INSIGHT Viewfinder®
Campus Climate Surveys

Metropolitan State University of Denver

Campus Climate Survey Comparison Report

April 26, 2021

METROPOLITAN STATE UNIVERSITY OF DENVER

CAMPUS CLIMATE SURVEY COMPARISON REPORT
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Introduction

In Winter 2021, Metropolitan State University of Denver partnered with Campus Climate Surveys, LLC to conduct a comprehensive campus climate survey for administrators, faculty, staff and students. There were four surveys that were administered: Viewfinder® Campus Climate Survey for Administrators, Viewfinder® Campus Climate Survey for Faculty, and Viewfinder® Campus Climate Survey for Staff, and Viewfinder® Campus Climate Survey for Students.

Understanding your campus's climate is an important step toward ensuring your institution's future success — and that of your employees and students. Viewfinder® Campus Climate Surveys are designed to help colleges and universities measure and assess both their strengths and weaknesses around diversity and inclusion efforts for administrators, faculty, staff and students. Survey results provide insight into the factors that shape the experiences and perceptions of diverse individuals on campus. Doing so helps institutions create an environment where everyone feels safe, welcome, valued and respected.

The following report prepared by Campus Climate Surveys, LLC is a summary of the results from data collected on these surveys. Surveys include fourteen sections that examine various aspects of campus diversity, equity, and inclusion.

Many questions are the same on both surveys and this report shows comparative data for all groups of respondents. Some survey questions are specific to each individual survey and, therefore, may not be shown in a comparative format.

The survey response rate was fifty nine percent of administrators, twenty-five percent of faculty, forty-four percent of staff, and six percent of students. All information and data included in this report may not represent the views of the entirety of the employee and student populations at Metropolitan State University of Denver, and only represent the views, opinions, and experiences of those who participated in the surveys. Each chart included in this report includes the number of respondents to the question for each group.

Viewfinder® Campus Climate Surveys include the opportunity for respondents to provide open-ended responses at the end of some of the questions. However, those responses are not included in this report.

Disclaimer
Campus Climate Surveys, LLC makes no interpretations, determinations, or inferences from the campus climate surveys results or data used in the compilation of this report. Campus Climate Surveys, LLC is not responsible for any errors or omissions in this report or any liability resulting from the use or misuse of the information contained in this report.

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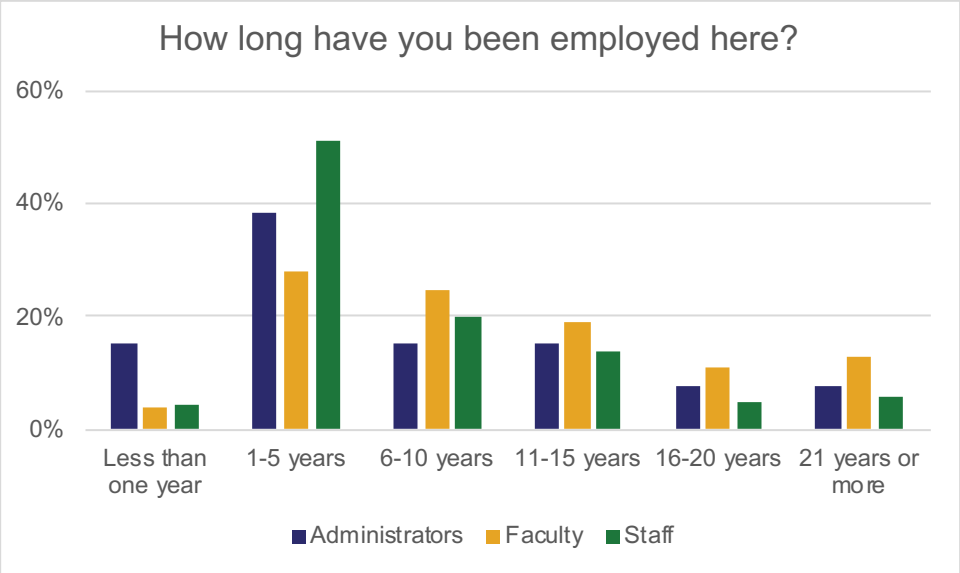
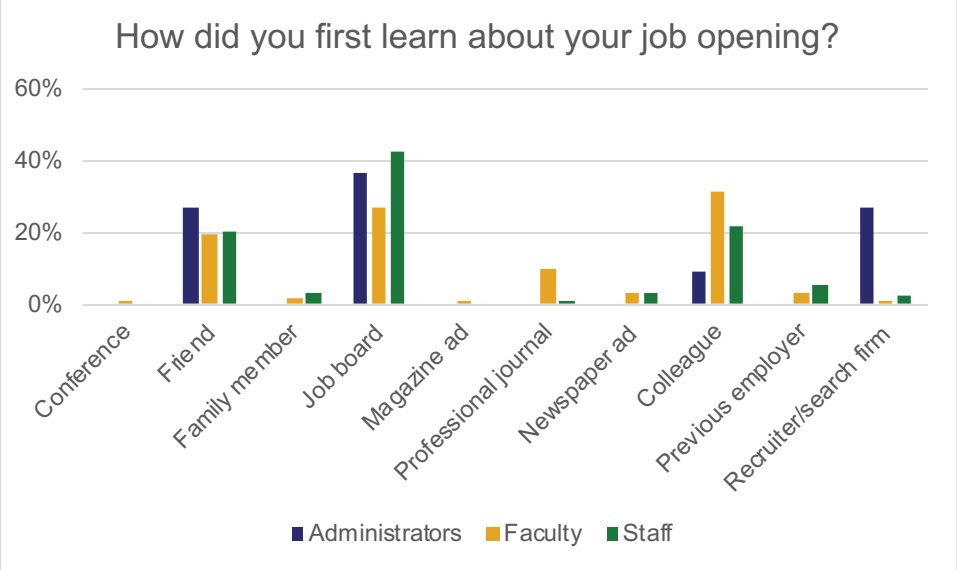
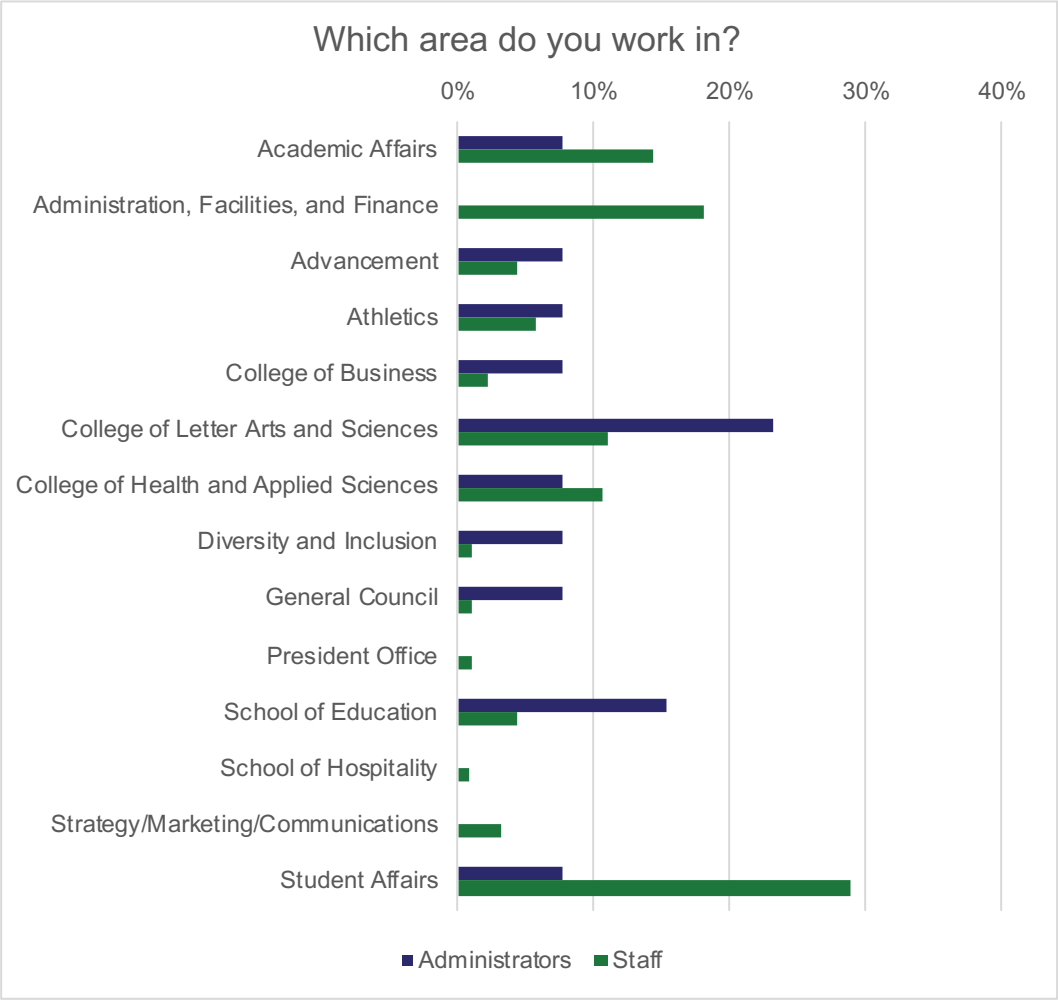
Tell Us About Yourself

TELL US ABOUT YOURSELF

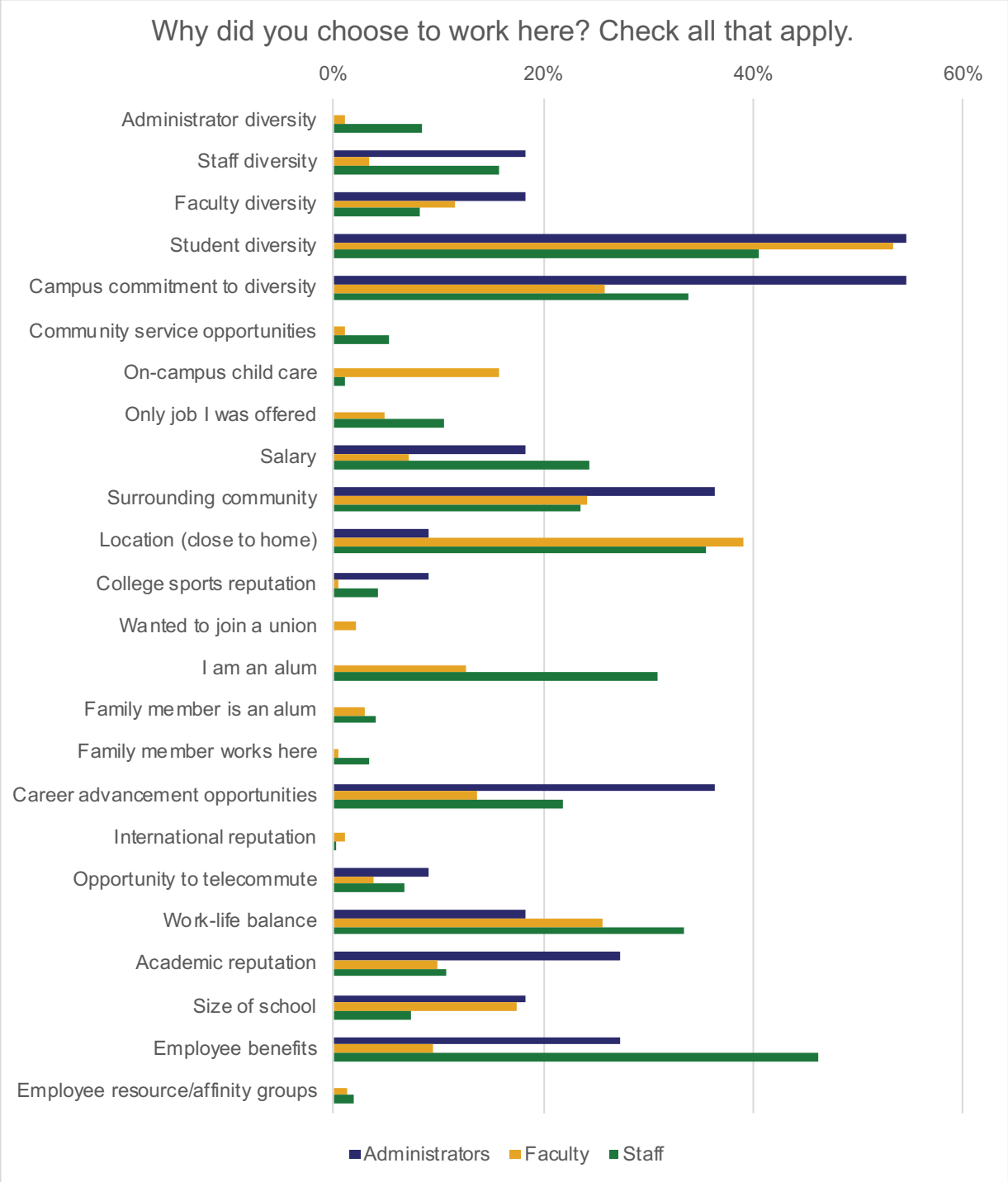




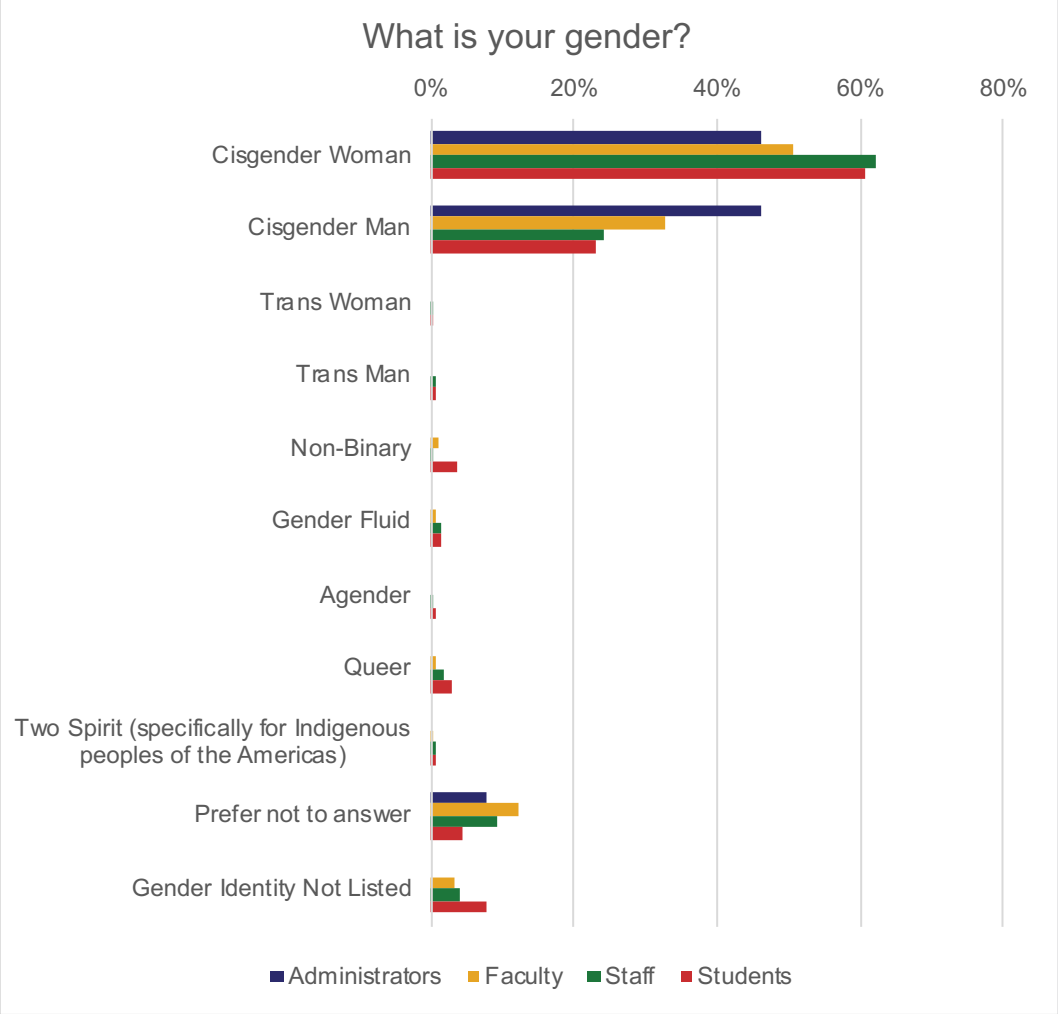
TELL US ABOUT YOURSELF



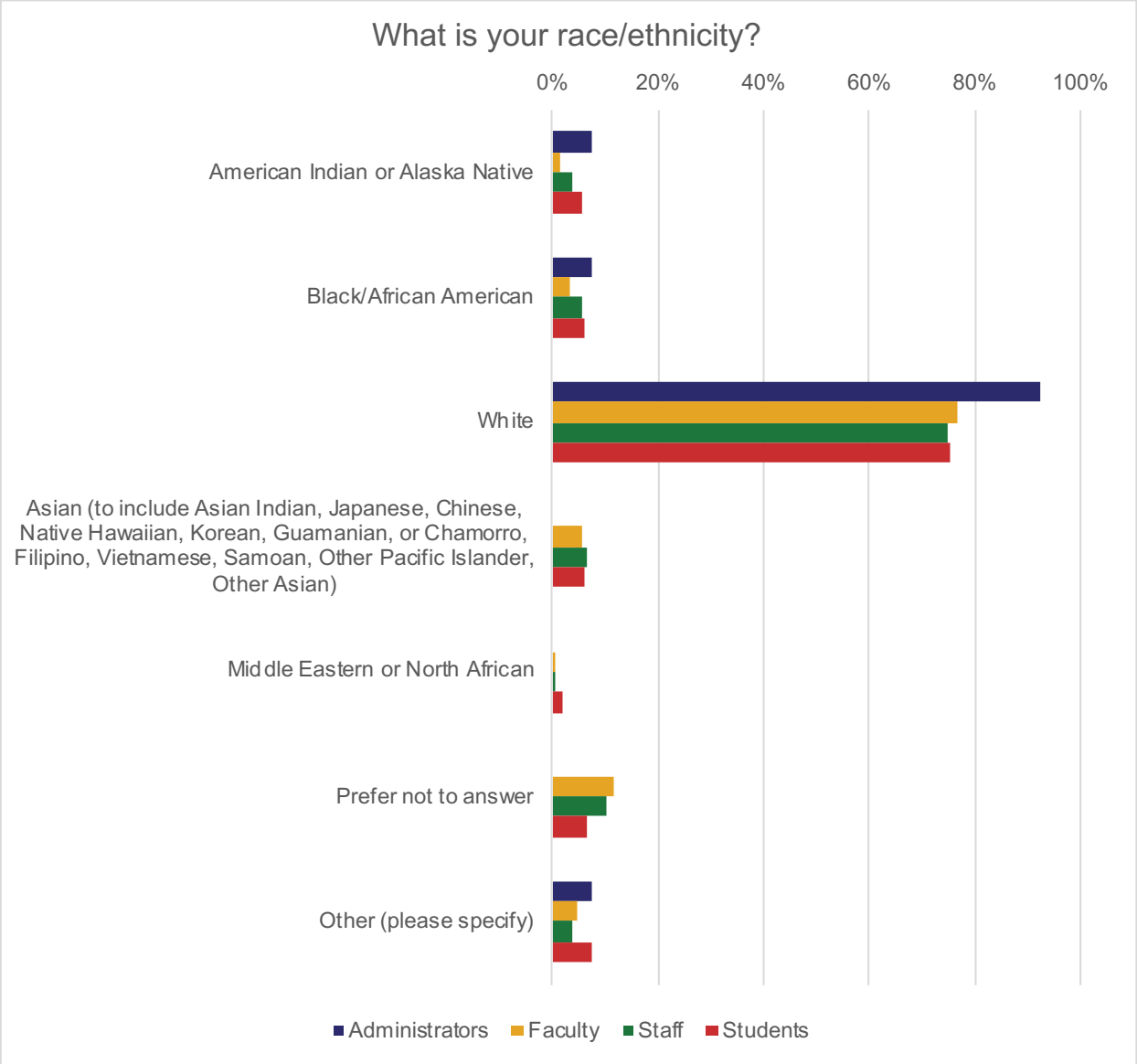
TELL US ABOUT YOURSELF

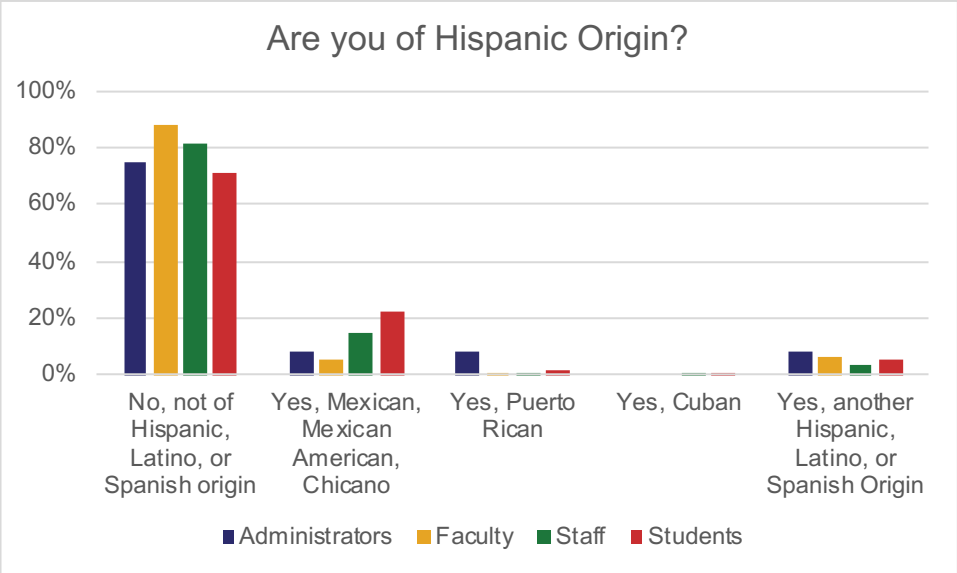


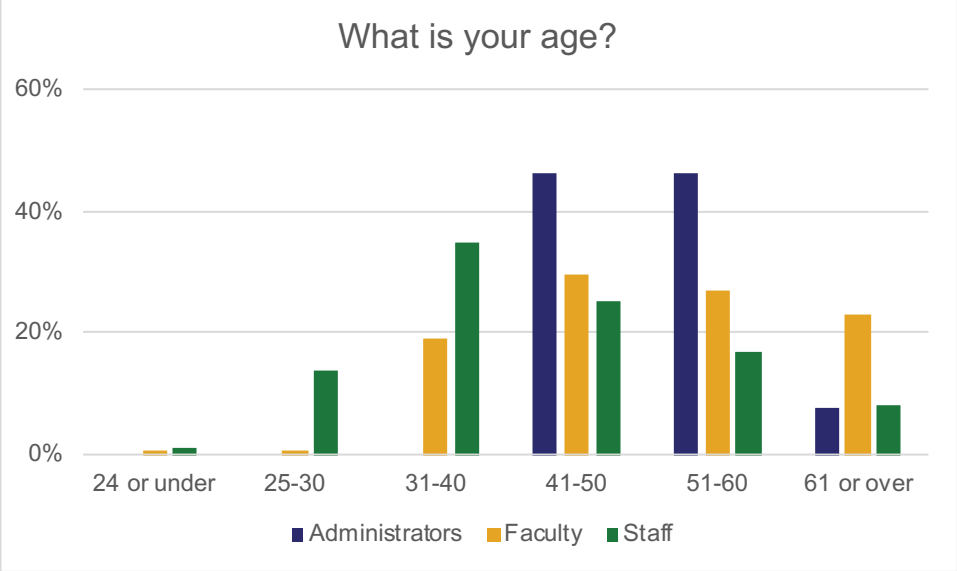
Demographics

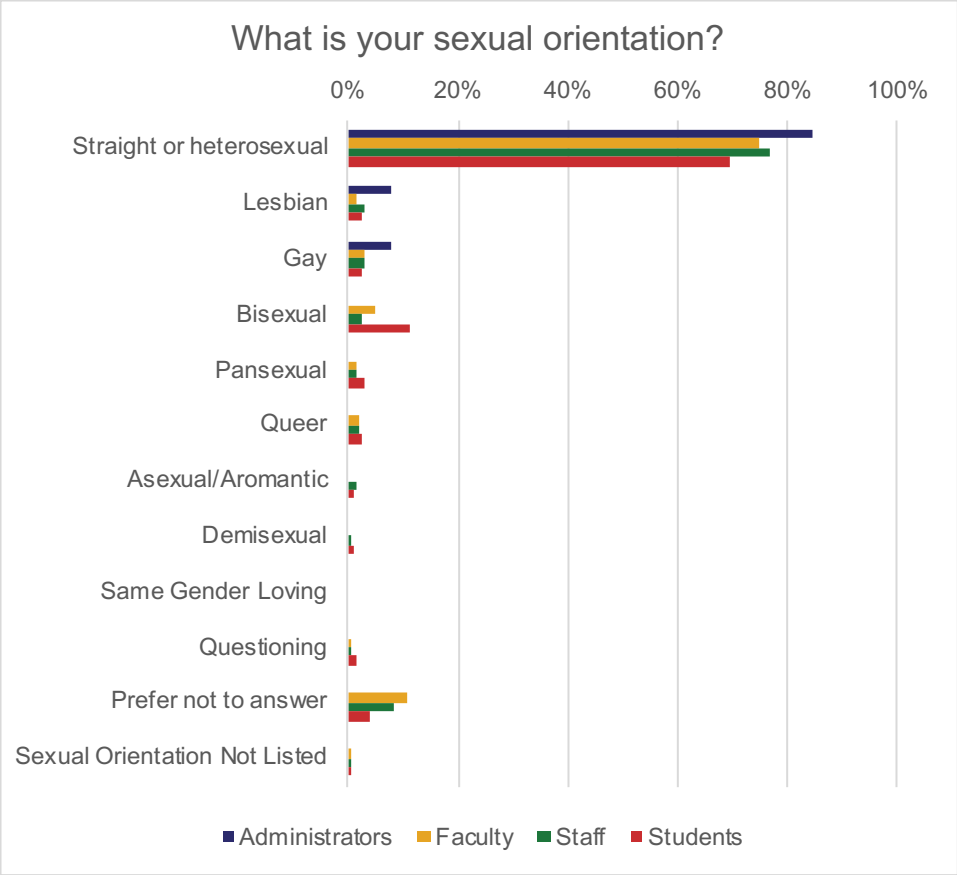

What is your gender?
0%
20%
40%
60%
80%
Cisgender Woman
Cisgender Man
Trans Woman
Trans Man
Non-Binary
Gender Fluid
Agender
Queer
Two Spirit (specifically for Indigenous peoples of the Americas)
Prefer not to answer
Gender Identity Not Listed
Administrators
Faculty
Staff
Students

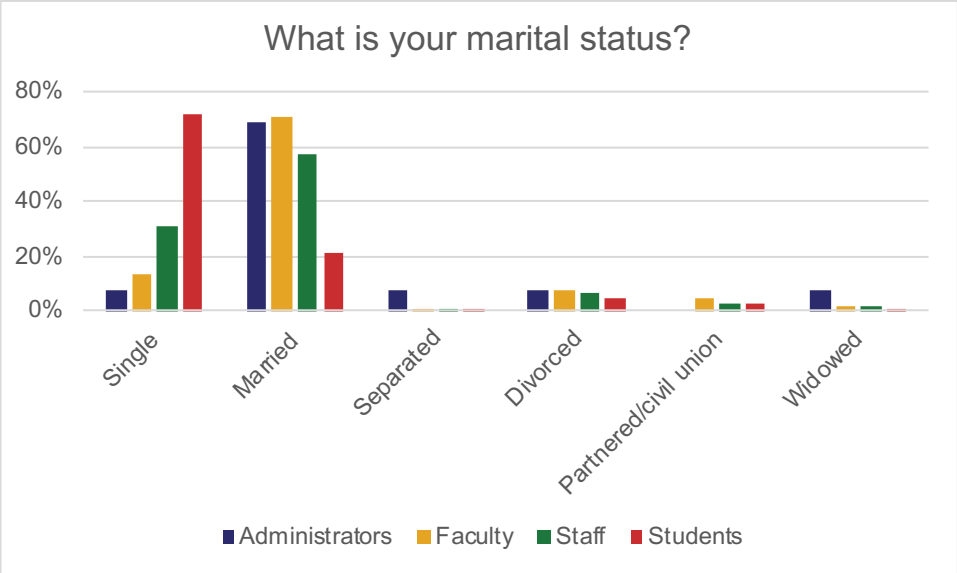
DEMOGRAPHICS

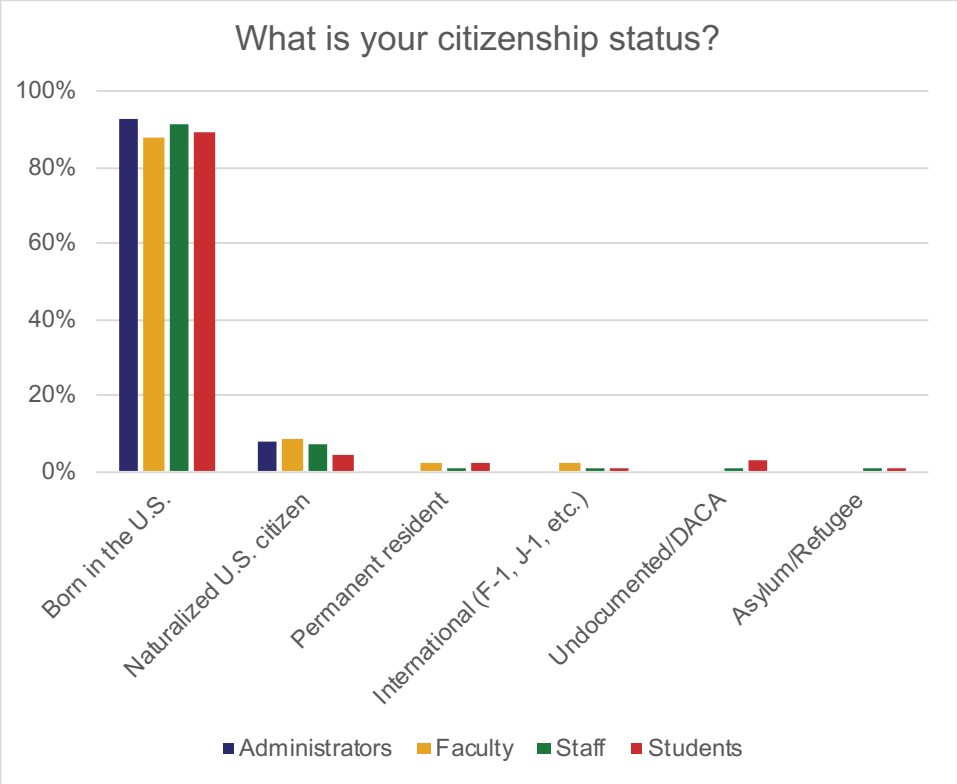


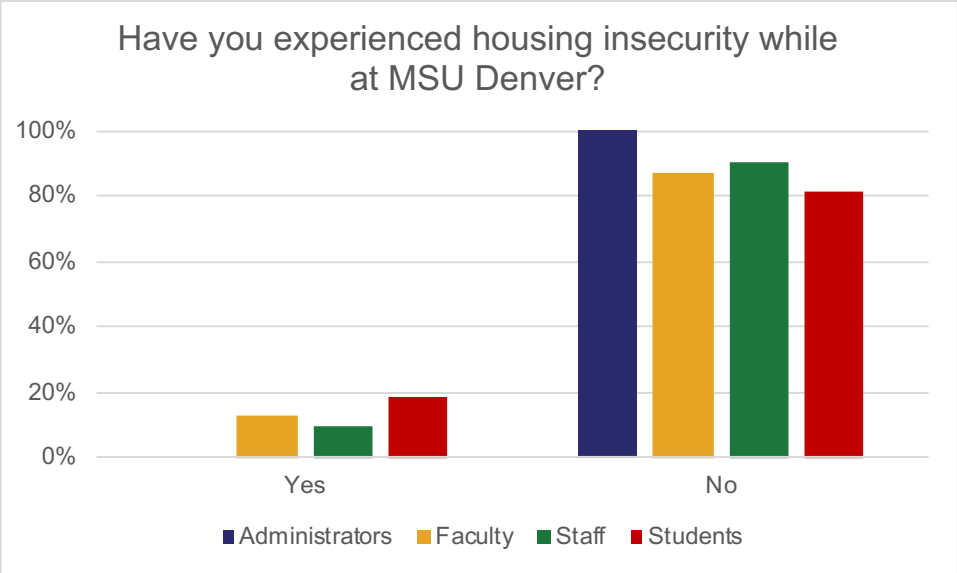

Are you of Hispanic Origin?
100%
80%
60%
40%
20%
0%
No, not of Hispanic, Latino, or Spanish origin
Yes, Mexican, Mexican American, Chicano
Yes, Puerto Rican
Yes, Cuban
Yes, another Hispanic, Latino, or Spanish Origin
Administrators
Faculty
Staff
Students

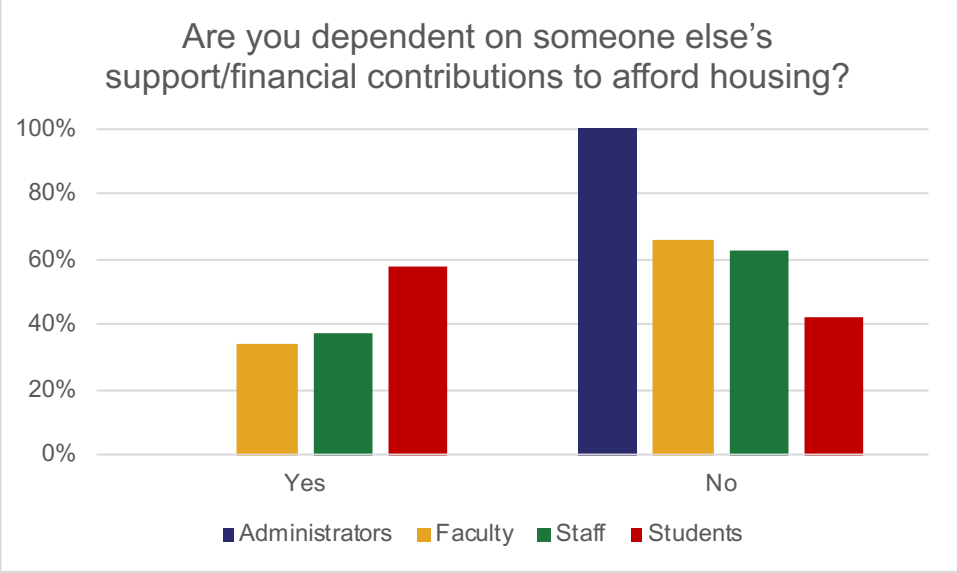

What is your age?
60%
40%
20%
0%
24 or under
25-30
31-40
41-50
51-60
61 or over
Administrators
Faculty
Staff

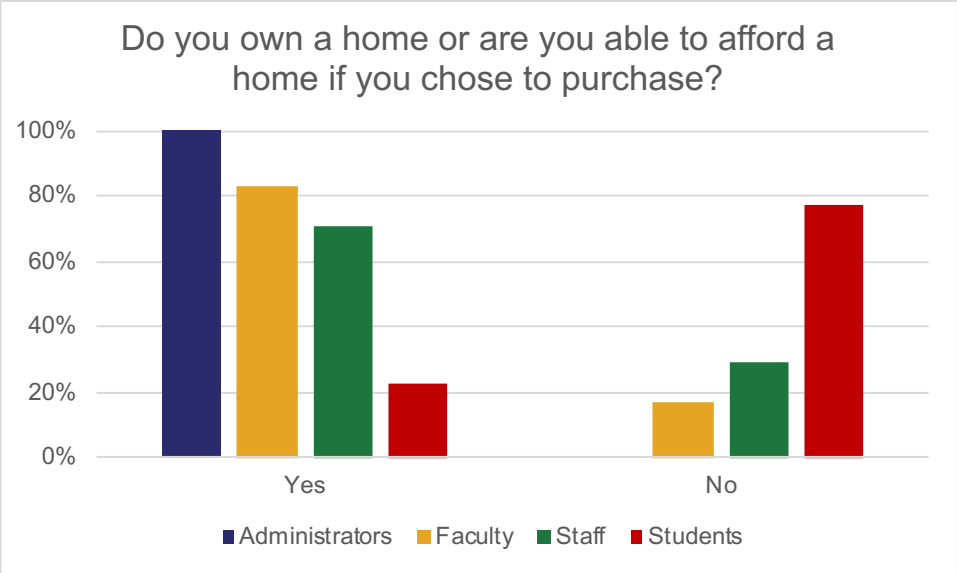

What is your sexual orientation?
0%
20%
40%
60%
80%
100%
Straight or heterosexual
Lesbian
Gay
Bisexual
Pansexual
Queer
Asexual/Aromantic
Demisexual
Same Gender Loving
Questioning
Prefer not to answer
Sexual Orientation Not Listed
Administrators
Faculty
Staff
Students


What is your marital status?
80%
60%
40%
20%
0%
Single
Married
Separated
Divorced
Partnered/civil union
Widowed
Administrators
Faculty
Staff
Students


What is your citizenship status?
100%
80%
60%
40%
20%
0%
Born in the U.S.
Naturalized U.S. citizen
Permanent resident
International (F-1, J-1, etc.)
Undocumented/DACA
Asylum/Refugee
Administrators
Faculty
Staff
Students

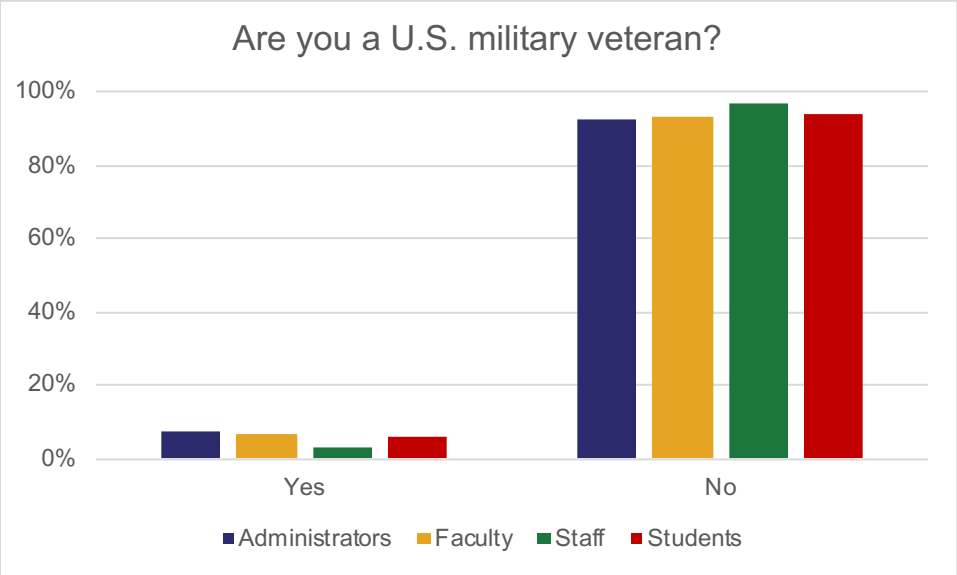

Have you experienced housing insecurity while at MSU Denver?
100%
80%
60%
40%
20%
0%
Yes
No
Administrators
Faculty
Staff
Students


Are you dependent on someone else's support/financial contributions to afford housing?
100%
80%
60%
40%
20%
0%
Yes
No
Administrators
Faculty
Staff
Students

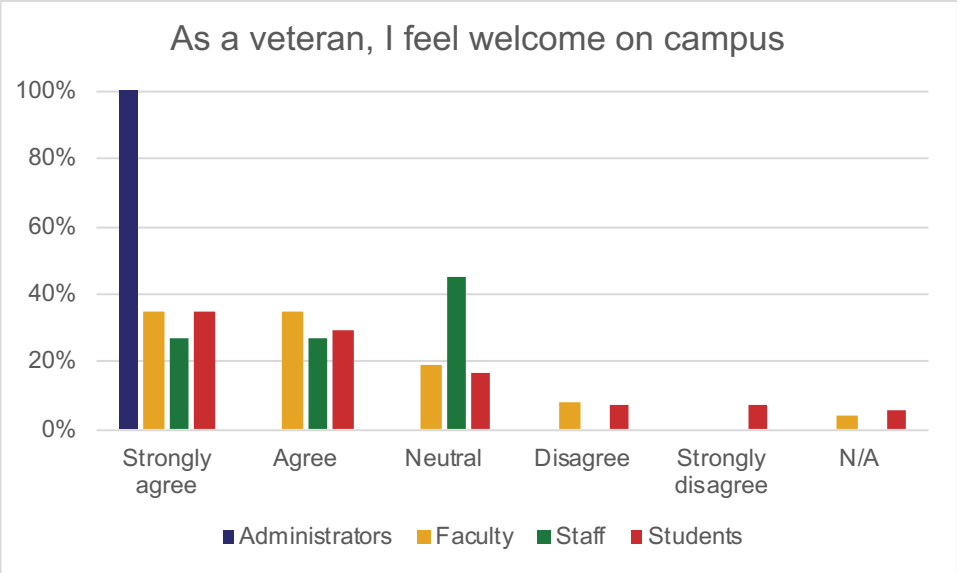

Do you own a home or are you able to afford a home if you chose to purchase?
100%
80%
60%
40%
20%
0%
Yes
No
Administrators
Faculty
Staff
Students

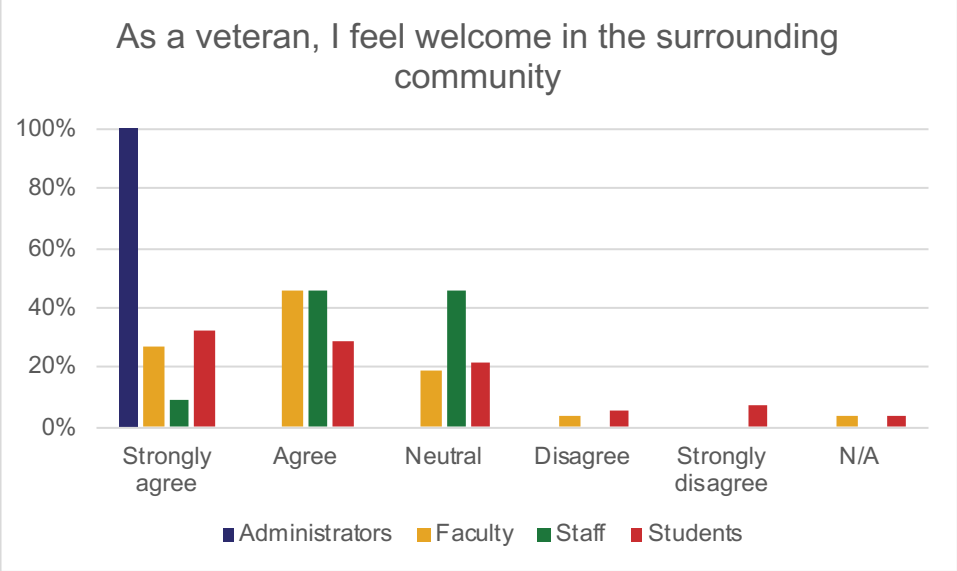
U.S. Military Veterans

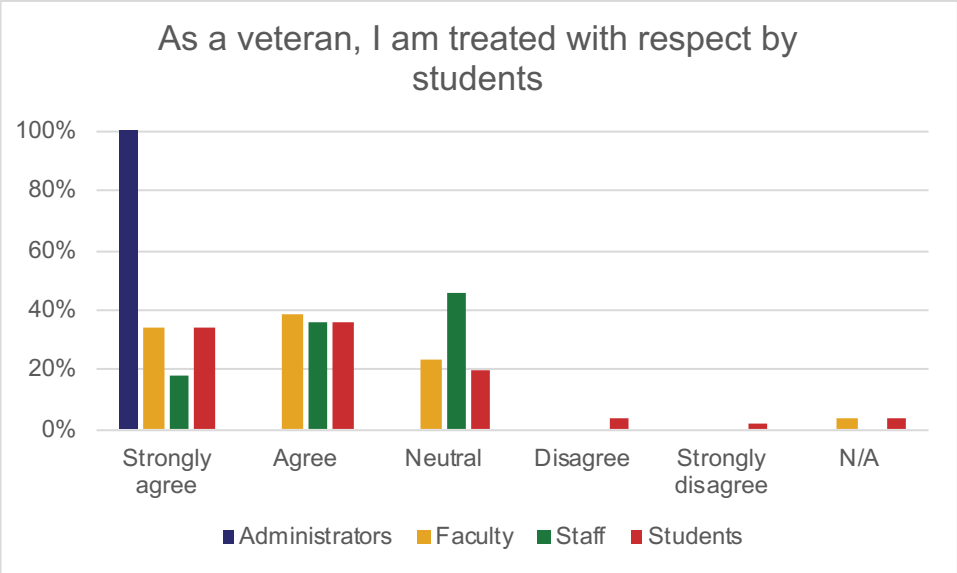
U.S. MILITARY VETERANS

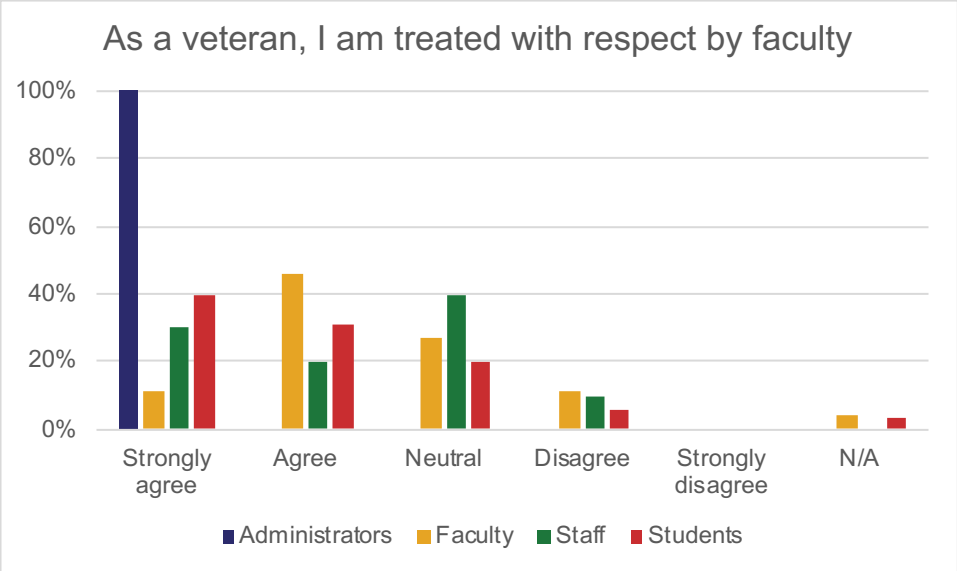


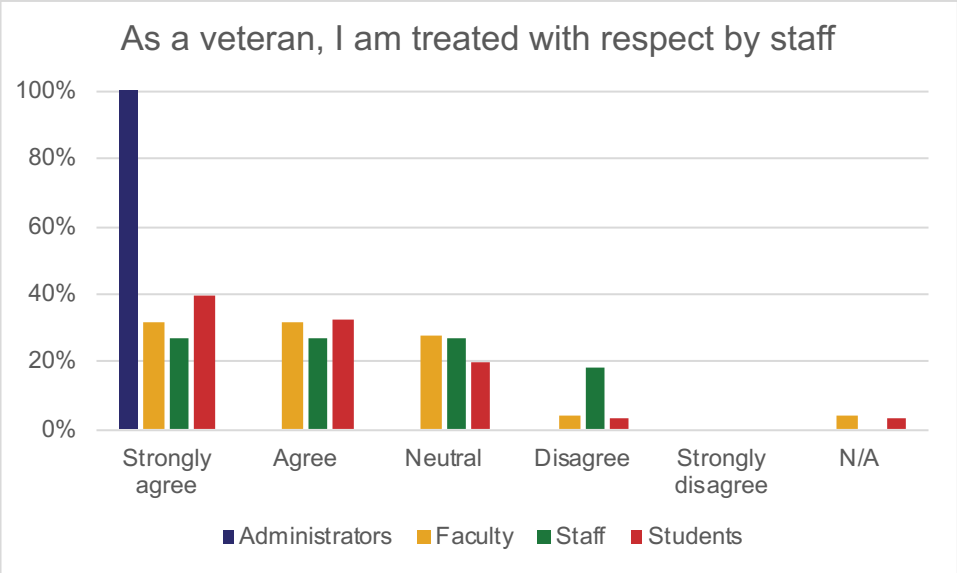
Only YES responses continue

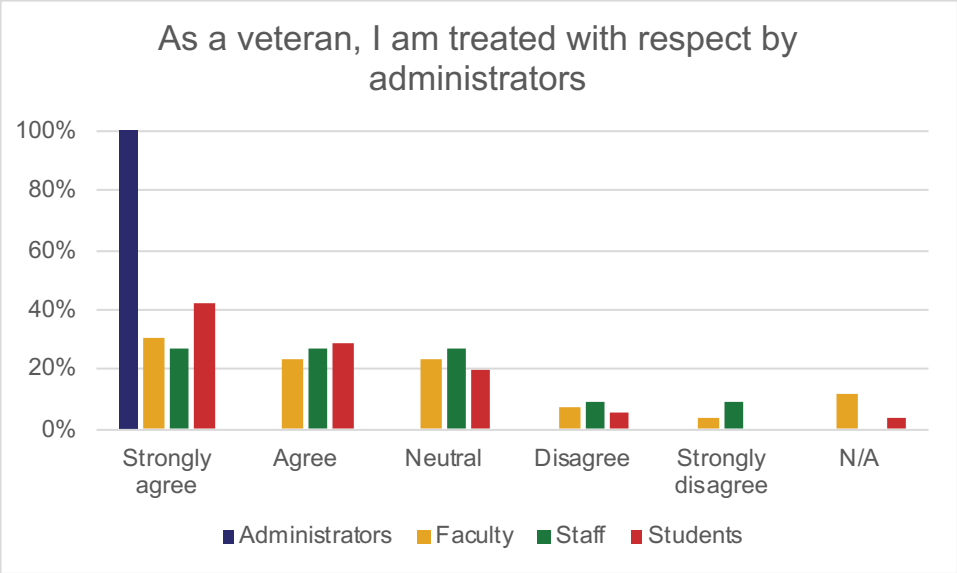

As a veteran, I feel welcome on campus
100%
80%
60%
40%
20%
0%
Strongly agree
Agree
Neutral
Disagree
Strongly disagree
N/A
Administrators
Faculty
Staff
Students

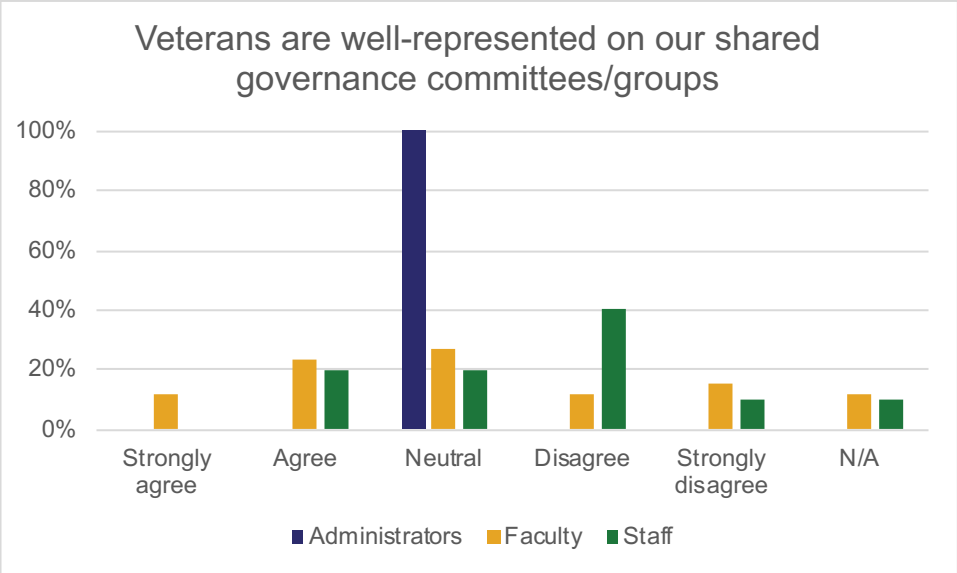

As a veteran, I feel welcome in the surrounding community
100%
80%
60%
40%
20%
0%
Strongly agree
Agree
Neutral
Disagree
Strongly disagree
N/A
Administrators
Faculty
Staff
Students


As a veteran, I am treated with respect by students
100%
80%
60%
40%
20%
0%
Strongly agree
Agree
Neutral
Disagree
Strongly disagree
N/A
Administrators
Faculty
Staff
Students


As a veteran, I am treated with respect by faculty
100%
80%
60%
40%
20%
0%
Strongly agree
Agree
Neutral
Disagree
Strongly disagree
N/A
Administrators
Faculty
Staff
Students

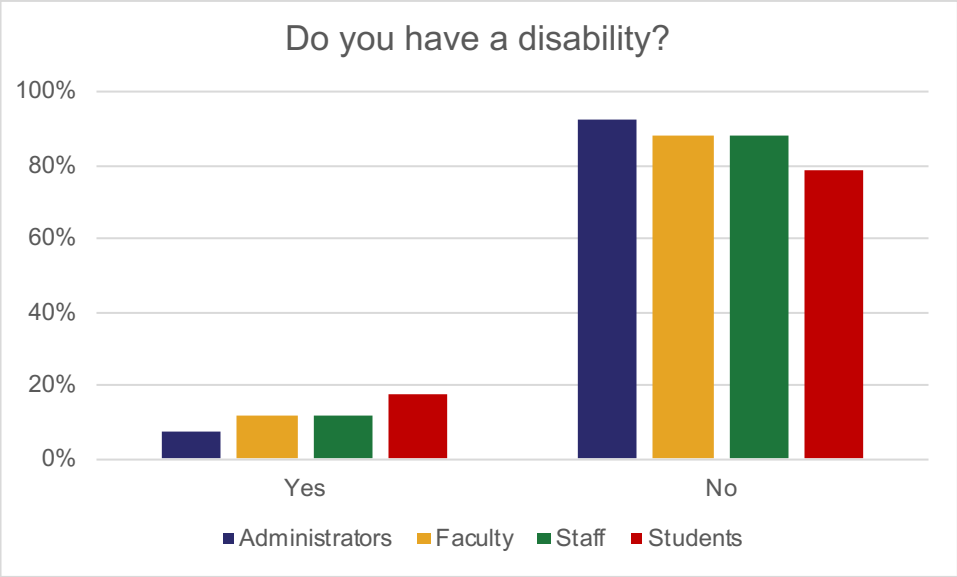

As a veteran, I am treated with respect by staff
100%
80%
60%
40%
20%
0%
Strongly agree
Agree
Neutral
Disagree
Strongly disagree
N/A
Administrators
Faculty
Staff
Students


As a veteran, I am treated with respect by administrators
100%
80%
60%
40%
20%
0%
Strongly agree
Agree
Neutral
Disagree
Strongly disagree
N/A
Administrators
Faculty
Staff
Students


Veterans are well-represented on our shared governance committees/groups
100%
80%
60%
40%
20%
0%
Strongly agree
Agree
Neutral
Disagree
Strongly disagree
N/A
Administrators
Faculty
Staff

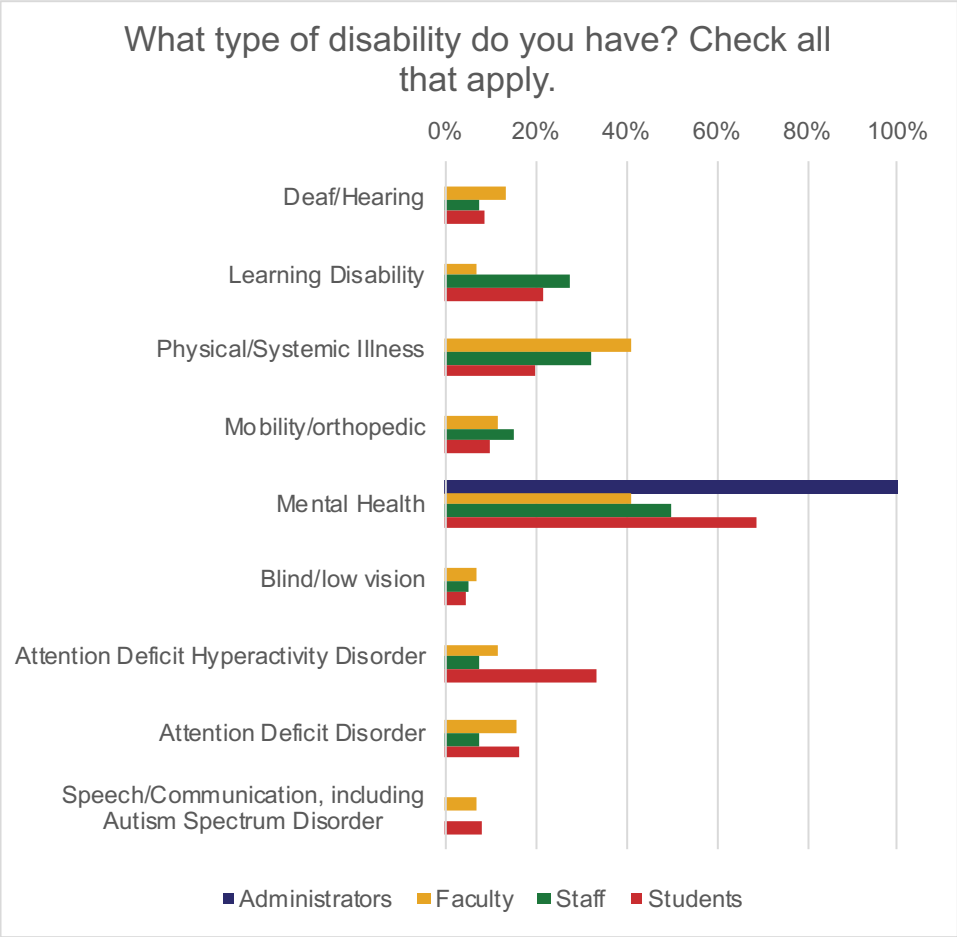
People with a Disability

PEOPLE WITH A DISABILITY

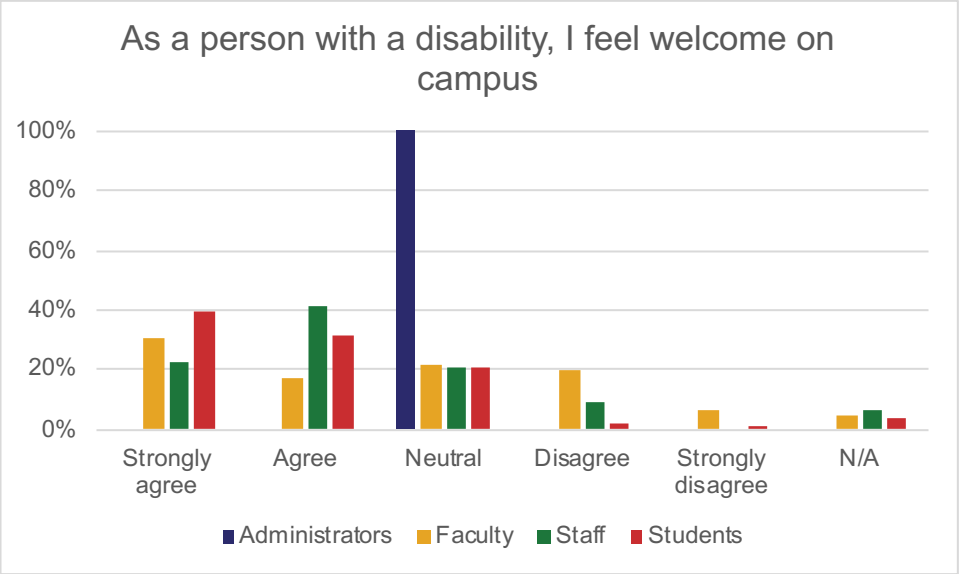


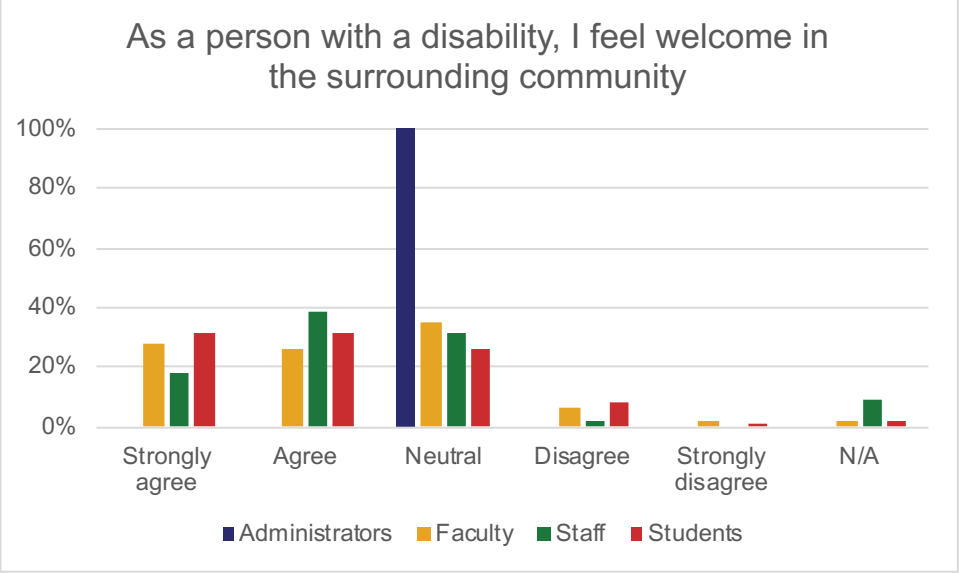
Only YES responses continue

PEOPLE WITH A DISABILITY

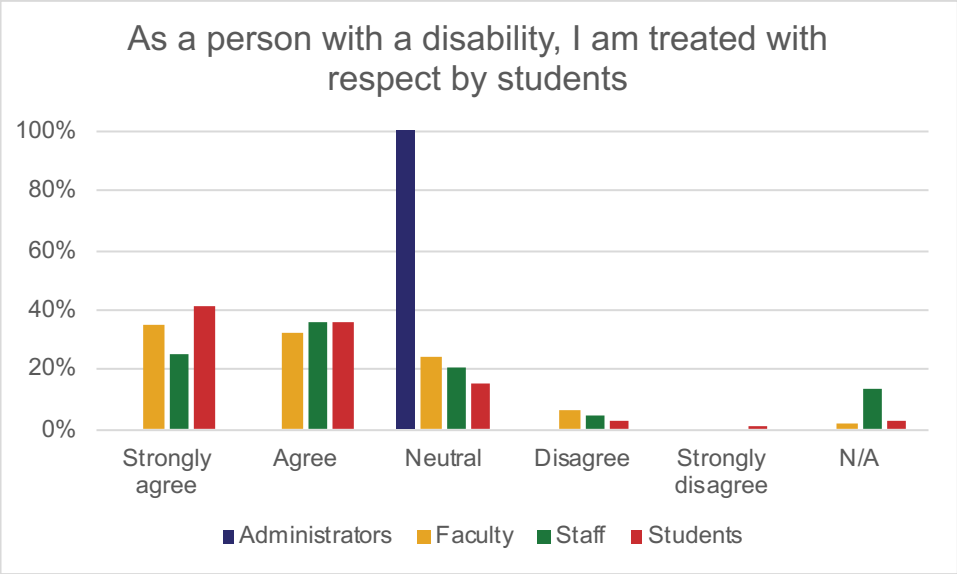


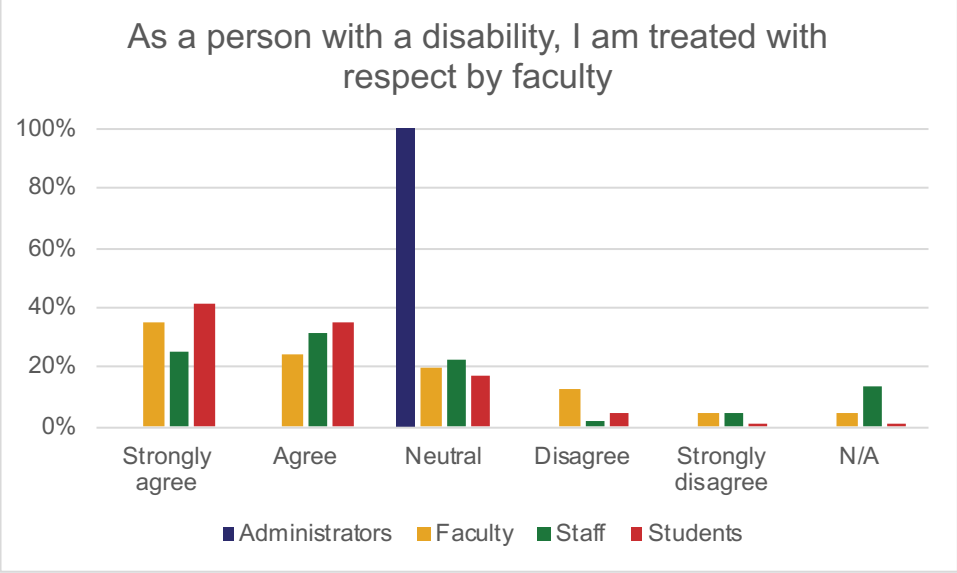
PEOPLE WITH A DISABILITY



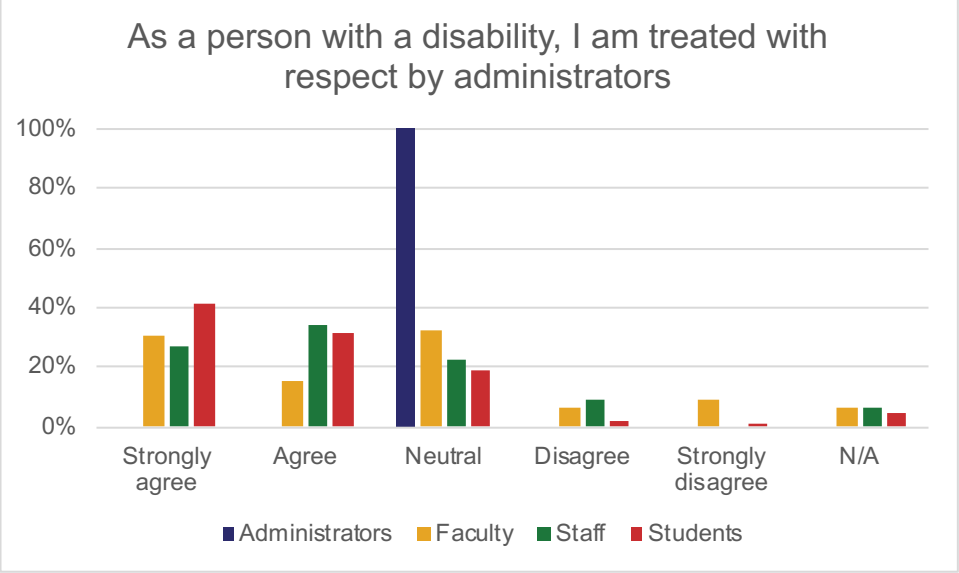


PEOPLE WITH A DISABILITY

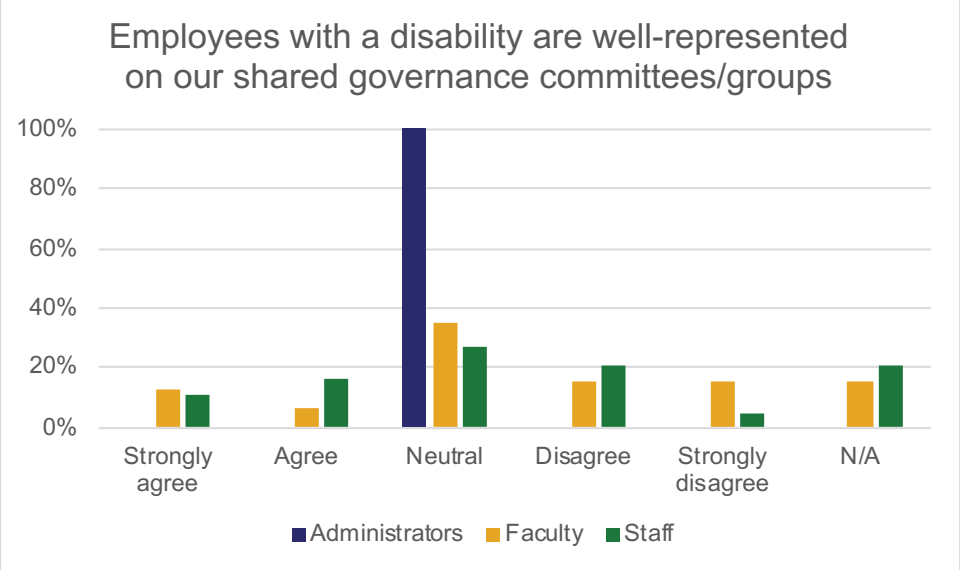




PEOPLE WITH A DISABILITY

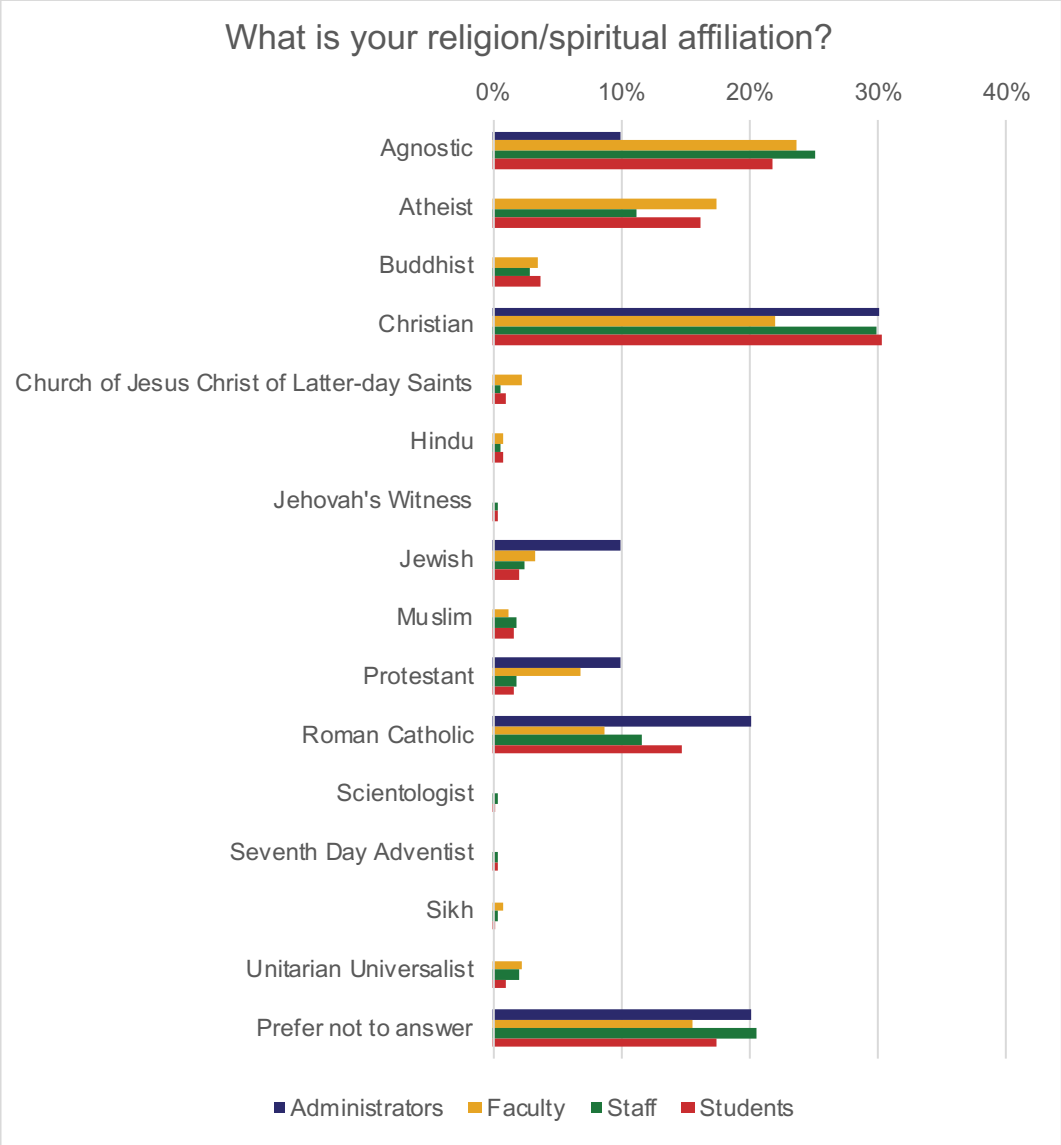


PEOPLE WITH A DISABILITY

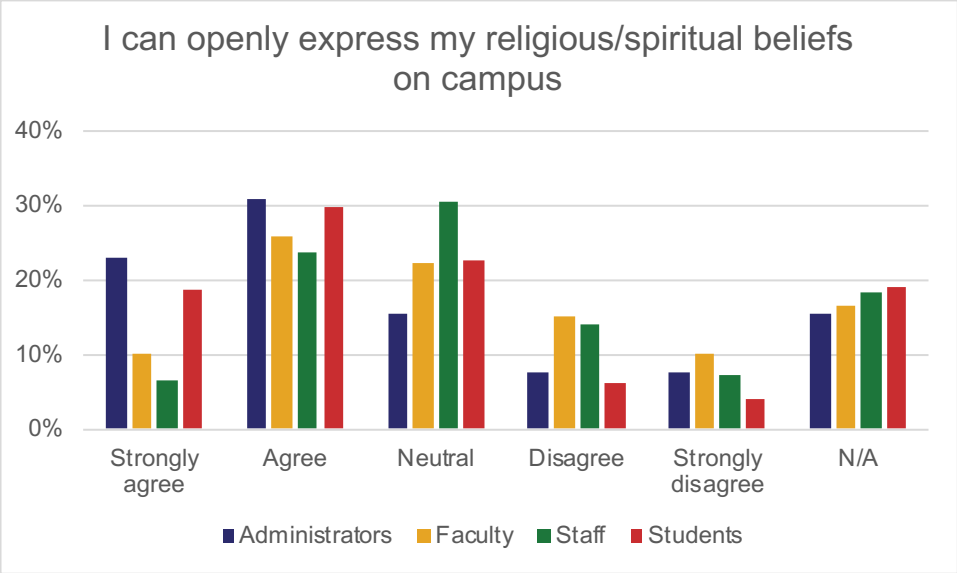


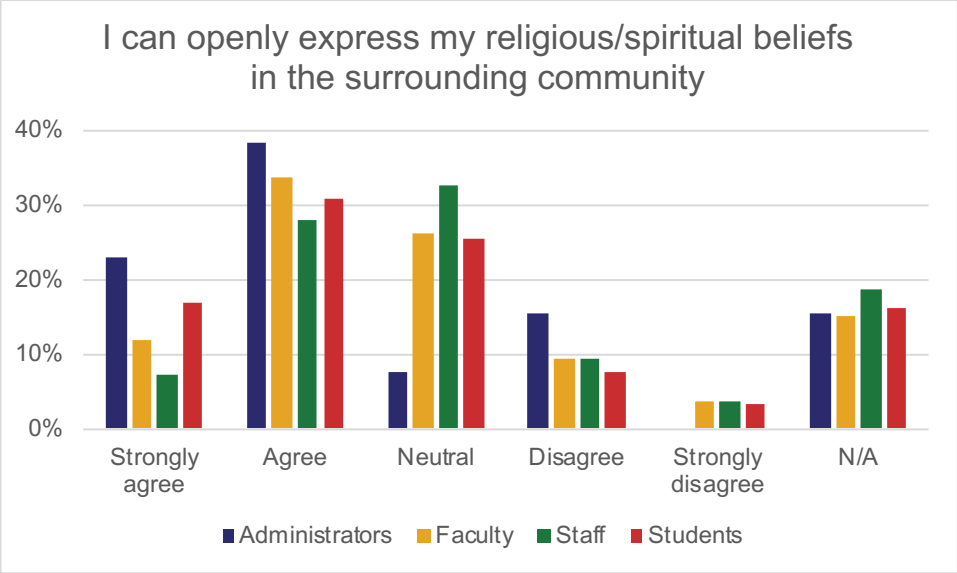
Political Views

POLITICAL VIEWS

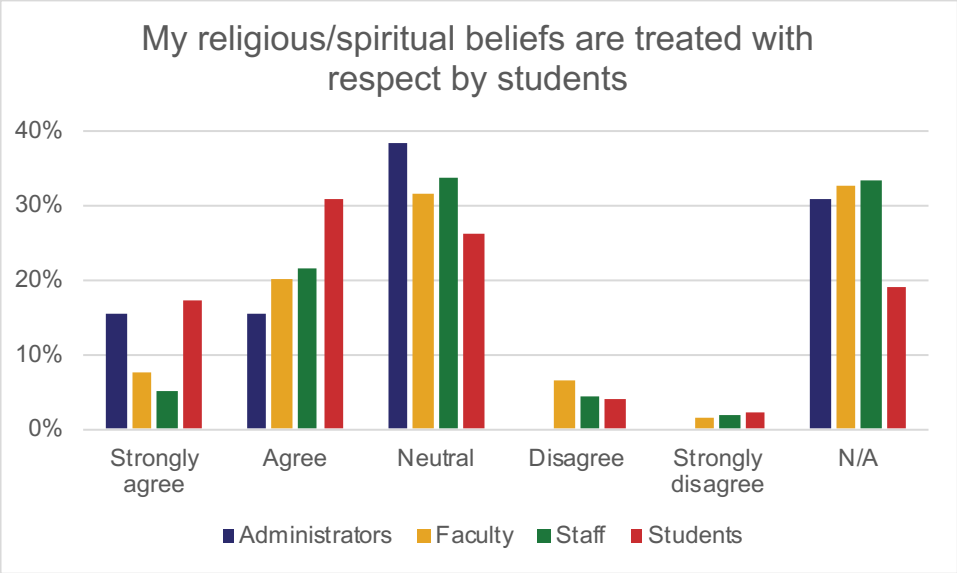


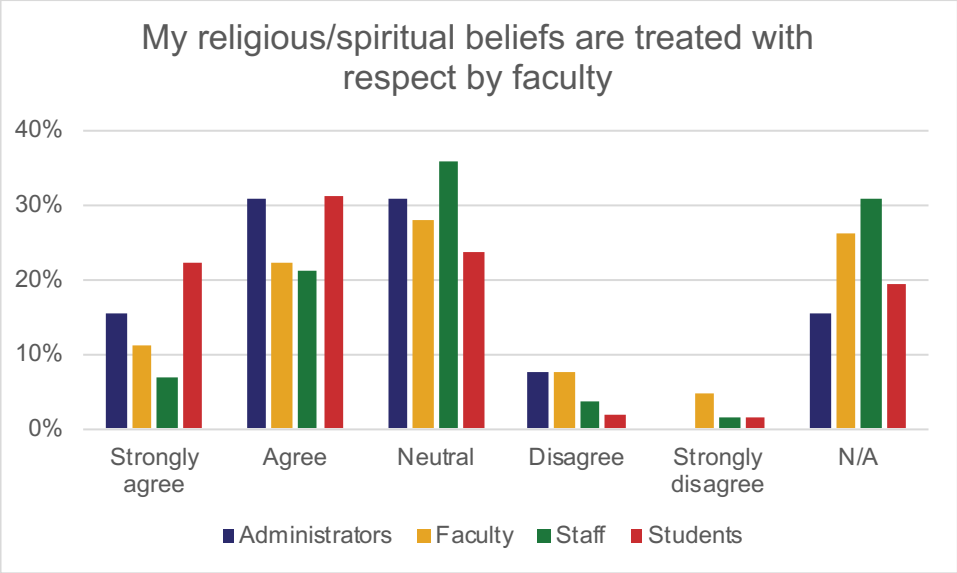
POLITICAL VIEWS



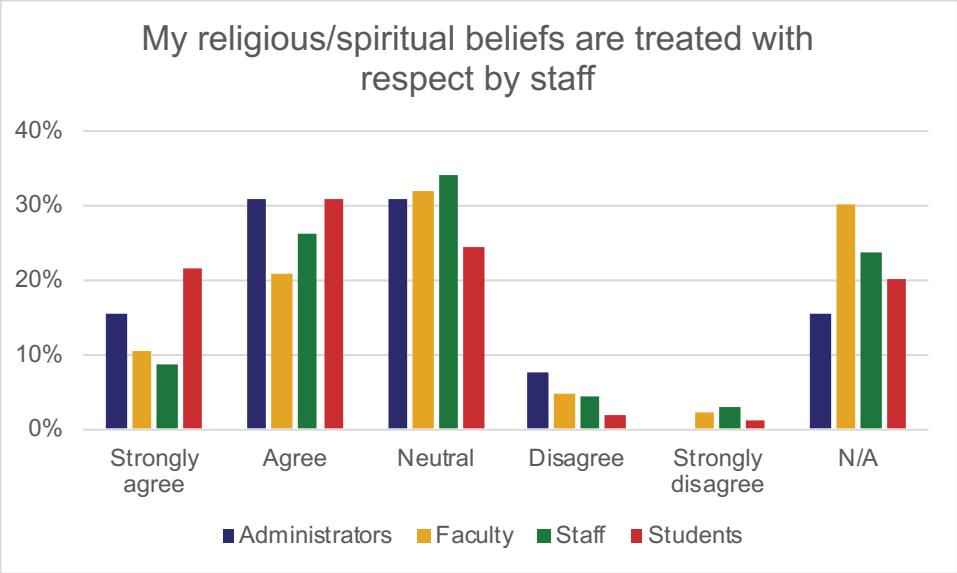


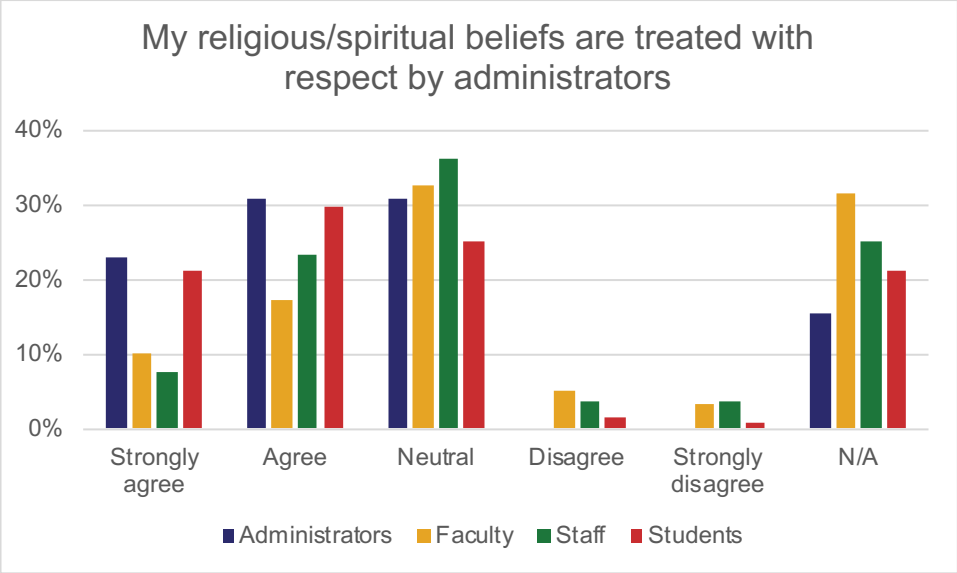
POLITICAL VIEWS



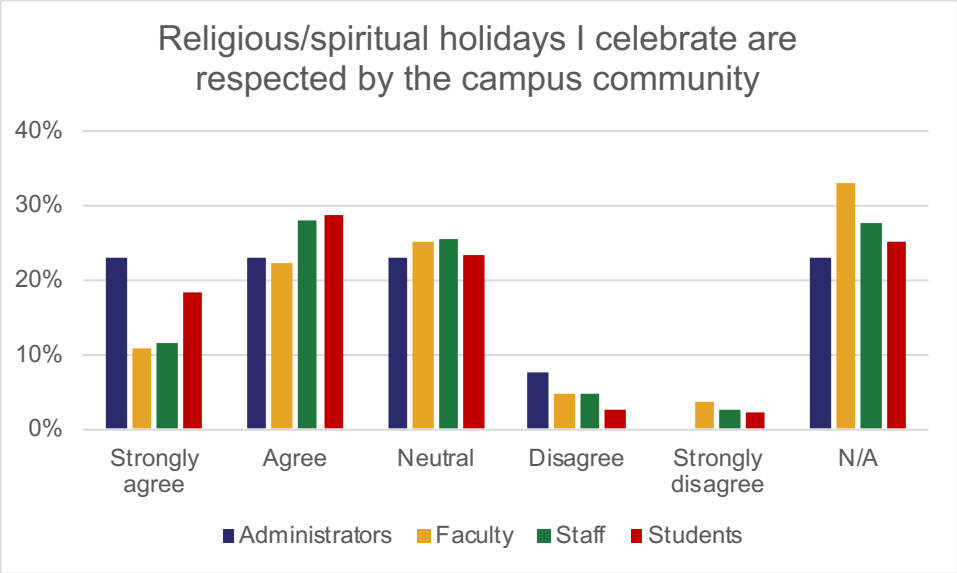


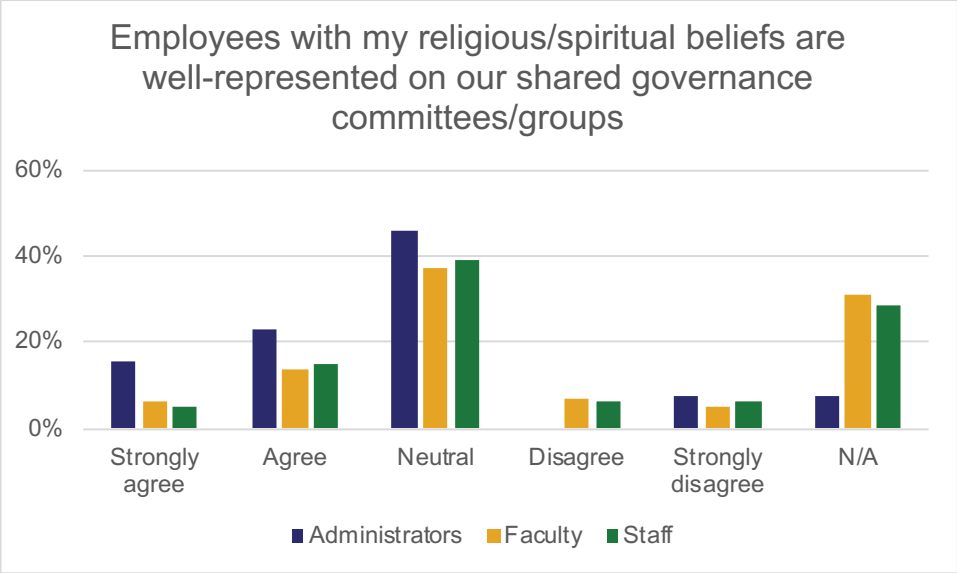
POLITICAL VIEWS



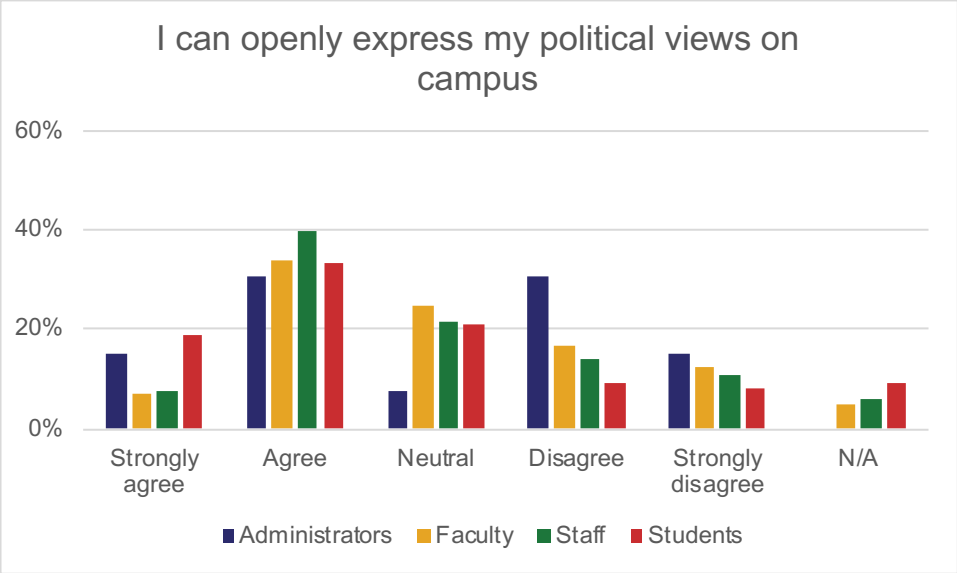


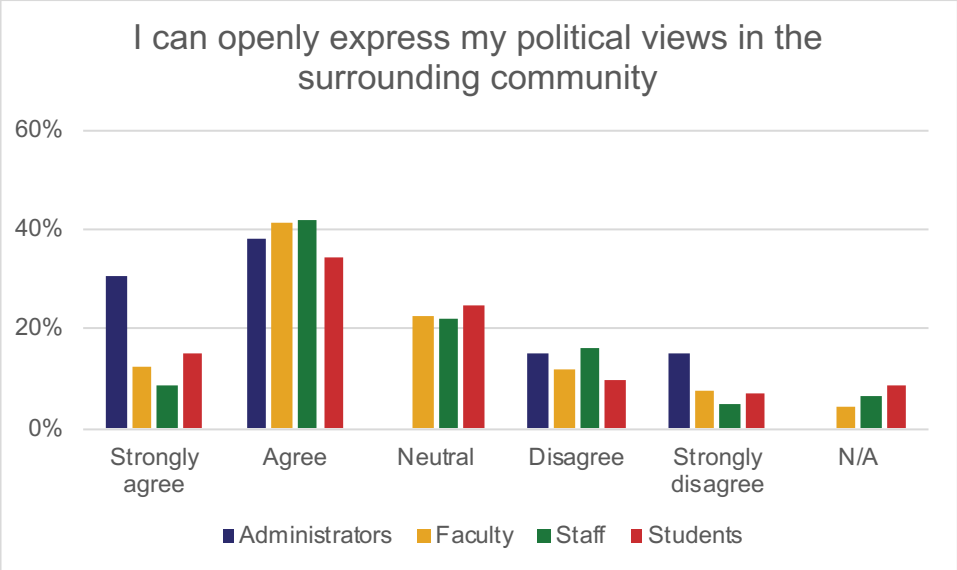
POLITICAL VIEWS



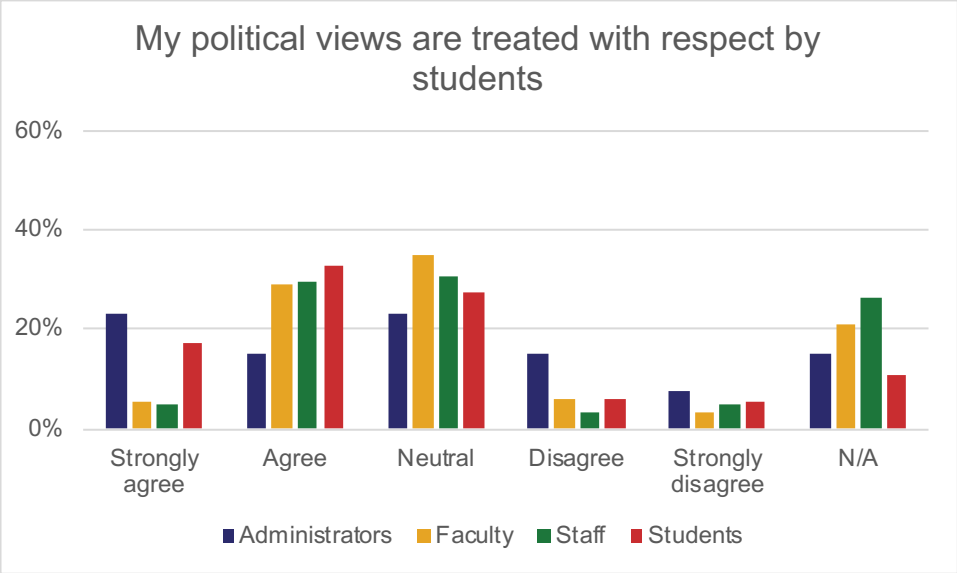


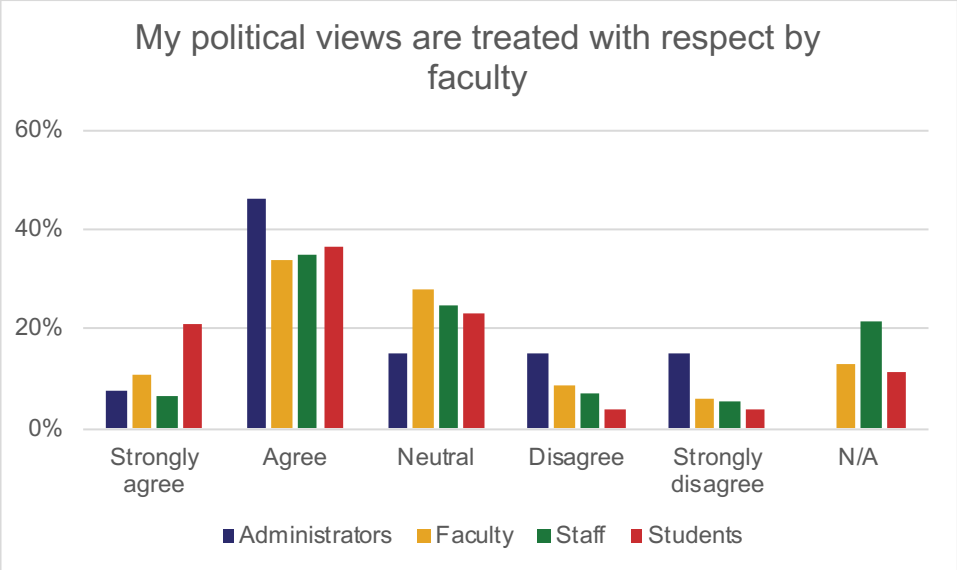
POLITICAL VIEWS



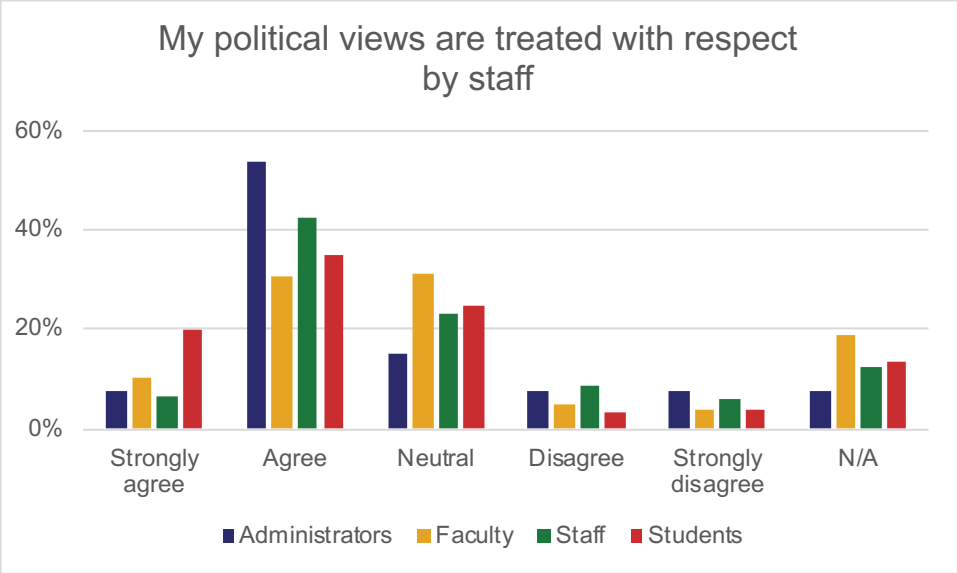


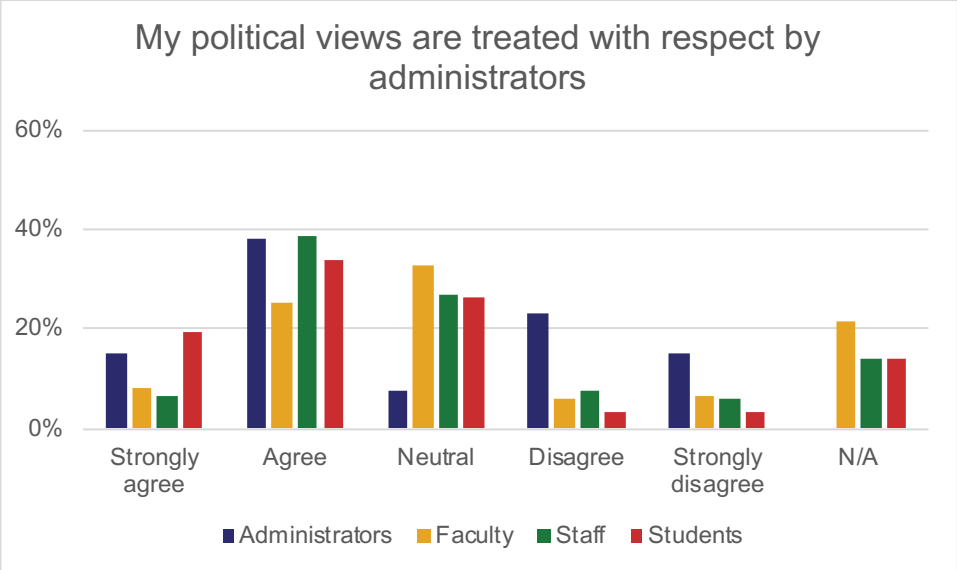
POLITICAL VIEWS



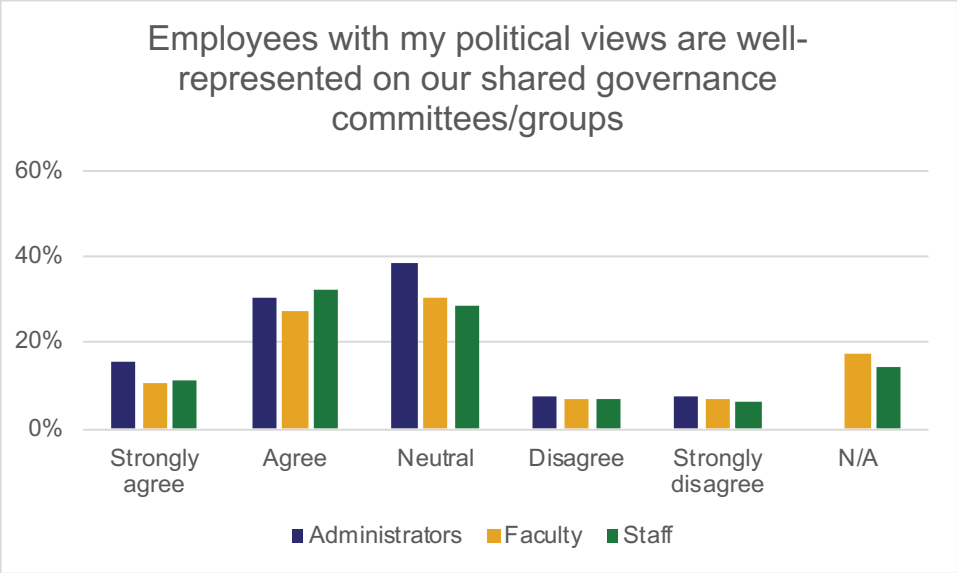


POLITICAL VIEWS

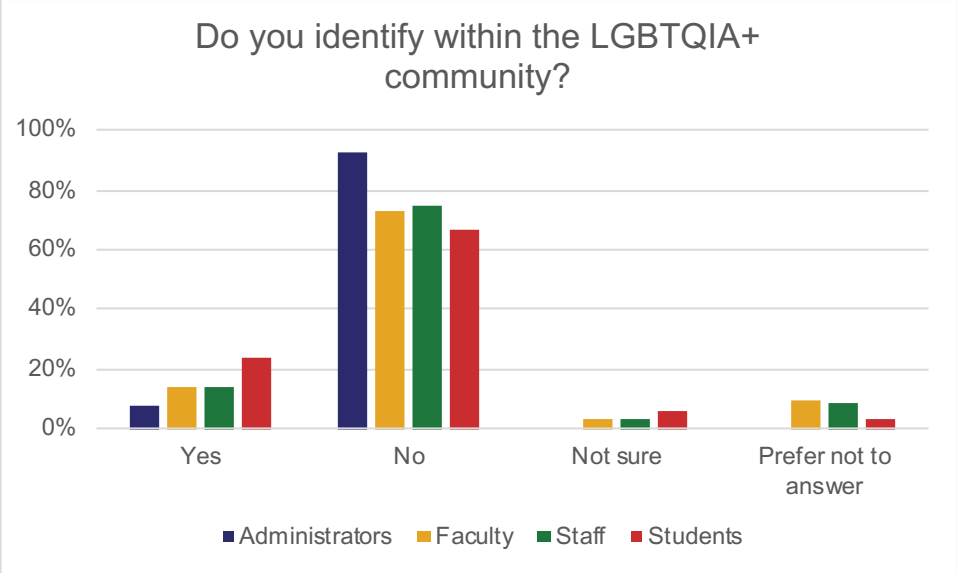




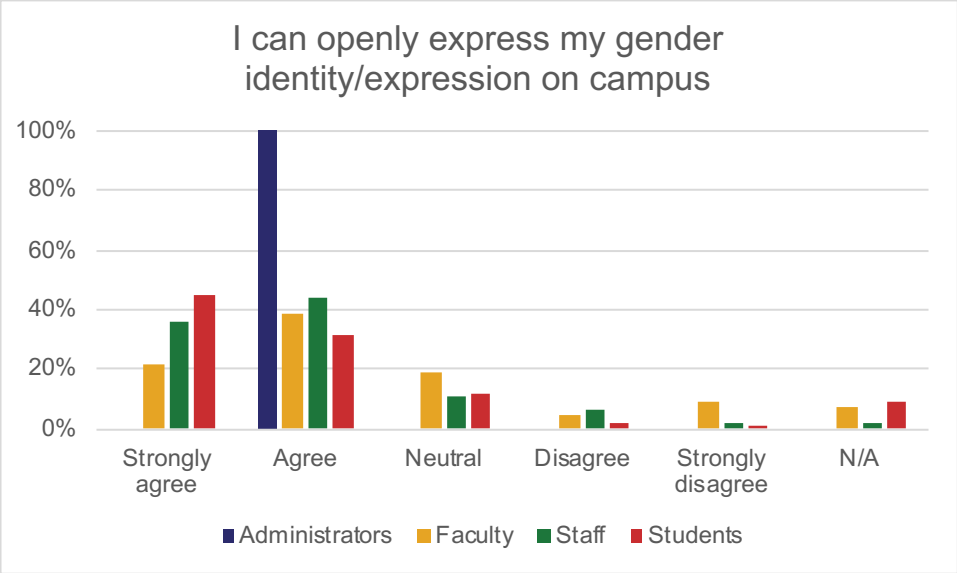
POLITICAL VIEWS

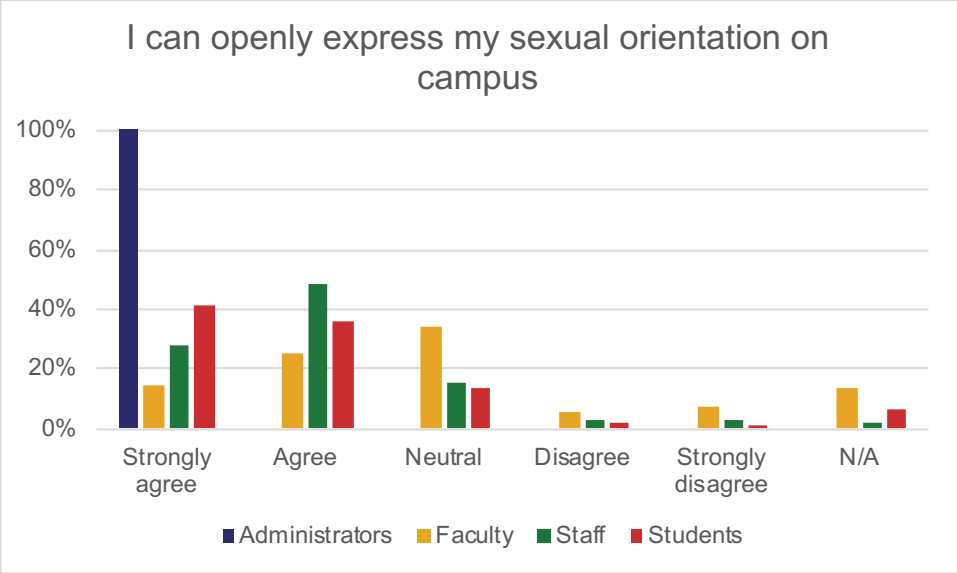


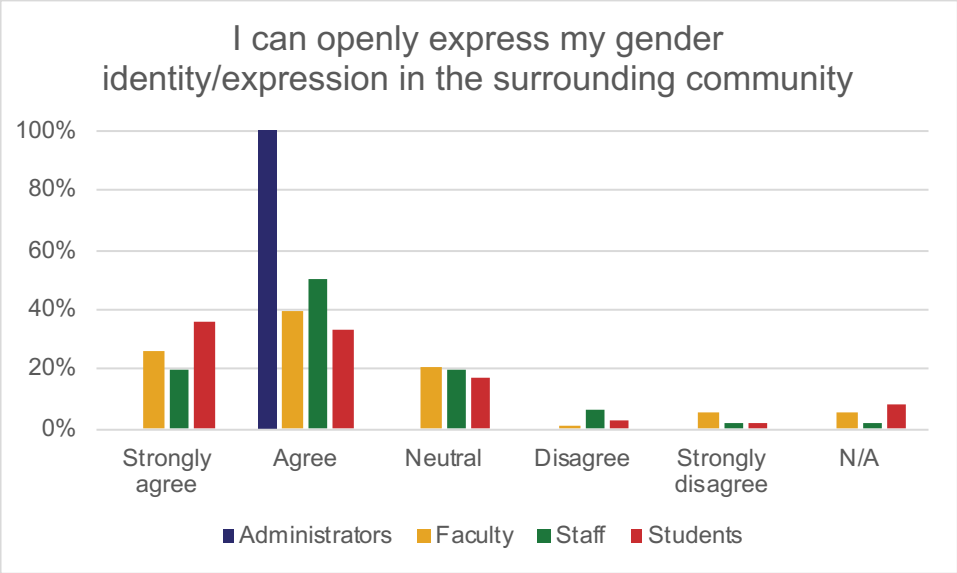
LGBTQIA+ People

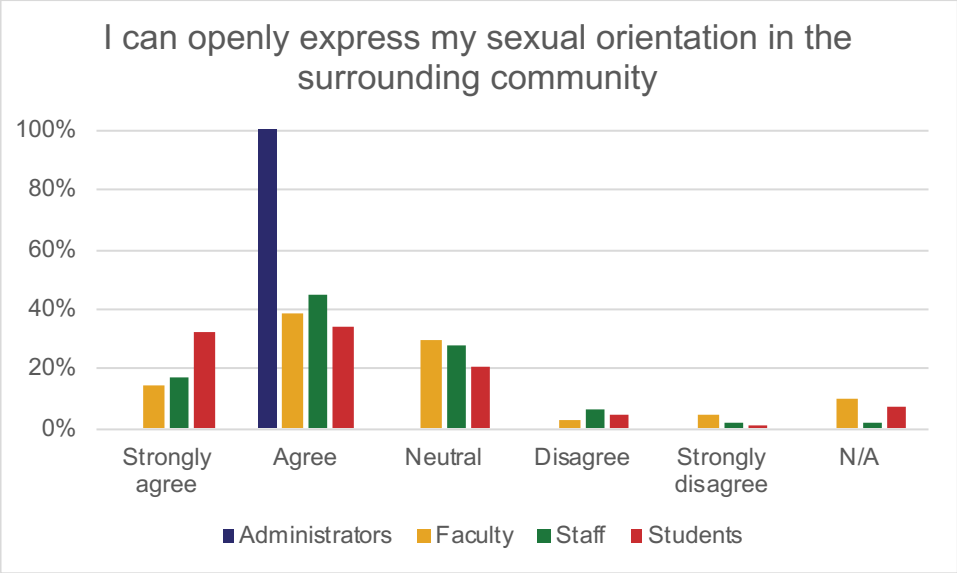


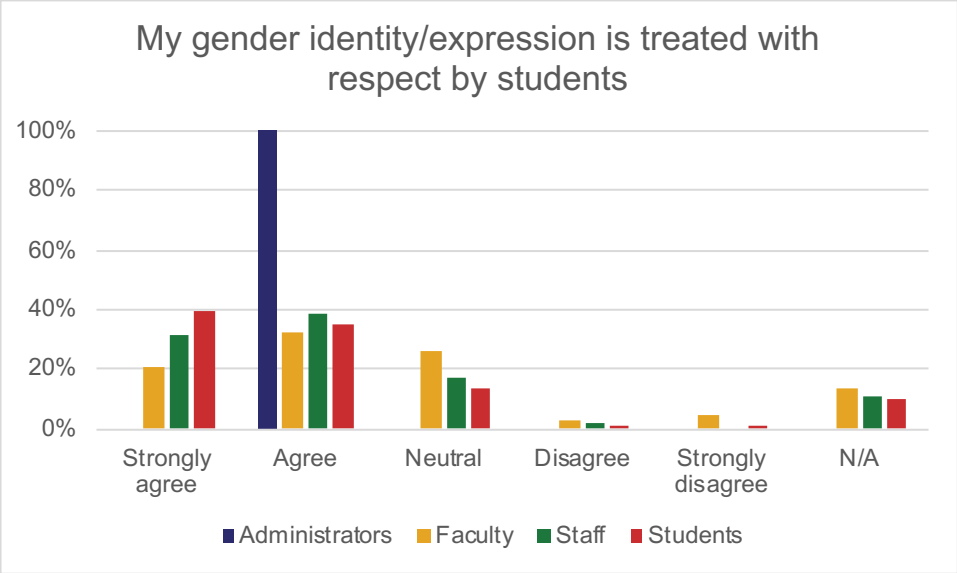
Only YES or NOT SURE responses continue

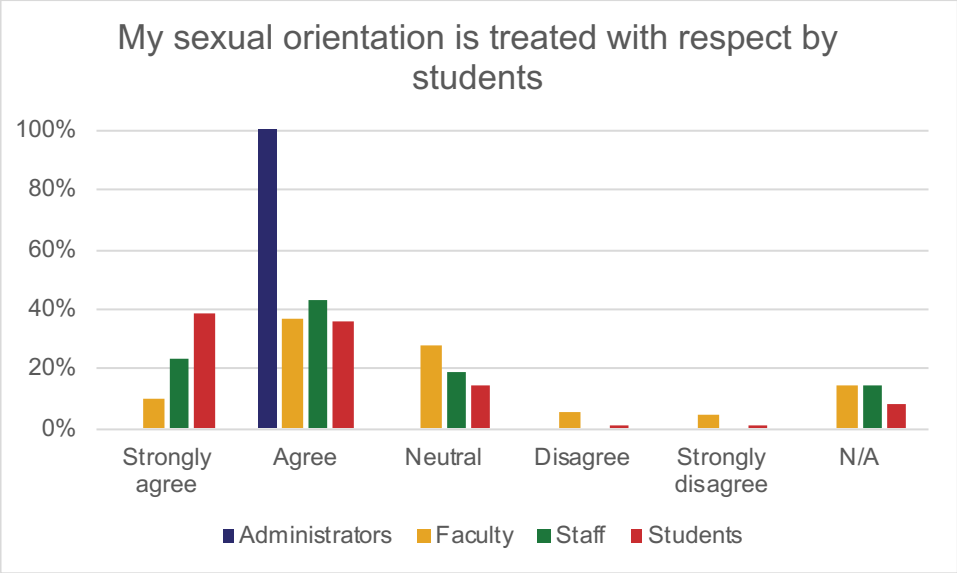

I can openly express my gender identity/expression on campus
100%
80%
60%
40%
20%
0%
Strongly agree
Agree
Neutral
Disagree
Strongly disagree
N/A
Administrators
Faculty
Staff
Students

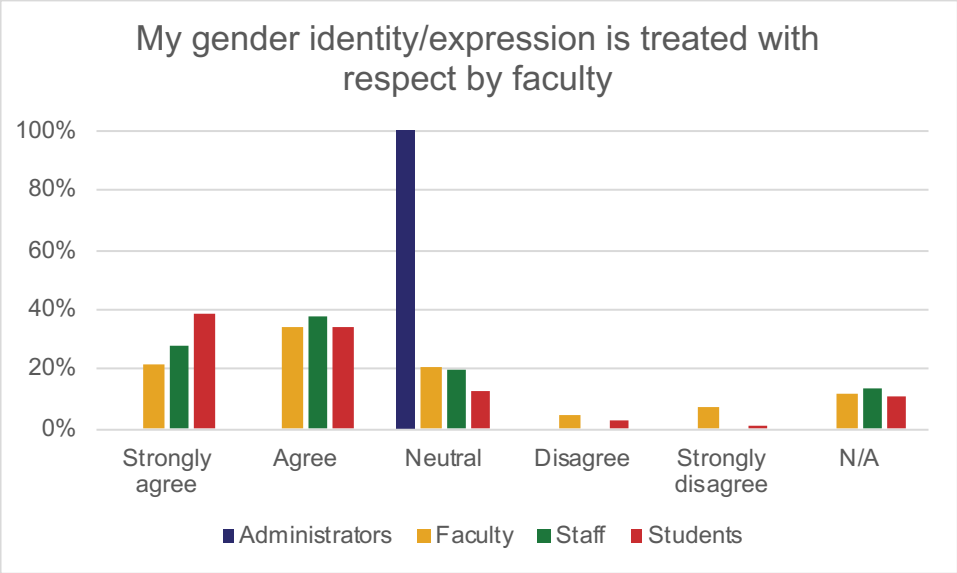

I can openly express my sexual orientation on campus
100%
80%
60%
40%
20%
0%
Strongly agree
Agree
Neutral
Disagree
Strongly disagree
N/A
Administrators
Faculty
Staff
Students

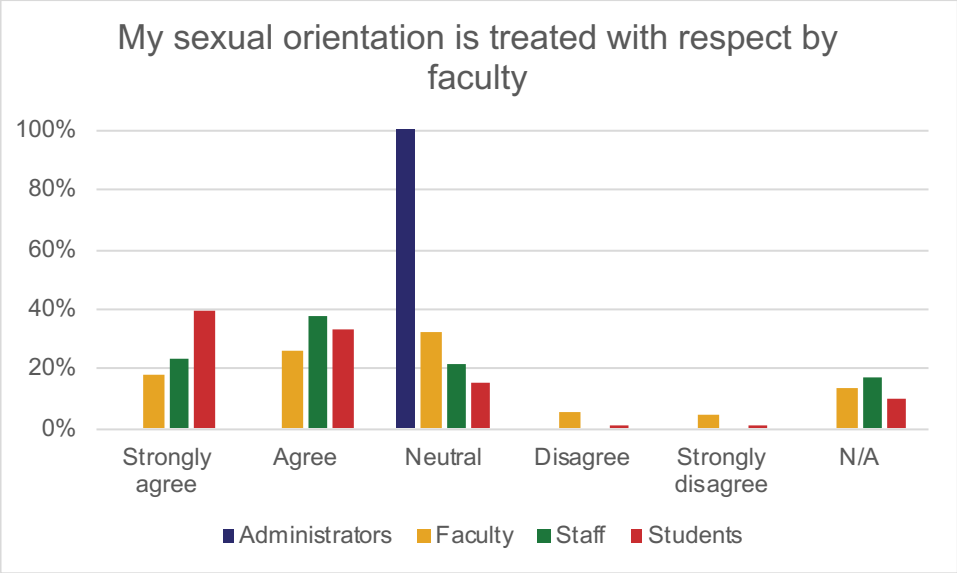

I can openly express my gender identity/expression in the surrounding community
100%
80%
60%
40%
20%
0%
Strongly agree
Agree
Neutral
Disagree
Strongly disagree
N/A
Administrators
Faculty
Staff
Students

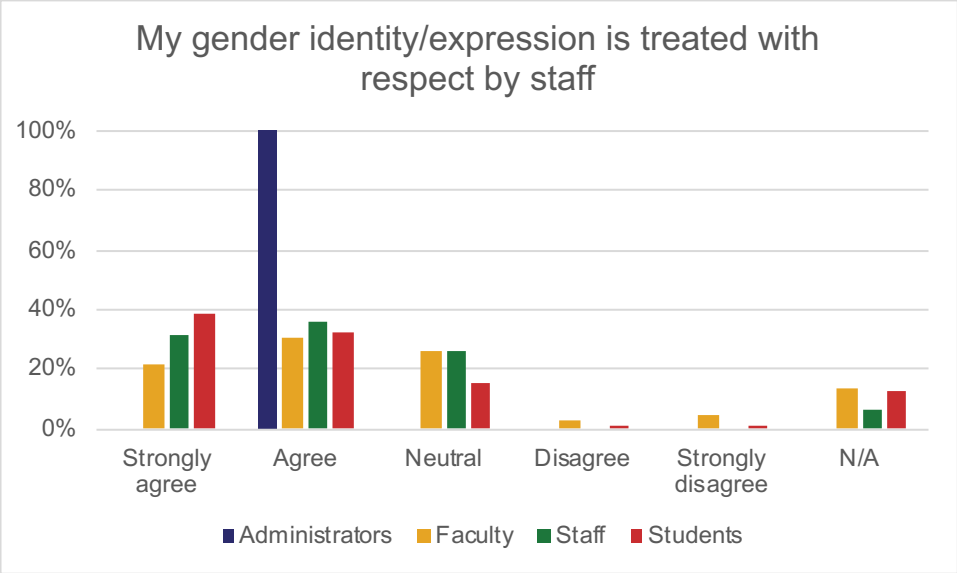

I can openly express my sexual orientation in the surrounding community
100%
80%
60%
40%
20%
0%
Strongly agree
Agree
Neutral
Disagree
Strongly disagree
N/A
Administrators
Faculty
Staff
Students

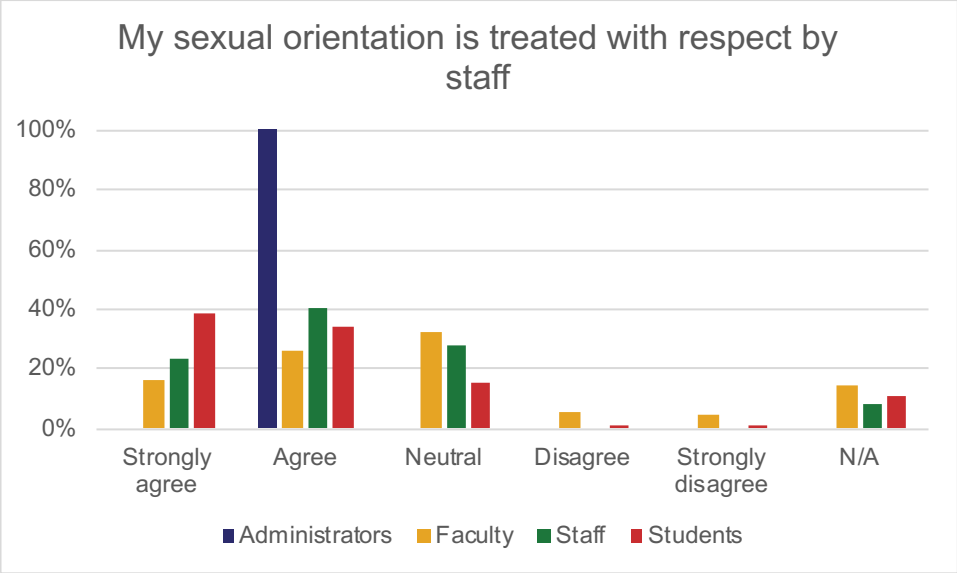

My gender identity/expression is treated with respect by students
100%
80%
60%
40%
20%
0%
Strongly agree
Agree
Neutral
Disagree
Strongly disagree
N/A
Administrators
Faculty
Staff
Students

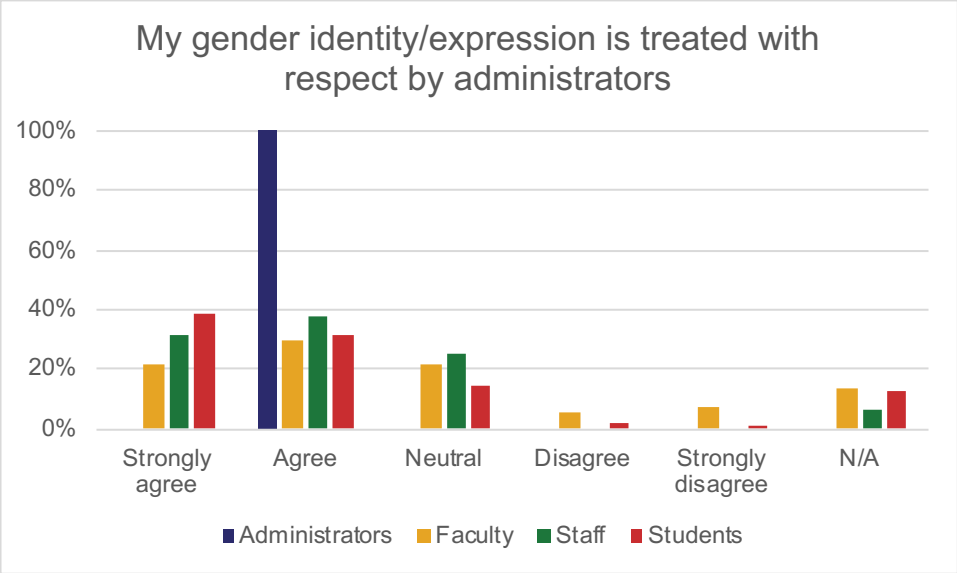

My sexual orientation is treated with respect by students
100%
80%
60%
40%
20%
0%
Strongly agree
Agree
Neutral
Disagree
Strongly disagree
N/A
Administrators
Faculty
Staff
Students

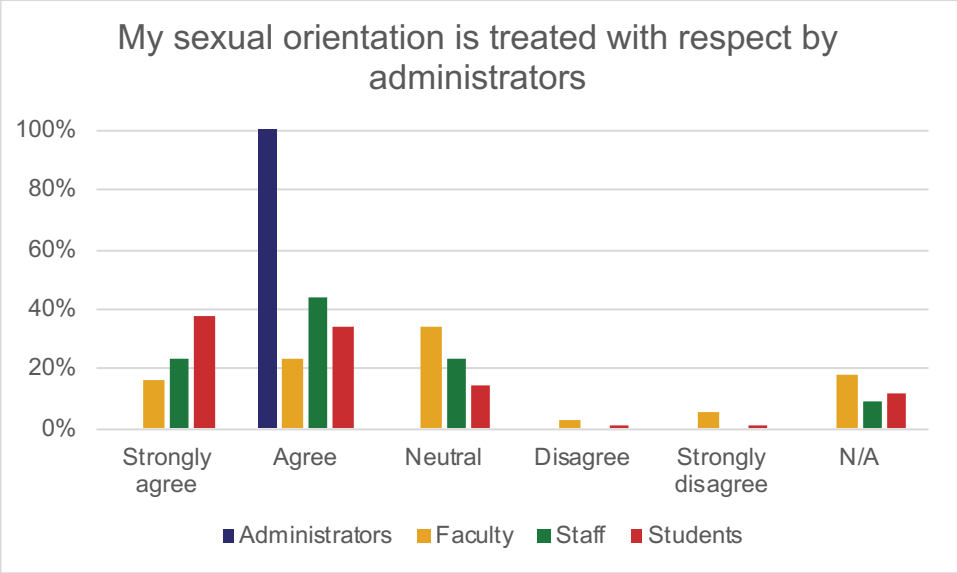

My gender identity/expression is treated with respect by faculty
100%
80%
60%
40%
20%
0%
Strongly agree
Agree
Neutral
Disagree
Strongly disagree
N/A
Administrators
Faculty
Staff
Students

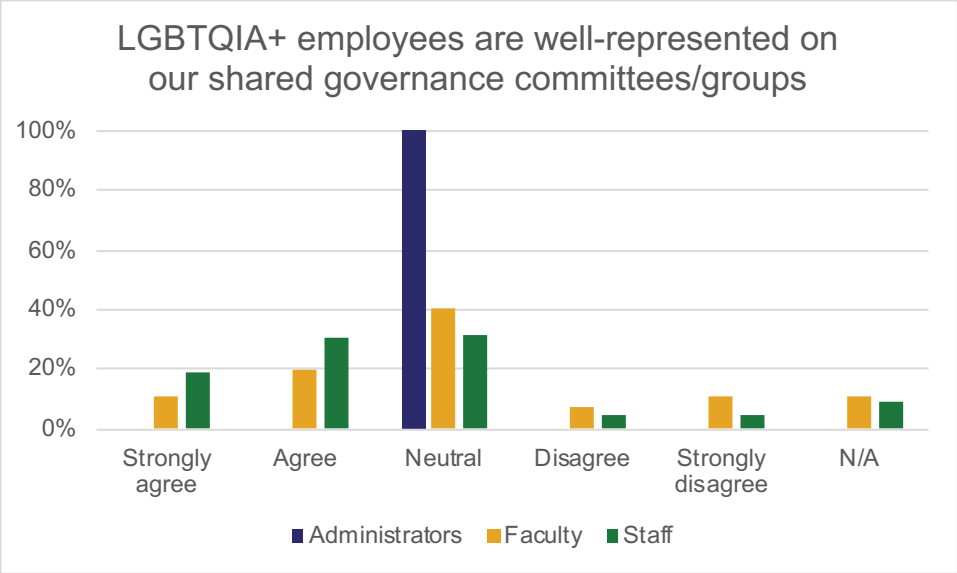

My sexual orientation is treated with respect by faculty
100%
80%
60%
40%
20%
0%
Strongly agree
Agree
Neutral
Disagree
Strongly disagree
N/A
Administrators
Faculty
Staff
Students


My gender identity/expression is treated with respect by staff
100%
80%
60%
40%
20%
0%
Strongly agree
Agree
Neutral
Disagree
Strongly disagree
N/A
Administrators
Faculty
Staff
Students

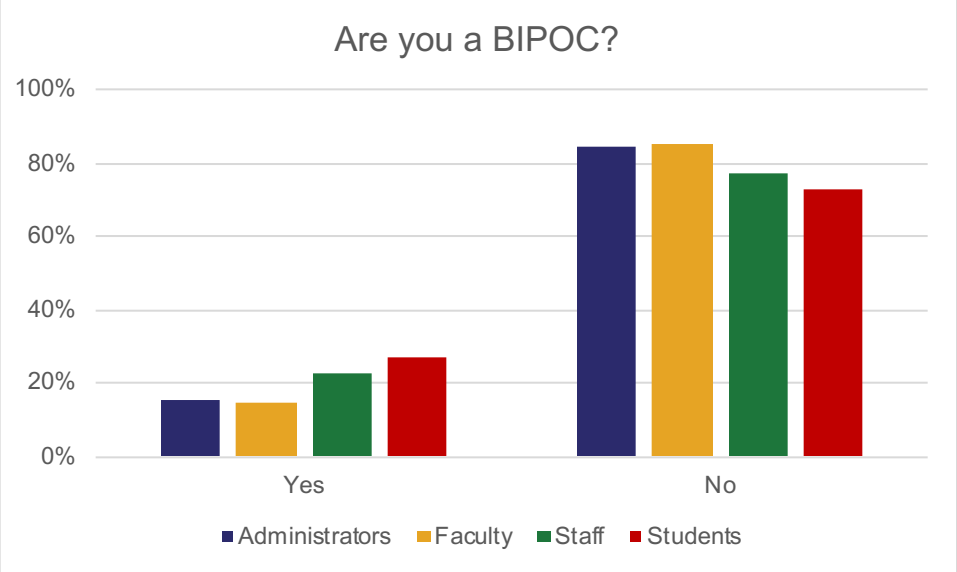

My sexual orientation is treated with respect by staff
100%
80%
60%
40%
20%
0%
Strongly agree
Agree
Neutral
Disagree
Strongly disagree
N/A
Administrators
Faculty
Staff
Students


My gender identity/expression is treated with respect by administrators
100%
80%
60%
40%
20%
0%
Strongly agree
Agree
Neutral
Disagree
Strongly disagree
N/A
Administrators
Faculty
Staff
Students

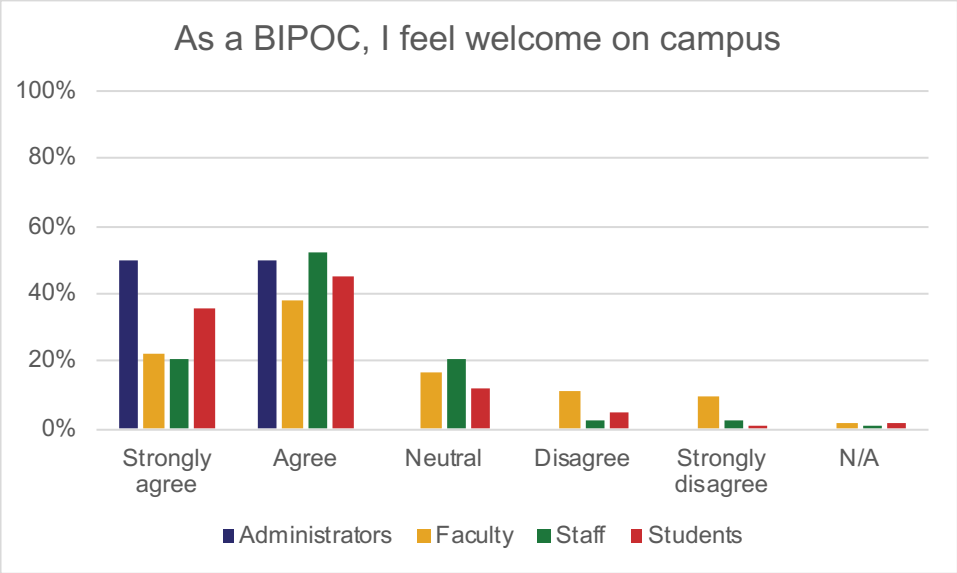

My sexual orientation is treated with respect by administrators
100%
80%
60%
40%
20%
0%
Strongly agree
Agree
Neutral
Disagree
Strongly disagree
N/A
Administrators
Faculty
Staff
Students

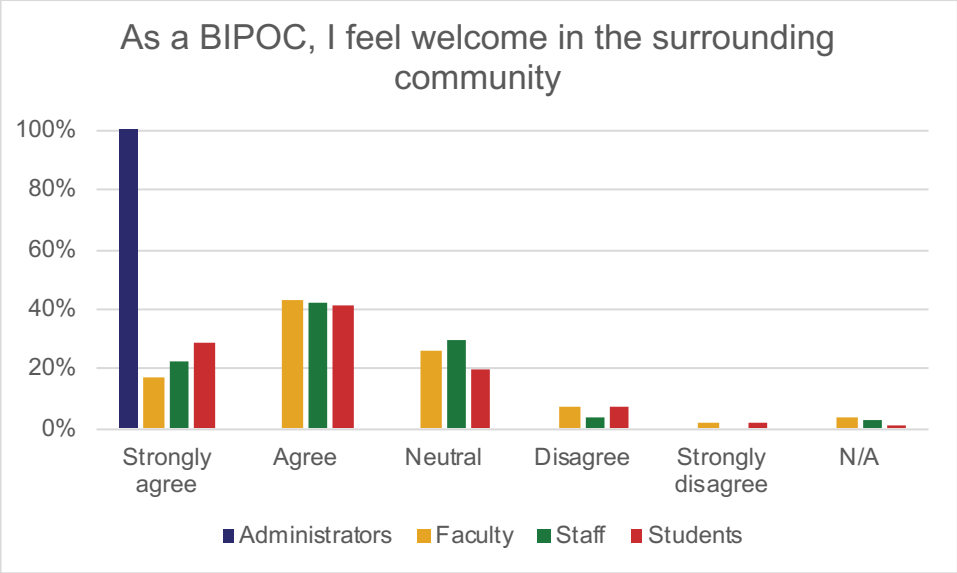

LGBTQIA+ employees are well-represented on our shared governance committees/groups
100%
80%
60%
40%
20%
0%
Strongly agree
Agree
Neutral
Disagree
Strongly disagree
N/A
Administrators
Faculty
Staff

BIPOC

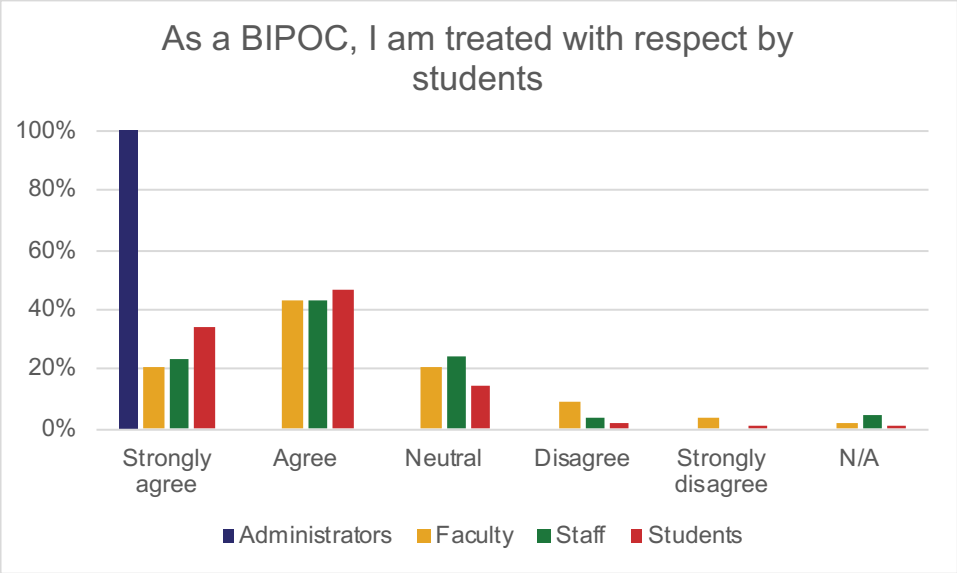


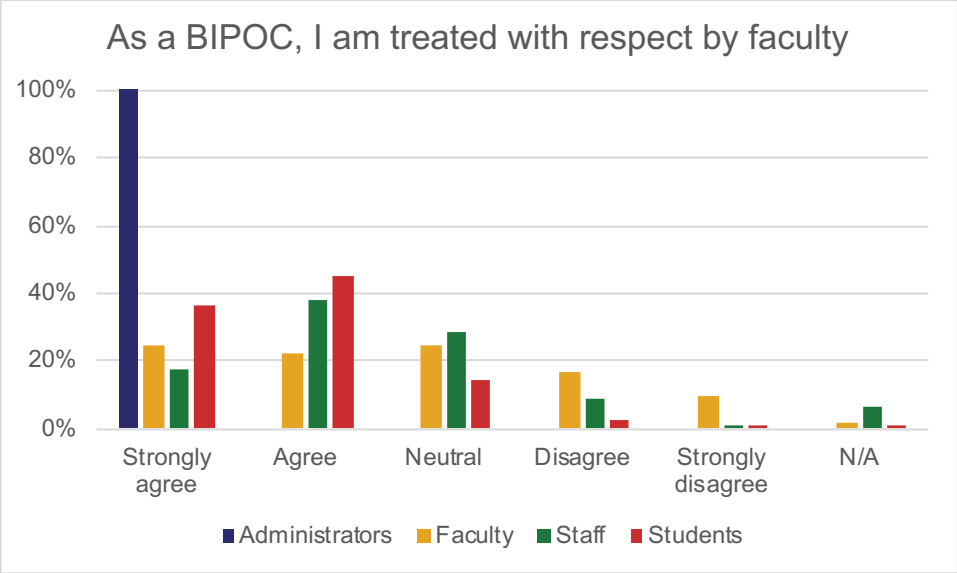
Only YES responses continue

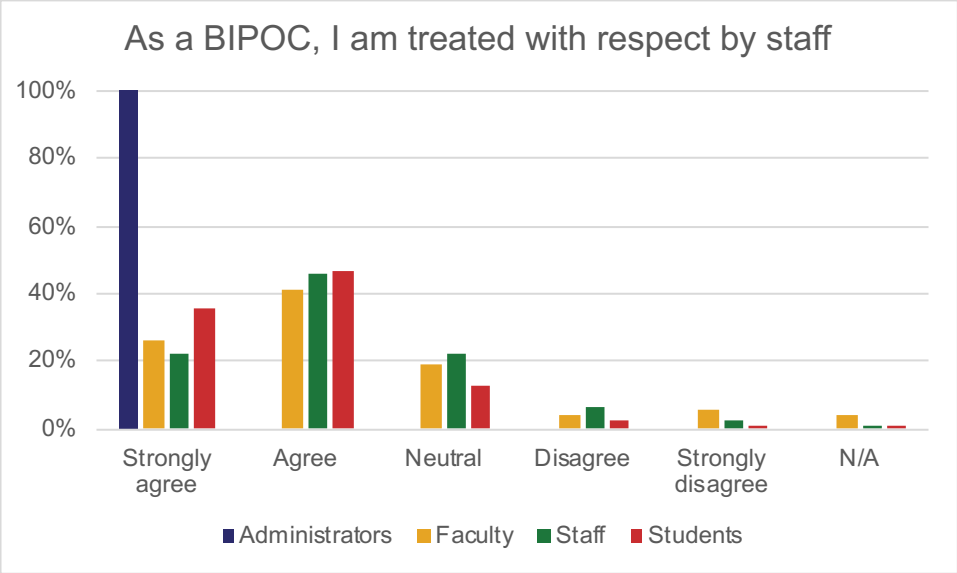

As a BIPOC, I feel welcome on campus
100%
80%
60%
40%
20%
0%
Strongly agree
Agree
Neutral
Disagree
Strongly disagree
N/A
Administrators
Faculty
Staff
Students

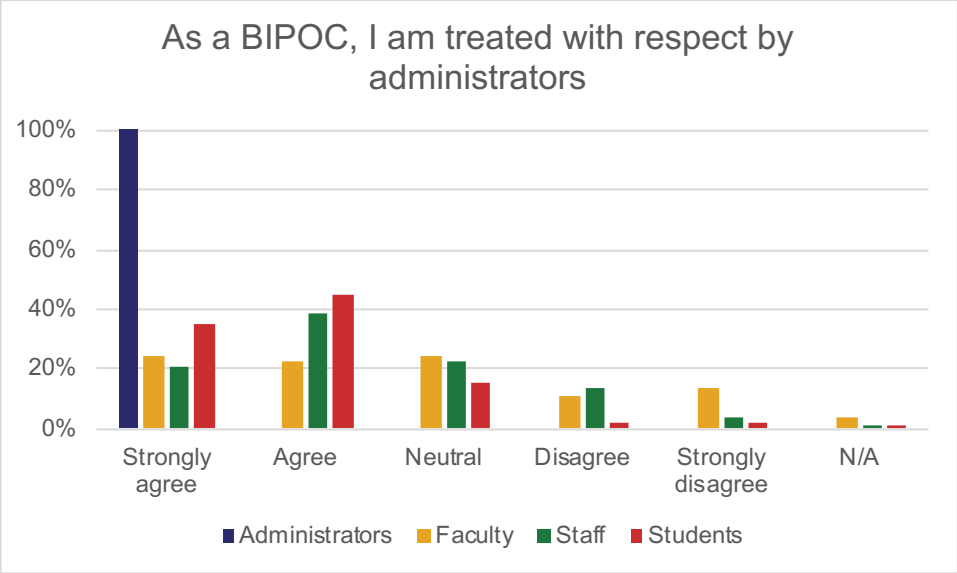

As a BIPOC, I feel welcome in the surrounding community
100%
80%
60%
40%
20%
0%
Strongly agree
Agree
Neutral
Disagree
Strongly disagree
N/A
Administrators
Faculty
Staff
Students

BIPOC

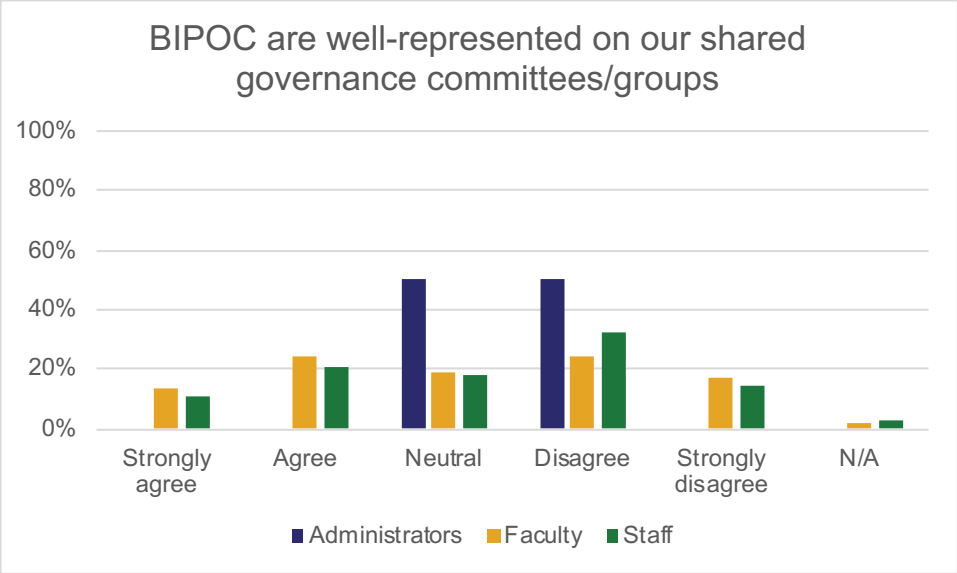

As a BIPOC, I am treated with respect by students
100%
80%
60%
40%
20%
0%
Strongly agree
Agree
Neutral
Disagree
Strongly disagree
N/A
Administrators
Faculty
Staff
Students

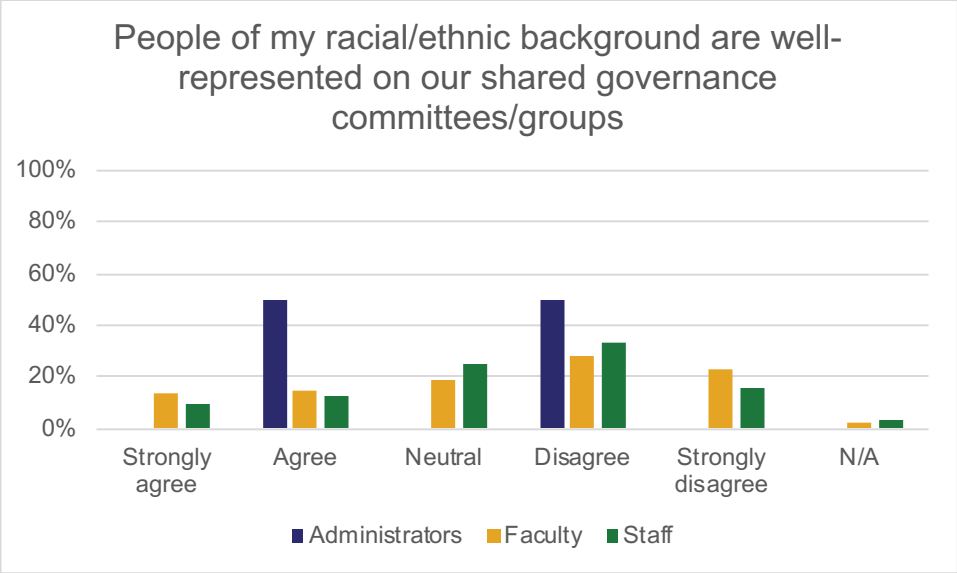

As a BIPOC, I am treated with respect by faculty
100%
80%
60%
40%
20%
0%
Strongly agree
Agree
Neutral
Disagree
Strongly disagree
N/A
Administrators
Faculty
Staff
Students


As a BIPOC, I am treated with respect by staff
100%
80%
60%
40%
20%
0%
Strongly agree
Agree
Neutral
Disagree
Strongly disagree
N/A
Administrators
Faculty
Staff
Students

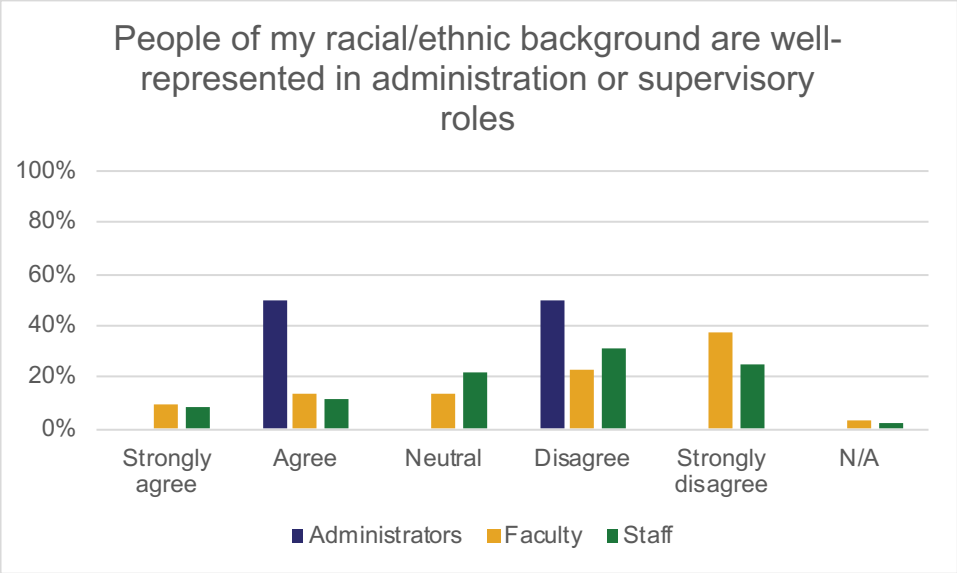

As a BIPOC, I am treated with respect by administrators
100%
80%
60%
40%
20%
0%
Strongly agree
Agree
Neutral
Disagree
Strongly disagree
N/A
Administrators
Faculty
Staff
Students

BIPOC


BIPOC are well-represented on our shared governance committees/groups
100%
80%
60%
40%
20%
0%
Strongly agree
Agree
Neutral
Disagree
Strongly disagree
N/A
Administrators
Faculty
Staff

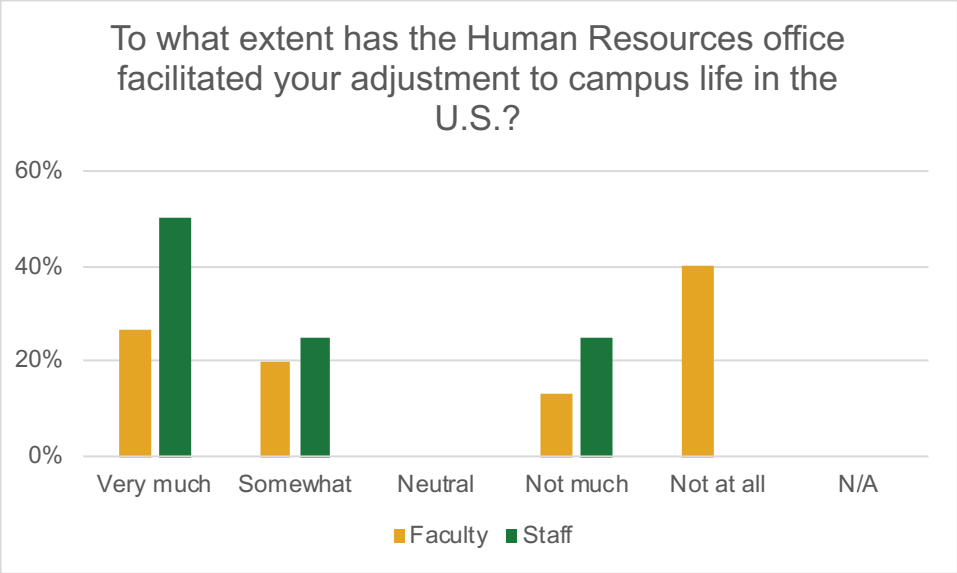

People of my racial/ethnic background are well-represented on our shared governance committees/groups
100%
80%
60%
40%
20%
0%
Strongly agree
Agree
Neutral
Disagree
Strongly disagree
N/A
Administrators
Faculty
Staff

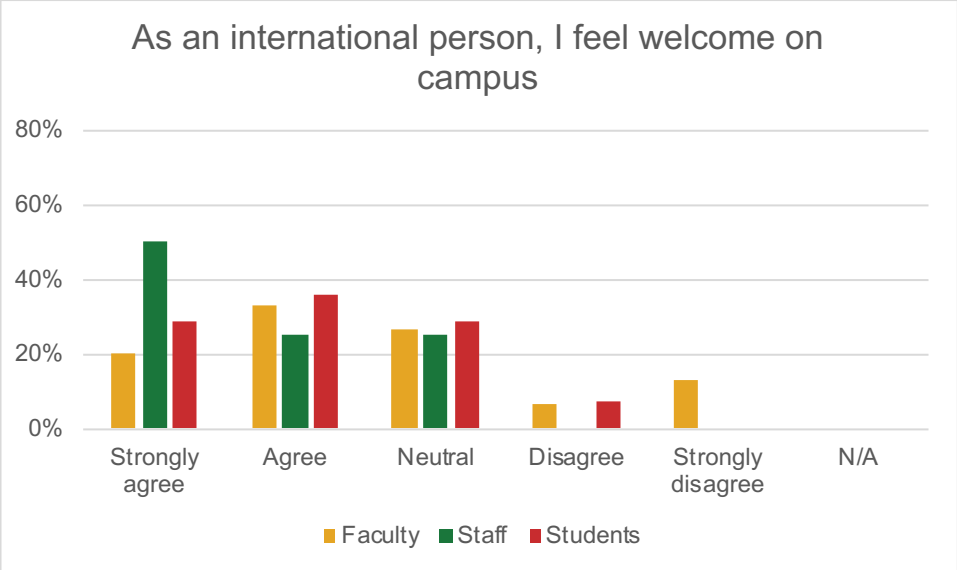
BIPOC

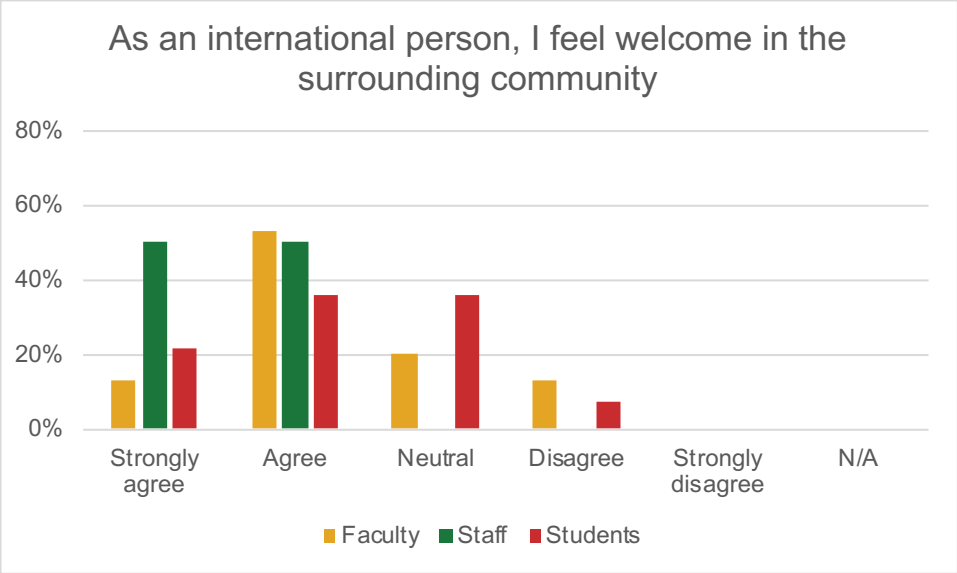

People of my racial/ethnic background are well-represented in administration or supervisory roles
100%
80%
60%
40%
20%
0%
Strongly agree
Agree
Neutral
Disagree
Strongly disagree
N/A
Administrators
Faculty
Staff

International People

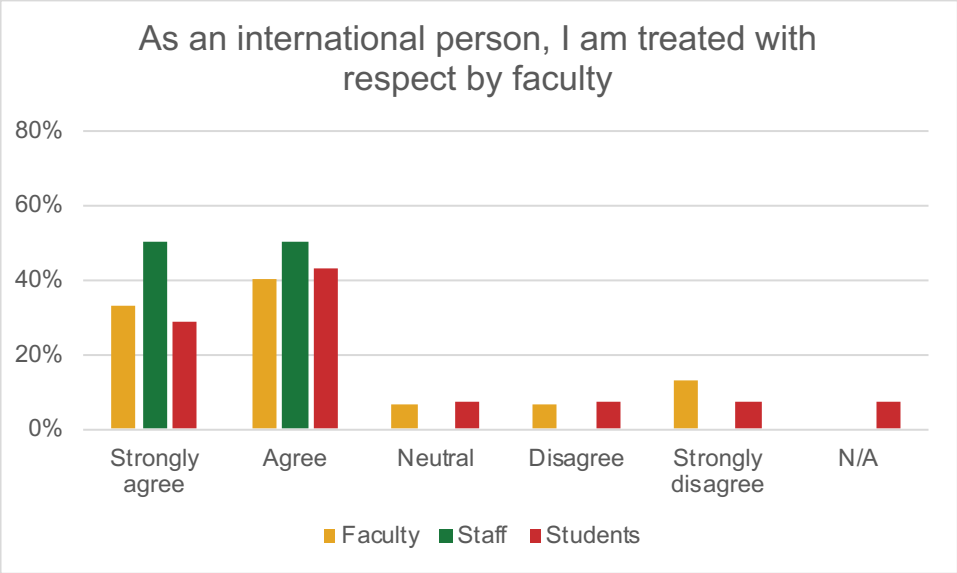
Only YES responses continue


To what extent has the Human Resources office facilitated your adjustment to campus life in the U.S.?
60%
40%
20%
0%
Very much
Somewhat
Neutral
Not much
Not at all
N/A
Faculty
Staff

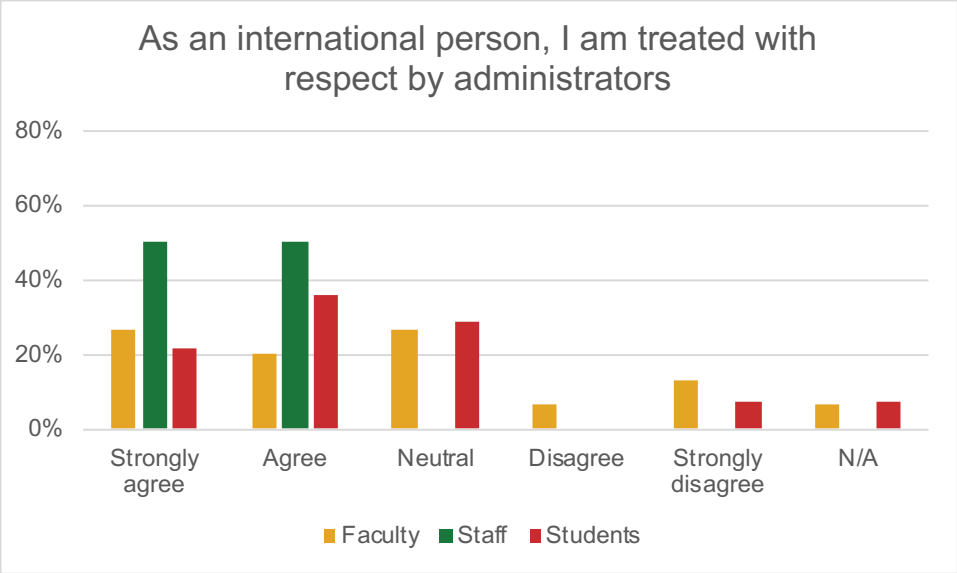

As an international person, I feel welcome on campus
80%
60%
40%
20%
0%
Strongly agree
Agree
Neutral
Disagree
Strongly disagree
N/A
Faculty
Staff
Students

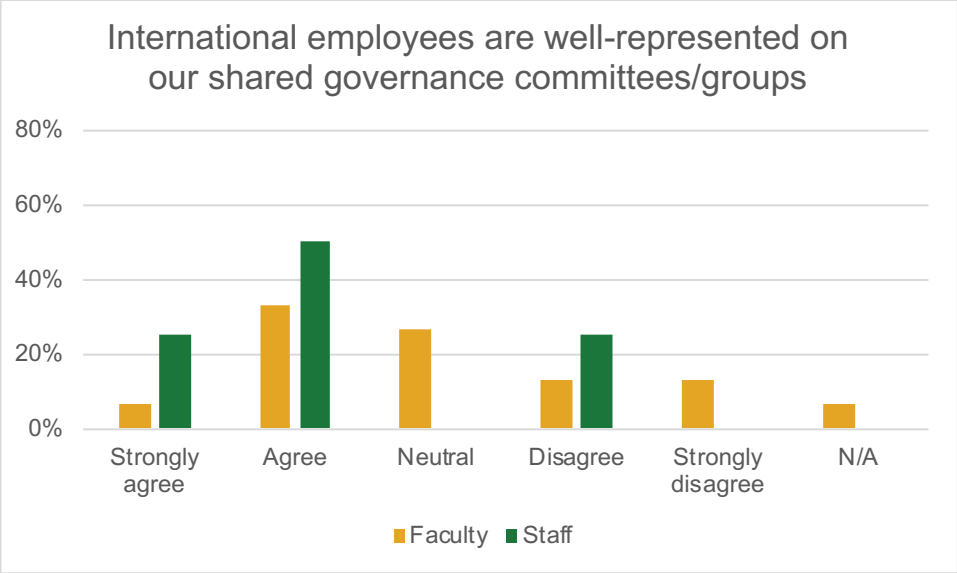

As an international person, I feel welcome in the surrounding community
80%
60%
40%
20%
0%
Strongly agree
Agree
Neutral
Disagree
Strongly disagree
N/A
Faculty
Staff
Students

As an international person, I am treated with respect by students
80%
60%
40%
20%
0%
Strongly agree
Agree
Neutral
Disagree
Strongly disagree
N/A
Faculty
Staff
Students


As an international person, I am treated with respect by faculty
80%
60%
40%
20%
0%
Strongly agree
Agree
Neutral
Disagree
Strongly disagree
N/A
Faculty
Staff
Students

As an international person, I am treated with respect by staff
80%
60%
40%
20%
0%
Strongly agree
Agree
Neutral
Disagree
Strongly disagree
N/A
Faculty
Staff
Students

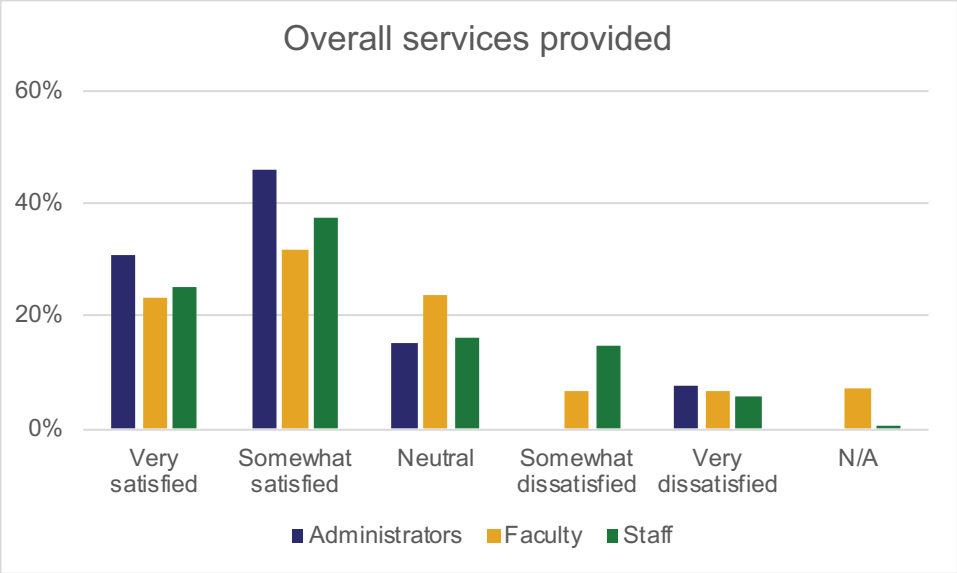

As an international person, I am treated with respect by administrators
80%
60%
40%
20%
0%
Strongly agree
Agree
Neutral
Disagree
Strongly disagree
N/A
Faculty
Staff
Students

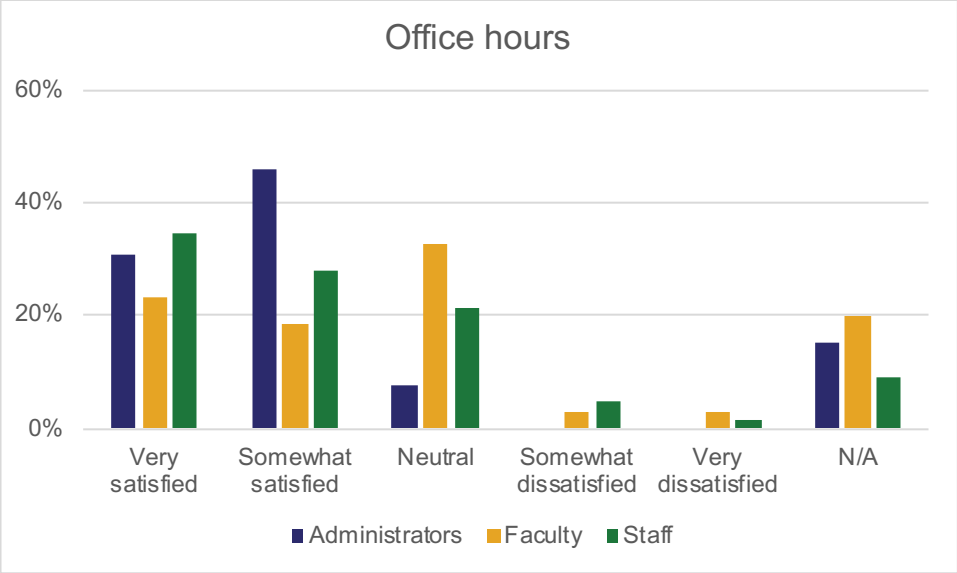

International employees are well-represented on our shared governance committees/groups
80%
60%
40%
20%
0%
Strongly agree
Agree
Neutral
Disagree
Strongly disagree
N/A
Faculty
Staff

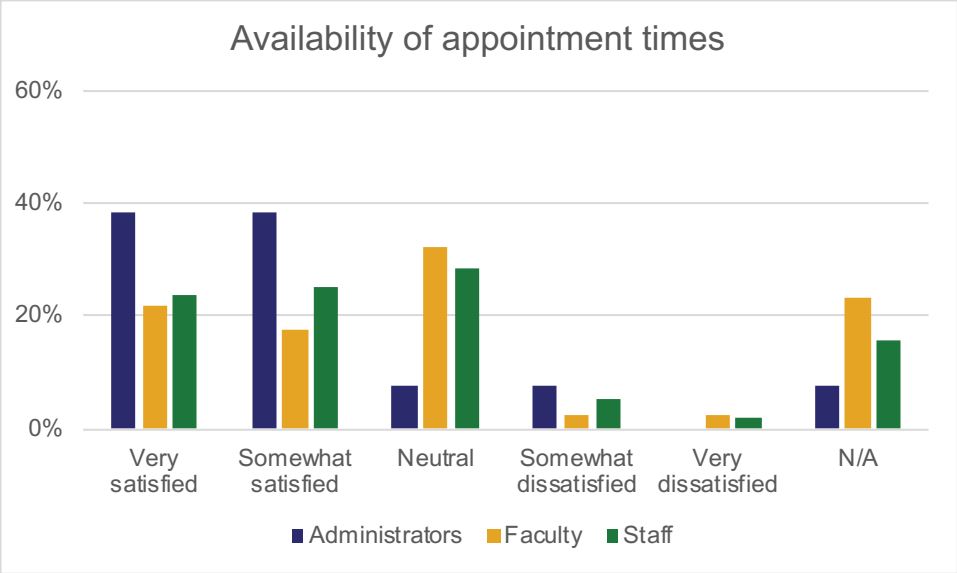
Human Resources

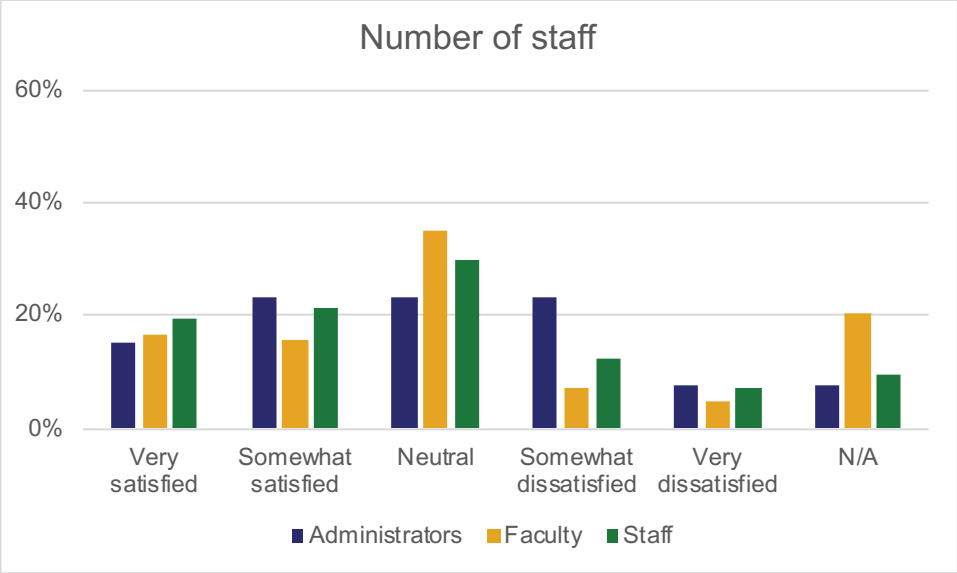
HUMAN RESOURCES

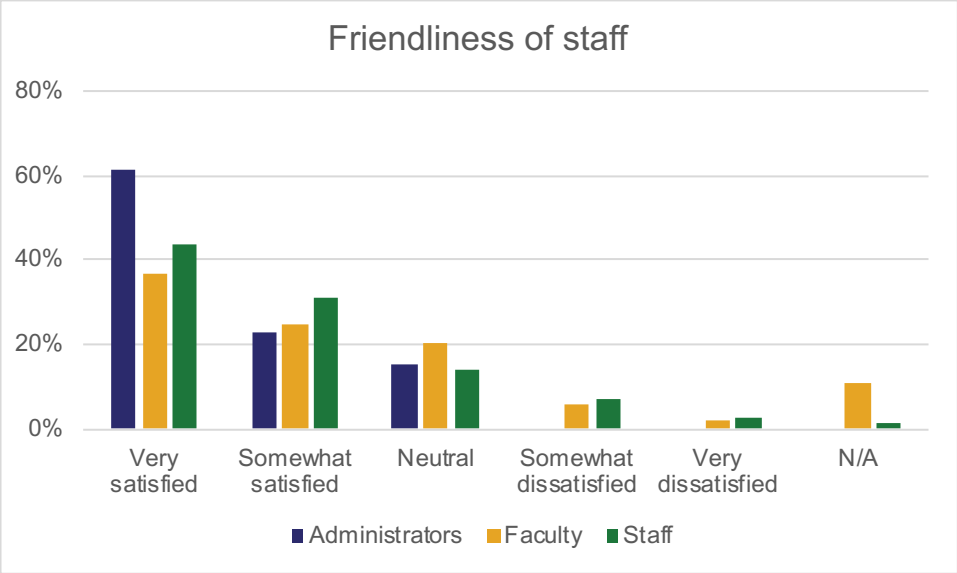
How satisfied are you with the following items related to our Human Resources office?

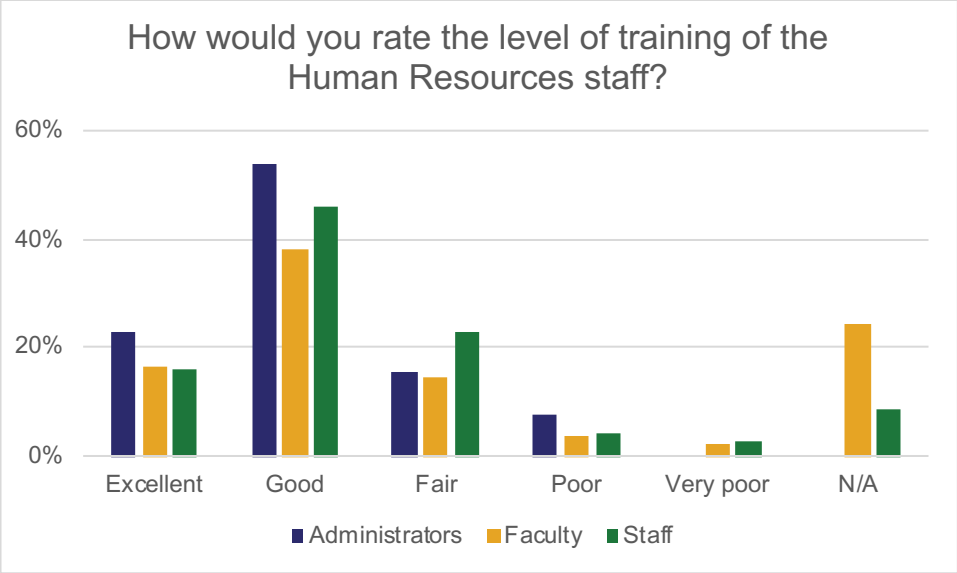





Availability of appointment times
60%
40%
20%
0%
Very satisfied
Somewhat satisfied
Neutral
Somewhat dissatisfied
Very dissatisfied
N/A
Administrators
Faculty
Staff

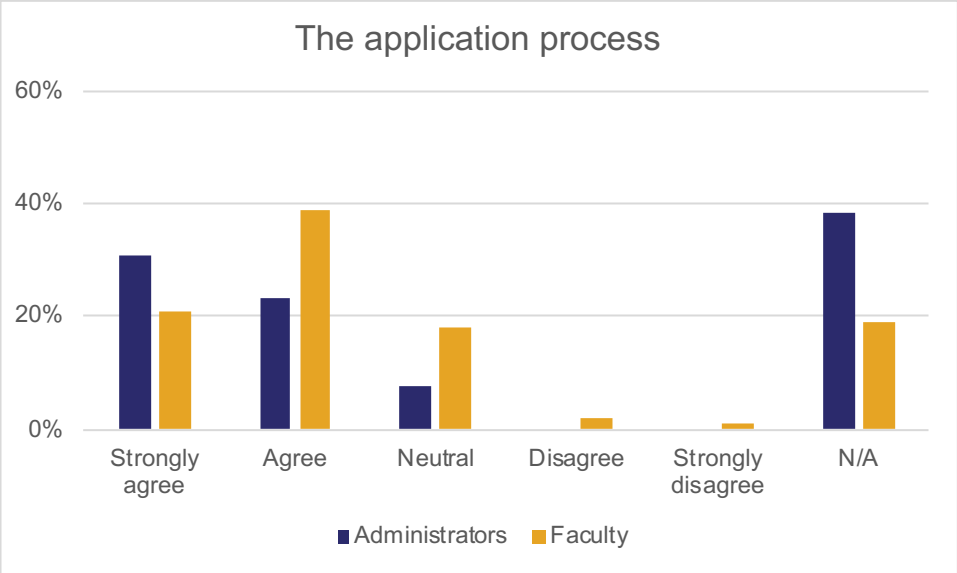

Number of staff
60%
40%
20%
0%
Very satisfied
Somewhat satisfied
Neutral
Somewhat dissatisfied
Very dissatisfied
N/A
Administrators
Faculty
Staff

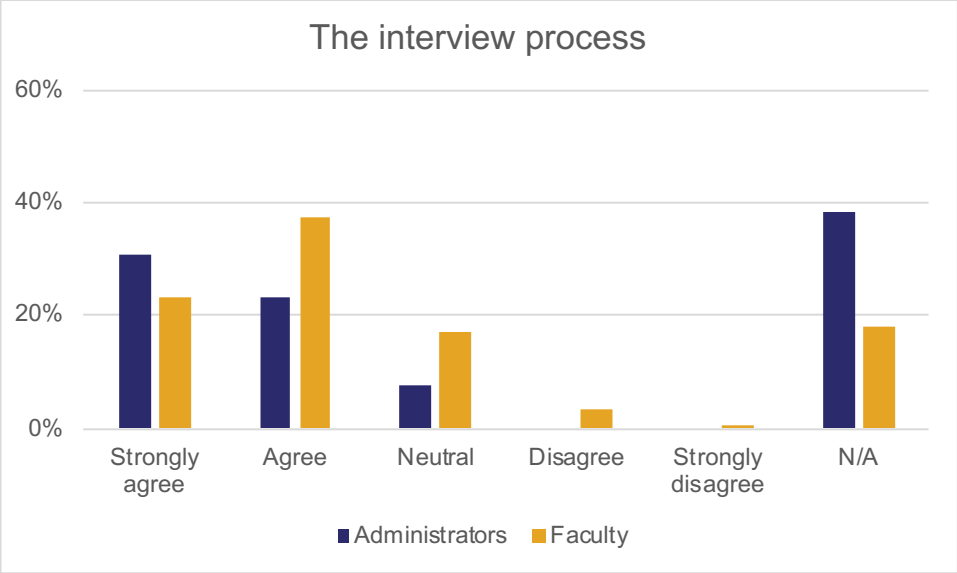

Friendliness of staff
80%
60%
40%
20%
0%
Very satisfied
Somewhat satisfied
Neutral
Somewhat dissatisfied
Very dissatisfied
N/A
Administrators
Faculty
Staff

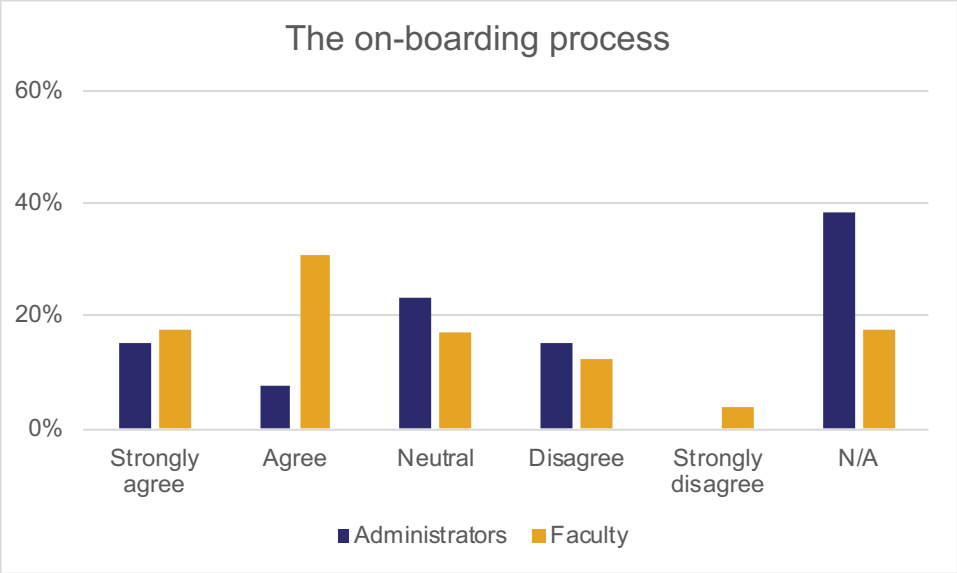

How would you rate the level of training of the Human Resources staff?
60%
40%
20%
0%
Excellent
Good
Fair
Poor
Very poor
N/A
Administrators
Faculty
Staff

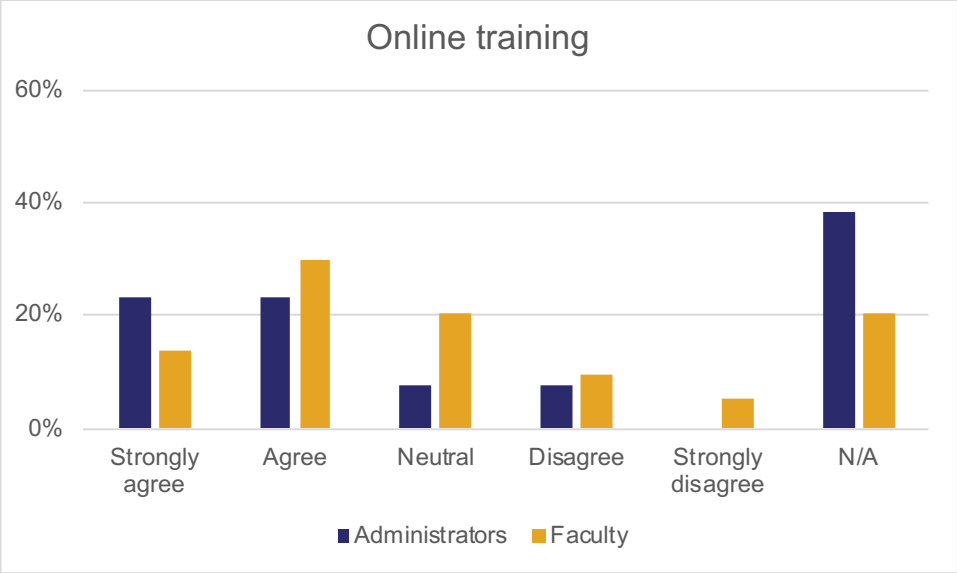
HUMAN RESOURCES

The accommodations I received while participating in the following met my expectations.

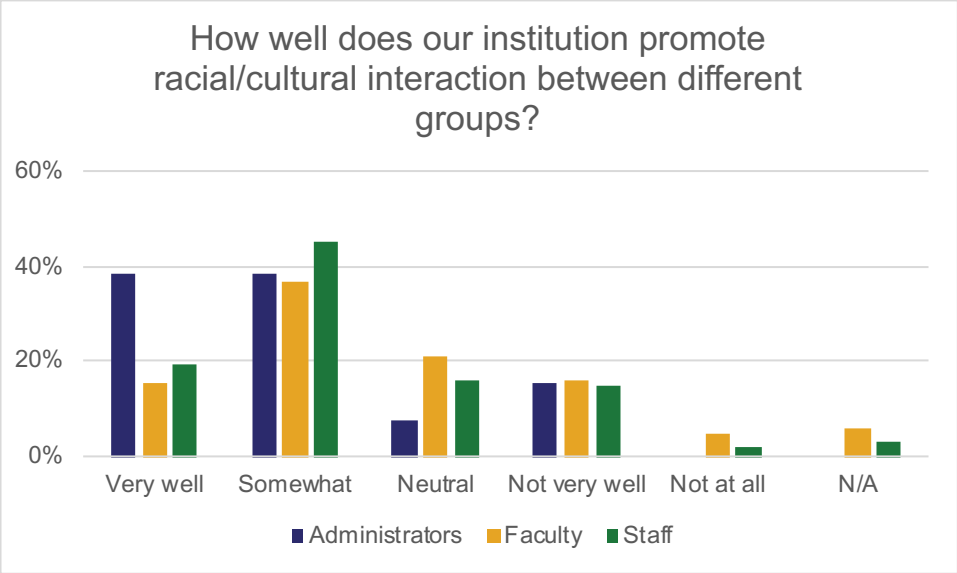


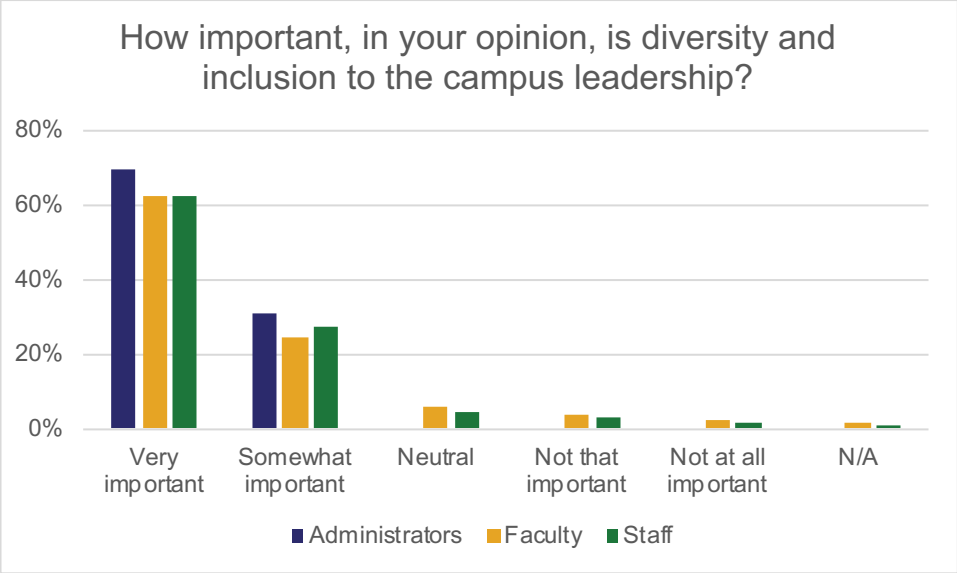



The on-boarding process
60%
40%
20%
0%
Strongly agree
Agree
Neutral
Disagree
Strongly disagree
N/A
Administrators
Faculty


Online training
60%
40%
20%
0%
Strongly agree
Agree
Neutral
Disagree
Strongly disagree
N/A
Administrators
Faculty

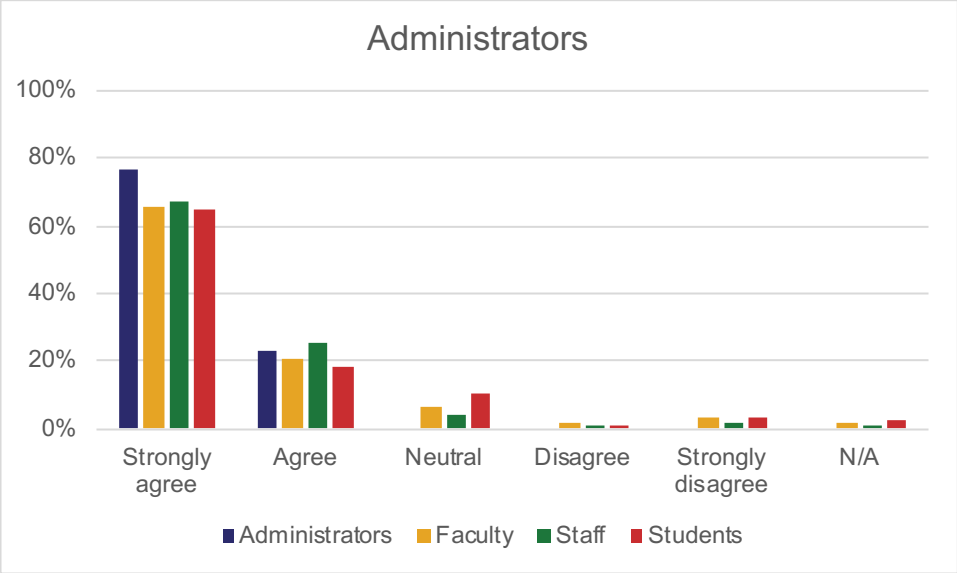
Campus Diversity

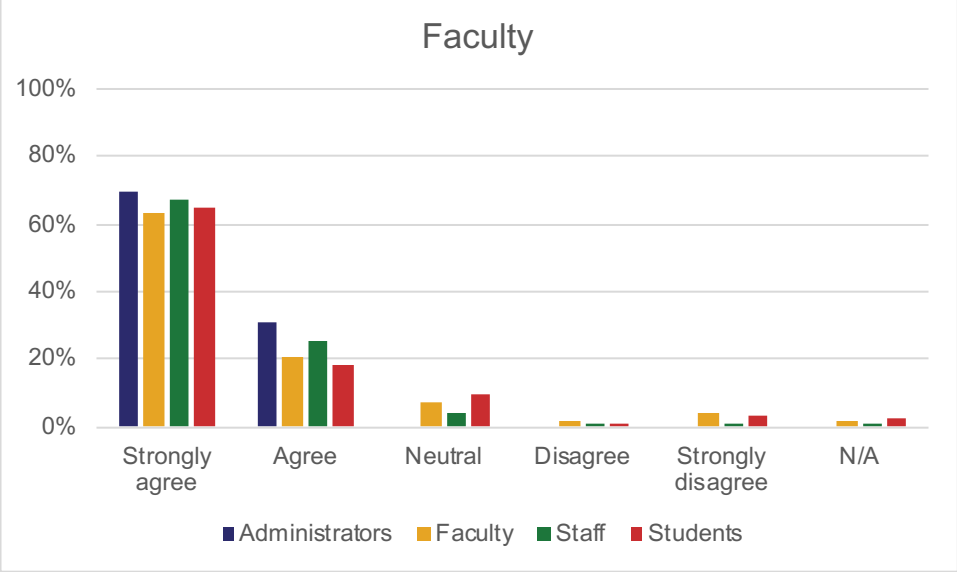

How well does our institution promote racial/cultural interaction between different groups?
60%
40%
20%
0%
Very well
Somewhat
Neutral
Not very well
Not at all
N/A
Administrators
Faculty
Staff

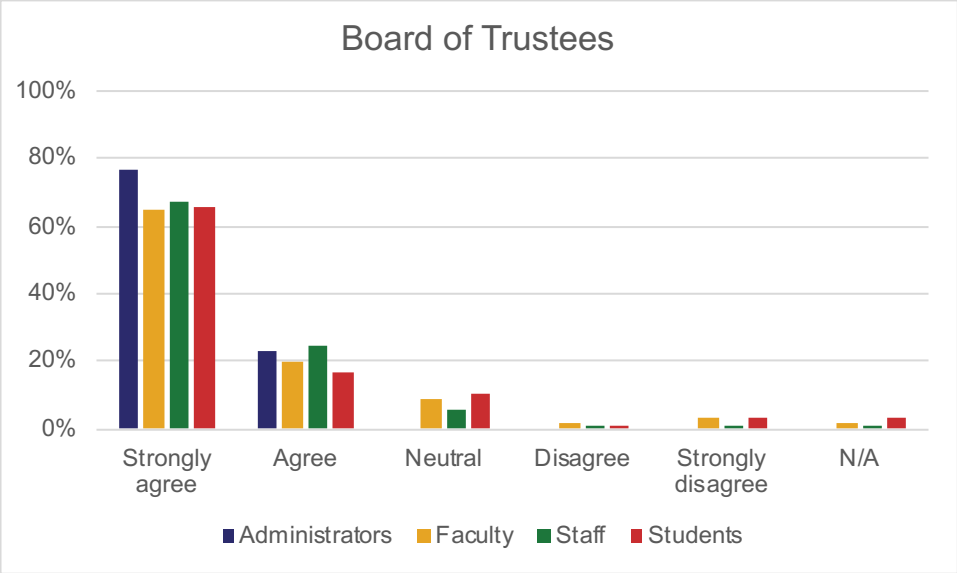

How important, in your opinion, is diversity and inclusion to the campus leadership?
80%
60%
40%
20%
0%
Very important
Somewhat important
Neutral
Not that important
Not at all important
N/A
Administrators
Faculty
Staff

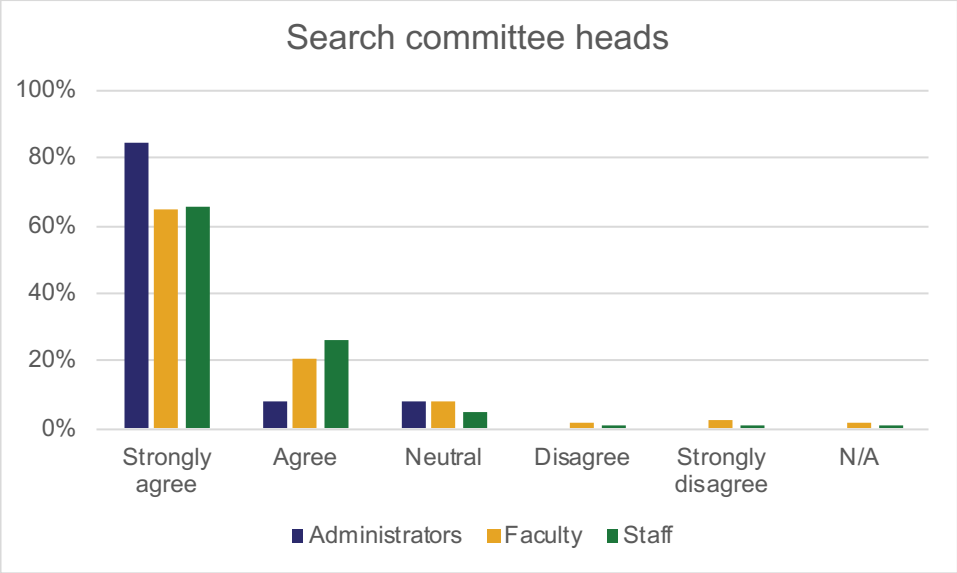
CAMPUS DIVERSITY

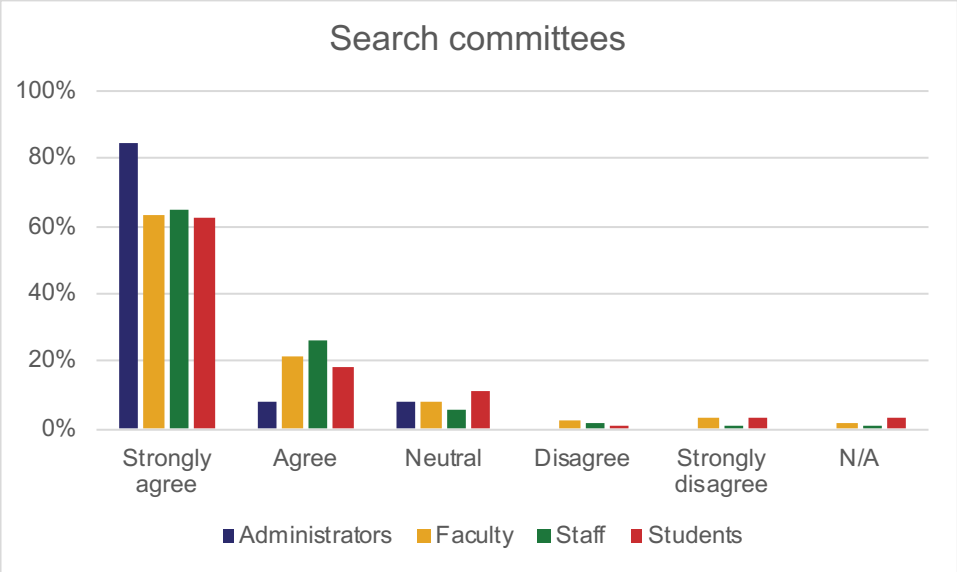
The following groups should be required to participate in diversity training.

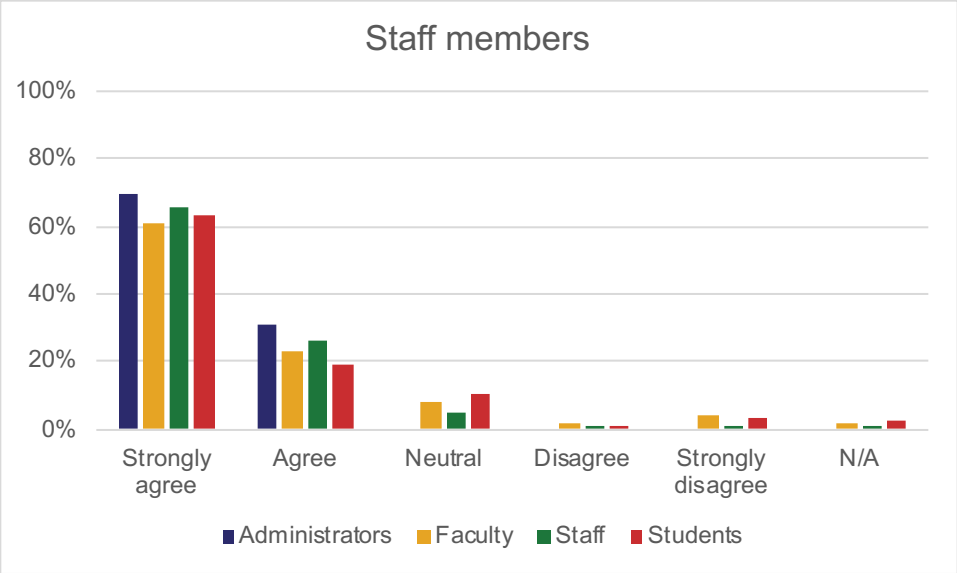


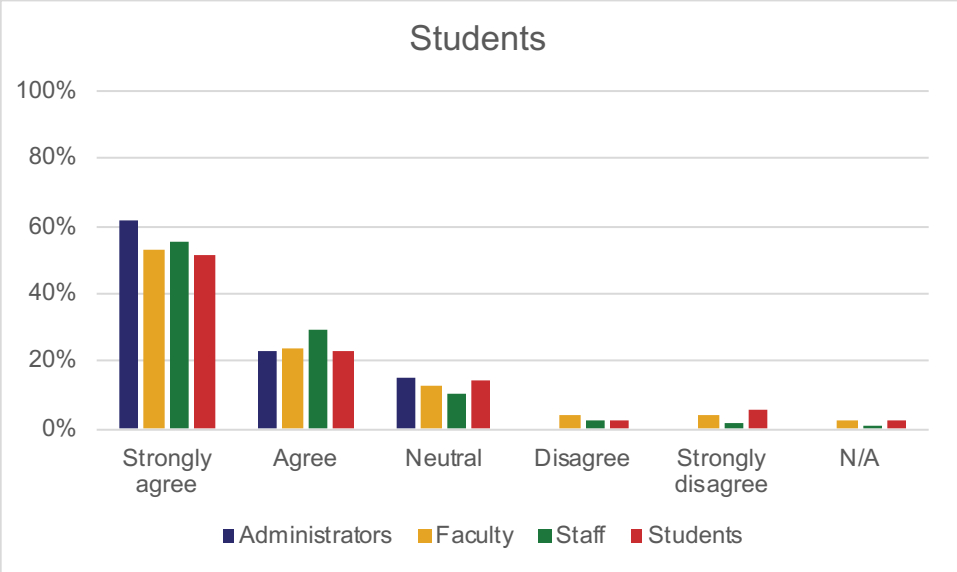


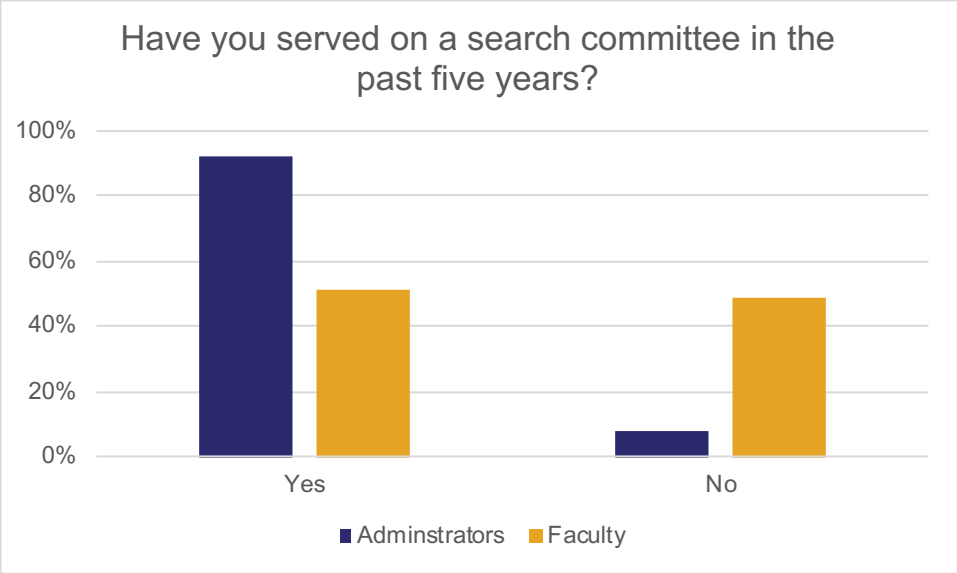

Board of Trustees
100%
80%
60%
40%
20%
0%
Strongly agree
Agree
Neutral
Disagree
Strongly disagree
N/A
Administrators
Faculty
Staff
Students


Search committee heads
100%
80%
60%
40%
20%
0%
Strongly agree
Agree
Neutral
Disagree
Strongly disagree
N/A
Administrators
Faculty
Staff

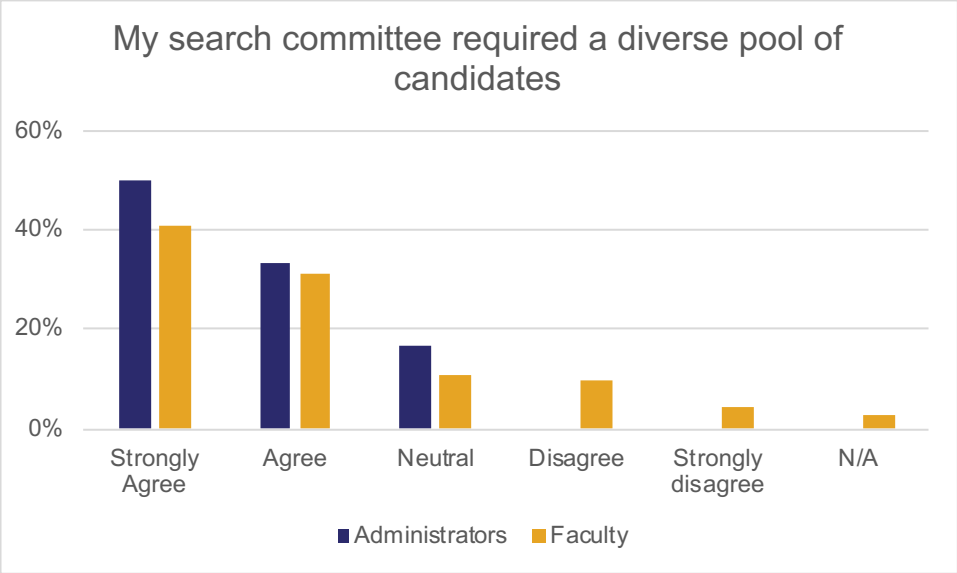

Search committees
100%
80%
60%
40%
20%
0%
Strongly agree
Agree
Neutral
Disagree
Strongly disagree
N/A
Administrators
Faculty
Staff
Students

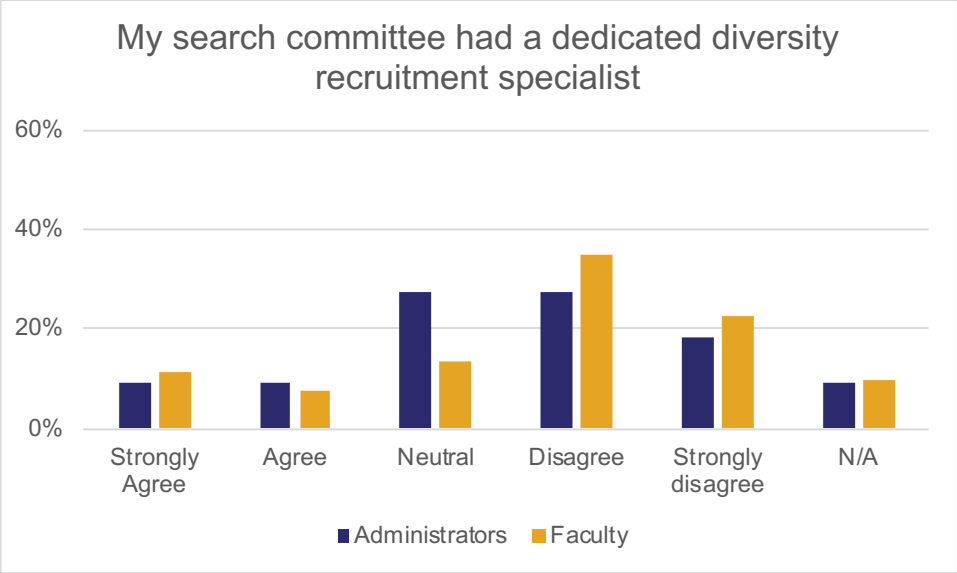

Staff members
100%
80%
60%
40%
20%
0%
Strongly agree
Agree
Neutral
Disagree
Strongly disagree
N/A
Administrators
Faculty
Staff
Students

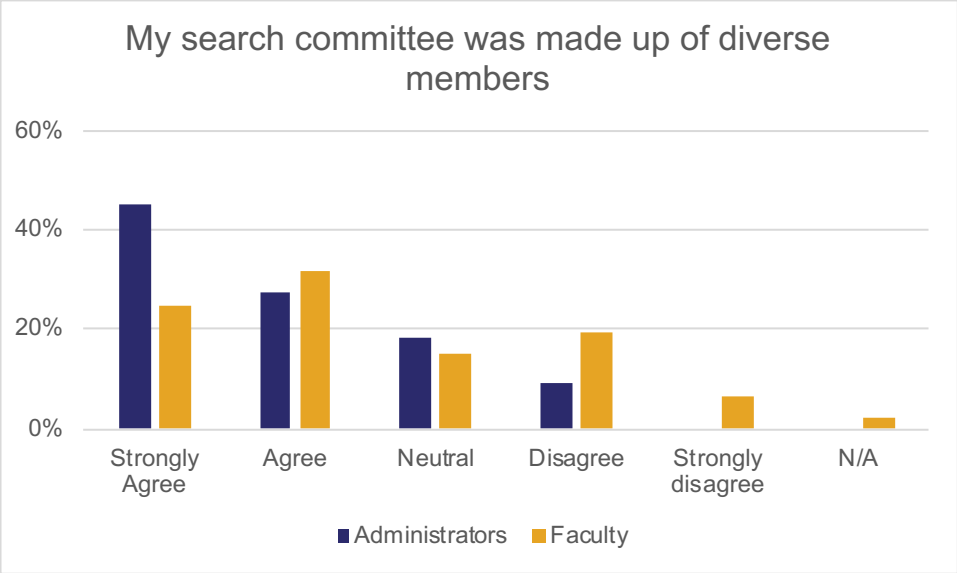

Students
100%
80%
60%
40%
20%
0%
Strongly agree
Agree
Neutral
Disagree
Strongly disagree
N/A
Administrators
Faculty
Staff
Students

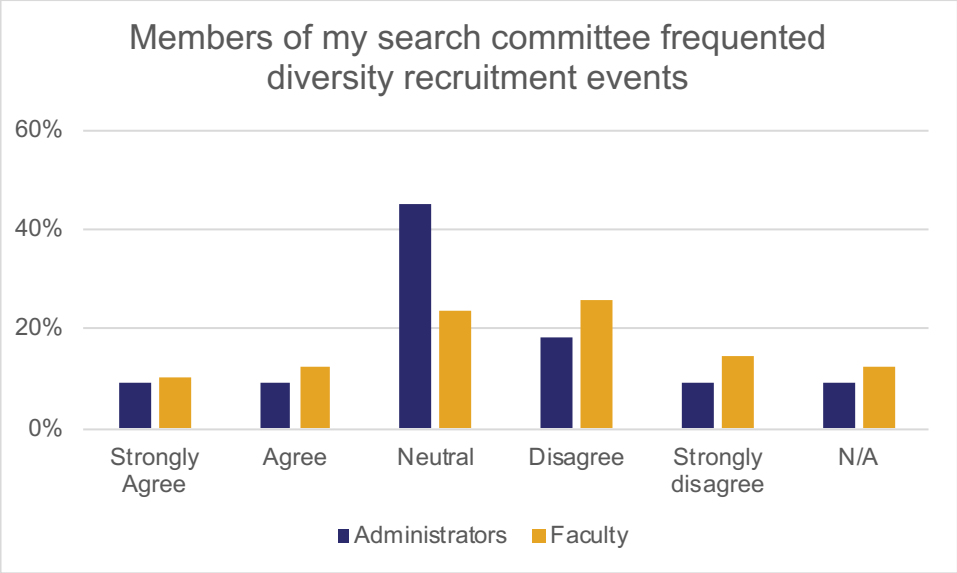


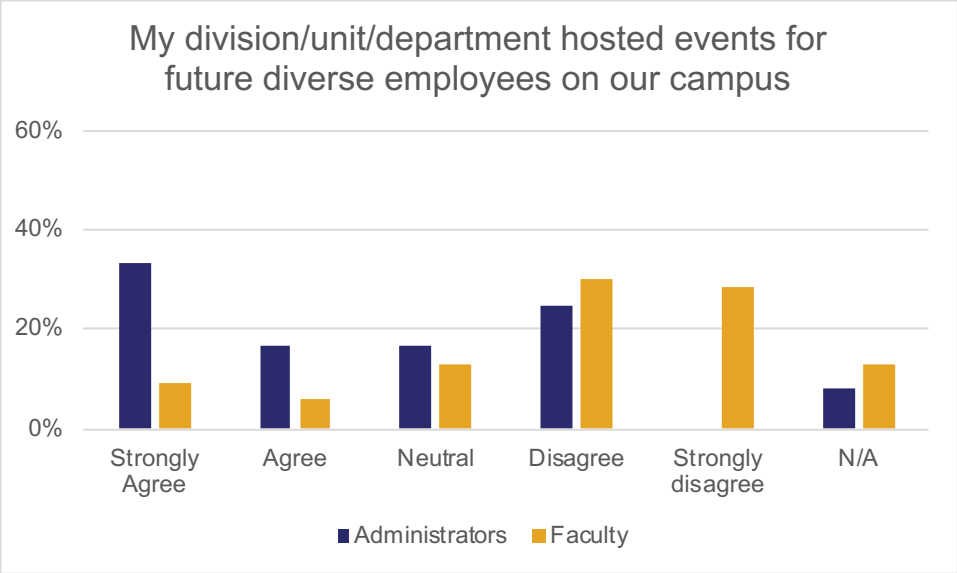
Only YES responses continue

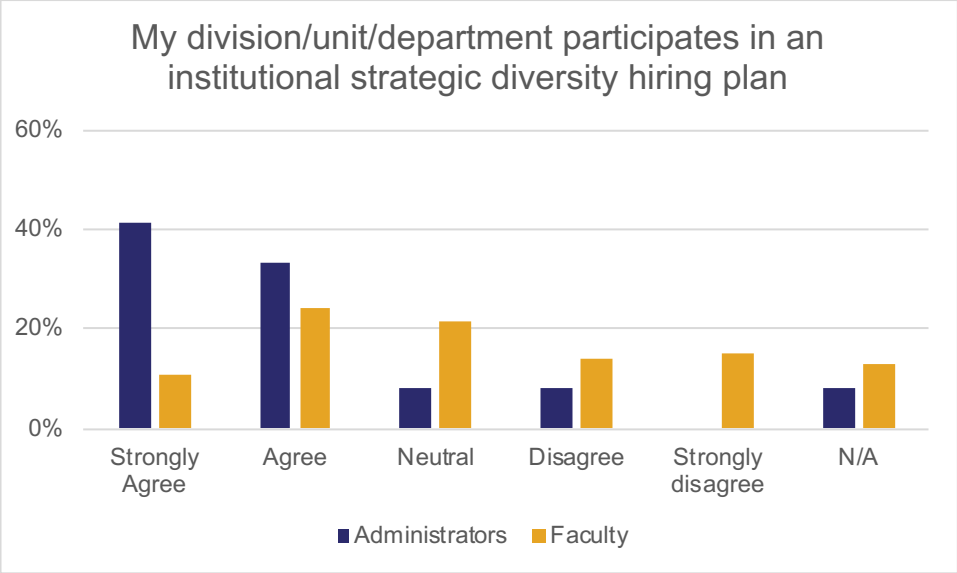

My search committee required a diverse pool of candidates
60%
40%
20%
0%
Strongly Agree
Agree
Neutral
Disagree
Strongly disagree
N/A
Administrators
Faculty

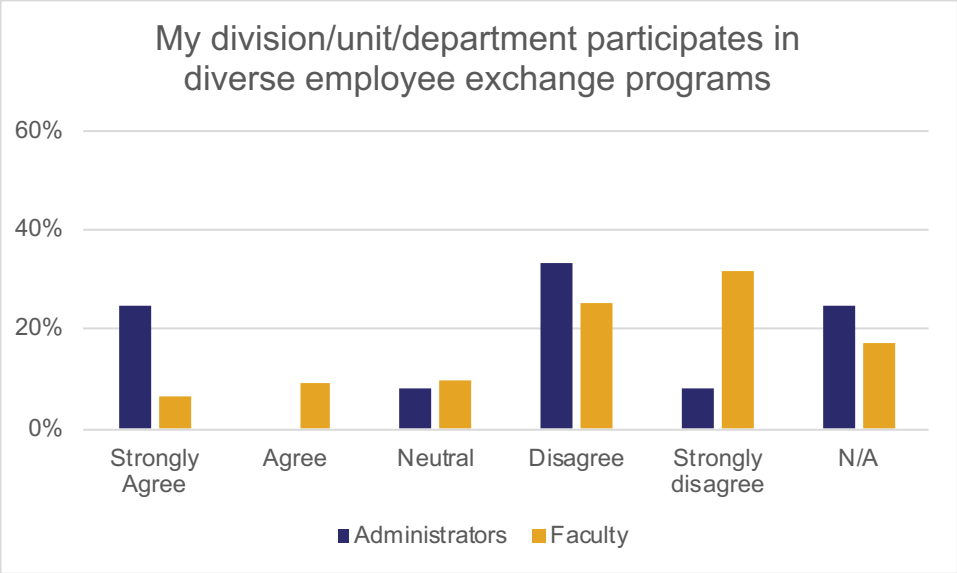

My search committee had a dedicated diversity recruitment specialist
60%
40%
20%
0%
Strongly Agree
Agree
Neutral
Disagree
Strongly disagree
N/A
Administrators
Faculty

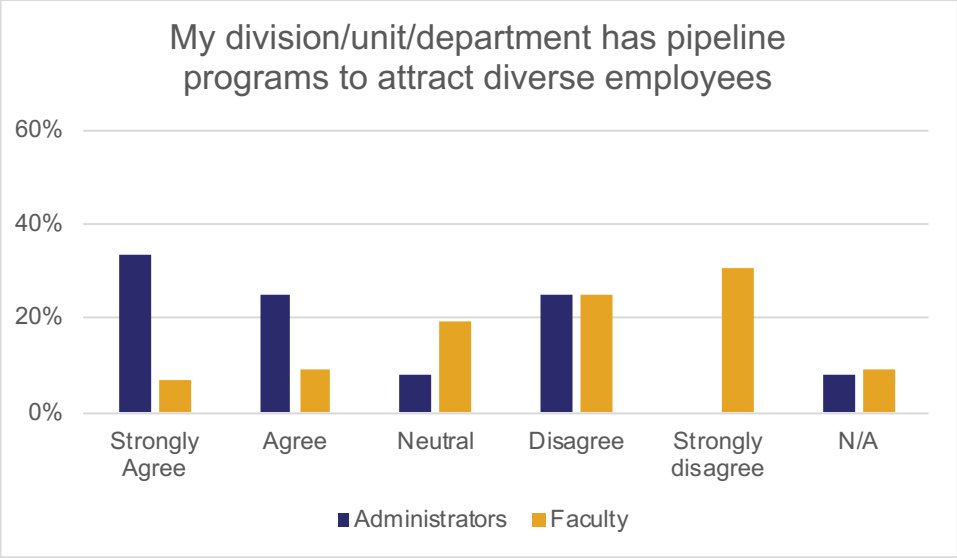

My search committee was made up of diverse members
60%
40%
20%
0%
Strongly Agree
Agree
Neutral
Disagree
Strongly disagree
N/A
Administrators
Faculty

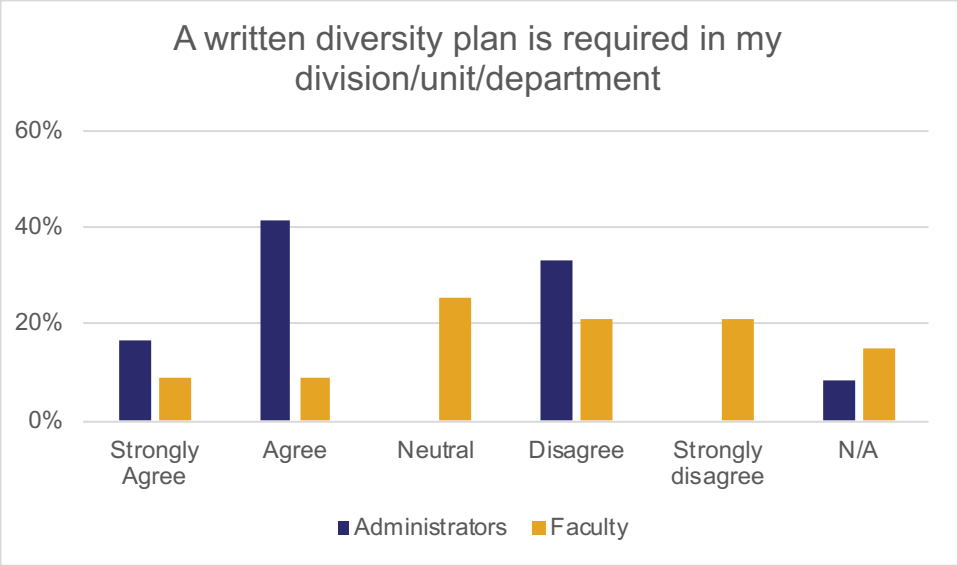

Members of my search committee frequented diversity recruitment events
60%
40%
20%
0%
Strongly Agree
Agree
Neutral
Disagree
Strongly disagree
N/A
Administrators
Faculty

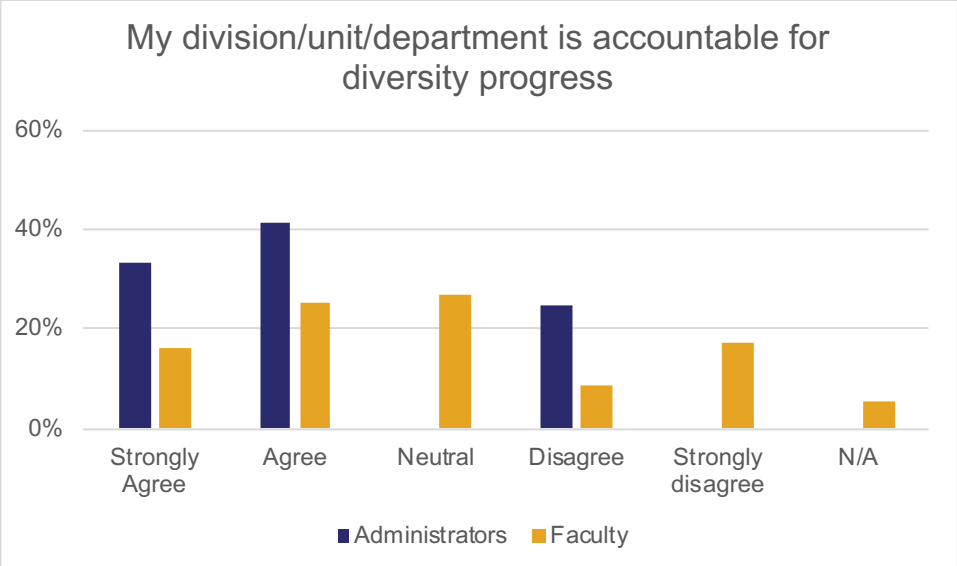

My division/unit/department hosted events for future diverse employees on our campus
60%
40%
20%
0%
Strongly Agree
Agree
Neutral
Disagree
Strongly disagree
N/A
Administrators
Faculty

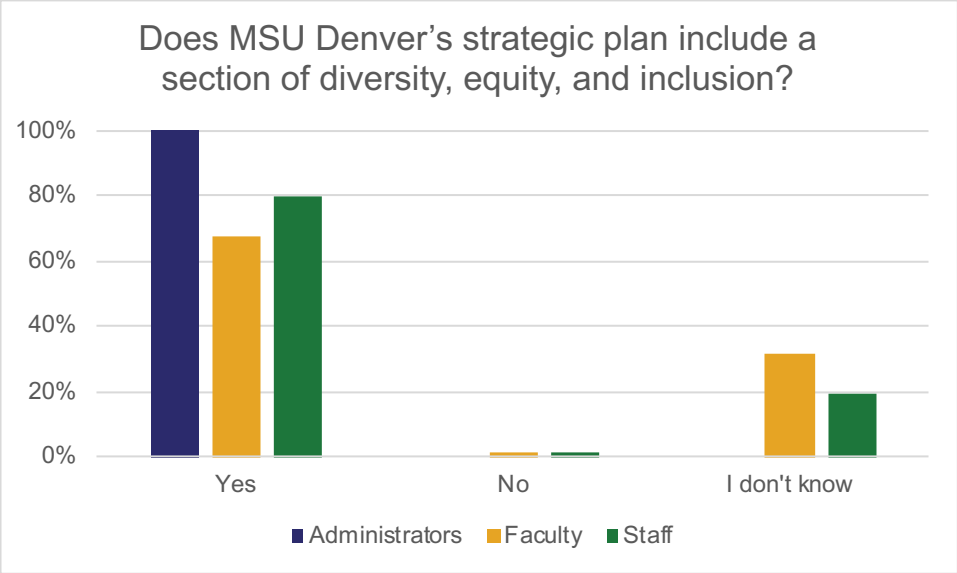

My division/unit/department participates in an institutional strategic diversity hiring plan
60%
40%
20%
0%
Strongly Agree
Agree
Neutral
Disagree
Strongly disagree
N/A
Administrators
Faculty


My division/unit/department participates in diverse employee exchange programs
60%
40%
20%
0%
Strongly Agree
Agree
Neutral
Disagree
Strongly disagree
N/A
Administrators
Faculty

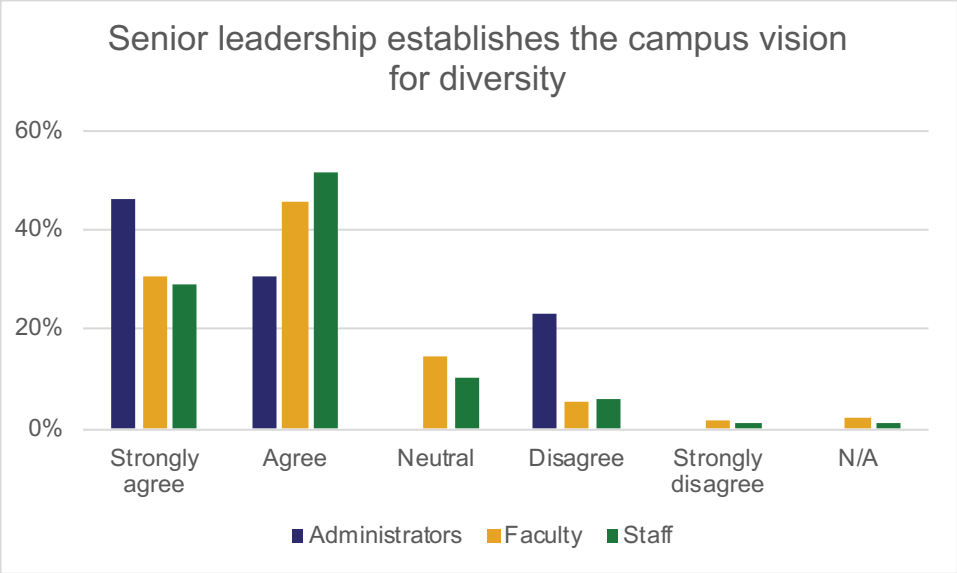

My division/unit/department has pipeline programs to attract diverse employees
60%
40%
20%
0%
Strongly Agree
Agree
Neutral
Disagree
Strongly disagree
N/A
Administrators
Faculty

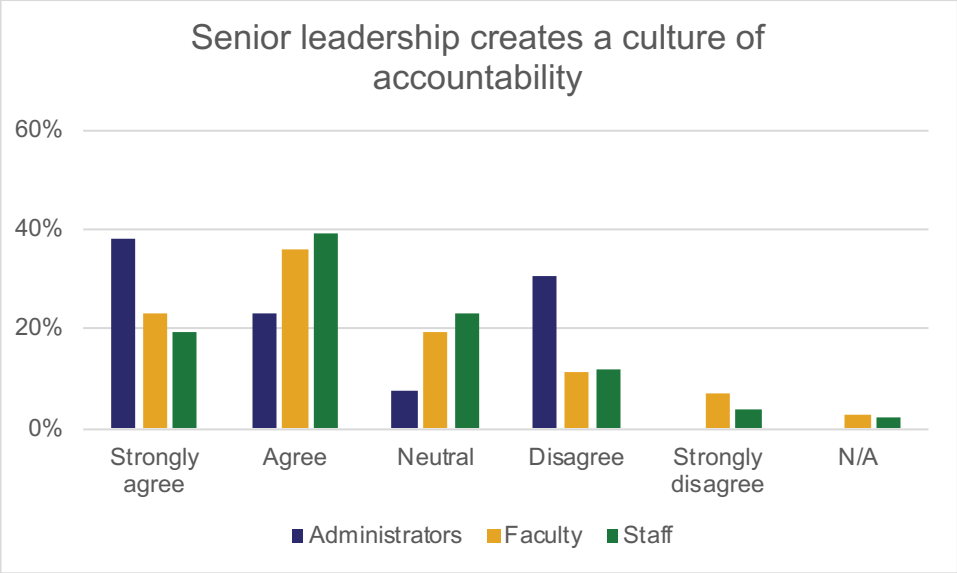

A written diversity plan is required in my division/unit/department
60%
40%
20%
0%
Strongly Agree
Agree
Neutral
Disagree
Strongly disagree
N/A
Administrators
Faculty

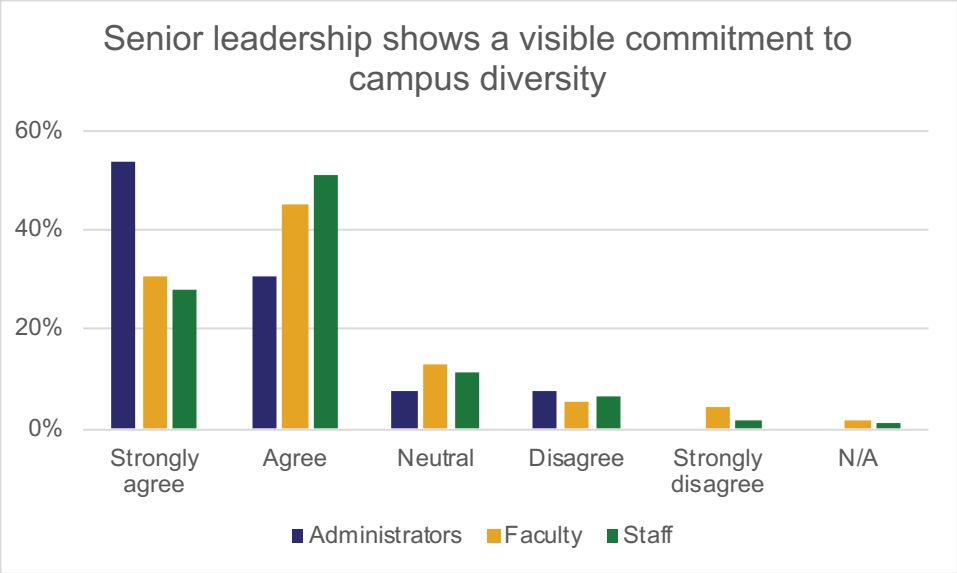

My division/unit/department is accountable for diversity progress
60%
40%
20%
0%
Strongly Agree
Agree
Neutral
Disagree
Strongly disagree
N/A
Administrators
Faculty

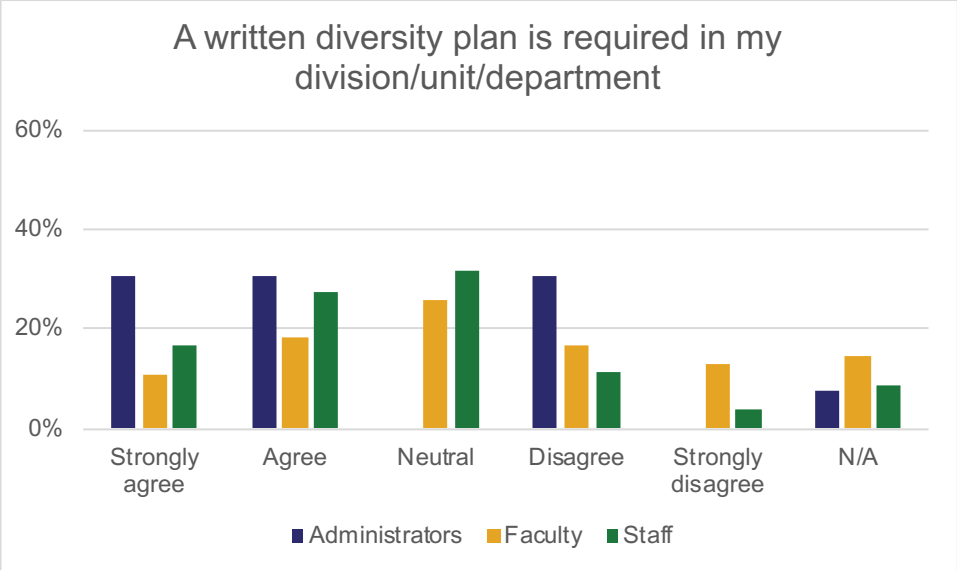


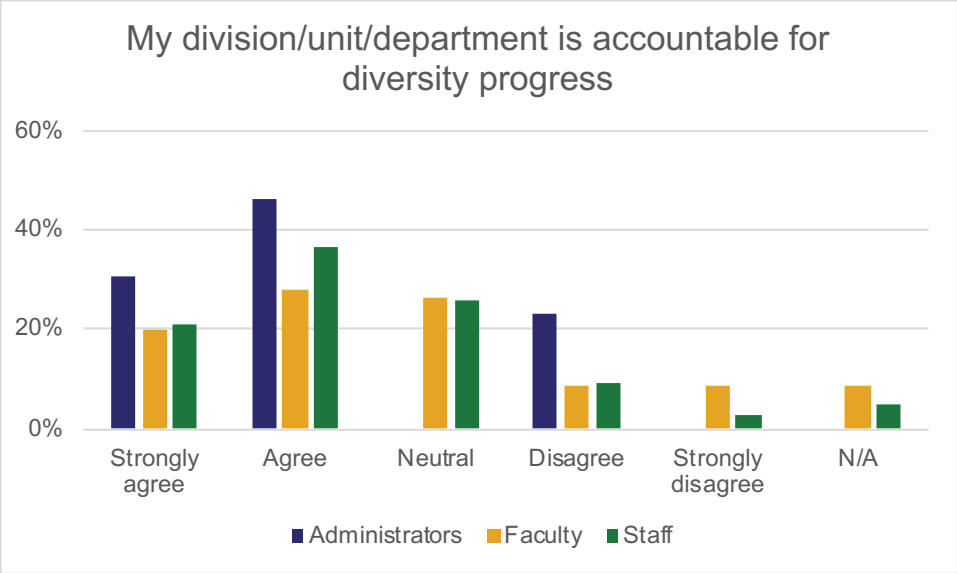
Only YES responses continue

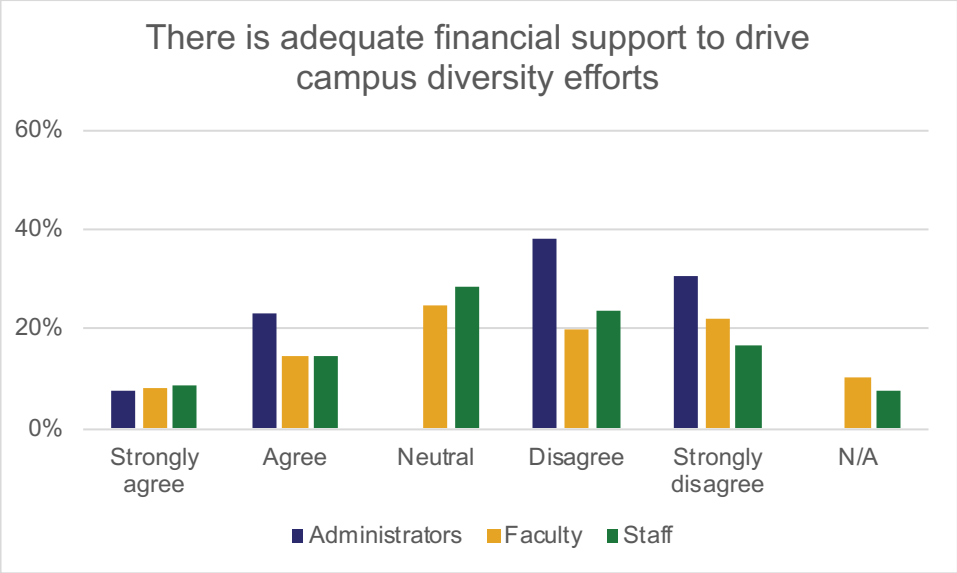

Senior leadership establishes the campus vision for diversity
60%
40%
20%
0%
Strongly agree
Agree
Neutral
Disagree
Strongly disagree
N/A
Administrators
Faculty
Staff

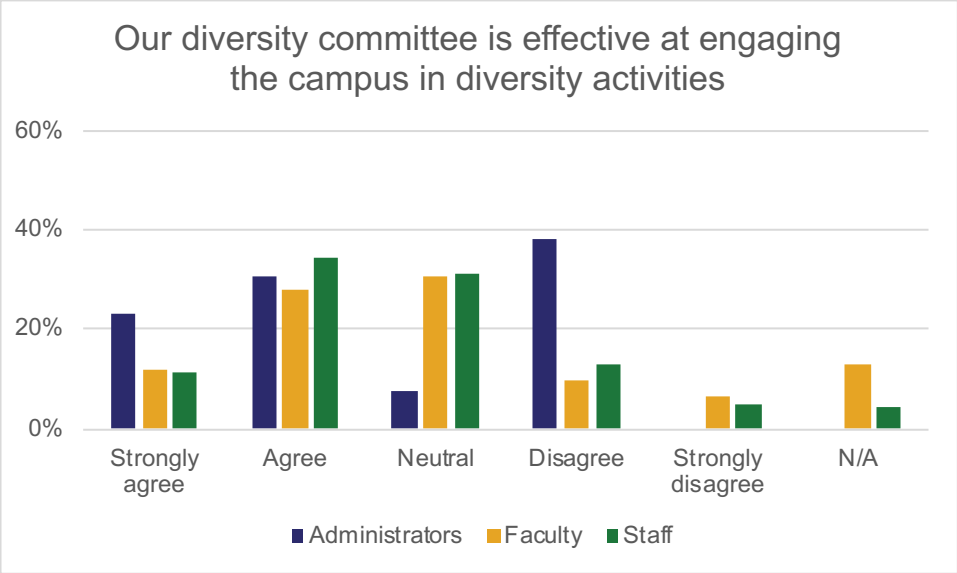

Senior leadership creates a culture of accountability
60%
40%
20%
0%
Strongly agree
Agree
Neutral
Disagree
Strongly disagree
N/A
Administrators
Faculty
Staff

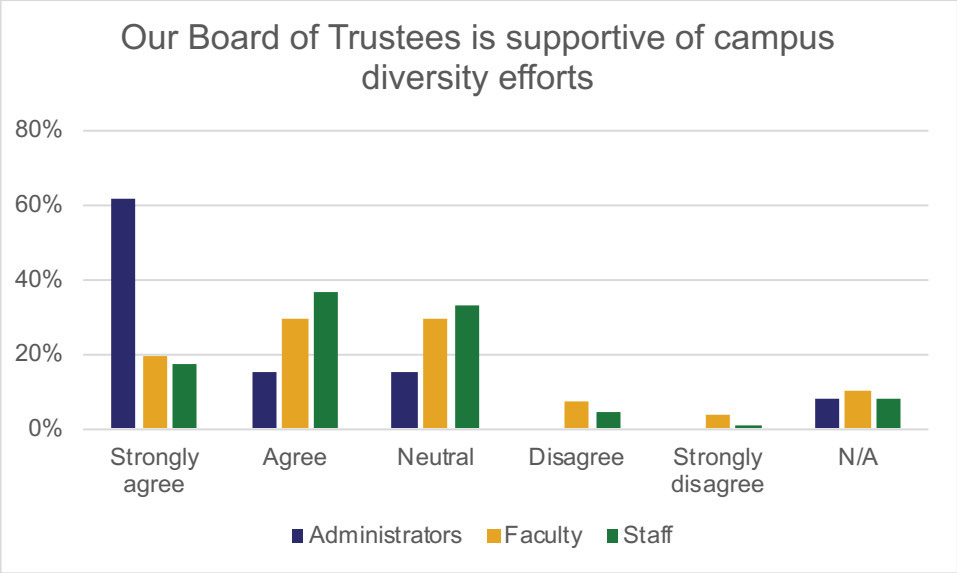

Senior leadership shows a visible commitment to campus diversity
60%
40%
20%
0%
Strongly agree
Agree
Neutral
Disagree
Strongly disagree
N/A
Administrators
Faculty
Staff

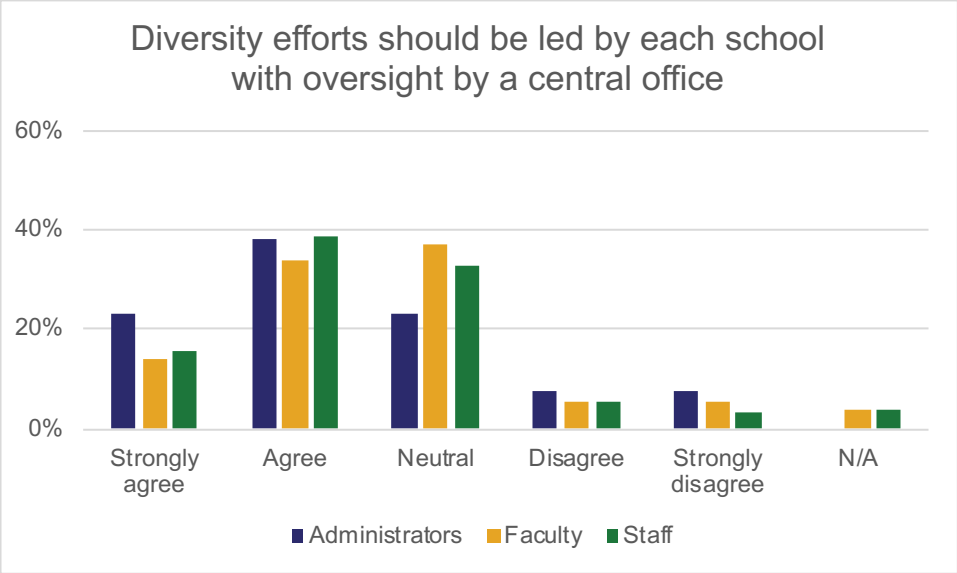

A written diversity plan is required in my division/unit/department
60%
40%
20%
0%
Strongly agree
Agree
Neutral
Disagree
Strongly disagree
N/A
Administrators
Faculty
Staff

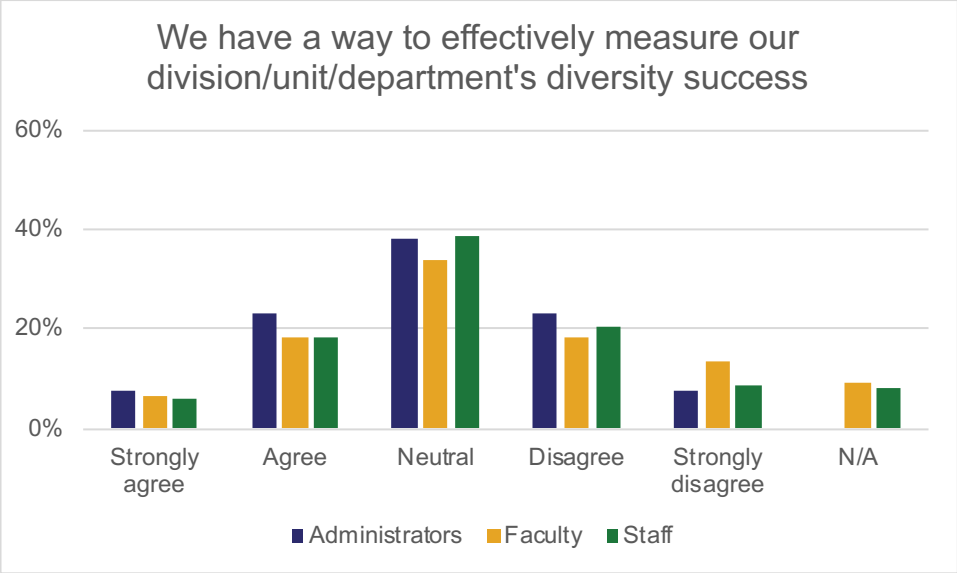

My division/unit/department is accountable for diversity progress
60%
40%
20%
0%
Strongly agree
Agree
Neutral
Disagree
Strongly disagree
N/A
Administrators
Faculty
Staff


There is adequate financial support to drive campus diversity efforts
60%
40%
20%
0%
Strongly agree
Agree
Neutral
Disagree
Strongly disagree
N/A
Administrators
Faculty
Staff


Our diversity committee is effective at engaging the campus in diversity activities
60%
40%
20%
0%
Strongly agree
Agree
Neutral
Disagree
Strongly disagree
N/A
Administrators
Faculty
Staff


Our Board of Trustees is supportive of campus diversity efforts
80%
60%
40%
20%
0%
Strongly agree
Agree
Neutral
Disagree
Strongly disagree
N/A
Administrators
Faculty
Staff

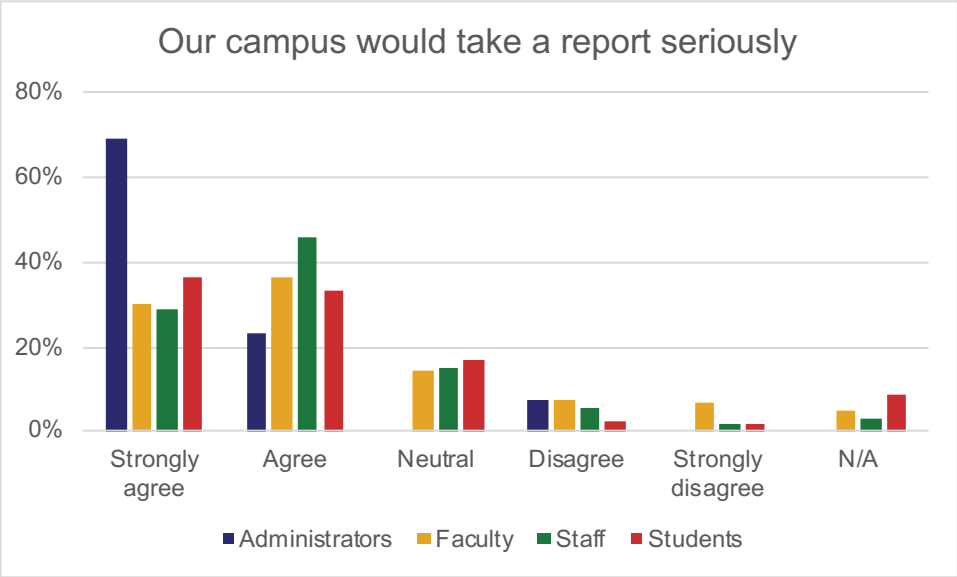

Diversity efforts should be led by each school with oversight by a central office
60%
40%
20%
0%
Strongly agree
Agree
Neutral
Disagree
Strongly disagree
N/A
Administrators
Faculty
Staff

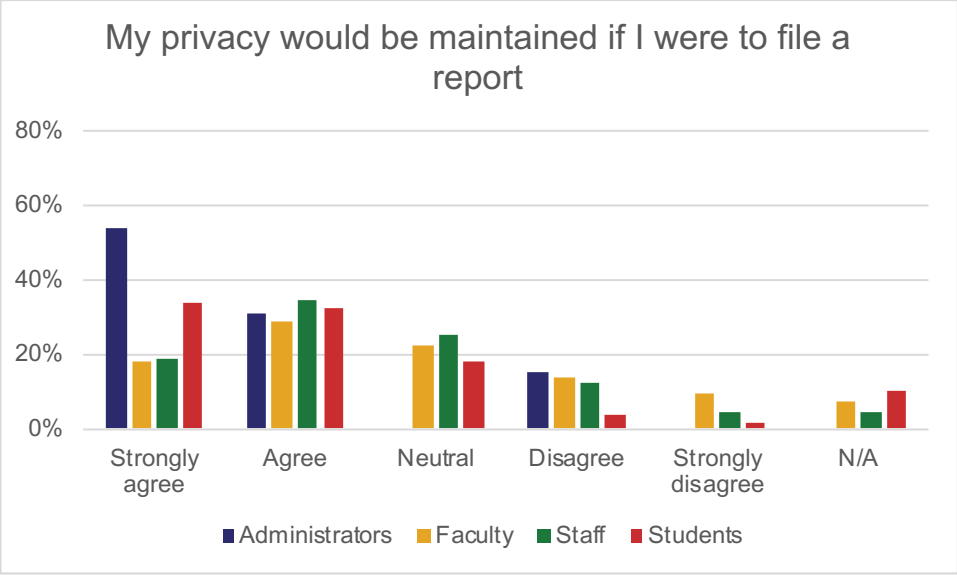

We have a way to effectively measure our division/unit/department's diversity success
60%
40%
20%
0%
Strongly agree
Agree
Neutral
Disagree
Strongly disagree
N/A
Administrators
Faculty
Staff

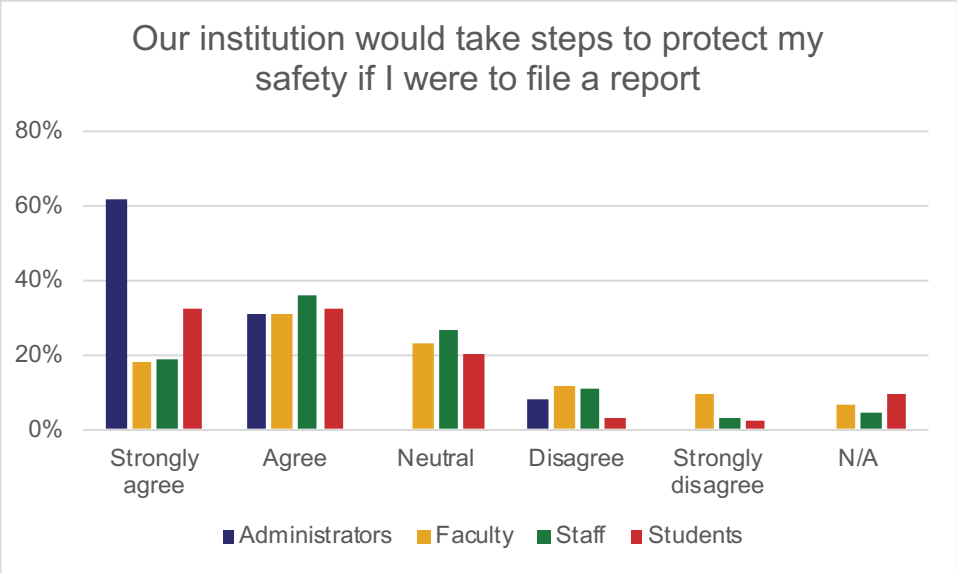
Personal Experiences of Discrimination/Bias/Harassment

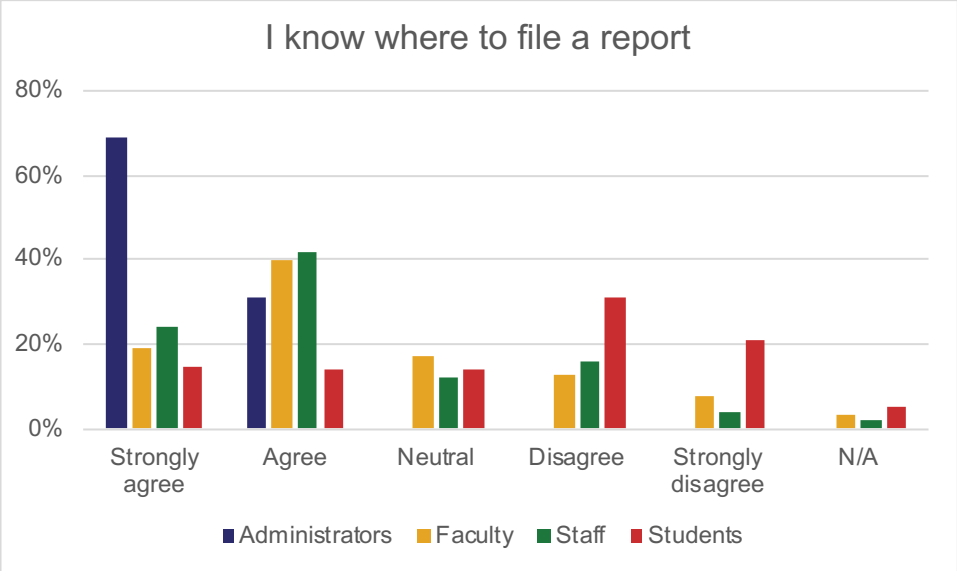
PERSONAL EXPERIENCES OF DISCRIMINATION/BIAS/HARASSMENT

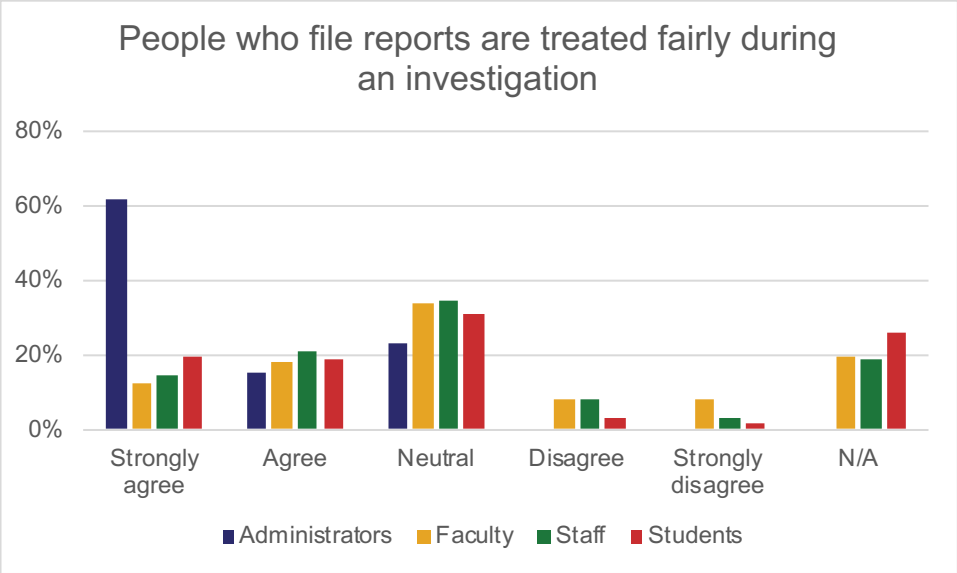
Do you agree or disagree regarding our institution's responsiveness to a report of discrimination/bias/harassment?

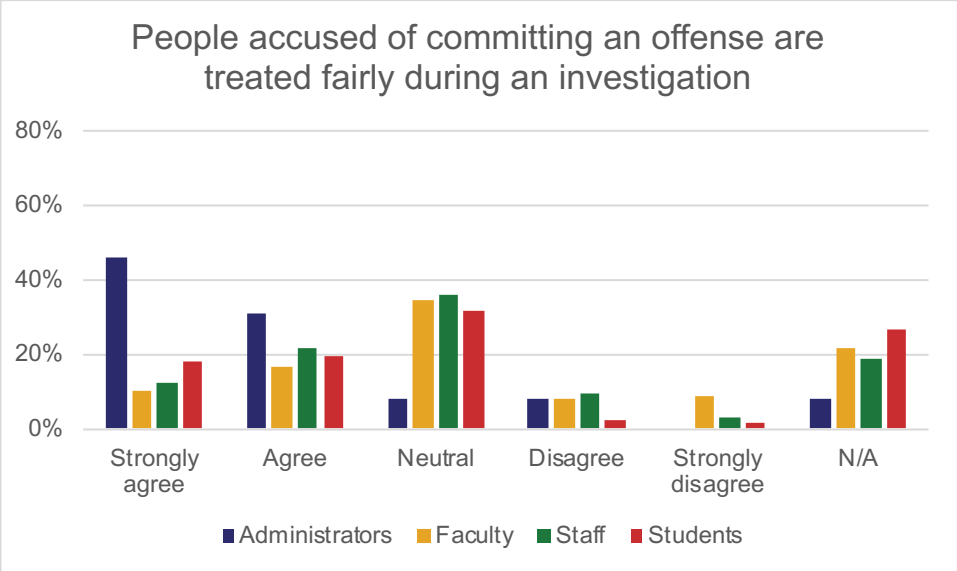





Our institution would take steps to protect my safety if I were to file a report
80%
60%
40%
20%
0%
Strongly agree
Agree
Neutral
Disagree
Strongly disagree
N/A
Administrators
Faculty
Staff
Students

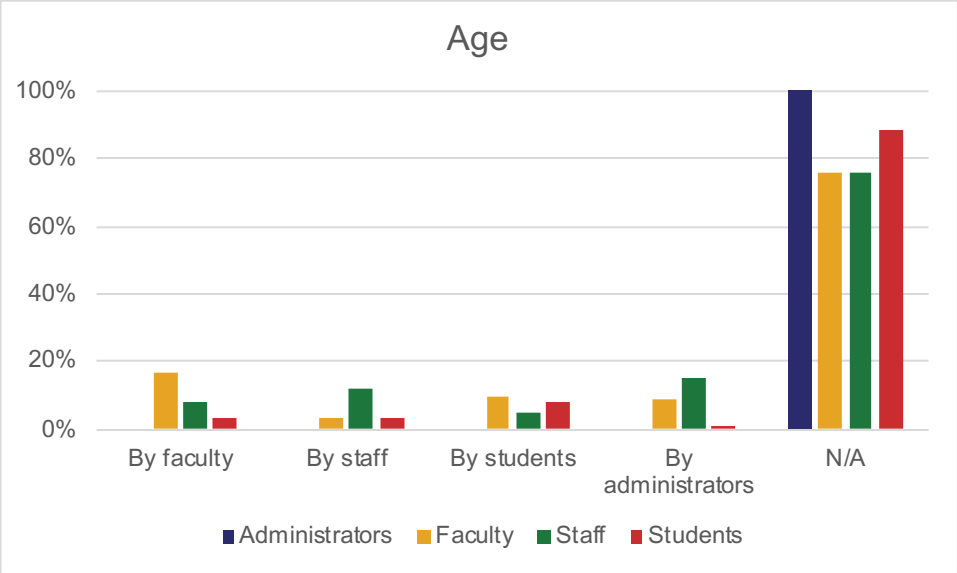

I know where to file a report
80%
60%
40%
20%
0%
Strongly agree
Agree
Neutral
Disagree
Strongly disagree
N/A
Administrators
Faculty
Staff
Students

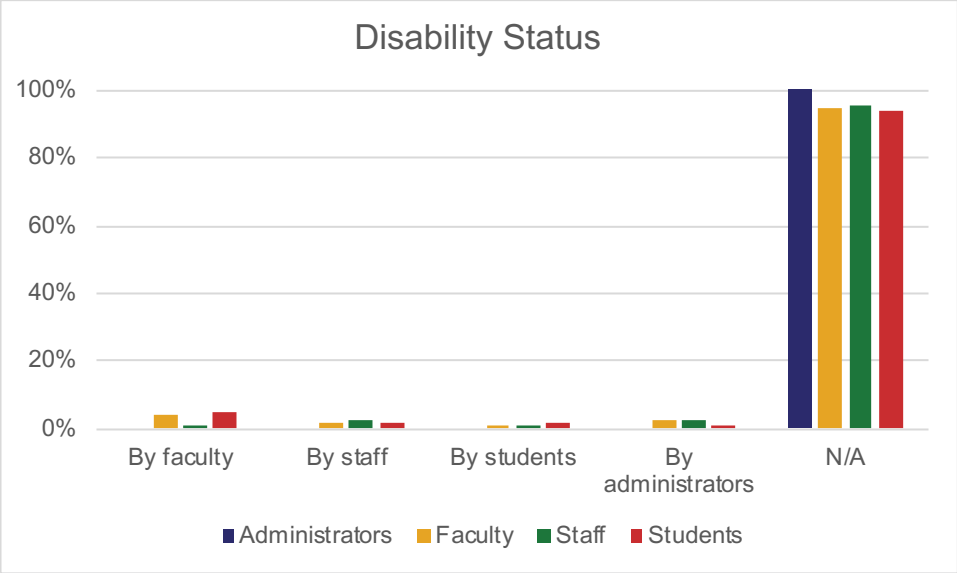

People who file reports are treated fairly during an investigation
80%
60%
40%
20%
0%
Strongly agree
Agree
Neutral
Disagree
Strongly disagree
N/A
Administrators
Faculty
Staff
Students

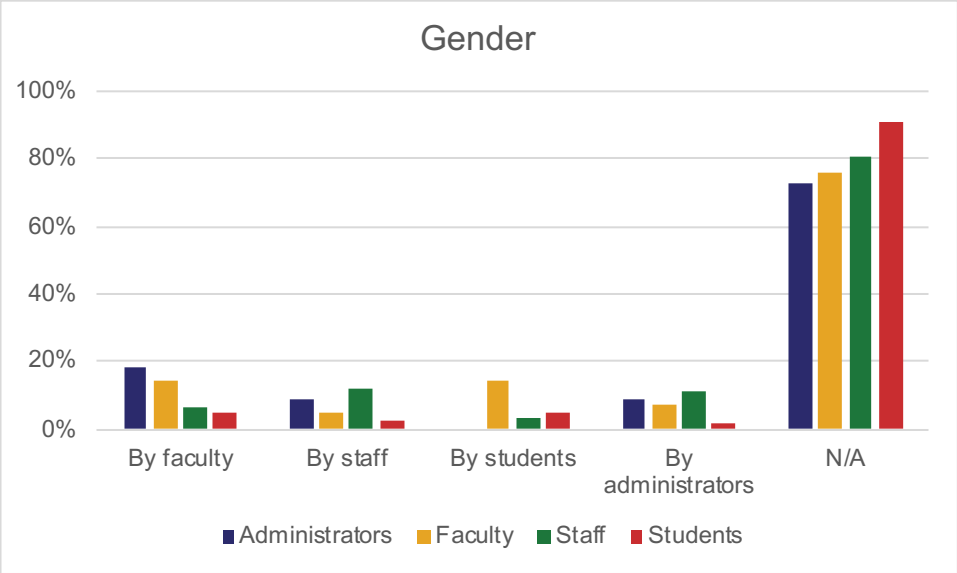

People accused of committing an offense are treated fairly during an investigation
80%
60%
40%
20%
0%
Strongly agree
Agree
Neutral
Disagree
Strongly disagree
N/A
Administrators
Faculty
Staff
Students

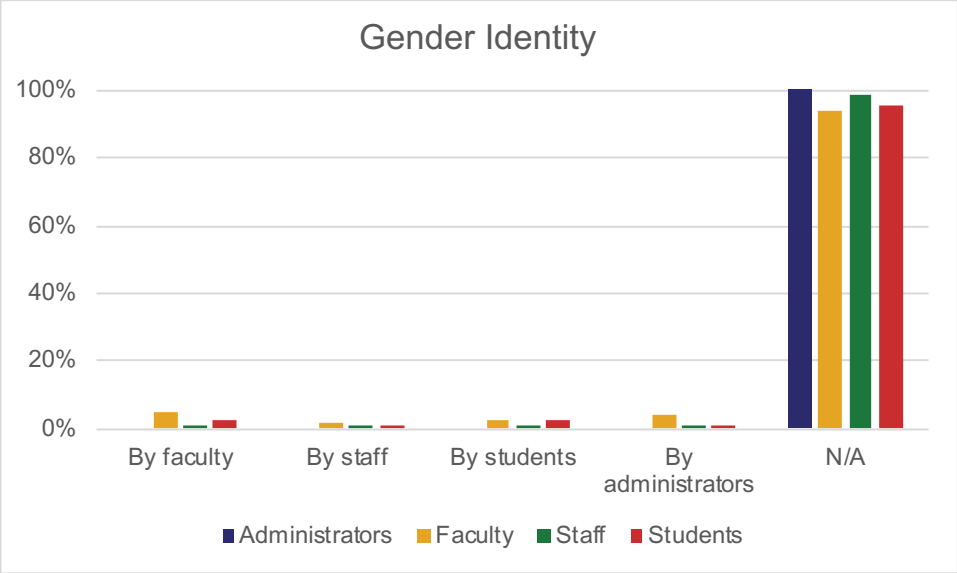
PERSONAL EXPERIENCES OF DISCRIMINATION/BIAS/HARASSMENT

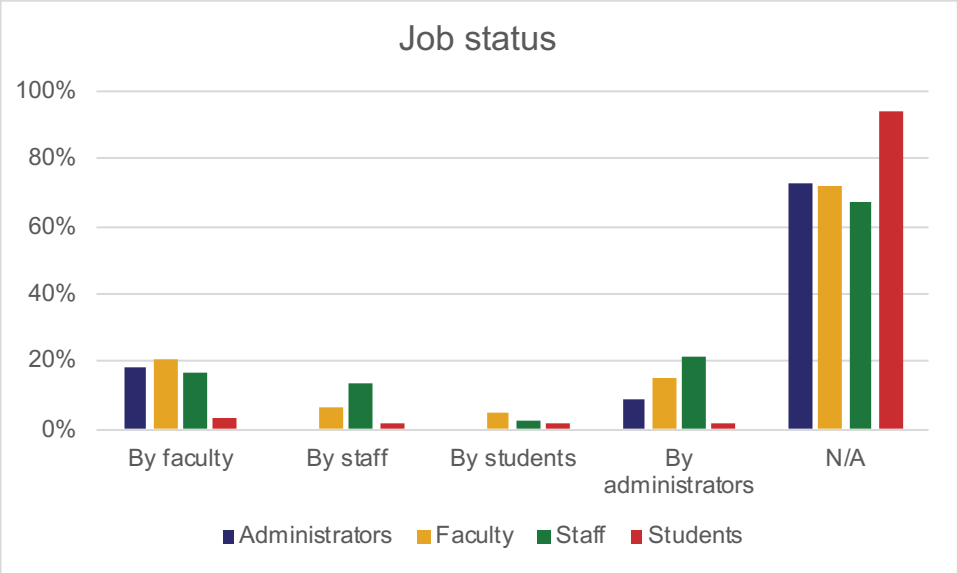
In the past year, I have felt excluded, silenced, ignored, discriminated against or harassed, even subtly, as of result of my:

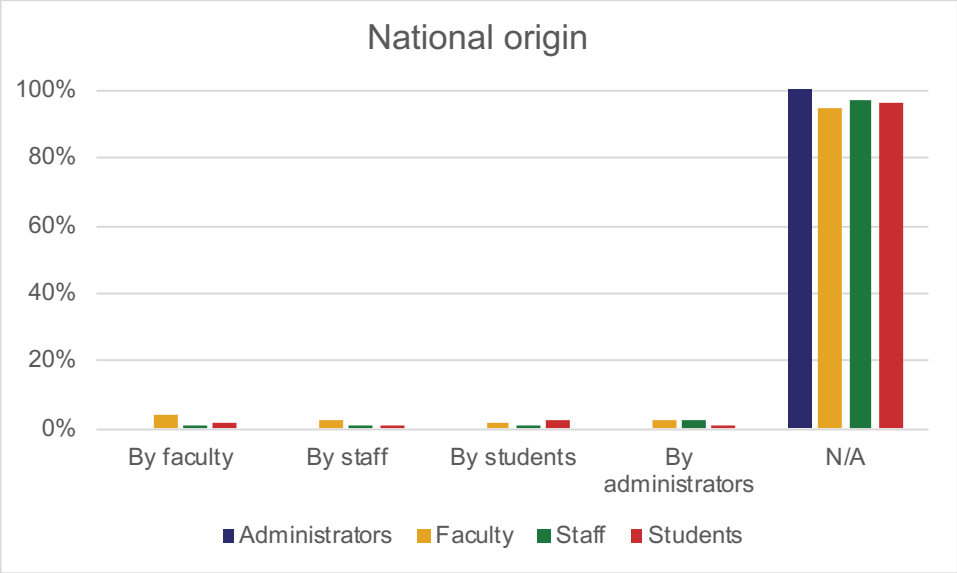


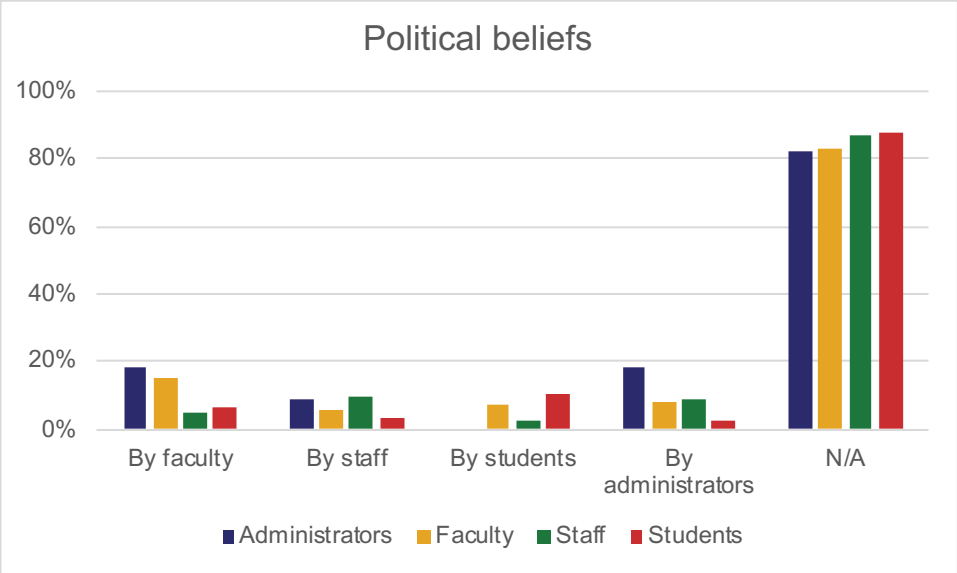


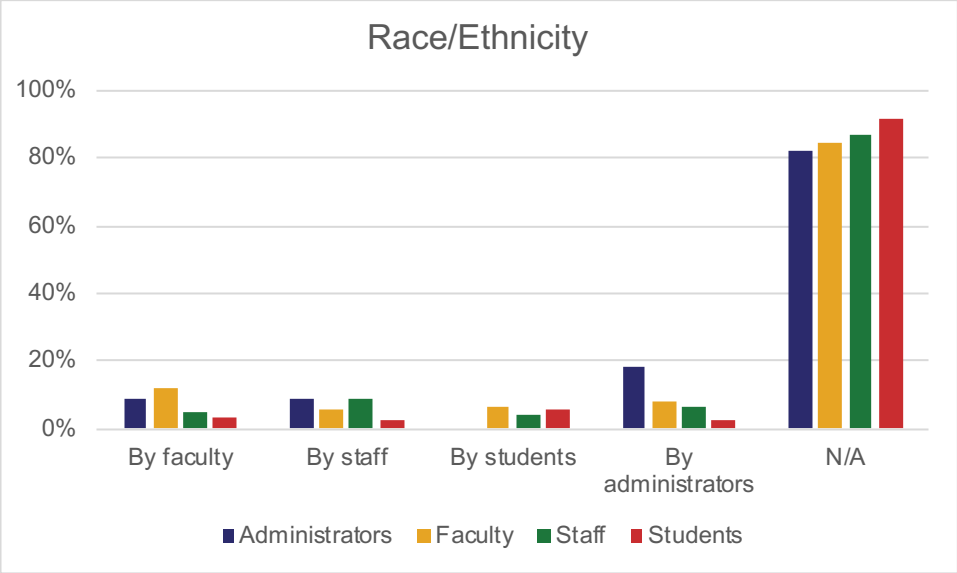

Gender
100%
80%
60%
40%
20%
0%
By faculty
By staff
By students
By administrators
N/A
Administrators
Faculty
Staff
Students

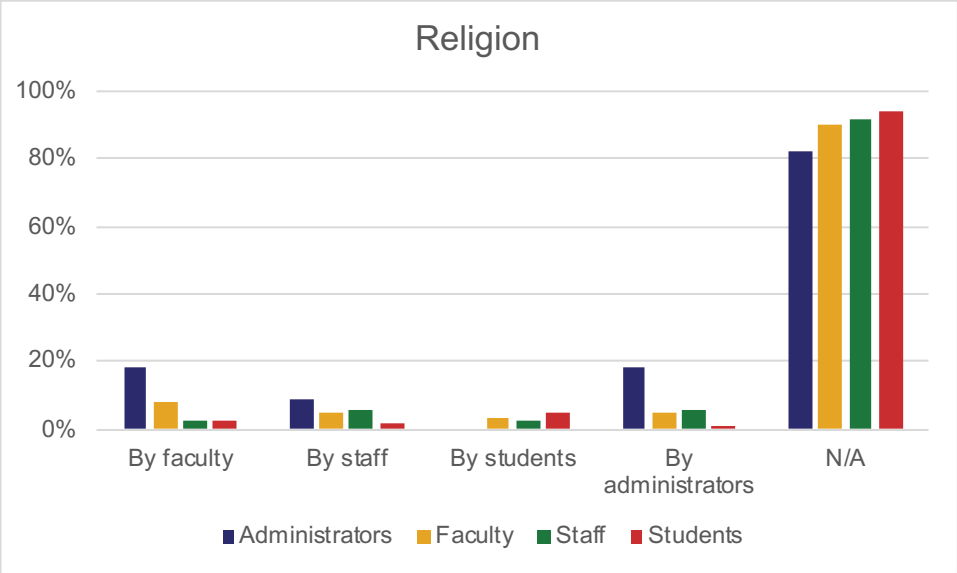

Gender Identity
100%
80%
60%
40%
20%
0%
By faculty
By staff
By students
By administrators
N/A
Administrators
Faculty
Staff
Students

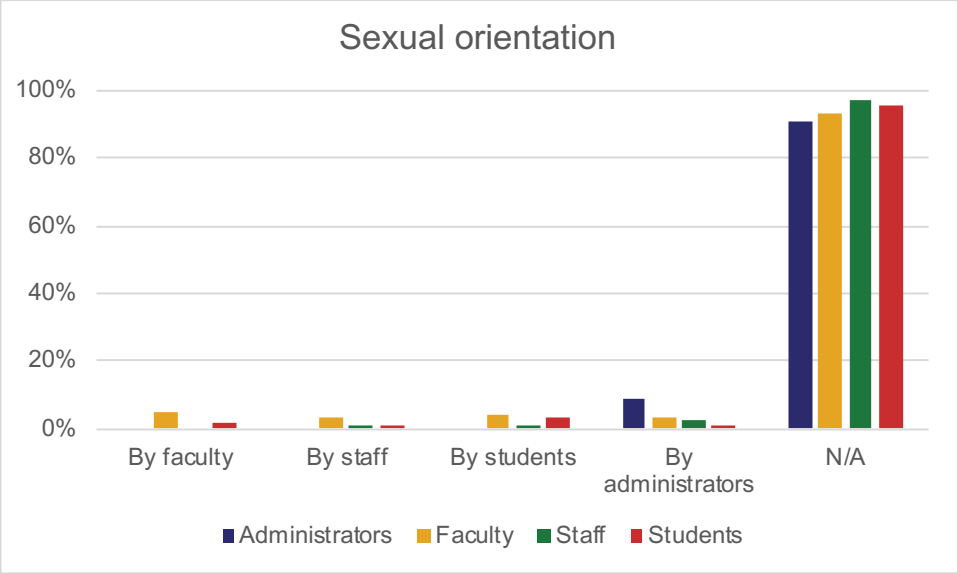

Job status
100%
80%
60%
40%
20%
0%
By faculty
By staff
By students
By administrators
N/A
Administrators
Faculty
Staff
Students

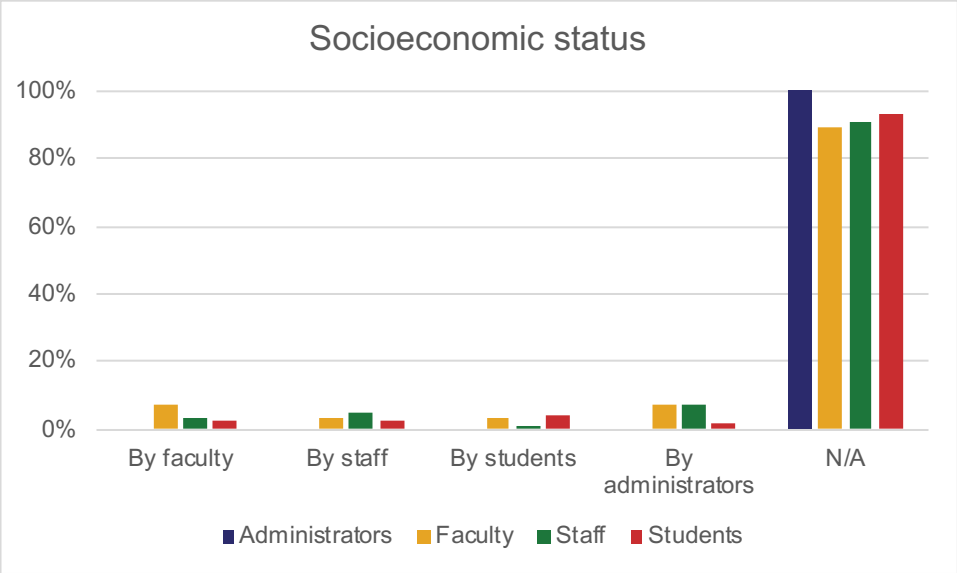

National origin
100%
80%
60%
40%
20%
0%
By faculty
By staff
By students
By administrators
N/A
Administrators
Faculty
Staff
Students

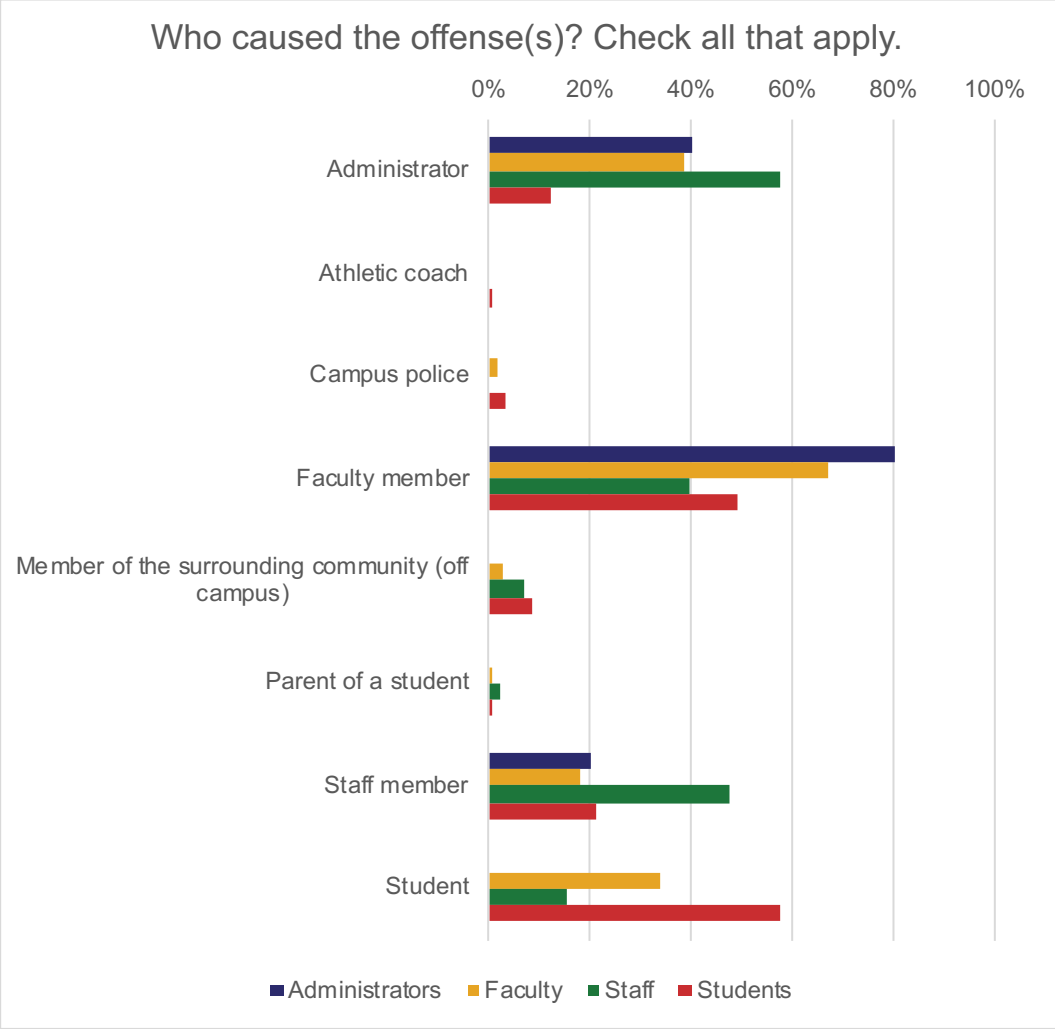

Political beliefs
100%
80%
60%
40%
20%
0%
By faculty
By staff
By students
By administrators
N/A
Administrators
Faculty
Staff
Students

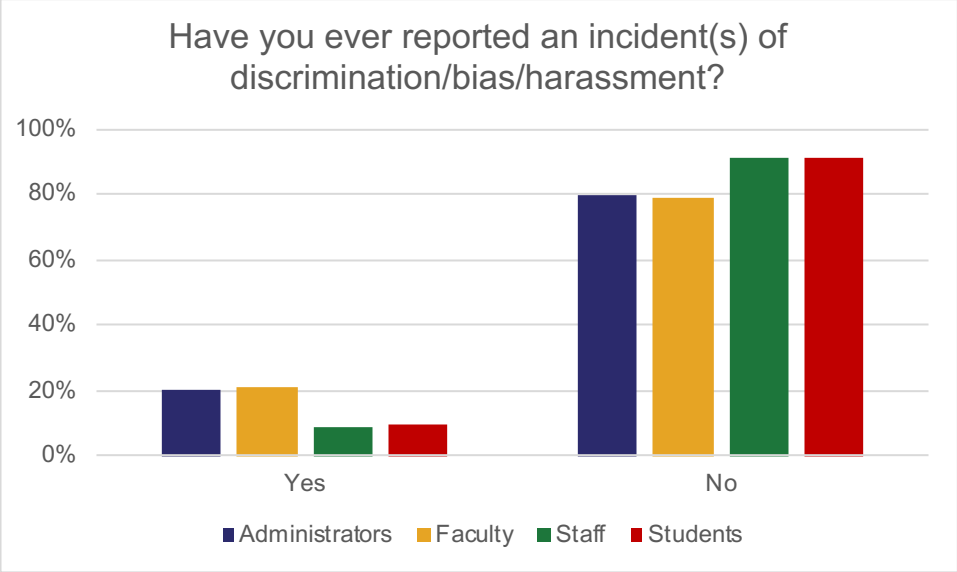

Race/Ethnicity
100%
80%
60%
40%
20%
0%
By faculty
By staff
By students
By administrators
N/A
Administrators
Faculty
Staff
Students

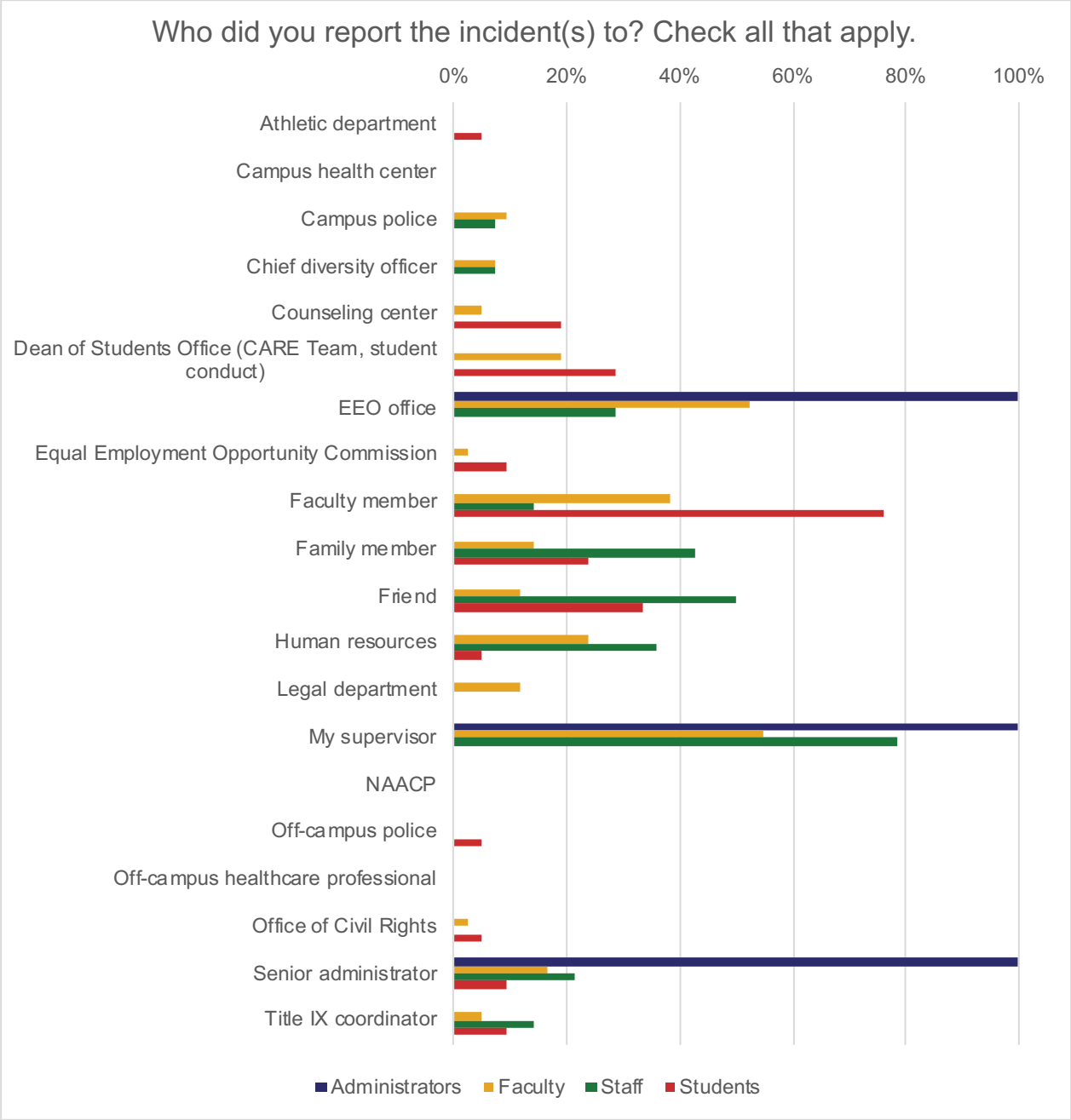

Religion
100%
80%
60%
40%
20%
0%
By faculty
By staff
By students
By administrators
N/A
Administrators
Faculty
Staff
Students

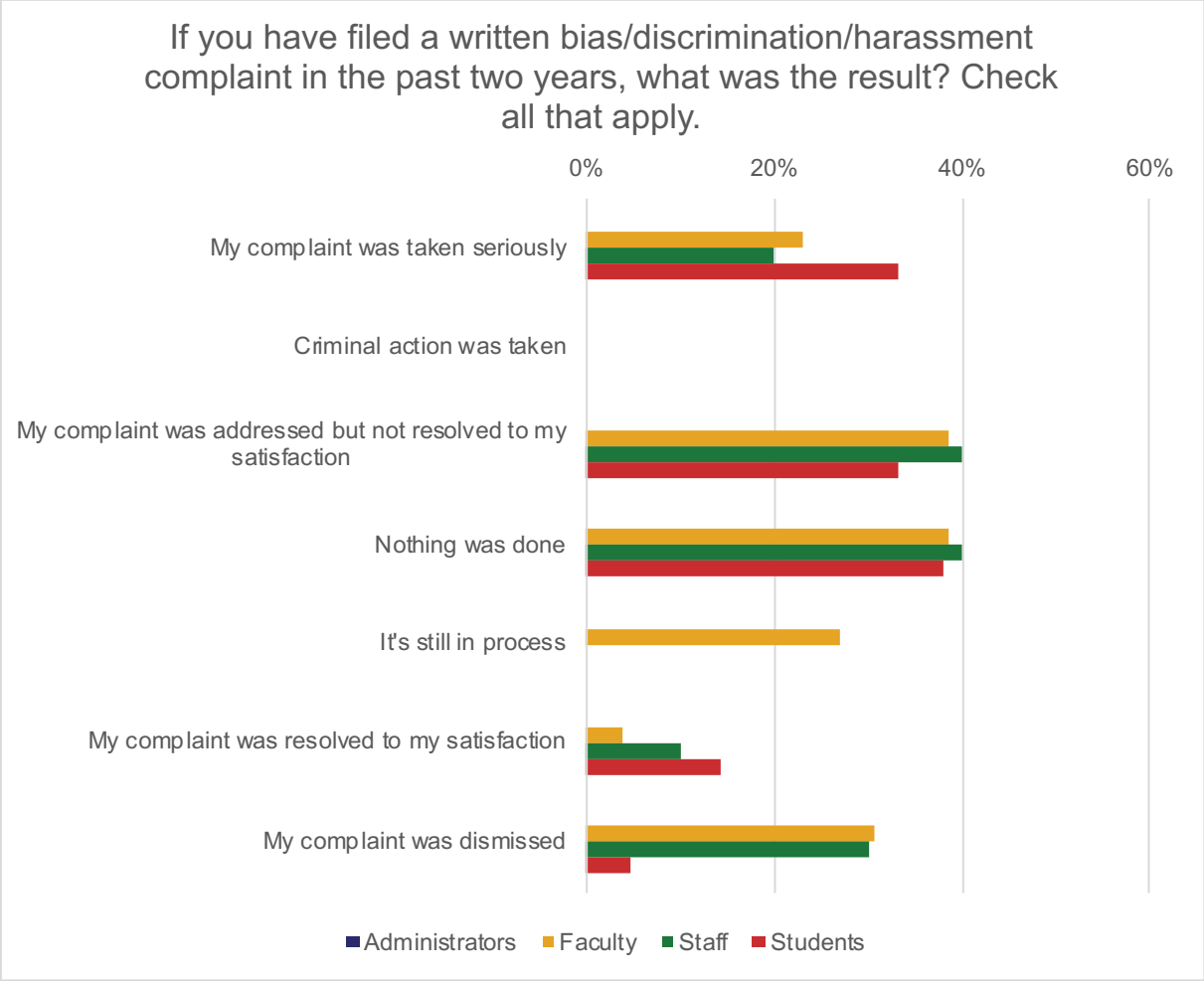

Sexual orientation
100%
80%
60%
40%
20%
0%
By faculty
By staff
By students
By administrators
N/A
Administrators
Faculty
Staff
Students

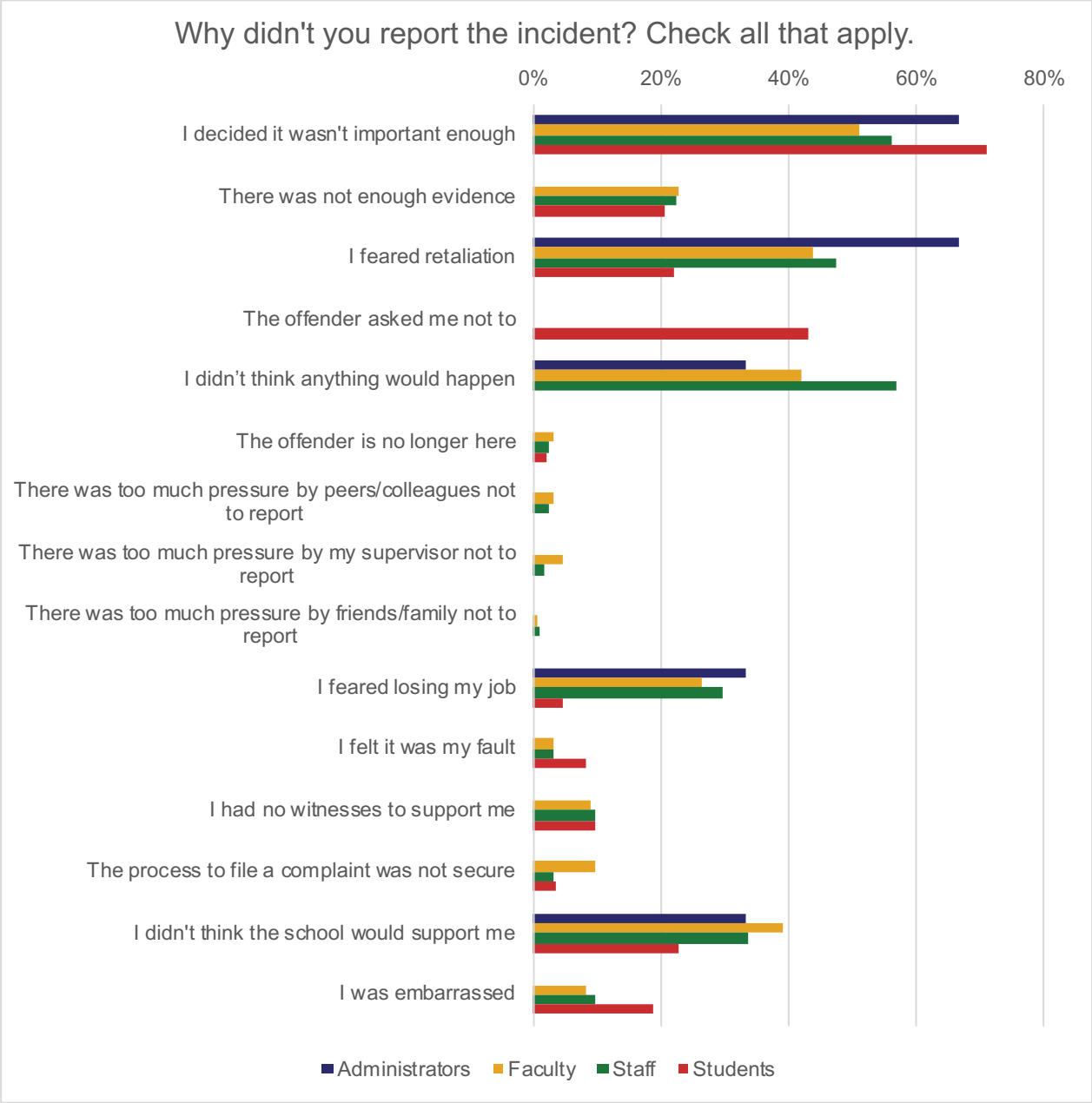

Socioeconomic status
100%
80%
60%
40%
20%
0%
By faculty
By staff
By students
By administrators
N/A
Administrators
Faculty
Staff
Students


Who caused the offense(s)? Check all that apply.
0%
20%
40%
60%
80%
100%
Administrator
Athletic coach
Campus police
Faculty member
Member of the surrounding community (off campus)
Parent of a student
Staff member
Student
Administrators
Faculty
Staff
Students

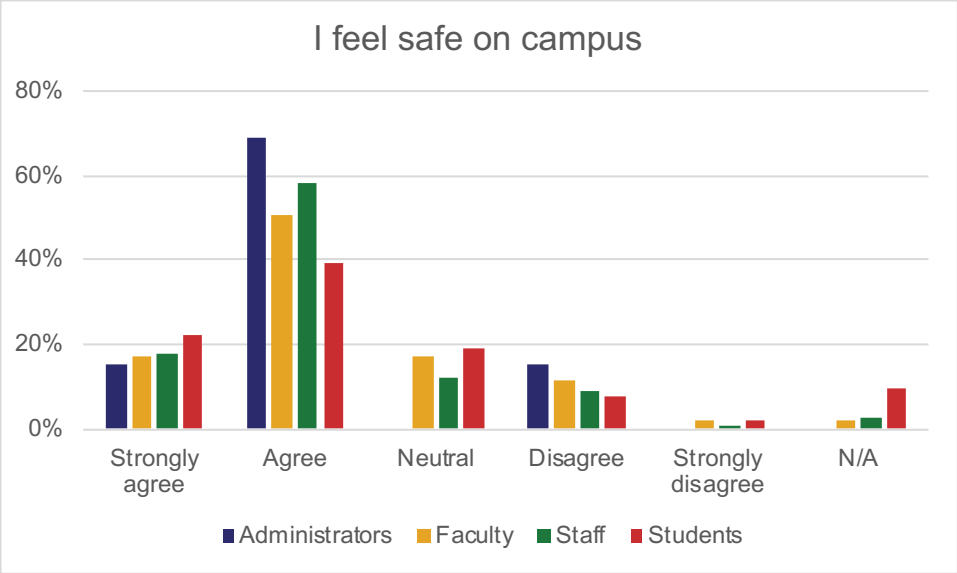

Have you ever reported an incident(s) of discrimination/bias/harassment?
100%
80%
60%
40%
20%
0%
Yes
No
Administrators
Faculty
Staff
Students

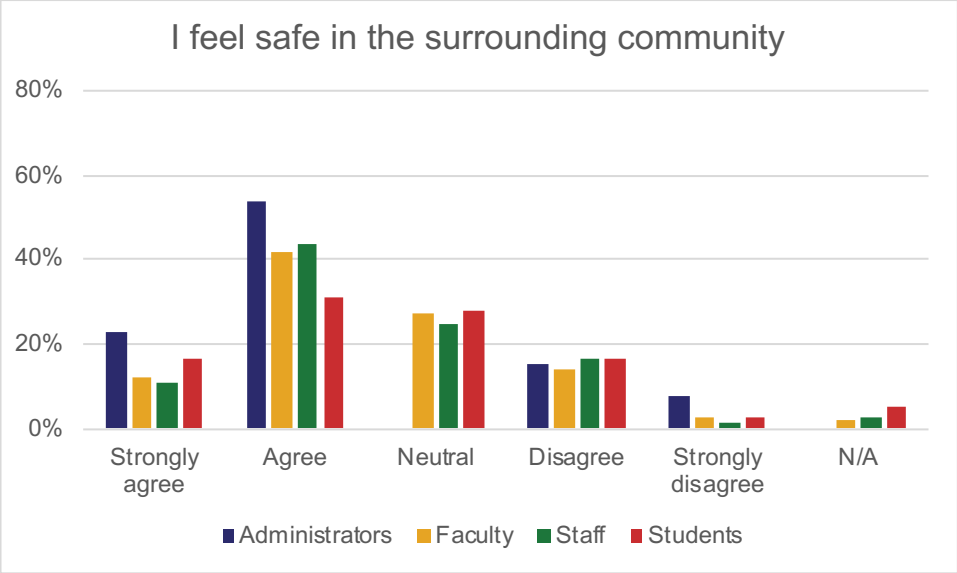

Who did you report the incident(s) to? Check all that apply.
0%
20%
40%
60%
80%
100%
Athletic department
Campus health center
Campus police
Chief diversity officer
Counseling center
Dean of Students Office (CARE Team, student conduct)
EEO office
Equal Employment Opportunity Commission
Faculty member
Family member
Friend
Human resources
Legal department
My supervisor
NAACP
Off-campus police
Off-campus healthcare professional
Office of Civil Rights
Senior administrator
Title IX coordinator
Administrators
Faculty
Staff
Students

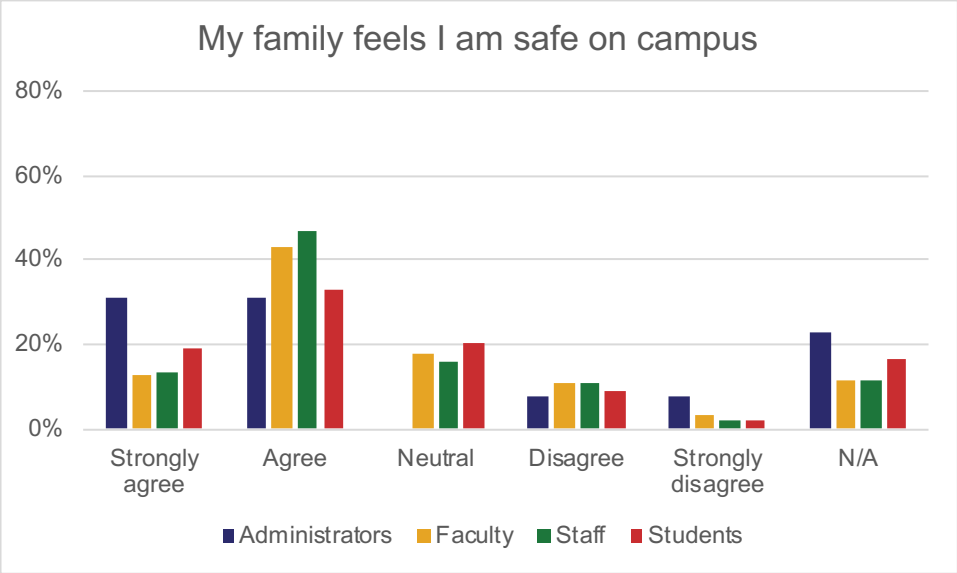

If you have filed a written bias/discrimination/harassment complaint in the past two years, what was the result? Check all that apply.
0%
20%
40%
60%
My complaint was taken seriously
Criminal action was taken
My complaint was addressed but not resolved to my satisfaction
Nothing was done
It's still in process
My complaint was resolved to my satisfaction
My complaint was dismissed
Administrators
Faculty
Staff
Students

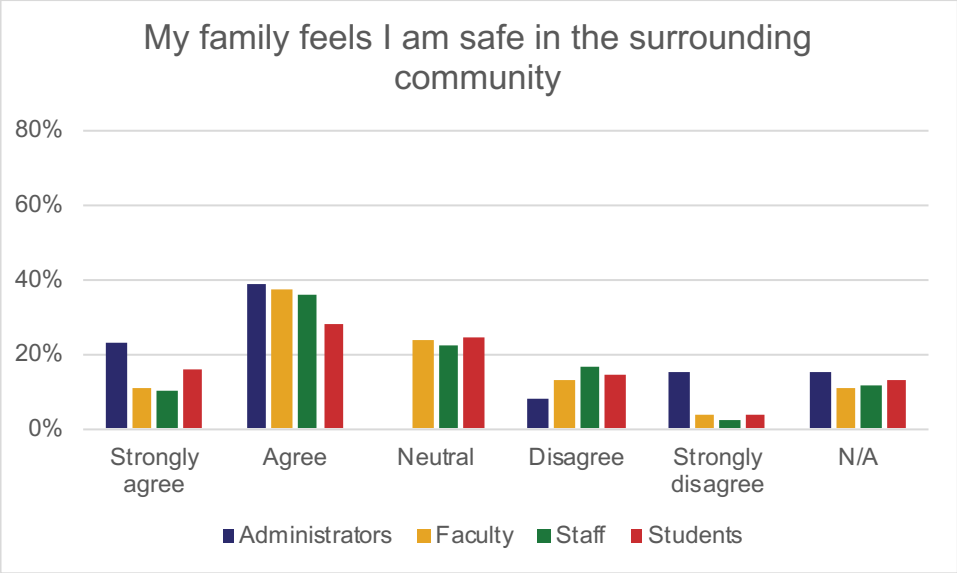

Why didn't you report the incident? Check all that apply.
0%
20%
40%
60%
80%
I decided it wasn't important enough
There was not enough evidence
I feared retaliation
The offender asked me not to
I didn't think anything would happen
The offender is no longer here
There was too much pressure by peers/colleagues not to report
There was too much pressure by my supervisor not to report
There was too much pressure by friends/family not to report
I feared losing my job
I felt it was my fault
I had no witnesses to support me
The process to file a complaint was not secure
I didn't think the school would support me
I was embarrassed
Administrators
Faculty
Staff
Students

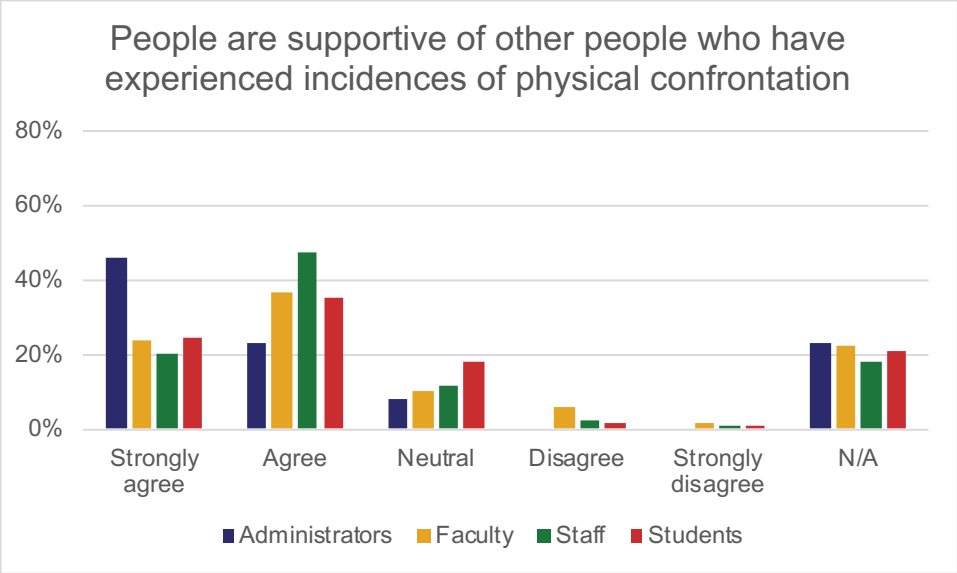
Safety on Campus and in the Community

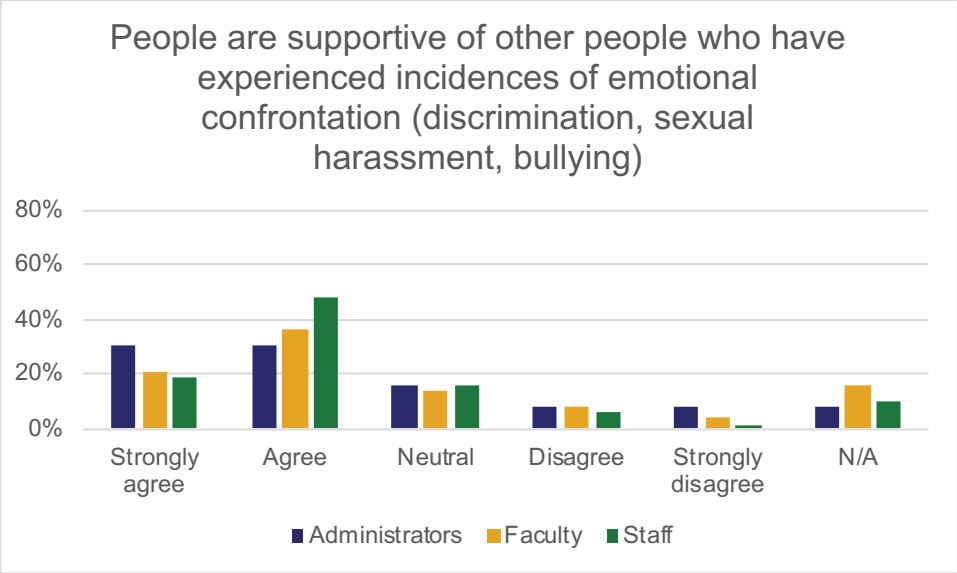

I feel safe on campus
80%
60%
40%
20%
0%
Strongly agree
Agree
Neutral
Disagree
Strongly disagree
N/A
Administrators
Faculty
Staff
Students

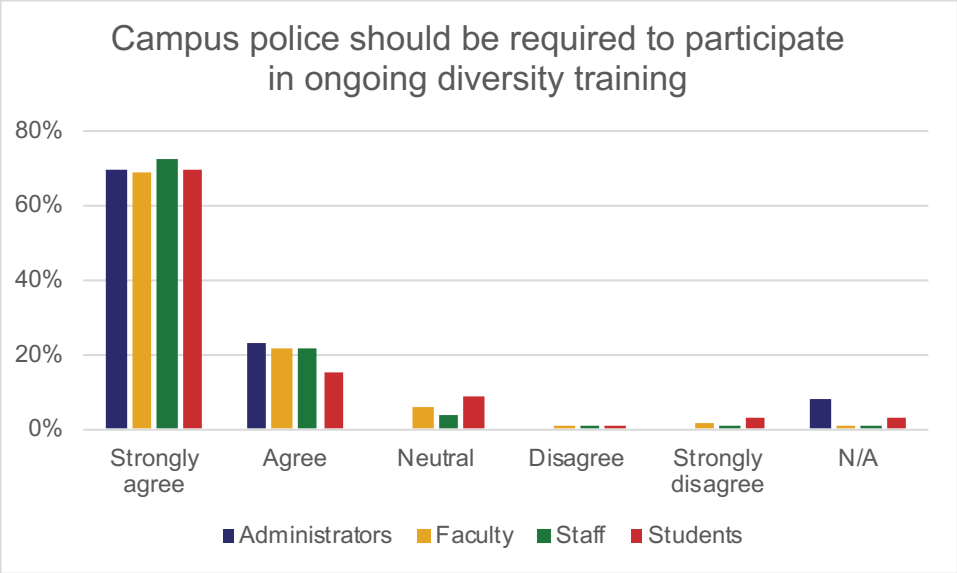

I feel safe in the surrounding community
80%
60%
40%
20%
0%
Strongly agree
Agree
Neutral
Disagree
Strongly disagree
N/A
Administrators
Faculty
Staff
Students

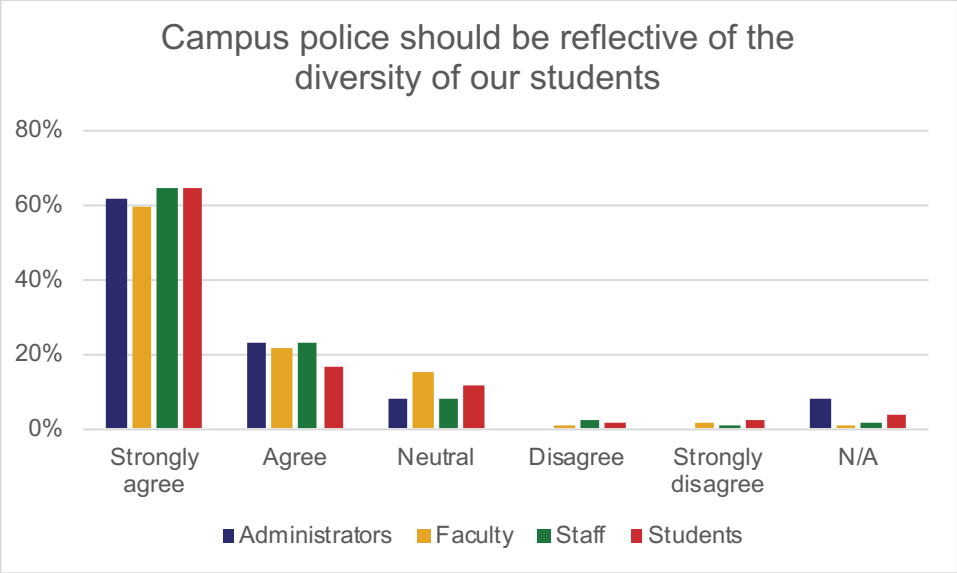

My family feels I am safe on campus
80%
60%
40%
20%
0%
Strongly agree
Agree
Neutral
Disagree
Strongly disagree
N/A
Administrators
Faculty
Staff
Students

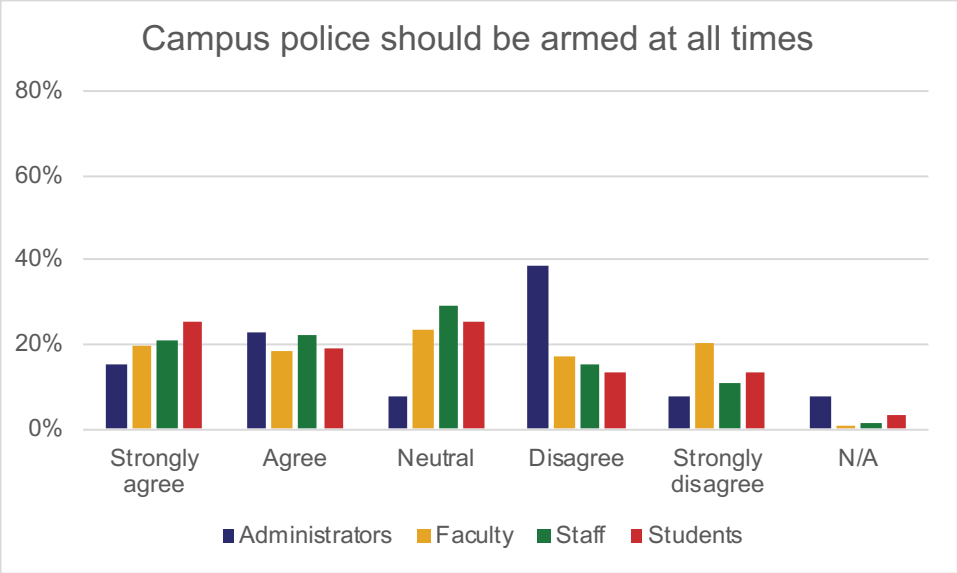

My family feels I am safe in the surrounding community
80%
60%
40%
20%
0%
Strongly agree
Agree
Neutral
Disagree
Strongly disagree
N/A
Administrators
Faculty
Staff
Students

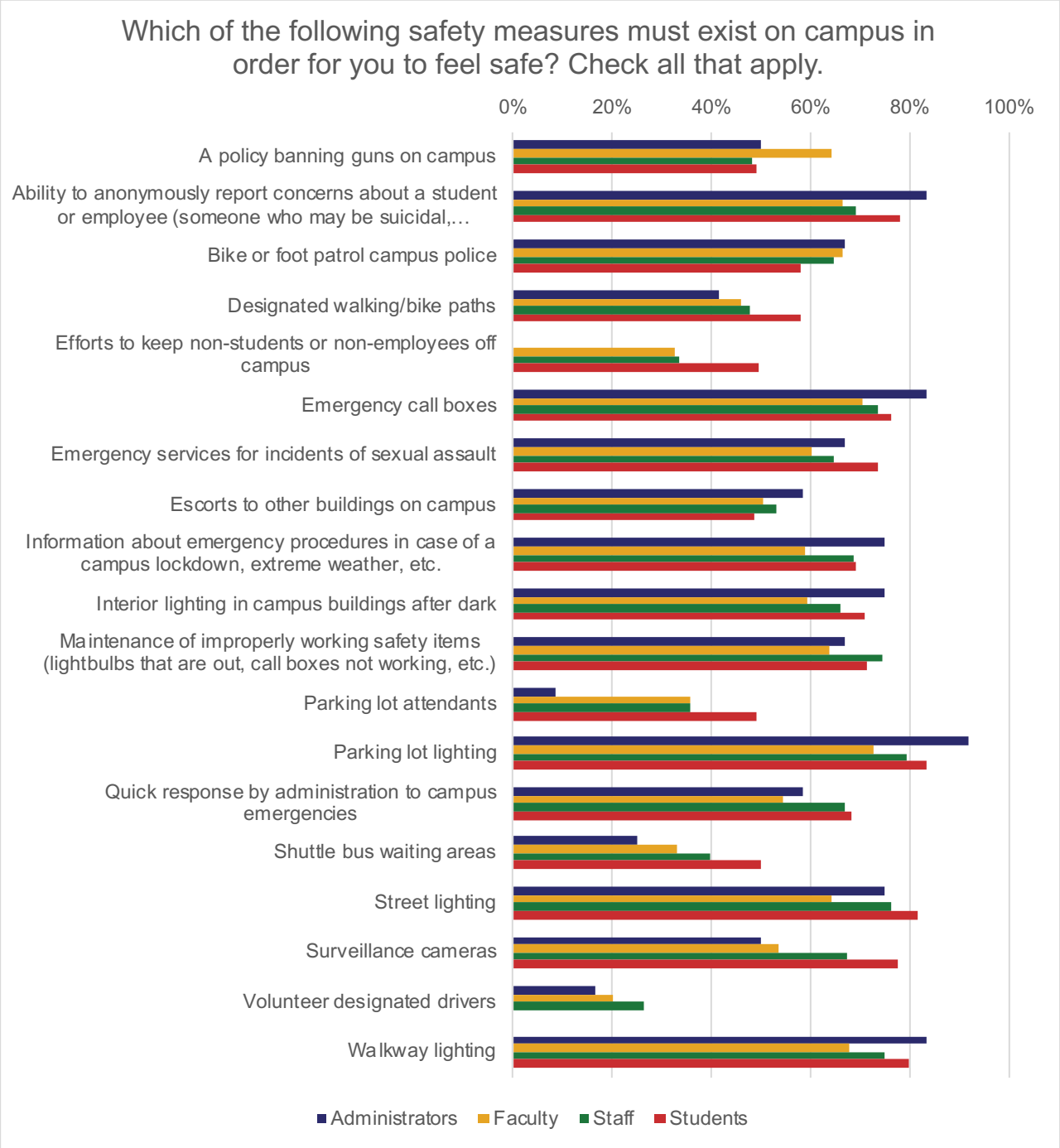

People are supportive of other people who have experienced incidences of physical confrontation
80%
60%
40%
20%
0%
Strongly agree
Agree
Neutral
Disagree
Strongly disagree
N/A
Administrators
Faculty
Staff
Students


People are supportive of other people who have experienced incidences of emotional confrontation (discrimination, sexual harassment, bullying)
80%
60%
40%
20%
0%
Strongly agree
Agree
Neutral
Disagree
Strongly disagree
N/A
Administrators
Faculty
Staff


Campus police should be required to participate in ongoing diversity training
80%
60%
40%
20%
0%
Strongly agree
Agree
Neutral
Disagree
Strongly disagree
N/A
Administrators
Faculty
Staff
Students


Campus police should be reflective of the diversity of our students
80%
60%
40%
20%
0%
Strongly agree
Agree
Neutral
Disagree
Strongly disagree
N/A
Administrators
Faculty
Staff
Students

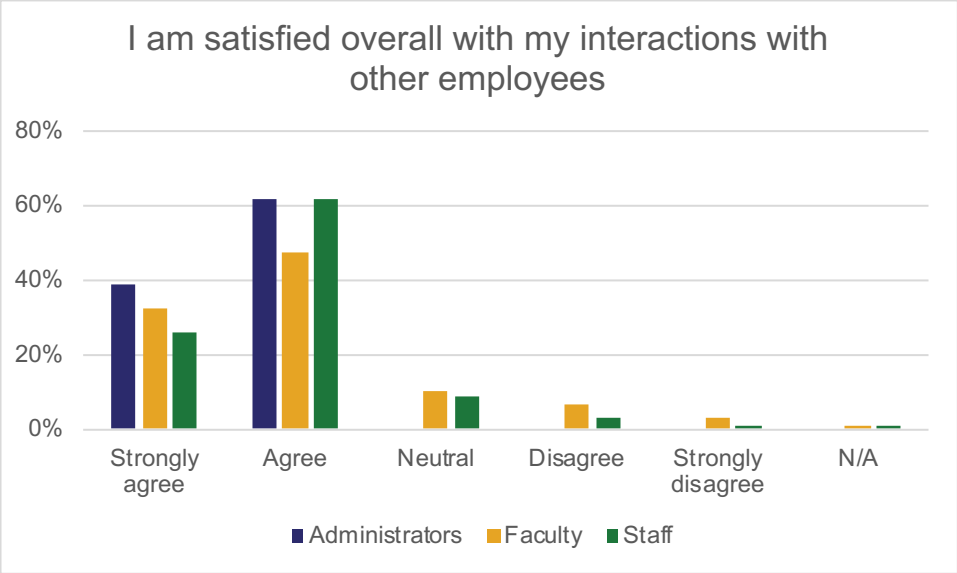

Campus police should be armed at all times
80%
60%
40%
20%
0%
Strongly agree
Agree
Neutral
Disagree
Strongly disagree
N/A
Administrators
Faculty
Staff
Students

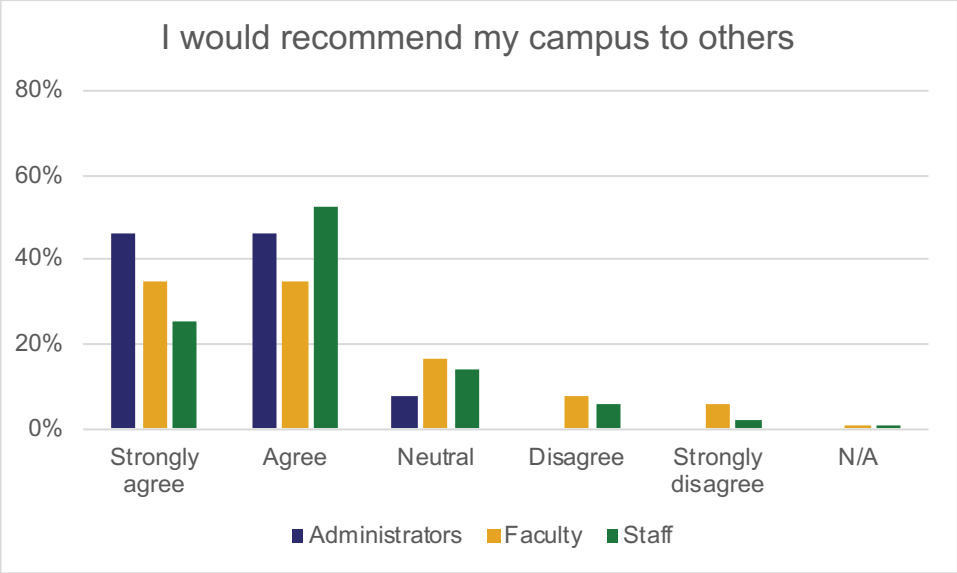

Which of the following safety measures must exist on campus in order for you to feel safe? Check all that apply.
0%
20%
40%
60%
80%
100%
A policy banning guns on campus
Ability to anonymously report concerns about a student or employee (someone who may be suicidal,…
Bike or foot patrol campus police
Designated walking/bike paths
Efforts to keep non-students or non-employees off campus
Emergency call boxes
Emergency services for incidents of sexual assault
Escorts to other buildings on campus
Information about emergency procedures in case of a campus lockdown, extreme weather, etc.
Interior lighting in campus buildings after dark
Maintenance of improperly working safety items (lightbulbs that are out, call boxes not working, etc.)
Parking lot attendants
Parking lot lighting
Quick response by administration to campus emergencies
Shuttle bus waiting areas
Street lighting
Surveillance cameras
Volunteer designated drivers
Walkway lighting
Administrators
Faculty
Staff
Students

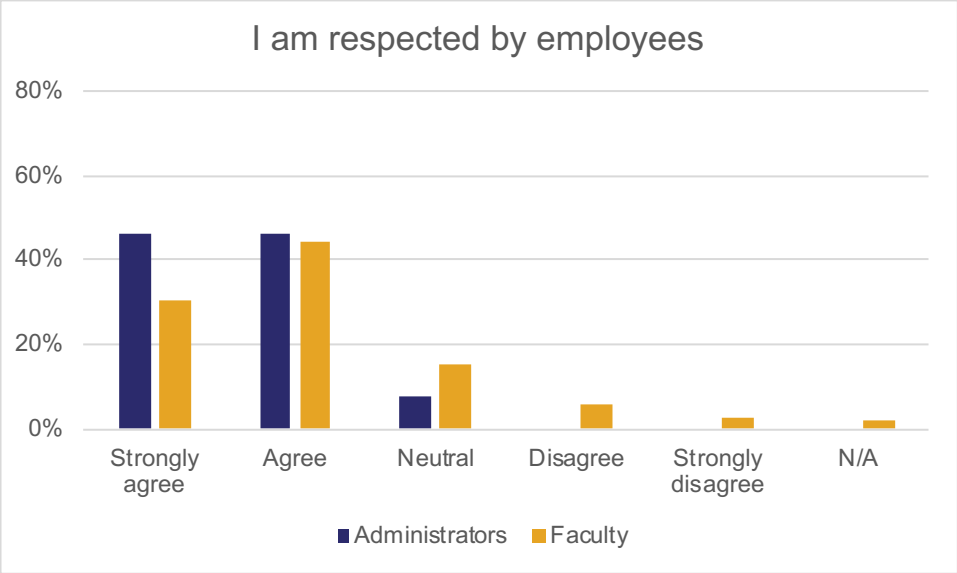
Overall Campus Experience

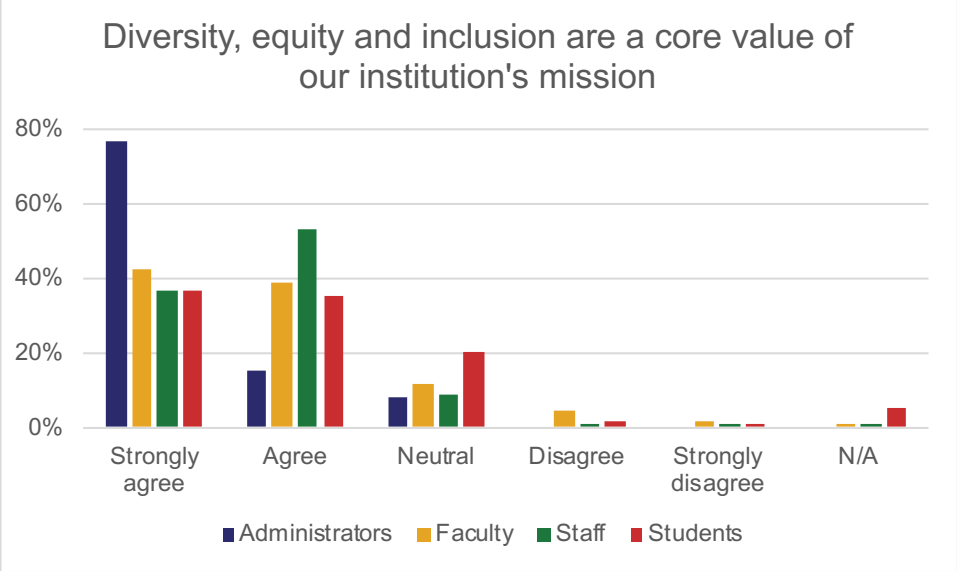
OVERALL CAMPUS EXPERIENCE

To what extent do you agree or disagree about the overall climate at our institution?

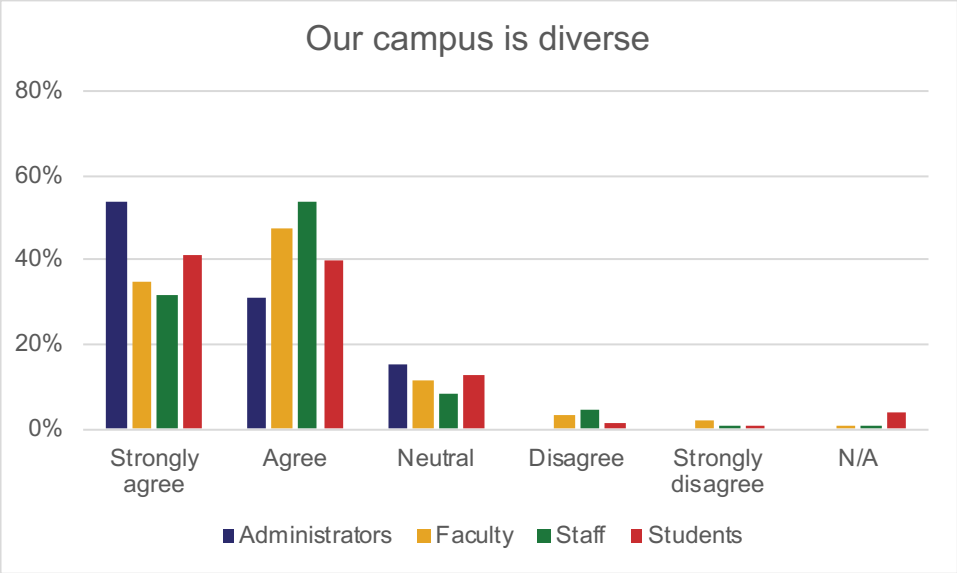


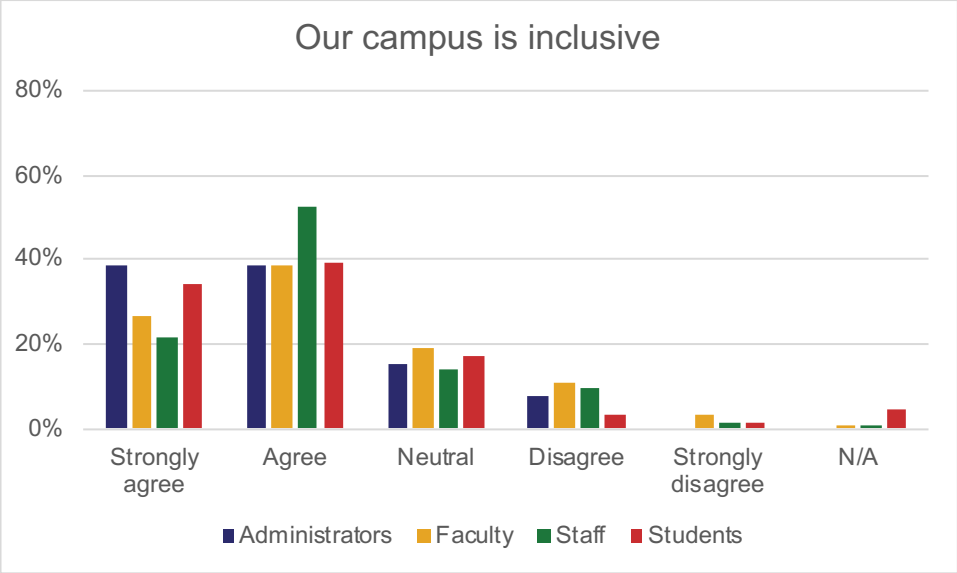


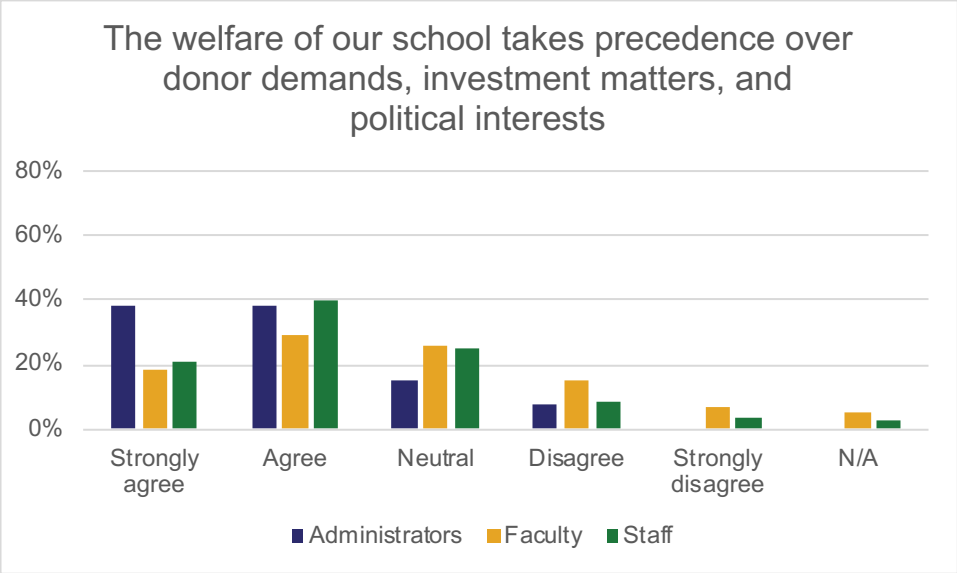

I am respected by employees
80%
60%
40%
20%
0%
Strongly agree
Agree
Neutral
Disagree
Strongly disagree
N/A
Administrators
Faculty

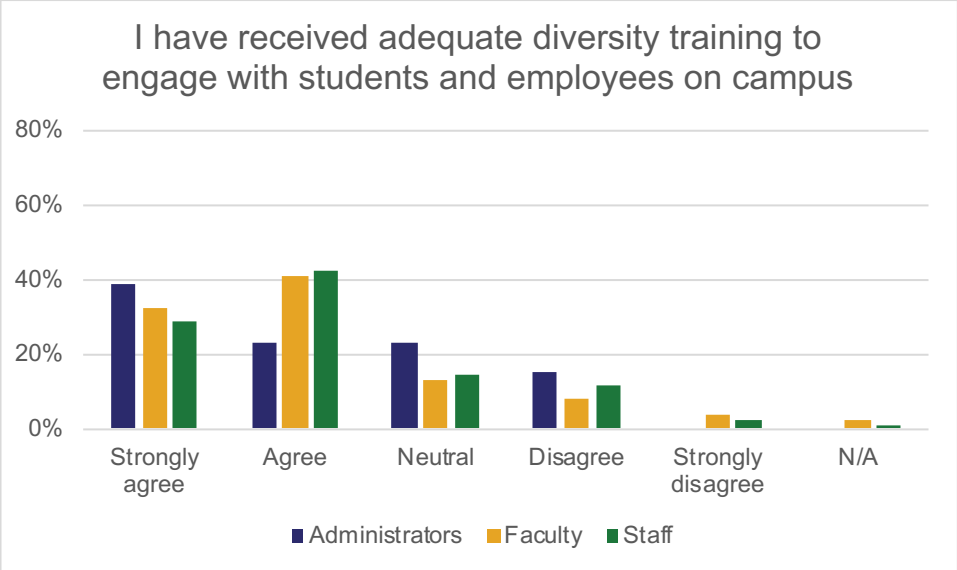

Diversity, equity and inclusion are a core value of our institution's mission
80%
60%
40%
20%
0%
Strongly agree
Agree
Neutral
Disagree
Strongly disagree
N/A
Administrators
Faculty
Staff
Students

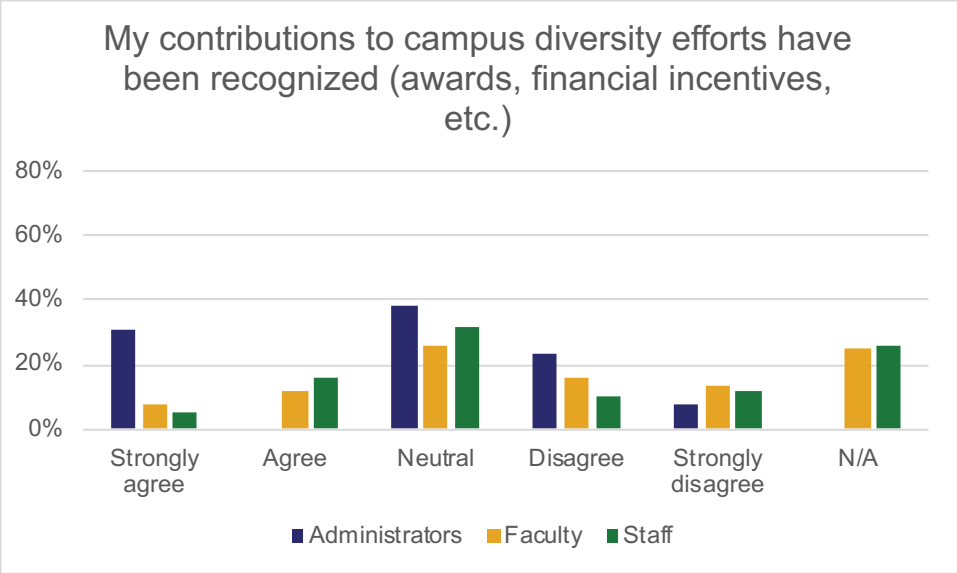
OVERALL CAMPUS EXPERIENCE

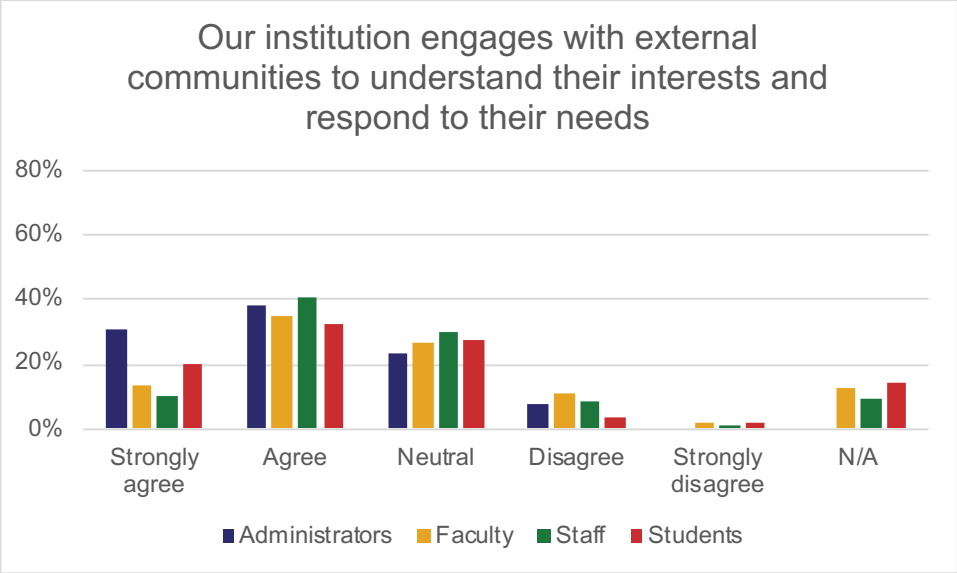


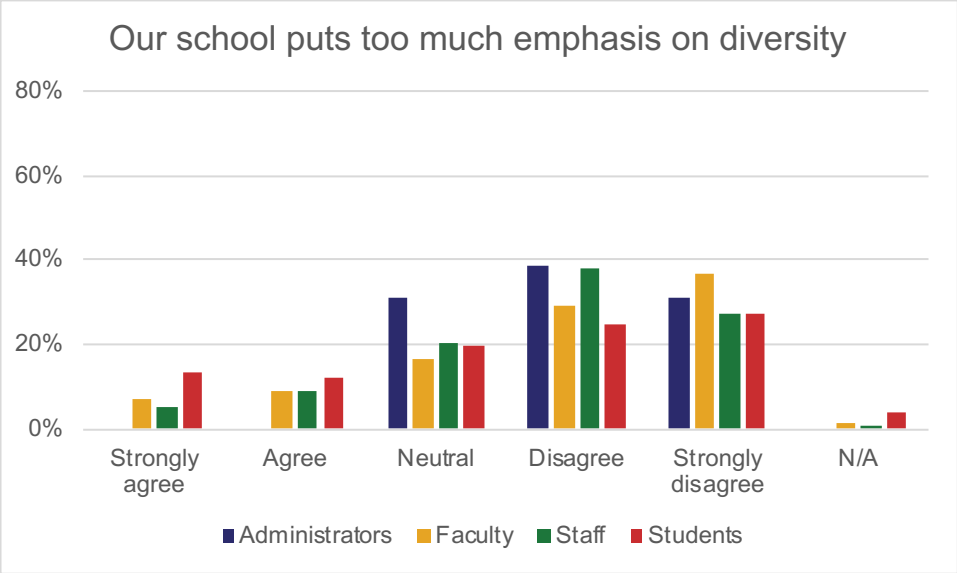


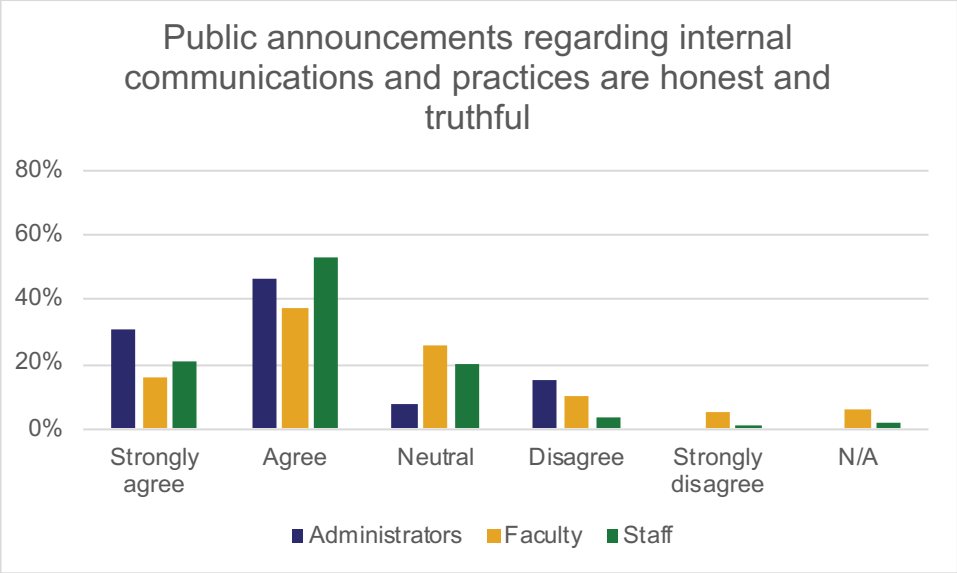

The welfare of our school takes precedence over donor demands, investment matters, and political interests
80%
60%
40%
20%
0%
Strongly agree
Agree
Neutral
Disagree
Strongly disagree
N/A
Administrators
Faculty
Staff

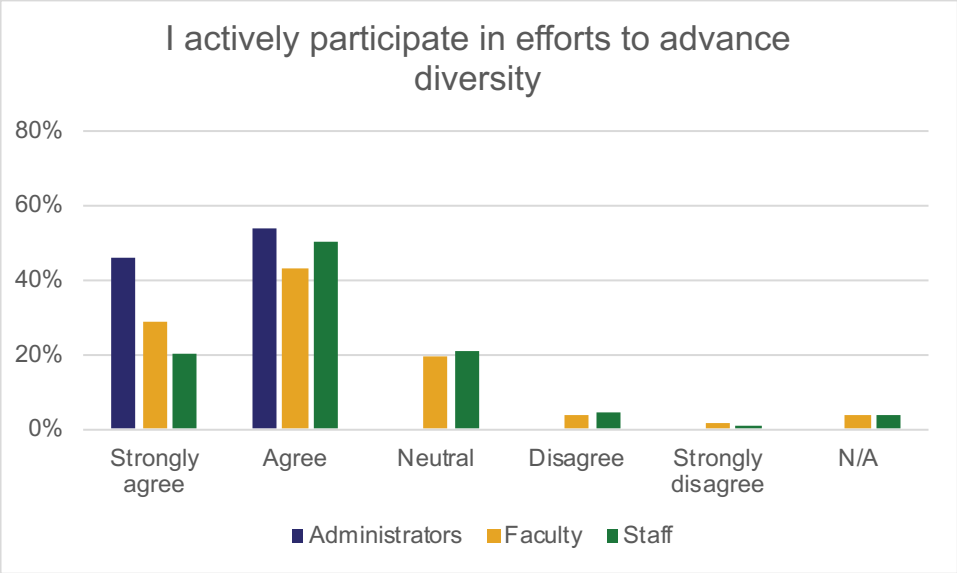

I have received adequate diversity training to engage with students and employees on campus
80%
60%
40%
20%
0%
Strongly agree
Agree
Neutral
Disagree
Strongly disagree
N/A
Administrators
Faculty
Staff

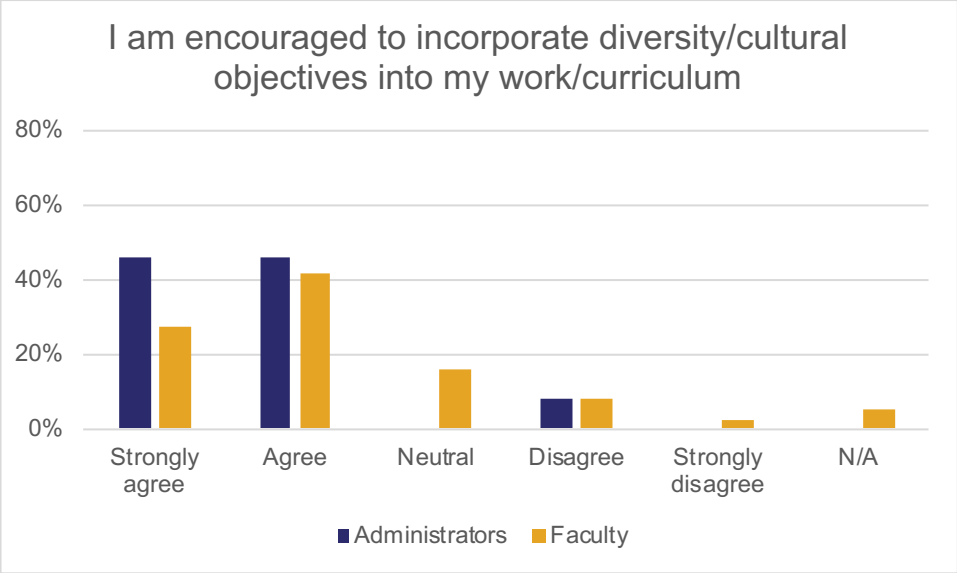

My contributions to campus diversity efforts have been recognized (awards, financial incentives, etc.)
80%
60%
40%
20%
0%
Strongly agree
Agree
Neutral
Disagree
Strongly disagree
N/A
Administrators
Faculty
Staff

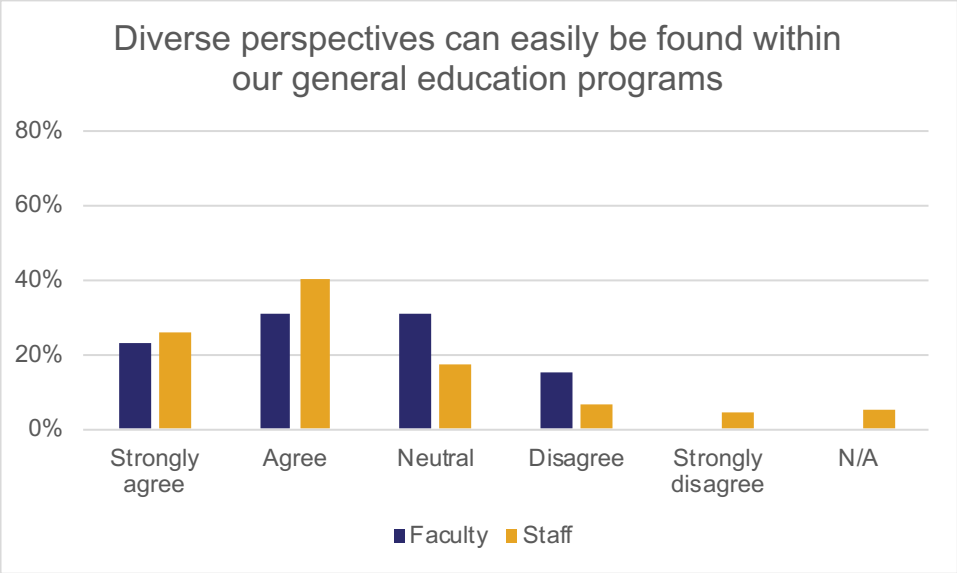

Our institution engages with external communities to understand their interests and respond to their needs
80%
60%
40%
20%
0%
Strongly agree
Agree
Neutral
Disagree
Strongly disagree
N/A
Administrators
Faculty
Staff
Students

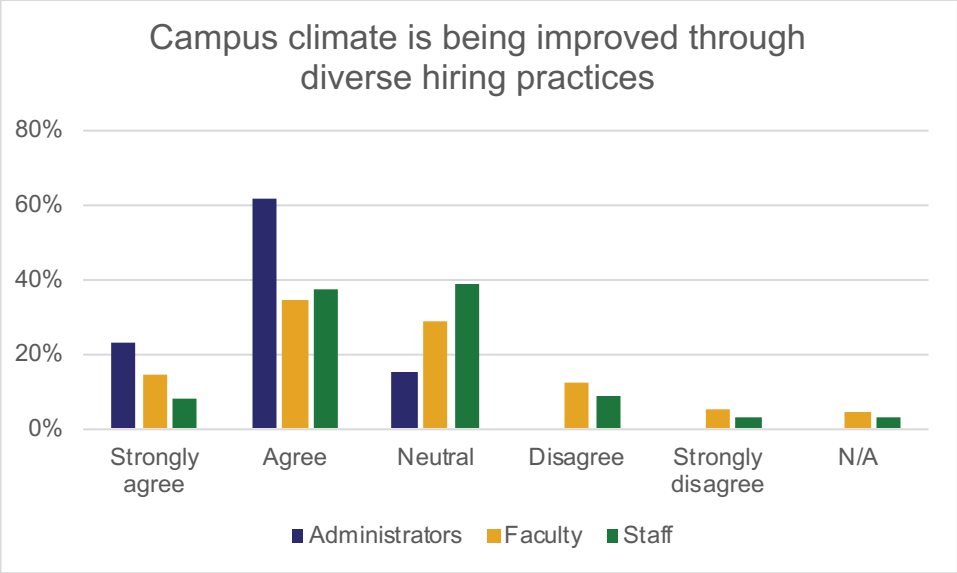

Our school puts too much emphasis on diversity
80%
60%
40%
20%
0%
Strongly agree
Agree
Neutral
Disagree
Strongly disagree
N/A
Administrators
Faculty
Staff
Students

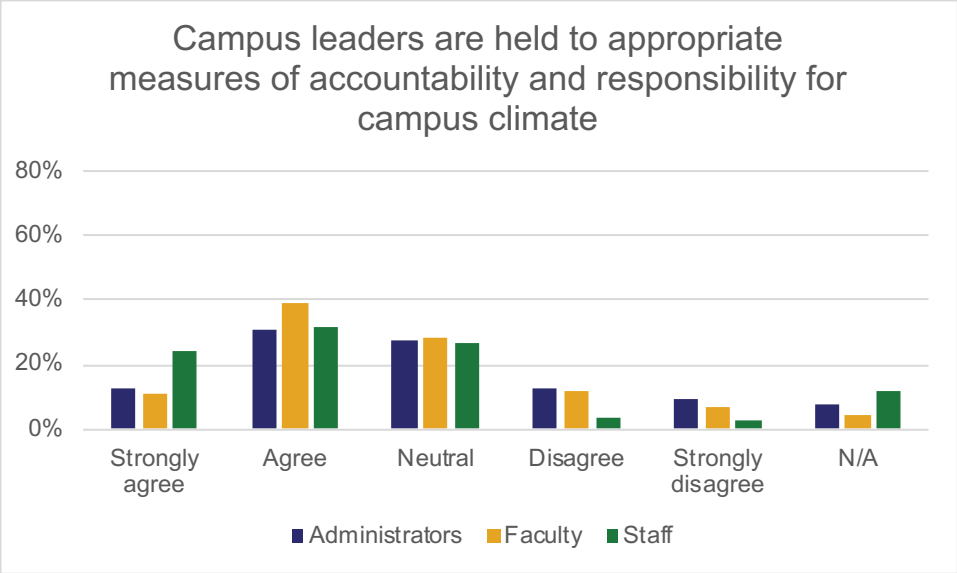

Public announcements regarding internal communications and practices are honest and truthful
80%
60%
40%
20%
0%
Strongly agree
Agree
Neutral
Disagree
Strongly disagree
N/A
Administrators
Faculty
Staff

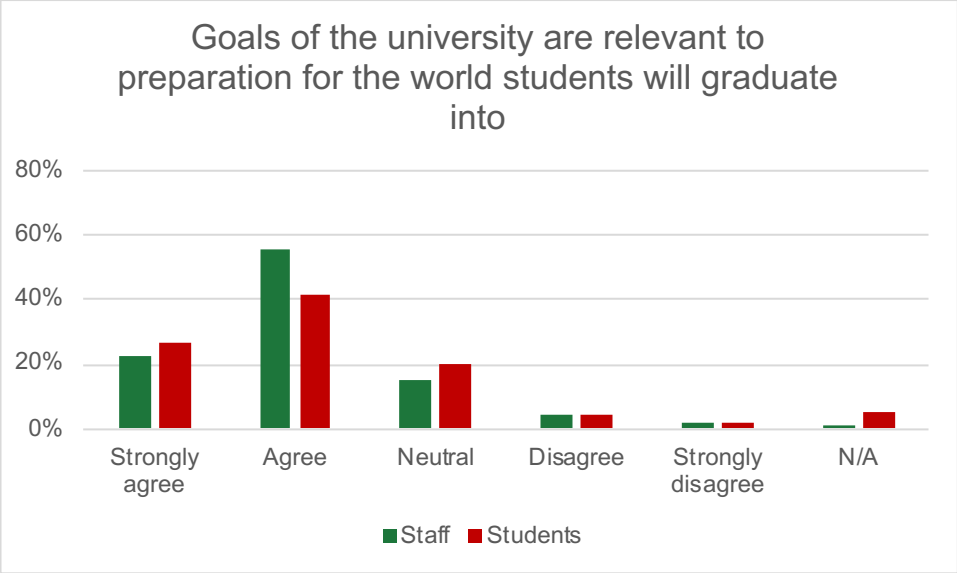

I actively participate in efforts to advance diversity
80%
60%
40%
20%
0%
Strongly agree
Agree
Neutral
Disagree
Strongly disagree
N/A
Administrators
Faculty
Staff


I am encouraged to incorporate diversity/cultural objectives into my work/curriculum
80%
60%
40%
20%
0%
Strongly agree
Agree
Neutral
Disagree
Strongly disagree
N/A
Administrators
Faculty


Diverse perspectives can easily be found within our general education programs
80%
60%
40%
20%
0%
Strongly agree
Agree
Neutral
Disagree
Strongly disagree
N/A
Faculty
Staff

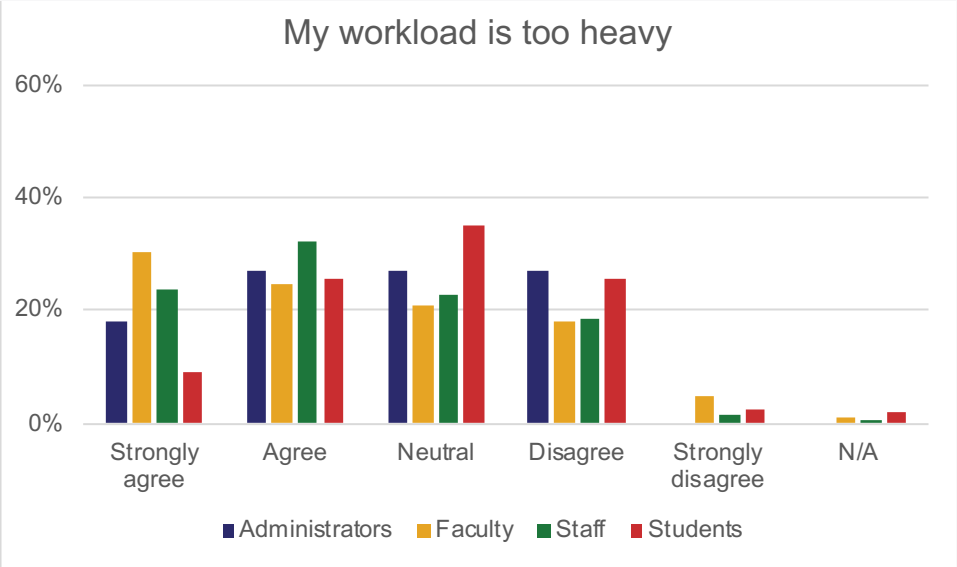

Campus climate is being improved through diverse hiring practices
80%
60%
40%
20%
0%
Strongly agree
Agree
Neutral
Disagree
Strongly disagree
N/A
Administrators
Faculty
Staff

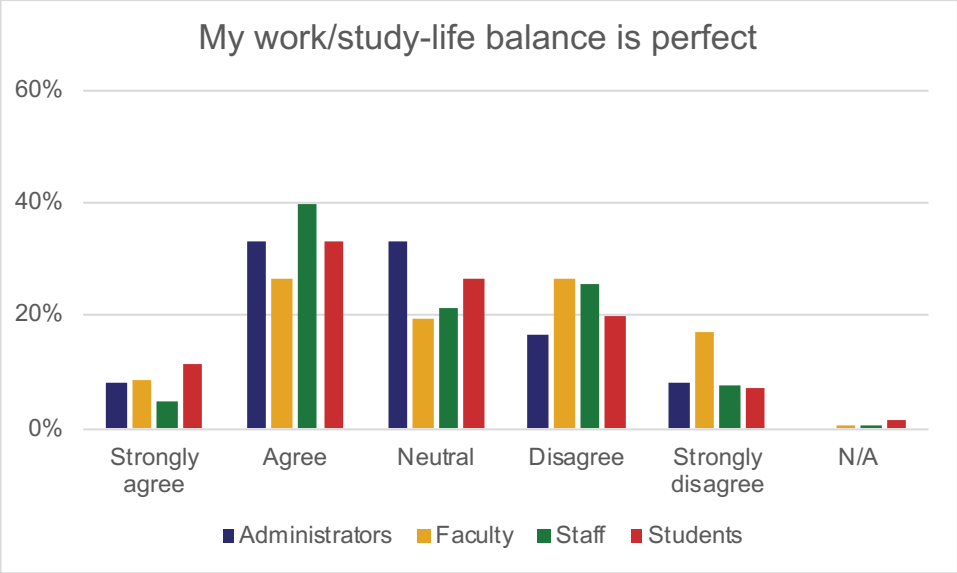

Campus leaders are held to appropriate measures of accountability and responsibility for campus climate
80%
60%
40%
20%
0%
Strongly agree
Agree
Neutral
Disagree
Strongly disagree
N/A
Administrators
Faculty
Staff

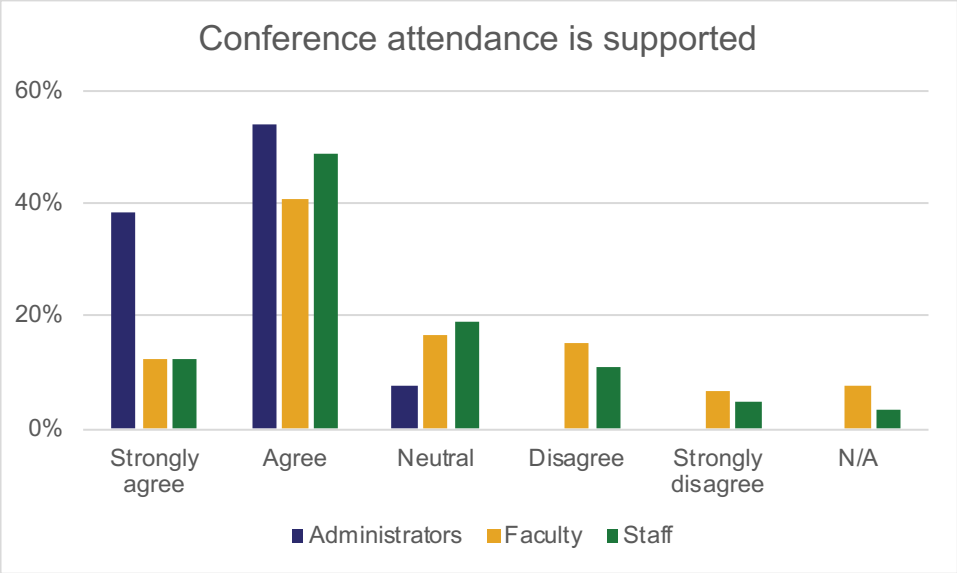

Goals of the university are relevant to preparation for the world students will graduate into
80%
60%
40%
20%
0%
Strongly agree
Agree
Neutral
Disagree
Strongly disagree
N/A
Staff
Students

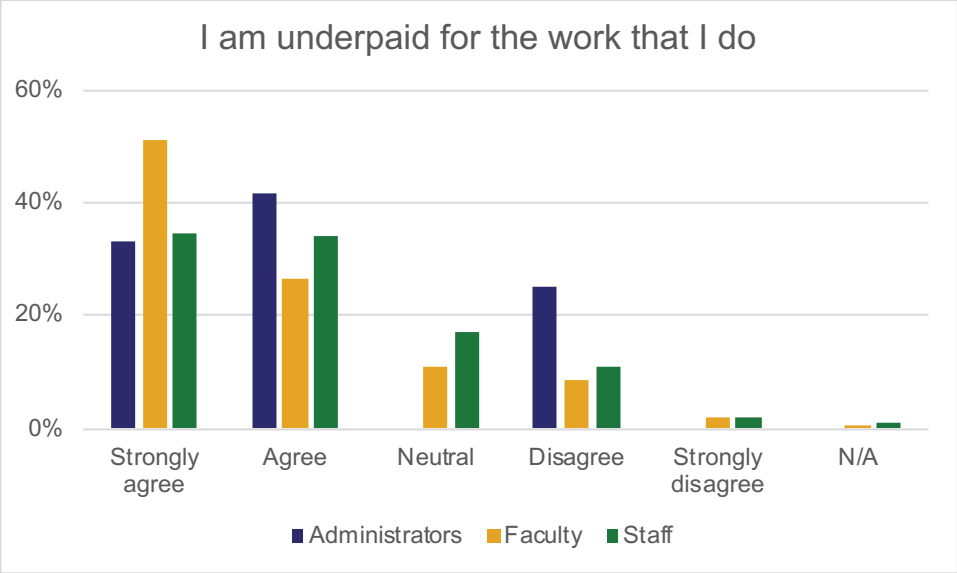
OVERALL CAMPUS EXPERIENCE

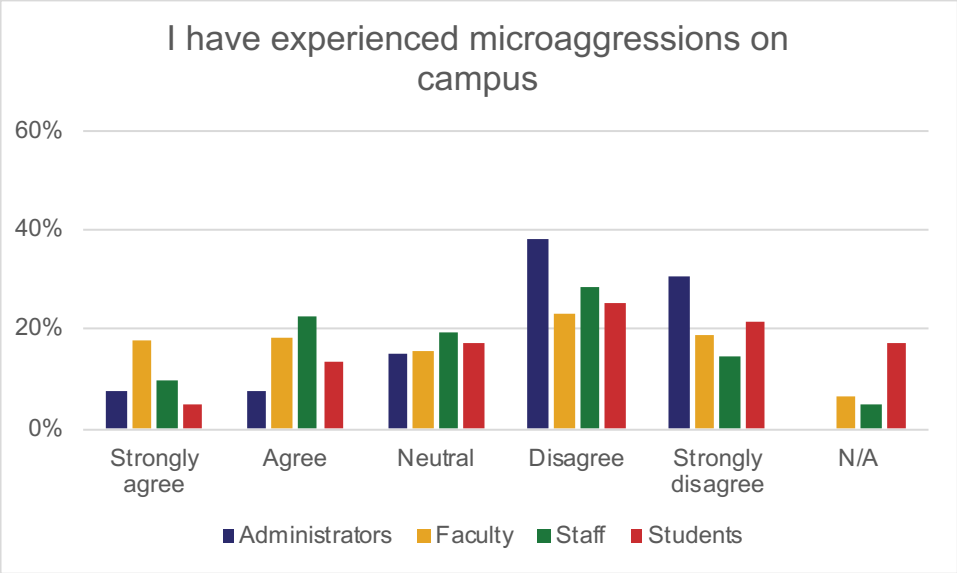
To what extent do you agree or disagree about your experience at our institution?

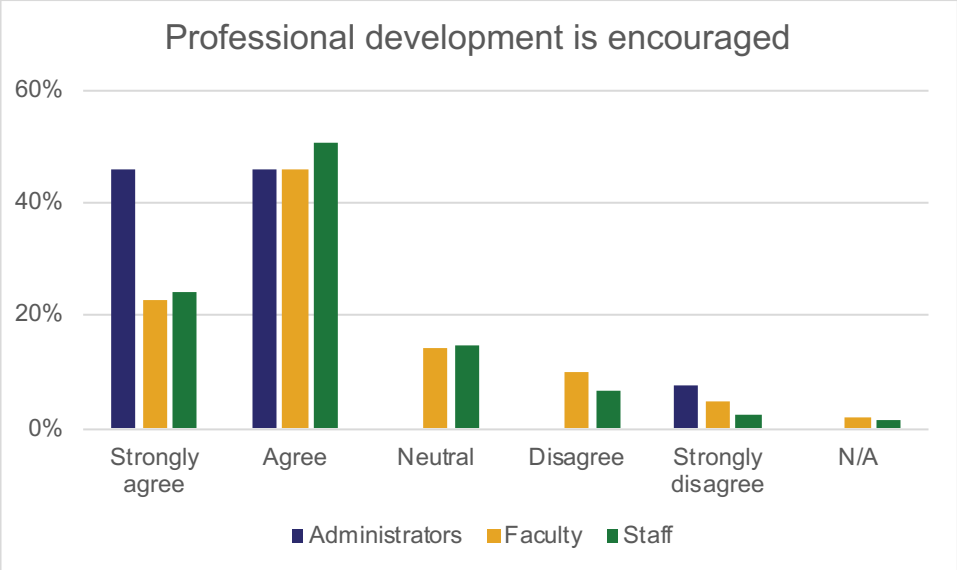


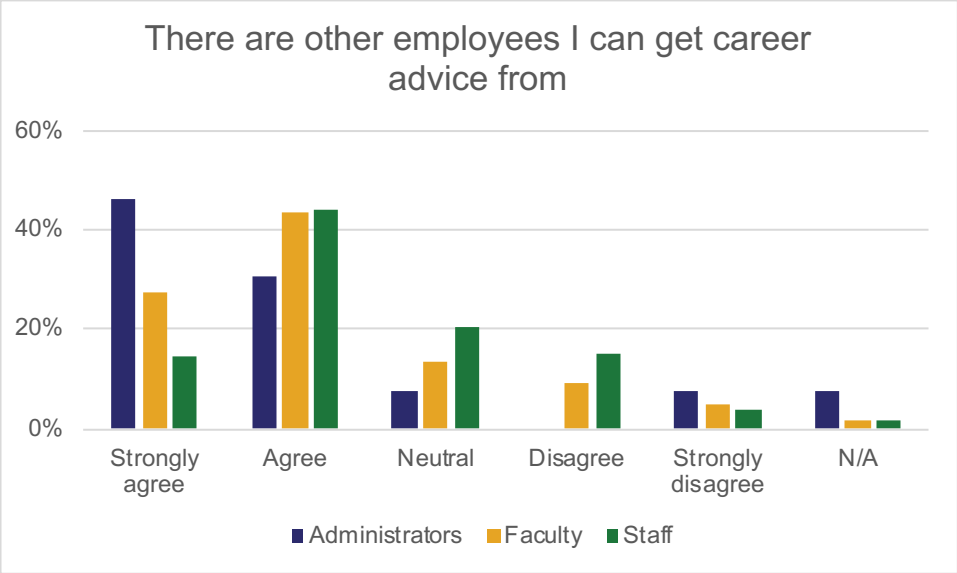


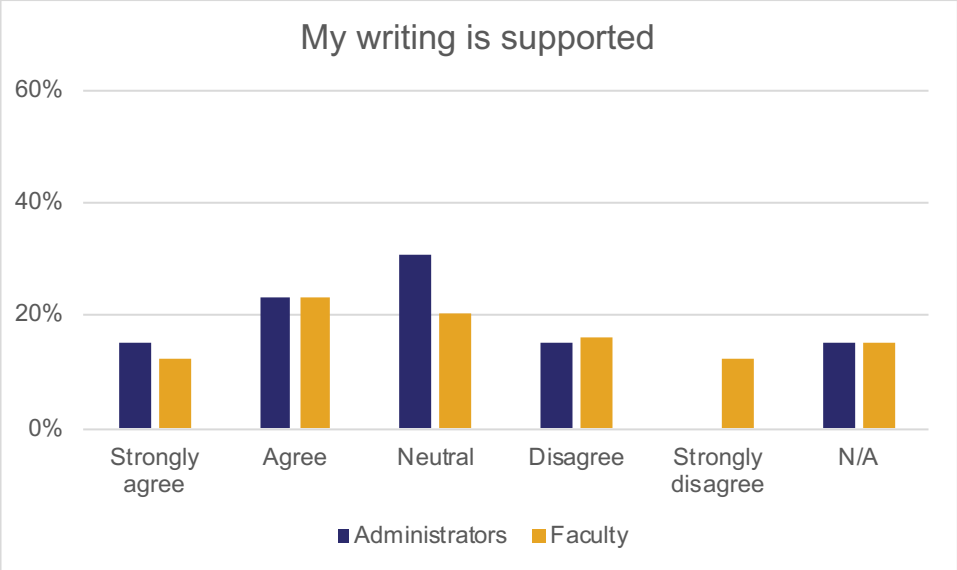

Conference attendance is supported
60%
40%
20%
0%
Strongly agree
Agree
Neutral
Disagree
Strongly disagree
N/A
Administrators
Faculty
Staff

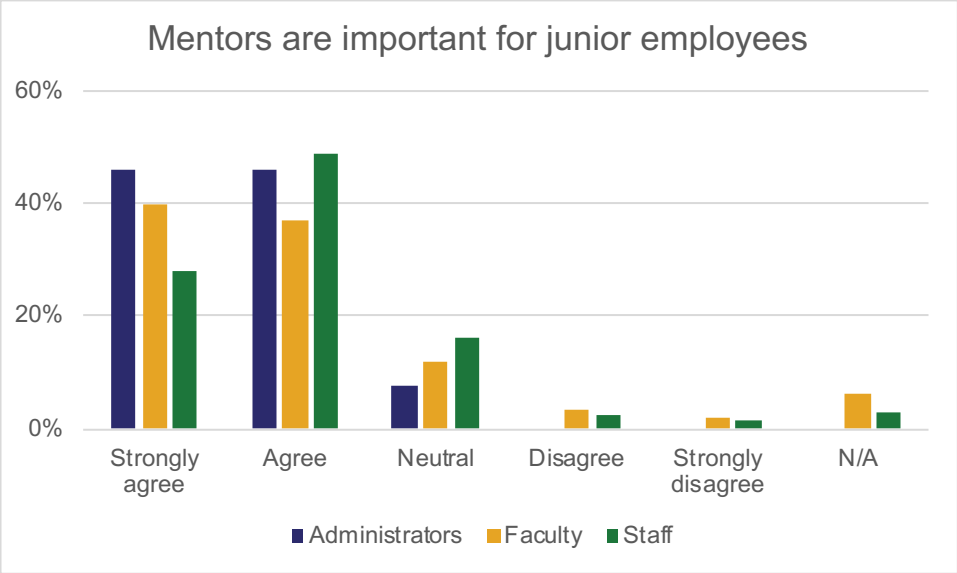

I am underpaid for the work that I do
60%
40%
20%
0%
Strongly agree
Agree
Neutral
Disagree
Strongly disagree
N/A
Administrators
Faculty
Staff

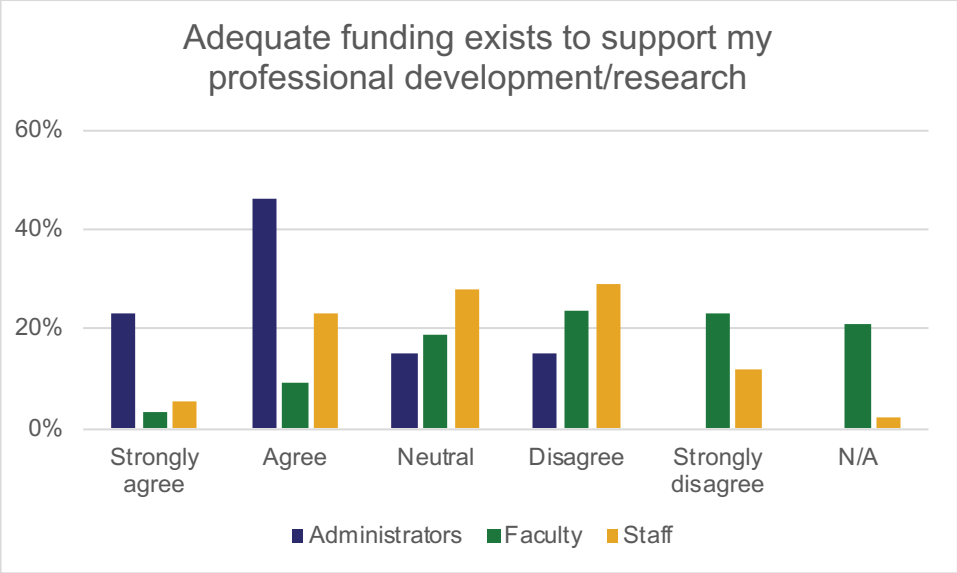

I have experienced microaggressions on campus
60%
40%
20%
0%
Strongly agree
Agree
Neutral
Disagree
Strongly disagree
N/A
Administrators
Faculty
Staff
Students


Professional development is encouraged
60%
40%
20%
0%
Strongly agree
Agree
Neutral
Disagree
Strongly disagree
N/A
Administrators
Faculty
Staff

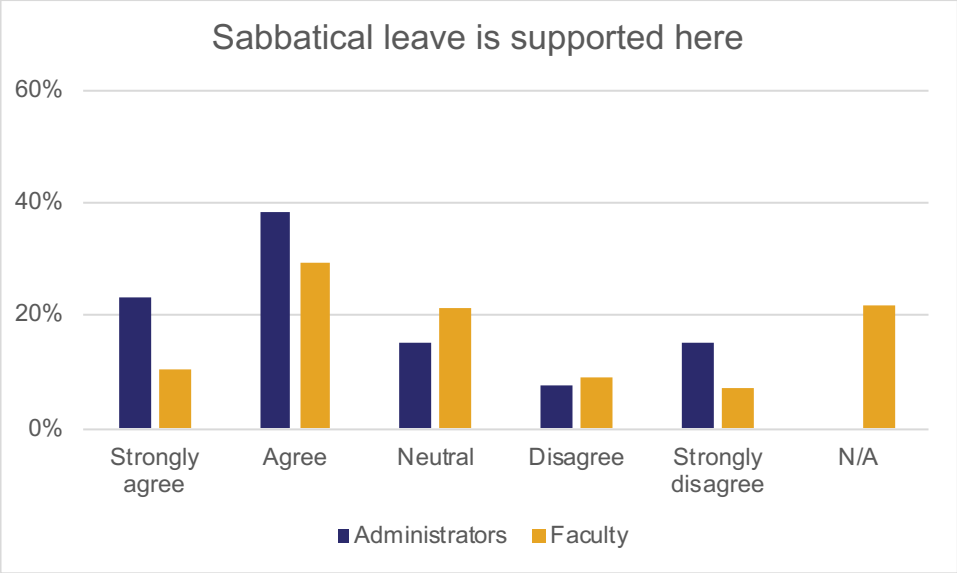

There are other employees I can get career advice from
60%
40%
20%
0%
Strongly agree
Agree
Neutral
Disagree
Strongly disagree
N/A
Administrators
Faculty
Staff

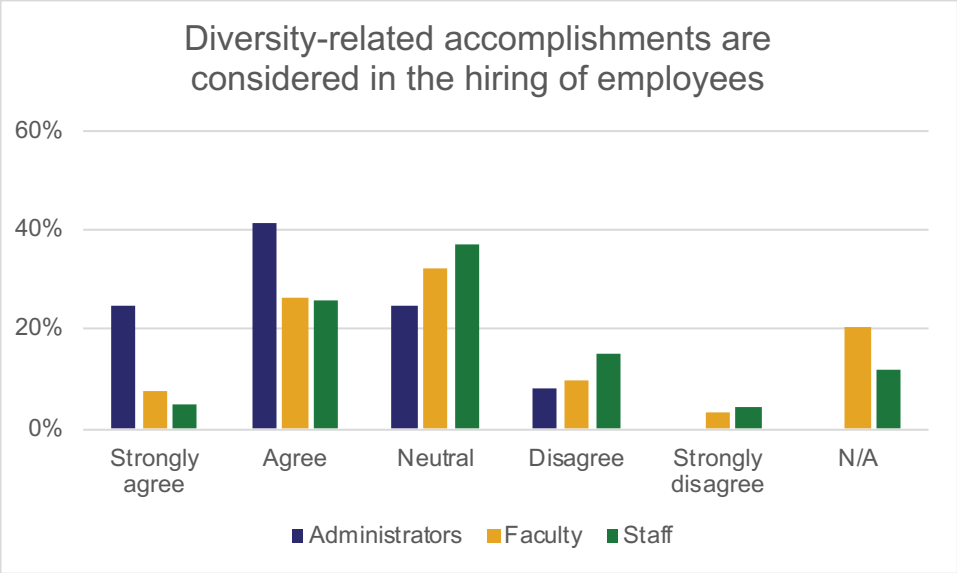

My writing is supported
60%
40%
20%
0%
Strongly agree
Agree
Neutral
Disagree
Strongly disagree
N/A
Administrators
Faculty

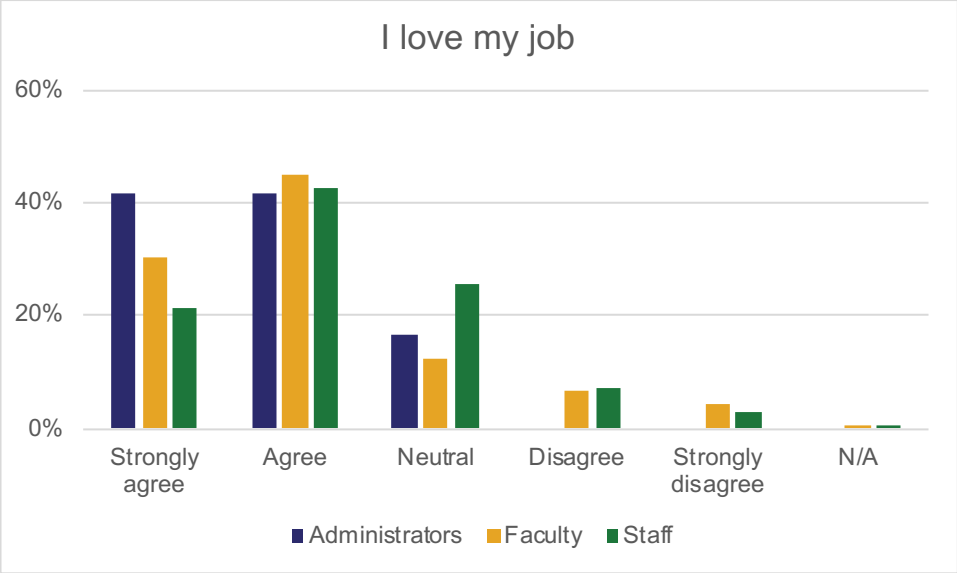

Mentors are important for junior employees
60%
40%
20%
0%
Strongly agree
Agree
Neutral
Disagree
Strongly disagree
N/A
Administrators
Faculty
Staff

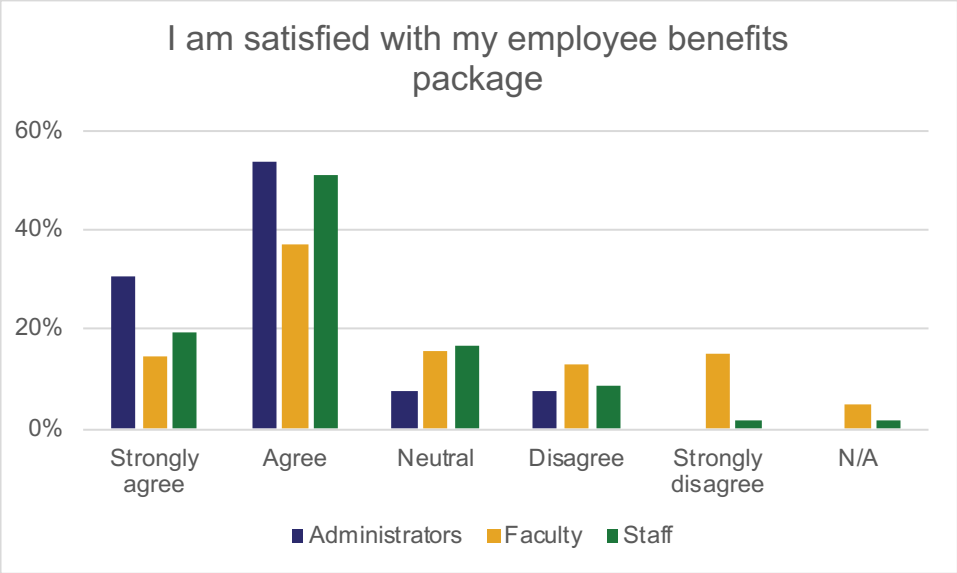

Adequate funding exists to support my professional development/research
60%
40%
20%
0%
Strongly agree
Agree
Neutral
Disagree
Strongly disagree
N/A
Administrators
Faculty
Staff

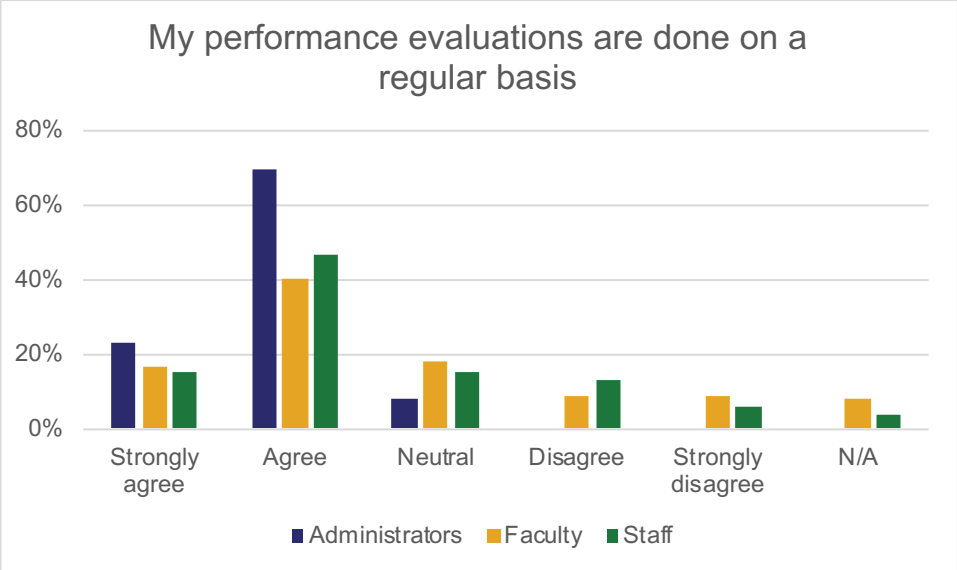
Hiring practices are not fair
60%
40%
20%
0%
Strongly agree
Agree
Neutral
Disagree
Strongly disagree
N/A
Administrators
Faculty
Staff

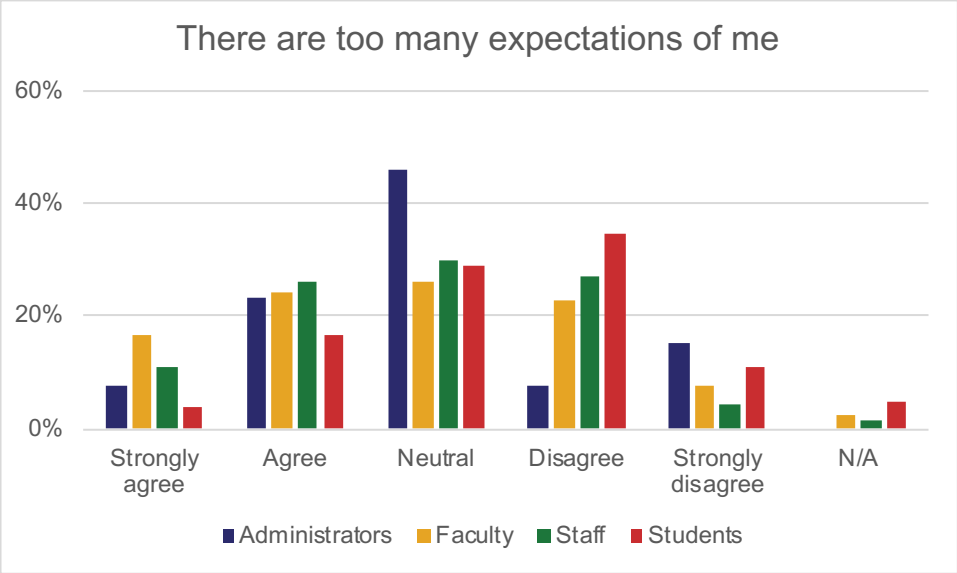

Sabbatical leave is supported here
60%
40%
20%
0%
Strongly agree
Agree
Neutral
Disagree
Strongly disagree
N/A
Administrators
Faculty

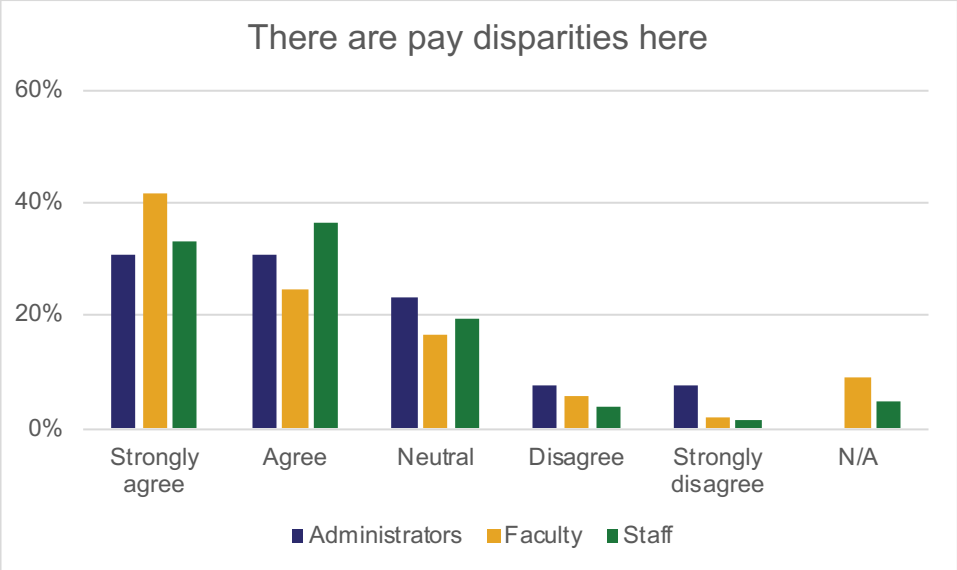

Diversity-related accomplishments are considered in the hiring of employees
60%
40%
20%
0%
Strongly agree
Agree
Neutral
Disagree
Strongly disagree
N/A
Administrators
Faculty
Staff

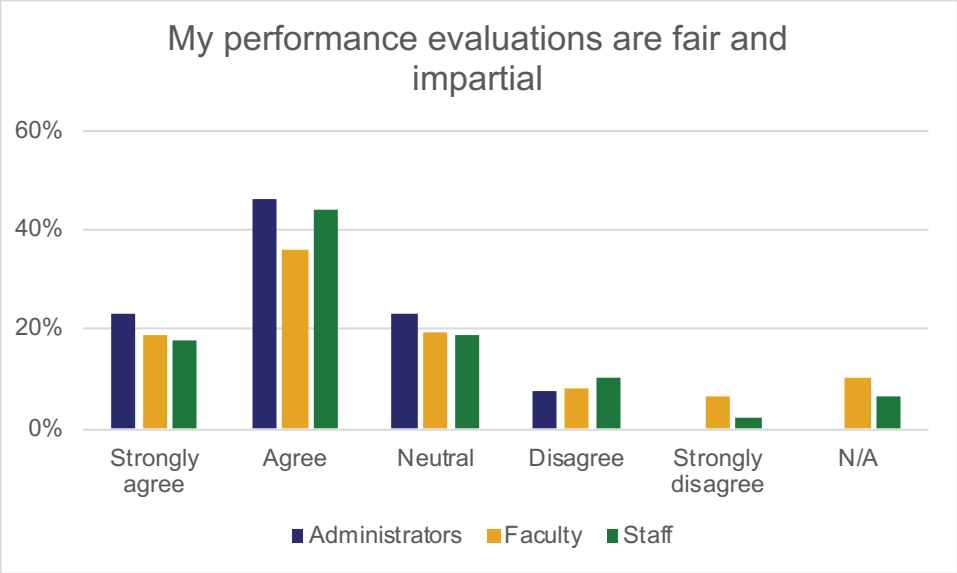

I love my job
60%
40%
20%
0%
Strongly agree
Agree
Neutral
Disagree
Strongly disagree
N/A
Administrators
Faculty
Staff

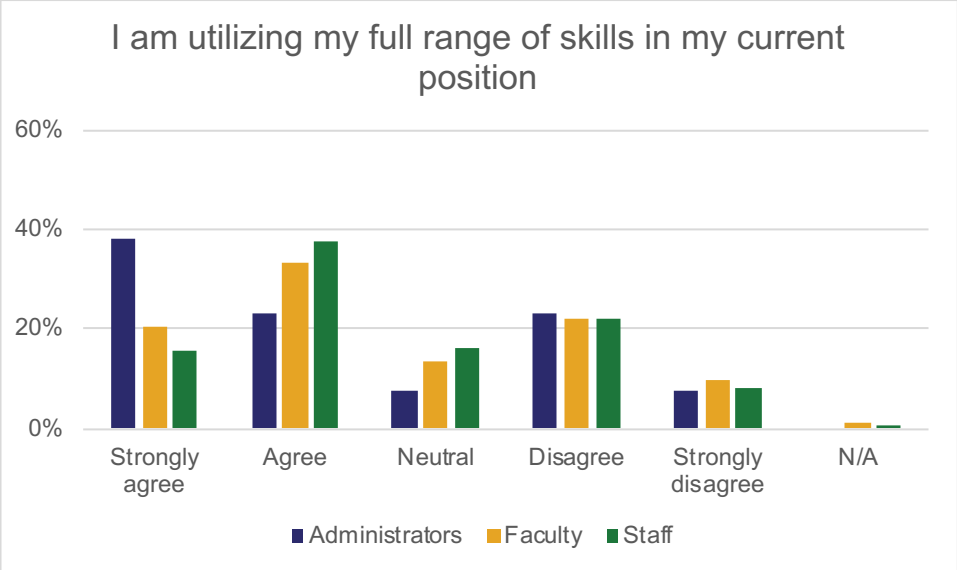

I am satisfied with my employee benefits package
60%
40%
20%
0%
Strongly agree
Agree
Neutral
Disagree
Strongly disagree
N/A
Administrators
Faculty
Staff

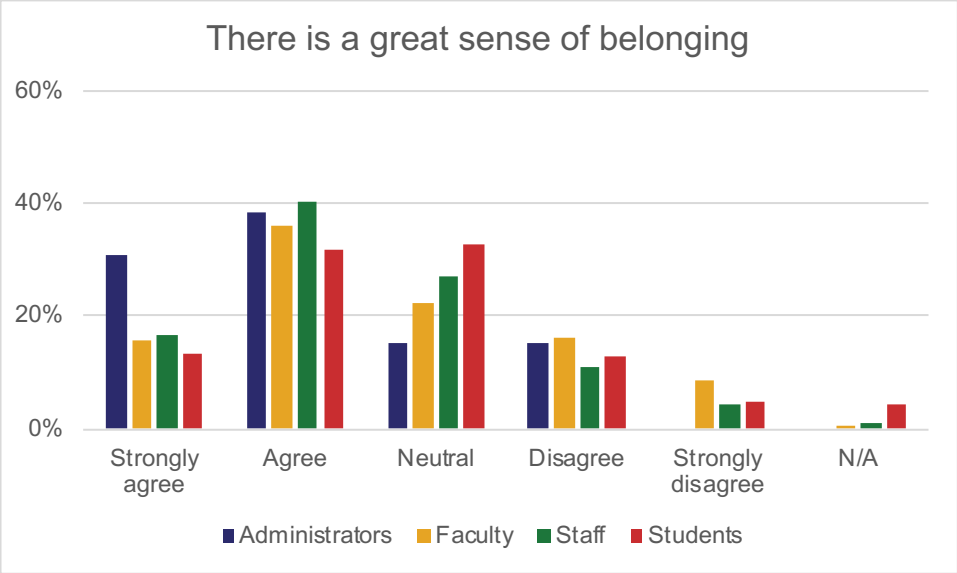

My performance evaluations are done on a regular basis
80%
60%
40%
20%
0%
Strongly agree
Agree
Neutral
Disagree
Strongly disagree
N/A
Administrators
Faculty
Staff

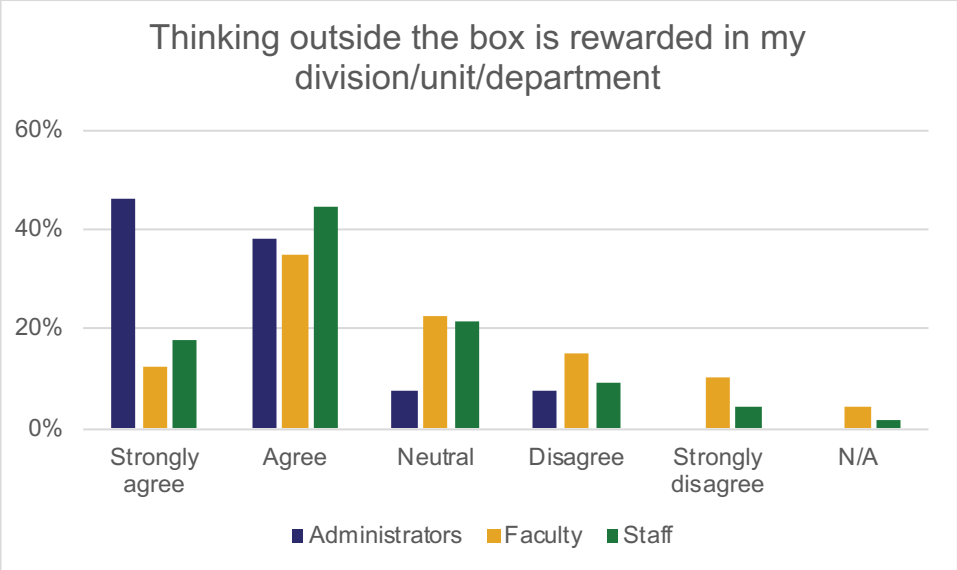

There are too many expectations of me
60%
40%
20%
0%
Strongly agree
Agree
Neutral
Disagree
Strongly disagree
N/A
Administrators
Faculty
Staff
Students

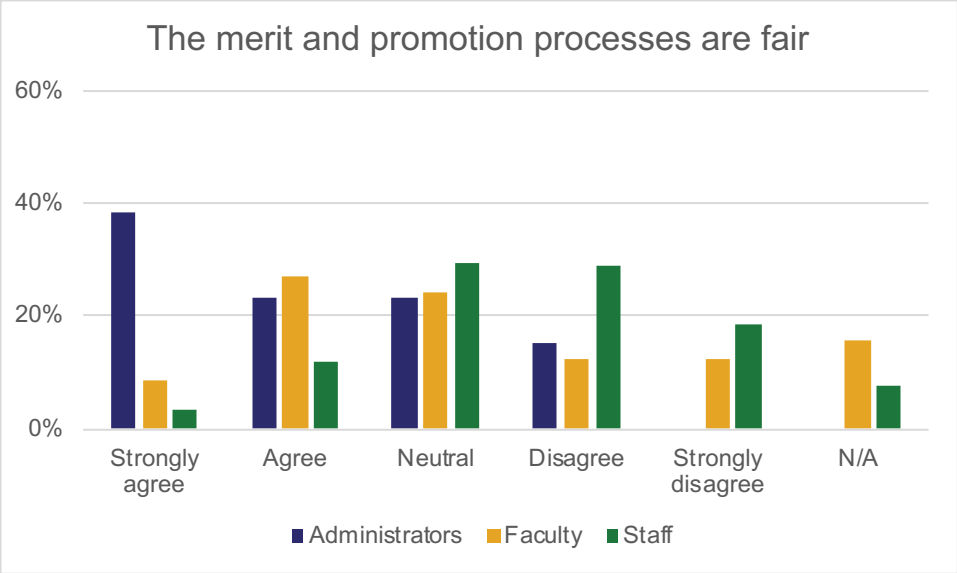

There are pay disparities here
60%
40%
20%
0%
Strongly agree
Agree
Neutral
Disagree
Strongly disagree
N/A
Administrators
Faculty
Staff

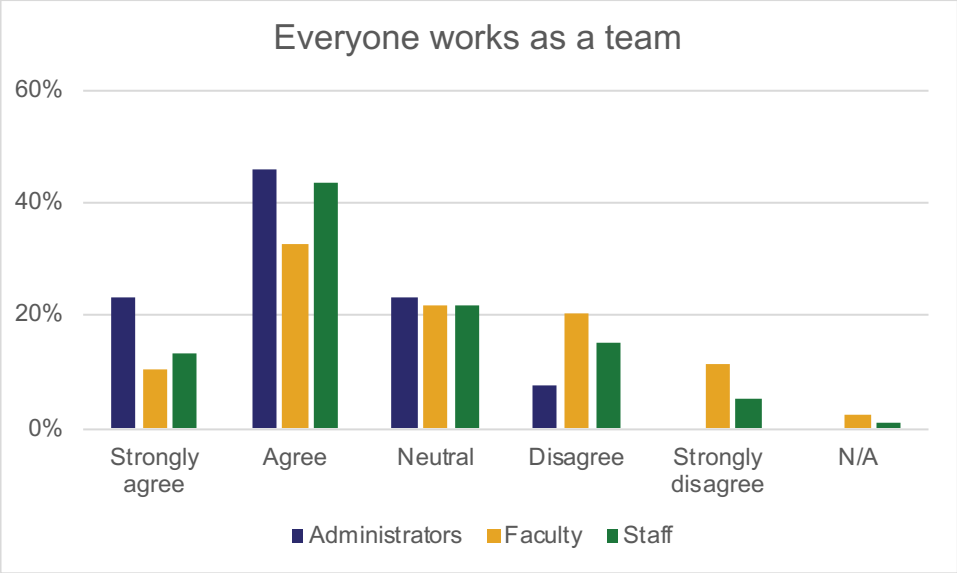

My performance evaluations are fair and impartial
60%
40%
20%
0%
Strongly agree
Agree
Neutral
Disagree
Strongly disagree
N/A
Administrators
Faculty
Staff


I am utilizing my full range of skills in my current position
60%
40%
20%
0%
Strongly agree
Agree
Neutral
Disagree
Strongly disagree
N/A
Administrators
Faculty
Staff

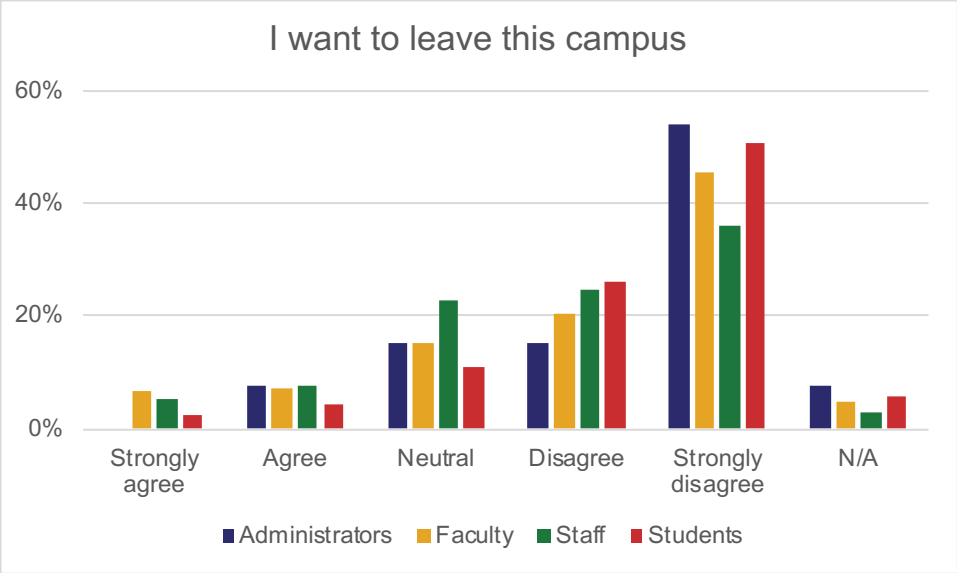

There is a great sense of belonging
60%
40%
20%
0%
Strongly agree
Agree
Neutral
Disagree
Strongly disagree
N/A
Administrators
Faculty
Staff
Students

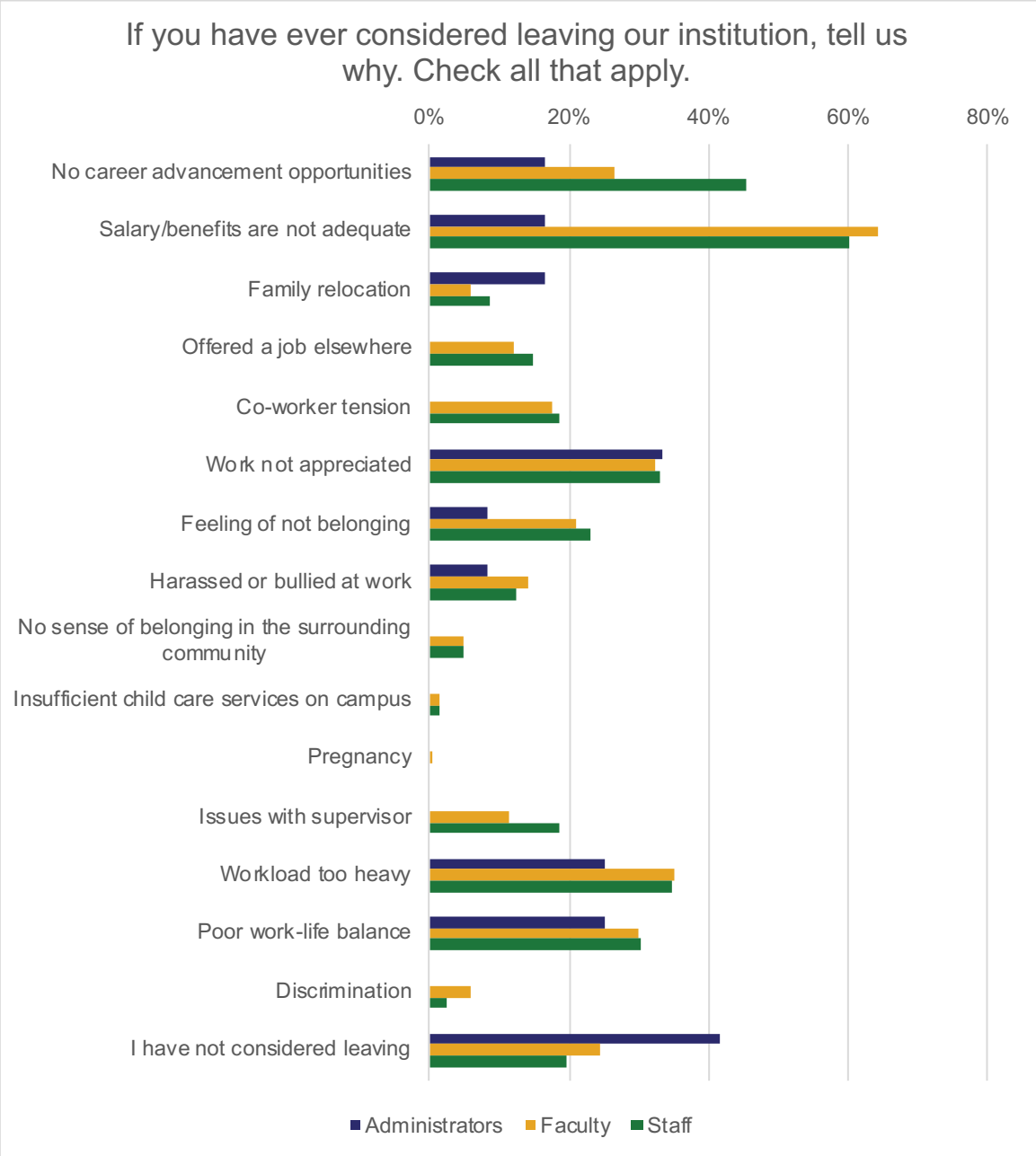

Thinking outside the box is rewarded in my division/unit/department
60%
40%
20%
0%
Strongly agree
Agree
Neutral
Disagree
Strongly disagree
N/A
Administrators
Faculty
Staff


The merit and promotion processes are fair
60%
40%
20%
0%
Strongly agree
Agree
Neutral
Disagree
Strongly disagree
N/A
Administrators
Faculty
Staff


Everyone works as a team
60%
40%
20%
0%
Strongly agree
Agree
Neutral
Disagree
Strongly disagree
N/A
Administrators
Faculty
Staff

OVERALL CAMPUS EXPERIENCE




If you have ever considered leaving our institution, tell us why. Check all that apply.
0%
20%
40%
60%
80%
No career advancement opportunities
Salary/benefits are not adequate
Family relocation
Offered a job elsewhere
Co-worker tension
Work not appreciated
Feeling of not belonging
Harassed or bullied at work
No sense of belonging in the surrounding community
Insufficient child care services on campus
Pregnancy
Issues with supervisor
Workload too heavy
Poor work-life balance
Discrimination
I have not considered leaving
Administrators
Faculty
Staff

INSIGHT Viewfinder®
Campus Climate Surveys

Contact Us:

Campus Climate Surveys, LLC
50 Crestwood Executive Center, Suite 526
St. Louis, MO 63126

Phone: 314.200.9955
www.campusclimatesurveys.com