2019 Campus Climate Survey

Office of Institutional Research & Analysis

Vice Provost for Faculty & Equity

NDSU | NORTH DAKOTA STATE UNIVERSITY

OUR

Core Values

"We derive strength and vitality from each other and from the diverse communities we serve. We envision an academic and social environment that is conducive to intellectual and personal development by promoting the safety and welfare of all members of the university community. We promote excellence through individuals participating in decisions and value cooperation for the common good."

NDSU Mission, Vision, & Core Values: People

Campus Climate

MACRO

"The interplay among people, processes, institutional culture, and represent important aspects of an organization including perceptions and expectations of people in the academic community."

MICRO

"Behaviors in the workplace or learning environment, ranging from subtle to cumulative to dramatic, that can influence whether an individual feels personally safe, listened to, valued, and treated fairly and with respect."

Campbell-Whatley, G.D., Wang, C., Toms, O., Williams, N. (2015). Factors affecting campus climate: creating a welcoming environment. *New Waves Educational Research & Development*, 18(2), 40-52. *p.40*

Campus Climate Network Group (2002)

Historical Context

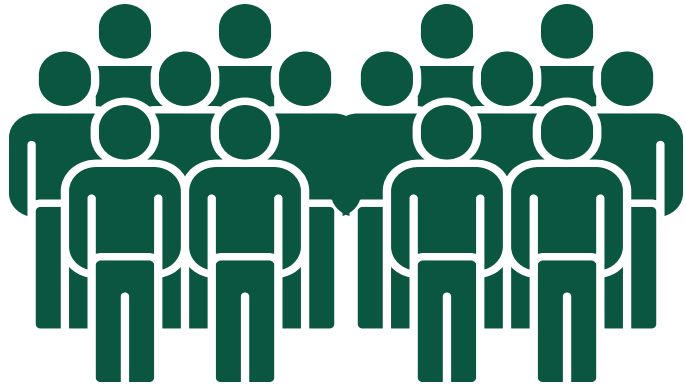
prior assessments

Campus Climate

2017
2014
2009
2003

Work Life

2013
2009



Research has shown that campuses that are perceived as being welcoming and supportive of diversity are more likely to retain students, faculty, and staff.

Campbell-Whatley, G.D., Wang, C., Toms, O., Williams, N. (2015). Factors affecting campus climate: creating a welcoming environment. *New Waves Educational Research & Development*, 18(2), 40-52.

Key Considerations

- Inform institutional efforts for diversity and inclusion
- Quality assurance to strategic plan, HLC accreditation, and campus policies
- Alignment of work with campus mission and vision
- Employee engagement & motivation
- Relationships with unit head/chair/director
- Relationships with campus administration

2019 Survey Administration

Timeline

OCT
8 - 29
2019

OIRA / Faculty & Equity

Response Rates

27.9%

207 of 742 Faculty who completed 20% or more of the survey

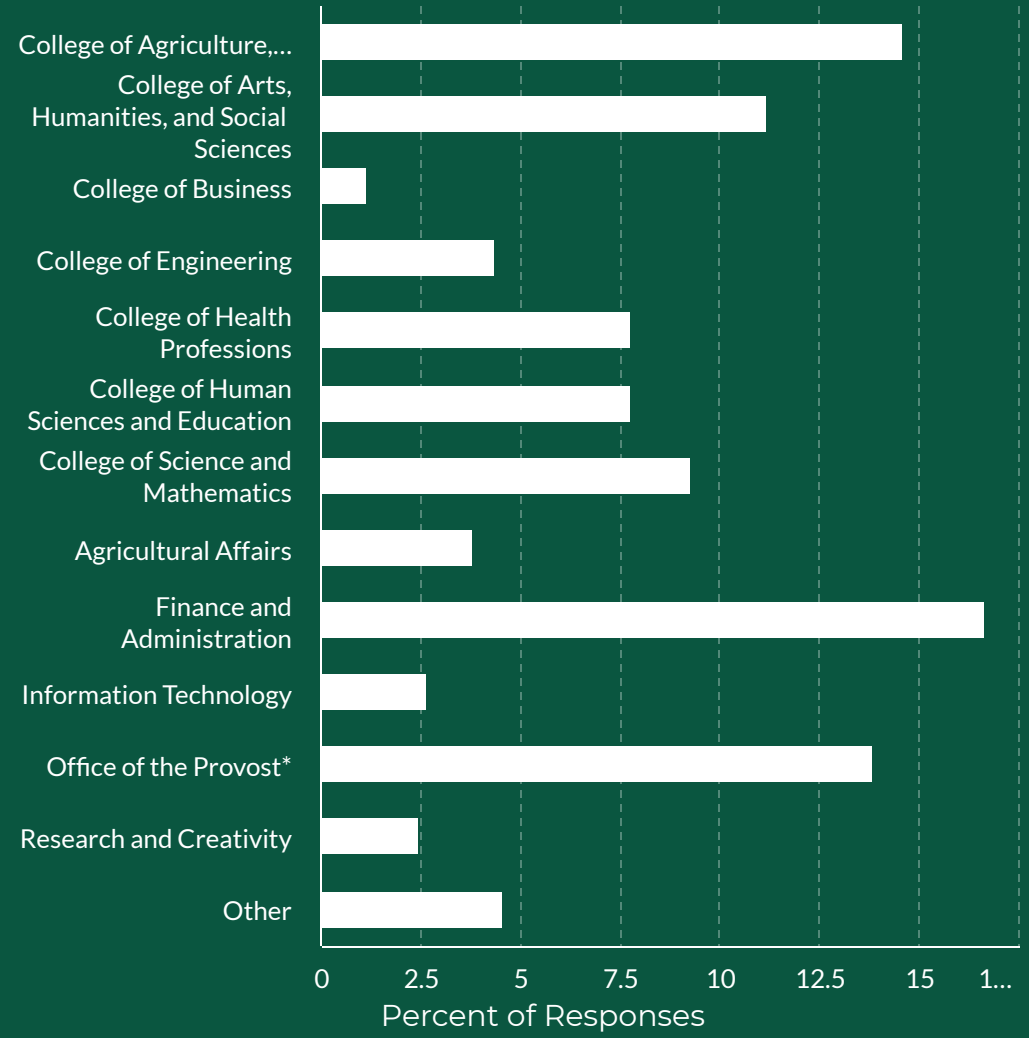
21.2%

353 of 1668 Staff who completed 20% or more of the survey

Three Instruments:
Qualtrics Staff
Qualtrics Faculty
Paper Staff (6/7000 job bands excluding dining services)

Items with six (6) or less participants not calculated in various reports to ensure confidentiality

demographics



Staff

63%

65% women, n= 206

Faculty

37%

55% women, n= 99

62% **36%** **2%**

woman man transgender, non-binary, third gender, prefer to self describe

*Office of Provost includes academic affairs, student affairs, enrollment management

demographics

caring for dependent minor child(ren)

caring for or managing affairs for aging adult

people of color

12.5% of campus identify as people of color

92% US born citizen

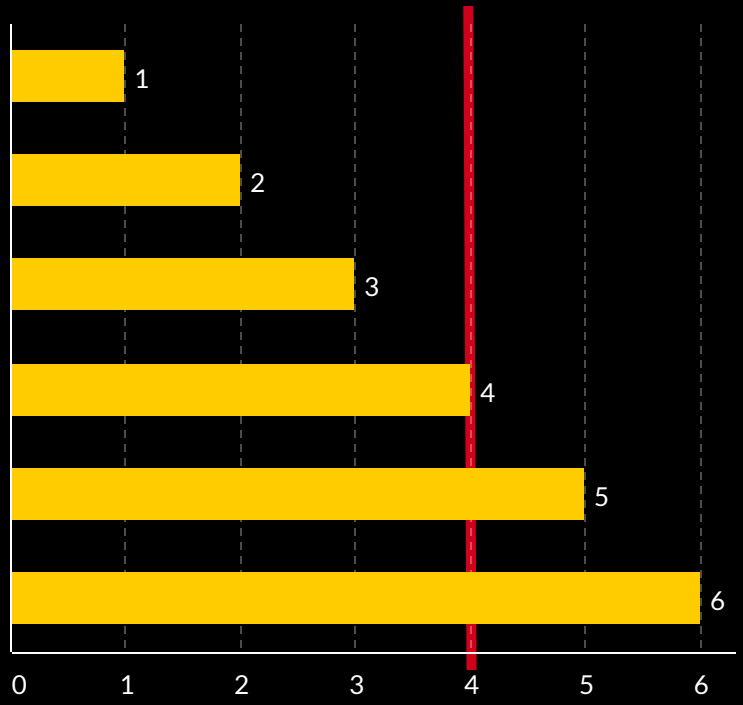
4% naturalized citizen

2% not a US citizen

2% prefer not to answer

About the Data

- Demographic averages
- Most questions 1-6, strongly disagree to strongly agree
- 4 - slightly agree



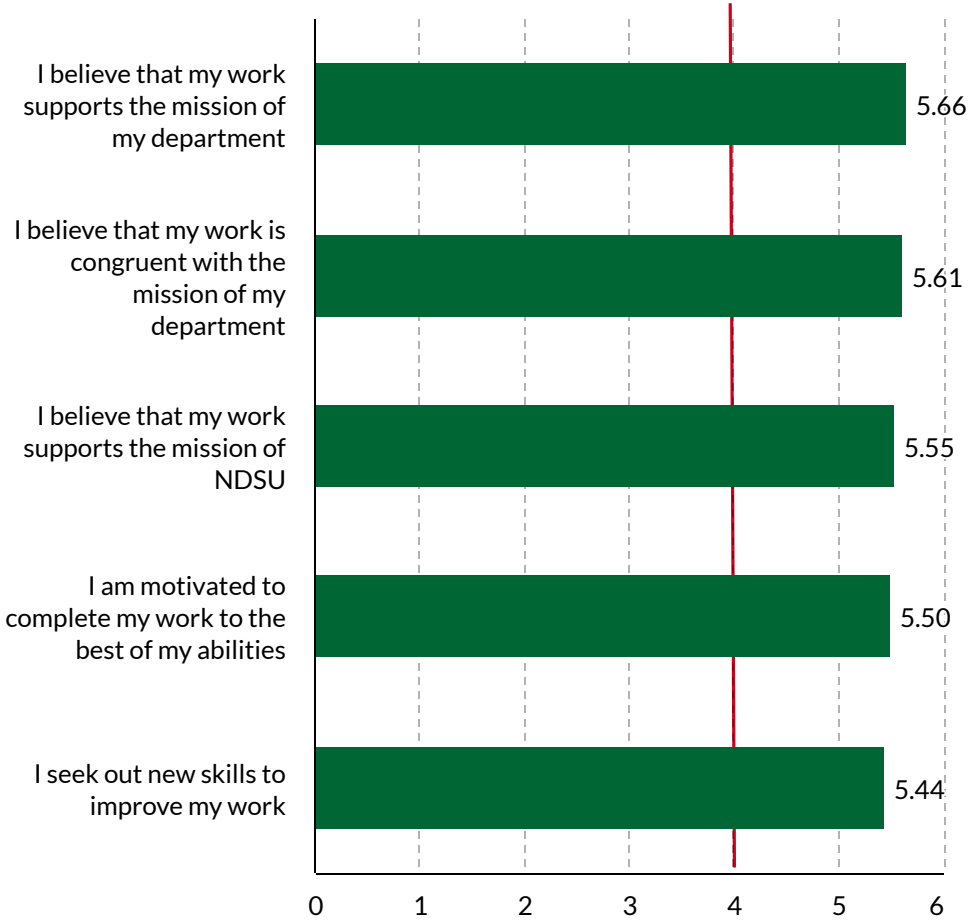
05

TOP

Campus Means

Strongly Disagree (1)
to
Strongly Agree (6)

Mission Driven

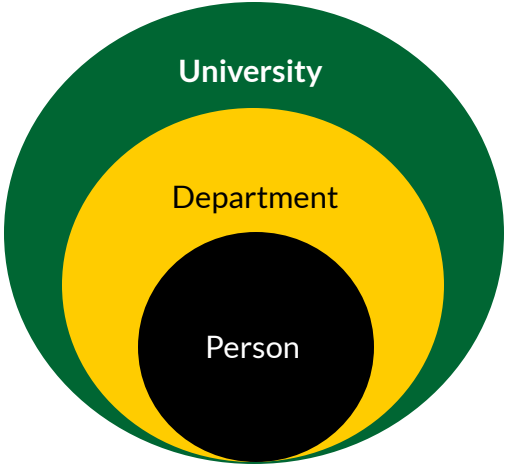


How do the TOP 5 campus means relate, if at all?

Strongest Relationships

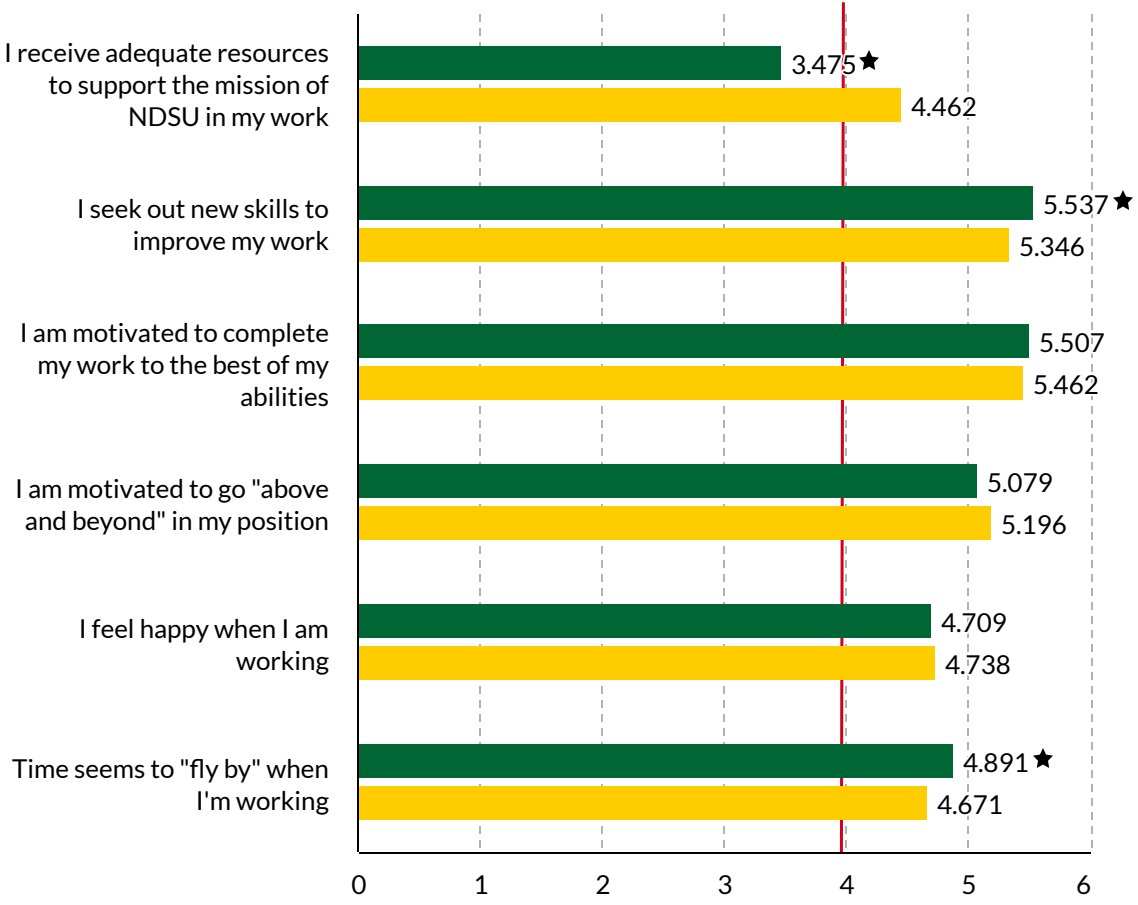
I believe my work is congruent to mission of my department ⟷ I believe my work supports the mission of my department

I believe my work supports the mission of my department ⟷ I believe my work supports the mission of NDSU



Employee Engagement

Individual's perceptions within their working role in relation to the mission of the organization (Shrotryia & Dhanda, 2019)



Faculty

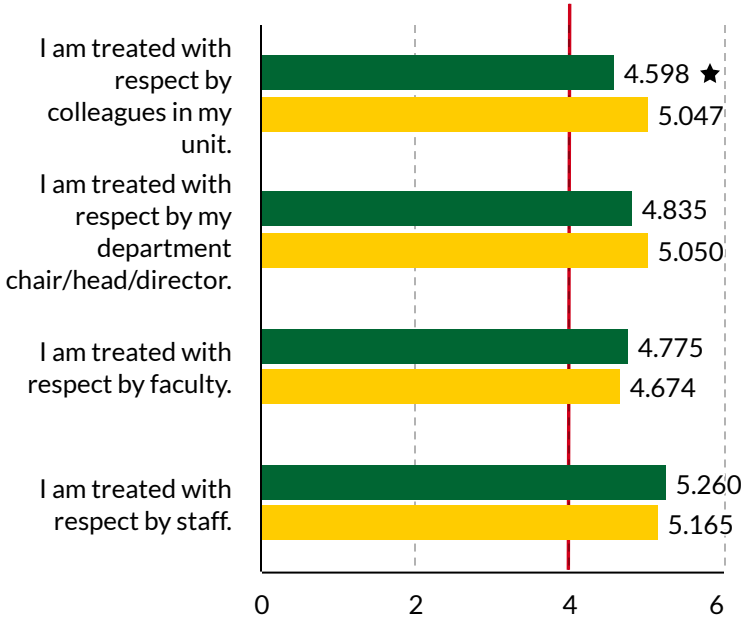
Staff

★ Sig at $p \leq 0.05$

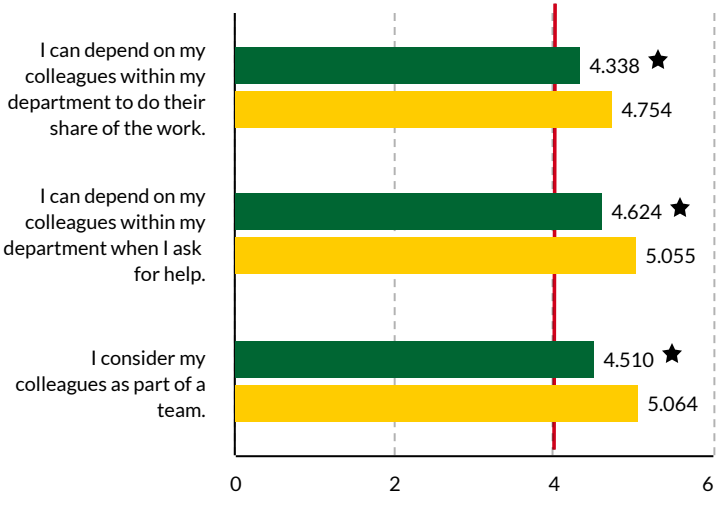
1 strongly disagree
to
6 strongly agree

Employee Engagement

Respect



Teamwork



1 strongly disagree to 6 strongly agree

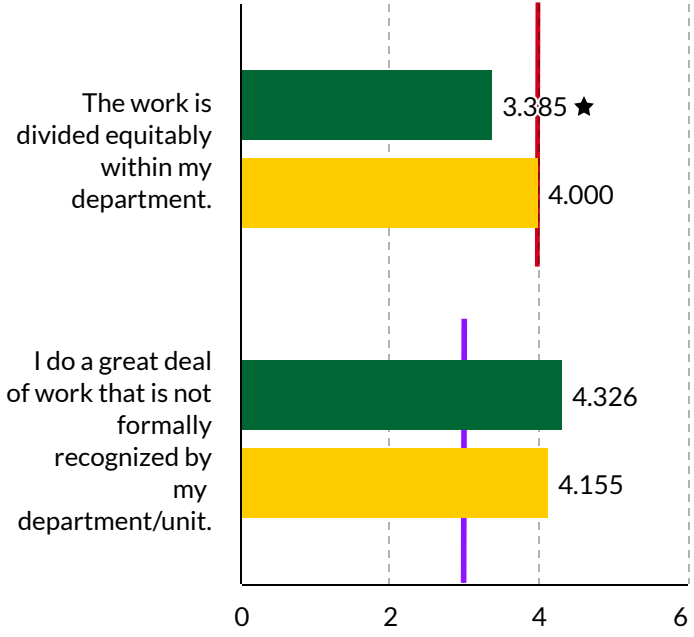
Faculty

Staff

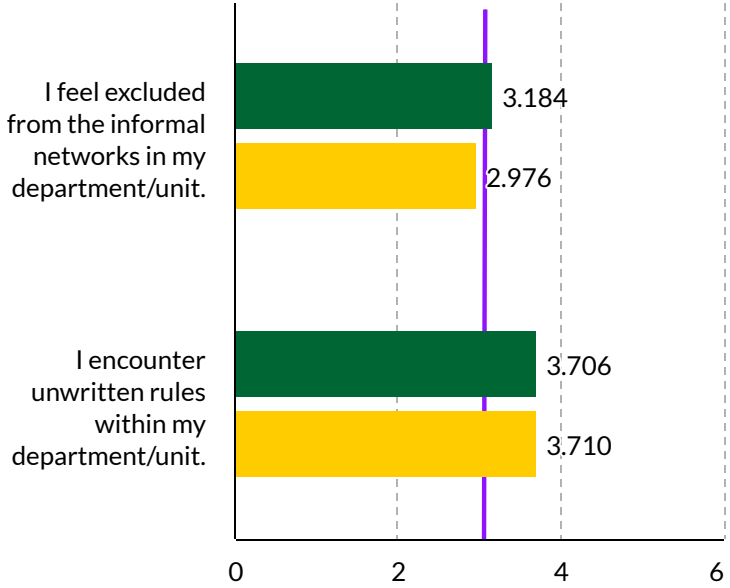
★ Sig at $p \leq 0.05$

Employee Engagement

Work load



Implicit norms



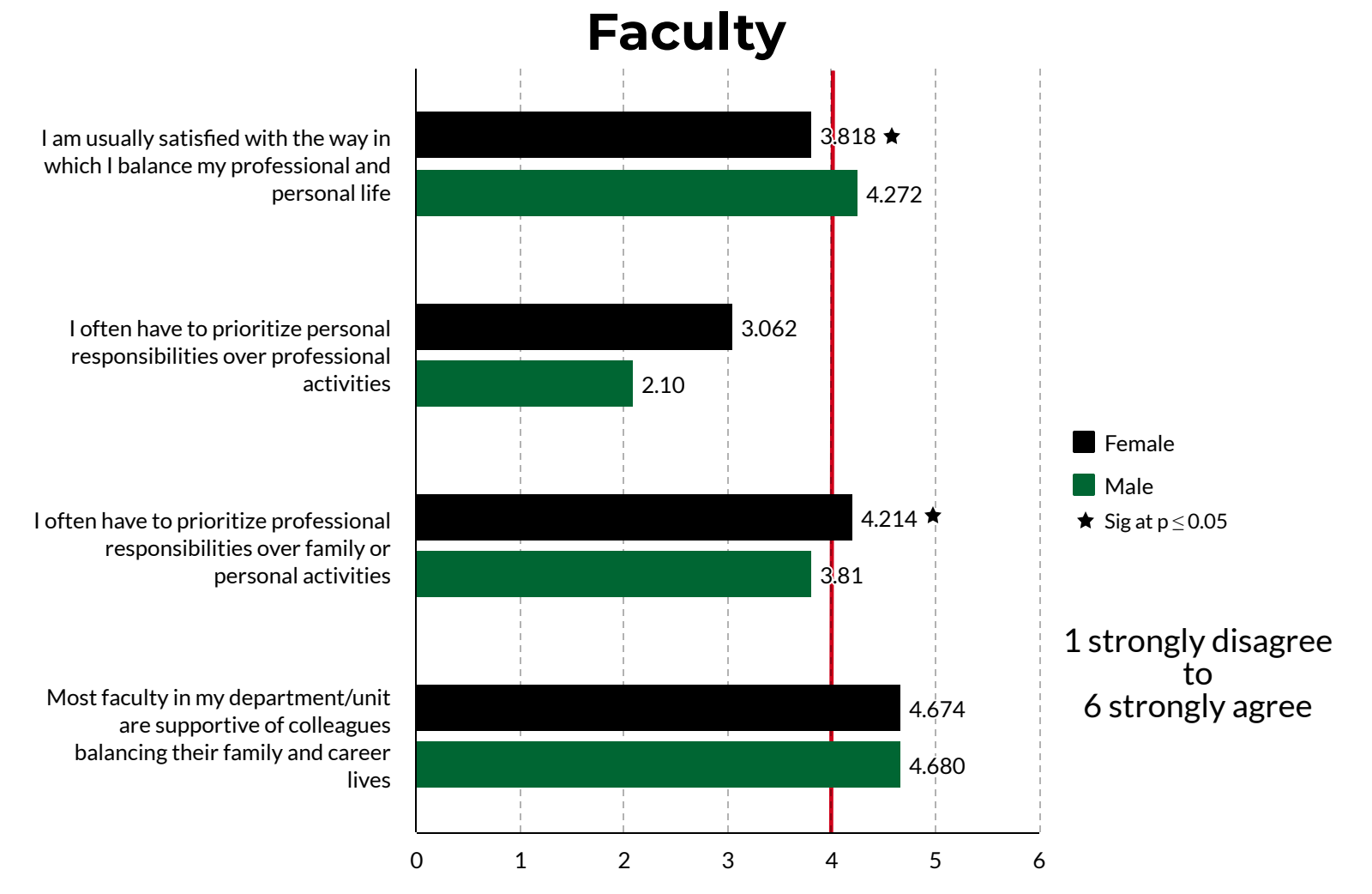
1 strongly disagree
to 6 strongly agree

Faculty

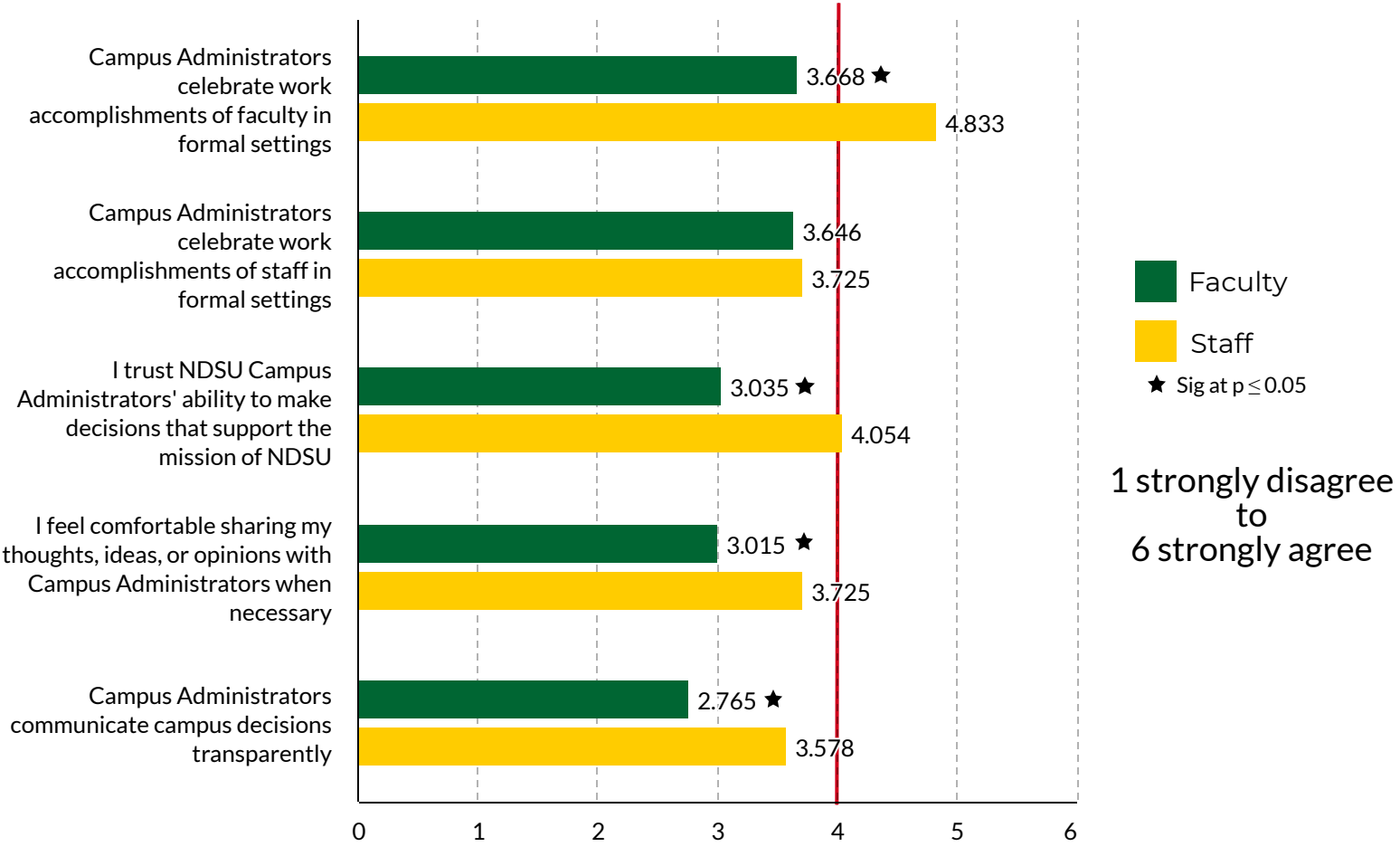
Staff

★ Sig at $p \leq 0.05$

Work Life Balance

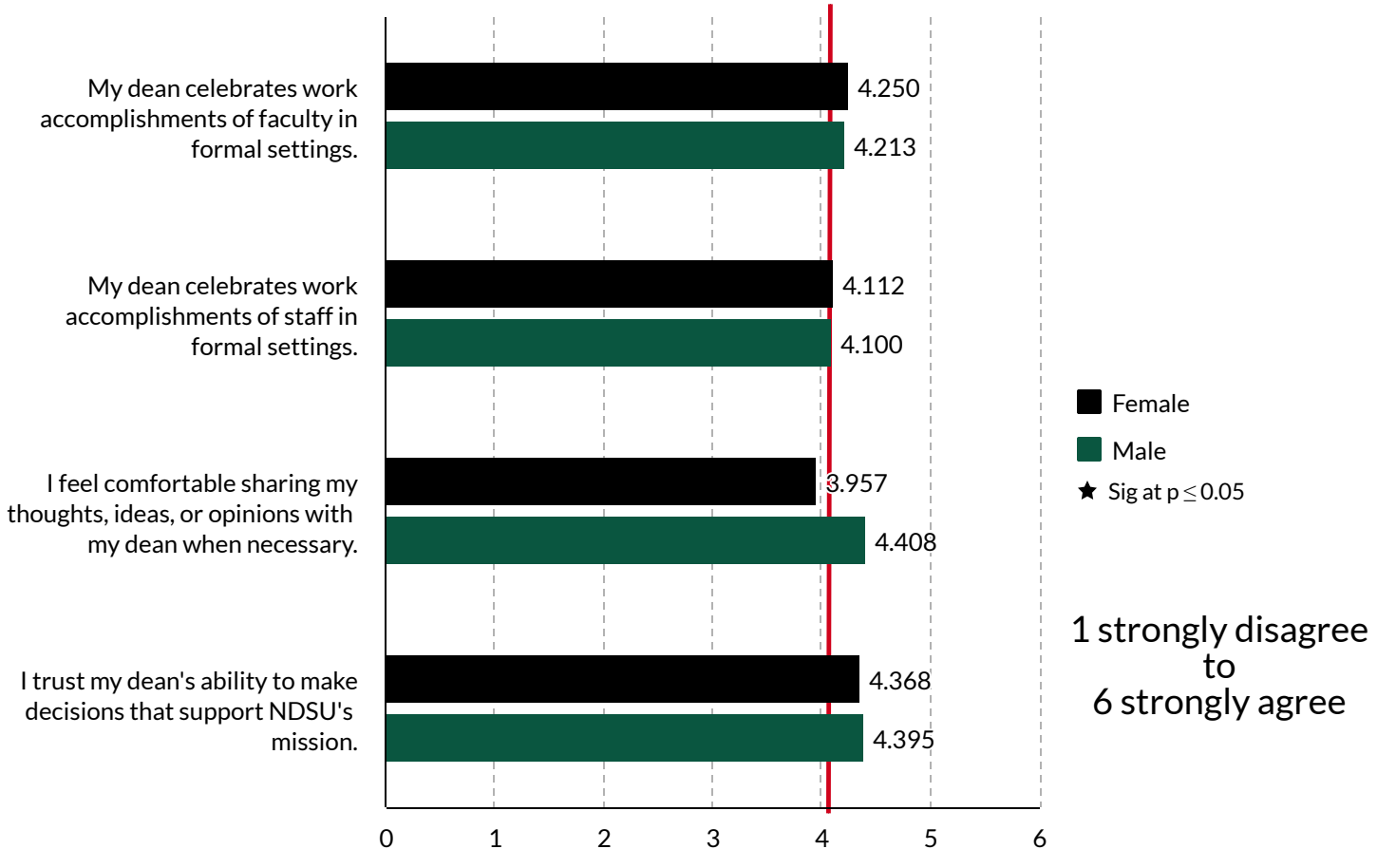


Campus Leadership
not operationally defined

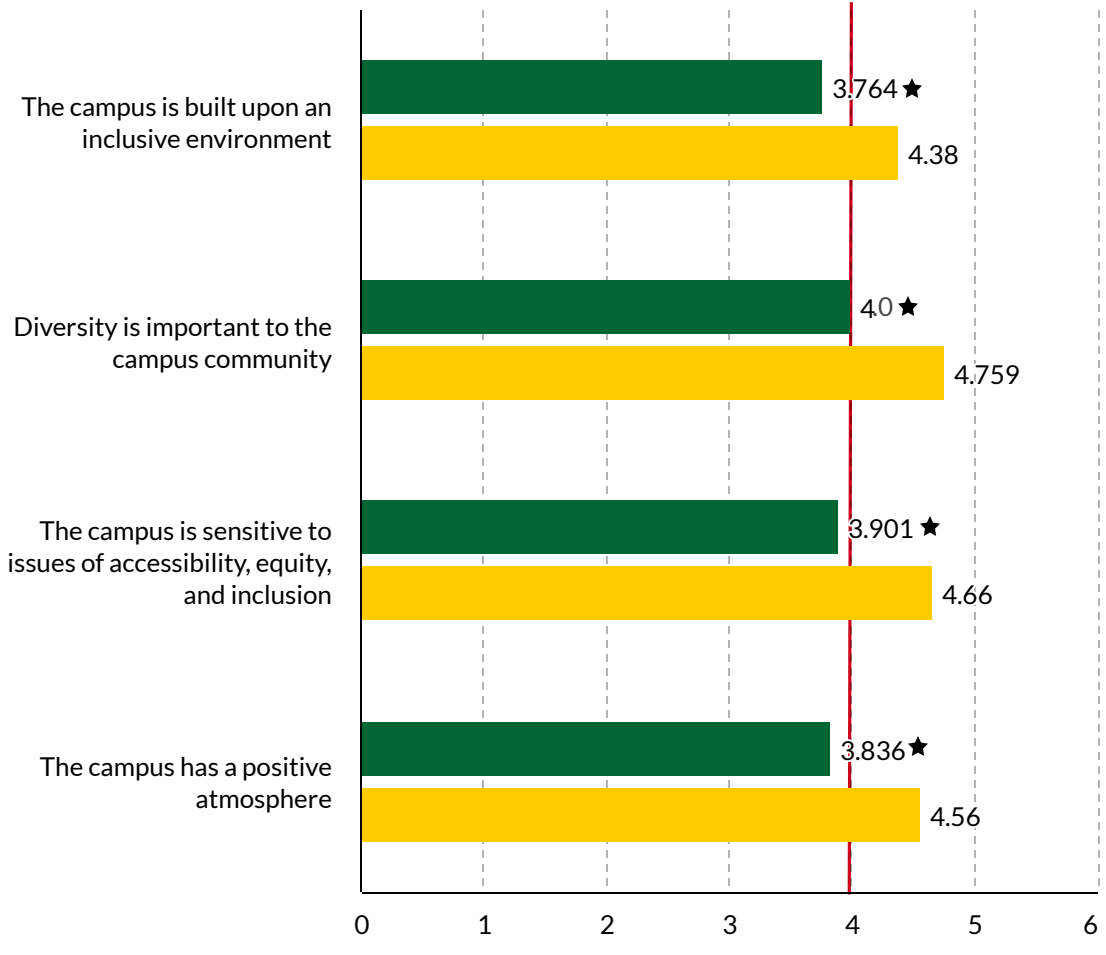


Academic Deans

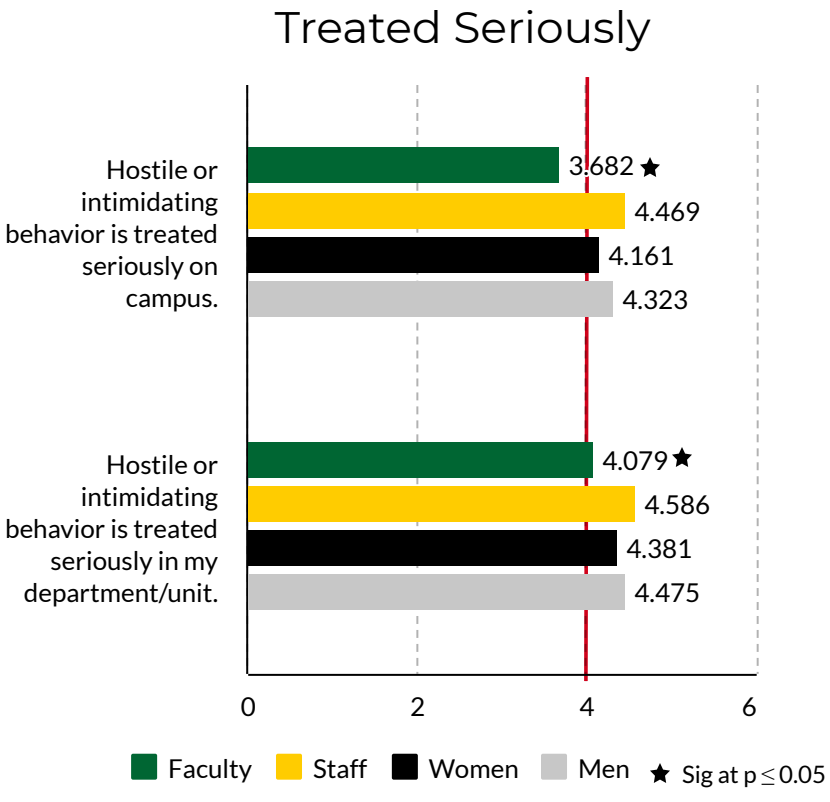
Faculty



Inclusion


The campus is built upon an inclusive environment
3.764★
4.38
Diversity is important to the campus community
4.0★
4.759
The campus is sensitive to issues of accessibility, equity, and inclusion
3.901★
4.66
The campus has a positive atmosphere
3.836★
4.56
0
1
2
3
4
5
6
Faculty
Staff
★ Sig at p ≤ 0.05
1 strongly disagree
to
6 strongly agree

Hostile or Intimidating Behavior



1 strongly disagree to 6 strongly agree
t tests - Faculty vs Staff, Women vs Men (Campus)

I know the steps to take if a person comes to me with a problem with hostile or intimidating behavior

Faculty

1 strongly disagree to 6 strongly agree

4.526 women

4.595 men

I know the steps to take if a person comes to me with a problem with hostile or intimidating behavior

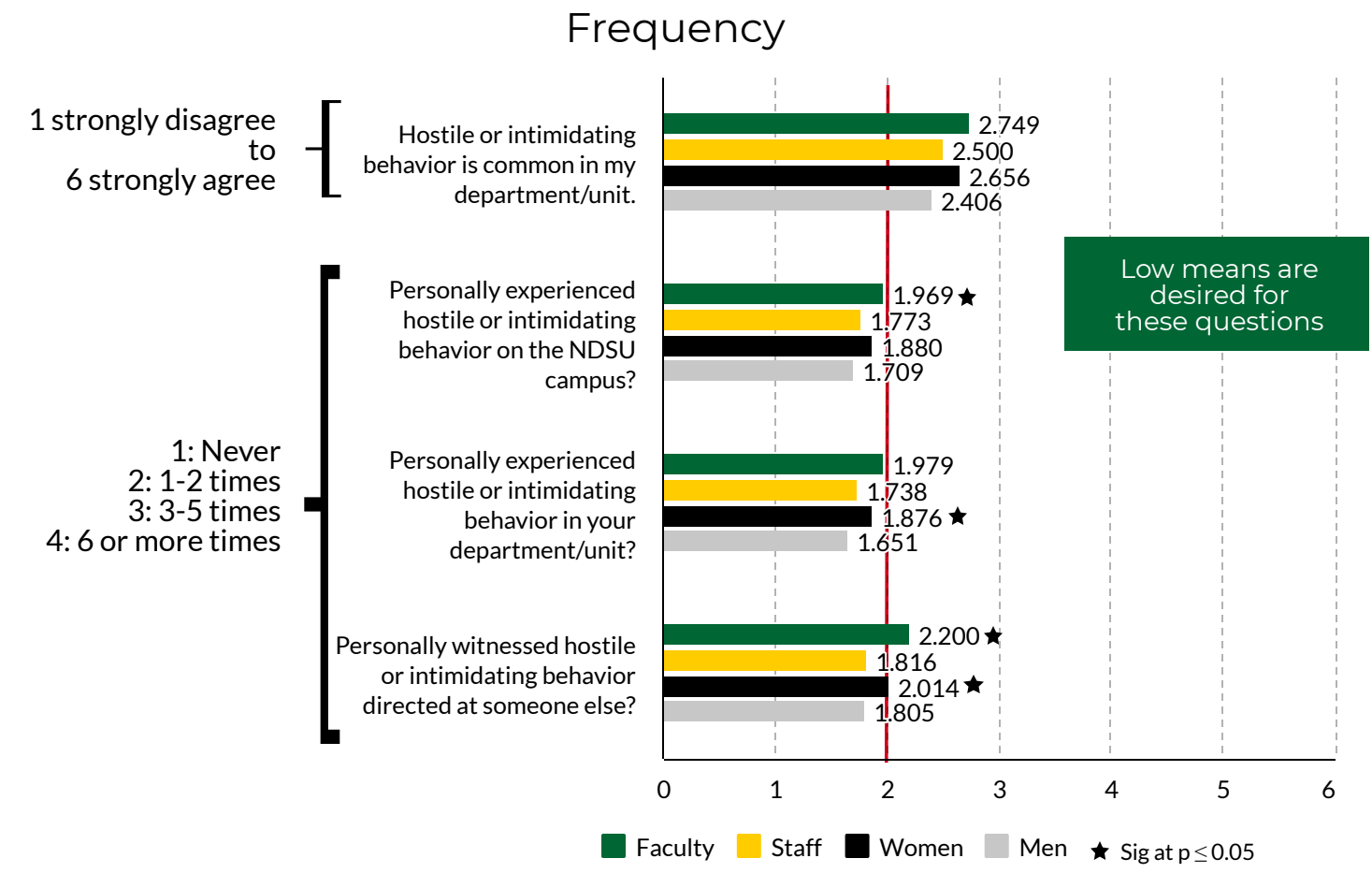
Staff

1 Yes
2 No

1.117 women

1.211 men

Hostile or Intimidating Behavior



t tests - Faculty vs Staff, Women vs Men (Campus)

Sexual Harassment

"unwelcome sexual advances, request for sexual favors, or other unwanted conduct of a sexual nature, whether verbal, written, graphic, physical or otherwise."

I know the steps to report sexual harassment

Faculty

1 Yes **1.062**
2 No **1.013**

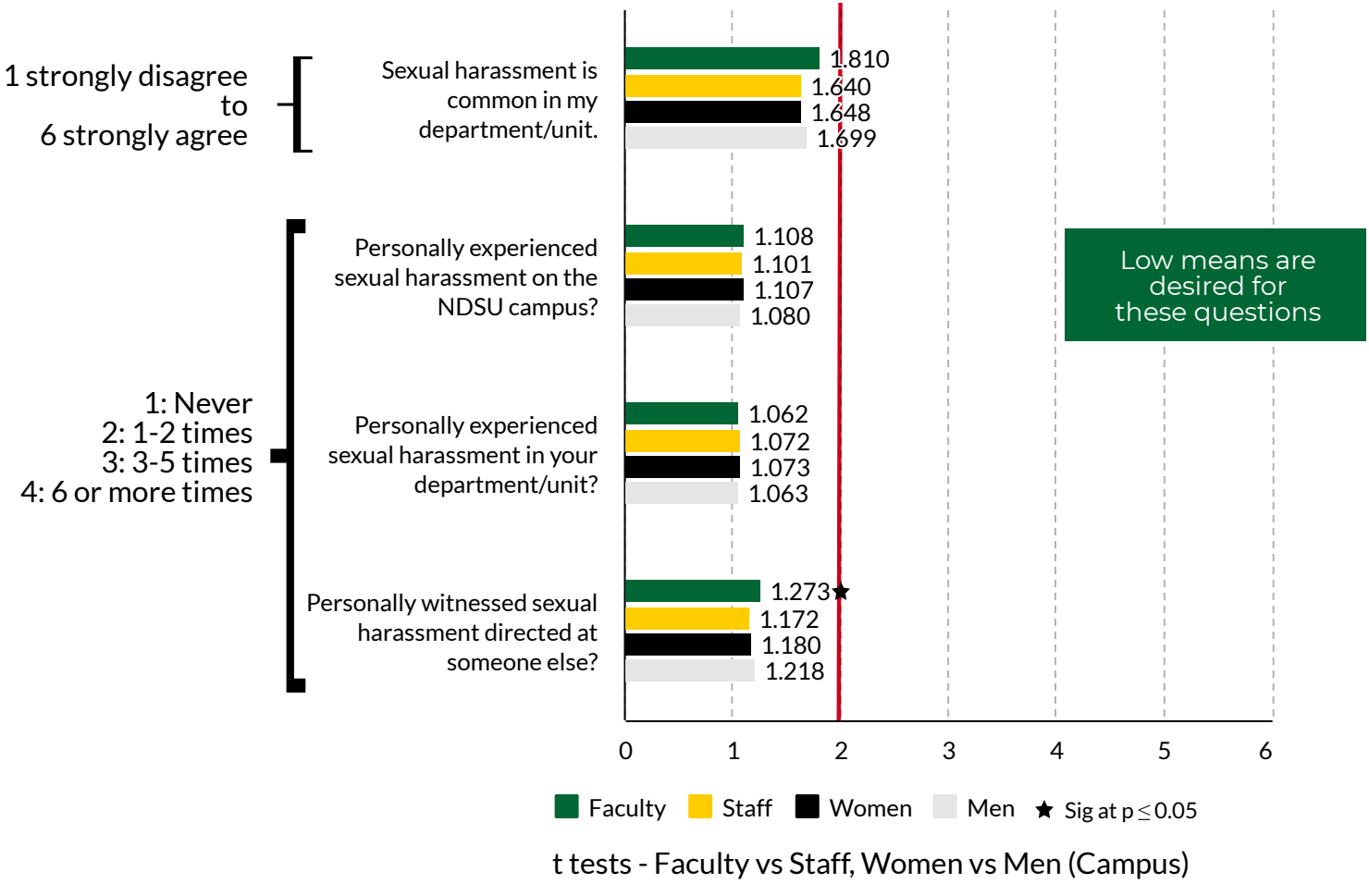
I know the steps to report sexual harassment

Staff

1 Yes **1.044**
2 No **1.093**

1 strongly disagree to 6 strongly agree
t tests - Faculty vs Staff, Women vs Men (Campus)

Sexual Harassment



t tests - Faculty vs Staff, Women vs Men (Campus)

TOP 5 Sources of Stress

	Faculty	Staff
1	Managing competing demands on your time at work (3.380)	Managing competing demands on your time at work (3.063)
2	Campus politics (3.058)	Administrative roles/responsibilities (2.702)
3	Securing external funding for research or creative work (2.914)	Campus politics (2.451)
4	Teaching responsibilities (2.823)	Departmental/unit politics (2.438)
5	Scholarly or creative productivity (2.778)	Service Responsibilities (2.415)

Top reasons for leaving NDSU

	faculty	staff
1	Quality of administrators	Salary and Benefits
2	Salary and Benefits	Climate of depart./unit/lab
3	Climate of depart./unit/lab	Workload allocation
4	Workload allocation	Lack of opportunities for promotion

57%

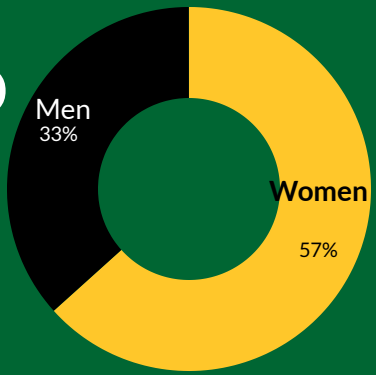
of staff who've considered leaving NDSU
n=173

71%

of faculty who've considered leaving NDSU
n=139

62%

faculty and staff who've considered leaving NDSU



CLIMATE
MISSION
Employee Engagement
Work Life Balance
Inclusion
Leadership

ADDITIONAL

THEMES

Salary

- Women staff **more** satisfied than male staff
- Women faculty **less** satisfied than male faculty

Resources

- Women (faculty and staff) **more** satisfied with campus resources and trainings than male (faculty and staff)

Support in Position

- Men (faculty and staff agree **less** to receiving formal recognition and encouragement to grow in position

Diversity

- Women (faculty and staff) agree **more** to importance of diversity in the classroom
- BUT in practice, agree **less** to campus entities implementing diversity (i.e. departments enhancing the climate, developing policies, and recruiting diverse staff

AREAS FOR FURTHER INVESTIGATION

Inclusion
How can we identify the needs of colleagues from marginalized populations in building an inclusive environment at NDSU?

Recognition
How can we provide recognition where faculty and staff feel valued for their work contributions?

Relationships
How can we build relationships that are built upon trust and communication?

Roles
How can we build transparency regarding our roles on campus?

what's next?

Qualitative analysis

Student research project, IRB XX20068

Additional analysis on OIRA website

Questions?