UMass Boston

Campus Climate Assessment
Report Results

October 1, 2013
Climate In Higher Education

Assessing Campus Climate

**What is it?**

- Campus Climate is a construct

**Definition?**

- Current attitudes, behaviors, and standards and practices of employees and students of an institution

**How is it measured?**

- Personal Experiences
- Perceptions
- Institutional Efforts

Rankin & Reason, 2008
Campus Climate & Students

How students experience their campus environment influences both learning and developmental outcomes.\(^1\)

Discriminatory environments have a **negative effect** on student learning.\(^2\)

Research supports the pedagogical value of a diverse student body and faculty on enhancing learning outcomes.\(^3\)

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1  Pascarella & Terenzini, 1991, 2005  
The personal and professional development of employees including faculty members, administrators, and staff members are impacted by campus climate.¹

Faculty members who judge their campus climate more positively are more likely to feel personally supported and perceive their work unit as more supportive.²

Research underscores the relationships between (1) workplace discrimination and negative job/career attitudes and (2) workplace encounters with prejudice and lower health/well-being.³

¹Settles, Cortina, Malley, and Stewart, 2006
²Sears, 2002
³Silverschanz, Cortina, Konik, & Magley, 2007; Costello, 2012
UMass Boston will add to their knowledge base with regard to how constituent groups currently feel about their particular campus climate and how the community responds to them (e.g., work-life issues, curricular integration, inter-group/intra-group relations, respect issues).

UMass Boston will use the results of the assessment to inform current/on-going work.
Overview of the Project

Phase I
- Assessment Tool Development and Implementation

Phase II
- Data Analysis

Phase III
- Final Report and Presentation
Survey Limitations

- Self-selection bias
- Response rates
- Social desirability
- Caution in generalizing results for constituent groups with low response rates
Method Limitation

Data were not reported for groups of fewer than 5 individuals where identity could be compromised.

Instead, small groups were combined to eliminate possibility of identifying individuals.
Phase II
Spring 2013

Quantitative and qualitative analyses conducted
Phase III
Spring - Fall 2013

Report Draft reviewed by UMass Boston’s Climate Study Working Group (CSWG)

Presentation of survey results to the campus community
Results

Response Rates
Student Response Rates

- Undergraduate (n = 1,118)
- Graduate (n = 317)
Employee Response Rates

- **Staff** (n = 453) - 29%
- **Faculty** (n = 259) - 27%
- **Senior Admin/Exec** (n = 17) - 19%
Results

Additional Demographic Characteristics
Respondents by Racial/Ethnic Identity (n) (Duplicated Total)
Respondents by Racial/Ethnic Identity (n) (Unduplicated Total)

- People of Color: 792
- White People: 1293
Respondents by Gender Identity and Position Status (n)

7 respondents identified as transgender, but given the small “n” are not included in subsequent gender analyses
Respondents by Sexual Identity and Position Status (n)
## Respondents with Conditions that Substantially Affect Major Life Activities

<table>
<thead>
<tr>
<th>Disability</th>
<th>n</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Acquired/Traumatic Brain Injury</td>
<td>12</td>
<td>0.5</td>
</tr>
<tr>
<td>Attention Deficit/Hyperactivity Disorder</td>
<td>130</td>
<td>5.9</td>
</tr>
<tr>
<td>Asperger’s/ Spectrum Disorder</td>
<td>14</td>
<td>0.6</td>
</tr>
<tr>
<td>Blind</td>
<td>6</td>
<td>0.3</td>
</tr>
<tr>
<td>Chronic health impairment</td>
<td>66</td>
<td>3.0</td>
</tr>
<tr>
<td>Low vision</td>
<td>48</td>
<td>2.2</td>
</tr>
<tr>
<td>Deaf</td>
<td>1</td>
<td>0.0</td>
</tr>
<tr>
<td>Hard of Hearing</td>
<td>37</td>
<td>1.7</td>
</tr>
<tr>
<td>Learning disability</td>
<td>66</td>
<td>3.0</td>
</tr>
<tr>
<td>Mental health/psychological</td>
<td>121</td>
<td>5.5</td>
</tr>
<tr>
<td>Physical/Mobility condition that affects walking</td>
<td>34</td>
<td>1.6</td>
</tr>
<tr>
<td>Speech/Communication</td>
<td>25</td>
<td>1.1</td>
</tr>
<tr>
<td>Other</td>
<td>36</td>
<td>1.6</td>
</tr>
</tbody>
</table>
Employee Position (n)

- Faculty: 259
- Staff: 470
Respondents by Religious/Spiritual Affiliation

- Christian: 871
- Other than Christian: 1096
## Citizenship Status by Position

<table>
<thead>
<tr>
<th>Category</th>
<th>Faculty/Staff</th>
<th></th>
<th></th>
<th>Students</th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>International Student (student or temporary visa)</td>
<td>12</td>
<td>1.7%</td>
<td>76</td>
<td>5.3%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Permanent US Resident/Green card holder</td>
<td>27</td>
<td>3.8%</td>
<td>138</td>
<td>9.6%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Dual citizenship, U.S. and Another</td>
<td>19</td>
<td>2.7%</td>
<td>60</td>
<td>4.2%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>U.S. citizen, naturalized</td>
<td>124</td>
<td>17.4%</td>
<td>289</td>
<td>20.1%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>U.S. Citizen, Foreign Born Parent(s)</td>
<td>59</td>
<td>8.3%</td>
<td>228</td>
<td>15.8%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>U.S. Citizen, U.S. Born Parents</td>
<td>471</td>
<td>66.2%</td>
<td>650</td>
<td>45.1%</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
Students by Class Standing (n)
## Students’ Residence

<table>
<thead>
<tr>
<th>Residence</th>
<th>n</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Independently in apartment/house</td>
<td>625</td>
<td>43.0</td>
</tr>
<tr>
<td>Living with family member/guardian</td>
<td>595</td>
<td>40.9</td>
</tr>
<tr>
<td>Non-campus housing</td>
<td>216</td>
<td>14.8</td>
</tr>
<tr>
<td>Homeless (e.g. couch surfing, sleeping in car, sleeping in campus office/lab)</td>
<td>6</td>
<td>0.4</td>
</tr>
</tbody>
</table>

Note: Table includes undergraduate student respondents (n = 1,455).
Findings
“Comfortable” / “Very Comfortable” with:

- Overall Campus Climate (76%)
- Department/Work Unit Climate (73%)
- Classroom Climate for Students (78%)
- Classroom Climate for Faculty (90%)
Comfort With Overall Climate

Differences

- People of Color less comfortable than White People
- Women less than men
- People with disabilities less than those without disabilities
Comfort With Department/Work Unit Climate

Differences

- People of Color less comfortable than White People
- Women less than men
- People with disabilities less than those without disabilities
Comfort with Classroom Climate for Students

Differences

- Students of Color were less comfortable than White students
- Women students less than men students
- Students with disabilities less than those without disabilities
Comfort with Classroom Climate for Faculty

Differences

- Faculty of Color less comfortable than White faculty
- Faculty with disabilities less than those without disabilities
- Other than Christian faculty less than Christian faculty
Employees’ Overall Satisfaction

- 75% “highly satisfied” or “satisfied” with their jobs/careers
- 65% “highly satisfied” or “satisfied” with the way their jobs/careers have progressed
- 54% “highly satisfied” or “satisfied” with their compensation as compared to that of colleagues
Employee Satisfaction with Job/Careers

Women less satisfied than men
People of Color less satisfied than White

Staff less satisfied than Faculty
Employee Satisfaction with Job/Career Progression

- LGBQ less satisfied than heterosexual
- Men less satisfied than Women
- People of Color less satisfied than White
- People with disabilities less satisfied than those without disabilities
- Staff less satisfied than Faculty
Challenges and Opportunities
Experiences with Harassment

- 478 respondents indicated that they had personally experienced exclusionary (e.g., shunned, ignored), intimidating, offensive and/or hostile conduct (harassing behavior) at UMass Boston.

22%
## Form of Perceived Offensive, Hostile, or Intimidating Conduct

<table>
<thead>
<tr>
<th>Description</th>
<th>n</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Deliberately ignored or excluded</td>
<td>209</td>
<td>43.7</td>
</tr>
<tr>
<td>Intimidated/bullied</td>
<td>176</td>
<td>36.8</td>
</tr>
<tr>
<td>Isolated or left out</td>
<td>143</td>
<td>29.9</td>
</tr>
<tr>
<td>Target of derogatory verbal remarks</td>
<td>82</td>
<td>17.2</td>
</tr>
<tr>
<td>Isolated or left out when work was required in groups</td>
<td>75</td>
<td>15.7</td>
</tr>
</tbody>
</table>

Note: Only answered by respondents who experienced harassment (n = 478). Percentages do not sum to 100 due to multiple responses.
Personally Experienced Based on…(%)
Overall Personal Experiences of Perceived Offensive, Hostile, or Intimidating Conduct Due to Position Status (%)

- Of those who experienced harassing conduct, said they experienced conduct due to status\(^2\)
- Overall experienced conduct\(^1\)

<table>
<thead>
<tr>
<th></th>
<th>Students</th>
<th>Tenure Track Faculty</th>
<th>Non-Tenure Track Faculty</th>
<th>Non-Unit Staff</th>
<th>Classified Staff</th>
<th>Professional Staff</th>
</tr>
</thead>
<tbody>
<tr>
<td>(n=213)(^1)</td>
<td>14(^1)</td>
<td>24(^1)</td>
<td>38(^1)</td>
<td>41(^1)</td>
<td>50(^1)</td>
<td>33(^1)</td>
</tr>
<tr>
<td>(n=29)(^2)</td>
<td>15(^2)</td>
<td>41(^2)</td>
<td>14(^2)</td>
<td>41(^2)</td>
<td>53(^2)</td>
<td>36(^2)</td>
</tr>
</tbody>
</table>

\(^1\) Percentages are based on total n split by group.
\(^2\) Percentages are based on n split by group for those who believed they had personally experienced this conduct.
Overall Personal Experiences of Perceived Offensive, Hostile, or Intimidating Conduct Due to Racial Identity (%)

- Of those who experienced harassing conduct, said they experienced conduct due to race\(^2\)
- Overall experienced conduct\(^1\)

<table>
<thead>
<tr>
<th></th>
<th>People of Color</th>
<th>White</th>
</tr>
</thead>
<tbody>
<tr>
<td>(n=186)(^1)</td>
<td>24</td>
<td>5</td>
</tr>
<tr>
<td>(n=58)(^2)</td>
<td>31</td>
<td>20</td>
</tr>
</tbody>
</table>

\(^1\) Percentages are based on total n split by group.
\(^2\) Percentages are based on n split by group for those who believed they had personally experienced this conduct.
### Location of Perceived Harassment

<table>
<thead>
<tr>
<th>Location</th>
<th>n</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>In a UMass Boston office</td>
<td>140</td>
<td>29.3</td>
</tr>
<tr>
<td>While working at a UMass Boston job</td>
<td>137</td>
<td>28.7</td>
</tr>
<tr>
<td>In a class/lab/clinical/community placement setting</td>
<td>117</td>
<td>24.5</td>
</tr>
<tr>
<td>In a meeting with a group of people</td>
<td>100</td>
<td>20.9</td>
</tr>
<tr>
<td>In a public space at UMass Boston</td>
<td>86</td>
<td>18.0</td>
</tr>
</tbody>
</table>

Note: Only answered by respondents who experienced harassment (n = 478). Percentages do not sum to 100 due to multiple responses.
Source of Perceived Conduct by Position Status (n)

- **Source = Student**: 112
- **Source = Faculty**: 56
- **Source = Administrator**: 27
- **Source = Staff**: 30
- **Source = Supervisor**: 1

**Student Respondents**
- Student: 112
- Faculty: 56
- Administrator: 27
- Staff: 30
- Supervisor: 1

**Faculty Respondents**
- Student: 17
- Faculty: 26
- Administrator: 33
- Staff: 8
- Supervisor: 4

**Staff Respondents**
- Student: 13
- Faculty: 20
- Administrator: 62
- Staff: 52
- Supervisor: 62
What did you do?¹

**Personal responses:**
- Was angry (54%)
- Told a friend (37%)
- Felt embarrassed (35%)
- Told a family member (27%)
- Ignored it (26%)

**Reporting responses:**
- Told union representatives (12%)
- Didn’t know who to go to (11%)
- Didn’t report it for fear of negative treatment (14%)
- Didn’t report it for fear their complaints wouldn’t be taken seriously (12%)
- Made complaints to campus officials (6%)
16 (<1%) respondents experienced unwanted sexual contact at UMass Boston

When?
56% of respondents indicated it happened within the last four years

Where?
On-campus (44%); Off-campus (31%)
Employee Respondents Who *Seriously Considered* Leaving UMass Boston

Tenure-Track Faculty (47%)
Classified Staff (47%)
Professional Staff (47%)
Non-Unit Staff (43%)
Non-Tenure Track Faculty (33%)
Employee Respondents Who *Seriously Considered* Leaving UMass Boston

**Gender Identity**
- Women (42%)
- Men (33%)

**Racial Identity**
- Employees of Color (48%)
- White Employees (35%)
Why employees considered leaving and why they stayed…

Many employees who considered leaving did so due to limited opportunities based on departmental relationships (48%), limited opportunities for advancement (42%), climate (37%), stress (35%), and lack of institutional resources (32%).

43% of employees who considered leaving UMass Boston in the last year stayed for financial reasons, 32% needed the benefits, and 24% had good working relationships with supervisors, colleagues, and students.
26% (n = 373) of Student Respondents Seriously Considered Leaving UMass Boston

Gender Identity
- Women students (27%)
- Men students (24%)

Racial Identity
- Students of Color (27%)
- White Students (24%)
Student Respondents Who *Seriously Considered* Leaving UMass Boston

**First Generation Status**
- First-Generation (25%)
- Not First-Generation (26%)

**Family Income**
- Less than $30k (26%)
- $30k or greater (26%)
Many students who considered leaving did so due to academic reasons (38%), transportation/commuting costs/commuting distance/[parking] (32%), wanting to transfer to another institution (28%), lack of faculty support (27%), climate (26%), and stress (26%).

40% of students who considered leaving UMass Boston in the last year stayed for financial reasons, 35% stayed for academic reasons, and 20% stayed for personal reasons.
Perceptions
Respondents who observed conduct or communications directed towards a person/group of people that created an exclusionary, intimidating, offensive working or learning environment…

21% (n = 457)
## Form of Observed Exclusionary, Intimidating, Offensive, or Hostile Conduct

<table>
<thead>
<tr>
<th>Description</th>
<th>n</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Derogatory remarks</td>
<td>204</td>
<td>44.6</td>
</tr>
<tr>
<td>Deliberately ignored or excluded</td>
<td>155</td>
<td>33.9</td>
</tr>
<tr>
<td>Intimidated/bullied</td>
<td>122</td>
<td>26.7</td>
</tr>
<tr>
<td>Isolated or left out</td>
<td>119</td>
<td>26.0</td>
</tr>
<tr>
<td>Assumption that someone was admitted/hired/promoted based on identity</td>
<td>80</td>
<td>17.5</td>
</tr>
<tr>
<td>Isolated or left out when working in groups</td>
<td>80</td>
<td>17.5</td>
</tr>
<tr>
<td>Racial/ethnic profiling</td>
<td>64</td>
<td>14.0</td>
</tr>
<tr>
<td>Receipt of a low performance evaluation</td>
<td>49</td>
<td>10.7</td>
</tr>
<tr>
<td>Assumption that someone was not admitted/hired/promoted based on his/her identity</td>
<td>46</td>
<td>10.1</td>
</tr>
</tbody>
</table>

Note: Only answered by respondents who observed harassment (n = 457). Percentages do not sum to 100 due to multiple responses.
Observed Harassment Based on…(%)
**Location of Observed Exclusionary, Intimidating, Offensive, or Hostile Conduct**

<table>
<thead>
<tr>
<th>Location</th>
<th>Percentage</th>
<th>N</th>
</tr>
</thead>
<tbody>
<tr>
<td>In a class, lab, or other academic setting</td>
<td>28%</td>
<td>126</td>
</tr>
<tr>
<td>In a UMass Boston office</td>
<td>26%</td>
<td>118</td>
</tr>
<tr>
<td>In a public space at UMass Boston</td>
<td>22%</td>
<td>100</td>
</tr>
</tbody>
</table>

Note: Only answered by respondents who observed harassment (n = 457). Percentages do not sum to 100 due to multiple responses.
Perceived Discrimination Employees

- Hiring Practices: 21% (n=151)
- Employment-Related Disciplinary Actions: 12% (n=84)
- Employment Practices Related to Promotion: 25% (n=179)
Perceived Employment Discrimination

Race, ethnicity, and position status were offered by faculty/staff respondents as the most common bases for all discriminatory employment practices.
The majority of employee respondents expressed positive attitudes about work-life issues.
Work-Life Issues – All Employees

Successes

• 87% of employee respondents were comfortable asking questions about performance expectations.
• 83% felt their colleagues treated them with the same respect as other colleagues.
• 81% thought their colleagues had similar expectations of them as other colleagues/co-workers.
Work-Life Issues – All Employees

Successes

• More than half of all employees believed that they had colleagues or co-workers (73%) and supervisors (60%) who gave them career advice or guidance when they need it.

• Most thought the college demonstrated that it values a diverse faculty (82%) and staff (83%).
Challenges

- Less than half of all employees felt that salary determinations were fair (45%) and clear (44%).
- 42% thought there were many unwritten rules concerning how one was expected to interact with colleagues in their work units.
- 31% felt they had to work harder than they believed their colleagues do in order to achieve the same recognition.
- 30% were reluctant to bring up issues that concern them for fear that it will affect their performance evaluation.
Tenure/Teaching Issues - Faculty

Successes

- 77% felt their teaching and research requirements were similar to those of their colleagues.
- 68% believed their colleagues included them in opportunities that will help their careers as much as they do others in their positions.
- Few faculty felt pressured to change their teaching methods (15%) to achieve tenure or be promoted.
- Few felt pressured to change their research agendas to achieve tenure (8%) or be promoted (12%).
Tenure/Teaching Issues - Faculty

Challenges

• Less than half of faculty believed that tenure standards/advancement standards are applied equally to all faculty.
• Less than half of faculty reported the tenure processes (46%) or promotion processes (47%) were clear.
• 45% reported they performed more work to help students than did their colleagues.
• 34% felt burdened by university service responsibilities beyond those of their colleagues.
Student Perceptions of Campus Climate

Students felt valued by faculty (72%), staff (62%), and other students (79%) in the classroom.

Students reported that UMass Boston faculty (72%) and staff (62%) were genuinely concerned with their welfare.

The majority had faculty (74%) and staff (53%) who they perceived as role models.

41% of all students felt faculty pre-judge their abilities based on their identities/backgrounds.
Student Perceptions of Campus Climate

45% did not see enough faculty and staff with whom they identify.

83% had academic opportunities that were similar to those of their classmates.

94% had access to academic support that was similar to that of their classmates.
Institutional Actions
The majority of employees thought the following would positively affect the climate:

- Access to counseling for people who have experienced harassment
- Mentorship for new faculty and staff
- Clear and fair process to resolve conflicts
- Increasing diversity of faculty, staff, administration, and student body
Campus Initiatives That Positively Affected the Climate - Employees

The majority of employees thought the following would positively affect the climate:

- Recognition and rewards for including diversity issues in courses across the curriculum
- Diversity training for staff, faculty, and students
- Diversity and equity training to search and tenure committees
- On-campus year-round child care and lactation accommodations on campus
The majority of students (more than 70%) thought the following would positively affect the climate:

- Person to address student complaints of classroom inequity
- Opportunities for cross-cultural dialogue among students, and between faculty, staff, and students
- Provide staff/faculty mentorship of students
Summary

Strengths and Successes
Opportunities for Improvement
Although colleges and universities attempt to foster welcoming and inclusive environments, they are not immune to negative societal attitudes and discriminatory behaviors.

As a microcosm of the larger social environment, college and university campuses reflect the pervasive prejudices of society.

Classism, Racism, Sexism, Genderism, Heterosexism, etc.

Overall Strengths & Successes

76% of respondents were comfortable with the overall climate, and 73% with dept/work unit climate.

78% of students and 90% of faculty were comfortable with the classroom climate.

The majority of students thought very positively about their academic experiences at UMass Boston.

75% of employees were satisfied with their jobs/careers, and 65% with how their jobs/careers have progressed.
Overall Opportunities for Improvement

22% (n = 478) had personally experienced harassing conduct within the last year.

21% (n = 457) believed that they had observed harassing conduct within the last year.

30% (n = 659) of all respondents have considered leaving UMass Boston.

16 respondents believed they had experienced unwanted sexual contact while at UMass Boston.
Four Areas of Focus for Community Actions

- Inequitable treatment of UMass Boston staff members
- Issues and concerns between women and men
- Issues and concerns regarding race and ethnicity
- Issues and concerns for LGBQ individuals
Opportunities for Improvement

Other Areas of Concern at UMass Boston

• Immigrant or foreign-born respondents including second generation, U.S. born people who are members of immigrant families;
• Persons with disabilities, disaggregated by physical disability, learning disability, and mental health or psychological conditions
• Differential treatment based on age.
Next Steps
Process Forward
Sharing the Report with the Community
Fall 2013

Full Power Point available on ODI website

Full Report available on ODI website/hard copy in Library
Next Steps

• Host four in-person debriefing sessions to review the four main challenges identified in the report
• Continue to seek/solicit opportunities to provide presentations - please invite us
• Make ourselves available to hear additional feedback
• Provide other ways for feedback to be communicated
• Develop Action Initiatives

Listening, Learning, and Planning
Next Steps

Planning and implementation

- Ongoing process that is inclusive
- Requires input from all constituents
- Implement action initiatives
Next Steps

More information will be posted on the ODI website AND you will receive campus wide notifications of the session dates and times.

Please direct questions to the UMass Boston Office of Diversity and Inclusion:

diversity@umb.edu
617-287-4818