

IUPUI Climate Survey 2014
Survey Research Office, Planning and Institutional Improvement
Office of Diversity, Equity, and Inclusion

Women at IUPUI

PURPOSE: To measure campus climate indicators in order to better understand faculty, staff, and students' experiences on the IUPUI campus

METHODS: Survey administered to census of faculty, staff, and current students in Fall 2014.

PROFILE OF RESPONDENTS:

	Women Faculty	Men Faculty	Women Staff	Men Staff	Women Undergrad	Men Undergrad	Women Grads	Men Grads
White	75%	67%	77%	79%	73%	69%	62%	54%
Black	7%	5%	12%	10%	9%	8%	6%	6%
Hispanic	5%	5%	4%	3%	7%	7%	5%	5%
Asian	7%	19%	2%	3%	4%	6%	17%	27%
Other	6%	4%	5%	5%	7%	10%	10%	8%
LGBT	7%	10%	7%	12%	13%	13%	11%	10%
Non-LGBT	93%	90%	93%	88%	87%	87%	89%	90%
Christian	53%	50%	75%	64%	66%	52%	51%	42%
Non-Christian Religious	8%	14%	4%	4%	5%	9%	14%	25%
No Religious Affiliation	39%	36%	21%	32%	29%	39%	34%	33%
Conservative	11%	17%	25%	25%	24%	27%	15%	20%
Moderate	29%	36%	39%	46%	44%	47%	39%	40%
Liberal	60%	47%	36%	29%	32%	26%	46%	40%
n	466	505	1218	466	1593	922	568	394
Response rate	25%	20%	46%	34%	14%	10%	13%	11%

- Staff members, especially women staff are most likely to have completed the survey.
- Among faculty and graduate students, women are more likely to be white and less likely to be Asian.
- Male faculty and staff are more likely to identify as LGBT.
- Women staff and students are more likely to identify as Christian.

CAMPUS ENVIRONMENT:

Percentage who agree with...	Women Faculty	Men Faculty	Women Staff	Men Staff
I feel free to be myself at IUPUI	81%	82%	84%	79%*
At IUPUI I sometimes fear speaking up for what I think	45%	35%**	39%	42%
I feel safe on campus	85%	94%***	91%	92%
There are a lot of people like me on campus	73%	75%	82%	77%*
IUPUI's Multicultural Center is for people like me	39%	43%	42%	40%
IUPUI has a commitment to diversity	88%	91%	93%	93%
IUPUI places too much emphasis on diversity	17%	27%***	28%	34%*
IUPUI has diverse faculty and staff	59%	74%***	82%	85%
IUPUI has a diverse student population	81%	87%**	94%	93%
IUPUI accurately reflects diversity in publications	75%	83%**	85%	86%
IUPUI has a lot of tension around diversity issues	26%	19%*	21%	22%
It's difficult to move up in my career	55%	41%***	65%	62%
	N 466	505	1218	466

* p<.05, ** p<.01, *** P<.001 for differences between women and men fac/staff

- Women staff members at IUPUI are more likely to feel free to be themselves and to agree that there are a lot of people like them on campus.
- Women faculty are significantly less likely to feel safe on campus and more likely to fear speaking up for what they think.
- Women faculty members at IUPUI are less likely to agree that IUPUI has diverse faculty/staff and student populations.
- Women faculty at IUPUI are significantly more likely than male faculty to agree that it's difficult to move up in their career whereas female staff are roughly the same as male staff members.

CAMPUS ENVIRONMENT:

Percentage who agree with...	Women UGRD	Men UGRD	Women GRAD	Men GRAD	
I feel free to be myself at IUPUI	96%	94%*	95%	94%	
At IUPUI I sometimes fear speaking up for what I think	27%	27%	26%	25%	
I feel safe on campus	83%	90%***	77%	91%***	
There are a lot of people like me on campus	73%	69%*	71%	75%	
IUPUI's Multicultural Center is for people like me	43%	43%	47%	54%	
IUPUI has a commitment to diversity	96%	96%	92%	91%	
IUPUI places too much emphasis on diversity	25%	33%***	19%	31%***	
IUPUI has diverse faculty and staff	89%	91%*	80%	87%**	
IUPUI has a diverse student population	96%	96%	89%	92%	
IUPUI accurately reflects diversity in publications	91%	88%*	85%	83%	
IUPUI has a lot of tension around diversity issues	11%	16%**	13%	14%	
It's difficult to find student opportunities at IUPUI	18%	26%***	19%	30%	
	N	1593	922	568	394

* p<.05, ** p<.01, *** P<.001 for differences between women and men students

- Although the majority agree, women students are less likely than men to feel safe on campus.
- Both undergraduate and graduate women students overwhelmingly feel free to be themselves at IUPUI and that the campus has a commitment to diversity.
- Women undergraduate and graduate students are less likely to agree that the campus places too much emphasis on diversity.
- Both undergraduate and graduate women students have lower rates than men in regards to having difficulties finding student opportunities.

BIAS / HARASSMENT / DISCRIMINATION:

- Roughly one out of four women faculty/staff (24%) at IUPUI has experienced bias/harassment/discrimination based on their sex. Experiencing this type of bias is much more common for women faculty (37%) than women staff (20%).
- Women faculty and staff experience all kinds of bias not just bias related to gender/sex.
- Just over 12% of women students report experiencing bias/harassment/discrimination related to their sex (compared to 6% of men students).
- Non-Christian religious women students are more likely to experience religious bias than non-Christian religious men.
- LGBTQ+ women students (15%) are less likely to report experiencing bias related to their sexual orientation than LGBTQ+ men students (23%).
- If a respondent reported experiencing bias/harassment/discrimination regarding any status listed above, they were asked to describe one incident. Themes from women faculty and staff are described below:
 - FACULTY AND STAFF THEMES
 - Many women faculty/staff report male co-workers telling sexist or inappropriate jokes while they are present.
 - Women also relay experiences of sexual harassment in the workplace include sexual propositions as well as inappropriate touching and advances.
 - Women faculty and staff report they receive less respect than their male counterparts. They convey experiences of being interrupted or ignored in meetings, having ideas taken by men and made their own, and being paid less than their male peers.
 - Women faculty/staff with children describe being denied leadership positions or opportunities for advancement because people think they have too many responsibilities outside of work while this is not the case for men with families.
 - STUDENT THEMES
 - Women students describe situations where professors treat them differently than their men counterparts including being more favorable towards men students and doubting the abilities of women.
 - Women who are older or non-traditional students report being looked down upon by peers and professors as well as being discouraged from continuing their studies.
 - Women students describe being cat-called or whistled at while walking on campus.