

IUPUI Climate Survey 2014
Survey Research Office, Planning and Institutional Improvement

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.

CHARACTERISTICS OF THE SAMPLE:

Gender and race representation approximates the population. Women students are slightly overrepresented. Black staff are slightly underrepresented.

We do not have sufficient institutional data to know the other demographic characteristics of the population

	Faculty	Staff	Undergraduate Students	Graduate Students
Men	52%	28%	37%	41%
Women	48%	72%	63%	59%
White	71%	78%	72%	59%
Black	6%	11%	9%	6%
Latino	5%	4%	7%	5%
Asian	13%	2%	5%	21%
Other	5%	6%	7%	9%
LGBT	8%	8%	14%	10%
Non-LGBT	92%	92%	86%	90%
With Disability	4%	5%	5%	4%
No Disability	96%	95%	95%	96%
Christian	51%	72%	61%	48%
Non-Christian Religious	11%	4%	7%	19%
No Religious Affiliation	38%	24%	33%	34%
Conservative	14%	25%	25%	17%
Moderate	33%	41%	45%	39%
Liberal	53%	34%	30%	44%
n	1052	1832	2535	972
Response rate	34%	44%	12%	16%

FINDINGS:

The *vast majority* of IUPUI faculty, staff, and students feel...

- Free to be themselves
- Safe
- IUPUI has a commitment to diversity

Students

- More likely to feel free to be themselves
- Less likely to fear speaking up
- More likely to believe IUPUI is diverse
- Less likely to report IUPUI has tension around diversity issues

Staff

- More likely than faculty to feel IUPUI places too much emphasis on diversity

Percentage who agree with...	Faculty	Staff	Students
I feel free to be myself at IUPUI	81.4%	82.1%	94.7%
At IUPUI I sometimes fear speaking up for what I think	39.4%	40.2%	27.0%
I feel safe on campus	89.6%	90.6%	84.0%
IUPUI has a commitment to diversity	89.7%	93.1%	94.4%
IUPUI places too much emphasis on diversity	22.6%	29.3%	27.6%
IUPUI has diverse faculty and staff	67.5%	81.9%	87.9%
IUPUI has a diverse student population	84.1%	93.2%	94.3%
IUPUI has a lot of tension around diversity issues	22.3%	22.0%	13.7%
N	1052	1832	3933

GENDER

Percentage who agree with...	Faculty/Staff		Students	
	Women	Men	Women	Men
It's difficult to move up in my career at IUPUI	62.2%	51.5%***	-	-
It's difficult to find student opportunities	-	-	18.4%	27.3%***
IUPUI places too much emphasis on diversity	24.6%	30.5%**	23.6%	32.6%***
IUPUI has a lot of tension around diversity issues	22.6%	20.6%	11.8%	15.2%**
	N	1684	971	2196
			1334	

***p<.001; **p<.01; *p<.05

- Women faculty and staff are significantly more likely to find it difficult to move up in their careers
- Men students are significantly more likely to report that it is difficult to find student opportunities
- Almost one-third of men at IUPUI think IUPUI places too much emphasis on diversity
- Male students are more likely than their female counterparts to feel tension around diversity

Experienced bias/harassment/discrimination on the basis of SEX			
	Faculty	Staff	Students
<i>Men</i>	5.5% (n= 505)	8.6%(n= 466)	5.5% (n= 1334)
<i>Women</i>	36.9% (n= 466)	19.6% (n= 1218)	12.5% (n= 2196)

- Women faculty experience bias/harassment/discrimination on the basis of sex at significantly higher rates than their women staff and student counterparts.

Please describe bias/harassment/discrimination you have experienced:

THEMES:

Perception of women's roles at work and home (women)
 Sexual/street harassment (women)
 Feeling ignored/looked over in the workplace (women)

RACE/ETHNICITY

Percentage who agree with...	Faculty/Staff				Students			
	Black	White	Latino	Other	Black	White	Latino	Other
It's difficult to find student opportunities	-	-	-	-	24.3%	18.1%***	25.9%	31.9%
IUPUI has a commitment to diversity	71.7%	95.4%***	87.5%	88.1%	88.8%	96.4%***	92.5%	92.3%
IUPUI places too much emphasis on diversity	8.8%	29.2%***	20.9%	24.4%	16.8%	27.2%***	18.4%	32.6%
IUPUI has a lot of tension around diversity issues	38.4%	19.7%***	31.5%	21.8%	19.2%	10.6%***	16.1%	18.3%
N	234	1936	112	296	269	2327	227	595

***p<.001; **p<.01; *p<.05

- White students are significantly less likely than others to agree it's difficult to find opportunities.
- White faculty/staff are significantly more likely than faculty/staff of color to agree that IUPUI has a commitment to diversity.
- Just under 30% of white faculty, staff, and students think IUPUI places too much emphasis on diversity; Students of other races are significantly more likely than other students of color to think IUPUI places too much emphasis on diversity.
- Almost two in five black faculty and staff feel IUPUI has a lot of tension around diversity issues.

Experienced bias/harassment/discrimination on the basis of RACE/ETHNICITY			
	Faculty	Staff	Students
White	3.9% (n=668)	6.2% (n=1268)	4.9% (n=2327)
Non-white	25.9% (n=277)	28.0% (n=365)	18.4% (n=1091)

- Over one-quarter of faculty and staff of color report having experienced bias/harassment/discrimination on the basis of race/ethnicity --- Over 40% for black faculty/staff.

Please describe bias/harassment/discrimination you have experienced:

THEMES:

Perceptions regarding quality of work
(faculty/staff/students of color)
Access (faculty/staff/students of color)
Representation (Black and Latino
faculty/staff/students)

SEXUAL ORIENTATION / GENDER IDENTITY

Percentage who agree with...	Faculty/Staff		Students	
	LGBT	Non-LGBT	LGBT	Non-LGBT
I feel free to be myself at IUPUI	82.7%	82.3%	93.1%	95.2%
IUPUI has a commitment to diversity	88.3%	92.4%	90.8%	95.6%***
IUPUI places too much emphasis on diversity	17.0%	27.4%**	20.5%	27.2%**
IUPUI has a lot of tension around diversity issues	36.2%	20.7%***	14.4%	12.5%
	N	214	2363	438
		2972		

***p<.001; **p<.01; *p<.05

- LGBT faculty, staff, and students feel free to be themselves at IUPUI.
- LGBT faculty, staff, and students are significantly less likely than their non-LGBT counterparts to agree that IUPUI places too much emphasis on diversity.
- LGBT faculty/staff are significantly more likely to agree that IUPUI has a lot of tension around diversity issues.

Experienced bias/harassment/discrimination on the basis of SEXUAL ORIENTATION			
	Faculty	Staff	Students
<i>Gay, lesbian, bisexual, queer, etc.</i>	27.4% (n=74)	27% (n=130)	15.9% (n=413)
<i>Heterosexual</i>	0.4% (n= 862)	1.6% (n= 1511)	9.1% (n= 2994)
Experienced bias/harassment/discrimination on the basis of GENDER IDENTITY			
<i>Transgender/gender-nonconforming</i>	0% (n=6)	31.3% (n=16)	28.8% (n=61)
<i>Cisgender or gender-conformant</i>	1% (n= 960)	1.3% (n= 1661)	1.3% (n= 3448)

- Over one-quarter of sexual minority faculty and staff report experiencing bias/harassment/discrimination on the basis of sexual orientation.
- Roughly 30% of transgender/gender nonconforming persons at IUPUI experience bias/harassment/discrimination on the basis of gender identity.

Please describe bias/harassment/discrimination you have experienced:

THEMES:

Name-calling / Jokes (LGBTQ+)
 Misgendering (LGBTQ+)
 Backlash regarding Inclusion (LGBTQ+)

ABILITY / DISABILITY STATUS

Percentage who agree with...	Faculty/Staff		Students		
	With Disability	Without Disability	With Disability	Without Disability	
It's difficult to move up in my career at IUPUI	77.0%	57.4%***	-	-	
It's difficult to find student opportunities	-	-	30.6%	21.4%***	
I feel free to be myself at IUPUI	73.0%	82.6%**	91.9%	95.1%	
IUPUI has a lot of tension around diversity issues	31.4%	21.6%**	23.1%	12.5%**	
	N	127	2358	160	3355

***p<.001; **p<.01; *p<.05

- Faculty/staff with disabilities are more likely to feel it's difficult to move up in their careers
- Students with disabilities are more likely to find it to be difficult to find student opportunities
- Faculty and staff with disabilities are less likely to feel free to be themselves.
- Faculty, staff, and students with disabilities are more likely to feel that IUPUI has a lot of tension around diversity

Experienced bias/harassment/discrimination on the basis of DISABILITY STATUS			
	Faculty	Staff	Students
<i>Has Disability</i>	30.6% (n= 37)	30% (n=90)	23.3% (n=160)
<i>No disability</i>	1.7% (n=934)	2.4% (n=1604)	1.7% (n=3355)

- Over 30% of faculty and staff with a disability report having experienced bias/harassment/discrimination due to their disability
- Almost one-quarter of students with a disability report having experienced bias/harassment/discrimination due to their disability

Please describe bias/harassment/discrimination you have experienced:

THEMES:

Attitudes toward accessing services (students with disabilities)
 Attitudes regarding quality of work (faculty/staff/students with disabilities)
 Frustration with the FLMA process (faculty/staff with disabilities)