



# Highlights of the Campus Climate Survey Results

## January 2004

### Context

- A campus climate survey was administered in Spring 2003 as the first step in the President's Diversity Council two-year project conducted in conjunction with Rankin and Associates Consulting.
- NDSU is the first campus in the North Dakota University System to undertake a diversity project of this scope using an outside consultant.
- The results of the climate survey, as reported by Rankin and Associates Consulting, are being shared as widely as possible with the campus community and our constituents.
- "In benchmarking with the results from a recent national study on the campus climate for underrepresented populations, the NDSU results are not unusual in that NDSU faces similar challenges. What is unique is the fact that NDSU is actively addressing those challenges," Sue Rankin of Rankin and Associates Consulting.

### The Respondents

The survey was available to all students and employees in the spring of 2003; 1625 people completed the survey:

Participants: 854 students (8%), 242 faculty (31%), 432 staff (32%), 71 administrators (93%).

#### \*Demographic breakdown of the respondents:

307 people of color	815 women
89 people with international status	770 men
128 people who identified as having a disability	145 people who identified as a sexual minority
400 people who identified their spiritual affiliation as other than Christian	

\*The proportion of women, people of color, and international people completing the survey was significantly higher than their proportion of the NDSU population. In addition, people with disabilities, gay, lesbian, and bisexual individuals as well as transgendered individuals responded in numbers that suggest their participation may also be disproportionately high although these demographic characteristics are not collected by the University.

### Some key findings:

- 82% "comfortable" with the climate for diversity at NDSU.
- 56% feel that the University's leadership visibly fosters diversity.

#### but . . .

- 21% (n = 330) of individuals had personally experienced harassment at NDSU.
- 39% of those who experienced harassment felt ignored, 38% were subject to derogatory remarks, and 36% felt excluded.
- 42% of those harassed experienced the incidents while working at a University job.
- 45% and 33% of the respondents identified students and faculty, respectively, as the sources of the harassment.
- 35% of the respondents of color reported experiences of harassment compared to 19% of the white respondents.
- 31% of non-Christians reported experiencing harassment compared to 19% of the Christian respondents.
- 33% of the participants had observed conduct on campus that created an offensive, hostile, or intimidating working or learning environment mainly due to ethnicity (39%), race (36%), gender (35%), sexual orientation (29%), and country of origin (29%).

### Next steps:

- Share the results of the campus climate survey with the campus community as widely as possible.
- Use the results and feedback from the campus community, especially those from underrepresented groups, to develop a 5-year strategic plan for diversity at NDSU.
  - ▶ Focus the plan on institutional transformation in five areas: 1) institutional commitment; 2) curriculum and pedagogy; 3) research and scholarship; 4) recruitment and retention of historically underrepresented students, faculty, staff and administrators; and 5) inter-group and intra-group relations.
  - ▶ Identify institutional individuals and offices who will be accountable for the achievement of the actions included in the plan.

For more detailed information about the results go to <http://www.ndsu.nodak.edu/diversity/> and click on "news."

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