

**2020 Pittsburg State University
Campus Climate Survey**

Analysis, Highlights, Recommendations

August 2021



Overview

Part 1. Introduction

Part 2. Analysis, Results, Recommendations

Part 3. Thematic Analysis of Open Comments

Part 4. Recap and Future Recommendations

Part 1. Introduction

- **Context of Survey**
- **Survey Deployment**
- **Data Analysis**
 - **Veterans**
 - **Disabilities, Accommodations and Office of Institutional Equity**
 - **Religion, Worldview, Spiritual Affiliation**
 - **Political views**
 - **LGBTQIA + Community, Office of Student Diversity**
 - **Employees of Color**
 - **Racial Integration**
 - **Importance of Diversity/Inclusion to Leadership**
 - **Institution's Responsiveness to Reports of Discrimination/Bias/
Harassment**
 - **Safety on Campus/Campus Police/Safety Measures**
 - **Campus Climate**

Valid Response Rates

	Sample Size	Responses	Response Rates
Students	6,400	1,827	28.5%
Faculty, Staff, and Administration	896	587	65.5%
University Total	7,296	2,418	33.1%

* Employee numbers provided by Human Resources

* Student numbers provided by Registrar

* Faculty, staff and administration numbers were not broken up by responses

* Full-time and part-time employees were offered the opportunity to participate

Items with Highest % of Disagree/Strongly Disagree -Students

I can openly express my political views/worldviews on campus	23%
I can openly express my political views/worldviews in the surrounding community	25%
I can openly express my sexual identity/orientation in the surrounding community	29%
As a person of color, I feel welcome in the surrounding community	25%
I know where to file a report	35%
Our campus is diverse, but not inclusive	25%

Items with Highest % of Disagree/Strongly Disagree -Faculty

I can openly express my religious/spiritual beliefs on campus	30%
I can openly express my political views/worldviews on campus	31%
I can openly express my political views/worldviews in the surrounding community	33%
A can openly express my sexual identity/orientation in the surrounding community	42%
My search committee had a dedicated diversity recruitment specialist	57%
Members of my search committee frequented diversity recruitment events	40%
My department/division/unit hosted events for future diverse employees on our campus	42%
My department/division/unit participates in diverse employee exchange programs	42%
My department/division/unit has pipeline programs to attract diverse employees	46%
I have received adequate diversity training to engage with students and employees on campus	40%

Items with Highest % of Disagree/Strongly Disagree -Staff

I can openly express my political views/worldviews on campus	38%
I can openly express my sexual identity/orientation on campus	31%
I can openly express my sexual identity/orientation in the surrounding community	39%
My search committee had a dedicated diversity recruitment specialist	61%
Members of my search committee frequented diversity recruitment events	48%
My department/division/unit hosted events for future diverse employees on our campus	45%
My department/division/unit participates in an institutional strategic diversity hiring plan	31%
My department/division/unit participates in diverse employee exchange programs	40%
My department/division/unit has pipeline programs to attract diverse employees	45%
A written diversity plan is required in my department/division/unit	50%
I know where to file a report	30%
Our campus is inclusive, but not diverse	30%
All campus personnel are held to the same code of professional ethics and conduct	35%

Items with Highest % of Disagree/Strongly Disagree -Administration

I can openly express my political views/worldviews on campus	37%
I can openly express my political views/worldviews in the surrounding community	23%
My search committee had a dedicated diversity recruitment specialist	60%
Members of my search committee frequented diversity recruitment events	58%
My department/division/unit hosted events for future diverse employees on our campus	77%
My department/division/unit participates in an institutional strategic diversity hiring plan	44%
My department/division/unit participates in diverse employee exchange programs	60%
My department/division/unit has pipeline programs to attract diverse employees	50%
My department/division/unit is accountable for diversity progress	38%
I need more education and resources regarding minority groups and diversity in order to be more effective in my work	42%

Recommendations

- Faculty, staff and students will be invited to participate in brown bag lunches to discuss diversity issues.
- Faculty and staff will be invited to voluntarily participate in a virtual diversity workshop facilitated by Everfi (to be launched this fall).
- The Office of Student Diversity will partner with HRS in ensuring that diversity, equity and inclusion is considered in how we advertise, and where we advertise for vacant positions.
- The Office of Student Diversity will partner with HRS to reimagine (reimplement) the Basic Supervisory Training Program.
- The Office of Student Diversity will ask to be a part of the faculty workshops facilitated by the CTLT.
- The Office of Student Diversity will continue to provide departmental diversity workshops/trainings by request.