



EASTERN
CONNECTICUT
STATE UNIVERSITY

2022
Campus
Climate
Survey Report

Prepared by the Office of Equity, Diversity & Inclusion

Background & Objective

- Climate is defined as the ‘current attitudes, behaviors, standards and practices of employees and students of an institution’. (Rankin & Associates, 2017)
- Campus climate is a measure of the real and perceived quality of interpersonal, academic, and professional interactions on a campus. (University of California Study Group on Diversity, 2006)
- Without data and a comprehensive, sustained assessment, the source and significance of individual perceptions and anecdotes regarding climate cannot be quantified nor understood. (University of California Study Group on Diversity, 2006)



Assessing Climate



Climate & Student

- Campus environment directly influences both learning & developmental outcomes of students
- Student excel in healthy educational environments, free of discrimination, where inclusion and respect for equity and diversity is valued.
- Ensuring a diverse student body and faculty can enhance learning outcomes for students.

Climate & Faculty/Staff

- Campus climate impacts professional and personal development of staff.
- Staff are more likely to feel personally and professionally supported when they consider their campus climate healthy and inclusive.
- There is a direct relationship between workplace discrimination and negative job/career attitude.

Why Climate is Important?

- Measuring campus climate gives an insight on the perspectives, attitudes and the genuine lived experiences of the ECSU community.
- Ensuring the climate is safe, healthy, and welcoming results in positive educational experiences and an overall feeling of being valued and appreciated.
- By continuing to launch initiatives to improve these aspects, Eastern strives to foster a climate which values academic excellence, engagement, inclusion, integrity, empowerment and social responsibility.



Climate Matters



Methodology

- Voluntary, anonymous online survey created by Eastern's **Diversity & Social Justice Council** administered using Qualtrics Software.
- Adapted from, Diversity & Social Justice Council's 2014 Campus Climate Survey.
- Two separate surveys which topically focused on measuring the current climate related to diversity, equity and inclusion relative to students and faculty & staff.



“My School. My Voice. My ECSU: DEI Student Campus Climate Survey”

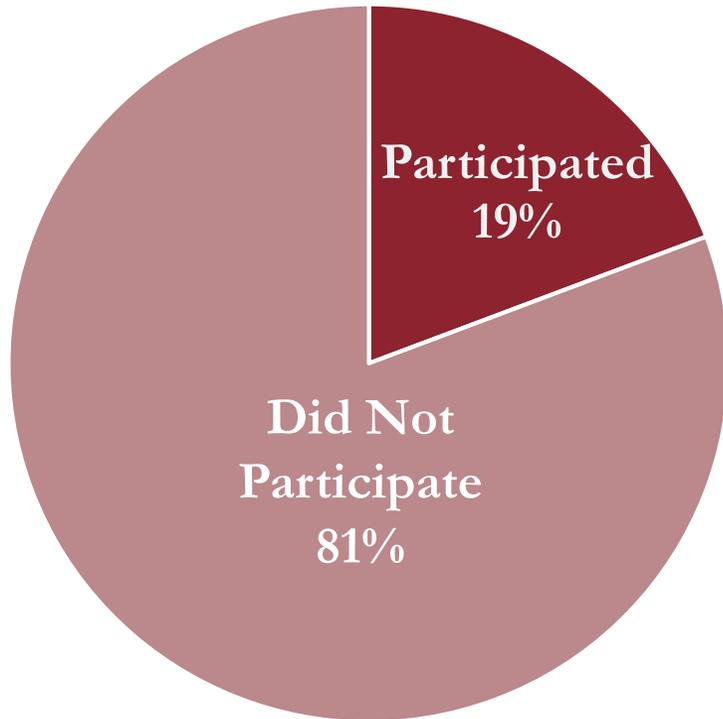
- Administered to **3616** students
- Open from **April 11th to May 6th, 2022**
- 14 questions, estimated 15-20 minutes to complete
- Incentives offered

“Being Seen. Being Heard. Faculty & Staff Campus Climate Survey”

- Administered to **976** faculty and staff
- Open from **April 25th to May 13th, 2022**
- 30 Questions

Total Campus Participation: Sample Size

Faculty, Staff & Students yielded equal sample sizes at **19%**.



Of the **976 Faculty & Staff** at Eastern,
188 participated.

Of the **3616 Students** at Eastern,
688 participated.





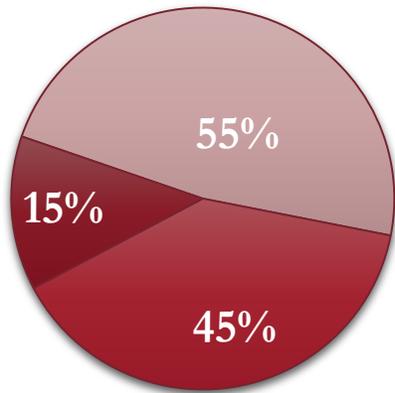
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Campus Climate Survey: Faculty & Staff Results

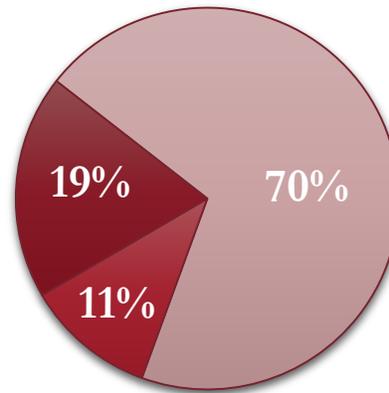
Demographic of Faculty & Staff Sample Size (N=188) Q1-Q9

Majority identified as **White/Caucasian (70%)**, mostly **40 and older (79%)**, with the largest participation representing the **50-59 age group (34%)**.

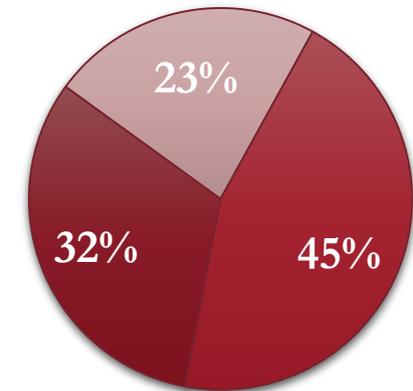
Employee Type	
Faculty	55%
Staff	45%
Did not Identify	15%



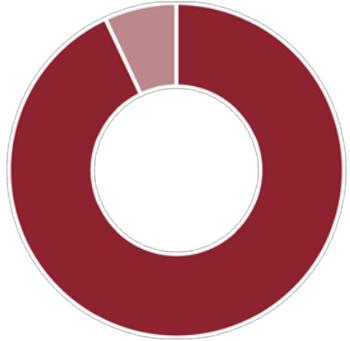
Racial Background (N=171)	
Preferred No Answer	11%
BIPOC	19%
White/ Caucasian	70%



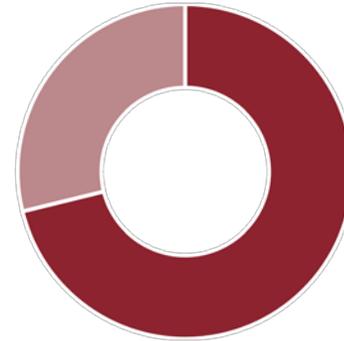
Age	
> 40	23%
40 – 59	45%
60 +	32%



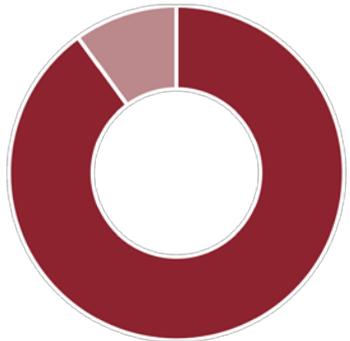
Demographics: (N=188)



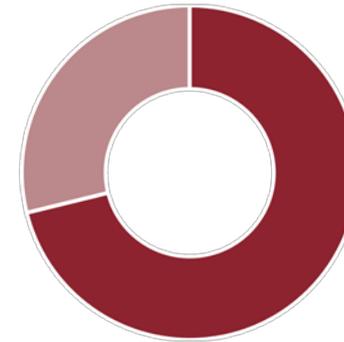
93% identified as
**US Citizen/
Permanent Resident**



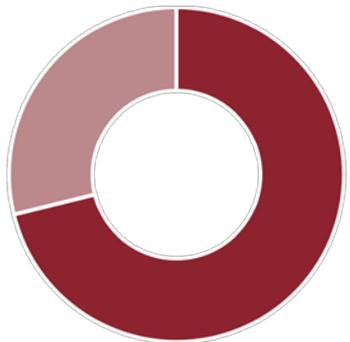
86% identified as **not having a
disability that affects learning,
working or living conditions**



90% identified
as **Cisgendered**



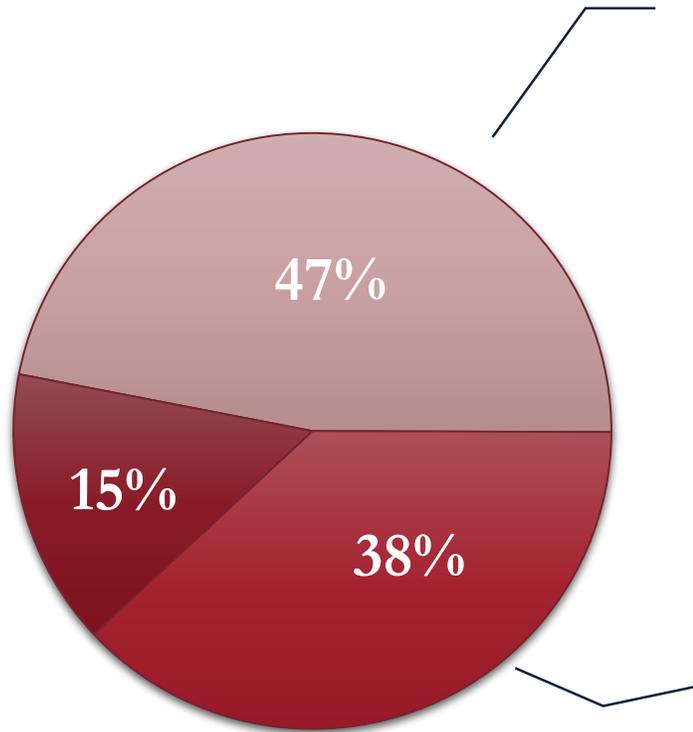
74% identified
as **Straight**



89% identified
as **Non-Veteran**



Results: Faculty & Staff Makeup Q10-Q10D



Did not Identify as Either
(15%) – N=29

Faculty (47%) – N=88

- 85% Teaching Faculty →
- 8% Coaches/
Non-Instructional Athletic Trainers
- 7% Library Faculty
- 0% Counseling Faculty

Staff (38%) – N=71

- 61% Administrative Offices
- 13% Academic Offices
- 12% Facilities
- 7% Public Safety
- 6% Health/Counseling/
Ministry Services

Teaching Faculty Rank:

- 38% Full Professor
- 23% Associate
- 23% Adjunct
- 16% Assistant

Faculty respondents
reported their primary
department/ unit as being
in the:

- (74%) School of Arts
& Sciences
- (26%) School of
Education &
Professional Studies

Faculty Survey Topics

Harassment

Discrimination

Accessibility

Diversity, Equity
and Inclusion

Sexual Violence

Workload & Work
Environment



Results: Workload/ Work Environment (Q13-Q17)

Q13: To what extent do you agree with the following statements?	Agree/ Strongly Agree	Neutral	Disagree/ Strongly Disagree
Overall, I am satisfied with my work environment.	70%	13%	17%
I would recommend working at Eastern to a close friend.	62%	18%	20%
I feel I belong at EASTERN.	69%	24%	7%
I have considered leaving Eastern because of the salary and benefits.	30%	13%	57%
I have considered leaving Eastern because of the overall work environment.	37%	14%	49%

Overall, Faculty & Staff overwhelmingly report **feeling accepted (87%) & valued (76%)** by **students & accepted (78%) & valued (72%)** by **peer faculty & staff.**

Comments to Q13: (N=34)

Negative (22/34)

“I do not feel that the administration value faculty & staff at all. We are asked to do increasingly more with increasingly less.”

Neutral (8/34)

“‘Faculty & staff’ covers a wide range of people. My work is valued by some more than others.”

Positive (4/34)

“I love the people I work with (students & faculty/staff). We are well compensated and have excellent benefits.”

Results: Workload/ Work Environment (Q13-Q17)

Q14: To what extent do you agree with: “The administration...”	Somewhat / Strongly Agree	Neither	Somewhat/ Strongly Disagree
...is genuinely concerned about my welfare.	36%	25%	39%
...respects what faculty and staff think.	37%	24%	39%
...regularly <i>speaks</i> about the value of diversity.	69%	17%	14%
... <i>demonstrates leadership</i> that fosters diversity, equity, and inclusion of all faculty and staff.	55%	15%	30%

Comments to Q14: (N=30)

Negative (22/30)

- 11 out of 22 comments brought up concerns about administrative **words speaking louder than actions.**
- Staff not feeling respected because not a ‘faculty member’
- Unfair decisions to promote
- Not having diverse administration

Neutral (3/30)

“I feel the respect by administration depends on which division you are in. Not all areas are treated the same by the individual leadership.”

Positive (5/30)

“The administration has taken concrete steps that make diversity a priority, which I respect and appreciate.”

Results: Workload/ Work Environment (Q13-Q17)

Q15: To what extent do you agree with ...	Somewhat / Strongly Agree	Neither	Somewhat/ Strongly Disagree
Eastern is a welcoming environment for faculty and staff.	71%	15%	14%
Eastern's campus is clean and well maintained.	93%	2%	5%
Overall, the needs of the employees (faculty & staff) are addressed by the University.	43%	25%	32%
Faculty and staff treat each-other with respect when services are requested.	77%	9%	14%
Supervisors, directors & administrators lead by example.	47%	27%	26%
Overall, the President, VP's & Deans, & other leadership staff...	Somewhat / Strongly Agree	Neither	Somewhat/ Strongly Disagree
...are genuinely concerned about my well-being.	41%	26%	33%
...treat employees fairly.	46%	23%	31%
...support and participate in shared governance.	47%	27%	26%

Comments to Q15: (N=22)

Negative Themes (17/22)

- Leadership does not support shared governance.
- Staff dedication and work ethic is not recognized by administration.
- Many feeling understaffed and over worked due to fiscal irresponsibility's on administrations part.
- Faculty opinions on tenure and promotion often being ignored.

Neutral (2/22)

"I think everyone's nerves are a very thin right now, and that is affecting out ability to give people the benefit of the doubt"

Positive (3/22)

"The vibe from leadership is truly great. Mostly though, I don't know"

Results: Workload/ Work Environment (Q13-Q17)

Q16: In the past 12 months, have you experienced **work-related mental fatigue, anxiety &/or overwhelming stress** due to the nature of your work or the Eastern workplace as a whole?

70% indicated
YES

Q16A: Those responding **YES** chose the most frequent indicator:
“10 times or more”
when asked how often they felt this way over the past 12 months. **(51%)**

Q17: In the past 12 months, have you experienced **physical fatigue or sickness** due to the nature of your work or the Eastern workplace as a whole?

48% indicated
YES

Q17A: Those responding **YES** indicated their work-related physical fatigue or sickness frequency to be
“4-6 times” (23%),
“7-9 times” (14%) or
“10 times or more” (34%)
over the past 12 months, within a semester.

Results: Discrimination (Q18-Q18D)

Q18: In general, over the past 12 months, have you experienced or witnessed any *discrimination* at EASTERN?

21%
indicated **YES**

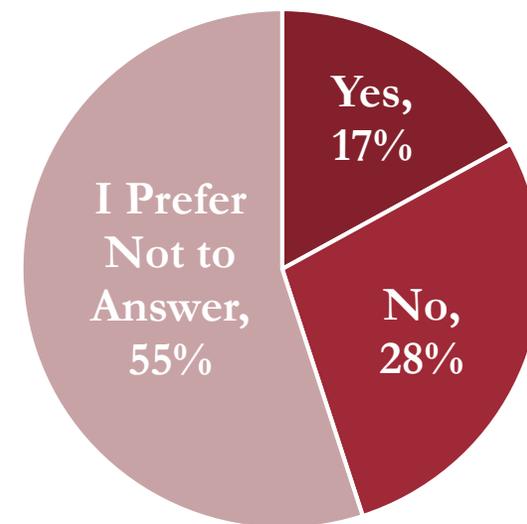
22%
indicated **Unsure**

57%
indicated **NO**

Q18A: The form of **discrimination** experienced or witnessed ranked in the following order:

- **Race** (20%)
- **Sexual Identity** (16%)
- **Ability/Disability** (11%)
- **Age** (10%)

Q18C: Did you report the discriminatory behavior experienced or witnessed?



Q18D: **20%** of respondents expressed being **satisfied** with administrations handling of the discriminatory behavior.

60% reported **NO**

Results: Harassment (Q19-Q19D)

Q19: In general, over the past 12 months, have you experienced or witness any *harassment* at EASTERN?

14%
indicated **YES**

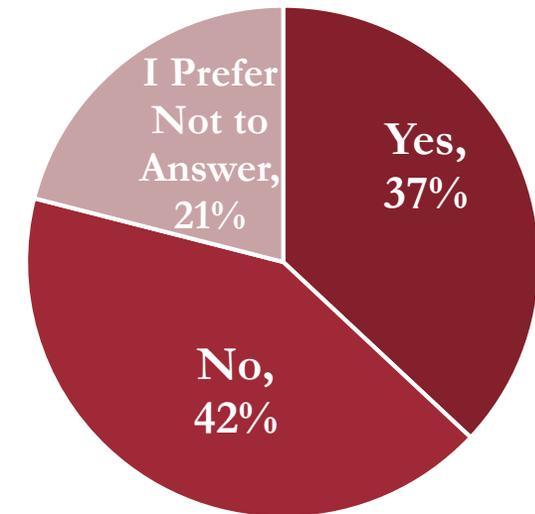
12%
indicated **Unsure**

74%
indicated **NO**

Q19A: The form of **harassment** experienced or witnessed ranked in the following order:

- **Verbal** (27%)
- **Psychological** (20%)
- **Power** (20%)
- **Retaliation** (19%)

Q19C: Did you report the harassment behavior experienced or witnessed?



Q19D: **14%** of respondents expressed being **satisfied** with administrations handling of the incident of harassment.

57% reported **NO**

Results: Accessibility (Q20-21)

Q20: To what extent do you agree with the following statement? “I can easily access...”	Somewhat/ Strongly Agree	Neither Agree or Disagree	Somewhat/ Strongly Disagree
Campus Administrative Offices	79%	14%	7%
Campus Web Sites	89%	5%	6%
Classrooms	80%	17%	3%
Campus Buildings	90%	6%	4%
Campus Dining Facilities	79%	19%	2%
Campus Sidewalks	97%	2%	1%
Campus Transportation Services	56%	43%	1%
My Workspace	95%	2%	3%
The Disability Resources I Need	34%	65%	1%

Q20:

- Large majority indicated they can easily access all areas of campus except for “Disability Resources I Need”. Similar result can be seen for “Campus Transportation Services”

Q21: Comments (N=12)

- **Seven** comments indicated that statements in Q20 did not pertain to the respondent or that a “Not Applicable” option should be available.

“I feel able-bodied, so don’t feel this really applies to me.”

“ I have no physical impairment that would prevent my ready access to any of the facilities or buildings.”

“ I have been told that access for physical disabilities is problematic. Too many electronic openers do not work right. This is not my issue, but I told student I would speak up about it.”

Results: Diversity, Equity and Inclusion (DEI) on Campus Q22-Q23

Faculty & staff reported they somewhat agree/strongly agree that Eastern has a culturally diverse student population (83%), faculty population (75%) & upper administration (52%).

- 71% agree that Eastern demonstrates a strong commitment to DEI.
- 53% see policies and procedures at Eastern as equitable across gender and race.

Q23: During the past 12 months, how often have you...			
interacted with people of different...	Often Very Often	Sometimes	Seldom Never
religious beliefs	50%	37%	13%
political opinions	34%	44%	22%
social class	67%	25%	8%
race or ethnicity	79%	18%	3%
gender	89%	10%	1%
sexual orientation or gender identity and expression	67%	24%	9%
interacted with people who...	Often Very Often	Sometimes	Seldom Never
are immigrants	52%	33%	15%
have physical disabilities	42%	34%	24%
have learning, psychological or other disabilities	49%	33%	18%

Results: Sexual Violence Q24-Q26

Q24: Have you ever experienced or witnessed sexual violence at Eastern?

Of **135** respondents, **3** indicated they have **experienced or witnessed** sexual violence at Eastern (2%)

5/135 Preferred Not to Answer (4%)

127/135 No (94%)

Q24A: Did you **report the act of sexual violence** to your supervisor or administrator?

2 of 3 reported the incident of sexual violence to administration (67%)

1/3 Preferred Not to Answer (33%)

Q24B: Were you **satisfied** with your supervisor's/administrator's response to the incident?

Of 2 reports:

1/2 was **satisfied** with the administrative response (50%)

1/2 Unsure; A resolve was not communicated to me (50%)

Q25: Results pertaining to **YOUR** (participants) response to Sexual Violence:

93%

indicated that they **know their role in reporting sexual violence.**

Overall, faculty & staff are educated on Eastern's procedure to address sexual violence complaints (**89%**), where to get help in the event of a sexual violence incident (**88%**), as well as where to send a student or colleague for resources related to sexual violence (**90%**).

Q26: Results pertaining to participants thoughts on **EASTERN'S** response to Sexual Violence.

95% **agree** Eastern has sexual violence policies & procedures in place.

84% **agree** Eastern would administer the formal procedures to address complaints.

72% **agree** Eastern would support the person who made the report.

65% **agree** Eastern would take corrective action to address factors which may have led to the incident of sexual violence.

65% **agree** Eastern would take steps to protect the person making the report from retaliation.

Results: Faculty Opinions Specific to Department/Unit Q27-Q28

Q27: “I am valued in my department/unit and by the University for my...”

- **Teaching (71%)**
- **Mentoring of students (59%)**
- **Service Contributions (56%)**
- **Creative Activity (48%)**
- **Mentoring & collaborating with other faculty (48%)**
- **Professional Activities (45%)**

Q28: Indicate your level of agreement with the following statements specific to department or unit...	Strongly Agree/ Agree	Neither	Disagree/ Strongly Disagree
I have a voice in the decision-making that affects the direction of my department.	61%	15%	24%
The teaching workload is fairly and equitably distributed.	53%	23%	24%
There are fair and equitable expectations regarding research & creative activities.	59%	21%	20%
There are fair and equitable expectations regarding service.	63%	16%	21%
Rewards for work performance are fairly and equitably distributed.	39%	32%	29%
Support is provided fairly and equitably.	61%	22%	17%

Results: Staff Opinions Specific to Department/Unit Q29-Q30

Q29: “I am valued in my department/unit and by the University for my...”

- **Service Contributions (64%)**
- **Professional Activities (63%)**
- **Mentoring of students (55%)**
- **Mentoring & collaborating with other faculty (55%)**

Q30: Indicate your level of agreement with the following statements specific to department or unit...	Strongly Agree/ Agree	Neither	Disagree/ Strongly Disagree
My ideas are seriously considered.	75%	10%	13%
I have a voice in the decision-making that affects my work.	66%	14%	20%
The workload is fairly and equitably distributed.	52%	10%	38%
Rewards for work performance are fairly and equitable distributed.	40%	26%	34%
Support is provided fairly and equitably.	57%	17%	26%
I have access to the resources to do my work effectively.	64%	15%	21%
Support and resources are provided for additional training to remain current and do my job better.	65%	19%	16%

Overall Recommendations and Key Findings (Faculty and Staff)

1. Eastern might consider **ways to increase sample size** of Faculty and Staff for future climate studies.
2. Eastern might consider **following up this survey with focus groups** to better identify the experiences of faculty & staff who identify as BIPOC, LGBTQ+, gender non-conforming, persons with disabilities or impairments, etc. **These populations were underrepresented as most respondents identified as non-minority.**
3. Eastern might consider **ways to address the high level of fatigue, stress, anxiety and sickness reported** by faculty and staff respondents due to workplace conditions/campus climate.
4. Eastern might consider **creating a new committee or enlist a committee already in place to work on the climate issues** raised in the survey (staff workload and working conditions, communication, faculty input, and other shared governance concerns, etc.) and in doing so can bring back shared governance.
 - **Shared governance** – results and numerous comments made demonstrate faculty and staff shared concern related to leadership not supporting faculty in this.
5. Eastern might consider ways to **educate or ensure clarity in regard to discrimination and harassment concerns** on campus, these questions resulted in high percentages of “Unsure” answers when asked if ever experienced or witnessed.
6. Eastern might **consider ways to address adjunct staff/faculty concerns**. Many comments made expressed adjunct staff feeling unsupported and often times marginalized.



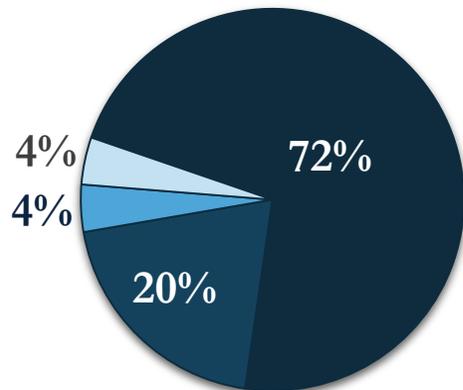
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Campus Climate Survey: Student Results

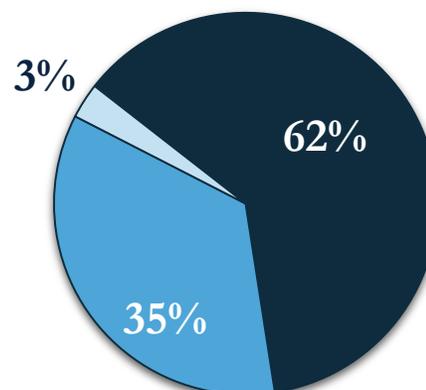
Demographic of Student Sample Size (N=688) (Q1 – Q9)

Majority of student respondents identified predominantly as **Female (72%)**, **White/Caucasian (62%)** between the ages of **18-23 (91%)**

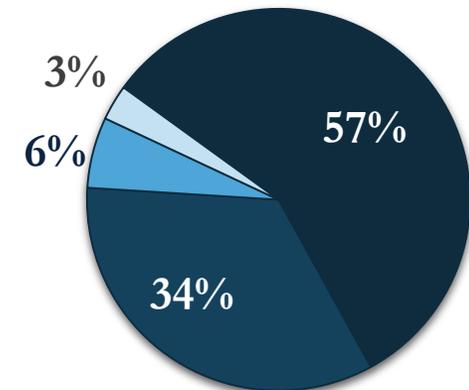
Gender Identity	
Female	72%
Male	20%
Non-Binary	4%
Trans/Spectrum/ Other	4%



Race	
Did not Identify	3%
BIPOC	35%
White/ Caucasian	62%



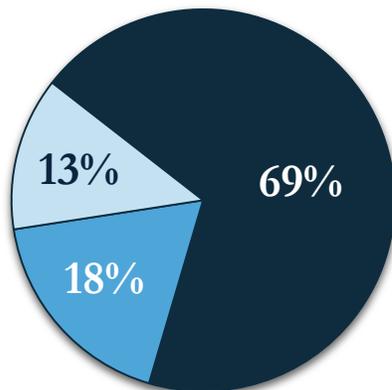
Age	
17 – 20	57%
21 – 23	34%
24 – 39	6%
40+	3%



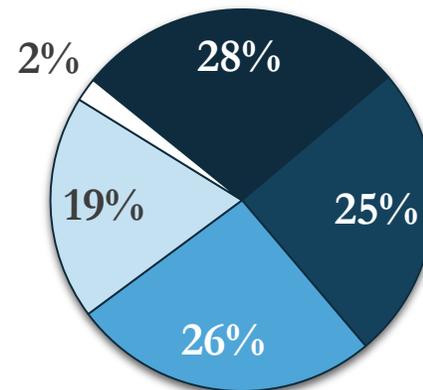
Demographics:

- Additionally, majority of respondents identified as **Heterosexual (72%)** who's living accommodations was **On-Campus (69%)**
- **73%** identified as **not needing academic accommodations**
- Class Standing depicted relatively **even representation**

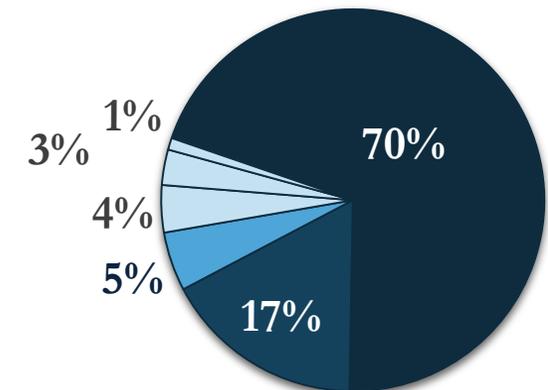
Living Accommodations	
On-Campus	69%
Off-Campus	18%
With Parents	13%



Class Standing	
First-Year	19%
Sophomore	26%
Junior	25%
Senior	28%
Graduate	2%



Sexual Orientation	
Heterosexual/Straight	70%
Bisexual	17%
Gay or Lesbian	5%
Queer	4%
Questioning	3%
Other	1%



Student Survey Topics

Diversity, Equity
and Inclusion

Involvement on
Campus

Discrimination

Sexual
Harassment



Results: Diversity, Equity & Inclusion (DEI) on Campus

Q10: Considering your experience over the past 12 months, please indicate your level of agreement with the following statements:	Agree/ Strongly Agree	Neutral	Disagree/ Strongly Disagree
Eastern demonstrates a strong sense of commitment to equity, diversity, and inclusion.	77%	16%	7%
Eastern has a diverse student body.	70%	17%	13%
Eastern's faculty is diverse.	63%	17%	20%
At Eastern, I am treated with respect and like I belong.	80%	16%	4%
Eastern provides sufficient programs/resources to foster the success of a diverse student body.	71%	21%	8%
Eastern is a place where I am able to perform up to my full potential.	72%	19%	9%
I have considered leaving Eastern because I felt isolated and unwelcome.	22%	13%	65%
I have changed or considered changing my major because I felt isolated and unwelcomed.	14%	14%	72%
My experience at Eastern has had a positive influence on my academic growth.	71%	21%	8%
My academic department at Eastern is racially diverse.	54%	24%	22%

Results: DEI on Campus

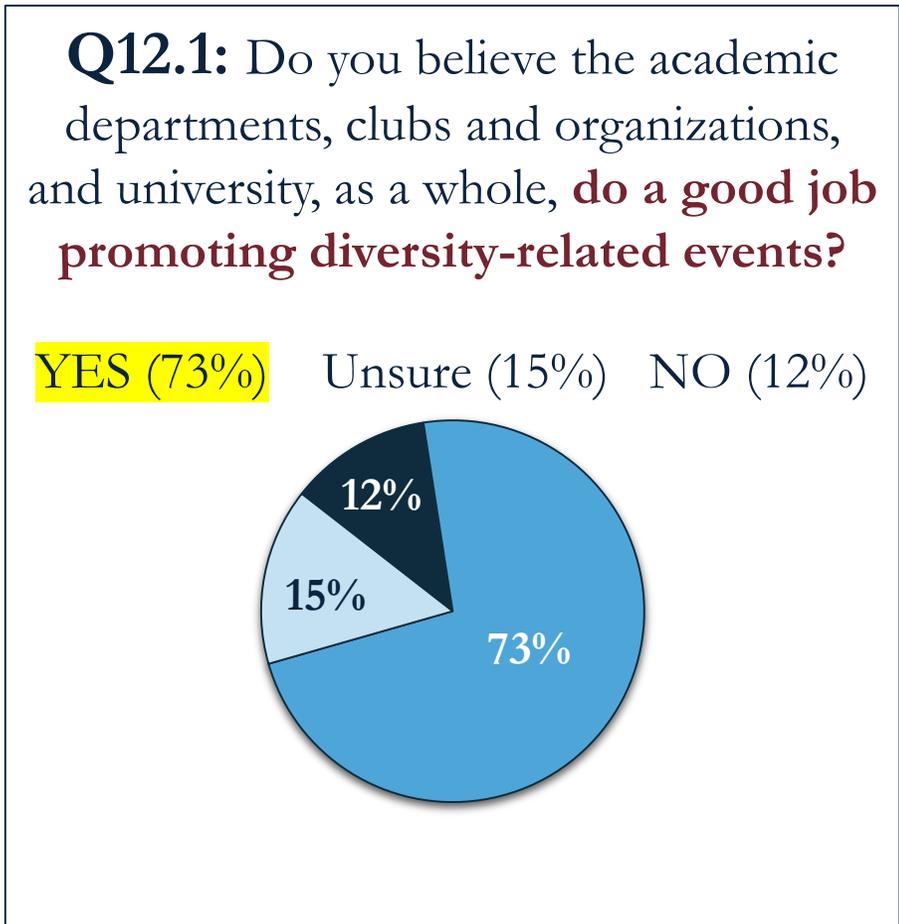
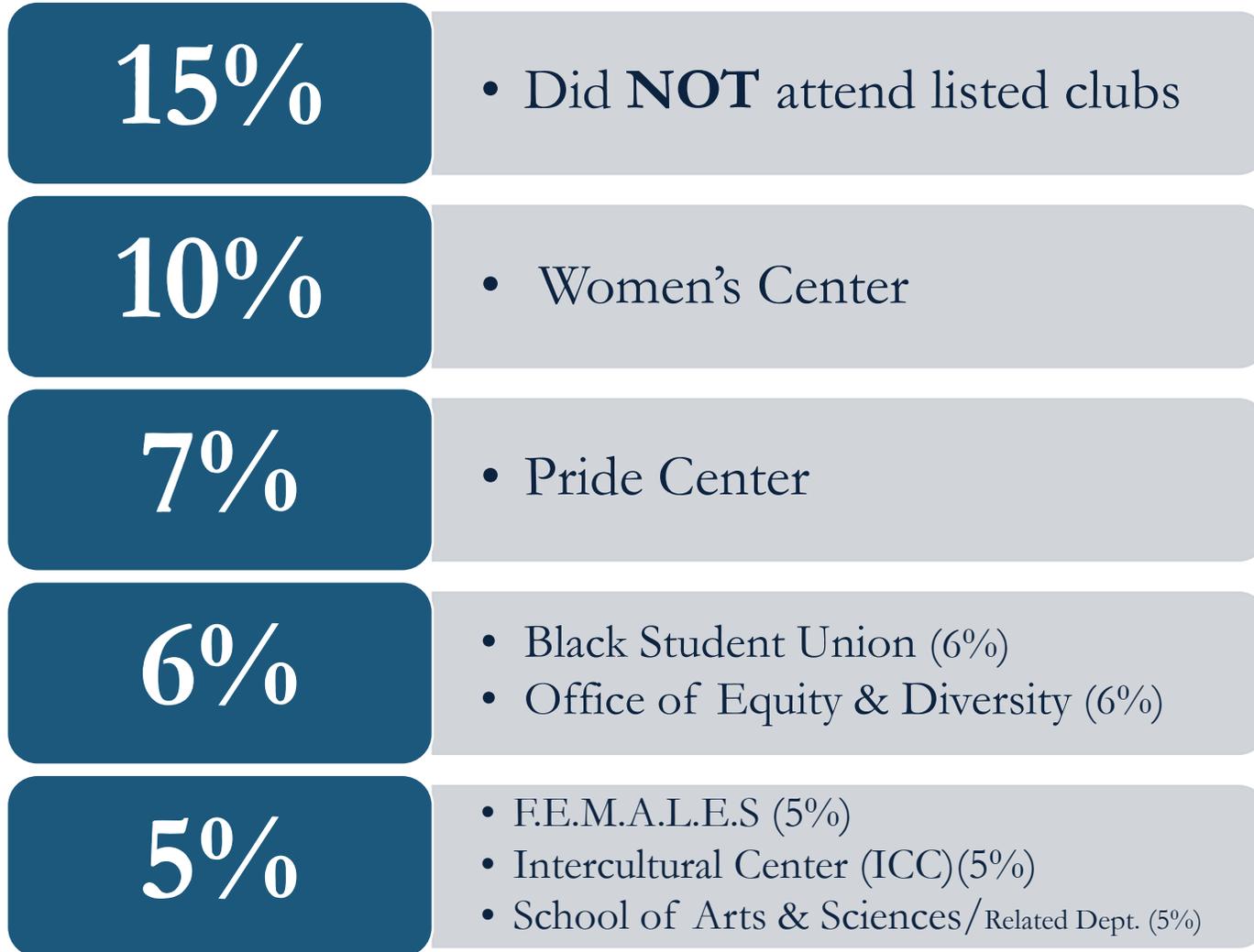
Q11: Considering your experience over the past 12 months, please indicate your level of agreement with the following statements. Eastern adequately sponsors targeted programming designed to...	Agree/ Strongly Agree	Neutral	Disagree/ Strongly Disagree
... foster an appreciation for diversity and diverse perspective.	79%	17%	4%
... address the unique needs of minority students.	61%	24%	15%
... address the unique needs of students whose sexual orientation and/or gender identity/expression may differ from mine.	69%	23%	8%
... address the unique needs of students with diverse abilities.	65%	22%	13%

Comments to Q11: (N=36) **Positive** (6/36) **Neutral** (6/36) **Negative** (24/36)

Positive Themes	Negative Themes
<ul style="list-style-type: none"> • Large focus on diversity & inclusion campuswide • Students identifying as Allies • Connecting with students at DEI events • Promotion of DEI events evident (flyers, Instagram) • Cultural clubs offer “safe spaces” & open to all • Programs to address needs of diverse students • Unity Wing – offers support to diverse perspectives 	<ul style="list-style-type: none"> • Diversity efforts as a facade • Removing mask mandate directly affected the immunocompromised students • Faculty not respecting students' pronouns • Lack of diversity among staff/faculty • Undocumented students still facing challenges • ADA door openers not functioning across campus

Results: Involvement on Campus

Q12: Considering your experience over the last 12 months, have you attended any events sponsored by the following entities: (N=1169)



Results: Discrimination (Q13.1-Q13.5)

26% of students indicated **YES**, they have either **experienced or witnessed discrimination** on campus. **74%** reported **NO**. (N=505)

Source

- **Students (51%)** were the primary source of *discrimination*.
- Faculty followed at 17%.

Form

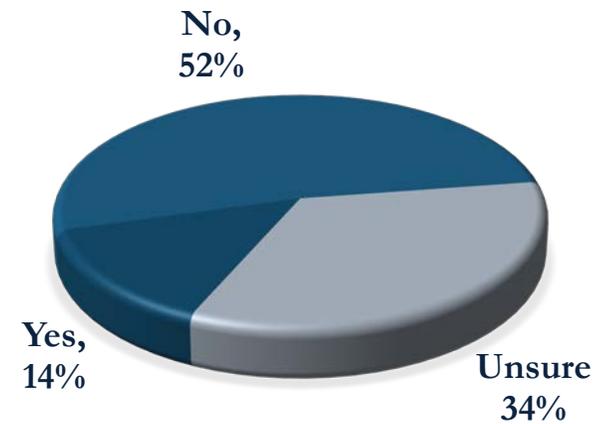
- **Race/Ethnicity (42%)**
- Gender (26%)
- Disability (11%)
- Other (10%) - common form sexuality

Setting

- **Classrooms (27%)**
- Residence Halls (19%)
- Student Center (12%)

82% Reported witnessing **discrimination** on campus at **least once or twice per semester**.

Do you believe that Eastern *adequately responds to* issues of *discrimination*?



Results: Sexual Harassment (Q14.1-Q14.6)

22% of students indicated **YES**, they have either **experienced or witnessed sexual harassment** on campus. **78%** reported **NO**. (N=480)

Source

- **Students (81%)** were the primary source of *sexual harassment*.
- Campus Visitor followed at 7%.

Form

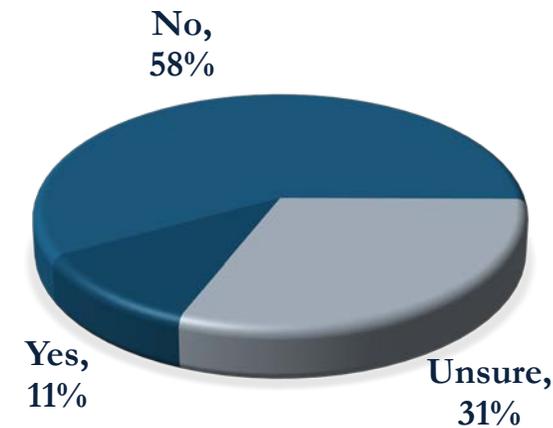
- **Verbal Harassment (25%)**
- **Inappropriate Touch (22%)**
- **Physical Acts of Sexual Assault (17%)**

Setting

- **Residence Halls (58%)**
- **Other (31%)** specifically outside on campus or off campus. (N=16/20)

79% Reported witnessing **sexual harassment** at **least once or twice per semester** within an academic year.

Do you believe that Eastern *adequately responds to* issues of *harassment?*



Overall Recommendations and Key Findings (Students)

1. Eastern might consider **ways to increase sample size** of Students for future climate studies.
2. Eastern might consider **following up this survey with focus groups** to better identify the experiences of students who identify as Male, BIPOC, LGBTQ+, gender non-conforming, persons with disabilities or impairments or needing academic accommodations, etc. **These populations were underrepresented as most respondents identified as non-minority.**
3. Eastern might consider more **university-wide diversity programming and celebrations.**
4. Eastern might consider **developing a stronger communication system related to discrimination, harassment and sexual assault.** Students shared general concern about the handling of these cases and the lacking clarity of the reporting process.
 - Numerous comments speak to concerns about administrative response to reported incidents as well as faculty-to-students discrimination reported.
5. Eastern might consider **intensive training and education regarding race, gender/gender expression, ability, etc.** Student respondents shared concerns about discrimination and harassment.

Survey Limitations

- **Survey Fatigue** – other surveys conducted during the same time (Mental Health and Title IX).
- **Timing of Survey** - Administered at the end of the Spring Semester (end of April, start of May).
- **Sample Size** – 19% Overall Campus Response.
 - Leads to generalization of sample to population.
- **Self-selected participation** – respondents with biases may select themselves into the sample (not mandatory).

Survey Design

- Likert scale was not consistent and varied throughout survey (placement of strongly agree and strongly disagree were swapped halfway through survey)
- Changing “I Prefer Not to Answer/Unsure” with “Not Applicable” will result in more representative data.

• Student Specific:

- Related advertisement of diversity programs is lacking (12%) or respondents are unsure about the advertisement (15%)
- Sexual Harassment/ Discrimination - no question asked on percentage of reported incidents. Only 11% indicated being satisfied with Eastern's response to alleged sexual harassment

• Faculty Specific:

- No specific results on Gender or Sexual Identity.
- 12% of staff who responded to survey did not identify race; add additional races to be inclusive.
- No faculty incentive
- Not receiving specific responses from BIPOC, LGBTQ+, non-binary, persons with disabilities populations.