

2018 CAMPUS CLIMATE SURVEY RESULTS SUMMARY

Survey Participants

The survey was sent to all faculty, staff and students via email in February and March of 2018. Seven hundred thirty-three (733) faculty, staff and students completed the survey which is a response rate of thirty-six percent (36%) with sixty percent (60%) of faculty completing the survey. There was a diversity of respondents in all of the demographic categories with broad representation of a variety of constituencies on campus which suggests that these results are generalizable more broadly to the larger campus community.

Major Findings

Overall, the campus community believes we are committed to becoming more inclusive. However, the identity groups that the campus community appears to collectively be most concerned about due to a lack of inclusion are:

- People with disabilities as it relates to accessibility broadly speaking
- People of less financial means or lower socioeconomic status
- People of color (in particular African-American and Multiethnic individuals)

The pressing, overarching issues related to diversity and general campus climate are:

- A lack of respect for different social and cultural perspectives
- A culture that promotes inordinate amounts of stress
- Striking differences among groups in the perceptions of safety and the university's commitment to creating a more inclusive campus culture

Of note, approximately 20% of students reported experiencing discrimination in the classroom while 17% of faculty reported experiencing bias related to their identity in the tenure and promotion process. Eleven percent (11%) of staff reported experiencing bias in evaluation of their work.

Themes Found Among Comments

- Lack of respect for the perspectives of others
- Concerns regarding accessibility (both in terms of facilities and accommodations and services)
- Safety concerns (Appleton, lack of preparedness for major emergency, poor implementation of disciplinary/grievance/Title IX policies, praise for campus safety)
- Desire for more student support services (ranging from food trucks to counseling)
- Need for greater commitment to environmental sustainability
- Stress (discrimination, workload, fear on the part of faculty of being accused of bias, term system)
- Optimism

A Recurring Theme

"I am a very liberal person and one of the reasons I came to Lawrence was because of its liberal climate. However, there are times when I am made to feel terrible about my opinions because they do not agree exactly with those of other students around me. I think that Lawrentians are TERRIBLE at conducting constructive dialogue. Rather than a place where students freely express their opinions or are even allowed to play devil's advocate, I have found myself in a place where people don't seem to question others ideas or challenge them, out of fear of being socially ostracized..."

Signs of Progress and Pain Points

- Progress compared to previous climate surveys (2014 staff survey)
 - Religious intolerance appears to have decreased compared to previous survey
 - More comprehensive approach to diversity and inclusion work, moving beyond only "celebrating" various cultures
 - People more aware of procedures for raising a D&I concern or formal grievance (For example, staff moved from only 55% being aware of these process 2014 to 99% in 2018.)
- Progress related to strategic initiatives
 - Representational diversity has increased due to systematic interventions
 - Improved town/gown relationship, greater collaboration
- Areas for improvement based on survey results
 - Accessibility
 - Respect for differing points of view
 - Sense of belonging and feeling of safety on the part of people of color and other marginalized groups

Cause for Hope

"As a student with (a disability) who grappled with a predisposition to anxiety, I can say that the way Lawrence campus is run is probably the most humane way to operate an undergraduate program with this level of rigor. I appreciate that I have a reasonably quiet place to live in on-campus housing and that counseling services are available as needed when I am overwhelmed or need to think my way through a practical problem. My biggest problem here is "fitting in"... but I am thankful that at least a few of the other students appreciate my contributions to class or are willing to socialize outside of class, that support says a lot about these individuals."

"I am encouraged by the number of white faculty and staff who've become conscious of white privilege and white supremacy and are working actively to undermine these cultural norms..."

"I believe Lawrence is one of the best places I have ever worked. From meeting and talking with the president making me feel welcome as well as campus life staff to the professors who treat me warmly, I hope everyone who comes to Lawrence feels this warmth and welcoming feeling I have felt and experienced being here. Thank you for making Lawrence even better from surveys like this. I hope there are a lot of people who feel the same."