



CLIMATE SURVEY ANALYSIS

Prepared for Wichita State University

November 2016



In the following report, Hanover Research analyzes a survey assessing the social climate at Wichita State University (WSU). The survey was designed to gather feedback from students, faculty, staff, and administrators about perceptions of safety, satisfaction, and comfort with the current climate at WSU. The survey also asked about possible incidents of bias or harassment and sought suggestions about how WSU can improve. Results from the survey will inform WSU's ongoing efforts to foster a safe and supportive learning environment.

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EXECUTIVE SUMMARY AND KEY FINDINGS

INTRODUCTION

In October 2016, current students, faculty members, staff members, and administrators at Wichita State University (WSU) participated in a survey about the climate on campus. The survey was designed to help WSU better understand how stakeholders perceive the current state of diversity at the University and to improve the climate at WSU. In total, 1559 current students and 703 faculty/staff completed the survey, an overall response rate of 14 percent. Figure ES.1, below, presents validity and reliability statistics for this study.

Figure ES.1: Sample Overview

POPULATION	POPULATION SIZE ¹	SAMPLE SIZE ²	RESPONSE RATE ³	MARGIN-OF-ERROR ⁴
Current Students	14,064	1,559	11.09%	2.34%
Faculty, Staff, and Administrators	2,486	703	28.28%	3.13%
Total	16,550	2,262	13.67%	1.91%

This report presents broad-level key findings supported by visualizations of all survey questions. Comprehensive results segmented by various population subsets are available via online interactive tools, including a Tableau dashboard for charting results in greater detail. Note that, due to the large sample sizes, using a 95 percent confidence interval produces unacceptably many false-positive statistical test results. Therefore, where applicable this report analyzes differences among groups using a 99.9 percent confidence interval, focusing on results that are both technically and practically significant.

KEY FINDINGS

- **WSU students and faculty/staff feel well-connected to the University and satisfied with the campus climate overall.** Respondents tend to agree that WSU offers an inclusive, welcoming atmosphere, and they feel respected, valued, and included at WSU. Large majorities of current students (82%) and faculty/staff (73%) indicate being at least somewhat satisfied with their experience overall.
 - Students give slightly higher ratings to the climate than faculty/staff, but faculty/staff are more likely to feel connected.
- **Students report feeling safe and comfortable in classrooms, during on-campus events, and in most locations/situations.** Believing faculty and staff to be welcoming and supportive, most (86%) feel comfortable seeking help when they have a question.

¹ Populations are defined as all valid email addresses to which WSU sent a survey invitation.

² Only respondents who completed the survey were included in the sample.

³ Response rate equals sample size divided by population size.

⁴ Margin-of-error describes an interval within which estimates may fluctuate due to sampling variability.

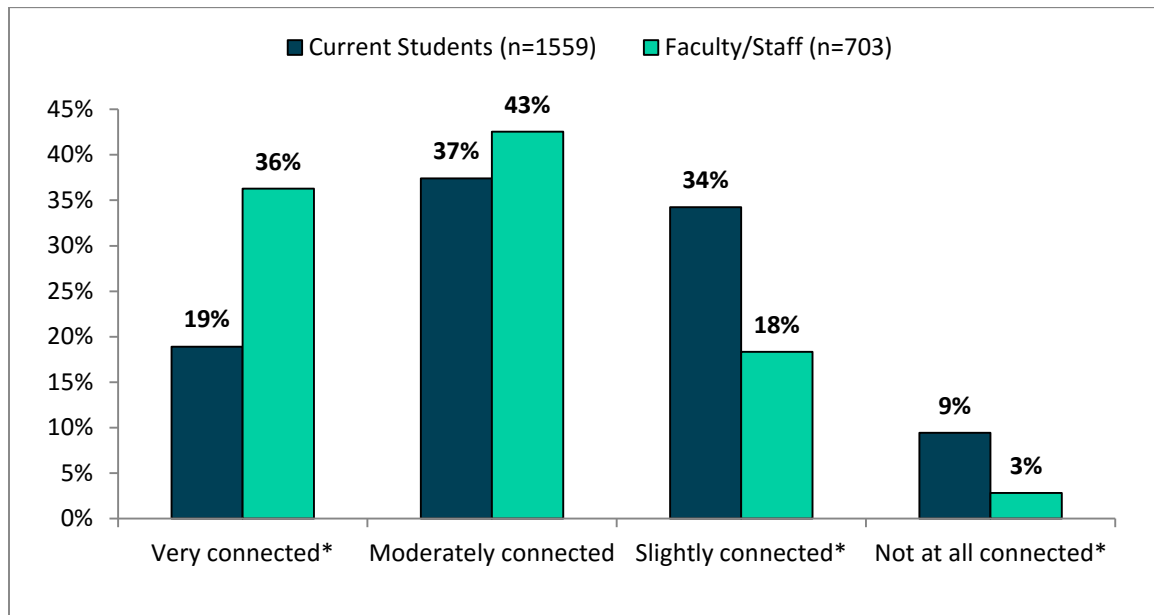
Students broadly agree that faculty members are respectful and seek to connect students to a variety of cultures/races, religions, and genders.

- **WSU has been broadly effective in addressing diversity-related issues.** In aggregate, two-thirds think the University has addressed these issues somewhat or very effectively. Most faculty and staff are somewhat or very satisfied with inclusiveness/diversity and the culture/atmosphere at WSU. Roughly half agree or strongly agree that recruitment efforts reflect a commitment to achieving and maintaining diversity among students and employees.
 - *Among faculty/staff, benefits, professional development, and salary are the only areas where more than 25 percent report being dissatisfied to any degree.*
- **WSU is accessible for people with disabilities.** Of respondents who have an opinion about the accessibility of the University for disabled people, half or more rate WSU as good or very good. Parking is the only area rated as poor or very poor by more than 15 percent.
- **Few respondents have personally experienced, witnessed, or heard about incidents of discrimination/harassment at WSU.** At most, 12 percent report harassment of themselves pertaining to any topic, with verbal comments about sex or gender expression/identity being the most common.
 - *Very few respondents report witnessing faculty/staff members make any type of insensitive or offensive remarks.*
 - *Students witnessing or experiencing other students making negative comments about women or non-native English speakers is not uncommon.*
 - *Verbal comments make up the bulk of experienced or witnessed incidents of harassment/discrimination; most regard them as not worth reporting.*
- **Violent harassment/discrimination (physical harm, threats, property damage) is extremely rare at WSU.** More than three-quarters have never witnessed or heard about such incidents. Only insensitive verbal comments occur with any frequency.
 - *Although most who experienced or witnessed harassment did not think it was worth reporting, those who reported such incidents had varying levels of satisfaction with WSU's response.*
 - *Faculty/Staff are more knowledgeable than students about how to report harassment or discrimination.*
 - *The proportion of students unsure of how to report such incidents is more than twice that of faculty/staff, who would typically take their concerns to Human Resources first, should any arise.*
- **Most consider diversity training to be an important method of changing/improving the WSU climate.** Opinions are split concerning the inclusion of diversity issues in courses and co-curricular programs, with students tending to favor integration of such concerns topically in the classroom, and faculty/staff preferring to increase diversity among employees and students.

DATA VISUALIZATIONS

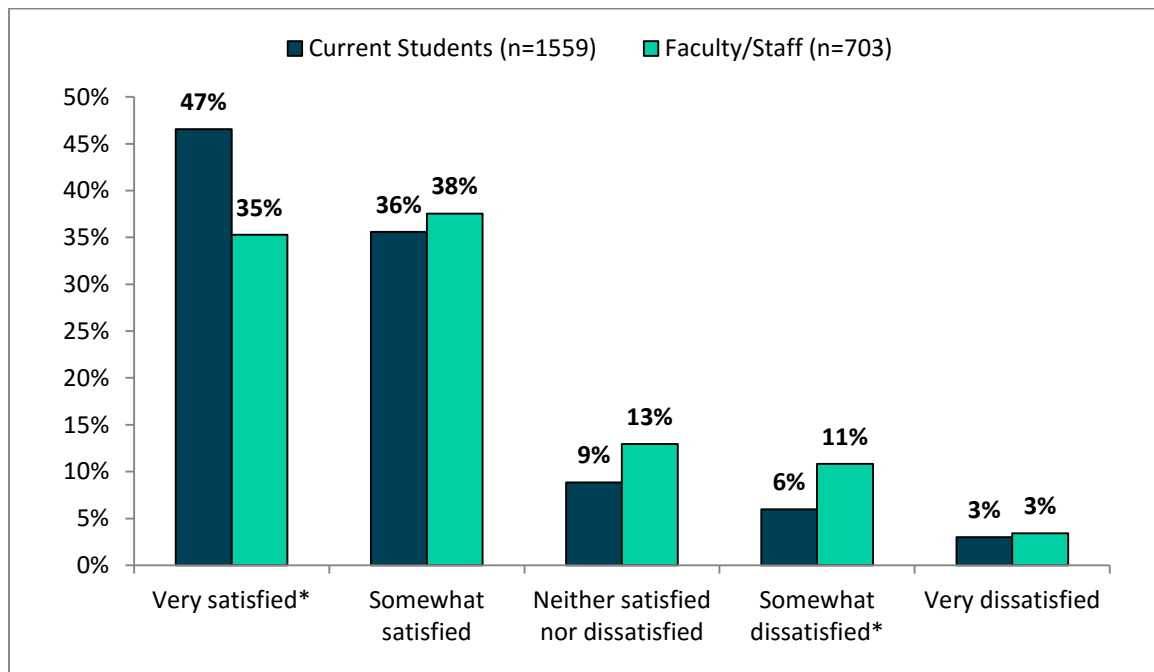
KEY INDICATORS

Figure 1: How connected do you feel to WSU?



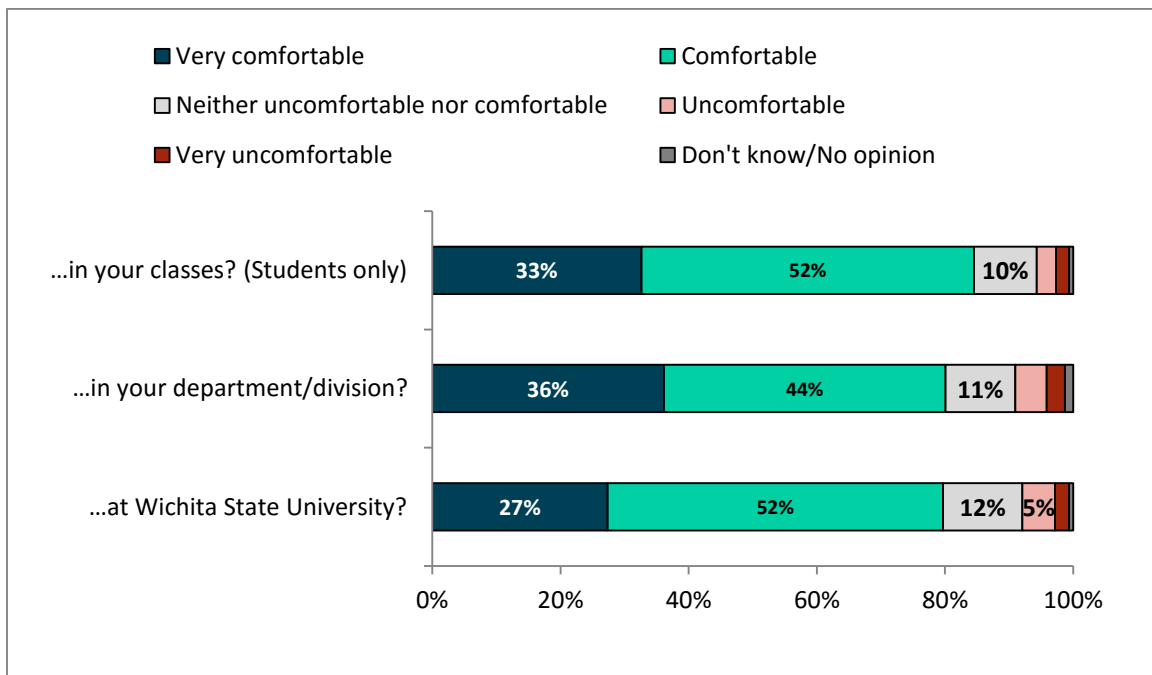
An asterisk (*) indicates a statistically significant difference at the 99.9 percent confidence level (z-test, $p < 0.001$).

Figure 2: Please rate your overall level of satisfaction with your experience at WSU.



An asterisk (*) indicates a statistically significant difference at the 99.9 percent confidence level (z-test, $p < 0.001$).

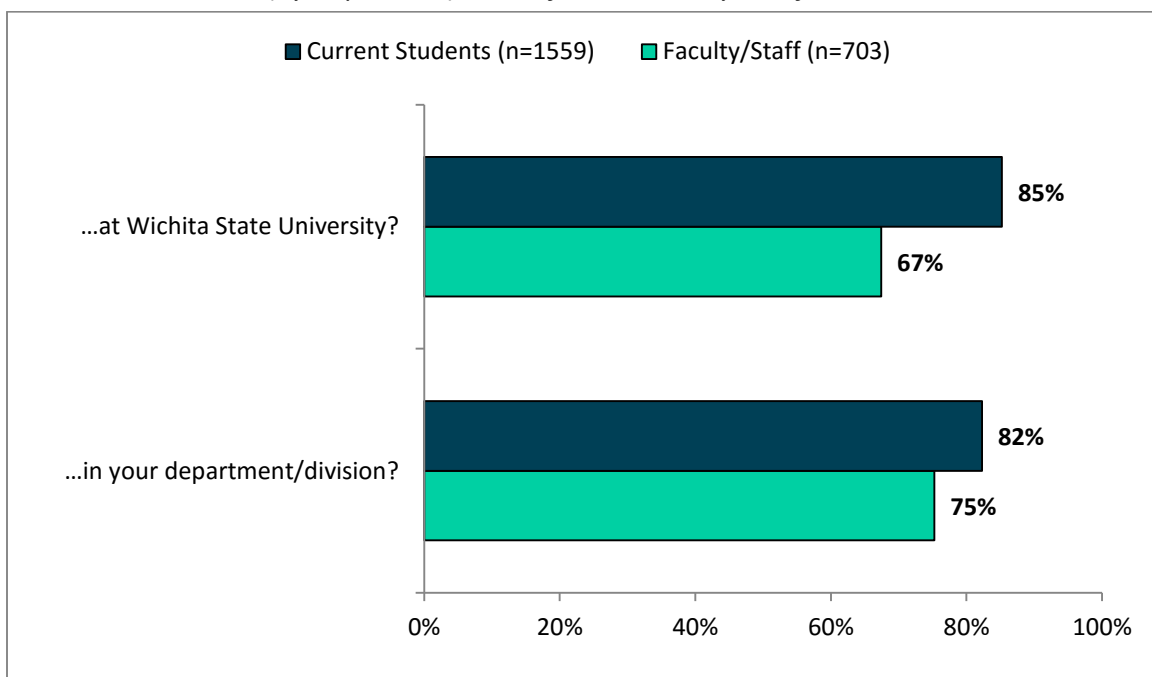
Figure 3: Overall, how comfortable are you with the climate ____?



(Total n=2262; Students n=1559; Faculty/Staff n=703)

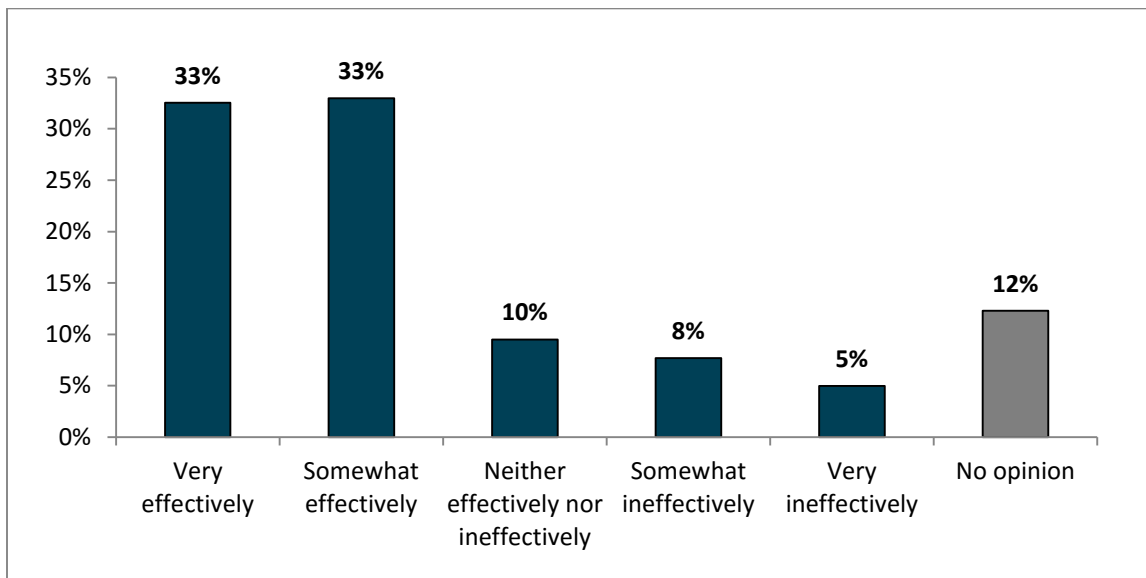
Figure 4: Overall, how comfortable are you with the climate ____?

(By Population) % Comfortable + Very Comfortable



Difference is statistically significant difference at the 99.9 percent confidence level (z-test, $p < 0.001$).

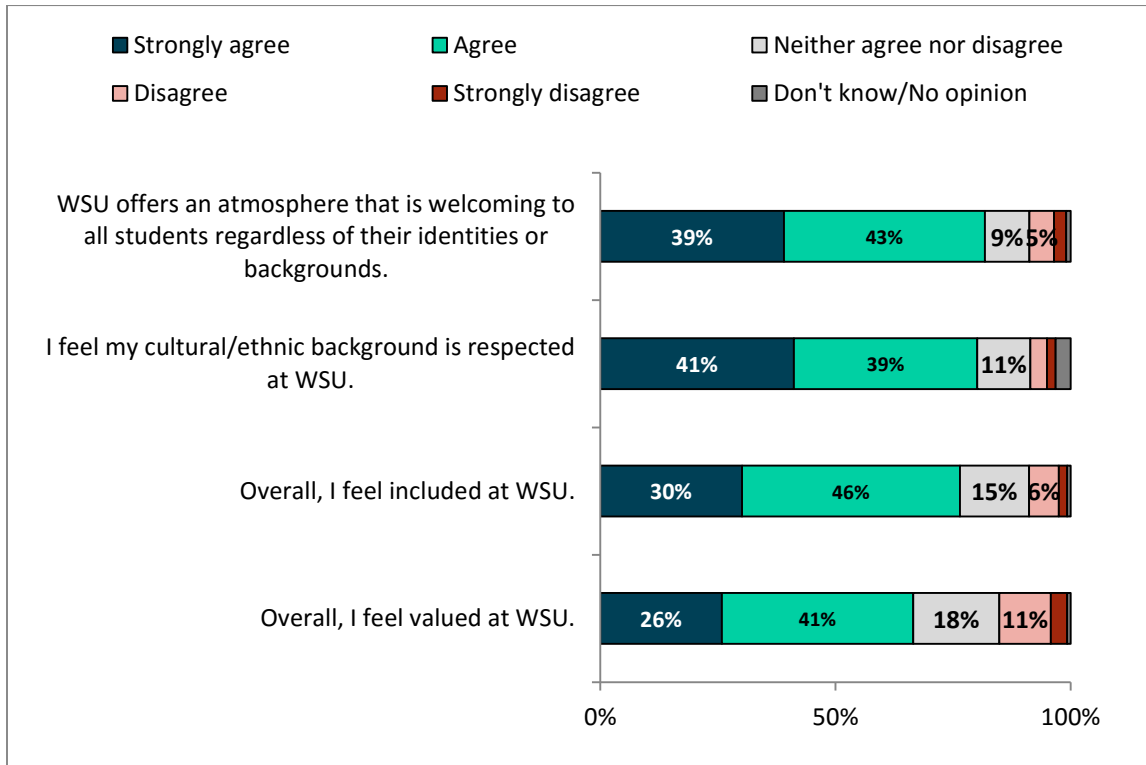
Figure 5: Based on your experiences and perceptions, how effectively has WSU addressed diversity-related issues?



(n=2262)

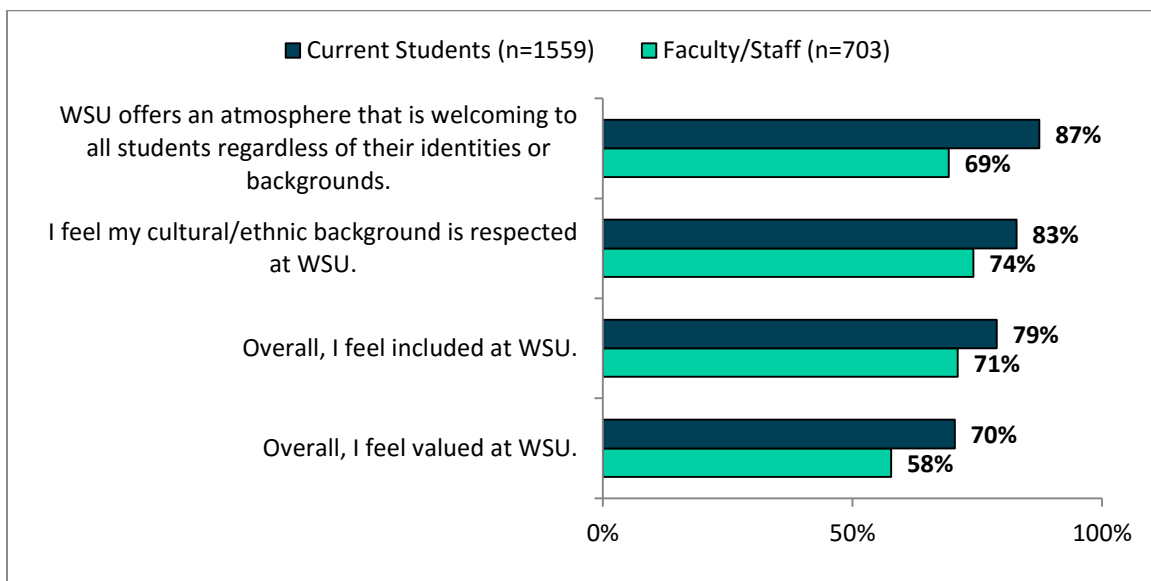
OVERALL PERCEPTIONS

Figure 6: Please indicate your level of agreement with the following statements.



(n=2262)

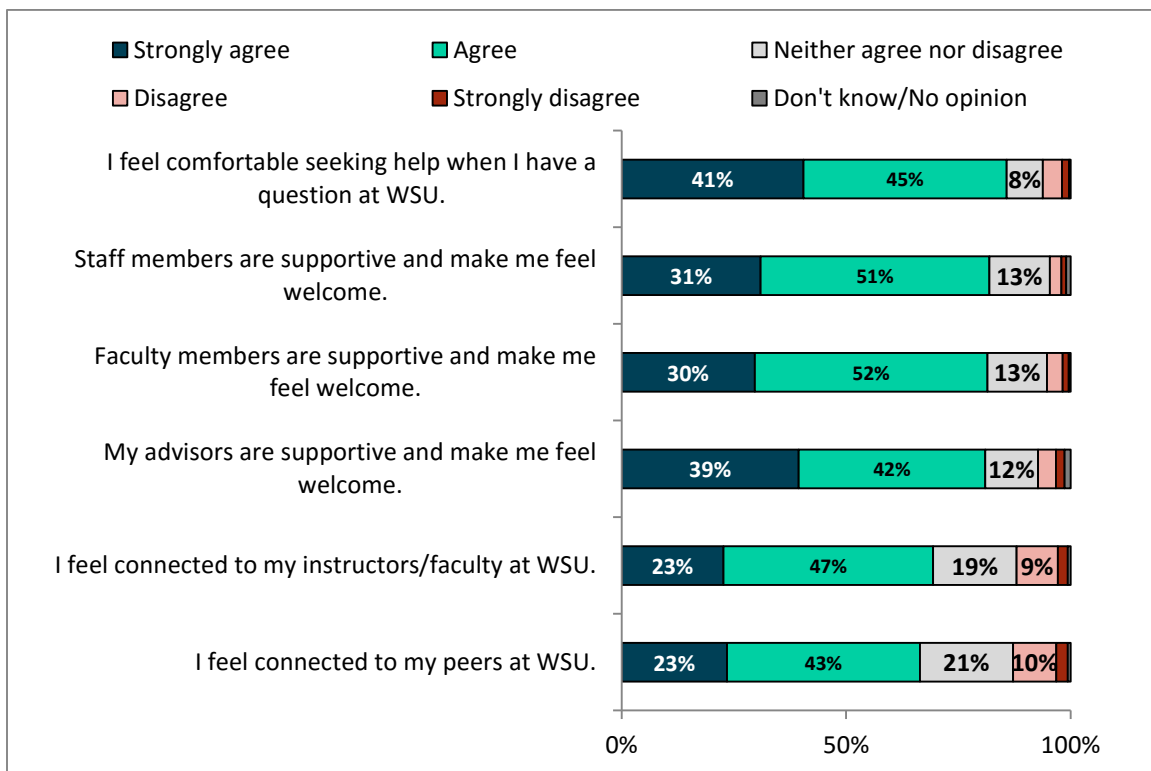
Figure 7: Please indicate your level of agreement with the following statements.
(By Population) % Agree + Strongly Agree



Difference is statistically significant difference at the 99.9 percent confidence level (z-test, $p < 0.001$).

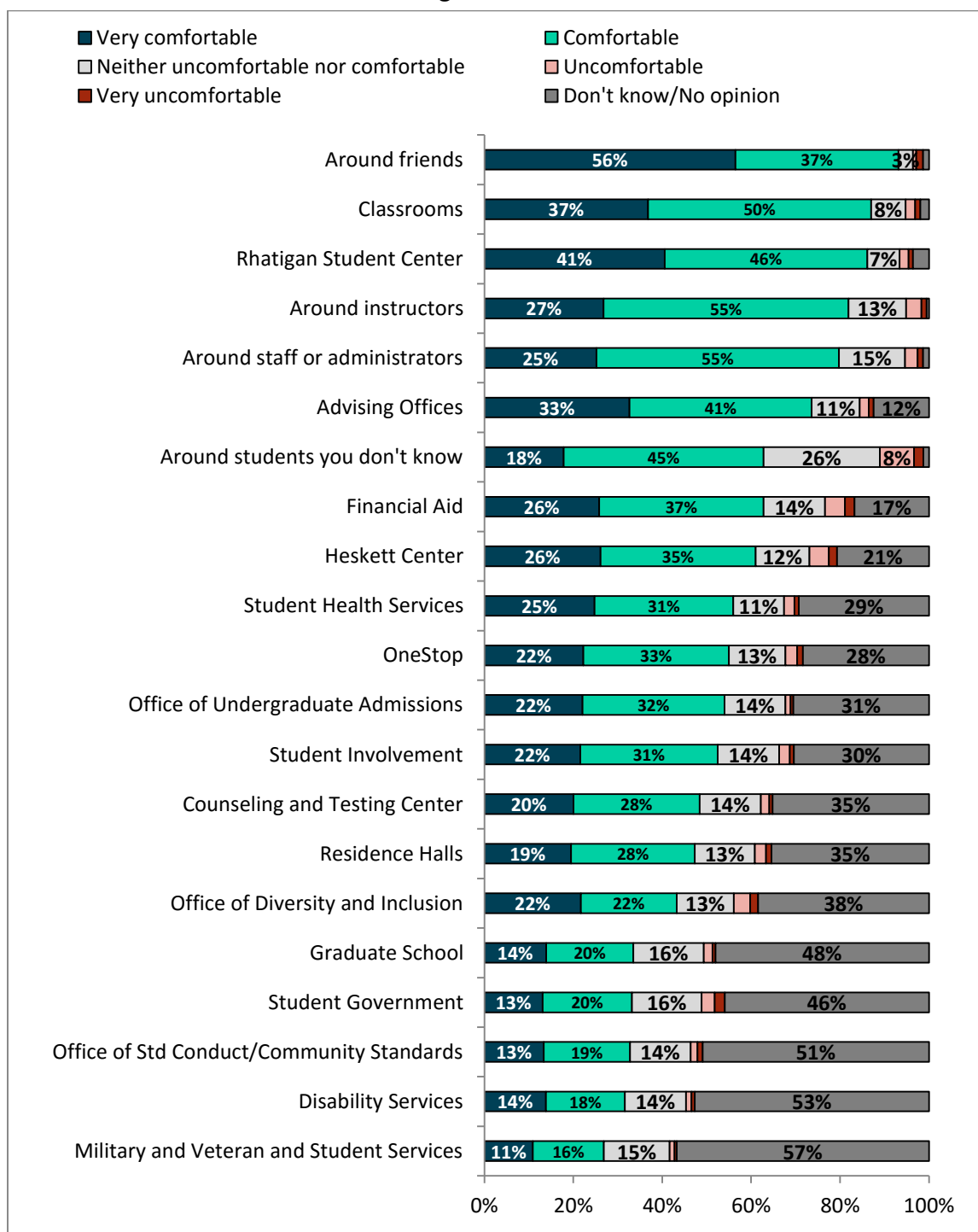
CURRENT STUDENT PERSPECTIVE

Figure 8: Please indicate your level of agreement with the following statements.



This question was answered by students only (n=1559).

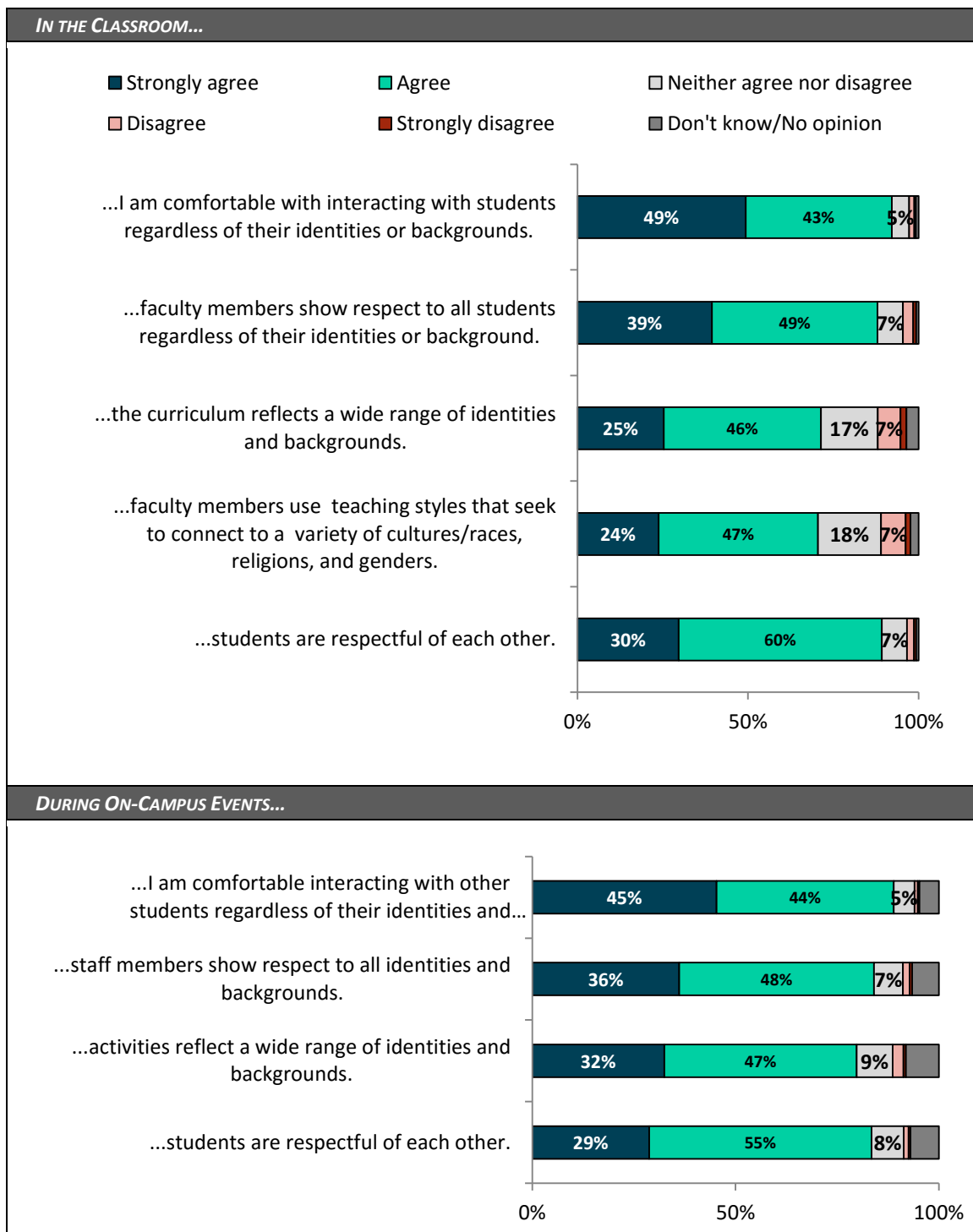
Figure 9: As a person of your background or identity, how comfortable do you feel in each of the following locations or situations?⁵



This question was answered by students only (n=1559).

⁵ Respondents who indicated being at all uncomfortable were offered the opportunity to elaborate on their response. Hanover Research can provide detailed analysis of these responses as an addendum to this project.

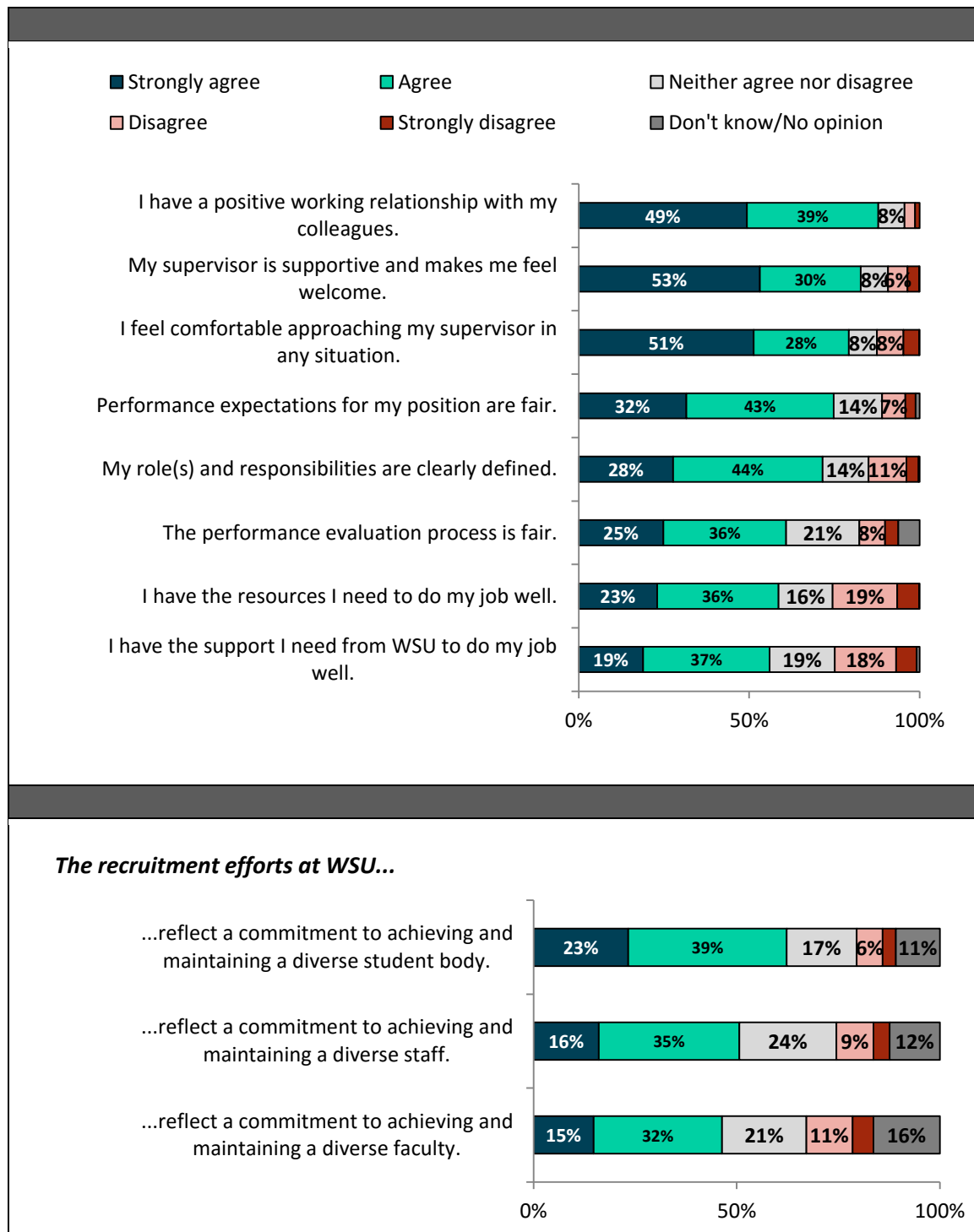
Figure 10: Please indicate your level of agreement with the following statements:



This question was answered by students only (n=1559).

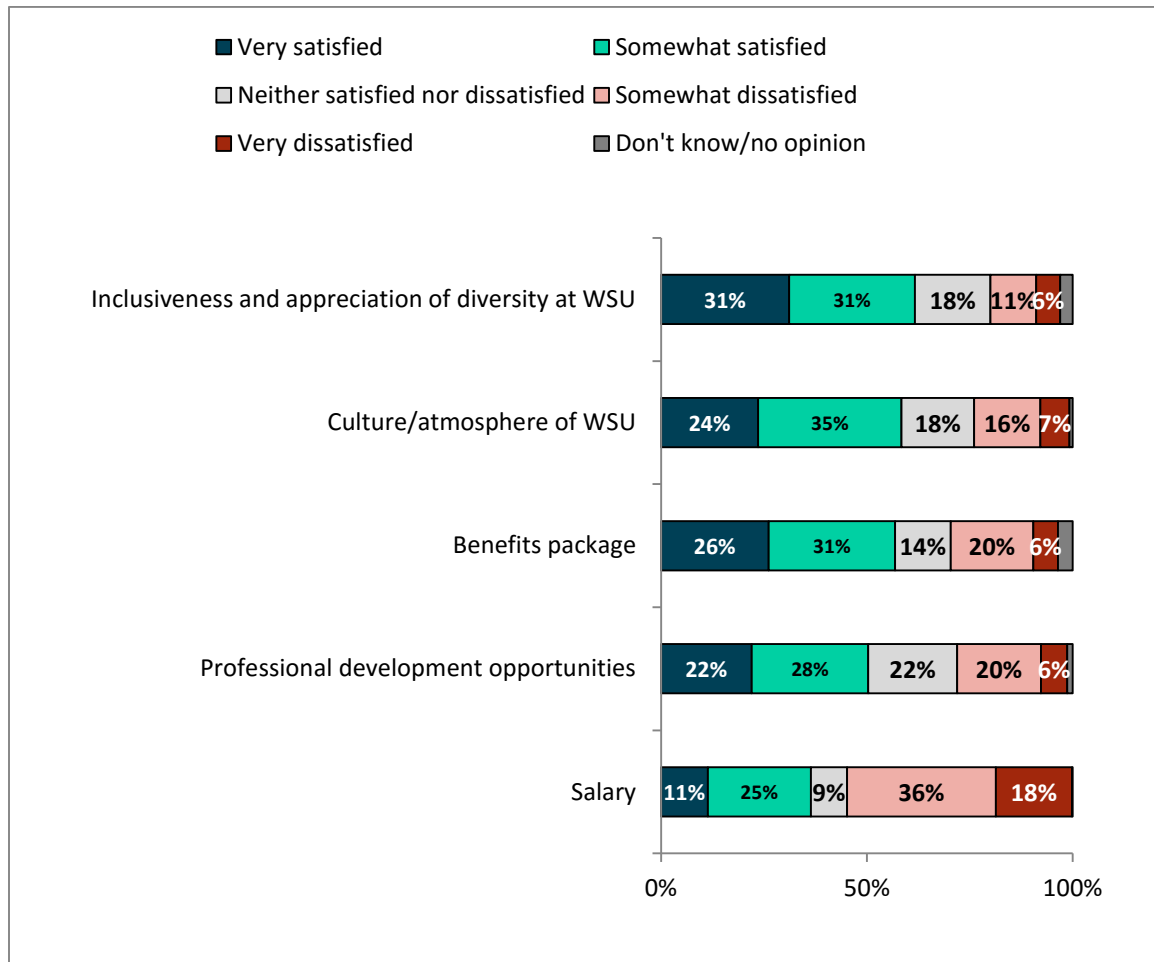
FACULTY/STAFF PERSPECTIVE

Figure 11: Please indicate your level of agreement with the following statements:



This question was answered by faculty/staff only (n=703).

Figure 12: Please indicate the degree to which you are satisfied with each of the following.



This question was seen by faculty/staff only (n=703).

ACCESSIBILITY FOR THE DISABLED

Figure 13: Please indicate how you would rate the accessibility of the following areas for a person with a disability.

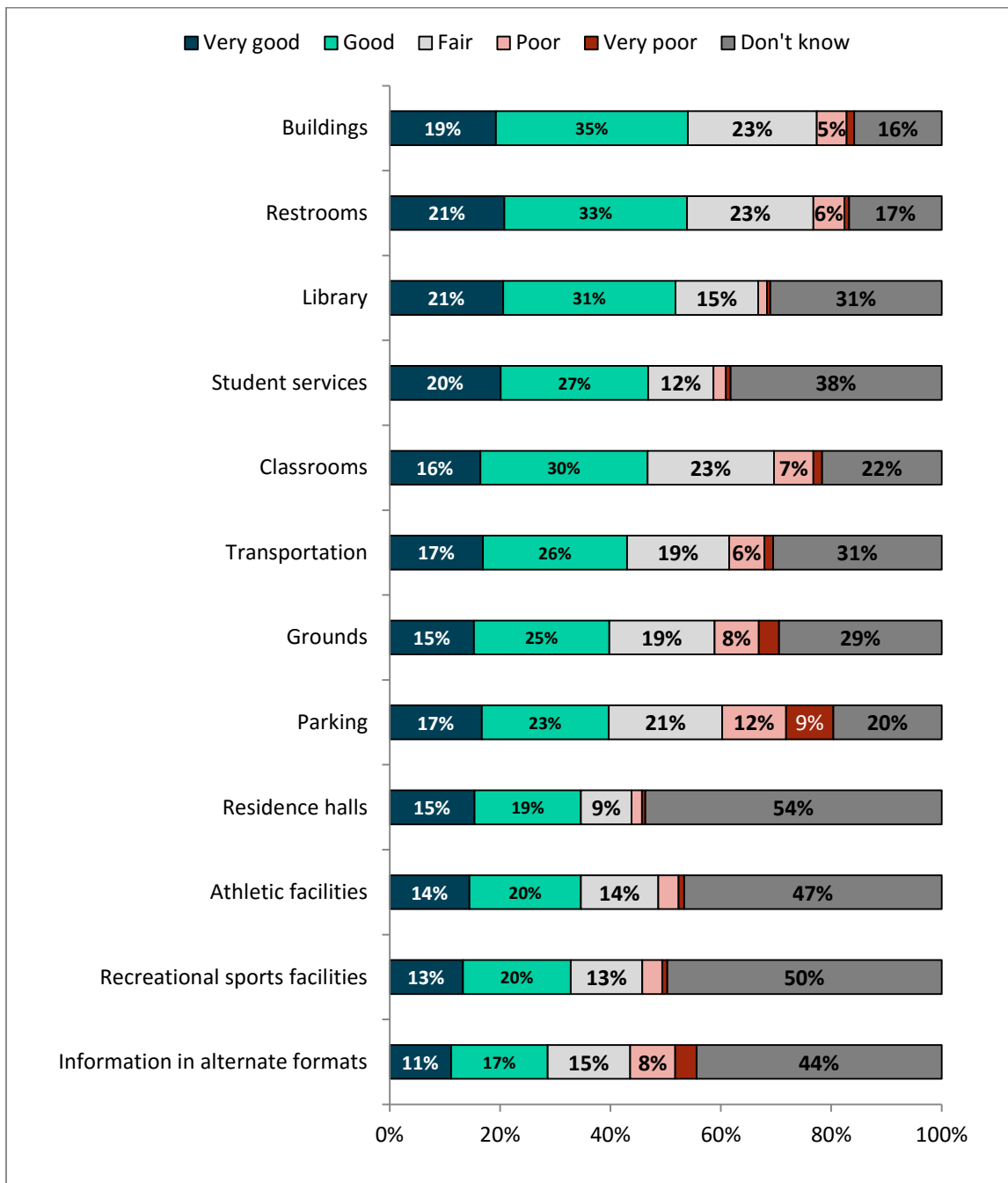


Figure 14: Please indicate how you would rate the accessibility of the following areas for a person with a disability. (By Population)

% Good + Very Good

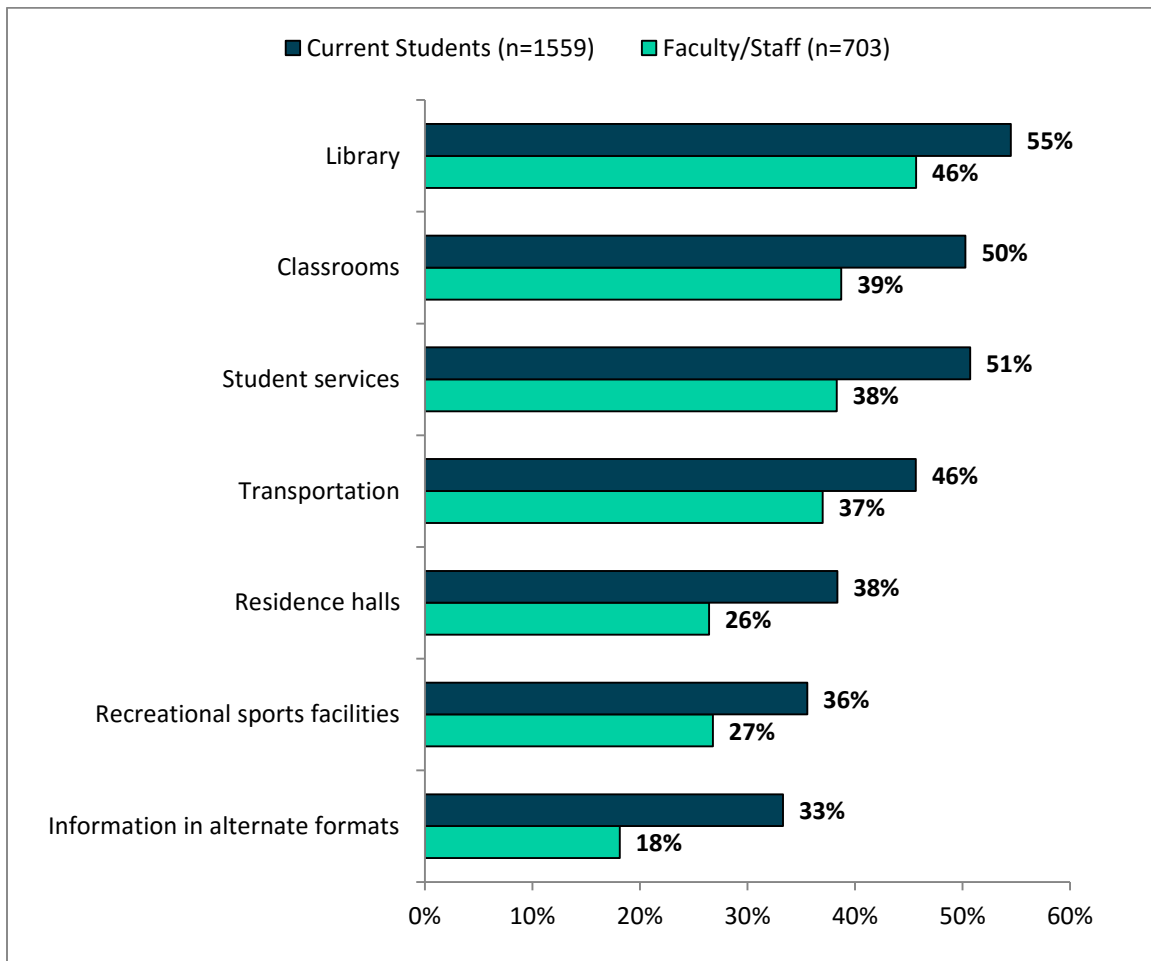


Chart shows only differences that are statistically significant at the 99.9 percent confidence level (z-test, $p < 0.001$).

DISCRIMINATION INCIDENTS

PERSONALLY EXPERIENCED

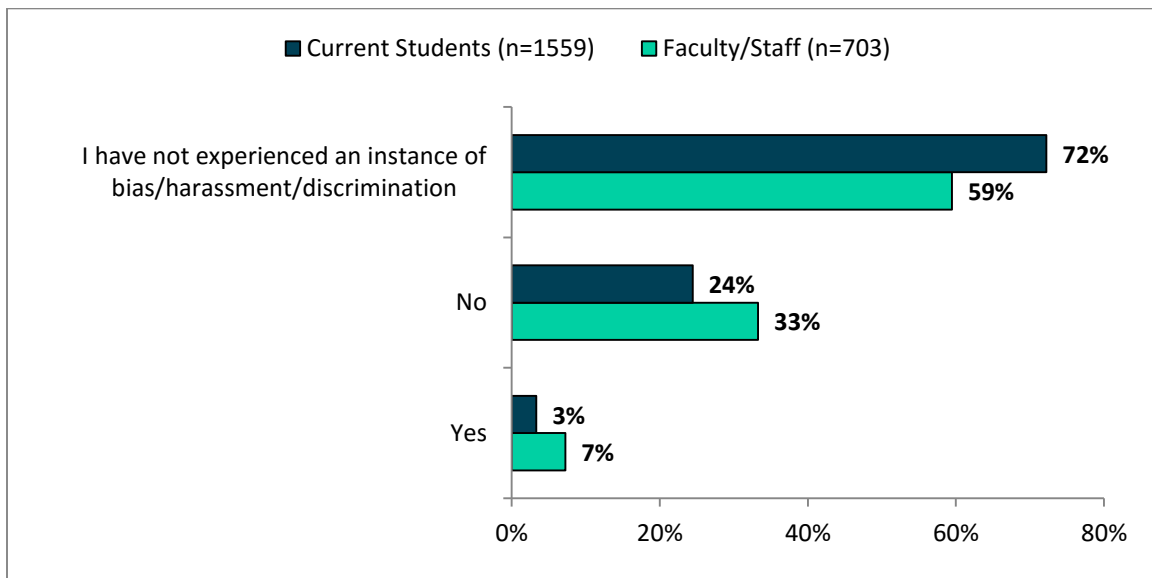
Figure 15: Please indicate how often you have personally experienced the following forms of bias/harassment/discrimination while at WSU.

% Sometimes + Often

PERTAINING TO YOUR...	FORM OF HARASSMENT						
	VERBAL COMMENTS	WRITTEN COMMENTS	EXCLUSION	OFFENSIVE VISUAL IMAGES	THREATS OF PHYSICAL HARM	PHYSICAL HARM	DAMAGE TO PERSONAL PROPERTY
Sex, gender expression, or gender identity	12%	5%	9%	5%	2%	1%	2%
Age	10%	3%	6%	2%	1%	1%	2%
Ability/Disability status	4%	2%	3%	1%	1%	1%	1%
Race/Ethnicity	7%	3%	7%	2%	1%	1%	1%
Religion/Ideology	11%	4%	5%	4%	1%	1%	1%
Nation of origin or citizenship status	4%	2%	3%	2%	1%	1%	1%
Sexual orientation	4%	2%	2%	2%	1%	1%	1%
Class/Socioeconomic status	6%	3%	5%	1%	1%	1%	1%

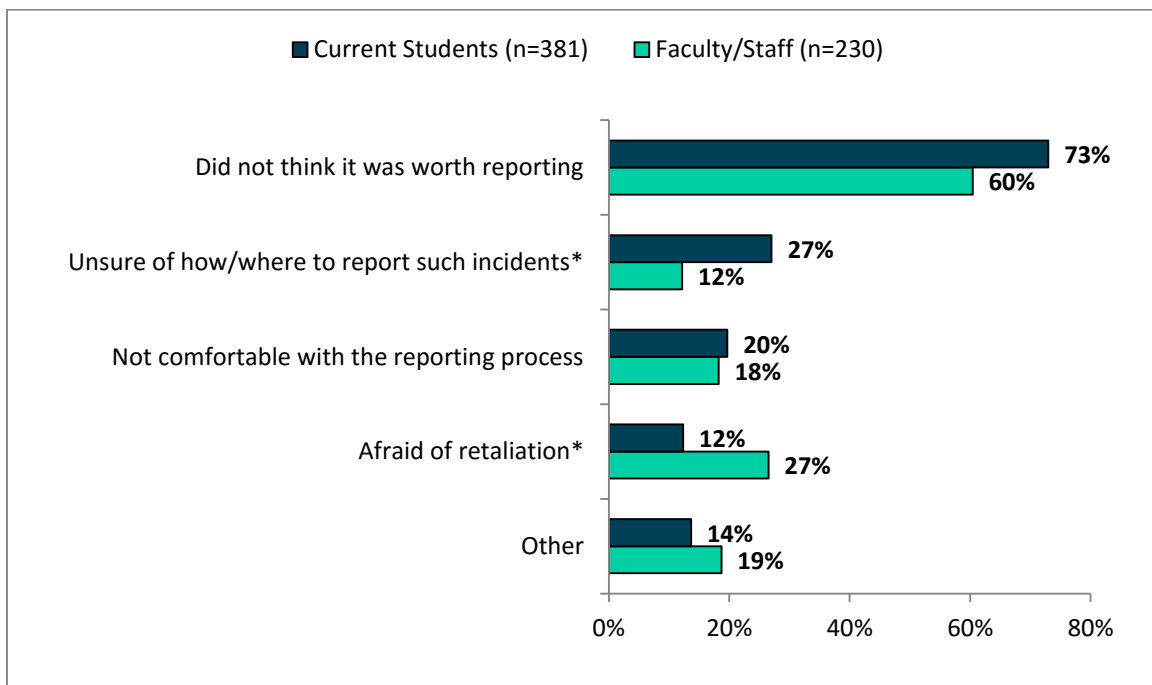
(Total n=2262; Students n=1559; Faculty/Staff n=703) Green shades indicate lower percentages, red shades higher percentages.

Figure 16: Have you ever reported a personal experience of bias/harassment/discrimination?



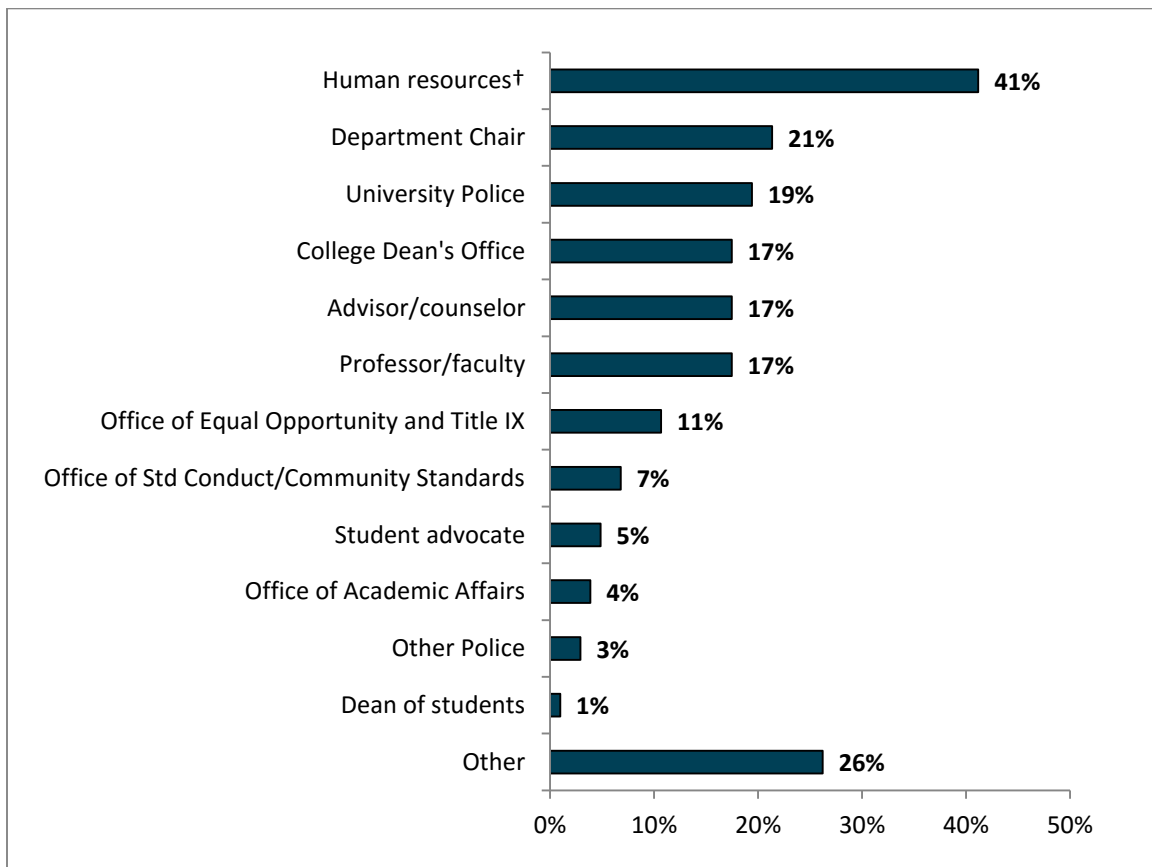
Difference are statistically significant difference at the 99.9 percent confidence level (z-test, $p < 0.001$).

Figure 17: Why did you decide not to report?



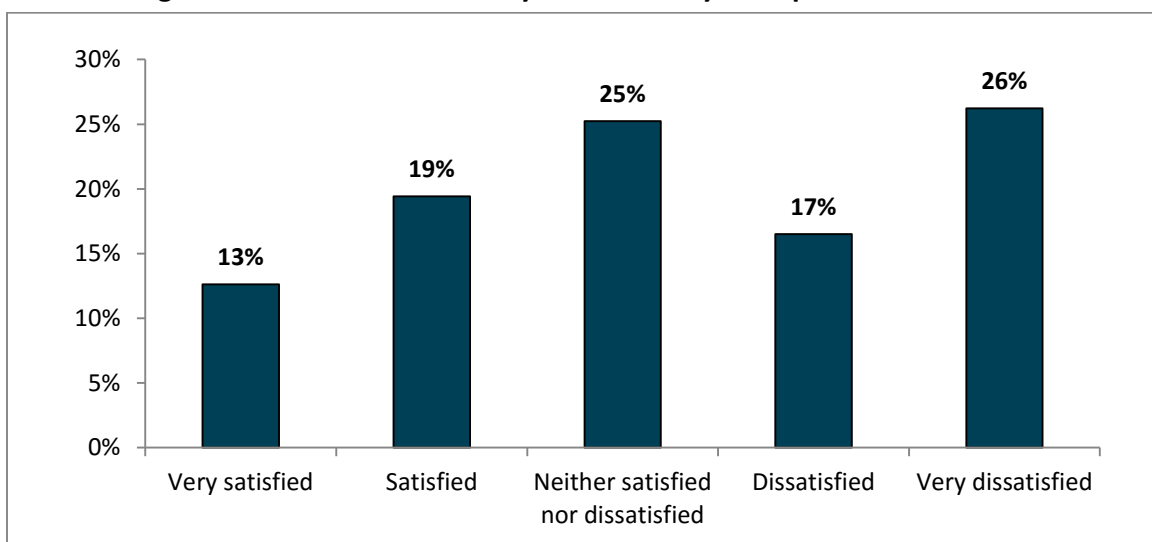
An asterisk (*) indicates a statistically significant difference at the 99.9 percent confidence level (z-test, $p < 0.001$).

Figure 18: Who did you speak with to report an instance of bias/harassment/discrimination?



(n=103) A (†) indicates an option only seen by Faculty/Staff (n=51).

Figure 19: How satisfied were you with how your report was handled?



(n=103)

WITNESSED OR HEARD ABOUT

Figure 20: How often have you heard a WSU ____ make an offensive or insensitive remark about ____?

% Sometimes + Often

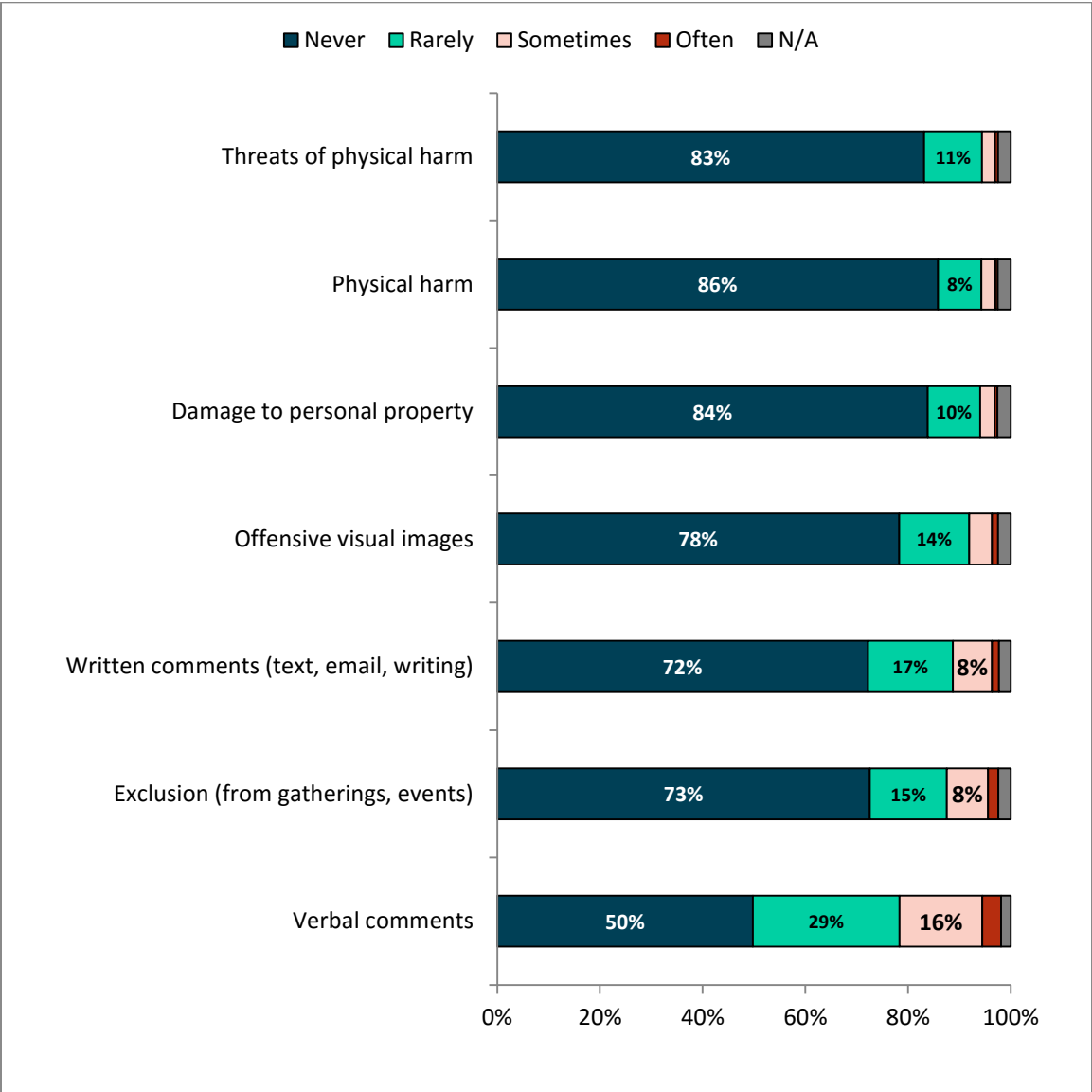
	STUDENT	STAFF/ADMIN ⁶	FACULTY	STAFF	ADMIN ⁷
Women	25%	5%	6%	14%	7%
Veterans	5%	2%	2%	3%	1%
Non-native English speaking person	26%	4%	5%	16%	6%
Persons of particular socioeconomic backgrounds	14%	3%	4%	10%	4%
Persons of particular religious backgrounds	21%	4%	5%	13%	5%
Persons with a disability	8%	2%	3%	5%	3%
Persons of a particular racial/ethnic background	20%	3%	5%	13%	6%
Gay, lesbian, or bisexual persons	18%	3%	3%	9%	3%
Trans-identified or gender nonconforming persons	17%	3%	3%	9%	3%

(Total n=2262; Students n=1559; Faculty/Staff n=703) Green shades indicate lower percentages, red shades higher percentages.

⁶ Students were asked to rate staff and administrators together.

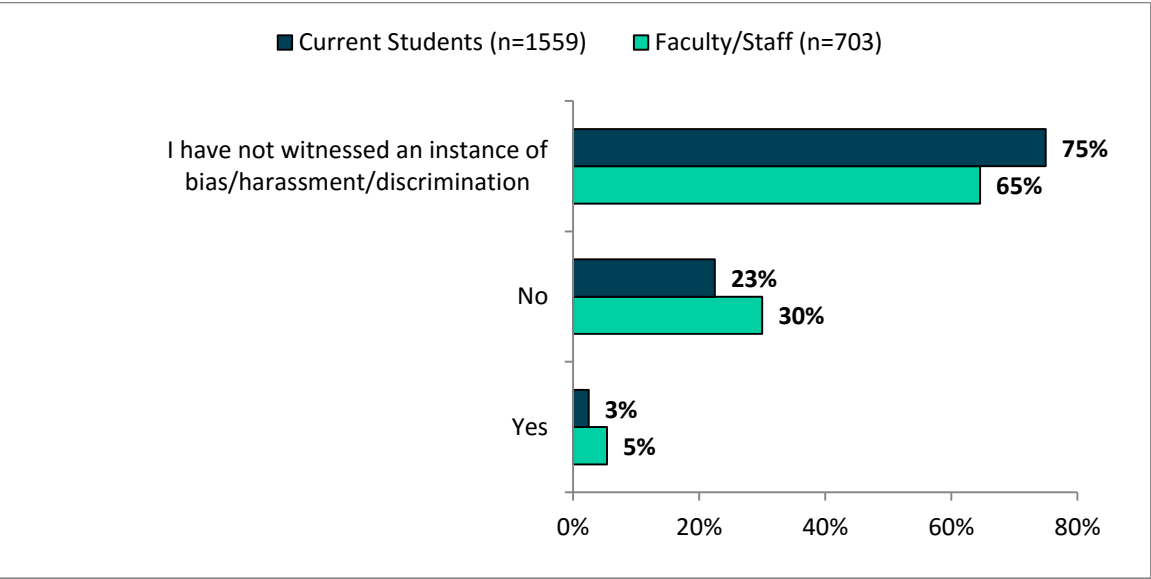
⁷ Faculty/Staff were asked to rate staff and administrators separately.

Figure 21: How often have you witnessed or heard about the following forms of bias/harassment/discrimination at WSU?



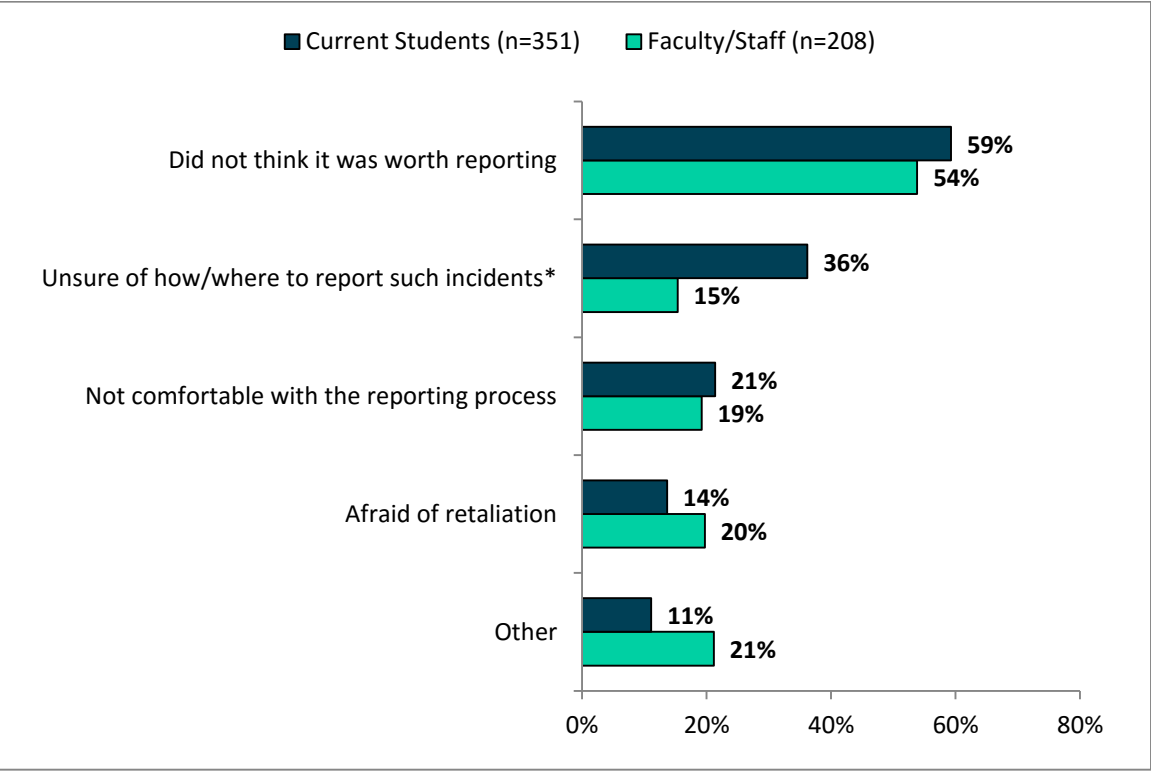
(n=2262)

Figure 22: Have you ever reported an incident of bias/harassment/discrimination that you witnessed?



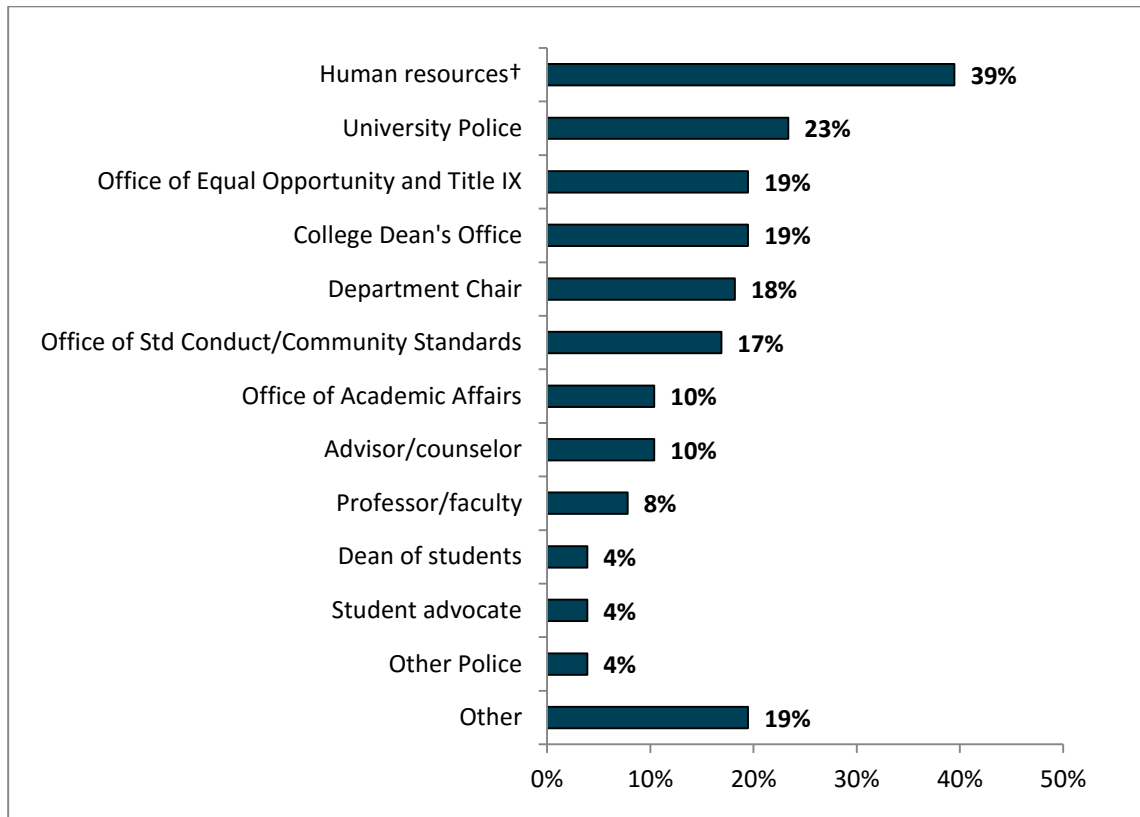
Differences are statistically significant difference at the 99.9 percent confidence level (z-test, $p < 0.001$).

Figure 23: Why did you decide not to report what you witnessed?



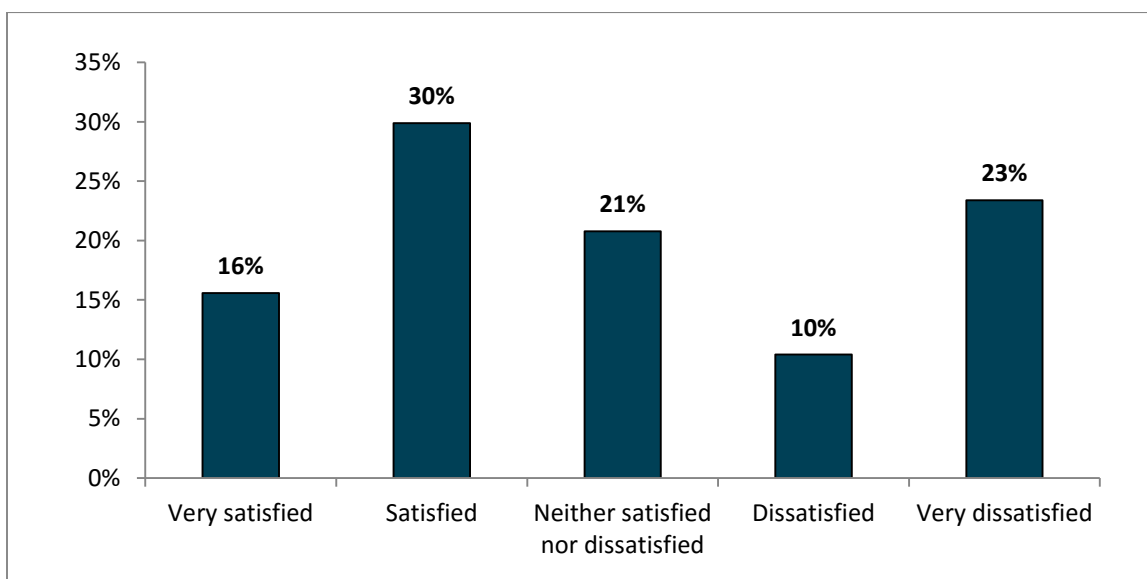
An asterisk (*) indicates a statistically significant difference at the 99.9 percent confidence level (z-test, $p < 0.001$).

Figure 24: Who did you speak with to report the instance of bias/harassment/discrimination you witnessed or heard about?



(n=77) A (†) indicates an option only seen by Faculty/Staff (n=38).

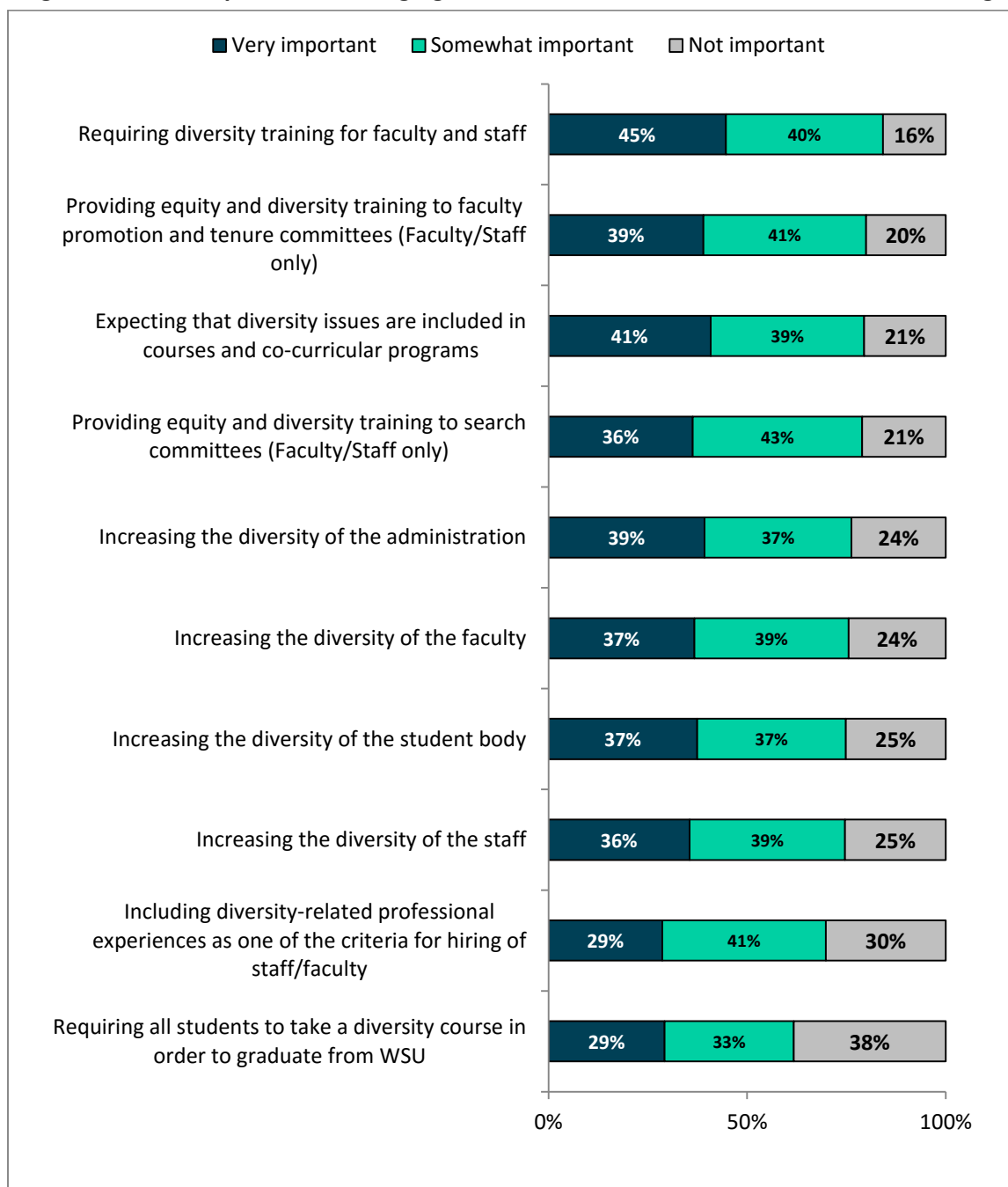
Figure 25: How satisfied were you with how your report of what you witnessed was handled?



(n=77)

WAYS TO IMPROVE⁸

Figure 26: How important to changing the environment at WSU is each of the following?



(n=2262)

⁸ Respondents were offered the opportunity to give suggestions concerning how to improve the climate at WSU. Hanover Research can provide a detailed analysis of these open-ended responses as an addendum to this project

**Figure 27: How important to changing the environment at WSU is each of the following?
(By Population) % Important + Very Important**

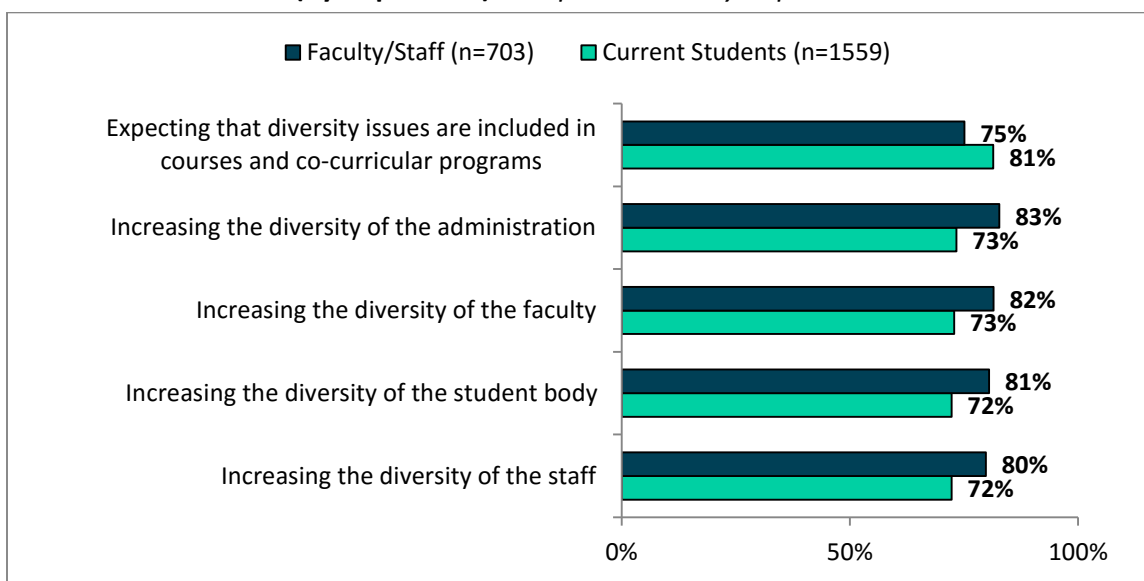
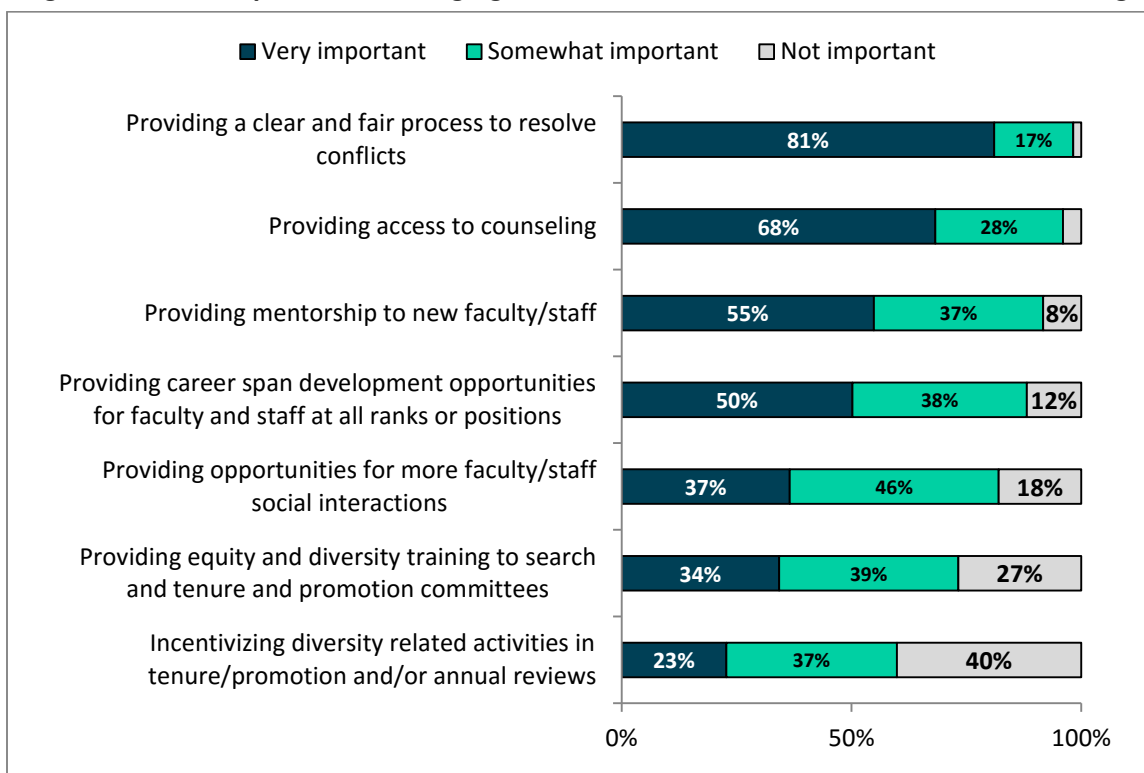


Chart shows only differences that are statistically significant at the 99.9 percent confidence level (z-test, $p < 0.001$).

Figure 28: How important to changing the environment at WSU is each of the following?



This question was seen by faculty/staff only (n=703).

RESPONDENT CHARACTERISTICS

Figure 29: Which of the following best describes you?

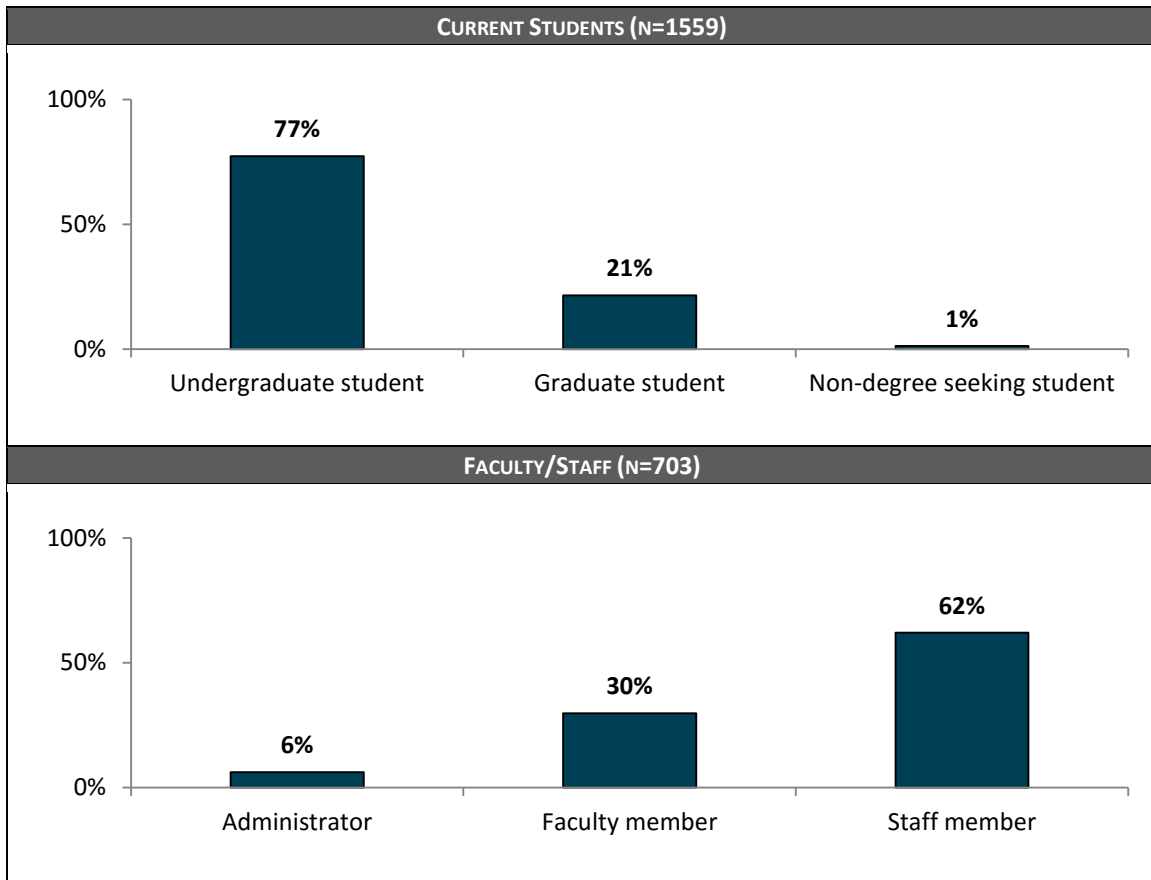
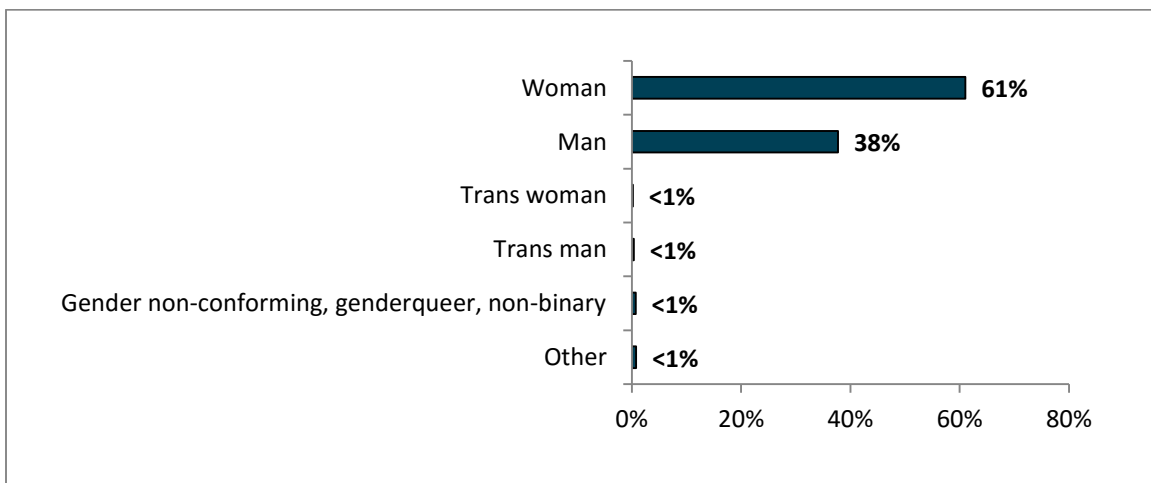
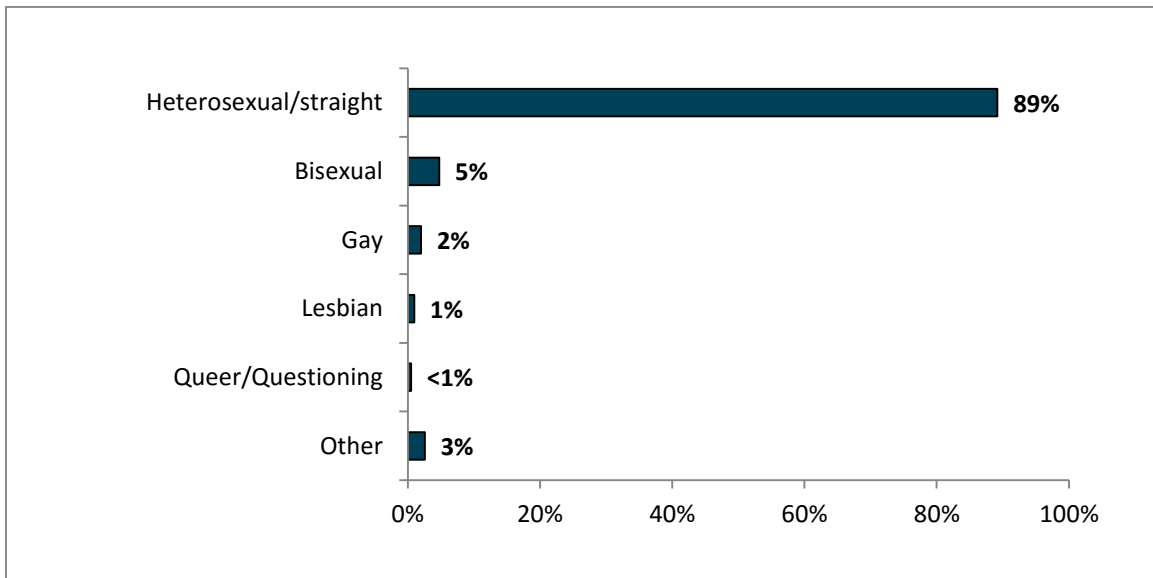


Figure 30: What is your gender identity?



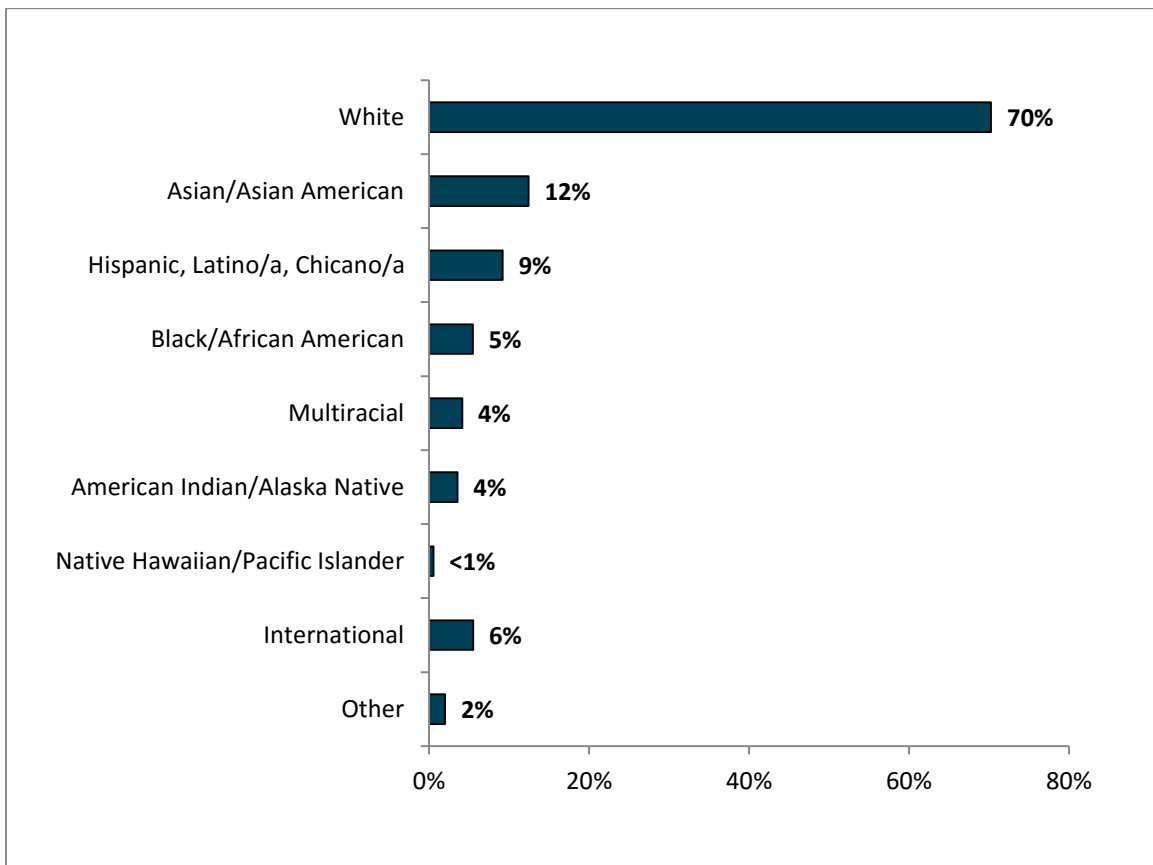
(n=2252)

Figure 31: Which best describes your sexual orientation?



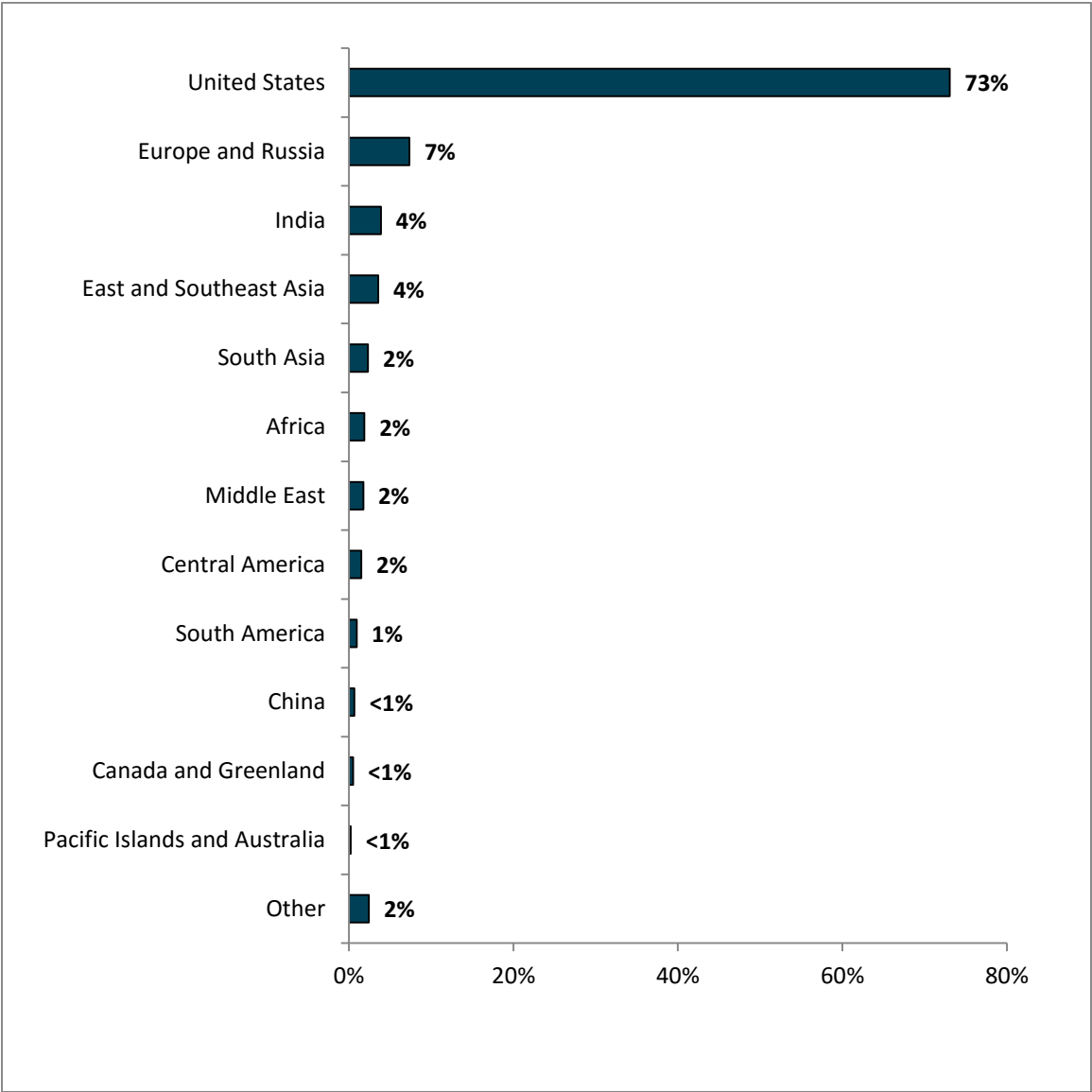
(n=2246)

Figure 32: What is your race, ethnicity, or international origin?



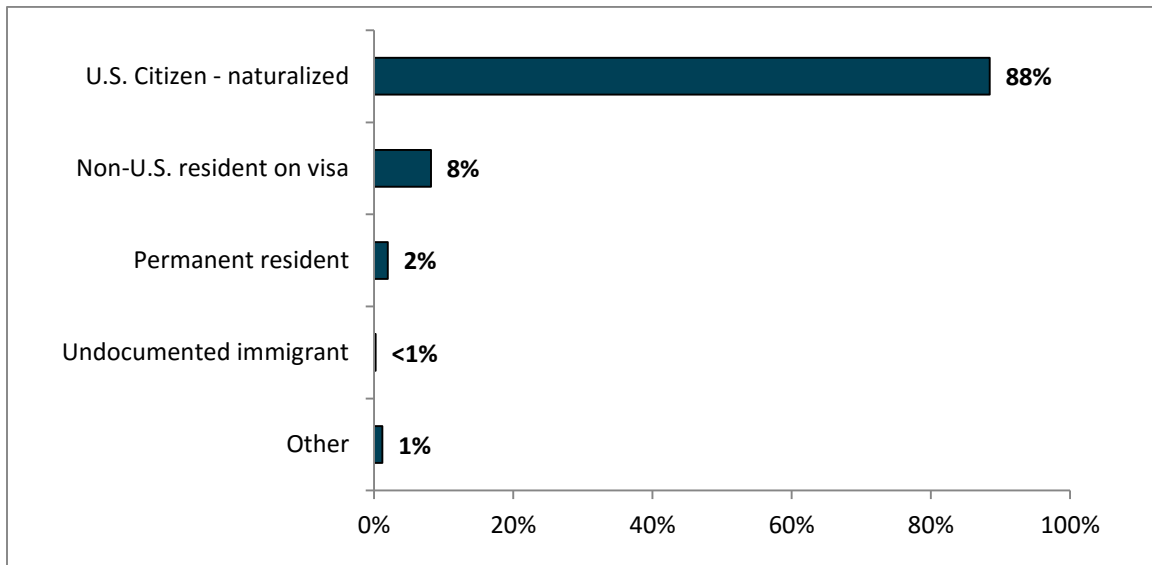
(n=2250)

Figure 33: Which best describes your international origin?



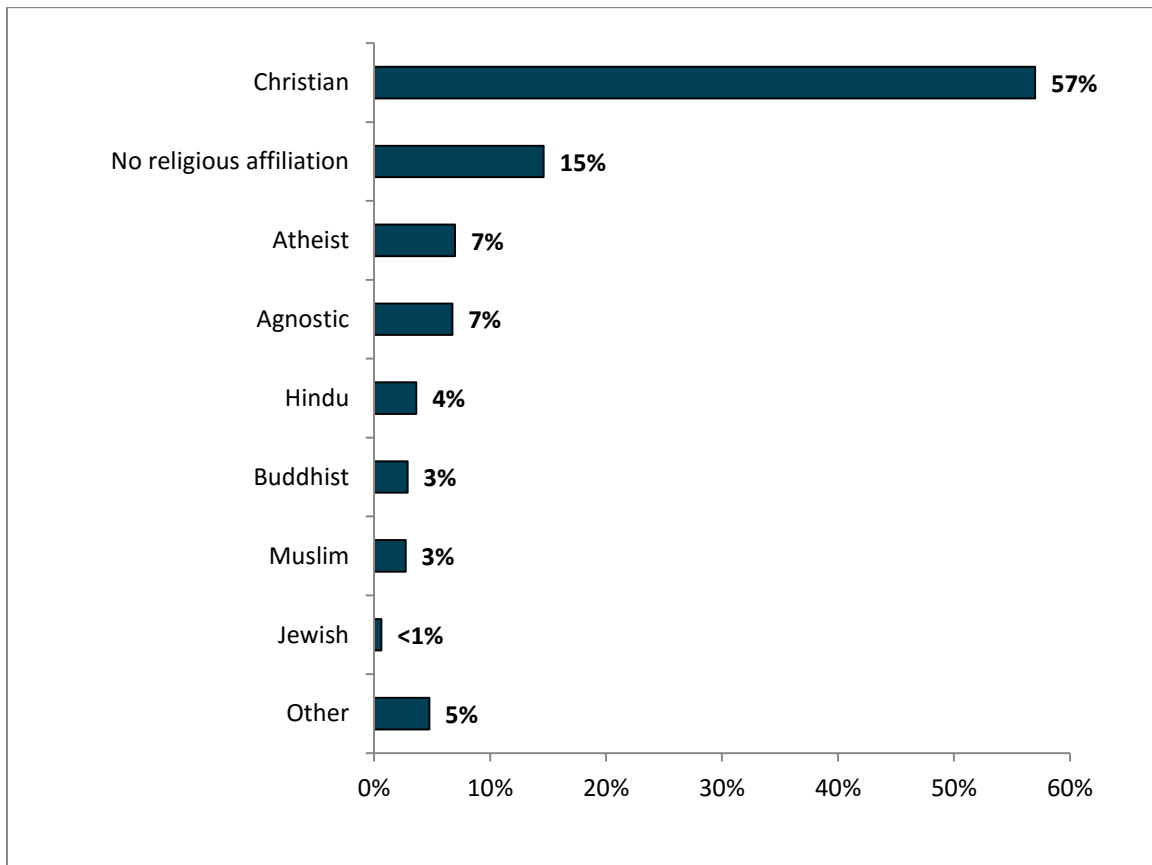
(n=2245)

Figure 34: Which best describes your citizenship status?



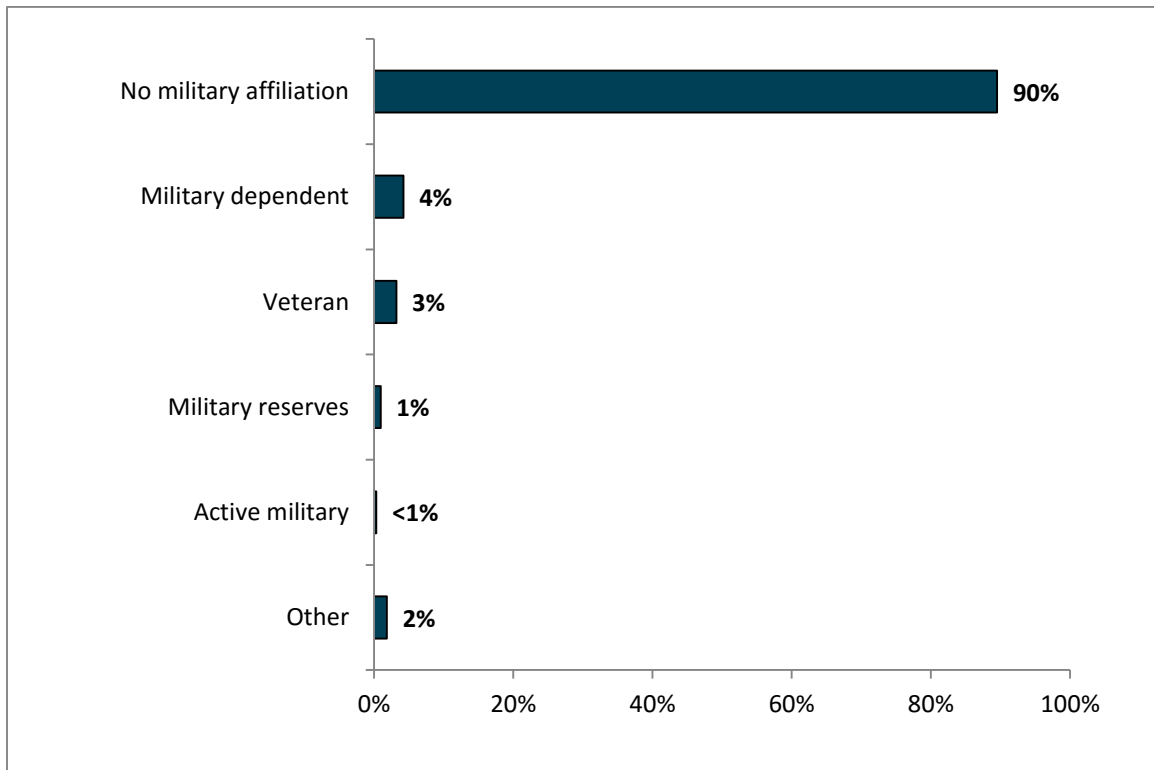
(n=2244)

Figure 35: What best describes your religious/ideology identity?



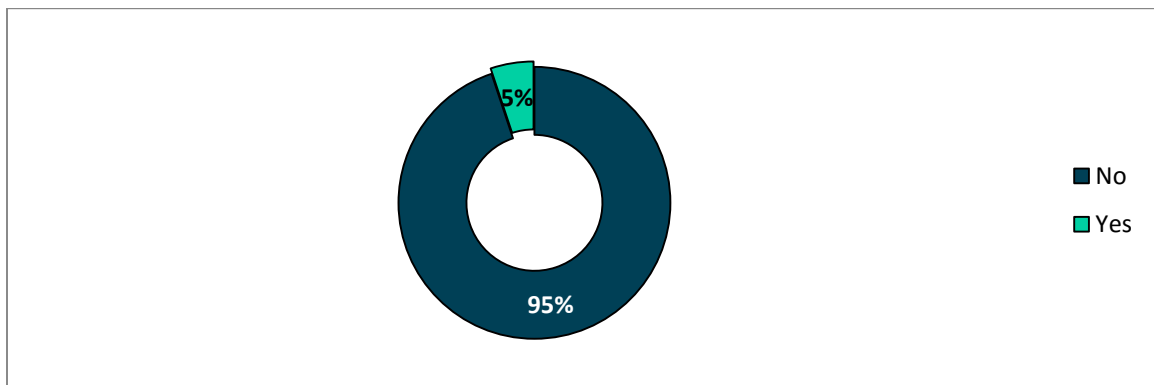
(n=2249)

Figure 36: What best describes your military status?



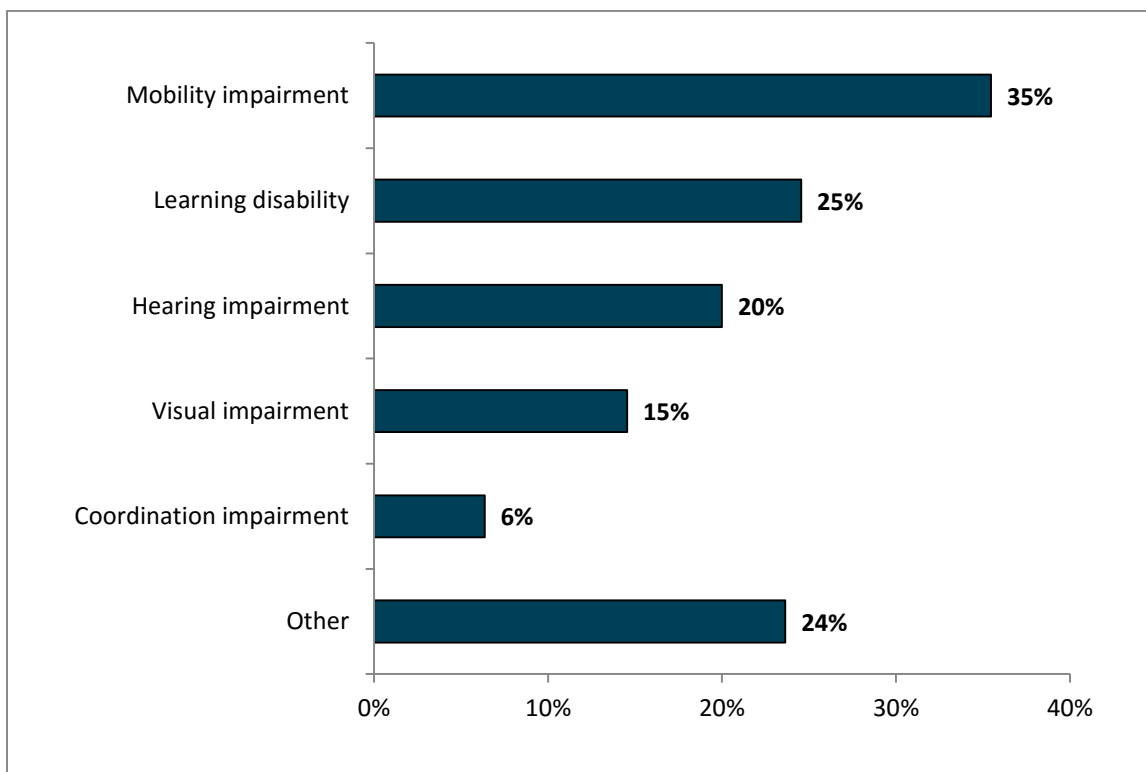
(n=2254)

Figure 37: Do you have a disability that substantially limits a major life activity?



(n=2172)

Figure 38: Please specify your disability.



(n=110)

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