The College at Brockport

Campus Climate Assessment Report Results
April 22, 2014

Climate In Higher Education

Climate (Living, Working, Learning)

Create and Distribute Knowledge

Community Members


Assessing Campus Climate

What is it?
• Campus Climate is a construct

Definition?
• Current attitudes, behaviors, and standards and practices of employees and students of an institution

How is it measured?
• Personal Experiences
• Perceptions
• Institutional Efforts

Campus Climate & Students

How students experience their campus environment influences both learning and developmental outcomes.1

Discriminatory environments have a negative effect on student learning.2

Research supports the pedagogical value of a diverse student body and faculty on enhancing learning outcomes.3

1 Pascarella & Terenzini, 1991, 2005

Campus Climate & Faculty/Staff

The personal and professional development of employees including faculty members, administrators, and staff members are impacted by campus climate.1

Faculty members who judge their campus climate more positively are more likely to feel personally supported and perceive their work unit as more supportive.2

Research underscores the relationships between (1) workplace discrimination and negative job/career attitudes and (2) workplace encounters with prejudice and lower health/well-being.3

1 Settles, Cortina, Malley, and Stewart, 2006
2 Sears, 2002
3 Silverschanz, Cortina, Konik, & Magley, 2007; Costello, 2012

Projected Outcomes

The College at Brockport will add to their knowledge base with regard to how constituent groups currently feel about their particular campus climate and how the community responds to them (e.g., work-life issues, curricular integration, inter-group/intra-group relations, respect issues).

Brockport will use the results of the assessment to inform current/on-going work.
Setting the Context for Beginning the Work

Examine the Research
• Review work already completed

Preparation
• Readiness of each campus

Assessment
• Examine the climate

Follow-up
• Building on the successes and addressing the challenges

Current Campus Climate
Access
Retention
Research
Scholarship
Curriculum
Pedagogy
University Policies/Service
Intergroup & Intragroup Relations
Transformational Tapestry Model©
Baseline
Organizational Challenges
Systems Analysis
Local / State / Regional Environments
Contextualized Campus Wide Assessment
Advanced Organizational Challenges
Consultant Recommendations
Assessment
Transformation via Intervention
Fiscal Actions
Symbolic Actions
Administrative Actions
Educational Actions
Transformed Campus Climate
Access
Retention
Research
Scholarship
Curriculum
Pedagogy
University Policies/Service
Intergroup & Intragroup Relations
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Overview of the Project

Phase I
• Assessment Tool Development and Implementation

Phase II
• Data Analysis

Phase III
• Final Report and Presentation

Phase I
Spring – Winter 2013
Meetings with Brockport’s Campus Climate Task Force (CCTF) to develop the survey instrument.
The CCTF reviewed multiple drafts of the survey and approved the final survey instrument.
The final survey was distributed to the entire College community (students, faculty, and staff) from October 22 through November 13, 2013.

Instrument/Sample

Final instrument
• 94 questions and additional space for respondents to provide commentary
• On-line and paper & pencil options

Sample = Population
• All students, faculty and staff of Brockport’s community received an invitation to participate.

Survey Limitations

Self-selection bias
Response rates
Social desirability
Caution in generalizing results for constituent groups with low response rates
Method Limitation

Data were not reported for groups of fewer than 5 individuals where identity could be compromised.

Instead, small groups were combined to eliminate possibility of identifying individuals.

Phase II
Winter 2013

Quantitative and qualitative analyses conducted.

Phase III
Spring 2014

Report Draft reviewed by Brockport’s Campus Climate Task Force (CCTF).

Presentation of survey results to the campus community.

Results

Response Rates

Who are the respondents?

2,424 people responded to the call to participate (25% overall response rate).

1,133 different respondents contributed remarks to one or more of the open-ended questions.

Student Response Rates

- Undergraduate* (n = 1,573) 22%
- Graduate (n = 164) 16%

*782 started at Brockport as a first-year student; 464 transfer students; 327 decline to respond.
**Employee Response Rates**

- **Staff (n = 413)**: 45%
- **Faculty (n = 274)**: 45%

**Results**

**Additional Demographic Characteristics**

**Respondents by Racial/Ethnic Identity (%)**

- White
- Asian
- Hispanic/Latino
- African American
- Middle Eastern/African American
- American Indian/Alaskan Native
- Pacific Islander
- Other

**Respondents by Gender Identity and Position Status (%)**

- **Men**: 24%, 32%, 1%
- **Women**: 24%, 32%, 42%
- **Other**: 6%

**Respondents by Sexual Identity and Position Status (n)**

- Undergraduate Students: 548, 12, 31, 19
- Graduate Students: 1278, 230, 150
- Faculty: 140, 4, 8, 15
- Staff
Respondents with Conditions that Substantially Affect Major Life Activities

<table>
<thead>
<tr>
<th>Disability</th>
<th>n</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Acquired/Traumatic Brain Injury</td>
<td>14</td>
<td>0.6</td>
</tr>
<tr>
<td>Autism/Deficit/Hyperactivity Disorder</td>
<td>123</td>
<td>5.1</td>
</tr>
<tr>
<td>Asperger’s/Autism Spectrum</td>
<td>6</td>
<td>0.2</td>
</tr>
<tr>
<td>Blind</td>
<td>2</td>
<td>0.1</td>
</tr>
<tr>
<td>Low vision</td>
<td>50</td>
<td>2.1</td>
</tr>
<tr>
<td>Deaf</td>
<td>2</td>
<td>0.1</td>
</tr>
<tr>
<td>Hard of hearing</td>
<td>47</td>
<td>1.9</td>
</tr>
<tr>
<td>Learning disability</td>
<td>55</td>
<td>2.3</td>
</tr>
<tr>
<td>Medical condition</td>
<td>103</td>
<td>4.3</td>
</tr>
<tr>
<td>Mental health/psychological condition</td>
<td>132</td>
<td>5.4</td>
</tr>
<tr>
<td>Physical/Mobility condition that affects walking</td>
<td>47</td>
<td>1.9</td>
</tr>
<tr>
<td>Physical/Mobility condition that does not affect walking</td>
<td>17</td>
<td>0.7</td>
</tr>
<tr>
<td>Speech/Communication</td>
<td>10</td>
<td>0.4</td>
</tr>
<tr>
<td>Other</td>
<td>11</td>
<td>0.5</td>
</tr>
</tbody>
</table>

Disability by Position

- Faculty: 21%, n = 57
- Staff: 12%, n = 49
- Undergraduate Student: 19%, n = 300
- Graduate Student: 20%, n = 32

Employee Respondents by Position (%)

- Graduate: 1%
- Undergraduate: 48%
- Faculty: 11%
- Staff: 19%

Respondents by Religious/Spiritual Affiliation (%)

- No Affiliation: 10%
- Christian: 60%
- Multiple Affiliations: 8%
- Other Faith-Based Affiliations: 8%

Respondents by Political Views (n)

- Far left: 613
- Liberal: 596
- Moderate/Middle of the road: 296
- Conservative: 23
- Far right: 28
- Libertarian: 20
- Independent: 69
- Undecided: 656

Citizenship Status

<table>
<thead>
<tr>
<th>Citizenship</th>
<th>n</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>U.S. citizen</td>
<td>2,371</td>
<td>98.1</td>
</tr>
<tr>
<td>Permanent Resident</td>
<td>29</td>
<td>1.2</td>
</tr>
<tr>
<td>A visa holder (F-1, J-1, H1-B, A, L, G, E and TN)</td>
<td>18</td>
<td>0.7</td>
</tr>
<tr>
<td>Other legally documented status</td>
<td>0</td>
<td>--</td>
</tr>
<tr>
<td>Undocumented resident</td>
<td>0</td>
<td>--</td>
</tr>
</tbody>
</table>
Employee Respondents by Age (n)

<table>
<thead>
<tr>
<th>Age</th>
<th>n</th>
</tr>
</thead>
<tbody>
<tr>
<td>20 or younger</td>
<td>8</td>
</tr>
<tr>
<td>24-29</td>
<td>47</td>
</tr>
<tr>
<td>20-29</td>
<td>36</td>
</tr>
<tr>
<td>30-34</td>
<td>41</td>
</tr>
<tr>
<td>35-39</td>
<td>29</td>
</tr>
<tr>
<td>40-44</td>
<td>83</td>
</tr>
<tr>
<td>50-54</td>
<td>66</td>
</tr>
<tr>
<td>55-59</td>
<td>87</td>
</tr>
<tr>
<td>60 and over</td>
<td>65</td>
</tr>
</tbody>
</table>

Undergraduate Students by Class Standing (n)

<table>
<thead>
<tr>
<th>Class Standing</th>
<th>n</th>
</tr>
</thead>
<tbody>
<tr>
<td>First Year</td>
<td>237</td>
</tr>
<tr>
<td>Sophomore</td>
<td>277</td>
</tr>
<tr>
<td>Junior</td>
<td>413</td>
</tr>
<tr>
<td>Senior</td>
<td>357</td>
</tr>
<tr>
<td>Fifth Year or More</td>
<td>85</td>
</tr>
</tbody>
</table>

Students’ Family Income by Dependency Status (%)

<table>
<thead>
<tr>
<th>Income Level</th>
<th>First Year</th>
<th>Sophomore</th>
<th>Junior</th>
<th>Senior</th>
<th>Fifth Year or More</th>
</tr>
</thead>
<tbody>
<tr>
<td>Below $30K</td>
<td>2%</td>
<td>6%</td>
<td>3%</td>
<td>0%</td>
<td>0%</td>
</tr>
<tr>
<td>$30K - $39,999</td>
<td>0%</td>
<td>4%</td>
<td>3%</td>
<td>0%</td>
<td>0%</td>
</tr>
<tr>
<td>$40K - $49,999</td>
<td>4%</td>
<td>1%</td>
<td>0%</td>
<td>0%</td>
<td>0%</td>
</tr>
<tr>
<td>$50K - $59,999</td>
<td>6%</td>
<td>0%</td>
<td>0%</td>
<td>0%</td>
<td>0%</td>
</tr>
<tr>
<td>$60K or more</td>
<td>4%</td>
<td>0%</td>
<td>0%</td>
<td>0%</td>
<td>0%</td>
</tr>
</tbody>
</table>

Students Paying In-State or Out-of-State Tuition (%)

<table>
<thead>
<tr>
<th>Tuition Type</th>
<th>First Year</th>
<th>Sophomore</th>
<th>Junior</th>
<th>Senior</th>
<th>Fifth Year or More</th>
</tr>
</thead>
<tbody>
<tr>
<td>In-State</td>
<td>97%</td>
<td>95%</td>
<td>98%</td>
<td>99%</td>
<td>96%</td>
</tr>
<tr>
<td>Out-of-State</td>
<td>3%</td>
<td>5%</td>
<td>2%</td>
<td>1%</td>
<td>4%</td>
</tr>
</tbody>
</table>

Students’ Primary Methods for Paying for Brockport

<table>
<thead>
<tr>
<th>Method</th>
<th>n</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Loans</td>
<td>1,241</td>
<td>71.4</td>
</tr>
<tr>
<td>Family contribution</td>
<td>627</td>
<td>36.1</td>
</tr>
<tr>
<td>NY State Grant (TAP)</td>
<td>601</td>
<td>34.6</td>
</tr>
<tr>
<td>Pell grant</td>
<td>542</td>
<td>31.2</td>
</tr>
<tr>
<td>Personal contribution/job</td>
<td>320</td>
<td>18.4</td>
</tr>
<tr>
<td>Merit-based scholarship</td>
<td>242</td>
<td>13.9</td>
</tr>
<tr>
<td>Credit card</td>
<td>239</td>
<td>13.8</td>
</tr>
<tr>
<td>Work Study/on campus employment</td>
<td>191</td>
<td>11.0</td>
</tr>
<tr>
<td>On campus employment</td>
<td>149</td>
<td>8.6</td>
</tr>
<tr>
<td>Need-based scholarships</td>
<td>128</td>
<td>7.4</td>
</tr>
</tbody>
</table>

Manners in Which Students Experienced Financial Hardship

<table>
<thead>
<tr>
<th>Manner</th>
<th>n</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Difficulty purchasing my books</td>
<td>387</td>
<td>65.2</td>
</tr>
<tr>
<td>Difficulty affording tuition</td>
<td>382</td>
<td>64.7</td>
</tr>
<tr>
<td>Difficulty in affording housing</td>
<td>405</td>
<td>41.0</td>
</tr>
<tr>
<td>Difficulty in affording other campus fees</td>
<td>344</td>
<td>38.2</td>
</tr>
<tr>
<td>Difficulty affording college meal plan/food</td>
<td>323</td>
<td>35.9</td>
</tr>
<tr>
<td>Difficulty participating in co-curricular events or activities</td>
<td>321</td>
<td>35.7</td>
</tr>
<tr>
<td>Difficulty participating in social events</td>
<td>302</td>
<td>33.6</td>
</tr>
<tr>
<td>Difficulty traveling home during college breaks</td>
<td>232</td>
<td>25.8</td>
</tr>
<tr>
<td>Difficulty in traveling to campus</td>
<td>214</td>
<td>23.8</td>
</tr>
<tr>
<td>Difficulty affording health care</td>
<td>150</td>
<td>16.7</td>
</tr>
</tbody>
</table>

Note: Responses with a “*” were not presented in the figure.
Student Respondents by Age (n)

Students’ Residence

<table>
<thead>
<tr>
<th>Residence</th>
<th>n</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Campus Housing</td>
<td>746</td>
<td>42.9</td>
</tr>
<tr>
<td>Non-Campus Housing</td>
<td>982</td>
<td>56.5</td>
</tr>
<tr>
<td>Homeless (e.g. couch surfing, sleeping in car, sleeping in campus office/lab)</td>
<td>5</td>
<td>0.3</td>
</tr>
</tbody>
</table>

Note: Table includes undergraduate student respondents (n = 1,737).

Student Time Spent on Experiential Learning (n)

<table>
<thead>
<tr>
<th>None</th>
<th>1 - 5 hrs</th>
<th>6 - 10 hrs</th>
<th>11-20 hrs</th>
<th>21 - 30 hrs</th>
<th>More than 30 hrs</th>
</tr>
</thead>
<tbody>
<tr>
<td>104</td>
<td>305</td>
<td>210</td>
<td>108</td>
<td>60</td>
<td>114</td>
</tr>
</tbody>
</table>

Student Participation in Clubs or Organizations at Brockport

<table>
<thead>
<tr>
<th>Clubs/Organizations</th>
<th>n</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>I do not participate in any student organizations</td>
<td>728</td>
<td>41.9</td>
</tr>
<tr>
<td>Academic Clubs</td>
<td>273</td>
<td>15.7</td>
</tr>
<tr>
<td>Intramurals/Clubs Sports</td>
<td>254</td>
<td>14.6</td>
</tr>
<tr>
<td>Honor Societies</td>
<td>196</td>
<td>11.3</td>
</tr>
<tr>
<td>Service Clubs</td>
<td>164</td>
<td>9.4</td>
</tr>
<tr>
<td>Varsity Athletics</td>
<td>108</td>
<td>6.2</td>
</tr>
<tr>
<td>Cultural Clubs</td>
<td>81</td>
<td>4.7</td>
</tr>
<tr>
<td>Residence Hall Councils</td>
<td>75</td>
<td>4.3</td>
</tr>
<tr>
<td>Fine Arts Clubs</td>
<td>73</td>
<td>4.2</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Clubs/Organizations</th>
<th>n</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Music/Performance Organizations</td>
<td>69</td>
<td>4.0</td>
</tr>
<tr>
<td>Publications and Media Organizations</td>
<td>52</td>
<td>3.0</td>
</tr>
<tr>
<td>Social Fraternities and Sororities</td>
<td>50</td>
<td>2.9</td>
</tr>
<tr>
<td>Student Government Leadership</td>
<td>43</td>
<td>2.5</td>
</tr>
</tbody>
</table>

Findings
“Comfortable”/“Very Comfortable” with:

- **Overall Campus Climate (79%)**
- **Department/Work Unit Climate (81%)**
- **Classroom Climate (Undergraduates, 78%)**
- **Classroom Climate (Graduates, 84%)**
- **Classroom Climate (Faculty, 95%)**

### Comfort With Overall Climate

**Significant Differences**
- Staff and Faculty less comfortable than Students
- People of Color less comfortable than White respondents and Multiracial respondents.
- Low-Income Students less comfortable than Not Low-Income Students
- Respondents with Disabilities less comfortable than respondents with No Disabilities

### Comfort With Department/Work Unit Climate

**Significant Differences**
- Staff less comfortable than Faculty and Students
- Undergraduate Students less comfortable than Graduate Students
- People of Color less comfortable than White respondents and Multiracial respondents
- Respondents with Disabilities less comfortable than respondents with No Disabilities

### Comfort with Classroom Climate

**Significant Differences**
- Undergraduate Students who started their academic careers at Brockport less comfortable than both those who transferred in and Graduate Students.
- People of Color less comfortable than White respondents and Multiracial respondents
- Respondents with Disabilities less comfortable than respondents with No Disabilities

### Challenges and Opportunities

#### Experiences with Exclusionary, Intimidating, Offensive and/or Hostile Behavior

- 642 respondents indicated that they had personally experienced exclusionary (e.g., shunned, ignored), intimidating, offensive and/or hostile behavior at Brockport.

- 27%
Experiences with Exclusionary, Intimidating, Offensive and/or Hostile Behavior

• **187 respondents** said the behavior interfered with their ability to work or learn at Brockport.

• **455 respondents** said the behavior did not interfere with their ability to work or learn at Brockport.

*8%*

Form of Experienced Exclusionary, Intimidating, Offensive or Hostile Behavior

<table>
<thead>
<tr>
<th>Behavior</th>
<th>n</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Isolated or left out</td>
<td>325</td>
<td>50.6</td>
</tr>
<tr>
<td>Deliberately ignored or excluded</td>
<td>295</td>
<td>46.0</td>
</tr>
<tr>
<td>Intimidated/bullied</td>
<td>257</td>
<td>40.0</td>
</tr>
<tr>
<td>Observed others staring at me</td>
<td>165</td>
<td>25.7</td>
</tr>
<tr>
<td>Target of derogatory verbal remarks</td>
<td>131</td>
<td>20.4</td>
</tr>
</tbody>
</table>

Note: Only answered by respondents who experienced harassment (n = 455).

Percentages do not sum to 100 due to multiple responses.

Personal Experiences Based on…(%)

<table>
<thead>
<tr>
<th>Personal Experiences of Exclusionary, Intimidating, Offensive or Hostile Behavior Due to Position Status (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
</tr>
<tr>
<td>Position (n=642)</td>
</tr>
<tr>
<td>Age (n=642)</td>
</tr>
<tr>
<td>Discipline of Study (n=642)</td>
</tr>
<tr>
<td>Philological View (n=642)</td>
</tr>
</tbody>
</table>

| Overall experienced conduct¹                                                                                           |
| Of those who experienced exclusionary conduct, said they experienced conduct due to position status²    |
| Undergraduate Students (n = 277¹)                                                                               |
| (n = 117²)                                                                                                    |
| Graduate Students (n = 36³)                                                                                     |
| (n = 50¹)                                                                                                      |
| Faculty (n = 46¹)                                                                                              |
| (n = 112²)                                                                                                     |
| Staff (n = 46¹)                                                                                               |
| (n = 112²)                                                                                                     |

Note: Only answered by respondents who experienced harassment (n = 642).

Percentages do not sum to 100 due to multiple responses.

Personal Experiences of Exclusionary, Intimidating, Offensive or Hostile Behavior Due to Racial Identity (%)

| Overall experienced conduct¹                                                                                           |
| Of those who experienced exclusionary conduct, said they experienced conduct due to race²                           |
| White (n = 401¹)                                                                                                        |
| (n = 127²)                                                                                                              |
| People of Color (n = 35²)                                                                                              |
| (n = 127¹)                                                                                                              |
| Multiracial (n = 34²)                                                                                                  |
| (n = 127¹)                                                                                                              |

Note: Only answered by respondents who experienced harassment (n = 455).

Percentages do not sum to 100 due to multiple responses.

Personal Experiences of Exclusionary, Intimidating, Offensive or Hostile Behavior Due to Sexual Orientation (%)

| Overall experienced conduct¹                                                                                           |
| Of those who experienced exclusionary conduct, said they experienced conduct due to sexual orientation² |
| LGBQ Respondents (n = 23¹)                                                                                             |
| (n = 11²)                                                                                                              |
| Heterosexual Respondents (n = 39¹)                                                                                      |
| (n = 11²)                                                                                                              |
| Asexual/Other (n = 35¹)                                                                                                |
| (n = 9²)                                                                                                                |

Note: Only answered by respondents who experienced harassment (n = 455).

Percentages do not sum to 100 due to multiple responses.
Personal Experiences of Exclusionary, Intimidating, Offensive or Hostile Behavior Due to Religious/Spiritual Affiliation (%)

<table>
<thead>
<tr>
<th></th>
<th>Christian</th>
<th>Other Faith-Based Affiliations</th>
<th>No Affiliation</th>
<th>Multiple Affiliations</th>
</tr>
</thead>
<tbody>
<tr>
<td>Of those who experienced exclusionary conduct, said they experienced conduct due to religious/spiritual affiliation¹</td>
<td>26</td>
<td>29</td>
<td>31</td>
<td>28</td>
</tr>
<tr>
<td>Of those who believed they had personally experienced the behavior²</td>
<td>28</td>
<td>23</td>
<td>20</td>
<td>27</td>
</tr>
</tbody>
</table>

¹ Percentages are based on total n split by group.
² Percentages are based on n split by group for those who believed they had personally experienced the behaviors.

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Personal Experiences of Exclusionary, Intimidating, Offensive or Hostile Behavior Due to Country of Origin and Immigrant Status (%)

<table>
<thead>
<tr>
<th></th>
<th>US Citizen</th>
<th>Non-US Citizen</th>
</tr>
</thead>
<tbody>
<tr>
<td>Overall experienced conduct¹</td>
<td>26</td>
<td>18</td>
</tr>
<tr>
<td>Of those who experienced exclusionary conduct, said they experienced conduct due to country of origin²</td>
<td>32</td>
<td>60</td>
</tr>
<tr>
<td>Of those who believed they had personally experienced the behavior²</td>
<td>32</td>
<td>60</td>
</tr>
</tbody>
</table>

¹ Percentages are based on total n split by group.
² Percentages are based on n split by group for those who believed they had personally experienced the behavior.

---

Personal Experiences of Exclusionary, Intimidating, Offensive or Hostile Behavior Due to Political Views (%)

<table>
<thead>
<tr>
<th></th>
<th>Far Left/Left</th>
<th>Middle</th>
<th>Center/Right</th>
<th>Libertarian</th>
<th>Independent</th>
<th>Undecided</th>
</tr>
</thead>
<tbody>
<tr>
<td>Overall experienced conduct¹</td>
<td>28</td>
<td>35</td>
<td>28</td>
<td>37</td>
<td>36</td>
<td>18</td>
</tr>
<tr>
<td>Of those who experienced exclusionary conduct, said they experienced conduct due to political views²</td>
<td>32</td>
<td>32</td>
<td>32</td>
<td>32</td>
<td>32</td>
<td>32</td>
</tr>
</tbody>
</table>

¹ Percentages are based on total n split by group.
² Percentages are based on n split by group for those who believed they had personally experienced the behavior.

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Location of Exclusionary, Intimidating, Offensive or Hostile Behavior

<table>
<thead>
<tr>
<th></th>
<th>In a meeting with a group of people</th>
<th>In a class/lab/clinical setting/studio</th>
<th>In a public space on campus</th>
<th>In campus housing</th>
<th>While working at a Brockport job</th>
<th>Reporting a Brockport job</th>
</tr>
</thead>
<tbody>
<tr>
<td>R²</td>
<td>166</td>
<td>161</td>
<td>144</td>
<td>143</td>
<td>126</td>
<td>120</td>
</tr>
</tbody>
</table>

² Percentages are based on total n split by group.

---

Source of Exclusionary, Intimidating, Offensive or Hostile Behavior by Position Status (%)

<table>
<thead>
<tr>
<th></th>
<th>Reporting responses</th>
<th>Personal reasons</th>
</tr>
</thead>
<tbody>
<tr>
<td>Far Left/Left</td>
<td>4%</td>
<td>31%</td>
</tr>
<tr>
<td>Middle</td>
<td>5%</td>
<td>37%</td>
</tr>
<tr>
<td>Center/Right</td>
<td>7%</td>
<td>35%</td>
</tr>
<tr>
<td>Libertarian</td>
<td>10%</td>
<td>28%</td>
</tr>
<tr>
<td>Independent</td>
<td>13%</td>
<td>23%</td>
</tr>
<tr>
<td>Undecided</td>
<td>17%</td>
<td>22%</td>
</tr>
</tbody>
</table>

---

What did you do?

**Personal responses:**
- Was angry (51%)
- Felt embarrassed (42%)
- Told a friend (37%)
- Ignored it (35%)
- Told a family member (31%)

**Reporting responses:**
- Didn’t report it for fear the complaint wouldn’t be taken seriously (11%)
- Didn’t know who to go to (9%)
- Did report it but did not feel the complaint was taken seriously (7%)
- Reported it to a Brockport employee/official (6%)
- Told union representatives (4%)
Unwanted Sexual Contact at Brockport

103 respondents (4%) experienced unwanted sexual contact at Brockport

Unwanted Sexual Contact at Brockport

Undergraduate Students (6%, n = 88)

LGBTQ respondents (8%, n = 17)

Women (5%, n = 83)

Respondents with disabilities (7%, n = 30)

14% (n = 214) of Undergraduate Students Seriously Considered Leaving Brockport

By Disability Status
- 12% of Undergraduates without disabilities
- 18% of Undergraduates with disabilities

By Racial Identity
- White Undergraduates (12%)
- Multiracial Undergraduates (21%)
- People of Color Undergraduates (23%)

13% (n = 21) of Graduate Students Seriously Considered Leaving Brockport

By First Generation Status
- Not First-Generation (10%)
- First-Generation (22%)

By Disability Status
- 10% of Graduate Students without disabilities
- 25% of Graduate Students with disabilities

Why students considered leaving...

- Several considered leaving due to the actual climate in Brockport, indicating it was “too cold and windy to want to go to classes.”
- Several other students were disappointed with Brockport’s academics. They felt the “Advising system is horrible,” and complained of “poor teachers” who “really just don’t care about their students.”
- Many of the students felt disconnected from the campus community. They suggested the large number of commuters and “cliques” prevented them from forming the kinds of friendships they anticipated making in college.

Employees Who Seriously Considered Leaving Brockport

29% of Staff respondents (n = 121)

26% of Faculty respondents (n = 71)
Employees Who Seriously Considered Leaving Brockport

By Staff Position Status
- Classified Staff Non-Exempt (18%)
- Non-Teaching Professional/Management Confidential Staff (34%)

By Faculty Position Status
- Non-Tenure Track Faculty (11%)
- Tenure Track Faculty (35%)

By Racial Identity
- People of Color employees (22%)
- White employees (27%)
- Multiracial employees (57%)

Why employees considered leaving …

- Several respondents were concerned about a “lack of leadership at the college,” “harassment and bullying from administrators,” and lack of communication about and agreement with the current administration’s decisions and policies.
- Several respondents described uncertainty, disorganization, and hostility created by the reorganization of departments and offices.
- Several individuals agreed that the “administration does not connect well with the faculty” and that the environments in a number of departments were “tense” or “toxic.”

Perceptions

Respondents who observed behavior or communications directed towards a person/group of people that created an exclusionary, intimidating, offensive and/or hostile working or learning environment…

26% (n = 637)
37% (n = 222) had witnessed such behavior six or more times

Form of Observed Exclusionary, Intimidating, Offensive, or Hostile Behavior

<table>
<thead>
<tr>
<th>Behavior</th>
<th>n</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Derogatory remarks</td>
<td>385</td>
<td>60.4</td>
</tr>
<tr>
<td>Deliberately ignored or excluded</td>
<td>265</td>
<td>41.6</td>
</tr>
<tr>
<td>Intimidated/bullied</td>
<td>229</td>
<td>35.9</td>
</tr>
<tr>
<td>Isolated or left out</td>
<td>219</td>
<td>34.4</td>
</tr>
<tr>
<td>Isolated or left out when work was required in groups</td>
<td>153</td>
<td>24.0</td>
</tr>
<tr>
<td>Racial/ethnic profiling</td>
<td>109</td>
<td>17.1</td>
</tr>
<tr>
<td>Derogatory/unsolicited e-mails, text messages, Facebook posts, Twitter posts</td>
<td>97</td>
<td>15.2</td>
</tr>
</tbody>
</table>

Note: Only answered by respondents who observed harassment (n = 637). Percentages do not sum to 100 due to multiple responses.

Observed Exclusionary, Intimidating, Offensive, or Hostile Behavior Based on…(

- Gender/Gender Identity (n=163)
- Sexual Orientation (n=75)
- Gender Expression (n=172)
- Position (n=169)
- E-Beauty (n=169)
- Race (n=169)
Source of Observed Exclusionary, Intimidating, Offensive, or Hostile Behavior (%)

- Student (50%)
- Faculty Member (20%)
- Administrator (16%)
- Stranger (12%)
- Staff Member (11%)

Note: Only answered by respondents who observed harassment (n = 637). Percentages do not sum to 100 due to multiple responses.

Location of Observed Exclusionary, Intimidating, Offensive, or Hostile Behavior

- In a public space at Brockport
  32% n = 202
- In a class/lab/clinical setting/studio
  24% n = 154
- In a meeting with a group of people
  22% n = 143

Note: Only answered by respondents who observed harassment (n = 637). Percentages do not sum to 100 due to multiple responses.

Observed Exclusionary, Intimidating, Offensive, or Hostile Behavior by Select Demographics (%)

- Christian (n = 287)
  24%
- Other Faith-Based Affiliation (n = 33)
  33%
- No Faith-Based Affiliation (n = 232)
  27%
- Multiple Affiliations (n = 48)
  25%

- Libertarians (n = 130)
  46%
- Conservative/Far Right (n = 47)
  21%
- Politically Middle of the Road (n = 142)
  21%
- Far Left/Liberal (n = 230)
  20%

- Multiple Affiliations (n = 48)
  41%
- No Faith-Based Affiliation (n = 232)
  27%
- Other Faith-Based Affiliation (n = 233)
  20%
- Independent (n = 247)
  20%

- Women (n = 430)
  27%
- Men (n = 193)
  25%
- LGBQ (n = 77)
  20%
- Heterosexual (n = 521)
  21%
- Asexual/Other (n = 33)
  18%
- No Disability (n = 462)
  38%
- Disability (n = 139)
  19%

- Undergraduate Students (n = 372)
  22%
- Graduate Students (n = 33)
  21%
- Faculty (n = 89)
  21%
- Staff (n = 156)
  20%

Other Significant Findings for Observed Exclusionary, Intimidating, Offensive, or Hostile Behavior (%)

- Undergraduates who started at Brockport (30%) were more likely than Graduate Students (23%) and Undergraduates who transferred to Brockport (16%) to observe behavior.
- Non-Teaching Professional/Management Confidential Staff (17%) were more likely than Classified Staff Non-Exempt (20%) to observe behavior.
- Tenure-Track Faculty (43%) were more likely that Non-Tenure Track Faculty (19%) to observe behavior.
**Perceived Discrimination Employees**

- **Hiring Practices**
  - 22% of Staff
  - 16% of Faculty

- **Employment-Related Disciplinary Actions**
  - 15% of Staff
  - 16% of Faculty

- **Employment Practices Related to Promotion**
  - 26% of Staff
  - 22% of Faculty

**Perceived Employment Discrimination**

Position status and gender/gender identity were offered by respondents as the most common bases for all discriminatory employment practices.

**Work-Life Issues**

The majority of employee respondents expressed positive attitudes about work-life issues.

**Work-Life Issues**

- 63% of Faculty and Staff of Color
- 79% of White Faculty and Staff
- 83% of respondents with Other Affiliations, 80% of Christian Faculty and Staff, and 69% of Faculty and Staff with No Faith-Based Affiliation

77% thought the college demonstrated that it values a diverse faculty.

- 63% of Faculty and Staff of Color and 79% of White Faculty and Staff
- 83% of respondents with Other Affiliations, 80% of Christian Faculty and Staff, and 69% of Faculty and Staff with No Faith-Based Affiliation

76% thought the college demonstrated that it values a diverse staff.

- 59% of Faculty and Staff of Color and 78% of White Faculty and Staff
- 77% of Faculty and Staff with No Disabilities and 67% of Faculty and Staff with Disabilities
- 76% of respondents with Other Affiliations, 79% of Christian Faculty and Staff, and 69% of Faculty and Staff with No Faith-Based Affiliation

66% were comfortable taking leave that they were entitled to without fear that it may affect their jobs/careers.

- 57% of Faculty
- 72% of Staff
- 66% of Men
- 66% of Women

66% thought the college demonstrated that it values a diverse staff.

- 59% of Faculty and Staff of Color and 78% of White Faculty and Staff
- 77% of Faculty and Staff with No Disabilities and 67% of Faculty and Staff with Disabilities
- 76% of respondents with Other Affiliations, 79% of Christian Faculty and Staff, and 69% of Faculty and Staff with No Faith-Based Affiliation

66% were comfortable taking leave that they were entitled to without fear that it may affect their jobs/careers.

- 57% of Faculty
- 72% of Staff
- 66% of Men
- 66% of Women
Work-Life Issues

76% felt they had colleagues or co-workers at Brockport who gave them career advice or guidance when they needed it.

65% reported that they had supervisors at Brockport who gave them career advice or guidance when they needed it.

70% acknowledged their supervisors provided them with resources to pursue professional development opportunities.

67% agreed their supervisors provided ongoing feedback to help improve their performance.

Work-Life Issues

18% believed their colleagues expected them to represent the “point of view” of their identities.

- 27% of People of Color respondents and 17% of White respondents
- 27% of Faculty and Staff with Disabilities and 17% of Faculty and Staff with No Disabilities
- 16% of LGBQ Faculty and Staff and 19% of Heterosexual Faculty and Staff

Faculty Work-Life Issues

The majority of Faculty respondents expressed positive attitudes about work-related issues.

71% felt their departments created climates that were responsive and supportive of family needs.

78% believed their colleagues included them in opportunities that will help their careers as much as they do others in their positions.

Faculty Attitudes

44% believed they performed more work to help students than did their colleagues.

- 52% - Men
- 38% - Women

- 39% - LGBQ Faculty
- 46% - Heterosexual Faculty

38% felt burdened by service responsibilities beyond those of their colleagues.

- 36% of LGBQ Faculty
- 39% of Heterosexual Faculty

- 46% of Faculty with Disabilities
- 33% of Faculty with No Disabilities
Welcoming Workplace Climate

Workplace Climate was Welcoming Based on Race

Workplace Climate was Welcoming Based on Sexual Orientation

Workplace Climate was Welcoming Based on Political Views

Workplace Climate was Welcoming Based on Military Status

Student Perceptions of Campus Climate

Students felt valued by faculty (85%) and other students (76%) in the classroom.

Students reported that Brockport faculty (76%), staff (73%), and administrators (61%) were genuinely concerned with their welfare.

The majority had faculty (79%) and staff (65%) who they perceived as role models.

42% of all students felt faculty pre-judge their abilities based on their identities/backgrounds.
Student Perceptions of Campus Climate

- 44% did not see enough faculty and staff with whom they identify.
- 89% had academic opportunities that were similar to those of their classmates.
- 76% believed the campus climate encouraged free and open discussion of difficult topics.

Students Who Did Not See Enough Faculty and Staff with Whom they Identified by Gender and Sexual Orientation (%)

- Men: Agree 48, Disagree 41
- Women: Agree 42, Disagree 49
- LGBQ: Agree 47, Disagree 48
- Heterosexual: Agree 42, Disagree 53
- Asexual/Other: Agree 57, Disagree 56

Students Who Did Not See Enough Faculty and Staff with Whom they Identified by Race (%)

- White: Agree 42, Disagree 49
- People of Color: Agree 57, Disagree 35
- Multiracial: Agree 49, Disagree 35

Student Academic Success at Brockport

Academic Success for Undergraduate Students Significant Differences

- By Gender: Women > Men
- By Disability: Students with No Disability > Students with Disability
- By Racial Identity: White Students > Students of Color and Multiracial Students
- By SES: Students with High Income > Students with Low Income
- By Spirituality: Christian Students > Students with No Affiliation

Institutional Actions
The majority of employees thought the following positively affected the climate:

- Access to counseling for people who have experienced exclusionary behavior
- Mentorship for new faculty & staff
- Clear and fair process to resolve conflicts
- Increasing diversity of faculty, staff, administration, & student body

The majority of students thought the following positively affected the climate:

- Providing effective academic advisement & career counseling
- Increasing diversity of the faculty, staff, & student body
- Incorporating issues of diversity and cross-cultural competence more effectively into the curriculum
- Opportunities for cross-cultural dialogue among students, between faculty, staff & students

Summary

Strengths and Successes

Opportunities for Improvement

Context

Interpreting the Summary
Overall Opportunities for Improvement

- 27% (n = 442) believed they had personally experienced exclusionary behavior within the last year.
- 20% (n = 637) believed they had observed exclusionary behavior within the last year.
- 17% (n = 427) of all respondents have considered leaving Brockport.
- 4% (n = 103) believed they had experienced unwanted sexual contact while at Brockport.

27% (n = 642) had personally experienced exclusionary behavior within the last year.

20% (n = 637) believed they had observed exclusionary behavior within the last year.

17% (n = 427) of all respondents have considered leaving Brockport.

4% (n = 103) believed they had experienced unwanted sexual contact while at Brockport.

Next Steps

Fall 2014 Pre-Forum Actions

- Educate new students, faculty, & staff on the importance of the climate project
- Develop plan for forwarding the roll-out process and final report information to all 2013 graduates

Fall 2014 Community Forums

Purpose

- To review the results and solicit community input
- To offer “next steps” based on climate report results that will be used to inform actions

Report and other project information available at http://www.brockport.edu/campusclimate

Fall 2014 Forum Process

Forums will be created to identify 2-3 specific actions that the College could accomplish in 2015.

Forums will include individuals from the following groups:

- 2 Faculty Forums
- 2 Professional Staff Forums
- 2 Staff Forums
- 4 Student Forums (Campus)
- 1 Student Forum (Metro)
- 1 Senior Leadership Forum

Fall 2014 Forum Overview

Membership in the forum group will be identified by the CCTF. The forums would begin with delivery of a summary of the results. Each Forum will meet once for 1 hour to review/reflect on the results. The report of the Forum results will be presented to President’s Cabinet for implementation.
Proposed Calendar

September 2014
- Sponsor series of community forums

Oct/Nov 2014
- Facilitators meet and discuss the actions developed in forums
- Develop 1-2 actions (CCTF members) based on the forums

Dec 2014 – Sept 2015
- Distribute actions to the community
- Communicate updates on the progress of the action plan

Questions and Discussion