

UC Santa Barbara

EXECUTIVE SUMMARY PREPARED BY RANKIN & ASSOCIATES CONSULTING

Project Structure and Process

The UC Santa Barbara survey contained 118 questions including several open-ended questions for respondents to provide commentary. The survey was offered in English and Spanish and distributed from January 3, 2013 through February 7, 2013 through a secure on-line portal.ⁱ Confidential paper surveys were available to those who did not have access to an Internet-connected computer or preferred a paper survey.

Description of the Sample at UC Santa Barbara

UC Santa Barbara community members completed 8,193 surveys for an overall response rate of 30%. Response rates by constituent group varied: 23% for Undergraduate Students ($n = 4,287$), 39% for Graduate/Professional Students ($n = 1,141$), 69% for Post-Docs ($n = 149$), 62% for Non-Union Staff ($n = 1,256$), 41% for Union Staff ($n = 566$), and 46% for Faculty ($n = 624$). Table 1 provides a summary of selected demographic characteristics of survey respondents. The percentages offered in Table 1 are based on the numbers of respondents in the sample (n) for the specific demographic characteristic.ⁱⁱⁱ Only surveys that were at least 50% completed were included in the final data set for analyses.

Key Findings - Areas of Strength

1. High levels of comfort with the climate at UC Santa Barbara

- a. 84% of the survey respondents were “comfortable”/“very comfortable” with the climate at UC Santa Barbara ($n = 6,876$), and 81% of respondents were “comfortable”/“very comfortable” with the climate for diversity in their department/work unit/academic unit/college/school/clinical setting ($n = 6,628$).
- With regard to classroom climate, 77% of Undergraduate Students ($n = 3,302$), 82% of Graduate/Professional Students ($n = 938$), and 90% ($n = 577$) of Faculty and Post-Docs were “comfortable” or “very comfortable” with the climate in their classes.
- White respondents, men, heterosexual respondents, and respondents without disabilities were more likely than their underrepresented peers to feel “very comfortable” with the overall climate, the climate in their department/work unit/academic unit/college/school/clinical setting, and in their classes.

Table 1. UC Santa Barbara Sample Demographics

Characteristic	Subgroup	<i>n</i>	% of Sample
Position Status	Undergraduate Students ^{iv}	4,287	52.3
	Graduate/Professional Students ^v	1,141	13.9
	Faculty ^{vi}	624	7.6
	Staff ^{vii}	1,822	22.2
	Post-Doctoral Scholars/Trainees ^{viii}	149	1.8
Gender Identity	Women	4,773	58.3
	Men	3,355	40.9
	Transgender ^{ix}	16	0.2
	Genderqueer ^x	59	0.7
Racial Identity	White	4,108	50.1
	Underrepresented Minority ^{xi}	1,873	22.9
	Other People of Color ^{xii}	1,961	20.0
	Multi-Minority ^{xiii}	152	1.5
Sexual Identity	Heterosexual	7,016	87.0
	Lesbian, Gay, Bisexual, Queer	553	7.0
	Questioning ^{xiv}	93	1.1
	Asexual ^{xv}	331	4.0
Citizenship Status	U.S. Citizen	7,753	78.9
	Non-U.S. Citizen	409	4.2
	Undocumented	16	0.2
Disability Status	No disability	6,152	63.0
	Disability (physical, learning, mental health/ Psychological condition)	1,542	15.7
Religious/Spiritual Affiliation	Christian affiliation ^{xvi}	2,503	25.5
	Other Religious/Spiritual affiliation ^{xvii}	376	3.8
	Muslim ^{xviii}	63	0.6
	Jewish ^{xix}	235	2.4
	No affiliation ^{xx}	4,101	41.8
	Multiple affiliations ^{xxi}	571	5.8
	Unknown	344	3.5

Note: The total *n* for each selected demographic characteristic differs due to missing data.

2. Faculty and Staff - Positive attitudes about work-life issues

- Three-quarters of Faculty, Staff, Post-Doc/Trainee, and Graduate/Professional Student respondents thought UC Santa Barbara demonstrated that it values a diverse faculty (76%, $n = 2,938$) and staff (80%, $n = 2,764$).
- More than half of all Faculty, Staff, Post-Docs/ Trainees, and Graduate/Professional Students believed that they had colleagues or co-workers (78%, $n = 3,024$) and supervisors (70%, $n = 2,720$) at UC Santa Barbara who gave them career advice or guidance when they need it.
- The majority of Faculty, Staff, Post-Docs/Trainees, and Graduate/Professional Student respondents found UC Santa Barbara supportive of taking leave (64%, $n = 2,461$) and supportive of flexible work schedules (73%, $n = 2,827$).

3. Students - Positive attitudes about academic experiences

- 72% of Undergraduate Students ($n = 3,088$) and 79% of Graduate/Professional Students ($n = 894$) were satisfied with their academic experience at UC Santa Barbara.
- 93% of all Undergraduate Students ($n = 3,938$) and 96% of Graduate/Professional Students ($n = 1,079$) intended to graduate from UC Santa Barbara.
- 84% of all Undergraduate Students ($n = 3,582$) and 69% of Graduate/Professional Students ($n = 787$) felt many of their courses this year have been intellectually stimulating.

Key Findings - Opportunities for Improvement

1. Some members of the community experienced exclusionary conduct

- 23% of respondents believed that they had personally experienced exclusionary, intimidating, offensive and/or hostile conduct ($n = 1,890$); 7% of respondents indicated that the conduct interfered with their ability to work or learn on campus ($n = 555$).^{xxii}
- Differences emerged based on various demographic characteristics including position status, ethnic identity, and racial identity. For example,
 - o A higher percentage of Staff respondents reported experiencing this conduct as compared to Faculty or Students.
 - o A higher percentage of racial, gender, and sexual minorities reported experiencing this conduct as compared to non-minorities.
 - o A higher percentage of Undocumented Residents than Non-U.S. Citizens, and U.S. Citizens experienced this conduct.

2. Several constituent groups indicated that they were less comfortable with the overall campus climate, workplace climate, and classroom climate

- Staff respondents were less comfortable when compared with Faculty and Post-Doctoral Scholar respondents with the overall campus climate at UC Santa Barbara and the with the climate in their departments/work units.

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- Respondents with disabilities were less comfortable with the overall climate, with the workplace climate, and with the climate in their classes than were respondents without disabilities.
 - Multi-Minority respondents and Other People of Color respondents were less comfortable than Underrepresented Minority respondents and White respondents and with the overall climate, the workplace climate, and the classroom climate. White respondents were more comfortable with the climate in their classes than other racial groups.

3. A small but meaningful percentage of respondents experienced unwanted sexual contact

- a. 8% of respondents believed they had experienced unwanted sexual contact while at UC Santa Barbara within the last five years ($n = 632$). Subsequent analyses of the data revealed the following:
 - o Of those respondents, 569 were Undergraduate Students (13% of all Undergraduate Students) and 21 were Graduate/Professional Students (2% of all Graduate/Professional Students).
 - o By gender identity: 18% of Women Undergraduates ($n = 493$), 5% of Men Undergraduates ($n = 69$), and 33% of Genderqueer Undergraduates ($n = 13$) experienced unwanted sexual contact.

Additional findings disaggregated by position and other selected demographic characteristics are provided in more detail in the full report.

UC Santa Barbara

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Recent efforts in campus climate

- The Associate Vice Chancellor for Diversity, Equity and Academic Policy, and the Director of Equal Opportunity and Sexual Harassment/Title IX Compliance (OEOSH/TC) work closely to assist the campus with **employment searches**, including providing workshops on diversity policies, issues, and strategies.
- UCSB instituted an **Advisory Council on Campus Climate, Culture, and Inclusion** in 2010, chaired by Chancellor Yang. The Council promotes the “Principles of Community” designed to encourage tolerance, unity, inclusion, and community cohesion.
- The program “**Diversity Dialogs**” consists of quarterly trainings for Intercollegiate Athletics, Facilities Management, and Housing and Residential Services.
- In 2011, UCSB first implemented the **Diverse Learning Environment Survey** through the Office of Institutional Research to explore campus climate. In January 2013, UCSB implemented the UC Systemwide Campus Climate Survey of students, faculty, administrators, and staff.
- **UCSB’s Strategic Campus Plan 2007-2025** reaffirms its commitment to diversity in all sectors of the campus. As such, the Executive Vice Chancellor is committed to hiring **UC President’s Postdoctoral Fellows** and has established a **Faculty Enrichment Program** to aid in the recruitment of diverse faculty.
- Other **campus groups engaged with issues of diversity** include the Academic Senate Committee on Diversity and Equity; Chancellor’s Advisory Committee on the Status of Women; Chancellor’s Outreach Advisory Board; Senior Women’s Council; Professional Women’s Association; and Eucalyptus. The Chancellor’s Staff Advisory Council, Staff Assembly, and Academic Business Officers Group committees also work to support and improve workplace climate.
- Efforts to diversify UCSB’s undergraduate student population include **outreach programs** to potential students and a **broad array of campus resources** to support the academic success of enrolled students, as well as social and cultural organizations to enrich the educational experience for all students.
- Efforts to diversify the graduate student population include activities sponsored by the Graduate Division’s Academic Research Consortium program and the Gevirtz Graduate School of Education’s **Summer Institutes** for students from the UC-HBCU (Historically Black Colleges and Universities) programs. The **McNair Scholars Program** has been strengthened and is designed to increase UCSB’s number of first-generation, low income and/or underrepresented students in PhD programs.
- Ranked first among all 62 AAU institutions in the percentage of enrollment of Hispanic/Latino students, UCSB is working to be recognized as a **Hispanic Serving Institution** by the federal government.

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- The campus is working with the Black Student Union to institute **new programs in the Department of Black Studies and the Center for Black Studies Research**. UCSB also hired two additional counselors with expertise in African American history and culture and added a new member with expertise in diversity student recruiting strategies in the Admissions Office.
 - The OEOSH/TC is working towards creating a **consolidated approach to address campus sexual violence and harassment** issues affecting students, staff, and faculty.
 - The campus continues to work with students from **IDEAS (Improving Dreams, Equality, Access, and Success)** to ensure these students' needs are met. The campus plans to form a committee to discuss President Napolitano's new funding allocation for undocumented students.
 - The **Office of the Ombuds** is a safe place for all members of the UCSB community to discuss confidentially and seek assistance on workplace issues, interpersonal conflict, academic concerns, and many other campus-related problems.

Process and next steps for developing actions and initiatives based on survey findings

The Chancellor will convene a committee of administrators, faculty, staff, and students to study and analyze the Campus Climate Survey results specific to the UCSB campus. The campus will identify problematic areas and provide a series of workshops for faculty, staff, administrators, and students to address those areas as well as to solicit comments and possible solutions.

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