

# UC Santa Cruz

EXECUTIVE SUMMARY PREPARED BY RANKIN & ASSOCIATES CONSULTING

## Project Structure and Process

The UC Santa Cruz survey contained 97 questions including several open-ended questions for respondents to provide commentary. The survey was offered in English and Spanish and distributed from January 16 through February 21, 2013 through a secure on-line portal.<sup>ii</sup> 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 Cruz

UC Santa Cruz community members completed 6,399 surveys for an overall response rate of 30%. Response rates by constituent group varied: 27% for Undergraduate Students ( $n = 4,350$ ), 28% for Graduate/Professional Students ( $n = 392$ ), and 32% for Union Staff ( $n = 353$ ), 32% for Faculty ( $n = 316$ ), and 53% for Non-Union Staff ( $n = 872$ ). 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.<sup>iii</sup> 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 Cruz

- 83% of respondents reported that they were “very comfortable” or “comfortable” with the overall climate at UC Santa Cruz ( $n = 5,288$ ), and 78% of respondents were “very comfortable” or “comfortable” with their department or work units ( $n = 5,014$ ).
- With regard to classroom climate, 75% of Undergraduate Students ( $n = 3,262$ ) and 79% of Graduate/Professional Students ( $n = 310$ ) were “comfortable” or “very comfortable” with the climate in their classes.
- 87% of Faculty were “comfortable” or “very comfortable” with the climate in their classes ( $n = 274$ ).

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

- Three-quarters of Faculty, Staff, Post-Doc, and Graduate/Professional Student respondents thought UC Santa Cruz demonstrated that it values a diverse faculty (75%,  $n = 1,214$ ) and staff (76%,  $n = 1,242$ ).
- 64% of Faculty, Staff, Post-Doc, and Graduate/Professional Student respondents believed their supervisors provided them with resources to pursue professional development opportunities ( $n = 1,287$ ), and 66% felt their supervisors provided ongoing feedback to help improve their performance ( $n = 1,337$ ).

Table 1. UC Santa Cruz Sample Demographics

Characteristic	Subgroup	<i>n</i>	% of Sample
Position Status	Undergraduate Students <sup>iv</sup>	4,350	68%
	Graduate/Professional Students <sup>v</sup>	392	6%
	Faculty <sup>vi</sup>	316	5%
	Staff <sup>vii</sup>	1,299	20%
	Post-Doctoral Scholars/Trainees <sup>viii</sup>	42	<1%
Gender Identity	Women	2416	38%
	Men	3862	60%
	Transgender <sup>ix</sup>	19	<1%
	Genderqueer <sup>x</sup>	100	2%
Racial Identity	White	2,952	46%
	Underrepresented Minority <sup>xi</sup>	1,630	26%
	Other People of Color <sup>xii</sup>	1,548	24%
	Multi-Minority <sup>xiii</sup>	143	2%
Sexual Identity	Heterosexual	5,031	80%
	Lesbian, Gay, Bisexual, Queer	706	11%
	Questioning <sup>xiv</sup>	121	2%
	Asexual <sup>xv</sup>	317	5%
Citizenship Status	U.S. Citizen	6,195	97%
	Non-U.S. Citizen	146	2%
	Undocumented	32	<1%
Disability Status	No disability	4,583	77%
	Disability (physical, learning, mental health/ Psychological condition)	1,382	23%
Religious/Spiritual Affiliation	Christian affiliation <sup>xvi</sup>	1,544	24%
	Other Religious/Spiritual affiliation <sup>xvii</sup>	52	1%
	Muslim <sup>xviii</sup>	147	2%
	Jewish <sup>xix</sup>	319	5%
	No affiliation <sup>xx</sup>	3,505	55%
	Multiple affiliations <sup>xxi</sup>	534	8%
	Unknown	298	5%

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

- The majority of Faculty, Staff, Post-Doc, and Graduate/Professional Student respondents found UC Santa Cruz supportive of taking leave (68%,  $n = 1,367$ ) and supportive of flexible work schedules (70%,  $n = 1,405$ ).

### 3. Students - Positive attitudes about academic experiences

- 72% of Undergraduate Students ( $n = 3,119$ ) and 77% of Graduate/Professional students ( $n = 297$ ) were satisfied with their academic experience at UC Santa Cruz.
- 69% of Undergraduate Students ( $n = 2,976$ ) and 76% of Graduate/Professional Students ( $n = 296$ ) believed they were performing up to their full academic potential.

### 4. Students – More than half of Student respondents found the courses offered at UC included sufficient materials, perspectives, and/or experiences of people based on a variety of personal characteristics (e.g., age, ethnicity, gender identity, marital status, race, sexual orientation)

- a. 73% of Undergraduate Students ( $n = 2,773$ ) and 55% of Graduate/Professional Students ( $n = 185$ ) found the courses offered at UC included sufficient materials, perspectives, and/or experiences of people based on ethnicity.
- b. 73% of Undergraduate Students ( $n = 2,772$ ) and 54% of Graduate/Professional Students ( $n = 181$ ) found the courses offered at UC included sufficient materials, perspectives, and/or experiences of people based on educational level.

- c. 72% of Undergraduate Students ( $n = 2,721$ ) and 54% of Graduate/Professional Students ( $n = 174$ ) found the courses offered at UC included sufficient materials, perspectives, and/or experiences of people based on race.

## 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 ( $n = 1,444$ ); 7% of respondents indicated that the conduct interfered with their ability to work or learn on campus ( $n = 469$ ).<sup>xxii</sup>
- Differences emerged based on various demographic characteristics including position status, ethnic identity, racial identity, and discipline of study. For example,
  - o A higher percentage of Staff respondents (31%,  $n = 344$ ) reported experiencing this conduct as compared to Faculty (21%,  $n = 55$ ) or Students (21%,  $n = 916$ ).
  - o A higher percentage of ethnic and racial minorities reported experiencing this conduct as compared to non-minorities. 21% of White Respondents ( $n = 619$ ), 22% of Other People of Color ( $n = 338$ ), 25% of Underrepresented Minority respondents ( $n = 411$ ), and 29% of Multi-Minority respondents ( $n = 42$ ) believed they had been the target of exclusionary, intimidating, offensive, or hostile conduct.

---

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

- Staff respondents (70%) were less comfortable when compared with Faculty (80%) and Post-Doctoral Scholar respondents (93%) with the overall campus climate at UC Santa Cruz. Staff respondents (68%) also were less comfortable with the climate in their departments/work units when compared with Faculty (76%) and Post-Doctoral Scholar respondents (83%).
- Respondents with disabilities were less comfortable than were respondents without disabilities with the overall climate (76% vs. 86%, respectively), with the workplace climate (73% vs. 81%), and with the climate in their classes (70% vs. 80%).
- Multi-Minority respondents (79%) were slightly less comfortable than Underrepresented Minority respondents (81%), Other People of Color respondents (84%), and White respondents (84%) with the overall climate. Other People of Color respondents (71%), Multi-Minority respondents (73%), and Underrepresented Minority respondents (75%) were less comfortable than White respondents (83%) with the climate in their classes.

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

- a. 4% of respondents believed they had experienced unwanted sexual contact while at UC Santa Cruz within the last five years ( $n = 246$ ). Subsequent analyses of the data revealed the following:
  - Of the 246 respondents, 218 were Undergraduate Students (5% of all Undergraduate Students).
  - Higher percentages of LGBTQ respondents (8%,  $n = 54$ ), genderqueer respondents (6%,  $n = 6$ ), and respondents with disabilities (6%,  $n = 80$ ) than other groups 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 Cruz

SUMMARY PREPARED BY UC

---

## Recent efforts in campus climate

- The **Diversity and Inclusion Certificate Program** was established in 2010 by the Office for Diversity, Equity, and Inclusion (ODEI) to build an inclusive environment that promotes diversity and inclusion on campus. The Certificate Program consists of eight courses providing a valuable professional development opportunity at *no cost* to staff and faculty. Core course and elective topics include race, LGBT issues in the workplace, communicating across generations, veterans on campus, persons with disabilities, etc.
- In 2010, Chancellor Blumenthal appointed the **Advisory Council on Campus Climate, Culture and Inclusion** (ACCCCI) in response to former President Yudof’s pledge to take steps to directly address campus climate issues. Composed of faculty, staff, students, community members, and alumni, the Council is tasked with: (1) monitoring and evaluating the progress of UCSC in creating conditions of climate, culture, and inclusion that will best support the mission of the University and provide equal opportunities to all UCSC students, faculty, and staff; and (2) identifying, evaluating, and sharing “promising practices” in efforts to create a welcoming and inclusive campus climate, looking broadly at other institutions, both public and private, inside and outside higher education, across the state and the nation.
- Prior to the systemwide campus climate surveys, UCSC administered the **UCSC Diversity and Community Building Study** in 2011 to evaluate the campus’ existing culture and institutional support of all members of the campus community, and to provide valuable information for improvement of everyday practices, policy decisions, and other community-building efforts. Both undergraduate and graduate students participated in the study’s surveys, which included questions on campus-wide climate for diversity and inclusion. Recommendations based on graduate survey findings were formulated and implemented in the past academic year. UCSC is finalizing the recommendations for the undergraduate survey, which will be presented to the ACCCCI for approval later this academic year.
- The role of the **Divisional Diversity Coordinator** was instituted in 2009 by the Campus Diversity Officers (CDO) to formalize partnerships with the 18 divisions on campus. The DDCs serve as a liaison between the CDOs, ODEI, and their respective divisions. They provide invaluable insight and guidance regarding the implementation and effectiveness of campus diversity and affirmative action efforts. The DDCs are also responsible for the preparation of the division’s annual divisional diversity plans. The goals or efforts can be targeted at improving the diversity climate within their respective divisions, or actions that work to improve the campus climate and inclusion.
- Although budget cutbacks have necessitated closing the Ombuds Office, UCSC offers confidential **Campus Conflict Resolution Services** for faculty and staff.

---

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

These exceptional programs and partnerships combined with the existing data from the UCSC Diversity and Community Building Study have given UC Santa Cruz the necessary momentum to continue with efforts to promote a healthy campus climate and implement specific action items based on the findings from the University of California systemwide campus climate survey. The UCSC representatives from the Campus Climate Survey Systemwide Work Team (SWT) will analyze the data and work closely with the Chancellor's Advisory Council on Campus Climate, Culture and Inclusion, which has about 50 members comprised of faculty, students, staff, alumni, administrators, and community members, to identify important issues highlighted in the climate survey beginning in spring 2014. The ACCCCI will be engaged in the implementation process by forming subcommittees that partner with other campus constituents as appropriate to effectively develop an action plan to address key survey findings with implementation by winter 2015.

### **CONTACT**

<http://diversity.ucsc.edu/>