

## UC Davis

EXECUTIVE SUMMARY PREPARED BY RANKIN & ASSOCIATES CONSULTING

### Project Structure and Process

The UC Davis survey contained 107 questions including several open-ended questions for respondents to provide commentary. The survey was offered in English and Spanish and distributed from January 31, 2013 through March 15, 2013 through a secure on-line portal.<sup>i</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 Davis

UC Davis community members completed 18,466 surveys for an overall response rate of 32%. Response rates by constituent group varied: 25% for Undergraduate Students ( $n = 6,377$ ), 24% for Graduate/Professional Students ( $n = 2,154$ ), 51% for Post-Docs ( $n = 400$ ), 22% of Trainees ( $n = 176$ ), 38% for Union Staff ( $n = 3,713$ ), 26% for Faculty ( $n = 1,301$ ), and 63% for Non-Union staff ( $n = 3,847$ ).

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 Davis

- 80% of all respondents ( $n = 14,812$ ) of all respondents were “comfortable” or “very comfortable” with the climate at UC Davis while 7% ( $n = 1,288$ ) were “uncomfortable” or “very uncomfortable.”
- 77% of all respondents ( $n = 14,101$ ) of all respondents were “comfortable” or “very comfortable” with the climate for diversity in their department/work unit/academic unit/college/school/clinical setting while 10% ( $n = 1,872$ ) were “uncomfortable” or “very uncomfortable.”
- 76% of Undergraduate Students ( $n = 4,805$ ), 82% of Graduate/Professional Students ( $n = 1,771$ ), and 89% of Faculty and Post-Doc respondents ( $n = 966$ ) were “comfortable” or “very comfortable” with the climate in their classes, while 6% of Undergraduates ( $n = 343$ ), 8% of Graduate/Professional Students ( $n = 64$ ), and 2% of Faculty/Post-Docs ( $n = 23$ ) were “uncomfortable” or “very uncomfortable.”

Table 1. UC Davis Sample Demographics

Characteristic	Subgroup	<i>n</i>	% of Sample
Position Status	Undergraduate Students <sup>iv</sup>	6,377	34.5
	Graduate/Professional Students <sup>v</sup>	2,154	11.7
	Faculty <sup>vi</sup>	1,301	7.1
	Staff <sup>vii</sup>	8,058	43.6
	Post-Doctoral Scholars/Trainees <sup>viii</sup>	576	3.1
Gender Identity	Women	11,521	62.3
	Men	6,763	36.6
	Transgender <sup>ix</sup>	35	0.2
	Genderqueer <sup>x</sup>	104	0.6
Racial Identity	White	9,084	49.2
	Underrepresented Minority <sup>xi</sup>	3,309	17.9
	Other People of Color <sup>xii</sup>	5,487	29.7
	Multi-Minority <sup>xiii</sup>	273	1.5
Sexual Identity	Heterosexual	15,389	83.3
	Lesbian, Gay, Bisexual, Queer	1,214	6.6
	Questioning <sup>xiv</sup>	156	0.8
	Asexual <sup>xv</sup>	938	5.1
Citizenship Status	U.S. Citizen	17,447	94.5
	Non-U.S. Citizen	934	5.1
	Undocumented	26	0.1
Disability Status	No disability	14,414	78.1
	Disability (physical, learning, mental health/ Psychological condition)	3,204	17.4
Religious/Spiritual Affiliation	Christian affiliation <sup>xvi</sup>	6,740	36.5
	Other Religious/Spiritual affiliation <sup>xvii</sup>	1,190	6.4
	Muslim <sup>xviii</sup>	235	1.3
	Jewish <sup>xix</sup>	309	1.7
	No affiliation <sup>xx</sup>	8,086	43.8
	Multiple affiliations <sup>xxi</sup>	1,075	5.8
	Unknown	831	4.5

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

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

- About four-fifths of the respondents thought UC Davis demonstrated that it values a diverse faculty (80%,  $n = 9,515$ ) and staff (82%,  $n = 9,743$ ).
- 68% of Faculty, Staff, Post-Doc/Trainee, and Graduate/Professional Student respondents found UC Davis supportive of their taking leave ( $n = 8,145$ ), and 66% felt that UC Davis was supportive of flexible work schedules ( $n = 7,850$ ).
- A substantial majority of all Faculty, Staff, Post-Doc/Trainee, and Graduate/Professional Student respondents believed that they had colleagues or co-workers (77%,  $n = 9,196$ ) and supervisors (67%,  $n = 8,003$ ) at UC Davis who gave them career advice or guidance when they need it.

## 3. Students - Positive attitudes about academic experiences

- 80% of Graduate/Professional Students ( $n = 1,713$ ) and 68% of Undergraduate Students ( $n = 4,303$ ) were satisfied with their academic experience at UC Davis.
- 94% of Undergraduate Students ( $n = 5,931$ ) and 96% of Graduate/Professional Students ( $n = 2,045$ ) intended to graduate from UC Davis.

## 4. Students and Trainees – A majority of 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)

## Key Findings - Opportunities for Improvement

### 1. Some members of the community experience exclusionary conduct

- 24% of respondents ( $n = 4,371$ ) believed that they had personally experienced exclusionary, intimidating, offensive and/or hostile conduct; 8% of respondents ( $n = 1,538$ ) indicated that the conduct interfered with their ability to work or learn.<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 reported experiencing this conduct as compared to Faculty or Students.
  - o A higher percentage of women, transgender, and genderqueer respondents than men respondents experienced this conduct.

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

- Staff and Faculty respondents were less comfortable when compared with Post-Doctoral Scholar/Trainee and Undergraduate and Graduate/Professional Student respondents with the overall campus climate at UC Davis and the with the climate in their departments/work units.
- LGBTQ respondents were less comfortable than heterosexual respondents with the overall climate and less comfortable with the climate in their classes.

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- Underrepresented Minority respondents and Other People of Color respondents were less comfortable than White respondents and Multi-Minority respondents with the overall climate and the workplace 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. 2% of respondents ( $n = 443$ ) believed they had experienced unwanted sexual contact while at UC Davis within the last five years. Subsequent analyses of the data revealed the following:
  - Higher percentages of Undergraduate Students (4%,  $n = 248$ ) experienced unwanted sexual contact in the past five years as compared to Graduate/Professional Students (1%,  $n = 25$ ), Staff (2%,  $n = 147$ ), Faculty (1%,  $n = 14$ ), or Post-Docs/Trainees (2%,  $n = 9$ ).
  - In terms of gender identity, higher percentages genderqueer respondents (7%,  $n = 7$ ) and women respondents (3%,  $n = 345$ ) experienced this conduct as compared to men (1%,  $n = 93$ ).

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

# UC Davis

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## Recent efforts in campus climate

- UC Davis launched the **Hate-Free Campus Initiative** (HFCI) in fall 2010 to proactively engage the entire campus community in educational programs, training and activities designed to confront and stop acts of hate, foster a greater awareness and appreciation for diversity, promote civility and respect in interactions, and support its Campus Principles of Community.
- Davis increased the number of Student Campus Climate Internship positions at the Cross Cultural Center from two to three, and created a **Diversity Leadership Development Program course** for undergraduate students to reinforce the campus' commitment to diversity and inclusion.
- The campus increased the number of workshops in Staff Development and Professional Services, Dialogues on Diversity Certificate Training Program.
- The **Campus Community Council** was created to improve information-sharing, help raise issues meriting focused attention, and enhance collaboration and consultation.
- The **UC Davis Ombuds Office** was established as a place where faculty, staff, postdocs, and administrators are welcome to come and talk in confidence about any concern.
- UC Davis revised its **Student Communication Plan for Reporting Campus Climate and Hate/Bias Incidents**.
- The **Director of Campus Dialogue and Deliberation** position was created to sustain ongoing, rather than episodic, commitment to civic engagement.
- The **Police Accountability Board** (PAB), a civilian oversight board for the campus police department, was created to strengthen relationships between the campus community and police by establishing an open, transparent process for people to bring forth complaints of misconduct.
- The new UC Davis Advance Program (focused primarily on faculty) includes the **Inclusive Campus Climate Initiative**, developed to establish programs to reduce the impact of unconscious bias in faculty hiring and promotions; the **Policy & Practices Review Initiative**, designed to identify and remove institutional barriers to inclusion and career development; and the **Campos Initiative** (Center for the Advancement of Multicultural Perspectives), a research center designed to attract women and Latina STEM scholars.
- UC Davis hired two **Graduate Diversity Officers** to help recruit more graduate students from diverse backgrounds and ensure successful completion of their degrees.
- The campus is developing an online **Principles of Community Training Module** for all freshmen and transfer students, to be completed within the first quarter of enrollment.

- The UC Davis Health System created the position of **Associate Vice Chancellor for Diversity and Inclusion** to direct programs and initiatives within the health sciences units. This includes the *Framework for Diversity* strategic plan, focused on strengthening the Health System’s diversity and inclusion messaging and promoting the recruitment and retention of a diverse pool of students, residents/fellows, faculty, and staff.
- UC Davis has been designated an **Hispanic-Serving Health Professions School** to enhance recruitment of Hispanic students, residents/fellows, and faculty from 26 academic institutions with similar designations, and to enhance grant and fellowship opportunities.

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

UC Davis will re-constitute the Local Campus Climate Work Group (LCCWG) to implement the campus climate survey. Numerous committees are in place to address issues related to campus climate in the campus’ current structure, including, for example:

- Staff Affirmative Action & Diversity Advisory Committee (SAADAC)
- Disability Issues Administrative Advisory Committee (DIAAC)
- Status of Women at Davis Administrative Advisory Committee (SWADAAC)

- Academic Senate/Federation Affirmative Action & Diversity Committee
- Campus Council on Community and Diversity (CCC&D)
- Campus Community Council
- UCDHS Equal Opportunity and Diversity Committee

After the climate survey results are released, UC Davis will use these committees to assist the LCCWG in identifying important issues, establishing a set of priorities, and creating action plans. The AEVC for Campus Community Relations and the AVC for Diversity & Inclusion at the UCDHS will coordinate this process.

### CONTACT

Davis campus: <http://occr.ucdavis.edu/index.html>

Sacramento Health Sciences campus: [http://www.ucdmc.ucdavis.edu/leadership/bios/acosta\\_bio.html](http://www.ucdmc.ucdavis.edu/leadership/bios/acosta_bio.html)