

# UC San Diego

EXECUTIVE SUMMARY PREPARED BY RANKIN & ASSOCIATES CONSULTING

## Project Structure and Process

The UC San Diego survey contained 107 questions including several open-ended questions for respondents to provide commentary. The survey was offered in English, Spanish, and Mandarin and distributed from January 29, 2013 through March 29, 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.

While the initial overall response rate was reported at 26%, after cleaning the data and removing surveys that were less than 50% complete, the final overall response rate was 24%.

## Description of the Sample at UC San Diego

UC San Diego community members completed 11,915 surveys for an overall response rate of 24%.<sup>11</sup> Response rates by constituent group varied: 19% for Undergraduate Students ( $n = 4,278$ ), 24% for Graduate/Professional Students ( $n = 1,351$ ), 30% for Post-Docs ( $n = 363$ ), 11% for Trainees ( $n = 84$ ), 21% for Union Staff ( $n = 1,918$ ), 23% for Faculty ( $n = 911$ ), and 44% for Non-Union staff ( $n = 2,754$ ). 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 San Diego

- 77% of all respondents were “comfortable” or “very comfortable” with the climate at UC San Diego ( $n = 9,209$ ), while 8% were “uncomfortable” or “very uncomfortable” ( $n = 950$ ).
- 75% of all respondents of all respondents were “comfortable” or “very comfortable” with the climate for diversity in their department/work unit/academic unit/college/school/clinical setting ( $n = 8,940$ ), and 11% were “uncomfortable” or “very uncomfortable” ( $n = 1,248$ ).
- 68% of Undergraduate Students ( $n = 2,914$ ), 74% of Graduate/Professional Students ( $n = 995$ ), and 85% of Faculty and Post-Doc respondents ( $n = 705$ ) were “comfortable” or “very comfortable” with the climate in their classes, while 9% of Undergraduates ( $n = 372$ ), 6% of Graduate/Professional Students ( $n = 81$ ), and 4% of Faculty/Post-Docs ( $n = 36$ ) were “uncomfortable” or “very uncomfortable.”

<sup>11</sup> While the initial overall response rate was reported at 26%, after cleaning the data and removing surveys that were less than 50% complete, the final overall response rate was 24%.

Table 1. UC San Diego Sample Demographics

<b>Characteristic</b>	<b>Subgroup</b>	<b>n</b>	<b>% of Sample</b>
Position Status	Undergraduate Students <sup>iv</sup>	4,278	35.9
	Graduate/Professional Students <sup>v</sup>	1,351	11.3
	Faculty <sup>vi</sup>	911	7.6
	Staff <sup>vii</sup>	4,928	41.4
	Post-Doctoral Scholars/Trainees <sup>viii</sup>	447	3.8
Gender Identity	Women	6866	57.6
	Men	4900	41.1
	Transgender <sup>ix</sup>	23	0.2
	Genderqueer <sup>x</sup>	75	0.6
Racial Identity	White	4826	40.5
	Underrepresented Minority <sup>xi</sup>	2060	17.3
	Other People of Color <sup>xii</sup>	4563	38.3
	Multi-Minority <sup>xiii</sup>	192	1.6
Sexual Identity	Heterosexual	9821	85.1
	Lesbian, Gay, Bisexual, Queer	863	7.2
	Questioning <sup>xiv</sup>	116	1.0
	Asexual <sup>xv</sup>	605	5.1
Citizenship Status	U.S. Citizen	10891	91.4
	Non-U.S. Citizen	955	8.0
	Undocumented	20	0.2
Disability Status	No disability	9254	82.5
	Disability (physical, learning, mental health/ Psychological condition)	1967	16.5
Religious/Spiritual Affiliation	Christian affiliation <sup>xvi</sup>	4152	34.8
	Other Religious/Spiritual affiliation <sup>xvii</sup>	121	1.0
	Muslim <sup>xviii</sup>	260	2.2
	Jewish <sup>xix</sup>	767	6.4
	No affiliation <sup>xx</sup>	5248	44.0
	Multiple affiliations <sup>xxi</sup>	734	6.2
	Unknown	633	5.3

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**
    - Three-quarters of all Faculty, Staff, and Post-Doc/Trainee respondents felt the workplace was welcoming for people based on ethnicity (76%), English language proficiency (76%), educational level (76%), marital status (75%), country of origin (76%), and age (75%).
    - More than half of the Faculty, Staff, Post-Doc/Trainee, and Graduate/Professional Student respondents thought UC San Diego demonstrated that it values a diverse faculty (73%,  $n = 5,525$ ) and staff (80%,  $n = 6,040$ ).
    - Many Faculty, Staff, Post-Doc/Trainee, and Graduate/Professional Student respondents reported that they had colleagues or co-workers (77%,  $n = 5,845$ ) and supervisors (68%,  $n = 5,164$ ) at UC San Diego who gave them career advice or guidance when they need it.
  - 3. Students - Positive attitudes about academic experiences**
    - 81% of Undergraduate Students ( $n = 3,448$ ) and 65% of Graduate/Professional Students ( $n = 873$ ) thought many of their courses this year have been intellectually stimulating, while 7% of Undergraduate Students ( $n = 281$ ) and 7% of Graduate/Professional Students ( $n = 91$ ) disagreed.
    - 76% of Graduate/Professional Students ( $n = 1,107$ ) and 66% of Undergraduate Students ( $n = 15$ ) were satisfied with their academic experiences at UC San Diego.
  - 4. Students and Trainees – A majority of respondents found the courses offered at UC San Diego 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 experienced exclusionary conduct**
    - 23% of respondents ( $n = 2,711$ ) believed that they had personally experienced exclusionary, intimidating, offensive and/or hostile conduct; 8% of respondents ( $n = 963$ ) 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,
      - A higher percentage of Staff respondents reported experiencing this conduct as compared to Faculty or Students.
      - A higher percentage of Genderqueer than Men, Women, and Transgender respondents experienced such conduct, as did a higher percentage of lesbian, gay, bisexual, and queer (LGBQ) respondents than heterosexual respondents.

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

- a. 2% of respondents ( $n = 279$ ) believed they had experienced unwanted sexual contact while at UC San Diego within the last five years. Subsequent analyses of the data revealed the following:
  - Higher percentages of Undergraduate Students (4%,  $n = 160$ ) experienced unwanted sexual contact in the past five years as compared to Graduate/Professional Students (1%,  $n = 16$ ), Staff (2%,  $n = 89$ ), Faculty (1%,  $n = 9$ ), or Post-Docs/Trainees (1%,  $n = 5$ ).
  - In terms of gender identity, a higher percentage of genderqueer respondents (14%,  $n = 10$ ) than women respondents (3%,  $n = 217$ ) and men respondents (1%,  $n = 56$ ).

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

# UC San Diego

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## Recent efforts in campus climate

- UC San Diego has instituted structural, systemic changes to achieve lasting improvements to campus climate. These include hiring a **Vice Chancellor for Equity, Diversity and Inclusion** (VC-EDI) to lead campus diversity efforts, an **Associate Vice Chancellor for Faculty Equity** to work with Faculty Equity Advisors to identify, develop, communicate, and encourage best practices to advance faculty diversity and equity, and a dedicated **Director of Development for Diversity Initiatives** to sustain and expand EDI efforts. A full-time **Analyst Services Officer** was also hired to track and assess efforts by the campus to increase diversity in its students, staff, and faculty.
- The **Office for the Prevention of Harassment and Discrimination** (OPHD) was created as a central, visible, and easily accessible campus-wide resource to resolve complaints; communicate University policies and procedures regarding discrimination, harassment and retaliation; and provide a variety of training programs. All incoming freshmen and transfer students are now required to complete on-line training that focuses on diversity education and behavioral expectations.
- UC San Diego introduced a **new diversity course requirement** for all undergraduate students, and diversity and inclusion are now key components in all orientation programs for incoming students.
- To encourage a sense of community among students, UC San Diego expanded housing options, including the establishment of **Multicultural Living Learning Communities**. Three new student resource centers – the **Black Resource Center**, the **Raza Resource Centro**, and the **Student Veterans Resource Center** – provide spaces for academic and social support for students, and increase the feeling of campus involvement through community building. The new Centers complement existing cultural centers, including the **Cross-Cultural Center**, the **Women's Center**, and the **LGBT Resource Center**.
- UCSD has also deepened its commitment to K-12 outreach through a recent \$1 million STEM investment in UC San Diego's **Center for Research on Educational Equity, Assessment and Teaching Excellence** (CREATE). The investment seeks to improve K-20 STEM education, working with faculty and regional educators, and is intended to foster innovative research as well as practice in educational equity.
- The **Chancellor's Associates Scholarship Initiative**, established last year to provide guaranteed cost-free education to low-income students from the San Diego region, is being expanded. To enable low-income community college students to attend UC San Diego, the campus will re-launch a transfer guarantee program called **UniversityLink** with new rules and requirements to target low-income students.

- The **Campus Climate Council** advises the Chancellor, the Executive Vice Chancellor – Academic Affairs, and the campus senior leadership, assesses campus climate, identifies best practices, and recommends improvements in policy and practices. The Council includes faculty, staff, students, administrators, and community members, and meets throughout the academic year.
- The **UC San Diego Academic Senate's standing Committee on Diversity and Equity**, together with the **Chancellor's Advisory Committee on the Status of Women**, the **Diversity Council**, and the **Chancellor's Advisory Committee on Gender Identity and Sexual Orientation Issues**, provide campus leadership on institutional access and representation, campus climate and intergroup relations, education, scholarship, and institutional transformation.
- The **Office of the Ombuds** provides confidential, neutral, and informal dispute resolution services for all members of the UCSD community.
- In the next three years, UC San Diego will make significant investments in programs and personnel for **retention and placement programs** to ensure that all low-income students are guaranteed a meaningful service learning opportunity and access to alumni mentors and employers, which can significantly improve retention and shorten time-to-degree.

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

To identify and respond to important issues identified through the climate survey, the VC-EDI has convened a Climate Survey Committee composed of administration members along with faculty and staff. The committee will review the survey results and work in conjunction with the Climate Council, Diversity Council, and other Chancellor's Advisory Committees to recommend to the VC-EDI areas that require action. The VC-EDI will use the expertise of the Climate Council, Diversity Council, and other advisory groups to develop key action steps, metrics, and timelines to address the priority areas.

## CONTACT

<http://diversity.ucsd.edu/> and <http://campusclimate.ucsd.edu/>