



Climate Survey Results

October 25, 2019

Diversity and Equity Campus Climate Survey

Higher Education Data Sharing Consortium (HEDS)

- 39-question survey
- Administered in Spring 2019 to students and employees physically present on the Springfield campus
- Administered nationally to 52 large and small institutions
- National response $n=36,194$
- MSU response $n=2,723$



Breakdown of MSU Respondents

Respondent Group	Number (<i>n</i>)
Undergraduate students	1,321
Graduate students	264
Faculty	434
Staff/Administrators	704

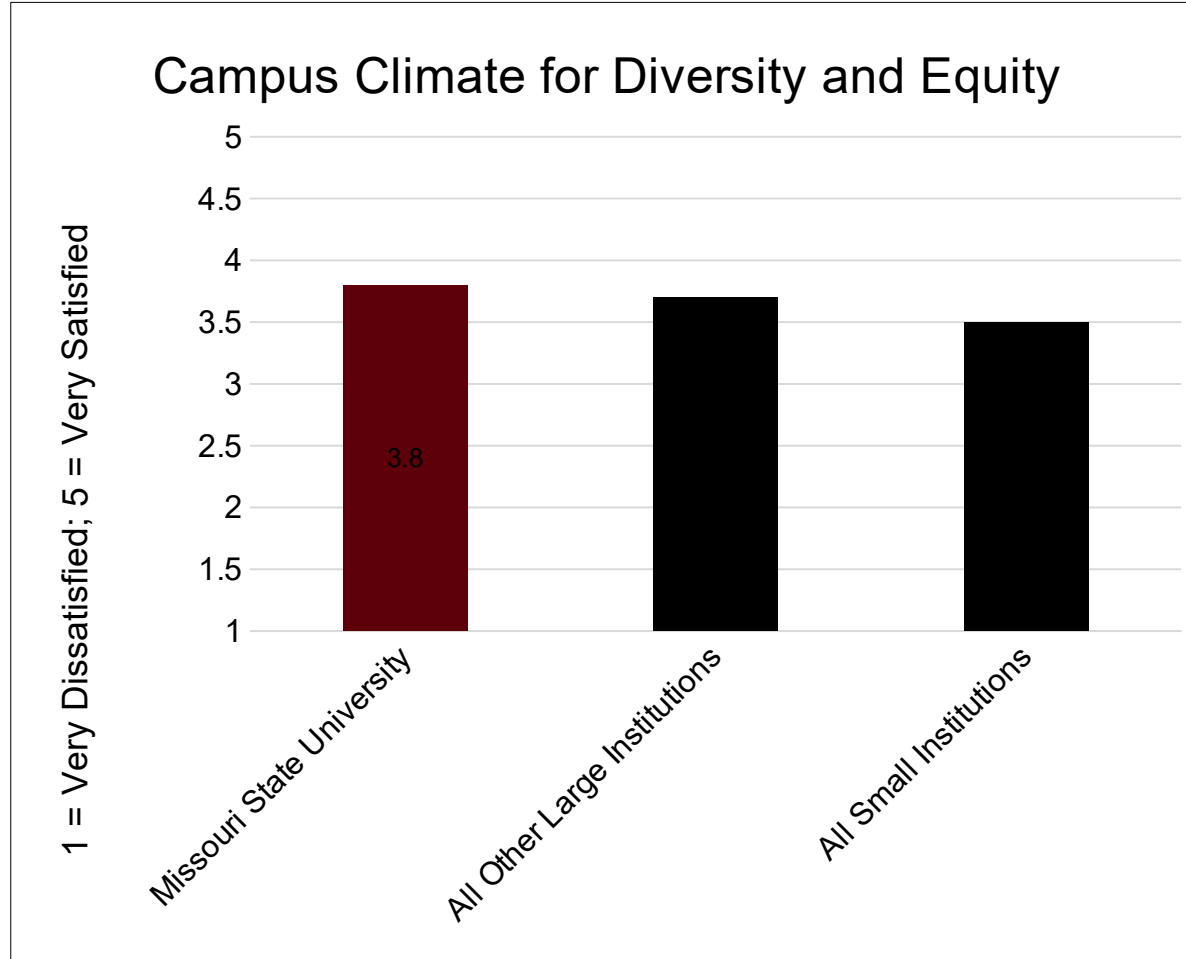
These numbers represent 9% of Missouri State's undergraduate students, 18% of graduate students, 40% of faculty, and 37% of staff and administrators.



Missouri State respondents reported higher satisfaction on questions related to overall campus climate for diversity and equity than large and small institutions.

Higher Satisfaction on Campus Climate

Figure 1





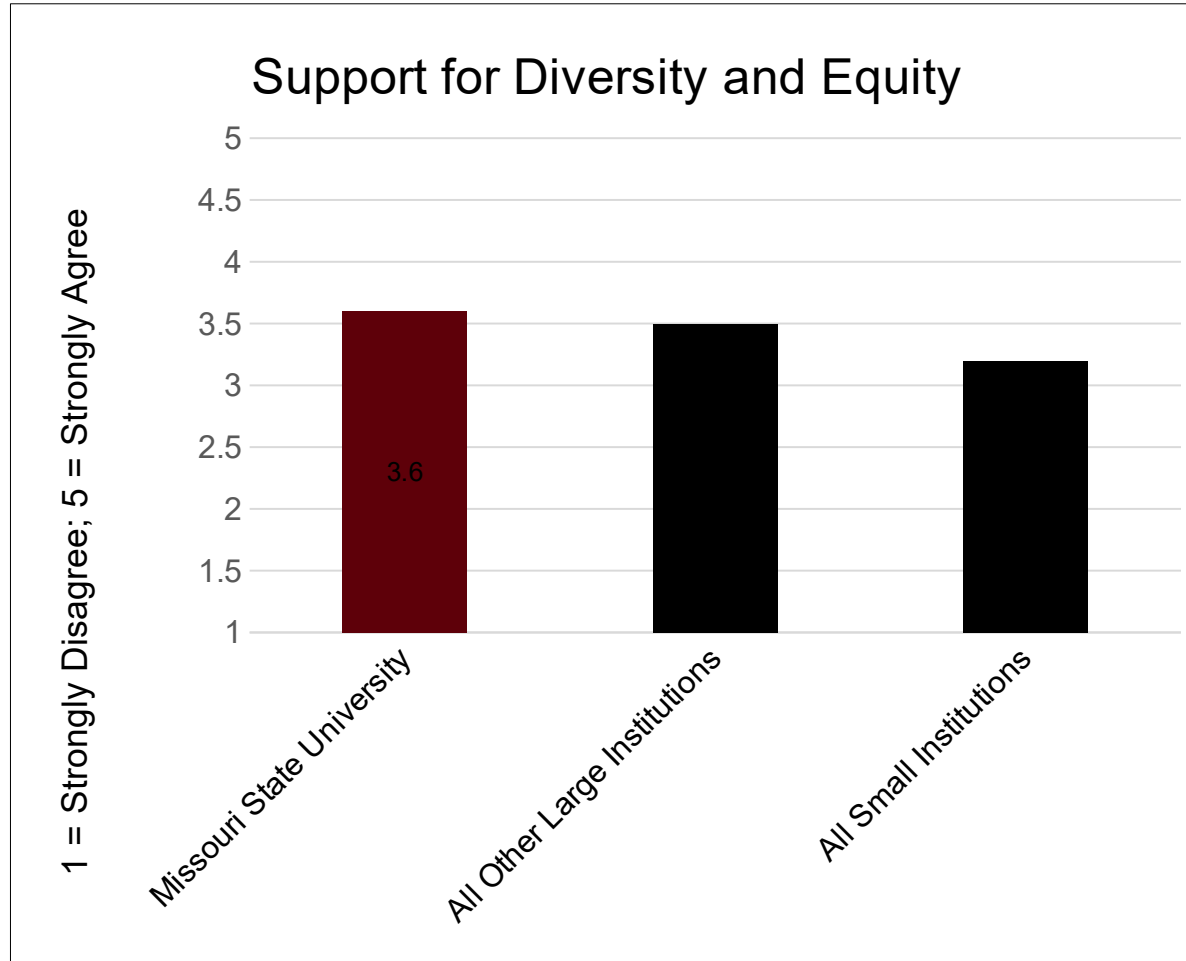
Campus Climate Questions in which Missouri State Performed Higher

Table 1. Campus Climate Questions in Which Missouri State Performed Higher than Comparison Institutions

Overall campus climate	Campus experience/environment regarding diversity at MSU
<ul style="list-style-type: none">• Feel a sense of belonging or community at MSU• Feel campus environment is free from tensions related to individual or group differences• Feel retention of historically marginalized students, faculty, and staff is an institutional priority	<ul style="list-style-type: none">• Feel all community members experience a sense of belonging or community• Feel recruitment of historically marginalized students, faculty, and staff is an institutional priority• Feel senior leadership demonstrates a commitment to diversity and equity on this campus

Missouri State Strongly Agrees that the University Supports Diversity and Equity

Figure 2



Satisfaction with Campus Climate

by Respondent Role and Race/Ethnicity

Table 2. Campus climate satisfaction by Race and/or Ethnicity and Role

		MSU <i>n</i>	MSU Mean	Large Institutions Mean	Small Institutions Mean
All Students	U.S. White	1,080	3.90	3.81	3.59
	U.S. Persons of Color	336	3.44	3.70	3.27
	International	140	4.04	3.94	3.43
All Employees	U.S. White	897	3.87	3.64	3.60
	U.S. Persons of Color	187	3.61	3.48	3.37
	International	16	3.84	4.16	3.53

Note: Race/ethnicity are reported in broad groups. The survey includes 16 options for race/ethnicity (data tables are available).

Satisfaction with Campus Climate by Respondent Role and Gender

Table 3. Campus climate satisfaction by Role and Gender

		MSU <i>n</i>	MSU Mean	Large Institutions Mean	Small Institutions Mean
Role and Gender					
All Students	Men	481	3.83	3.83	3.56
	Women	1,045	3.83	3.74	3.46
	Non-binary	37	3.36	3.47	3.09
All Employees	Men	429	3.80	3.69	3.65
	Women	673	3.86	3.54	3.50
	Non-binary	8*	2.22	3.00	3.01

Note: Non-Binary – [A] gender identity that is neither entirely male nor entirely female (Merriam-Webster).

*Statistical results require a sufficient number of respondents (HEDS designated 10) per category to produce a reliable estimate.



Satisfaction with Campus Climate

by Respondent Role and Sexual Orientation

Table 3. Campus climate satisfaction by Role and Sexual Orientation


		MSU <i>n</i>	MSU Mean	Large Institutions Mean	Small Institutions Mean
Role and Sexual Orientation					
All Students	Heterosexual	1,219	3.88	3.80	3.57
	LGB+	333	3.59	3.63	3.25
All Employees	Heterosexual	968	3.86	3.62	3.59
	LGB+	136	3.51	3.41	3.34

Note: Sexual orientation is reported in broad groups. The survey includes 8 options for sexual orientation (data tables are available).




Satisfaction with Campus Climate


Compared with Large Institutions



<u>MSU Students</u>	<u>MSU Employees</u>
U.S. white individuals (+)	Women (++)
Women individuals (+)	Liberal individuals (++)
International individuals (+)	U.S. white individuals (+)
	Men (+)
	LGB+ individuals(+)
	Heterosexual individuals (+)
	Conservative individuals (+)
	U.S. persons of color (+)



<u>MSU Students</u>	<u>MSU Employees</u>
Men (≈)	None
Heterosexual individuals (≈)	
Conservative individuals (≈)	
LGB+ individuals (≈)	
Liberal individuals (≈)	

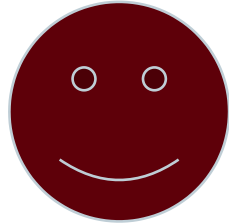


<u>MSU Students</u>	<u>MSU Employees</u>
Non-binary students (-)	International individuals (--)
U.S. students of color (-)	

+++/-- Large difference
 ++/-- Medium difference
 +/- Small difference
 ≈ No difference

Satisfaction with Campus Climate

Compared with Small Institutions

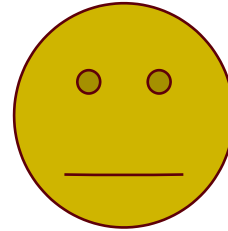


MSU Students

International individuals (+++)
 U.S. white individuals (++)
 Women (++)
 Heterosexual individuals (++)
 LGB+ individuals (++)
 Liberal individuals (++)
 Conservative individuals (+)
 Non-binary individuals (+)
 U.S. persons of color (+)
 Men (+)

MSU Employees

U.S. white individuals(++)
 Women (++)
 International individuals (++)
 Heterosexual individuals (++)
 Liberal individuals (++)
 Conservative individuals (+)
 U.S. persons of color (+)
 LGB+ individuals (+)
 Men (+)



MSU Students

None

MSU Employees

None



MSU Students

None

MSU Employees

None




Perceptions of Institutional Support

- Overall, Missouri State groups have higher positive perceptions of institutional support than comparison institutions.
- *Within MSU*, non-binary* individuals, U.S. persons of color, LGB+ individuals, and liberal individuals have less favorable perceptions of campus and institutional support.

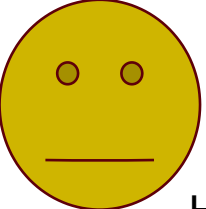
*Non-Binary – [A] gender identity that is neither entirely male nor entirely female (Merriam-Webster).

Perceptions of Institutional Support


Compared to Large Institutions



<u>MSU Students</u>	<u>MSU Employees</u>
Women (+)	Women (++)
International individuals (+)	Heterosexual individuals (++)
Non-binary individuals (+)	Conservative individuals (++)
	LGB+ individuals (+)
	Liberal individuals (+)
	U.S. persons of color (+)
	U.S. white individuals (+)
	Men (+)



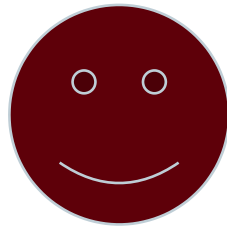
<u>MSU Students</u>	<u>MSU Employees</u>
U.S. white individuals (≈)	None
Men (≈)	
Heterosexual individuals (≈)	
Conservative individuals (≈)	
LGB+ individuals (≈)	
Liberal individuals (≈)	



<u>MSU Students</u>	<u>MSU Employees</u>
U.S. persons of color (-)	International individuals (---)

Perceptions of Institutional Support

Compared to Small Institutions

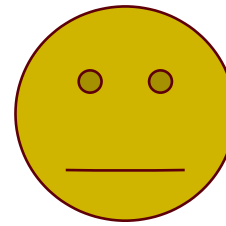


MSU Students

International individuals (+++)
 Women (++)
 Non-binary individuals (++)
 U.S. white individuals (++)
 Men (++)
 LGB+ individuals (++)
 Liberal individuals (++)
 Heterosexual individuals (++)
 Conservative individuals (+)
 U.S. persons of color (+)

MSU Employees

Women (+++)
 International individuals (++)
 U.S. white individuals (++)
 Heterosexual individuals (++)
 Conservative individuals (++)
 LGB+ individuals (++)
 Liberal individuals (++)
 U.S. persons of color (++)
 Men (+)



MSU Students

None

MSU Employees

None



MSU Students

None

MSU Employees

None



Diversity and Equity Activities

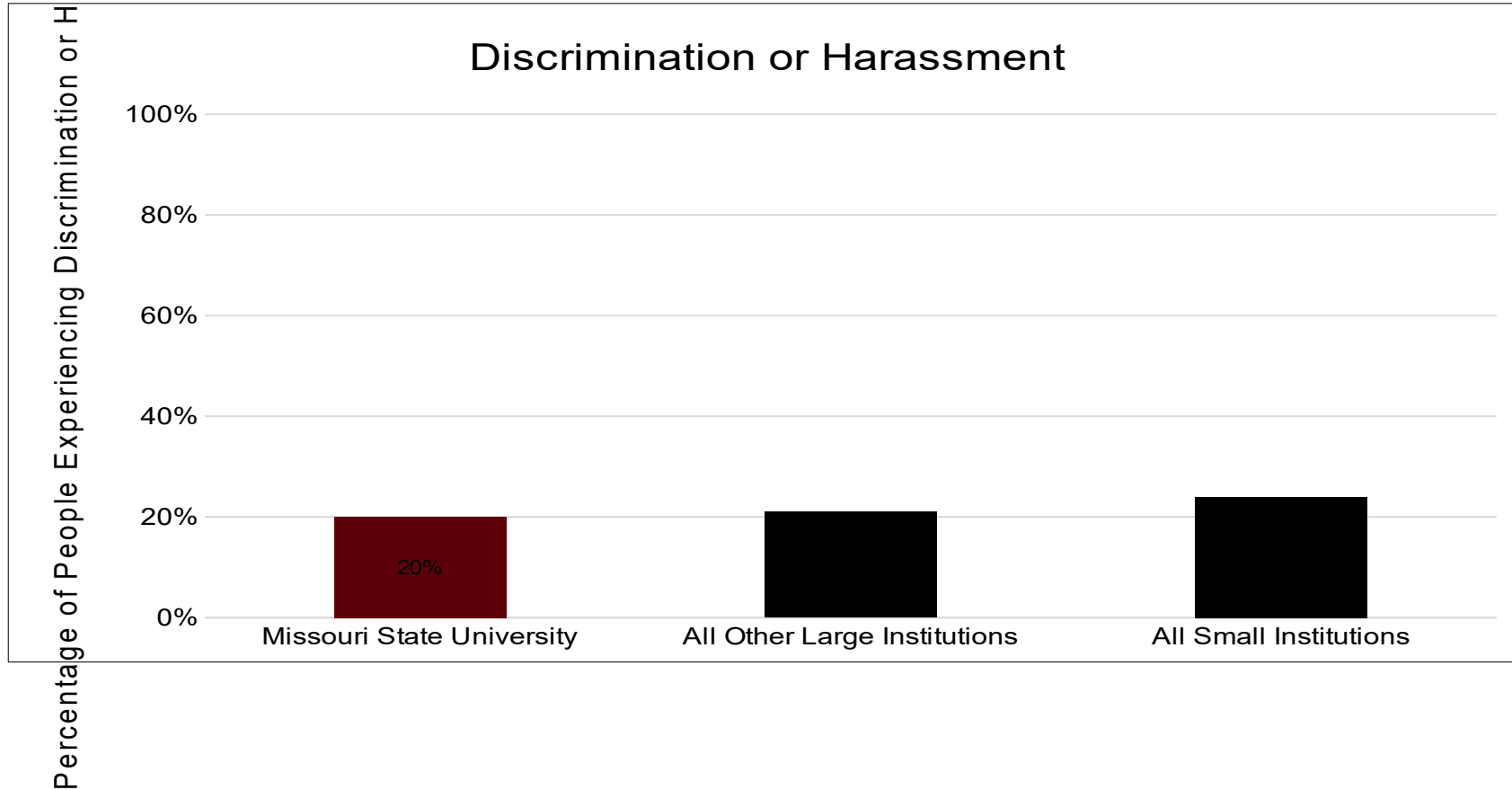
- Missouri State participation in diversity and equity activities is higher than comparison groups.
- Activities increased positive attitudes toward diversity and equity.
- MSU staff/administration participate more in “impactful diversity and equity activities” than large and small institutions.
- Students report more community service participation than other groups at MSU.



Individuals at Missouri State reported experiencing less discrimination or harassment than large and small institutions.

“Have you been Discriminated Against or Harassed?”

Figure 3



“How often have you been discriminated against or harassed and what were the reasons?”

Table 4. “How often have you been discriminated and what were the reasons?”

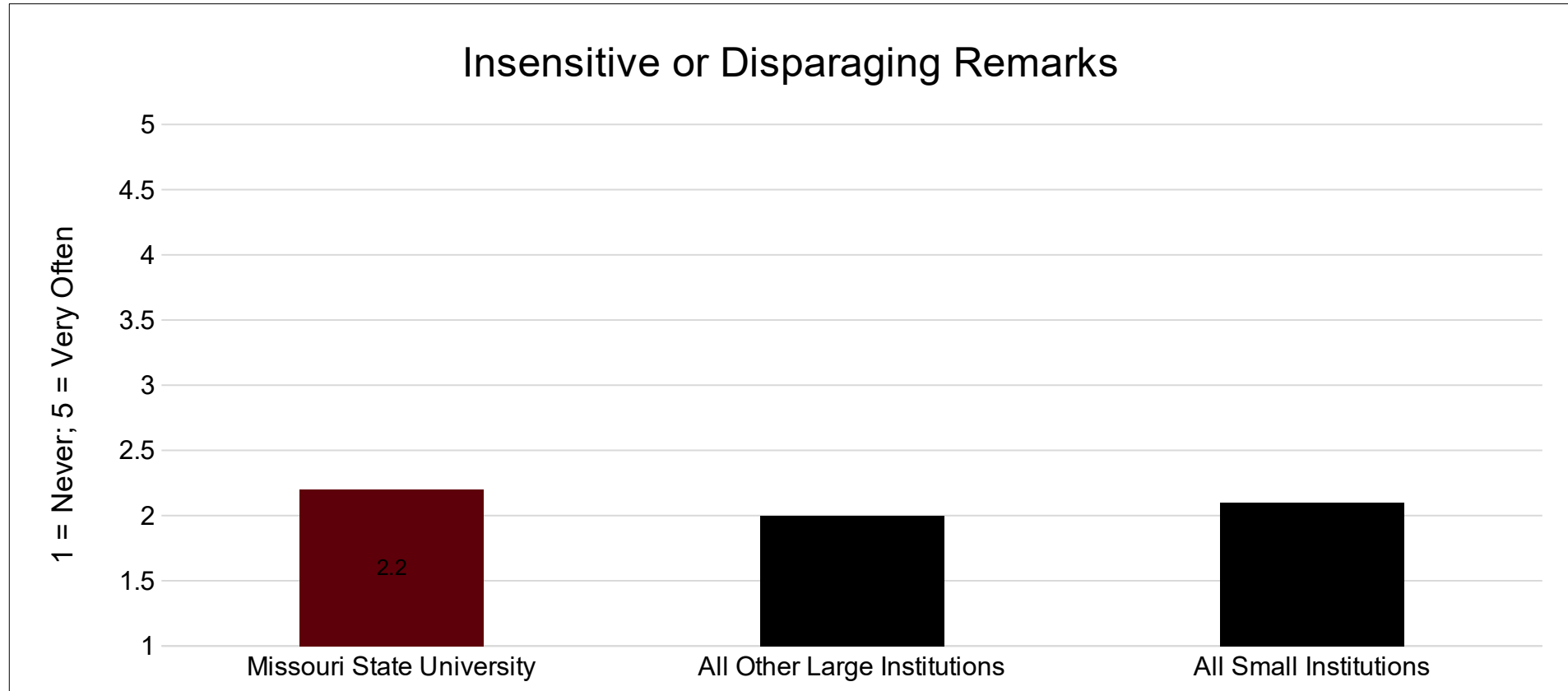
How often have you been discriminated against or harassed on the MSU campus, at an off-campus residence, or at an off-campus program/event affiliated with MSU for the following reasons:									
(Students n=317; Employees n=228)	Rarely		Sometimes		Often		Very Often		Totals
	S	E	S	E	S	E	S	E	
Political affiliation/views	41	40	77	57	36	21	31	15	318
Physical appearance	60	33	75	60	34	9	24	12	307
Gender or gender identity	49	23	59	62	46	19	22	16	296
Age or generation	58	35	53	67	17	25	20	9	284
Religious background	48	41	50	36	25	10	14	11	235
Racial and/or ethnic identity	23	18	59	32	34	9	27	16	218
Socioeconomic background	45	37	43	25	11	10	9	5	185
Sexual orientation	31	16	47	20	19	8	15	3	159
Some other aspect of my identity	14	11	11	22	9	11	9	10	97
Disability	23	13	19	16	6	3	7	5	92
I am an immigrant	15	4	16	9	6	3	5	6	64

Key: S=Students; E=Employees



Hearing Insensitive or Disparaging Remarks

Figure 4





Hearing Insensitive or Disparaging Remarks

33% who reported hearing insensitive or disparaging remarks heard the remarks in the "local community." Only 7% of respondents at Large and 7% at Small institutions report the local community as the source.



Frequency and Type of Insensitive or Disparaging Remarks

Table 5. Frequency and Type of Insensitive or Disparaging Remarks Heard

During your time at MSU, about how often have you heard someone make an insensitive or disparaging remark about the following:

	Rarely		Sometimes		Often		Very Often		Totals
	S	E	S	E	S	E	S	E	
Political affiliation/views	331	251	417	361	323	212	199	107	2,201
Religious background	445	381	411	279	157	69	56	27	1,825
Gender or gender identity	387	365	409	260	188	82	89	27	1,807
Sexual orientation	431	378	400	247	163	63	77	24	1,783
Racial and/or ethnic identity	459	371	382	242	136	61	76	27	1,754
Age or generation	441	354	338	281	144	88	65	42	1,753
Non-native English speaker	459	356	372	260	116	83	48	28	1,722
Immigrant Status	435	326	343	222	134	56	50	27	1,593
Socioeconomic background	494	381	292	190	96	54	51	19	1,577
Disability	462	344	236	156	71	29	33	12	1,343

Key: S=Students; E=Employees



Conclusion

- Overall satisfaction and perceptions of the institution are favorable.
- Results are positive and encouraging.
- Continual effort