Highlights of the Campus Climate Survey Results
Chief Diversity Office

Context:

- A Campus Climate Survey (CCS) was administered in Spring 2011 to faculty, staff, and students to assess the campus climate.

- The Campus Climate Survey was designed to gather information and help identify areas needing to be addressed to enable UVM to flourish as a welcoming and inclusive university for all individuals.

- All faculty, staff and students affiliated with UVM at the time of the survey were eligible to participate. Approximately 3,900 faculty and staff and 11,600 students were emailed a link to the survey. Over 1,900 faculty and staff, and over 2,700 students completed surveys.

- The survey was primarily conducted as an online survey. Paper surveys were available for anyone who preferred to complete them on paper. Surveys were also translated into three languages (Chinese, Vietnamese, and Bosnian).

- The survey’s development was supported by the Presidential Commissions, coordinated by the Chief Diversity Officer (CDO), and administered by the Center for Rural Studies at UVM.

Some Key Findings:

- 78% of faculty, 84% of staff, and 86% of students are satisfied with their UVM experience.

- Students, especially, feel a sense of respect from other students (90%), faculty (93%), and staff (92%). On the other hand, 63% of faculty and 67% of staff believe that senior administrators treat them with respect.

- Very few faculty, staff or students reported having been sexually harassed in the past year; however, a significant minority of faculty, staff and students has reported experiencing bias and/or discrimination during their time at UVM.

- Faculty and staff of color and LGBT faculty and staff are twice as likely to report having experienced sexual harassment as their peers. Female students are twice as likely as male counterparts to report having experienced sexual harassment. Faculty and staff of color and LGBT faculty and staff are also more likely to report having experienced bias. Faculty are more likely than staff to report having experienced discrimination, and older faculty and staff are more likely to report having experienced discrimination than their younger peers.

- A significant minority of faculty, staff, and students report having observed or experienced discriminatory or disparaging remarks.

For more detailed information go to http://www.uvm.edu/president/diversity/climatesurvey/
**Some Key Findings:**

- Among students, 1st & 2nd year students often have different experiences than upper class undergraduates and graduate students.

- The prevalence of disparaging and insulting remarks and the low ratings of adherence to *Our Common Ground* taken together suggest a general lack of civility, perceived most acutely by faculty and staff, especially those in underrepresented categories (such as non-white and LGBT).

- The CCS results revealed a number of positive sentiments by the university community and also identified a number of areas needing improvement.

- Satisfaction with the overall UVM experience is high among faculty, staff and students; faculty, staff and students also feel that UVM is an inclusive place to work and study. 78% of faculty, 84% of staff, and 86% of students are satisfied with their UVM experience.

**Next Steps:**

The completion of the CCS is only the first step towards achieving our goal of building a diverse, globally aware, and welcoming university community.

- Share the results of the campus climate survey with the campus community.
  
  **UPDATE:** Fall 2011 and Spring of 2012, presented results to the Presidential Commissions, Board of Trustees, and Administrators of Senior Leadership.

- Conduct focus groups to address the areas where there were contradictory findings in the CCS.
  
  **UPDATE:** Spring of 2012, focus groups conducted by Drs. Lynne Bond (Psychology) and Judith Aiken (Education). The CDO will use the results of the focus group to make further recommendations to the President and Board of Trustees, Fall 2012. Focus group results are available at

- Develop a comprehensive diversity assessment plan.
  
  **UPDATE:** Summer of 2012, a group consisting of individuals who have responsibility for assessment and who need benchmarking data shared ideas on focus areas to the CDO to help develop strategies for future assessments. The CDO will work with the Director of Institutional Studies to develop and present a comprehensive diversity assessment plan to the President and Board of Trustees, Fall 2012.

- Develop a comprehensive diversity professional development program for students, faculty, staff, and administrators.
  
  **UPDATE:** Summer of 2012, The Chief Diversity Officer formed a workgroup consisting of individuals who are responsible for professional development opportunities for students, staff, faculty, and administrators worked during the summer to compile a list of best practices, models, opportunities, and challenges to present to the President, Provost, and Board of Trustees, Fall 2012.