



CHAPMAN UNIVERSITY

SNAPSHOT

October 2019

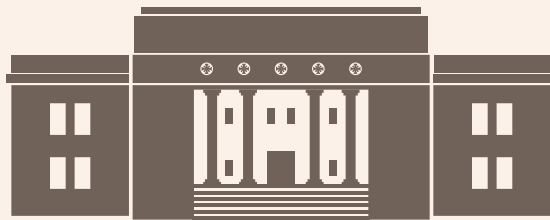
AN INFOGRAPHIC NEWSLETTER OF THE INSTITUTIONAL RESEARCH OFFICE

2019 Staff Climate, Diversity, & Inclusion Survey

The Staff Climate, Diversity and Inclusion Survey, developed through the split of the long-standing Campus Climate and Work Environment Survey, was created to gain valuable insights regarding areas and issues of potential growth in relation to staff climate, diversity, and inclusion. The survey was administered during the summer to all Chapman employees working 30 hours or more. On June 26, 2019, 1,197 staff and administrators received an email invitation containing the unique link to the survey signed by the Provost, Vice Provost for Institutional Effectiveness & Faculty Affairs, and the Director of Diversity & Inclusion. Exactly 451 surveys were completed on-line, resulting in a 38% response rate. Approximately 74% of the respondents self-identified as staff and 26% as administrators. Ninety-two percent of the respondents indicated that they spent most of their time on the Orange Campus.

CHAPMAN UNIVERSITY IS AN INSTITUTION THAT VALUES DIVERSITY

Percent reporting "Strongly Agree" or "Agree" on a 5-pt Likert scale.



63.5%

All Respondents (n=451)

63.5%

Staff (n=326)

64.8%

Administrators (n=113)

68.3%

Man (n=152)

61.6%

Woman (n=284)

68.5%

White (n=275)

55.8%

Non-White (n=176)

63.9%

Disabled (n=36)

63.6%

Not Disabled (n=398)

66.7%

Years of Service <4 years (n=218)

61.6%

Years of Service 5+ years (n=216)

65.0%

Heterosexual/Straight (n=382)

54.0%

LGBTQ (n=50)

63.0%

Orange Campus (n=400)

73.5%

Rinker Campus (n=34)

68.9%

Age: 40 and older (n=215)

58.6%

Age: 39 and younger (n=221)

63.8%

Exempt (Salary) Employee (n=237)

63.8%

Non-Exempt (Hourly) Employee (n=202)

59.2%

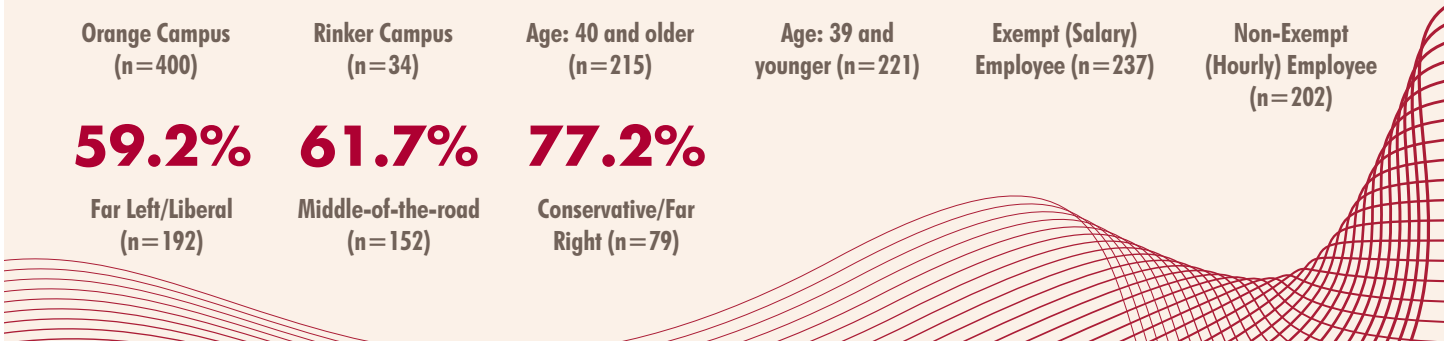
Far Left/Liberal (n=192)

61.7%

Middle-of-the-road (n=152)

77.2%

Conservative/Far Right (n=79)



SATISFACTION WITH DIVERSITY AND INCLUSION

Percent reporting "Very Satisfied" or "Satisfied" on a 5-pt Likert scale.



28.8%

Racial and ethnic diversity of the student body



35.3%

Racial and ethnic diversity of the faculty



45.9%

Racial and ethnic diversity of the staff



42.1%

Atmosphere for political differences

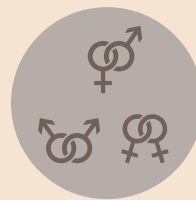
43.7% Far Left/Liberal
41.7% Middle-of-the-road
36.3% Conservative/Far Right



57.1%

Atmosphere for individuals with disabilities

50.0% Disabled
57.4% Not Disabled



59.4%

Atmosphere for sexual orientation differences

59.8% Heterosexual/Straight
54.0% LGBTQ



66.1%

Atmosphere for religious differences

CAMPUS CLIMATE FOR DIVERSITY

I have felt unwelcome at Chapman because of my...

Percent reporting "Strongly Agree" or "Agree" on a 5-pt Likert scale.

12.5% Age

11.9% Political Ideology

10.3% Socio-economic Status

8.4% Gender

7.9% Race/Ethnicity

7.8% Religious Affiliation

2.9% Sexual Orientation

2.4% Disability

SENSE OF COMMUNITY AND RESPECT

Percent reporting "Strongly Agree" or "Agree" on a 4-pt Likert scale.

96.7% Staff respect students

87.9% Staff respect each other

87.8% Staff respect the faculty

85.6% Students respect staff

61.0% Faculty respect staff

Percent reporting "Strongly Agree" or "Agree" on a 5-pt Likert scale.

79.6% My supervisor treats me with respect

73.9% Chapman University is an institution that values treating everyone with civility and respect

Percent reporting "Very Satisfied" or "Satisfied" on a 5-pt Likert scale

61.4% Overall sense of community among students, staff, and faculty

VALUING STAFF INPUT AND COMMUNITY PARTICIPATION

Percent reporting "Strongly Agree" or "Agree" on a 4-pt Likert scale.



67.5%

Chapman University provides the campus community with opportunities to share feelings about issues and concerns



60.8%

Chapman University encourages staff to have a public voice and share their ideas openly



45.4%

Staff concerns are considered when making policy



39.2%

Chapman University rewards staff for their participation in diversity efforts



51.2%

My opinion/input is valued at Chapman University

Percent reporting "Strongly Agree" or "Agree" on a 5-pt Likert scale.

SAFETY

I feel physically safe on campus.

Percent reporting "Strongly Agree" or "Agree" on a 5-pt Likert scale.

92.2% All Respondents

92.8% Orange Campus

82.3% Rinker Campus



HIRING PRACTICES

Percent reporting "Very Satisfied" or "Satisfied" on a 5-pt Likert scale.

46.6% Chapman's commitment to hiring women and minorities

Percent reporting "Strongly Agree" or "Agree" on a 4-pt Likert scale.

58.5% Chapman University has effective hiring practices and policies that increase staff diversity

PROFESSIONAL DEVELOPMENT



63%



Participated in professional development activity related to diversity and inclusion in the last two years

COMMUNICATION

Percent reporting "Strongly Agree" or "Agree" on a 5-pt Likert scale.

84.0%

I know how to report officially any racist, sexist, or other offensive behaviors

75.1%

I am familiar with Chapman University's Statement on Diversity & Inclusion

73.1%

Chapman University does a good job of informing me about news and events related to diversity and inclusion



44.4%

Issues of diversity and inclusion are regularly discussed in my department

Percent reporting "Strongly Agree" or "Agree" on a 4-pt Likert scale.

66.6% Chapman University has campus administrators who regularly speak about the value of diversity

ACCESSIBILITY

Percent reporting "Strongly Agree" or "Agree" on a 5-pt Likert scale.

In my opinion, Chapman University is meeting the needs of persons with disabilities.

63.4% All Respondents

52.8% Disabled

64.0% Not Disabled



My work environment is accessible.

87.5% All Respondents

83.3% Disabled

88.1% Not Disabled



HARRASSMENT AND RACIAL TENSION

Sexual harassment is taken seriously at Chapman University.

Percent reporting "Strongly Agree" or "Agree" on a 5-pt Likert scale.

76.7%

All Respondents

83.6%

Man

72.5%

Woman



Chapman University has a lot of racial tension.

Percent reporting "Strongly Agree" or "Agree" on a 4-pt Likert scale.

14.4%

All Respondents

10.5%

White

20.5%

Non-White



I frequently hear coworkers/other employees make inappropriate comments about people who are different from themselves.

Percent reporting "Strongly Agree" or "Agree" on a 5-pt Likert scale.

11.0% All Respondents

10.6% Orange Campus

17.6% Rinker Campus

