



2020-2021 Campus Climate Survey

WKU Faculty & Staff

CAMPUS CLIMATE SUMMARY

Introduction

As part of the ONE WKU Campaign, the 2020-2021 Campus Climate Survey was distributed in Fall 2020 to all part-time and full-time faculty, staff, and administrators in the campus community at Western Kentucky University (WKU) through Qualtrics, WKU's electronic, online survey platform. A link to the questionnaire was sent via WKU faculty-all and staff-all email.

Purpose

The purpose of this survey was to develop a better understanding of the extent to which WKU supports DEI, and to inform/improve support, policies, programs/trainings, and practices including those to prevent or respond to discrimination and harassment and the recruitment and retention of underrepresented minority (URM) faculty, staff, and administrators. The data provided here will serve as a *baseline* for measuring the cultural climate at WKU over the next several years. It will be distributed to faculty, staff, and administrators in even numbered years and students in odd numbered years.

Methodology

Participants were informed, prior to agreeing to take the survey, that the WKU Campus Climate Survey was designed to help us gain an understanding of issues related to diversity, equity and inclusion by learning about our community's perspectives and experiences. The data collected and presented here will be used to assess the present climate at WKU and to inform current and future decisions about creating and supporting a diverse, inclusive, and vibrant campus community. Participation and responses are anonymous and will not be part of any academic, medical, employment, or any other university record. No individually identifiable information is or will be used or reported. Participating in this survey was completely voluntary.

Data

The data generated and presented in this report is general. If anyone is interested in specific results not reported, would like access to the data, or has any questions, please contact Dr. Molly Kerby at molly.kerby@wku.edu.

WKU's Diversity Statement

Western Kentucky University is committed to empowering its campus community to embrace diversity by building equitable and inclusive learning, working, and living environments. At the heart of our mission, we seek to provide holistic education and employment experiences that prepare students, faculty, and staff to become effective scholars, contributors, and leaders in our diverse and evolving communities.

ONE WKU Campaign

The genesis of the **ONE WKU CAMPAIGN** stems from the idea that WKU is truly committed to being a welcoming and inclusive university. WKU strives to ensure all faculty, staff, and students are treated with dignity, respect, and equity. The campaign launched in the summer of 2020 amid the chaos of a global pandemic, coupled with an escalation in racial injustices, antisemitism, xenophobia, and transphobia. The DEI Workgroup and Co-Chief Diversity Officers worked to create initiatives aimed at reducing biases and shifting the culture toward a more inclusive environment.

Mission: Western Kentucky University leverages the combined power of Academic Affairs, Enrollment and Student Affairs as well as all other non-Academic support units on campus to dismantle systemic discrimination, barriers to inclusion, and unequal opportunities. We work to create One WKU – a safe and welcoming campus with top-ranked faculty and staff, inclusive infrastructures and services, ethical and transparent policies, and dedication to a thriving, diverse student body prepared for success as global citizens.

Vision: One WKU demonstrates the power of aligning inclusive leadership with collaborative action among faculty and staff in building a diverse, equitable, and inclusive college campus in the state of Kentucky, the region, and nation.

To that end, the work of our diversity, equity, and inclusion teams across our campuses are guided by the tenant of Our Creed:

Western Creed

Western Kentucky University is a community dedicated to learning where ideas are offered, examined, and discussed.

As a member of this community, I have both a personal and shared responsibility to participate actively in university life by:

- * Practicing personal and academic integrity
 - * Seeking inclusion by respecting the rights of all persons
 - * Celebrating and embracing diversity
 - * Encouraging freedom of expression
 - * Acting in accordance with basic principles of citizenship
 - * Preserving and appreciating the natural beauty of the campus
 - * Enriching all aspects of life through the educational process and by
 - * Embracing the ideals expressed on the university seal: "Life More Life" and "The Spirit Makes the Master," by pursuing personal growth and a life of excellence.
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Acknowledgements

First, in order to collect meaningful data, participation is always key. **Thank you** to all who thoughtfully completed the survey! Special thanks to Dr. Marilyn Gardner for assistance in constructing the instrument and Stefanie Estes for expertly analyzing the data.

Campus Climate Survey Respondents Profile* (continued on next page)

	N	%		N	%		N	%
Primary Unit			Primary College			Race/Ethnicity		
Academic Affairs	37	24.8%	College of Education and Behavioral Sciences	26	9.4%	African American/Black	30	7.2%
Enrollment and Student Experience	35	23.5%	College of Health and Human Services	51	18.5%	American/Alaskan Native	3	0.7%
Libraries	3	2.0%	Gordon Ford College of Business	32	11.6%	Asian American/Asian	6	1.4%
Office of the President	9	6.0%	Ogden College of Science and Engineering	95	34.4%	Hispanic/Latinx	4	1.0%
Philanthropy and Alumni Engagement	6	4.0%	Potter College of Arts and Letters	72	26.1%	Middle Eastern/North African Native	2	0.5%
Strategy, Operations, and Finance	47	31.5%			White/Caucasian	350	83.7%	
Not Sure / Other	12	8.0%	Time Status		More than one selected	18	4.3%	
Primary Appointment			Full-Time	225	94.9%	Response Not Listed	5	1.2%
Faculty	225	48.6%	Part-Time	12	5.1%			
Staff	195	42.1%						
Administration	43	9.3%						

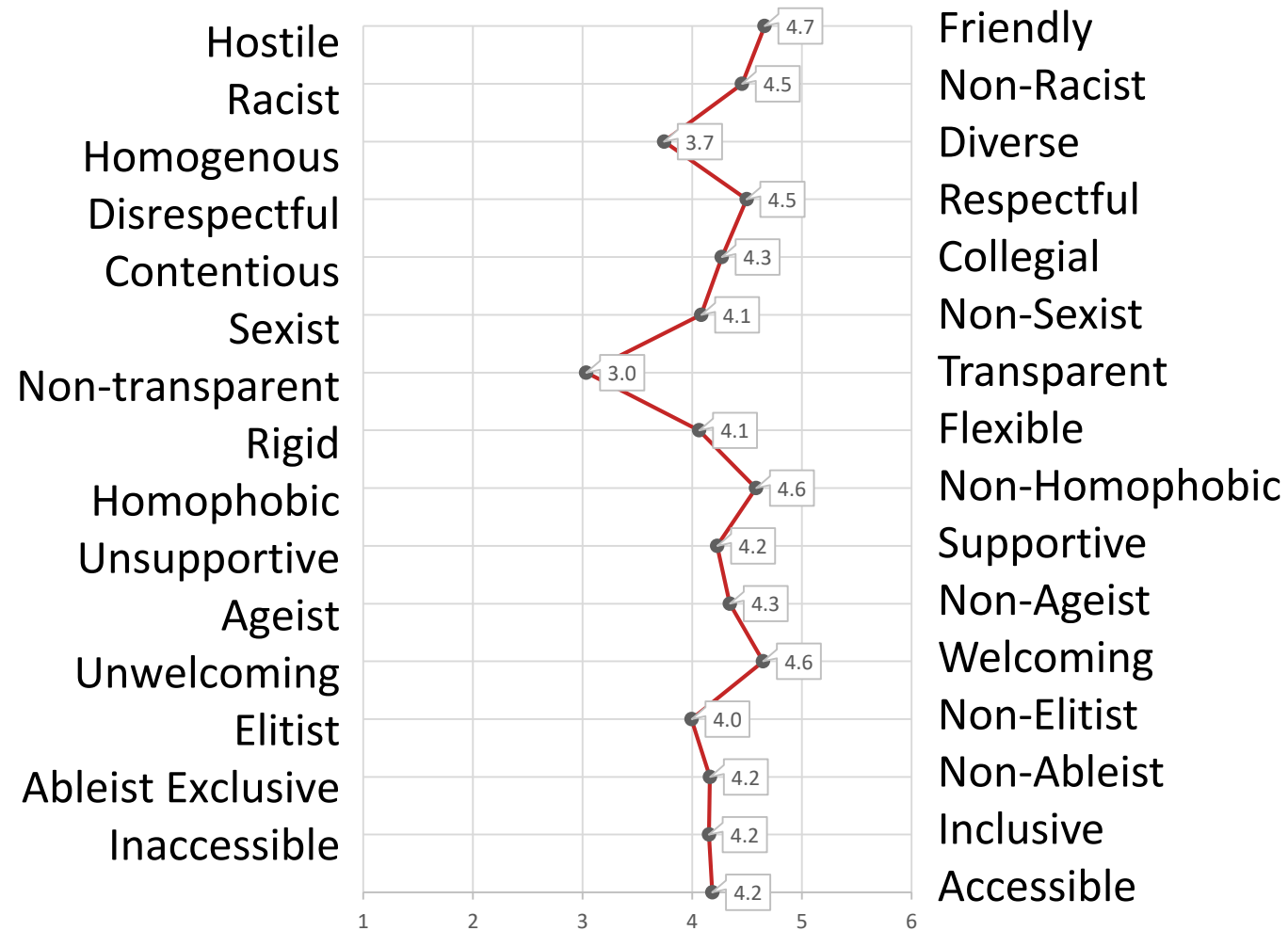
*There were a total of 562 respondents, however participants did not respond to each item. %s reflect the % of those responding to each item.

Campus Climate Survey Respondents Profile* (continued)

	N	%		N	%		N	%
Religion			Sexual Orientation			Sex		
Agnostic	38	9.1%	Straight/Heterosexual	371	89.0%	Female	261	60.8%
Atheist	30	7.2%	Bisexual	11	2.6%	Male	168	39.2%
Buddhist	3	0.7%	Gay	12	2.9%	Gender		
Hindu	2	0.5%	Lesbian	5	1.2%	Female	257	60.1%
Jewish	6	1.4%	Queer	4	1.0%	Male	162	37.9%
Mormon	2	0.5%	Questioning	2	0.5%	Transgender	1	0.2%
Muslim	4	1.0%	Pansexual	3	0.7%	Non-Binary	5	1.2%
Orthodox such as Greek or Russian Orthodox	2	0.5%	Asexual	2	0.5%	Response Not Listed	3	0.7%
Protestant	225	54.1%	Response not listed	7	1.7%	Military Active Duty or Veteran		
Roman Catholic	39	9.4%	Ability Status			Yes	17	3.9%
Spiritual/Nothing in particular	52	12.5%	No disability	394	90.4%	No	420	96.1%
Other	9	2.2%	Disability present	42	9.6%			
Pagan	4	1.0%						

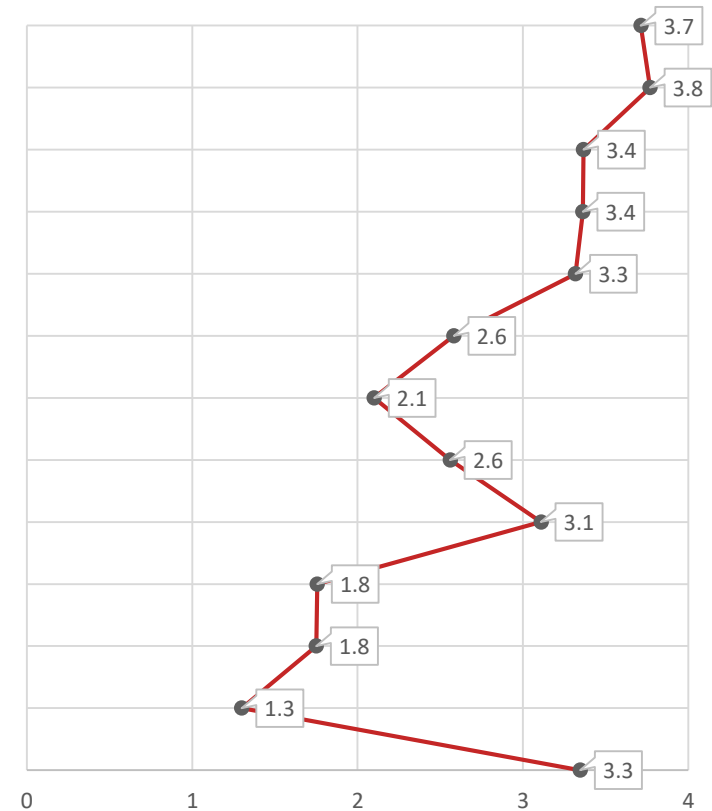
*There were a total of 562 respondents, however participants did not respond to each item. %s reflect the % of those responding to each item.

Based on your experiences as a WKU employee, please indicate your perceptions of WKU's work environment on each of the following:



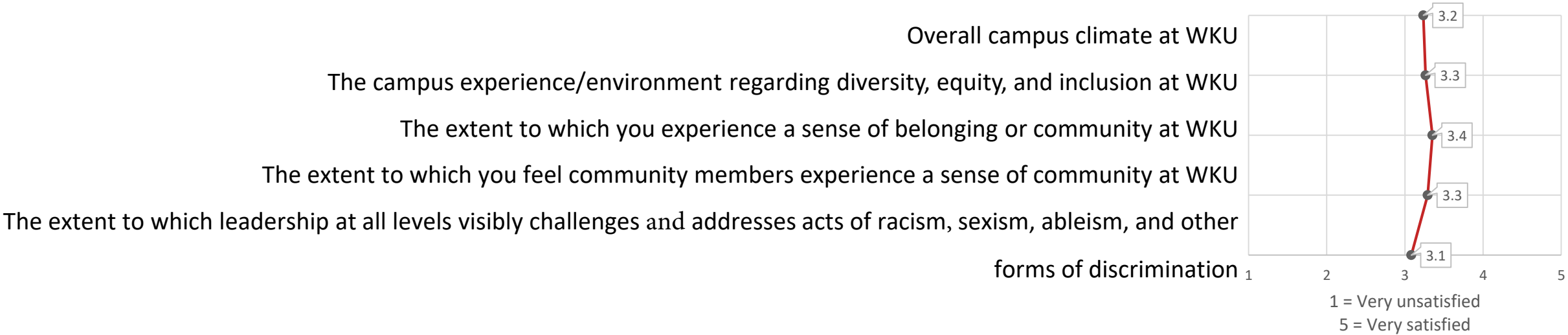
During the academic past year, how often have you interacted in a **meaningful** way with people at WKU who:

- Are a different gender than you
- Are from a different generation or age group than you
- Have different religious or spiritual beliefs than you
- Have different political opinions or beliefs than you
- Are a different race or ethnicity than you
- Are from a different country than you
- Speak a different primary language than you
- Have a different sexual orientation than you
- Are from a different socioeconomic background
- Have an apparent disability
- Have a non-apparent disability
- Are non-conforming in their gender identity or gender expression
- Have a different educational background than you



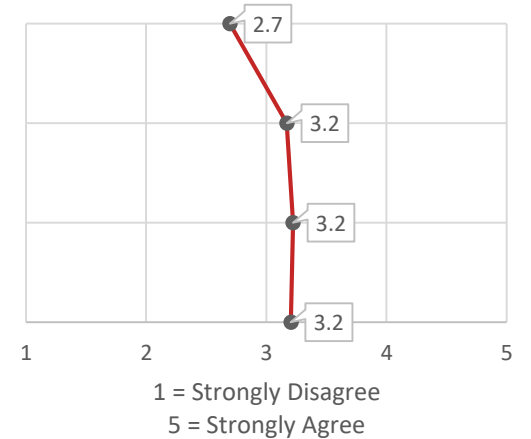
0 = Never/None that I am aware of
 1 = A few times
 2 = Monthly
 3 = Weekly
 4 = Daily

Please indicate your level of satisfaction with each of the following at WKU.

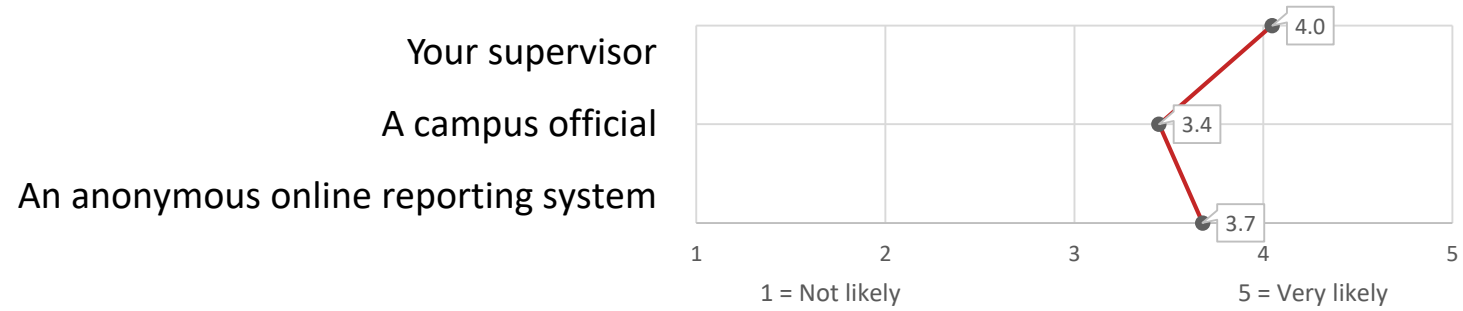


Please indicate your level of agreement with each of the following statements about WKU.

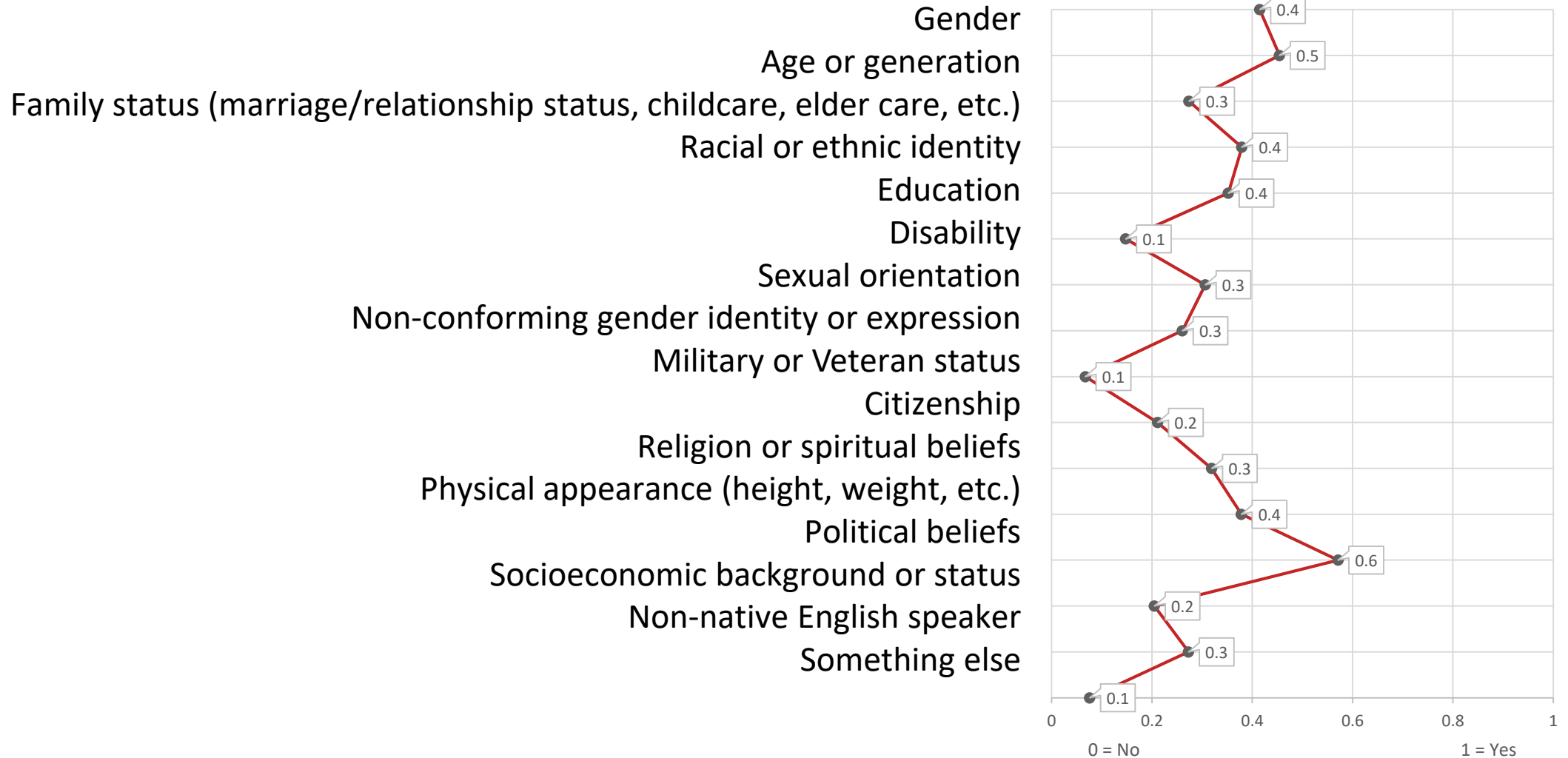
- The campus community is free from tensions related to individual or group differences
- Recruitment of historically marginalized students, faculty, and staff is an institutional priority
- Retention of historically marginalized students, faculty, and staff is an institutional priority
- Senior leadership demonstrates a commitment to diversity and equity on this campus



If you experience or witness an event that is offensive, harassing, or discriminatory, how likely are you to report it to:

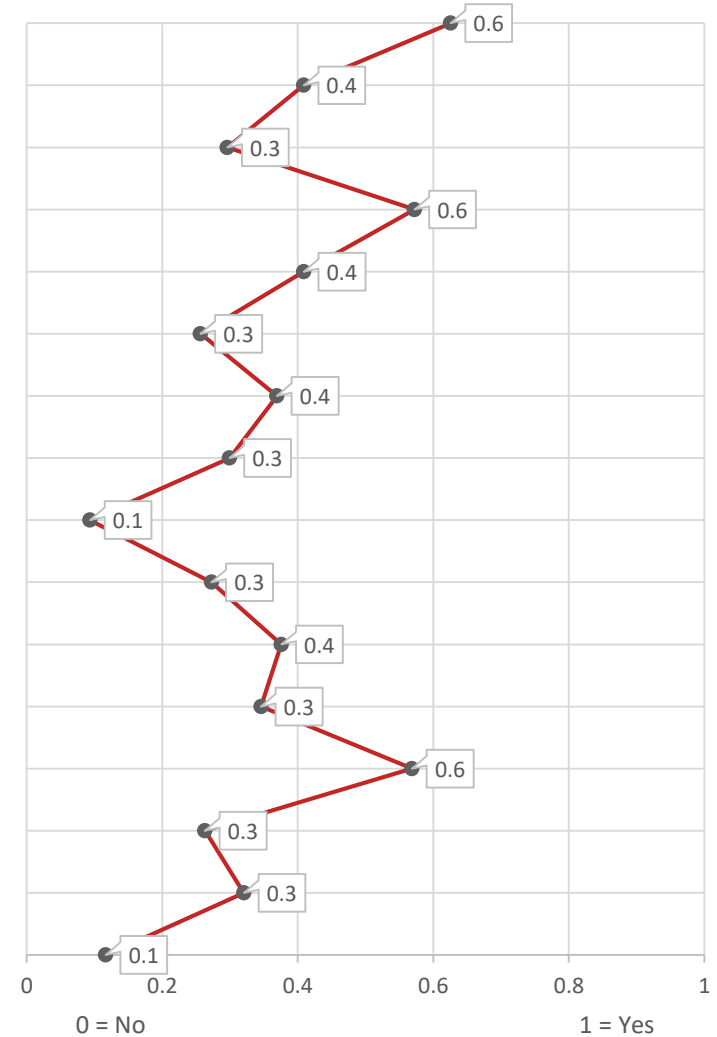


Have you ever heard another WKU employee make insensitive or derogatory comments **about** a person, or group of people based on the following?



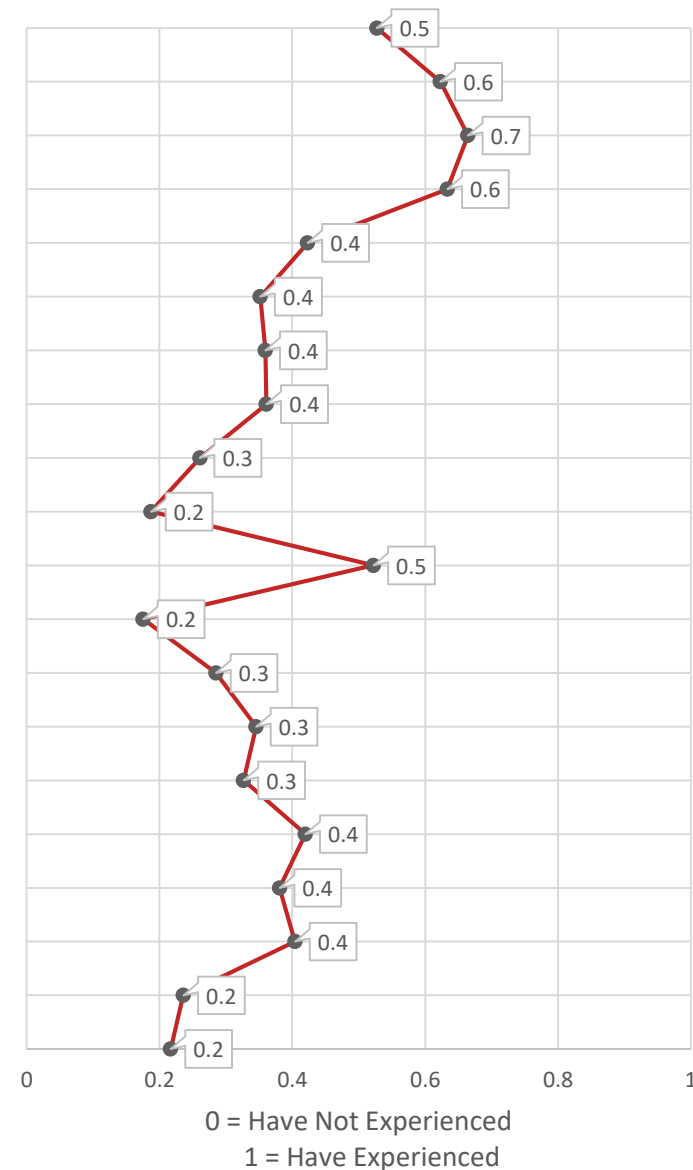
Was what you observed based on:

- Gender
- Age or generation
- Family status (marriage/relationship status, childcare, elder care, etc.)
- Racial or ethnic identity
- Education
- Disability
- Sexual orientation
- Non-conforming gender identity or expression
- Military or Veteran status
- Citizenship
- Religion or spiritual beliefs
- Physical appearance (height, weight, etc.)
- Political beliefs
- Socioeconomic background or status
- Non-native English speaker
- Something else

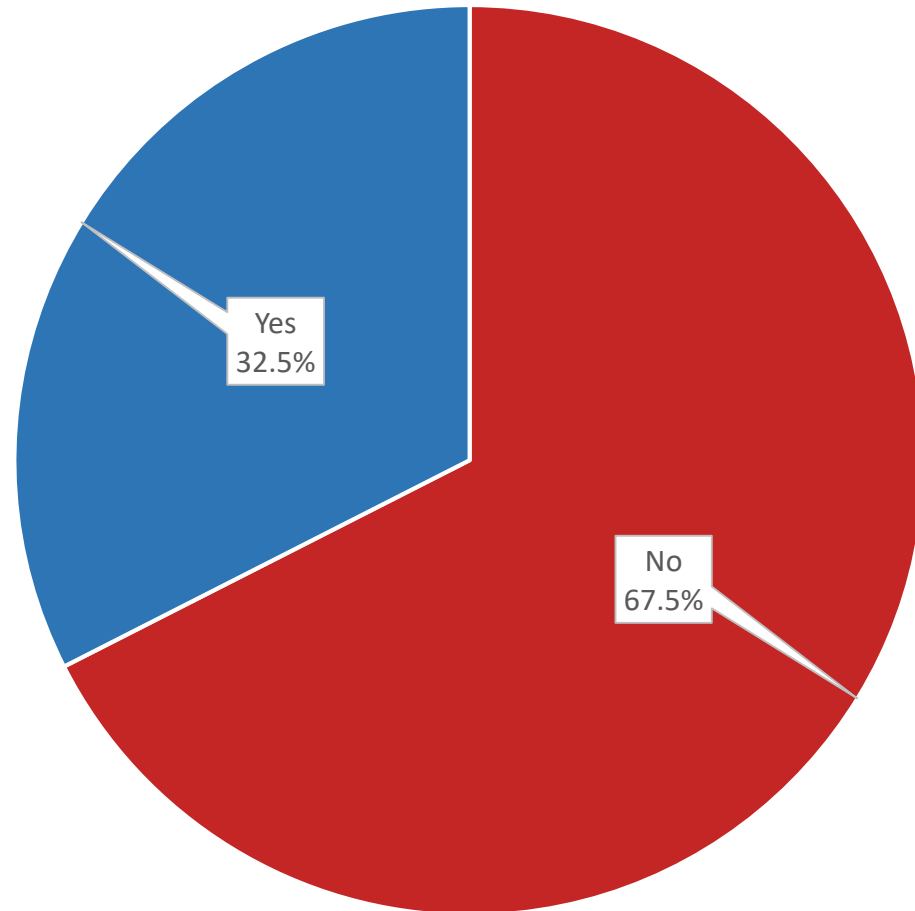


Which of the following have you experienced while working at WKU?

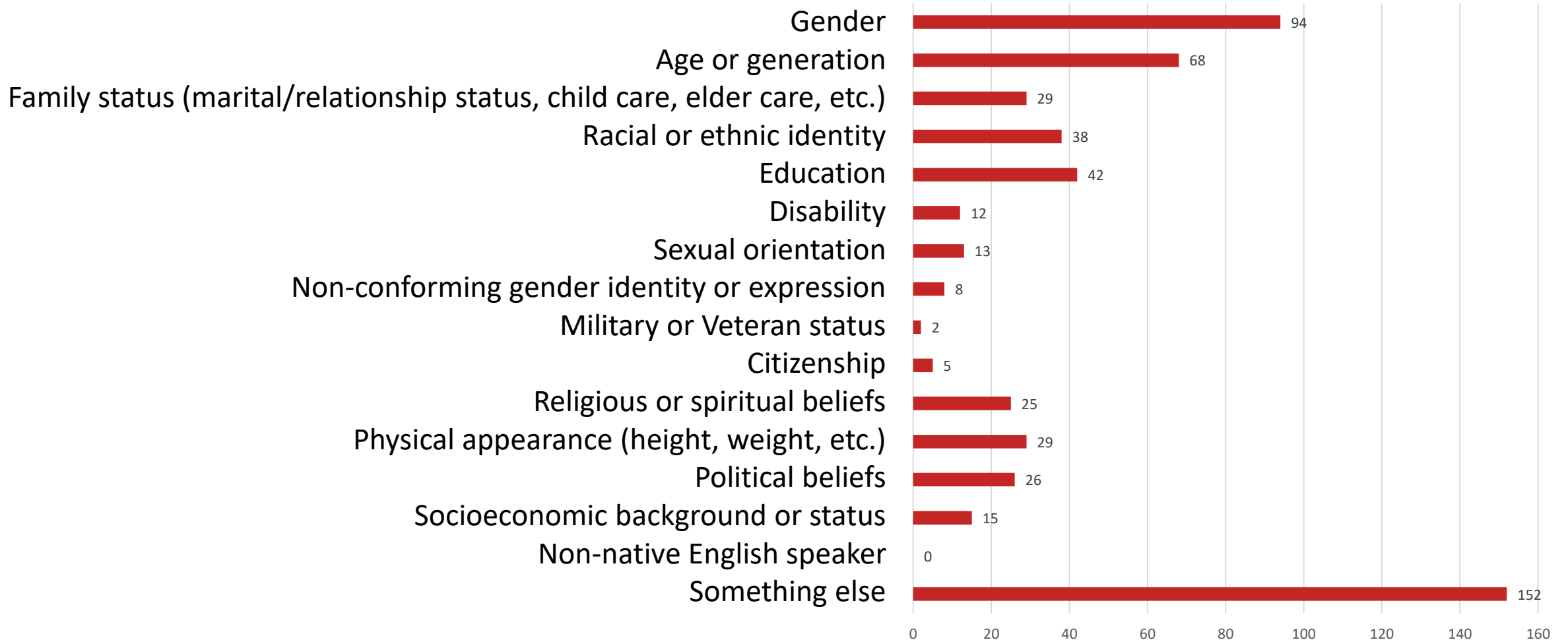
- Having my idea repeated by someone else and presented as their own
- Being addressed in an unprofessional way
- Being talked over in a meeting
- Having my contributions devalued or dismissed
- Being delegated a task because of a personal characteristic
- Having a derogatory comment or joke made about me or people who are like me
- Being verbally bullied or intimidated
- Having no one speak up when someone is being offensive to me
- Being excluded because of a personal characteristic
- Being passed over for promotion because of a personal characteristic
- Being paid less relative to others in a similar position
- Being concerned for my physical safety
- Being treated disrespectfully because of a personal characteristic
- Having a colleague or coworker repeat or explain what I am saying
- Feeling marginalized because of a personal characteristic
- Having my feelings or concerns invalidated by saying I misunderstood the situation or what was being said
- Being told I am overreacting or being too sensitive
- Having a coworker or colleague lie or exaggerate about me or something I've done
- Having a colleague or coworker deny my experience ("it never happened")
- Having a colleague or coworker tell me, or others, that I am being paranoid



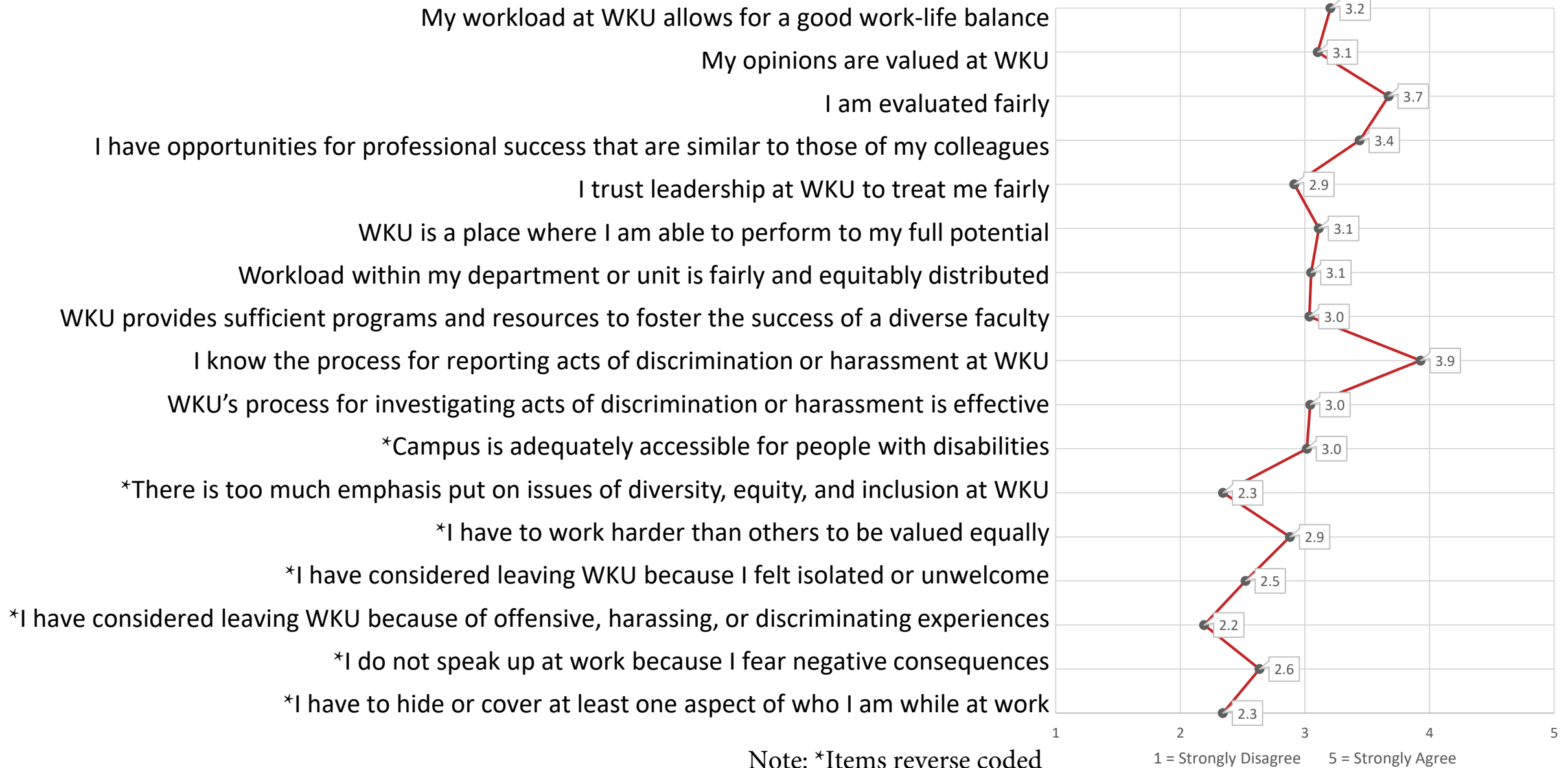
Have you ever been discriminated against or harassed while working at WKU?



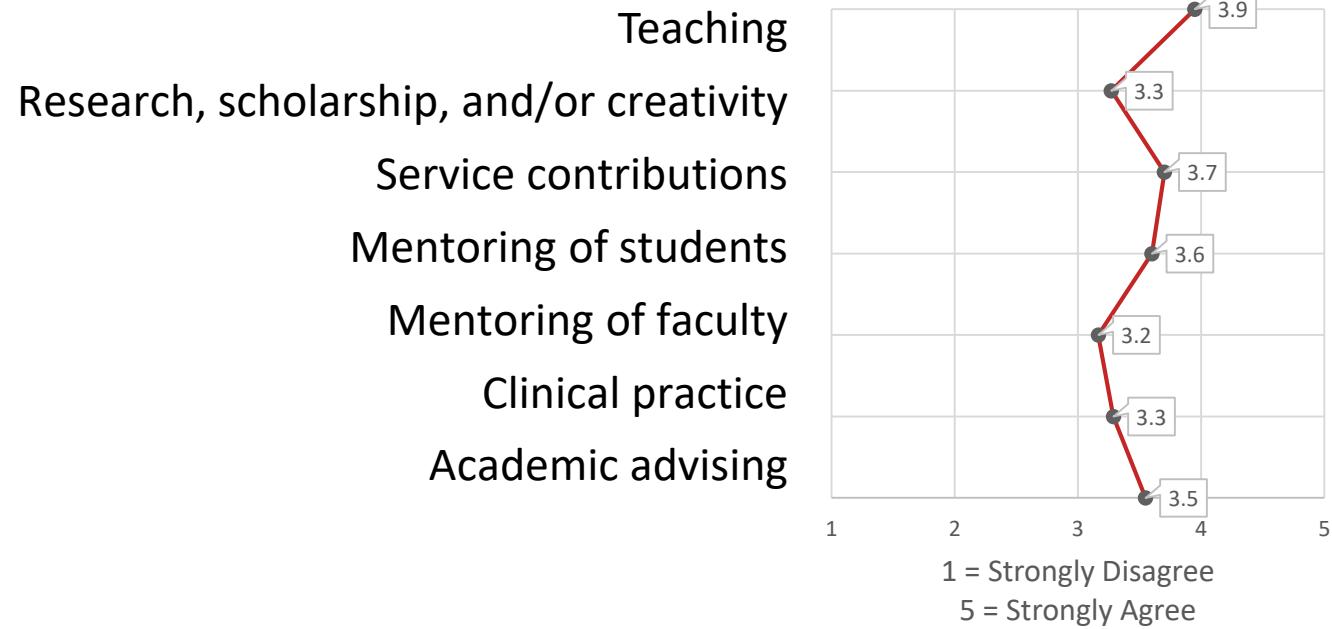
To which of the following factors do you attribute this treatment? Check all that apply.



Please indicate your level of agreement with each of the following statements:



I am valued in my department/unit for my:



Please indicate your level of agreement with the following statements:

There are fair and equitable expectations regarding teaching assignments in my department/unit

There are fair and equitable expectations regarding research in my department/unit

There are fair and equitable expectations regarding service in my department/unit

There are fair and equitable expectations regarding promotion and tenure in my department/unit

