2020 HERI Staff Climate Survey

The HERI Staff Climate Survey, a national survey from the Higher Education Research Institute at UCLA designed to assess the campus climate for diversity from the staff/administrator perspective, was administered during the Spring 2020 semester to all full-time and part-time employees on the Orange and Rinker campuses. On March 9, 1,076 staff and administrators received an email invitation containing the unique link to the survey. Due to issues related to COVID-19, the survey window was extended, and the survey closed on May 29. Exactly 537 online surveys were completed, resulting in a 50% response rate. Most of the survey respondents identified as staff (68%) and working primarily on the Orange Campus (91%). Approximately 98% of the respondents identified as full-time employees, 55% as salaried (exempt) employees, and 51% as having worked at Chapman University four-years or less. Data showed that 58% of the respondents completed the survey before most Chapman employees switched to remote work.

VALUING DIVERSITY

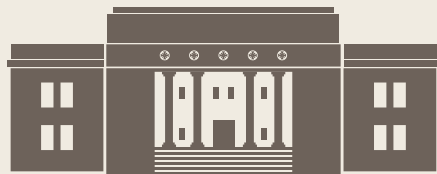**Chapman University has campus administrators who regularly speak about the value of diversity.**

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

76.8% All Respondents

CHAPMAN UNIVERSITY IS AN INSTITUTION THAT VALUES DIVERSITY

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

68.1%
All Respondents (n=537)

68.0% Staff (n=337)	**66.4%** Administrators (n=161)	**69.9%** Man (n=160)
66.1% Woman (n=311)	**73.8%** White (n=301)	**51.0%** Latinx or Black/African American (n=123)
64.7% Years at CU <4 years (n=242)	**70.4%** Years at CU 5+ years (n=229)	**71.4%** Heterosexual/Straight (n=443)
40.4% LGBTQIA (n=59)	**68.0%** Orange Campus (n=483)	**67.5%** Rinker Campus (n=46)
59.0% Far Left/Liberal (n=92)	**69.5%** Middle-of-the-road (n=140)	**84.3%** Conservative/Far Right (n=203)

SATISFACTION WITH DIVERSITY AND INCLUSION

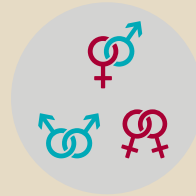*Percent reporting "Satisfied" or "Very Satisfied" on a 5-pt Likert scale*

46.4%
Atmosphere for political differences

48.7% Far Left/Liberal
53.4% Middle-of-the-road
34.9% Conservative/Far Right

58.5%
Atmosphere for individuals with disabilities

67.2%
Atmosphere for sexual orientation differences

69.3% Heterosexual/Straight
52.9% LGBTQIA

69.4%
Atmosphere for religious differences

SATISFACTION WITH RACIAL AND ETHNIC DIVERSITY

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

46.4% **Racial and ethnic diversity of the staff**

47.9% White
40.7% Latinx or Black/African American
45.8% Orange Campus
56.4% Rinker Campus

42.1% **Racial and ethnic diversity of the faculty**

42.7% White
33.4% Latinx or Black/African American
39.5% Orange Campus
69.2% Rinker Campus

31.7% **Racial and ethnic diversity of the student body**

31.8% White
25.2% Latinx or Black/African American
30.0% Orange Campus
51.3% Rinker Campus

ATMOSPHERE OF RESPECT AND BELONGING

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

93.0% I feel respected by other staff members.
92.2% I feel respected by students.
73.8% I feel respected by the faculty.
69.7% I feel respected by senior administrators.

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

80.8% **I feel a sense of belonging on this campus.**

82.3% White
77.1% Latinx or Black/African American

41.1% **I feel I have to work harder than my colleagues to be perceived as a competent administrator/staff member.**

35.2% White
50.0% Latinx or Black/African American
42.8% Woman

Percent reporting "Somewhat Descriptive" or "Very Descriptive" on a 3-pt scale

90.7% **There is respect for the expression of diverse values and beliefs.**

VALUING STAFF INPUT AND COMMUNITY PARTICIPATION

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

66.8%
Chapman University encourages staff to have a public voice and share their ideas openly.

51.7%
Staff concerns are considered when making policy.

41.3%
Chapman University rewards staff for their participation in diversity efforts.
42.0% White
36.7% Latinx or Black/ African American

80.5%
Chapman University provides the campus community with opportunities to share feelings about issues of concern.

SERVING AS A RESOURCE

How often at Chapman have you....

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

7.3% Been sought out by students as a resource due to your racial/ethnic identity?

1.2% White

19.7% Latinx or Black/African American

7.6% Been sought out by staff members as a resource due to your racial/ethnic identity?

2.1% White

20.3% Latinx or Black/African American

4.2% Been sought out by students as a resource due to your sexual orientation identity?

0.8% Heterosexual/Straight

27.0% LGBTQIA

4.6% Been sought out by staff members as a resource due to your sexual orientation identity?

1.2% Heterosexual/Straight

26.8% LGBTQIA

HIRING PRACTICES

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

60.9% Chapman University has effective hiring practices and policies that increase staff diversity.

When a new person is hired in your department/unit, are steps taken to ensure that a diverse applicant pool is considered?

41.9% Yes

8.4% No

49.7% Not Sure

COMMUNICATION

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

82.4%
I know how to report officially any racist, sexist, or other offensive behaviors.

81.5%
I am familiar with Chapman University's Statement on Diversity & Inclusion.

74.6%
Chapman University does a good job of informing me about news and events related to diversity and inclusion.

37.2%
Issues of diversity and inclusion are regularly discussed in my department.

ACCESSIBILITY

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

Chapman University is meeting the needs of persons with disabilities.

48.9%

My work environment is accessible.

77.3%

STRESS, HARRASSMENT AND RACIAL TENSION

Sexual harassment is taken seriously at Chapman University.

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

71.8%
All Respondents

78.9%
Man

66.6%
Woman

STOP

To what extent has discrimination (e.g., prejudice, racism, sexism, homophobia, transphobia) been a source of stress during the past year?
Percent reporting "Somewhat" or "Extensive" on a 3-pt Likert scale

18.1% All Respondents   **16.9%** Heterosexual/ Straight

12.9% White

27.4% Latinx or Black/ African American   **28.5%** LGBTQIA

Chapman University has a lot of racial tension.
Percent reporting "Strongly Agree" or "Agree" on a 4-pt Likert scale.

29.6%   All Respondents

26.1% White

40.0% Latinx or Black/ African American

WORKPLACE SATISFACTION

Satisfaction with benefits and compensation

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

84.2% Quality of health benefits
82.9% Retirement benefits
71.5% Amount of paid sick leave
62.7% Amount of paid vacation time
57.4% Extended leave policies
34.9% Salary

Percent reporting "Likely" or "Very Likely" on a 4-pt Likert scale

87.5% Recommend that a friend apply for a job at Chapman University.

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

76.0% Overall Job Satisfaction

Prepared by: Institutional Research and Decision Support (IRADS)
Chapman.edu/irads

COMMITMENT TO DIVERSITY AND INCLUSION

My supervisor demonstrates a commitment to diversity and inclusion.

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

86.3%   All Respondents

Satisfaction with Chapman's...
Percent reporting "Satisfied" or "Very Satisfied" on a 5-pt Likert scale

43.3% **Commitment to hiring underrepresented racial/ethnic minorities**

46.9% White
31.8% Latinx or Black/African American

62.1% **Commitment to hiring women**

71.2% Man
56.8% Woman