Campus Climate Survey Results

2017-2018

Wesleyan University

Student ----- Faculty ----- Staff

Presented by:

Office for Equity & Inclusion in partnership with students, faculty, and staff from Institutional Research, Academic Affairs, Human Resources and Student Affairs

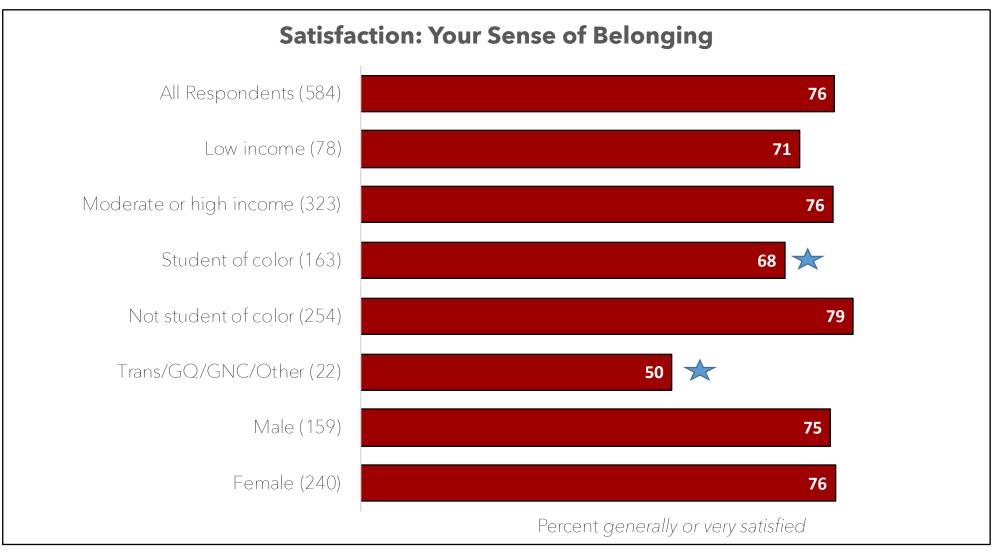
Monday, October 22 - Friday, October 26, 2018

Agenda

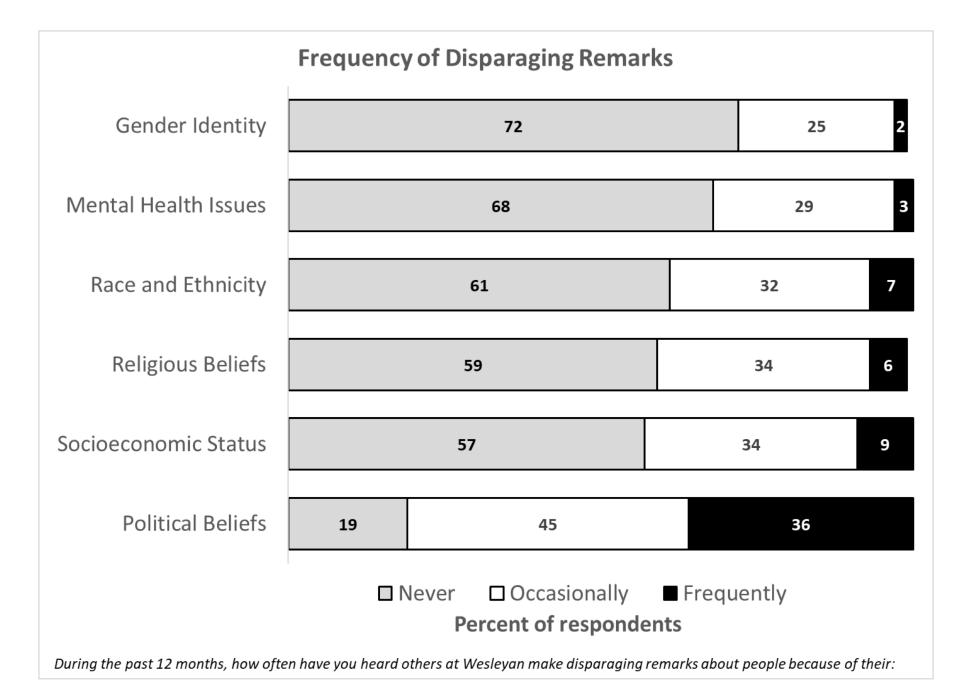
- Overview of the process and project
- Survey results
 - Students
 - Faculty & Staff
- Open discussion
- Next steps

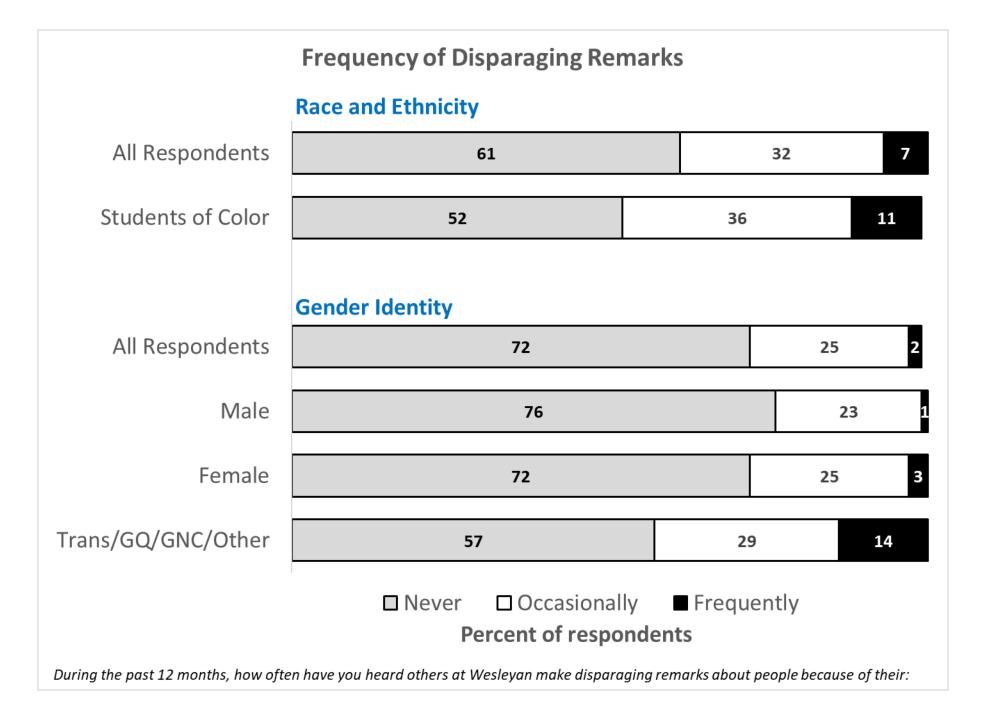
Student Survey

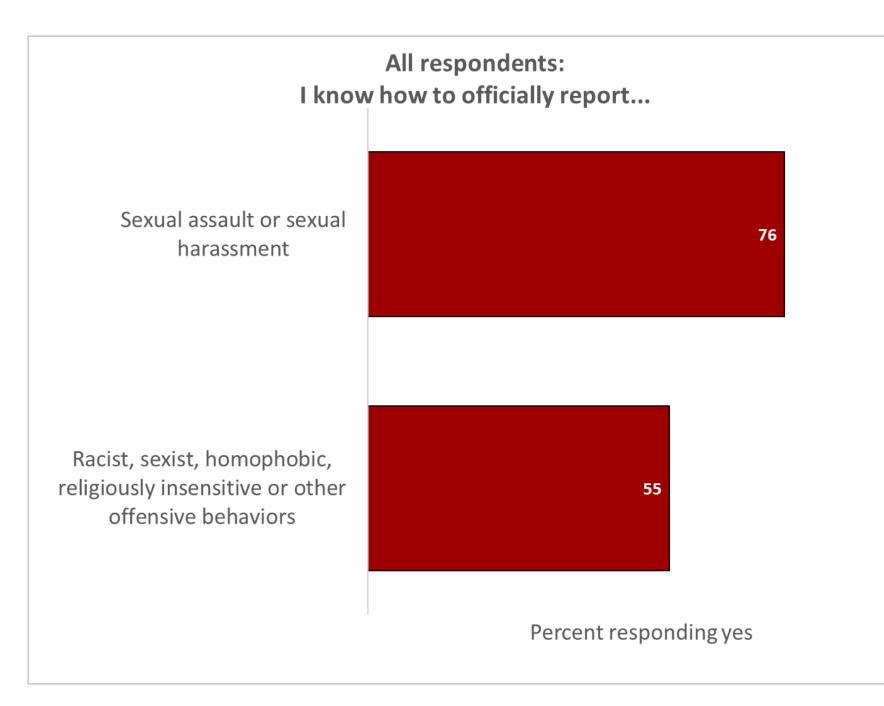
Low participation rates limit the ability to drawn conclusions from the quantitative results alone; therefore supplemental qualitative information is key to understanding individual and collective experience



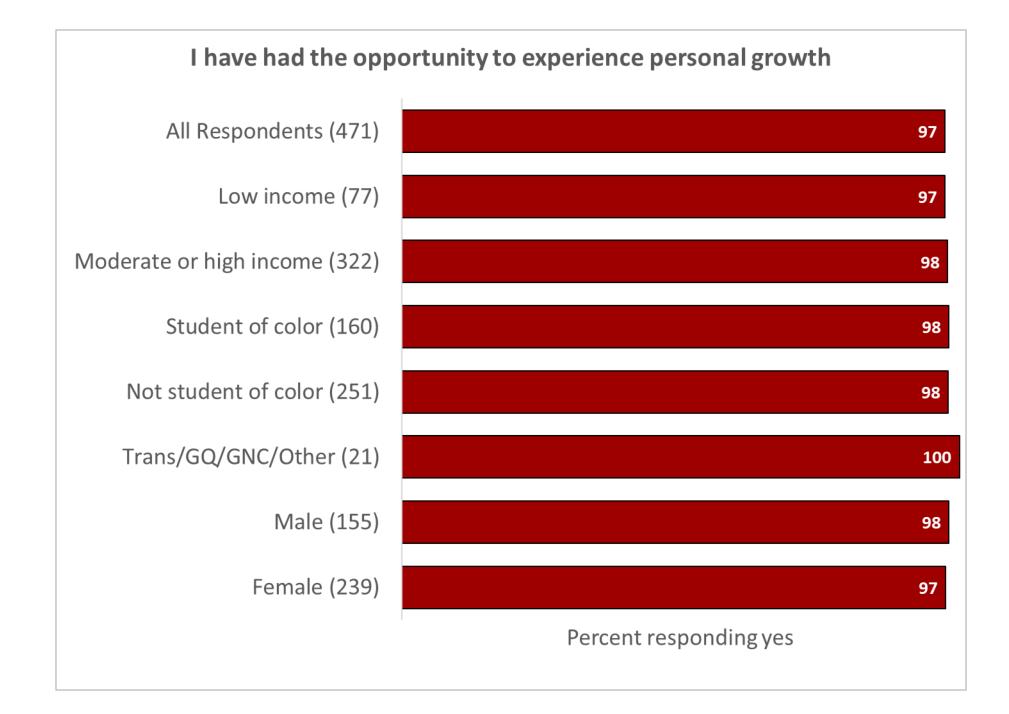
During the past 12 months, how satisfied have you been with the following? Your sense of belonging?











Faculty and Staff Survey

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Working at a diverse college is important to me	e 95
I am proud to tell others I work for Wesleyan	
My work is meaningful	
I feel welcomed at Wesleyan	
I would recommend Wesleyan to potential employees.	5. 91
Wesleyan's benefits meet my needs	s 90
I am treated with respect in my department	t 90
My job makes good use of my skills and abilities	s 89
Wesleyan offers flexibility to meet my work/life needs	
I am satisfied with my job at Wesleyan	n 86
I have the opportunity to develop my skills at Wesleyan	n 81
Wesleyan's benefits are a factor in my retention	n 81
Wes places sufficient emphasis on having diverse [my employee type]	.] 80
I feel supported in having a work-life balance	e 79
I am appropriately recognized for my contributions	s 77
I am provided the resources I need to be effective in my job	b 76
I feel valued at Wesleyan	n 76
I rec'v adequate feedback & advice from my supervisor/chair/mentor	r 74
My work is stressful	73
I am paid fairly for my work	k 72
Wesleyan's review process accurately measures my job performance	e 69
I have discussed my prof. development with chair/ supervisor, past yr	r 67
People support each other regardless of their job category, title or role	e 66
Decisions that affect my work are communicated to me	e 65
Wesleyan values faculty/staff opinions	s 63
My department has adequate resources to achieve our goals	s 59
Wesleyan's review process rewards strong job performance	e 56
I feel that if I offered feedback it would influence decisions at Wesleyan	n 53
Level likely to look for even lever outside of Messwithin the next year	r 29
I am likely to look for employment outside of Wes within the next year	

All respondents, Experienced the following behaviors while interacting with members of the Wesleyan community (past 12 months).

Touching themselves sexually in front of you

Unwanted nonverbal communication - such as someone sending you sexual emails, texts, or...

Posting sexual comments about you on blogs or social media

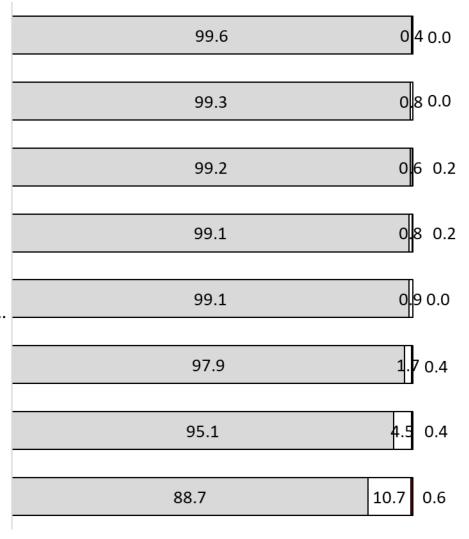
Unwanted brief contact (groping you, rubbing)

Showing you sexually offensive pictures or objects, leering at you or making lewd gestures...

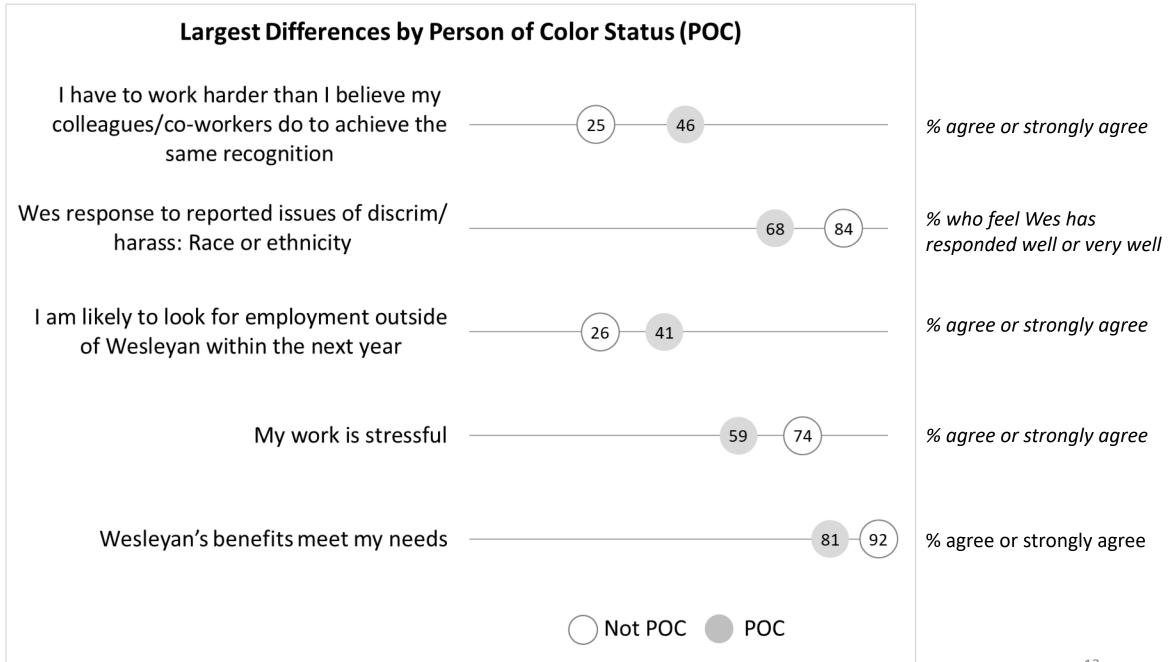
Making unwelcome sexual advances, propositions, or suggestions to you

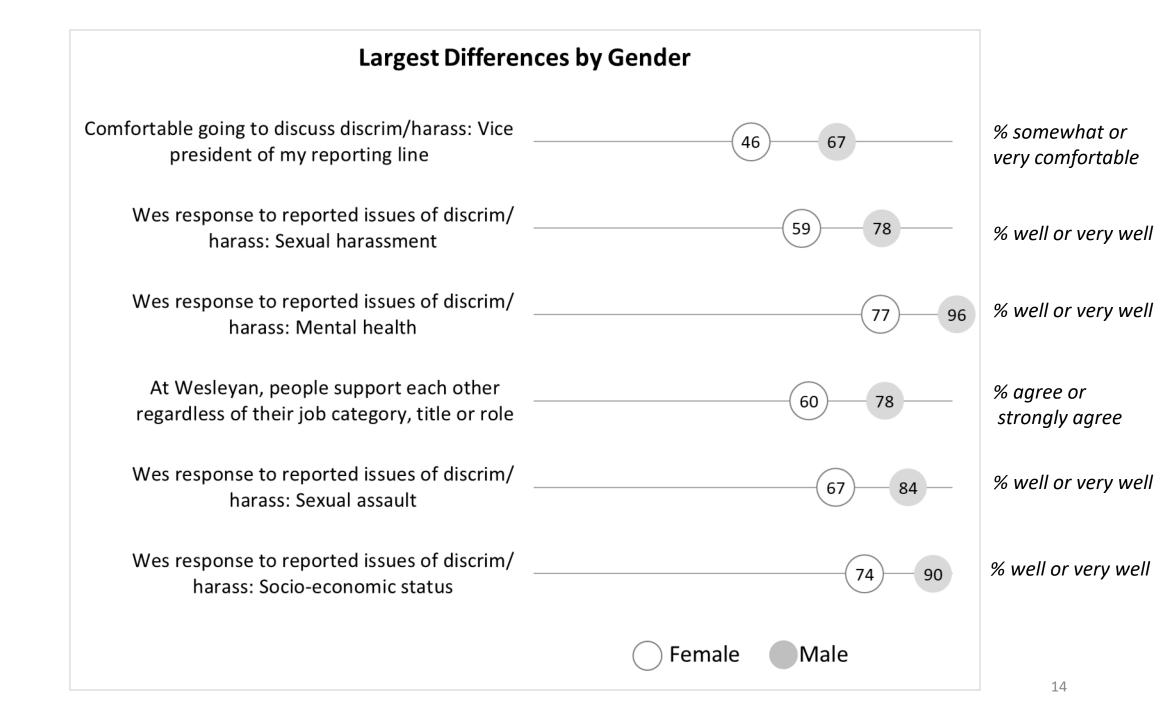
Unwanted verbal behaviors such as someone making sexual comments about your body

Telling you sexually offensive jokes or kidding about your sex or gender specific traits

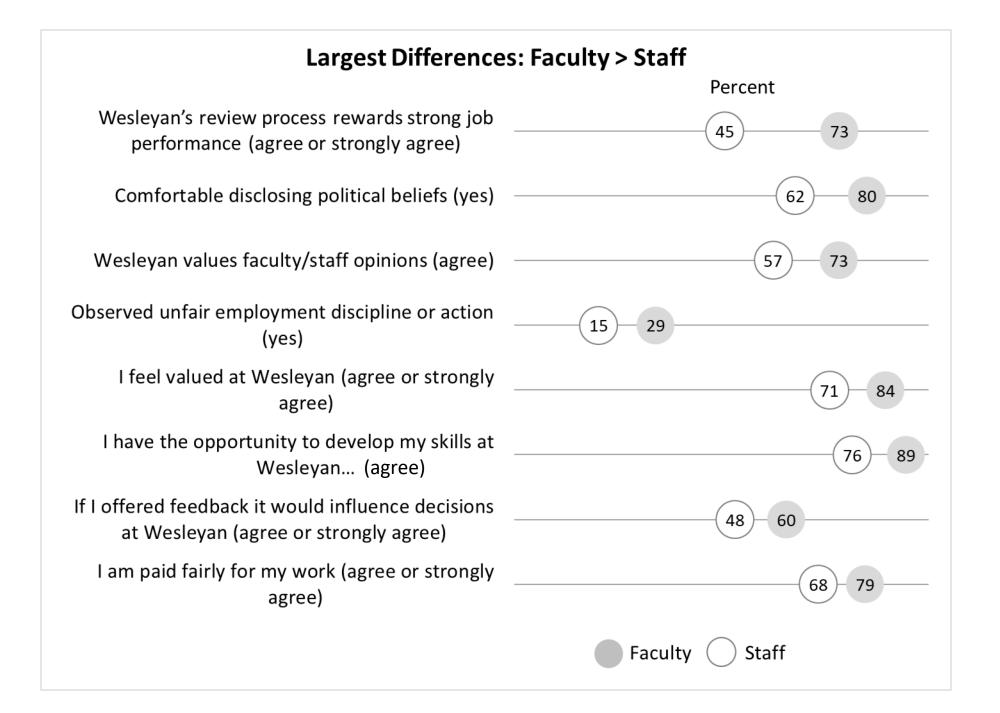


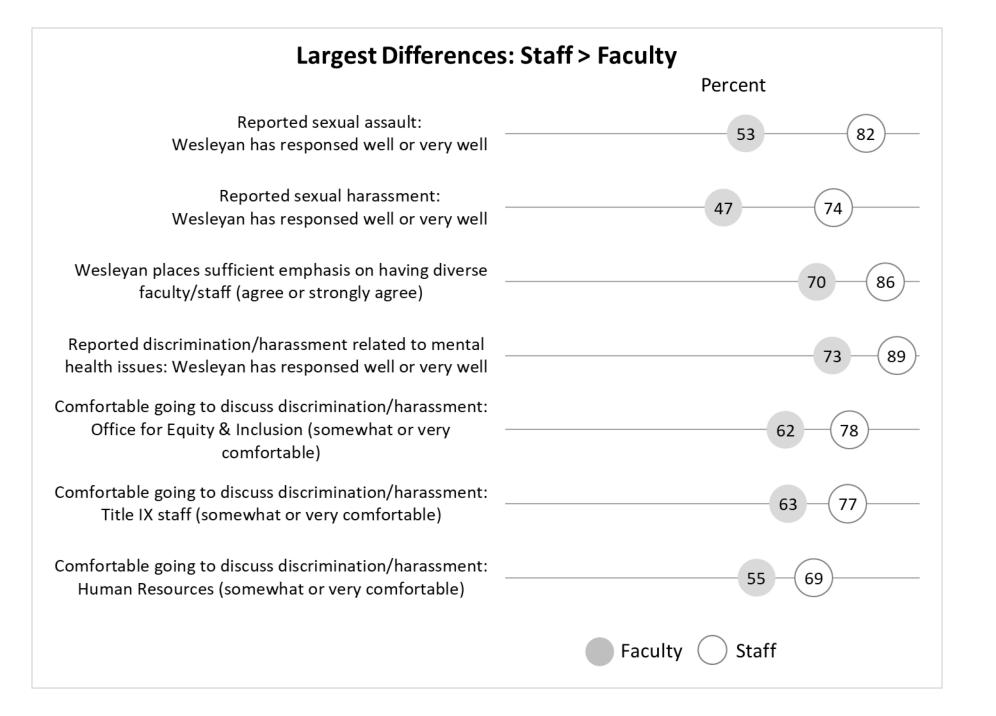
□ Never □ Occasionally ■ Frequently





Largest Differences by Gender	
	Percent occasionally or frequently
Heard others at Wes make disparaging remarks about : Mental health	12 25
Heard others at Wes make disparaging remarks about : Gender identity	7 19
Experienced sexually offensive jokes/kidding about your sex/gender traits	5 15
Heard others at Wes make disparaging remarks about : Disability	4 13
Heard others at Wes make disparaging remarks about : Race or ethnicity	11 20
	Male Female





Discussion

- Reaction to results
- Thoughts / insight into results
- What are we missing / what do you want us to know?

What's next?