University Campus Climate Survey

Report on Campus Administrator Responses

Contents

There are three additional reports for the other groups: students, staff, and faculty.

PSU conducted this Campus Climate Survey to examine:

- Why PSU may or may not be welcoming to all people, particularly those from diverse populations.

- How current institutional policies and processes assist or resist the needs of administrators.

- Why admissions and hiring practices that are in place either ensure diversity among administrators or don't.

- How can we provide a foundation for improved efforts to make PSU a more welcoming environment?

Introduction

Portland State University (PSU) is committed to providing all members of its community, including students, staff, faculty, and administrators, a welcoming learning and employment environment that is diverse, inclusive, and where individuals and groups can thrive based on their interests and abilities. This report presents results from PSU's first General Campus Climate Survey that was administered to all PSU administrators who were employed during the Winter Term 2017. The survey asked administrators about perceptions, beliefs, and experiences related to the overall campus culture at Portland State. It also included general demographic questions.

PSU is grateful to the administrators who took the survey; we appreciate their time and thoughtfulness. The administrator responses provided important information and the feedback will help inform PSU's evaluation of the culture, climate, and working conditions.

About This Report

After PSU's Diversity Action Council identified the need for a campus-wide climate survey in the spring of 2016, PSU's office of Global Diversity and Inclusion (GDI) convened a meeting with faculty, staff and students to discuss the criteria for the survey and determine a vendor to administer the survey. GDI contracted Campus Climate Survey, LLC, to administer the Viewfinder® online survey. Viewfinder® is a campus climate survey instrument that measures the extent to which diversity and inclusion play an integral role within the infrastructure of our college campus.

After providing a copy of the survey and an administrative plan to the Institutional Review Board (IRB,) IRB approved an "IRB Review Not Required application." The Campus Climate Survey administration was led by Julie Caron, Associate Vice President of Global Diversity and Inclusion, and Craig Leets, Director of the Queer Resource Center, who worked with the Campus Climate Survey, LLC to administer Viewfinder®. After the completion of the survey, Dr. Stephen Percy, Dean of the College of Urban and Public Administration, and Julie Caron led the review of the data and report writing. The Chairs of the Diversity Action Council's Faculty, Staff and Student Recruitment and Retention committees along with their committee members assisted in the evaluation of the data and recommendations.

Survey Administration

All PSU administrators employed during the Winter term 2018 (January 2018) were given the opportunity to complete the climate survey, which was open between January 23, 2018 and March 7, 2018.

PSU took special precautions to keep respondent identity confidential and ensure that a person's identity could not be traced to the survey answers. Before administrators began the online survey, they were invited to read an introductory Information Consent Sheet. This Informed Consent Sheet served as a form of passive consent; it described the rationale for the survey, informed administrators that their participation was completely voluntary, and provided instructions for taking the survey, such as: (a) items could be skipped, (b) the survey could be completed in multiple sessions, and (c) administrators could stop taking the survey altogether. After administrators read the Informed Consent Sheet, their voluntary consent to participate was indicated by their continued progress on the survey.

Response Rates

Approximately 71 administrators responded to the survey, with "response" defined as the completion of question one and a response to at least one question beyond four. Respondents did not have to answer questions if they did not want to and they could stop taking the survey at any point. Accordingly, there was a varying rate of response for each question, but typically over 50 responded to questions open to all participants. There were six question that were specifically targeted at administrators with a particular identity: veterans, individuals with a disability, international, people of color, LGBTQIA+, women. These response rate depended on those who identified with the particular identity.

Survey Participants

The administrators participating in this survey included senior and other administrators on campus. About a quarter of administrator respondents worked at PSU for five years or less. Thirty-five percent worked on campus for 16 or more years. Administrators who responded represent all of the major administrative units on campus. For more detail on participation, please see Questions 1 through 4, and 42 through 48, in the Full Data Report.

Report Contents

This report presents in detail the results of the PSU Campus Climate Survey of Administrators. The report includes three sections:

- **Cross-Cutting report on key climate variables:** Survey findings on key campus climate variables—including feeling respected, welcome on campus, and able to express views and perspectives--are cross-tabulated by various campus stakeholder groups.

- **Major findings, implications, and recommendations:** These findings and recommendations have been created by the DAC Staff Retention and Recruitment Committee members as a result of their careful review of survey findings

- **Full data report:** Complete survey results—including graphical presentation and data tables—are presented as provided by the consultant company that supported this survey process.

Cautions In Interpreting Data

Certain precautions are warranted when interpreting survey data. These include recognition that:

- Some questions are asked only of survey respondents who have identified themselves in a certain category. For example, the Campus Climate Survey asks each respondent whether or not they are or have been enrolled in the military. Those who respond affirmatively may be asked a follow-up question. Responses to the follow-up, therefore, represent a subset of survey respondents only.

- Responses to certain questions, particularly those that are answered only by a subset of respondents, may have relatively few respondents. One is cautioned about using percentages in interpreting responses where the number of respondents is small.

- Responses should be interpreted using the exact wording of questions as provided to respondents.

- The findings below are based on all participants of the survey. Approximately 85% of the participants were Caucasian, and thus may not fully represent the specific views of administrators of color.

Cross-Cutting Report on Key Climate Variables

This report cross-tabulates views and perspectives on key campus climate variables by a variety of stakeholder groups. This allows, for example, examination of how different stakeholders—for example, veterans, women, and people of color—feel able to openly express their views on campus.

Ability to Openly Express Beliefs on Campus

Prompt	Total Respondents	Agree or Strongly Agree	Undecided	Disagree or Strongly Disagree
I can openly express my … on campus				
Religious/Spiritual Beliefs	58	51%	22%	26%
Political views/worldviews	68	66%	9%	25%
Gender Identity*	10	90%	10%	0%
Sexual Identity*	10	60%	30%	10%

Ability to Openly Express Beliefs in the Community

Prompt	Total Respondents	Agree or Strongly Agree	Undecided	Disagree or Strongly Disagree
I can openly express my … in the community				
Religious/Spiritual Beliefs	58	52%	22%	26%
Political views/worldviews	68	60%	30%	10%
Gender Identity*	10	90%	0%	10%
Sexual Identity*	10	80%	0%	20%

* Response requested only from individuals who identified as a member of the category.

Feeling Welcome on Campus

Prompt	Total Respondents	Agree or Strongly Agree	Undecided	Disagree or Strongly Disagree
As a …, I feel welcome on campus				
Veteran*	3	**	**	**
Person with a Disability*	4	**	**	**
Administrator of Color*	14	64%	7%	29%
Woman Administrator*	36	83%	8%	8%

Feeling Welcome in the Community

Prompt	Total Respondents	Agree or Strongly Agree	Undecided	Disagree or Strongly Disagree
As a …, I feel welcome in the community				
Veteran*	3	**	**	**
Person with a Disability*	4	**	**	**
Administrator of Color*	14	71%	7%	29%
Woman Administrator*	36	92%	6%	3%

Treated with Respect by Students

Prompt	Total Respondents	Agree or Strongly Agree	Undecided	Disagree or Strongly Disagree
… treated with respect by students				
Veterans* are	3	**	**	**
Persons with a disability* are	4	**	**	**
My religious/spiritual beliefs are	58	38%	55%	7%
My political views/worldviews are	68	59%	35%	6%
Gender identity is*	10	90%	10%	0%
Sexual identity is*	10	60%	30%	10%
Administrators of color are*	14	71%	21%	7%
Women administrators are*	35	83%	11%	6%

Treated with Respect by Faculty

Prompt	Total Respondents	Agree or Strongly Agree	Undecided	Disagree or Strongly Disagree
… treated with respect by faculty				
Veterans* are	3	**	**	**
Persons with a disability* are	4	**	**	**
My religious/spiritual beliefs are	58	45%	46%	7%
My political views/worldviews are	68	56%	40%	4%
Gender identity is*	10	80%	20%	0%
Sexual identity is*	10	40%	40%	20%
Administrators of color are*	14	64%	29%	7%
Women administrators are*	36	61%	11%	28%

* Response requested only from individuals who identified as a member of the category.
** Because the number of responses was less than 5, percentages are not reported

Treated with Respect by Staff

Prompt	Total Respondents	Agree or Strongly Agree	Undecided	Disagree or Strongly Disagree
… treated with respect by staff				
Veterans* are	3	**	**	**
Persons with a disability* are	4	**	**	**
My religious/spiritual beliefs are	58	50%	43%	7%
My political views/worldviews are	68	62%	31%	7%
Gender identity is*	10	90%	10%	0%
Sexual identity is*	10	60%	40%	0%
Administrators of color are*	14	64%	29%	7%
Women administrators are*	36	81%	17%	3%

Treated with Respect by Administrators

Prompt	Total Respondents	Agree or Strongly Agree	Undecided	Disagree or Strongly Disagree
… treated with respect by administrators				
Veterans* are	3	**	**	**
Persons with a disability* are	4	**	**	**
My religious/spiritual beliefs are	58	48%	48%	3%
My political views/worldviews are	68	48%	42%	10%
Gender identity is*	10	80%	20%	0%
Sexual identity is*	10	40%	40%	20%
Administrators of color are*	14	50%	14%	36%
Women administrators are*	36	61%	19%	19%

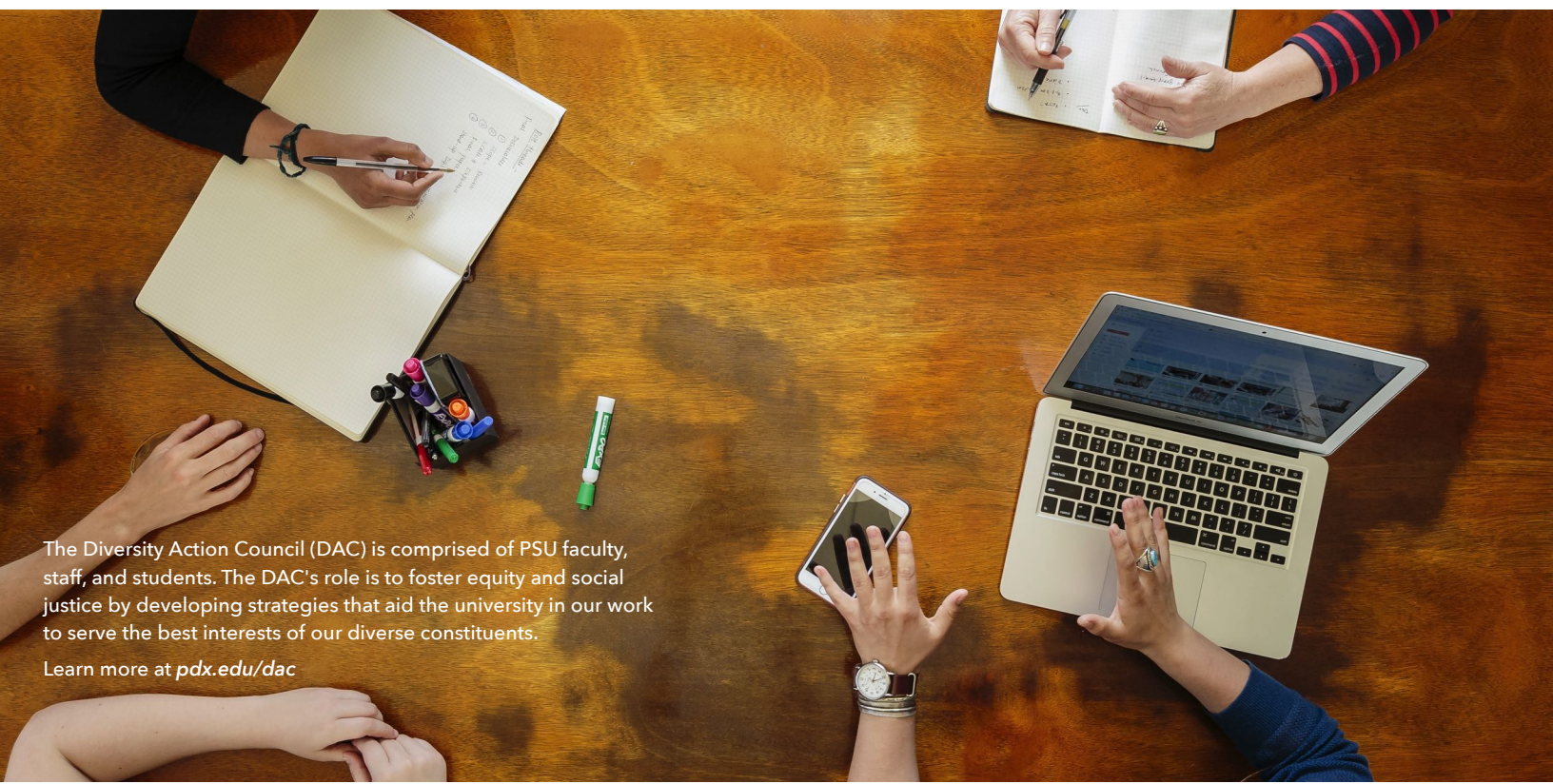* Response requested only from individuals who identified as a member of the category.
** Because the number of responses was less than 5, percentages are not reported

Representation on the Diversity Action Council

Prompt	Total Respondents	Agree or Strongly Agree	Undecided	Disagree or Strongly Disagree
… well-represented on our Diversity Action Council				
Veterans* are	3	**	**	**
Persons with a Disability* are	3	**	**	**
Employees with my religious/spiritual beliefs are	56	20%	66%	14%
Employees with my politcal views/worldviews are	65	31%	58%	11%
LGBTQIA+ employees are	10	90%	10%	0%
Administrators of color are*	13	31%	62%	8%
Women Administrators are*	34	38%	62%	0%

* Response requested only from individuals who identified as a member of the category.
** Because the number of responses was less than 5, percentages are not reported

The Diversity Action Council (DAC) is comprised of PSU faculty, staff, and students. The DAC's role is to foster equity and social justice by developing strategies that aid the university in our work to serve the best interests of our diverse constituents.

Learn more at *pdx.edu/dac*

Data Analysis

Upon review of data in the Campus Climate Survey for Campus Administrators, the following key findings have been identified. Associated implications and recommendations are also offered, based on these findings.

Major Findings

Key Demographics

LGBTQIA+ administrators feel more open to express their gender identity than their sexual orientation on campus. These same administrators feel more respected based on their gender identity than on their sexual orientation.

Women administrators are somewhat less likely to feel respected by other administrators and faculty than by staff and students.

Administrators of color are somewhat less likely to feel respected by their administrative peers than by faculty, staff and students.

Working Conditions

Administrators chose to work at PSU most often for reasons related to:
- Career advancement
- Employee benefits
- Job meeting personal qualifications
- Work-life balance

61% of administrators believe that senior leadership establishes the campus vision for diversity, 38% said senior leadership creates a culture of accountability, and 64% said that senior leadership shows a visible commitment to diversity. 56% said that it is very important for campus leadership to promote diversity and inclusion.

72% of administrators said that their workload was too heavy, 74% said that they were underpaid for the work they do, and 54% said that they had experienced micro-aggressions in their in their division and unit.

91% said that mentors are important for junior administrators.

67% of administrators indicated that they love their job, 77% said that they are encouraged to weave diversity/cultural competence into their work, 89% are satisfied with their employee benefit package.

Implications and Recommendations

Mentorship

New or junior administrators indicated that they would benefit from a mentorship program where they would be provided a mentor from a different department to have an opportunity to discuss strategic planning and effective leadership.

Exit Interviews

Departing administrators, and those leaving administrative positions for other responsibilities on campus, should receive an exit interview to learn more about professional development needs and ways to enhance the overall campus climate for administrators.

Work-Life Balance

While administrators tend to love their job, they also have significant concerns about work-life balance. Campus leadership should consider investigation of strategies or programs that might better enable administrators to create a more favorable work-life balance.

Diversity Training

It is troubling that women administrators and administrators of color sometimes feel not respected by their administrative peers. This is an issue that need more attention. Strategies to advance respect include workshops of bias, microaggressions and other diversity, equity and inclusion trainings.