

# **Southern Illinois University Edwardsville University Diversity Council**

## **FACULTY DIVERSITY CLIMATE SURVEY EXECUTIVE SUMMARY**

### **Overview of Project:**

Graduate students in the Industrial/Organizational Psychology Master's program collaborated with SIUE's Diversity Council to develop a Diversity Climate survey for all faculty members at the university. This project served as a course and graduation requirement for the students in Dr. Catherine Daus' Seminar on Work Attitudes.

### **Methods:**

1. A focus group with faculty members was facilitated by graduate students to obtain suggestions for improvement. Suggestions included: shortening the survey; including other forms of diversity; enhancing faculty responses through framing.
2. Utilizing this information, the graduate students applied the suggested edits. Many questions with vague wording and those too similar to other items were removed.
3. IRB approval was obtained
4. Next, the revised survey was pilot tested by various faculty members within the university. Faculty noted any questions that were confusing or unclear, the amount of time it took to complete the survey, and the quality of the survey's organization. This feedback was used to make additional edits to the survey.
5. Finally, the survey was reviewed by the Diversity Council, and Interim Provost, Dr. Denise Cobb. The final version of the survey link was emailed to all faculty members by Dr. Denise Cobb to complete via Qualtrics. The survey was open for 2 weeks (April 14-28, 2016).
6. To ensure that all responses remained anonymous, responses are provided in aggregate form to ensure confidentiality of all of the faculty members. Below is a summary of the findings from the diversity survey:

### **Demographics**

The survey was completed by 152 SIUE faculty members. 56% identified as female gender; 86% identified as heterosexual; 77% identified as white/Caucasian, 3% as black/African American, 3% as Hispanic, 3% Asian, 2% multiple races, 12% preferred not to identify their race.

### **Qualitative Summary with Common Themes:**

#### **In regards to diversity efforts, what is SIUE doing well?**

- Talking about it, open hearings, events, workshops, forums
- Faculty hiring initiative
- Our mission statement
- Recruiting and retaining minority students
- Diversity officer
- Welcoming and comfortable environment

- Safe zone
- Multicultural center
- Administrative support (Chancellor and Provost)
- Diversity council

**In regards to diversity efforts, what could SIUE do better?**

- More funding for diversity and inclusion events
- Diversity administration
- Make campus more inclusive for faculty
- Hire and retain diverse faculty/staff
- More friendly to religious and political conservatives
- Provide support and more training for all faculty and administrators
- Emphasize a climate of inclusion
- Attention to inclusion of individuals who are diverse in other ways than race and sexual orientation
- Require more training for search committees
- More funding for advertising of all positions in more publishing medias
- More diversity discussions in the classroom
- Diversity newsletter is limited in content

**Additional comments:**

- More education and open forums
- Diversify the curriculum
- Diversity seems to be exclusively related to race and sexual orientation

**Survey Findings**

**Strengths**

- Vast majority feel welcome at SIUE
- Most faculty feel as though their ideas are respected
- A large percentage incorporate minority contributions into lectures
- The vast majority of faculty are confident in their understanding of laws/policies regarding illegal discrimination (81.1%), feel they could identify illegal discrimination (83.5%) and would report it if they witnessed it (81%)
- Most believe SIUE is working hard to recruit and hire diverse faculty & students
- Faculty perceives much support of diversity initiatives from top administration (e.g., Steve Hansen, Dr. Brown, Dr. Cobb)

**Developmental Opportunities**

- Only one-third of faculty feel that they have time to devote to diversity and inclusion efforts
- One-third of faculty disagree that advancement opportunities are equal and only one half feel that they have had equal mentoring opportunities
- Over one-third of faculty members believe SIUE's diversity and inclusion efforts are motivated by compliance and not an actual desire to be more diverse and inclusive
- Approximately half of faculty indicated that they know how to report discrimination. Faculty also stated a desire for training relevant to subtle forms of discrimination
- Faculty believe more efforts should be aimed at *retaining* diverse faculty

- Many individuals feel unable to voice opinions that run counter to mainstream ideas
- Diversity efforts are narrowly focused on issues of race and sex orientation, while other areas of diversity are overlooked

<b>Experiences of Discrimination at SIUE</b>	
Minority Races	<ul style="list-style-type: none"> <li>• Exclusion of social activities</li> <li>• Less mentoring relationships</li> <li>• Being taken less seriously than majority group members</li> <li>• Disrespectful student remarks regarding accents</li> </ul>
Women	<ul style="list-style-type: none"> <li>• Sexual harassment</li> <li>• Higher expectations to be more service-oriented</li> <li>• Discrimination of breastfeeding</li> <li>• Pay discrimination</li> </ul>
Religious Beliefs	<ul style="list-style-type: none"> <li>• Viewed as less intelligent</li> </ul>
Political Views	<ul style="list-style-type: none"> <li>• Perceptions of negative correlation with hiring/tenure decisions and conservatism</li> </ul>
Age	<ul style="list-style-type: none"> <li>• Younger faculty taken less seriously</li> <li>• Qualifications questioned</li> </ul>
Disability	<ul style="list-style-type: none"> <li>• Perceived ADA violations occurring on campus (e.g., elevator out of service)</li> </ul>

### **Recommendations:**

- Diversity and Inclusion training/workshops
  - Subtle forms of discrimination and micro-aggressions, implicit biases, etc.
- Conduct additional analyses
  - Qualitative and subgroup trend analyses
- Conduct equity studies
- Implement initiatives to retain faculty members