



EKU Campus Climate Survey 2011

Faculty & Staff Results

University Diversity Committee

February 2012

The EKU Campus Climate Survey was administered in Fall 2011 to all faculty, staff, and students to gauge how EKU is doing as a campus community in achieving and honoring a university climate that respects and celebrates diversity. Results of faculty and staff perceptions of diversity on campus are highlighted below.

- Eighty-eight percent (88%) of faculty and staff *Agree* or *Strongly Agree* that EKU currently has campus climate supportive of diversity.
- Eighty-eight percent (88%) of faculty and staff *Agree* or *Strongly Agree* that EKU makes efforts to enhance a climate supportive of diversity.
- Eighty-eight percent (88%) of faculty and staff *Agree* or *Strongly Agree* that EKU would benefit from having more diverse students.
- Eighty-one percent (81%) of faculty and staff *Agree* or *Strongly Agree* that EKU would benefit from having more diverse faculty and staff.
- Eighty-four percent (84%) of faculty and staff *Agree* or *Strongly Agree* that EKU faculty have equal academic expectations and treat fairly students from all identity groups.
- Eighty-seven percent (87%) of faculty and staff *Agree* or *Strongly Agree* that EKU staff treat fairly students from all identity groups.

Are We Serious about Issues of Harassment and Discrimination on campus?

Issue(s)	Percent of Faculty and Staff that <i>Agree</i> or <i>Strongly Agree</i> the Issue is Taken Seriously on Campus
Race, Racism, and Racial/Ethnic Discrimination	91%
Gender Bias and/or Sexual Harassment	90%
Disability and Equal Access	88%
Sexual Orientation	87%
Religious and Spiritual Beliefs	84%

How Well are We Communicating the Diversity Message?

- Eighty-seven percent (87%) of faculty and staff indicate they have been exposed to information and activities devoted to understanding diverse groups.
- Eighty-three percent (83%) of faculty and staff know the steps to take within EKU if they or a friend/peer experience harassment or discrimination.
- Eighty percent (80%) of faculty and staff report EKU does a good job of informing students, faculty, and staff of its diversity-related goals.
- Fifty-nine percent (59%) of faculty and staff would like to have more formal opportunities to discuss diversity-related issues and ideas.

How Comfortable are Faculty and Staff in Discussing Issues of Diversity?

Issue(s)	Percent of Faculty and Staff that Feel Comfortable Talking About the Issue
Talking About Disability and Equal Access with Individuals with Disabilities	93%
Listening to Others Express Their Religious or Spiritual Beliefs	80%
Talking with Someone who speaks English with an accent or uses American Sign Language	90%
Talking to People of Other Races About Issues of Race and Ethnic Difference	88%
Talking About Socio-Economic Background with others from Different Socio-Economic Backgrounds	84%
Talking About Gay/Lesbian/Transgender Issues with People of Different Sexual Orientations	78%
Engaging in Discussion about Religious or Spiritual Beliefs	89%

How are Faculty and Staff Supporting Diversity on Campus?

- Eighty-six (86%) of faculty and staff feel comfortable participating in the diversity events and programs at EKU.
- Eighty percent (80%) of faculty and staff have NOT participated in negative comments and/or jokes toward specific identity groups.
- Eighty-two (82%) of faculty and staff make efforts to get to know individuals from diverse backgrounds on campus.
- When hearing negative remarks made by peers aimed at particular identity groups, eighty percent (80%) of faculty and staff challenge them.

Have Faculty and Staff Experienced or Witnessed Harassment or Discrimination on Campus?

Based Upon:	Personally Experienced Harassment or Discrimination	Witnessed Harassment or Discrimination
Gender	12%	17%
Religious Affiliation	10%	18%
Age	9%	14%
Race/Ethnicity	6%	19%
Sexual Orientation	3%	19%
Physical/Mental Ability	4%	11%
Language/National Origin	3%	16%

Does EKU Demonstrate Attributes of Diversity?

Attribute	Percent of Faculty and Staff indicating EKU <i>Somewhat</i> Demonstrates the Attribute	Percent of Faculty and Staff indicating EKU <i>Very Much</i> Demonstrates the Attribute	Total
Friendly	25%	73%	98%
Comfortable	30%	67%	97%
Cooperative	40%	56%	96%
Respectful	32%	64%	96%
Accepting of Different Gender	29%	65%	94%
Accepting of Different Races	33%	61%	94%
Accommodating of Disabilities	38%	55%	93%
Accepting of Religious or Spiritual Beliefs	40%	49%	89%
Strong Sense of Community	36%	56%	92%
Accepting of Sexual Orientation	40%	46%	86%
Open to Change and Innovation	46%	42%	88%

Survey Respondents:

- Of those responding to the survey (994), forty-one percent (41%) are faculty and fifty-nine percent (59%) are staff.
- The majority of respondents are female (66%), white (90%), heterosexual (92%), U. S. Citizens (97%), Democratic (44%), and Christian (76%).

The University Diversity Committee Core Value: EKU will honor and pursue a university climate that respects and celebrates the diversity of peoples and seeks to embrace all individuals and prohibits judgments based on race, ethnicity, gender, sexual orientation, age, religion, socioeconomic status, and disabilities.

Questions and/or Feedback about the Survey?

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