

## 2020 K-State University Climate Survey

### Executive Summary

After three months of a planning phase that involved multiple groups and discussions, the 2020 K-State University Climate Survey was deployed to four primary groups across all campuses of the University in early spring of 2020: students, faculty, staff, and administrators. As a result of a collaborative effort among different units, the Survey received nearly 7,000 responses with a university-wide survey response rate of 26%. Table 1 presents the number of responses and response rate by the four primary groups.

Table 1. Response Rates

	<b>Sample Size</b>	<b>Responses</b>	<b>Response Rate</b>
Students	20,041	3,968	20%
Staff	3,983	1,721	43%
Faculty	2,042	964	47%
Administrators	569	341	60%
<b>University Total</b>	<b>26,635</b>	<b>6,994</b>	<b>26%</b>

In each primary group, the survey also reached six subgroups. The proportions of each of these subgroups in the corresponding primary groups are demonstrated in Table 2.

Table 2. The Percentage (%) of a Subgroup Reported in the Primary Group

	<b>Student</b>	<b>Faculty</b>	<b>Staff</b>	<b>Administrator</b>
<b>Women</b>	56%	48%	66%	58%
<b>Veterans</b>	4%	5%	5%	3%
<b>Persons with Disabilities</b>	8%	5%	7%	4%
<b>LGBTQ</b>	12%	5%	5%	5%
<b>Persons of Color</b>	16%	16%	10%	9%
<b>International</b>	7%	10%	4%	1%

The survey asked a broad range of questions related to organizational climate, including areas of welcoming and respect, diversity training and recruitment, vision and planning, interaction, leadership, safety, belongingness and value, support, communication, and overall comfort level. For students, the survey also asked a series of questions specifically in areas of services, learning, and co-curricular programming they have experienced. Responses from all groups and subgroups yielded rich information that could be used as a foundation for future planning and actions. Some highlights of findings include:

- A high percentage of all groups agreed that promoting diversity and inclusion to the university leadership is very/somewhat important.
- A relatively high percentage of respondents across all groups said they don't openly express political/world views. In this regard, students are the most open group.
- Among the subgroups listed in Table 2, most of them felt welcomed and respected on campus and in surrounding communities. People with disabilities and with international background rated the lowest in these two measures.

- There is a common theme and concern regarding sexual harassment, inappropriate behavior, and bullying. Students are especially concerned about sexual harassment and date rape issues.

### **Summary of Strengths**

The majority of the respondents said they were very comfortable or comfortable with the climate at K-State, with students showing the highest percentage (82%) among four groups. Many respondents commented that K-State has made great effort to improve campus climate, and the overall climate has been improving in recent years. A very high percentage of respondents across all groups indicated that both promoting diversity and inclusion to the university leadership is important and the climate at K-State is central to its continued success. There is a general understanding and support toward more diversity and inclusion, mutual respect, equity and equality, and actions.

### **Summary of Opportunities**

Analysis of the survey from both a quantitative and qualitative (open-comments) perspective revealed many potential opportunities where K-State can continue to pursue the improvement of our organizational climate and provide greater environment for teaching, learning, and services. Among them, several overarching opportunities are:

- Make physical improvements for campus safety and accessibility
- Create and communicate a better mechanism/process for reporting issues and concerns
- Improve the consistency of policy and practice regarding climate related issues across all units
- Continue to promote a broader conversation among different interest groups within the University as well as between K-State campus and surrounding communities
- Focus on areas that have a broader impact on campus climate, such as sexual harassment/bullying/inappropriate behaviors prevention and improving intercultural understanding, respect, and tolerance
- Continue to improve the survey instrument and methodologies (e.g., questions, length of survey, focus, sampling method...)

### **Future Directions**

A few suggestions for future directions K-State leadership might want to consider include:

- Establish certain baseline data, include this data in the campus diversity and inclusion plan, and measure progress
- Further explore certain areas of the survey data at more targeted and/or granular levels
- Identify and prioritize actionable items; follow through on some critical action items suggested in each section
- Link survey results to our decisions, plans, actions, and communicate outcomes to demonstrate we are taking responses from this survey seriously
- Institutionalize 1-2 cyclical information-gathering practices (e.g., annual focus group discussions, panel dialogues)

Again, this survey gathered extremely rich data and abundant feedback across all campuses of the University. For more questions regarding the survey and results, please refer to the PPT presentation linked here or contact [K-State Chief Diversity and Inclusion Officer](#) Dr. Bryan Samuel. The data steward for this survey is Dr. Bin Ning, Associate Provost for [Institutional Research](#).