



Results from K-State University Climate Survey: An Overview

June 2020

Valid Response Rates

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

Items with Highest % of Disagree/Strongly Disagree

I can openly express my political views/worldviews at the university	26%*
I can openly express my political views/worldviews in the surrounding community	24%*
My political views/worldviews are treated with respect by students	21%**
As a student of color, I feel welcome at the university	20%
As a student of color, I feel welcome in the surrounding community	20%
Students of color are well-represented in the student body	19%***

To what extent do you agree that your classroom experiences include the following (% Agree/Strongly Agree)?

The faculty creates a safe and welcoming environment for everyone in the classroom	81%
I feel safe among other students expressing my views and opinions in the classroom	69%
Students of all backgrounds interact well with each other in the classroom	69%

Items with Highest % of Disagree/Strongly Disagree

I can openly express my political views/worldviews at the university	45%
Faculty of color are well-represented in K-State workforce	43%
I can openly express my political views/worldviews in the surrounding community	37%
I can express my religious/spiritual beliefs at the university	32%
Information on university decisions and strategic directions are shared with transparency	31%*
Administrators respect the opinions of all stakeholders in decision making processes	29%*
I feel listened to in the K-State community	23%
I feel that I am valued in the University community	20%
I am treated equitably in the university community	19%

* indicates that the administrator group responded significantly different from this group

Comparative Analysis

- Faculty (and staff) responded with *Agree/Strongly Agree* significantly less than administrators in the two items below
 - Information on university decisions and strategic directions are shared with transparency
 - Administrators respect the opinions of all stakeholders in decision making processes

Items with Highest % of Disagree/Strongly Disagree

I can openly express my political views/worldviews at the university	36%
I can openly express my political views/worldviews in the surrounding community	28%
Information on university decisions and strategic directions are shared with transparency	25%*
I feel listened to in the K-State community	24%
I can express my religious/spiritual beliefs at the university	22%
Administrators respect the opinions of all stakeholders in decision making processes	20%*
Staff of color are well-represented in K-State workforce	19%**
I feel that I am valued in the University community	18%
As a staff of color, I feel welcome in the surrounding community	18%
As a staff of color, I feel welcome at the university	16%
I am treated equitably in the university community	15%

Comparative Analysis

- Staff responded with *Agree/Strongly Agree* significantly less than administrators in the two items below
 - Information on university decisions and strategic directions are shared with transparency
 - Administrators respect the opinions of all stakeholders in decision making processes
- Staff (and students) were less likely to respond with *Agree/Strongly Agree* in the statement below
 - Staff of color are well-represented in K-State workforce



Items with Highest % of Disagree/Strongly Disagree

I can openly express my political views/worldviews at the university	38%
Administrators of color are well-represented in the university workforce	37%
I can openly express my political views/worldviews in the surrounding community	30%
Information on university decisions and strategic directions are shared with transparency	27%*
As an administrator of color, I feel welcome in the surrounding community	27%
Administrators respect the opinions of all stakeholders in decision making processes	26%*
I can express my religious/spiritual beliefs at the university	23%
As an administrator of color, I feel welcome at the university	23%
I am treated equitably in the university community	15%

Comparative Analysis

- Administrators responded with *Agree/Strongly Agree* significantly more than faculty and staff in the two items below
 - Information on university decisions and strategic directions are shared with transparency
 - Administrators respect the opinions of all stakeholders in decision making processes



The following groups (listed in the 1st column) should be required to participate in mandatory diversity and inclusion training (Strongly agree/agree).

	Students	Faculty	Staff	Admin
Students	52%	66%	62%	72%
Faculty	74%	67%	67%	78%
Staff	71%	67%	65%	77%
Administrators	75%	75%	71%	80%
Search Committee Chairs		75%	70%	79%

Treated with Respect (% Agree/Strongly Agree)

Subgroups	Students	Faculty	Staff	Admin
Women	85%	70%	75%	75%
Veterans	70%	62%	55%	60%
Disabilities	70%	45%	50%	45%
Political views	48%	30%	25%	31%
Gender/sexual	80%	70%	65%	70%
People of Color	73%	55%	60%	60%
International	64%	60%	50%	47%

Overall, how comfortable are you with the climate at K-State?

Group	% Very Comfortable/ Comfortable	Neutral
Students	82%*	12%
Administrator	77%	13%
Staff	75%	17%
Faculty	70%	18%

*Students rated significantly more comfortable than all other groups.

How welcoming is K-State for the following (welcome/very welcome)?

These subgroups had the lowest averages	Students	Faculty	Staff	Admin
Those from the Middle East or Middle Eastern origins	52%	45%	48%	52%
Those who are Native American or from Native American origins	54%	46%	48%	60%
Non-Christians	61%	46%	50%	53%
Non-religious	62%	47%	50%	56%
Undocumented students	35%	24%	30%	40%

Themes of Open Comments (Women)

Theme (N: Number of open comments received)	Students (N=267)	Faculty (N=176)	Staff (N=194)	Admin (N=53)
Treatment equity/support/respect (e.g., promotion/opinion/pay)	18*	37	44	8
Much improved climate/support/represented/no difference	15	11	15	7
More representation in upper admin/STEM/senior faculty	9	29	20	10
Male dominant culture/respect/bullying/sexism	15	30	21	5
Assault/harassment, offensive languages/behaviors, safety concerns	37	7	5	
Women of color	2	4	5	1

*all numbers represent the count of comments under each theme

Themes from Overall Comments

Theme	Students (N=490)	Faculty (N=245)	Staff (N=331)	Admin (N=83)
Standing united/stronger actions against hate/ racism/sexism/sexual assault/bullying/discrimination (age)	27	27	32	12
Promoting broader diversity/involvement/participation in multicultural activities/shared experiences/inter-group dialogs/tolerance/political perspectives/morale	27	13	22	3
K-State has mutual respect, good climate, supportive environment, happy place, traditional values, moving towards the right direction/varies by departments + levels	18	26	30	10
Focus more on academic support/mental + physical health/safety/inclusion/financial needs/veterans/non- traditional students/pregnant/student-parents/wellbeing	33	8	8	3
More work yet needs to be done/grassroot approach/ transparency/taking timely actions/curriculum/listening	31	14	34	9

*all numbers represent the count of comments under each theme

Strengths

- Students are the most comfortable with the climate at K-State
- K-State has made great effort to improve its climate and overall climate has been improving in recent years
- There seems to be a united front that university climate is important to all stakeholders
- There is a general understanding and support toward more diversity and inclusion, mutual respect, equity and equality, and actions

Opportunities (1)

- 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 campuses and surrounding communities

Opportunities (2)

- Focus on areas that have a broader impact on entire university climate, such as:
 - Sexual harassment/bullying/inappropriate behaviors
 - Intercultural understanding, respect, and tolerance
- Continue to improve survey instrument and methodologies (e.g., questions, length of survey, focus, sampling method...)



Recommendations for Future Directions

- Establish certain baseline data, include them into university's 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)