

IUPUI Climate Survey 2014
Survey Research Office, Planning and Institutional Improvement
Office of Diversity, Equity, and Inclusion

Asian/Pacific Islander Faculty, Staff, and Students

PURPOSE: To measure campus climate indicators in order to better understand faculty, staff, and students' experiences on the IUPUI campus

METHODS: Survey administered to census of faculty, staff, and current students in Fall 2014.

PROFILE OF RESPONDENTS:

	Faculty/Staff – Asian	Faculty/Staff – All IUPUI	Students – Asian	Students – All IUPUI
International, Naturalized Citizen, or Permanent resident	90%	13%	86%	19%
Native U.S. Citizen	10%	87%	14%	81%
Men	66%	37%	50%	38%
Women	34%	63%	50%	62%
LGBT	10%	8%	12%	13%
Non-LGBT	90%	92%	88%	87%
With Disability	2%	5%	1%	5%
No Disability	98%	95%	99%	95%
Christian	26%	64%	16%	57%
Non-Christian Religious	33%	7%	50%	10%
No Religious Affiliation	41%	29%	34%	33%
Conservative	9%	21%	9%	23%
Moderate	62%	38%	53%	44%
Liberal	29%	41%	38%	34%
Chinese	47%		26%	
Indian	24%		39%	
Korean	8%		5%	
Japanese	7%		7%	
Multiple Asian Ethnicities	3%		5%	
Filipino	2%		4%	
Pakistani	2%		3%	
Other	4%		7%	
Did not specify	3%		4%	
n	158	2884	321	3933
Response rate	42%	39%	25%	15%

- The vast majority of both Asian faculty/staff and students are international, naturalized, or a permanent resident of the United States.
- Both Asian faculty/staff and students are more likely to identify as Non-Christian religious and less likely to be Christian.
- Asian faculty/staff and students are less likely to identify as conservative politically and more likely to report being moderate politically

CAMPUS ENVIRONMENT:

Percentage who agree with...	Asian Faculty	White Faculty	Other Minority Faculty	Asian Staff	White Staff	Other Minority Staff
I feel free to be myself at IUPUI	83%	82%	80%	88%	84%	80%
At IUPUI I sometimes fear speaking up for what I think	39%	39%	40%	41%	40%	41%
I feel safe on campus	93%	89%	90%	97%	91%	89%
There are a lot of people like me on campus	82%	77%	54%***	91%	85%	63%**
IUPUI's Multicultural Center is for people like me	77%	28%***	64%*	73%	34%***	68%
IUPUI has a commitment to diversity	84%	93%**	81%	90%	97%	81%
IUPUI places too much emphasis on diversity	21%	23%	17%	17%	33%	18%
IUPUI has diverse faculty and staff	80%	67%**	56%***	77%	87%	64%
IUPUI has a diverse student population	84%	85%	80%	90%	95%	86%
IUPUI accurately reflects diversity in publications	80%	81%	70%	79%	90%	68%
IUPUI has a lot of tension around diversity issues	22%	20%	33%*	14%	20%	33%*
It's difficult to move up in my career	54%	46%	51%	78%	65%	63%
N	125	668	152	33	1268	332

* p<.05, ** p<.01, *** P<.001 for differences between group and Asian Faculty or Staff

- The majority of Asian faculty and staff feel safe on campus, free to be themselves, and believe that IUPUI has a commitment to diversity.
- Both Asian faculty and staff are significantly more likely than other minority faculty and staff on campus to agree that there are people like them on campus.
- Asian faculty are less likely than white faculty to agree that IUPUI has a commitment to diversity.
- Asian faculty are more likely than both white and other minority faculty to agree that IUPUI has a diverse faculty and staff.
- Both Asian faculty and staff are less likely to agree that IUPUI has a lot of tension around diversity issues when compared to other minority faculty and staff.

CAMPUS ENVIRONMENT:

Percentage who agree with...	Asian UGRD	White UGRD	Other Minority UGRD	Asian GRAD	White GRAD	Other Minority GRAD	
I feel free to be myself at IUPUI	92%	96%*	93%	96%	95%	92%	
At IUPUI I sometimes fear speaking up for what I think	41%	26%**	28%**	26%	22%	32%	
I feel safe on campus	80%	86%	86%	84%	83%	81%	
There are a lot of people like me on campus	73%	73%	66%	83%	72%**	65%***	
IUPUI's Multicultural Center is for people like me	77%	30%***	72%	77%	32%***	72%	
IUPUI has a commitment to diversity	91%	98%***	93%	93%	93%	85%*	
IUPUI places too much emphasis on diversity	35%	29%	23%**	34%	21%***	21%**	
IUPUI has diverse faculty and staff	91%	93%	81%**	89%	86%	63%***	
IUPUI has a diverse student population	93%	98%**	92%	93%	92%	81%**	
IUPUI accurately reflects diversity in publications	84%	92%**	83%	85%	87%	74%*	
IUPUI has a lot of tension around diversity issues	24%	11%***	18%	15%	11%	19%	
It's difficult to find student opportunities at IUPUI	34%	19%***	25%*	34%	16%***	34%	
	N	116	1745	573	199	546	188

* p<.05, ** p<.01, *** P<.001 for differences between group and Asian Students

- The majority of Asian students (both undergraduate and graduate) feel free to be themselves, feel safe on campus, feel the Multicultural Center is for people like them, and agree that IUPUI has a commitment to diversity.
- Asian undergraduate students are more likely than both white and other minority undergraduates to fear speaking up for what they think.
- Asian graduate students are more likely to agree that there are a lot of people like them on campus than both white and other minority graduate students.
- Asian graduate students are more likely than both white and other minority graduate students that IUPUI places too much emphasis on diversity. This is also true for Asian undergraduate students but only when compared to other minority students.
- Asian undergraduates are more likely than white undergraduate students to believe that the campus has a lot of tension around diversity issues.
- Asian students are more likely than white students to find it difficult to find student opportunities on campus.

BIAS / HARASSMENT / DISCRIMINATION:

- More than three quarters of Asian students (78%) and faculty/staff (77%) would be likely to report bias/harassment/discrimination if witnessed. The rate is slightly higher compared to all students (73%) and roughly the same for all faculty/staff (76%) at IUPUI.
- Asian women faculty/staff (18%) experience slightly lower rates of gender bias/harassment/discrimination compared to white women (26%) and other women of color (20%) in faculty/staff roles at IUPUI.
- Asian faculty/staff (19%) are significantly more likely than white faculty/staff (5%) to experience racial bias/harassment/discrimination, but less likely to experience it compared to other faculty/staff of color (30%).
- None of the Asian faculty/staff who identify as a sexual minority or a conservative report experiencing bias/harassment/discrimination based on these identities.
- Asian women students (4%) are significantly less likely than both white (14%) and other minority students (12%) to report experiencing gender bias/harassment/discrimination.
- Similar to faculty and staff, Asian students (14%) are significantly more likely than white students (5%) to experience racial bias/harassment/discrimination, but less likely to experience it compared to other students of color (20%).
- Asian students who report being non-Christian religious (8%) experience bias/harassment/discrimination significantly less than other non-Christian religious minority students (24%).
- Asian sexual minority students (3%) are significantly less likely than both white (19%) and other minority students (18%) to report experiencing bias based on sexual orientation.
- If a respondent reported experiencing bias/harassment/discrimination regarding any status listed above, they were asked to describe one incident. Themes from Asian students are described below:
 - Faculty/staff report gender discrimination and sexual harassment (directed at women) in the form of not receiving respect in meetings and sexual comments made about appearance.
 - Asian faculty/staff discuss trouble finding jobs and lower pay due to visa/citizenship status.
 - A couple of faculty/staff speak of difficulties in personally moving up in their positions and a lack of minorities in leadership roles.
 - Students discuss assumptions made linking ability to speak English with perception of intelligence and experiencing bias if English is a second language.
 - Faculty, staff, and students note experiencing the stereotype of “workhorse” and experiencing disappointment from others if they do not meet these expectations.
 - International students speak of being discouraged from working with certain professors and being excluded from group projects/activities.