

IUPUI Climate Survey 2014
Institutional Research and Decision Support
Office of Diversity, Equity, and Inclusion

Black 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 – Black	Faculty/Staff – All IUPUI	Students – Black	Students – All IUPUI
Men	28%	37%	35%	38%
Women	72%	63%	65%	62%
LGBT	6%	8%	8%	13%
Non-LGBT	94%	92%	12%	87%
With Disability	3%	5%	5%	5%
No Disability	97%	95%	95%	95%
Christian	90%	64%	80%	57%
Non-Christian Religious	2%	7%	5%	10%
No Religious Affiliation	8%	29%	15%	33%
Conservative	16%	21%	13%	23%
Moderate	50%	38%	57%	44%
Liberal	34%	41%	31%	34%
n	234	2884	269	3933
Response rate	32%	39%	10%	15%

- Black faculty/staff and students participated in the survey at slightly lower rates than the rest of campus.
- Black Faculty/Staff respondents are more likely to be women.
- Both black faculty/staff and student participants are much more likely to identify as a Christian.
- Black faculty/staff and students are more likely to be moderate politically and less likely to be conservative.

CAMPUS ENVIRONMENT:

Percentage who agree with...	Black Faculty	White Faculty	Other Minority Faculty	Black Staff	White Staff	Other Minority Staff
I feel free to be myself at IUPUI	76%	82%	83%	78%	84%*	81%
At IUPUI I sometimes fear speaking up for what I think	40%	39%	39%	37%	40%	37%
I feel safe on campus	89%	89%	92%	89%	91%	89%
There are a lot of people like me on campus	31%	77%***	75%***	55%	85%***	76%***
IUPUI's Multicultural Center is for people like me	67%	28%***	71%	73%	34%***	63%
IUPUI has a commitment to diversity	68%	93%***	85%**	73%	97%***	91%***
IUPUI places too much emphasis on diversity	6%	23%**	22%**	10%	33%***	25%***
IUPUI has diverse faculty and staff	35%	67%***	75%***	51%	87%***	79%***
IUPUI has a diverse student population	69%	85%**	84%*	83%	95%***	90%*
IUPUI accurately reflects diversity in publications	62%	81%**	77%*	60%	90%***	79%***
IUPUI has a lot of tension around diversity issues	38%	20%**	25%	39%	20%***	23%**
It's difficult to move up in my career	54%	46%	52%	65%	65%	63%
N	53	668	224	181	1268	184

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

- Both black faculty and staff are significantly less likely to agree that there are a lot of similar people on campus, when compared to both their white and minority counterparts. This difference is most pronounced for black faculty.
- Black faculty and staff are also significantly less likely to agree that IUPUI has a commitment to diversity, places too much emphasis on diversity, and that IUPUI has a diverse faculty and staff when compared to both white and minority faculty/staff. Again this difference is larger among black faculty.
- White and other minority faculty and staff are significantly more likely than their black colleagues to agree that IUPUI accurately reflects diversity in publications with white and black staff having the largest disparity.
- Both black faculty and staff are more likely to believe that IUPUI has a lot of tension around diversity issues.

CAMPUS ENVIRONMENT:

Percentage who agree with...	Black UGRD	White UGRD	Other Minority UGRD	Black GRAD	White GRAD	Other Minority GRAD
I feel free to be myself at IUPUI	93%	96%	93%	88%	95%*	95%*
At IUPUI I sometimes fear speaking up for what I think	27%	26%	31%	35%	22%*	28%
I feel safe on campus	88%	86%	83%	81%	83%	83%
There are a lot of people like me on campus	70%	73%	66%	60%	72%*	77%**
IUPUI's Multicultural Center is for people like me	85%	30%***	68%***	82%	32%***	74%
IUPUI has a commitment to diversity	91%	98%***	94%	81%	93%**	91%*
IUPUI places too much emphasis on diversity	18%	29%**	28%**	14%	21%	30%*
IUPUI has diverse faculty and staff	76%	93%***	86%**	55%	86%***	80%***
IUPUI has a diverse student population	89%	98%***	94%*	77%	92%***	89%*
IUPUI accurately reflects diversity in publications	81%	92%***	84%	70%	87%**	82%*
IUPUI has a lot of tension around diversity issues	19%	11%**	19%	22%	11%*	16%
It's difficult to find student opportunities at IUPUI	24%	19%	27%	27%	16%*	35%
N	209	1745	480	58	546	329

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

- Black undergraduate students are more likely to believe that the Multicultural Center is for them compared to other minority undergraduates at IUPUI.
- Although the majority agree, black graduate students are less likely than both white and other minority graduate students to feel free to be themselves.
- Both black undergraduate and graduate students are significantly less likely to agree that IUPUI has a diverse faculty/staff and student population. Black graduate students rate the diversity of faculty and staff the lowest with just over half (55%) agreeing that faculty and staff are diverse.
- While overall the majority does agree, black students are less likely than white students to agree that IUPUI has a commitment to diversity and that the campus accurately reflects diversity in publications.

BIAS / HARASSMENT / DISCRIMINATION:

- Black women faculty and staff (21%) experience similar rates of gender bias/harassment/discrimination as white women (26%) and other women faculty/staff of color (19%).
- Black men faculty and staff (11%) were more likely than other men faculty and staff to report experiencing gender bias/harassment/discrimination (6%).
- Black faculty and staff are significantly more likely to experience racial bias/harassment/discrimination (44%) than both white and other faculty/staff of color (17%).
- Black women students experience slightly lower rates of gender bias/harassment/discrimination compared to white women and other women of color.
- Black students are significantly more likely than white students to experience racial bias/harassment/discrimination (21%).
- Black students experience bias/harassment/discrimination based on all other identities at similar rates of white students and other students of color.

- If a respondent reported experiencing bias/harassment/discrimination regarding any status listed above, they were asked to describe one incident. Themes from black faculty/staff are described below:
 - FACULTY AND STAFF THEMES
 - Perceptions of inability to advance, lack of access to promotions or raises, and pay inequity with those in similarly situated positions
 - Feeling undervalued, challenged, and ignored by colleagues
 - Working in environments where coworkers assume black employees are hired due to race and not merit

 - STUDENT THEMES
 - Faculty/staff suggesting to students they will have difficult time succeeding at IUPUI or telling students to choose different programs
 - Perception of differential treatment from faculty compared to white students
 - Disappointed in lack of diverse representation in faculty and student body