

## **Executive Summary for the 2014 Campus Climate Survey**

In our mission statement, California State University, East Bay affirms its desire to welcome and support "a diverse student body with academically rich, culturally relevant, learning experiences that prepare students to apply their education to meaningful life work, and to be socially responsible contributors to society."

To assess progress made towards fulfilling the Mission, Vision and Values of the university, a campus climate study was conducted in 2013-14, examining the environment and atmosphere for the students, staff, and faculty who study, work, and teach at the university. This report represents the culmination of the results; a complete account and analyses follow this executive summary.

The data are based on responses received from the student body, administrators, staff, and faculty members who participated in the climate study. The survey was administered as a collaborative effort between the Office of Institutional Research, the Office of Diversity, and the Faculty Equity and Diversity Committee, in conjunction with EBI Map-Works, a national leader in assessing university climate and satisfaction.

A total of 685 students and 590 staff and faculty completed the study, with overall positive results. A strong majority believe CSU East Bay emphasizes inclusiveness, respect for one another, and builds a positive teaching and learning environment. Among students, a strong majority reported an intent to return to or graduate from CSU East Bay. Additionally, many students affirmed the university positively impacted their ability to understand those different from themselves and that the diverse environment of CSU East Bay improved the quality of their education.

Among our faculty, staff, and administrators, a strong majority reported respecting their coworkers and faculty colleagues. Many respondents agreed that different views and perspectives were encouraged in their departments and feeling welcome in the workplace. A majority expressed that experiences with diversity at CSU East Bay have helped them develop a personal commitment to combatting discrimination. In the classroom, faculty reported students are welcoming of each other and respectful of different views and perspectives.

The survey also revealed areas needing improvement. Despite staff and faculty reporting CSU East Bay as a welcoming, diverse and inclusive environment, more work is needed to institutionally support diversity efforts. More diversity training and publicly displayed policies and standards are needed on campus. In addition, CSU East Bay should offer training in recognizing harassment. It is noted that those respondents with 6-10 years of service at the university reported less satisfaction with their work experience than those with more or less years of employment.

Student respondents who reported a diagnosed disability also indicated certain areas needing further attention. In particular, this group expressed difficulties with certain administrative functions, such as registering for classes or applying for financial aid, as well as accessing course materials such as textbooks and online material. There was generally low support for programs that afford special consideration for minority populations. In addition, students felt the need for a more positive and accepting campus for Lesbian, Gay, Bi-Sexual, and Transgender Students,

The goal of the Campus Climate Survey was to provide a snapshot of