University of Tennessee Institute of Agriculture

myCAMPUS STUDENT EXPERIENCE SURVEY

Assessing Campus Climate

What is it?
- Campus Climate is a construct

Definition?
- *Current attitudes, behaviors, and standards and practices of employees and students of an institution*

How is it measured?
- Personal Experiences
- Perceptions
- Institutional Efforts

Rankin & Reason, 2008

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Campus Climate & Students

How students experience their campus environment influences both **learning and developmental outcomes.**[1]

Discriminatory environments have a **negative effect** on student learning.[2]

Research supports the pedagogical value of a **diverse student body** and faculty on **enhancing learning outcomes.**[3]

[1] Pascarella & Terenzini, 1991, 2005; Harper & Hurtado, 2009, Maramba. & Museus, 2011, Patton, 2011, Strayhorn, 2012
[2] Cabrera, Nora, Terenzini, Pascarella, & Hagedron, 1999; Feagin, Vera & Imani, 1996; Pascarella & Terenzini, 2005
[3] Hale, 2004; Harper & Quaye, 2004; Harper, & Hurtado, 2009; Hurtado, 2003, Nelson & Niskodé-Dossett, 2010; Strayhorn, 2013

Projected Outcomes

University of Tennessee Institute of Agriculture will add to its knowledge base with regard to how students currently feel about their particular campus climate and how the community responds to them (e.g., work-life issues, curricular integration, inter-group/intra-group relations, respect issues).

UTIA will use the results of the assessment to inform current and future work.

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Project Overview

Phase I

- **Review of Institutional Data**
- **Assessment Tool Development and Implementation**

Phase II

- **Data Analysis**

Phase III

- **Final Report and Presentation**

Phase I
Spring 2017

The final survey was distributed to UTIA students University community via an invitation from President DiPietro and the campus Chancellor.

The survey was available from January 24th to February 24th.

Methodology

Data were not reported for groups of fewer than 5 individuals

Instead, small groups were combined to eliminate possibility of identifying individuals

Data may include duplicated counts for certain multi-response items. Respondents were not required to respond to all questions, so varying rates of response exist

Results: Topline Takeaways

- 77% were comfortable with the overall climate
- 86% were comfortable with the climate in academic departments
- 72% agreed they felt valued by faculty in the classroom
- 90% felt faculty were welcoming and inclusive
- 15% indicated they personally experienced exclusionary, intimidating, offensive or hostile conduct

Results: Response Rates

UTIA Total: 717 surveys were returned for a 38% overall response rate.

CASNR: 588 surveys were returned for

39% overall response rate.

Vet Med: 129 surveys were returned for

37% overall response rate.

Student Response Rates
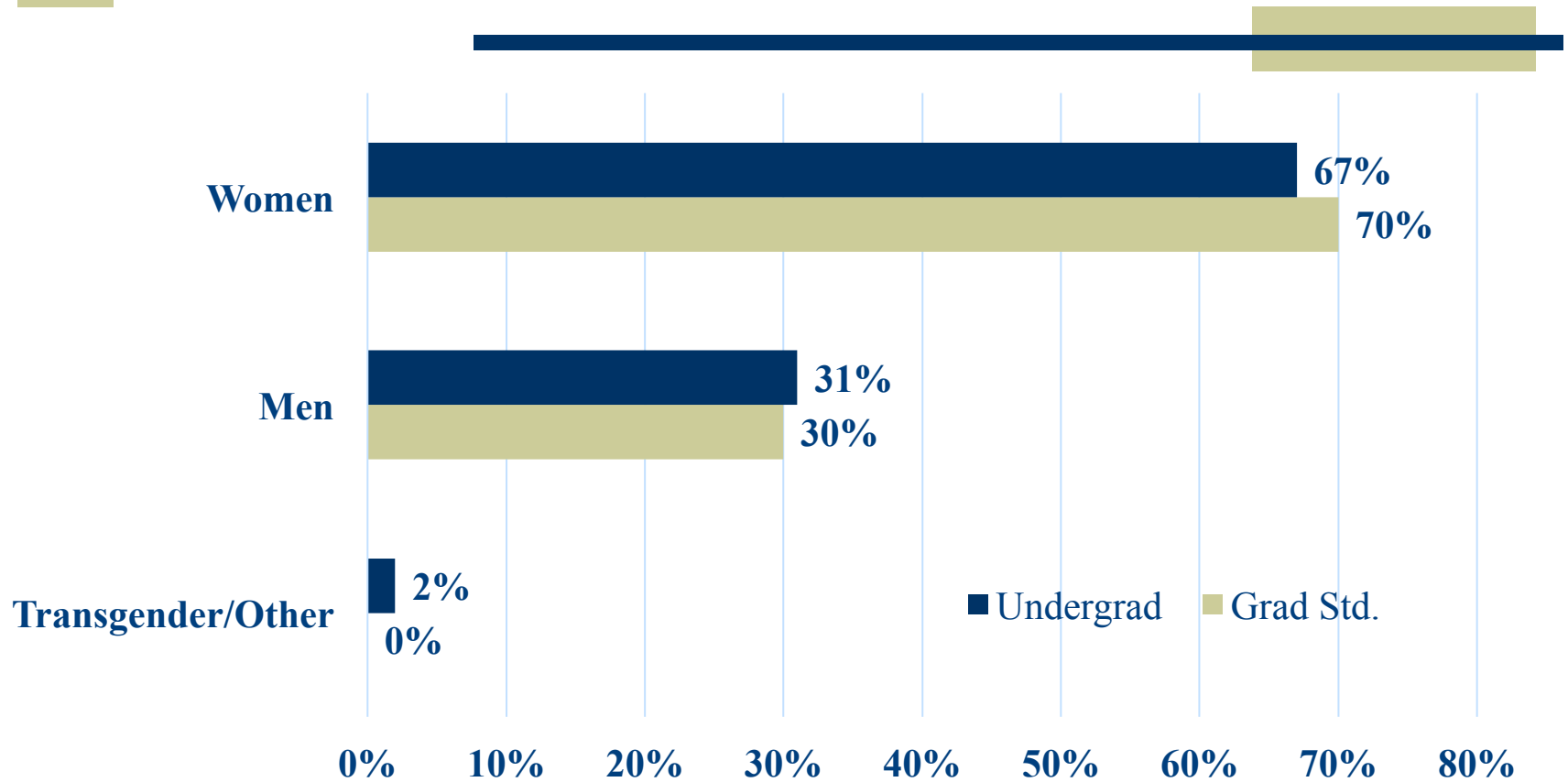
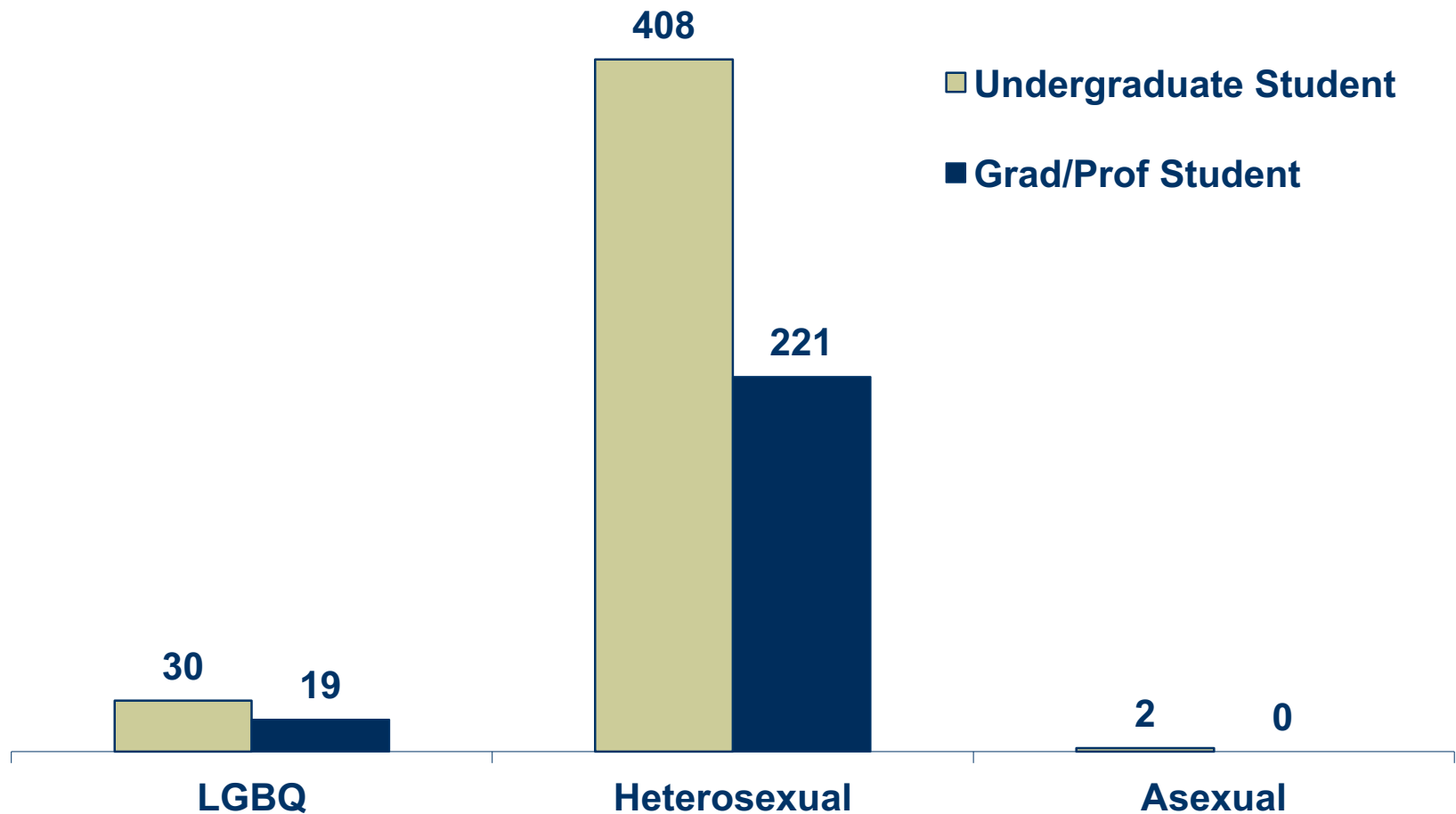**36%**
- Undergraduate ($n = 464$)

44%
- Graduate/Professional ($n = 253$)

Note: Based on Spring 2017 14th Day Enrollment

Student Position by Gender Identity (%)

Women: Undergrad 67%, Grad Std. 70%
Men: Undergrad 31%, Grad Std. 30%
Transgender/Other: Undergrad 2%, Grad Std. 0%

Legend: ■ Undergrad ■ Grad Std.

Student Position by Sexual Identity (*n*)

Legend:
- Undergraduate Student
- Grad/Prof Student

LGBQ: 30, 19
Heterosexual: 408, 221
Asexual: 2, 0

Racial/Ethnic Identity (%)
(Duplicated Total)

Category	Percentage
White/European American	86%
Asian/Asian American	7%
Black/African American	6%
Hispanic/Latin@/Chican@	4%
American Inidan/Native	2%
Racial/Ethnicity not listed here	1%
Middle Eastern/Southwest Asian	1%
Pacific Islander	1%
Native Hawaiian	< 1%
Alaska Native	< 1%

0%   20%   40%   60%   80%   100%
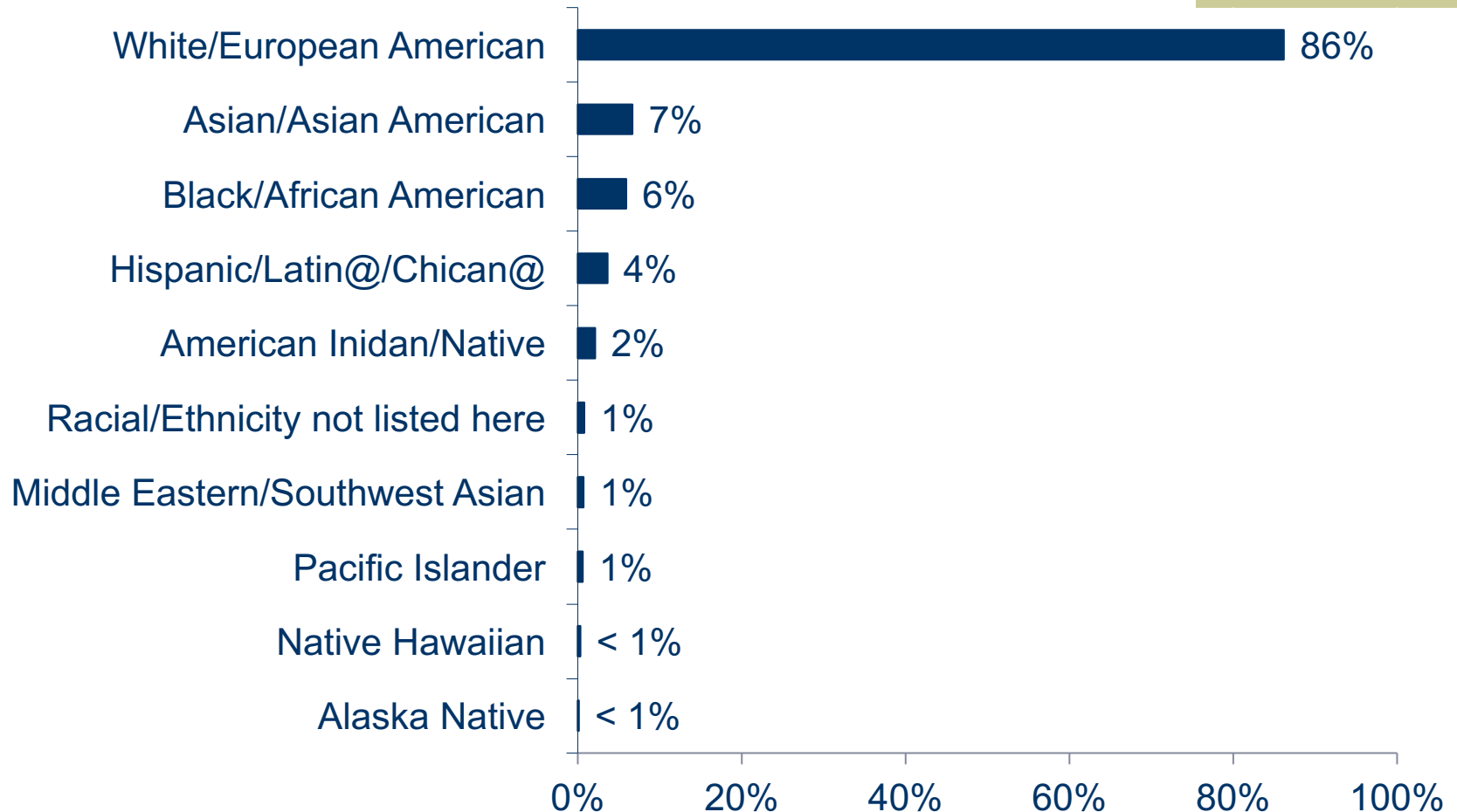
11% (n = 82) Had a Condition that Influenced Their Learning, Working, or Living Activities

Condition	n	%
Mental health/psychological condition	32	4.5
Attention deficit/hyperactivity disorder	24	3.3
Chronic diagnosis or medical condition	16	2.2
Learning disability	8	1.1
Physical/mobility condition that affects walking	2	0.3

Religious/Spiritual Identity (%)

Christian Religious/Spiritual Identity — 65%

No Religious/Spiritual Identity — 24%

Additional Religious/Spiritual Identity — 5%

Multiple Religious/Spiritual Identities — 4%

0% 20% 40% 60% 80% 100%
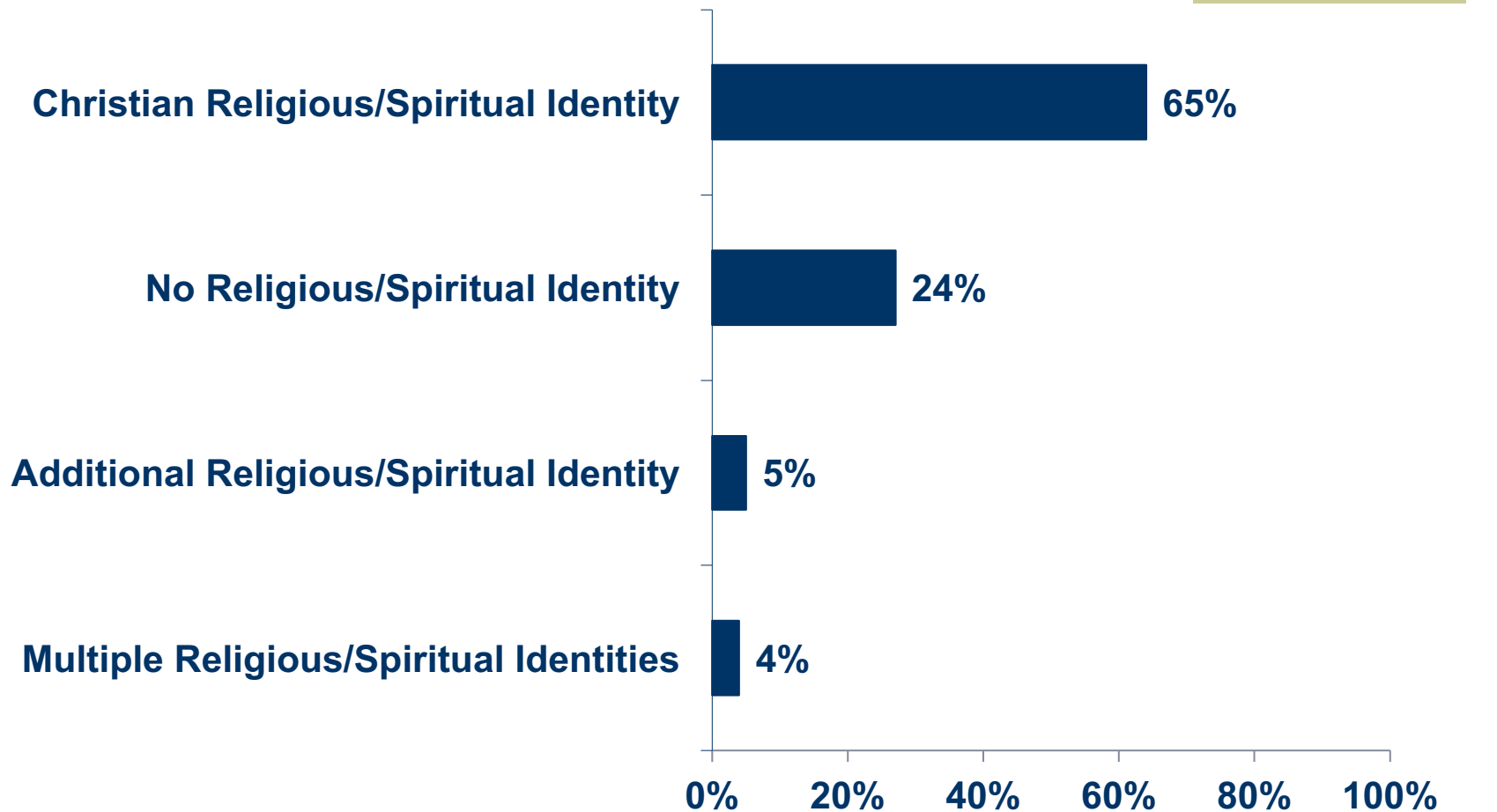
Citizenship/Immigration Status

Citizenship	*n*	%
U.S. citizen, birth	648	90.4
A visa holder (such as F-1, J-1, H1-B, and U)	39	5.4
U.S. citizen, naturalized	18	2.5
Permanent resident	7	1.0

Military Status

Military	*n*	%
Never served in the military	679	94.7
Now on active duty (including Reserves or National Guard)	9	1.3
On active duty in the past but not now	20	2.8
ROTC	5	0.7

Residence

Non-campus housing 68% $n = 317$

Campus housing 31%, $n = 143$

Housing insecure $n = 3$
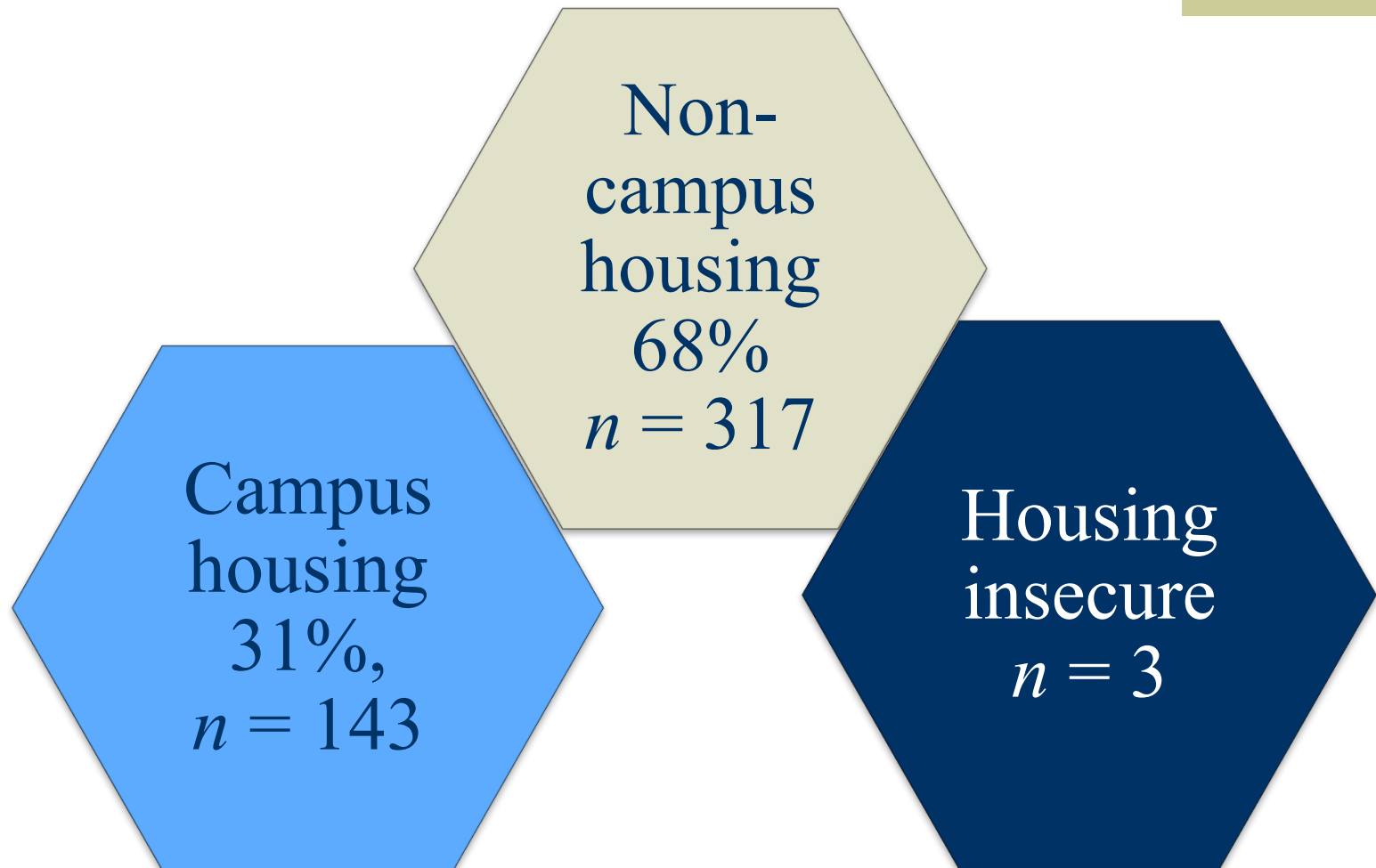
53% ($n = 381$) Reported Experiencing Financial Hardship…

Financial hardship	*n*	%
Purchasing my books/course materials	213	55.9
Affording tuition	235	61.7
Affording housing	174	45.7
Affording food	157	41.2
Participating in social events	152	39.9
Affording academic related activities	128	33.6
Affording other campus fees	112	29.4
Affording unpaid internships/research opportunities	112	29.4

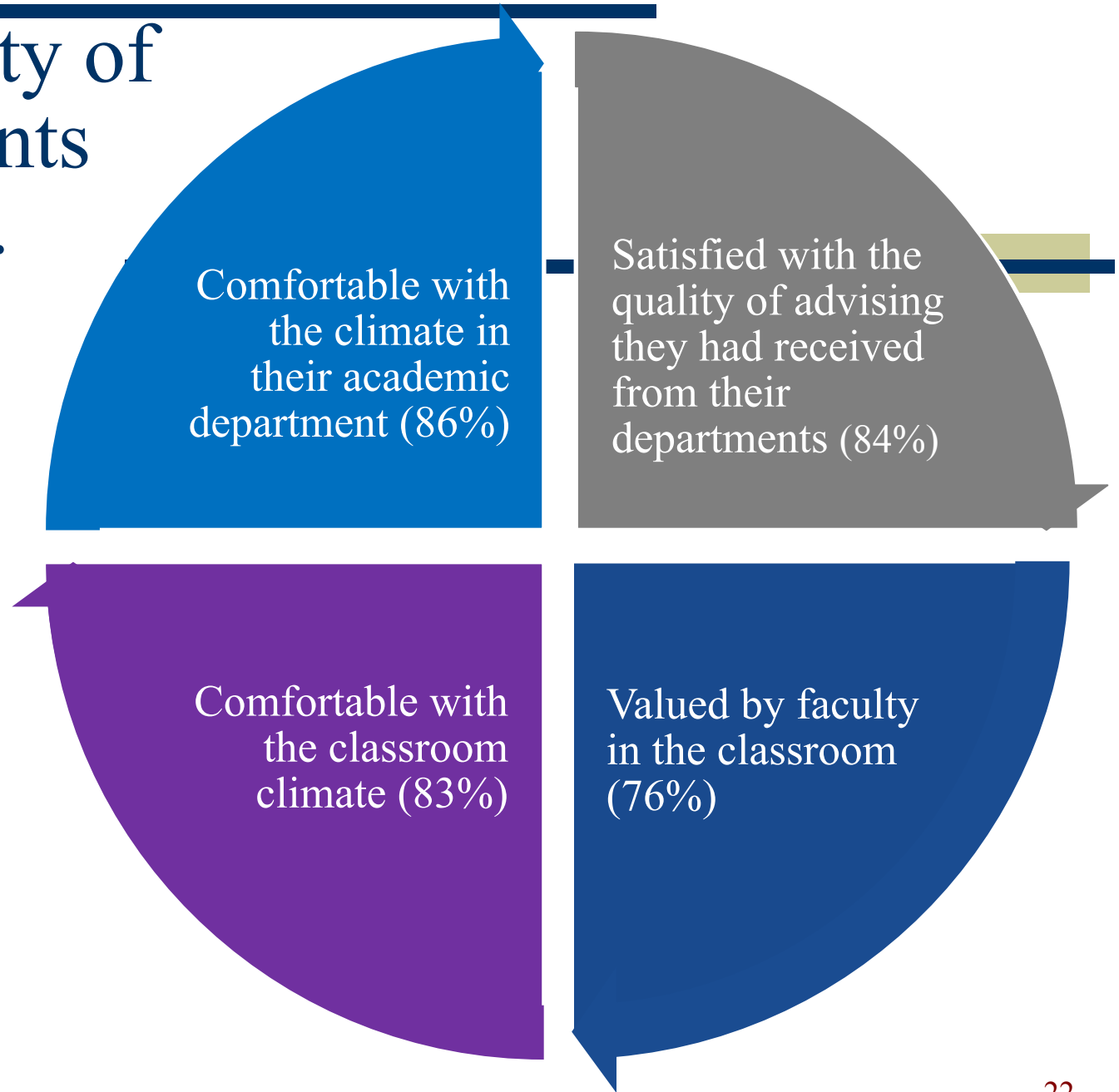Note: Table includes respondents who reported having experienced financial hardship ($n = 381$) only.

Participation in Clubs/Organizations

Clubs/Organizations	*n*	%
Academic and academic honorary organizations	140	30.2
Professional or pre-professional organization	135	29.1
Greek letter organization	106	22.8
Faith or spirituality-based organization	103	22.2
I do not participate in any clubs or organizations at UT	89	19.2
Sports clubs	67	14.4
Service or philanthropic organization	61	13.1
Recreational organization	58	12.5

Findings

The majority of respondents were…

Comfortable with the climate in their academic department (86%)

Satisfied with the quality of advising they had received from their departments (84%)

Comfortable with the classroom climate (83%)

Valued by faculty in the classroom (76%)

Examples of Comfort with Climate "Very Comfortable" or "Comfortable"

Overall UTIA (77%)

UTIA Academic Departments (86%)

UTIA Classroom (83%)

UTIA INSTITUTE OF AGRICULTURE
THE UNIVERSITY OF TENNESSEE

Comfort With Overall Climate

Men respondents more comfortable than were Women and Transgender/Other respondents

Heterosexual respondents more comfortable than were LGBQ respondents

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Comfort With Classroom Climate

UTIA White and Other People of Color respondents more comfortable than Black/African American respondents

UTIA "Not-Low-Income" respondents more comfortable than "Low-Income" respondents

Challenges and Opportunities

Overall Challenges and Opportunities for Improvement

29% observed exclusionary conduct within the last year at UTIA

15% personally experienced exclusionary conduct within the last year at UTIA

7% had experienced unwanted sexual conduct while at UTIA

22% seriously considered leaving UTIA

Experiences of Exclusionary, Intimidating, Offensive or Hostile Conduct

Personal Experiences of Exclusionary, Intimidating, Offensive or Hostile Conduct

15% **105 UTIA respondents indicated that they had personally experienced exclusionary (e.g., shunned, ignored), intimidating, offensive and/or hostile (bullied, harassed) conduct within the past year**

Personally Experienced Based on…(%)

- ☐ **Political views (n=35)**
- ☐ **Gender/gender identity (n=23)**
- ■ **Religious/spiritual views (n=23)**
- ☐ **Age (n=18)**
- ☐ **Ethnicity (n=16)**
- ■ **Sexual identity (n=14)**
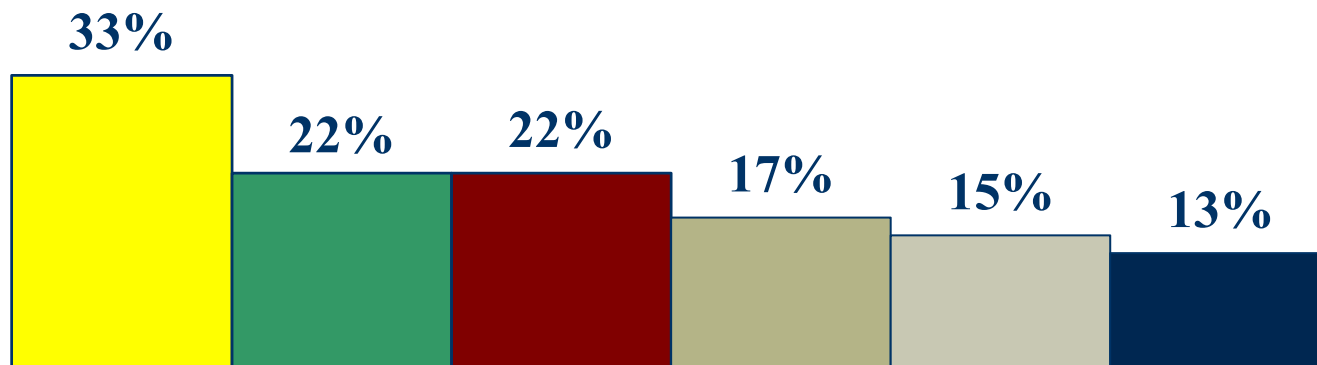
33% **22%** **22%** **17%** **15%** **13%**

Note: Only answered by respondents who experienced exclusionary conduct (n = 105).
Percentages do not sum to 100 due to multiple responses.
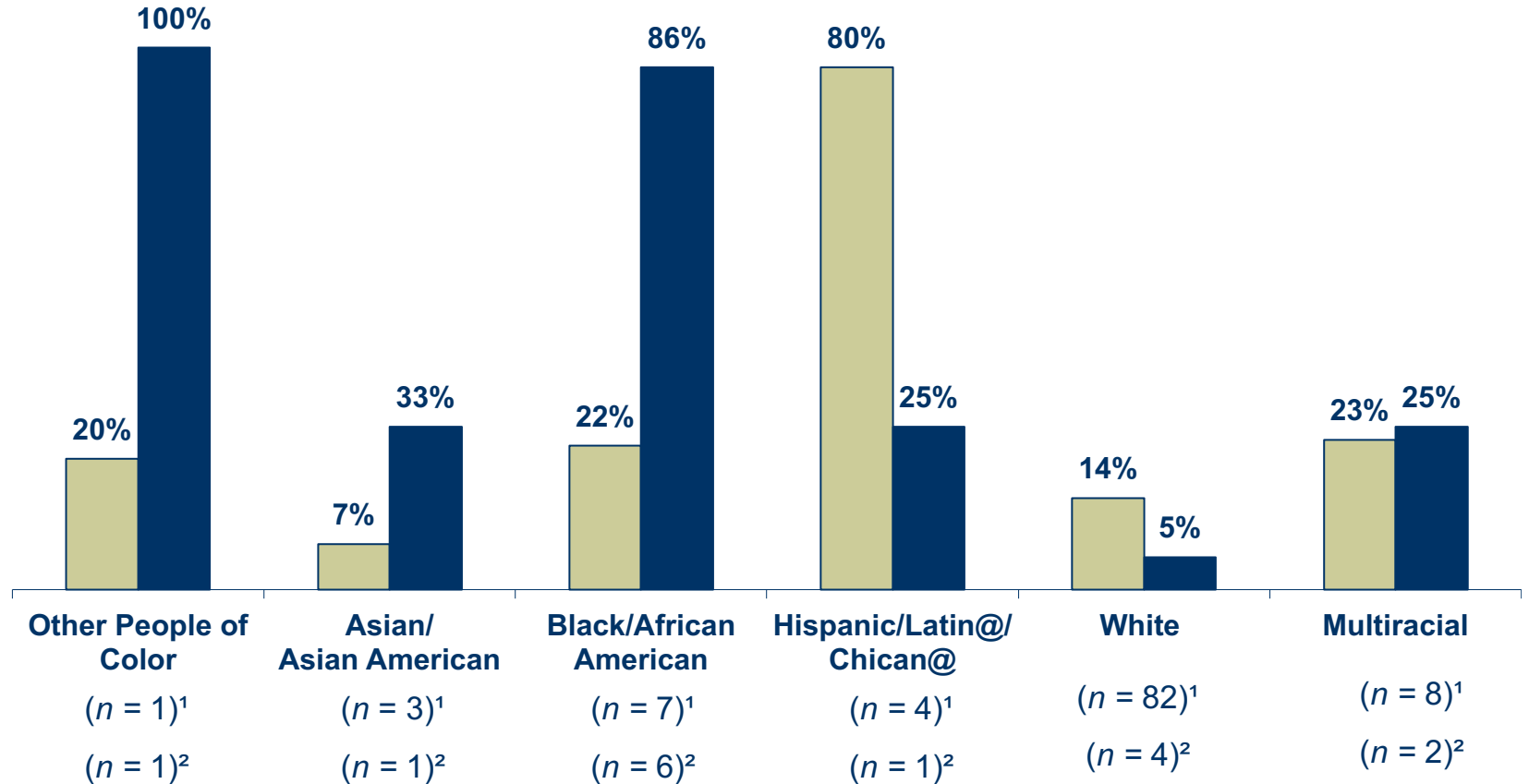
Top Forms of Experienced Exclusionary Conduct

Form	n	%
I was ignored or excluded	42	40.0
I was isolated or left out	38	36.2
I was intimidated/bullied	30	28.6
I was the target of derogatory verbal remarks	28	26.7
I felt others staring at me	25	23.8
I experienced a hostile classroom environment	23	21.9

Note: Only answered by respondents who experienced exclusionary conduct (n = 105).
Percentages do not sum to 100 due to multiple responses.

Personal Experiences of Exclusionary Conduct as a Result of Ethnicity (%)

Legend:
- ☐ Overall experienced conduct[1]
- ■ Of those who experienced exclusionary conduct, said they experienced conduct as a result of ethnicity[2]

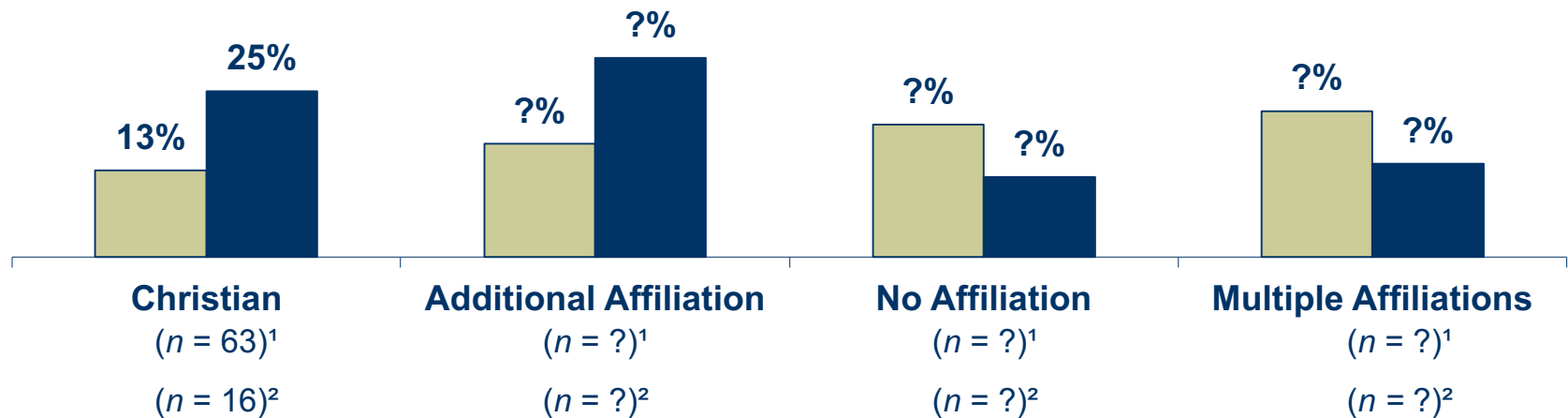| Group	Overall experienced conduct[1]	Result of ethnicity[2]
Other People of Color (n = 1)[1] (n = 1)[2]	20%	100%
Asian/Asian American (n = 3)[1] (n = 1)[2]	7%	33%
Black/African American (n = 7)[1] (n = 6)[2]	22%	86%
Hispanic/Latin@/Chican@ (n = 4)[1] (n = 1)[2]	80%	25%
White (n = 82)[1] (n = 4)[2]	14%	5%
Multiracial (n = 8)[1] (n = 2)[2]	23%	25%

[1] Percentages are based on total n split by group.
[2] Percentages are based on n split by group for those who believed they had personally experienced this conduct.

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Personal Experiences of Exclusionary Conduct as a Result of Religious/Spiritual Affiliation (%)

- ☐ **Overall experienced conduct[1]**

- ☐ **Of those who experienced exclusionary conduct, said they experienced conduct as a result of their religious/spiritual affiliation[2]**

|	**Christian** (*n* = 63)[1] (*n* = 16)[2]	**Additional Affiliation** (*n* = ?)[1] (*n* = ?)[2]	**No Affiliation** (*n* = ?)[1] (*n* = ?)[2]	**Multiple Affiliations** (*n* = ?)[1] (*n* = ?)[2]
Overall experienced conduct[1]	13%	?%	?%	?%
Experienced as result of affiliation[2]	25%	?%	?%	?%

[1] Percentages are based on total n split by group.
[2] Percentages are based on n split by group for those who believed they had personally experienced this conduct.

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Personal Experiences of Exclusionary Conduct as a Result of Sexual Identity (%)

☐ **Overall experienced conduct[1]**

■ **Of those who experienced exclusionary conduct, said they experienced conduct as a result of their sexual identity[2]**
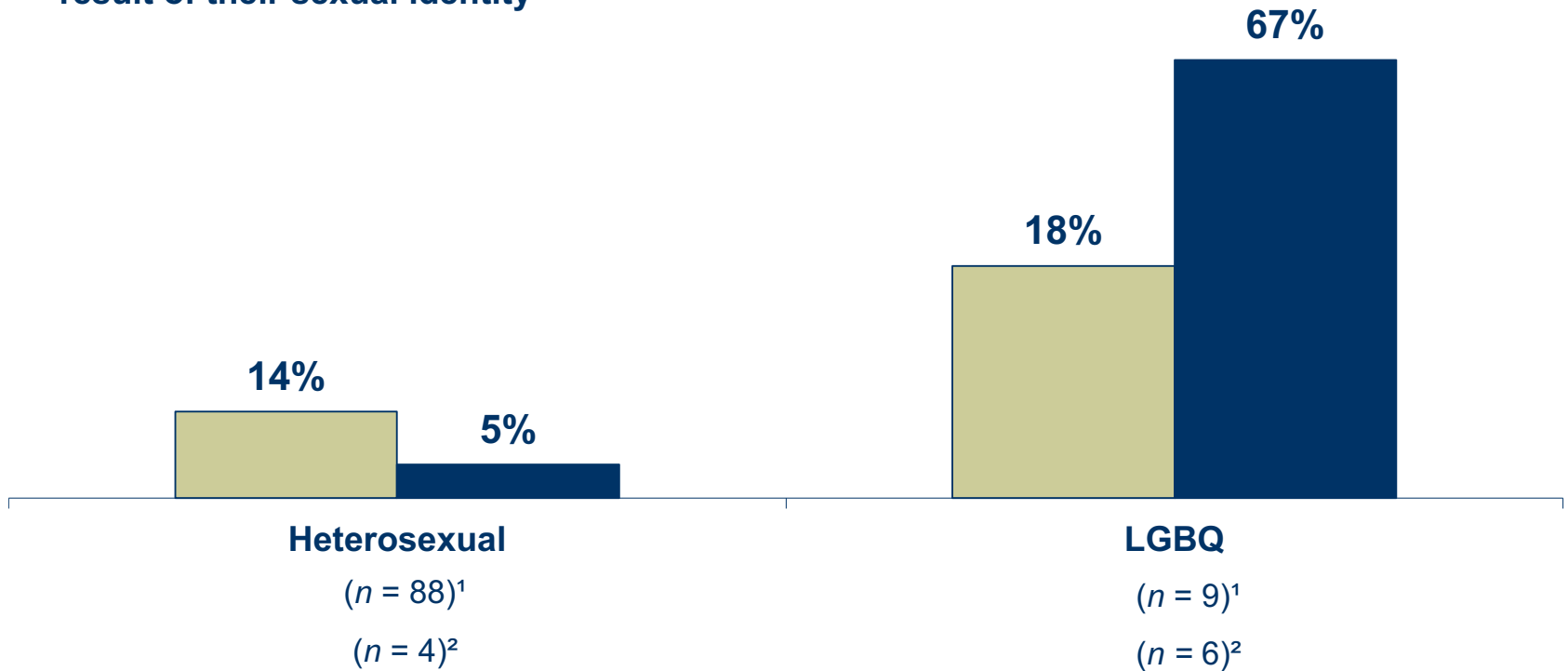
Heterosexual
(*n* = 88)[1]
(*n* = 4)[2]

14%
5%

LGBQ
(*n* = 9)[1]
(*n* = 6)[2]

67%
18%

[1] Percentages are based on total n split by group.
[2] Percentages are based on n split by group for those who believed they had personally experienced this conduct.

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Personal Experiences of Exclusionary Conduct as a Result of Gender Identity (%)

■ Overall experienced conduct

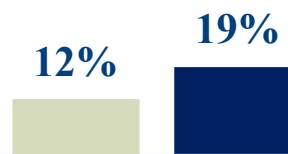■ Of those who experienced conduct, said they experienced conduct as a result of their gender identity2
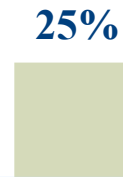

	Women	Men	Transgender/Other
Overall	16%	12%	25%
Gender identity	20%	19%	100%
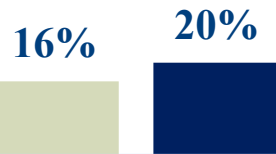
Women (*n* = 76)[1] (*n* = 15)[2]

Men (*n* = 26)[1] (*n* = 5)[2]

Transgender/Other (*n* = 3)[1] (*n* = 3)[2]

[1] Percentages are based on total n split by group.
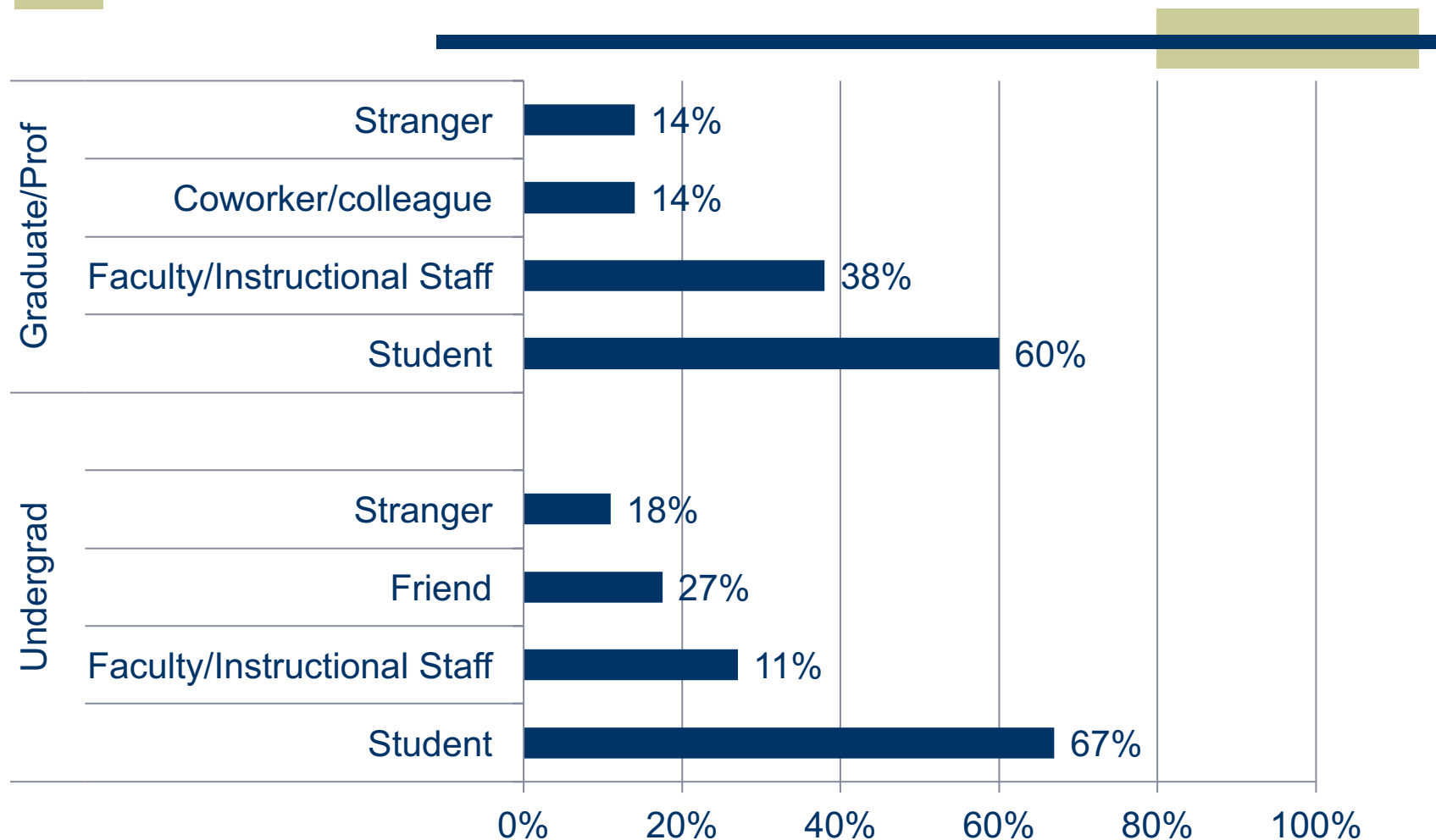[2] Percentages are based on n split by group for those who believed they had personally experienced this conduct.

Top Locations of Experienced Exclusionary Conduct

Location	*n*	%
In a class/lab/clinical setting	51	48.6
In other public spaces at UTIA	28	26.7
While walking on campus	19	18.1
In a campus residence hall/apartment	19	18.1
Off-campus	16	15.2
In a meeting with a group of people	15	14.3

Note: Only answered by respondents who experienced exclusionary conduct (*n* = 105).
Percentages do not sum to 100 due to multiple responses.

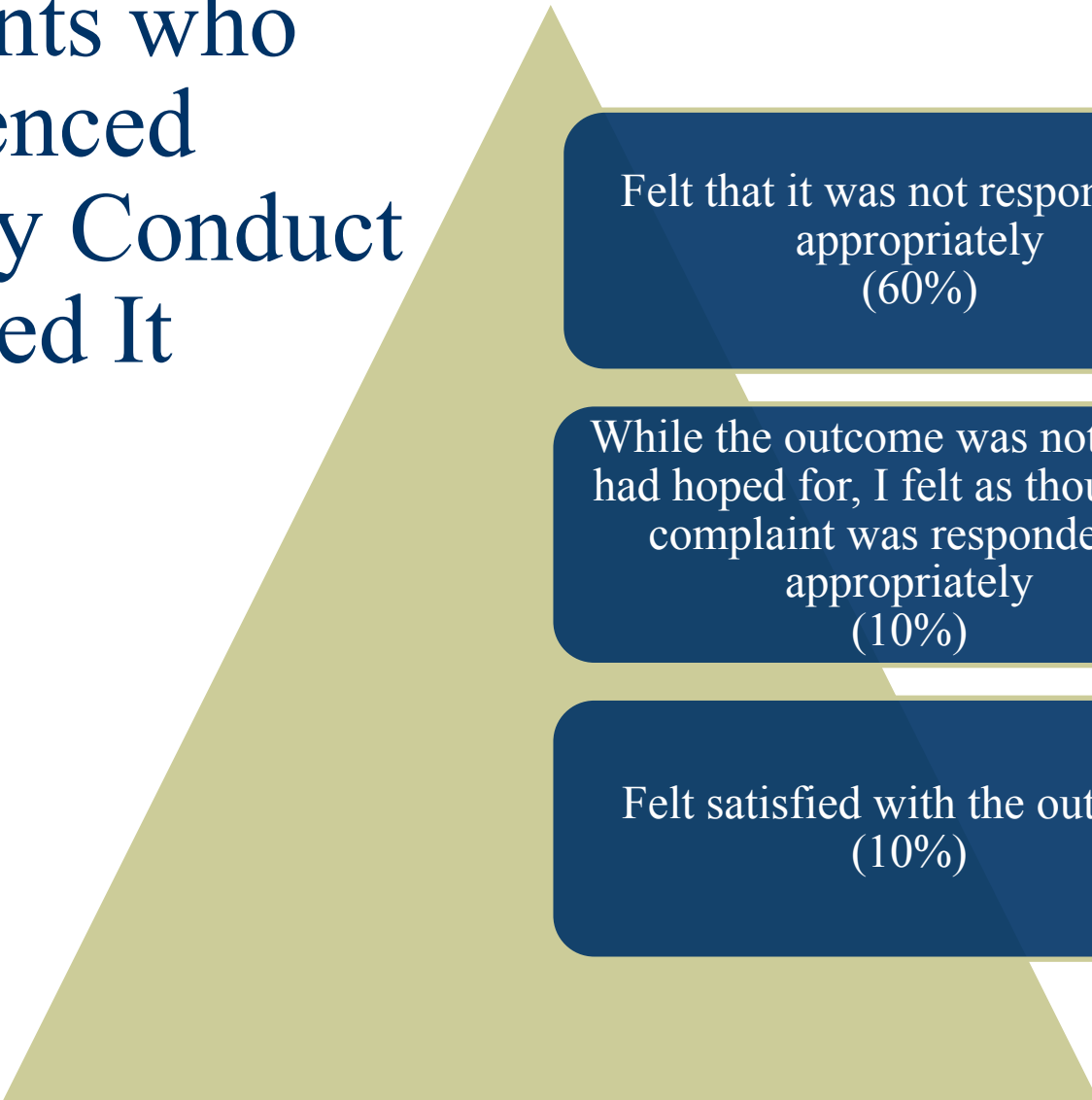# Top Sources of Experienced Exclusionary Conduct by Student Position (%)

Graduate/Prof
- Stranger — 14%
- Coworker/colleague — 14%
- Faculty/Instructional Staff — 38%
- Student — 60%

Undergrad
- Stranger — 18%
- Friend — 27%
- Faculty/Instructional Staff — 11%
- Student — 67%

(Axis: 0% 20% 40% 60% 80% 100%)

Note: Only answered by respondents who experienced exclusionary conduct (*n* = 105).
Percentages do not sum to 100 due to multiple responses.

What did you do? Actions

- Told a friend (46%)
- Didn't do anything (35%)
- Told a family member (37%)
- Avoided the person/venue (31%)
- Confronted the person(s) at the time (18%)
- Contacted a UTIA resource (11%)

Note: Only answered by respondents who experienced exclusionary conduct (n = 105).
Percentages do not sum to 100 due to multiple responses.

10% (*n* = 10) of Respondents who Experienced Exclusionary Conduct Reported It

Felt that it was not responded to appropriately
(60%)

While the outcome was not what I had hoped for, I felt as though my complaint was responded to appropriately
(10%)

Felt satisfied with the outcome
(10%)

Note: Only answered by respondents who experienced exclusionary conduct (*n* = 105). Percentages do not sum to 100 due to multiple responses.

Observations of Exclusionary, Intimidating, Offensive or Hostile Conduct

29% (*n* = 208)

Top Forms
Observed Exclusionary Conduct

Form	n	%
Derogatory verbal remarks	126	60.6
Person intimidated/bullied	63	30.3
Person ignored or excluded	50	24.0
Person isolated or left out	50	24.0
Graffiti/vandalism	49	23.6
Person being stared at	46	22.1
Racial/ethnic profiling	42	20.2
Person experiences a hostile classroom environment	36	17.3
Derogatory written comments	32	15.4
Derogatory/unsolicited messages online	23	11.1

Note: Only answered by respondents who observed exclusionary conduct (n = 208).
Percentages do not sum to 100 due to multiple responses.

Top Bases
Observed Exclusionary Conduct (%)

□ **Political views (n=78)**
■ **Gender/Gender identity (n=76)**
■ **Gender expression (n=65)**
□ **Sexual identity (n=62)**
□ **Ethnicity (n=56)**
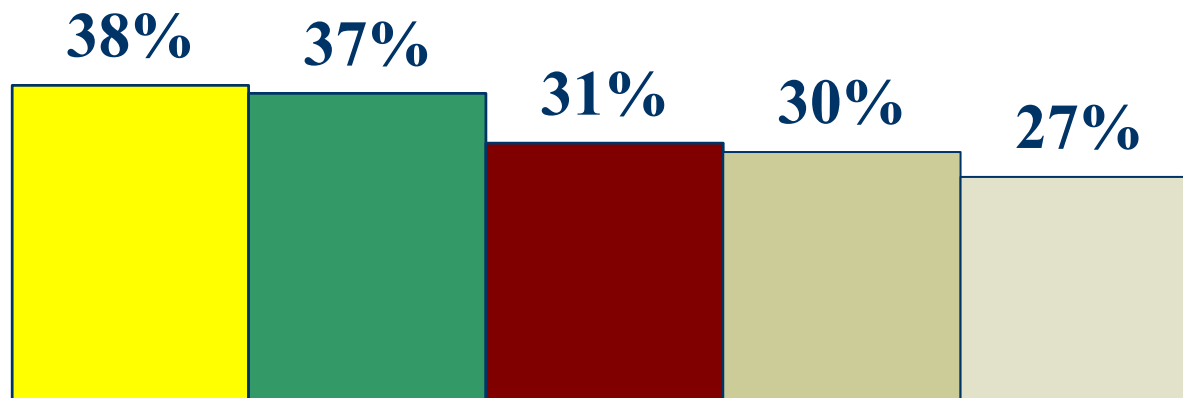
38%   **37%**   **31%**   **30%**   **27%**

Note: Only answered by respondents who observed exclusionary conduct (*n* = 208).
Percentages do not sum to 100 due to multiple responses.

Experiences with Unwanted Sexual Conduct

7% (*n* = 51) of All Respondents Experienced Unwanted Sexual Conduct

2% (14 respondents) – Relationship Violence

2% (11 respondents) – Stalking

4% (29 respondents) – Unwanted Sexual Interaction

2% (14 respondents) – Unwanted Sexual Contact

1% (4 respondents) – Sexual Exploitation

2% ($n = 14$) of All Respondents Experienced Unwanted Sexual Contact

Unwanted Sexual Contact -- (fondling, rape, sexual assault, penetration without consent)

Year/Semester
Unwanted Sexual *Contact*

Year/Semester	*n*	%
During my time as a graduate/professional student at UTIA	**0**	**---**
Undergraduate first year	**9**	**64.3**
Fall semester	*5*	*55.6*
Spring semester	*7*	*77.8*
Summer semester	*< 5*	*---*
Undergraduate second year	**< 5**	**---**
Fall semester	*< 5*	*---*
Spring semester	*< 5*	*---*
Summer semester	*0*	*---*

Note: Only answered by respondents who indicated on the survey that they experienced unwanted sexual contact (*n* = 14).

Location
Unwanted Sexual Contact

On Campus (43%, $n = 6$)
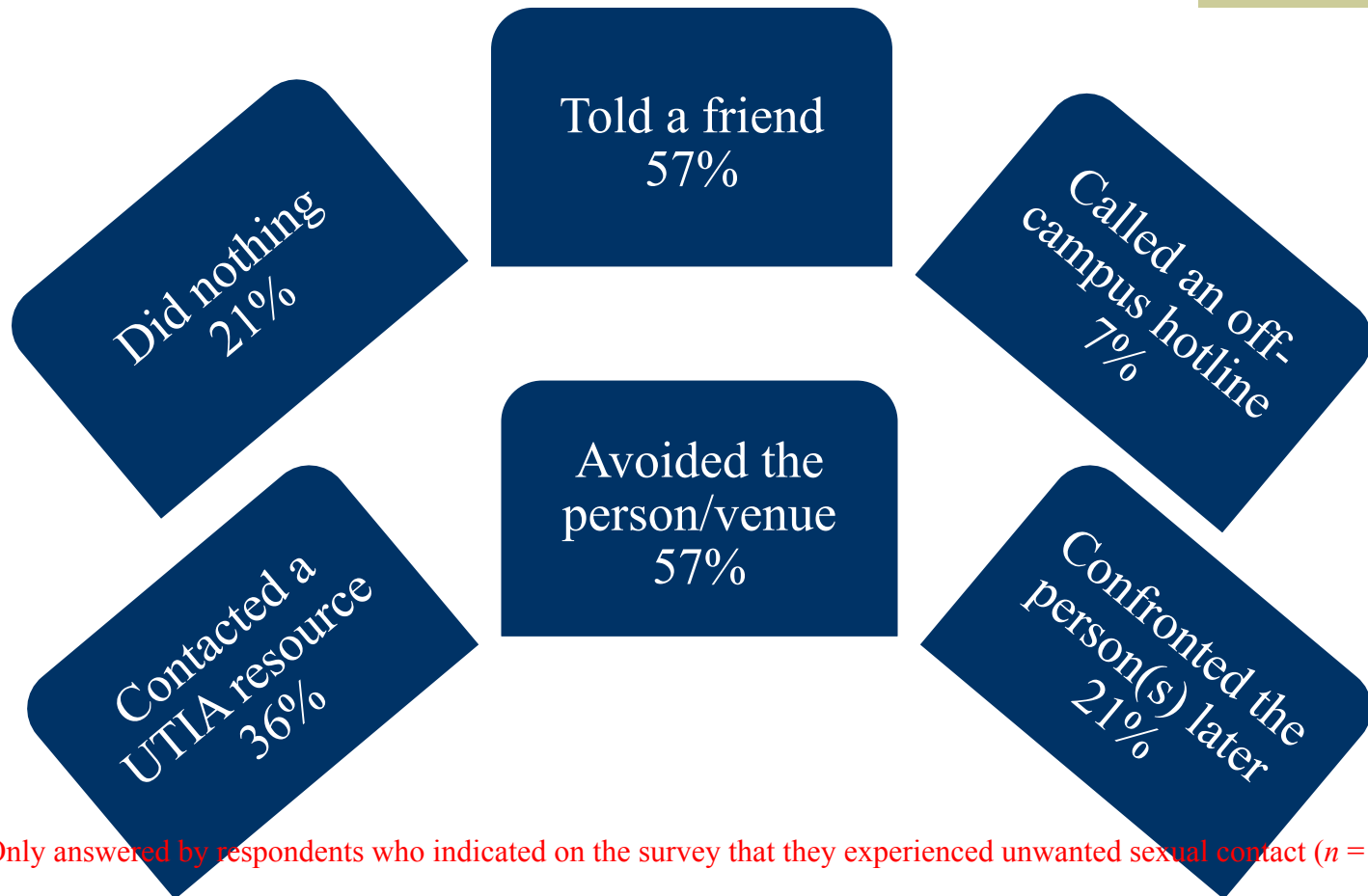
Off Campus (79%, $n = 11$)

Note: Only answered by respondents who indicated on the survey that they experienced unwanted sexual contact ($n = 14$).

Top Perpetrators
Unwanted Sexual Contact

Perpetrator	*n*	%
UTIA student	8	57.1
Acquaintance/friend	6	42.9
Current or former dating/intimate partner	4	28.6
Stranger	3	21.4

Note: Only answered by respondents who indicated on the survey that they experienced unwanted sexual contact (*n* = 14).

Active Response
Unwanted Sexual Contact

Told a friend 57%

Did nothing 21%

Called an off-campus hotline 7%

Avoided the person/venue 57%

Contacted a UTIA resource 36%
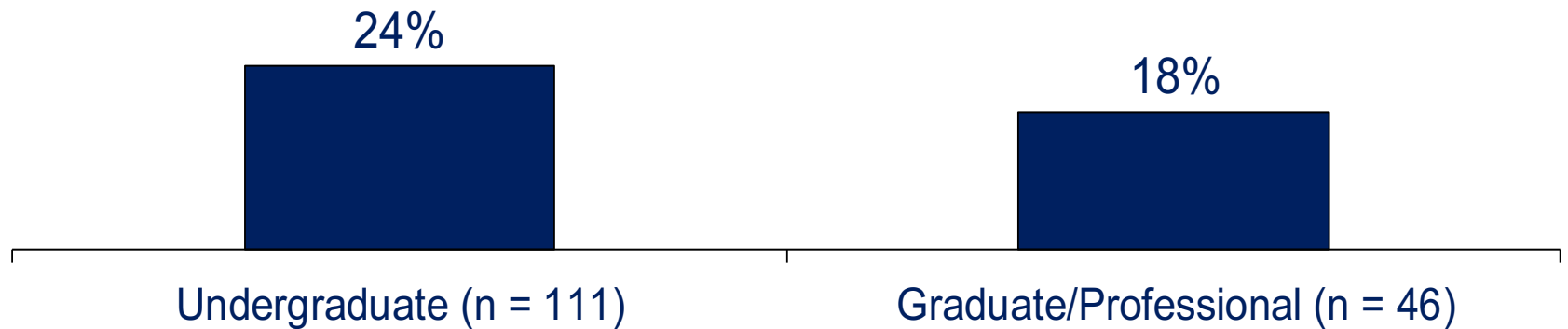
Confronted the person(s) later 21%

Note: Only answered by respondents who indicated on the survey that they experienced unwanted sexual contact ($n = 14$).

Intent to Persist

Seriously Considered Leaving UTIA

24%

18%

Undergraduate (n = 111)   Graduate/Professional (n = 46)

When *Seriously Considered Leaving* UTIA

36% in their first semester

47% in their first year

36% in their second year

20% in their third year

15% in their fourth + year

Note: Table includes answers from only respondents who indicated that they considered leaving ($n = 157$).

Top Reasons Undergraduate Student Respondents *Seriously Considered Leaving* UTIA

| Reason	*n*	%
Lack of a sense of belonging	59	53.2
Lack of social life	42	37.8
Climate was not welcoming	38	34.2
Financial reasons	31	27.9
Personal reasons	29	26.1
Lack of support group	28	25.2
Homesick	21	18.9

Note: Table includes answers from only Undergraduate Student respondents who indicated that they considered leaving (*n* = 111).

Top Reasons Graduate/Professional Student Respondents *Seriously Considered Leaving* UTIA

Reason	*n*	%
Lack of a sense of belonging	22	47.8
Climate was not welcoming	16	34.8
Lack of support services	11	23.9
Lack of social life	11	23.9
Lack of support group	10	21.7
Financial reasons	9	19.6
Personal reasons	9	19.6

Note: Table includes answers from only Graduate/Professional Student respondents who indicated that they considered leaving (*n* = 46).

Respondents Who Agreed That It Was Likely They Would Leave Without Meeting Their Academic Goal
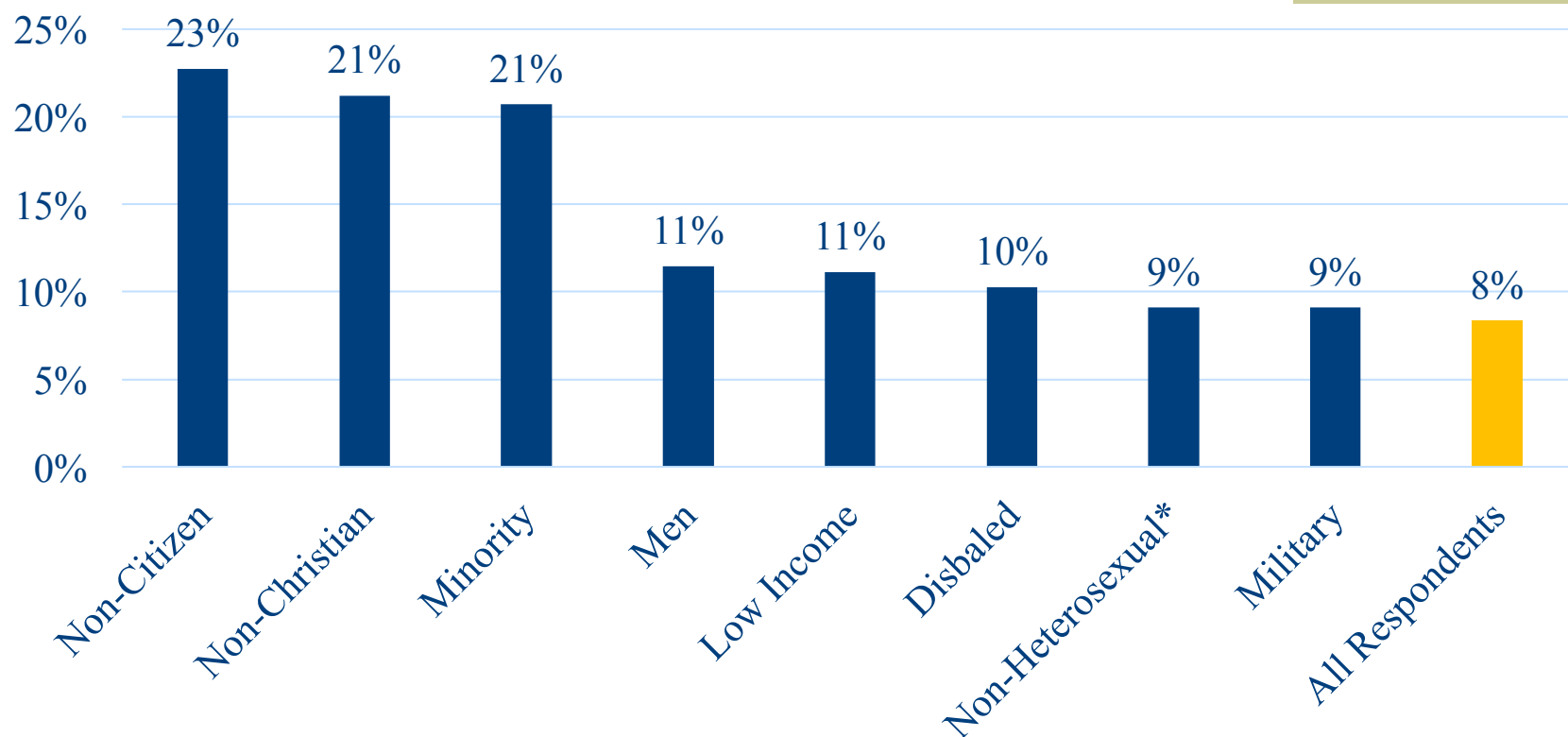
A number of students (36) did not indicate their sexual identity. Of this group 31% indicated they are likely to leave. This group is not included in the non-heterosexual category.

Qualitative Themes
Why Considered leaving…

Academic concerns

Sense of belonging

Financial hardships

Graduate student support

Perceptions of Campus Climate

Perceptions

Majority felt valued by UTIA faculty (72%) and staff (71%)

Many felt valued by UTIA faculty in the classroom (76%), other students in the classroom (69%), and other students outside of the classroom (61%)

53% felt valued by UTIA senior administrators

Perceptions

Many had faculty (75%) or staff (64%) whom they perceived as role models

64% had other students whom they perceived as role models

About one-third felt faculty (29%) and staff (26%) pre-judged their abilities based on their perception of their identities/backgrounds

Perceptions

57% felt that campus climate encouraged free and open discussion of difficult topics

63% felt that classroom climate encouraged free and open discussion of difficult topics

62% felt that the campus climate encouraged free speech outside the classroom

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Views on Advising and Departmental Support

84% were satisfied with the quality of advising they have received from their departments

84% had advisors who provided clear expectations

91% felt comfortable sharing their professional goals with their advisor

Views on Advising and Departmental Support

80% had adequate opportunities to interact with other university faculty outside of their departments

82% received support from their adviser to pursue research interests

78% felt that their department had provided them opportunities to serve the department or University in various capacities outside of teaching or research

Views on Advising and Departmental Support

75% had department faculty members encourage them to produce publications and present research

A majority felt that advisors (92%), department faculty members (94%), and other department staff members (94%) responded to emails, calls, or voicemails in a prompt manner.

Experiences with Inclusion

College of Agricultural Sciences and Natural Resources (CASNR) and the College of Veterinary Medicine (CVM)

Faculty, Staff, and the Admissions Process

90% felt that faculty and staff created a climate that was welcoming and inclusive

88% felt that the application and admissions process supported a welcoming and inclusive environment

Facilities and Experiential Learning

84% felt that the facilities (e.g., teaching hospital, lecture halls, restrooms) of UTIA (CASNR & CVM) promoted a welcoming and accommodating environment
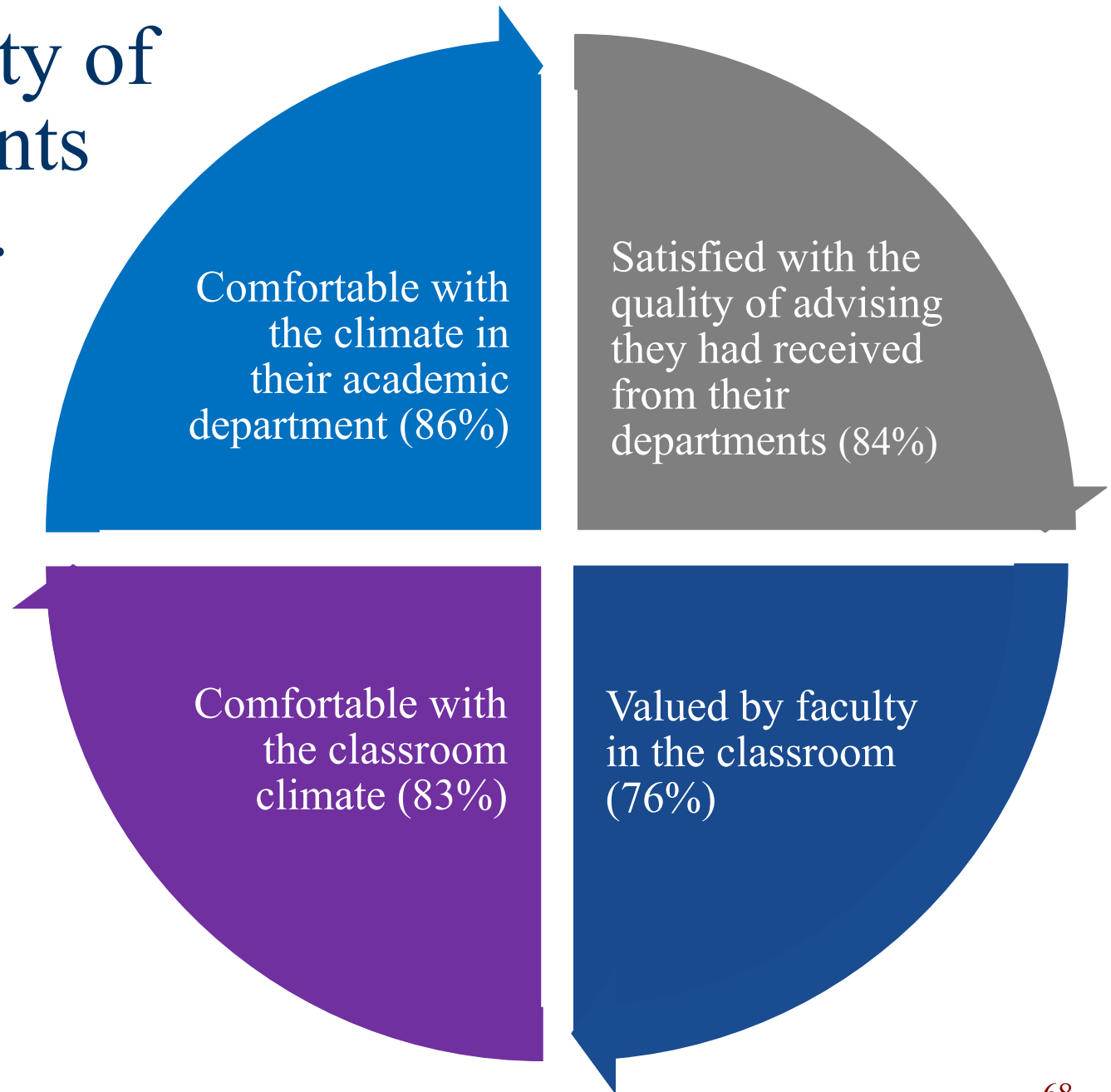
83% felt that during experiential learning activities (e.g., study abroad, clinical visits, internships) when they engage with the public-at-large, UT provided experiences that promoted a welcoming and inclusive environment
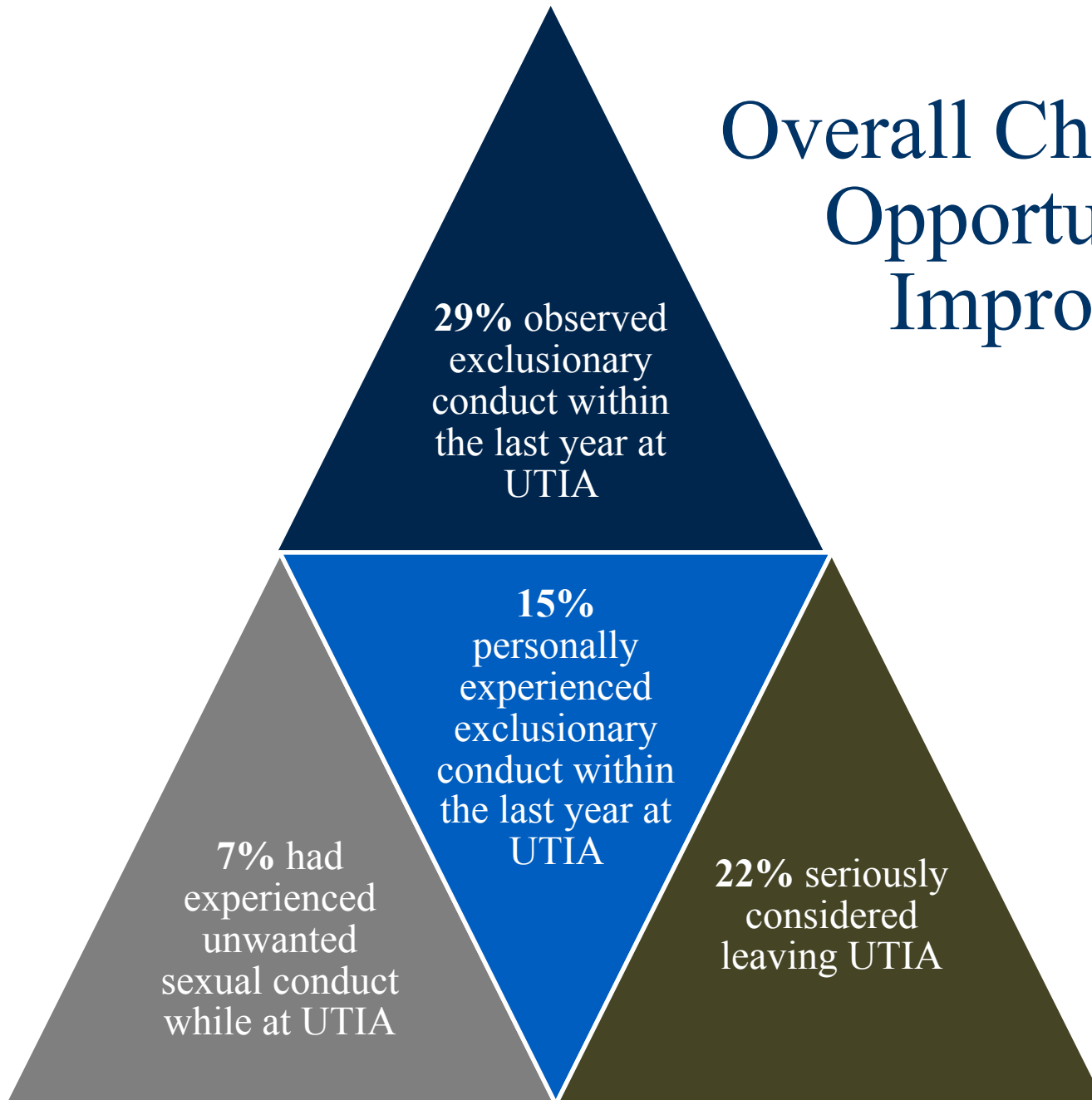
Summary

Strengths and Successes

Opportunities for Improvement

The majority of respondents were…

Comfortable with the climate in their academic department (86%)

Satisfied with the quality of advising they had received from their departments (84%)

Comfortable with the classroom climate (83%)

Valued by faculty in the classroom (76%)

Overall Challenges and Opportunities for Improvement

29% observed exclusionary conduct within the last year at UTIA

15% personally experienced exclusionary conduct within the last year at UTIA

7% had experienced unwanted sexual conduct while at UTIA

22% seriously considered leaving UTIA

Questions