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
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

2 Cabrera, Nora, Terenzini, Pascarella, & Hagedron, 1999; Feagin, Vera & Imani, 1996; Pascarella & Terenzini, 2005
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.
Project Overview

Phase I

• Review of Institutional Data
• Assessment Tool Development and Implementation

Phase II

• Data Analysis

Phase III

• Final Report and Presentation
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 14\textsuperscript{th} Day Enrollment
Student Position by Gender Identity (%)

- **Women**: 67% Undergrad, 70% Grad Std.
- **Men**: 31% Undergrad, 30% Grad Std.
- **Transgender/Other**: 2% Undergrad, 0% Grad Std.
Student Position by Sexual Identity (n)

- LGBQ: 30 (Undergraduate) + 19 (Grad/Prof)
- Heterosexual: 408 (Undergraduate) + 221 (Grad/Prof)
- Asexual: 2 (Grad/Prof) + 0 (Undergraduate)
Racial/Ethnic Identity (%) (Duplicated Total)

- **White/European American**: 86%
- **Asian/Asian American**: 7%
- **Black/African American**: 6%
- **Hispanic/Latin@/Chican@**: 4%
- **American Indian/Native**: 2%
- **Racial/Ethnicity not listed here**: 1%
- **Middle Eastern/Southwest Asian**: 1%
- **Pacific Islander**: 1%
- **Native Hawaiian**: < 1%
- **Alaska Native**: < 1%
11% ($n = 82$) Had a Condition that Influenced Their Learning, Working, or Living Activities

<table>
<thead>
<tr>
<th>Condition</th>
<th>$n$</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mental health/psychological condition</td>
<td>32</td>
<td>4.5</td>
</tr>
<tr>
<td>Attention deficit/hyperactivity disorder</td>
<td>24</td>
<td>3.3</td>
</tr>
<tr>
<td>Chronic diagnosis or medical condition</td>
<td>16</td>
<td>2.2</td>
</tr>
<tr>
<td>Learning disability</td>
<td>8</td>
<td>1.1</td>
</tr>
<tr>
<td>Physical/mobility condition that affects walking</td>
<td>2</td>
<td>0.3</td>
</tr>
</tbody>
</table>
Religious/Spiritual Identity (%)

- Christian Religious/Spiritual Identity: 65%
- No Religious/Spiritual Identity: 24%
- Additional Religious/Spiritual Identity: 5%
- Multiple Religious/Spiritual Identities: 4%
## Citizenship/Immigration Status

<table>
<thead>
<tr>
<th>Citizenship</th>
<th>$n$</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>U.S. citizen, birth</td>
<td>648</td>
<td>90.4</td>
</tr>
<tr>
<td>A visa holder (such as F-1, J-1, H1-B, and U)</td>
<td>39</td>
<td>5.4</td>
</tr>
<tr>
<td>U.S. citizen, naturalized</td>
<td>18</td>
<td>2.5</td>
</tr>
<tr>
<td>Permanent resident</td>
<td>7</td>
<td>1.0</td>
</tr>
</tbody>
</table>
## Military Status

<table>
<thead>
<tr>
<th>Military</th>
<th>n</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Never served in the military</td>
<td>679</td>
<td>94.7</td>
</tr>
<tr>
<td>Now on active duty (including Reserves or National Guard)</td>
<td>9</td>
<td>1.3</td>
</tr>
<tr>
<td>On active duty in the past but not now</td>
<td>20</td>
<td>2.8</td>
</tr>
<tr>
<td>ROTC</td>
<td>5</td>
<td>0.7</td>
</tr>
</tbody>
</table>
Residence

Campus housing 31%, $n = 143$

Non-campus housing 68%, $n = 317$

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

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

Note: Table includes respondents who reported having experienced financial hardship ($n = 381$) only.
## Participation in Clubs/Organizations

<table>
<thead>
<tr>
<th>Clubs/Organizations</th>
<th>n</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Academic and academic honorary organizations</td>
<td>140</td>
<td>30.2</td>
</tr>
<tr>
<td>Professional or pre-professional organization</td>
<td>135</td>
<td>29.1</td>
</tr>
<tr>
<td>Greek letter organization</td>
<td>106</td>
<td>22.8</td>
</tr>
<tr>
<td>Faith or spirituality-based organization</td>
<td>103</td>
<td>22.2</td>
</tr>
<tr>
<td>I do not participate in any clubs or organizations at UT</td>
<td>89</td>
<td>19.2</td>
</tr>
<tr>
<td>Sports clubs</td>
<td>67</td>
<td>14.4</td>
</tr>
<tr>
<td>Service or philanthropic organization</td>
<td>61</td>
<td>13.1</td>
</tr>
<tr>
<td>Recreational organization</td>
<td>58</td>
<td>12.5</td>
</tr>
</tbody>
</table>
Findings
The majority of respondents were...

- Comfortable with the climate in their academic department (86%)
- Comfortable with the classroom climate (83%)
- Satisfied with the quality of advising they had received from their departments (84%)
- 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%)
Comfort With Overall Climate

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

Heterosexual respondents more comfortable than were LGBQ respondents.
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

7% had experienced unwanted sexual conduct while at UTIA
Experiences of Exclusionary, Intimidating, Offensive or Hostile Conduct
Personal Experiences of Exclusionary, Intimidating, Offensive or Hostile Conduct

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

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

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 (%)

Overall experienced conduct
- Other People of Color: 20% (n = 1)
- Asian/Asian American: 33% (n = 3)
- Black/African American: 22% (n = 7)
- Hispanic/Latin@/Chican@: 25% (n = 4)
- White: 14% (n = 82)
- Multiracial: 23% (n = 8)

Of those who experienced exclusionary conduct, said they experienced conduct as a result of ethnicity
- Other People of Color: 86% (n = 1)
- Asian/Asian American: 22% (n = 1)
- Black/African American: 80% (n = 6)
- Hispanic/Latin@/Chican@: 5% (n = 1)
- White: 25% (n = 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.
Personal Experiences of Exclusionary Conduct as a Result of Religious/Spiritual Affiliation (%)

- Overall experienced conduct
  - Of those who experienced exclusionary conduct, said they experienced conduct as a result of their religious/spiritual affiliation

<table>
<thead>
<tr>
<th>Affiliation</th>
<th>Overall Experienced Conduct</th>
<th>Additional Affiliation</th>
<th>No Affiliation</th>
<th>Multiple Affiliations</th>
</tr>
</thead>
<tbody>
<tr>
<td>Christian (n = 63)¹</td>
<td>25%</td>
<td>?%</td>
<td>?%</td>
<td>?%</td>
</tr>
<tr>
<td>(n = 16)²</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Additional Affiliation</td>
<td>?%</td>
<td>?%</td>
<td>?%</td>
<td>?%</td>
</tr>
<tr>
<td>(n = ?)¹</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>(n = ?)²</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>No Affiliation (n = ?)¹</td>
<td>?%</td>
<td>?%</td>
<td>?%</td>
<td>?%</td>
</tr>
<tr>
<td>(n = ?)²</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Multiple Affiliations (n = ?)¹</td>
<td>?%</td>
<td>?%</td>
<td>?%</td>
<td>?%</td>
</tr>
<tr>
<td>(n = ?)²</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

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

Of those who experienced exclusionary conduct, said they experienced conduct as a result of their sexual identity²

- **Overall experienced conduct¹**
- **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.
Personal Experiences of Exclusionary Conduct as a Result of Gender Identity (%)

- **Overall experienced conduct**
  - 16% for Women
  - 20% for Men
  - 25% for Transgender/Other

- **Of those who experienced conduct, said they experienced conduct as a result of their gender identity**
  - 100% for Transgender/Other

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

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

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%

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

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

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) 38%
- Gender/Gender identity (n=76) 37%
- Gender expression (n=65) 31%
- Sexual identity (n=62) 30%
- Ethnicity (n=56) 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

<table>
<thead>
<tr>
<th>Year/Semester</th>
<th>n</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>During my time as a graduate/professional student at UTIA</td>
<td>0</td>
<td>---</td>
</tr>
<tr>
<td>Undergraduate first year</td>
<td>9</td>
<td>64.3</td>
</tr>
<tr>
<td>Fall semester</td>
<td>5</td>
<td>55.6</td>
</tr>
<tr>
<td>Spring semester</td>
<td>7</td>
<td>77.8</td>
</tr>
<tr>
<td>Summer semester</td>
<td>&lt; 5</td>
<td>---</td>
</tr>
<tr>
<td>Undergraduate second year</td>
<td>&lt; 5</td>
<td>---</td>
</tr>
<tr>
<td>Fall semester</td>
<td>&lt; 5</td>
<td>---</td>
</tr>
<tr>
<td>Spring semester</td>
<td>&lt; 5</td>
<td>---</td>
</tr>
<tr>
<td>Summer semester</td>
<td>0</td>
<td>---</td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th>Perpetrator</th>
<th>n</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>UTIA student</td>
<td>8</td>
<td>57.1</td>
</tr>
<tr>
<td>Acquaintance/friend</td>
<td>6</td>
<td>42.9</td>
</tr>
<tr>
<td>Current or former dating/intimate partner</td>
<td>4</td>
<td>28.6</td>
</tr>
<tr>
<td>Stranger</td>
<td>3</td>
<td>21.4</td>
</tr>
</tbody>
</table>

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%

Avoided the person/venue 57%

Contacted a UTIA resource 36%

Called an off-campus hotline 7%

Confronted the person(s) later 21%

Did nothing 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

- Undergraduate (n = 111): 24%
- Graduate/Professional (n = 46): 18%
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

<table>
<thead>
<tr>
<th>Reason</th>
<th>n</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Lack of a sense of belonging</td>
<td>59</td>
<td>53.2</td>
</tr>
<tr>
<td>Lack of social life</td>
<td>42</td>
<td>37.8</td>
</tr>
<tr>
<td>Climate was not welcoming</td>
<td>38</td>
<td>34.2</td>
</tr>
<tr>
<td>Financial reasons</td>
<td>31</td>
<td>27.9</td>
</tr>
<tr>
<td>Personal reasons</td>
<td>29</td>
<td>26.1</td>
</tr>
<tr>
<td>Lack of support group</td>
<td>28</td>
<td>25.2</td>
</tr>
<tr>
<td>Homesick</td>
<td>21</td>
<td>18.9</td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th>Reason</th>
<th>n</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Lack of a sense of belonging</td>
<td>22</td>
<td>47.8</td>
</tr>
<tr>
<td>Climate was not welcoming</td>
<td>16</td>
<td>34.8</td>
</tr>
<tr>
<td>Lack of support services</td>
<td>11</td>
<td>23.9</td>
</tr>
<tr>
<td>Lack of social life</td>
<td>11</td>
<td>23.9</td>
</tr>
<tr>
<td>Lack of support group</td>
<td>10</td>
<td>21.7</td>
</tr>
<tr>
<td>Financial reasons</td>
<td>9</td>
<td>19.6</td>
</tr>
<tr>
<td>Personal reasons</td>
<td>9</td>
<td>19.6</td>
</tr>
</tbody>
</table>

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

75% had department faculty members encourage them to produce publications and present research.
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
- **22%** seriously considered leaving UTIA
- **7%** had experienced unwanted sexual conduct while at UTIA
Questions