

A report on the 2020
Baylor University Campus
Diversity Climate Survey
findings

2020 Campus Diversity Climate Surveys

Baylor University



Baylor University

Summary of 2020 Campus Diversity Climate Surveys

Methodology

The Campus Climate survey, previously termed the Academic and Work Environment Survey, pertains to diversity, inclusion, and overall environment from the perspective of faculty, staff, and students. The survey was initially administered in Spring 2017 by the University of Illinois at Chicago Survey Research Laboratory (SRL). The survey was designed by SRL in order to assess faculty, staff, and student perceptions of the climate at Baylor University.

Baylor faculty and staff were surveyed in Spring 2017, Fall 2019, and Fall 2020. Baylor students were also surveyed in Spring 2017 and Fall 2020; although surveys were initially scheduled to be administered for students in Spring 2020, they were postponed due to changes in the semester as a result of COVID-19.

Responses for faculty are weighted for full-time versus part-time status and student responses are weighted by gender in order to adjust for disproportionate representation between the population and those who responded. The results presented in this report include these weights. As the staff population and respondent demographic makeup were not substantially different, no weighting was applied to the results.

In this report, response categories are combined into positive ("Very Good" and "Good"), neutral ("Fair"), and negative ("Poor" and "Very Poor"). Results are reported as the proportion of respondents who answered each item. As respondents could choose not to answer any item, the number of respondents for each item will vary. Due to rounding, some items will sum to greater than 100%.

Response Rates

Response rates for faculty and staff decreased slightly from the 2017 to 2020 administrations, while the response rate increased for students from 10.6% in 2017 to 19.8% in 2020.

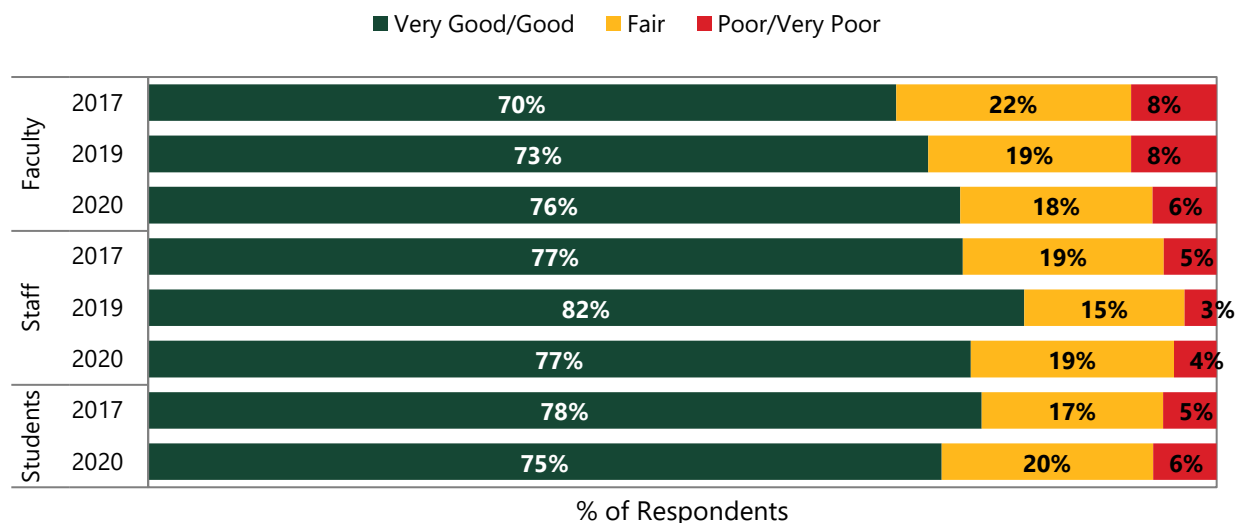
Table 1: Response Rates

		2017	2019	2020
Faculty	# surveyed	1,383	1,642	1,598
	# responded	635	658	693
	Response rate	45.9%	40.1%	43.4%
Staff	# surveyed	1,642	1,838	1,828
	# responded	952	901	933
	Response rate	58.0%	49.0%	51.0%
Students	# surveyed	15,554	n/a	19,022
	# responded	1,644		3,767
	Response rate	10.6%		19.8%

Overall Climate

Overall, faculty responses related to the overall climate at Baylor improved between 2017 and 2020 while responses fluctuated for staff and declined slightly for students.

Figure 1: Responses to Overall Climate by Year

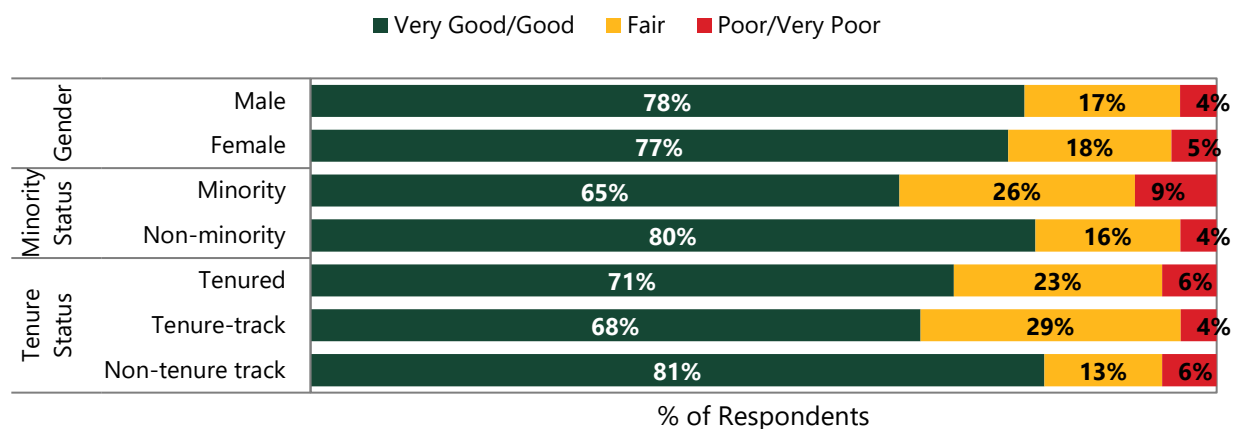


Faculty

Overall Climate

Responses to the item *Overall, how would you rate the climate at Baylor University?* were similar between male and female faculty in Fall 2020. A greater proportion of non-minority faculty responded "Good" or "Very Good" to the item as compared to minority faculty (80% vs. 65%, respectively). Additionally, the proportion of faculty respondents who answered "Good" or "Very Good" was highest for non-tenure track faculty at 81%, followed by 71% for tenured faculty and 68% for tenure-track faculty.

Figure 2: 2020 Faculty Responses to Overall Climate



Primary Areas of Strength

The following items were identified in 2017 as primary areas of strength for faculty at Baylor University. Responses for most items were similar between 2017 and 2020, although some differences in responses were present (see figure 3):

- *How fair and equitable has access to senior leadership been in the past 12 months?:* The proportion of respondents who answered "Very/extremely fair and equitable" increased from 58% in 2017 to 65% in 2019 and 68% in 2020.
- *In the past 12 months, how often have you personally experienced bullying, intimidating, offensive, excluding, and/or hostile conduct from anyone in your department/unit?:*The proportion of respondents who answered "Never" or "Not very often" increased from 87% in 2017 and 2019 to 92% in 2020.
- *How inclusive is your primary department/unit?:* The proportion of respondents who answered "Very/extremely inclusive" increased from 57% in 2017 to 61% in 2019 and 65% in 2020.
- *Relationship between faculty and department leadership:* The proportion of respondents who answered "Very/extremely courteous and professional" increased from 82% in 2017 to 85% in 2019 and 88% in 2020.

Figure 3a: Faculty Responses in Areas of Strength

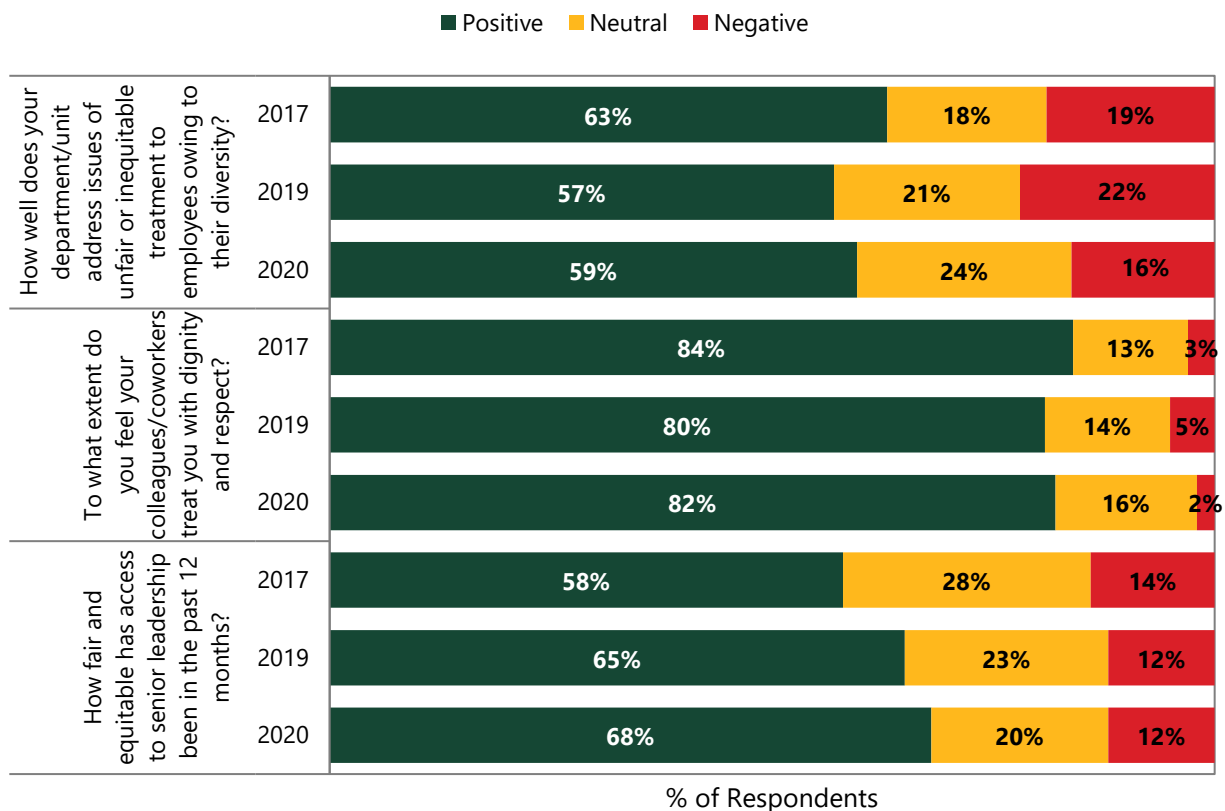
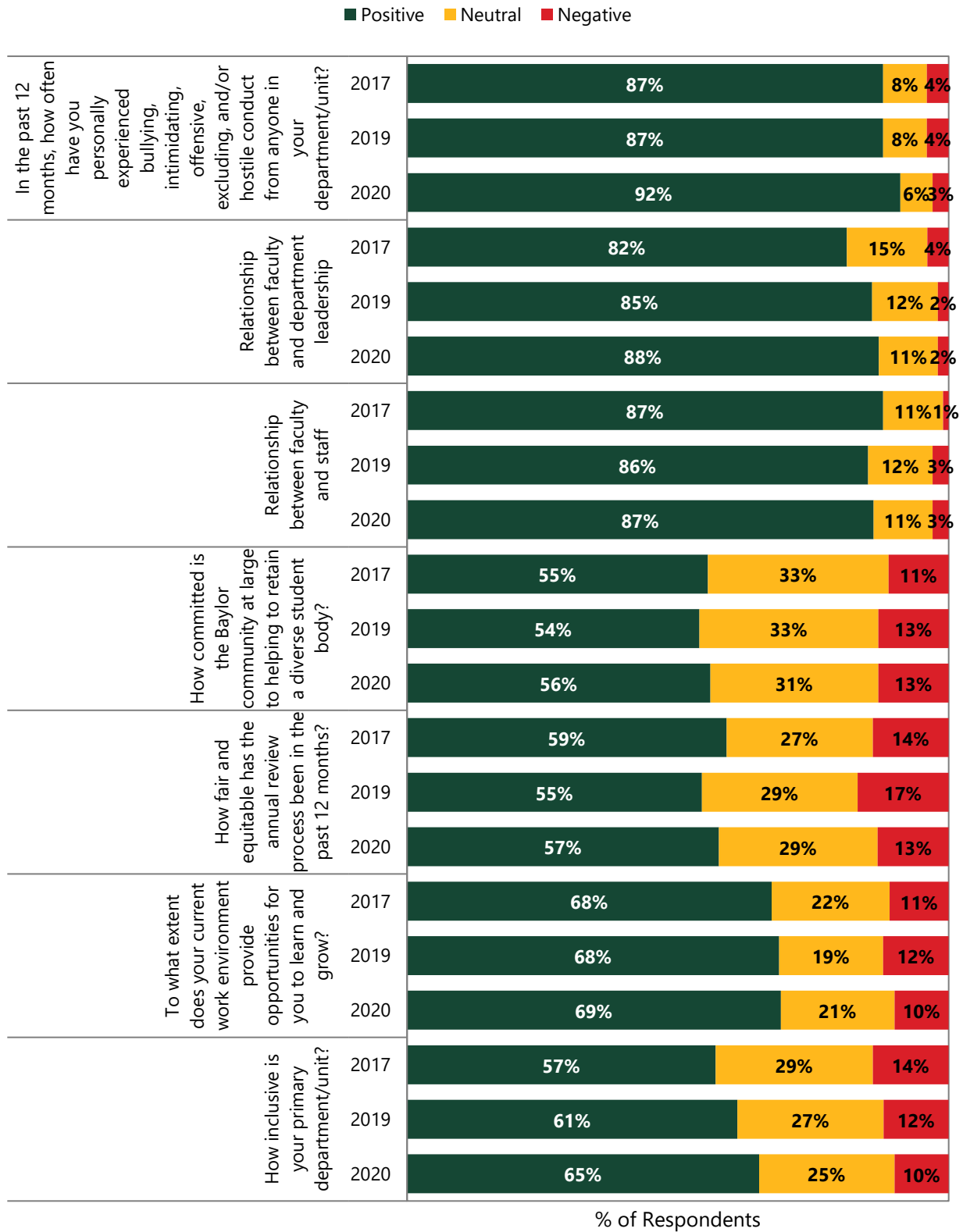


Figure 3b: Faculty Responses in Areas of Strength



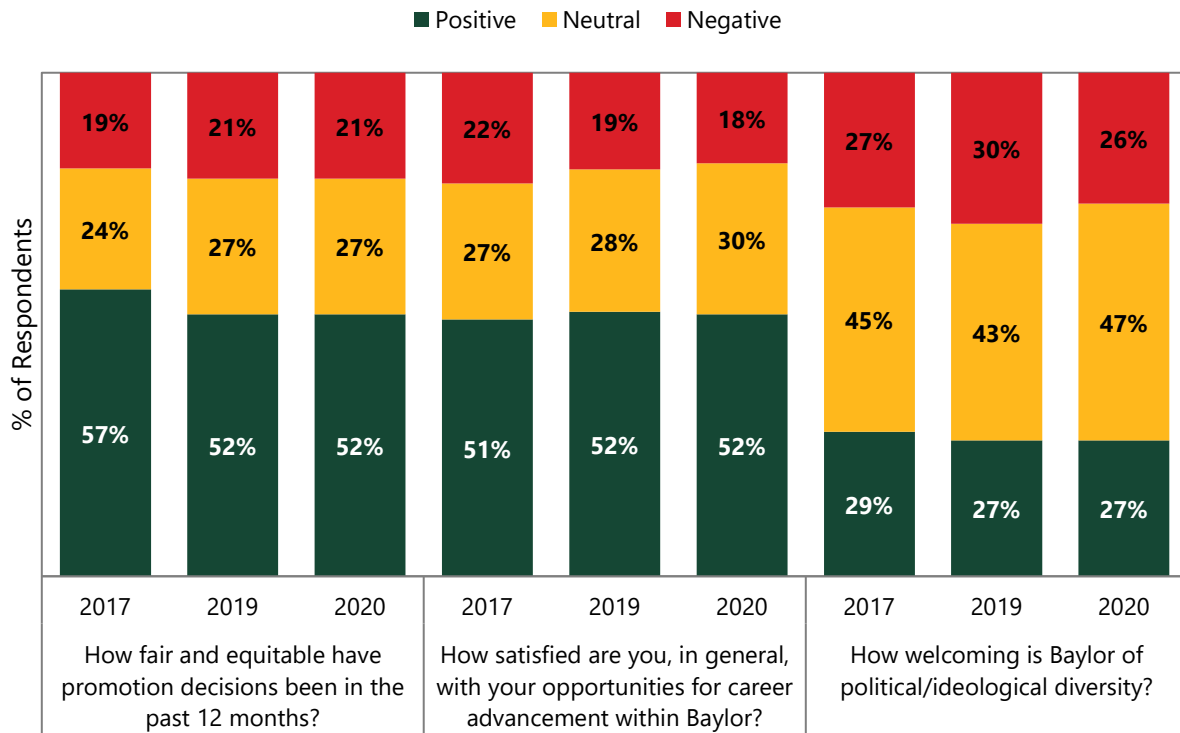
% of Respondents

Primary Areas of Action

The following items were identified in 2017 as primary areas of action for faculty at Baylor University. Some differences in responses were present between 2017 and 2020:

- *How fair and equitable have promotion decisions been in the past 12 months?:* The proportion of respondents who answered “Not very/not at all fair and equitable” increased from 19% in 2017 to 21% in 2019 and 2020.
- *How satisfied are you, in general, with your opportunities for career advancement within Baylor?:* The proportion of respondents who answered “Not very/not at all satisfied” decreased from 22% in 2017 to 19% in 2019 and 18% in 2020.

Figure 4: Faculty Responses in Areas of Action

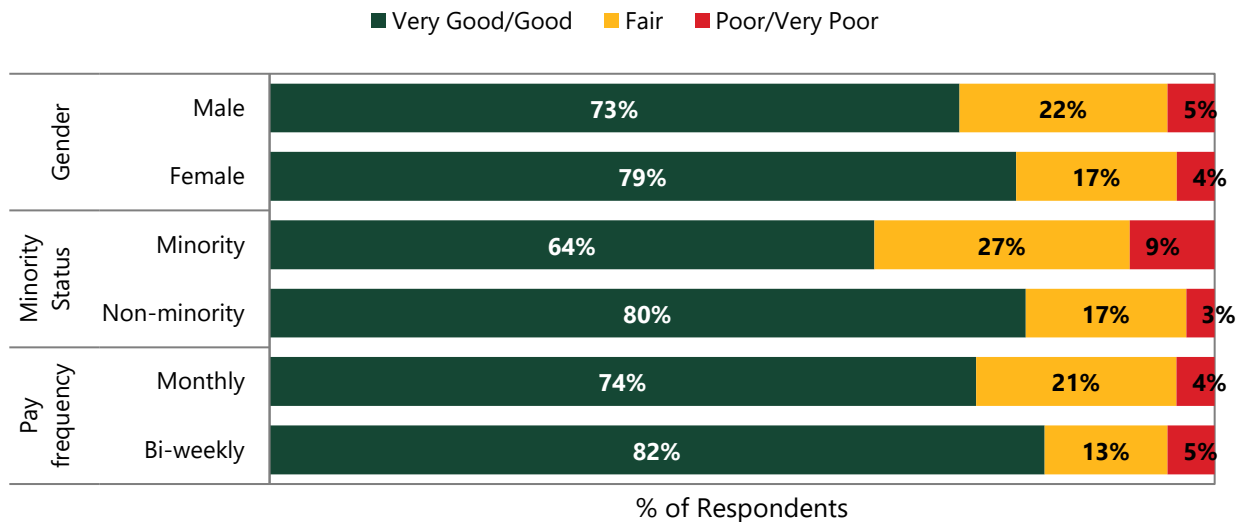


Staff

Overall Climate

In response to the item *Overall, how would you rate the climate at Baylor University?*, a greater proportion of female staff answered "Good" or "Very Good" as compared to male staff (79% and 73%, respectively). Additionally, the proportion of respondents who answered "Good" or "Very Good" was higher for non-minority staff at 80% than for minority staff at 64%, and was higher for bi-weekly staff at 82% than for monthly staff at 74%.

Figure 5: 2020 Staff Responses to Overall Climate



Primary Areas of Strength

The following items were identified in 2017 as primary areas of strength for staff at Baylor University. Responses for most items were similar between 2017 and 2020, although some differences in responses were present:

- *Relationship between staff and deans:* The proportion of respondents who answered "Very/extremely courteous and professional" increased from 81% in 2017 to 85% in 2020.
- *Overall, how socially isolated do you feel at Baylor?:* The proportion of respondents who answered "Extremely/very isolated" increased from 6% in 2017 to 9% in 2020.
- *How comfortable do you feel expressing your personal identity in your immediate work environment?:* The proportion of respondents who answered "Very/extremely comfortable" decreased from 69% in 2017 to 66% in 2019 and 63% in 2020.
- *How committed is your supervisor to creating a positive work environment for you?:* The proportion of respondents who answered "Very/extremely committed" increased from 72% in 2017 to 73% in 2019 and 77% in 2020.

- *As an employee on this campus, how difficult is it for you to balance your professional and personal life?:* The proportion of respondents who answered “Very/extremely difficult” increased from 11% in 2017 to 14% in 2019 and 2020.
- *How beneficial/detrimental are the actions of the Provost/Vice Provosts in promoting diversity?:* The proportion of respondents who answered “Quite/extremely beneficial” fluctuated from 63% in 2017 to 61% in 2019 and 64% in 2020.
- *How beneficial/detrimental are the actions of the President/Vice Presidents in promoting diversity?:* The proportion of respondents who answered “Quite/extremely beneficial” increased from 57% in 2017 to 67% in 2019 and 73% in 2020.

Figure 6a: Staff Responses in Areas of Strength

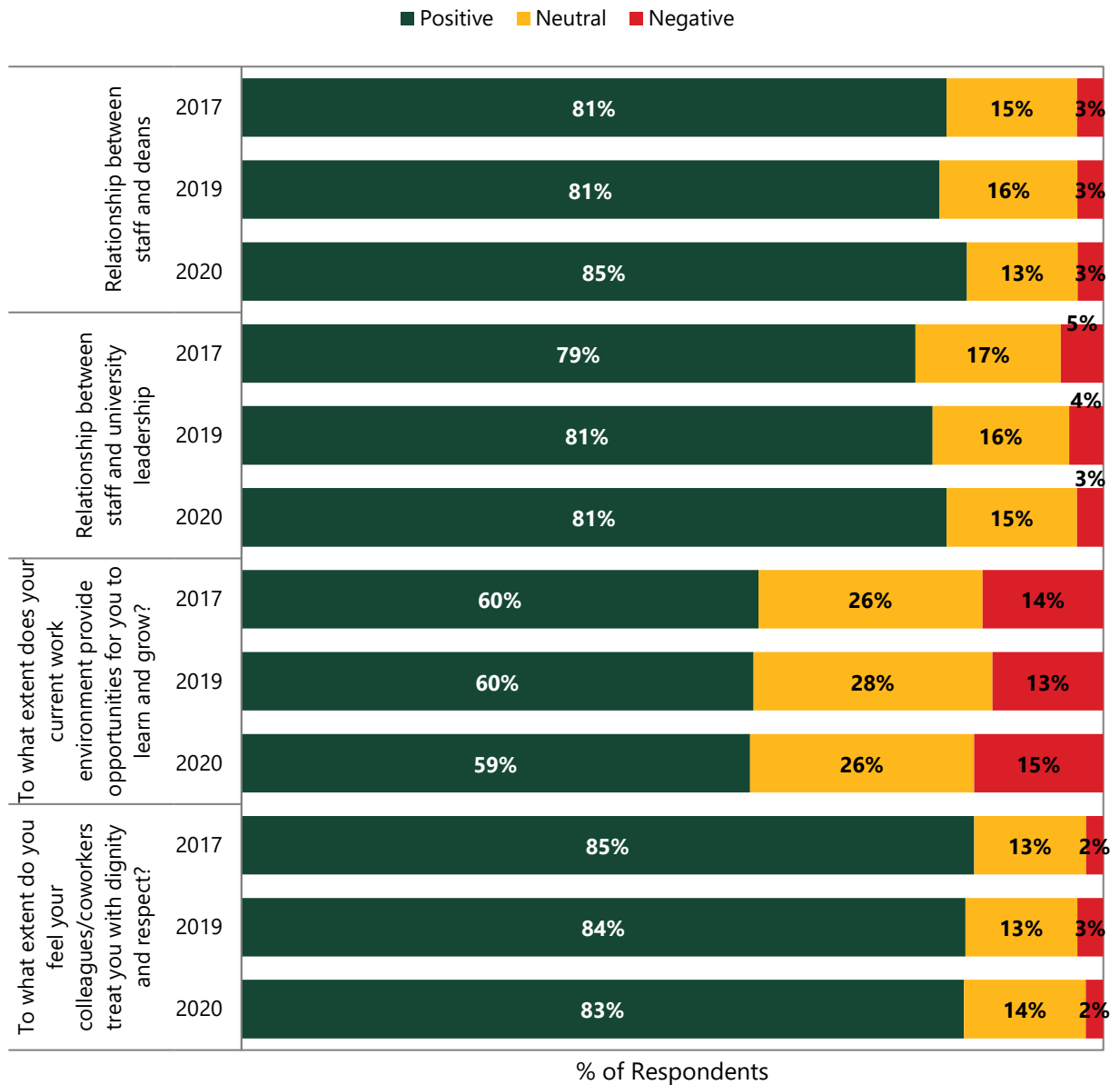
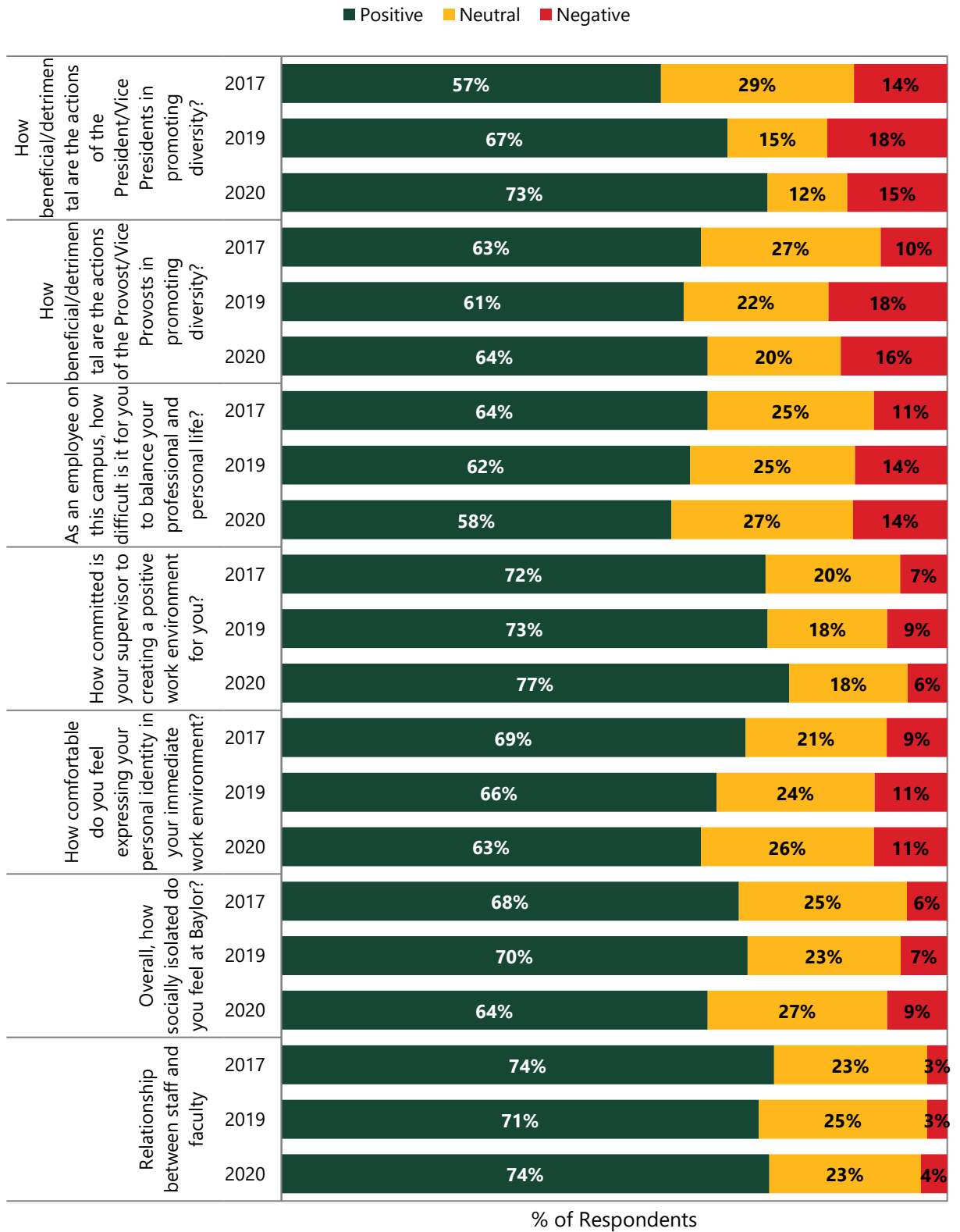


Figure 6b: Staff Responses in Areas of Strength



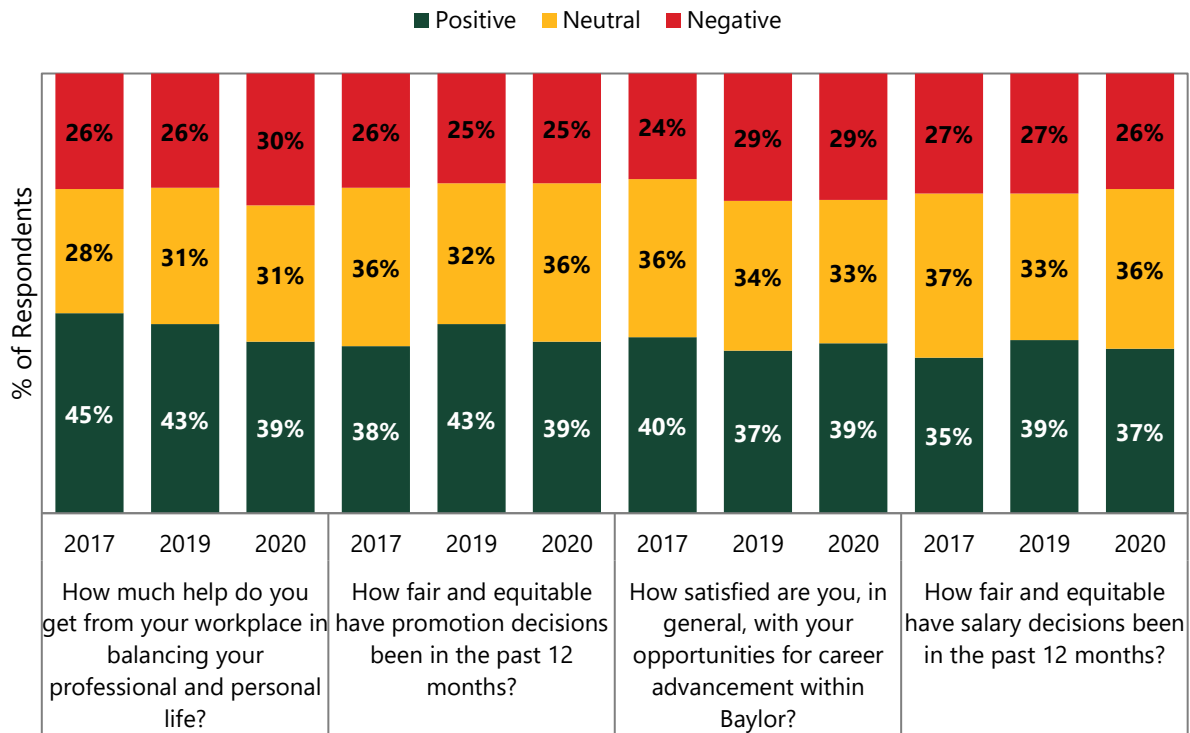
% of Respondents

Primary Areas of Action

The following items were identified in 2017 as primary areas of action for staff at Baylor University. Responses for items were similar between 2017 and 2020, although some differences in responses were present:

- *How much help do you get from your workplace in balancing your professional and personal life?:* The proportion of respondents who answered “A lot” or “A great deal” decreased from 45% in 2017 to 43% in 2019 and 39% in 2020.
- *How satisfied are you, in general, with your opportunities for career advancement within Baylor?:* The proportion of respondents who answered “Not at all satisfied” or “Not very satisfied” increased from 24% in 2017 to 29% in 2019 and 2020.

Figure 7: Staff Responses in Areas of Action

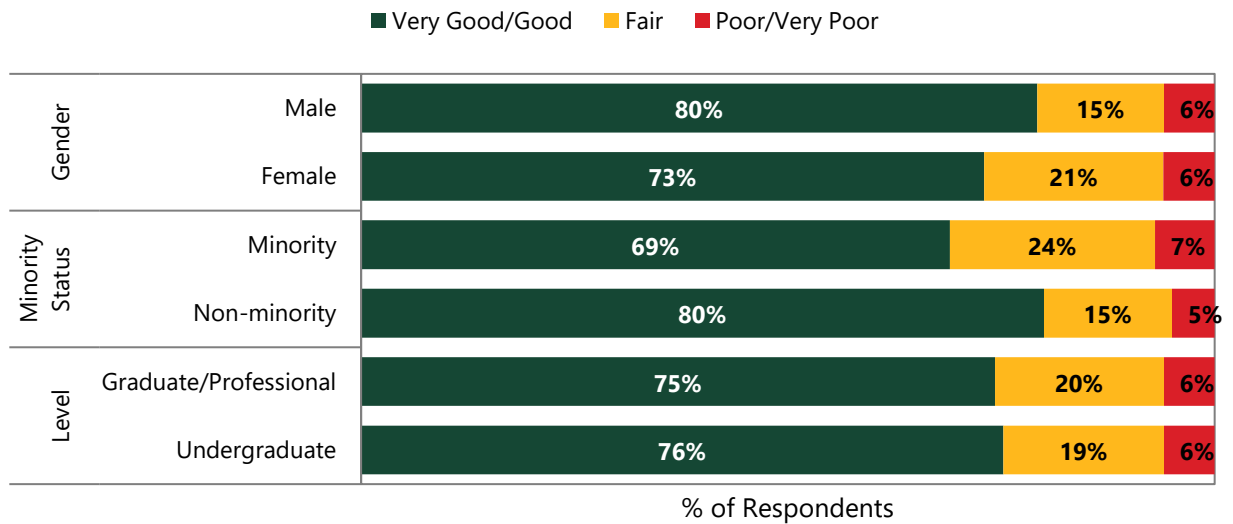


Students

Overall Climate

In response to the item *Overall, how would you rate the climate at Baylor University?*, a greater proportion of male students answered “Good” or “Very Good” as compared to female students (80% and 73%, respectively). Additionally, the proportion of student respondents who answered “Good” or “Very Good” was higher for non-minority students at 80% than for minority students at 69%. Responses were similar between undergraduate and graduate/professional students.

Figure 8: 2020 Student Responses to Overall Climate



Primary Areas of Strength

The following items were identified in 2017 as primary areas of strength for students at Baylor University. Responses for most items were similar between 2017 and 2020, although some differences in responses were present:

- *Satisfaction with diversity in recreational areas such as the McLane Student Life Center (SLC):* The proportion of respondents who answered "Very/extremely satisfied" decreased from 66% in 2017 to 60% in 2020.
- *How much do the Deans and Department Chairs respect diversity?:* The proportion of respondents who answered "A lot" or "A great deal" increased from 59% in 2017 to 64% in 2020.
- *How much do the Provost/Vice Provosts respect diversity?:* The proportion of respondents who answered "A lot" or "A great deal" increased from 52% in 2017 to 62% in 2020.
- *How much do the President/Vice Presidents respect diversity?:* The proportion of respondents who answered "A lot" or "A great deal" increased from 56% in 2017 to 71% in 2020.
- *How much do you think staff in the Registrar's office at Baylor treat you with dignity and respect?:* The proportion of respondents who answered "A lot" or "A great deal" increased from 75% in 2017 to 81% in 2020.
- *How helpful are faculty/instructors at Baylor?:* The proportion of respondents who answered "A lot" or "A great deal" decreased from 81% in 2017 to 77% in 2020.

Figure 9a: Student Responses in Areas of Strength

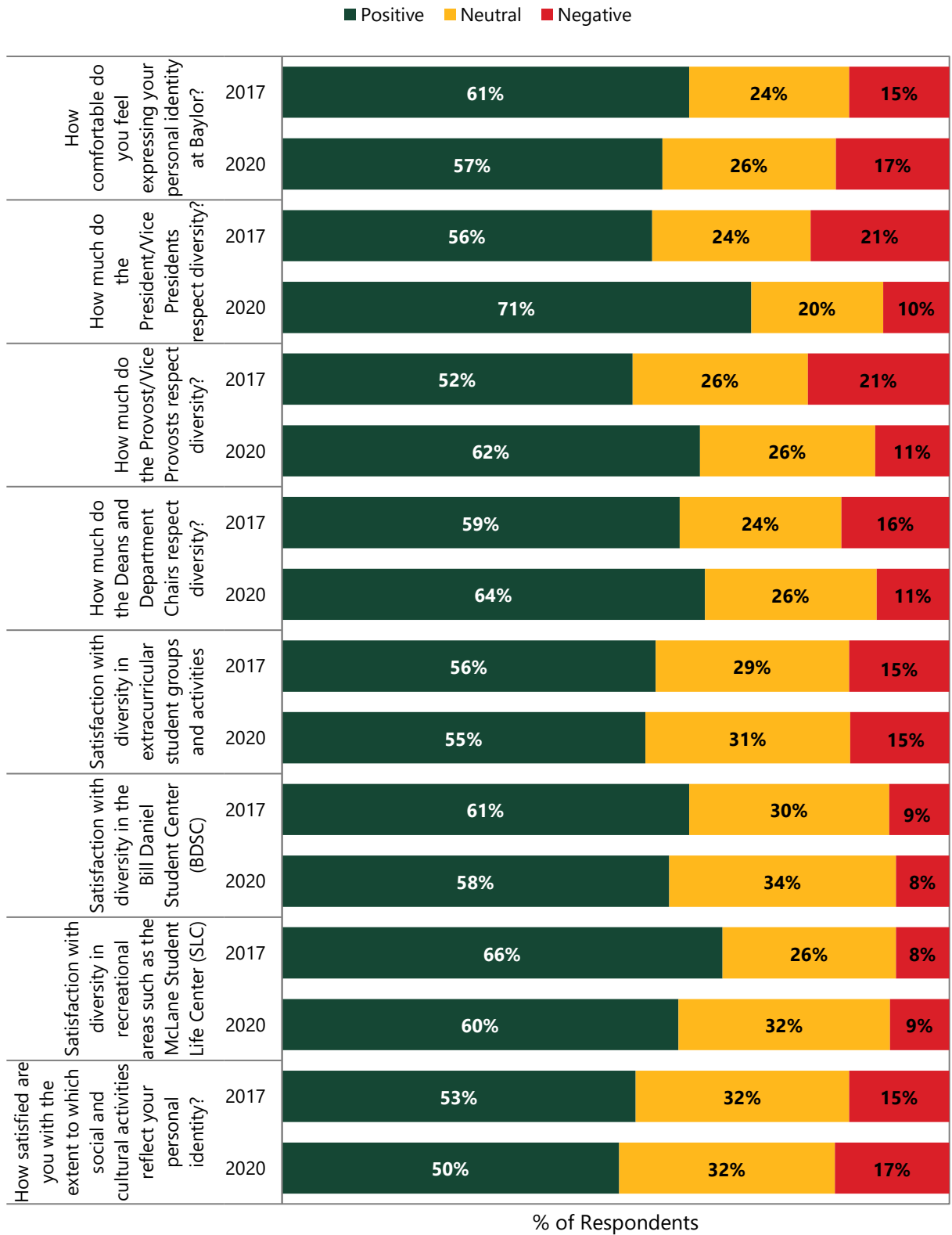
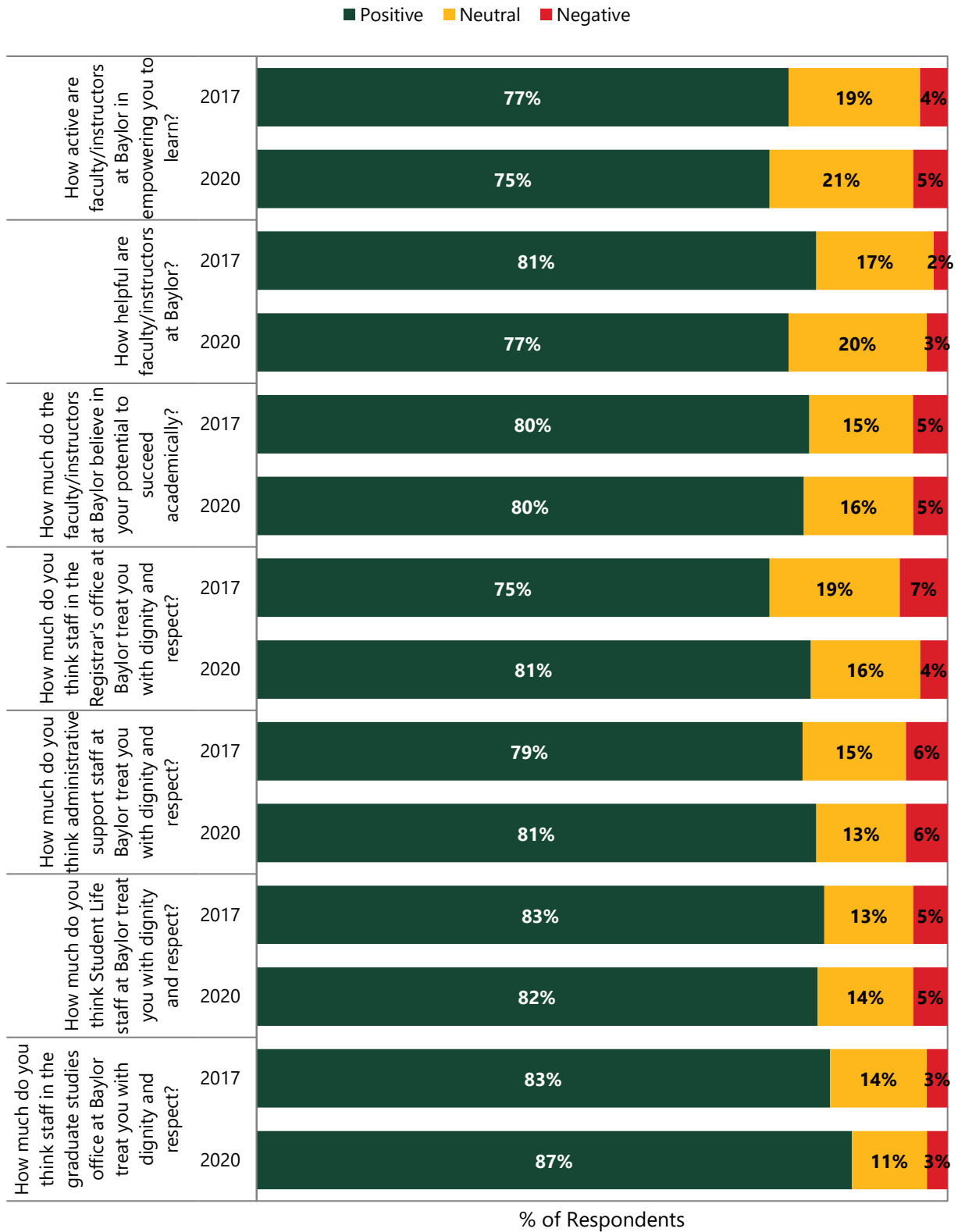


Figure 9b: Student Responses in Areas of Strength



Primary Areas of Action

The following items were identified in 2017 as primary areas of action for students at Baylor University. Some differences were present between responses in 2017 and 2020:

- *Satisfaction with diversity in classroom/academic settings:* The proportion of respondents who answered “Not very satisfied” or “Not at all satisfied” decreased from 17% in 2017 to 15% in 2020.
- *Satisfaction with diversity in residence halls/University housing/Residential areas:* The proportion of respondents who answered “Not very satisfied” or “Not at all satisfied” decreased from 18% in 2017 to 13% in 2020.

Figure 10: Student Responses in Areas of Action

