

A report on the 2023
Baylor University Campus
Diversity Climate Survey
findings

2023 Campus Diversity Climate Surveys

Baylor University



Baylor University

Summary of 2023 Campus Diversity Climate Surveys

Methodology

The Campus Diversity 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 designed by the University of Illinois at Chicago Survey Research Laboratory (SRL) in order to assess faculty, staff, and student perceptions of the climate at Baylor University. The survey was initially administered in Spring 2017 by SRL and was administered by Baylor University Office of Institutional Research in Fall 2020 and Fall 2023. Faculty and staff were also surveyed in Fall 2019 and the student surveys that were scheduled for Spring 2020 were postponed due to the Covid-19 pandemic.

Responses for faculty are weighted for full-time versus part-time status and student responses are weighted by level in order to adjust for disproportionate representation between the survey 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 from the 2017 to 2023 administrations, while the response rate increased for students from 10.6% in 2017 to 19.8% in 2020 and decreased to 9.6% in Fall 2023.

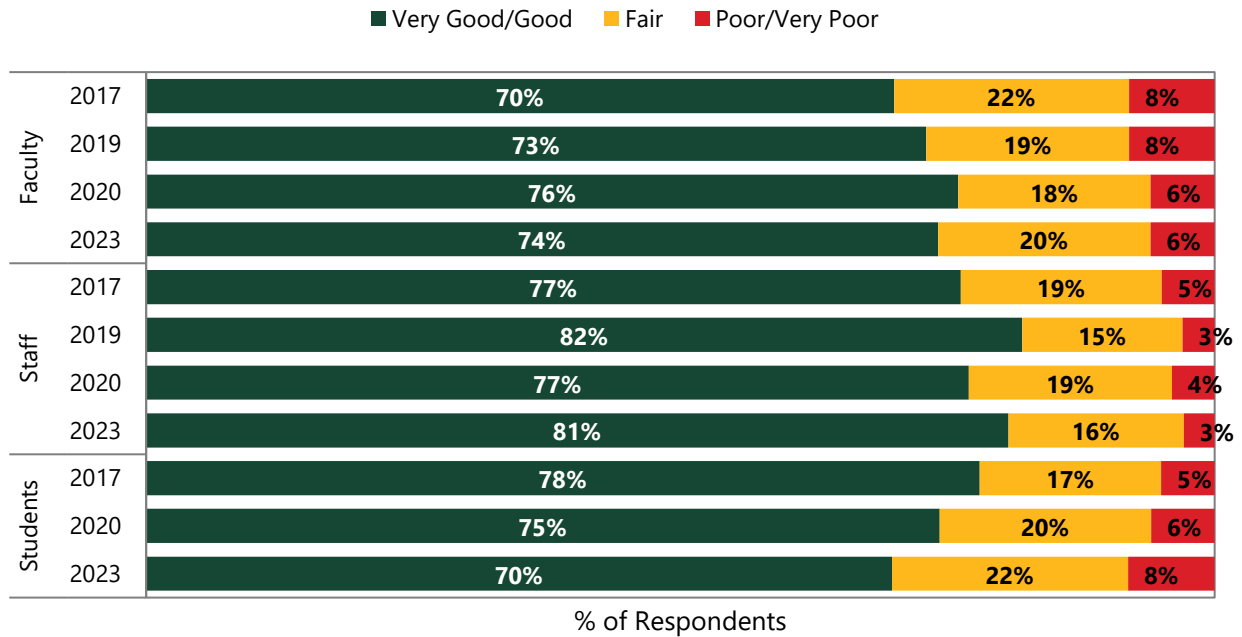
Table 1: Response Rates

		2017	2019	2020	2023
Faculty	# surveyed	1,383	1,642	1,598	1,923
	# responded	635	658	693	778
	Response rate	45.9%	40.1%	43.4%	40.5%
Staff	# surveyed	1,642	1,838	1,828	2,160
	# responded	952	901	933	1,037
	Response rate	58.0%	49.0%	51.0%	48.0%
Students	# surveyed	15,554	n/a	19,022	20,159
	# responded	1,644		3,767	1,932
	Response rate	10.6%		19.8%	9.6%

Overall Climate

Overall, faculty responses related to the overall climate at Baylor improved between 2017 and 2020 and declined slightly in 2023 while responses fluctuated for staff and declined for students.

Figure 1: Responses to Overall Climate by Year



Faculty

Faculty - Overall Climate: 2023

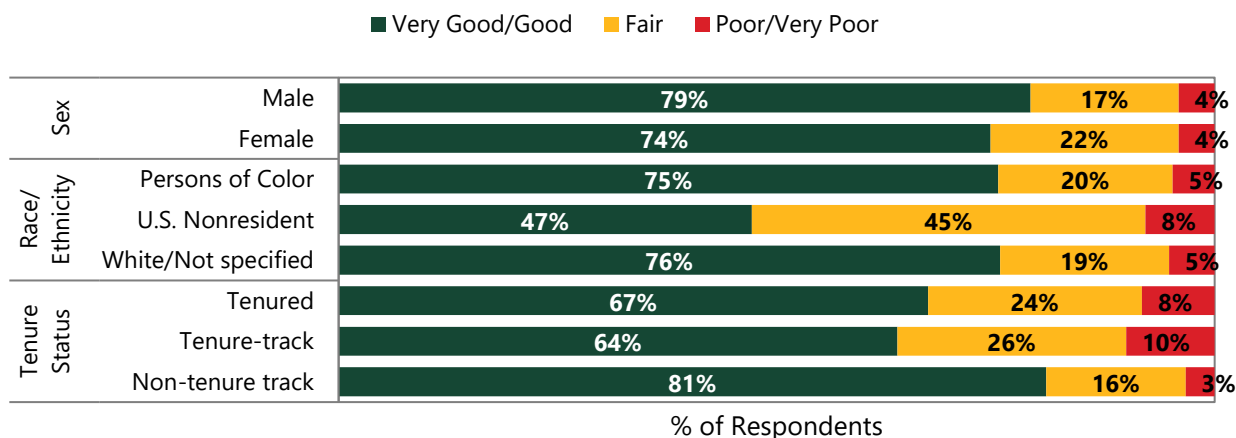
Responses to the item *Overall, how would you rate the climate at Baylor University?* were similar between faculty identified as persons of color and those who were not. A greater proportion of male faculty responded "Good" or "Very Good" to the item as compared to female faculty (79% vs 74%, respectively). Additionally, the proportion of faculty respondents who answered "Good" or "Very Good" was highest for non-tenure track faculty at 81%, followed by 67% for tenured faculty and 64% for tenure-track faculty.

When asked about their satisfaction with their job at Baylor, a greater proportion of male faculty responded positively as compared to female faculty (76% and 69%, respectively). Eleven percent of faculty persons of color responded "Not very" or "Not at all" while 7% faculty who were not persons of color responded negatively to the item. Additionally, a greater proportion of non-tenure track faculty responded positively as compared to tenured and tenure-track faculty.

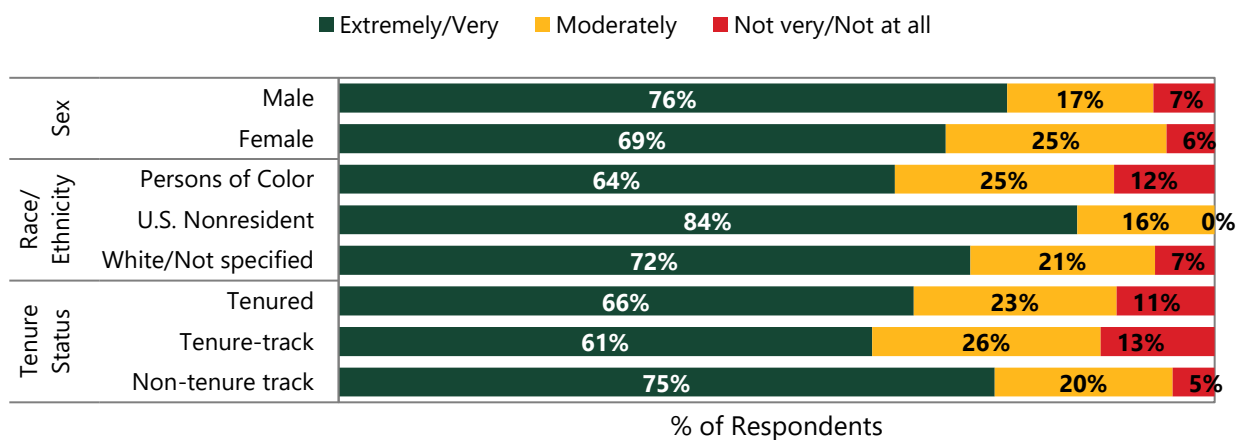
A greater proportion of male faculty indicated they were "Extremely" or "Very" likely to recommend Baylor to others as a good place to work when compared to female faculty. A greater proportion of faculty who were not persons of color also answered positively to the item as compared to faculty persons of color. Less than half (43%) of tenure-track responded positively to the item as compared to 59% of tenured faculty and 76% of non-tenure track faculty.

Figure 2: 2023 Faculty Responses to Climate

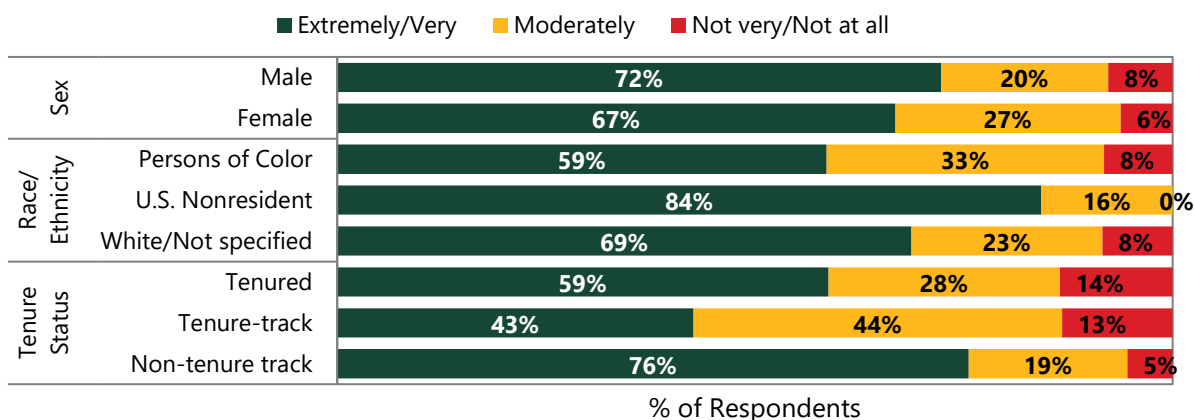
Overall, how would you rate the climate at Baylor University?



How satisfied are you, in general, with your job at Baylor?



How strongly would you recommend Baylor to others as a good place to work?



Faculty - Primary Areas of Strength and Action: 2017

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 2023, although some differences in responses were present:

- *How well does your department/unit address issues of unfair and inequitable treatment to employees owing to their diversity?:* The proportion of respondents who answered “Extremely” or “Very well” decreased from 63% in 2017 to 60% in 2023.
- *How inclusive is your primary department/unit?:* The proportion of respondents who answered “Very/extremely inclusive” increased from 57% in 2017 to 66% in 2023.

Table 1: 2017 Faculty Primary Areas of Strength

Item	Year	% Positive	% Neutral	% Negative
How fair and equitable has the annual review process been in the past 12 months?	2017	59%	27%	14%
	2019	55%	29%	17%
	2020	57%	29%	13%
	2023	59%	28%	13%
How fair and equitable has access to senior leadership been in the past 12 months?	2017	59%	27%	14%
	2019	65%	23%	12%
	2020	68%	20%	12%
	2023	64%	24%	12%
To what extent do you feel your colleagues/coworkers treat you with dignity and respect?	2017	84%	13%	3%
	2019	80%	14%	5%
	2020	82%	16%	2%
	2023	85%	12%	3%
How inclusive is your primary department/unit?	2017	57%	29%	14%
	2019	61%	27%	12%
	2020	65%	25%	10%
	2023	66%	26%	9%
How well does your department/unit address issues of unfair or inequitable treatment to employees owing to their diversity?	2017	63%	18%	19%
	2019	57%	21%	22%
	2020	59%	24%	16%
	2023	60%	20%	20%
To what extent does your current work environment provide opportunities for you to learn and grow?	2017	68%	22%	11%
	2019	68%	19%	12%
	2020	69%	21%	10%
	2023	68%	21%	12%
How committed is the Baylor community at large to helping to retain a diverse student body?	2017	55%	33%	11%
	2019	54%	33%	13%
	2020	56%	31%	13%
	2023	57%	31%	12%

Relationship between faculty and staff	2017	87%	11%	1%
	2019	86%	12%	3%
	2020	87%	11%	3%
	2023	86%	12%	2%
Relationship between faculty and department leadership	2017	82%	15%	4%
	2019	85%	12%	2%
	2020	88%	11%	2%
	2023	85%	12%	3%
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?	2017	87%	8%	4%
	2019	87%	8%	4%
	2020	92%	6%	3%
	2023	91%	6%	3%

The following items were identified in 2017 as primary areas of action for faculty at Baylor University. Responses were similar between 2017 and 2023 with a few slight changes:

- *How fair and equitable have promotion decisions been in the past 12 months?:* The proportion of respondents who answered “Not very” or “Not at all fair and equitable” increased from 19% in 2019 to 21% in 2019 and 2020 and decreased to 16% in 2023.
- *How welcoming is Baylor of political/ideological diversity?:* The proportion of respondents who answered “Not very” or “Not at all welcoming” decreased from 27% in 2017 to 23% in 2023.

Table 2: 2017 Faculty Primary Areas of Action

Item	Year	% Positive	% Neutral	% Negative
How fair and equitable have promotion decisions been in the past 12 months?	2017	57%	24%	19%
	2019	52%	27%	21%
	2020	52%	27%	21%
	2023	57%	28%	16%
How satisfied are you, in general, with your opportunities for career advancement within Baylor?	2017	51%	27%	22%
	2019	52%	28%	19%
	2020	52%	30%	18%
	2023	52%	27%	21%
How welcoming is Baylor of political/ideological diversity?	2017	29%	45%	27%
	2019	27%	43%	30%
	2020	27%	47%	26%
	2023	30%	47%	23%

Faculty - Primary Areas of Strength and Action: 2023

The following items were identified as areas of strength and action among faculty in 2023 based upon the average rating by respondents. Faculty responded positively to items related to *race and gender discrimination, experiences with bullying, professional work environment, and courteous and professional relations*. Areas of action were identified as *race discrimination, diversity of student body and ideology, recognition, and workload*. Further analysis will be conducted internally to identify any differences within faculty groups.

Figure 3: 2023 Faculty Primary Areas of Strength

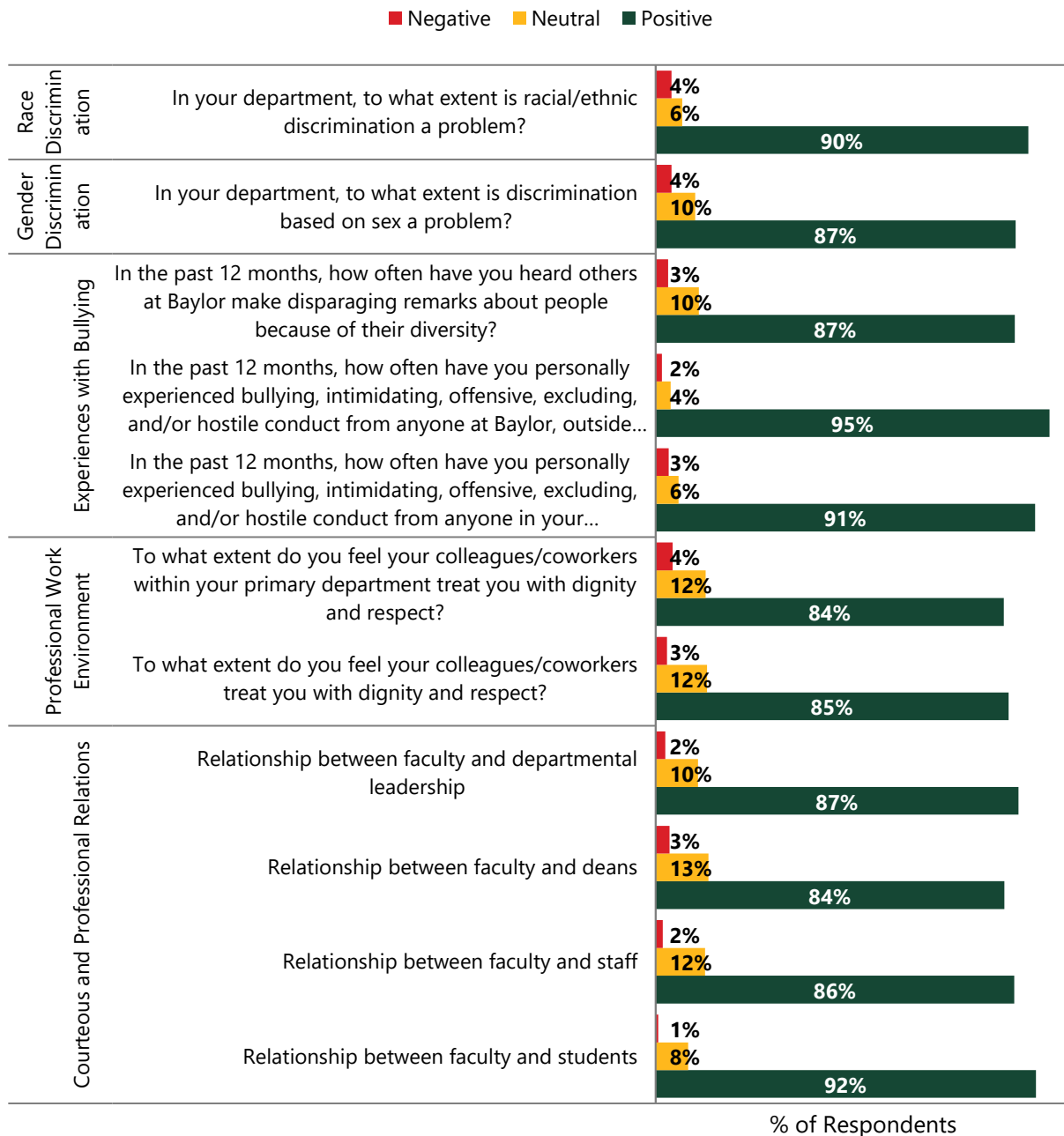
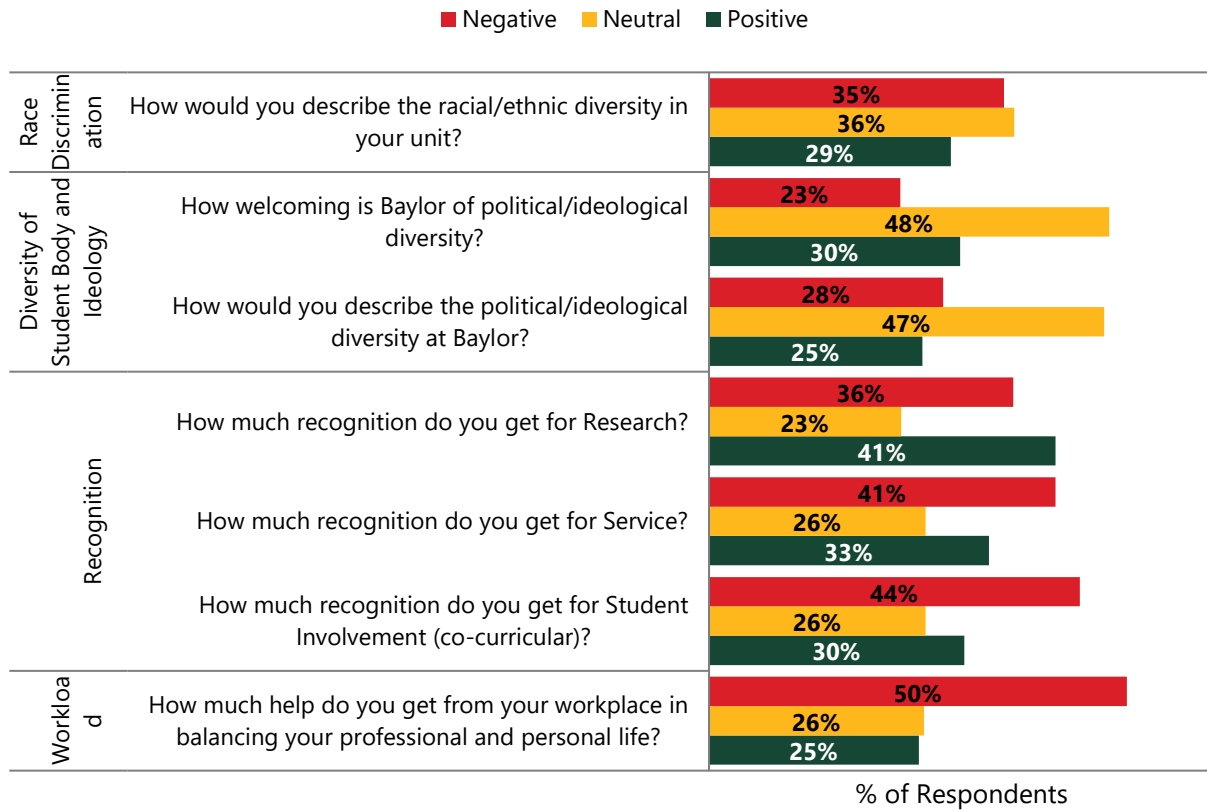


Figure 4: 2023 Faculty Primary Areas of Action



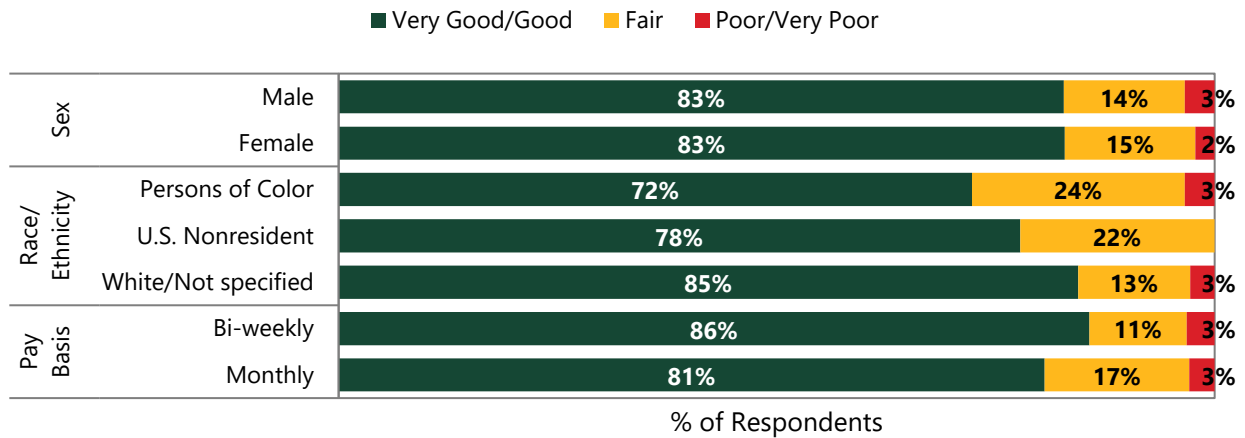
Staff

Staff - Overall Climate: 2023

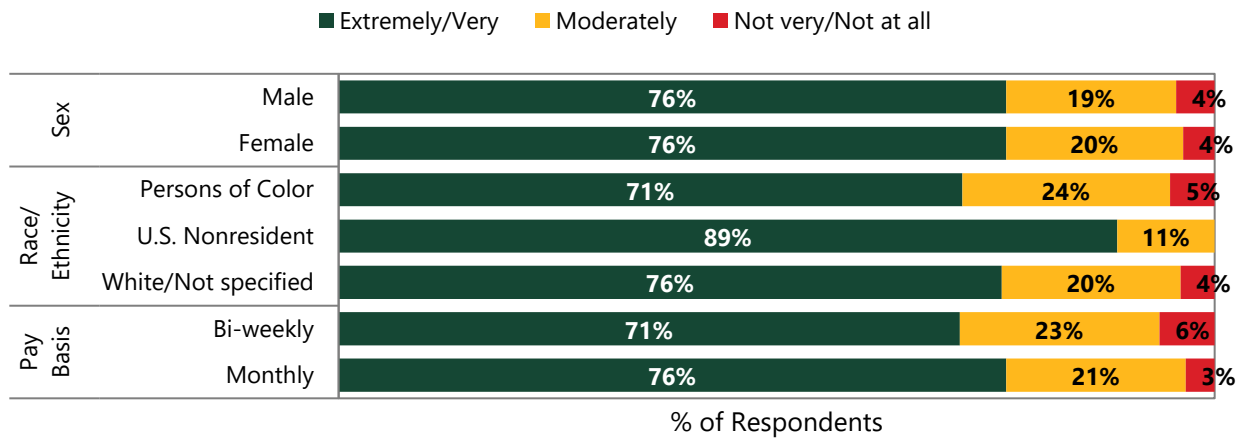
Responses to items related to overall climate were similar between male and female staff. A slightly greater proportion of bi-weekly staff responded "Very Good" or "Good" to the item *Overall, how would you rate the climate at Baylor University?* as compared to monthly staff, while a slightly greater proportion of monthly staff responded "Very Good" or "Good" to the item *How satisfied are you, in general, with your job at Baylor?*. A greater proportion of staff who identified as White or who did not specify a race/ethnicity responded positively to items related to overall climate at Baylor as compared to staff persons of color.

Figure 5: 2023 Staff Responses to Climate

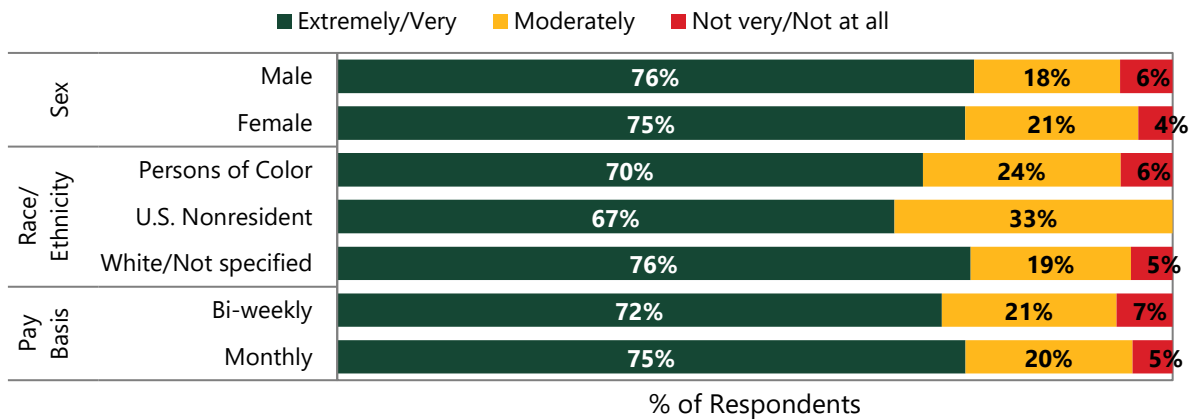
Overall, how would you rate the climate at Baylor University?



How satisfied are you, in general, with your job at Baylor?



How strongly would you recommend Baylor to others as a good place to work?



Staff - Primary Areas of Strength and Action: 2017

The following items were identified in 2017 as primary areas of strength for staff at Baylor University. Some differences in responses were present from 2017 to 2023:

- *Relationship between staff and University leadership:* The proportion of respondents who answered "Very" or "Extremely courteous and professional" increased from 79% in 2017 to 84% in 2023.
- *How beneficial or detrimental are the actions of the President/Vice Presidents with respect to promoting diversity at Baylor?:* The proportion of respondents who answered "Extremely" or "Quite beneficial" increased from 57% in 2017 to 72% in 2023.
- *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" or "Extremely difficult" increased from 11% in 2017 to 14% in 2020 and decreased to 11% in 2023.
- *How committed is your supervisor to creating a positive work environment for you?:* The proportion of respondents who answered "Extremely" or "Very committed" increased from 72% in 2017 to 78% in 2023.

Table 3: 2017 Staff Primary Areas of Strength

Item	Year	% Positive	% Neutral	% Negative
Relationship between staff and deans	2017	81%	15%	3%
	2019	81%	16%	3%
	2020	85%	13%	3%
	2023	83%	15%	2%
Relationship between staff and university leadership	2017	79%	17%	5%
	2019	81%	16%	4%
	2020	81%	15%	3%
	2023	84%	14%	2%
Relationship between staff and faculty	2017	74%	23%	3%
	2019	71%	25%	3%
	2020	74%	23%	4%
	2023	72%	24%	4%
As an employee on this campus, how difficult is it for you to balance your professional and personal life?	2017	64%	25%	11%
	2019	62%	25%	14%
	2020	58%	27%	14%
	2023	62%	27%	11%
How committed is your supervisor to creating a positive work environment for you?	2017	72%	20%	7%
	2019	73%	18%	9%
	2020	77%	18%	6%
	2023	78%	16%	6%

To what extent does your current work environment provide opportunities for you to learn and grow?	2017	60%	26%	14%
	2019	60%	28%	13%
	2020	59%	26%	15%
	2023	63%	24%	13%
To what extent do you feel your colleagues/coworkers treat you with dignity and respect?	2017	85%	13%	2%
	2019	84%	13%	3%
	2020	83%	14%	2%
	2023	84%	14%	2%
How comfortable do you feel expressing your personal identity in your immediate work environment?	2017	69%	21%	9%
	2019	66%	24%	11%
	2020	63%	26%	11%
	2023	71%	21%	9%
Overall, how socially isolated do you feel at Baylor?	2017	68%	25%	6%
	2019	70%	23%	7%
	2020	64%	27%	9%
	2023	73%	22%	6%
How beneficial/detrimental are the actions of the President/Vice Presidents in promoting diversity?	2017	57%	29%	14%
	2019	67%	15%	18%
	2020	73%	12%	15%
	2023	72%	16%	12%
How beneficial/detrimental are the actions of the Provost/Vice Provosts in promoting diversity?	2017	63%	27%	10%
	2019	61%	22%	18%
	2020	64%	20%	16%
	2023	67%	18%	14%

The following items were identified in 2017 as primary areas of action for staff at Baylor University. Responses to these items changed over time:

- *How much help do you get from your workplace in balancing your professional and personal life?* The proportion of respondents who answered “A great deal” or “A lot” decreased from 45% in 2017 to 39% in 2020 and increased to 48% in 2023.
- *How fair and equitable have promotion decisions been in the past 12 months?:* The proportion of respondents who answered “Extremely” or “Very fair and equitable” increased from 38% in 2017 to 39% in 2020 and 47% in 2023.
- In 2023, approximately one-quarter of respondents answered negatively to all items within the primary areas of action.

Table 4: 2017 Staff Primary Areas of Action

Item	Year	% Positive	% Neutral	% Negative
How much help do you get from your workplace in balancing your professional and personal life?	2017	45%	28%	26%
	2019	43%	31%	26%
	2020	39%	31%	30%
	2023	48%	28%	24%
How fair and equitable have promotion decisions been in the past 12 months?	2017	38%	36%	26%
	2019	43%	32%	25%
	2020	39%	36%	25%
	2023	47%	31%	23%
How satisfied are you, in general, with your opportunities for career advancement within Baylor?	2017	40%	36%	24%
	2019	37%	34%	29%
	2020	39%	33%	29%
	2023	43%	33%	23%
How fair and equitable have salary decisions been in the past 12 months?	2017	35%	37%	27%
	2019	39%	33%	27%
	2020	37%	36%	26%
	2023	41%	31%	28%

Staff - Primary Areas of Strength and Action: 2023

The following items were identified as areas of strength and action among staff in 2023 based upon the average rating by respondents. Staff responded positively to items related to *experiences with bullying, professional work environment, and courteous and professional relations*. Areas of action were identified as *race discrimination, diversity of student body and ideology, and fairness and resource allocation*. Further analysis will be conducted internally to identify any differences within staff groups.

Figure 6: 2023 Staff Primary Areas of Strength

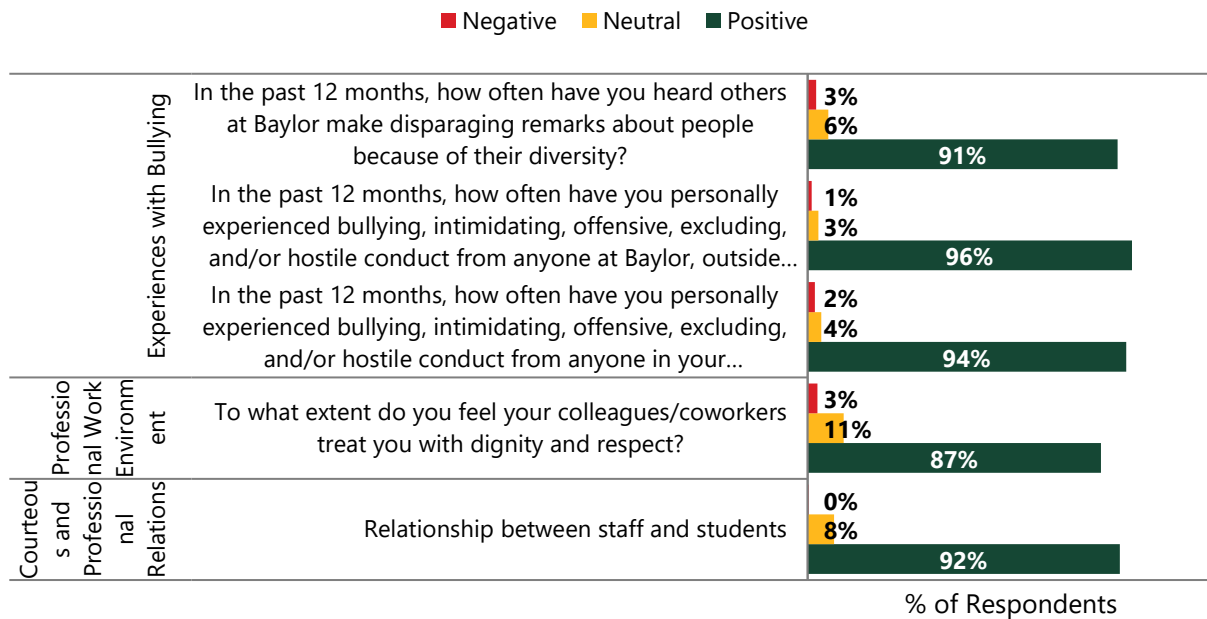
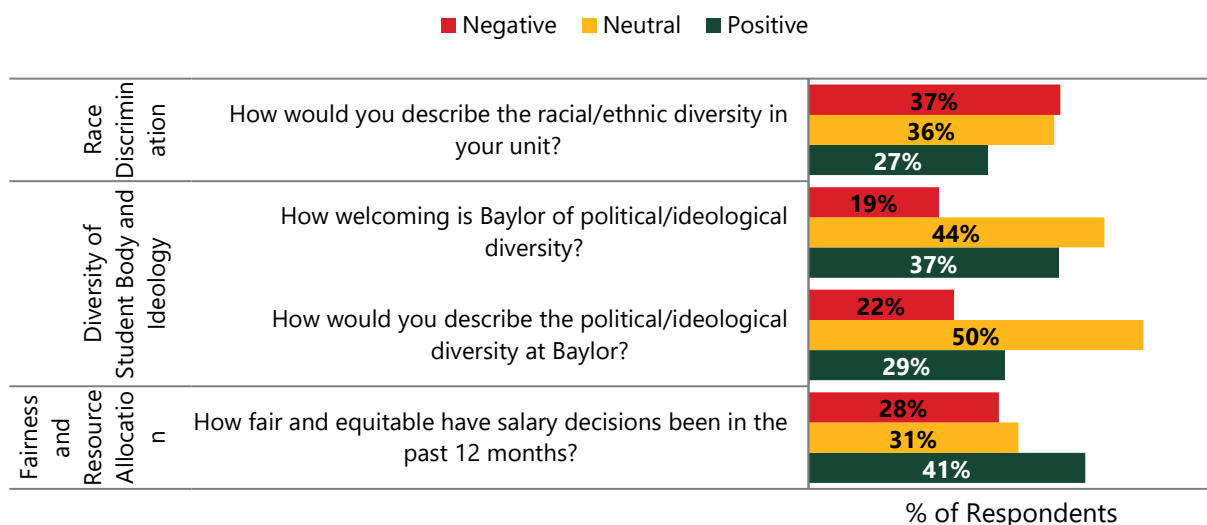


Figure 7: 2023 Staff Primary Areas of Action



Students

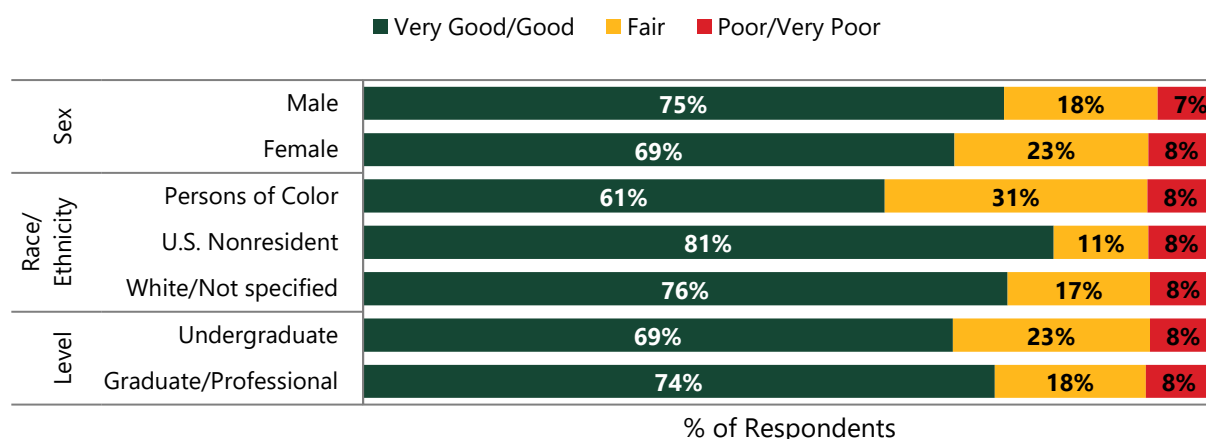
Students - Overall Climate: 2023

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. Additionally, the proportion of respondents who answered “Good” or “Very Good” was lower for persons of color and undergraduate students as compared to their counterparts.

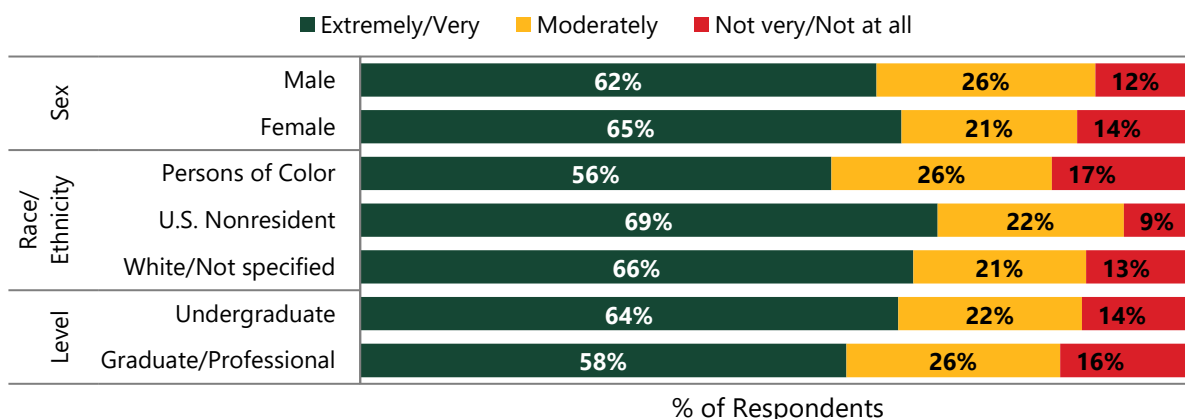
Responses to the item *Overall, how strongly would you recommend Baylor University to other students?* were similar between male and female students whereas a greater proportion of undergraduate students and students who identified as White or had no race/ethnicity specified answered “Extremely” or “Very Strongly” to the item as compared to graduate/professional students and persons of color.

Figure 8: 2023 Student Responses to Climate

Overall, how would you rate the climate at Baylor University?



Overall, how strongly would you recommend Baylor University to other students?



Students - Primary Areas of Strength and Action: 2017

The following items were identified in 2017 as primary areas of strength for students at Baylor University. Some differences in responses were present between the 2017 and 2023 survey administrations:

- *How comfortable do you feel expressing your personal identity at Baylor?* The proportion of respondents who answered "Not very" or "Not at all comfortable" increased from 25% in 2017 to 21% in 2023.
- *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 and decreased to 60% in 2023.
- *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 and decreased to 55% in 2023.
- *Satisfaction with diversity in extracurricular student groups or activities:* The proportion of respondents who answered "Extremely" or "Very satisfied" increased from 56% in 2017 to 60% in 2023.

Table 5: 2017 Student Primary Areas of Strength

Item	Year	% Positive	% Neutral	% Negative
How active are faculty/instructors at Baylor in empowering you to learn?	2017	77%	19%	4%
	2020	75%	21%	5%
	2023	73%	23%	4%
How comfortable do you feel expressing your personal identity at Baylor?	2017	61%	24%	15%
	2020	57%	26%	17%
	2023	54%	25%	21%
How helpful are faculty/instructors at Baylor?	2017	81%	17%	2%
	2020	77%	20%	3%
	2023	74%	22%	4%
How much do the Deans and Department Chairs respect diversity?	2017	59%	24%	16%
	2020	64%	26%	11%
	2023	60%	27%	13%
How much do the faculty/instructors at Baylor believe in your potential to succeed academically?	2017	80%	15%	5%
	2020	80%	16%	5%
	2023	79%	16%	6%
How much do the President/Vice Presidents respect diversity?	2017	56%	24%	21%
	2020	71%	20%	10%
	2023	60%	24%	16%

How much do the Provost/Vice Provosts respect diversity?	2017	52%	26%	21%
	2020	62%	26%	11%
	2023	55%	29%	16%
How much do you think administrative support staff at Baylor treat you with dignity and respect?	2017	79%	15%	6%
	2020	81%	13%	6%
	2023	80%	15%	5%
How much do you think staff in the graduate studies office at Baylor treat you with dignity and respect?	2017	83%	14%	3%
	2020	87%	11%	3%
	2023	83%	14%	3%
How much do you think staff in the Registrar's office at Baylor treat you with dignity and respect?	2017	75%	19%	7%
	2020	81%	16%	4%
	2023	78%	18%	5%
How much do you think Student Life staff at Baylor treat you with dignity and respect?	2017	83%	13%	5%
	2020	82%	14%	5%
	2023	82%	14%	4%
How satisfied are you with the extent to which social and cultural activities reflect your personal identity?	2017	53%	32%	15%
	2020	50%	32%	17%
	2023	49%	33%	18%
Satisfaction with diversity in extracurricular student groups and activities	2017	56%	29%	15%
	2020	55%	31%	15%
	2023	60%	28%	12%
Satisfaction with diversity in recreational areas such as the McLane Student Life Center (SLC)	2017	66%	26%	8%
	2020	60%	32%	9%
	2023	59%	30%	11%
Satisfaction with diversity in the Bill Daniel Student Center (BDSC)	2017	61%	30%	9%
	2020	58%	34%	8%
	2023	61%	31%	8%

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 2023:

- *Satisfaction with diversity in classroom/academic settings:* The proportion of respondents who answered “Extremely satisfied” or “Very satisfied” increased from 52% in 2017 to 56% in 2020 and 59% in 2023.
- *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 and increased slightly to 14% in 2023.

Table 6: 2017 Student Primary Areas of Action

Item	Year	% Positive	% Neutral	% Negative
Satisfaction with diversity in classroom/academic settings	2017	52%	31%	17%
	2019	56%	29%	15%
	2023	59%	26%	16%
Satisfaction with diversity in residence halls/University housing/Residential areas	2017	53%	30%	18%
	2019	55%	32%	13%
	2023	53%	33%	14%

Students - Primary Areas of Strength and Action: 2023

The following items were identified as areas of strength and action among students in 2023 based upon the average rating by respondents. Students responded positively or with low incident rates to items related to *violence to self and others, offensive images and comments, and dignity and respect*. Areas of action were identified as *satisfaction with diversity and overall climate*. Further analysis will be conducted internally to identify any differences within student groups.

Figure 9: 2023 Student Primary Areas of Strength

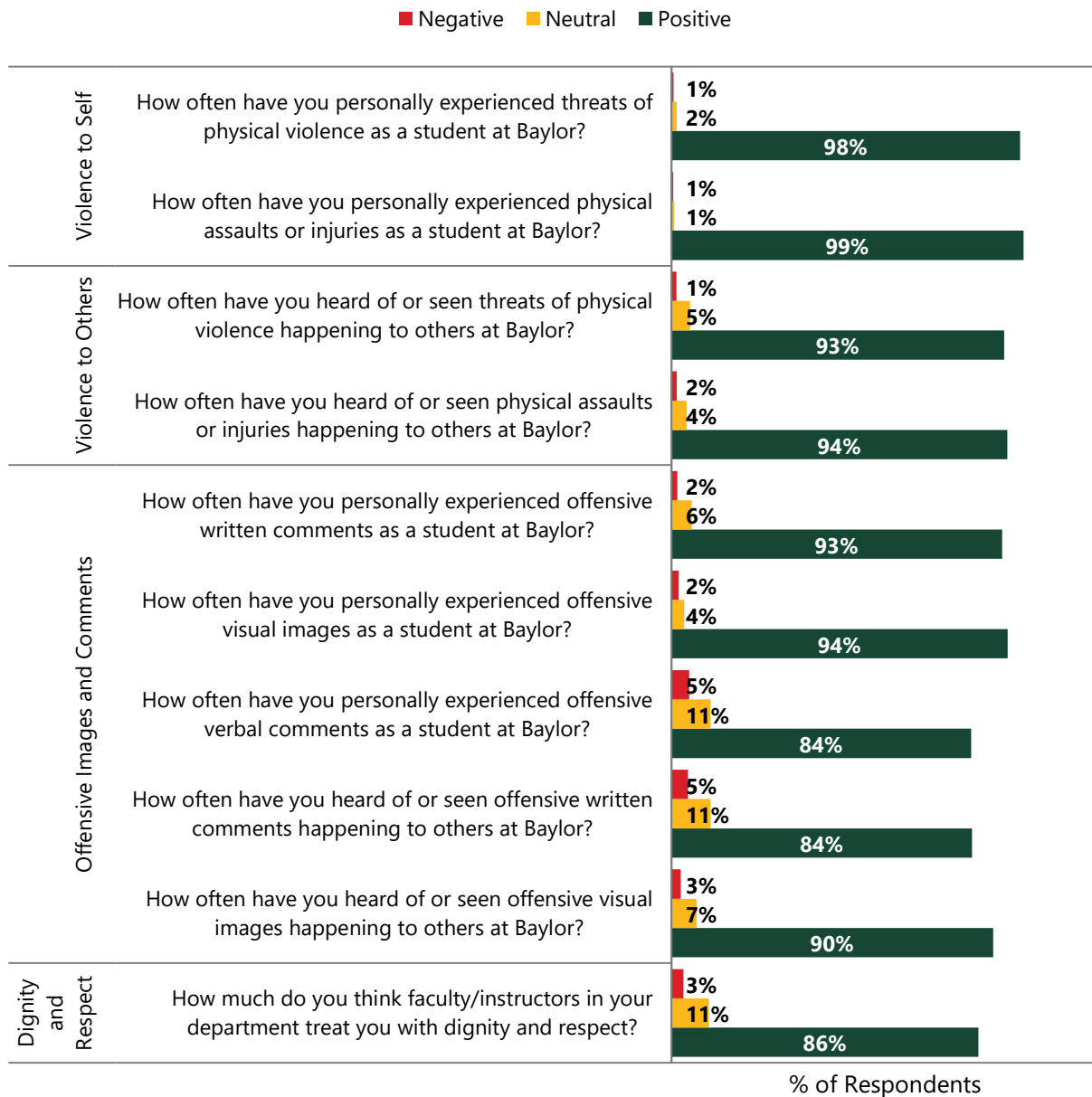


Figure 10: 2023 Student Primary Areas of Action

