



# 2020 CLIMATE SURVEY

MAY 2020

KEY FINDINGS FROM THE  
FACULTY/ADMINISTRATOR SURVEY

UNIVERSITY OF CENTRAL FLORIDA  
OPERATIONAL EXCELLENCE AND ASSESSMENT SUPPORT

OEAS SUPPORTS EFFORTS TO IMPROVE THE QUALITY OF STUDENT LEARNING OUTCOMES AND THE EFFECTIVENESS AND EFFICIENCY OF UNIVERSITY OPERATIONS THROUGH ASSESSMENT AND ANALYTICS



## EXECUTIVE SUMMARY FOR FACULTY/ADMINISTRATOR SURVEY

Most important findings from the 2020 Campus Climate Survey for faculty/administrators:

**Survey administration:** Campus Climate Surveys, LLC administered three Viewfinder® Campus Climate Survey instruments to faculty and administrators, staff members, and students in spring 2020. Of the 3,174 faculty and administrators invited to participate, 503 responded to the survey (response rate: 15.8%). More than half the respondents self-identified as professors, associate professors, or assistant professors. Over half of respondents were female (56%) and almost 20% self-identified as employees of color. More than half of respondents have been employed at UCF for over five years (57%).

**Analysis and Limitations:** Data analysis was conducted and reported separately for the different stakeholder groups. An empirical approach was designed by Operational Excellence and Assessment Support (OEAS) where multiple criteria were applied. Criteria used to identify key findings included the following: a) Chi-square group difference statistical tests for the following groups – gender, years of employment, rank (Professor/Associate Professor, Assistant Professor, Lecturer/Adjunct Professor/Instructor, Senior and Other Administrators, and Others), employee of color and b) thresholds for percent positive, negative, “I don’t know,” and “not applicable” responses on survey items.

Please note that caution must be exercised when drawing inferences as the response rate for the faculty/administrator survey is not adequate. It is not representative to generalize to the overall UCF faculty/administrator population. Additionally, it is important to note that the conclusions in this report are based solely on univariate and bivariate analyses.

**Corroborative Evidence:** Important to note is that the responses to survey items that queried about sense of belonging, mentoring, bullying, and feeling valued are consistent with the findings of three other research explorations conducted recently at UCF. The 2020 Compliance and Ethics Culture



(CECS) which was conducted to evaluate the compliance and ethics culture at UCF and the Collaborative on Academic Careers in Higher Education (COACHE) surveys were administered to faculty in an effort to improve outcomes in faculty recruitment, development, and retention. Lastly in 2019, a Diversity & Inclusion Focus Group Study was specifically conducted to discern how lived experiences of underrepresented stakeholders impacted scholarship, teaching practices, interactions with students, and involvement with local communities as these factors relate to UCF recruitment and retention practices.

The CECS was administered in partnership with Ethisphere, a global leader in defining and advancing the standards of ethical business practices. The COACHE surveys were administered in partnership with the Harvard Graduate School of Education and is dedicated to the discovery of and insight into the postsecondary faculty experience. Six Faculty Focus Group sessions were facilitated by Dr. S. Kent Butler with support from the office of Operational Excellence and Assessment Support (OEAS) to leverage a unified approach to recruitment and retention of faculty from marginalized communities.

It is clear through each study that transparency was a factor that a majority of respondents perceived as lacking at the university. In contrast, though not generalizable, the voices of faculty and staff of color vary widely from their White counterparts in how they perceive the sense of belonging, mentoring, bullying, and feeling valued at UCF. For additional information on the reports cited in this section please contact Dr. S. Kent Butler.

The next part of the report summarizes key findings for different topical areas on the UCF 2020 Climate Survey.

**Overall climate at UCF:** An overwhelming majority (86%) of faculty/administrator respondents were satisfied with their interactions with other employees, would recommend UCF to others considering working here (74%), and felt respected by other employees (84%). However, almost half of the respondents endorsed that all personnel (46%), including campus leadership (45%<sup>1: d</sup>), are not held

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<sup>1</sup> Chi-square test of independence to detect statistical differences with 95% confidence by gender <sup>a</sup>, years of experience <sup>b</sup>, rank <sup>c</sup>, employee of color <sup>d</sup>



to the same code of professional ethics and conduct. Additionally, more than one in three (38%<sup>1: a,c,d</sup>) respondents endorsed that their contributions to campus diversity efforts have not been recognized (awards, financial, incentives, etc.) and the policy to improve campus climate via diverse hiring was not effective (37%). Faculty/administrators of color had lower rates of positive endorsements for several survey items in this section compared to their peers.

**Work experience at UCF:** Almost three in four faculty/administrator (74%) respondents endorsed that they love their job. Almost all respondents (90%) believed that mentors were important for junior faculty and three in four (77%) felt they can get career advice from other faculty. Nevertheless, about half the respondents felt their research (57%) or writing (53%<sup>1: c</sup>) was supported. It should be noted that faculty/administrators – lecturers/adjunct professors/instructors – had lower rates of positive endorsements compared to their peers.

**Campus diversity:** More than three in four faculty/administrator respondents (77%<sup>1: d</sup>) believed that diversity and inclusion is very or somewhat important to campus leadership.

- How welcoming is UCF to different groups: More than two in three faculty/administrator (>66%) indicated that UCF is “very welcoming” or “welcoming” to the following groups – Caucasian/Whites (80%<sup>1: b</sup>), Women (74%<sup>1: a</sup>), First-generation students (72%<sup>1: b</sup>) Military and Veterans (70%), and Hispanic/Latinos (68%<sup>1: b,c,d</sup>). However, there were several groups that faculty/administrator respondents felt were not welcomed at the same high rates. These groups were – international students and employees (62%<sup>1: a,d</sup>), African Americans (57%<sup>1: b,c,d</sup>), People with Disabilities (57%<sup>1: a,b,c</sup>), People from the Middle East (46%<sup>1: a,b,c,d</sup>), Muslims (45%<sup>1: a,b,c,d</sup>), and Undocumented students (20%<sup>1: d</sup>). Statistical differences were found across faculty/administrator groups by gender, employees of color, rank, and years of employment at UCF. This suggests that different groups of respondents have differing impressions about how welcoming UCF is to others.



- Search committee and departmental processes: Of the faculty/administrator respondents who served on faculty search committees in the past two years (n = 240), 83% agreed or strongly agreed that their search committee required a diverse pool of candidates. “I don’t know,” “disagree” and “strongly disagree” responses were prevalent for many items that measured search committee and departmental hiring processes. For example, 50% of respondents disagreed or strongly disagreed and more than a quarter reported “I don’t know” about proactive departmental recruitment practices such as hosted events for future diverse faculty on campus<sup>1: d</sup> or having pipeline programs to attract diverse faculty.
- Campus diversity plan: While 35% of faculty/administrator respondents said UCF had a campus-wide strategic diversity plan, 56% endorsed “I don’t know.” Of the 157 who responded to the campus-wide strategic diversity plan items, about three in four (74%) agreed or strongly agreed that senior leadership establishes the campus vision for diversity. A large portion of respondents disagreed or strongly disagreed (>30%) that senior leadership creates a culture of accountability, that there is adequate financial support to drive campus diversity efforts, and departments have a way to effectively measure their diversity success.

**Personal experiences of discrimination, bias, or harassment:** Majority of faculty/administrator respondents (77%<sup>1: b,c</sup>) know where to report incidents of discrimination, bias, or harassment at UCF. Almost four in five (79%<sup>1: c</sup>) respondents agreed or strongly agreed they know how to support someone who shared with them their experience of sexual or relationship violence. About one in three (34%<sup>1: a,b,c</sup>) respondents endorsed that they have not witnessed or experienced any of the following: illegal activity, bullying, discrimination, bias, harassment, relationship or sexual violence, stalking, or retaliation. However, more than one in three also reported they witnessed or experienced bullying (38%<sup>1: a,b,c,d</sup>) or gender-based discrimination/bias/harassment (33%<sup>1: a,b</sup>). More than one in four (27%<sup>1: a,b,d</sup>) reported they witnessed or experienced discrimination/bias/harassment based on ethnicity.

It should be noted that female faculty/administrators reported having experienced or witnessed different forms of discrimination, bias, or harassment more often compared to their male



counterparts. Similarly, faculty/administrators of color reported having experienced or witnessed such incidences at a higher rate. Also, assistant professors and staff members who have been employed with UCF for more than five years reported having experienced or witnessed different forms of discrimination, bias, or harassment more often compared to their peers.

**Safety on campus and in the surrounding community:** An overwhelming majority of faculty/administrator respondents agreed or strongly agreed they feel safe on campus (88%) and off campus (85%). At least three in four respondents indicated the following safety measures must exist to feel safe: a) Ability to anonymously report concerns about a student or employee (someone who may be suicidal, mentally unstable, engaged in an illegal activity, etc.) (84%<sup>1: a</sup>); b) Parking lot lighting (83%<sup>1: a</sup>); c) Walkway lighting (79%<sup>1: a</sup>); and d) Street lighting (75%). For survey items regarding safety on and off campus, female faculty/administrators endorsed positively at a lower rate compared to their male counterparts.

## INTRODUCTION

The Interim Chief Equity, Inclusion and Diversity Officer contracted with Viewfinder® Campus Climate Surveys, LLC to conduct three (faculty and administrators, staff members, and students) Campus Climate Surveys in spring 2020 to inform strategic planning. Operational Excellence and Assessment Support (OEAS) was contacted by Dr. S. Kent Butler, Interim Chief Equity, Inclusion and Diversity Officer, in May 2020 to assist with the analysis and summary of the findings gleaned from the Campus Climate Surveys.

## METHODOLOGY

### Survey Instruments, Administration, and Data Sources

Campus Climate Surveys, LLC administered three Viewfinder® Campus Climate Survey instruments to faculty and administrators, staff members, and students in spring 2020. A total of 3,174 faculty and administrators were invited to participate in the Campus Climate Survey study through eight email invitations during the period February 24, 2020 to March 16, 2020. Campus Climate Surveys, LLC provided three SPSS data files and frequency reports as well as the final survey instruments.

### Demographics and Respondent Characteristics

Of the 3,174 faculty and administrators invited to participate, 503 responded to the survey (response rate: 15.8%). The characteristics and demographics of the faculty and administrators who responded to the survey items are summarized below:

- **Faculty/Administrator Rank:** 94 (19%) identified as professor, 86 (17%) as associate professor, 80 (16%) as assistant professor, 67 (14%) as lecturer, 48 (10%) as adjunct professor, 16 (3%) as senior administrators (assistant VP or above), and 41 (8%) as other administrators (dean, department chair, executive directors, etc.).
- **Gender:** Of the respondents who provided their gender, 226 (56%) were female, and 167 (42%) were males, and 4 (1%) identified as non-binary/nonconforming. There were 102 respondents who did not provide their gender, but these individuals were included in analysis.
- **Length of Employment with UCF:** 51 (10%) indicated they had been employed at UCF for less than one year, 157 (32%) for 1-5 years, 99 (20%) for 6-10 years, 64 (13%) for 11-15 years, 66 (13%) for 16-20 years, and 55 (11%) for 21 years or more.
- **Military Veterans and Disability:** 24 (5%) respondents identified themselves as military veterans while 23 (5%) self-identified as having a disability.
- **LGBTQIA+:** 57 (12%) respondents self-identified within the LGBTQIA+ community.

- **Employee of Color:** 93 (20%) respondents self-identified as employee of color.
- **International Faculty/Administrator:** 41 (9%) of the respondents were an international faculty/administrator member.

### Analysis Strategy and Limitations

Data analysis was conducted and reported separately for the different stakeholder groups. An empirical approach was designed by Operational Excellence and Assessment Support (OEAS) where multiple criteria were applied. Criteria used to identify key findings included the following: a) Chi-square group difference statistical tests for the following groups – gender, years of employment, rank, employee of color and b) thresholds for percent positive, negative, do not know and not applicable responses on survey items. Findings were flagged that reached a certain critical threshold for negative responses (depending on the survey item, above 20%) and the aggregate of “I don’t know” and “not applicable” response categories (depending on the survey item, above 20%). Positive responses at or above 66% were also flagged for examination using this threshold analysis approach. Specific questions asked of groups with few respondents such as questions asked of people with disabilities, military veterans, LGBTQIA+ respondents, and international respondents, can be analyzed separately in a future report.

For identifying statistical differences, Chi-square tests of independence were performed, at 95% confidence level, for the four groups – gender, years of employment at UCF, rank, and employee of color – where enough counts and responses by all levels were available. Group membership used for Chi-square tests were self-reported by faculty and administrator respondents as follows:

- Gender [female (n = 226), male (n = 167) and undisclosed (n = 106)]
- Years of Employment at UCF [5 years or less (n = 208) and 6 years or more (n = 284)]
- Rank [Professor and Associate Professors (n = 151), Assistant Professors (n = 81), Adjunct Professor & Instructor/Lecturers (n = 139), Senior and Other Administrators (n = 57), and Others (n = 25)]
- Employee of Color [yes (n = 93) and no (n = 374)].

Statistical differences between groups are noted throughout the document using a superscript “1” with the group(s) that were significant: a) by gender; b) by years of employment at UCF; c) by rank; and d) by employee of color.

**Limitations:**

Please note that caution must be exercised when drawing inferences as the response rate for the faculty/administrator survey is not adequate. It is not representative to generalize to the overall UCF faculty/administrator population. Additionally, it is important to note that the conclusions in this report are based solely on univariate and bivariate analyses.

## OVERALL CLIMATE AT UCF



An overwhelming majority (86%) of faculty/administrator respondents endorsed positive responses (“agree” or “strongly agree”) to the statement “I am satisfied overall with my interactions with other employees.” However, one in ten respondents (10%) endorsed negative (“disagree” or “strongly disagree”).

Similar sentiments were found for other items in this survey section: a) “I would recommend my campus to others considering working here” (positive: 74%; negative: 16%); b) “I am respected by employees (positive: 84%; negative: 5%); c) “I am satisfied with my off-campus community engagement (positive: 80%; negative: 8%<sup>1: b</sup>); d) “I have received adequate diversity training to engage with students and employees on campus” (positive: 67%; negative 21%<sup>1: d</sup>); and e) “Multiculturalism is a core value of our institution’s mission.” (positive: 63%; negative: 18%).

However, a large portion of faculty/administrator respondents had a negative opinion about the following items in this section: a) “All personnel are held to the same code of professional ethics and conduct” (positive: 35%; negative: 46%); b) “Campus leaders are held to appropriate measures of accountability and responsibility for campus climate” (positive: 30%; negative: 45%<sup>1: d</sup>); c) “My contributions to campus diversity efforts have been recognized (awards, financial incentives, etc.) (positive: 16%; negative: 38%<sup>1: c,d</sup>); and d) “The policy to improve campus climate via diverse hiring is effective.” (positive: 29%; negative: 37%). Faculty/administrators of color had lower rates of positive endorsements for several survey items in this section compared to their peers.

<sup>1</sup> Chi-square test of independence to detect statistical differences with 95% confidence by gender <sup>a</sup>, years of experience <sup>b</sup>, rank <sup>c</sup>, employee of color <sup>d</sup>

## WORK EXPERIENCE AT UCF

Almost three in four faculty/administrator respondents (74%) endorsed positive responses (“agree” or “strongly agree”) to the statement “I love my job” whereas about 13% endorsed negative responses (“disagree” or “strongly disagree”). Correspondingly, 70%<sup>1: b</sup> of the faculty/administrator respondents endorsed “disagree” or “strongly disagree” with the statement “I want to quit my job.” When they considered leaving UCF, the primary reasons faculty/administrators reported were: a) Salary/benefits are not adequate (44%<sup>1: c</sup>); b) Work not appreciated (37%<sup>1: a, b</sup>); c) Feeling of not belonging (24%<sup>1: c</sup>); d) No career advancement opportunities (23%<sup>1: a</sup>); and e) Offered a job elsewhere (21%).

An overwhelming majority (90%) of faculty/administrator respondents agreed or strongly agreed to the statement “Mentors are important for junior faculty.” A majority of faculty/administrator respondents endorsed positive responses to the following items in this survey section: a)



“Professional development is encouraged” (positive: 74%; negative: 21%); b) “There are other faculty I can get career advice from” (positive: 77%; negative: 16%); c) “My performance evaluations are fair and impartial” (positive: 71%; negative: 13%<sup>1: b, d</sup>); d) “My writing is supported” (positive: 53%; negative: 22%<sup>1: c</sup>); and e) “My research is supported” (positive: 57%; negative: 20%).

However, there were many respondents who had negative sentiments on several items on this topic: a) “I am underpaid for the work I do” (agreement: 62%; disagreement: 27% - Note: agreeing with the statement shows a negative sentiment); b) “My work-life balance is perfect” (positive: 29%; negative: 64%); c) “My workload is too heavy” (agreement: 61%; disagreement: 34% - Note: agreeing with the statement shows a negative sentiment); and d) “There are pay disparities here” (agreement: 74%; disagreement: 8% - Note: agreeing with the statement is a negative sentiment).

More than one in six (16%) (range: 7% to 31%) respondents reported having “very” or “extremely” high levels of stress, though it varied considerably by the source of the stress. The source of their highest level of stress was from administrators (31%<sup>1: b, c</sup>). Sources such as work/employment, family, family obligations, financial obligations and students were rated as “somewhat stressful” by about 40% - 50% of respondents.

## CAMPUS DIVERSITY

The campus diversity section focused on the following aspects: a) how welcoming UCF is to different groups; b) level of racial/ethnic integration at UCF; c) how well UCF promotes racial/cultural interactions between different groups; d) search committee and departmental processes; e) campus diversity training; f) campus diversity plan; and g) the importance of diversity and inclusion to campus leadership.

**How welcoming UCF is to different groups of people:** The question on the survey was: “Q34: How welcoming is UCF to different groups?” The response categories were: “very welcoming,” “somewhat welcoming,” “I don’t know” (inadvertently listed twice on the survey instrument), “not very welcoming,” and “not at all welcoming.” The responses “very welcoming” and “somewhat welcoming” were considered positive sentiments and “not very welcoming” and “not at all welcoming” were considered negative.

More than two in three faculty/administrator respondents (> 67%) endorsed positive responses for the following groups – Caucasian/Whites (positive: 80%; negative: 3%<sup>1: b</sup>), Women (positive: 74%; negative: 10%<sup>1: a</sup>), First-generation students (positive: 72%; negative: 4%<sup>1: b</sup>), Military and Veterans (positive: 70%; negative: 1%), and Hispanic/Latinos (positive: 68%; negative: 5%<sup>1: b,c,d</sup>). However, there were several stakeholder groups that respondents felt were not welcomed at the same high rates. These groups were – international students and employees (positive: 62%; negative: 9%<sup>1: a,d</sup>), African Americans (positive: 57%; negative: 11%<sup>1: b,c,d</sup>), People with Disabilities (positive: 57%; negative: 12%<sup>1: a,b,c</sup>), People from the Middle East (positive: 46%; negative: 12%<sup>1: a,b,c,d</sup>), Muslims (positive: 45%; negative: 11%<sup>1: a,b,c,d</sup>), and Undocumented students (positive: 20%; negative: 11%<sup>1: d</sup>). It should be noted that, on average, more than one in three (37%) respondents gave an answer of “I don’t know” to how welcoming UCF is to other groups of people. However, statistical differences were found across faculty/administrator groups by gender, employees of color, rank, and years of employment at UCF. This suggests that different groups of respondents have differing impressions about how welcoming UCF is to others.



**Level of racial/ethnic integration at UCF:** The question on the survey was: “Q35: How would you categorize the level of racial/ethnic integration on our campus?” The response categories were: “very integrated,” “somewhat integrated,” “I don’t know” (inadvertently listed twice on the survey

instrument), “not very integrated,” and “not at all integrated.” Most faculty/administrator respondents (positive: 69%<sup>1: c,d</sup>) rated racial/ethnic integration on the main campus positively – “very integrated” or “somewhat integrated.” Across various sub-items for this survey question, about half of respondents endorsed “I don’t know.” More than 10% of respondents rated racial/ethnic integration negatively – “not very integrated” or “not at all integrated” – for the following sub-items: during employee events (negative: 11%<sup>1: c,d</sup>), during meetings with faculty (negative: 15%<sup>1: a,d</sup>), and during meetings with administrators (negative: 20%<sup>1: a,c,d</sup>).



**How well UCF promotes racial/cultural interaction between different groups:** The question on the survey was: “Q36: How well does our institution promote racial/cultural interaction between different groups?” About one in two faculty/administrator respondents (53%<sup>1: a,d</sup>) indicated UCF promotes racial/cultural interaction between different groups “very well” or “somewhat,”

while about one in four (26%) indicated “not very well” or “not at all.” More than one in five (21%) reported “I don’t know” on this item.

**Search committee and departmental processes:** The question on the survey was: “Q31: To what extent do you agree or disagree with the following statements regarding your search committee and departmental processes?” The response categories were: “strongly agree,” “agree,” “I don’t know,” “disagree,” “strongly disagree,” and “not applicable.” 52%<sup>1: b,c</sup> of the faculty/administrator respondents served on a faculty search committee in the past two years (n=240 of 465).

Of the respondents who served on faculty search committees, 83% endorsed positive (“agree” or “strongly agree”) that “my search committee required a diverse pool of candidates,” whereas, 12% endorsed negative (“strongly disagree” and “disagree”). It should be noted that “I don’t know” and negative ratings were prevalent for many of the items that measured search committee and departmental hiring processes. For example, 50% of respondents endorsed negative (“disagree” or “strongly disagree”) and more than a quarter reported “I don’t know” about proactive departmental recruitment practices such as “hosted events for future diverse faculty on our campus” or “has pipeline programs to attract diverse faculty.” Also, about 45% of respondents disagreed that “a written diversity plan is required in my department” and an additional third (33%) of respondents endorsed “I don’t know.” Finally, over 30% these respondents endorsed negative responses or “I don’t know” on the survey item “my department is accountable for diversity progress.”

**Campus diversity training:** The question on the survey was: “Q29: The following groups should be required to participate in mandatory diversity training.” The response categories were: “strongly agree,” “agree,” “I don’t know,” “disagree,” “strongly disagree,” and “not applicable.” Overwhelmingly, respondents agreed about required diversity training for various stakeholders at UCF. The respondents agreed or strongly agreed that the following groups should participate in mandatory diversity training: administrative leadership (85%), faculty (77%); board of trustees (83%); search committee chairs (79%); search committee members (77%); staff members (77%); and students (72%).

**Campus diversity plan:** The question on the survey was: “Q33: To what extent do you agree or disagree with the following statements regarding our campus-wide strategic diversity plan?” The response categories were: “strongly agree,” “agree,” “I don’t know,” “disagree,” “strongly disagree,” and “not



applicable.” While 35%<sup>1: b,c,d</sup> of faculty/administrator respondents said UCF had a campus-wide strategic diversity plan, 50% endorsed “I don’t know.” Of the 157 faculty/administrators who responded to the items about the campus-wide strategic diversity plan, about three in four (74%) endorsed positive responses (“agree” or “strongly agree”) to the item “senior leadership establishes the campus vision for diversity.” Negative responses (“disagree” or “strongly disagree”) of greater than 30% were seen on some notable items such as “senior leadership creates a culture of accountability;” “there is adequate financial support to drive campus diversity efforts;” “we have a way to effectively measure our departmental diversity success;” and “I meet with our chief diversity officer regularly.” On average, across all the items on this topic more than one in four (28%) of the respondents endorsed “I don’t know.” A response of “I don’t know” showed a lack of detailed understanding of the practices related to diversity planning.

**Importance of diversity and inclusion to campus leadership:** For the survey item: “Q37: How important, in your opinion, is diversity and inclusion to the campus leadership?” more than three in four faculty/administrator respondents (77%<sup>1: d</sup>) endorsed that it is “very important” or “somewhat important,” while less than one in five (18%) endorsed “not that important” or “not at all important.”

## PERSONAL EXPERIENCES OF DISCRIMINATION/BIAS/HARASSMENT

The personal experiences of discrimination, bias, or harassment section consisted of questions focused on the following aspects: a) if the respondent has witnessed or experienced discrimination, bias, or harassment; b) who caused the offense; c) if the offense was reported; and d) the result of the incidence if it was reported; e) sexual and relationship violence; f) perceived employee support if they or someone they know experience sexual or relationship violence; and g) the university's preventative measures.

**Witnessed or experienced discrimination, bias, or harassment:** The question on the survey was: "Q41: Have you experienced/witnessed any of the following while employed at UCF? Check all that apply." About one in three (34%<sup>1: a,b,c</sup>) of the respondents endorsed that they have not witnessed or experienced any of the following: illegal activity, bullying, discrimination, bias, harassment, relationship or sexual violence, stalking, or retaliation.

However, more than one in three also reported they witnessed or experienced bullying (38%<sup>1: a,b,c,d</sup>) or gender-based discrimination/bias/harassment (33%<sup>1: a,b</sup>). More than one in four (27%<sup>1: a,b,d</sup>) reported they witnessed or experienced discrimination/bias/harassment based on ethnicity. Additionally, more than one in seven (>14%) reported they witnessed or experienced



discrimination/bias/harassment based on age (18%<sup>1: a,b</sup>), lack of English-speaking skills (18%<sup>1: b</sup>), political affiliation (18%<sup>1: b</sup>), for religious beliefs (15%<sup>1: a</sup>), or national origin (14%<sup>1: d</sup>). Furthermore, 14%<sup>1: a,b</sup> of the respondents reported that they experienced sexual harassment and 17%<sup>1: b,c</sup> experienced retaliation for reporting it. The top groups reported by faculty/administrator respondents to have caused the offense of discrimination, bias, or harassment were as follows: other faculty members (70%), other administrators (42%), students (35%<sup>1: c</sup>), or senior administrators (19%<sup>1: b</sup>). Though majority of respondents (77%<sup>1: b,c</sup>) knew where to report the incident at UCF, only one in three (33%<sup>1: a,b,c</sup>) reported the incident(s). Incidents were typically reported to their supervisor (49%<sup>1: d</sup>), Title IX Coordinator (34%), office of Institutional Equity (28%), a faculty member (25%), or a senior administrator (24%). In some instances, the incident was reported to the office of Compliance, Ethics, and Risk (14%), campus police (13%), or the Ombuds office (11%). It is important to note that these endorsements were not unique as the same incident could have been reported to multiple entities.

Of the sixty respondents who submitted written discrimination/ bias/harassment complaints over the past two years, 35% endorsed that their complaint was taken seriously while 43% endorsed that their complaint was addressed but not resolved to their satisfaction. One quarter of the respondents (25%) indicated that nothing was done after their complaint was reported while 18% indicated the complaint was resolved to their satisfaction. Reasons shared by respondents for not reporting the incident(s) included: a) fear of retaliation (39%<sup>1: a</sup>); b) not sure if anything would happen (39%); c) there was not enough evidence (30%); d) the respondent did not think the school would support them (29%<sup>1: a</sup>); e) the respondent decided that it was not important enough (26%<sup>1: b</sup>); f) fear of losing their job (21%<sup>1: a</sup>); g) the offender is no longer employed at UCF (10%); and h) there was no witness (10%).

It should be noted that female faculty/administrators reported having experienced or witnessed different forms of discrimination, bias, or harassment more often compared to their male counterparts. Similarly, faculty/administrators of color reported having experienced or witnessed such incidences at a higher rate. Also, assistant professors and staff members who have been employed with UCF for more than five years reported having experienced or witnessed different forms of discrimination, bias, or harassment more often compared to their peers.



**Sexual or Relationship Violence:** The question on the survey was: “Q38: To what extent do you agree or disagree with the following statements regarding perceived University responsiveness?” The response categories were: “strongly agree,” “agree,” “I don’t know,” “disagree,” “strongly disagree.”

Almost three in four (72%<sup>1: a,d</sup>) respondents endorsed positive responses (“agree” or “strongly agree”) to the statement “UCF would take a report of sexual or relationship violence seriously,” while about 13% endorsed negative responses (“disagree” or “strongly disagree”). Similarly, 76%<sup>1: a</sup> and 71%<sup>1: a,d</sup> responded positively to the statements, “I know how to contact confidential resources on campus” and “I know how to request an investigation regarding sexual or relationship violence,” respectively, while 11% and 13% endorsed negatively. Almost two out of three respondents (63%<sup>1: a,b,c</sup>) responded “I don’t know” when asked if, “employees who file reports of sexual or relationship violence are treated fairly during an investigation.”

**Perceived employee support if they or someone they know experienced sexual or relationship violence:** The question on the survey was: “Q39: To what extent do you agree or

disagree with the following statements regarding employee support?” The response categories were: “strongly agree,” “agree,” “I don’t know,” “disagree,” “strongly disagree.”

Almost four in five (79%<sup>1:c</sup>) faculty/administrator respondents endorsed “agree” or “strongly agree” to the statement – “I would know how to support someone who shared with me that they experienced sexual or relationship violence” while about 10% endorsed “disagree” or “strongly disagree.” Almost half (48%<sup>1:a,b,d</sup>) of the respondents also agreed or strongly agreed to the following statement – “My peers would know how to support someone who shared with me [*sic. them*] that they experienced sexual or relationship violence.” Most respondents did not think that their peers (55%<sup>1:a</sup>) or other employees (39%<sup>1:a,d</sup>) would label them as a troublemaker if they were to file a report regarding sexual or relationship violence.

## SAFETY ON CAMPUS AND IN THE SURROUNDING COMMUNITY

**Feeling Safe:** The question on the survey was: “Q48: To what extent do you agree or disagree with the following statements about safety on/off campus? The response categories were: “strongly agree”, “agree,” “I don’t know,” “disagree,” “strongly disagree,” and “not applicable.” An overwhelming majority of faculty/administrator respondents endorsed positive responses (“agree” or “strongly agree”) to the survey items “I feel safe on campus” (positive: 88%; negative: 8%) and “I feel safe off campus” (positive: 85%; negative: 7%). Notably, more than one in three respondents indicated “I don’t know” to the items “Employees are supportive of other employees who have experienced incidences of physical confrontation” (39%<sup>1:a</sup>) and “Employees are supportive of other employees who have experienced incidences of emotional confrontation (discrimination, sexual harassment, bullying)” (33%<sup>1:b,d</sup>).

**Campus police:** The question on the survey was: “Q49: To what extent do you agree or disagree with the following statements regarding campus police?” The response categories were: “strongly agree”, “agree”, “I don’t know,” “disagree,” “strongly disagree,” and “not applicable.” Vast majority of the faculty/administrator respondents either agreed or strongly agreed to the following survey items, “Campus police should be required to participate in on-going diversity training” (87%) and “Campus police should be reflective of the diversity of our students” (82%). Only 43% of respondents thought “police are qualified/trained to deal with all aspects of diversity” and an additional 43% responded that they “I don’t know.” Only 50% of respondents agreed or strongly agreed that “police should be armed at all times.”



**Improving safety on campus:** The question on the survey was: “Q50: Which of the following safety measures must exist on campus in order for you to feel safe? Check all that apply.” Over 66% of faculty/administrator respondent endorsed the following safety measures must exist to feel safe: a) Ability to anonymously report concerns about a student or employee (someone who may be suicidal, mentally unstable, engaged in an illegal activity, etc.) (84%<sup>1: a</sup>); b) Parking lot lighting (83%<sup>1: a</sup>); c) Walkway lighting (79%<sup>1: a</sup>); d) Street lighting (75%); e) Emergency call boxes (73%); f) A policy banning guns on campus (71%<sup>1: c</sup>); g) Maintenance of improperly working safety items (lightbulbs that are out, call boxes not working, etc.) (69%<sup>1: a</sup>); h) Information about emergency procedures in case of a campus lockdown, extreme weather, etc. (68%<sup>1: a, c</sup>); i) Quick response by administration to campus emergencies (68%<sup>1: a</sup>); j) Bike or foot patrol campus police (66%); and k) Interior lighting in campus buildings after dark (66%<sup>1: a</sup>).

## RELIGION/NON-RELIGION/SPIRITUAL AFFILIATION

The question on the survey was: “Q16: To what extent do you agree or disagree with the following statement related to Religion.” The response categories were: “strongly agree”, “agree,” “I don’t know,” “disagree,” “strongly disagree,” and “not applicable.” While 42%<sup>1: b</sup> and 56% of faculty/administrator respondents endorsed positive responses (“strongly agree” or “agree”) to the items “I can openly express my religious/spiritual beliefs on campus” and “in the surrounding community,” respectively, about 21% and 14% of the respondents endorsed negative responses (“disagree” or “strongly disagree”) respectively. More than 30% of respondents reported “I don’t

know” when asked if their religious/spiritual beliefs are treated with respect by specific groups such as students, faculty, staff, or administrators.

## POLITICAL AND WORLD VIEWS

The question on the survey was: “Q17: To what extent do you agree or disagree with the following statement related to Political and World Views.” The response categories were: “strongly agree”, “agree,” “I don’t know,” “disagree,” “strongly disagree,” and “not applicable.” While 45%<sup>1: a</sup> of the faculty/administrator respondents endorsed positive responses



(“agree” or “strongly agree”) to the statement, “I can openly express my political views/worldviews on campus,” about 36% of the respondents endorsed negative responses (“disagree” or “strongly disagree”). Similar patterns could be found for the item, “I can openly express my political views/worldviews in the surrounding community” (positive: 53%; negative: 27%).

Half of the respondents (50%) endorsed “I don’t know” to the survey item, “Employees with my political views/worldviews are well-represented on the new Leadership Council for Equity, Inclusion, and Diversity.” Other items in this survey section had similar patterns of high endorsements of “I don’t know.” These items were: a) “My political views/worldviews are treated with respect by students (39%<sup>1: d</sup>); b) “My political views/worldviews are treated with respect by faculty (27%<sup>1: d</sup>); c) “My political views/worldviews are treated with respect by staff (37%<sup>1: d</sup>); and d) “My political views/worldviews are treated with respect by administrators (41%<sup>1: a,d</sup>).



# CLIMATE SURVEY



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