



2020 CLIMATE SURVEY

MAY 2020

KEY FINDINGS FROM THE STAFF MEMBER 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 STAFF MEMBER SURVEY

Most important findings from the 2020 Campus Climate Survey for staff members:

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 4,368 staff members invited to participate, 1,021 responded to the survey (response rate: 23.4%). Slightly less than half (45%) of the respondents self-identified as Administrative and Professional (A&P) employees, while 16% were University Support Personnel System (USPS) employees, and the rest did not endorse either category. Almost two in three respondents were female (65%) and more than quarter of the respondents (27%) self-identified as employees of color. More than half of respondents have been employed at UCF for over five years (51%).

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, staff group (A&P, USPS, and other), 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 staff member survey is not adequate. It is not representative to generalize to the overall UCF staff 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 (88%) of staff member respondents were satisfied with their interactions with other employees and would recommend UCF to others considering working here (78%). However, almost half of the respondents disagreed or strongly disagreed that all personnel (46%^{1: a, b}), including campus leadership (40%), are held to the same code of professional ethics and conduct. Additionally, one in three (33%) respondents endorsed that their contributions to campus diversity efforts have not been recognized (awards, financial,

¹ Chi-square test of independence to detect statistical differences with 95% confidence by gender ^a, years of experience ^b, staff group ^c, employee of color ^d



incentives, etc.) and 60%^{1: a,c,d} disagree that their school puts too much emphasis on diversity. Staff members of color had lower rates of positive endorsements for several survey items in this section compared to their peers.

Work experience at UCF: Almost two in three staff member (68%^{1: a}) respondents endorsed that they love their job. Almost all respondents (88%^{1: c}) believed that mentors were important for junior staff members and two in three (65%) felt they can get career advice from other employees. Almost three in four (74%^{1: a,c,d}) staff members agreed or strongly agreed that their ideas are acknowledged by their co-workers and supervisor. However, half of the staff respondents (50%^{1: b, c}) disagreed or strongly disagreed that the merit and promotion processes are fair. It should be noted that among staff members – USPS employees – had lower rates of positive endorsements compared to their peers.

Campus diversity: Most staff member respondents agreed or strongly agreed that senior leadership establishes the campus vision (75%) and shows a visible commitment to campus diversity (70%). However, 60% of respondents said that the campus diversity efforts should be led by each school with oversight by a central office.

- How welcoming is UCF to different groups: More than two in three staff member respondents (>66%) indicated that UCF is “very welcoming” or “welcoming” to the following groups – Caucasian/Whites (positive: 83%; negative: 2%^{1: c}), Women (positive: 78%; negative: 5%^{1: a,b,c}), First-generation students (positive: 75%; negative: 2%^{1: b}), Military and Veterans (positive: 73%; negative: 2%^{1: b}), Hispanic/Latinos (positive: 74%; negative: 3%^{1: d}), and International students and employees (positive: 67%; negative: 4%^{1: b,d}). However, there were several stakeholder groups that respondents felt were not welcomed at the same high rates. These groups were – African Americans (positive: 66%; negative: 6%^{1: c}), People with Disabilities (positive: 64%; negative: 10%), People from the Middle East (positive: 55%; negative: 8%^{1: d}), Muslims (positive: 55%; negative: 8%^{1: b,d}), and Undocumented students (positive: 29%; negative: 7%^{1: d}).



It should be noted that among staff members – USPS employees – ratings of their perception of how welcoming UCF was to different groups were lower than their peers.

- **Campus diversity plan:** While 42%^{1: b,d} of staff member respondents said UCF had a campus-wide strategic diversity plan, 50% endorsed “I don’t know.” A majority (53%^{1: d}) endorsed “I don’t know” and more than one in five (21%) disagreed or strongly disagreed that “there is adequate financial support to drive campus diversity.” Similar sentiments, 15% (“I don’t know”) and 26% (“disagree” or “strongly disagree”), were shared for the survey item “senior leadership creates a culture of accountability.” It should be noted that among staff members – A&P employees – had lower rates of positive endorsements compared to their peers while female staff members had higher rates of positive endorsements compared to their male counterparts.

Personal experiences of discrimination, bias, or harassment: Majority of staff member respondents (79%^{1: b}) know where to report incidents of discrimination, bias, or harassment at UCF. Almost four in five (80%) respondents agreed or strongly agreed they know how to support someone who shared with them their experience of sexual or relationship violence. More than one in three (38%^{1: a,b,c,d}) 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, respondents also reported to have witnessed or experienced bullying (40%^{1: a,b,c}) or gender-based discrimination/bias/harassment (25%^{1: b,c,d}). More than one in four (27%^{1: b,d}) reported they witnessed or experienced discrimination/bias/harassment based on ethnicity.

It should be noted that staff members of color reported having witnessed or experienced different forms of discrimination, bias, or harassment more often compared to their counterparts. Similarly, female staff members have witnessed or experienced bullying at higher rates compared to their male counterparts.

Safety on campus and in the surrounding community: An overwhelming majority of staff member respondents agreed or strongly agreed they feel safe on campus (91%) and off campus



(84%^{1: a,d}). 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%); b) Parking lot lighting (84%^{1: d}); c) Walkway lighting (82%^{1: d}); d) Street lighting (76%^{1: d}); and e) Maintenance of improperly working safety items (lightbulbs that are out, call boxes not working, etc.) (75%^{1: d}). It should be noted that though the employees of color feel safe on or off campus at the same rate as their counterparts, for survey items that address being supported by their peers, staff members of color respond less positively compared to their 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 4,368 staff members 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 4,368 staff members invited to participate, 1,021 responded to the survey (response rate: 23.4%). The characteristics and demographics of the staff members who responded to the survey items are summarized below:

- **Staff group:** 459 (45%) self-identified as Administrative and Professional (A&P), 165 (16%) as members of University Support Personnel System (USPS), and 395 (39%) respondents who did not self-identify as A&P or USPS were grouped in the Other category which includes respondents who did not pick “A&P” or “USPS,” but endorsed at least one of the following – “full-time,” “part-time,” “temporary,” “contract,” “salaried,” or “hourly.”
- **Gender:** Of the respondents who provided their gender, 527 (65%) were female, and 226 (28%) were male, and 7 (1%) and 4 (<0.5%) identified as non-binary/nonconforming and transgender man, respectively. There were 53 (6.5%) respondents who did not provide their gender, but these individuals were included in analysis.
- **Length of Employment with UCF:** 109 (11%) indicated they had been employed at UCF for less than one year, 384 (38%) for 1-5 years, 203 (20%) for 6-10 years, 125 (12%) for 11-15 years, 114 (11%) for 16-20 years, and 79 (8%) for 21 years or more.
- **Military Veterans and Disability:** 62 (6%) respondents identified themselves as military veterans while 65 (6%) self-identified as having a disability.

- **LGBTQIA+:** 122 (13%) respondents self-identified within the LGBTQIA+ community.
- **Employee of Color:** 251 (27%) respondents self-identified as employee of color.
- **International Staff member:** 15 (2%) of the respondents were an international staff 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, staff group, 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, staff group, 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 = 527), male (n = 226) and undisclosed (n = 261)]
- Years of Employment at UCF [5 years or less (n = 493) and 6 years or more (n = 521)]
- Staff group [A&P (n = 459), USPS (n = 165), and Other (n = 395)]
- Employee of Color [yes (n = 251) and no (n = 694)].

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 staff group; and d) by employee of color.

Limitations:

Please note that caution must be exercised when drawing inferences as the response rate for the staff member survey is not adequate. It is not representative to generalize to the overall UCF staff 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 (88%) of staff member respondents endorsed positive responses (“agree” or “strongly agree”) to the statement “I am satisfied overall with my interactions with other employees.” However, one in eleven respondents (9%) endorsed negative responses (“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: 78%; negative: 12%); b) “I have received adequate diversity training to engage with students and employees on campus” (positive: 70%; negative 16%^{1: a,b,c,d}); c) “Goals of the university are relevant to preparation of the world students will graduate into” (positive: 67%; negative: 14%); d) “I am satisfied with my off-campus community engagement (positive: 63%; negative: 7%^{1: a,c}); and e) “Multiculturalism is a core value of our institution’s mission.” (positive: 60%; negative: 11%^{1: a,d}).

However, a large portion of staff member respondents had a negative opinion about the following items in this section: a) “Our school puts too much emphasis on diversity.” (agreement: 17%; disagreement: 60%^{1: a,c,d} - Note: agreeing with the statement shows a negative sentiment); b) “All personnel are held to the same code of professional ethics and conduct” (positive: 37%; negative: 46%^{1: a,b}); c) “Campus leaders are held to appropriate measures of accountability and responsibility for campus climate” (positive: 34%; negative: 40%); d) “My contributions to campus diversity efforts have been recognized (awards, financial incentives, etc.) (positive: 18%; negative: 33%); and e) “If there were recognitions (awards, financial incentives, etc.) for contributions to campus diversity, I would participate in advancing those efforts (positive: 38%; negative: 23%^{1: a,d}).

Staff members of color had lower rates of positive endorsements for several survey items in this section compared to their peers.



¹ Chi-square test of independence to detect statistical differences with 95% confidence by gender ^a, years of experience ^b, staff group ^c, employee of color ^d

WORK EXPERIENCE AT UCF



More than two in three staff member respondents (68%^{1: a,d}) endorsed positive responses (“agree” or “strongly agree”) to the statement “I love my job” whereas about 17% endorsed negative responses (“disagree” or “strongly disagree”). Correspondingly, 62%^{1: a,d} of the respondents endorsed “disagree” or “strongly disagree” with the statement “I want to quit my job.” When they considered leaving UCF, the primary reasons staff members reported were: a) Salary/benefits are not adequate (55%^{1: c,d}); b) No career advancement opportunities (42%^{1: a,b,d}); c) Work not appreciated (34%^{1: a,b,c,d}); d) Feeling of not belonging (23%^{1: a,b,d}); and e) Co-worker tension (20%^{1: a}).

An overwhelming majority (88%^{1: c}) of staff member respondents agreed or strongly agreed to the statement “Mentors are important for junior staff members.” A majority of staff member respondents endorsed positive responses to the following items in this survey section: a) “Professional development is encouraged” (positive: 76%; negative: 19%); b) “There are other employees I can get career advice from” (positive: 65%; negative: 19%^{1: a}); c) “My performance evaluations are fair and impartial” (positive: 72%; negative: 11%^{1: b,c,d}); d) “My ideas are acknowledged by my co-workers and supervisor” (positive: 74%; negative: 14%^{1: a,c,d}); and e) “I am satisfied with my employee benefits package” (positive: 80%; negative: 13%^{1: c,d}).

However, there were many respondents who had negative sentiments on several items on this topic: a) “There are pay disparities here” (agreement: 73%; disagreement: 8%^{1: b,c} - Note: agreeing with the statement is a negative sentiment); b) “I am underpaid for the work I do” (agreement: 68%; disagreement: 20%^{1: a} - Note: agreeing with the statement shows a negative sentiment); c) “Adequate funding exists to support my professional development” (positive: 27%; negative: 48%^{1: b,c}); d) “My workload is too heavy” (agreement: 45%; disagreement: 47%^{1: b,c} - Note: agreeing with the statement shows a negative sentiment); e) “My work-life balance is perfect” (positive: 42%; negative: 50%^{1: b,c}); f) “I have experienced micro-aggression in my department” (agreement: 41%; disagreement: 45%^{1: b,c,d} - Note: agreeing with the statement shows a negative sentiment); g) “The merit and promotion processes are fair” (positive: 17%; negative: 50%^{1: b,c}); h) “I can easily track my improvement in areas of diversity in my annual performance review” (positive: 40%; negative: 31%^{1: b,c}).

More than one in six (>16%) (range: 4% to 37%) 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 financial obligations (37%^{1:b}), work/employment (26%^{1:b,c}), and administrators (24%^{1:c}). Sources such as faculty, family, family obligations, staff, and students were rated as “somewhat stressful” by about 22% - 52% of respondents. It should be noted that among staff members – USPS employees – had lower rates of positive endorsements compared to their peers.

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) campus diversity training; e) campus diversity plan; and f) the importance of diversity and inclusion to campus leadership.

How welcoming UCF is to different groups of people: The question on the survey was: “Q32: How welcoming is UCF to different groups?” The response categories were: “very welcoming,” “somewhat welcoming,” “I don’t know,” “not very welcoming,” “not at all welcoming,” and “not applicable.” 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 staff member respondents (>67%) endorsed positive responses for the following groups – Caucasian/Whites (positive: 83%; negative: 2%^{1:c}), Women (positive: 78%; negative: 5%^{1:a,b,c}), First-generation students (positive: 75%; negative: 2%^{1:b}), Military and Veterans (positive: 73%; negative: 2%^{1:b}), Hispanic/Latinos (positive: 74%; negative: 3%^{1:d}), and International students and employees (positive: 67%; negative: 4%^{1:b,d}). However, there were several stakeholder groups that respondents felt were not welcomed at the same high rates. These groups were – African Americans (positive: 66%; negative: 6%^{1:d}), People with Disabilities (positive: 64%; negative: 10%), People from the Middle East (positive: 55%; negative: 8%^{1:d}), Muslims (positive: 55%; negative: 8%^{1:b,d}), and Undocumented students (positive: 29%; negative: 7%^{1:d}). It should be noted that, on average, more than one in four (27%) 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 staff members groups by gender,



employees of color, staff groups, and years of employment at UCF. This suggests that different groups of respondents have differing impressions about how welcoming UCF is to others. Furthermore, among staff members – USPS employees – ratings of their perception of how welcoming UCF was to different groups were lower than their peers.

Level of racial/ethnic integration at UCF: The question on the survey was: “Q33: 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 staff member respondents (positive: 68%^{1: d}) 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 (47%) endorsed “I don’t know.” A small fraction of respondents rated racial/ethnic integration negatively – “not very integrated” or “not at all integrated” – for the following sub-items: during meetings with administrators (negative: 15%^{1: c,d}), during employee events (negative: 10%^{1: b,d}), and during meetings with faculty (negative: 9%^{1: a,d}).



How well UCF promotes racial/cultural interaction between different groups: The question on the survey was: “Q34: How well does our institution promote racial/cultural interaction between different groups?” More than one in two staff member respondents (58%^{1: a,c,d}) indicated UCF promotes racial/cultural interaction between different groups “very well” or “somewhat,”

while about one in six (17%) indicated “not very well” or “not at all.” One in five (20%) reported “I don’t know” on this item.

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 (88%) agreed or strongly 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 (92%), faculty (90%); board of trustees (90%); search committee chairs (89%); search committee members (88%); staff members (87%); and students (80%^{1: a,d}).

Campus diversity plan: The question on the survey was: “Q31: 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 42%^{1: b,d} of staff member respondents said UCF had a campus-wide strategic diversity plan, 50% endorsed “I don’t know.” Of the 396 staff members who responded to the items about the campus-wide strategic diversity plan, a majority (75%) of staff member respondents endorsed positive responses (“agree” or “strongly agree”) to the survey item “senior leadership establishes the campus vision for diversity,” whereas, 9% endorsed negative (“strongly disagree” and “disagree”). Similarly, about 70% agreed or strongly agreed that “senior leadership shows a visible commitment to campus diversity,” whereas, about 14% disagreed or strongly disagreed. A majority (60%) agreed or strongly agreed to the survey item, “diversity efforts should be led by each school with oversight by a central office,” whereas 11% disagreed or strongly disagreed.

More than half (53%^{1: b}) of respondents endorsed “I don’t know” and about one in ten (10%) endorsed negative responses (“disagree” or “strongly disagree”) to the statement, “my division/unit required a written diversity plan.” Similarly, about 34% endorsed “I don’t know” and one in eight (13%^{1: b}) disagreed or strongly disagreed that their division/unit is accountable for diversity progress. A majority (53%^{1: d}) endorsed “I don’t know” and more than one in five (21%) disagreed or strongly disagreed that “there is adequate financial support to drive campus diversity”. Similar sentiments, 15% (“I don’t know) and 26% (“disagree” or “strongly disagree”), were shared for the survey item “Senior leadership creates a culture of accountability.” Finally, about half the respondents (49%) endorsed “I don’t know” and about one in eleven (9%) endorsed negative responses (“disagree” or “strongly disagree”) to the survey item, “our Board of Trustees is supportive of campus diversity efforts.”

It should be noted that among staff members – A&P employees – had lower rates of positive endorsements compared to their peers while female staff members had higher rates of positive endorsements compared to their male counterparts.

Importance of diversity and inclusion to campus leadership: For the survey item: “Q35: How important, in your opinion, is diversity and inclusion to the campus leadership?” about four out of five staff respondents (80%^{1: b,d}) endorsed that it is “very important” or “somewhat important,” while less than one in eleven (9%) 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.



Experienced discrimination, bias, or harassment: The question on the survey was: “Q39: Have you experienced/witnessed any of the following while employed at UCF? Check all that apply.” More than one in three (38%^{1: a,b,c,d}) 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, about four in ten also reported they witnessed or experienced bullying (40%^{1: a,b,c}) and about one in four reported gender-based discrimination/bias/harassment (25%^{1: b,c,d}). More than one in four (27%^{1: b,d}) reported they witnessed or experienced discrimination/bias/harassment based on ethnicity. Additionally, at least one in seven (>14%) reported they witnessed or experienced discrimination/bias/harassment based on age (21%^{1: b}), lack of English-speaking skills (18%^{1: b,d}), or political affiliation (14%^{1: a}). Furthermore, 9%^{1: b} of the respondents reported that they experienced sexual harassment and 18%^{1: a,b,d} experienced retaliation for reporting. The top groups reported by staff respondents to have caused the offense of discrimination, bias, or harassment were as follows: other staff members (60%), non-senior administrators (43%^{1: a,b,c}), faculty members (29%), or students (22%). Though majority of respondents (79%^{1: b}) knew where to report the incident at UCF, a little more than one in three (36%) reported the incident(s). Incidents were typically reported to their supervisor (57%), human resources (35%), office of Institutional Equity (25%^{1: c}), or a senior administrator (24%^{1: b}). In some instances, the incident was reported to campus police (15%), the Ombuds office (14%) or a Title IX Coordinator (13%). It is important to note that these endorsements were not unique as the same incident could have been reported to multiple entities.

Of the 170 respondents who submitted written discrimination/ bias/harassment complaints over the past two years, 34% endorsed that their complaint was taken seriously while 22% endorsed that their complaint was addressed but not resolved to their satisfaction. One third of the respondents (34%) indicated that nothing was done after their complaint was reported while 17%

indicated the complaint was resolved to their satisfaction. Reasons shared by respondents for not reporting the incident(s) included: a) not sure if anything would happen (47%); b) fear of retaliation (46%); c) there was not enough evidence (36%); d) fear of losing their job (33%); e) the respondent did not think the school would support them (31%); f) there was no witness (23%^{1: c}); g) the respondent decided that it was not important enough (22%); h) the process to file a complaint was not secure (14%^{1: a}); and i) the offender is no longer employed at UCF (11%).

It should be noted that staff members of color reported having witnessed or experienced different forms of discrimination, bias, or harassment more often compared to their counterparts. Similarly, female staff members have witnessed or experienced bullying at higher rates compared to their male counterparts.

Sexual or Relationship Violence: The question on the survey was: “Q36: To what extent do you agree or disagree with the following statements regarding perceived University responsiveness to sexual or relationship violence?” The response categories were: “strongly agree,” “agree,” “I don’t know,” “disagree,” “strongly disagree.”

Almost four in five (82%^{1: c,d}) staff member respondents endorsed positive responses (“agree” or “strongly agree”) to the statement “UCF would take a report of sexual or relationship violence seriously,” while about 6% endorsed negative responses (“disagree” or “strongly disagree”). Similarly, 82% and 74% 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 8% and 9% endorsed negatively. Almost two out of three respondents



(61%^{1: a,b,d}) 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: “Q37: 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 (80%) staff member 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 6% endorsed “disagree” or “strongly disagree.” A little

over half (53%) 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 (58%^{1: a, c}) or other employees (41%) 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: “Q46: 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.”



“strongly agree,” “agree,” “I don’t know,” “disagree,” “strongly disagree,” and “not applicable.” An overwhelming majority of staff member respondents endorsed positive responses (“agree” or “strongly agree”) to the survey items “I feel safe on campus” (positive: 91%; negative: 6%) and “I feel safe off campus” (positive: 84%; negative: 8%^{1: a, d}). 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” (36%^{1: d}) and “employees are supportive of other employees who have experienced incidences of emotional confrontation (discrimination, sexual harassment, bullying)” (32%^{1: b, d}). It should be noted that though the employees of color feel safe on or off campus at the same rate as their counterparts, for survey items that address being supported by their peers, staff members of color respond less positively compared to their counterparts.

Campus police: The question on the survey was: “Q47: 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 staff member respondents either agreed or strongly agreed to the following survey items, “campus police should be required to participate in on-going diversity training” (91%) and “campus police should be reflective of the diversity of our students” (81%^{1: d}). About 61%^{1: a, b, d} of respondents thought “police are qualified/trained to deal with all aspects of diversity” and an additional 28% responded “I don’t know.”



Improving safety on campus: The question on the survey was: “Q48: Which of the following safety measures must exist on campus in order for you to feel safe? Check all that apply.” Over 66% of staff member respondents endorsed the following safety measures must exist to feel safe: a) Parking lot lighting (84%^{1: d}); b) Ability to anonymously report concerns about a student or employee (someone who may be suicidal, mentally unstable, engaged in an illegal activity, etc.) (84%); c) Walkway lighting (82%^{1: d}); d) Street lighting (76%^{1: d}); e) Maintenance of improperly working safety items (lightbulbs that are out, call boxes not working, etc.) (75%^{1: d}); f) Emergency call boxes (74%); g) Information about emergency procedures in case of a campus lockdown, extreme weather, etc. (72%^{1: d}); h) Surveillance cameras (72%^{1: b}); i) Quick response by administration to campus emergencies (71%^{1: d}); j) Interior lighting in campus buildings after dark (71%); and k) Emergency services for incidents of sexual assault (68%).

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, 49%^{1: a,b,c} and 59%^{1: a,c} of staff member 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 18% and 10% of the respondents endorsed negative responses (“disagree” or “strongly disagree”). More than one in three respondents reported “I don’t know” when asked if their religious/spiritual beliefs are treated with respect by specific groups such as students (37%^{1: d}), faculty (37%^{1: a}), and administrators (35%^{1: a,b}).

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 41%^{1: a,b,c} of the staff member respondents endorsed positive responses (“agree” or “strongly agree”) to the statement, “I can openly express my political views/worldviews on campus,” about 32% 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: 50%; negative: 22%^{1: a,b,c}).

One in four respondents (25%^{1: b,c}) 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 (38%^{1: a}); b) “my political views/worldviews are treated with respect by faculty (40%^{1: a}); c) “my political views/worldviews are treated with respect by staff (34%^{1: b}); and d) “my political views/worldviews are treated with respect by administrators (40%^{1: a,b}).



CLIMATE SURVEY



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