

UW-La Crosse 2018 Campus Climate Survey

Executive Summary

I. Background and response rates

The 2018 UWL Campus Climate Survey was administered to students and employees in the spring semester of 2018. A total of 1668 students and 689 employees responded to the survey. These numbers represented approximately 16% of all students and 50% of all employees.¹ For comparison, 1835 students and 518 employees responded to the 2013 Campus Climate Survey.

Among student respondents, the vast majority were undergraduate students, and were evenly distributed in terms of their grade levels. A plurality of student respondents (44%) were affiliated with the College of Science and Health. 87% were white, 85% were heterosexual, and the gender ratio was 71% women, 26% men. 58% of student respondents identified as Christian; most of the rest identified as atheist, agnostic, or “no affiliation.” About 7% of student respondents had a disability (91 students in all), most commonly reporting a psychological disability (including but not limited to ADHD).

The content of the 2018 Campus Climate Survey was largely consistent with the 2013 survey, which was created by a working group of UWL faculty and staff. The survey asks respondents to report whether they have been subjected various kinds of negative experiences while at UWL (such as bullying, stereotyping, discrimination, sexual assault, or stalking) as well as their overall feelings of belongingness and satisfaction at UWL.

II. Notable findings regarding students

Table 1 illustrates which identity groups were statistically more likely to report particular negative experiences (after correcting for other factors). Students with disabilities, students of color, non-heterosexual students, and students who worked more than 20 hours/week were statistically more likely to report bullying, verbal attacks, stereotyping, and discrimination. Students with disabilities were also more likely to report being physically attacked and domestic violence. Sexual assault, sexual harassment, domestic violence, and stalking were also statistically more likely for transgender or non-binary students. For each category below, additional information is given regarding the basis upon which students reported being targeted.

Bullying. Among students, 22% of respondents reported experiencing bullying, which was up from 17% in 2013. The most common places where bullying was reported were residence halls, the community, and in classes. Most of the time, the bully was another student.

¹ Based on the official UWL figures of 10,499 total students and 1375 employees as of Fall 2017.

In addition to the demographic groups identified above, students also reported experiencing bullying on the basis of gender identity/expression, body size, and political views.

Verbal Attacks. 17% of students reported being verbally attacked. The most common locations were the community and residence halls. As with bullying, fellow students were the most common perpetrators. When asked why they were targeted, gender identity/expression and political views were among the common responses.

Stereotyping and Discrimination. 40% of students reported being stereotyped, slightly down from 41% in 2013. 10% of students reported being discriminated against, up from 8% in 2013. The most common location for stereotyping and discrimination was in class, and fellow students were the most likely perpetrators. Race, ethnicity, gender, and age were among the most common targeted identities.

In most of the above cases, students didn't tell anyone of their experience, or they just told a friend. The most common university offices/personnel that students told were Campus Climate, the Hate Response Team, or a faculty member.

For white students, reports about stereotyping and discrimination most often related to classroom experiences. For students of color, their reports were more evenly split among class, community, and residence hall locations.

Physical attack. 3% of students reported being physically attacked, and almost all of these incidents took place in the community, not on campus. Individuals with disabilities were statistically more likely to report being physically attacked. (In 2013, non-Christian students were also statistically more likely to report being physically attacked, but there was no statistical correlation in the 2018 survey between religious affiliation and likelihood of physical attack.)

Classroom climate. Overall, 15% of students reported that they had experienced a poor classroom climate or feared unfairly receiving a poor grade in a class. Student of color and students with disabilities, as well as students working more than 20 hours/week were statistically at higher risk after correcting for other factors. "Political views" were another reported basis upon which many students reported a poor classroom climate or fear of an unfairly negative grade.

III. Sexual harassment and violence

The survey collected data on sexual harassment as well as sexual violence (which includes sexual assault, domestic/dating violence, and stalking. Across all of these categories, transgender and non-binary students were statistically at much higher risk after correcting for other factors. Non-Christian students and students working more than 20 hours/week were also at higher risk for certain forms of sexual harassment or violence. (See Table 1.) The most

common university office that students told about any of these experiences was Counseling & Testing.

Sexual Harassment. About 18% of student respondents reported experiencing sexual harassment. Almost all of these reports identified a fellow student, community member, or unknown person as the perpetrator. Very few reports involved an employee. The majority of incidents took place off campus, and residence halls were the next most likely location. Most students who experienced sexual harassment told no one or just told a friend. The most common university offices/personnel that students told were Counseling & Testing, a confidential resource, or Residence Life staff members. Among men who reported being sexually harassed, a very small number told a friend, but the vast majority told no one. Most students who sought support from Counseling & Testing were satisfied. Students' satisfaction with the conduct process was more mixed.

Sexual Assault. About 5% of student respondents reported being sexually assaulted while at UWL. Most of these students reported being sexually assaulted once; a small number reported having been sexually assaulted more than once. A fellow student was most often the perpetrator, and these assaults were most likely to take place off-campus or in a residence hall. Most victims of sexual assault did tell someone—most likely a friend, followed by the Student Health Center or Counseling & Testing as the most likely university services.

Domestic Violence. About 2% of student respondents reported experiencing domestic or dating violence. Almost half of these were students with disabilities. (For reference, only about one in 15 of all respondents were students with disabilities.) By definition, the perpetrator was typically a spouse, partner or someone the student was dating. Most of these students told either a friend, Counseling & Testing, or a confidential resource.

Stalking. About 3% of student respondents reported experiencing stalking. Most of the time, a fellow student was the perpetrator, and the student told a friend about it.

IV. Overall Satisfaction and Perceptions of Campus Climate

Among all students, 82% reported being satisfied with their decision to attend UWL, and 27% reported that they had considered withdrawing. Students of color, non-heterosexual students, and students with disabilities were statistically more likely to report not being satisfied and to have considered leaving UWL. Across all students, the most common reasons students gave for why they considered leaving UWL were: homesickness, mental health issues, a poor experience in their residence hall, lack of diversity, and academics.

Overall, 80% of students reported being comfortable with the climate on campus and in classrooms. Students of color, LGBT students, and non-Christian students were most likely to report not feeling comfortable on campus generally and in classroom contexts.

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TABLE 1: STUDENT EXPERIENCES & PERCEPTIONS

Demographic Categories:		Non-White	Transgender, non-binary	Non-heterosexual	Disability	Non-Christian	work >20hr/wk
Personal experiences	Bullying	2.2		2.3	2.4		1.4
	Verbal Attack	1.8		1.6	2.8		1.7
	Stereotyping	2.6		1.9	1.9		1.5
	Discrimination	4.6		3.2	2		2
	Physical Attack				3.4		
	Sexual Harassment		5.7			1.7	1.5
	Sexual Assault		8			2.2	
	Domestic Violence		7.2		9.7		4.1
	Stalking		5.6				
Opinions & Perceptions	Not satisfied with UWL	2.5		2.4	2.2		
	Considered leaving UWL	1.5		1.8	2		
	Not comfortable with climate on campus	2	2.5	2		1.6	
	Not comfortable with climate in the classroom	3	3	2.1		1.5	
	Feared poor grade / hostile classroom environment	1.7			2		1.9

Analysis of Student Data:

- Total number of student respondents: 1668 (down from 1835 in the 2013 survey).
- The groups experiencing the widest range of negative experiences were students with disabilities, students of color, and LGBT students.
- The most severe discrepancies found were in the areas of sexual harassment, sexual assault, domestic violence, and stalking, which transgender students experienced at dramatically higher rates than cisgender students. Students with disabilities also reported much higher rates of domestic violence.

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TABLE 2: EMPLOYEE EXPERIENCES & PERCEPTIONS

Demographic Categories:		Non-White	Transgender, non-binary	Non- heterosexual	Disability	Non- Christian	Non-US Citizen
Personal experiences	Bullying		2.7		3.3		
	Verbal Attack				3.6		
	Stereotyping	2.3	2.5		3.2		
	Discrimination	3.7		2.4			
	Sexual Harassment				7.4		6.4
Opinions & Perceptions	Not satisfied with UWL			1.9			
	Considered leaving UWL					2.4	
	Not comfortable with climate on campus			2.0	2.5		

Analysis of Employee Data:

- Total number of employee respondents: 689 (up from 518 in the 2013 survey).
- The groups experiencing the widest range of negative experiences were employees with disabilities, followed by LGBT employees and employees of color.
- The most severe discrepancies found were in the area of sexual harassment, which employees with disabilities and non-US citizen employees experienced at a higher rate than other demographic groups.

How to read these charts:

The number in each box represents the increased likelihood that a person from that column reported the experience to the left, based on multivariate analysis, controlling for other factors.

The colors of the boxes represent the following: RED = the correlation is statistically significant. YELLOW = the correlation is statistically significant but is less than the 2013 survey. GREEN = there was a statistically significant correlation in the 2013 survey but not in the 2018 survey. Empty boxes indicate that there is no significant correlation in the data.

For example: Non-White employees were 2.3 times more likely to report that they experienced stereotyping, as compared to White employees. Non-white employees were also 3.7 times more likely to report experiencing discrimination, but this is a drop from the 2013 survey (yellow shading).