

Summary of Diversity-focused Results of the University of Wisconsin-La Crosse Faculty/Staff Campus Climate Survey

This survey originated in charges from Chancellor Doug Hastad and Dean John Magerus to campus diversity groups to study the climate at UWL in regard to factors, such as work/life balance, communication, inclusiveness, perceptions/experiences of discrimination, which influence individuals' work experiences. Participants were 829 respondents, or 60 % of faculty and staff, during the Spring, 2004 semester. The majority (79%) identified as non-Hispanic, white, and 52% were women. Faculty made up 30% of respondents; teaching academic staff, 10%; non-instructional academic staff, 16%; classified staff, 28%; LTE's, 3%; mid-/upper-level administrators, 7%; graduate assistants, 6%. This on-line survey included both forced choice responses, such as 5-point Likert scaled items and yes/no questions, as well as open ended questions to which about 35% of participants responded.

Experiences of historically-disadvantaged populations:*

Employees from historically-disadvantaged groups reported more negative views of the campus climate in general. Even though there were no significant differences based on gender, the class hierarchy in the campus workforce highlights concerns regarding career growth and feeling valued non-faculty. Employees with a documented disability were more negative about the campus environment, communication, recognition and retention, and promotion and salary than are other employees. They were more likely to have witnessed and experienced discrimination than employees without a documented disability. Gay, lesbian and bisexual employees were more negative about inclusiveness, campus environment, trust and respect, communication, work/life balance and workload than were heterosexuals. Employees of color and employees who preferred not to identify their race were more negative about inclusiveness than white employees. Employees who preferred not to identify their race were more negative about recognition and retention, balancing work and personal life and career growth than employees of color or white employees.

The university's record on diversity/inclusivity/ respect

Even though most employees report feeling that UW-L is a generally inclusive campus where people feel they are treated fairly, a significant minority related different experiences.

For example, 30% of respondents indicated "disagree" or strongly disagree" with "Performance standards are the same form everyone regardless of gender, race, ethnicity or sexual orientation."

22% responded "disagree" or strongly disagree to "I feel free from discrimination in the workplace at UWL

21% responded "disagree" or "strongly disagree" to "UWL's senior administrators (deans and above) explain to the campus and the community the workplace and educational benefits of diversity for everyone."

20% responded "disagree" or "strongly disagree" to "I feel I am treated fairly as an employee at UW-L.

A surprising proportion did not report "no" to having witnessed disrespect of others in the past year based on a variety of characteristics:

37% for the kind of work they do; 24% for their sex; 16% for their gender identity; 23% for their appearance; 19% for their sexual orientation; 17% for their age; 16% for their race; 15% for their religion; 12 % for their disability. Similarly, substantial minorities did not respond "no" to having personally experienced disrespect in the past year because of these characteristics: 26%, The kind of work I do; 14%, My sex; 7%, My gender identity; 11%, My appearance; 8%, My sexual orientation; 11%, My age; 8%, My race; 9%, My religion; 8%, My disability. Finally, 14% did not respond "no" to having witnessed "unwillingness to accommodate another's disability."

Selected comments

More equal distribution of workload * Equal pay and opportunities for advancement * Genuine respect for all people and make people feel welcomed and valued in their positions. * The whole problem is that we don't have enough people of color. *Preserve the rights and/or campus climate for Christian employees. * Diversification of the entire university including serious recruitment and support for students of color and non-Christian students. * Domestic partner benefits for lesbian and gay staff. * Funded and rewarded opportunities to have ongoing discussions about diversity issues. * More cultural events and more minority and female faculty and staff. * I am very concerned for academic staff. * More honest, open communication. * Promote tolerance through campus wide seminars in issues including socioeconomic religious and ethnic issues.

This summary is based on University of Wisconsin - La Crosse Faculty/Staff Campus Climate Survey Reports by Dr. Deb Hoskins and Ms. Sharie Brunk

* based on ANOVA among subgroups performed by Dr. Carmen Wilson

** based on descriptive statistics prepared by System Market Research