



**2015 Student Diversity Survey
Executive Summary**

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EXECUTIVE SUMMARY

ABOUT THE SURVEY

The Diversity Committee selected the AICUP Campus Diversity Survey (copyright 2008) as the survey instrument, and it was used with permission of the Association of Independent Colleges and Universities of Pennsylvania (AICUP). A few very minor changes in content were incorporated into the survey instrument (e.g. adding a question about first generation college students, rephrasing sexual orientation terms into more current terminology). A wealth of information can be obtained from the survey results as presented in the Summary data, at <https://www.eou.edu/diversity/2015-diversity-survey/>.

The survey consists of the following components:

- Background information (demographics)
- Campus experience with diversity
- Negative experience
- Attitudes and actions relating to diversity
- Experience as a member of a specific group
- Overall impression

INTRODUCTION

In April 2015 the EOU Diversity Committee administered the Campus Diversity Survey to on-campus students. Such a survey had not been conducted previously at EOU and the intent of the EOU Diversity Committee was to obtain a snapshot of the current situation, provide a baseline with which to compare progress in future years, and use the results to inform the ongoing EOU Diversity Strategic Plan. Based on the results of the survey, the

Diversity Committee will present a list of recommendations to the EOU President and University Council before Friday June 12, 2015, and it will also be distributed on Infoline. The Diversity Committee currently welcomes suggestions on how to implement improvements in the campus climate from all members of the EOU community via the comment form on our web page: <https://www.eou.edu/diversity/2015-diversity-survey/> During fall quarter 2015 the Diversity Committee will actively solicit suggestions from the campus community in a systematic manner.

METHODOLOGY

The survey is largely focused on students' on-campus experience, and was restricted to students who are taking on-campus courses. Students enrolled solely through online courses or off campus programs were not included in the survey sample.

The Diversity Committee believed that an online survey would yield a poor response rate. In order to obtain the largest possible sample, the survey questionnaires were administered on paper to all students who were in class during the times of highest class enrollment. The total number of students enrolled on-campus during spring quarter 2015 was nine hundred (900). The class periods of highest enrollment were Mondays at 1:00 pm, with four hundred forty four (444) students and Mondays at 10:00 am with three hundred ninety nine (399) students. Fifty-one (51) classes met one of these conditions and were targeted for inclusion (see Appendix A).

The third week of the spring quarter (April 13-17/2015) was selected as the week in which to administer the survey as it was regarded as the time of the quarter during which the class

interruption would be the least intrusive pedagogically. Faculty received email notification that their classes had been selected (See Appendix B). They assisted by administering the survey themselves during class periods or by allowing Diversity Committee members to administer the survey during their class periods. An instruction script to be read by the faculty to the students was included with each packet of survey forms (see Appendix C). Duplication of student survey submission was eliminated by instructing students to complete the survey only once.

Five hundred seventy-nine (579) students completed the survey in class, which represented a response rate of 64% of all on-campus spring quarter students.

SELECTED FINDINGS

1. Demographics of Respondents

- 42.5% are first generation students
- 57.45 are from a rural area or town
- 86.4% are White/Caucasian
- 54.2% are female, 45.1% are male

2. Campus Experience with Diversity

The students perceived other students as more a of a source of concern than EOU employees as a source of concern, as illustrated by the following:

- 22% had never heard another student make disparaging comments about gay, lesbian or bisexual persons
- 89% had never heard a faculty member make disparaging comments about gay, lesbian or bisexual persons

- 28.9% had never heard another student make disparaging comments about women
- 80.9% had never heard a faculty member make disparaging comments about women

3. Negative Experience

- 20% have felt discriminated against or harassed on campus. Details about this discrimination or harassment can be obtained from the summary sheets.

4. Attitudes and Actions Relating to Diversity

- 59.2% agree or strongly agree that this university adequately addresses issues on campus related to sexism
- 52.8% agree or strongly agree that this university adequately addresses issues on campus related to sexual orientation or homophobia
- 63.3% agree or strongly agree that this university adequately addresses issues on campus related to racism
- 18.7% agree or strongly agree that they need to hide some characteristics of their religion in order to fit in here
- 77% agree or strongly agree that faculty create an environment in the classroom that is conducive to free and open expression of opinions and beliefs
- 89.5% are very likely or somewhat likely to get to know people from different cultures and groups as individuals

5. Experience as a Member of a Specific Group

- 4.3% persons of color have feared for their physical safety on campus because of their race/ethnicity
- 6.5% persons of color have been a victim of hate crime on campus because of race/ethnicity
- 10.6% of non-heterosexual persons have feared for their physical safety on campus because of sexual orientation
- 2.1% of non-heterosexual persons have been a victim of hate crime on campus because of sexual orientation
- 3.7% of persons with a disability have been victims of hate crime on campus due to their disability

6. Overall Impression

Generally, the summary data indicate that issues of religion and sexual orientation seem to be as much of a concern as issues of race and culture. The summary data provide in depth details of these issues, some of which are illustrated below:

- 91.9% agree or strongly agree that they feel a sense of acceptance and belonging at this university
- 96.5% agree or strongly agree that the faculty are respectful of people of different races and cultures
- 96.9% agree or strongly agree that other EOU employees are respectful of people of different races and cultures
- 86% agree or strongly agree that students here are respectful of people of different races and cultures
- 93.2% agree or strongly agree that people of different races and cultures are accepted socially here
- 83.5% agree or strongly agree that people of different sexual orientations are accepted socially here

EXPLANATION OF TABLES

- All summary sheets and tables analyzing responses to individual questions are available as a PDF at the Diversity Committee website <https://www.eou.edu/diversity/2015-diversity-survey/>
- Please note that the total number answering a specific question may be lower than the total number of respondents, as some may chosen to not answer that question.

Appendix A: Classes Selected for Administration of Survey

Room	Prefix	Number	Title	CRN	*Enrolled	Start Time
ACK 103	HIST	112	Wrld Hist Snce 1500*SSC	97717	36	10:00
ACK 104	SOC	306	Social Psychology	98056	24	10:00
BBH 102	PSY	360	Principles of Social Psych	97270	22	10:00
BH 11	ANTH	391	Applied Ethnographic Rsrch	97752	6	10:00
BH 117	CHEM	340	Physical Chemistry	97207	8	10:00
BH 119	GEOL	103	Geological Ocean *SMI	97686	24	10:00
BH 142	BIOL	357	General Ecology	97040	23	10:00
BH 144	COM	211	Small Group Comm	97643	25	10:00
BH 146/123	CS	162	Foundations of CS II	97867	13	10:00
BH 148	CHEM	206	General Chemistry*SMI	97077	29	10:00
LH 102	THEA	353	Play Direction	97262	9	10:00
LH 116	MS	303	Applied Team Ldrshp II	97108	5	10:00
LH 130	MUS	363	Music History III	97700	14	10:00
LH 208	ART	360	Intermediate Photography	98018	8	10:00
LH 208	ART	460	Advanced Photography	98019	4	10:00
PL 209	LIB	127	Information Literacy *GTW	97577	23	10:00
QC 109	PES	180	Weight Trng For Women	97020	22	10:00
ZH 107	EXS	323	Physiology of Exercise	97027	22	10:00
ZH 108	BA	313	Prin of Finance	97185	12	10:00
ZH 109	SPAN	190	1st Yr Spanish *AEH	977288	12	10:00
ZH 110	BA	225	business Communications	97148	19	10:00
ZH 201	WR	122	Argumentative Writing *GTW	97600	24	10:00
ZH 202	BA	464	Promotion Strategy	98102	10	10:00
ZH 256	MATH	40	Arithmetic Skill	97127	5	10:00
Total Enrolled					399	

Room	Mon	Number	Title	CRN	*Enrolled	Start Time
ACK 104	HIST	481	US Since World War II	98038	19	13:00
ACK 111	ED	462	Lang/Cog Sec Lang Lrn	97634	12	13:00
ACK 112	ED	410	ELL Stratgs 4 Gen Educ	97995	13	13:00
ACK 114	SOC	480	Social Movements	98060	9	13:00
BH 102	CHEM	103	Intro to Chem*SMI	97580	30	13:00
BH 110	CHEM	411	Inorganic Chem	97665	8	13:00
BH 117	MATH	70	Elem Algebra	97115	18	13:00
BH 119	GEOL	102	Environmental Geol*SMI	98034	15	13:00
BH 123	CS	360	Object-Orient Prog With C++	98029	11	13:00
BH 140	PSY	223	Intro Lab Methods In Psych	97269	20	13:00
BH 141	PSY	433	Psychopharmacology	97198	8	13:00
BH 142	STAT	243	Elementary Statistics*SMI	97267	35	13:00
BH 144	MATH	111	College Algebra	97119	24	13:00
BH 146	ANTH	203	Intro Cultural Anth *SSC	98008	34	13:00

BH 324	BIOL	415	Forest Ecology	98027	13	13:00
LH 102	THEA	264	Stagecraft*APC	97703	20	13:00
LH 105a	THEA	266	Fund Of Costuming*APC	97204	12	13:00
LH 116	WR	122	Argumentative Writing*GTW	97599	20	13:00
LH 117	WR	220	Meth Tutoring Writing	97154	18	13:00
LH 123	MUS	225	Basic Conducting	97699	4	13:00
LH 208	ART	369	Photography:Docum/Studio Techn	98024	7	13:00
QC 109	PES	180	Weight Training	97023	23	13:00
ZH 108	BA	498	Business Policy/Strategy	97193	14	13:00
ZH 110	BA	254	Business Law	97042	22	13:00
ZH 201	BA	385	Intermed Account III	97247	6	13:00
ZH 202	BA	346	E-Marketing	98103	21	13:00
ZH106	CORE	102	Gateway Seminar *GTW	97851	8	13:00
Total Enrolled					444	

Appendix B: Email Notification to Faculty of Selected Classes

Hello Faculty,

I am writing to let you know that your 1:00 pm classes are on our list for Monday (tomorrow), in which we would like you to administer the campus climate survey on behalf of the EOU Diversity Committee. This week (third week) was chosen as the week least likely to be disruptive for faculty. The questionnaires, pencils and script/instructions will be delivered to you before class and picked up afterwards as we felt this would be the least intrusive method.

Your convenience is extremely high priority for us on the Diversity Committee. If you prefer do do the survey for this class on another day this week, we are delighted to oblige. Several people have requested another day for their 1:00 pm classes, and if you are receiving this email it means that so far we have not received a request from you to change to another day. Please feel free to submit a change request anytime before 11:00 am tomorrow (Monday).

This really is a very interesting survey, and next week the employee online version will be available to all employees (faculty, staff, temps, casuals, etc). It is an excellent way for all of us to understand how we are doing on campus, to express our thoughts, concerns and experiences at EOU in an anonymous and unthreatening way. President Kenton has said that he intends to use the results to initiate changes where necessary.

Please email or text me (tgillis [541-910-4187](tel:541-910-4187)) and copy the person responsible for the building where you have class, if you would like to change the day of the survey.

The building responsibilities (based on class location) are:

Badgley-Theresa Gillis (tgillis@eou.edu)

Zabel-Michael O'Connor (moconor@eou.edu)

Quinn & Ackerman - Janet Camp (jcamp@eou.edu)

Loso- Xiaowei Chen (xchen@eou.edu)

We very much appreciate your cooperation and help with this project.

Appendix C: Instruction Script to be Read to Students

Campus Diversity Survey

FACULTY, PLEASE READ THESE INSTRUCTIONS TO CLASS

Thank you for your help

You are invited to participate in the Campus Diversity Survey. Participation will take approximately 15 minutes.

The EOU Diversity Committee is administering this survey in order to assess students' and employees' attitudes, behaviors and experiences regarding multiculturalism, with the goal of understanding where improvements can be implemented. This survey is a version of the AICUP survey, which has been administered at numerous colleges and universities in the United States. All EOU employees (both faculty and staff) will be completing an almost identical online survey.

You should complete this questionnaire only once. If you are in a second class or group asked to complete the questionnaire, **do not complete the questionnaire a second time.** Your responses are **completely** anonymous, as it is a paper rather than online survey, and we are not collecting your name, class, or any other identifying information whatsoever. The completed questionnaires will be put in a sealed envelope and collected by the Diversity Committee and will not be read by the instructors for this class. When the survey results have been tabulated by the Diversity Committee, they will be made available to the entire campus community.

Please answer as openly as possible. It is anticipated that your participation in completing this survey will be an interesting experience that will contribute to understanding more about diversity issues and multiculturalism on college campuses. The content of some of the items on the questionnaire may raise your level of awareness of certain feelings and attitudes, but there are no risks or benefits associated with your participation. You may choose to withdraw your participation at any time; however, the return of your completed questionnaire will be considered as your consent to participate in the survey. Once you have completed the questionnaire, please return it as instructed.

Please feel free to add whatever comments you wish. We value and appreciate whatever input you can provide.

Thank you for completing this questionnaire.