



Campus Climate

- *Has your institution recently experienced climate-related incidents?*
- *Is your institution looking to collect both quantitative and qualitative data around campus climate?*
- *Is your institution looking to assess your campus climate through benchmarking?*
- *Does your institution want to partner with experts to help with survey administration and reporting?*

The growing diversity among college students, faculty, and staff coupled with increasing reports of incidents involving sexual violence, discrimination, and bias at colleges and universities has elevated the need for institutional leaders to identify and address both overt and subtle issues related to the climate for diversity on their campuses. Since 2010, HERI has been a leader in helping campuses design, execute, and learn from campus climate studies, most notably through its student-focused Diverse Learning Environments survey, Staff Climate Survey, and the triennial HERI Faculty Survey.

SURVEY OVERVIEWS

DLE

Diverse Learning Environments Survey



The Diverse Learning Environments Survey (DLE) captures student perceptions regarding the institutional climate; campus practices as experienced with faculty, staff, and peers; and student learning outcomes.

The campus climate for diversity is at the center of the survey, with an instrument based on studies of diverse student bodies covering complex issues ranging from student mobility to students' experiences with discrimination and bias.

SCS

Staff Climate Survey



The Staff Climate Survey (SCS) is designed to assess the campus climate for diversity from the staff/administrator perspective.

By capturing your staff members' perceptions of diversity and campus climate issues, you can better understand their needs and what you can do to improve the experiences of all employees at your institution. The SCS is designed to be administered to all staff employees.

FAC

HERI Faculty Survey



The HERI Faculty Survey (FAC) provides institutions with a comprehensive, research-based picture of key aspects of the faculty experience. It is designed to provide institutions with actionable information on important and timely issues.

While the core survey contains some general climate-related items, the optional campus climate module asks respondents specifically about their perception of the campus environment and the various types of practices and policies in place at an institution.

CAMPUS CLIMATE SURVEY ITEMS

The HERI surveys capture both personal experiences and perceptions of campus climate from the perspective of students, faculty, and staff for a more complete understanding of the climate for diversity on campus. A selection of intentionally-designed campus climate survey items allow for comparative analysis across all three constituent groups:

Type	Question/Scale	Select Items Across Surveys	DLE	SCS	FAC
Discrimination Based on Identity: Frequency	At this institution (Since entering this college), how often have you been discriminated against or excluded from activities because of your: (<i>Very Often, Often, Sometimes, Seldom, Never</i>)	Ability/disability status	X	X	
		Age	X	X	
		Citizenship status	X	X	
		Gender	X	X	X
		Political beliefs	X	X	X
		Race/ethnicity	X	X	X
		Religious/spiritual beliefs	X	X	X
		Sexual orientation	X	X	X
		Military/Veteran Status	X		
		Job Classification (e.g., Title, Position)		X	
		Level of Education		X	
		Parent/guardian status	X	X	X
Personal Experience with Discrimination/Bias: Frequency	At this college, how often have you: (DLE) Please indicate how often at this institution you have: (SCS) (<i>Very Often, Often, Sometimes, Seldom, Never</i>)	Witnessed discrimination	X	X	X
		Been physically or verbally abused by a date or significant other	X		
		Been sexually harassed	X	X	
		Reported an incident of discrimination to a campus authority	X	X	X
		Reported an incident of sexual harassment to a campus authority	X	X	X
		Heard insensitive or disparaging racial remarks from: <i>Faculty</i>		X	
		Heard insensitive or disparaging racial remarks from: <i>Students</i>		X	
		Heard insensitive or disparaging racial remarks from: <i>Staff</i>		X	
		Overall sense of community among students, staff, and faculty		X	
		Overall sense of community among students	X		
		Racial and ethnic diversity of the faculty	X	X	
		Perceptions of Campus Climate: Institutional Satisfaction	Please rate your satisfaction with this college in each area: (<i>Very Satisfied, Satisfied, Neutral, Dissatisfied, Very Dissatisfied</i>)	Racial and ethnic diversity of the staff	X
Racial and ethnic diversity of the student body	X			X	
Gender diversity of faculty	X				
Commitment to hiring women and minorities				X	
Atmosphere for sexual orientation differences	X			X	X
Atmosphere for political differences	X			X	X
Atmosphere for religious differences	X			X	X
Gender Differences				X	
Individuals with disabilities				X	
Administrative responses to: <i>Campus emergencies</i>	X			X	
Administrative responses to: <i>Sexual assault</i>	X			X	X
Administrative responses to: <i>Discrimination/Bias</i>	X			X	X

RECENT FINDINGS

Select Items Across Surveys

Diverse Learning Environments Survey



53%

of students indicated that most of their professors had open discussions about privilege, power, and oppression



21%

of students indicated personally experiencing written forms of bias/harassment/ discrimination on an email, text, or social media



57%

of students are satisfied with administrators' response to campus emergencies

Survey Source: 2017-2018 Diverse Learning Environments Survey

Staff Climate Survey



54%

of staff are satisfied with their institution's atmosphere for sexual orientation differences



65%

of staff agree that their institution encourages staff to have a public voice and share their ideas openly



51%

of staff have witnessed discrimination

Survey Source: 2018 Staff Climate Survey

HERI Faculty Survey*



70%

of faculty think their institution has effective policies that increase faculty diversity



52%

of faculty are not prepared to deal with conflict over diversity issues in the classroom



63%

of faculty believe that developing an appreciation for multiculturalism is a priority of their institution

Survey Source: 2016-2017 HERI Faculty Survey

*undergraduate teaching faculty

ADMINISTERING THE SURVEYS

Administer the surveys any time between:

DLE
October to May

SCS
October to April

FAC (triennial)
September to April

Survey Features

- Web-based
- Anonymous (*SCS, FAC*)
- Two versions (*DLE*)
 - Standard Sexual Contact/Sexual Assault Section
 - Expanded Sexual Contact/Sexual Assault Section

Customizable Options

- “Welcome” and “Thank You” screens
- School logo
- Group codes
- Additional questions (\$350)
 - 20 closed-ended & 5 open-ended (*DLE, SCS*)
 - 30 closed-ended & 5 open-ended (*FAC*)

Survey Distribution

HERI-managed distribution (\$375)

- Select email notification and reminder dates through web portal
- Easy to use and time-saving

School-managed distribution

- Unique links provided; institutions send their own notifications
- Generic links provided upon request (*DLE, SCS*)
- Student portals/learning management systems

Optional Modules

Diverse Learning Environments Survey

- Classroom Climate
- Transition to the Major
- Intergroup Relations
- Spirituality
- 2-Year Institutions - Climate for Transfer
- 4-Year Institutions - Climate for Transfer Students

HERI Faculty Survey

- Campus Climate
- STEM
- Mentoring
- Spirituality

For more information, visit <https://heri.ucla.edu/overview-of-surveys/>.

YFCY and CSS

Does your institution participate in the Your First College Year (YFCY) or College Senior Survey (CSS)? If so, then you already have some valuable climate-related data. While not solely focused on campus climate, items such as those related to perceptions of racial tension, sense of belonging, and experiences with discrimination can provide a sense of your campus climate.