

PRESIDENT'S COMMISSION ON DIVERSITY AND INCLUSION

CAMPUS CLIMATE SURVEY UPDATE

In January 2014, the President's Commission on Diversity and Inclusion (PCDI) conducted a campus climate survey to gather information about the perceptions of students, faculty, and staff in a variety of areas. These areas included, but were not limited to, perceptions of belonging, inclusion, experiences of respect on campus and the surrounding community, and awareness of on-campus resources.

The survey was completed by 326 staff, 180 faculty, and 592 students. Faculty and staff who choose not to respond to the job status question. The majority of faculty and staff respondents recognized Murray State University as being friendly, socially inclusive, respectful, non-racist, non-homophobic, non-sexist, and socially integrative using a five point Likert scale. Question 3 was designated as neutral. Overall, students felt that Murray State University is a place where they can succeed. 88%

The members of the PCDI continue to assess the results of the Campus Climate Survey and will use it to influence decision making related to important cultural topics that impact the institution. For a copy of the executive summary or the Survey Monkey summary documents, please visit the PCDI website at:

<http://www.murraystate.edu/HeaderMenu/Administration/PresidentsOffice/PresidentsCommissions/PresidentsCommissionDiversityInclusion.aspx>

EXECUTIVE SUMMARY

Introduction

The President's Commission on Diversity and Inclusion (PCDI) promotes various efforts aimed at strengthening and promoting diversity

Approval from the MSU Institutional Review Board was not required to conduct this survey.

Response Rates

The current survey was completed by 530 faculty and staff. The following table provides a breakdown of employment categories by respondent (comparable employment classifications were not used between survey implementations).

| Employment Classification | 2005 | 2014 |
|---------------------------|------|------|
| Full-time Faculty | 170 | 0 |
| Tenured Faculty | | 79 |
| Tenure Track Faculty | | 56 |
| Instructor | | 44 |
| Adjunct Faculty | 4 | 1 |
| Non-exempt (hourly) Staff | 121 | 145 |
| Exempt Staff | 107 | 181 |
| Prefer Not to Answer | 26 | 20 |
| No Response | 21 | 4 |
| Missing | 3 | 0 |
| Total | 452 | 530 |

Faculty and Staff Demographics

In general, almost half or more employees reported feeling very safe from harassment (47.4%), physical assault (55.8%) and sexual assault (56.5%). Overall, employees reported agreement that MSU is a place of employment and education for minorities, women and international students and staff would recommend the university to prospective students and staff.

Areas of Concern

| Class Standing | 2005 | 2014 |
|----------------|------|------|
| Freshman | 43.3 | 19.9 |
| Sophomore | 26.2 | |

percent responded similarly 2005. Students indicated that diversi

inferred that various efforts to improve the campus climate in general have seen some positive results and that directed efforts towards improving the climate for various populations may be resulting a positive effect on the campus culture.