



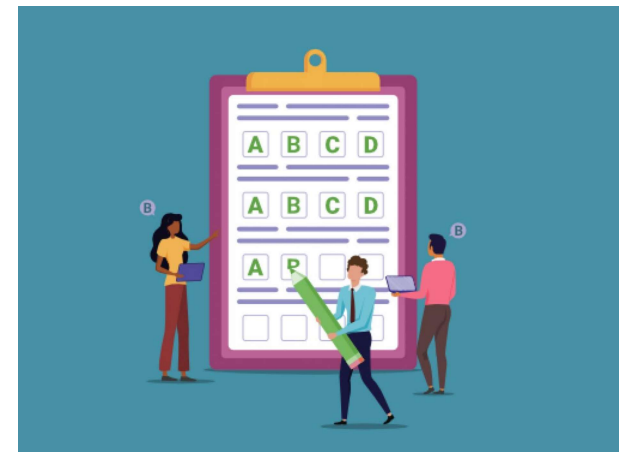
NatSci Climate Survey Summary of Data

https://natsci.msu.edu/sites/_natsci/assets/File/Diversity/PDF/NatSci_Climate_Survey_full_report.pdf

- Prepared by the **NatSci DEIAC**
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Survey Overview

- Survey administered Feb. 20, 2019 - March 22, 2019
- 5 versions of the survey:
 - Faculty (professors and teaching specialists)
 - Staff, specialists (advising, outreach, curriculum) and postdocs
 - Graduate students
 - NatSci undergraduates
 - Other undergraduates - Lyman Briggs coordinate majors and a random sample of students who took at least one NatSci course in spring or fall 2018



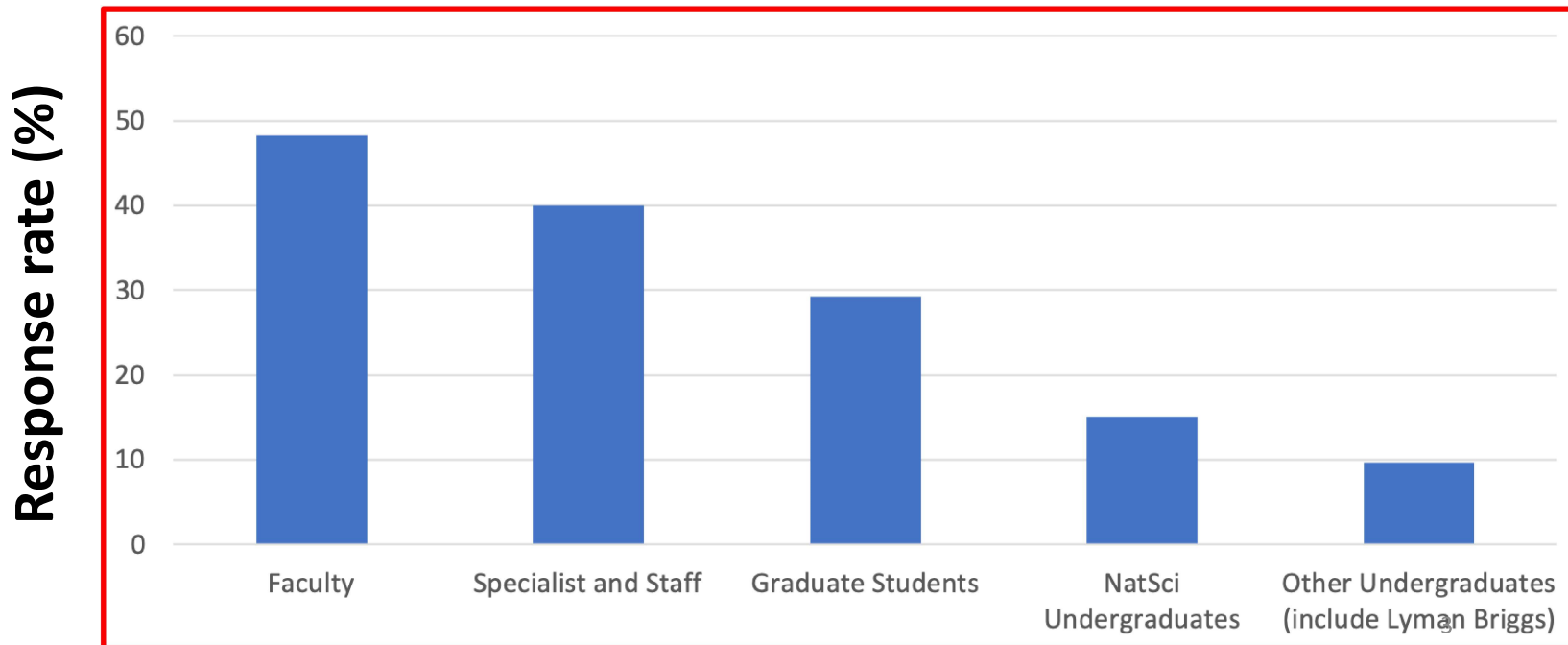
Survey Response Rate by Respondent Group

Table M-1. Response Rate, by Respondent Type

Group	Number Invited	Number Completed	Response Rate
Faculty	632	305	48.3%
Specialists and Staff	937	375	40.0%
Graduate Students	961	282	29.3%
NatSci Undergraduates	5535	835	15.1%
Other Undergraduates (includes Lyman Briggs)	5617	545	9.7%
TOTAL	13682	2342	17.1%

"Completed" includes partials, defined as respondents having progressed through at least the first section of substantive items about the College of Natural Science.

- 1897 respondents completed the full survey
- 434 surveys were included as partials

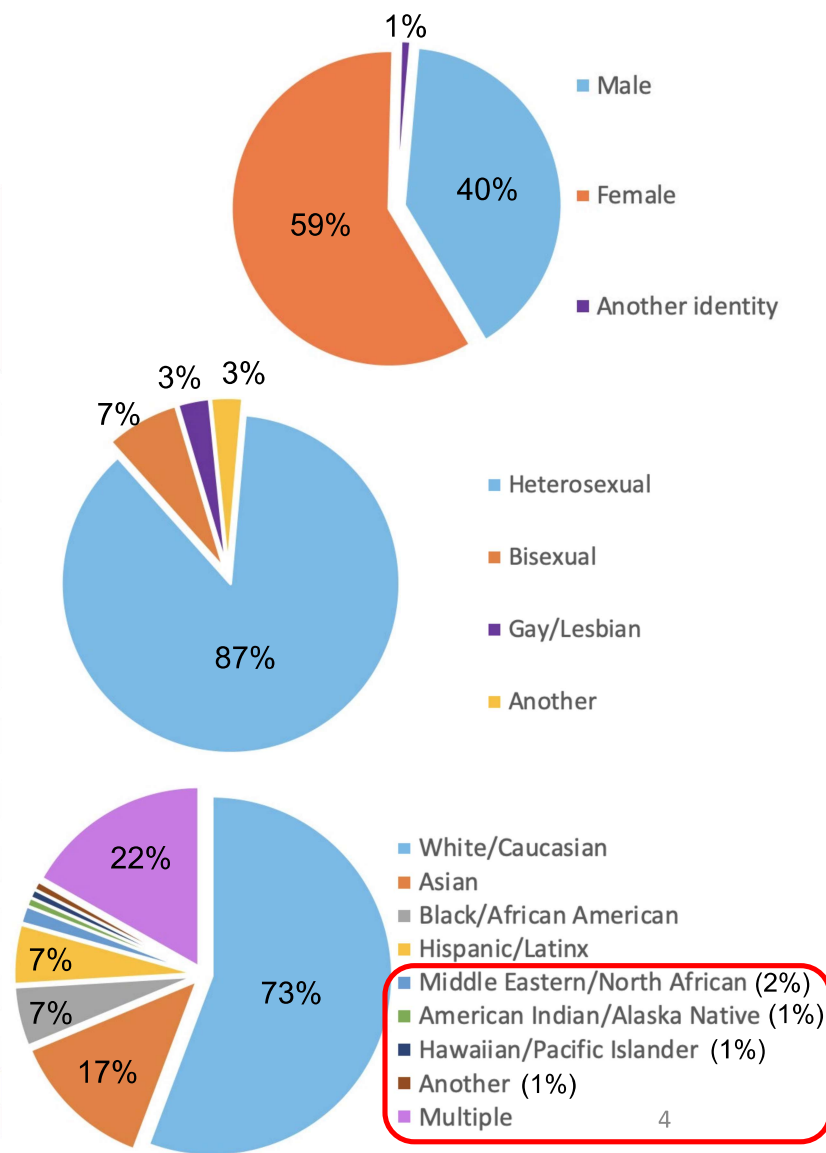


Survey Demographics

Table 1. Profile of Respondents by Gender Identity, Sexual Orientation, and race/Ethnicity

Demographics	Faculty		Staff / Specialists		Graduate Students		NatSci Undergrads		Other Undergrads		Total	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Gender Identity												
Male	168	65%	116	37%	113	47%	209	33%	132	33%	738	40%
Female	91	35%	196	63%	120	50%	408	65%	267	66%	1082	59%
Another identity	1	<1%	1	<1%	6	3%	7	1%	7	2%	22	1%
<i>Decline / No answer</i>	45		62		43		211		139		500	
Sexual Orientation												
Heterosexual / Straight	247	96%	289	93%	189	81%	522	85%	339	85%	1586	87%
Bisexual	1	<1%	7	2%	25	11%	61	10%	27	7%	121	7%
Gay / Lesbian	5	2%	8	3%	10	4%	15	2%	14	3%	52	3%
Another orientation	4	2%	7	2%	8	3%	19	3%	21	5%	59	3%
<i>Decline / No answer</i>	48		64		50		218		144		524	52%
Race / Ethnicity^a												
White / Caucasian	200	82%	246	79%	153	65%	465	75%	271	67%	1335	73%
Asian	30	12%	38	12%	55	23%	93	15%	88	22%	304	17%
Black / African American	4	2%	12	4%	12	5%	64	10%	35	9%	127	7%
Hispanic / Latinx	11	5%	25	8%	16	7%	38	6%	31	8%	121	7%
Middle Eastern / North African	4	2%	5	2%	4	2%	15	2%	4	1%	32	2%
American Indian / Alaska Native	1	<1%	0	0%	3	1%	12	2%	9	2%	25	1%
Another Identity	3	1%	4	1%	2	1%	5	1%	4	1%	18	1%
Native Hawaiian / Pacific Islander	0	0%	1	<1%	0	0%	5	1%	3	1%	9	1%
<i>Decline / No answer</i>	61		62		47		213		142		525	
<i>Multiple Races / Ethnicities</i>	37	15%	51	16%	63	27%	134	22%	115	29%	400	22%
TOTAL RESPONDENTS	305		375		282		835		545		2342	

^a Because respondents could select multiple categories, the percentages for racial and ethnic categories will not sum to 100.



NatSci Climate Survey Report

https://natsci.msu.edu/sites/natsci/assets/File/Diversity/PDF/NatSci_Climate_Survey_full_report.pdf

General Assessments of NatSci

- Satisfaction and comfort
- Sense of belonging

Diversity and Inclusion

- Perceptions of diversity of faculty
- Perceptions of diversity of staff
- Perceptions of diversity of students
- Fair treatment
- Organizational climate

Bias, Harassment, and Uncivil Behavior

- Respectful Treatment
- Uncivil Behaviors
- Sexual Harassment
- Bias Incidents



General Assessment (5 pt scale)

Q. How satisfied are you with your experiences as a(n) [employee / student] in NatSci?

Q. Overall, how comfortable are you with the climate in the College?

Climate = current attitudes, behaviors, and standards of employees & students concerning the access for, inclusion of, and level of respect for individual & group needs, abilities, and potential.

Table 4. Satisfaction and Comfort Level, by Respondent Type

Items	Faculty	Staff / Specialists	Graduate Students	NatSci Undergrads	Other Undergrads	Total
Satisfaction						
Total Satisfaction ^a	78%	79%	79%	85%	77%	80%
Total Dissatisfaction ^b	15%	11%	14%	7%	9%	10%
Mean Score ^c	3.92	4.02	3.87	4.10	3.95	4.00
Comfort						
Total Comfortable ^a	70%	80%	68%	79%	82%	77%
Total Uncomfortable ^b	20%	12%	21%	9%	7%	12%
Mean Score ^c	3.75	4.09	3.69	4.03	4.17	3.99
<i>Number of responses</i>	302	371	279	826	536	2314

^a Total Satisfaction and Total Comfortable refer to the percentage of respondents who answered EITHER "Somewhat Satisfied / Comfortable" OR "Very Satisfied / Comfortable." Higher percentages correspond to *more* favorable attitudes.

^b Total Dissatisfaction and Total Uncomfortable refer to the percentage of respondents who answered EITHER "Somewhat Dissatisfied / Uncomfortable" OR "Very Dissatisfied / Uncomfortable." Higher percentages correspond to *less* favorable attitudes.

^c Mean scores are calculated on a five-point scale where 1 = "Very Dissatisfied / Uncomfortable" and 5 = "Very Satisfied / Comfortable." Higher scores correspond to *more* favorable attitudes.



Table 4: Satisfied/Comfort by Respondent Type

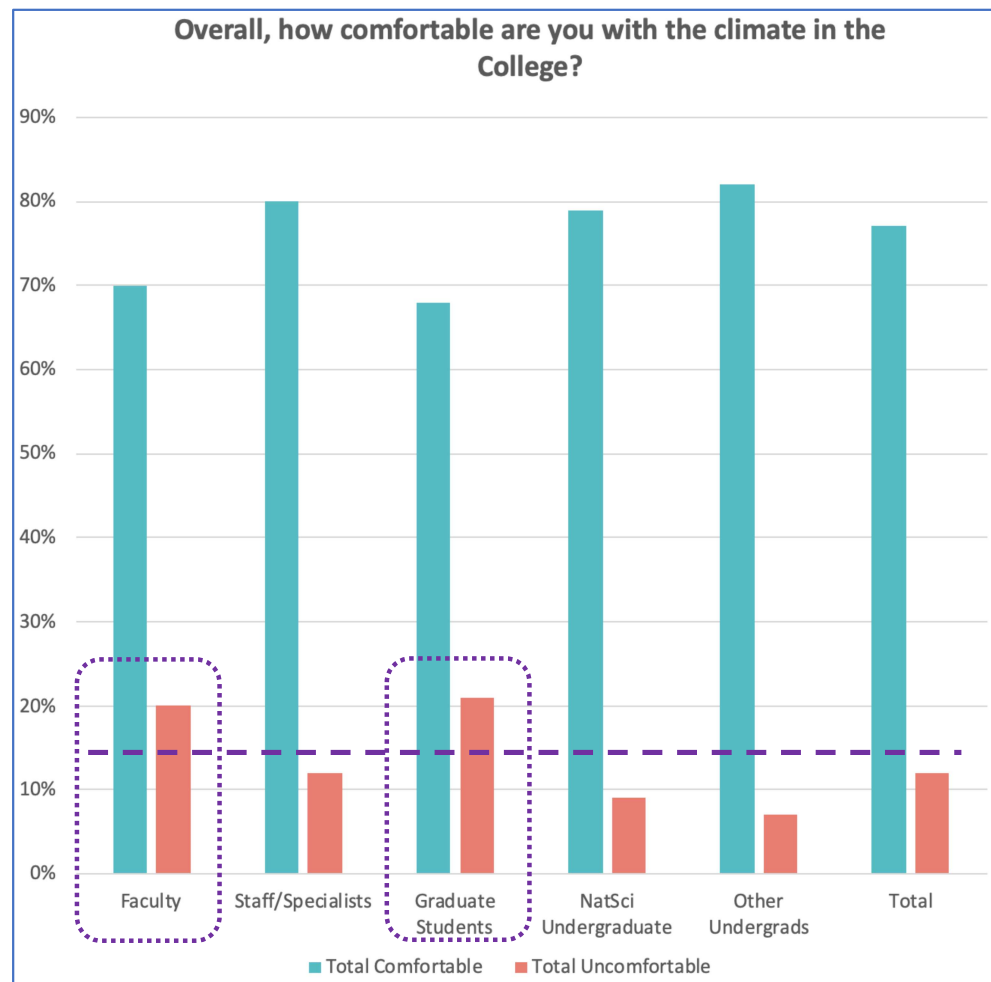
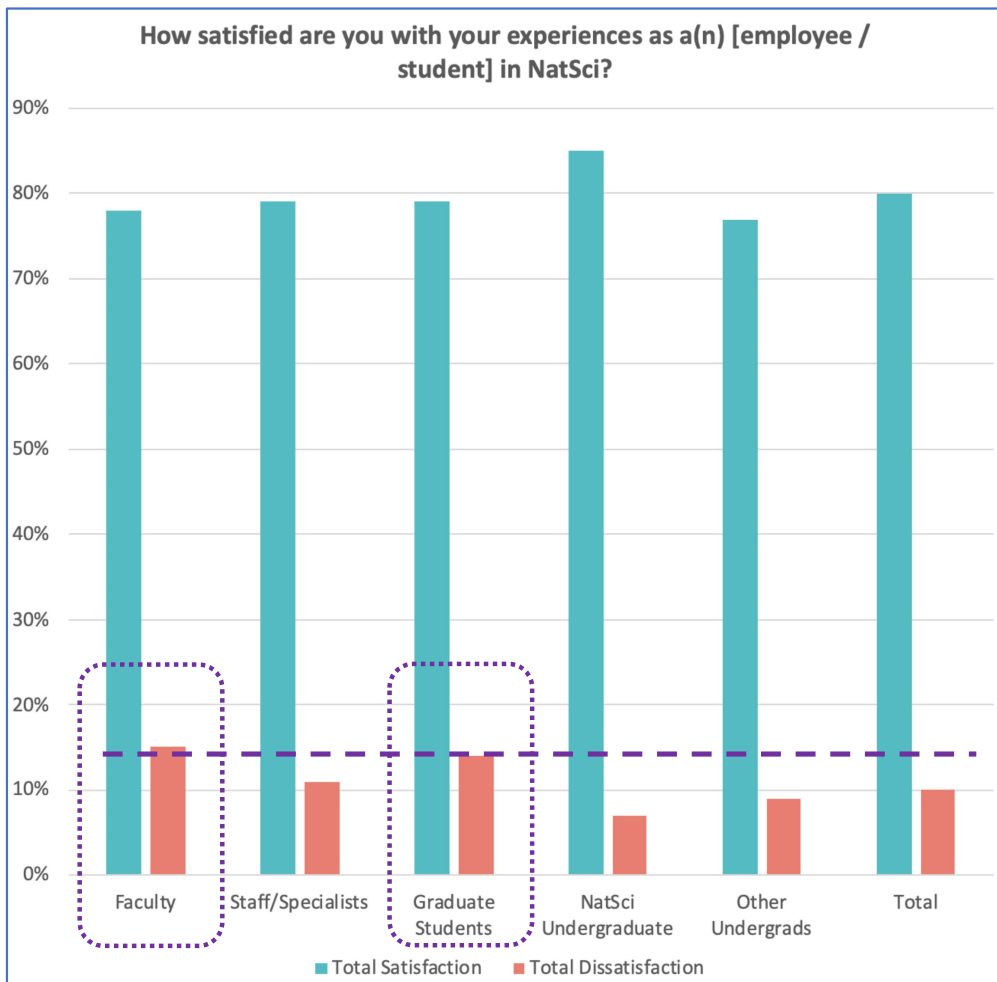


Table 5. Satisfaction and Comfort Level, by Race or Ethnicity and Gender Identity

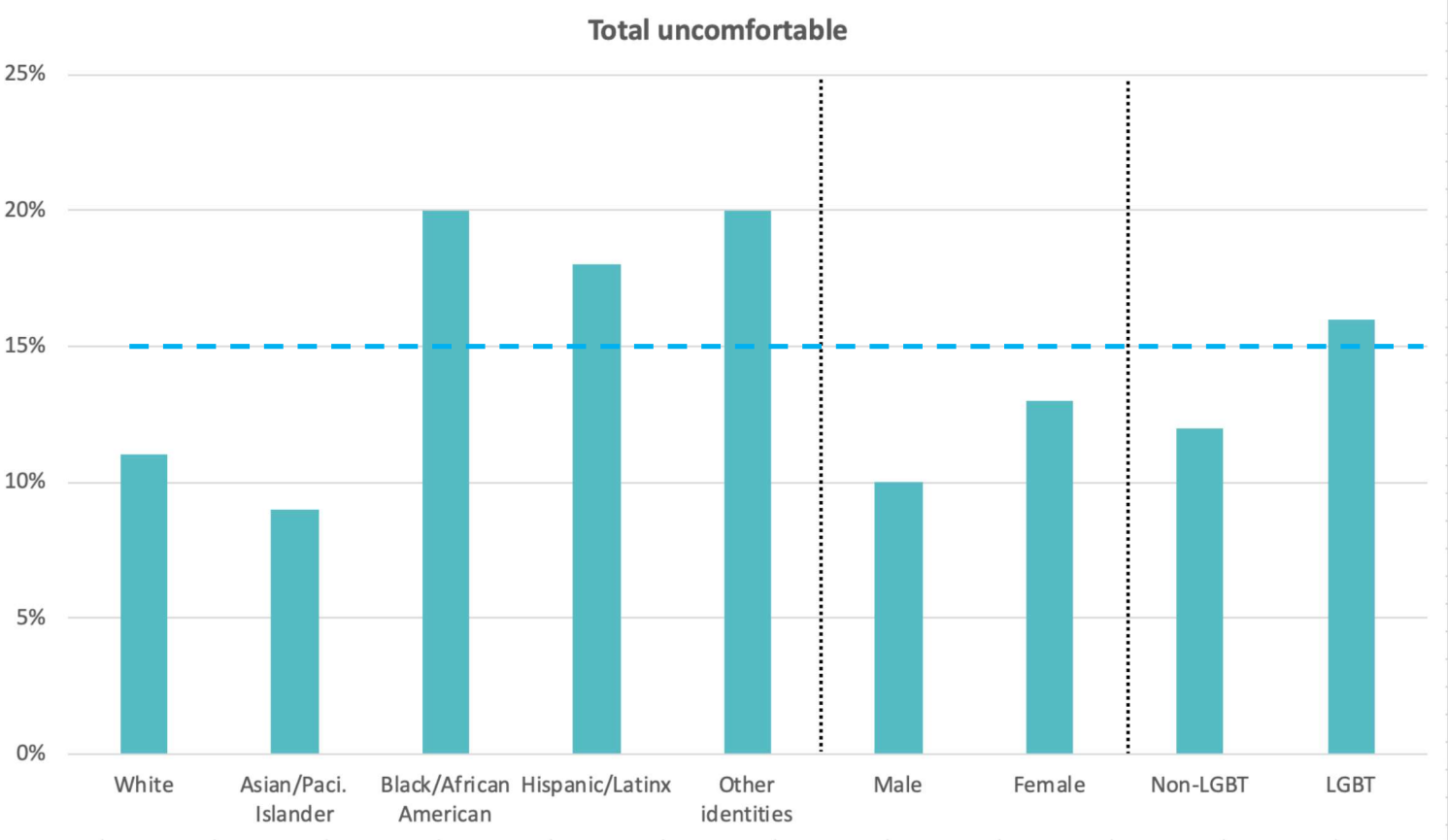
Items	<u>Race / Ethnicity</u>					<u>Gender Identity</u>		<u>LGBT</u>	
	White	Asian / Paci. Island	Black / African American	Hispanic / Latinx	Other Identities	Male	Female	Non-LGBT	LGBT
Satisfaction									
Total Satisfaction ^a	83%	79%	74%	75%	85%	83%	81%	81%	79%
Total Dissatisfaction ^b	9%	7%	15%	12%	12%	9%	11%	10%	12%
Mean Score ^c	4.07	4.02	3.81	3.93	4.00	4.10	3.98	4.01	3.95
Comfort									
Total Comfortable ^a	81%	78%	67%	73%	72%	81%	78%	78%	72%
Total Uncomfortable ^b	11%	9%	20%	18%	20%	10%	13%	12%	16%
Mean Score ^c	4.07	4.00	3.78	3.93	3.81	4.12	3.97	4.01	3.82
<i>Number of responses</i>	1325	305	122	120	74	730	1073	2082	232

^a Total Satisfaction and Total Comfortable refer to the percentage of respondents who answered EITHER "Somewhat Satisfied / Comfortable" OR "Very Satisfied / Comfortable." Higher percentages correspond to *more* favorable attitudes.

^b Total Dissatisfaction and Total Uncomfortable refer to the percentage of respondents who answered EITHER "Somewhat Dissatisfied / Uncomfortable" OR "Very Dissatisfied / Uncomfortable." Higher percentages correspond to *less* favorable attitudes.

^c Mean scores are calculated on a five-point scale where 1 = "Very Dissatisfied / Uncomfortable" and 5 = "Very Satisfied / Comfortable." Higher scores correspond to *more* favorable attitudes.

Table 5: Comfort with climate by race, ethnicity, gender, membership in LGBT community



**Sense of belonging: the extent to which respondents *agreed or disagreed* with each statement by race, ethnicity, gender, LGBT community
(1=Strongly Disagree, 7=Strongly Agree)**

Table 14. Mean Response to Agree-Disagree Sense of Belonging Items, by Race and Gender

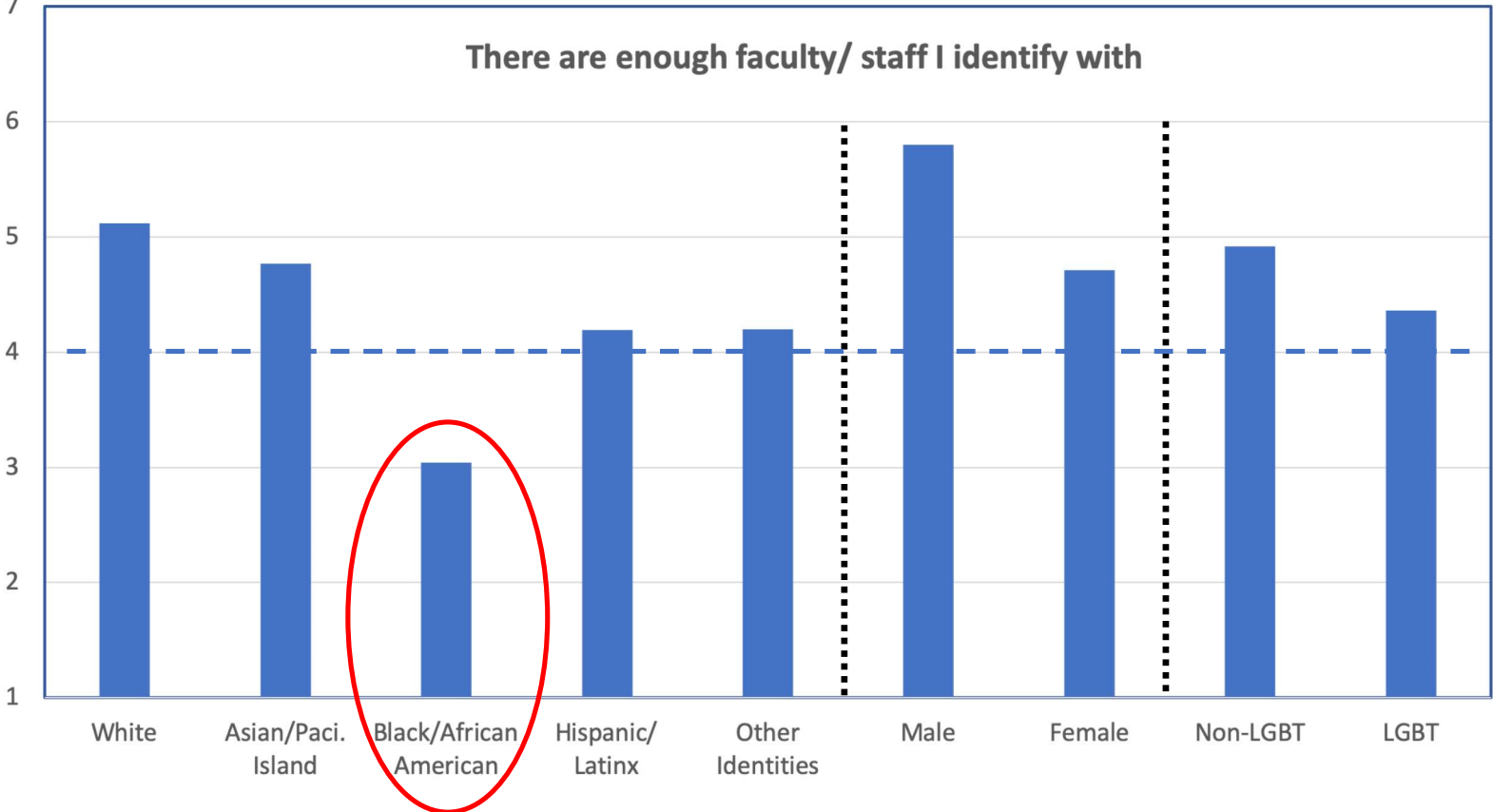
Items	Race / Ethnicity					Gender Identity		LGBT	
	White	Asian / Paci. Island	Black / African American	Hispanic / Latinx	Other Identities	Male	Female	Non-LGBT	LGBT
* Advisors are concerned about my welfare	5.60	5.39	5.11	5.82	5.67	5.71	5.42	5.50	5.60
I have similar opportunities for success as others	5.59	5.41	4.73	5.02	5.11	5.59	5.35	5.41	5.49
* Faculty negatively prejudice me (<i>reverse coded</i>)	5.38	5.02	4.78	4.81	5.23	5.30	5.16	5.17	5.23
* Faculty are concerned about my welfare	5.12	5.11	4.63	5.09	5.27	5.28	4.95	5.08	5.06
* I have faculty role models	5.22	5.02	4.30	5.11	5.15	5.13	5.07	5.03	5.21
My personal identities are valued	5.14	5.18	4.32	4.71	4.69	5.19	4.99	5.04	4.75
There are enough faculty / staff I identify with	5.12	4.77	3.04	4.19	4.20	5.80	4.71	4.92	4.36
<i>AVERAGE</i>	5.31	5.13	4.42	4.96	5.05	5.43	5.09	5.16	5.10

** Asked only of students*

^a Mean scores are calculated on a seven-point scale where higher scores correspond to more favorable attitudes. For most items, 1= "Strongly Disagree" and 7 = "Strongly Agree." However, for the reverse coded item ("Faculty negatively prejudice me"), 1 = "Strongly Agree" and 7 = "Strongly Disagree" because the statement expresses an unfavorable view.

Table 14: the extent to which respondents *agreed or disagreed* by race, ethnicity, gender, LGBT community

7 = Strongly Agree



1 = Strongly Disagree

Summary of **sense of belonging** when presented statements and asked to indicate the extent to which they experienced each statement. **1= never or 5=always.**

Table 17. Summary of Responses to Sense of Belonging Frequency Items

Items	"Always" or "Very Often"	"Rarely" or "Never"	Mean Score ^a
Safe within the NatSci	83%	3%	4.29
Valued by your faculty mentor and committee members (*)	72%	9%	3.97
You belong in NatSci	66%	10%	3.88
Valued by advisors in NatSci (only undergraduates)	62%	12%	3.82
Valued by other employees in NatSci (only employees)	63%	7%	3.74
Valued by other students in the classroom	60%	9%	3.68
Valued by instructors in the classroom (all students)	57%	11%	3.66
Others value your opinions in NatSci	52%	12%	3.54
Valued as an individual in NatSci	52%	17%	3.51
<i>AVERAGE</i>	<i>63%</i>	<i>10%</i>	<i>3.79</i>

^a Mean scores are calculated on a five-point scale where higher scores correspond to more favorable attitudes. Specifically, 1= "Never" and 5 = "Always."

*Only post docs and graduate students

Factors affecting employees feeling satisfied/comfortable

(ordered and binary logistic regression analyses)

- Believing that NatSci is supportive, respectful, welcoming, and non-sexist
- Feeling that one belongs in NatSci and that one's personal identities are valued
- Having similar opportunities for success as other people
- Believing that one has been treated fairly with respect to merit raise decisions.



Factors affecting students feeling satisfied/comfortable (ordered and binary logistic regression analyses)

- Feeling safe and a sense of belonging within NatSci
- Believing that NatSci is supportive, improving, non-racist, welcoming, and respectful
- Minimizing the extent to which they experience or witness incidents of bias or discrimination.



Diversity and Inclusion

- Perceptions of diversity of faculty
- Perceptions of diversity of staff
- Perceptions of diversity of students
- Fair treatment
- Organizational climate



Table 25. Perceptions of **Faculty Diversity**, by Race or Ethnicity and Gender Identity

Items	Race / Ethnicity					Gender Identity		LGBT	
	White	Asian / Paci. Island	Black / African American	Hispanic / Latinx	Other Identities	Male	Female	Non-LGBT	LGBT
The college has demonstrated a commitment to hiring diverse faculty									
Total Agreement ^a	71%	78%	49%	60%	69%	76%	66%	72%	52%
Total Disagreement ^b	18%	11%	44%	23%	27%	13%	23%	17%	35%
Mean Score ^c	5.05	5.43	4.17	4.75	4.90	5.26	4.88	5.11	4.41
Within the college there is an acceptable amount of faculty diversity									
Total Agreement ^a	56%	74%	44%	55%	61%	61%	56%	61%	47%
Total Disagreement ^b	35%	17%	47%	35%	35%	28%	35%	30%	44%
Mean Score ^c	4.49	5.15	3.78	4.29	4.65	4.70	4.44	4.68	3.98
Areas of Insufficient Diversity (% out of respondents who rated diversity unacceptable)									
Race / Ethnicity	93%	94%	100%	97%	95%	94%	93%	92%	96%
Gender	67%	62%	41%	45%	74%	59%	64%	61%	63%
People with Disabilities	60%	59%	43%	62%	53%	42%	66%	54%	71%
Sexual Orientation	46%	44%	35%	55%	37%	30%	50%	41%	63%
Nationality	29%	53%	27%	52%	53%	22%	38%	32%	37%
Religion	18%	29%	24%	21%	37%	14%	22%	18%	25%
Age	15%	32%	19%	21%	11%	11%	18%	16%	25%
<i>Number of respondents</i>	<i>933</i>	<i>177</i>	<i>82</i>	<i>77</i>	<i>51</i>	<i>536</i>	<i>695</i>	<i>2105</i>	<i>237</i>

^a Total Agreement refers to the percentage of respondents who answered EITHER "Somewhat Agree", "Agree," OR "Strongly Agree." Higher percentages correspond to *more* favorable attitudes.
^b Total Disagreement refers to the percentage of respondents who answered EITHER "Somewhat Disagree", "Disagree," OR "Strongly Disagree." Higher percentages correspond to *less* favorable attitudes.
^c Mean scores are calculated on a seven-point scale where 1 = "Strongly Disagree" and 7 = "Strongly Agree." Higher scores correspond to *more* favorable attitudes.

Relative to perceptions of diversity, pattern nearly identical for:

- Faculty
- Staff
- Student

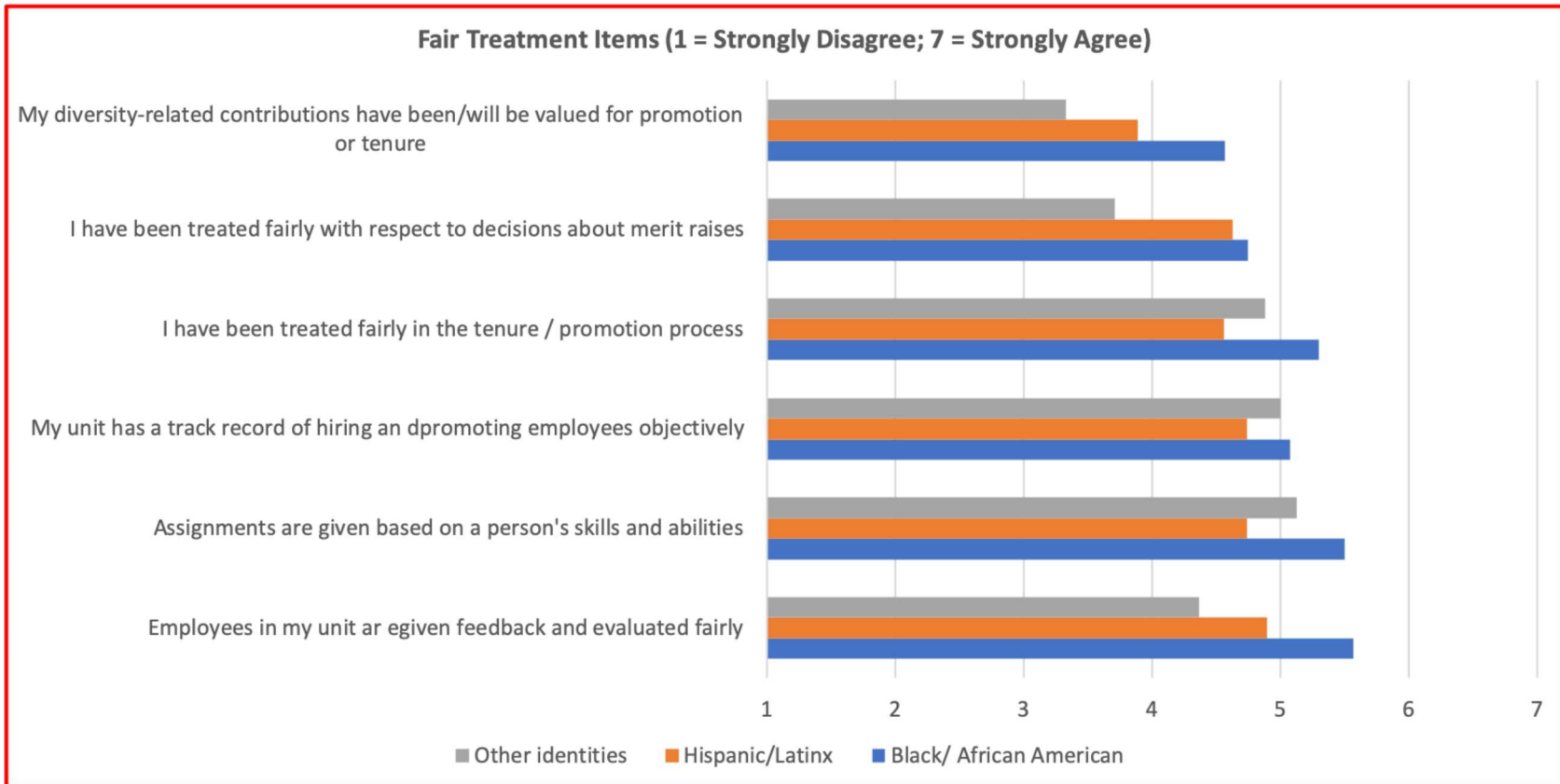
Table 38. Mean Response to Fair Treatment Items, by Race or Ethnicity and Gender Identity

Items	Race / Ethnicity					Gender Identity		LGBT	
	White	Asian / Paci. Island	Black / African American	Hispanic / Latinx	Other Identities	Male	Female	Non-LGBT	LGBT
Employees in my unit are given feedback and evaluated fairly	5.54	5.68	5.57	4.90	4.73	5.68	5.33	5.50	4.52
Assignments are given based on a person's skills and abilities	5.40	5.52	5.50	4.74	5.13	5.58	5.17	5.34	5.24
My unit has a track record of hiring and promoting employees objectively	5.35	5.67	5.08	4.74	5.00	5.63	5.02	5.30	4.96
I have been treated fairly in the tenure / promotion process	5.25	5.43	5.30	4.56	4.88	5.42	5.05	5.16	5.17
I feel I have been treated differently in my unit (<i>reverse coded</i>)	5.22	5.25	5.46	4.51	3.77	5.51	4.78	5.08	4.67
I have been treated fairly with respect to decisions about merit raises	4.96	5.24	4.75	4.63	3.71	4.96	4.88	4.81	4.82
Burdened by university service responsibilities beyond those of my colleagues (<i>reverse coded</i>)	4.68	4.50	4.92	4.32	4.73	4.63	4.68	4.65	4.45
My diversity-related contributions have been / will be valued for promotion or tenure	4.10	4.18	4.57	3.89	3.33	4.15	4.03	4.08	4.26
I perform more work to help students and colleagues than my colleagues (<i>reverse coded</i>)	3.77	3.41	4.14	3.52	3.13	3.72	3.68	3.68	3.48
AVERAGE	4.92	4.99	5.03	4.42	4.27	5.03	4.74		
<i>Number of Responses</i>	404	63	14	31	15	262	257		

Only asked of employees

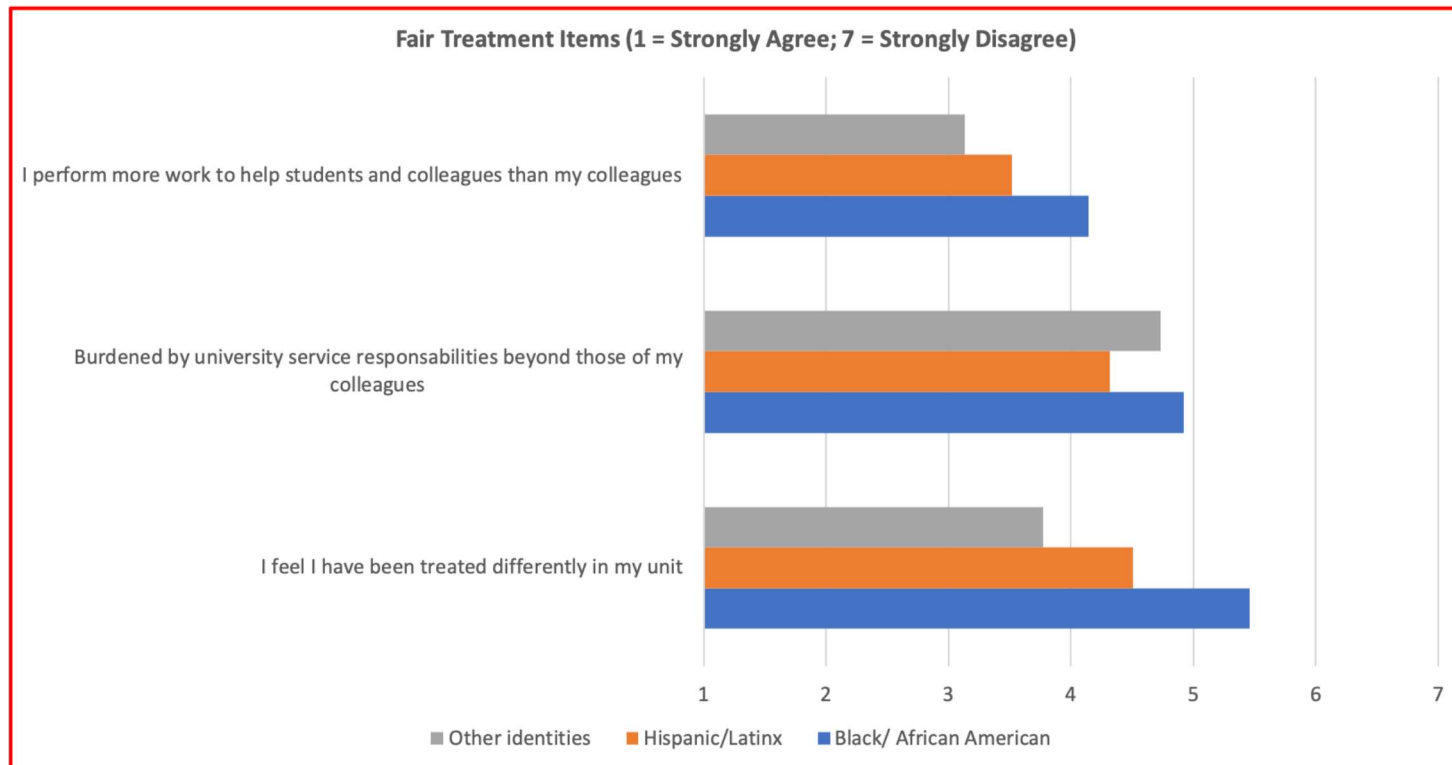
^a Mean scores are calculated on a seven-point scale where higher scores correspond to more favorable attitudes. For most items, 1= "Strongly Disagree" and 7 = "Strongly Agree." However, for the reverse coded items, 1 = "Strongly Agree" and 7 = "Strongly Disagree" because the statement expresses an unfavorable view.

Table 38: Mean response to fair treatment items by identity group



Responses of Hispanic/Latinx and employees grouped within Other Identities were on average less favorable than those of Black/African American employees.

Table 38: Mean response to fair treatment items by identity group (reverse coded items)



Responses of Hispanic/Latinx and employees grouped within Other Identities were on average less favorable than those of Black/African American employees.

Respondent perceptions of climate for diverse groups

To measure how NatSci community members of all groups perceive the organizational climate to be for various identity groups in the college, the survey instrument presented each respondent a list of groups and asked them to rate on a seven-point scale how positive or negative the climate is for each group.

Table 42. Mean Response to Climate for Diverse Groups Items, by Respondent Type

Groups	Faculty	Staff / Specialists	Graduate Students	NatSci Undergrads	Other Undergrads
White	5.89	5.99	6.31	6.13	6.11
Male	5.83	5.97	6.21	6.09	6.15
Tenure-stream	5.80	-	-	-	-
Served / serving in the military	5.24	5.22	5.26	5.89	5.88
Female	4.85	5.23	5.19	5.88	5.85
Physical disability	5.13	5.08	4.97	5.67	5.66
Gay, lesbian, or bisexual	5.12	5.39	5.20	5.67	5.63
From Christian religious affiliations	5.08	5.26	5.23	5.63	5.56
International	5.20	5.41	5.08	5.57	5.38
Immigrants	5.18	5.33	4.95	5.54	5.54
People of Color	4.78	5.08	4.80	5.69	5.70
From religious affiliations other than Christian	4.90	5.11	5.04	5.59	5.54
Providing care for adults who are disabled and / or elderly	4.83	5.17	4.66	5.61	5.55
Parents / guardians of dependent children	5.02	5.36	4.42	5.44	5.44
Learning disabilities	4.75	4.80	4.50	5.46	5.41
Transgender	4.59	4.79	4.36	5.38	5.37
Non-native English speakers	4.68	5.04	4.56	5.20	5.02
Psychological or mental health issues	4.37	4.52	3.99	5.14	5.17
Fixed-term	4.26	-	-	-	-
<i>AVERAGE (17 common items)</i>	<i>5.03</i>	<i>5.22</i>	<i>4.98</i>	<i>5.62</i>	<i>4.59</i>
<i>Number of responses</i>	<i>270</i>	<i>304</i>	<i>241</i>	<i>704</i>	<i>446</i>

^a Mean scores are calculated on a seven-point scale where higher scores correspond to more favorable attitudes. For most items, 1 = "Very Negative" and 7 = "Very Positive."



Bias, Harassment, and Uncivil Behavior

- Respectful Treatment
- Uncivil Behaviors
- Sexual Harassment
- Bias Incidents

Table 48. Mean Response to **Respectful Treatment Items, by Race or Ethnicity and Gender Identity**
1=Never ; 5=Always

Items	<u>Race / Ethnicity</u>					<u>Gender Identity</u>		<u>LGBT</u>	
	White	Asian / Paci. Island	Black / African	Hispanic / Latinx	Other Identities	Male	Female	Non-LGBT	LGBT
Treated with respect by advisors (UG)	4.53	4.51	4.34	4.66	4.68	4.57	4.50	4.50	4.57
Treated with respect by staff	4.43	4.45	4.37	4.27	4.36	4.49	4.34	4.38	4.44
Treated with respect by your unit head or chair (not UG)	4.34	4.32	4.64	4.27	3.96	4.36	4.27	4.30	4.09
Treated with respect by faculty	4.20	4.38	4.19	4.23	4.18	4.31	4.16	4.22	4.16
Treated with respect by students	4.22	4.24	4.02	4.16	4.16	4.26	4.17	4.21	4.07
Treated with respect within NatSci	4.18	4.30	4.22	4.23	4.02	4.22	4.15	4.15	4.19
You trust your coworkers *	4.13	4.39	4.40	4.06	4.06	4.26	4.05	4.10	4.09
Your contributions to your unit are recognized and valued *	3.76	4.08	4.31	3.62	3.18	3.89	3.67	3.74	3.67
People in your unit care about your general satisfaction *	3.71	4.09	4.07	3.64	3.25	3.76	3.68	3.66	3.50
<i>AVERAGE</i>	<i>4.17</i>	<i>4.31</i>	<i>4.28</i>	<i>4.13</i>	<i>3.98</i>	<i>4.24</i>	<i>4.11</i>	<i>4.14</i>	<i>4.09</i>

* Employees only

^a Mean scores are calculated on a five-point scale where higher scores correspond to more favorable attitudes. Specifically, 1= "Never" and 5 = "Always."

To measure the extent to which employees feel respected and cared for in the NatSci, the survey instrument presented them with a list of items asking to indicate on a five-point scale how often they feel a particular way. **1=Never ; 5=Always**

Table 49. Mean Response to **Respectful Treatment** Items, by Employee Role and Time in Position

Items	Employee Role						Time in Current Position			
	Faculty (Tenure)	Faculty (Fixed)	Specialist (Continuin)	Specialist (Fixed)	Staff	Post-Doc	< 4 Years	4 – 10 Years	11-20 Years	> 20 Years
You are treated with respect by staff	4.41	4.33	4.40	4.38	4.31	4.44	4.36	4.30	4.37	4.50
You are treated with respect by your unit head or chair	4.15	4.38	4.54	4.48	4.41	4.42	4.38	4.34	4.14	4.40
You are treated with respect by faculty	4.03	3.94	3.83	3.90	4.12	4.29	4.14	3.87	4.10	4.26
You are treated with respect by students	4.13	4.21	4.24	4.24	4.38	4.45	4.34	4.11	4.32	4.38
You are treated with respect within NatSci	3.83	4.04	3.90	3.85	4.21	4.25	4.12	3.99	4.00	4.08
You trust your coworkers	3.94	4.12	4.05	4.19	4.16	4.34	4.14	3.99	4.09	4.25
Your contributions are recognized and valued	3.56	3.83	3.80	3.75	3.80	3.90	3.81	3.68	3.71	3.81
People in unit care about your satisfaction	3.32	3.79	3.66	3.75	3.90	3.85	3.79	3.63	3.51	3.72
<i>AVERAGE</i>	<i>3.92</i>	<i>4.08</i>	<i>4.05</i>	<i>4.07</i>	<i>4.16</i>	<i>4.24</i>	<i>4.14</i>	<i>3.99</i>	<i>4.03</i>	<i>4.18</i>

^a Mean scores are calculated on a five-point scale where higher scores correspond to more favorable attitudes. Specifically, 1= "Never" and 5 = "Always."

In order to measure how often (if at all) respondents had experienced **4 types of uncivil behaviors** within NatSci, respondents answered separately based on whether these behaviors were committed by faculty, staff, graduate students, or undergraduates.

Table 52. Percent who Reported Experiencing Uncivil Behaviors, by Respondent Type

Items	Type of Respondent			
	Faculty	Staff / Specialists	Graduate Students	NatSci Undergrads
Treatment from Faculty				
Doubted or devalued work or expertise	50%	42%	46%	23%
Put down or was condescending	51%	31%	47%	22%
Distrusted description of own experiences	32%	24%	35%	14%
Made false statements or circulated rumors	29%	14%	19%	6%
Treatment from Staff				
Doubted or devalued work or expertise	20%	28%	12%	11%
Put down or was condescending	21%	25%	14%	8%
Distrusted description of own experiences	16%	18%	12%	8%
Made false statements or circulated rumors	15%	16%	8%	3%
Treatment from Graduate Students				
Doubted or devalued work or expertise	36%	24%	43%	29%
Put down or was condescending	26%	16%	38%	25%
Distrusted description of own experiences	18%	15%	31%	16%
Made false statements or circulated rumors	22%	8%	18%	5%
Treatment from Undergraduates				
Doubted or devalued work or expertise	39%	18%	31%	37%
Put down or was condescending	36%	12%	21%	30%
Distrusted description of own experiences	20%	6%	15%	21%
Made false statements or circulated rumors	29%	7%	12%	13%
<i>% Experienced at least one of these Behaviors:</i>				
Committed by Faculty	61%	49%	63%	30%
Committed by Staff	30%	36%	22%	14%
Committed by Graduate Students	45%	30%	53%	39%
Committed by Undergraduates	52%	21%	36%	48%
Committed by anyone	80%	67%	76%	61%

More likely to report experiencing uncivil behavior by people in same group

Faculty=highest %
Staff=lowest %

Table 56. Summary of Responses to Sexual Harassment Items, by Respondent Type

Items	Faculty	Staff / Specialists	Graduate Students	NatSci Undergrads	Other Undergrads	Total
Sexual harassment is a problem within the College (reverse coded)						
Total Agreement	38%	26%	45%	29%	22%	31%
Total Disagreement	45%	55%	41%	54%	59%	52%
Mean Score ^a	4.26	4.77	4.01	4.70	4.91	4.60
I know the steps to take if a person comes to me with a problem						
Total Agreement	98%	90%	88%	86%	84%	88%
Total Disagreement	1%	7%	9%	10%	11%	9%
Mean Score ^a	6.21	5.80	5.70	5.68	5.54	5.76
Sexual harassment is taken seriously within the College						
Total Agreement	82%	77%	68%	81%	83%	79%
Total Disagreement	11%	13%	24%	10%	7%	12%
Mean Score ^a	5.63	5.52	4.99	5.73	5.82	5.60
I have experienced sexual harassment within the College (reverse coded)						
Total Agreement	7%	5%	11%	5%	5%	6%
Total Disagreement	89%	92%	87%	93%	91%	91%
Mean Score ^a	6.22	6.31	6.15	6.47	6.42	6.35
<i>Number of responses</i>	281	324	237	614	402	1858

^a Mean scores are calculated on a seven-point scale where higher scores correspond to more favorable attitudes. For most items, 1= "Strongly Disagree" and 7 = "Strongly Agree." However, for the reverse coded items, 1 = "Strongly Agree" and 7 = "Strongly Disagree" because the statement expresses an unfavorable view.

Table 57. Response to Sexual Harassment Items, by Race or Ethnicity and Gender Identity

Items	Race / Ethnicity					Gender Identity		LGBT	
	White	Asian / Paci. Island	Black / African American	Hispanic / Latinx	Other Identities	Male	Female	Non- LGBT	LGBT
Sexual harassment is a problem within the College (reverse coded)									
Total Agreement	30%	34%	28%	30%	29%	28%	32%	30%	38%
Total Disagreement	54%	46%	47%	50%	52%	55%	51%	53%	44%
Mean Score ^a	4.65	4.33	4.60	4.56	4.67	4.72	4.54	4.65	4.21
I know the steps to take if a person comes to me with a problem									
Total Agreement	88%	89%	90%	85%	90%	91%	86%	89%	82%
Total Disagreement	10%	5%	8%	9%	7%	5%	11%	7%	16%
Mean Score ^a	5.72	5.78	6.10	5.60	5.86	5.89	5.67	5.80	5.46
Sexual harassment is taken seriously within the College									
Total Agreement	79%	82%	77%	71%	75%	87%	75%	81%	70%
Total Disagreement	13%	11%	14%	15%	13%	6%	16%	11%	20%
Mean Score ^a	5.55	5.72	5.68	5.33	5.68	5.90	5.42	5.66	5.14
I have experienced sexual harassment within the College (reverse coded)									
Total Agreement	6%	6%	8%	6%	7%	3%	8%	5%	11%
Total Disagreement	92%	90%	91%	89%	92%	95%	89%	92%	86%
Mean Score ^a	6.37	6.32	6.30	6.25	6.32	6.60	6.22	6.40	6.03
<i>Number of responses</i>	1302	305	120	119	72	715	1048	2105	237

^a Mean scores are calculated on a seven-point scale where higher scores correspond to more favorable attitudes. For most items, 1 = "Strongly Disagree" and 7 = "Strongly Agree." However, for the reverse coded items, 1 = "Strongly Agree" and 7 = "Strongly Disagree" because the statement expresses an unfavorable view.

Table 120. Sexual Harassment Items, by Respondent Type and LGBT Status

Items	Employees		Grad Students		Undergrad Students	
	Non-LGBT	LGBT	Non-LGBT	LGBT	Non-LGBT	LGBT
Sexual harassment is a problem within the College (reverse coded)						
Total Agreement	31%	57%	44%	50%	26%	30%
Total Disagreement	51%	35%	42%	34%	57%	49%
Mean Score ^a	4.57	3.78	4.09	3.66	4.84	4.47
I know the steps to take if a person comes to me with a problem						
Total Agreement	94%	84%	91%	73%	85%	84%
Total Disagreement	4%	16%	5%	27%	10%	13%
Mean Score ^a	6.01	5.59	5.85	5.02	5.64	5.56
Sexual harassment is taken seriously within the College						
Total Agreement	80%	73%	73%	50%	83%	77%
Total Disagreement	12%	19%	19%	45%	9%	11%
Mean Score ^a	5.58	5.31	5.18	4.21	5.82	5.43
I have experienced sexual harassment within the College (reverse coded)						
Total Agreement	6%	9%	9%	19%	4%	9%
Total Disagreement	90%	88%	89%	79%	93%	87%
Mean Score ^a	6.28	6.00	6.26	5.64	6.51	6.14
<i>AVERAGE</i>	<i>5.61</i>	<i>5.17</i>	<i>5.35</i>	<i>4.63</i>	<i>5.70</i>	<i>5.40</i>
^a Mean scores are calculated on a seven-point scale where higher scores correspond to more favorable attitudes. For most items, 1= "Strongly Disagree" and 7 = "Strongly Agree." However, for the reverse coded items, 1 = "Strongly Agree" and 7 = "Strongly Disagree" because the statement expresses an unfavorable view.						

“Bias incident” referred to “an incident of verbal or non-verbal conduct that is threatening, harassing, intimidating, discriminatory or hostile and is based on a category protected under the MSU Anti-Discrimination Policy.”

Table 60. Summary of Responses to Bias Incident Items

Items	Faculty	Staff / Specialists	Graduate Students	NatSci Undergrads	Other Undergrads	Total
I know how to report bias incidents if they occurred within the college						
Total Agreement	78%	70%	50%	56%	56%	61%
Total Disagreement	18%	25%	42%	38%	35%	33%
Mean Score ^a	5.32	4.88	4.17	4.37	4.41	4.59
I can report bias incidents I encounter without fear of retaliation						
Total Agreement	70%	70%	56%	75%	69%	70%
Total Disagreement	21%	20%	31%	14%	18%	19%
Mean Score ^a	5.13	5.11	4.47	5.37	5.07	5.11
If bias incidents are reported, I believe leadership will take appropriate actions to address them						
Total Agreement	64%	68%	53%	75%	74%	69%
Total Disagreement	27%	18%	36%	17%	17%	21%
Mean Score ^a	4.74	5.01	4.23	5.21	5.12	4.96
<i>Number of responses</i>	244	290	208	560	369	1671
^a Mean scores are calculated on a seven-point scale where higher scores correspond to more favorable attitudes. For most items, 1 = “Strongly Disagree” and 7 = “Strongly Agree.” However, for the reverse coded items, 1 = “Strongly Agree” and 7 = “Strongly Disagree” because the statement expresses an unfavorable view.						

Table 65. If you experienced/witnessed at least one bias incident in the last year, what was it based on?

Items	Faculty	Staff / Specialists	Graduate Students	NatSci Undergrads	Other Undergrads
% Ever Experienced					
Race / ethnicity	9%	5%	14%	8%	7%
Gender identity	11%	6%	12%	5%	5%
Psychological or mental health issue	2%	2%	13%	4%	4%
Age	8%	5%	4%	4%	3%
Country of origin	5%	2%	10%	2%	4%
Socioeconomic status	2%	4%	5%	4%	3%
Gender expression	6%	2%	6%	2%	3%
Religious background	3%	2%	4%	3%	3%
Sexual orientation	2%	2%	4%	2%	3%
Physical health issue	2%	2%	3%	1%	2%
Physical disability	1%	2%	<1%	1%	1%
<i>% Ever experienced at least one bias incident:</i>	<i>32%</i>	<i>19%</i>	<i>34%</i>	<i>18%</i>	<i>22%</i>

Items	Faculty	Staff / Specialists	Graduate Students	NatSci Undergrads	Other Undergrads
% Ever Witnessed					
Race / ethnicity	15%	10%	28%	14%	13%
Gender identity	20%	8%	18%	7%	8%
Psychological or mental health issue	5%	5%	21%	4%	6%
Age	10%	7%	9%	4%	4%
Country of origin	11%	7%	22%	8%	8%
Socioeconomic status	2%	6%	9%	5%	4%
Gender expression	8%	4%	8%	5%	4%
Religious background	6%	4%	7%	4%	4%
Sexual orientation	6%	3%	9%	7%	4%
Physical health issue	1%	4%	6%	2%	3%
Physical disability	2%	3%	3%	2%	3%
<i>% Ever witnessed at least one bias incident:</i>	<i>42%</i>	<i>27%</i>	<i>51%</i>	<i>27%</i>	<i>32%</i>

Table 65: Percent of respondents ever witnessing bias incidents based on race/ethnicity, by respondent type

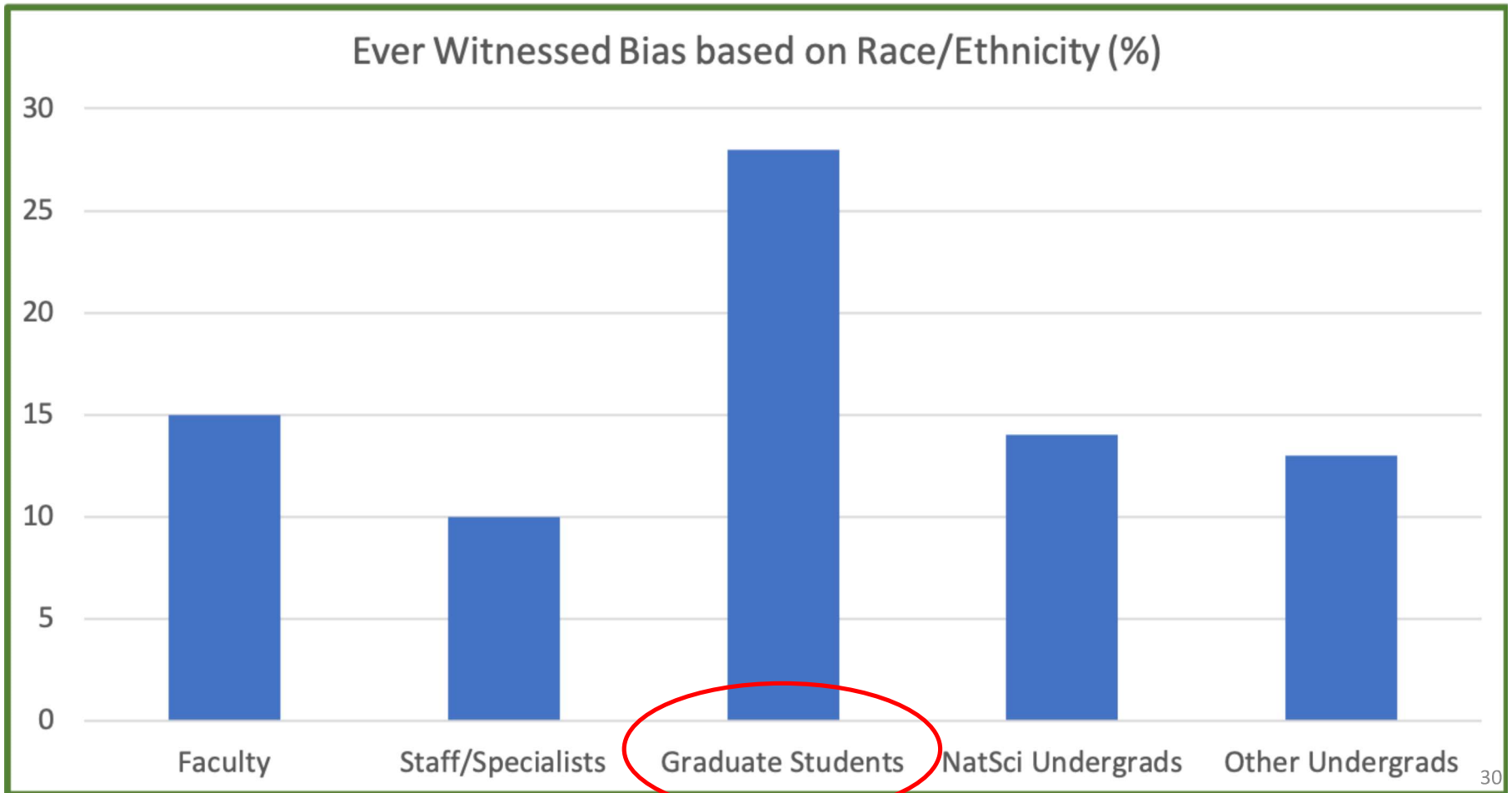


Table 66. Prevalence of Bias Incidents, by Race or Ethnicity and Gender Identity

Items	Race / Ethnicity					Gender Identity		LGBT	
	White	Asian / Paci. Island	Black / African American	Hispanic / Latinx	Other Identities	Male	Female	Non-LGBT	LGBT
% Ever Experienced									
Race / ethnicity	4%	13%	31%	21%	24%	9%	8%	8%	6%
Gender identity	7%	4%	11%	4%	8%	1%	10%	6%	13%
Psych. / mental health issue	5%	5%	5%	5%	3%	2%	6%	3%	13%
Age	4%	5%	5%	5%	3%	4%	5%	4%	5%
Country of origin	2%	9%	7%	8%	11%	5%	4%	4%	2%
Socioeconomic status	3%	3%	5%	8%	3%	2%	4%	3%	6%
Gender expression	3%	2%	3%	3%	2%	1%	4%	2%	8%
Religious background	2%	4%	3%	6%	10%	2%	3%	3%	4%
Sexual orientation	2%	2%	3%	2%	0%	2%	3%	2%	8%
Physical health issue	2%	2%	3%	4%	2%	1%	2%	2%	3%
Physical disability	1%	1%	1%	1%	0%	<1%	1%	1%	1%
% Experienced ≥ one incident:	20%	22%	36%	30%	37%	17%	26%	22%	29%

Items	Race / Ethnicity					Gender Identity		LGBT	
	White	Asian / Paci. Island	Black / African American	Hispanic / Latinx	Other Identities	Male	Female	Non-LGBT	LGBT
% Ever Witnessed									
Race / ethnicity	13%	18%	23%	15%	27%	13%	16%	14%	22%
Gender identity	12%	5%	12%	7%	17%	8%	12%	10%	18%
Psych. / mental health issue	8%	7%	6%	7%	8%	5%	8%	6%	15%
Age	6%	4%	5%	6%	8%	6%	6%	5%	9%
Country of origin	9%	15%	9%	8%	12%	10%	10%	9%	13%
Socioeconomic status	5%	5%	6%	6%	7%	4%	5%	5%	7%
Gender expression	6%	3%	10%	5%	2%	4%	6%	5%	10%
Religious background	4%	5%	6%	6%	7%	4%	5%	4%	9%
Sexual orientation	6%	4%	6%	9%	5%	4%	7%	5%	11%
Physical health issue	3%	2%	3%	4%	2%	2%	4%	2%	7%
Physical disability	3%	2%	3%	5%	0%	2%	3%	2%	5%
% Witnessed ≥ one incident:	32%	30%	34%	31%	39%	28%	36%	32%	41%

Table 66: Prevalence of Experiencing/Witnessing Bias Incidents by Race/Ethnicity

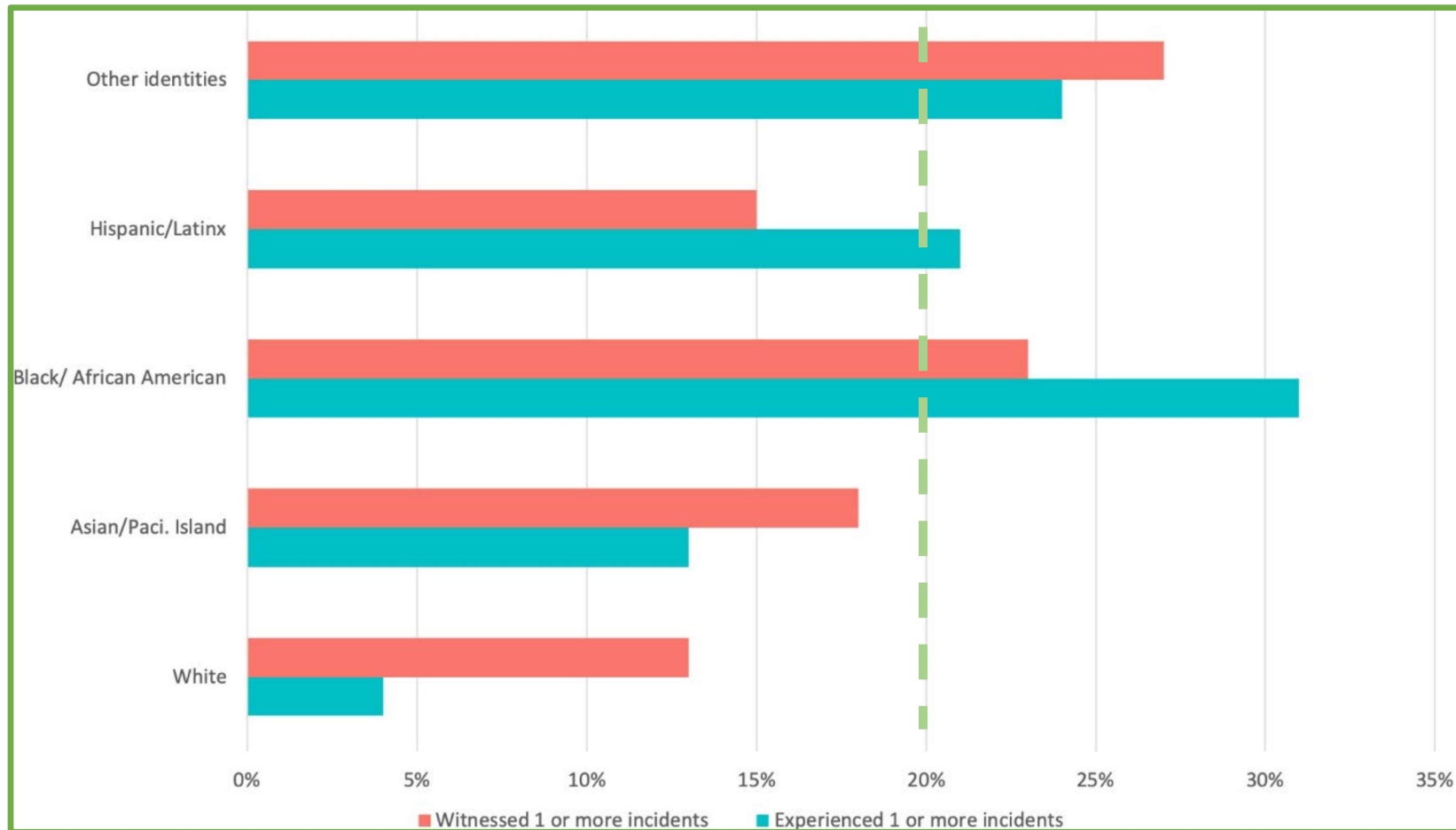


Table 66

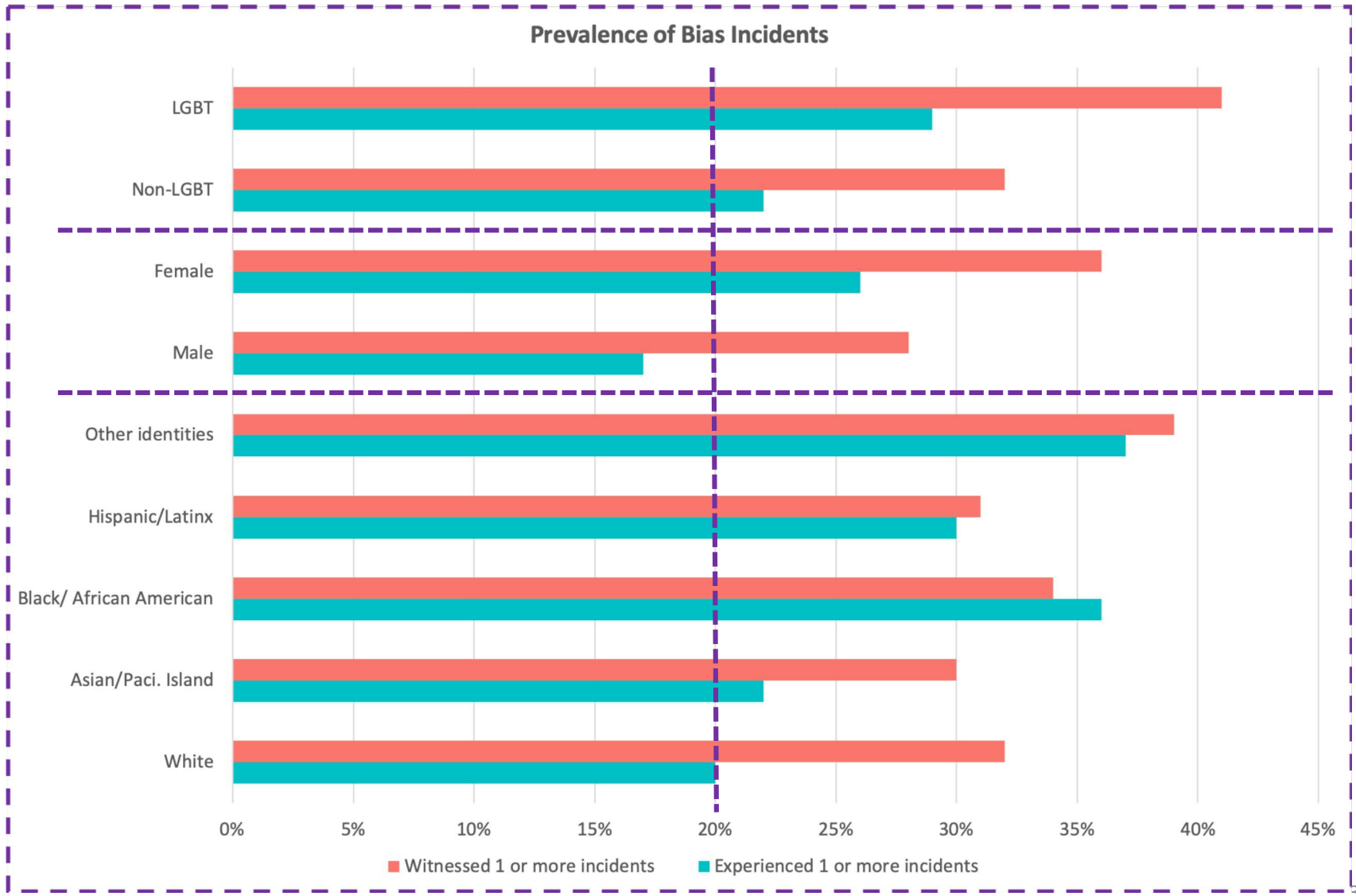


Table 70: Who committed act(s) of bias or discrimination?

Table 70. Type of Person Who Committed Act of Bias / Discrimination

Items	Respondent Type					Total	
	Faculty	Staff / Specialists	Graduate Students	NatSci Undergrads	Other Undergrads		
% of Incidents Committed By							
Faculty member(s)	79%	69%	75%	53%	47%	64%	
Undergraduate student(s)	27%	13%	30%	81%	65%	49%	
Graduate student(s) / Teaching assistant(s)	27%	23%	52%	38%	31%	35%	
Staff member(s)	29%	44%	30%	12%	19%	25%	
Department / unit head	41%	23%	27%	7%	10%	21%	
Faculty advisor(s) / mentor(s)	8%	29%	40%	13%	10%	19%	
Academic Advisor(s)	5%	11%	35%	19%	18%	18%	
Campus visitor(s)	5%	9%	20%	15%	14%	13%	
Dean / Assoc Dean / Asst Dean	29%	20%	7%	5%	0%	11%	
Postdoctoral scholar(s)	10%	26%	15%	3%	5%	10%	
	<i>Number of respondents</i>	90	55	77	128	94	444

Areas in need of improvement

- Level of diversity among community members, especially in terms of race and ethnicity
- Prevalence of uncivil behavior and bias incidents – especially those committed by faculty toward other employees and graduate students, and those committed by undergraduate students toward other undergraduates
- Valuing contributions across the board
- Graduate students are less likely to believe that sexual harassment is taken seriously by NatSci and that appropriate action will be taken; more likely to fear retaliation and to experience sexual harassment and bias incidents
- Under-represented racial/ethnic identity groups, women, and members of the LGBT community are more likely to feel uncomfortable and to experience and witness bias incidents
- **Unit-level**
 - See [Full Report](#) for data
 - Identify 2-3 areas in need of improvement



Questions?

