

2020 Lehigh Campus Climate Survey Summary

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The 2020 Climate Survey was commissioned by the Vice President for Equity and Community and administered by the Higher Education Data Sharing Consortium (HEDS) under the coordination of the Office of Institutional Research and Strategic Analytics (OIRSA). The purpose of this survey was to assess the state of Lehigh's climate in the service of fostering an inclusive campus community that is free from harassment and discrimination. The survey instrument was the HEDS Diversity and Equity Campus Climate Survey (2020 is the first year this survey instrument was used).

The entire Lehigh community was invited to participate in the Climate Survey, including students, faculty, staff, and administrators. The survey opened on 4/13/2020 and closed on 5/11/2020, with reminders sent to nonrespondents on 4/21/2020, 4/27/2020, 5/4/2020, and 5/10/2020. The response rates were as follows: 11% for undergraduate students, 15% for graduate students, 36% for faculty, and 49% for staff/administrators.

Highlights from responses to the 2020 Climate Survey are summarized here, including an overview of differences among key groups within the Lehigh Community. The comprehensive survey report, as well as reports from prior Climate Surveys, are available to Lehigh Community members at <https://www.lehigh.edu/~inprv/communications/pubsreports.html#lehighsurvey> (Lehigh credentials required).

Contact the Office of Institutional Research and Strategic Analytics with any requests related to this survey.

2020 CAMPUS CLIMATE SURVEY HIGHLIGHTS

- Overall campus climate: 76% of undergraduate students, 78% of graduate students, 66% of faculty, and 78% of staff/administrators are generally to very satisfied with the overall campus climate at Lehigh.
- Diversity: 53% of undergraduate students, 67% of graduate students, 51% of faculty, and 71% of staff/administrators are generally to very satisfied with the campus experience/environment regarding diversity at Lehigh.
- Sense of community: 69% of undergraduate students, 68% of graduate students, 63% of faculty, and 72% of staff/administrators are generally to very satisfied with the extent to which they experience a sense of belonging or community at Lehigh.
- All belonging: 47% of undergraduate students, 60% of graduate students, 40% of faculty, and 55% of staff/administrators are generally to very satisfied with the extent to which they feel all community members experience a sense of belonging or community at Lehigh.

2020 CAMPUS CLIMATE SURVEY GENERAL INDICATORS

There are four key indicators in the HEDS Diversity and Equity Campus Climate Survey: Campus Climate for Diversity and Equity, Institutional Support for Diversity and Equity, Insensitive or Disparaging Remarks, and Discrimination or Harassment. The first two indicators gauge respondents' satisfaction with the campus climate for diversity and equity and the extent to which they believe that Lehigh supports diversity and equity. The last two indicators measure experiences and interactions that detract from campus climate. One indicator measures how often respondents heard insensitive or disparaging remarks aimed at people's identities. The other is a measure of how often respondents experienced discrimination or harassment on Lehigh's campus.

Lehigh's scores on these indicators are described below along with an overview of differences among key groups within the Lehigh Community. Only prominent differences that carried a medium to large effect size are included in this summary report.

Campus Climate for Diversity and Equity

- On average, respondents were generally satisfied with the campus climate at Lehigh. On a 5-point scale where 1 = very dissatisfied, 2 = generally dissatisfied, 3 = neither satisfied nor dissatisfied, 4 = generally satisfied, and 5 = very satisfied, the

average response from undergraduate students was 3.61, 3.73 for graduate students, 3.46 for faculty, 3.80 for staff, and 3.60 for administrators.

- Men and women hold more positive views of campus climate than do non-binary individuals, international individuals hold more positive views of campus climate than do US citizens, and heterosexual individuals hold more positive campus climate than do LGB+ individuals.

Institutional Support for Diversity and Equity

- On average, respondents were ambivalent in their perceptions of institutional support for diversity and equity at Lehigh. On a 5-point scale where 1 = strongly disagree, 2 = disagree, 3 = neither disagree nor agree, 4 = agree, and 5 = strongly agree, the average response from undergraduate students was 3.38, 3.54 for graduate students, 3.29 for faculty, 3.62 for staff, and 3.67 for administrators.
- Men perceive more institutional support than do women and non-binary individuals, international individuals perceive more institutional support than do US citizens, and heterosexual individuals perceived more institutional support than do LGB+ individuals.

Insensitive or Disparaging Remarks

- On average, respondents report rarely hearing insensitive or disparaging remarks about various groups of people. On a 5-point scale where 1 = never, 2 = rarely, 3 = sometimes, 4 = often, and 5 = very often, the average response from undergraduate students was 2.25, 1.94 for graduate students, 1.90 for faculty, 1.84 for staff, and 1.97 for administrators.
- Non-binary individuals hear more insensitive/disparaging remarks than do men, US citizens of color hear more insensitive/disparaging remarks than do international individuals, LGB+ individuals hear more insensitive/disparaging remarks than do heterosexual individuals.

Experiences of Discrimination or Harassment

- 20% of undergraduate students, 21% of graduate students, 21% of faculty, 13% of staff, and 16% of administrators report that they have been discriminated against or harassed on the Lehigh campus, at an off-campus residence, or at an off-campus program/event affiliated with Lehigh.
- There were no substantial differences across demographic groups in the experiences of discrimination or harassment.

2020 CAMPUS CLIMATE SURVEY BENCHMARKING

In benchmarking provided by HEDS, Lehigh’s scores from responses across the four general indicators are comparable to those of other institutions (see figure below).

Climate & Support	Campus Climate for Diversity and Equity	1=Very dissatisfied; 2=Generally dissatisfied; 3= Neither satisfied nor dissatisfied; 4=Generally satisfied; 5=Very satisfied
	Institutional Support for Diversity and Equity	1=Strongly disagree; 2=Disagree; 3=Neither agree nor disagree; 4=Agree; 5=Strongly agree
Negative Experiences	Insensitive or Disparaging Remarks	1=Never; 2=Rarely; 3=Sometimes; 4=Often; 5=Very often (<i>inverted to negative score for chart</i>)
	Discrimination or Harassment	1=0% have experienced discrimination or harassment; 2=25%; 3=50%; 4=75%; 5=100% (<i>inverted to negative score for chart</i>)

