



2018 USD Campus Environment Survey Results Diversity

Campus Environment Survey Results



Student Response Rates

35% First-Year

412/1164

30% Seniors

432/1454



Student Response Rate

17% Undergraduates

491/2946



Employee Response Rates

25% Faculty 231/924

20% Staff 233/1165

**37% Administrators
239/646**

Campus Environment is determined by triangulating data from all three surveys.

WSCUC Updated Diversity Policy



“Given the importance of institutions valuing diversity and fostering inclusion to serve all of their students and the public, thereby truly contributing to the public good, the Commission notes the following principles that underlay its standards and expectations for institutional reviews.

- Commitment to student learning and success requires that institutions actively seek to support the success of all of their students.
- Engagement with historical and contemporary issues of diversity, equity, and inclusion are educational objectives that can be productively incorporated into programs at any level.
- Seeking and valuing multiple dimensions of diversity within its various constituencies strengthens an institution’s effectiveness.”

*WASC Equity and Inclusion Policy Approved by the Commission, 1994
Revised, November 2017*



Campus Environment Survey Results



The Center for Inclusion and Diversity (CID)

cultivates shared vision, coherence, and coordination of diversity and inclusion efforts across campus. The University of San Diego holds deep commitment to developing and sustaining a diverse campus community in the broadest sense, including differences in gender, race, ethnicity, generational history, culture, socioeconomic class, religion, sexual orientation, national origin, citizenship status, political perspectives, geographic origin, and physical ability.

The assessment plan for CID has six outcome areas: student diversity, student success, employee diversity, campus environment, curricular and co-curricular experiences, and community engagement. In the 2017-2018 academic year, we began identifying key performance indicators (KPIs) to track our success in these outcome areas. Data collected from the Campus Environment Surveys will help inform the work of CID.

Center for Inclusion and Diversity

Campus Environment Outcomes & Metrics

Outcome

Provide a **welcoming, inclusive, and collaborative campus environment** for all students, faculty, staff, and administrator

Measure

The National Survey of Student Engagement (**NSSE**) Campus Environment Indicators: Quality of Interactions and Supportive Environment.

Benchmark

NSSE Benchmarks for First-Year Students and Seniors
USD's mean values for campus environment indicators will be equivalent to or exceed the mean values for each pre-determined NSSE comparison group.

Campus Environment – Two NSSE Metrics

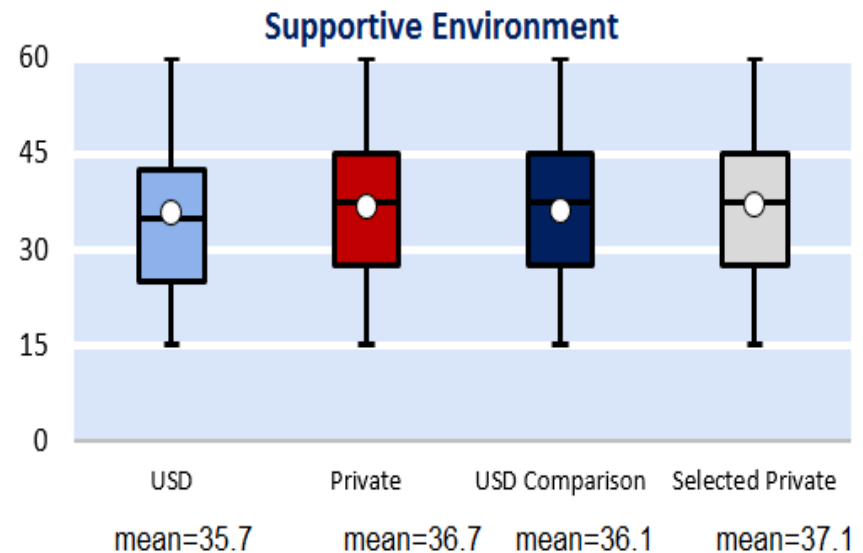
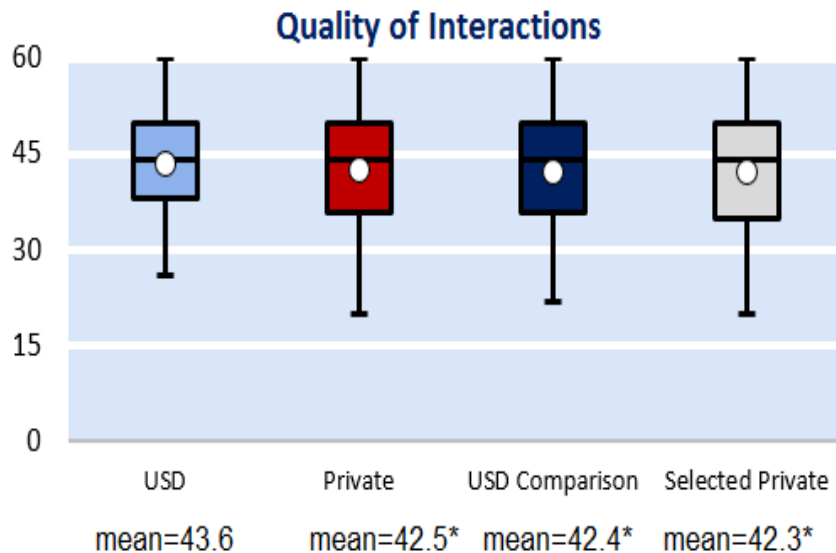


NSSE 2018 Engagement Indicators

Campus Environment

University of San Diego

Campus Environment: First-year students



Notes: Each box-and-whiskers chart plots the 5th (bottom of lower bar), 25th (bottom of box), 50th (middle line), 75th (top of box), and 95th (top of upper bar) percentile scores. The dot represents the mean score. Refer to Detailed Statistics for your institution's sample sizes. *p < .05, **p < .01, ***p < .001 (2-tailed)

NSSE Campus Environment Items

USD first year students compared with other institutions.



NSSE 2018 Engagement Indicators

Detailed Statistics University of San Diego

First-Year Students

	N	USD	Mean		
			Private	USD Comparison	Selected Private
Quality of Interactions					
<i>Indicate the quality of your interactions with the following people at your institution.</i>					
13a. Students	354	5.52	5.43	5.41	5.44
13b. Academic advisors	350	5.26	5.23	5.20	5.21
13c. Faculty	353	5.41	5.42	5.45	5.38
13d. Student services staff (career services, student activities, housing, etc.)	342	5.30	5.08	5.06	5.07
13e. Other administrative staff and offices (registrar, financial aid, etc.)	326	5.27	5.06	5.01	5.03
Supportive Environment					
<i>How much does your institution emphasize the following?</i>					
14b. Providing support to help students succeed academically	354	3.04	3.07	3.04	3.08
14c. Using learning support services (tutoring services, writing center, etc.)	351	2.98	3.09	3.06	3.13
14d. Encouraging contact among students from diff. backgrounds (soc., racial/eth., relig., etc.)	352	2.63	2.80	2.75	2.83
14e. Providing opportunities to be involved socially	352	2.93	2.97	2.94	2.98
14f. Providing support for your overall well-being (recreation, health care, counseling, etc.)	354	3.01	2.93	2.91	2.92
14g. Helping you manage your non-academic responsibilities (work, family, etc.)	351	2.40	2.37	2.28	2.39
14h. Attending campus activities and events (performing arts, athletic events, etc.)	354	2.72	2.83	2.80	2.83
14i. Attending events that address important social, economic, or political issues	351	2.58	2.60	2.66	2.65

Campus Environment – Two NSSE Metrics

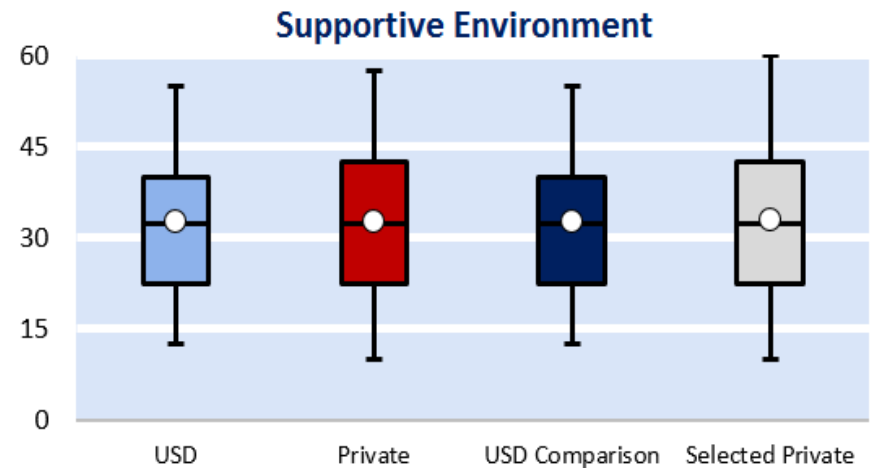
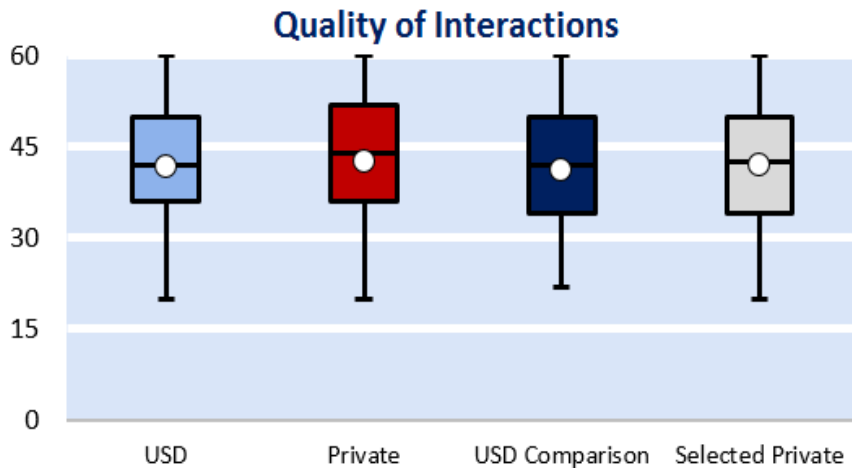


NSSE 2018 Engagement Indicators

Campus Environment

University of San Diego

Campus Environment: Seniors



mean=41.6

mean=42.7

mean=41.1

mean=42.0

mean=32.8

mean=32.7

mean=32.6

mean=32.9

Notes: Each box-and-whiskers chart plots the 5th (bottom of lower bar), 25th (bottom of box), 50th (middle line), 75th (top of box), and 95th (top of upper bar) percentile scores. The dot represents the mean score. Refer to Detailed Statistics for your institution's sample sizes. *p < .05, **p < .01, ***p < .001 (2-tailed)

NSSE Campus Environment Items

USD seniors compared with other institutions.



NSSE 2018 Engagement Indicators

Detailed Statistics University of San Diego

Seniors

	N	USD	Mean		
			Private	USD Comparison	Selected Private
Quality of Interactions					
<i>Indicate the quality of your interactions with the following people at your institution.</i>					
13a. Students	381	5.38	5.60	5.44	5.54
13b. Academic advisors	380	5.01	5.26	5.04	5.18
13c. Faculty	379	5.53	5.60	5.59	5.54
13d. Student services staff (career services, student activities, housing, etc.)	365	5.08	4.88	4.75	4.82
13e. Other administrative staff and offices (registrar, financial aid, etc.)	364	4.77	4.92	4.70	4.84
Supportive Environment					
<i>How much does your institution emphasize the following?</i>					
14b. Providing support to help students succeed academically	380	2.92	2.97	2.93	2.96
14c. Using learning support services (tutoring services, writing center, etc.)	379	2.75	2.85	2.79	2.87
14d. Encouraging contact among students from diff. backgrounds (soc., racial/eth., relig., etc.)	378	2.50	2.65	2.55	2.68
14e. Providing opportunities to be involved socially	378	2.78	2.83	2.85	2.83
14f. Providing support for your overall well-being (recreation, health care, counseling, etc.)	374	2.90	2.72	2.75	2.72
14g. Helping you manage your non-academic responsibilities (work, family, etc.)	379	2.18	2.11	2.03	2.08
14h. Attending campus activities and events (performing arts, athletic events, etc.)	375	2.51	2.55	2.63	2.55
14i. Attending events that address important social, economic, or political issues	378	2.55	2.40	2.52	2.46

Center for Inclusion and Diversity

Campus Environment Outcomes & Metrics

Outcome

Provide a **welcoming, inclusive, and collaborative campus environment** for all students, faculty, staff, and administrator

Measure

The Culturally Engaging Campus Environment (**CECE**) indicators.

Benchmark

CECE Benchmark for undergraduate students

USD's mean ratings will be at least 3.5 (using a five-point scale)

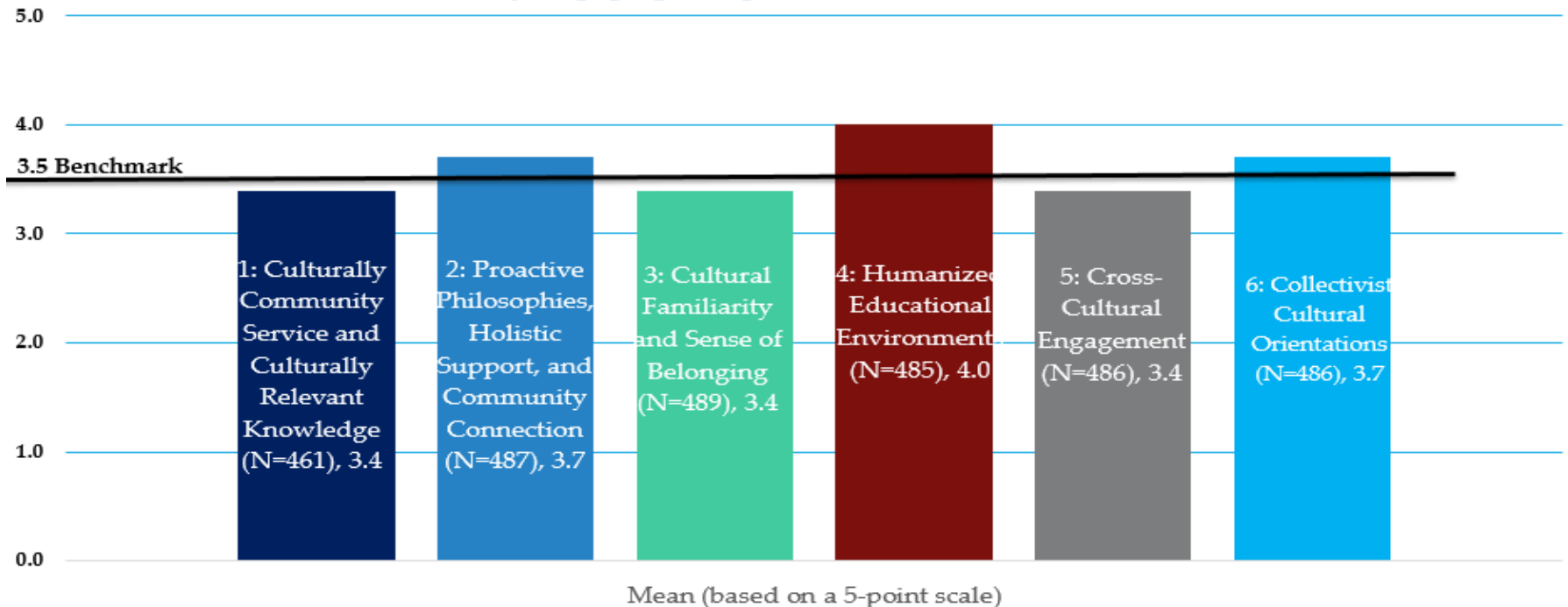
Campus Environment- Six CECE Metrics



Culturally Engaging Campus Environments 2018 Four-Year Student Survey

University of San Diego

Culturally Engaging Campus Environment Indicators



Five Point Scale: 1=Strongly Disagree, 2= Disagree, 3=Neither disagree or agree, 4=Agree, 5=Strongly agree

CECE Campus Environment Metrics above the 3.5 Benchmark

2 : Proactive Philosophies, Holistic Support, and Community Connection
Mean = 3.7

Sample of Items

I feel like I am part of the community at this institution (mean=3.69)

If I need information, I know a person at this institution who I trust to give me the information that I need (mean=3.99).

People at this institution check in with me regularly to see if I need support (mean=3.11).

4: Humanized Educational Environments
Mean = 4.0

Items

In general, educators at this institution are committed to my success (mean=3.97)

In general, I view educators at this institution as caring human beings (mean=4.02).

In general, educators care about students at this institution (mean=4.07).

6 : Collectivist Cultural Orientations
Mean = 3.7

Items

In general, people at this institution support each other.(mean=3.76)

In general, people at this institution work together toward common goals. (mean=3.66)

In general, people at this institution help each other succeed. (mean=3.69)

CECE Campus Environment Metrics below the 3.5 Benchmark

1: Culturally Community Service and Culturally Relevant Knowledge Mean = 3.4

Sample of Items

At this institution, there are enough opportunities (e.g., research, community service projects, etc.) to help improve the lives of people in my cultural communities. (mean=3.35)

At this institution, there are enough opportunities to learn about the challenges that exist in my own cultural communities. (mean=3.38).

In general, people at this institution value the experiences of people in my cultural communities. (mean=3.49).

3: Cultural Familiarity and Sense of Belonging Mean = 3.4

Sample of Items

I feel like I belong at this institution. (mean=3.68)

It is easy to find people at this institution who understand my struggles. (mean=3.18)

People at this institution are generally willing to take time to understand my experiences. (mean=3.43)

5: Cross-Cultural Engagement Mean = 3.4

Items

At this institution, there are enough opportunities to discuss important social issues with people from different cultural backgrounds. (mean=3.49)

At this institution, there are enough opportunities to discuss important political issues with people from different cultural backgrounds. (mean=3.22).

At this institution, there are enough opportunities to discuss important diversity-related issues with people from different cultural backgrounds. (mean=3.43).

Center for Inclusion and Diversity

Campus Environment Outcomes & Metrics

Outcome

Provide a **welcoming, inclusive, and collaborative campus environment** for all students, faculty, staff, and administrators.

Measure

The **USD Campus Climate Survey - Inclusive Classroom** Climate Indicators

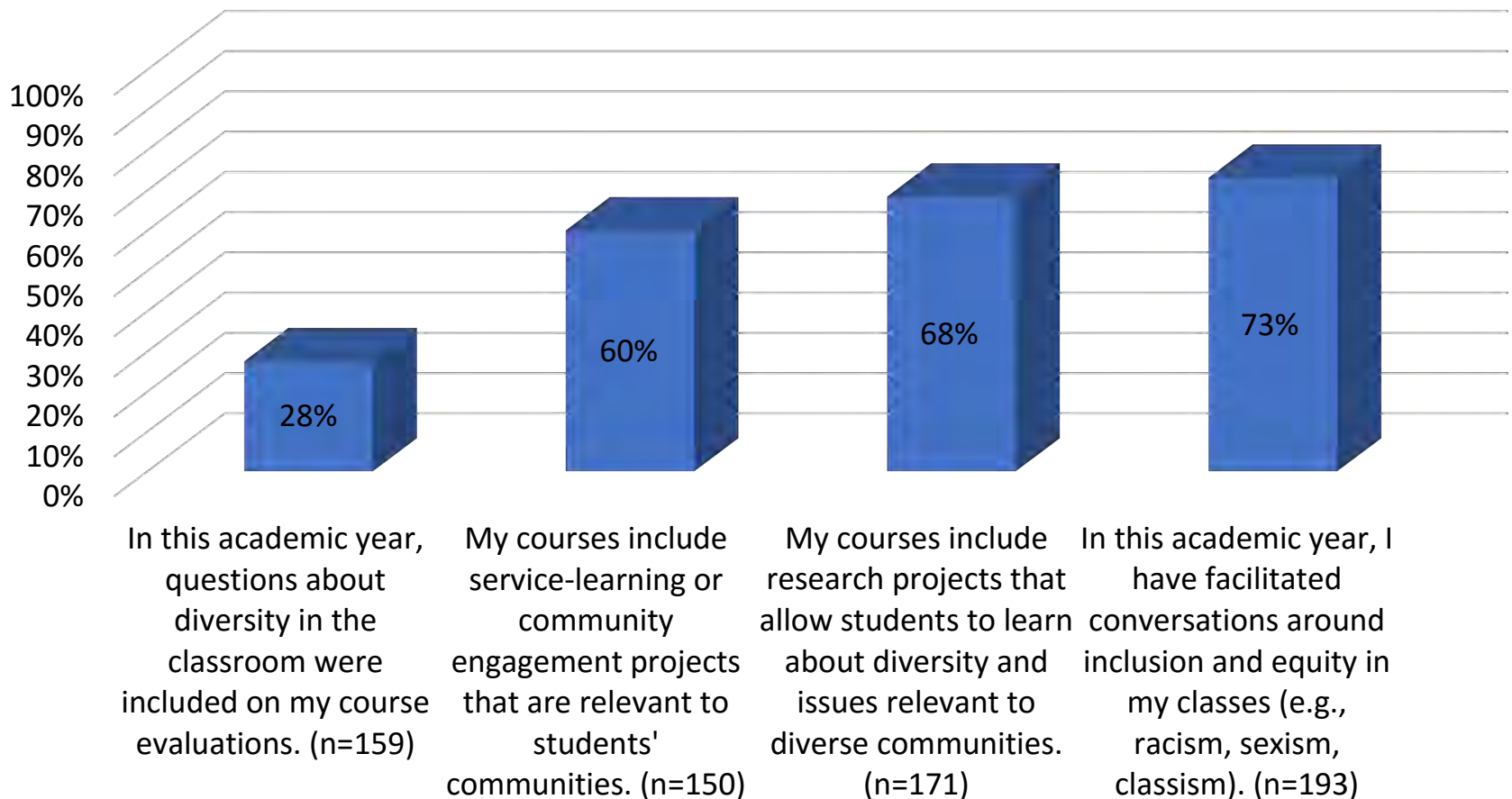
Benchmark

First administration of survey items, therefore no benchmark set at this time

USD Campus Climate Survey

Inclusive Classroom Climate Indicators

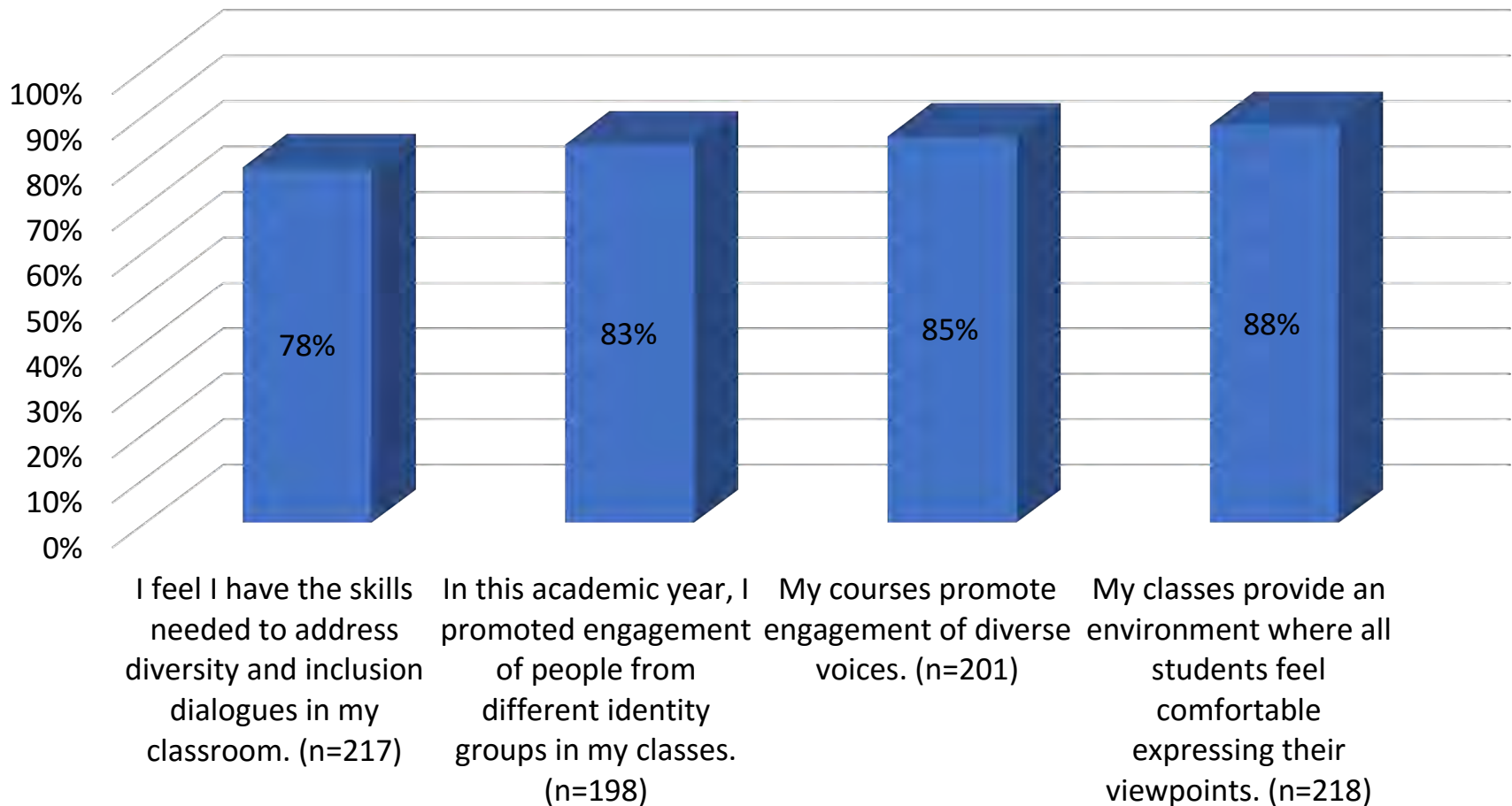
USD Campus Climate Survey – Inclusive Classroom Climate
Percent of faculty who agree or strongly agree with the statement:



USD Campus Climate Survey

Inclusive Classroom Climate Indicators

USD Campus Climate Survey – Inclusive Classroom Climate
Percent of faculty who agree or strongly agree with the statement:



Center for Inclusion and Diversity

Campus Environment Outcomes & Metrics

Outcome

Provide a **welcoming, inclusive, and collaborative campus environment** for all students, faculty, staff, and administrator

Measure

The **USD Campus Climate Survey – Diversity**

Benchmark

The percentage of respondents that agree or strongly agree will be similar for employee groups (faculty, staff, administrators).



Campus Environment Survey Results

Diversity

“I understand why USD needs to value diversity and inclusion.”

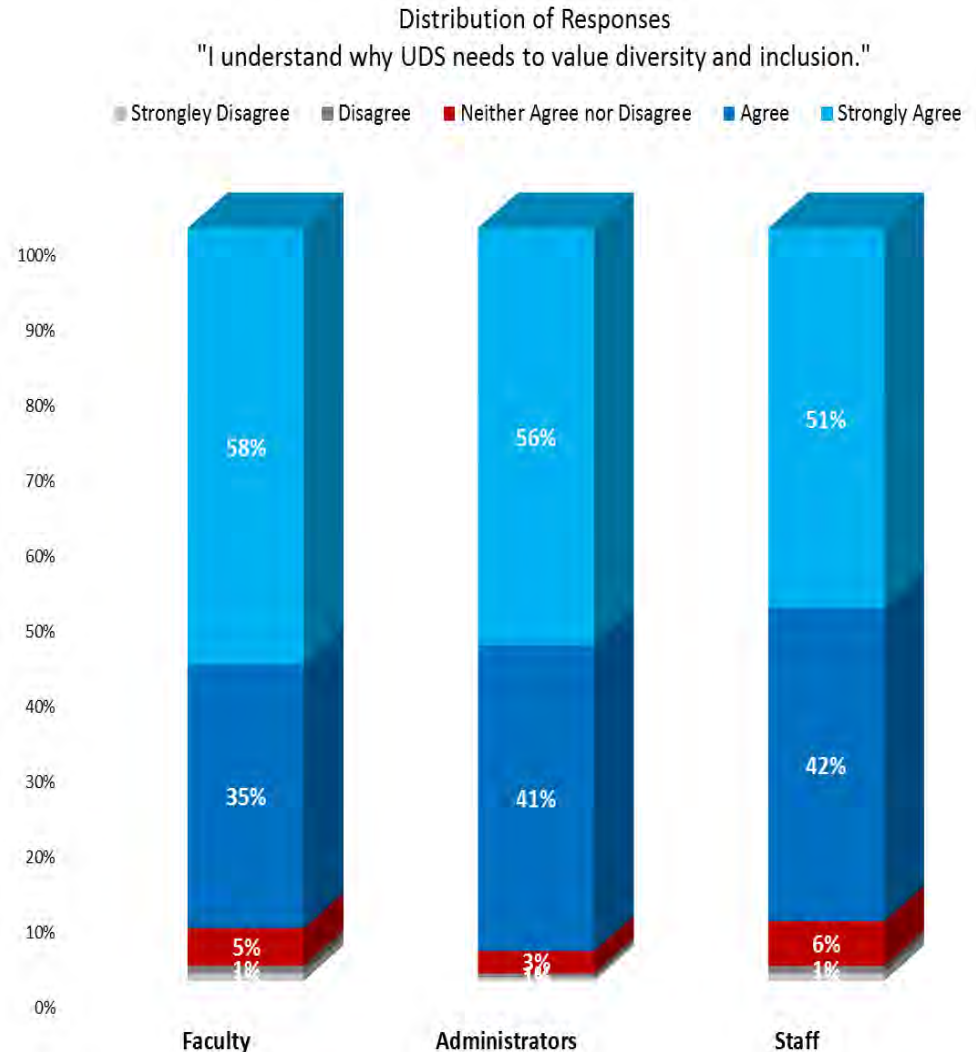
Percentage who **agree** or **strongly agree** with the statement.

97% of **Administrators** (n=237)

93% of **Faculty** (n=232)

93% of **Staff** (n=202)

Please note that any differences are due to rounding.





Campus Environment Survey Results

Diversity

“USD demonstrates a commitment to diversity and inclusion.”

Percentage who **agree** or **strongly agree** with the statement.

59% of Faculty (n=218)

76% of Administrators (n=236)

69% of Staff (n=201)

Please note that any differences are due to rounding.

