



IUPUI

# 2018 Campus Climate Survey Report

Institutional Research and Decision Support  
Institutional Effectiveness and Survey Research Office

Division of Diversity, Equity & Inclusion



## OVERVIEW

### Institutional Effectiveness and Survey Research

#### Caleb J. Keith

Director

317-278-2724

cakeith@iu.edu

#### Robbie Janik

Associate Director

317-278-0640

rjanikii@iupui.edu

#### Brad Wolfred

Graduate Assistant

#### Michele Annee

Research Assistant

### Institutional Research and Decision Support

### Institutional Effectiveness and Survey Research

301 University Boulevard  
INAD 4053  
Indianapolis, IN 46202

**Purpose:** To measure campus climate indicators in order to better understand faculty, staff, and students' experiences on the IUPUI campus.

**Methods:** Institutional Effectiveness and Survey Research, an office within Institutional Research and Decision Support, worked with the Division of Diversity, Equity & Inclusion to update and conduct a survey of the campus climate at IUPUI. The survey was administered to a census of faculty, staff, and current students in Fall 2018.



## Sample Characteristics

	2014 Faculty	2018 Faculty	2014 Staff	2018 Staff
Men	52%	48%	28%	24%
Women	48%	51%	72%	75%
Non-Binary/Other	N/A	1%	N/A	1%
African American/Black	6%	7%	11%	13%
Asian/Asian American	13%	16%	2%	4%
Latinx/Hispanic	5%	6%	4%	4%
Middle Eastern	1%	2%	<1%	<1%
Two or More Races	4%	3%	5%	3%
White	71%	66%	78%	76%
Other	<1%	<1%	<1%	<1%
Born in the United States	73%	73%	94%	92%
Born outside U.S.	27%	27%	6%	8%
LGBTQ+	8%	8%	8%	11%
Non-LGBTQ+	92%	92%	92%	89%
With Disability	4%	3%	5%	8%
No Disability	96%	97%	95%	92%
Christian	51%	49%	72%	62%
Non-Christian Religious	11%	12%	4%	5%
No Religious Affiliation	38%	39%	24%	33%
Conservative	14%	14%	25%	21%
Moderate	33%	32%	41%	34%
Liberal	53%	54%	34%	45%
Current Military/Veteran	N/A	4%	N/A	3%
No Military Experience	N/A	96%	N/A	97%
<b>Number of Respondents</b>	1052	1529	1832	2239
<b>Response rate</b>	34%	28%	44%	44%

- For the 2018 implementation of the IUPUI Campus Climate Survey, all part-time/associate faculty members were invited to participate, along with all academic appointments in the School of Medicine, including residents/fellows/etc. This was not the case in 2014, which could account for the slight decrease in the faculty response rate in the most recent survey when compared to that of the previous implementation of the survey.
- In 2018, both part-time and full-time staff were invited to participate, while in 2014 only full-time staff members were to do so.

## Sample Characteristics

	2014 Undergraduate Students	2018 Undergraduate Students	2014 Graduate/ Professional Students	2018 Graduate/ Professional Students
Men	37%	34%	41%	38%
Women	63%	64%	59%	60%
Non-Binary/Other	N/A	2%	N/A	2%
African American/Black	9%	9%	6%	9%
Asian/Asian American	5%	7%	21%	22%
Latinx/Hispanic	7%	9%	5%	4%
Middle Eastern	1%	2%	2%	3%
Two or More Races	6%	5%	7%	6%
White	72%	68%	59%	56%
Other	<1%	<1%	<1%	<1%
Born in the United States	87%	87%	66%	69%
Born outside U.S.	13%	13%	34%	31%
LGBTQ+	14%	21%	10%	16%
Non-LGBTQ+	86%	79%	90%	84%
With Disability	5%	11%	4%	6%
No Disability	95%	89%	96%	94%
Christian	61%	56%	48%	43%
Non-Christian Religious	7%	8%	19%	20%
No Religious Affiliation	33%	36%	34%	37%
Conservative	25%	22%	17%	15%
Moderate	45%	42%	39%	34%
Liberal	30%	36%	44%	51%
Current Military/Veteran	N/A	4%	N/A	3%
No Military Experience	N/A	96%	N/A	97%
<b>Number of Respondents</b>	2535	1843	972	783
<b>Response rate</b>	12%	10%	16%	10%

- The undergraduate/graduate demographic question was asked at the end of the survey and was optional. The response rate for all students who participated is 14%.
- Response rate for White dropped about 4% from the 2014 administration of the survey.
- An additional choice of Non-Binary/Other was added to the Gender category, with 2% of all students affirming this status.
- 4% of undergraduate students and 3% of graduate students indicated Military/Veteran status.

# Faculty

Percentage who Agree/Strongly agree ...	2014 All Faculty	2018 All Faculty
I feel free to be myself at IUPUI	81.4%	86.7%
I have been able to make enough friends at IUPUI	82.3%	81.0%
At IUPUI, I sometimes I fear speaking up for what I think	39.4%	34.0%
I feel safe on campus	89.6%	90.9%
There are a lot of people like me on campus	73.9%	77.9%
It's difficult to move up in my career at IUPUI	47.8%	44.0%
<b>Number of respondents</b>	<b>1052</b>	<b>1529</b>

- Full-time non tenure-track faculty members (55%) are more likely than tenured/tenure-track faculty members (34%) to agree or strongly agree that it is difficult to move up in their career at IUPUI.

Percentage who Agree/Strongly agree ...	2014 All Faculty	2018 All Faculty
IUPUI has a commitment to diversity	89.7%	90.3%
IUPUI places too much emphasis on diversity	22.6%	20.8%
IUPUI has a diverse faculty and staff	67.5%	67.5%
IUPUI has a diverse student population	84.1%	84.5%
IUPUI accurately reflects the diversity in publications (e.g., brochures, website)	78.6%	80.4%
IUPUI has a lot of tension around diversity issues	22.3%	26.4%
<b>Number of respondents</b>	<b>1052</b>	<b>1529</b>

- Part-time faculty members (83%) are more likely than both full-time non tenure-track faculty members (69%) and tenured/tenure-track faculty members (58%) to agree or strongly agree that IUPUI has a diverse faculty and staff.
- Part-time faculty members (15%) are less likely than both full-time non tenure-track faculty members (28%) and tenured/tenure-track faculty members (31%) to agree or strongly agree that IUPUI has a lot of tension around diversity issues.

## Comparison with only Full-time faculty and non-Resident Medicine academic appointments

Percentage who Agree/Strongly agree ...	2014 Faculty	2018 Faculty
I feel free to be myself at IUPUI	81.4%	86.1%
I have been able to make enough friends at IUPUI	82.3%	81.7%
At IUPUI, I sometimes I fear speaking up for what I think	39.4%	35.5%
I feel safe on campus	89.6%	91.4%
There are a lot of people like me on campus	73.9%	78.1%
It's difficult to move up in my career at IUPUI	47.8%	44.8%
<b>Number of respondents</b>	<b>1052</b>	<b>1059</b>

- Approximately 36% of faculty members fear speaking up for what they think, down from 39% in 2014.
- Almost half of all current faculty members (45%) feel that it is difficult to move up within their career at IUPUI.

Percentage who Agree/Strongly agree ...	2014 Faculty	2018 Faculty
IUPUI has a commitment to diversity	89.7%	90.5%
IUPUI places too much emphasis on diversity	22.6%	20.4%
IUPUI has a diverse faculty and staff	67.5%	63.5%
IUPUI has a diverse student population	84.1%	84.0%
IUPUI accurately reflects the diversity in publications (e.g., brochures, website)	78.6%	79.7%
IUPUI has a lot of tension around diversity issues	22.3%	29.6%
<b>Number of respondents</b>	<b>1052</b>	<b>1059</b>

- Most faculty members agree that IUPUI has a commitment to diversity (91%); approximately a fifth believe that IUPUI place too much emphasis on it (20%).
- About a third of faculty members believe that IUPUI has a lot of tension around diversity issues (30%); in 2014, only about a quarter of the respondents (22%) agreed with this statement.

## Staff

Percentage who Agree/Strongly agree ...	2014 All Staff	2018 All Staff
I feel free to be myself at IUPUI	82.1%	81.7%
I have been able to make enough friends at IUPUI	88.9%	83.7%
At IUPUI, I sometimes I fear speaking up for what I think	40.2%	38.2%
I feel safe on campus	90.6%	89.4%
There are a lot of people like me on campus	80.2%	77.4%
It's difficult to move up in my career at IUPUI	63.8%	65.2%
<b>Number of respondents</b>	<b>1832</b>	<b>2239</b>

- Similar to 2014, most staff members feel free to be themselves on campus and feel safe on campus (82%).
- 65% of all staff members feel it is difficult to move up in their career at IUPUI.

Percentage who Agree/Strongly agree ...	2014 All Staff	2018 All Staff
IUPUI has a commitment to diversity	93.1%	91.4%
IUPUI places too much emphasis on diversity	29.3%	24.8%
IUPUI has a diverse faculty and staff	81.9%	76.2%
IUPUI has a diverse student population	93.2%	90.3%
IUPUI accurately reflects the diversity in publications (e.g., brochures, website)	84.9%	82.9%
IUPUI has a lot of tension around diversity issues	22.0%	29.6%
<b>Number of respondents</b>	<b>1832</b>	<b>2239</b>

- Similar to Full-Time faculty members, 91% of staff members feel IUPUI has a commitment to diversity; a quarter of staff members feel that IUPUI places too much emphasis on this effort.
- Compared to 2014, perceptions of tension around issues of diversity have increased to almost a third of all staff members (30%).

## Comparison with only Full-time staff

Percentage who Agree/Strongly agree ...	2014 All Staff	2018 All Staff
I feel free to be myself at IUPUI	82.1%	81.6%
I have been able to make enough friends at IUPUI	88.9%	83.5%
At IUPUI, I sometimes I fear speaking up for what I think	40.2%	38.1%
I feel safe on campus	90.6%	89.1%
There are a lot of people like me on campus	80.2%	77.3%
It's difficult to move up in my career at IUPUI	63.8%	66.1%
<b>Number of respondents</b>	<b>1832</b>	<b>1940</b>

- The percentage of Full-time staff members that feel free to be themselves at IUPUI has remained relatively steady at 82%.
- A little lower than the last reporting, 84% of Full-time staff members have been able to make enough friends at IUPUI.
- Similar to All staff members, over sixty percent of Full-time staff members (66%) feel it is difficult to move up in their career at IUPUI.

Percentage who Agree/Strongly agree ...	2014 All Staff	2018 All Staff
IUPUI has a commitment to diversity	93.1%	91.0%
IUPUI places too much emphasis on diversity	29.3%	24.4%
IUPUI has a diverse faculty and staff	81.9%	75.6%
IUPUI has a diverse student population	93.2%	90.2%
IUPUI accurately reflects the diversity in publications (e.g., brochures, website)	84.9%	82.8%
IUPUI has a lot of tension around diversity issues	22.0%	29.8%
<b>Number of respondents</b>	<b>1832</b>	<b>1940</b>

- Full-time staff members overwhelmingly agree that IUPUI has a commitment to diversity (91%); comparable to all staff, about a quarter feel there is too much emphasis on it (24%). About a third feel that there is a lot of tension in this area (30%).
- 90% of all Full-time staff members feel that IUPUI has a diverse student population; 76% feel the same about the faculty and staff.



## Students

Percentage who Agree/Strongly agree ...	2014 All Students	2018 All Students
I feel free to be myself at IUPUI	94.7%	89.7%
I have been able to make enough friends at IUPUI	74.3%	75.8%
At IUPUI, I sometimes I fear speaking up for what I think	27.0%	36.0%
I feel safe on campus	84.0%	85.1%
There are a lot of people like me on campus	71.8%	73.4%
It's difficult to find student opportunities at IUPUI	22.4%	24.9%
<b>Number of respondents</b>	<b>3933</b>	<b>3790</b>

- Approximately 90% of all students feel free to be themselves at IUPUI, a decrease of about 5% from 2014.
- 36% of all students at IUPUI fear speaking up for what they think, up from 27% in 2014.
- A quarter of all students find it difficult to find student opportunities at IUPUI.

Percentage who Agree/Strongly agree ...	2014 All Students	2018 All Students
IUPUI has a commitment to diversity	94.4%	92.1%
IUPUI places too much emphasis on diversity	27.6%	32.6%
IUPUI has a diverse faculty and staff	87.9%	83.5%
IUPUI has a diverse student population	94.3%	91.0%
IUPUI accurately reflects the diversity in publications (e.g., brochures, website)	87.8%	84.1%
IUPUI has a lot of tension around diversity issues	13.7%	25.2%
<b>Number of respondents</b>	<b>3933</b>	<b>3790</b>

- Most students feels IUPUI has a commitment to diversity (92%); a third report they believe there is too much emphasis on it (33%).
- Approximately a quarter of all students feel that there is a lot of tension around this issue, up significantly from 2014.
- The majority of all students feel that IUPUI has a diverse faculty, staff, and student population.

## Curriculum Questions From NSSE

Percentage who say coursework emphasized quite a bit/very much...	Undergraduate	Graduate/ Professional	All Students
Developing the skills necessary to work effectively with people from various backgrounds	55.1%	58.7%	56.5%
Recognizing your own cultural norms and biases	49.6%	49.1%	49.7%
Sharing your own perspectives and experiences	60.4%	60.2%	60.2%
Exploring your own background through projects, assignments, or programs	47.8%	47.9%	48.2%
Learning about other cultures	47.5%	42.4%	46.0%
Discussing issues of equity or privilege	48.2%	51.6%	48.6%
Respecting the expression of diverse ideas	61.6%	62.3%	61.1%
<b>Number of respondents</b>	<b>1843</b>	<b>783</b>	<b>3790</b>

- Roughly half of all students reports that their coursework emphasized recognizing one's own cultural norms and biases.
- 60% of all students reported that their coursework emphasized the respect for the expression of diversity.

Percentage who have done often/very often in current school year...	Undergraduate	Graduate/ Professional	All Students
Attended events, activities, or presentations that reflect an appreciation for diverse groups of people	19.9%	21.1%	20.3%
Participated in the activities of centers/programs related to specific groups (racial-ethnic, cultural, religious, gender, LGBTQ+, etc.)	15.9%	15.6%	15.8%
Participated in a diversity-related club or organization	15.5%	14.8%	15.4%
Participated in a demonstration for a diversity-related cause (rally, protest, etc.)	9.0%	7.7%	8.9%
Reflected on your cultural identity	31.6%	42.8%	35.1%
<b>Number of respondents</b>	<b>1843</b>	<b>783</b>	<b>3790</b>

- About 15% of all students participated in centers/programs related to specific groups, or participated in a diversity related club.
- Graduate or professional students (43%) were significantly more likely to reflect on their cultural identity than undergraduates (32%) were.

# Discrimination, Bias, and Harassment

## BIAS / HARASSMENT / DISCRIMINATION REPORTING:

If you witnessed, experienced, or learned of discrimination, bias, or sexual harassment, how likely or unlikely would you be to report it?

	2014 Faculty	2018 Faculty	2014 Staff	2018 Staff	2014 Students	2018 Students
Percentage Likely/Very Likely	77.9%	87.2%	74.6%	86.9%	72.6%	86.2%
Number of respondents	989	1395	1732	2127	3623	2753

- Compared to 2014, faculty, staff, and students were all far more likely to report discrimination, bias, or sexual harassment.

## Comparison with only Full-time faculty/staff and non-Resident Medicine academic appointments

	2014 Faculty	2018 Faculty	2014 Staff	2018 Staff
Percentage Likely/Very Likely	77.9%	88.8%	74.6%	87.3%
Number of respondents	989	1055	1732	1932

- Approximately 89% of faculty and 87% of staff would be likely to report discrimination, bias, or sexual harassment.

## Do you know where to report? *(Only asked of those likely/very likely to report.)*

	Faculty	Staff	Students
Percentage Yes	60.8%	66.1%	26.8%
Number of respondents	1215	1847	2370

- Over 60% of faculty and staff members likely to report discrimination, bias, or sexual harassment know where to report this; however, just over a quarter of the students (27%) likely to report know where to do so.

## **REPORTED BIAS / HARASSMENT / DISCRIMINATION:**

Note: For the following tables, the n's within a cell represent the total number of respondents that fit that particular demographic combination and the percentage is the rate that experienced bias of that number.

### *Faculty and Staff Reports of Bias/Discrimination in the past 4 years at IUPUI\**

	<b>Faculty 2014</b>	<b>Faculty 2018</b>	<b>Staff 2014</b>	<b>Staff 2018</b>
<b>SEX</b>				
Man	5.5% (n=505)	4.3% (n=645)	8.6% (n=466)	10.8% (n=500)
Woman	36.9% (n=466)	27.6% (n=686)	19.6% (n=1218)	17.8% (n=1543)
<b>RACE/ETHNICITY</b>				
White	3.9% (n=668)	3.3% (n=882)	6.2% (n=1268)	5.6% (n=1546)
African American/Black	50.9% (n=53)	44.8% (n=87)	42.0% (n=174)	37.8% (n=262)
Latinx/Hispanic	26.5% (n=49)	17.6% (n=74)	13.3% (n=60)	29.7% (n=74)
Asian	19.5% (n=123)	18.9% (n=212)	16.1% (n=31)	16.7% (n=72)
Other non-white	13.3% (n=45)	24.3% (n=70)	14.8% (n=88)	25.4% (n=67)
<b>CITIZENSHIP STATUS</b>				
Born in United States	0.9% (n=686)	2.8% (n=986)	0.9% (n=1556)	3.3% (n=1894)
Born outside United States	15.2% (n=250)	15.4% (n=357)	6.6% (n=91)	17.3% (n=156)
<b>POLITICS</b>				
Conservative	21.6% (n=134)	30.4% (n=184)	15.5% (n=399)	25.3% (n=392)
Moderate	7.2% (n=305)	9.9% (n=404)	6.1% (n=658)	12.6% (n=636)
Liberal	5.8% (n=496)	6.0% (n=686)	7.3% (n=564)	7.7% (n=856)
<b>ABILITY/DISABILITY STATUS</b>				
Has Disability	30.6% (n= 37)	30.4% (n=46)	30.0% (n=90)	26.5% (n=155)
No Disability	1.7% (n=934)	1.9% (n=1296)	2.4% (n=1604)	2.6% (n=1896)
<b>RELIGION</b>				
Christian	9.6% (n=484)	8.2% (n=635)	9.9% (n=1200)	11.3% (n=1246)
Non-Christian Religious	19.0% (n=108)	14.5% (n=165)	13.8% (n=69)	16.5% (n=109)
Non-Religious	9.0% (n=355)	4.0% (n=504)	6.8% (n=407)	5.2% (n=657)
<b>SEXUAL ORIENTATION</b>				
LGBTQ+	27.4% (n=74)	13.5% (n=111)	27.0% (n=130)	14.9% (n=228)
Heterosexual	0.4% (n= 862)	0.7% (n=1188)	1.6% (n= 1511)	1.2% (n=1763)
<b>GENDER IDENTITY</b>				
Transgender / Non-conforming	0% (n=6)	33.3% (n=12)	31.3% (n=16)	22.7% (n=22)
Cisgender / Gender conformant	1.0% (n=960)	1.6% (n=1336)	1.3% (n=1661)	1.7% (n=2044)
<b>VETERAN/MILITARY STATUS</b>				
Current Military/Veteran	N/A	5.8% (n=52)	N/A	11.9% (n=67)
No Military Experience	N/A	0.5% (n=1274)	N/A	0.3% (n=1961)

\*In 2014, respondents were asked if they had ever experienced these forms of bias/harassment/discrimination at IUPUI

- The highest rates of bias/discrimination reported come from those who identify as Black/African American (45% faculty, 38% staff), Transgender/Non-conforming (33%, 23%), Politically Conservative (30%, 25%), and Women (28%, 18%).
- The highest increase in bias/discrimination reporting from 2014 was from faculty members identifying as Transgender/Non-conforming from 0% discrimination to 33% in 2018. The second highest increase was against faculty and staff members identifying as Politically Conservative, with a 9% increase to 30% against faculty members and a 10% increase in Bias/Discrimination against Politically Conservative staff members to 25%.
- The largest decreases of reported Bias/Discrimination were reported by faculty and staff members identifying as LGBTQ+, falling to 14% from 27% for faculty members in 2018, and 15% from 27% for staff members.

## 2014 Comparison with only Full-time faculty/staff and non-Resident Medicine academic appointments

*Faculty and Staff Reports of Bias/Discrimination in the past 4 years at IUPUI\**

	Faculty 2014	Faculty 2018	Staff 2014	Staff 2018
<b>SEX</b>				
Man	5.5% (n=505)	4.3% (n=513)	8.6% (n=466)	10.9% (n=469)
Woman	36.9% (n=466)	29.8% (n=523)	19.6% (n=1218)	18.8% (n=1432)
<b>RACE/ETHNICITY</b>				
White	3.9% (n=668)	3.7% (n=697)	6.2% (n=1268)	5.6% (n=1435)
African American/Black	50.9% (n=53)	49.3% (n=67)	42.0% (n=174)	39.1% (n=253)
Latinx/Hispanic	26.5% (n=49)	19.6% (n=56)	13.3% (n=60)	33.3% (n=66)
Asian	19.5% (n=123)	21.6% (n=162)	16.1% (n=31)	17.7% (n=62)
Other non-white	13.3% (n=45)	26.0% (n=50)	14.8% (n=88)	27.4% (n=62)
<b>CITIZENSHIP STATUS</b>				
Born in United States	0.9% (n=686)	3.1% (n=763)	0.9% (n=1556)	3.4% (n=1773)
Born outside United States	15.2% (n=250)	14.7% (n=278)	6.6% (n=91)	18.8% (n=138)
<b>POLITICS</b>				
Conservative	21.6% (n=134)	34.8% (n=138)	15.5% (n=399)	25.9% (n=363)
Moderate	7.2% (n=305)	9.9% (n=312)	6.1% (n=658)	13.2% (n=598)
Liberal	5.8% (n=496)	6.3% (n=541)	7.3% (n=564)	7.9% (n=797)
<b>ABILITY/DISABILITY STATUS</b>				
Has Disability	30.6% (n= 37)	36.1% (n=36)	30.0% (n=90)	27.9% (n=147)
No Disability	1.7% (n=934)	2.0% (n=1007)	2.4% (n=1604)	2.7% (n=1768)
<b>RELIGION</b>				
Christian	9.6% (n=484)	8.7% (n=494)	9.9% (n=1200)	11.5% (n=1150)
Non-Christian Religious	19.0% (n=108)	18.5% (n=124)	13.8% (n=69)	15.7% (n=102)
Non-Religious	9.0% (n=355)	5.0% (n=401)	6.8% (n=407)	5.4% (n=624)
<b>SEXUAL ORIENTATION</b>				
LGBTQ+	27.4% (n=74)	13.3% (n=83)	27.0% (n=130)	15.3% (n=215)
Heterosexual	0.4% (n= 862)	0.9% (n=927)	1.6% (n= 1511)	1.2% (n=1648)
<b>GENDER IDENTITY</b>				
Transgender / Non-conforming	0% (n=6)	28.6% (n=7)	31.3% (n=16)	20.0% (n=20)
Cisgender / Gender conformant	1.0% (n=960)	1.7% (n=1038)	1.3% (n=1661)	1.8% (n=1904)
<b>VETERAN/MILITARY STATUS</b>				
Current Military/Veteran	N/A	7.3% (n=41)	N/A	10.9% (n=64)
No Military Experience	N/A	0.7% (n=988)	N/A	0.3% (n=1831)

\*In 2014, respondents were asked if they had ever experienced the forms of bias/harassment/discrimination at IUPUI

- Female Full-time faculty members (30%) were about nine times more likely to report bias or discrimination than Male faculty members (4%) were; Female staff members (19%) were almost double their male counterparts (11%).

- Black/African American Full-time faculty members (49%) were about twelve times more likely to report bias or discrimination than White Faculty members (4%); Black/African American staff members (39%) were about six times their White counterparts (6%).
- 13% of LGBTQ+ faculty members reported bias, as opposed to 1% of Heterosexual faculty members; 15% LGBTQ+ staff reported bias, as opposed to 1% heterosexual staff members.

*Student Reports of Bias/Discrimination in the past 4 years at IUPUI*

	2014 Undergraduate Students	2018 Undergraduate Students	2014 Graduate Students	2018 Graduate Students
<b>SEX</b>				
Man	4.9% (n=916)	10.4% (n=618)	6.2% (n=386)	6.7% (n=297)
Woman	12.8% (n=1580)	16.2% (n=1157)	10.8% (n=557)	16.8% (n=457)
<b>RACE/ETHNICITY</b>				
White	5.0% (n=1736)	11.0% (n=1229)	4.6% (n=538)	6.8% (n=425)
African American/Black	19.1% (n=209)	30.6% (n=160)	28.1% (n=57)	39.7% (n=73)
Latinx/Hispanic	17.0% (n=176)	17.1% (n=170)	22.7% (n=44)	21.9% (n=32)
Asian	14.9% (n=114)	20.0% (n=120)	13.1% (n=198)	13.2% (n=167)
Other non-white	16.5% (n=182)	27.9% (n=129)	41.4% (n=82)	31.3% (n=64)
<b>CITIZENSHIP STATUS</b>				
Born in United States	0.9% (n=2165)	5.3% (n=1581)	0.6% (n=619)	3.9% (n=532)
Born outside United States	12.8% (n=329)	19.7% (n=244)	17.8% (n=321)	17.8% (n=241)
<b>POLITICS</b>				
Conservative	13.8% (n=607)	43.2% (n=389)	20.1% (n=159)	45.9% (n=111)
Moderate	5.5% (n=1105)	17.3% (n=739)	4.9% (n=367)	14.4% (n=250)
Liberal	11.6% (n=750)	16.3% (n=646)	4.9% (n=409)	11.3% (n=382)
<b>ABILITY/DISABILITY STATUS</b>				
Has Disability	23.7% (n=118)	24.6% (n=191)	24.3% (n=37)	23.4% (n=47)
No Disability	2.0% (n=2378)	2.6% (n=1896)	1.1% (n=906)	1.7% (n=727)
<b>RELIGION</b>				
Christian	11.6% (n=1495)	19.1% (n=1012)	10.7% (n=441)	16.2% (n=327)
Non-Christian Religious	22.6% (n=164)	18.0% (n=139)	9.8% (n=174)	9.2% (n=153)
Non-Religious	9.6% (n=806)	11.1% (n=651)	3.8% (n=318)	4.0% (n=278)
<b>SEXUAL ORIENTATION</b>				
LGBTQ+	16.7% (n=329)	18.4% (n=370)	20.9% (n=91)	10.7% (n=121)
Heterosexual	1.8% (n=2431)	3.5% (n=1414)	0.5% (n=797)	1.3% (n=625)
<b>GENDER IDENTITY</b>				
Transgender / Non-conforming	27.5% (n=51)	42.4% (n=59)	42.9% (n=7)	27.8% (n=18)
Cisgender / Gender conformant	1.4% (n=2433)	3.3% (n=1769)	0.9% (n=924)	1.6% (n=754)
<b>VETERAN/MILITARY STATUS</b>				
Current Military/Veteran	N/A	17.1% (n=76)	N/A	20.0% (n=25)
No Military Experience	N/A	0.9% (n=1748)	N/A	0.5% (n=740)

- The largest group of students reporting bias/discrimination in 2018 are those who identify as Political Conservatives. 43% of Political Conservative Undergraduates reported bias/discrimination, while 46% of politically conservative Graduate students reported bias/discrimination.
- Transgender or Non-conforming students reported the second highest rates of bias or discrimination against their group. 42% of Transgender or Non-conforming Undergraduates and 28% of Transgender or Non-conforming Graduate students reported bias or discrimination.

Please describe bias/harassment/discrimination you have experienced:

**GENERAL THEMES:**

Increased divide concerning political beliefs following last election (faculty/staff/students)  
 Experiencing derogatory comments (faculty/staff/students)  
 Being ignored in discourse (faculty/staff/students)  
 Being stereotyped (faculty/staff/students)  
 Disparate treatment (faculty/staff/students)  
 Inequitable employment opportunities (faculty/staff)

### GENDER & SEX

Percentage who agree with...	Faculty		Staff		Students	
	Women	Men	Women	Men	Women	Men
It's difficult to move up in my career at IUPUI	47.0%	41.2%*	66.3%	61.2%*	-	-
It's difficult to find student opportunities	-	-	-	-	22.7%	26.1%
IUPUI has a commitment to diversity	88.5%	92.8%**	91.5%	91.0%	92.6%	92.2%
IUPUI places too much emphasis on diversity	13.6%	26.8%***	21.6%	31.7%***	25.5%	44.3%***
IUPUI has a lot of tension around diversity issues	30.6%	21.9%***	29.5%	28.4%	22.8%	27.6%**
<b>N</b>	<b>692</b>	<b>653</b>	<b>1549</b>	<b>502</b>	<b>1635</b>	<b>927</b>

Difference between men & women \*p <.05, \*\* p<.01, \*\*\* P<.001

- Male faculty and staff members feel it is easier to move up in their career than those who identify as female; Female students find it slightly easier to find student opportunities.
- Male students, staff, and faculty members report that IUPUI places too much emphasis on diversity.

Experienced bias/harassment/discrimination on the basis of SEX			
	Faculty	Staff	Students
<i>Men</i>	4.3% (n=645)	10.8% (n=500)	9.2% (n= 922)
<i>Women</i>	27.6% (n=686)	17.8% (n=1543)	16.3% (n= 1628)



- Female staff members and students are almost twice as likely to experience bias, harassment, or discrimination on the basis of sex; Female faculty members are over six times more likely to report the same.

Please describe bias/harassment/discrimination you have experienced:

**THEMES:**  
 Men receive more respect and preferential treatment (faculty/staff/students)  
 Negative gender stereotypes (faculty/staff/students)  
 Sexist comments and jokes (students/faculty)  
 Sexual harassment (faculty/students)

### RACE/ETHNICITY

Percentage who agree with...	Faculty				
	White	Black/ African American	Latinx/ Hispanic	Asian	Other Non- white
It's difficult to move up in my career at IUPUI	44.0%	50.6%	35.1%	45.2%	45.7%
IUPUI has a commitment to diversity	92.5%	78.2%***	90.5%	91.5%	80.0%*
IUPUI places too much emphasis on diversity	20.6%	5.7%***	18.9%	16.8%	31.4%
IUPUI has a lot of tension around diversity issues	24.7%	52.9%***	25.0%	17.1%	38.2%
<b>N</b>	<b>889</b>	<b>88</b>	<b>74</b>	<b>214</b>	<b>71</b>

Difference between white and group \*p <.05, \*\* p<.01, \*\*\* P<.001

- Latinx/Hispanic faculty members are the least likely to agree that it is difficult to move up in a career at IUPUI; Black/African American faculty members are the most likely to agree.
- White faculty members overwhelmingly believe that IUPUI has a commitment to diversity; Black/African American faculty members are the least likely to report the same.
- More than half of Black/African American faculty members surveyed agree that IUPUI has a lot of tension around diversity issues which is significantly higher than their white peers.

Percentage who agree with...	Staff				
	White	Black/ African American	Latinx/ Hispanic	Asian	Other Non-white
It's difficult to move up in my career at IUPUI	64.9%	68.6%	55.4%	56.0%	75.8%
IUPUI has a commitment to diversity	94.9%	75.7%***	86.5%	90.5%	82.1%
IUPUI places too much emphasis on diversity	26.7%	7.7%***	12.0%**	28.8%	31.8%
IUPUI has a lot of tension around diversity issues	25.7%	42.6%***	36.1%	30.1%	39.1%**
<b>N</b>	<b>1553</b>	<b>264</b>	<b>75</b>	<b>76</b>	<b>67</b>

Difference between white and group \*p <.05, \*\* p<.01, \*\*\* P<.001

- Latinx/Hispanic staff members are the least likely to agree that it is difficult to move up in a career at IUPUI; Other Non-white staff are the most likely to agree.
- As with faculty, White staff members overwhelmingly believe that IUPUI has a commitment to diversity; Black/African American staff members are the least likely to agree.
- Over 40% of all Black/African American staff members agree that IUPUI has a lot of tension around diversity issues.

Percentage who agree with...	Students				
	White	Black/ African American	Latinx/ Hispanic	Asian	Other Non- white
It's difficult to find student opportunities	20.5%	27.4%*	28.0%*	28.8%**	34.5%***
IUPUI has a commitment to diversity	94.0%	82.3%***	86.6%***	96.2%	87.0%***
IUPUI places too much emphasis on diversity	31.9%	21.3%**	25.1%	40.7%**	37.2%
IUPUI has a lot of tension around diversity issues	22.3%	34.1%***	23.3%	26.0%	33.5%**
IUPUI's Multicultural Center is on campus for people like me.	28.7%	84.2%***	77.3%***	87.7%***	66.7%***
<b>N</b>	<b>1676</b>	<b>587</b>	<b>204</b>	<b>585</b>	<b>196</b>

Difference between white and group \*p <.05, \*\* p<.01, \*\*\* P<.001

- Just over a third of all Black/African American students, as well as Other Non-White students, agree that IUPUI has a lot of tension around diversity issues.

Experienced bias/harassment/discrimination on the basis of RACE/ETHNICITY			
	Faculty	Staff	Students
White	3.3% (n=882)	5.6% (n=1546)	9.9% (n=1664)
African American/Black	44.8% (n=87)	37.8% (n=262)	33.2% (n=235)
Latinx/Hispanic	17.6% (n=74)	29.7% (n=74)	17.6% (n=204)
Asian	18.9% (n=212)	16.7% (n=72)	16.2% (n=291)
Other non-white	24.3% (n=70)	25.4% (n=67)	29.2% (n=195)

- Black/African American faculty members, staff members, and students receive the greatest amount of reported bias, harassment, or discrimination based on race or ethnicity. White faculty members, staff members, and students receive the least.

Please describe bias/harassment/discrimination you have experienced:

**THEMES:**

Perceive White individuals as more respected (faculty/staff)  
 People of Color have to work harder than White peers  
 (faculty/staff/students)  
 Employment barriers due to race (faculty/staff)  
 Incorrect and inappropriate language when referring to  
 race/racial categories (students)

### NATIONAL ORIGIN

Percentage who agree with...	Faculty		Staff		Students	
	Born in U.S.	Born outside U.S.	Born in U.S.	Born outside U.S.	Born in U.S.	Born outside U.S.
I feel free to be myself at IUPUI	86.1%	89.8%	82.1%	83.8%	88.9%	93.3%**
It's difficult to move up in my career at IUPUI	44.8%	43.4%	65.9%	54.7%**	-	-
It's difficult to find student opportunities	-	-	-	-	22.4%	30.0%***
IUPUI has a commitment to diversity	90.0%	91.6%	91.5%	89.2%	92.0%	92.3%
IUPUI places too much emphasis on diversity	19.2%	22.9%	24.1%	27.1%	29.8%	42.6%***
IUPUI has a lot of tension around diversity issues	28.6%	19.9%**	29.1%	32.7%	24.4%	26.8%
<b>N</b>	<b>995</b>	<b>362</b>	<b>1907</b>	<b>160</b>	<b>2143</b>	<b>495</b>

Difference between born in and outside the U.S. \*p <.05, \*\* p<.01, \*\*\* P<.001

- Faculty members born outside of the United States largely agree with those born in the US on most issues; however, those born outside the United States report lower agreement that IUPUI has a lot of tension around diversity issues than those born in the U.S.

- Students born outside of the United States are significantly more likely to believe there is too much emphasis on diversity (43% vs 30%) and that it is difficult to find student opportunities (30% vs 22%).

Experienced bias/harassment/discrimination on the basis of NATIONAL ORIGIN			
	Faculty	Staff	Students
<i>Born in the United States</i>	2.8% (n=986)	3.3% (n=1894)	5.0% (n=2126)
<i>Born outside the United States</i>	15.4% (n=357)	17.3% (n=156)	19.0% (n=494)

Please describe bias/harassment/discrimination you have experienced:

**THEMES:**  
 Different treatment based on language ability  
 (faculty/students)  
 Assumptions about legality of immigration (staff/students)  
 Cultural assumptions based on “foreign” look/appearance  
 (staff/students)

## SEXUAL ORIENTATION & GENDER IDENTITY

Percentage who agree with...	Faculty		Staff		Students	
	LGBTQ+	Non-LGBTQ+	LGBTQ+	Non-LGBTQ+	LGBTQ+	Non-LGBTQ+
I feel free to be myself at IUPUI	91.9%	86.8%	82.5%	82.2%	90.5%	89.9%
It's difficult to move up in my career at IUPUI	53.2%	44.2%*	65.2%	65.1%	-	-
It's difficult to find student opportunities					28.9%	22.1%**
IUPUI has a commitment to diversity	87.4%	90.9%	89.5%	91.7%	89.2%	92.9%**
IUPUI places too much emphasis on diversity	12.6%	20.4%*	11.9%	25.3%***	20.4%	33.9%***
IUPUI has a lot of tension around diversity issues	30.9%	25.8%	39.2%	27.9%**	27.8%	23.7%
IUPUI's LGBTQ+ Center is on campus for people like me					79.0%	
<b>N</b>	<b>111</b>	<b>1202</b>	<b>229</b>	<b>1776</b>	<b>495</b>	<b>2069</b>

Difference LGBTQ+ and non-LGBTQ+ \*p <.05, \*\* p<.01, \*\*\* P<.001

- LGBTQ+ faculty members, staff members, and students feel free to be themselves at IUPUI at roughly the same rates as their non-LGBTQ+ peers.
- Non-LGBTQ+ students, staff members, and faculty members are significantly more likely to believe that IUPUI places too much emphasis on diversity.

<b>Experienced bias/harassment/discrimination on the basis of SEXUAL ORIENTATION</b>			
	<b>Faculty</b>	<b>Staff</b>	<b>Students</b>
<i>Gay, lesbian, bisexual, queer, etc.</i>	13.5% (n=111)	14.9% (n=228)	16.4% (n=493)
<i>Heterosexual</i>	0.7% (n=1188)	1.2% (n=1763)	2.8% (n=2056)
<b>Experienced bias/harassment/discrimination on the basis of GENDER IDENTITY</b>			
<i>Transgender/gender-nonconforming</i>	33.3% (n=12)	22.7% (n=22)	38.5% (n=78)
<i>Cisgender or gender-conformant</i>	1.6% (n=1336)	1.7% (n=2044)	2.8% (n=2544)

- On the basis of Sexual Orientation, those who identify as Gay, Lesbian, Queer, etc. report far greater bias, harassment, or discrimination than their Heterosexual peers at IUPUI.
- On the basis of Gender Identity, Transgender and Gender-nonconforming students, staff members, and faculty members face greater far greater bias than Cisgender students, staff members, or faculty member. Over one third of faculty members and students have faced bias and nearly a quarter of the staff members have.

Please describe bias/harassment/discrimination you have experienced:

**THEMES:**

Being “outed” by others without consent  
(faculty/staff/students)

Looks and comments related to use of bathrooms & access to  
gender neutral bathrooms (faculty/staff/students)

Misgendering and comments about pronouns (Transgender  
and non-binary students)

Dismissive comments about identity (Asexual and non-binary  
students)

## ABILITY/DISABILITY STATUS

Percentage who agree with...	Faculty		Staff		Students	
	Has Disability	No Disability	Has Disability	No Disability	Has Disability	No Disability
I feel free to be myself at IUPUI	80.4%	87.1%	72.3%	83.1%**	82.6%	90.4%***
It's difficult to move up in my career at IUPUI	57.8%	43.8%	76.0%	64.2%**	-	-
It's difficult to find student opportunities	-	-	-	-	29.8%	23.3%*
IUPUI has a commitment to diversity	87.0%	90.6%	87.6%	91.7%	89.3%	92.3%
IUPUI places too much emphasis on diversity	22.2%	20.2%	28.8%	23.8%	30.0%	32.4%
IUPUI has a lot of tension around diversity issues	37.8%	26.0%	42.0%	28.5%***	31.9%	24.2%**
IUPUI's Adaptive Educational Services (AES) is on campus for people like me	-	-	-	-	63.0%	-
<b>N</b>	<b>46</b>	<b>1315</b>	<b>155</b>	<b>1910</b>	<b>242</b>	<b>2385</b>

Difference between has a disability and no disability \*p <.05, \*\* p<.01, \*\*\* P<.001

- Faculty members, staff members, and students with disabilities are less likely to feel free to be themselves.
- Faculty and staff members with disabilities find it more difficult to move up in their career at IUPUI.
- Faculty members, staff members, and students with disabilities feel there is more tension with diversity issues than those with no disability.

Experienced bias/harassment/discrimination on the basis of DISABILITY STATUS			
	Faculty	Staff	Students
<i>Has Disability</i>	30.4% (n=46)	26.5% (n=155)	24.2% (n=240)
<i>No disability</i>	1.9% (n=1296)	2.6% (n=1896)	2.3% (n=2370)

- Over 30% of all faculty members with disabilities report an experience with bias, harassment, or discrimination due to their disability.
- About a quarter of staff members and students report an experience with bias, harassment, or discrimination due to their disability.

Please describe bias/harassment/discrimination you have experienced:

**THEMES:**

Accommodations and/or disability not respected or believed  
(students/staff)

Feelings of being outcasts (students)

Hearing derogatory language about disabilities (faculty)

## MILITARY/VETERAN STATUS

Percentage who agree with...	Faculty		Staff		Students	
	Current Military/Veteran	No Military Experience	Current Military/Veteran	No Military Experience	Current Military/Veteran	No Military Experience
I feel free to be myself at IUPUI	88.7%	86.9%	76.1%	82.3%	74.8%	90.4%***
It's difficult to move up in my career at IUPUI	31.4%	44.8%	62.7%	65.2%	-	-
It's difficult to find student opportunities	-	-	-	-	26.5%	23.6%
IUPUI has a commitment to diversity	90.6%	90.2%	90.9%	91.3%	88.0%	92.1%
IUPUI places too much emphasis on diversity	34.0%	19.5%*	37.3%	23.8%*	52.5%	31.2%***
IUPUI has a lot of tension around diversity issues	28.8%	26.2%	31.8%	29.5%	33.0%	24.5%
IUPUI's Office for Veterans and Military Personnel is on campus for people like me	-	-	-	-	91.0%	-
<b>N</b>	<b>53</b>	<b>1288</b>	<b>67</b>	<b>1978</b>	<b>103</b>	<b>2515</b>

Difference between veteran/no military experience \*p <.05, \*\* p<.01, \*\*\* P<.001

- Staff members and students with no military experience are more likely to feel free to be themselves.
- Faculty members with military experience are less likely to feel that it is difficult to move up in their career at IUPUI.
- Faculty members, staff members, and students with military experience are more likely to feel there is too much emphasis on diversity; over half of all students with military experience feel there is too much emphasis.

### Experienced bias/harassment/discrimination on the basis of VETERAN STATUS

	Faculty	Staff	Students
<i>Current Military/Veteran</i>	5.8% (n=52)	11.9% (n=67)	17.8% (n=101)
<i>No Military Experience</i>	0.5% (n=1274)	0.3% (n=1961)	0.8% (n=2501)

- Nearly a fifth of all students with military experience (18%) have reported experiences of bias, harassment, or discrimination based on their veteran status; faculty and staff members with veteran status report discrimination far higher than those with no military experience.

Please describe bias/harassment/discrimination you have experienced:

#### THEMES:

Feel as though their views are not welcome (faculty/students)  
 Believe there is too much emphasis on identity politics (students)  
 Hear views that U.S. military is bad and a problem (staff/students)

## RELIGIOUS & POLITICAL AFFILIATION

Percentage who agree with...	Faculty/Staff			Students		
	Christian	Non-Christian Religious	No affiliation	Christian	Non-Christian Religious	No affiliation
I feel free to be myself at IUPUI	82.9%	85.1%	86.4%	88.3%	93.3%	91.1%
It's difficult to move up in my career at IUPUI	58.7%	50.9%	55.7%			
It's difficult to find student opportunities				23.0%	31.8%	22.0%
IUPUI has a commitment to diversity	92.2%	86.4%	90.5%	92.8%	91.4%	91.6%
IUPUI places too much emphasis on diversity	27.5%	17.0%	15.8%	35.7%	42.6%	23.3%
IUPUI has a lot of tension around diversity issues	29.7%	26.7%	25.4%	26.4%	28.2%	21.3%
<b>N</b>	<b>1900</b>	<b>276</b>	<b>1170</b>	<b>1358</b>	<b>299</b>	<b>935</b>

- Non-Christian Religious faculty and staff members are least likely to claim that it is hard to move up in their career at IUPUI; Non-Christian Religious students are more likely to report being harder to find student opportunities.
- Christian faculty and staff members find that IUPUI places too much emphasis on diversity at almost twice the rate of those of no religious affiliation.

Experienced bias/harassment/discrimination on the basis of RELIGIOUS AFFILIATION			
	Faculty	Staff	Students
<i>Christian</i>	8.2% (n=635)	11.3% (n=1246)	18.5% (n=1349)
<i>Non-Christian</i>	14.5% (n=165)	16.5% (n=109)	13.6% (n=295)
<i>No religious affiliation</i>	4.0% (n=504)	5.2% (n=657)	8.9% (n=932)

- Christian students reported experiences of bias, harassment, or discrimination at rates of twice those with no religious affiliation.
- Non-Christian religiously affiliated faculty and staff members experience rates of bias, harassment, or discrimination much higher than do their Christian peers.



Please describe bias/harassment/discrimination you have experienced:

**THEMES:**

Perceive that Christians are oppressed/anti-Christian rhetoric (faculty/staff/student)

People from non-majority/non-Christian religions and worldviews feel singled out or attacked (faculty/staff/students)

Complaints about the people that publicly speak in the middle of campus condemning non-religious lifestyles (students)

Believe that religious individuals are looked down on (faculty/student)

Forced to celebrate Christmas in unit (faculty)

Required to use PTO for non-Christian holidays (faculty/staff)

Percentage who agree with...	Faculty/Staff			Students		
	Conservative	Moderate	Liberal	Conservative	Moderate	Liberal
I feel free to be myself at IUPUI	77.4%	83.3%	87.0%	77.1%	92.6%	92.8%
It's difficult to move up in my career at IUPUI	55.5%	58.3%	56.6%	-	-	-
It's difficult to find student opportunities	-	-	-	22.0%	27.6%	20.5%
IUPUI has a commitment to diversity	95.5%	91.1%	89.0%	92.8%	93.2%	90.8%
IUPUI places too much emphasis on diversity	51.9%	27.9%	7.9%	62.4%	34.6%	15.0%
IUPUI has a lot of tension around diversity issues	29.0%	27.0%	29.2%	33.5%	24.9%	20.7%
<b>N</b>	<b>581</b>	<b>1049</b>	<b>1553</b>	<b>507</b>	<b>1001</b>	<b>1035</b>

- Liberally oriented faculty members, staff members, and students felt the most free to be themselves at IUPUI; Conservative faculty members, staff members, and students the least.
- Over 50% of all Conservative faculty members, staff members, and students report that IUPUI puts too much emphasis on diversity. Less than 15% of Liberal students and 8% of Liberal faculty and staff members feel there is too much emphasis on diversity.

Experienced bias/harassment/discrimination on the basis of POLITICAL VIEWS			
	Faculty	Staff	Students
<i>Conservative</i>	30.4% (n=184)	25.3% (n=392)	44.0% (n=502)
<i>Moderate</i>	9.9% (n=404)	12.6% (n=636)	16.6% (n=995)
<i>Liberal</i>	6.0% (n=686)	7.7% (n=856)	14.5% (n=1030)

- Nearly half of all Conservative students feel they have experienced bias, harassment, or discrimination based on their political views (44%). Just over a quarter of faculty and staff members feel the same.
- Liberal faculty members, staff members, and students are the least likely to feel discriminated based on their political views.

Please describe bias/harassment/discrimination you have experienced:

**THEMES:**

Feel as though views are not welcome (faculty/staff/students)  
 Believe there is a lack of political diversity and a (Liberal) political bias on campus (faculty/staff/students)  
 Discussions extend beyond debate to personal attacks (staff/students)  
 Feel judged or excluded because of political beliefs (staff/students)



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INSTITUTIONAL RESEARCH AND DECISION SUPPORT

**Caleb J. Keith**

Director

Institutional Effectiveness and Survey Research

317-278-2724

[cakeith@iupui.edu](mailto:cakeith@iupui.edu)

**Robbie Janik**

Associate Director

Institutional Effectiveness and Survey Research

317-278-0640

[rjanikii@iupui.edu](mailto:rjanikii@iupui.edu)

**301 University Boulevard, INAD 4053  
Indianapolis, IN 46202**