

Faculty and Staff Campus Climate Survey Executive Summary

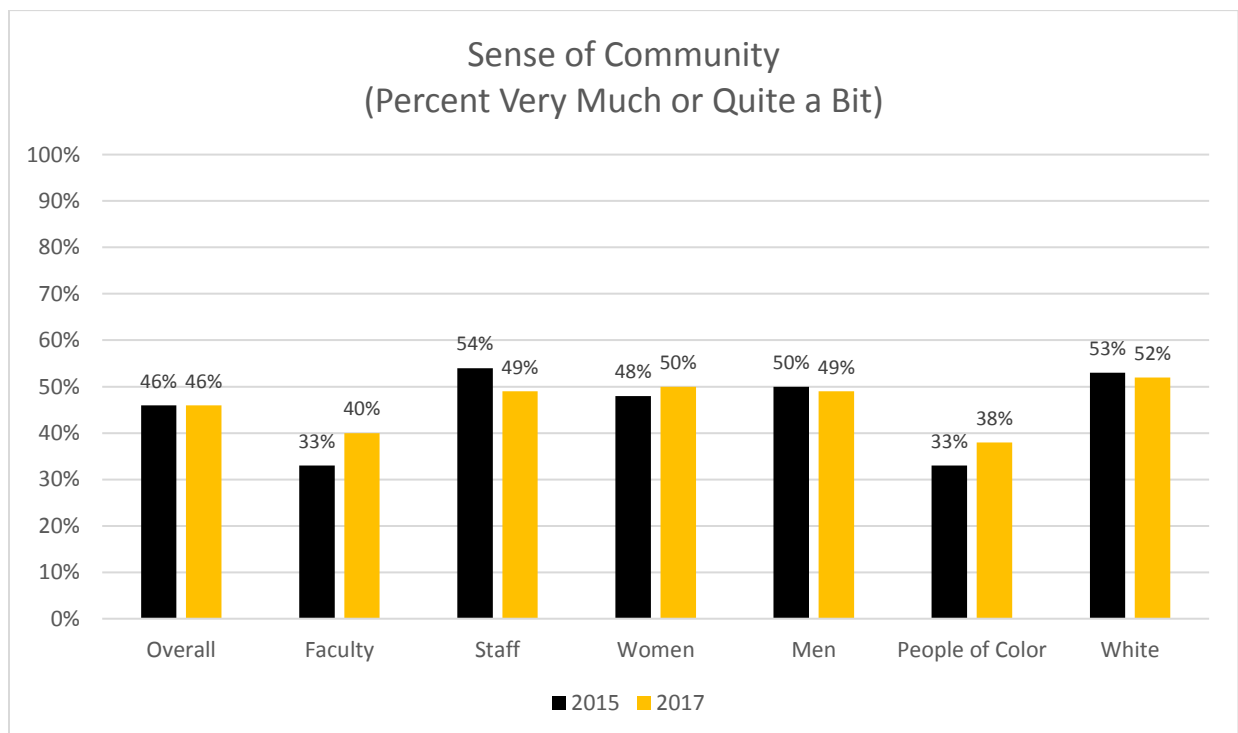
Fall 2017

The Faculty and Staff Campus Climate Survey was administered in October of 2017. This survey is a follow-up to the survey administered in the fall of 2015, and asked predominantly the same questions allowing for comparisons between the two years.

The response rates for the two years were very similar. In 2015, 431 people, or 53% of all DePauw employees, responded to the survey, and in 2017, 377 people, or 50%, responded. This summary will make overall comparisons between the two years, as well as, highlight changes in various demographics, such as, faculty/staff, race and gender. In answering the survey, respondents could make a determination not to identify their gender or race, consequently the “all in” group includes more respondents than does the combined male/female or people of color/white people.

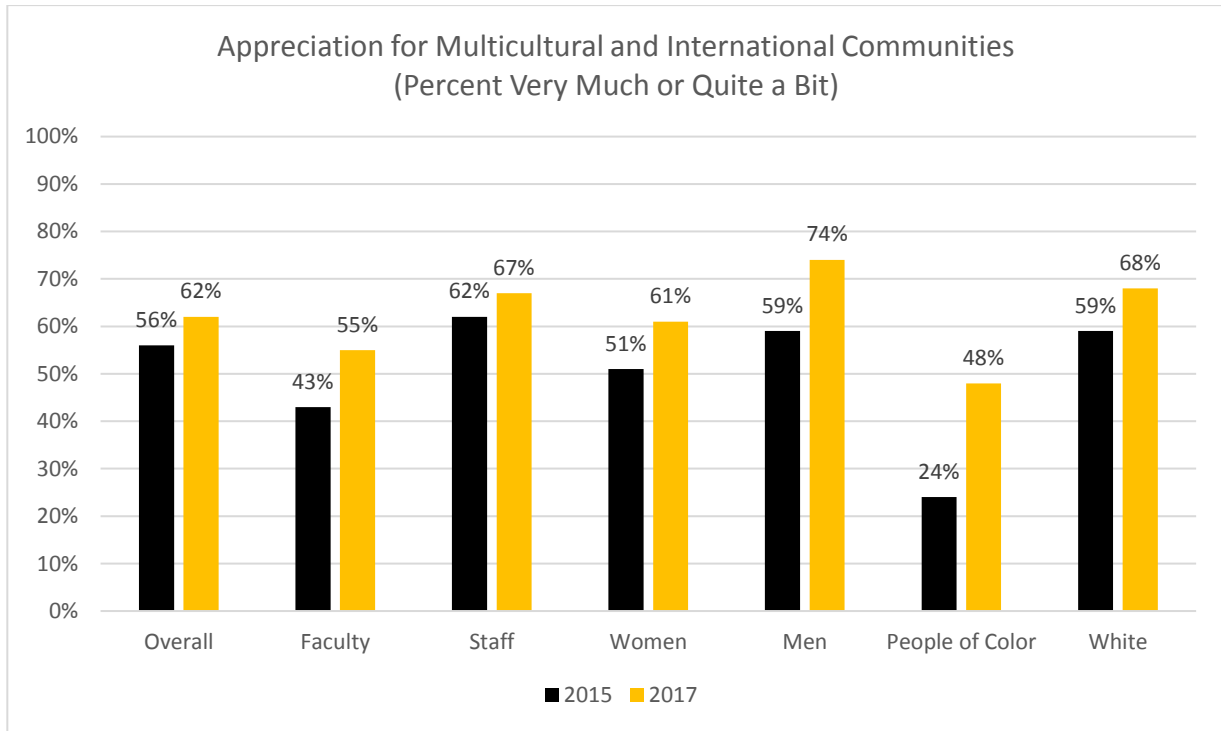
Sense of Community - In answer to the question, to what extent do you feel DePauw has a sense of community on campus:

- Overall the percent reporting DePauw having a sense of community remained the same from year to year, 46%; however, there were some differences among specific groups.
- A higher percentage of faculty reported DePauw having a sense of community in 2017 when compared to 2015 (40% compared to 33%).
- A lower percentage of staff reported DePauw having a sense of community in 2017 when compared to 2015 (49% compared to 54%).
- A higher percentage of people of color reported DePauw having a sense of community, moving from 33% to 38% while White staff and faculty remained essentially the same at 52%.



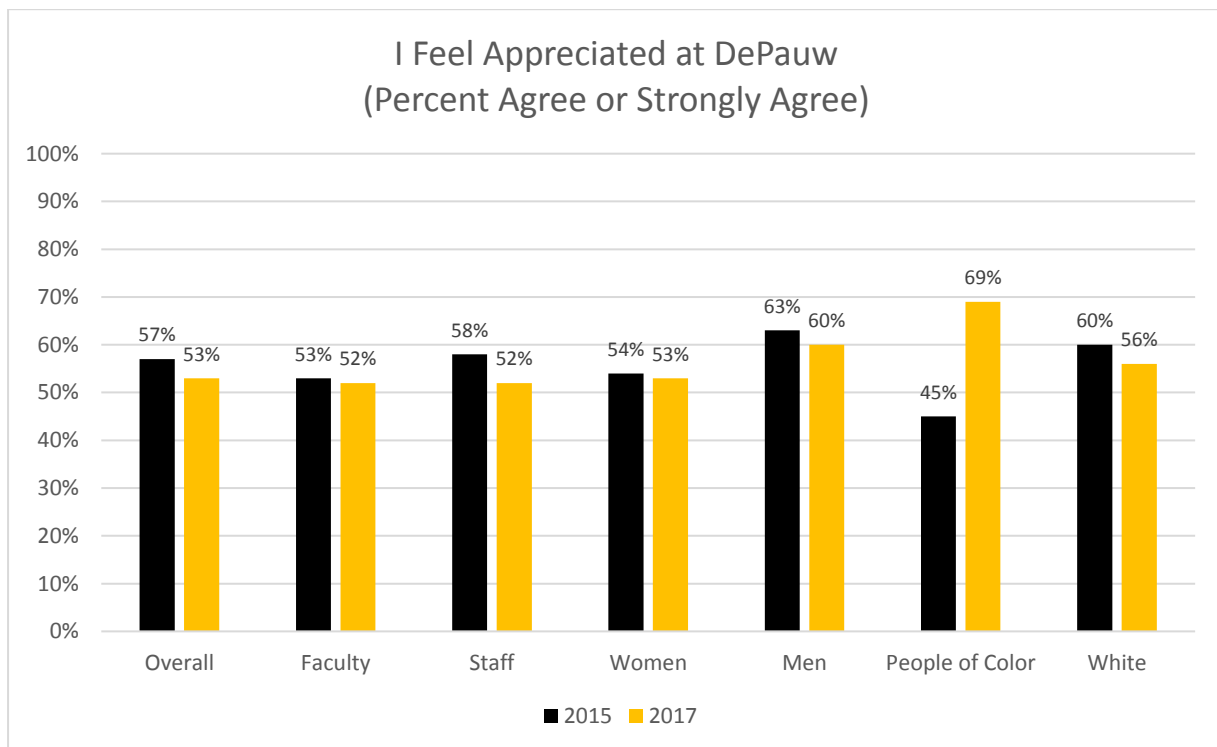
Appreciation for Multicultural and International Communities - In answer to the question, to what extent do you feel DePauw has an appreciation for our multicultural and international communities:

- Percentages in all categories increased from 2015 to 2017.



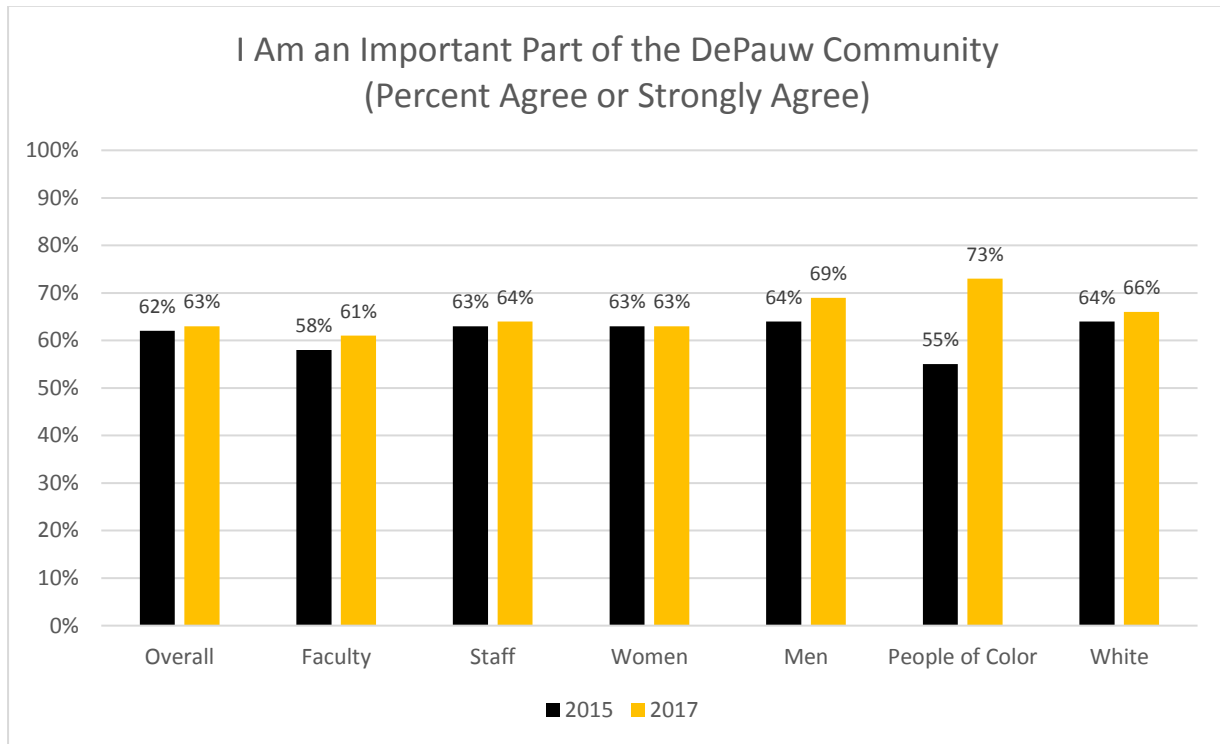
I Feel Appreciated at DePauw

- People of Color responded more positively to this question in 2017 when compared to 2015.
- All other categories decreased slightly.



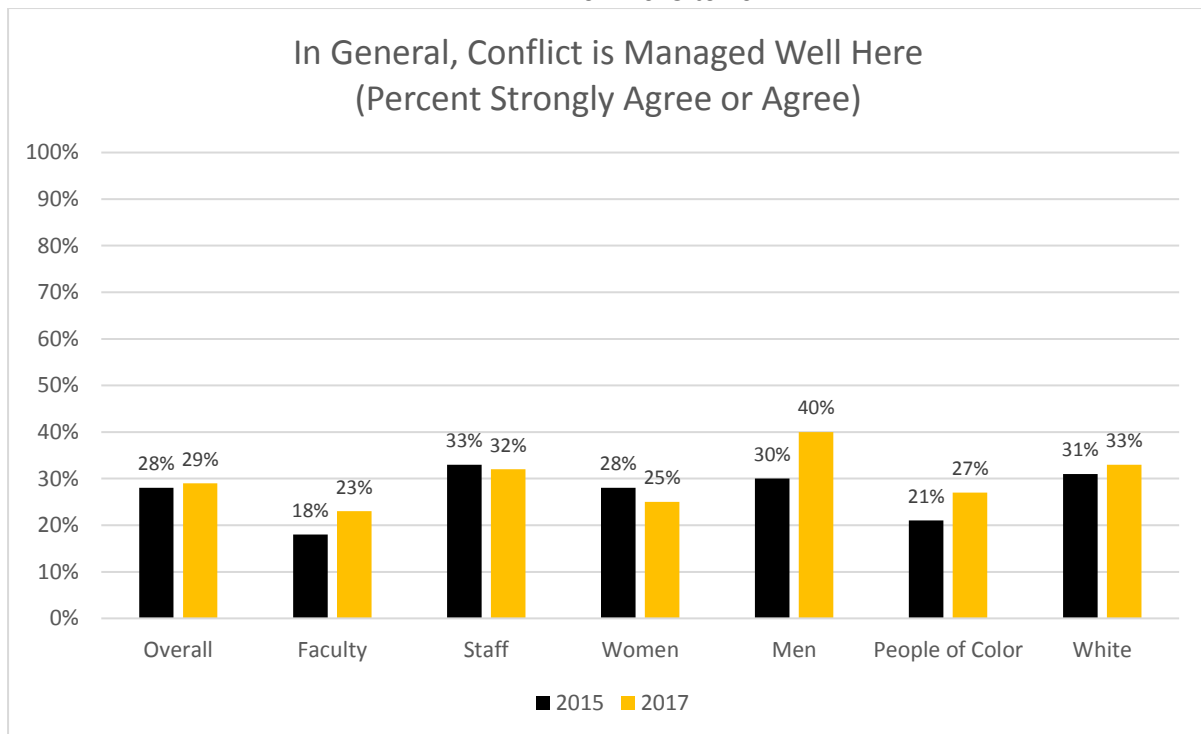
I am an Important Part of the DePauw Community

- All responded more positively to this question in 2017 when compared to 2015; however, men and people of color reported larger increases than other demographics.



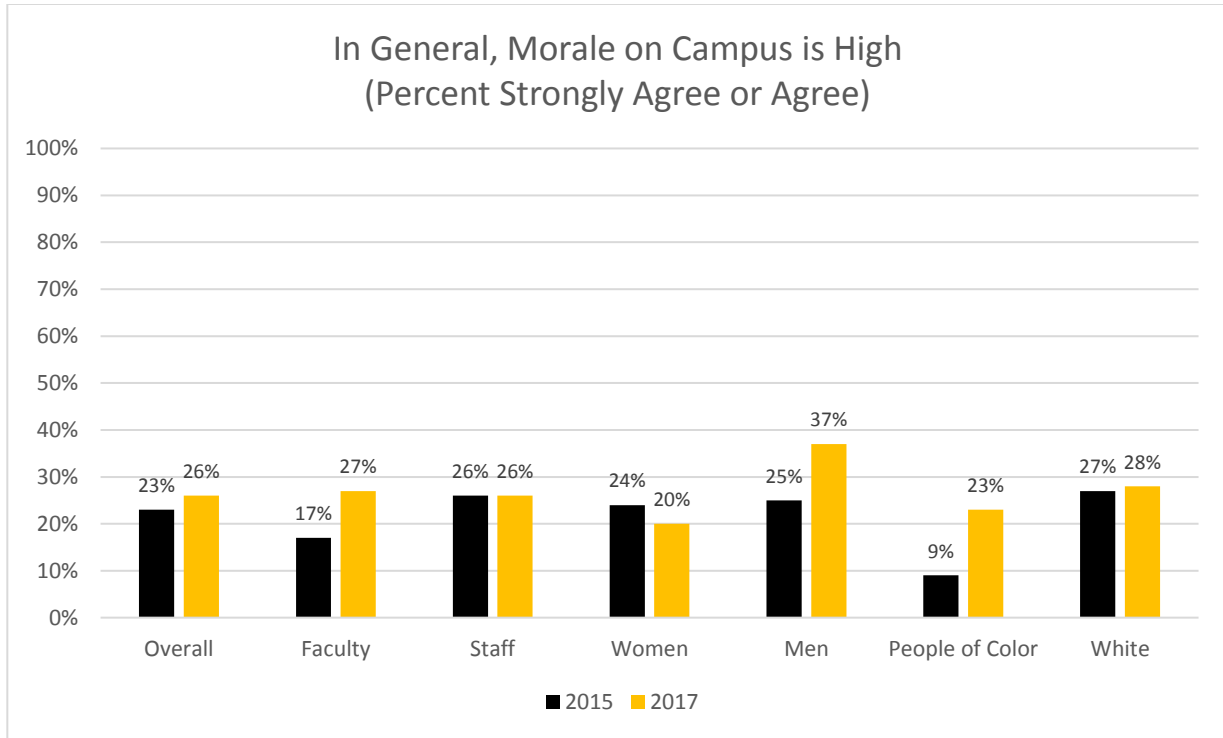
In general, conflict is managed well here

- Responses to this question generally improved from 2015 to 2017, although the percentages who believe that conflict is managed well are low. The percentages of staff and women who agreed with this statement declined from 2015 to 2017.



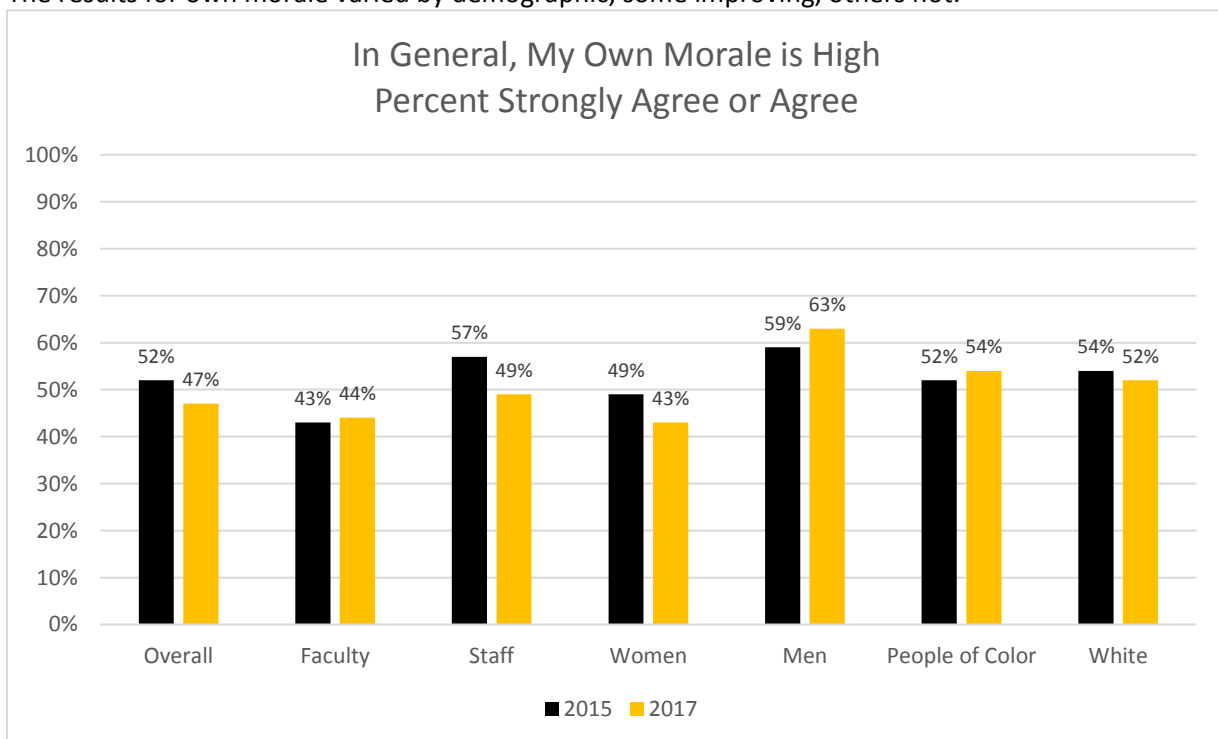
In general morale on campus is high

- Generally, a higher percentage of respondents agreed that morale on campus is high, when compared with two years ago, though still not very high. The exception is women respondents who reported a decrease in the percent that agreed with this statement.



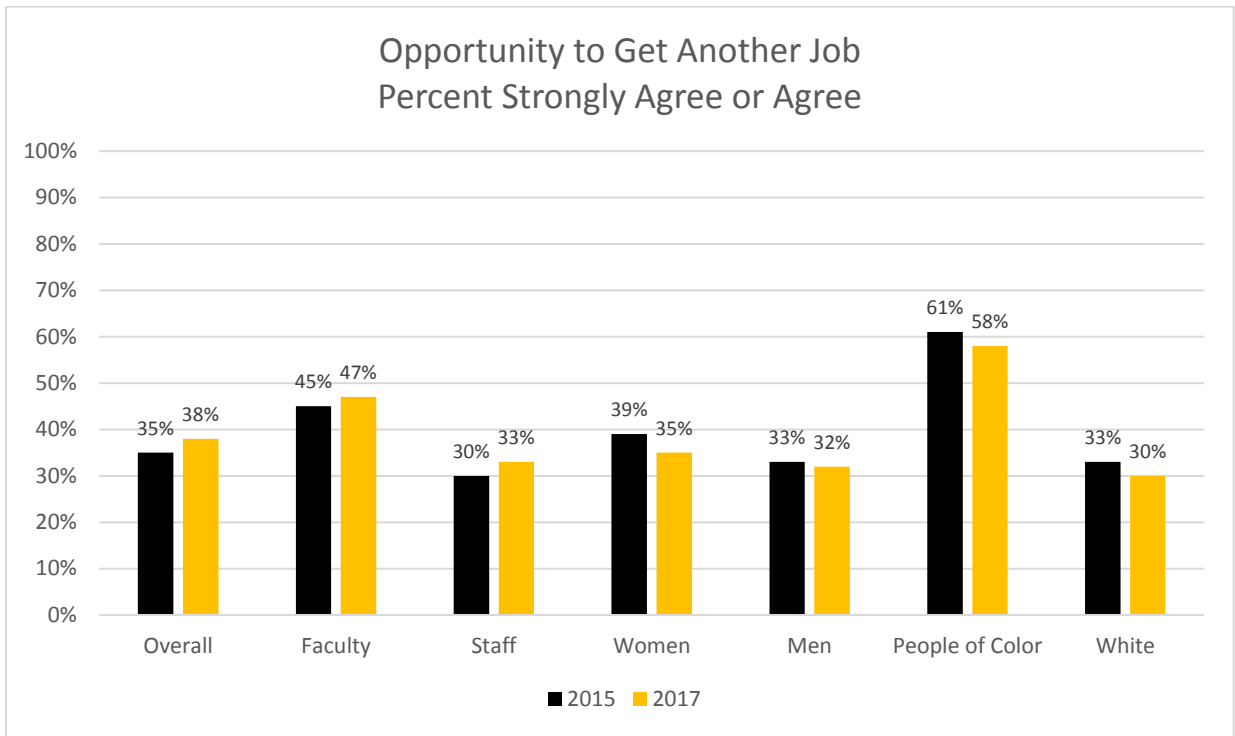
In general, my own morale related to working on campus is high

- The results for own morale varied by demographic, some improving, others not.



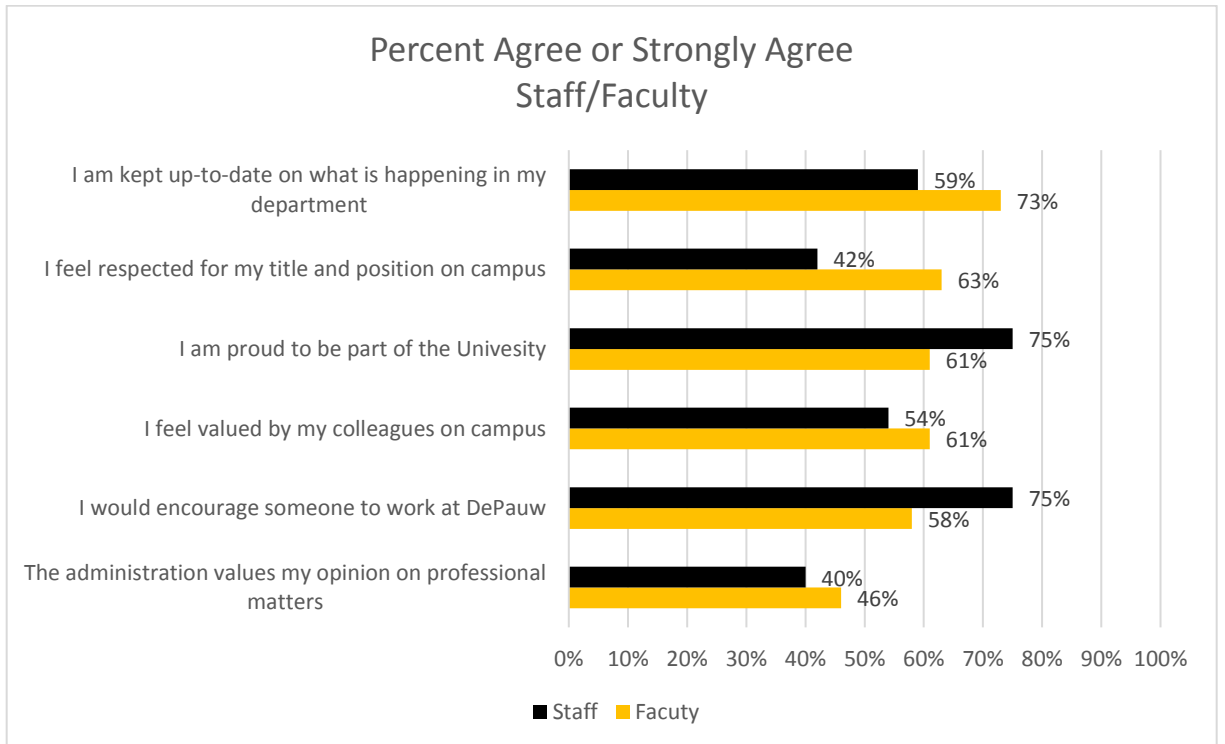
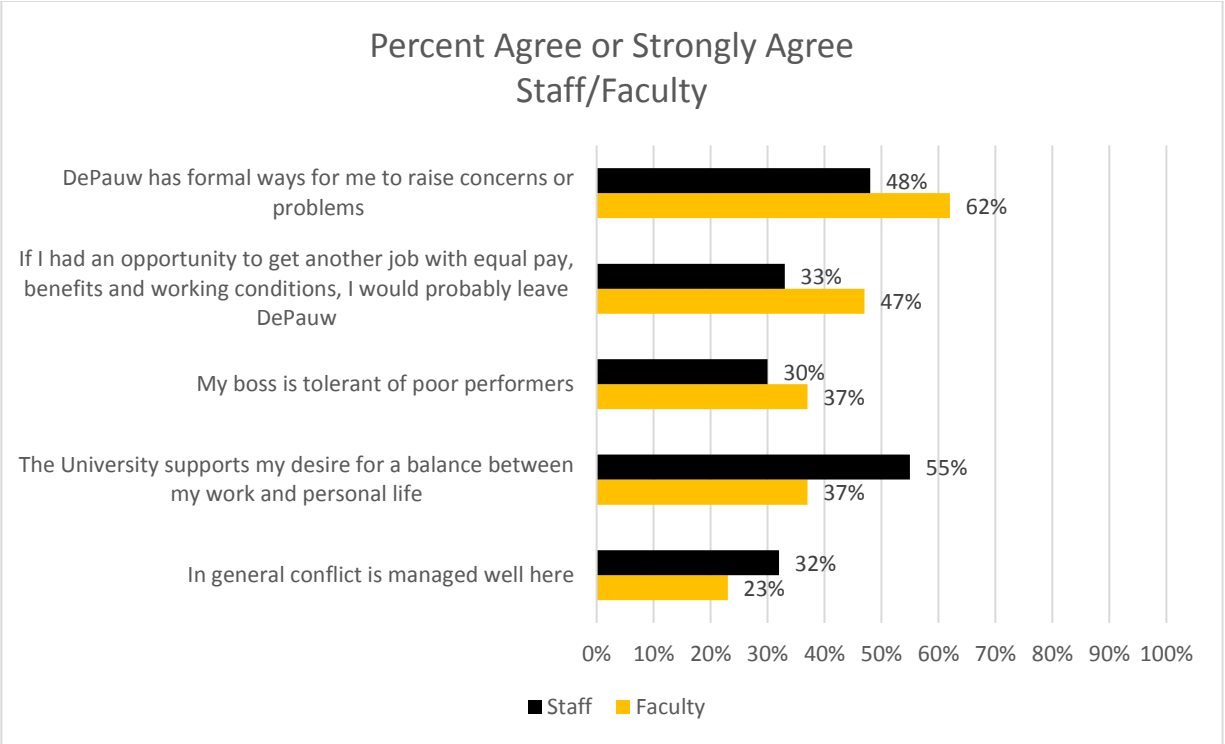
If I had an opportunity to get another job with equal pay, benefits and working conditions, I would probably leave DePauw.

- Depending on the demographic, a third to two thirds of staff and faculty say they would leave DePauw for another job that had equal pay, benefits and working conditions.



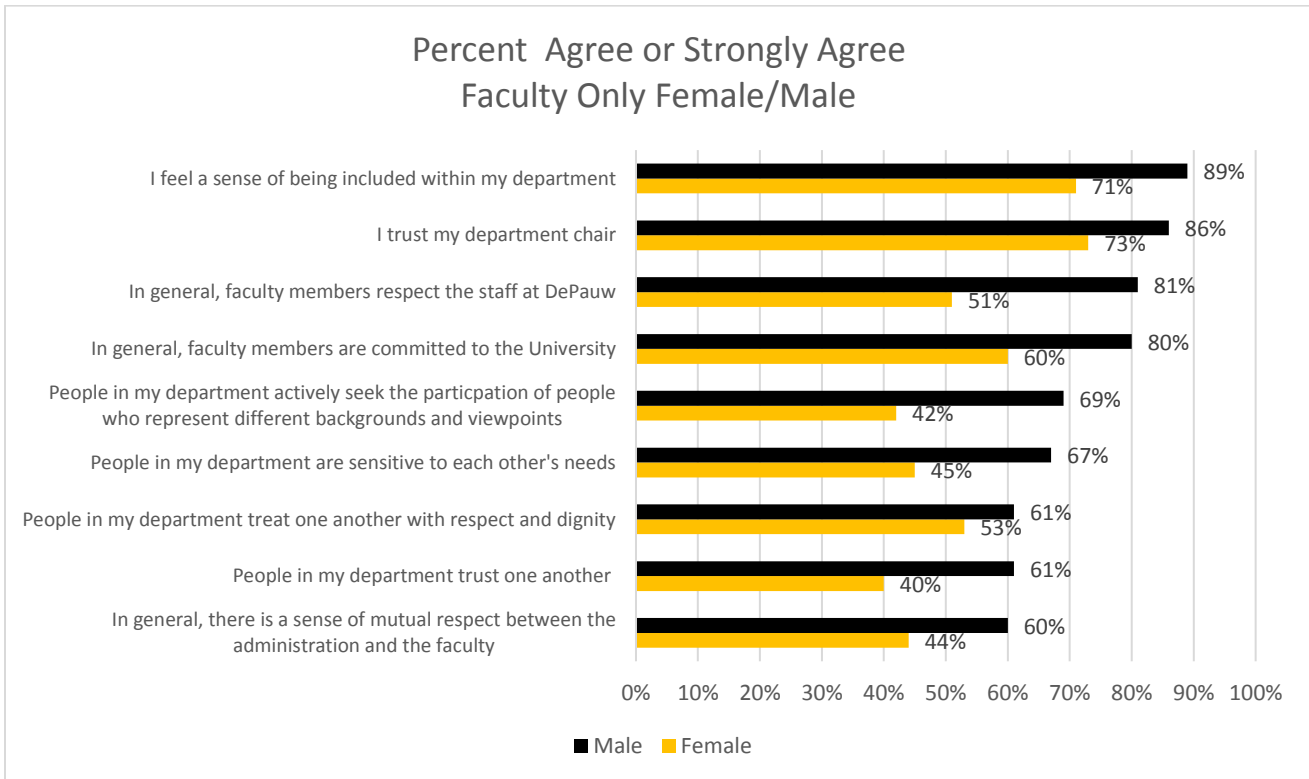
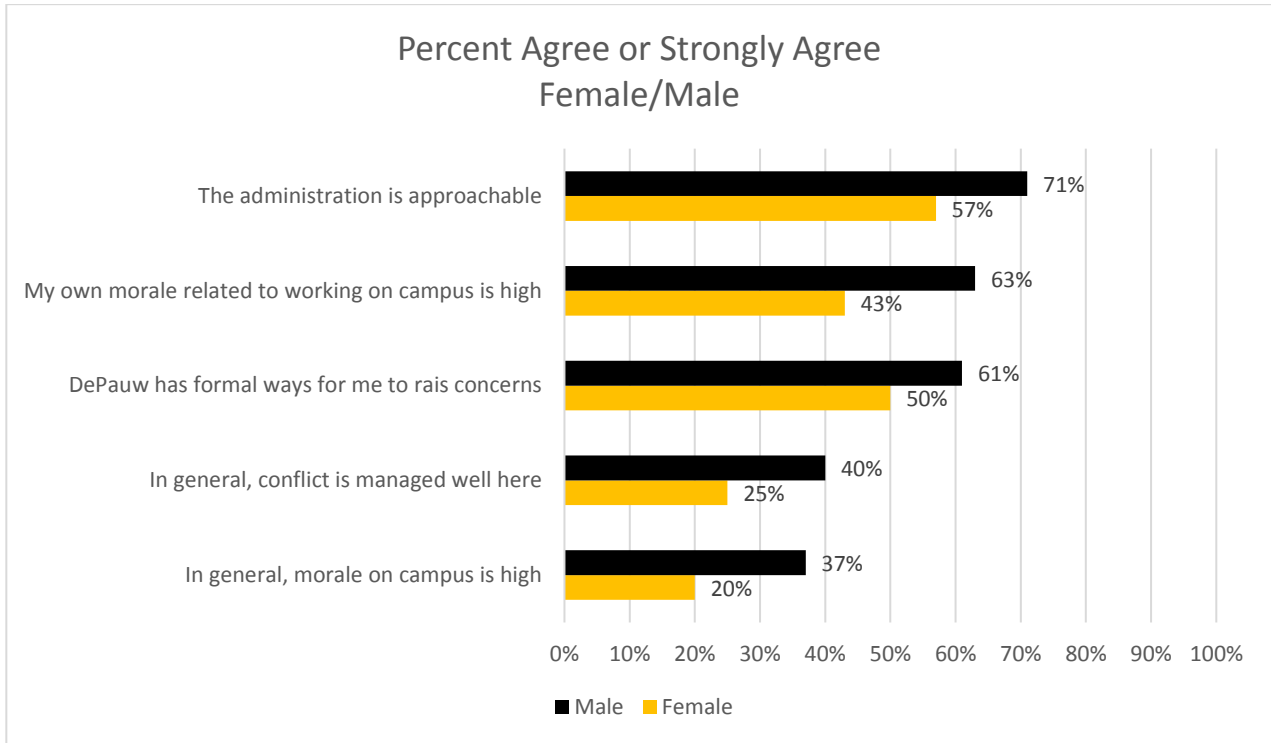
Differences among Faculty and Staff Members

Faculty feel more strongly that they are respected for their title and position than do staff; however, generally their satisfaction with DePauw is lower. Only 58% of faculty would encourage someone else to work here and 47% would leave for a similar position. Few community members believe that conflict is managed well and many believe that their supervisor is tolerant of poor performers.

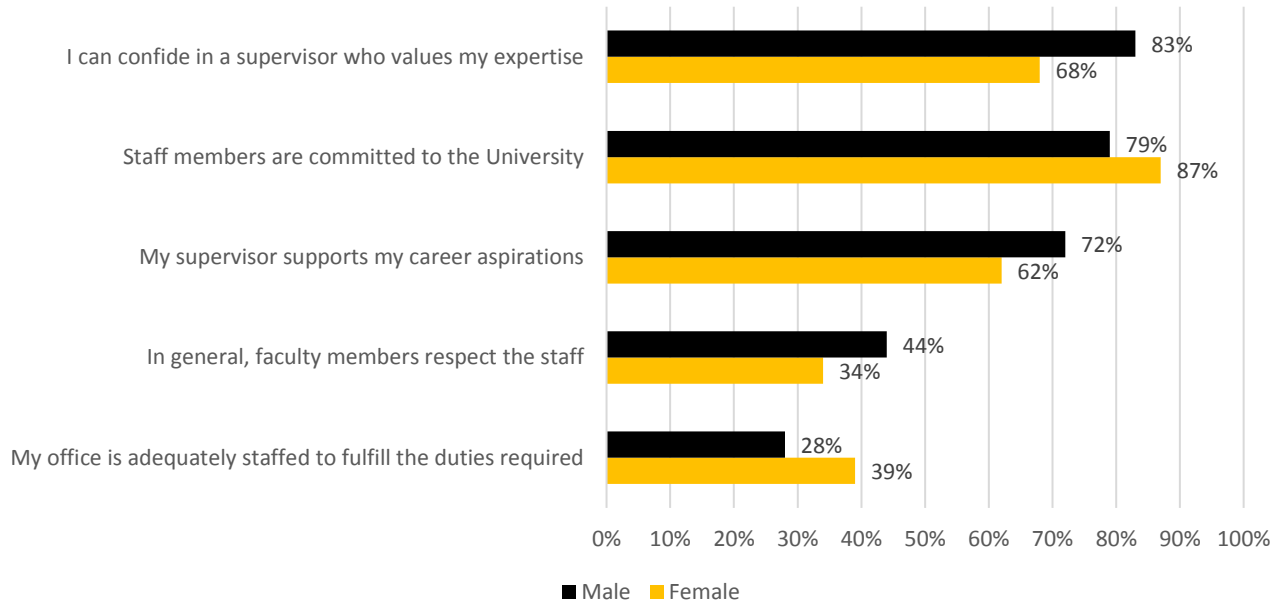


Differences among Males and Females

There are large differences among males and females on their perceptions of DePauw’s campus climate. Female faculty, in particular, have concerns about relationships within their departments.



Percent Agree or Strongly Agree Staff Only Female/Male



Differences Among People of Color and White Community Members

People of Color community members were more positive than White community members on several campus climate issues. However, they were less likely to say the University supports their desire for a balanced life and had concerns with how the needs of racial/ethnic minorities, religious minorities and people with differing levels of education were being met.

