



WELCOME TO THE **CAMPUS CLIMATE SURVEY DATA GALLERY WALK**

In the Spring '23 semester, App State's Office of Diversity, in collaboration with other campus partners, administered the institution's first campus climate survey.

Goals:

- Collect consistent information to measure progress,
- Benchmark against peer and UNC institutions,
- Provide App State with much-needed information gaps related to the experience of our campus community,
- And, help us collect demographic data on our campus that is not currently captured through other survey tools.



APPALACHIAN STATE UNIVERSITY

DIVERSITY

WHO?

STUDENTS:
15.4% RESPONSE RATE
N=2928



18.1% of respondents identified from an underrepresented racial or ethnic group, compared to **18.6%** of the general student body.

30.6% of respondents identified as gay, lesbian, bisexual, or unsure/questioning.

22.7% of respondents identify as having a disability.

30.1% of respondents were the first in their family to attend college.

Independents represented the largest political party at **41.2%**, with democrats the second largest with **30.5%**.

WHO?

FACULTY & STAFF:
38.4% RESPONSE RATE
N=1373

21% of faculty & staff respondents identified from an underrepresented racial or ethnic group, compared to **7.2%** overall staff and **11.9%** overall faculty

11.2% of respondents identified as gay, lesbian, bisexual, or unsure/questioning

13.6% of respondents identified as a person with a disability



31.1% of respondents were alumni of App State

43.7% of respondents have been at App State for less than 5 years, while **12.4%** have been at App State for over 20 years

INSTITUTIONAL CULTURE

**RANKED HIGHER THAN OUR PEER
INSTITUTIONS FOR PERSONAL
ATTITUDES & BELIEFS**

Almost **70%** of
students agreed that
App State is
welcoming

64% of students
would recommend
App State to a
friend

Over **90%** of students feel comfortable
interacting with and having friendships
with individuals from diverse
backgrounds.



Over **60%** of students
engage in active
conversations about
bias & diversity

INSTITUTIONAL CULTURE

**RANKED HIGHER THAN OUR PEER
INSTITUTIONS FOR WORK
ENVIRONMENT & PERSONAL
ATTITUDES AND BELIEFS**

77% of faculty & staff report that staff treat them with respect; **70%** report feeling staff value what they do.



Over **70%** of faculty & staff reported feeling welcome in their work environment

Over **90%** of faculty & staff feel comfortable interacting with faculty, staff & students from diverse backgrounds.

VISIBILITY

DO STUDENTS, FACULTY & STAFF AT APP STATE FEEL OUR CAMPUS IS REPRESENTATIVE OF INDIVIDUALS FROM DIVERSE BACKGROUNDS?

30% of students feel App State has students from diverse backgrounds. Approximately **35%** feel App State has faculty & staff from diverse backgrounds as well.

46% of faculty & staff feel App State has a strong commitment to diversity.

Almost **30%** of students who identified as non-white indicated that App State has faculty & staff from diverse backgrounds.



STUDENT LEARNING

DO STUDENTS' EXPERIENCES AT APP STATE PROVIDE OPPORTUNITIES TO DEEPEN THEIR KNOWLEDGE & SKILLS IN ENGAGING WITH INDIVIDUALS FROM BACKGROUNDS DIFFERENT THAN THEIR OWN?

Approximately **60%** of students indicated campus training around diversity issues presented valuable information in an organized manner; **35%** indicated that this content was engaging.



55.8% of students indicated that student activities offered at App State enhance their ability to work with those who are different than themselves.

70% of students have felt challenged to think more broadly about diverse issues while at App State



CAMPUS SAFETY

DO STUDENTS, FACULTY & STAFF FEEL SAFE ON OUR CAMPUS?

Approximately **60%** of students, faculty & staff feel App State's campus is safe; approximately **50%** would like the institution to engage in additional actions to improve the safety of our campus.



54% of students and **50%** of faculty and staff would like to see increased lighting on campus.

App State ranks similarly on campus safety compared to our peer institutions.



SEXUAL VIOLENCE

OUR SURVEY ASKED ABOUT STUDENT, FACULTY & STAFF KNOWLEDGE OF RESOURCES & POLICIES, AS WELL AS PERCEPTIONS OF THE INSTITUTION'S ACTIONS IN RESPONSE TO REPORTS

40% of students and **60%** of faculty & staff know where to access support on campus in the event of a sexual assault.



50% of students are aware that the institution has policies & procedures related to sexual assault.

70% of faculty & staff understand their role in reporting sexual assault.

STUDENT COMMENTS: CAMPUS CULTURE



"Often in classes, I feel as though my professor is speaking about people with disabilities or people from diverse backgrounds as if they are not in the room, avoiding discussion altogether or making assumptions for groups of people."

"It is largely a white-dominated population across students, faculty, and staff. That being said, it encourages diversity and my experience has been very accepting. Particularly in relation to LGBTQ+ acceptance."

"Overwhelmingly white. Almost every class of mine has ONLY white people in it, and if not - there is only one person of another race."

"It's pretty welcoming and like a tight knit community. I love all the classes that are offered for free like Koru and stuff like that. They are very inclusive to the students that may be struggling financially but want to get involved."



"Making a strong effort but not there yet. Changes in laws and political rules regarding diversity and its promotion are worrying and could affect the important strides that Appalachian has made."

FACULTY & STAFF COMMENTS: CAMPUS CULTURE



"I think the campus culture is welcoming and supportive of students, faculty and staff, but we need more resources."

"Although immense effort is made to recruit diverse faculty, staff, and students, it's not always apparent that sufficient and appropriate resources are in place to support the diverse community members once they are here."

"Overall positive and inclusive, though several buildings need to be updated to accommodate people with disabilities."

"App State's campus is inclusive, welcoming, and is an environment that I have always felt safe in. I say this in regards to being a student at one point, and now as an employee."



"From my perspective, it feels like there is a lot of favoritism and an affinity [for] people who are alumni and/or fit the stereotypes of what it means to be a 'Mountaineer'."

STUDENT COMMENTS: IMPROVING CULTURE



"Make the student population more diverse."

"Options for students with food insecurities"

"Have more mandatory and/or easily accessible diversity and inclusion training/information readily available."

"The institution needs a more diverse faculty and staff. And those faculty and staff need time to connect with students from underrepresented populations to support community formation and sustainability. This change includes more Black and Brown and LGBTQ+ senior leadership."

"More mental health activities"

"Improve level of disability training. Have people with disabilities lead discussions on disability"



"More cultural events geared towards diverse identities; outside event possibly paired with a larger event such as a game day."

FACULTY & STAFF COMMENTS: IMPROVING CULTURE



"Continue to work towards greater diversity - slow and steady is still great progress."

"Hire more staff to help with the students' needs and to take the burden off of overworked staff members."

"Find a way to actively recruit more diverse students, faculty, and staff and have solid systems and visible support on campus to help with retention of those individuals at the university."

"I feel we lose staff from marginalized identities at an alarming rate. . . I would like to see the university focus on building supports and resources for people from marginalized identities that help to . . . retain them at Appalachian for longer than a year or two."

"Increase opportunities for faculty, students, and staff to interact."

"Leadership that is proactive at establishing and maintaining a positive and inclusive campus culture among students, faculty and staff"



"Put a value on communication, transparency, and mutual respect between the administration and the faculty/staff and students and embrace it."

GOALS & STRATEGIES

APP STATE IS COMMITTED TO ADVANCING DIVERSITY, EQUITY AND INCLUSION, AS INDICATED IN OUR 2022-2027 STRATEGIC PLAN. THIS SURVEY IS PART OF THAT COMMITMENT, AND WE PLAN TO IMPLEMENT THE FOLLOWING STRATEGIES TO WORK TOWARDS THAT GOAL.

Increase training around facilitating difficult conversations and creating environments that elicit productive discussion through disagreement

Increase programs that develop sense of belonging for all members of the App State community, especially those who have historically been underrepresented at the institution

Collaborate with campus safety officials to increase safety measures on campus and increase awareness around various policies and procedures that provide support

Host focus groups to gain a deeper understanding of the perspectives and experiences of App State community members.

Continue to develop and expand free speech initiatives on campus in collaboration with the App State Free Speech Responsible Officers