

# 2017 HERI Summary Report

**Presentation to  
Board of Trustees  
December 15, 2017**

Dr. Sue Guenter-Schlesinger  
Vice Provost, Equal Opportunity and Employment Diversity  
Title IX & ADA Coordinator

# Background

- Three climate assessment surveys conducted in Spring 2017:
  - HERI Faculty Survey
    - 39.6% Faculty response rate
  - Diverse Learning Environments Survey
    - 7.5% Student response rate
  - HERI Staff Survey
    - 46% Staff response rate

# Overview

**Traditionally marginalized communities**  
(e.g. individuals of color, women, gender-queer or gender nonconforming, those with disabilities and LGBTQO individuals)  
**experience campus life and perceive critical issues facing WWU in significantly different ways** relative to men, individuals identifying as white, without any disability, and or straight/heterosexual

# Faculty Highlights

- Overall, **80% of faculty** indicated feeling “very satisfied” or “satisfied” with their job and **82.1%** felt inclined (“definitely” or “probably”) to come to Western if they had to begin their career again
- Stress (“extensive” or “some”) due to subtle discrimination:
  - **Faculty of Color: 73.9%**      **White: 36.7%**
  - **Women: 50.9%**                      **Men: 28.7%**
  - **LGBQO: 61.3%**                      **Straight: 36.9%**

## Faculty Highlights (cont'd)

- Stress (“extensive” or “some”) due to Promotional Tenure Process:
  - **Faculty of Color: 76%**      **White: 60.9%**
  - **Women: 73.4%**      **Men: 51.8%**
  - **LGBQO: 72.4%**      **Straight: 60.9%**
- Need to work harder than their colleagues to be perceived as a legitimate scholar (“strongly agree” or “agree”):
  - **Faculty of Color: 73.1%**      **White: 48.6%**
  - **Women: 61.4%**      **Men: 40.9%**
  - **LGBQO: 65.7%**      **Straight: 48.8%**

# Student Highlights

- Overall, **90% of students** “strongly agreed” or “agreed” that if asked, they would recommend Western to others
- Experienced verbal harassment (“very often,” “often,” or “sometimes”):
  - **Students of Color: 33%**      **White: 23.5%**
  - **GQGND: 55.9%**      **Men: 20.3%**
  - **Physical Disability: 39.3%**      **No Disability: 16.8%**
  - **LGBQO: 33.5%**      **Straight: 23.2%**

## Student Highlights (cont'd)

- Perception of faculty valuing contribution in class (“very often” and “often”):
  - **Students of Color: 47.9%**      **White: 58.2%**
- Satisfaction (“very satisfied” or “satisfied”) with overall sense of community among students:
  - **Students of Color: 41.6%**                      **White: 54.2%**
  - **GQGND: 41.5%**      **Men: 53.2%**      **Women: 49.9%**
  - **Psych. Disability: 43.6%**                      **No Disability: 58.5%**
- Student sense of belonging (average score) factor:
  - **Students of Color: 45.9**                      **White: 48.5**
  - **GQGND: 45.9**                      **Men: 47.7**                      **Women: 47.9**

## Staff Highlights

- Overall, nearly **72% of staff** indicated feeling either “very satisfied” or “satisfied” with their job
- **The majority of staff respondents (80.9%)** report feeling satisfied with their personal safety on campus; however, a notable gap exists by race and gender identity:
  - **Staff of Color: 64.5%**      **White: 83.8%**
  - **GQGND: 75%**                      **Men: 84.7%**
- Encouraged by Western to have a public voice:
  - **Staff of Color: 56.9%**      **White: 66.8%**
  - **GQGND: 28.6%**                      **Men: 67.6%**      **Women: 64.4%**



## Staff Highlights (cont'd)

- Campus promotes the appreciation of cultural differences (“very satisfied” and “satisfied”):
  - **Staff of Color: 74.7%**                      **White: 88.2%**
  - **LGBQO: 75%**                                      **Straight: 86.8%**
- Campus commitment to hiring women and minorities (“very satisfied” and “satisfied”):
  - **Staff of Color: 41%**                      **White: 51.6%**
  - **Psych. Disability: 38.6%**                      **No Disability: 54.7%**
  - **GQGND: 37.5%**                      **Men: 58.6%**                      **Women: 45%**
  - **LGBQO: 33.4%**                      **Straight: 52.2%**

## Next Steps

- Gather additional qualitative data through:
  - Focus Groups
  - Opt-in Interviews
- Charge the Commission on Gender Equity and the Council for Equity, Inclusion and Social Justice to thoroughly review the results and make recommendations

## Next Steps (cont'd)

- Conduct periodic follow-up surveys to:
  - Benchmark results
  - Assess the effectiveness of our response to survey results
- Undertake more effective advance planning for future surveys to ensure greater participation, especially from students