

Our Voices: Climate Study on Race

2021 Preliminary Update Abridge Quantitative Data Presentation

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Presentation Overview

- Demographic Breakdown
- 2016/2021 Comparison
- Early Aggregate Quantitative Data Analysis Identified
- Next Steps and Timeline

NOTE: *This study was conducted in the middle of a pandemic which may have affected the response.*

3/2/2022



Demographic Breakdown

Participants by Classification

Faculty, Staff, Students

Participation by Campus

Gender Identity and Sexual Identity

Participation by Race

Demographic Breakdown: Role

2021 Climate Study on Race



Role Representation	Survey N	11/1/2020 Total	%	Additional Point 1	Additional Point 2	Additional Point 3
Undergraduate student	2833	30,860	9.2%	<u>First Year</u> 74.3%	<u>Transfer</u> 18%	<u>Full-Time</u> 89.9%
Graduate student	886	5404	16.4%	<u>Master</u> 58.2%	<u>Doctoral</u> 30.9%	<u>Full-Time</u> 74.4%
Faculty	788	2338	33.7%	<u>Tenure Track</u> 42.5%	<u>Non-Tenure</u> 28.2%	<u>Adjunct</u> 24.1%
Staff	1128	2637	42.8%	<u>Classified</u> 64.8%	<u>Unclassified</u> 21.7%	<u>Full-Time</u> 85.4%

Total Responses: 5,255 (18.1% of invited respondents participated)

3/2/2022

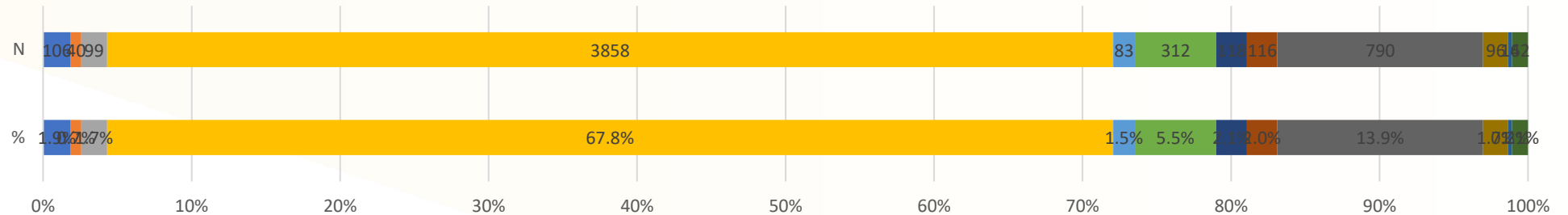
Important Note: *Most participants spend most of their time on the Kent campus (67.8%) or online (13.9%).*

Demographic Breakdown: Role

2021 Climate Study on Race



What is your primary (where you spend most of your KSU work time) Kent State campus affiliation?



	%	N
Ashtabula Campus	1.9%	106
East Liverpool Campus	0.7%	40
Geauga Campus	1.7%	99
Kent Campus	67.8%	3858
Salem Campus	1.5%	83
Stark Campus	5.5%	312
Trumbull Campus	2.1%	118
Tuscarawas Campus	2.0%	116
100% Online	13.9%	790
Other (please specify):	1.7%	96
Don't Know	0.2%	14
Prefer Not to Answer	1.1%	62

Demographic Breakdown: Gender & Sexual Identity

2021 Climate Study on Race



Q 13. Which of the following represents your current gender/gender identity? Please select all that apply.

	N
Woman	3668
Man	1686
Cisgender	1306
Nonbinary/Gender Queer/Gender Fluid	189
Transgender	90
Prefer Not to Answer	70
A gender not listed here	31
Don't Know	22

Q 14. Which of the following terms describe your current sexual identity? Please select all that apply.

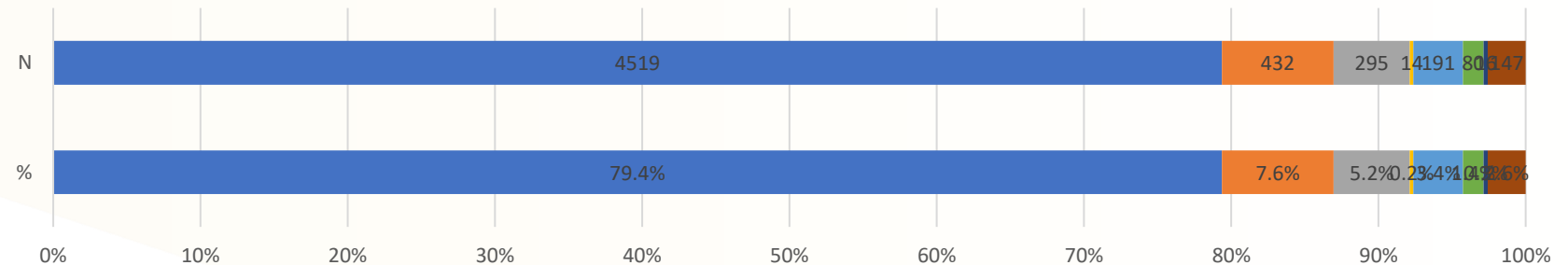
	N
Heterosexual (Straight)	4231
Bisexual	583
Asexual	193
Gay	181
Pansexual	163
Queer	156
Questioning	149
Lesbian	143
A sexual identity not listed here	59
Don't Know	43

Racial Demographics

2021 Climate Study on Race



Which one of these groups would you say best represents your race? For the purposes of this survey, Hispanic should not be indicated here as a race.



	%	N
■ White	79.4%	4519
■ Black/African American	7.6%	432
■ Asia	5.2%	295
■ American Indian/Alaskan Native	0.2%	14
■ Multi-racial (please specify):	3.4%	191
■ Another race not listed here (please specify):	1.4%	80
■ Don't Know	0.3%	16
■ Prefer not to answer	2.6%	147

2016 & 2021 Comparisons

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About the 2016 Study

2016 Process Timeline

2021 Process Timeline

2016/2021 Benchmarks

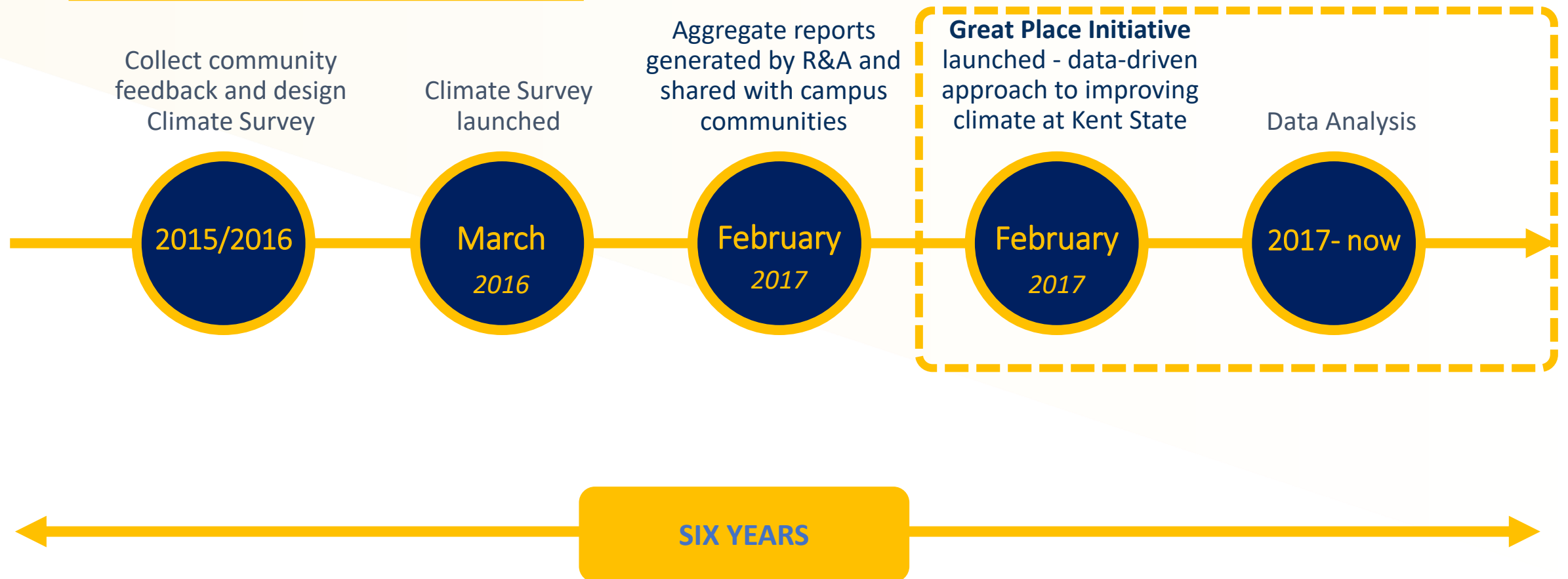
**2016/2021 Survey
Differences**

About the last climate study

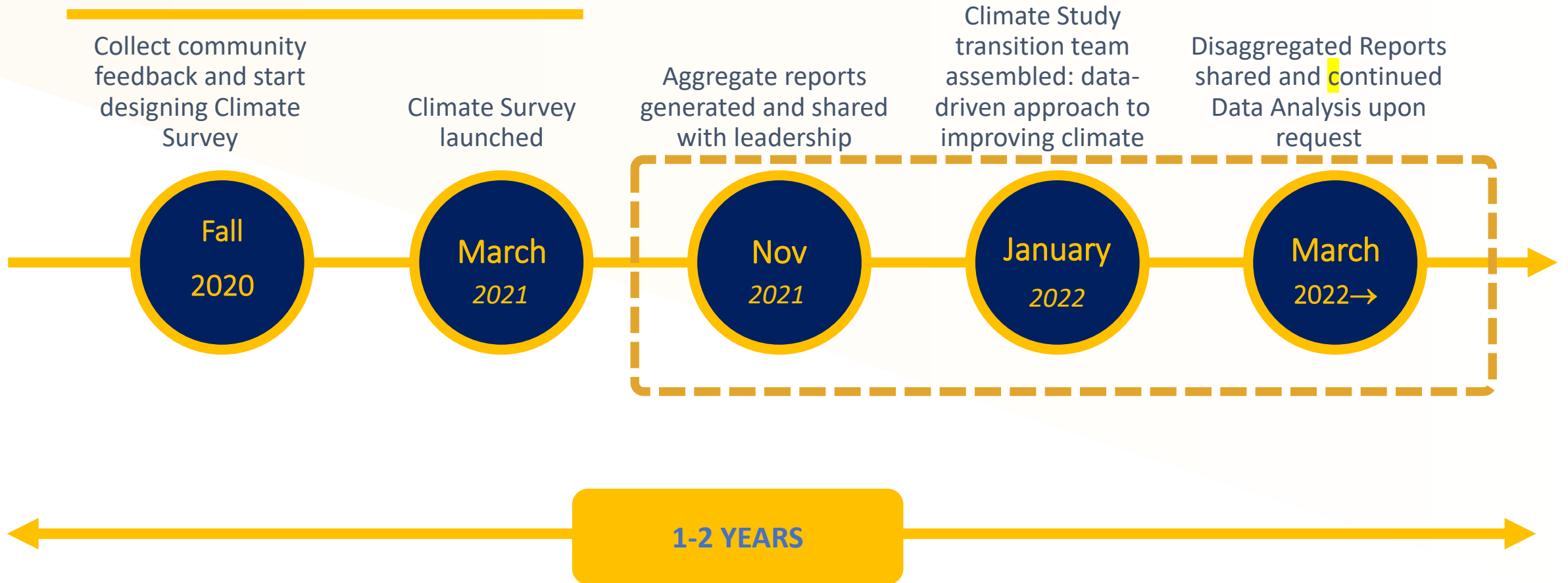
- **Created by faculty, staff and students at Kent State**
 - Led by Kathy Wilson, Chair of Economics and Shay Little, former VP for Student Affairs
- **Administered and results summarized by Rankin and Associates Consulting**
- **Results available in early 2017 (more than year after started)**
 - Used as one of the main dataset for the Great Place Initiative



2016 Climate Survey Timeline



2021 Climate Survey Timeline



Benchmarks from 2016 for 2021

- **Overall Climate** - "Overall, how comfortable are you with the climate at Kent State?"
- **Climate in Classes/Department** - "Overall, how comfortable are you with the climate in your classes/department?"
- **Considered Leaving** - "Have you ever seriously considered leaving Kent State?"
- **Experienced Exclusionary Behavior** - "Within the past year have you personally experienced any exclusionary (e.g., shunned, ignored), intimidating, offensive and/or hostile conduct (bullied, harassed) that has interfered with your ability to work or learn at Kent State?"

2016 – 2021 Survey Differences

- **More Narrow Focus**

- This survey is to study the impact race has on our climate – all community members are requested to complete it.

- **Survey Design and Analysis conducted internally**

- Thank you for the assistance of the KSU Sociology Survey Lab

- **Length of survey reduced – estimated 15 minutes to complete**

- **Use of Scenarios and vignettes**

- In consideration of the past year's events, this study will include situations that have occurred and soliciting how it has impacted members of our community

- **Used to inform the university's anti-racism efforts**

- The past year, KSU has embarked on several anti-racism efforts to address our challenges by making good faith collaborative efforts – this study will provide some additional data points for those endeavors.

Preliminary Quantitative Data Analysis



Climate Study Comparison: 2016 & 2021 – Kent Campus

Overall Climate Questions												
Demographic Results - 3 gender & 5 racial categories (2016 categories)												
Kent Campus Data												
	Overall Climate				In-Class/Dept Climate				Seriously Considered Leaving			
	Encouraging		Discouraging		Encouraging		Discouraging		Encouraging		Discouraging	
	2016	2021	2016	2021	2016	2021	2016	2021	2016	2021	2016	2021
Students												
	Men	-	-	-	Men	Men	-	-	Asian/Asian-American	Asian/Asian-American	Transpectrum	Transpectrum
	Women				Women	White					African-American	African-American
	White				White						Hispanic/LatinX	Hispanic/LatinX
					Asian/Asian-American						Multiracial	Multiracial
Faculty	Hispanic/LatinX	Men	-	-	Almost All	-	Transpectrum	-	-	-	Transpectrum	Transpectrum
							African-American				Multiracial	Asian/Asian-American
												Multiracial
Staff & Administrator	Hispanic/LatinX	African-American	-	-	Hispanic/LatinX	White	-	-	Hispanic/LatinX	-	Transpectrum	-
						Women			Asian/Asian-American			
		= Very comfortable with climate			- = No significant results							
		= Not as comfortable as other communities										
		= Uncomfortable with climate										

Climate Study Comparison: 2016 & 2021 – Regional Campuses

Overall Climate Questions												
Demographic Results - 3 gender & 5 racial categories (2016 categories)												
Regional Campuses Data												
	Overall Climate				In-Class/Dept Climate				Seriously Considered Leaving			
	Encouraging		Discouraging		Encouraging		Discouraging		Encouraging		Discouraging	
	2016	2021	2016	2021	2016	2021	2016	2021	2016	2021	2016	2021
Students	-	White	-	African-American	-	Men	-	African-American	-	Asian/Asian-American	Transpectrum	African-American
		Hispanic/LatinX				Women					Multiracial	Hispanic/LatinX
						White					Men	Multiracial
											Hispanic/LatinX	
Faculty	-	Most Groups	All Groups	-	-	Most Groups	Almost All	African-American	-	Men	Transpectrum	Asian/Asian-American
								Hispanic/LatinX		Hispanic/LatinX		
										Multiracial		
Staff & Administrator	-	Men	-	African-American	-	Men	-	African-American	-	Asian/Asian-American	-	Hispanic/LatinX
		Women		Asian/Asian-American				Hispanic/LatinX		Multiracial		
		White		Multiracial				Multiracial				
		Hispanic/LatinX										
		= Very comfortable with climate			- = No significant results							
		= Not as comfortable as other communities										
		= Uncomfortable with climate										

2016 v. 2021 Student Climate Early Quantitative Analysis



There were more students who reported lower levels of comfort with the overall and department/college climate.

Male identifying students reported relatively high comfort levels with their overall and department/college climate. Although, the satisfaction level was not as high as it was in 2016.

Students who identify on the Trans-spectrum reported that they considered leaving Kent State at disproportionately higher rates based on being uncomfortable with the climate, a few percentage points less than 2016.

Black Students reported that they considered leaving Kent State at disproportionately higher rates based on being uncomfortable with the climate, a few percentage points less than 2016.

Multiracial and Hispanic/Latinx students reported that they were not as comfortable as other populations with the climate and considered leaving Kent State. This is a slight improvement from 2016 as these populations reported very high levels of being uncomfortable.

2016 v. 2021 Faculty Climate Early Quantitative Analysis



In 2021, there were less Faculty respondents reported considering leaving Kent State due to climate while more reported being less comfort than 2016.

Male identifying faculty reported relatively high comfort levels with their overall and department/college climate. Their reported comfort level was slightly higher in 2021 than 2016.

Black and Trans-spectrum faculty reported that they were less comfortable than other populations with their Department climate in 2021. There was a slight increase in comfort reported by Trans-spectrum faculty while Black faculty were slightly more uncomfortable.

Asian, Trans-spectrum and Multiracial faculty reported a greater number of respondents as seriously considering leaving due to climate concerns.

2016 v. 2021 Staff Climate Early Quantitative Analysis



Staff respondents reported higher levels of comfort with climate overall and within their department. There were also less respondents who reported seriously considering leaving due to climate concerns.

Female identifying and White staff reported relatively high comfort levels with their department climate. This was at higher levels than 2016 and much higher than any other group.

2021 respondents quantitatively identified no populations specifically indicating potential concerns, however, the quantitative responses may share a some potential areas of focus.



Next Steps

3/2/2022

What to Expect: Anticipated Timeline

- Transition Team Members Selected – By March 31st
- Full Quantitative Report – Available by April 8th
- Qualitative Initial Trends Release – Available by April 8th
- College and Campus Reports with Recommendations – Available by May 6th
- Full Qualitative Analysis Report Release – Available by May 20th
- Other Analyses Released – Various dates by the end of 2022.
- Transition Team Campus Recommendation – Available by January 2023

NOTE: *Campus Reports will be release to the extend possible as some campuses do not have enough response for disaggregation in some areas.*

2021 Climate Study on Race Committee Members

Co-Chairs:

- **N. J. Akbar**, Associate Vice President, Division of Diversity Equity and Inclusion
- **Robert Hamilton**, Associate Professor, Biological Sciences (Stark)
- **Mandy Munro-Stasiuk**, Interim Dean, College of Arts and Sciences

Committee Members:

- **Cristin Compton**, Associate Professor, School of Communication Studies
- **Connor D. Wilcox**, Doctoral Student, College of Communication and Information
- **Bathi Kasturiarachi**, Associate Professor, Mathematical Sciences (Stark)
- **Manuel J. Albacete**, Faculty, Architecture & Environmental Design (Stark)
- **Carmen Blakely**, Associate Professor, Department of Health Sciences
- **Ed Dauterich**, Professor, Department of English
- **Cathy Dubois**, Associate Dean, Graduate Programs, College of Business
- **Jean Engohang-Ndong**, Associate Professor, Department of Biological Sciences (Tuscarawas)
- **Greg Gibson**, Associate Professor, Department of Sociology
- **Liz Henry**, Senior Director, University Communications and Marketing
- **Jeremy Williams**, Assistant Professor, Department of Geology

Committee Members:

- **Timothy Rose**, Field Operations Coordinator, Survey Research Lab, Dept of Sociology
- **Linnea Stafford**, Senior Informational Research Officer, Institutional Research
- **Ben Hollis**, Executive Director, Kent State Online
- **Mike Kavulic**, Assistant Vice President, Division of Research and Sponsored Programs
- **Sarah Malcolm**, Executive Director, Office of Global Education
- **Darcy McBride**, Academic Services Coordinator, Student Accessibility and Tutoring (Stark)
- **Daniel Diaz Nilsson**, Director, Office of Diversity Outreach and Development, College of EHHS
- **Susan Perry**, Assistant Provost, Accreditation, Assessment and Learning
- **Jim Raber**, Executive Director, Information Technology
- **Renee Romine**, Executive Director, Training and Development and HR Communications
- **Wayne Schneider**, Director, Institutional Research
- **Yvonna Washington-Greer**, Assistant Vice President, Division of Student Affairs
- **Lisa Testa**, Associate Professor, School of Teaching, Learning and Curriculum
- **Craig Wawrosch**, Sociology major
- **Jordyn Stoll**, Biological Sciences major
- **Gina Campana**, formerly Diversity, Equity and Inclusion





Questions
Contact: diversity@kent.edu