



# CAMPUS CLIMATE SURVEY

## Executive Summary



DIVISION OF  
IGNATIAN BELONGING

# Introduction

In the fall of 2024, the Division of Ignatian Belonging, operating under the Office of the President, conducted the Campus Climate Survey with the assistance of Viewfinder® Campus Climate Surveys. The survey period commenced on September 30, 2024, and concluded on October 30, 2024. This was the first Campus Climate Survey since October 2016.

Campus climate surveys serve as vital instruments for evaluating inclusion, diversity, equity, accessibility, and social justice (IDEAS) initiatives as well as the overall sense of belonging within the university environment. These surveys gather insights into the experiences and perceptions of students, faculty, and staff regarding campus climate. The data collected can help universities identify areas of concern, formulate targeted interventions, and assess the effectiveness of initiatives over time, fostering a more inclusive campus culture that supports the success and well-being of all community members.

Furthermore, campus climate surveys are pivotal in nurturing a sense of belonging on campus. By comprehending the experiences and perceptions of its community, universities can cultivate environments where every individual feels valued and included. This enhanced sense of belonging can contribute to increased student retention, academic success, and overall satisfaction with the university experience.

In addition to enhancing campus culture, these surveys assist universities in meeting legal and accreditation standards. Many accrediting bodies require institutions to demonstrate their commitment to IDEAS and to show progress toward specific objectives. Campus climate surveys provide evidence-based data that support these efforts and affirm the institution's dedication to IDEAS.

The original survey from Viewfinder® underwent extensive editing by various campus constituents, including the Provost, Vice President for Student Affairs, the Student DEI Advisory Board, and the Staff and Faculty Advisory Boards. This process ensured alignment with our institutional Jesuit Catholic values and the inclusion of relevant questions for populations of interest. Two distinct surveys were administered: one targeting students and the other for employees.

To maximize participation, a marketing campaign was launched, supplemented by incentives provided by the Division of Ignatian Belonging. As a result, the response rate for the Viewfinder® Campus Climate Survey was approximately 7.1% for students and 47% for employees.

# Campus Climate Survey

## Executive Summary

### Viewfinder Survey Themes

- Overall Campus Experience
- Campus Diversity
- Work Experience
- Campus Safety
- Campus experience based on specific identities:
  - Political Views
  - Military Experience
  - People of Color
  - LGBTQIA+
  - People with Disabilities
  - International

# 1

**The average response rate varies between 11% to 50% depending upon the institution.**

The student response rate was 7.1% and the employee response rate was 47%. The goal for each population was 10% and 20% respectively.

# 2

**A typical above average percentage for a campus climate survey response rate is considered around 50% or higher.**

# 3

**Xavier's assessment of the data used the following analysis.**

Strength: Over 60% for 'Strongly Agree' and 'Agree'

Opportunity: 40-50% for 'Strongly Agree' and 'Agree' along with 10% for 'Disagree'

Area of Concern: Below 40% for 'Strongly Agree' and 'Agree' combined with more than 20% for 'Strongly Disagree' or 'Disagree'

# CAMPUS CLIMATE SURVEY

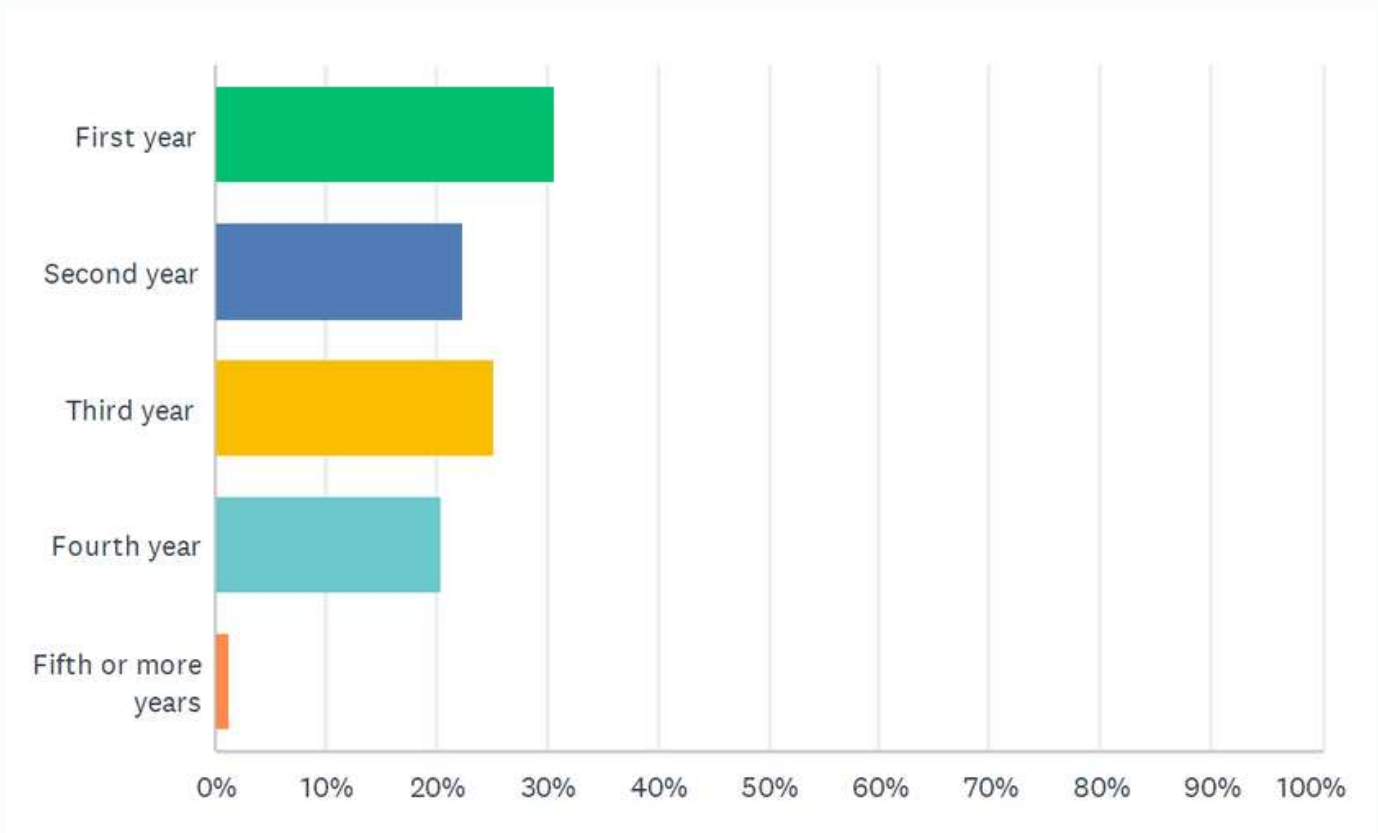
## STUDENT

### Summary

The Campus Climate Survey took place in September and October 2024, following the previous CCS conducted in 2016. The student response rate was 5.1%, which included the following demographics:

- 94% full-time students
- 10% first-generation students
- 44% identifying as Catholic
- 7% Pell-eligible students
- 44% residing in on-campus housing
- 70% female, 26% male, and 5% non-binary
- 26% students of color (SOC)

### Student Classification



# 72%

There is a great sense  
of belonging on  
campus.

# 82%

Diversity & Inclusion is  
important to campus  
leadership

# 73%

Religious diversity is  
respected on campus

# 85%

Feel safe on campus

## Student Campus Climate Survey Highlights

# CAMPUS CLIMATE SURVEY

## STUDENT

### Summary of Student Responses

- **How important, in your opinion, is diversity and inclusion to the campus leadership?**
  - 81.63% of students responded "Very Important" or "Somewhat Important"
- **How welcoming is your campus to SOC?**
  - Over 45% responded the campus is "Very Welcoming" to SOC with less than 40% responding "Very Welcoming" for Asian American students and Middle Eastern students
- Students responded overwhelmingly "Strongly Agree" or 60+% that administrative leadership, faculty, and Board of Trustees should participate in diversity training but students required training was "Neutral" or "Agree".
- Students reported mixed response to "Bias Support" on campus. **Students responded "Agree" or "Strongly Agree" at 69.56% that the campus would take a bias report seriously and only 44.71% "Agree" or "Strongly Agree" that the people accused of committing an offense are treated fairly during an investigation.**
  - Only 54.91% "Agreed" or "Strongly Agreed" with knowing where to file a bias report.
- **85.30% of student respondents "Strongly Agree" or "Agree" that they felt safe on campus but only 42.77% responded feeling safe off campus.**
  - Students overwhelmingly (70.64% and 65.44%) requested more Parking Lot lighting and Street lighting to feel safer on campus.
- **Students responded 73.1% positively (Agree or Strongly Agree) "I can openly express my religious/spiritual beliefs on campus".**
  - Respect for religious/spiritual belief varied by community constituents with faculty and staff receiving the highest positive response rate and other students receiving higher "Disagree" or "Neutral" responses. **Over 75% of students responded positively to "Religious/spiritual holidays I celebrate are respected by the campus community."**

# CAMPUS CLIMATE SURVEY

## STUDENT

### WHY STUDENTS CHOSE TO ATTEND XAVIER?

Academic reputation	54.69%	210
Distance to/from home	58.07%	223
Clubs/organizations that interest me	11.98%	46
College sports reputation	16.15%	62
Community service opportunities	6.77%	26
Cost of attendance	25.52%	98
Credits transferred from another school	5.73%	22
Faculty diversity	4.69%	18
Student diversity	8.33%	32
Campus commitment to diversity	7.55%	29
Family member is an alum	12.50%	48
Family member works here	2.34%	9
Five-year program for my academic interest	2.86%	11
Geographic location	14.58%	56
Greek life	2.60%	10
High post-graduation job placement rate	20.83%	80
International reputation	3.13%	12
Internship opportunities	14.32%	55
Offers program or degree in my field of interest	38.80%	149
Parents gave me no other choice	2.86%	11
Received a scholarship	55.21%	212
Research opportunities	3.65%	14
Size of school	59.38%	228



# CAMPUS CLIMATE SURVEY

## STUDENT

### HOW ARE YOU PAYING FOR YOUR EDUCATION?

Family contributions	68.99%	267
Part-time employment	34.11%	132
Full-time employment	5.17%	20
GI Bill	1.29%	5
Grants	22.48%	87
Inheritance	2.33%	9
Loans	42.89%	166
Merit scholarships	54.78%	212
Other scholarships	38.76%	150
Personal savings	28.17%	109

### TO WHAT EXTENT DO YOU AGREE OR DISAGREE WITH THE FOLLOWING STATEMENTS ABOUT YOUR LEARNING EXPERIENCE HERE?

	STRONGLY DISAGREE	DISAGREE	NEUTRAL	AGREE	STRONGLY AGREE	N/A
My workload is too heavy	1.51% 5	17.52% 58	37.76% 125	27.79% 92	14.20% 47	1.21% 4
I am satisfied with my school/life balance	6.02% 20	17.47% 58	30.42% 101	39.16% 130	6.02% 20	0.90% 3
I have experienced microaggressions* on campus	15.76% 52	33.03% 109	15.45% 51	15.45% 51	8.18% 27	12.12% 40
There are too many expectations of me	4.24% 14	34.55% 114	32.42% 107	18.79% 62	6.67% 22	3.33% 11
There is a great sense of belonging	2.73% 9	9.09% 30	28.79% 95	42.73% 141	14.55% 48	2.12% 7
This is a hostile study/living environment	24.17% 80	42.90% 142	19.03% 63	5.14% 17	3.32% 11	5.44% 18
I want to leave this campus	38.67% 128	31.12% 103	16.62% 55	5.74% 19	4.53% 15	3.32% 11



# CAMPUS CLIMATE SURVEY: STUDENT SUMMARY

Please be advised that text highlighted in 'BOLD BLUE' denotes an initiative related to the topic through Sustaining Excellence or the University Strategic Plan.

## S

### Strengths

- Campus is welcome to diverse communities
- International students feeling welcome and treated with respect on campus
- SOC treated with respect by faculty and administrators
- Resources: community service, faculty mentors, free tutoring support, and social media engagement
- Inclusion is a core value and our campus is inclusive
- Support for student advancement is evident in the classroom
- Faculty create safe and welcoming classroom environments
- Students of all backgrounds are interacting in the classrooms
- Military and veteran support

## O

### Opportunities

- **Harassment, bias, and discrimination reports are taken seriously**
- Increased campus focus on bullying and discrimination in the following categories: gender, race/ethnicity, religion, political views, and sexual identity/orientation
- Engagement with external community
- LGBTQIA+ resources and support
- Incorporating student voices in decision making processes
- **Need based scholarships, Merit Based Scholarships, and Emergency Funding**

## C

### Area of Concern

- Campus Safety (specifically off-campus and parking areas)
- **Where to file a harassment, discrimination, or bias report and fair treatment during the investigation process**
- Training of faculty - specifically on a bias, discrimination, and harassment reporting process
- Leaders are held to appropriate measures of accountability and responsibility for campus climate
- **Open expression of political views**
- **Diverse staff representation**
- **Mental health & Wellness (workload, school/life balance, and expectations)**

# CAMPUS CLIMATE SURVEY

## EMPLOYEE

### Summary

The Campus Climate Survey took place in September and October 2024, following the previous CCS conducted in 2016. The employee response rate was 47%, which included the following demographics:

- 42% Faculty/53% Staff/5% Administrator
- 65% Full-time faculty/20% Tenured/25% Associate Professor
- 36% Catholic/24% Christian
- 68% Female/31% Male/1% Non-Binary
- 16% Communities of Color

### Employee Classification - Staff

Less than one year	14.52%	35
1-5 years	42.74%	103
6-10 years	19.09%	46
11-15 years	8.71%	21
16-20 years	6.22%	15
21 years or more	8.71%	21

### Employee Classification - Faculty

Part-time	1.02%
Full-time	64.47%
Professor	21.32%
Assistant professor	15.23%
Associate professor	25.38%
Adjunct professor	1.52%
Teaching professor	18.78%
Senior teaching professor	9.64%
Tenured	20.30%
Tenure-track	8.63%

# 73%

**Ignatian Belonging is  
a Core Value** of our  
Institutions Mission

# 70%

Diversity & Inclusion is  
important to campus  
leadership

# 70%

Religious diversity is  
respected on campus

# 88%

Feel safe on campus

Employee Campus Climate Survey Highlights

# CAMPUS CLIMATE SURVEY

## EMPLOYEE

### Summary of Employee Responses

- **Why employees choose to work at Xavier?**
  - Jesuit Catholic Values
  - Academic Reputation
  - Size of School
  - Career Advancement Opportunities
- **The majority of employees of color (56.5%) responded “Agree or Strongly Agree” to feeling welcome on campus**, however, less than 40% felt represented on councils.
- **70.2% agreed or strongly agreed that diversity and inclusion is important to campus leadership.**
- **Faculty, Staff, and Administrators with disabilities feel less welcome on campus and “Disagreed” or “Strongly Disagreed” that campus was physically accessible.**
- **70.8% of employees “Agreed” or “Strongly Agreed” with “I can openly express my religious/spiritual beliefs on campus.** However, only 43.82% “Agreed” or “Strongly Agreed” with “Employees with my religious/spiritual beliefs are well-represented through the diversity office.
- **The Campus Wide Diversity Plan responses were mixed with “59.4% agreeing or strongly agreeing with senior leaderships established campus vision for diversity** but less than 30% agreeing or strongly agreeing that the department, division, or unit measures diversity success.
- The majority of respondents indicated that the university does not put too much emphasis on diversity (61.5%) and **73.24% agreed or strongly agreed that Ignatian Belonging is a core value of our institutions mission.**
- **Political expression on campus was mostly positive with more than 50% expressing “Agree” or “Strongly Agree” that their political views were treated with respect by students, faculty, staff, and administrators.** However, 36.42% responding “Strongly Disagree” or “Disagree” with the ability to openly express political views on campus.
- The following areas related to equity in work experience received more than 35% negative response rates: merit and promotion, workload, equitable processes and equitable pay.

# CAMPUS CLIMATE SURVEY

## STUDENT

### WHY FACULTY CHOSE TO TEACH AT XAVIER?

Research opportunities	14.21%	26
Tenure process	21.86%	40
Administrator diversity	0.55%	1
Staff diversity	1.64%	3
Faculty diversity	4.92%	9
Student diversity	3.83%	7
Campus commitment to diversity	9.84%	18
Only job I was offered	11.48%	21
Community service opportunities	7.65%	14
Salary	10.93%	20
Surrounding community	20.22%	37
Location (close to home)	44.26%	81
College sports reputation	4.92%	9
I am an alum	14.75%	27
Family member is an alum	6.01%	11
Family member works here	1.09%	2
Career advancement opportunities	14.75%	27
International reputation	4.92%	9
Opportunity to telecommute	3.28%	6
Work-life balance	38.25%	70
Academic reputation	38.25%	70
Size of school	43.72%	80
Employee benefits	16.39%	30
Employee resource/affinity groups*	3.83%	7
Jesuit Catholic Values	33.33%	61

# CAMPUS CLIMATE SURVEY

## STUDENT

### DIVERSITY STRATEGIC PLANNING, ACCOUNTABILITY, AND IMPLEMENTATION

	STRONGLY DISAGREE	DISAGREE	NEUTRAL	AGREE	STRONGLY AGREE	N/A	TOTAL
Senior leadership establishes the campus vision for diversity	5.94% 18	11.88% 36	21.12% 64	41.25% 125	18.15% 55	1.65% 5	303
Senior leadership creates a culture of accountability	12.25% 37	18.87% 57	28.48% 86	30.13% 91	8.94% 27	1.32% 4	302
Senior leadership shows a visible commitment to campus diversity	12.54% 38	14.52% 44	24.42% 74	34.32% 104	12.87% 39	1.32% 4	303
A written diversity plan is required in my department/division/unit	4.30% 13	16.23% 49	28.81% 87	24.83% 75	12.58% 38	13.25% 40	302
My department/division/unit is accountable for diversity progress	3.68% 11	12.37% 37	27.76% 83	33.11% 99	13.71% 41	9.36% 28	299
Our diversity committee is effective at engaging the campus in diversity activities	1.00% 3	13.29% 40	33.22% 100	33.55% 101	10.30% 31	8.64% 26	301
Our Board of Trustees is supportive of campus diversity efforts	6.98% 21	12.29% 37	38.87% 117	23.59% 71	9.97% 30	8.31% 25	301
Diversity efforts should be led by each school with oversight by a central office	5.69% 17	8.70% 26	35.12% 105	29.10% 87	13.04% 39	8.36% 25	299
We have a way to effectively measure our department/division/unit's diversity success	5.02% 15	21.07% 63	36.79% 110	21.74% 65	6.69% 20	8.70% 26	299

# CAMPUS CLIMATE SURVEY: EMPLOYEE SUMMARY

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## S

### Strengths

- Diversity and inclusion is important to Senior Leadership
- Campus is welcoming to diverse groups
- Veteran and Military Support
- Senior leadership establishes a vision for diversity and inclusion on campus
- Harassment, discrimination, and bias reports are taken seriously
- Employees feel safe on campus
- "I Love My Job" (54%)
- Everyone works as a team

## O

### Opportunities

- Creating a welcoming environment for communities with disabilities
- Accessible events and programs
- **Employee Relations & Morale (see page 16)**
- Dedicated prayer space and support for non-Christian religious expression
- Gender identity and expression on campus
- Reporting processes and protections for harassment and discrimination
- Increase campus safety with cameras in specific areas
- Creating a culture of IDEAS accountability
- Recognition programs

## C

### Area of Concern

- Physical access support for communities with disabilities
- Political viewpoint expression and treating different political viewpoints with respect
- LGBTQIA+ resources and support/Support for sexual orientation diversity
- Training of faculty - specifically on a bias, discrimination, and harassment reporting process
- Creating welcoming environment for faculty and staff of color and international faculty and staff



# CAMPUS CLIMATE SURVEY

## STUDENT

### TO WHAT EXTENT DO YOU AGREE OR DISAGREE WITH THE FOLLOWING STATEMENTS ABOUT THE OVERALL CLIMATE ON OUR CAMPUS?

I am satisfied overall with my interactions with other employees	1.16% 5	6.74% 29	11.86% 51	54.42% 234	25.35% 109	0.47% 2	430	3.96
My contributions to campus diversity efforts have been recognized (awards, financial incentives, etc.)	8.02% 34	20.05% 85	25.94% 110	13.44% 57	4.01% 17	28.54% 121	424	2.80
Our campus is diverse	3.97% 17	21.73% 93	26.17% 112	37.15% 159	9.81% 42	1.17% 5	428	3.27
Our campus is inclusive	3.76% 16	14.82% 63	26.59% 113	41.88% 178	12.47% 53	0.47% 2	425	3.45
Ignation Belonging* is a core value of our institution's mission	3.52% 15	6.10% 26	15.49% 66	44.37% 189	28.87% 123	1.64% 7	426	3.90
I have received adequate diversity training to engage with students and employees on campus	0.94% 4	8.22% 35	17.84% 76	45.77% 195	24.88% 106	2.35% 10	426	3.88
Our school engages with external communities to understand their interests and respond to their needs	3.34% 14	16.71% 70	27.68% 116	34.61% 145	7.16% 30	10.50% 44	419	3.29
Our school puts too much emphasis on diversity	27.93% 119	33.57% 143	20.42% 87	9.39% 40	8.22% 35	0.47% 2	426	2.36
If there were recognitions (awards, financial incentives, etc.) for contributions to campus diversity, I would participate in advancing those efforts	7.57% 32	13.00% 55	36.64% 155	29.08% 123	9.46% 40	4.26% 18	423	3.21
Public announcements regarding internal communications and practices are honest and truthful	8.81% 37	20.71% 87	34.76% 146	27.62% 116	5.00% 21	3.10% 13	420	2.99
The welfare of our institution takes precedence over donor demands, investment matters, and political interests	18.44% 78	21.99% 93	27.42% 116	19.15% 81	9.69% 41	3.31% 14	423	2.79
I would recommend my campus to others considering working here	9.91% 42	15.80% 67	25.71% 109	34.43% 146	13.68% 58	0.47% 2	424	3.26
I am satisfied with my off-campus community engagement	1.67% 7	5.95% 25	27.14% 114	38.57% 162	15.48% 65	11.19% 47	420	3.68

# CAMPUS CLIMATE SURVEY

## STUDENT

**TO WHAT EXTENT DO YOU AGREE OR DISAGREE WITH THE FOLLOWING STATEMENTS ABOUT YOUR WORK EXPERIENCE HERE?**

	STRONGLY DISAGREE	DISAGREE	NEUTRAL	AGREE	STRONGLY AGREE	N/A	TOTAL	WEIGHTED AVERAGE
My workload is too heavy	3.03% 13	21.45% 92	25.17% 108	27.27% 117	22.61% 97	0.47% 2	429	3.45
My work-life balance is appropriate	11.66% 50	20.05% 86	19.58% 84	40.33% 173	7.93% 34	0.47% 2	429	3.13
Conference attendance is supported	37.35% 158	25.30% 107	16.31% 69	14.42% 61	2.13% 9	4.49% 19	423	2.15
I am underpaid for the work that I do	3.73% 16	6.76% 29	10.72% 46	23.54% 101	54.78% 235	0.47% 2	429	4.19
I have experienced microaggressions* in my department/division/unit	17.65% 75	30.35% 129	13.18% 56	23.53% 100	11.06% 47	4.24% 18	425	2.79
Professional development is encouraged	12.38% 53	23.36% 100	21.50% 92	32.94% 141	8.64% 37	1.17% 5	428	3.02
Mentors are important for junior administrators/faculty/staff	3.27% 14	4.91% 21	12.15% 52	46.26% 198	31.31% 134	2.10% 9	428	4.00
Hiring practices are not fair	14.82% 63	36.94% 157	30.35% 129	8.71% 37	4.00% 17	5.18% 22	425	2.47
Diversity-related research, teaching, and community service are considered in the hiring process	3.37% 14	7.69% 32	31.49% 131	31.97% 133	9.86% 41	15.63% 65	416	3.44
I love my job	5.63% 24	8.92% 38	28.87% 123	34.74% 148	20.89% 89	0.94% 4	426	3.57
I am satisfied with my employee benefits package	13.95% 59	25.06% 106	17.49% 74	33.81% 143	6.15% 26	3.55% 15	423	2.93
My performance evaluations are done on a regular basis	1.89% 8	6.13% 26	7.08% 30	48.82% 207	31.84% 135	4.25% 18	424	4.07
There are too many expectations of me	4.47% 19	28.94% 123	27.76% 118	24.00% 102	13.41% 57	1.41% 6	425	3.13
There are pay disparities here	2.12% 9	3.76% 16	10.59% 45	28.24% 120	51.76% 220	3.53% 15	425	4.28
My performance evaluations are fair and impartial	3.53% 15	7.06% 30	16.47% 70	43.29% 184	25.18% 107	4.47% 19	425	3.83
I am utilizing my full range of skills in my current position	8.22% 35	25.35% 108	12.91% 55	34.27% 146	18.54% 79	0.70% 3	426	3.30
There is a great sense of belonging	7.71% 33	18.69% 80	27.80% 119	34.58% 148	10.28% 44	0.93% 4	428	3.21
This is a hostile working environment	28.47% 121	36.24% 154	20.94% 89	7.76% 33	4.94% 21	1.65% 7	425	2.23
Thinking outside the box is rewarded in my department/division/unit	7.04% 30	19.48% 83	26.29% 112	32.86% 140	12.68% 54	1.64% 7	426	3.25