



CHAPMAN UNIVERSITY

SNAPSHOT

October 2020

AN INFOGRAPHIC NEWSLETTER OF THE INSTITUTIONAL RESEARCH AND DECISION SUPPORT (IRADS) OFFICE

2020 HERI Staff Climate Survey

The HERI Staff Climate Survey, a national survey from the Higher Education Research Institute at UCLA designed to assess the campus climate for diversity from the staff/administrator perspective, was administered during the Spring 2020 semester to all full-time and part-time employees on the Orange and Rinker campuses. On March 9, 1,076 staff and administrators received an email invitation containing the unique link to the survey. Due to issues related to COVID-19, the survey window was extended, and the survey closed on May 29. Exactly 537 online surveys were completed, resulting in a 50% response rate. Most of the survey respondents identified as staff (68%) and working primarily on the Orange Campus (98%). Approximately 98% of the respondents identified as full-time employees, 55% as salaried (exempt) employees, and 51% as having worked at Chapman University four-years or less. Data showed that 58% of the respondents completed the survey before most Chapman employees switched to remote work.

VALUING DIVERSITY

Chapman University has campus administrators who regularly speak about the value of diversity.

Percent reporting "Agree" or "Strongly Agree" on a 4-pt Likert scale

76.8% All Respondents



CHAPMAN UNIVERSITY IS AN INSTITUTION THAT VALUES DIVERSITY

Percent reporting "Agree" or "Strongly Agree" on a 5-pt Likert scale.



68.1%

All Respondents (n=537)

68.0%

Staff (n=337)

66.4%

Administrators (n=161)

69.9%

Man (n=160)

66.1%

Woman (n=311)

73.8%

White (n=301)

51.0%

Latinx or Black/
African American
(n=123)

64.7%

Years at CU
<4 years (n=242)

70.4%

Years at CU
5+ years (n=229)

71.4%

Heterosexual/
Straight (n=443)

40.4%

LGBTQIA (n=59)

68.0%

Orange Campus
(n=483)

67.5%

Rinker Campus
(n=46)

59.0%

Far Left/Liberal
(n=92)

69.5%

Middle-of-the-road
(n=140)

84.3%

Conservative/Far
Right (n=203)



SATISFACTION WITH DIVERSITY AND INCLUSION

Percent reporting "Satisfied" or "Very Satisfied" on a 5-pt Likert scale



46.4%

Atmosphere for political differences

48.7% Far Left/Liberal
53.4% Middle-of-the-road
34.9% Conservative/Far Right



58.5%

Atmosphere for individuals with disabilities



67.2%

Atmosphere for sexual orientation differences

69.3% Heterosexual/Straight
52.9% LGBTQIA



69.4%

Atmosphere for religious differences

SATISFACTION WITH RACIAL AND ETHNIC DIVERSITY

Percent reporting "Satisfied" or "Very Satisfied" on a 5-pt Likert scale



46.4% Racial and ethnic diversity of the staff

47.9% White
40.7% Latinx or Black/African American
45.8% Orange Campus
56.4% Rinker Campus

42.1% Racial and ethnic diversity of the faculty

42.7% White
33.4% Latinx or Black/African American
39.5% Orange Campus
69.2% Rinker Campus

31.7% Racial and ethnic diversity of the student body

31.8% White
25.2% Latinx or Black/African American
30.0% Orange Campus
51.3% Rinker Campus

ATMOSPHERE OF RESPECT AND BELONGING

Percent reporting "Agree" or "Strongly Agree" on a 4-pt Likert scale.

93.0% I feel respected by other staff members.

92.2% I feel respected by students.

73.8% I feel respected by the faculty.

69.7% I feel respected by senior administrators.

Percent reporting "Agree" or "Strongly Agree" on a 4-pt Likert scale.

80.8% I feel a sense of belonging on this campus.

82.3% White

77.1% Latinx or Black/African American

41.1% I feel I have to work harder than my colleagues to be perceived as a competent administrator/staff member.

35.2% White

50.0% Latinx or Black/African American

42.8% Woman

Percent reporting "Somewhat Descriptive" or "Very Descriptive" on a 3-pt scale

90.7% There is respect for the expression of diverse values and beliefs.

VALUING STAFF INPUT AND COMMUNITY PARTICIPATION

Percent reporting "Agree" or "Strongly Agree" or on a 4-pt Likert scale.



66.8%

Chapman University encourages staff to have a public voice and share their ideas openly.



51.7%

Staff concerns are considered when making policy.



41.3%

Chapman University rewards staff for their participation in diversity efforts.

42.0% White
36.7% Latinx or Black/
African American



80.5%

Chapman University provides the campus community with opportunities to share feelings about issues of concern.

SERVING AS A RESOURCE

How often at Chapman have you....

Percent reporting "Often" or "Very Often" on a 5-pt Likert scale



7.3%

Been sought out by students as a resource due to your racial/ethnic identity?

1.2%

White

19.7%

Latinx or Black/African American

7.6%

Been sought out by staff members as a resource due to your racial/ethnic identity?

2.1%

White

20.3%

Latinx or Black/African American

4.2%

Been sought out by students as a resource due to your sexual orientation identity?

0.8%

Heterosexual/Straight

27.0%

LGBTQIA

4.6%

Been sought out by staff members as a resource due to your sexual orientation identity?

1.2%

Heterosexual/Straight

26.8%

LGBTQIA

HIRING PRACTICES

Percent reporting "Agree" or "Strongly Agree" on a 4-pt Likert scale



60.9%

Chapman University has effective hiring practices and policies that increase staff diversity.

When a new person is hired in your department/unit, are steps taken to ensure that a diverse applicant pool is considered?

41.9%

Yes

8.4%

No

49.7%

Not Sure



COMMUNICATION

Percent reporting "Agree" or "Strongly Agree" on a 5-pt Likert scale.

82.4%

I know how to report officially any racist, sexist, or other offensive behaviors.

81.5%

I am familiar with Chapman University's Statement on Diversity & Inclusion.

74.6%

Chapman University does a good job of informing me about news and events related to diversity and inclusion.



37.2%

Issues of diversity and inclusion are regularly discussed in my department.

ACCESSIBILITY

Percent reporting "Agree" or "Agree Strongly" on a 5-pt Likert scale



Chapman University is meeting the needs of persons with disabilities.

48.9%



My work environment is accessible.

77.3%

STRESS, HARRASSMENT AND RACIAL TENSION

Sexual harassment is taken seriously at Chapman University.

Percent reporting "Agree" or "Agree Strongly" on a 5-pt Likert scale

71.8%

All Respondents

78.9%

Man

66.6%

Woman



To what extent has discrimination (e.g., prejudice, racism, sexism, homophobia, transphobia) been a source of stress during the past year?

Percent reporting "Somewhat" or "Extensive" on a 3-pt Likert scale

18.1%

All Respondents

16.9%

Heterosexual/
Straight

12.9%

White

28.5%

LGBTQIA

27.4%

Latinx or Black/
African American

Chapman University has a lot of racial tension.

Percent reporting "Strongly Agree" or "Agree" on a 4-pt Likert scale.

29.6%

All Respondents

26.1%

White

40.0%

Latinx or Black/
African American



WORKPLACE SATISFACTION

Satisfaction with benefits and compensation

Percent reporting "Satisfied" or "Very Satisfied" on a 5-pt Likert scale

84.2% Quality of health benefits

82.9% Retirement benefits

71.5% Amount of paid sick leave

62.7% Amount of paid vacation time

57.4% Extended leave policies

34.9% Salary



Percent reporting "Likely" or "Very Likely" on a 4-pt Likert scale

87.5% Recommend that a friend apply for a job at Chapman University.

Percent reporting "Satisfied" or "Very Satisfied" on a 5-pt Likert scale

76.0% Overall Job Satisfaction

Prepared by: Institutional Research and Decision Support (IRADS)
Chapman.edu/irads

COMMITMENT TO DIVERSITY AND INCLUSION

My supervisor demonstrates a commitment to diversity and inclusion.

Percent reporting "Agree" or "Strongly Agree" on a 4-pt Likert scale

86.3%

All Respondents

Satisfaction with Chapman's...

Percent reporting "Satisfied" or "Very Satisfied" on a 5-pt Likert scale

43.3%

Commitment to hiring underrepresented racial/ethnic minorities

46.9%

White

31.8%

Latinx or Black/African American

62.1%

Commitment to hiring women

71.2%

Man

56.8%

Woman

