University of Cincinnati Blue Ash College

Spring 2016 Diversity Inventory Survey Report

October 2016

I. Introduction

The Cultural Diversity Committee and the Office of Multicultural Affairs Blue Ash College conducted a Diversity Inventory Survey in spring of 2016. The purpose of the survey was to help in understanding, first, the climate of diversity and inclusion at the campus and, second, the types of diversity and inclusion events occurring in the 2015-16 academic year. This survey was done online and was sent to all members of faculty and staff. The Office of Institutional Research (IR) handled the technical aspects of the survey. The survey was anonymous, which was meant to encourage respondents to provide honest and insightful feedback. The Diversity Inventory Survey report is comprised of two parts: part one is the UCBA Environmental Assessment and Part 2 is the Diversity Initiatives at UCBA.

II. Methodology

- Survey hosted on SurveyMonkey.
- Survey invitations sent via e-mail to 540 UCBA faculty and staff.
  - First personally addressed e-mail sent from ucbair@uc.edu on behalf of Michele Kegley and Corrine Witherspoon.
  - Reminder personally addressed e-mail sent to non-respondents from ucbair@uc.edu on behalf of Michele Kegley and Corrine Witherspoon.
  - Final personally addressed e-mail reminder sent to non-respondents from UCBA IR.

1/29/2016: 73 / 540 = 13.5%
2/04/2016: 35 / 448 = 7.8%
2/10/2016: 65 / 413 = 15.7%

Total response rate: 173 / 527 = 32.8%.

	Sent				Respondent	
	Start	Opt out	Total	%	N	%
Faculty	427	3	424	79.1%	127	73.4%
Staff	113	1	112	20.9%	46	26.6%
Total	540	4	536*	100.0%	173	100.0%

Note: 9 additional e-mail addresses bounced, which means the e-mail was not delivered.

III. Results and Recommendations of Diversity Climate Survey

Part 1: Summary of UCBA Environmental Assessment

Q1. Please indicate your level of agreement with the following statements for each of the three items below.

UCBA offers a positive and inclusive environment for diverse...	N	Avg	Strongly Disagree (1)	Disagree (2)	Neither Agree Nor Disagree (3)	Agree (4)	Strongly Agree (5)
a. Faculty	159	3.72	4.4%	5.0%	17.6%	60.4%	12.6%

Please explain why you responded this way and provide any examples.

Room for improvement	31	31.3%
Positive and inclusive environment	22	22.2%
Faculty diversity	21	21.2%
Hiring process	11	11.1%
Inclusive academics and activities	10	10.1%
Unable to determine	4	4.0%
Total	99	100.0%

b. Staff	125	3.68	3.2%	6.4%	22.4%	55.2%	12.8%

Please explain why you responded this way and provide any examples.

Welcoming environment	20	37.0%
Inclusive but needs work	11	20.4%
Don't know/Unable to respond	10	18.5%
Lacking diversity in leadership/upper mgmt / promotion	7	13.0%
Not inclusive	6	11.1%

Total	54	100 %

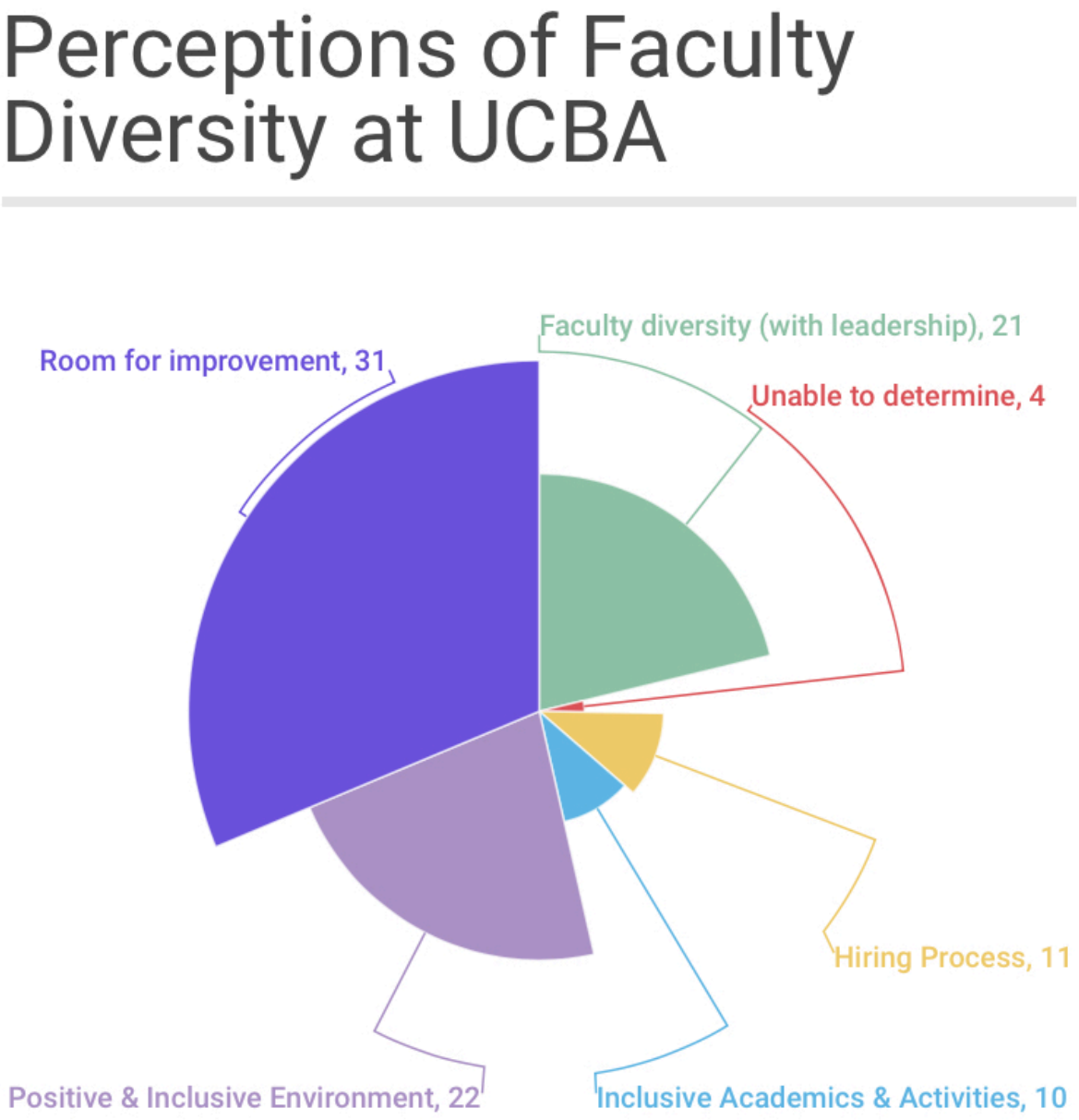
c. Students	114	3.84	1.8%	6.1%	21.9%	46.5 %	23.7 %

Please explain why you responded this way and provide any examples.

Diversity is visible	25	39.1 %
Welcoming and improving	14	21.9 %
Needs improvement	13	20.3 %
Unclear	7	10.9 %
Negative experiences	3	4.7 %
Personal investment with diversity and inclusion	2	3.1 %
Total	64	100. 0%

a. Faculty and Staff Perceptions of UCBA Faculty Diversity

Faculty and staff provided a range of responses, from positive to negative, to there is room for improvement, when asked to expound on their response to the question: *UCBA offers a positive and inclusive environment for diverse faculty*. The responses tended to fall into six categories. The numbers represent the number of times a category is mentioned. Examples and recommendations are included for each category.



Count	Category
31	There is Room for Improvement
	Room for improvement in positive and inclusive environment *-Although UCBA is generally welcoming to faculty diversity, I think that some faculty do not appreciate the challenges that other faculty, from diverse backgrounds face in terms of how they are treated generally in academia.* *-Many faculty are concerned with creating a welcoming environment. Unfortunately…a few faculty seem to be unaware of the concerns individuals may have because of their ethnic, racial, sexual identity.* ***Room for improvement in Faculty Diversity*** *-There are still departments with little to no diversity in membership.* *-We could do better on having a more diverse faculty; that's not just a college-level matter but often a matter of severe [underrepresentation] problems in certain disciplines generally, etc.* *-There is some diversity and inclusion on campus but I think there is room for improvement. I would like to see more people of color in higher levels of staff and faculty positions.* ***Room for improvement in Leadership*** *-Diversity is lacking in department heads and faculty.* *-There are no minority leaders here at UCBA… (Please note, it depends on one's definition of "leaders". UCBA does have diversity of gender and race in the Administrative team).* ***Room for improvement in hiring process***: *-The faculty seem to have many 'initiatives' but no plan/effort in recruiting a more diverse population that is representative of our student population.* *-Search committees are not given all the available options to attract nor are department heads educated on how to retain, attract and learn about diverse cultures.* **Recommendation for Room for Improvement**: Goal 1- Objective 1.B: Host the Diversity Inventory outcomes on a UCBA web page dedicated to showcasing and disseminating diversity information.
22	Positive and Inclusive Environment
	- UCBA offers a positive & inclusive environment for diverse faculty. *-The college offers a very welcoming environment. I see a lot of genuine collaboration and teamwork among our faculty.* *- UCBA provides a very diverse environment in regards to faculty & staff employment as well as a diverse student enrollment. Compared to other colleges and universities, I feel UCBA stands out in this respect due to the richness of its diversity.* *-You just need to walk the hall to see the diversity of students, staff and faculty. The different committees and student ambassador status also reflect this.*

Recommendations for Positive and Inclusive Environment:
Goal 1- Objective 1.B: Host the Diversity Inventory outcomes on a UCBA web page dedicated to showcasing and disseminating diversity information.
Goal 1-Objective 1. C: Annually present data gathered from the inventory to the college.
Goal 5- Objective 5 A: Continue to offer the Diversity Faculty & Learning Community; Develop a diversity and cultural competency training for faculty and staff that aligns with the UC/UCBA diversity plans.

21	Faculty Diversity

- When I look at the UCBA faculty and particularly the new hires on the tenure track, I see a broad mix of ethnicities, ages, backgrounds and sexes. Photographs of the tenure track faculty 40 years ago would not show this breadth.
-Compared to other colleges and universities, I feel UCBA stands out in this respect due to the richness of its diversity.
- I have been here less than 1 year but I feel there is a lot of faculty diversity at UCBA.
-Based on what I see of the faculty, it's diverse.
Recommendations for Faculty Diversity:
Goal 4-Objective 4. A: Conduct an audit of faculty and staff demographics
Goal 4- Objective 4.D: Increase the recruitment of diverse faculty & staff
Goal 5- Objective 5 A: Partner with faculty development committee to develop mentoring programs; Departments to develop strategies to retain diverse faculty.

11	Hiring Process

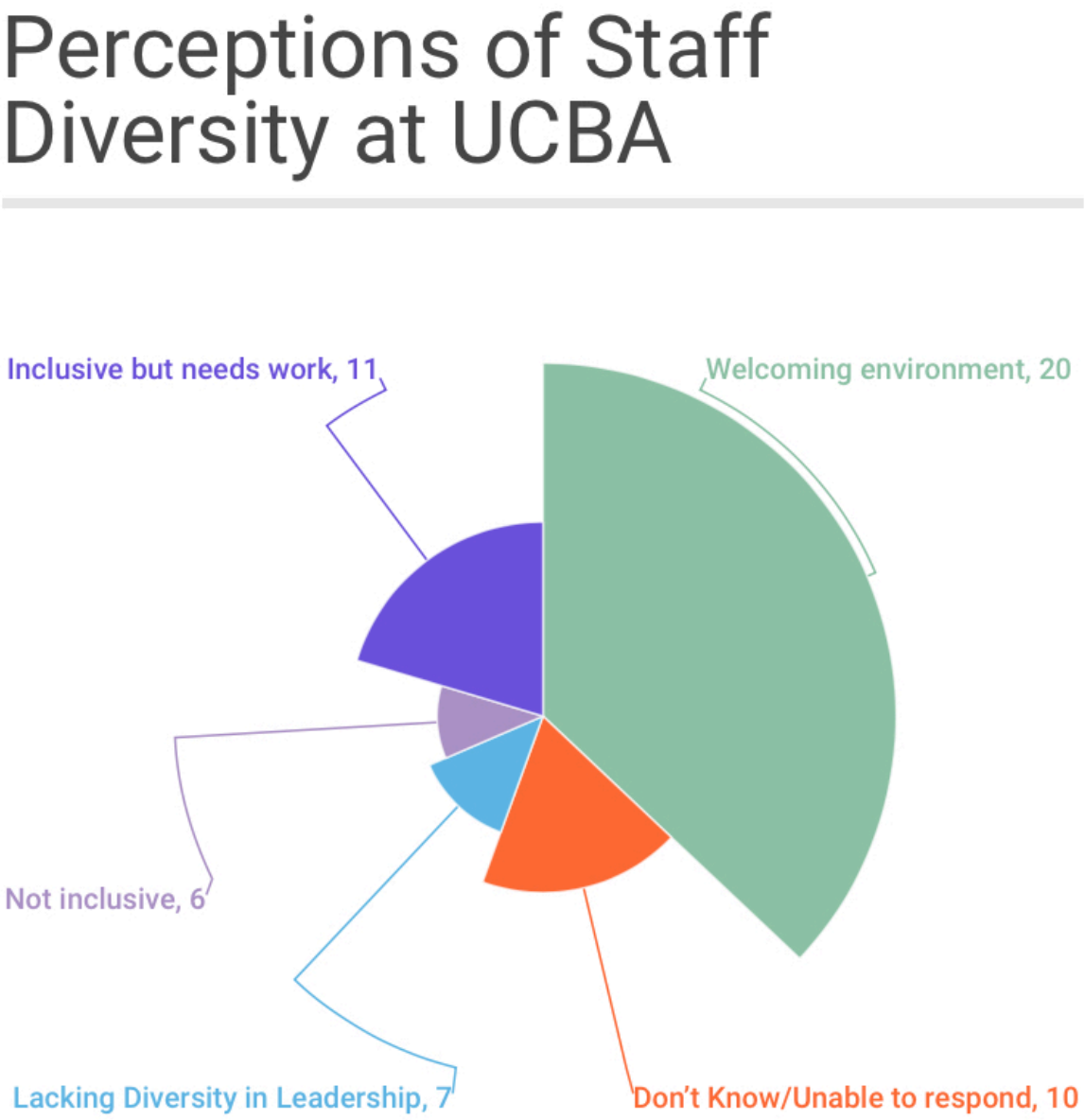
- I feel as though efforts are made to hire diverse faculty and recruit diverse faculty. I also believe that we are open and welcoming to diverse programming and research.
- As a member of several search committees, I am aware of the desire of the college to have a diverse faculty population. In my discipline, attention to culture, beliefs, and practices, are highly valued.
-I believe and see UCBA looking for ways to hire and retain diverse faculty [despite] the difficulties (better salaries for diverse faculty at other institutions, low number of minorities that meet minimum qualifications/have PhDs.
Recommendations for Hiring Process:
Goal 1- Objective 1.D: Convene a meeting of all councils, forums and departments to address priority issues such as accountability, recruitment, retention and development of faculty, staff and students.
Goal 4- Objective 4.B: Establish baseline numbers that will inform future recruitment strategies, benchmarks and goals.
Goal 4-Objective 4. C: Increase the visibility of diversity initiatives on human resources, and related web pages

10	Inclusive Academics and Activities

	- Many opportunities are provided on campus for individuals to participate in events, workshops, classes, etc. focused on the topics of "Inclusion" and "Diversity". *-Faculty provide training and learning communities along with mentoring programs for new faculty.* *-Opportunities such as the multicultural council, sister circle and women of the world conference open to students, faculty and staff allow for supports, networking and professional development.* **Recommendations for Inclusive Academics and Activities**: Goal 1- Objective 1.B: Host the Diversity Inventory outcomes on a UCBA web page dedicated to showcasing and disseminating diversity information. Goal 1-Objective 1. C: Annually present data gathered from the inventory to the college Goal 5- Objective 5 A: Continue to offer the Diversity Faculty & Learning Community
4	Unable to Determine *-As an Adjunct/Part Time professor, I am only in office in [the] evenings1-2 times a week. This limited time makes it difficult to fully and fairly assess the question.* *-I have no basis for an opinion on this.* *-I'm new to UC.* **Recommendation Unable to Determine**: Goal 1- Objective 1.B: Host the Diversity Inventory outcomes on a UCBA web page dedicated to showcasing and disseminating diversity information.
99	**Total**

b. Faculty and Staff Perceptions of UCBA Staff Diversity

When faculty and staff expounded on why they responded as they did to the question: *UCBA offers a positive and inclusive environment for diverse staff*, their responses were tended to fall into the following five (5) categories. Examples are included for each category. Responses were a mixture of neutral and positive and areas of improvement; recommendations are included for each category.

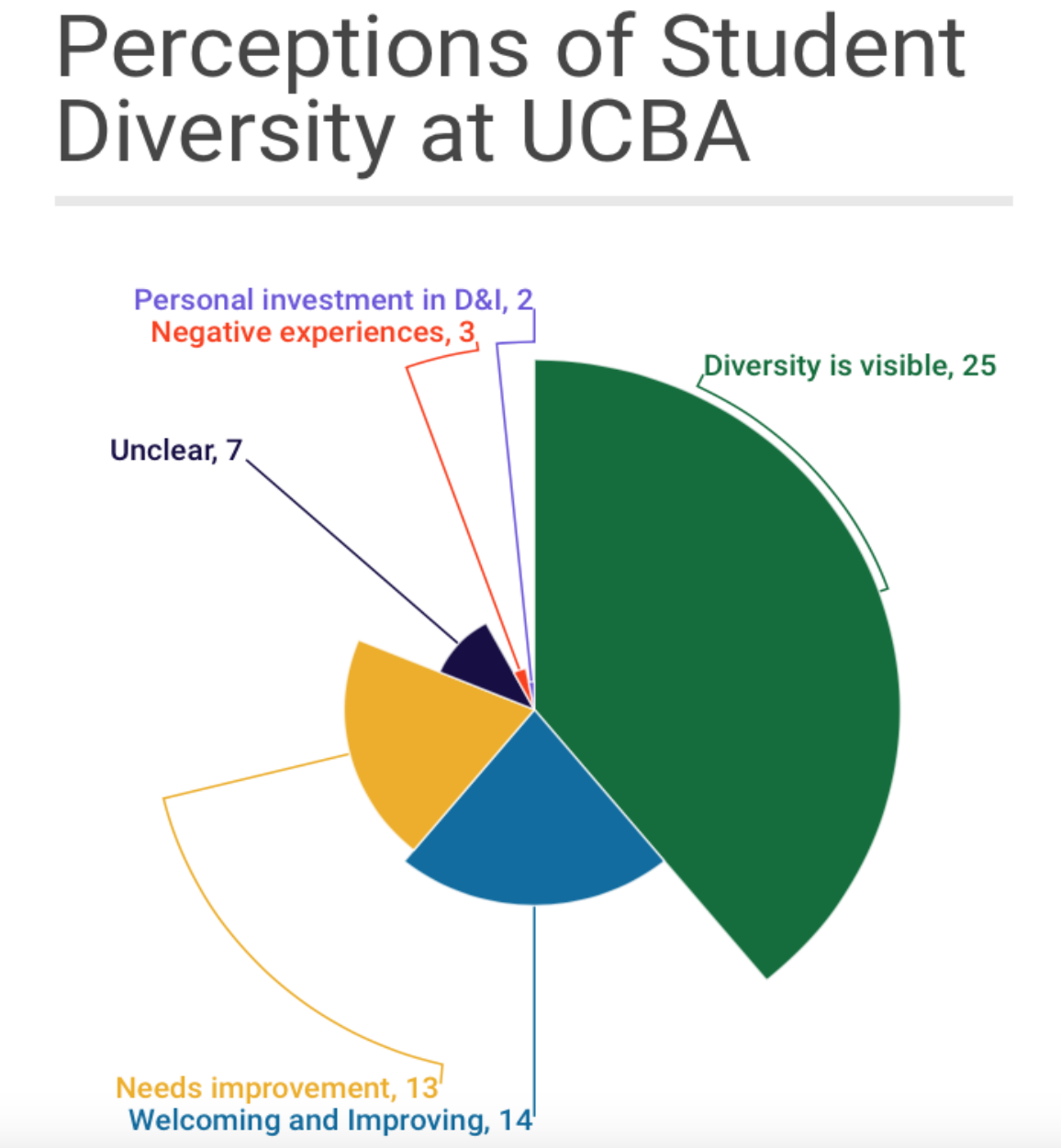


Count	Category
20	Welcoming environment
	-I believe everyone is made to feel welcome here at UCBA *-This is a very collaborative environment for staff. There is a lot of teamwork, sharing of ideas and camaraderie. The hiring process is open, transparent and inclusive of diverse candidates.* **Recommendation for Welcoming environment**: Celebrate, highlight and promote our positive achievements internally & externally.
11	Inclusive but needs work
	- I'd like to see a mentoring program for all new staff hires. While there is a lot of training available and we encourage professional development, very little - even from Clifton - deals with diversity. **Recommendations for Inclusive but needs work**: Goal 6- Objective 6.A: Establish a staff development diversity and inclusion curriculum. Goal 6- Objective 6.D: Assess the current climate at UC Blue Ash College as it pertains to developing a mentoring program that includes and encourages all employees to participate.
10	Don't know/Unable to respond
	-As an Adjunct/Part Time professor, I am only in office in the evenings 1-2 times a week. This limited time makes it difficult to fully and fairly assess the question. *-I don't feel that I have enough insight on this where staff are concerned to answer* **Recommendation for Don't know/Unable to respond**: Goal 1- Objective 1.B: Host the Diversity Inventory outcomes on a UCBA web page dedicated to showcasing and disseminating diversity information.
7	Lacking diversity in leadership/upper management/promotion
	-I responded this way because there is some diversity and inclusion on campus but I think there is room for improvement. I would like to see more people of color in higher levels of staff and faculty positions. *-We are doing [good] in diversity but need improve in Inclusion and Initiative- we still have a problem promoting people on color in leadership roles at the university. We had a problem identify new leaders who have worked at university for years. We have great leaders who are overlooked which could greatly improve our university when decisions are made.* **Recommendations for Lacking diversity in leadership/upper management/promotion**: Goal 4- Objective 4.D: Increase the recruitment of diverse faculty & staff

	Goal 6- Objective 6.D: Assess the current climate at UC Blue Ash College as it pertains to developing a mentoring program that includes and encourages all employees to participate.
6	Not inclusive
	-Focus group have expressed that staff feel a divide. There is an atmosphere of division between hourly and salary staff. *-I believe there is still an environment of exclusion that exists here at UCBA unfortunately.* **Recommendations for Not inclusive**: Goal 1- Objective 1.D: Convene a meeting of all councils, forums and departments to address priority issues such as accountability, recruitment, retention and development of faculty, staff and students. Goal 4- Objective 4.B: Establish baseline numbers that will inform future recruitment strategies, benchmarks and goals.
54	Total

c. Faculty and Staff Perceptions of UCBA Student Diversity

Faculty and staff responses to the prompt *UCBA offers a positive and inclusive environment for diverse students* included a range of positive to negative comments within the following six categories. Examples along with recommendations are included for each category.



Count	Category
25	Diversity is visible
	"Agree: There seem to be a number of diverse students. We have different staff in the Student Affairs office multicultural, Latino/Hispanic, veterans (which I know isn't a diversity initiative, but it could bring more diverse students to campus and support them when they are here). We also have student groups like the Multicultural Club and Interfaith Association." **Recommendations for Diversity is visible** Goal 2: UCBA will identify strategies for increased student retention of underrepresented minority students to reflect the recruitment area's population. Goal 3: UCBA will identify strategies for increased student recruitment of underrepresented student populations to reflect the populations of surrounding counties into Blue Ash College.
14	Welcoming and improving
	"As the most diverse college at UC, I think we do a great job of providing a positive experience for diverse students. I see a lot of positive interactions in the classroom and the hallways, and we offer a wide range of events and activities for diverse students". **Recommendation for Welcoming and improving** Goal 1: To develop and administer a UCBA Diversity Inventory to be completed by faculty and staff in all departments, non-academic offices, and relevant committees Goal 3: Objective B - Develop and implement recruitment strategies and increase the Hispanic/Latino student population at UCBA. • "UCBA continues to offer students events and information through Multicultural Affairs and Latino Affairs." Continued collaboration with Communications to market and distribute event and support services.
13	Needs improvement
	"My answer balances out to a neutral vote because this depends on the population. I think that more can be done for Muslim students on campus, related but not the same more could be done for international students with language issues that can heavily affect their abilities to succeed on writing assignments well beyond what a normal faculty member would be qualified to help with. In addition, I do think we have a great deal of programming for Black and Veteran students and we are improving our programming for Latino students." **Recommendations for Needs Improvement** Add additional objective in gap year plan under Goal 2: UCBA will identify strategies for increased student retention of underrepresented minority students to reflect the recruitment area's population. Support for the following student populations • Advanced food pantry - Obtain Grant

- Free Dental Cleanings
- Safe Zone Trainings
- International Students - Language support
- Asian Students
- Muslim Students
- Black Men
- First Generation/Low Socioeconomic Status

7	Unclear
	"It seems like there are some initiatives each semester, but I don't know how well they're attended. Free food seems to bring students out, regardless of the reason. But honestly I've never personally heard a student say one way or another (praise or criticism) of any event, other than being happy about free food." **Recommendation for Unclear** Goal 1: To develop and administer a UCBA Diversity Inventory to be completed by faculty and staff in all departments, non-academic offices, and relevant committees.
3	Negative experiences
	"I can't imagine that the racism and bigotry I experience is different for students. Of course, this is Cincinnati, so maybe it's just bad manners and ignorance." **Recommendation for Negative Experiences** Goal 6: Objective B - Develop an inventory of staff development opportunities and communicate those with staff. • To better understand the student experience, focus groups and surveys can be planned to understand the challenges that need to be addressed. • Continued ally (e.g., Safe Zone, Dream Zone, Rally Point) training for the UCBA community. Using strategies that the show the appreciation and celebration of diversity and inclusion.
2	Personal investment with diversity and inclusion
	"I am teaching the teaching and learning in diverse classrooms course, which engages this idea." *"It is not clear to me what the student pool is for UCBA. Examined in terms of preparation for college work, the students are pretty uniformly poorly prepared. But UCBA is an open-access campus and that is to be expected. Examined in terms of ethnic background, UCBA is demonstrably the most diverse college in the University. Considered in terms of educational goals, I believe the students are much more diverse than those on the Clifton campus."* **Recommendation for Personal investment**

Training Opportunities

- Intersecting Identities
- Who are our students?
- You are what you Post: Addressing issues with Social Media and Racism, sexism etc.
- Success strategies for academic and financially at risk students
- Title 9

Goal 6: Objective C - Identify staff accountability metrics for achieving diversity and inclusion initiatives related to the people, processes, and culture of UCBA.

- Bring back the L&T Diversity series for faculty and staff to share best practices and offer training.

64	Total

UCBA Diversity Initiatives

Included in this report is a summary of the results from the Diversity Inventory Survey. The inventory is a separate document.

Part 2: UCBA Diversity Initiatives-

2. Are you aware of or do you have a diversity initiative (e.g., course or class session, activity, program, facility, grant, award, policy, practice, publication / presentation, research, service, training, etc.) to record for the 2015-16 academic year? (N=241)

N	%	
96	39.8%	Yes (In the following questions, enter as much information as possible regarding the initiative. You can enter up to 3 initiatives.)
67	69.8%	1 initiative
21	21.9%	2 initiatives
8	8.3%	3 initiatives
145	60.2%	No (End of survey. Please click 'Next' to submit your responses and leave the survey.)

Initiative-
As best you can, enter information regarding the diversity initiative below. Skip any items to which you do not know the answer.

3. Initiative background-

a. Initiative name or title

b. Description

c. Dates

d. Contact person name

e. Contact title

f. Contact email

g. Contact department

h. Initiative website or URL

4. Which diversity plan goal does the initiative best support? (check all that apply)

N	%	
60	62.5%	a. Students
40	41.7%	b. Faculty
32	33.3%	c. Staff
46	47.9%	d. Culture/Climate
5	5.2%	e. Supplier Diversity, Community Relations, Alumni Engagement
4	4.2%	f. Accountability Metrics

Note: Because this is a 'check all that apply,' each item would sum to 100%; thus, the % reflects those who selected the item.

5. Which category best describes the initiative? (check all that apply)

N	%	
36	37.5%	a. Course: a class, lecture material, readings, activities, and/or projects.
27	28.1%	b. Event: organized activity or program
1	1.0%	c. Facility: a building or designated space
7	7.3%	d. Grant/Scholarship/Sponsorship: a sum of money awarded to defray expense
0	0%	e. Highlight of Student/Staff/Faculty: special recognition or award
3	3.1%	f. Policy: standardized, documented operating procedures
4	4.2%	g. Practice: a common way of documenting business
6	6.3%	h. Publication/Presentation: prepared report
7	7.3%	i. Research: methodical investigation into a subject
9	9.4%	j. Service: work, advocacy, or special actions on behalf of an individual or group
22	22.9%	k. Training: an activity to raise awareness, enhance skills, change behavior, and build a culture of inclusion
8	8.3%	l. Other

Note: Because this is a 'check all that apply,' each item would sum to 100%; thus, the % reflects those who selected the item.

Other (please specify)

6.	Initiative details- (enter a number value only, such as 5 or 1000, or leave blank. No characters)	N	Avg	Median	SD	Sum
a.	How many people utilized the initiative?	36	67	25	165	2,411
b.	How many staff/faculty assisted with the initiative?	34	7	4	7	229
c.	About how many personnel hours were devoted to the initiative?	21	87	45	100	1,820
d.	About how much in personnel salary was devoted to the initiative?	11	18,636	0	60,170	205,000
e.	About how much university funding was used?	18	450	0	760	8,093
f.	About how much external funding was used?	18	122	0	519	2,200

7. Briefly describe any results/impact of the initiative.

Appendix 3a: Initiative Name or Title
Appendix 5L Other:

	Which category best describes the initiative? Other...	Count
1	Diverse healthcare professionals are needed to serve the population and communities. Interprofessional Education and Collaboration should be part of all health care related programs	1
2	Faculty Learning Community	1
3	Focus Groups	1
4	In this learning community, participants create activities for students and colleagues as well as participate in a collective report on the experience to be presented at conferences.	1
5	Mentoring	1
6	Program that includes events, meetings, initiatives, etc.	1
7	scholarship	1
8	Student organization	1
9	Support Group	1
	Total	9

IV. Limitations

a. Students did not participate in the survey. Perceptions of student diversity reflect faculty and staff perceptions, not students themselves. The same applies to the diversity initiatives inventory.
b. Respondents were not asked to identify as faculty or staff. Thus, the survey does not distinguish between faculty and staff responses.

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