Our Voices: Climate Study on Race
2021 Preliminary Update
Abridge Quantitative Data Presentation

Climate Study Committee Co-Chairs:
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Interim Dean, College of Arts and Sciences
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.
Demographic Breakdown

Participants by Classification
Faculty, Staff, Students

Participation by Campus

Gender Identity and Sexual Identity

Participation by Race
### 2021 Climate Study on Race

#### Demographic Breakdown: Role

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

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

**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?

<table>
<thead>
<tr>
<th>Campus</th>
<th>%</th>
<th>N</th>
</tr>
</thead>
<tbody>
<tr>
<td>Ashtabula Campus</td>
<td>1.9</td>
<td>106</td>
</tr>
<tr>
<td>East Liverpool Campus</td>
<td>0.7</td>
<td>40</td>
</tr>
<tr>
<td>Geauga Campus</td>
<td>1.7</td>
<td>99</td>
</tr>
<tr>
<td>Kent Campus</td>
<td>67.8</td>
<td>3858</td>
</tr>
<tr>
<td>Salem Campus</td>
<td>1.5</td>
<td>83</td>
</tr>
<tr>
<td>Stark Campus</td>
<td>5.5</td>
<td>312</td>
</tr>
<tr>
<td>Trumbull Campus</td>
<td>2.1</td>
<td>118</td>
</tr>
<tr>
<td>Tuscarawas Campus</td>
<td>2.0</td>
<td>116</td>
</tr>
<tr>
<td>100% Online</td>
<td>13.9</td>
<td>790</td>
</tr>
<tr>
<td>Other (please specify):</td>
<td>1.7</td>
<td>96</td>
</tr>
<tr>
<td>Don't Know</td>
<td>0.2</td>
<td>14</td>
</tr>
<tr>
<td>Prefer Not to Answer</td>
<td>1.1</td>
<td>62</td>
</tr>
</tbody>
</table>
Demographic Breakdown: Gender & Sexual Identity

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

<table>
<thead>
<tr>
<th>Gender/Gender Identity</th>
<th>N</th>
</tr>
</thead>
<tbody>
<tr>
<td>Woman</td>
<td>3668</td>
</tr>
<tr>
<td>Man</td>
<td>1686</td>
</tr>
<tr>
<td>Cisgender</td>
<td>1306</td>
</tr>
<tr>
<td>Nonbinary/Gender Queer/Gender Fluid</td>
<td>189</td>
</tr>
<tr>
<td>Transgender</td>
<td>90</td>
</tr>
<tr>
<td>Prefer Not to Answer</td>
<td>70</td>
</tr>
<tr>
<td>A gender not listed here</td>
<td>31</td>
</tr>
<tr>
<td>Don’t Know</td>
<td>22</td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th>Sexual Identity</th>
<th>N</th>
</tr>
</thead>
<tbody>
<tr>
<td>Heterosexual (Straight)</td>
<td>4231</td>
</tr>
<tr>
<td>Bisexual</td>
<td>583</td>
</tr>
<tr>
<td>Asexual</td>
<td>193</td>
</tr>
<tr>
<td>Gay</td>
<td>181</td>
</tr>
<tr>
<td>Pansexual</td>
<td>163</td>
</tr>
<tr>
<td>Queer</td>
<td>156</td>
</tr>
<tr>
<td>Questioning</td>
<td>149</td>
</tr>
<tr>
<td>Lesbian</td>
<td>143</td>
</tr>
<tr>
<td>A sexual identity not listed here</td>
<td>59</td>
</tr>
<tr>
<td>Don’t Know</td>
<td>43</td>
</tr>
</tbody>
</table>
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.

<table>
<thead>
<tr>
<th>Race</th>
<th>%</th>
<th>N</th>
</tr>
</thead>
<tbody>
<tr>
<td>White</td>
<td>79.4%</td>
<td>4519</td>
</tr>
<tr>
<td>Black/African American</td>
<td>7.6%</td>
<td>432</td>
</tr>
<tr>
<td>Asia</td>
<td>5.2%</td>
<td>295</td>
</tr>
<tr>
<td>American Indian/Alaskan Nativ</td>
<td>0.2%</td>
<td>14</td>
</tr>
<tr>
<td>Multi-racial (please specify):</td>
<td>3.4%</td>
<td>191</td>
</tr>
<tr>
<td>Another race not listed here (please specify):</td>
<td>1.4%</td>
<td>80</td>
</tr>
<tr>
<td>Don’t Know</td>
<td>0.3%</td>
<td>16</td>
</tr>
<tr>
<td>Prefer not to answer</td>
<td>2.6%</td>
<td>147</td>
</tr>
</tbody>
</table>
2016 & 2021 Comparisons

- 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

- 2015/2016: Collect community feedback and design Climate Survey
- March 2016: Climate Survey launched
- February 2017: Aggregate reports generated by R&A and shared with campus communities
- February 2017: Great Place Initiative launched - data-driven approach to improving climate at Kent State
- 2017- now: Data Analysis

SIX YEARS
2021 Climate Survey Timeline

- **Fall 2020**: Collect community feedback and start designing Climate Survey
- **March 2021**: Climate Survey launched
- **Nov 2021**: Aggregate reports generated and shared with leadership
- **January 2022**: Climate Study transition team assembled: data-driven approach to improving climate
- **March 2022**: Disaggregated Reports shared and continued Data Analysis upon request

1-2 YEARS
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

3/2/2022
## Climate Study Comparison: 2016 & 2021 – Kent Campus

**Overall Climate Questions**

Demographic Results - 3 gender & 5 racial categories (2016 categories)

### Kent Campus Data

<table>
<thead>
<tr>
<th></th>
<th>Encouraging</th>
<th>Discouraging</th>
<th>Encouraging</th>
<th>Discouraging</th>
<th>Encouraging</th>
<th>Discouraging</th>
<th>Encouraging</th>
<th>Discouraging</th>
<th>Encouraging</th>
<th>Discouraging</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Students</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Men</td>
<td>-</td>
<td>-</td>
<td>Men</td>
<td>-</td>
<td>Men</td>
<td>-</td>
<td>Asian/Asian-American</td>
<td>Transspectrum</td>
<td>Transspectrum</td>
<td></td>
</tr>
<tr>
<td>Women</td>
<td>-</td>
<td>-</td>
<td>White</td>
<td>-</td>
<td>White</td>
<td>-</td>
<td>Asian/Asian-American</td>
<td>Hispanic/LatinX</td>
<td>African-American</td>
<td></td>
</tr>
<tr>
<td>White</td>
<td>-</td>
<td>-</td>
<td>Asian/Asian-American</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>Hispanic/LatinX</td>
<td>Multiracial</td>
<td>Multiracial</td>
<td></td>
</tr>
<tr>
<td><strong>Faculty</strong></td>
<td></td>
<td></td>
<td>Almost All</td>
<td>-</td>
<td>Transspectrum</td>
<td>-</td>
<td>Transspectrum</td>
<td>Transspectrum</td>
<td>Transspectrum</td>
<td></td>
</tr>
<tr>
<td>Hispanic/LatinX</td>
<td>Men</td>
<td>-</td>
<td>-</td>
<td>Transspectrum</td>
<td>African-American</td>
<td>-</td>
<td>Multiracial</td>
<td>Asian/Asian-American</td>
<td>Multiracial</td>
<td></td>
</tr>
<tr>
<td><strong>Staff &amp; Administrator</strong></td>
<td>Hispanic/LatinX</td>
<td>African-American</td>
<td>-</td>
<td>-</td>
<td>Hispanic/LatinX</td>
<td>White</td>
<td>-</td>
<td>Hispanic/LatinX</td>
<td>Transspectrum</td>
<td>-</td>
</tr>
</tbody>
</table>

- = Very comfortable with climate

- = Not as comfortable as other communities

- = Uncomfortable with climate

- = No significant results
## Climate Study Comparison: 2016 & 2021 – Regional Campuses

### Regional Campuses Data

<table>
<thead>
<tr>
<th>Overall Climate Questions</th>
<th>Students</th>
<th>Faculty</th>
<th>Staff &amp; Administrator</th>
</tr>
</thead>
<tbody>
<tr>
<td>In-Class/Dept Climate</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Discouraging</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Encouraging</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>2016</td>
<td>2021</td>
<td>2016</td>
<td>2021</td>
</tr>
<tr>
<td>Discouraging</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Encouraging</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>2016</td>
<td>2021</td>
<td>2016</td>
<td>2021</td>
</tr>
<tr>
<td>Seriously Considered Leaving</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Discouraging</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Encouraging</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>2016</td>
<td>2021</td>
<td>2016</td>
<td>2021</td>
</tr>
</tbody>
</table>

#### Demographic Results - 3 gender & 5 racial categories (2016 categories)

- **Students**
  - White
  - African-American
  - Hispanic/LatinX
  - Men
  - Women
  - White
  - African-American
  - Asian/Asian-American
  - Transpectrum
  - African-American
- **Faculty**
  - Most Groups
  - All Groups
  - African-American
  - Hispanic/LatinX
- **Staff & Administrator**
  - Men
  - Women
  - African-American
  - Asian/Asian-American
  - Multiracial

### Climate Comfort Levels

- **Very comfortable with climate**: Green
- **No significant results**: Yellow
- **Not as comfortable as other communities**: Orange
- **Uncomfortable with climate**: Red

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3/2/2022
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.
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.
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 some potential areas of focus.
Next Steps

3/2/2022
What to Expect: Anticipated Timeline

• Transition Team Members Selected – By March 31\textsuperscript{st}
• Full Quantitative Report – Available by April 8\textsuperscript{th}
• Qualitative Initial Trends Release – Available by April 8\textsuperscript{th}
• College and Campus Reports with Recommendations – Available by May 6\textsuperscript{th}
• Full Qualitative Analysis Report Release – Available by May 20\textsuperscript{th}
• 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
- **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