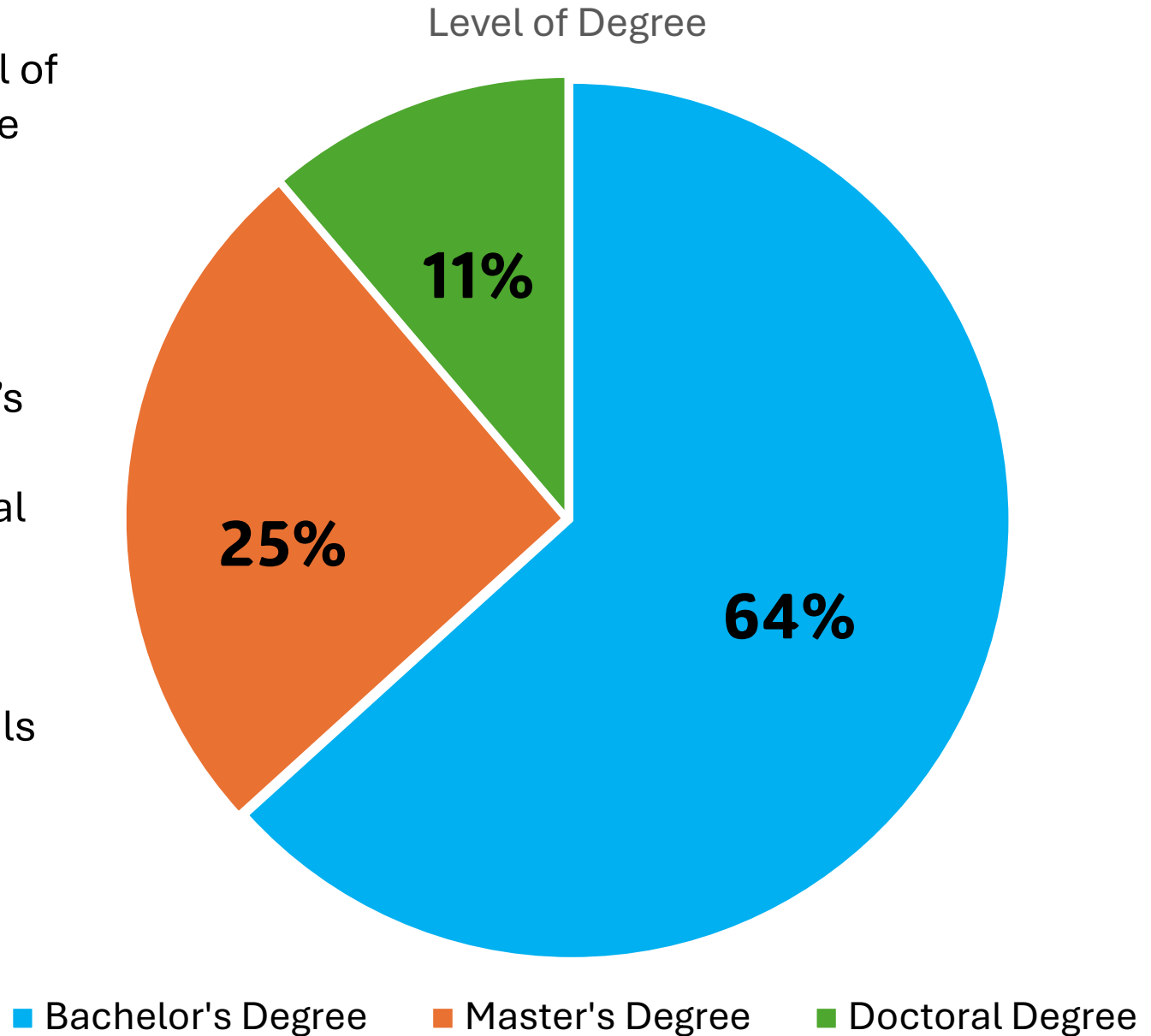


# 2023 Climate Report

Students were asked for which level of degree our they were pursuing at the time.

- 124 students are pursuing Bachelor's Degrees
- 50 students are pursuing Master's Degrees
- 22 students are pursuing Doctoral Degrees

This data distribution reflects the diverse academic interests and goals of the student body, as well as the wide range of degree programs that bring students to our campus.

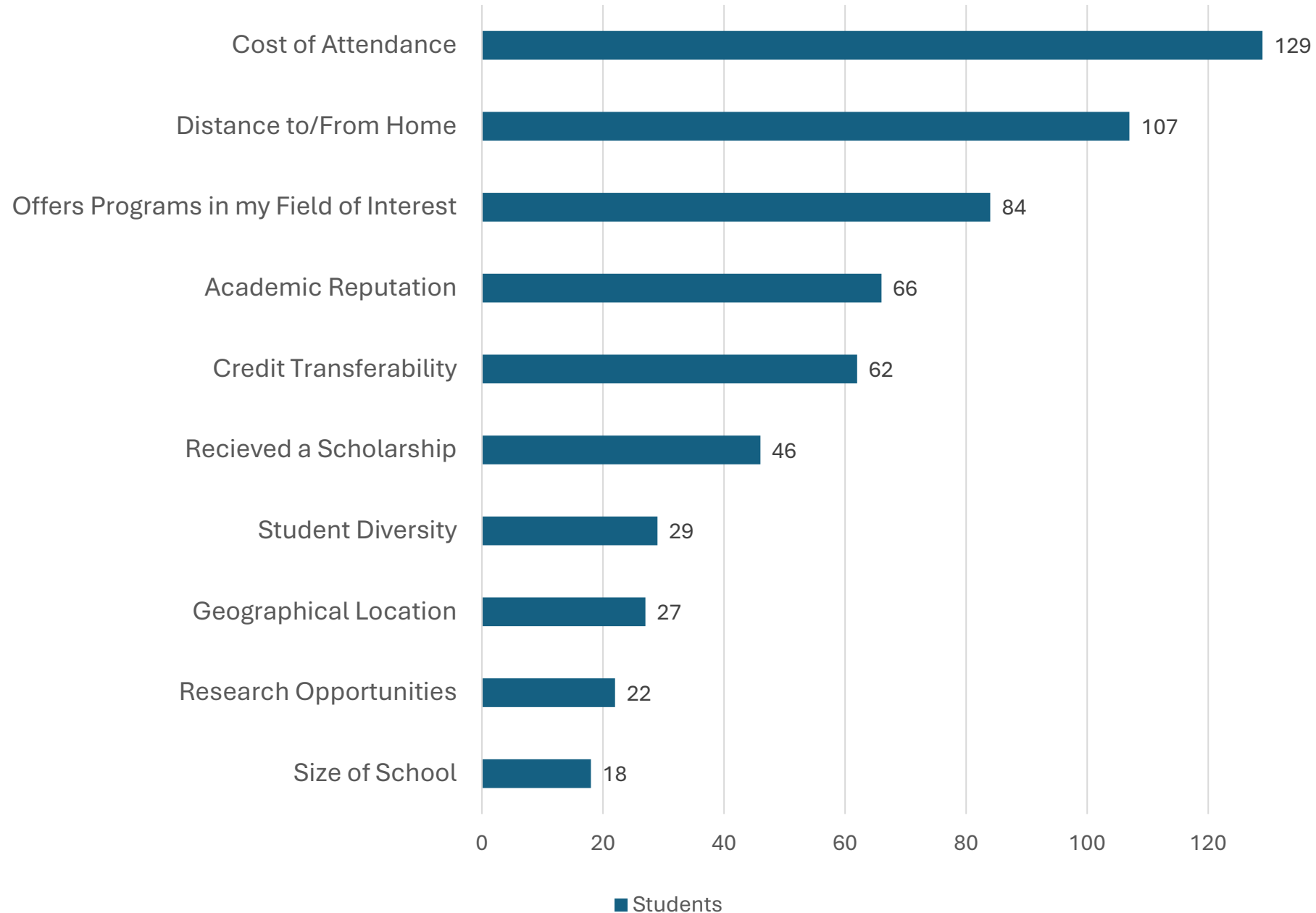


Student Respondents were asked what their reason was for choosing to attend UMSL.

The 10 most popular reasons students chose UMSL highlights many of the university's strengths

- Competitive and Accessible price for higher education coupled with generous scholarship opportunities and ease of credit transfer for transfer students
- Wide range of programs offered in our comparatively small campus

## Top 10 Reasons Students Choose UMSL



# Other Reasons to Choose UMSL

There are many other reasons why students choose UMSL such as:

- Campus commitment to diversity
- Diversity in University Faculty and Staff
- Alumni and Personal Recommendations (Family members are employees/alumni)
- Employee Tuition Assistance Programs
- Partnerships with Employers in the St. Louis Area
- Flexibility in scheduling (online and evening classes)
- Specialized Programs (Honors College, Certificate Programs)
- Study Abroad Opportunities
- Work Study Opportunities

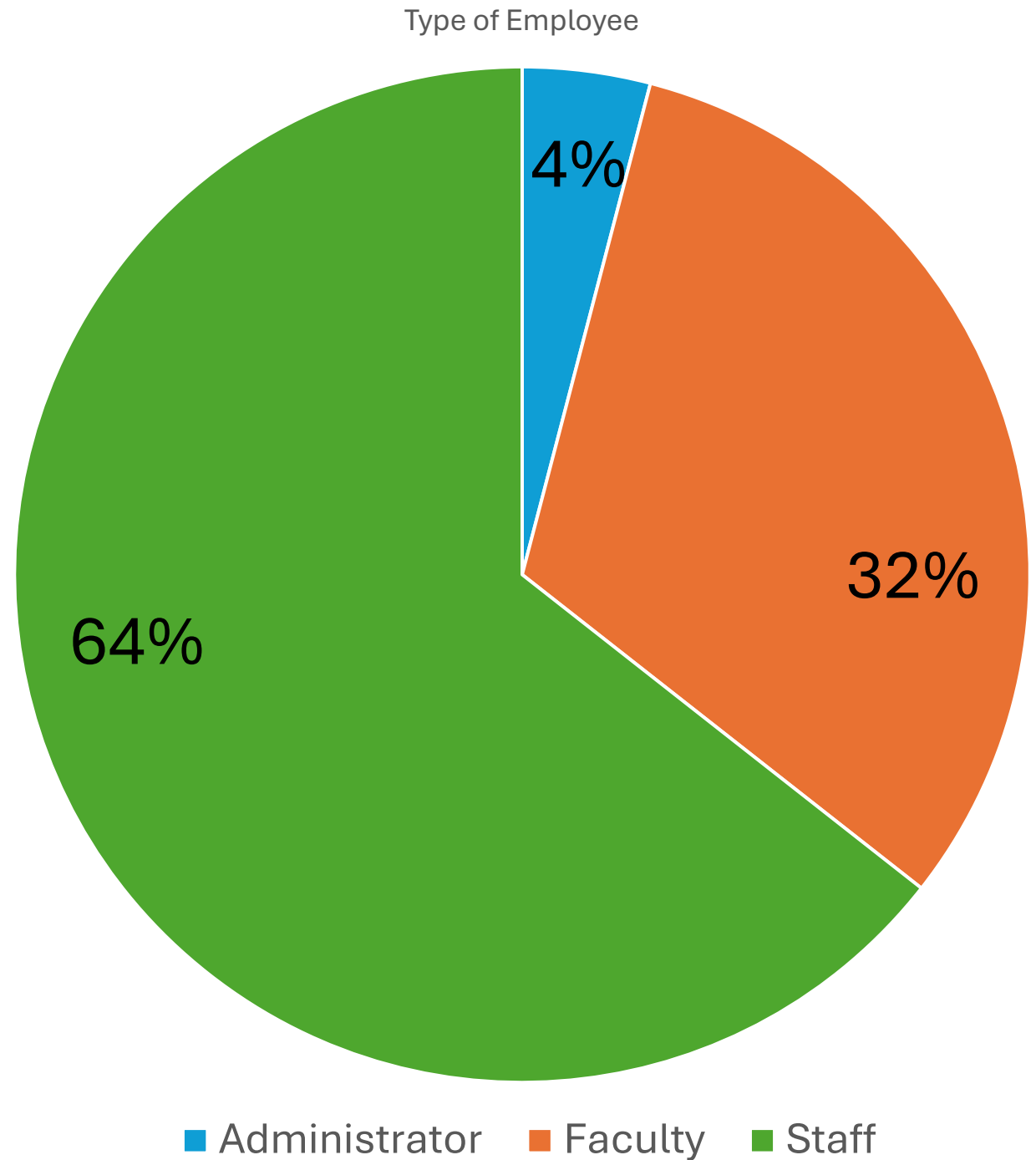
These responses underscore the diverse considerations and individual motivations behind students' choice to study at UMSL while highlighting the many benefits and services that UMSL provides as a university.

The breakdown of employee respondents to this survey are as follows:

- Administrator: 12 respondents hold administrative positions
- Faculty Member: 93 respondents are faculty members
- Staff Member: 190 respondents work as staff members

A very small portion of respondents skipped this question.

Data also indicates a diverse distribution of respondents across campus, representing offices such as Student Affairs, Enrollment Management, Arts & Sciences, Academic Affairs, Nursing, and many more.



UMSL demonstrates a diverse distribution of employment length among its staff, with respondents evenly spanning from 1-5 years to over 21 years at the university.

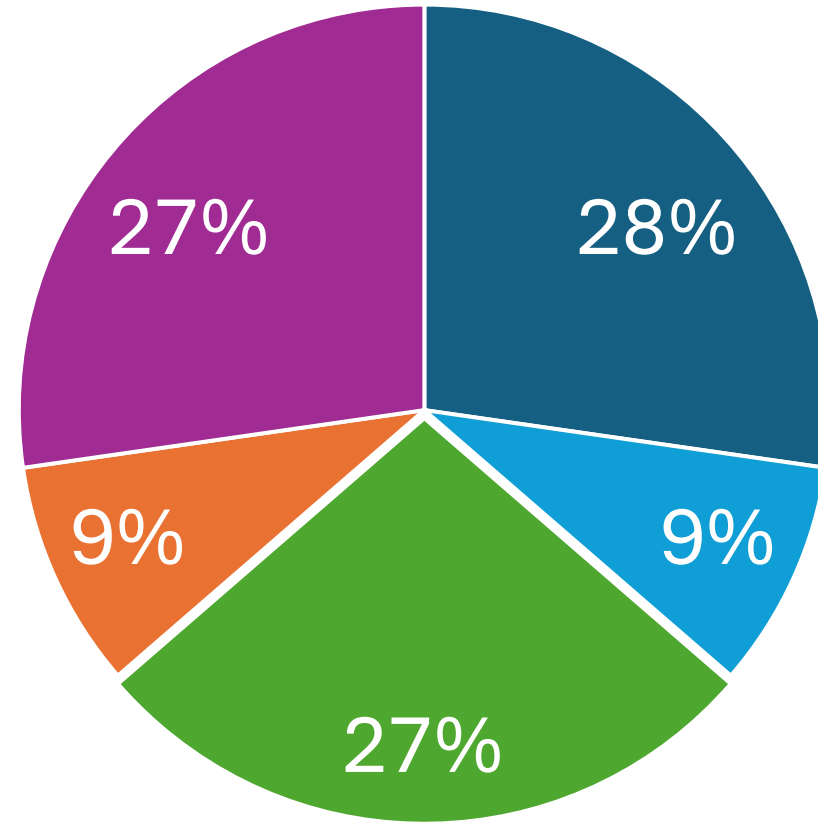
This data underscores UMSL's capacity for employee retention and highlights the strength of its campus community.

Experienced employees can provide valuable guidance and support to newer members, fostering a rich exchange of experience and knowledge across the institution.

When asked why they chose to work at UMSL employees highlighted:

- Proximity to home
- I am an alum
- Student Diversity
- Faculty diversity
- Academic reputation
- Opportunity to take classes while working
- Salary

## Length of Employment



■ 1-5 Years

■ 6-10 Years

■ 11-15 years

■ 16-20 years

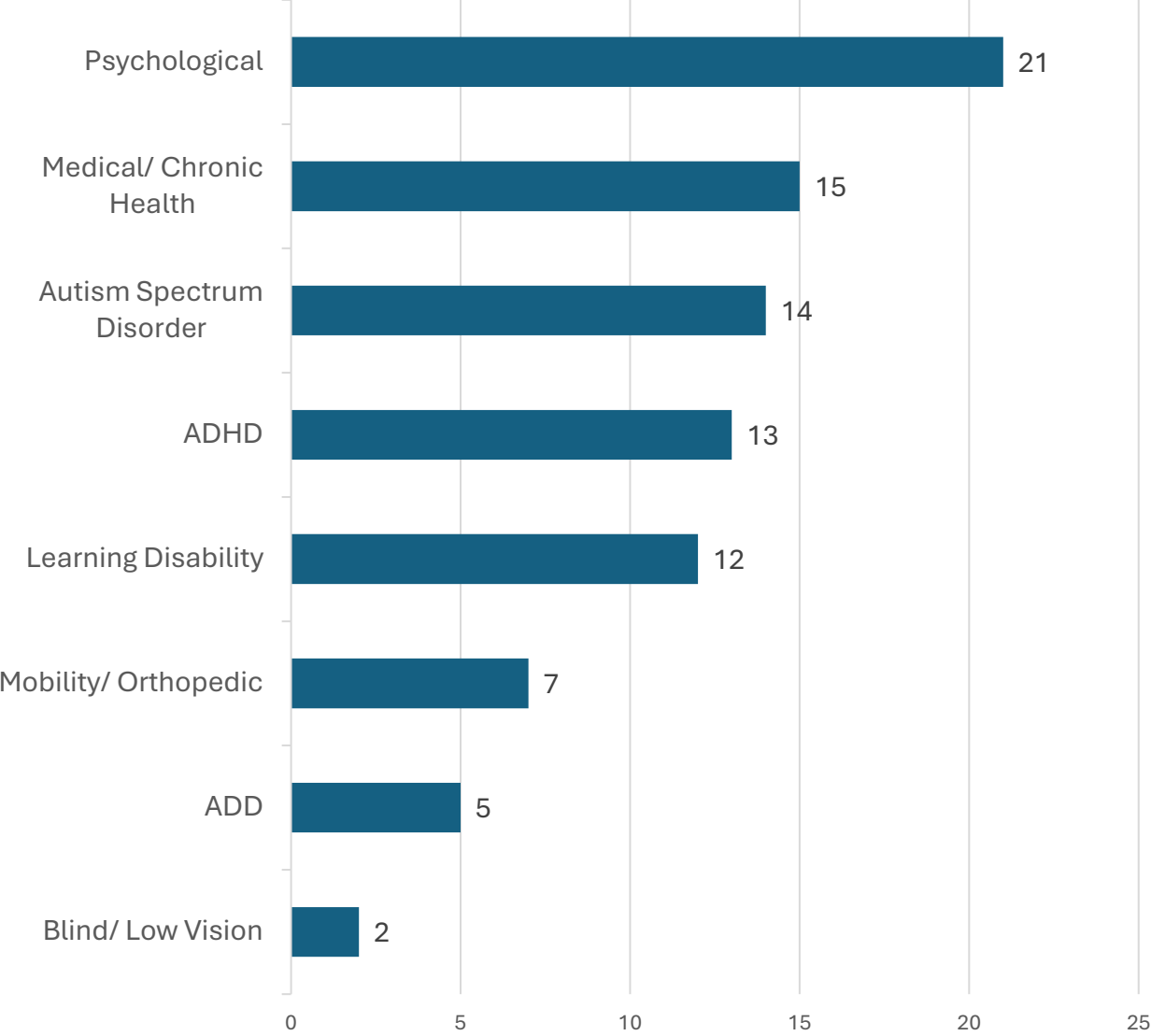
■ 21+ years

Of 202 Students asked, 46 students indicated that they had a disability. Of 279 employees asked, 35 indicated that they had a disability.

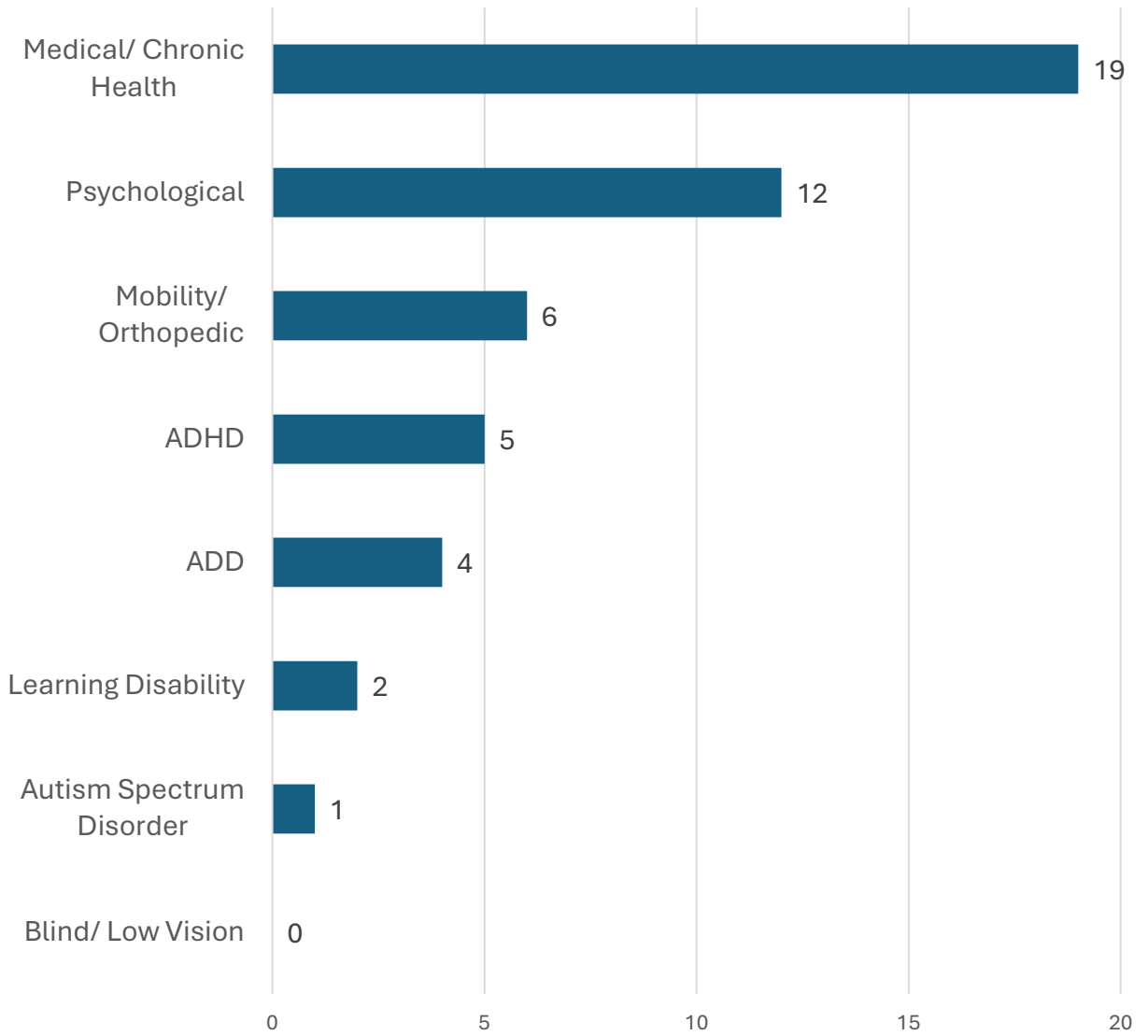
The findings reveal a diverse range of disabilities reported by our students and employees. In both groups medical/chronic health and psychological disabilities are most common.

These findings highlight the need for diverse support and accommodations.

**Reported Types of Disabilities Among Students**



**Reported Type of Disabilities Among Employees**



46 students and 35 employees who identified as having a disability provided their opinions on the following statements. Based on the responses there is generally positive feedback from students and employees regarding their experiences on campus.

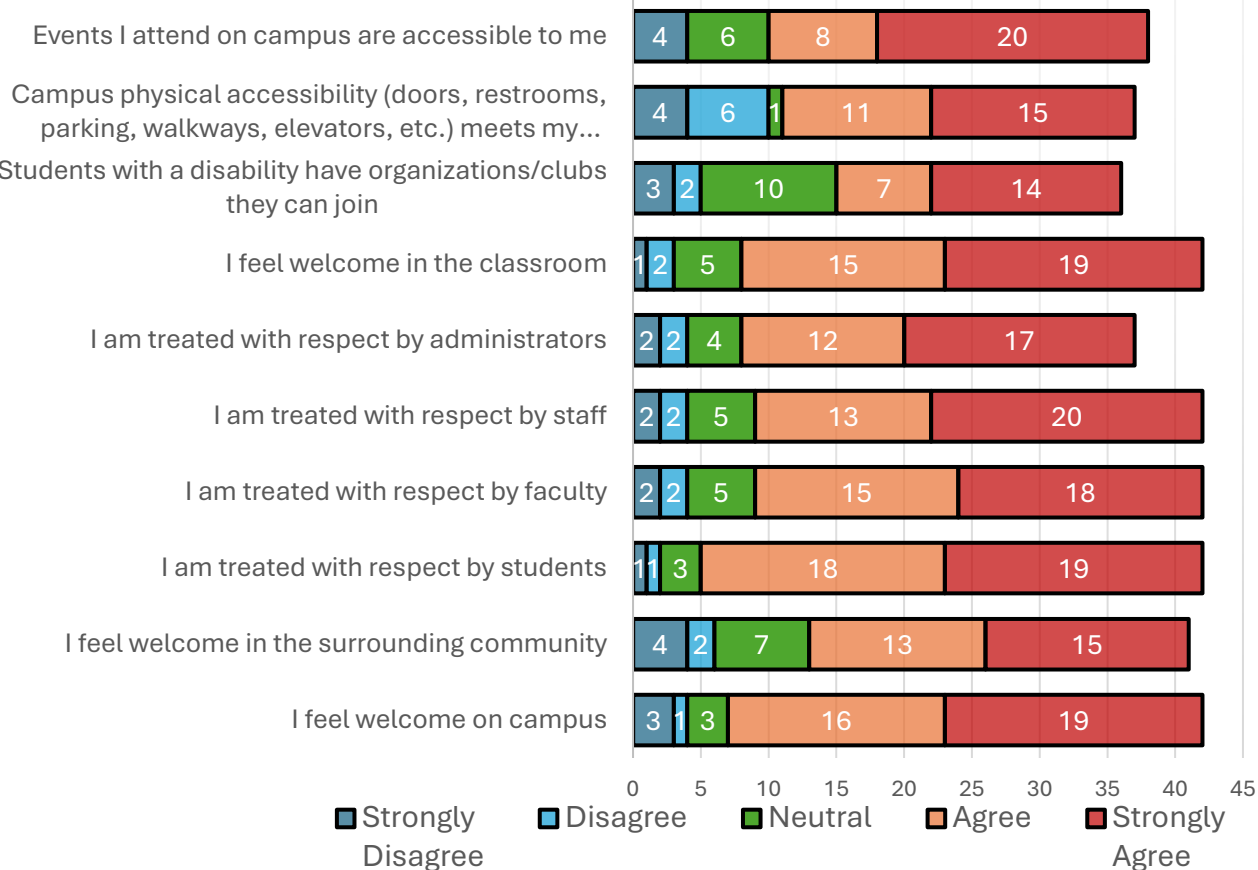
Notable areas of disagreement or neutrality to examine further for both groups are

- Campus’ physical accessibility for students and employees.
- Helping people with disabilities feel more welcome in the surrounding community.
- Facilitate conversations about how to host accessible events for students and employees to enjoy.

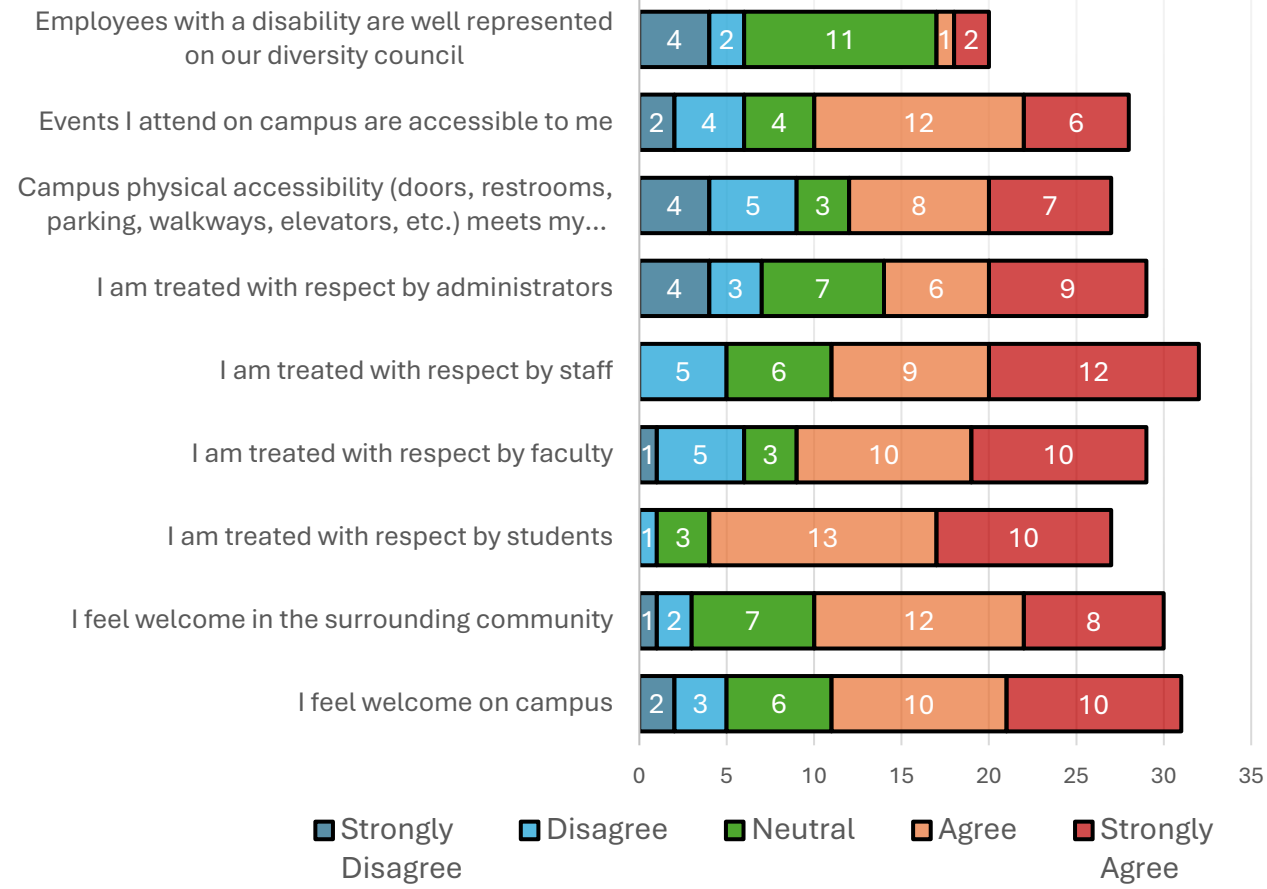
Notable areas of disagreement or neutrality to examine further for employees specifically are

- Sentiment shows differing opinions on feeling treated with respect by administrators
- Employees feel that employees with disabilities are not well represented on the diversity council.

**AS A STUDENT WITH A DISABILITY:**



**AS AN EMPLOYEE WITH A DISABILITY:**





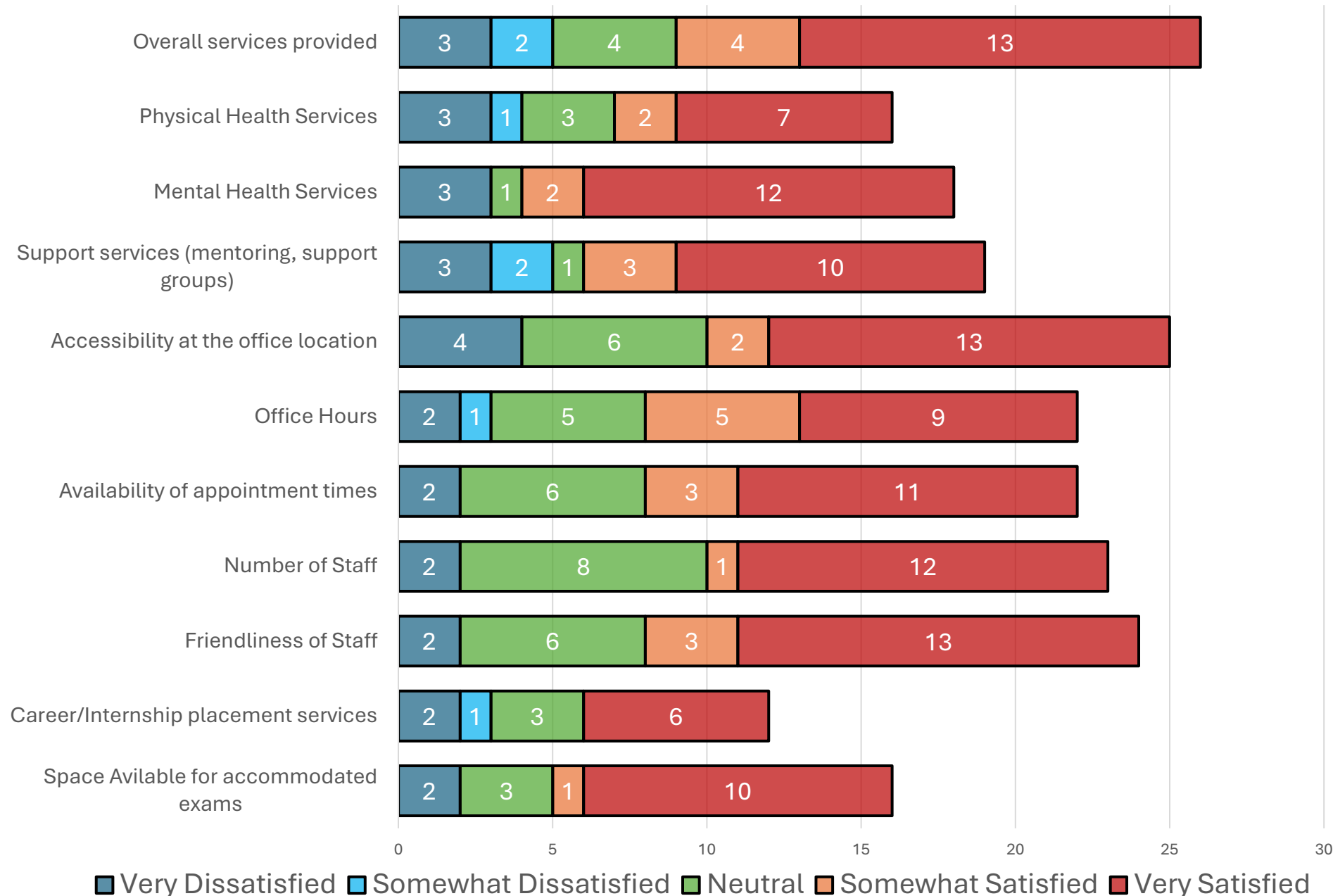
Over 350 students were asked if they had previously connected with the Disability Access Services (DAS) office.

Of the 29 that answered, this is the data of their satisfaction with DAS.

There is overall positive feedback regarding DAS, but the data suggests areas for improvement.

- Support Services for students
- Career/internship placement services.
- Accessibility at the office location.

Satisfaction with Disability Access Services



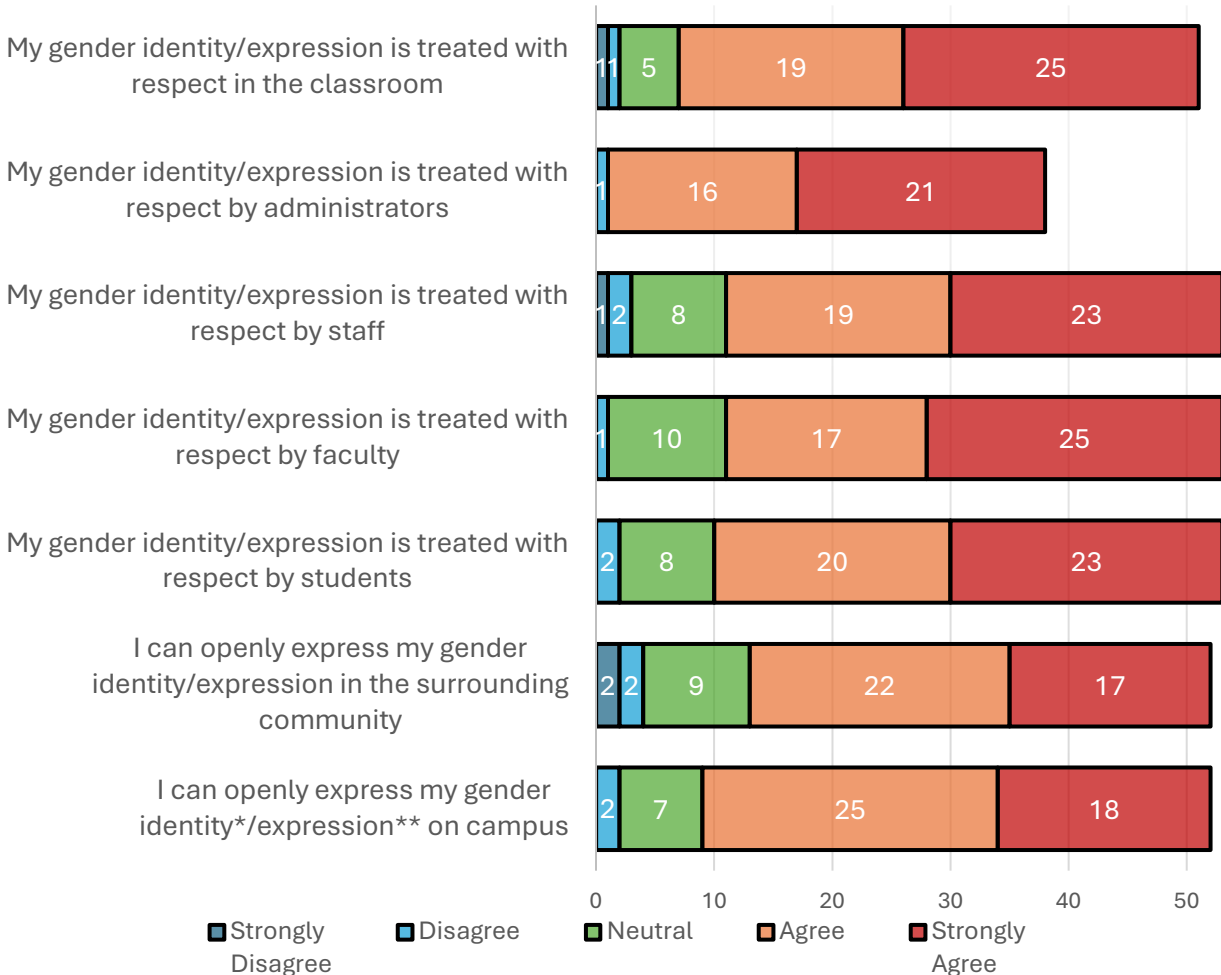
50 students and 36 employees who identified as LGBTQIA+ provided their opinions on the following statements.

Based on the responses there is generally positive feedback from LGBTQIA+ students and employees regarding their experiences on campus, with roughly 11% respondents disagreeing and roughly 18% expressing neutrality.

- Compared to students there are significantly more employees that disagree or are neutral that administrators treat their gender identity/ expression with respect.
- There is a notable rate of disagreement and neutrality among employees feeling that LGBTQIA+ employees are well-represented on the diversity council.

AGREE OR DISAGREE (STUDENT)

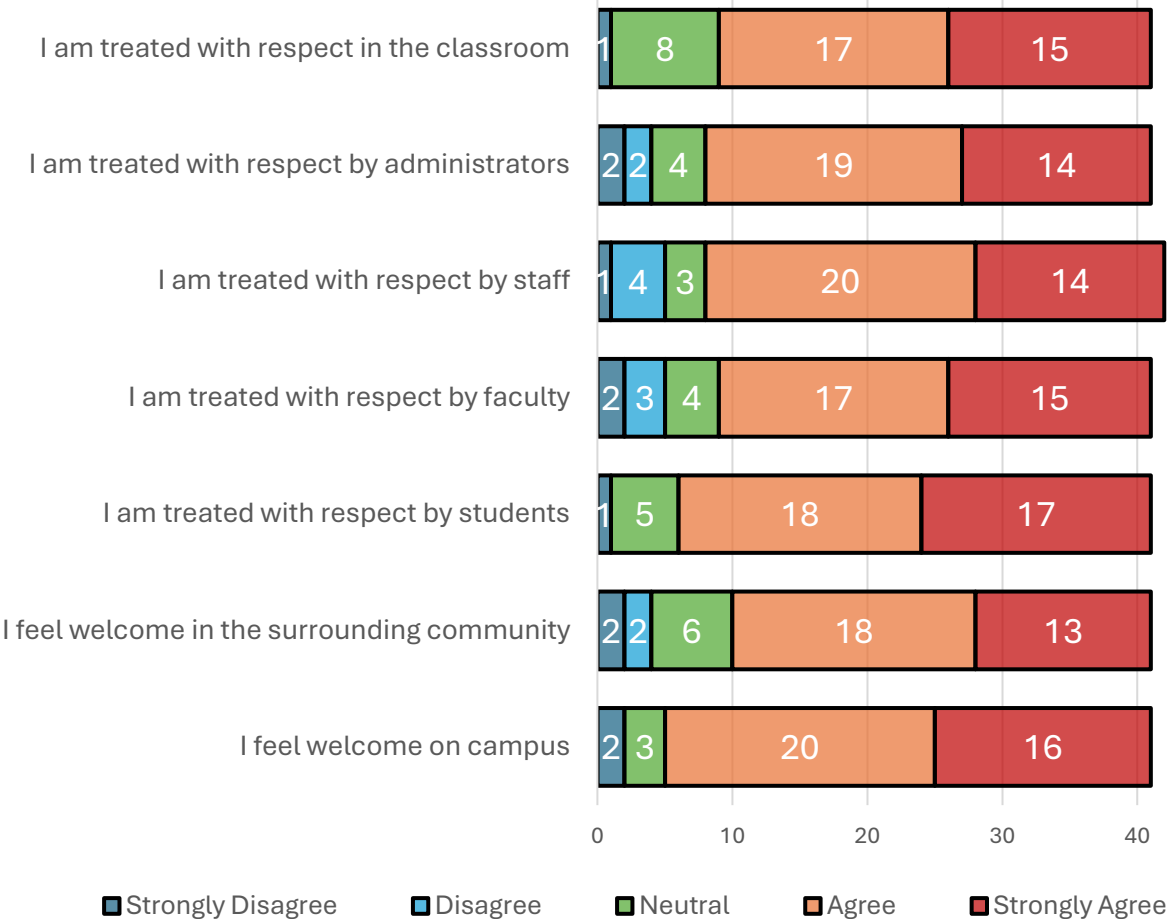
AGREE OR DISAGREE (EMPLOYEEE)



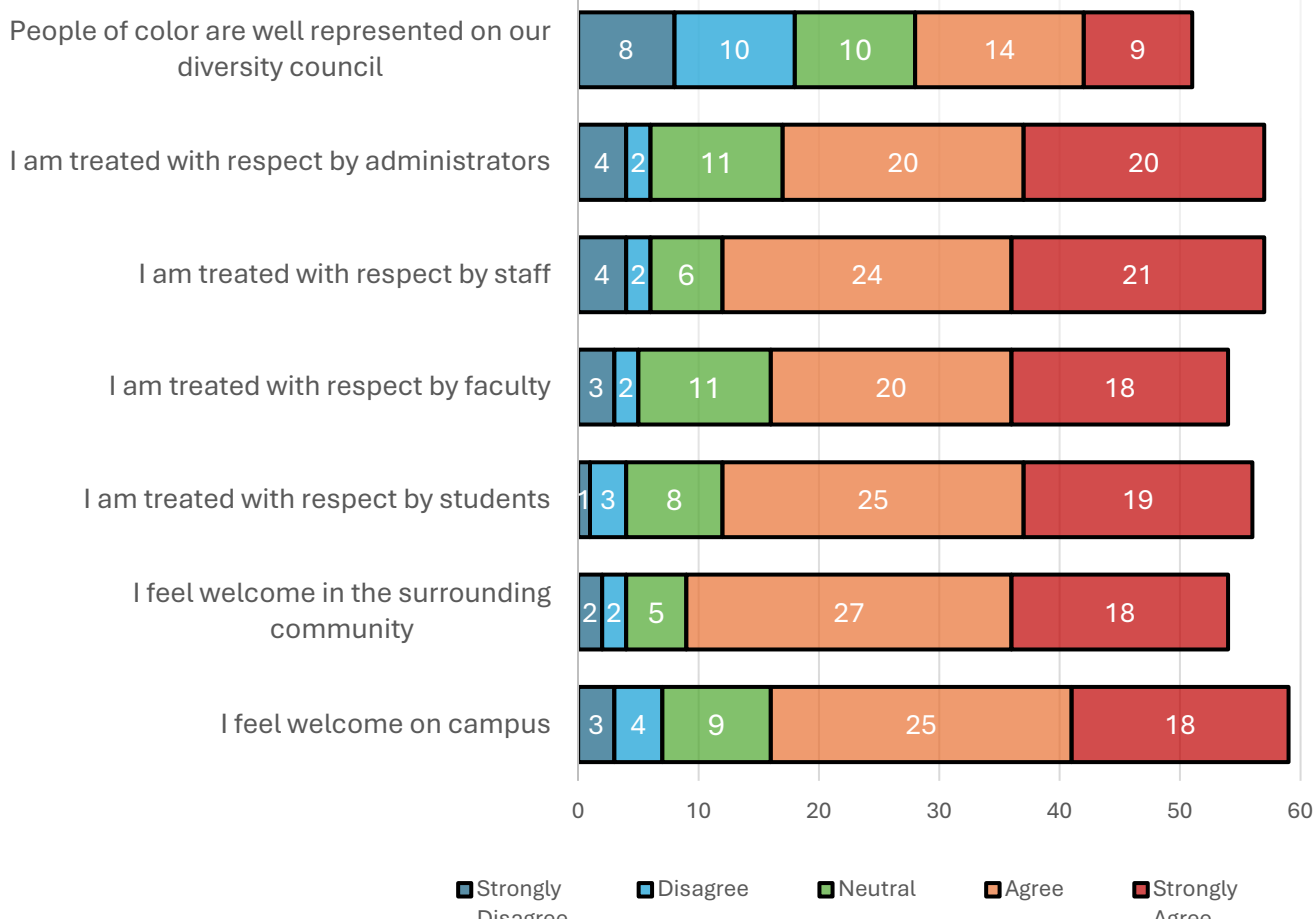
43 students and 59 employees who identified as people of color provided their opinions on the following statements. Based on the responses there is generally positive feedback from students and employees of color regarding their experiences on campus.

- There are comparably similar rates of disagreement between students and employees, but employee responses show a notably higher rate of neutrality across the statements.
- There is a notable rate of disagreement and neutrality among employees feeling that employees of color are well-represented on the diversity council.

AGREE OR DISAGREE (STUDENT)



AGREE OR DISAGREE (EMPLOYEE)

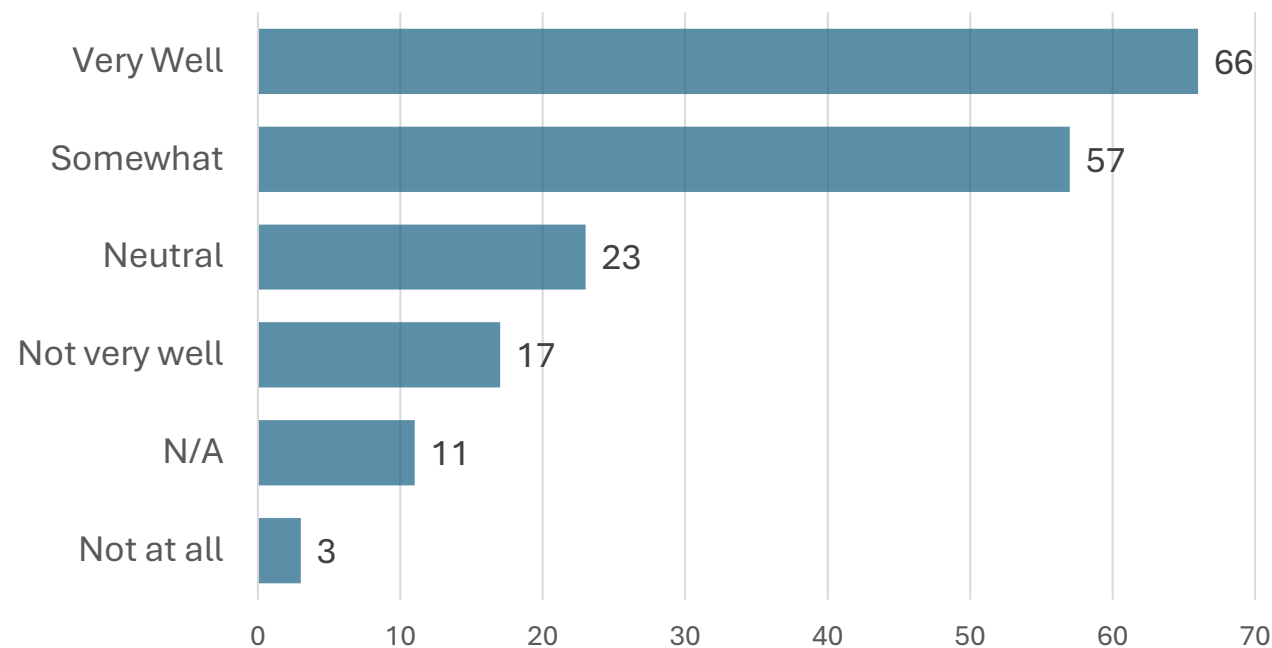


In the figure below students were asked how well they felt UMSL promotes racial/ cultural interactions on campus.

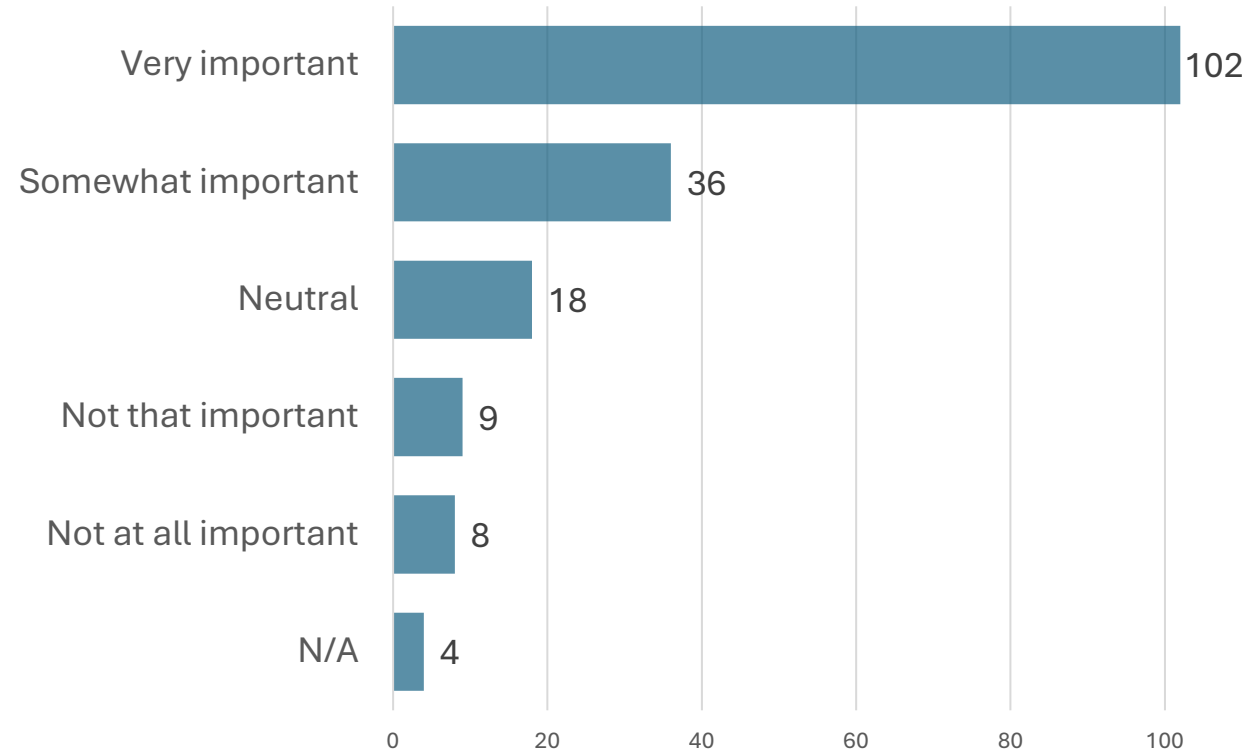
A significant number of respondents believe that the institution promotes such interactions "Very well," but a considerable number felt it is promoted "Somewhat" well.

There is a notable portion of respondents who perceive that the institution does not promote racial/cultural interaction "Not very well" or rated it as "Neutral."

How Well Does UMSL Promote Racial/ Cultural Interaction (Student)



Importance of DEI to Campus Leadership (Student)



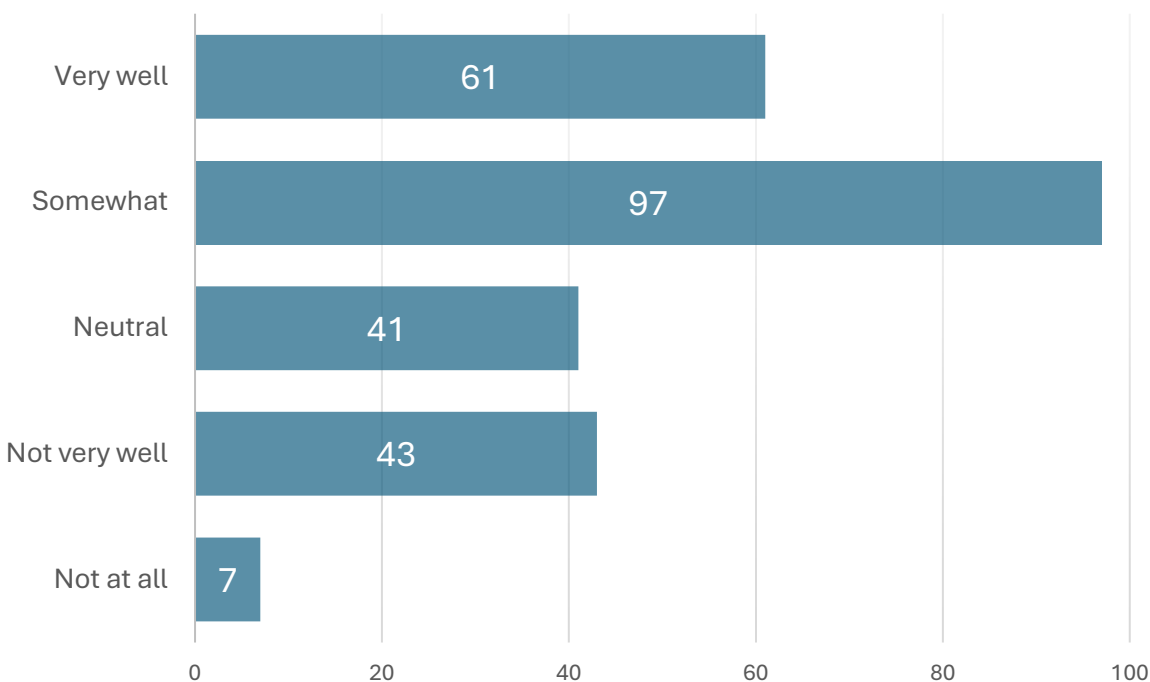
In the figure above students were asked how important they felt that DEI was to Campus Leadership.

Overall, the data indicates that there is a strong belief among students that diversity and inclusion are valued by campus leadership.

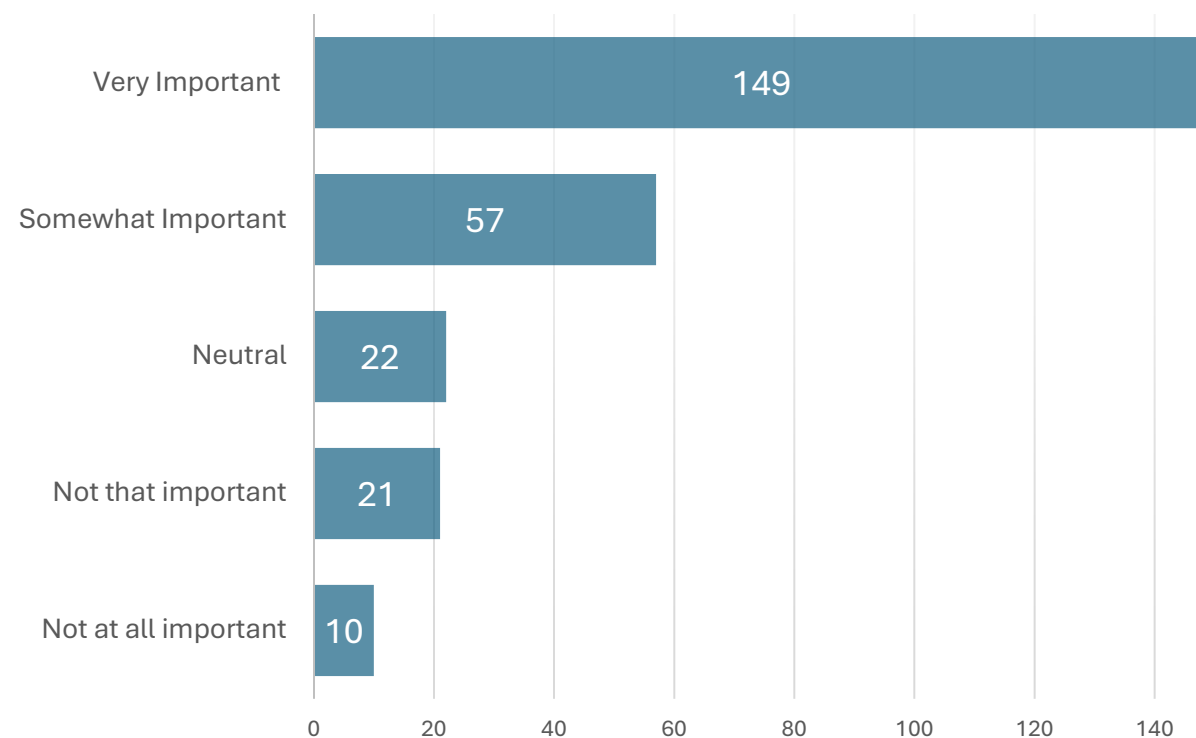
In the figure below employees were asked how well they felt UMSL promotes racial/ cultural interactions on campus. A considerable number of respondents believe that the institution promotes such interactions "Very well," but a majority felt it is promoted "Somewhat" well. Following is roughly 16% of respondents feeling neutral.

There is a notable portion of respondents who perceive that the institution does not promote racial/cultural interaction, with roughly 20% of respondents voting "Not very well" or "Not at all."

HOW WELL DOES OUR INSTITUTION PROMOTE RACIAL/CULTURAL INTERACTION (EMPLOYEE)



DEI IMPORTANCE TO CAMPUS LEADERSHIP (EMPLOYEE)



In the figure above employees were asked how important they felt that DEI was to Campus Leadership.

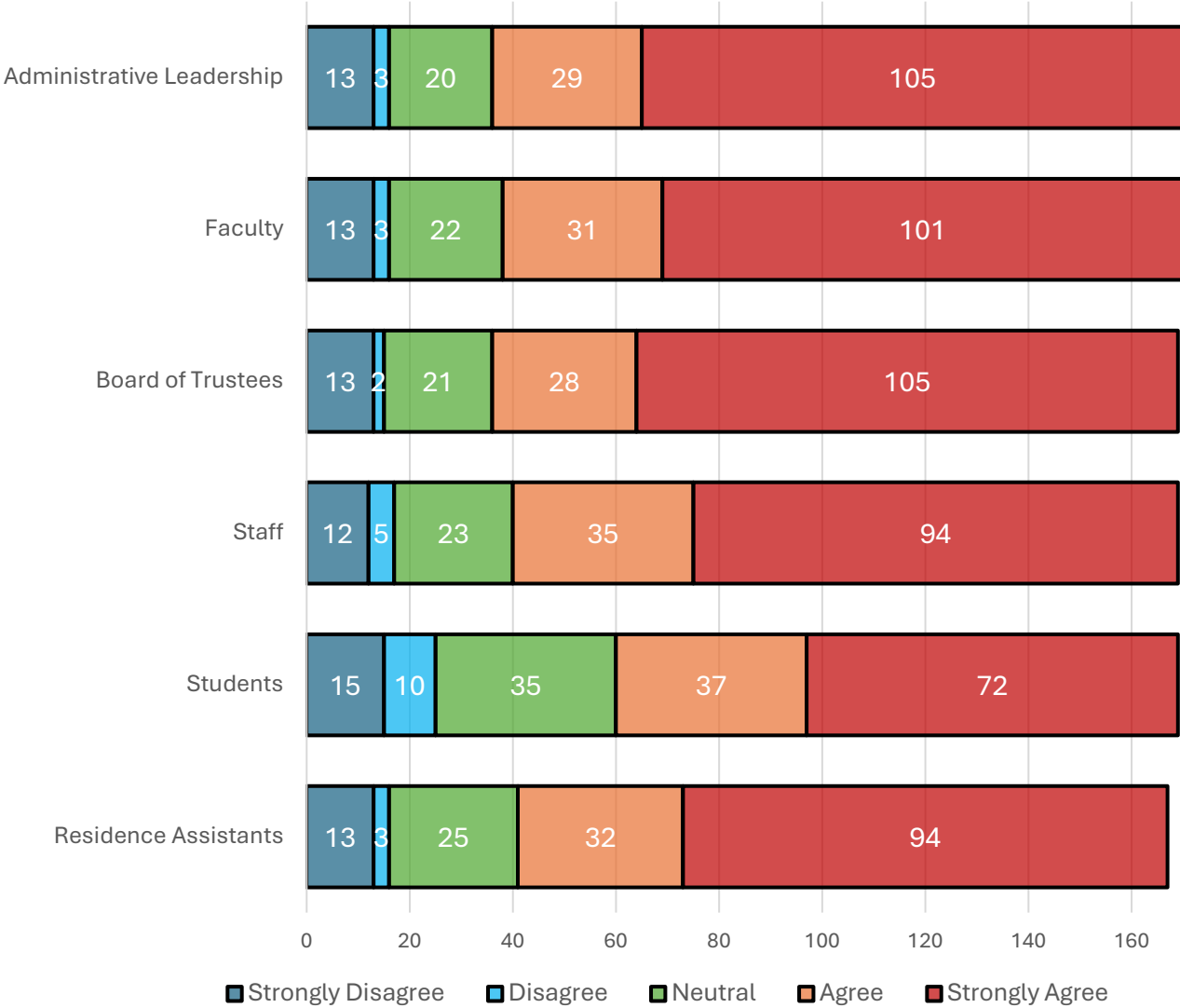
Overall, the data indicates that there is a strong belief among employees that diversity and inclusion are valued by campus leadership.

Compared to student sentiment, there are considerably more employees that indicated that they feel DEI is "Not that important" or "Not at all important" to administration.

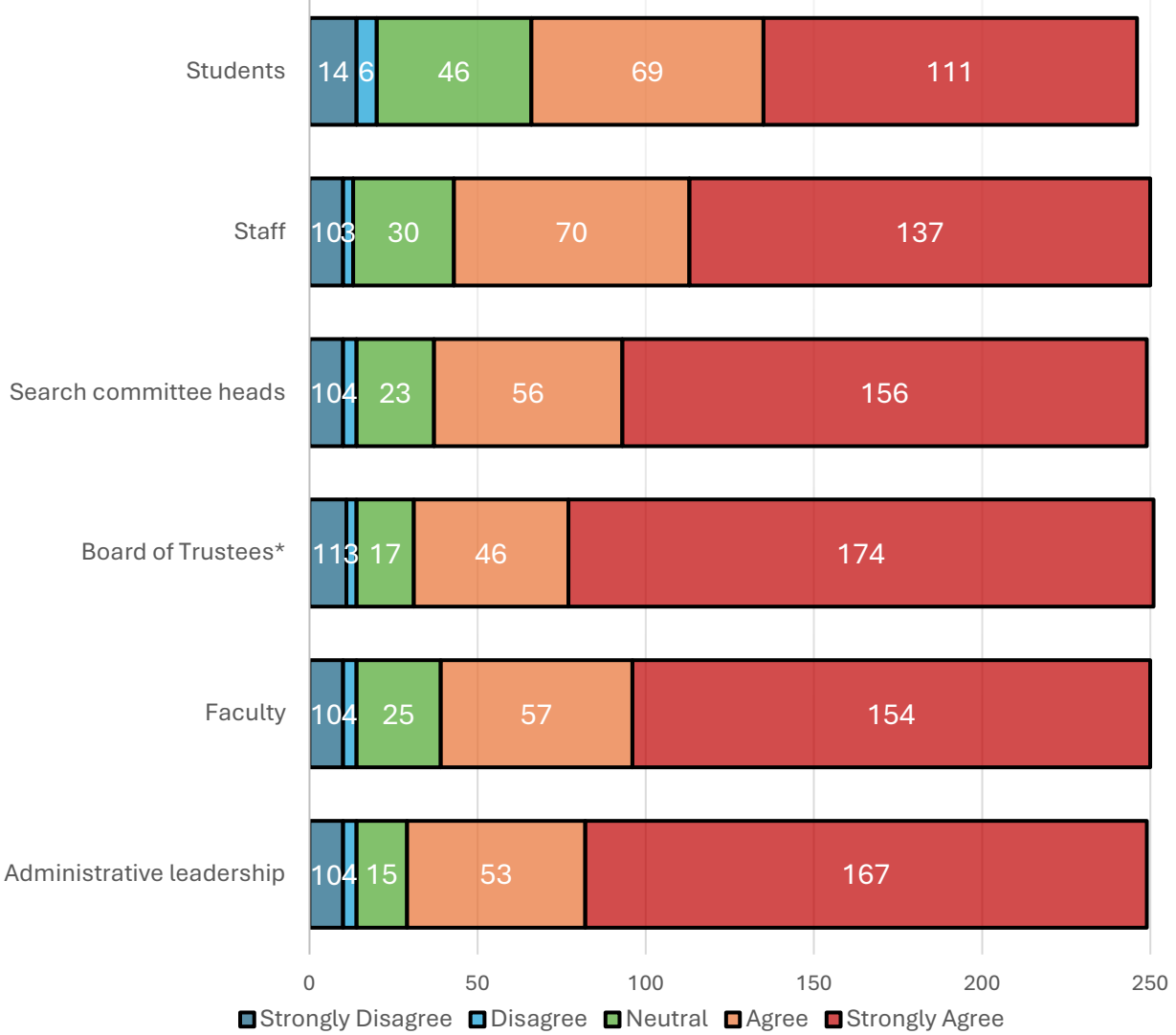
Students were asked if the following groups should be required to participate in diversity training.

Based on the responses there is considerable support for requiring various groups within UMSL to participate in diversity training. However, between students and employees there is a significantly lower level of support requiring students to participate in diversity training, with a larger number of respondents indicating neutrality or disagreement.

PARTICIPATE IN DIVERSITY TRAINING (STUDENT)



PARTICIPATE IN DIVERSITY TRAINING (EMPLOYEE)



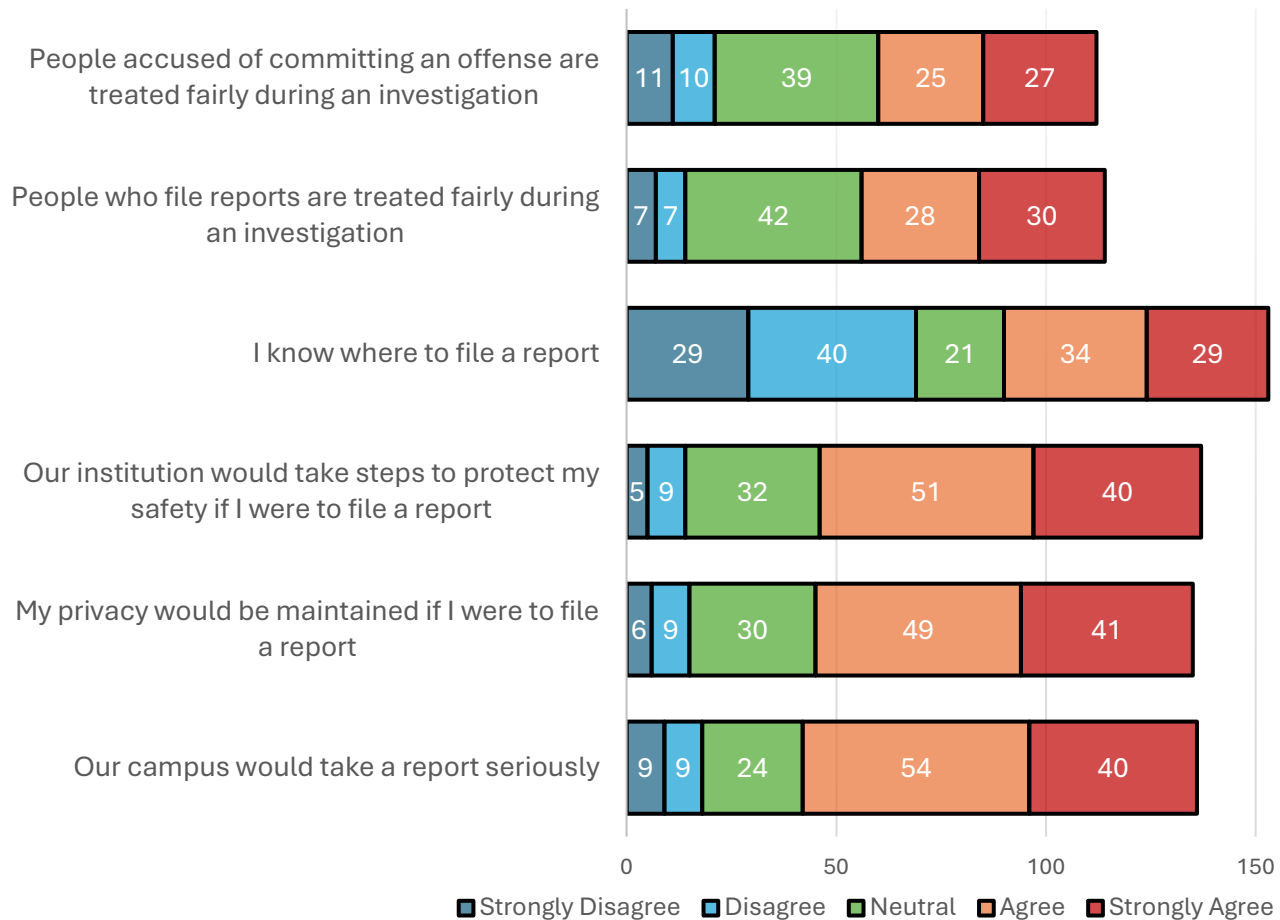
# Harassment

Students and employees were asked to provide their opinion about the following statements.

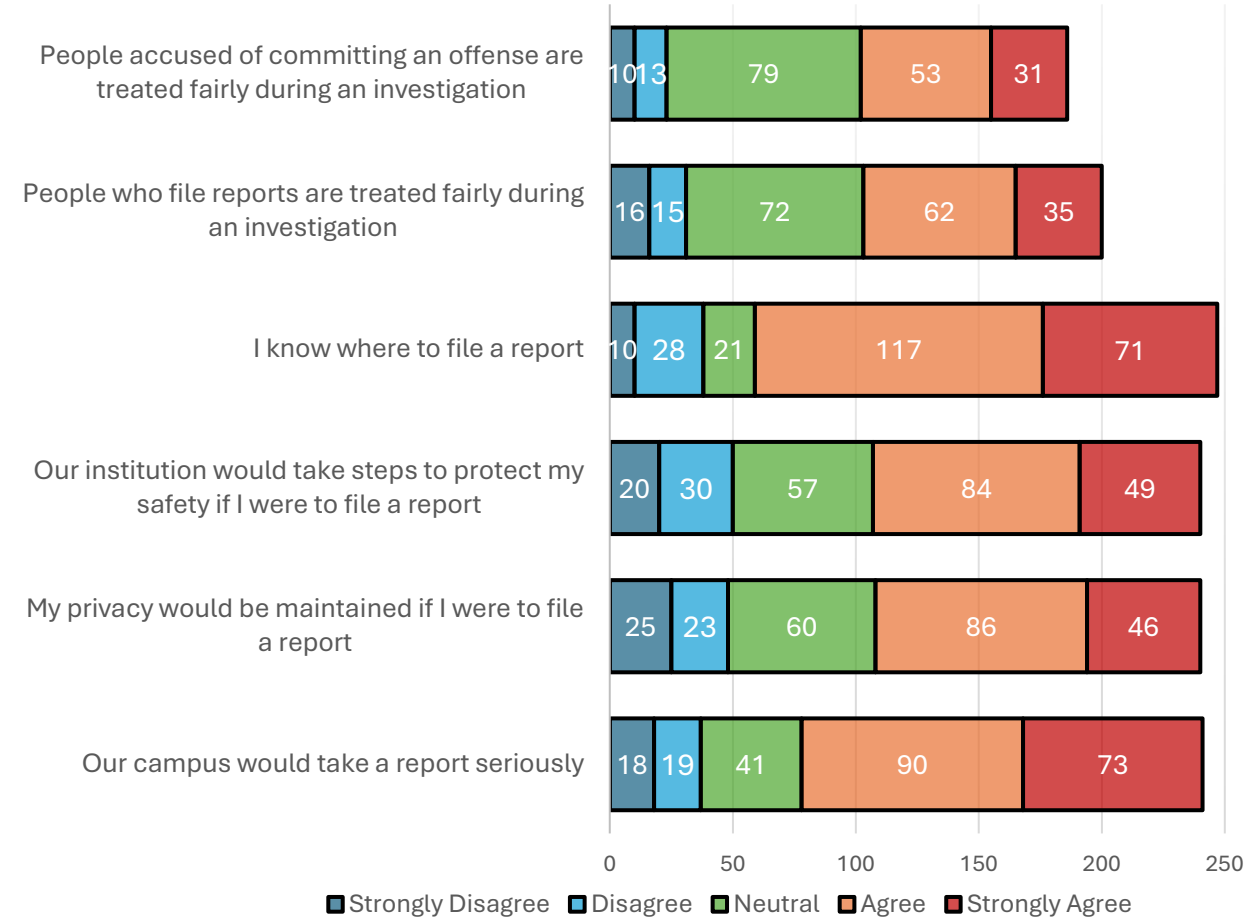
Based on the responses, there is a mixed perception regarding our institution's responsiveness to reports of discrimination, bias, or harassment, exemplified by the high rate of neutrality to the statements.

- Most notably there seems to be a gap in awareness or communication regarding reporting procedures in students, but based on employee response they are more informed on where to file reports.
- Compared to students, more employees feel that their privacy would not be maintained if they filed a report and they don't feel that campus would take their report seriously.

**INSTITUTION'S RESPONSIVENESS TO A REPORT OF DISCRIMINATION<sup>1</sup>/BIAS<sup>2</sup>/HARASSMENT (STUDENT)**



**INSTITUTION'S RESPONSIVENESS TO A REPORT OF DISCRIMINATION<sup>1</sup>/BIAS<sup>2</sup>/HARASSMENT (EMPLOYEE)**



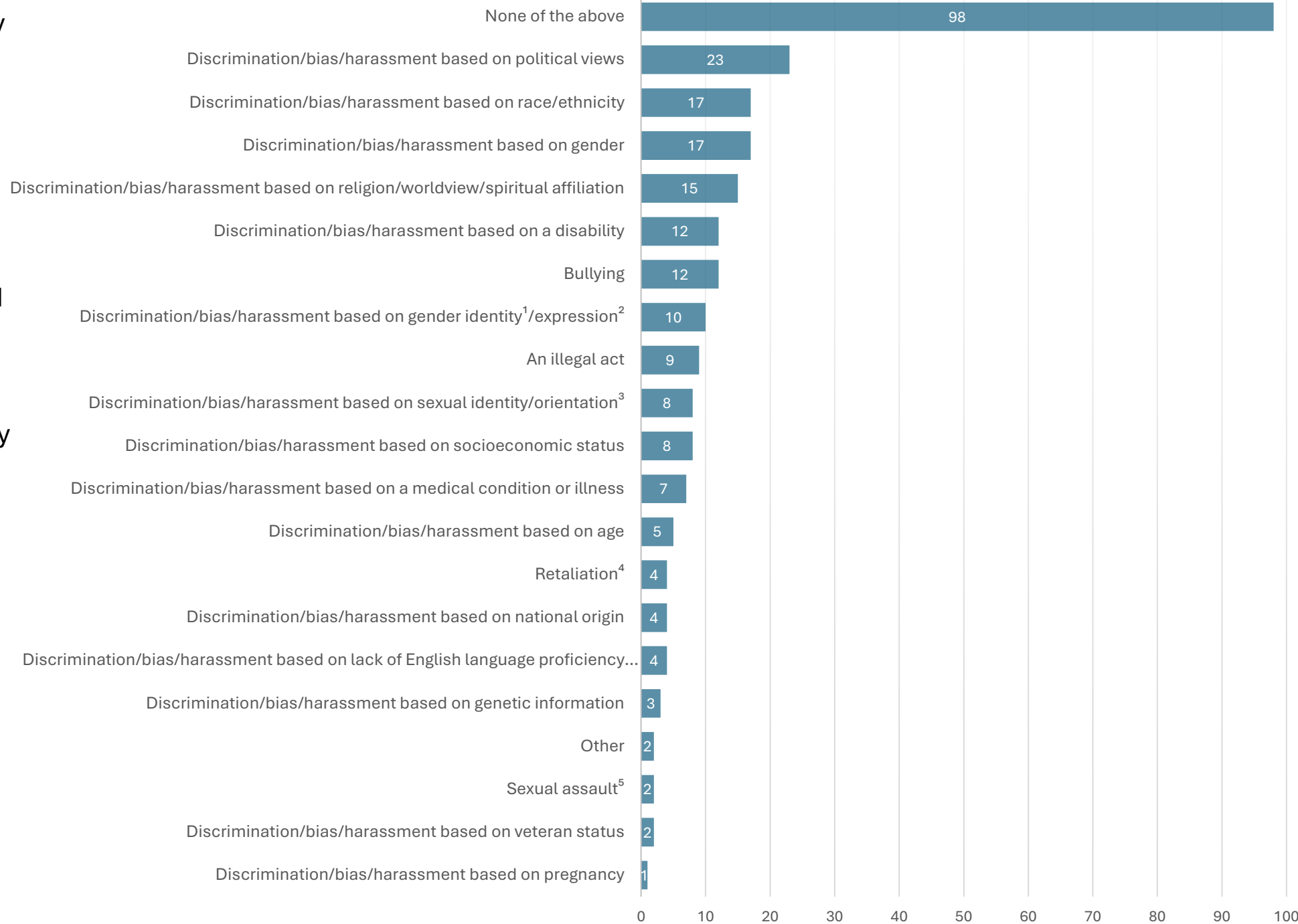


## EXPERIENCED ANY OF THE FOLLOWING WHILE AT UMSL? (STUDENT)

Based on the responses, many students have experienced various forms of discrimination, bias, harassment, and other negative experiences while at our institution.

Discrimination and bias based on gender, race/ethnicity, religion/worldview/ spiritual affiliation, and political views are among the most commonly reported experiences.

Additionally, incidents of bullying, discrimination based on gender identity/expression, disability, and sexual identity/orientation, as well as instances of retaliation and sexual assault, have been reported by a significant number of respondents.

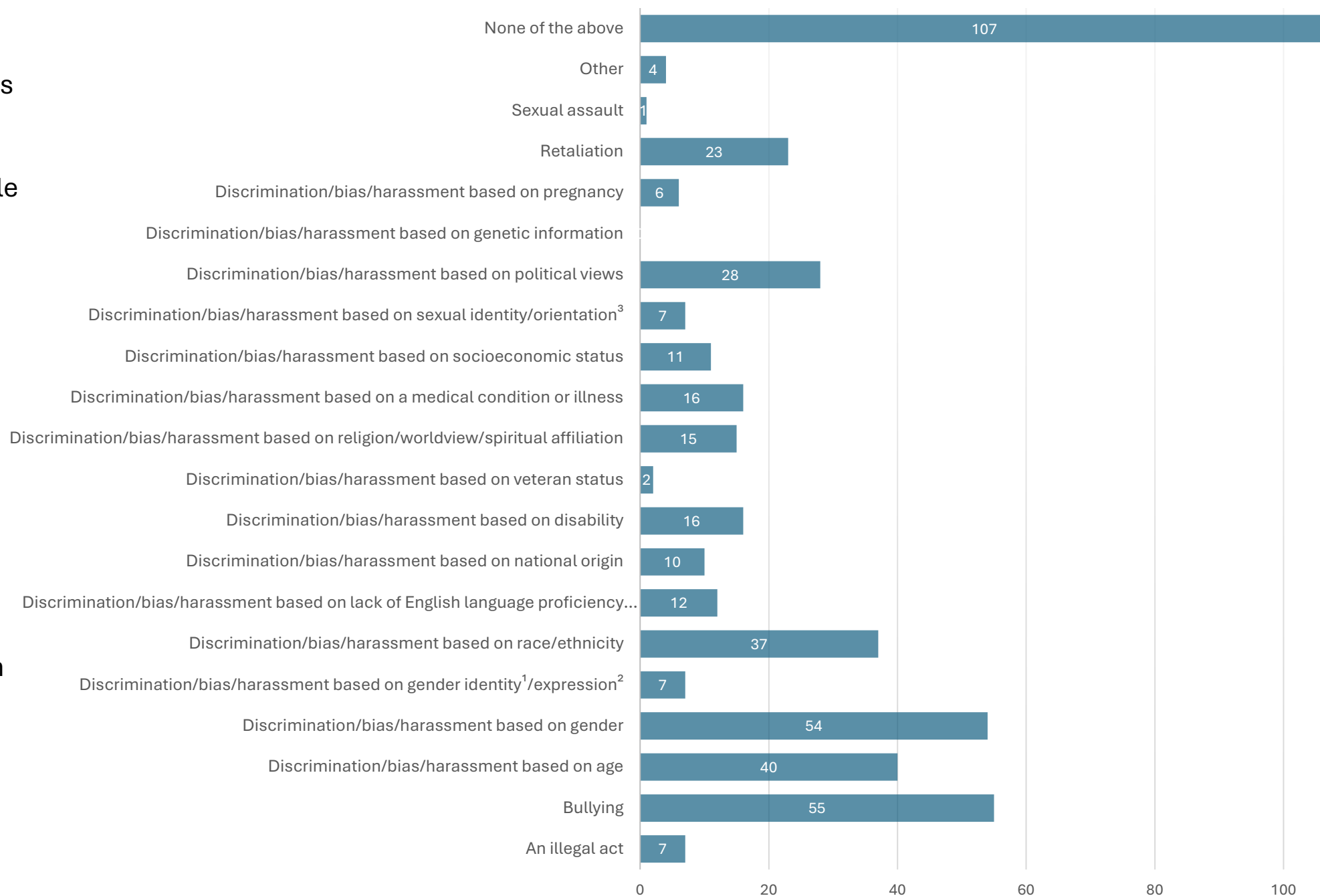


## EXPERIENCED ANY OF THE FOLLOWING WHILE AT UMSL? (EMPLOYEE)

Based on the responses, many employees have experienced various forms of discrimination, bias, harassment, and other negative experiences while at our institution.

Discrimination and bias based on gender, age, race/ethnicity, political views, bullying, and retaliation are among the most commonly reported experiences.

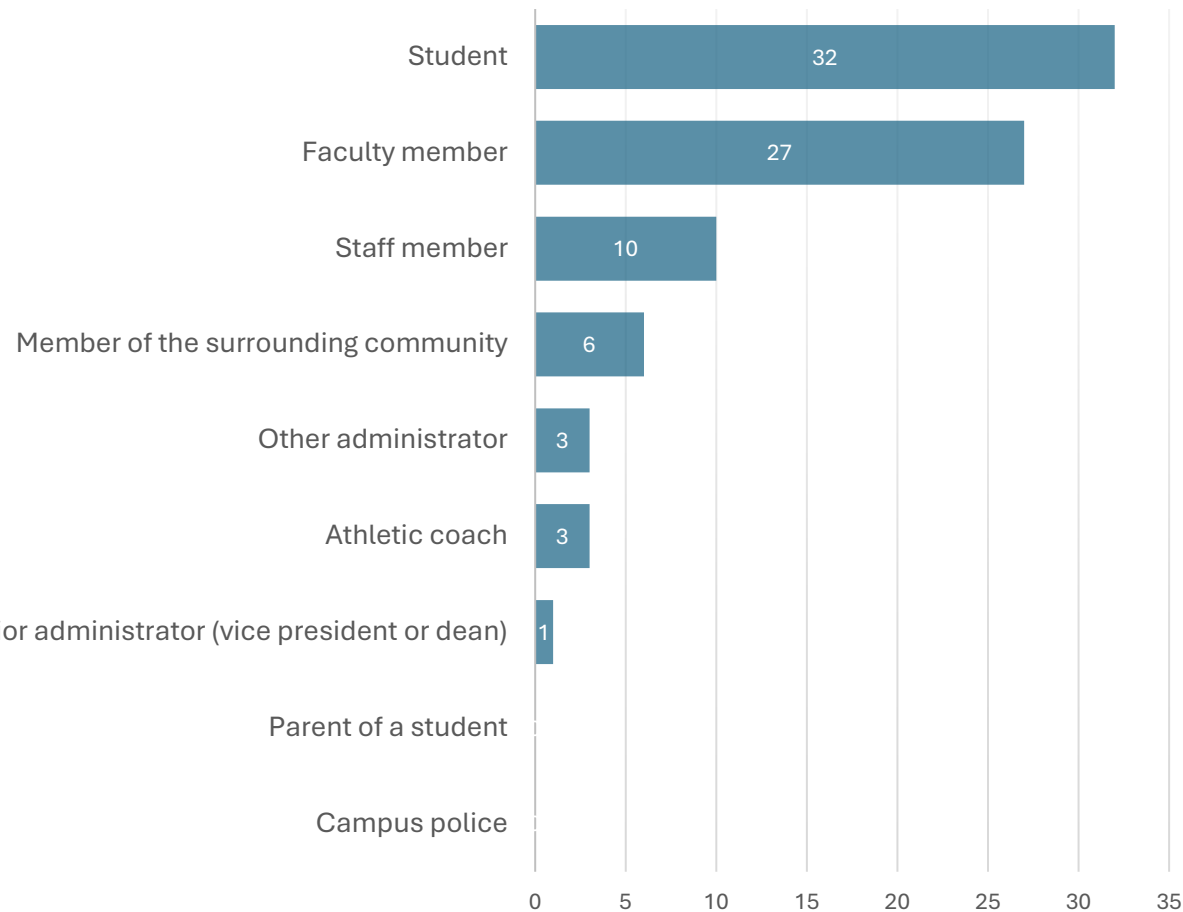
Additionally, incidents of discrimination based on disability, national origin, and proficiency of English language have been reported by a significant number of respondents.



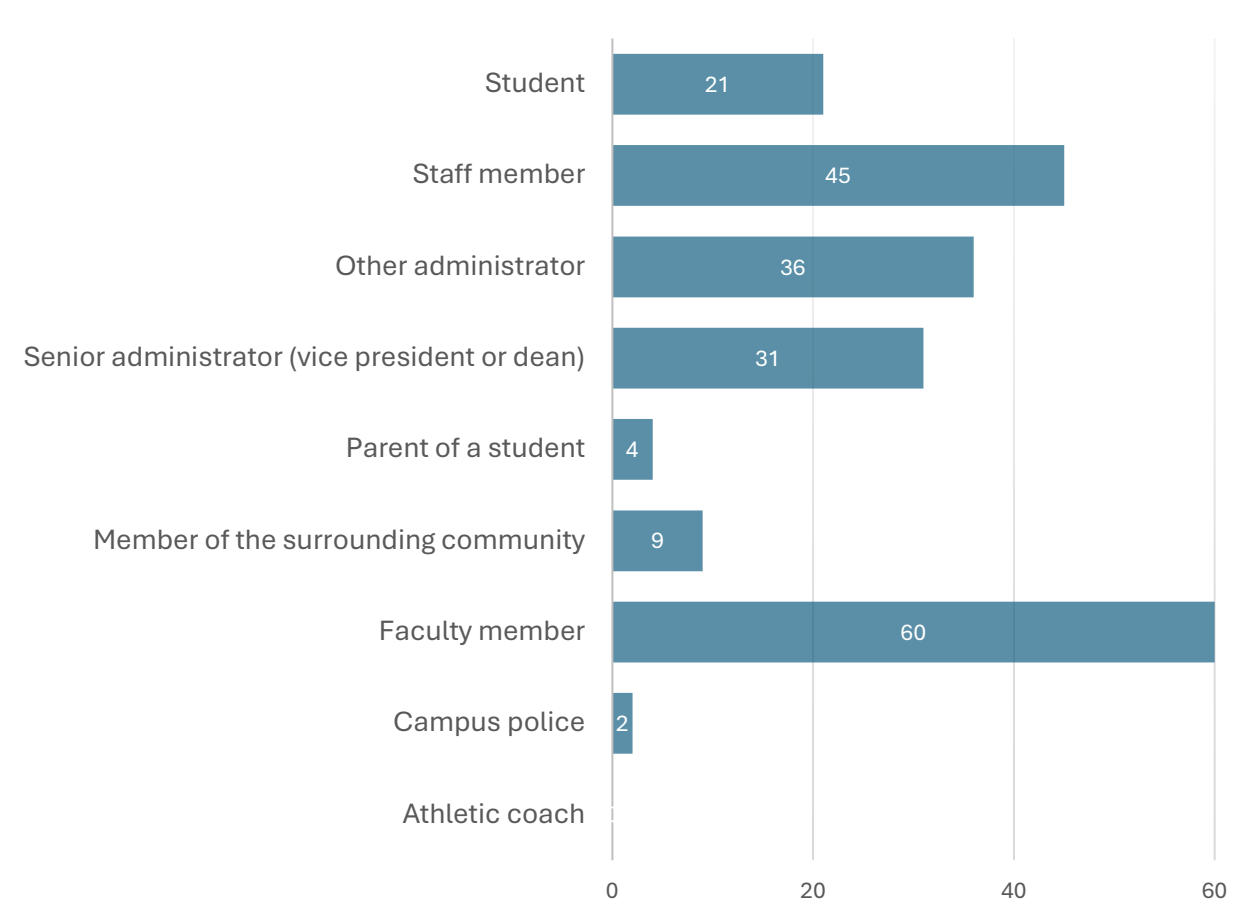
When students and employees were asked who caused the offenses previously reported:

- For students, the offenses were attributed most frequently to other students and faculty, followed by staff members, members of the surrounding community, and to a lesser extent other administrators and athletic coaches.
- For employees, the offenses were attributed most frequently to faculty and staff members, followed by other administrators and senior administrators, then students, and to a lesser extent members of the surrounding community, parents of students, and campus police.

WHO CAUSED THE OFFENSES? (STUDENT)



WHO CAUSED THE OFFENSES? (EMPLOYEE)

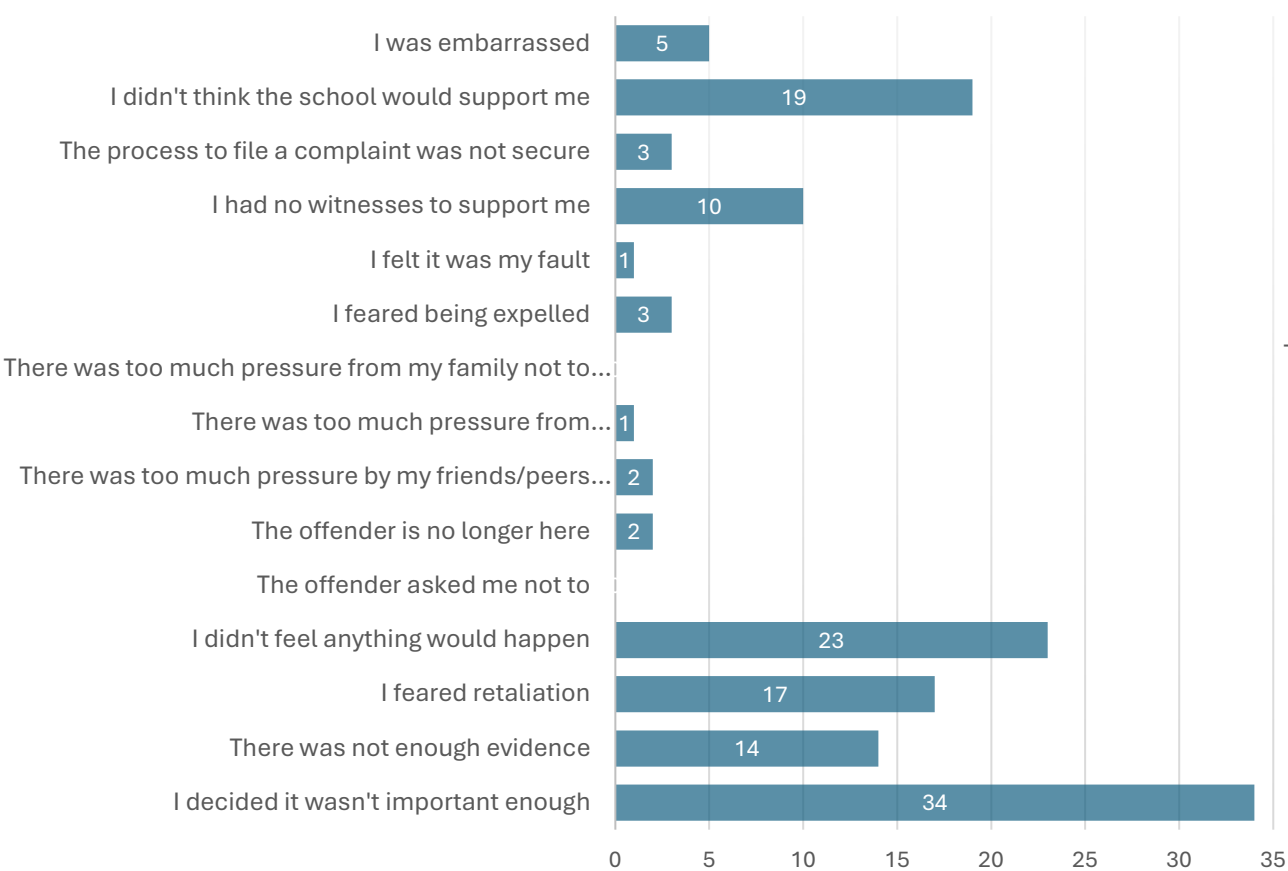


When asked if they had filed a report regarding the incident they listed, 6 students and 38 employees shared that they had filed a report. Those that chose not to report were then asked why.

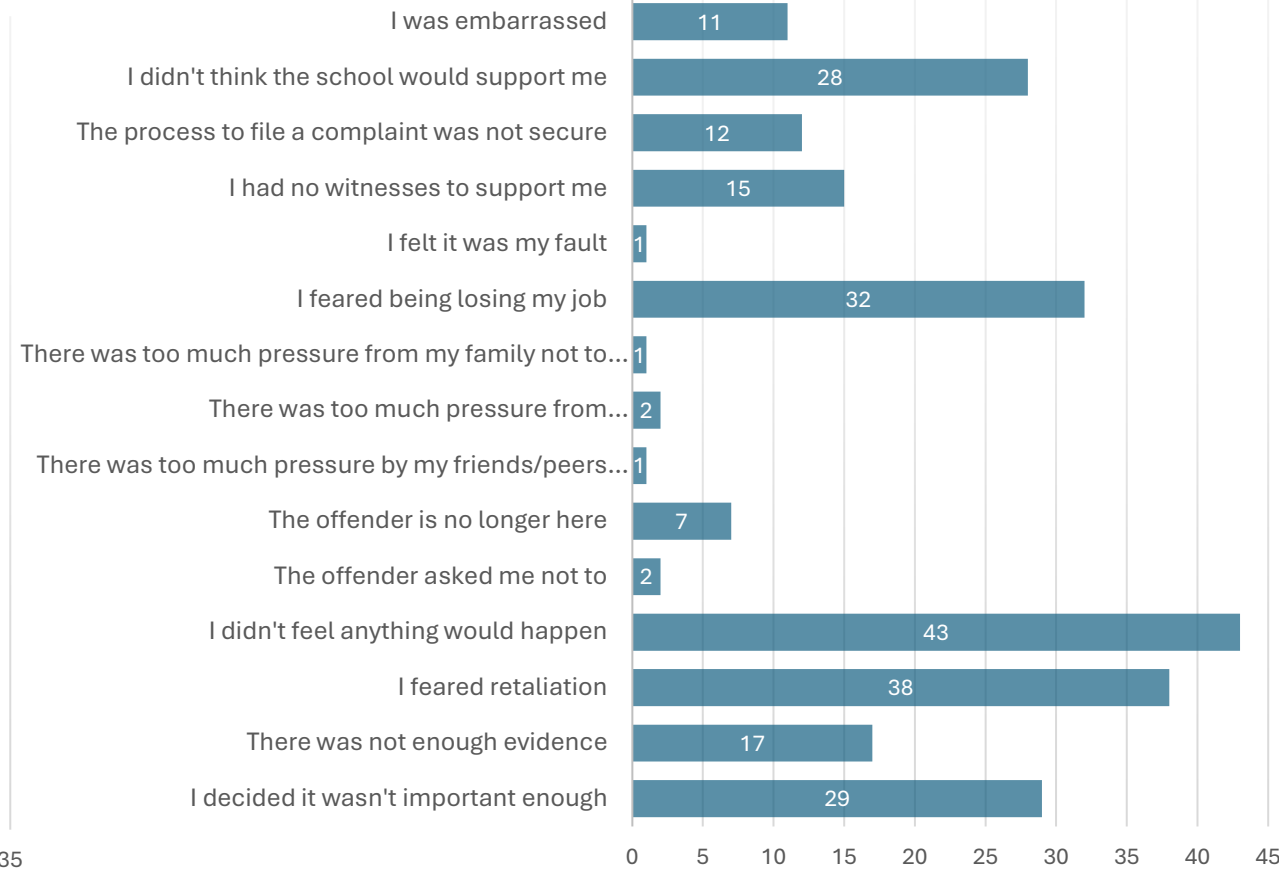
Students and Employees expressed many of the same reasons for not reporting. The top reasons being:

- I didn't feel anything would happen
- I didn't think the school would support me
- In the "other" category students shared concerns regarding jeopardizing years of research by formally filing a complaint against their PhD advisors, fears that formal complaints could impact their grades, and fear of repercussions due to political/ religious identity.
- A significant number of employees also shared a fear for losing their job by reporting.
- I feared retaliation
- There was not enough evidence

REASON FOR NOT REPORTING (STUDENT)



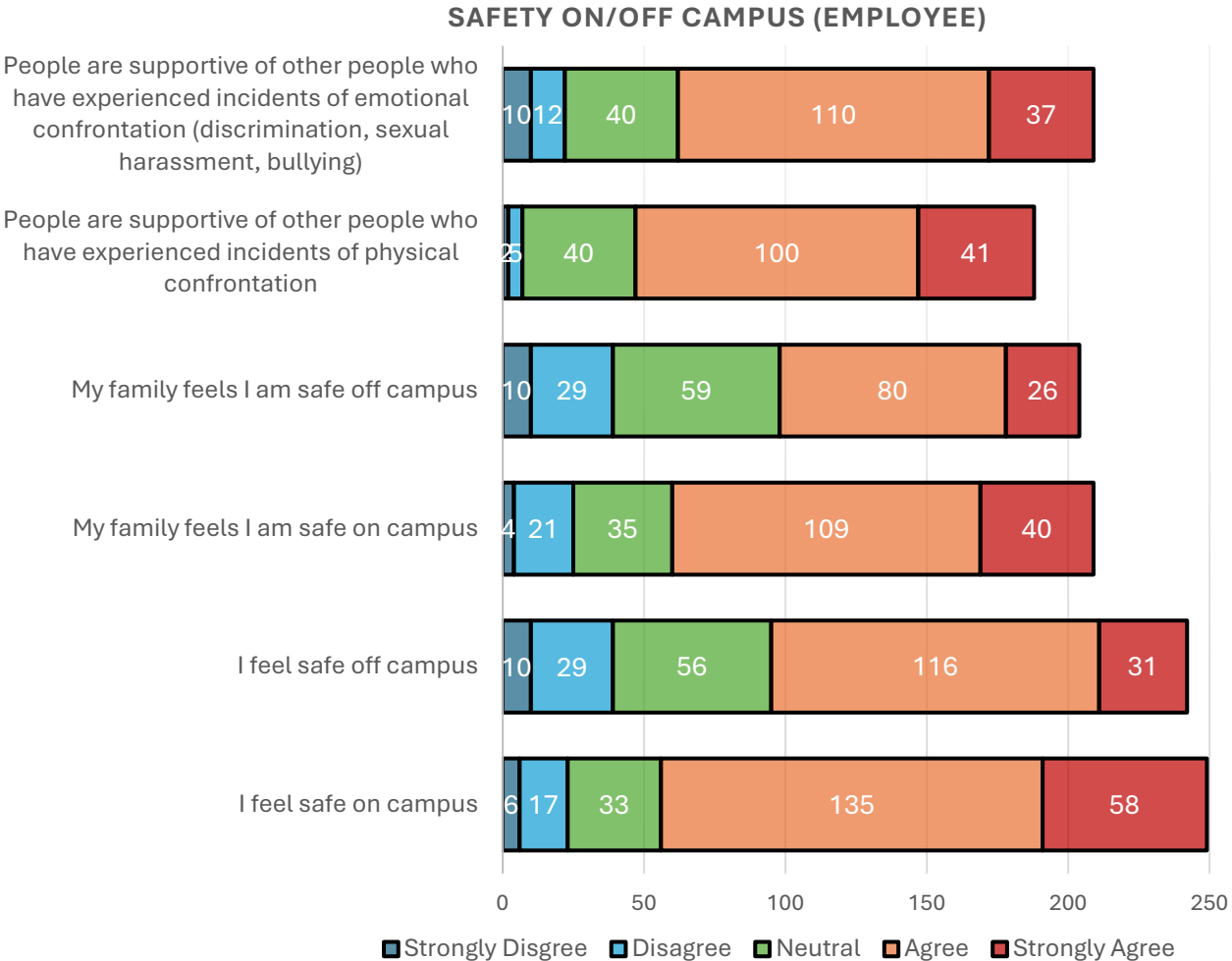
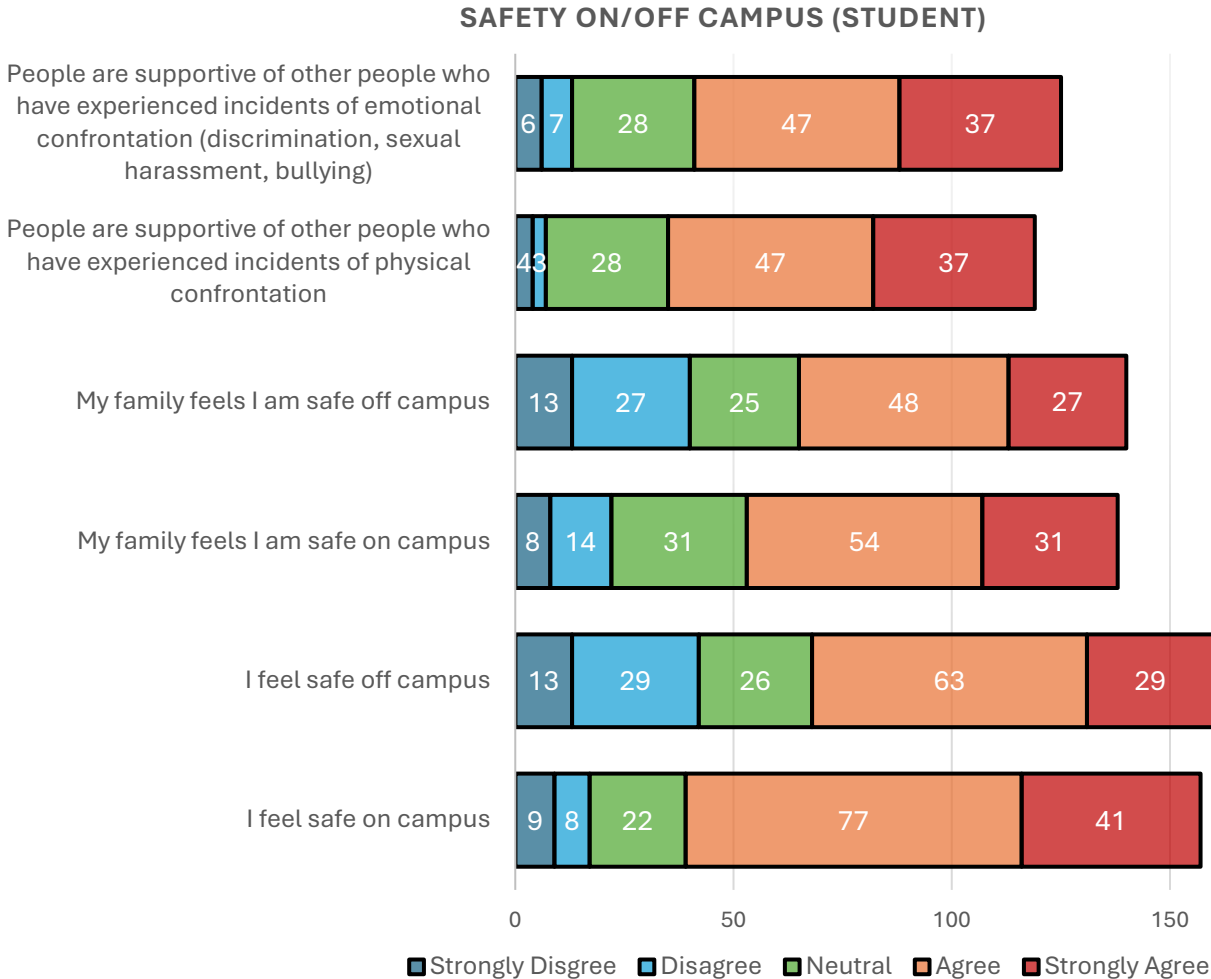
REASON FOR NOT REPORTING (EMPLOYEE)



**Safety**

Students and employees were asked their opinion regarding the following statements about perceptions of safety on and off campus.

- Based on the responses it seems a majority of students, employees, and their families feel students are safer on campus than when they're off campus.
- Regarding support for those who have experienced incidents of physical or emotional confrontation, a substantial number of respondents agree or strongly agree that people are supportive, though a significant minority express disagreement or neutrality.
- Across all statements, employee respondents showed significantly larger rates of neutrality.



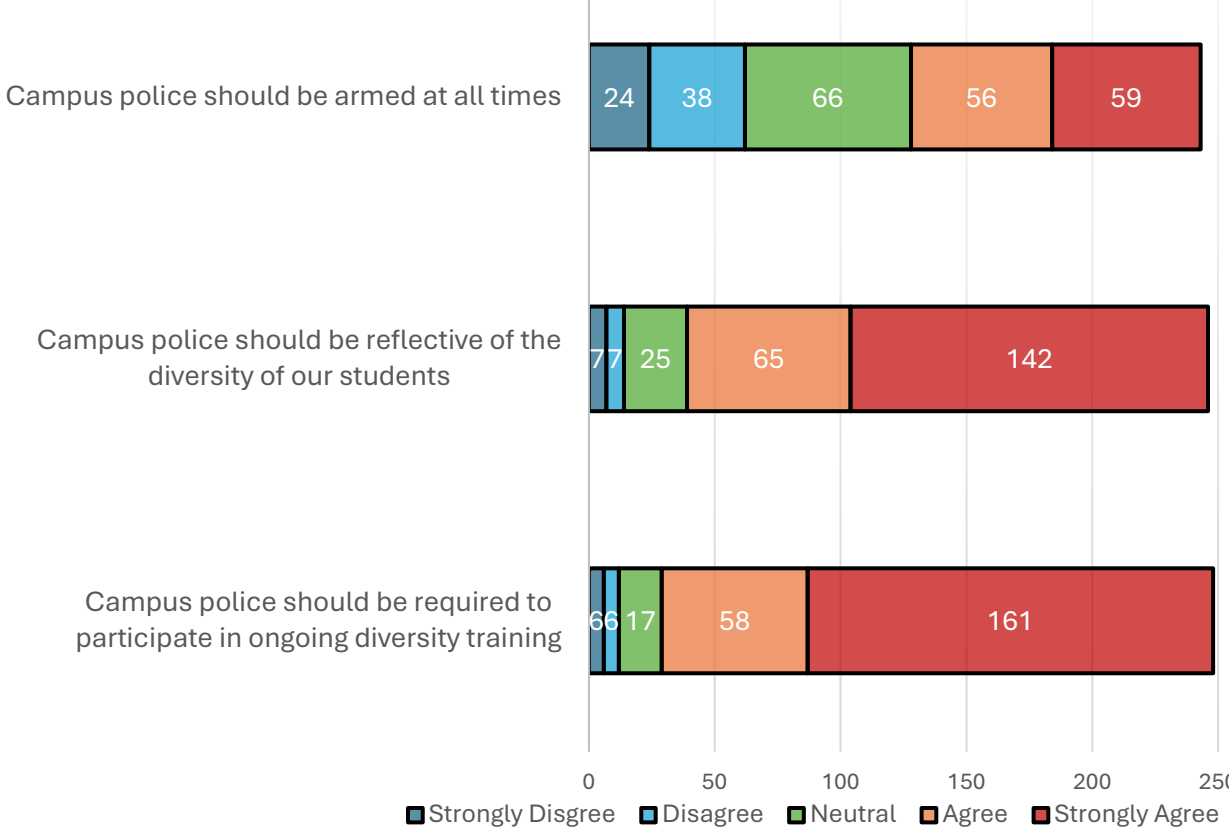
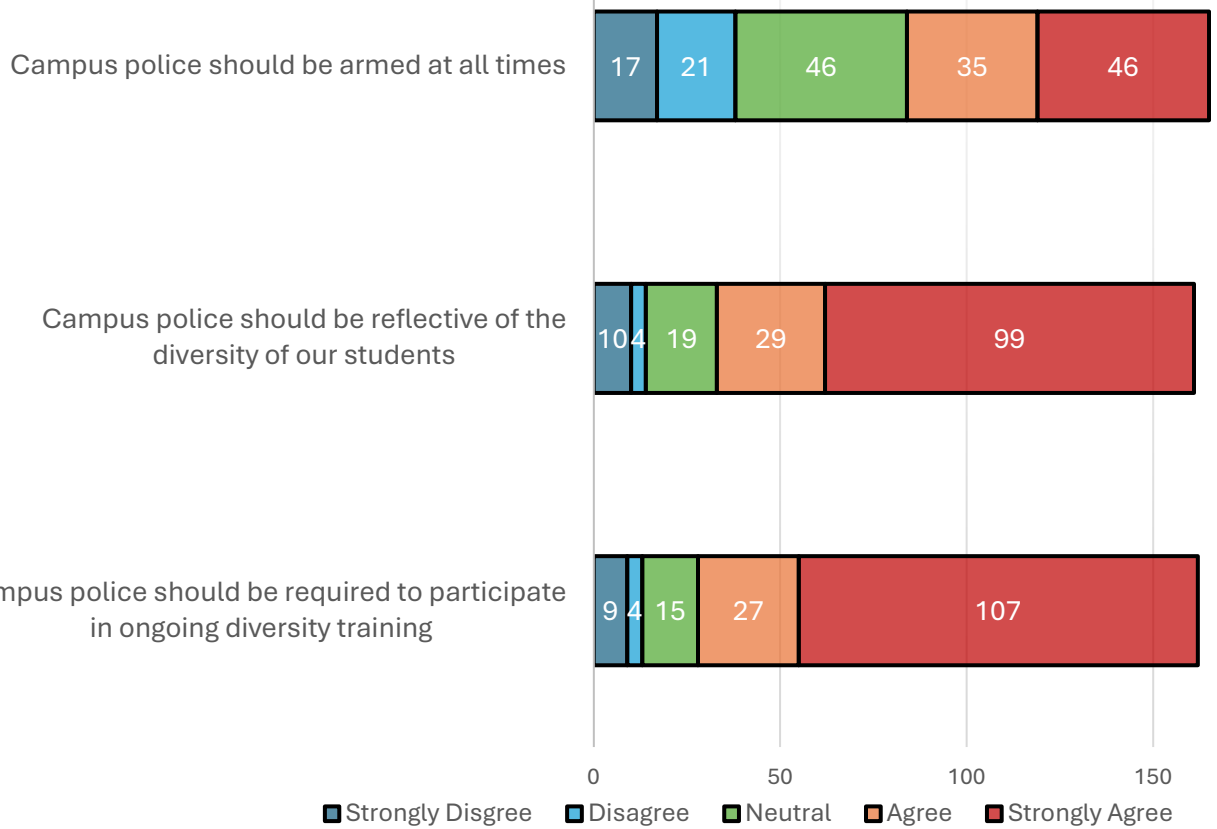
Students and employees were asked their opinion regarding the following statements about UMSL's Campus Police.

Based on the respondents the majority of respondents agree that campus police should participate in ongoing diversity training and that they should be reflective of the diversity of students.

However, opinions are more evenly distributed regarding whether campus police should be armed at all times with a significant portion of respondents expressing disagreement or neutrality.

**CAMPUS POLICE (STUDENT)**

**CAMPUS POLICE (EMPLOYEE)**



Overall



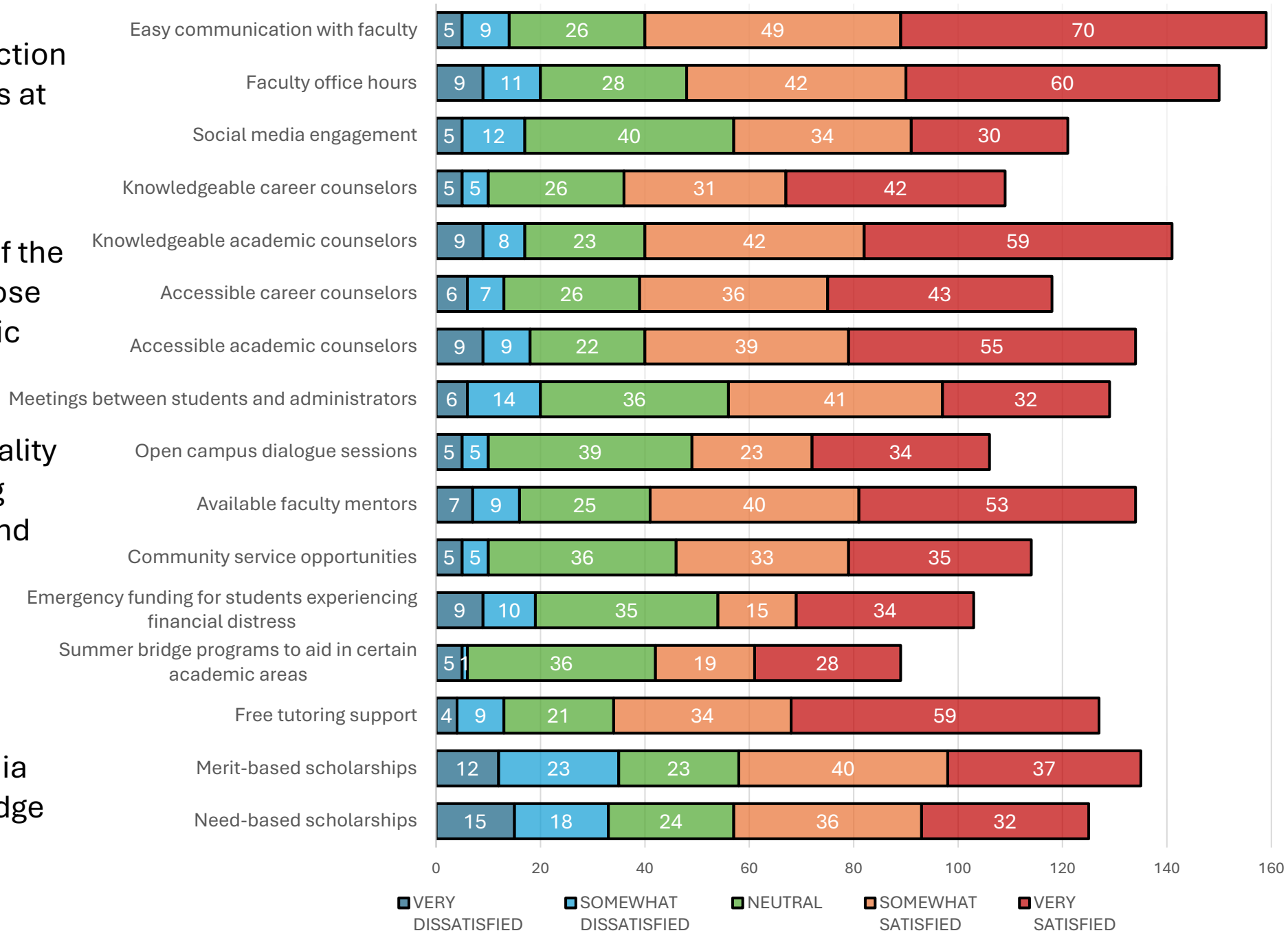
## SATISFACTION WITH OPPORTUNITIES FOR STUDENTS

Students were asked for their opinion regarding their satisfaction with opportunities for students at UMSL.

Overall, student responses indicate satisfaction in most of the fields indicated, especially those regarding faculty and academic counselors.

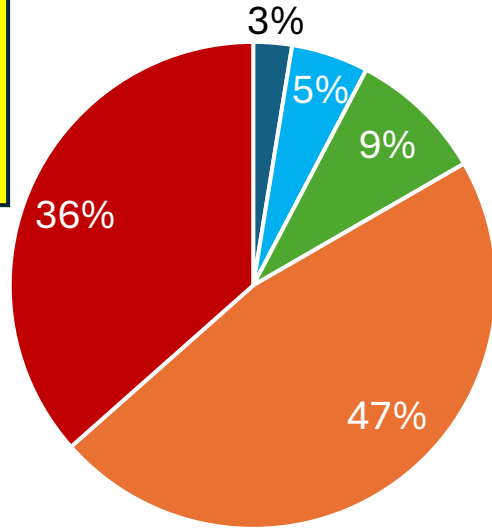
Student dissatisfaction/ neutrality appears to be higher regarding meetings between students and administrators as well as scholarships.

There was also notably higher neutrality in open campus dialogue sessions, social media engagement, and summer bridge programs to aid in certain academic areas.



Students of all backgrounds are interacting together in the classroom on campus

Of 156 respondents

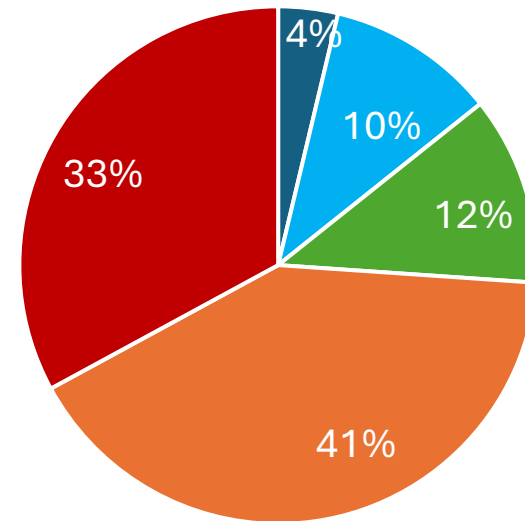


- 83% Agree
- 8% Disagree
- 9% Neutral

Strongly Disagree Disagree Neutral Agree Strongly Agree

I feel safe among other students expressing my views and opinions in the classroom

Of 161 respondents

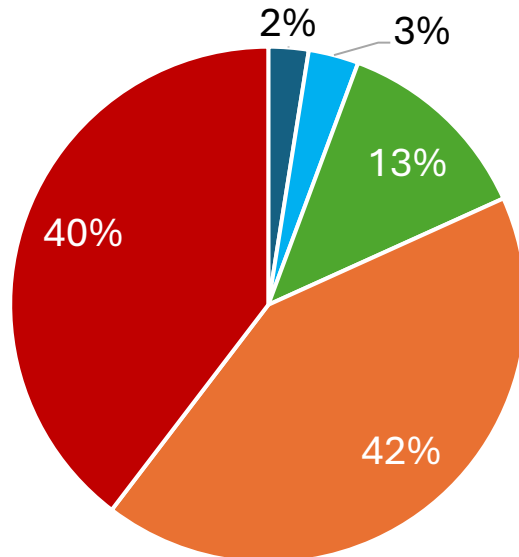


- 74% Agree
- 14% Disagree
- 12% Neutral

Strongly Disagree Disagree Neutral Agree Strongly Agree

The faculty creates a safe and welcoming environment for everyone in the classroom

Of 159 respondents



- 82% Agree
- 5% Disagree
- 13% Neutral

Strongly Disagree Disagree Neutral Agree Strongly Agree

Students were asked for their opinion regarding their learning experience at UMSL.

Most students indicate that they want to stay at UMSL and that they feel that UMSL is not a hostile study/living environment.

The rest of the data is more evenly distributed, indicating the university can do more in its efforts to culture a sense of belonging amongst students and to address potential microaggressions on campus, although a majority of responses indicate not having experienced microaggressions.

### LEARNING EXPERIENCE (STUDENT)

I want to leave this campus

This is a hostile study/living environment

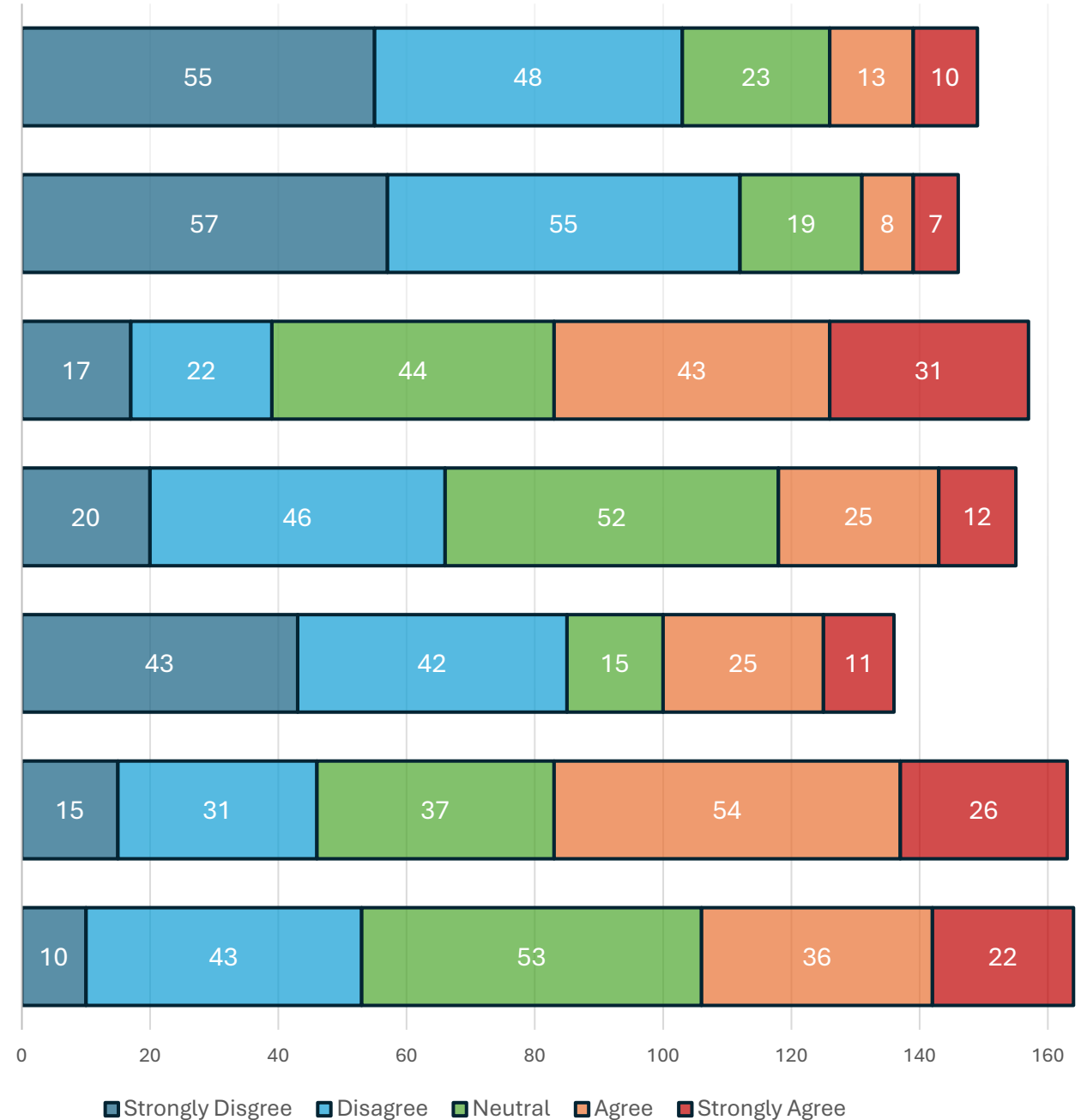
There is a great sense of belonging

There are too many expectations of me

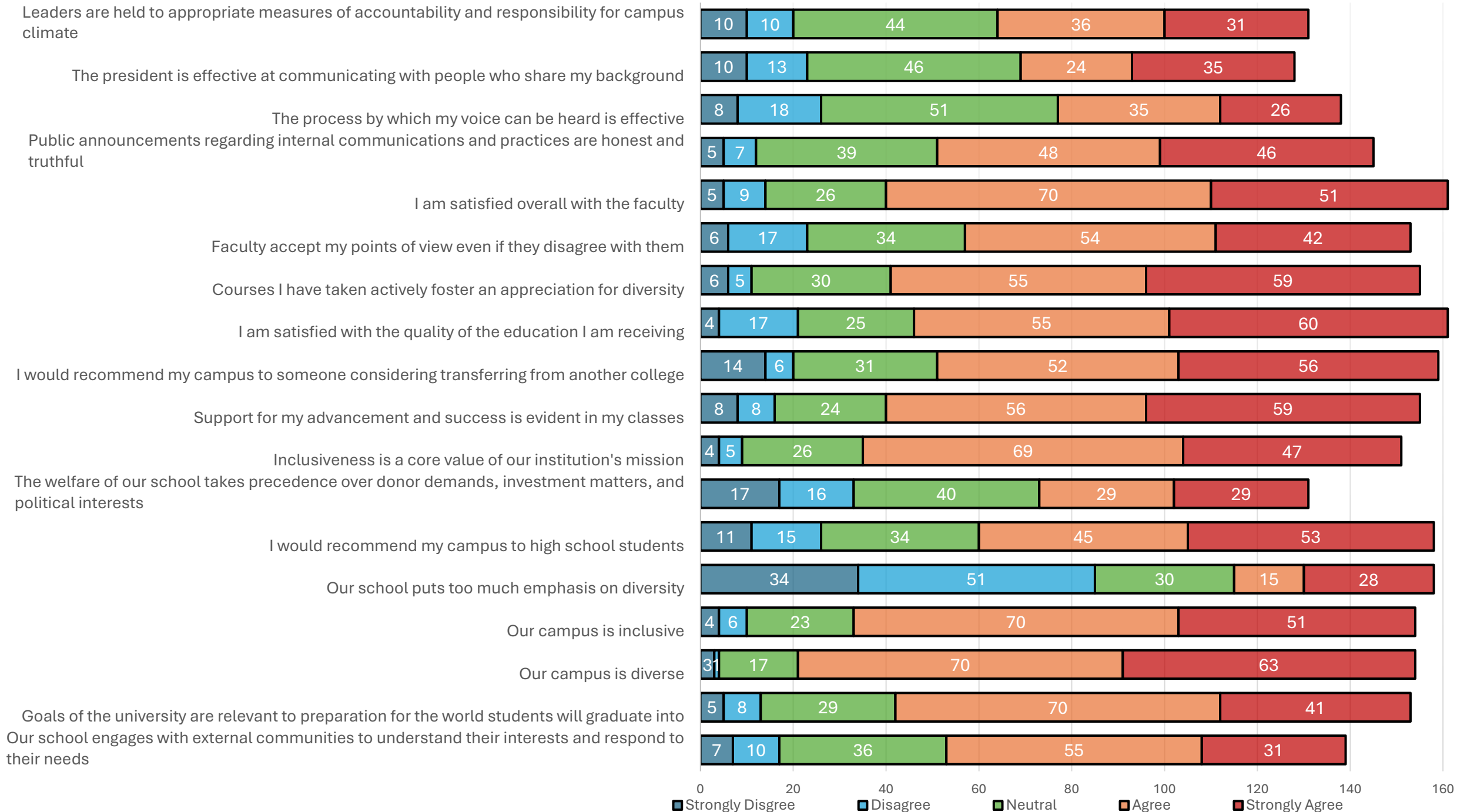
I have experienced microaggressions\* on campus

My school/life balance is appropriate

My workload is too heavy



## OVERALL CLIMATE (STUDENT)



Students were asked to provide their opinions regarding the Overall Climate of the campus.

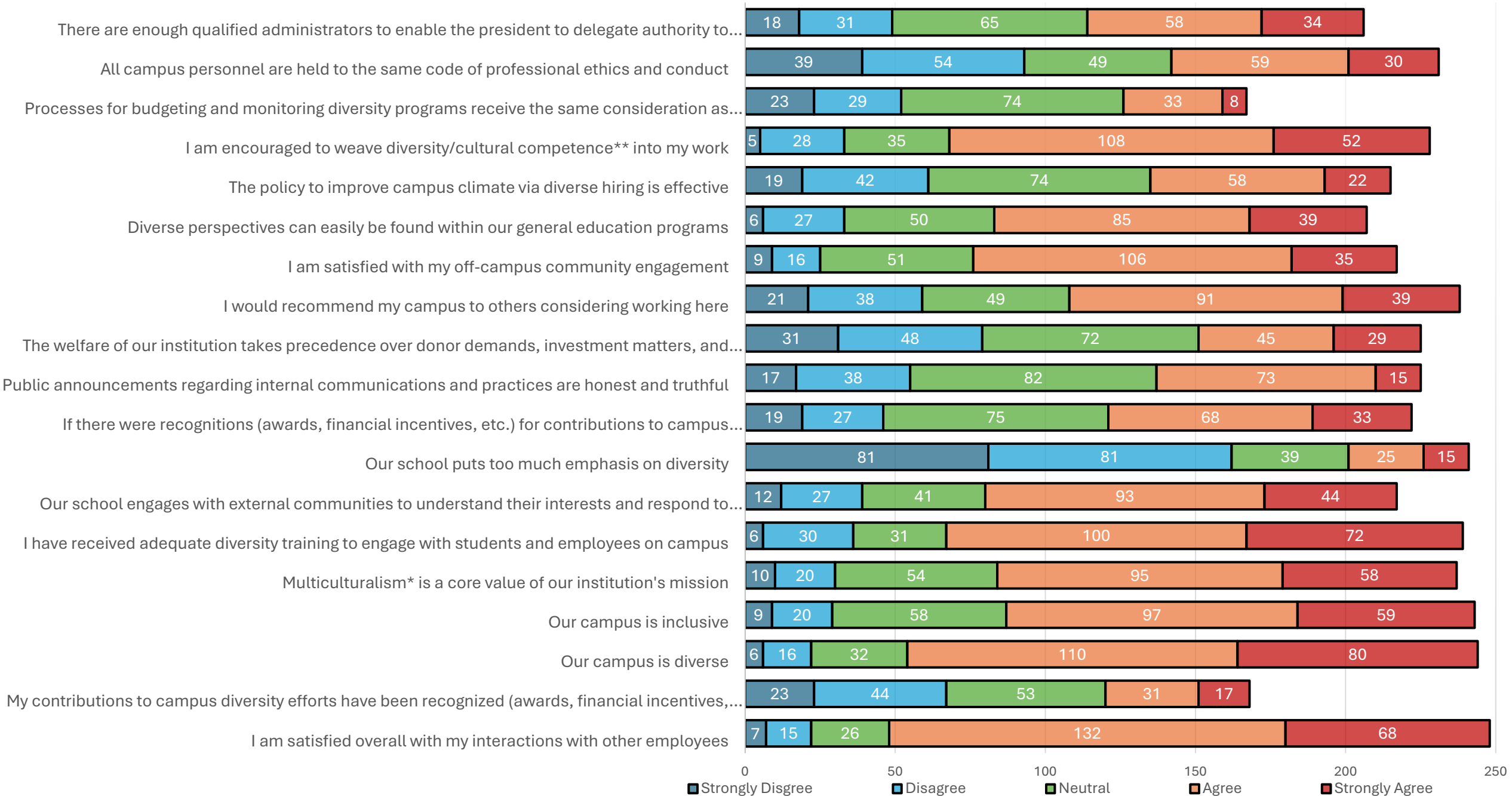
Based on responses students feel that UMSL is a diverse and inclusive campus that puts an emphasis on inclusivity as part of its mission. Additionally, students feel courses taken foster an appreciation for diversity.

Students are largely satisfied with the quality of education that they receive, and they feel classes support their advancement and success. Additionally, students feel the goals of the university are relevant to preparing students for the world. Students also feel that UMSL engages with external communities to understand their interests and respond to their needs.

Students expressed significant dissatisfaction and neutrality in:

- The process by which their voice can be heard is effective.
- The welfare of the university takes precedence over donor demands, investment matters, and political interests.
- I would recommend my campus to high school students/ students considering transferring from another college.
- Leaders are held to appropriate measures of accountability and responsibility for campus climate.

## OVERALL CLIMATE (EMPLOYEE)



Employees were asked to provide their opinions regarding the Overall Climate of the campus.

Based on responses employees feel that UMSL is a diverse and inclusive campus that holds Multiculturalism as a core value. Additionally, employees generally feel satisfied with their interactions with other employees.

In regard to diversity:

- Most feel that they have received adequate diversity training to engage with students and coworkers.
- Most feel that diverse perspectives can be easily found within UMSL's general education programs
- Many employees feel encouraged to weave diversity and cultural competence into their work.
- There were mixed feelings on processes and monitoring diversity programs receiving the same consideration as non-diversity programs, with a majority of respondents expressing neutrality, and disagreement outnumbering agreement.
- A significant portion of respondents feel that the policy to increase campus climate via diverse hiring is effective, although there are a notable number of disagreements and neutral responses.
- There are mixed feelings about recognition of contributions to campus diversity with many expressing disagreement or neutrality. Additionally, many expressed disagreement and neutrality when posed with the question of contributing to diversity efforts if there were recognitions (awards, financial incentives, etc).

Additionally, a significant number of employees expressed that the welfare of the institution does not always take precedence over donor demands and political interests. Most expressed neutrality.

Most employees feel that public announcements regarding internal communications and practices are honest and truthful, but many expressed neutrality and some expressed disagreement.

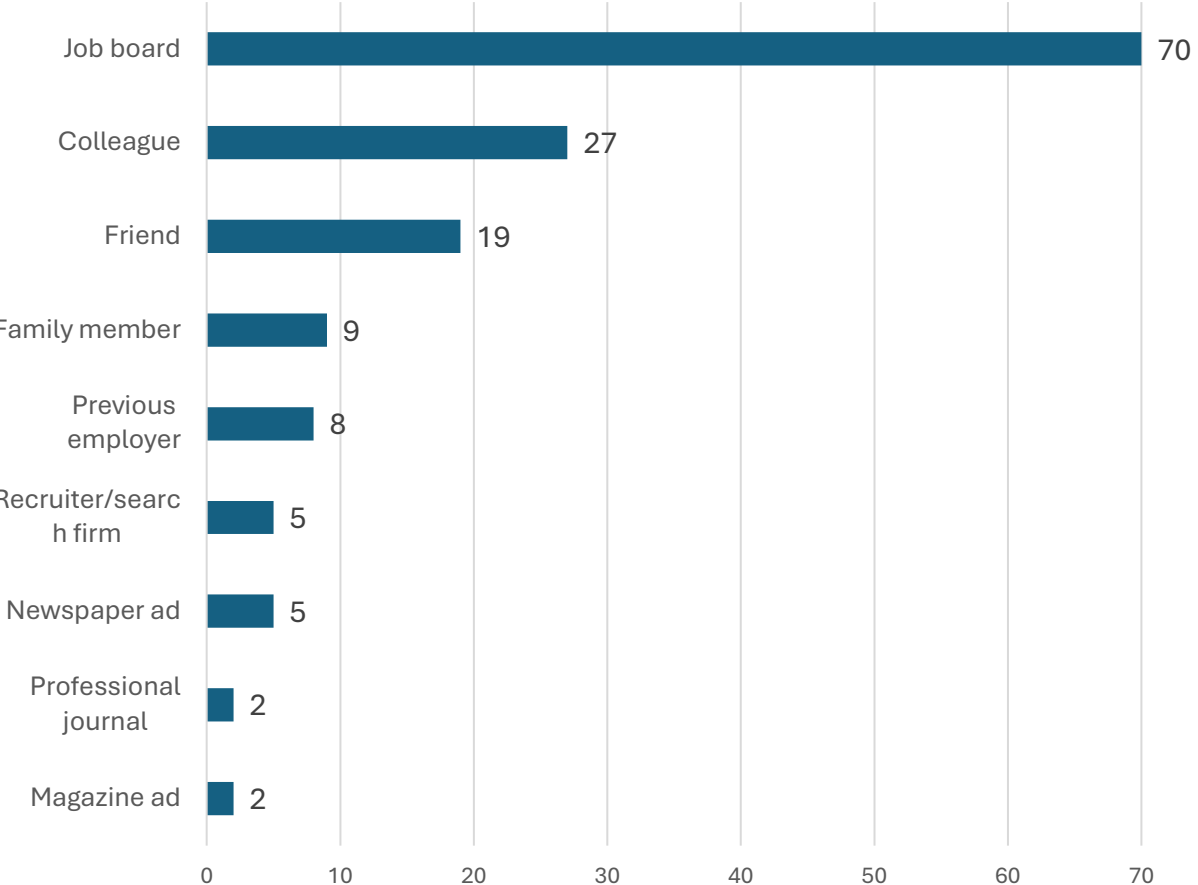
# Employee Data



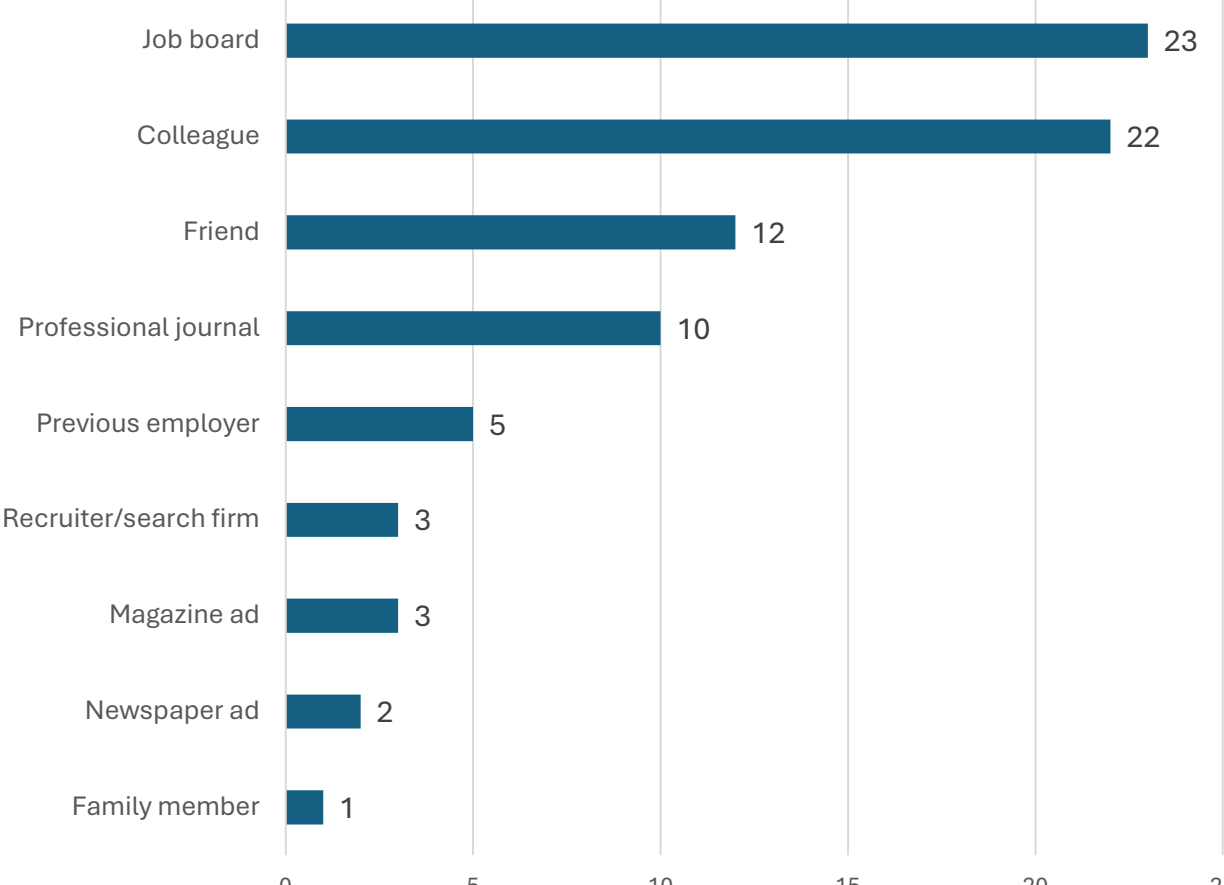
When examining where Staff and Faculty have learned about the job openings for their positions it seems that posting to public job boards has consistently been the most effective method. Second to that is our employees sharing postings to colleagues and bringing in new talent from their respective fields.

The prevalence of family members and previous employers serving to share UMMSL's job postings highlights our strong alumni network and the strong relationships we build with local businesses across the St. Louis Region.

Staff: Learning about job opening



Faculty: Learning about job opening

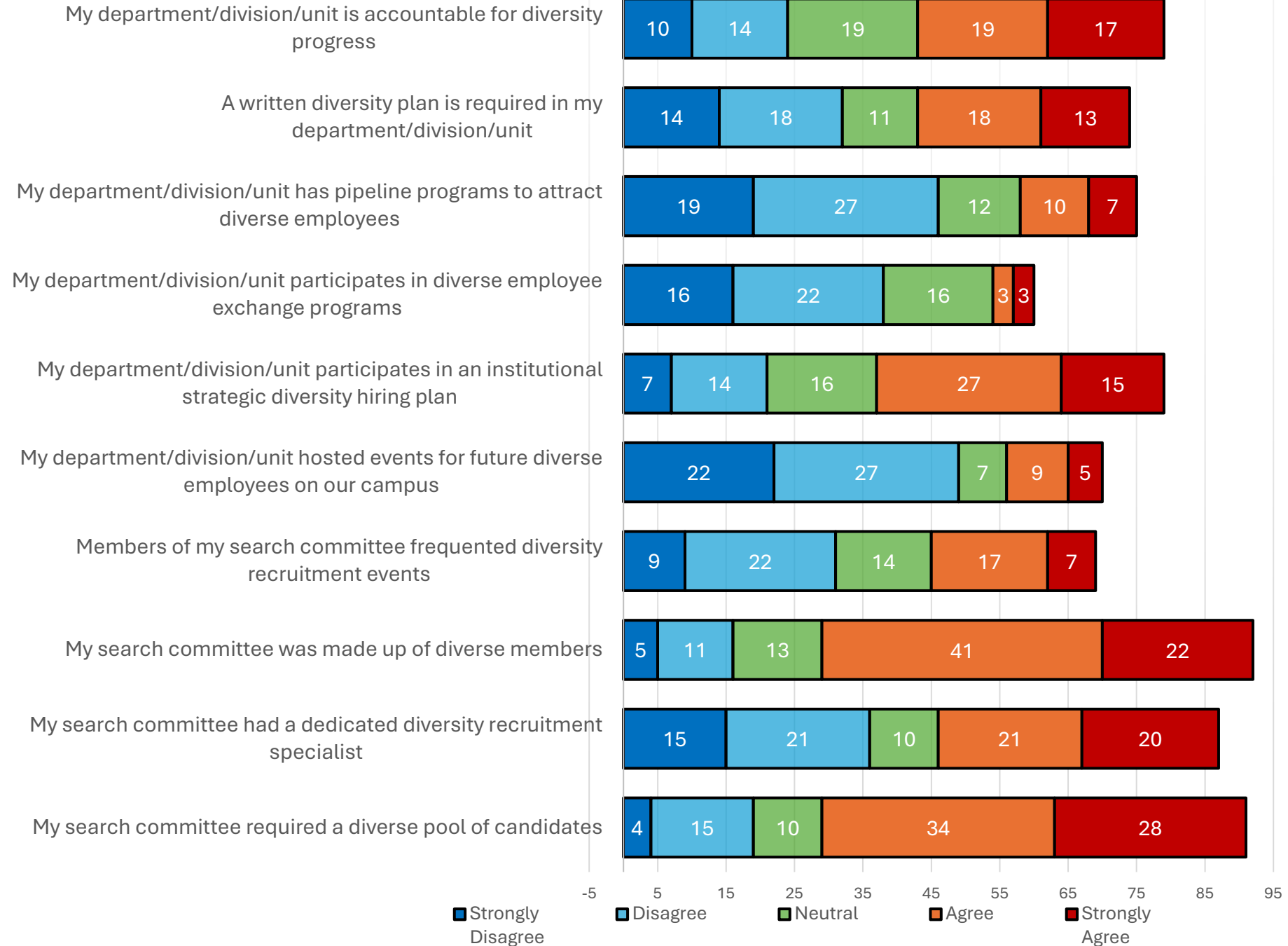


Employees who indicated that they had served on search committees were asked for their opinion regarding their department's search committees and processes.

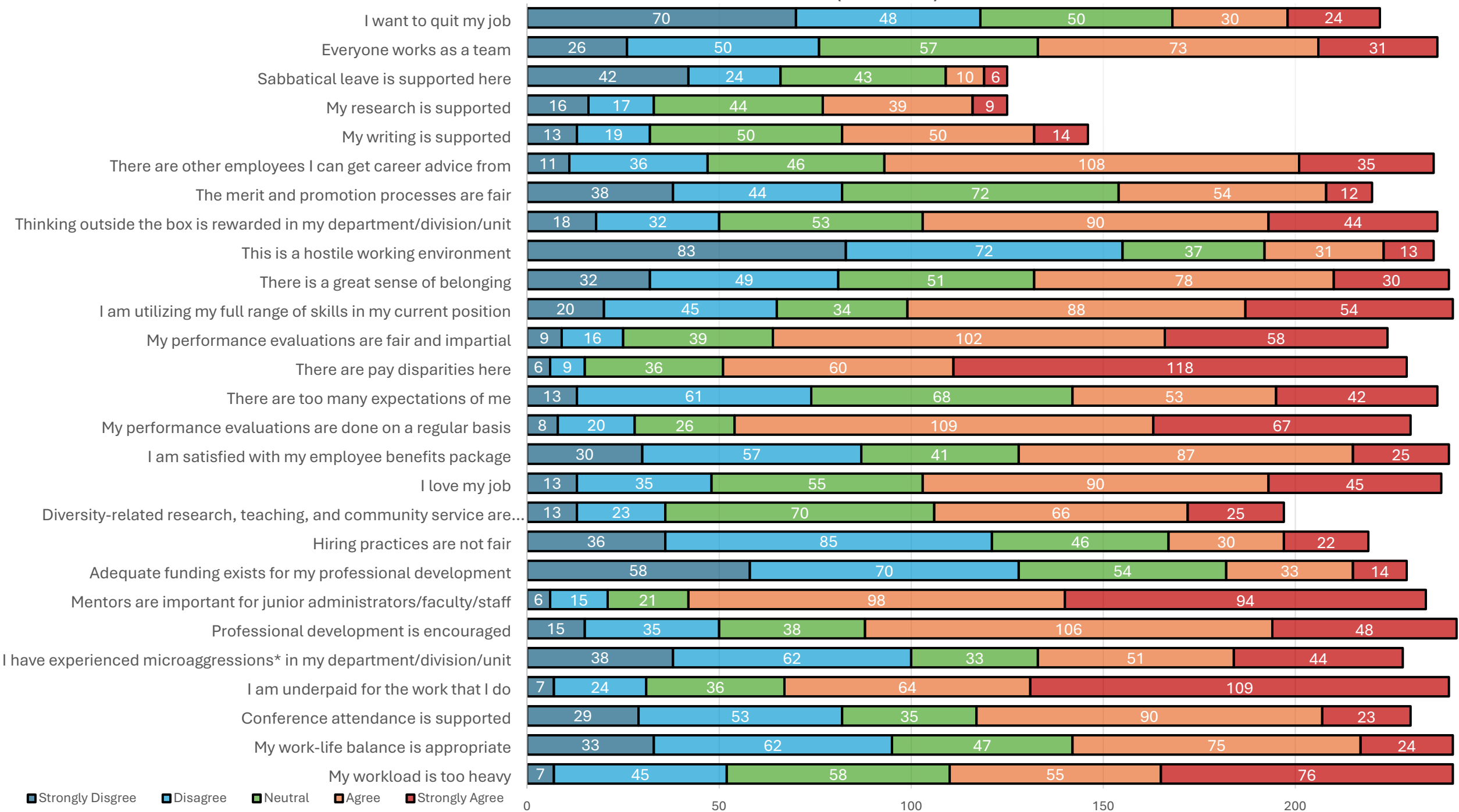
Many respondents felt their committees were made up of diverse members and that they required a diverse pool of candidates.

It seems that written diversity plans are not a uniform practice across departments, and that departments are not accountable for diversity progress per employee sentiment.

Based on responses there is room to improve by taking intentional steps to attracting diverse employees such as pipeline programs, hiring events, and utilizing diversity recruitment specialists.



### AGREE OR DISAGREE (EMPLOYEE)



Employees were asked to give their opinion to the prior statements.

Based on employee response, most employees love their job and express a desire to not leave. Many expressed that there are coworkers that they can get career advice from. Employees feel that performance evaluations are conducted regularly and that they are fair and impartial. When asked about merit and promotion processes being fair there is a higher rate of neutral responses, while agreement and disagreement was mostly equal. More than half of employees feel that they are utilizing their full range of skills in their current positions.

There are several areas where employee sentiment is mixed. Conference attendance support, fairness of the hiring process, and the merit and promotion processes received varied responses, with no clear majority leaning strongly in one direction. This indicates diverse experiences and perceptions among employees.

Several areas of concern and dissatisfaction emerge from the survey. Nearly 50% of employees indicated that their workload was too heavy, but 39% disagreed or strongly disagreed, indicating their work-life balance was appropriate. Many employees strongly agreed with the sentiment that there are pay disparities within the institution, and roughly 71% of respondents indicated that they felt underpaid for the work they do. More than half of respondents shared that they do not feel adequate funding exists for professional development of employees, despite 64% of employees agreeing that professional development is encouraged.

Experiences of microaggressions are evenly distributed, but most employees expressed that they feel UMSL is not a hostile work environment.

In the prior climate question, 53% of employees disagreed with the statement, “I want to quit my job.”

Employees were then asked why they have considered leaving.

The five highest factors that contribute to UMSL employees considering leaving are

1. Employees feel salary/benefits are not adequate
2. Employees feel their work is not appreciated
3. Employees feel there are no career advancement opportunities
4. Employees do not feel a sense of belonging
5. Employees experience co-worker tension

