St. Norbert College Campus Climate Survey:  
Preliminary Results  
April 20, 2016

The St. Norbert College comprehensive campus climate survey was administered to the students, faculty and staff at St. Norbert College during the two-week period between February 1 and February 15, 2016. Every student, faculty, and staff member of the campus community was provided an opportunity to participate in the anonymous online survey.

Response Rate
Response numbers and rates were as follow:
- Students: 782 responded (39% of those surveyed); 8% provided open-ended comments
- Full and Part-time Faculty Members: 100 responded (48% of those surveyed)
- Full and Part-time Staff Members: 255 responded (44% of those surveyed)
  - Of the faculty and staff respondents, 17% provided open-ended comments

Demographic Breakdown of Respondents
Students:
- Female (60%), male (40%); non-White (6.5%), LGBT (5.7%), international (2.8%)

Full and Part-time Faculty:
- Female (42%), male (58%); tenured (51%), non-tenured (49%)

Full and Part-time Staff:
- Female (66%), male (34%); salaried (52%), hourly (48%); non-White (11%)

The percentages in the parentheses reflect the proportion of the respondents that are represented in that specific subgroup.

Overall Climate Report is Quite Positive
Some 85% of the students responded to the following items with a “Strongly Agree” or “Agree”:
- I find the campus climate to be friendly.
- I find the general campus climate to be respectful.
- I am generally satisfied with my college experience.
- The top leaders of the College treat individuals across the institution with respect.
- I am treated as a respected member of the college.

Some 75% of the faculty and staff responded to the following items with a “Strongly Agree” or “Agree”:
- I find the campus climate to be friendly.
• I find the campus climate to be welcoming.
• I find the general campus climate to be respectful.
• I am treated as a respected member of the college.

But We Still Have Many Challenges
As we would expect, your experiences were not all positive. The items of concern that emerged across the students, faculty and staff are noted below.

<table>
<thead>
<tr>
<th>Survey Item in Reference to Individual Experiences of climate</th>
<th>Students Responded Strongly Agree or Agree</th>
<th>Faculty &amp; Staff Responded Strongly Agree or Agree</th>
</tr>
</thead>
<tbody>
<tr>
<td>I have felt afraid to disagree or speak up.</td>
<td>31%</td>
<td>41%</td>
</tr>
<tr>
<td>I have observed specific individuals benefiting from favoritism.</td>
<td>44%</td>
<td>55%</td>
</tr>
<tr>
<td>I find that my peers are resistant to different ways of thinking and doing things.</td>
<td>34%</td>
<td>49%</td>
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<tr>
<td>Some of my peers have unjustly questioned my competence/abilities.</td>
<td>23%</td>
<td>26%</td>
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</tbody>
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<thead>
<tr>
<th>Survey Item Reference to Instances of Harassment</th>
<th>Students Responded Strongly Agree or Agree</th>
<th>Faculty &amp; Staff Responded Strongly Agree or Agree</th>
</tr>
</thead>
<tbody>
<tr>
<td>Experienced disparaging remarks.</td>
<td>4%</td>
<td>5%</td>
</tr>
<tr>
<td>Experienced disrespectful treatment.</td>
<td>4%</td>
<td>7%</td>
</tr>
<tr>
<td>Observed disparaging remarks.</td>
<td>8%</td>
<td>9%</td>
</tr>
<tr>
<td>Observed disrespectful treatment.</td>
<td>8%</td>
<td>11%</td>
</tr>
</tbody>
</table>

Note: These are simply the preliminary findings; additional opportunities will be provided this fall for all members of the community to learn more details regarding the results of the climate survey and to learn what next steps are planned based on the findings.