



Campus Climate Fall 2019

INSTITUTIONAL CAMPUS CLIMATE SURVEY

May 2020, Office of Institutional Research



This is the first in a series of initial reports intended to share some preliminary findings prior to the Fall 2020 release of ARC's Institutional Campus Climate report. Thanks to those of you that were able to contribute to this data collection process!

Why Was This Survey Conducted at ARC?

- To better understand the experiences and perceptions of ARC's students and employees, particularly pertaining to their safety, sense of belonging and community.
- To identify and address the institutional conditions that contribute to and/or detract from providing a welcoming and inclusive climate/environment for all students and employees.
- To support the work of the Disproportionate Impact and Professional Development and Training project teams
- To effectively measure ARC's Strategic Plan Goals 3 and 4, and
- To respond to the recommendations identified in the adopted Institutional Equity and Facilities Master Plans.

How Were Recipients Selected to Participate?

ARC's Main Campus and Natomas Center classes were individually sampled and the faculty of the selected classes were invited to participate. A paper survey was then administered to all students in these classes. For the employee survey, a link to an online survey instrument was sent multiple times to all FT and Adjunct faculty, all permanent classified staff, and all managers. Responses were received only from those employees who elected to participate.

How Do Student and Employee Response Data Differ?

Student survey data are more likely to represent the full range of students' opinions and experiences at ARC as it was completed by all (or most) of the students in a carefully selected (stratified random sample) set of class sections at both ARC's Main Campus and at the Natomas Center. Employee survey data are less likely to reflect employees' full range of opinions and experiences as this online survey was completed by only those who were aware that they received an email invitation and chose to respond.

Who Completed the Survey?

 **1294**
Students
(Main Campus & Natomas Center)

 **269**
Employees
(Faculty, permanent classified, staff, supervisors and administrators)

How Will We Look for Equity Disparities and Disproportionate Impacts?

The following demographic questions were asked on the surveys to facilitate such assessment.

Student & Employee Surveys:

Gender identity; Sexual identity; Age; Race; Disability; Religions/World views/Spiritual backgrounds.

Student Survey only:

Country of birth; Mother's/Father's highest education level; DACA; Homeless/houseless; Food insecure; Served in Armed Forces; number of semesters at ARC.

Employee Survey only:

Employment group, number of years worked; Primary work location; Highest education level.

What Have We Learned From The Survey?

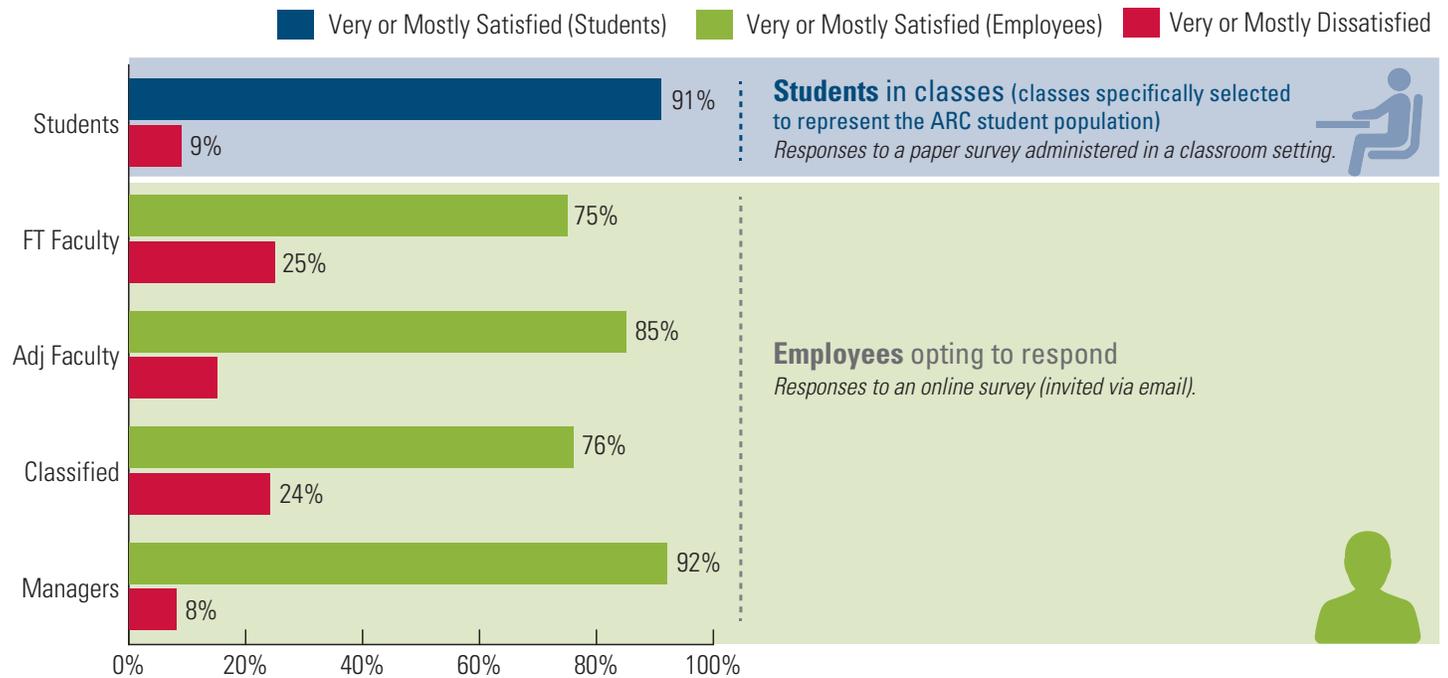
The following are a few examples drawn from the survey results, each disaggregated a bit differently.

Example 1

“During the past 12 months, how satisfied or dissatisfied are you with the overall campus climate/environment that you have experienced at ARC?”

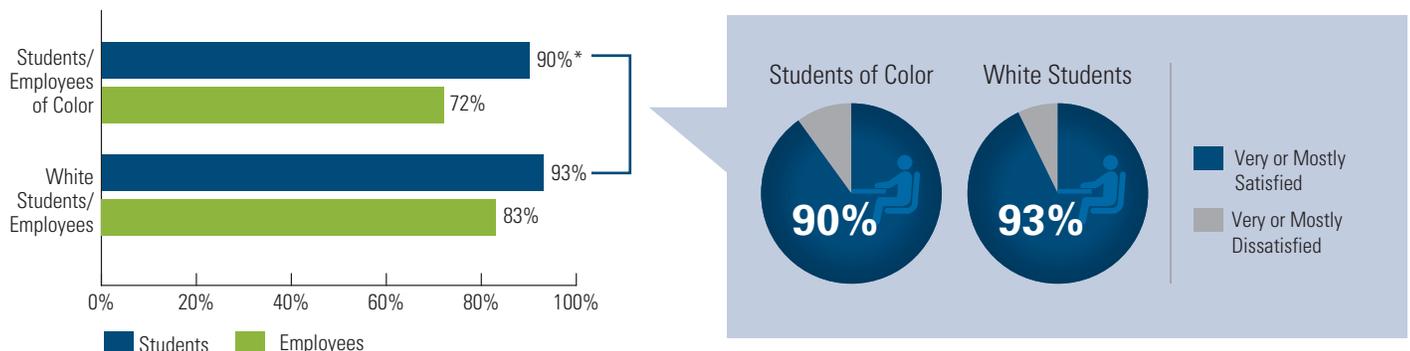
Overall Satisfaction or Dissatisfaction of ARC main campus climate

Most respondents are satisfied with campus climate.



Percent of respondents' satisfaction at ARC

Students of color expressed being Very or Mostly Satisfied at ARC at percentages ranging between 86% and 94%, by race.



* The 'Very Satisfied' or 'Mostly Satisfied' response rate for individual races ranged between 84% and 94%, (n ≥ 10).



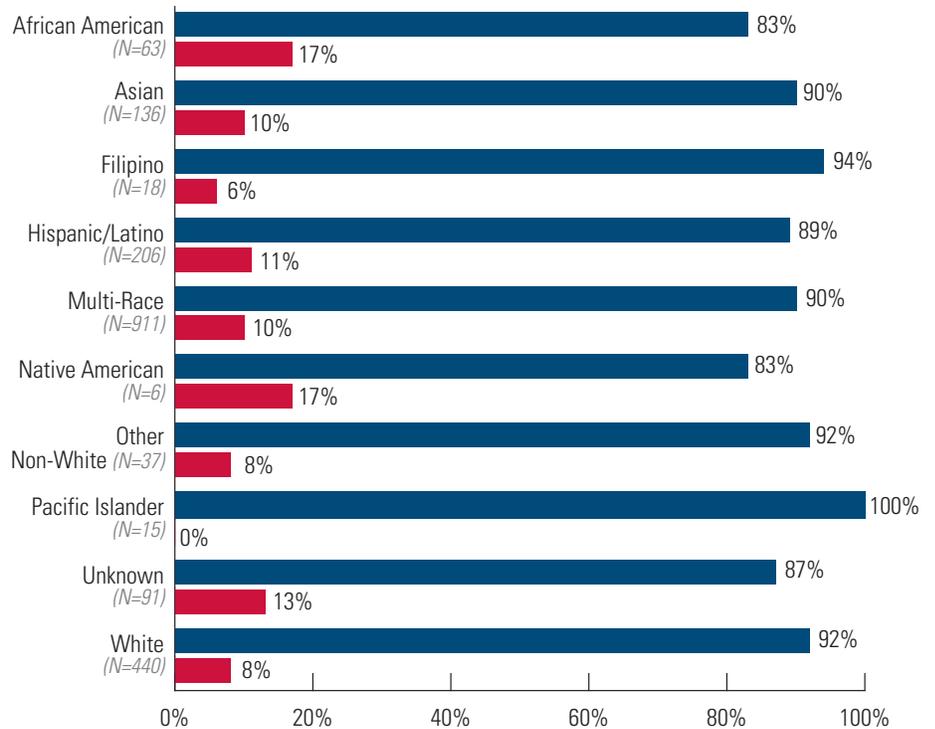
Example 2

Student Survey Question: *"I feel safe on campus."*

Percent of students who do, and do not, feel safe on campus.

- Strongly or Mostly Agree
- Strongly or Mostly Disagree

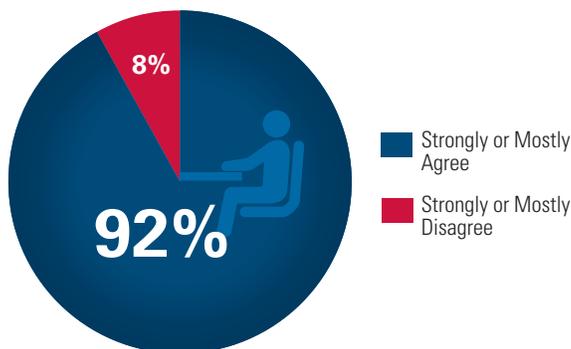
While most students feel safe on campus, African American and Native American students feel less safe.



While to a large degree students indicate that ARC has positively influenced their academic growth, African American students feel less strongly that ARC is making progress in creating a more equitable and inclusive college.

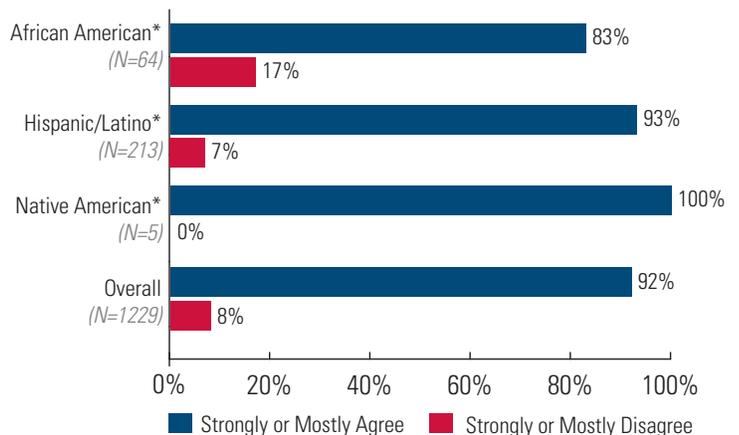
Example 3

Student Survey Question: *"My experiences at ARC have had a positive influence on my academic growth."*



Example 4

Student Survey Question: *"ARC is working to create a more equitable and inclusive college."*



*ARC's historically disproportionately impacted groups.



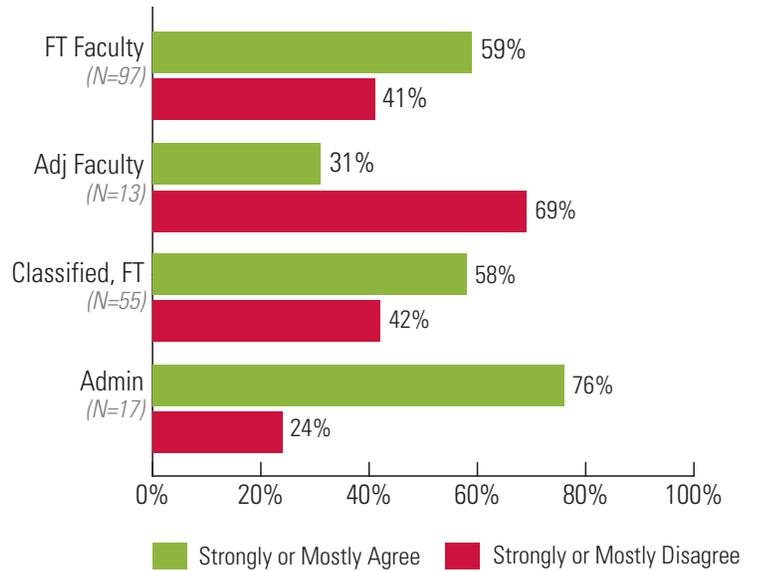
Example 5

Employee Survey Question:

“How efficient is the travel authorization process?”

Perceived Travel Authorization Process Efficiency

Employee responses clearly suggest there is room for improving our travel authorization process.



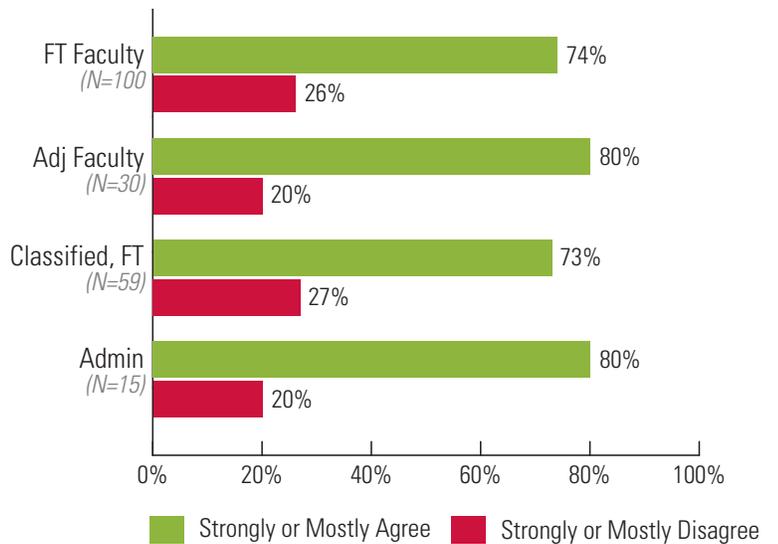
Example 6

Employee Survey Question:

“The professional development opportunities that exist at ARC are comprehensive.”

Perceived Comprehensiveness of Professional Development Opportunities

Opportunities exist to bring greater breadth and depth to Professional Development for all groups.



Thank you again to those that were able to help collect this information. The intent is to track our progress by administering this survey on a regular basis. Your future participation in this process will be greatly appreciated!