

St. Mary's College  
Campus Climate Survey  
Fall 2021  
Executive Summary

In fall 2021, St. Mary's College distributed a Campus Climate survey in collaboration with Rankin & Associates Consulting, LLC. This survey was specifically designed for the St. Mary's community, therefore it is not possible to benchmark the results against peer institutions.

All constituent groups at the college (faculty, staff, and students) were invited to participate. There were 1,307 responses to the survey, for a 35% overall response rate. Faculty constituted 14% of respondents, staff constituted 18% of respondents, and students constituted 68% of respondents.

#### Campus, Workplace, and Classroom Climate at Saint Mary's College

Most survey respondents were "very comfortable" or "comfortable" with the overall climate at Saint Mary's College (64%,  $n = 842$ ), with the climate in their departments/program or work units (55%,  $n = 227$ ), and with the climate in their classes (79%,  $n = 845$ ).

Several demographic subgroups at Saint Mary's College indicated that they were less comfortable than their majority counterparts with the overall campus, workplace, and classroom climates.

- Female respondents were significantly less comfortable with the overall climate than were male respondents.
- Respondents with disabilities were significantly less comfortable with the overall climate than were respondents with no disabilities.
- Faculty and staff with caregiving responsibilities were significantly less comfortable with the overall climate than were faculty and staff with no caregiving responsibilities.
- Faculty were significantly less comfortable with the climate in their department/program or work unit than were staff.
- Respondents of Color were significantly less comfortable with the climate in their department/program or work unit than were White respondents.
- Queer-spectrum faculty and students were significantly less comfortable with the climate in their classes than were heterosexual faculty and students.

#### Experiences of Exclusionary, Intimidating, Offensive, and/or Hostile Conduct

Twenty-nine percent ( $n = 374$ ) of respondents indicated that they personally had experienced exclusionary, intimidating, offensive, and/or hostile conduct or bias within the past two years. Of these respondents, 30% ( $n = 112$ ) suggested that the conduct was based on racial identity, 27% on ethnicity ( $n = 102$ ), 27% on position status ( $n = 100$ ), and 24% ( $n = 89$ ) on political views (p. 89). In addition, a review of qualitative comments by respondents found that African American respondents experienced race-based hostility, intimidation, and exclusion in classroom and work settings, virtual spaces, and in the surrounding community.

### Respondents Who Seriously Considered Leaving Saint Mary's College

A relatively high percentage of survey respondents indicated that they had seriously considered leaving Saint Mary's College.

- Sixty-three percent ( $n = 114$ ) of faculty respondents had seriously considered leaving Saint Mary's College. An analysis of faculty comments revealed concerns about a toxic workplace climate at Saint Mary's College.
- Seventy percent ( $n = 162$ ) of staff respondents had seriously considered leaving Saint Mary's College. Qualitative analysis of staff responses revealed that they felt unvalued at Saint Mary's College.
- Thirty-seven percent ( $n = 269$ ) of undergraduate students and 22% ( $n = 36$ ) of graduate students had seriously considered leaving Saint Mary's College. An analysis of student comments indicated that they were concerned about the tuition/cost of attending Saint Mary's College and the hostile climate for Students of Color.

### Experiences of Unwanted Sexual Conduct

One section of the Saint Mary's College survey requested information regarding respondents' experiences with sexual misconduct.

- 11% ( $n = 147$ ) of respondents indicated that they had experienced unwanted sexual contact/conduct within the past five years.
- 2% ( $n = 27$ ) experienced dating violence and/or domestic violence.
- 4% ( $n = 58$ ) experienced sexual assault.
- 3% ( $n = 40$ ) experienced stalking.
- 6% ( $n = 78$ ) experienced unwelcome conduct of a sexual nature and/or sexual exploitation.

Higher percentages of undergraduate students, women, Trans-spectrum respondents, multiracial respondents, Queer-spectrum respondents, Bisexual respondents, and respondents with disabilities experienced unwanted sexual contact/conduct than did their counterparts.

### Saint Mary's College Initiatives

The survey asked respondents to indicate if they believed certain initiatives currently were available at Saint Mary's College and how they thought that those initiatives would influence the college climate. Key initiatives included the following:

- 68% of faculty respondents thought that mentorship for new faculty was available and 86% thought that such mentorship positively influenced the climate.
- 84% of staff respondents thought that diversity, equity, and inclusivity training for staff was available and 78% thought that it positively influenced the climate.
- 67% of student respondents thought that effective academic advising was available and 90% thought that it positively influenced the climate.
- 55% of student respondents thought that effective faculty mentorship of students was available and 88% thought that it positively influenced the climate.