

FLORIDA INTERNATIONAL UNIVERSITY



Belonging Survey – Faculty and Staff Findings

Presented By:

Dr. Emmanuele A. Bowles, Assistant Vice Provost of DEI

Dr. Jay P. Jefferson, DEI Business Analyst



Agenda

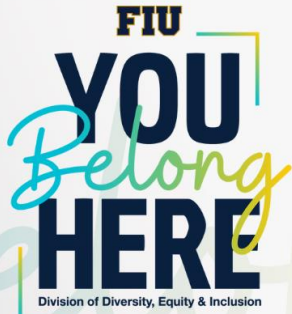
- **Introduction**
 - Survey
 - Respondents
 - Data Analysis
- **Climate**
 - Perceptions of overall campus climate, community, and sense of belonging
- **Support**
 - Perceptions of FIU's institutional support for DEI initiatives and values
- **Reporting**
 - Perceptions of FIU's reporting processes
- **Retention**
 - Considerations



About the Survey

- In the Fall semester of 2021, FIU deployed a diversity and inclusion (D&I) campus climate survey to gauge the attitudes, beliefs and lived experiences of our community on issues related to D&I. This initial survey—the first of its kind used at FIU—served as a baseline for our work in diversity, equity, and inclusion.
- The survey was administered by the [Higher Education Data Sharing Consortium \(HEDS\)](#) and utilized their [nationally benchmarked survey tool](#). In short, the survey asks students, faculty, staff, and administrators about:
 - Perceptions of the institution’s climate,
 - Perceptions of how the institution supports diversity and equity, and inclusion
 - Experiences with discrimination and harassment at the institution.
- ***Institutions use information from this survey to develop a better understanding of the extent to which their campus climate supports diversity, equity, and inclusion, and to inform and improve support, policies, and practices at their institution related to diversity, equity, and inclusion, including those to prevent or respond to discrimination and harassment.***
- The survey was open from October 6, 2021, to November 22, 2021.





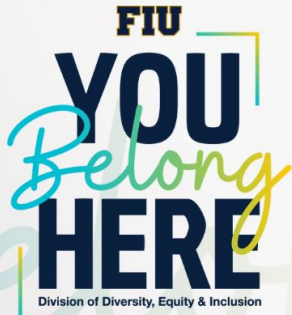
About the Respondents

- All faculty, staff, and students currently enrolled or employed by the college as of October 2021 were invited to participate in the survey. A total of **55,603** individuals received the survey link and **5,985** responded (**11%** total response rate).

Of those:

- **2,835** faculty were invited
- **3,371** Administrative and staff were invited
- **49,397** students were invited
 - **39,607** Undergraduate
 - **9,790** Graduate
- **5,985** responses submitted = **11%** overall response rate
 - **30%, n = 851** faculty response rate
 - **36%, n = 1,198** staff response rate
 - **8%, n = 3,742** student response rate
 - **7%, n = 2,664** Undergraduate
 - **11%, n = 1,078** Graduate
 - **194** respondents decided not to identify which role they belong, **3%** of respondents.





About the Data Analysis

- Co-led by **Dr. Emmanuele Bowles**, Assistant Vice Provost, DEI and **Dr. Jay Jefferson**, DEI Business Analyst
- DEI Climate Survey Committee
 - **Dr. Kerrie Montgomery Orozco**, Director Campus Life, DEI Council committee member, Data and Reporting Committee Lead
 - **Dr. Hiselgis Perez**, Associate Vice President, Analysis & Info Management
 - **Dr. Yasmin LaRocca**, Director, Institutional Research
 - **Dr. Tekla Nicholas**, Associate Director, Gateway & STEM Partnerships
 - **Laura Lopez Ramos**, Assistant Director, Marketing and Communications-DEI
 - **Paden Goldsmith**, Assistant Director, Strategic Data Analyst
 - **Jeffrey Biondi**, DEI Assistant Data Analyst
 - **Matty Sey**, DEI Undergraduate Student Assistant Analyst
 - **Destiny Washington**, Graduate Assistant, Dean of Students, DEI Practicum Student
- Visualizations created in Tableau

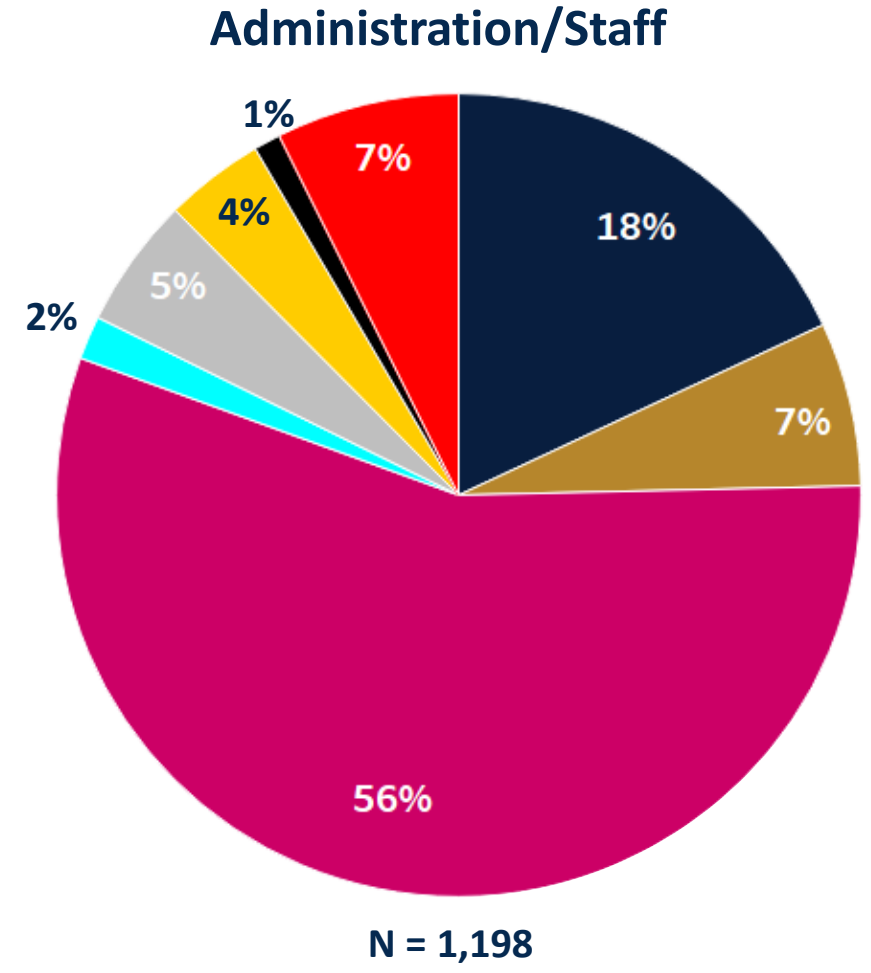
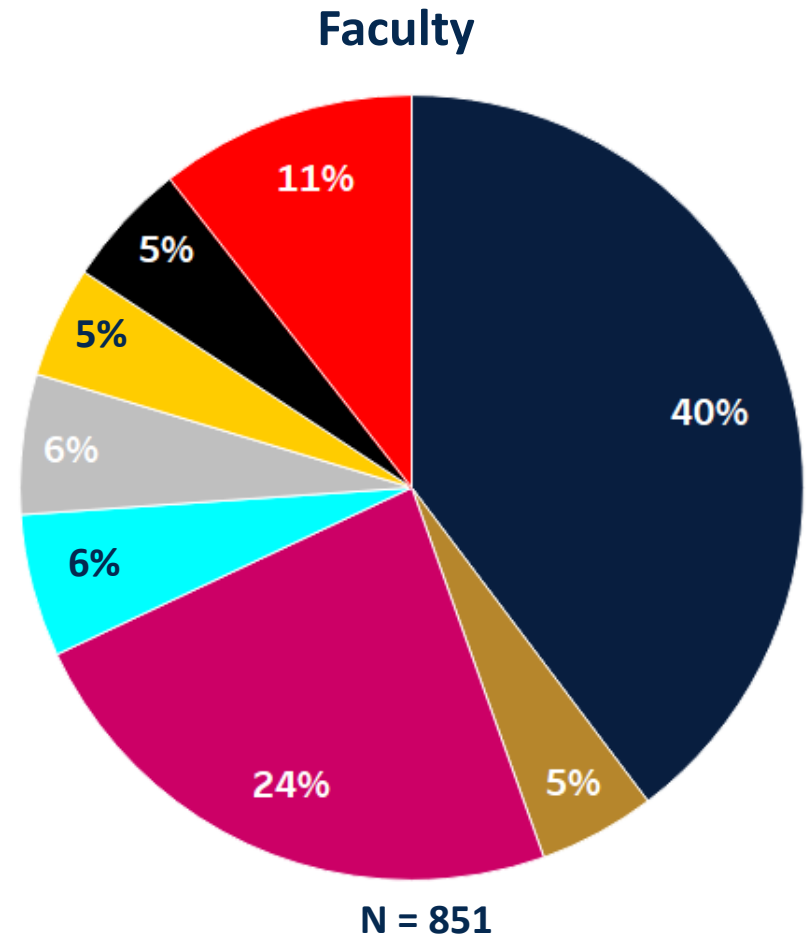


Employee

I. Stakeholder Demographics and Comparisons

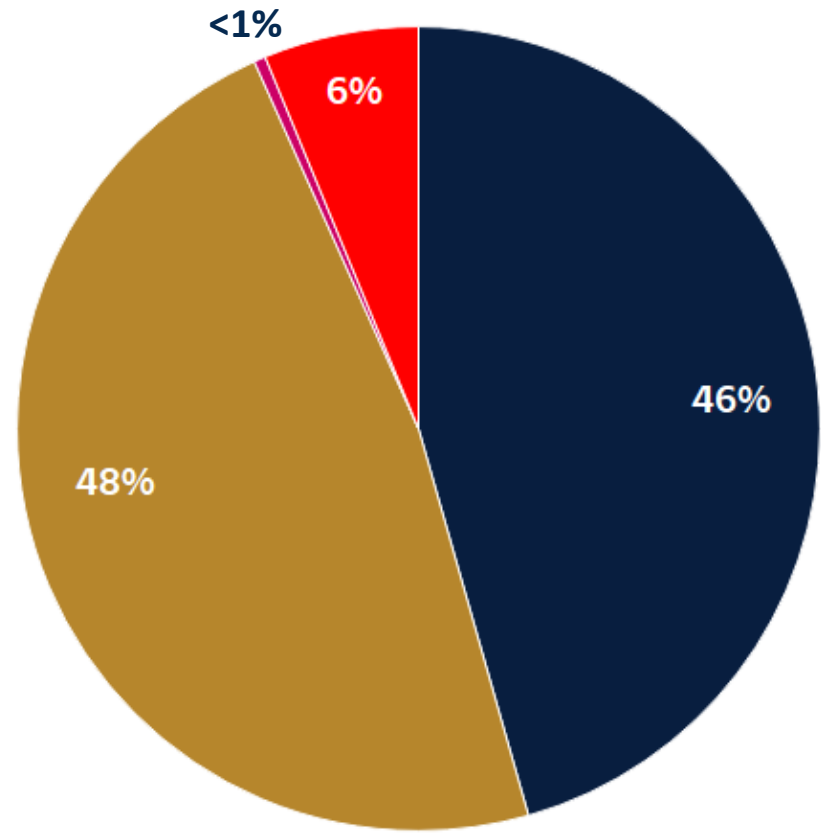
Employee Demographic Findings: Race/Ethnicity

- White
- Black/African American
- Hispanic/Latino
- Asian
- Two or More Races
- International
- Not Identified
- Aggregated Races



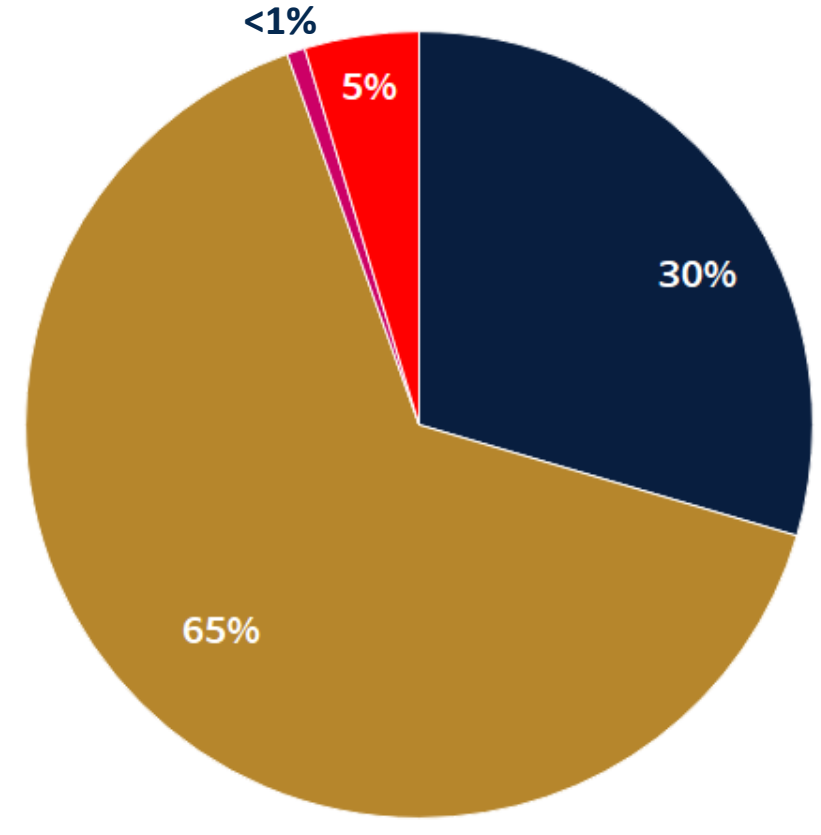
Employee Demographic Findings: Gender Identity

Faculty



N = 851

Administration/Staff

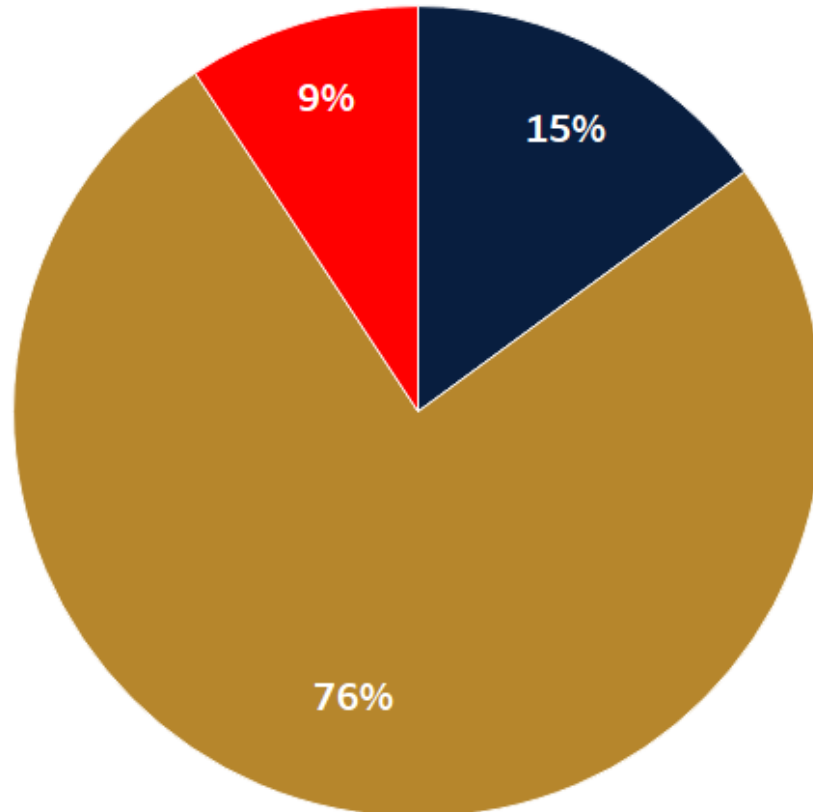


N = 1,198

- Man
- Woman
- Non-binary/Transgender
- Not Identified

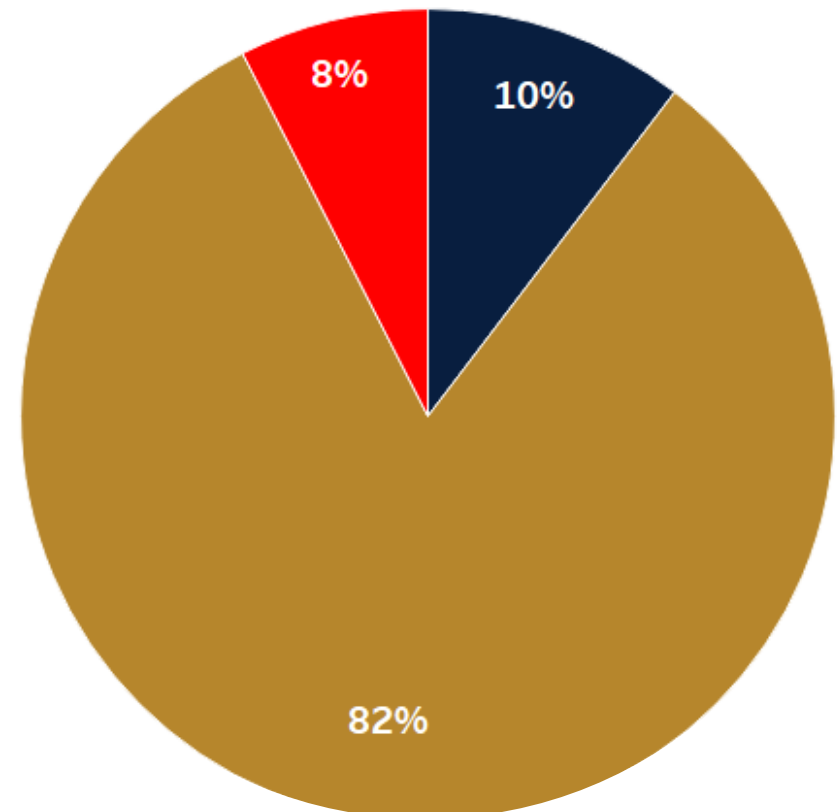
Employee Demographic Findings: Sexual Identity

Faculty



N = 851

Administration/Staff

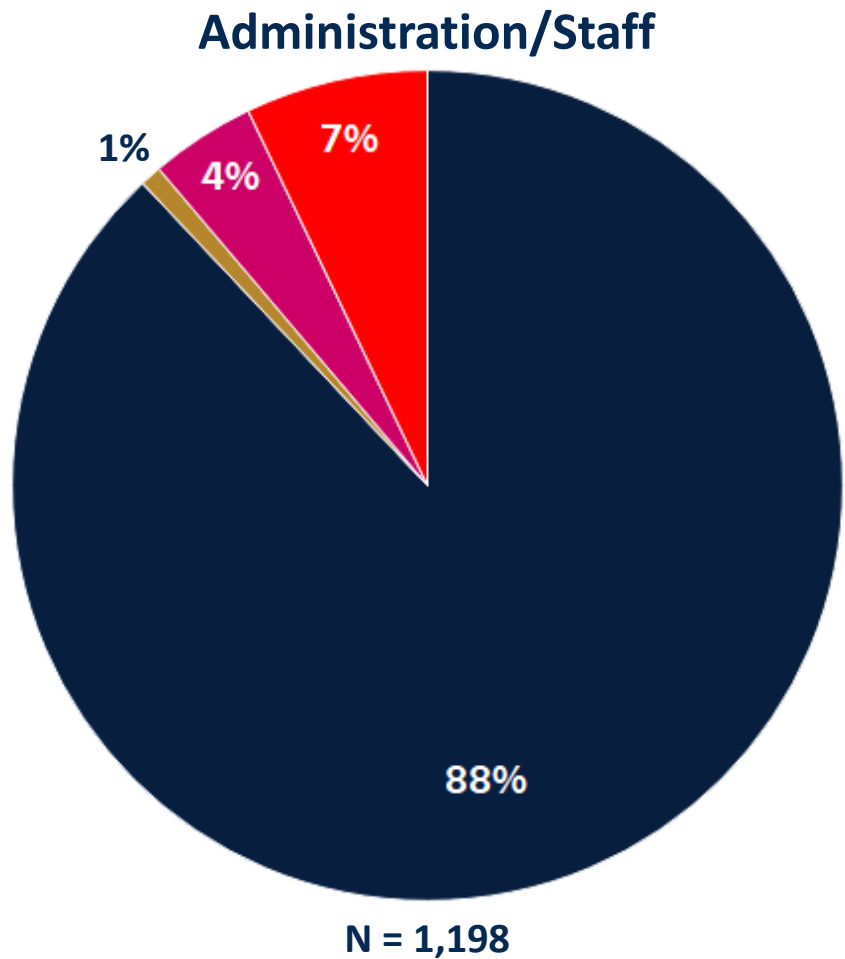
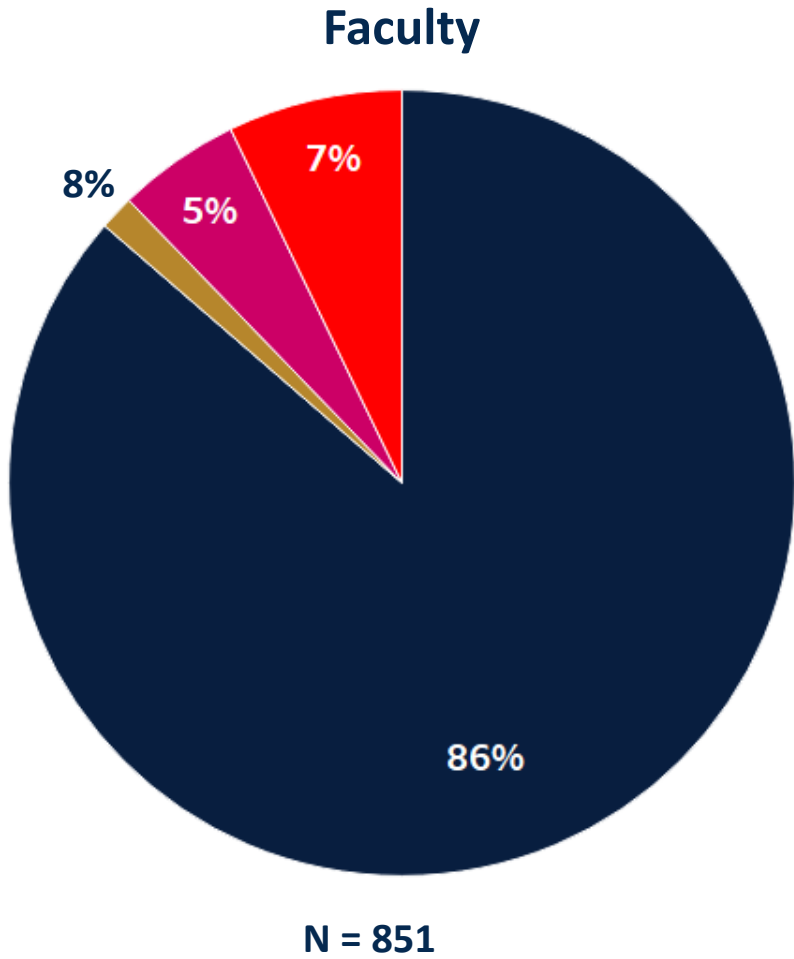


N = 1,198

■ LGBQA+
■ Straight(Heterosexual)
■ Not Identified

Employee Demographic Findings: Disability Status

- No Disability
- Temporary Disability
- Long-term Disability
- Not Identified



Employee

II. Stakeholder Trends - CLIMATE

CLIMATE



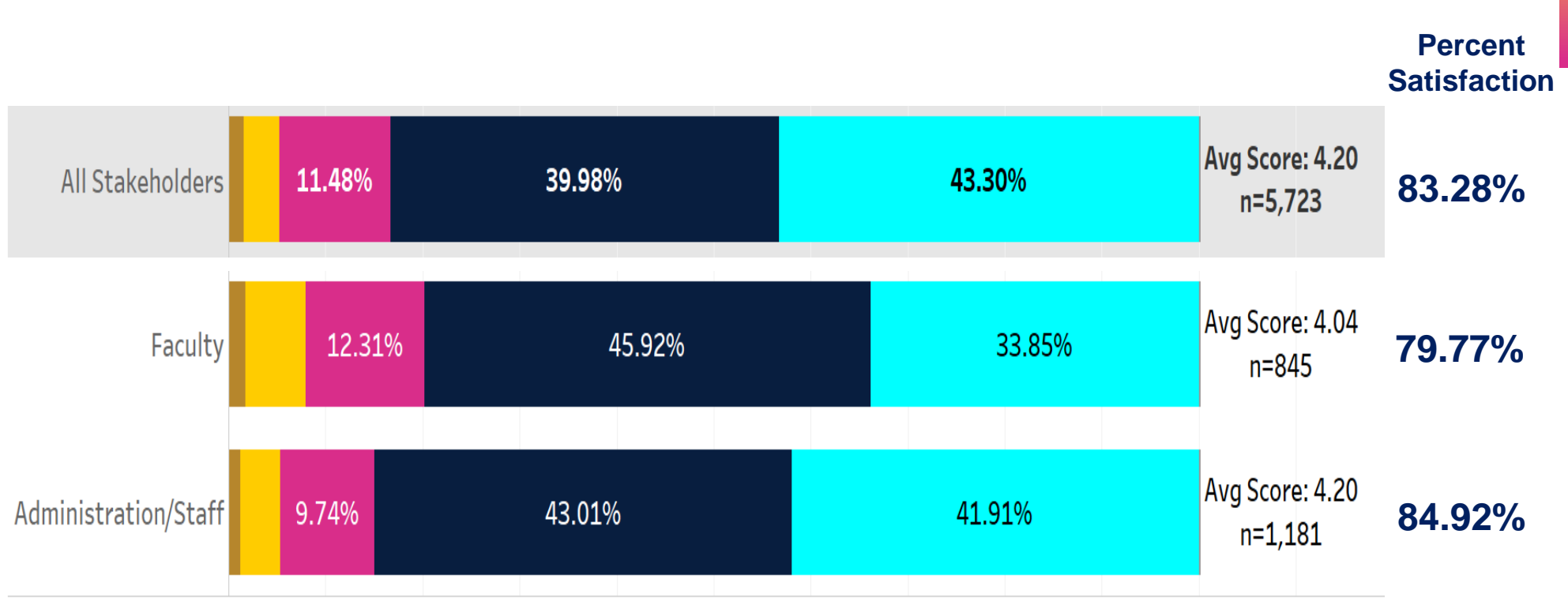
EMPLOYEE FINDINGS



Overall Employee Findings Per Item

- Please indicate your level of satisfaction with the following at Florida International University (FIU)

Overall Campus Climate



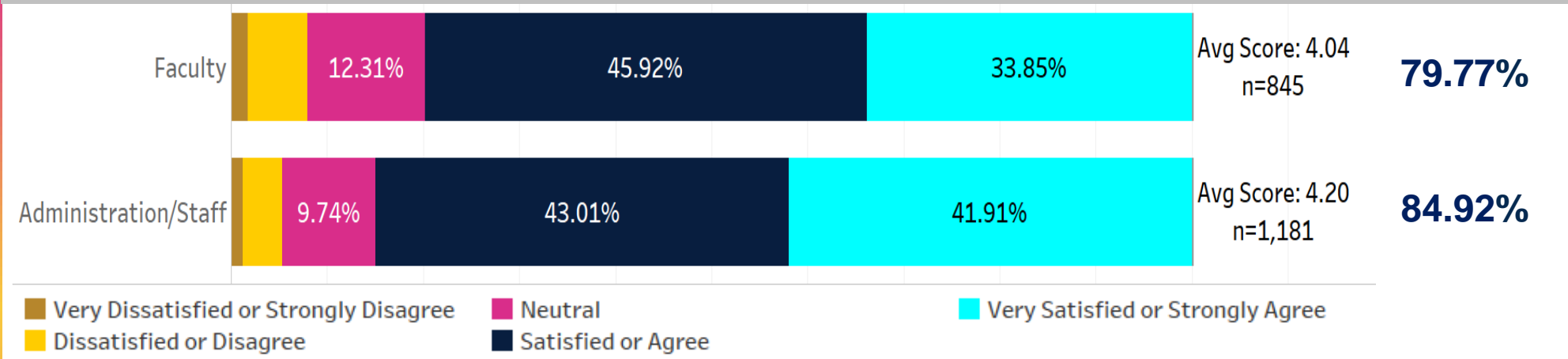
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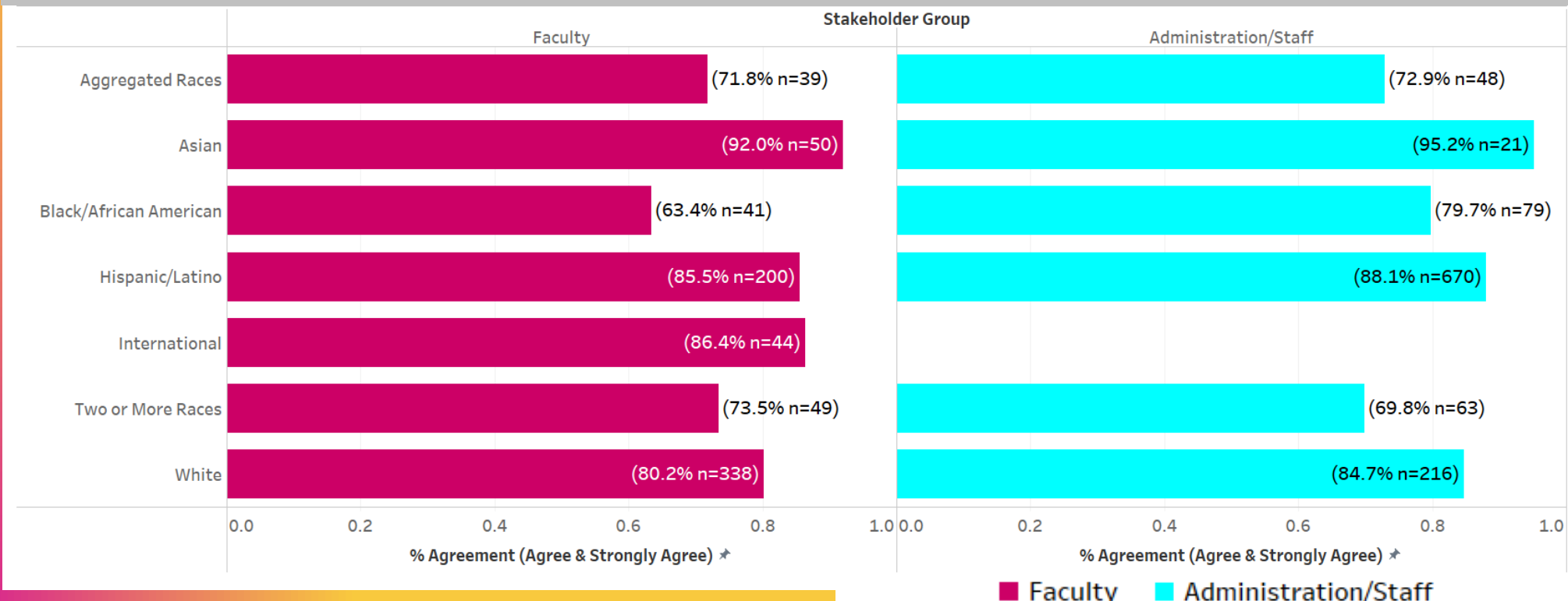
EMPLOYEE DEMOGRAPHIC FINDINGS



Overall Campus Climate



Demographic Trends in Responses by Race & Ethnicity



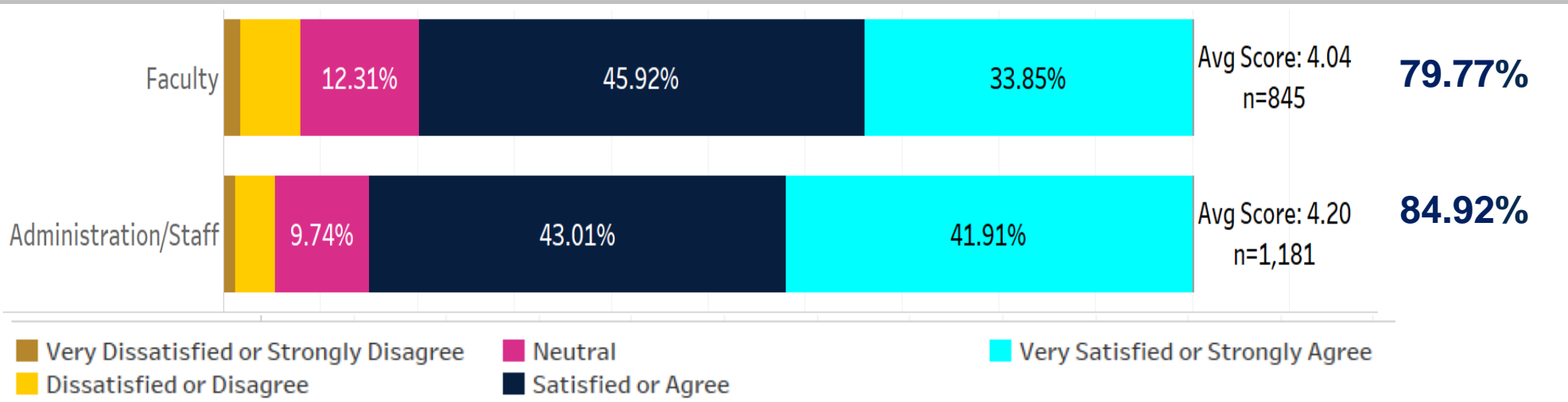
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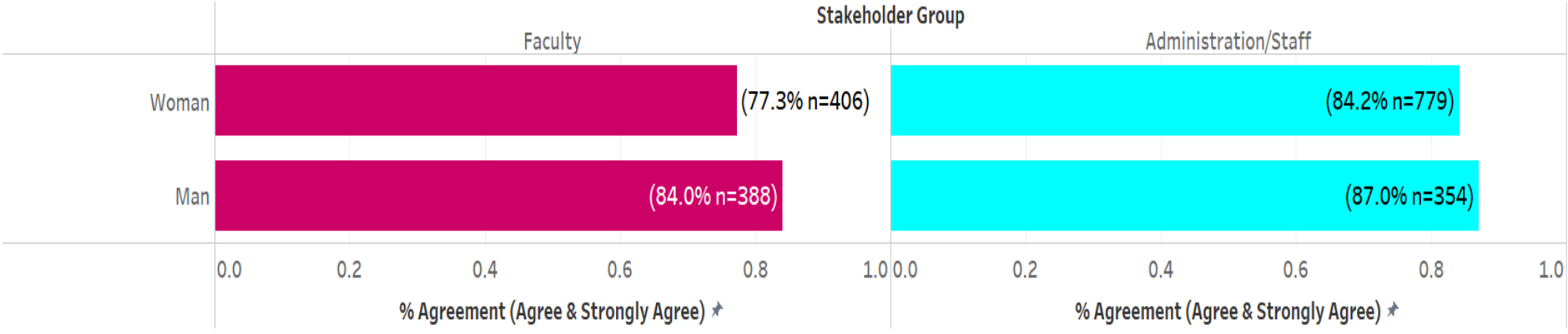
EMPLOYEE DEMOGRAPHIC FINDINGS



Overall Campus Climate



Demographic Trends in Responses by Gender



Faculty Administration/Staff

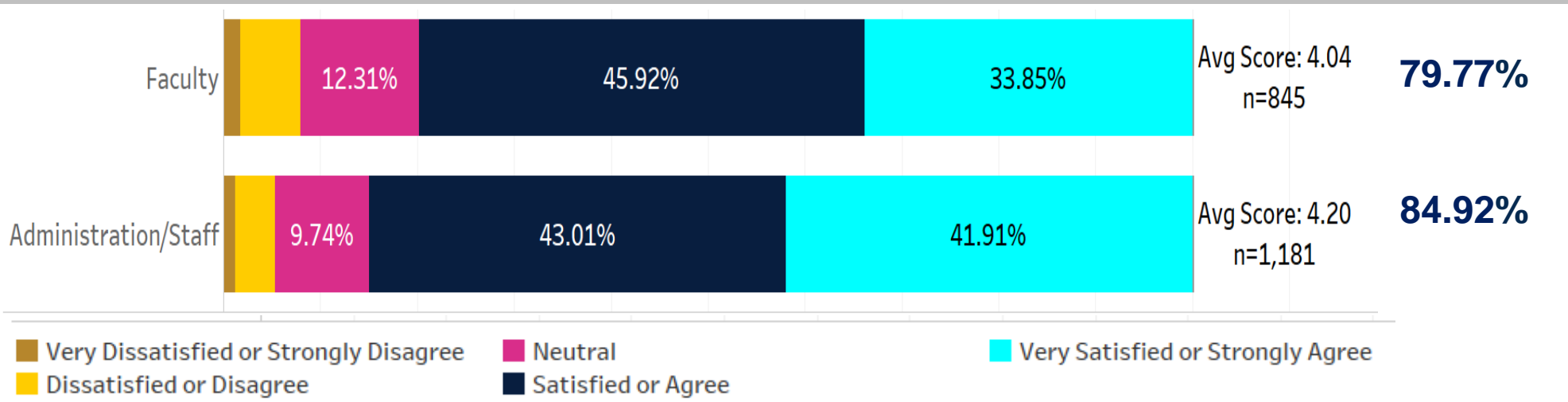
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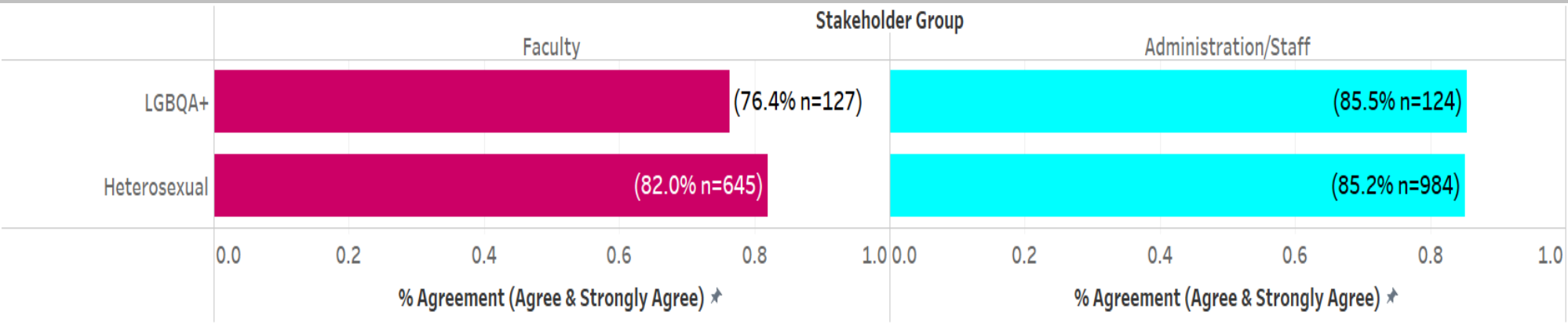
EMPLOYEE DEMOGRAPHIC FINDINGS



Overall Campus Climate



Demographic Trends in Responses by Sexual Identity



Faculty Administration/Staff

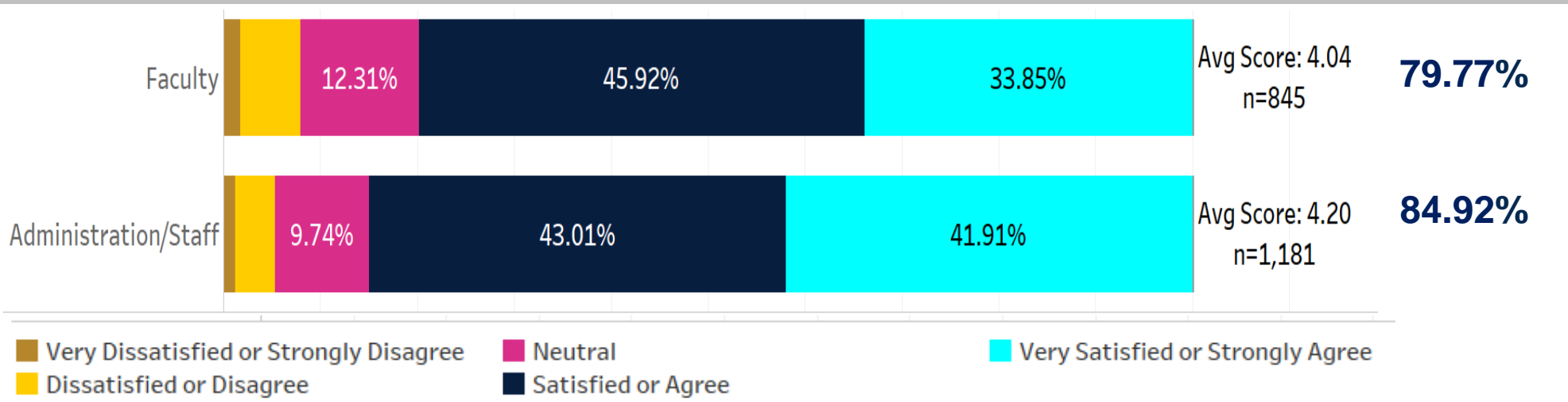
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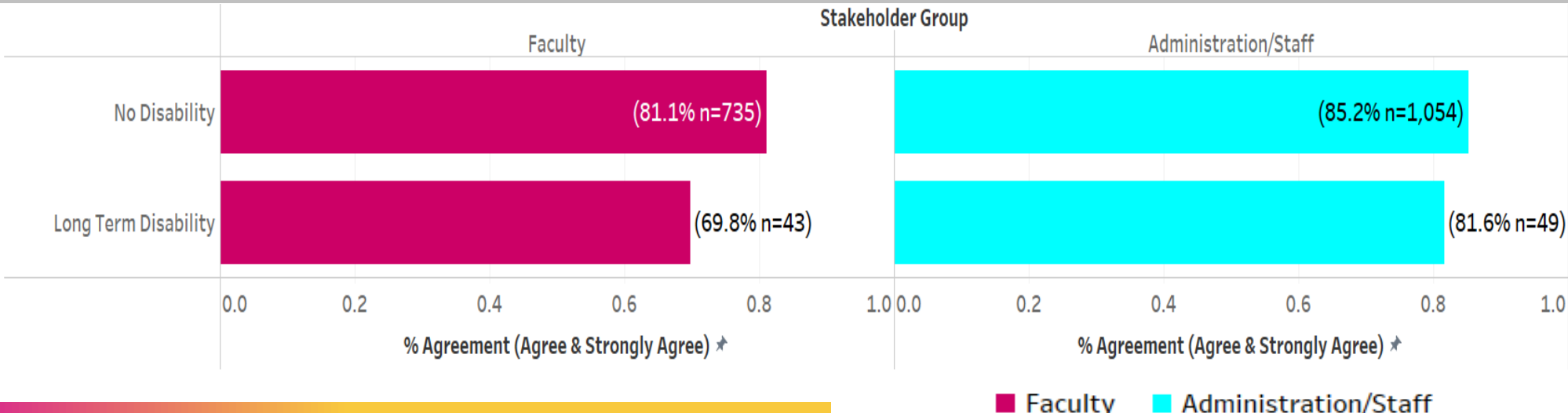
EMPLOYEE DEMOGRAPHIC FINDINGS



Overall Campus Climate



Demographic Trends in Responses by Disability Status

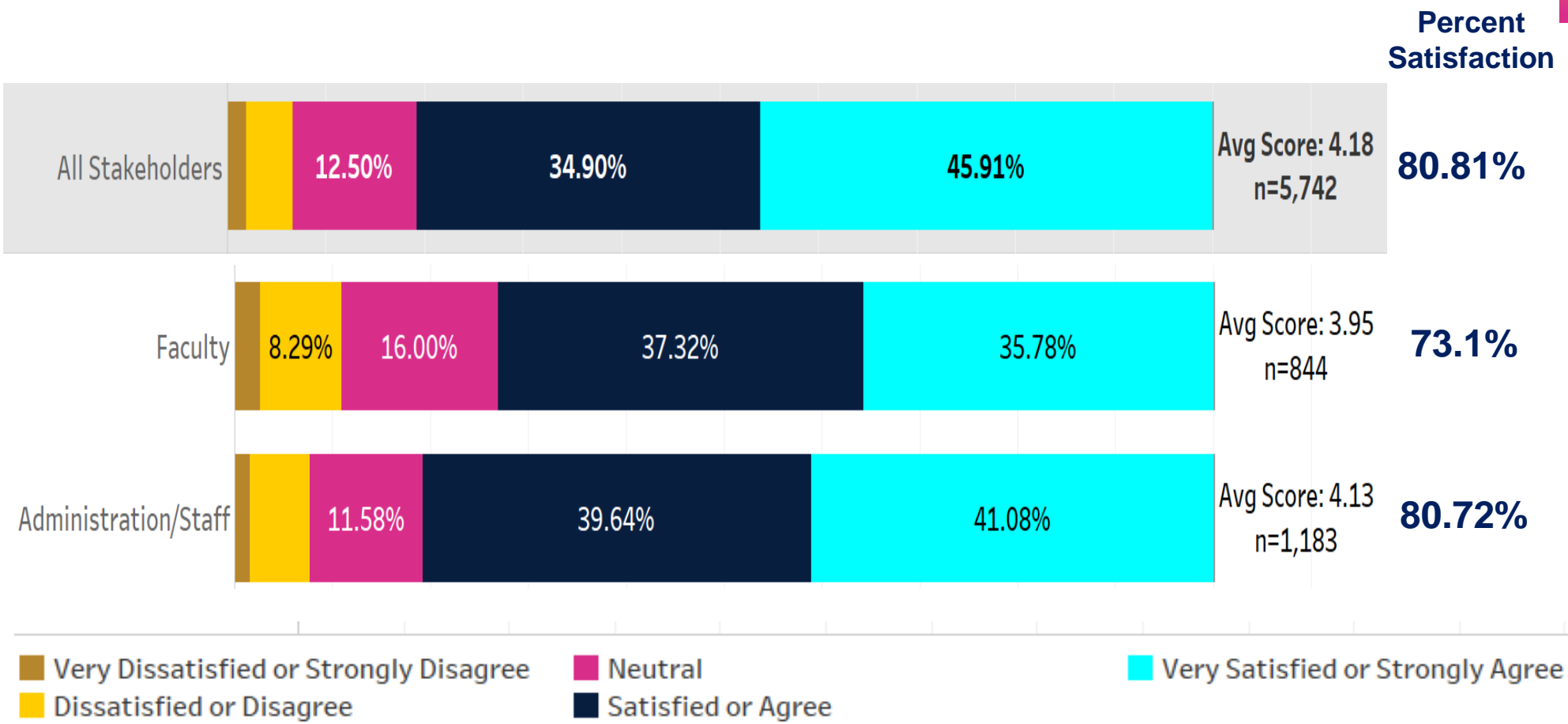




Overall Employee Findings Per Item

- Please indicate your level of satisfaction with the following at Florida International University (FIU)

The Campus Experience/Environment Regarding Diversity at This Institution



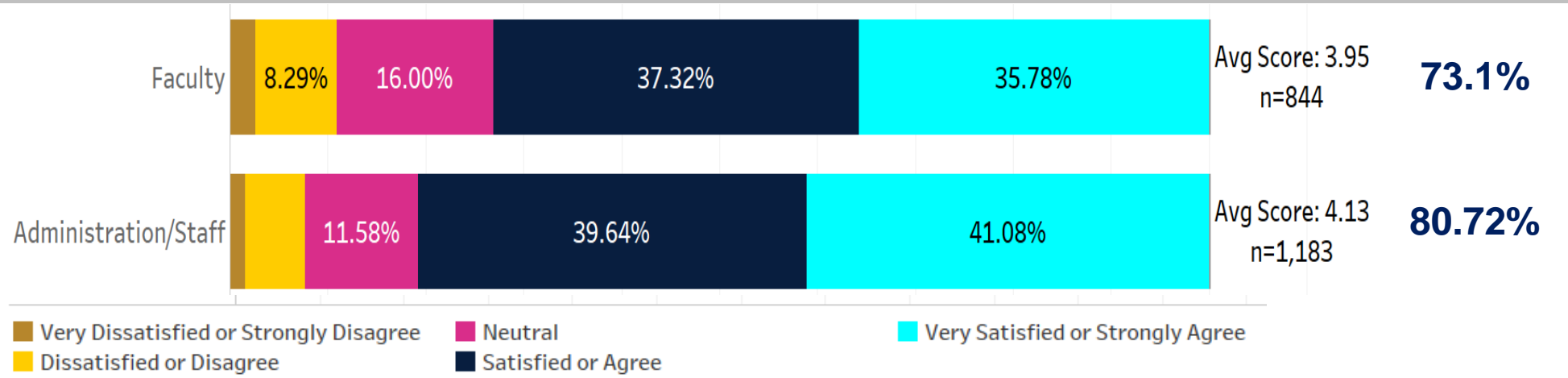
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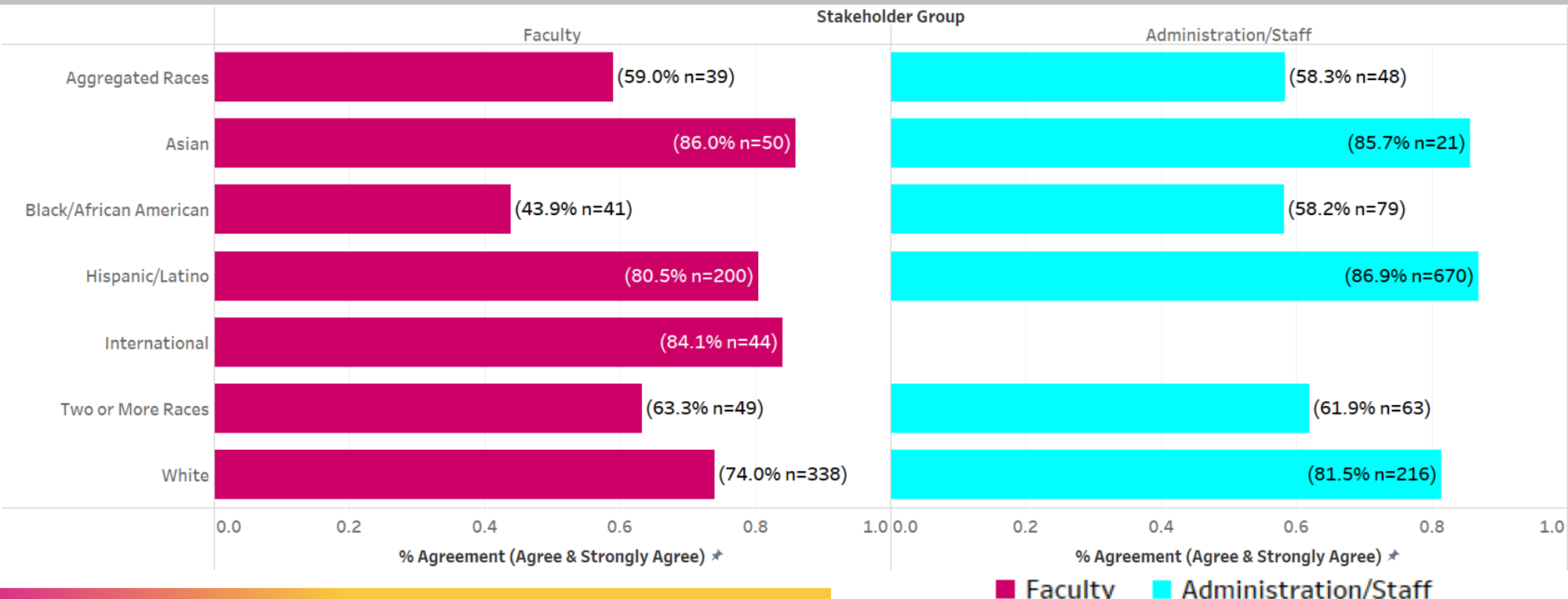
EMPLOYEE DEMOGRAPHIC FINDINGS



The Campus Experience/Environment Regarding Diversity at This Institution



Demographic Trends in Responses by Race & Ethnicity



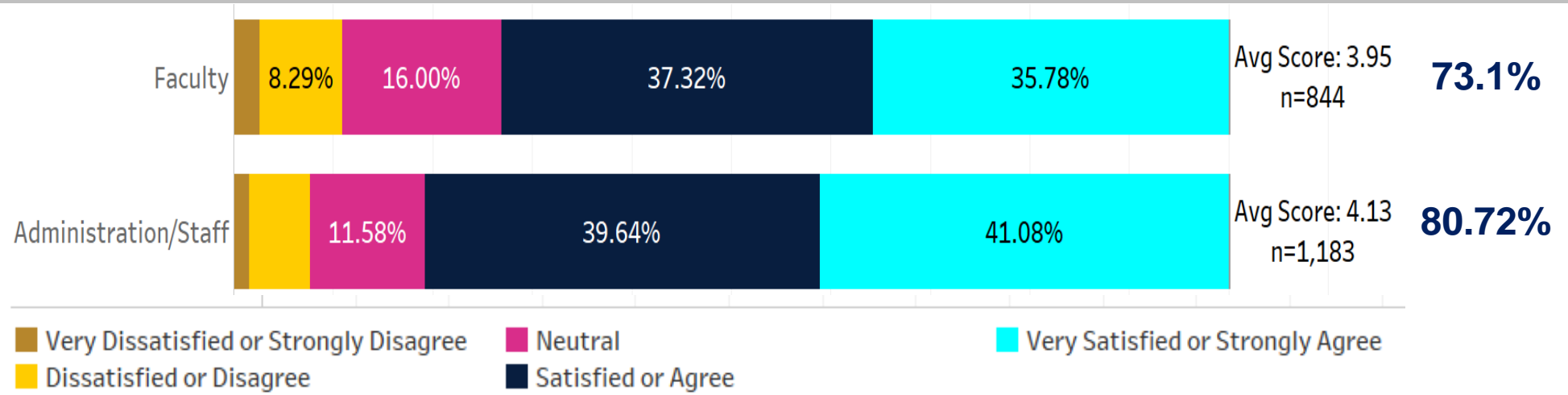
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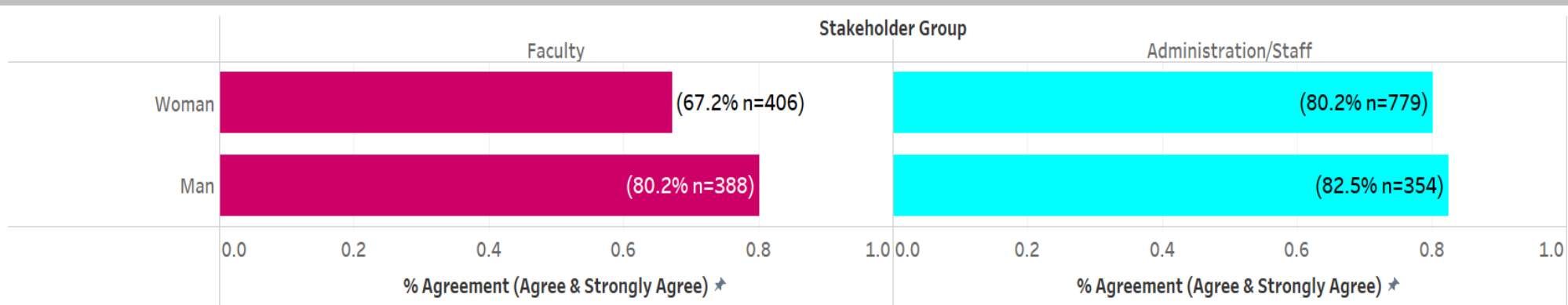
EMPLOYEE DEMOGRAPHIC FINDINGS



The Campus Experience/Environment Regarding Diversity at This Institution



Demographic Trends in Responses by Gender



■ Faculty ■ Administration/Staff

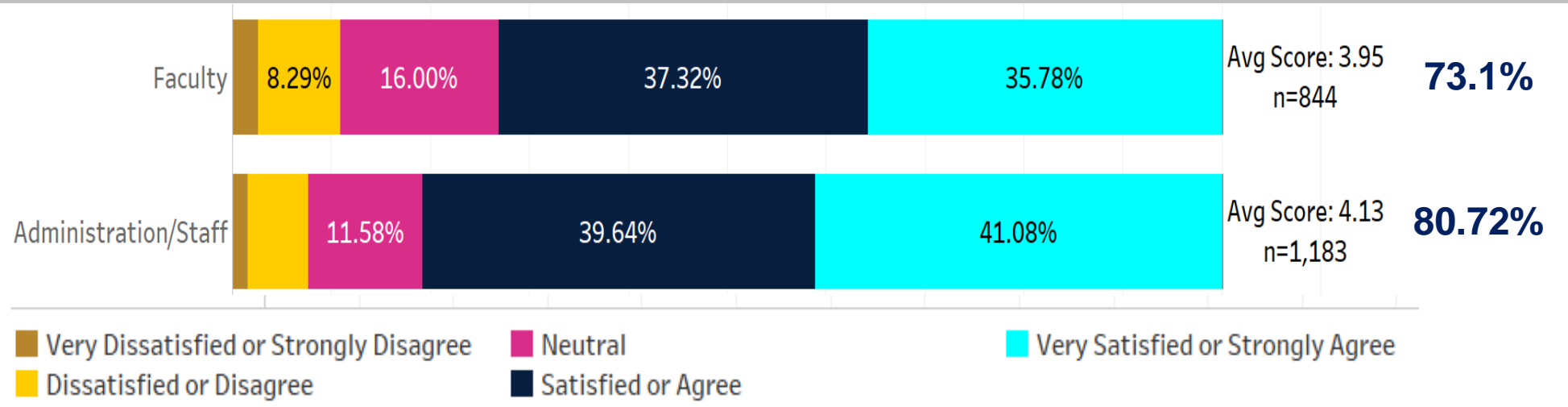
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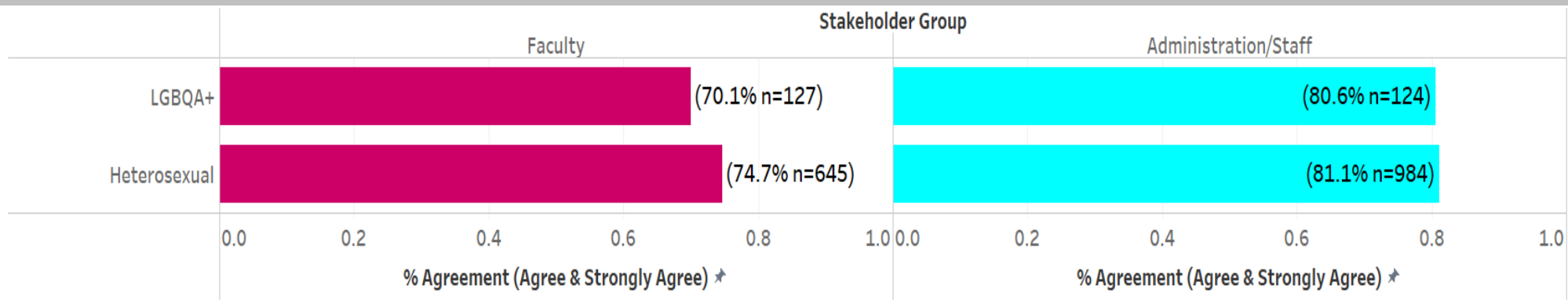
EMPLOYEE DEMOGRAPHIC FINDINGS



The Campus Experience/Environment Regarding Diversity at This Institution



Demographic Trends in Responses by Sexual Identity



■ Faculty ■ Administration/Staff

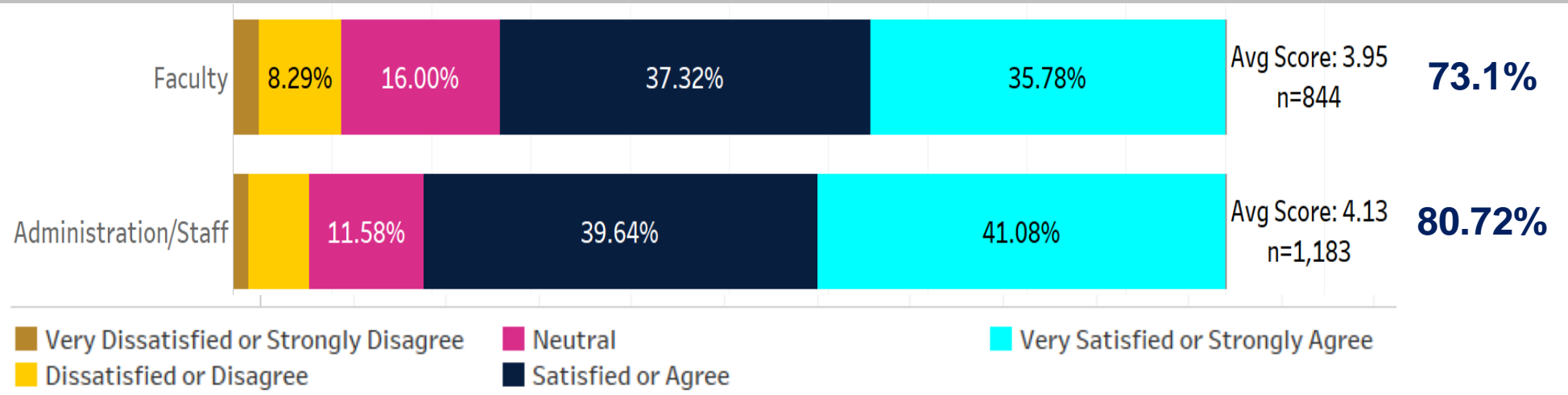
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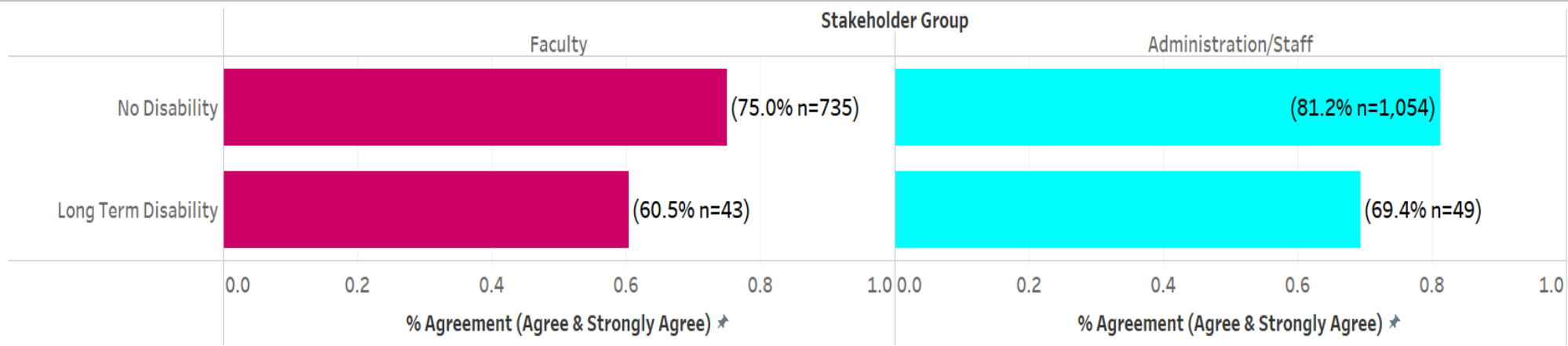
EMPLOYEE DEMOGRAPHIC FINDINGS



The Campus Experience/Environment Regarding Diversity at This Institution



Demographic Trends in Responses by Disability Status



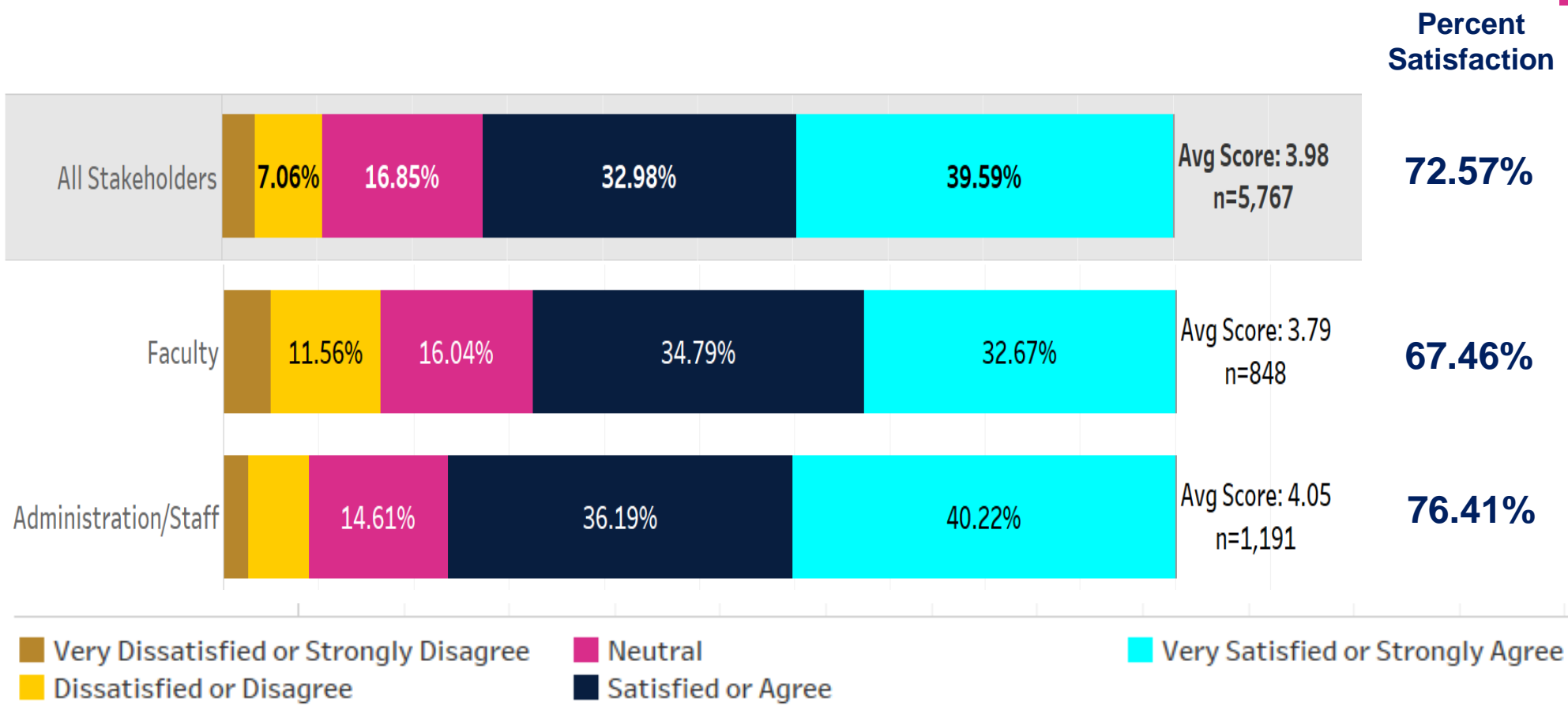
■ Faculty ■ Administration/Staff



Overall Employee Findings Per Item

- Please indicate your level of satisfaction with the following at Florida International University (FIU)

The Extent to Which You Experience a Sense of Belonging or Community at This Institution



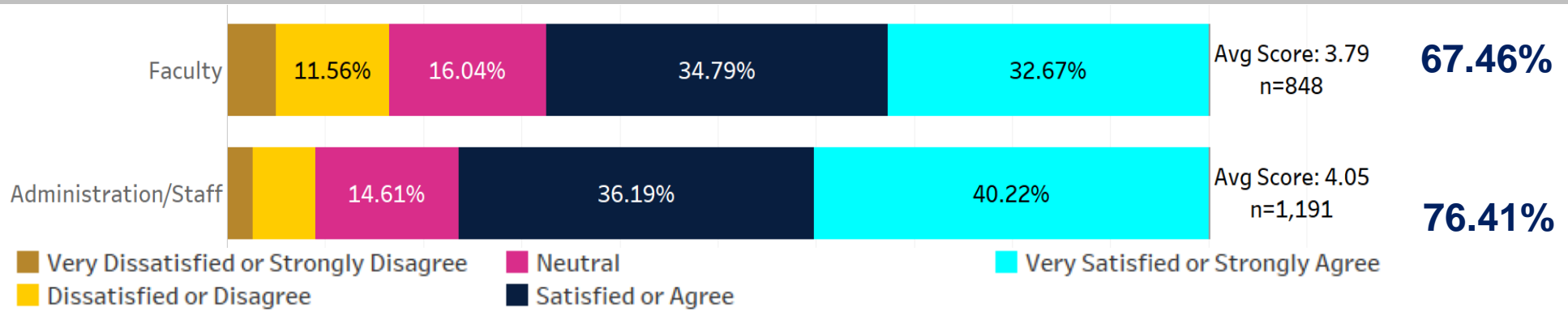
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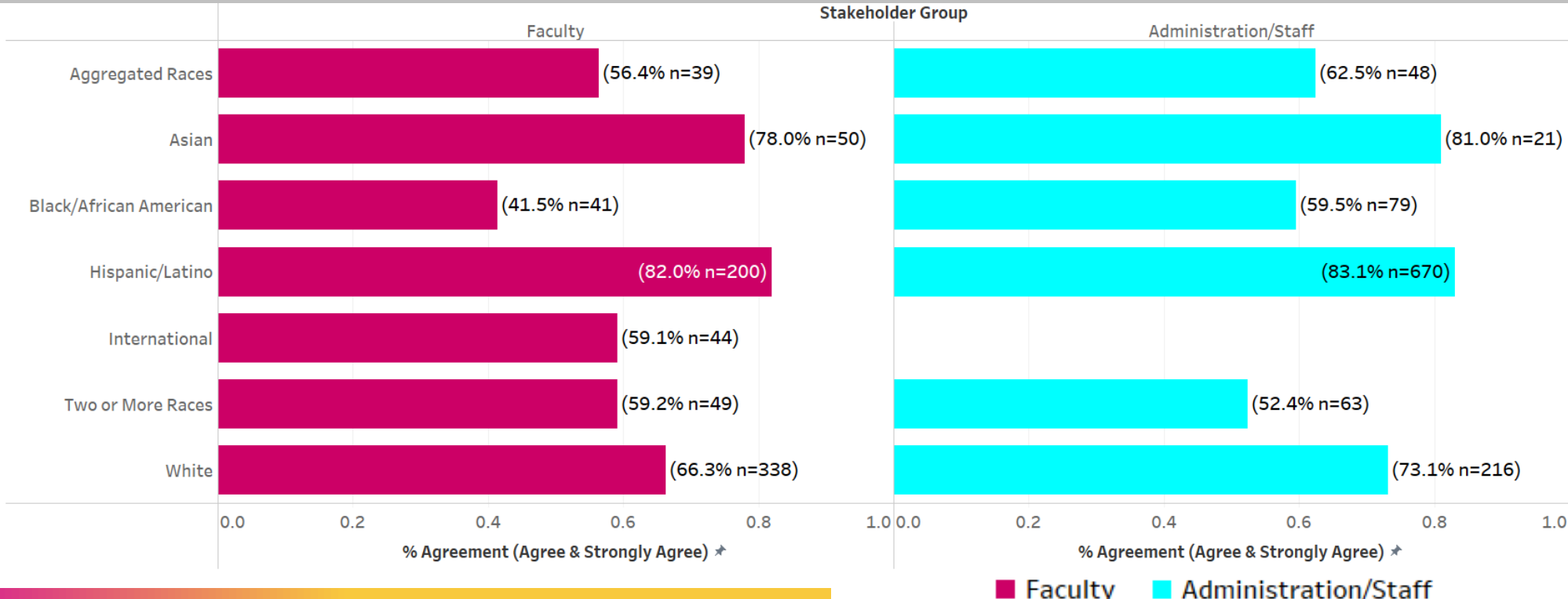
EMPLOYEE DEMOGRAPHIC FINDINGS



The Extent to Which You Experience a Sense of Belonging or Community at This Institution



Demographic Trends in Responses by Race & Ethnicity



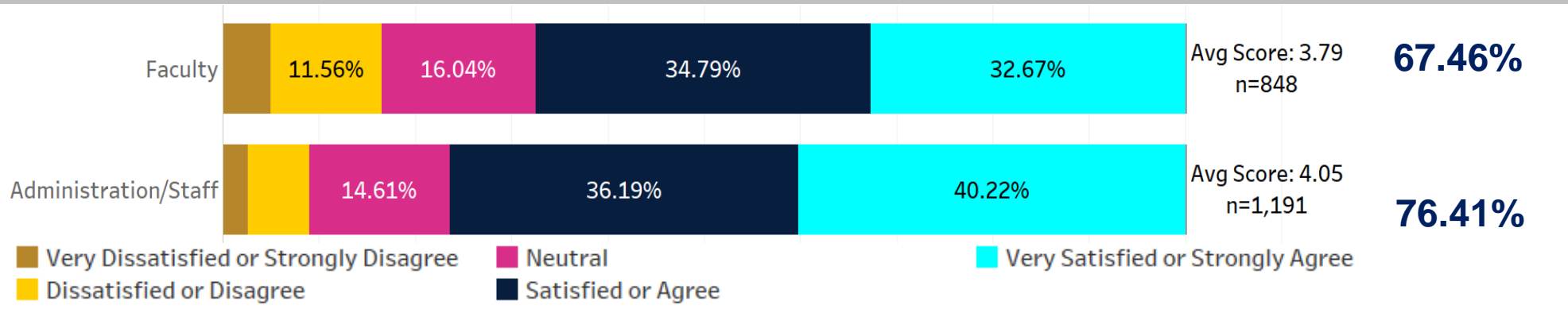
CLIMATE



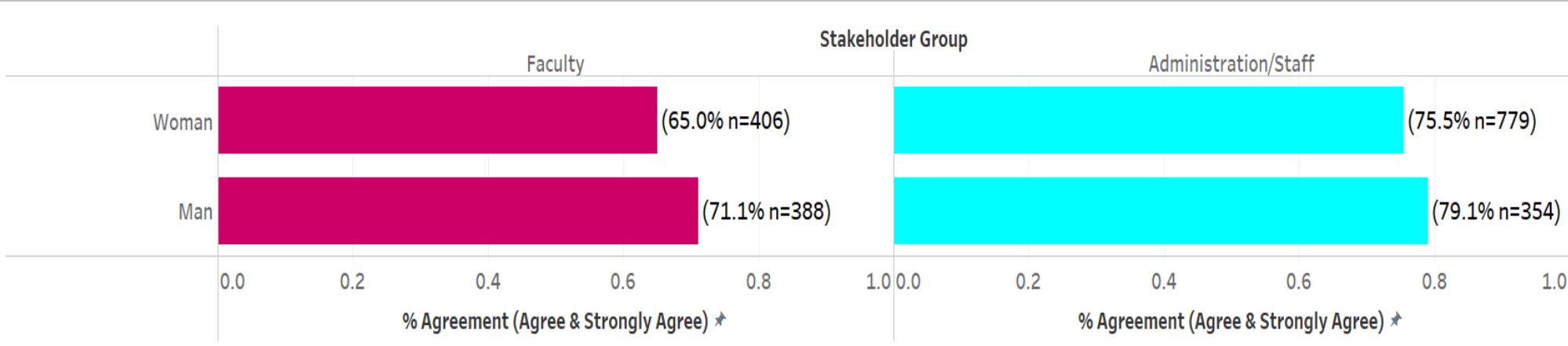
EMPLOYEE DEMOGRAPHIC FINDINGS



The Extent to Which You Experience a Sense of Belonging or Community at This Institution



Demographic Trends in Responses by Gender



■ Faculty ■ Administration/Staff

CLIMATE

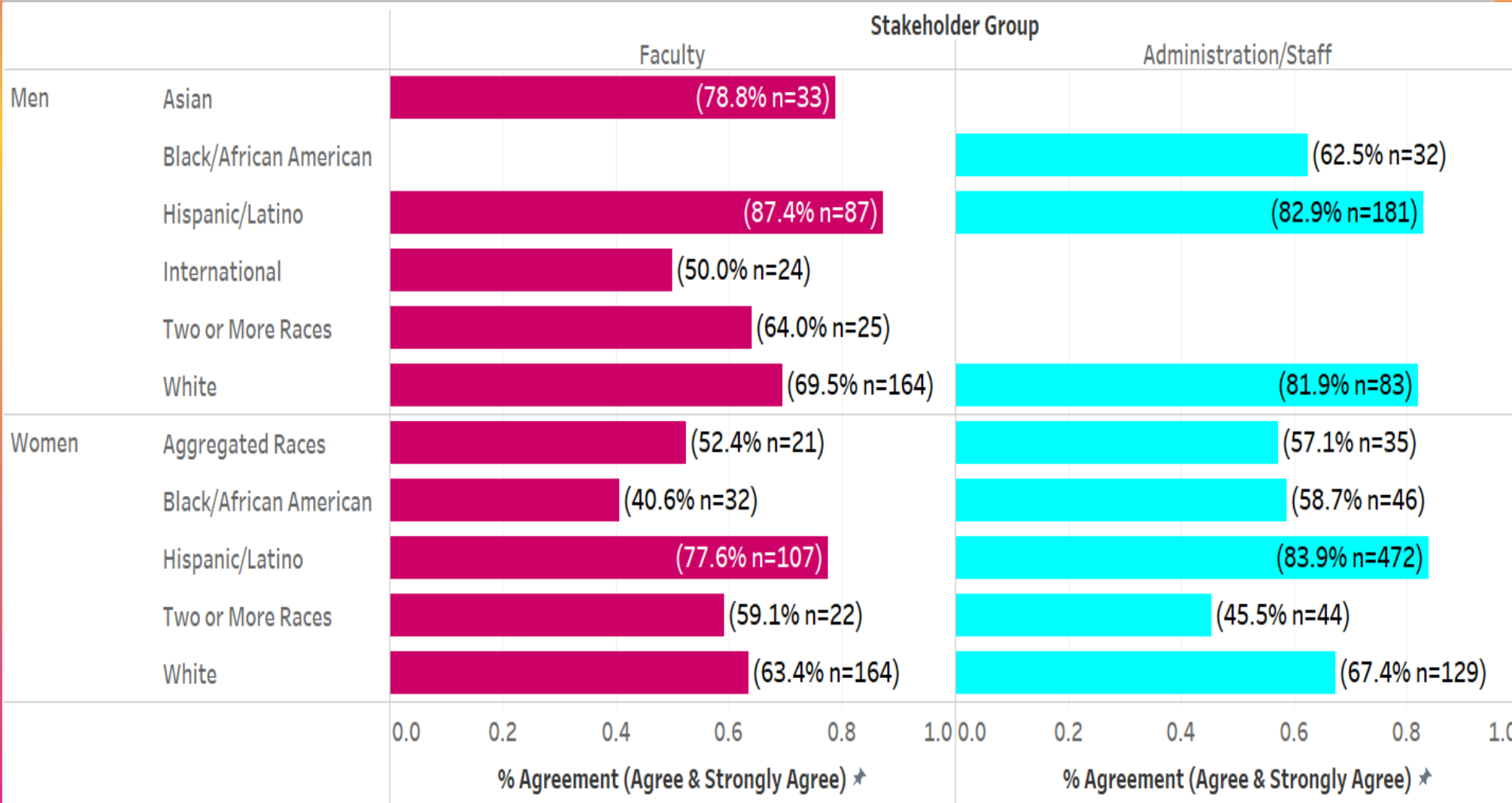


EMPLOYEE DEMOGRAPHIC FINDINGS



The Extent to Which You Experience a Sense of Belonging or Community at This Institution

Demographic Trends in Responses by Gender with Race & Ethnicity



■ Faculty ■ Administration/Staff

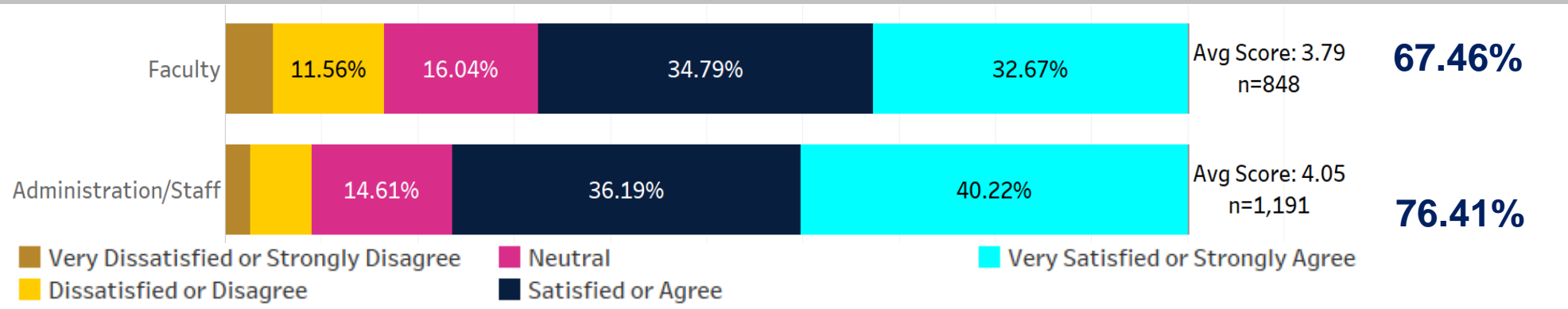
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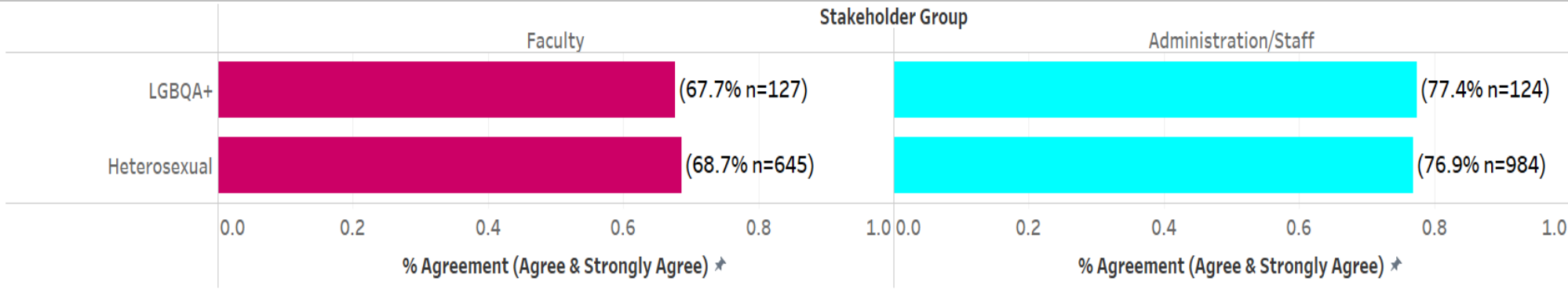
EMPLOYEE DEMOGRAPHIC FINDINGS



The Extent to Which You Experience a Sense of Belonging or Community at This Institution



Demographic Trends in Responses by Sexual Identity



Faculty Administration/Staff

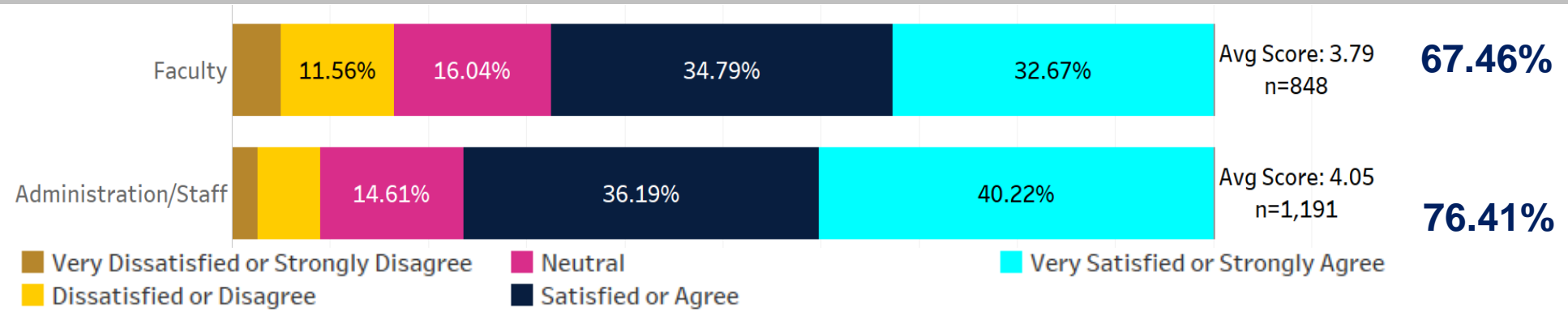
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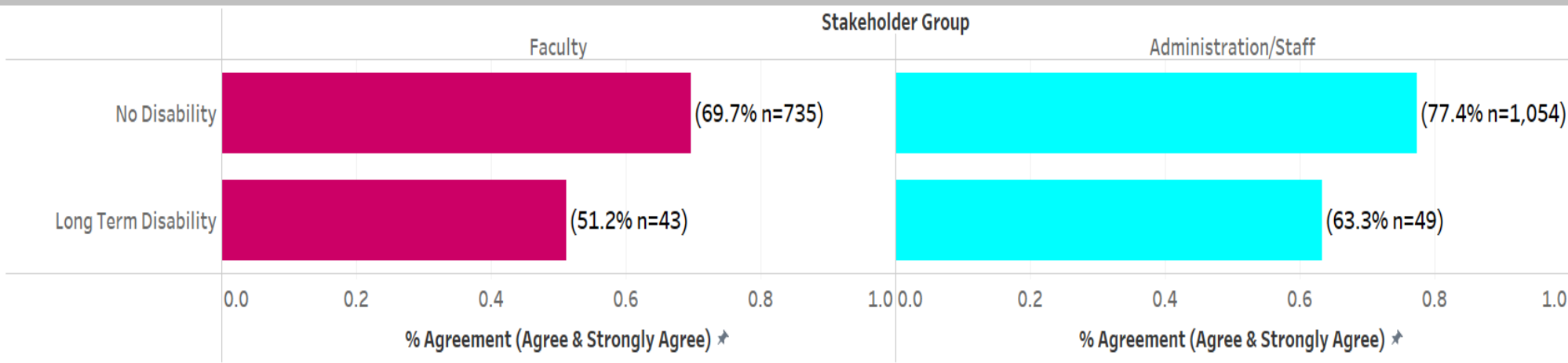
EMPLOYEE DEMOGRAPHIC FINDINGS



The Extent to Which You Experience a Sense of Belonging or Community at This Institution



Demographic Trends in Responses by Disability Status



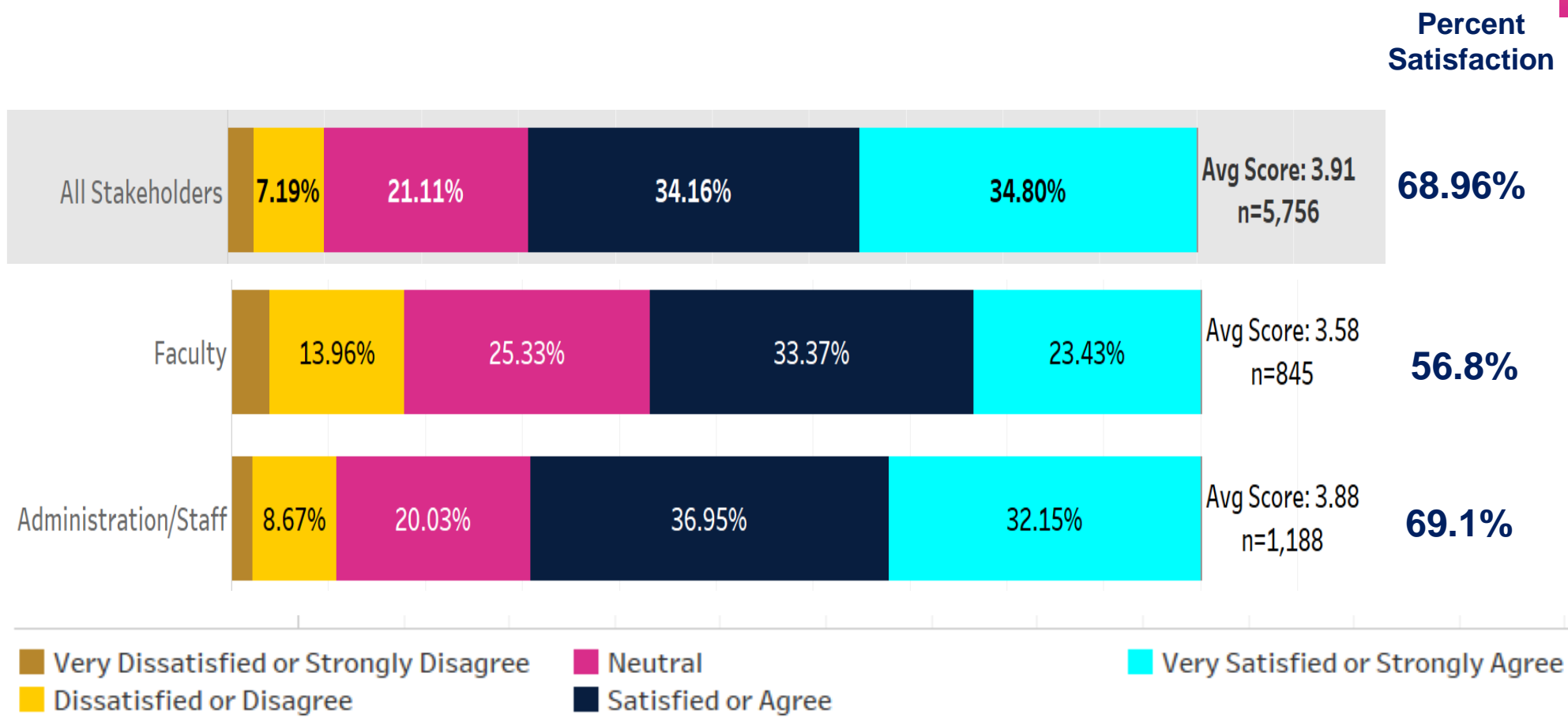
■ Faculty ■ Administration/Staff



Overall Employee Findings Per Item

- Please indicate your level of satisfaction with the following at Florida International University (FIU)

The Extent to Which You Feel All Community Members Experience a Sense of Belonging or Community at This Institution



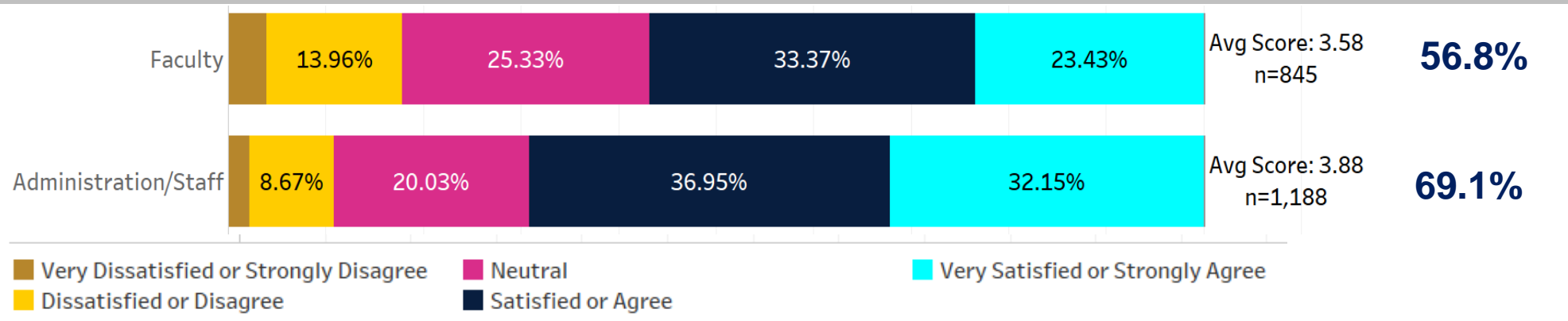
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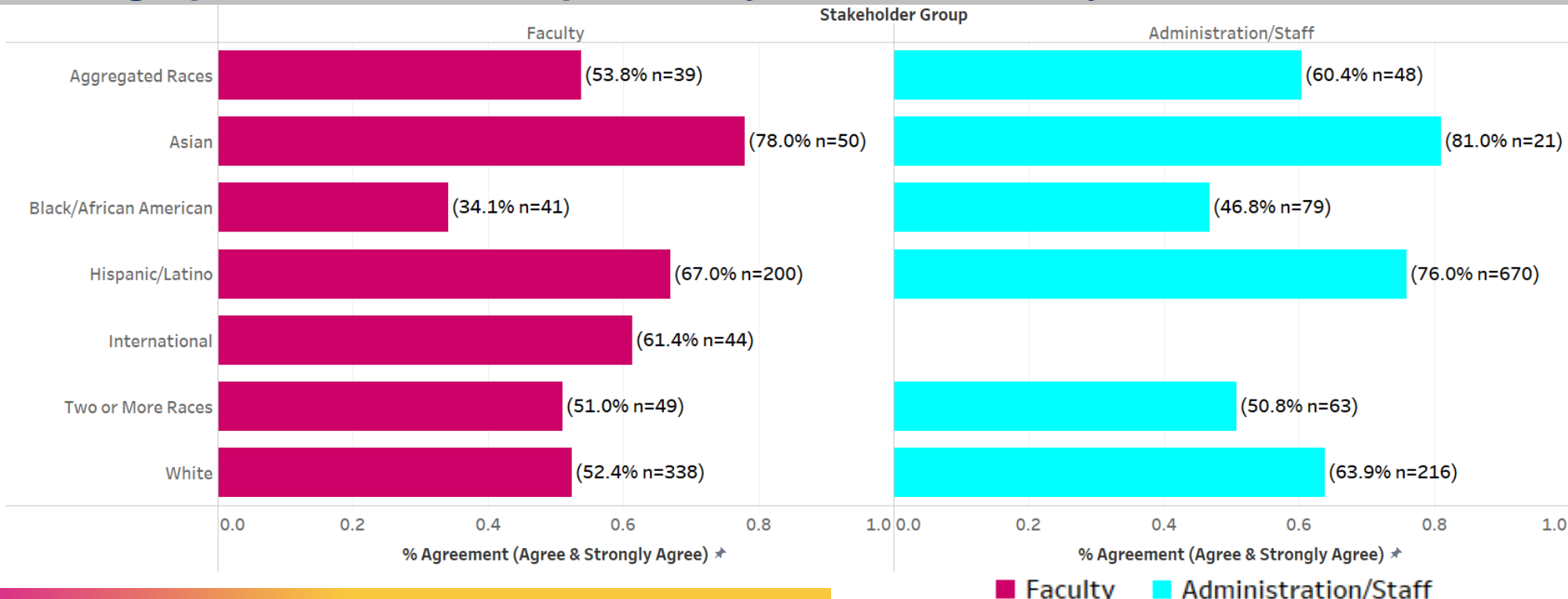
EMPLOYEE DEMOGRAPHIC FINDINGS



The Extent to Which You Feel All Community Members Experience a Sense of Belonging or Community at This Institution



Demographic Trends in Responses by Race & Ethnicity



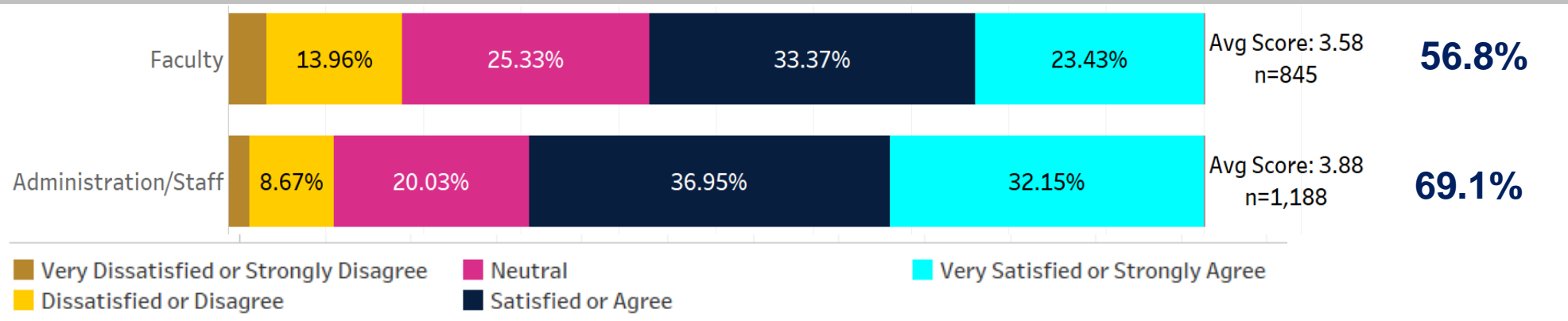
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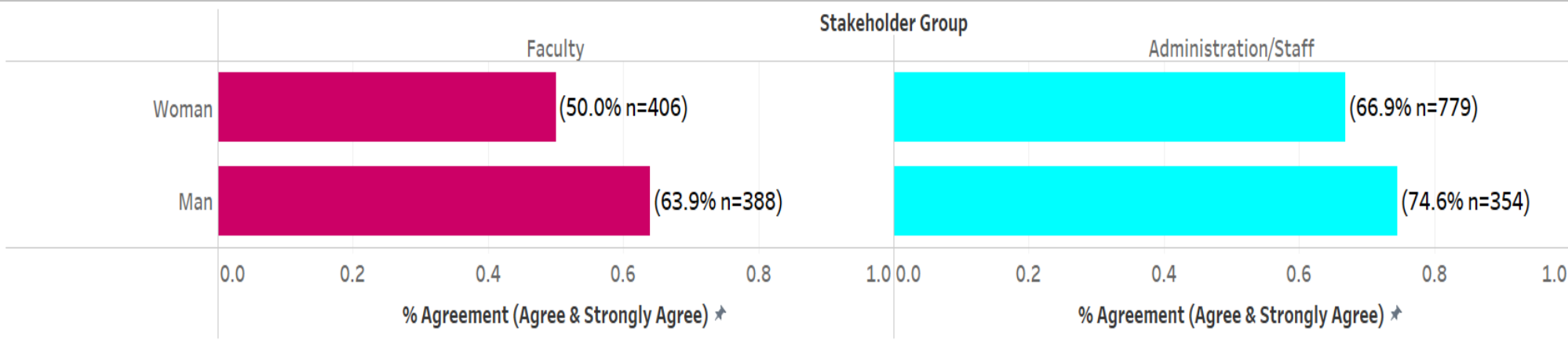
EMPLOYEE DEMOGRAPHIC FINDINGS



The Extent to Which You Feel All Community Members Experience a Sense of Belonging or Community at This Institution



Demographic Trends in Responses by Gender



■ Faculty ■ Administration/Staff

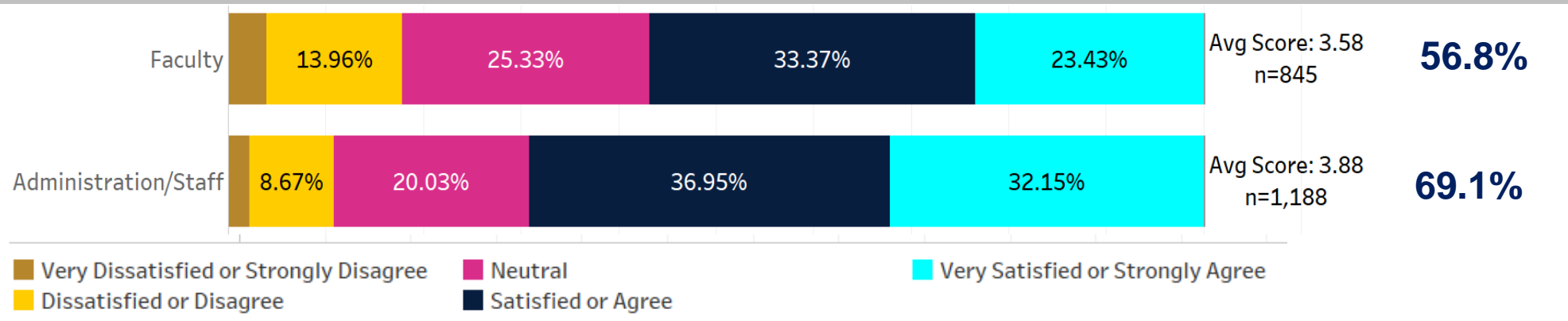
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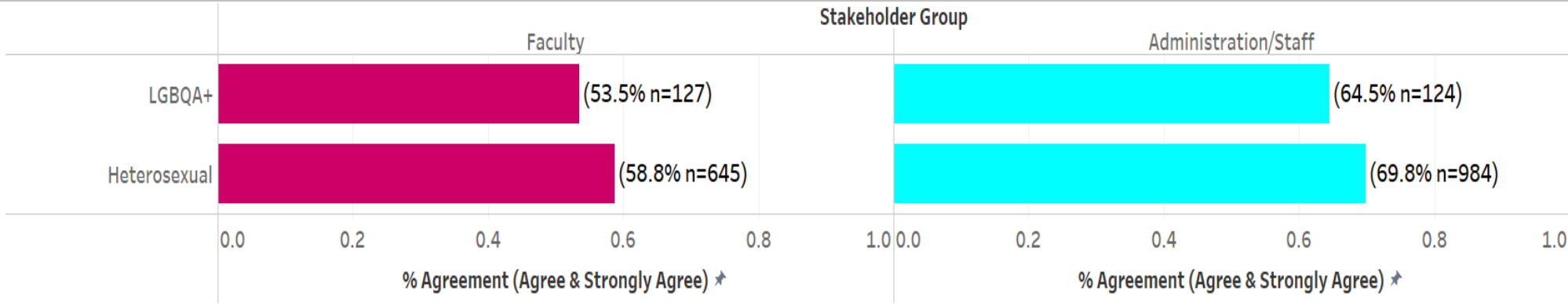
EMPLOYEE DEMOGRAPHIC FINDINGS



The Extent to Which You Feel All Community Members Experience a Sense of Belonging or Community at This Institution

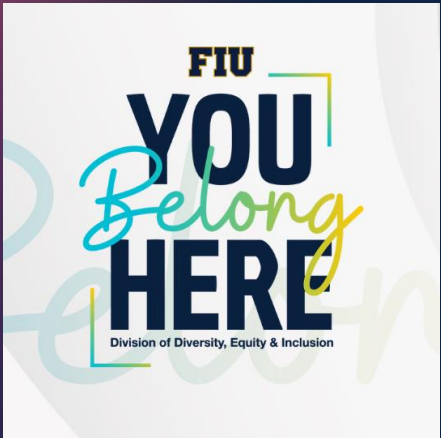


Demographic Trends in Responses by Sexual Identity



Faculty Administration/Staff

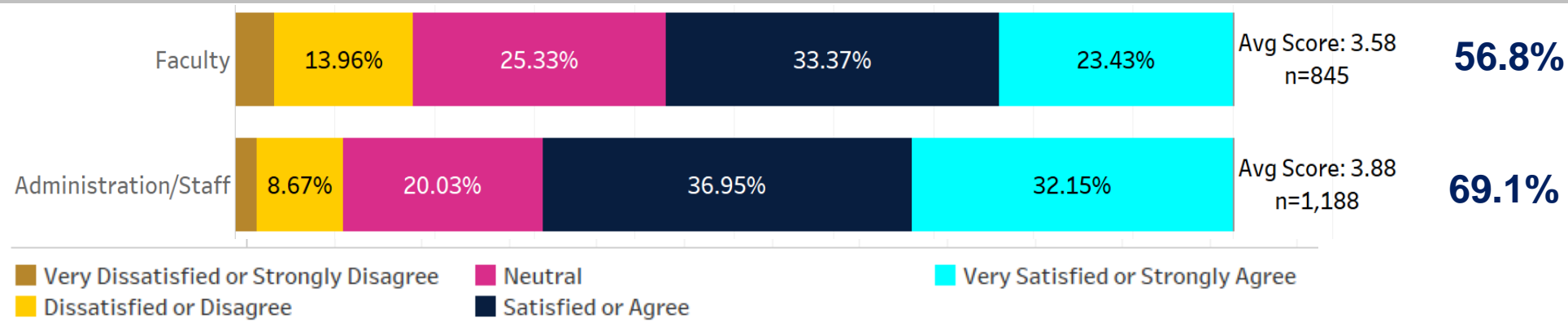
CLIMATE



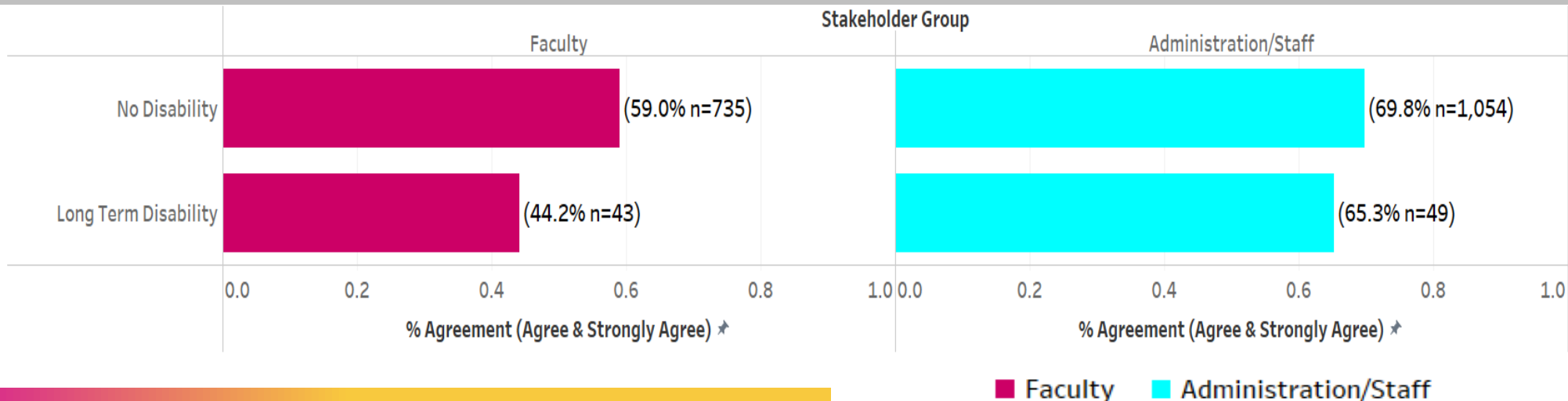
EMPLOYEE DEMOGRAPHIC FINDINGS



The Extent to Which You Feel All Community Members Experience a Sense of Belonging or Community at This Institution



Demographic Trends in Responses by Disability Status



Employee

III. Stakeholder Trends – INSTITUTIONAL SUPPORT

SUPPORT



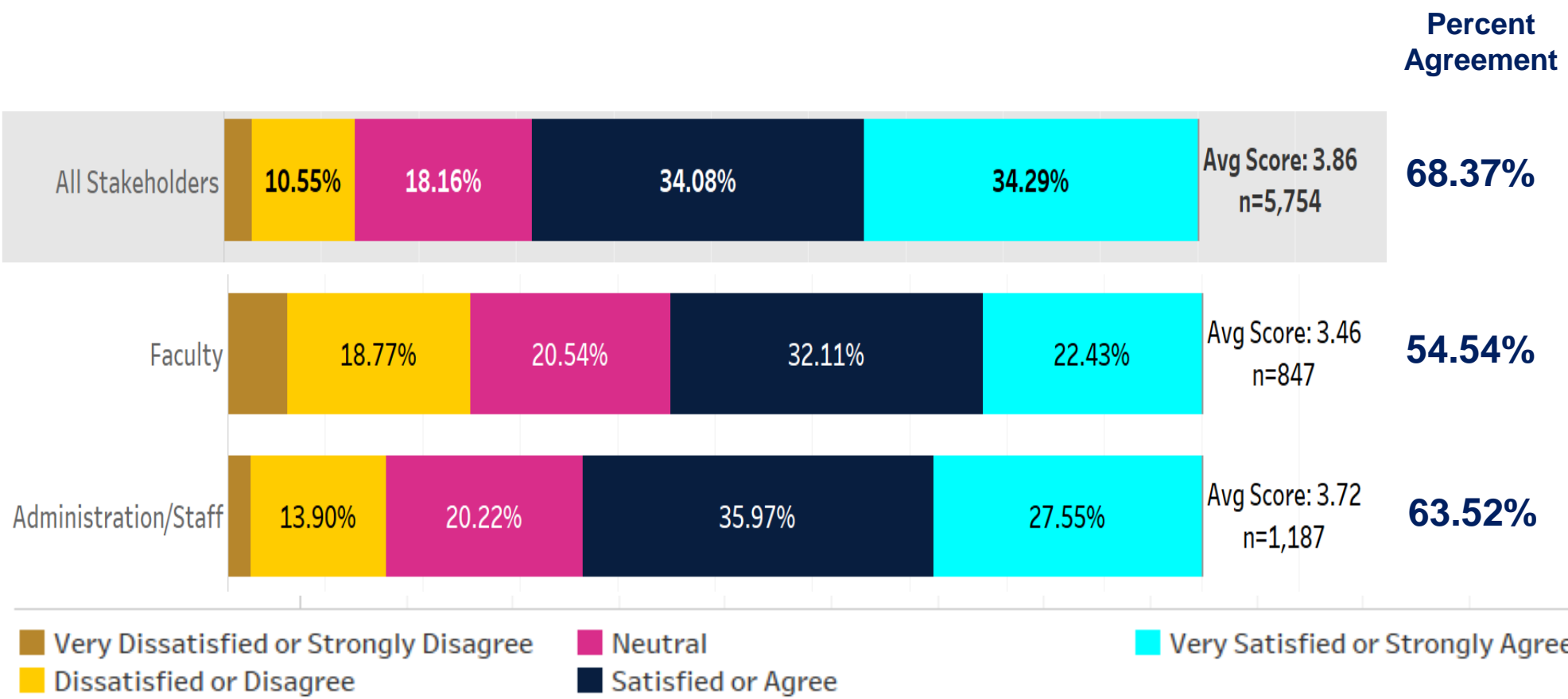
EMPLOYEE FINDINGS



Overall Employee Findings Per Item

- Please indicate your level of agreement with the following at Florida International University (FIU)

The Campus Environment is Free From Tensions Related to Individual or Group Differences



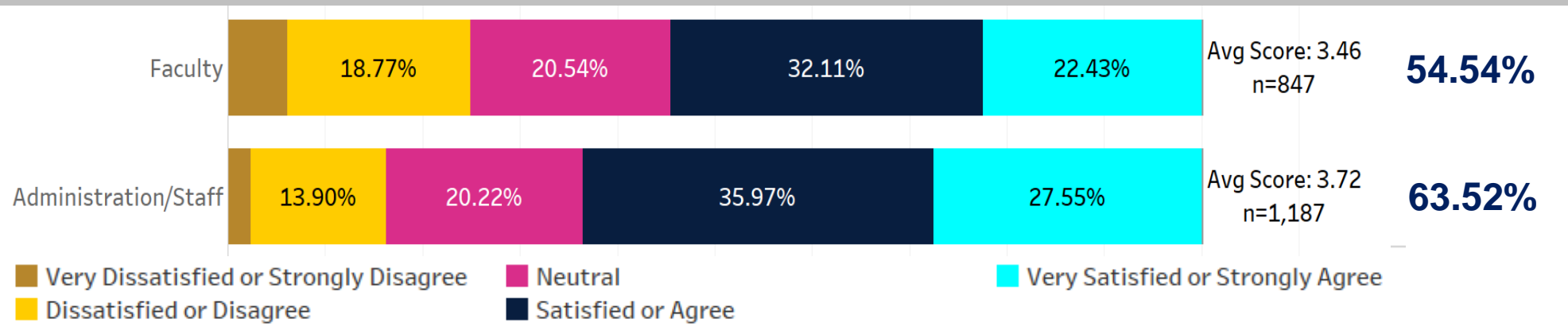
SUPPORT



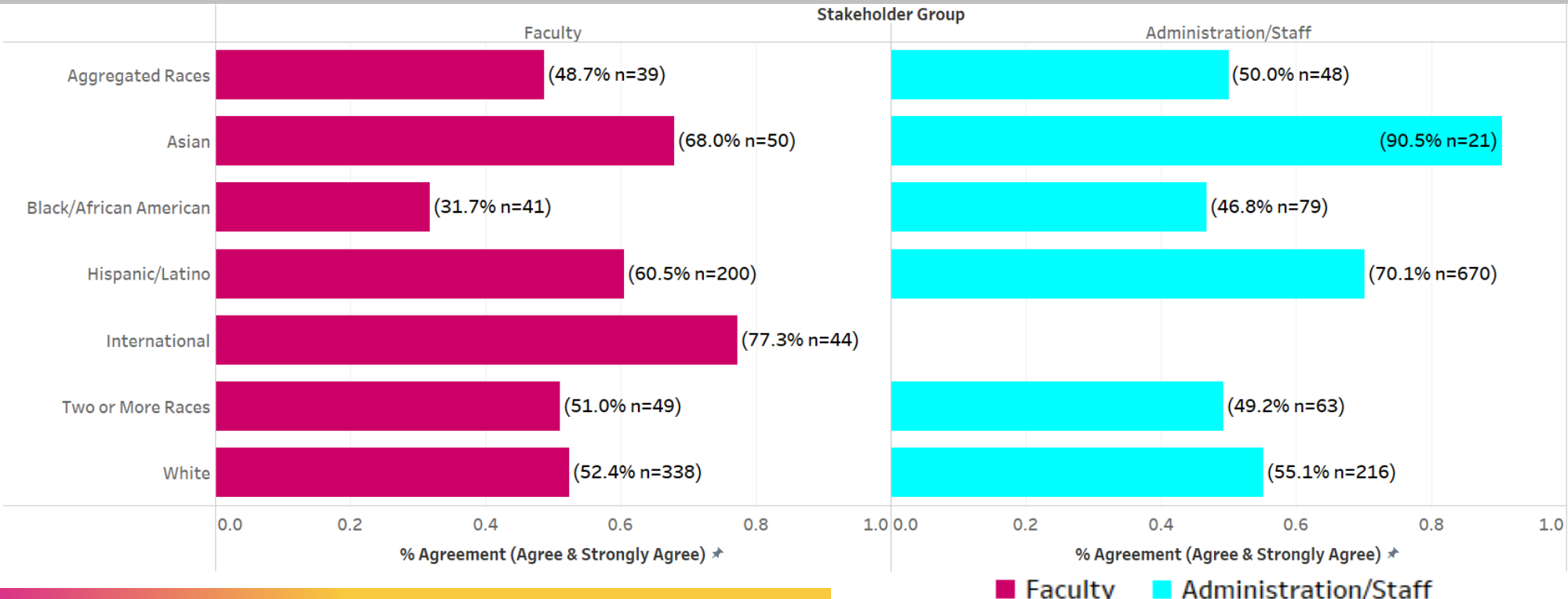
EMPLOYEE DEMOGRAPHIC FINDINGS



The Campus Environment is Free From Tensions Related to Individual or Group Differences



Demographic Trends in Responses by Race & Ethnicity



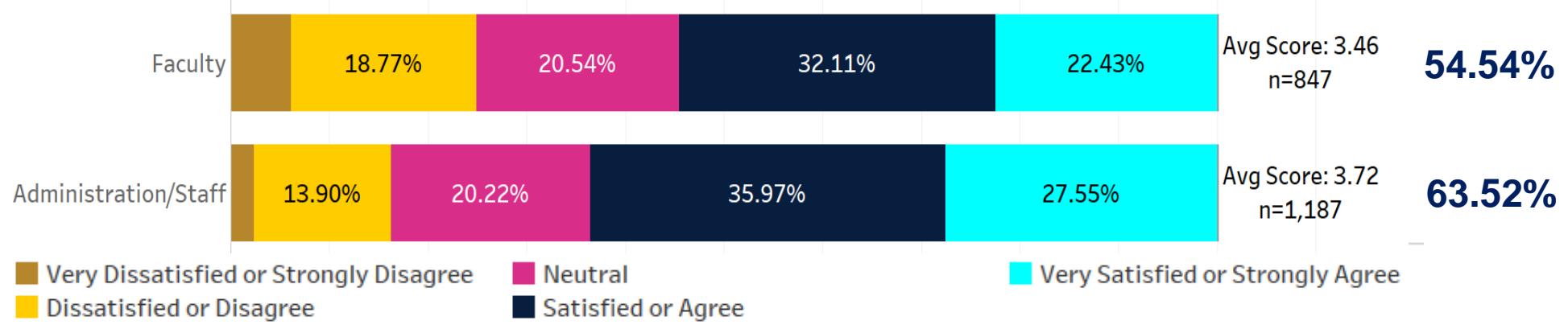
SUPPORT



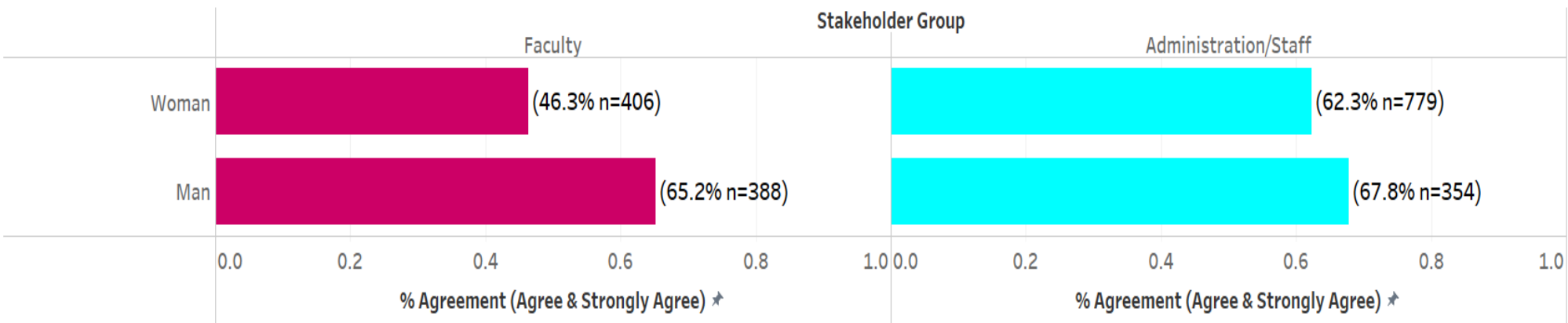
EMPLOYEE DEMOGRAPHIC FINDINGS



The Campus Environment is Free From Tensions Related to Individual or Group Differences



Demographic Trends in Responses by Gender



Faculty Administration/Staff

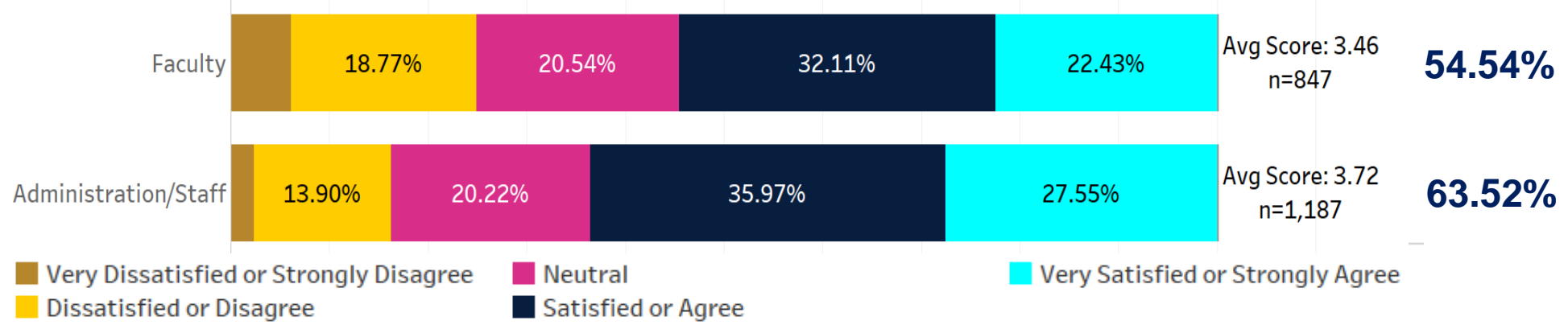
SUPPORT



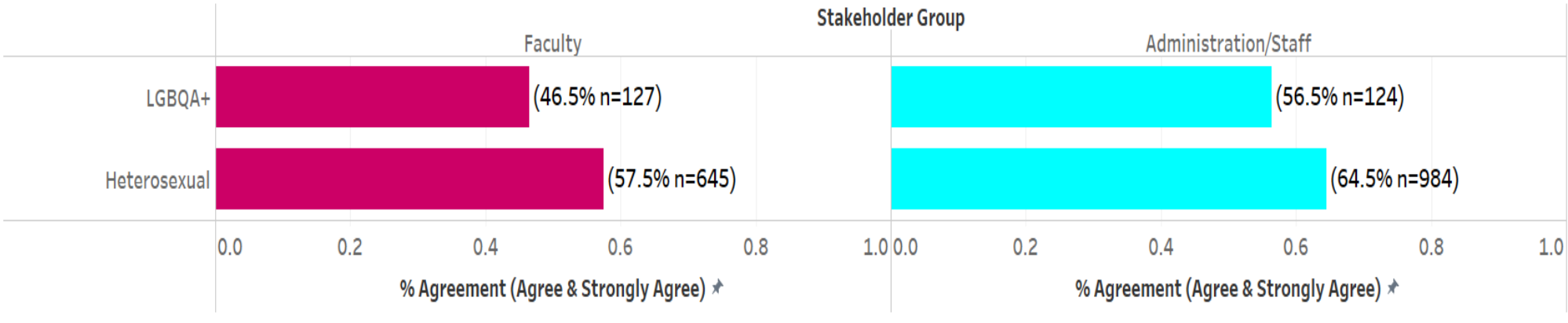
EMPLOYEE DEMOGRAPHIC FINDINGS



The Campus Environment is Free From Tensions Related to Individual or Group Differences



Demographic Trends in Responses by Sexual Identity



■ Faculty ■ Administration/Staff

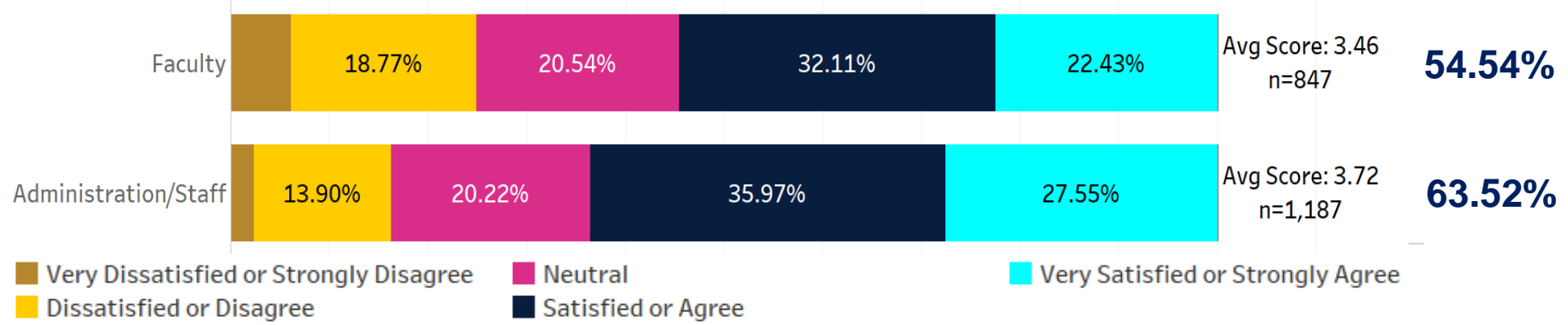
SUPPORT



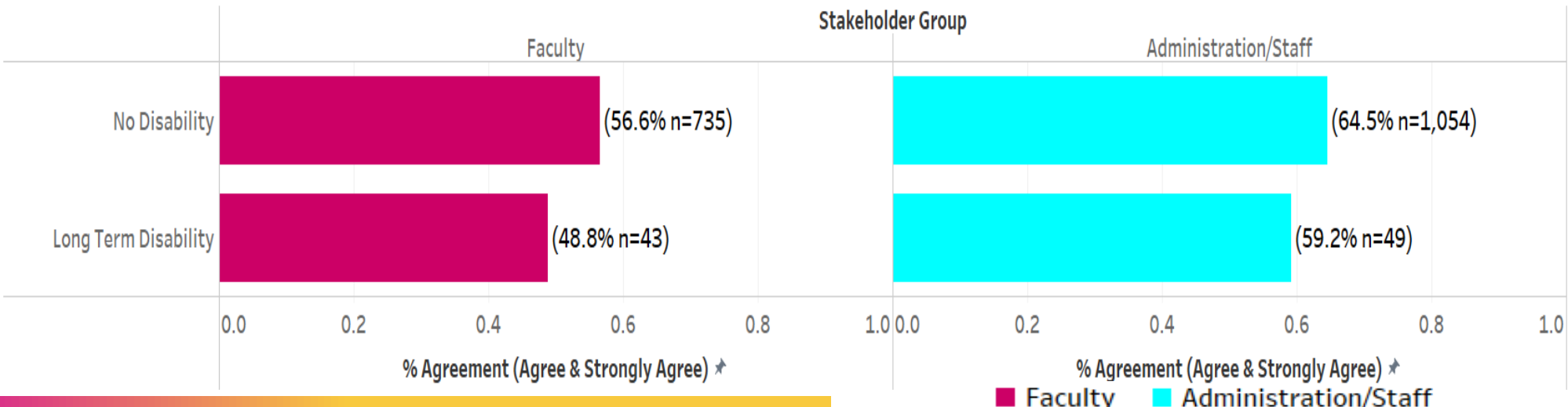
EMPLOYEE DEMOGRAPHIC FINDINGS



The Campus Environment is Free From Tensions Related to Individual or Group Differences



Demographic Trends in Responses by Disability Status



SUPPORT



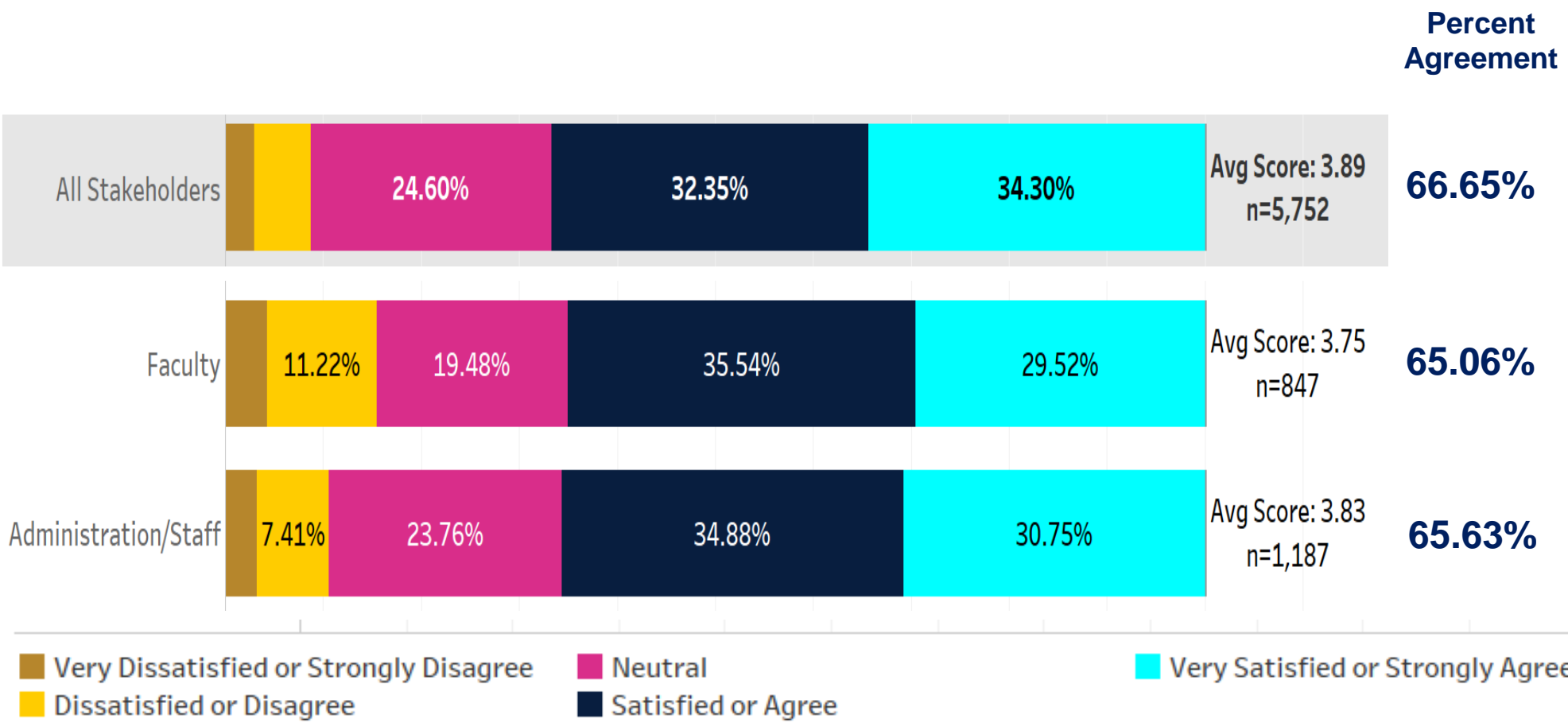
EMPLOYEE FINDINGS



Overall Employee Findings Per Item

- Please indicate your level of agreement with the following at Florida International University (FIU)

Recruitment of Historically Marginalized Students, Faculty, & Staff is an Institutional Priority



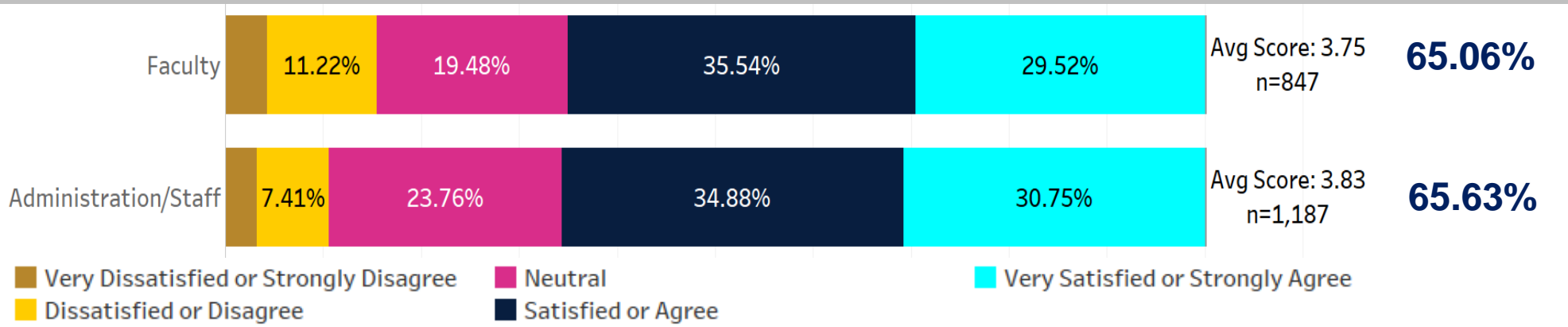
SUPPORT



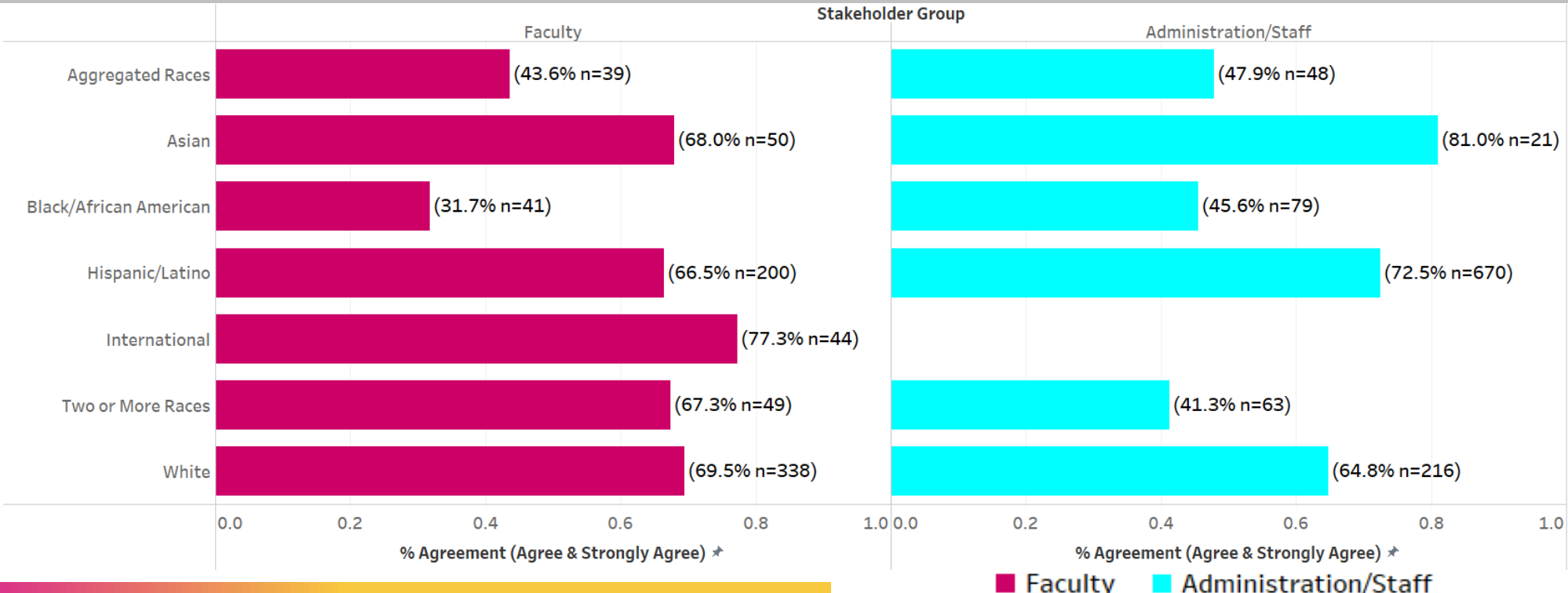
EMPLOYEE DEMOGRAPHIC FINDINGS



Recruitment of Historically Marginalized Students, Faculty, & Staff is an Institutional Priority



Demographic Trends in Responses by Race & Ethnicity



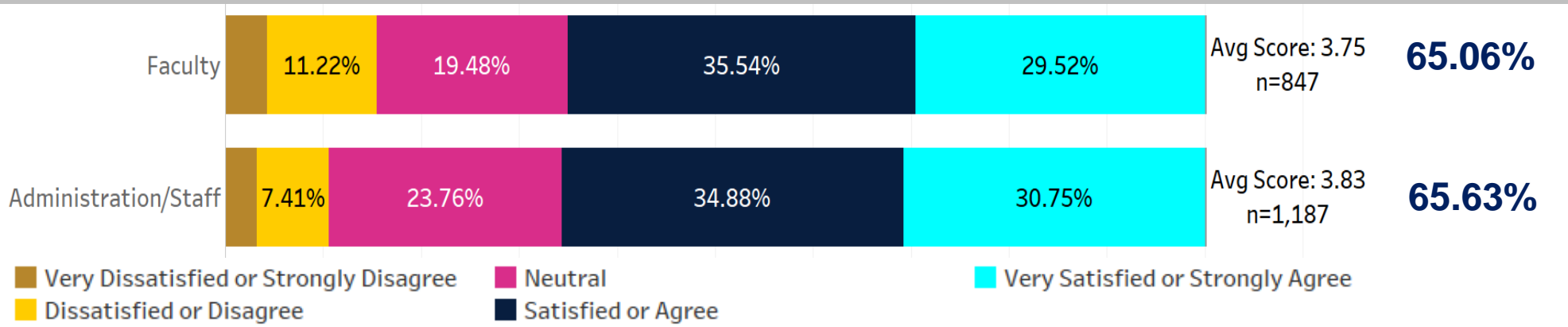
SUPPORT



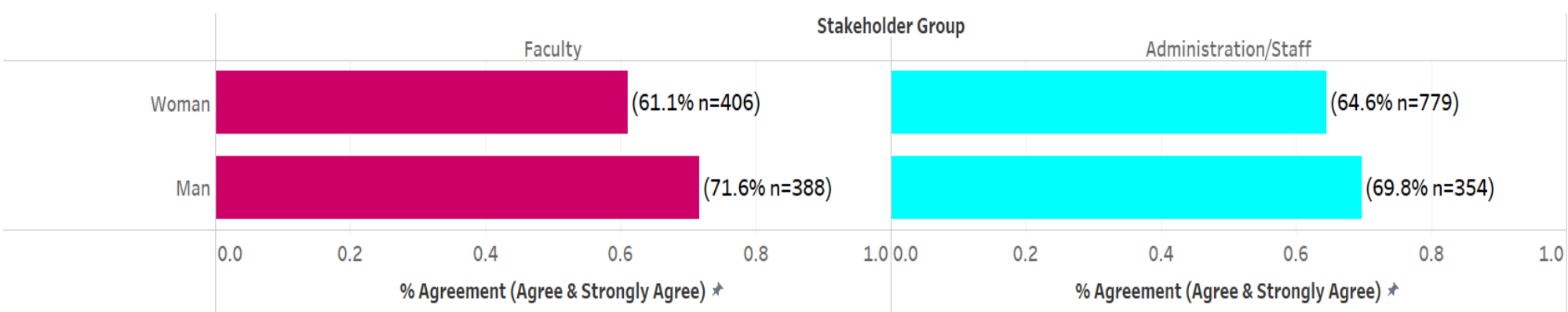
EMPLOYEE DEMOGRAPHIC FINDINGS



Recruitment of Historically Marginalized Students, Faculty, & Staff is an Institutional Priority



Demographic Trends in Responses by Gender



Faculty Administration/Staff

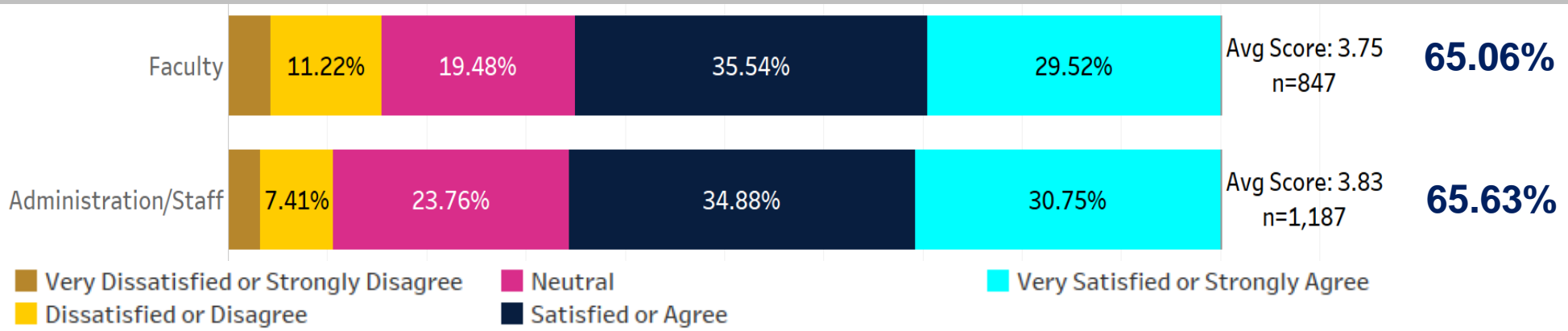
SUPPORT



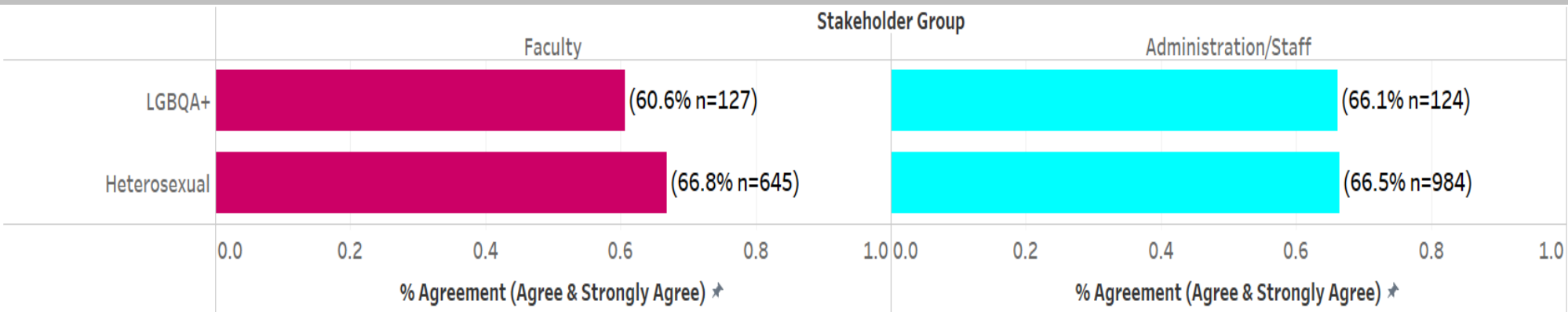
EMPLOYEE DEMOGRAPHIC FINDINGS



Recruitment of Historically Marginalized Students, Faculty, & Staff is an Institutional Priority



Demographic Trends in Responses by Sexual Identity



■ Faculty ■ Administration/Staff

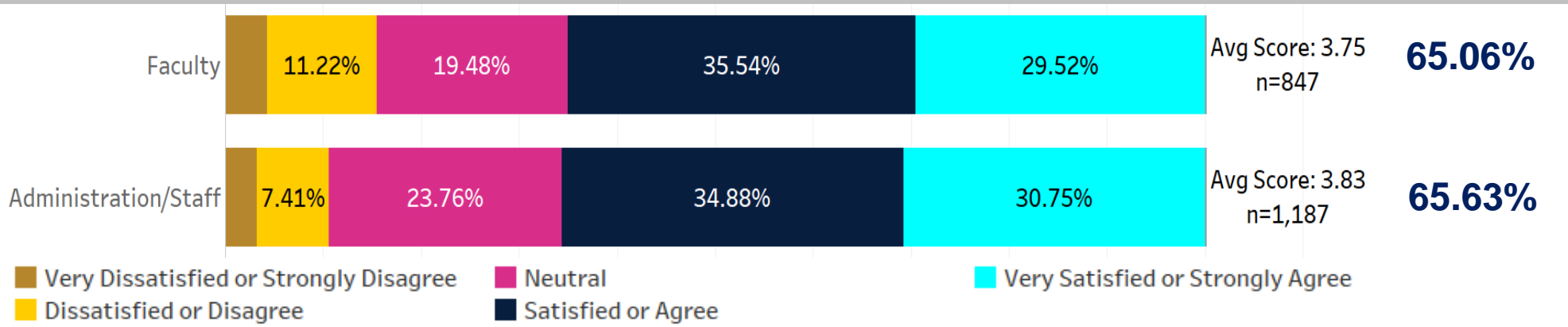
SUPPORT



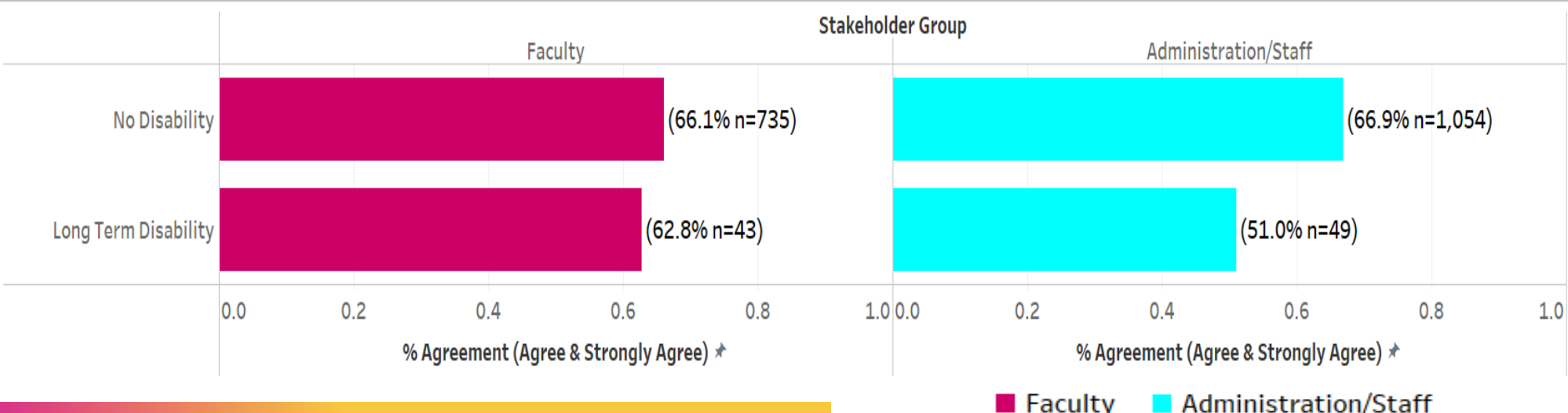
EMPLOYEE DEMOGRAPHIC FINDINGS



Recruitment of Historically Marginalized Students, Faculty, & Staff is an Institutional Priority



Demographic Trends in Responses by Disability Status



SUPPORT



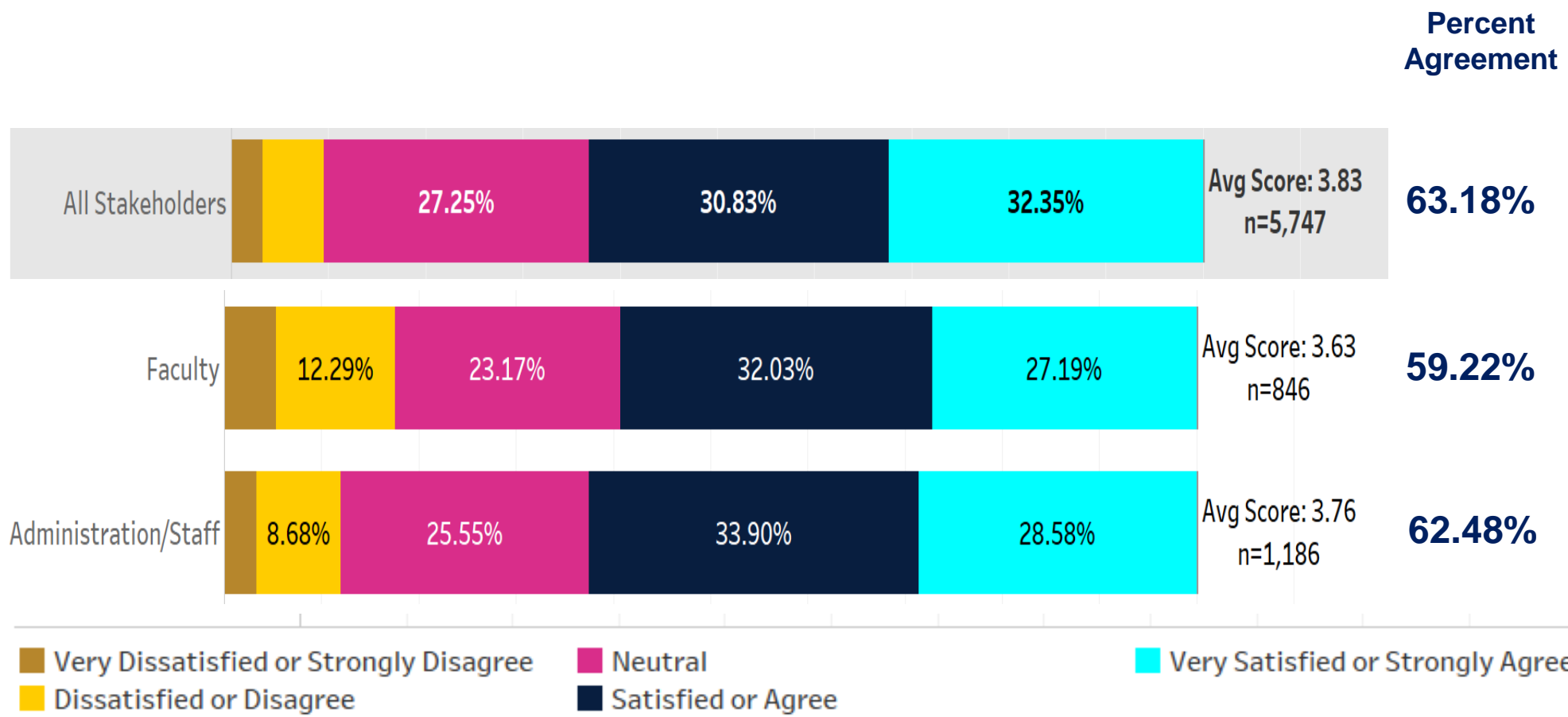
EMPLOYEE FINDINGS



Overall Employee Findings Per Item

- Please indicate your level of agreement with the following at Florida International University (FIU)

Retention of Historically Marginalized Students, Faculty, & Staff is an Institutional Priority



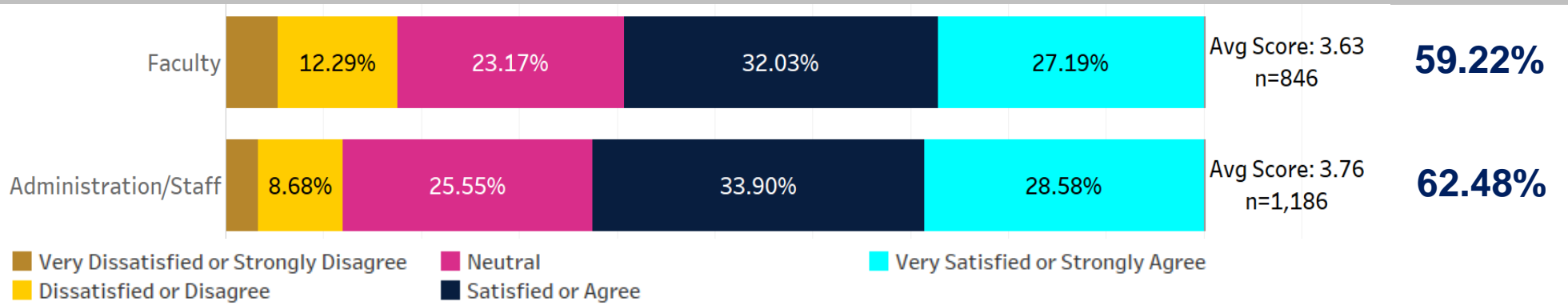
SUPPORT



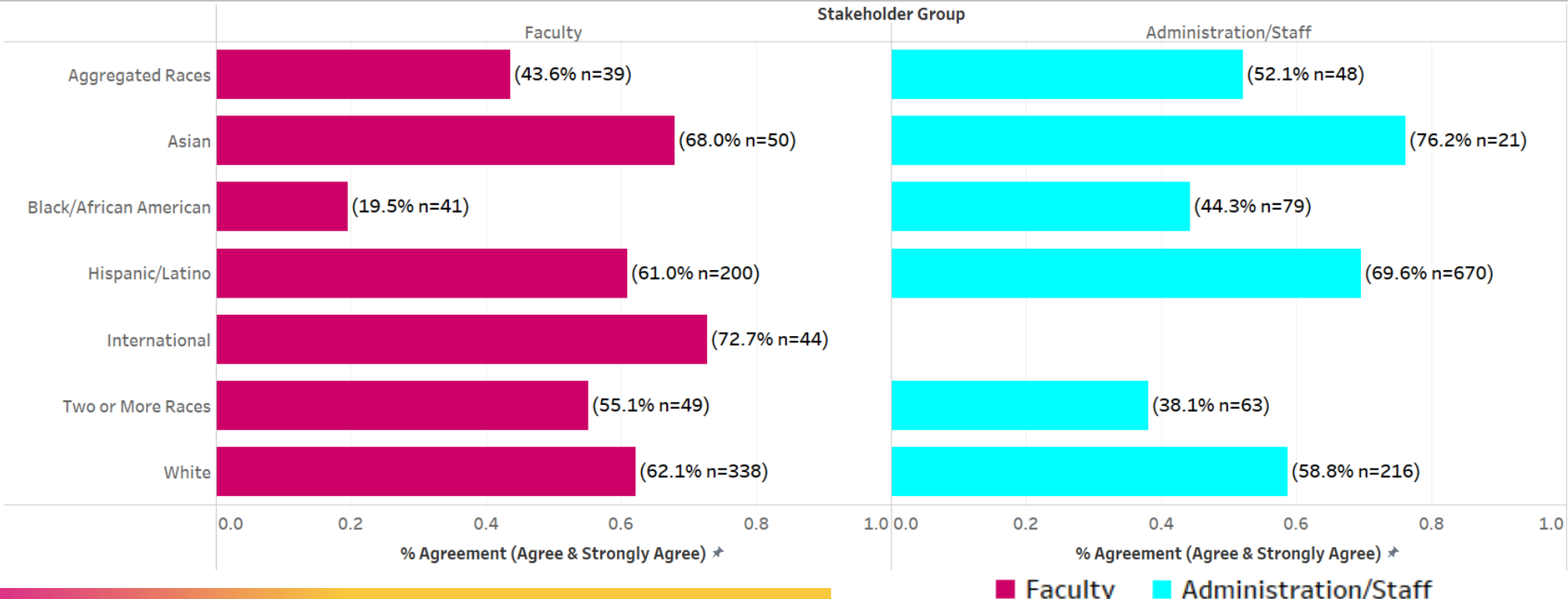
EMPLOYEE DEMOGRAPHIC FINDINGS



Retention of Historically Marginalized Students, Faculty, & Staff is an Institutional Priority



Demographic Trends in Responses by Race & Ethnicity



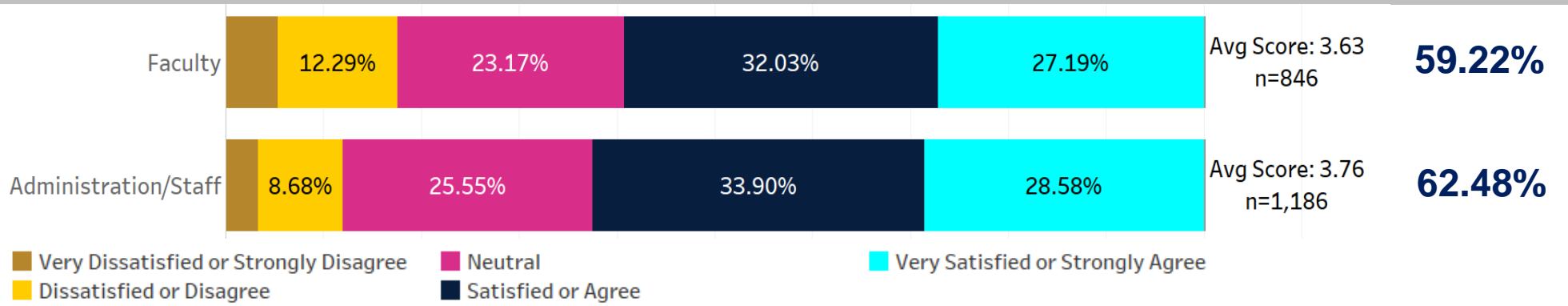
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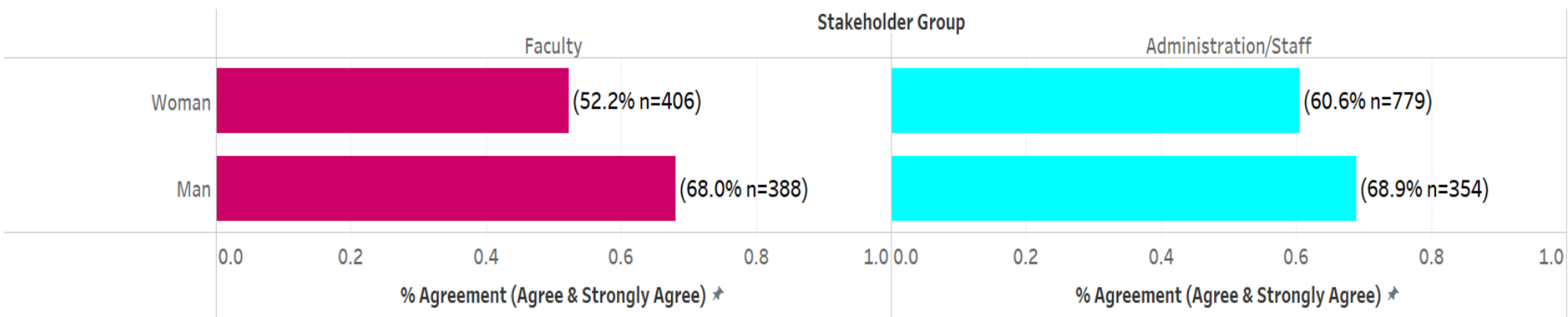
EMPLOYEE DEMOGRAPHIC FINDINGS



Retention of Historically Marginalized Students, Faculty, & Staff is an Institutional Priority



Demographic Trends in Responses by Gender



■ Faculty ■ Administration/Staff

SUPPORT

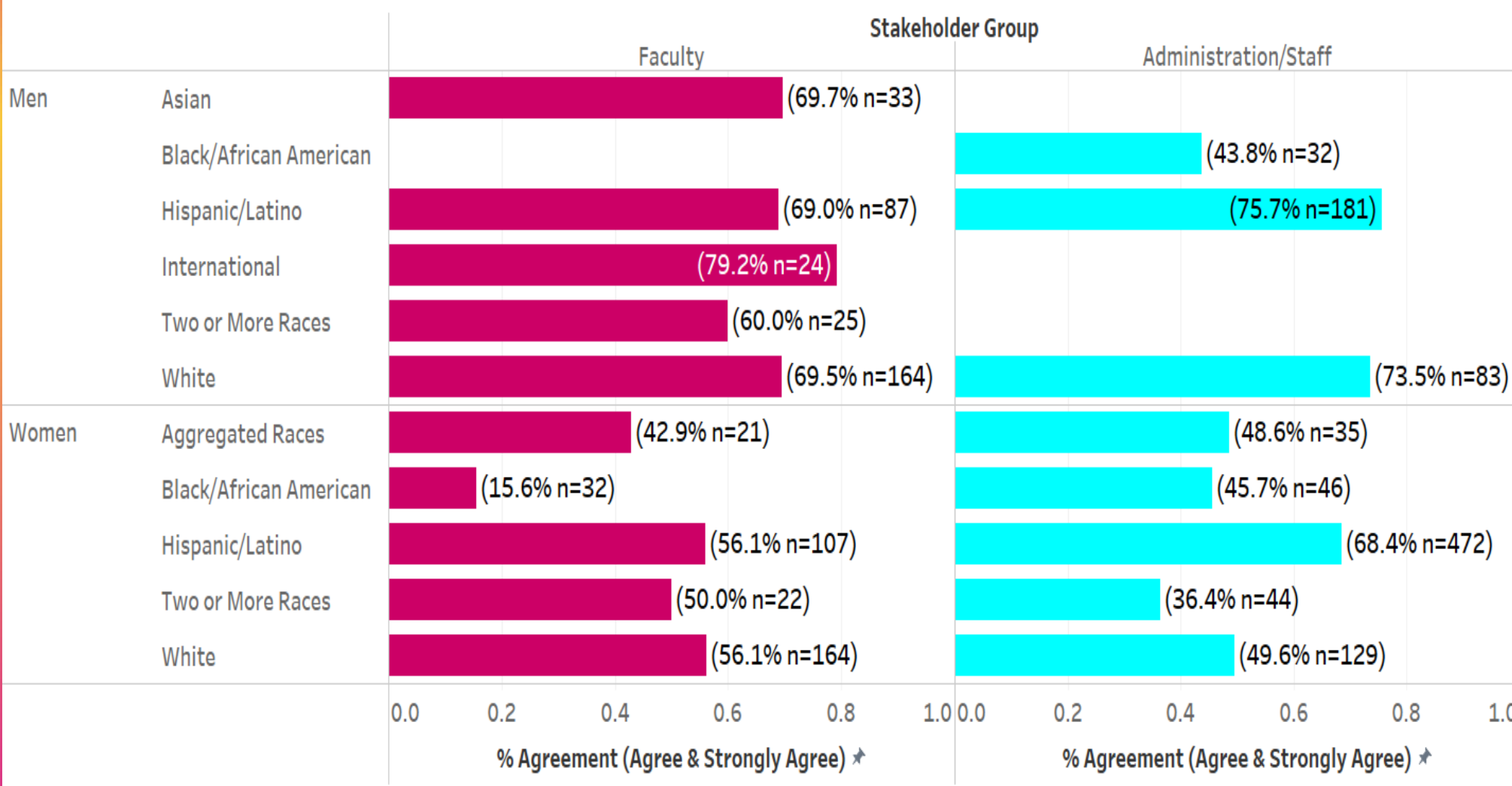


EMPLOYEE DEMOGRAPHIC FINDINGS



Retention of Historically Marginalized Students, Faculty, & Staff is an Institutional Priority

Demographic Trends in Responses by Gender with Race & Ethnicity



■ Faculty ■ Administration/Staff

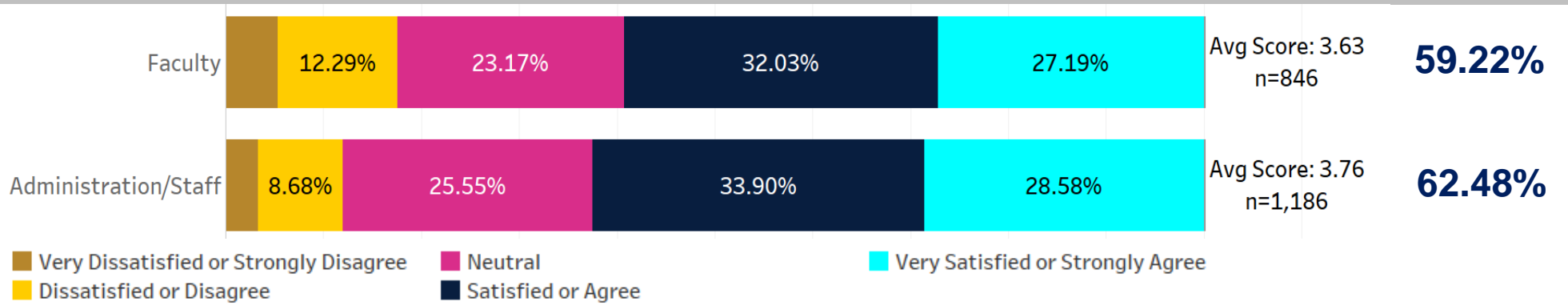
SUPPORT



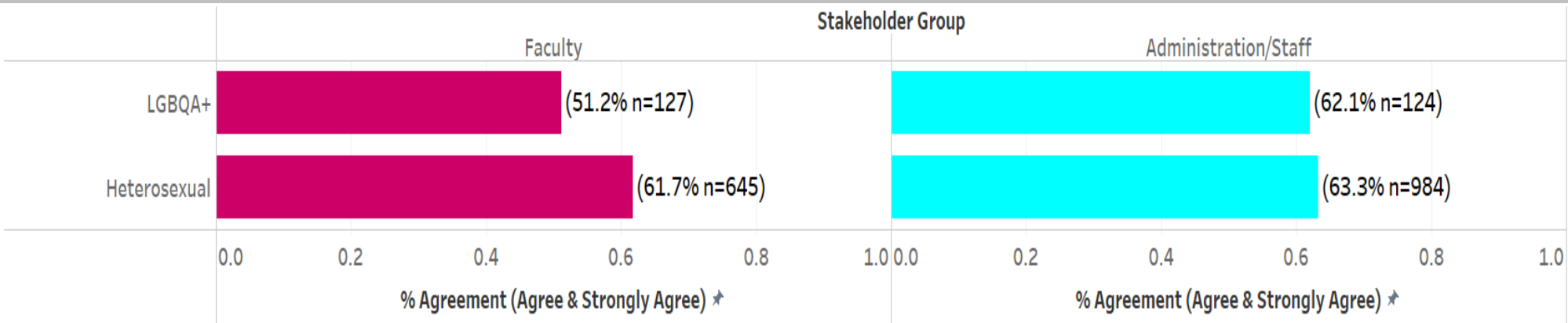
EMPLOYEE DEMOGRAPHIC FINDINGS



Retention of Historically Marginalized Students, Faculty, & Staff is an Institutional Priority



Demographic Trends in Responses by Sexual Identity



* Faculty Administration/Staff

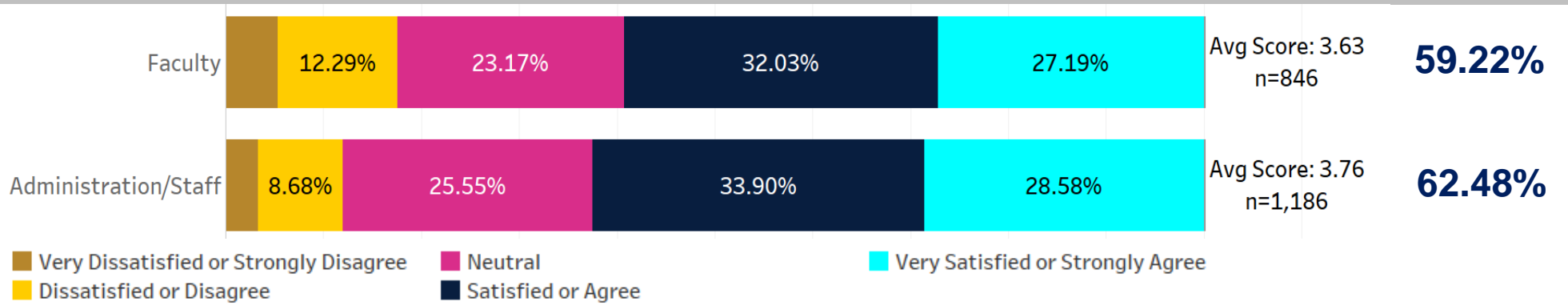
SUPPORT



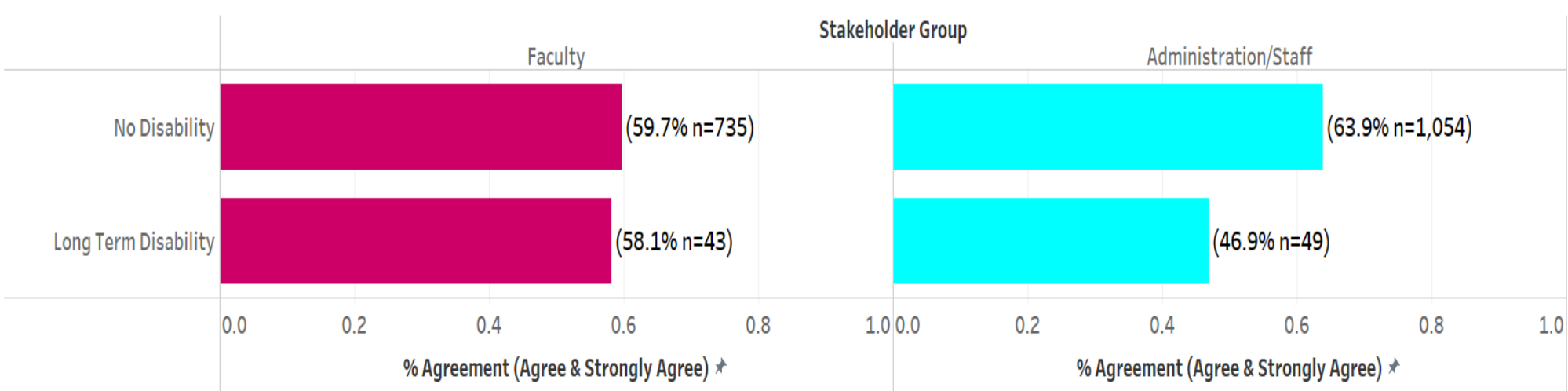
EMPLOYEE DEMOGRAPHIC FINDINGS



Retention of Historically Marginalized Students, Faculty, & Staff is an Institutional Priority



Demographic Trends in Responses by Disability Status



Faculty Administration/Staff

SUPPORT



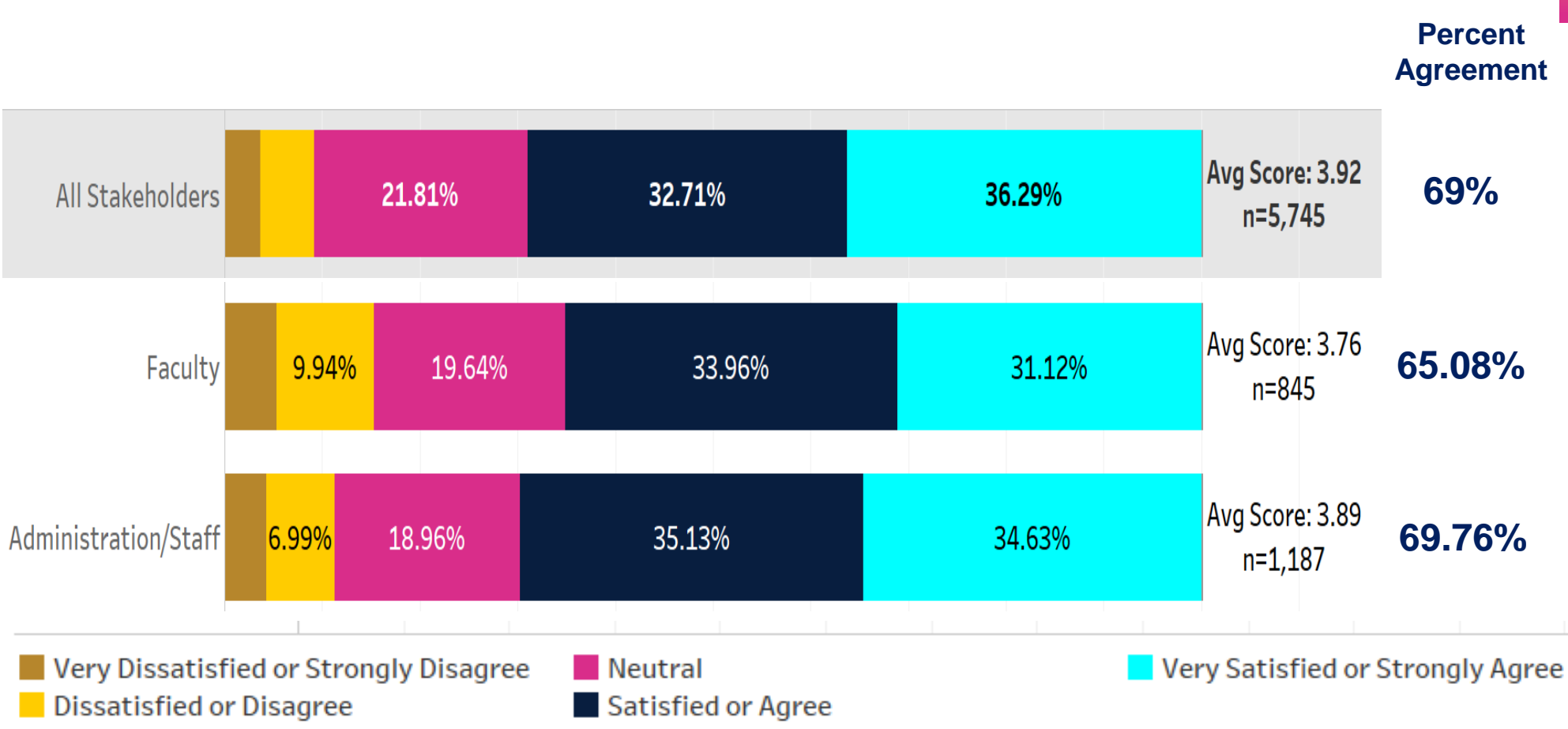
EMPLOYEE FINDINGS



Overall Employee Findings Per Item

- Please indicate your level of agreement with the following at Florida International University (FIU)

Senior Leadership Demonstrates a Commitment to Diversity & Equity on This Campus



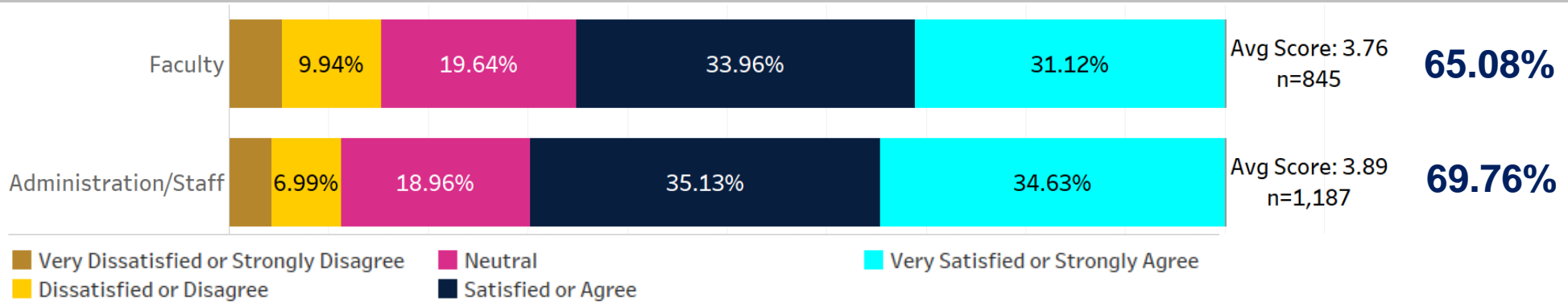
SUPPORT



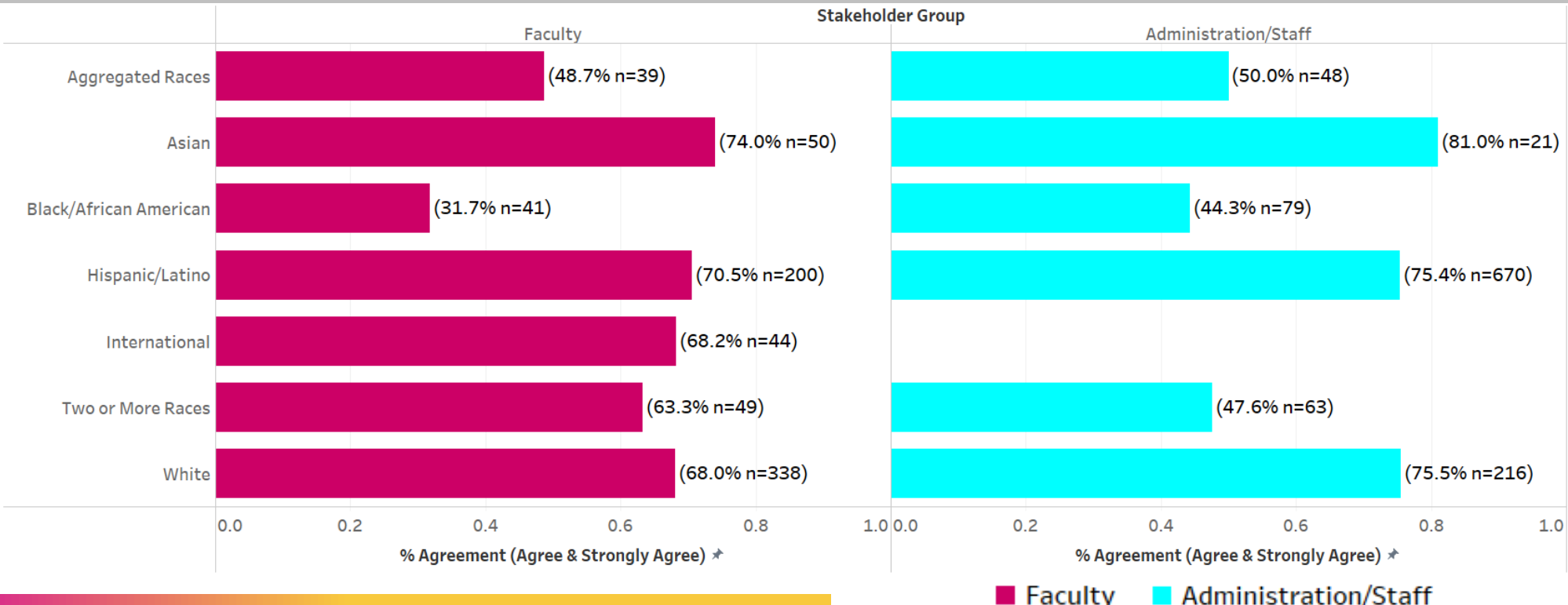
EMPLOYEE DEMOGRAPHIC FINDINGS



Senior Leadership Demonstrates a Commitment to Diversity & Equity on This Campus



Demographic Trends in Responses by Race & Ethnicity



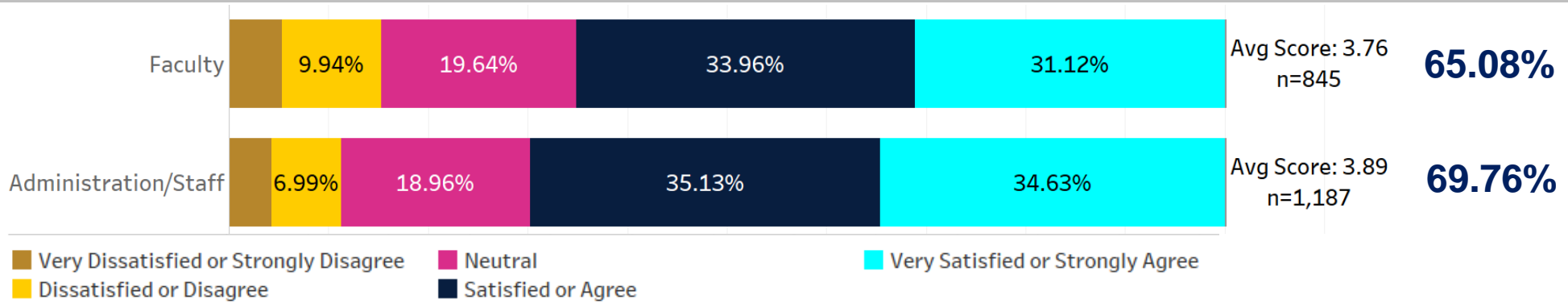
SUPPORT



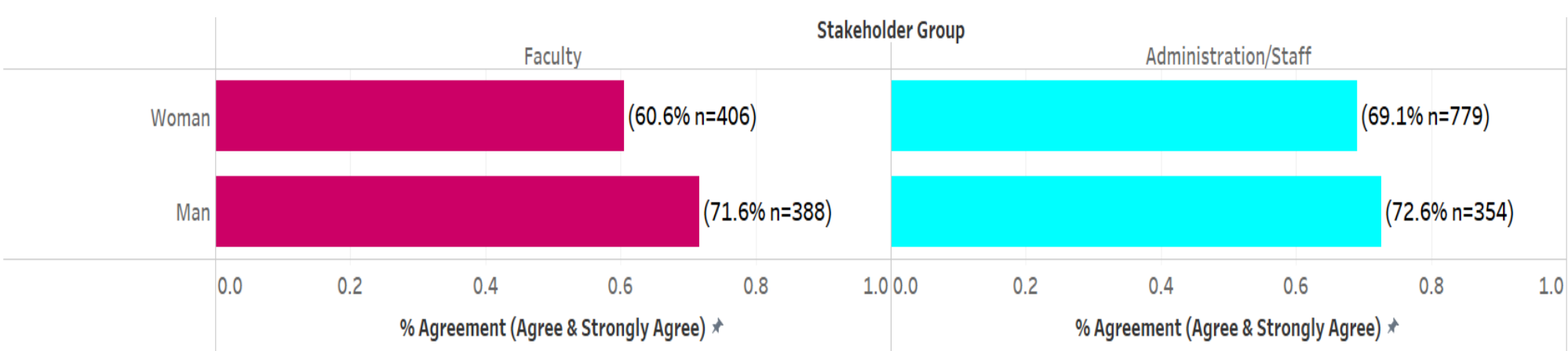
EMPLOYEE DEMOGRAPHIC FINDINGS



Senior Leadership Demonstrates a Commitment to Diversity & Equity on This Campus



Demographic Trends in Responses by Gender



Faculty Administration/Staff

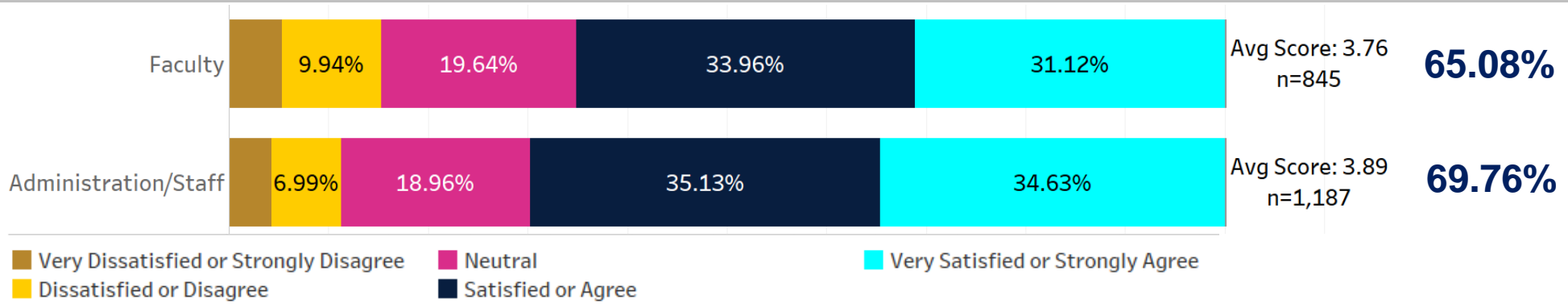
SUPPORT



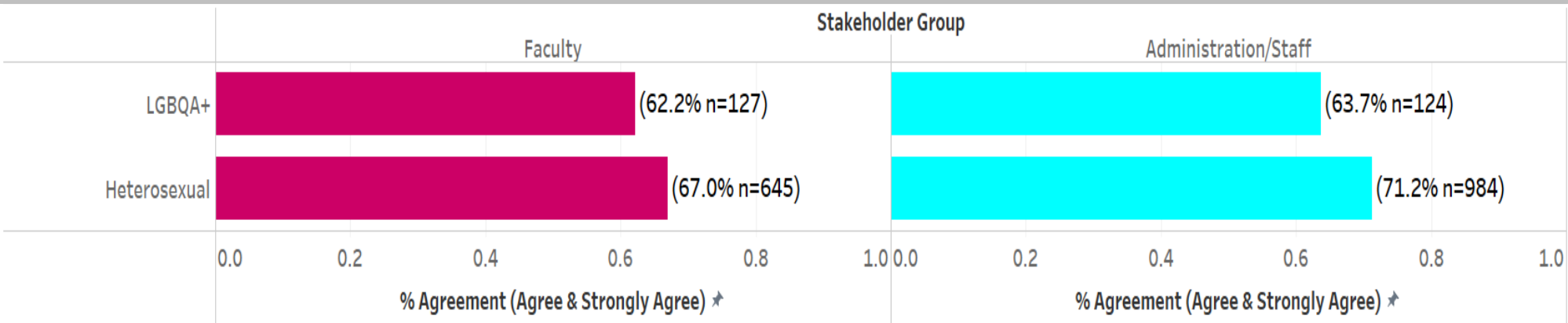
EMPLOYEE DEMOGRAPHIC FINDINGS



Senior Leadership Demonstrates a Commitment to Diversity & Equity on This Campus



Demographic Trends in Responses by Sexual Identity



■ Faculty ■ Administration/Staff

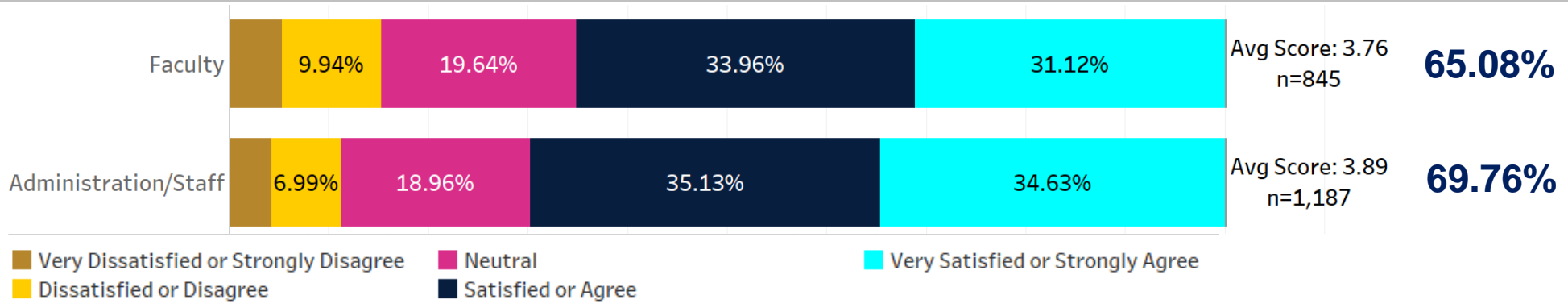
SUPPORT



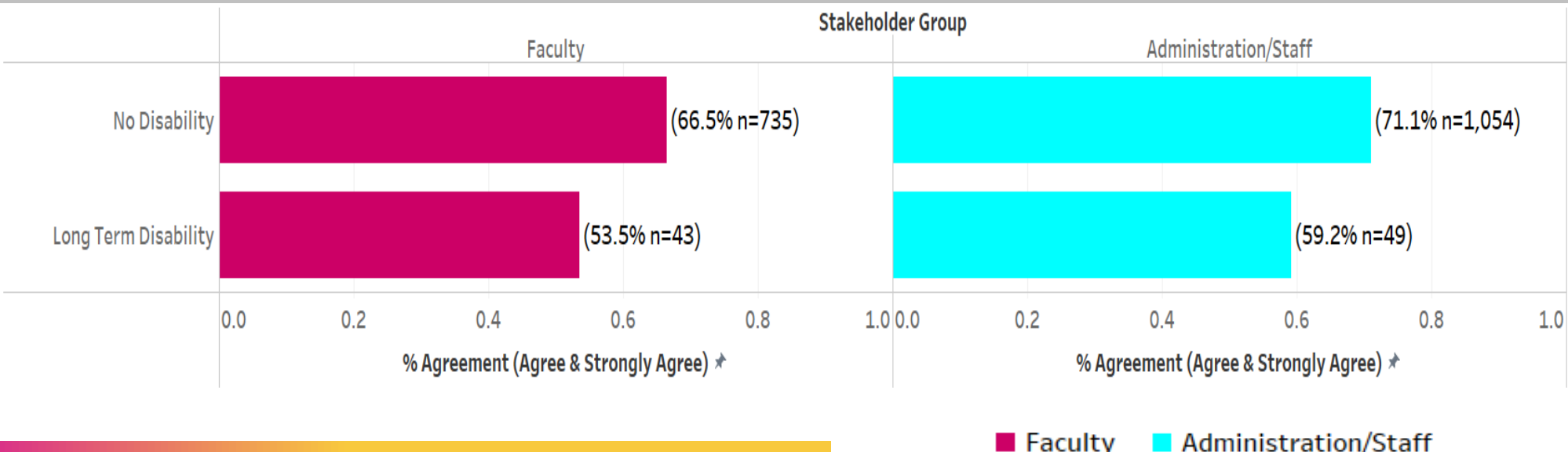
EMPLOYEE DEMOGRAPHIC FINDINGS



Senior Leadership Demonstrates a Commitment to Diversity & Equity on This Campus



Demographic Trends in Responses by Disability Status



FLORIDA INTERNATIONAL UNIVERSITY

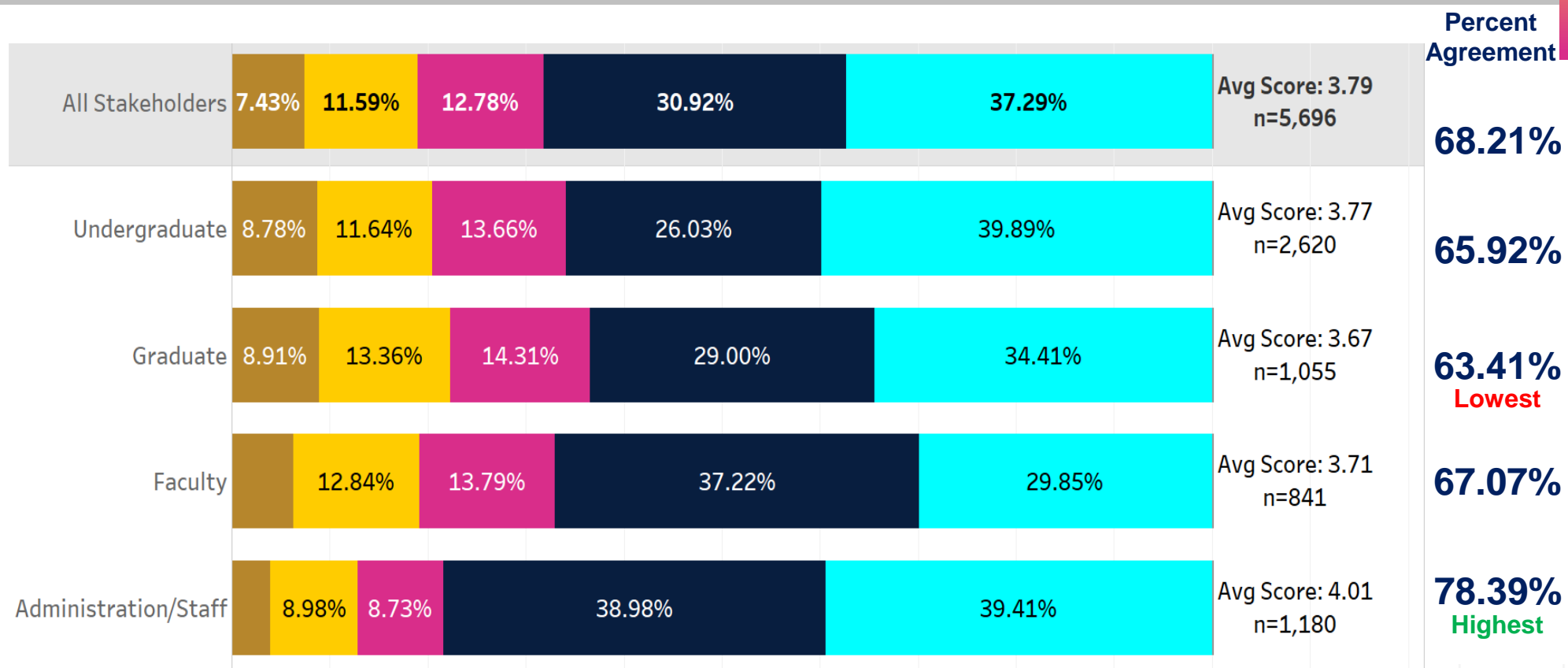
Reporting



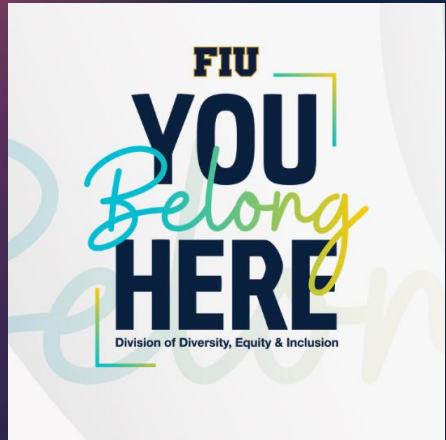
Reporting Findings Per Item

- Please indicate your level of agreement with the following at Florida International University (FIU)

If I experienced or observed an act of discrimination or harassment while at this institution, I know whom to contact to report the incident



REPORTING



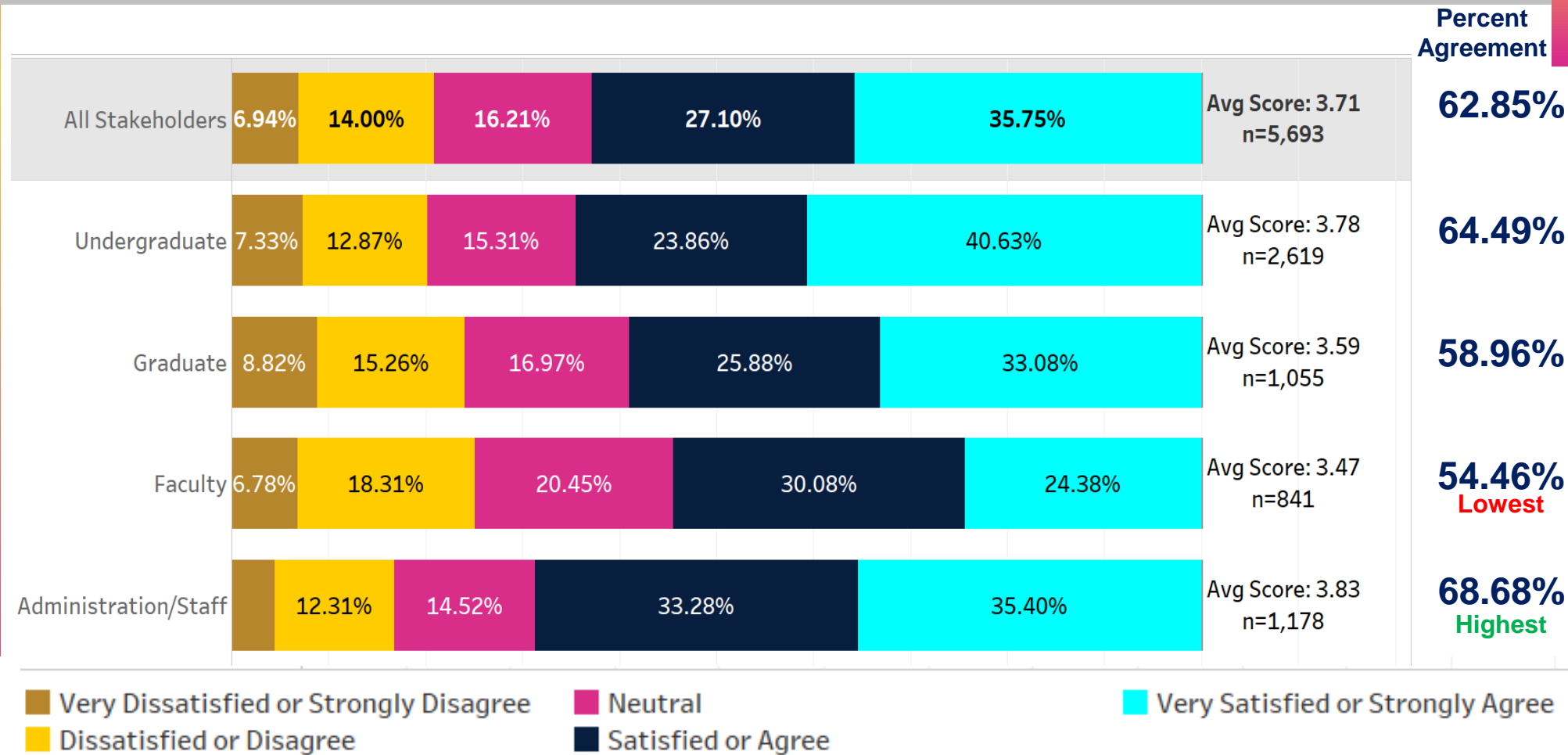
OVERALL FINDINGS



Reporting Findings Per Item

- Please indicate your level of agreement with the following at Florida International University (FIU)

The process for reporting acts of discrimination or harassment at this institution is clear to me

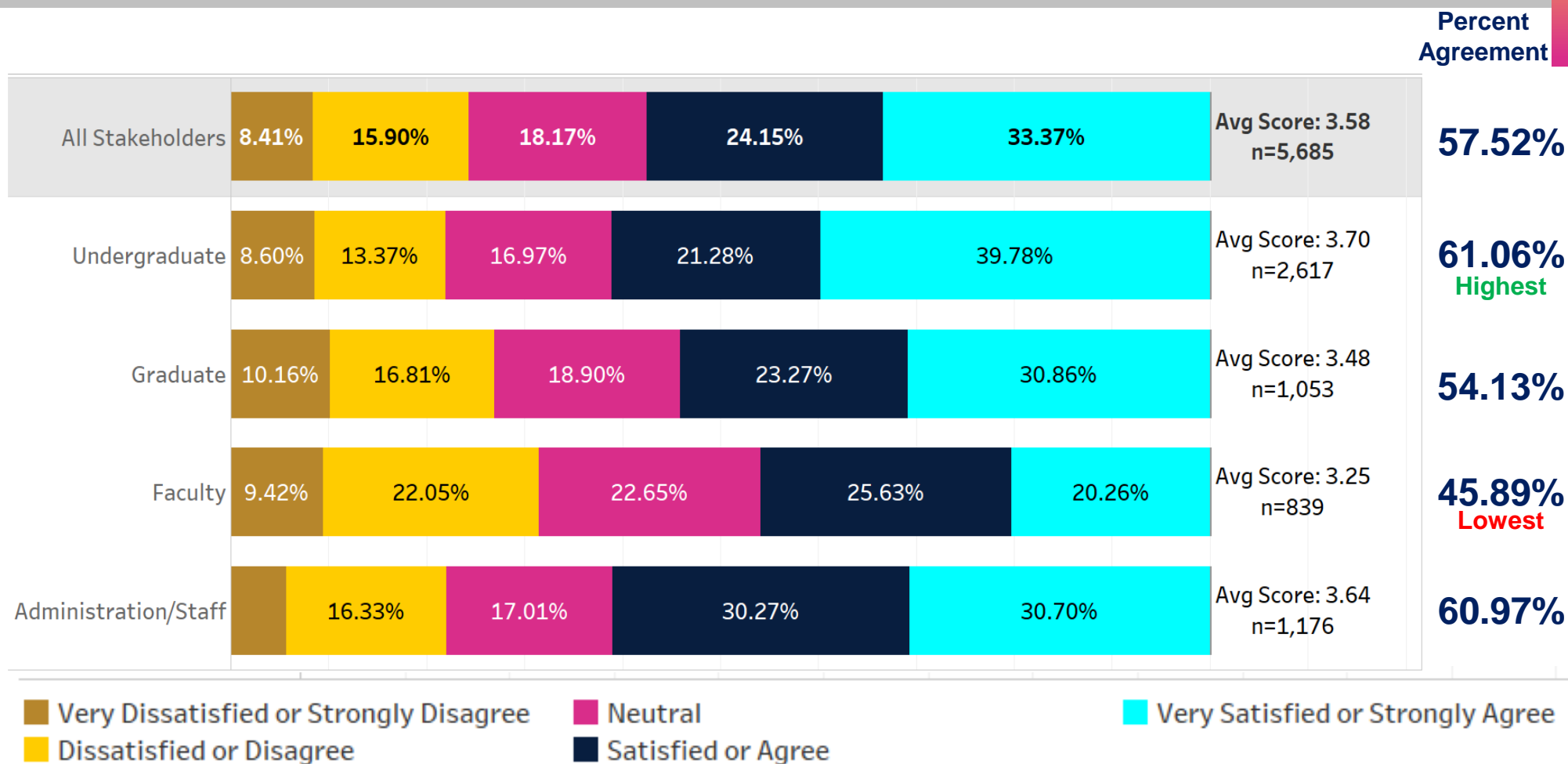




Reporting Findings Per Item

- Please indicate your level of agreement with the following at Florida International University (FIU)

The process for investigating acts of discrimination or harassment at this institution is clear to me



Retention

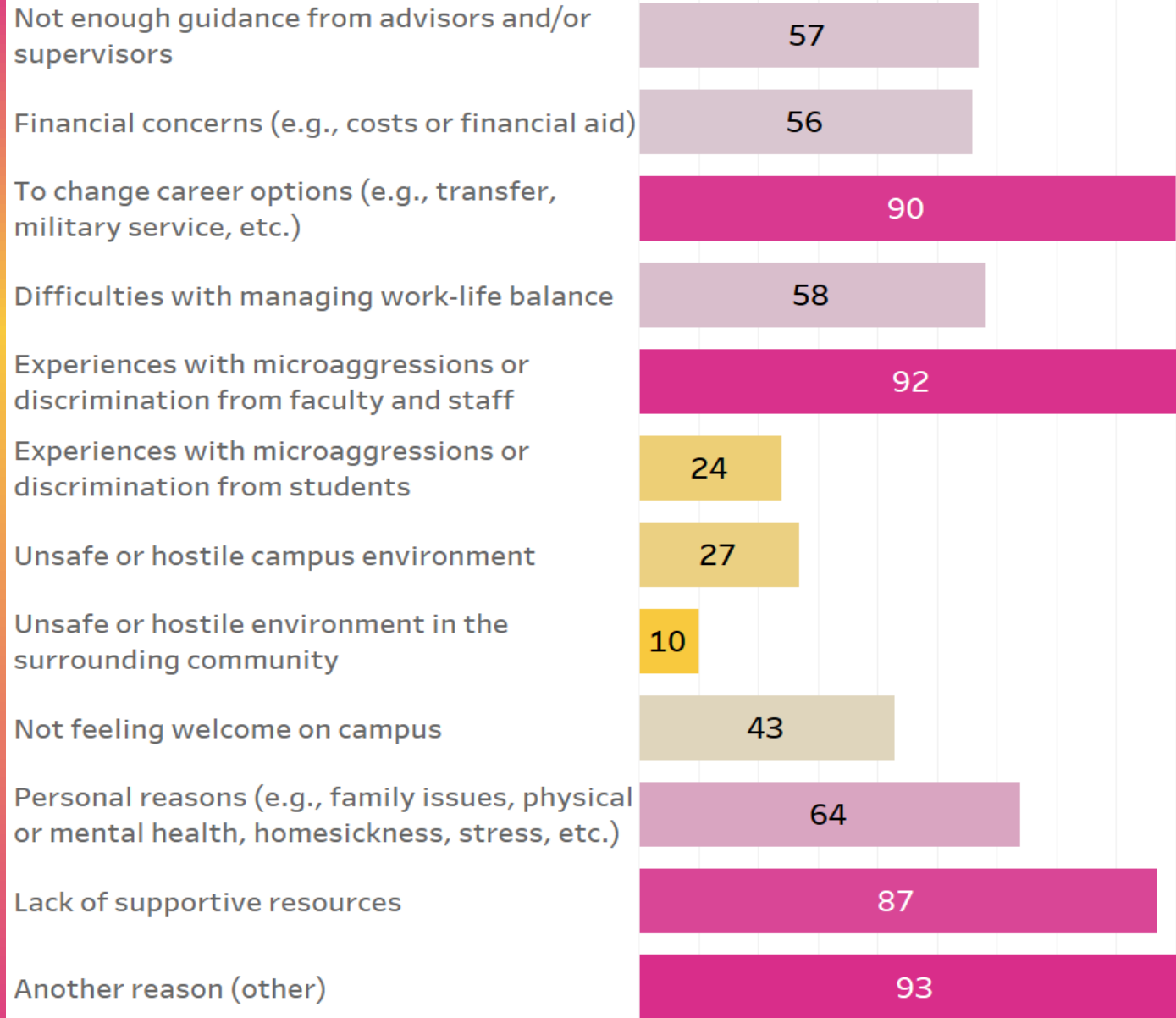
RETENTION



FACULTY FINDINGS



Reasons for Considering to Leave FIU Faculty



Top Reasons

1. Another Reason (Other)
 - i. Negative Experience with Leadership
 - ii. Lack of Career Advancement/ Outside Opportunity
 - iii. Salary
 2. Financial Concerns
 3. Experiences with Microaggressions or Discrimination from Faculty and/or Staff
 4. Lack of Supportive Resources
 5. Personal Reasons
- N = **328**
 - **38.54%** of faculty surveyed

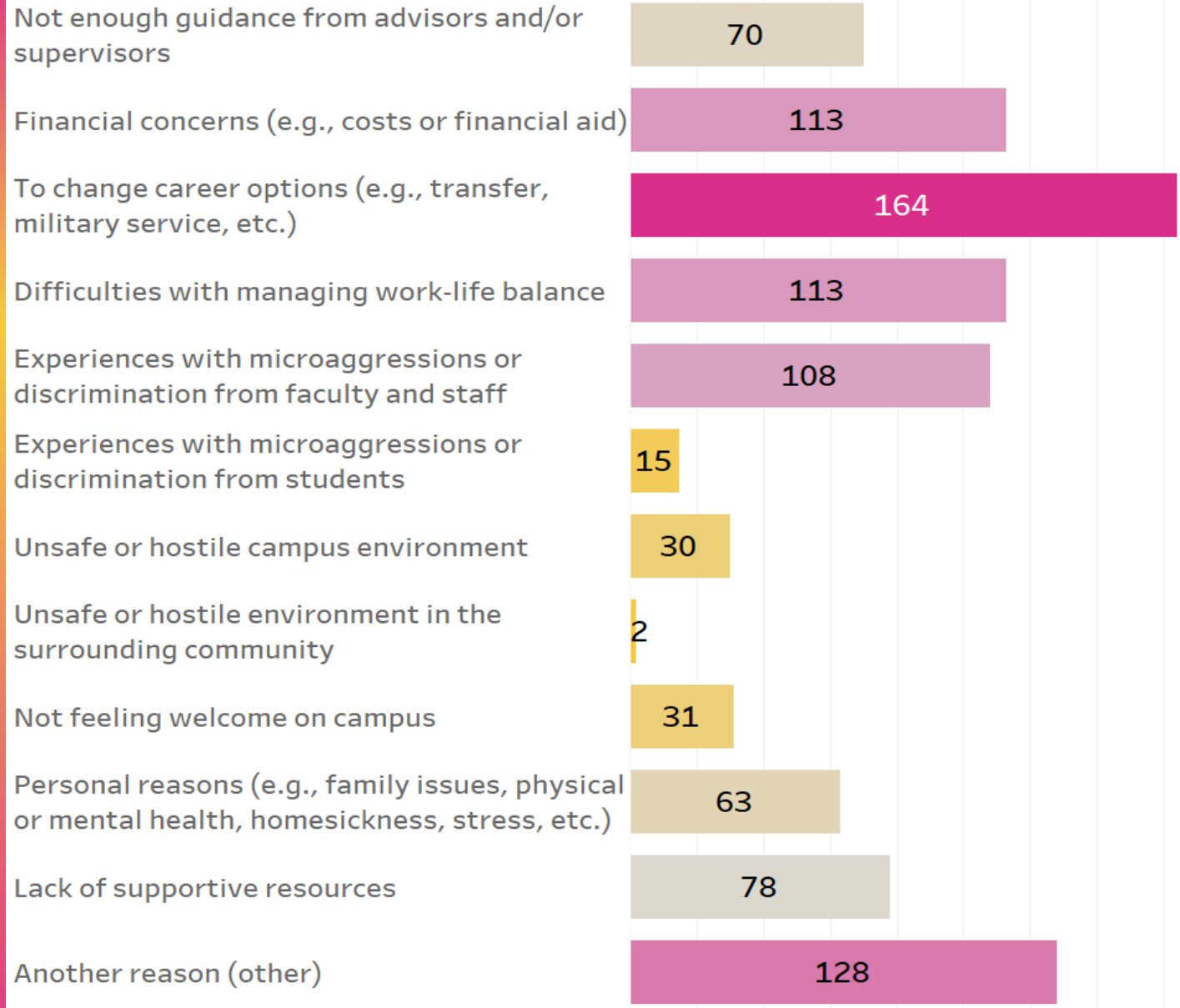
RETENTION



ADMIN/STAFF FINDINGS



Reasons for Considering to Leave FIU Administration/Staff



Measure Values
2.0 164.0

Top Reasons

1. To Change Career Options
 2. Another Reason (Other)
 - i. Salary
 - ii. Lack of Career Advancement/ Outside Opportunity
 - iii. Negative Experience with Leadership
 3. Financial Concerns
 4. Difficulties Managing Work-Life Balance
 5. Experiences with Microaggressions or Discrimination from Faculty and/or Staff
- N = **432**
 - **36.06%** of admin & staff surveyed



QUESTIONS

A vibrant graphic featuring the word "QUESTIONS" in large, white, 3D-style letters. The text is surrounded by a dense cluster of colorful question marks and geometric shapes (circles, squares) in various colors including blue, yellow, red, green, purple, and pink. The background is white.