



Support by any other name:
Disaggregating supportive environments for faculty

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What brings you here today?

What are you pondering with regard to assessing campus environments?



Take a few minutes to respond to the survey questions about your perceptions of your campus environment.

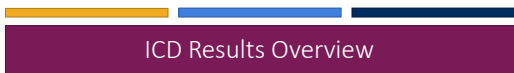
In each set of items, additionally mark the item you think your institution does the best and which needs the most improvement.

You will be encouraged, but not required, to share your results!

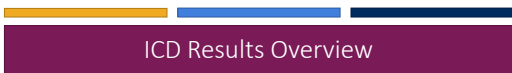
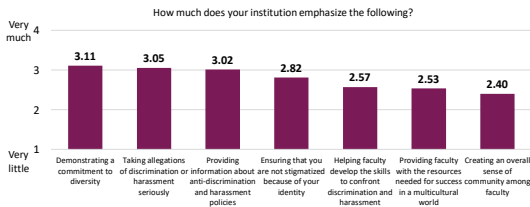


FSSE & ICD Overview

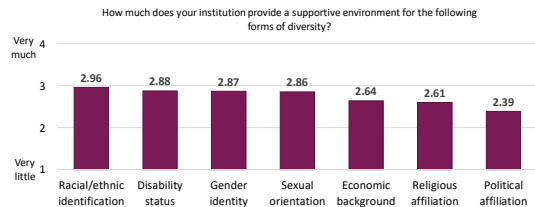
- The Faculty Survey of Student Engagement (FSSE)
 - An annual survey of faculty and instructional staff who teach at least one undergraduate course in the academic year of engagement
 - Measures faculty expectations and values for student engagement and faculty use of educational practices linked with high levels of learning and development
- FSSE's Inclusiveness & Engagement with Cultural Diversity (ICD) Topical Module asks
 - How much faculty incorporate culturally engaging pedagogies in their courses
 - Faculty perceptions of how much their institution emphasizes a commitment to diversity and inclusion
 - Faculty perceptions of how supportive their institution is for various forms of diversity



ICD Results Overview



ICD Results Overview



Anything surprising or disappointing?

How do these results compare to your perceptions?

Why might there be differences?

Exploration Through Case Studies

- Now that we have an overview of results, let's disaggregate!
- We'll examine what disaggregation looks like through three case studies
 1. NSSEville University
 - A large research university interested in looking at climate within disciplines
 2. NSSEville State College
 - A state college concerned about several recent incidents involving discrimination and harassment
 3. NSSEville of the Lake College
 - A small school struggling with the use of their quantitative data

NSSEville University

NSSEville University is a large, research university in the Midwest. We are struggling to increase and retain faculty of color in our departments but we are not sure where to start!

- What is the current climate for faculty of color?
 - What is our specific research question?
- How are we frame their experiences?
 - Are we examining the positive experiences (to build on) or the negative experiences (how can we change to accommodate)?
- Discipline-specific experiences

Our Numbers

Racial/Ethnic Minorities	%
American Indian/Alaska Native	0.3
Asian	5.6
Black or African American	2.9
Hispanic or Latino	2.9
Native Hawaiian or Other PI	0.1
White	73.7
Multiracial	3.4
Other	1.8
Prefer not to respond	9.3

How much does NSSEville University demonstrate a commitment to diversity?

Aggregated Results

	Low		High	
	n	co%	n	co%
Arts & Hum	458	30.7	1035	69.3
Bio Sci, Agri & Natural	148	26.5	410	73.5
Physical Sci	188	23.9	599	76.1
Social Sci	260	29.1	635	70.9
Business	124	21.3	458	78.7
Comm	87	32.6	180	67.4
Education	131	21.1	489	78.9
Engineering	61	23.3	201	76.7
Health Prof	103	16.2	532	83.8
Social Service Prof.	53	25.0	159	75.0

What information do we miss?



Health Professions Dept.

What does this disaggregation tell us?

How do we report this information?

	Low		High	
	n	co%	n	co%
Am Ind./Alaska Native	1	25.0	3	75.0
Asian	3	15.0	17	85.0
Black or African American	6	35.3	11	64.7
Hispanic or Latino	1	5.9	16	94.1
Native Hawaiian or Other PI	1	20.0	4	80.0
White	78	15.6	421	84.4
Multiracial	5	25.0	15	75.0
Other	1	33.3	2	66.7
Prefer not to respond	7	14.9	40	85.1

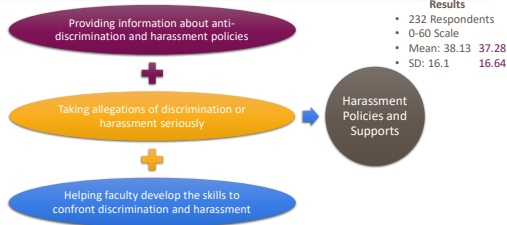
Taking into Consideration

- Other/Prefer not to respond responses
 - What does this information tell us?
- Any suggestions on how to move forward after these findings?
- Anyone find themselves in similar situations?

NSSEville State College

- NSSE State College is a large regional-comprehensive university on the West Coast. Recently, there have been several unrelated cases of harassment and bias incidences on campus. We have received funding from the provost office to support a faculty initiative focused on campus climate.
- How do the faculty feel about the institution's support as it relates to harassment policies?
 - With limited funding, where can we be most effective?

How much does your institution emphasize the following?



What About Each Item?

Item Question	N	Minimum	Maximum	Mean	SD
Providing information about anti-discrimination and harassment policies	235	1	4	3.07	0.795
Taking allegations of discrimination or harassment seriously	232	1	4	2.99	0.933
Helping faculty develop the skills to confront discrimination and harassment	234	1	4	2.65	0.961

Helping faculty develop the skills to confront discrimination and harassment

Response Option	Frequency	Percent
Very little	27	11.5%
Some	81	34.6%
Quite a bit	72	30.8%
Very much	54	23.1%

46.2%

Disaggregate by Department

Department	Very little		Some		Quite a bit		Very much		Total	
	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Arts & Humanities	3	25.0%	11	34.4%	7	21.9%	6	18.8%	32	100%
Biological Sciences, Agricultural, & Natural Resources	0	0.0%	5	26.3%	8	42.1%	6	31.6%	19	100%
Physical Sciences, Mathematics, & Computer Sciences	5	19.2%	10	38.5%	7	26.9%	4	15.4%	26	100%
Social Sciences	5	12.8%	15	38.5%	8	20.5%	11	28.2%	39	100%
Business	1	6.3%	6	37.5%	6	37.5%	3	18.8%	16	100%
Communications, Media, & Public Relations	2	22.2%	3	33.3%	3	33.3%	1	11.1%	9	100%
Education	1	3.6%	7	25.0%	10	35.7%	10	35.7%	28	100%
Engineering	1	14.3%	4	57.1%	0	0.0%	2	28.6%	7	100%
Health Professions	0	0.0%	11	34.4%	13	40.6%	8	25.0%	32	100%
Social Service Professions	2	18.2%	3	27.3%	5	45.5%	1	9.1%	11	100%
Other Disciplines	1	7.7%	5	38.5%	5	38.5%	2	15.4%	13	100%
Total	26	11.2%	80	34.5%	72	31.0%	54	23.3%	232	100%

Disaggregate by Department

Department	Very little		Some		Quite a bit		Very much		Total	
	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Arts & Humanities	8	25.0%	11	34.4%	7	21.9%	6	18.8%	32	100%
Biological Sciences, Agriculture, & Natural Resources	0	0.0%	5	26.3%	8	42.1%	6	31.6%	19	100%
Physical Sciences, Mathematics, & Computer Sciences	5	19.2%	10	38.5%	7	26.9%	4	15.4%	26	100%
Social Sciences	5	12.8%	15	38.5%	8	20.5%	11	28.2%	39	100%
Business	1	6.3%	6	37.5%	6	37.5%	3	18.8%	16	100%
Communications, Media, & Public Relations	2	22.2%	3	33.3%	1	11.1%	1	11.1%	9	100%
Education	1	3.6%	7	25.0%	10	35.7%	10	35.7%	28	100%
Engineering	1	14.3%	4	57.1%	0	0.0%	2	28.6%	7	100%
Health Professions	0	0.0%	11	34.4%	13	40.6%	8	25.0%	32	100%
Social Service Professions	2	18.2%	3	27.3%	5	45.5%	1	9.1%	11	100%
Other Disciplines	1	7.7%	5	38.5%	5	38.5%	2	15.4%	13	100%
Total	26	11.2%	80	34.5%	72	31.0%	54	23.3%	232	100%

So... Now What?

- What are departments already doing? (No need to reinvent the wheel)
- Dig deeper into the why – Focus groups and interviews
- Create an intervention
- Reassess

NSSEville of the Lake College

NSSEville of the Lake College is a small, but welcoming institution in the Midwest. We've been working on our structural diversity, but it's hard to disaggregate when everyone knows everyone else.

- How can we check in on our minority (and maybe even tiny majority) faculty without putting anyone on the spot?
 - Get creative in reporting!
- Is it even worth trying to collect quantitative data?
 - YES
- What statistical analyses can we even use with such a small sample size?
 - Let go of significance, hang your hat on effect sizes and proportions

What Do We Have to Work With?

Racial/Ethnic Identification

- 2 American Indian or Alaska Native
- 13 Asian
- 1 Black or African American
- 8 Hispanic or Latino
- 2 Other
- 6 Multiracial
- 0 Native Hawaiian or Pacific Islander (but we have two on campus!)

Outcomes

- How much does NSSEville of the Lake emphasize creating an overall sense of community among faculty?
- How much does NSSEville of the Lake provide a supportive environment for people based on racial/ethnic identity?

Some Strategies We Could Employ

Think of some ways to create categories of our outcome

- Pre-selected norms?
- Above and below average?
- Quartiles?
- Actual responses?
- Past scores?

- Where do your small groups place in these categories?

Think critically about the responses of your small group

- Are the responses within an identity category consistent?
- Can some of the subgroups be aggregated based on their responses?

- Resist the urge to report on aggregate "faculty of color" if you can but use "responsible aggregation" if you need to!

Categorized Outcomes: High/Low

What I see:

How much does NSSEville of the Lake provide a supportive environment for people based on racial/ethnic identity?

	Low		High	
	n	row%	n	row%
Am Ind.	1	50	1	50
Asian	8	62	5	39
Black	1	100	0	0
Latine	5	63	3	38
White	22	32	46	68
Other	0	0	2	100
Multi	3	33	6	66

What I might report:

How much does NSSEville of the Lake provide a supportive environment for people based on racial/ethnic identity?

	Low		High	
	n	row%	n	row%
Am. Indian or Native American	1	50	1	50
Asian	8	62	5	39
Black or African American	1	100	0	0
Hispanic or Latinx	5	63	3	38
White	22	32	46	68
Other	0	0	2	100
Multiracial	3	33	6	66

Or I might just say that faculty of all racial/ethnic identities fall into the low and high categories, but we might want to start looking at the experiences of Asian, Black, and Latinx faculty.

Responsible Aggregation

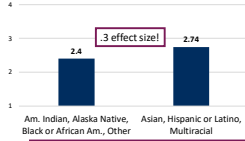
What I see:

How much does NSSEville of the Lake emphasize creating an overall sense of community among faculty?

	Mean	SD
Am. Indian or Native American	2.5	.71
Asian	2.69	.63
Black or African American	2.00	
Hispanic or Latinx	2.62	1.06
White	2.68	.84
Other	2.5	2.12
Multiracial	3.00	.89

What I might report:

How much does NSSEville of the Lake emphasize creating an overall sense of community among faculty?



Careful with White here, include it in a group or exclude it altogether.

Which of these case studies resonates most with you?

What would you suggest each of these campuses do next?

What situations are you facing that we didn't cover?

What's one thing you can do when you get back to your campus to begin disaggregating supportive environments?

Final thoughts and questions?

Thanks for joining us!

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