

IUPUI Climate Survey 2014
Institutional Research and Decision Support
Office of Diversity, Equity, and Inclusion

Faculty, Staff, and Students Reporting Disabilities

PURPOSE: To measure campus climate indicators in order to better understand faculty, staff, and students' experiences on the IUPUI campus

METHODS: Survey administered to census of faculty, staff, and current students in Fall 2014.

PROFILE OF RESPONDENTS:

	Faculty/Staff – With a Disability	Faculty/Staff – All IUPUI	Students – With a Disability	Students – All IUPUI
Men	39%	37%	45%	38%
Women	61%	63%	55%	62%
White	79%	75%	74%	68%
Black	5%	9%	8%	8%
Hispanic	7%	4%	5%	7%
Asian	3%	6%	2%	9%
Other	7%	5%	11%	6%
LGBT	11%	8%	17%	13%
Non-LGBT	89%	92%	83%	87%
Christian	67%	64%	65%	57%
Non-Christian Religious	10%	7%	8%	10%
No Religious Affiliation	22%	29%	28%	33%
Conservative	17%	21%	19%	23%
Moderate	37%	38%	46%	44%
Liberal	46%	41%	35%	34%
n	126	2884	157	3933
Response rate		39%		15%

- Faculty, staff, and students with a disability are very similar overall to the demographic makeup of those who responded to the survey as a whole.
- Five percent of both faculty/staff and students at IUPUI report currently having a disability that substantially limits a major life activity.
- Students with a disability are more likely to report being men, less likely to be Asian, and more likely to identify as Christian.
- Faculty, staff, and students with a disability are slightly more likely to report being LGBT.

SPECIFIC DISABILITY TYPE¹

	Faculty/Staff	Students
Coordination	3%	8%
Hearing	30%	16%
Learning	7%	33%
Mobility	44%	37%
Speech	3%	3%
Visual	13%	17%
Other	24%	24%
n	126	157

- Faculty and staff who report having a disability are more likely than students to have a hearing disability while students are more likely to report having a learning disability.
- Having a mobility disability is the most commonly reported disability for both faculty/staff and students.
- Among faculty/staff who select other, 31% list some sort of mental health disability.
- Among students who select the option of “other”, 43% are either a mental health disability such as PTSD or anxiety disorders or a neurobehavioral disorder such as ADD or ADHD.

¹ Percentages add up to more than 100% due to respondents being able to check more than one disability.

CAMPUS ENVIRONMENT:

Percentage who agree with...	Faculty with Disability	Faculty without Disability	Staff with Disability	Staff without Disability	
I feel free to be myself at IUPUI	84%	81%	69%	83%***	
At IUPUI I sometimes fear speaking up for what I think	38%	39%	52%	39%*	
I feel safe on campus	89%	90%	83%	91%*	
There are a lot of people like me on campus	58%	74%*	68%	81%**	
IUPUI's Multicultural Center is for people like me	36%	41%	40%	41%	
IUPUI has a commitment to diversity	83%	90%	89%	94%	
IUPUI places too much emphasis on diversity	29%	22%	41%	29%*	
IUPUI has diverse faculty and staff	67%	67%	75%	83%	
IUPUI has a diverse student population	86%	84%	92%	94%	
IUPUI accurately reflects diversity in publications	77%	79%	79%	86%	
IUPUI has a lot of tension around diversity issues	27%	22%	33%	21%**	
It's difficult to move up in my career	67%	47%*	81%	63%**	
	N	37	934	90	1604

* p<.05, ** p<.01, *** P<.001 for differences between non-disabled and Fac/Staff with a disability

- The majority of faculty with a disability feel free to be themselves and feel safe at IUPUI, but staff are significantly less likely to feel free to be themselves as well as to feel safe on campus.
- Faculty and staff with a disability are less likely to believe that there are a lot of similar people on campus.
- Staff with a disability are more likely to feel the campus puts too much emphasis on diversity and that IUPUI has a lot of tension concerning diversity.
- Both faculty and staff with a disability are significantly more likely to agree that it's difficult to move up in their career.

CAMPUS ENVIRONMENT:

Percentage who agree with...	UGRD with Disability	UGRD without Disability	GRAD with Disability	GRAD without Disability	
I feel free to be myself at IUPUI	91%	95%*	95%	95%	
At IUPUI I sometimes fear speaking up for what I think	40%	26%**	26%	25%	
I feel safe on campus	80%	86%	66%	84%**	
There are a lot of people like me on campus	49%	73%***	53%	74%**	
IUPUI's Multicultural Center is for people like me	38%	43%	39%	50%	
IUPUI has a commitment to diversity	88%	96%***	87%	92%	
IUPUI places too much emphasis on diversity	32%	28%	21%	24%	
IUPUI has diverse faculty and staff	84%	90%*	78%	83%	
IUPUI has a diverse student population	93%	96%	92%	90%	
IUPUI accurately reflects diversity in publications	79%	90%***	84%	84%	
IUPUI has a lot of tension around diversity issues	25%	12%***	17%	13%	
It's difficult to find student opportunities at IUPUI	32%	21%**	24%	24%	
	N	121	2393	38	924

* p<.05, ** p<.01, *** P<.001 for differences between non-disabled and students with a disability

- Graduate students with a disability are significantly less likely to feel safe on campus.
- Both undergraduate and graduate students who identify as having a disability are less likely to agree that there are a lot of similar people on campus.
- Although the majority still agree, undergraduate students with a disability are less likely to agree that IUPUI has a commitment to diversity or that IUPUI accurately reflects diversity in publications.
- Undergraduate students with a disability are more likely to agree that IUPUI has tension concerning diversity issues and that it is difficult to find student opportunities on campus.

BIAS / HARASSMENT / DISCRIMINATION:

- Roughly 72% of persons with a disability would likely report bias/harassment/discrimination if they witnessed it. This rate is similar to those on campus without a disability (74%).
- Overall, just under a third of all faculty/staff with a disability (30%) and slightly less than one quarter of students with a disability (23%) at IUPUI have experienced bias/harassment/discrimination because of their ability/disability status.
- Women faculty/staff with a disability (35%) are significantly more likely to experience gender bias than other women faculty/staff (24%).
- Women students with a disability (26%) also experience significantly higher rates of gender bias compared to women students without a disability (12%)
- White (10%) and conservative (30%) students with a disability report higher rates of bias/harassment/ discrimination based on these identities than students without a disability with the same identities of white (5%) and conservative (14%).
- 7 out of 13 faculty/staff with a disability that identify as LGBTQ report experiencing bias/harassment/discrimination due to sexual orientation (25% for LGBTQ faculty/staff without a disability).
- LGBTQ students with a disability (35%) report experiencing bias based on sexual orientation compared to 17% for LGBTQ students who do not have a disability.
- If a respondent reported experiencing bias/harassment/discrimination regarding any status listed above, they were asked to describe one incident. Themes are described below:
 - FACULTY AND STAFF THEMES
 - A few faculty/staff describe instances where people questioned their ability to perform their job duties because of their disability.
 - Many faculty/staff report experiencing problems with FMLA process and experiencing stigma and backlash for filing
 - STUDENT THEMES
 - Students report problems associated with AES services including poor facilities for disability testing center
 - Perception that faculty at IUPUI give the impression that students who use AES are burdensome.
 - Students report faculty actively discouraging them from using AES services.

ACCESSIBILITY OF CAMPUS:

Percentage who rate the accessibility of the following for persons with a disability as good/very good...	Fac/Staff with Disability	Fac/Staff without Disability	Students with Disability	Students without Disability	
Information in alternate formats (i.e., Braille)	60%	42%	49%	53%	
Classrooms	65%	62%	55%	62%	
Buildings	57%	65%	62%	69%	
Restrooms	67%	67%	72%	71%	
Transportation	57%	53%	59%	57%	
Grounds (i.e., snow removal)	57%	51%	56%	58%	
Parking	40%	51%	46%	52%	
Student services (i.e., registration)	67%	71%	62%	72%	
Library	80%	76%	69%	74%	
Athletic facilities	67%	59%	54%	61%	
Recreational sports facilities	63%	59%	55%	60%	
Residence halls	70%	66%	55%	61%	
	N	127	2884	160	3933

- The accessibility of most of the items are ranked as good or very good somewhere between half and two-thirds of faculty/staff and students with a disability at IUPUI.
- University library and restrooms on campus are rated highest regarding accessibility by both faculty/staff and students with a disability.
- Faculty and staff with a disability are more satisfied with the accessibility of athletic facilities, recreational sports facilities, and residence halls than students with a disability.
- One of the lowest rated items is the accessibility of parking for persons with a disability at IUPUI. Nearly one-third (31%) of students and 40% of faculty/staff rate the accessibility of parking at IUPUI as poor or very poor.
- Faculty and staff with a disability at IUPUI are more likely to give higher ranks to the accessibility of information in alternate formats and classrooms compared to students with a disability.

EXECUTIVE SUMMARY:

Strengths to Build On

- *Commitment to Diversity.* A large majority of faculty, staff, and students with a disability at IUPUI all believe that the campus has a commitment to diversity. The majority of these groups also believe that IUPUI has diverse faculty/staff and student populations while also reflecting diversity accurately in publications.

Issues to be Mindful Of

- *Staff with Disabilities and Campus Environment.* Although the majority agree, staff with a disability are less likely than other staff to feel free to be themselves and feel safe on campus. Four out of every five staff with a disability considers it difficult to move up in their careers.
- *Undergraduate Students with Disabilities and Campus Environment.* Undergraduate students with a disability are significantly more likely to fear speaking up for what they think as well as find it difficult to find student opportunities on campus.
- *AES & Faculty.* Many students with a disability expressed frustration with how AES is perceived at IUPUI. Students on campus with a disability feel a lack of sensitivity among fellow students and faculty concerning the use of AES. This was especially true for students with learning disorders where their need for AES is not necessarily visible.