

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

**International Faculty/Staff and Students**

**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:**

	Inter- national Faculty <sup>1</sup>	U.S. Native Faculty	Inter- national Staff	U.S. Native Staff	International Undergrads	U.S. Native Undergrads	Inter- national Grads	U.S. Native Grads
Men	67%	46%	38%	27%	48%	35%	52%	35%
Women	33%	54%	62%	73%	52%	65%	48%	65%
White	31%	85%	33%	81%	26%	78%	12%	82%
Black	5%	6%	10%	11%	17%	7%	6%	6%
Hispanic	11%	3%	13%	3%	17%	6%	7%	4%
Asian	44%	2%	35%	1%	28%	2%	60%	2%
Other	9%	4%	9%	4%	12%	7%	15%	6%
LGBT	8%	8%	11%	8%	9%	14%	11%	10%
Non-LGBT	92%	92%	89%	92%	91%	86%	89%	90%
With a Disability	2%	4%	1%	6%	3%	5%	2%	5%
Without a Disability	98%	96%	99%	94%	97%	95%	98%	95%
Christian	35%	57%	56%	73%	52%	62%	20%	62%
Non-Christian Religious	22%	8%	19%	3%	24%	4%	48%	3%
No Religious Affiliation	43%	35%	25%	24%	24%	34%	32%	35%
Conservative	11%	15%	24%	25%	19%	26%	8%	22%
Moderate	49%	26%	54%	40%	53%	44%	51%	33%
Liberal	40%	59%	23%	35%	28%	31%	41%	45%
n	258	706	95	1604	331	2185	327	635

- All groups of international respondents have higher percentages of men compared to U.S. native participants, but this difference is most pronounced for faculty and graduate students.
- International graduate students have the highest percentage of Asian respondents.
- The majority of international respondents in the Other category are either middle eastern or two or more races.
- All groups of international participants have higher rates of identifying as non-Christian religious with the highest rate among Graduate students with nearly half (48%) in the category.

<sup>1</sup> Includes respondents who self-identify as naturalized U.S. citizens, U.S. permanent residents, and citizens of another country.

**CAMPUS ENVIRONMENT:**

Percentage who agree with...	Inter- national Faculty	U.S. Native Faculty	Inter- national Staff	U.S. Native Staff	
I feel free to be myself at IUPUI	83%	81%	80%	83%	
At IUPUI I sometimes fear speaking up for what I think	39%	39%	38%	40%	
I feel safe on campus	93%	89%	91%	91%	
There are a lot of people like me on campus	74%	73%	77%	81%	
IUPUI's Multicultural Center is for people like me	65%	31%***	73%	40%***	
IUPUI has a commitment to diversity	87%	91%	86%	94%**	
IUPUI places too much emphasis on diversity	26%	21%	25%	30%	
IUPUI has diverse faculty and staff	76%	63%***	85%	82%	
IUPUI has a diverse student population	86%	83%	93%	94%	
IUPUI accurately reflects diversity in publications	78%	79%	84%	85%	
IUPUI has a lot of tension around diversity issues	21%	23%	25%	22%	
It's difficult to move up in my career	51%	47%	71%	64%	
	N	258	706	95	1604

\*p<.05, \*\* p<.01, \*\*\* P<.001 for differences between International and U.S. Native Faculty or Staff

- The majority of international faculty and staff feel free to be themselves, feel safe on campus, and feel that IUPUI has a commitment to diversity.
- While a majority agree with the statement, international staff respondents are significantly less likely to believe that the campus has a commitment to diversity.
- International faculty are significantly more likely than U.S. native faculty respondents to agree that IUPUI has a diverse faculty and staff.
- There are no significant differences between international and U.S. native faculty and staff in regards to agreement with statements that the campus has a diverse student population and that diversity is accurately portrayed in university publications.

**CAMPUS ENVIRONMENT:**

Percentage who agree with...	Inter- national UGRD	U.S. Native UGRD	Inter- national GRAD	U.S. Native GRAD
I feel free to be myself at IUPUI	93%	95%	95%	95%
At IUPUI I sometimes fear speaking up for what I think	35%	26%***	31%	22%**
I feel safe on campus	86%	85%	82%	83%
There are a lot of people like me on campus	70%	72%	80%	69%**
IUPUI's Multicultural Center is for people like me	70%	39%***	74%	36%***
IUPUI has a commitment to diversity	93%	96%**	91%	92%
IUPUI places too much emphasis on diversity	39%	26%***	31%	20%***
IUPUI has diverse faculty and staff	86%	90%*	84%	82%
IUPUI has a diverse student population	92%	96%**	90%	90%
IUPUI accurately reflects diversity in publications	83%	90%***	83%	85%
IUPUI has a lot of tension around diversity issues	24%	11%***	15%	13%
It's difficult to find student opportunities at IUPUI	29%	20%***	37%	17%***
N	331	2185	327	635

\*p<.05, \*\*p<.01, \*\*\* P<.001 for differences between International and U.S. Native Students

- Both international undergraduate and graduate students are significantly more likely to fear speaking up for what they think.
- Both groups of international students are also more likely to agree that IUPUI places too much emphasis on diversity compared to U.S. native students.
- International undergraduate students are more likely to agree that IUPUI has a lot of tension concerning diversity issues.
- Both groups of international students are significantly more likely to find it difficult to find student opportunities at IUPUI with a greater difference found among graduate students.

## **BIAS / HARASSMENT / DISCRIMINATION:**

- Roughly 78% of international faculty/staff and 75% of students would likely report bias/harassment/discrimination if they witnessed it – slightly higher than native U.S. citizen faculty/staff (75%) and students (72%) at IUPUI.
- Approximately 13% of international faculty/staff and 15% of international students report experiencing bias/harassment/discrimination based on their citizenship status – compared to only 1% of native U.S. citizens for both groups.
- Both International women faculty/staff (18%) and students (4%) are significantly less likely to report experiencing bias/harassment/discrimination based on gender compared to U.S. native women faculty/staff (25%) and students (14%).
- Only 2% of international faculty/staff who identify politically as conservative report experiencing bias based on their political beliefs while nearly one-fifth (19%) of native U.S. citizens report such bias/harassment/discrimination.
- International students who identify as non-Christian religious (13%) are less likely than native U.S. non-Christian students (22%) to report experiencing bias based on their religious beliefs.
- If a respondent reported experiencing bias/harassment/discrimination regarding any status listed above, they were asked to describe one incident. Themes are described below.
  - Multiple respondents speak of disparaging comments made to them due to their accent as well as a perceived lack of intelligent or exclusion from others due to English being a second language.
  - International students speak of being discouraged from working with certain professors and being excluded from group projects/activities.
  - A few participants discuss a lack of job opportunities due to their visa status and perceived preference by others for hiring U.S. citizens.
  - Stereotypes are discussed including views that all international faculty, staff, and students work all the time and are obedient.
  - A few respondents discuss qualifications not being taken seriously by others if they were earned in a foreign country.