



DEI Campus Climate Survey High-Level Findings

In Spring 2023, Rutgers University conducted its first university-wide DEI Campus Climate survey of students, faculty, and staff designed to develop shared knowledge around diversity, equity, and inclusion issues by learning about the community’s perspectives, opinions, and experiences related to these topics. This document identifies **key takeaways and differing perceptions of the DEI campus climate at Rutgers–Newark.**

The findings highlighted below are not exhaustive but establish a baseline understanding of the present climate at Rutgers–Newark and serve as a benchmark against which to measure change over time. Of the 9,878 eligible participants, **1,323 responses were collected, yielding an overall response rate of 13.4%**, with a significantly higher response among faculty and staff.¹

1. Rutgers–Newark survey respondents have significant racial and ethnic diversity, but the student respondents are substantially more diverse than the faculty and staff.

89%

of undergraduate student respondents identify as Non-White; Hispanic/Latino/a make up the largest sub-group at 29%.

65%

of graduate student respondents identify as Non-White; Asian American/Asian make up the largest sub-group at 29%.

61%

of staff respondents identify as Non-White; African American/Black make up the largest sub-group at 25%.

48%

of faculty (including part-time) respondents identify as Non-White; Asian American/Asian make up the largest sub-group at 19%.



2. Most respondents were very satisfied/satisfied with the overall campus climate.

52%

of all respondents were very satisfied/satisfied with the overall campus climate that they have experienced over the past year, but nearly a third (30%) were neutral.

33%

of employees (average of staff and faculty) rated the overall DEI climate as “much better/somewhat better” than it was three years ago.

22%

of faculty (including part-time) were dissatisfied/very dissatisfied over the past 12 months.

3. All populations perceive Rutgers–Newark as having a strong commitment to diversity, equity, and inclusion.

72%

of all respondents (undergraduate and graduate students, staff, and faculty) agree or strongly agree that Rutgers has a strong commitment to diversity.

51%

of all respondents are satisfied with the institution’s actions in support of its commitment to diversity in the last three years.

51%

of students (average of undergraduate and graduate students) rate Rutgers as among the very best/better than most institutions in relation to DEI progress.

¹ Please note that staff, for example, facilities and public safety, that report to Institutional Planning & Operations, a central administrative unit, are captured there, not in their respective Chancellor-led unit.

4. There is variability in perceptions of inclusive and equitable treatment.

75%

of students (average of undergraduate and graduate students) agree or strongly agree that they are “**treated with respect**,” compared to 63% of employees (average of staff and faculty).

61%

of all respondents (undergraduate and graduate students, staff, and faculty) agree or strongly agree with the statement, “**I feel I belong at Rutgers University.**”

53%

of all respondents agree or strongly agree with the statement, “**I feel valued as an individual at Rutgers University.**”

5. Who you are (identity differences) shapes perceptions of campus experiences and the desire to be a part of the Rutgers–Newark community.

20%

of all respondents agree/strongly agree with the statement, “**I have considered leaving Rutgers because I felt isolated or unwelcomed.**”

22%

of faculty (including part-time) have considered leaving Rutgers.

37%

of employees (average of staff and faculty) agree/strongly agree with the statement, “**I have to work harder than others to be valued equally at Rutgers.**”

6. About twenty five percent personally felt or experienced some form of discrimination on campus over the past 12 months, but negative experiences vary by identity.

10%

of undergraduate students reported discriminatory experiences; those who identified as White were notably above this average.

25%

of graduate students reported discriminatory experiences; those who identified as Another Race were notably above the average.

14%

of faculty reported discriminatory experiences; those who identified as women and Another Race were notably above this average.

25%

of staff reported discriminatory experiences; those who identified as Asian American/Asian Native American and Pacific Islander (AANAPISI) and Hispanic/Latino/a were notably above this average.



7. Most students feel listened to in the classroom and have opportunities for academic success.

72%

of undergraduate students agree/strongly agree with the statement, “**I feel listened to in classrooms and classroom settings**” by faculty and student instructors.

79%

of graduate students agree/strongly agree with the statement, “**I feel listened to in classrooms and classroom settings**” by faculty instructors.

68%

of students agree or strongly agree with the statement, “**I have opportunities at Rutgers for academic success that are similar to those of my peers.**”

8. There is room for improvement in workplace climate for faculty and staff.

54%

of faculty agree/strongly agree with the statement, “**DEI work is valued in my college/department,**” but only 18% say “**I am valued in my college or unit for my...DEI work.**”

55%

of employees (average of faculty and staff) agree/strongly agree with the statement, “**My college/department is a place where I am able to perform up to my full potential.**”

51%

of employees (average of faculty and staff) agree/strongly agree with the statement, “**Support is provided fairly and equitably in my college/department.**”