

# WORK TOWARDS

# INCLUSION

## DEI CAMPUS CLIMATE SURVEY

### EXECUTIVE SUMMARY

#### Rutgers University – All Campuses

Includes:

*Rutgers–New Brunswick*

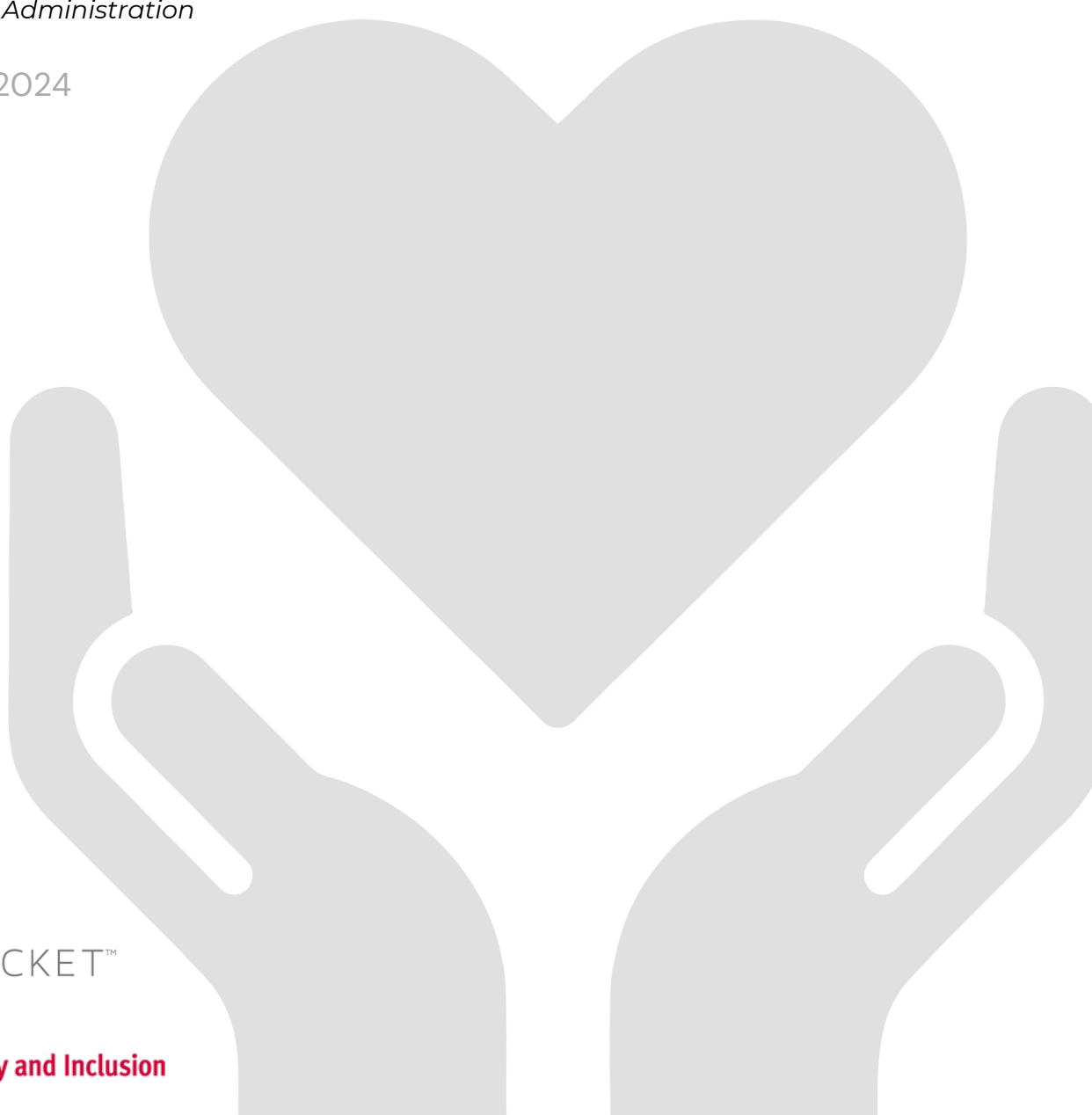
*Rutgers–Newark*

*Rutgers–Camden*

*Rutgers Health*

*University Central Administration*

Released April 2024



## Introduction

Rutgers University is dedicated to cultivating a university community that fosters constructive participation in a diverse, multicultural world. The university has increasingly supported initiatives that foster inclusive learning and working environments.

The Rutgers Diversity, Equity, and Inclusion (DEI) Campus Climate Survey was administered by SoundRocket, a social science survey research firm, in Spring 2023. *See Part II for details about the specific populations included in this survey.*

The survey was designed to help administrators develop shared knowledge around diversity, equity, and inclusion issues by learning about the community's perspectives, opinions, and experiences related to these topics. Data collected in the DEI survey will establish a baseline understanding of the present climate, help inform current and future decisions about supporting a diverse, inclusive, and vibrant campus community, and serve as a benchmark against which to measure change over time.

## Institutional Context

Tensions were high when the DEI Campus Climate Survey launched on March 20, 2023. On March 10, the Friday before spring break, two faculty unions announced that their strike authorization votes were successful. Data collection and outreach via emails from institutional leaders and social media engagement proceeded as planned for three weeks before the strike announcement on April 10. Institutional outreach paused for several weeks until the strike ended, and the associated contention subsided. After that, SoundRocket conducted additional outreach through phone calls to students and mailed letters to faculty and staff to increase participation. However, most participants completed the survey before the announcement of the strike.

Determining whether the labor context influenced survey participation or the resulting responses is not possible. Since this is a baseline survey, we do not have a university-wide comparison of student, faculty, and staff sentiment. However, the results shared below reflect the responses of nearly 10,000 members of the Rutgers community who, in this context, shared their experiences to help us assess the DEI campus climate.

## Understanding the Executive Summary

This executive summary includes comparative tables for undergraduate students, graduate students, staff, and faculty. In contrast, the full report separates the population by students (undergraduate and graduate) and employees (staff and faculty). The executive summary begins with a demographic overview that captures our community's compositional diversity along several dimensions: race/ethnicity, gender identity, sexual orientation, religious affiliation, first-generation in the US, disability, and veteran status. It concludes with a high-level overview of campus climate indicators, specifically satisfaction with the overall climate, perceptions of institutional commitment, inclusive and equitable treatment, unfair treatment, and reported discrimination experiences. Below each table is the survey question, indicated by symbol (+), that generated the responses shown.

# Executive Summary

To assess the campus climate, Rutgers University conducted a survey in 2023 on Diversity, Equity, and Inclusion (DEI). This survey was designed to help university leaders and campus communities develop a baseline understanding of the climate relating to diversity, equity, and inclusion. Information was gathered from faculty, staff, and students relating to their perceptions, experiences, and perspectives relative to these topics. The survey results will help inform current and future decisions to support a diverse, inclusive, and welcoming community and serve as a benchmark against which to measure change over time. As stated in our mission, Rutgers University “strives to sustain an open exchange of ideas in an environment . . . that provides an atmosphere of mutual respect free from racism, sexism, and other forms of prejudice and intolerance.”

This document is intended to provide a high-level summary of the Rutgers DEI Campus Climate Survey.

The survey was launched on March 20, 2023 and closed on May 10, 2023. All eligible Rutgers undergraduate students, graduate students, staff, and faculty were invited to participate. Of the 76929 individuals invited to participate, 12725 responses were collected, yielding a response rate of **16.5%** and completion rate of **82.3%**.

## Executive Summary - Table 2: Sample Total and Completed Responses by Population

	Eligible Sample	Partial Responses	Completed Responses	Response Rate	Completion Rate
Undergraduate Students	42984	761	2806	8.3%	78.7%
Graduate Students	11280	297	1229	13.5%	80.5%
Staff	13764	787	4079	35.4%	83.8%
Faculty	8901	405	2361	31.1%	85.4%

## Demographics

**Executive Summary - Table 3a: Race/Ethnicity by Population**

	Total	Undergraduate Students	Graduate Students	Staff	Faculty
African American/Black	<b>11.8%</b> (1407)	<b>9.5%</b> (317)	<b>11.2%</b> (159)	<b>16.7%</b> (758)	<b>6.6%</b> (173)
Asian American/Asian	<b>21.0%</b> (2501)	<b>33.4%</b> (1118)	<b>29.5%</b> (418)	<b>11.2%</b> (508)	<b>17.5%</b> (457)
Hispanic/Latino/a	<b>9.6%</b> (1141)	<b>11.7%</b> (391)	<b>8.1%</b> (115)	<b>11.5%</b> (521)	<b>4.4%</b> (114)
Middle Eastern/North African	<b>2.2%</b> (261)	<b>3.4%</b> (114)	<b>2.0%</b> (28)	<b>1.4%</b> (62)	<b>2.2%</b> (57)
Native American/Alaskan Native	<b>0.1%</b> (15)	—	—	—	—
Native Hawaiian/Other Pacific Islander	<b>0.2%</b> (22)	—	—	<b>0.4%</b> (17)	—
White	<b>44.1%</b> (5252)	<b>27.9%</b> (933)	<b>38.4%</b> (544)	<b>49.2%</b> (2236)	<b>59.0%</b> (1539)
More Than One Race/Ethnicity	<b>8.4%</b> (1005)	<b>12.6%</b> (423)	<b>8.3%</b> (118)	<b>6.6%</b> (301)	<b>6.2%</b> (163)
Preferred response not listed	<b>2.6%</b> (306)	<b>1.3%</b> (45)	<b>2.4%</b> (34)	<b>2.9%</b> (131)	<b>3.7%</b> (96)

† Question: Please indicate the **racial or ethnic group(s)** with which you identify. *(Select all that apply)*

**Executive Summary - Table 3b: Gender Identity by Population**

	Total	Undergraduate Students	Graduate Students	Staff	Faculty
Woman	<b>63.9%</b> (7695)	<b>64.1%</b> (2158)	<b>64.7%</b> (926)	<b>69.5%</b> (3203)	<b>53.3%</b> (1408)
Man	<b>33.0%</b> (3978)	<b>30.7%</b> (1034)	<b>32.2%</b> (461)	<b>28.8%</b> (1329)	<b>43.7%</b> (1154)
Transgender	<b>1.8%</b> (211)	<b>4.2%</b> (140)	<b>1.8%</b> (26)	<b>0.6%</b> (27)	<b>0.7%</b> (18)
Preferred response not listed	<b>1.4%</b> (166)	<b>1.0%</b> (33)	<b>1.3%</b> (19)	<b>1.1%</b> (51)	<b>2.4%</b> (63)

† Question: What is your gender/gender identity? *(Select all that apply.)*

**Executive Summary - Table 3c: Sexual Orientation by Population**

	Total	Undergraduate Students	Graduate Students	Staff	Faculty
Heterosexual	<b>81.6%</b> (9656)	<b>71.3%</b> (2357)	<b>79.9%</b> (1128)	<b>88.2%</b> (3980)	<b>84.1%</b> (2191)
LGBQA+	<b>18.4%</b> (2177)	<b>28.7%</b> (948)	<b>20.1%</b> (284)	<b>11.8%</b> (531)	<b>15.9%</b> (414)

† Question: What is your sexual orientation? (Select all that apply.)

**Executive Summary - Table 3d: Religious Affiliation by Population**

	Total	Undergraduate Students	Graduate Students	Staff	Faculty
Agnostic/Atheist	<b>17.2%</b> (1969)	<b>22.0%</b> (710)	<b>18.9%</b> (259)	<b>10.5%</b> (460)	<b>21.9%</b> (540)
Christian	<b>45.9%</b> (5244)	<b>37.0%</b> (1198)	<b>39.0%</b> (534)	<b>59.8%</b> (2608)	<b>36.6%</b> (904)
Hindu	<b>6.5%</b> (745)	<b>10.0%</b> (325)	<b>11.5%</b> (158)	<b>3.3%</b> (144)	<b>4.8%</b> (118)
Jewish	<b>6.5%</b> (747)	<b>4.5%</b> (145)	<b>6.6%</b> (90)	<b>4.7%</b> (206)	<b>12.4%</b> (306)
Muslim	<b>5.0%</b> (572)	<b>8.8%</b> (283)	<b>6.4%</b> (87)	<b>2.6%</b> (115)	<b>3.5%</b> (87)
Nothing in particular	<b>11.3%</b> (1290)	<b>11.5%</b> (371)	<b>10.8%</b> (148)	<b>10.6%</b> (461)	<b>12.6%</b> (310)
Other Religiously Minoritized	<b>7.6%</b> (867)	<b>6.2%</b> (202)	<b>6.9%</b> (94)	<b>8.4%</b> (367)	<b>8.3%</b> (204)

† Question: With what religion (if any) do you most identify?

**Executive Summary - Table 3e: First Generation in the US by Population**

	Total	Undergraduate Students	Graduate Students	Staff	Faculty
First generation in US	<b>51.0%</b> (6053)	<b>67.5%</b> (2249)	<b>56.7%</b> (799)	<b>39.6%</b> (1791)	<b>46.5%</b> (1214)

† Question: Please indicate your generation status, response: Neither of my parents were born in the United States

**Executive Summary - Table 3f: Disability by Population**

	Total	Undergraduate Students	Graduate Students	Staff	Faculty
Yes, I have a disability	<b>11.2%</b> (1320)	<b>12.0%</b> (396)	<b>14.6%</b> (205)	<b>9.9%</b> (444)	<b>10.7%</b> (275)

† Question: Do you have a disability?

**Executive Summary - Table 3g: Veteran Status by Population**

	Total	Undergraduate Students	Graduate Students	Staff	Faculty
Current or past service	<b>2.0%</b> (237)	<b>1.6%</b> (54)	<b>2.4%</b> (34)	<b>2.1%</b> (95)	<b>2.1%</b> (54)

† Question: Have you ever served in the U.S. Armed Forces, Military Reserves, or National Guard?

## Climate

**Executive Summary - Table 5a: Satisfaction with Overall Rutgers' Campus Climate by Population**

	Total	Undergraduate Students	Graduate Students	Staff	Faculty
Very Satisfied/Satisfied	<b>53.0%</b> (6158)	<b>52.4%</b> (1690)	<b>56.6%</b> (775)	<b>53.1%</b> (2367)	<b>51.8%</b> (1326)
Neither Satisfied nor Dissatisfied	<b>30.1%</b> (3494)	<b>32.6%</b> (1051)	<b>31.0%</b> (425)	<b>30.6%</b> (1363)	<b>25.6%</b> (655)
Dissatisfied/Very Dissatisfied	<b>16.9%</b> (1966)	<b>15.0%</b> (485)	<b>12.4%</b> (170)	<b>16.4%</b> (730)	<b>22.7%</b> (581)

† Question: How satisfied or dissatisfied are you with the overall campus climate/environment that you have experienced at Rutgers University within the past 12 months? (If you have been at the university for under 12 months, please consider the time that you have been here.)

**Executive Summary - Table 5b: Satisfaction with Overall Rutgers' Campus Climate by Population and Collapsed Race**

	Total	Undergraduate Students	Graduate Students	Staff	Faculty
<b>Very Satisfied/Satisfied</b>					
Non-White	<b>52.6%</b> (3224)	<b>52.2%</b> (1184)	<b>58.1%</b> (467)	<b>52.5%</b> (1111)	<b>49.0%</b> (462)
White	<b>54.8%</b> (2796)	<b>53.6%</b> (479)	<b>56.2%</b> (296)	<b>55.0%</b> (1201)	<b>54.6%</b> (820)
<b>Neither Satisfied nor Dissatisfied</b>					
Non-White	<b>31.5%</b> (1934)	<b>33.0%</b> (748)	<b>31.6%</b> (254)	<b>31.9%</b> (676)	<b>27.2%</b> (256)
White	<b>28.1%</b> (1434)	<b>31.5%</b> (282)	<b>30.4%</b> (160)	<b>28.6%</b> (624)	<b>24.5%</b> (368)
<b>Dissatisfied/Very Dissatisfied</b>					
Non-White	<b>15.9%</b> (973)	<b>14.9%</b> (337)	<b>10.3%</b> (83)	<b>15.5%</b> (329)	<b>23.8%</b> (224)
White	<b>17.2%</b> (876)	<b>14.9%</b> (133)	<b>13.5%</b> (71)	<b>16.4%</b> (358)	<b>20.9%</b> (314)

† Question: How satisfied or dissatisfied are you with the overall campus climate/environment that you have experienced at Rutgers University within the past 12 months? (If you have been at the university for under 12 months, please consider the time that you have been here.)

## Institutional Commitment

### Executive Summary - Table 7a: Satisfaction with Rutgers' DEI Actions by Population

	Total	Undergraduate Students	Graduate Students	Staff	Faculty
Very Satisfied/Satisfied	48.5% (5544)	44.5% (1403)	47.5% (642)	51.6% (2266)	48.6% (1233)

† Question: How satisfied are you with the institution's actions in support of its commitment to diversity in the last three years? (If you have been at the university for less than 3 years, please consider the progress you have seen during the time that you have been here.)

### Executive Summary - Table 7b: Satisfaction with Rutgers' DEI Actions by Population and Collapsed Race

	Total	Undergraduate Students	Graduate Students	Staff	Faculty
Very Satisfied/Satisfied					
Non-White	46.6% (2807)	44.3% (985)	49.1% (388)	48.6% (1012)	45.6% (422)
White	51.8% (2615)	45.4% (395)	47.1% (246)	56.0% (1209)	51.1% (765)

† Question: How satisfied are you with the institution's actions in support of its commitment to diversity in the last three years? (If you have been at the university for less than 3 years, please consider the progress you have seen during the time that you have been here.)

### Executive Summary - Table 13a: Levels of Agreement with Rutgers' Strong Commitment to DEI by Population (% Agree/Strongly Agree)

	Total	Undergraduate Students	Graduate Students	Staff	Faculty
Agree/Strongly Agree	67.8% (7329)	67.3% (1967)	69.1% (877)	68.6% (2869)	66.2% (1616)

† Question: Considering your experiences over the past 12 months at Rutgers University, please indicate your level of agreement with each of the following statements: (If you have been at the university for under 12 months, please consider the time that you have been here.)

### Executive Summary - Table 13b: Levels of Agreement with Rutgers' Strong Commitment to DEI by Population and Collapsed Race (% Agree/Strongly Agree)

	Total	Undergraduate Students	Graduate Students	Staff	Faculty
Non-White	63.8% (3612)	65.7% (1355)	70.4% (525)	60.9% (1194)	60.2% (538)
White	73.2% (3518)	71.7% (577)	69.9% (339)	76.5% (1589)	70.5% (1013)

† Question: Considering your experiences over the past 12 months at Rutgers University, please indicate your level of agreement with each of the following statements: (If you have been at the university for under 12 months, please consider the time that you have been here.)

## Inclusive and Equitable Treatment

**Executive Summary - Table 13c: Levels of Agreement with Statements of Equitable Treatment (% Agree/Strongly Agree)**

	Total	Undergraduate Students	Graduate Students	Staff	Faculty
<b>I am treated with respect at Rutgers University</b>					
Strongly Disagree/Disagree/Neither	<b>29.1%</b> (3153)	<b>24.9%</b> (729)	<b>19.1%</b> (242)	<b>33.8%</b> (1416)	<b>31.4%</b> (766)
Agree/Strongly Agree	<b>70.9%</b> (7664)	<b>75.1%</b> (2203)	<b>80.9%</b> (1022)	<b>66.2%</b> (2768)	<b>68.6%</b> (1671)
<b>I feel valued as an individual at Rutgers University</b>					
Strongly Disagree/Disagree/Neither	<b>47.1%</b> (5101)	<b>51.5%</b> (1508)	<b>38.8%</b> (493)	<b>47.5%</b> (1987)	<b>45.5%</b> (1113)
Agree/Strongly Agree	<b>52.9%</b> (5728)	<b>48.5%</b> (1419)	<b>61.2%</b> (776)	<b>52.5%</b> (2198)	<b>54.5%</b> (1335)
<b>I feel I belong at Rutgers University</b>					
Strongly Disagree/Disagree/Neither	<b>38.7%</b> (4194)	<b>40.6%</b> (1189)	<b>35.6%</b> (453)	<b>37.8%</b> (1585)	<b>39.5%</b> (967)
Agree/Strongly Agree	<b>61.3%</b> (6642)	<b>59.4%</b> (1739)	<b>64.4%</b> (818)	<b>62.2%</b> (2606)	<b>60.5%</b> (1479)

## Unfair Treatment

**Executive Summary - Table 13d: Levels of Agreement with Statements of Unfair Treatment (% Agree/Strongly Agree)**

	Total	Undergraduate Students	Graduate Students	Staff	Faculty
<b>I have considered leaving Rutgers because I felt isolated or unwelcomed</b>					
Strongly Disagree/Disagree/Neither	<b>80.9%</b> (8760)	<b>80.6%</b> (2359)	<b>86.7%</b> (1099)	<b>81.3%</b> (3404)	<b>77.6%</b> (1898)
Agree/Strongly Agree	<b>19.1%</b> (2064)	<b>19.4%</b> (567)	<b>13.3%</b> (169)	<b>18.7%</b> (781)	<b>22.4%</b> (547)
<b>I have to work harder than others to be valued equally at Rutgers</b>					
Strongly Disagree/Disagree/Neither	<b>67.2%</b> (7251)	<b>73.0%</b> (2122)	<b>74.0%</b> (933)	<b>63.1%</b> (2639)	<b>63.8%</b> (1557)
Agree/Strongly Agree	<b>32.8%</b> (3539)	<b>27.0%</b> (783)	<b>26.0%</b> (328)	<b>36.9%</b> (1545)	<b>36.2%</b> (883)

† Question: Considering your experiences over the past 12 months at Rutgers University, please indicate your level of agreement with each of the following statements? (If you have been at the university for under 12 months, please consider the time that you have been here.)



## Discrimination Experiences

**Executive Summary - Table 15a: Felt Discrimination in the Past 12 Months by Population**

	Total	Undergraduate Students	Graduate Students	Staff	Faculty
Yes	<b>17.0%</b> (1808)	<b>15.5%</b> (444)	<b>15.1%</b> (187)	<b>17.2%</b> (708)	<b>19.4%</b> (469)

† Question: In general over the past 12 months, have you felt discriminated against on your Rutgers University campus? (If you have been at Rutgers University for under 12 months, please consider the time that you have been here.)

**Executive Summary - Table 15b: Felt Discrimination in the Past 12 Months by Population and Collapsed Race**

	Total	Undergraduate Students	Graduate Students	Staff	Faculty
Non-White	<b>18.6%</b> (1036)	<b>15.0%</b> (304)	<b>14.7%</b> (108)	<b>20.9%</b> (401)	<b>25.4%</b> (223)
White	<b>14.1%</b> (669)	<b>15.7%</b> (124)	<b>13.3%</b> (63)	<b>13.1%</b> (270)	<b>14.9%</b> (212)

† Question: In general over the past 12 months, have you felt discriminated against on your Rutgers University campus? (If you have been at Rutgers University for under 12 months, please consider the time that you have been here.)

## Use of Findings & Next Steps

The results of the Rutgers Diversity, Equity, and Inclusion (DEI) Campus Climate Survey underscore the importance of regularly collecting data to promote a shared understanding of the DEI campus climate. The community's perspectives, opinions, and experiences related to these topics will inform current and future decisions about how best to support a diverse, inclusive, and vibrant campus and guide actions within academic and administrative units to improve the DEI climate. The results also provide a baseline understanding that enables us to measure change over time as we work to foster an inclusive campus environment that advances our university goal.

## University Diversity Goal

Consistent with Rutgers' mission as the State University of New Jersey, Rutgers is committed to nurturing, maintaining, and enhancing opportunities for learning and understanding among individuals, communities and disciplines, and to promoting meaningful and inclusive engagement across a wide spectrum of characteristics and experiences.

Rutgers' goal is to prepare tomorrow's leaders for a world that is ever less homogenous and ever more challenged by the task of connecting across differences to build community, solve problems, and ensure prosperity. Rutgers considers diversity to be necessary to foster the cultural competencies, resilience, and openness to dialogue that promote the intellectual growth and intergroup understanding that are essential for success in the classroom, the university community, and society at large.

Overall, Rutgers pursues diversity to enhance the excellence of ideas, innovation, civic debate, learning, and teaching and to build a "beloved community" based on working together to reflect, respect, and embrace the complexities of all of our parts.

## Contact Us

For questions about the Rutgers DEI Campus Climate Survey, please contact University Equity and Inclusion via email at [diversity@rutgers.edu](mailto:diversity@rutgers.edu) or by phone at 848-932-4400. To learn more about university diversity initiatives, please visit [diversity.rutgers.edu](https://diversity.rutgers.edu).