A stylized illustration of a lighthouse on the left, with yellow sun rays emanating from behind it. The lighthouse is light blue with a white top section. The sun rays are yellow and fan out across the top half of the slide. Below the lighthouse are blue wavy lines representing water.

NACCC Campus Climate Survey data *“Appraisals of Institutional Commitment”*

April 2024

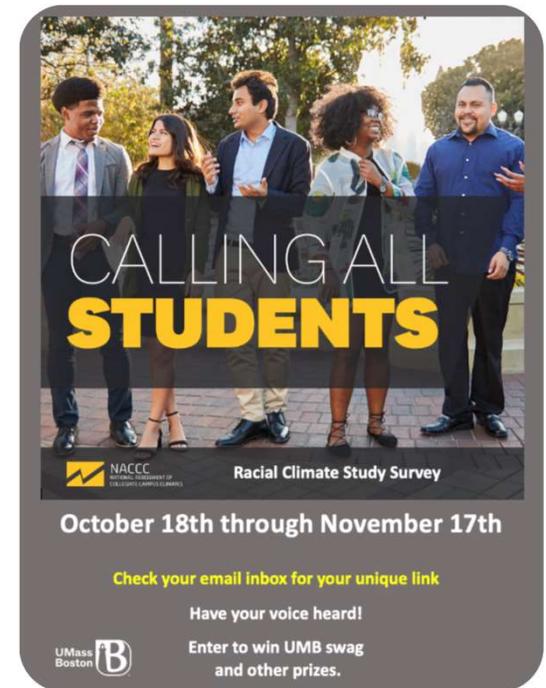
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UMB administered the NACCC student campus climate survey in Fall 2022

- University of Southern California Race and Equity Center -- National Assessment of Collegiate Campus Climates (NACCC)
- Administered between October 19 - November 19, 2022
- 15-minute web-based survey that includes six content areas essential to understanding the racial climate on campus and collects participants demographic information in order to conduct meaningful data disaggregation



We plan to rollout the results of each content area through monthly community sessions

Wed Oct 18

1-2pm, CC 3545

- Mattering and Affirmation

Tue Nov 14

11am-12pm, CC 3540

- Cross Racial Engagement

Tue Feb 27

11am-12pm, CC 3545

- Racial Learning and Literacy

Thu Mar 14

11am-12pm, CC 3545

- Encounters with Racial Stress

Mon Apr 22

1pm-2pm, CC 3540

- Appraisals of Institutional Commitment

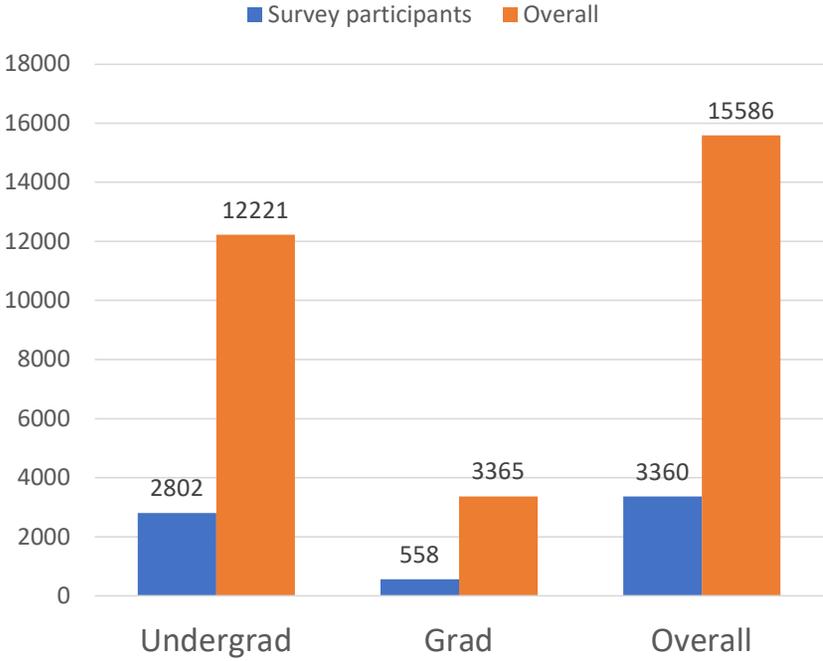
Wed May 8

1pm-2pm, CC 3545

- Impact of External Environments

22% of the UMB student population participated in the NACCC survey

Race/ethnicity	Survey participants		
	Undergrad	Grad	Total
Overall	2802	558	3360
Students of color	1964	376	2340
Caucasian or White	838	182	1020
Asian or Asian American	545	210	755
Black or African American	481	53	534
Hispanic or Latinx	443	25	468
Two or more races	349	47	396
Arab or Arab American	54	3	57
Another group not listed	50	27	77
Middle Eastern	33	11	44
Native American or Alaska Native	5	0	5
Native Hawaiian and/or Pacific Islander	4	0	4



Participation rate: Undergrad 22.9%, Grad 16.5%, Overall 21.6%

Note: UMB students numbers from Fall 2022

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“Appraisals of Institutional Commitment” is one of six content areas in the NACCC survey

Overview of “Appraisals of Institutional Commitment”

- NACCC respondents evaluate their administrators’ demonstrated commitments to racial diversity and inclusion at their institutions. Students also assess institutional leaders’ responses to racial problems on campus.
- Key topics
 - Rating of campus racial diversity
 - Rating of how campus administration deals with racism or racist incidents
 - Rating of administration's commitment to campus racial equity and diversity

A variety of questions were asked in the Appraisals of Institutional Commitment section

Question Overview

- 1. “How racially diverse is your institution?”**
- 2. “How well does UMB deal with on-campus racism and racist incidents?”**
 - *Effectively vs. ineffectively*
 - *In secret vs. in the open*
 - *In a delayed manner vs. in a timely manner*
- 3. “How committed is UMB to each of the following:”**
 - *Admitting students of color*
 - *Racial diversity among faculty*
 - *Racial diversity among staff*
 - *Ensuring SOC graduate*
 - *Sponsoring activities about racial diversity*
 - *Removing objects or structures on campus that are racially offensive*

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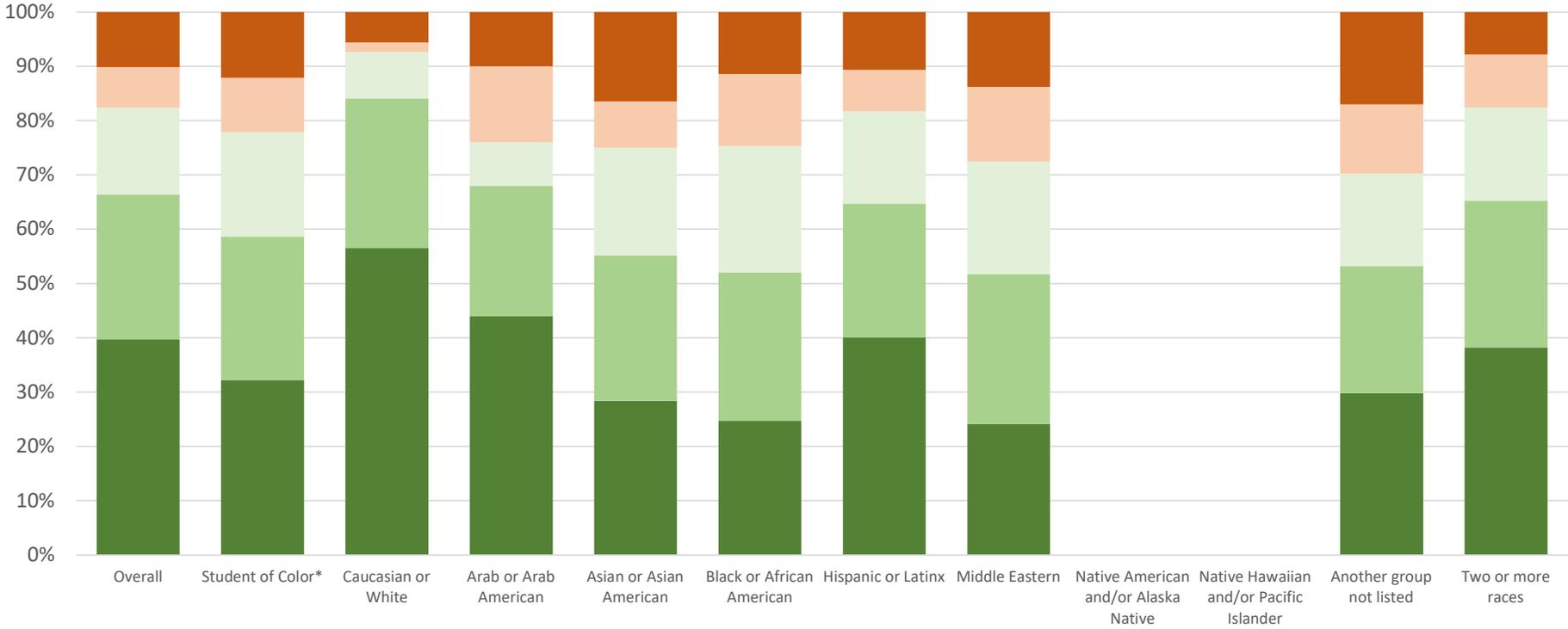
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66% of UG students feel that UMB is strongly or mostly racially diverse

UNDERGRAD

“In your opinion, how racially diverse is your institution?”

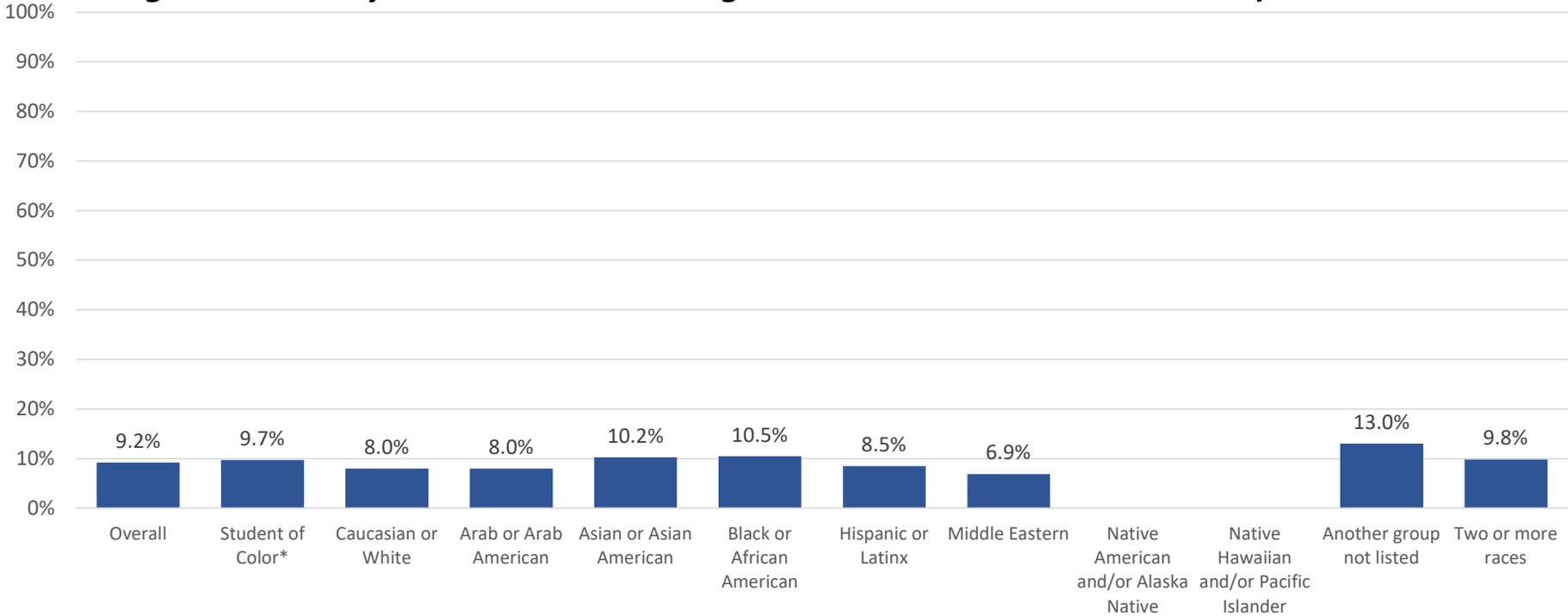


N= 5 = Strongly racially diverse 4 = Mostly racially diverse 3 = Somewhat racially diverse 2 = Slightly racially diverse 1 = Not at all racially diverse

9% of UG students indicated that the university does not acknowledge racism or racist incidents at all

***“Rate your institution on how they deal with on-campus racism and racist incidents”
(% indicating the university “does not acknowledge racism or racist incidents at all”)***

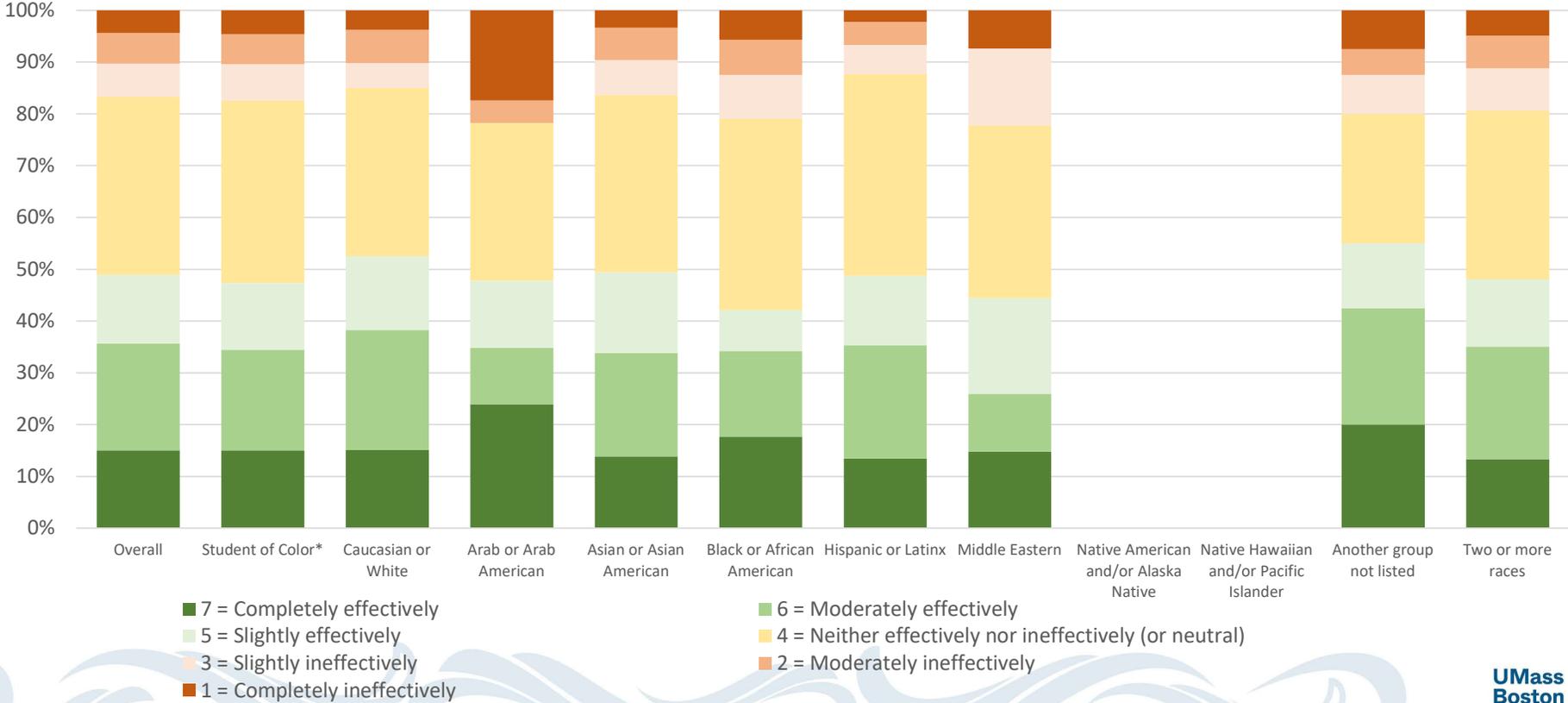
UNDERGRAD



49% of UG students said UMB deals with racist incidents completely, moderately, or slightly effectively

UNDERGRAD

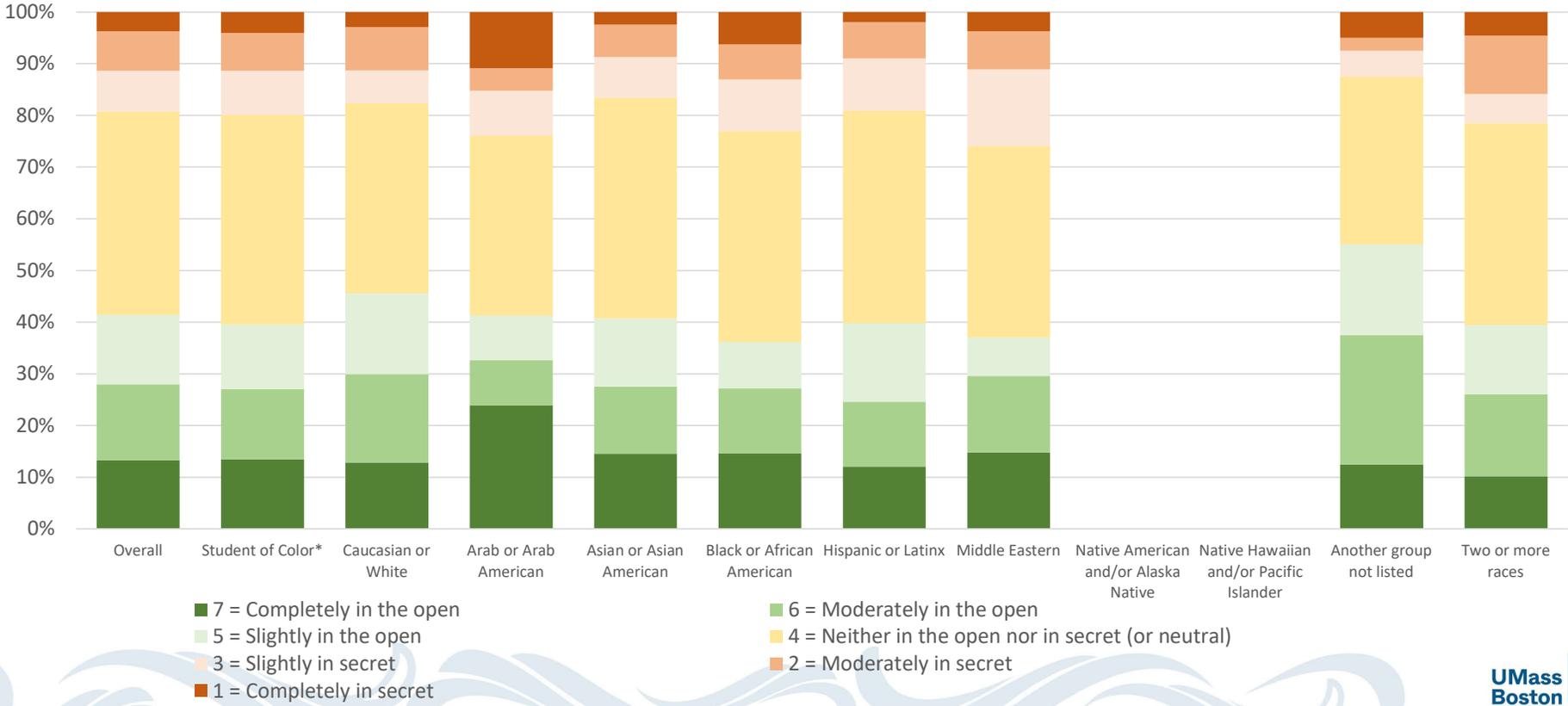
“Rate your institution on how EFFECTIVELY they deal with on-campus racism and racist incidents”



41% of UG students said UMB deals with racist incidents completely, moderately, or slightly in the open

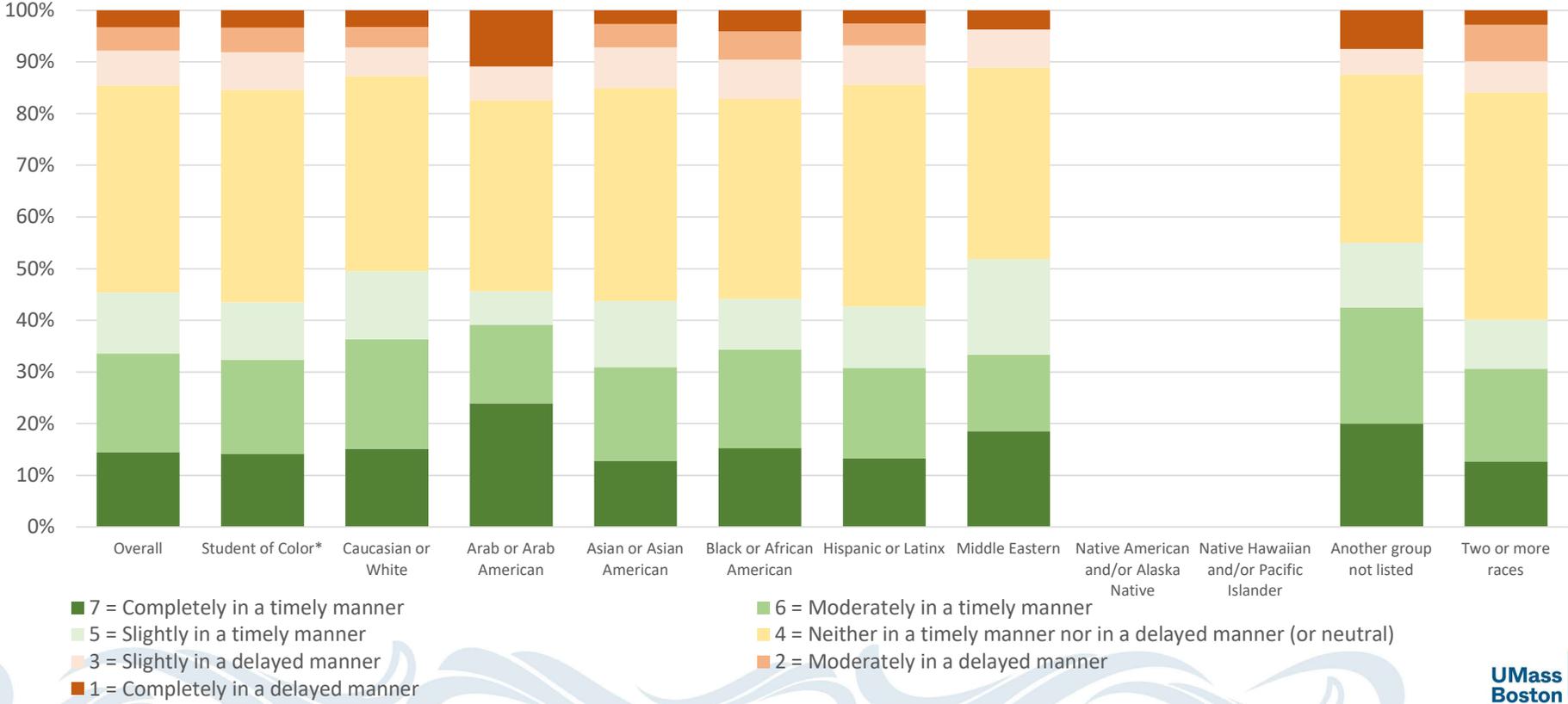
UNDERGRAD

“Rate your institution on how OPENLY they deal with on-campus racism and racist incidents”



45% of UG students said UMB deals with racist incidents completely, moderately, or slightly in a timely manner

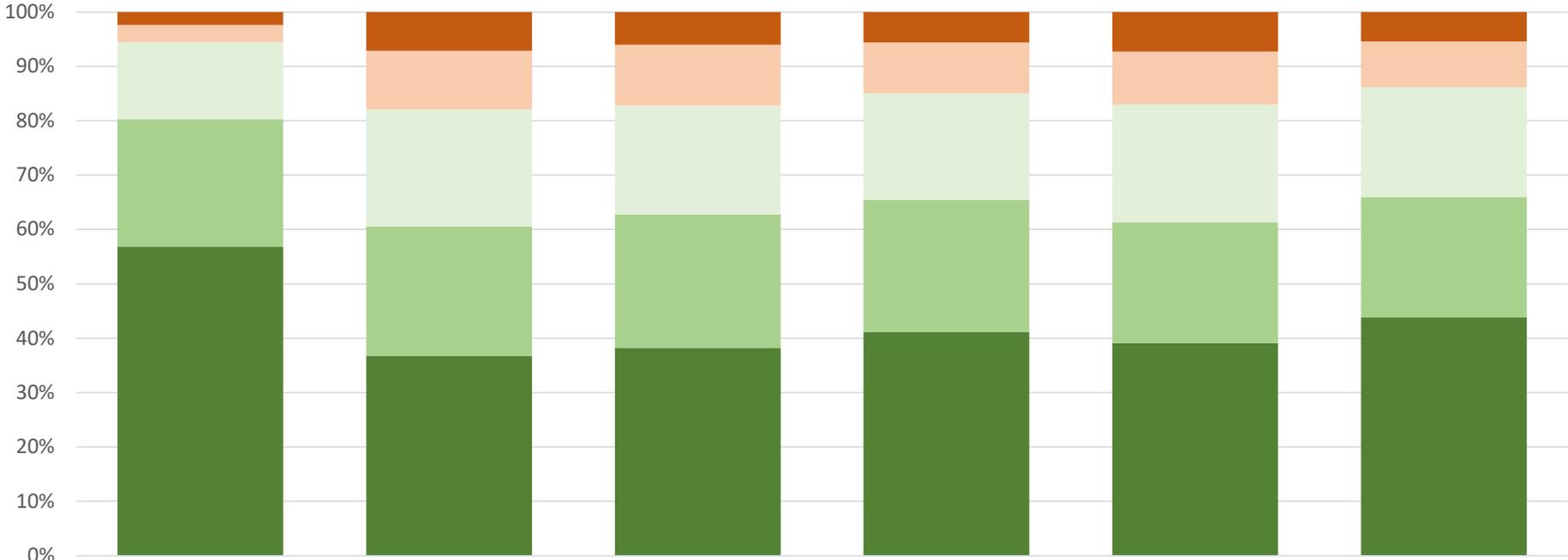
“Rate your institution on how *TIMELY* they deal with on-campus racism and racist incidents” UNDERGRAD



Most students indicated that UMB is committed to racial diversity

“How committed is your institution to racial diversity?”

UNDERGRAD



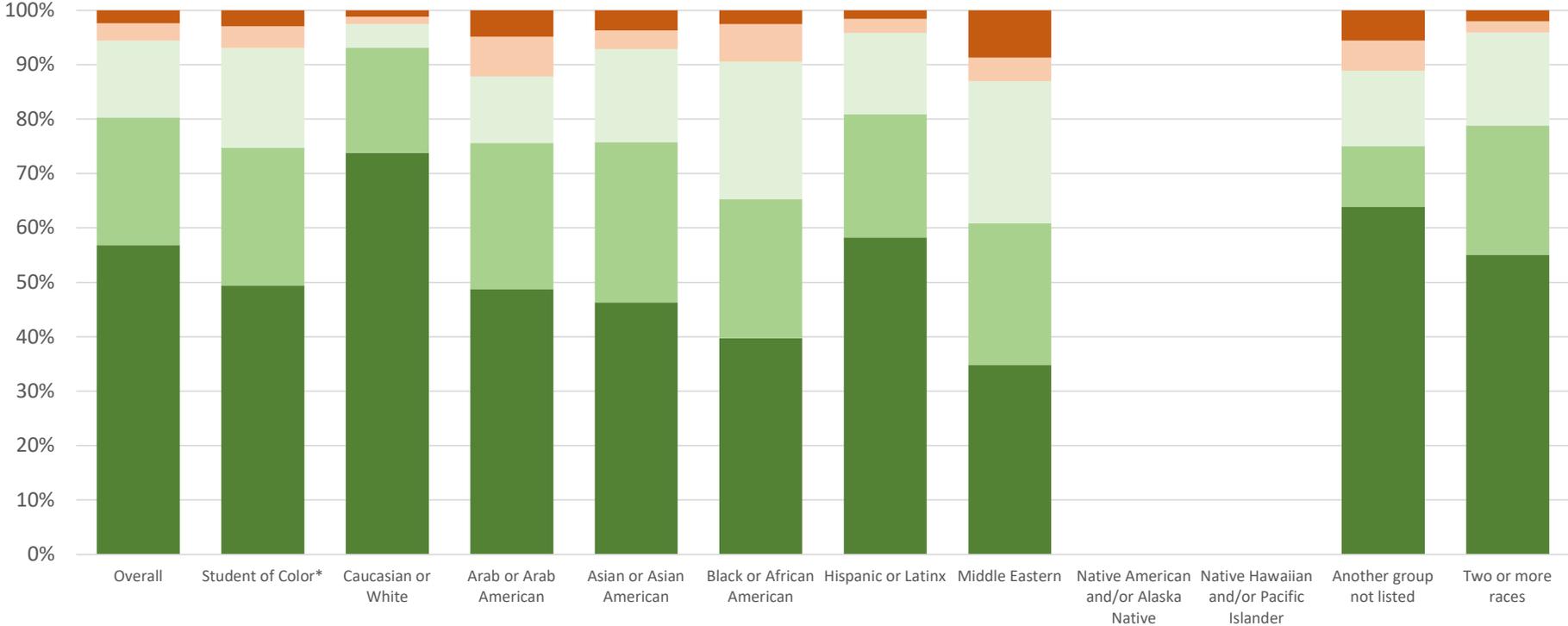
N=

5 = Strongly committed 4 = Mostly committed 3 = Somewhat committed 2 = Slightly committed 1 = Not committed at all

Ratings of commitment to admitting students of color differed for white students vs. students of color

UNDERGRAD

“How committed is your institution to: admitting students of color?”



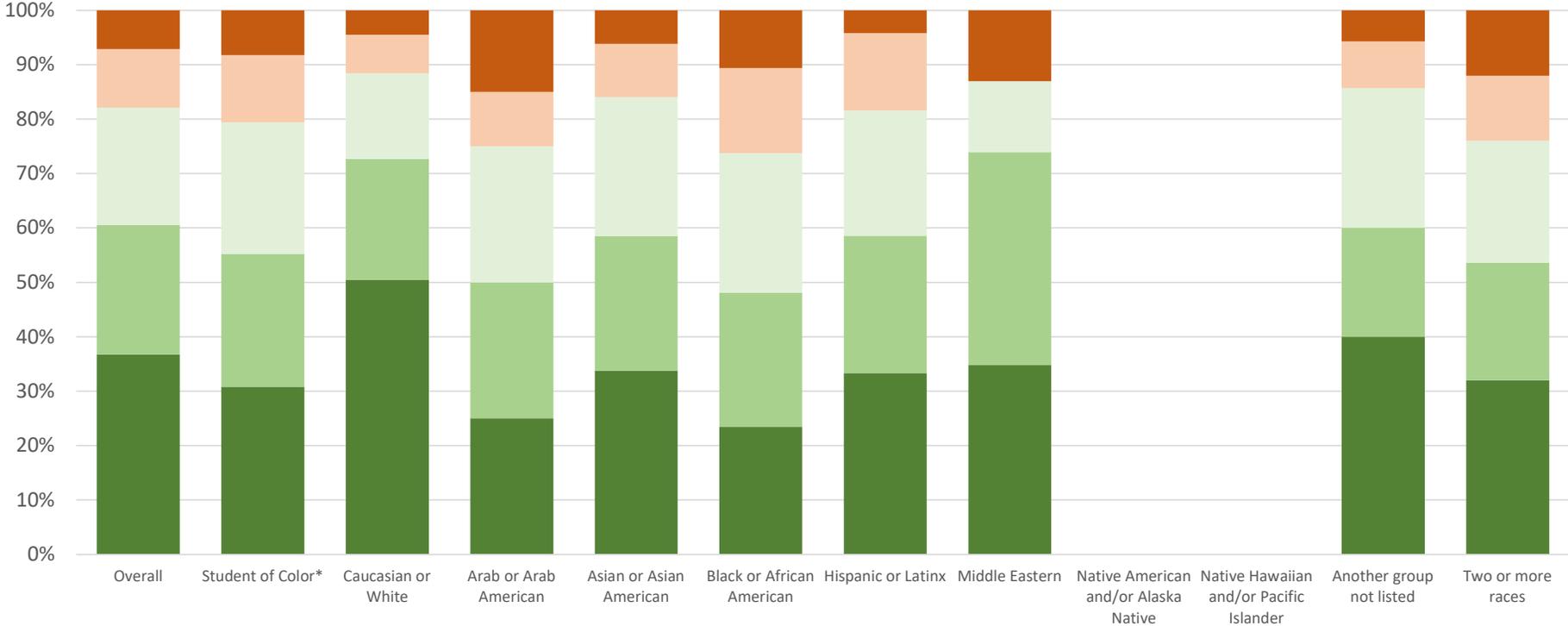
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Ratings of commitment to racial diversity among faculty differed for white students vs. students of color

UNDERGRAD

“How committed is your institution to: racial diversity among faculty?”



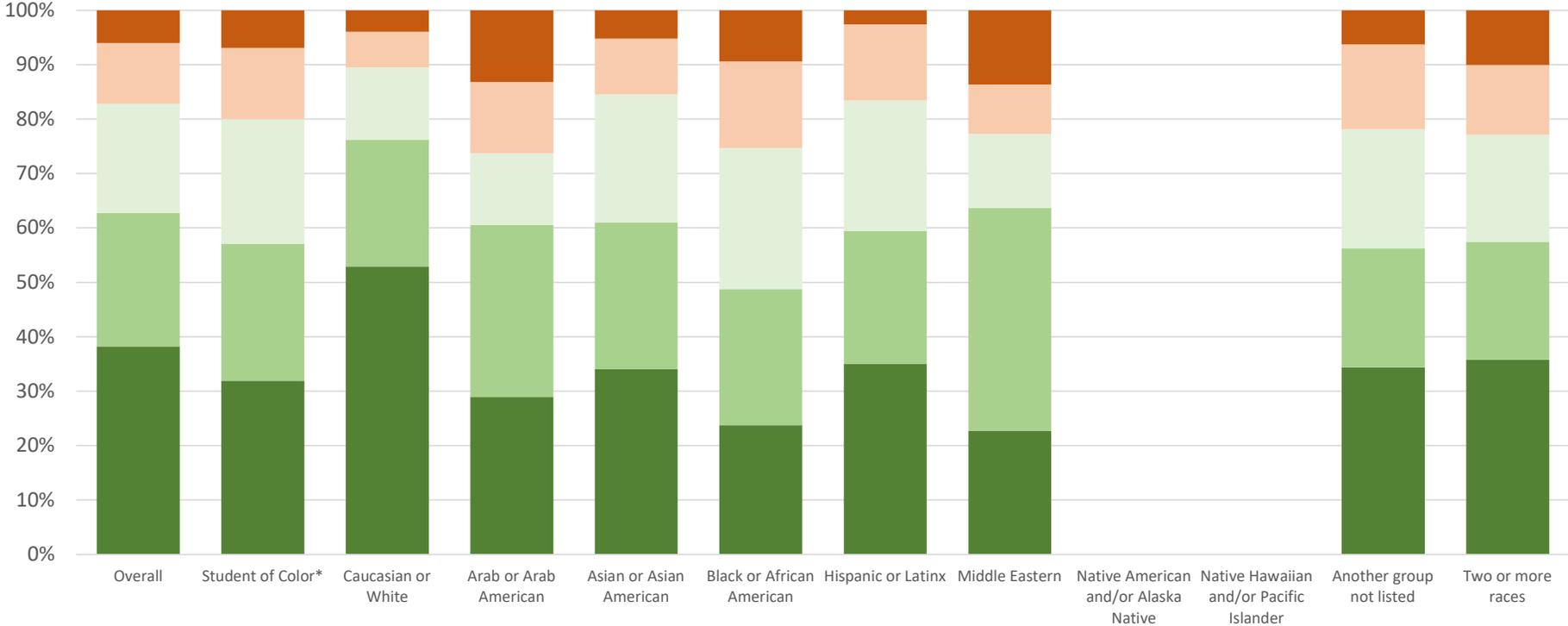
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Ratings of commitment to racial diversity among staff differed for white students vs. students of color

UNDERGRAD

“How committed is your institution to: racial diversity among staff?”



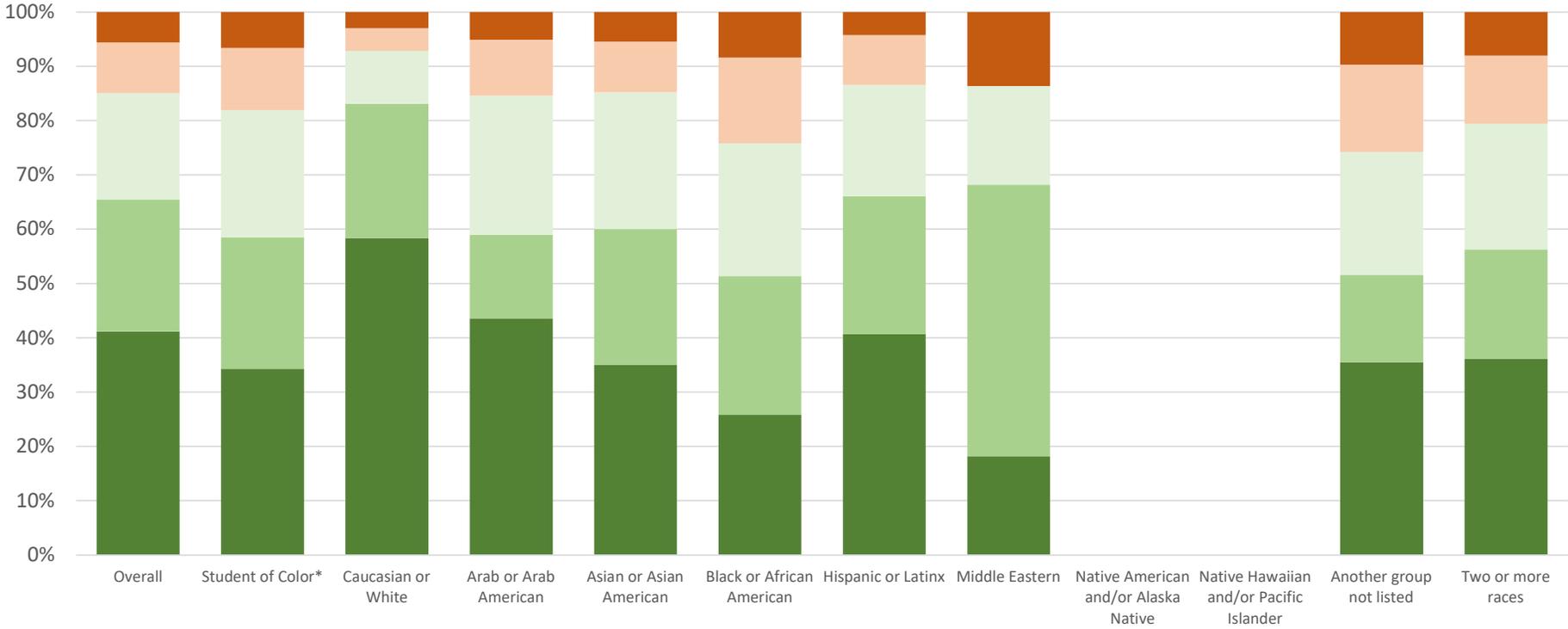
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Ratings of commitment to ensuring SOC graduate differed for white students vs. students of color

UNDERGRAD

“How committed is your institution to: ensuring students of color in your program graduate?”



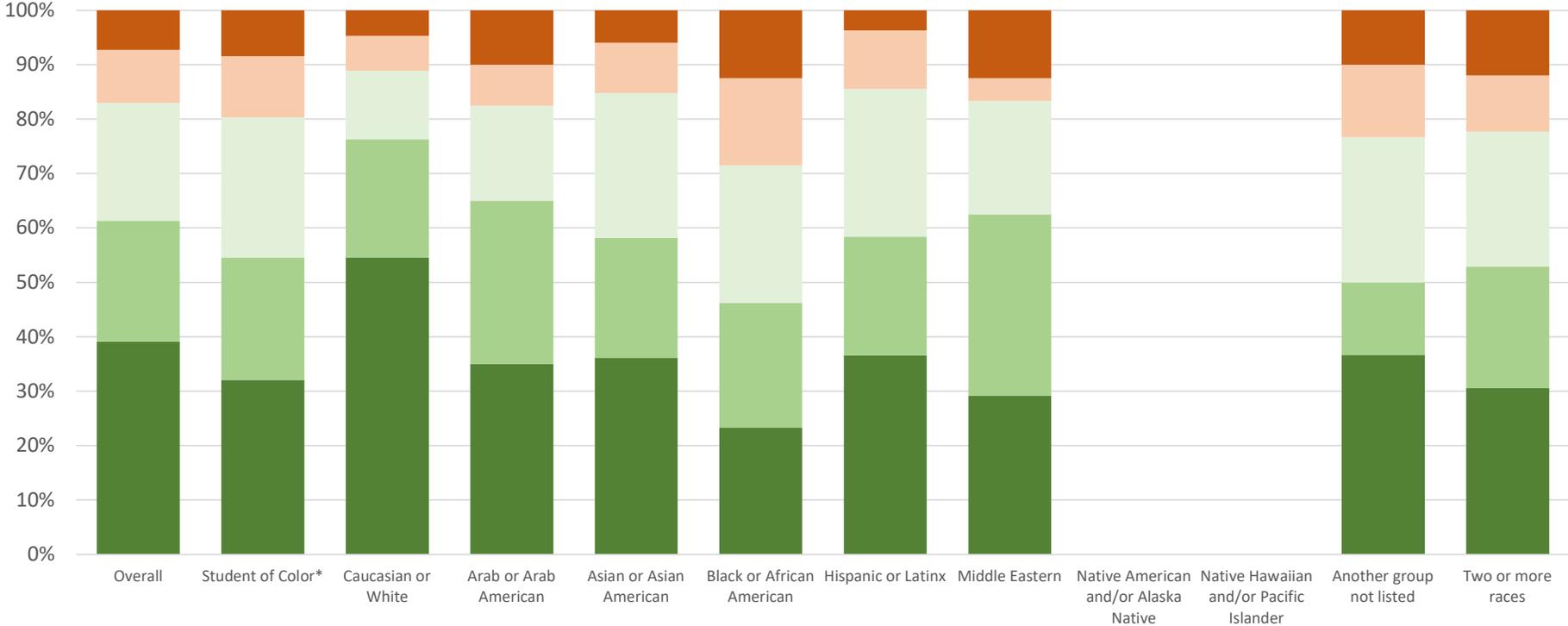
N=

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Ratings of commitment to sponsoring activities about racial diversity differed for white students vs. students of color UNDERGRAD

“How committed is your institution to: sponsoring activities about racial diversity?”

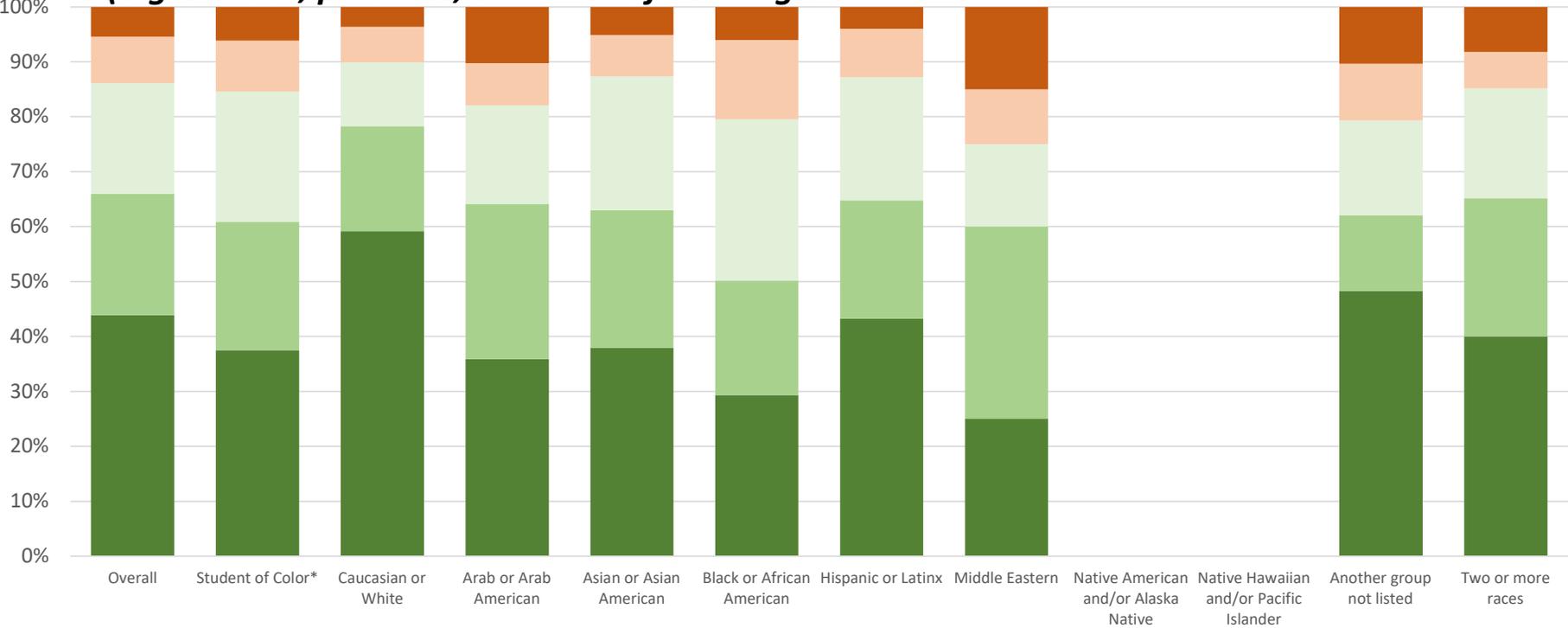


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Ratings of commitment to removing racially offensive objects/structures differed for white students vs. students of color

UNDERGRAD

“How committed is your institution to: removing objects or structures on campus that are racially offensive (e.g. statues, portraits, or names of buildings?)”



N= 5 = Strongly committed 4 = Mostly committed 3 = Somewhat committed 2 = Slightly committed 1 = Not committed at all

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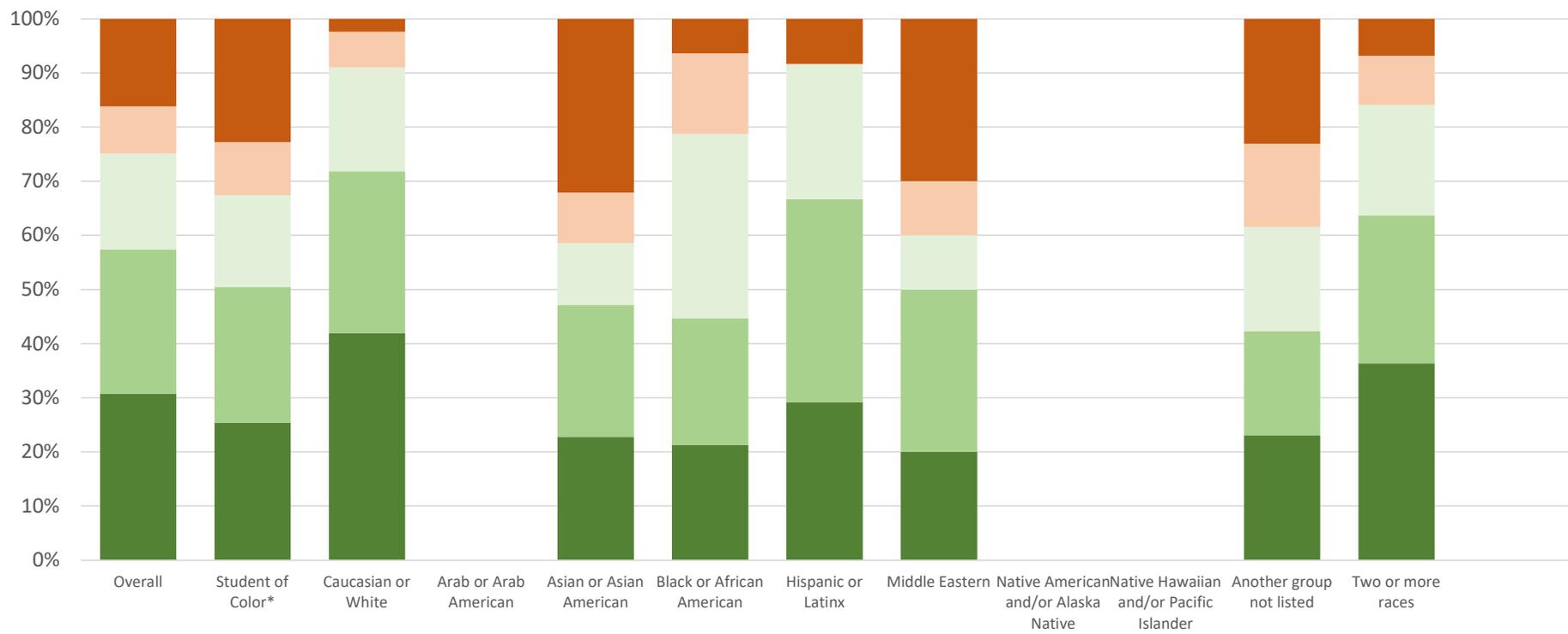
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Most GRAD students indicated that UMB is racially diverse

GRAD

“In your opinion, how racially diverse is your institution?”

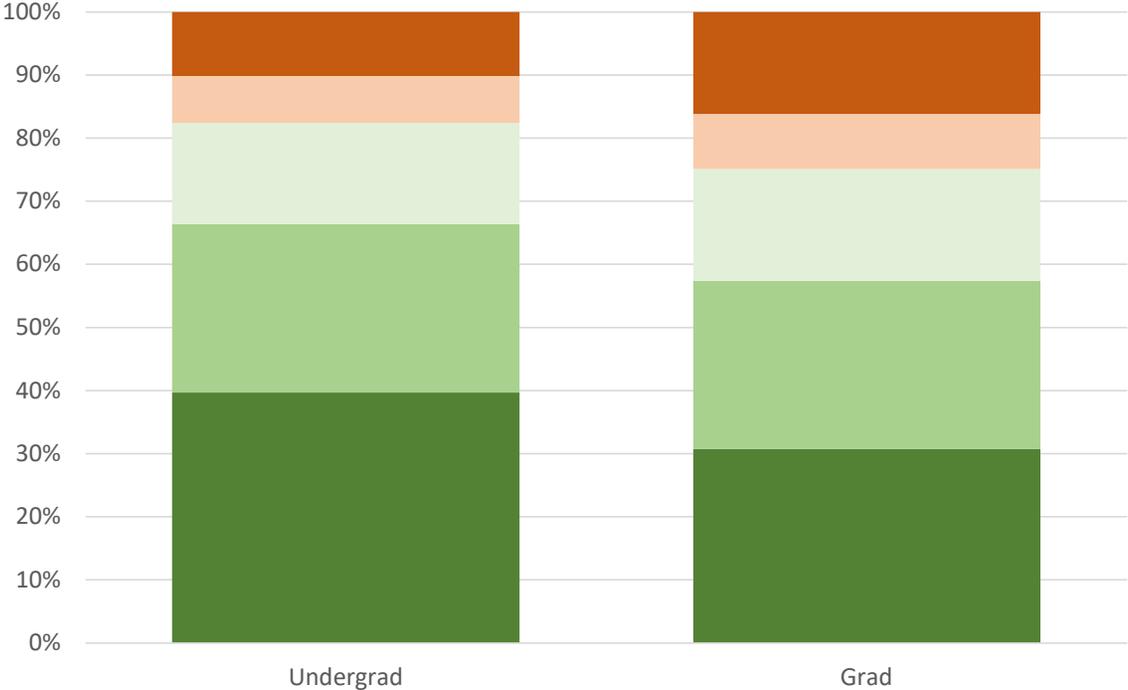


N=

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UMB's commitment to racial diversity was rated slightly lower amongst GRAD students

"How committed is your institution to racial diversity?"

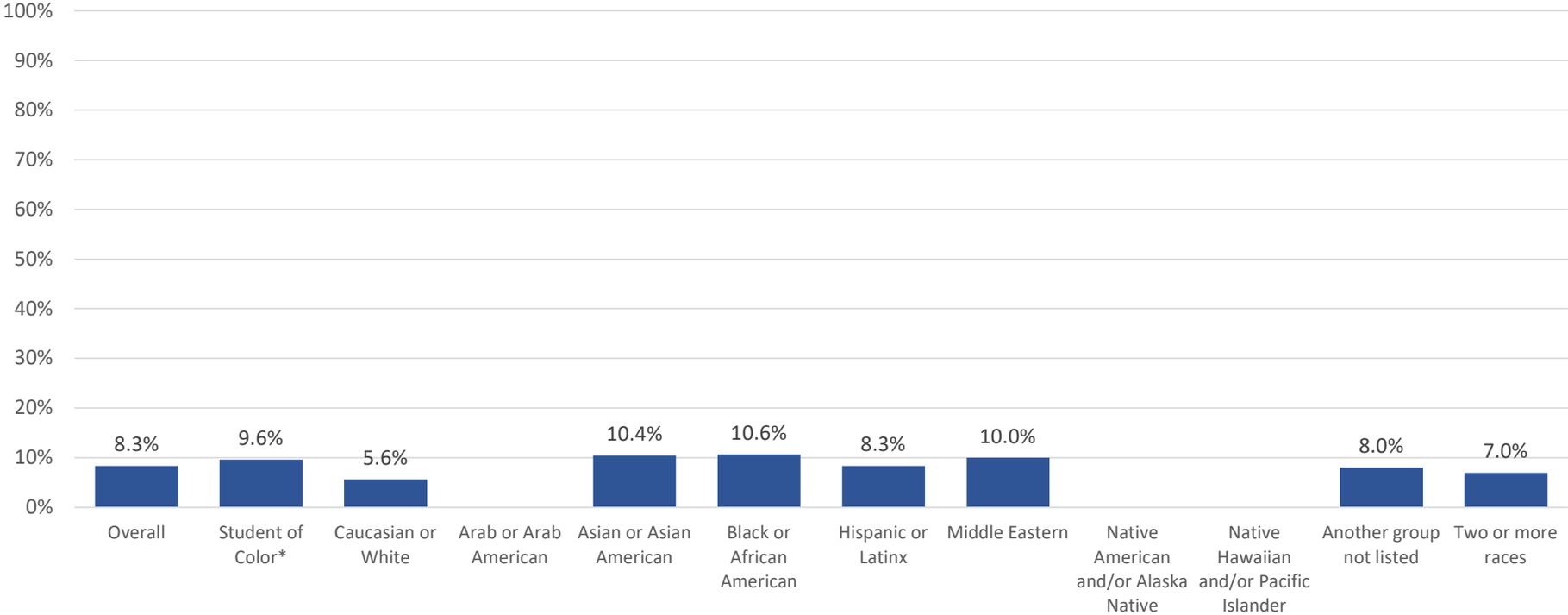


N= 5 = Strongly committed 4 = Mostly committed 3 = Somewhat committed
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8% of surveyed GRAD students indicated that the university does not acknowledge racism or racist incidents at all

***“Rate your institution on how they deal with on-campus racism and racist incidents”
(% indicating the university “does not acknowledge racism or racist incidents at all”)***

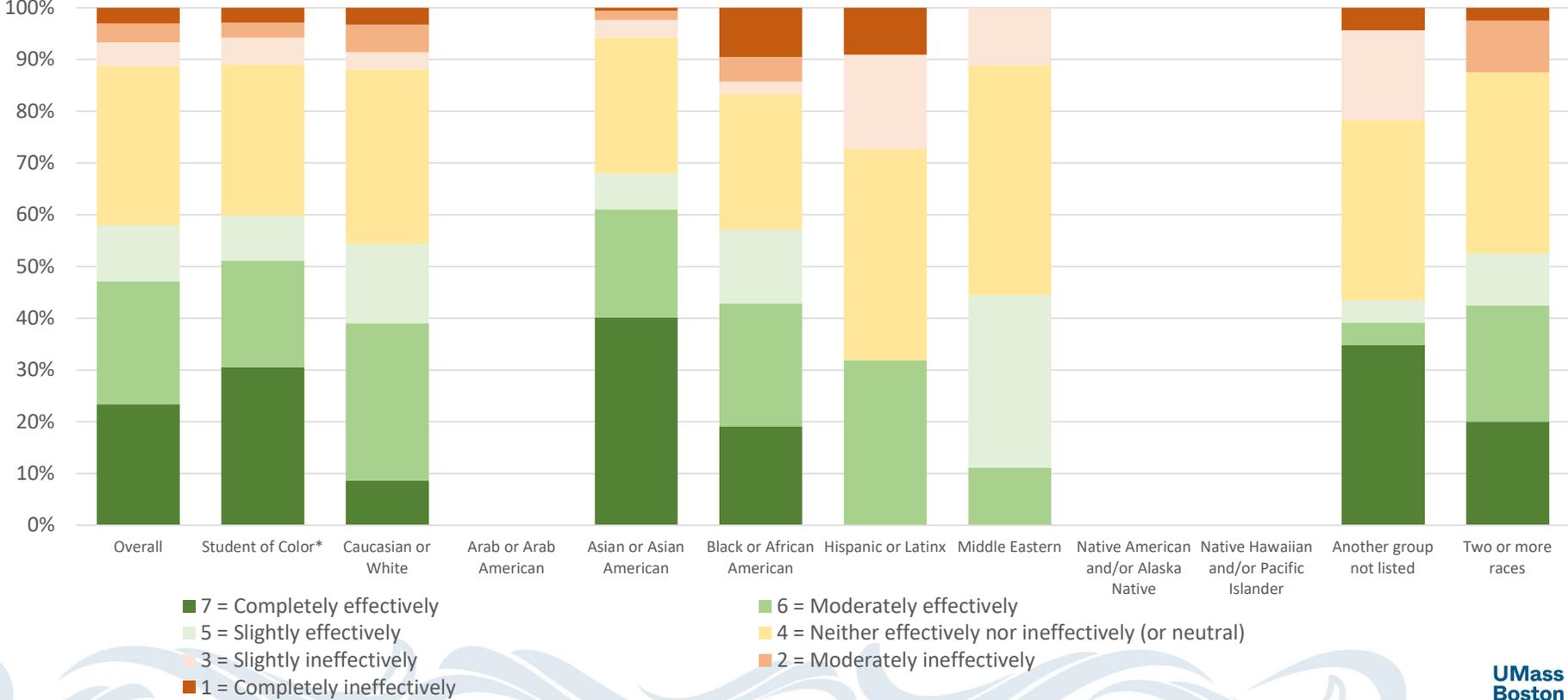
GRAD



58% of GRAD students said UMB deals with racist incidents completely, moderately, or slightly effectively

GRAD

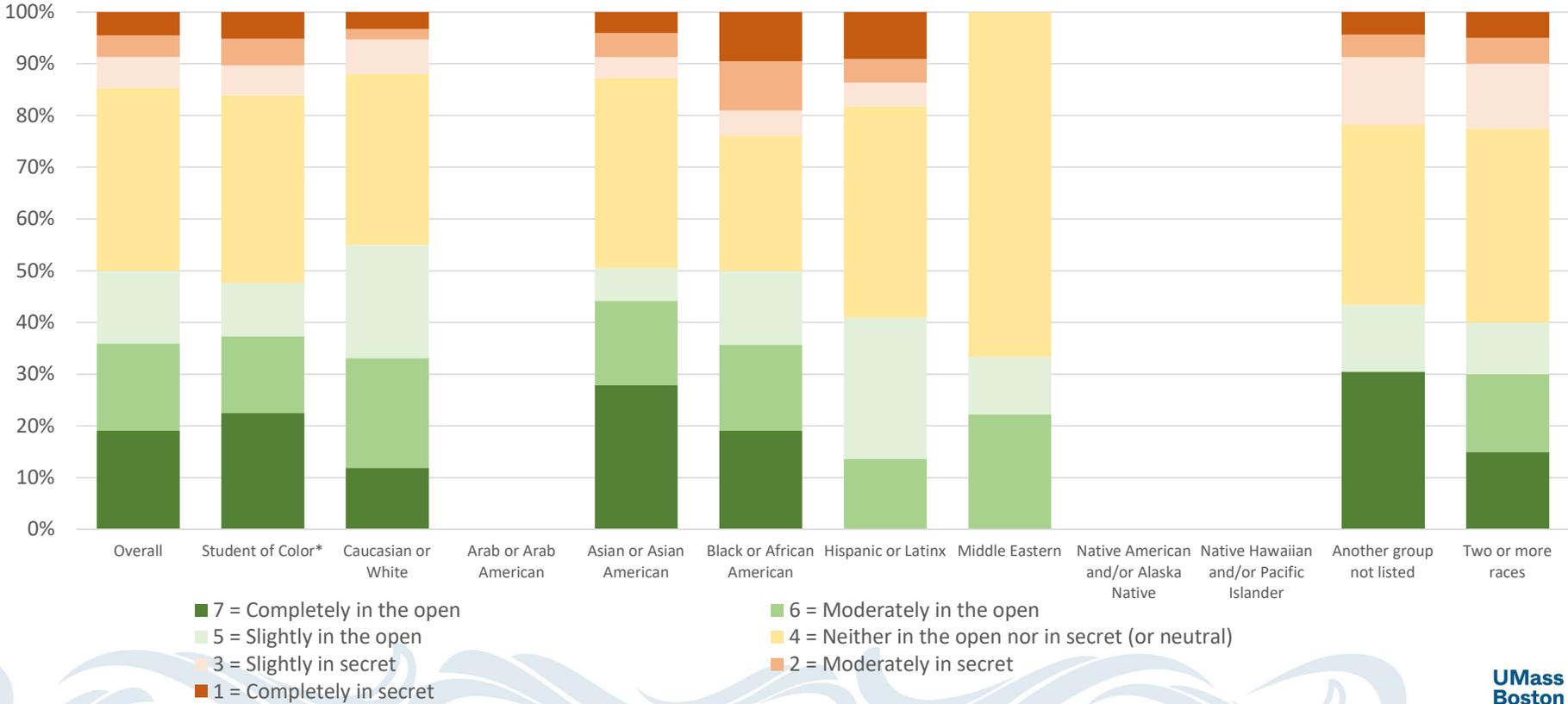
“Rate your institution on how EFFECTIVELY they deal with on-campus racism and racist incidents:”



50% of GRAD students said UMB deals with racist incidents completely, moderately, or slightly in an open manner

GRAD

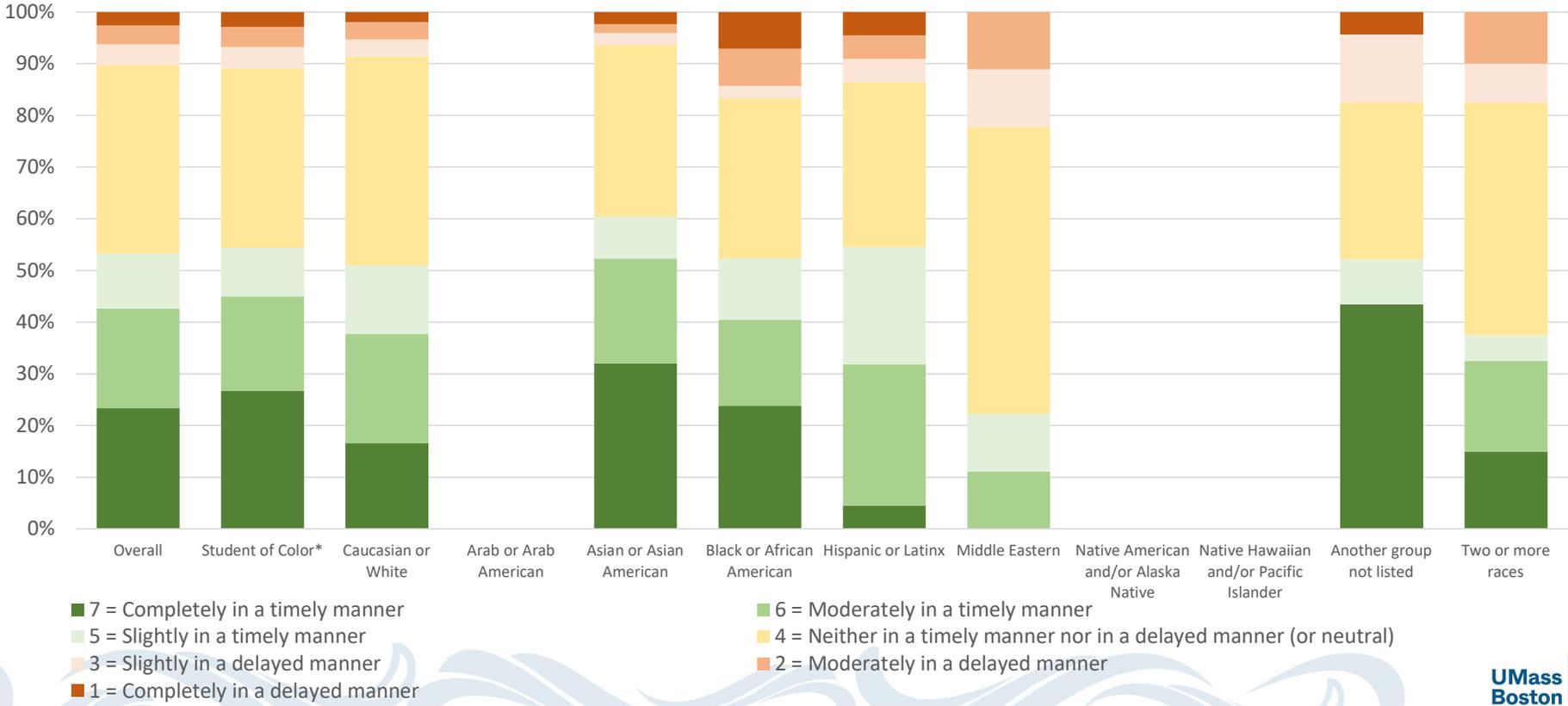
“Rate your institution on how OPENLY they deal with on-campus racism and racist incidents”



53% of GRAD students said UMB deals with racist incidents completely, moderately, or slightly in a timely manner

GRAD

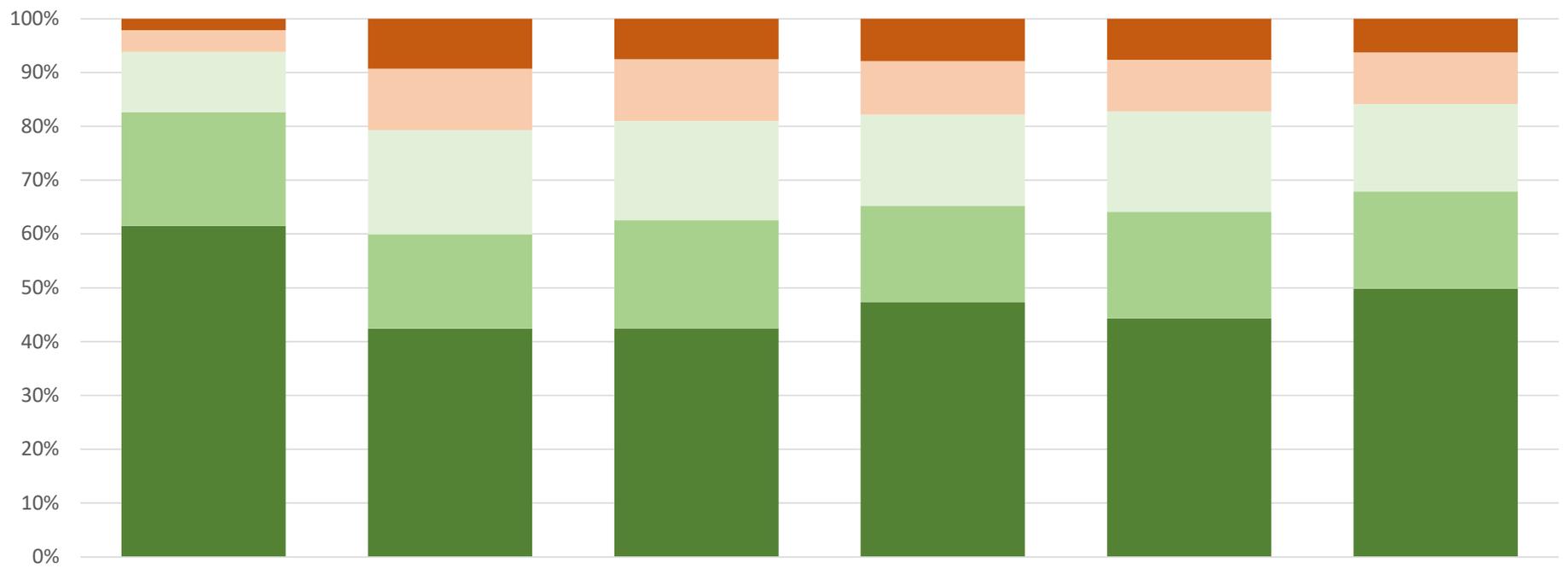
“Rate your institution on how TIMELY they deal with on-campus racism and racist incidents”



Most GRAD students indicated that UMB is committed to racial diversity

“How committed is your institution to racial diversity?”

GRAD



N=

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Five institutions were used for the peer comparison group

Institution	# of students	Carnegie classification	Location	AANAPISI
Metropolitan State University (MN)	5k-10k	Doctoral	Large City	Yes
Stockton University (NJ)	5k-10k	Masters	Suburb	
Texas Southern University	5k-10k	Doctoral	Large City	
University of Houston	>10k	Doctoral	Large City	Yes
University of Houston - Downtown	>10k	Masters	Large City	

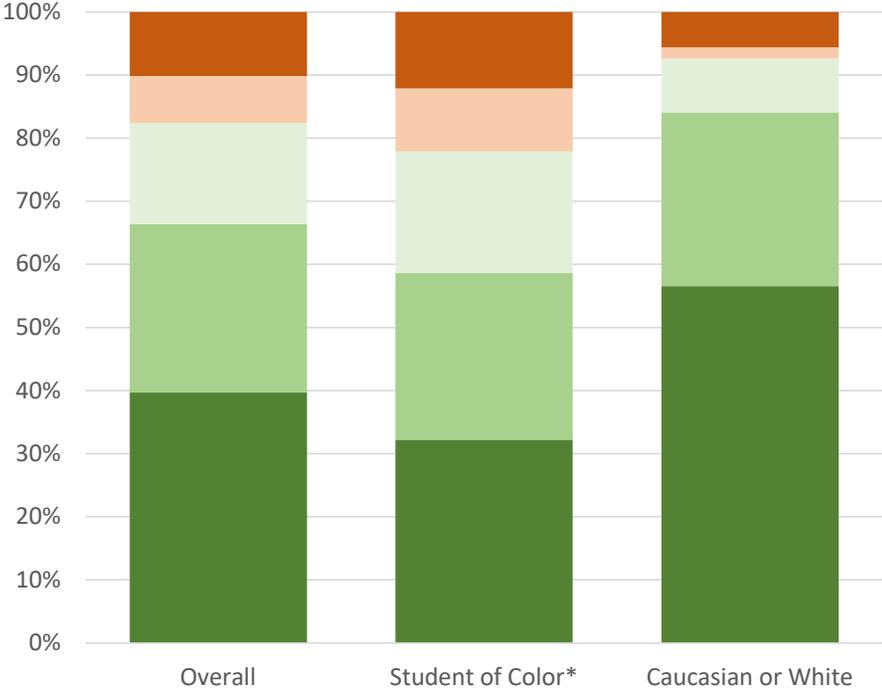


Students (especially white students) indicated UMB is slightly more racially diverse than peer schools

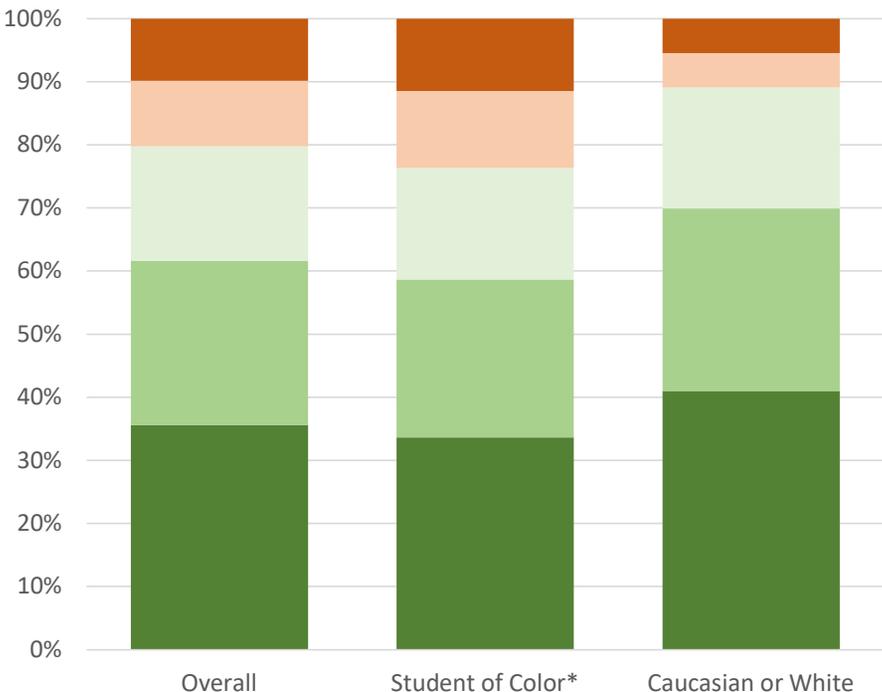
UNDERGRAD

“In your opinion, how racially diverse is your institution?”

UMASS BOSTON



PEER COMPARISON SCHOOLS



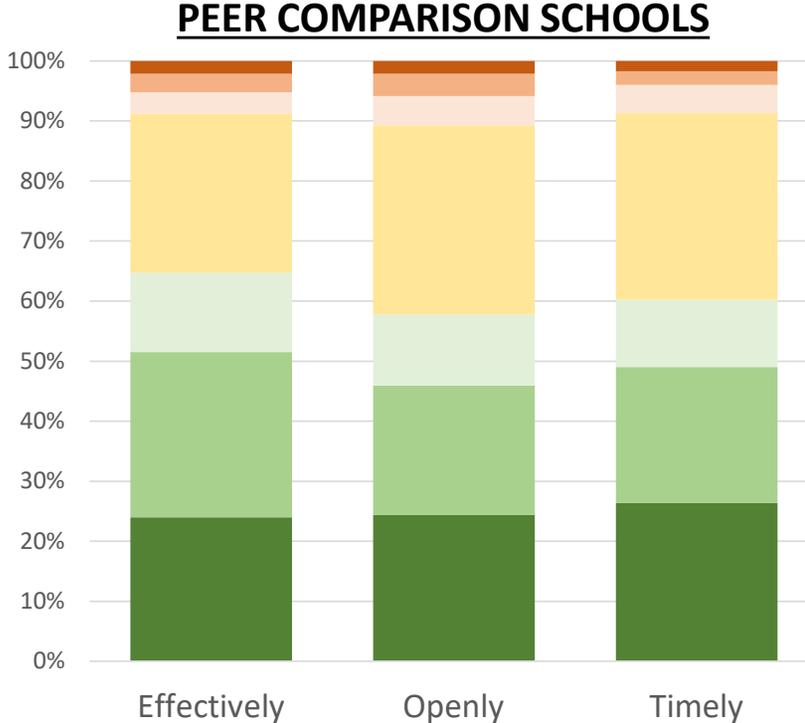
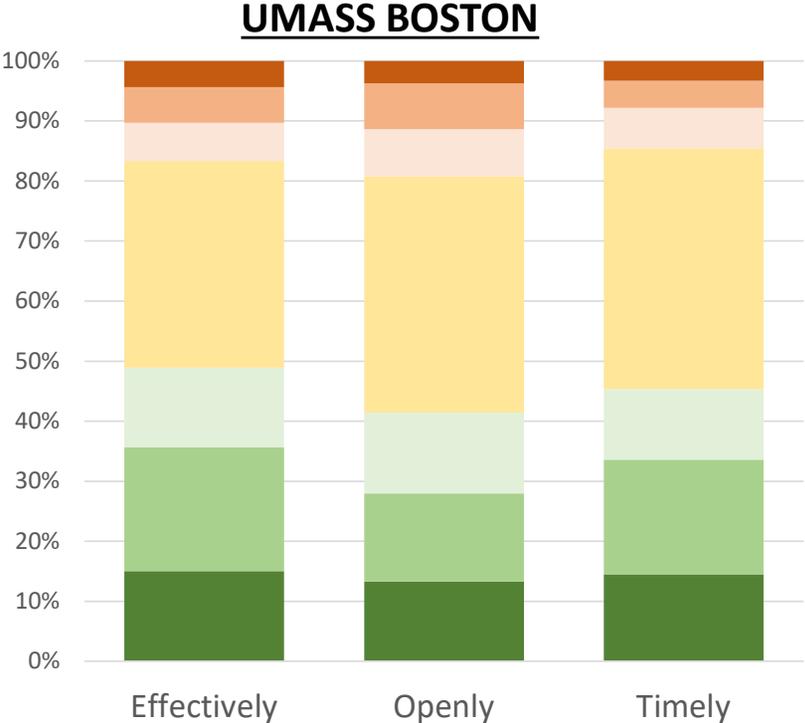
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Peer schools received higher ratings of institutional commitment to dealing with racist incidents

UNDERGRAD

“Rate your institution on how they deal with racism or racist incidents”



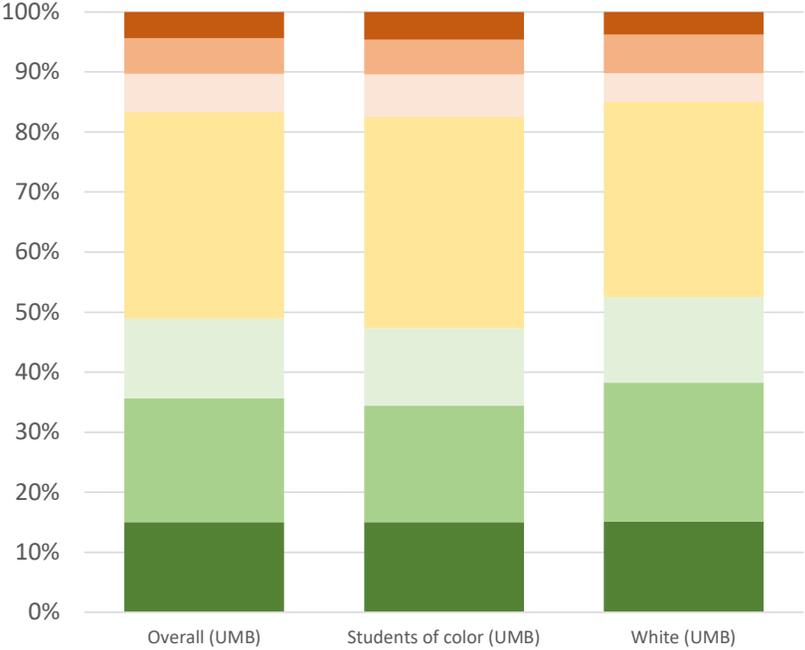
7 = Completely 6 = Moderately 5 = Slightly 4 = Neither (or neutral) 3 = Slightly 2 = Moderately 1 = Completely

These findings were consistent across racial groups (white vs. students of color)

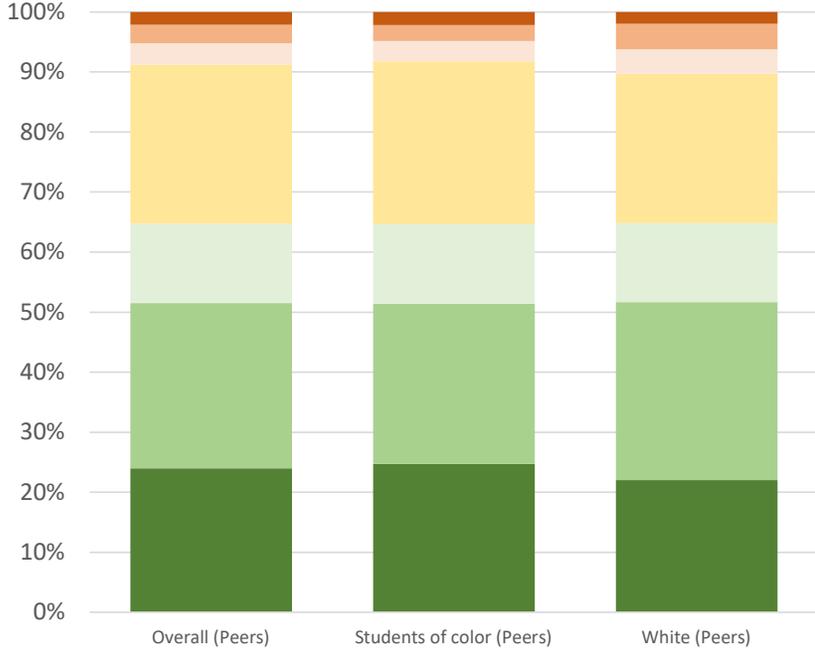
UNDERGRAD

“Rate your institution on how EFFECTIVELY they deal with racism or racist incidents”

UMASS BOSTON



PEER COMPARISON SCHOOLS



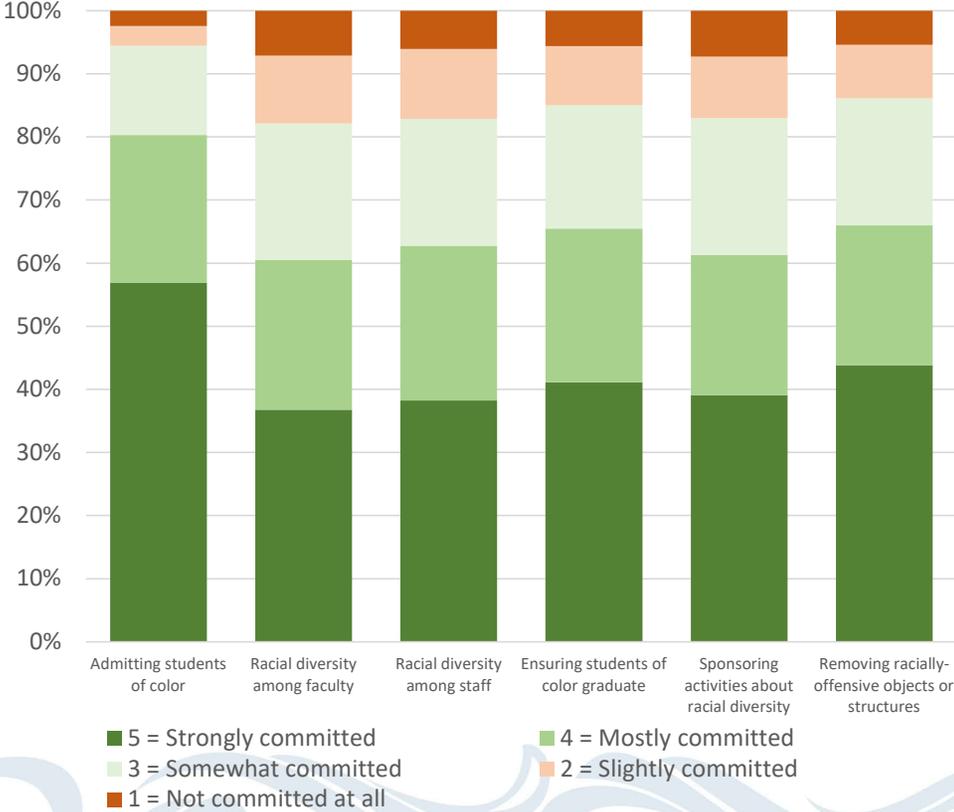
- 7 = Completely effectively
- 6 = Moderately effectively
- 5 = Slightly effectively
- 4 = Neither effectively nor ineffectively (or neutral)
- 3 = Slightly ineffectively
- 2 = Moderately ineffectively
- 1 = Completely ineffectively

Institutional commitment to diversity was rated high at UMB, but higher at peer schools across all questions

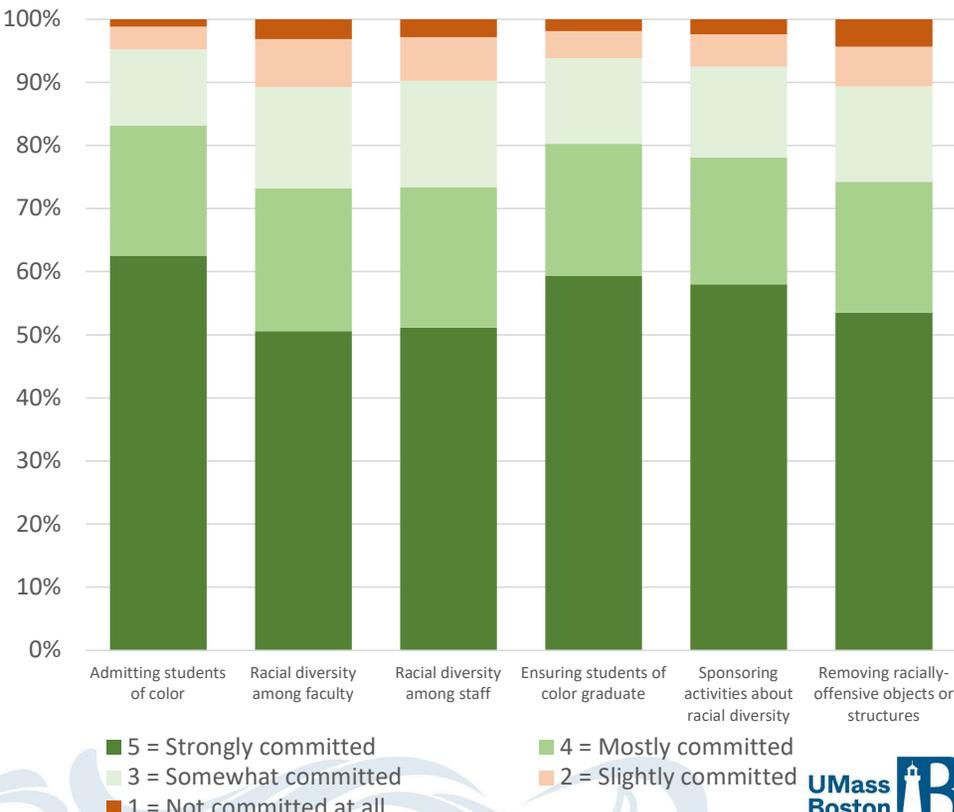
UNDERGRAD

“How committed is your institution to:

UMASS BOSTON



PEER COMPARISON SCHOOLS

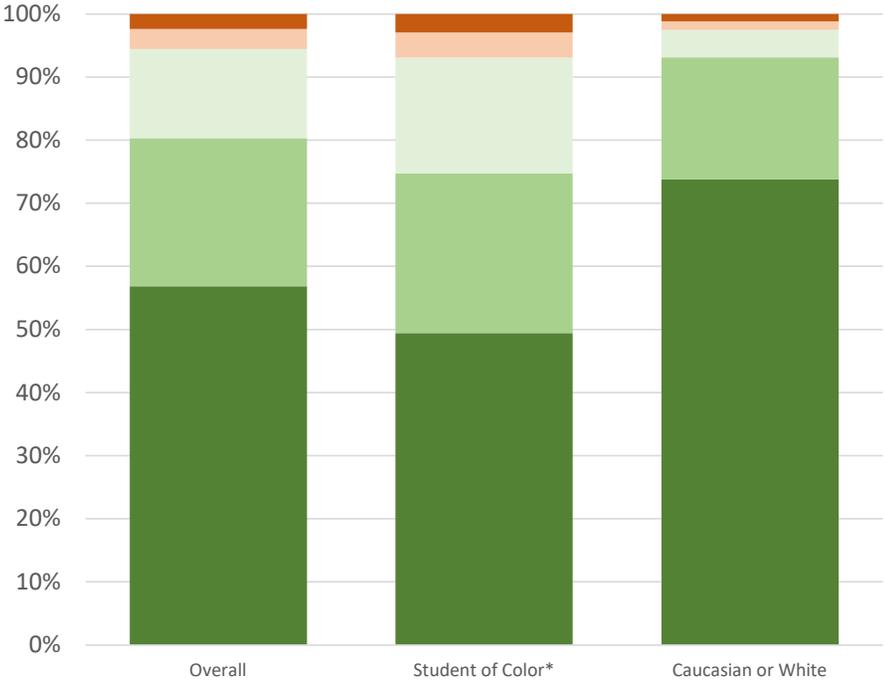


Students of color at peer schools indicated higher institutional commitment to admitting students of color

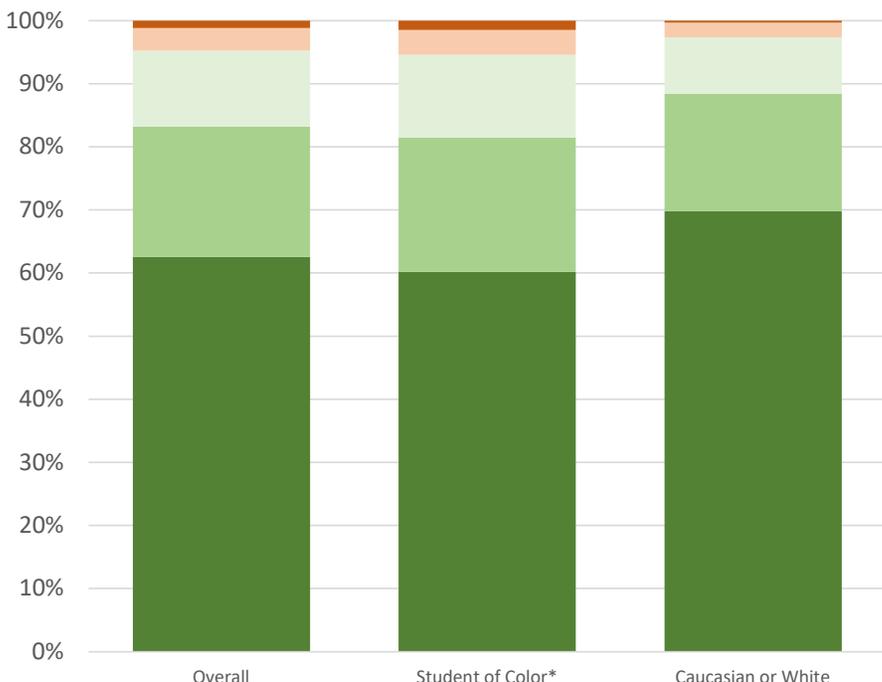
UNDERGRAD

“How committed is your institution to ADMITTING STUDENTS OF COLOR?”

UMASS BOSTON



PEER COMPARISON SCHOOLS



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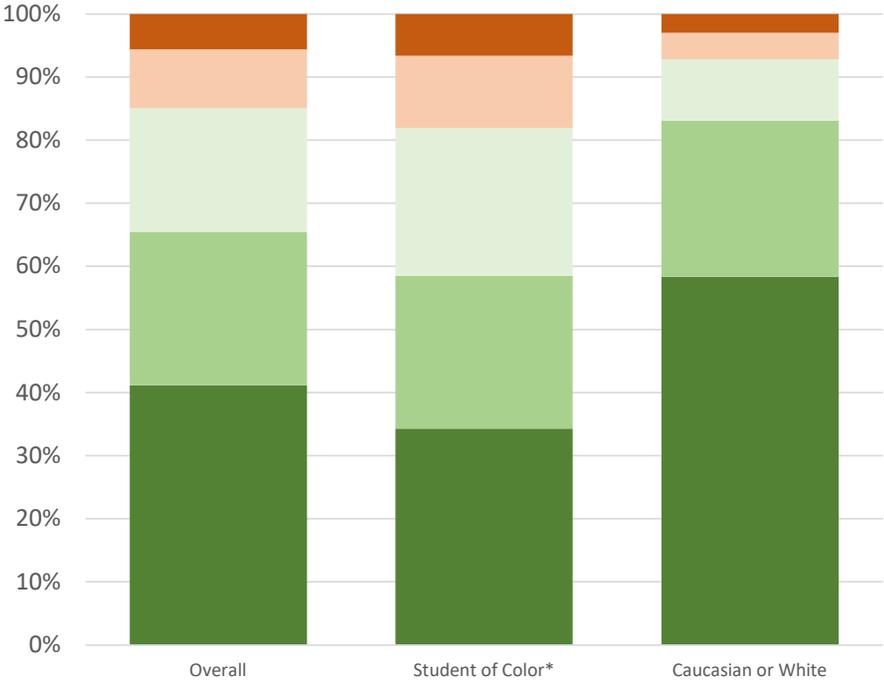
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Students of color (and white students) at peer schools indicated higher institutional commitment to ensuring graduation for SOC

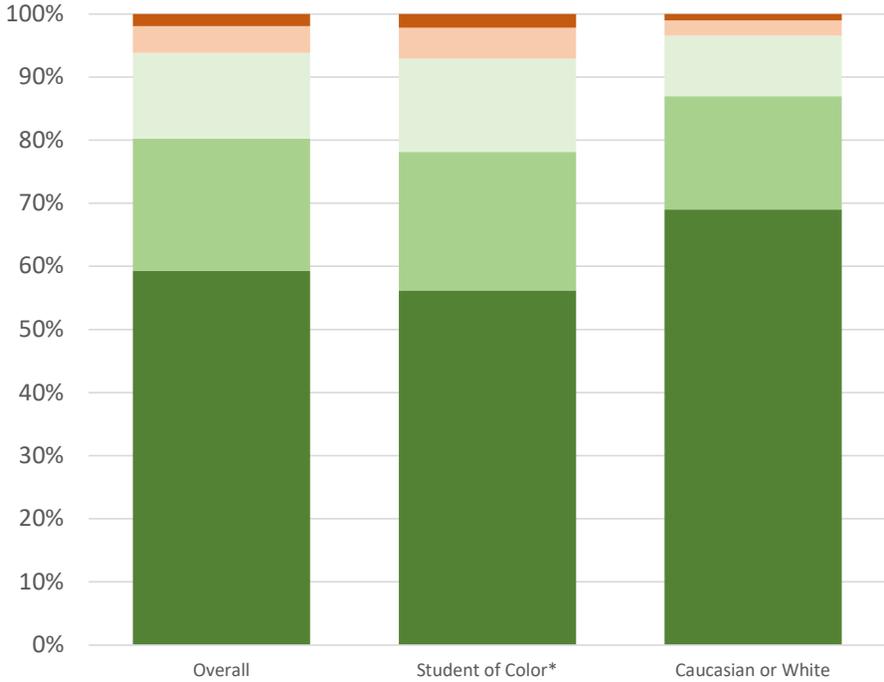
UNDERGRAD

“How committed is your institution to ENSURING STUDENTS OF COLOR GRADUATE?”

UMASS BOSTON



PEER COMPARISON SCHOOLS



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USC recommended action items in 5 areas

1

Create clear campus-wide messaging

- Be clear in campus-wide messaging about the opportunities and benefits of racial equity and inclusion on campus.
- All key stakeholders should be able to articulate how racial equity and inclusion are tied to the key values and mission of the institution and its strategic plan.

2

Map campus assets and resources

- Map the assets of your campus in terms of existing programs created to achieve racial equity on your campus. Identify existing gaps and shortcomings, which current practices perpetuate racial inequities, and what new efforts could be made if redirecting resources or working together in new ways
- Adjust campus policies and resource allocations to rectify where racial equity goals are not being met

3

Provide bias training for search committees

- Consider that all faculty and staff search committees should move beyond bias reduction training to instead integrate proactive measures throughout the life cycle of hiring, including retention and promotion, particularly of minoritized faculty.

4

Practice race-conscious leadership

- Practice race-conscious leadership, which includes engaging in authentic conversations and collaborations with people of color and developing an accurate understanding of the realities of race on campus.

5

Review admissions policies

- Compare historical admissions policies with current policies to explore how changes over time may have impacted admission and enrollment patterns and the diversity of the admitted class

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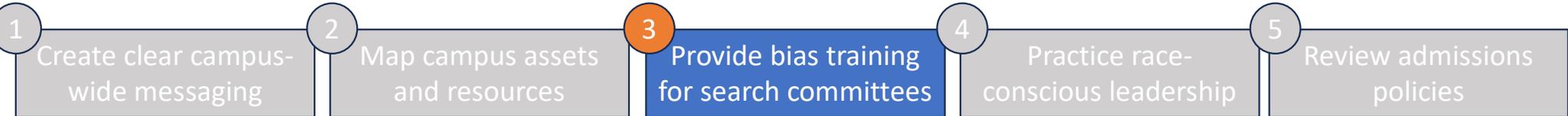
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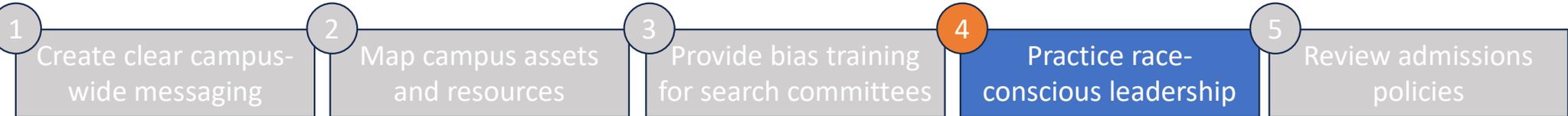
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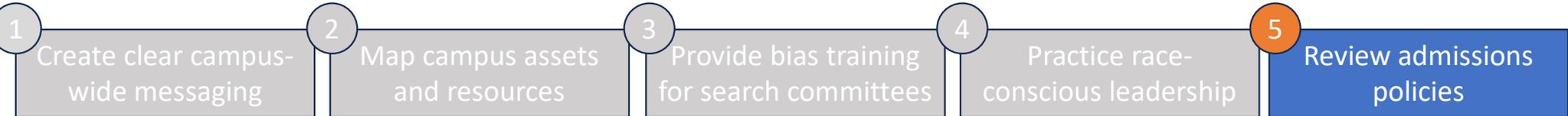
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Mark down the details about the May community session on Impact of External Environments

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1-2pm, CC 3545

- Mattering and Affirmation

Tue Nov 14

11am-12pm, CC 3540

- Cross Racial Engagement

Tue Feb 27

11am-12pm, CC 3545

- Racial Learning and Literacy

Thu Mar 14

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- Encounters with Racial Stress

Mon Apr 22

1pm-2pm, CC 3540

- Appraisals of Institutional Commitment

Wed May 8

1pm-2pm, CC 3545

- Impact of External Environments

Thank you!

