

## Student Affairs Diversity Survey FA 2010

**Brief description of project:** The project was conducted by a team of MBA students as part of a course “consultation” project. The general question for the team “*What are some strategies for recruiting and retaining a diverse staff?*”. As part of this project, the students conducted a survey to ascertain Student Affairs staff perceptions of diversity and diversity issues in the Division

**Who was asked to complete survey (e.g., “students who attended...”):** All full-time Student Affairs staff who had access to email in November 2010.

**Response Rate:** 48% (156 of 328)

**Administration Type:** StudentVoice e-mail

**Summary of Key Findings:** Employees felt they had supportive colleagues and that the U valued their diversity initiatives on campus. The majority did not believe that Student Affairs is sexist. 25% believed that they were expected to present a viewpoint different from the majority based on their identity. When cross-tabbed with sexual orientation and race, half of Pacific Islanders, Hispanics and those who identified as gay/bisexual or another orientation felt this expectation. 18% of employees said they had observed discriminatory hiring practices while employed. About half of respondents from non-white ethnicities had felt unwelcome at some point in their employment because of their racial background. 43% of those identifying as LDS had felt unwelcome because of their religion.

**Actions Taken:** The final report, including the results of the survey were given to the co-chairs of the Student Affairs Diversity Council, Debra Daniels and Kari Ellingson. These will be used as the Council looks at issues in recruiting and retaining a diverse staff.

### Which Student Affairs goals does this program / project align with?

4. **Recruit and retain highly qualified staff.**
  - b. Ensure every effort is made to include recruitment and retention of groups that are underrepresented in Student Affairs.