

A photograph of a modern university building with a blue-tinted glass facade. In the foreground, large, three-dimensional letters spell out 'EAST BAY'. The scene is set during dusk or dawn, with a soft sky. A white diagonal graphic element is on the right side of the image.

CAL
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BAY**

2024 Campus Climate Survey Findings



Muwekma Ohlone Tribal Land Acknowledgment for Cal State University East Bay located in Hayward, CA Jalquin/Yrgin Ancestral Muwekma Ohlone Territory



We would like to recognize that while we gather at Cal State University East Bay located in Hayward, CA, we are gathered on the ethno-historic tribal territory of the intermarried Jalquin (hal-keen) / Yrgin (eer-gen) Chochenyo-Ohlone-speaking tribal group, who were the direct ancestors of some of the lineages enrolled in the Muwekma Ohlone Tribe of the San Francisco Bay Area, and who were missionized into Missions San Francisco, Santa Clara and San Jose.

The present-day Muwekma Ohlone Tribe, with an enrolled Bureau of Indian Affairs documented membership of over 600 members, is comprised of all of the known surviving Indian lineages aboriginal to the San Francisco Bay region who trace their ancestry through the Missions San Jose, Santa Clara, and San Francisco, during the advent of the Hispano-European empire into Alta California beginning in AD 1769. They are the successors and living members of the sovereign, historic, previously Federally Recognized Verona Band of Alameda County now formally known as the Muwekma Ohlone Tribe of San Francisco Bay Area. Muwekma means La Gente – The People in their traditional Chochenyo-Ohlone language.

The land on which CSUEB in Hayward has been established, was and continues to be of great importance and significance for the Muwekma Ohlone Tribal people. This region extends to surrounding areas that held several Túupentaks (too-pen-tahks) (aka Temescals), traditional semi-subterranean spiritual roundhouses. Túupentaks were places of celebrations, healing, rituals, dances, intertribal feasts, and religious ceremonies. Nearby ancestral heritage “shellmound sites,” such as those located at Máyyan Šáatošikma ~ Coyote Hills, Berkeley, and Emeryville, served as the Muwekma Ohlone Tribe’s territorial monuments and traditional cemetery sites for high lineage families, craft specialists, and fallen warriors.



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Welcome

President Cathy Sandeen

2024 belong@csueastbay Campus Climate Survey

- **2021 My Story, My Truth Campus Climate Survey** was administered during the pandemic which was a very different context of an online environment.
- **2024 belong@csueastbay Campus Climate Survey**
 - ***Fall 2023 President's Equity Council***
 - reviewed the 2021 findings and recommendations from town halls and tracked/assessed campus initiatives addressing the recommendations.
 - made recommendations for new survey questions for the 2024 belong@csueastbay and for keeping specific survey items for comparison
 - ***Recruitment and administration of belong@csueastbay survey***
 - Surveys were administered April 2024, done in-house using survey items already owned from the 2021 survey.
 - Survey data analysis done by Institutional Effectiveness and Research, Summer 2024
 - Report to campus, Fall 2024



Overview

Three anonymous and confidential campus climate surveys were distributed to faculty, staff, and students between April 8 – 26, 2024 via the Qualtrics platform. Topics of the climate surveys included the following five themes.

- Assessment of overall campus climate
- Experience with hostile conduct
- Unwanted sexual contact/conduct
- Knowledge of resources & processes
- Institutional actions relative to climate issues

Higher Engagement In All 3 Surveys!



	2024 Response Rate	2021 Response Rate	'24 to '21 Difference
Faculty	35% (n = 308)	31% (n = 283)	+ 4%
Staff	46% (n = 391)	35% (n = 330)	+ 11%
Students	15% (n = 2,307)	14% (n = 2,118)	+ 1%

Notable Respondent Demographics

Faculty

Race / Ethnicity	Survey Response	Population %	Survey +/-
Asian	13%	17%	-4%
Black	4%	8%	-4%
Latinx	7%	11%	-4%
Unknown	23%	9%	+14%

Rank	Survey Response	Population %	Survey +/-
Assistant	16%	11%	+5%
Associate	19%	12%	+7%
Full	24%	17%	+7%
Lecturer	29%	53%	-24%

Staff

Race / Ethnicity	Survey Response	Population %	Survey +/-
Black	8%	12%	-4%
Latinx	16%	22%	-6%
Multiracial	12%	2%	+10%

Sex	Survey Response	Population %	Survey +/-
Female	74%	60%	+14%

Students

Race / Ethnicity	Survey Response	Population %	Survey +/-
Latinx	22%	41%	-19%
Multiracial	12%	5%	+7%
Unknown	20%	4%	+16%

Modality	Survey Response	Population %	Survey +/-
Hybrid	52%	44%	+8%
Fully Online	20%	28%	-8%

Groups over or underrepresented by more than +/- 4% are summarized in these tables

Comfort with Campus Climate

	Comfortable	Neither comfortable nor uncomfortable	Uncomfortable
Faculty (n = 303)	43% <i>(-16% from 2021)</i>	21%	36% <i>(+19% from 2021)</i>
Staff (n = 384)	57% <i>(+3% from 2021)</i>	22%	21% <i>(+1% from 2021)</i>
Students (n = 2,288)	82% <i>(+8% from 2021)</i>	14%	3% <i>(-2% from 2021)</i>

Faculty Comfort with Campus Climate

	n	Comfortable	Neither comfortable nor uncomfortable	Uncomfortable
Lecturer	71	52% <i>(-13% from 2021)</i>	17%	31% <i>(+22% from 2021)</i>
Assistant Professor	38	37% <i>(-18% from 2021)</i>	21%	29% <i>(+13% from 2021)</i>
Associate Professor	49	37% <i>(-20% from 2021)</i>	20%	43% <i>(+17% from 2021)</i>
Full Professor	61	33% <i>(-24% from 2021)</i>	21%	46% <i>(+20% from 2021)</i>
Admin w/ Faculty Rank	15	40% <i>(-20% from 2021)</i>	13%	47% <i>(+22% from 2021)</i>

Only faculty roles with n greater than 10 are included in this summary

Faculty: Campus Climate by Race/Ethnicity

	n	Comfortable	Neither comfortable nor uncomfortable	Uncomfortable
Asian	41	56% (+3% from 2021)	12%	32% (+16% from 2021)
Black	11	45% (-15% from 2021)	37%	18% (-2% from 2021)
Latinx	12	42% (+6% from 2021)	25%	33% (+24% from 2021)
Multirace	30	43% (+12% from 2021)	17%	40% (+19% from 2021)
Unknown	67	25% (-42% from 2021)	35%	40% (+19% from 2021)
White	138	47% (-14% from 2021)	18%	35% (+19% from 2021)

Only faculty groups with n greater than 10 are included in this summary

Faculty Comfort with Campus Climate by Notable Trends

Age: Comfort decreases incrementally from ages 31-40 ($n=54$; **48%**) to ages 61-70 ($n=36$; **33%**).

College
(% Comfortable):
CBE (**23%**),
CEAS (**39%**),
CLASS (**39%**),
CSCI (**55%**).

Gender:
Women ($n=146$;
53%) cite higher
levels of comfort
than men ($n=98$;
42%).

Sexual Identity:
Queer faculty cite the
lowest level of
comfort ($n=24$; **29%**)
compared to
Heterosexual faculty
($n=169$; **49%**).

Only faculty groups with n greater than 10 are included in this summary

Staff Comfort with Campus Climate

	n	Comfortable	Neither comfortable nor uncomfortable	Uncomfortable
Staff Non-Exempt (hourly)	60	68% <i>(+18% from 2021)</i>	15%	17% <i>(-7% from 2021)</i>
Staff Exempt (salary)	206	52% <i>(+4% from 2021)</i>	23%	25% <i>(+6% from 2021)</i>
Admin w/o Faculty Rank (MPP, AVP, etc.)	57	60% <i>(no change from 2021)</i>	12%	26% <i>(+1% from 2021)</i>

Only staff groups with n greater than 10 are included in this summary

Staff: Campus Climate by Race/Ethnicity

	n	Comfortable	Neither comfortable nor uncomfortable	Uncomfortable
Asian	80	70% (+8% from 2021)	19%	11% (-2% from 2021)
Black	26	46% (+4% from 2021)	27%	27% (no change from 2021)
Latinx	51	57% (+3% from 2021)	29%	14% (-5% from 2021)
Multirace	45	51% (+14% from 2021)	13%	35% (no change from 2021)
Unknown	77	49% (+21% from 2021)	32%	19% (-9% from 2021)
White	93	61% (-1% from 2021)	13%	26% (+12% from 2021)

Only staff groups with n greater than 10 are included in this summary

Staff Comfort with Campus Climate by Notable Trends

Age: Comfort decreases incrementally from ages 25-30 ($n=64$; **73%**) to ages 61-70 ($n=35$; **55%**).

Bargaining Units: Academic Professionals (Unit 4) cite the lowest level of comfort (**30%**) amongst all bargaining units.

Gender: Women ($n=337$; **56%**) cite a lower comfort than men ($n=82$, **64%**).

Length of Service: Staff employed less than a year ($n=32$) cite **87%** comfort while staff employed 11-20 years ($n=84$) cite **50%** comfort.

Only staff groups with n greater than 10 are included in this summary

Student Comfort with Campus Climate

	n	Comfortable	Neither comfortable nor uncomfortable	Uncomfortable
Undergraduate	1,477	82% (+8% from 2021)	15%	3% (-2% from 2021)
Graduate	415	86% (+9% from 2021)	11%	2% (-3% from 2021)

Only student roles with n greater than 10 are included in this summary

Student: Campus Climate by Race/Ethnicity

	n	Comfortable	Neither comfortable nor uncomfortable	Uncomfortable
Asian	530	86% <i>(+12% from 2021)</i>	11%	3% <i>(no change from 2021)</i>
Black	174	83% <i>(+16% from 2021)</i>	14%	3% <i>(-3% from 2021)</i>
Latinx	501	85% <i>(+7% from 2021)</i>	13%	2% <i>(-1% from 2021)</i>
Multirace	279	81% <i>(+9% from 2021)</i>	14%	5% <i>(no change from 2021)</i>
NHPI	18	72% <i>(-2% from 2021)</i>	22%	6% <i>(-3% from 2021)</i>
Unknown	439	76% <i>(+4% from 2021)</i>	19%	5% <i>(-7% from 2021)</i>
White	326	80% <i>(+10% from 2021)</i>	16%	4% <i>(-3% from 2021)</i>

Only student groups with n greater than 10 are included in this summary

Student Comfort with Campus Climate by Notable Trends

Gender Identity: Genderqueer ($n=22$; **77%**), and nonbinary ($n=45$; **61%**) students cite the lowest levels of comfort.

Sexual Identity: Questioning ($n=39$; **71%**) and queer ($n=48$; **69%**) students cite the lowest levels of comfort.

Disability: Students with a condition/disability cite lower comfort ($n=404$; **76%**) than students without a condition/disability ($n=1,488$; **83%**).

Only student groups with n greater than 10 are included in this summary

**Have You Considered
Leaving Cal State East Bay?**

	Yes	No
Faculty	68% (+16% from 2021)	32%
Staff	64% (-1% from 2021)	36%
Students	17% (-3% from 2021)	83%

Faculty & Staff : Why Did You Consider Leaving?

(% selected by respondents)

Faculty

Reason	n	% Cited
1) Low Salary/Pay Rate	141	70%
2) Increased Workload	112	55%
3) Lack of Resources (e.g., lab space/equip.)	89	44%
4) Cost of Living	76	38%
5) Lack Sense of Belonging	67	33%

Staff

Reason	n	% Cited
1) Low Salary/Pay Rate	181	70%
2) Limited advancement opportunities	120	49%
3) Cost of living	107	44%
4) Increased workload	103	42%
5) Tension with supervisor/manager	64	26%

Respondents could select more than one reason

Faculty & Staff : Why do You Stay at Cal State East Bay?

(% selected by respondents)

Faculty

Reason	n	% Cited
1) Serving first-gen, historically economically disadvantaged students is personally rewarding to me	189	65%
2) I am geographically tied to the Bay Area by personal commitments	142	55%
3) I feel connected to the people I work with	127	44%
4) Workplace flexibility allows me to balance my work and life in comparison to other sectors	125	43%
5) Campus/State benefits are good	115	40%

Staff

Reason	n	% Cited
1) Campus/State benefits are good	248	66%
2) I feel connected to the people I work with	176	47%
3) Workplace flexibility allows me to balance my work and life in comparison to other sectors	167	44%
4) I am geographically tied to the Bay Area by personal commitments	155	41%
5) Serving first-generation, historically economically disadvantaged students is personally rewarding to me	131	35%

Respondents could select more than one reason

Students

Why Did You Consider Leaving?

Reason	n	% Cited
1) Course availability/scheduling	145	39%
2) Academic reasons	135	37%
3) Lack of social life at Cal State East Bay	112	30%
4) Financial reasons	97	26%
5) Wanted to transfer to another institution	93	25%

Why Do You Continue to Stay?

Reason	n	% Cited
1) I am determined to get my college degree at Cal State East Bay	1,834	83%
2) The flexibility of taking courses in-person and online works for me	1,131	51%
3) I enjoy the academic experience at Cal State East Bay	1,108	50%
4) My tuition is affordable compared to other colleges	971	44%
5) I am geographically tied to the Bay Area by personal commitments	969	44%

Respondents could select more than one reason

Experiences of Exclusion

	Yes	No
Faculty	34% <i>(+2% from 2021)</i>	66%
Staff	24% <i>(-4% from 2021)</i>	76%
Students	9% <i>(no change from 2021)</i>	91%

Faculty Experiences of Exclusion

	n	Yes	No
Lecturer	71	23% (+2% from 2021)	77%
Assistant Professor	38	21% (-19% from 2021)	79%
Associate Professor	49	44% (+8% from 2021)	58%
Full Professor	61	49% (+13% from 2021)	51%
Admin w/ Faculty Rank	15	53% (+27% from 2021)	47%

Only faculty roles with n greater than 10 are included in this summary

Staff Experiences of Exclusion

	n	Yes	No
Staff Non-Exempt (hourly)	60	28% <i>(-1% from 2021)</i>	72%
Staff Exempt (salary)	203	23% <i>(-6% from 2021)</i>	77%
Admin w/o Faculty Rank (MPP, AVP, etc.)	57	26% <i>(no change from 2021)</i>	74%

Only faculty roles with n greater than 10 are included in this summary

Student Experiences of Exclusion

	n	Yes	No
Undergraduate	1,405	9% <i>(no change from 2021)</i>	91%
Graduate	347	11% <i>(+2% from 2021)</i>	89%

Only student roles with n greater than 10 are included in this summary

What do you believe was the basis of this exclusion? (% selected by respondents)

Faculty

Reason	% Cited
1) Ethnicity	29%
2) My status as a faculty	25%
3) Age	25%
4) Gender/gender identity	24%
5) Racial identity	18%

Staff

Reason	% Cited
1) My status as staff	32%
2) Ethnicity	31%
3) Age	25%
4) Gender/gender identity	21%
5) My length of service	20%

Student

Reason	% Cited
1) Gender/gender identity	28%
2) Ethnicity	26%
3) Age	25%
4) Academic performance	22%
5) I don't know	16%

Unwanted Sexual contact/conduct

Less than 3% of faculty, staff, and students have personally experienced relationship violence, stalking, unwanted sexual interactions and unwanted sexual contact within the past year.

Knowledge of Campus Resources

Over 90% of respondents among faculty, staff, and students are aware of the policies and individual responsibilities to report sexual misconduct, but only ~70% of respondents across all populations were aware of CSUEB's annual security report (CLERY).



Open Response Questions

What are the top 3 actions you would recommend
Cal State East Bay to focus on to improve the climate?

Respondents could identify more than one action

Faculty: How to Improve the Campus Climate



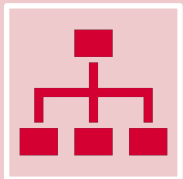
1) Improve Faculty Morale, Support and Pay
(57% of all respondents; n=98)

"There is a growing sense of burnout among faculty due to the increasing demands and lack of support."



2) Increase Student Enrollment and Engagement
(56% of all respondents; n=97)

"The lack of on-campus activities is driving students away. We need to create more opportunities for students to engage with each other, whether through social events, academic clubs, or community projects. Reviving the campus spirit is essential for attracting and retaining students."



3) Address Budget and Administrative Efficiency
(30% of all respondents; n=52)

"Create more opportunities to allow staff and faculty to interact and share information. As a faculty member, we believe that ALL the cuts are coming from Academic Affairs....It would be eye-opening for faculty to realize we aren't the only ones taking hits in this rough budget time."

Staff: How to Improve the Campus Climate

Enhance

Enhance Dialogue with Staff (59% of all respondents; n=113)

- “There’s a real need to foster an inclusive environment where everyone feels heard and valued. This means not just having policies but actively encouraging open dialogue and making sure that diverse voices are represented at every level.”

Increase

Increase Compensation, Benefits, and Advancement (41% of all respondents; n=79)

- “There should be a clear path for career advancement. It feels like there’s a ceiling that’s hard to break through, especially in support roles. Mentorship programs and regular evaluations could help address this.”

Improve

Improve Workplace Culture and Morale (39% of respondents; n=75)

- “There’s a lack of recognition for the hard work that people put in, and this needs to change if we want to keep morale high. Simple acts of appreciation can make a big difference.”

Students: How to Improve the Campus Climate



1) Enhance Student Engagement and Campus Life
(44% of all respondents; n=739)

"There should be more activities on campus that encourage students to get to know each other and build a sense of community. It's hard to meet new people when there's not much happening outside of classes."



2) Increase Academic Programs and Course Offerings
(14% of all respondents; n=231)

"Offer an appropriate number of classes so that all students interested can enroll. Many classes fill up too quickly, leaving students without the courses they need to graduate on time."



3) Increase Faculty and Staff Support
(7% of all respondents; n=126)

"Ensure fair compensation for all staff and faculty."

Additional Data Requests



Climate data may be requested through a formal data request via IER's website (www.csueastbay.edu/ir). Data will be provided in aggregate at the university level (i.e., dept. or program-level not available) only for the purposes of advancing student success or institutional improvement initiatives. Requests will be considered in consultation with the University Diversity Officer and require:

- 1) Description of specific institutional improvement/student success outcomes
- 2) Affiliation with task force/committee/approved institutional initiative
- 3) Timeline + proposed steps for student success/institutional improvement
- 4) Identification of questions from the CC survey related to requirement #1

IER Data Request Form

* Indicates required

Request on behalf of this user

Alternate Phone Number

Select the department

Location

Supervisor

*Please choose the request type:

Campus climate data will be provided in the aggregate at the population/university level (i.e., all students, all staff, all faculty). Requests for disaggregation by specific departments or divisions are not available due to insufficient sample size. Data requests for interactions between multiple demographic indicators (e.g., race/ethnicity by sex) are also not available due to insufficient sample size. Please complete the questionnaire below to request specific campus climate data and someone will respond to your request.

*Describe the purpose and intent you have with this data request related to institutional improvement. Please be specific with your description including the issue you are hoping to address, the audience to which you will present these data, and any measurable outcomes that you will evaluate.

*Please indicate the affinity group or campus task force/committee that you are affiliated with if this request is on behalf of an official East Bay group. If you are not affiliated with an affinity group, task force, or committee, whom (if anyone) are you working with on behalf of this data request?

*What are the specific steps you hope to take related to institutional improvement with these data? Describe an initial timeline of at least two proposed actionable follow ups you hope these data will be used to facilitate and describe and who will collaborate with you.

*Please cite the specific questions from the campus climate survey you are requesting as part of this data request (e.g., "Questions 4, 7, & 9 from the faculty survey")

Copies of the climate survey questions are available [here](#).

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President's Equity Council

- **Pamela Baird** Accessibility Services
- **Thomas Ballinger** Procurement Services
- **Nolan Calara** Associated Students, Inc.
- **Santos Carter** Veterans Student Services
- **Martin Castillo** Equity and Belonging
- **Raju Desai** Ethnic Studies
- **Kyzyl Fenno-Smith** Faculty Diversity & Equity Committee
- **Ana Garcia-Nevarez** College of Education and Allied Studies
- **Kim Greer** Academic Affairs
- **JP Horn** Jewish Faculty and Staff Association
- **Talya Kemper** LGBTQ+ Staff and Faculty Association
- **Victoria Morris** Human Resources
- **Kate Pham** Asian Pacific Islander Faculty & Staff Association
- **Tiffany Ramonda** Chicanx Latinx Staff and Faculty Association
- **Enrique Salmón** Tribal Liaison
- **Kartik Tripathi** ASI for President's Equity Council
- **Kathleen Wong Lau** University Diversity Officer
- **Fanny Yeung** Institutional Strategy & Effectiveness
- **Vacant** African American Faculty Staff and Association

