



EXECUTIVE SUMMARY OF 2024 CAMPUS CLIMATE SURVEY INFORMED WORK

The CSUEB campus climate survey, Belong@csueastbay was conducted between April 8-26, 2024 using a Qualtrics survey that had common items from the 2021 survey for comparison. Participation rates from students, faculty, and staff, all improved since 2021 with 15%, 31%, and 35% participating respectively.

In the Fall of 2024

- survey findings were shared with the campus community in a webinar town hall format.
- summary presentations were shared with leadership groups across campus including cabinet Academic Senate, Academic Affairs Leadership Team, and other leadership groups in Student Affairs, and student leader groups.
- President's Equity Council took on a strategic leadership role in developing priorities and recommendations out of their analysis of the campus climate survey findings.



Findings from Campus Climate Survey

Overall comfort with campus climate:

- students and staff reported increases in rate of comfort to 82% and 57% respectively, while in contrast, faculty reported a decline in rate of comfort to 43%.
- only 3% of students reported feeling uncomfortable, while staff and faculty reported 21% and 36% respectively.
- Black faculty and white faculty reported declines in comfort since 2021 falling 45% and 47%, while Asian and Latinx faculty reported increases in comfort since 2021, rising 56% and 42%.
- for faculty, comfort decreases with age, and women faculty have higher levels of comfort than men with Queer faculty citing the lowest comfort levels.
- non-exempt staff reported higher rates of satisfaction at 68% compared to exempt staff at 52% but both improved 18% and 6% respectively since 2021.
- Asian, Black, and Latine staff reported increases in comfort to 70%, 46%, and 57% since 2021, while white staff decreased to 61% from 2021.
- as with faculty, staff comfort with climate decreases with age with lowest satisfaction between 61-70 years old.
- contrasted with faculty, staff men cite a higher comfort level than staff women. It should be noted that the student level of comfort has remained consistently high from 2021 to 2024, but increased significantly for all ethnic and racial groups except Native Hawaiians and Pacific Islanders.
- undergraduates and graduate students both increased comfort with campus climate since 2021 by 8% and 9% to 82% and 86%, respectively.
- however, LGBTQ+ students, and students with disabilities reported lower levels of comfort in comparison.

Retention for employees:

- staff and faculty report various reasons for staying at Cal State East Bay such as a sense of community and connection to colleagues, institutional mission alignment to serve our students, and flexibility in work life in comparison to other sectors of work.
- students cite determination to get their degree, flexibility in online and in-person classes, the academic experience, and affordability as factors that keep them at CSUEB.
- reasons for considering leaving for all three groups are cost of living and affordability of living in the Bay Area.
- for both faculty and staff, increased workload are common issues cited for considering leaving.
- for staff, limited formal advancement opportunities are cited as a reason to consider leaving.
- for students, course availability/scheduling, academic reasons, and lack of social life at CSUEB were cited as top reasons for considering leaving.

Experiences of exclusion:

- from 2021 to 2024 for faculty, staff, and students who experienced exclusion, gender identity entered into the top reasons for exclusion. Gender identity was not in the top reasons cited as a basis for exclusion in 2021.
- in 2024, the top reasons as a basis of exclusion for those who experienced exclusion were ethnicity, gender identity, and age, with role within the university being a basis for exclusion identified by staff and faculty.
- less than 3% of respondents reported experiencing relationship violence, stalking, unwanted sexual attention, or contact within the past year.
- overall in terms of knowledge of campus resources, 90%+ reported being aware of policies and responsibilities regarding sexual misconduct, and approximately 70% reported awareness of CSUEB's Annual Security Report (CLERY).

Key recommendations made by survey participants:

- Enhance Dialogue with Staff (59% of respondents):
- Create spaces for open, inclusive dialogue to ensure all voices are heard.
- Promote Campus Life (44%):
- Increase student activities for better engagement.
- Better administrative and institutional support.
- Greater inclusivity and actionable equity measures.
- Increased resource allocation for academic and community-building initiatives.



Spring 2025/Fall 2025

President's Equity Council (PEC) and University Diversity Officer developing work informed by Campus Climate Survey:

- PEC, a leadership body charged with higher level advisory on diversity, equity, and inclusion for the entire campus, developed three key priority areas of campus work based on a thorough discussion and deliberation on the campus climate survey findings. The top priority areas of work are:
 - LGBTQ+ equity
 - gender equity
 - equity for people with disabilities.
- There was an inventory of the funded anti-racist work, and culturally relevant work being done on campus through substantial CSU system grant funded initiatives on Black Student Success, and Asian American Native Hawaiian, and Pacific Islander Student Success, as well as HSI grant work and work on the Seal of Excelencia. CSUEB is also working on developing a Native American Faculty and Staff Association to help recruit and identify NA students and their needs.
- It was determined that the PEC needed to focus on those areas of DEI that are beyond race/ethnicity as indicated by campus climate survey findings as the campus has developed a structure of working groups that address racial and ethnic equity.
- PEC subcommittees will spend Spring 2025 developing strategies and initiatives for recommendation to the President for implementation starting Fall 2025.
- In the summer of 2025, a team including the UDO and AVP of Institutional Effectiveness and Research will develop an assessment plan for the recommended activities.
- Fall 2025 will launch multi-year work addressing LGBTQ+ equity, gender equity, and equity for people with disabilities.