

Campus Climate in a Major Advising Context

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Outline

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- Campus climate
 - Berkeley campus climate survey
 - Campus climate across UC
- Major advising
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- Preliminary 2016 UCUES findings

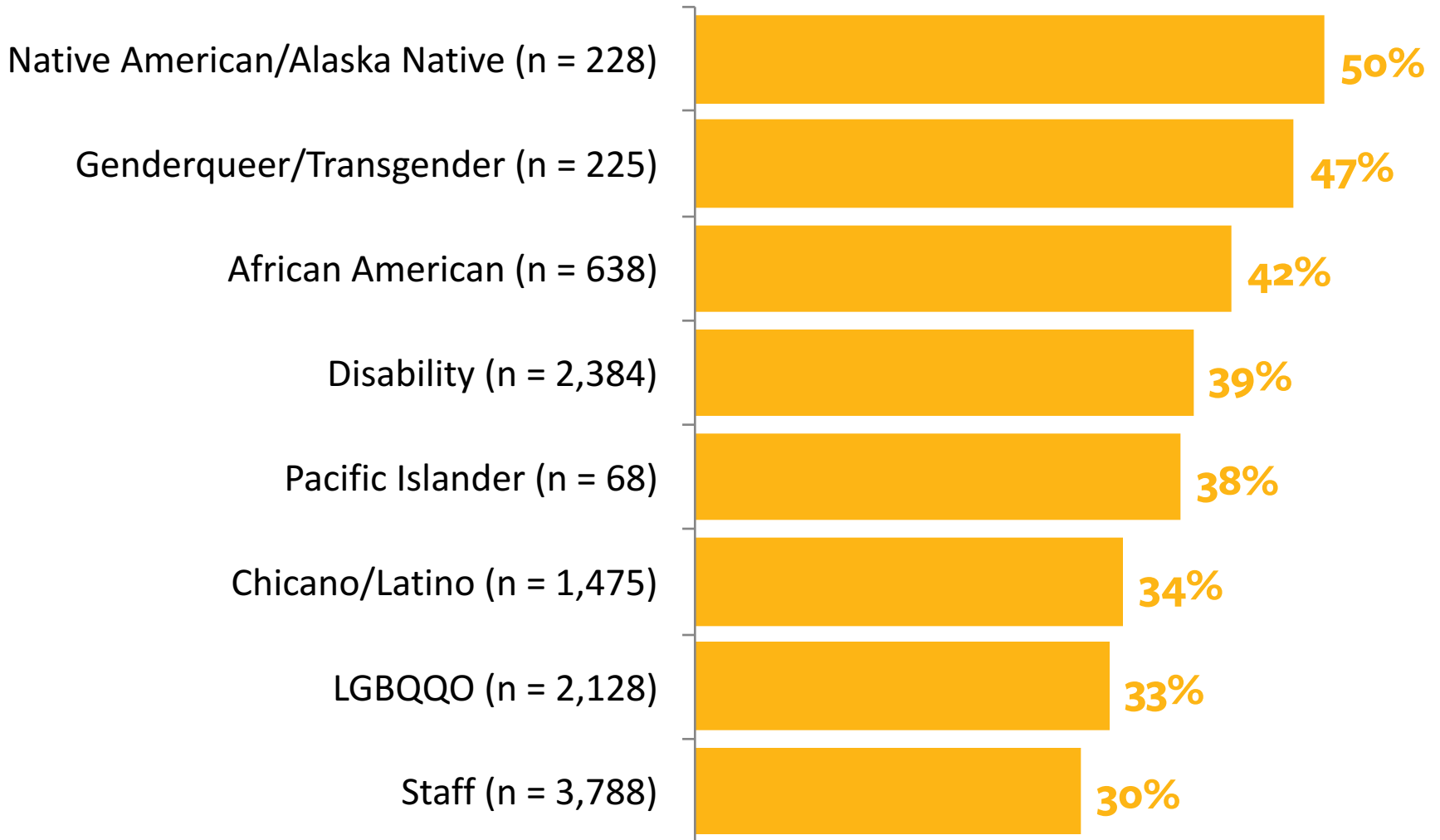
Introduction

- UC Berkeley and institutions of higher education more generally face issues of differential campus climate across demographic groups
- Do experiences with major advising in L&S Bio Sciences differ between groups?
 - The 2014 UCUES wild card module asks 18 questions about experiences with major advising (full list in Appendix)
 - “Major advisors provided the guidance needed to persist and/or succeed during my transition to Cal”
 - “Major advisors provided the guidance needed to persist and/or succeed during my time of deciding on or declaring a major”
- Are there variations in major advising experiences across divisions?

Broad Campus Climate Context

UC Berkeley Campus Climate Findings

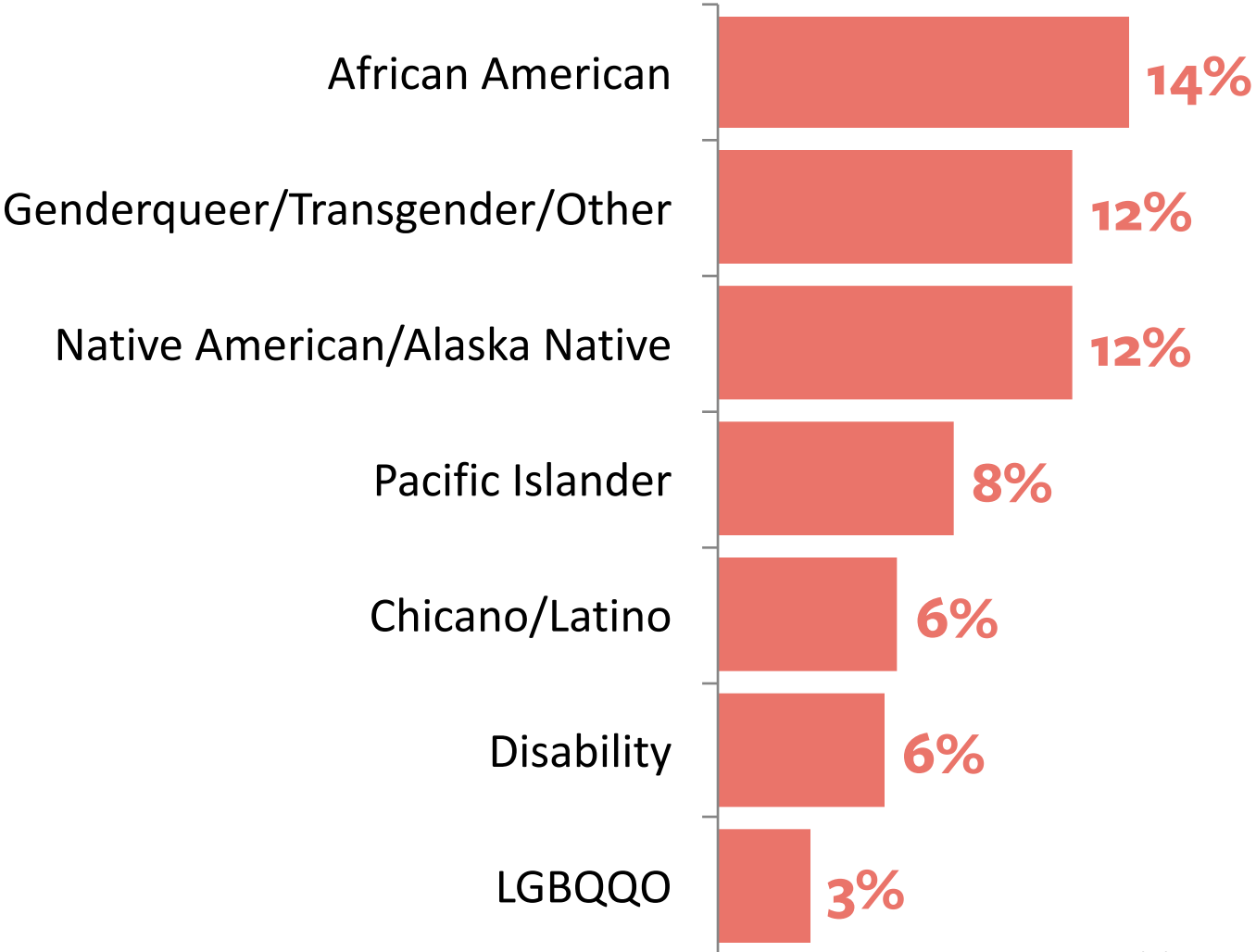
Percent reporting experiencing exclusionary behavior within the past year



Source: UC Berkeley Campus Climate Survey, 2013

UC Berkeley Campus Climate Equity Gaps

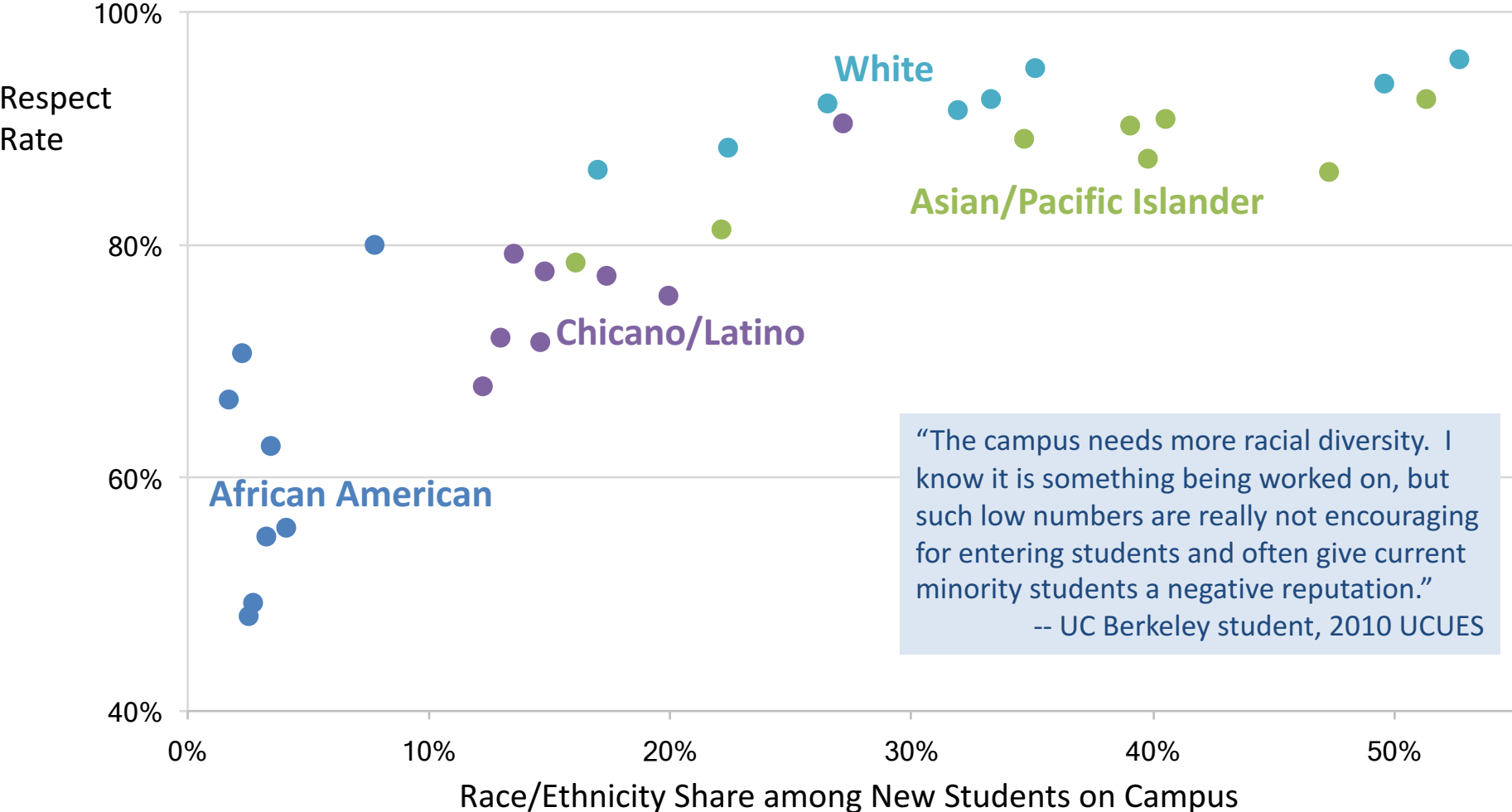
Average campus climate gap between affinity group and campus average including all populations



Source: UC Berkeley Campus Climate Survey, 2013

UC Campus Climate and Critical Mass

Respect Rate by Race/Ethnicity Share for each UC Campus, 2007-08 AY



Source: UC Accountability Report, 2011

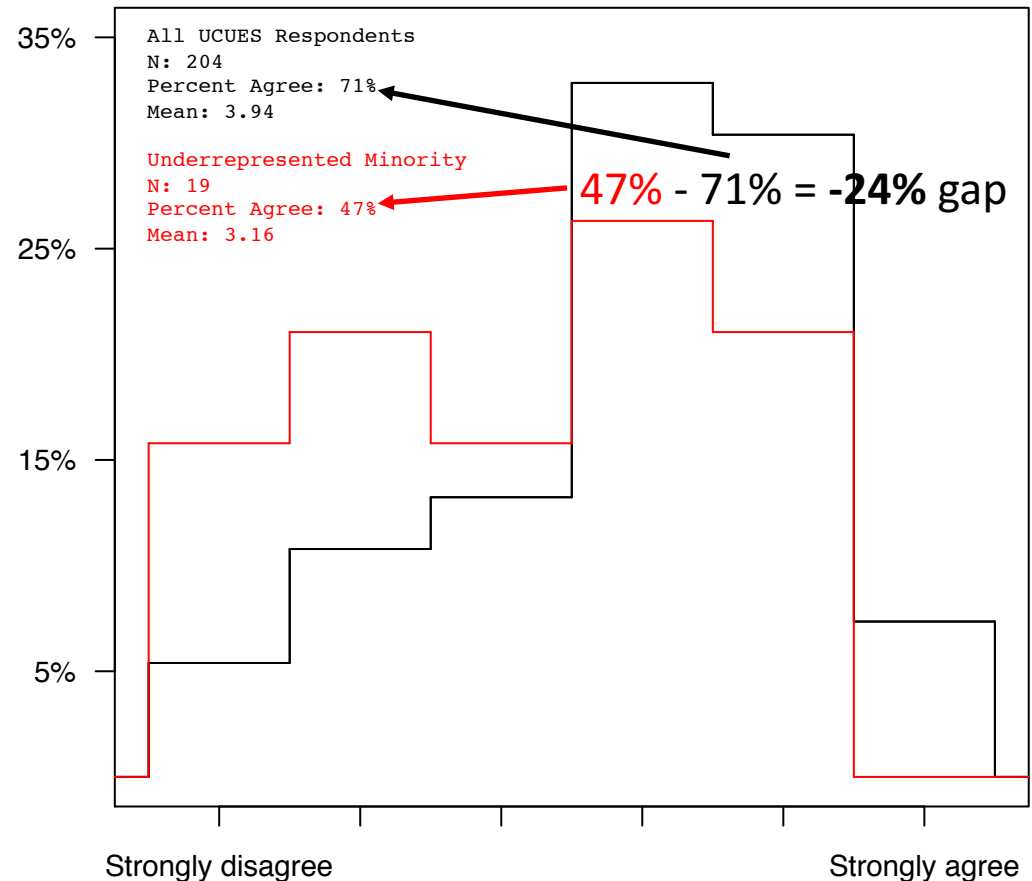
Note: Shares are derived from new freshmen and new transfer students in Fall 2007; respect rates are derived from Spring 2008 UCUES

Major Advising at UC Berkeley

Example Question Response Distribution

- Of the 204 L&S Bio Sciences majors who responded to this question, 71% agreed (*somewhat agree, agree, or strongly agree*) with the prompt
- Of the 19 URM L&S Bio Sciences majors, 47% agreed with the prompt
- There is a 24% equity gap in the percent agreement between URM majors and overall majors in L&S Bio Sciences
- This is just one question around major advising out of 18 – are there similar gaps for the other questions or is this possibly just a statistical artifact or outlying question?

Major Advisor – Clarify Career



Source: UC Berkeley UCUES, 2014

meeting with a major advisor helped me clarify my career/"life after Cal" goals

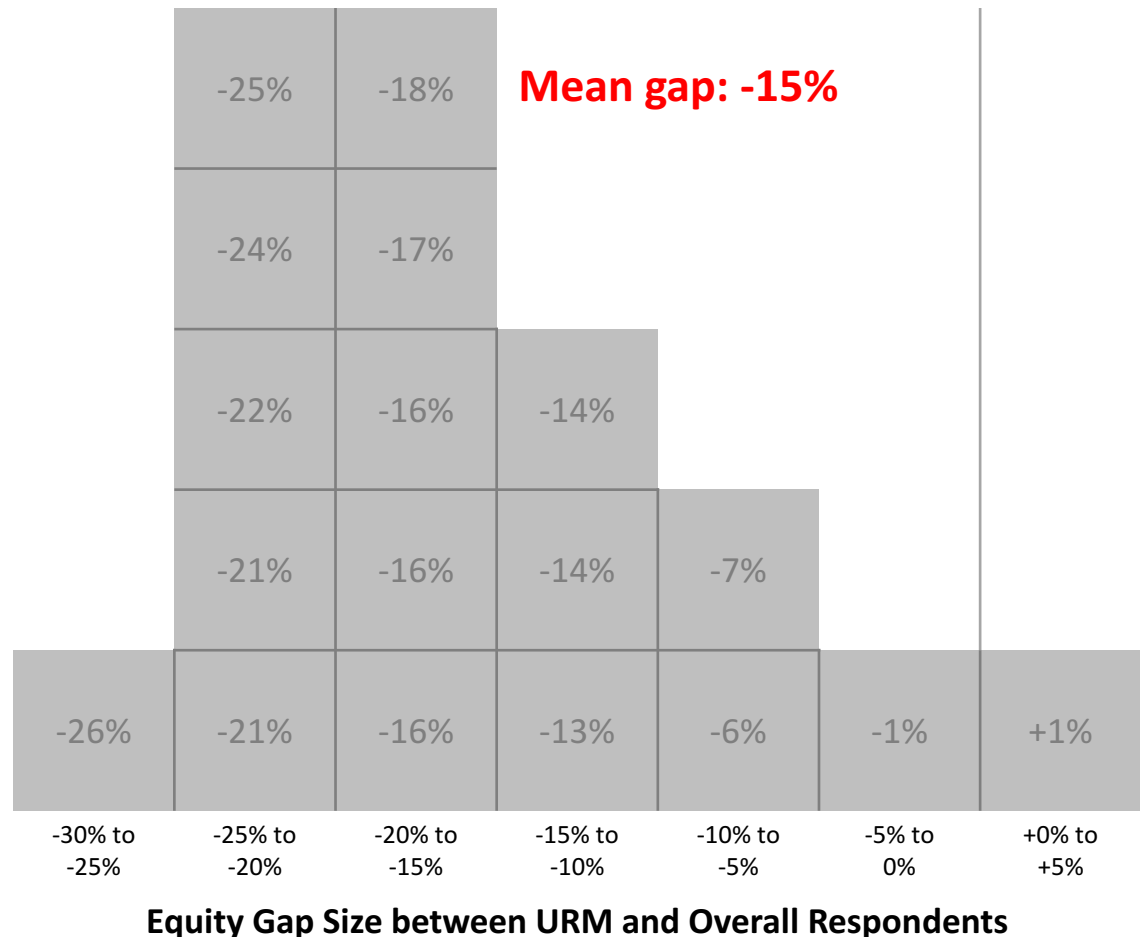
Major Advising Metrics in L&S Bio Sciences

Major Advising Prompt	Overall	URM	Gap
meeting with a major advisor helped me develop strategies for balancing my schoolwork with other competing obligations/activities	71%	45%	-26%
Major advisors care about and believe in my potential	82%	57%	-25%
meeting with a major advisor helped me clarify my career/"life after Cal" goals	71%	47%	-24%
Major advisors have engaged me in dialog regarding my interests and goals	84%	62%	-22%
Major advisors provided the guidance needed to persist and/or succeed during my time of deciding on or declaring a major	86%	65%	-21%
Major advisors have helped me create a personalized academic plan that is consistent with my goals and interests	83%	62%	-21%
As a result of advising in my Major, I am more likely to reach my full academic potential	80%	62%	-18%
In Major advising sessions I have received answers to my questions or was referred to an advisor who could answer the question	88%	71%	-17%
Major advisors provided the guidance needed to persist and/or succeed during my transition to Cal	81%	65%	-16%
Major advisors have helped me connect with enrichment opportunities (e.g., study abroad, research opportunities, service learning)	68%	52%	-16%
meeting with a major advisor helped me to make timely progress to my degree	86%	70%	-16%
meeting with a major advisor prompted me to seek out an opportunity that I would not have otherwise considered	69%	55%	-14%
I have been provided with Major advising that is sensitive to my unique characteristics as an individual (e.g., gender identity, ethnic/racial identity)	80%	67%	-13%
Major advisors have treated me with respect during advising sessions	94%	81%	-13%
Major advisors are generally accessible	93%	86%	-7%
I am confident in the accuracy of the information I receive from Major advisors	87%	81%	-6%
Major advisors have interacted with me in a professional manner	96%	95%	-1%
Major advisors allotted the time to make the advising experience a fulfilling one	89%	90%	+1%

There are large and consistent equity gaps for URM respondents in L&S Bio Sciences compared to overall L&S Bio Sciences respondents across all eighteen major advising questions.

Equity Gap Distribution

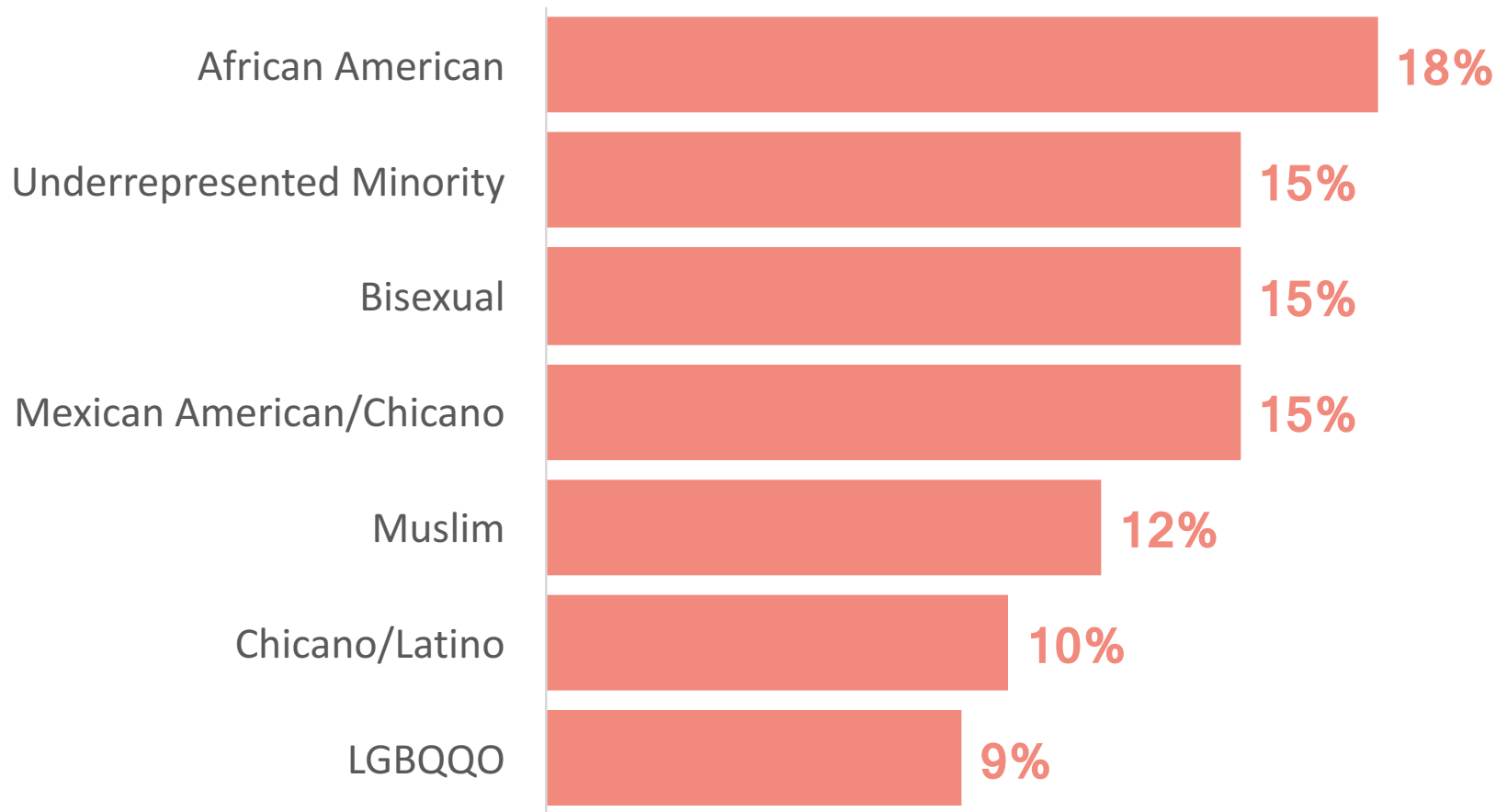
- The equity gap of -24% for the sample question is the same size as the gap for five other questions (~1/3 of all major advising questions).
- Across all 18 questions, the equity gaps between URM majors and overall majors in L&S Bio Sciences are skewed negative (-15% on average)
- The distribution shows a robust effect of less positive experiences with major advisors for URM majors compared to overall majors in L&S Bio Sciences



Source: UC Berkeley UCUES, 2014

L&S Bio Sciences Equity Gaps Summary

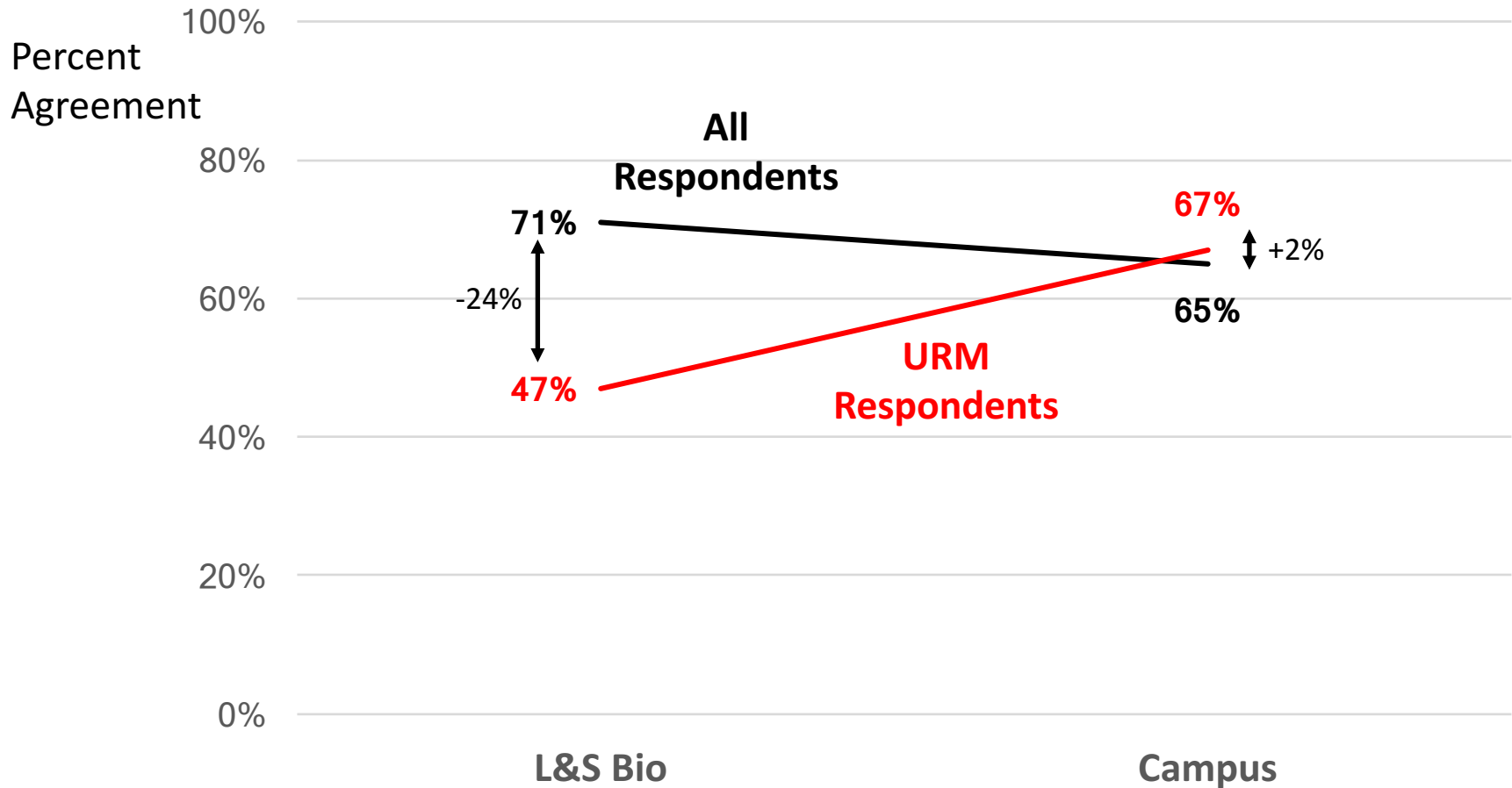
Many marginalized groups in L&S Bio Sciences have sizeable equity gaps in major advising experiences



Source: UC Berkeley UCUES, 2014

Comparing L&S Bio Sciences to Campus

Prompt: 'meeting with a major advisor helped me clarify my career/"life after Cal" goals'

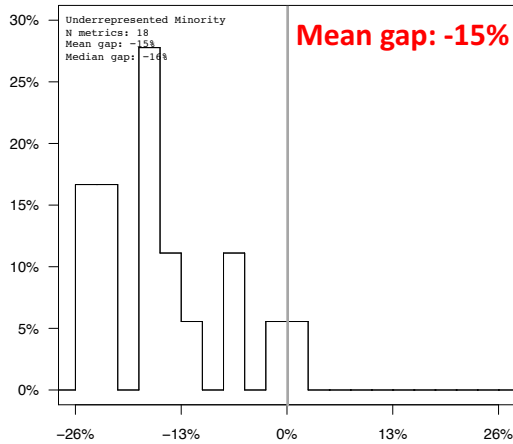


Source: UC Berkeley UCUES, 2014

The observed gap between URM and overall respondents in L&S Bio Sciences is erased when looking at campus opposed to just one division.

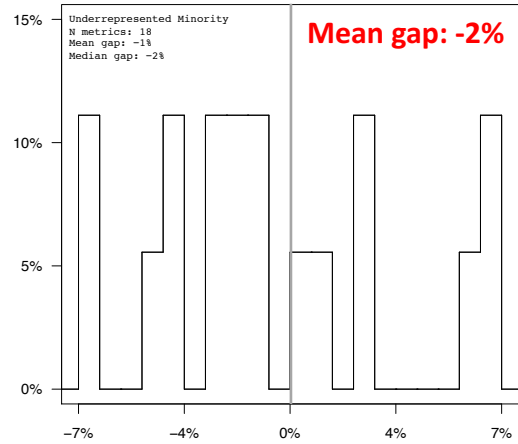
Comparing L&S Bio Sciences to Campus

L&S Bio Sciences



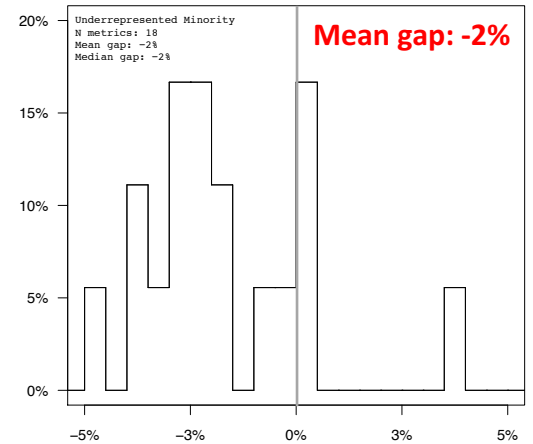
Gap compared to overall responses

College of Engineering



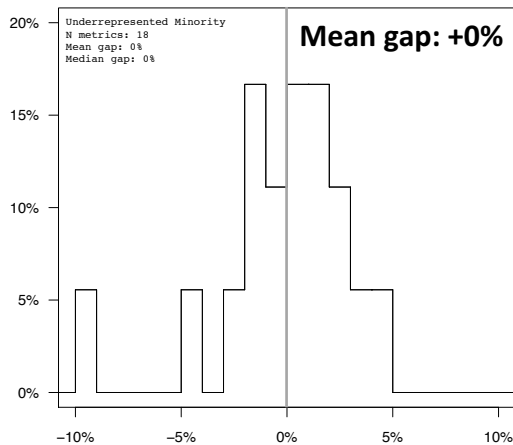
Gap compared to overall responses

L&S Social Sciences



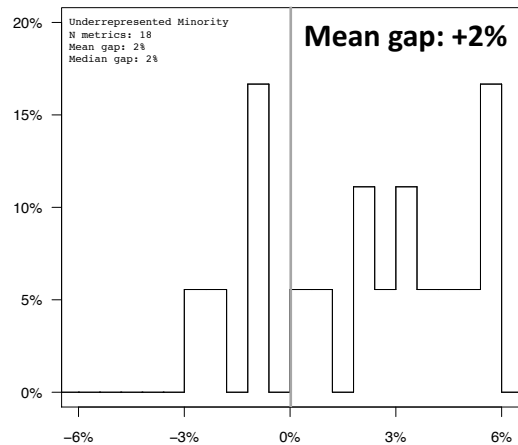
Gap compared to overall responses

College of Natural Resources



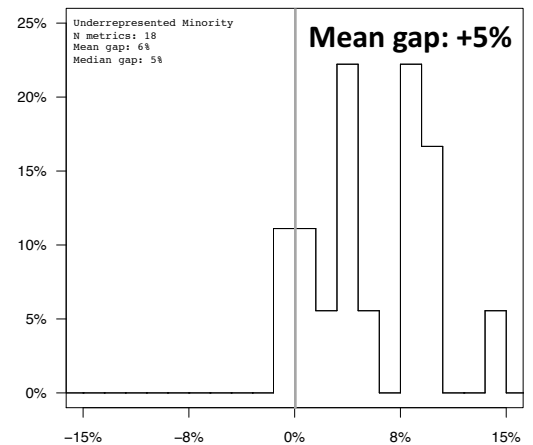
Gap compared to overall responses

L&S Arts & Humanities



Gap compared to overall responses

L&S Math & Physical Sciences



Gap compared to overall responses

The observed gap between URM and overall respondents in L&S Bio Sciences across all major advising questions is not replicated in other divisions. There is no evidence of URM respondents simply being more negative around major advising questions.

Source: UC Berkeley UCUES, 2014

Summary of Major Advising Findings

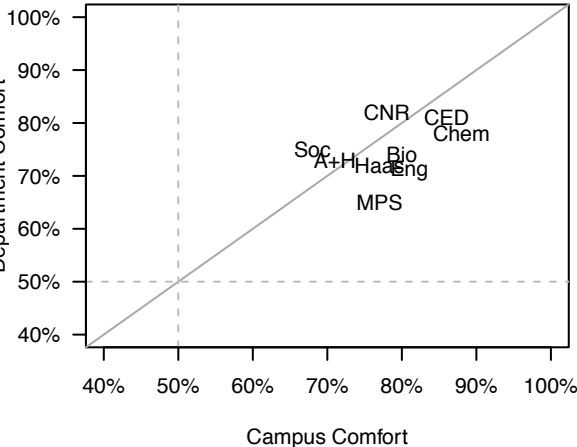
- Disaggregating by affinity group (e.g., race/ethnicity) shows gaps between some groups in L&S Bio Sciences and the overall experience with major advisors
 - African American
 - Mexican American/Chicano (and Chicano/Latino overall)
 - Bisexual (and LGBTQQO overall)
 - Muslim
- Combining gaps across questions allows for a more holistic and robust assessment of equity gaps for groups
- L&S Bio Sciences is an outlier in terms of major advising experience for marginalized groups

Preliminary 2016 UCUES Findings

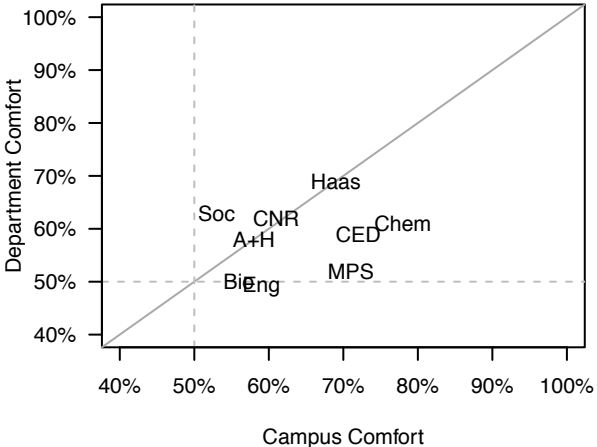
Comfort Gaps by Division

Percent agreement with *Overall I feel comfortable with the climate for diversity and inclusiveness at UC Berkeley/in my major*

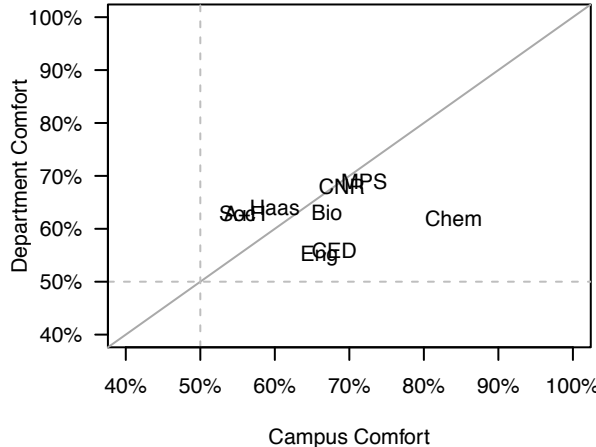
Women



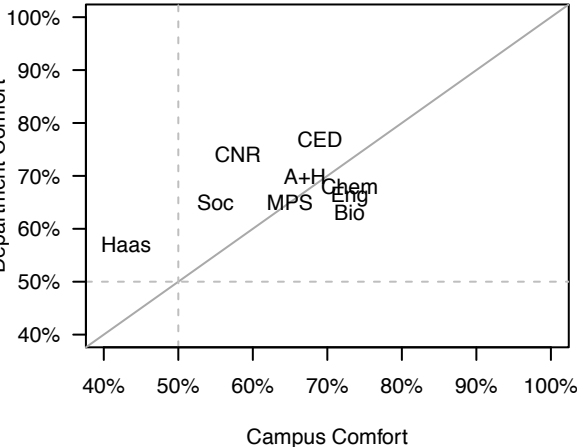
Underrepresented Minority



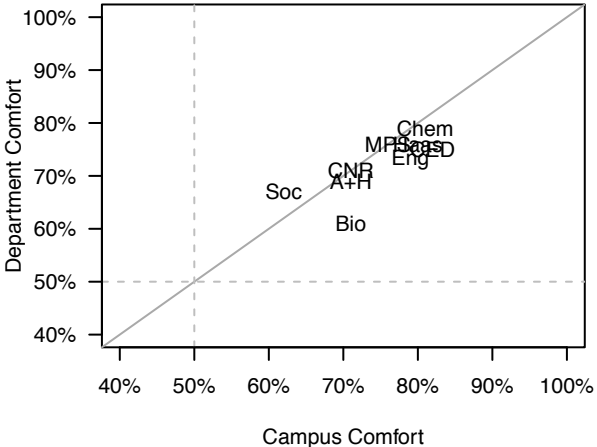
Low Income or Poor Growing Up



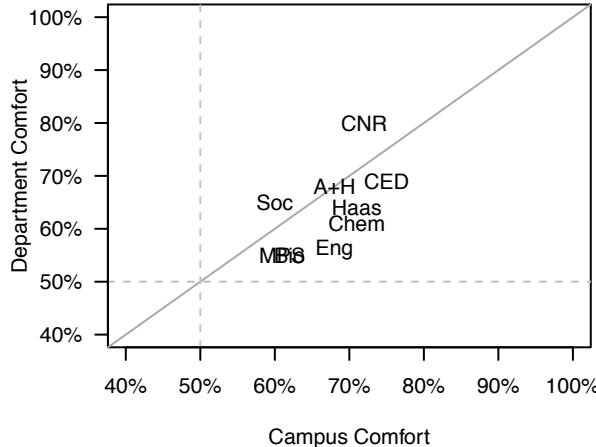
LGBTQ+



First Generation College



Disability



Source: UC Berkeley UCUES, 2016

Local Comfort Gaps by Division

Gap between percent agreement with *Overall I feel comfortable with the climate for diversity and inclusiveness at UC Berkeley* and *in my major*. Negative values indicate lower major comfort.

Unit	Overall	Women	URM	Low SES	LGBTQ+	Disability	1 st Gen
Campus	-1%	-1%	+1%	+2%	+3%	+2%	+1%
College of Chemistry	-4%	-10%	-17%	-21%	-5%	-10%	-2%
College of Engineering	-6%	-10%	-10%	-11%	-7%	-12%	-6%
College of Environmental Design	-3%	-5%	-13%	-12%	+8%	-6%	-7%
College of Natural Resources	+4%	+4%	+1%	-1%	+16%	+8%	+0%
Haas School of Business	+5%	-5%	+0%	+4%	+14%	-7%	-4%
L&S Arts and Humanities	+1%	+3%	+0%	+7%	+2%	+0%	-2%
L&S Bio Sciences	-4%	-6%	-6%	-4%	-10%	-7%	-10%
L&S Math and Physical Sciences	-6%	-12%	-19%	-3%	+0%	-7%	+0%
L&S Social Sciences	+5%	+7%	+10%	+7%	+9%	+5%	+5%
L&S Undergraduate	+7%	+5%	+4%	+6%	+4%	+10%	+6%
L&S Administered	+1%	+5%	+11%	+10%	+10%	+13%	+7%

Source: UC Berkeley UCUES, 2016

Low SES includes students who reported that their 'socioeconomic status while growing up' was *low income* or *poor*

LGBTQ+ includes students who reported that their sexual orientation is *Gay* or *Lesbian*, *Bisexual*, or *Other* and-or that their gender identity is *Trans Male/Trans Man*, *Trans Female/Trans Woman*, or *Genderqueer/Gender Non-Conforming*, or *Other*.

Disability includes students who reported that they had a physical, psychological, or learning disability.

1st Gen includes students who reported that neither parent earned a four-year degree

Conclusions

Conclusions

- Campus climate remains a pressing issue – especially for underrepresented and marginalized groups – for all departments across Berkeley
- In L&S Bio Sciences, large equity gaps exist in major advising experiences
- Further analysis will deepen understanding of campus climate broadly and with in departments
 - UCUES 2014 and 2016
 - Future campus climate surveys
 - Focus groups and other qualitative research
- Broad questions:
 - How can Berkeley create an inclusive campus climate?
 - What does inclusive advising look like?
 - How does advisor resourcing and training impact climate?
 - What role do faculty, instructors, and students play in creating inclusive departmental climate?