VII. STANDING COMMITTEES

A. Academic and Student Affairs Committee

Diversity and Campus Climate at the University of Washington Bothell

For information only.

BACKGROUND

Diversity is one of the seven priorities of the 21st Century Campus Initiative strategic plan and a core value at UW Bothell. We are committed to producing graduates who reflect the ever-increasing diversity of our state and manifesting our vision to provide transformational education, engaged scholarship and an inclusive culture. Today, nearly two-thirds of our undergraduates are either first generation, from low-income backgrounds, or from minority backgrounds historically underrepresented in higher education, and yet, “diversity” is not just about the numbers. It is an integral component in everything we do and is visible in the engagement of faculty, staff and students across campus.

UW Bothell formed a Diversity Council in 2010 and has since enhanced diversity related programming and initiatives. Milestones have included: hired our first diversity director and a senior advisor on faculty diversity and initiatives; launched a new diversity minor; sponsored lectures, workshops and campus conversations on inclusiveness; targeted recruitment in schools with underserved populations; and dedicated resources to serving first generation, veteran, and other populations.

To continue to build on these efforts, the campus is creating a comprehensive overview of the campus climate that will serve as the basis for a campus-wide diversity action plan. The first phase of this study, a staff and faculty campus climate survey, was conducted in Fall 2014, with outcomes and next steps summarized below.
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Staff and Faculty Inclusive Campus Survey Outcomes

1. How much do you agree with the following statements about UW Bothell, “UW Bothell is a welcoming and inclusive campus for all students, staff, and faculty”?

Chart 1: UW Bothell is Welcoming and Inclusive

<table>
<thead>
<tr>
<th></th>
<th>Strongly Agree</th>
<th>Moderately Agree</th>
<th>Neither Agree or Disagree</th>
<th>Moderately Disagree</th>
<th>Strongly Disagree</th>
</tr>
</thead>
<tbody>
<tr>
<td>% of Respondents</td>
<td>35%</td>
<td>50%</td>
<td>6%</td>
<td>9%</td>
<td>0%</td>
</tr>
</tbody>
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Findings In Brief

1. UW Bothell Staff & Faculty Care About the Topic of Diversity and Inclusion
   Approximately one out of every two people who work at UW Bothell took the time to fill out the survey and approximately 95% filled out all of the close ended-questions—this is an extremely high response rate for this type of survey. There were 182 answers across the two open-ended questions.

2. Most Agree That UW Bothell is Welcoming and inclusive, but There is Significant Room for Improvement.
   84% of faculty and staff either moderately or strongly agree that UW Bothell and their department are welcoming and inclusive. However, only 36% and 48% respectively “strongly agree” with these statements, and nearly a tenth of all respondents moderately or strongly disagreed with the statements. The open-ended answers suggest two contrasting ways that staff and faculty experience the same campus—one where people feel welcomed and included and one where they do not.
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3. Most Respondents Agree That UW Bothell and Departments are Supportive of Various Identity Groups, but There Is a Wide Range between the Highest and Lowest Groups.
The level of agreement that UW Bothell or their department is supportive ranges from a high of nearly 90% moderately or strong agreement for veterans and race/ethnicity to a low of roughly 50% for language and political beliefs.

4. Employees Want More Opportunities for Diversity & Inclusion Training, Interaction, and Dialogue
Roughly 90% of all respondents expressed at least some interest in increasing their ability to interact with other identity groups. Several respondents mentioned that they want more opportunities for diversity & inclusion training and dialogue.

5. People of Color, Women, and Employees at UW Bothell for 0-5 years are More Likely to Feel Challenged
86% of Women, 78% of people of color (those identifying with a race or ethnicity other than “white”), and 83% of those employed at UW Bothell 0-5 years “agreed” or “strongly agreed” that UW Bothell is a welcoming and inclusive campus, compared to 96% of males, 90% of those identifying as “white,” and 91% of those employed at UW Bothell 6+ years. Women and people of color were also significantly more likely to have experienced or witnessed discrimination, micro-aggressions, and/or some form of harassment at UW Bothell.

Questionnaire, Dissemination & Response
The questionnaire for this survey was designed to take an available sample of the UW Bothell staff and faculty populations in the form of anonymous responses. There were a total of 64 questions; 55 of these questions were five-point Likert scale, 5 were demographic questions, 2 were forced-choice, and 2 were open-ended.

The survey was created on the Campus Labs Baseline system that enables participants to fill out the survey on-line. Unique URLs for this survey were disseminated to the campus staff and faculty October 29, 2014-November 12, 2014, along with up to two reminders. Baseline recorded a total of 237 respondents (46.33%), with 94 percent of these people completing all of the multiple-choice questions.
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Next Steps

The Staff and Faculty Inclusiveness survey is one of multiple research tools that make up the 360 Campus Climate Study now underway at UW Bothell. Outcomes of the complete study will serve as the basis for the All Campus Diversity Action Plan, to be completed later this year and a baseline for assessment.

Next steps include:

- Student Inclusive Campus survey (Spring 2015)
- Campus focus groups and forums (underway)
- Walk thru of campus psychological, sociological, and physical campus climate
- Mapping of all diversity-related efforts
- Tie in with the other strategic initiatives
- Completion of All-Campus Diversity Action Plan

Attachments

UW Bothell at a Glance 2015
Student Presenters’ Biographical Information
*Percentages may not equal 100% due to rounding

**TOP FIVE CITIES OF RESIDENCE**
- Seattle: 15%
- Bothell: 8%
- Everett: 7%
- Lynnwood: 6%
- Bellevue: 6%

**AGE RANGE**
- 17-25: 71%
- 26-35: 19%
- 36 and older: 9%

**AFFORDABILITY**
60% of all undergraduate students receive financial aid.
27% of UW Bothell undergraduates are Husky Promise recipients.

"I am a first generation, nontraditional student. The Husky Promise removes some of the financial obstacles, allowing me to realize my dream of a college degree and ultimately helping other underrepresented students do the same.”

JACQUE JULIEN
UW Bothell senior and Husky Promise recipient

**SCHOOL/PROGRAM HEADCOUNT**
- 21% Interdisciplinary Arts and Sciences
- 18% Science, Technology, Engineering & Mathematics
- 16% Business
- 8% Nursing and Health Studies
- 4% Educational Studies
- 1% Interactive Media Design
- 33% Pre-Majors Program

**ETHNIC DIVERSITY**
- 46% Caucasian
- 8% Hawaiian Pacific Islander
- 1% Not Indicated
- 1% Other Race
- 8% African American
- 5% American Indian

**AVERAGE CLASS SIZE**
- Undergraduate: 30
- Graduate: 17

**AVERAGE CREDIT LOAD PER STUDENT**
- Undergraduate: 14
- Graduate: 9

**STUDENT BODY**
- In State: 89%
- Military Veterans: 159
- 2014 Incoming First Year Students: 634
- 2014 Incoming Transfers: 747

**COUNTIES OF RESIDENCE**
- King: 51%
- Snohomish: 33%

**GENDER**
- Male: 51%
- Female: 49%

**ENROLLMENT HISTORY AUTUMN FTE 2010-2014**
- Full Time Equivalent (FTE)

**ACCESS**
51% of incoming first year students are first generation college students.
69% of the incoming first year class is comprised of students from diverse backgrounds.
19% of women who have declared majors are majoring in STEM fields.
159 students are U.S. veterans (or eligible for veterans’ benefits).

**ACHIEVEMENTS**
National distinctions of UW Bothell students, faculty and staff include:
- Fulbright Fellows
- National Science Foundation CAREER award recipients
- Woodrow Wilson Fellow
- “History Maker” designation by the Library of Congress
- Fellows of the American Society of Mechanical Engineers
- Fellow of the American Physical Society
UW Bothell is the fastest-growing public university in the state of Washington. Eighty-nine percent of currently enrolled students are from the state of Washington. Nine out of 10 UW Bothell graduates live and work in the state of Washington. UW Bothell’s economic impact to the state of Washington is $231.6 million and to the City of Bothell, $125.5 million. Thirty-three new degrees have been added in the past five years. UW Bothell has tripled in size over the last 10 years, from roughly 1,600 students in 2005 to nearly 5,000 today. Eighty-two percent of first year incoming students are from King and Snohomish counties. Eighty-eight percent of graduating students are very satisfied or satisfied with their experience at UW Bothell. One hundred twenty students are participating in study Abroad. Participation has doubled in the last two years; students have visited 45 countries.
Jacquelyn Julien is a senior majoring in Society, Ethics, and Human Behavior with double minors in Education & Society and Diversity. She was raised in the Pacific Northwest, in a low-income single-parent household. She is a first generation college student, divorced, mother of four brilliant children who is balancing working part-time, and attending school full-time.

Jacquelyn is a member of the Black Student Union, the Latino Student Union, and has been involved with Making Access to College Happen (MATCH), a student driven program that supports low-income and first generation students who want to pursue a college education. She is excited to have the opportunity to study abroad this summer through the Rome Academic Enrichment Program and is currently doing undergraduate research with Vice Chancellor Susan Jeffords. She plans to pursue a Master of Arts in Policy Studies or Master of Education next fall.

Jacquelyn is also active in grassroots organizations. Through Project Girl, she works to foster the advancement of girls to make positive life choices, and through Families of Color United in Service, she works to enhance effective advocacy and civic engagement skills which are necessary tools in creating social justice change. With her degree and personal experience of overcoming adversity she is dedicated to reaching underrepresented people to pursue higher education and nurturing solidarity within groups that are marginalized.
**Joseph Shadwick** is a senior majoring in Business Administration with focuses in Management Information Systems, and Technology Information Management.

He is a family man, full-time Husky, and a proud Naval Reservist, currently serving along with his wife (who is also a Naval Reservist). Joseph did not follow a normal course in his choice of enlistment, as he enlisted at the age of 23, and has only served in the reserves. Joseph mobilize three times to the Middle East, serving in Kuwait, Iraq, and the United Arab Emirates for a total of nearly four years of service overseas. This has brought its own challenges, in that Joseph has had to start and stop his education three times since his enlistment in the Navy. Joseph has also attended school at four different institutions due to geographic relocation, creating an opportunity to adapt to new and exciting approaches to academics.

As the Student Veteran’s Association President, and former Vice President, Joseph has had the privilege of serving alongside extremely driven and competent students and faculty members (both veterans and non-veterans). During his time in office he has taken part in the passage of state legislation enabling the university to empower student vets to obtain a better education, the creation of the first University of Washington Veterans Stole, and has dealt directly with veterans’ issues both on and off campus.