

Northwest Technical College Campus Climate Survey 2023 Report

Introduction:

In April 2023, Northwest Technical College conducted its inaugural comprehensive Campus Climate Survey, facilitated by HEDS Campus Climate Survey. This survey engaged students, faculty, staff, and administrators, evaluating their perceptions of the campus climate, the university's support for diversity and inclusion, and experiences with harassment and discrimination.

Purpose of the Campus Climate Survey:

The primary goal was to gain insights into the campus community's point of view and establish a baseline for understanding our campus identity. The survey aimed to identify areas of improvement to enhance the overall campus experience and contribute to the betterment of the campus community and greater Bemidji.

Key Findings:

Belongingness/Trust (Tab 5):

The survey indicates mixed sentiments regarding the sense of belonging on and off campus. Staff and faculty both the largest poll are in the generally satisfied with 45% and 48% with the following poll being generally dissatisfied with 36% percent for staff and 19% for faculty. Although, with a positive outlook toward the sense of belonging, faculty and staff would like to have more communication and transparency with the administration. . Where no students rated the overall campus climate generally dissatisfied or very dissatisfied. 46% of undergrads and 50% of graduate students reported very satisfied in the overall campus climate. When asked “What one change would you make in order to enhance the sense of community at Northwest Technical College?” students shared they would like to enhance their relationships with professors. more intentional campus wide events for both on campus and online students.

Campus Environment (Tab 8) – exposure

While Northwest Technical College has intensified efforts to build stronger and sustainable diversity, equity and inclusive community, staff and faculty express concerns about discrimination and harassment on campus. When asked if they experienced discrimination on Northwest Technical College 29% of faculty and 27% staff reported, yes. 80% of our students reported they have not experienced any discrimination. A significant portion of students are also aware of the reporting processes, with over 50% indicating familiarity. It appears that a small culture contributes to students' comfort but may pose

challenges for staff and faculty. Those who experienced discrimination shared they happen in high traffic areas such as classrooms, conference rooms and dining halls, recreational space or athletic facilities. Some have shared that the comments were not directed or said to them, but they can identify with the comments being shared in these areas.

Considerations:

It is crucial to acknowledge the cultural and environmental context in which the survey was conducted. The report highlights potential limitations in accurately collecting campus data such as our student population. The responses from faculty and staff are significantly different from students. While acknowledging the limited size of our sample pool, we attribute this to the significant influence of our online student who took the survey.

The survey, available [include where the survey can be found], offers comprehensive insights beyond the captured findings above.

Recommendations:

The Campus Climate Survey Committee has compiled a list of ideas to enhance the survey and proposed initiatives to improve the overall campus climate. These recommendations aim to contribute to a more inclusive and supportive campus community.

- Build smaller surveys to gather an accurate narrative towards specific topics
 - Retention/Burnout/Exit interviews
 - Microaggressions
 - Training modalities
 - Ask more specific questions
- Improve overall reporting experience
 - Provide infographics/module of the reporting process and procedure
 - Improve communication during reporting/ Simplify reporting procedures
 - One pager of reportable events
- Building a strong campus community
 - More social events
 - Intentional faculty/staff and students events
 - Improve marketing strategies for events
 - Build a stronger connection between BSU and NTC

The full report, inclusive of the survey findings and committee recommendations, can be accessed [include where the full report can be found].