Learning Outcomes

(1) Identify characteristics of campus climate that respect and nurture all members of the campus community
   - Involvement in student organizations
   - Participation in traditions
   - Experiencing Aggie Spirit

(2) Identify undergraduate perceptions of a “less-than-welcoming environment”
   - Belonging to Aggie Family
   - Have you ever felt uncomfortable based on someone’s reaction to your:
     - Race/ethnicity?
     - Gender?
     - Nationality/citizenship?
     - Sexual orientation?
     - Religion?
     - Disability?

(3) Link understanding of student perceptions of campus climate to practice in the Division of Student Affairs
   - Panelists
   - Two-Minute Reflection
Assessing Campus Climate

VISION 2020 IMPERATIVE 3: ENHANCE THE UNDERGRADUATE ACADEMIC EXPERIENCE

Precept: Value and enhance strongest and best values of Aggie Spirit: *Encourage the involvement of all students in co-curricular activity.*  *Have 100 percent student involvement in “the other education.”* (p. 31)

VISION 2020 IMPERATIVE 6: DIVERSIFY AND GLOBALIZE THE A&M COMMUNITY

Precept: Lead in diversity: *Create an environment that respects and nurtures all members of the student, faculty, and staff community - Reduce to zero the number of students, faculty, or staff who leave because of a perception of a less-than-welcoming environment.* (p. 44)

Survey Administration & Sample Design

Stratified random sample (classification and ethnicity) of 5,045 full-time, undergraduates

1,025 responded resulting in a 20% response rate

The web-based survey collected data from 03-24-08 to 04-30-08

Qualitative Data Analysis

Analyzed using a formal content analysis to consolidate comments into themes

Collaborated with content-experts from across the university

Comments were selected because:

- Easy to understand
- Representative of the main ideas

Comments were identified by class, ethnicity, and gender to protect confidentiality
Data Analysis - Quantitative Data

Classification (full-time): U1 (24%), U2 (26%), U3 (26%), U4 (24%)

Gender: Female (58%), Male (42%)

Transfer students: Transfer (15%), Not transfer (85%)

Religion: Baptist (18%), Catholic (25%), Other Christian (35%), Other religion (10%), None (12%)

Ethnicity (domestic): Asian (13%), Black (11%), Bi-multipiracial (10%), Hispanic (23%), White (43%)

International students: International (7%), Domestic (93%)

Sexual orientation: Heterosexual (97%), Homosexual/Bisexual (3%)

Students with disabilities: Disability – Yes (8%), Disability – No (92%)

Learning Outcome (1): Identify characteristics of campus climate that “respect and nurture” all members of the campus community

Belonging to the Aggie Family

Valuing and enhancing Aggie Spirit: Involvement in student organizations

Participating in traditions
Do you feel like you are part of the Aggie Family? (Classification, gender, transfer students, religion)

Satisfaction with Texas A&M Experience

Do you feel like you are part of the Aggie Family? (Ethnicity, international students, sexual orientation, students with disabilities)

Satisfaction with Texas A&M Experience
Do you feel like you are part of the Aggie Family? Please feel free to explain:

Yes. I think that if you choose to participate in the traditions and get involved in groups, then you can’t help but meet great people and feel included. U1/Freshman – White – Female

Depends: In some ways, I do and I like the school. But at other times I feel like an outsider staring into a WASP community. U2/Sophomore – Asian – Female

No: It feels like there are many groups that are hard to get into and make friends in unless you came in at Fish Camp. The fact that there is a Fish Camp instead of ONLY an Aggie Camp where anyone of any status can go makes it seem like it’s too late to get involved (T-Camp and Howdy Camp seen like 2nd class affairs, it’s not secret the most prominent and elite one is Fish Camp and many make college friends there). U4/Senior – Hispanic – Male

No: I do not feel comfortable here. It is nobody’s fault. Just the simple fact that I don’t feel comfortable here. U1/Freshman – Asian – Male

Satisfaction with Texas A&M Experience

Have you ever been or are you currently involved in ... ? (Check all that apply)

<table>
<thead>
<tr>
<th>Type of student organization (Check all that apply)</th>
<th>Frequency</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>The Corps of Cadets</td>
<td>57</td>
<td>6%</td>
</tr>
<tr>
<td>A Greek sorority/fraternity</td>
<td>93</td>
<td>9%</td>
</tr>
<tr>
<td>An MSC committee/group</td>
<td>95</td>
<td>9%</td>
</tr>
<tr>
<td>SGA, Senate, or SGA committee or group</td>
<td>38</td>
<td>4%</td>
</tr>
<tr>
<td>A residence hall group</td>
<td>86</td>
<td>9%</td>
</tr>
<tr>
<td>A formal learning community</td>
<td>82</td>
<td>8%</td>
</tr>
<tr>
<td>Other student organization(s) not listed above</td>
<td>614</td>
<td>61%</td>
</tr>
<tr>
<td>I’m not currently involved in any student organizations</td>
<td>194</td>
<td>19%</td>
</tr>
</tbody>
</table>

Original scale: Selected, Not selected

Involvement
Student Organization Involvement (Classification, gender, transfer students, religion)

- Classification: $X^2 = 9.8, p = 0.02$
- Gender: $X^2 = 1.8, p = 0.18$
- Transfer Students: $X^2 = 43.4, p < 0.001$
- Religion: $X^2 = 2.8, p = 0.60$

Student Organization Involvement (Ethnicity, international students, sexual orientation, students with disabilities)

- Ethnicity: $X^2 = 5.8, p = 0.21$
- International Students: $X^2 = 0.07, p = 0.79$
- Sexual Orientation: $X^2 = 1.17, p = 0.28$
- Disabilities: $X^2 = 0.35, p = 0.55$
Please explain why you have not been involved in any student organizations?

My first year here I didn’t want to have other things taking up my time. I wanted to get used to the college life. U2/Sophomore – Hispanic – Male

I transferred in as a Junior. Almost all organizations are for building freshmen. Not for making others feel welcome. U3/Junior – White – Male

I am currently in the process of joining a fraternity but right now I don’t have sufficient grades. U1/Freshman – Hispanic – Male

Some organizations have fees I also cannot afford. U4/Senior – Black – Female

I tried but I have been denied. U1/Freshman – Hispanic – Female

Most people that I’ve met from those organizations are stuck up and don’t get along with anyone that is not like themselves. U1/Freshman – White – Male

Between working and studying, I haven’t had much time to join any organizations yet. U2/Sophomore – Black – Female

Since you have been at Texas A&M, which Aggie traditions have you participated in? (Check all that apply)

<table>
<thead>
<tr>
<th>Tradition (Check all that apply)</th>
<th>Frequency</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Yell Practice</td>
<td>735</td>
<td>73%</td>
</tr>
<tr>
<td>Silver Taps</td>
<td>598</td>
<td>59%</td>
</tr>
<tr>
<td>Muster</td>
<td>286</td>
<td>28%</td>
</tr>
<tr>
<td>Ring Dance</td>
<td>43</td>
<td>4%</td>
</tr>
<tr>
<td>Boot Dance</td>
<td>15</td>
<td>1%</td>
</tr>
<tr>
<td>Elephant Walk</td>
<td>56</td>
<td>6%</td>
</tr>
<tr>
<td>Junior E-Walk</td>
<td>68</td>
<td>7%</td>
</tr>
<tr>
<td>Parent's weekend</td>
<td>330</td>
<td>33%</td>
</tr>
<tr>
<td>Big Event</td>
<td>466</td>
<td>46%</td>
</tr>
<tr>
<td>12th Man (Aggie Athletic events)</td>
<td>639</td>
<td>64%</td>
</tr>
<tr>
<td>Purchased/received an Aggie Ring</td>
<td>172</td>
<td>17%</td>
</tr>
<tr>
<td>Other:</td>
<td>54</td>
<td>5%</td>
</tr>
</tbody>
</table>

**None**                                           | 76        | 8%         |

“Other” responses:
- Replant and Bonfire
- Football games
- Participating and/or being counselors for Howdy Camp/T-Camp/Fish Camp
- Pennies at Sul Ross
- Ring dunking
- Purchasing an Aggie Ring
Participation in Aggie Traditions (Classification, gender, transfer students, religion)

- **Participation in tradition(s)**
- **Have not participated in traditions**

### Involvement

#### Classification
- $X^2 = 2.8, p = 0.43$

#### Gender
- $X^2 = 0.1, p = 0.80$

#### Transfer Students
- $X^2 = 26.9, p < 0.001$

#### Religion
- $X^2 = 27.7, p < 0.001$

### Participation in Aggie Traditions (Ethnicity, international students, sexual orientation, students with disabilities)

#### Ethnicity
- $X^2 = 7.4, p = 0.12$

#### * International Students
- $X^2 = 11.5, p = 0.001$

#### * Sexual Orientation
- $X^2 = 0.53, p = 0.47$

#### Disabilities
- $X^2 = 0.3, p = 0.59$

* - Groups too small to interpret $X^2$
Involvement

Please explain why you have not participated in Aggie traditions?

I just recently transferred here in January, and am not well-informed on the traditions yet. U2/Sophomore – White – Female

Well because I don’t know anyone and would feel pretty weird being alone. U1/Freshman – Hispanic – Female

Haven’t had the money. U4/Senior – Black – Female

I do not like the traditions very much because some people take them too seriously. U1/Freshman – Hispanic – Female

I do not have the time as the school gives you credit on the classes you are taking and get grades in, there is no grading system for participating in the school’s traditions, so therefore I am spending my time on class and not outside activities. U3/Junior – Hispanic – Female

Learning Outcome (2): Identify undergraduate perceptions of a “less-than-welcoming environment”

Belonging to Aggie Family

Have you ever felt uncomfortable based on someone’s reaction to your: 
  Race/ethnicity? 
  Gender? 
  Nationality/citizenship? 
  Sexual orientation? 
  Religion? 
  Disability?
At Texas A&M, how often have you felt uncomfortable because of someone's reaction to your race/ethnicity? (Classification, ethnicity)

![Classification and Ethnicity Chart]

- **Monthly/weekly/daily**
- **Once a year/semester**
- **Once since I've been here**
- **Never**

**Classification**

- U1 (212)
- U2 (239)
- U3 (240)
- U4 (217)
- Total (908)

- **Asian (106)**
- **Black (84)**
- **Bi-multiracial (83)**
- **Hispanic (192)**
- **White (349)**
- **Total (814)**

**Ethnicity**

- **10%**
- **20%**
- **30%**
- **40%**
- **50%**
- **60%**
- **70%**
- **80%**
- **90%**
- **100%**

**Your Experiences**

**Weekly:** I put weekly, just to be nice. But I am sure some redneck has a problem with me at least once a day, that usually results in a stare. You learn to ignore it. U4/Senior – Hispanic – Male

**Monthly:** When we talk about things in our diversity classes we talk about White people in a way that make is seem like "all White people are racist" and I'm not, so that makes me feel very uncomfortable. U1/Sophomore – White – Female

**Once a semester:** Reactions sometimes change when ethnicity and religious, political and social orientations are discovered. It has led to reluctance to speak up in class for fear of how I might be viewed and/or treated. U4/Senior – Hispanic – Male

**Once since I've been here:** As I walk some people stare or stop conversation as I walk by. Also, some move to other sides of the streets. U1/Freshman – Black – Male

**Never:** I am typical Protestant, White, Male. That's why. U2/Sophomore – White – Male

**Never:** I'm half Hispanic and half White, but I look White so nobody cares. U1/Freshman – Hispanic –Male
At Texas A&M, how often have you felt uncomfortable because of someone's reaction to your gender? (Classification, gender)

* - Groups too small to interpret $\chi^2$

Weekly: As a male and a darker skinned male, the two are not independent when in comes to uncomfort. U4/Senior – Black - Male

Once since I've been here: Some outfits in the corps still strongly dislike women being in the corps. U2/Sophomore - White – Female

Once since I've been here: As the only girl in math classes, it can sometimes be uncomfortable because of the way guys talk and behave. U4/Senior – White - Female

Once a semester: Certain discriminatory, degrading statements have been made about the intelligence of women in engineering by VERY few individuals. U4/Senior – White – Female

Never: I'm male. people generally respect us for no reason around here. U2/Sophomore – Hispanic – Male
At Texas A&M, how often have you felt uncomfortable because of someone's reaction to your nationality/citizenship? (Classification, international students)

**Your Experiences**

<table>
<thead>
<tr>
<th>Classification</th>
<th>X² = 11.5</th>
<th>p = 0.24</th>
</tr>
</thead>
<tbody>
<tr>
<td>International Students</td>
<td>X² = 95.9</td>
<td>p &lt; 0.001</td>
</tr>
</tbody>
</table>

* - Groups too small to interpret X²

At Texas A&M, how often have you felt uncomfortable because of someone's reaction to your nationality/citizenship? Please feel free to explain:

**Weekly:** The shock on their face when you tell them you are from the middle-east. U3/Junior – International – Male

**Weekly:** As I walk sidewalks, and enter classrooms full of White students, I feel like I am stared at more that others and I am given mean looks very rarely. U1/Freshman – International – Male

**Once a year:** One can notice it if one is really open minded, and reasonably intuitive, to notice people's behavior in public places like the dining places, buses, and sometimes in the class room, among other places. U1/Freshman – International - Male

**Never:** I'm an American so this hasn't been directed towards me but I have heard people say ignorant things on countless occasions concerning other nationalities. U4/Senior – White - Female
At Texas A&M, how often have you felt uncomfortable because of someone’s reaction to your sexual orientation? (Classification, Sexual orientation)

Your Experiences

- Groups too small to interpret \( \chi^2 \)

**Classification**
\( \chi^2 = 4.7, p = 0.86 \)

**Sexual Orientation**
\( \chi^2 = 369, p < 0.001 \)

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### Sexual orientation - At Texas A&M, how often have you felt uncomfortable because of someone’s reaction to your sexual orientation? Please feel free to explain:

**Daily:** My orientation is a problem for some people. They don’t understand and that is because they are uneducated. U3/Junior – Hispanic - Female

**Monthly:** Having grown up with mostly women and being a male, I have picked up a few effeminate mannerisms which prompts some males to depict me as "gay" or "fruity", which is not the case. U4/Senior – Hispanic – Male

**Never:** But I have seen it first hand when I was with my homosexual friend. U3/Junior – White - Female

**Never:** I’m still in the closet, but I’m sure it’s obvious how openly gay people are treated, especially remarks made behind their backs. U4/Senior – Hispanic – Male

**Never:** If I were gay I would not feel safe unless I hid that fact on campus. U4/Senior – White - Female
At Texas A&M, how often have you felt uncomfortable because of someone's reaction to your religious/spiritual beliefs? (Classification, religion)

<table>
<thead>
<tr>
<th>Classification</th>
<th>Monthly/ weekly/ daily</th>
<th>Once a year/ semester</th>
<th>Once since I've been here</th>
<th>Never</th>
</tr>
</thead>
<tbody>
<tr>
<td>Baptist</td>
<td>154</td>
<td>14</td>
<td>14</td>
<td>620</td>
</tr>
<tr>
<td>Catholic</td>
<td>120</td>
<td>155</td>
<td>22</td>
<td>22</td>
</tr>
<tr>
<td>Other Christian</td>
<td>222</td>
<td>44</td>
<td>43</td>
<td>116</td>
</tr>
<tr>
<td>Other religion</td>
<td>10</td>
<td>20</td>
<td>69</td>
<td>76</td>
</tr>
<tr>
<td>None</td>
<td>30</td>
<td>52</td>
<td>43</td>
<td>60</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Religion</th>
<th>Monthly/ weekly/ daily</th>
<th>Once a year/ semester</th>
<th>Once since I've been here</th>
<th>Never</th>
</tr>
</thead>
<tbody>
<tr>
<td>Baptist</td>
<td>77%</td>
<td>74%</td>
<td>75%</td>
<td>60%</td>
</tr>
<tr>
<td>Catholic</td>
<td>13%</td>
<td>26%</td>
<td>18%</td>
<td>20%</td>
</tr>
<tr>
<td>Other Christian</td>
<td>12%</td>
<td>7%</td>
<td>13%</td>
<td>14%</td>
</tr>
<tr>
<td>Other religion</td>
<td>11%</td>
<td>7%</td>
<td>12%</td>
<td>7%</td>
</tr>
<tr>
<td>None</td>
<td>15%</td>
<td>20%</td>
<td>30%</td>
<td>75%</td>
</tr>
</tbody>
</table>

Your Experiences

Daily: I am Agnostic and feel like I am pressured to be something other than I am around everyone. U1/Freshman – White - Female

Monthly: Discrimination against people of faith in the classroom is a given at nearly all universities, especially in the field of science. People of faith have their beliefs ridiculed by the majority of professors. U4/Senior – White - Male

Monthly: I'm Catholic so not the traditional Christian/non-Denominational sects. Some people want me to defend my faith to them and I don’t feel like I have to prove anything to anyone. U4/Senior – White - Female

Once a semester: The strong conservative Christianity which dominates the University can react unfavorably to opposing religious beliefs. U4/Senior – Hispanic – Male

Never: If you are a Christian, I think it is very easy to be open about your beliefs. U4/Senior – Hispanic – Female
At Texas A&M, how often have you felt uncomfortable because of someone's reaction to your disability? (Classification)

Disabilities - At Texas A&M, how often have you felt uncomfortable because of someone's reaction to your disability? Please feel free to explain:

**Daily:** I'm always being stared at when I walk or being asked if I'm ok. I mean I'm glad everyone cares but it mostly effects my relationships with the opposite sex. It's a barrier. U3/Junior – Hispanic – Male

**Monthly:** it's not that big a deal. Just some people are really nosy and can't understand why I take my tests in a different location or why I get to register early. It's frustrating. U3/Junior – White – Female

**Monthly:** during/after tests when people ask why I wasn't there. U1/Freshman – White - Female

**Once a semester:** it is usually do to a professor not being willing to accommodate, or feeling put out because they have to accommodate. U4/Senior – White – Female

**Once a year:** it is VERY helpful that every professor has to put the ADA on their syllabus...it lowers my anxiety when talking to them that they have put that down on paper and addressed it in class. U4/Senior – White – Female
Learning Outcome (3): Understanding of campus climate to practice

Link understanding of student perceptions of campus climate to practice in the Division of Student Affairs.

Panelists

Two-Minute Reflection

For more information about the Student Life Studies campus climate research, please go to:
http://studentlifestudies.tamu.edu/results

ACKNOWLEDGEMENTS

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