Nicholls State University

Campus Climate Survey Results Overview

Students

Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
Nicholls is committed to diversity.	1.00	10.00	7.03	2.40	5.76	483
Nicholls respects individuals and values their differences.	1.00	10.00	7.71	2.25	5.06	514
Nicholls provides an environment for the free and open expression of ideas, opinions and beliefs.	1.00	10.00	7.65	2.37	5.62	516
Nicholls is a welcoming and embracing community where all feel valued.	1.00	10.00	7.85	2.34	5.46	519

Faculty

Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
Nicholls is committed to diversity.	1.00	10.00	6..94	2.21	4.86	114
Nicholls respects individuals and values their differences.	1.00	10.00	7.50	2.0	3.98	113
Nicholls provides an environment for the free and open expression of ideas, opinions and beliefs.	1.00	10.00	7.04	2.21	4.89	113
Nicholls is a welcoming and embracing community where all feel valued.	1.00	10.00	7.61	2.22	4.91	101

Staff

Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
Nicholls is committed to diversity.	1.00	10.00	7.74	1.76	3.11	72
Nicholls respects individuals and values their differences.	1.00	10.00	7.56	1.95	3.79	75
Nicholls provides an environment for the free and open expression of ideas, opinions and beliefs.	1.00	10.00	7.59	2.11	4.46	73
Nicholls is a welcoming and embracing community where all feel valued.	1.00	10.00	7.61	1.99	3.98	62

Alumni/Community

Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
Nicholls is committed to diversity.	1.00	10.00	7.84			
Nicholls respects individuals and values their differences.	1.00	10.00	8.05			
Nicholls provides an environment for the free and open expression of ideas, opinions and beliefs.	1.00	10.00	8.02			
Nicholls is a welcoming and embracing community where all feel valued.	1.00	10.00	8.25			

Campus Strengths

The majority of respondents indicated they were satisfied with their experience/environment regarding diversity and inclusion at Nicholls State University, felt a sense of belonging and acceptance at the University, and viewed University faculty, staff, and students as being accepting of individuals of diverse backgrounds. The campus culture of acceptance is further reflected in the majority of the respondents affirming that the environment at Nicholls State encourages people to develop an appreciation for diversity and inclusion.

Campus Opportunities

While most of the campus community perceives Nicholls State University to be generally successful in cultivating an environment where diverse groups feel accepted, the survey suggest there are several areas in which the University can improve.

Survey data indicates that the following groups may benefits from an improved culture of acceptance at the University:

- Individuals of diverse ages
- Individuals from diverse socioeconomic backgrounds
- Individuals who are not native to the region
- Individuals of diverse races, ethnicities, and cultures
- Individuals with disabilities
- Individuals who do not identify as heterosexual
- Individuals with diverse political affiliation/views

While Nicholls State University acknowledges the role of the current U.S. political and social climate may play in any negative experiences reported by the respondents, the University does not view this as lessening its responsibility to provide a diverse, welcoming and inclusive environment.

As such, the campus community will likely benefit from education and training opportunities and support programs focused on all of the diverse groups identified.

- High – the greatest potential for improved campus diversity and inclusion climate
- Medium – greater potential for improved campus diversity and inclusion climate
- Low- less potential for improved campus diversity and inclusion climate

	Recommendation	Effect
1	Implement campus-wide education/training on the following topics and incorporate into academic curriculum, support programs, and daily operations: • All of the areas of challenge and opportunity as identified by the	High

	survey • Practicing empathy • How to manage difficult of challenging conversation • Practicing mindful communication	
2	Recruit and retain a diverse group of students, faculty, and staff	High
3	Develop and implement data-driven Diversity and Inclusion programs and events each spring and fall semester	Medium
4	Regularly administer a campus-wide survey to assess experiences with diversity and inclusion	Medium
5	Develop and implement a campus Marketing and Communication plan that engages diverse individuals	Medium