



**An Executive Summary of the  
2019 TCNJ Campus Climate Student Survey**

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## Executive Summary

In the summer of 2019, the Division of Equity and Inclusion (DEI), under the leadership of Interim Vice President of Equity and Inclusion Ivonne Cruz, partnered with the Center for Institutional Effectiveness (CIE) to design an instrument to gather insight into the campus community's experiences and perceptions of The College of New Jersey. In order to promote inclusivity, the survey was initially focused on the student experience but expanded to include faculty, administrators, and staff.

Throughout the summer of 2019, DEI and CIE solicited insight on the development of the survey from external experts (peer institutions) and internal stakeholders (Campus Diversity Council, Council of Deans, and the President's Cabinet). From those consultative meetings, the working team created the *Campus Pulse*, a 50-item instrument that includes 42 Likert-scale measures, 2 open-ended questions, and 6 demographic questions.

The administration of the *Campus Pulse* was designed to be as inclusive as possible and therefore, the instrument was sent to all students (N=7820) including part-time, adult, and graduate students. The *Campus Pulse* was administered from November 6 - December 5, 2019. The total number of respondents who took the survey was 2270, representing a total response rate of 29%.

The *Campus Pulse* represents the College's commitment to our ongoing efforts at inclusive excellence, and the responses should be viewed as baseline data that can inform strategic planning and resource allocation efforts.

## Understanding the TCNJ Student Experience

To implement an institution-wide plan for inclusive excellence, we have to understand the student experience, and the *Campus Pulse* was our effort at listening. We have heard from students and will be making our best effort at improving their experience. We will continue to gather data to measure our effectiveness.

## General Demographics of Respondents

- The race/ethnicity of respondents - 61% white, 8% Latino, 6% Asian, 5% Indian, 4% African American, and 15% other.
- Women were 67% (n=1522) and men 33% (n=724) of respondents.



### **Initial Insights – The Good**

1. Overall, students reported TCNJ as being welcoming, friendly, and a place where they can fulfill their potential.
2. Respondents stated that they were satisfied with their overall student experience.
3. Students felt they had appropriate levels of opportunities to join student groups.
4. Most students responded that they had access to faculty-led research opportunities.

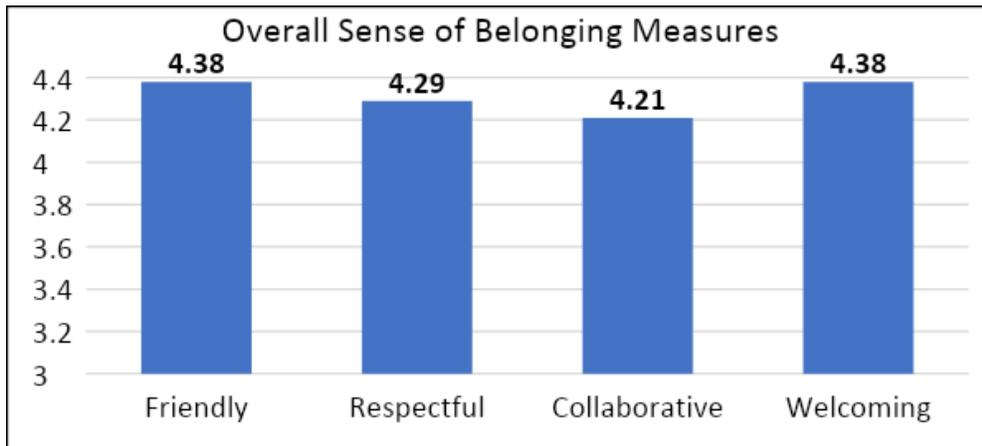
### **Initial Insights – Concerns**

1. Female students perceived TCNJ's commitment to diversity and inclusion lower than male students.
2. Female students reported lower levels of agreement that students of different backgrounds interact well with each other.
3. African American students reported TCNJ being less welcoming, friendly, and collaborative than all other racial/ethnic groups.
4. TCNJ students reported being treated unfairly because of their racial/ethnic identity.
5. African American and Latino students reported being treated differently because of their socio-economic status.
6. Overall, there are significant gaps in awareness of important offices such as the Dean of Students, OIDEI, and ARC.
7. Students reported being treated unfairly because of their political expression.



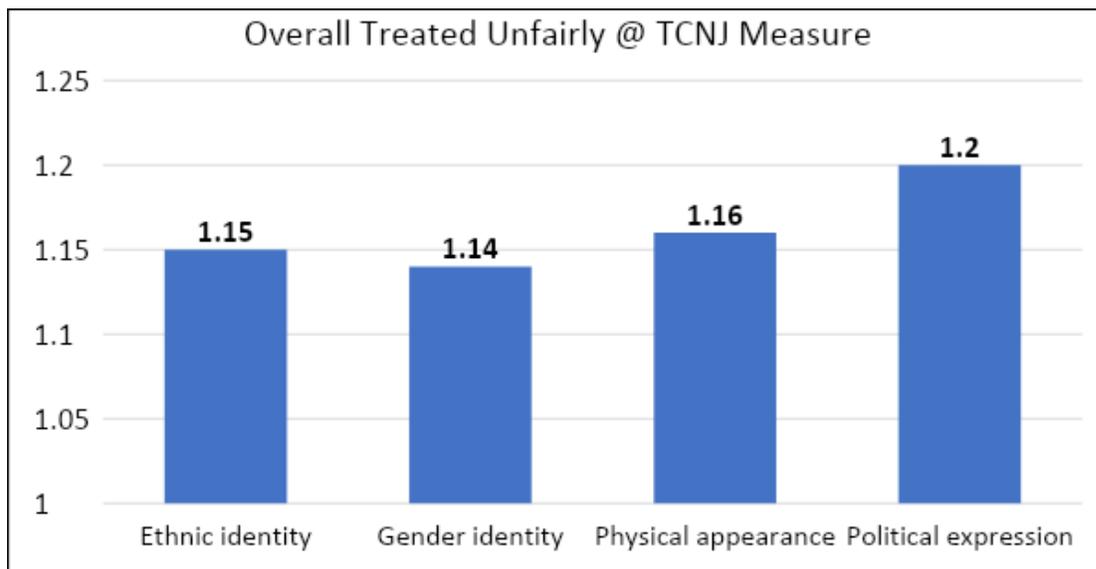
## Selected Charts

**Figure 1:** Overall TCNJ's Sense of Belonging (All Students)



(Scale: Strongly agree = 5; Somewhat agree = 4; Neither agree nor disagree=3; Somewhat disagree=2; Strongly disagree = 1)

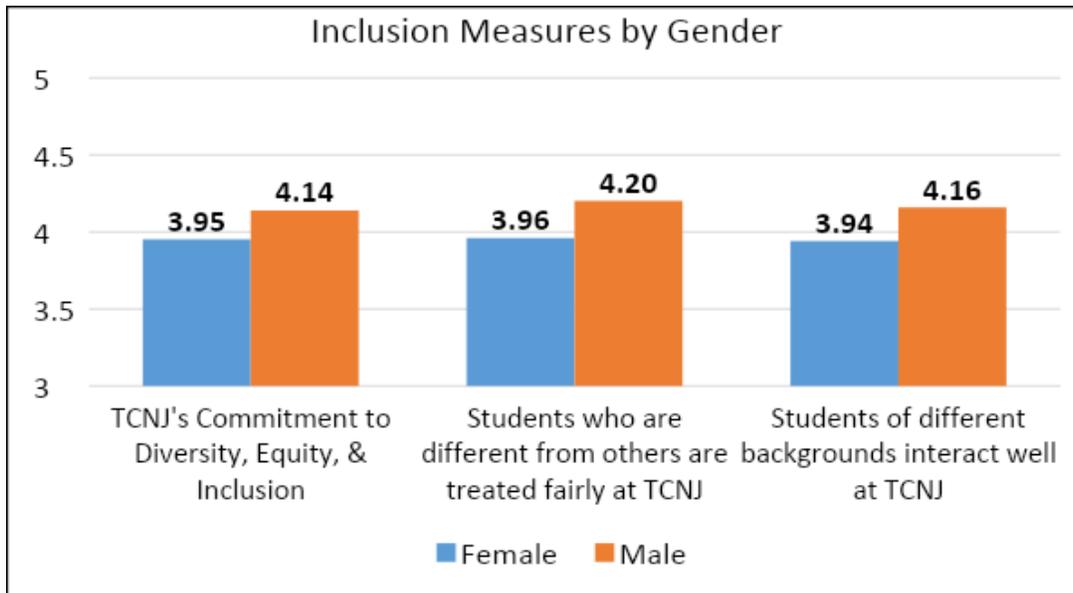
**Figure 2:** Overall TCNJ's Treated Unfairly Measures (All Students)



(Scale: 3 or more times =3; 1-2 times = 2; Never = 1. Higher measures means more negative incident reports.)

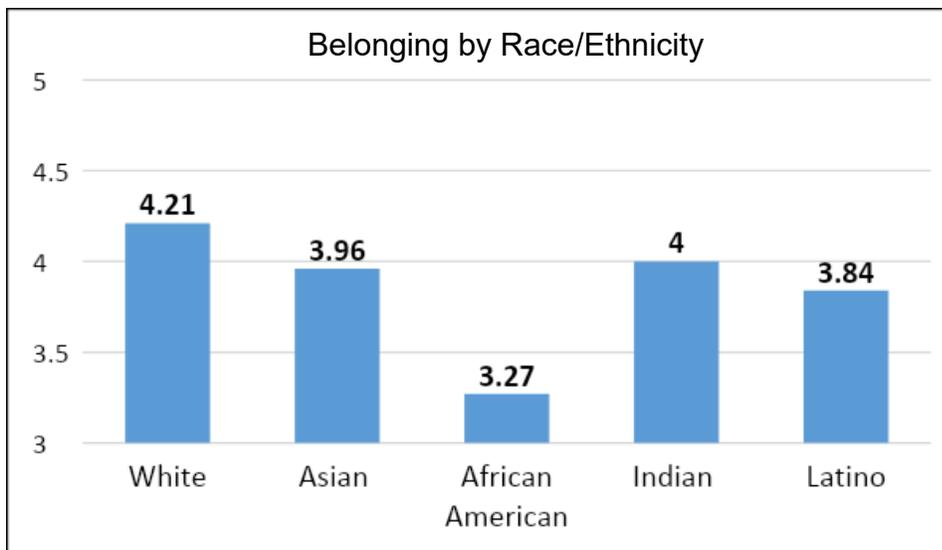


**Figure 3: Inclusion Measures by Gender**



(Scale: Strongly agree = 5; Somewhat agree = 4; Neither agree nor disagree=3; Somewhat disagree=2; Strongly disagree = 1)

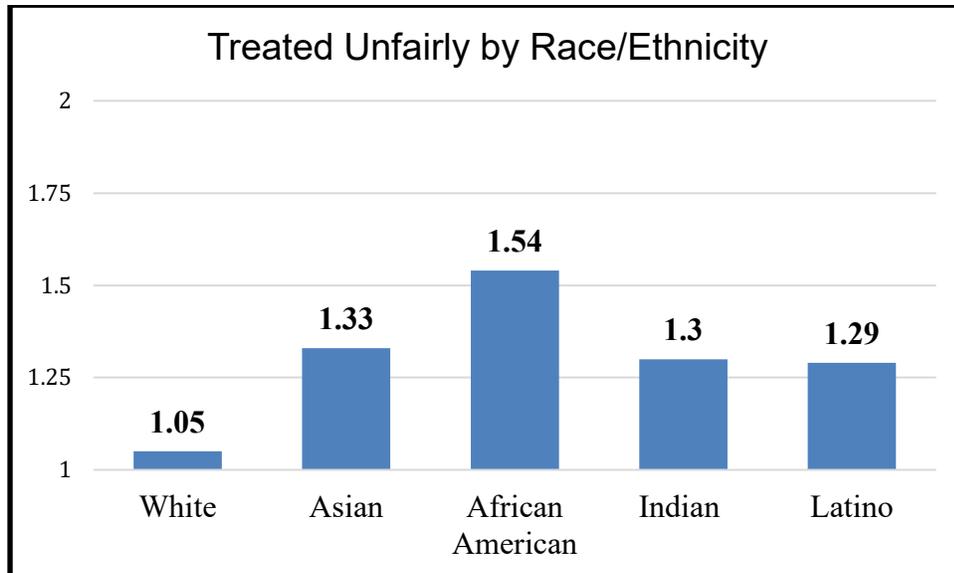
**Figure 4: Sense of Belonging by Race/Ethnicity**



(Scale: Strongly agree = 5; Somewhat agree = 4; Neither agree nor disagree=3; Somewhat disagree=2; Strongly disagree = 1)



**Figure 5:** Treated Unfairly by Race/Ethnicity



(Scale: Strongly agree = 5; Somewhat agree = 4; Neither agree nor disagree=3; Somewhat disagree=2; Strongly disagree = 1)