2020

Student Opinion on Faculty Diversity

Krystal Rawls
krystal.rawls@csusb.edu

Follow this and additional works at: https://scholarworks.lib.csusb.edu/udc

Part of the Human Resources Management Commons

Recommended Citation
Rawls, Krystal, "Student Opinion on Faculty Diversity" (2020). University Diversity Committee records. 6. https://scholarworks.lib.csusb.edu/udc/6

This Presentation is brought to you for free and open access by the Arthur E. Nelson University Archives at CSUSB ScholarWorks. It has been accepted for inclusion in University Diversity Committee records by an authorized administrator of CSUSB ScholarWorks. For more information, please contact scholarworks@csusb.edu.
Abstract

This project is an extension of a research project investigating faculty attitudes toward faculty diversification in higher education. Results from the faculty investigation indicated that 27% of the respondents ‘did not know’ if faculty diversity initiatives would benefit student outcomes (Rawls, 2020). In analyzing stakeholder power and influence, the natural next step was to identify student thoughts on the subject. Research indicates that students from marginalized communities’ benefit from representation, validation, and support of their worldview from faculty mentorship with a demographic or experiential alignment.

The Instrument (N=60)

Demographic Variables
Race Specify
Ethnicity (Hispanic, Spanish, Latino) Yes No
Location Not used for instrument feedback
Gender Specify
Age Range 18-24 25-34 35-44 45-54 55+

Quantitative items (8) Qualitative items (2)

To Keep or Not to Keep: Open-ended items

Students indicated they did not prefer the open-ended items however the open-ended items yield rich information about student perspectives on the value of diversity.

In your opinion, how would increased faculty diversification impact student outcomes at your institution?

Please describe how you think increased faculty diversification would impact your organization’s reputation.

References

Rawls, K.M (2020). Organizational Readiness, Resistance, and Race: Examining Faculty Attitudes Toward Faculty Diversity in Higher Education
Results

The students reported...

86% Students believe administrators value diversity

95% Students believe the organizational reputation will be improved with increased faculty diversity

86% Students believe they will have better outcomes with increased faculty diversification
Results

Important Relationships

87% Students reported field match important

63% Students reported gender match important

59% Students reported racial/ethnic match important
Results

Perceptions of Faculty Diversity Benefit to Student

- **80%**
  - Student believe they will achieve more self-fulfillment with increased faculty diversity

- **88%**
  - Students believe they will have higher levels of accomplishment with increased faculty diversity

- **90%**
  - Students believe they will benefit overall with increased faculty diversity