

Background

The [Campus Expression Survey](#) (CES), a survey by [Heterodox Academy](#), measures how freely someone can express their opinions on a college or university campus. It specifically asks how comfortable or reluctant students are to express their opinions on specific controversial topics during a classroom discussion and it asks about their concerns over various consequences that could come from speaking these opinions in class. This survey is currently for undergraduate students.

During Spring 2018, the CES went to LBCC's student body from the [Office of Data and Decision Support](#) (ODDS). According to ODDS, the survey had an 8.6% response rate and a demographically representative sample of our student body. After reporting the results of this survey to faculty at Fall 2018's in-service, a significant amount of feedback was received that encouraged administering a similar survey to LBCC employees.

In response to this feedback and under the direction of LBCC's President, LBCC's [Free Expression Team](#) worked with Heterodox Academy and ODDS to adapt the existing CES for faculty and staff. This new survey version specifically asks how comfortable or reluctant these faculty and staff are to express their opinions on various controversial topics during a discussion with other members of their campus community, and about concern over professional consequences that could come from speaking these opinions on campus.

Methods

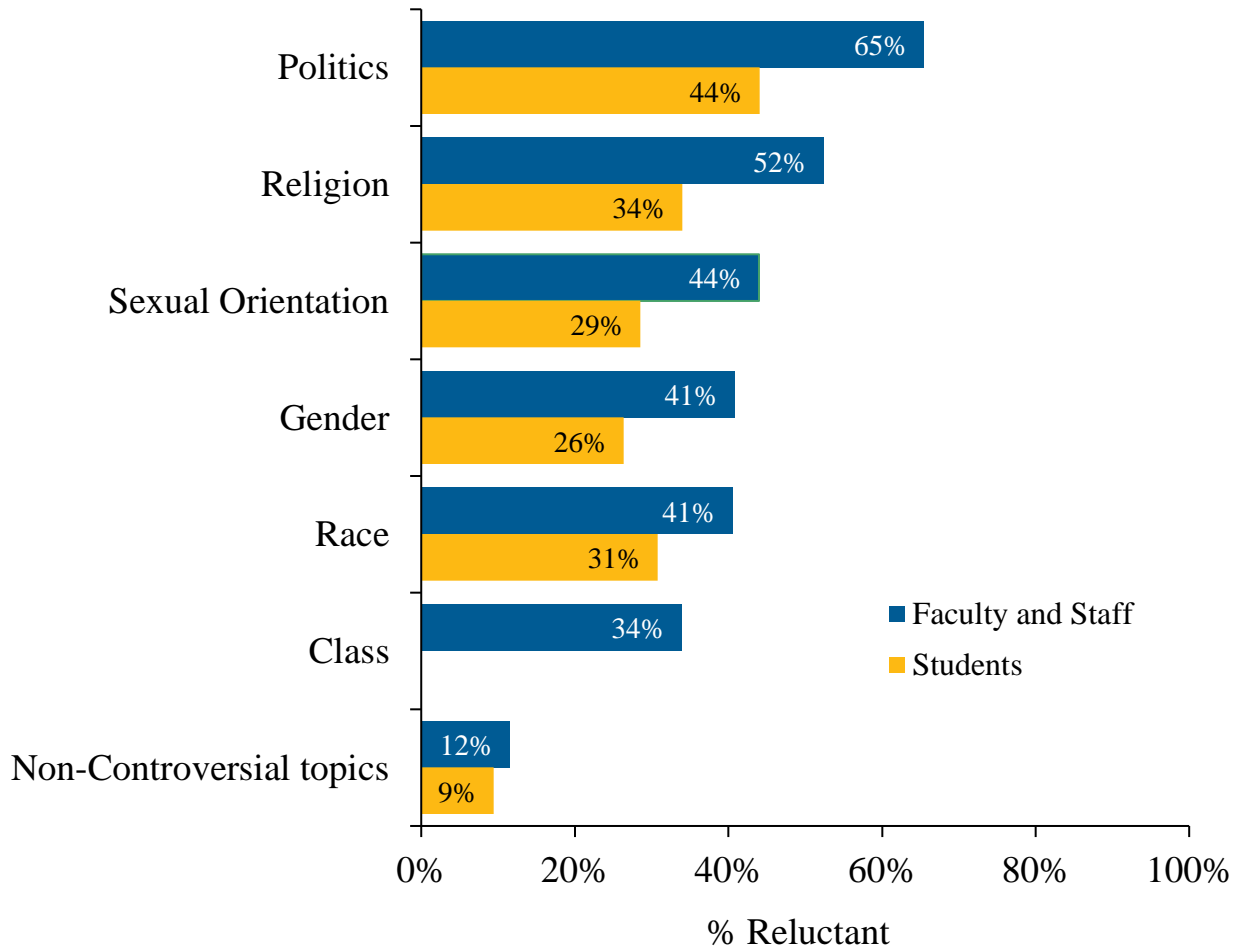
In 2020, this survey went to all LBCC staff, faculty, and management. This survey administration received 217 responses, with these respondents being 44.4% faculty, 35.7% classified staff, 15.7% management, and 4.2% other types of staff. Among these faculty, 38.9% taught Arts, Social Sciences, and Humanities; 25.6% taught Science, Engineering, and Mathematics; 13.3% taught Advanced Manufacturing and Transportation Technology; 4.4% taught Healthcare; and 17.8% taught other subjects. Among these classified staff, 24.3% were from Academic Affairs, 24.3% were from Business/Administrative Services, 1.9% were from External Affairs, 19.4% were from Student Life / Services, 3.9% were from Leadership and Diversity, and 26.2% were from other campus units. This sample amounts to approximately 27% of LBCC's employees.

Results Summary

- Both employees and students were **reluctant to discuss every controversial topic**.
- **Politics** was the topic they reported being reluctant to discuss most often.
- **Faculty and staff** reported being **reluctant** to discuss every **topic more often than did students**.
- **Avoiding damage to their careers and reputations** were the primary reasons for censoring their opinions on controversial topics on campus.
- **Republicans** reported being **reluctant** to discuss every controversial topic more often than did Democrats.
- **White, heterosexual, and female** faculty and staff reported being **reluctant** to discuss corresponding topics more often than did non-White, non-straight, and male ones, respectively.

What topics are LBCC faculty, staff, and students reluctant to discuss?

Responses to “Think about being in a campus space where members of your campus community are (being at your school in a class that was) discussing a controversial issue concerning ... How comfortable or reluctant would you feel about expressing your personal opinions on this topic?”

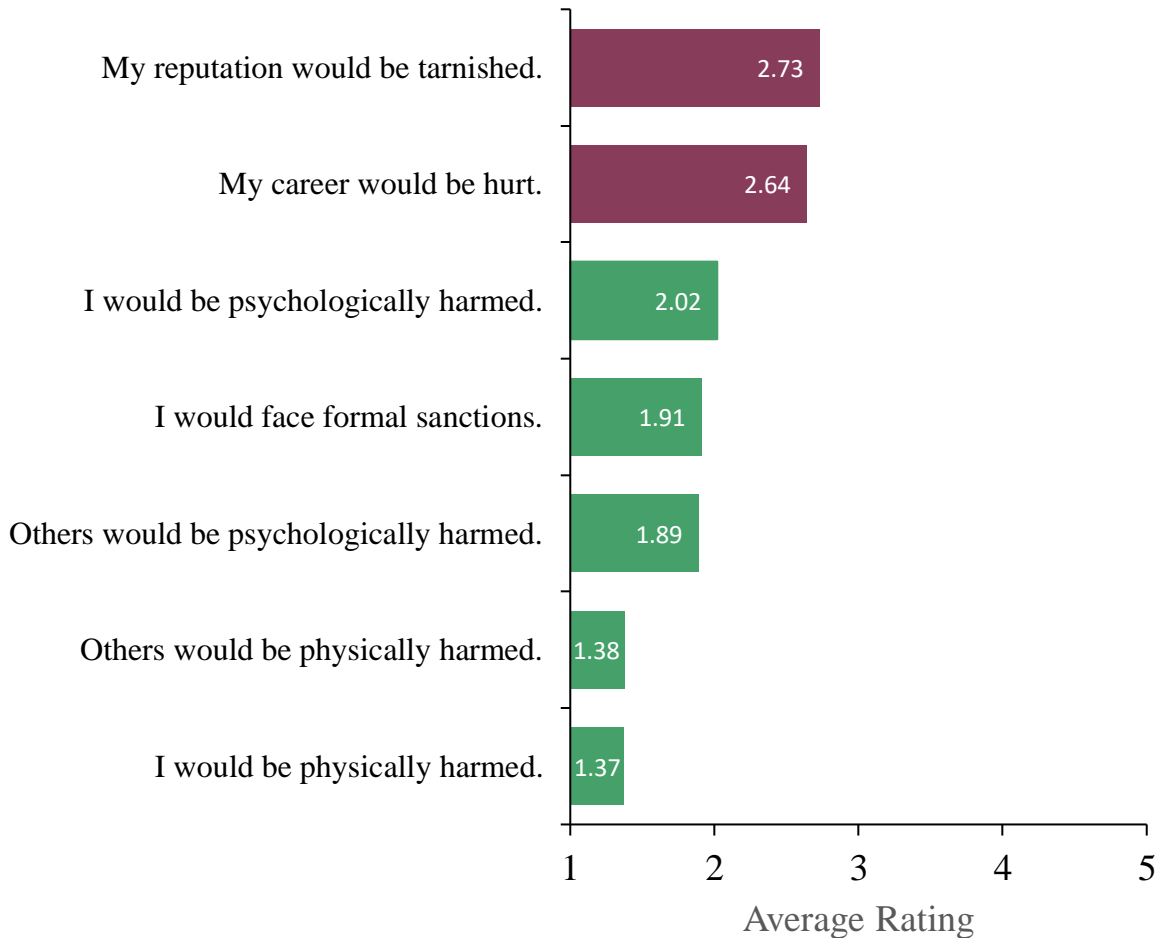


Employees and students reported being reluctant to discuss every controversial topic more often than noncontroversial topics. **Politics** was the topic they reported being reluctant to discuss most often.

Faculty and staff reported being reluctant to discuss each of these controversial topics more often than did students.

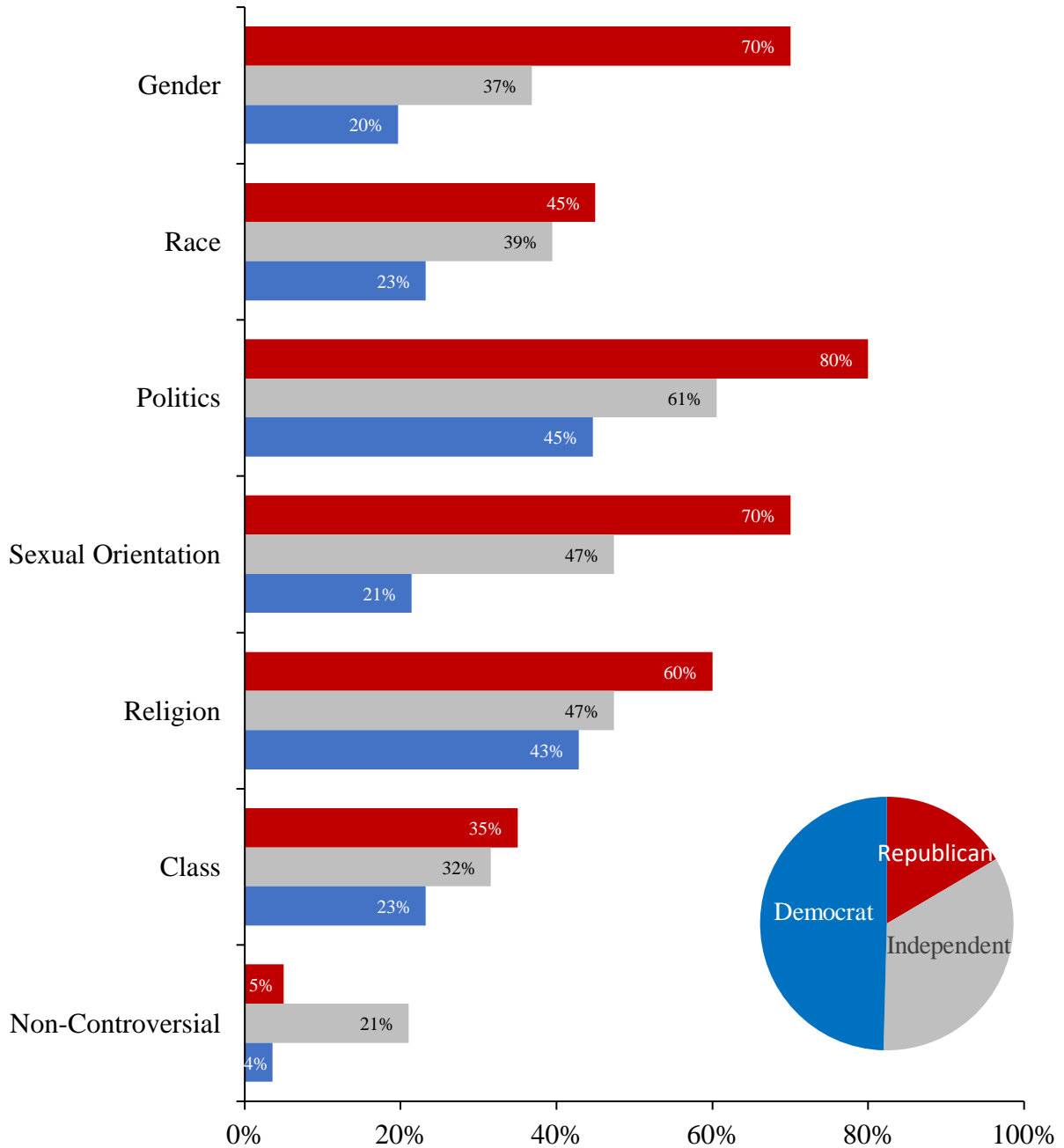
Why are LBCC faculty and staff reluctant to discuss controversial topics on campus?

Responses to “If you were to express your views on a controversial issue while on campus, to what extent would you worry about each of the following potential consequences?”



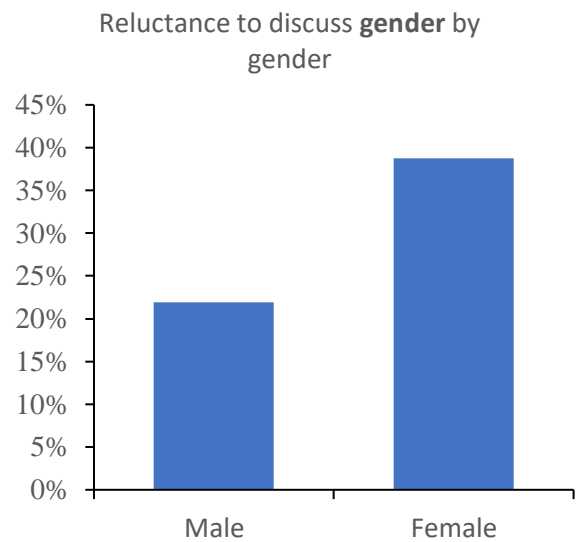
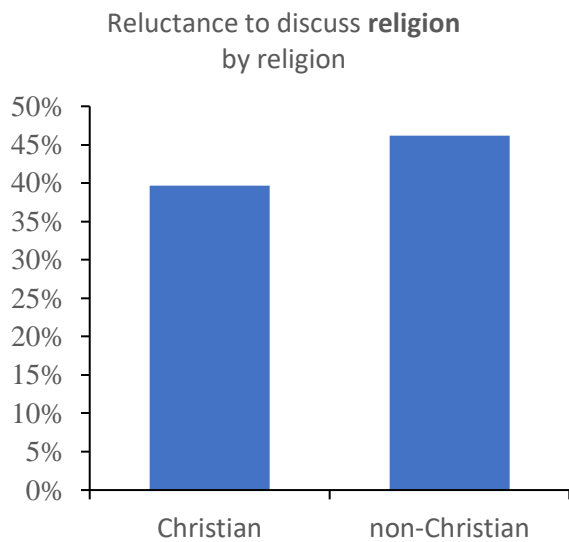
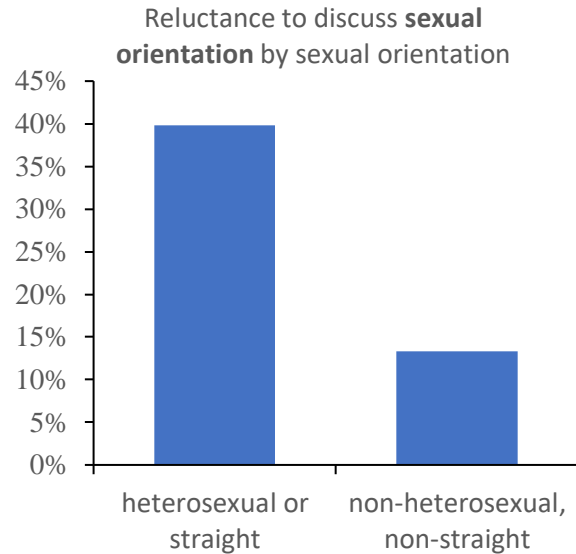
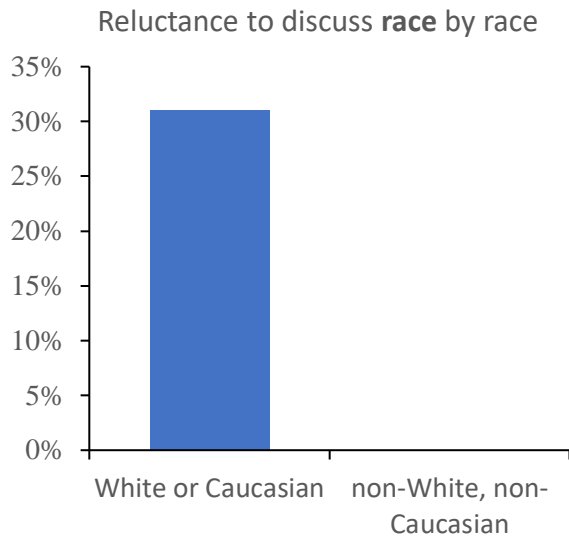
Avoiding damage to their careers and reputations were the primary reasons for not discussing their opinions on controversial topics on campus. These LBCC faculty and staff reported being between “slightly concerned” and “somewhat concerned” that they would suffer these consequences if they spoke their opinions about a controversial issue.

Which LBCC faculty and staff are reluctant to discuss controversial topics on campus? by political affiliation



Republicans reported being reluctant to discuss each controversial topic more often than did Democrats, following the same pattern as students.

Which LBCC faculty and staff are reluctant to discuss controversial topics on campus? by corresponding demographics



LBCC faculty and staff who are White, who are heterosexual, and who are female reported being reluctant to discuss corresponding topics more often than those who are not White, who are LGB (i.e., lesbian, gay, or bisexual), and who are male, respectively.