

# UI President's Diversity Council

## Campus Culture and Climate Assessment & Continuous Improvement Committee

Co-Chairs: Gustavo Arrizabalaga and Heather Shea Gasser

Committee Members: Rula Awwad-Rafferty, Jane Baillargeon, Gloria Jensen, Marlene Peterson, Michael Satz, Brian Bopper, Javier Garcia (UNITY representative)

Charge: Assess campus climate and make recommendations for improvement framed by the University strategic plan and presidential priorities.

### Spring 2010 Accomplishments:

1. **What do we currently know?** The committee reviewed the past UI Campus Climate assessments (from 1998 and 2002) as well as looked at data from current studies (not specifically targeted in assessing campus climate). With the help of individuals in institutional research and assessment, we gathered together and studied findings from the following current surveys that relate to diversity and climate on campus:
  - National Survey of Student Engagement (NSSE)
  - Graduating Senior Survey
  - CIRP
  - Faculty Survey
  - Staff Survey
- **RECOMMENDATION:** Not surprisingly, the committee determined that a separate study focused specifically on campus climate needs to be implemented during 2010-2011. Data collected during these other surveys does not sufficiently measure climate and culture to the extent that is needed.
2. **Developed a University of Idaho Diversity Statement** (based on the one currently in use at the UI College of Law).
  - **RECOMMENDATION:** the committee recommends that the larger PDC move to adopt this statement and take this forward to President Nellis for wider university implementation in a variety of contexts.

### University of Idaho Diversity Statement

The University of Idaho recognizes and supports the value of diversity within our institution. The university learning and working environment is an inclusive, measured, and respectful forum for the discussion of educational and community principles, concepts, and practical skills. As a preparatory ground for future leaders, we adhere to the standards

of professionalism within our classrooms, our offices, our hallways, our student organizations, our gathering places, and our activities. Being an educated person is an important responsibility with significant impacts on society and as an educational institution we take that significance to the core of our purpose. Diversity in life experience, race, gender, ethnicity, culture, religion, sexual orientation, philosophy, citizenship, and opinion are welcome components of the University of Idaho and require professionalism from all sectors of our community to provide an appropriately respectful learning and working environment.

3. **Internal Survey of Diversity Providers:** A subcommittee of the Campus Climate & Culture Assessment Committee developed an internal assessment of Diversity Service Providers on campus to determine how offices that are currently working directly with diverse populations feel about the support they receive on campus, the general sense of the climate for their target population, and if they have adequate resources/space/support/funding to meet the demands on their programs. A draft of this survey is attached for the Steering Committee to review.

- **RECOMMENDATION:** Based on review/recommendation of the PDC Steering Committee, we'd like to implement the Service Providers Survey within the next few weeks (before June 1) and have data ready to review by midsummer.

4. **Assessing the Larger UI Campus Climate:** On April 2, the committee and additional members of the PDC met with Dr. Susan Rankin of Rankin and Associates Consulting to discuss the possibility of utilizing her services to conduct a comprehensive campus climate assessment. After her visit, the committee reviewed her proposal and materials provided via power point (these are available for wider distribution via blackboard if desired).

- **RECOMMENDATION:** At this time, the cost of contracting with Rankin and Associates (estimated between \$45,000-55,000) exceeds available resources. The committee determined that we need to either implement a campus climate assessment by using an internally developed instrument or find another consulting firm or instrument that might be more feasible/affordable. The committee is currently in the process of reviewing other campus climate assessment instruments (we located a database on the AAC&U website that contains a comprehensive listing) and will be meeting with Carmen to discuss options in early June.

- **PROPOSED ASSESSMENT TIMELINE:**

- Identify instrument and/or write/adapt instrument for our use:

Summer 2010 – early fall 2010

- Send communication to University Community: mid-late Fall 2010
- Implement Survey: early spring 2011
- Analyze data: March-April, 2011
- Report Findings: May 2011

- **RECOMMENDATION:** We found a fantastic training opportunity with the HERI Diversity Research Institute (August 4-6, 2010) led by Sylvia Hurtado and Adrianna Kezar. The Institute is designed to provide a framework to assess the institutional climate for diversity, campus diversity practices, and student outcomes. Among the tools available through HERI is the Diverse Learning Environments (DLE) Survey. We are currently inquiring about this survey. **We'd like to make the recommendation that the PDC select at least one person, but preferably two people to attend this training this summer.**

5. **Campus Climate Continuous Improvement:** as part of our committee's charge is also to implement campus initiatives that work towards continuously improving climate on campus, and given that there have been a number of bias-motivated incidents and hate crimes over the course of the spring semester, our committee has looked into the possibility of developing a couple of specific tools that can be utilized to address hate crimes and BMIs on campus. After some initial research, the committee has two specific recommendations regarding proactive approaches and reactive response.

- **RECOMMENDATION:** Bring the program *Stop The Hate* ([www.stophate.org](http://www.stophate.org)) here to train a group of 20 people (the cost would be around \$11,500) in bias motivated incident and hate crime response (see the handouts for details).
- **RECOMMENDATION:** Identify and charge a formal Campus Climate Incident Response Team (CCIRT) which would help in the investigation and response (if needed) of incidents that occur on campus. Comprised of a diverse representation of trained individuals on campus and in the Moscow Community, the CCIRT would provide the campus with a resource that is needed and warranted given the recent events on campus.