

from
answers
to
action

Campus Climate Survey: NEXT STEPS

February – March 2017

UMD

UNIVERSITY OF MINNESOTA DULUTH

Driven to Discover

Today's Agenda



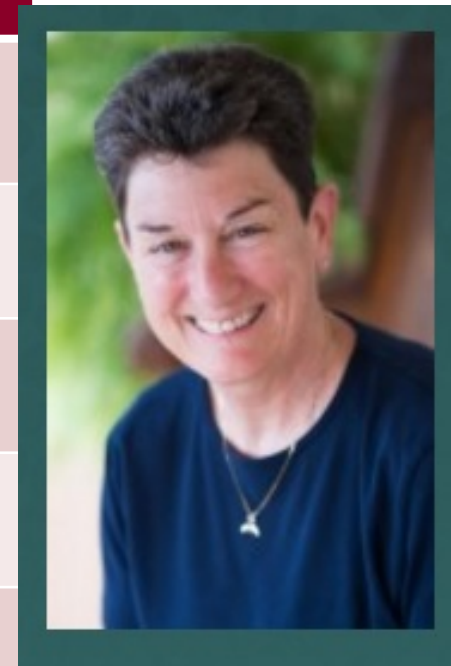
- Review of the project
- Ideas Sessions
 - What we're doing already
 - Qualitative analysis
- Proposal for three areas of focus
- Framework for developing initiatives
- Pulling it all together

Review of the Project



Campus Climate Survey

DATE	ACTION
Spring 2015	UMD contracts with Rankin and Associates for survey project
Fall 2015	Survey administered to all students, faculty, and staff
Fall 2016	Dr. Rankin presented results to the campus
Fall 2016	Ideas sessions held for students, faculty, and staff
Spring 2017	Qualitative analysis of Ideas Sessions results



Resources

[Campus Climate Survey Webpage](#)

- Executive Summary
- Full Report
- Results Presentation
- Extended Results Presentation
- Qualitative Analysis from the Ideas Sessions
- Items from the Ideas Session that UMD is already doing or are in progress
- Tools for Campus Initiatives
- Link to Campus Climate Survey Data Proposal form (on UMD IR website)
- Next Steps Presentation

Ideas Sessions

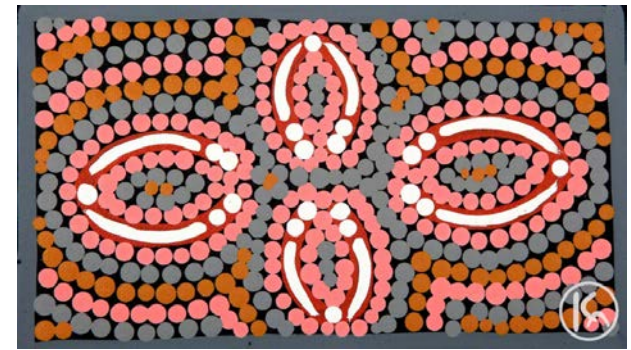


An invitation...

...to help build action plans based off of the challenges and opportunities identified in the climate survey



Ideas Sessions



- September 28, 2016 – Faculty and Staff
- September 29, 2016 – Students
- October 3, 2016 – Faculty and Staff
- October 3, 2016 – Student Association
- October 13, 2015 – ILD* Participants
- December 6, 2016 – Staff
- Online submissions

*Intercultural Leadership Development

Step 1:

What are we doing already?



Idea	Unit Responsible	Status
Toolkit for Inclusive Excellence	Faculty Fellow for Intercultural Competence	Website launch by end of this semester, check in over summer for fall planning
Promotion of confidential sexual assault reporting resources	Sexual Violence Response Teams	Campus-wide emails sent in <u>November and February</u> Work is ongoing
Improved onboarding for new staff and faculty	Human Resources and Equal Opportunity	Task Force made recommendations that will be rolled out this semester
Bystander Intervention Training	Health Education	3,000+ students trained in the <u>“Got Your Back UMD” program</u> Work is ongoing

Step 1:

What are we doing already?



Idea	Unit Responsible	Status
Create a sense of belonging in on-campus housing	Housing and Residence Life	Sample of activities: Welcome Week programs; weekly “community connections” programs; “caring conversations” (RAs and residents) <hr/> Work is ongoing
Campus Climate Response Team	Campus Climate Leadership Team	Formed in 2012 More info: Website <hr/> Work is ongoing
Prayer Room in Kirby	Kirby Student Center	Room has been in KSC for a long time; improvements completed in 2017

Step 2:

Qualitative Analysis from Ideas Sessions

- Conducted by Dr. Romina Madrid Miranda, Post-Doc Associate, UMTC
- Dr. Madrid Miranda employed a content analysis technique
- Faculty/staff ideas were clustered in one group, students in another group

Key Categories:

Faculty, Staff, and Students

1. Make the UMD campus diverse
2. Improve working conditions
3. Allocate resources for campus climate strategies
4. Recognize the importance of information and the role of the Campus Climate Initiative
5. Sexual assault: increase education efforts for students, faculty and staff, and also perpetrator accountability
6. Address the inclusion of students with disabilities
7. Address the inclusion of the LGBTQ community

Proposal: Three Areas of Focus



Make
UMD
More
Diverse

Make
UMD
More
Inclusive

Work
on Anti-
Bullying
and
Civility

**Make UMD
More Diverse**

Initiative or Action Step	General Description of Activities	Person/Group Responsible	Next Steps/ By When	Outcomes/ Results

**Make UMD
More Inclusive**

Initiative or Action Step	General Description of Activities	Person/Group Responsible	Next Steps/ By When	Outcomes/ Results

**Work on
Anti-Bullying
and Civility**

Initiative or Action Step	General Description of Activities	Person/Group Responsible	Next Steps/ By When	Outcomes/ Results

Example 1

Initiative or Action Step	General Description of Activities	Person/Group Responsible	Next Steps/ By When	Outcomes/ Results
Attend symposium on Recruitment and Retention of Diverse Populations	Learn about: Latest strategies on retention Effective recruitment and marketing Building institutional commitment	Susana Pelayo Woodward and Mary Keenan	Update SEM SOC action plan by fall 2017	

Example 2

Initiative or Action Step	General Description of Activities	Person/Group Responsible	Next Steps/ By When	Outcomes/ Results
Working Group – Sexual Assault Reporting Options for Transspectrum Students	Research best practices, optimal structure, prevention strategies, resources needed	Working group named and up and running	Recommendations to Susana Pelayo Woodward and Lisa Erwin by the end of the spring semester, 2017	

Example 3

Initiative or Action Step	General Description of Activities	Person/Group Responsible	Next Steps/ By When	Outcomes/ Results
Train the Facilitator with Dr. Kathy Obear 5.17.17	Training in tools to implement on campus including navigating difficult conversations, managing triggers, and designing effective training modules	Susana Pelayo Woodward and Paula J. Pedersen	UMD faculty and staff will incorporate materials into fall training (and ongoing after that)	

Tool for Initiative Development



Pulling It All Together



Key Findings

Campus Climate Survey



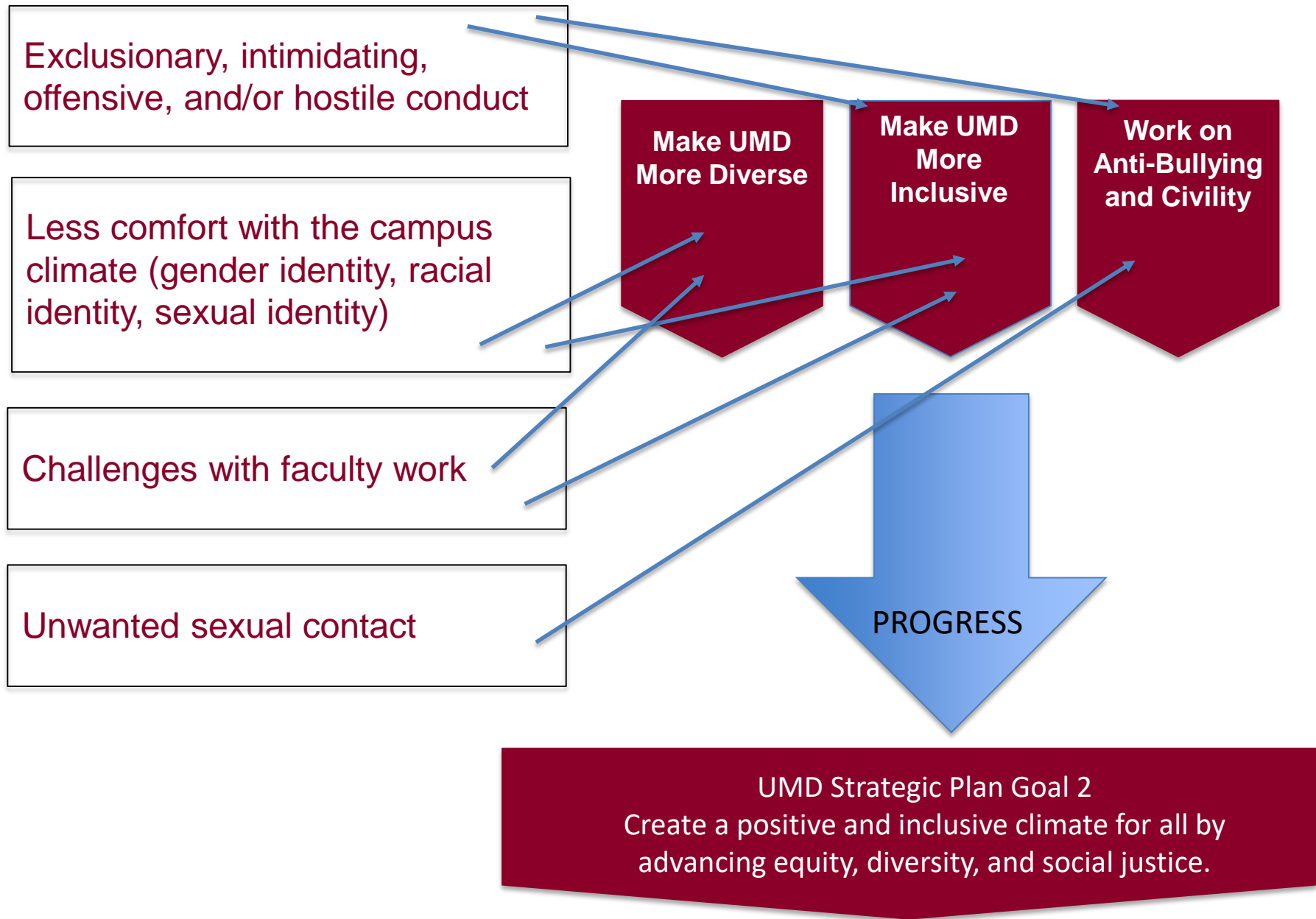
- High levels of comfort with the climate at UMD
- Staff and administrators: positive attitudes about work-life issues
- Faculty: positive attitudes about faculty work
- Students: positive attitudes about academic experiences

Key Findings

Campus Climate Survey



- Members of several constituent groups were differentially affected by exclusionary, intimidating, offensive, and/or hostile conduct
- Several constituent groups were less comfortable with overall campus climate, workplace climate, and classroom climate
- Faculty, staff, and administrators: challenges with work-life issues
- Faculty: Challenges with faculty work
- Students: Members of several constituent groups expressed different perceptions of academic success
- A small but meaningful percentage of respondents experienced unwanted sexual contact



Campus Climate Survey

Next Steps Sessions

- March 20, 2017 – Faculty and Staff
Kirby Ballroom, 10 a.m. – 11 p.m.
- March 21, 2017 – Faculty and Staff
Kirby Ballroom, 1 – 2 p.m.
- March 21, 2017 – Students
Griggs Center, 5 – 6 p.m.
- March 28, 2017 – Faculty and Staff
Griggs Center, 5 – 6 p.m.

Thanks to the Campus Climate Survey Subcommittee!



Ona Egbue

Mary Keenan

Lisa Erwin

Susana Pelayo Woodward

Mary Cameron

Helen Mongan-Rallis

Lynne Williams

Paula Pedersen

James Allen

Rachel Anderson

Jill Pinkney-Pastrana

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Discussion

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