

CAMPUS CLIMATE SURVEY EXPANDED FINDINGS & ACTION TEAM RECOMMENDATIONS

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Vice President for Inclusion and Equity

myGVSU
climate survey
— 2015 —



Agenda

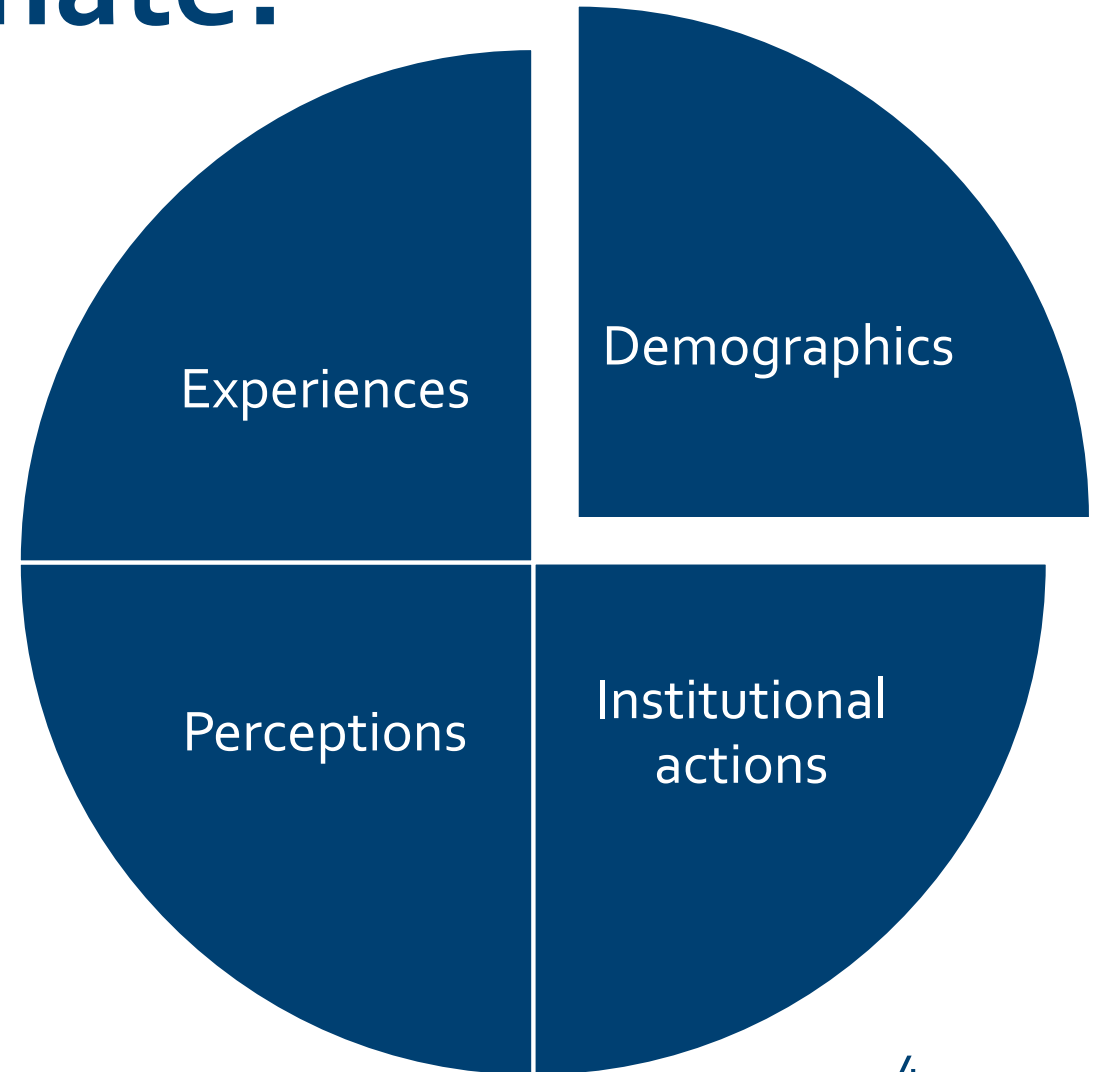
- Overview of process/timeline
- Overview of campus climate
- Expanded findings
- Recommendations
- Next steps
- Feedback, Q&A

Timeline

- Sept-Oct 2015: **Open forums**
- Sept-Nov 2015: **Advisory Committee meetings** (refining survey)
- Nov 2015: **Survey administration**
- Dec 2015-Jan 2016: **Initial analysis**
- Feb-May 2016: **Early findings and actions**
 - April/May 2016: **Action Teams convened**
 - Dec 2016: **Expanded Findings released**
 - Winter 2017: **Action Teams review data and discuss recommendations**
 - March 2017: **Recommendations submitted**
- March 2017: **Open forum: Expanded Findings & Recommendations feedback**

What is campus climate?

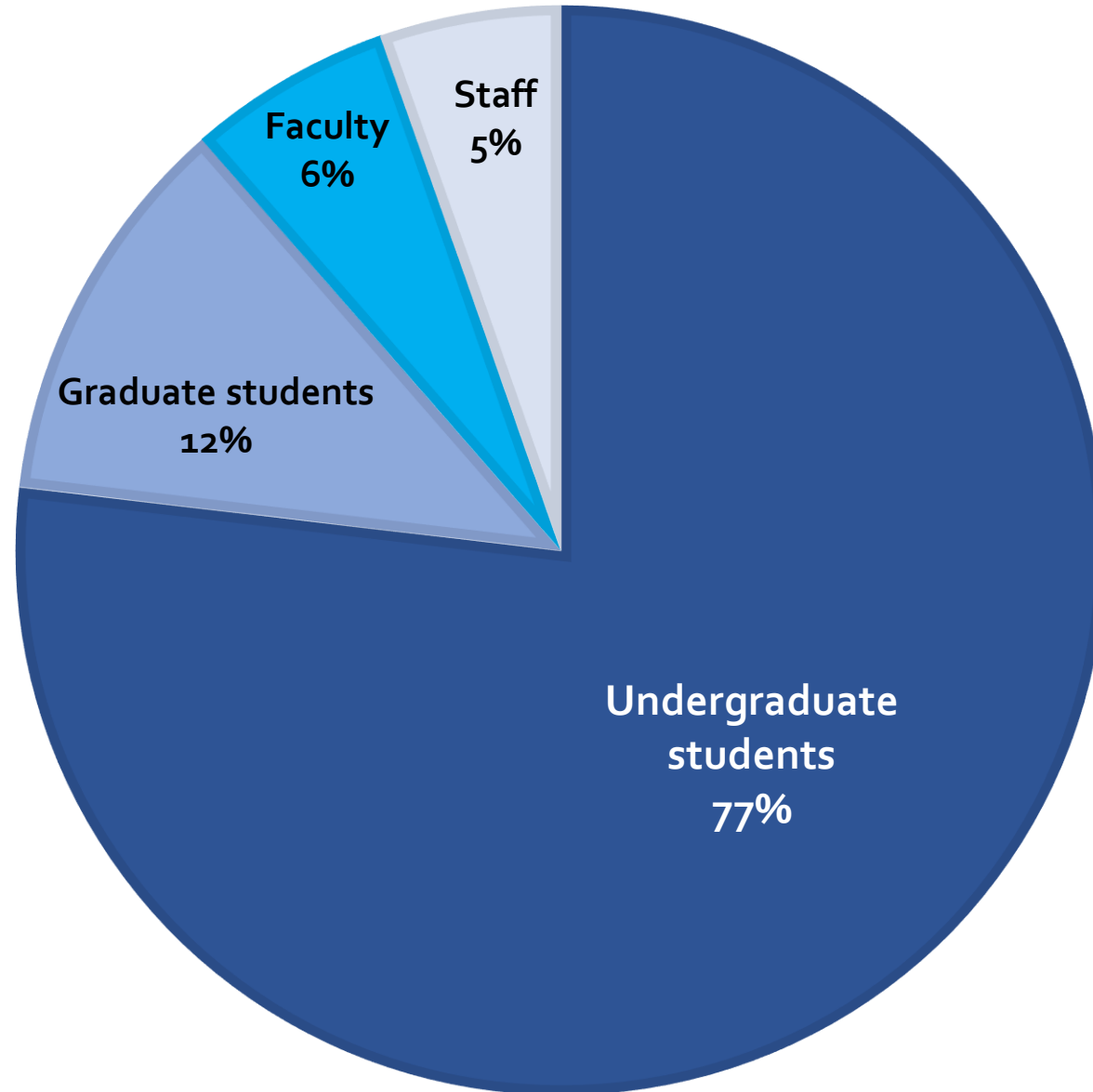
- Current attitudes, behaviors, and standards and practices of employees and students of an institution.
- Prof. Sue Rankin, Ph.D.



POPULATION SAMPLE

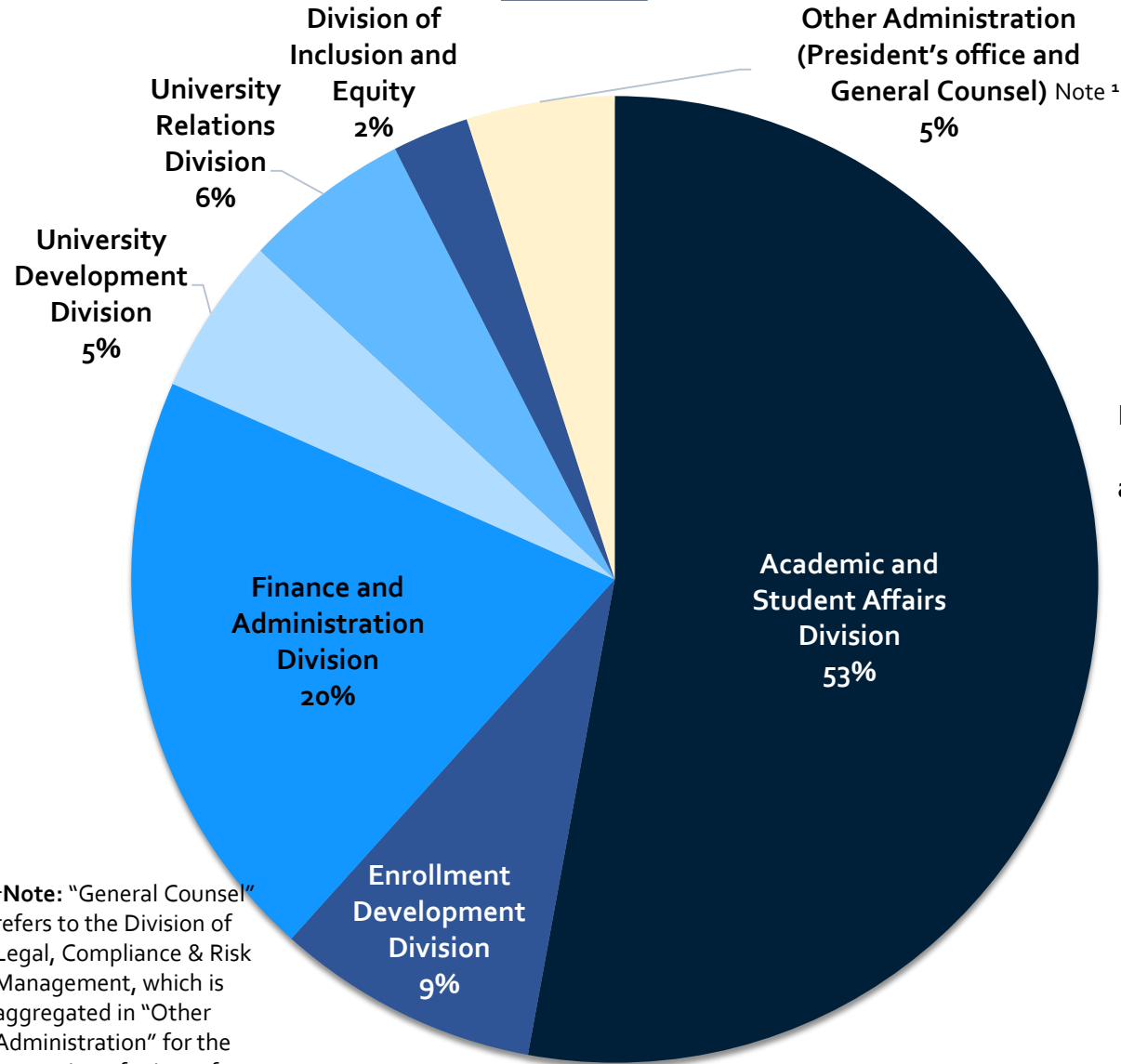
Based on response rate and population data...

Sample Population (includes partial responses)

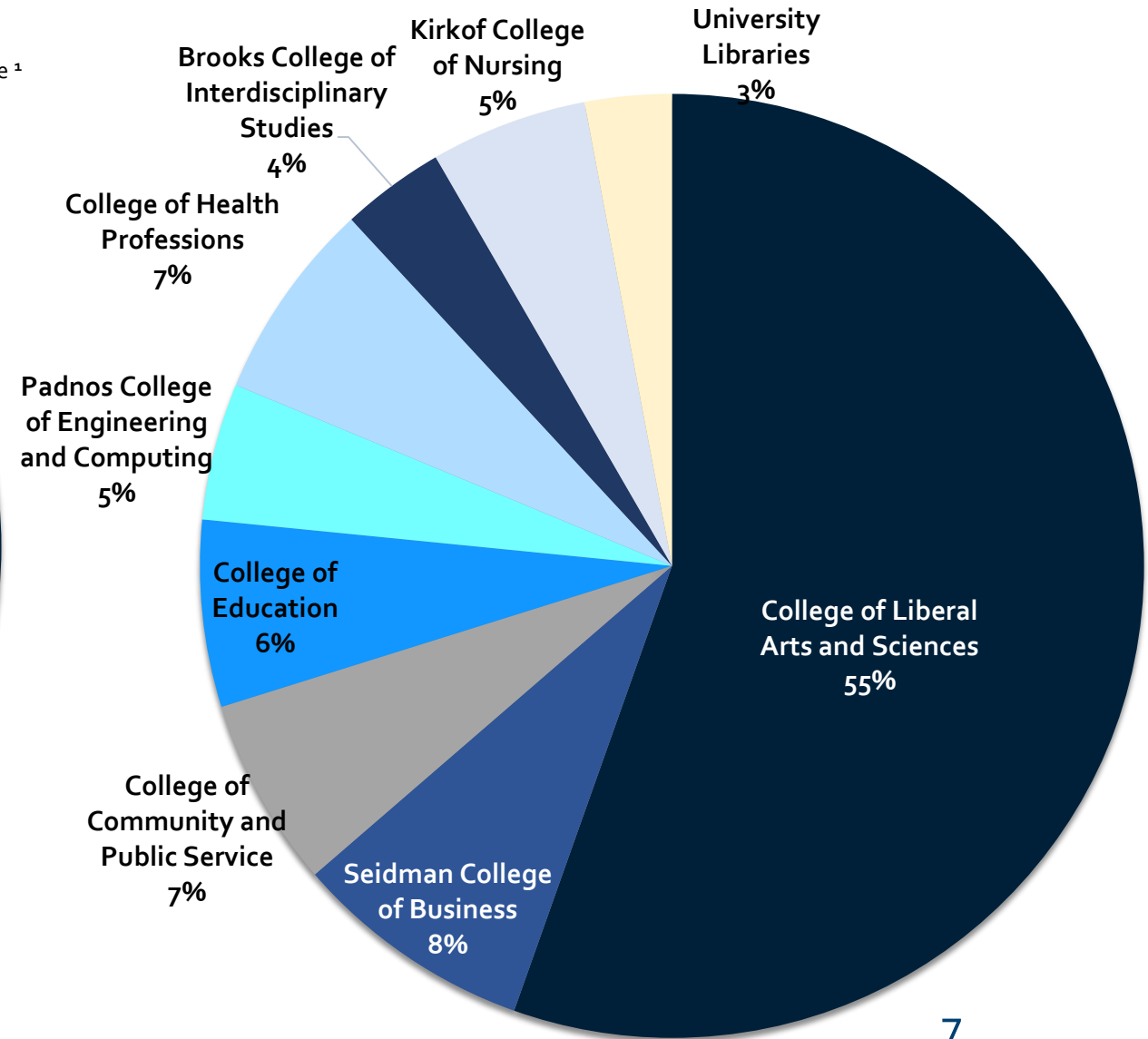


Sample Population (includes partial responses)

STAFF



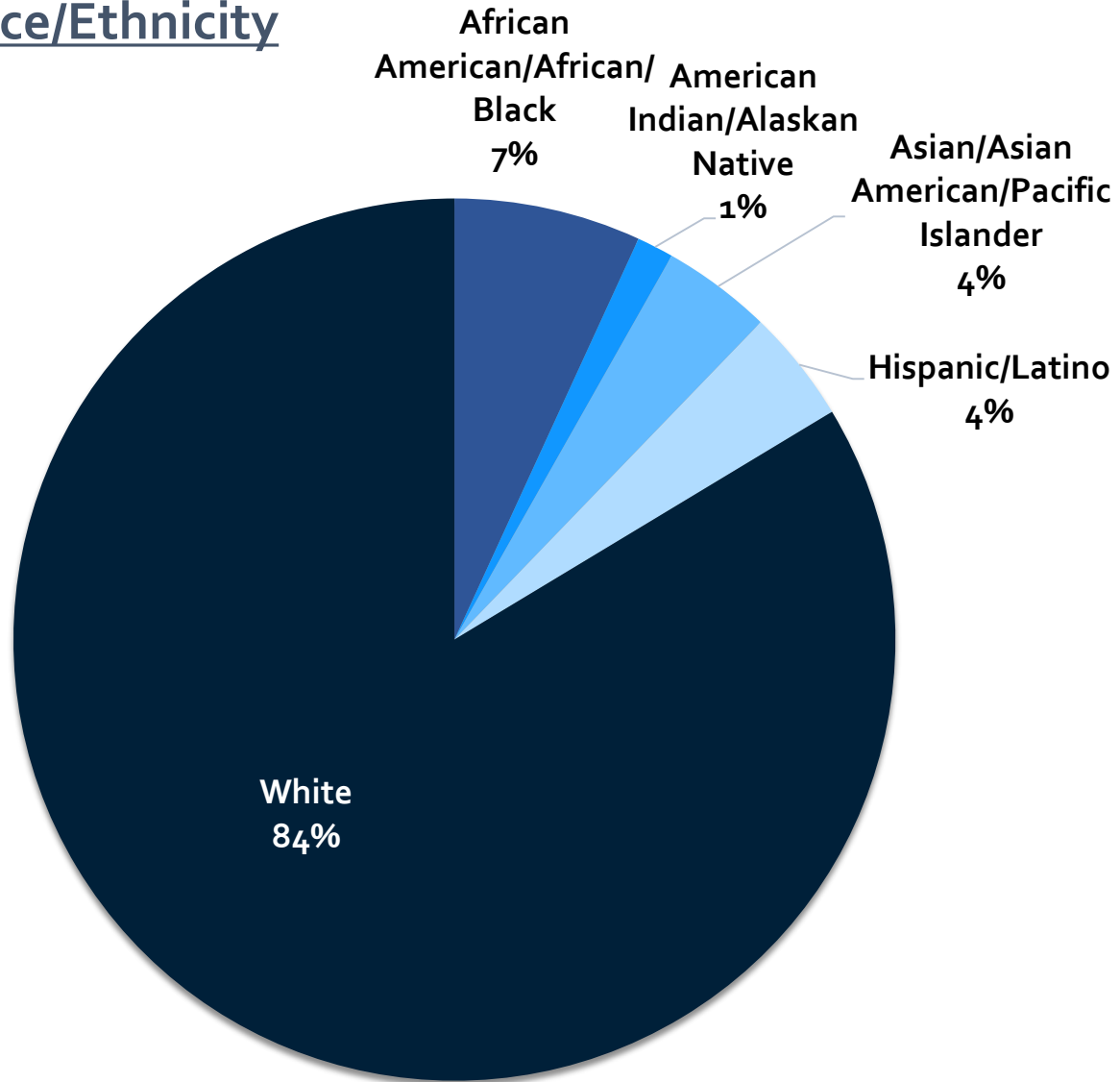
FACULTY



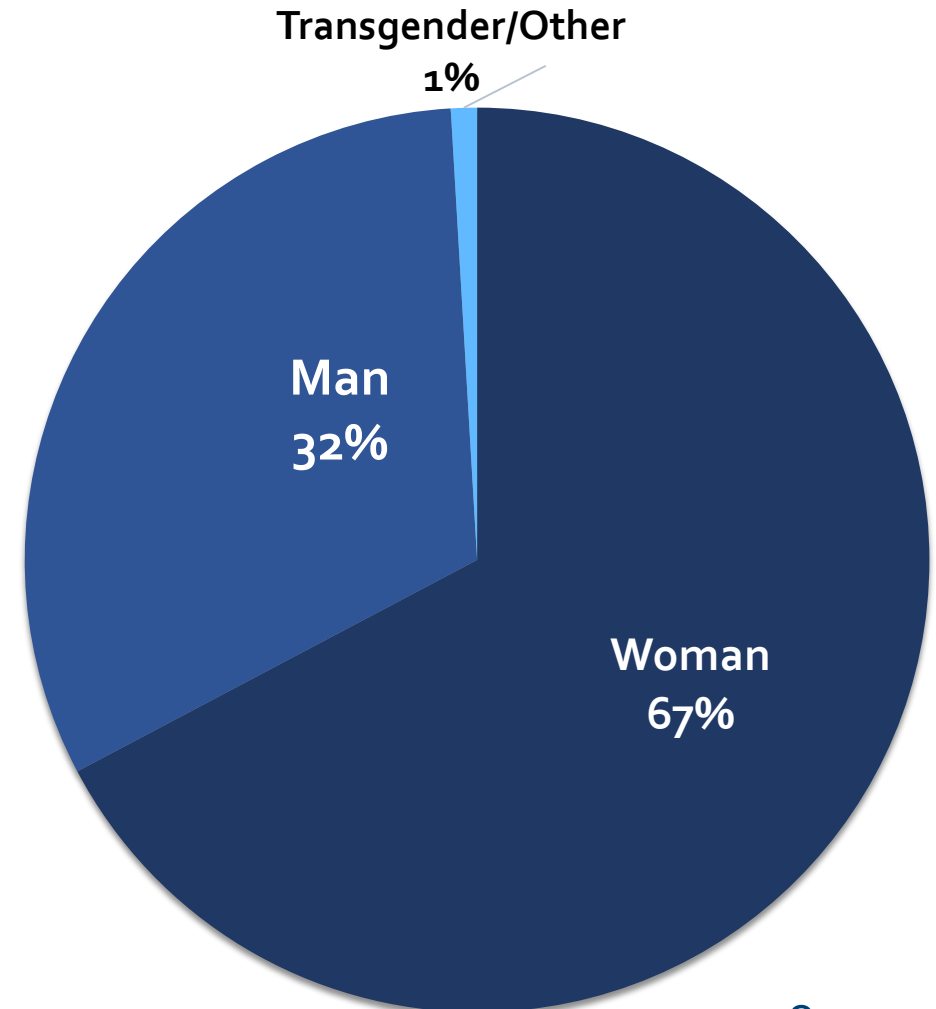
¹Note: "General Counsel" refers to the Division of Legal, Compliance & Risk Management, which is aggregated in "Other Administration" for the protection of privacy for smaller participation rates.

Demographics of Sample

Race/Ethnicity

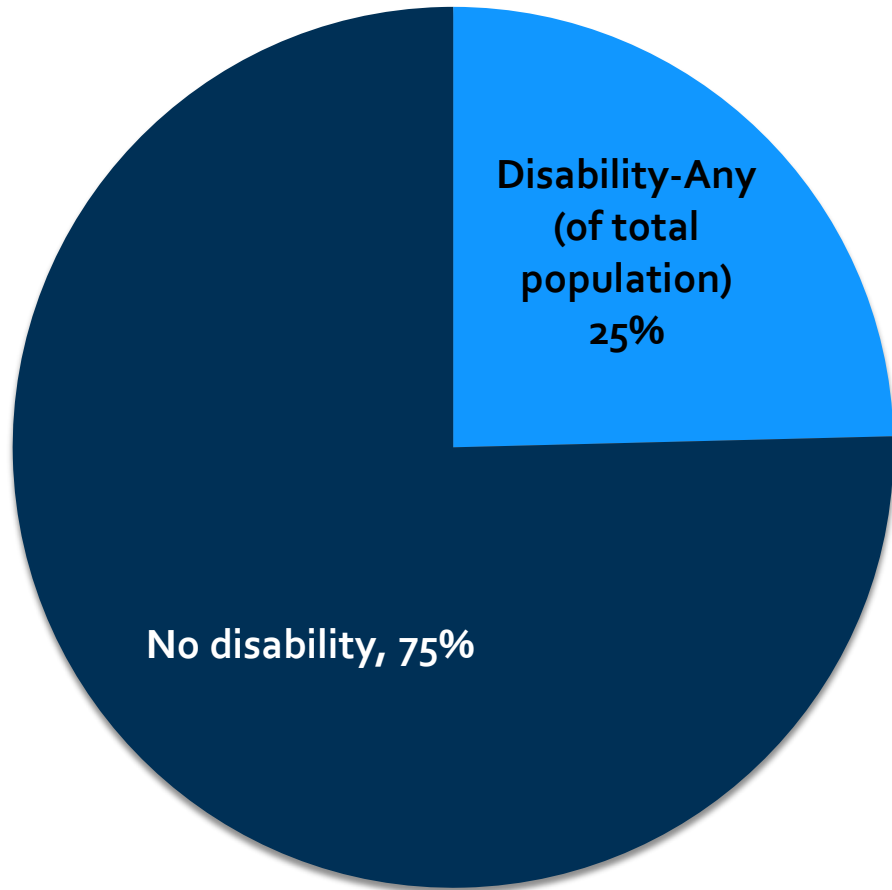


Gender Identity

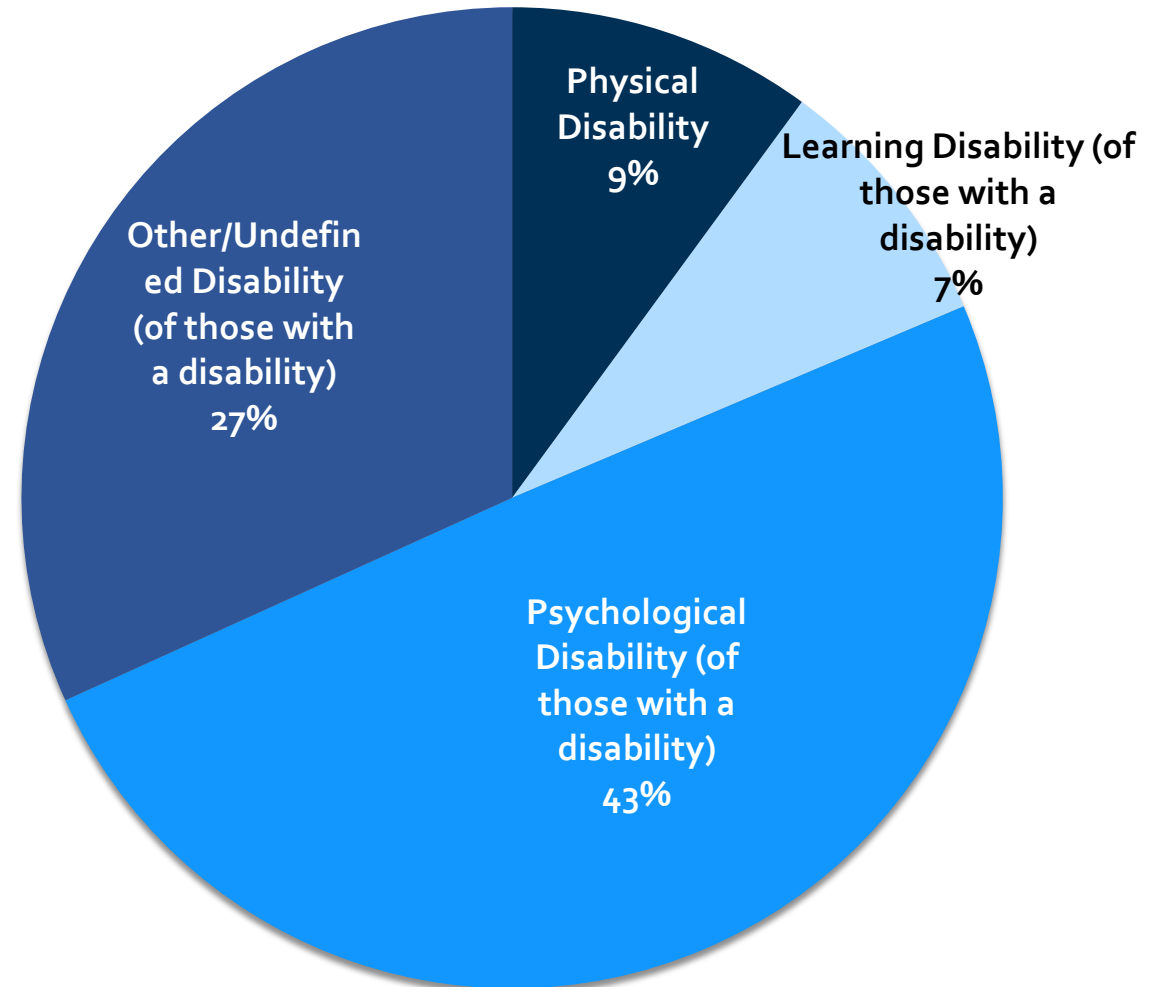


Demographics of Sample

Disability Status

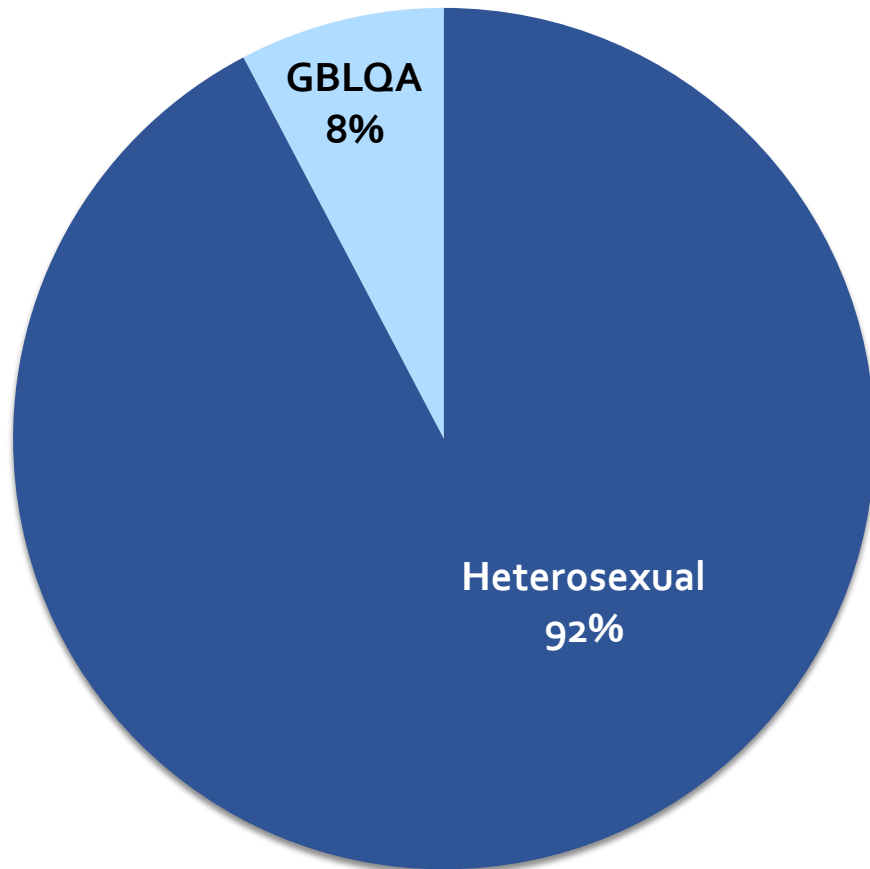


Disability Type

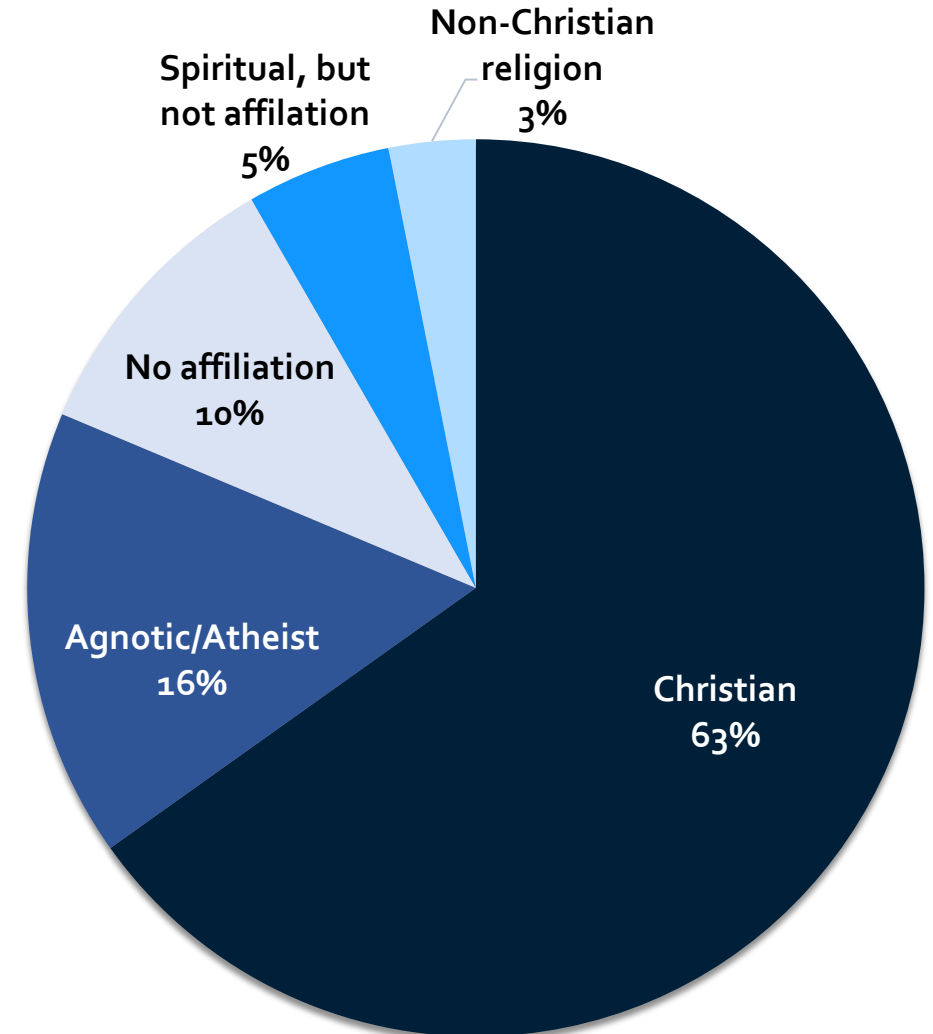


Demographics of Sample

Sexual Orientation



Religion/Spirituality



OVERALL CLIMATE

Perceptions

DISPARITIES IN CLIMATE

Transgender/Other Gender Communities

LGBQA

People of Color

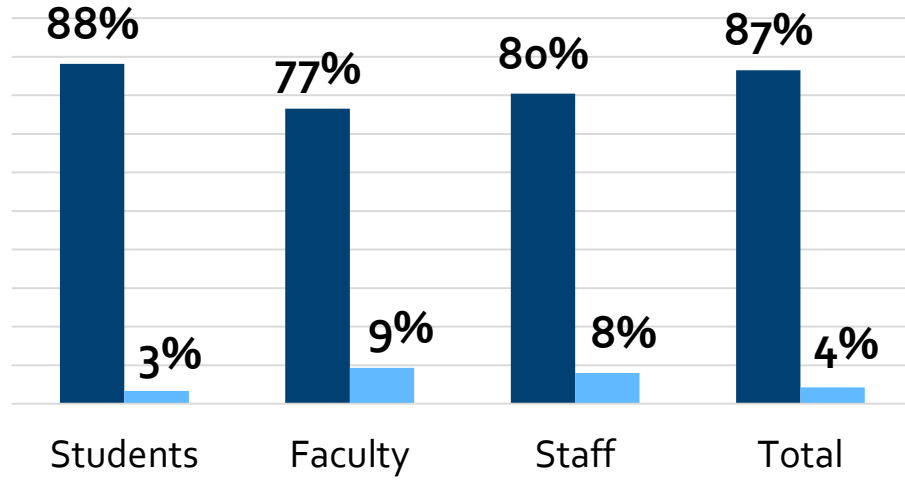
Communities with Disabilities

Religious Minorities

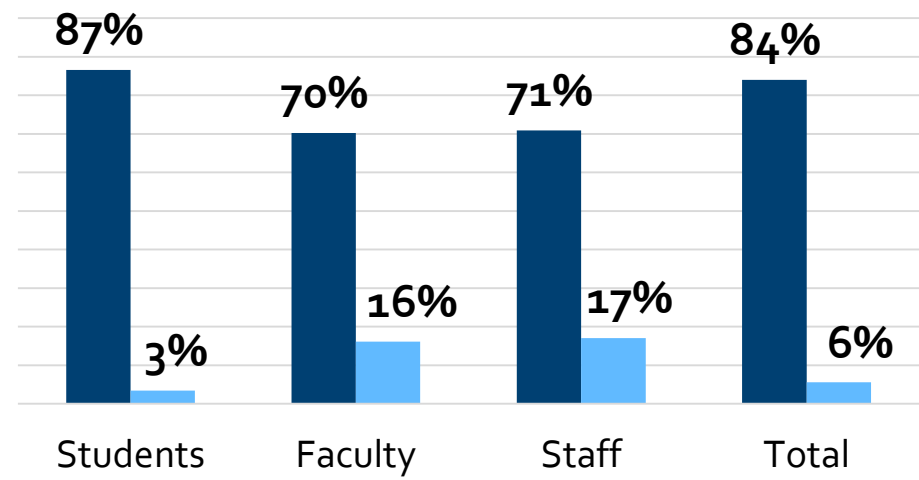
Women

■ Very Comfortable/Comfortable ■ Very Uncomfortable/Uncomfortable

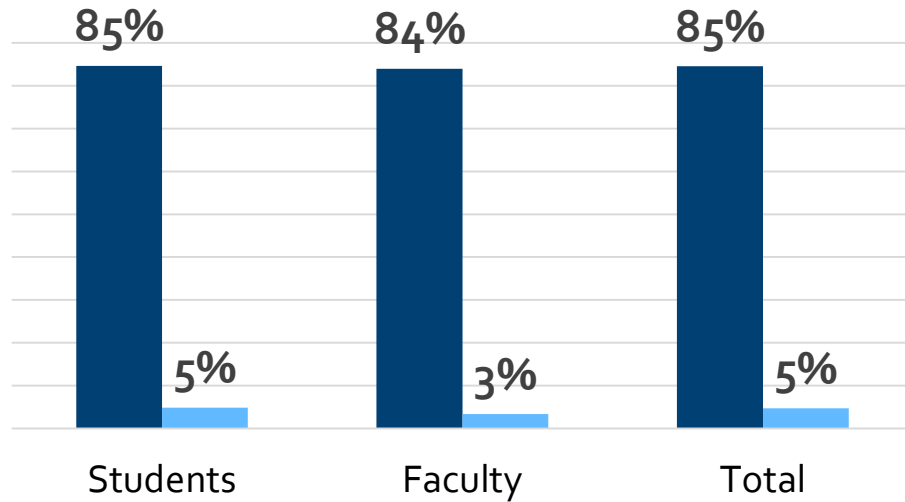
Overall Climate



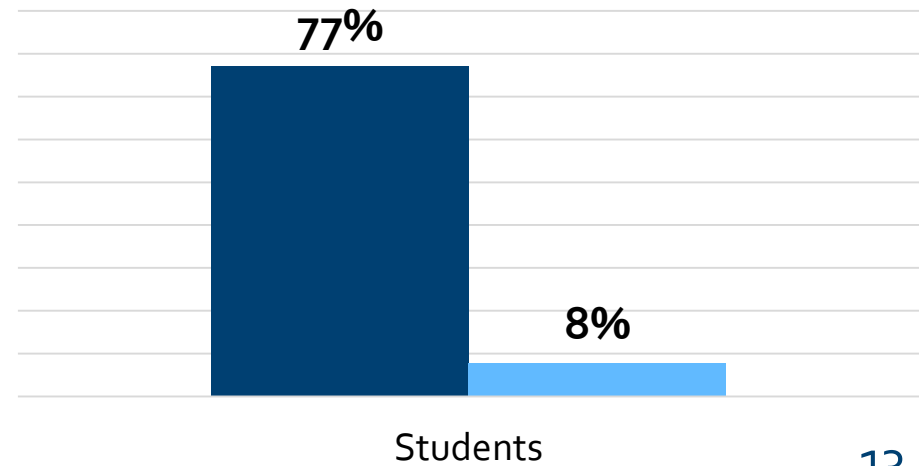
Climate in Unit



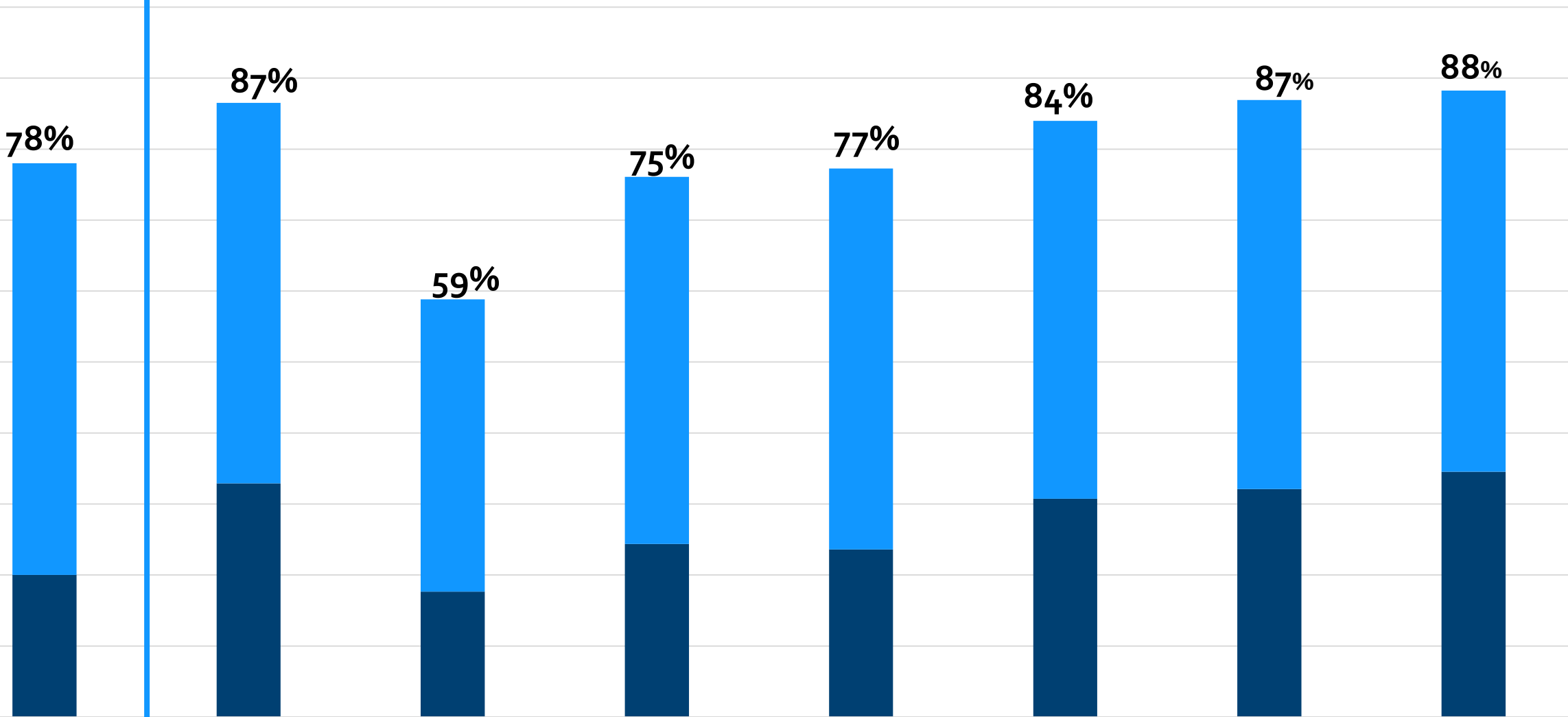
Climate in Classroom (students & faculty)



Climate in Residence Halls (students)



Overall Climate: Very Comfortable/Comfortable



National

Total

Transgender/Other Gender

of Color

LGBQA

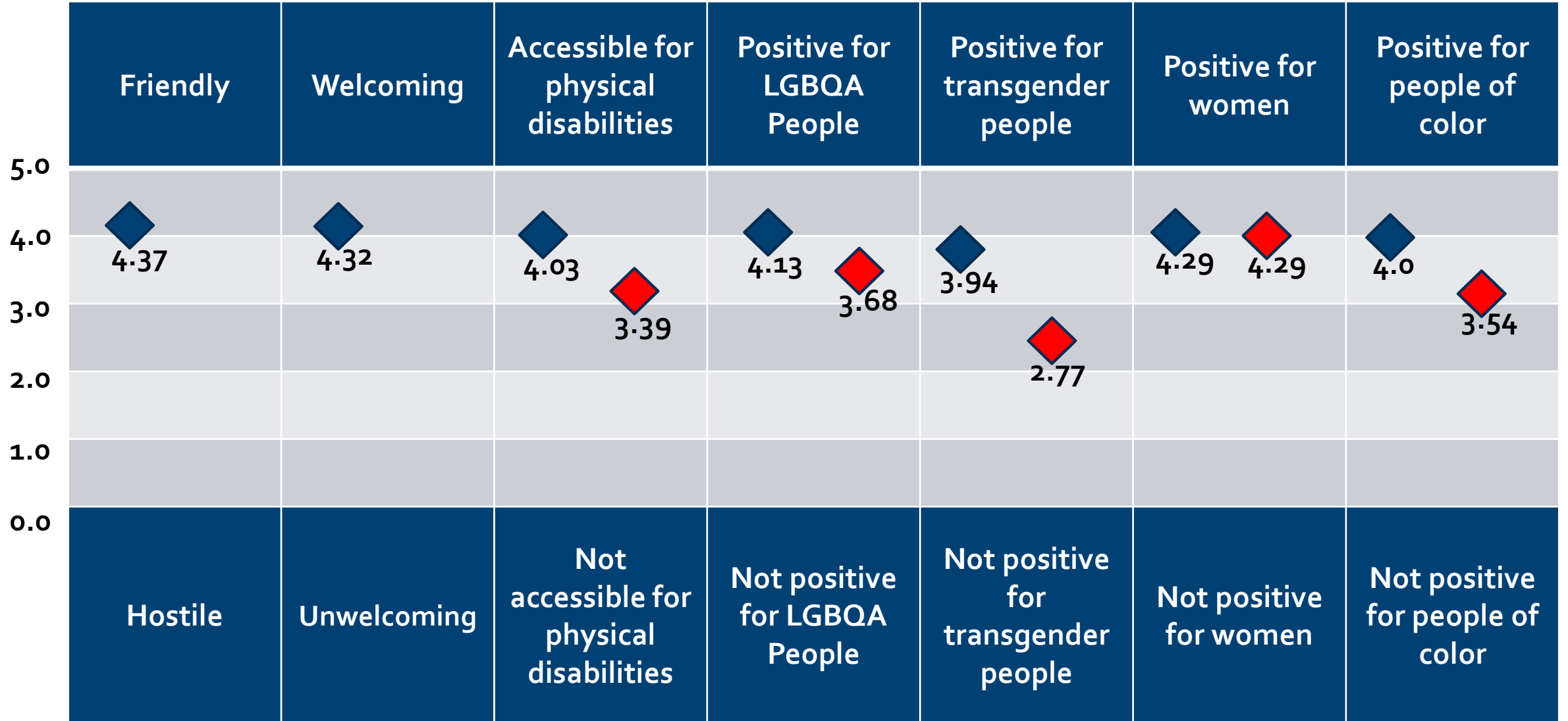
Religious Minorities

Women

with Disability

Overall Climate

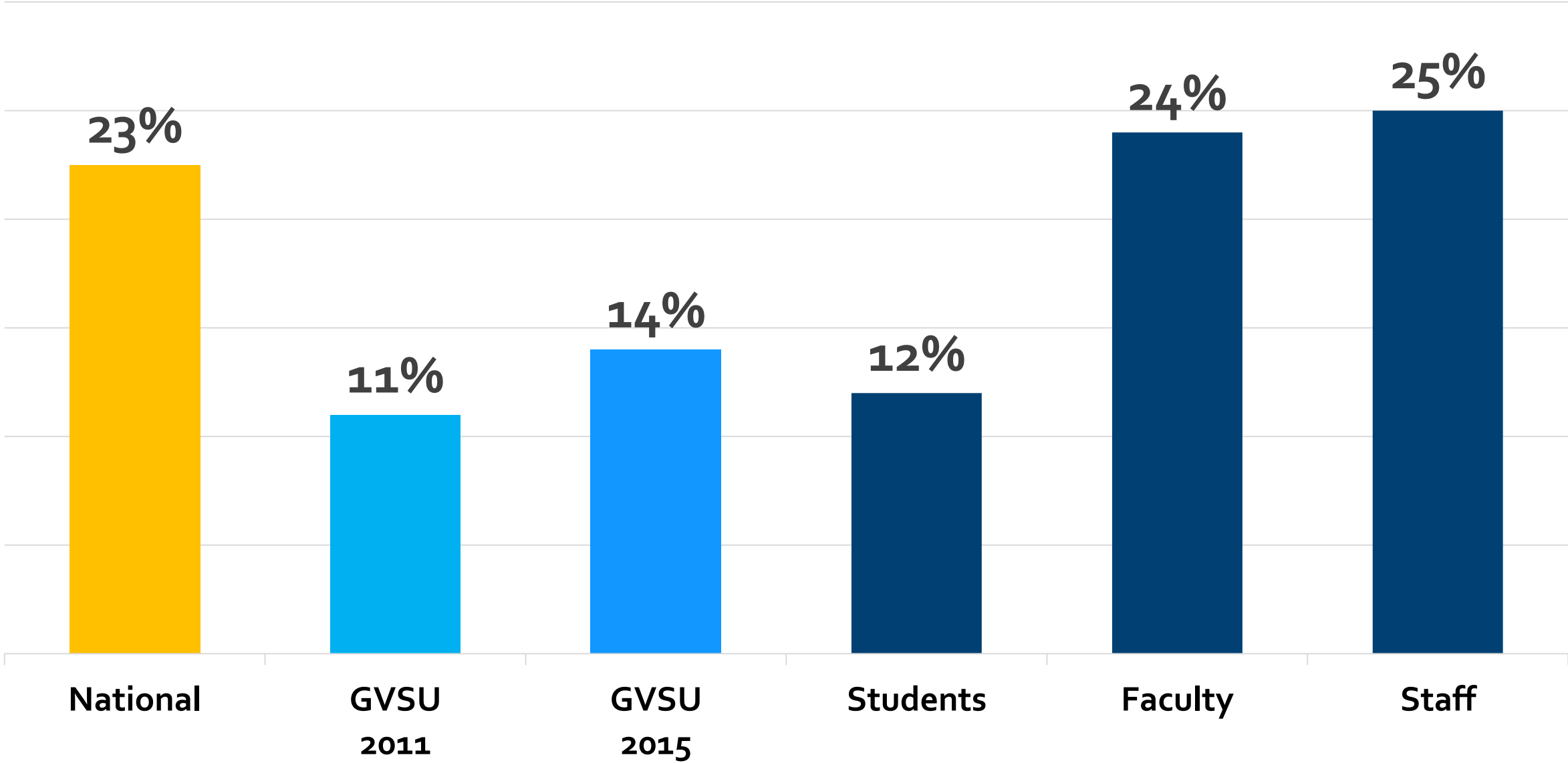
◆ Total response ◆ Identity specific response



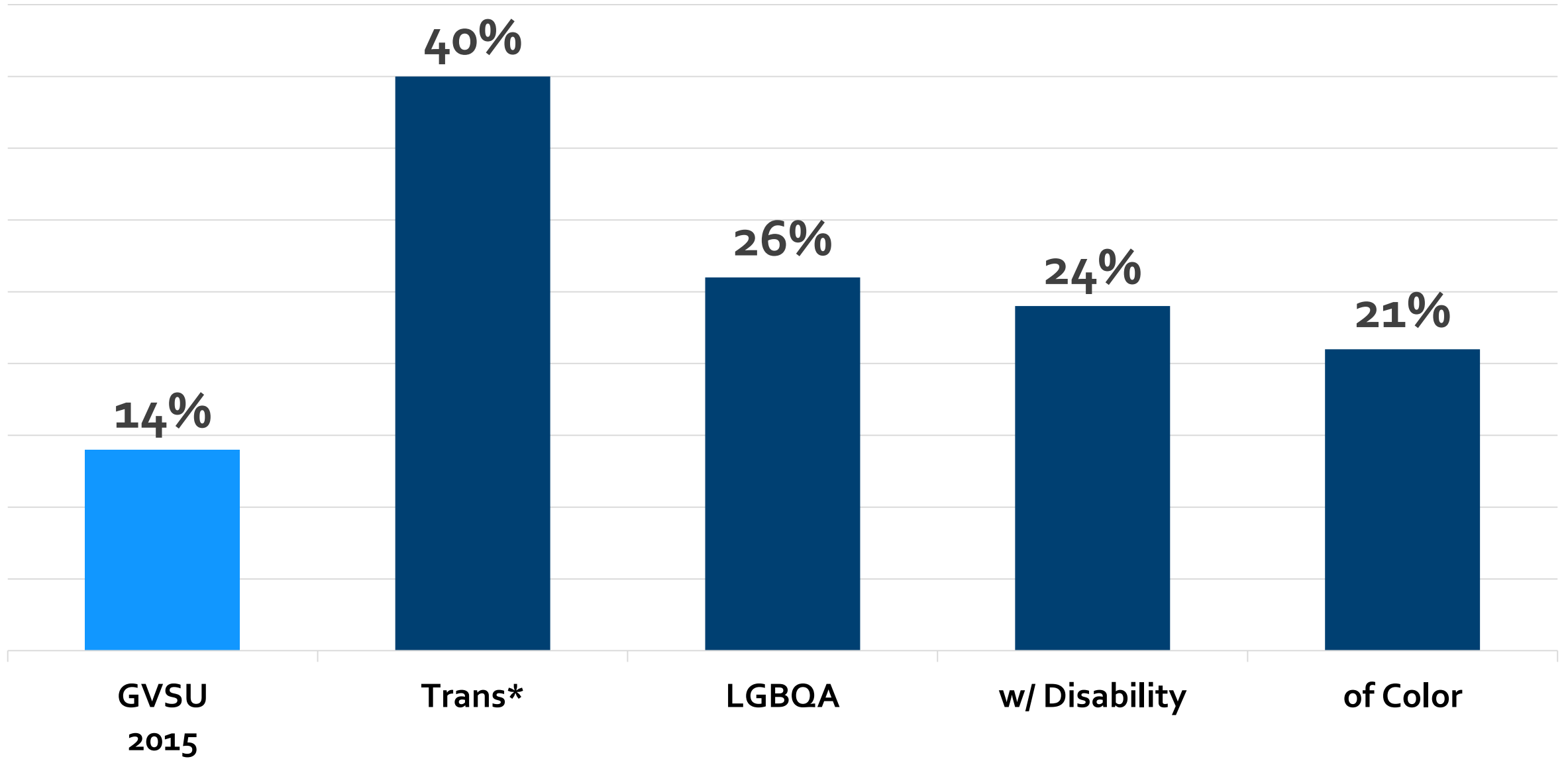
OVERALL CLIMATE

Experiences

Personal Negative Climate Experience



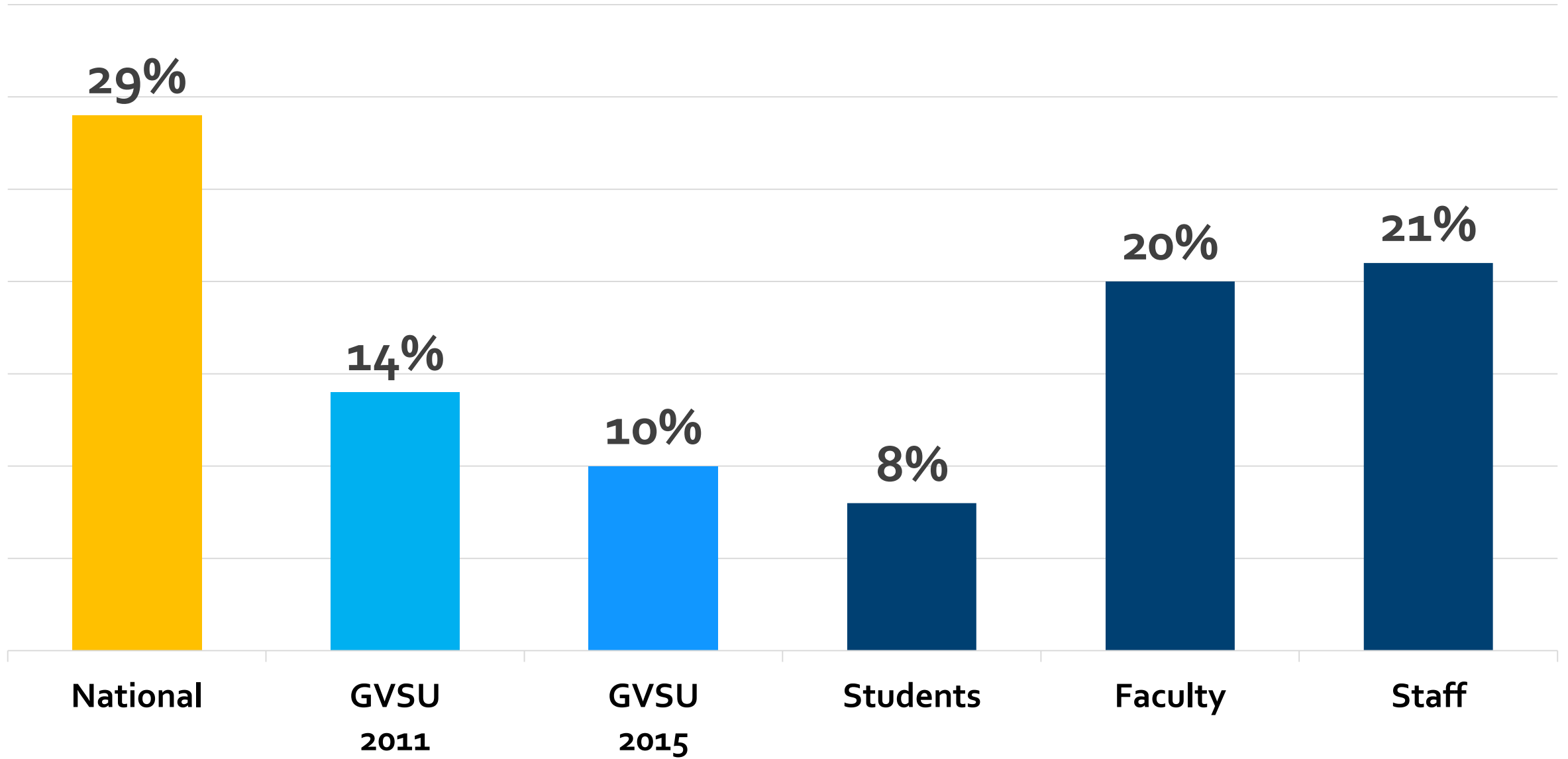
Personal Negative Climate Experience by Identity



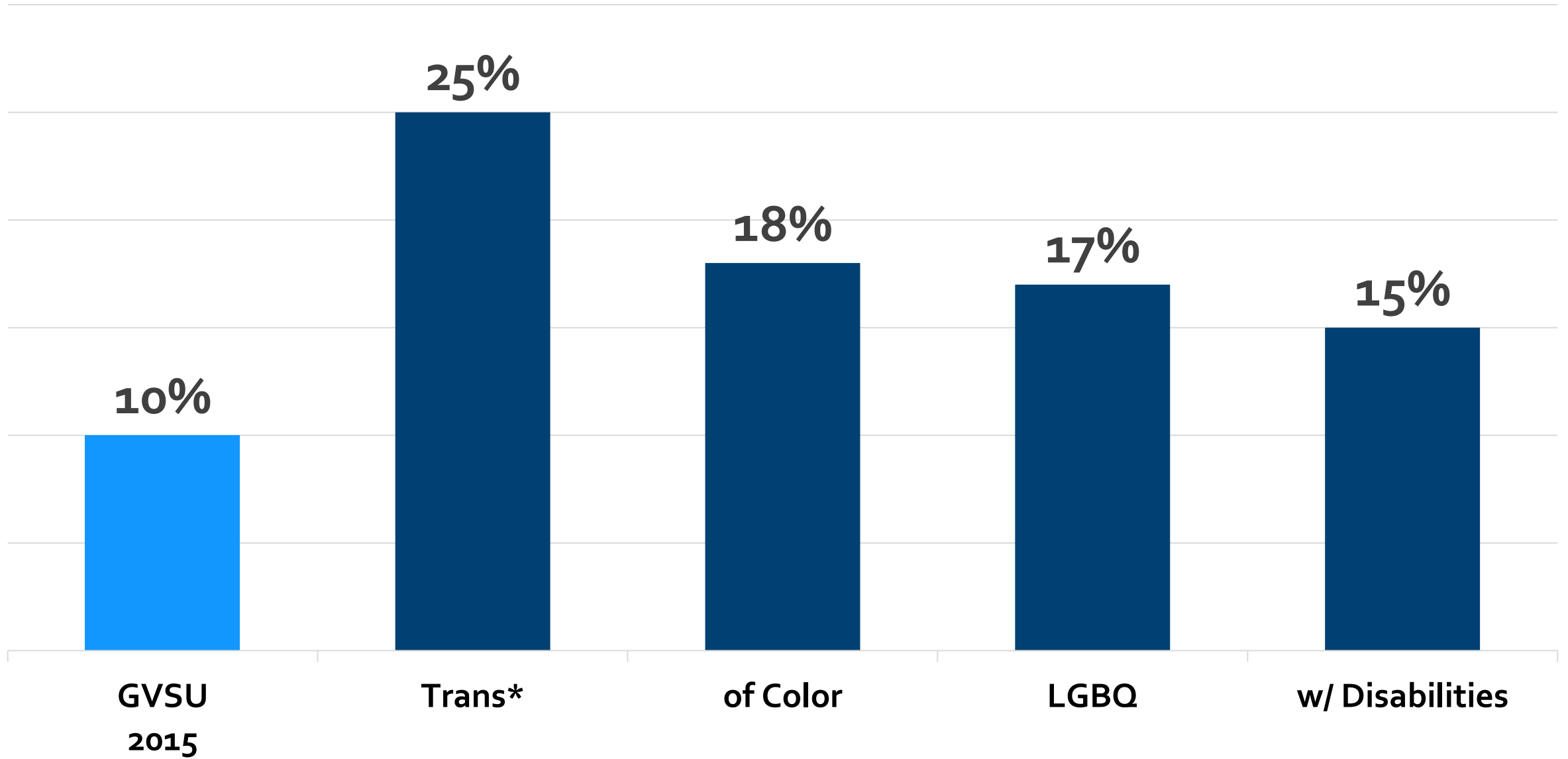
OVERALL CLIMATE

Considered leaving in the past year

Considered Leaving in the Past Year



Considered Leaving in the Past Year

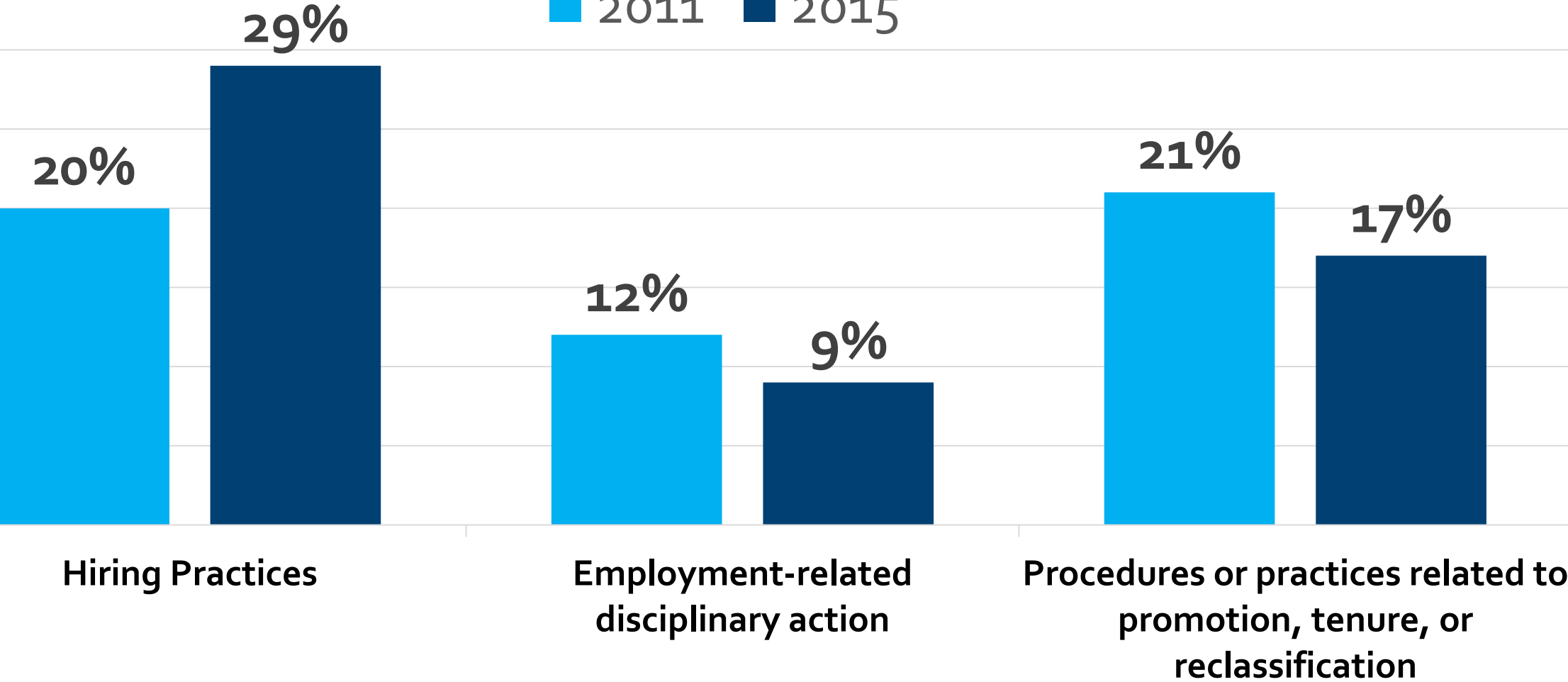


HIRING AND PROMOTION PRACTICES

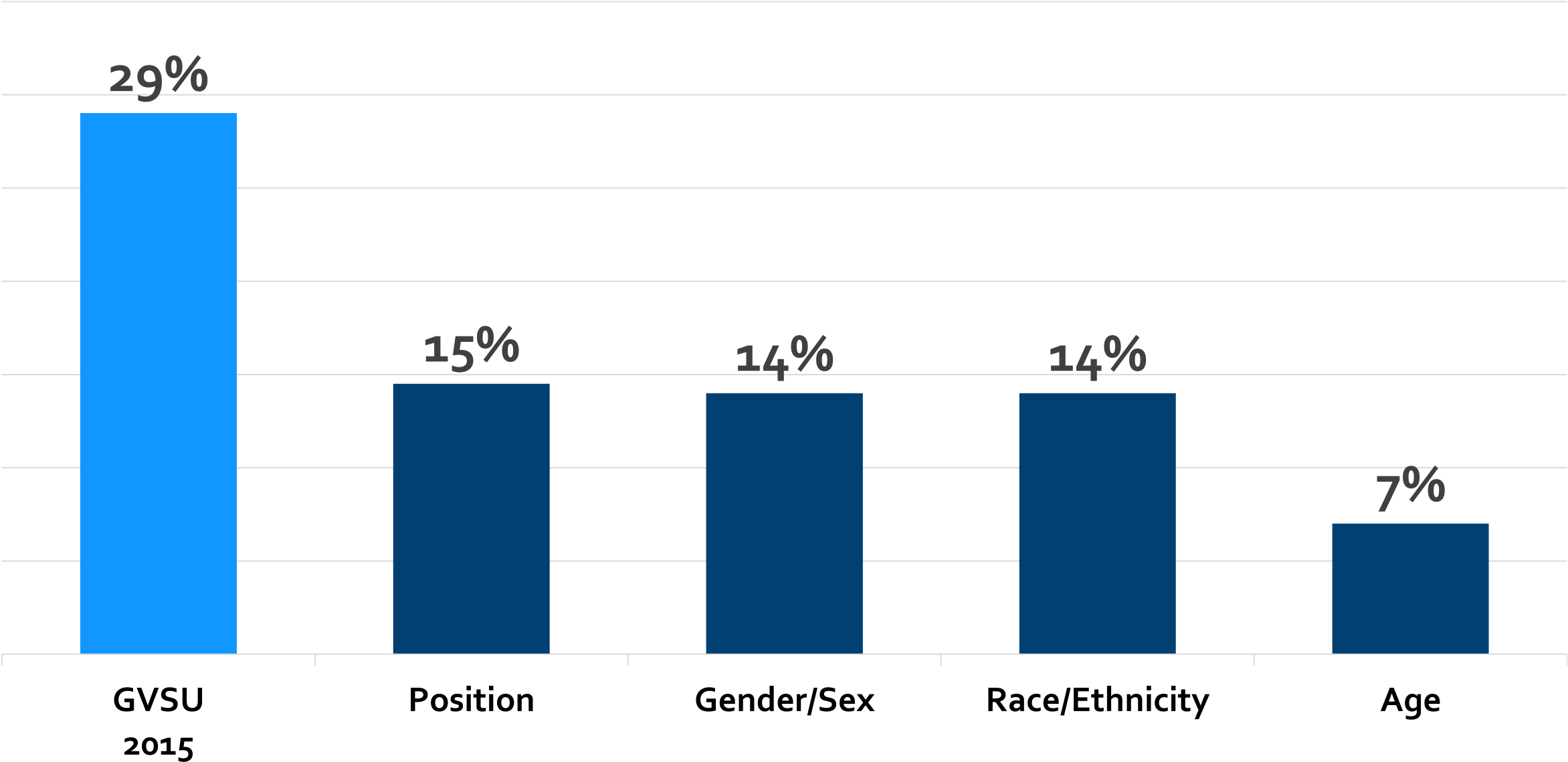
Unfair and unjust experiences or observations

Observed Unfair or Unjust Hiring Practices

■ 2011 ■ 2015

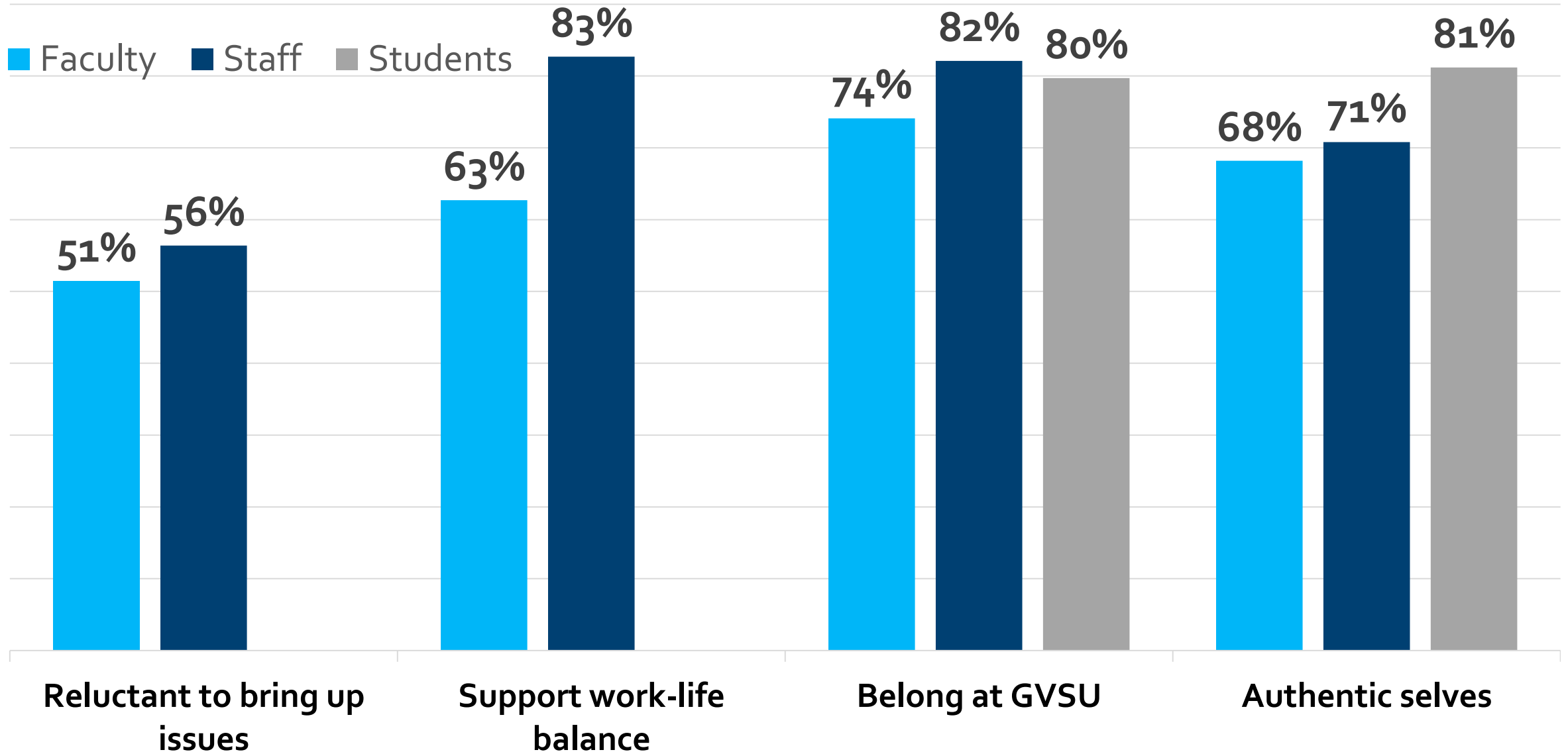


Target of Unfair Hiring or Employment Practices

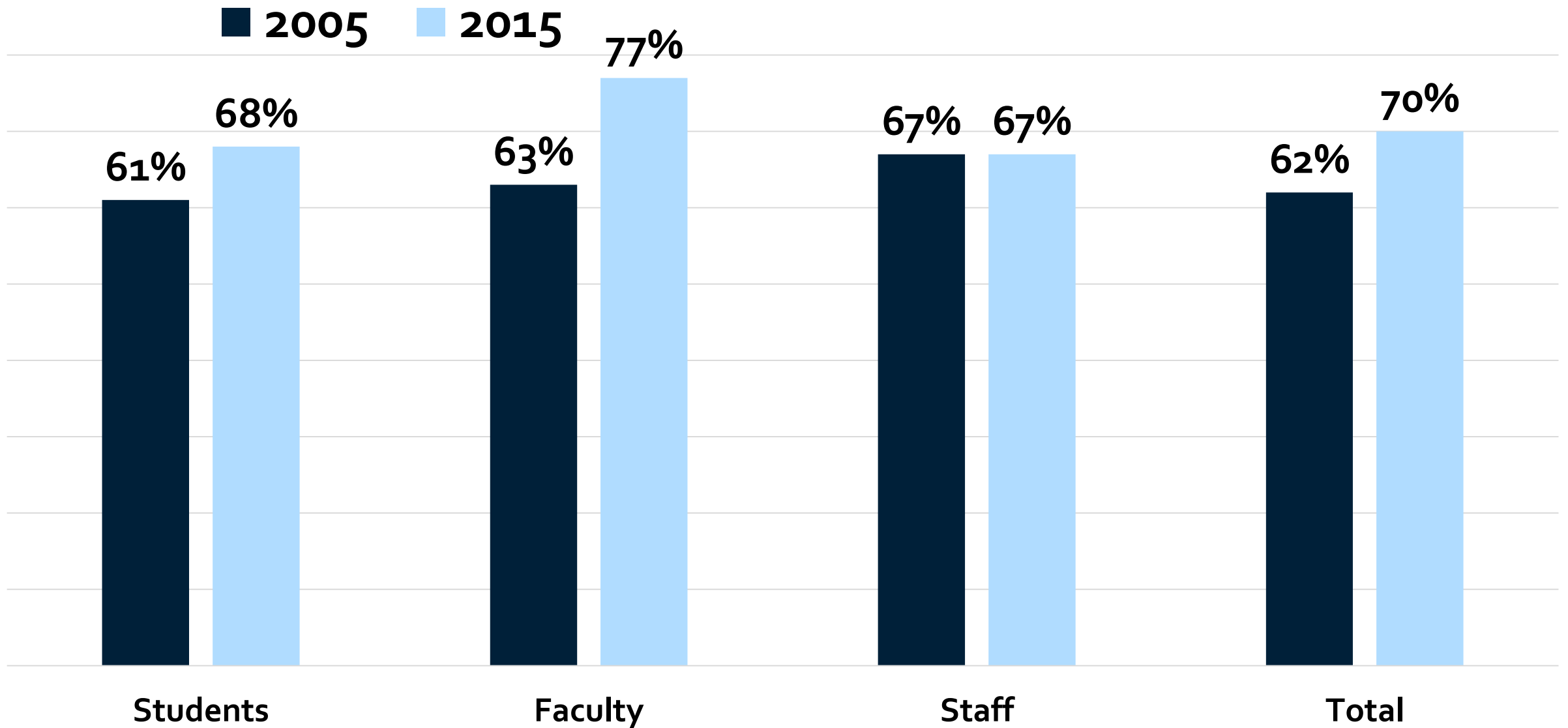


ATTITUDES & SATISFACTION

% Strongly Agree or Agree



GVSU is Committed to Diversity (Highly agree/Agree)

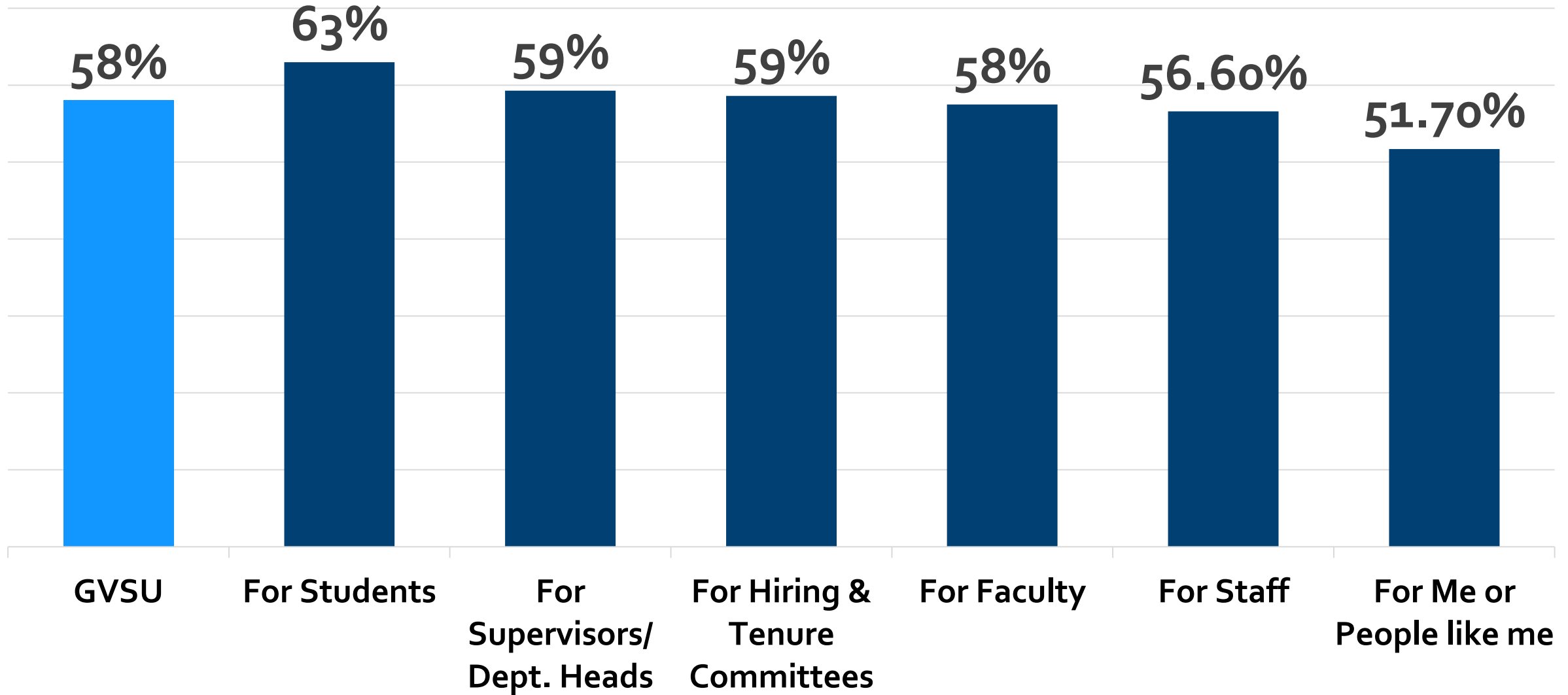


INSTITUTIONAL ACTIONS

to improve campus climate...

Provide More Diversity Education/Training

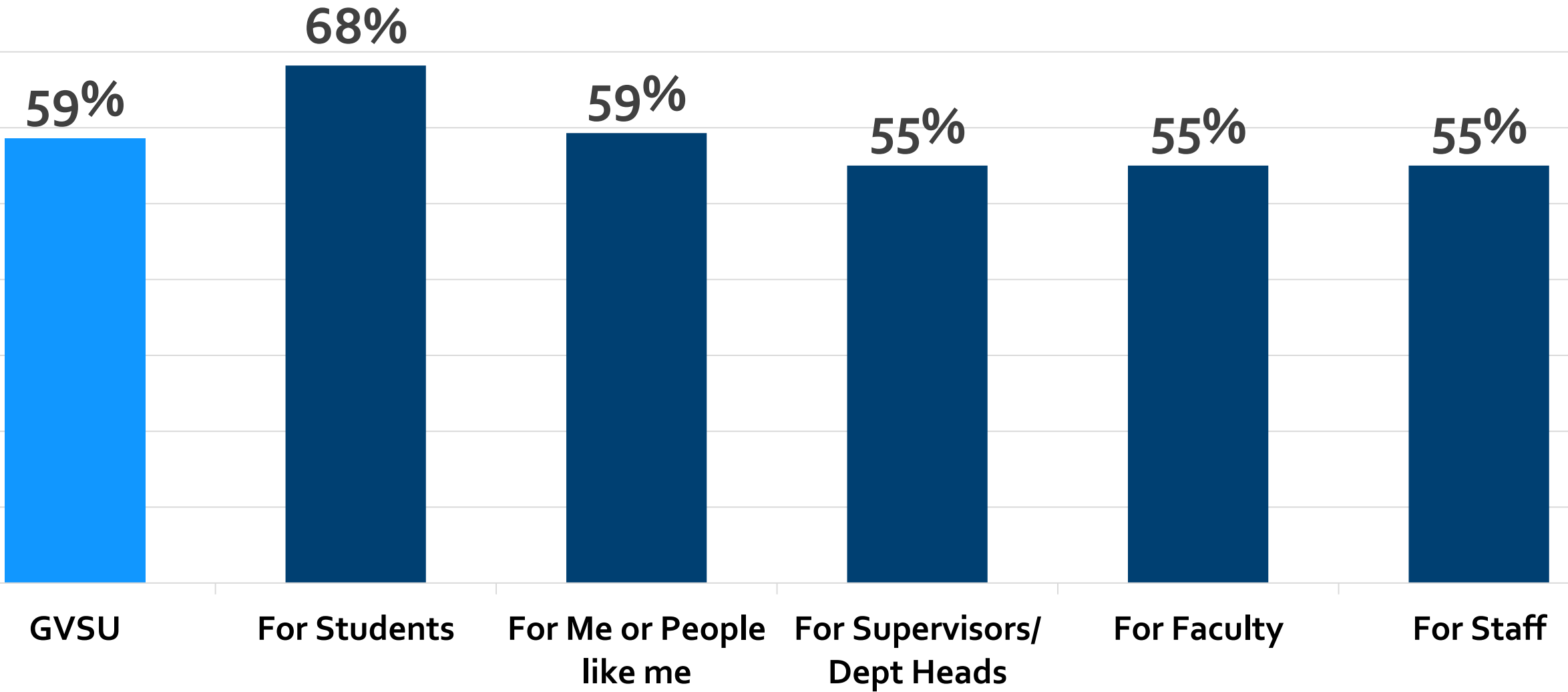
Strongly agree or Agree



Provide More Mentorship Opportunities

30

Strongly agree or Agree



AREAS OF STRENGTH

Overwhelming a welcoming, inclusive, and healthy campus climate at GVSU.

Areas of Strength

- High levels of comfort (87%) with the campus climate at GVSU
- Faculty (74%), staff (82%), and students (80%) feel they belong at GVSU
- Positive attitudes among faculty (91%) and staff (92%) concerning their overall job experience
- Little reporting of personal experiences of offensive, hostile, or intimidating conduct (79% did not experience negative conduct)

ACTION TEAM RECOMMENDATIONS

Students

Faculty

Staff

Student Action Team

- **Brandon Fitzgerald (Co-chair)**
- **David Pettersch (Co-chair)**
- Keri Becker
- Jonathan Bowman
- Lawrence Burns
- Elizabeth Chase
- Andrew Collier
- Delando Davis-Wright
- Chadd Dowding
- Ella Fritze-meier
- Katie Gordon
- Malayna Hasmanis
- Elizabeth Hopkins
- Elizabeth Liebertz
- Chris Lopez
- Amela Mandzukic
- Noelle Milad
- Amina Mohamed
- Nhu Nguyen
- Sean O'Melia
- Madison Rhoades
- Anna Szalay
- Jasmine Ward
- Marla Wick
- Shontaye Witcher
- Skylar Wolfe
- Paul Yu
- Daniel Ziegenfelder

Faculty Action Team

- Dana Munk (Co-chair)
- Donald (DJ) Mitchell (Co-chair)
- Patricia Bolea
- Sonia Dalmia
- Gretchen Galbraith
- Karyn Rabourn
- Carol Sanchez
- Jody Vogelzang
- Deana Weibel-Swanson

Staff Action Team

- **Brenda Mitchner (Co-chair)**
- **Salvador Lopez (Co-chair)**
- Jackie Abeyta
- Matthew Allore
- Janet Aubil
- Diana Comstock
- Connie Dang
- Mathew Delaney
- Pamela De Windt
- Brandon DeHaan
- Kristen Evans
- Takeelia Garrett
- Lisa Miller
- Martha Moore
- Ann O'Keefe
- Sean O'Melia
- Pamela Potter
- Suzanne Rogers
- Jeffrey Rollins
- Michele Shannon-Wildt
- Bernadine Tucker
- Kathleen VanderVeen
- Sara Walker
- Kathy Watt
- Dena Willis
- Sherry Barricklow

ACTION TEAM RECOMMENDATIONS

Students

Faculty

Staff

Recommendations

- **Employee ombuds** [Faculty & Staff]
- **Family leave policies** [Faculty & Staff]
- **Enhance (mandatory) diversity training opportunities** [Students, Faculty, & Staff]
 - All employees, search committee members, unit heads, supervisors and appointing officers
 - White community consciousness raising
- **Salary and hiring process review/enhancements**
 - Salary (current and adjustments/merit increase) equity analysis/audit
 - Clarify and document hiring and promotion processes and determinations
- **Continue to collect climate related data** [Students & Staff]
 - Climate questions at exit interviews
 - Ongoing gathering of qualitative student feedback on issues related to campus climate

Recommendations

- **Population-specific initiatives** [Students & Faculty]
 - Reinstitute accessible parking in Allendale
 - Campus Interfaith Resource support
 - Sexual assault victim advocacy and education enhancements
 - Enhanced pipeline efforts for underrepresented communities (OMA, LGBTRC, etc.)
- **Gender Expression and Identity** [Students]
 - Collect information about sexual orientation and gender identity, and allow preferred name on admissions application & enact Banner interface enhancements
- **Diversity-sensitive professional development program** [Staff]
- **I&E syllabus language** [Students]
- **I&E Ambassadors in each unit** [Students]
- **Further analysis and use of CCS data** [Faculty & Staff]
 - Disaggregated reports & unit level plans

Next Steps

- Divisional reports provided to Vice Presidents (next week)
 - College reports, upon request
- Discussion of recommendations continue
- Special request reports (Beginning online April 3)
- Focus groups (possibly in Fall 2017 in key areas)
- Continual updates to campus community (myGVSU website and as requested)

www.gvsu.edu/mygvsu

DISCUSSION, QUESTIONS, FEEDBACK



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climate survey
2015

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