



myGVSU

climate survey

2015

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EQUITY & INCLUSION: MULTIFACTED & COORDINATED APPROACH AT GVSU

SOCIAL JUSTICE FRAMEWORK

equity &
structural
diversity

inclusion &
campus
climate

learning &
development

INTERSECTIONAL APPROACH

shifting
compositional
diversity

support diverse
constituents

professional
development &
education

elimination of
exclusionary
barriers

improve campus
climate

curriculum, co-
curriculum &
research

STRATEGIC PLANNING & ACCOUNTABILITY FOCUSED

educational
pipelines

community
partnerships

community-
based learning

STUDENTS – STAFF – FACULTY – ALUMNI – COMMUNITY – PROSPECTIVES/RECRUITS

GVSU is diverse and inclusion. [B]

- *At least 90% of the GVSU community report high levels of equity as characteristic of the institutional climate. [3.B.2.]*

inclusion &
campus
climate

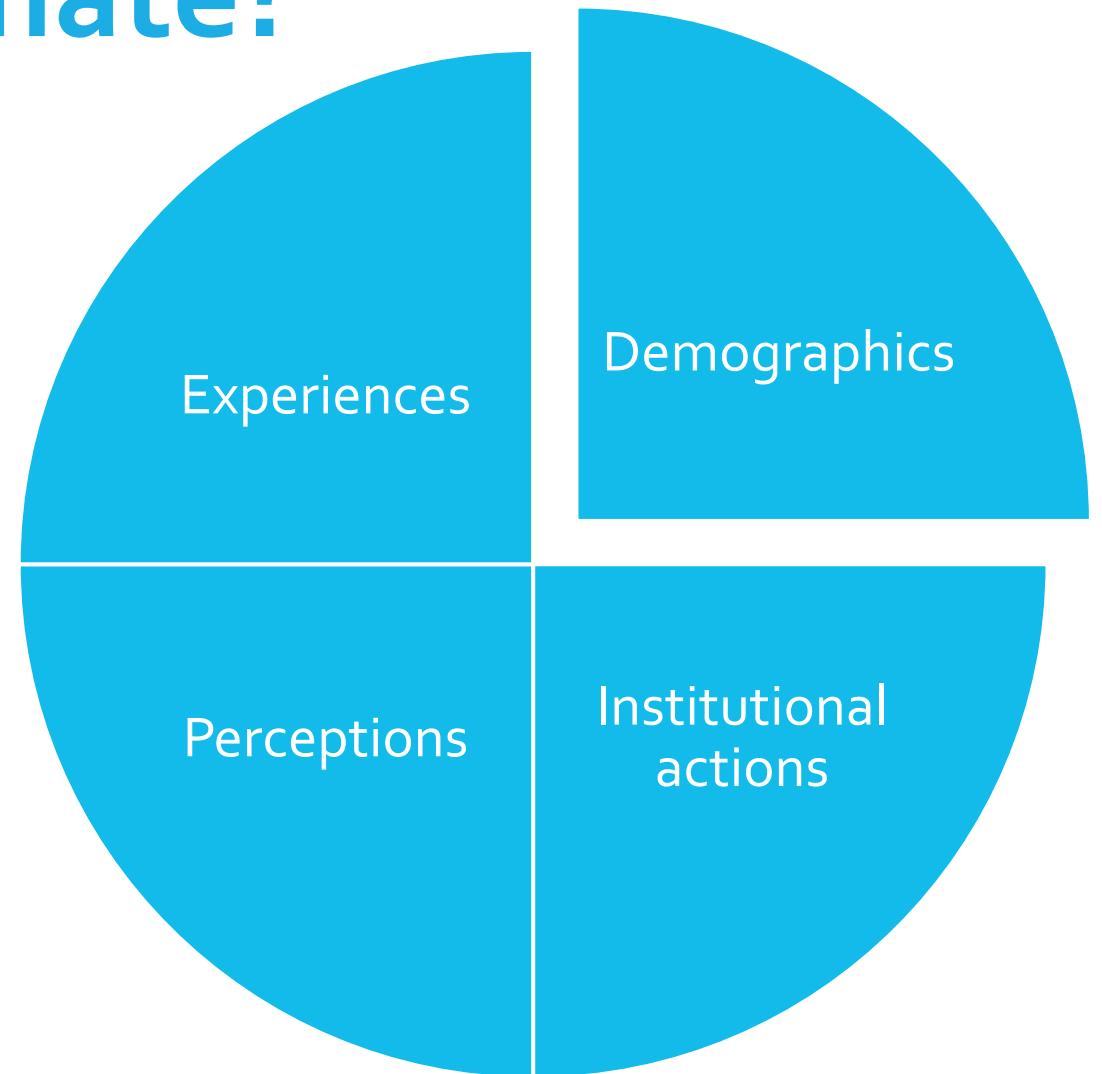
support diverse
constituents

improve campus
climate

community
partnerships

What is campus climate?

- Current attitudes, behaviors, standards and practices of employees and students of an institution.
- Rankin & Reason, Hurtado, Chang, Ladson-Billings



Campus Climate & Students



How students experience their campus environment influences both **learning and developmental outcomes**.¹



Discriminatory environments have a **negative effect** on student learning.²



Research supports the pedagogical value of a **diverse student body** and faculty on **enhancing learning outcomes**.³

¹ Pascarella & Terenzini, 1991, 2005

² Cabrera, Nora, Terenzini, Pascarella, & Hagedron, 1999; Feagin, Vera & Imani, 1996; Pascarella & Terenzini, 2005

³ Hale, 2004; Harper & Quaye, 2004; Harper, & Hurtado, 2009; Hurtado, 2003.

Campus Climate & Faculty/Staff



The personal and professional development of employees are impacted by campus climate.¹



Faculty members who judge their campus climate more positively are more likely to feel personally supported and perceive their work unit as more supportive.²



Research underscores the relationships between (1) workplace discrimination and negative job and career attitudes and (2) workplace encounters with prejudice and lower health and well-being..³

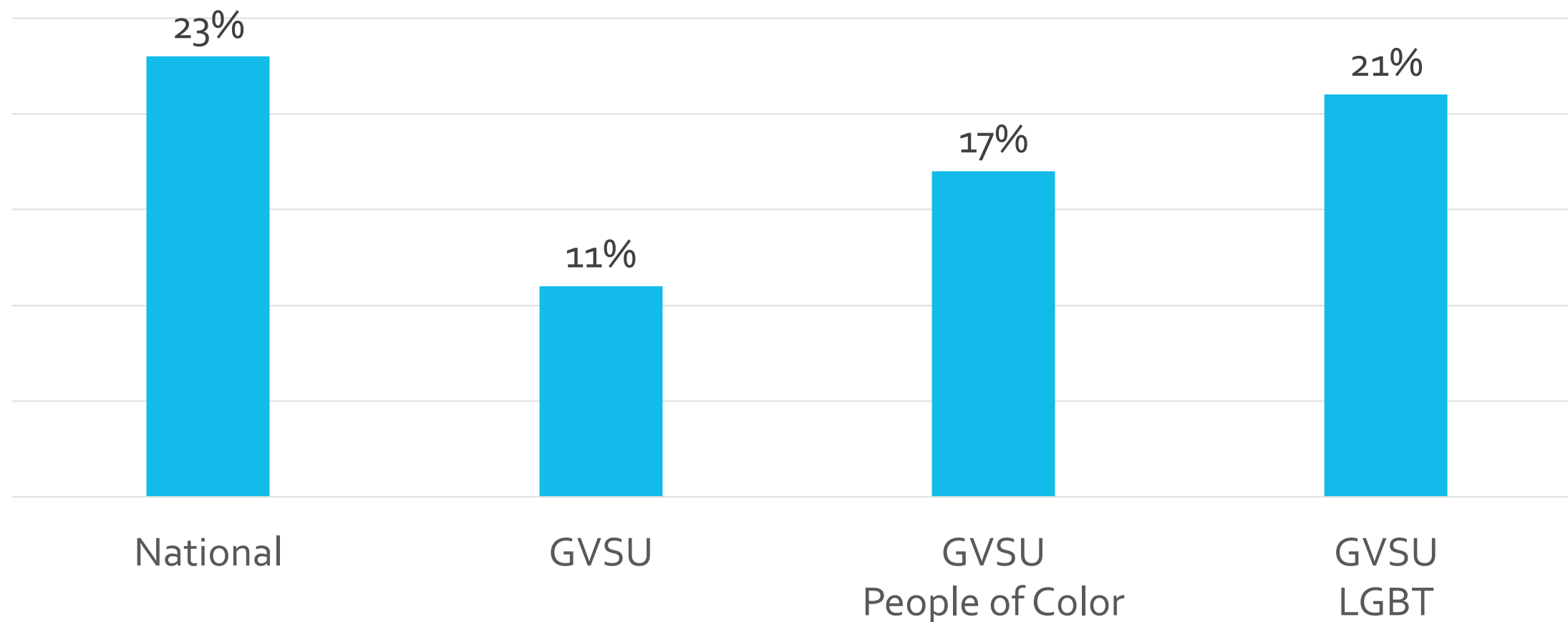
¹Settles, Cortina, Malley, and Stewart (2006)

²Sears, 2002

³Silverschanz, Cortina, Konik, & Magley, 2007; Waldo, 1999

Experiences of Negative Climate

At least one negative campus climate experience related to identity.

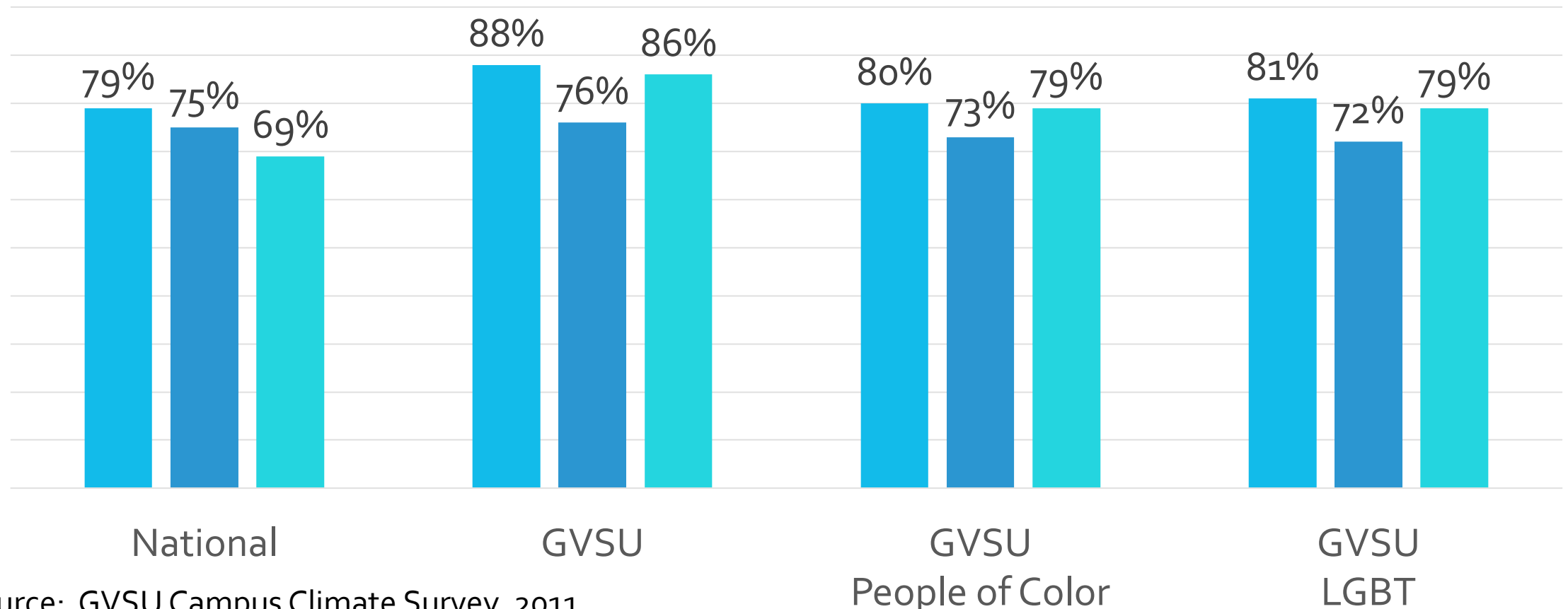


Source: GVSU Campus Climate Survey, 2011

Perceptions of Climate

Comfortable or Very Comfortable

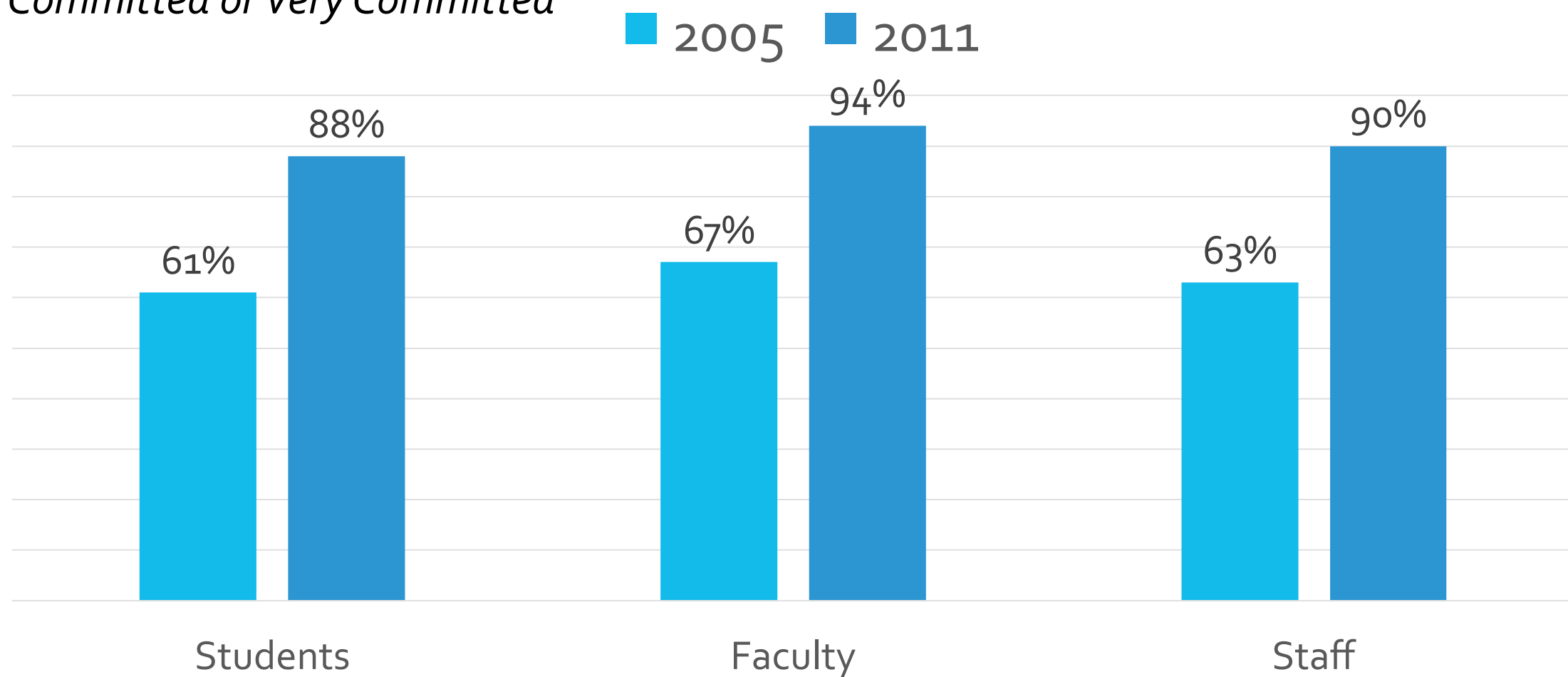
Overall Unit Classroom



Source: GVSU Campus Climate Survey, 2011

Institutional Actions: Commitment to Diversity

Committed or Very Committed



Source: GVSU Campus Climate Survey, 2005 & 2011

Process: 2011 vs. 2015

MyGVSU 2011

- External consultant
- Research-based & tested instrument
- Large working group
- Extensive campus input and outreach
- Long and lengthy process
- Long and lengthy survey
- All students, faculty, and staff
- Online and paper versions

MyGVSU 2015

- Same instrument
 - condensed using factor analysis
 - important for longitudinal comparisons
- Expedited process
- External administration and data analysis
- All students, faculty, and staff
- Online only
- No qualitative questions, but will conduct follow-up focus groups

myGVSU 2015 Advisory Team

- **Salvatore Alaimo** Associate Professor, SPNHA (faculty)
- **Jesse Bernal** Vice President for Inclusion and Equity (Chair)
- **Chick Blue** Vice President for Enrollment Development (Admin)
- **Mackenzie Butler** Vice President for Diversity Affairs, Student Senate (student)
- **Karen Gipson** Chair, University Academic Senate & Professor of Physics (faculty)
- **Monica Johnstone** Chair, Administrative Professional Committee & CLAS (AP staff)
- **Krashawn McElveen** Alumni Relations (PSS staff)
- **Debbie Marrow** Past-Committee Member & Senior Librarian (faculty)
- **Lauren Presutti** President, Graduate Student Association (student)
- **Neal Rogness** Past Co-Chair of 2011 Climate Study Team & Professor of Statistics (faculty)

Independent Administrator & Analyst

Amplitude Research, Inc.

- Independent administrator/host
- Receive a personalized survey link via GVSU email
 - Can save and return
 - Will not get mass reminders once completed
- AR will remove email and IP and send file to Dr. Gonzalez

Dr. Amber Gonzalez

- Independent analyst and reporter
- Run initial data analysis
 - Compare to 2011 findings
 - Prevent identification by limiting analysis on items <10
- Issue report to university community
- Present report to university community



View the myGVSU Climate Survey video at
<http://www.gvsu.edu/mygvsu>

myGVSU Climate survey 2015

- **Confidential**
 - De-coupling of email addresses/IP
 - Won't report <10
- **Transparent in reporting results – we will report whatever we find**
 - Independent analysis/report
- **Amplitude Research will be the administrator (link sent via email)**
- **Report will come from Dr. Gonzalez** (California State University, Sacramento)
- **Accessible formats available through Disability Support Resources**

Your voice will help drive action...

actions & initiatives informed by previous GVSU climate data

- Women's Commission
- Children's Enrichment Center
- Clarification of the discriminatory harassment policy
- Establishment of a group to study LGBT community on campus
- Study of faculty/staff salary patterns
- Pay equity study and pay adjustments
- Complaint resolution team established
- The Women's Center established
- Inclusion and Equity Division created
- Campus lighting for extra safety
- LGBT Resource Center established
- Team Against Bias
- Household member benefits
- Allies and Advocate program
- Services for student veterans
- Inclusion advocates on search committees
- LGBT Faculty and staff association
- Faculty/Staff of Color organizations
- Collegiality Policy
- Speak up! Campaign for students
- Interim Sexual Misconduct Policy
- Violence Against Women Act grant
- Violence Against Women Act Awareness Campaign
- Increased training on issues of sexual violence
- Disability Accommodation Policy was created for faculty and staff
- Gender Identity and Expression Committee and Implementation Committee
 - Preferred name procedures
 - Collection of LGBT data
- Intergroup dialogues expanded from Communities of Practice model
- Interfaith dialogues established with partners at the Kaufman Institute
- Prayer space in KC
- Religious Inclusion policy
- Healthcare for transgender employees
- Gender Inclusive housing
- Increased gender neutral bathrooms
- Consensual Relationship Policy
- Revise Bias Incident Protocol
- Inclusion Excellence Faculty Fellow was established in I&E
- Student Ombudsperson
- Social Justice enhanced as a theme in the Brooks College of Interdisciplinary Studies
- Data in Diversity Dashboard (in progress)
- Support of faculty research projects
- Will inform the campus sexual assault and violence survey

Incentives

All those who complete the survey will be entered into a drawing to win one of:

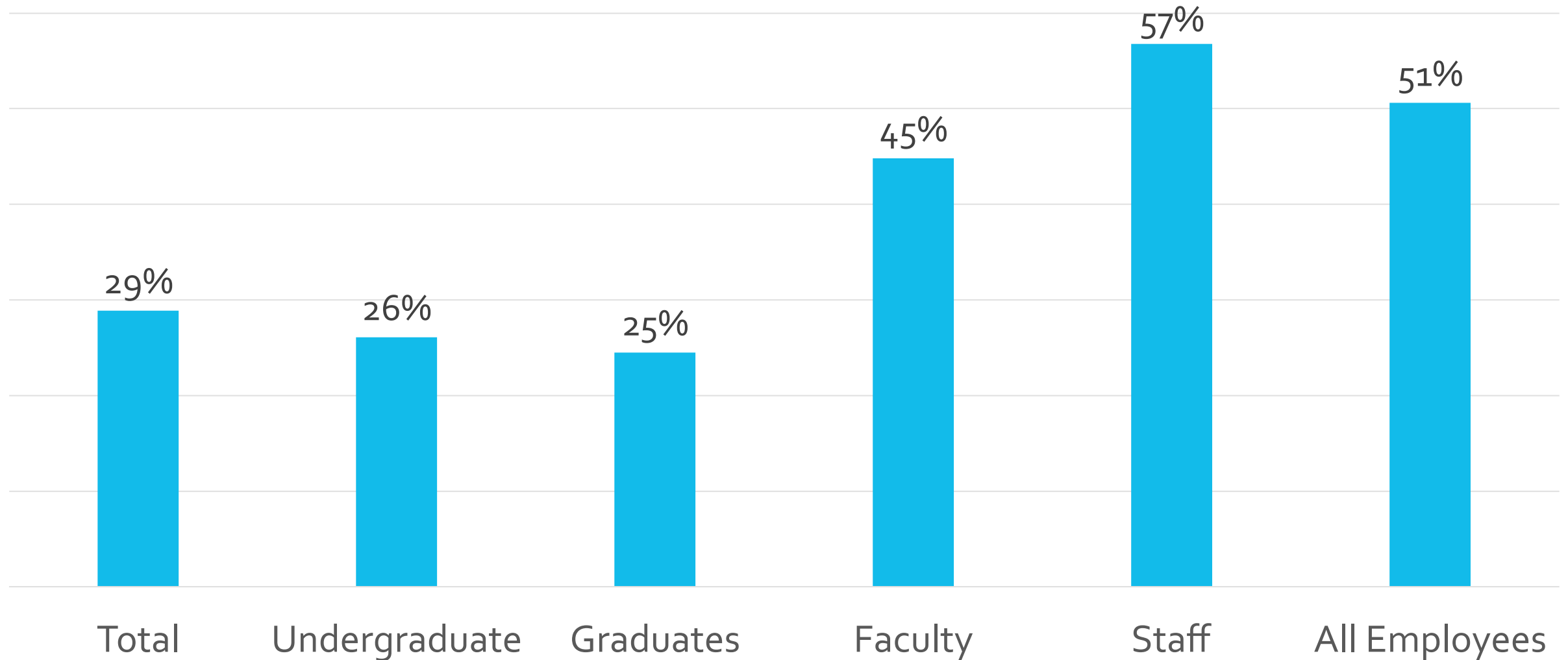
(4) \$2,000 tuition grants for students*

(3) \$1,000 research or professional development grants for faculty

(3) \$1,000 professional development grants for staff

*If faculty and staff combined response rate is **60%** or greater, an **additional two (2) \$2,000 tuition grants** will be awarded to students.

2011 Response Rates



Source: GVSU Campus Climate Survey, 2011

Timeline

Phase 1 Review & Revisions

- Refine 2011 instrument
- Focus on 2011 data findings
- Logistics (IRB, technology, incentives, website)

Phase 2 Outreach & Communication

- Start-up meetings and group presentations
- Open forums
- Website live www.gvsu.edu/mygvsu
- Opportunity for community feedback

Phase 3 Administration (November)

- Survey deployment (November 12-22)
- Outreach and communication continues

Phase 4 Analysis (Dec/Jan)

- Data analysis
- Draft report and findings

Phase 5 Reports & Actions (Feb)

- Report initial findings to the campus
- Identify initial actions
- Opportunity for community feedback

Phase 6 Ongoing Analysis & Actions



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