

Office of the President

TO MEMBERS OF THE COMMITTEE ON EDUCATIONAL POLICY:

DISCUSSION ITEM

For Meeting of March 19, 2014

UNIVERSITY OF CALIFORNIA CAMPUS CLIMATE STUDY

EXECUTIVE SUMMARY

In recognition of the importance of gauging campus climate in order to create more inclusive and welcoming environments, in 2010, then University of California President Mark G. Yudof formed a President's Advisory Council on Campus Climate, Culture, and Inclusion charged with monitoring campus progress and metrics, and examining campus practice and policy. Each of the chancellors created similar councils on the ten campuses and, in May 2010, the Regents created the Ad Hoc Committee on Campus Climate.

In 2012, the UC Office of the President commissioned a systemwide campus climate study across the ten UC campuses and three UC locations (Lawrence Berkeley National Laboratory, UC Division of Agriculture and Natural Resources, and UC Office of the President). Working with Rankin & Associates Consulting (R&A), the University created a survey that all members of the 13 locations were invited to complete. More than 104,000 people responded, providing information about their identity and demographics, the climate they personally experience, their perceptions of level of respect, their perceptions of the value of various institutional actions and policies, and their intentions as to graduating from UC or continuing to work at UC.

UC Provost and Executive Vice President Dorr will present the campus climate study report. She will be joined by Gibor Basri, Vice Chancellor for Equity and Inclusion at UC Berkeley, who was co-chair of the systemwide committee that developed the survey along with the consultant, R&A. This study is one part of UC's ongoing efforts to foster a healthy and inclusive environment for all members of the University community. Each UC location will engage deeply with data from the study in order to develop new actions or initiatives, or enhance existing efforts, that will improve the working, living, and learning environments at the University of California.

BACKGROUND

Campus Climate

For the purposes of this study, campus climate was defined as "the current attitudes, behaviors and standards of faculty, staff, administrators and students concerning the level of respect for

individual needs, abilities and potential." Campus climate is not just the experience of individuals and groups on a campus or other location; it is also the quality and extent of the interaction among those various groups and individuals. Moreover, diversity and inclusion are important aspects of campus climate. According to the UC Regents' Study Group on University Diversity, "diversity and inclusion efforts are not complete unless they also address climate [and] addressing campus climate is an important and necessary component in any comprehensive plan for diversity."¹

Numerous studies have concluded that the way students experience their campus environment influences both learning and developmental outcomes, and that discriminatory environments have a negative effect on student learning. Faculty and other academic appointees, administrators, staff, trainees, and post-doctoral scholars are also impacted by campus climate. According to workplace studies, the personal and professional development of such groups is greatly enhanced through a healthy working environment.

Incidents in recent years at the University of California – including ones targeting students of color and the lesbian, gay, bisexual, and transgender (LGBT) community, investigations of racial and ethnic discrimination, and the handling of sexual assaults and violence – have brought more attention to the need for the University to address campus climate challenges and complex inter-group dynamics.

History of the Project

Although the University had in the past conducted a number of campus climate studies for specific groups (e.g., students or faculty) or specific campuses (e.g., Berkeley and Riverside), the University of California had never conducted a systemwide study of the campus climate for all members of the university community. The lack of comprehensive and consistent climate data had been raised in multiple policy reports; for example, in 2007, the Study Group on University Diversity recommended that the University conduct a systemwide climate survey of students, faculty, and staff. In 2012, based on analysis and recommendations from the President's Advisory Council on Campus Climate, Culture, and Inclusion, then UC President Mark G. Yudof commissioned a systemwide campus climate study. The UC Office of the President contracted with Rankin & Associates Consulting (R&A) to collaborate with the ten campuses and three locations on a climate study of all UC constituents.

Survey Design and Process

The design of the survey instrument was a collaborative effort between R&A and a UC Systemwide Work Team (SWT). R&A had extensive experience with similar surveys on college and university campuses; UC was by far the largest undertaking ever for R&A. The SWT was comprised of representatives from each UC location, as well as representatives from the President's Advisory Council on Campus Climate, Culture, and Inclusion, the Academic Senate, UC Students Association, and Council of UC Staff Assemblies; a representative from an

¹ Study Group on University Diversity, Campus Climate Report (2007). Oakland, CA: University of California.

employee union was also included. The SWT was co-chaired by Gibor Basri, Vice Chancellor for Equity and Inclusion and Professor of Astronomy at UC Berkeley, and Jan Corlett, Chief of Staff to the UC Vice President of Agriculture and Natural Resources. In addition, each location designated a Local Work Team to assist in the review of the draft survey questions and to share their feedback through the SWT.

The survey questions were constructed based on the previous work of R&A that included a bank of more than 200 questions as well as the research of Rankin and Reason (2008).² In addition, R&A and the SWT reviewed surveys and reports produced by UC that contained questions pertaining to campus climate. The SWT and their local teams reviewed the survey questions, and UC Office of the President further vetted the questions with survey design experts. In addition, UC locations were able to add location-specific questions, and ten of the 13 locations did so. The Local Work Teams created the campus- and location-specific questions that were added to their surveys.

The final systemwide survey contained 93 questions, including several open-ended questions that invited commentary. The survey was designed to collect information on the following topics:

- Identity or demographics of respondents (e.g., gender, race, ethnicity, sexual orientation, religion/spirituality, disability, socioeconomic status, veteran status, citizenship/residency status, caregiver status);
- Personal experiences of respondents (e.g., comfort with the climate at the location generally, comfort with the climate in the classroom or workplace, experience with exclusionary behavior or conduct);
- Perceptions of respondents on levels of respect, work-life issues, employment practices, and the like at their location;
- Selected outcomes of respondents, such as student academic and intellectual experiences and students' intention to graduate from UC or staff's intention to continue employment at UC; and
- Perceptions of respondents on the value of institutional actions and policies related to diversity, inclusion, and climate.

Survey Administration

From the fall of 2012 through the spring of 2013, the University of California took the unprecedented step of surveying all its faculty and other academic appointees, students, staff, trainees, and postdoctoral scholars about their experiences and perceptions of campus or workplace climate. More than 386,000 individuals were invited from the ten UC campuses, the Lawrence Berkeley National Laboratory, the UC Division of Agriculture and Natural Resources, and the UC Office of the President to participate in this study – making it the largest project of

² Rankin, S., & Reason, R. (2008) Transformational Tapestry Model: A comprehensive approach to transforming campus climate. *Journal of Diversity in Higher Education*, Vol 1(4), Dec 2008, 262-274. doi: [10.1037/a0014018](https://doi.org/10.1037/a0014018)

its kind in the nation. By the end of the survey administration period, more than 104,000 responses had been collected.

Survey Reports

Following a standard format developed in consultation with the SWT, R&A tabulated and analyzed survey responses and prepared for the University 14 final reports, one for each of the 13 UC locations and one for the aggregate data for all 13 locations combined. Each report contains an executive summary, a narrative description of the study's methodology, characteristics of those who completed the survey, respondents' opinions, experiences, and plans, and a summary of major findings. Each report has more than 100 data tables and figures on survey results.

Reports were delivered to the UC Office of the President and locations in March 2014. R&A also provided the raw data files so that locations could explore results in more detail. A special summary report has been prepared. It includes introductory material, the R&A executive summary for all 13 locations combined, and, for each of the 13 separate locations, the R&A executive summary and then some of that location's efforts to promote a healthy, inclusive climate and how it will use the campus climate survey findings and data to continue that work. The special summary report will be available to Regents at the March meeting where Provost Dorr and Vice Chancellor Basri will present more on the survey and its results. Soon after the Regents meeting, this report will be publicly available online at campusclimate.ucop.edu. The 14 full reports from R&A will also be available on the same website.

Next Steps

Release of the 14 reports prepared by R&A marks a turning point in the campus climate study process. Each campus and location can now delve into the findings and further analyze the survey data in order to develop specific actions or initiatives to improve targeted areas of campus climate based on the R&A data as well as other data or information subsequently collected. Each location will select particular issues to address, develop and implement an action plan that includes measurable outcomes, and monitor progress toward achieving its goals. Examples of campus and location processes and plans will be discussed by Provost Dorr and Vice Chancellor Basri.