RETHINKING
THE UCI INCLUSIVE EXCELLENCE
CAMPUS CLIMATE SURVEY

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OVERVIEW

• We reviewed school-level climate surveys and graduate division exit surveys
  • These surveys are instrumental for
    • Addressing/documenting existing conflicts
    • Benchmarking and encouraging proactive solutions related to climate issues
    • Providing tools and resources in anticipation of potential conflicts as the campus diversifies
  • We have identified six areas for improvement
IMPROVE AND VALIDATE THE MEASUREMENT OF EACH SURVEY INSTRUMENT

• There have been changes to the survey instrument over time

• These changes have not been consistently implemented for all schools, leading to inconsistent measurement of key indicators
  • We recommend that O.I.E. review its survey in order to create a standardized, internally consistent survey instrument for all schools
  • Conduct pre-tests to identify potential problems with the new survey measures before administering the survey to schools
IMPROVING THE CURRENT SURVEY QUESTIONS

• Define key concepts

• Clarify or rewrite certain questions

• Additional questions:
  • General bullying and hostility in the workplace
  • Responses to complaints
  • Changing advisors
DIVERSIFYING RESEARCH METHODOLOGIES

• Diversity (race, sexual orientation, political affiliations, etc.) of individuals has an impact on the types of research conducted in a given School/Department;

• Some colleagues (faculty and students) can feel marginalized because of the nature of their research (topic, epistemological stance, theoretical and methodological preferences);

• Marginalization/exclusion could be intensified because of the push for external funding and the lack of success in securing funding (often the case with critical social research that are qualitative in nature);

• While important, reinforcing the campus message regarding "funding" might further marginalize specific groups on campus and therefore fuel existing diversity power dynamics;

• The climate survey should include questions related to research topics/theories/methodologies to identify and understand the contribution of these issues in the context of exclusion and marginalization and identify mechanisms by which to increase the ways in which key research with a strong basis in faculty or target diversity, is perceived/valued on campus. 
IMPROVING PARTICIPATION

• Include Professors of Teaching and Staff

• Explain Impact of Past Surveys
  • How has the climate improved
  • What actions have been taken

• Explain Goals of the Survey
  • What actions are planned based on the results of the survey

• Explain the Protection of Anonymity

• Offer Incentives for Participation
BETTER ANALYSIS OF THE SURVEYS

- Provide more specific instructions to the Schools for their reports. Ensure uniformity in instructions and depth of analyses in all reports.
- Charge Schools to analyze and report on their findings to members, and develop an action plan in response.
  - Develop a tool-kit to help Schools to develop their analyses and actions plans
- Monitor plans/actions that stem from the survey results
  - climate committee in academic units
- Members of this Working Group could serve as resource to help evaluate the data of climate survey and develop an action plan.
COORDINATING WITH OTHER DATA

• Track results by individual respondents; unique ID
  • Allows us to better identify drivers (regression analysis)

• Coordinate with other data
  • Exit surveys, and at least five other surveys
  • Other data (course evaluations, time to degree, other metrics)
  • Predictive analytics, machine learning; best practices at other universities

• Privacy

• Additional questions
  • Overall, how comfortable are you with the climate at UCI? in your school? in your classes?
  • Did you change your advisor? If so, why?