Campus Climate Survey: NEXT STEPS
February – March 2017
Today’s Agenda

• Review of the project
• Ideas Sessions
  o What we’re doing already
  o Qualitative analysis
• Proposal for three areas of focus
• Framework for developing initiatives
• Pulling it all together
Review of the Project
<table>
<thead>
<tr>
<th>DATE</th>
<th>ACTION</th>
</tr>
</thead>
<tbody>
<tr>
<td>Spring 2015</td>
<td>UMD contracts with Rankin and Associates for survey project</td>
</tr>
<tr>
<td>Fall 2015</td>
<td>Survey administered to all students, faculty, and staff</td>
</tr>
<tr>
<td>Fall 2016</td>
<td>Dr. Rankin presented results to the campus</td>
</tr>
<tr>
<td>Fall 2016</td>
<td>Ideas sessions held for students, faculty, and staff</td>
</tr>
<tr>
<td>Spring 2017</td>
<td>Qualitative analysis of Ideas Sessions results</td>
</tr>
</tbody>
</table>
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?

<table>
<thead>
<tr>
<th>Idea</th>
<th>Unit Responsible</th>
<th>Status</th>
</tr>
</thead>
<tbody>
<tr>
<td>Toolkit for Inclusive Excellence</td>
<td>Faculty Fellow for Intercultural Competence</td>
<td>Website launch by end of this semester, check in over summer for fall planning</td>
</tr>
<tr>
<td>Promotion of confidential sexual assault reporting resources</td>
<td>Sexual Violence Response Teams</td>
<td>Campus-wide emails sent in November and February Work is ongoing</td>
</tr>
<tr>
<td>Improved onboarding for new staff and faculty</td>
<td>Human Resources and Equal Opportunity</td>
<td>Task Force made recommendations that will be rolled out this semester</td>
</tr>
<tr>
<td>Bystander Intervention Training</td>
<td>Health Education</td>
<td>3,000+ students trained in the “Got Your Back UMD” program Work is ongoing</td>
</tr>
</tbody>
</table>
### Step 1:
What are we doing already?

<table>
<thead>
<tr>
<th>Idea</th>
<th>Unit Responsible</th>
<th>Status</th>
</tr>
</thead>
<tbody>
<tr>
<td>Create a sense of belonging in on-campus housing</td>
<td>Housing and Residence Life</td>
<td>Sample of activities: Welcome Week programs; weekly “community connections” programs; “caring conversations” (RAs and residents)</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Work is ongoing</td>
</tr>
<tr>
<td>Campus Climate Response Team</td>
<td>Campus Climate Leadership Team</td>
<td>Formed in 2012</td>
</tr>
<tr>
<td></td>
<td></td>
<td>More info: <a href="#">Website</a></td>
</tr>
<tr>
<td></td>
<td></td>
<td>Work is ongoing</td>
</tr>
<tr>
<td>Prayer Room in Kirby</td>
<td>Kirby Student Center</td>
<td>Room has been in KSC for a long time; improvements completed in 2017</td>
</tr>
</tbody>
</table>
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
<table>
<thead>
<tr>
<th>Initiative or Action Step</th>
<th>General Description of Activities</th>
<th>Person/Group Responsible</th>
<th>Next Steps/By When</th>
<th>Outcomes/Results</th>
</tr>
</thead>
<tbody>
<tr>
<td>Make UMD More Diverse</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Make UMD More Inclusive</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Work on Anti-Bullying and Civility</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
### Example 1

<table>
<thead>
<tr>
<th>Initiative or Action Step</th>
<th>General Description of Activities</th>
<th>Person/Group Responsible</th>
<th>Next Steps/By When</th>
<th>Outcomes/Results</th>
</tr>
</thead>
<tbody>
<tr>
<td>Attend symposium on Recruitment and Retention of Diverse Populations</td>
<td>Learn about: Latest strategies on retention and recruitment and marketing, Building institutional commitment</td>
<td>Susana Pelayo Woodward and Mary Keenan</td>
<td>Update SEM SOC action plan by fall 2017</td>
<td></td>
</tr>
</tbody>
</table>
## Example 2

<table>
<thead>
<tr>
<th>Initiative or Action Step</th>
<th>General Description of Activities</th>
<th>Person/Group Responsible</th>
<th>Next Steps/By When</th>
<th>Outcomes/Results</th>
</tr>
</thead>
<tbody>
<tr>
<td>Working Group – Sexual Assault Reporting Options for Transspectrum Students</td>
<td>Research best practices, optimal structure, prevention strategies, resources needed</td>
<td>Working group named and up and running</td>
<td>Recommendations to Susana Pelayo Woodward and Lisa Erwin by the end of the spring semester, 2017</td>
<td></td>
</tr>
</tbody>
</table>
## Example 3

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

TAKE A LOOK
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

UMD Strategic Plan Goal 2
Create a positive and inclusive climate for all by advancing equity, diversity, and social justice.

- Exclusionary, intimidating, offensive, and/or hostile conduct
- Less comfort with the campus climate (gender identity, racial identity, sexual identity)
- Challenges with faculty work
- Unwanted sexual contact

Make UMD More Diverse
Make UMD More Inclusive
Work on Anti-Bullying and Civility

PROGRESS
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  Lisa Erwin  Susana Pelayo Woodward  Mary Keenan
Helen Mongan-Rallis  Lynne Williams  Mary Cameron
James Allen  Rachel Anderson  Paula Pedersen  Jill Pinkney-Pastrana
Discussion