

Audit Questionnaire Step 7: Self-Study Through Climate Surveys

A. For Campuses That Have Not Previously Conducted a Climate Survey:

1. Has consideration been given to conducting a campus climate survey?

___ Yes ___ No

2. If the campus has not conducted a campus climate survey to date, what specific issues would benefit from information gained from this type of survey?

- Behavioral climate (sense of belonging, empowerment and support, mutual respect)
 - Cross-racial interactions and campus racial climate
 - Disaggregated data in relation to the campus experience
 - Educational practices (curricula and cocurricula)
 - Learning environment and classroom experiences
 - Leadership and organizational culture
 - Organizational equity and processes
 - Psychological climate (attitudes, perceptions of institutional commitment to diversity)
 - Safety
 - Social identity and diversity experiences
 - Student success
 - Training needs
 - Valuing diversity
 - Working environment and job satisfaction
 - Other (please specify):
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3. What other measures have been used to assess institutional climate?

4. If a climate survey is undertaken, consideration should be given to development of surveys for different groups (i.e., students, faculty, staff) with a number of common items (Williams, 2013). Which surveys should be undertaken?

- Undergraduate students
- Graduate students

- Graduate assistants
- Postdocs
- Full-time faculty
- Part-time faculty
- Administrators
- Staff

5. What are the principal barriers to conducting a climate study?

- Financial
 - Lack of internal support
 - External pressures
 - Other (please specify):
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6. Should it be determined that a study will be undertaken, what types of consultation would help determine the needed areas of focus in survey development?

- Dean's council
 - Department chairs
 - Diversity committee
 - Focus groups
 - Governance bodies
 - HR
 - Interviews
 - President's cabinet
 - Student affairs
 - Town halls
 - Other (please specify):
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B. For Campuses That Have Previously Conducted a Climate Survey:

1. Has a campus climate study been conducted within the last three years?

____ Yes ____ No

2. If not, what other measures have been used to assess institutional climate?

3. If yes, indicate the year(s) of the most recent climate survey(s):

a. Was this the first survey conducted?

____ Yes ____ No

b. If no, what year(s) were prior survey(s) conducted?

c. What groups were included in the survey(s)? (Check all that apply)

- Undergraduate students
- Graduate students
- Graduate assistants
- Postdocs
- Full-time faculty
- Part-time faculty
- Administrators
- Staff
- Other (please specify):

4. What type of survey instrument was used?

- In-house
- External consultant (please specify):

Other (please specify):

5. Please indicate your level of satisfaction with the survey instrument:

- Highly satisfied
- Satisfied
- Neither satisfied nor dissatisfied
- Dissatisfied

6. Please explain the basis for your rating of the survey instrument:

7. Was a committee formed to oversee survey development, dissemination, and analysis of results?

____ Yes ____ No

8. Did the survey(s) link qualitative and quantitative findings with existing data sets?

___Yes ___No

9. Did the survey(s) achieve an acceptable level of reliability?

___Yes ___No

10. Were focus groups of stakeholders conducted?

___Yes ___No

11. What types of focus groups were held to gather data? Please list:

- a. _____
- b. _____
- c. _____
- d. _____
- e. _____

12. Were focus groups conducted that included only members of minoritized groups?

___Yes ___No

Please explain:

13. How were survey findings disseminated? Check all that apply.

- Campus-wide e-mails
- Department heads and chairs
- Executive officers
- Governance bodies
- Published report
- Town hall(s) and forums
- Website
- Other (please specify):

14. Were survey results compared to other benchmarks such as best practices in peer institutions?

___Yes ___No

15. Was comparison made with previous survey results?

___Yes ___No ___N/A

16. Were specific goals, steps, and time lines for improvement specified based on survey results?

____Yes ____No

17. Which groups or constituencies have been involved in the review of findings of the campus climate study and establishment of future goals and measures?

- Alumni
- Board of trustees
- CDO
- Department heads and chairs
- Executive officers
- Faculty senate
- Managers and supervisors
- Staff council or senate
- Student governance
- Faculty
- Staff
- Other (please specify):

18. To what degree have processes and policies been implemented that respond to survey findings?

- To a high degree
- Changes in progress with some steps taken
- Initial phases

Summative Evaluation: Please provide a summative evaluation of the results of this questionnaire and concrete steps for enhancement:

Goals for enhancement:

1. _____
2. _____
3. _____