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):

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
5. What are the principal barriers to conducting a climate study?
   - Financial
   - Lack of internal support
   - External pressures
   - Other (please specify):

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):

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):
AUDIT QUESTIONNAIRE STEP 7

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
AUDIT QUESTIONNAIRE STEP 7

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. ____________________________________________________________