

UW-Madison Participation in UW System Climate Study

Notes for CALS Department Chair's Meeting, September 13, 2010, 3pm (15 min)

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<http://www.apa.wisc.edu/diversity/ClimateStudy.html>

In 2007 at the request of the Board of Regents, UW System Admin initiated a system-wide climate study. Last winter (Jan 2010) UW-Madison was invited to participate in Tier III of the study. Tier III was to include all of the UWs that had not already participated in Tier I or Tier II.

The heart of the study is a climate survey that is sent to all of the members of a participating unit – faculty, staff, students – everyone.

It was daunting to imagine fielding the survey in an organization the size of UW-Madison.

A reasonable approach was to identify smaller units that would host the study for UW-Madison.

Why Student Life (then Offices of the Dean of Students)?

- wanted one admin and one academic unit
- Student Life and Enrollment Management volunteered
- Student Life is smaller, more manageable, and has units that are focused on diversity issues

Why CALS?

- an academic school/college that is a microcosm of UW-Madison
- has vibrant academic programs and scholarly activity in all four disciplinary divisions
- has undergraduates (including freshmen), graduate students, and post-docs
- has strong engagement with communities beyond the campus
- 2011 data will provide some follow up information for the 2008-09 CALS Climate Survey
- (L&S conducted a major climate study in 2009-10 and it was too soon for a second one.)
- (L&S is about the size of UWM, and that seemed “too big” to manage.)
- (Engr doesn't have the disciplinary breadth; Ed doesn't have freshmen and sophomores.)

In February 2010, CALS and the Division of Student Life accepted Provost Paul DeLuca's invitation to be host units for the study for UW-Madison.

Why are we doing this?

Given that CALS has undertaken climate surveys before, you understand their value.

The study will provide important information about the campus climate and expand our understanding of ways members of community experience the campus climate. Results may help us both identify areas for improvement and identify features that should be maintained because they contribute to a positive campus climate.

Project Management and Oversight

CSWG – Climate Study Working Group, a core group that meets periodically via teleconference with UW System Admin, Susan Rankin (project consultant), and other participating UWs.

DLC – Diversity Leadership Group, comprised of the CSWG and additional members of the CALS Equity and Diversity Committee to provide project leadership and oversight.

Time Line

February 2010 - Decision for UW-Madison (CALs and Student Life) to participate in Tier III
March 2010 - UW-Madison CSWG is convened; begins meeting monthly with System-wide CSWG
April to September 2010 – CSWG and DLC conducted survey instrument review
July 2010 - DLC begins to meet
July to October 2010 - Complete review of survey instrument, develop communication plan
November 22, 2010 – DLC deadline to finish work for IRB proposal submission
December 2010 and January 2011 – Prime time for communication with participants
January 20-25, 2011 – Preparation of participant lists
Feb 1, 2011 to March 1, 2011 – Survey will be in the field.
Summer 2011 - Review of findings, reports; develop reports for CALs and Student Life

About the Survey

- All members of CALs and of Student Life will receive the survey
- The survey will be confidential.
- The only people with access to the data set will be the consultant and one designee under her supervision and the UW-Madison IRB PI and one designee under her supervision
- Reported data will be aggregated at a level that assures that individuals cannot be identified.
- Data will not be reported if the number of observations in a “category” is fewer than six (6).
- DLC will review and advise on reports prior to release.

Survey Questions

- Primary relationship to the university – as student, faculty, academic staff, classified staff, etc. Subsequent skip logic differs for employees and students.
- Overall impression of campus climate: How satisfied are you at UW-Madison?
- Whether experienced any hostile, exclusionary, offensive conduct that affected your ability to work or study at UW. Follow-up questions asking where? By whom? For what reason?
- Workplace climate issues – I have to work harder than my colleagues to be perceived as legitimate; my research is valued by my colleagues; I have the equipment and supplies I need to adequately perform my work; I have equitable workspace compared to my colleagues
- Work-life issues for employees – UW is supportive of my family leave; I am satisfied with the way I am able to balance my professional and personal life.
- Perceptions: have you observed an offensive, hostile exclusionary conduct? (similar to earlier question about have you experienced this type of conduct)
- Observed any discriminatory or unfair hiring, promotional or disciplinary conduct?
- Climate overall and for specific categories – gender, age, country of origin, disability status, race, socioeconomic status, etc.
- Accessibility at UW for people with disabilities
- Recommendations to improve climate