University of Florida
Faculty & Staff
Climate Initiative

Institutional Sponsor
Paula Varnes Fussell, Vice President Human Resource Services

Campus Climate Steering Committee Co-Chairs
Ron Anderson, University Ombuds and Chair, President’s Council on Diversity
Jodi Gentry, Assistant Vice President, Human Resource Services
Angel Kwolek-Folland, Associate Provost for Faculty and Academic Affairs

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What is a “Campus Climate”?  

• Definition: Current attitudes, behaviors, standards and practices of a university’s employees and students.  
  • These create the conditions that prevail in a workplace or learning environment
Why a Climate Survey?

• To provide information
  • All faculty, post doctoral associates, and staff
  • Student SERU survey covers some related topics, though is not specifically a campus climate survey. See http://www.cshe.berkeley.edu/SERU and http://www.ir.ufl.edu/OIRApps/SERU/signon.aspx

• To identify important issues related to workplace environment
  • To generate action plan(s)

• To benchmark against future campus climate assessments
  • Last UF campus climate survey was in 2007; more often going forward

• Faculty Senate Welfare Council has asked that UF conduct a climate survey

• Also important for other legal and compliance issues, such as U.S. Title IX and accreditation
How will the Survey Measure Campus Climate?

• More about perceptions than “reality.”
  • Personal experiences of the campus (department, college, colleagues, etc.)
  • Knowledge of institutional efforts, opportunities, and policies
  • Experiences with colleagues and diversity issues

• Data will be collected by “self-identification”
  • By title and work unit – “staff” and “Physical Plant” or “faculty” and “College of Medicine” for example
  • Depending on self-definition, survey will branch into appropriate questions
Who will Conduct the Survey?

• Outside Vendor: Rankin & Associates
  • Specialist in climate surveys [http://rankin-consulting.com/](http://rankin-consulting.com/)
    • Provided nationally-tested survey instrument, adjusted for UF and approved by UF IRB
    • Entire process of administration, data collation, data analysis, and final report done by Rankin & Associates and informed by social science research on campus workplace climate
  • Sue Rankin is an emeritus faculty at The Pennsylvania State University and a senior research associate in the Center for the Study of Higher Education.
When: Survey Schedule

- Survey will open October 27 and close ~November 17th
- Watch for email invitation from UF President Kent Fuchs and Ron Anderson, Chair of the President’s Council on Diversity
- Information from survey will be available to campus Spring 2016
Participation and Rewards

• Participation in the survey available via internet or by pencil and paper.

• Best-practices for survey anonymity:
  • All information goes straight to Rankin & Associates
  • No data reported in units small enough to allow identification

• As with many surveys, rewards will be available:
  • Once out of the survey you will have the opportunity to enter for awards that will be handed out based on randomized numbers: i.e., the 50th person to sign up, 75th person, etc.
  • Rewards include things such as an iPad, athletic tickets, gift cards, two gift certificates for one semester of parking on campus, and more.

• Encourage everyone to participate: “Your Voice. Your UF.”