

University of Florida Faculty & Staff Climate Initiative



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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

October 15, 2015

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/>
 - 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.



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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



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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.”