

Date: March 9 2015

To: Praveen Soni, Chair Academic Senate

CC: CSULB Inclusive Excellence Committee Co-Chairs

RE: Recommendation to the CSULB for a Comprehensive Campus Climate Survey

From: Campus Climate Committee

As one of the largest and most diverse¹ Universities in the system, CSULB risks being left behind on assessing and addressing important campus climate issues and Inclusive Excellence. A number of CSU's have recently conducted comprehensive campus climate surveys (see list below); but more importantly, a number of recent incidents and trends (see list below) have brought increased attention to the need for CSULB to address inclusive excellence and campus climate challenges related to complex inter-group dynamics in a more systematic and comprehensive manner. While CSULB has conducted a number of separate campus climate-related surveys in the past and plans for future surveys (see lists below), the University has not yet had a comprehensive study to assess the challenges and successes experienced by students, faculty and staff working within diverse learning environments.

Campus climate can be defined as "the current attitudes, behaviors and standards of faculty, staff, administrators and students concerning the level of respect for individual needs, abilities and potential." Respect is one of the most critical words in this description. It's not just the experience of individuals and groups on a campus; it's also the quality and extent of the interaction between those various groups and individuals that determines a healthy campus climate. Diversity and inclusion are extremely important aspects of campus climate and for the healthy function of diverse learning environments. According to the UC Regents' Study Group on University Diversity, "diversity and inclusion efforts are not complete unless they also address climate [and] addressing campus climate is an important and necessary component in any comprehensive plan for diversity" (<http://campusclimate.ucop.edu/what-is-campus-climate/>).

Much research on student experiences of diverse campus environments show positive influences of a diverse student body and faculty on both learning and developmental outcomes; however, discriminatory environments have a negative effect on student learning. Faculty members, administrators and staff members are also significantly impacted by a range of campus climate issues. Research suggests that faculty members who consider their campus climate healthy and inclusive are more likely to feel personally and professionally supported. Research also indicates that there is a direct relationship between workplace discrimination and negative job and career attitudes. In addition, faculty and staff who have encountered prejudice directly attribute its negative effects to decreased health and well-being. "In general, creating a healthy campus climate is as important for faculty and staff as it is for students" (<http://campusclimate.ucop.edu/what-is-campus-climate/>).

The CSULB Campus Climate Committee recommends that The Academic Senate and President prioritize providing the resources and administrative support to conduct a comprehensive campus climate survey that will identify and assess specific and measureable

¹ One reflection of CSULB diversity is its designation as "diverse" Hispanic/Latino/Asian-serving institution. For listing of HACU Member Hispanic-Serving Institutions (HSIs) see: http://www.hacu.net/assnfe/companydirectory.asp?STYLE=2&COMPANY_TYPE=1,5; CSULB is also ranked at #10 by Best.Colleges.com <http://www.bestcolleges.com/features/top-50-colleges-for-hispanic-students/>

actions on issues relevant to improving Inclusive Excellence and faculty, student and staff climate experience.

REFERENCED LISTS:

Recent Campus Climate Survey's by CSU's

- 1) **CSU San Jose, Spring 2015**; Survey conducted by the CSUSJ Office of Institutional Effectiveness and Analytics. <http://www.sjsu.edu/president/campus-climate/>
- 2) **CSU Chico, Spring 2015**; Survey conducted by an "Ad Hoc Campus Climate Survey working group" composed of faculty, staff and administrators. <http://www.csuchico.edu/ir/docs/CampusClimate/Campus%20Climate%20Survey%20-%20Preliminary%20Results%20Report.pdf>
- 3) **CSU Monterey Bay, Spring 2015**; conducted by Higher Education Research Institute at UCLA. <https://csumb.edu/president/feb-27-2015-newsletter>
- 4) **CSU Fullerton, Spring 2014**; Rankin & Associates (R&A) was contracted by CSUF to conduct the survey. http://campusclimatesurvey.fullerton.edu/study-results/CSUF_Final-Report_9-1-14.pdf
- 5) **CSU East Bay, 2013-2014 AY**; Conducted by the CSUEB Office of Institutional Research, the Office of Diversity, and the Faculty Equity and Diversity Committee, in conjunction with EBI Map-Works, a national leader in assessing university climate and satisfaction.
- 6) **CSU Sacramento, Fall 2013**; The CSUS Office of Institutional Research conducted the survey (on students only). <http://www.csus.edu/oir/Reports/Campus%20Climate%20Survey/CC%20Survey%20Report%202013.pdf>
- 7) **CSU Northridge, Spring 2011**; Conducted by the Faculty Senate Educational Equity Committee (EEC) and the Campus Climate Assessment Subcommittee. <http://www.csun.edu/senate/reports/campusclimatesurveyresults051012.pdf>
- 8) **Community College statement to coordinate Campus Climate Surveys with the US and CSU systems** (especially with regard to sexual assault): http://extranet.cccco.edu/Portals/1/ExecutiveOffice/Board/2015_agendas/May/3.2%20-%20Prevention%20of%20Sexual%20Assault.pdf

Ongoing CSULB Campus Climate concerns:

- 1) Higher rates (of reporting/and or incidence) of sexual assault and violence on campus (see CSULB index of Bulletins and Crime Alerts from 2002- present²) and the 2015 "You are not Alone" campaign sponsored by the CSULB Women's and Gender Equity Center;
- 2) Results of the 2015 WASC interim report on lack of faculty diversity
- 3) Results of the 2015 Pride Index ranking of 3.5 out of 5 stars³

² CSULB index of Bulletins and Crime Alerts from 2002- present

<https://daf.csulb.edu/offices/ppfm/police/bulletin/index.html>

³ CSLB Campus Pride Index Ranking for 2015:

<https://www.campusprideindex.org/campuses/details/31?campus=california-state-university,-long-beach-or-long-beach-state>)

Past (2008-2010) CSULB and CSU campus climate studies for specific groups

- 1) CSULB 2011 Faculty work-life survey
http://web.csulb.edu/divisions/aa/provost/faculty_survey/;
- 2) CSULB 2002, 2005, 2009 Student Satisfaction Surveys
https://web.csulb.edu/divisions/students/assessment/CSULB_student_satisfaction_survey/)
- 3) 2013 CSULB Campus Pride Index Survey – cite evidence of utility based on this survey data
- 4) Annual Freshman Survey Instrument
http://web.csulb.edu/divisions/students/assessment/annual_freshman_survey_CIRP/
- 5) 2008 NSSE
http://web.csulb.edu/divisions/students/assessment/national_survey_of_student_engagement_NSSE/
- 6) 2010 CSU San Marcos summary report of CSU Campus Climate studies
<http://www.csun.edu/senate/reports/campusclimatesurvey.pdf>)

Future CSULB Climate Related surveys:

- 1) 2017 Faculty Work-Life Satisfaction Survey
- 2) Diverse Learning Environments Survey (by Susan Platt and Angela Locks)
- 3) LGBTQ student survey administered by the CLGBTQCC
- 4) Title 9 sexual violence survey administered via Student Health Services