Campus Climate Survey 2022 Results and Recommendations
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Executive Summary

➤The systemwide campus climate survey was developed to ensure our values are consistent with the commitment made by the Board of Governors in advancing the System's mission by championing the success of all members within our university communities.

➤The instrument established baseline understandings relative to the experiences of students, faculty, and staff in early 2022.

Research Approach & Design

- Survey was administered for 5 weeks between January 31st and March 4, 2022.

- All undergraduate, graduate and certificate seeking students that were enrolled in fall 21/spring 22 received the survey.

- All part-time and full-time employees active in SAP as of Jan. 3, 2022, received the survey.

- Mixed methodological approach was employed quantitative and qualitative-open ended questions.

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Summary of Findings Cont.

- At Millersville, responses rates were average for students and higher than the State System average for all three employee groups.

- The student response rate was 11.5%. For employees, the faculty response rate was 47.1%; the staff response was 46.0%; and the NRE response rate was 78.4%.

- Overall, 1130 Millersville students and employees responded to the survey for a total of 16.9%

- Figures 2 of the Quantitative analysis in the study illustrate responses by topic of each of the surveyed groups.

- The higher the percentage, the greater level of agreement as follows:

  - 80% or greater may be interpreted as high agreement

  - 60-79.9% as moderate agreement

  - Less than 60% as low agreement

Figure 2. Percent Agreement by Topic and Survey Type

Agreement percentage is calculated as number of "Agree" and "Strongly Agree" responses divided by total number of responses (excluding N/A and blanks).
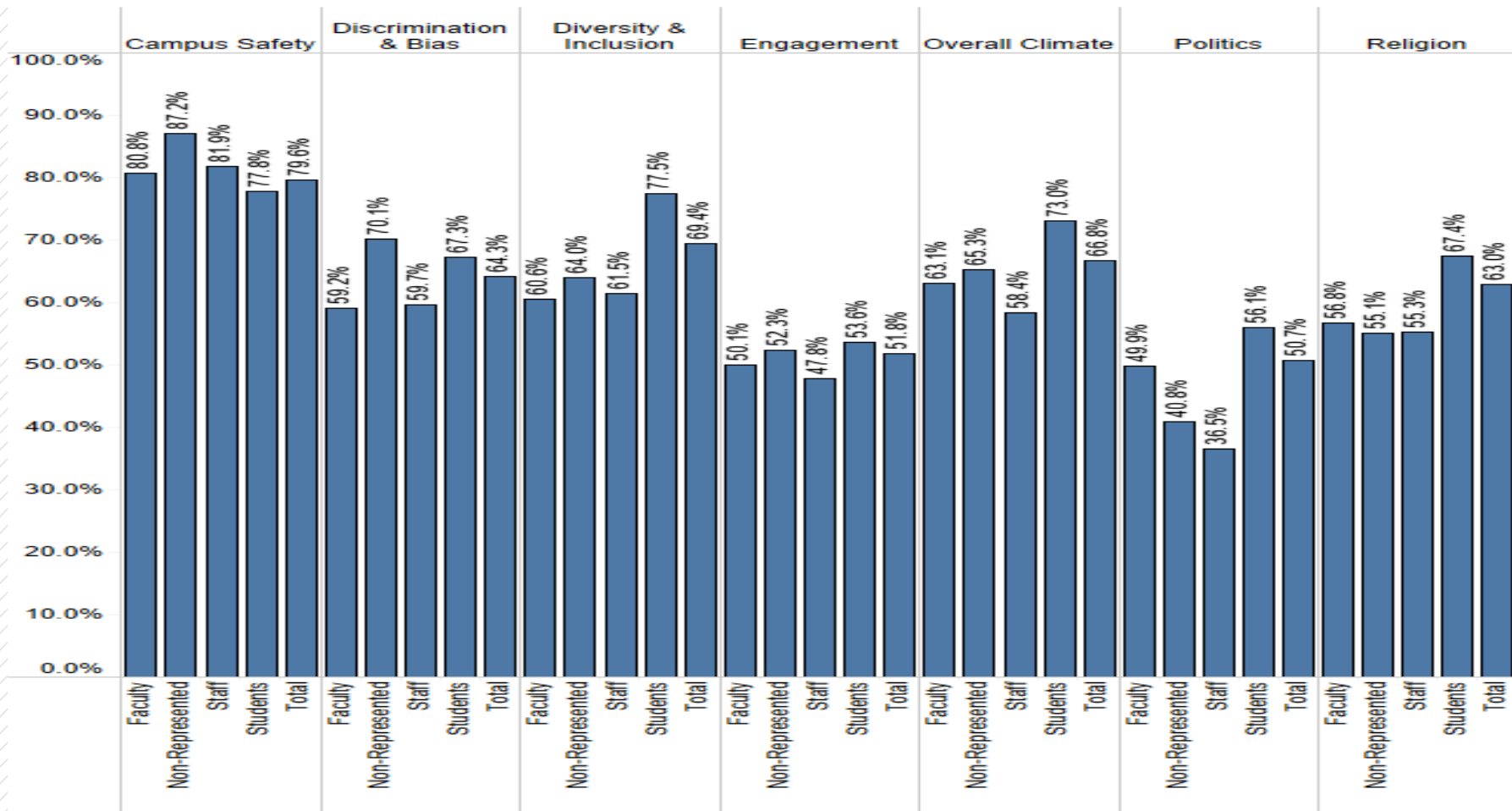
Qualitative Analysis Findings

- Open-Ended responses were redacted to ensure anonymity and analyzed in Dedoose, a cloud-based qualitative analysis software.

- Seven (7) Themes and areas of concern emerged from analysis: Campus Safety, DEI on campus, Employee Experiences, Harassment/Bias/Discrimination, Leadership & Management, Political Climate and Student Experiences.

Limitations of Study

➢The study had a small response rate at Millersville University (16.9 response rate)

➢The researcher aggregated the data of participants of color into one category. Therefore, any generalizations as to applying findings to all students should be carefully analyzed.

➢While anonymity was underscored in messaging, the instrument itself was not completed anonymous.

➢The study did not breakdown the experiences of marginalized groups by race and ethnicity.

Accountability Set Forth by PASSHE

➢ PASSHE expects we establish a process for engaging our campus community in a discussion of the survey results.

➢ Share results with ELG and its appropriate sub-grops, with a view to having finalized plans available by June 2023.

➢ Beginning summer of 2023, include actions and goals in our Comprehensive Planning Process; President's may also wish to include actions in university DEI strategies and strategic plans.

Our Process

- The President's Commissions along with the CDIO took a deeper dive into the data.

- Open Forums to share the finds with the campus community.

- The campus climate survey asked students and employees questions to assess their perceived levels of safety on campus and in the surrounding community.

- The results of this work led to the following recommendations

Recommendations

1. Each division should create a recruitment and retention diversity plan for hiring faculty and staff.

2. Create advertisement for the protocol students, faculty, and staff should use to report IE-related concerns.

3. Develop a comprehensive and ongoing professional plan for faculty, staff, and student leadership.

4. Create new systems of transparency to better communicate IE initiatives to the campus community.

Recommendations

5. Incorporate IE into conversations both inside and outside of the classroom by creating a platform for fostering dialogues and a sense of belonging.

6. Strengthen accountability for IE initiatives by creating IE committees in every division on campus.

7. Monitor and measure the success of IE efforts by tracking the progress of IE initiatives.

8. Identify and support initiatives to diversify shared governance committees on campus.

Implementation Plan

1. Create a University Inclusive Excellence Plan

2. Each division will create and Inclusive Excellence Team (IET)

3. Each department and unit will create IE action plans.

4. Create a recruitment and retention diversity plan for hiring faculty and staff.

5. Monitor and measure the success of IE efforts by tracking the progress of IE initiatives, analyzing data, and tracking campus community satisfaction.

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Inclusive Excellence Plan

Goal 1: Integrate inclusive excellence into institutional policies and practices.

Objective A: Create inclusive excellence (IE) teams in all divisions on campus.

Objective B: Each team should complete an IE action plan addressing the following: creating a platform for fostering dialogues and a sense of belonging.

Goal 2: Enhance campus community sense of belonging and satisfaction.

Objective A: Review and enhance the requirements for Diversity designated courses and ensure criteria for Diversity label aligns with university's Inclusion value.

Objective B: Promote and support events, lectures, and programs that celebrate diversity and engage the campus community.

Goal 3: Implement programming and policies that increase diverse faculty, student, and staff recruitment and success.

Objective A: Review and enhance current faculty and staff search processes.

Objective B: Refine strategic marketing plan to target underrepresented and underserved students.

Inclusive Excellence Plan

Goal 4: Enhance essential academic support services for marginalized students.

Objective A: Review and enhance services to increase the persistence and retention for marginalized students.

Objective B: Enhance programming aimed at closing the achievement gap.

Goal 5: Provide appropriate resources and support.

Objective A: Advocate for resources to supporting inclusive excellence initiatives.

Objective B: Conduct regular assessments and evaluations of the plan's effectiveness and make necessary adjustments based on feedback and outcomes.

Questions?