



## **BEST PRACTICES: CAMPUS CLIMATE SURVEY ANALYSIS**

Access to the 2019 UVM Campus Climate Survey [data dashboards](#) provides UVM community members unparalleled access to the survey results. The volume of data available is noteworthy. However, translating the survey results into tangible actions can be challenging. Based on meetings with senior leaders, representatives from all four Governance Bodies, and other key stakeholders, below is a list of best practices for community members to consider while analyzing the survey results.

### **Best Practice #1: Begin with the End in Mind**

Prior to engaging directly with the data dashboards, we encourage community members to “begin with the end in mind,” that is to say, have in mind what you or your colleagues would like to know more about from the survey results. In addition, we strongly encourage community members to access the [survey instruments](#), and go through each survey individually highlighting or noting which sections and questions are of particular interest to the unit. For example, if units are wondering whether employees are “confident if they had a question regarding a disability or requesting an accommodation, that they could easily find the answer,” we would encourage units to highlight or note this and then go into the [UVM Campus Climate Survey 2019 Results by Unit dashboard](#) and hone in on the results found in Section I, Question I01. Beginning with a research question (or questions) will assist units in narrowing down what data to focus on initially and reduce the volume of data needed to be waded through.

### **Best Practice #2: Charge a Group**

Throughout the University, many Colleges, Divisions, and Departments have taken the step of forming Inclusive Excellence Committees or groups with similar names and functions. In some cases (e.g., CEMS, RSENR), these committees consist of students, faculty, staff, and administrators and in others they are made up of leadership teams (e.g., CAS). Charging a unit’s Inclusive Excellence Committee with the preliminary analysis of the unit’s data is another recommended best practice. For example, in the College of Engineering and Mathematical Sciences, Dean Schadler charged her College’s Inclusive Excellence Committee to analyze the results and then to present their analysis to her Leadership Team, which consists of her College’s Department Chairs. From there, she intends to collaboratively prioritize where they feel like the College should focus its efforts.

### **Best Practice #3: Prioritize Actions**

Given the volume of results that are available to individual units through the dashboards, it can be challenging to determine where to focus one’s limited time, energy, and resources. In some cases, the data for a particular unit will compel a unit to focus their efforts in a particular direction. For others, there will be a long list of areas that could be addressed.



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**Taking into account one's capacity to address the results, each unit is encouraged to prioritize their actions and identify key areas that can have a cascading effect on the rest of the unit. For example, if there was a significant percentage of both undergraduate and graduate and faculty and staff members within a unit that all claimed they were not confident they could easily find an answer regarding a disability or asking for an accommodation that unit might choose to prioritize efforts to ensure a higher percentage of students and employees are knowledgeable about these processes as opposed to prioritizing other issues that might impact a smaller subset of the unit's population.**

#### **Best Practice #4: Align Efforts**

**In many units throughout the University, there are multiple guiding documents from a unit's Inclusive Excellence Action Plan to a unit's Strategic Action Plan. Addressing the results from the survey should occur in alignment with these plans. In some cases, the results will challenge the unit to shift their plans in both small and large ways and in others it will encourage units to double down on the actions outlined in these plans. Regardless, each unit should take special care to ensure efforts to address the survey's results are not duplicative of the work outlined in the aforementioned plans and that resources are aligned accordingly to ensure the highest leverage actions are funded.**

#### **Best Practice #5: Collaborate with Partners**

**We are currently in the most important phase of the campus climate survey process, that is to say, the point in the process where constituent groups and units use the results to inform action. It has been exciting to see that some units have already started the process of translating the results into actionable information for their unit. As units prioritize actions and align efforts within their units, we encourage units to collaborate with one another. In some cases, this might look like a group of Colleges working together to focus on retention of a specific group of faculty. In others it might look like support centers working together to ensure all their employees are aware of the protocol for reporting a bias incident at UVM. This cross-unit collaboration may help units pool together resources to address specific issues more deeply than if they were attempting to address them on their own. In addition, the opportunity for cross-pollination between units increases significantly as representatives from different units are engaging with one another on their efforts to address the results findings.**

#### **Summary**

**As stated above, we hope the unparalleled access to the survey's results and the democratization of these efforts will have a significant impact on the University's climate and culture. The work of improving the University's climate and culture lies with all of us: students, faculty, staff, and administrators. The best practices outlined above will help units translate the survey results into tangible actions. In turn, those actions will undoubtedly have an impact on different corners of the University community, and our belief is that the**



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**cumulative impact of these myriad efforts will dramatically improve the University's climate and culture.**