

# Campus Climate Survey

## Overview of Findings



**UNC**

# Overview

**Rowing, Not Drifting 2030 Phase II, Key Action 4:** Create plans, structures, and programs that foster an inclusive environment at UNC where all individuals feel welcomed and supported

**Tactic 4.4** Administer and iterate a university-wide Campus Climate Survey

## Timeline:

- May 2022: Conduct research needed to identify a survey instrument
- October 2022: Launch survey to students, faculty and staff
- October-December 2022: Collect responses
- December 2022-September 2023: Data analyzed by the Higher Education Research Institute (HERI)
- September 2023: Receive survey results from HERI and begin internal review
- October 2023: Share an update with campus and outlined next steps
- Fall 2023: Meet with each division and three shared governance group
- February 23, 2024: Present an overview to the UNC Board of Trustees
- March 25, 2024: Hold a fireside chat to discuss the results
- Mid-March 2024: Publish dashboards
- July 2024: Launch Phase III of the strategic plan with actions related to survey findings
- July 2024: Use survey findings to inform development of a multi-year DEI roadmap

# Survey Instruments

The **Higher Education Research Institute** is based out of UCLA's Center for Research on Evaluation, Standards, and Student Testing and has long been a leader in higher education survey design and administration.

UNC administered three surveys:

- **HERI Faculty Survey:** Provides a picture of key aspects of the faculty experience
- **HERI Staff Climate Survey:** Designed to capture staff members' perceptions of diversity and campus climate issues
- **Diverse Learning Environments Survey:** Captures student perceptions regarding the campus climate and student learning outcomes

# Demographics

	Response	Highlights	Identify as a woman	Identify as straight/heterosexual	Race/Ethnicity*	Mental/Emotional Health and Wellbeing
<b>Faculty</b>	<b>46.5% or 145</b> (full-time faculty)	<b>41.1%</b> Full Professors <b>63.2%</b> Tenured	<b>55.7%</b>	<b>79.2%</b>	<b>58.9%</b> White <b>31.9%</b> unknown*	<i>Not part of survey instrument</i>
<b>Staff</b>	<b>52.4% or 395</b>	<b>67.9%</b> have been in their current position for less than 5 years	<b>60.9%</b>	<b>84.9%</b>	<b>68.3%</b> White	<b>27.7%</b> reported psychological disorder (depression, anxiety, PTSD, etc.)
<b>Students</b>	<b>16.4% or 1,205</b>	59.9% started at UNC for their college journey. 57.6% disclosed having a disability.	<b>71.4%</b>	<b>67.9%</b>	<b>18.5%</b> Hispanic	<b>34.2%</b> rate themselves as below average in emotional health <b>48.2%</b> report having a psychological disorder

\*Based on overall population demographics, most of the “unknowns” are likely white

# Themes

- Sense of belonging
- Relationships within and between groups
- Working and learning environment
- Safety and wellbeing
- Culture of diversity, equity, and inclusion

# Examples

## **Theme: Sense of Belonging; Safety and wellbeing**

Specific opportunity: Create greater opportunities for students to address their mental health

Efforts underway:

- Access to clinical and associated services and support options
- Opportunities for Education and Related Support

# Examples

## **Theme: Culture of diversity, equity, and inclusion**

Specific opportunity: Cultivate stronger connections for students who identify in the Black Diaspora

Efforts underway:

- UNITE Workshops on Anti-Blackness
- Additional data analysis
- New programs and resources

# Examples

## **Theme: Working and learning environment**

Specific opportunity: Examine compensation, benefits, and work schedules

Efforts underway:

- Covering cost of increase in health care premiums
- Investing in compensation increases
- Exploring flexible work options



# Examples

## **Theme: Working and learning environment**

Specific opportunity: Incorporate Student-Centered Pedagogy

Efforts underway:

- Utilize students' degree plans for informed course scheduling to meet student needs effectively.
- Incorporate experiential or work-based learning in 100% of business and education degrees, 90% of health degrees, 50% of art and humanities degrees, and 40% of social and behavioral science degrees.
- The Center for the Enhancement of Teaching and Learning provides faculty with professional development opportunities, covering topics like inclusive teaching practices, equity, and decolonization in higher education.

# Next Steps

- Continuing rollout and Idea generation from Faculty and staff
- Town Hall with President in March
- *Rowing, Not Drifting*-Phase III tactics and actions steps
- DEI Road Map Development (2024-2027)

# Questions?



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