Assessment of UC Policies and Practices to Assess Inclusiveness of Climate

Linda Bisson, Associate Director, UCD ADVANCE
Categories of Assessment

- General/Sub-Population Surveys Including Assessment of Climate
- Climate Assessment in Review Processes
- Climate Assessment in Complaint Processes
Climate Assessment in General Surveys

- Internal/External
- Undergraduate Students
- Graduate Students
- Postdoctoral fellows/researchers
- Staff
- Faculty/faculty
Summary of Surveys Conducted Across UC Campuses

- **Internal:** all institutions conduct some type of internal surveys that encompass climate
- **Systemwide surveys:** UCUES, Campus Climate Survey used by all
- **External:** COACHE, other surveys as needed

**Subpopulations:**
- **Undergraduates:** UCUES; UCSD: annual survey
- **Graduate Students:**
  - Exit Surveys: UCD, UCR
  - Annual survey: UCSD
  - Other surveys: UCI (DECADE), UCM, UCSB, UCSC
Summary of Surveys Conducted Across UC Campuses

- **Subpopulations:**
  - *Postdoctoral fellows/researchers:*
    - Exit surveys: UCD (in development); UCR: PPFP/CFP
    - Other surveys: UCM, UCSB
  - **Staff:**
    - Regular survey: CUCSA survey systemwide every 3 years
    - Annual survey: UCSD
  - **Faculty:**
    - Faculty exit survey: UCD
    - Faculty retention survey: UCSC
    - Others as described above: Campus climate survey. COACHE
  - **Other:**
    - Focus groups/town halls: UCM
Climate Assessment in Review Processes:

- **Department Review:**
  - Informal and variable: UCD, UCM, UCR, UCSC
  - Formal: UCI, UCLA, UCSB

- **College/School Review:**
  - Formal: UCI, UCM, UCSB, UCSD
  - As part of accreditation review: all

- **Undergraduate Program Review:**
  - Formal climate component: UCLA, UCM, UCSB, UCSD
  - Informal: UCI

- **Graduate Program Review:** UCD, UCI, UCLA, UCM, UCR, UCSB, UCSD

- **Other:**
  - WASC; Stewardship reviews (UCSF)
Climate Assessment in Complaint Processes:

- Faculty misconduct (015): UCD, UCI, UCSB
- Whistleblower: UCI, UCSB
- Research Misconduct: UCI, UCSB
- Other:
  - Database tracking
  - Title IX office
  - Vice Provost office
  - Ombuds
  - Senate grievances
  - Website (UCSC); reportthat@ucsc.edu)

Issues: reluctance to report; non-anonymity
Information Analysis:

- Complaint/ Survey Database analysis: formal assignment to unit/individual: UCI
- Council Review: UCLA
- Ombuds Reporting: UCM
- External Review Committees: UCSB
- Individual offices noting trends/chronic issues: UCSD
Distribution and Follow-up:

- OEOD (Office of Equal Opportunity and Diversity): UCI
- Others: variable by unit/type of complaint/survey
Conclusions

- Surveys used extensively to identify non-inclusive climates and other issues
- Variable use of review process formally to identify issues but appears there are avenues for reporting issues during review processes
- Type of review processes variable by unit and accreditation practices
- Complaint processes also path to discovery of chronic climate issues but more informal of a process
- Follow-up: few formal polices but most institutions do not report issues needing follow-up