



**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); reporthathe.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