

**2019-2021**

**Excellence *through* Diversity, Equity, and Inclusion Action Plan**

# Faculty and Staff Climate Survey – Process Review

April 8, 2020

# Diversity, Equity, and Inclusion Data Vision Statement

A new DEI data domain will be created to support evidence-based decision making toward the University of Iowa DEI Action Plan, and DEI components of institutional and organizational unit strategic plans.

The DEI data domain will integrate distributed DEI data into a consolidated data source and eliminate data silos.

The DEI data domain will be designed based on a campus-wide assessment to identify and catalog DEI supporting attributes and metrics.

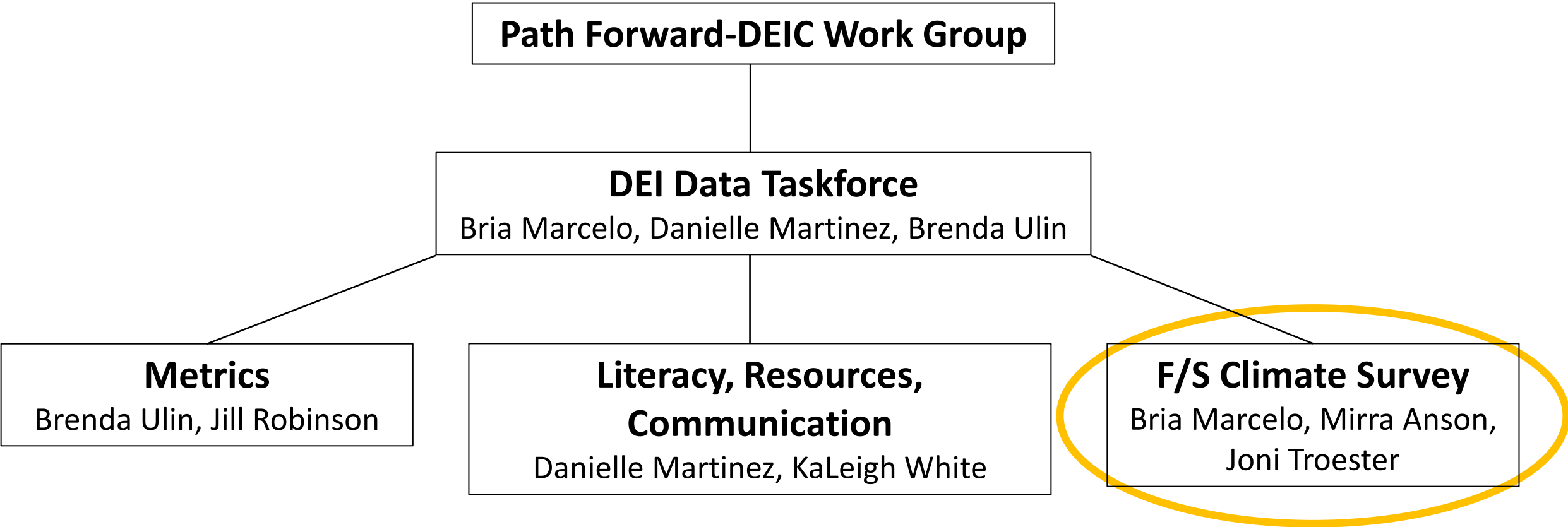
The DEI data domain and DEI data usage will be based on goals and guiding principles outlined in the DEI Data Vision Statement\*

## Guiding Principles:

- Security and privacy
- Evidence
- Biases
- Influence
- Transparency
- Governance
- Collaboration

\* Currently in DRAFT form

# Diversity, Equity, and Inclusion Data Taskforce



# Faculty and Staff Climate Survey

## Leadership Group:

- Mirra Anson, Office of the Provost
- Bria Marcelo, Division of Diversity, Equity, and Inclusion
- Joni Troester, University Human Resources
- \*Sarah Hansen, Office of the Provost

## Charge:

Provide oversight and leadership for the DEI Campus Climate Assessment including survey administration, communication, and reporting.

*The Path Forward DEIC Group serves as the Advisory Committee for the Faculty/Staff Climate Survey Group*

## Work Groups:

- Survey Tool Review/Revision
- Survey Analysis and Report Development
- Survey Administration

# Faculty and Staff Climate Survey

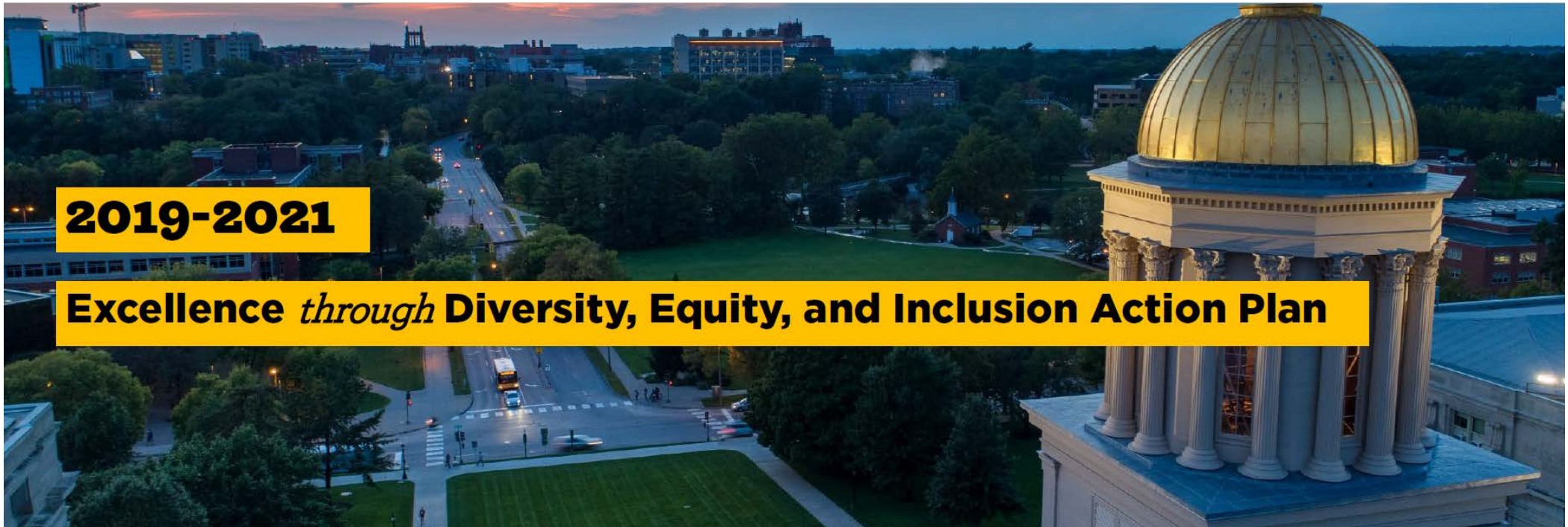
- Spring 2018 survey provided useful foundational data for campus discussion.
- Next survey focus includes establishing a sustainable structure for ongoing assessment with timely data analysis and reporting.
- Next survey will:
  - Be administered in Fall 2020, but return to spring in future years
  - Mirror the successful Working@Iowa data process
  - Reduce survey questions to increase response rate
  - Focus on actionable data returned within 60 days of admin
  - Use a rich dataset in order to increase reliability of data

# Faculty and Staff Climate Survey – Tentative Timeline

**Survey Administration for Faculty/Staff: Fall 2020 (September 21-October 2)**

## **Key Milestones:**

- Work groups charged: January 2020
- Survey revision complete: April 2020
- Administrative review complete: May 2020
- Report template finalized: July 2020
- Communication plan finalized: August 2020
- Survey administered: September 21-October 2
- Report distribution: December 2020-January 2021



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Questions?