

## Spring 2016 Campus Climate Survey Diversity and Inclusion

The 2016 Campus Climate Survey is the first University of Chicago survey to capture the perceptions of students, faculty, postdocs, academic appointees, and staff on issues of diversity and inclusion. The survey provides a holistic examination of these issues. By administering the climate survey, we have taken a vital step towards improving our campus climate. The survey becomes a baseline against which to measure improvement; a catalyst for communication and discussion; and the impetus for programs, policies, and activities for creating a diverse campus and fostering an inclusive climate.

Conducting the survey reflects an important step in the University's commitment to taking serious action on issues of diversity and inclusion. The way forward will involve many challenging conversations and steps. Similarly, attaining a healthy climate will not always feel positive or comfortable. Yet, when challenging conversations between those of differing perspectives are grounded in respect for others, the climate becomes more inclusive. Further, improving the campus climate offers an opportunity to strengthen our tradition of free and open inquiry, enabling all members of the campus to engage more fully in and contribute to the intellectual life of the University.

The survey was conducted between April and May of 2016; it was sent out to 14,658 students, 3,315 faculty, academic appointees and postdocs, and 7,621 staff, and yielded a 29% campus-wide response rate. The response rate varied among the various constituents: 26% among students, 28% among faculty/academics/postdocs, and 35% percent among staff. This level of participation exceeds participation in campus wide climate surveys by many of our peers, including the 2014 climate survey conducted by the University of California. Participation rates appear below.

The results of the climate survey will be reported on an ongoing basis to the University according to the following plan.

1. **Reporting of Results:** The full survey will be presented in a comprehensive report and via a series of briefs during the 2016-2017 academic year. The data will provide an opportunity to examine particular statuses and identities (race-ethnicity, gender, sexual orientation, gender identity, religious identification, and disability status), but also information on the intersection of statuses and identities such as being a racial-ethnic and sexual minority.
2. **Campus Engagement:** There will be a multi-modal communication of survey findings and opportunities for the campus community to engage in focus groups and town-hall style discussions of the findings.
3. **Immediate Action:** A newly established campus climate action committee will meet weekly throughout the summer quarter to analyze data and develop reports.

4. **Action Plan:** During the 2016-2017 academic year a campus-wide committee will develop an action plan with short and long term goals, benchmarks, and milestones. This action plan will incorporate and advance the major work that is already being done on diversity and inclusion across campus.

## TABLE OF PARTICIPATION RATES

	Population	Number Started	Number Completed	% Started	% Completed
<b>Grand total</b>	<b>25,594</b>	<b>8,281</b>	<b>7,416</b>	<b>32.4%</b>	<b>29.0%</b>
Students	14,658	4,307	3,847	29.4%	26.2%
Faculty, OAAs and postdocs	3,315	1,024	912	30.9%	27.5%
Staff	7,621	2,950	2,657	38.7%	34.9%
<b>Student detail</b>					
Undergraduates	5,815	2,136	1,940	36.7%	33.4%
On-campus graduates	7,381	1,977	1,749	26.8%	23.7%
All on-campus	13,196	4,113	3,689	31.2%	28.0%
Executive MBA and other off-campus	1,247	183	149	14.7%	11.9%
<b>Faculty, OAAs and postdocs detail</b>					
Tenure-track faculty	1,131	516	469	46%	41%
Other academic appointees	1,586	367	329	23%	21%
Postdocs	598	141	114	24%	19%
<b>Staff detail</b>					
Academic units	4,377	1,323	1,151	30%	26%
Non-academic units	3,236	1,619	1,501	50%	46%