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2014

## UNI Diversity Assessments: Organizational Diversity Assessment; Student Climate Assessment, 2013-2104

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University of Northern Iowa. Office of Institutional Research., "UNI Diversity Assessments: Organizational Diversity Assessment; Student Climate Assessment, 2013-2104" (2014). *Institutional Effectiveness & Planning Documents*. 242.

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# UNI Diversity Assessments

Organizational Diversity Assessment  
Student Climate Assessment  
2013-2014

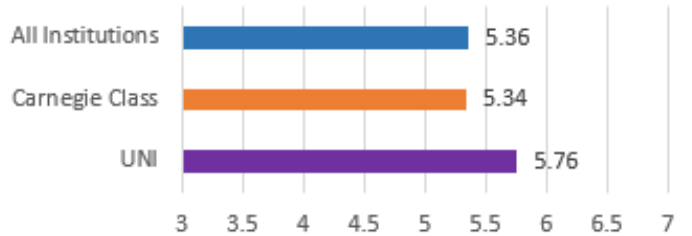
# Organizational Diversity/ Student Climate Assessments

- Survey Administration
  - Faculty/Staff
    - February 19, 2014 to March 14, 2014
    - 43.7% response rate
  - Students
    - February 19, 2014 to March 14, 2014
    - 11.6% response rate

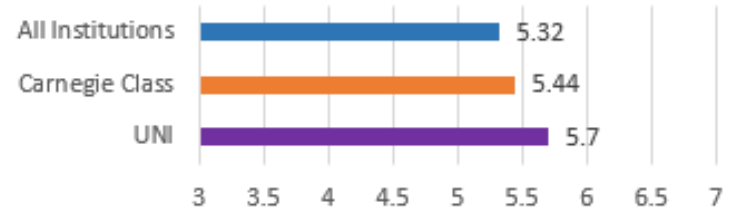
# Student Climate/Diversity Survey

## Comparison to Peers

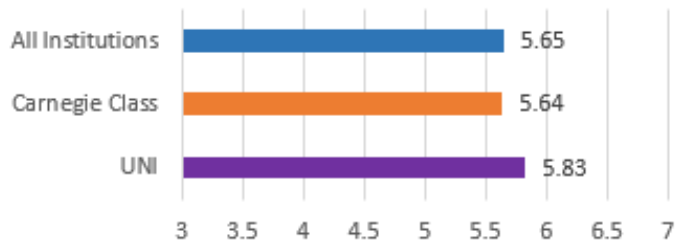
**Factor 1. Peer Relationships**



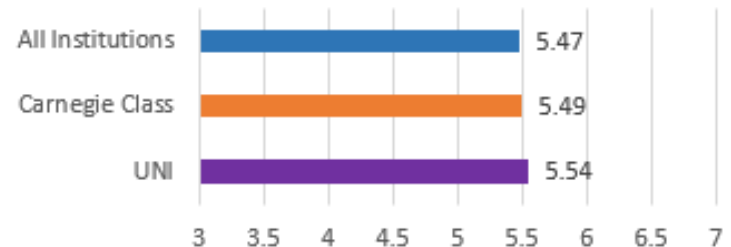
**Factor 4. Impact of Campus Diversity on Learning and Development**



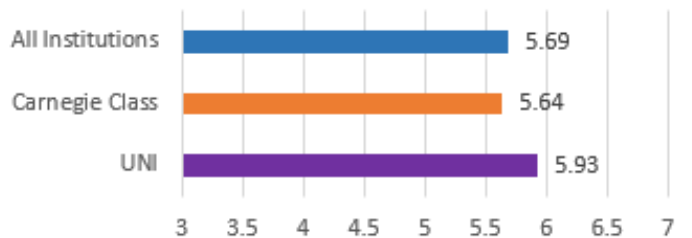
**Factor 2. Classroom Environment**



**Factor 5. Equal Treatment**



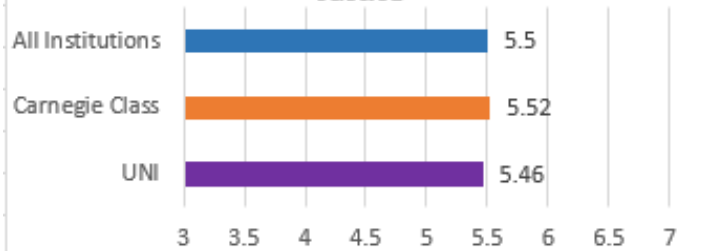
**Factor 3. Co-Curricular Environment**



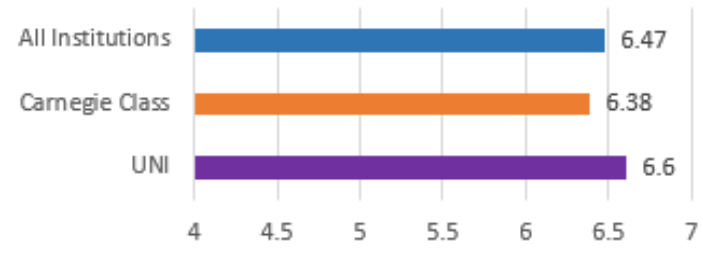
# Student Climate/Diversity Survey

## Comparison to Peers

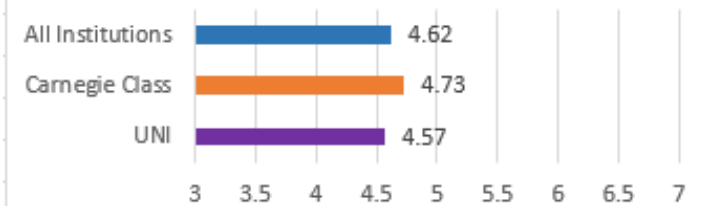
**Factor 6. Diverse Experiences and Social Justice**



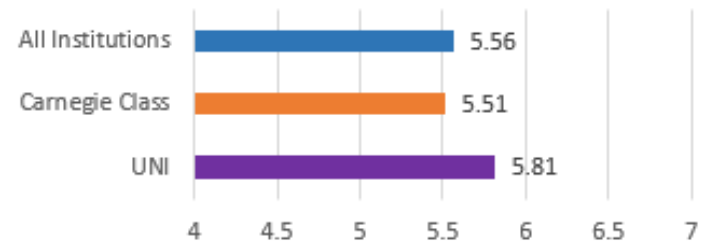
**Factor 9. Retention and Graduation**



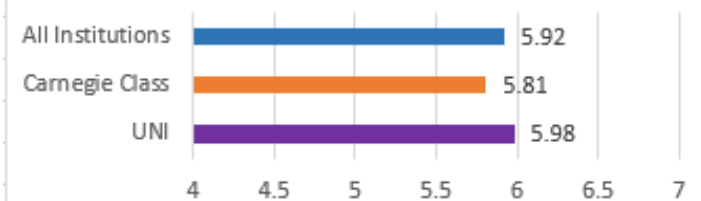
**Factor 7. Diversity Programs and Policies: Special Consideration for Minorities**



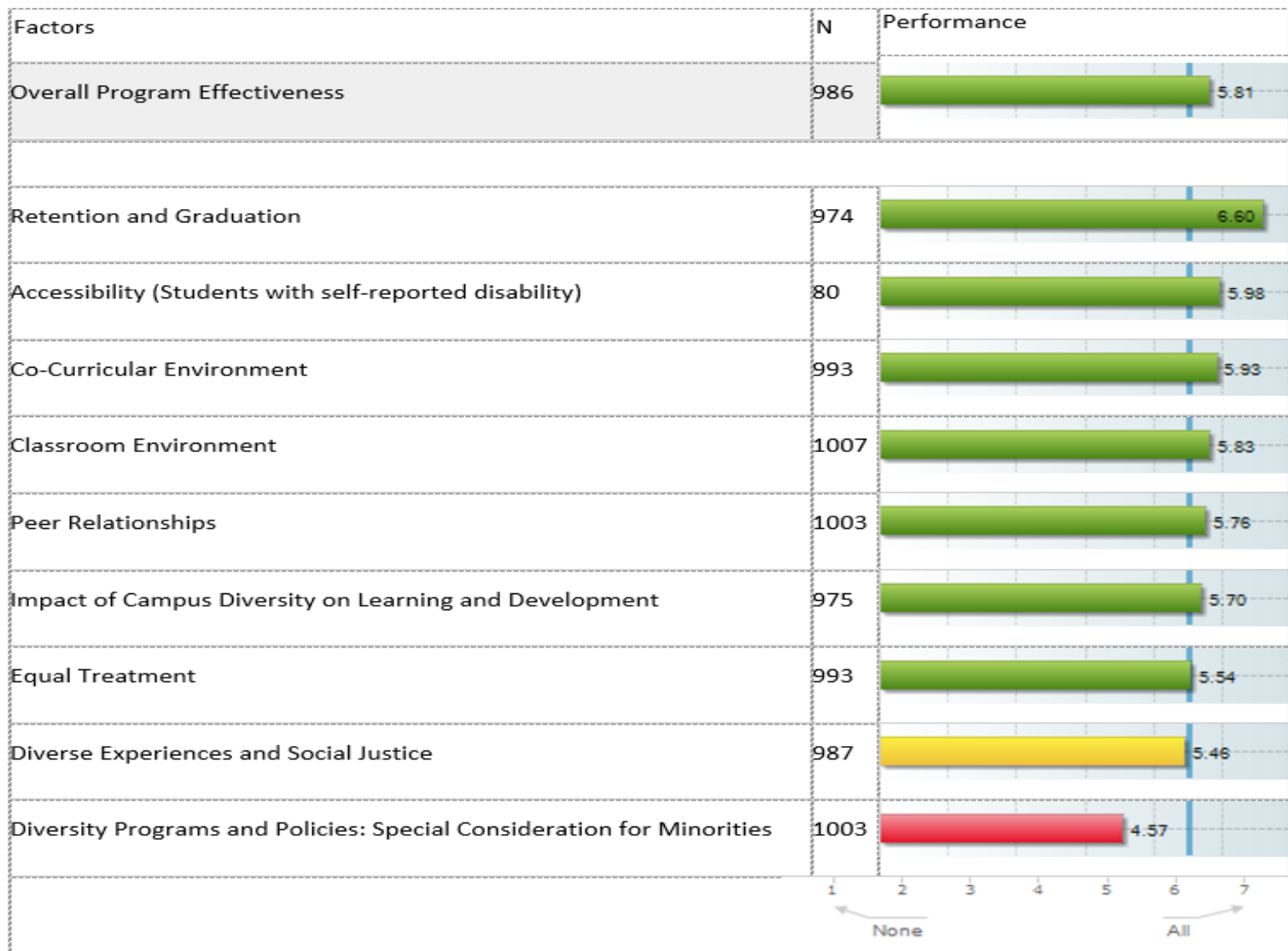
**Factor 10. Overall Program Effectiveness**



**Factor 8: Accessibility (Students with self-reported disability)**



# Most/Least Satisfied Factors: Students



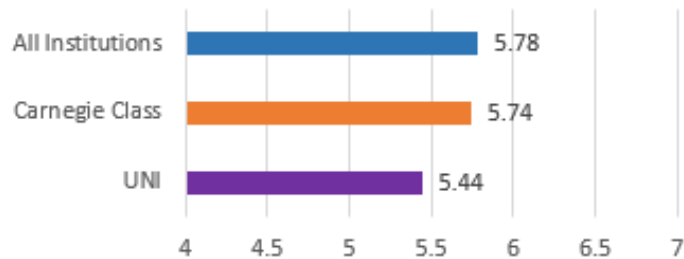
# Recommendations for Improvement: Students

Overall Program Effectiveness Factors	Impact on Overall Program Effectiveness	Contribution to the Total Impact	Factor Performance	Recommendation Category
<b>Retention and Graduation</b>	1st Predictor	17.0%	Above Goal (6.60)	Maintain or Improve
<b>Peer Relationships</b>	2nd Predictor	14.8%	Above Goal (5.76)	Maintain or Improve
<b>Diverse Experiences and Social Justice</b>	3rd Predictor	10.5%	Below Goal (5.46)	Top Priority
<b>Equal Treatment</b>	4th Predictor	9.3%	Above Goal (5.54)	Maintain or Improve
<b>Classroom Environment</b>	5th Predictor	6.2%	Above Goal (5.83)	Maintain or Improve

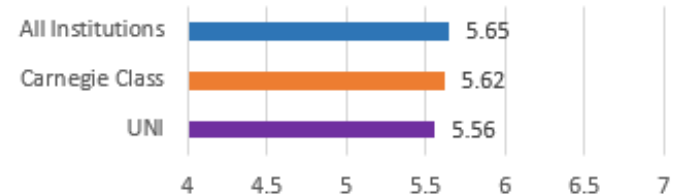
# Faculty/Staff Diversity Survey

## Comparison to Peers

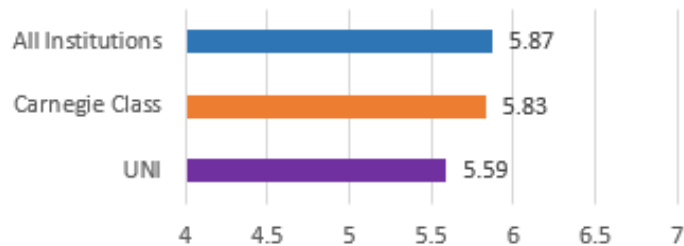
**Factor 1. Peer Relationships**



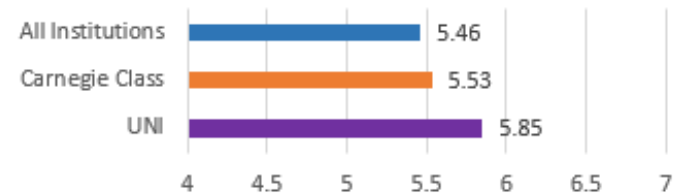
**Factor 4. Relationship with Supervisor/Department Chair**



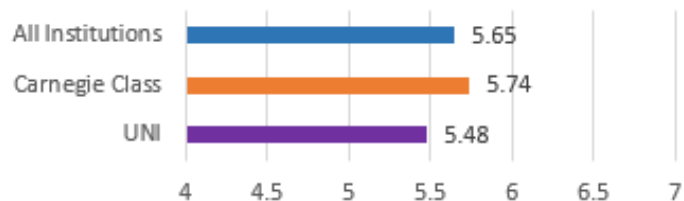
**Factor 2. Work/Department Environment**



**Factor 5. Impact of Campus Diversity on Learning and Development**



**Factor 3. Classroom Environment (Faculty/Instructors only)**

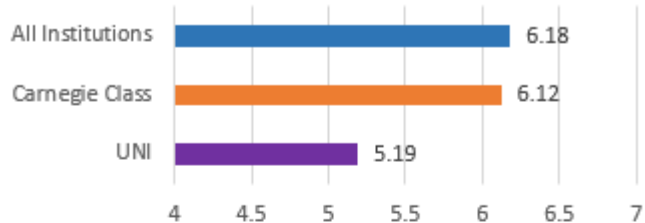




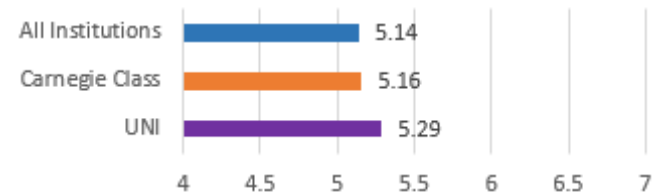
# Faculty/Staff Diversity Survey

## Comparison to Peers

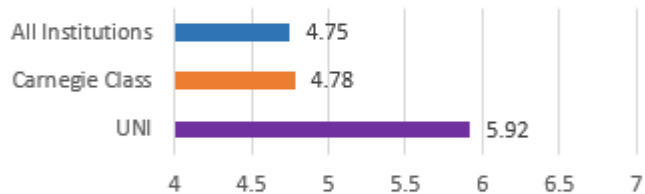
**Factor 6. Equal Treatment**



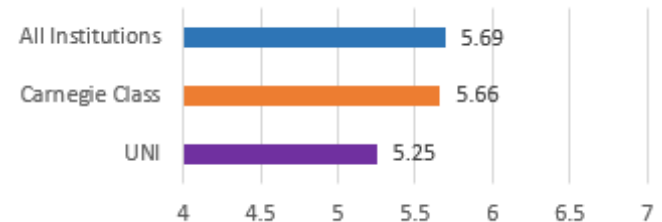
**Factor 9. Institution Communicates Diversity**



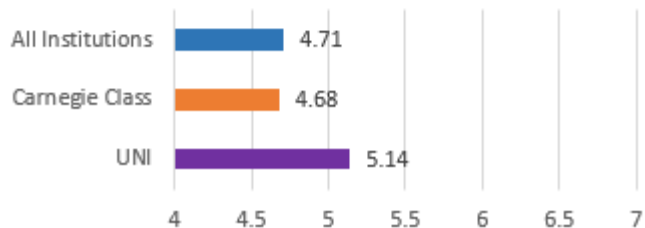
**Factor 7. Accessibility ( Faculty/Staff with self-reported disability)**



**Factor 10. Overall Program Effectiveness**



**Factor 8. Impact of Leadership on Diversity**



# Most/Least Satisfied Factors: Faculty/Staff



# Recommendations for Improvement: Faculty and Staff

Overall Program Effectiveness Factors	Impact on Overall Program Effectiveness	Contribution to the Total Impact	Factor Performance	Recommendation Category
<b>Work/Department Environment</b>	1st Predictor	15.5%	Above Goal (5.59)	Maintain or Improve
<b>Equal Treatment</b>	2nd Predictor	14.7%	Below Goal (5.19)	Top Priority
<b>Peer Relationships</b>	3rd Predictor	11.9%	Below Goal (5.44)	Top Priority
<b>Relationship with Supervisor/Department Chair</b>	4th Predictor	11.0%	Above Goal (5.56)	Maintain or Improve
<b>Impact of Leadership on Diversity</b>	5th Predictor	7.3%	Below Goal (5.14)	Top Priority

Questions?