

2014

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

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UNI Diversity Assessments

Organizational Diversity Assessment
Student Climate Assessment
2013-2014

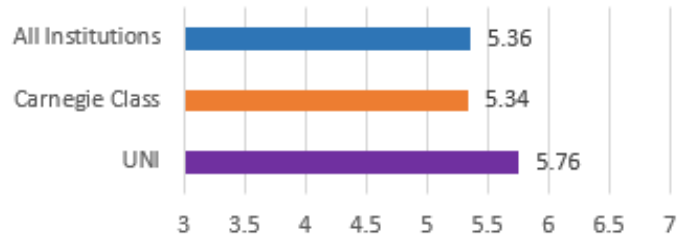
Organizational Diversity/ Student Climate Assessments

- 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

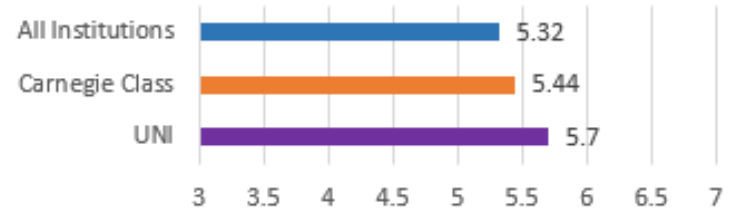
Student Climate/Diversity Survey

Comparison to Peers

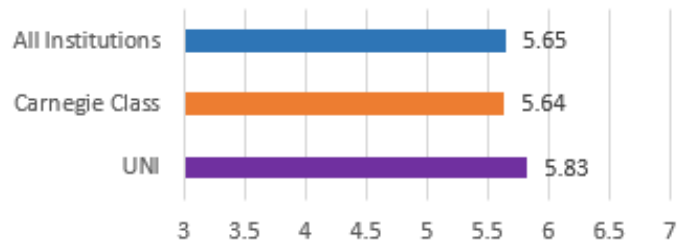
Factor 1. Peer Relationships



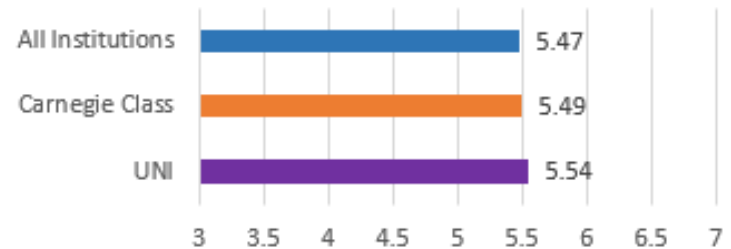
Factor 4. Impact of Campus Diversity on Learning and Development



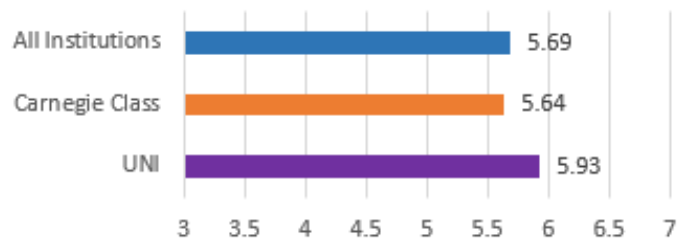
Factor 2. Classroom Environment



Factor 5. Equal Treatment



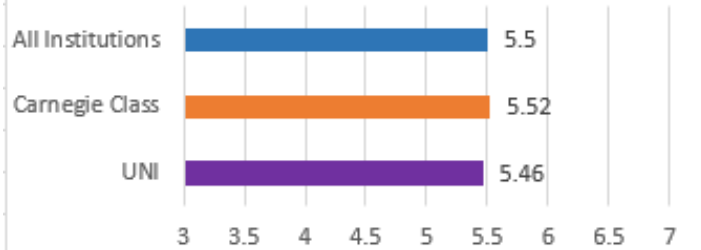
Factor 3. Co-Curricular Environment



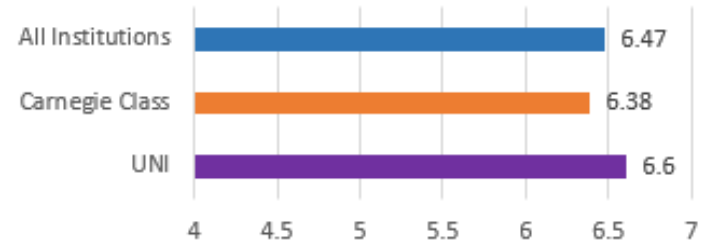
Student Climate/Diversity Survey

Comparison to Peers

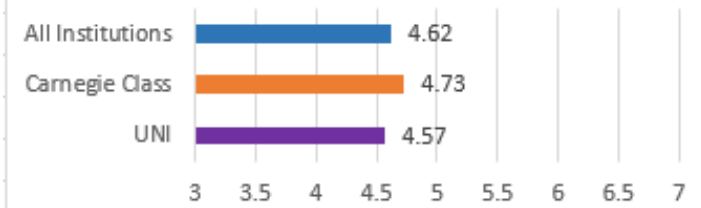
Factor 6. Diverse Experiences and Social Justice



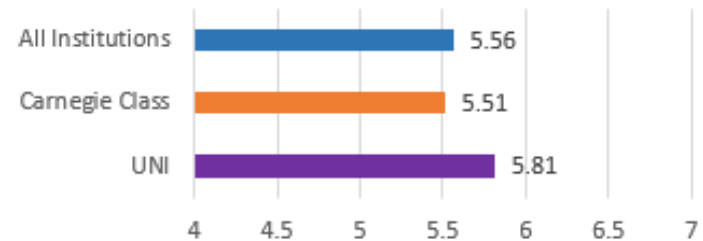
Factor 9. Retention and Graduation



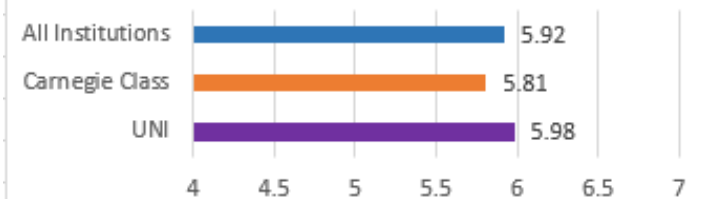
Factor 7. Diversity Programs and Policies: Special Consideration for Minorities



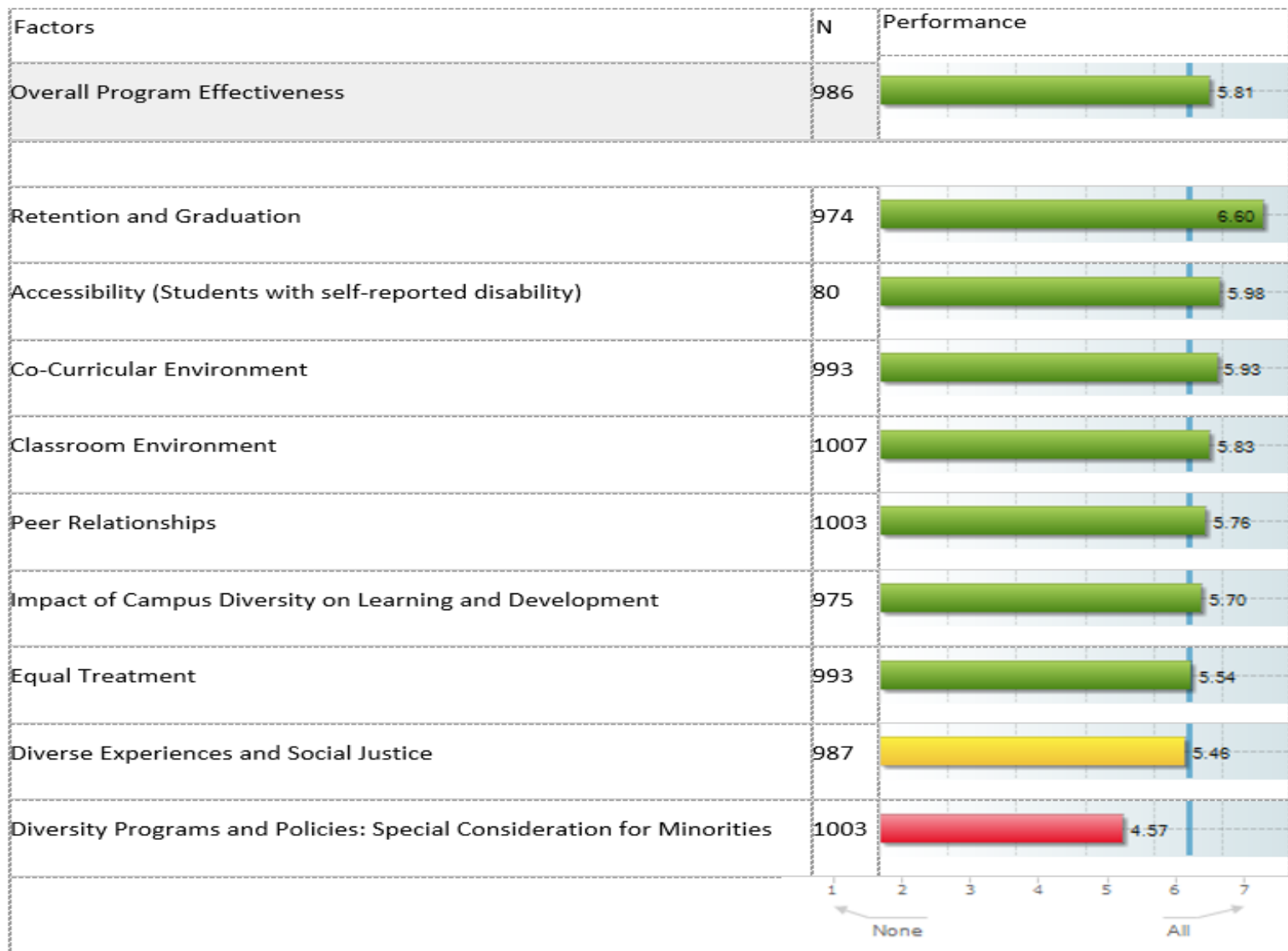
Factor 10. Overall Program Effectiveness



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



Most/Least Satisfied Factors: Students



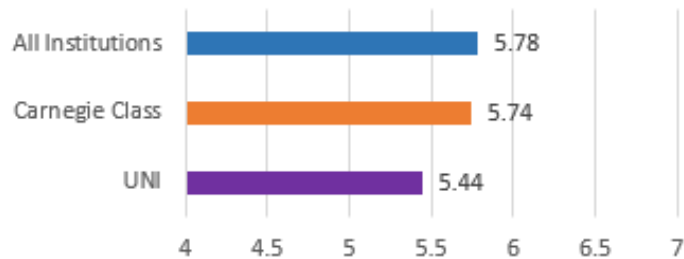
Recommendations for Improvement: Students

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

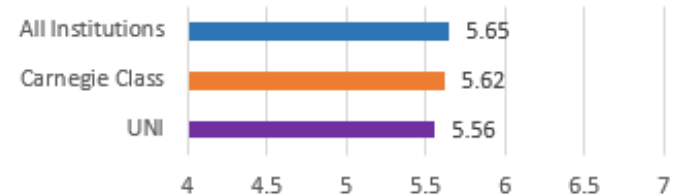
Faculty/Staff Diversity Survey

Comparison to Peers

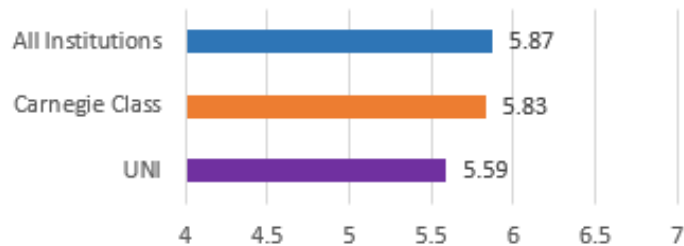
Factor 1. Peer Relationships



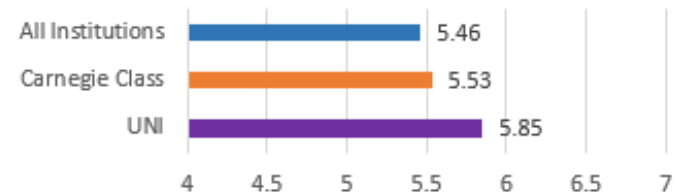
Factor 4. Relationship with Supervisor/Department Chair



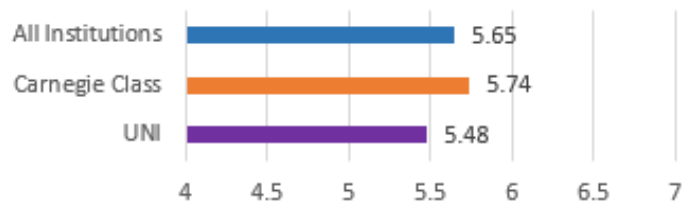
Factor 2. Work/Department Environment



Factor 5. Impact of Campus Diversity on Learning and Development



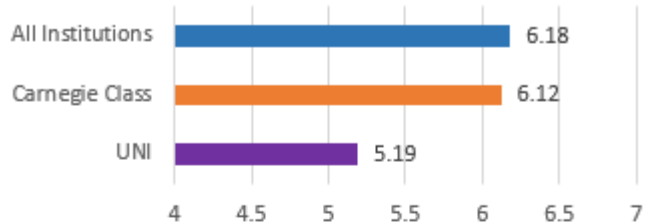
Factor 3. Classroom Environment (Faculty/Instructors only)



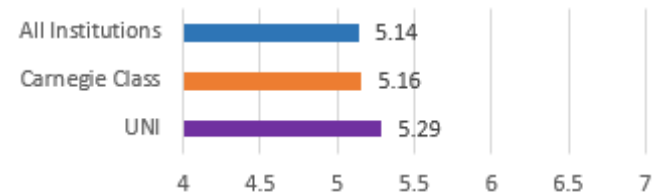
Faculty/Staff Diversity Survey

Comparison to Peers

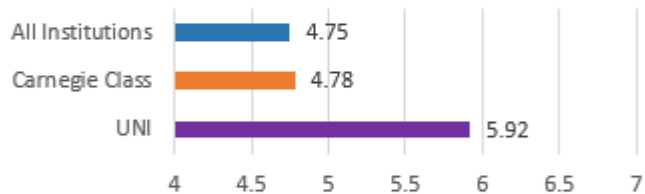
Factor 6. Equal Treatment



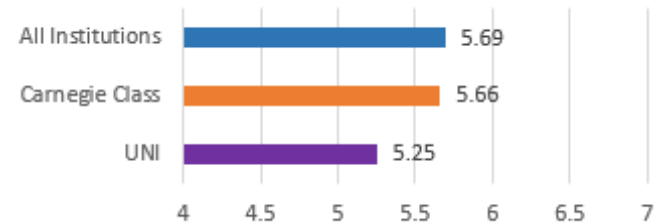
Factor 9. Institution Communicates Diversity



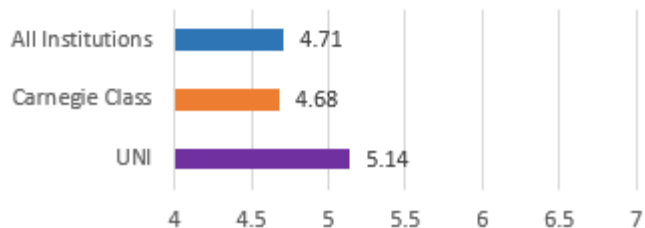
Factor 7. Accessibility (Faculty/Staff with self-reported disability)



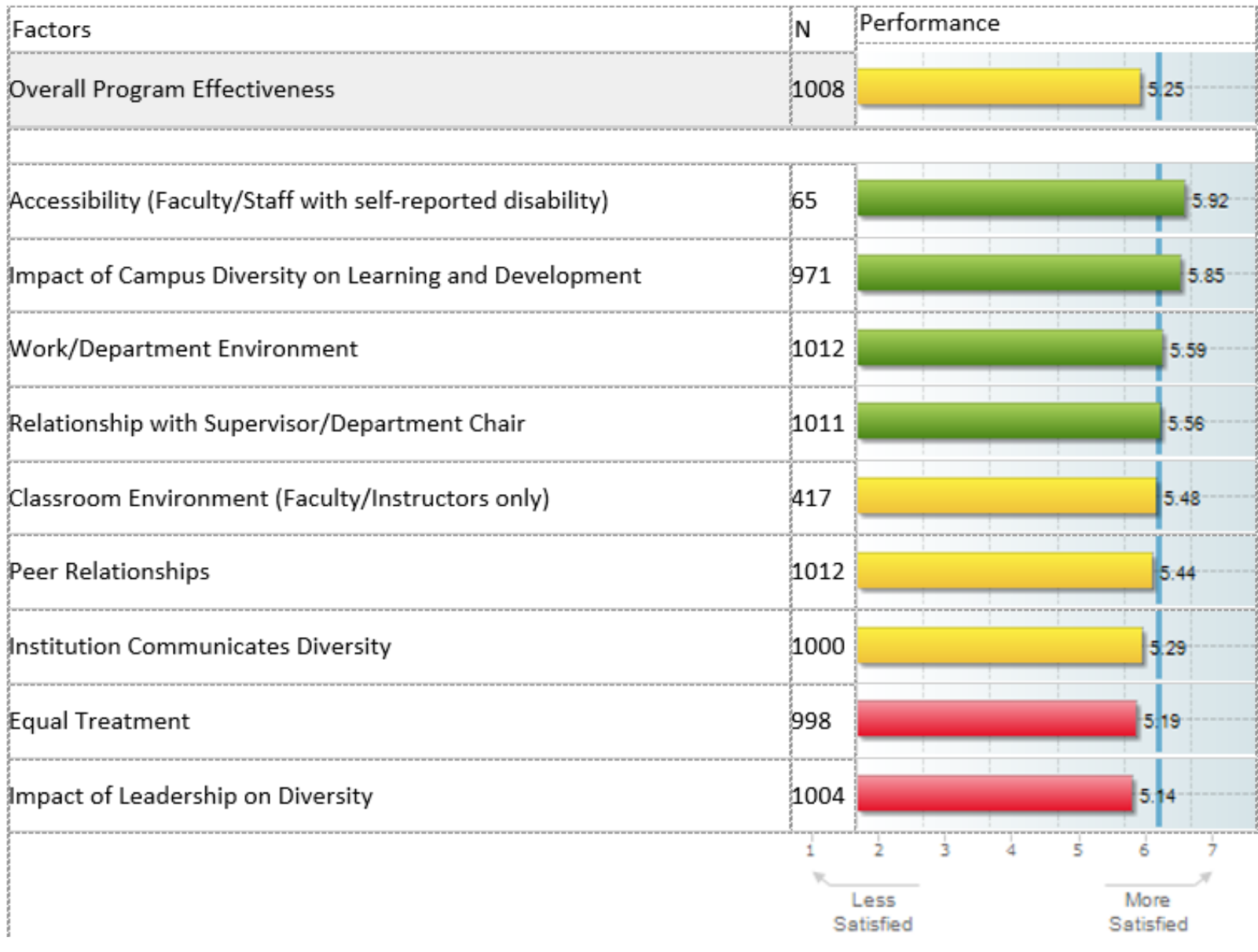
Factor 10. Overall Program Effectiveness



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
Work/Department Environment	1st Predictor	15.5%	Above Goal (5.59)	Maintain or Improve
Equal Treatment	2nd Predictor	14.7%	Below Goal (5.19)	Top Priority
Peer Relationships	3rd Predictor	11.9%	Below Goal (5.44)	Top Priority
Relationship with Supervisor/Department Chair	4th Predictor	11.0%	Above Goal (5.56)	Maintain or Improve
Impact of Leadership on Diversity	5th Predictor	7.3%	Below Goal (5.14)	Top Priority

Questions?