

CSUCITOWN HALL

President Richard Yao

Campus Climate

May 18, 2022 (12-1pm)

May 19, 2022 (11am-12pm)



Channel Islands
CALIFORNIA STATE UNIVERSITY

QUESTION #1

What is CSUCL's history with
campus climate surveys?



Two Campus Climate Surveys & Outcomes

- Fall 2018: Higher Education Research Institute (HERI)
 - Courageous Conversations: Cross-divisional discussion opportunities
 - Elevated awareness of issues; no direct actions resulted
- Fall 2020: Higher Education Research Institute (HERI)
 - Development of CSUCI's first Inclusive Excellence Action Plan (IEAP I: Spr22-Spr23), informed by:
 - Publication of OTP documents – some developed in response to racial violence of Summer 2020
 - CCS findings
 - 6 Inclusive Excellence Action Teams (IEAT) participated



Worsening Results from 2018 to 2020 ***

- Perception of Satisfaction with Collegiality
- Climate, Commitment to Diversity, and Discrimination
 - Overall Sense of Community
 - Racial and Ethnic Diversity
 - Atmosphere for Sexual Orientation
 - Atmosphere for Political Differences
 - Atmosphere for Religious Differences
 - Atmosphere for Gender Differences
 - Atmosphere for Individuals with Disabilities
- Administrative Responses to Emergencies and/or Incidents of Harassment and Discrimination
- Feeling Valued
- Sources of Stress: Increasing Workload Responsibilities



Q&A



QUESTION #2

What actions have been taken to utilize 2020
Campus Climate Survey findings since May 2021?





Action 1: Created Six Inclusive Excellence Action Teams (Jan-Mar, 2021)

1. Provide Professional Development & Leadership Development for Racial & Social Justice
2. Recruit, Hire, and Retain a Diverse Workforce
3. Promote Inward- & Outward-Facing Advancement & Community/Government Relations Efforts for Racial & Social Justice
4. Work Continuously Toward Realizing a Campus Culture of Inclusive Excellence
5. Improve Data-Based Decision Making & Planning Processes
6. Facilitate Student Access & Success



Action 2: IEAT 4 focused on Campus Climate & Communication (March-October 2021), charged with:

1. Building shared understanding of "inclusive excellence"
2. Adopting and using IE shared definitions
3. Leveraging a biennial climate survey to enhance culture
4. Creating and providing structured opportunities for courageous conversations
5. Recognizing and celebrating DEIA accomplishments and contributions
6. Evaluating and ameliorating cultural taxation
7. Cultivating a campus culture of communication, accountability, transparency, and clarity
8. Aligning Mission Centers' and FSAs' mission statements and strategic plans with DEIA values
9. Supporting and celebrating faculty and campus events and activities that raise awareness of CI's role in racial and social injustice

Red text items (#3-6) were prioritized by IEAT 4 for CI's first IEAP (Spr22-Spr23). IEAP activities described in upcoming slides correlate with these 4 items.



Action 3: Focused the President's Advisory Council on Inclusive Excellence (PACIE) on three tasks in 2022-23

1. Organize IEAT 2021 data, publish [IEAP #1 initiatives](#), and create a website for tracking progress on these initiatives (see [Dartmouth IE website model](#))
2. Revise the Equity Lens Framework (ELF) devised by PACIE in 2020-21 which IEATs used for gap analysis between DEIA accomplishments and aspirations
3. Elevate CI conversations about disability in our DEIA work and recommend steps to improve campus efforts





Action 4: Call for Proposals due 6/10/2022 for research on Understanding Cultural Taxation and Eliminating Its Impacts (IEAP Initiative)

1. Research the personal and professional impacts of cultural taxation at CSUCI
2. Hire an external consultant to use findings to inform creation of a guide for supervisors and train-the-trainers workshop series
3. Pilot usage of cultural taxation guide for supervisors and train-the-trainers workshops





Action 5: Courageous Conversations – Creating Critical Learning Collectives (CLC) and CLC Town Halls 2022-23 (IEAP Initiative)

- I. Spring 2022:
 - a. Preparation meetings with CLC coaches
 - b. Refinement of [Climate Survey CLC Protocol](#)
2. Fall 2022-Spring 2023
 - a. CLC sign-ups: 9 groups, up to 8 participants per group
 - b. Led/co-led by CLC-qualified facilitators
 - c. Some CLCs single-identity (all staff, all faculty, all admin), some mixed employee groups (staff, faculty, admin together); also groups for students
 - d. Up to \$500 per participant for 10 two-hour meetings in 2022-23
 - e. Town Hall meetings to discuss emerging themes and recommendations





Action 6: Investing in MPP professional development for DEIA learning/leadership capacity Sum2022-Spr2023 (IEAP Initiative)

1. **MPP Dismantling Racism** text-based discussion groups:
Providing campus administrators with opportunities to read, discuss, and apply ideas in their areas learned through text-based discussions on dismantling racism and advancing racial and social justice
2. **Cross-divisional leadership support:** Safe spaces for seeking and learning DEIA vocabularies, concepts, sensitivities, cultural competencies





Action 7: Call for Proposals due 6/10/2022 for developing an Equity MicroCourse, Sum22-Spr23 (IEAP Initiative)

1. Equity MicroCourse: an online, asynchronous course about DEIA at CI
2. Purpose: provide a sustainable way to provide professional development for faculty, staff, students, and administrators critical to the goal of advancing racial and social justice in and through education at CI and beyond
3. Companion to annual Equity Summit provided through Channel Your Success HSI grant





Action 8: Utilize campus climate survey data as catalyst for addressing staff concerns, staffing levels and needs, and attrition patterns

What do/don't we know about staff concerns, demographics, staffing levels and needs, and attrition patterns?



Q&A



QUESTION #3: On Action #8

(probing a specific “pain point” for CI)

What are we doing with data that we have – and what data do we lack – on employee concerns, demographics, staffing levels and needs, and attrition patterns?



Faculty Race/Ethnicity

	Faculty Total
ASIAN	7.9%
BLACK	2.6%
HISPANIC	14.5%
NATIVE AMERICAN	1.7%
PACIFIC ISLANDER	1.5%
TWO OR MORE	0.4%
UNKNOWN	3.8%
WHITE	67.5%

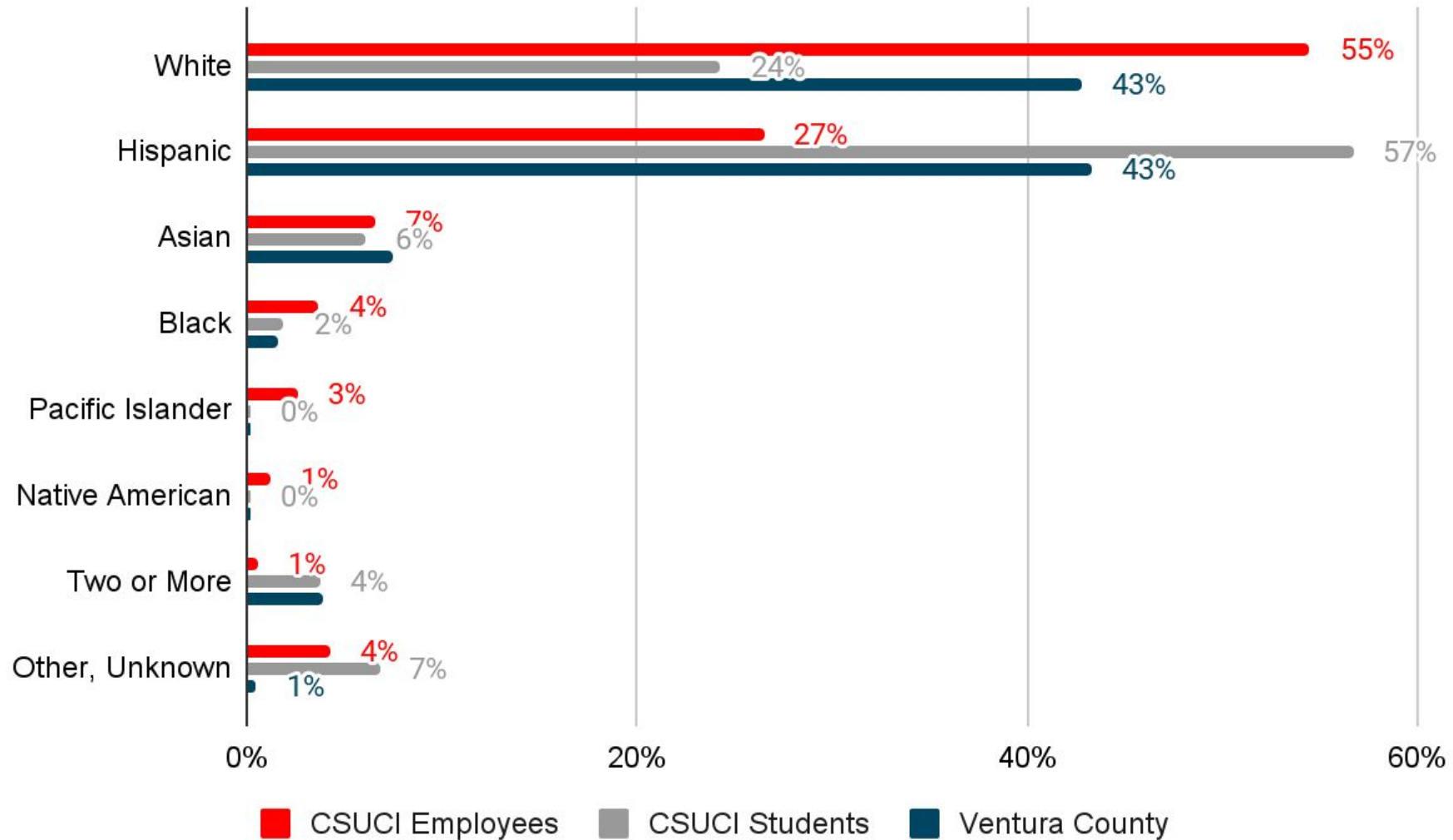
	Non Tenure Track	Tenure Track
ASIAN	7.0%	9.5%
BLACK	2.3%	3.0%
HISPANIC	12.0%	19.0%
NATIVE AMERICAN	2.0%	0.0%
PACIFIC ISLANDER	2.3%	0.0%
TWO OR MORE	0.7%	0.0%
UNKNOWN	4.0%	3.6%
WHITE	69.7%	63.7%

Staff Race/Ethnicity

	STAFF	MPP
ASIAN	4.5%	8.8%
BLACK	4.0%	7.1%
HISPANIC	42.6%	18.6%
NATIVE AMERICAN	0.7%	0.9%
PACIFIC ISLANDER	3.7%	3.5%
TWO OR MORE	0.5%	1.8%
UNKNOWN	5.0%	3.5%
WHITE	38.9%	55.8%

Data collection date: 5/13/2022

Staff Race/Ethnicity

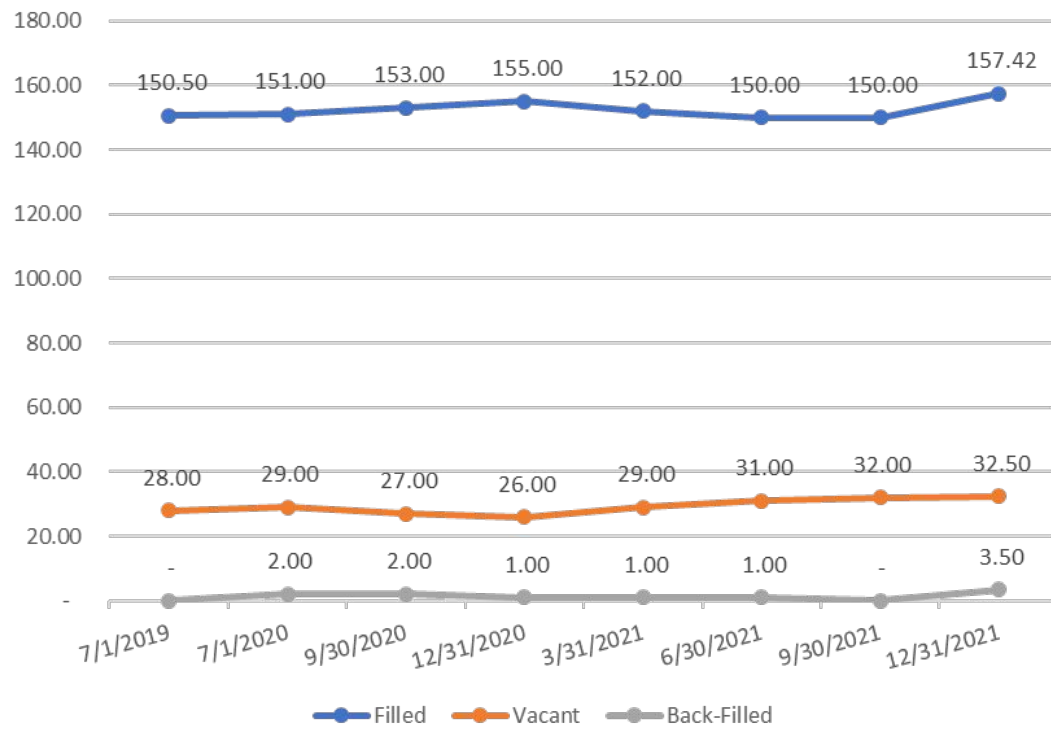


Staffing Trends – GD901 Operating Fund

Total Budgeted FTEs = 193.42

Vacancy Rate as of 12/31/21 = 17%

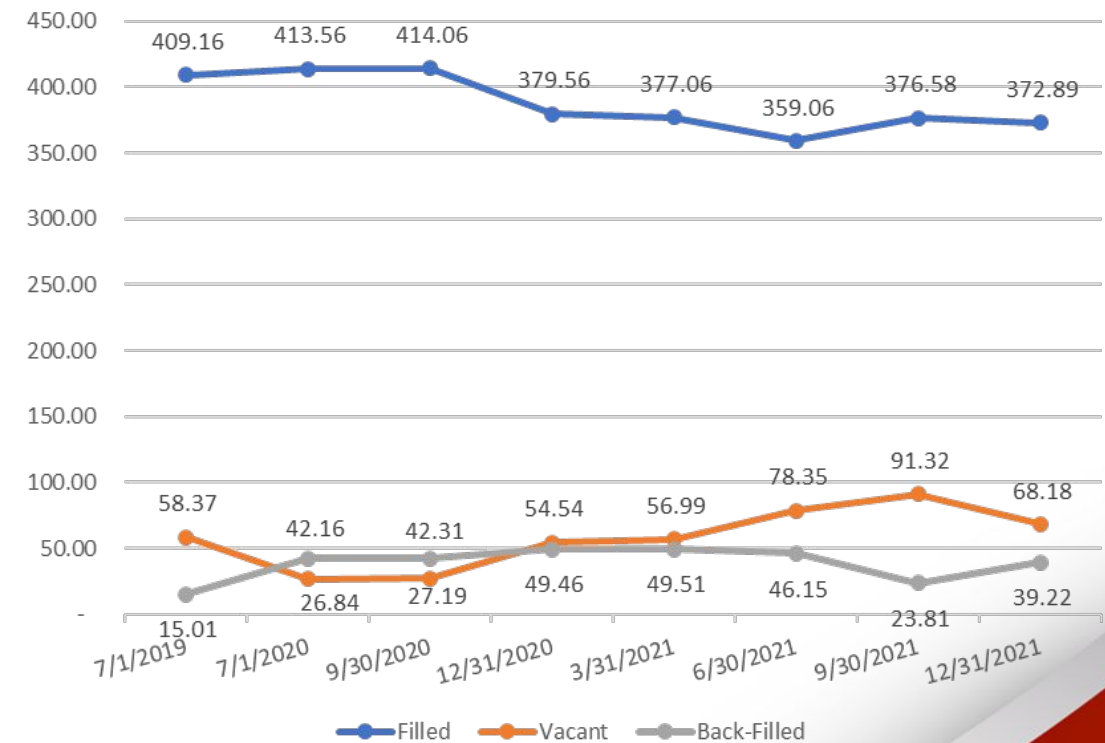
Budgeted FTEs: Tenure-Track Faculty



Total Budgeted FTEs = 480.29

Vacancy Rate as of 12/31/21 = 14%

Budgeted FTEs: Librarians, Staff, & Management

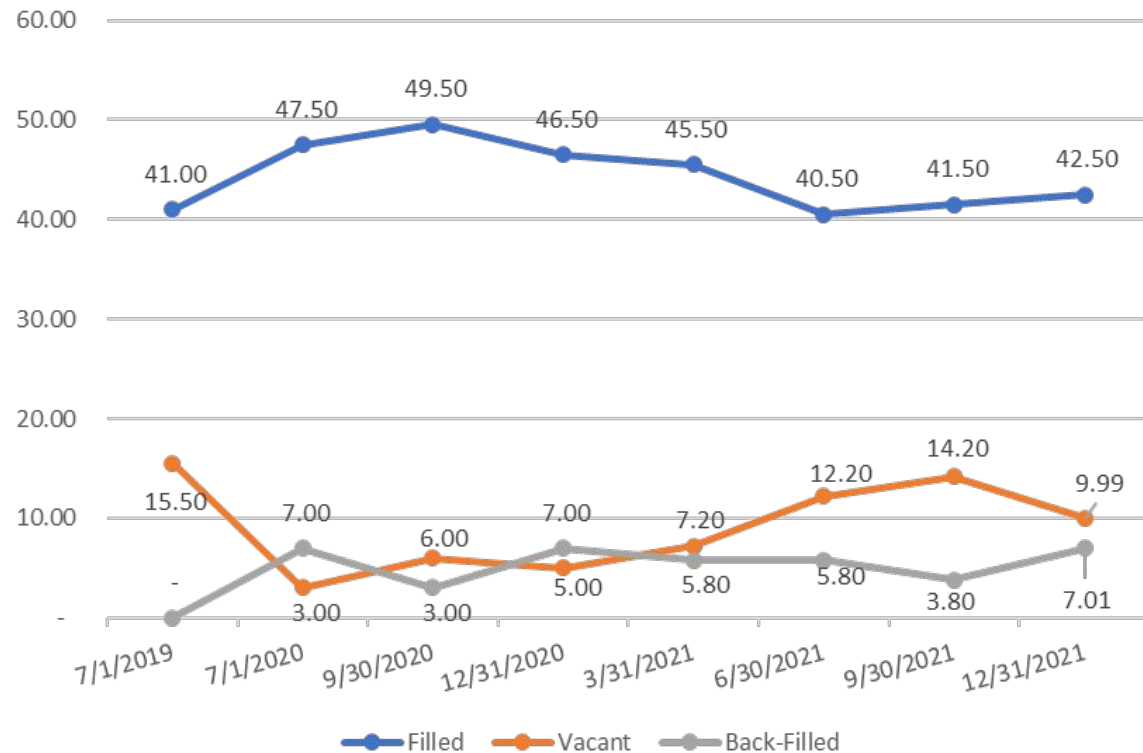


Staffing Trends – GD901 Operating Fund

Total Budgeted FTEs = 59.5

Vacancy Rate as of 12/31/21 = 17%

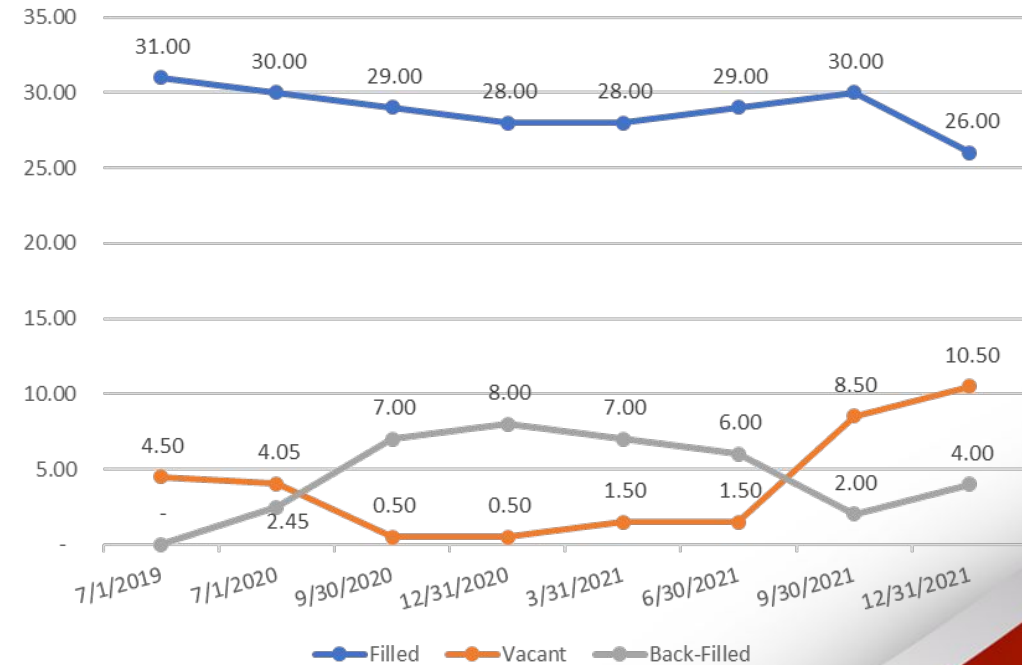
Budgeted FTEs: Student Affairs
(Staff & Management)



Total Budgeted FTEs = 40.5

Vacancy Rate as of 12/31/21 = 26%

Budgeted FTEs: University Advancement
(Staff & Management)

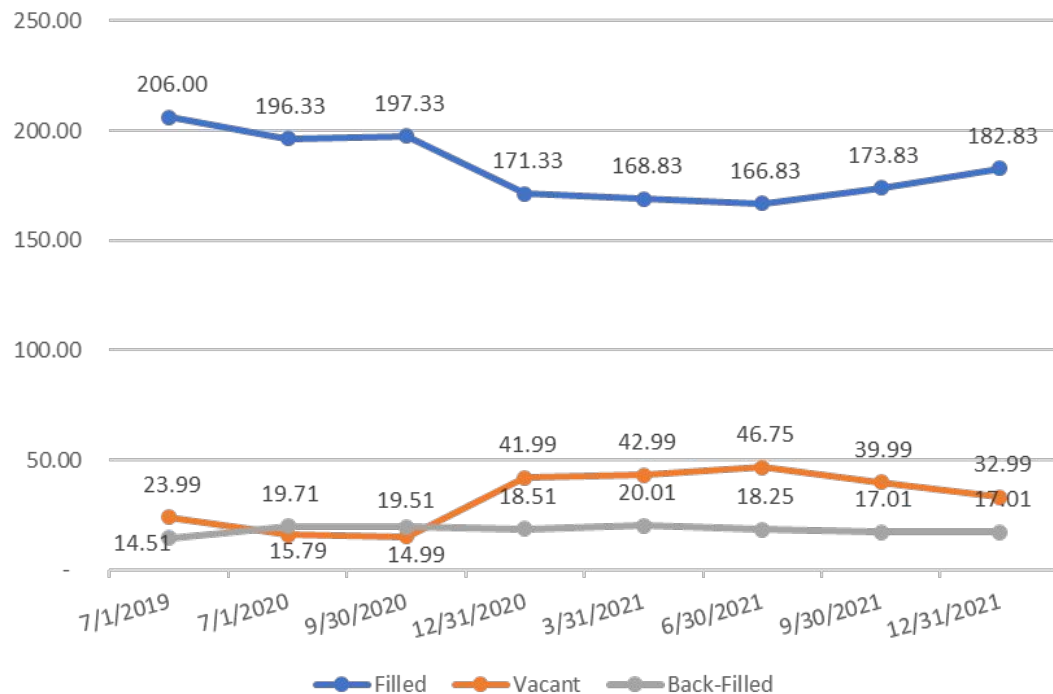


Staffing Trends – GD901 Operating Fund

Total Budgeted FTEs = 232.83

Vacancy Rate as of 12/31/21 = 14%

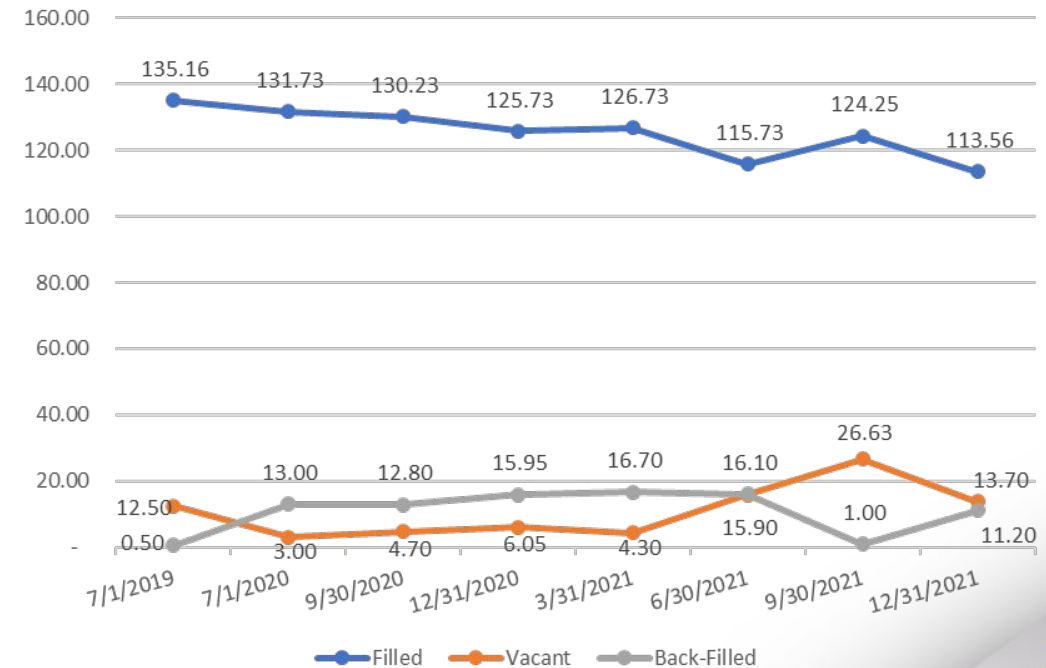
Budgeted FTEs: Business & Financial Affairs
(Staff & Management)



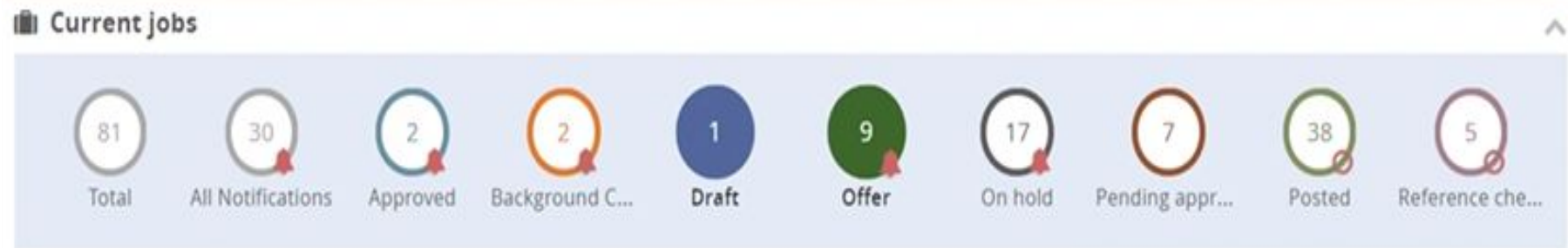
Total Budgeted FTEs = 138.46

Vacancy Rate as of 12/31/21 = 10%

Budgeted FTEs: Academic Affairs
(Librarians, Staff, & Management)



Current Recruiting



Intra and Inter Divisional Transfers

July 1, 2021 - April 15, 2022

	Intra-divisional Transfers	Inter-divisional Transfers	
Higher Classification	11	6	
Same Classification	6	1	
Total	17	7	
By Division			
Academic Affairs	13	AA to OTP	1
Business & Financial Affairs	0	AA to SA	3
Office of the President	0	BFA to AA	1
Student Affairs	4	SA to AA	1
University Advancement	0	SA to BFA	1
Total	17	Total	7

SALARY EQUITY IN CLASSIFICATIONS

ADMINISTRATION SUPPORT ASSISTANT I & II	
AVERAGE	\$3,469.25
AA	\$3,453.67
BFA	\$3,350.00
SA	\$3,362.00

ADMINISTRATIVE SUPPORT COORDINATOR I	
AVERAGE	\$3,678.91
AA	\$3,858.18
BFA	\$3,810.50
SA	\$3,320.00
UA	\$3,334.00

ADMINISTRATIVE SUPPORT COORDINATOR II	
AVERAGE	\$3,949.67
AA	\$3,898.78
BFA	\$3,979.50
SA	\$4,249.00
UA	\$3,334.00



SALARY EQUITY IN CLASSIFICATIONS

ADMINISTRATIVE ANALYST NON-EXEMPT	
AVERAGE	\$4,377.00
AA	\$4,292.94
BFA	\$4,536.70
OTP	\$4,584.00
SA	\$4,252.00

ADMINISTRATIVE ANALYST EXEMPT I	
AVERAGE	\$5,055.70
AA	\$4,905.23
BFA	\$5,718.40
OTP	\$5,229.00
SA	\$5,050.00
UA	\$4,634.00

ADMINISTRATIVE ANALYST EXEMPT II	
AVERAGE	\$5,869.59
AA	\$5,603.33
BFA	\$6,612.00
SA	\$5,948.00
UA	\$5,504.50



SALARY EQUITY IN CLASSIFICATIONS

STUDENT SERVICES PROFESSIONAL I A&B	
AVERAGE	\$3,790.00
AA	\$3,787.00
SA	\$3,796.00

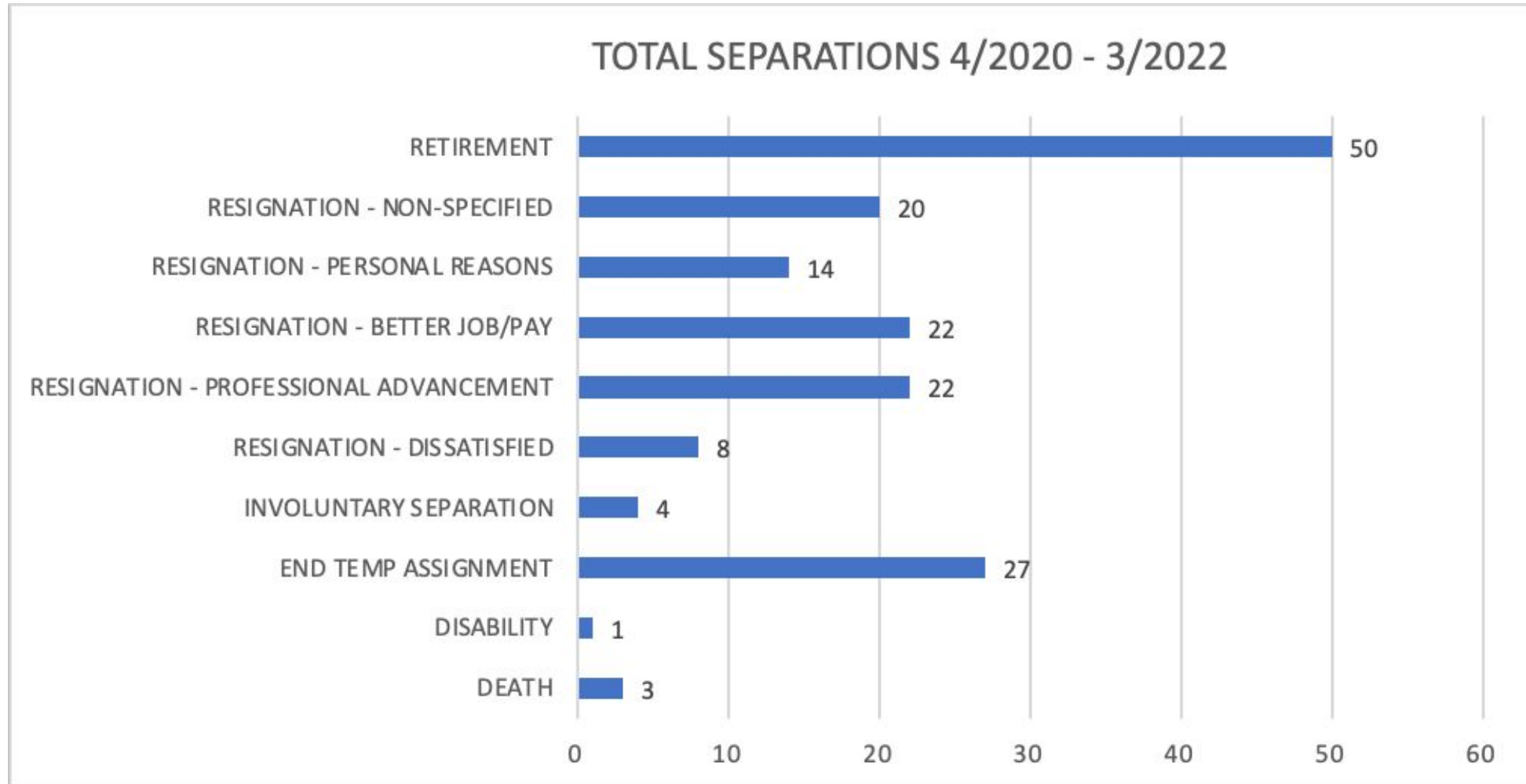
STUDENT SERVICES PROFESSIONAL II	
AVERAGE	\$4,475.19
AA	\$4,498.32
SA	\$4,348.00

STUDENT SERVICES PROFESSIONAL III	
AVERAGE	\$4,916.17
AA	\$4,939.69
SA	\$4,855.00

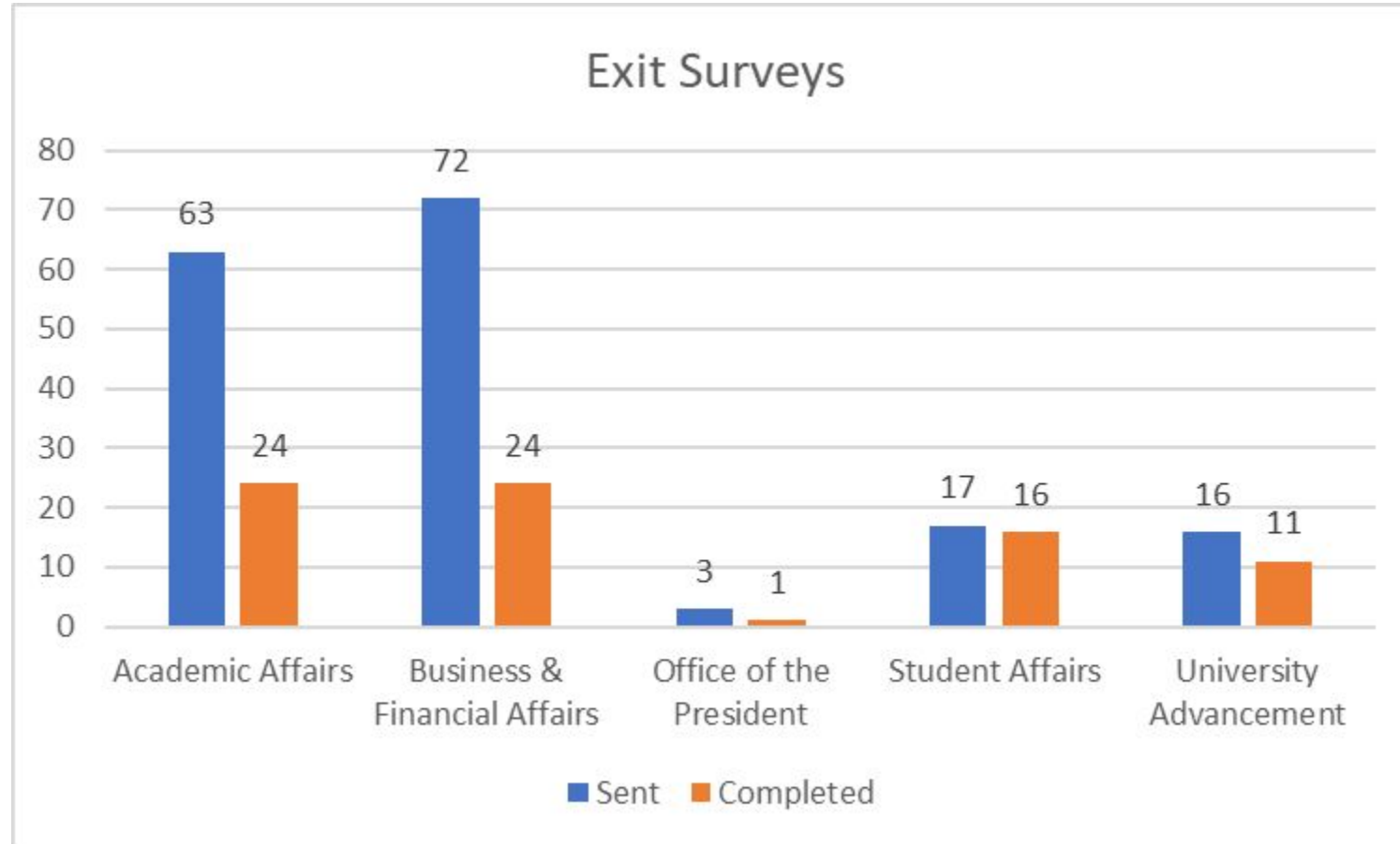
STUDENT PROFESSIONAL IV	
AVERAGE	\$5,983.91
AA	\$6,241.50
SA	\$5,917.50
UA	\$5,352.00



SEPARATIONS



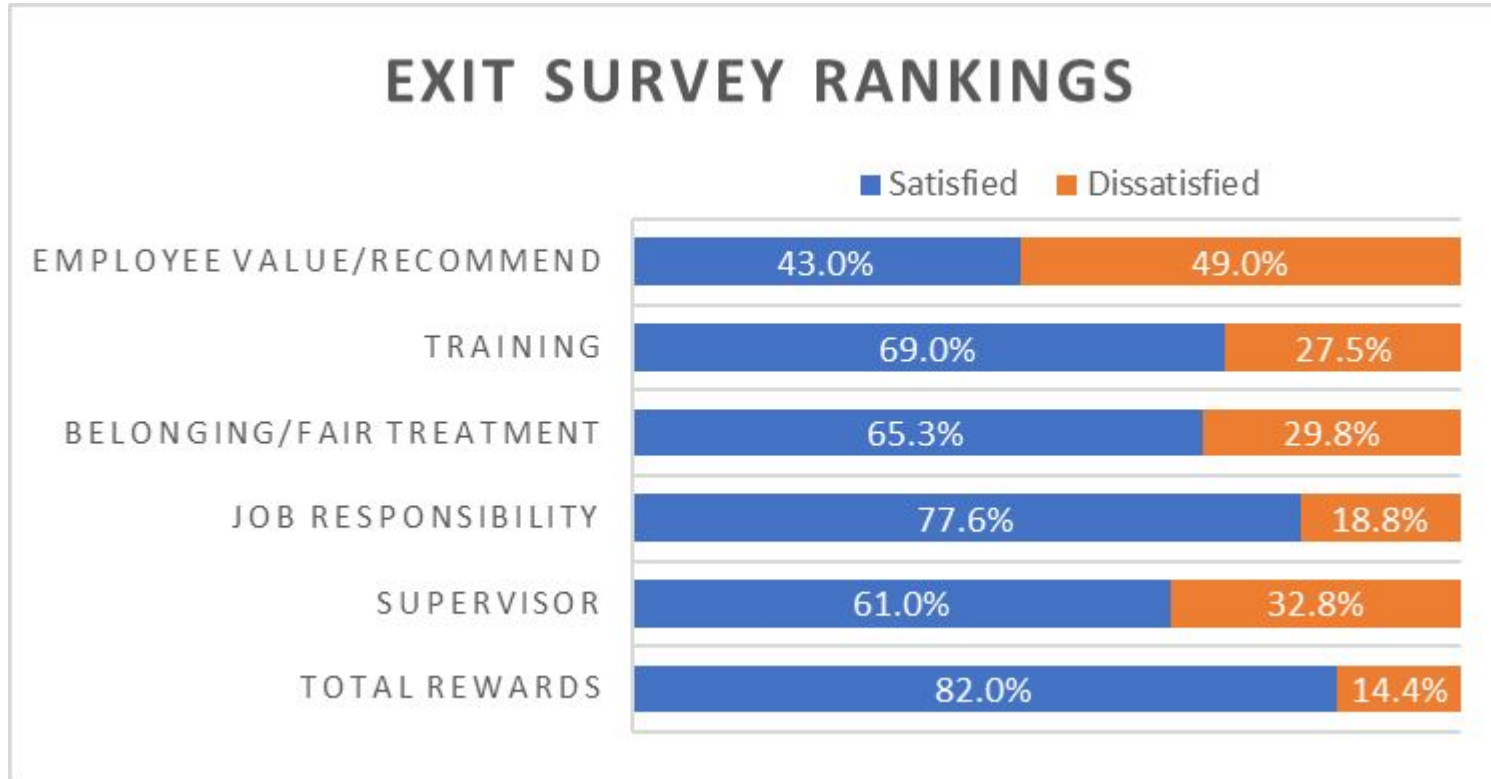
EXIT SURVEYS



Sent to all separating employees. N=171
Data collection date: 4/2020 - 3/2022



EXIT SURVEYS



Completed Surveys. N=76
Data collection date: 4/2020 - 3/2022



Q&A



QUESTION #4

What is our plan for future campus climate surveys?

- utilizing what we have learned from our 2018 and 2020 experiences
- making the survey experience clearer, briefer, and more focused
- getting access to findings more quickly



Campus Climate Surveys: Going Forward

- The plan: Shorter, more focused surveys each semester
- Survey topics gleaned from prior CCS and IEAT data:

Accommodations for ability/disability and other conditions	Discrimination and bias	Relationship with community	University priorities
Administration communication and responsiveness	Diversity, equity and inclusivity	Sense of belonging	Work compensation and benefits
Campus security	Feeling respected and valued	Sexual harassment and assault	Work/life balance
Collaboration and shared governance	Life and work stressors	Supervisor support	Workplace satisfaction
COVID experience and attitudes	Mental and physical health challenges	Telework	Workshop and trainings attendance



Climate Survey Fall 2022: What are the most imminent campus needs for us to study, understand, and act upon?



Q&A



***** Slide 4 Information**

Major 5 subareas where a decrease in the proportions of responses “Very Satisfactory” and “Satisfactory” was found:

- 1) Perceptions of Satisfaction with Collegiality,
- 2) Climate, Commitment to Diversity, and Discrimination,
- 3) Satisfaction with the Administrative Responses to Emergencies and/or Incidents of Harassment and Discrimination,
- 4) Feeling valued-salary satisfaction, and
- 5) Sources of Stresses

Proportional Decrease

1) Perceptions of Satisfaction with Collegiality (13.5% decrease)

2) Under Climate, Commitment to Diversity, and Discrimination, the largest decrease was found in “atmosphere for individuals with disabilities” (23.3% decrease) and the second largest decrease was related to “racial and ethnic diversity of faculty” (20% decrease).

- overall sense of community (12.8%)
- racial and ethnic diversity of faculty (20%)
- racial and ethnic diversity of the staff (12.6%)
- racial and ethnic diversity of students (18.8%)
- atmosphere for sexual orientation (17.9%)
- atmosphere for political differences (9.7%)
- atmosphere for religious differences (14.9%)
- atmosphere for gender differences (15.6%)
- atmosphere for individuals with disabilities (23.2%)

3) In the third category, the largest decrease, which was 24% drop, was “timeliness of administrative responses to sexual assault”. Aligned with this, the second largest decrease, 21.1%, was found in “outcome of administrative responses to sexual assault”.

- timeliness of response to emergencies (10.6%)
- timeliness of response to discrimination (15.5%)
- **timeliness of response to sexual assault (24%)**
- outcome of response to emergencies (10.2%)
- outcome of response to discrimination (5.9%)
- **outcome of response to sexual assault (21.1%)**

4) Feeling valued-salary satisfaction (9.1% decrease)

5) Sources of Stresses

- a source of stress increased for **9 of 12 items**
- increasing work responsibilities were identified as a source of stress for nearly **75% of respondents**
- budget cuts in departments, as a source of stress, increased by **23.3%**