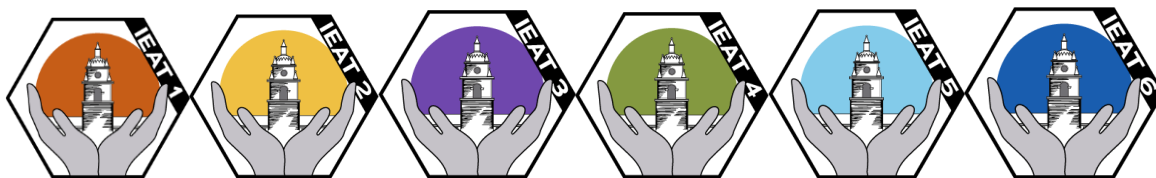


IEAP Initiative Status Report

Spring 2023



Initiative Title: Campus Climate Survey & Affirmative Action Plan Synthesis, Gap Analysis, and Campus Plan for Workforce Diversity

Initiative IEAT 4.1

Lead(s): Laurie Nichols and Kaia Tollefson

Due: 8am May 1, 2023 – email to Kaia Tollefson in Word format

A. 2022-23 Findings

1. **Metrics/Data for Evaluation:** What metric(s) did you use to evaluate the achievement and/or impact of this initiative's goals?

This initiative has two goals, the first of which was accomplished in 2022-23:

- a. Develop and administer CSUCI's campus climate surveys (CCS) for employees and for students,
 - i. For the first time in 2022-23, CCS instruments were completely developed, administered, analyzed, and communicated in-house. (Prior to FY23, the campus utilized HERI's CCS in Fall 2018 and again in Fall 2020, though ultimately we determined in Spr22 that the HERI instrument is too lengthy, too broad, and not focused enough to continue to meet our needs.)
 - ii. From Spr22-early Fall22, Dr. HyeSun Lee led the development and validation work on the first two of four employee surveys; these are parts 1 and 2 of a planned 4-part survey series to take place over four consecutive semesters, from F22 through Spr24—a series which, over time, will yield longitudinal data on campus climate in those areas selected for focus. (Parts 1 and 2 of that 4-part series focus on job satisfaction. Parts 3 and 4 are TBD.)
 - iii. In Fall22 and again in Spr23, Dr. Matt Zivot administered Parts 1 and 2 of the survey series and developed a dashboard to share results with the campus. Only the [Fall22 Climate Survey Dashboard](#) is complete at the time of this writing.
 - iv. HyeSun's and Matt's work on the first two employee surveys was supported by a cross-divisional team including Laurie Nichols, William Nutt, Bill DeGraffenreid, and Kaia Tollefson
 - v. In Spr23, Dr. Lee began work on developing and validating the first two campus climate surveys for students, focusing on the topics of belongingness and sense of connection with CSUCI. The first of these will be administered by Dr. Zivot in Fall 2023.
 - vi. HyeSun's and Matt's work on the first two student surveys is being supported by a cross-divisional team including Eboni Ford Turnbow, Dottie Patten, Cindy Derrico, Brook Masters, and Kaia Tollefson.
- b. Affirmative Action Plan Synthesis, Gap Analysis, and Campus Plan for Workforce Diversity

- i. In 2021-22, Becca Lawrence (as then-Executive Director of Equity & Inclusion and co-chair of IEAT 4 on Campus Climate & Communication) indicated that this report needed to be written. However, before this could be done, she said that campus climate surveying would need to be completed to inform the report.
- ii. [Is it William's responsibility to create this report? Are the Fall 2022 and Spring 2023 CCS findings sufficient for informing it?]

2. Findings & Recommendations: There is no length requirement or word limit for your narrative responses. Please be thorough yet succinct, keeping in mind that IEAP status reports are shared with the Strategic Resource Planning Committee (SRPC) and published via the [IEAP website](#).

- a. What did you learn?

For the first goal of this initiative, see [Fall22 Climate Survey Dashboard](#).

For the second goal, the writing of the "Affirmative Action Plan Synthesis, Gap Analysis, and Campus Plan for Workforce Diversity" report is yet to be completed.

- b. Were the values of diversity, equity, inclusion, and/or accessibility measurably advanced through this initiative in 2022-23? How do you know? (Please attach or link to your data and/or analysis of data.)

Yes, DEIA values were advanced through this initiative, though the degree of impact is not yet known. 2020 and 2022 CCS data were studied by 50 CSUCI employees in six Critical Learning Collectives during the 2022-23 year. A number of [CLC recommendations](#) emerged, several of which were specific to advancing racial and social justice at CSUCI, which are incorporated in the campus's [Strategic Directions Framework 2023 \(DRAFT\)](#).

- c. Based on what you experienced and learned through this initiative in 2022-23, what are your recommendations specifically relative to the value of, ongoing need for, and/or necessary revisions to this initiative, going forward?

The ultimate value of this initiative is closely tied to [IEAP 4.2 Critical Learning Collectives and Campus Climate Survey Findings](#). As one participant wrote in evaluating their 2022-23 CLC experience, "It's the best answer I have seen to the question of how do we make survey data meaningful."

The degree of impact on advancing racial and social justice at CSUCI will become known in the coming years through the triple strategies of continued campus climate surveying, Critical Learning Collectives, and the implementation of Strategic Directions action plans.

It is important to note that, in addition to CCS developed in-house, CSUCI became an inaugural member in 2022-23 of the CSU Racial Equity Leadership Alliance. A benefit of membership is access to three campus climate surveys specific to DEIA – for students, faculty, and staff – developed and validated by the USC Race & Equity Center and in use in institutions of higher education across the nation.

3. **Other:** Is there anything else about this initiative that you would like to add? (e.g., Have new questions or opportunities come up through your experience in leading this initiative?) NA

B. Budget.

1. **Budget Report.** Provide a summary of the categories by which funds were spent, the amount spent per category, and anticipated balances as of 4/28/2023 and 6/30/2023. For example:

IEAP Initiative Number and Title	Campus Climate Survey & Affirmative Action Plan Synthesis, Gap Analysis, and Campus Plan for Workforce Diversity
Total Budget: No new dollars	\$0 - Accomplished via BFA and ASI support
Expense #1: Employee CCS 1&2 development Spr-Fall22, Dr. HyeSun Lee contract	\$
Expense #2: Employee CCS 1&2 development Spr-Fall22, Instrument Validation contract	\$
Expense #3: Student CCS 1&2 development Spr-Fall23, Dr. HyeSun Lee contract	\$
Expense #4: Student CCS 1&2 development Spr-Fall23, \$25 gift cards for 75 student participants in cognitive interviews prov by ASI	\$1875
Expense #5: Student CCS 1&2 development Spr-Fall23, Instrument Validation contract	\$
Expenditures to Date	\$
Anticipated Remainder 6/30/2023	NA

2. **Reflections.**

- a. Will you have expended allocated funds for FY23 for this project by 6/30/23? NA
- b. When do you anticipate having expended funds allocated for this initiative? NA
- c. If funds have not been expended by the end of FY23, what are the roadblocks you have experienced in not being able to complete the initiative by 6/30/23? NA
- d. Were funds sufficient, too much, or too little for the initiative this year? What do you recommend going forward? Are ongoing efforts/funding needed for this specific initiative? NA