

Date: March 9 2015

To: Praveen Soni, Chair Academic Senate

CC: CSULB Inclusive Excellence Committee Co-Chairs

RE: Recommendation to the CSULB for a Comprehensive Campus Climate Survey

From: Campus Climate Committee

As one of the largest and most diverse¹ Universities in the system, CSULB risks being left behind on assessing and addressing important campus climate issues and Inclusive Excellence. A number of CSU's have recently conducted comprehensive campus climate surveys (see list below); but more importantly, a number of recent incidents and trends (see list below) have brought increased attention to the need for CSULB to address inclusive excellence and campus climate challenges related to complex inter-group dynamics in a more systematic and comprehensive manner. While CSULB has conducted a number of separate campus climate-related surveys in the past and plans for future surveys (see lists below), the University has not yet had a comprehensive study to assess the challenges and successes experienced by students, faculty and staff working within diverse learning environments.

Campus climate can be defined as "the current attitudes, behaviors and standards of faculty, staff, administrators and students concerning the level of respect for individual needs, abilities and potential." Respect is one of the most critical words in this description. It's not just the experience of individuals and groups on a campus; it's also the quality and extent of the interaction between those various groups and individuals that determines a healthy campus climate. Diversity and inclusion are extremely important aspects of campus climate and for the healthy function of diverse learning environments. According to the UC Regents' Study Group on University Diversity, "diversity and inclusion efforts are not complete unless they also address climate [and] addressing campus climate is an important and necessary component in any comprehensive plan for diversity" (<http://campusclimate.ucop.edu/what-is-campus-climate/>).

Much research on student experiences of diverse campus environments show positive influences of a diverse student body and faculty on both learning and developmental outcomes; however,

actions on issues relevant to improving Inclusive Excellence and faculty, student and staff climate experience.

REFERENCED LISTS:

Recent Campus Climate Survey's by CSU's

- 1) **CSU San Jose, Spring 2015;** Survey conducted by the CSUSJ Office of Institutional Effectiveness and Analytics. <http://www.sjsu.edu/president/campus-climate/>
- 2) **CSU Chico, Spring 2015;** Survey conducted by an "Ad Hoc Campus Climate Survey working group" composed of faculty, staff and administrators. <http://www.csuchico.edu/ir/docs/CampusClimate/Campus%20Climate%20Survey%20-%20Preliminary%20Results%20Report.pdf>
- 3) **CSU Monterey Bay, Spring 2015;** conducted by Higher Education Research Institute at UCLA. <https://csumb.edu/president/feb-27-2015-newsletter>
- 4) **CSU Fullerton, Spring 2014;**

