Climate Study School, College, Divisional, and Area Captains

Captain Role

- Familiarize yourself with the why and how of the campus climate survey
  - Frequently Asked Questions are attached
  - Participate in a brief orientation meeting

- Serve as the “face” of the climate study in your area
  - Be listed as an captain on the climate study website
  - Display marketing materials (Monica will provide)
  - Send emails about the study to relevant lists
  - Discuss the survey at meetings
  - PowerPoint presentation is attached for you to adapt
  - Invite Climate Study Working Group members to meetings if that would be helpful

- Make yourself available to answer questions and address concerns for faculty, staff, and students in your area

- Target outreach to faculty, staff, and students in your area
  - Monica Nixon will share text that you can adapt in ways that will appeal to your area
  - Reach out to specific groups as needed to attain response rate goals

Overview

Details

- Survey Dates: February 6 – March 9, 2018
- Prizes:
  - One term of on-campus parking (one for faculty, one for staff member and one for a student)
  - University Bookstore and Starbucks gift cards
  - Receive a limited edition My Voice Counted sticker by bringing the screenshot of your completed survey to Senate, Office of Student Life, Human Resources and other locations to be announced

Why is SJU conducting a climate survey?
The President’s Council on Inclusion and Diversity, appointed in September 2016, was charged with assessing the current state of equity and inclusion on campus and recommending further steps for the university to move forward with enhancing our core value of diversity. The climate study will provide insight into the learning, working, and living environment on campus for students, faculty, and staff. In partnership with the university’s leadership, the Council will use what we learn from the study to make tangible recommendations to improve the campus climate.

Who is conducting the survey?
The Climate Study Working Group, comprised of SJU faculty, staff, and students, has worked closely with our external partners, Dr. Susan Rankin and Dr. Emil Cunningham of Rankin & Associates Consulting, to develop the survey. Rankin & Associates has extensive experience in institutional climate assessment and climate transformation based on data-driven action and strategic planning, and they have conducted climate studies at 200 colleges and universities across the country, including 9 other AJCU schools.
Will results be confidential?
Confidentiality is vital to the success of campus climate research, particularly as sensitive and personal topics are discussed. This was a primary reason that the university opted to partner with an external agency. Respondents will access the survey via an online site developed and managed by Rankin & Associates; respondents who wish to complete a paper survey will mail it directly to Rankin & Associates. Confidentiality in participating will be maintained to the highest degree permitted by the technology used (e.g., IP addresses will be stripped when the survey is submitted).

Because the survey is confidential, your IP address and identity are not stored when you take the survey online. The online survey must be taken in one sitting. If you need to interrupt the process, please know that it will be necessary for you to start again from the beginning.

While we cannot guarantee complete confidentiality because of the nature of multiple demographic questions, the consultant will take multiple precautionary measures to enhance individual confidentiality and the de-identification of data. In addition, the consultant and university will not report any group data for groups of fewer than five individuals, because those “small cell sizes” may be small enough to compromise confidentiality. Instead, the consultant and university will combine the groups or take other measures to eliminate any potential for demographic information to be identifiable. Additionally, any comments submitted in response to the survey will be separated at the time of submission to the consultant so they are not attributed to any individual demographic characteristics. Identifiable information submitted in qualitative comments will be redacted, and the university will only receive these redacted comments.

Why take the survey?
Our target participation is 100% of all of our SJU community members. The response rate we strive for is 30% to allow for generalizability of results. Here a few additional reasons that we hope inspire participation:

- All voices are needed to make SJU more inclusive and welcoming
- Weigh in on the state of equity and inclusion on campus
- Recommend steps to enhance diversity at SJU
- Influence the University’s priorities and direction for the next few years
- Make Saint Joseph’s a stronger community and more welcoming place

More Information
- https://sites.sju.edu/climatestudy
- Questions to Climate Study Working Group chairs Monica Nixon (mnixon@sju.edu or 610.660.1015)
- Climate Study Working Group members – see the Climate Study website