



Office of Equity & Inclusion

Campus Climate Survey: Discussion on Dissemination and Uptake

June 2023

Aims of Campus Climate Assessment

- All Minnesota State institutions will complete student & employee campus climate surveys within a 3-year cycle
- Assessing climate is important for:
 - Employee and student retention and recruitment
 - Compositional diversity - students and employees
 - Equity in student success
 - Community relations
 - Strategic continuous improvement

Aims of Campus Climate Assessment

- Provide insight into climate conditions - institutional level
- Assess sense of belonging, inclusion, and safety for students and employees
- Support evidence-based decision-making and planning for efforts to improve campus climate
- Inform & Align to system EDI priorities; Equity 2030 & Equity Scorecard
 - KPI 5 and 6 (currently in development)
 - Allow for measuring changes over time (3-year cycles)
 - Holistic view of equity, diversity, and inclusion strategy

Priority Campus Climate Conceptual Domains

Student Related

1. Sense of Belonging & Inclusion
2. Safety – Physical
3. Safety – Psychological
4. Cultural Fluency of staff & faculty
5. Discrimination, harassment, & bias experiences
6. Accessibility & facilities

Employee Related

1. Sense of Belonging & Inclusion
2. Safety – Physical
3. Safety – Psychological
4. Cultural Fluency of employees /leaders/supervisors
5. Discrimination, harassment, & bias experiences
6. Accessibility & facilities
7. Peer/Team/Supervisor relationships & effectiveness

Update

- Contracts updated or established with 3 vendors
- Year 1 (FY2023) included 17 institutions
 - 10 completed both student & employee surveys
 - 5 completed the employee survey only
 - 2 completed the student survey only
- Year 1 Timeframe
 - Campuses will be receiving results over the summer
 - Expectation is for campuses to begin sharing results with stakeholders Fall semester 2023
 - Begin considering how campus climate assessment results can inform challenges, opportunities, and strategies to impact equity and improve experiences of students and employees.

Next Steps

- System office leadership confirming cohorts for FY2024 and FY2025
- Minnesota State has, and will continue to, encourage campus leadership to:
 - Disseminate findings amongst stakeholders (including entities responsible for improvement)
 - Utilize the results in planning and decision making
 - Provide guidance to campuses on engagement with campus climate
 - Develop KPI 5 and 6, to ensure measurement of progress/changes over time



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