AGENDA ITEM SUMMARY

NAME: Joint Academic and Student Affairs and Diversity, Equity and Inclusion Committees

DATE: June 17, 2024

TITLE: Equity in Student Success

☐ Action   ☒ Review and Discussion

☐ *This item is required by policy*

PRESENTERS

Satasha Green-Stephen, Senior Vice Chancellor for Academic & Student Affairs
Andriel Dees, Vice Chancellor for Equity & Inclusion
Paul Shepherd, Associate Vice Chancellor for Student Affairs & Enrollment Management
Priyank Shah, Executive Director for Center for Data Access & Analytics
Tarnjeet Kang, Director of Equity Assessment

PURPOSE

This presentation provides an update to the Board of Trustees on student campus climate assessments that began under the current framework in Spring 2023. An overview of the framework will be provided as well as select results from assessments conducted by the first cohort of institutions. The Board will also be provided with an overview of how campuses are being engaged around campus climate.

BACKGROUND INFORMATION

Student Campus Climate Update – June 2024

Overview: Campus Climate Framework

The Minnesota State Campus Climate Framework supports the system's Equity 2030 strategic initiative, with student assessments contributing specifically to the following dimensions:

- Evidence-based
- Enhanced Access
- Academic Success
- Student Engagement

The first student assessments under this framework took place in Fiscal Year 23, with 12 institutions completing the assessment. In the second year, an additional 13 institutions completed the student assessment, with 8 Minnesota State institutions anticipated to participate in the third year. The system office tracks results from 20 custom questions – this data informs the Equity 2030 Framework, the development of Key Performance Indicator 6 of the Minnesota State Equity Scorecard, and will also be disseminated through stakeholder presentations.

The Office of Equity & Inclusion collaborates with the Academic & Student Affairs division to support our campuses in leveraging this data to inform their practice and decision-making efforts. In Spring 2024, this entailed a webinar series that focused on the linkage between campus climate and thematic areas such as Strategic Enrollment Management, design of the physical environment, accessibility as well as mental health and well-being. In the next fiscal year, this collaboration will expand to other thematic areas and modes of support.

Objectives

- Assess sense of belonging, inclusion, and safety for students and employees
- 3-year cycle, longitudinally comparison of survey questions, particularly 20 custom questions.
- Support consideration of campus climate impact on evidence-based decision-making and strategic planning to improve campus climate.
- Inform and align to system priorities such as Equity 2030

Student Domains

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

Cohort 1 and 2 Update

Cohort 1

12 campuses completed the student surveys
Bemidji State University
Dakota County Technical College
Inver Hills Community College
Lake Superior College
Minneapolis College
Minnesota State University, Mankato
Minnesota State University, Moorhead
Minnesota West Community and Technical College
Northwest Technical-Bemidji
Ridgewater College
South Central College
Winona State University

Cohort 2

13 campuses completed the student surveys
Anoka Technical College
Anoka-Ramsey Community College
Central Lakes College
Minnesota State College Southeast
Minnesota State Community & Technical College
Metropolitan State University
North Hennepin Community College
Northland Community & Technical College
Riverland Community College
Rochester Community & Technical College
St. Cloud State University
St. Cloud Community & Technical College
Southwest Minnesota State University

Custom Questions for Campus Climate Framework

Part of establishing the campus climate assessment framework entailed developing a block of custom questions which provide insight into the experiences and perspectives of students and employees. The 20 custom questions intentionally build on the survey instruments of vendors and add questions reflective of the conceptual domains referenced above; the custom questions are listed below. The questions were developed by a system office workgroup to meet the objectives of the campus climate assessment framework. Numerous stakeholder groups and subject matter experts were engaged to provide feedback on the 20 questions.

#	Conceptual Domain	Question
Student Custom Questions		
1	Sense of Belonging and Inclusion	I feel welcomed at this school.
2	Sense of Belonging and Inclusion	I feel a sense of belonging at this school.
3	Sense of Belonging and Inclusion	I feel like I can be myself at this school.
4	Sense of Belonging and Inclusion	I have not felt isolated or left out at this school because of my identity (such as race, gender, sexuality, age, nationality).
5	Sense of Belonging and Inclusion	At this school, I see people who share my background/identity represented in the courses and curriculum (books, assignments, lectures, course content).
6	Sense of Belonging and Inclusion	At this school, I see people who share my background/identity represented in the campus environment (art, photos, website, advertising, events, etc.).
7	Sense of Belonging and Inclusion	This school's faculty and staff are caring towards me.
8	Sense of Belonging and Inclusion	I think this is a good school to attend for people like me.
9	Sense of Safety – Physical	I feel physically safe while on campus.
10	Sense of Safety – Physical	I feel safe in the community surrounding the campus.
11	Sense of Safety – Psychological	In my classes, I feel comfortable sharing my perspectives and ideas.
12	Sense of Safety – Psychological	I feel emotionally safe when interacting with faculty and staff.
13	Sense of Safety – Psychological	I feel emotionally safe when interacting with students.
14	Cultural Fluency/Competency	Faculty and staff treat students of different backgrounds, cultures, and identities with respect.
15	Cultural Fluency/Competency	This school's student services (such as financial aid, advising, registrar) treat students like me with respect.
16	Cultural Fluency/Competency	This school's faculty make students of different backgrounds, cultures, and identities feel welcomed in the classroom.
17	Discrimination, Harassment, & Bias	Our campus takes appropriate action when people have been harassed or discriminated against.
18	Accessibility & Accommodations	This school is welcoming to students with disabilities.
19	Accessibility & Accommodations	This school is committed to meeting the accommodation needs of students with visible or invisible disabilities.
20	Accessibility & Accommodations	If I needed to, I would feel comfortable requesting an accommodation for a disability at this school.

MINNESOTA STATE

May 2024
Office of Equity & Inclusion
Center for Data Access & Analytics
Campus Climate Guidance

Guidance to Institutions for Campus Climate Assessments

This document provides guidance to institutions on strategies and action steps to support the leveraging of campus climate assessment results. The aim of leveraging climate assessment results is to identify areas of success and opportunities for improvement in stakeholders' climate related sentiments and experiences.

The content below brings together feedback from campus and system office partners about best practices and considerations for leveraging campus climate survey results. It is important to note that this document intends to provide guidance to campus leaders and teams and ought to be adopted in a manner that supports the local context of the institution. The guidance provided here is not exhaustive, it will be updated as needed.

1. In addition to identifying a campus climate focal point to liaise with the system office, establish a campus climate team to facilitate the process of reviewing and leveraging the campus climate assessment results.
   a. Consider including your colleagues in functional areas such as DEI/CDO, IR/IE, marketing, HR, ASA.
   b. Establish a shared understanding among the campus climate team and institutions leadership about the intended aims of the campus climate assessment process and how the data will be used.

2. Communicate to stakeholders the timelines for receiving results from vendors.
   a. Approximate timeline for receiving results from vendors.

3. Review campus climate assessment results with institution's leadership team.
   a. Identify what are notable results and/or unexpected results.

Minnesota State is an affirmative action, equal opportunity employer and educator.

      b.   Are there any questions and considerations that arise among campus climate and leadership teams?

      c.   Consider initial options for leveraging results and potential opportunities to improve climate related matters.

4. Create a presentation to share an overview of the campus climate assessment efforts with institutional constituencies.
   a. Presentation Content:
      i. Overview of the campus climate assessment process (aims, timelines, vendors).
      ii. Key results and themes from the campus climate results.
      iii. Highlight success and improvement opportunities.
      iv. Offer reflection on specific results that may require some contextual understanding and consideration, given that the results are a data point in time.
      v. Considerations of how the results connect to other efforts and strategies to support success and experiences of students and employees.
      vi. Next steps and direction for the climate work.

   b. Discuss with Constituencies:
      i. What questions arise for stakeholders about the results?
      ii. Ideas for how to leverage campus climate assessment results?
      iii. Ideas for next steps?

   c. Constituencies to Engage:
      i. Campus committees
      ii. Student groups
      iii. Bargaining units
      iv. Employee development days
      v. Other relevant groups (e.g. advisory committees, community entities)

5. Share and disseminate the campus climate assessment results with stakeholders.
   a. Share the aggregate results report for custom questions block established as part of the system wide campus climate assessment efforts. Report is provided by the vendor.
   b. Place the shared content in an accessible location for stakeholders (e.g. Intranet, Teams site).

6. Consider how to further discuss the climate results and explore ideas for leveraging the assessment results to improve climate related matters.
   a. "Town hall" meetings.
   b. Targeted focus groups.
   c. Opportunities for better understanding actions and opportunities to improve climate.

7. Campus climate team and leads should work with existing committees and leadership to identify strategies and action plans and connect them to institutional strategic plans and goals.

8. Provide updates on the climate related strategies and action to stakeholders and communicate the next planned campus climate assessment.

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May 2024
Office of Equity & Inclusion
Center for Data Access & Analytics
Campus Climate FAQ

Campus Climate Assessments: Frequently Asked Questions

1. What is the objective of the systemwide campus climate framework and assessments?

The campus climate framework and assessments aim to collect data on how students and employees across our system experience and perceive their sense of belonging, inclusion and safety. Institutions can leverage this data to ensure that both students and employees thrive during their time at Minnesota State, and have a welcoming and safe experience.

2. How do campus climate assessments connect to Minnesota's State's Equity 2030 strategic vision and goals?

Aims to close educational equity gaps across race and ethnicity, socioeconomic status, first generation status by the year 2030, with consideration of Minnesota's geographic and workforce contexts.

Campus climate assessments primarily serve the *Evidence-based* dimension of Equity 2030. Additionally, the student assessments also support the dimensions of *Enhanced Access,*

Academic Success and *Student Engagement*. Employee assessments also support the *Workforce and Talent Diversity* dimension.

Further information about Minnesota State's Equity 2030 strategic vision can be found here.

3. What are the domains that guide the campus climate assessments?

The system wide Campus Climate Framework was established in June 2022. The following conceptual domains were identified as key facets of student or employee experiences and sentiments' for which we would like to gain insights and better understanding.

Student Domains	Employee Domains
Sense of Belonging & Inclusion	Sense of Belonging & Inclusion
Safety – Physical	Safety – Physical
Safety – Psychological	Safety – Psychological
Cultural Fluency of Staff & Faculty	Cultural Fluency of Staff & Faculty
Discrimination, harassment, & bias experiences	Discrimination, harassment, & bias experiences
Accessibility & Facilities	Accessibility & Facilities
	Peer/Team/Supervisor relationships & effectiveness

4. Who are the focal points at my institution that lead the assessments?

Presidents at each Minnesota State institution have appointed a campus climate focal point. To find out who your institution's focal point is, email us here.

5. What data collection tools are used to implement the assessments?

The primary tools used to collect data for the campus climate assessments are surveys. These surveys are established tools used by well-known vendors (see below), which include 20 custom questions established by the system office.

Campuses are also encouraged to complement survey results with additional qualitative data collection (focus groups, key informant interviews, etc.), to provide rich and nuanced information to inform their decision-making and strategic planning processes. Qualitative data collection can be conducted internally, or by utilizing third-party consultants and vendors. For further guidance on conducting supplemental qualitative data collection please contact us here.

6. Which third-party vendors are conducting the assessments on behalf of Minnesota State institutions?

The system office has established master contracts with multiple vendors. These master contracts establish price points for Minnesota State institutions, integrates 20 custom questions

into all surveys that are being tracked systemwide, and outlines the scope of the custom analysis that should be provided to institutions based on these questions.

Master contracts have been established with the following vendors:

Student Assessments	Employee Assessments
HEDS	HEDS
	PACE
	Modern Think

Additional information can be found on this [website](#).

7. Who is responsible for signing the work orders with vendors and completing the payment for the assessments?

Minnesota State institutions engage vendors directly to conduct the assessments. Institutions should complete work orders for their chosen vendor, and will be invoiced directly upon completion of the assessment.

8. Our campus has received the results of our assessment. What should we plan for next?

The system office is creating the following resource to provide guidance for leveraging the campus climate assessments: "Guidance to Institutions for Campus Climate Assessments." The resources will be made available Summer 2024.

9. Which stakeholders should we share the results with, and what information should we share with them?

Information for whom and what information to share is forthcoming.

10. How often do we have to conduct campus climate assessments?

Minnesota State institutions are expected to complete one employee assessment and one student assessment in each 3-year cycle. The first 3-year cycle began in Fiscal Year 2023 and will go through the end of Fiscal Year 2025. The next 3-year cycle is planned to start in Fiscal Year 2026.

11. When will my campus be conducting our campus climate assessments?

Each campus will determine the appropriate timing for their assessment within each 3-year cycle. To find out when your institution is conducting an assessment, reach out to your campus climate focal point.

12. What will the Minnesota State system office do with the results they receive from the 20 custom questions in the assessments?

At present, the system office is working to develop Key Performance Indicator 6 of the Equity Scorecard, which will focus on campus climate. The system office will work to determine which results from the 20 custom questions, disaggregated by select demographic variables, will be available through the Equity Scorecard. All employees in the Minnesota State system have access to the Equity Scorecard using their institutional credentials to log into the Power BI application. Making this data accessible supports systemwide evidence-based decision making and planning.

13. Can my campus conduct more than one assessment during each 3-year cycle?

Currently, due to contract caps under the umbrella contracts established by the system office with vendors, we are not able to facilitate more than one employee assessment and one student assessment in a 3-year cycle. Institutions that plan to conduct more than one of each type of assessment in a cycle should reach out to the system office and the vendors to determine if they can conduct another assessment under the umbrella contracts or if an additional assessment needs to be conducted outside of the umbrella contracts.

14. Who can participate in the employee and student assessments?

Campus climate assessments are voluntary surveys, and are sent to all students and employees at each institution. These assessments do not use a sampling approach. For students, it is important to note that minors (under the age of 18) are not included in the surveying efforts. In working with the vendors to setup the logistics of the survey implantation, you will need to ensure students under the age of 18 are not included in the survey mailing lists.

15. How can I access the recordings of the campus climate webinars?

In Spring 2024, the Office of Equity & Inclusion and Student Affairs collaborated to conduct a series of webinars. The playlist of the webinars can be accessed by Minnesota State employees by logging in using their institutional credentials at this website *(link to come).*

16. Who can I contact if I have further questions?

Questions about campus climate assessments can be directed to Tarnjeet Kang, Director of Equity Assessment, Office of Equity & Inclusion (tarnjeet.kang@minnstate.edu)

Student Questions

The results below are for the 12 institutions that completed student surveys in year one (FY 2023) of the three year cycle established by the Campus Climate Framework.

Respondent count refers to the total number of respondents for a given question.

The percentages below are weighted averages: sum or respondents that strongly agree and agree, divided by the total number of respondents for the given question.

Results are grouped together by Conceptual Domains that were established as part of the Campus Climate Framework.

Sense of Belonging & Inclusion

Percent Strongly Agree & Agree

1 I feel welcomed at this school.

Sector	Overall	Student of Color	Not Student of Color	Unknown Race	First Generation	Not First Generation	Unknown First Generation Status
Colleges	87%	88%	87%	70%	87%	87%	80%
Respondent Count	896	324	535	37	407	439	50
Universities	81%	76%	84%	55%	80%	82%	69%
Respondent Count	2,648	707	1,874	67	782	1,801	65

2 I feel a sense of belonging at this school.

Sector	Overall	Student of Color	Not Student of Color	Unknown Race	First Generation	Not First Generation	Unknown First Generation Status
Colleges	77%	80%	76%	58%	78%	77%	68%
Respondent Count	893	323	534	36	405	438	50
Universities	70%	64%	72%	48%	69%	70%	57%
Respondent Count	2,643	706	1,871	66	779	1,799	65

3 I feel like I can be myself at this school.

Sector	Overall	Student of Color	Not Student of Color	Unknown Race	First Generation	Not First Generation	Unknown First Generation Status
Colleges	79%	82%	79%	56%	81%	79%	66%
Respondent Count	887	320	531	36	405	432	50
Universities	74%	70%	76%	44%	72%	75%	59%
Respondent Count	2,634	700	1,868	66	777	1,793	64

4   I have not felt isolated or left out at this school because of my identity (such as race, gender, sexuality, age, nationality).

Sector	Overall	Student of Color	Not Student of Color	Unknown Race	First Generation	Not First Generation	Unknown First Generation Status
Colleges	78%	82%	77%	53%	79%	78%	64%
Respondent Count	890	321	533	36	402	438	50
Universities	73%	63%	77%	51%	69%	75%	62%
Respondent Count	2,630	698	1,865	67	776	1,789	65

5   At this school, I see people who share my background/identity represented in the courses and curriculum (books, assignments, lectures, course content).

Sector	Overall	Student of Color	Not Student of Color	Unknown Race	First Generation	Not First Generation	Unknown First Generation Status
Colleges	73%	73%	75%	44%	74%	73%	59%
Respondent Count	886	321	529	36	402	435	49
Universities	73%	57%	80%	54%	71%	74%	63%
Respondent Count	2,631	698	1,866	67	776	1,790	65

6   At this school, I see people who share my background/identity represented in the campus environment (art, photos, website, advertising, events, etc.).

Sector	Overall	Student of Color	Not Student of Color	Unknown Race	First Generation	Not First Generation	Unknown First Generation Status
Colleges	73%	74%	73%	50%	73%	74%	55%
Respondent Count	887	320	531	36	401	437	49
Universities	75%	64%	80%	52%	74%	76%	63%
Respondent Count	2,629	699	1,863	67	776	1,788	65

7   This school's faculty and staff are caring towards me.

Sector	Overall	Student of Color	Not Student of Color	Unknown Race	First Generation	Not First Generation	Unknown First Generation Status
Colleges	84%	86%	84%	67%	85%	85%	76%
Respondent Count	890	322	532	36	403	437	50
Universities	83%	78%	85%	70%	81%	84%	71%
Respondent Count	2,633	699	1,867	67	776	1,792	65

8	I think this is a good school to attend for people like me.							
Sector	Overall	Student of Color	Not Student of Color	Unknown Race	First Generation	Not First Generation	Unknown First Generation Status
Colleges	85%	88%	85%	62%	86%	85%	74%
Respondent Count	889	320	532	37	401	438	50
Universities	76%	68%	80%	52%	74%	78%	62%
Respondent Count	2,632	696	1,869	67	777	1,790	65

Sense of Safety – Physical/Psychological

Percent Strongly Agree & Agree

9	I feel physically safe while on campus.							
Sector	Overall	Student of Color	Not Student of Color	Unknown Race	First Generation	Not First Generation	Unknown First Generation Status
Colleges	84%	84%	84%	69%	83%	86%	71%
Respondent Count	886	319	531	36	400	437	49
Universities	79%	77%	81%	52%	78%	81%	65%
Respondent Count	2,636	704	1,865	67	780	1,791	65

10	I feel safe in the community surrounding the campus.							
Sector	Overall	Student of Color	Not Student of Color	Unknown Race	First Generation	Not First Generation	Unknown First Generation Status
Colleges	75%	76%	75%	65%	75%	76%	70%
Respondent Count	883	319	530	34	399	437	47
Universities	65%	68%	65%	41%	65%	66%	56%
Respondent Count	2,632	704	1,862	66	780	1,788	64

11	In my classes, I feel comfortable sharing my perspectives and ideas.							
Sector	Overall	Student of Color	Not Student of Color	Unknown Race	First Generation	Not First Generation	Unknown First Generation Status
Colleges	77%	79%	77%	60%	80%	76%	71%
Respondent Count	886	319	532	35	400	438	48
Universities	69%	65%	72%	55%	69%	70%	54%
Respondent Count	2,636	703	1,866	67	779	1,792	65

12 I feel emotionally safe when interacting with faculty and staff.

Sector	Overall	Student of Color	Not Student of Color	Unknown Race	First Generation	Not First Generation	Unknown First Generation Status
Colleges	82%	83%	82%	71%	84%	82%	71%
Respondent Count	882	320	528	34	398	436	48
Universities	80%	74%	83%	61%	80%	80%	63%
Respondent Count	2,631	699	1,865	67	776	1,790	65

13 I feel emotionally safe when interacting with students.

Sector	Overall	Student of Color	Not Student of Color	Unknown Race	First Generation	Not First Generation	Unknown First Generation Status
Colleges	76%	78%	75%	67%	78%	76%	65%
Respondent Count	880	318	529	33	398	434	48
Universities	74%	67%	78%	54%	71%	76%	58%
Respondent Count	2,627	694	1,866	67	771	1,791	65

Cultural Fluency/Competency

Percent Strongly Agree & Agree

14 Faculty and staff treat students of different backgrounds, cultures, and identities with respect.

Sector	Overall	Student of Color	Not Student of Color	Unknown Race	First Generation	Not First Generation	Unknown First Generation Status
Colleges	86%	86%	87%	69%	87%	87%	67%
Respondent Count	878	314	529	35	398	434	46
Universities	83%	79%	86%	63%	83%	84%	72%
Respondent Count	2,635	704	1,864	67	777	1,793	65

15 This school's student services (such as financial aid, advising, registrar) treat students like me with respect.

Sector	Overall	Student of Color	Not Student of Color	Unknown Race	First Generation	Not First Generation	Unknown First Generation Status
Colleges	85%	87%	86%	63%	87%	85%	71%
Respondent Count	882	318	529	35	400	434	48
Universities	82%	76%	84%	67%	80%	83%	68%
Respondent Count	2,629	701	1,861	67	776	1,788	65

16 This school's faculty make students of different backgrounds, cultures, and identities feel welcomed in the classroom.

Sector	Overall	Student of Color	Not Student of Color	Unknown Race	First Generation	Not First Generation	Unknown First Generation Status
Colleges	84%	85%	84%	60%	86%	83%	70%
Respondent Count	881	317	529	35	400	434	47
Universities	81%	76%	83%	65%	81%	81%	69%
Respondent Count	2,622	699	1,857	66	773	1,784	65

Discrimination, Harassment, & Bias

Percent Strongly Agree & Agree

17 Our campus takes appropriate action when people have been harassed or discriminated against.

Sector	Overall	Student of Color	Not Student of Color	Unknown Race	First Generation	Not First Generation	Unknown First Generation Status
Colleges	64%	66%	65%	42%	68%	61%	56%
Respondent Count	871	314	524	33	395	431	45
Universities	58%	57%	59%	44%	60%	57%	58%
Respondent Count	2,605	692	1,847	66	766	1,774	65

Accessibility & Accommodations

Percent Strongly Agree & Agree

18 This school is supportive of students with disabilities.

Sector	Overall	Student of Color	Not Student of Color	Unknown Race	First Generation	Not First Generation	Unknown First Generation Status
Colleges	80%	82%	79%	67%	80%	81%	70%
Respondent Count	882	318	528	36	398	434	50
Universities	73%	73%	74%	60%	74%	73%	59%
Respondent Count	2,626	703	1,858	65	771	1,792	63

19 This school is committed to ensuring students with disabilities are treated with respect.

Sector	Overall	Student of Color	Not Student of Color	Unknown Race	First Generation	Not First Generation	Unknown First Generation Status
Colleges	81%	83%	80%	72%	81%	82%	65%
Respondent Count	879	316	527	36	396	434	49
Universities	74%	73%	75%	55%	75%	74%	60%
Respondent Count	2,622	702	1,855	65	768	1,791	63

20 **If I needed to, I would feel comfortable requesting an accommodation for a disability at this school.**

Sector	Overall	Student of Color	Not Student of Color	Unknown Race	First Generation	Not First Generation	Unknown First Generation Status
Colleges	82%	82%	82%	69%	83%	82%	69%
Respondent Count	877	315	527	35	395	434	48
Universities	75%	74%	76%	63%	76%	76%	63%
Respondent Count	2,618	697	1,856	65	766	1,789	63