Fashion Institute of Technology

Climate Assessment Project

September 9, 2011
Campuses as Social Systems

Hurtado, Milem, Clayton-Pederson, & Allen, 1998
Climate In Higher Education

Assessing Campus Climate

What is it?
• Campus Climate is a construct

Definition?
• Current attitudes, behaviors, and standards and practices of employees and students of an institution

How is it measured?
• Personal Experiences
• Perceptions
• Institutional Efforts

Rankin & Reason, 2008
How students experience their campus environment influences both learning and developmental outcomes.\textsuperscript{1}

Discriminatory environments have a negative effect on student learning.\textsuperscript{2}

Research supports the pedagogical value of a diverse student body and faculty on enhancing learning outcomes.\textsuperscript{3}

\textsuperscript{1} Pascarella & Terenzini, 1991, 2005
\textsuperscript{2} Cabrera, Nora, Terenzini, Pascarella, & Hagedron, 1999; Feagin, Vera & Imani, 1996; Pascarella & Terenzini, 1991.
Assessing Campus Climate

Why Assess?
What is the Process?
Where Do We Start?
Why conduct a climate assessment?

To foster a caring university community that provides leadership for constructive participation in a diverse, multicultural world.

To open the doors wider for under-served constituents to create a welcoming environment.

To improve the environment for working and learning on campus.
Project Objectives

Provide the Fashion Institute of Technology with information, analysis, and recommendations as they relate to campus climate.

This information will be used in conjunction with other data to provide FIT with an inclusive view of the campus.
Projected Outcomes

The Fashion Institute of Technology will add to their knowledge base with regard to how constituent groups currently feel about their campus climate and how the community responds to them (e.g., pedagogy, curricular issues, professional development, inter-group/intra-group relations, respect issues).

The Fashion Institute of Technology will use the results of the assessment to inform current/on-going work regarding issues of campus climate.
Setting the Context for Beginning the Work

- Examine the Research
  - Review work already completed
- Preparation
  - Readiness of the department
- Assessment
  - Examine the climate
- Follow-up
  - Building on the successes and addressing the challenges
Transformational Tapestry Model

Assessment

Baseline Organizational Challenges
Systems Analysis
Local / State / Regional Environments

Contextualized Campus Wide Assessment

Advanced Organizational Challenges
Consultant Recommendations

Transformation via Intervention

Educational Actions
Administrative Actions
Fiscal Actions

Symbolic Actions

Access Retention
Research Scholarship
University Policies/Service
Transformed Campus Climate
Curriculum Pedagogy
External Relations
Intergroup & Intragroup Relations

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PHASE I

Proposal Meeting
PHASE II

Assessment Tool
Development and Implementation
Communication/Marketing Plan
IRB Proposal
Survey Instrument

Final instrument

- Quantitative questions and additional space for respondents to provide commentary
- On-line or paper & pencil options

Sample = Population

- All members of the FIT community are invited to participate via an initial invitation from President Brown
What will the climate assessment provide?

- Participants’ personal experiences
- Participants’ perceptions of FIT climate
- Participants’ perceptions of FIT actions
- Participants’ demographic information
- Participants’ input into recommendations for improving the campus climate
Communication/Marketing Plan

Preparing the Campus Community

- Talking points
- Incentives
- Invitation letter
- Subsequent invitations to participate
Institutional Review Board

Proposal application

Primary Investigator from FIT
PHASE III

Survey Implementation
Data Analysis
Sample Demographic Profile to Create Chi-Square Table Comparing Demographics of Population & Sample

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PHASE V

Action Plan
Next Steps...
Projected Process Forward

**September 2011**
- Initial meeting with CSWG

**September-December 2011**
- Develop assessment tool
- Create communication/marketing plans
- Develop/submit IRB proposal
Projected Process Forward

- **January 2012**
  - IRB proposal approval

- **February 2012**
  - Survey administration

- **March-June 2012**
  - Data analysis
Projected Process Forward

**June/July**
- Complete data analysis

**August**
- Development of report

**September**
- Presentation of report to FIT community
For more information

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