

# Fashion Institute of Technology

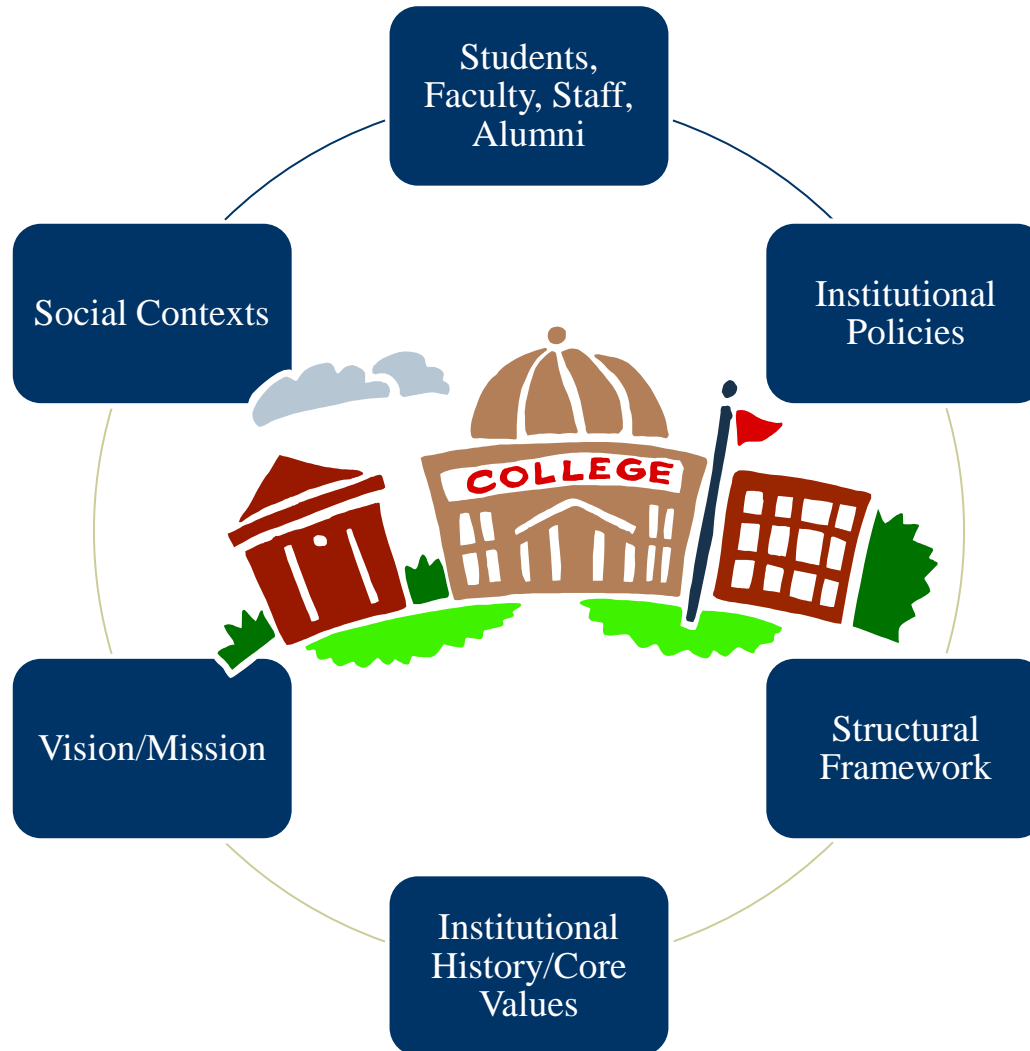


## Climate Assessment Project



September 9, 2011

# Campuses as Social Systems



# Climate In Higher Education



Barcelo, 2004; Bauer, 1998, Kuh & Whitt, 1998; Hurtado, 1998, 2005; Ingle, 2005; Milhem, 2005; Peterson, 1990; Rankin, 1994, 1998, 2003, 2005; Smith, 1999; Tierney, 1990; Worthington, 2008

# 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

# Campus Climate & Students



How students experience their campus environment influences both **learning and developmental outcomes.**<sup>1</sup>



Discriminatory environments have a **negative effect** on student learning.<sup>2</sup>



Research supports the pedagogical value of a **diverse student body** and faculty on **enhancing learning outcomes.**<sup>3</sup>

<sup>1</sup> Pascarella & Terenzini, 1991, 2005

<sup>2</sup> Cabrera, Nora, Terenzini, Pascarella, & Hagedron, 1999; Feagin, Vera & Imani, 1996; Pascarella & Terenzini, 1991.

<sup>3</sup> Hale, 2004; Harper & Quaye, 2004; Harper, & Hurtado, 2007; Hurtado, 2003.

# 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.



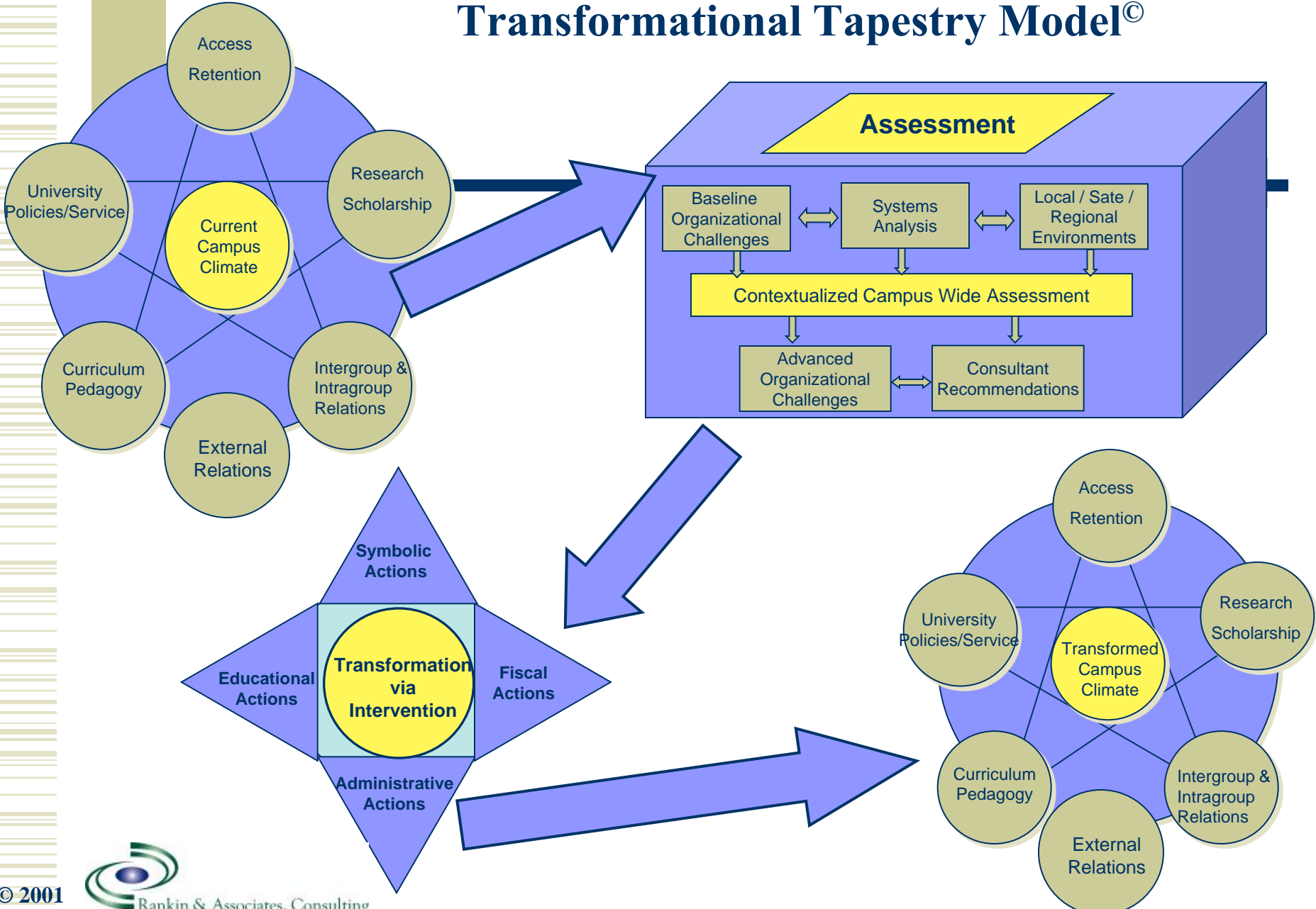
# Projected Outcomes

- ✚ 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<sup>©</sup>



# 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





# PHASE IV

# Report

# 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

Questions..?  
Other Ideas..?



For more information

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