

## Climate Assessments

**Goals:** For almost 25 years, the ADVANCE program has administered climate surveys to academic units at the University of Michigan. The climate assessment is internally focused on the experiences of members of the department; it is not designed to assess the user experience (e.g., undergraduate students, alumni). Findings can inform the academic unit as they make appropriate policy decisions to enhance the environment for all members of the unit.

**Survey Groups:** The ADVANCE Program has developed standard survey templates for all groups within a department, including: *tenure-track faculty, research faculty, post-doctoral fellows, lecturers, staff, Ph.D. students, and master's students.*

### Typical Timeline:

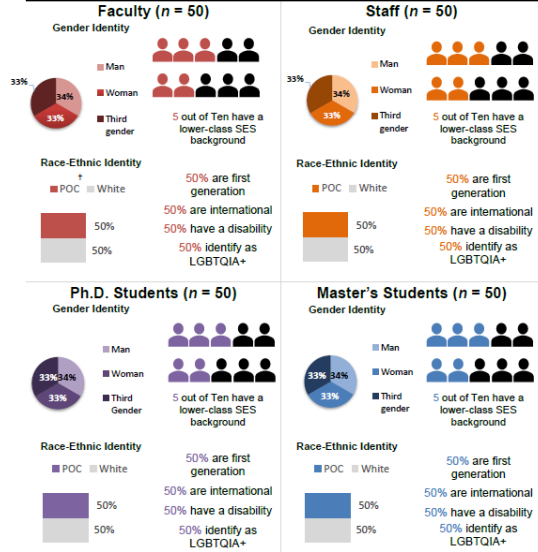
ADVANCE climate assessments typically take approximately 3-4 months to complete from the initial meeting to the final report. An MOU will be sent to the unit prior to the initial meeting detailing ADVANCE's responsibilities, the unit's responsibilities, customization options, and the cost share model. Below are the main steps of the process.

Time frame	Step
1 hour	Initial meeting with unit
2-3 days	MOU document approved by unit
2 weeks	Surveys sent to unit to begin their review
2-3 days	Last day to make survey changes and submit participant list
1 week	Surveys sent to unit for final review, unit provides final feedback
2 weeks	Department chair/unit leadership sends participants message, and survey opens (during this time we will work on scheduling the debriefing meeting)
6 weeks	Survey closes and ADVANCE staff begin working on draft report
2 weeks	Draft report sent to the unit and unit reviews draft prior to debriefing meeting
1 hour	Debriefing meeting to discuss the report
1 week	ADVANCE staff makes any necessary modifications to report and final report sent

# Sample Reporting Outcomes:

## Demographics

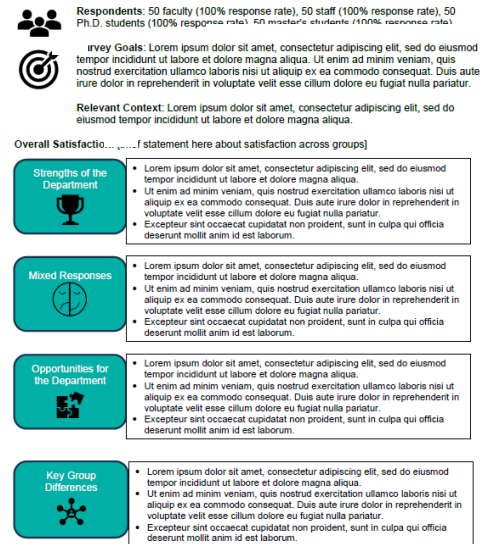
### Survey Demographics



Demographic breakdown of each surveyed group by different identities including: *gender, SES, POC, first-generation, internationality, disability, and LGBTQIA+*. These identity groups are also used to explore group differences.

## Executive Summary

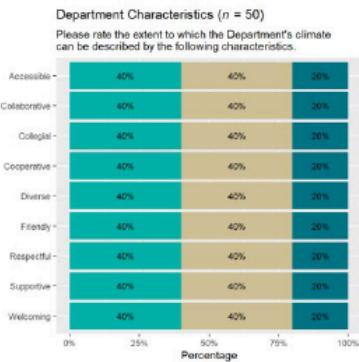
### Executive Summary



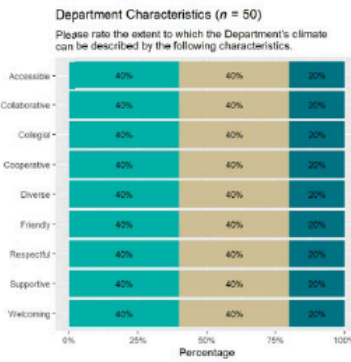
High-level summary of the unit's goals and the unit's dynamics to provide context for the survey results. The executive summary looks across surveyed groups and is organized by: *strengths, mixed responses, opportunities, and key group differences*.

## Perceptions of the Departmental Culture and Climate

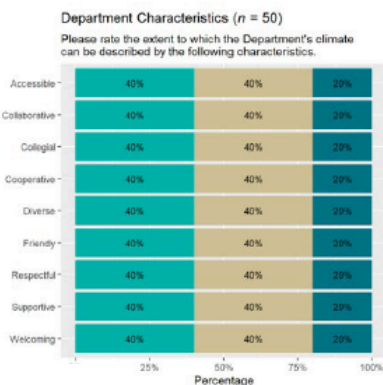
### Faculty



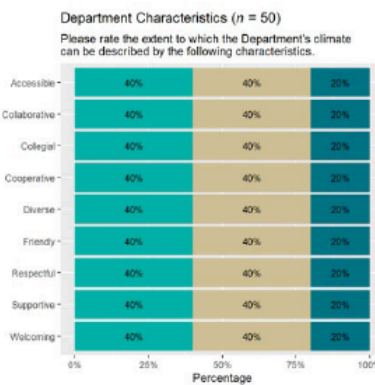
### Staff



### Ph.D. Students



### Master's Students



### Summary of Department Culture and Climate Characteristics:

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Surveyed groups describe different aspects of the unit characteristics (including collaborative, friendly, and respectful).

## Report for each Survey Group

**Department Faculty Experiences (n = 50, 100% response rate)**

<b>Gender Identity</b>	33% women, 33% men, 33% third gender
<b>Race/Ethnicity</b>	50% are persons of color
<b>SES Background</b>	50% came from a lower or lower-middle-class SES background
<b>First Generation</b>	50% are first generation
<b>International</b>	50% are international
<b>Disability Status</b>	50% have at least 1 disability
<b>Sexual Orientation</b>	50% are LGBTQIA+
<b>Rank</b>	50% are untenured faculty, 50% are tenured faculty

**Demographics**

**Overall Findings**

Overall, 88% of faculty were satisfied or very satisfied with their current position.

12% of faculty are likely to leave the department in the next two years with the primary reasons being local climate and local affordability.

Survey responses are categorized in terms of Strengths, Mixed Responses, and Opportunities. Strengths/Opportunities refer to survey question/question themes that were generally rated high/low by respondents. Mixed responses are those questions with a range of variability, spanning from positive to neutral to negative experiences. Good questions with an average neutral response. Specific survey question/question themes and corresponding statistics and figures are in the Appendix. Key findings are bolded in the sections below.

**Strengths**

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**Mixed Responses**

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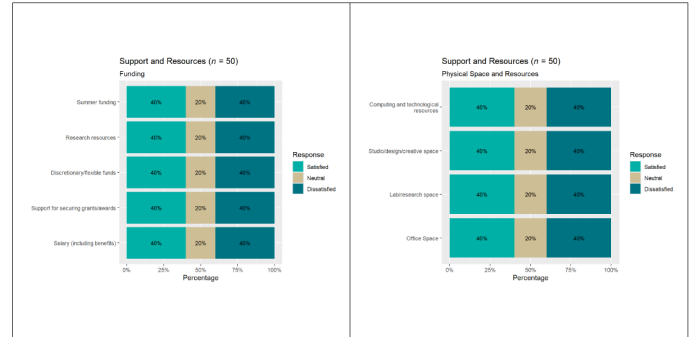
**Opportunities for Improvement**

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For each surveyed group, the most important findings are summarized by: *strengths, mixed responses, and opportunities for improvement*. Significant group differences are also examined when an identity group is sufficiently represented in the sample and has experiences of discrimination.

## Appendix

### Support & Resources



The appendix contains all survey questions; only an example subset is shown here. Each figure is a block of items, organized into themes. All survey items have a five-point scale, and the corresponding figure displays the frequencies of 3 groups (e.g., *Strongly disagree & Disagree; Neutral; Agree & Strongly Agree*). The appendix also contains tables for the significant group differences.