TO: The Executive Committee
FROM: The Faculty Diversity and Equity Committee (FDEC)
SUBJECT: 13-14 FDEC 3: Establishment of the Campus Climate Subcommittee of FDEC
PURPOSE: For Action by the Executive Committee

ACTION REQUESTED:
That the Executive Committee approve the formation of the Campus Climate Subcommittee of FDEC.

BACKGROUND INFORMATION:
The Campus Climate Survey was last administered in 2006 at CSU East Bay for students, staff and faculty. It was anticipated at the time it would be administered every 2 or 3 years. However, this did not occur. The FDEC took on the project of developing a proposed Campus Climate Survey AY 2012-13 following the establishment of FDEC as a standing committee. As stated in the Proposal to make FDEC a Standing Committee of the Academic Senate, 11-12 CFDE 2 revised, Section 6.A.4 "The FDEC shall monitor faculty diversity climate issues and studies, including the recurring faculty diversity climate study that uses both quantitative and qualitative ethics to assess the commitment and practices for recruiting and retaining a diverse faculty."

FDEC formed a working group composed of FDEC members Kim Geron, Korey Brunetti, and Maxwell Davis, and Amber Machamer from Planning and Institutional Research. After the appointment of Dr. Dianne Rush Woods as Campus Diversity Officer and a member of the President's Cabinet, she was added to the group this summer. After several meetings in Spring-Summer 2013, it was recommended that there be two separate surveys, a student survey, and a separate survey for faculty and staff at CSUEB. The priority was to launch the Student Campus Climate Survey in Fall Quarter 2013 before the faculty and staff survey was sent out. The University contracted with EBI, which conducts campus surveys nationally, to execute this survey which launched in early November 2013. The value of using EBI is we will be able to compare our campus climate with other universities. The student survey included not only the standard questions used in EBIs student campus climate survey, but we were allowed to add up to 10 additional questions and to include our own demographics of students for those who complete the survey which will include both undergraduate and graduate students. This campus
climate survey is proposed to be administered every two years and will be alternated with a campus satisfaction survey for students, which is also a valuable tool.

The plan is to complete work on an EBI survey for faculty and staff which will also include up to 10 questions of our choice. The committee’s plan is to have this ready to send out by early Winter Quarter 2014. This survey will also be carried out every two years. Institutional Research will obtain the necessary IRB approval. Information from the student Campus Climate survey should be available by January 2014. Information from the Staff and Faculty Climate Survey should be ready before the end of the Academic Year 2013-2014.