



Best Practices Dialogue: Campus Climate

*Presented through the Office of
Institutional Diversity
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Overview

- Context
- Proactive Efforts for a Healthy Campus Climate
- Hate Incidents and Hate Crimes
- Freedom of speech
- Values, policies, and protocol
- Future Action
- Discussion



Goals from the Proposed UNM Diversity Plan

- **Goal 1:** Build Minority Student Success in Undergraduate and Graduate Programs
- **Goal 2:** Recruitment and Retention of Minority and Women Faculty
- **Goal 3:** Faculty Development to Support Diversity, Equity and Inclusion
- **Goal 4:** Diversity and Inclusion Development for Staff and Students
- **Goal 5:** Leadership and Management Development
- **Goal 6:** Promote a Healthy Campus Climate
- **Goals 7-8:** Pertaining to Sustainability and Communications



Organizational Culture

- Shared attitudes and perceptions
- Made up of corporate values and behaviors
- Considers environmental and organizational realities that influence an organization
- Binds members together
- Influences how they think about themselves, fellow employees and their work



Organizational Development (OD)

- Focuses on changing entire system
- Is strategic in nature
- Uses applied behavioral science
- Focuses on helping organizations diagnose and solve their problems
- Processes are adaptive
- Starts with identification of specific issues
- *Examples: Interventions where there is low trust, high turnover, unresolved conflict or high stress.*

Organizational Climate

Surveys: Employees

- Ask constituents to provide opinions on fair treatment, recognition and appreciation, quality of supervision, working conditions, job demands, job security, communication, satisfaction with compensation, benefits and other conditions of employment.

Campus Climate Surveys:

Students



- Ask constituents to provide opinions on safety issues, opportunities for social engagement, fair treatment, communication with the institution, satisfaction with opportunities for academic and intellectual development, satisfaction with campus services that meet specific needs etc.



We Want to Become an Employer of Choice

- Ensuring work-life balance
- Providing opportunities to learn and advance
- Giving incentives for top performance
- Keeping “spirit” in the workplace
- Having a participative environment



We Want to Become a Campus of Choice for Students

- Providing the best opportunities for learning and research
- Providing support for all students to overcome barriers and achieve goals
- Providing a safe, welcoming, fair and enjoyable environment
- Provides specific support for **Diversity**

Employees: Typical Survey Areas

- A spirit of cooperation
- Clarity in roles and responsibilities
- Resources to do my work well
- Feel appreciated
- Encouraged to grow professionally
- Someone seems to care about me as a person
- Ample opportunities to do what I do best
- Differences among people are valued



Organizational Climate: Examples of UNM efforts for **Employees**

- Leadership Development
- Values and Operating Principles
- Professional Development Opportunities
- Recognition Programs
- Newsletters
- Social Events
- Communal Spaces
- EOD Programs
- Staff Senate Activities and Programs
- Collaborative Leadership Opportunities



Students: Typical survey Areas

- Demographic questions
- How students feel about the campus environment
- Attitudes of professors towards students in terms of sexism, racism and other prejudicial behavior



Examples to promote Campus Climate Efforts for **Students**

- Training/mentoring
- Communicating diversity across campus: events, celebrations, public relations
- Academic and student support groups
- Diversity related academic courses
- Strong orientation programs including diversity orientation, values statements
- Service learning, learning communities
- Campus safety programs and services
- Policies such as honor codes and anti-harassment and anti-discrimination policies.