

# 2018 CGS Summer Workshop

## *Dean's Toolbox Session: Using Data to Improve Graduate Student Life*

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July 9, 2018

Go to [www.slido.com](http://www.slido.com) and enter **TOOLBOX18**

## Participate in Live Polls

Today we'll be using a simple tool called Slido that allows you to easily express your opinion by voting on live polls.

Take out your smartphones



Open the web browser



Go to [www.slido.com](http://www.slido.com) and enter  
TOOLBOX18



Vote in the live polls

Participants will learn about

- ✓ Tools for Assessing Graduate Education Climate
- ✓ Strategies for Data Collection
- ✓ Guidance for Using Data to Inform Interventions
- ✓ Unit Accountability



- Graduate Student Climate Survey
- Development & Administration of Survey
- Survey Goals
- Data Collection & Analysis
- Survey Areas
- Findings & Dissemination
- Unit Actions
- Unit Accountability

# Graduate Student Campus Climate Survey

## Spring 2012 Survey

### Survey Development and Administration

#### ***Survey facilitated by:***

- Office of Graduate and Professional Studies

#### ***Survey development and data analysis conducted with input and support from:***

- Office of Graduate and Professional Studies
- Office of the Vice President and Associate Provost for Diversity
- Division of Student Life, Student Life Studies
- Graduate Campus Climate Guiding Committee (additionally composed of 1 college administrator, 1 faculty, 1 ISS staff, and 4 students)



# Survey Goals

First and foremost, we aimed to reinforce the three goals outlined in the Texas A&M University Diversity Plan: *Accountability, Climate and Equity*

## Texas A&M's Diversity Plan

In 2010, Texas A&M University embarked on an ambitious Diversity Plan designed to enhance accountability, climate, and equity. The structures and systems that guide our established institutional processes have created the infrastructure to facilitate steady progress toward greater inclusion and academic excellence.

### ACCOUNTABILITY



We establish *accountability* within the institution by developing strategies, plans, and processes that promote progress and create an environment that fosters success and achievement.

### CAMPUS CLIMATE



We develop a supportive *campus climate* that values and integrates diversity in the pursuit of academic excellence by identifying aspects of Texas A&M's community that foster or impede an inclusive working and learning environment.

### EQUITY



We integrate into the mission and goals of the institution, the assurance that students, staff, and faculty, regardless of identity, are all treated equitably.



# Survey Goals



- 1) Reinforce the three goals outlined in the Texas A&M University Diversity Plan: Accountability, Climate and Equity
- 2) Gain knowledge of strengths and challenges related to campus climate for graduate students
- 3) Proactively prioritize climate issues at the university level
- 4) Convey support and willingness to create a healthy climate, ideal for academic pursuit
- 5) Provide services, programs, and support mechanisms for climate challenges
- 6) Contribute to a more productive graduate student body through improvements to the graduate campus climate

# STRATEGIES FOR DATA COLLECTION



## Survey Method & Administration

- Web-based climate assessment
- Distributed Spring 2012 to all Texas A&M University degree-seeking graduate and professional students
- Recruited by emails sent to student TAMU email accounts
- Voluntary participation– incentivized using grocery store gift cards



## Confidentiality & Data Analysis\*

- No department-level analysis
- No links between name, email, department and responses
- No comments reported with department
- No analysis for groups with less than 20 people
- Content analysis restricted to small number of individuals

\*Note: Survey development and data analysis conducted with input from Graduate Campus Climate Guiding Committee (composed of 4 faculty, 5 staff, and 5 students) .

## Qualitative Analysis

### *Method 1*

- Phenomenology with diverse group of faculty, staff, and graduate students
- Themes

### *Method 2*

- Grounded Theory with Atlas.ti
- Coding
- Word Crunch
- Co-occurrence Analysis

## Quantitative Analysis

- SPSS®
- Qualtrics®
- Excel
- Chi-square tests

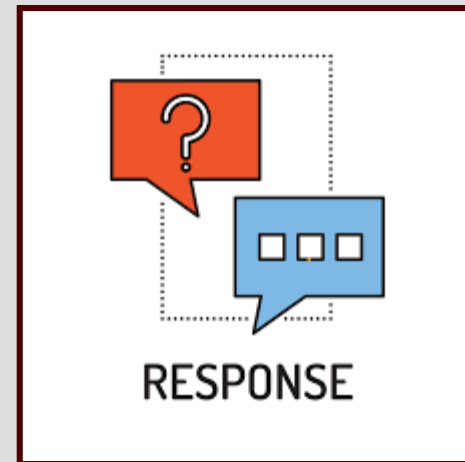
# 2012 Survey Outline

- Demographics
- Commitment to Diversity
- Inappropriate Behaviors
- Acts of Incivility
- Satisfaction with the Texas A&M Experience
- Physical Health and Emotional Well-being
- Stress at Texas A&M
- Safety at Texas A&M
- Access to Resources
- Mentoring
- Equity Issues

## Response Rate

**16%** (1,452 out of 9,183)  
responded to the survey

Sample representative of  
population



Go to [www.slido.com](http://www.slido.com) and enter  
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## **Polling Question:**

**What percentage of your students have experienced instances of incivility on campus?**

- A. None
- B. 25%
- C. 50%
- D. 60%
- E. 70% or more

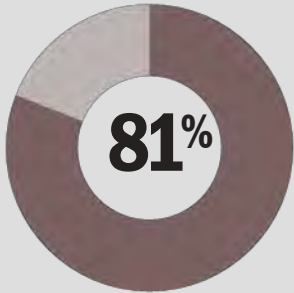
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### **Polling Question:**

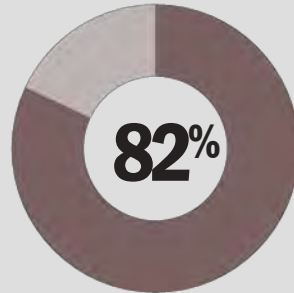
Do you think your graduate students experience stress as a result of the university/institution environment, beyond workload (courses, working, student organization involvement, etc.). If so, what percentage?

- A. None, graduate school is a breeze!
- B. 25%
- C. 50%
- D. 60%
- E. 70% or more

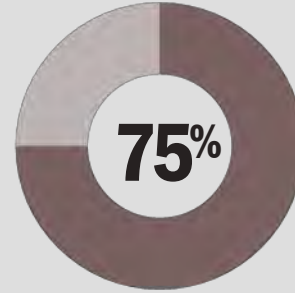
**Glad to have attended Texas A&M**



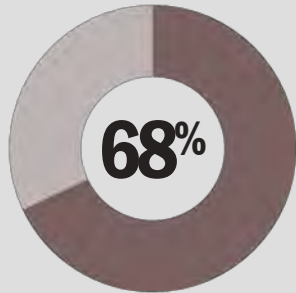
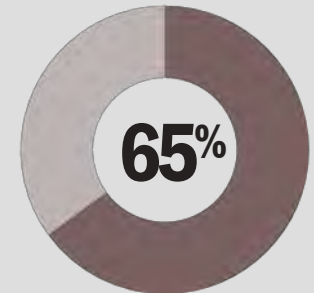
**Agree faculty advisor creates a supportive environment**



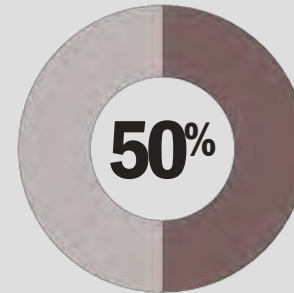
**Satisfied with their academic department**



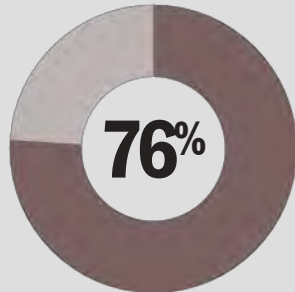
**Agree people are valued regardless of their backgrounds**



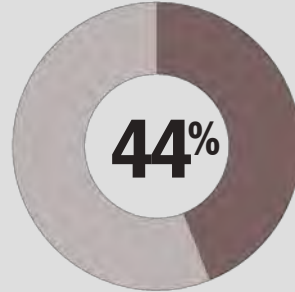
**Have not experienced incivility at Texas A&M**



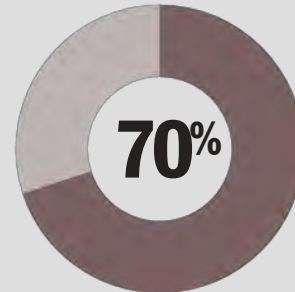
**Have not observed/experienced inappropriate behaviors in the last year at Texas A&M**



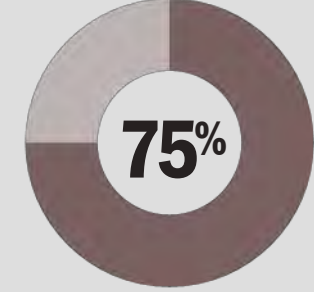
**Never have safety concerns on campus**



**Find the environment at Texas A&M non-stressful**

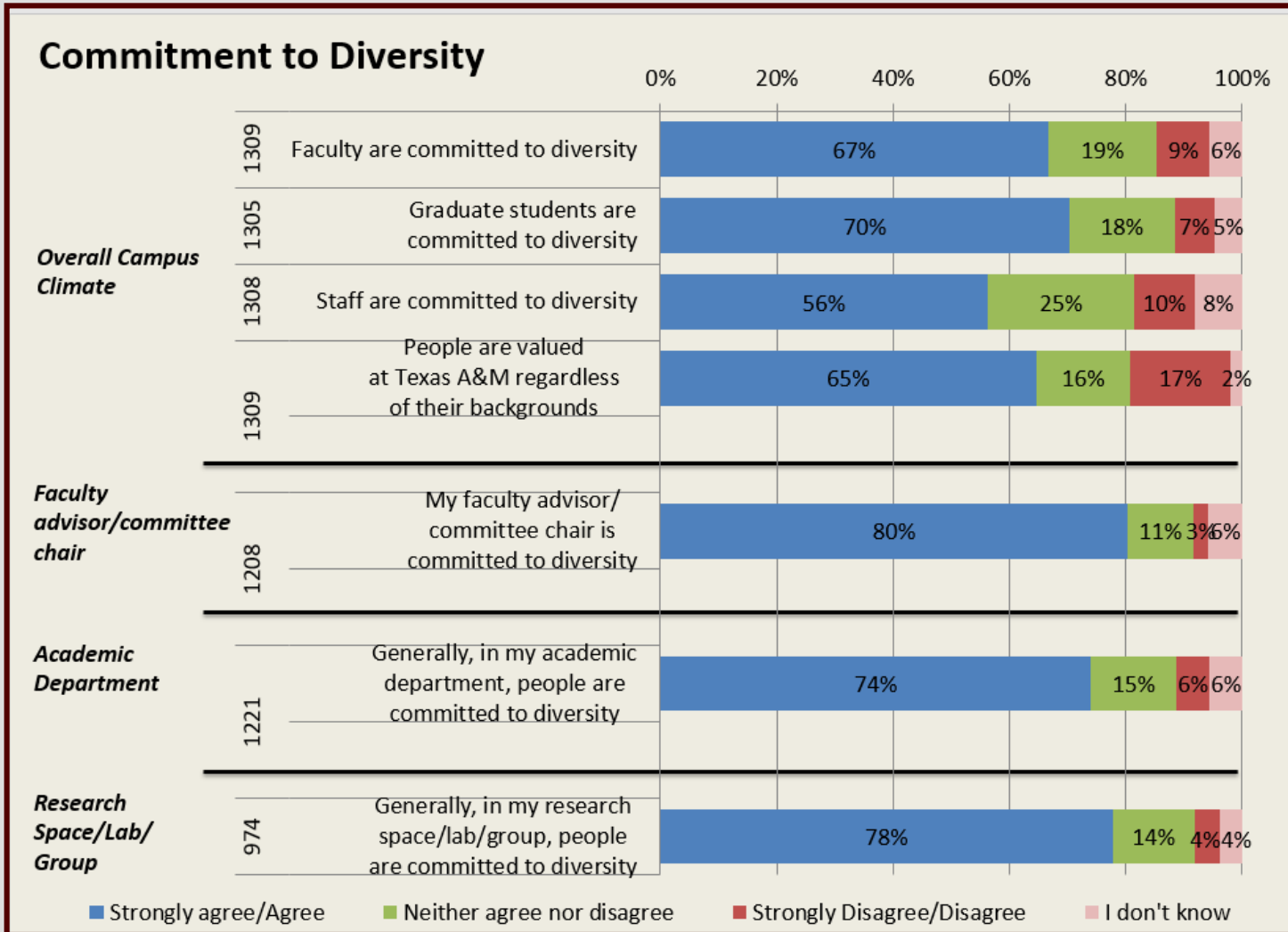


**Agree graduate students are committed to diversity**

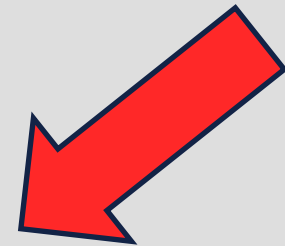


**Feel prepared for their future career**





- Improve overall campus climate for underrepresented graduate students
- Enhance institutional commitment to and perceived value of diversity
- Reduce instances of incivility and inappropriate behavior, and
- Address quality of life and well-being concerns



## Campus-Wide Session

### Purpose:

- Explore initial findings of the Graduate Student Campus Climate Survey
- Examine strengths, student concerns, leverage points for creating a campus welcoming to all
- Collect feedback on plans to share full findings and further engage the graduate community

### Graduate Community Brown Bag: Graduate Student Perceptions of the Texas A&M University Campus Climate



Tuesday, April 9th, 2013

11:00-12:00

1400 Memorial Student Center (MSC)

RSVP to [hammons@tamu.edu](mailto:hammons@tamu.edu)

The Office of Graduate Studies (OGS) invites the GSC to a one-hour brown bag lunch to explore the initial findings of the Graduate Student Campus Climate Survey, administered during the spring of 2012.

Bring your lunch and listen to Dr. Karen Butler-Purry, Associate Provost for Graduate Studies, present graduate students' perceptions of the Texas A&M University campus climate – overall, in their academic departments, and based on experiences with their faculty advisor(s)/committee chair(s).


Examine campus strengths, differences between selected demographic groups, student concerns, and leverage points for creating a campus that is welcoming to all. Additionally, feedback on plans to share the full findings and engage the graduate community to enhance the campus climate at Texas A&M University will be gathered.

*Drinks and dessert will be provided.*

RSVP is requested by Friday, April 19, 2013.

Questions may be directed to Laura Hammons at [hammons@tamu.edu](mailto:hammons@tamu.edu)

## Campus-Wide Session



*Office of the Vice President and Associate Provost for Diversity*  
Texas A&M University

***Engaging the Data:  
A Work Session on  
Campus Climate Results***

**February 24, 2014**

**Session Presenters & Facilitators**

Dr. Christine Stanley, Vice President and Associate Provost for Diversity  
 Dr. Michael Benedik, Dean of Faculties and Associate Provost  
 Dr. Laura Hammons, Director, Office of Graduate and Professional Studies  
 Dr. Merna Jacobsen, Chief of Staff to the Vice President for Finance and Administration  
 Ms. Janelle Ramirez, Interim Associate Vice President for Human Resources & Administrative Services  
 Dr. Jennifer Reyes, Director of Assessment for the Office of the Vice President & Associate Provost for Diversity  
 Dr. C.J. Woods, Associate Vice President for Student Affairs

### **Purpose:**

- A work session to create space for awareness of campus climate data collected on faculty, staff, graduate, and undergraduate students
- NOT a forum to debate survey methodology
- Share successes and progress across groups
- Tackle challenges from data and offer recommendations

## Presentations Tailored to Student Groups

- Black Graduate Student Association
- Lesbian and Gay Veterinary Medical Association
- Graduate and Professional Student Council
- Hispanic/Latino Graduate Student Association
- International Student Association



## Example: Black Graduate Student Association

Graduate Student Perceptions of the Texas A&M Climate



People are valued at Texas A&M regardless of their background (n=828).



## Presentation Tailored to Campus Units

- Graduate Operations Committee

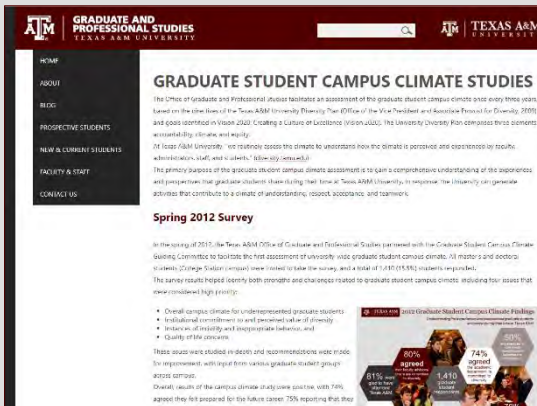


## Publicize Survey Results on OGAPS Website

### Learn More

- [2012 Climate Study: Full Report \(PDF\)](#)
- [2012 Climate Study: Executive Summary \(PDF\)](#)
- [2012 Climate Study: Presentation Slides \(PDF\)](#)
- [Office of the Vice President and Associate Provost for Diversity](#)
- [Texas A&M University Diversity Plan](#)

**Executive Summary**  
 Graduate Student  
 Campus Climate Survey  
 Spring 2012



**Report**  
 Graduate Student  
 Campus Climate Survey  
 Spring 2012

Executive Summary of the Texas A&M University Graduate Student Campus Climate Survey – Spring 2012	
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<http://ogaps.tamu.edu/New-Current-Students/Campus-Climate-Survey>



# Units Develop Action Plans

Campus units were charged with creating action plans to address 2012 survey findings.

OGAPS met internally to create specific actions in response to 2012 survey recommendations regarding:

Enhancing diversity

Student Success in Academic/Work Environment

Graduate Student Quality of Life

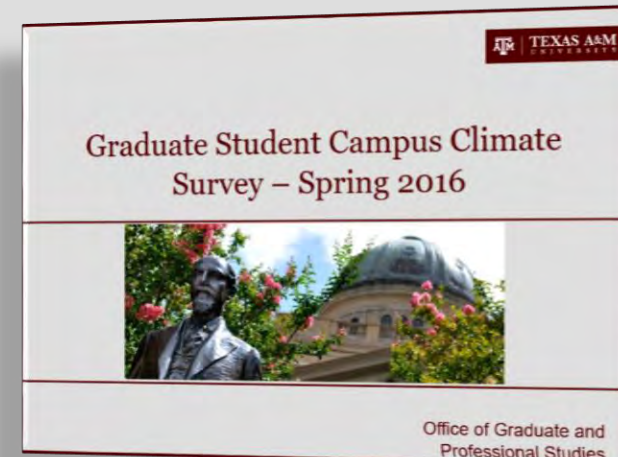
**Examples:**

- Include description of OGAPS Ombuds services in New Graduate Student Orientation (NGSO) program
- Add a presentation from Student Counseling Services to NGSO
- Continually monitor time to degree, completion and attrition rates
- Enhance academic advising, particularly for international students and underrepresented minorities

## Spring 2016 Survey

### Survey Development and Administration

- Develop strategy for multiple rounds of the survey
- Create subset of themes so as not to overwhelm students with long survey
- Create new survey questions in response to 2012 findings
- Create new questions based on outside sources such as AAU
- Update Graduate Campus Climate Survey Guiding Committee



# Graduate Student Campus Climate Survey : Spring 2016



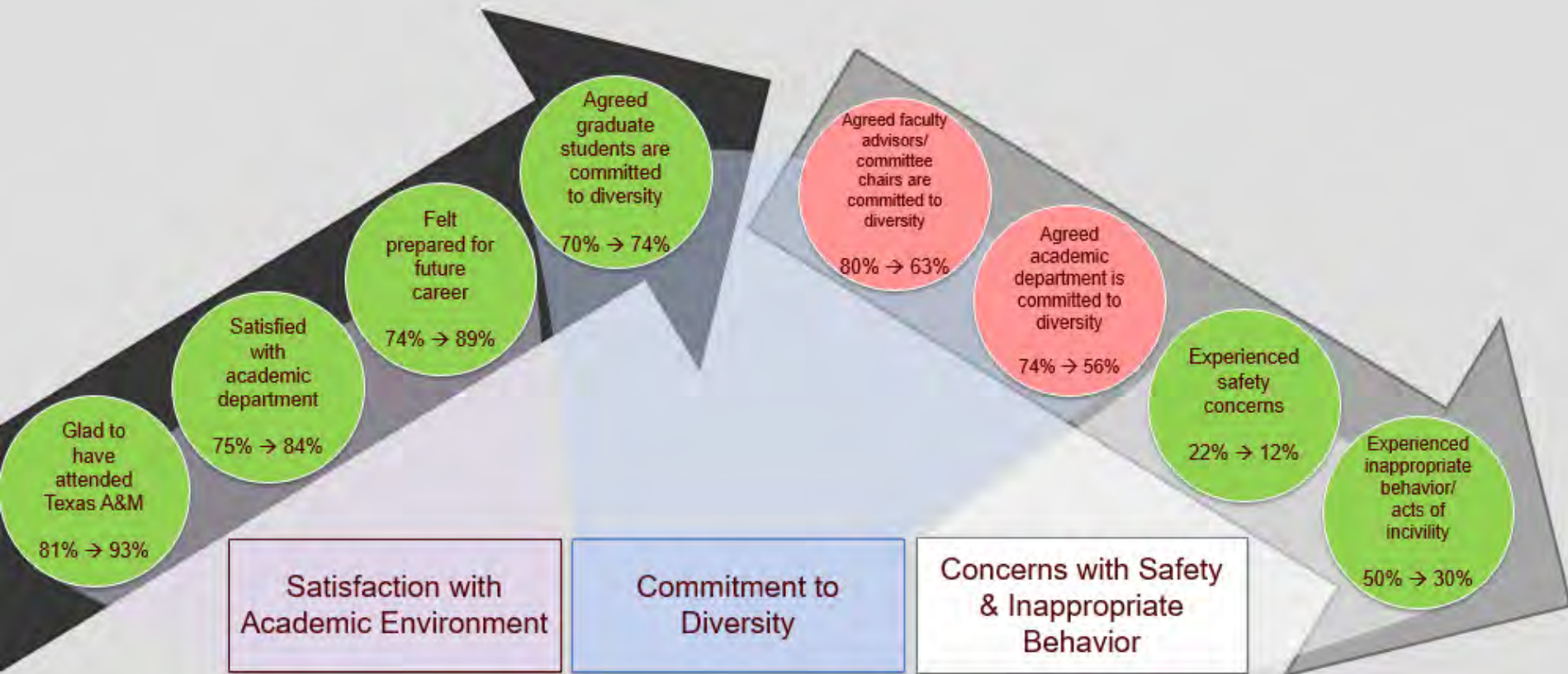
- Goals
- Demographics
- 2012 Survey Highlights
- How Graduate Student Campus Climate is Changing



## New Insights

- Sexual Misconduct
- Campus Climate Characterization
- Pregnancy/Parenting Accommodations
- Cross-Cultural Opportunities

# Positive and negative changes from 2012 to 2016



In 2015, OGAPS gathered information from colleges and units on activities/actions taken in response to findings and recommendations from the 2012 survey.

- **Colleges**

- **Agribusiness:** Published article in the MAB newsletter to communicate survey findings. Raised awareness and reiterated their commitment to a supportive community for all students.
- **College of Geosciences:** Hired a Diversity Dean. Now includes diversity in performance evaluations of departmental leadership and faculty
- **Bush School of Government and Public Service:** Fall 2014, convened a College-Level diversity committee composed of administrators and faculty.

- **OGAPS**

- **Enhancing Diversity**

- **2016 Community of Scholars Event:** Theater Delta performance called “What’s Your Problem?” to facilitate diversity and inclusion discussion
- Participated in national study of underrepresented minority STEM doctoral students
- Included Title IX and Ombuds Officer information in New Graduate Student Orientation

- **Graduate Student Quality of Life**

- Promoted the new Money Education Center, which provides Aggie students with the education and resources needed to make smarter personal finance decisions during college

Can you think of other climate areas/topics that might specifically fit your institution?



Dr. Karen Butler-Purry

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Professional Studies

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Texas A&M University  
Office of Graduate and Professional Studies  
[ogaps@tamu.edu](mailto:ogaps@tamu.edu)

<http://ogaps.tamu.edu/New-Current-Students/Campus-Climate-Survey>