

Charge to the Campus Climate Survey Task Force

September 2019

Vision:

Miami University is committed to fostering a caring community that leads through constructive participation in a diverse, multicultural world. We believe in inclusive excellence, empowering every member of the Miami community to reach his or her full potential. We believe in the power of diversity to lift every member of our community, and we believe that our differences make us stronger.

Background:

To better understand the campus climate, Miami's senior leadership recognized the need for a comprehensive tool that would provide facts and context for the experiences and perceptions of its students, faculty and staff – laying the groundwork for meaningful and decisive action to improve the campus climate. In December 2016, Miami contracted with Rankin & Associates Consulting to lead this effort. An agency team worked with a Climate Study Work Group of students, staff and faculty since February 2017 to develop and implement the assessment. Following focus groups and campus discussion, the survey was distributed in fall 2017. The Executive Summary was provided to Miami leadership in April, and Rankin and Associates led three public forums in early May, presenting preliminary overviews of the results. The Executive Summary is available online off President Crawford's web page (MiamiOH.edu/president, click "Campus Climate Survey") and the full survey can be reviewed at the libraries on the Oxford, Hamilton and Middletown campuses, the main office of VOA, and at the office of Disability Services.

Charge to the Task Force:

The goals of implementing a Campus Climate Survey remain consistent:

- Identifying successful initiatives that promote or support diversity and inclusion across Miami campuses.
- Uncovering challenges facing members of the Miami community that make them feel excluded or unable to excel in their role or academic field.
- Developing strategic initiatives to build on the successes and challenges to diversity at Miami.

Deliverables and Timelines:

- Sort, review and analyze the data by responses, then identify common and critical issues that need to be addressed immediately. Report to President Crawford on these issues and gain approval to proceed to action plans. The Task Force will hold multiple open

forums to collect input from the community as members share the results of their analysis of the data. **Deadline: December 1, 2018.**

- Develop action plans for a prioritized list of high-impact issues that are important to the campus community and present an opportunity for measurable success in the short term. These action plans should include identifying the parties responsible for implementation, the specific time frame for those activities, and specific measurable metrics to evaluate success. Report to President Crawford. **Deadline: February 1, 2019.**
- Measure and evaluate the success of these short-term action plans and report to President Crawford. **Deadline: May 1, 2019.**

ONE MIAMI CLIMATE SURVEY TASK FORCE

Tammy Allen, CLAAS Senior Instructor, SPN

Kenya Ash, OEE0 Director

Andrea Bakker, OIR Associate Director

Amanda Euen, UPAC/EMSS Registrar

Gwen Fears, SL/SA Associate Dean of Students

Joshua Jones, Graduate Student

Mark Macechko, UA Director Alumni Communities

Anita Mannur, CAS Associate Professor, ENG

Theresa Murphy, HR Director of Employment

Gillian Oakenfull, FSB Professor MKT

Ronald Scott, Vice President Institutional Diversity and Inclusion

Debbie Smith, CPAC Education and Society

D'Angelo Solomon, ICA Associate Athletic Director

Hanna Thompson, ODA/LGBT Services Associate Director

Troy Travis, IT Asst. VP Enterprise Operations

Elias Tzoc, LIB

Monica Venzke, Undergraduate Student

Claire Wagner, UCM Director University News and Communication

Sarah Watt, EHS Assistant Professor EDP

Cheryl Young, GI Assistant Provost

Andrew Zeisler, ODS Director