

# **UNI DIVERSITY ASSESSMENTS**

**Organizational Diversity Assessment  
Student Climate Assessment  
Diversity Key Performance Indicators**

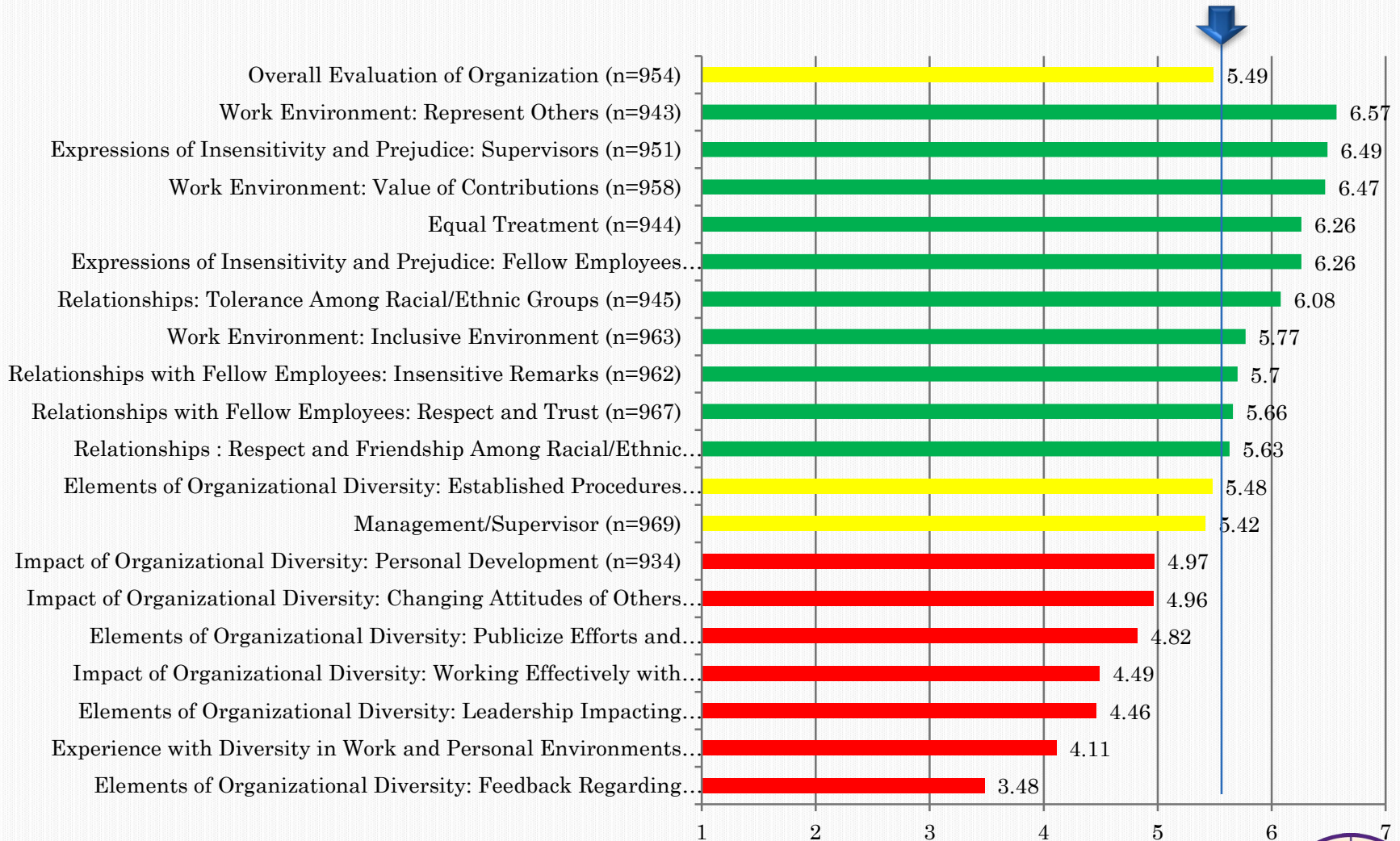
**Kristin Moser  
Shashi Kaparathi  
July 13, 2009**

# ORGANIZATIONAL DIVERSITY ASSESSMENT

## ○ Survey Administration

- February 3, 2009 to February 24, 2009
- 975 respondents out of 1,891
- 51.6% response rate
- 158 questions make up 19 factors plus an overall evaluation of the institution factor

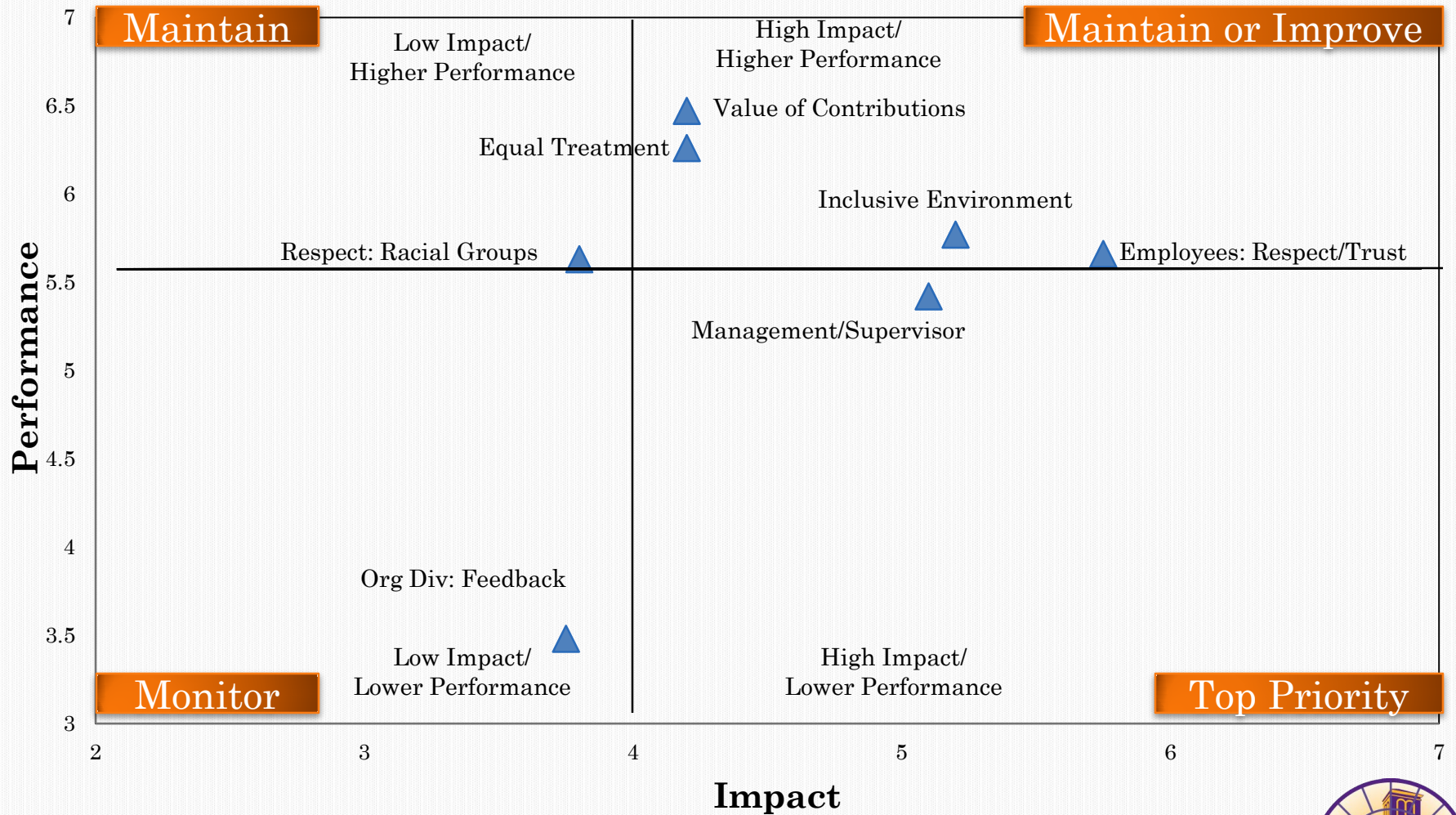
# ORGANIZATIONAL DIVERSITY ASSESSMENT



# ORGANIZATIONAL DIVERSITY ASSESSMENT

Overall Evaluation of Organization Factors	Contribution to the Total Impact	Factor Performance	Recommendation Category
Relationships with Fellow Employees: Respect and Trust	25.6%	Above Goal ↑ (5.66)	Maintain or Improve
Work Environment: Inclusive Environment	17.1%	Above Goal ↑ (5.04)	Maintain or Improve
Management/Supervisor	15.1%	Below Goal ↓ (5.42)	Top Priority
Work Environment: Value of Contributions	6.1%	Above Goal ↑ (6.47)	Maintain or Improve
Equal Treatment	6.0%	Above Goal ↑ (6.26)	Maintain or Improve
Relationships: Respect and Friendship Among Racial/Ethnic Groups	3.8%	Above Goal ↑ (5.63)	Maintain
Elements of Organizational Diversity: Feedback Regarding Diversity	3.6%	Below Goal ↓ (3.48)	Monitor

# ORGANIZATIONAL DIVERSITY



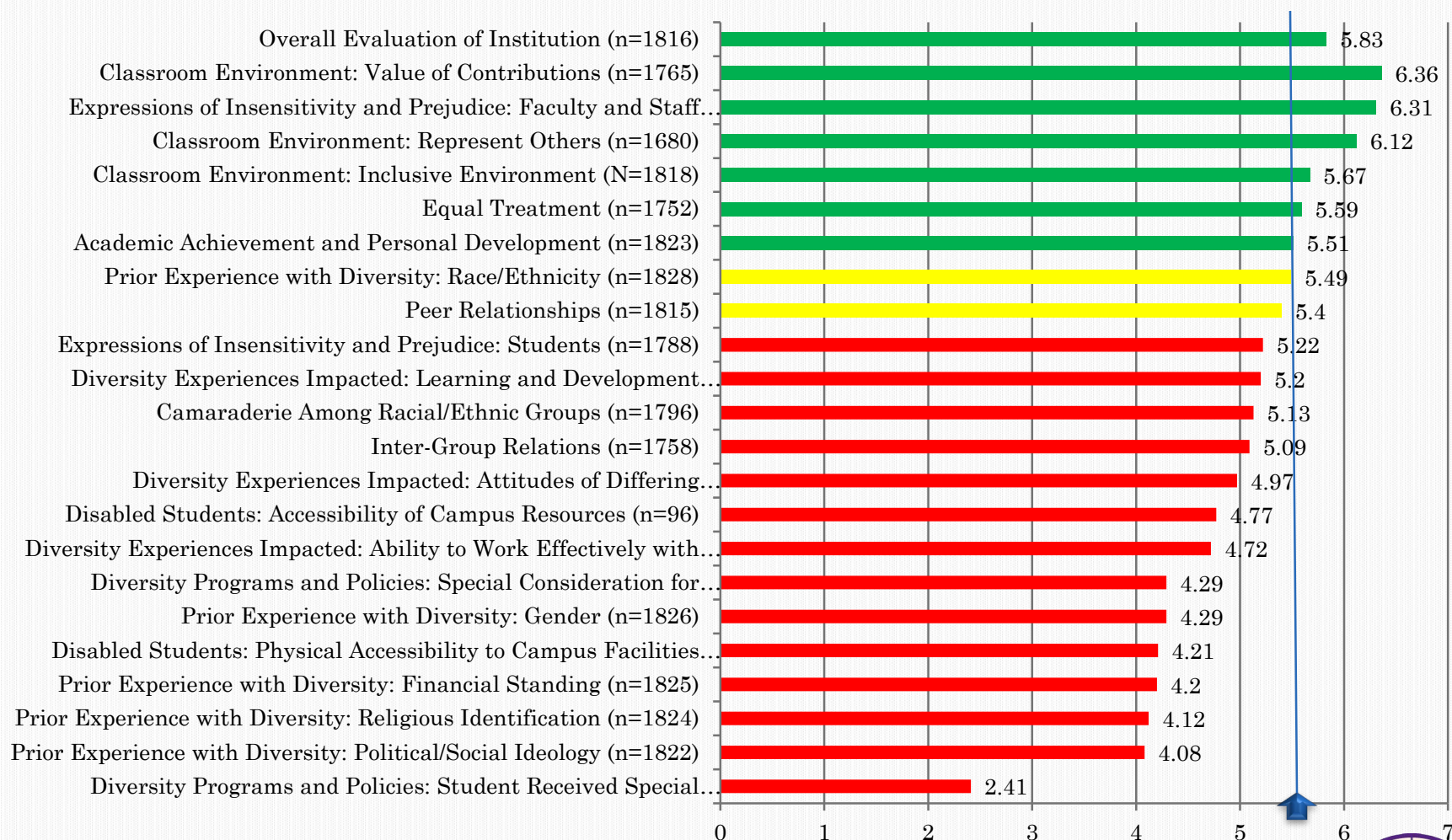
# STUDENT CLIMATE ASSESSMENT

## ○ Survey Administration

- January 27, 2009 to February 17, 2009
- 1,840 respondents out of 12,038
- 15.3% response rate
- 172 questions make up 22 factors plus an overall evaluation of the institution factor



# STUDENT CLIMATE ASSESSMENT

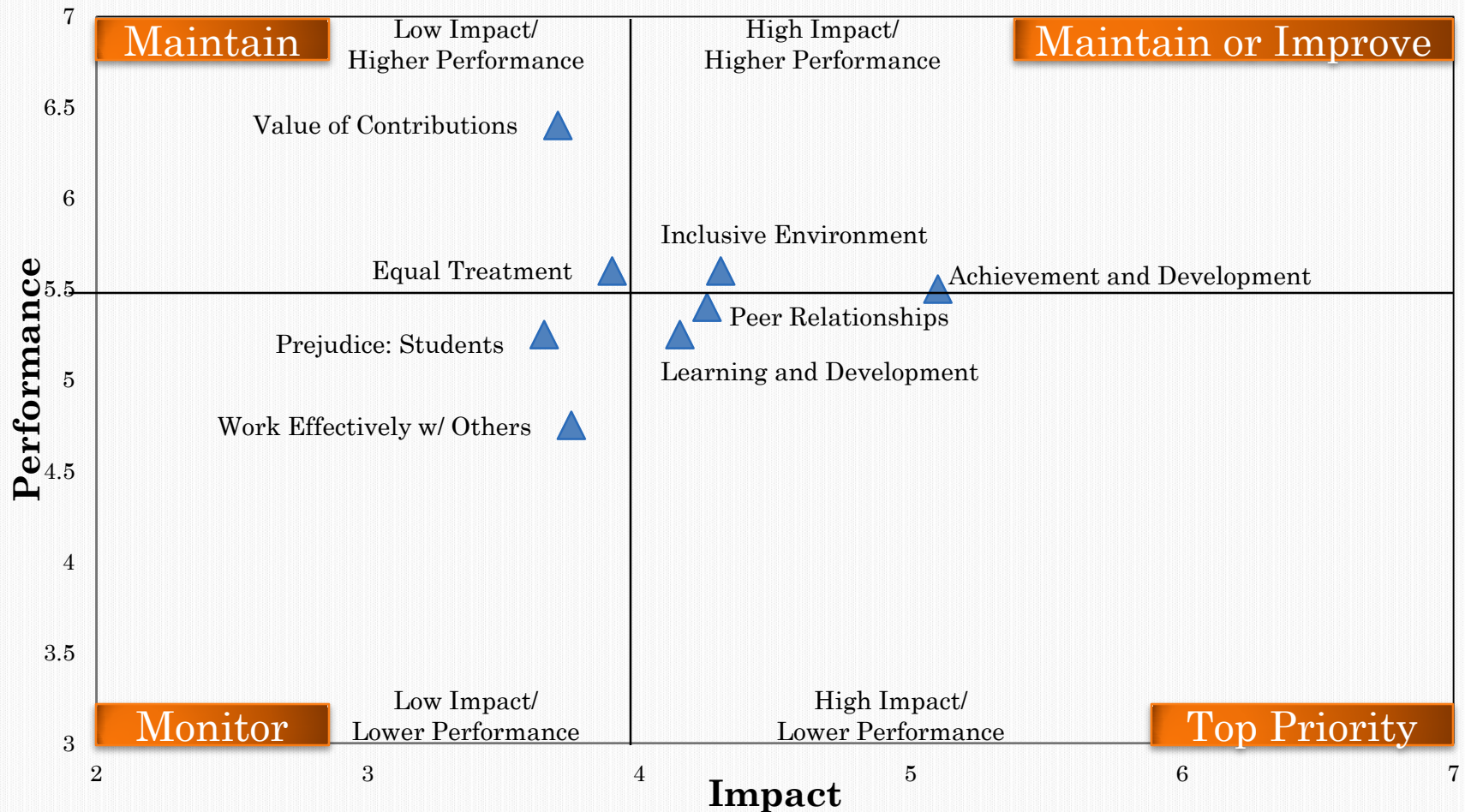


# STUDENT CLIMATE ASSESSMENT

Overall Evaluation of Institution Factors	Contribution to the Total Impact	Factor Performance	Recommendation Category
Academic Achievement and Personal Development	15.0%	Above Goal ↑ (5.51)	Maintain or Improve
Classroom Environment: Inclusive Environment	7.1%	Above Goal ↑ (5.67)	Maintain or Improve
Peer Relationships	6.4%	Below Goal ↓ (5.40)	Top Priority
Diversity Experiences Impacted: Learning and Development	5.7%	Below Goal ↓ (5.20)	Top Priority
Equal Treatment	4.5%	Above Goal ↑ (5.59)	Maintain
Classroom Environment: Value of Contributions	4.1%	Above Goal ↑ (6.36)	Maintain
Diversity Experiences Impacted: Ability to Work Effectively with Others	3.7%	Below Goal ↓ (4.72)	Monitor
Expressions of Insensitivity and Prejudice: Students	3.3%	Below Goal ↓ (5.22)	Monitor



# STUDENT CLIMATE ASSESSMENT



# STUDENT CLIMATE PEER COMPARISON

Institution	Year	Pick 6	Carnegie Class
Buffalo State College	2007	X	X
SUNY Maritime College	2007		
University of South Carolina	2007		
Ferris State University	2008	X	
Mount Union College	2008		
Ohio State University	2008		
St. John's University, Queens Campus	2008		
University of Rochester	2008		
University of South Florida Lakeland	2008	X	
Colorado State University	2009	X	
Framingham State College	2009	X	X
University of Maryland Baltimore County	2009	X	
University of Northern Iowa	2009		

# IN WHICH ASPECTS DOES UNI SCORE HIGHER/LOWER THAN OTHER INSTITUTIONS?

	Factor Description	Select 6	Carnegie	All
Factor 1.	Prior experience with diversity: race/ethnicity	▲	▲	▲
Factor 2.	Prior experience with diversity: gender	▲	▲	▲
Factor 3.	Prior experience with diversity: religious identification	▲	▲	▲
Factor 4.	Prior experience with diversity: political/social ideology	▲	▲	ND
Factor 5.	Prior experience with diversity: financial standing	▲	ND	ND
Factor 6.	Academic achievement and personal development	▲	▲	▲
Factor 7.	Peer relationships	▲	▲	ND
Factor 8.	Diversity programs and policies: Special consideration for minorities	▲	ND	▲
Factor 9.	Diversity programs and policies: Students received special consideration	▲	▼	ND
Factor 10.	Camaraderie among racial/ethnic groups	ND	▲	▲
Factor 11.	Classroom environment: Inclusive environment	▲	▲	▲
Factor 12.	Classroom environment: Value of contributions	▲	▲	▲
Factor 13.	Classroom environment: Represent others	ND	▲	▲
Factor 14.	Equal treatment	▲	▲	▲
Factor 15.	Inter-group relations	ND	ND	ND
Factor 16.	Expressions of insensitivity and prejudice: Faculty and staff	▲	▲	▲
Factor 17.	Expressions of insensitivity and prejudice: Students	▲	▲	▲
Factor 18.	Diversity experiences impacted: Learning and development	▲	▲	▲
Factor 19.	Diversity experiences impacted: Ability to work effectively with others	▲	▲	▲
Factor 20.	Diversity experiences impacted: Attitudes of differing populations	▲	▲	▲
Factor 21.	Disabled students: Accessibility of campus resources	ND	ND	ND
Factor 22.	Disabled students: Physical accessibility to campus facilities	ND	ND	ND
Factor 23.	Overall evaluation of the institution	▲	▲	▲



UNI has a statistically higher mean than the mean of the comparative group

ND

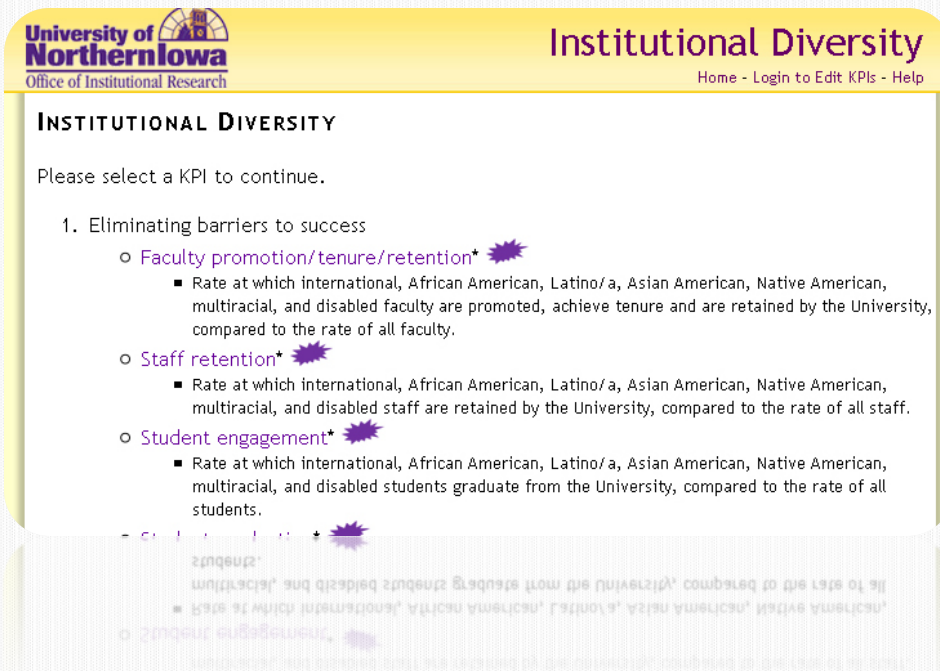
No statistical difference between UNI and the mean of the comparative group



UNI has a statistically lower mean than the mean of the comparative group

# DIVERSITY KEY PERFORMANCE INDICATORS (KPIs)

[www.ir.uni.edu](http://www.ir.uni.edu)  
UNI-IR.net



The screenshot shows the 'Institutional Diversity' page of the University of Northern Iowa's Office of Institutional Research. The page has a yellow header with the university logo and the title 'Institutional Diversity'. Below the header, it says 'INSTITUTIONAL DIVERSITY' and 'Please select a KPI to continue.' There is a list of KPIs under the heading '1. Eliminating barriers to success'. The visible KPIs are 'Faculty promotion/tenure/retention\*', 'Staff retention\*', and 'Student engagement\*'. Each KPI has a brief description of what it measures. The page is partially obscured by a reflection effect at the bottom.

University of Northern Iowa  
Office of Institutional Research

## Institutional Diversity

Home - Login to Edit KPIs - Help

### INSTITUTIONAL DIVERSITY

Please select a KPI to continue.

1. Eliminating barriers to success

- Faculty promotion/tenure/retention\*
  - Rate at which international, African American, Latino/a, Asian American, Native American, multiracial, and disabled faculty are promoted, achieve tenure and are retained by the University, compared to the rate of all faculty.
- Staff retention\*
  - Rate at which international, African American, Latino/a, Asian American, Native American, multiracial, and disabled staff are retained by the University, compared to the rate of all staff.
- Student engagement\*
  - Rate at which international, African American, Latino/a, Asian American, Native American, multiracial, and disabled students graduate from the University, compared to the rate of all students.

- Diversity KPIs were created with collaboration from the Diversity Council, the Diversity Advisory Committee and the Office of Institutional Research
- KPIs provide a way to measure and evaluate progress toward goals