

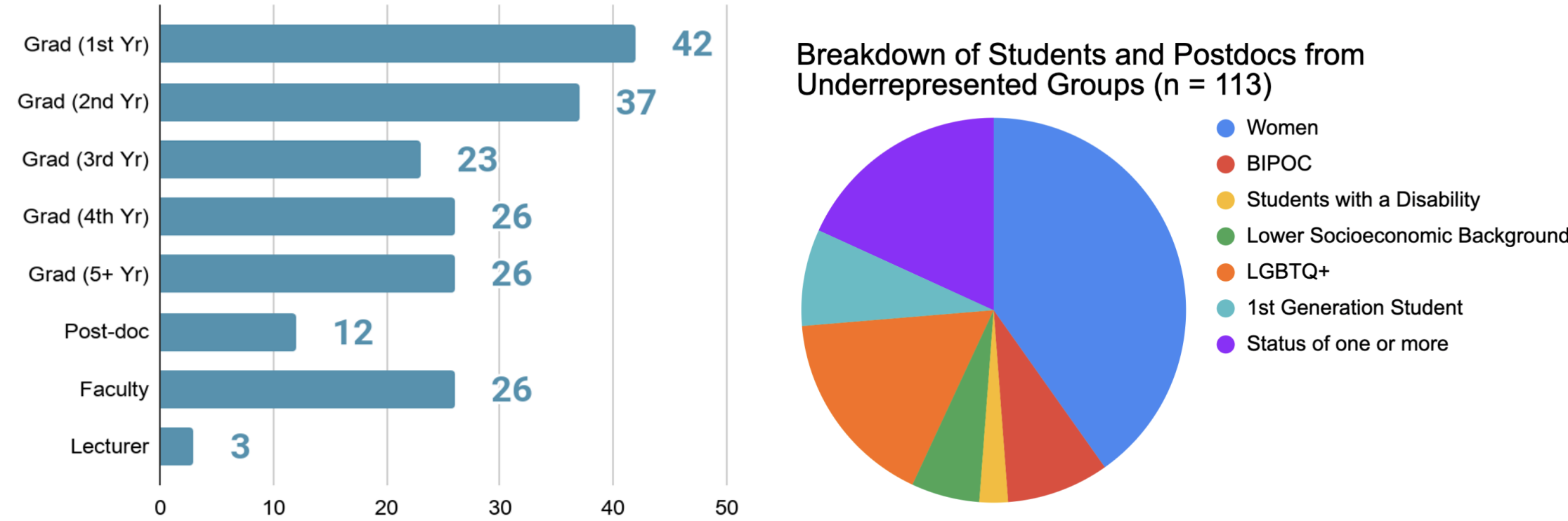
Promoting Shifts in Departmental Climate Through Survey Data and Community Brainstorming Sessions

Jamie Gleason and Dan Brauer

Departmental Climate Survey and cDIBS



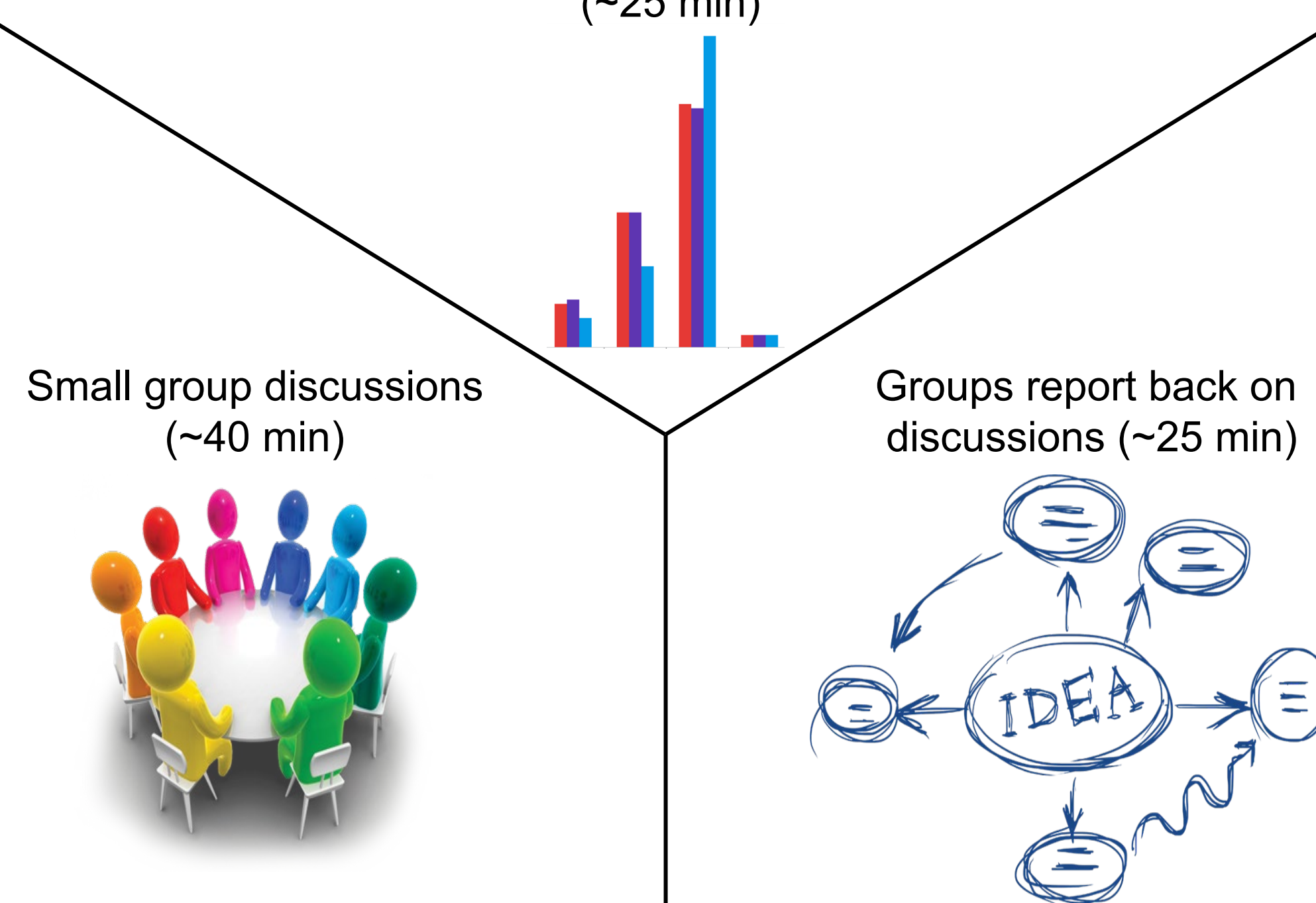
Annually, in February, a climate survey is distributed to graduate students, postdocs, faculty, and lecturers.



Subsequently, in March and April the climate survey team analyze the data collected in the survey to determine statistically significant trends across groups within the department.

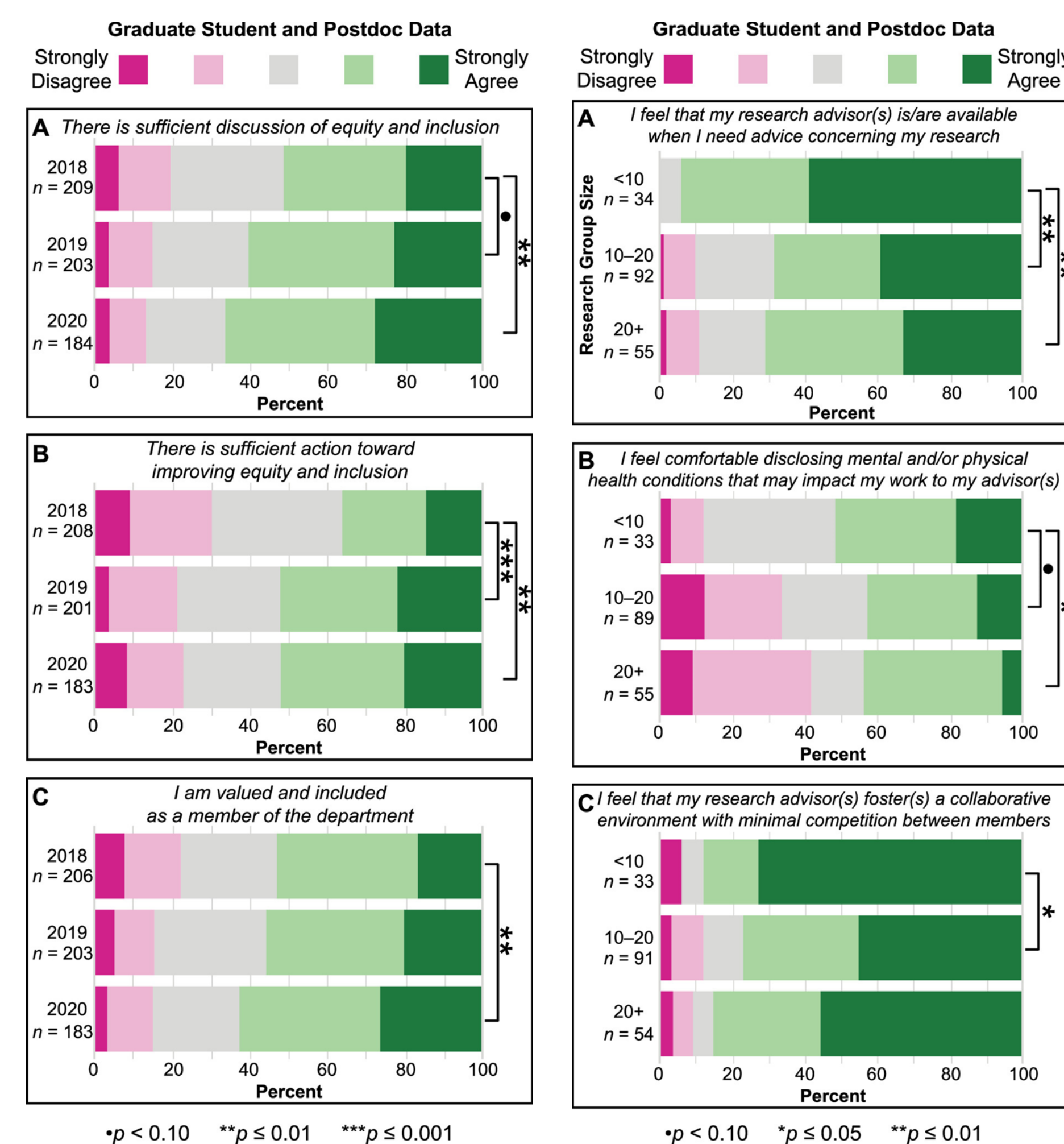
cDIBS Format

Survey data and Department information (~25 min)

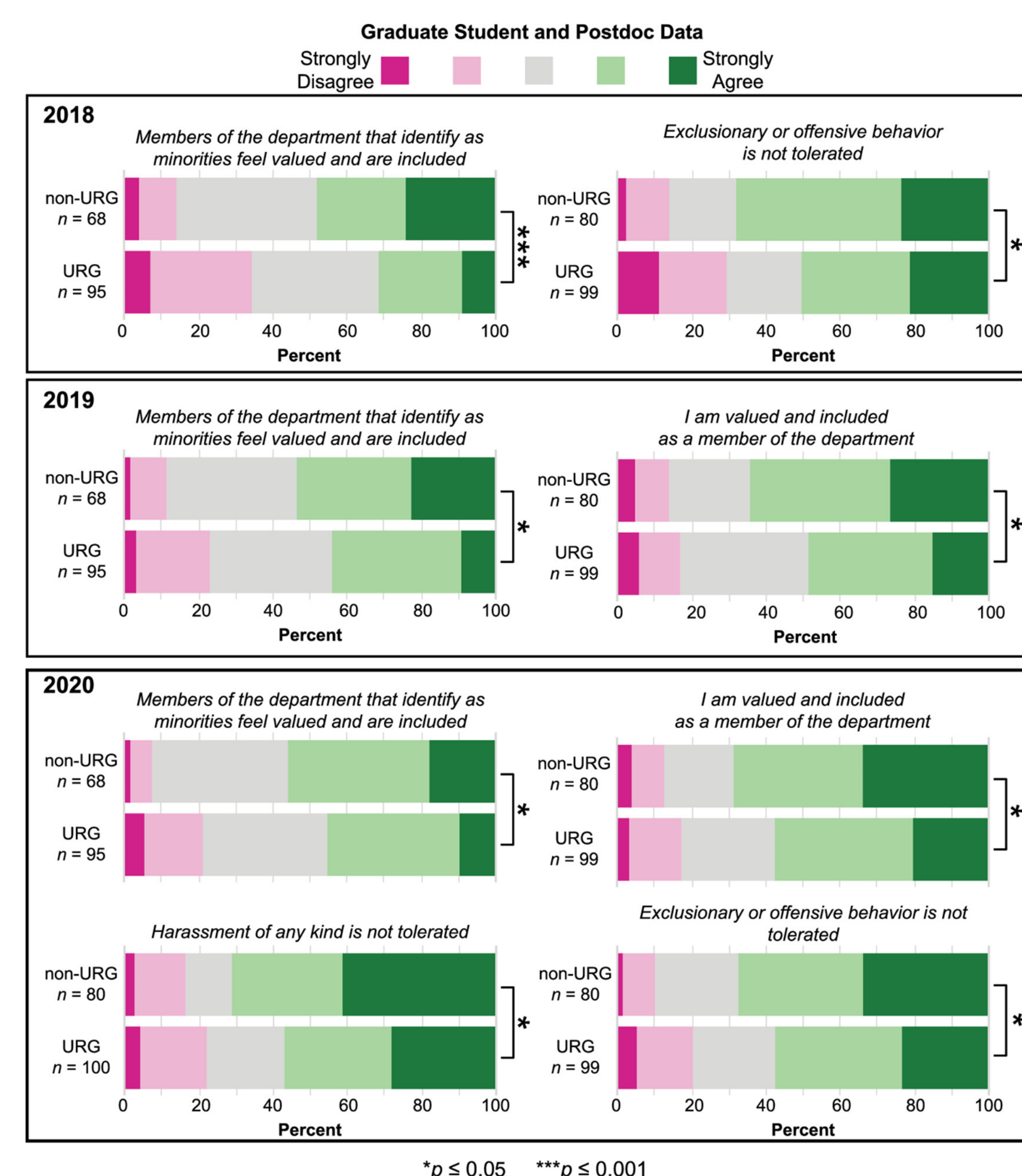


These results are shared with the department during cDIBS and the data influence small group discussion topics among graduate students and faculty.

Longitudinal Shifts in Department Climate

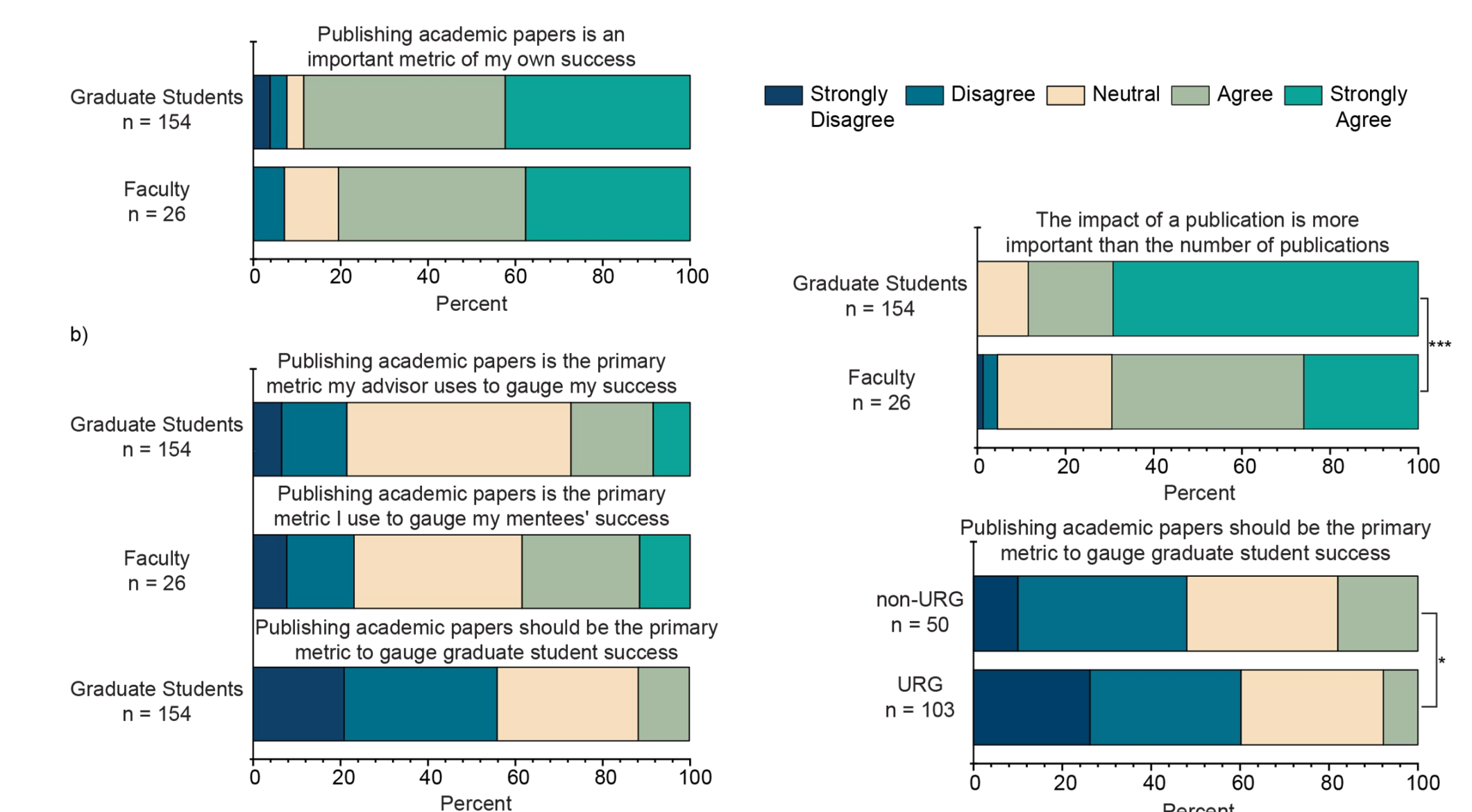


Statistical improvements in perceived departmental inclusivity over 3 years. Mentorship is rated more highly in small groups.

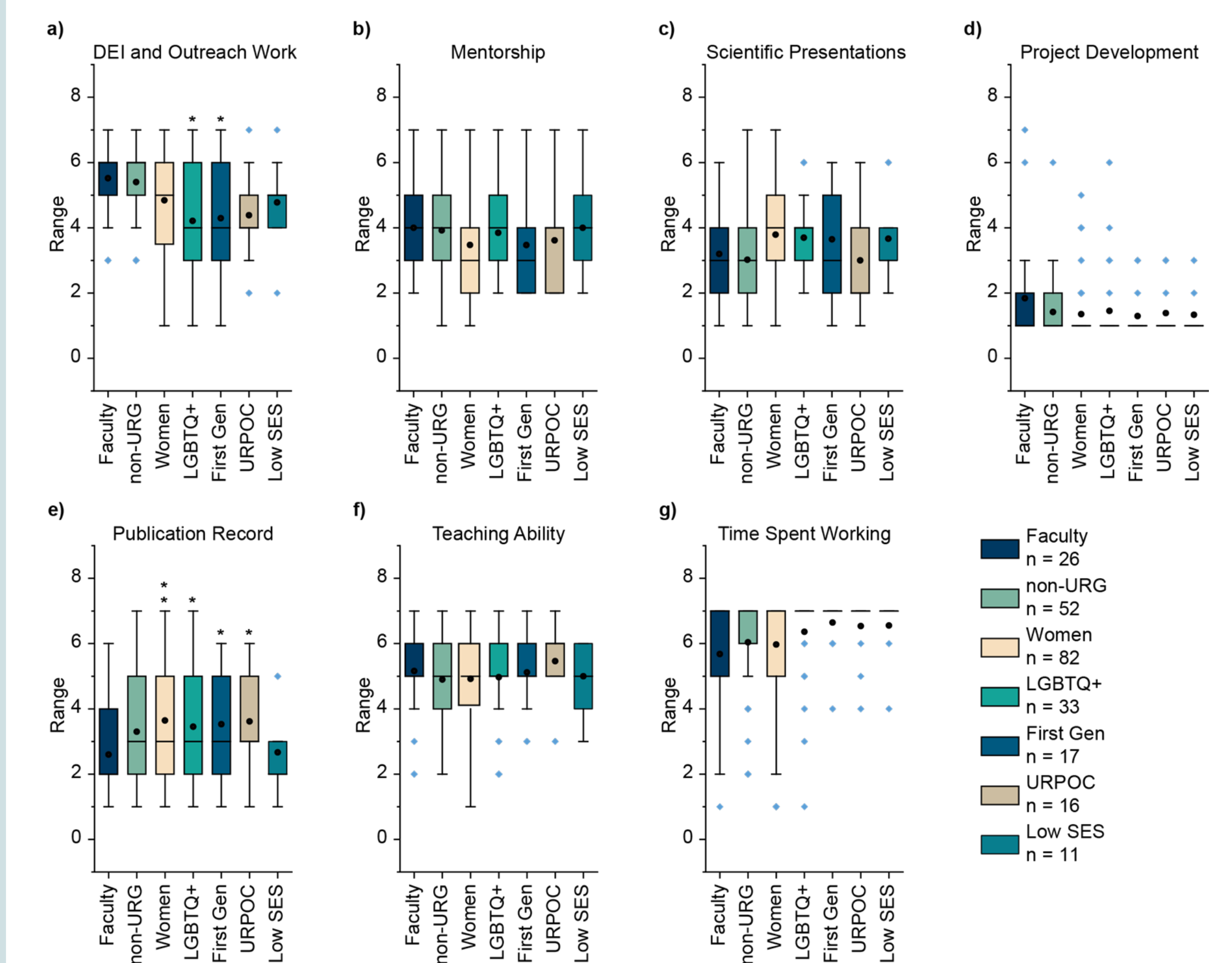


Over 3 years, departmental climate is viewed more favorably by well-represented students.

Quantifying Academic Values



Graduate students challenge the emphasis faculty place on publication as a success metric.



Academic priorities based on self-identified affinity group. Lower numbers are higher priority.

Acknowledgements

- Diversity and Inclusion Focus Group
- Emily Hartman, Ph.D.
- Chrissy Stachl, Ph.D.
- Hikaru Mizuno, Ph.D.
- Sonja Bumann

