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

Small group discussions (~40 min)
Groups report back on discussions (~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

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

Acknowledgements

- Emily Hartman, Ph.D.
- Chrissy Stachl, Ph.D.
- Hikaru Mizuno, Ph.D.
- Sonja Bumann