

Faculty and Staff Town Hall

Tuesday, October 25, 2022



COMMONWEALTH UNIVERSITY OF PA

Agenda

- Review Campus Climate Survey results
- Describe actions taken and future initiatives
- Discuss strategic planning and the Middle States Commission on Higher Education (MSCHE) Self-Study which will incorporate Campus Climate Survey results

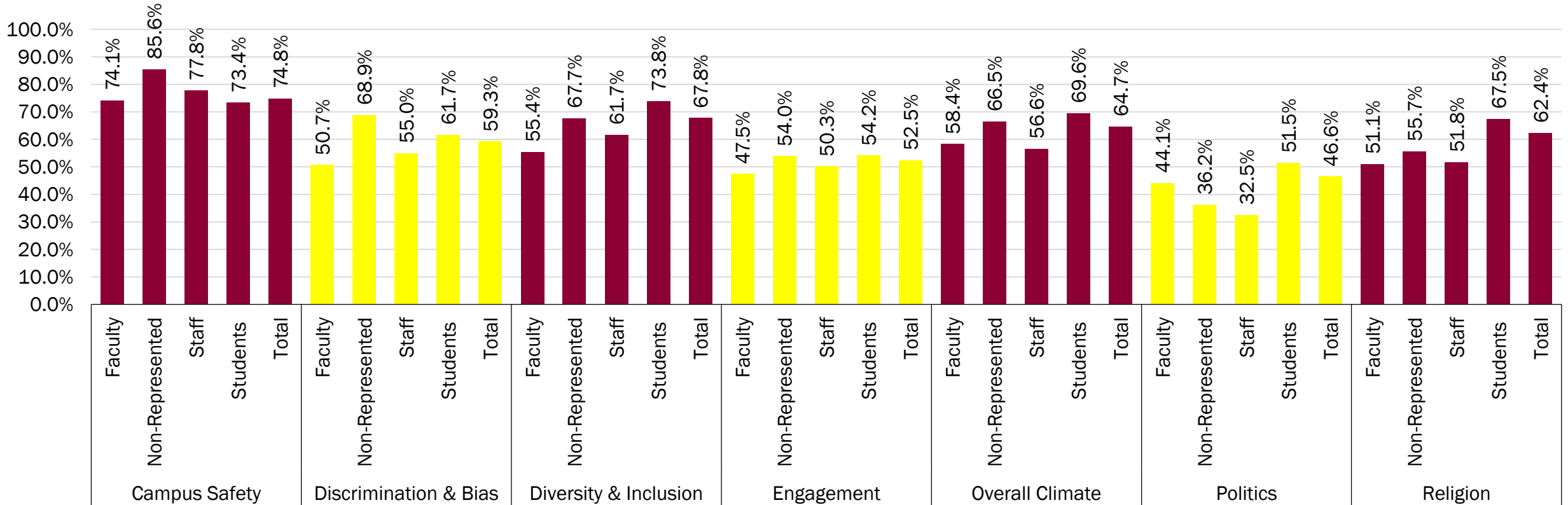
Campus Climate Survey

1. Surveys were administered in Spring 2022 to State System students, faculty, staff, and non-represented employees (NREs)
2. Overall, response rates were low across the State System for students (11%), faculty (41%), and staff (42%) with CU campuses response rates equal to and in almost all cases much higher than the System average. NREs were at a 67% response rate.
Thank you for participating!
3. Results are summarized into seven high-level categories of campus safety, discrimination & bias, diversity & inclusion, employee engagement, overall climate, politics, and religion
4. Patterns are similar for the State System and our campuses
5. Percentages are calculated by combining the number of “Agree” and “Strongly Agree” responses divided by total number of responses (excluding N/A and blanks).

Bloomsburg | Lock Haven | Mansfield

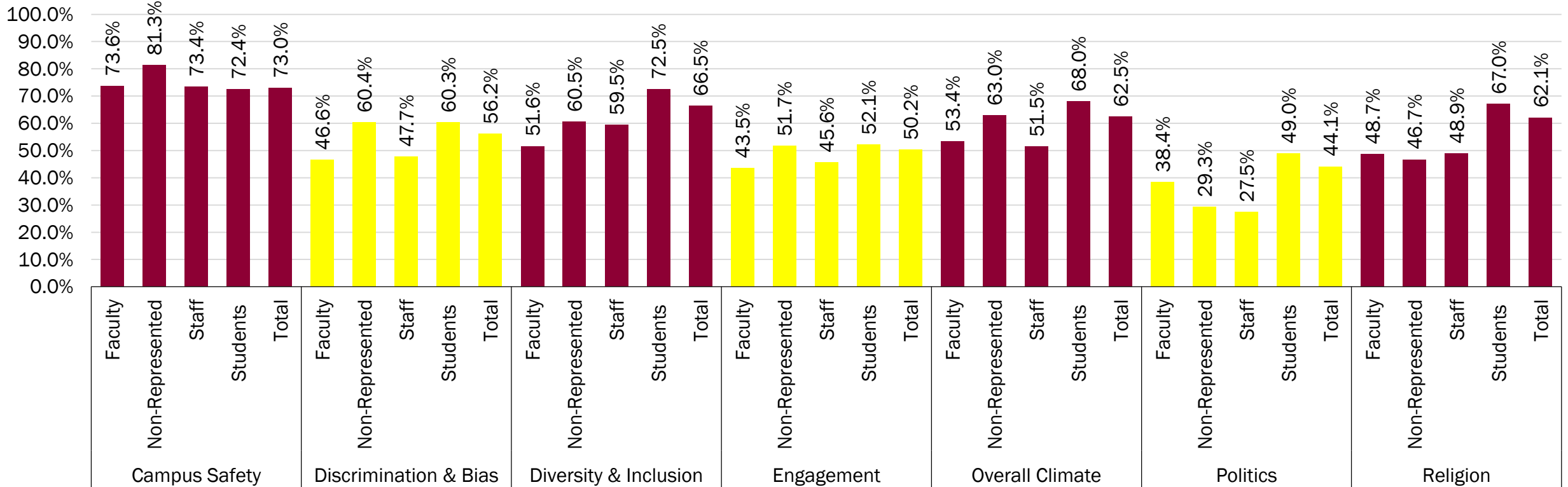
State System - Overall

State System Overall Results



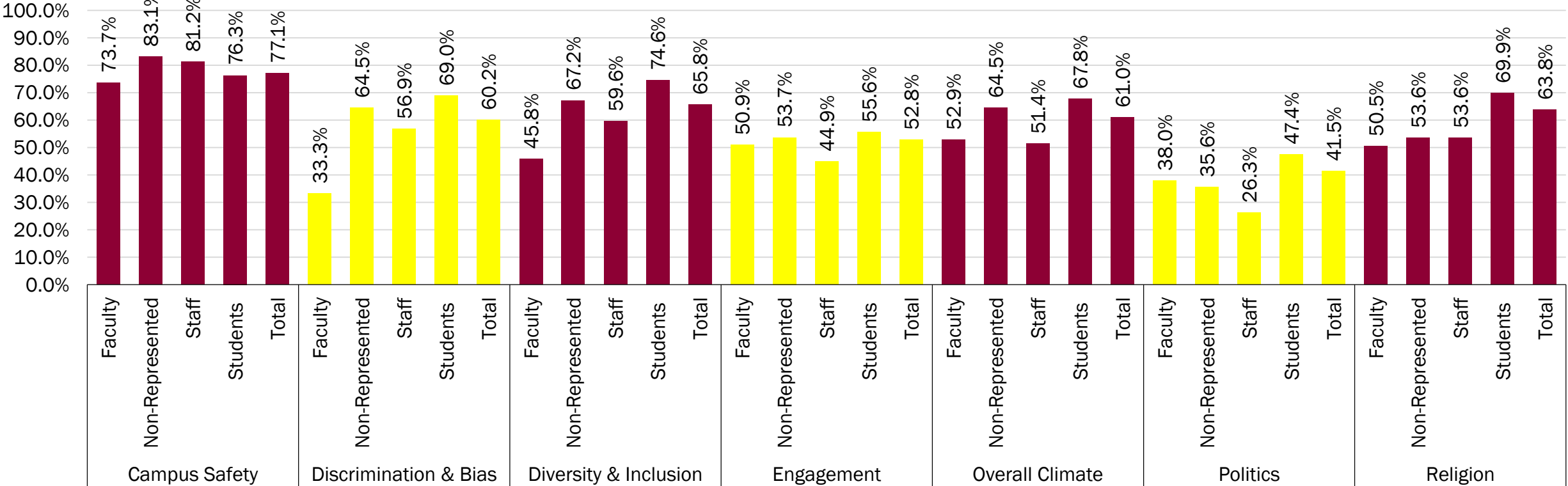
Bloomsburg Campus

Bloomsburg Overall Results



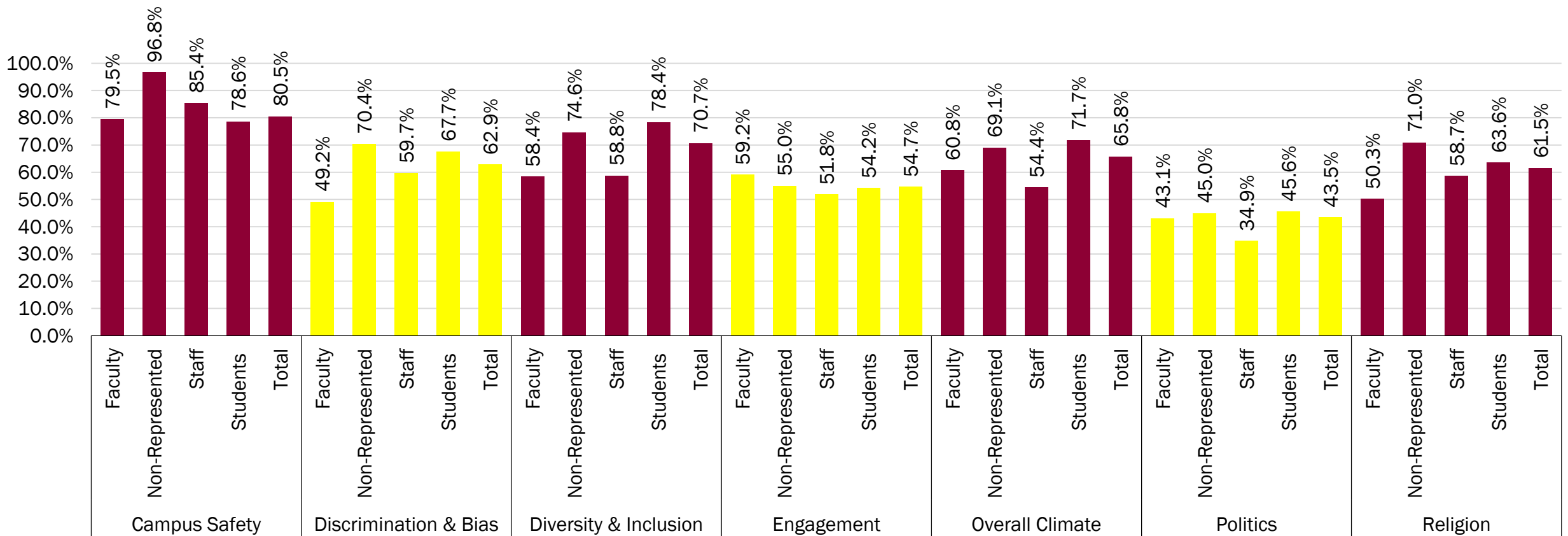
Lock Haven Campus

Lock Haven Overall Results

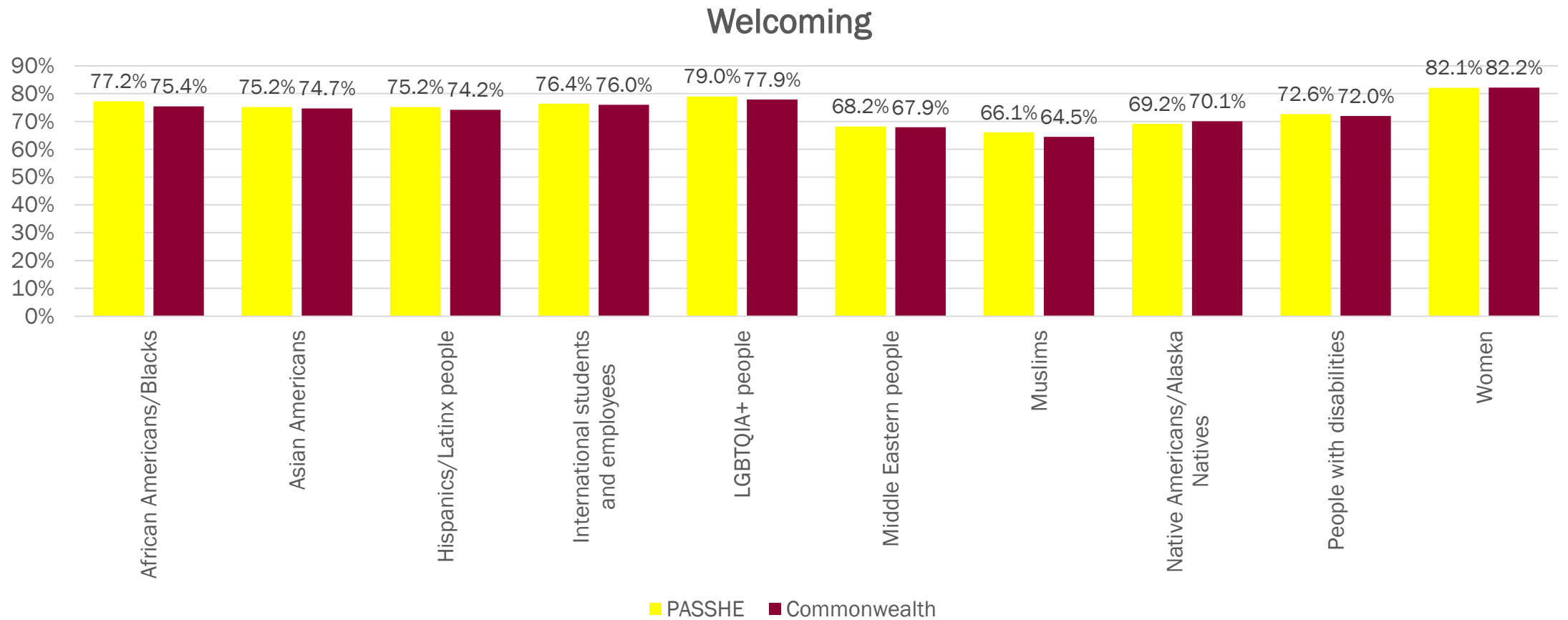


Mansfield Campus

Mansfield Overall Results

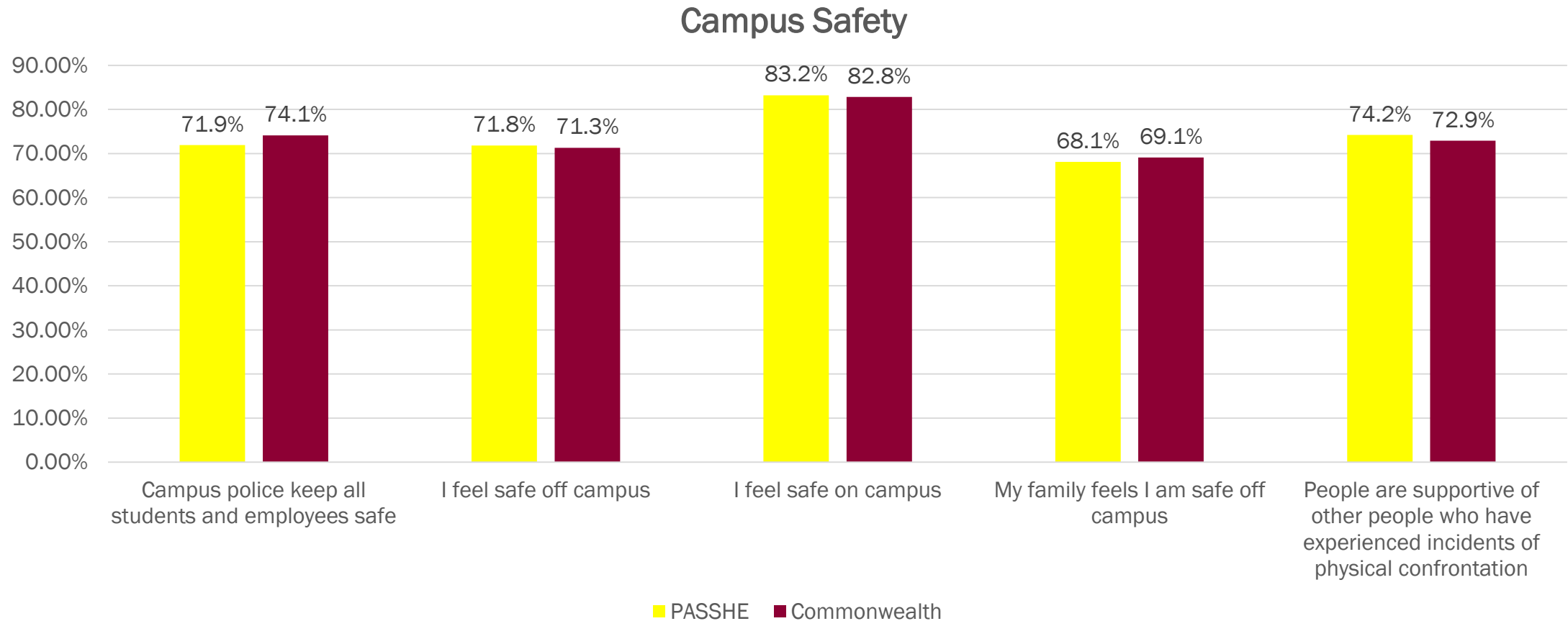


Welcoming



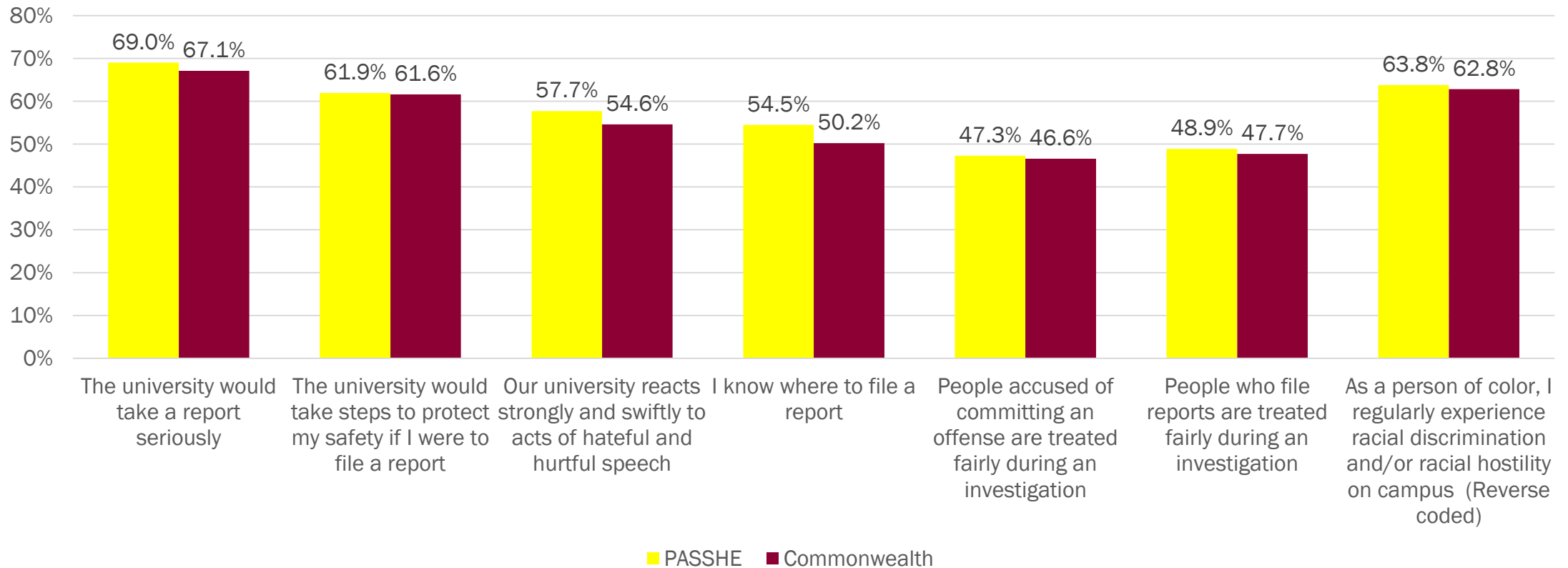
Bloomsburg | Lock Haven | Mansfield

Campus Safety

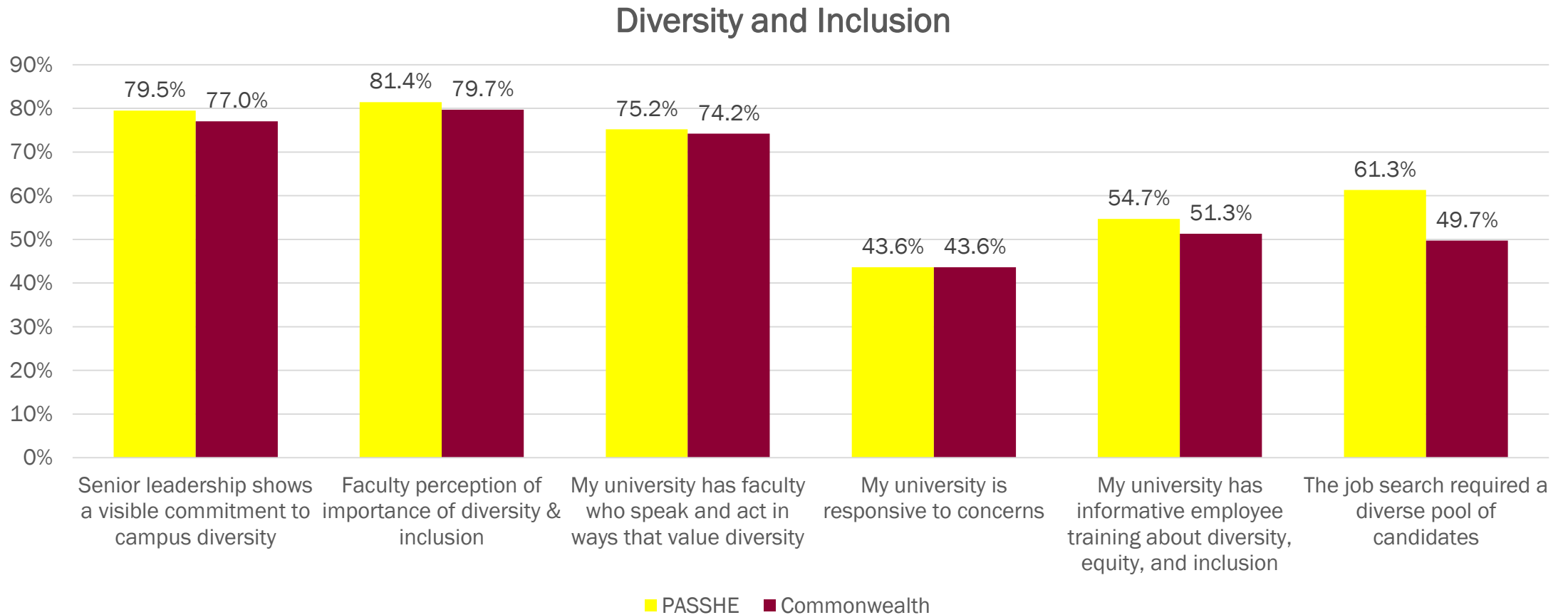


Discrimination and Bias

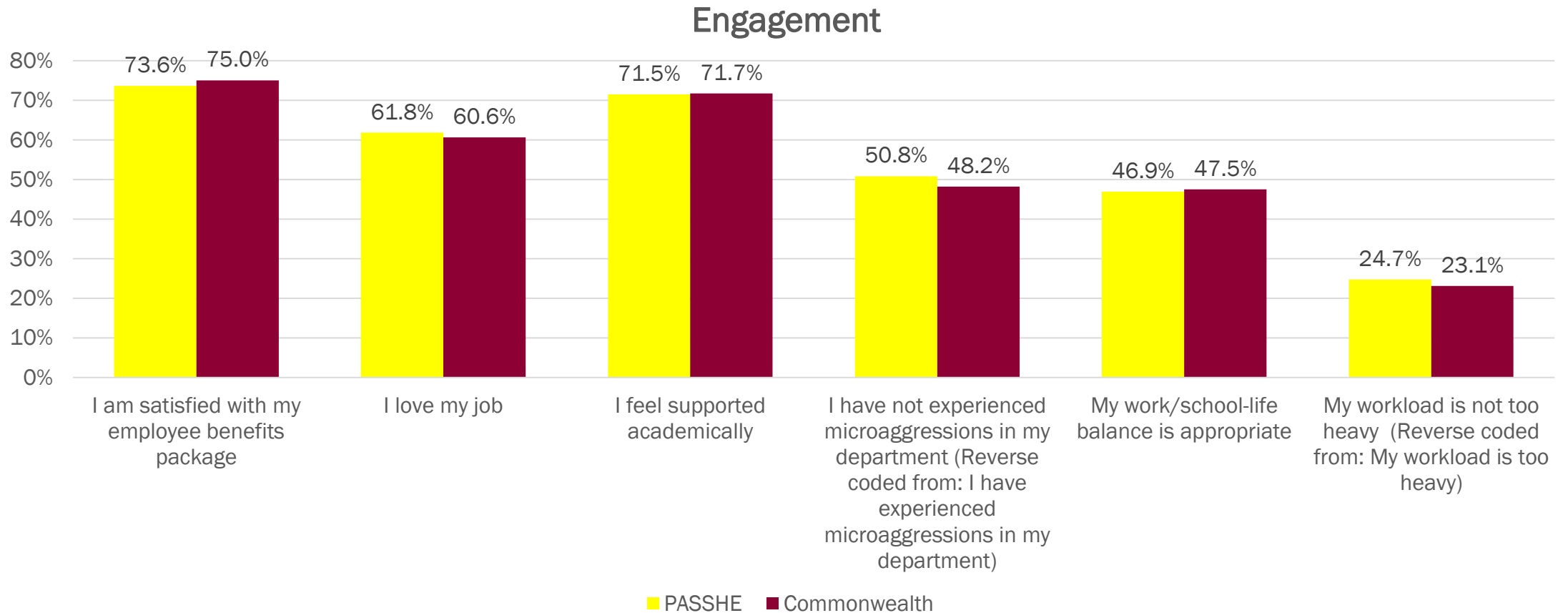
Discrimination and Bias



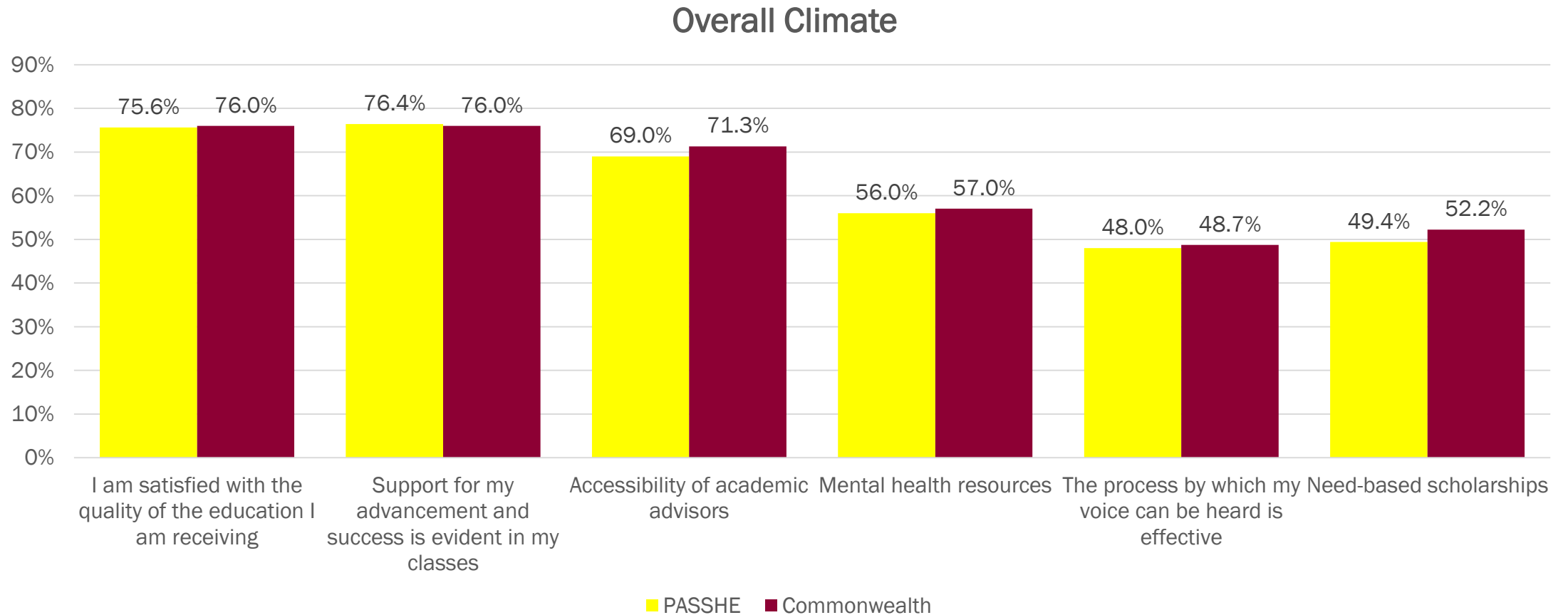
Diversity and Inclusion



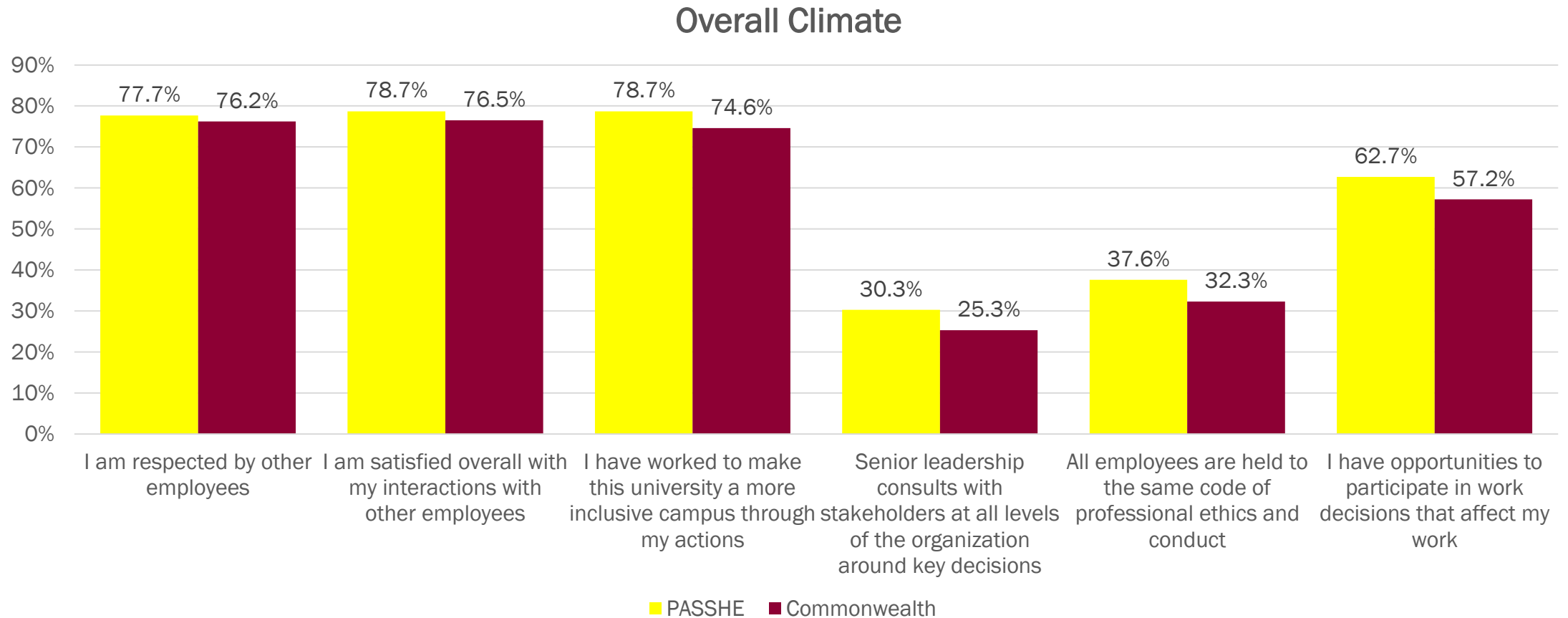
Engagement



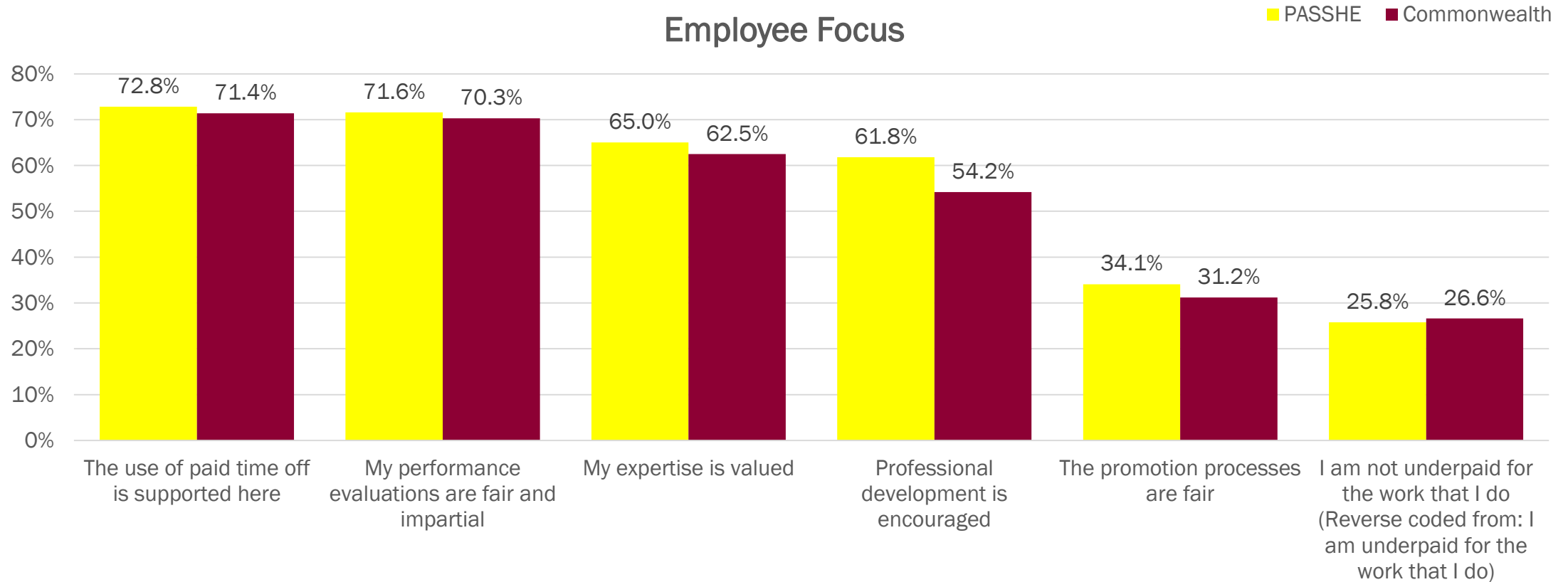
Overall Climate – Learning & Support



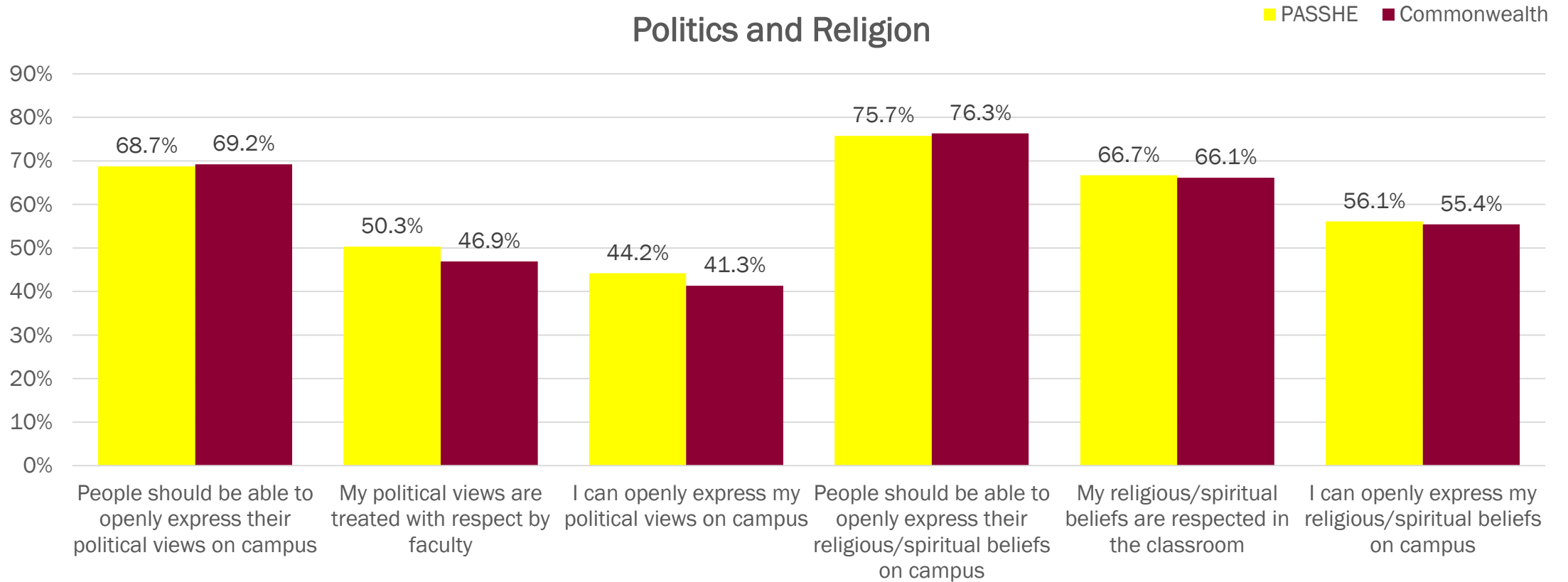
Overall Climate – Employee Focus



Overall Climate – Employee Focus



Politics and Religion



Commonwealth University

Areas of Focus

- Utilize targeted campus outreach and communication strategies designed to better inform campus members on where reports of discrimination and bias should be directed
- Identify and train university staff to properly handle complaints in a manner that instills trust and fairness for complainants and respondents
- Develop and implement campus training programs aimed to reduce behaviors and actions perceived to be discriminatory towards under represented groups
- Utilize various learning modules, training sessions, and professional development opportunities to increase awareness of the value-added benefit that diversity and inclusion has within the learning, living, and working environments at Commonwealth University locations

Commonwealth University Demonstrated Progress

- Creation of DEI plan of action; four priority areas
- Permanent DEI staff at Mansfield University
- Establishment of Multicultural Resource Center at LHU
- Creation of Diversity Outreach and Retention position at BU
- Participation in AASCU/TAC program; focusing on achieving equitable outcomes for URM students
- Created strategic partnerships with educational institutions, community partners, and government officials to increase recruitment and retention initiatives focusing on URM groups
- Inaugural Commonwealth DEI student development conference (Nov 2022)

Commonwealth University

Opportunities for change

- Create DEI action teams across all three CU campus locations to review and implement action plans to address the areas of focus identified on the Campus Climate Survey
- Utilize targeted outreach and engagement initiatives focusing on the recruitment and retention of diverse faculty and staff
- Implement annual multi-campus training sessions that focus on building a more welcoming and inclusive campus environment for under represented groups

Commonwealth University Strategic Planning

- Embark on our first comprehensive strategic planning process
- Build upon Mission, Vision, and Values
- Form representative Strategic Planning Committee (SPC)
- Engage the University and campus communities through SPC workshops, virtual input sessions, surveys, and opportunities to vet draft documents

Preparing for the MSCHE Institutional Self-Study

- 15 Requirements of Affiliation
 - Some are related to compliance
 - Some are related to standards
- 7 Standards for Accreditation
- Evidence Inventory
- 3-4 Outcomes of the Self Study
- 3-4 Strategic Priorities mapped to the University Strategic Plan and the Standards for Accreditation

Seven MSCHE Standards

- Standard I: Mission and Goals
- Standard II: Ethics and Integrity
- Standard III: Design and Delivery of the Student Learning Experience
- Standard IV: Support of the Student Experience
- Standard V: Educational Effectiveness Assessment
- Standard VI: Planning, Resources, and Institutional Improvement
- Standard VII: Governance, Leadership, and Administration

Institutional Priorities

- Result from broad institutional stakeholder input after considering assessment results
- Relate to an institution's mission and Strategic Plan
- Focus on institutional improvement
- Clearly align with Commission's Standards for Accreditation and Requirements of Affiliation

Launch and Initial Actions

- Launch a two and half year MSCHE Self-Study process with participants attending the Self-Study Institute
- Build out a MSCHE Self-Study Steering Committee and Working Groups
- Leverage strategic planning process to identify priorities and intended outcomes to frame Self-Study Design
- Host Vice President Liaison Visit in Spring 2023

We invite you to participate

Questions?