

**Gallaudet University
Campus Climate Survey - Spring, 2009**

**Executive Summary
Board of Trustees,**

Office of Institutional Research (OIR), Gallaudet University

Pat Hulsebosch, Executive Director – Office of Academic Quality (OAQ)
Rosanne Bangura, Research Associate - OAQ¹
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Gallaudet University Campus Climate Survey (GUCCS) – Summary

Background

- The survey consists of 40 items, each describing a climate characteristic. Likert item responses are on a scale of 1 (Strongly Disagree) to 5 (Strongly Agree), with an NA (Not Applicable) option.
- Response rate was 27% of GU employees. Faculty response rate was highest (58% of possible pool); while staff response rate was lowest (14%) (see Page 5: GUCCS Participation)

Subscales

- Six subscales were constructed based on themes from 2003 consultant report. 2009 subscale scores in all areas were lower than in 2008 (see Page 7: subscale radar graph).
- The significance of the decrease from 2008 to 2009 scores was highest for *Respect and Trust* and weakest for *Bilingualism*.
- Variance (degree of dispersion of responses) for the six subscales ranged from .53 to 1.16. Variation in responses was lowest on the *Respect and Trust* subscale.. Variation was highest for all roles except faculty on *Academic Culture* (see pages 8-9: subscale scores).

Item Analysis

- Respondents feel **most positive** about official and formal actions taken to convey respect & trust and to share information (e.g., programs, timing and variety of communication; access to meetings, policies and statements). They also responded most positively to five statements about academic culture, including items related using consistent and reasonable academic standards.
- Respondents feel **most negative** about individual and specific decisions, consistency and transparency of decision-making (especially budget decisions), and the efficiency of the organization. They were also concerned about the articulation of the concept of bilingualism and the evaluation of ASL and English proficiency.
- There is **inconsistency** among overall respondents in perception of a climate on about one-fourth of the items including several related to manager responsiveness, consistency, equality of opportunity in promotion and hiring, and proactive problem-solving.

Questions for Action Planning:

- ❖ How should the 2010 GU Campus Climate Survey be better aligned with current GU initiatives, including the revised Strategic Plan?

- ❖ How does the data from the GUCCS compare with data from National Survey of Student Engagement, Intergroup Dialogue Evaluations, and ODE's Student Climate Survey?
- ❖ How can we increase the likelihood that formal and official policies and actions be better translated into daily actions?
- ❖ How can we increase the transparency and effectiveness of communication and decision making? How can we increase transparency of resource allocation?
- ❖ How can we increase the sense of proactive and efficient problem solving at Gallaudet and make the related decision making transparent in efficient and timely ways?
- ❖ What strategies can be used to clarify and utilize consistent assessments of ASL and English proficiencies?