

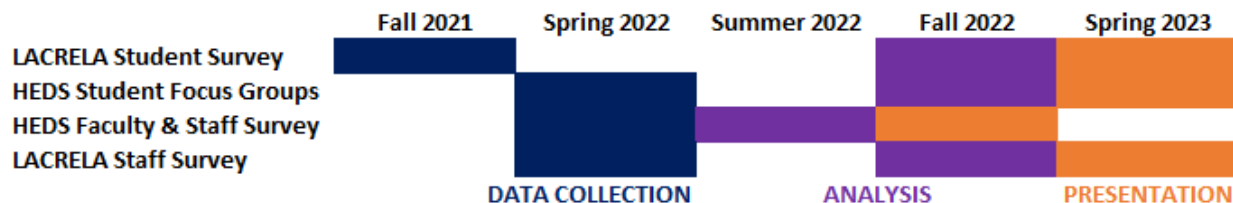


MACALESTER

Headlines from Macalester's Employee and Student Campus Climate Surveys

Macalester's Office of Institutional Research & Assessment (IR&A) recently gathered data on the College's "campus climate" – the various ways students, faculty and staff experience life on campus, particularly across dimensions of social identity and difference (for example: racial and ethnic identities, gender identities, ableness, etc.). IR&A partnered with the Higher Education Data Sharing (HEDS) Consortium and the Liberal Arts College Racial Equity Leadership Alliance (LACRELA) to conduct these surveys of students, faculty and staff over several semesters (see table below). While the College has conducted work and educational experience surveys in the past, the new surveys focus more intentionally on climate and include staff voices. The surveys will provide helpful baseline data for the new administration, and critical guidance for strategic planning implementation.

Summary of Macalester efforts to collect, analyze and present data on campus climate



By partnering with HEDS and LACRELA, Macalester can compare its results with those of peer colleges and put the findings into a national context. Comparing our campus to peers, as well as disaggregating data to analyze results by social identity groups, provides a nuanced data picture that can help the institution better understand our campus climate better, foster dialogue to make meaning of the results, and lead to data-informed action to improve student, faculty and staff experiences.

So far IR&A has analyzed, shared and led discussions about the HEDS Faculty & Staff survey results, and is currently analyzing results of the LACRELA student and staff surveys. While it is too soon to draw solid conclusions – as some of the data are still being collected and analyzed – the survey results already highlight two important points:

- (1) **The Macalester campus is committed to addressing its diversity, equity and inclusion challenges.** For example, 96% of faculty and staff “agree” or “strongly agree” that they are committed to addressing DEI challenges. And a similar percentage of faculty and staff agree that campus diversity improves experiences and interactions in

their classrooms and workplaces. Similarly, a majority of students believe Macalester is “mostly” or “strongly” committed to sponsoring activities about racial diversity, removing racially offensive objects/structures, and admitting students of color.

And...

- (2) **Most students, faculty and staff feel that we have work to do to make Macalester a truly inclusive, equitable campus.** For example, only 1 in 4 students believes the student body reflects racial diversity, and more than half characterize the campus as “somewhat”, “mostly” or “strongly” segregated. While a majority of faculty and staff believe Macalester is committed to *recruiting* historically underrepresented students and employees, less than half believe that the campus is committed to their *retention*. It’s also important to point out that the survey data show large differences in experiences across groups on campus. For example, while 59% of white students report feeling “moderately” or “completely” included, only 44% of students of color feel this way. Similarly, employees of color, employees with a long-term disability, and/or LGBTQ+ employees are more likely to report feeling like they have to work harder than their colleagues to be recognized.

Taken together, these preliminary findings suggest that the Macalester community has high ideals that we are not yet living up to. According to Bethany Miller, Director of the IR&A Office, “These data may make us uncomfortable, but they can be used to build constructive conversations about what kind of campus we want to be. They should be the start, not the end of the conversation.” Miller and her colleagues are currently working with campus partners to disseminate and discuss the LACRELA student data and she is hopeful that these dialogues will inform a wider conversation about campus culture as Macalester’s strategic planning moves into the implementation phase over the coming year.

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