

2020-2021 Faculty Senate *Taskforce to Transform Campus Culture* Year-End Report

About the Taskforce: This special ad hoc taskforce was created by Faculty Senate (10/15/2019) to explore and make recommendations to administration to address all aspects of UA Campus Culture that lead those in the UA Community to feel marginalized, threatened, unsafe and/or unheard. We are interested in talking with members of our community about issues on our campus as they relate to diversity, equity, and inclusion.

The Faculty Senate *Taskforce to Transform Campus Culture* comprises 9 members: Wanda Burton, Leah Cheatham, Greg Cottrell, Barbara Dahlbach, Heather Gunn, Kelly Guyotte, Latrise Johnson, Regina Range and Alyxandra Vesey. The *Taskforce* chose governance by committee, rather than by chair. Meetings were convened via Zoom bimonthly, every other Tuesday (1:00–2:30pm).

The *Taskforce*'s activities during the 2020-2021 academic year included:

- Piloting and distributing broadly-targeted surveys soliciting views of campus culture – one seeking participation from faculty and staff, and another seeking participation from students (*April/May 2020*);
- Analyzing findings from the faculty/staff survey ($n = 681$) and student surveys ($n = 391$), as well as the Interactive Campus Culture Forum ($n \sim 40$) (*June–December 2020*);
- Responding to constituent concerns of hate speech on campus (*June–August 2020*);
- Revising/abbreviating campus culture survey to solicit additional responses from varied faculty and staff constituents (*January–March 2021*);
- Redistributing campus culture survey to faculty and staff ($n = 665$) with particular attention to recruitment through staff organizations and affinity groups (*March–April 2021*).

The *Taskforce*'s next steps during the 2021-2022 academic year include:

- Organizing focus groups (in-person and virtual) with survey respondents interested in discussing campus culture and climate with the *Taskforce*;
- Developing actionable recommendations to be shared with and approved by Faculty Senate; and
- Communicating recommendations with appropriate University stakeholders.

To accomplish these goals, the *Taskforce* will organize work within the following 2021 timeline:

Faculty Senate <i>Taskforce</i> Activities	May	June	July	Aug.	Sept.	Oct.	Nov.	*Dec. *
Meeting Schedule	X	X	X	X	X	X	X	X
Survey								
De-identify Survey Data								
Clean Survey Data								
Analyze Survey Data								
<i>Summarize</i>								
Focus Groups								
Recruit Respondents for Focus Groups								
Hold Focus Groups								
Analyze Focus Group Data								
<i>Summarize</i>								