

## STARS PA 6

### Campus Climate:

#### *Faculty and Staff:*

Several *ad hoc* climate surveys have been undertaken in recent years by various departments, schools, colleges, and divisions across the university, including focus groups with underrepresented staff and faculty. The university is currently undergoing a public procurement process to select a vendor to implement a campus-wide equity and inclusion climate survey for all staff and faculty in 2020.

#### *Students:*

The University of Oregon takes part in the Student Experience in the Research University (SERU) Consortium, which surveys students every few years on a range of issues, including climate. Historical data can be found online at [https://ir.uoregon.edu/SERU\\_2013\\_2016](https://ir.uoregon.edu/SERU_2013_2016).

### Structured Assessments:

Guided by the structure of the [IDEAL Framework](#), 35 schools, colleges, and administrative units created detailed 3-year Diversity Action Plans (DAPs) with individualized metrics on a wide range of outcomes. Most every school, college, and administrative unit on campus has diversity, equity, and inclusion committees which lead the implementation of these campus DAPs. These plans are evaluated annually and outcomes reported to the Vice President for Equity and Inclusion, as well as the President and Provost of the university. More information can be found online at <https://inclusion.uoregon.edu/diversity-action-plans-dap>.

The University's Office of Institutional Research publishes up-to-date reports on student, staff, and faculty demographics and other equity and inclusion outcomes (retention rates, salary comparisons, etc.). They can be found online at:

#### Retention and Graduation:

[https://ir.uoregon.edu/retention\\_graduation](https://ir.uoregon.edu/retention_graduation)

#### Detailed Student Enrollment:

<https://ir.uoregon.edu/detailenroll>

#### Student Equity and Inclusion Report:

[https://ir.uoregon.edu/sites/ir1.uoregon.edu/files/Student\\_Demographics\\_\(12032018\).pdf](https://ir.uoregon.edu/sites/ir1.uoregon.edu/files/Student_Demographics_(12032018).pdf)

#### Faculty Equity and Inclusion Report:

[https://ir.uoregon.edu/sites/ir1.uoregon.edu/files/Faculty\\_Demographics\\_01302019.pdf](https://ir.uoregon.edu/sites/ir1.uoregon.edu/files/Faculty_Demographics_01302019.pdf)

#### Staff Equity and Inclusion Report:

[https://ir.uoregon.edu/sites/ir1.uoregon.edu/files/Staff\\_Demographics\\_\(01312019\)\\_web.pdf](https://ir.uoregon.edu/sites/ir1.uoregon.edu/files/Staff_Demographics_(01312019)_web.pdf)

Faculty Field Availability Estimate Reports:

[https://ir.uoregon.edu/files/2020\\_IHP\\_Field\\_Availability\\_Estimates.pdf](https://ir.uoregon.edu/files/2020_IHP_Field_Availability_Estimates.pdf)