

Eller College of Management 2020-21 Climate Report Executive Summary

ELLER COLLEGE OF MANAGEMENT
DIVERSITY, EQUITY AND INCLUSION COMMITTEE

Facilitating Reporting Subcommittee
DEI COMMITTEE | ELLER COLLEGE OF MANAGEMENT

Purpose

The Eller College of Management Diversity, Equity and Inclusion (DEI) Committee sponsored this survey to measure the degree to which Eller College's climate as experienced by students aligns with our values of a diverse, inclusive and equitable community. The intended outcome of this survey report is twofold: first, to deepen our understanding of the college climate and accurately communicate the findings to all stakeholders (including Eller students, staff, faculty and administration) and second, to inform and guide the Eller DEI Committee's initiatives, curriculum and programming to best serve the Eller community.

Executive Summary

Overall, the DEI Committee is pleased with the student's perceptions of the Eller College climate and sense of belongingness. We highlight two specific survey questions as evidence of a generally favorable environment. First, 86 percent of students stated they agree or strongly agree with the statement "I belong at Eller." Second, 88 percent of students surveyed reported they agree or strongly agree that "Eller is a place where I can perform up to my potential."

Still, we recognize there is work to do to help ensure every student feels that they belong and can achieve their maximum potential at Eller. In particular, students identifying as African American, Middle Eastern and Gay/Lesbian reported lower agreement scores than the overall average for almost every question surveyed. In addition, graduate student scores were noticeably lower on every question.

When queried about how students felt regarding their interactions with classroom instructors, staff and administration and fellow students, Eller staff and administration received the highest level of favorable evaluation. Instructors were also generally viewed in a favorable light. Interactions with peers led to slightly lower agreement scores, particularly related to tolerance of racial, ethnic, sexual orientation and gender-based jokes.

We studied the survey responses to identify actions that can be taken to further improve the Eller climate and create a sense of belongingness for all students. Current actions underway within the DEI committee should be continued. These include:

- designing a deliberate curriculum path (DEI red thread) across various classes
- establishing annual DEI awards for students, staff and faculty
- administering climate surveys every two years to gauge progress
- defining a clear path for students who would like to report on bias related incidents occurring within the Eller community and providing a mechanism for these issues to be addressed
- organizing Eller community conversations to help students, staff and faculty gain greater appreciation for perspectives and backgrounds that differ from their own
- continuing our efforts to attract and retain a diverse student body, staff and faculty

Based on the survey responses, additional possible actions to consider include:

- creating a DEI pledge statement for faculty, staff and students to sign and commit to
- offering training for students, staff and faculty on how to express ideas and personal beliefs as well as how to address conflict caused by DEI related differences
- establishing an Eller DEI D2L course space to include a calendar of upcoming events, training resources, bias reporting resources, daily thoughts or tips on DEI topics, etc.
- providing more programming related to LGBT and minorities in business situations