

The Family Institute

Organizational Climate Assessment Overview

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RANKIN CLIMATE

Organizational Climate:

Current attitudes and behaviors of faculty, staff, administrators, and students, as well as **institutional policies and procedures**, that influence the level of respect for individual needs, abilities, and potential

About Rankin Climate

**Rankin Climate
has 25 years of
climate
assessment
experience at
300 institutions/
organizations
including:**

- Antioch University
- Boston University (incl. Medical Campus)
- Crown Family School of Social Work, Policy and Practice, University of Chicago
- LA County Workforce
- Salk Institute for Biological Studies
- UCSF School of Dentistry
- University of Washington System (incl. Health Sciences)

Rankin Climate's Foundational Pillars



**Grounded in
the Academic
Literature**



**Motivated by
Data-Driven
Decision
Making**



**Situated in the
Current Social
Context**



What's the Survey All About?

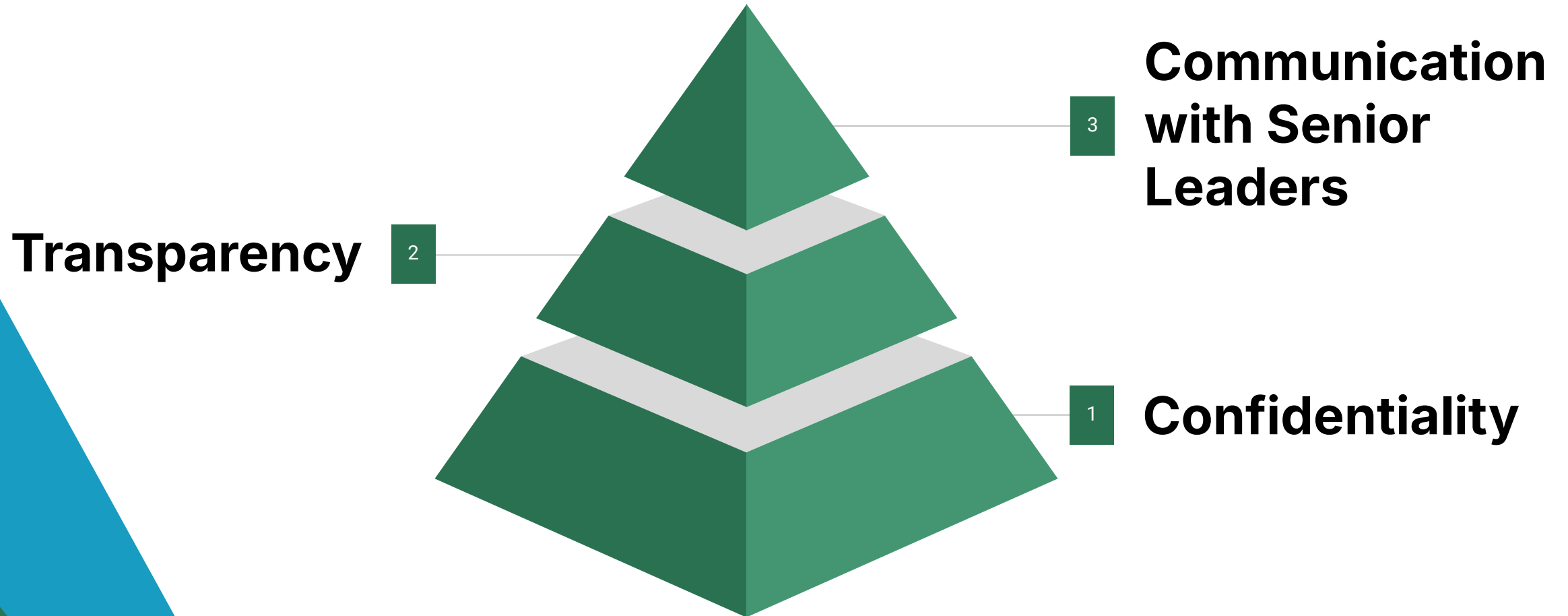
- Research indicates that students and employees who feel connected to and valued by their campus communities (greater overall well-being) have a higher likelihood of success.
- The purpose of the survey is to gather data about student, faculty, clinician, and professional services staff experiences as well as perceptions of their health, wellness, work environments, and overall organizational climate.
- All students and employees will be invited to take the survey.



Survey Themes



Key Process Points



Confidentiality is vital to the success of well-being assessments, and Rankin Climate has taken multiple precautionary measures to protect participants' confidentiality.

Confidentiality - Taking the Survey

- No information already protected through regulation or policy (e.g., Social Security number) is requested in the survey.
- There is one link for everyone to access the survey, so no personal identifiers are in the database of responses.



Confidentiality - Taking the Survey

- The survey can be placed behind the TFI firewall, so only TFI faculty, staff, & students have access to the survey.
- No IP addresses (computer identifications) are collected.



Confidentiality - Reports from the Assessment

- Rankin Climate will **NOT** report any data for groups of fewer than 5 individuals as those numbers may be small enough to compromise respondents' confidentiality (IRB approval also ensures this).



Confidentiality - Reports from the Assessment

- Any comments submitted in response to an open-ended survey question will be separated from demographic information so they are not attributed to the respondent.
- All personally identifiable information submitted in the comments will be removed (redacted) or generalized.

Project Timeline

Phase and Deliverables	Fall 2024	Winter 2024-5
Phase I: Initial project planning meetings		
Phase II: Environmental Scan		

Project Timeline

Phase and Deliverables	Winter 2024-5
Phase III: Adapt the assessment tool	
Phase III: Develop communications plan/IRB proposal	

Project Timeline

Phase and Deliverables	Spring 2025	Spring/Summer 2025
Phase IV: Administer survey (April 15 – May 16)/ Data management		
Phase IV: Quant and qual data analysis		

Project Timeline

Phase and Deliverables	Summer 2025	Fall 2025
Phase IV: Deliver data dashboard/report		
Phase V: Present key findings		

Questions?



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