Antioch University

Climate Assessment
by Rankin Climate

January 27, 2023
Rankin Climate’s Foundational Pillars

Social Justice

Data-Driven Decision Making

Grounded in Literature
Our Definition of Campus 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.
Theoretical & Conceptual Models

Built out of decades of research and practice

Comprehensive, layered, and evolving
Transformational Tapestry Model

Intergroup & Intragroup Relations

Transformational Tapestry Model © 2001
Conceptual Model

- Gender
- Age
- Ethnicity
- Student Background

- Institutional Characteristics
- Peer Environment
- Student Involvement

- Psychological
- Behavioral
- Cognitive

Astin's (1993) Input-Environment-Outcome (I-E-O) Model
Key Process Points

Confidentiality

Transparency

Communication with senior leaders throughout the project
Develop and administer a broad online campus climate survey of all Antioch community members, including students, faculty, and staff.

- Quantify key experiences and perceptions
- Examine potential group differences
- Continue community-building
- Develop and support actions
Implementation Plan
To represent all Antioch constituent groups in the climate data.

Assessment Strategy
Quantitative/Qualitative survey assessment to determine the scope of student, faculty, and staff experiences and perceptions.

Actionable Data
Based on a broad and deep understanding of students, faculty, and staff perceptions, knowledge, and trust in Antioch.
TIMELINE

2023
January to June
CSWG meetings begin
Survey development
Develop marketing and communications plan

2023
June to September
Finalize survey
Submit IRB application
Finalize marketing and communication plan

2023
October
Survey administration

2023/2024
November-March
Data coding
Database management
Data analysis
Develop report

2024
April
Present results

2024
May-August
Actions development
Questions?

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Thank You
Foundational Literature

Rankin Climate processes and methods are grounded in the academic literature.

More information and a searchable database are available at www.rankinclimate.com.
References | Campus Climate & Students

How students experience their campus environment influences both learning and developmental outcomes.¹

Discriminatory environments have a negative effect on student learning.²

Research supports the pedagogical value of a diverse student body and faculty for enhancing learning outcomes.³
Campus climate affects employees’ personal and professional development.¹

Faculty members who judge their campus climate more positively are more likely to feel personally supported and to perceive their work unit as more supportive.²

Research underscores the relationships between (1) workplace discrimination and negative job and career attitudes and (2) workplace encounters with prejudice and lower health and well-being.³