April 14, 2008

Dear CVPA Faculty,

Faculty Advisory Committee and the Diversity Workgroup have been charged to review the CVPA’s best practices for recruitment and retention as they apply to people of color, women, and other under-represented groups. The joint committee has worked closely with the Office of Diversity and Equal Opportunity to develop an instrument of review. What you have in hand is a college-wide Faculty Diversity Climate Survey. This faculty survey is being conducted at this time in order to capture 9-month faculty employment timeframe. Staff survey will follow shortly.

In order to address issues of recruitment and retention, we suggest that “we” (all faculty and academic administration) begin by asking ourselves, ‘what do we think about the workplace and the environment we have created?’ That we ask ourselves, ‘how do we presently address diversity, fairness and inclusivity?’ The Council of Directors and Dean Jones support and approve of this endeavor.

The overall definition of diversity encompasses race, gender, sexual orientation, religious practice, disability and age. Furthermore, the spirit of the definition as it relates to our college, envelops the diversity of ideas, curricula, programming, and outreach. The objective of this diversity climate survey is to provide baseline information on the faculty and the academic administration’s perception of the present state of diversity within the CVPA. The survey examines attitudes/beliefs/practices of diversity, fairness, and inclusivity. Your honest responses are very important; therefore, we ask that you answer each question. Further, we value your open-ended comments in #24 that may identify new issues, thoughts, and suggestions as we move forward.

All responses are anonymous. In order to maintain anonymity there will be no cross references. All data analyses/report will be issue-driven, not person-driven. In other words, the report will not identify the ratings or comments of any one individual in a given Unit. The results will be reported only as aggregate information.

The Office of Diversity and Equal Opportunity will collect the surveys. It will complete and forward the data analyses/report and its summary to the FAC and Diversity Workgroup. The joint committee will then interpret all items of the report and make recommendations that can improve our work environment, recruitment and retention, to the Council of Directors and the Dean.

Please take a few minutes right now and complete this survey. Use the envelope provided to forward your response, via campus mail, to the Office of Diversity and Equal Opportunity. Thank you.

The Faculty Advisory Committee

The Diversity Workgroup