A ClimateQUAL Advisory Team was created to lead the survey implementation and analysis of results. Below is a timeline of the activities the Team undertook.

**TOWN HALLS**
The Team conducted 5 town hall meetings to promote participation, explain confidentiality, and share plans moving forward. Despite the confidentiality measures provided by ARL, the community had concerns that the Team tried to alleviate.

**PRESENT REPORTS**
The Team conducted 3 town hall meetings to share the overall Smathers ClimateQUAL report and talked about how to read unit-level reports created internally. Areas of growth and areas of strength were identified.

**LEADERS WORKSHOP**
A workshop was held for department leaders on facilitation best practices and approaches for soliciting feedback when conducting team meetings related to communicating unit results of the ClimateQUAL survey.

**COMMENT CODING**
Members of the Libraries’ Assessment Committee coded 67 free-text comments provided in the report. Comments were coded to existing ARL dimensions (i.e., Information Justice), and two additional codes created (Task Justice & Climate for Innovation: Technology).

**IDEA FORUMS**
The Team facilitated 4 Idea Forums to gain more insights related to 6 areas of growth. Ideas were collected based on 4 results facets: 1) looking solely at 2019, 2) comparing 2019 and 2014, 3) comparing UF to other institutions, and 4) qualitative evaluation of comments. Poll Everywhere was used to crowd-source employee feedback.

**RECOMMENDATIONS**
The Team analyzed 444 comments and suggestions gathered during the Idea Forums and developed a list of suggested actions, which were shared with senior management.

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