

Engaging with ClimateQUAL:

Unique Ways to Facilitate Conversation and Develop Action Items

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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