

Office of Inclusive Excellence and Belonging

Inclusive Excellence Assessment & Measurement Committee

Description & Function

The Inclusive Excellence Assessment & Measurement Committee serves as an advisory body for evaluating inclusion and belonging initiatives. This committee provides expert guidance on assessment frameworks, reviews data on campus climate and inclusive practices, and offers evidence-based recommendations to inform institutional decision-making. Working in partnership with the University Committee on Inclusive Excellence and relevant administrative offices or other campus committees, this committee ensures that the university's commitment to inclusive excellence is supported by sound assessment principles and data-informed insights.

Goal 1: Advise on Assessment Frameworks and Methodologies: Provide expert guidance on the development and implementation of evaluation systems and metrics to measure progress toward inclusive excellence across all university functions. This includes recommending appropriate assessment tools, advising on data collection methodologies, and suggesting benchmarking strategies that capture the full spectrum of inclusion and belonging experiences.

Goal 2: Review Data and Provide Strategic Recommendations: Review assessment data and campus climate information to identify trends and opportunities for improvement in inclusive excellence efforts. Offer evidence-based recommendations and strategic insights to senior leadership, the University Committee on Inclusive Excellence, and other stakeholders to support informed decision-making and effective planning.

Committee Composition

Core Membership (10 members)

- **Faculty Representatives (3 members):** One faculty member with expertise in research methodology/statistics; One faculty member with expertise in supporting inclusion and belonging initiatives; One faculty member from with assessment experience
- **Staff Representatives (4-5 members):** One representative from Institutional Research; One representative from Student Affairs Assessment; One representative from Human Resources (with expertise in employee climate surveys); One representative from Academic Affairs (with expertise in academic program assessment)
- **Student Representatives (1-2 members):** One graduate student with research experience (preferably in education, or related field); One undergraduate student with demonstrated interest in data analysis or social justice research
- **External Consultant as Needed (1 member):** Assessment professional or IE researcher from outside the institution to provides external perspective and expertise

Consultation Members (As needed)

- External assessment experts
- Community partners for external climate studies
- Alumni representatives for longitudinal studies

- IRB & Legal counsel for compliance and privacy issues

Committee Leadership

- **Chair:** VP of Inclusive Excellence or designee, or senior assessment professional
- **Vice-Chair:** Elected from faculty representatives with assessment expertise
- **Data Coordinator:** Designated staff member – assist in pooling data resources across campus related to Inclusive Excellence and Belonging to inform programming and outreach.

Meeting Structure & Commitment

- Monthly meetings during academic year
- Once-a-semester data review and planning sessions
- Bi-annual joint meetings with University Committee on Inclusive Excellence
- Special meetings as needed for urgent assessment needs
- Commitment: one-year of service

Key Responsibilities

- Advise on campus climate survey design and implementation (assessment tools may be developed internally or outsourced to external vendor)
- Review and interpret (as available) retention and graduation data, faculty and staff retention data for improved programming and outreach from the Office of Inclusive Excellence
- Provide recommendations on grassroots initiatives to measure campus climate and culture
- Advise on compliance monitoring and equity goal assessment
- Recommend external assessment partnerships and best practices
- Advise on training needs for assessment tools and methodologies
- Ensure recommendations align with data privacy and ethical evaluation/research standards