

# Academic Climate: Welcoming or ‘Chilly’?

Monday, March 5, California Room, Faculty Center

Buffet Lunch: 11:30—Noon; Lecture: Noon—1:45 p.m.



**Dr. Susan (Sue) Rankin**

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“Campus climate” refers to the combination of practices and attitudes of administrators, faculty, staff and students that makes a particular campus more or less welcoming to the various constituencies it serves. Climate is often a factor in recruiting/retaining students, attracting/retaining faculty and hiring/retaining staff. The same campus can be a great place to work or study for some groups while being isolating or hostile to others. Understanding how people from various social groups experience climate can lead to effective changes that will increase successful recruiting, educational attainment and retention.

Dr. Rankin will discuss her research in examining campus climate and provide a brief description of her current project as consultant to the UC System for a climate survey of every UC campus that will be implemented next year.

Dr. Rankin has presented and published widely on the impact of sexism, racism and heterosexism in the academy and in intercollegiate athletics. Dr. Rankin’s current research focuses on the assessment of institutional climate and providing program planners and policy makers with recommended strategies to improve the campus climate for under-served communities. Dr. Rankin has collaborated with over 90 institutions/organizations in implementing assessments and developing action plans. In her advocacy work, Dr. Rankin is a founding member of the Consortium of Higher Education LGBT Resource Professionals and the Statewide Pennsylvania Rights Coalition. Dr. Rankin is the recipient of the ACPA 2008 Voice of Inclusion Medallion. The award recognizes individuals who embody the student affairs values of social justice.