Campus Climate and
Institutional Success

Abstract. An understanding of the factors that underpin campus climate related concerns is critical in leveraging requisite institutional commitment and practices to foster diversity, inclusivity, and equity; students’ and employees’ success; and the overall success of the institution in pursuing its mission and vision. The level of campus-wide understanding of the institution’s diversity and inclusion goals, and ultimately the level of collaboration and partnerships between different campus constituents in pursuing these goals are very critical variables in this regard. In addition to these variables, this presentation explores institution-specific drivers of campus climate related issues and their impacts on different institutional success indicators; notably with regard to recruitment, retention, academic excellence and success, and the institution’s financial wellbeing and reputation.