



To: President Mark Kennedy, Chair Gallegos and Vice-Chair Griego

From: Chair Addison on behalf of Faculty Council

Re: Validity of DES Administration

Date: December 11<sup>th</sup>, 2019

Dear President Kennedy and Chairs Gallegos and Griego:

Earlier this year Faculty Council endorsed use of the Diversity Engagement Survey on all of our campuses. We were encouraged by the fact that a survey which has been nationally normed and tested for validity was chosen. Equally important, this is a survey that focuses on actionable results and inclusivity—two crucial aspects missing from the 2014 survey. We still believe this to be a valuable tool that should be used on our campuses and thank everyone who worked hard to ensure we adopt a high-quality survey instrument.

It has come to our attention, however, that the administration of the survey by a third-party vendor severely calls into question the validity of the results. On November 4<sup>th</sup>, 2019 Faculty Council learned the following:

- a single participant could take the survey multiple times, even from the same computer, and there was no way to track this;
- people who aren't faculty, staff, or students on any CU campus could (and did) complete the survey; and
- demographic data was collected at a level that would allow for individual members of our community to be identified, especially minoritized members of our community.


We notified staff of this on November 4<sup>th</sup>, 2019.

We have recently learned that the response rate for the survey is only 14%. This low rate further lowers the validity of the data. And, because we do not collect demographic data on all of the categories listed in the survey, we have no way of knowing if this 14% is a representative sample of our diverse community.

At this point in time we do not see how this data can be used and, in fact, do not think it should be released. We know that some of the issues related to the administration of the

survey can be corrected. We hope that the DES survey with a revised administration process will be used in the future and that doing so will offer us the opportunity to participate in data-driven conversation and action with others across the country who are also using this survey. We welcome the opportunity to discuss this further in support of using a nationally normed, valid survey instrument.

Sincerely,

A handwritten signature in cursive script that reads "Joanne Addison".

Joanne Addison, PhD  
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