

Climate Survey, Idaho State Bar Association

Client: Professional and Ethics Section, Idaho State Bar
Client Contact: Cathy Silak
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Title: Workplace climate survey, Idaho State Bar
PI: Greg Hill
Co-PI: students
IRB Status: expected to be exempt

Start date: 05/08/2020
Completion date: 08/05/2020

Budget: No Cost Service

Staff Costs*	No Cost Service
Facilities and Administration	No Cost Service
<hr/> Total	No Cost Service

Agreement Type: Fixed Price/Cost Reimbursement
Agreement Initiated by: Boise State University/Client

Project Overview

The Professionalism and Ethics section of the Idaho State Bar is seeking to distribute a general climate survey of attorneys in Idaho. In order to get a better understanding of the professional workplace climate, the P&E section has contacted the Idaho Policy Institute to request a proposal on how this can best be done. We propose the following option: engage a team of graduating Masters of Public Administration students to work under the supervision of Dr. Greg Hill, Director of the Idaho Policy Institute, to create, distribute, and analyze a web-based survey to all members of the Idaho Bar. The focus of the survey would be general workplace climate, workplace harassment, and discrimination, and the approach would be three-fold: 1. Determine the problems that the individual attorneys are seeing AND measure the intensity of

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those perspectives, 2. Provide a protected, anonymous platform for attorneys to share their experiences, and 3. Pose some potential solutions and measure tolerance for those ideas. (We may also want to consider organizing a set of focus groups for more descriptive, anecdotal data, specifically if the section is interested in expanding the idea of potential solutions, but this proposal does not include that portion of research in the scope of work below).

All research projects of the Idaho Policy Institute is subject to review by Boise State University's Institutional Review Board, which is designed to ensure that the research is performed in a professional and ethical way, and protects the subjects of research. In the case of this survey, we will protect the privacy of all respondents by anonymizing all individual-level data. We will also set thresholds so any person's identification cannot be "backed into" through their demographic responses. Each respondent will be sent a unique link that can only be filled out once, and any identifying variables will be deleted.

Below is a scope of work.

Task 1: Literature review and background analysis (May 2020)

Boise State students will work with the client to develop the initial research questions. They will then do a comprehensive literature review to look at other surveys and efforts to deal with harassment, and discrimination, exclusively in the legal field.

Task 2: Survey design (mid-May through mid-June 2020)

Students will work with client to ensure survey content is appropriate to answer the research questions. Students will then work with Dr. Hill to ensure the survey is technically correct (question wording, ordering, etc.) and will create the survey in a web-based survey platform (Qualtrics) and send to client for review and approval.

Task 3: Survey distribution (mid-June through early July 2020)

Students will work with the client to acquire the email addresses (provided by the client) and distribute the survey. It will be in the field approximately 2-3 weeks, with reminders sent periodically to those who have not completed it. It is expected that 24 hours prior to distribution, the client will send an email to members of the Bar explaining the survey and asking for participation (IPI will provide template if so desired).



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Task 4: Data analysis, report and presentation (mid-July through early August 2020)

Once the survey closes, the students will analyze the data, and provide descriptive top-line results plus selected cross-tabulations to the client. The cross-tabs can be, but aren't limited to, responses from different demographic groups and regional responses. The final deliverable will be presented to the client in both a written report and slide deck in the final class of the semester.

DRAFT

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