Campus Climate Survey (CCS)

• First administered in 2018 (faculty, staff, and students)
• Data collected every two years, spring semester
• Survey focuses on perceptions of DEI
  – Value and Belonging
  – Departmental/Program Culture
  – Experienced Bias
  – Commitment to DEI
• Data helps inform decision-making for strategic planning priorities and unit-level action.
2022 Response Rates

**Faculty**
1,097 responding from 2,920 administered.

38%

**Staff**
4,624 responded out of 16,155 surveyed.

29%

**Students**
4,679 responding from 26,290 administered.

18%
2022 Staff Response Rates

Professional and Scientific
3,280 responding from 7,976 administered.

Merit
795 responding from 4,332 administered.

Service Employees International Union (SEIU)
549 responding from 3,847 administered.
Overall, 79% of staff respondents feel valued as individuals at the University of Iowa.

n=3,625

Why this matters:
To have a welcoming and inclusive environment, everyone must feel they are valued.
2. Campus culture impacts retention - Staff

50% of staff respondents seriously considered leaving the University in the last year.

n=2,280

Why this matters:
Our best recruiting tool is our people. Retaining our faculty and staff, especially those from underrepresented groups, is a top priority to grow the student population.
Staff respondents: Top reasons for considering leaving

<table>
<thead>
<tr>
<th>Reason</th>
<th>Faculty</th>
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</thead>
<tbody>
<tr>
<td>Salary/better compensation</td>
<td>63%</td>
</tr>
<tr>
<td>Departmental climate/culture</td>
<td>60%</td>
</tr>
<tr>
<td>Career advancement opportunity</td>
<td>44%</td>
</tr>
<tr>
<td>Lack of professional support</td>
<td>39%</td>
</tr>
<tr>
<td>Unresolved conflict with colleagues/co-workers</td>
<td>22%</td>
</tr>
<tr>
<td>Campus climate/culture</td>
<td>21%</td>
</tr>
<tr>
<td>Personal/family reasons</td>
<td>18%</td>
</tr>
<tr>
<td>Recruitment by a different institution/employer</td>
<td>17%</td>
</tr>
<tr>
<td>Bias against individuals like me</td>
<td>15%</td>
</tr>
<tr>
<td>Seeking more desirable geographic location</td>
<td>14%</td>
</tr>
</tbody>
</table>
Staff: Departmental Climate Considerations

- **Respected** as a professional (80%) n=3,653
- Ideas are **respectfully considered** (83%) n=3,779
- Trust among **colleagues** (87%) n=3,991
- Mentoring opportunities (75%) n=3,446
- **Recognized** for their professional accomplishments (73%) n=3,301
3. Commitment to DEI is important to us.

- 86% of Staff respondents who agreed (slightly agree, agree, strongly agree)
- 37% of Staff respondents who agreed (slightly agree, agree, strongly agree)
- 28% of Staff respondents who agreed (slightly agree, agree, strongly agree)

UI has a strong commitment to DEI.

Too much emphasis put on issues of DEI at the UI.

Attention to DEI distracts us from achieving our academic mission.

**Why this matters:**
A respectful culture inclusive of all voices leads to the best learning, teaching, patient care, and research experience for all.
5. Bias impacts the workplace.

35% of staff respondents experienced at least one form of bias, intimidating, or hostile treatment at the UI in the past 12 months.

n=1,596
Impact of experienced bias – Staff responses

- Bias interfered with my work performance: 69% agreed, n=1,098
- Bias caused me to consider leaving the university: 75% agreed, n=1,193
- Bias affected my mental and/or physical health: 72% agreed, n=1,143
- Bias eroded my confidence in my abilities: 69% agreed, n=1,092

Why this matters:
The effects of experienced bias negatively impacts faculty, staff, and postdoc retention. Experiencing bias was among the reasons for considering leaving the university.
Next Steps

February: College-level data shared with Deans and HR Seniors for review and action planning

February through end of semester: Shared Governance and College/Unit specific Presentations

On-going: Continue the work within the Strategic Plan Committees, Consulting, and Educational Offerings to unify our culture.
For more information about the 2022 CCS, visit https://diversity.uiowa.edu/data/campus-climate-2022

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