

**IOWA**

Division of Diversity, Equity, and Inclusion

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# 2022 CAMPUS CLIMATE SURVEY FINDINGS

**PRESENTATION TO STAFF COUNCIL**

March 8, 2023

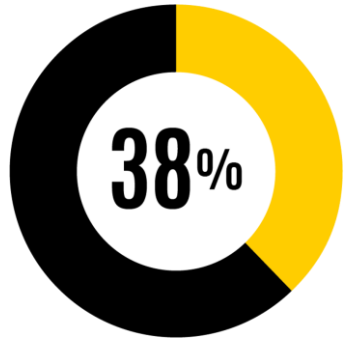
# Campus Climate Survey (CCS)

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- 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.

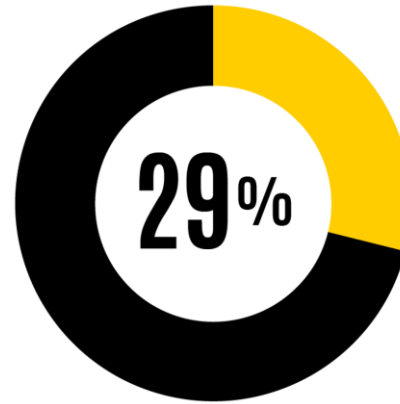
# 2022 Response Rates

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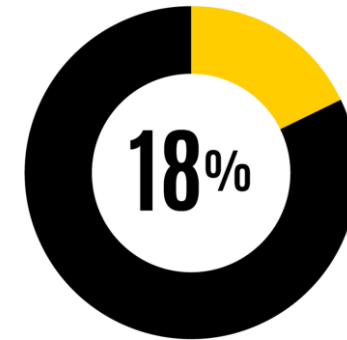
## Faculty

1,097 responding  
from 2,920  
administered.



## Staff

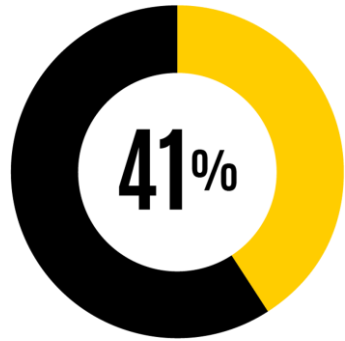
4,624 responded  
out of 16,155  
surveyed.



## Students

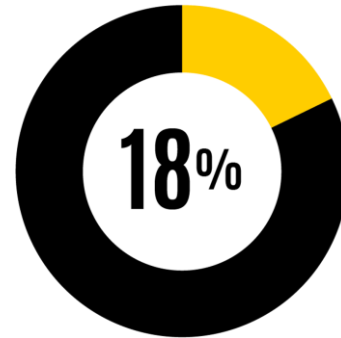
4,679 responding  
from 26,290  
administered.

# 2022 Staff Response Rates



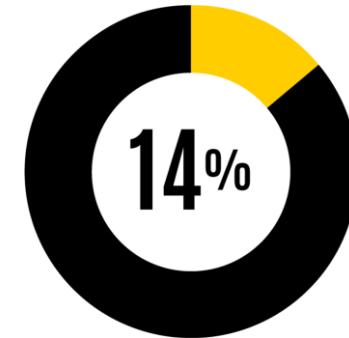
## Professional and Scientific

3,280 responding from 7,976 administered.



## Merit

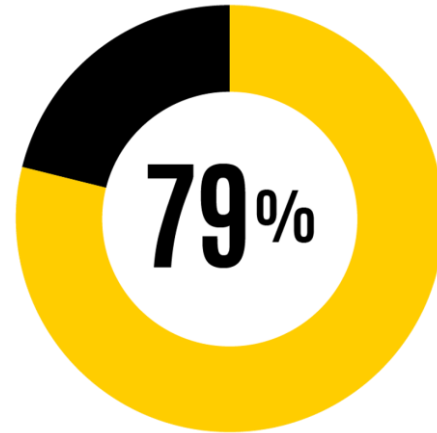
795 responding from 4,332 administered.



## Service Employees International Union (SEIU)

549 responding from 3,847 administered.

# 1. Hawkeyes feel valued – Staff responses



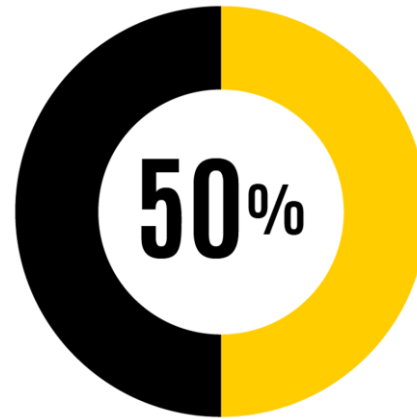
Overall, 79% of staff respondents feel valued as individuals at the University of Iowa.

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

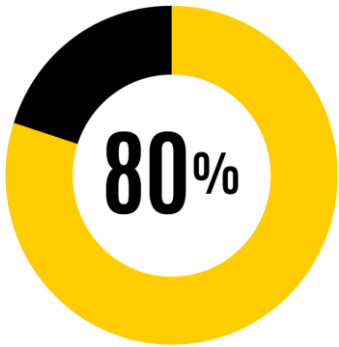
### Why this matters:

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

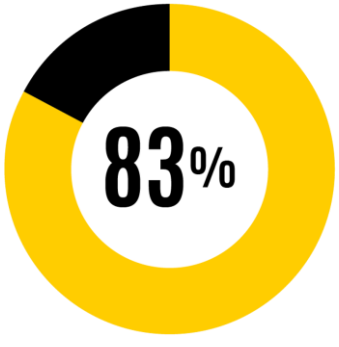
	<b>Faculty</b>
<b>Salary/better compensation</b>	<b>63%</b>
<b>Departmental climate/culture</b>	<b>60%</b>
<b>Career advancement opportunity</b>	<b>44%</b>
Lack of professional support	39%
Unresolved conflict with colleagues/co-workers	22%
Campus climate/culture	21%
Personal/family reasons	18%
Recruitment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

# Staff: Departmental Climate Considerations



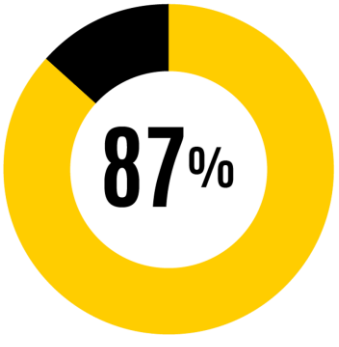
**Respected** as a professional

n=3,653



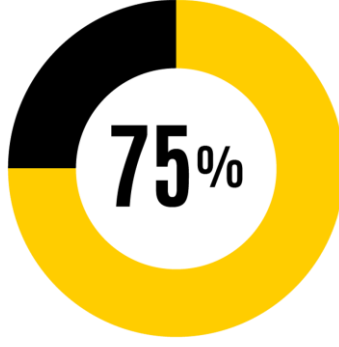
Ideas are **respectfully considered**

n=3,779



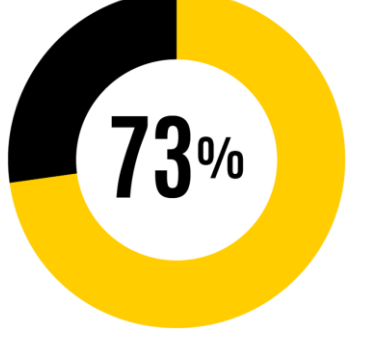
**Trust** among colleagues

n=3,991



**Mentoring** opportunities

n=3,446

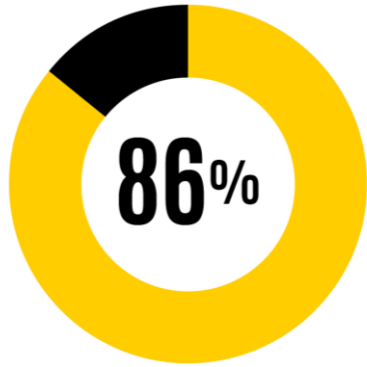


**Recognized** for their professional accomplishments

n=3,301

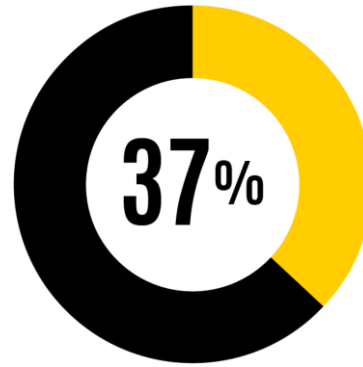


### 3. Commitment to DEI is important to us.



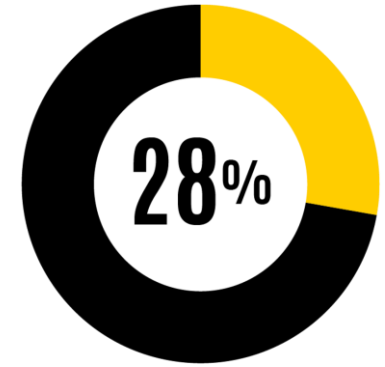
**UI has a strong commitment to DEI.**

n=3,933



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

n=1,691



**Attention to DEI distracts us from achieving our academic mission.**

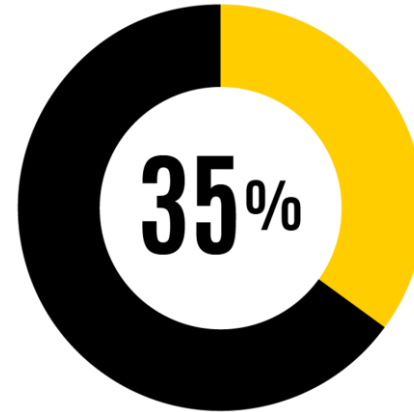
n=1,267

#### **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.

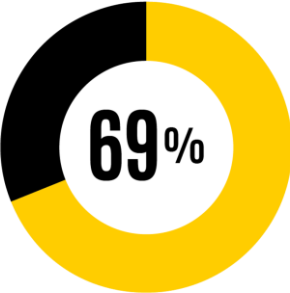
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35% of **staff** respondents experienced at least one form of bias, intimidating, or hostile treatment at the UI in the past 12 months.

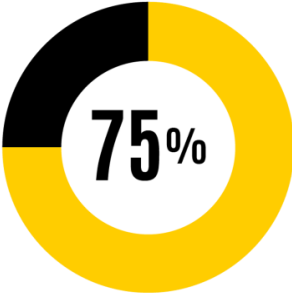
n=1,596

# Impact of experienced bias – Staff responses



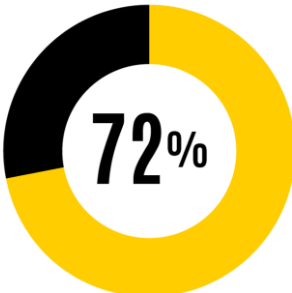
**Bias interfered with my work performance**

n=1,098



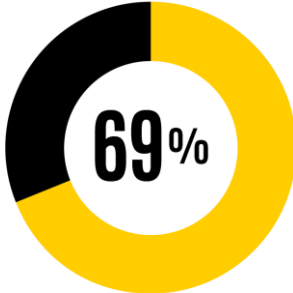
**Bias caused me to consider leaving the university**

n=1,193



**Bias affected my mental and/or physical health**

n=1,143



**Bias eroded my confidence in my abilities**

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.



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**For more information  
about the 2022 CCS, visit**

**→ <https://diversity.uiowa.edu/data/campus-climate-2022>**

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