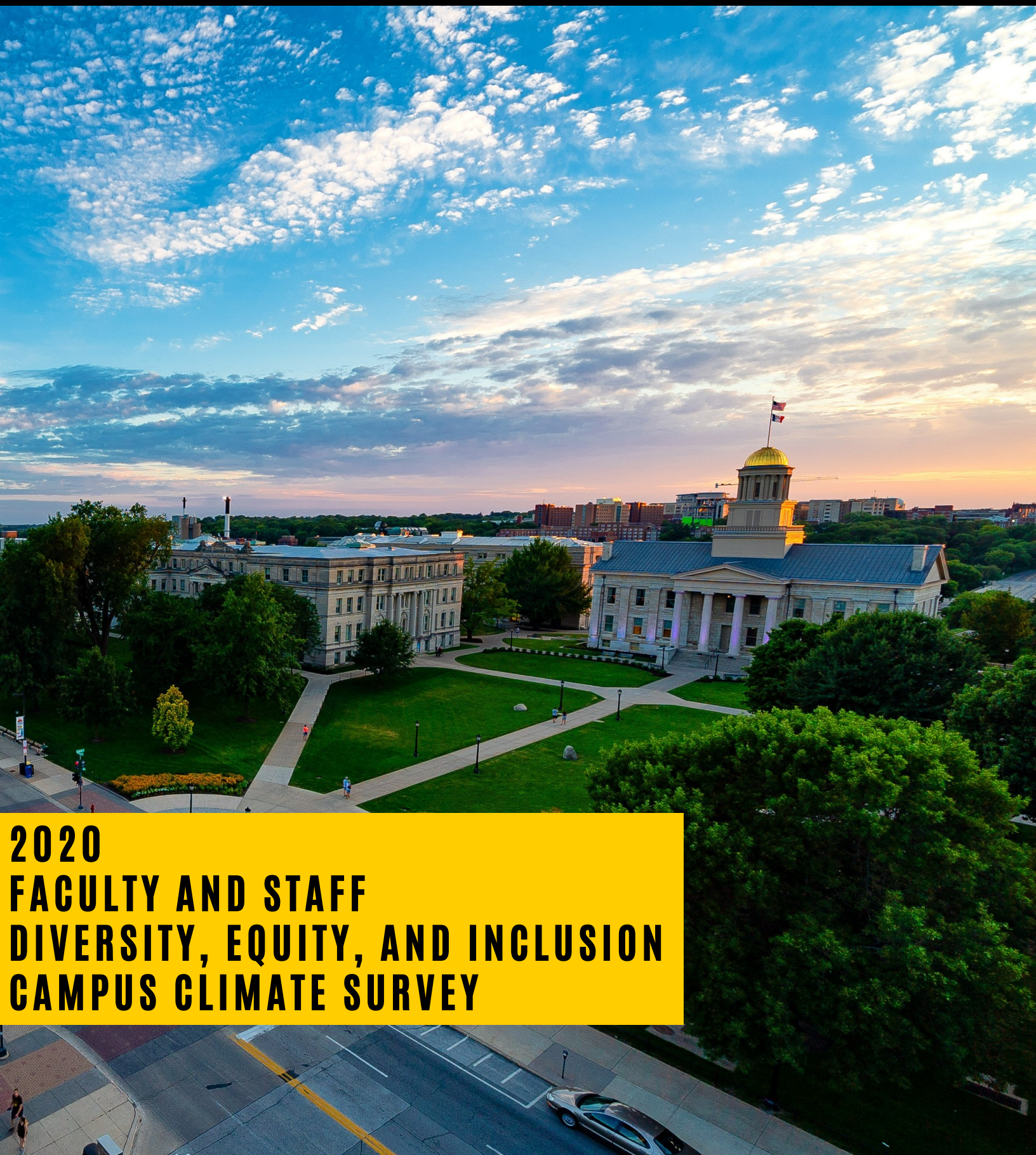


Excellence *through* Diversity, Equity, & Inclusion



**2020
FACULTY AND STAFF
DIVERSITY, EQUITY, AND INCLUSION
CAMPUS CLIMATE SURVEY**

IOWA

**University of Iowa Faculty and Staff
Diversity, Equity, and Inclusion Campus
Climate Survey**

**College of Public Health
October 2020**

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Executive Summary

Overview

From this report, we hope that colleges and units are able to benchmark themselves against the larger campus as well as consider where they need additional attention and what strengths to leverage.

As is true with all data, this report is just a starting point. Addressing important findings is essential and will take intentional and sustained effort from your college or unit. This unit report should be used in conjunction with the overall Faculty and Staff 2020 Campus Climate data and Spring 2021 student climate data.

Core Questions

Given departmental climate is the number one reason individuals on campus consider leaving the university, it is important to highlight results of questions connected to local culture. The ten core questions for the college and unit reports focus primarily on possible contributing factors to a sense of belonging, including if individuals feel valued, are satisfied, or have considered leaving. Unit reports also consider other cultural components that may be influencing an employee's experience, such as ability to report issues, experiencing bias, the ability to openly express oneself, and the importance of and commitment to diversity, equity, and inclusion. Core questions include 1, 6, 16-30, 32-34, 52, 53, 56, 57, and several with notable results are presented below.

Areas of Strength and Areas of Growth

In addition to the analysis of the core questions, this report identifies up to three "Areas of Strength" and three "Areas of Growth" for your unit. These include survey items not in the set of core questions and highlight results more and less favorable as compared to the University as a whole.

Participation

The Faculty and Staff Diversity, Equity, and Inclusion 2020 Campus Climate Survey was distributed to 382 individuals in the College of Public Health. The survey had a response rate of 38% with 144 surveys completed.

- 48 Faculty (73% response rate)
- 3 Merit Staff (60% response rate)
- 103 Professional and Scientific Staff (57% response rate)
- 2 SEIU Staff (67% response rate)
- 1 Postdoctoral Scholars (17% response rate)

Findings: Core Questions

Q1: I feel valued as an individual at the University of Iowa

Overall, 71% of College of Public Health respondents feel valued as individuals at the University of Iowa compared to the 80% of campus respondents. A lower percentage of faculty (87%) reported feeling valued as an individual than staff (95%).

Q6: I am reluctant to bring up issues that concern me for fear that it will affect my performance evaluation or promotion

Overall, 20% of College of Public Health respondents are reluctant to bring up issues compared to 40% of campus respondents.

Q16-24: Experience Bias: In the past 12 months, have you personally experienced biased, intimidating, or hostile treatment at the University of Iowa based on your...?

Overall, 5% of College of Public Health respondents indicated that they experienced at least one form of bias. Faculty respondents reported highest percentages related to age (19%) and gender (14%). Staff respondents reported highest percentages related to gender (10%) and political beliefs (8%). At a closer look, 24% of respondents under 40 compared to 17% of respondents over 60 and 5% of respondent ages 40-59 reported experiencing age-based biased treatment. About 15% of women compared to 2% of men indicated gender-based biased treatment. About 20% of conservatives compared to 7% of liberals and 5% of moderates reported experiencing biased treatment related to political beliefs.

Impacts from the biased treatment experience that had the highest percentages of respondents included mental health (100% of faculty, 80% of white respondents, 89% of women), eroding confidence (93% of faculty, 80% of women), and work performance (79% faculty). Although not one of the highest percentages overall, 93% of faculty indicated that the biased treatment they experience caused them to consider leaving the University of Iowa.

Q32: In the past 12 months, I have seriously considered leaving the University of Iowa

Overall, 33% of College of Public Health respondents have seriously considered leaving in the past 12 months compared to 41% of campus respondents. Notably, more than half of faculty (52%) have considered leaving. Career Advancement was the number one reason for staff (18%), faculty (18%), women (18%), men (18%), heterosexual (19%), ages 40-59 (19%), over 60 (19%), liberals (19%), and individuals identifying as non-religious (27%). For moderates, location was the number reason to consider leaving (23%).

Q34: Achieving diversity, equity, and inclusion at the University of Iowa is personally important to me

Overall, 99% of College of Public Health respondents believe achieving diversity, equity, and inclusion is personally important compared to 94% of campus respondents. Notably, 100% of respondents from every political orientation believe that achieving diversity, equity, and inclusion is personally important.

Q53: My unit/department has a strong commitment to diversity, equity, and inclusion

Overall, 92% of College of Public Health respondents believe that their unit has a strong commitment to diversity, equity, and inclusion compared to 86% of campus respondents.

Findings: Areas of Strength

Q7: I have a voice in the decision-making process that affects the direction of my department/unit.

College of Public Health's average response is distant from the average UI response. Additionally, your unit's average response is the highest of the unit averages on campus regarding having a voice in the decision-making process that affects the direction of my unit.

Q10: In comparison to my colleagues/co-workers, I have to work harder to have my ideas heard.

College of Public Health's average response is close to the average UI response. Additionally, your unit's average response is the lowest of the unit averages on campus regarding having to work harder to have ideas heard.

Q54: There is too much emphasis put on issues of diversity, equity, and inclusion at the University of Iowa.

College of Public Health's average response is close to the average UI response. Additionally, your unit's average response is among the lowest unit averages on campus indicating there is too much emphasis put on issues of diversity, equity, and inclusion.

Findings: Areas of Growth

Q39: How would you rate the climate at the University of Iowa for people who identify as From religious affiliations other than Christian?

College of Public Health's average response is close to the average UI response. Additionally, your unit's average response is near the median unit averages on campus regarding the climate at the University of Iowa for people who identify as from religious affiliations other than Christian.

Q55: Attention to diversity, equity, and inclusion distracts us from achieving our academic mission.

College of Public Health's average response is close to the average UI response. Additionally, your unit's average response is near the median unit averages on campus regarding the climate at the University of Iowa for people who identify as people of color.

In the area of growth and area of strength graphs, the average response of your unit relative to the UI reflects the overall experiences of people in your department. These graphs conceal how this experience differs by social identities and statuses. To better understand how your areas of strength and growth vary in your unit, compare your area of growth and area of strength graphs disaggregated by social identity.

Campus composition and survey respondents by identity

Age Group

	Unit population (#)	% of campus population	Survey respondents (#)	% of total survey respondents	% of campus population that responded
<40	58	22.1	29	18.4	50.0
40-59	140	53.4	87	55.1	62.1
60+	64	24.4	42	26.6	65.6
Total	262	100.0	158	100.0	60.3

Job Appointment Type

	Unit population (#)	% of campus population	Survey respondents (#)	% of total survey respondents	% of campus population that responded
Faculty	66	25.3	48	31	72.7
Merit	5	1.9	3	2	60.0
PS	181	69.3	103	66	56.9
SEIU	3	1.1	2	1	66.7
Postdoc	6	2.3	1	1	16.7
Total	261	100.0	157	100	60.2

Race

	Survey respondents (#)	% of total survey respondents
American Indian or Alaska Native	1	0.63
Asian or Asian American	5	3.16
Black or African American	2	1.27
Multi-Racial	1	0.63
Native Hawaiian or other Pacific Islander	0	0
White or Caucasian	126	79.75
Decline to State	23	14.56
Total	158	100

Ethnicity

	Survey respondents (#)	% of total survey respondents
Hispanic or Latino/a/x	1	0.6
Not Hispanic or Latino/a/x	131	82.9
Decline to State	26	16.5
Total	158	100

Gender

	Survey respondents (#)	% of total survey respondents
Man	48	30.38
Woman	90	56.96
Trans Man	0	0
Trans Woman	0	0
Genderqueer	0	0
Gender Non-Conforming	0	0
Non-Binary	0	0
Multi-Gender	1	0.63
Decline to State	19	12.03
Total	158	100

Sexual Orientation or Identity

	Survey respondents (#)	% of total survey respondents
Bisexual	2	1.3
Gay or lesbian	2	1.3
Heterosexual or straight	129	81.6
Questioning	0	0
Queer	1	0.6
Decline to State	24	15.2
Total	158	100

Identity Having Disability

	Survey respondents (#)	% of total survey respondents
Not Disabled	135	85.4
Disabled	6	3.8
Decline to State	17	10.8
Total	158	100.0

Political Orientation

	Survey respondents (#)	% of total survey respondents
Very Liberal	23	14.6
Liberal	50	31.6
Slightly Liberal	24	15.2
Moderate	23	14.6
Slightly Conservative	5	3.2
Conservative	5	3.2
Very Conservative	0	0
Decline to State	28	17.7
Total	158	100

Religion/Spiritual Affiliation

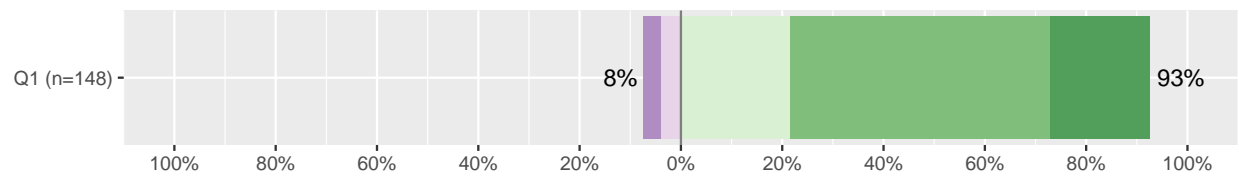
	Survey respondents (#)	% of total survey respondents
No preference	18	11.4
Agnostic/Atheist	28	17.7
Buddhist	0	0
Christian (e.g., Catholic, Protestant)	75	47.5
Hindu	0	0
Jewish	2	1.3
Muslim	1	0.6
Spiritual (no specific religion)	10	6.3
Decline to State	24	15.2
Total	158	100

Veteran or Active Military Identity

	Survey respondents (#)	% of total survey respondents
Not Military	139	88.0
Military	1	0.6
Decline to State	18	11.4
Total	158	100.0

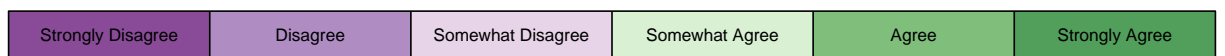
Value

Q1: I feel valued as an individual at the University of Iowa

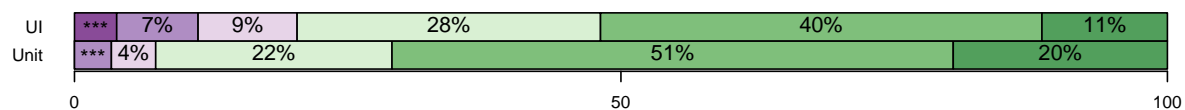


Strongly Disagree	Disagree	Somewhat Disagree	Somewhat Agree	Agree	Strongly Agree
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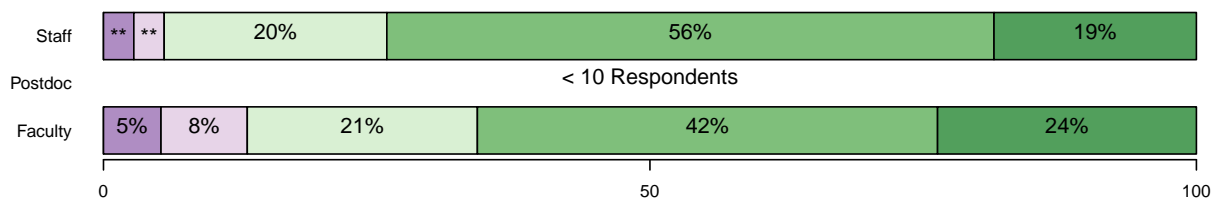
Q1: I feel valued as an individual at the University of Iowa



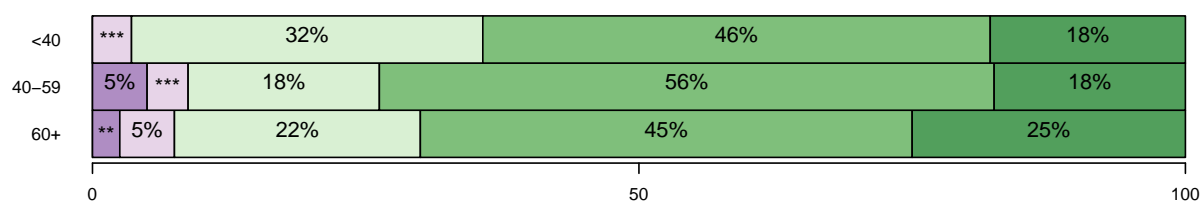
All Respondents



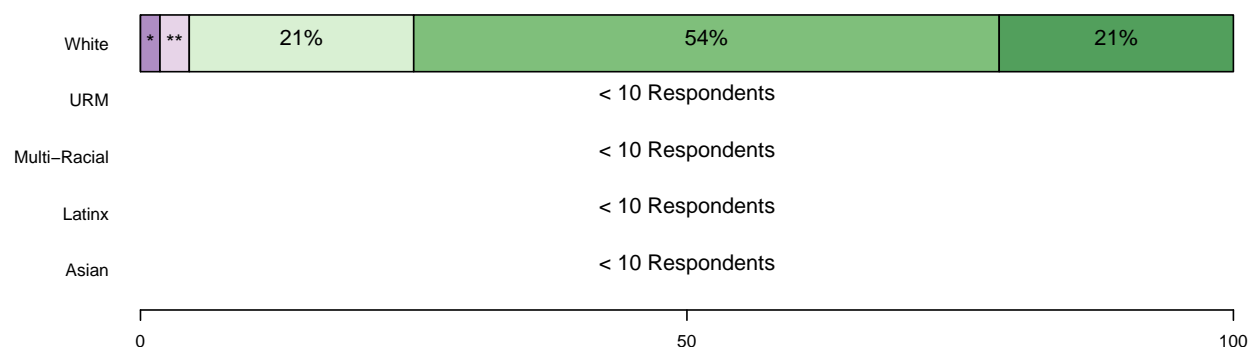
Appointment Type



Age



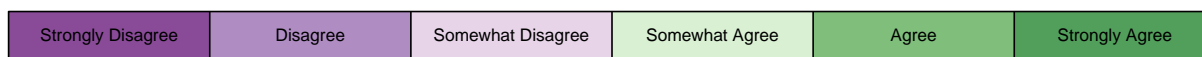
Race



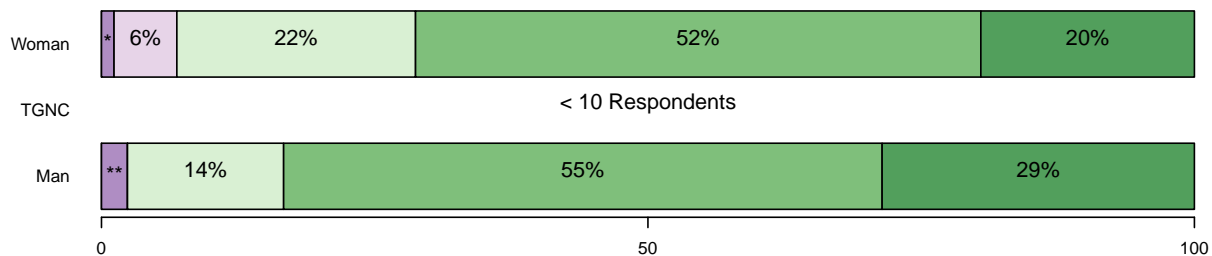
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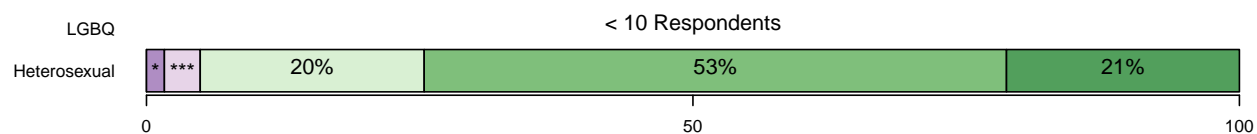
Q1: I feel valued as an individual at the University of Iowa



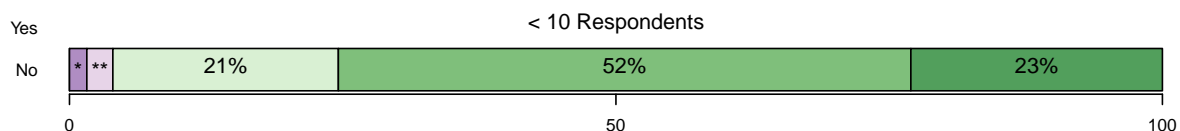
Gender



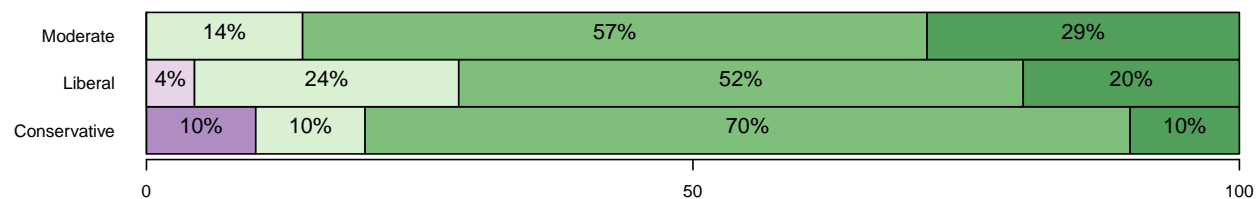
Sexual Orientation



Disability Identity



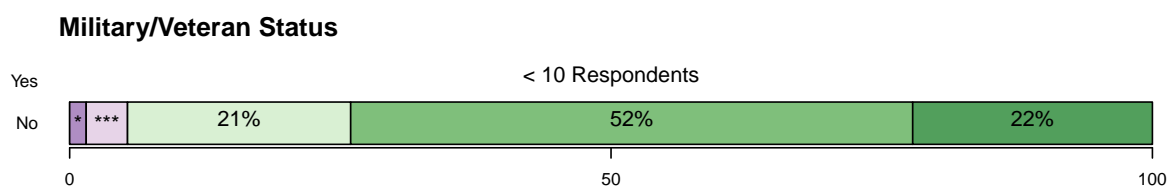
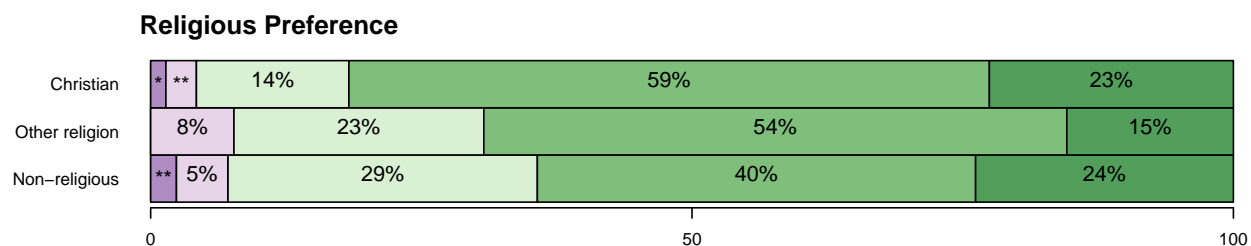
Political Orientation



Response proportions less than 4% are displayed by asterisks with:

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Q1: I feel valued as an individual at the University of Iowa

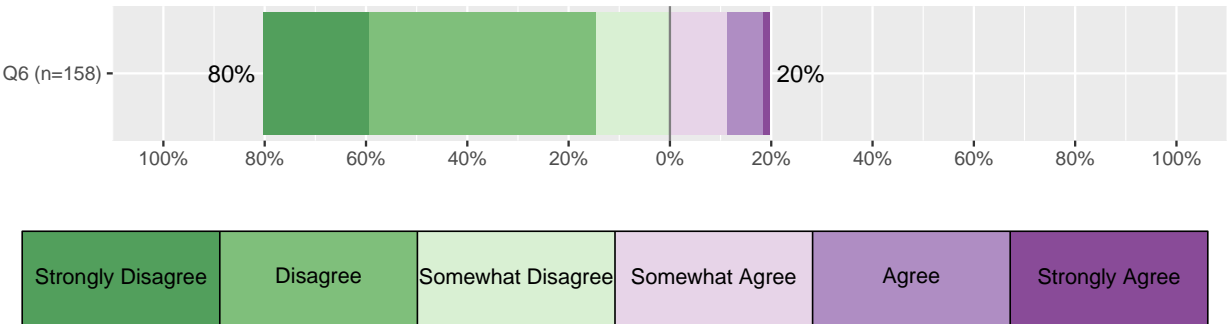


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Reluctance

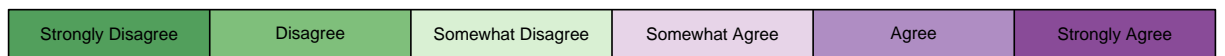
Q6: I am reluctant to bring up issues that concern me for fear that it will affect my performance evaluation or promotion



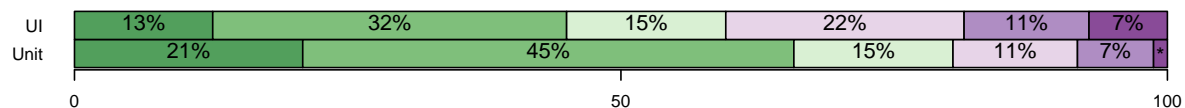
*** The color scheme is flipped so that green corresponds to the more favorable response ***

Q6: I am reluctant to bring up issues that concern me for fear that it will affect my performance evaluation or promotion

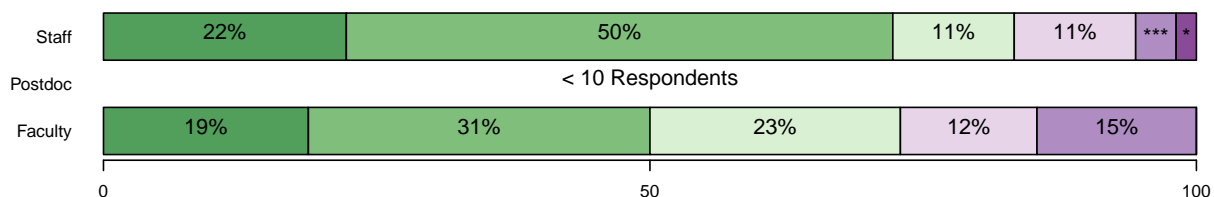
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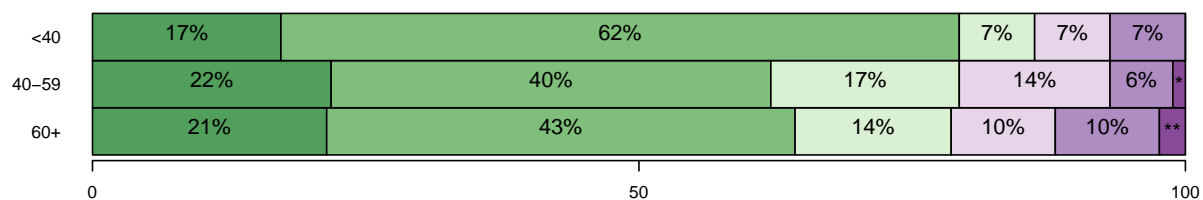
All Respondents



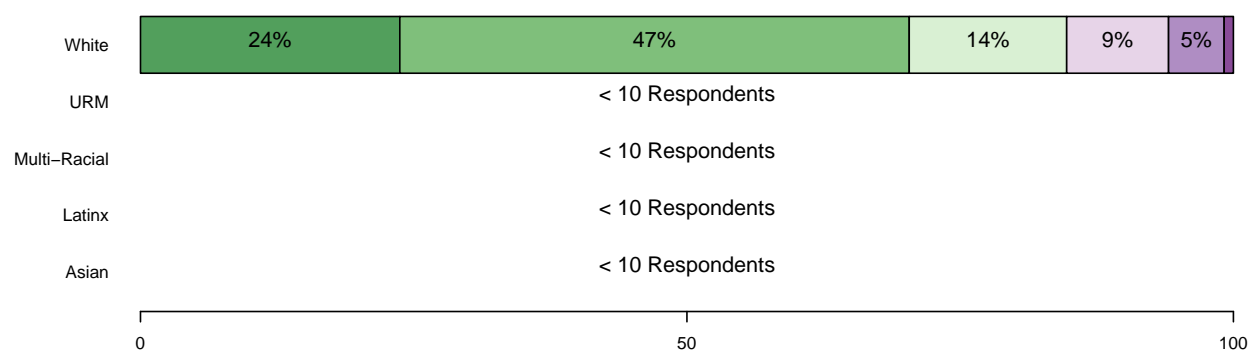
Appointment Type



Age



Race



Response proportions less than 4% are displayed by asterisks with:

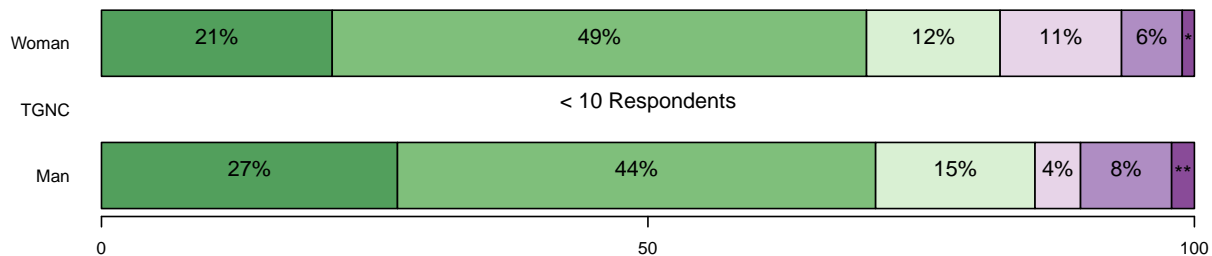
""=<1%, *=1%-2%, **=2%-3%, ***=3%-4%

Q6: I am reluctant to bring up issues that concern me for fear that it will affect my performance evaluation or promotion

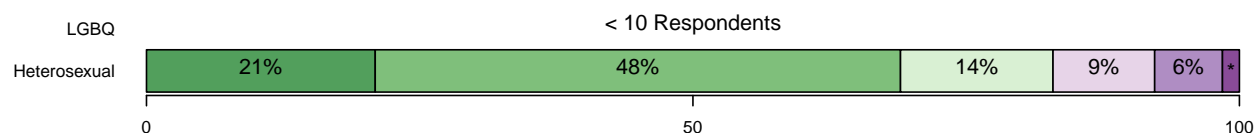
*** The color scheme is flipped so that green corresponds to the more favorable response ***



Gender



Sexual Orientation



Response proportions less than 4% are displayed by asterisks with:

""=<1%, *=1%-2%, **=2%-3%, ***=3%-4%

Experience Bias: In the past 12 months, have you personally experienced biased, intimidating, or hostile treatment at the University of Iowa based on your...?

Q16: Ability or disability status

Q17: Age

Q18: Gender identity or gender expression

Q19: Immigrant or international status or national origin

Q20: Military or veteran status

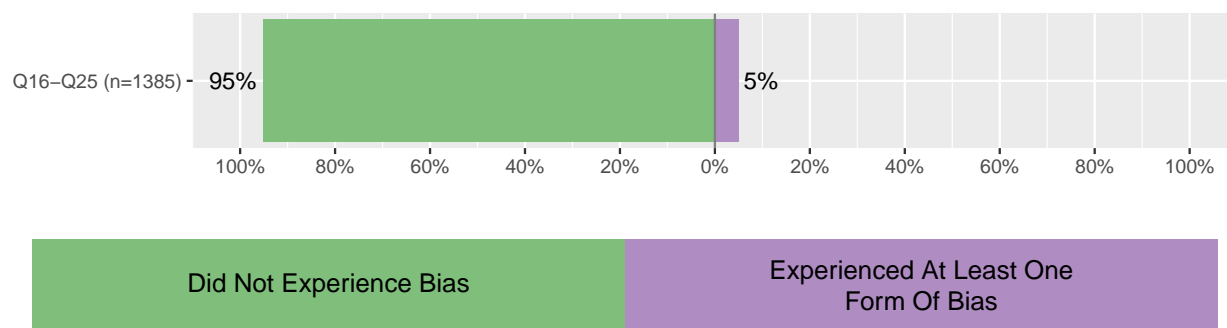
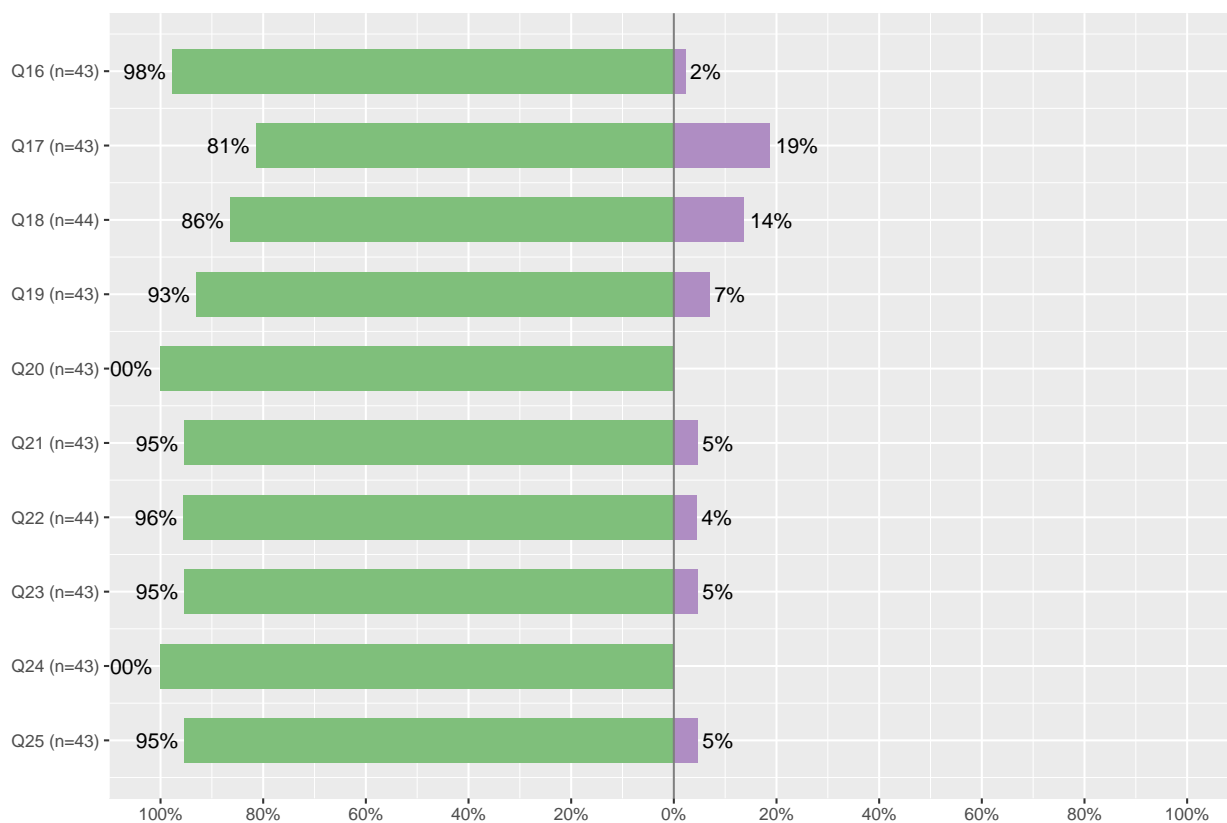
Q21: Political opinions, beliefs, or ideology

Q22: Racial or ethnic identity

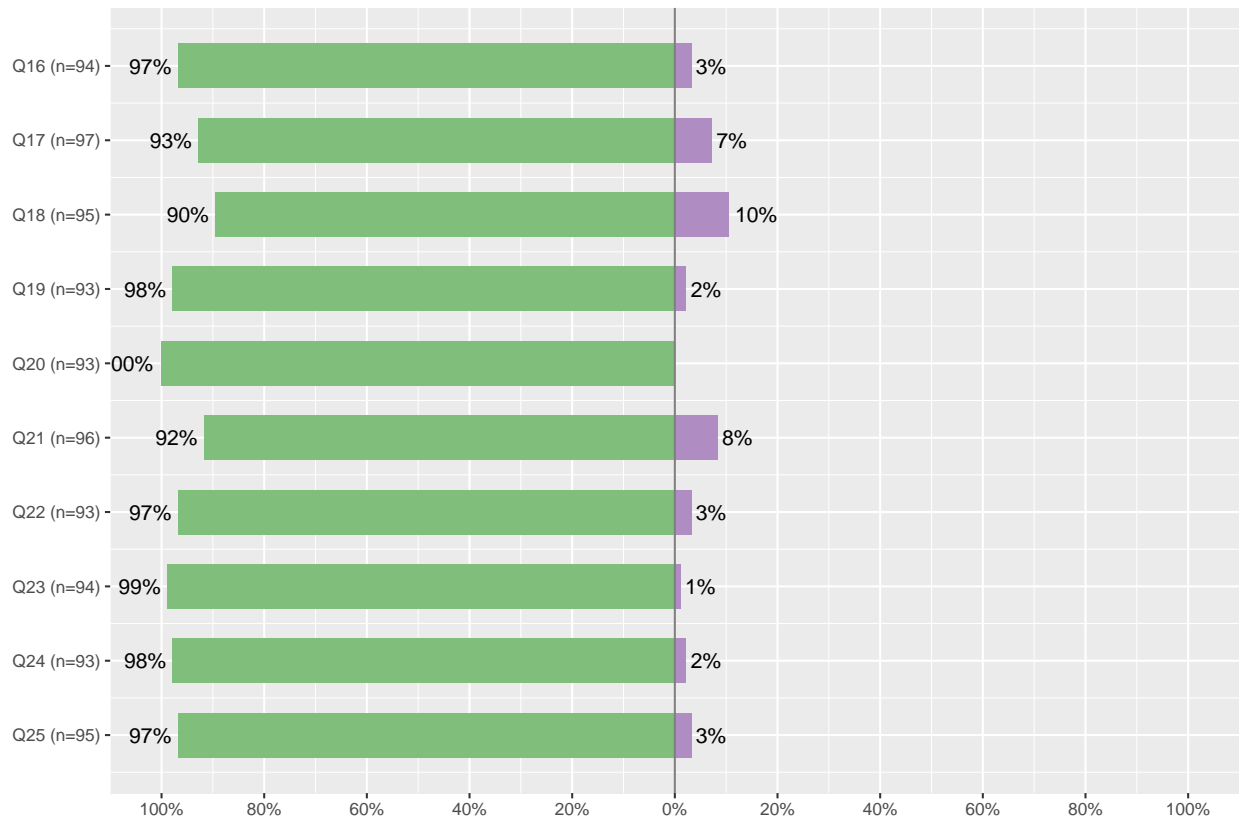
Q23: Religion

Q24: Sexual orientation

Q25: Socioeconomic Status or Social Class

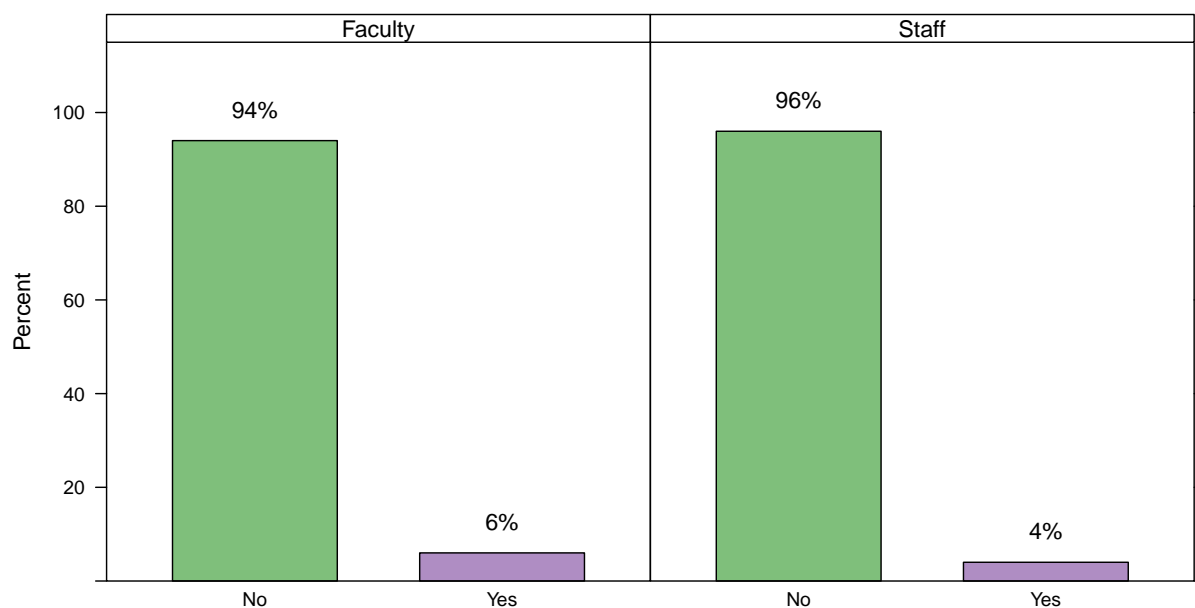
All Respondents**Faculty**

Staff



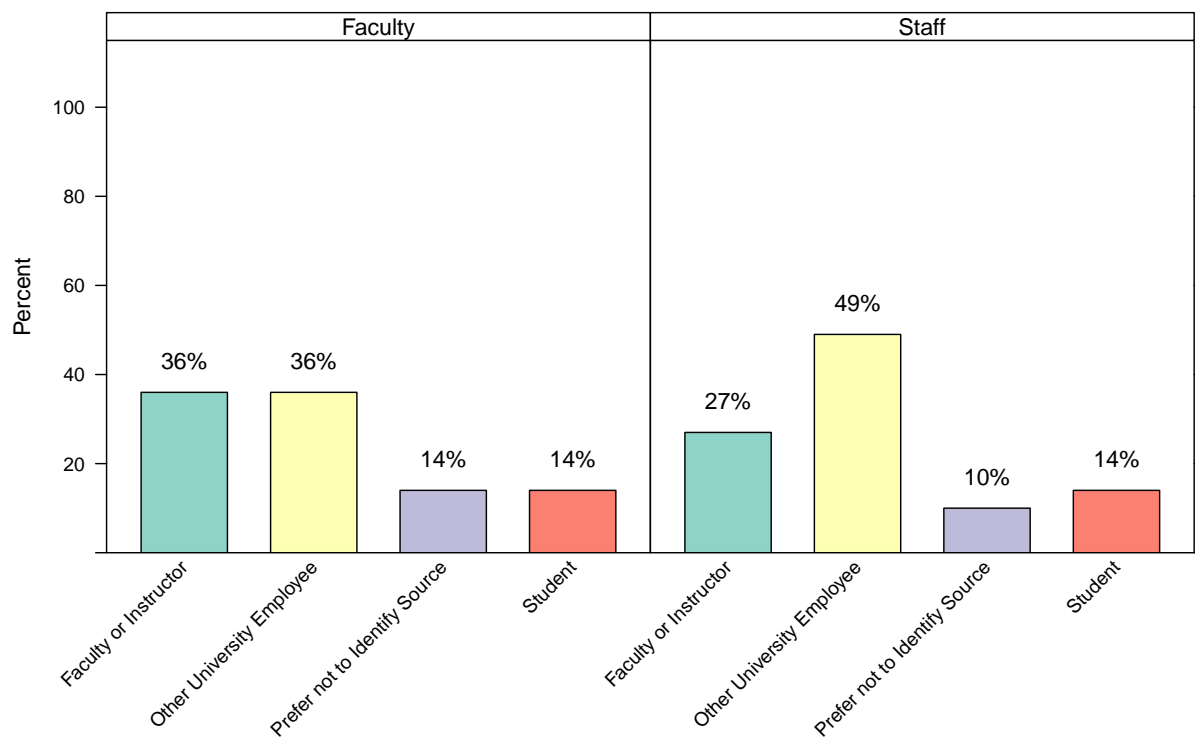
Postdoc

<10 respondents for this question



Postdoc not displayed due to small counts

Of those who said yes to this question, what is the source?

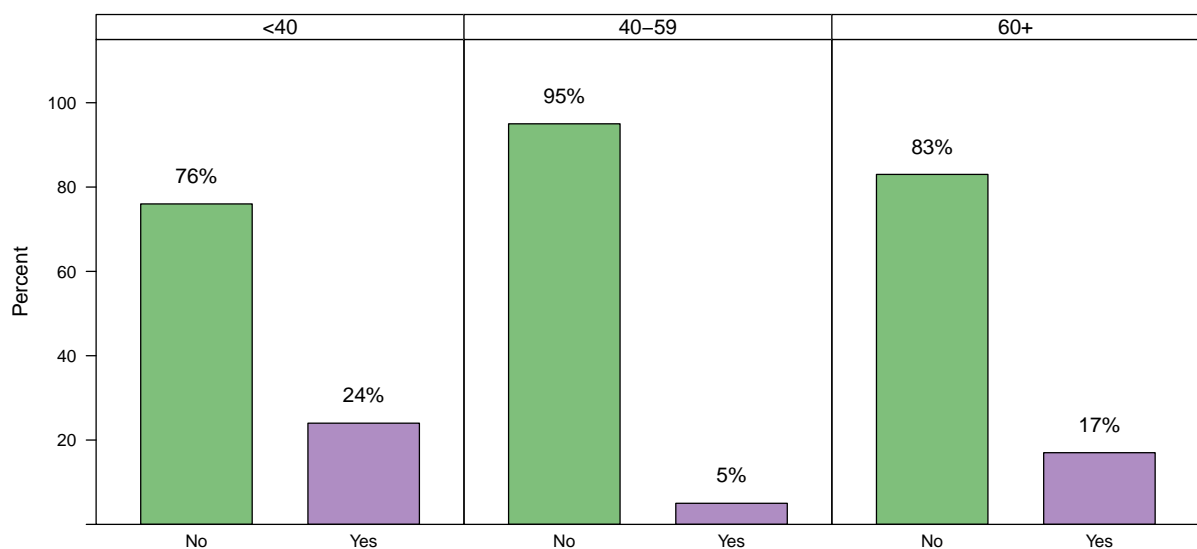


Note: Respondents can check more than one, so the percentages add up to more than 100%.

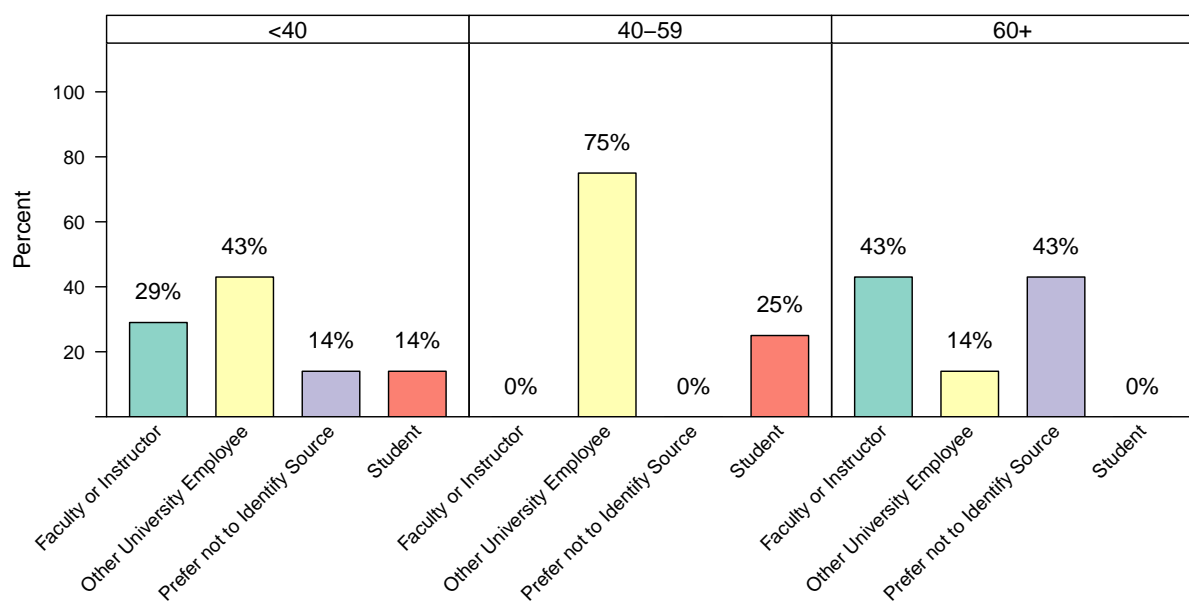
Q16: In the past 12 months, have you personally experienced biased, intimidating, or hostile treatment at the University of Iowa based on your Ability or disability status

<10 respondents for this question

Q17: In the past 12 months, have you personally experienced biased, intimidating, or hostile treatment at the University of Iowa based on your Age

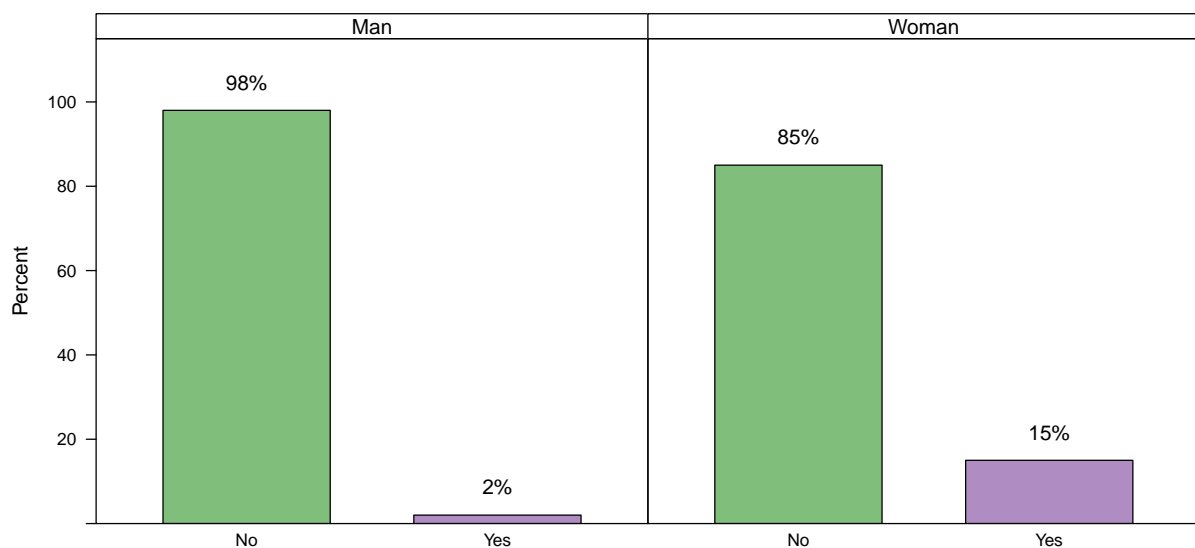


Of those who said yes to this question, what is the source?



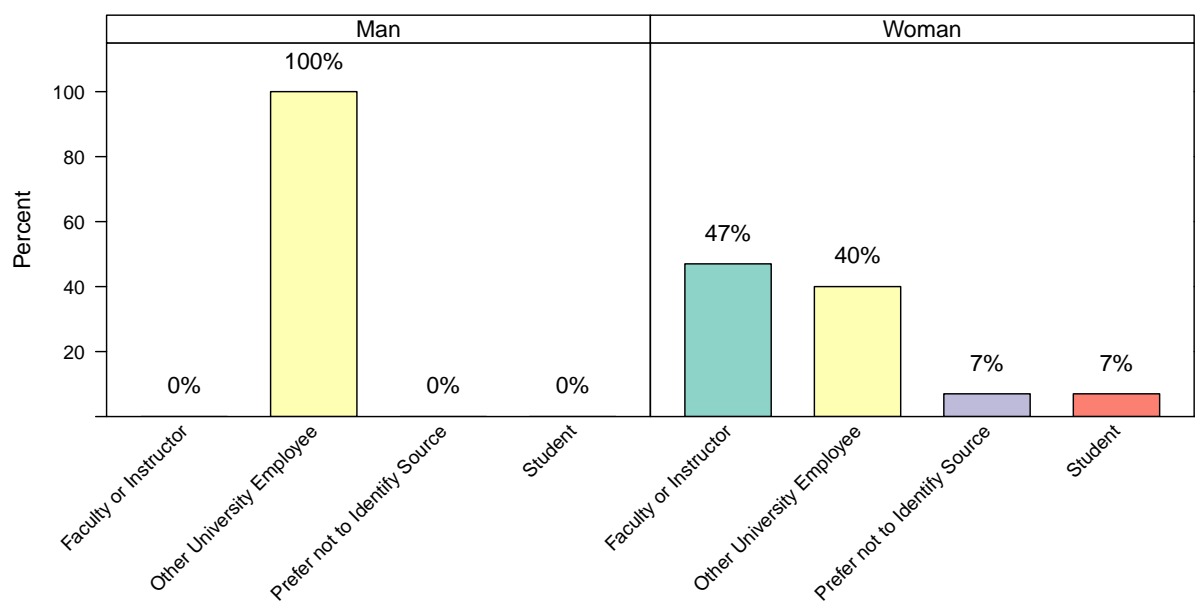
Note: Respondents can check more than one, so the percentages add up to more than 100%.

Q18: In the past 12 months, have you personally experienced biased, intimidating, or hostile treatment at the University of Iowa based on your Gender identity or gender expression



TGNC not displayed due to small counts

Of those who said yes to this question, what is the source?



Note: Respondents can check more than one, so the percentages add up to more than 100%.

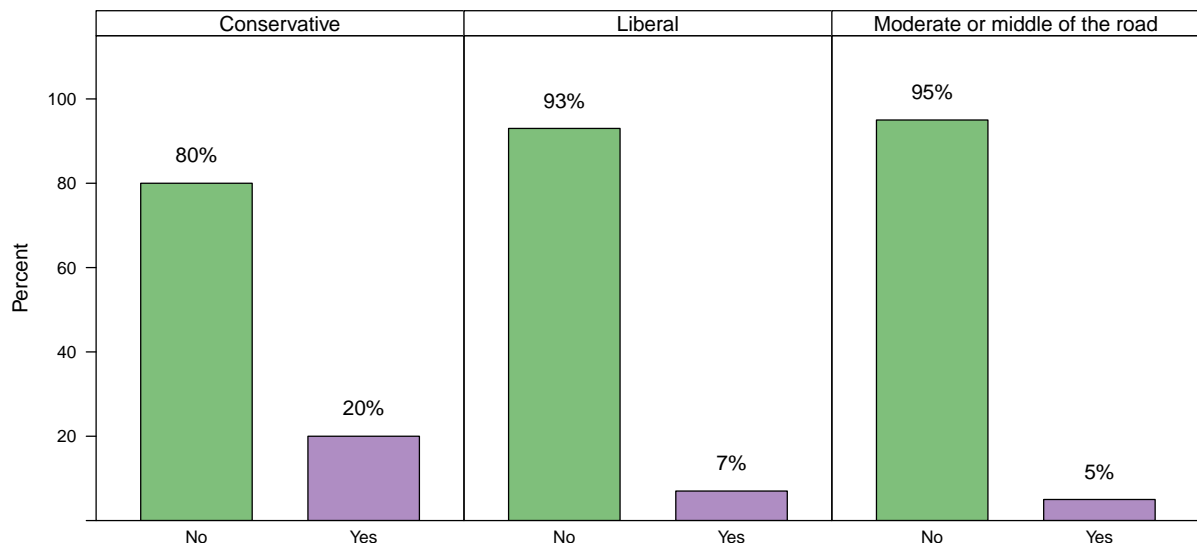
Q19: In the past 12 months, have you personally experienced biased, intimidating, or hostile treatment at the University of Iowa based on your Immigrant or international status or national origin

<10 respondents for this question

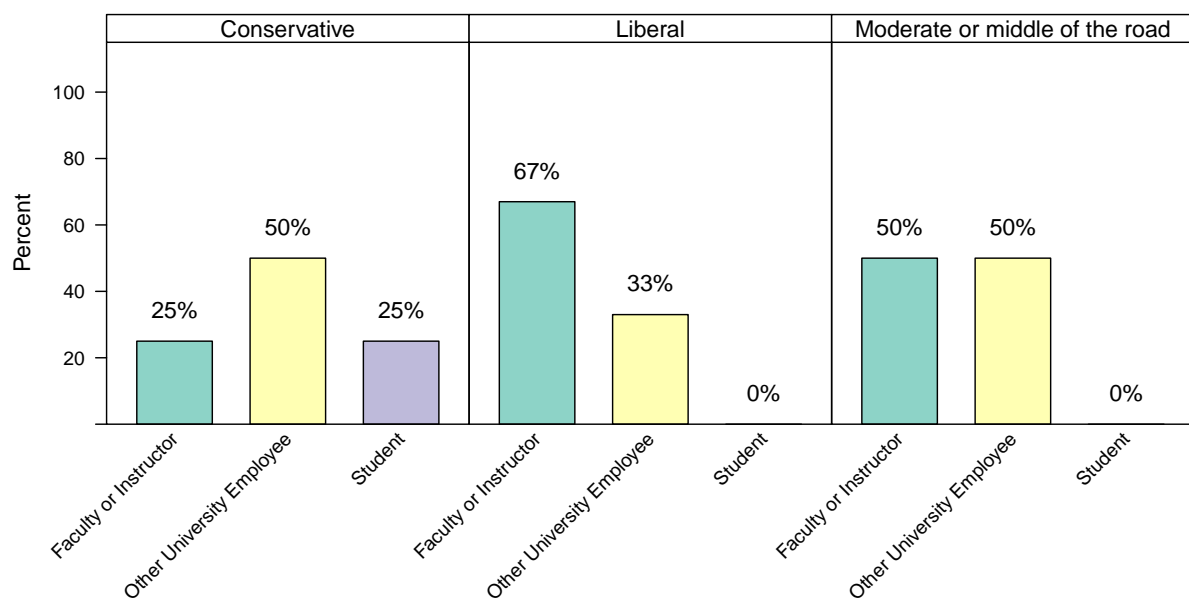
Q20: In the past 12 months, have you personally experienced biased, intimidating, or hostile treatment at the University of Iowa based on your Military or veteran status

<10 respondents for this question

Q21: In the past 12 months, have you personally experienced biased, intimidating, or hostile treatment at the University of Iowa based on your Political opinions, beliefs, or ideology



Of those who said yes to this question, what is the source?

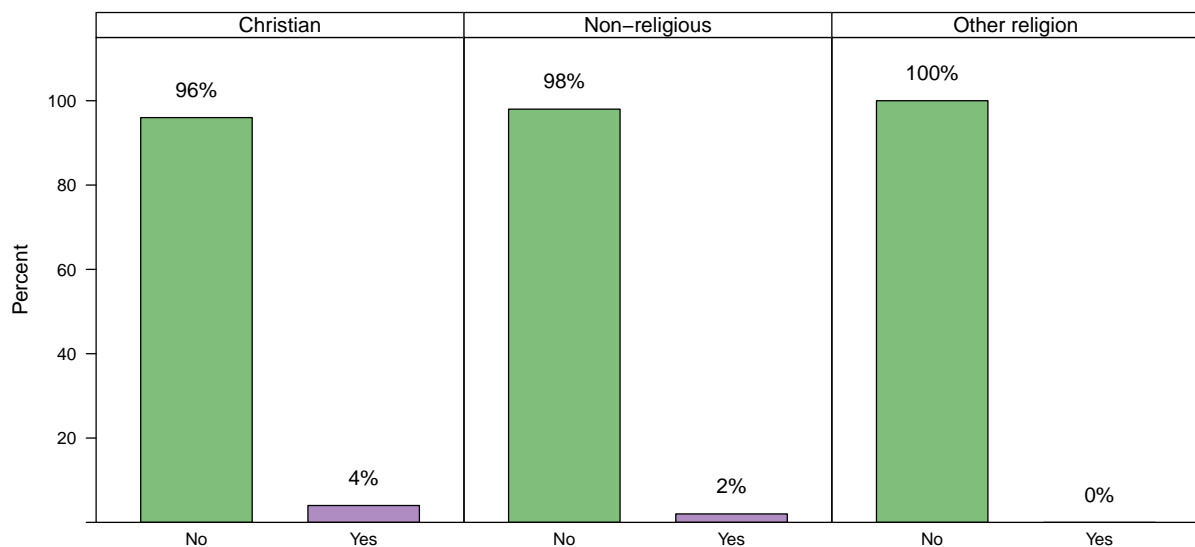


Note: Respondents can check more than one, so the percentages add up to more than 100%.

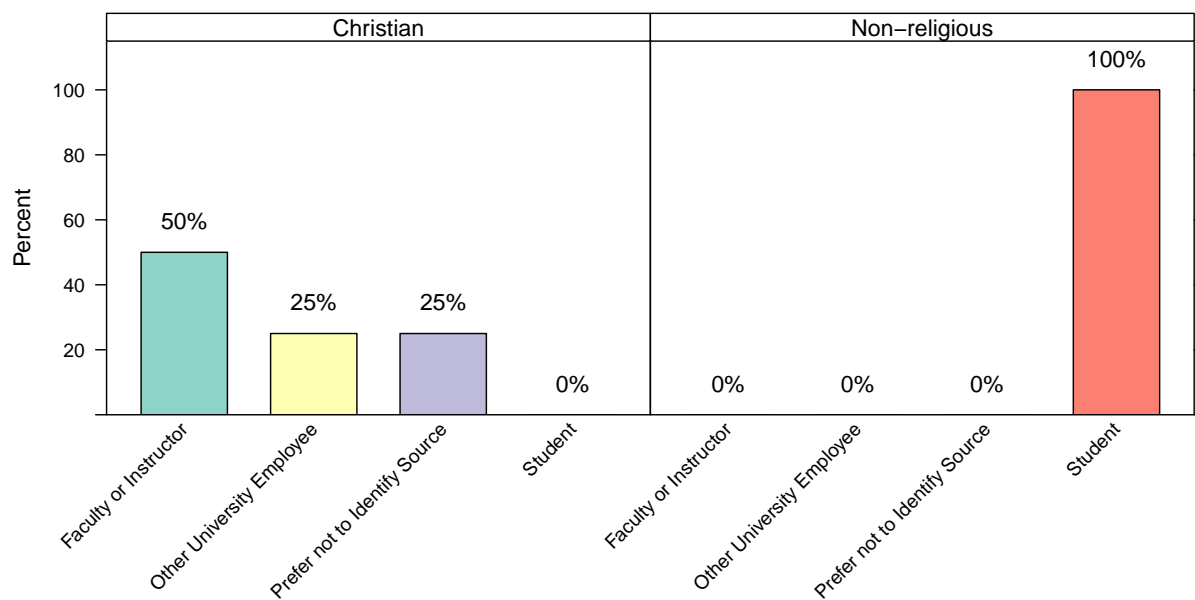
Q22: In the past 12 months, have you personally experienced biased, intimidating, or hostile treatment at the University of Iowa based on your Racial or ethnic identity

<10 respondents for this question

Q23: In the past 12 months, have you personally experienced biased, intimidating, or hostile treatment at the University of Iowa based on your Religion



Of those who said yes to this question, what is the source?



Note: Respondents can check more than one, so the percentages add up to more than 100%.

Q24: In the past 12 months, have you personally experienced biased, intimidating, or hostile treatment at the University of Iowa based on your Sexual orientation

<10 respondents for this question

Bias Impact: During the past 12 months, to what extent has the biased, intimidating, or hostile treatment that you experienced impacted you in the following areas:

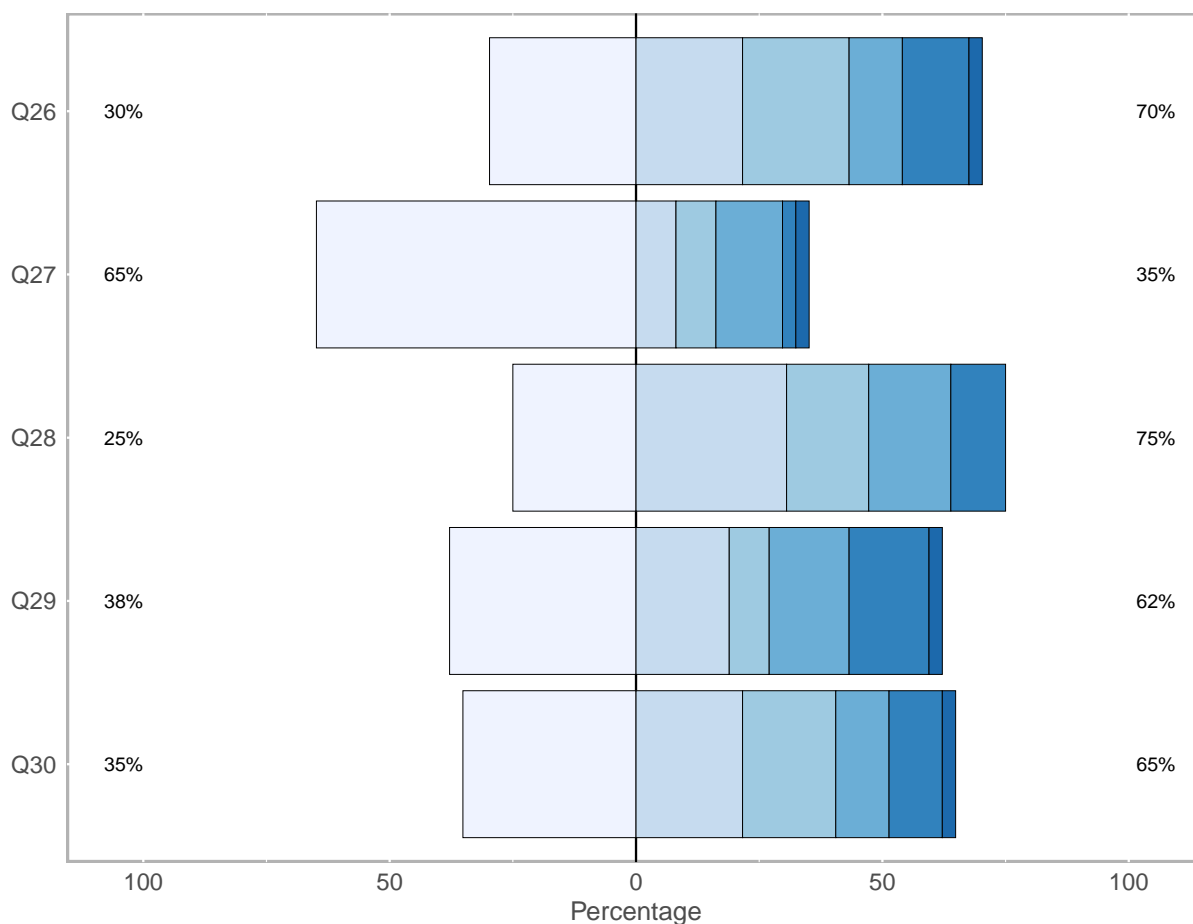
Q26: Eroded my confidence in my abilities

Q27: Affected my physical health

Q28: Affected my mental health

Q29: Caused me to consider leaving the University of Iowa

Q30: Interfered with my work performance

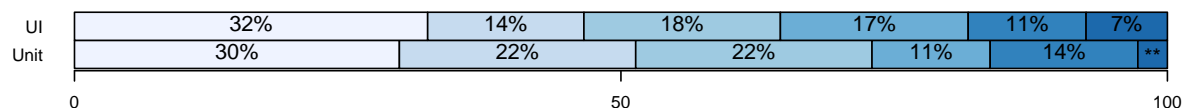


Not at all	To a very small extent	To a small extent	To a moderate extent	To a large extent	To a very large extent
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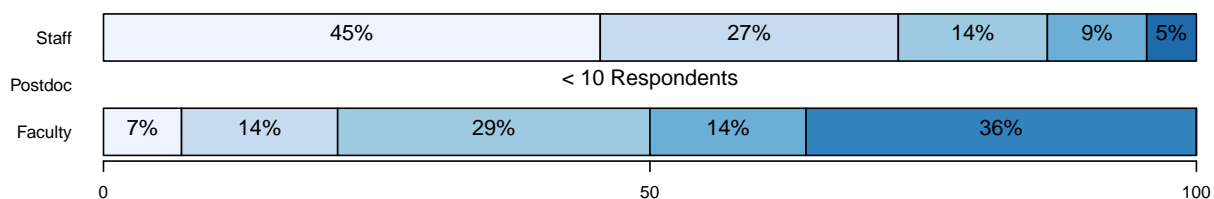
Q26: During the past 12 months, to what extent has the biased, intimidating, or hostile treatment that you experienced impacted you in the following areas: Eroded my confidence in my abilities

Not at all	To a very small extent	To a small extent	To a moderate extent	To a large extent	To a very large extent
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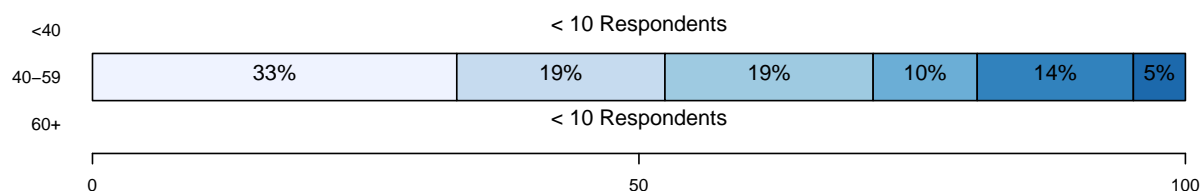
All Respondents



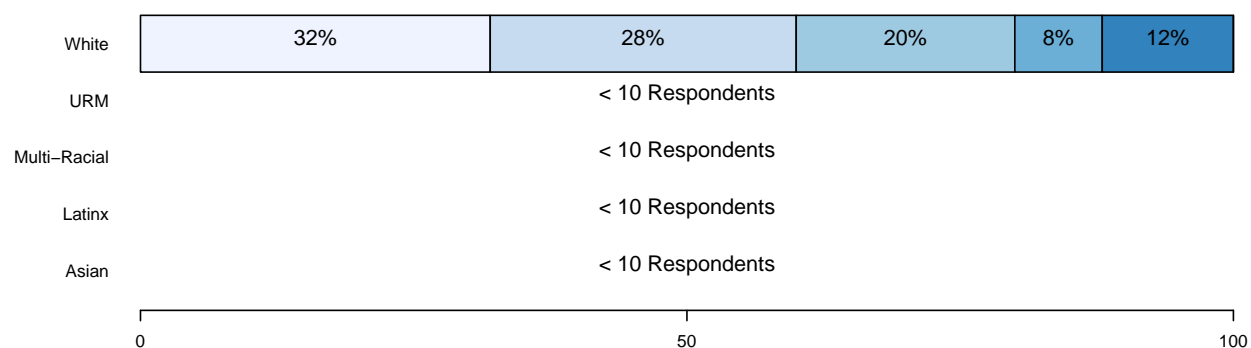
Appointment Type



Age



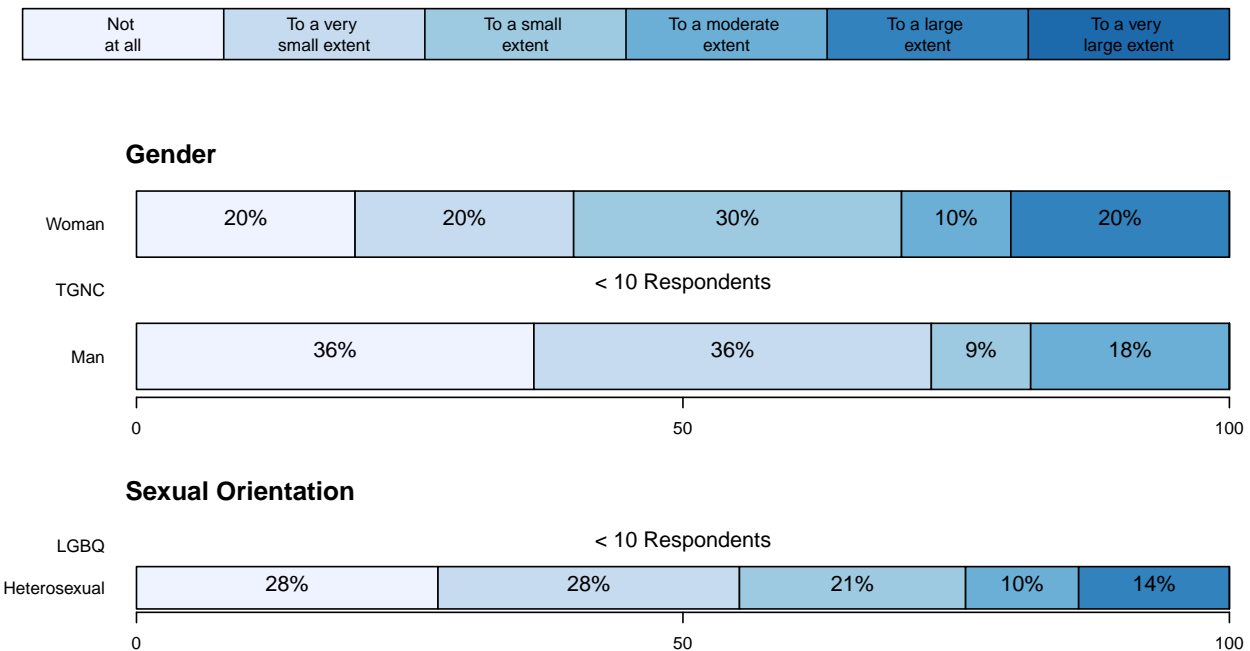
Race



Response proportions less than 4% are displayed by asterisks with:

"="<1%, *=1%-2%, **=2%-3%, ***=3%-4%

Q26: During the past 12 months, to what extent has the biased, intimidating, or hostile treatment that you experienced impacted you in the following areas: Eroded my confidence in my abilities



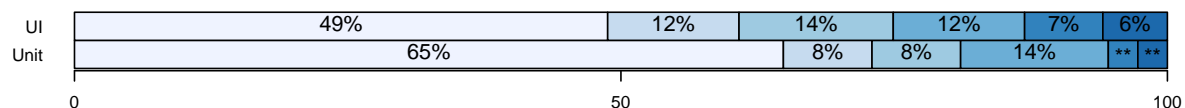
Response proportions less than 4% are displayed by asterisks with:

""=<1%, *=1%-2%, **=2%-3%, ***=3%-4%

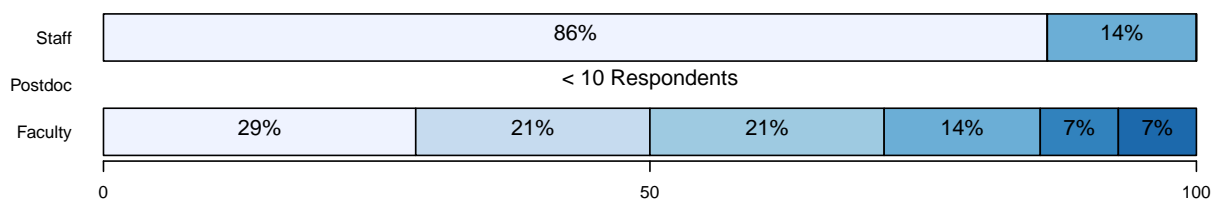
Q27: During the past 12 months, to what extent has the biased, intimidating, or hostile treatment that you experienced impacted you in the following areas: Affected my physical health

Not at all	To a very small extent	To a small extent	To a moderate extent	To a large extent	To a very large extent
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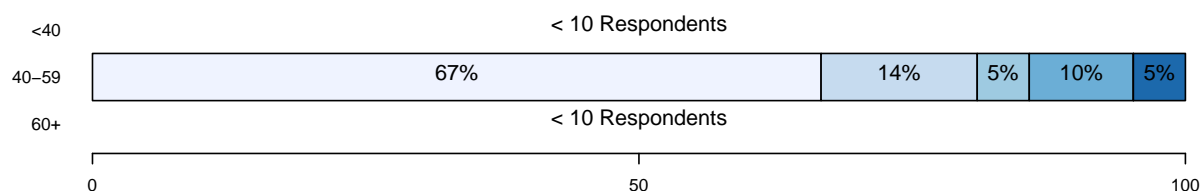
All Respondents



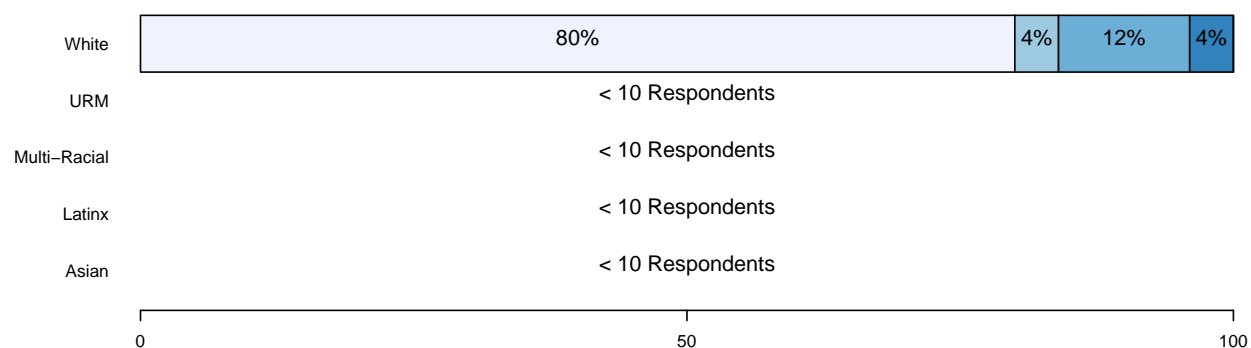
Appointment Type



Age



Race



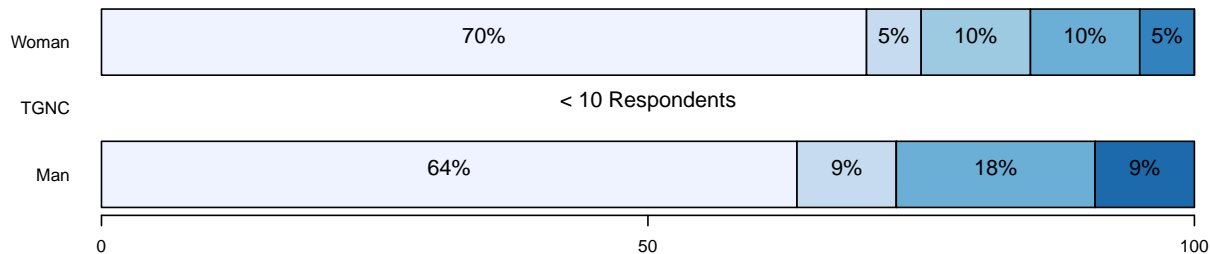
Response proportions less than 4% are displayed by asterisks with:

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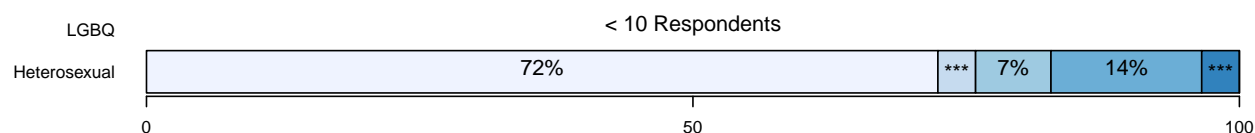
Q27: During the past 12 months, to what extent has the biased, intimidating, or hostile treatment that you experienced impacted you in the following areas: Affected my physical health

Not at all	To a very small extent	To a small extent	To a moderate extent	To a large extent	To a very large extent
------------	------------------------	-------------------	----------------------	-------------------	------------------------

Gender



Sexual Orientation



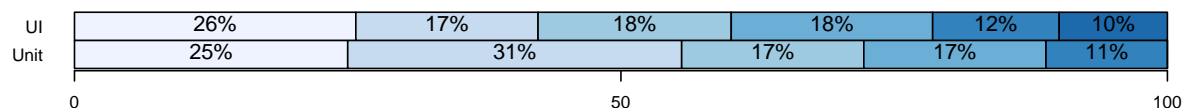
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***=<1%, *=1%-2%, **=2%-3%, ***=3%-4%

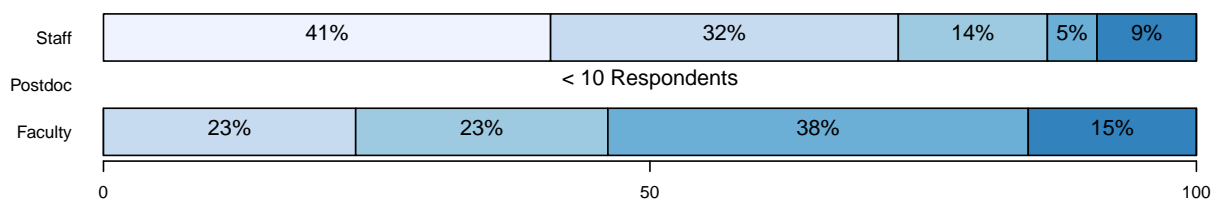
Q28: During the past 12 months, to what extent has the biased, intimidating, or hostile treatment that you experienced impacted you in the following areas: Affected my mental health

Not at all	To a very small extent	To a small extent	To a moderate extent	To a large extent	To a very large extent
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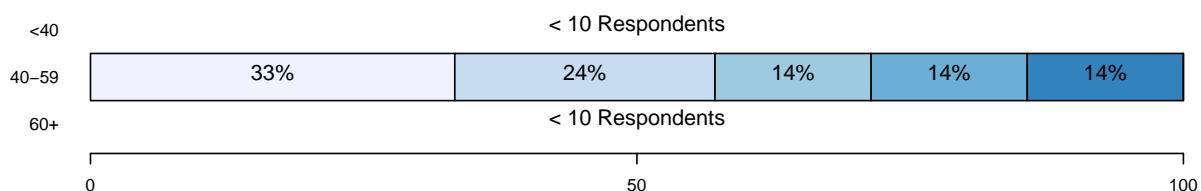
All Respondents



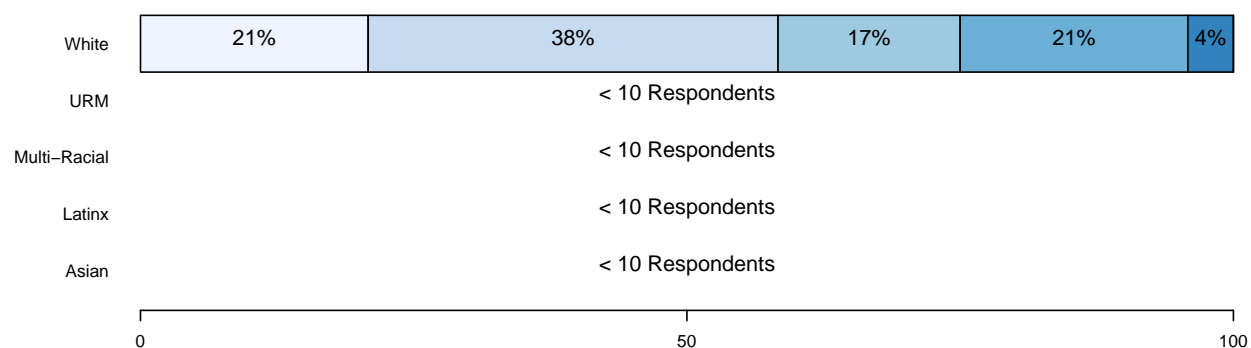
Appointment Type



Age



Race



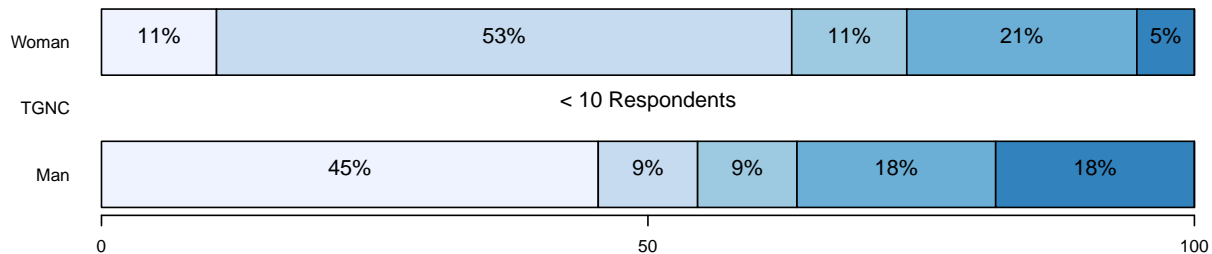
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""=<1%, *=1%-2%, **=2%-3%, ***=3%-4%

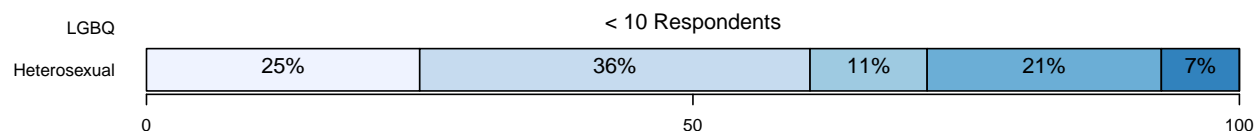
Q28: During the past 12 months, to what extent has the biased, intimidating, or hostile treatment that you experienced impacted you in the following areas: Affected my mental health

Not at all	To a very small extent	To a small extent	To a moderate extent	To a large extent	To a very large extent
------------	------------------------	-------------------	----------------------	-------------------	------------------------

Gender



Sexual Orientation



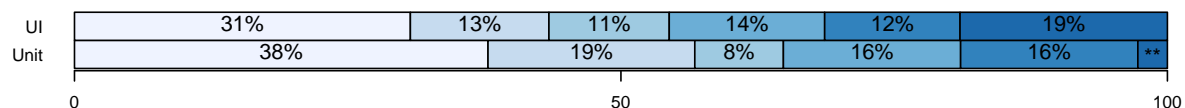
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" = <1%, * = 1%-2%, ** = 2%-3%, *** = 3%-4%

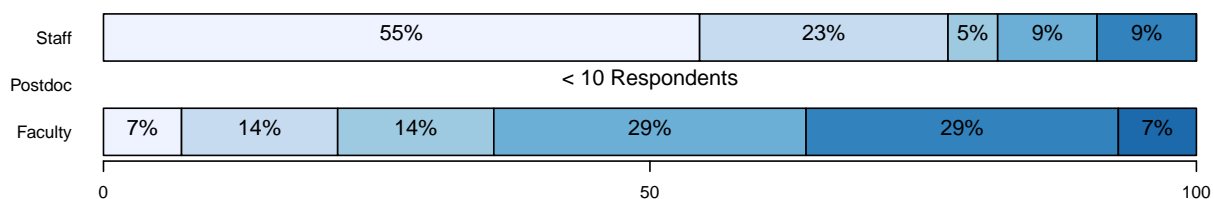
Q29: During the past 12 months, to what extent has the biased, intimidating, or hostile treatment that you experienced impacted you in the following areas: Caused me to consider leaving the University of Iowa

Not at all	To a very small extent	To a small extent	To a moderate extent	To a large extent	To a very large extent
------------	------------------------	-------------------	----------------------	-------------------	------------------------

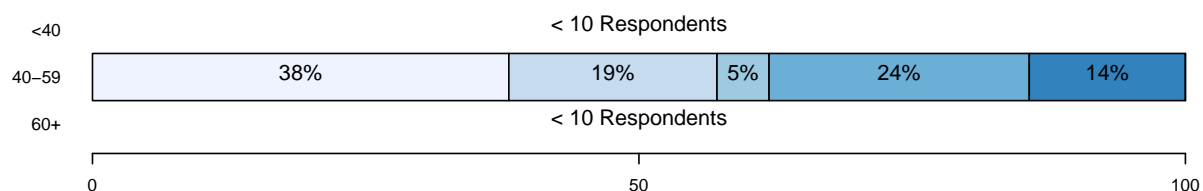
All Respondents



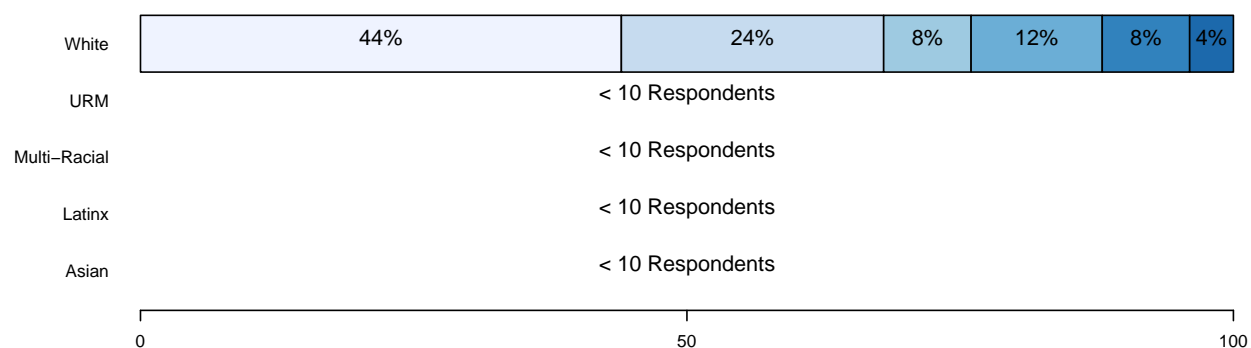
Appointment Type



Age



Race



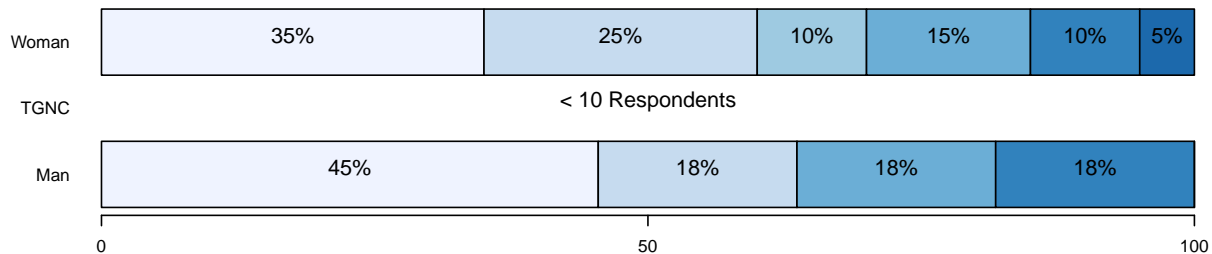
Response proportions less than 4% are displayed by asterisks with:

"="<1%, *=1%-2%, **=2%-3%, ***=3%-4%

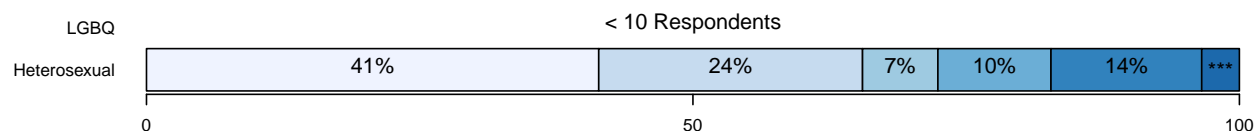
Q29: During the past 12 months, to what extent has the biased, intimidating, or hostile treatment that you experienced impacted you in the following areas: Caused me to consider leaving the University of Iowa

Not at all	To a very small extent	To a small extent	To a moderate extent	To a large extent	To a very large extent
------------	------------------------	-------------------	----------------------	-------------------	------------------------

Gender



Sexual Orientation



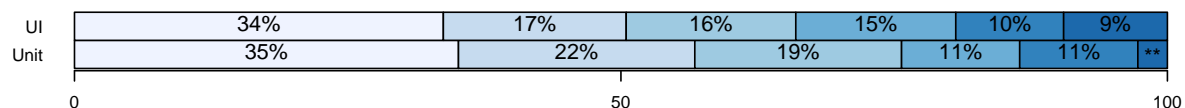
Response proportions less than 4% are displayed by asterisks with:

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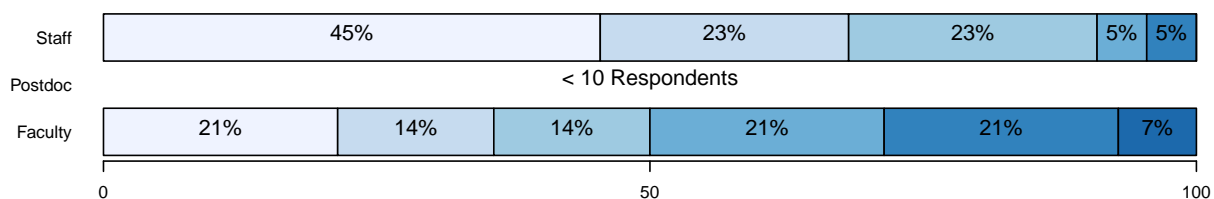
Q30: During the past 12 months, to what extent has the biased, intimidating, or hostile treatment that you experienced impacted you in the following areas: Interfered with my work performance

Not at all	To a very small extent	To a small extent	To a moderate extent	To a large extent	To a very large extent
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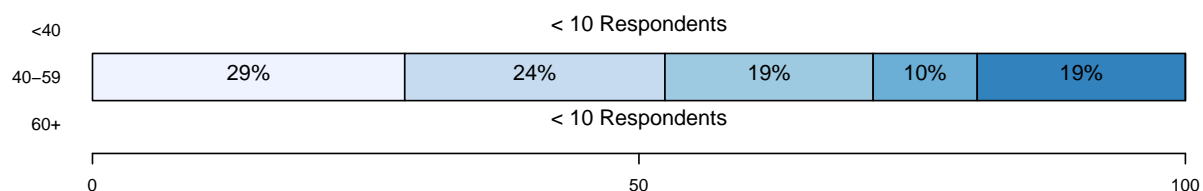
All Respondents



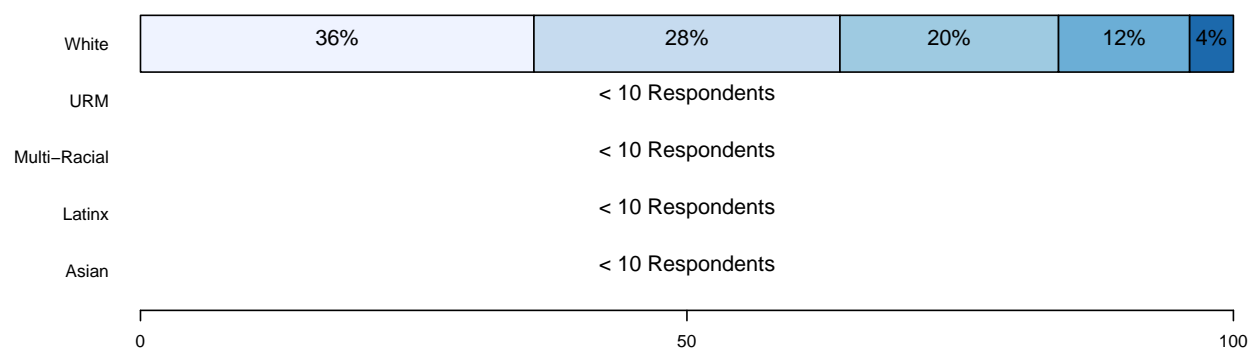
Appointment Type



Age



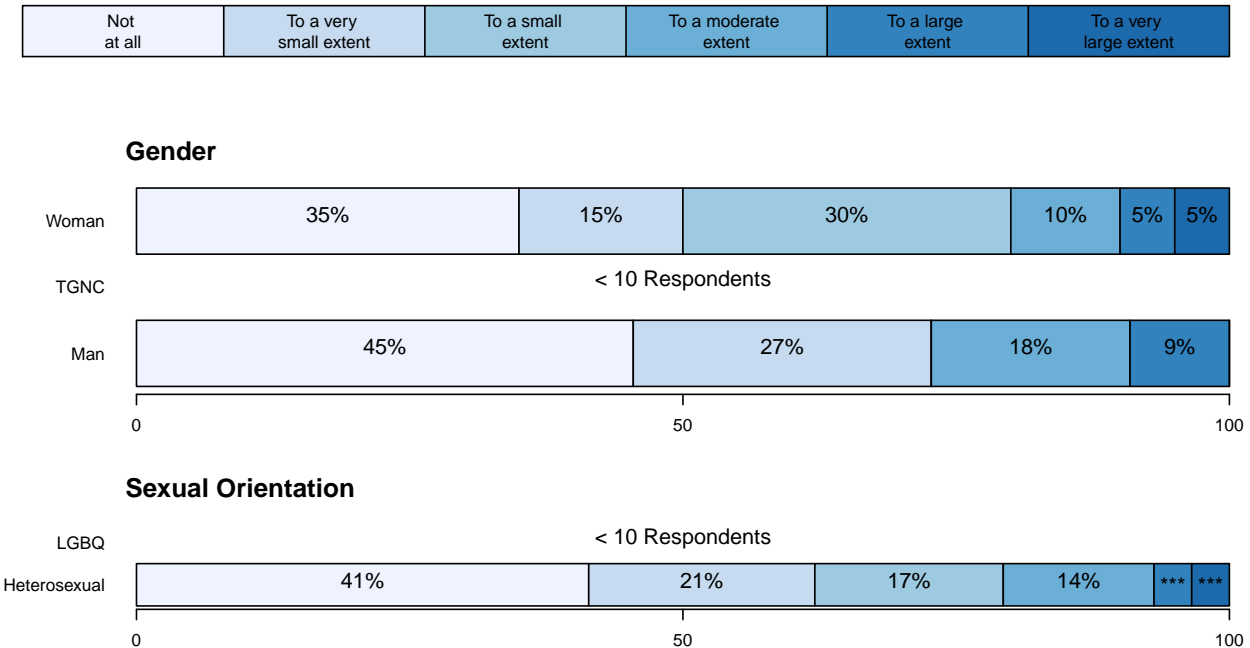
Race



Response proportions less than 4% are displayed by asterisks with:

"="<1%, *=1%-2%, **=2%-3%, ***=3%-4%

Q30: During the past 12 months, to what extent has the biased, intimidating, or hostile treatment that you experienced impacted you in the following areas: Interfered with my work performance

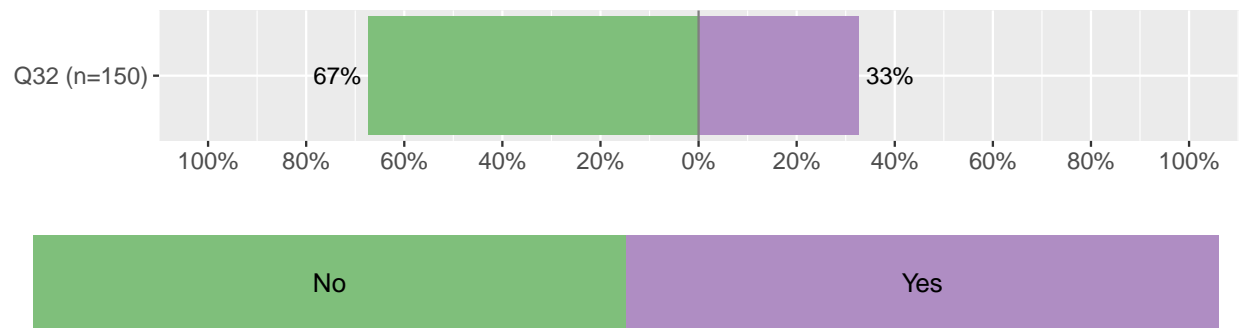


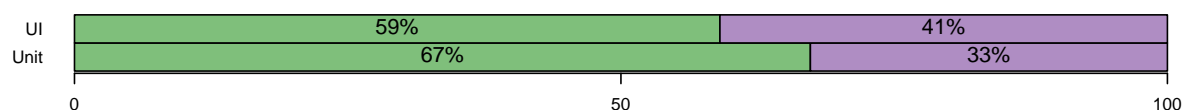
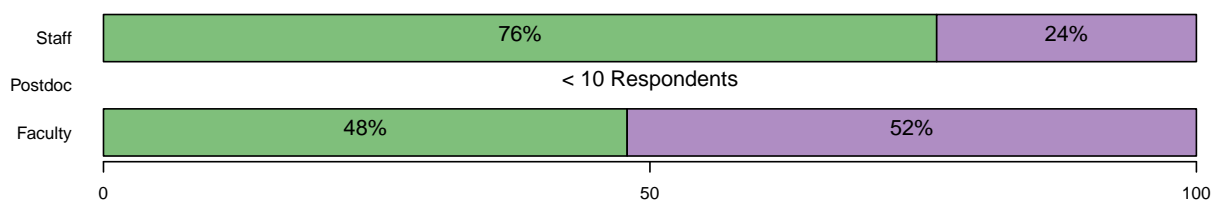
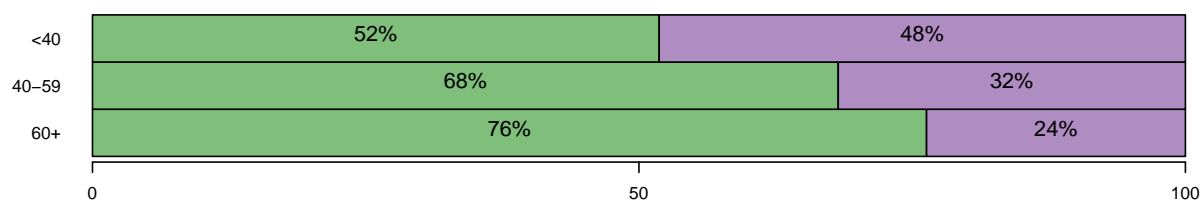
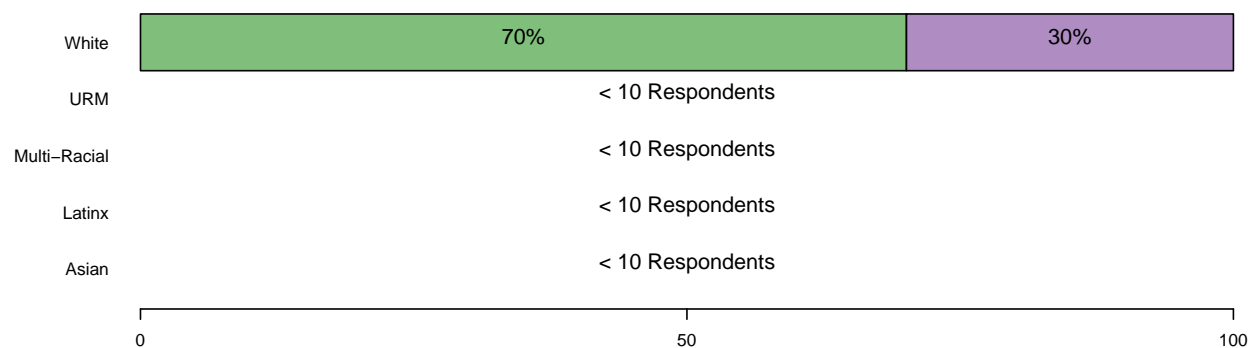
Response proportions less than 4% are displayed by asterisks with:

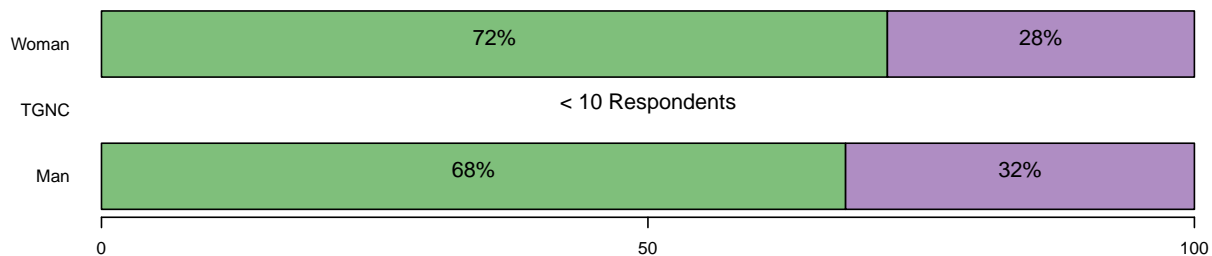
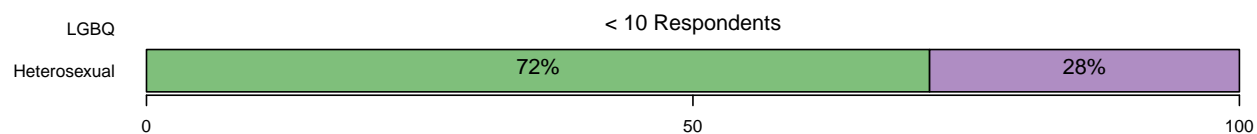
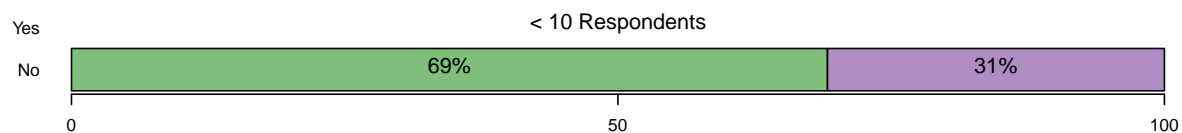
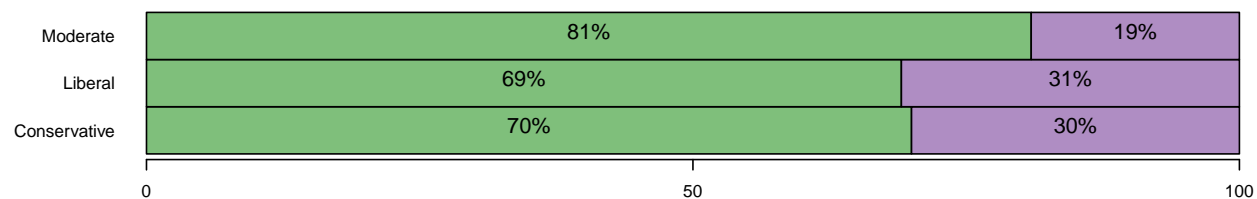
""=<1%, *=1%-2%, **=2%-3%, ***=3%-4%

Leaving UI

Q32: In the past 12 months, I have seriously considered leaving the University of Iowa



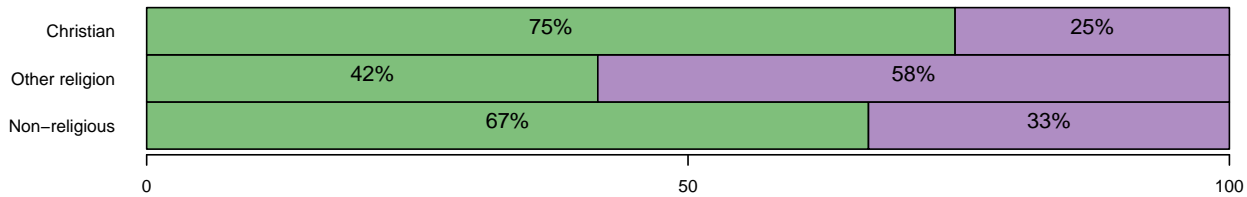
Q32: In the past 12 months, I have seriously considered leaving the University of Iowa**All Respondents****Appointment Type****Age****Race**

Q32: In the past 12 months, I have seriously considered leaving the University of Iowa**Gender****Sexual Orientation****Disability Identity****Political Orientation**

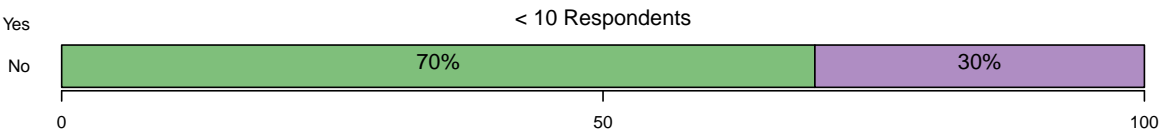
Q32: In the past 12 months, I have seriously considered leaving the University of Iowa



Religious Preference



Military/Veteran Status



Reasons to Leave

Q33 (if Yes to Q32): I have considered leaving due to:

Those who answered “Yes” to Q32 are prompted with follow-up questions to understand their motives for leaving. The following graphics display the proportions of each reason given by a demographic. The coloring scheme allows the reader to quickly evaluate areas of concern based on higher reporting percentage within a group. The reasons for leaving are abbreviated to save space and are defined as follows:

Bias - Bias against individuals like me
Campus - Campus climate/culture
Career - Career advancement opportunity
Department - Departmental climate/culture
Support - Lack of professional support
Family - Personal/family reasons
Recruit - Recruitment by a different institution/employer
Salary - Salary/better compensation
Location - Seeking more desirable geographic location
Conflict - Unresolved conflict with colleagues/co-workers

Q33 (if Yes to Q32): I have considered leaving due to:

0–3%	3–6%	6–9%	9–13%	13–16%	16–19%	19–22%
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All Respondents

	Bias	Campus	Career	Department	Support	Family	Recruit	Salary	Location	Conflict
University	4.5	9.2	14.3	18.0	12.6	7.4	4.8	16.0	5.6	7.6
Unit	3.3	9.9	17.9	11.3	7.9	9.3	9.3	14.6	11.9	4.6

Appointment Type

	Bias	Campus	Career	Department	Support	Family	Recruit	Salary	Location	Conflict
Staff	3.0	13.6	18.2	13.6	9.1	6.1	1.5	15.2	12.1	7.6
Faculty	3.5	7.1	17.6	9.4	7.1	11.8	15.3	14.1	11.8	2.4

Groups missing due to < 10 respondents

Age

	Bias	Campus	Career	Department	Support	Family	Recruit	Salary	Location	Conflict
<40	2.4	16.7	14.3	11.9	2.4	11.9	2.4	16.7	19.0	2.4
40–59	1.2	7.2	19.3	9.6	10.8	7.2	14.5	15.7	10.8	3.6

Groups missing due to < 10 respondents

Q33 (if Yes to Q32): I have considered leaving due to:

0–3%	3–6%	6–9%	9–13%	13–16%	16–19%	19–22%
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Gender

	Bias	Campus	Career	Department	Support	Family	Recruit	Salary	Location	Conflict
Woman	1.4	14.1	18.3	12.7	5.6	8.5	7.0	15.5	12.7	4.2
Man	6.1	4.1	18.4	8.2	4.1	14.3	12.2	12.2	14.3	6.1

Groups missing due to < 10 respondents

Sexual Orientation

	Bias	Campus	Career	Department	Support	Family	Recruit	Salary	Location	Conflict
Heterosexual or straight	3.8	9.4	18.9	10.4	4.7	9.4	9.4	16.0	13.2	4.7

Groups missing due to < 10 respondents

Disability Identity

	Bias	Campus	Career	Department	Support	Family	Recruit	Salary	Location	Conflict
No	3.2	9.6	18.4	10.4	4.8	11.2	9.6	14.4	14.4	4.0

Groups missing due to < 10 respondents

Q33 (if Yes to Q32): I have considered leaving due to:

0–3%	3–6%	6–9%	9–13%	13–16%	16–19%	19–22%
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Political Orientation

	Bias	Campus	Career	Department	Support	Family	Recruit	Salary	Location	Conflict
Liberal	1.2	11.6	18.6	12.8	3.5	12.8	7.0	12.8	14.0	5.8

Groups missing due to < 10 respondents

Religious Preference

	Bias	Campus	Career	Department	Support	Family	Recruit	Salary	Location	Conflict
Non-religious	0.0	8.5	21.3	8.5	8.5	12.8	4.3	14.9	17.0	4.3
Christian	7.4	11.1	16.7	11.1	1.9	11.1	13.0	13.0	11.1	3.7

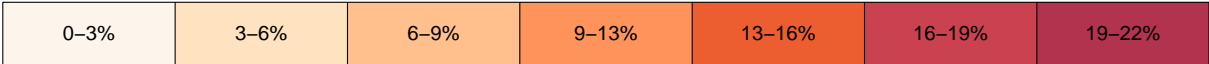
Groups missing due to < 10 respondents

Military/Veteran Status

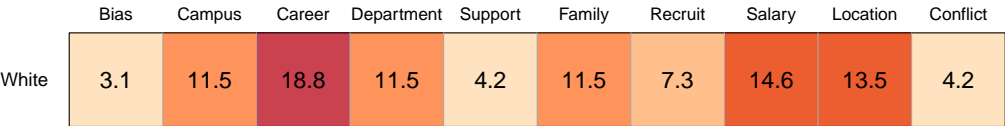
	Bias	Campus	Career	Department	Support	Family	Recruit	Salary	Location	Conflict
No	3.1	9.4	18.0	10.9	5.5	10.9	9.4	14.1	14.1	4.7

Groups missing due to < 10 respondents

Q33 (if Yes to Q32): I have considered leaving due to:



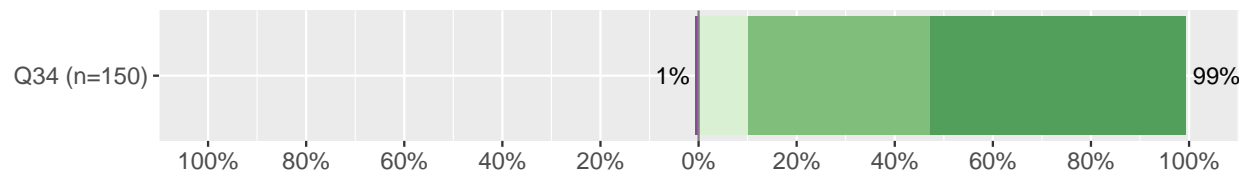
Race



Groups missing due to < 10 respondents

DEI Importance

Q34: Achieving diversity, equity, and inclusion at the University of Iowa is personally important to me

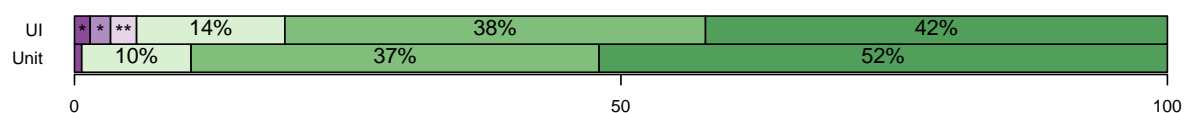


Strongly Disagree	Disagree	Somewhat Disagree	Somewhat Agree	Agree	Strongly Agree
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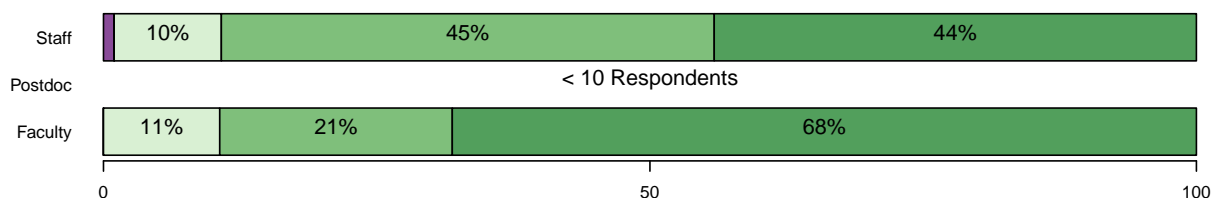
Q34: Achieving diversity, equity, and inclusion at the University of Iowa is personally important to me



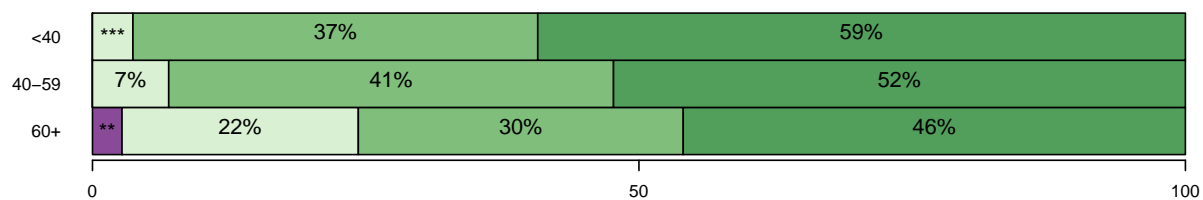
All Respondents



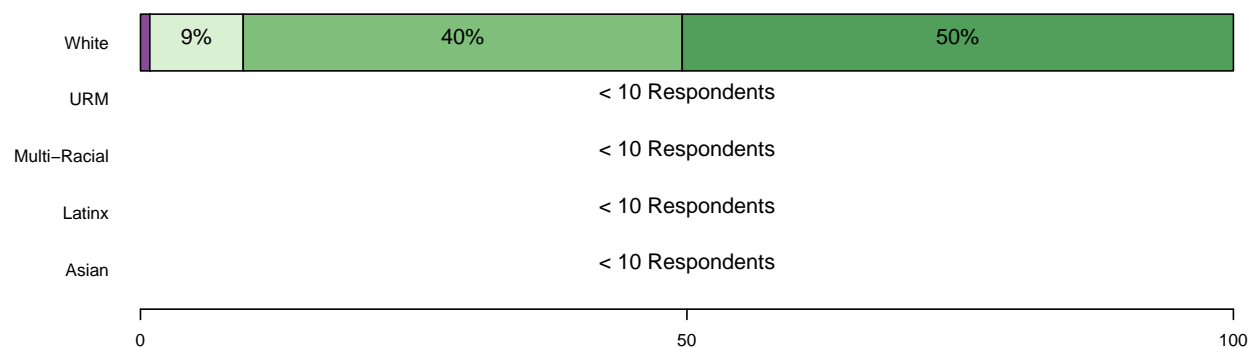
Appointment Type



Age



Race



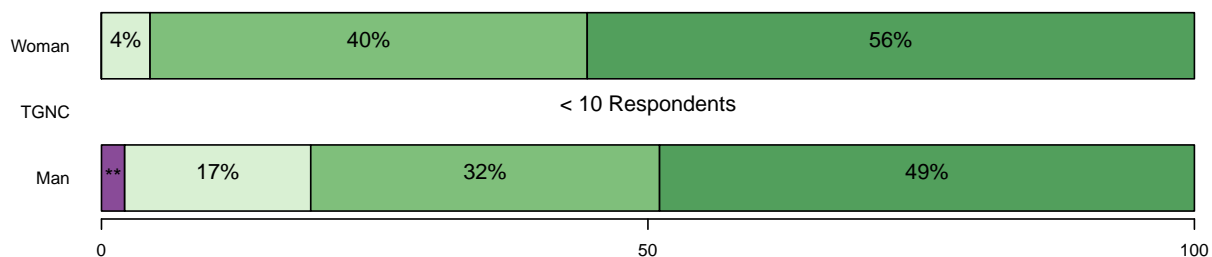
Response proportions less than 4% are displayed by asterisks with:

"<1%, *=1%-2%, **=2%-3%, ***=3%-4%

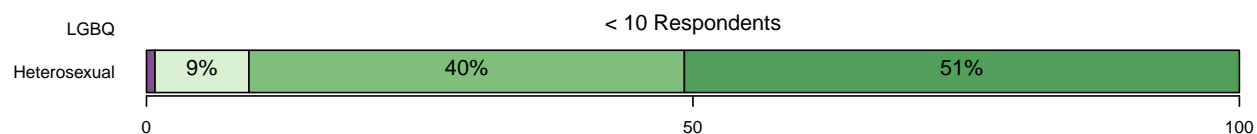
Q34: Achieving diversity, equity, and inclusion at the University of Iowa is personally important to me



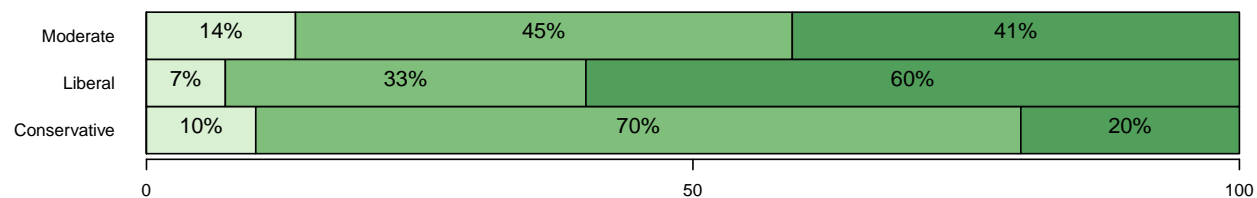
Gender



Sexual Orientation



Political Orientation



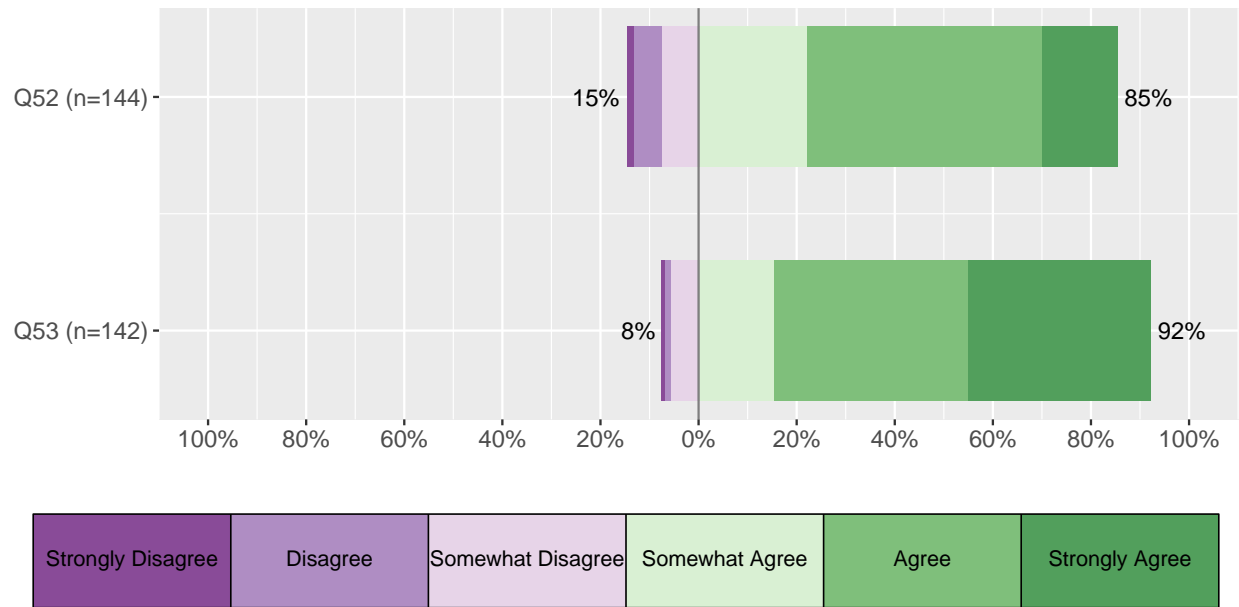
Response proportions less than 4% are displayed by asterisks with:

"<1%, *=1%-2%, **=2%-3%, ***=3%-4%

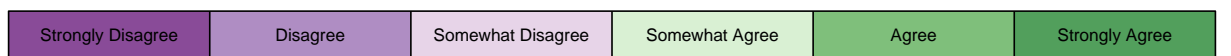
DEI Commitment

Q52: The University of Iowa has a strong commitment to diversity, equity, and inclusion

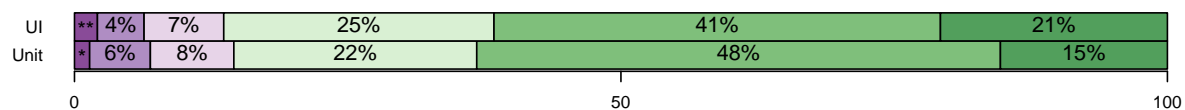
Q53: My unit/department has a strong commitment to diversity, equity, and inclusion



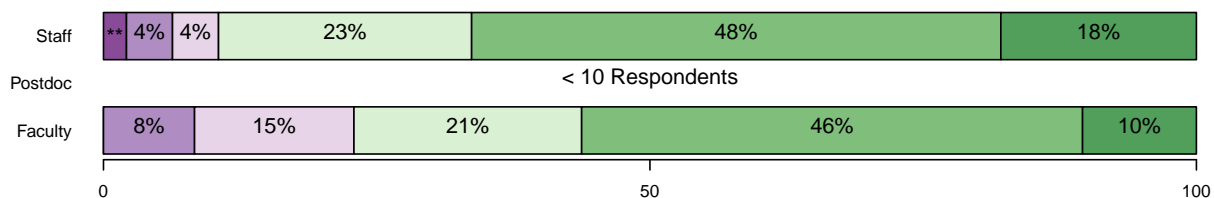
Q52: The University of Iowa has a strong commitment to diversity, equity, and inclusion



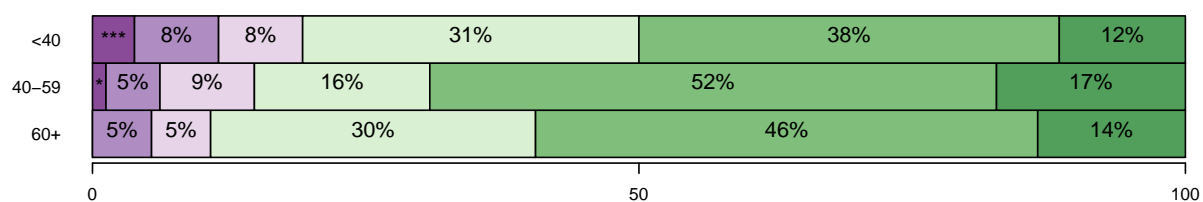
All Respondents



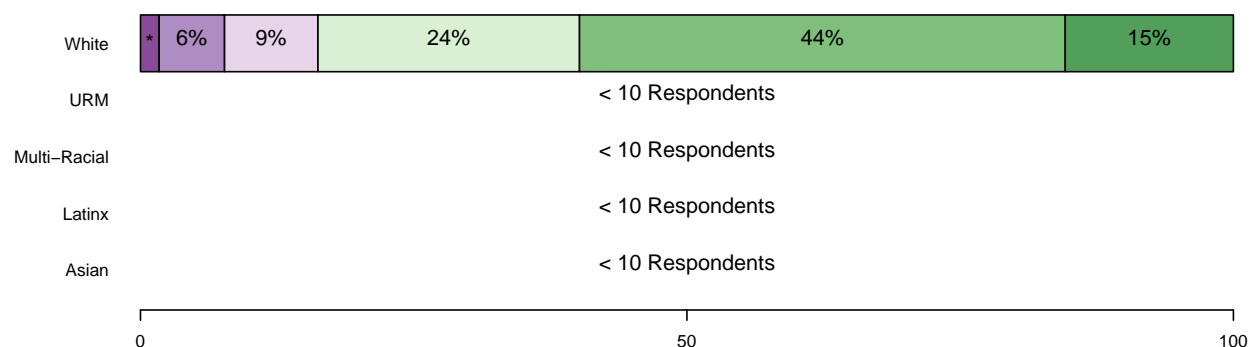
Appointment Type



Age



Race



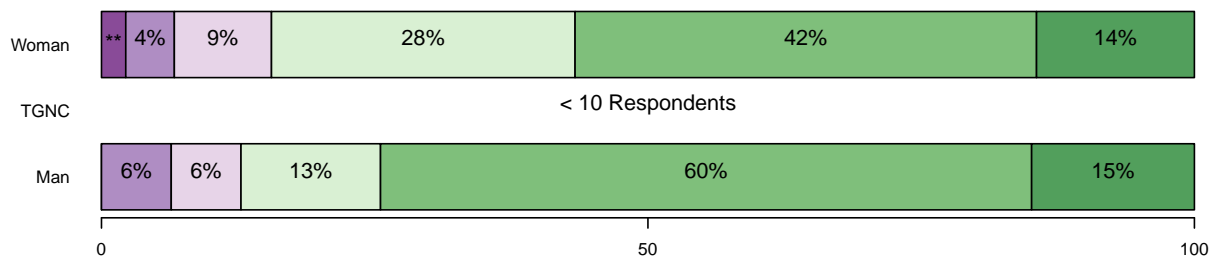
Response proportions less than 4% are displayed by asterisks with:

""=<1%, *=1%-2%, **=2%-3%, ***=3%-4%

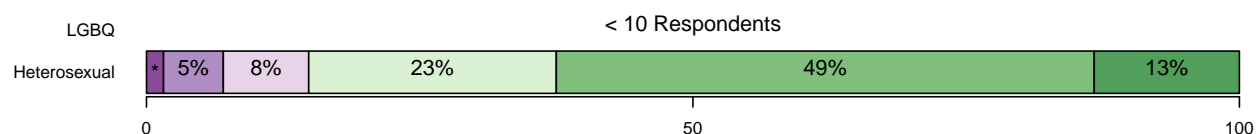
Q52: The University of Iowa has a strong commitment to diversity, equity, and inclusion



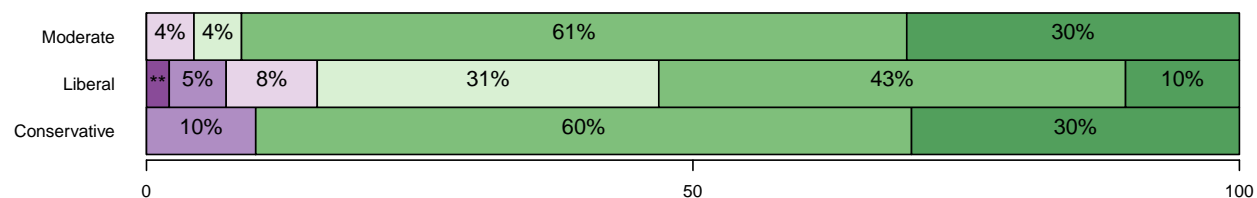
Gender



Sexual Orientation



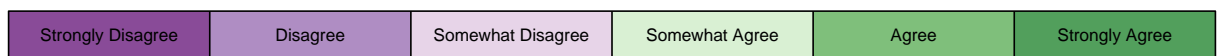
Political Orientation



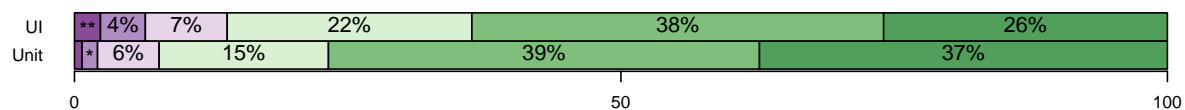
Response proportions less than 4% are displayed by asterisks with:

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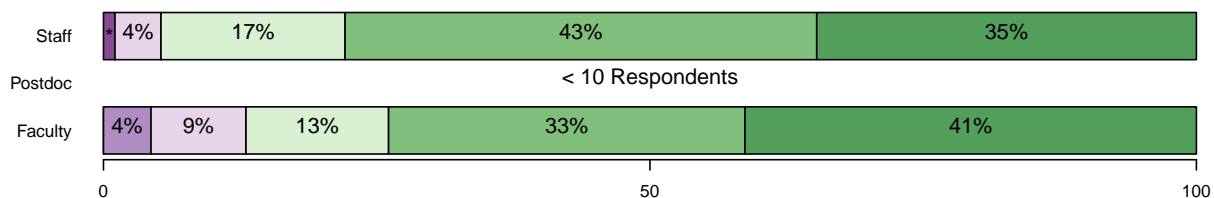
Q53: My unit/department has a strong commitment to diversity, equity, and inclusion



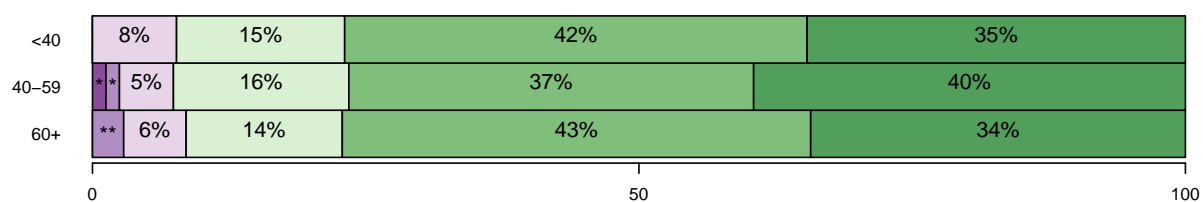
All Respondents



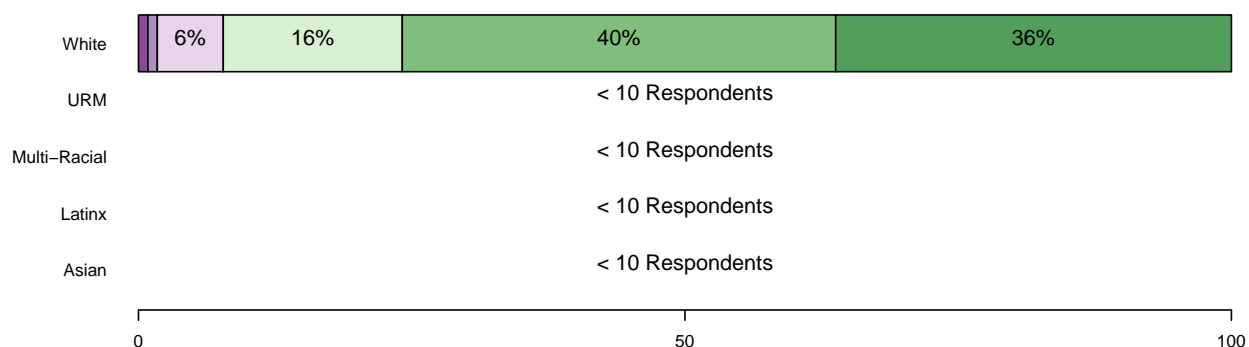
Appointment Type



Age



Race



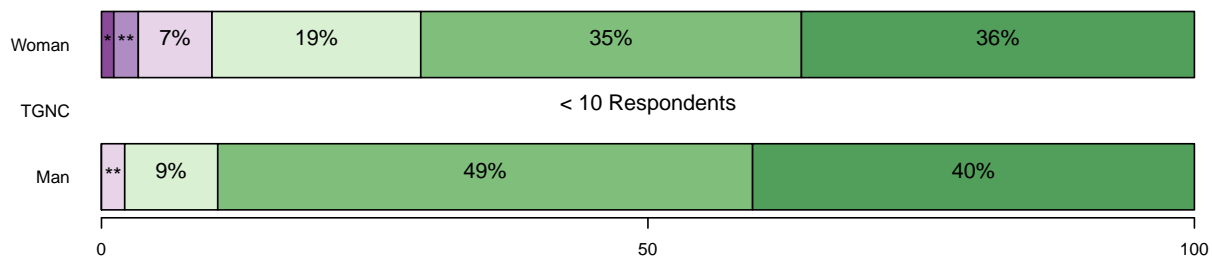
Response proportions less than 4% are displayed by asterisks with:

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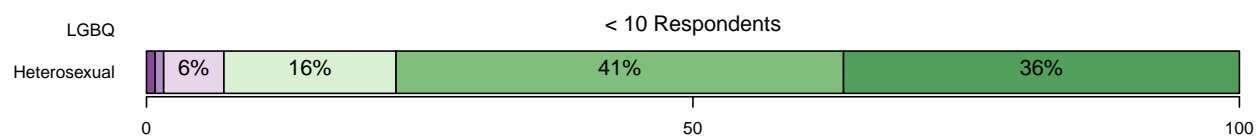
Q53: My unit/department has a strong commitment to diversity, equity, and inclusion



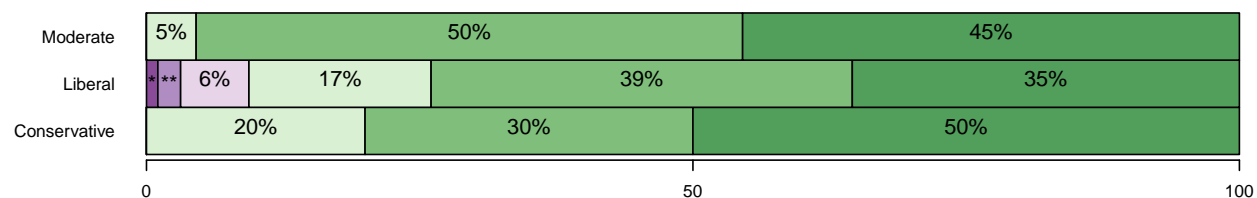
Gender



Sexual Orientation



Political Orientation

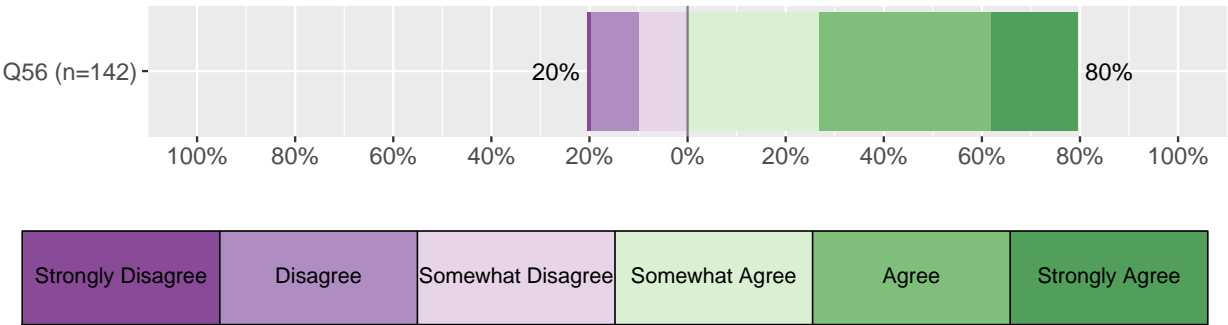


Response proportions less than 4% are displayed by asterisks with:

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Environment

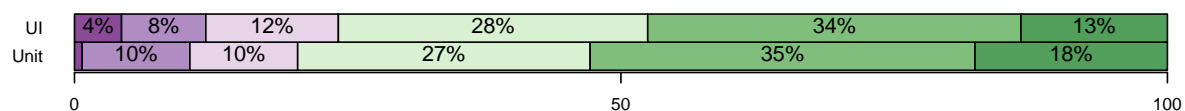
Q56: The University of Iowa provides an environment for the free and open expression of ideas, opinions, and beliefs



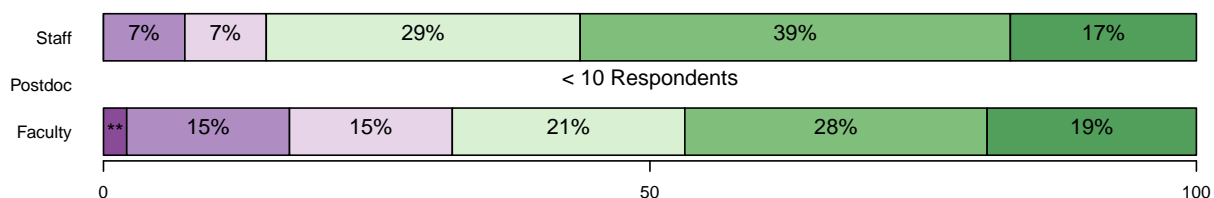
Q56: The University of Iowa provides an environment for the free and open expression of ideas, opinions, and beliefs



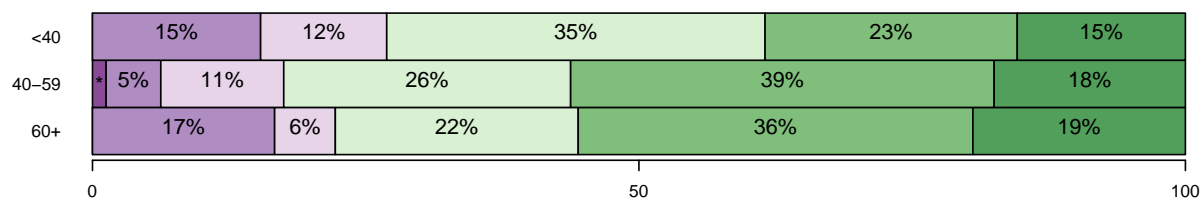
All Respondents



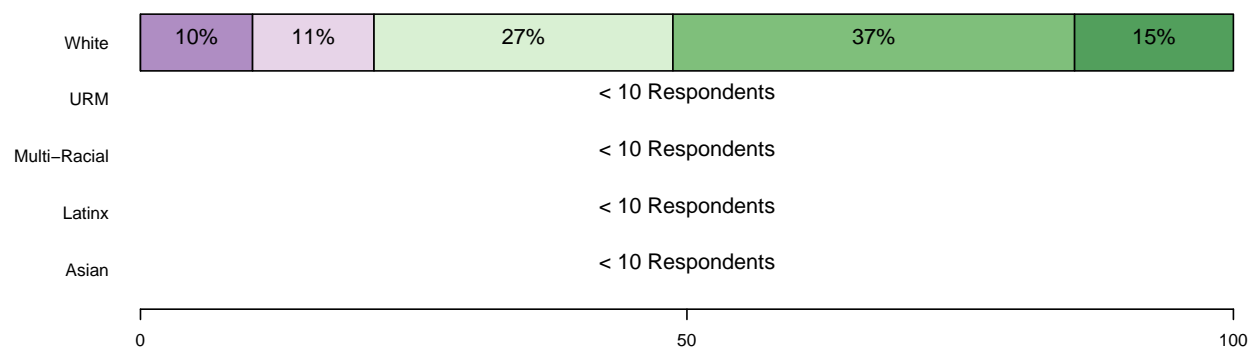
Appointment Type



Age



Race



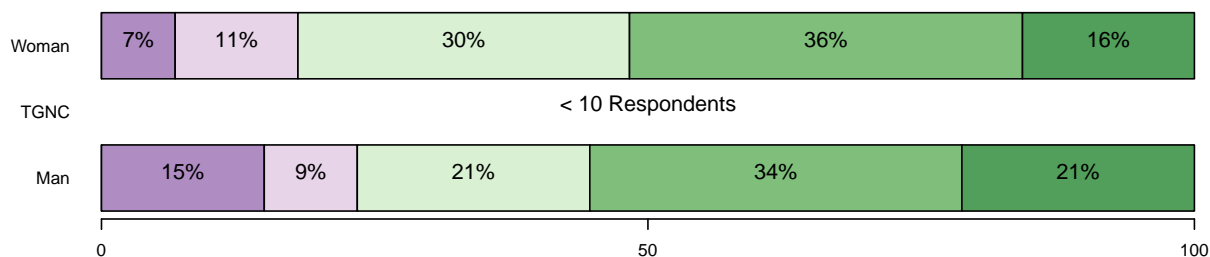
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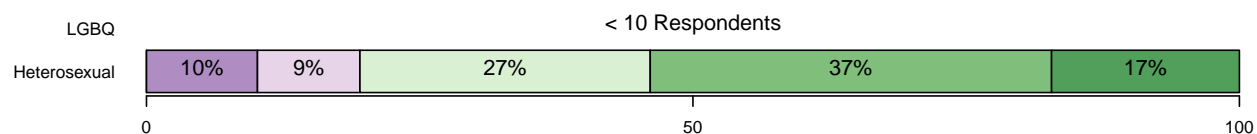
Q56: The University of Iowa provides an environment for the free and open expression of ideas, opinions, and beliefs



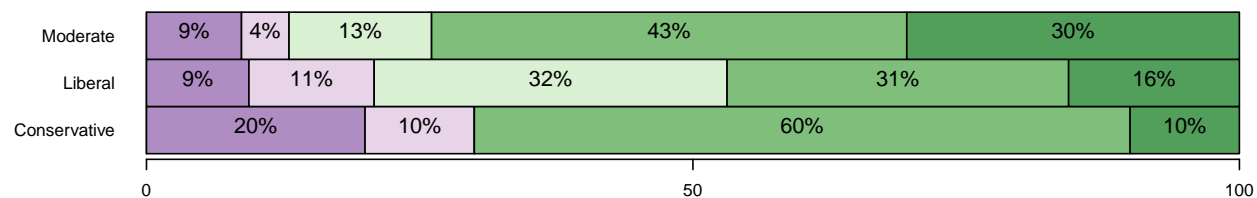
Gender



Sexual Orientation



Political Orientation

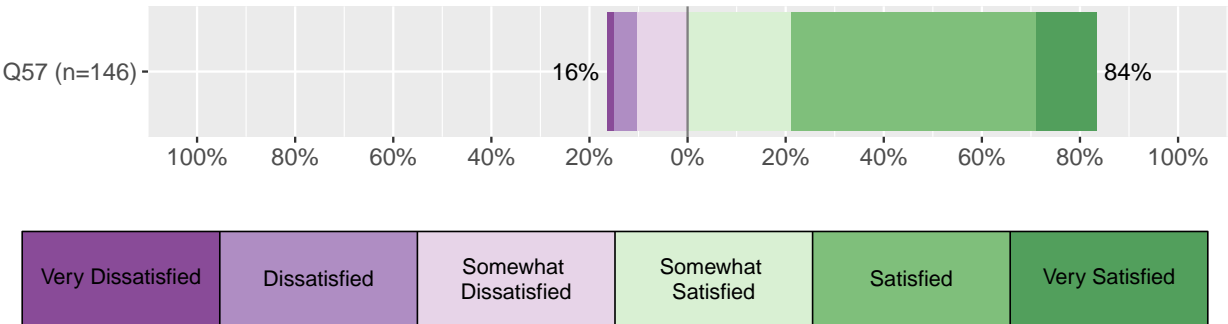


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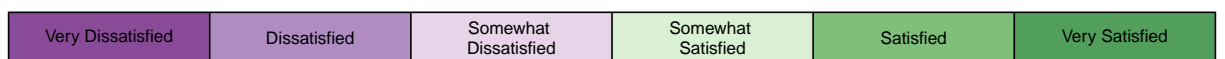
""=<1%, *=1%-2%, **=2%-3%, ***=3%-4%

Satisfaction

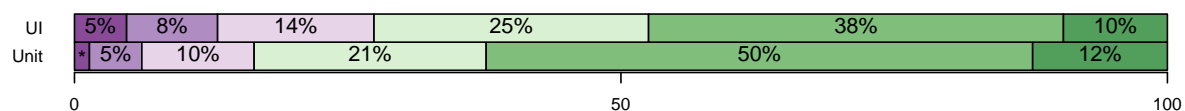
Q57: In the past 12 months, how satisfied have you been with the overall campus climate/environment that you have experienced at the University of Iowa?



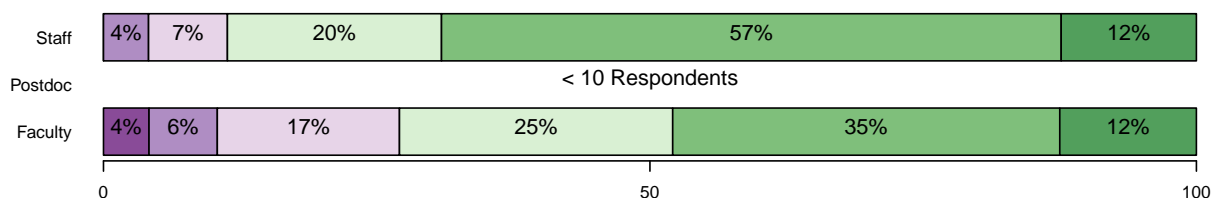
Q57: In the past 12 months, how satisfied have you been with the overall campus climate/environment that you have experienced at the University of Iowa?



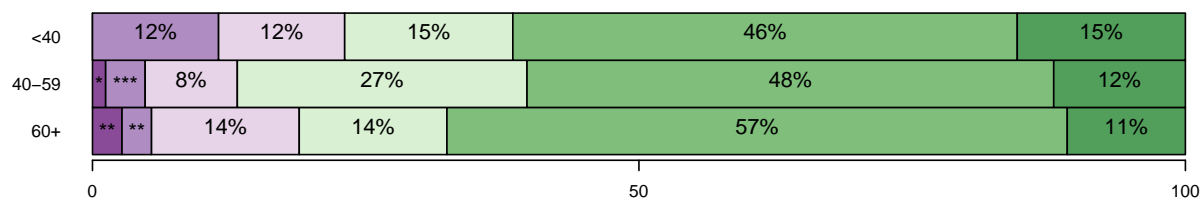
All Respondents



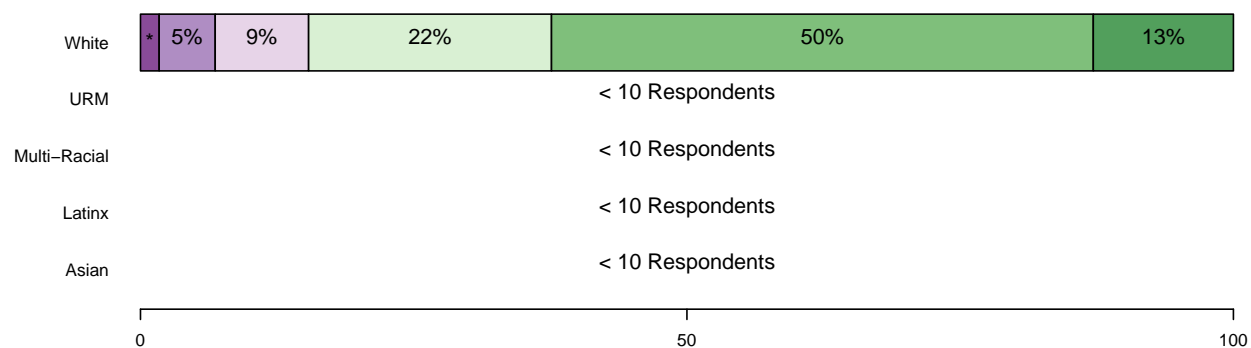
Appointment Type



Age



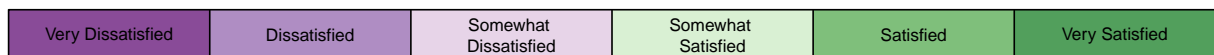
Race



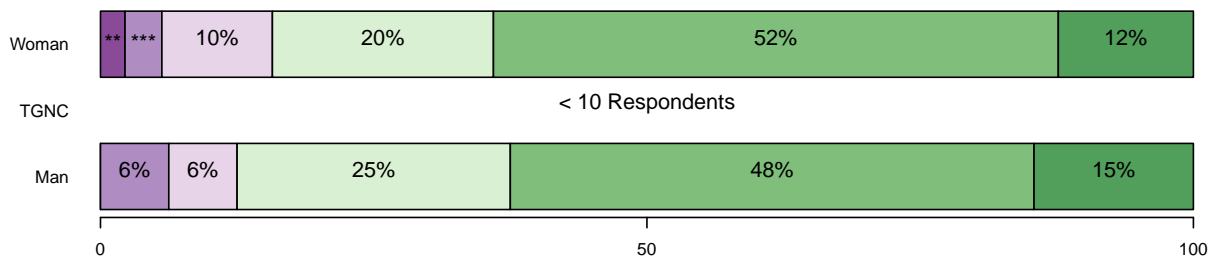
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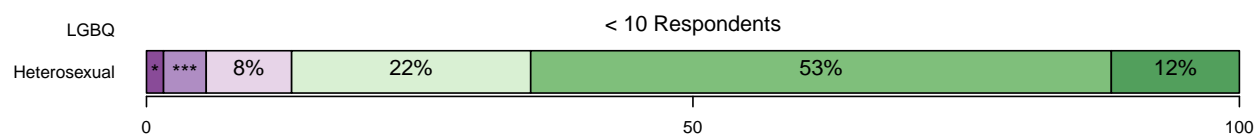
Q57: In the past 12 months, how satisfied have you been with the overall campus climate/environment that you have experienced at the University of Iowa?



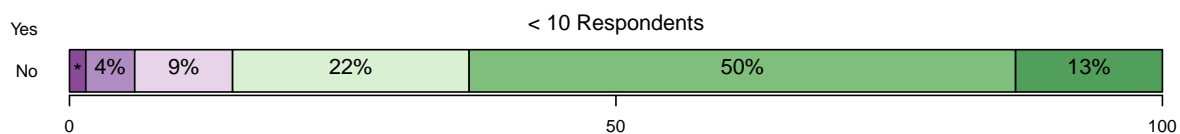
Gender



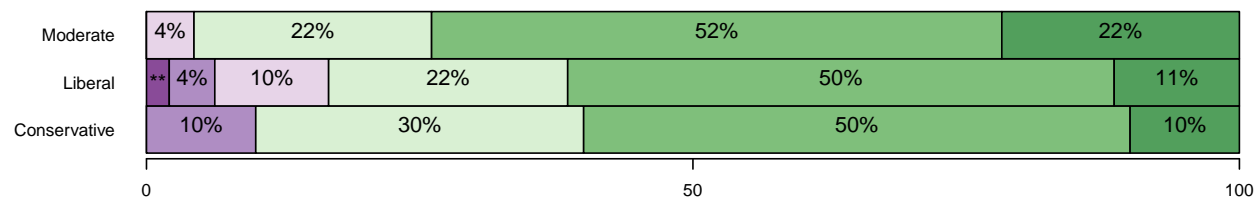
Sexual Orientation



Disability Identity



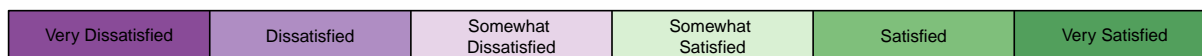
Political Orientation



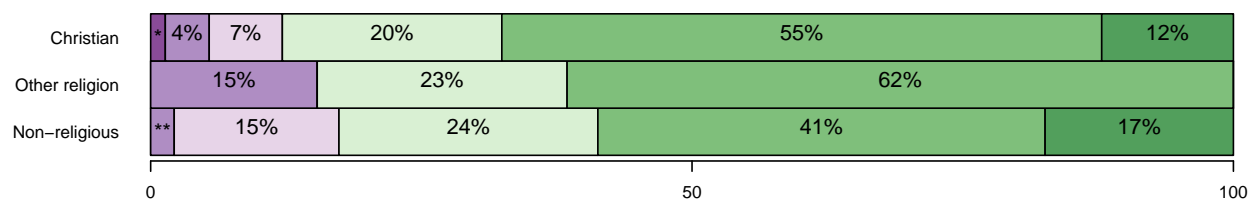
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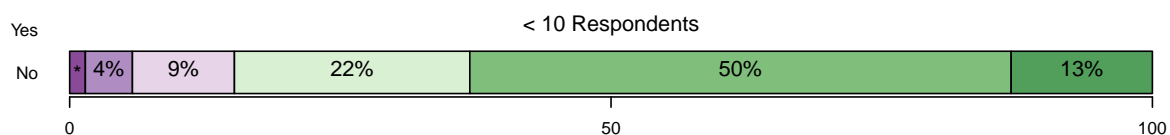
Q57: In the past 12 months, how satisfied have you been with the overall campus climate/environment that you have experienced at the University of Iowa?



Religious Preference



Military/Veteran Status



Response proportions less than 4% are displayed by asterisks with:

"<1%", * = 1%-2%, ** = 2%-3%, *** = 3%-4%

Unit Response Comparison

In addition to the analysis of the core questions, this report identifies up to three “Areas of Strength” and three “Areas of Growth” for your unit. Your “Areas of Strength” reflect the survey items for which your unit’s average response is higher than the University average for the same items. Your “Areas of Growth” indicate survey items for which your unit’s average response is lower than the University average for the same items. The graphs for each area of strength and area of growth depict where your unit average (as measured by likert scale values) falls in comparison to the UI campus overall and in comparison to the major colleges and units on campus (names of other units are not listed to maintain the anonymity of units). The Areas of Strength and Areas of Growth only include survey items not included in the core questions.

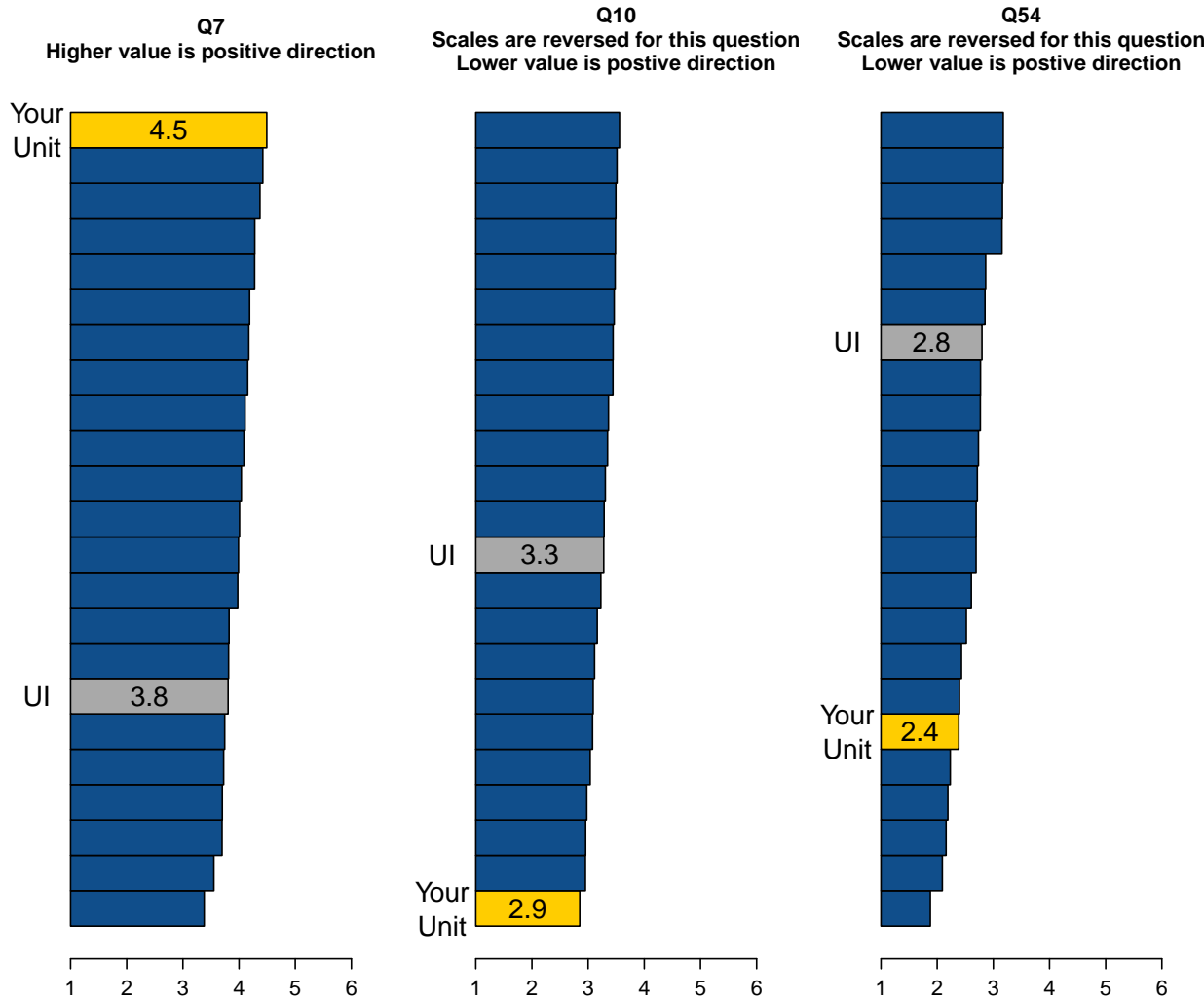
The likert scales range from 1 to 6 (except Question 31, which is 1 to 5), where higher values indicate a positive direction. Some questions have a reverse scale where lower values indicate a positive direction, and these are indicated in the title of the bar plot.

Areas of Strength

Q7: I have a voice in the decision-making process that affects the direction of my department/unit.

Q10: In comparison to my colleagues/co-workers, I have to work harder to have my ideas heard.

Q54: There is too much emphasis put on issues of diversity, equity, and inclusion at the University of Iowa.

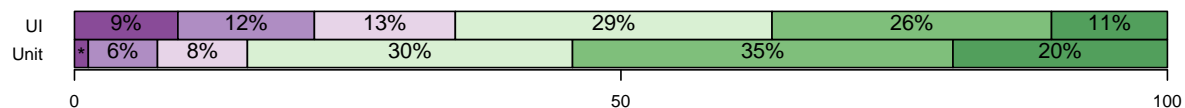


Q7: I have a voice in the decision-making process that affects the direction of my department/unit.

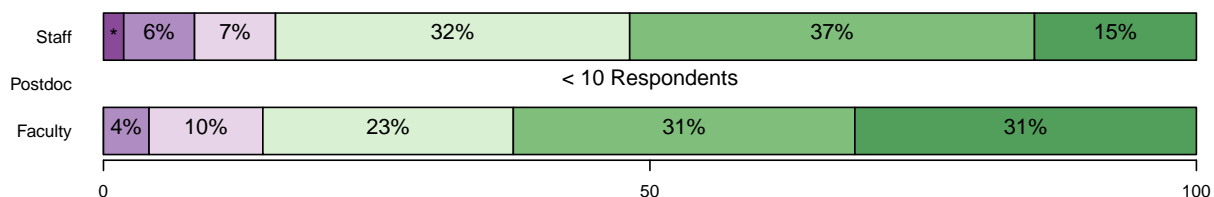
*** The color scheme is flipped so that green corresponds to the more favorable response ***



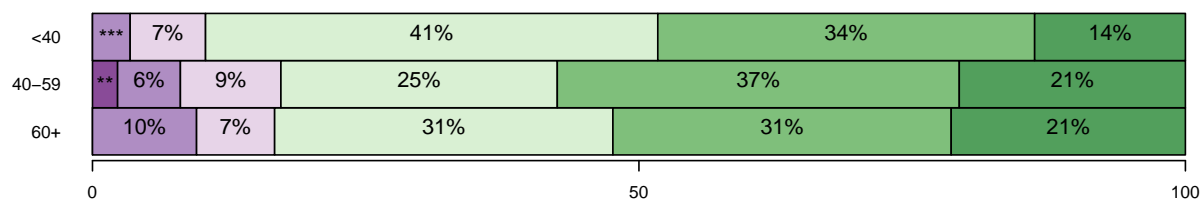
All Respondents



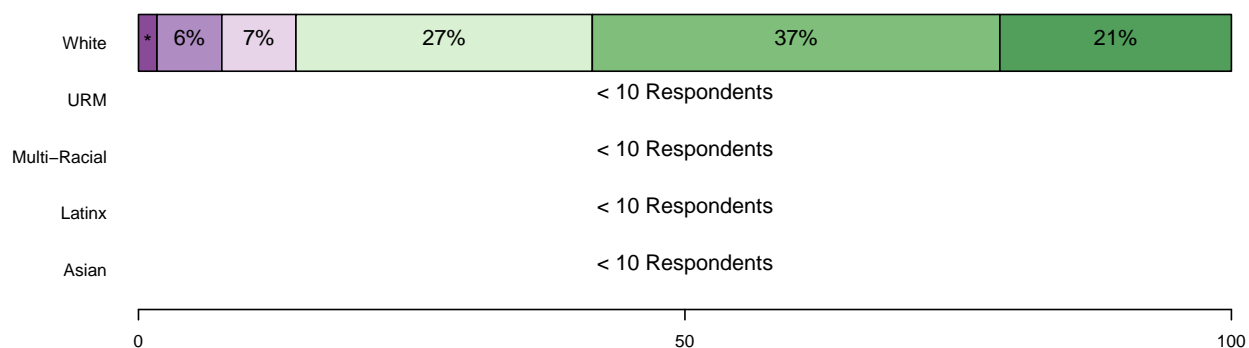
Appointment Type



Age



Race



Response proportions less than 4% are displayed by asterisks with:

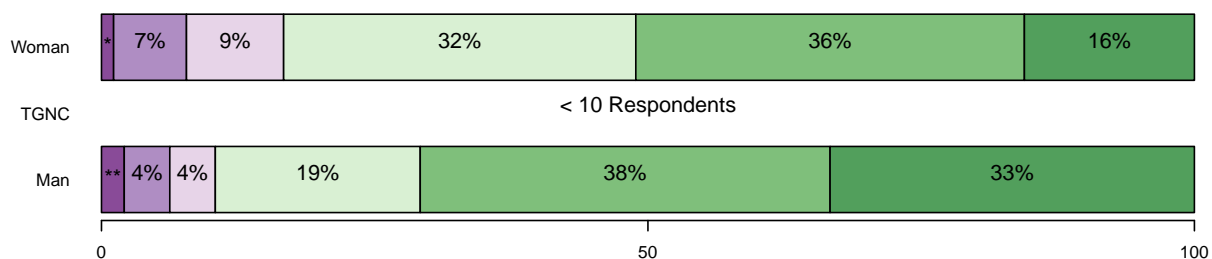
""=<1%, *=1%-2%, **=2%-3%, ***=3%-4%

Q7: I have a voice in the decision-making process that affects the direction of my department/unit.

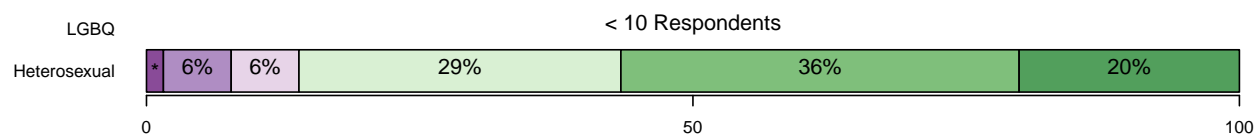
*** The color scheme is flipped so that green corresponds to the more favorable response ***



Gender



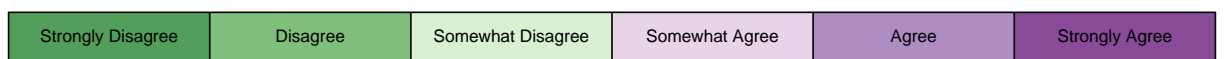
Sexual Orientation



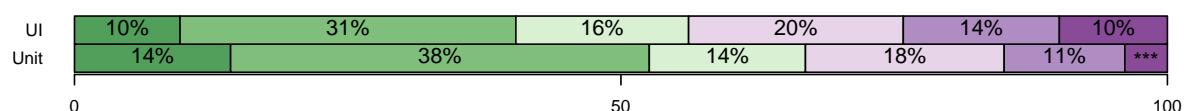
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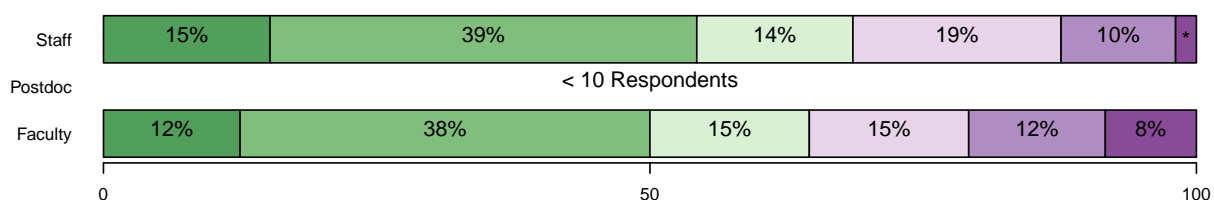
Q10: In comparison to my colleagues/co-workers, I have to work harder to have my ideas heard.



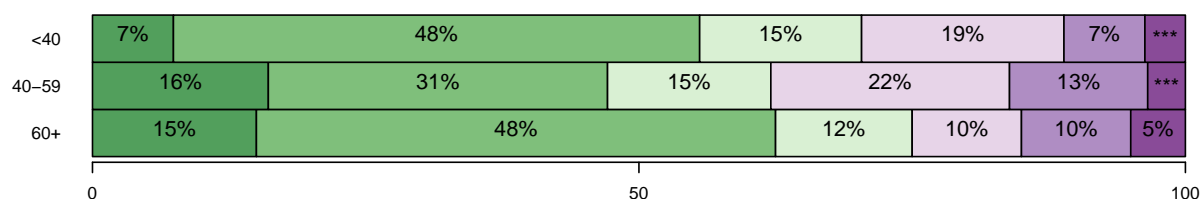
All Respondents



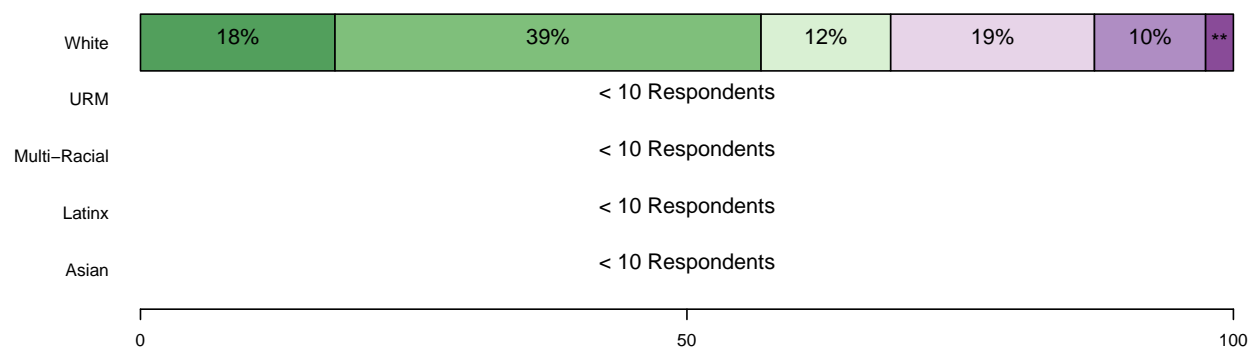
Appointment Type



Age



Race



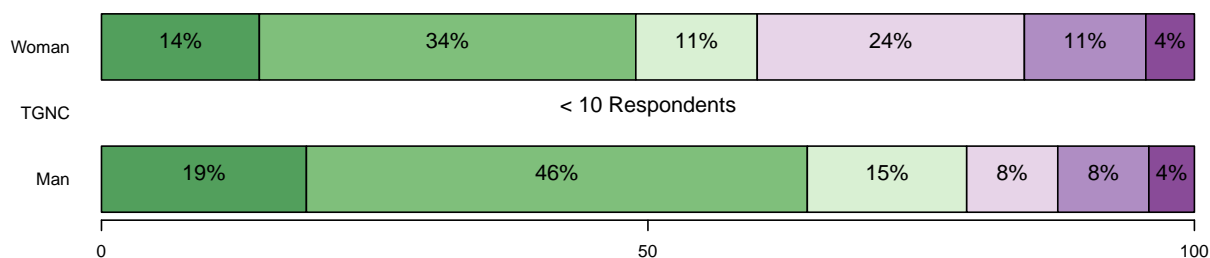
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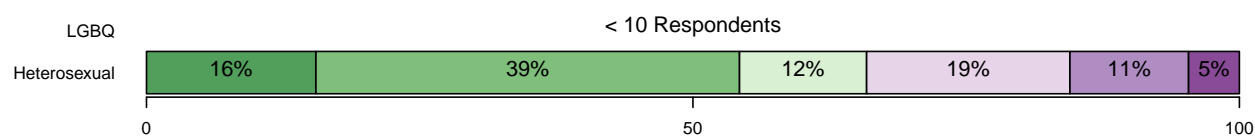
Q10: In comparison to my colleagues/co-workers, I have to work harder to have my ideas heard.



Gender



Sexual Orientation

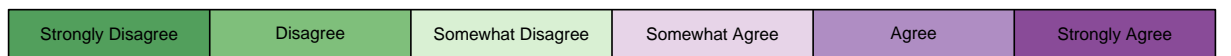


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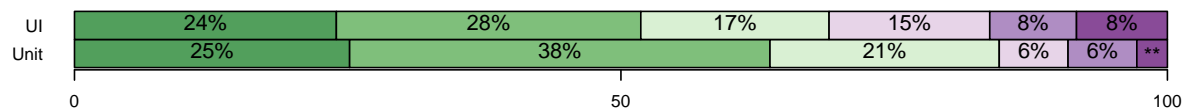
""=<1%, *=1%-2%, **=2%-3%, ***=3%-4%

Q54: There is too much emphasis put on issues of diversity, equity, and inclusion at the University of Iowa.

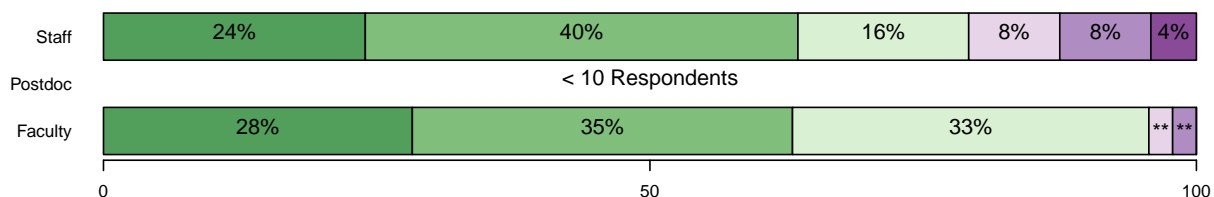
*** The color scheme is flipped so that green corresponds to the more favorable response ***



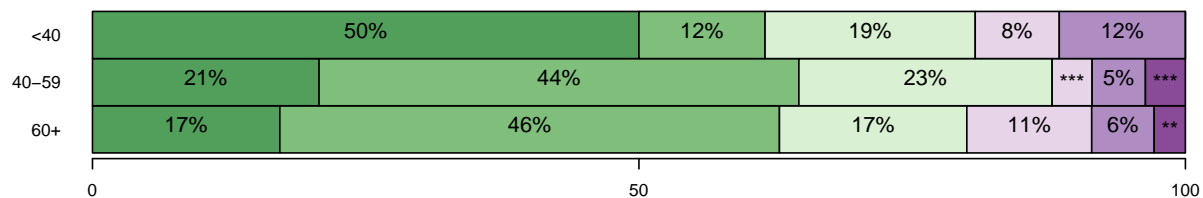
All Respondents



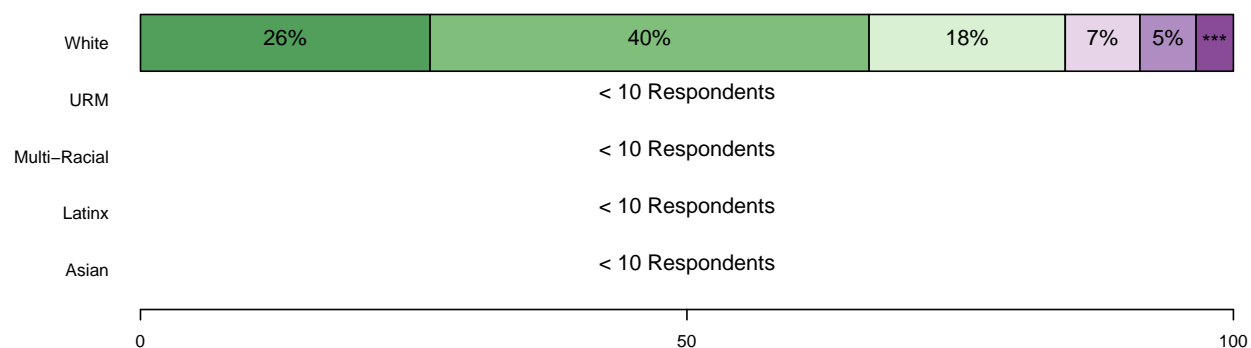
Appointment Type



Age



Race

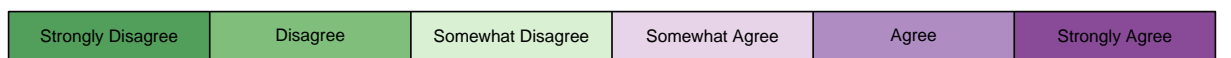


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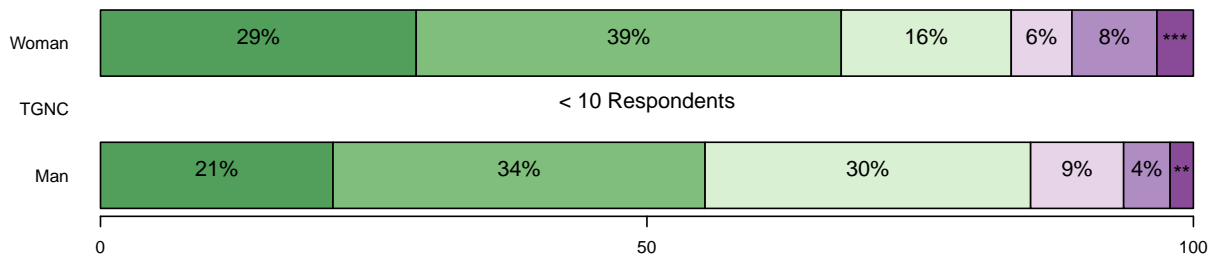
""=<1%, *=1%-2%, **=2%-3%, ***=3%-4%

Q54: There is too much emphasis put on issues of diversity, equity, and inclusion at the University of Iowa.

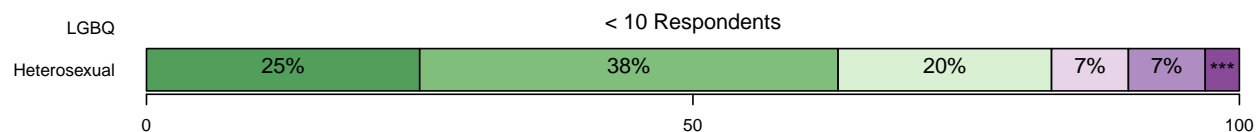
*** The color scheme is flipped so that green corresponds to the more favorable response ***



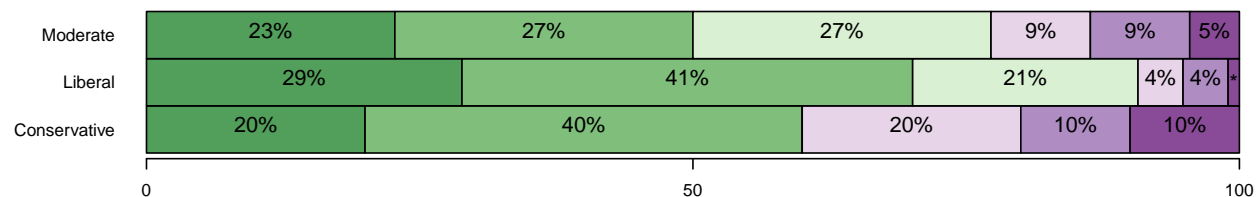
Gender



Sexual Orientation



Political Orientation



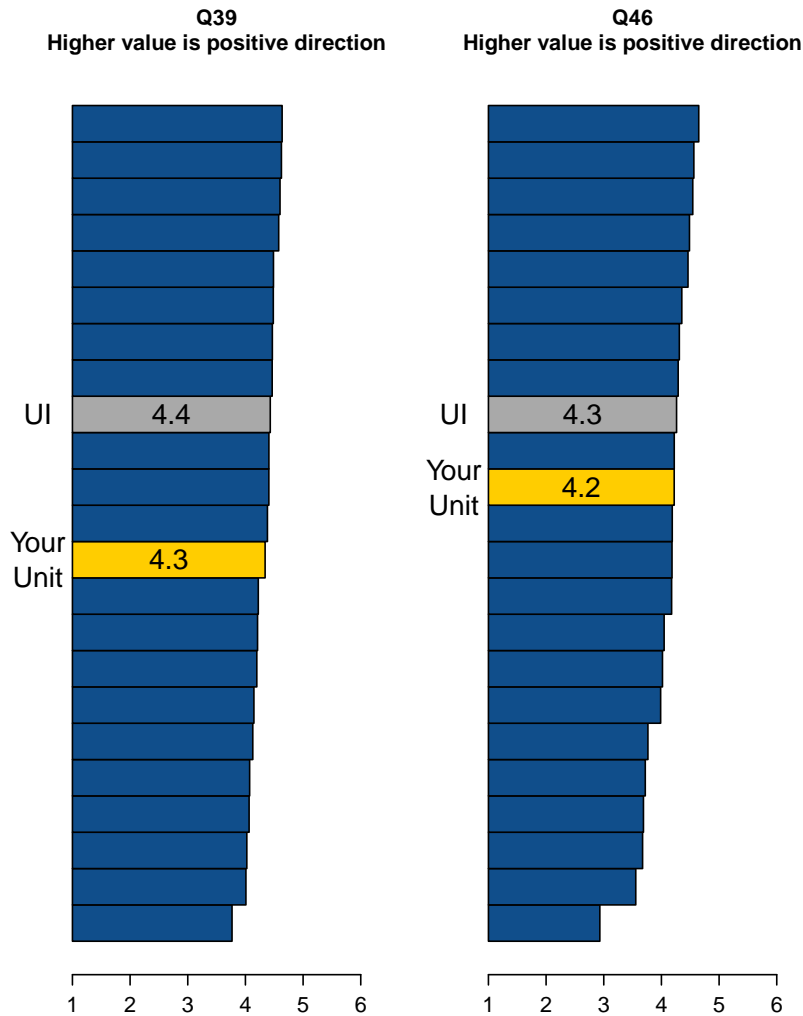
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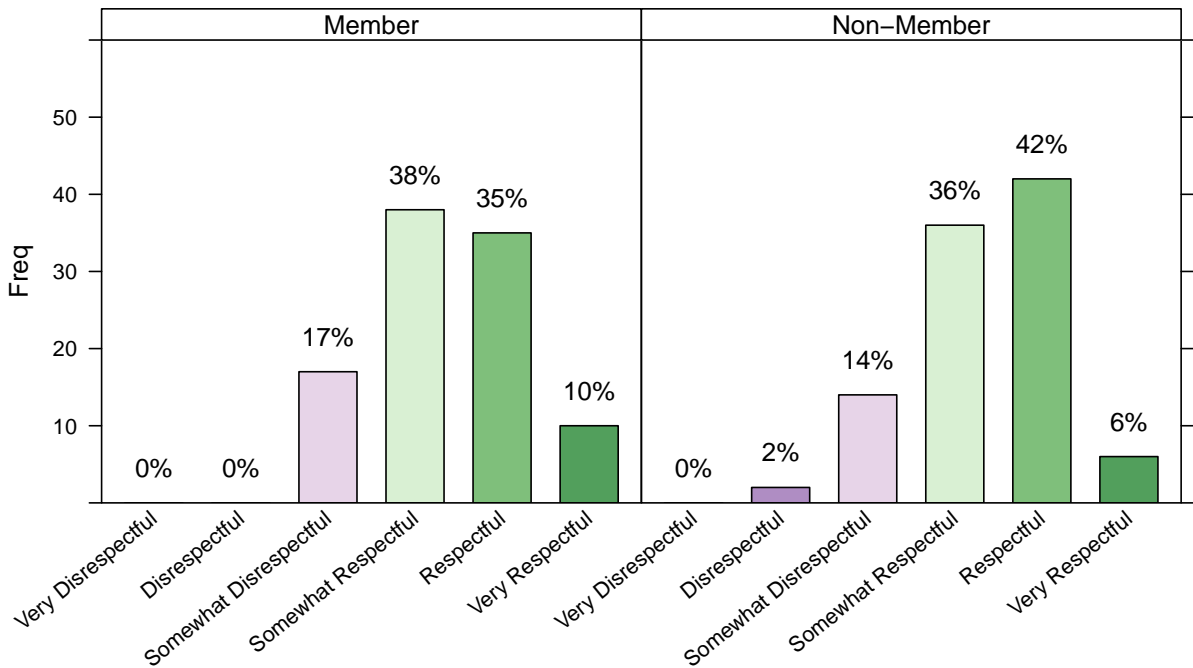
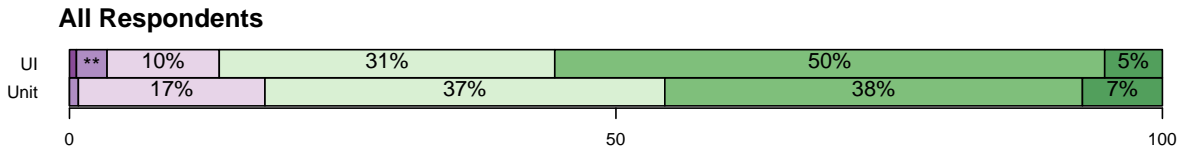
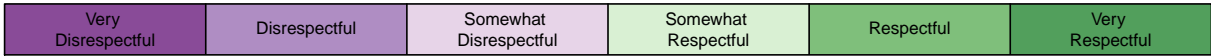
Areas of Growth

Q39: How would you rate the climate at the University of Iowa for people who identify as From religious affiliations other than Christian?

Q46: How would you rate the climate at the University of Iowa for people who identify as People of color?



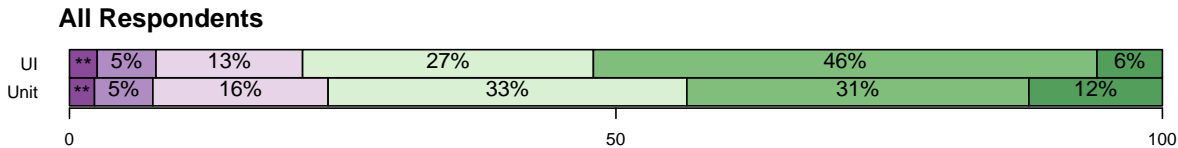
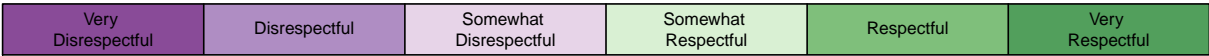
Q39: How would you rate the climate at the University of Iowa for people who identify as
From religious affiliations other than Christian?



<10 respondents for this question

Member: Not Christian; Non-Member: Christian

Q46: How would you rate the climate at the University of Iowa for people who identify as People of color?



<10 respondents for this question

Member: People of Color; Non-Member: Not People of Color

Technical Notes

1. Each survey item must have ten (10) respondents for percentage data to be displayed. Survey items with fewer than ten respondents do not have data displayed, but those respondents are included in reports for larger units of which they are members.
2. The demographics presented in the “Campus composition and survey respondents by identity” section present as many groupings as possible to provide an overview of the population characteristics. To account for insufficient number of responses (see (1)), many of these groupings are collapsed into umbrella categories:
 - (a) Postdoc (Postdoctoral scholar)
 - (b) Staff (Merit, Professional, Scientific, SEIU)
 - (c) URM (Underrepresented minority): American Indian or Alaska Native, Black or African American, Native Hawaiian or other Pacific Islander
 - (d) TGNC: Trans Man, Trans Woman, Genderqueer, Gender Non-Conforming, Non-Binary, and if selected more than one category for the “Gender” question
 - (e) LGBTQ: Bisexual, Gay or Lesbian, Questioning, Queer
 - (f) Multi-Racial: If respondents selected more than one category for the “Race” question

Acknowledgements

This initiative could not have been completed without the commitment, support, and countless hours of campus community individuals. Thank you to the faculty, staff, and postdoctoral scholars across campus who took the time to complete the survey, especially in a time when you have been inundated with surveys. Thank you to everyone who took it upon themselves to encourage others to complete the survey. Key partners in this effort have included the Division of Diversity, Equity, and Inclusion, University Human Resources, the Office of the Provost, and the College of Public Health.

There were also five working groups who were all instrumental in the revisioning of this survey and efforts to gather as much data as possible. The following individuals who played key roles include:

Survey Tool Review and Revision

- Maria Bruno | Division of Student Life
- Sarah Hansen | Division of Student Life
- Wayne Jacobson | Office of Assessment
- Bria Marcelo | Division of Diversity, Equity, and Inclusion
- Joni Troester | University Human Resources
- Teri Schnelle | Division of Student Life
- Nichole Singer | University Human Resources
- Tanya Uden-Holman | University College
- Brenda Ulin | Information Technology Services
- KaLeigh White | Graduate College

Survey Analysis and Report Development

- Jacob Clark | College of Public Health
- Steven Edwards | Division of Diversity, Equity, and Inclusion
- Lois Geist | Office of the Provost
- Jiongting Hu | University Human Resources
- Wayne Jacobson | Office of Assessment
- Zhuangzhuang Liu | College of Public Health
- Bria Marcelo | Division of Diversity, Equity, and Inclusion
- Jennifer Modestou | Division of Diversity, Equity, and Inclusion
- Jacob Oleson | College of Public Health
- Nichole Singer | University Human Resources
- Joni Troester | University Human Resources
- Brenda Ulin | Information Technology Services
- Yashwant Prakash Vyas | Division of Diversity, Equity, and Inclusion
- KaLeigh White | Graduate College

Survey Administration

- Bruce Drummond | University Human Resources
- Bria Marcelo | Division of Diversity, Equity, and Inclusion

- Nichole Singer | University Human Resources
- KaLeigh White | Graduate College

Survey Communication

- Lois Geist | Office of the Provost
- Emily Gries | University of Iowa Hospitals and Clinics
- Crystal Hardinger | University of Iowa Hospitals and Clinics
- Nikole Mac | University Human Resources
- Bria Marcelo | Division of Diversity, Equity, and Inclusion
- Katie McCullough | Division of Diversity, Equity, and Inclusion
- Cristobal McKinney | College of Liberal Arts and Sciences
- Kimberly Nye | Office of the Provost
- Nichole Singer | University Human Resources
- Spencer Stumpf | University Human Resources
- Heidi Zahner-Younts | University Human Resources

Report Review Group

- Bradley Cramer | College of Liberal Arts of Sciences
- Wayne Jacobson | Office of Assessment
- Danielle Martinez | Academic Support and Retention
- Maurine Neiman | College of Liberal Arts and Sciences
- Jill Robinson | Division of Diversity, Equity, and Inclusion
- Deb Tiemens | Office of the Provost
- Elizabeth Tovar | Division of Diversity, Equity, and Inclusion
- Brenda Ulin | Information Technology Services
- KaLeigh White | Graduate College