2022 Campus Climate Survey Results
College of Public Health
Faculty and Staff Snapshot
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Introduction

This report serves as a supplement to the Faculty and Staff Campus Climate Survey (CCS) data available to college and unit leaders via the CCS Dashboard. This supplemental report provides the overall college results in comparison to the overall university results for core survey questions under each of the survey’s focus areas: Value, Professional Experiences, Experienced Bias, Impact of Experienced Bias, Campus Climate, and Commitment to DEI. This summary is intended to be used in conjunction with your college’s dashboard data and to facilitate collegiate discussions and action planning.
2022 Response Rates

The Campus Climate Survey is administered every two years to faculty, staff, and students at the University of Iowa. Faculty and staff response rates for the survey administered in the spring of 2022 are as follows:

**College of Public Health**
139 faculty and staff responded out of 265 surveyed

- **Faculty**: 51 responded out of 65 surveyed
- **Staff**: 88 staff responded out of 200 surveyed

**Campus-wide Response Rates**
5,759 faculty and staff responded out of 19,290 surveyed

- **Faculty**: 1,097 responded out of 2,920 surveyed
- **Staff**: 4,662 responded out of 16,370 surveyed

**Staff** includes Professional and Scientific, Merit, and SEIU employees, as well as Postdoctoral scholars.
2022 Campus Climate Survey Results
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Feeling Valued

Legend: Agree | Disagree
n=total number of responses

Q1: I feel valued as an individual at the University of Iowa. (n=128)

<table>
<thead>
<tr>
<th></th>
<th>ORG</th>
<th>UI</th>
</tr>
</thead>
<tbody>
<tr>
<td>Agree</td>
<td>92%</td>
<td>77%</td>
</tr>
<tr>
<td>Disagree</td>
<td>8%</td>
<td>23%</td>
</tr>
</tbody>
</table>

Q2: I am reluctant to bring up issues that concern me for fear that it will affect my performance evaluation

<table>
<thead>
<tr>
<th></th>
<th>ORG</th>
<th>UI</th>
</tr>
</thead>
<tbody>
<tr>
<td>Agree</td>
<td>29%</td>
<td>41%</td>
</tr>
<tr>
<td>Disagree</td>
<td>71%</td>
<td>59%</td>
</tr>
</tbody>
</table>

Q3: I have a voice in the decision-making process that affects the direction of my primary workplace

<table>
<thead>
<tr>
<th></th>
<th>ORG</th>
<th>UI</th>
</tr>
</thead>
<tbody>
<tr>
<td>Agree</td>
<td>77%</td>
<td>65%</td>
</tr>
<tr>
<td>Disagree</td>
<td>23%</td>
<td>35%</td>
</tr>
</tbody>
</table>
2022 Campus Climate Survey Results
College of Public Health – Faculty & Staff – ORG 20

**Professional Experiences**

Legend: 

- Agree
- Disagree

n=total number of responses

**Q4:** I am respected as a scholar or professional. (n=138)

- ORG: 93% Agree, 7% Disagree
- UI: 77% Agree, 23% Disagree

**Q5:** I receive recognition for my professional accomplishments. (n=138)

- ORG: 83% Agree, 17% Disagree
- UI: 73% Agree, 27% Disagree

**Q6:** My ideas about work projects are respectfully considered by my colleagues. (n=138)

- ORG: 96% Agree, 4% Disagree
- UI: 82% Agree, 18% Disagree

**Q7:** I work with at least one faculty/staff member who I consider a mentor (an individual who has helped contribute to my personal or professional growth.) (n=137)

- ORG: 81% Agree, 19% Disagree
- UI: 74% Agree, 26% Disagree

**Q8:** I commit time above and beyond my job duties to support underrepresented minority students, staff, and/or faculty. (n=136)

- ORG: 18% Agree, 82% Disagree
- UI: 24% Agree, 76% Disagree
Q9: I have one or more close, trusted colleagues at the university. (n=138)

Legend: 

<table>
<thead>
<tr>
<th>Agree</th>
<th>Disagree</th>
</tr>
</thead>
<tbody>
<tr>
<td>95%</td>
<td>5%</td>
</tr>
<tr>
<td>88%</td>
<td>22%</td>
</tr>
</tbody>
</table>
Experienced Bias

Legend:  Experienced At Least One Form of Bias  Did Not Experienced Bias

n=total number of responses

Q10: In the past 12 months, have you personally experienced biased, intimidating, or hostile treatment at the University? (n=139)
Impact of Experienced Bias

Survey respondents who indicated having experienced at least one form of biased, intimidating, or hostile treatment (n=32) were asked four follow-up questions regarding the impact of that experience. Responses to these questions follow.

To what extent has biased, intimidating, or hostile treatment that you experienced impacted you in the following areas:

Q11: Affected my health (mental and/or physical) (n=32)

Q12: Caused me to consider leaving the University (n=32)

Q13: Eroded my confidence in my abilities (n=32)

Q14: Interfered with my work performance (n=32)
Campus Climate

**Legend:**
- **Satisfied/Yes**
- **Dissatisfied/No**

*n=total number of responses*

**Q15:** In the past 12 months, how satisfied have you been with the overall campus climate that you experienced at the University of Iowa? (n=139) (Satisfied/Dissatisfied)

<table>
<thead>
<tr>
<th>Division</th>
<th>Satisfied</th>
<th>Dissatisfied</th>
</tr>
</thead>
<tbody>
<tr>
<td>ORG</td>
<td>79%</td>
<td>21%</td>
</tr>
<tr>
<td>UI</td>
<td>72%</td>
<td>28%</td>
</tr>
</tbody>
</table>

**Q16:** In the past 12 months, I have seriously considered leaving the University of Iowa. (n=139) (Yes/No)

<table>
<thead>
<tr>
<th>Division</th>
<th>Yes</th>
<th>No</th>
</tr>
</thead>
<tbody>
<tr>
<td>ORG</td>
<td>44%</td>
<td>56%</td>
</tr>
<tr>
<td>UI</td>
<td>51%</td>
<td>49%</td>
</tr>
</tbody>
</table>

Survey respondents who answered “Yes” to question 16 (n=61), were asked about their reason(s) for considering leaving. **Their top five reasons for considering leaving follow.**

<table>
<thead>
<tr>
<th>Reason</th>
<th>UI</th>
<th>ORG</th>
</tr>
</thead>
<tbody>
<tr>
<td>Salary/better compensation</td>
<td>62%</td>
<td>51%</td>
</tr>
<tr>
<td>Primary workplace culture</td>
<td>59%</td>
<td>43%</td>
</tr>
<tr>
<td>Career advancement opportunities</td>
<td>43%</td>
<td>39%</td>
</tr>
<tr>
<td>Lack of professional support</td>
<td>41%</td>
<td>31%</td>
</tr>
<tr>
<td>Campus climate/culture</td>
<td>26%</td>
<td>30%</td>
</tr>
<tr>
<td>Personal/family reasons</td>
<td></td>
<td>30%</td>
</tr>
</tbody>
</table>
Commitment to DEI

Q17: I feel competent discussing issues related to DEI in on-campus environments. (n=138)

Q18: There is too much emphasis put on issues of diversity, equity, and inclusion at the University of Iowa. (n=138)

Q19: Attention to diversity, equity, and inclusion distracts us from achieving our academic mission. (n=136)

Q20: The University of Iowa provides an environment for the free and open expression of ideas, opinions, and beliefs. (n=139)

Q21: The University of Iowa has a strong commitment to diversity, equity, and inclusion. (n=139)
Technical Note

1. Responses to survey questions that indicated a Strongly Disagree, Disagree, or Somewhat Disagree, were aggregated, and categorized as "Disagree." Similarly, responses of Strongly Agree, Agree, or Somewhat Agree were aggregated and categorized as "Agree."

2. For questions 11-14 on the impact of experiencing bias, "To some extent" represents respondents who indicated the bias treatment impacted the corresponding area of their life to a Very Small, Small, Moderate, Large, or Very Large extent. "Not at all" represents respondents who indicated the bias treatment did not impact the corresponding area of their life.