

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

---

**Contents**

Introduction ..... 3

2022 Response Rates ..... 4

Feeling Valued ..... 5

Professional Experiences ..... 6

Experienced Bias..... 8

Impact of Experienced Bias ..... 9

Campus Climate..... 10

Commitment to DEI ..... 11

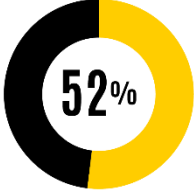
Technical Note..... 12

## Introduction

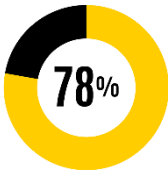
This report serves as a supplement to the Faculty and Staff Campus Climate Survey (CCS) data available to college and unit leaders via the [CCS Dashboard](#). This supplemental report provides the overall college results in comparison to the overall university results for core survey questions under 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

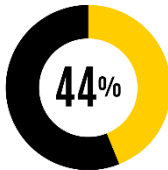
The Campus Climate Survey is administered every two years to faculty, staff, and students at the University



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



**Faculty**  
51 responded out



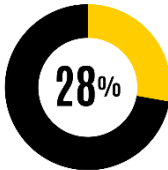
**Staff\***  
88 staff responded out



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



**Faculty**  
1,097 responded out



**Staff\***  
4,662 responded out

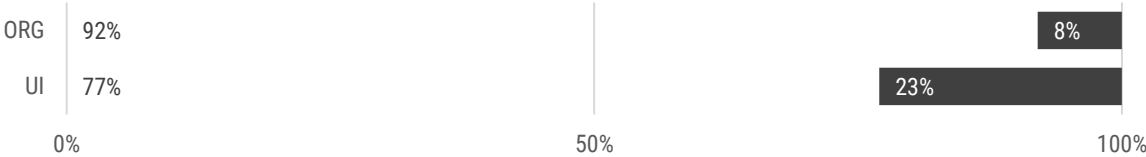
\*"Staff" includes Professional and Scientific, Merit, and SEIU employees, as well as Postdoctoral scholars.

### Feeling Valued

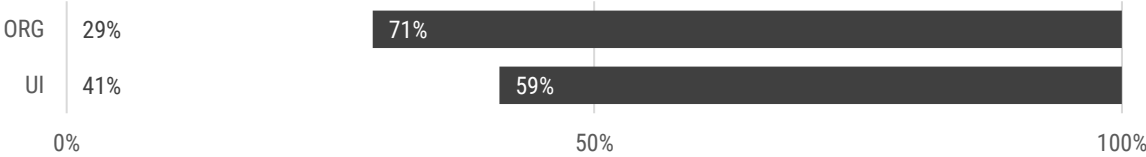


n=total number of responses

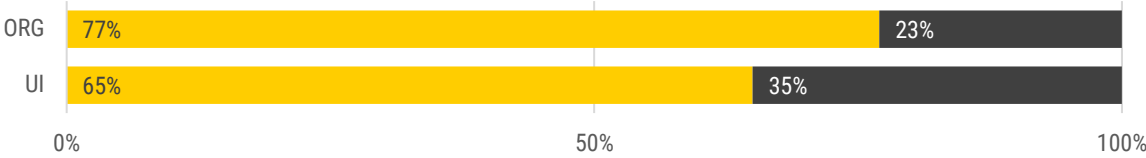
**Q1: I feel valued as an individual at the University of Iowa. (n=128)**



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



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

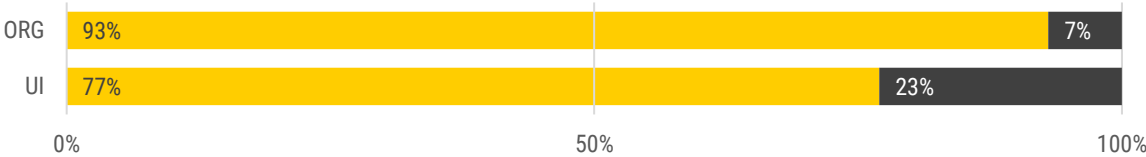


**Professional Experiences**

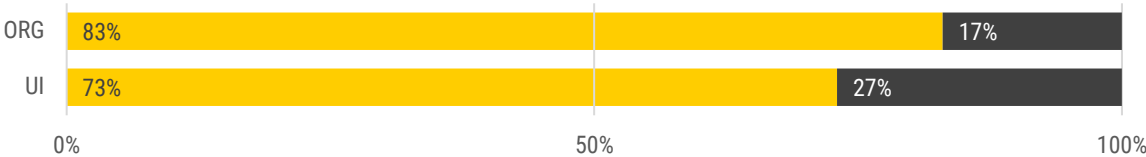
Legend: Agree Disagree

n=total number of responses

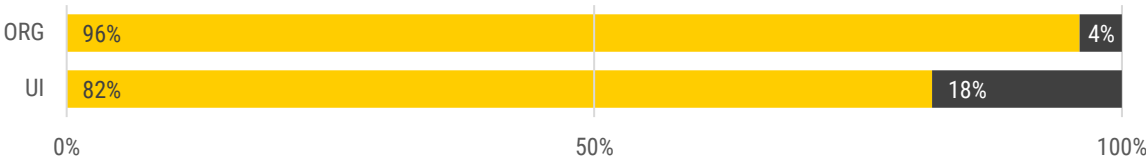
**Q4: I am respected as a scholar or professional. (n=138)**



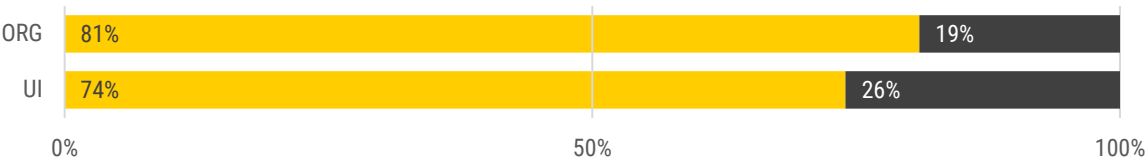
**Q5: I receive recognition for my professional accomplishments. (n=138)**



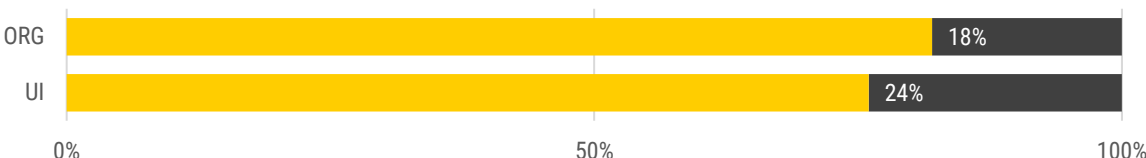
**Q6: My ideas about work projects are respectfully considered by my colleagues. (n=138)**



**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)**



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



Legend: Agree Disagree

Q9: I have one or more close, trusted colleagues at the university. (n=138)

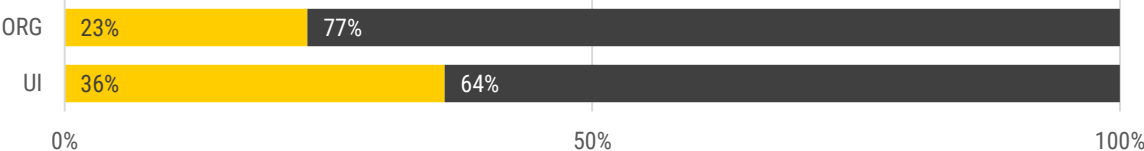


### Experienced Bias

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

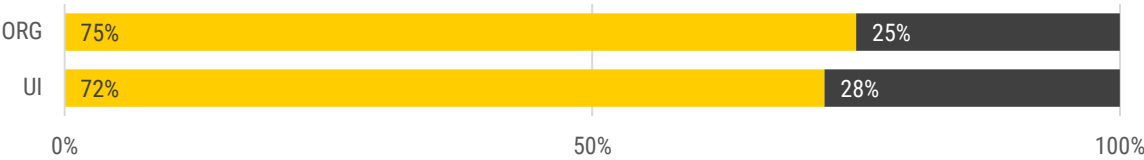
Legend: To Some Extent Not At All

n=total number of responses

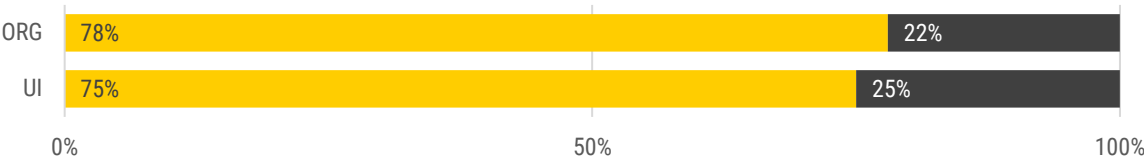
Survey respondents who indicated having experienced at least one form of biased, intimidating, or hostile treatment (n=32) were asked four follow-up questions regarding the impact of that experience. Responses to these questions follow.

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

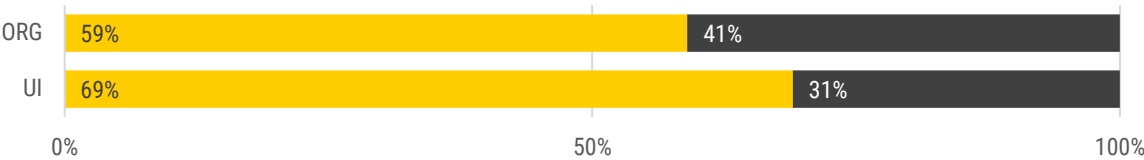
**Q11: Affected my health (mental and/or physical) (n=32)**



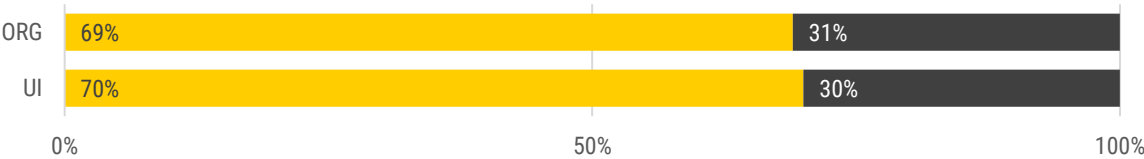
**Q12: Caused me to consider leaving the University (n=32)**



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



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

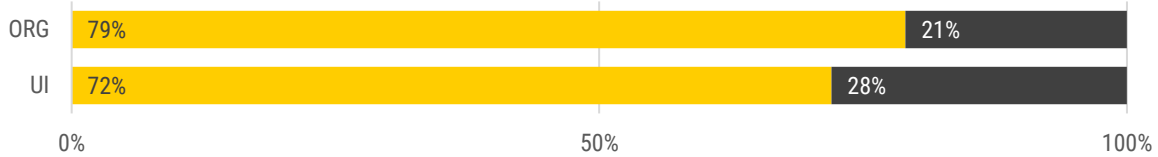


## Campus Climate

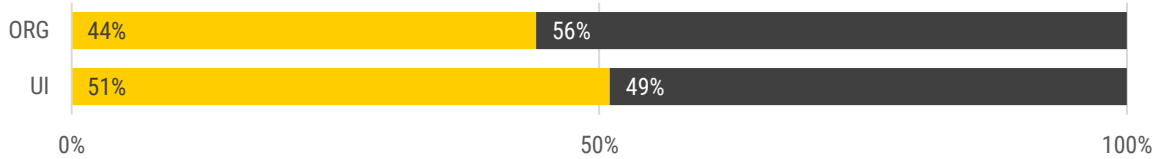
Legend: Satisfied/Yes Dissatisfied/No

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)



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



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.**

	UI n=2904	ORG n=61
Salary/better compensation	62%	51%
Primary workplace culture	59%	43%
Career advancement opportunities	43%	39%
Lack of professional support	41%	31%
Campus climate/culture	26%	30%
Personal/family reasons		30%

### Commitment to DEI

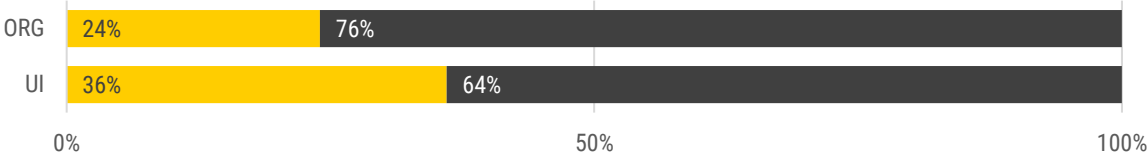
Legend: Agree Disagree

n=total number of responses

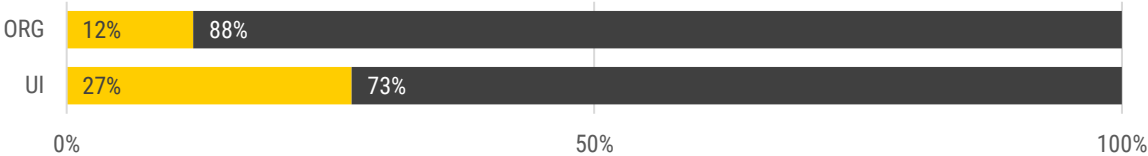
**Q17:** I feel competent discussing issues related to DEI in on-campus environments. (n=138)



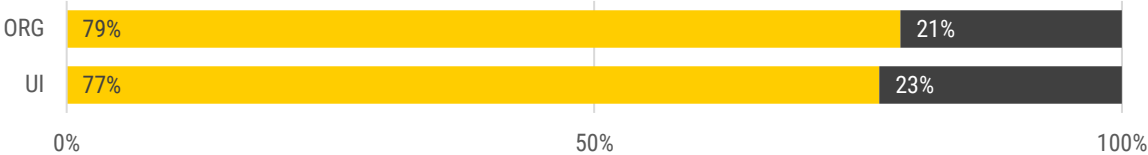
**Q18:** There is too much emphasis put on issues of diversity, equity, and inclusion at the University of Iowa. (n=138)



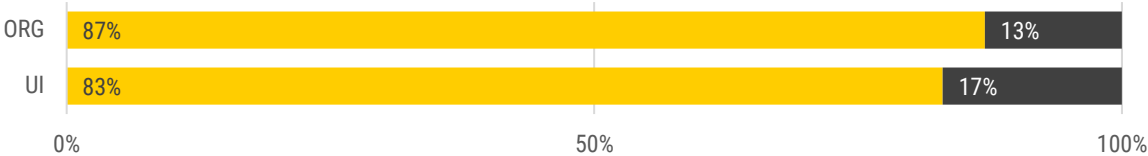
**Q19:** Attention to diversity, equity, and inclusion distracts us from achieving our academic mission. (n=136)



**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.