



## **SPH Climate Surveys**

Regular assessment of the School's climate through work environment measures, climate surveys, focus groups, and informal discussions is an integral part of implementing the *SPH Strategic Plan for Diversity and Inclusion*. During the past few years, our School has been a campus leader in assessing the diversity climate for our faculty, staff and students. Although more than nine out of ten of our community members reported that they were satisfied or very satisfied with the School's diversity climate, we still need to improve in this area. The reports below provide further details regarding the climate surveys.

### Faculty and Staff Climate Survey

The SPH Diversity Council administered an online survey to SPH faculty and staff in Fall 2014. The Climate Survey was completed by 81% ( $n=100$ ) of SPH faculty members and 90% ( $n=43$ ) of SPH staff members. Eighty-nine (89%) of faculty and 90% of staff felt that the SPH has a welcoming and inclusive environment. Key suggestions for follow-up included: hold key informant interviews with individuals in SPH to obtain feedback about climate challenges and best practices for improving the workplace; require annual reports from departments/units with information about faculty/staff diversity and diversity efforts; provide an annual report on progress made in metrics identified in the SPH Strategic Plan for Diversity and Inclusion at an SPH assembly; and implement a climate survey for SPH students in the 2015-2016 academic year. Further information regarding the survey and its findings can be found here:

- [Key Findings from the SPH Faculty and Staff Climate Survey](#)

### Student Climate Survey

The SPH Diversity Council administered an online climate survey to SPH undergraduate (36% response rate) and graduate students (63% response rate) during November 2015 through January 2016. Of those who replied, 94% of undergraduate students and 90% of graduate students are satisfied or very satisfied with the diversity climate in SPH. We recognize and are mindful that satisfaction varied by race/ethnicity, religion, and sexual orientation. Key recommendations included: diversify the School community; increase diversity programming within and outside the classroom; and enhance inclusiveness and civility within the School environment. Further information regarding the survey and its findings can be found here:

- [Key Findings from the SPH Student Climate Survey](#)