

Johns Hopkins Diversity Climate Survey

In 2006, the Diversity Leadership Council conducted the first Climate Survey for faculty and staff employees at Johns Hopkins. This spring, the Diversity Leadership Council again provided all Johns Hopkins faculty and staff employees an opportunity to complete the 2009 climate survey. Similar to 2006, separate surveys were developed for the Applied Physics Laboratory, The Johns Hopkins Health System, the School of Medicine and a fourth for all other JHU schools and divisions. The statements/questions for the JHHS, the SOM and the JHU surveys were similar, but not identical.

This year, the response rate for the JHHS and JHU surveys were up, the APL response rate was similar to 2006 and the SOM response rate was down for 2009. Over 12,000 employees completed a climate survey.

It appears that, at least for those who have completed a survey, the Johns Hopkins work climate has improved. The satisfaction percentages have increased overall and for many sub-groups (ethnic minorities and women). However, there still remain some disparities for African Americans and for women faculty.

The vice presidents and deans/directors have received their school/divisional data along with the participant's written comments. They were encouraged to organize focus groups to better understand, from the employee's perspective, the preliminary results of the survey. In addition, they will be asked to select the three to five issues/concerns that warrant attention and provide action plans to address these issues/concerns in their 2009 Diversity Plan.

Finally, next fall, the DLC will provide a Summary Report of the 2009 Climate Survey noting successes and problem areas.