

Diversity Climate Survey Faculty Statements

The criteria for promotion and/or tenure are clearly communicated and documented in advance of the decision making process.

Overall	AA/Black	Asian	Latino	White	Men	Women
JHU / SOM	JHU / SOM	JHU / SOM	JHU / SOM	JHU /SOM	JHU / SOM	JHU / SOM
52% / 55%	36% / 35%	67% / 53%	44% / 38%	53% / 60%	59% / 62%	43% / 49%

Hiring promotion and/or tenure decisions are based on objective criteria such as a candidate's experience, skills and abilities in relationship to faculty requirements.

Overall	AA/Black	Asian	Latino	White	Men	Women
JHU / SOM	JHU / SOM	JHU / SOM	JHU / SOM	JHU / SOM	JHU / SOM	JHU / SOM
59% / 57%	39% / 30%	57% / 57%	38% / 63%	61% / 60%	65% / 59%	51% / 46%

My colleagues value my research/scholarship.

Overall	AA/Black	Asian	Latino	White	Men	Women
JHU / SOM	JHU / SOM	JHU / SOM	JHU / SOM	JHU / SOM	JHU / SOM	JHU / SOM
66% / 64%	42% / 23%	66% / 66%	66% / 100%	67% / 67%	75% / 70%	59% / 56%

I am satisfied with opportunities to collaborate with faculty in my primary department.

Overall	AA/Black	Asian	Latino	White	Men	Women
JHU / SOM	JHU / SOM	JHU / SOM	JHU / SOM	JHU / SOM	JHU / SOM	JHU / SOM
66% / 65%	46% / 37%	60% / 63%	55% / 88%	68% /68%	74% / 72%	57% / 58%

I feel excluded from an informal network in my department.

	Overall	AA/Black	Asian	Latino	White	Men	Women
	JHU / SOM	JHU/SOM	JHU /SOM	JHU / SOM	JHU / SOM	JHU/ SOM	JHU / SOM
Always / Almost Always	13% / 16%	42% / 30%	21% / 21%	22% / 0%	12% / 15%	8% / 12%	20% / 21%
Never / Rarely	60% /49%	50% / 12%	35% / 38%	55% / 72%	61% / 53%	69% / 58%	60% / 38%

I have to work harder than my colleagues to be perceived as a legitimate scholar.

	Overall	AA/Black	Asian	Latino	White	Men	Women
	JHU / SOM	JHU /SOM	JHU /SOM	JHU / SOM	JHU /SOM	JHU/SOM	JHU/ SOM
Always / Almost Always	18% / 21%	50% / 37%	35% / 43%	27% / 13%	16% / 18%	12% / 19%	25% / 25%
Never / Rarely	44 % / 41%	25% / 13%	21 % / 27%	55 % / 38%	48% / 44%	60% / 45%	30 % / 35%

My department is a place where individual faculty may comfortably raise personal and/or family issues when scheduling departmental responsibilities.

Overall	AA/Black	Asian	Latino	White	Men	Women
JHU / SOM	JHU / SOM	JHU / SOM	JHU / SOM	JHU /SOM	JHU /SOM	JHU / SOM
65% / 55%	55% / 36%	43% / 35%	63% / 76%	66% / 58%	68% / 59%	60% / 52%

My department chair or supervisor provides honest feedback regarding my performance.

Overall	AA/Black	Asian	Latino	White	Men	Women
JHU / SOM	JHU / SOM	JHU/ SOM	JHU / SOM	JHU / SOM	JHU/ SOM	JHU / SOM
64% / 66%	53% / 55%	51% / 69%	53% / 68%	69% / 70%	62% / 64%	66% / 69%