

# Campus Climate Survey Continued Employee Findings



**As Salus enters the first phase of the merger with Drexel University, we remain committed to fostering an inclusive environment where all community members feel a sense of belonging.**

This year, the Office of Diversity, Equity, and Inclusion (DEI) continued to share results from the 2023 campus-wide Campus Climate Survey. In a presentation, Juliana Mosley-Williams, PhD, special assistant to the president for DEI, and Gregory Benjamin, PhD, MPH, director of Institutional Research and Assessment, shared additional findings from the survey focusing specifically on University employees, which includes administrators, faculty and staff.

The survey results provided valuable insights into the campus climate before the merger with Drexel, providing an opportunity to identify areas of success, improvement and potential changes going forward in our new identity as Salus at Drexel University. Our focus on training, curriculum infusion, and programming will continue and evolve as we work to develop a plan of action that helps to foster a campus community where all feel accepted, included, and that they belong.

Salus is fortunate to have partnered with an institution with similar values and a strategic agenda that positions diversity, equity, inclusion and belonging at the center of its teaching, learning, and service to its students, faculty, staff and surrounding communities.

## HEED AWARD

For the first time in University history, Salus received the 2024 Health Professions Higher Education Excellence in Diversity (HEED) Award from Insight into Diversity, the oldest and largest diversity-focused publication in higher education.

The Health Professions HEED Award is a national honor that annually recognizes U.S. health colleges and universities demonstrating an outstanding commitment to diversity and inclusion. The HEED Award review process consists of a rigorous application that includes questions relating to the recruitment and retention of students and employees — and the best practices for both — continued leadership support for diversity and other aspects of campus diversity and inclusion.

“This award was an opportunity for the University (administration, staff and faculty) to come together to reflect and compile a comprehensive review of our practices, policies, and education,” said Dr. Mosley-Williams. “Here at Salus, DEI is not just something we put on as an accessory, but it is woven into the fabric of every facet of our institution’s existence.”

The University’s DEI office, which was founded in 2020, establishes cultural humility as foundational to the education and professional formation of emerging healthcare clinicians, educators, and scientists. The University fosters meaningful connections through critical thinking and self-reflection, courageous conversations, culturally responsive care and practices for patients and clients, and intentional collaborations with alumni and the local community.

Salus, along with 69 other awardees, will be featured in the November/December 2024 issue of *Insight into Diversity* magazine.



**HIGHER EDUCATION EXCELLENCE IN DIVERSITY AWARD WINNER**



October 3, 2024

Salus received the 2024 Health Professions Higher Education Excellence in Diversity (HEED) Award from Insight Into Diversity magazine, the oldest and largest diversity-focused publication in higher education. As a recipient of the annual Health Professions HEED Award — a national honor recognizing U.S. health colleges and universities that demonstrate an outstanding commitment to diversity and inclusion — Salus will be featured, along with 68 other recipients, in the November/ December 2024 issue of *Insight Into Diversity* magazine. [#salusuniversity](#) [#onesalus](#) [#salusatdrexel](#) [#highered](#) [#unitedthroughdiversity](#)



### Employee Survey Highlights:

- Overall, employees feel **welcome** and **respected** on campus.
- We are a **diverse campus** based on identity demographics (race/ethnicity, gender, sexual orientation, disability, religion, and politics).
- Most respondents indicated they **did not experience** bias or microaggressions.
- Employees across roles and settings (e.g., Colleges, clinical facilities, non-academic offices, etc.) **agreed** or **strongly agreed** the University ensures **health and wellbeing are a priority**.
- Faculty (61%), administrators (59%), and staff (52%) across seags report they are **encouraged to weave diversity/cultural competence** into their work or curriculum.
- The majority (two-thirds or more) of employees **agreed** or **strongly agreed** they received **adequate diversity training** to engage with students and fellow colleagues on campus.

### Employee Survey Improvements:

- A **greater sense of belonging** so employees feel comfortable reporting their identity demographics and work location, given the large percentages of employees who selected **neutral** or **prefer not to answer**. Also, 49 of 238 (21%) employees did not indicate their work location.
- While bias was not commonly reported in the survey, when it was, an **employee’s peers** were the most common source.
  - This was similar to the finding that students were the most common source of bias against students.
  - However, for employees who identified as people of color, faculty were the most common source of bias.
- Faculty and administrators are **less likely** to have bias taken seriously than staff.
- Questions around **respect** among identities:
  - Administrators are the least likely group to demonstrate respect and to feel respected.