**Question 18: Unit Culture**

*Task: Describe what the unit knows about climate/culture issues facing its faculty, staff members, and students. Identify resources that might be useful for addressing climate in your department.*

This assessment of the unit’s culture is based on the 2019 Campus & Workplace Culture Survey for the International Affairs Program. The survey had an 83% response rate with 10 faculty/staff responding (equal numbers women and men). The survey reveals many positive aspects of the culture of the IAFS program. No one reported that infighting between colleagues they work with closely was a problem and only 11% agreed infighting among those above them negatively affected their work. Nearly all (90%) reported they are treated with respect by colleagues. Most (78%) reported they were not singled out because of an aspect of their identity and that they are not expected to be a spokesperson for their group (88%). Most faculty/staff responded that overall workplace culture is positive (70%) and that their work is respected (70%)

The survey also revealed several areas where improvement is needed. Only a modest majority of respondents feel their ideas are taken seriously by colleagues (60%), although more feel senior colleagues do so (67%). Only 60% feel a concern related to discrimination or sexual misconduct would be taken seriously.

Another theme that requires attention is leadership regarding civility and respect. Roughly only half felt angry outbursts were not tolerated, senior colleagues treated other with respect, and that they received adequate support and opportunities for career advancement. Half of respondents felt department leaders needed to do more to address problematic behaviors in the workplace.

A final theme that merits attention is the sense of community within the unit. Only half said they felt a sense of community within IAFS. This is certainly a structural challenge for the unit because of its small number of core faculty, all of whom are 50% appointments. While the expansion of graduate teaching may eventually foster a greater sense of shared mission, the survey indicates that more needs to be done to build community. In the last two years, efforts have been made to address these issues, including regular social events for faculty. These are important and expanding these types of events, including to all faculty/staff, could improve connections among the unit’s members and promote a greater sense of community.