

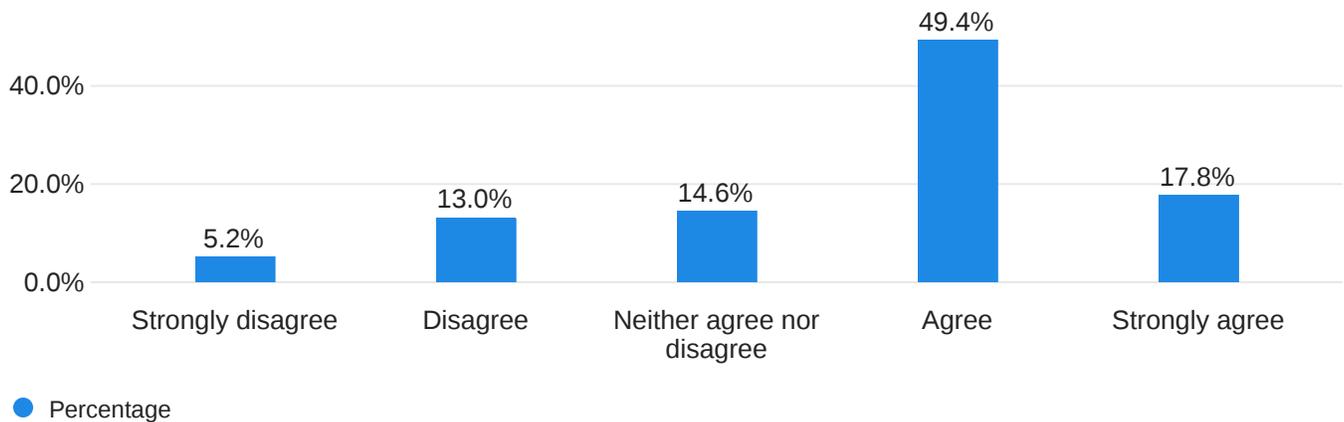
# Campus Climate Survey Results, Faculty/Staff (2022)

## Part of the Quality Initiative to increase the diversity of faculty and staff for student success

The Campus Climate Survey was available to faculty and staff from September 8 through September 30. Three email invitations sent from the President's office invited all faculty and staff to complete the survey during this period. Of the 499 people who clicked on the survey link, 1 duplicate response was received and removed, 39 did not answer any questions, 62 completed some portion of the survey, and 397 completed the entire survey, resulting in a response rate of approximately 37%. Participants could choose not to respond to any question. Results shown for each question include data from everyone who responded to the corresponding question.

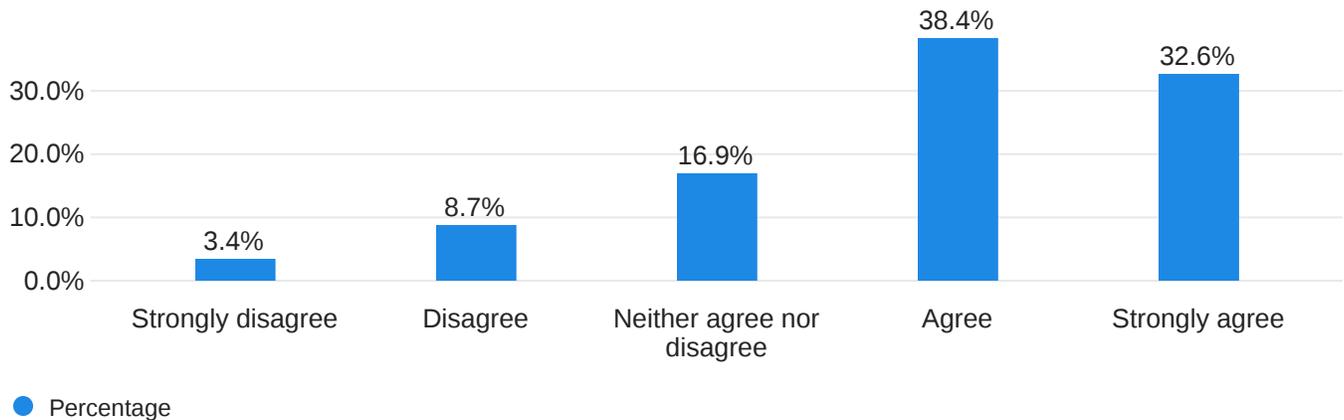
### Q1\_1 - Overall, I am satisfied with my experiences at EIU.

439 Responses



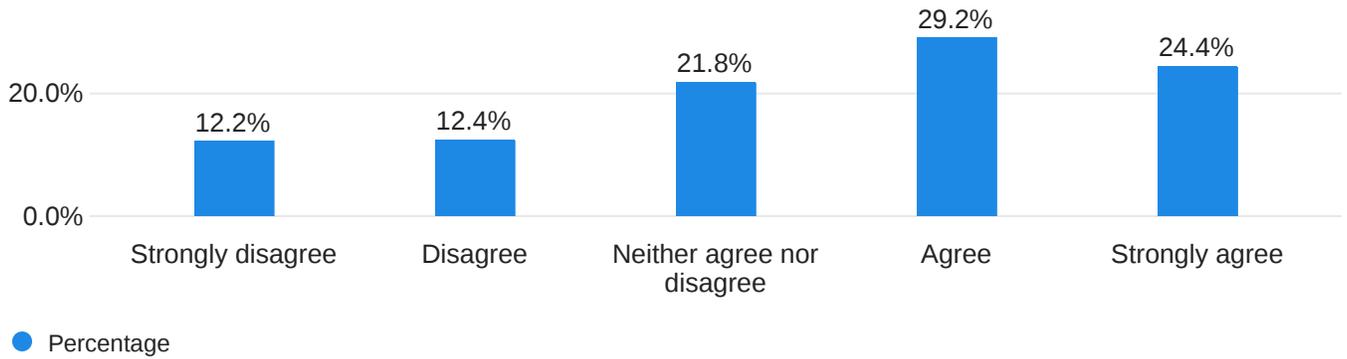
### Q1\_2 - I belong at EIU.

438 Responses



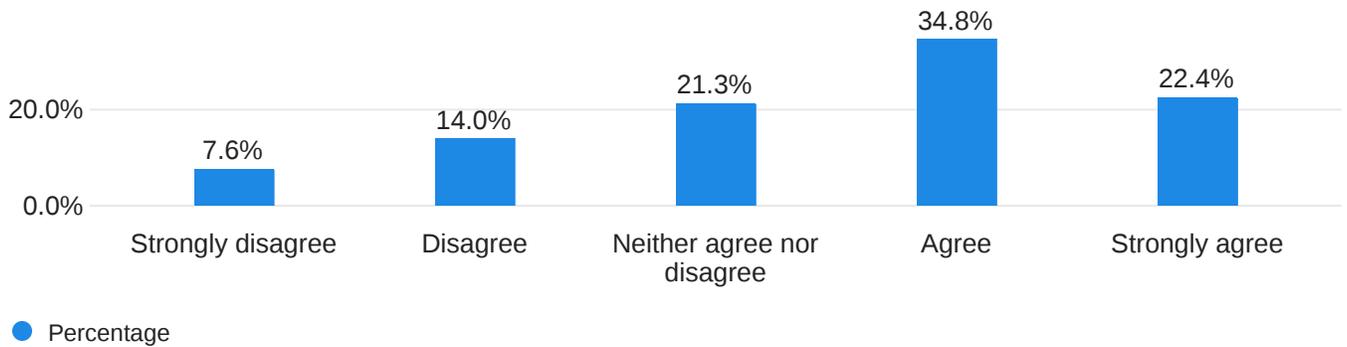
### Q1\_3 - I would recommend working at EIU to a relative or close friend.

435 Responses



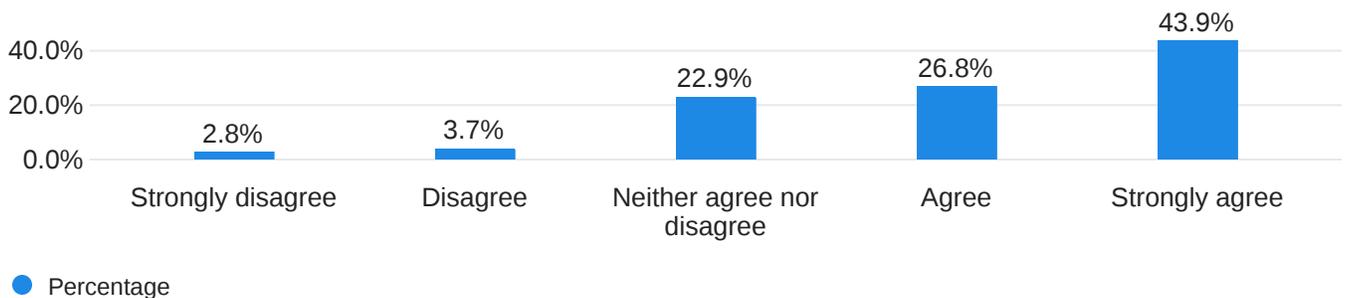
### Q1\_4 - If I were reevaluating my employment decision, I would still choose EIU.

437 Responses



### Q1\_5 - It is important to me that some of my colleagues be members of racially diverse groups.

433 Responses



## Q2 - Which of the following would influence your decision the MOST to NOT choose EIU again? - Selected Choice

152 Responses

Field	Percentage
My work is not valued	34.9%
Other:	33.6%
I'm doing more than my job description	13.2%
My department (colleagues) is/are not supportive	5.3%
I do not feel respected by colleagues outside my department	4.6%
I do not feel respected within my department	4.6%
I don't like the Charleston community	3.3%
Lack of resources and opportunities that support my culture/cultural practices	0.7%
My students do not respect me	0.0%

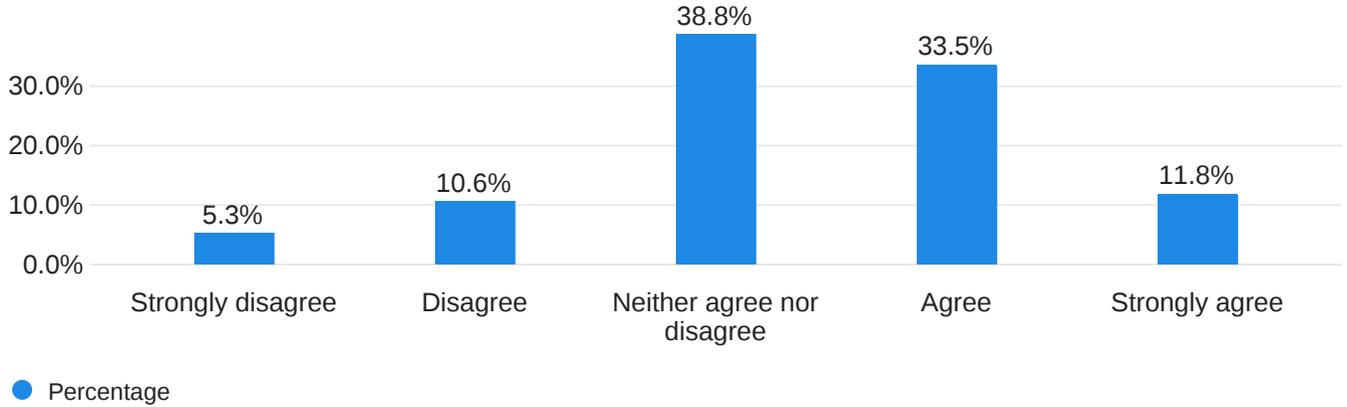
## Q3 - Which of the following would influence your decision the MOST to CHOOSE EIU again? - Selected Choice

399 Responses

Field	Percentage
My department (colleagues) is/are supportive	37.6%
My work is valued	21.3%
I feel respected within my department	9.5%
Other:	8.8%
My students respect me	7.5%
I like the Charleston community	5.8%
I'm doing work that's within my job description	4.8%
I feel respected by colleagues outside my department	3.5%
There are resources and opportunities that support my culture/cultural practices	1.3%

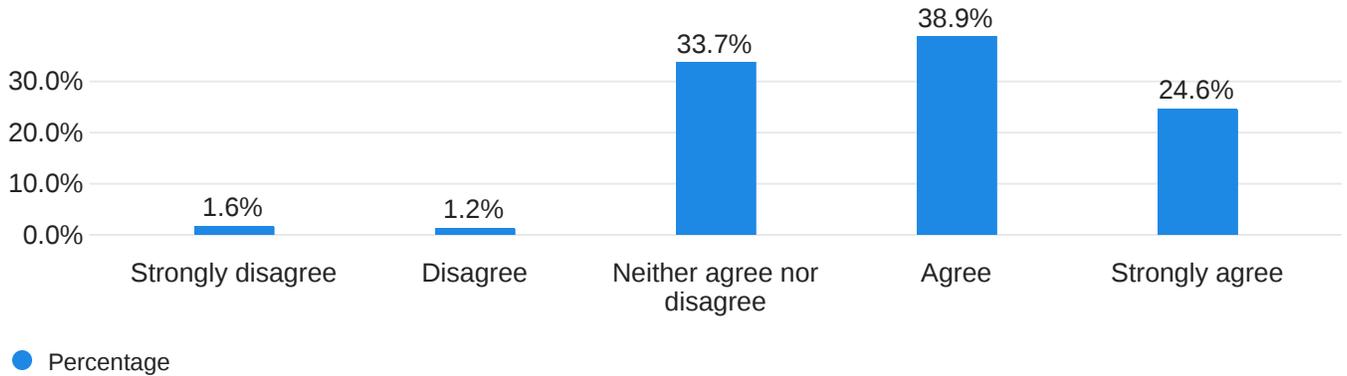
### Q4\_1 - Colleagues of Color encourage White colleagues to participate in cultural activities and programs.

322 Responses



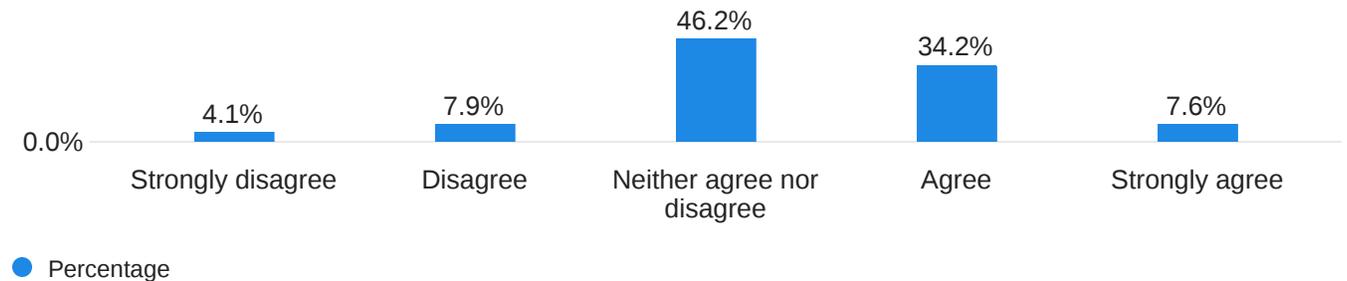
### Q4\_2 - Colleagues of Color take an active role in helping other Colleagues of Color adjust to EIU's campus.

252 Responses



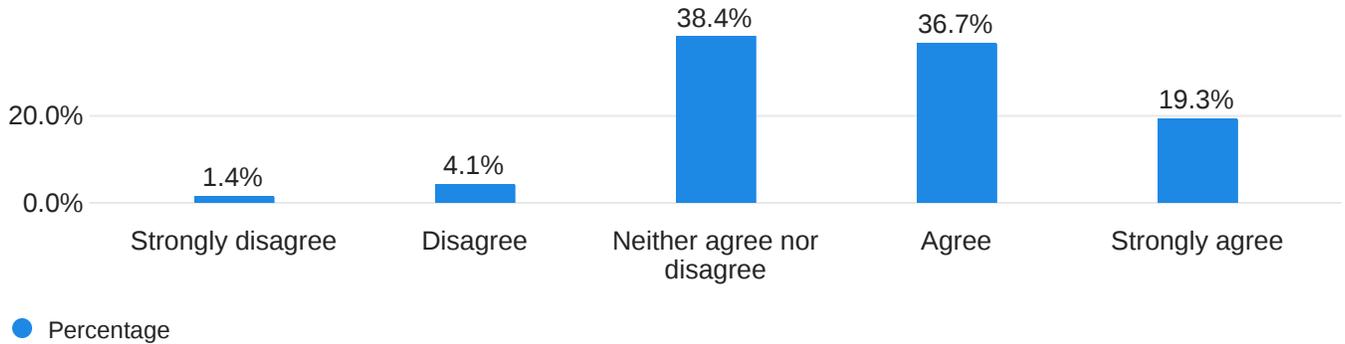
### Q4\_3 - White colleagues encourage Colleagues of Color to participate in cultural activities and programs.

316 Responses



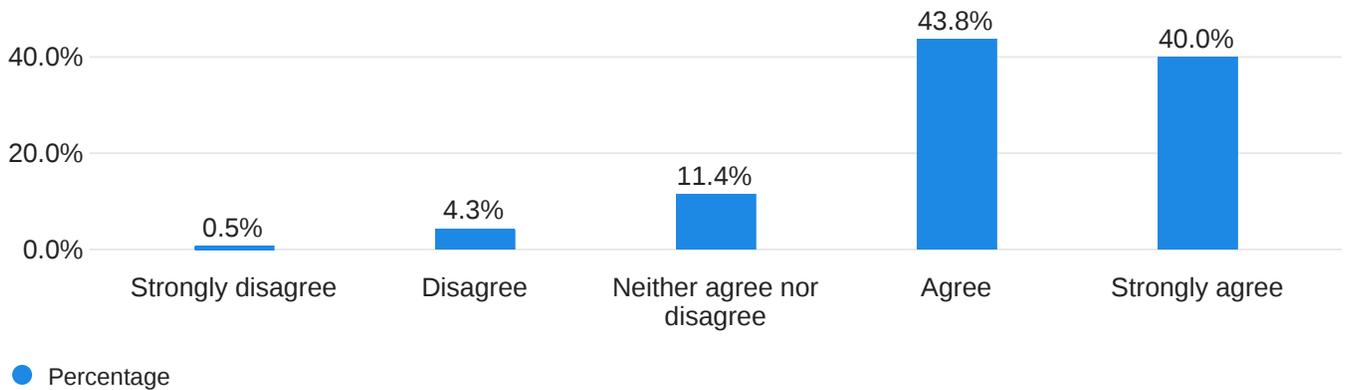
### Q4\_4 - Faculty/Staff from different races need to socialize more with each other.

362 Responses



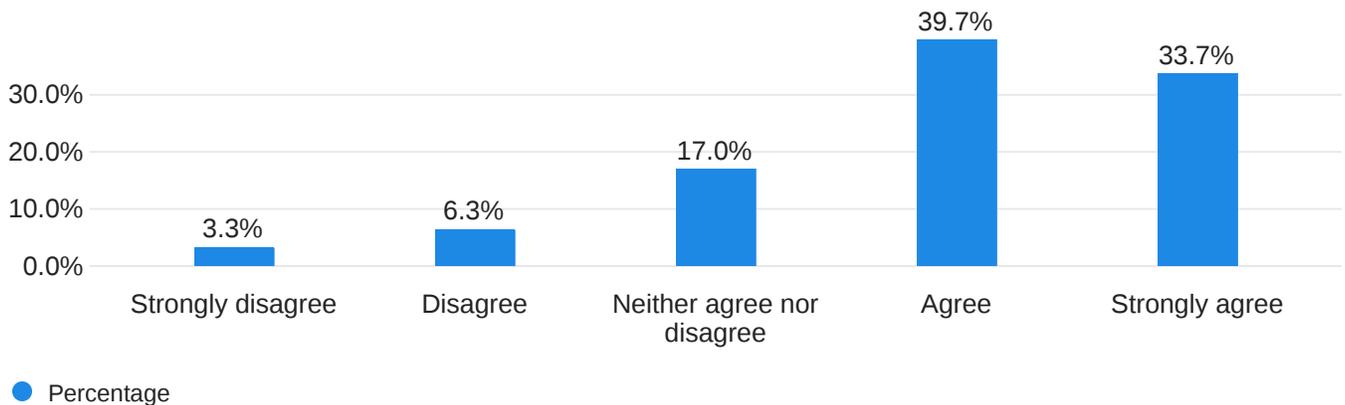
### Q4\_5 - I socialize with colleagues who are members of other races.

395 Responses



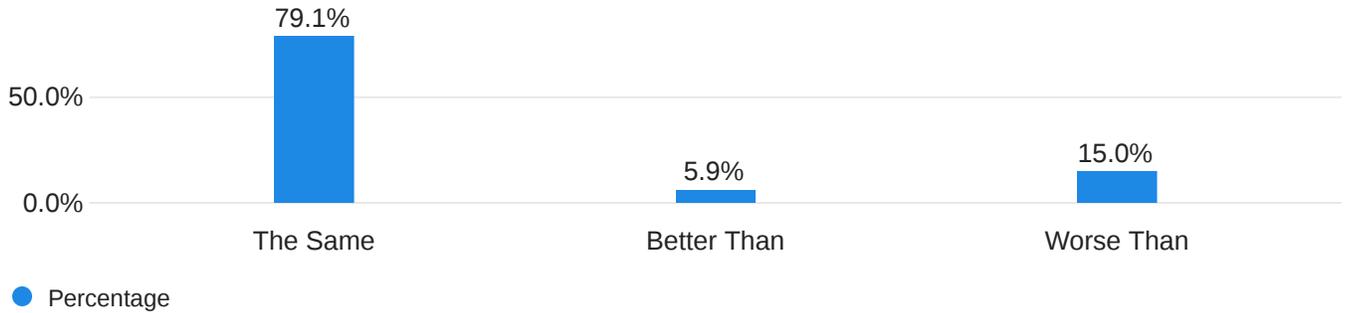
### Q4\_6 - Faculty/staff appear to treat Colleagues of Color fairly.

365 Responses



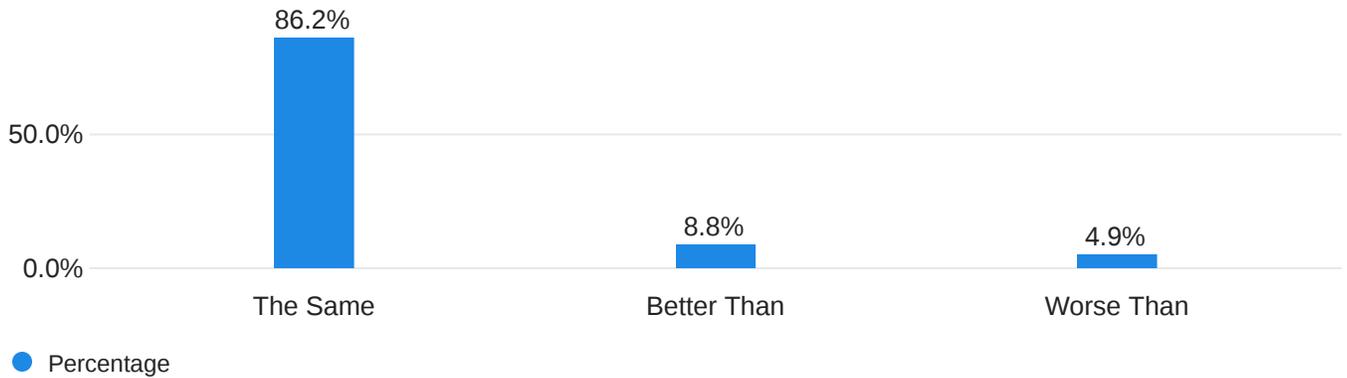
### Q5\_1 - White faculty/staff appear to treat Colleagues of Color \_\_\_\_\_ White colleagues.

306 Responses



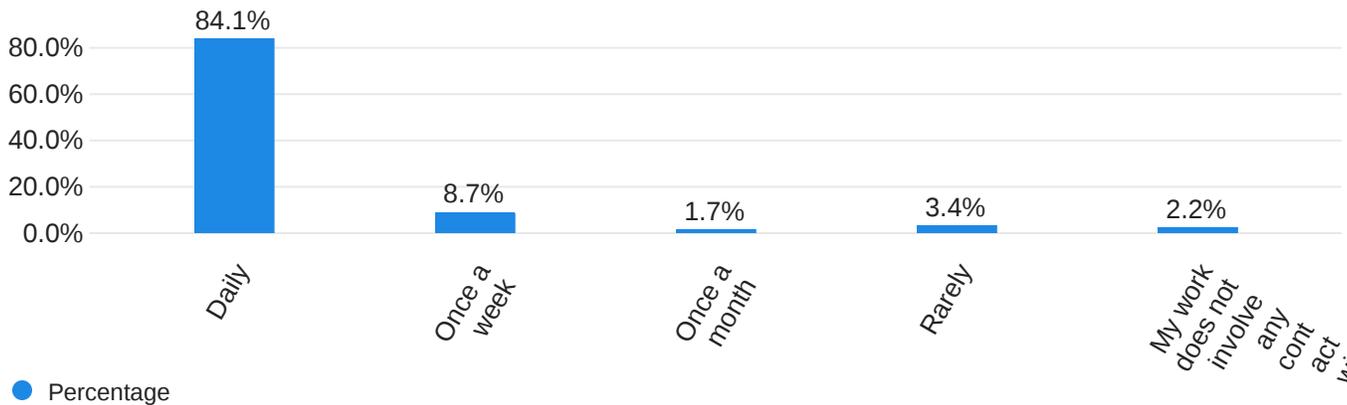
### Q5\_2 - Faculty/staff of Color appear to treat Colleagues of Color \_\_\_\_\_ White colleagues.

283 Responses



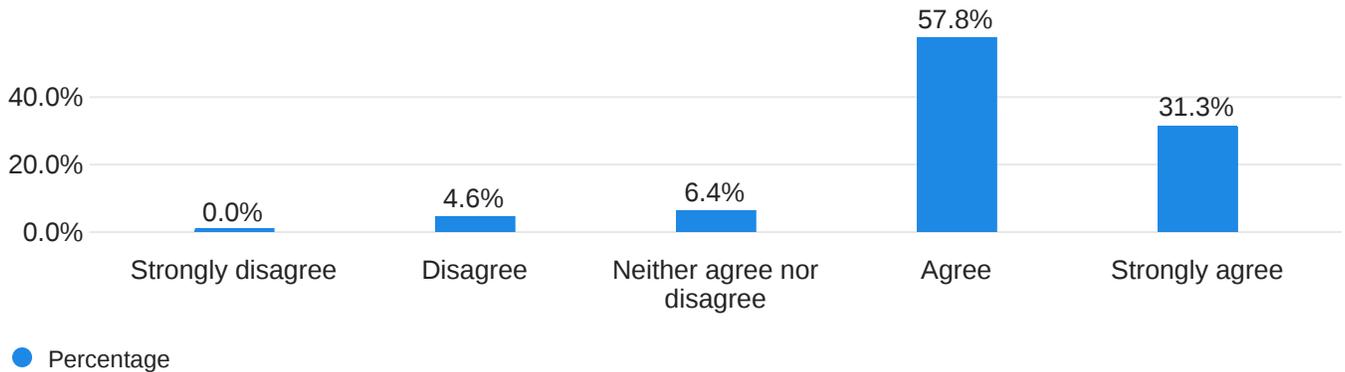
### Q7 - How often do you work or are in contact with students?

416 Responses



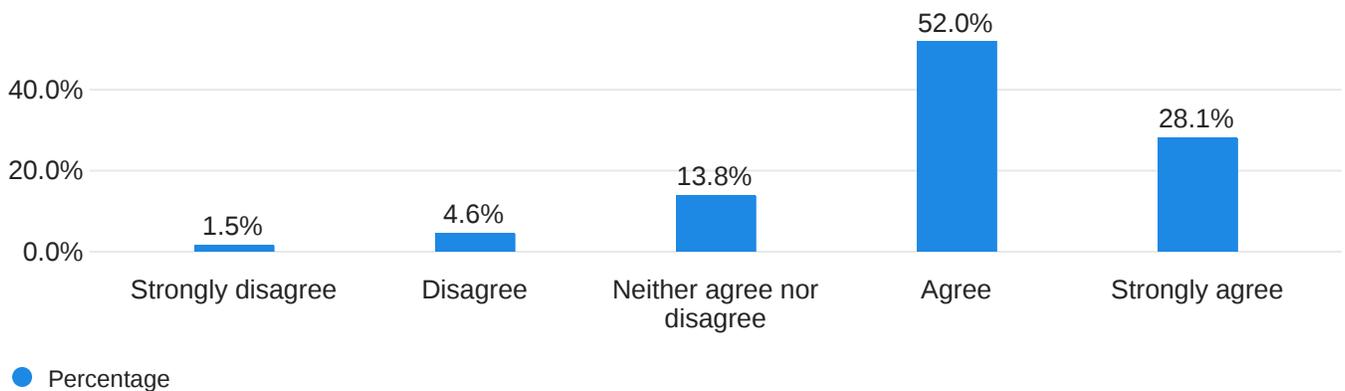
### Q8\_1 - I feel respected by students.

393 Responses



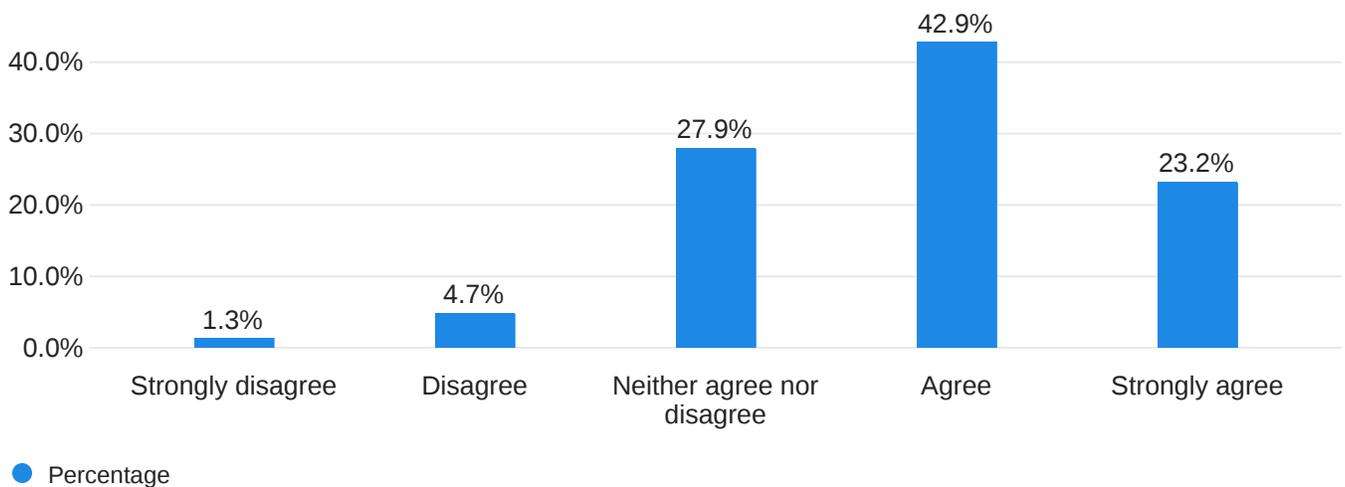
### Q8\_2 - I feel valued by students.

392 Responses



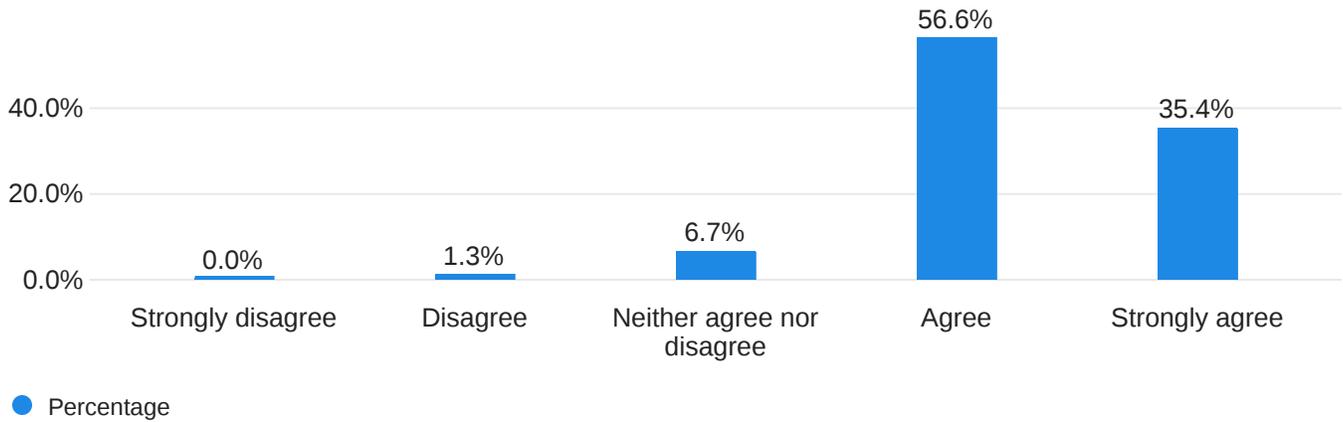
### Q8\_3 - I feel supported by students.

380 Responses



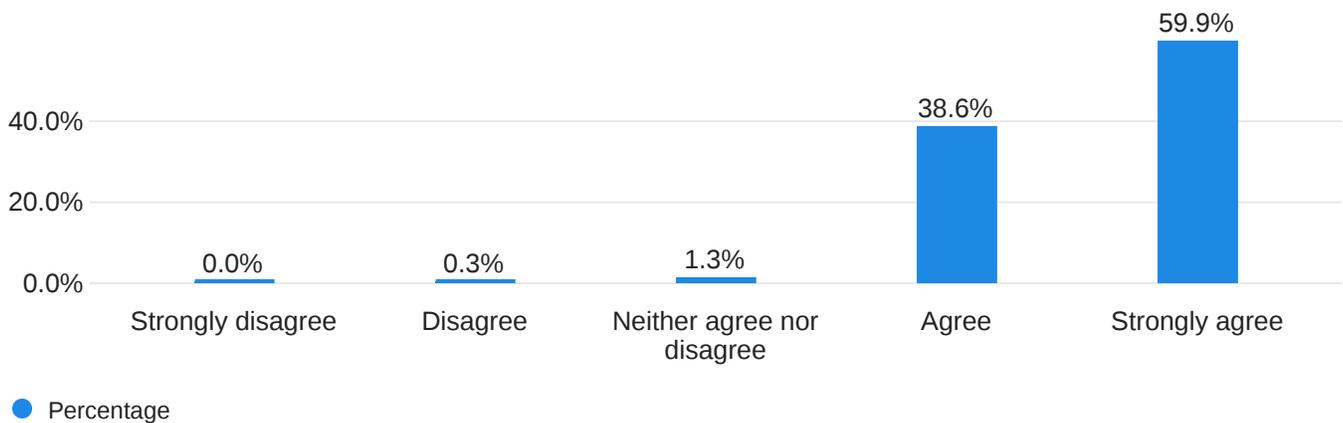
### Q8\_4 - I believe that students of color are comfortable working with me.

373 Responses



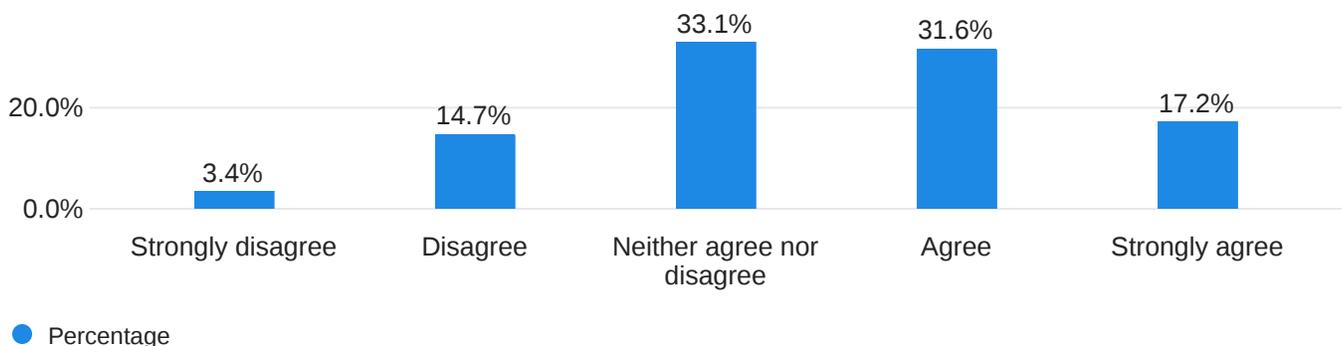
### Q8\_5 - I am comfortable working with students of color.

399 Responses



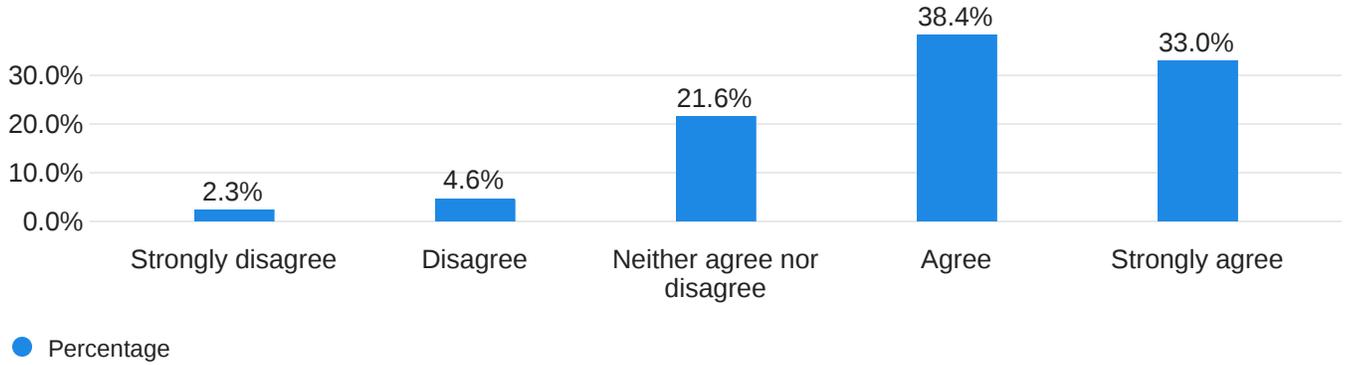
### Q8\_6 - I attend on-campus cultural events that are hosted by students who are members of other races.

354 Responses



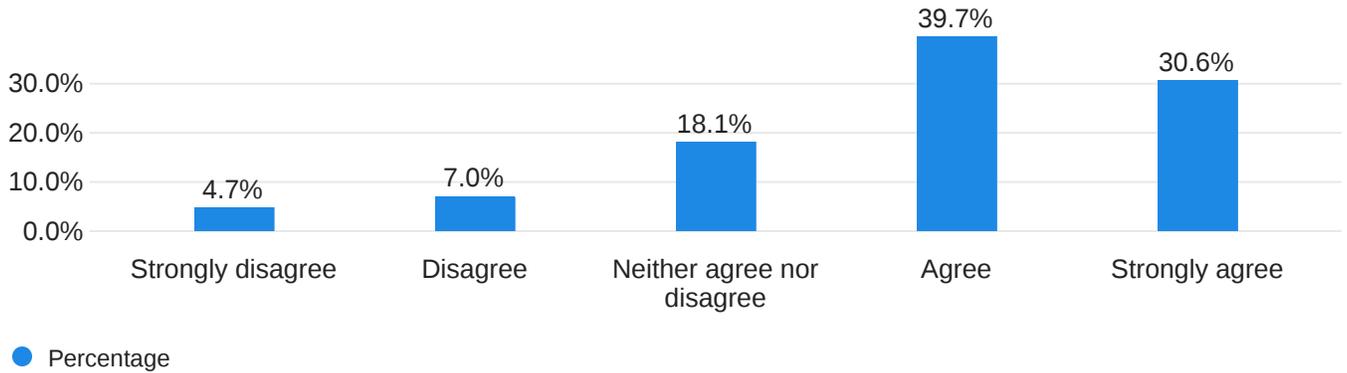
Q8\_7 - I believe that faculty/staff can significantly affect whether students of different races/cultures choose to interact socially with each other.

388 Responses



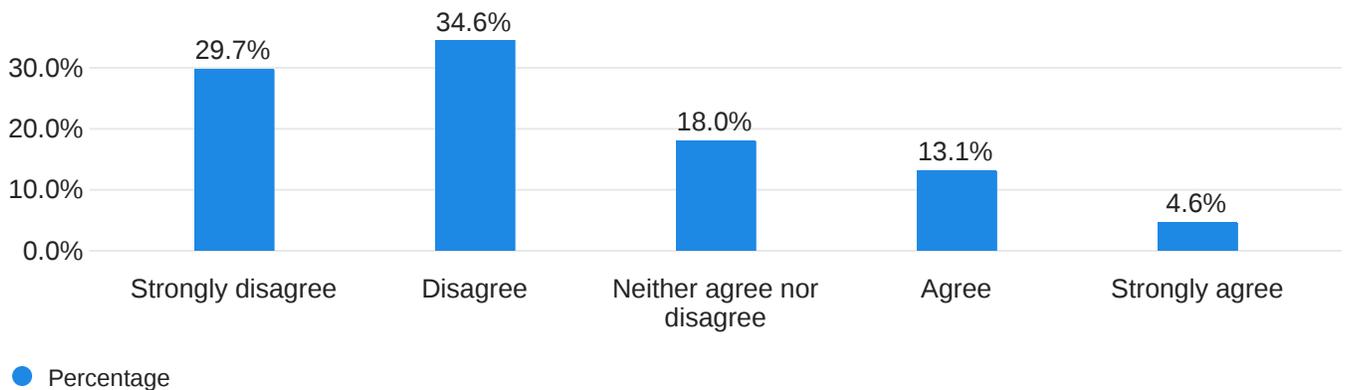
Q9\_1 - I believe that microaggression exists on EIU's campus.

343 Responses



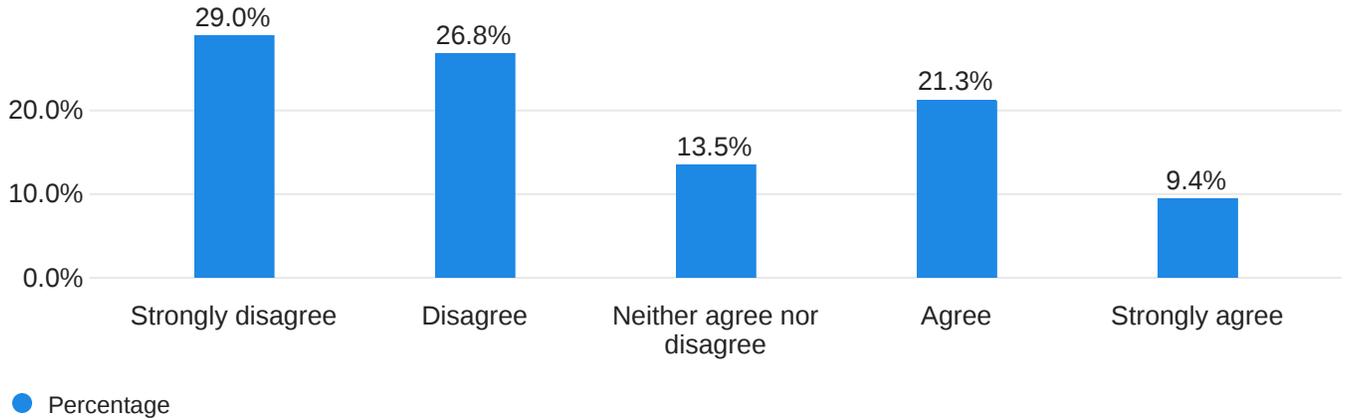
Q9\_2 - I have been a victim of microaggression from students.

350 Responses



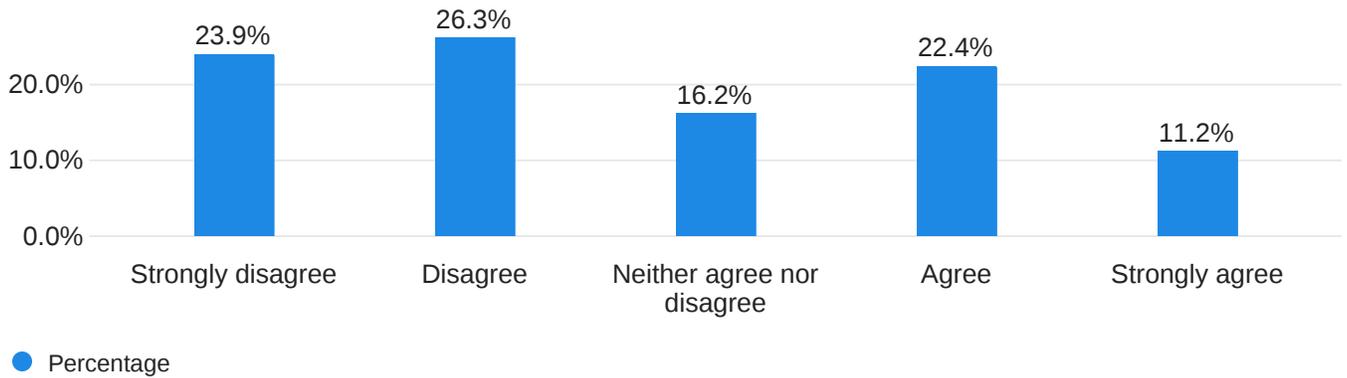
### Q9\_3 - I have been a victim of microaggression from other faculty/staff.

362 Responses



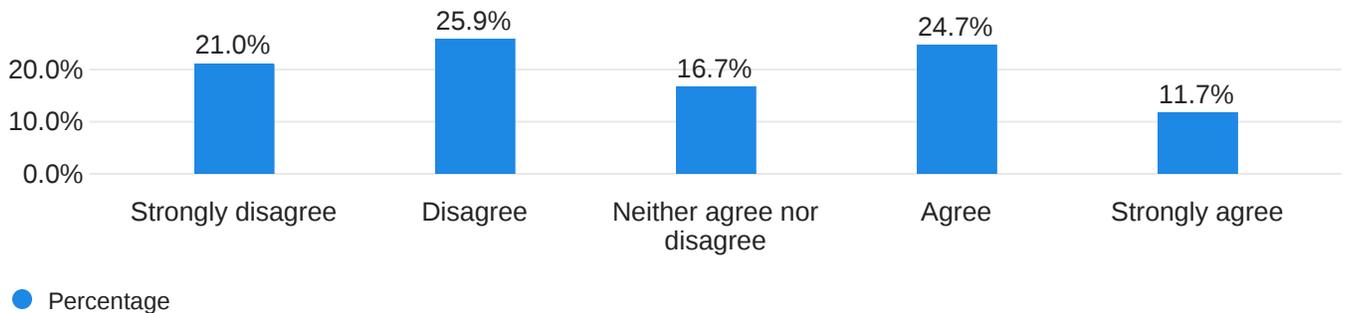
### Q9\_4 - I have witnessed microaggression against a student by a faculty/staff.

339 Responses



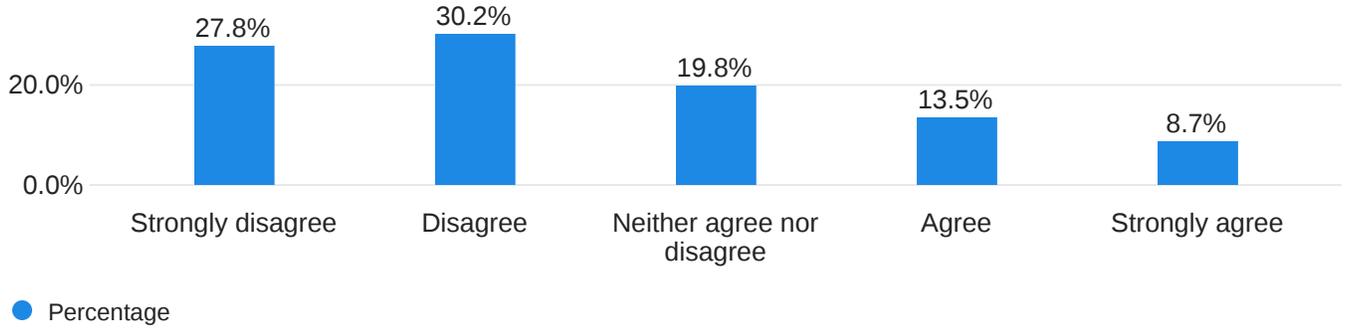
### Q9\_5 - I have witnessed microaggression against a student by another student.

324 Responses



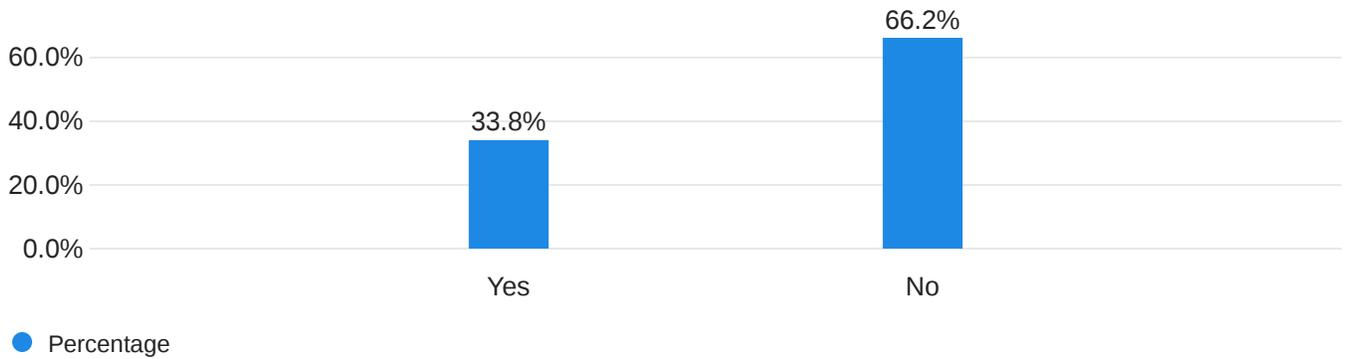
### Q11\_1 - I have witnessed an incident that I attributed to have occurred because of a colleague's racial/ethnic identity.

334 Responses



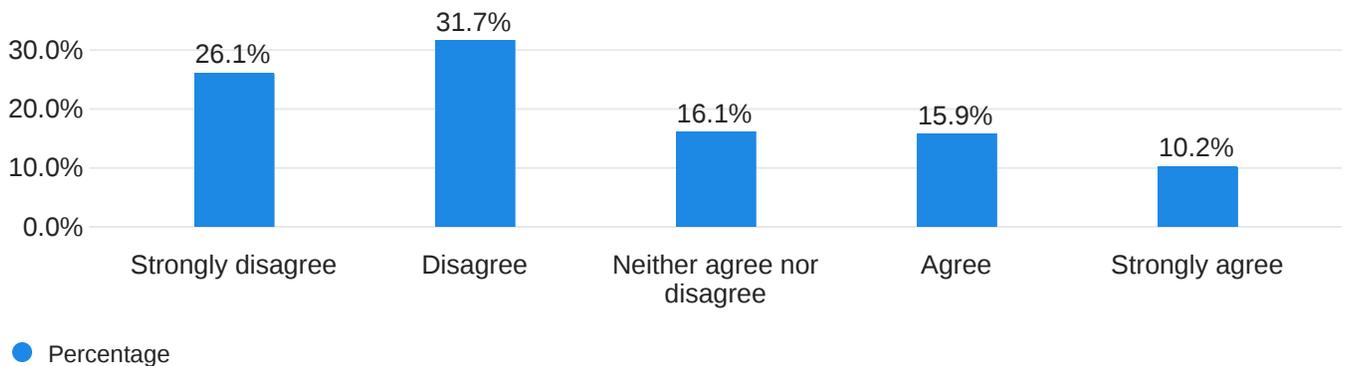
### Q12 - Did you report that incident?

74 Responses



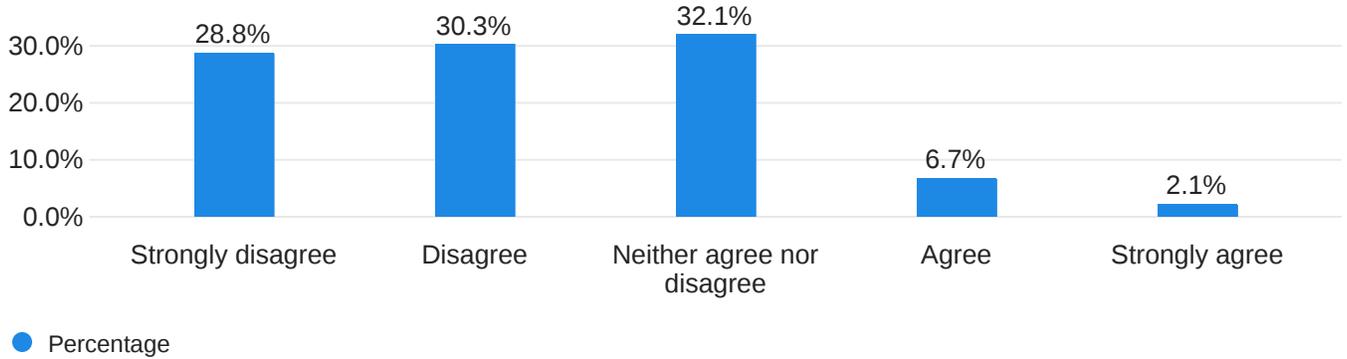
### Q13\_1 - I am reluctant to bring up issues I'm concerned about for fear that it will affect my performance evaluation or tenure/promotion/merit decision.

391 Responses



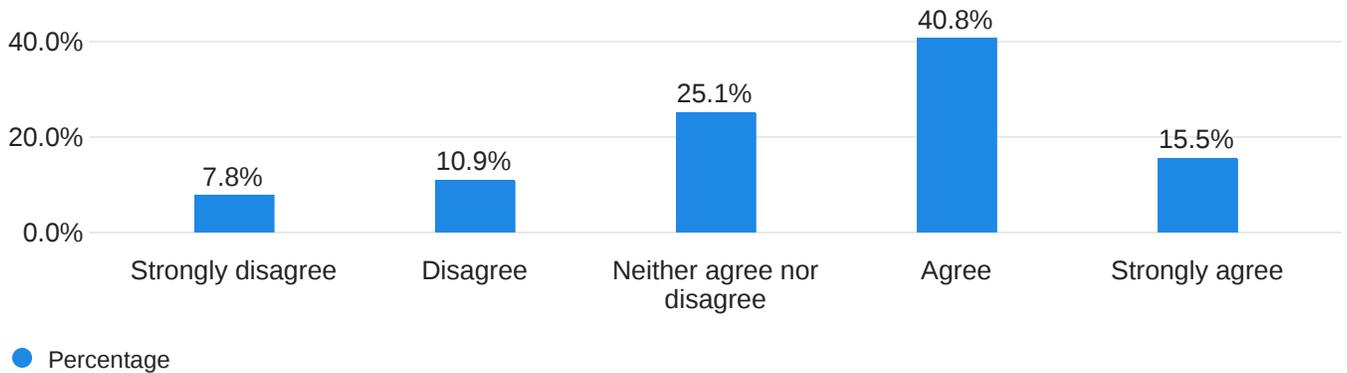
### Q13\_2 - My colleagues expect me to represent “the point of view” of my racial identity.

330 Responses



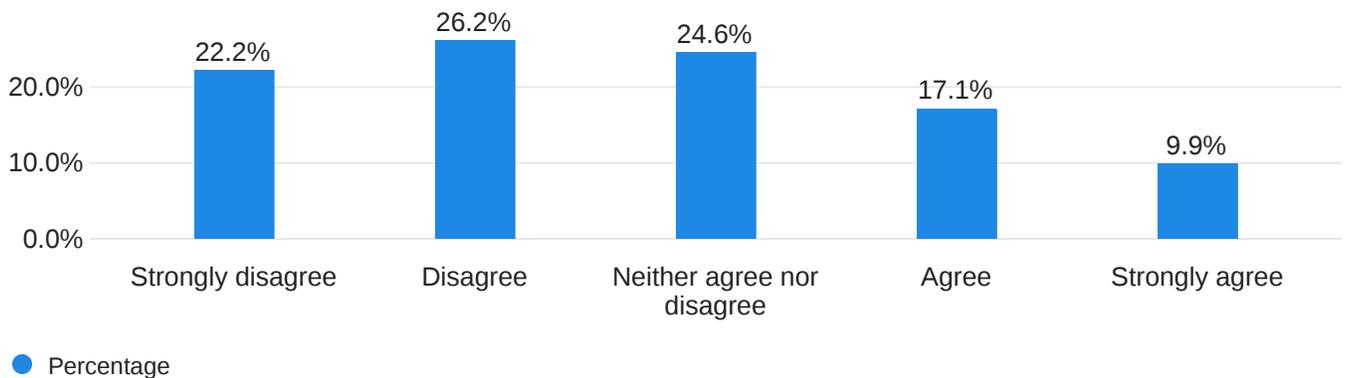
### Q13\_3 - EIU demonstrates that it values a diverse faculty/staff.

387 Responses



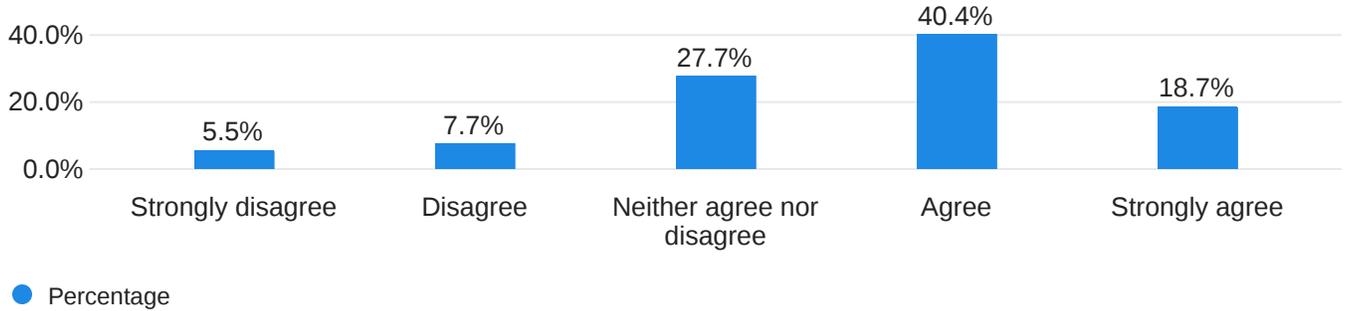
### Q13\_4 - I believe that I have to work harder than my colleagues to achieve the same recognition.

374 Responses



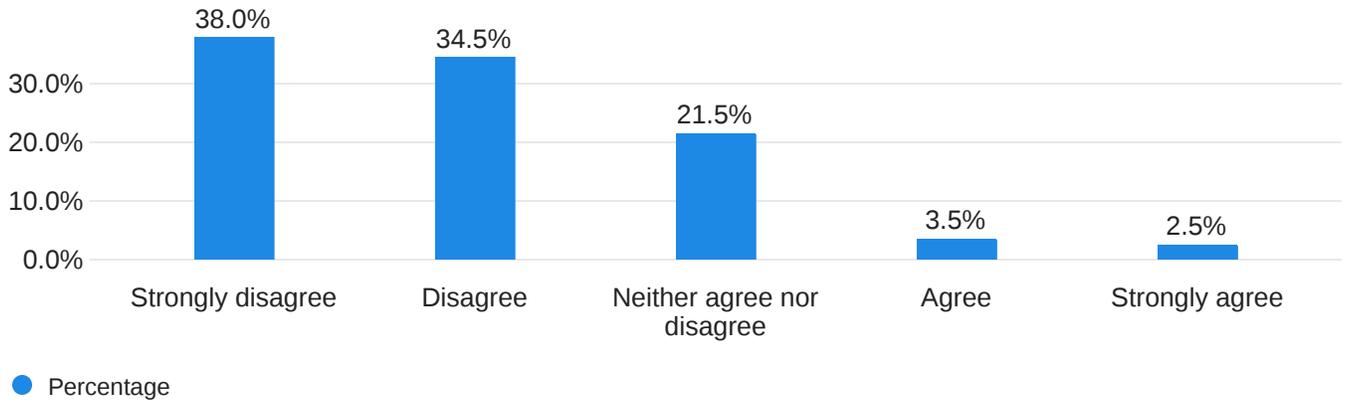
### Q13\_5 - My colleagues include me in opportunities that will help my career as much as they do others in my position.

364 Responses



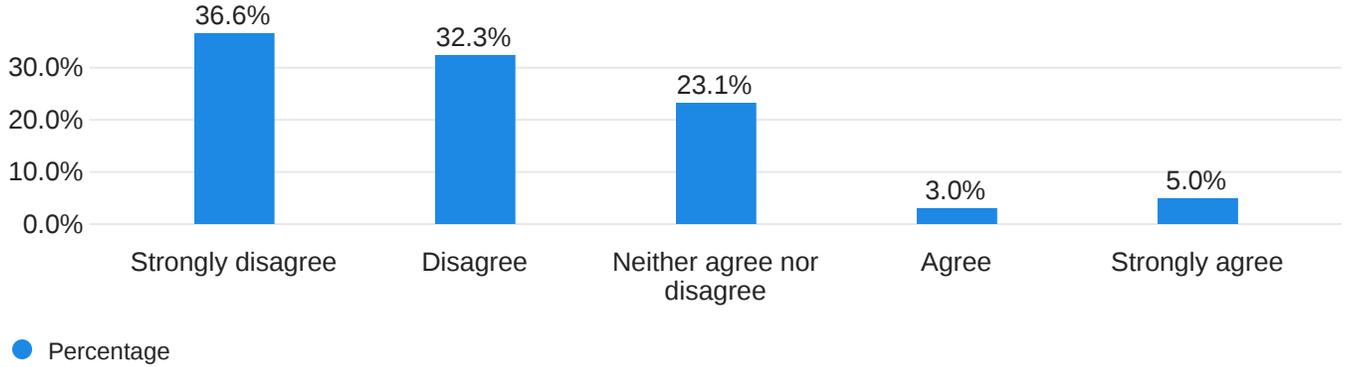
### Q14\_1 - I feel that I am burdened by university service responsibilities (e.g., committee memberships, departmental work assignments, teaching load) beyond those of my colleagues because of my racial identity.

316 Responses



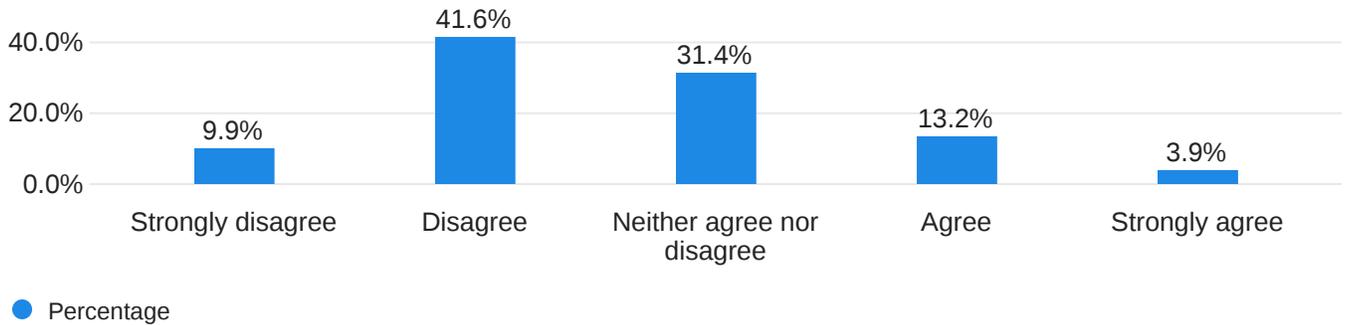
Q14\_2 - I perform more work to help students (e.g., formal and informal advising, serving on thesis committees, helping with student groups and activities, providing other support) than my colleagues because of my racial identity.

303 Responses



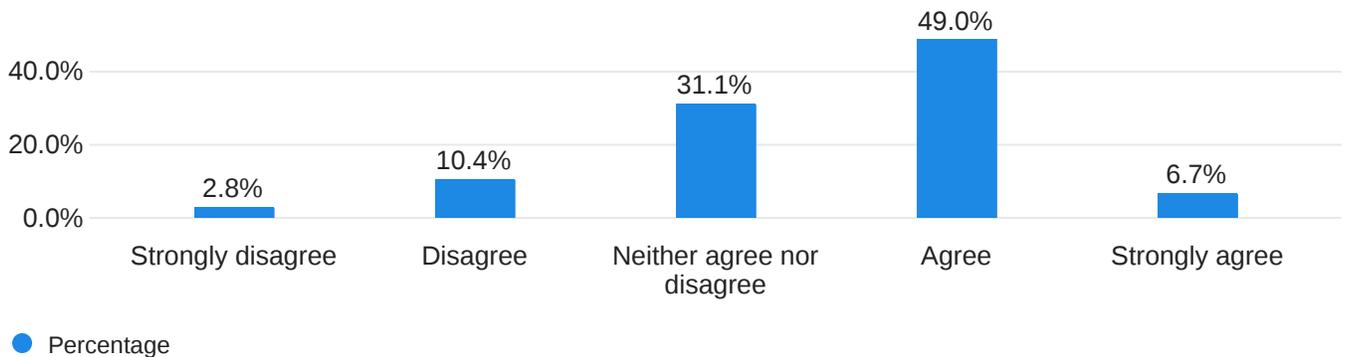
Q15\_1 - The racial/ethnic climate at EIU is tense.

385 Responses



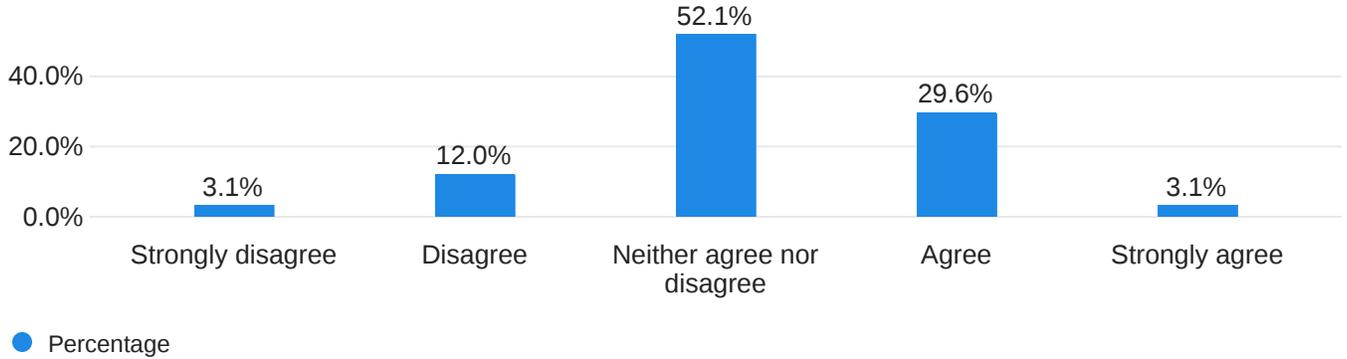
Q15\_2 - The racial/ethnic climate at EIU is friendly.

386 Responses



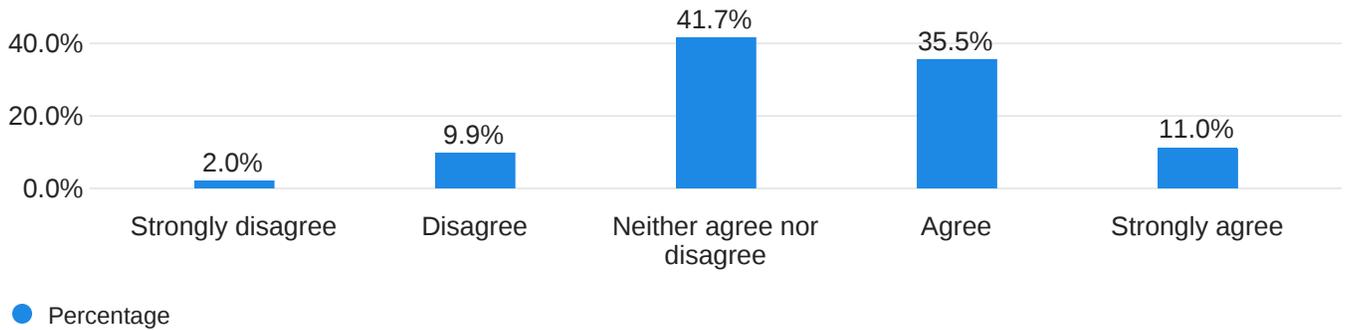
### Q15\_3 - People of one racial group tend to support events of other racial groups.

351 Responses



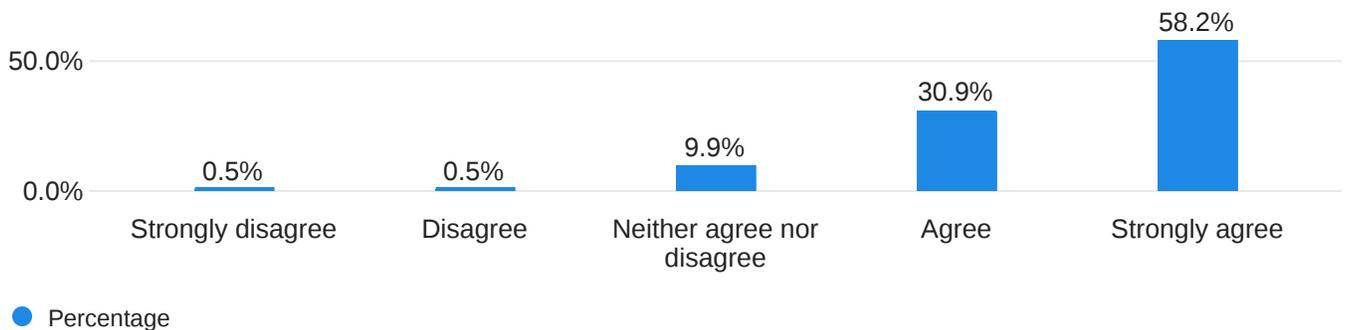
### Q15\_4 - Faculty/Staff significantly affect whether other faculty/staff of different races/cultures choose to interact socially with each other.

355 Responses



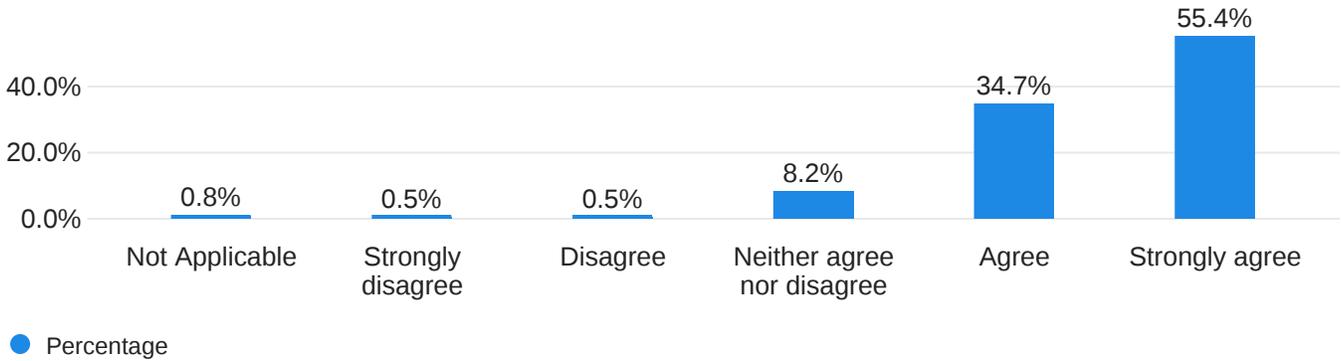
### Q15\_5 - Faculty/Staff have the responsibility to conduct themselves in a way that contributes to a positive racial/ethnic campus climate.

392 Responses



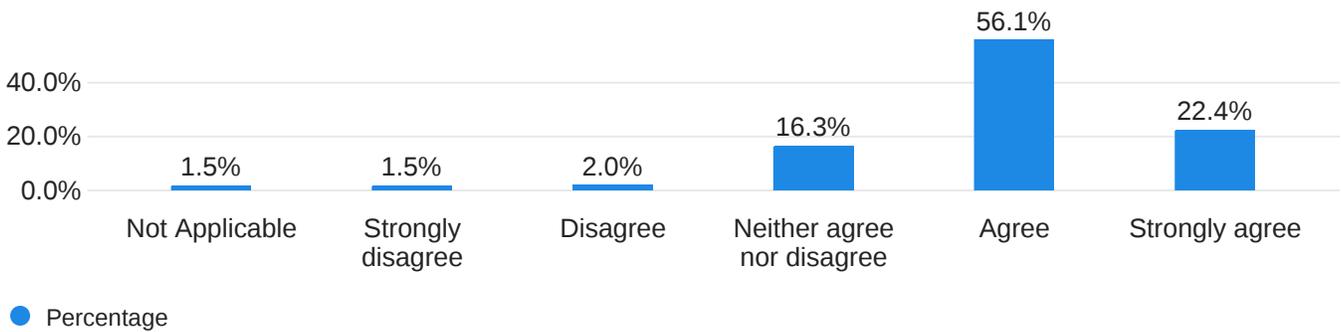
### Q16\_1 - EIU has an obligation to promote and encourage positive racial interactions on campus.

392 Responses



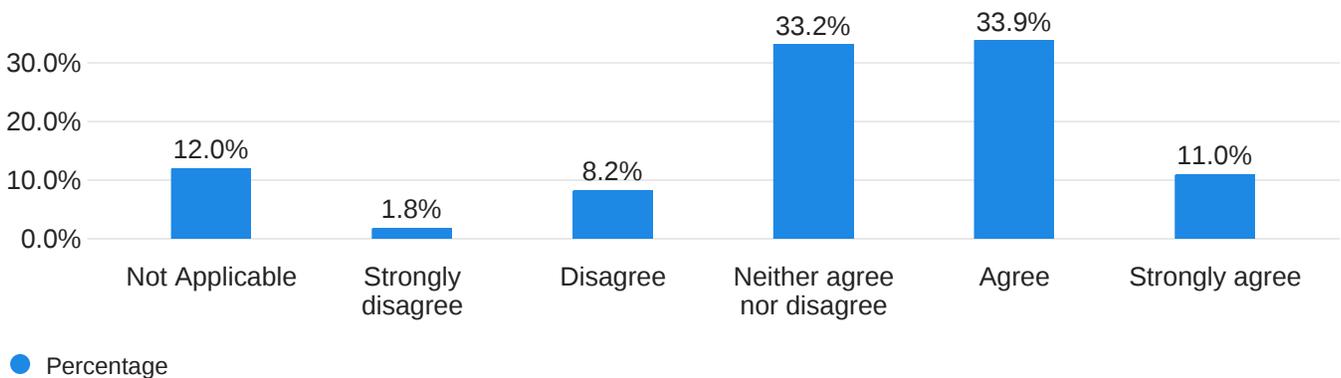
### Q16\_2 - EIU provides opportunities to attend programming of various types that recognize different cultural or racial issues.

392 Responses



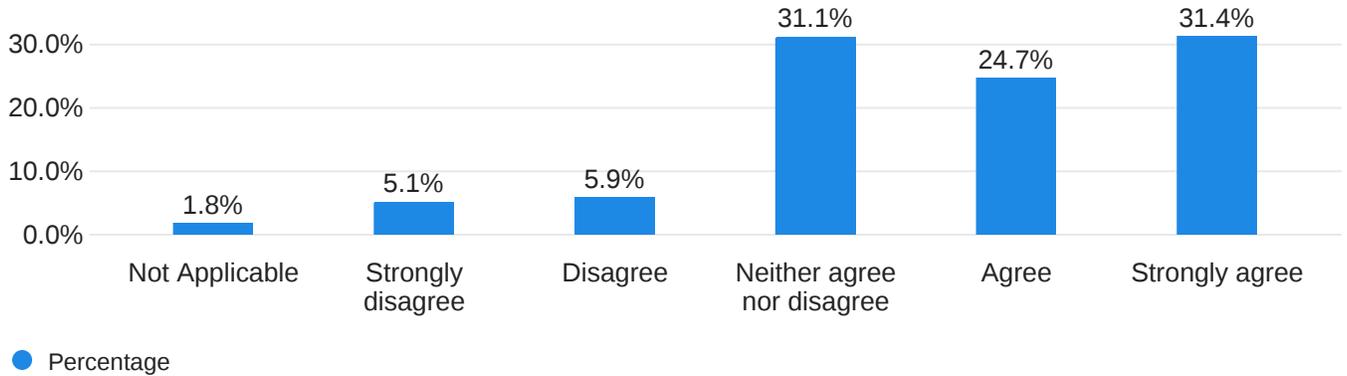
### Q16\_3 - EIU provides opportunities for me to socialize or connect with colleagues within my identity group.

392 Responses



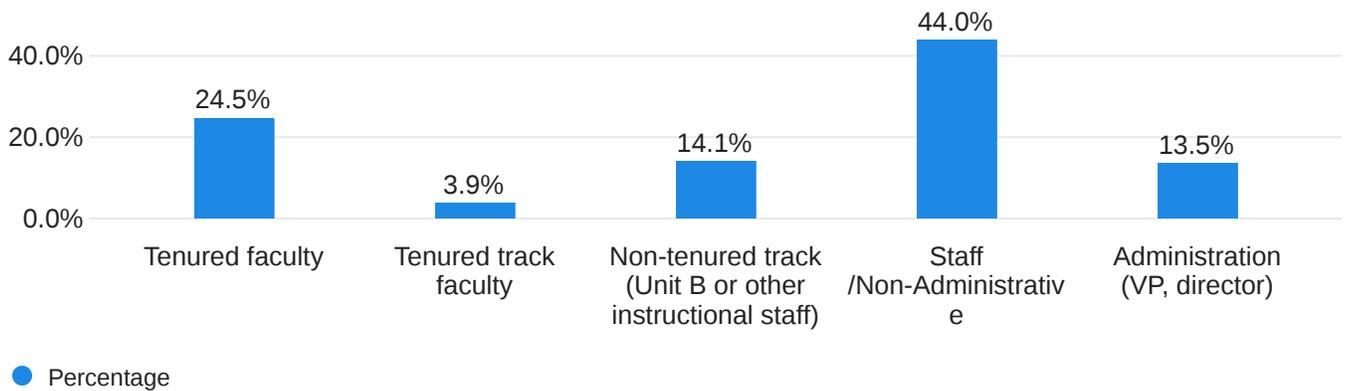
### Q16\_4 - The university should actively attempt to increase the number of Faculty/Staff of Color on campus.

392 Responses



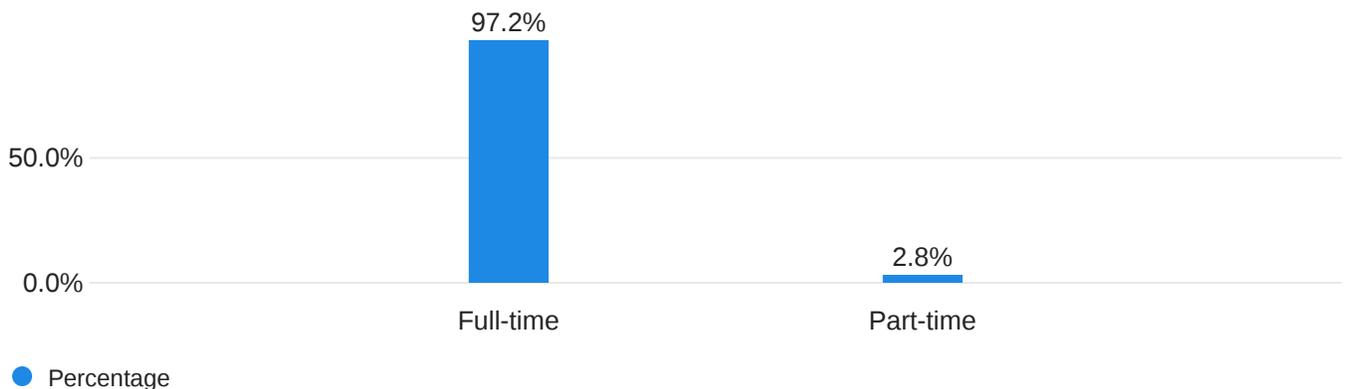
### Q19 - Which best describes your position at EIU?

384 Responses



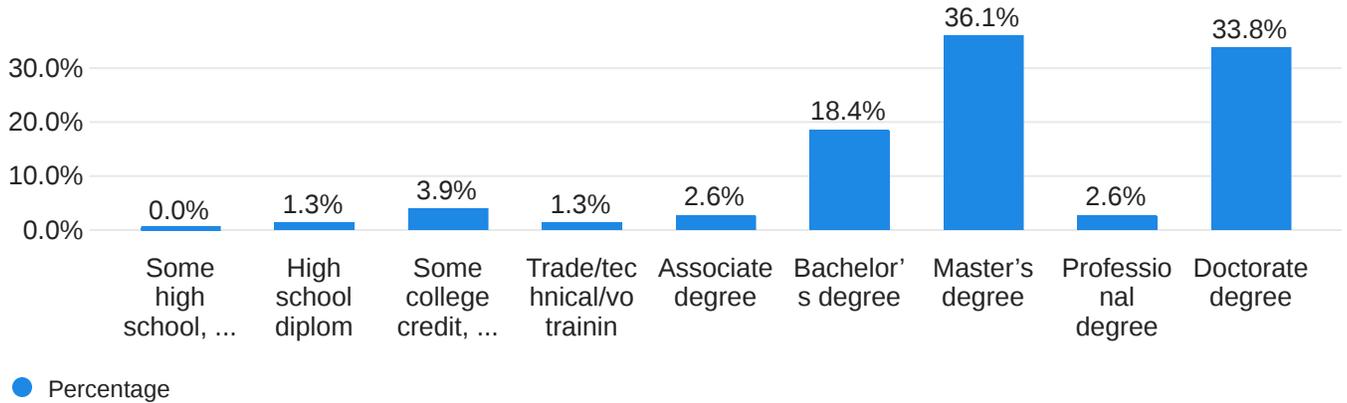
### Q20 - Employee Status

389 Responses



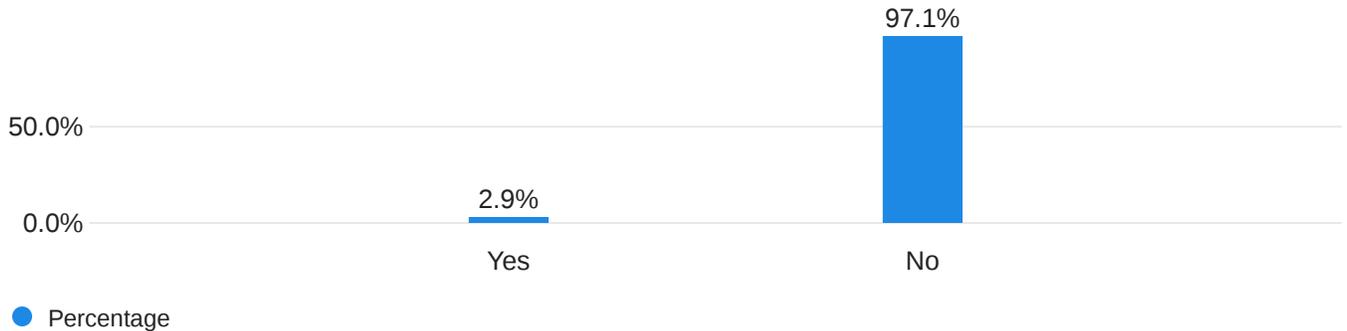
### Q21 - Education

385 Responses



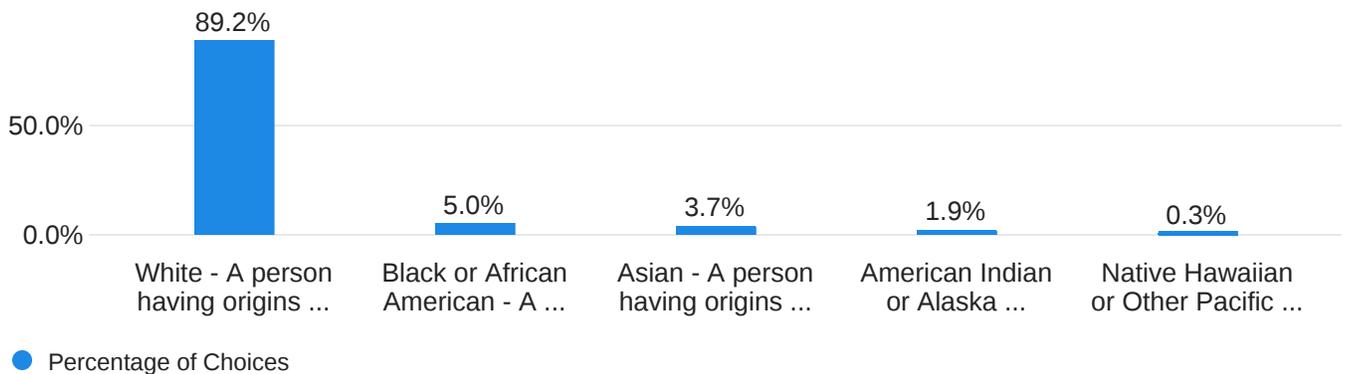
### Q22 - Are you HISPANIC or LATINO: A person of Cuban, Mexican, Puerto Rican, South or Central American, or other Spanish culture or origin regardless of race?

376 Responses



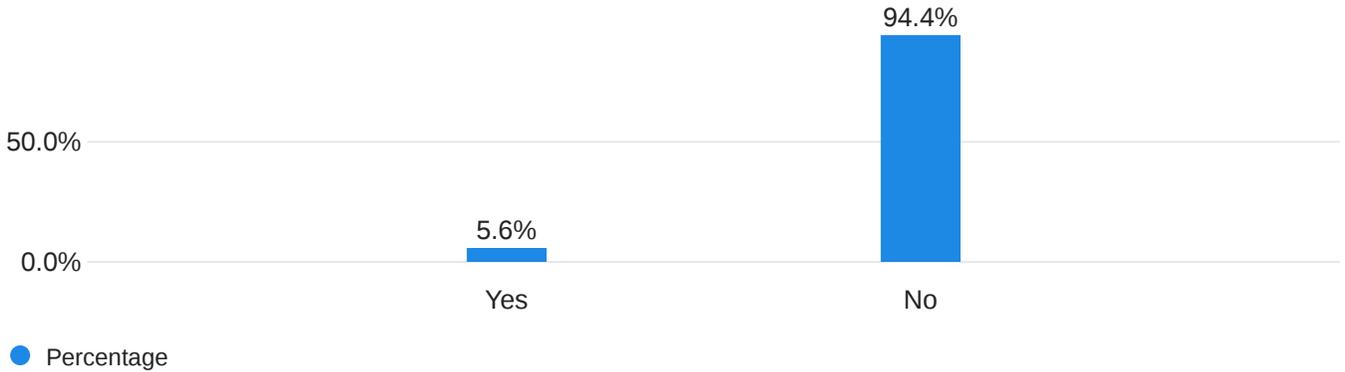
### Q23 - What is your race/ethnic background? (Select all that apply.)

365 Responses



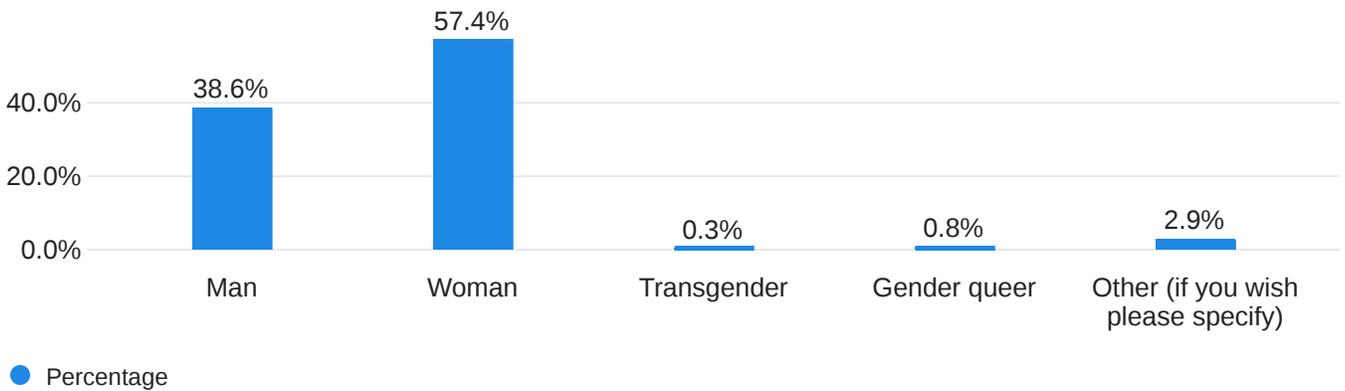
### Q24 - Do you consider yourself biracial or multiracial?

378 Responses



### Q25 - What is your gender/gender identity? - Selected Choice

378 Responses



### Q26 - What is your sexual orientation? Again, please note that your responses are anonymous. - Selected Choice

378 Responses

