

Campus Climate Survey Results, Faculty/Staff (2022)

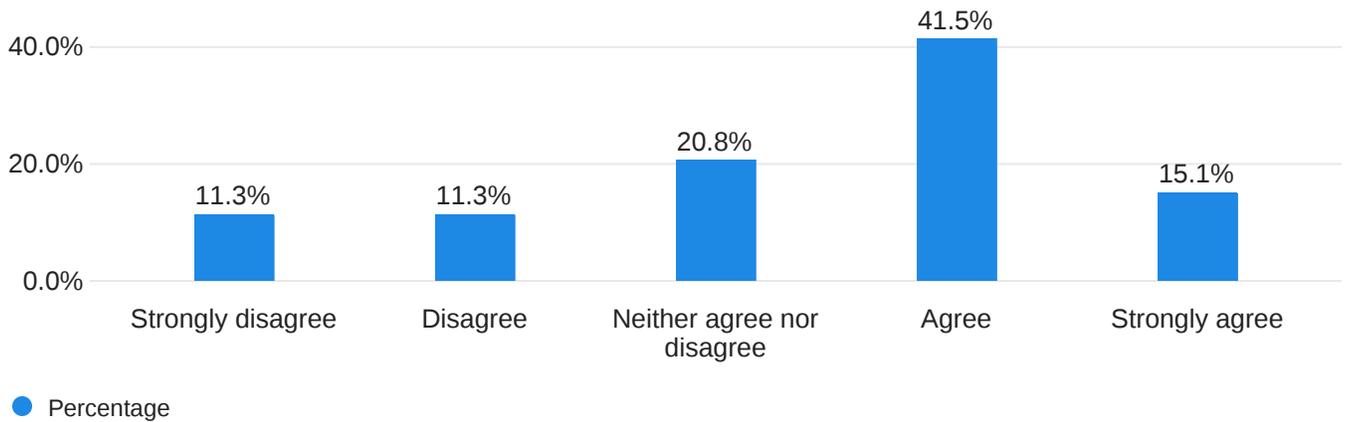
Part of the Quality Initiative to increase the diversity of faculty and staff for student success

Underrepresented Group Responses (n = 53)

Participants could respond to multiple questions about race and ethnicity. We filtered the results shown here to include only those who indicated sufficient information to determine that they belong to a traditionally underrepresented group including Hispanic or Latino, Black or African American, Asian, American Indian or Alaska native, native Hawaiian or other Pacific Islander, or multiracial. This sample also includes those who indicated "white" in combination with one or more of the other options.

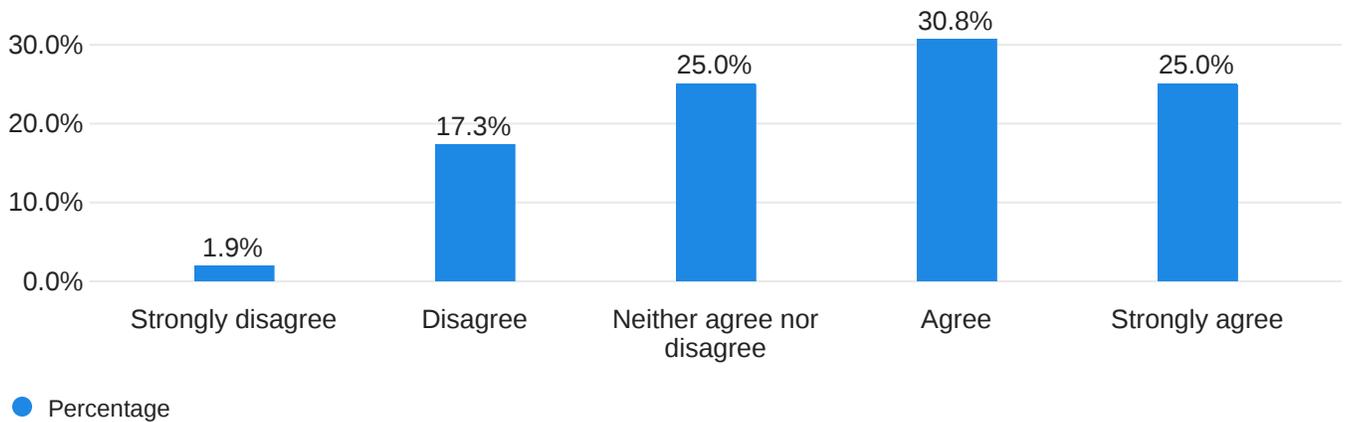
Q1_1 - Overall, I am satisfied with my experiences at EIU.

53 Responses



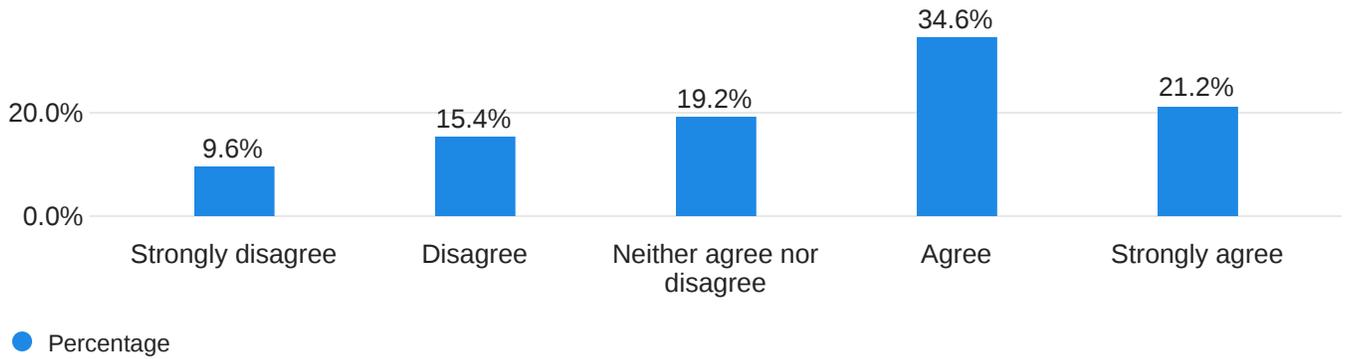
Q1_2 - I belong at EIU.

52 Responses



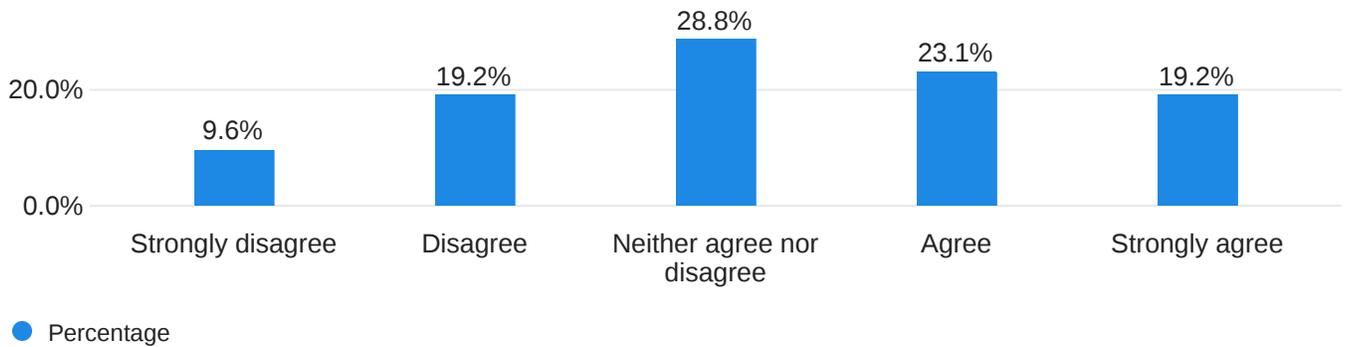
Q1_3 - I would recommend working at EIU to a relative or close friend.

52 Responses



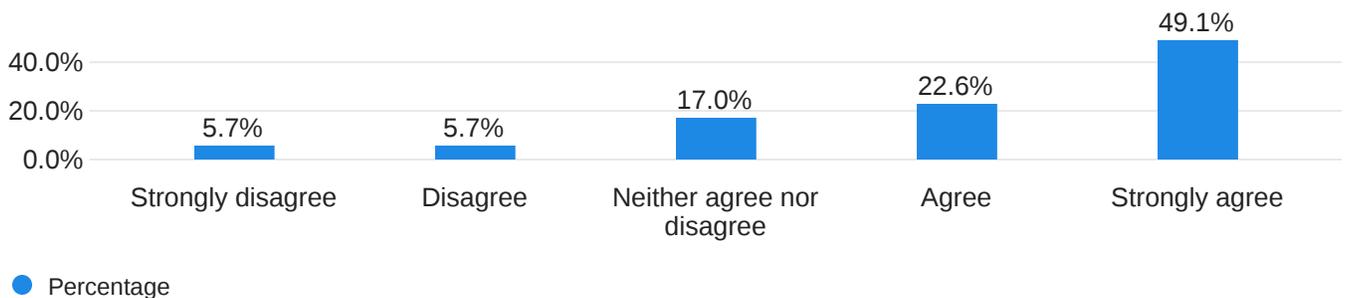
Q1_4 - If I were reevaluating my employment decision, I would still choose EIU.

52 Responses



Q1_5 - It is important to me that some of my colleagues be members of racially diverse groups.

53 Responses



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

23 Responses

Field	Percentage
My work is not valued	43.5%
Other:	30.4%
I don't like the Charleston community	8.7%
I do not feel respected within my department	8.7%
My department (colleagues) is/are not supportive	8.7%
Lack of resources and opportunities that support my culture/cultural practices	0.0%
I'm doing more than my job description	0.0%
My students do not respect me	0.0%
I do not feel respected by colleagues outside my department	0.0%

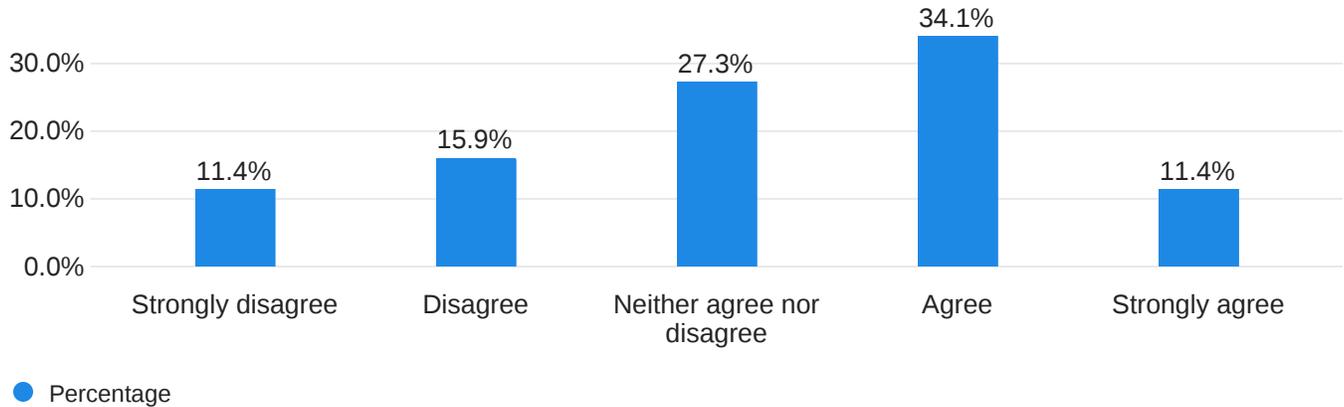
Q3 - Which of the following would influence your decision the MOST to CHOOSE EIU again? - Selected Choice

47 Responses

Field	Percentage
My department (colleagues) is/are supportive	40.4%
My students respect me	17.0%
My work is valued	14.9%
I feel respected within my department	8.5%
Other:	6.4%
There are resources and opportunities that support my culture/cultural practices	6.4%
I like the Charleston community	2.1%
I'm doing work that's within my job description	2.1%
I feel respected by colleagues outside my department	2.1%

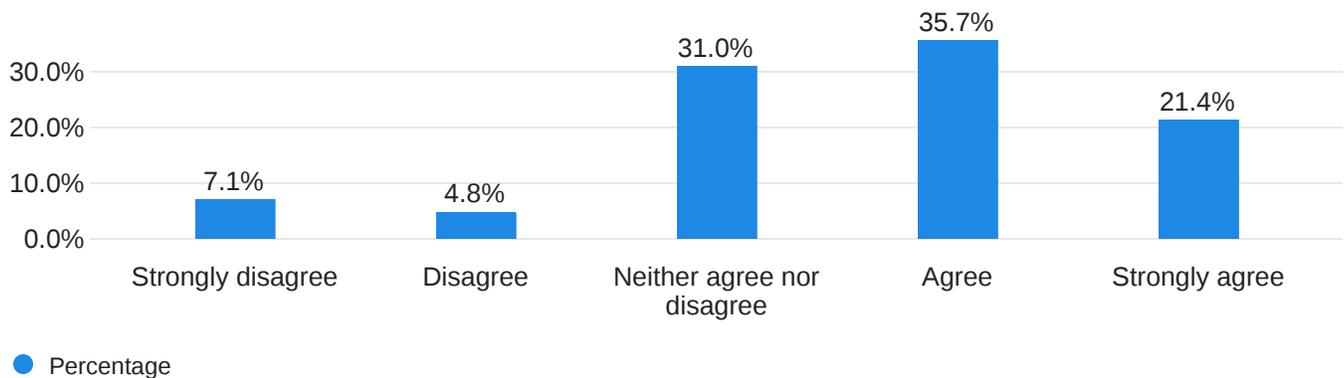
Q4_1 - Colleagues of Color encourage White colleagues to participate in cultural activities and programs.

44 Responses



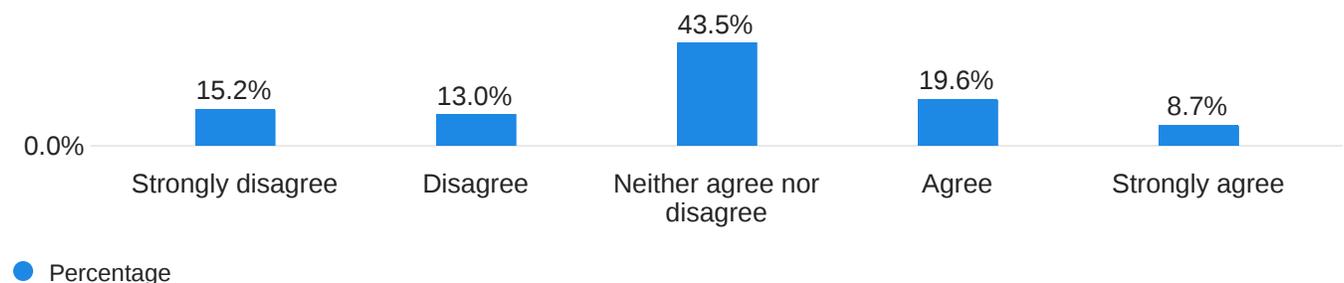
Q4_2 - Colleagues of Color take an active role in helping other Colleagues of Color adjust to EIU's campus.

42 Responses



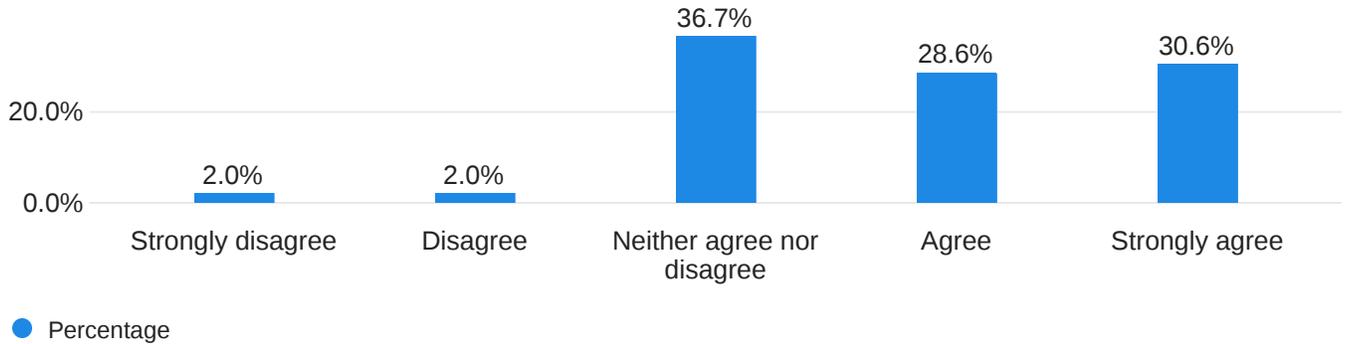
Q4_3 - White colleagues encourage Colleagues of Color to participate in cultural activities and programs.

46 Responses



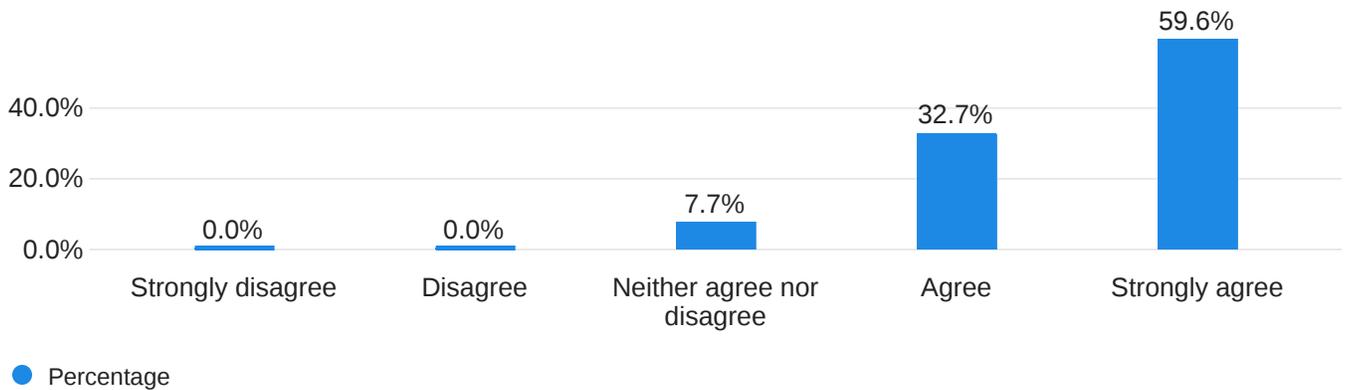
Q4_4 - Faculty/Staff from different races need to socialize more with each other.

49 Responses



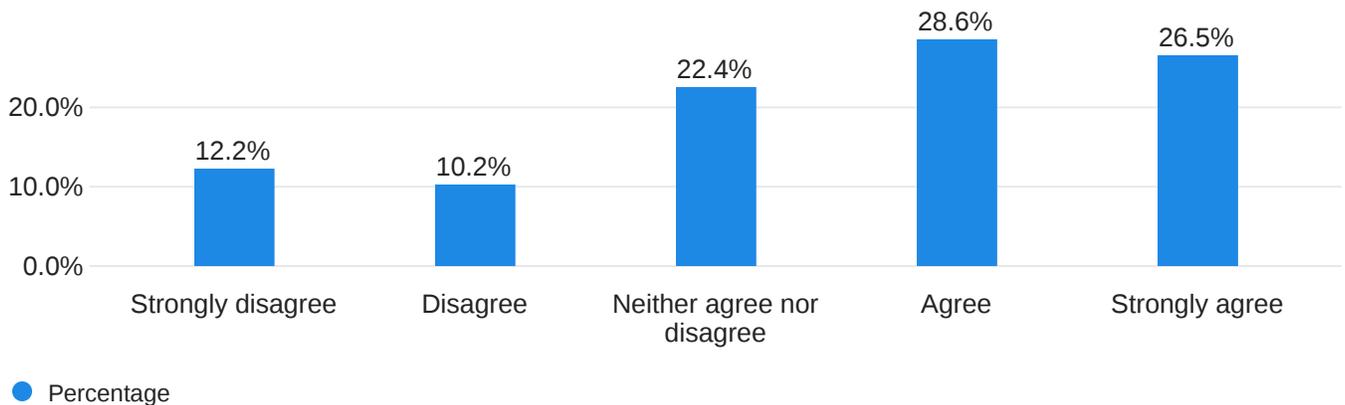
Q4_5 - I socialize with colleagues who are members of other races.

52 Responses



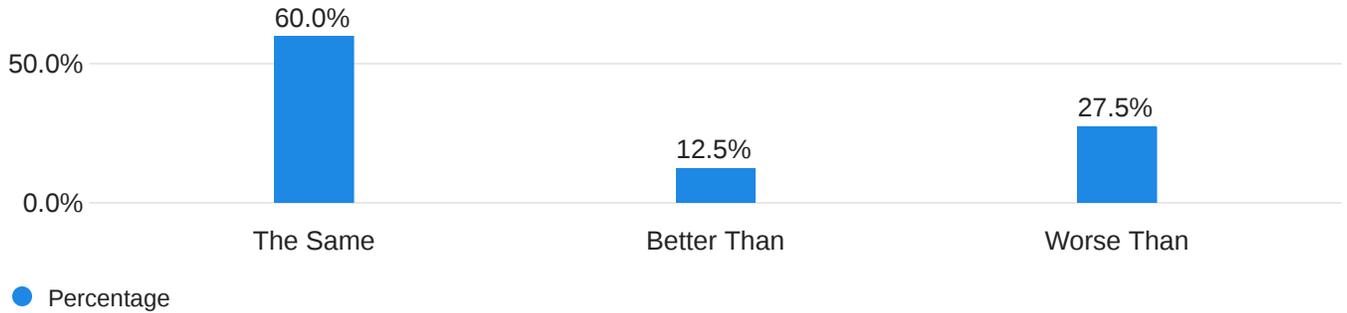
Q4_6 - Faculty/staff appear to treat Colleagues of Color fairly.

49 Responses



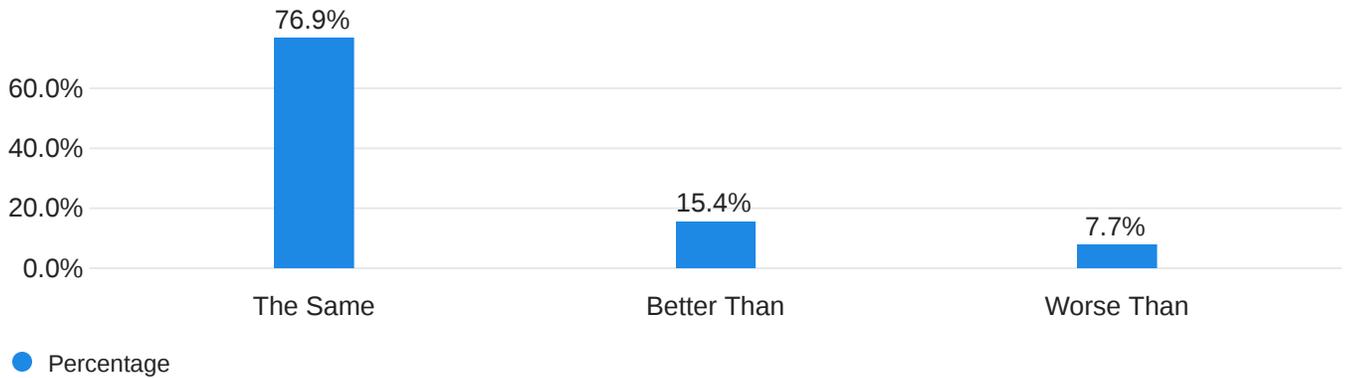
Q5_1 - White faculty/staff appear to treat Colleagues of Color _____ White colleagues.

40 Responses



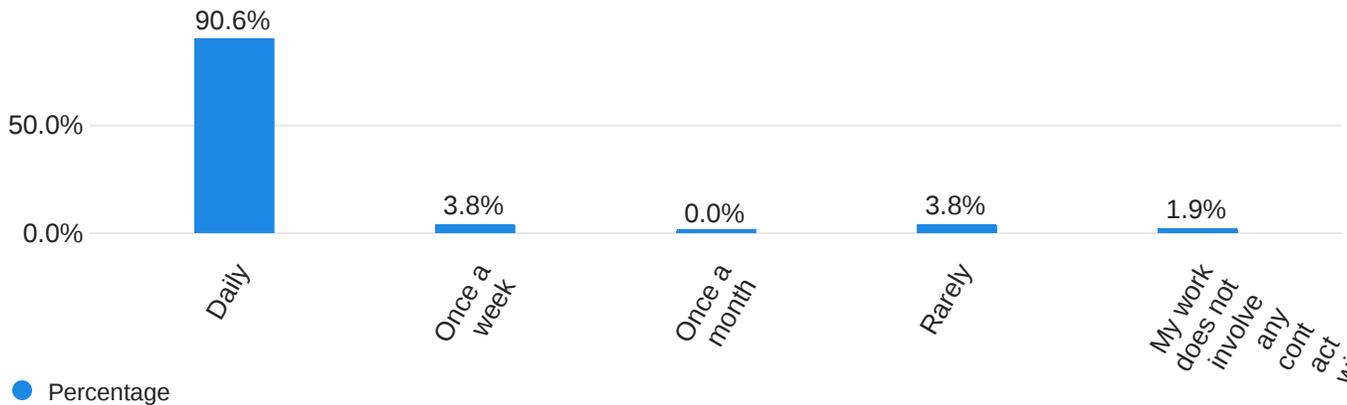
Q5_2 - Faculty/staff of Color appear to treat Colleagues of Color _____ White colleagues.

39 Responses



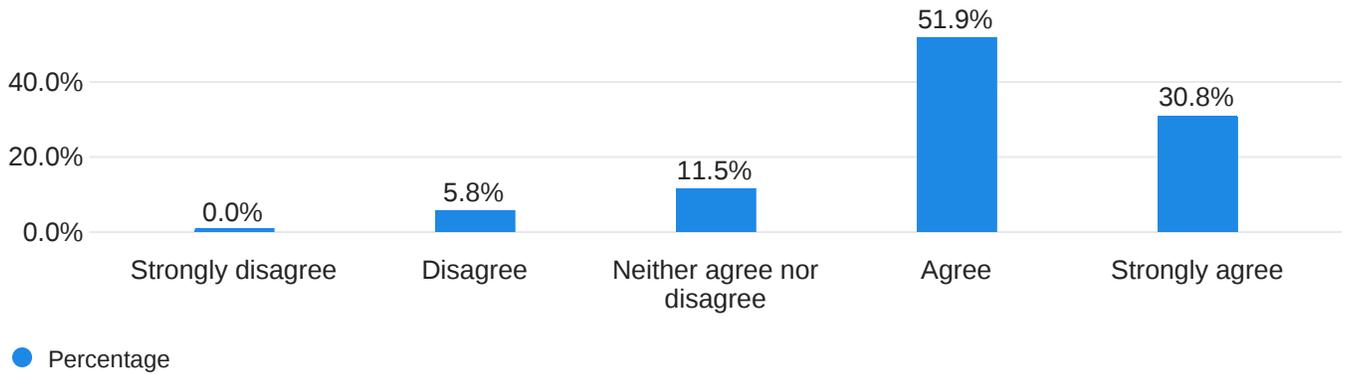
Q7 - How often do you work or are in contact with students?

53 Responses



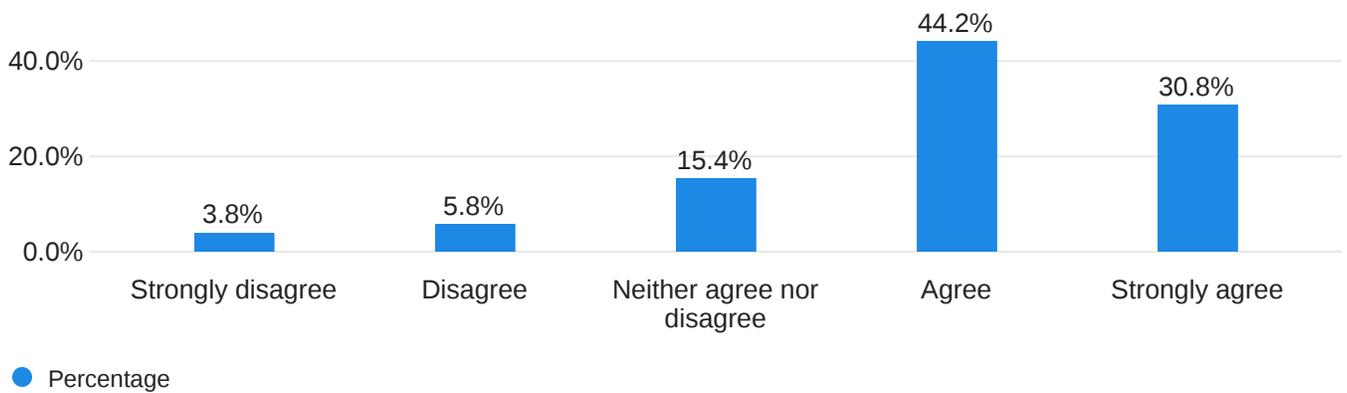
Q8_1 - I feel respected by students.

52 Responses



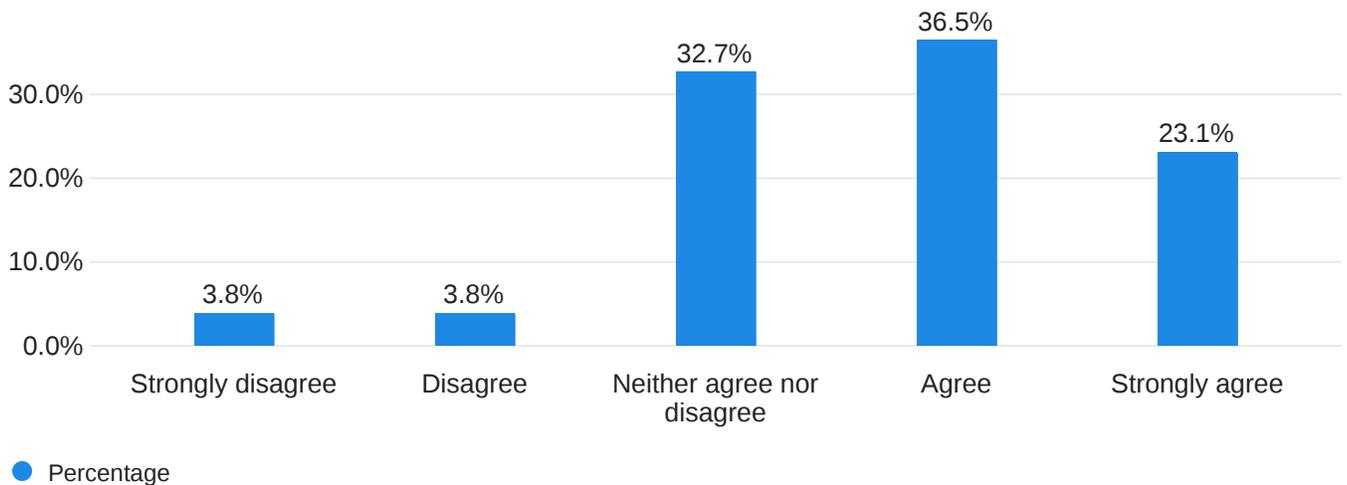
Q8_2 - I feel valued by students.

52 Responses



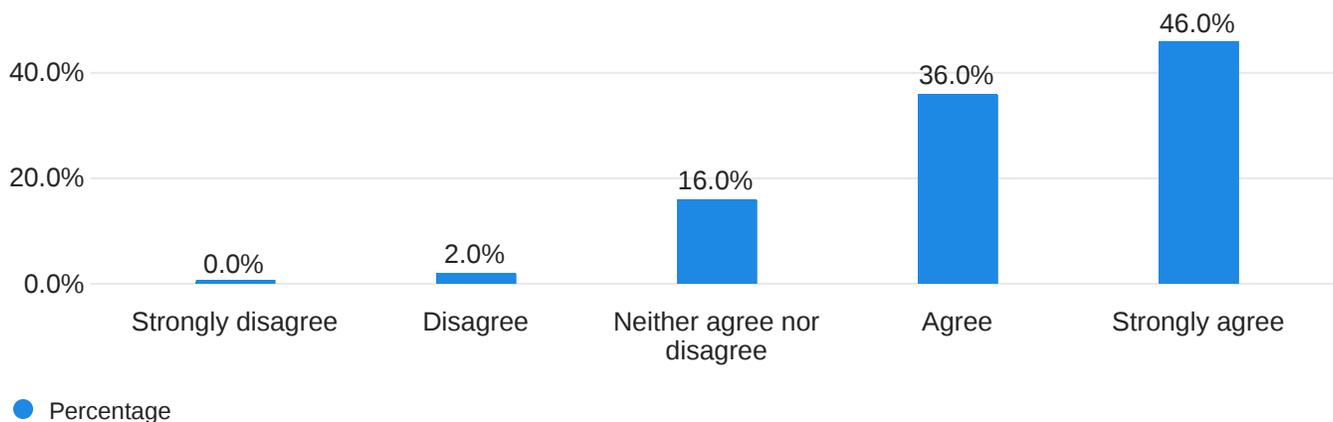
Q8_3 - I feel supported by students.

52 Responses



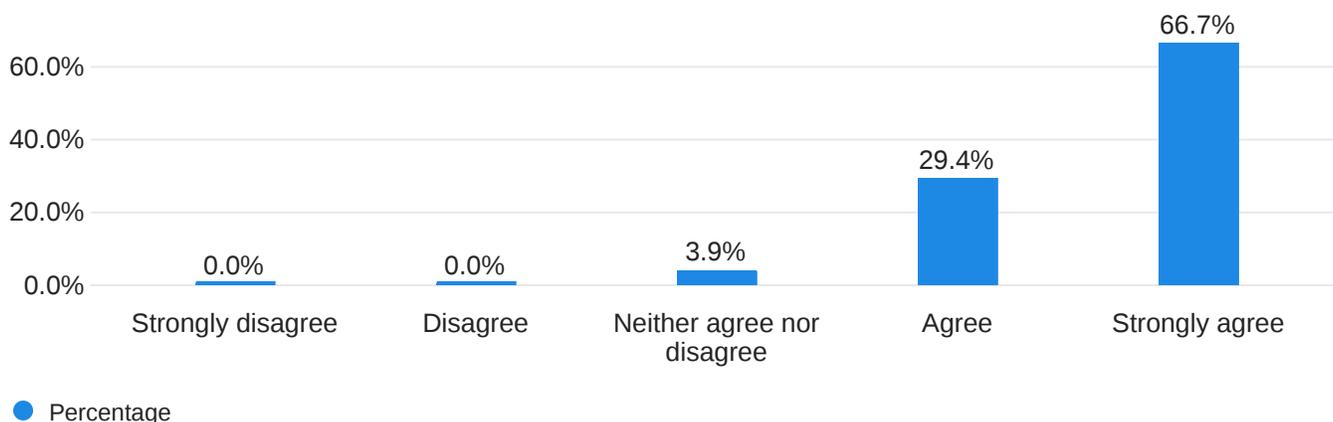
Q8_4 - I believe that students of color are comfortable working with me.

50 Responses



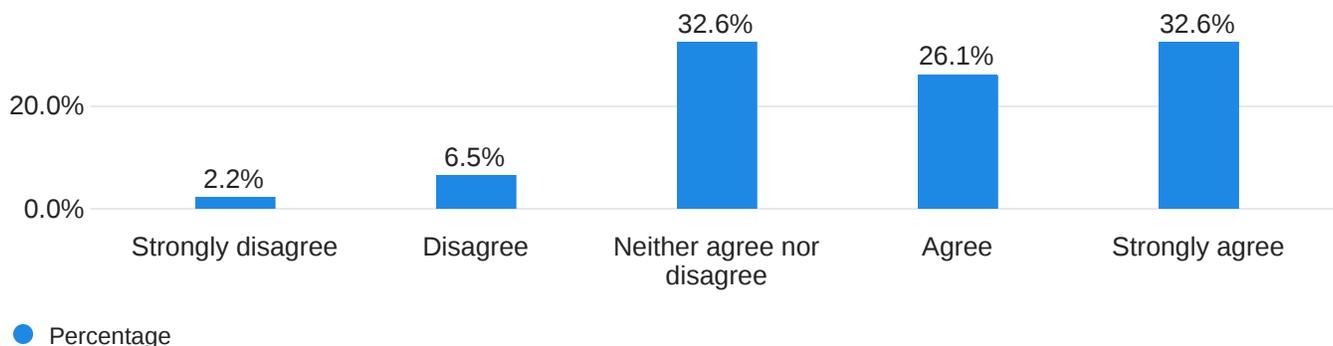
Q8_5 - I am comfortable working with students of color.

51 Responses



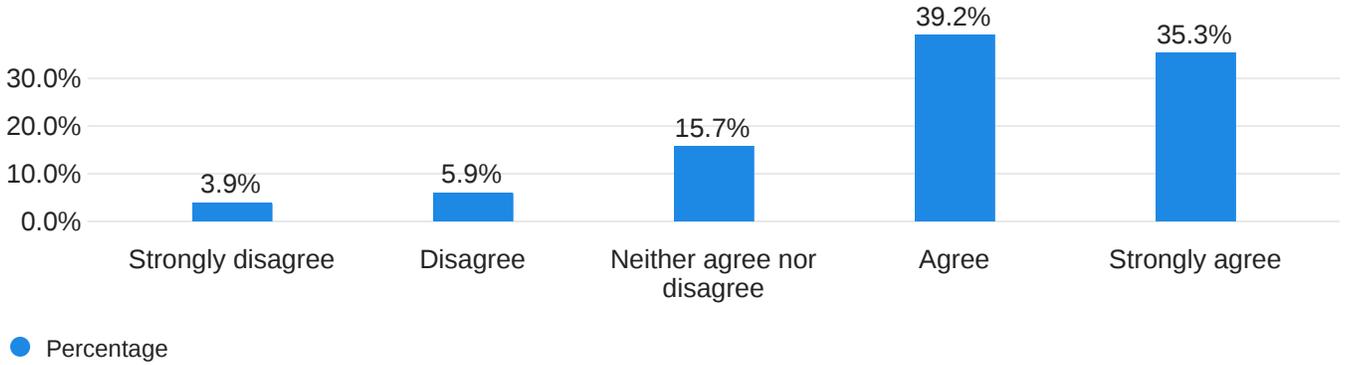
Q8_6 - I attend on-campus cultural events that are hosted by students who are members of other races.

46 Responses



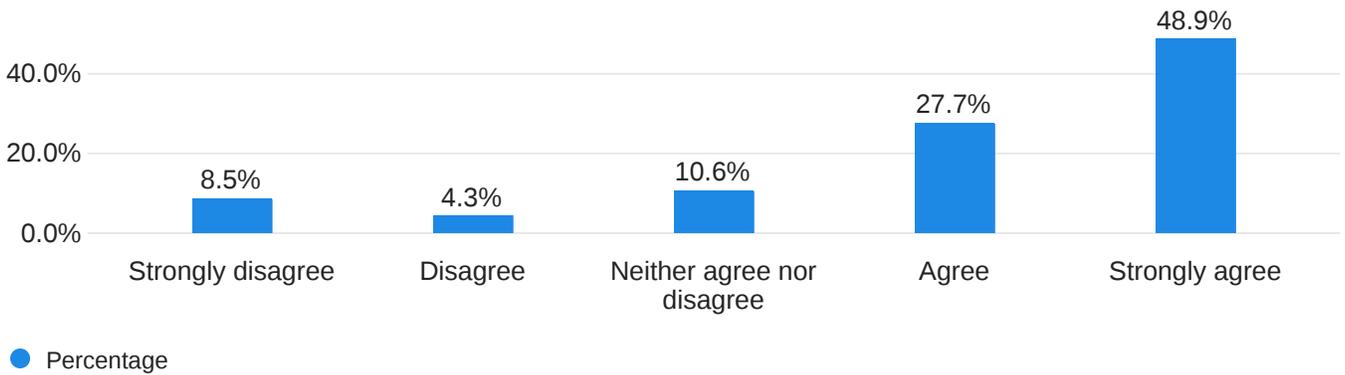
Q8_7 - I believe that faculty/staff can significantly affect whether students of different races/cultures choose to interact socially with each other.

51 Responses



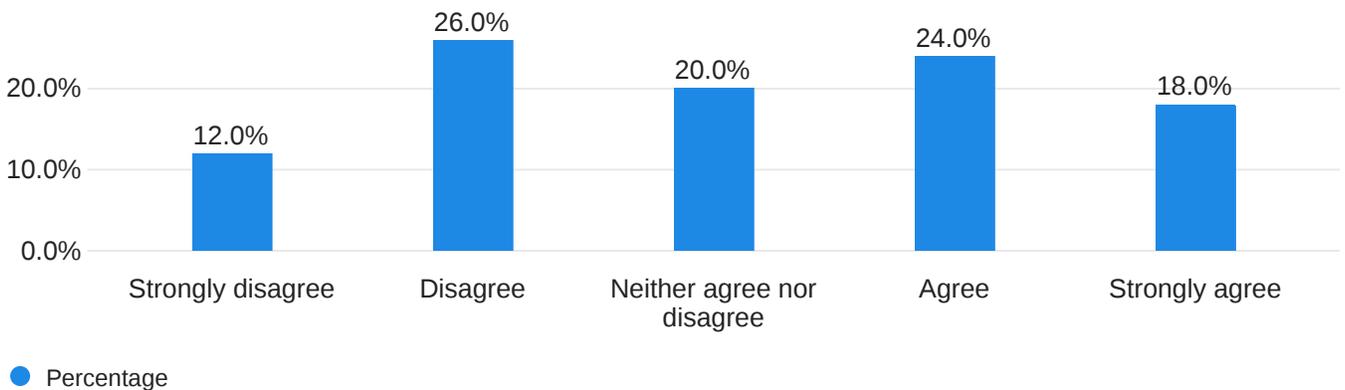
Q9_1 - I believe that microaggression exists on EIU's campus.

47 Responses



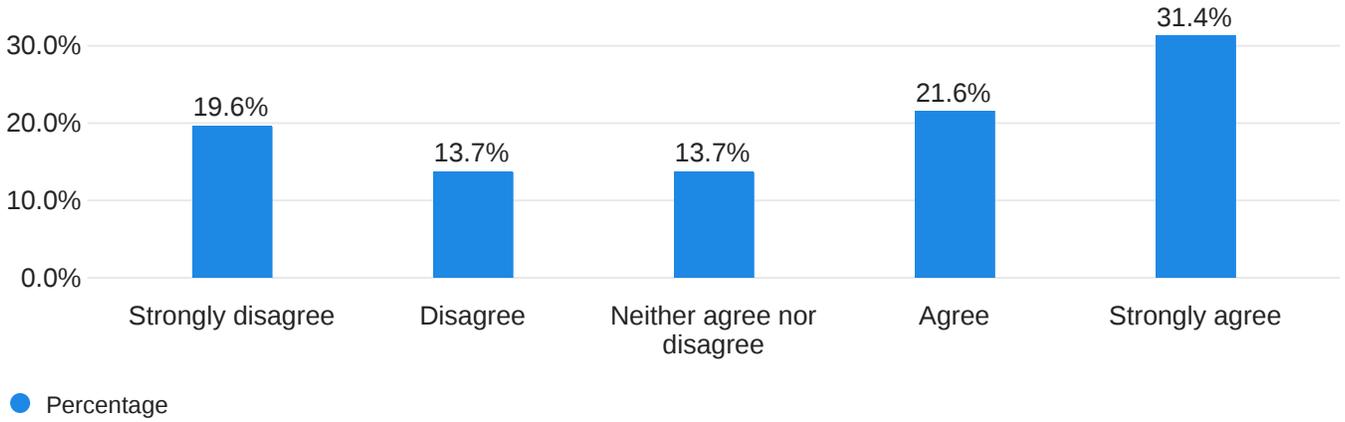
Q9_2 - I have been a victim of microaggression from students.

50 Responses



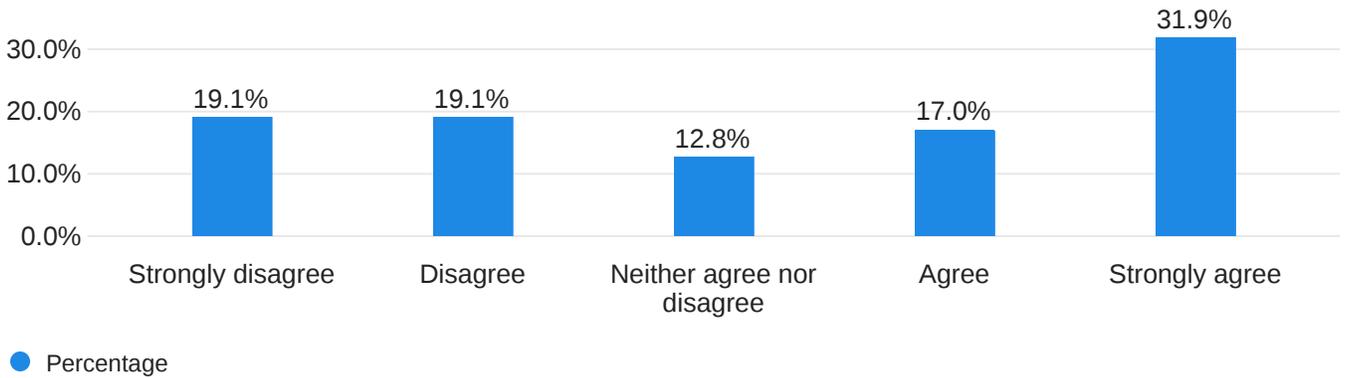
Q9_3 - I have been a victim of microaggression from other faculty/staff.

51 Responses



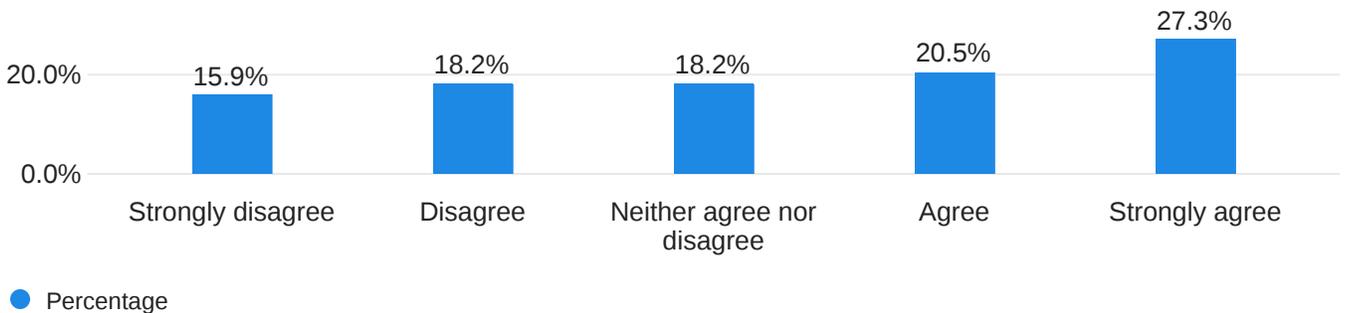
Q9_4 - I have witnessed microaggression against a student by a faculty/staff.

47 Responses



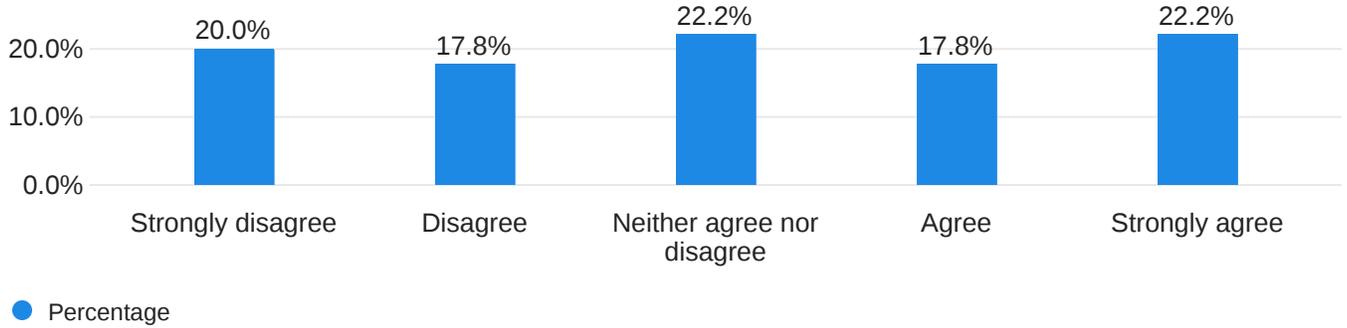
Q9_5 - I have witnessed microaggression against a student by another student.

44 Responses



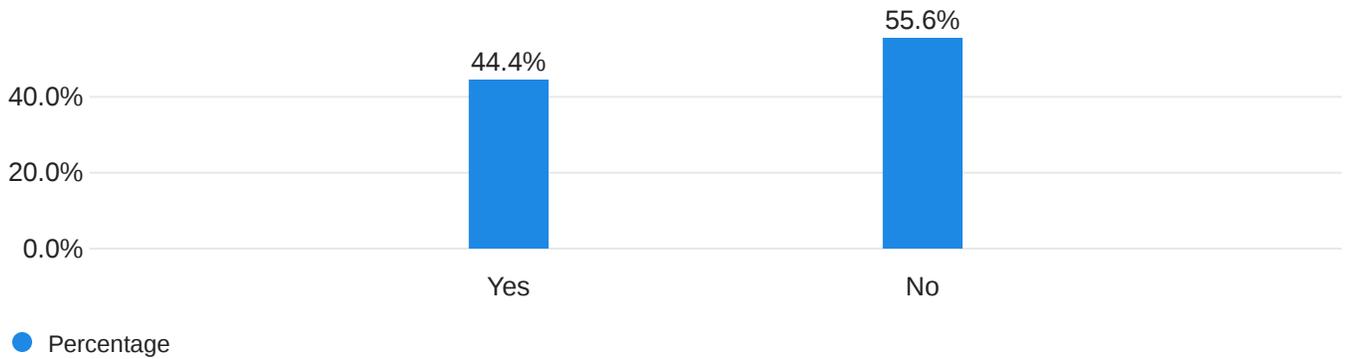
Q11_1 - I have witnessed an incident that I attributed to have occurred because of a colleague's racial/ethnic identity.

45 Responses



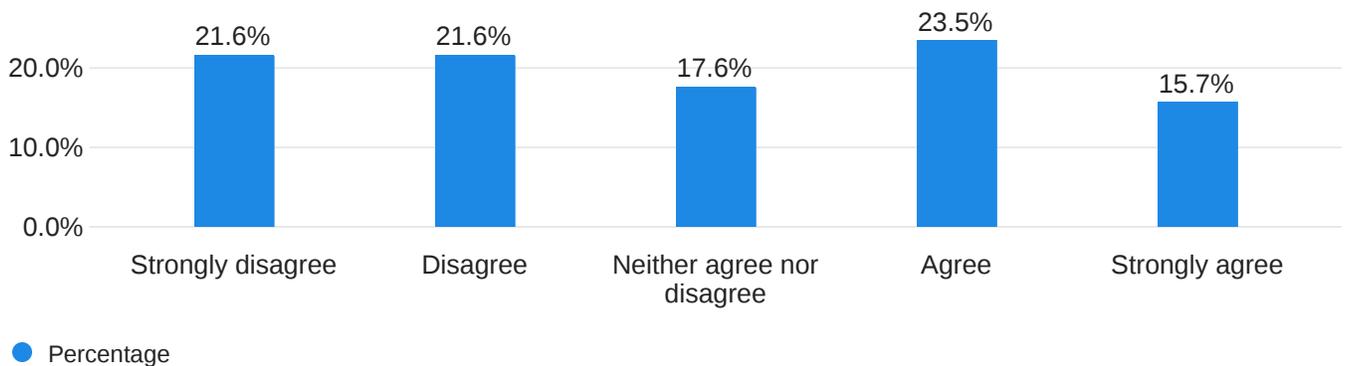
Q12 - Did you report that incident?

18 Responses



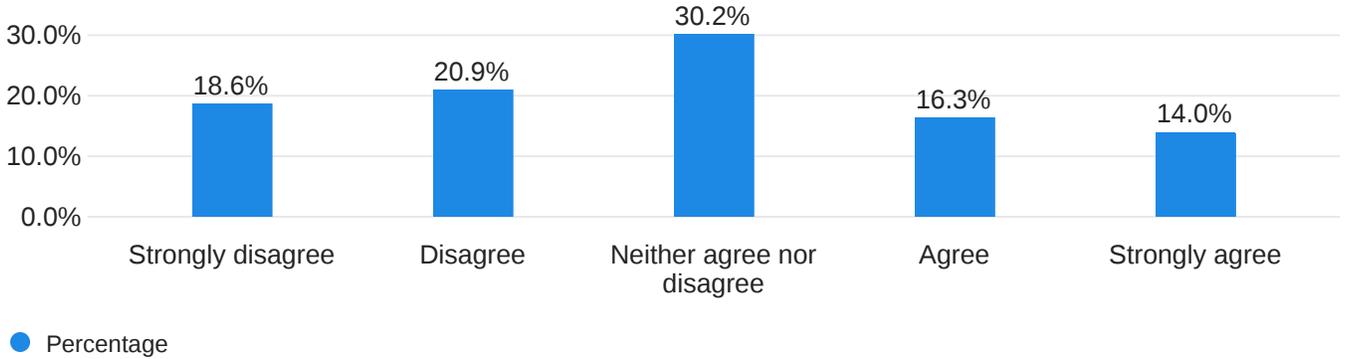
Q13_1 - I am reluctant to bring up issues I'm concerned about for fear that it will affect my performance evaluation or tenure/promotion/merit decision.

51 Responses



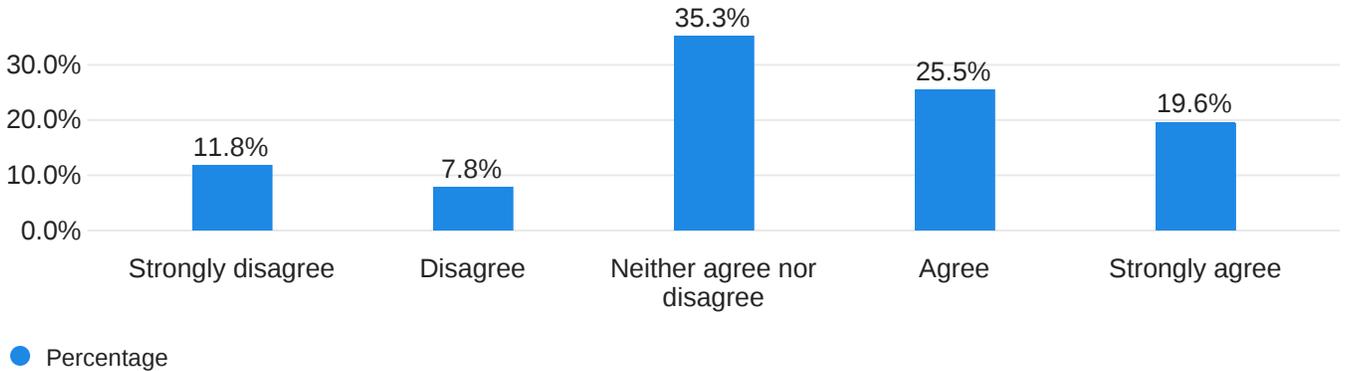
Q13_2 - My colleagues expect me to represent “the point of view” of my racial identity.

43 Responses



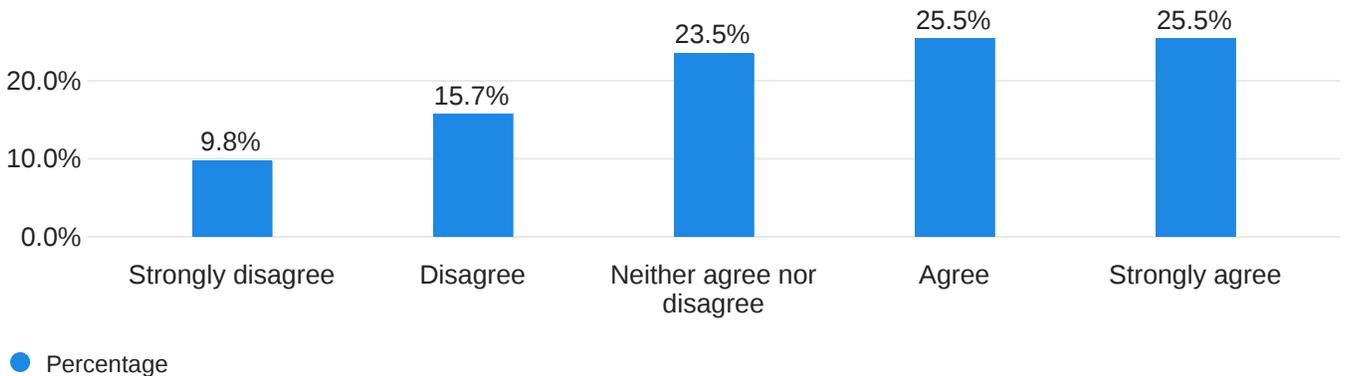
Q13_3 - EIU demonstrates that it values a diverse faculty/staff.

51 Responses



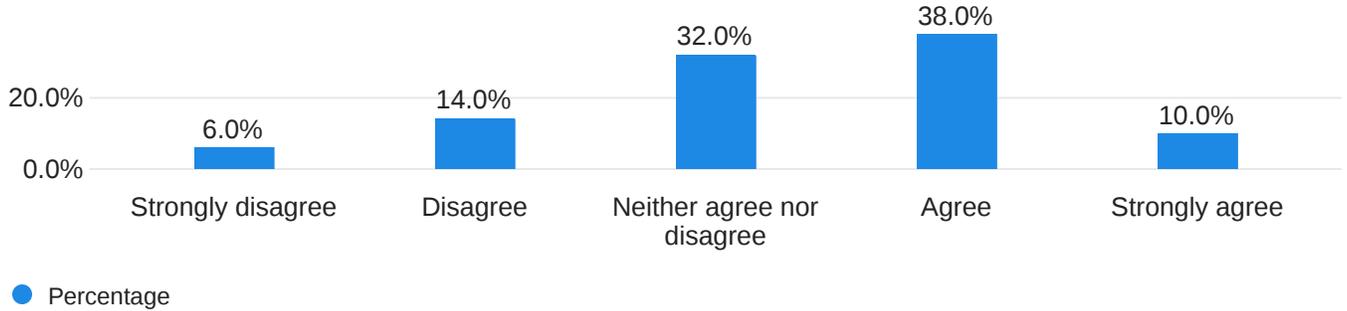
Q13_4 - I believe that I have to work harder than my colleagues to achieve the same recognition.

51 Responses



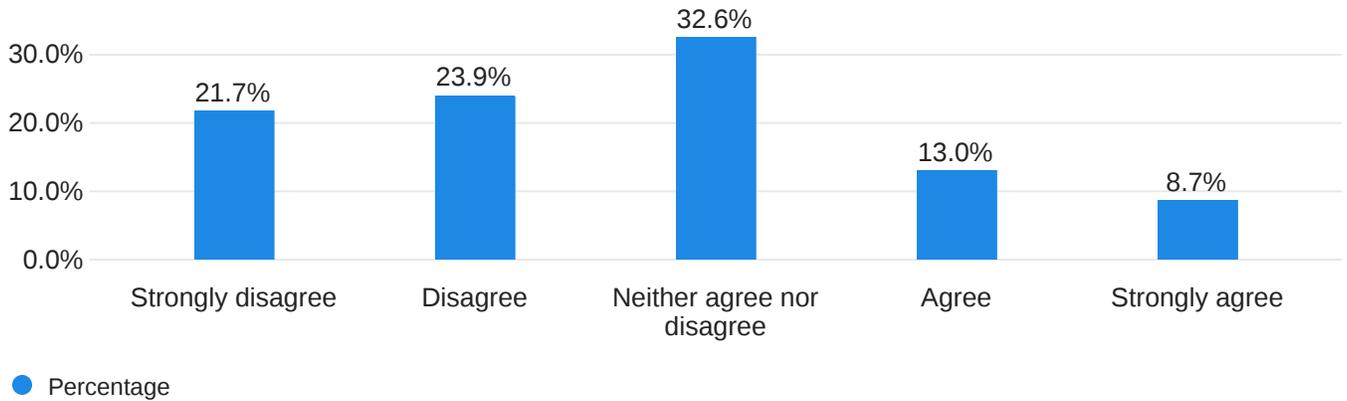
Q13_5 - My colleagues include me in opportunities that will help my career as much as they do others in my position.

50 Responses



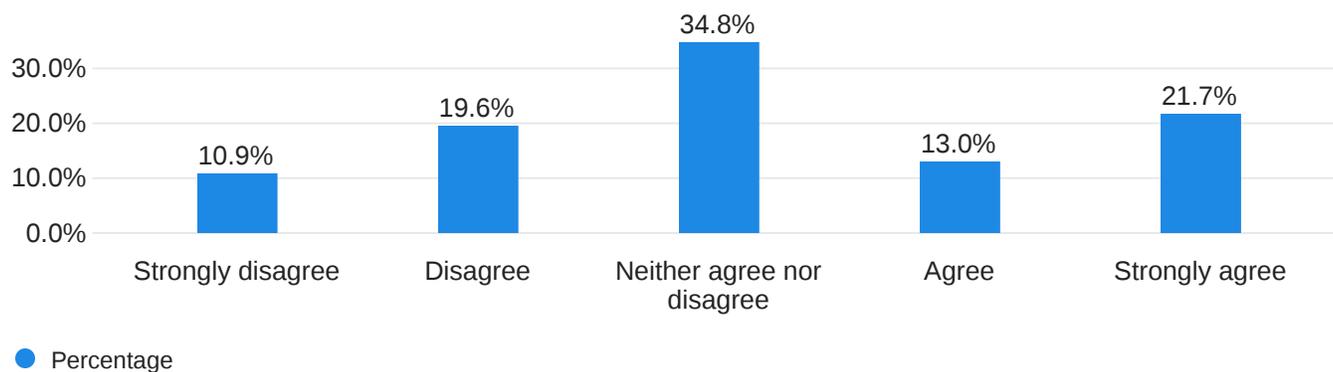
Q14_1 - I feel that I am burdened by university service responsibilities (e.g., committee memberships, departmental work assignments, teaching load) beyond those of my colleagues because of my racial identity.

46 Responses



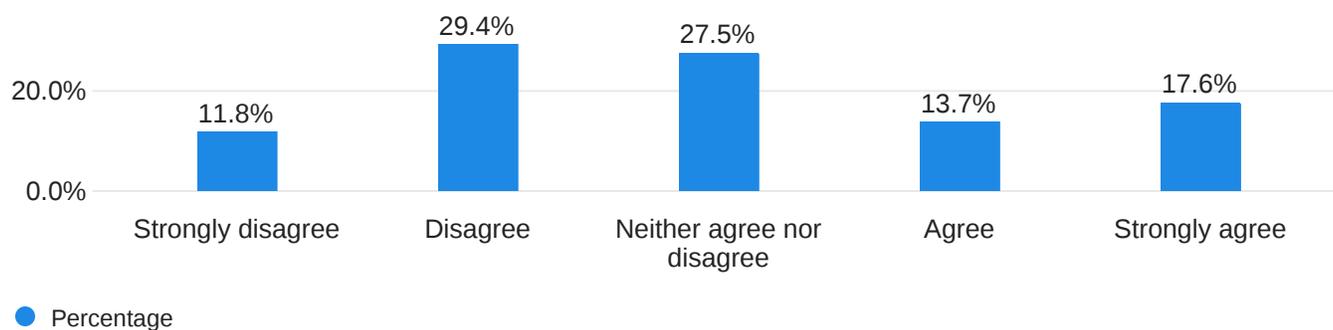
Q14_2 - I perform more work to help students (e.g., formal and informal advising, serving on thesis committees, helping with student groups and activities, providing other support) than my colleagues because of my racial identity.

46 Responses



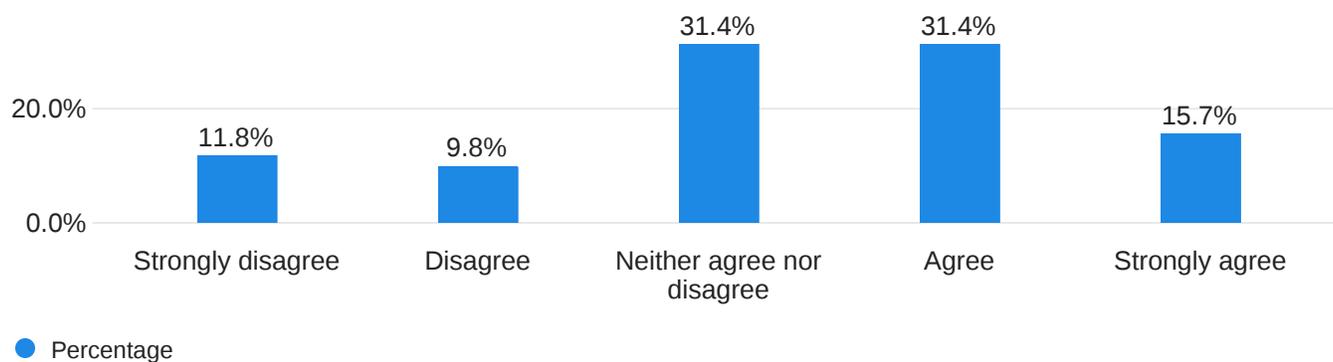
Q15_1 - The racial/ethnic climate at EIU is tense.

51 Responses



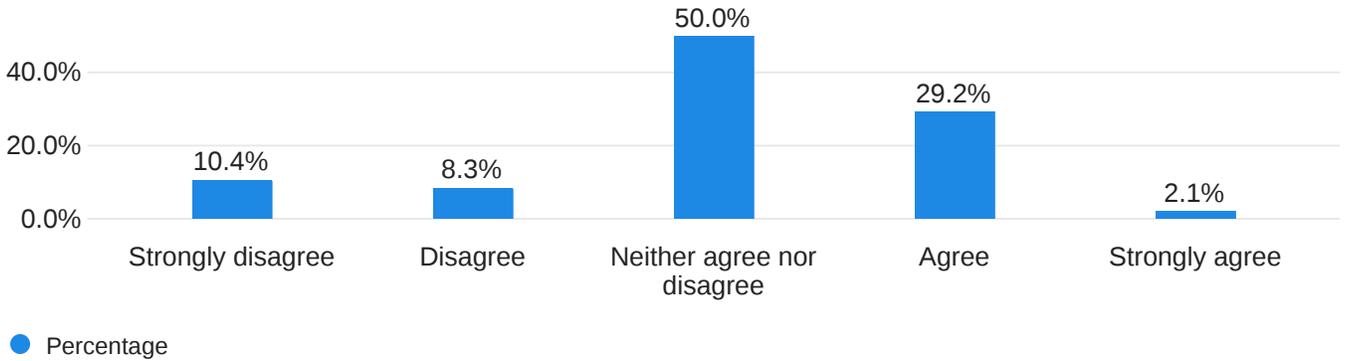
Q15_2 - The racial/ethnic climate at EIU is friendly.

51 Responses



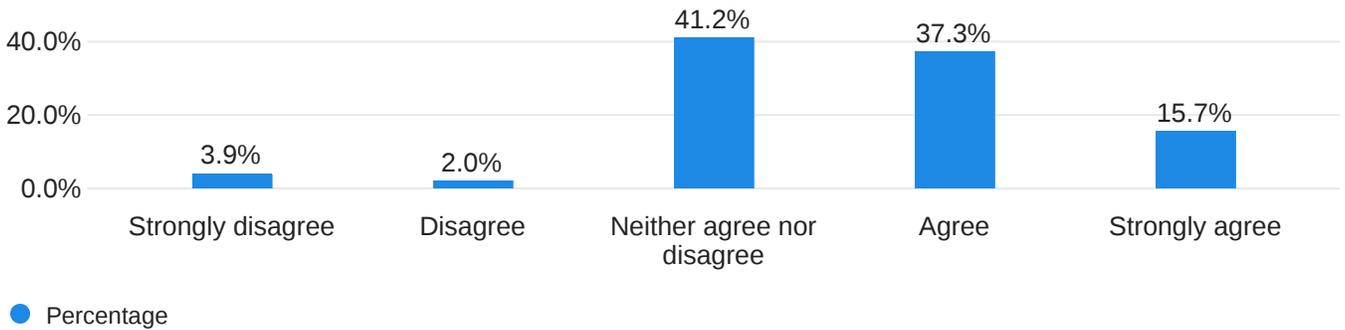
Q15_3 - People of one racial group tend to support events of other racial groups.

48 Responses



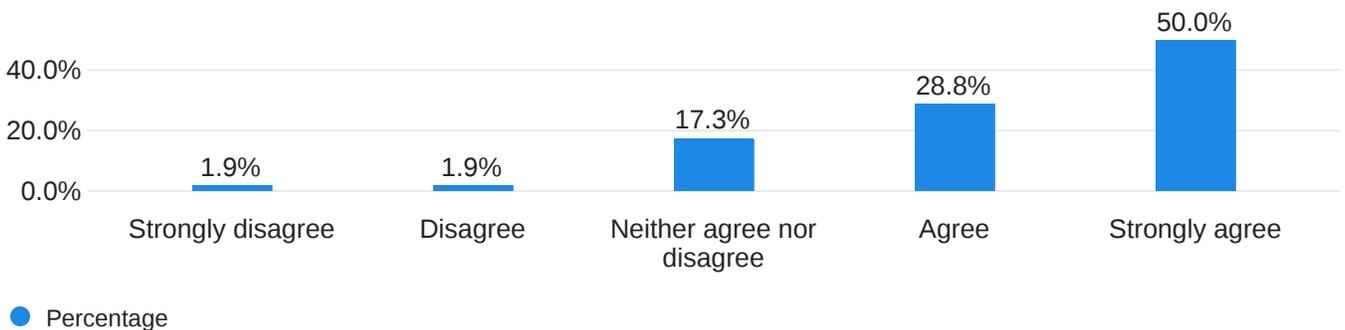
Q15_4 - Faculty/Staff significantly affect whether other faculty/staff of different races/cultures choose to interact socially with each other.

51 Responses



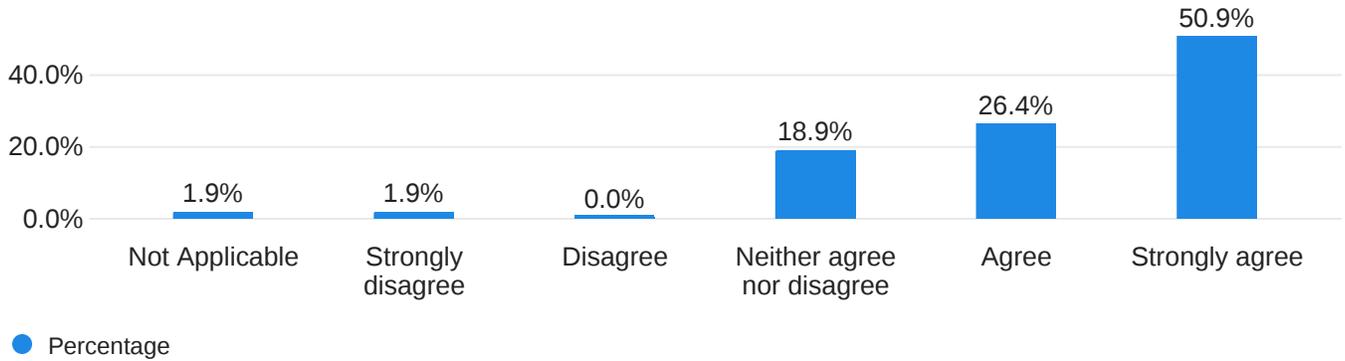
Q15_5 - Faculty/Staff have the responsibility to conduct themselves in a way that contributes to a positive racial/ethnic campus climate.

52 Responses



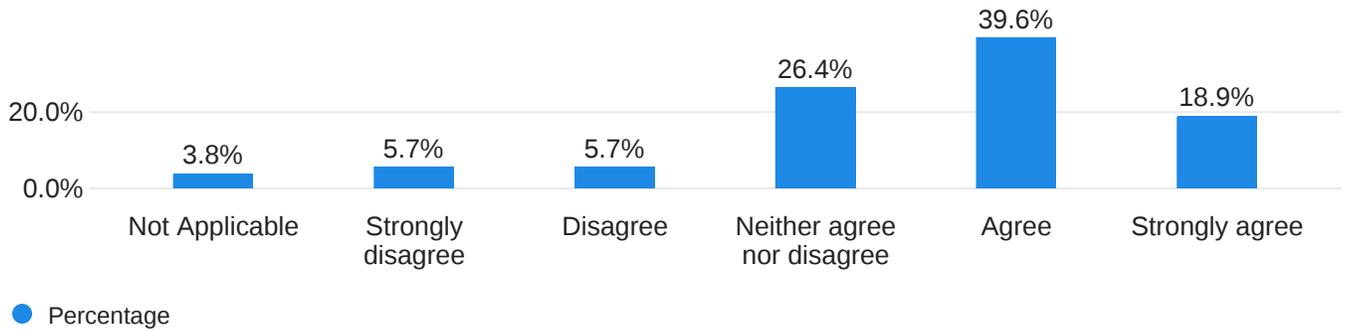
Q16_1 - EIU has an obligation to promote and encourage positive racial interactions on campus.

53 Responses



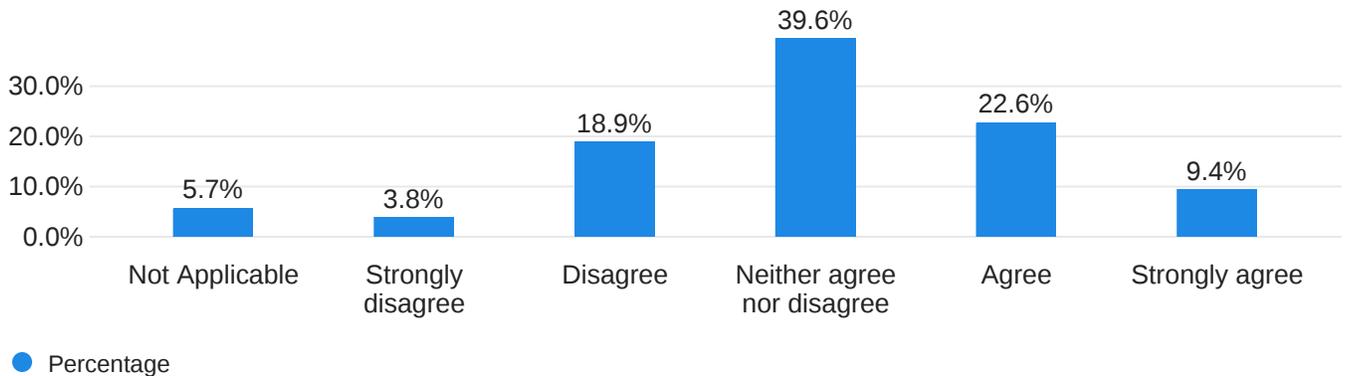
Q16_2 - EIU provides opportunities to attend programming of various types that recognize different cultural or racial issues.

53 Responses



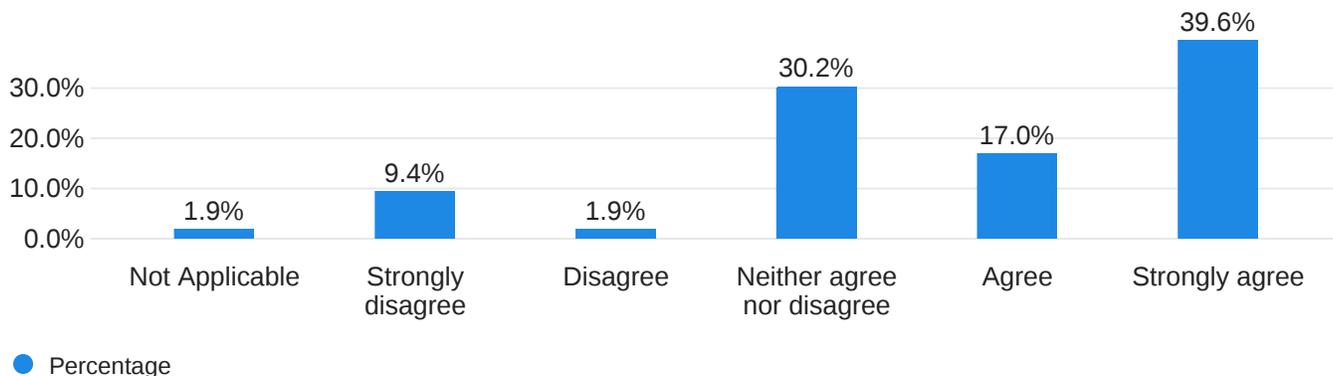
Q16_3 - EIU provides opportunities for me to socialize or connect with colleagues within my identity group.

53 Responses



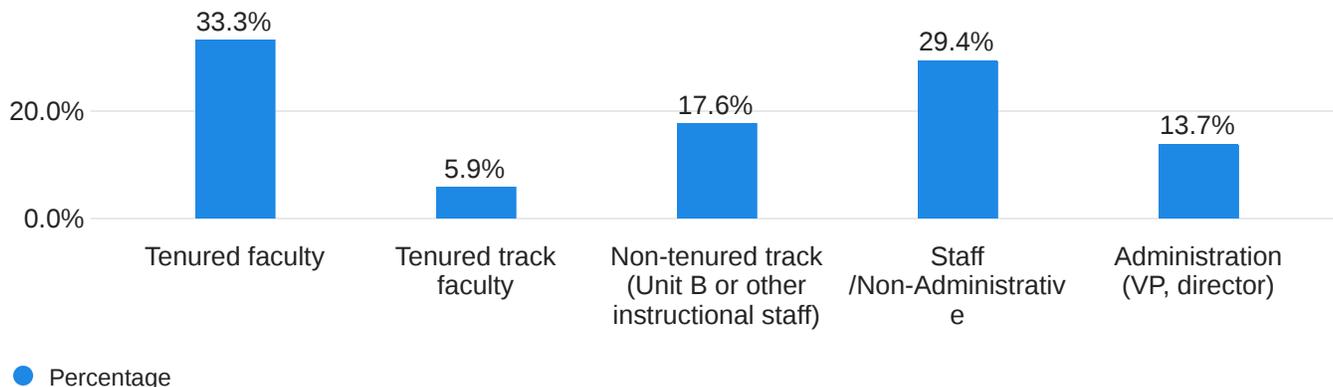
Q16_4 - The university should actively attempt to increase the number of Faculty/Staff of Color on campus.

53 Responses



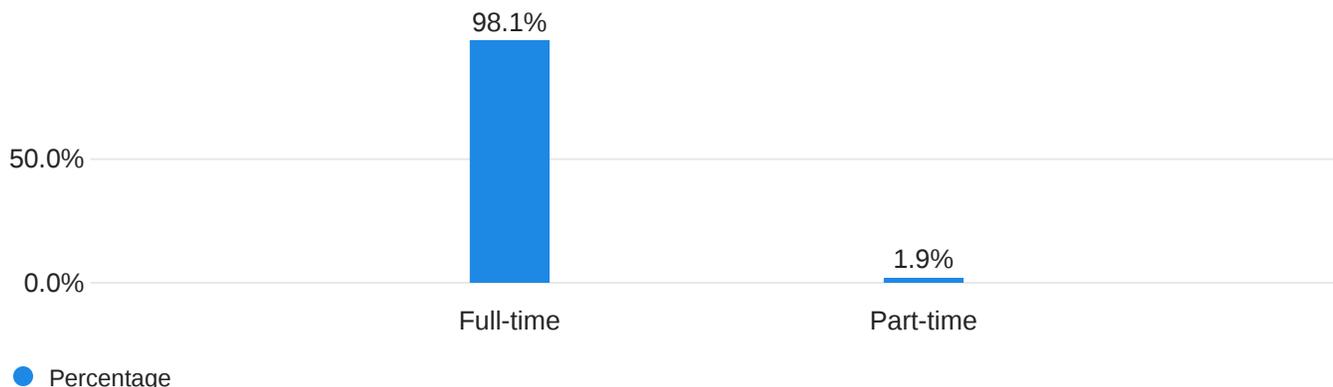
Q19 - Which best describes your position at EIU?

51 Responses



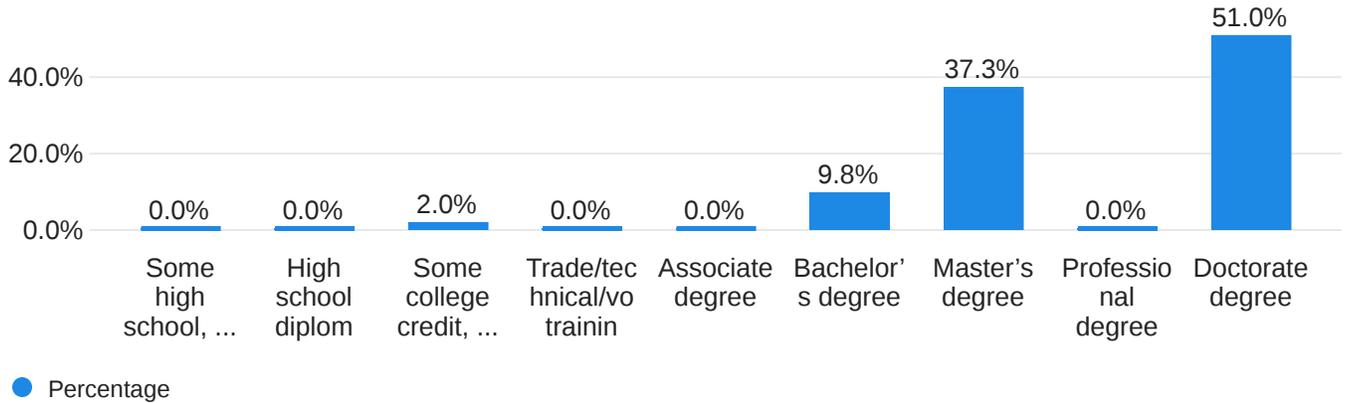
Q20 - Employee Status

53 Responses



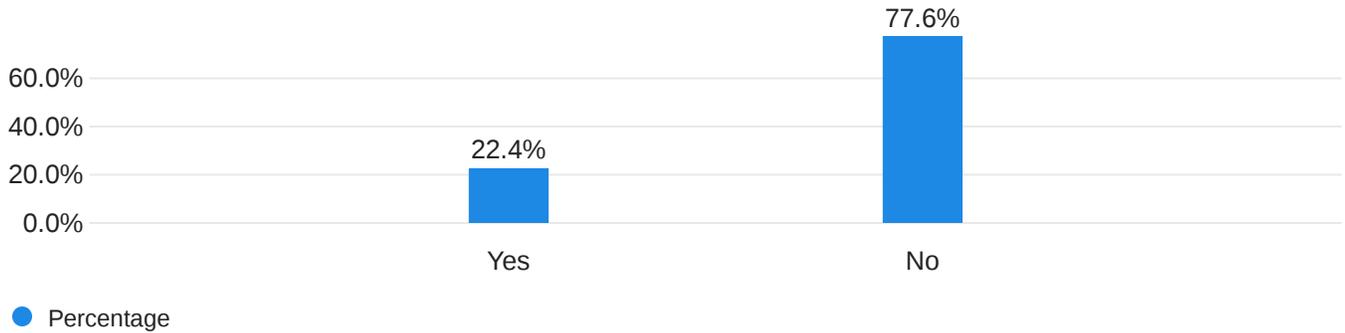
Q21 - Education

51 Responses



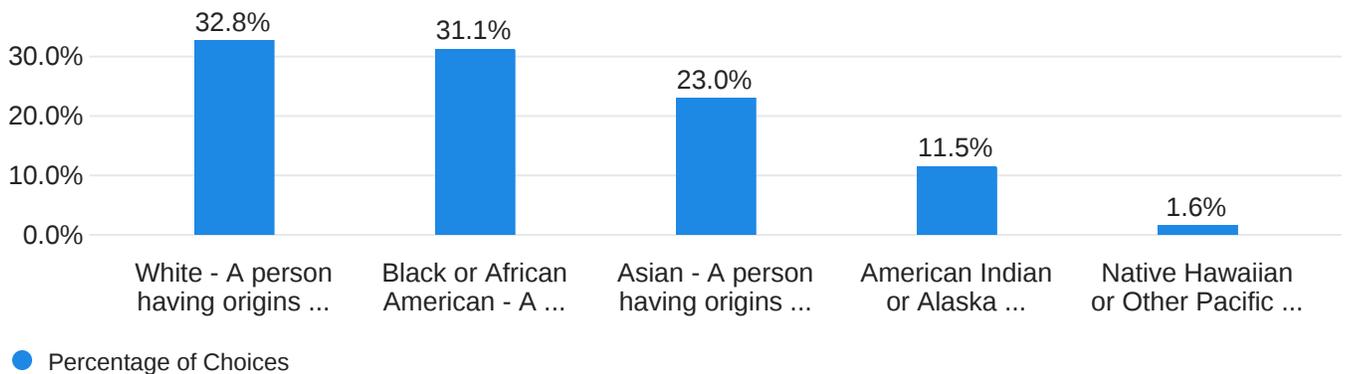
Q22 - Are you HISPANIC or LATINO: A person of Cuban, Mexican, Puerto Rican, South or Central American, or other Spanish culture or origin regardless of race?

49 Responses



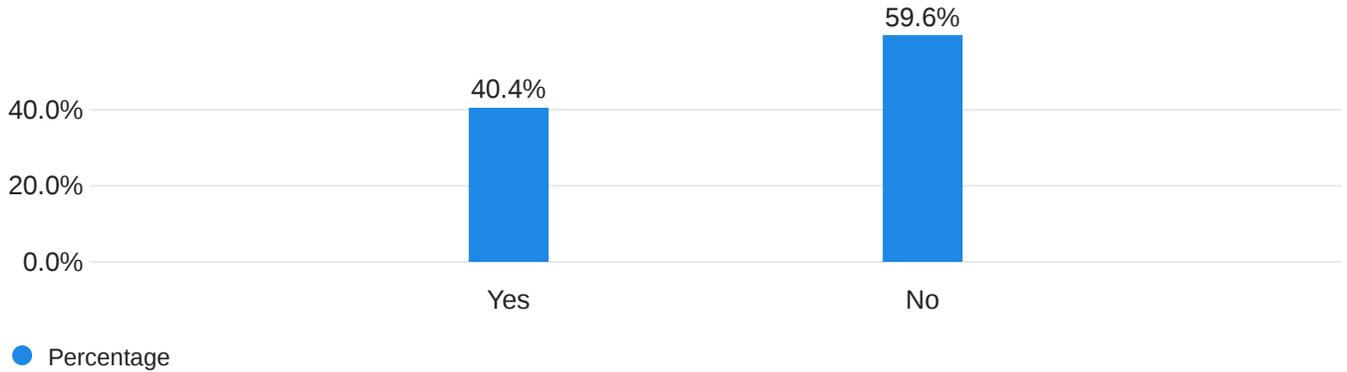
Q23 - What is your race/ethnic background? (Select all that apply.)

48 Responses



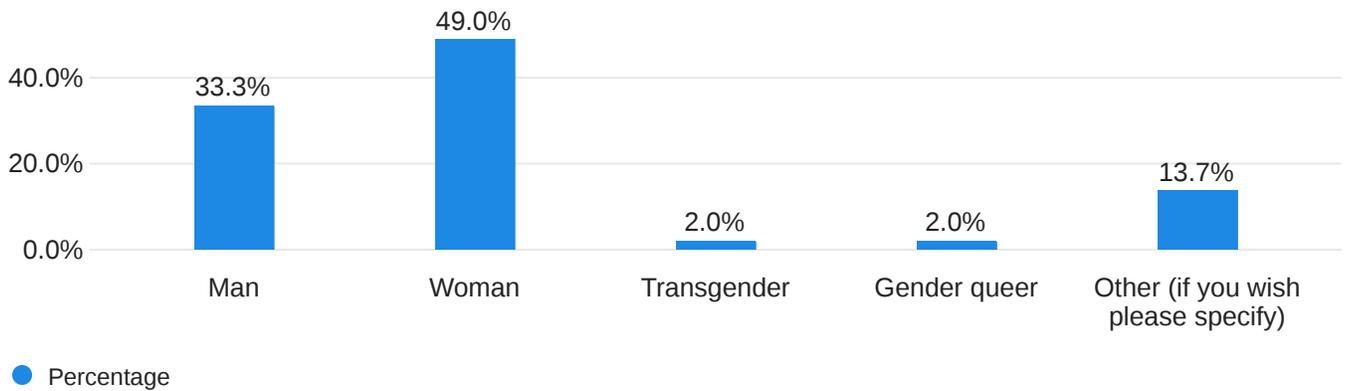
Q24 - Do you consider yourself biracial or multiracial?

52 Responses



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

51 Responses



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

51 Responses

