

Campus Climate Survey Results, Faculty/Staff (2022)

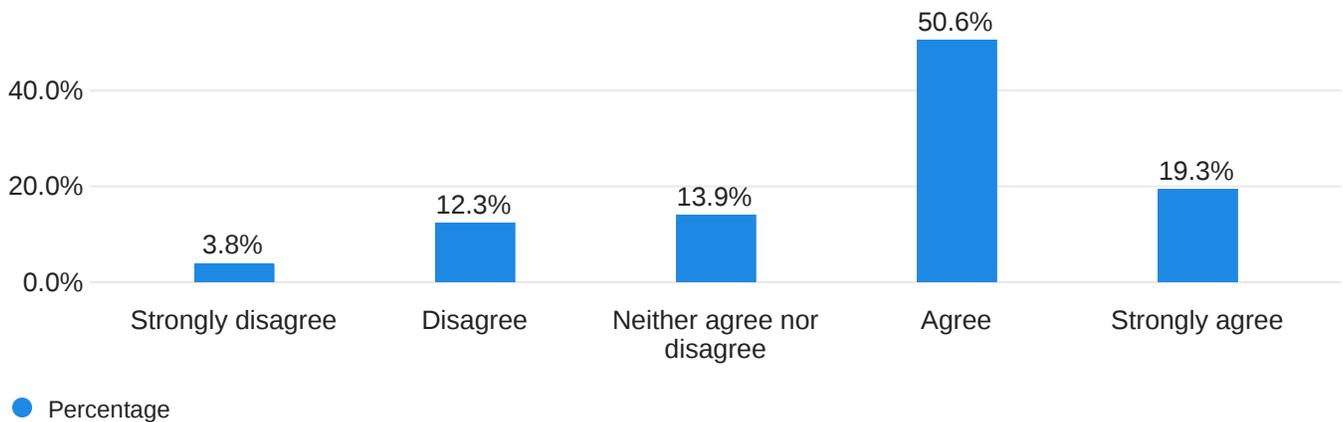
Part of the Quality Initiative to increase the diversity of faculty and staff for student success

White Group Responses (n = 317)

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 were White, non-Hispanic, and not multiracial.

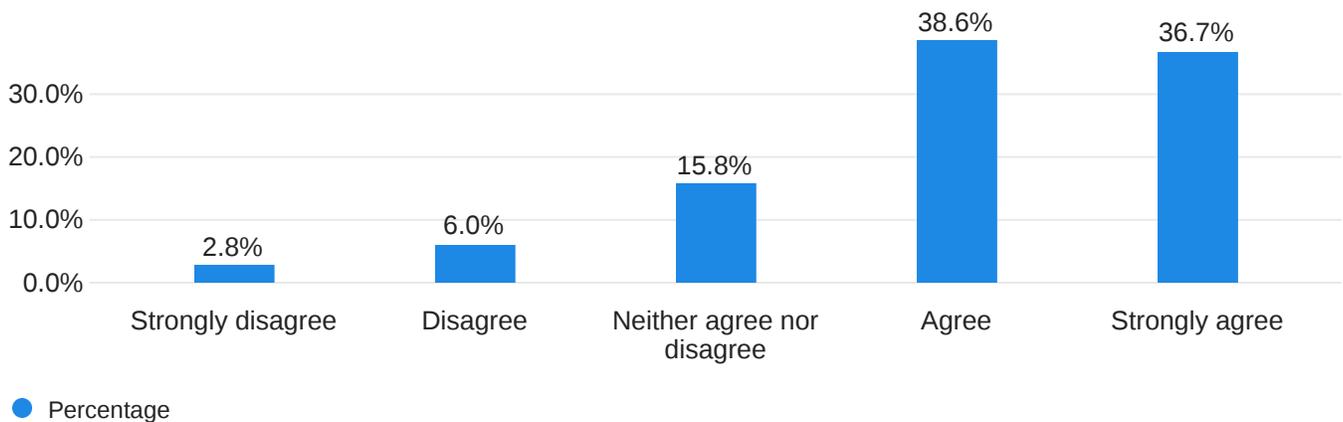
Q1_1 - Overall, I am satisfied with my experiences at EIU.

316 Responses



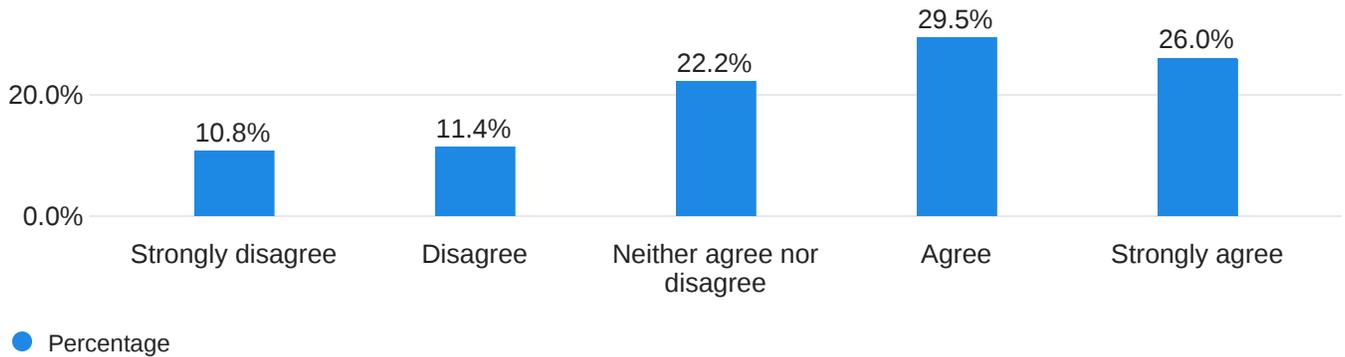
Q1_2 - I belong at EIU.

316 Responses



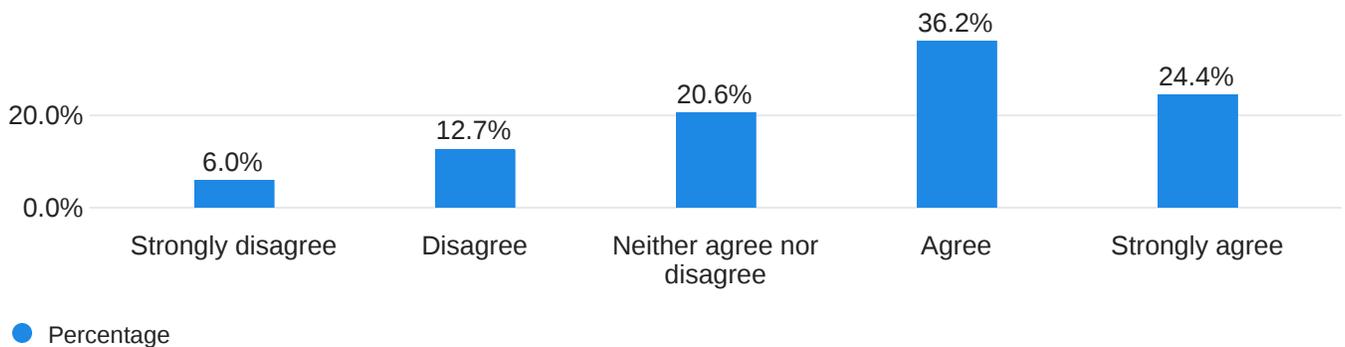
Q1_3 - I would recommend working at EIU to a relative or close friend.

315 Responses



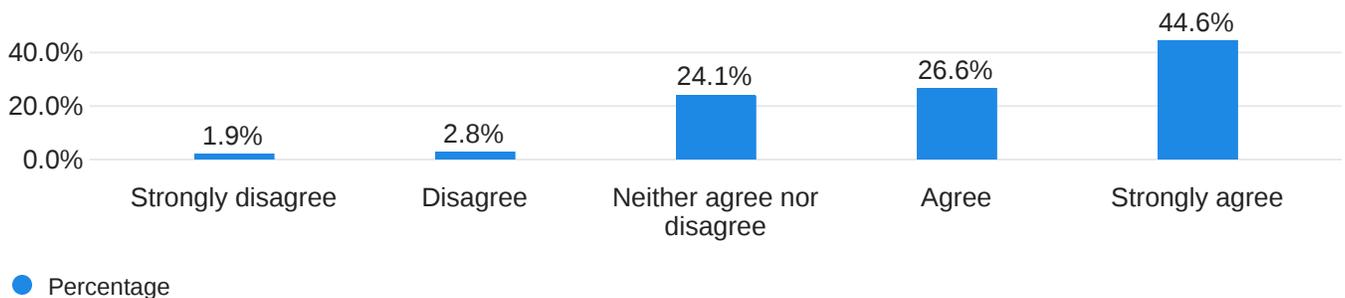
Q1_4 - If I were reevaluating my employment decision, I would still choose EIU.

315 Responses



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

316 Responses



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

99 Responses

Field	Percentage
My work is not valued	36.4%
Other:	31.3%
I'm doing more than my job description	14.1%
My department (colleagues) is/are not supportive	6.1%
I do not feel respected within my department	5.1%
I don't like the Charleston community	3.0%
I do not feel respected by colleagues outside my department	3.0%
Lack of resources and opportunities that support my culture/cultural practices	1.0%
My students do not respect me	0.0%

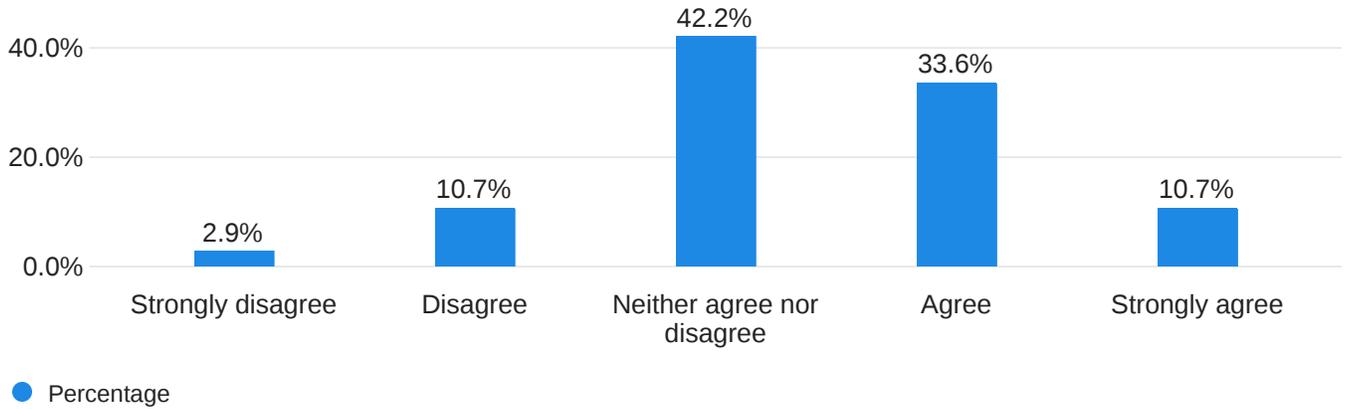
Q3 - Which of the following would influence your decision the MOST to CHOOSE EIU again? - Selected Choice

298 Responses

Field	Percentage
My department (colleagues) is/are supportive	38.3%
My work is valued	23.2%
I feel respected within my department	10.4%
Other:	9.4%
My students respect me	6.4%
I like the Charleston community	5.4%
I'm doing work that's within my job description	3.7%
I feel respected by colleagues outside my department	2.7%
There are resources and opportunities that support my culture/cultural practices	0.7%

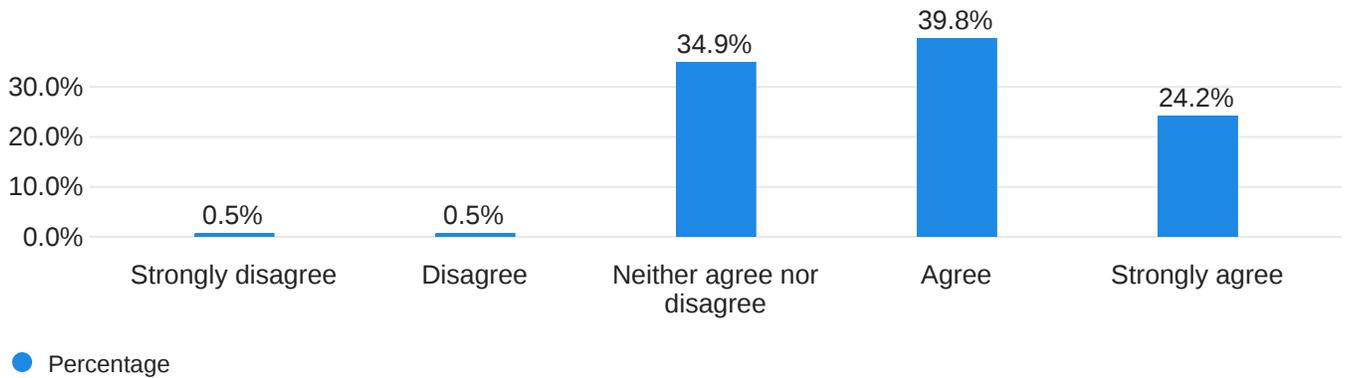
Q4_1 - Colleagues of Color encourage White colleagues to participate in cultural activities and programs.

244 Responses



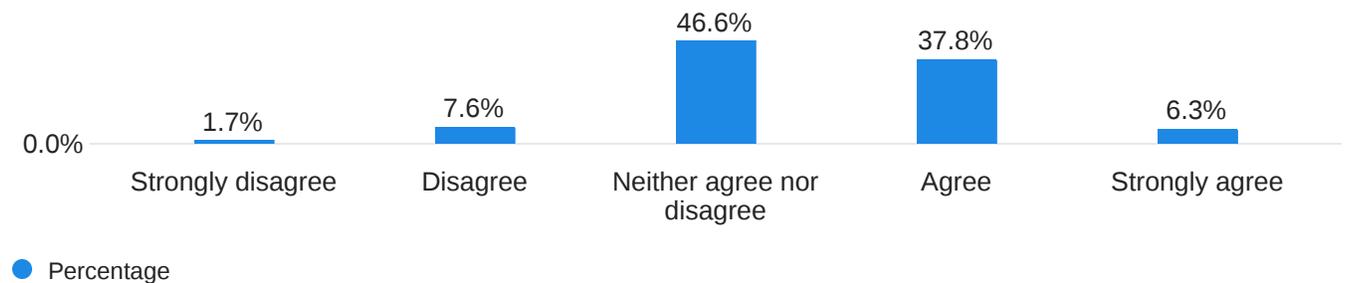
Q4_2 - Colleagues of Color take an active role in helping other Colleagues of Color adjust to EIU's campus.

186 Responses



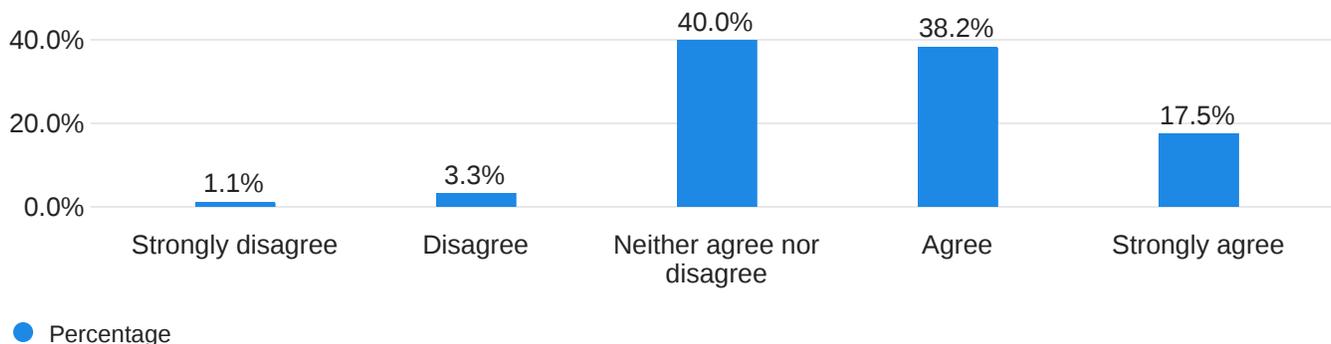
Q4_3 - White colleagues encourage Colleagues of Color to participate in cultural activities and programs.

238 Responses



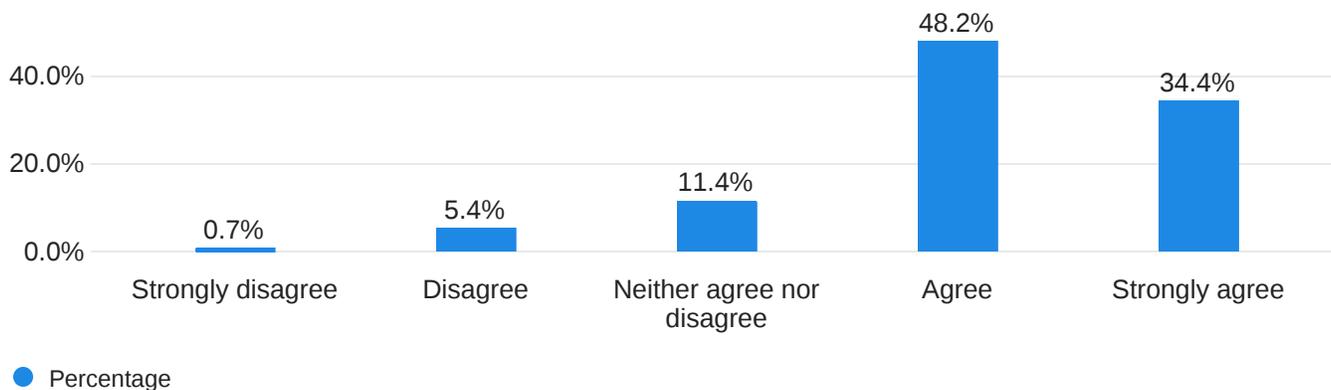
Q4_4 - Faculty/Staff from different races need to socialize more with each other.

275 Responses



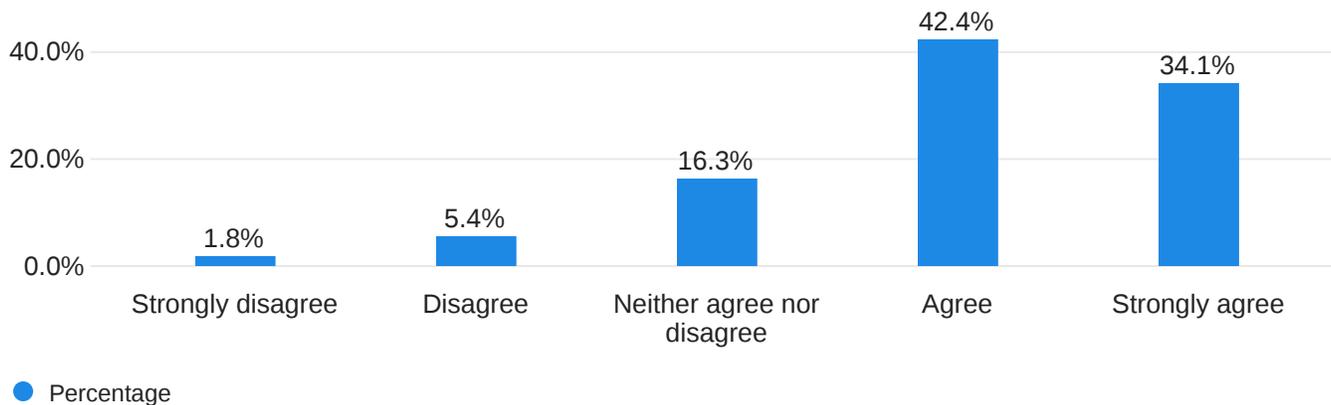
Q4_5 - I socialize with colleagues who are members of other races.

299 Responses



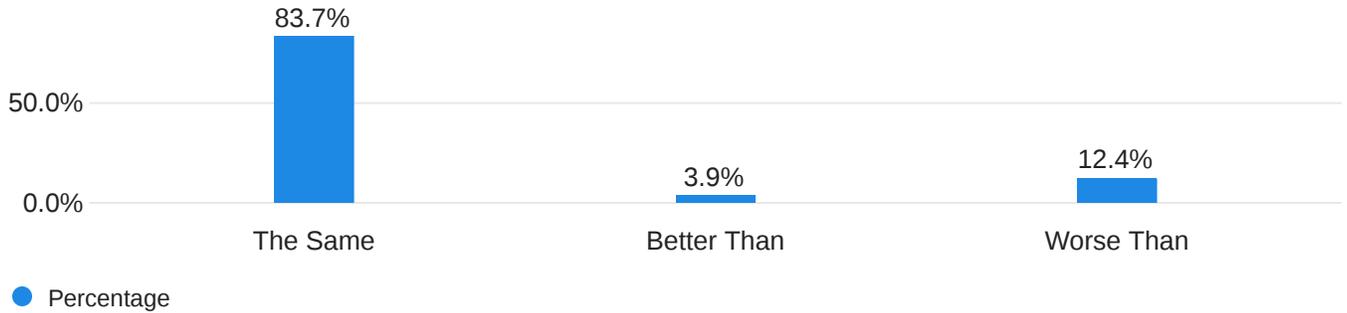
Q4_6 - Faculty/staff appear to treat Colleagues of Color fairly.

276 Responses



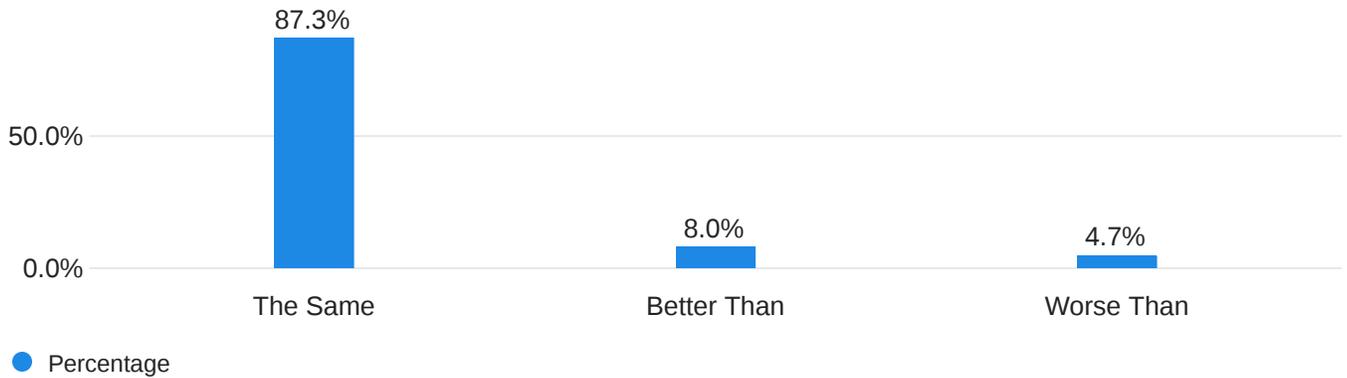
Q5_1 - White faculty/staff appear to treat Colleagues of Color _____ White colleagues.

233 Responses



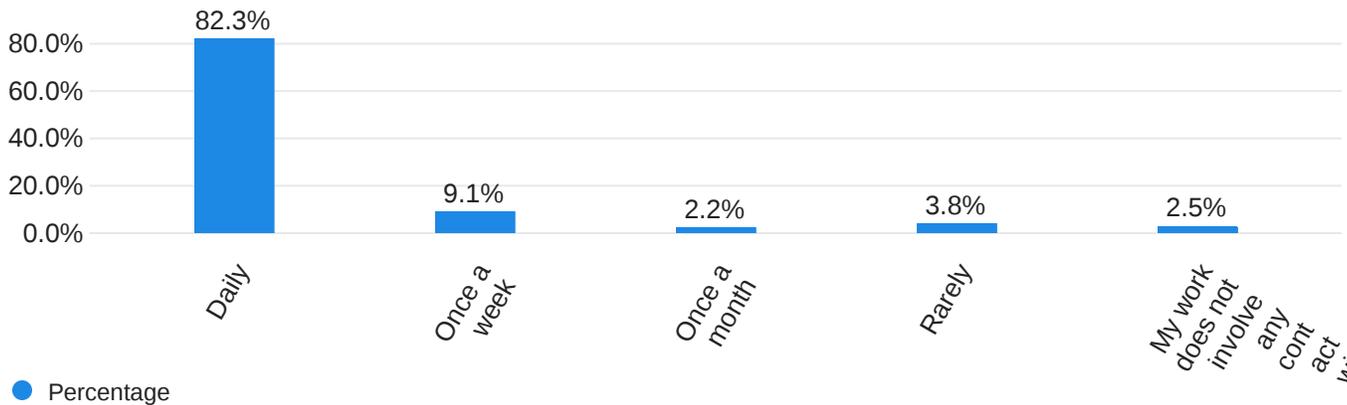
Q5_2 - Faculty/staff of Color appear to treat Colleagues of Color _____ White colleagues.

212 Responses



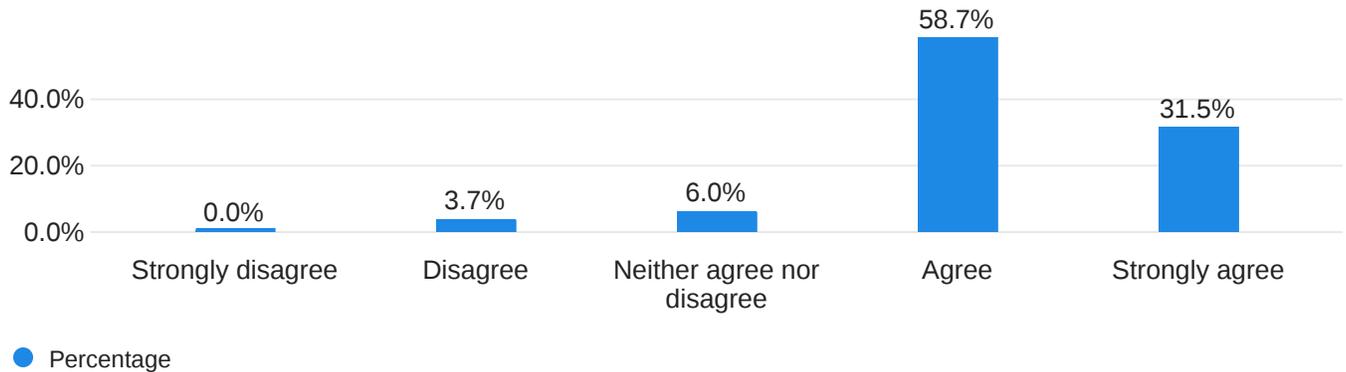
Q7 - How often do you work or are in contact with students?

317 Responses



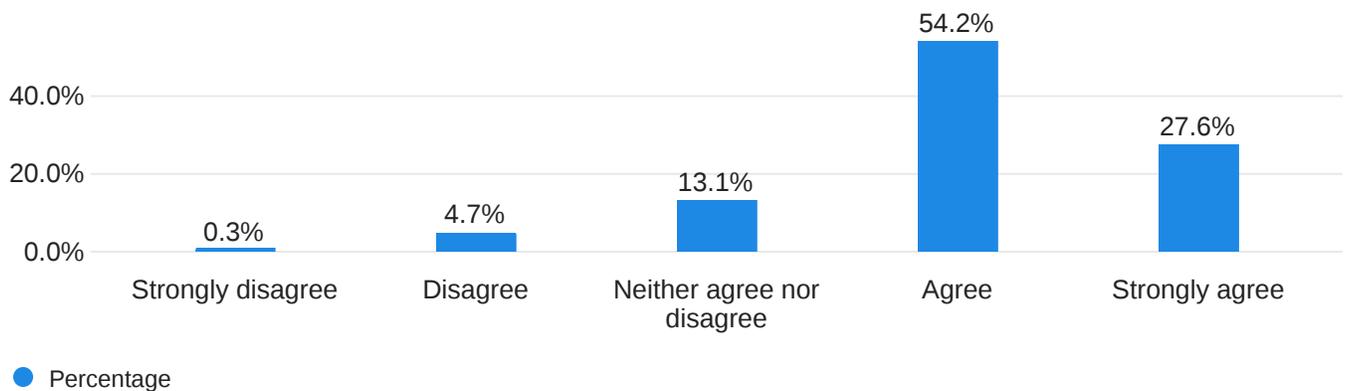
Q8_1 - I feel respected by students.

298 Responses



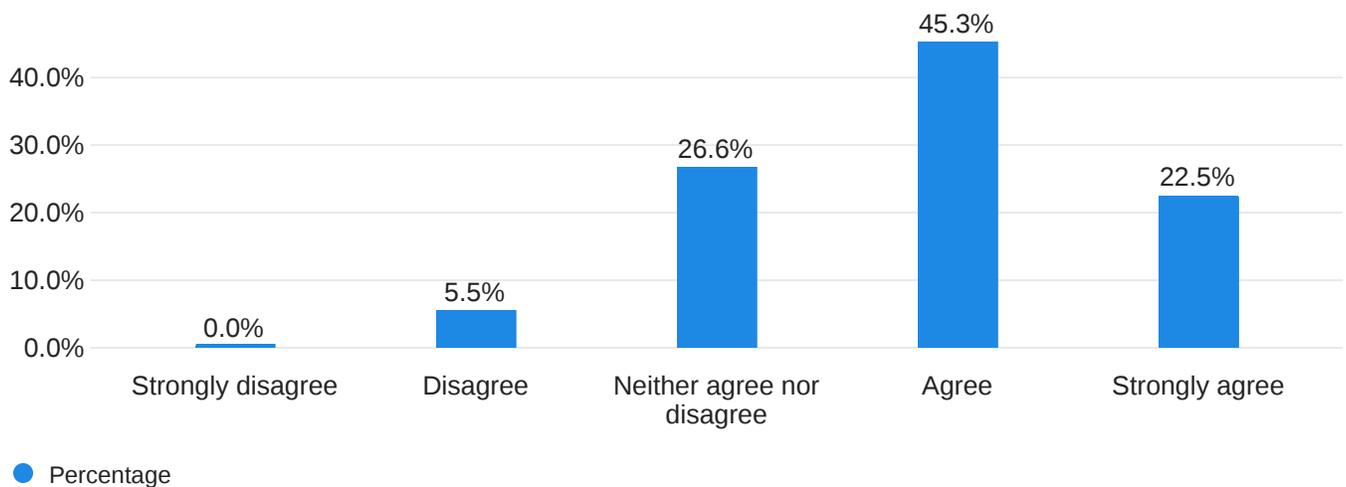
Q8_2 - I feel valued by students.

297 Responses



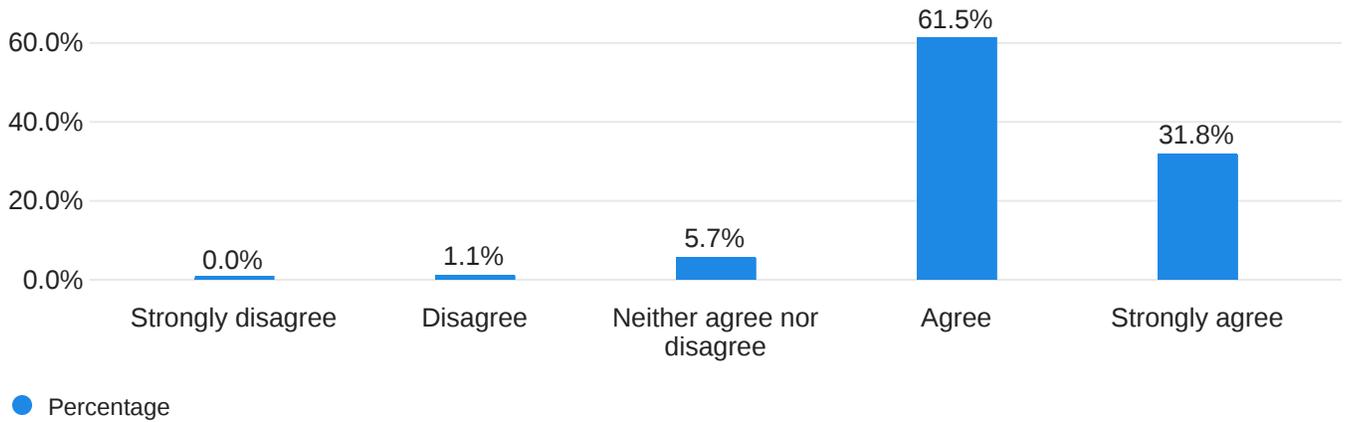
Q8_3 - I feel supported by students.

289 Responses



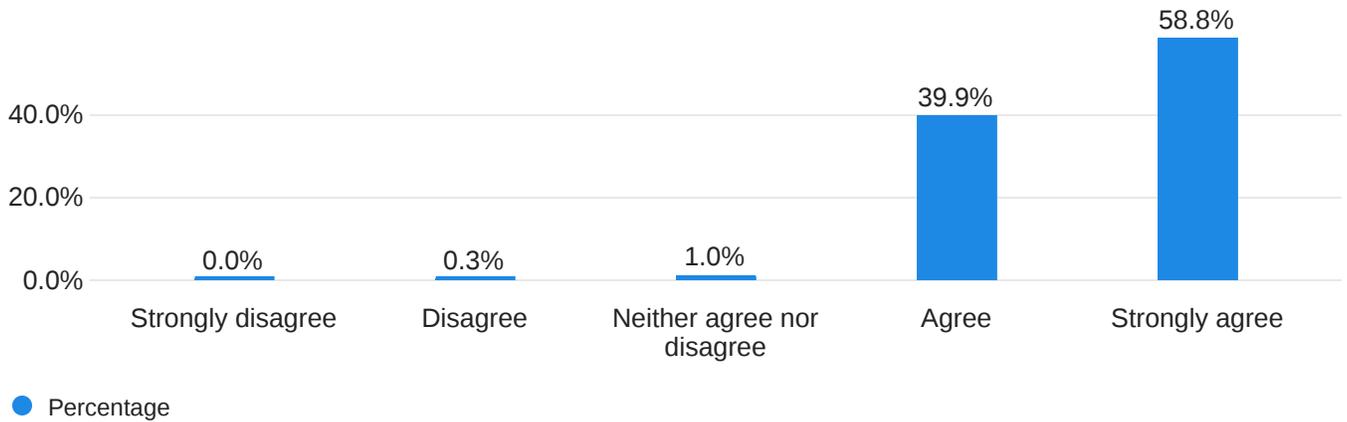
Q8_4 - I believe that students of color are comfortable working with me.

283 Responses



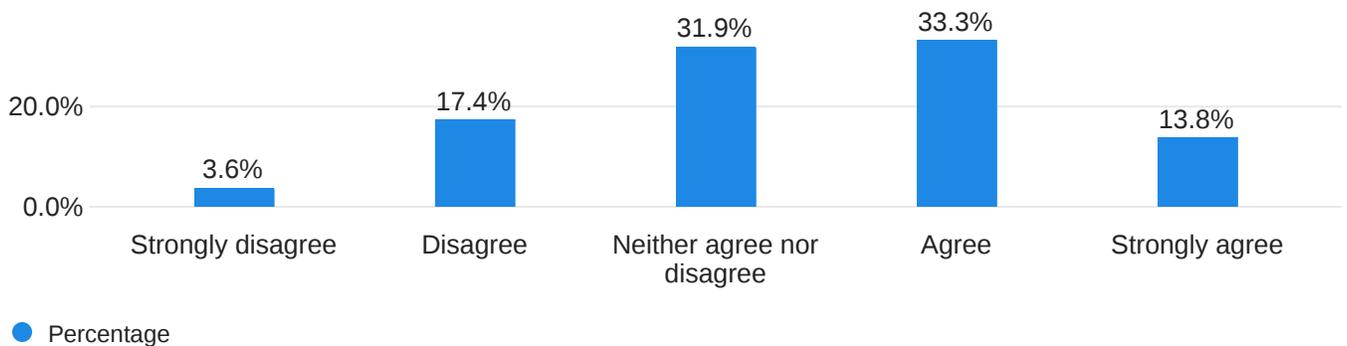
Q8_5 - I am comfortable working with students of color.

308 Responses



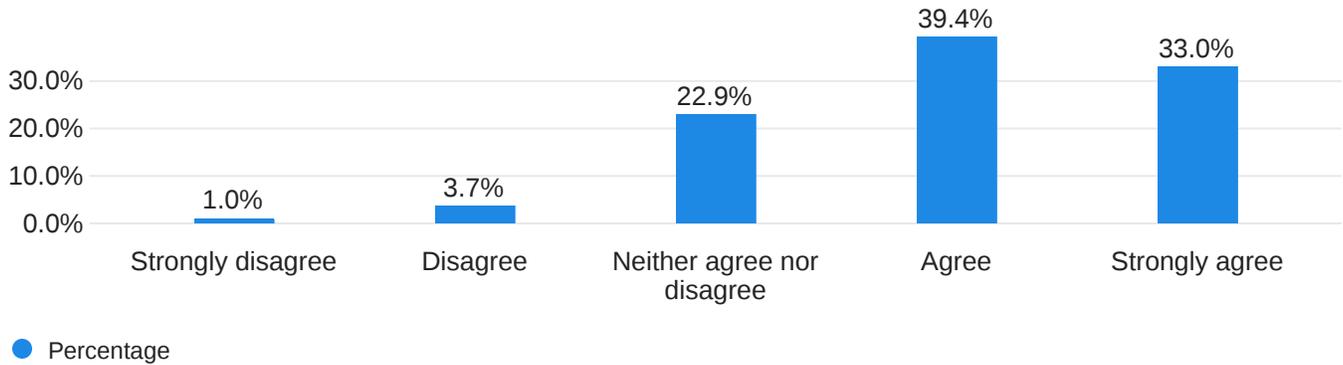
Q8_6 - I attend on-campus cultural events that are hosted by students who are members of other races.

276 Responses



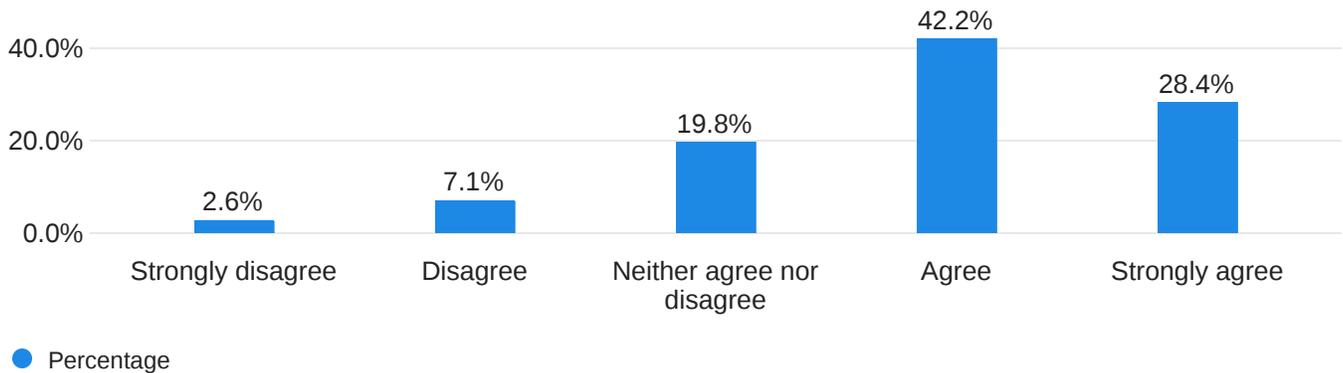
Q8_7 - I believe that faculty/staff can significantly affect whether students of different races/cultures choose to interact socially with each other.

297 Responses



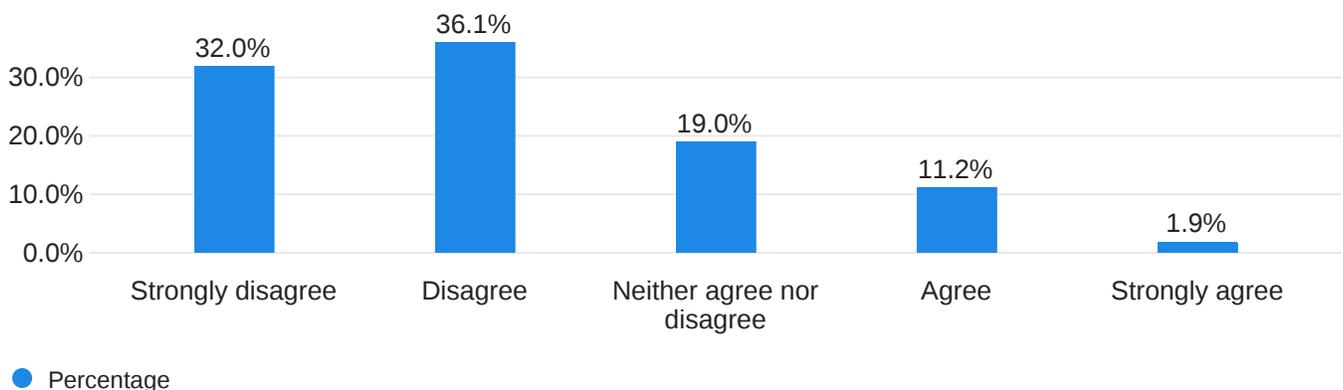
Q9_1 - I believe that microaggression exists on EIU's campus.

268 Responses



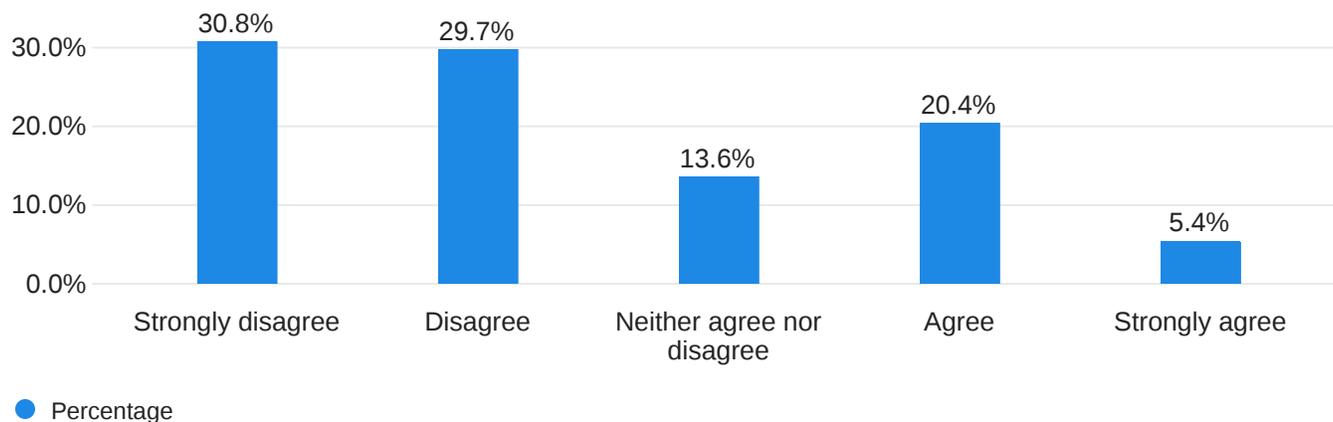
Q9_2 - I have been a victim of microaggression from students.

269 Responses



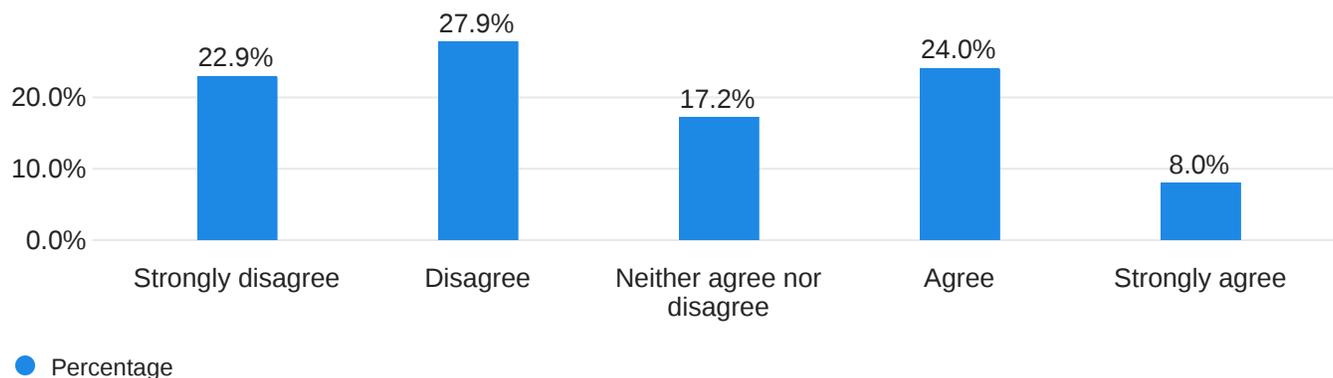
Q9_3 - I have been a victim of microaggression from other faculty/staff.

279 Responses



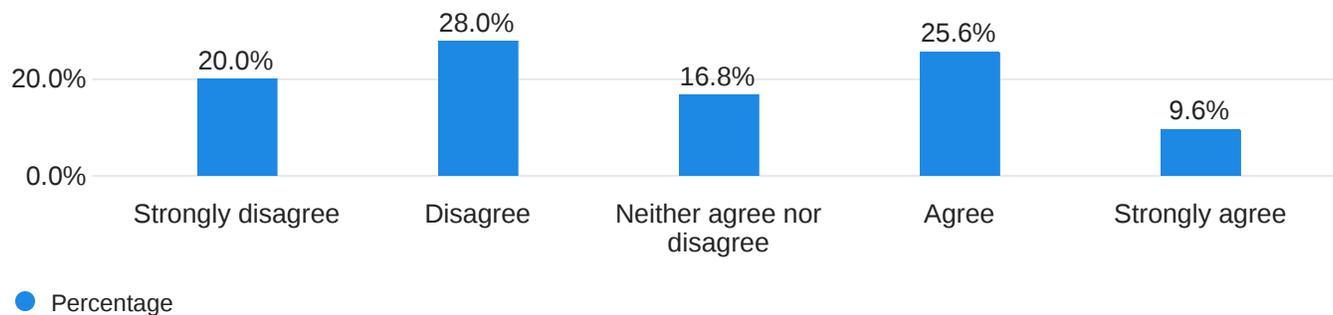
Q9_4 - I have witnessed microaggression against a student by a faculty/staff.

262 Responses



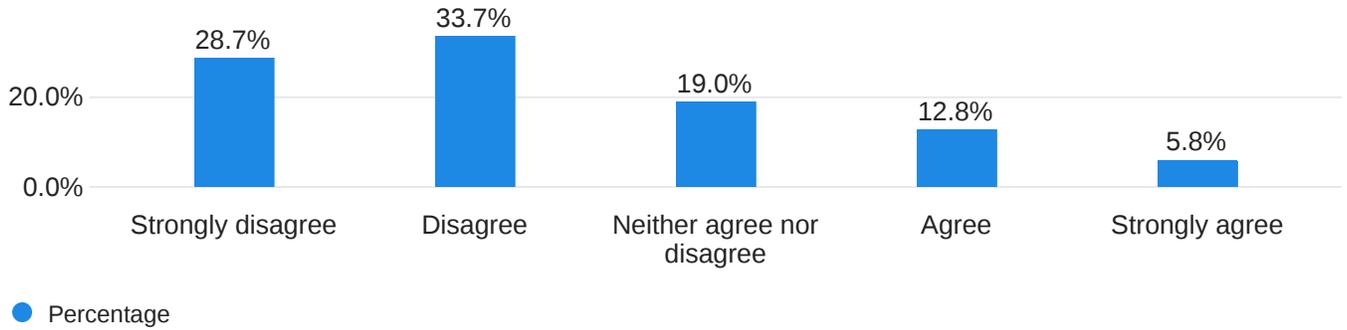
Q9_5 - I have witnessed microaggression against a student by another student.

250 Responses



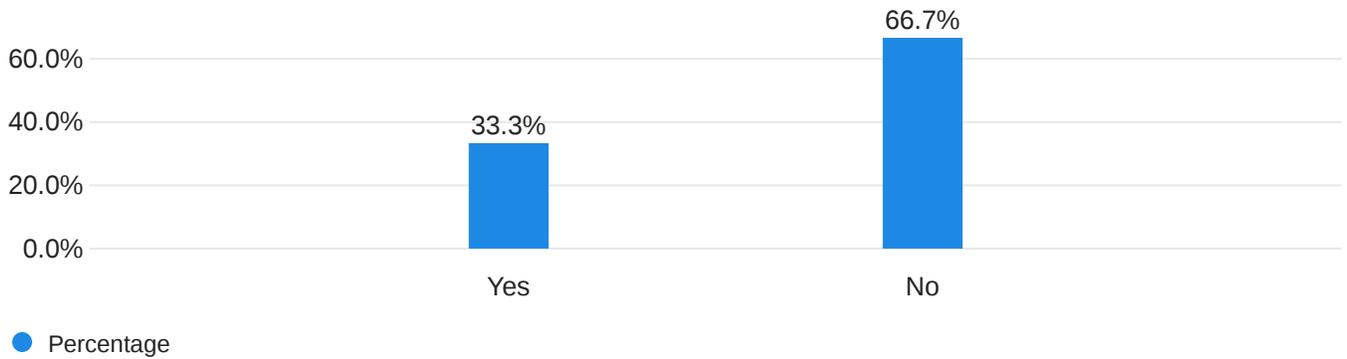
Q11_1 - I have witnessed an incident that I attributed to have occurred because of a colleague's racial/ethnic identity.

258 Responses



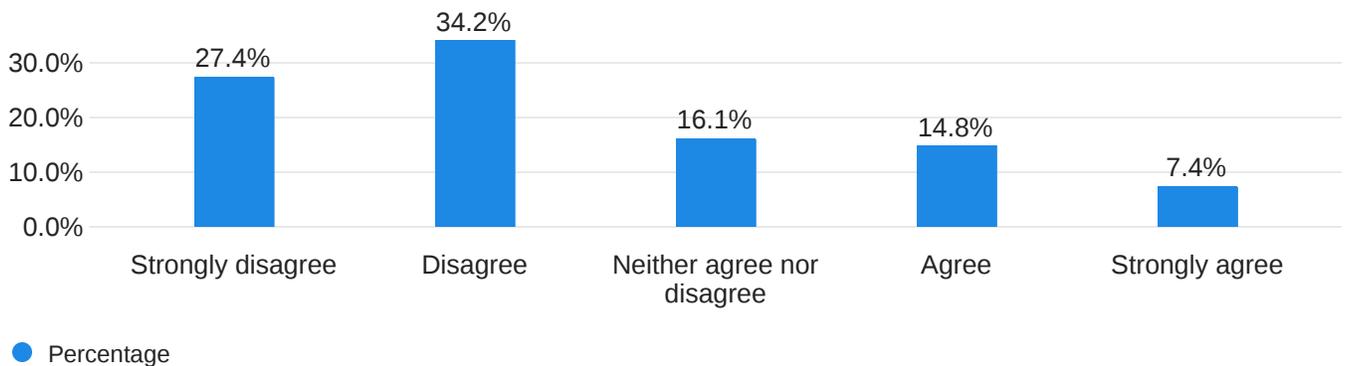
Q12 - Did you report that incident?

48 Responses



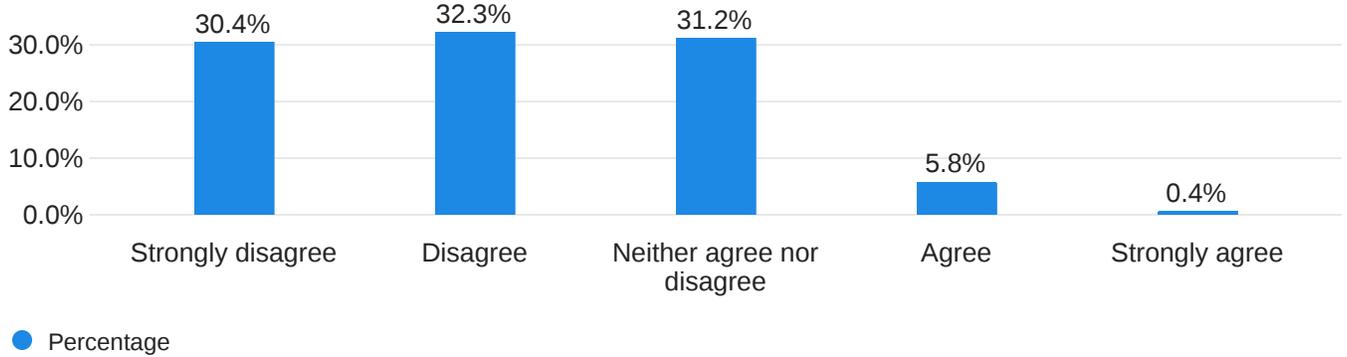
Q13_1 - I am reluctant to bring up issues I'm concerned about for fear that it will affect my performance evaluation or tenure/promotion/merit decision.

310 Responses



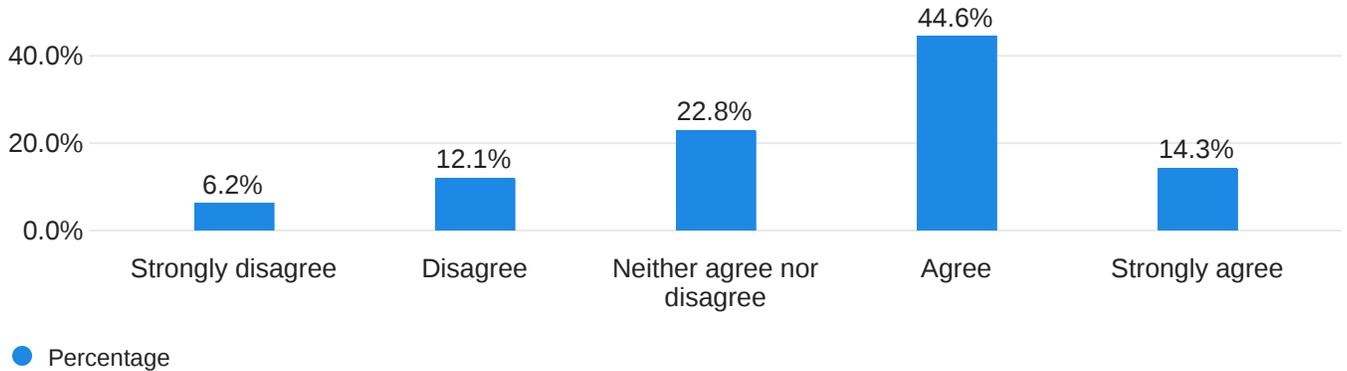
Q13_2 - My colleagues expect me to represent “the point of view” of my racial identity.

260 Responses



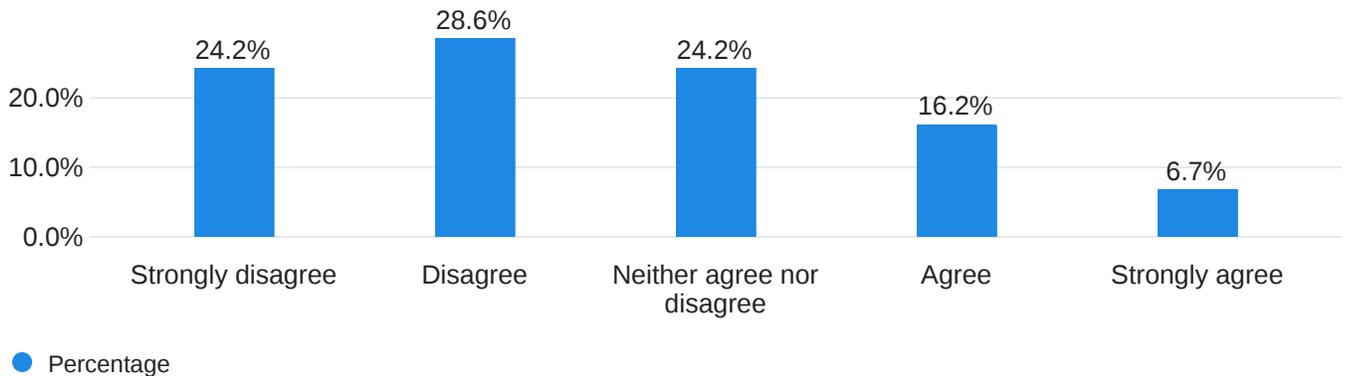
Q13_3 - EIU demonstrates that it values a diverse faculty/staff.

307 Responses



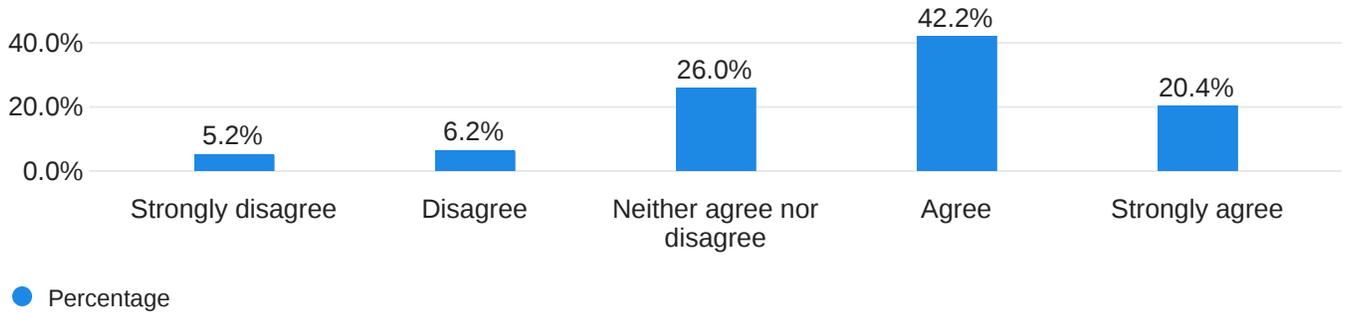
Q13_4 - I believe that I have to work harder than my colleagues to achieve the same recognition.

297 Responses



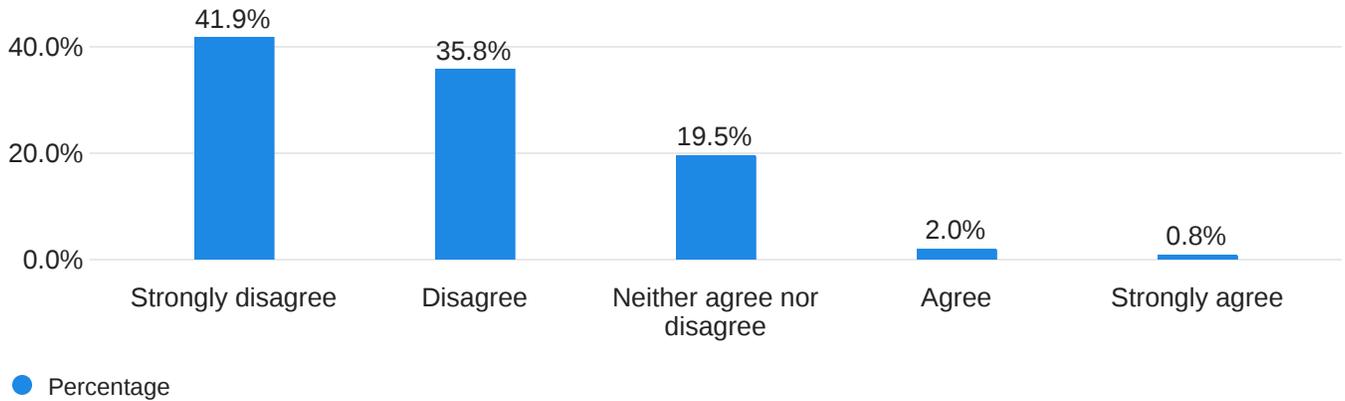
Q13_5 - My colleagues include me in opportunities that will help my career as much as they do others in my position.

289 Responses



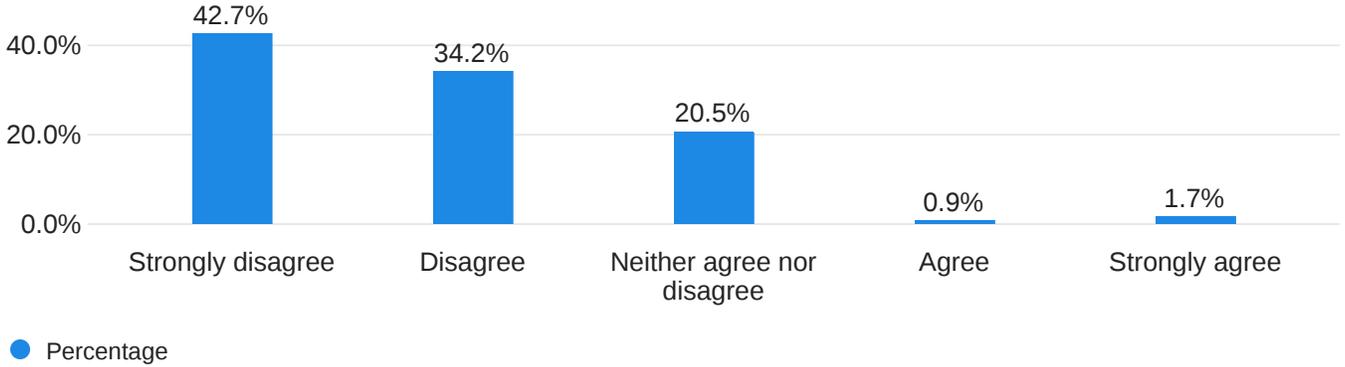
Q14_1 - I feel that I am burdened by university service responsibilities (e.g., committee memberships, departmental work assignments, teaching load) beyond those of my colleagues because of my racial identity.

246 Responses



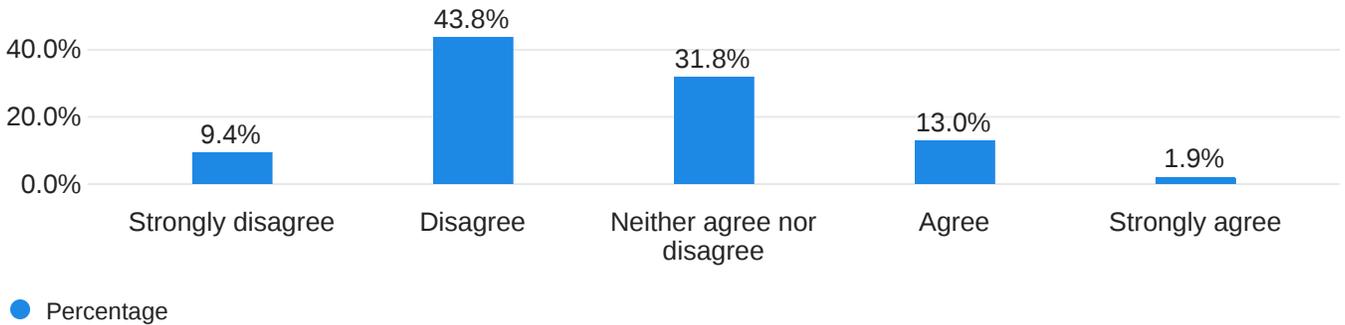
Q14_2 - I perform more work to help students (e.g., formal and informal advising, serving on thesis committees, helping with student groups and activities, providing other support) than my colleagues because of my racial identity.

234 Responses



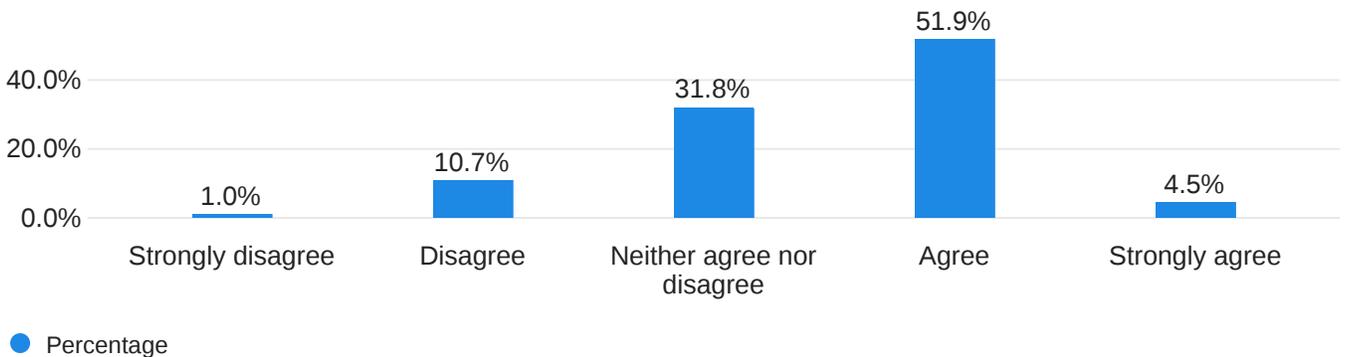
Q15_1 - The racial/ethnic climate at EIU is tense.

308 Responses



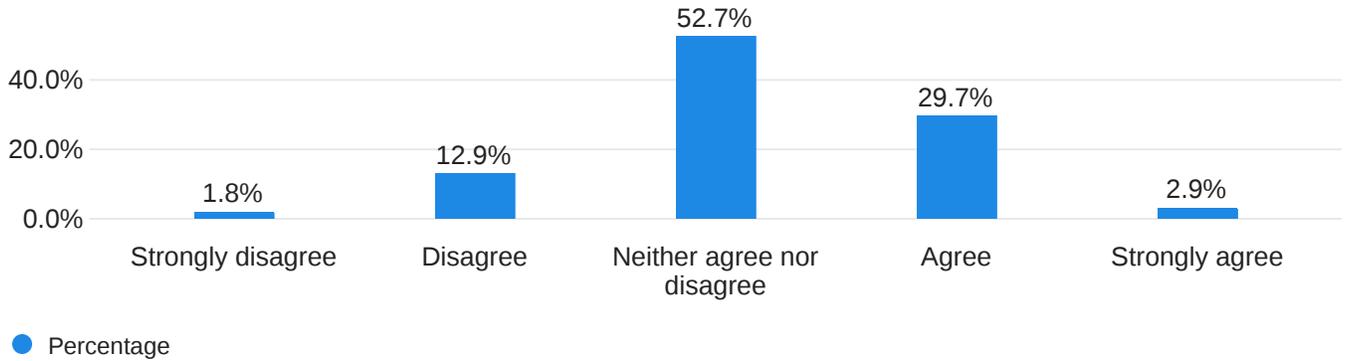
Q15_2 - The racial/ethnic climate at EIU is friendly.

308 Responses



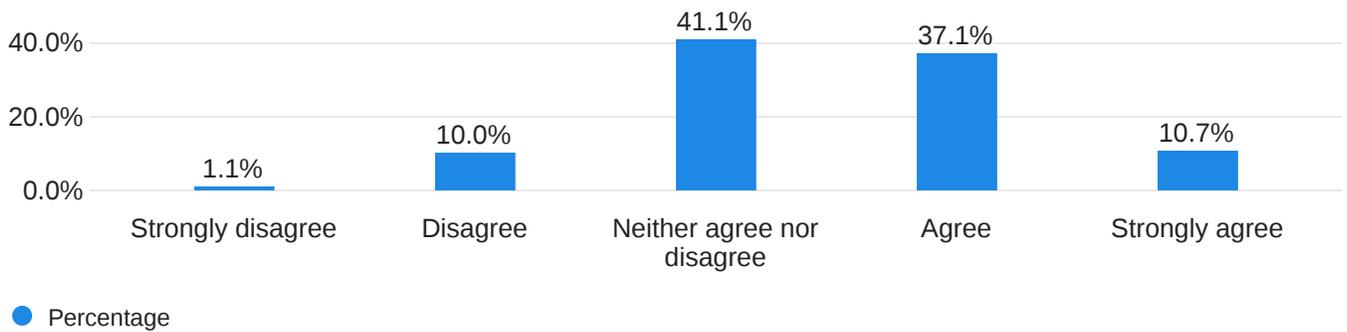
Q15_3 - People of one racial group tend to support events of other racial groups.

279 Responses



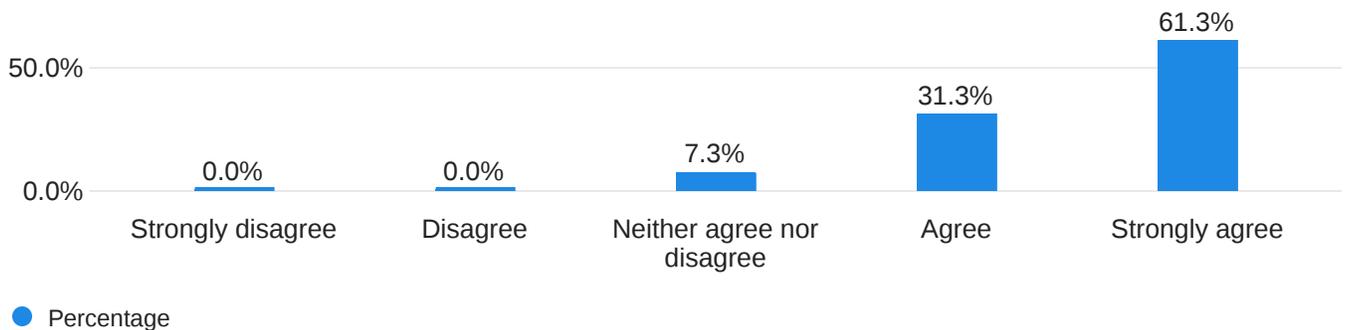
Q15_4 - Faculty/Staff significantly affect whether other faculty/staff of different races/cultures choose to interact socially with each other.

280 Responses



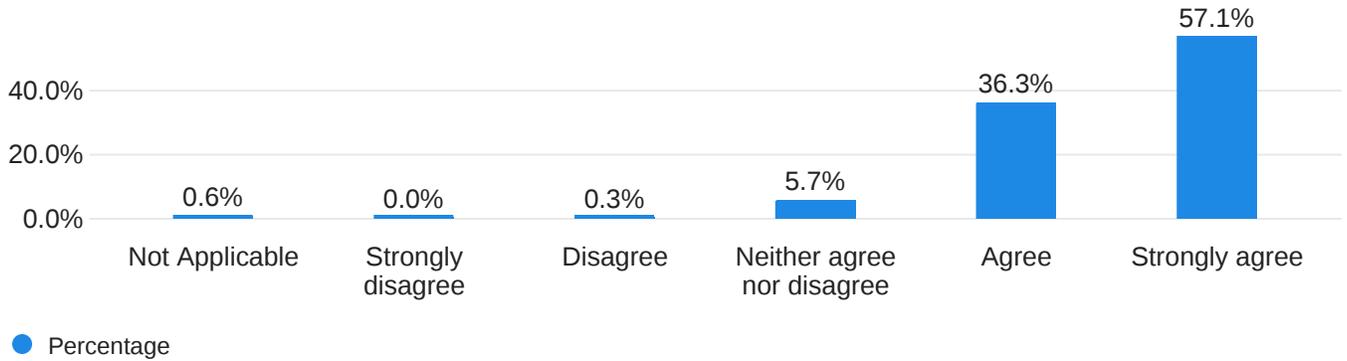
Q15_5 - Faculty/Staff have the responsibility to conduct themselves in a way that contributes to a positive racial/ethnic campus climate.

313 Responses



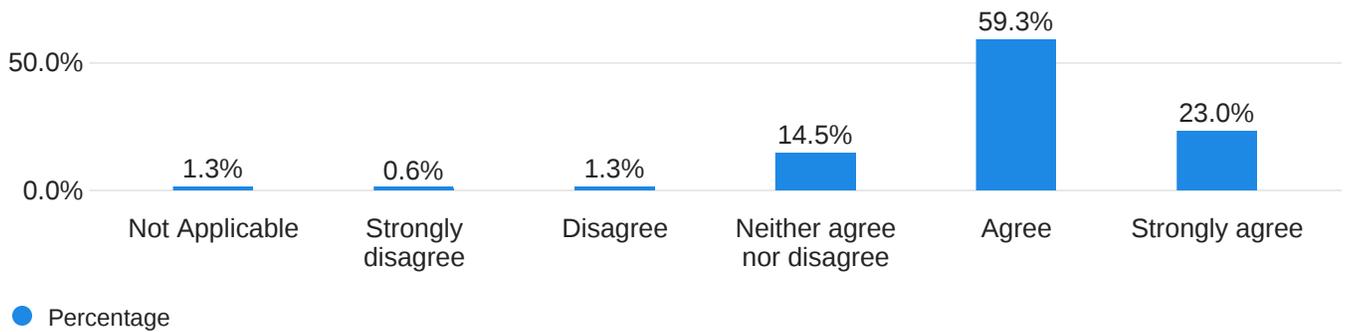
Q16_1 - EIU has an obligation to promote and encourage positive racial interactions on campus.

317 Responses



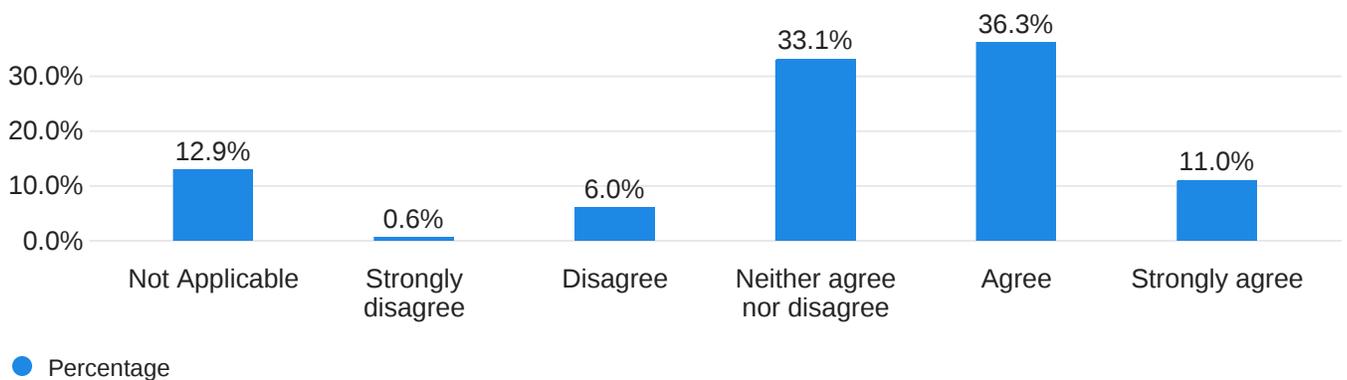
Q16_2 - EIU provides opportunities to attend programming of various types that recognize different cultural or racial issues.

317 Responses



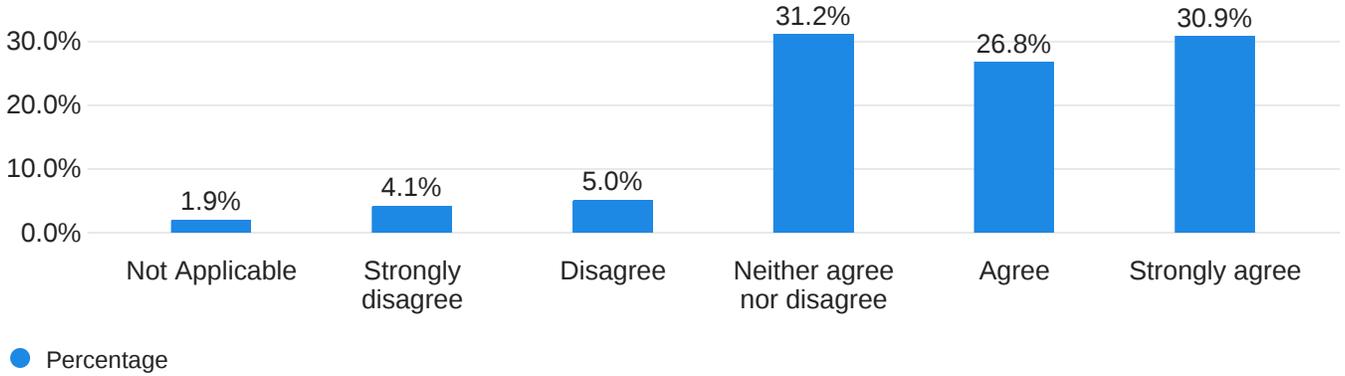
Q16_3 - EIU provides opportunities for me to socialize or connect with colleagues within my identity group.

317 Responses



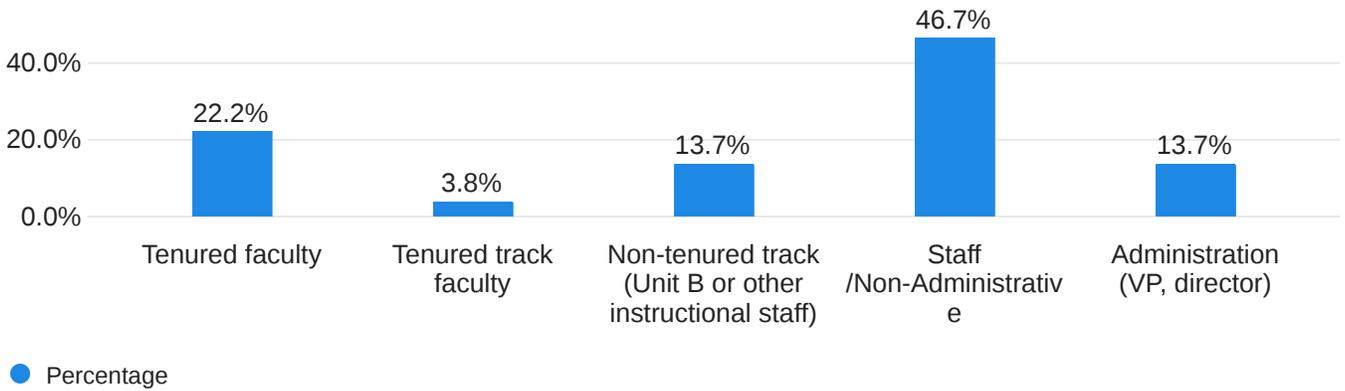
Q16_4 - The university should actively attempt to increase the number of Faculty/Staff of Color on campus.

317 Responses



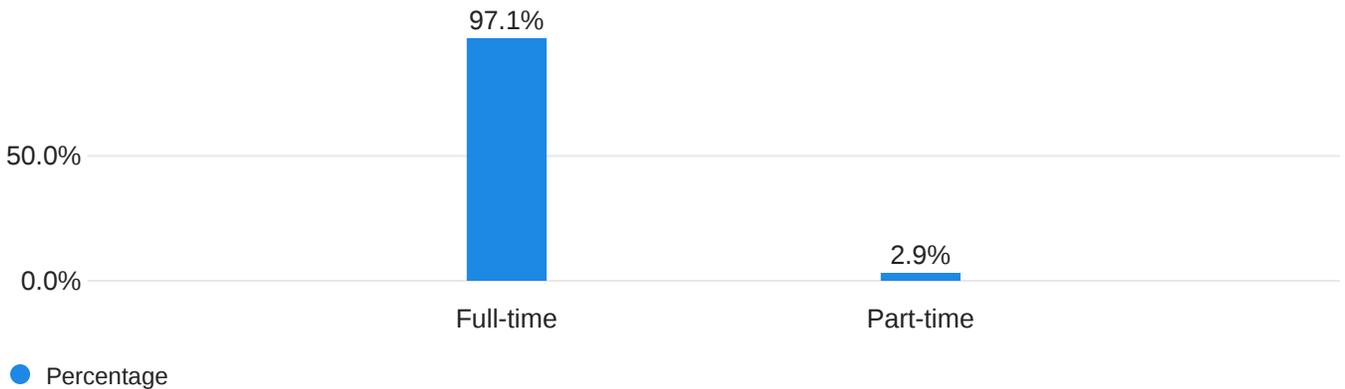
Q19 - Which best describes your position at EIU?

315 Responses



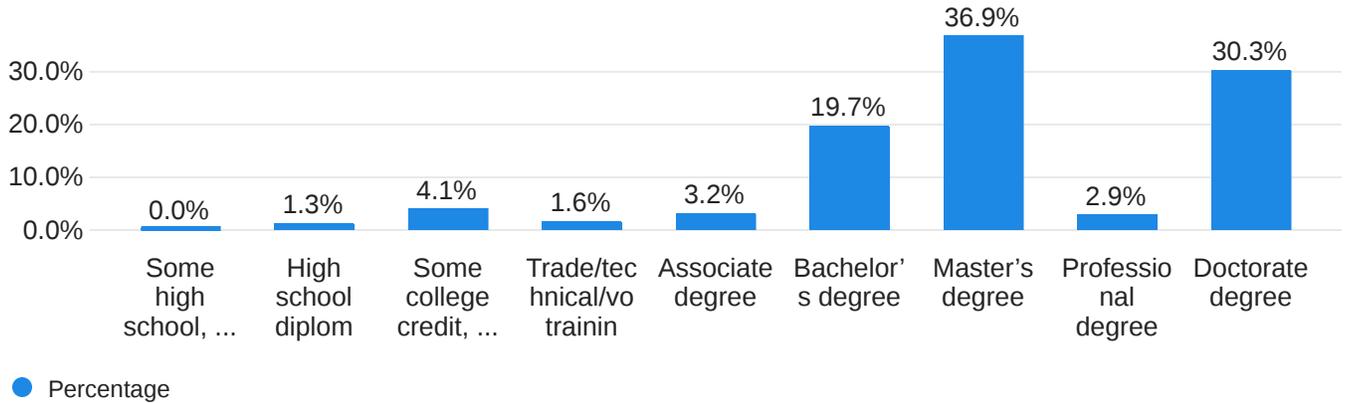
Q20 - Employee Status

315 Responses



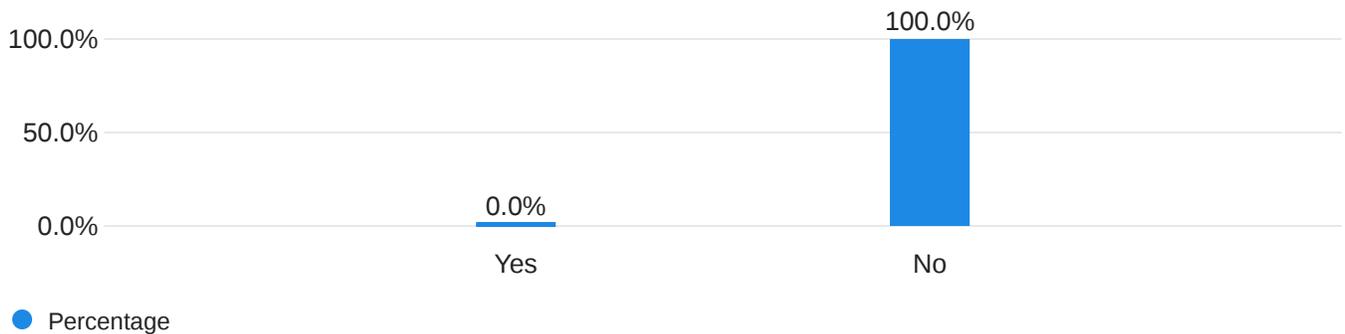
Q21 - Education

314 Responses



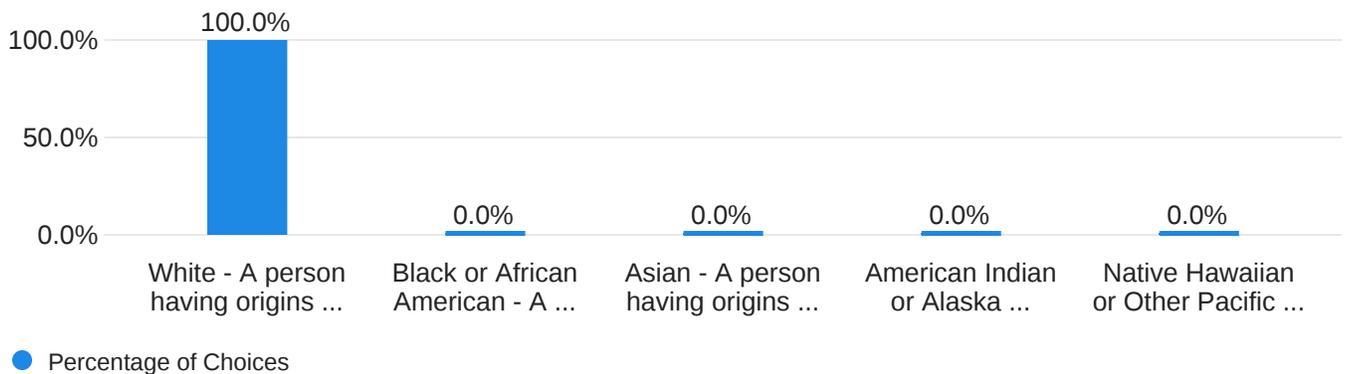
Q22 - Are you HISPANIC or LATINO: A person of Cuban, Mexican, Puerto Rican, South or Central American, or other Spanish culture or origin regardless of race?

317 Responses



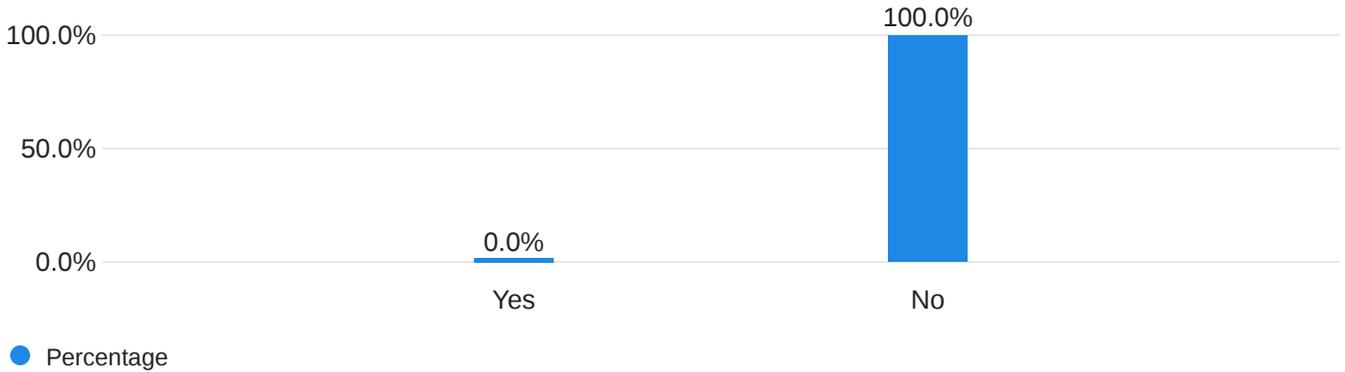
Q23 - What is your race/ethnic background? (Select all that apply.)

317 Responses



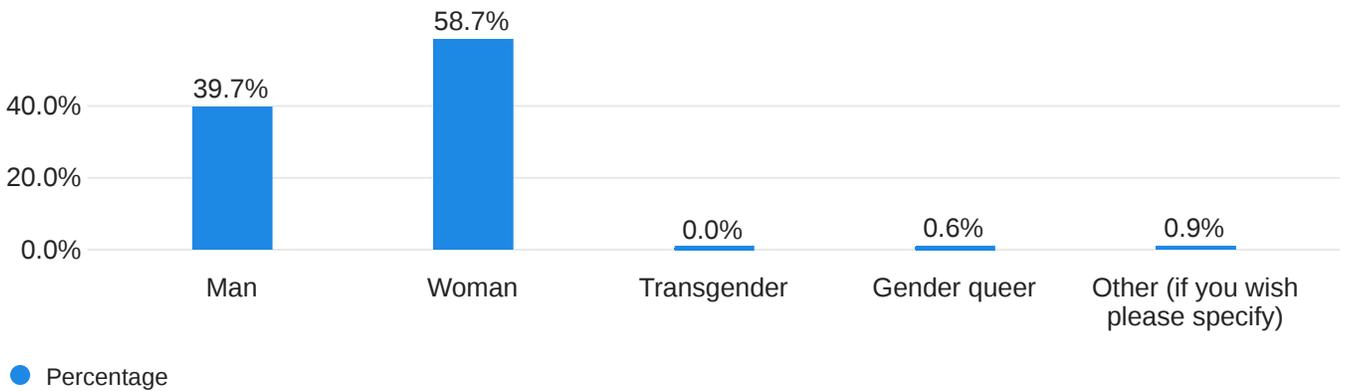
Q24 - Do you consider yourself biracial or multiracial?

317 Responses



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

317 Responses



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

316 Responses

