



2022 CAMPUS CLIMATE SURVEY REPORT

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BACKGROUND AND OBJECTIVES

In Summer 2020, on the heels of the COVID-19 pandemic, the world witnessed the murder of George Floyd, a Minnesota resident accused of having a counterfeit \$20 bill. Perpetrated by former Officer Derek Chauvin and the neglect of three others, the world became enraged by the lack of care and respect for Black life. As a result, academic institutions, departments, programs, and various other industries, received demand/call-to-action letters asking for the evaluation and adoption of anti-racist practices and processes. Accordingly, Eastern's collegiate chapter of the National Association for the Advancement of Colored People (NAACP) drafted a memo asking Eastern's administration to evaluate institutional policies and procedures to create a more equitable and diverse community for all faculty, staff, and students.

Furthermore, the university underwent an accreditation review during the 2020-2021 academic year. On March 28 – 31, 2021, the New England Commission of Higher Education (NECHE) Evaluation Team visited Eastern Connecticut State University to conduct meetings and review the university's policies, procedures, and practices. On November 30, 2021, Eastern received a finalized report from the NECHE Evaluation Team wherein they reported their observations and insights on making Eastern more effective and successful. The remarks were divided into nine standards:

- Standard 1: Mission and Purpose
- Standard 2: Planning and Evaluation
- Standard 3: Organization and Governance
- Standard 4: The Academic Program
- Standard 5: Students
- Standard 6: Teaching, Learning, and Scholarship
- Standard 7: Institutional Resources
- Standard 8: Educational Effectiveness
- Standard 9: Integrity, Transparency, and Public Disclosure

Under "Standard 5: Students," the Reevaluation Team noted, "Eastern places a high value on diversity, equity, and inclusion across the campus." Despite this response, "During the open forum, some students discussed sexual violence at Eastern and a lack of effectiveness in handling complaints and providing institutional support response." Additionally, under "Standard 6: Teaching, Learning, and Scholarship," the Reevaluation Team noted "a salient theme" from their on-site discussions, acknowledging the university could do more "to provide an inclusive environment for the diverse student population."

In the NECHE response letter dated July 6, 2021, Dr. Elsa Núñez remarked:

We agree that more can always be done in this important area that is so central to our mission. As a result, Eastern continues to launch initiatives to improve. At the request of several students' groups, in spring 2021, the Vice President for Student Affairs created and chairs the NAACP Ad Hoc Committee. This committee which includes students, faculty, and staff, will work over the 2021/22 academic year to find ways for greater collaboration among the Office of Equity and Diversity, Student Affairs, and Academic Affairs to better serve our students. This work will be enhanced by new leadership in the Office of Equity and Diversity, which began in July 2021. The committee will also host student focus groups in fall 2021 to better understand the sources of dissatisfaction across all students. When the committee's work is completed, likely at the end of the academic year, it will be dissolved, and the initiatives and findings of the committee will be turned over to the appropriate standing committees.

As a result of the events of Summer 2020, the university's accreditation review report, and President Núñez's response, the Diversity and Social Justice Council, chaired by DeRon S. Williams, Assistant Professor of Theatre, created "My School. My Voice. My ECSU: DEI Student Campus Climate Survey" and "Being Seen. Being Heard. Faculty/Staff Campus Climate Survey."

Collectively, the two campus climate surveys were designed to establish an understanding of the various viewpoints and experiences of the ECSU campus community. The survey was topically focused on measuring the climate related to diversity, equity, and inclusion. Very little attention was given to the area of sexual assault or misconduct, as Sarah Madera, the IX Coordinator in the Office of Equity and Diversity, administered a separate survey with primary emphasis on practices, policies, processes, and guidelines related to sexual assault and misconduct.

METHODOLOGY

Adapted from the Diversity and Social Justice Council's 2014 campus climate survey, the 2022 surveys were revised, edited, and streamlined into an online format to increase overall participation. For the success of this study, it was important to engage the entire campus community, including all enrolled students (undergrad & grad) and employed faculty and staff members. As such, the surveys were implemented using Eastern's Qualtrics software.

A replicable and secure web-based software, Qualtrics allows users to securely create surveys and generate reports. Accordingly, roughly 80% of the Fortune 100 companies trust the system, as it has "achieved SOC2 Type 2 Certification with the security, availability, and confidentiality trust principles." Although all internet programs and software are subject to the risk of being intercepted

or hacked by a third party, the council determined that Qualitrics was the most feasible, practical, and secure to address the project's needs.

The "My School. My Voice. My ECSU: DEI Student Campus Climate Survey" was administered at Eastern Connecticut State University from April 11, 2022, to May 6, 2022, while the "Being Seen. Being Heard: Faculty/Staff Campus Climate Survey" was administrated from April 25, 2022, to May 13, 2022.

FACULTY SURVEY REPORT

DEMOGRAPHICS

*To be consistent with the survey administered, administrative faculty are referred to as staff in this report.

A total of 976 faculty and staff were invited to participate in the campus climate survey. This includes both full and part time faculty, and all university staff (administrative faculty). Out of 976, 188 faculty/staff participated (19%) with 88 (55%) identifying as faculty and 71 (45%) identifying as staff, and 29/188 did not identify as either.

The majority of the respondents identified as White or Caucasian, 119/171 (70%), 32/171 identified as BIPOC (19%), and 20/171 (12%) preferred to not answer. Respondents were mostly 40 and older (79%), with the largest participation representing the 50-59 age group (34%). With respect to faculty type, teaching faculty made up 85% of the faculty respondents and ranked as follows: Adjunct (23%), Assistant (16%), Associate (23%) and Full (38%). A total of 53/72 (74%) respondents are from the School of Arts & Sciences and 19/72 (26%) are from the School of Education & Professional Studies. Then, coaches and non-instructional athletic trainers accounted for 8% of the faculty respondents (7), 7% were library faculty (6), and no respondents identified as counseling faculty (under “Type of Faculty”). For staff, the largest percentage, 41/67 or 61%, identified as from administrative offices, 9 (13%) from academic offices, 8 (12%) from facilities, 5 (7%) from public safety and 4 (6%) from health/counseling/ministry services. The majority of respondents identified as straight (74%), cisgendered (90%), US citizens/permanent residents (93%), non-veteran (89%), and without a disability that affects learning, working or living conditions (86%).

RESULTS

Q13 – To what extent do you agree with the following statements?

On Q13, 70% of faculty/staff indicated (agreed/strongly agreed) overall satisfaction with their work environment, and 62% indicated they would recommend working at Eastern. Relatedly, 30% percent of faculty/staff considered leaving Eastern due to salary/benefits and 37% considered leaving due to the overall work environment. Faculty/staff overwhelmingly report feeling accepted (87%) and valued (76%) by students, and accepted (78%) and valued (72%) by their peers (faculty/staff).

Qualitatively, a total of 34 comments were made in Q13a. Negative comments made up 22/34, positive were 5/34 and the remaining were neutral in nature. All comments made by faculty/staff are included in the appendices of this report.

A sample of the negative comments (22/34) in question 13a that relate to the data above and in that order:

- *“The atmosphere for professional staff has really plummeted, gradually, over the last 10-12 years.”*
- *“The work environment can be toxic 3 to 5 days a week and the hours needed to accomplish my job and respond to students is 50+ hours a week.”*
- *“Working conditions at Eastern have deteriorated over time and overall morale is at an all-time low. Workload and expectations are above and beyond colleagues at other institutions both in and outside of the state system.”*
- *“I do not feel that the administration value the faculty and staff at all. We are asked to do increasingly more with increasingly less and the toll that caring for students during the pandemic has taken on us is overlooked by the top administrators (setting up wellness webinars does not mean valuing us).”*
- *“Will leave Eastern for a full-time instructor position which is unlikely to open. No room for growth of adjuncts.”*

A sample of the positive comments (4/34):

- *“I have enjoyed working at Eastern, in large part because of the people I interact with.”*
- *“It has been a good job for a good institution, and I have ended up staying for longer than I would have expected at the beginning, but it's not all perfect.”*
- *“I love the people I work with (students and faculty/staff). We are well compensated and have excellent benefits.”*

A sample of the neutral comments (8/34) made in question 13a:

- *“Faculty and staff” covers a wide range of people. My work is valued by some more than others.”*
- *“telework is important for continuing to work at Eastern.”*
- *“There are some faculty who make disparaging comments about staff and administrators. I understand the frustration with not being able to hire more faculty, but the university couldn't run without staff. Administrators are not inherently evil (although they do make mistakes and bad decisions, as we all do). That said, I have also heard some administrators make disparaging comments about staff and other administrators, which is concerning. Everyone needs to demonstrate for everyone - even those with whom they disagree.”*

	Strongly Agree		Agree		Neutral		Disagree		Strongly Disagree		Total Respondents
Overall, I am satisfied with my work environment.	25%	36	45%	65	13%	19	13%	19	3%	5	144
I would recommend working at Eastern to a close friend.	26%	38	36%	52	18%	26	11%	16	8%	12	144
I feel accepted by students.	43%	62	43%	62	13%	18	1%	1	0%	0	143
I feel valued by students.	36%	52	39%	56	20%	28	5%	7	0%	0	143
I feel accepted by faculty and staff.	30%	44	47%	68	15%	22	6%	9	1%	1	144
I feel valued by faculty and staff.	26%	37	46%	66	18%	26	8%	11	2%	3	143
I feel I belong at EASTERN.	33%	47	36%	52	24%	34	6%	9	1%	2	144
I have considered leaving EASTERN because of the salary and benefits.	14%	20	16%	23	13%	19	30%	42	27%	39	143
I have considered leaving Eastern because of the overall work environment.	16%	23	21%	30	15%	21	26%	37	23%	33	144

Q14 – To what extent do you agree with the following statements?

In Q14, 36% of faculty/staff indicated (agreed/strongly agreed) the administration is genuinely concerned about their welfare, 37% indicated the administration respects what faculty and staff think, 69% indicated that the administration regularly speaks about the value of diversity and 55% indicated the administration demonstrates leadership that fosters diversity, equity, and inclusion of all faculty and staff.

Qualitatively, a total of 30 comments were made in Q14a. Negative comments made up 22/30, 5/30 were of a positive nature and 3/30 were neutral. All comments made by faculty/staff are included in the appendices of this report.

A sample of the negative comments (22/30) in question 13a:

- *"Equal treatment is spoken but not practiced. The communication across campus with Administrative directives is horrible."*
- *"I feel as though some of the diversity, equity and inclusion efforts are performative, and only done to check a box."*
- *"The administration pretends to be concerned about employee's welfare with sound bathing and wellness webinars. Not in any real way like reducing workload, realistic expectations for promotion or rewarding the good people."*
- *"Even though we are asked I do not believe the administration actually cares what I think. They have their own motivations to do what they do - such is the way most businesses run."*

A sample of the positive comments (5/30) made in question 13a:

- *"The support for faculty and everyone during the Covid pandemic was excellent, thank you!"*
- *"My direct administrator is awesome."*
- *"The administration has taken concrete steps that make diversity a priority, which I respect and appreciate."*

A sample of the neutral comments (3/30) made in question 13a:

- *"This is a mixed bag. While diversity is definitely valued it is a wide-spread belief that if you are not a minority candidate for a position, then you will not be considered for advancement."*

	Strongly Disagree		Somewhat Disagree		Neither Agree nor Disagree		Somewhat Agree		Strongly Agree		Total Respondents
The administration is genuinely concerned about my welfare.	22%	31	17%	24	26%	37	26%	37	10%	14	143
The administration respects what faculty and staff think.	21%	30	18%	26	24%	34	26%	37	11%	16	143
The administration regularly speaks about the value of diversity.	8%	11	6%	9	17%	24	39%	56	30%	43	143
The administration demonstrates leadership that fosters diversity, equity, and inclusion of all faculty and staff.	17%	24	13%	19	15%	21	39%	56	16%	23	143

Q15 - To what extent do you agree with the following statements?

In Q15, 71% of faculty/staff indicated that Eastern is a welcoming environment. A wide majority report the campus is clean and well maintained (93%), safe during the daytime (97%), and safe after dark (86%). A smaller percentage of faculty/staff indicated their needs are addressed by the university (43%), that supervisors, directors and administrators lead by example (46%), that the President, Vice-Presidents, Deans, and other leadership staff are genuinely concerned about their well-being (41%), that the President, Vice Presidents, Deans, and other leadership staff treat employees fairly (46%) and that the President, Vice Presidents, Deans, and other leadership staff support and participate in shared governance (47%). Faculty and staff indicated that they do treat each other (faculty/staff) with respect when services are requested (77%).

Qualitatively, a total of 22 comments were made in Q15a. Most comments were negative, 17/21, 3/21 were of a positive nature and 2/21 were neutral. All comments are included in the appendices of this report.

A sample of the negative comments (16/21) in question 15a:

- *"I think many staff are treated better based on relationships or who you are, not fairly and objectively."*
- *"I realize that the leadership are humans, too, and they have a great deal of pressure and stress on a daily basis. However, this comes with the responsibility of being a leader. The best leaders are in the trenches with their employees in a granular sort of way. This is how to earn the respect of faculty. If you are present and visible, and sincerely concerned with working conditions, the faculty will see that clearly."*
- *"The more top-down style of management that has emerged has shaken faculty confidence in shared governance."*
- *"There is no genuine concern about faculty and staff well-being, just lip service. The recent Promotion denials are unsettling after a period impacted by covid when it was understood that the same criteria could not hold. The leadership does not support shared governance, nor do they entertain, let alone support, creative ideas for the university."*
- *"As an adjunct faculty I do not feel that my voice, ideas and concerns are taken as seriously as they should."*

A sample of the positive comments (3/21) in question 15a:

- *"The vibe from leadership is truly great. Mostly, though, I don't know."*
- *"I have received fantastic support from the athletic director and dean of students office."*

A sample of the neutral comments (2/21) made in question 15a:

- *"I think everyone's nerves are very thin right now, and that is affecting our ability to give people the benefit of the doubt."*

	Strongly Agree	Somewhat Agree	Neither Agree nor Disagree	Somewhat Disagree	Strongly Disagree	Total Respondents
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Eastern is a welcoming environment for faculty and staff.	25%	36	46%	65	15%	22	11%	15	3%	4	138
Eastern's campus is clean and well maintained	63%	89	30%	43	2%	3	4%	5	1%	2	142
I feel safe when I am on campus during the daytime.	84%	119	13%	19	1%	1	0%	0	2%	3	142
I feel safe when I am on campus after dark.	57%	81	29%	41	8%	11	4%	6	1%	2	141
I am confident that Eastern is prepared for a large-scale emergency (e.g., earthquake, armed intruder, blizzard)	19%	27	30%	42	34%	48	13%	18	5%	7	705
Overall, the needs of the employees (faculty & staff) are addressed by the university.	13%	19	30%	42	25%	36	23%	33	8%	12	142
Faculty and staff treat each other with respect when services are requested.	26%	36	51%	72	9%	13	11%	15	3%	4	140
Supervisors, directors and administrators lead by example.	16%	22	31%	43	28%	39	15%	21	11%	15	140
Overall, the President, Vice-Presidents, Deans, and other leadership staff are genuinely concerned about my well-being.	14%	20	26%	37	26%	37	14%	19	19%	27	140
Overall, the President, Vice Presidents, Deans, and other leadership staff treat employees fairly.	15%	22	30%	43	23%	33	15%	22	15%	22	142
Overall, the President, Vice Presidents, Deans, and other leadership staff support and participate in shared governance.	17%	24	30%	43	27%	39	13%	18	13%	18	142

Q16 - In the past 12 months, have you experienced mental fatigue, anxiety, or overwhelming stress due to the nature of your work or the Eastern workplace as a whole?

In **Q16** the majority of respondents (70%) indicated that they experienced work-related mental fatigue, anxiety and/or overwhelming stress. When asked how often they felt this way over the past 12 months, **Q16a**, the majority of these respondents, 51%, chose the most frequent indicator "ten times or more".

Yes	70%	101
No	30%	43
Total Respondents 144		

Q16A - Over the past 12 months, how many times would you say you experienced mental fatigue, anxiety, or overwhelming stress due to the nature of your work or the Eastern workplace as a whole?

1 to 3 times	13%	13
4 to 6 times	30%	29
10 times or more	51%	50
7 to 9 times	7%	7
Total Respondents 99		

Q17 - In the past 12 months, have you experienced physical fatigue or sickness due to the nature of your work or the Eastern workplace as a whole?

In **Q17**, respondents were asked if they have experienced work-related physical fatigue and sickness and in **Q17a**, how often over the past 12 months. In **Q17 & 17a**, 48% of respondents said yes, with 71% indicating the frequency of their work-related physical fatigue and sickness to be from 4-6 (23%), 7-9 (14%) or 10 times or more (34%) over the past 12 months.

Yes	48%	67
No	52%	74
Total Respondents 141		

Q17A - Over the past 12 months, how many times within a semester would you say you experienced physical fatigue or sickness due to the nature of your work or the Eastern workplace as a whole?

1 to 3 times	29%	19
4 to 6 times	23%	15
7 to 9 times	14%	9
10 times or more	34%	22
Total Respondents 65		

Q18 - In general, over the past 12 months, have you experienced or witnessed any discrimination at EASTERN?

In **Q18**, 21% of respondents indicated that they have either experienced or witnessed *discrimination* at Eastern over the past 12 months and another 22% were unsure. In **Q18a**, race (witnessed or experienced 24 times) and gender (witnessed or experienced 19 times) were identified as the most common type of discrimination, followed by ability or disability (witnessed or experienced 13 times) and then age (witnessed or experienced 12 times).

Qualitatively, a total of 4 comments were made in **Q18b**. All 4 comments explained an incidence of discrimination. Two were experiences, one based on sexual orientation and the other focused on covid vaccination. Two were witnessed, one was based on campus inaccessibility for “non-able-bodied persons” and the other was related to witnessing discrimination in the form of silencing and/or discounting contributions of faculty/staff who are women and/or BIPOC. All four comments can be found in the appendices of this report

Yes	21%	30
No	57%	81
Unsure	22%	32
Total Respondents		143

Q18A. - What type of discrimination have you experienced or witnessed?

	Experienced		Witnessed		Total Respondents
Ability or disability	46%	6	54%	7	13
Racial or ethnic identity	33%	8	67%	16	24
Sex	42%	8	58%	11	19
Sexual Orientation	38%	3	63%	5	8
Gender Identity or Expression	17%	1	83%	5	6
Veteran Status	0%	0	0%	0	0
Marital Status	0%	0	100%	1	1
National Origin	20%	2	80%	8	10
Age	33%	4	67%	8	12
Religion	56%	5	44%	4	9
Height or Weight	25%	1	75%	3	4
Political Orientation	67%	6	33%	3	9
Social Class	50%	3	50%	3	6

Q18C - Did you report the discriminatory behavior you experienced or witnessed?

When asked if the discriminatory behavior was reported, **Q18c**, 5/29 said yes, 8/29 preferred to not answer, and 16/29 said no. In **Q18d**, out of the 5 reported incidents, 1 was satisfied with how the administration handled the incident, 3 were not, and 1 was unsure.

Yes	17%	5
I Prefer Not to Answer	28%	8
No	55%	16
Total Respondent		29

Q18D - Were you satisfied with the administration's handling of the discriminatory behavior?

Yes	20%	1
No	60%	3
Unsure;	20%	1
Total Respondent		5

Q19 - In general, over the past 12 months, have you experienced or witnessed any HARASSMENT at EASTERN?

In **Q19**, 14% of respondents indicated that they have either experienced or witnessed *harassment* at Eastern over the past 12 months and another 12% were unsure. In **Q19a**, verbal harassment (witnessed or experienced 16 times), psychological harassment (witnessed or experienced 12 times), power harassment (witnessed or experienced 12 times) and retaliation harassment (witnessed or experienced 11 times) were the most common types of harassment.

Qualitatively, a total of 2 comments were made in **Q19b**. Both comments can be found in the appendices of this report.

Yes	15%	20
No	74%	102
Unsure	12%	16
Total Respondent		138

Q19A - What type of HARASSMENT have you experienced or witnessed?

	Experienced		Witnessed		Total Respondents
Verbal	50%	8	50%	8	16
Psychological	50%	6	50%	6	12
Cyberbullying	50%	3	50%	3	6
Sexual Harassment	0%	0	100%	1	1
Physical Harassment	0%	0	100%	1	1
Retaliation	63%	7	36%	4	11
Power Harassment (When someone in a position of greater power uses that power to harass or bully a lower-ranking person.)	50%	6	50%	6	12

Q19C - Did you report the HARASSMENT you experienced or witnessed?

When asked if the harassment was reported, **Q19c**, 7/19 said yes, 4/19 preferred to not answer, and 8/19 said no. In **Q19d**, out of the 7 reported incidents, 1 was satisfied with how the administration handled the incident, 4 were not, and 2 were unsure.

Yes	37%	7
I Prefer Not to Answer	21%	4
No	42%	8
Total Respondent		19

Q19D - Were you satisfied with the administration's handling of the HARASSMENT?

Yes	14%	1
No	57%	4
Unsure; A resolve was not communicated to me.	29%	2
Total Respondent		7

Q20 - To what extent do you agree with the following statements? I can easily access . . .

In **Q20**, the large majority of respondents reported they can easily access all areas of campus with the exception of disability resources needed where 34% indicated agree/strongly agree and 65% neither agree or disagree. A similar result can be seen with campus transportation services.

Qualitatively, a total of 12 comments were made in **Q21**. The majority of these comments indicated that the items in Q20 did not pertain to the participant. One comment raised a specific question-related concern, *"I have been told that access for physical disabilities is problematic. Too many electronic openers do not work right. This is not my issue, but I told students I would speak up about it."* All comments are included in the appendices of this report.

	Strongly Agree		Somewhat Agree		Neither Agree nor Disagree		Somewhat Disagree		Strongly Disagree		Total Respondents
Campus Administrative Offices	53%	75	26%	37	14%	19	5%	7	2%	3	141
Campus Web Sites	57%	80	32%	45	5%	7	3%	4	3%	4	140
Classrooms	59%	83	21%	29	17%	24	1%	2	1%	2	140
Campus Buildings	63%	88	27%	38	6%	9	2%	2	2%	2	139
Campus Dining Facilities	55%	77	24%	33	19%	26	1%	1	1%	2	139
Campus Sidewalks	75%	105	22%	31	2%	3	0%	0	1%	1	140
Campus Transportation Services	40%	54	16%	22	43%	57	0%	0	1%	1	134
My Workspace	78%	109	17%	24	2%	3	2%	2	1%	2	140
The Disability Resources I Need	27%	35	7%	9	65%	85	1%	1	0%	0	130

Q22 - Considering your experiences over the past 12 months, please indicate your level of agreement with the following statements.

In **Q22**, 71% of respondents agreed that Eastern demonstrates a strong commitment to DEI, with 83% indicating Eastern has a culturally diverse student population, faculty population (75%), and upper administration (52%). Lastly, 53% see policies and procedures at Eastern as equitable and fair across gender and race.

Qualitatively, a total of 11 comments were made in **Q22a**. The majority of the comments are not positive nor negative, and some offer suggestions that will be discussed in the key findings and recommendations sections of this report. All comments are included in the appendices of this report

	Strongly Agree		Somewhat Agree		Neither Agree nor Disagree		Somewhat Disagree		Strongly Disagree		Total Respondents
EASTERN demonstrates a strong commitment to diversity, equity, and inclusion.	30%	42	41%	56	17%	24	8%	11	4%	5	138
EASTERN has a culturally diverse student population.	33%	46	50%	70	9%	13	7%	9	1%	1	139
EASTERN has culturally diverse faculty.	29%	40	46%	64	13%	18	8%	11	4%	6	139
EASTERN has a culturally diverse upper administration team.	19%	26	33%	46	24%	34	19%	26	5%	7	139
Policies and procedures at Eastern are equitable and fair across gender and race.	23%	32	30%	41	27%	37	10%	13	10%	14	137

Q23 - DURING THE PAST 12 MONTHS AT EASTERN, HOW OFTEN HAVE YOU INTERACTED IN A MEANINGFUL WAY WITH PEOPLE...

In **Q23**, respondents indicated that they interact in meaningful ways *least often* with people whose political opinions are different from their own, 34% indicated often or very often, and people who have physical or other observable disabilities different than your own (42% indicated often/very often).

Qualitatively, a total of 12 comments were made in **Q23a**. The majority of the comments are not positive nor negative, and some offer suggestions that will be discussed in the key findings and recommendations sections of this report. All comments are included in the appendices of this report

	Never		Seldom		Sometimes		Often		Very Often		Total Respondents
...whose religious beliefs are different than your own.	5%	7	8%	10	37%	50	29%	39	21%	28	134
...whose political opinions are different from your own.	7%	9	15%	20	44%	60	20%	27	14%	19	135
...who are immigrants or from an immigrant family.	2%	3	13%	17	33%	45	24%	33	28%	38	136
...who are of a different race or ethnicity than your own.	1%	1	2%	3	18%	25	31%	43	48%	66	138
...whose gender is different than your own.	0%	0	1%	2	10%	14	25%	34	64%	87	137
...whose sexual orientation or gender identity and expression are different than your own.	2%	2	7%	9	24%	33	26%	35	41%	56	135
...who are from a different social class.	2%	2	6%	8	25%	34	36%	49	31%	42	135
...who have physical or other observable disabilities different than your own.	8%	10	16%	22	34%	46	28%	38	14%	19	135
...who have learning, psychological, or other disabilities that are not readily apparent.	5%	7	13%	18	33%	45	24%	32	25%	33	135

Q24 - Have you ever experienced or witnessed sexual violence at Eastern?

Q24, **24a**, **24b** **25** and **26** all relate to **sexual violence** at Eastern. In **Q24**, 3/135 respondents indicated that they have experienced or witnessed sexual violence at Eastern, with 5/135 unsure and 127/135 indicating no. For **Q24a**, out of the 3 witnessed/experienced, 2/3 reported the incident to the administration and 1 preferred to not answer. For **Q24b**, out of those 2 reports, 1 was satisfied with the response and 1 was unsure.

Yes	2%	3
No	94%	127
I Prefer Not to Answer	4%	5
Total Respondents		135

Q24A - Did you report the act of sexual violence to your supervisor or administrator?

Yes	67%	2
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No	0%	0
I Prefer Not to Answer	33%	1
Total Respondents		3

Q24B - Were you satisfied with your supervisor's or the administration's response to the incident?

Yes	50%	1
No	0%	0
Unsure; A resolve was not communicated to me.	50%	1
Total Respondents		2

Q25 - To what extent do you agree with the following statements? This question relates to YOUR response to sexual violence.

In Q25, 89% of respondents indicated that they understand Eastern's procedures to address sexual violence complaints, 88% agreed that they know where to get help if there were a sexual violence incident, 90% agreed that they know where to send a student or colleague for resources related to a sexual violence incident and 93% indicated they understand their role in reporting sexual violence.

	Strongly Agree		Somewhat Agree		Neither Agree nor Disagree		Somewhat Disagree		Strongly Disagree		Total
I understand Eastern's formal procedures to address complaints of sexual violence.	54%	73	35%	48	4%	6	4%	7	2%	2	136
I know where to get help at Eastern in the event of a sexual violence incident.	58%	79	30%	41	8%	11	2%	3	2%	2	136
I know how to direct a student or colleague to appropriate resources in the event of a sexual violence incident	62%	84	29%	39	5%	7	3%	4	2%	2	136
I understand my role in reporting sexual violence.	62%	84	32%	43	3%	4	1%	1	2%	4	136

Q26 - To what extent do you agree with the following statements? This question relates to EASTERN's response to sexual violence.

In Q26, 95% of respondents agree that Eastern has sexual violence, policies and procedures in place, 84% agree Eastern would administer formal procedures to address complaints, 77% agree that Eastern would limit knowledge of the incident to only those who need to know, 72% agree Eastern would support the person making the report, 65% agree Eastern would take corrective action to address factors which may have led to the incident of sexual violence, 52% agree Eastern would forward the report outside the campus to criminal investigations and 65% agree Eastern would take steps to protect the person making the report from retaliation.

	Strongly Agree		Somewhat Agree		Neither Agree nor Disagree		Somewhat Disagree		Strongly Disagree		Total Respondents
Eastern has policies and procedures related to sexual violence.	69%	94	26%	35	3%	3	1%	2	1%	2	136
Eastern would administer the formal procedures to address complaints of sexual violence.	50%	68	34%	46	11%	15	3%	4	2%	3	136
Eastern would keep knowledge of the report limited to those who need to know.	49%	66	28%	37	18%	24	4%	5	1%	2	134
Eastern would support the person making the report.	41%	55	31%	41	19%	25	6%	8	4%	5	134
Eastern would take corrective action to address factors which may have led to the incident of sexual violence.	36%	48	29%	39	25%	33	7%	10	3%	4	134
Eastern would forward the report outside the campus to criminal investigations.	29%	38	23%	30	39%	51	7%	9	3%	4	132
Eastern would take steps to protect the person making the report from retaliation.	35%	46	31%	41	27%	36	6%	8	2%	2	133

Q27 - Please indicate your level of agreement with the following statements: I am valued in my department/unit and by the university for my ...

Q27 demonstrates that respondents (faculty only) feel valued in their department/unit and by the university for their teaching first (71%), mentoring of student (59%), service contributions (56%), creative activity (48%) and mentoring or collaborating with other faculty (48%) and lastly, professional activities (45%).

	Strongly Disagree		Disagree		Neither Agree nor Disagree		Agree		Strongly Agree		Total Respondents
Teaching	7%	5	11%	8	11%	8	38%	28	33%	24	73

Research, Scholarship, and/or Creative Activities	4%	3	22%	16	26%	19	27%	20	21%	15	73
Service Contributions	11%	8	18%	13	15%	11	38%	28	18%	13	73
Mentoring of Students	7%	5	18%	13	16%	12	32%	24	27%	20	74
Mentoring of or collaboration with other Faculty	5%	4	18%	13	29%	21	29%	21	19%	14	73
Professional Activities	12%	9	15%	11	27%	20	32%	23	14%	10	73

Q28 - For this question, indicate your level of agreement with the following statements as related to your department/unit:

In Q28, in their department, 61% of faculty respondents agree they have a voice in decision making, 53% agree the teaching load is fairly and equitably distributed, 59% agree expectations are fair and equitable for creative activity and 63% for service. 37% agree rewards for work performance are fairly and equitably distributed and 61% agree support is provided fairly and equitably in their department.

	Strongly Disagree		Disagree		Neither Agree or Disagree		Agree		Strongly Agree		Total Respondents
I have a voice in the decision-making process that affects the direction of my department.	9%	7	15%	11	15%	11	40%	30	21%	16	75
The teaching workload is fairly and equitably distributed in my department.	9%	7	15%	11	23%	17	39%	29	15%	11	75
There are fair and equitable expectations regarding research & creative activities in my department.	8%	6	12%	9	21%	16	40%	30	19%	14	75
There are fair and equitable expectations regarding service in my department.	11%	8	11%	8	16%	12	43%	32	20%	15	75
Rewards for work performance are fairly and equitably distributed in my department.	12%	9	17%	13	32%	24	25%	19	13%	10	75
Support is provided fairly and equitably in my department.	9%	7	8%	6	21%	16	37%	28	24%	18	75

Q29 - Please indicate your level of agreement with the following statements: I am valued in my department/unit and by the university for my . . .

Question 29 is also at the *department level* but relates to *staff only*. Results demonstrate that respondents feel valued in their department/unit and by the university for their service contributions first, (64%), then professional activities (63%), followed by mentoring of students and mentoring or collaborating with other faculty (both at 55%).

	Strongly Disagree		Disagree		Neither Agree nor Disagree		Agree		Strongly Agree		Total Respondents
Service Contributions	3%	2	17%	10	15%	9	51%	30	16%	8	59
Mentoring of Students	9%	5	5%	3	31%	18	40%	23	16%	9	58
Mentoring of or collaborations with Faculty	7%	4	7%	4	31%	18	36%	21	19%	11	58
Professional Activities	3%	2	12%	7	22%	13	46%	27	17%	10	59

Q30 - For this question, indicate your level of agreement with the following statements as related to your department/unit:

In Q30, 75% of staff feel their ideas are seriously considered in their unit and 66% agree they have a voice in their unit's decisions making. 52% agree the workload in their unit is fairly and equitably distributed, 40% believe this is also true for rewards for work performance and 57% agree that support is also provide fairly and equitably. In terms of access to the resources necessary to do their work effectively, 64% agree and 64% also say additional training is available to stay current and do their jobs better.

	Strongly Disagree		Disagree		Neither Agree nor Disagree		Agree		Strongly Agree		Total Respondents
My ideas are seriously considered in my unit.	8%	5	7%	4	10%	6	46%	27	29%	17	59
I have a voice in the decision-making that affects my work in my unit.	8%	5	12%	7	14%	8	37%	22	29%	17	59
The workload is fairly and equitably distributed in my unit.	16%	9	22%	13	10%	6	36%	21	16%	9	58
Rewards for work performance are fairly and equitably distributed in my unit.	22%	13	12%	7	26%	15	29%	17	10%	6	58
Support is provided fairly and equitably in my unit.	14%	8	12%	7	17%	10	36%	21	21%	12	58
I have access to the resources to do my work effectively.	7%	4	14%	8	15%	9	39%	23	25%	15	59
Support and resources are provided for additional training to remain current and do my job better.	7%	4	10%	6	19%	11	46%	27	19%	11	59

Q117 was provided for additional comments of which there were 22. Out of the 22 comments, 9 were about the administration and negative in nature. Some examples are: *“Eastern has amazing faculty and staff, who go above and beyond for the students and manage to be creative and enthusiastic in their endeavors. Yet, they are not listened to and are not treated with respect. Moving secretaries around with barely any notice is not respectful (that's only one example).”* *“Eastern administration must be willing to identify their conscious and unconscious biases that perpetuate racism and discrimination in the workplace, and they have to have a willingness to change. Without these, there will never be any lasting resolve to actually tackling racial and all inequality on every level at Eastern.”* Two of the 22 comments were about adjuncts or part-time employees. For example: *“As both an adjunct faculty and University Assistant I do feel that we part time faculty and staff are often ignored nor do our pay and benefits equal to our professionalism. I also feel that our positions should be much more stable. Not knowing whether or not we will have a job each and every semester is very stressful.”* A total of 5/22 comments were regarding the survey itself and some of those will be discussed in the recommendations section of this report. The remaining 6 comments could not be tied to a theme. All comments can be found in the appendices of this report.

KEY FINDINGS - FACULTY

- 1) In the 2021-22 academic year Eastern had a total of 181 FT faculty and 211 PT faculty. BIPOC faculty made up 59/181 FT faculty (32.6%) and 26/211 PT (12.3%). Combining the two there were 88 BIPOC FT/PT faculty (22.4%) invited to take the climate survey. Faculty **and staff** climate survey respondents identified as white, 119 (69.59%), BIPOC, 32 (18.71%), and 20 (11.7%) did not identify.
- 2) As shared in the demographic section of this report, the majority of respondents were white (70%), straight (74%), cisgendered (90%), US citizens (93%), non-veteran (89%), and without a disability that affects learning, working or living conditions (86%). In Q13 #1, "Overall, I am satisfied with my work environment", 75% of respondents agreed and 71% agreed to Q15 #1, "Eastern is a welcoming environment for faculty and staff."

Not identifying the specific responses of BIPOC/LGBTQ+/non-binary/persons with disabilities/etc. is a limitation. Limitations from the homogeneity of respondents was also evident in the comments made. E.g., *"I don't think it's up to me to comment on the degree to which policies and procedures are perceived as fair by colleagues of other genders and races." I feel able-bodied, so don't feel this really applies to me. The campus seems fairly accessible, to the extent I am familiar with the spaces.* "Diversity is apparent across the areas listed, but I am not in a position to know if policies are fair/adequate to under-represented populations". *"I have no physical impairments that would prevent my ready access to any of the facilities or buildings."*

- 3) Only 64 of the 88 faculty respondents identified their rank. Assistant professors were least likely to participate in the survey (N=10).
- 4) Results demonstrate concerns related to shared governance. In Q13, the majority of faculty/staff report feeling accepted by students (87%) and valued by students (76%). Similarly, faculty/staff feel accepted by faculty/staff (78%) and valued by faculty/staff (72%). Yet, in Q14 36% of faculty/staff agree the administration "is genuinely concerned about my welfare."

Further, in Q28, 61% of *faculty* respondents agree they "have a voice in the decision-making process that affects the direction of my *department*." Similarly, in Q30, 66% of *staff* respondents agree they "have a voice in the decision-making that affects my work in my *unit*", and 75% of staff agree that their ideas are seriously considered in their *unit*. Yet, in Q14 37% of respondents agreed that "The administration respects what faculty and staff think." To #11 in Q15, "Overall, the President, Vice Presidents, Deans, and other leadership staff support and participate in shared governance" 47% of respondents agreed.

Numerous comments across the survey also speak to concerns around shared governance. E.g., *"While I believe my department values my work, I don't believe the university always does."* *"In the previous questions about whether I feel valued by my department and by the university, I disagreed because I do not think the university leadership values me at all. I am quite sure that my department values my contributions."* *"The more top-down style of management that has emerged has shaken faculty confidence in shared governance."* *"Shared governance is threatened when the Provost makes statements about discontinuing Senate committees, among other things."* *"See above answer about cover for well-being. Also, ignoring the faculty voice in promotion and tenure decisions, forcing through initiatives, back-channel deals, etc. No respect for shared governance."* *"The leadership does not support shared governance, nor do they entertain, let alone support, creative ideas for the university."* *"Shared governance has gone down the tubes with the provost threatening committees to revoke their authority if they do not do what he wants. Nothing shared there."*

- 5) Related to DEI, in Q22 71% of faculty/staff respondents agreed that "EASTERN demonstrates a strong commitment to diversity, equity, and inclusion," while 12% disagreed. In Q14, 69% agreed "The *administration* regularly speaks about the value of diversity" and 14% disagreed. Also, in Q14, 55% agreed "The *administration* demonstrates leadership that fosters diversity, equity, and inclusion of all faculty and staff" while 30% disagreed.

This discrepancy was supported in the comments where 12/30 directly spoke to the difference between these two questions (between "speaking" about DEI and taking action): *"There's a lot of talking at, not so much listening or consulting"* *"I feel as though some of the diversity, equity and inclusion efforts are performative, and only done to check a box."* *"Although administration speak about diversity, their actions do not match their words. Members of administration disproportionately and intentionally target people of marginalized backgrounds in ways that block promotion routes and opportunity."* In Q22, 27% indicated they were unsure if "Policies and procedures at Eastern are equitable and fair across gender and race.", while 53% agreed.

- 6) Equity in meeting the needs of all faculty and staff appears to be a concern in both faculty departments and staff units, and at the university level. In Q15, #6, "Overall, the needs of the employees (faculty & staff) are addressed by the university", 29% of respondents agreed with 13% (19/142) choosing strongly agree.

In Q28, 39% of *faculty* respondents agreed that "Rewards for work performance are fairly and equitably distributed in my *department*" while 49% agreed the teaching workload to be fairly and equitably distributed in their department.

In Q30, 40% of *staff* agreed the "Rewards for work performance are fairly and equitably distributed in my *unit*" and 56% believe there is fair and equitable support given in their *unit*.

A few comments supported the concern around equity such as, *"I think many staff are treated better based on relationships or who you are, not fairly and objectively"* (Q15). *"Eastern administration must be willing to identify their conscious and unconscious biases that perpetuate racism and discrimination in the workplace, and they have to have a willingness to change. Without these, there will never be any lasting resolve to actually tackling racial and all inequality on every level at Eastern"* (Q117)

- 7) Survey responses were highest and most consistent for Q25 which pertains to sexual violence. Faculty/staff respondents agreed at a rate of near or greater than 90% for all four questions indicating faculty feel they are knowledgeable and prepared to

respond to a sexual violence report. For item #4 on Q25, 93% of faculty/staff respondents agreed to, "I understand my role in reporting sexual violence."

In Q26, 95% of faculty/staff agree we have policies and procedures related to sexual violence, but then the numbers steadily decline from there: 84% agreed Eastern would administer those policies and procedures, 77% agreed that Eastern would keep knowledge of the report to only those who need to know, 72% agreed that Eastern would support the person who made the report, 65% agreed that Eastern would "take corrective action to address factors which may have led to the incident of sexual violence", 51% agreed that Eastern would "forward the report outside the campus to criminal investigations" and 65% agreed "Eastern would take steps to protect the person making the report from retaliation."

- 8) In Q18, when asked if they witnessed or experienced discrimination in the last year, 22% of respondents indicated that they were "unsure". In Q19, when asked the same question about harassment, 12% chose the same response potentially indicating clarity is needed on what qualifies as discrimination/harassment. Discrimination was most commonly based on race & gender (tied), then ability, and ageism. Harassment was mostly verbal, retaliation, power over and psychological.
- 9) In the 2021-22 Eastern had 211 PT faculty overall, and 15 survey respondents indicated they were adjunct faculty. All four comments made by adjuncts raise concerns. In effort to bring voice to adjunct faculty, the related comments are: *"Will leave Eastern for a full time instructor position which is unlikely to open. No room for growth of adjuncts."* *"As an adjunct faculty I do not feel that my voice, ideas and concerns are taken as seriously as they should."* *"Adjuncting is peculiar. It is structurally unsupported and mildly marginalized. The answer is to hire more full-time faculty and fewer adjuncts."* *"As both an adjunct faculty and University Assistant I do feel that we part time faculty and staff are often ignored nor do our pay and benefits equal to our professionalism. I also feel that our positions should be much more stable. Not knowing whether or not we will have a job each and every semester is very stressful."* One related suggestion was made: *"One suggestion is to improve non-pay support and benefits to adjuncts, it will keep Eastern competitive in a shrinking market (by keeping the best faculty) and the good will generated brings positive returns beyond investment costs."*
- 10) Workload is mentioned in a total of 17 comments across the survey emerging as a theme. With respect to staff alone, in Q30, workload is fairly and equitably distributed in my unit, 52% of staff agreed.

Across the survey there are 15 comments related to staff and workload. E.g., *"The work environment can be toxic 3 to 5 days a week and the hours needed to accomplish my job and respond to students is 50+ hours a week."* *"Keep cutting front line staff, but increase administrators number and salaries."* *"Salary and benefits don't exactly match up with experience or actual time and work put into the job, especially for hall directors."* *"It was only when I realized I would be getting two significant pay increases through the SEBAC agreement (5% and 5%) that I decided I would stay here to finish my career. As for the overall work environment, I am expected to do more while losing the resources I need to support what I do. How long can we continue letting open positions go unfilled?"* *"One problematic area is that Eastern often offers the lowest salary possible to many new hires. Staffing is one of the largest expensive of the institution because it is expensive to provide service. Those services whether quality instruction, intramural, technology, counseling or whatever are investments in the student experience and need to be seen as factors that impact a whether students come here and if they stay. We need to be more nimble when it comes to responding to their wishes like gender neutral restrooms, co-ed housing, NAACP demands."* *"I believe our campus administration is fiscally responsible, but in scaling back staffing levels due to budgetary needs, they still fail to account for the increasing workload of those who remain, or take a leadership role in scaling back programs/services offered to right-size the amount of work long-time, heavily burdened employees must do when their colleagues retire/move on."* *I think we need to have appropriate staff levels to best meet the needs of our students and do it in a healthy manner. We often look for staff to do more with less resources and it is problematic as our students have more needs than ever before this is more challenging in supporting and building the mental health of our students. We need to make sure that we have representation of differences across our student and professional staff, while still hiring the best people."* *"I am very exhausted. Eastern is keep cutting budget and workload is keep increasing. No way for career advancement..."*

- 11) The majority of faculty and staff agreed to have experienced mental fatigue, anxiety, or overwhelming stress due to the nature of their work or the Eastern workplace as a whole over the past 12 months with 51% indicating that they have felt this way ten times or more over the year.

In addition, 48% of faculty/staff respondents indicated they have experienced physical fatigue or sickness due to the nature of their work or the Eastern workplace as a whole over the same time period, and a total of 48% of them indicated this to be true 7-9 times (13.85%) or 10 times or more (33.85%) over the same time period.

Numerous comments were made regarding working conditions that support this high level of fatigue, anxiety, stress and sickness. E.g., *"I am very exhausted. Eastern is keep cutting budget and workload is keep increasing."* *"There are many things I love about my job. But right now it feels like most people I interact with are stressed, exhausted, anxious, and/or sad."* *"The work environment can be toxic 3 to 5 days a week and the hours needed to accomplish my job and respond to students is 50+ hours a week."* *"My department has a toxic work environment. My department chair doesn't get along well with another senior professor. As a result, there is no collegiate environment in our department. I get very little guidance or support from the department chair. I've met my dean more time than I've been able to meet my chair. I'm considering leavening Eastern soon."* *"The current climate at Eastern feels vindictive and mean--not like the climate I have known for many years..."* *"Working conditions at Eastern have deteriorated over time and overall morale is at an all-time low. Workload and expectations are above and beyond colleagues at other institutions both in and outside of the state system."*

STUDENT SURVEY REPORT

DEMOGRAPHICS

A total of 3616 students were invited to participate in the campus climate survey, including all full and part-time students enrolled at the university during the Spring 2022 semester. Out of 3616, 688 (19%) students participated, with undergraduates (92%) accounting for the largest participation group.

Most respondents identified as White or Caucasian, 398/638 (62%), 222/638 identified as BIPOC (35%), and 18/638 preferred not to answer (3%). Respondents were mainly between 18-23 (94%), with the most significant participation representing the 18-20 age group (57%). Concerning classification, undergraduate students made up 98% of the student respondents and ranked as follows: First Year Students (19%), Sophomores (26%), Juniors (25%), and Seniors (28%). Graduate students only made up 2% of the respondents. Primarily, the respondents identified as straight or heterosexual (64%), cis-gendered (92%), not needing academic accommodations (73%), and living on-campus (73%).

Race/Ethnicity		
White or Caucasian	67.9%	398
Black or African American	14.8%	87
Other	8.5%	50
Bi-Racial	3.9%	23
Multi-Racial	3.8%	22
Asian or Asian American	3.8%	22
Prefer Not to Answer	3.1%	18
Native American/Indigenous	1.5%	9
Native American or Alaska Native	0.9%	5
Native Hawaiian or Other Pacific Islander	0.7%	4

Age		
18-20	57.0%	335
21-23	33.5%	197
24-39	6.0%	35
40+	3.1%	18
17 or younger	0.5%	3

Student Classification		
Senior (90 or more earned credits)	28.4%	167
Junior (60 to under 90 earned credits)	25.4%	149
Sophomore (30 to under 60 earned credits)	25.7%	151
First Year Student (under 30 earned credits)	18.7%	110
Graduate Student	1.7%	10

Gender/Gender Expression	Percentage	Respondent Count
Woman	72.3%	425
Man	19.7%	116
Non-Binary	3.6%	21
Trans Man	1.2%	7
Gender Non-Conforming	1.0%	6
Gender Queer	0.9%	5
Other	0.5%	3
Prefer Not to Answer	0.3%	2
Trans Woman	0.3%	2
Multi Gender	0.2%	1

Sexual Orientation		
Heterosexual or straight	63.9%	375
Bisexual	15.7%	92
Gay or Lesbian	4.9%	29
Queer	3.4%	20
Questioning	2.7%	16
Other (Specify)	1.2%	7

Living Accommodations		
On-Campus	68.61%	400
Off-Campus	18.01%	105
With Parents	13.38%	78

RESULTS

Q10 – Considering your experiences over the past 12 months, please indicate your level of agreement with each of the following statements:

In Q10, 77% of students indicated (agreed/strongly agreed) that the university is committed to equity, diversity, and inclusion, 70% believe Eastern has a diverse student body, 64% believe Eastern's faculty is diverse, and roughly half (54%) see their departments as racially diverse. Relatedly, 80% considered Eastern a respectful place, 72% believed Eastern has allowed them to meet their full potential, and 71% thought Eastern provided sufficient programs and resources to foster the success of a diverse student body.

On the contrary, 22% considered leaving Eastern because of isolation, while 14% changed or considered changing their major due to a feeling of isolation or unwelcomeness.

		Strongly Agree		Agree		Neutral		Disagree		Strongly Disagree		Total Respondents
1	Eastern demonstrates a strong sense of commitment to equity, diversity, and inclusion.	25%	129	52%	266	15%	77	6%	31	1%	7	510
2	Eastern has a diverse student body	25%	129	45%	229	17%	84	11%	55	2%	12	509
3	Eastern's faculty is diverse.	21%	104	42%	210	18%	91	15%	77	5%	23	505
4	At Eastern, I am treated with respect and like I belong.	29%	147	51%	258	16%	80	3%	17	1%	7	509
5	Eastern provides sufficient programs and resources to foster the success of a diverse student body.	23%	118	48%	246	20%	101	7%	38	1%	5	508
6	Eastern is a place where I am able to perform up to my full potential.	24%	124	48%	245	18%	92	7%	34	2%	12	507
7	I have considered leaving Eastern because I felt isolated or unwelcome.	9%	46	13%	67	12%	61	36%	181	29%	148	503
8	I have changed or considered changing my major because I felt isolated and unwelcome.	4%	22	10%	51	13%	67	37%	189	35%	178	507
9	My experience at Eastern has had a positive influence on my academic growth.	22%	109	49%	248	22%	112	6%	29	2%	9	507
10	My academic department at Eastern is racially diverse.	17%	84	37%	188	25%	124	15%	74	7%	36	506

Q11 – Considering your experiences over the past 12 months, please indicate your level of agreement with the following statements. Eastern adequately sponsors targeted programming designed to...

Overall, student responses to Q11 were largely positive. 79% of students indicated (agreed/strongly agreed) that Eastern fosters an appreciation for diverse perspectives, 61% believe the university addresses the unique needs of minority students, and 69% thought the university address the needs of various sexual orientations, gender/gender expressions. Regarding support of students with diverse abilities, 65% of students believe the university adequately addresses their needs.

Qualitatively, students provided 36 comments related to Q11. Negative comments made up 24/36, positive 6/36, and the remaining were neutral (6/36).

A sample of the negative comments (24/36):

- *Eastern advertises how diverse and inclusive it is to the public when this school is mainly filled with a white general population. More than half of the hall directors are white, more than half of the RA's are white, and more than half of the professors are white. I applied every year to be an RA as a Hispanic female and never got it but I knew white females who got the job every year who had similar scores as me. In my major department there are only 3 colored people, and I only got to experience taking a class with one of them.*
- *Eastern's support for disabled students is often lacking. Students who are chronically ill and need to take time off for medical reasons are treated poorly. Some of my friends were in the honors program and were pressured to leave because of chronic illness. Another friend struggles with Autism and tic disorders and feels isolated, unaccepted, and unsupported in both the honors program and the secondary education program. Also, right now rising covid cases on campus are being ignored, putting my immunocompromised friends in danger. There are also various accessibility issues on campus. For instance, at Nutmeg Hall the automatic door button is inside the first door, so it is not helpful for entering the building. When my roommate attempted to hold an event pointing out the accessibility issues on Eastern's campus, she was told she was not allowed to unless*

she changed it to general issues across college campuses overall so that she would not make Eastern look bad, which made her feel as though her concerns were being suppressed.

A sample of the positive comments (6/36):

- I would say I strongly agree with these. Since my freshman year there has been a large focus on diversity and inclusion, and it has only grown throughout the years. While many of these events may not be of significant interest to me, I have been to plenty due to their frequency on campus. This semester alone I have been to at least 2 and can immediately recall 6 other events I did not attend. These events focus on racial, sexual orientation, and ability/disability awareness or D&I.*
- I have attended many great programs that promote diversity, especially those hosted by the Eastern Pride Center. Their Q-Nectons events are a great way for LGBTQ+ students on campus to make friends and feel supported!*

A sample of the neutral comments (7/36):

- I have seen many flyers throughout campus for events at ECSU that promote inclusion, along with posts on social media.*
- I know that some clubs and groups exist, but I haven't really noticed many events relating or pertaining to minority groups.*

		Strongly Agree		Agree		Neutral		Disagree		Strongly Disagree		Total Respondents
1	...foster an appreciation for diversity and diverse perspectives.	24%	122	55%	279	17%	83	3%	17	1%	6	507
2	...address the unique needs of minority students.	18%	91	43%	216	24%	123	13%	64	2%	10	504
3	...address the unique needs of students whose sexual orientation and/or gender identity/expressions may differ from mine.	22%	111	47%	239	23%	117	7%	34	1%	6	507
4	...address the unique needs of students with diverse abilities.	22%	111	43%	216	22%	113	11%	58	12%	9	507

Q12 – Considering your experiences over the past 12 months, have you attended any events sponsored by the following entities? (Check all that apply)

In Q12, 15% of respondents indicated that they did not attend *any* events sponsored by the suggested list clubs and organizations. The Women's Center (10%) and the Pride Center (7%) had the greatest number of attendees. Black Student Union and the Office of Equity and Diversity tied for third with 6%.

African Club of Eastern (ACE)	3%	36
Alpha Omega Christian Club	1%	4
Asian Cultural Society	3%	40
Black Student Union (BSU)	6%	74
Caribbean Student Association (CSA)	2%	28
Diversability	4%	41
F.E.M.A.L.E.S.	5%	62
Freedom at Eastern	4%	52
Human Rights	1%	14
Intercultural Center (ICC)	5%	54
Men Achieving Leadership, Excellence and Success (M.A.L.E.S)	3%	33
Muslim Student Association	1%	9
National Association for the Advancement of Colored People (NAACP)	3%	42
Nation Organization for Women (NOW)	1%	14
Organization of Latin American Students (OLAS)	4%	48
Pride Alliance (Organization)	4%	52
Pride Center (University Department)	7%	84
Women's Center	10%	116
Warrior Against Sexual Violence	2%	20
Have not attended any events sponsored by these organizations	15%	181
School of Arts & Sciences or Related Departments	5%	58
School of Education & Professional Studies or Related Departments	3%	36
Office of Equity & Diversity	6%	71
Total Responses		1169

Q12.1 - Do you believe the academic departments, clubs and organizations, and university, as a whole, do a good job promoting diversity-related events?

In Q21.1, 73% (370/508) of respondents indicated that they believe the university, academic departments, clubs, and organizations do a good job promoting events, while 12% (63/508) stated no, and 15% (75/508) was unsure or could not provide a concrete answer.

Yes	73%	370
No	12%	63
Unsure	15%	75
Total Respondents	508	

Q13 - Have you ever experienced or witnessed *discrimination* on campus?

In Q13 and follow-up questions (Q13.1 – Q13.5), 26% of respondents indicated they experienced or witnessed *discrimination* at least once or twice a semester (82%). Students (51%) were the primary source of discrimination, and race/ethnicity (42%) was the most common type. 52% of respondents believe the university does not adequately respond to discrimination issues.

Qualitatively, students provided 27 comments related to Q13. Negative comments made up 27/27 (100%) statements.

A sample of negative comments (27/):

- *Faculty do not know how to handle any situations regarding racism, discrimination, colorism etc. because they do not have the proper training to do so and/or have the fear of being direct.*
- *I feel as though the campus community doesn't care enough. There aren't reliable sources you can go to explain these situations to knowing they would figure out a way to prevent it next time.*
- *Eastern does not take cases seriously and brushes past them frequently. Not a lot of people get the justice they deserve.*

Yes	26%	129
No	74%	376
Total Respondents	505	

Q13.1 - How many occasions within an academic year have you experienced or witnessed *discrimination*?

once or twice a semester	82%	101
once a week per the semester	10%	13
more than once a week per semester	8%	10
Total Respondents	124	

Q13.2 - To which group did the person who was the source of *discrimination* belong? (Check all that apply)

Administration	8%	14
Faculty	17%	32
Campus Police	6%	12
Dining Hall Staff	2%	4
Student	51%	95
Campus Visitor	1%	2
Resident Hall Staff	6%	12
Custodial Staff	2%	3
Administrative Support Staff	2%	4
Information Technology	0%	0
Student Affairs Staff	1%	1
Academic Affairs Staff	3%	6
Total Respondents	185	

Q13.3 - What was the *discrimination* based on? (Check all that apply)

Age	4%	9
Disability	11%	21
Religion	6%	11
Gender	26%	52
Race/Ethnicity	42%	85
Pregnancy	1%	2
Other	10%	19
Total Respondents	199	

Other suggested forms of *discrimination* experienced or witnessed

- Sexuality

- Sexuality
- Weight And Sexuality as Well
- Legal Status
- Gender Identity/Sexuality
- Chosen Profession, Physical
- Against A White Person by A Group of Black People.
- Mental Health
- Mental Health
- Sexual Orientation
- LGBTQ+ Identities and Social Classes
- Sexual Misconduct
- Sexuality

Q13.4 - Where was the setting the *discrimination* you experienced or witnessed took place? (Check all that apply)

Administrative office	2%	4
Student Center	12%	24
Dining Hall/Cafeteria	7%	14
Resident Hall	19%	38
Classroom	27%	54
Personal Social Media Account	4%	9
Other	10%	20
University Sponsored Trips	0%	0
University Sports Team	2%	5
Athletic Facilities	2%	4
Campus Event	5%	11
Faculty Office	3%	6
Intercultural Center (ICC)	0%	0
Library	2%	4
Pride Center	1%	2
Student Clubs/Organizations	2%	5
Women's Center	1%	1
Total Respondents		201

Other locations where *discrimination* was experienced or witnessed

- Hallways
- Facilities
- Generally, Around Campus, Like Walking Around
- Online Talk About a Book
- Events
- Off Campus
- Online (Instagram Where People Explained Their Situations)
- Social Media
- On Campus
- Outside On the Sidewalk

Q13.5 - Do you believe Eastern adequately handles issues of *discrimination*?

Yes	14%	17
No	52%	65
Unsure	34%	43
Total Respondents		125

Q14 - Have you ever experienced or witnessed sexual *harassment* on campus?

In Q14 and follow-up questions (Q14.1 – Q14.5), 22% of respondents indicated they experienced or witnessed *harassment* at least once or twice a semester (79%). Students (81%) were the primary source of harassment by way of Verbal Harassment (25%) and Inappropriate Touch (22%). 42% of respondents indicated these acts primary took place in the residential hall and 58% stated the university does not adequately respond to the harassment incidents.

Qualitatively, students provided 15 comments related to Q14. Negative comments made up 12/15 (100%), neutral comments 3/15, and positive comments (0/15).

A sample of negative comments:

- *The campus does the bare minimum to address sexual harassment and while they do have events to discuss this issue when actual students come forward, they are treated badly and with no respect*
- *I was told to let it sweep under the rug as there wasn't much to be done for a teacher's harassment towards me. It took me reaching out again after a meeting for the paperwork to further presume the issue. I was made to feel beneath them for even thinking about filing and the process was designed to strike fear and helplessness into the person reporting. This is the reason why many don't report. I was already out of the classroom, but the paperwork required me to go to the students in the classroom and get them to petition as witnesses as you needed a witness. Humiliating*
- *I was raped on campus, and it was very poorly handled by the admin until I got an attorney involved.*

A sample of neutral comments:

- *After a trauma such as rape or any sexual harassment I think it's important to not just provide resources but implement a check in program to ensure the student doesn't isolate and actually gets the help they need and realizes they deserve help and to get better and didn't deserve what happen.*
- *I feel unsure about how Eastern handles harassment because the harassment wasn't reported, and I would believe that yes, they would handle the issues*
- *I did not speak to anyone after this harassment occurred so I would not be sure if the campus handles it correctly.*

Yes	22%	105
No	78%	375
Total Respondents		480

Q14.1 - How many occasions within an academic year did you experience or witness harassment?

		Count
Once or twice per semester	79%	83
Once a week per the semester	15%	16
More than once a week per semester	6%	6
Total Respondents		105

Q14.2 - To which group did the person who was the source of harassment belong? (Check all that apply)

Administration	0%	0
Faculty	5%	6
Campus Police	3%	4
Staff	3%	4
Student	81%	99
Campus Visitor	7%	9
Total Respondents		122

Q14.3 - What was the form of the harassment? (Check all that apply)

Physical Acts of Sexual Assault	17%	43
Threat of Violence	6%	14
Request for Sexual Favors	12%	30
Intimidation	13%	32
Inappropriate Touch	22%	54
Exposure to Inappropriate Pictures	5%	12
Other	Less than 1%	2
Verbal Harassment	25%	62
Total Respondents		249

Other types of harassment

- Discussion of romantic feelings from someone I was not interested in
- Inappropriate speech

Q14.4 - Where was the setting the harassment you experienced or witnessed took place? (Check all that apply)

Administration office	0%	0
Resident Hall	48%	49
Other	31%	32
Classroom	5%	5
Dining Hall/Cafeteria	4%	4
Campus Event	4%	4
Athletic Facilities	4%	4
Student Center	3%	3
Personal Social Media Account	1%	1
Women's Center	0%	0
University Sports Team	0%	0
University Sponsored Trips	0%	0
Student Clubs/Organizations	0%	0
Pride Center	0%	0
Library	0%	0
Intercultural Center (ICC)	0%	0
Faculty Office	0%	0
Total Respondents		102

Other locations where *harassment* was experienced or witnessed

- Parking lot/ garage
- Off campus housing, resident hall
- outside
- Outside buildings but on campus
- Outside and science building
- Campus
- Off campus
- School event
- Multiple
- Online (snapchat)
- outside
- outside but on campus
- There's no option to select more than one. But the places are Resident Hall, Student Center, University Sponsored Trips
- Resident Hall, Stu, Classroom, Walking across campus
- On campus walking everyday
- Walking around campus
- On campus
- Student Center, Walking on Campus, Resident Hall, During events, on social media
- Outside
- Off-Campus and in Resident Hall

Q14.5 - Do you believe Eastern adequately handles issues of *harassment*?

Yes	11%	11
No	58%	60
Unsure	31%	32
Total Respondents		103

KEY FINDINGS – STUDENT SURVEY

- 1) In the 2021-22 academic year, Eastern had a total of 3616 enrolled students.
- 2) As shared in the demographic section of this report, most respondents were white (67.9%), straight (63.9%), cis-gendered (92%), and between age 18-23 (90.5%).
- 3) Results demonstrate concerns about administrative response. Respondents in Q13 and Q14 reported having witnessed or experienced discrimination (26%) and harassment (22%) and indicated the university does not adequately respond to acts of discrimination (52%) or harassment (58%). Similarly, students felt their peers were the primary source of discrimination (51%) and harassment (81%). Race/Ethnicity (42%) is the most common form of discrimination while *inappropriate touch* (22%) and *physical acts of sexual assault* (17%) are the most common forms of harassment.

Numerous comments across the survey also speak to concerns around administrative response and faculty discrimination. E.g., “*I was raped on campus, and it was very poorly handled by the admin until I got an attorney involved.*” “*Students are turned away because cases are not ‘serious enough’ or did not happen on campus.*” “*Eastern does not take cases seriously and brushes past them frequently.*”
- 4) Related to DEI, in Q10, 77% of student respondents agreed that “*Eastern demonstrates a strong sense of commitment to equity, diversity, and inclusion,*” while 7% disagreed. In Q11, 79% agreed that Eastern adequately sponsors targeted programming designed to *foster appreciation of diversity*, while 17% remained neutral. 23% disagreed the university provide programs that *address the unique needs of students with diverse abilities*.
- 5) In Q12, 15% of student respondents have not attended diversity centered *sponsored programming* while most students attended programs sponsored by the Women’s Center (10%) and Pride Center (7%). Related, advertisement of diversity programs is lacking (12%), or respondents are unsure about the advertisement (15%).

OVERALL RECOMMENDATIONS

The following recommendations are based on quantitative and qualitative data from both surveys.

- 1) The university might consider creating a new committee or enlist a committee already in place (e.g., DSJC) to work on the climate issues raised in this survey (i.e., staff workload and working conditions, communication, faculty input and other shared governance concerns, etc.) and in so doing return the question of climate back to shared governance.
- 2) The university might consider following this survey up with focus groups designed to better identify the experiences of staff/faculty and students who identify as BIPOC, LGBTQ+, gender non-conforming, persons with disabilities or impairments, etc. Comments made on this survey shine light on climate survey limitations when most respondents identify as nonminority.
- 3) The university might consider ways to address the high level of fatigue, stress, anxiety, and sickness reported by faculty/staff respondents as due to workplace conditions/campus climate.
- 4) The university might consider the comments made in Q23a when developing future climate surveys. Q23a asks respondents to identify the diverse nature of their interactions on campus. The question asks, *During the past 12 months at EASTERN, how often have you interacted in a meaningful way with people. . .* Respondents shared their concerns about this question in a majority of the 12 comments. Many said they didn't know how others identified and adding an "I don't know" category was suggested. Others had larger concerns about these questions such as, *"These are difficult questions, because you're asking me to make judgements about my interactions with faculty, staff and students based on how they APPEAR or how I THINK I observe them to be. You're asking me to let bias drive what I think instead of facts. Can't we stop making assumptions about a person's social class? Or ability? Or gender? To be honest, I'm shocked by this question! We're supposed to be better than this."*
- 5) The university might consider the additional comments that relate to survey development and potential modifications (e.g., the Likert scale varied with some questions starting with strongly agree to strongly disagree left to right, and for other questions it was flipped starting on the left with strongly disagree. We can assume consistency with this would increase question reliability. A few comments were made by respondents to this effect.)
- 6) The university might consider leaving off university identifiers such as questions 10B (faculty rank), 10C (primary unit as a faculty) and 10D (primary department/unit for staff) and question 12 (length of employment). Concerns were raised/shared early by faculty/staff when the survey was disseminated that participants could easily be identified. Keeping the demographics to race/ethnicity, gender, LGBTQ+, ability, veteran status, etc. and leaving out the university-level demographics may increase participation (N=188/976) and perhaps yield more, and more honest feedback.
- 7) The university might consider researching and outsourcing future campus climate surveys to assist with trust, increase participation, especially for faculty/staff, and timely analysis and processing, and.
- 8) Along the lines of increasing participation, safety, and honesty, consideration might be made to having a faculty member, faculty-led committee, or AAUP representative as the individual who disseminates the invitation to participate in the climate survey and send any other communications made to encourage faculty/staff participation.
- 9) The university might consider more university-wide diversity programming and celebrations (i.e., Black History Month, Hispanic Heritage Month, Women's History Month, etc.).
- 10) The university might consider developing a stronger communications system related to discrimination, harassment, and sexual assault. Student respondents shared general concerns about the handling of these cases and the lacking clarity of the reporting process.
- 11) The university might consider intensive training and education regarding race, gender/gender expression, ability, etc. Student respondents shared concerns about discrimination and harassment.

For full transparency all comments can be found in the appendices of this report.

APPENDIX I

STUDENT COMMENTS (INCLUSIVE LIST)

Written Comments Related to Q11 – Considering your experiences over the past 12 months, please indicate your level of agreement with the following statements. Eastern Adequately sponsors targeted programming designed to . . .

Q11.1 - Feel free to explain any of your choices from Question 11.

1. *Elevators keep breaking down in the library, which limits what people with disabilities can do in the library.*
2. *It's hard to say ex*
3. *I don't know what it means to "address the unique needs of minority students"*
4. *I don't see any promoting of any of the diverse clubs or holidays consistently from Eastern*
5. *I see many events to represent all people from eastern. There is a lot of great representation for all.*
6. *While Eastern tries to be diverse and helpful the school lacks insight and initiative to actually make changes for the better instead students have to make statements before Eastern acknowledges and fixes things.*
7. *Teachers make minimal to no effort to respect students' pronouns. Many students are not respectful to minorities.*
8. *Eastern does no events for black history month but loves to celebrate Hispanics with all the events and that's not right! It should be equal*
9. *Eastern advertises how diverse and inclusive it is to the public when this school is mainly filled with a white general population. More than half of the hall directors are white, more than half of the RA's are white, and more than half of the professors are white. I applied every year to be an RA as a Hispanic female and never got it but I knew white females who got the job every year who had similar scores as me. In my major department there are only 3 colored people, and I only got to experience taking a class with one of them.*
10. *Eastern focuses a lot on the LGBTQ+ community and doesn't really focus a lot on minority students*
11. *I believe eastern is doing a great job at being inclusive towards everyone.*
12. *I feel that there could be more information about diversity spread to students who are not actively searching for it. I believe the information is there, but many do not access it.*
13. *I would say I strongly agree with these. Since my freshman year there has been a large focus on diversity and inclusion, and it has only grown throughout the years. While many of these events may not be of significant interest to me, I have been to plenty due to their frequency on campus. This semester alone I have been to at least 2, and can immediately recall 6 other events I did not attend. These events focus on racial, sexual orientation, and ability/disability awareness or D&I.*
14. *If you stop putting color in front of everything you might find that we are more alike than not. If you start treating people by the content of their character, their work ethic, and their qualification, instead of by the color of their skin, you may find that this society is less racist. Whatever happened to a color blind society?*
15. *I have attended many great programs that promote diversity, especially those hosted by the Eastern Pride Center. Their Q-Nections events are a great way for LGBTQ+ students on campus to make friends and feel supported!*
16. *Eastern's support for disabled students is often lacking. Students who are chronically ill and need to take time off for medical reasons are treated poorly. Some of my friends were in the honors program and were pressured to leave because of chronic illness. Another friend struggles with Autism and tic disorders and feels isolated, unaccepted, and unsupported in both the honors program and the secondary education program. Also, right now rising covid cases on campus are being ignored, putting my immunocompromised friends in danger. There are also various accessibility issues on campus. For instance, at Nutmeg hall the automatic door button is inside the first door, so it is not helpful for entering the building. When my roommate attempted to hold an event pointing out the accessibility issues on Eastern's campus, she was told she was not allowed to unless she changed it to general issues across college campuses overall so that she would not make Eastern look bad, which made her feel as though her concerns were being suppressed.*
17. *As someone who is not from one of these minority groups, I do not feel that I can speak for whether or not students from these groups feel their needs are met by the programming. Also, programming and needs being met are not synonymous.*
18. *Removing the mask mandate reflects the administration's disinterest in protecting the lives of disabled students or faculty. It has made events (i.e., the recent disability and intersectionality event) inaccessible for the community in which they are meant to celebrate.*
19. *Eastern does a lot of cultural things they just don't promote the events well enough for the students to hear.*
20. *They get a C + for effort* ❤️
21. *They get a C for effort but the majority of diversity clubs and events are student run and they don't have a lot of funding*

22. *"Progressive" stuff is crammed down our throats way too much.*
23. *To my knowledge it's always a one and done program that isn't advertised to all students. Like it's target audience are people who identify. You wouldn't know about the program unless you identified with that topic or have friends who identify with the programs topic.*
24. *There are many programs which address the specific needs and experiences of diverse students and faculty. The Pride Center event series, Q-Nections, for example, has present some great opportunities for LGBTQ+ students on campus to build positive relationships with each other and University staff.*
25. *There are not many Hispanic clubs or organizations. Given that Connecticut is already a predominantly white and black state, having something I could feel comfortable with would be good.*
26. *I do not interact with anything campus related, so I have no way of knowing.*
27. *The majority of campus is handicap accessible, but there are still places where it is difficult or impossible for students in wheelchairs or with low mobility to access. I can think of Eastern Hall and Nutmeg's entrance off the top of my head.*
28. *I feel as though ECSU tries to make sure all students are safe and appreciate at all times on campus*
29. *My choices based on question 11 were basically about having a positive influence within diversity and at Eastern and how to work together as a community.*
30. *Neutral because I just don't know enough*
31. *The school likes to water down events catered to minorities so they can cater to the white people so they feel included for a space meant for us*
32. *some things i can't fully answer due to lack of experience*
33. *During my time at Eastern, I haven't felt unwelcome or targeted, but I have wished there was more diversity on campus. I feel like most of what Eastern has done to be more racially diverse is more shallow and on the surface rather than actual change demonstrated on campus. Another thing is the lack of diverse staff and how that affects what is being taught. In my personal experience, the art department has lacked not only staff of color but just staff in general. This has affected what can be taught and that affects a student's learning. For example, it took three years for me to take a Latinx based art history class because there was no one to teach it but also when I kept asking about it, much of my questions were subtly brushed off. I feel that Eastern can and should do better when it comes to what is being taught and who does the teaching. Professors are valuable and they should be paid as such.*
34. *Even though Eastern has a lot of events about diversity, I feel like that comes more so from student clubs than from official Eastern departments. Along with that, I think that just because there are diversity events that doesn't mean they are addressing the "needs" for minority students. 2. I think that Eastern could do more for students who are a part of the LGBTQ+ community. Maybe I just haven't seen too many advertisements, but I only ever see advertisements for the Q-nnections events. I know that the Pride Center has a bit more programming than that, and the other programs can be more educational. I think Eastern needs to do a better job at advertising those events to the student body via Instagram or anything else. 3. I don't think the school does much at all to help address the unique needs of students with disabilities. Just because you put the mandated disability paragraph on every advertisement doesn't mean you are addressing their needs. There needs to be way more fun programming for students with disabilities that are actually meant for students with disabilities because right now it seems like there is very little.*
35. *Although the university seems to be diverse, there are still areas that need improvement. There are student organization for students of different back, for example: the Black Student Union, OLAS, Freedom, Asian Cultural Society, Caribbean Student Association, etc. that allow students to feel welcomed and is also opened to everyone, and not necessarily to student pertaining to said background. I feel like the university itself can learn from students, and have more diverse faculty and staff, and more diverse programs coming from the university itself to show students that we aren't the only ones who are supporting different backgrounds.*
36. *As a white person, I feel I do not have the experiences to properly answer questions about inclusivity and diversity on campus.*
37. *Eastern does not do a great job at diversity or inclusion there is so much lack of diversity within the staff and we should find ways to change that*
38. *Eastern has hosted many recent events sponsored by the Unity Wing that support many diverse perspectives.*
39. *More should be done to support students who are fully undocumented. Some internships require documentation. Stipend pay could be granted, but isn't. Grants could be utilized but aren't. More should be done for the immunocompromised during this pandemic. SGA celebrating & encouraging throwing away masks is a slap in the face for anyone at risk.*
40. *I have seen many flyers throughout campus for events at ECSU that promote inclusion, along with posts on social media.*
41. *I feel that many of the programs are largely symbolic and do not accurately foster an inclusive community at school.*

42. *I know that some clubs and groups exist, but I haven't really noticed many events relating or pertaining to minority groups.*
43. *The buttons to open doors for people who are in wheelchairs don't all work.*

Written Comments Related to Q13 – Have you ever experienced or witnessed discrimination on campus?

Q13.6 - Feel free to explain any of your choices:

1. *The student center food court has gradually become more and more racist they are outright racial profiling students. The boss usually invades my person space and the cashiers tend to leave their post to see what I am doing. it's just weird vibes and I don't feel safe on this campus to get food anymore. Some people might feel the same way but if they are rushing this process of completing this they may forget to mention it.*
2. *The university does a poor job at acknowledging the privilege and racism that occurs at the school.*
3. *I haven't heard of repercussions for anyone for anything*
4. *Personally, I've been discriminated by other students based on my age and gender, and have seen someone discuss discriminatory behavior against POCs*
5. *Eastern has made it a point to want to promote diversity and inclusion but fail to take the proper actions to actually implement it.*
6. *I switched dorm buildings in early October and in my new hall I was familiar with the girls in the dorm and knew we would be a great fit but my RA would continuously ask if I adapted okay and if I got along with them well and if the environment was "safe" for me. I constantly nodded my head and brushed it off but it was a constant thing even beginning the new spring semester she still asked the same questions and if the girls were giving me problems or anything of that sort and I reassured her that we were perfectly fine! My roommates are black, and my RA is white and I am certain that she only felt the need to ask due to their race, if they weren't black I feel she wouldn't have cared or been so concerned with addressing my "safety" in my dorm room with me.*
7. *No system in place to rectify administration or ECSU police misconduct that is public are available to students that I am aware of.*
8. *I felt targeted by a professor during my undergraduate year for my major/chosen professor. Though those in my major supported me, I did not feel that overall, the school did anything and that professor is now in an administrative position at Eastern.*
9. *There was a class where students were split into small teams for the semester. Teams would compete against each other by playing games which tested our knowledge of certain topics. Each team would discuss the answers amongst themselves, then submit the answer. My contributions/answers were ignored-literally. (I was friendly and introduced myself, too) For example, members of my team would say, "I think the answer is "B", "Maybe "C". I knew it was "C" and would explain why it was the correct answer-"I do this every day at my workplace". They acted as if they didn't hear me or see me. I would repeat myself. Nobody would acknowledge my presence-let alone my answers. "We are going with "B"! After several attempts, per class, I realized it was ageism. I kept quiet the rest of the semester. Many times, I would drive to campus, sit in my car, and decide if I was up to "playing ghost" or just drive back home. A few times, I went home. Just because I'm old enough to be a grandparent doesn't mean I'm irrelevant. Couldn't we learn from each other? In this case, apparently not. Fortunately, this was the only class where I experienced this type of behavior. Overall, though a non-traditional student, I feel welcome. To be perfectly honest, I face ageism in other aspects of my life, so I don't take their behavior too personally-but it does suck. #AgeismSucks*
10. *I haven't actually witnessed eastern handling issues of discrimination. I am not educated on their course of action nor do I know how to report discriminatory issues.*
11. *There aren't many resources for students to report discrimination when they are still in the same class with the professor who was the source of the discrimination that 1) protect the student from retaliation and 2) effectively intervene or address how to avoid these problems from reoccurring again within the same semester. By the time the semester is over, people already feel defeated by the experience and why would someone go through the pain or retraumatization from the investigation if they aren't going to have that Professor again.*
12. *trans people should be able to have the opportunity to live with others.*
13. *Faculty do not know how to handle any situations regarding racism, discrimination, colorism etc. because they do not have the proper training to do so and/or have the fear of being direct.*
14. *They muted the person and eventually removed them. Then an email was sent that they were searching for the student, and that they would be punished accordingly.*
15. *I had complained multiple times about issues. They never take me seriously. They always say 'that's part of being an adult'.*
16. *A girl in my classroom recently passed away from suicide. On one of our discussions posts she said she struggled terribly with mental health. I feel as though our professor should have reached out to talk to her.*

17. *I feel as though the campus community doesn't care enough. There aren't reliable sources you can go to explain these situations to knowing they would figure out a way to prevent it next time.*
18. *Discrimination against those who aren't vaccinated*
19. *I was openly deadnamed by a student that already knew my preferred name in the student center in front of a bunch of peers.*
20. *I have just heard of the individual involved with the Instagram who have come forward but I also understand that people are not comfortable for a variety of reasons coming forward*
21. *The majority of people that attend here are white and they make minorities feel unwelcomed especially within the sports team they feel they are superior and, in my dorm, specifically my white roommates make racist remarks and question my intelligence*
22. *Often times, the way events are handled are that we'll be heard, but no action is taken.*
23. *I have only seen the discrimination happen to my friends and I have yet to see proper steps taken to address them*
24. *I don't think many instances of discrimination are explicit or obvious but there have definitely been instances where protected classes have been ostracized*
25. *I strongly feel that Eastern promotes and advocates and tries its best to make inclusion and diversity one of the forefront models, but when it comes to how to handle these circumstances, the resources are seldom. It is no secret that Eastern is a predominately white institution and that those of us who are not, although I do not speak for an entire community - I have struggled to feel a sense of belonging at a university that does not accurately reflect my identity or can connect with the struggles I have faced in life for being a woman of color.*
26. *Eastern does not take cases seriously and brushes past them frequently. Not a lot of people get the justice they deserve.*

Written Comments Related to Q13 – Have you ever experienced or witnessed harassment on campus?

Q14.6 - Feel free to explain any of your choices:

1. *After a trauma such as rape or any sexual harassment, I think it's important to not just provide resources but implement a check-in program to ensure the student doesn't isolate and actually gets the help they need and realizes they deserve help and to get better and didn't deserve what happen.*
2. *I feel unsure about how Eastern handles harassment because the harassment wasn't reported and I would believe that yes they would handle the issues*
3. *my friend told me about her case and she said that the treatment that eastern would have given her would have done nothing but make it worse so she doesn't bother and just deals with it.*
4. *The campus does the bare minimum to address sexual harassment and while they do have events to discuss this issue when actual students come forward, they are treated badly and with no respect*
5. *I did not report this incident.*
6. *Word around campus is administration does not respond to instances quickly or appropriately. I have seen evidence that if a student does not continue to advocate for themselves the matter is no longer investigated. I think administration could be more transparent about on going investigations and threats to the students on campus. I also think we should have a victim's center if we do not have one and if we do have one if needs to be better advertised.*
7. *I was told to let it sweep under the rug as there wasn't much to be done for a teacher's harassment towards me. It took me reaching out again after a meeting for the paperwork to further presume the issue. I was made to feel beneath them for even thinking about filing and the process was designed to strike fear and helplessness into the person reporting. This is the reason why many don't report. I was already out of the classroom, but the paperwork required me to go to the students in the classroom and get them to petition as witnesses as you needed a witness. Humiliating*
8. *I was raped on campus, and it was very poorly handled by the admin until I got an attorney involved.*
9. *I did not speak to anyone after this harassment occurred so I would not be sure if the campus handle it correctly.*
10. *I know many students who have not felt supported by University faculty when reporting their sexual assaults, so I have not reported any actual assaults. When I attempted to share my experience of harassment with University police, I was told there was nothing they could do.*
11. *He got banned from campus because of vandalizing the campus not the assault*
12. *Same as before, we're heard but actions aren't taken*
13. *The student was able to continue classes and engage in campus activities where they continued to harass others*
14. *Students are turned away because cases are not "serious enough" or did not happen on campus.*

15. *My girlfriend was assaulted as well as other girls by the same individual but the way it was handled was poor.*

Written Comments Related to Improving the Survey Design

Q27 - Feel free to let us know how to improve this survey.

1. *Maybe be less obsessed with group identity?*
2. *I think it's perfect how it is! Maybe more personal questions for the student taking the survey, it will make them feel valuable!*
3. *Nice layout, would have some more specific questions*
4. *Make it a bit more long! I wanted to do more input!*
5. *I did not see Hispanic/Latino as an option.*
6. *In the section where it says to select your race/ethnicity there was not an option for people who are (Hispanic, Latin, or LatinX) as an inclusive climate survey not having that to start off the survey proves something.*
7. *The survey asked if there was diversity in our majors and departments but did not ask which department we belonged to, seems like a piece of data that might be useful.*
8. *Stop throwing color in front of everything*
9. *Eastern has a lot of great programs that promote diversity, but I know that a lot of students on campus share the concern that Eastern's student body, while diverse, is relatively segregated. I also know other students who have had issues with faculty members saying culturally insensitive things that while inappropriate, may not fit the label of "discrimination". These issues are equally as important to the mental, emotional, and social health of Eastern students, however, so in the future this survey could include questions about these issues.*
10. *I feel the survey is to the point and not too long - it makes it easy to complete and all should be strongly urged to do it.*
11. *Eastern just needs a little more diversity, but otherwise, it is an amazing school.*
12. *Ask more questions in order to get a better overall feel of climate around campus. Thank you*
13. *More questions that allow students to leave written feedback.*
14. *Make some statements less broad.*
15. *I know things that I did not pay attention*
16. *Some of your time frames for questions were really far spaced out. Like the one that was like: "one or twice a semester, once a week, more than once a week." The timeline between once or twice or semester and once a week is pretty big. Maybe put another one between those two.*
17. *I don't think the survey should be improved other than for a fact it is good for other students about diversity in our community*
18. *There should be an option between once a week and once or twice per semester, maybe like "once in a while" or "every-so-often".*
19. *Let me win the raffle*
20. *The survey was good as it was.*
21. *I'm not sure if the survey expands when you do answer yes to being sexually harassed or discriminated against, but if it doesn't I would highly suggest asking more questions about that.*
22. *I think you should also add an area where we can explain as to why we answered no or unsure for the last question asking if the academic department, student orgs and university as a whole shows/supports Diversity and Inclusion because then you guys are aware as to why no or unsure was marked. More feedback from students means more ways to improve as a whole and this will allow students to feel more comfortable, welcomed, and safe at ECSU.*
23. *Mention physical assault.*
24. *Focus more on sexual harassment and physical assault.*
25. *The survey was nice and clear. I will love to join the Africa Club Eastern I think it will be interesting.*
26. *It was a great survey*
27. *Recognize Latin America as an option, not everyone identifies as white, black, or indigenous, or even has the records to know their background.*

- 28.** *In addition to asking if respondent has experienced or witnessed discrimination/sexual harassment, maybe add a question on if another student within the friend circle has. You'll more likely get more 'yes' answers.*
- 29.** *Have active links to resources that folks can access directly from the survey to be able to know where we can go to speak with on campus.*
- 30.** *Send this out every semester.*
- 31.** *I love how this survey was just short and to the point!*

APPENDIX II

STUDENT SURVEY

Campus Climate - Student Survey

Q1 MY SCHOOL. MY VOICE. MY ECSU: DEI STUDENT CAMPUS CLIMATE SURVEY

Dear Students,

Eastern Connecticut State University is committed to providing and maintaining the best possible environment for all individuals within the campus community. A significant step in creating a truly diverse, equitable, and inclusive community is understanding faculty, staff, and student perspectives and experiences related to their work and study at ECSU.

The "My School. My Voice. My ECSU: DEI Student Campus Climate Survey" is designed to understand the viewpoints and experiences of the ECSU campus community. In an effort to address equity, diversity, and inclusion issues, the survey engages the Eastern community as partners and key stakeholders. The data collected through this study assists with understanding Eastern's present campus climate and, in turn, informs current and future policy decisions to enhance and support a diverse, inclusive, and vibrant campus community.

All students are strongly encouraged to participate, as your contributions are essential to understanding and improving the campus climate. However, participation is entirely voluntary. All responses are confidential and will not be part of any academic, medical, employment, or disciplinary record, as the information is unidentifiable. The study involves completing an anonymous online survey using Eastern's Qualtrics system. The survey should take approximately 15 to 20 minutes to complete, and there are no foreseeable risks or discomforts. However, if at any point you feel uncomfortable, you may refuse to answer any question(s) and/or terminate the study entirely.

At the end of the survey, you will have an opportunity to enter a drawing to win a \$50 Visa Gift Card, \$25 Visa Gift Card, iPad, or other prizes. To ensure that the Student Campus Climate Survey remains confidential, you will enter your information into a separate survey.

If you have any questions about the study or data collection process, please contact DeRon S. Williams, Diversity and Social Justice Council Chair, at ECSUCampusClimate@easternct.edu.

Thank you in advance for your participation and contributions.

To begin the survey, click on the arrow below.

Q2

What is your age group?

☐ 17 or younger (4)

☐ 18-20 (5)

☐ 21- 23 (6)

☐ 24-39 (7)

☐ 40+ (14)

Q3 In terms of gender identity/expression, how do you identify?

☐ Man (1)

☐ Woman (11)

☐ Trans Man (12)

☐ Trans Woman (2)

☐ Gender Queer (3)

☐ Gender Non-Conforming (4)

☐ Non-Binary (5)

☐ Multi Gender (6)

☐ Other (7) _____

☐ Prefer Not to Answer (8)

Q4 What is your class standing?

☐ First Year Student (under 30 earned credits) (1)

☐ Sophomore (30 to under 60 earned credits) (2)

☐ Junior (60 to under 90 earned credits) (3)

☐ Senior (90 or more earned credits) (4)

☐ Graduate Student (5)

Q5 How would you describe your sexual orientation?

- ☐ Asexual (9)
- ☐ Bisexual (2)
- ☐ Gay or Lesbian (1)
- ☐ Heterosexual or Straight (3)
- ☐ Pansexual (8)
- ☐ Questioning (5)
- ☐ Queer (6)
- ☐ Other (Specify) (4) _____
- ☐ Prefer Not to Answer (7)

Q6 How would you describe your race? (select all that applies)

- ☐ Asian or Asian American (2)
- ☐ Bi-Racial (1)
- ☐ Black or African American (3)
- ☐ Multi-Racial (4)
- ☐ Native American or Alaska Native (5)
- ☐ Native American/Indigenous (6)
- ☐ Native Hawaiian or Other Pacific Islander (9)
- ☐ White or Caucasian (11)
- ☐ Other (10) _____
- ☐ Prefer Not to Answer (12)

Q7 Are you currently eligible or receive academic accommodations?

☐ Yes (1)

☐ No (2)

Q8 What are your living accommodations?

☐ On-campus (1)

☐ Off-campus (2)

☐ With Parents (3)

Q9 How many semesters have you been at Eastern?

Q10 Considering your experiences over the past 12 months, please indicate your level of agreement with each of the following statements:

	Strongly Agree (1)	Agree (2)	Neutral (5)	Disagree (3)	Strongly Disagree (4)
Eastern demonstrates a strong sense of commitment to equity, diversity, and inclusion. (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Eastern has a diverse student body (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Eastern's faculty is diverse. (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
At Eastern, I am treated with respect and like I belong. (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Eastern provides sufficient programs and resources to foster the success of a diverse student body. (5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Eastern is a place where I am able to perform up to my full potential. (12)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have considered leaving Eastern because I felt isolated or unwelcome. (6)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have changed or considered changing my major because I felt isolated and unwelcome. (7)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My experience at Eastern has had a positive influence on my academic growth. (13)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My academic department at Eastern is racially diverse. (8)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Q11 Considering your experiences over the past 12 months, please indicate your level of agreement with the following statements.
Eastern adequately sponsors targeted programming designed to...

	Strongly Agree (1)	Agree (2)	Neutral (3)	Disagree (4)	Strongly Disagree (5)
...foster an appreciation for diversity and diverse perspectives. (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
...address the unique needs of minority students. (5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
...address the unique needs of students whose sexual orientation and/or gender identity/expressions may differ from mine. (6)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
...address the unique needs of students with diverse abilities. (7)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Q11.1 Feel free to explain any of your choices from the Question 11.

Q12 Considering your experiences over the past 12 months, have you attended any events sponsored by the following entities? (Check all that apply)

- ☐ African Club of Eastern (ACE) (1)
- ☐ Alpha Omega Christian Club (2)
- ☐ Asian Cultural Society (3)
- ☐ Black Student Union (BSU) (4)
- ☐ Caribbean Student Association(CSA) (5)
- ☐ School of Arts & Sciences or Related Departments (22)
- ☐ School of Education & Professional Studies or Related Departments (23)
- ☐ Diversability (6)
- ☐ F.E.M.A.L.E.S (7)
- ☐ Freedom at Eastern (8)
- ☐ Human Rights (9)
- ☐ Intercultural Center (ICC) (10)
- ☐ Men Achieving Leadership, Excellence and Success (M.A.L.E.S) (11)
- ☐ Muslim Student Association (12)
- ☐ National Association for the Advancement of Colored People (NAACP) (13)
- ☐ Nation Organization for Women (NOW) (14)
- ☐ Office of Equity & Diversity (24)
- ☐ Organization of Latin American Students (OLAS) (15)
- ☐ Pride Alliance (Organization) (16)

☐

Pride Center (University Department) (17)

☐

Women's Center (18)

☐

Warrior Against Sexual Violence (19)

☐

Have not attended any events sponsored by these organizations (20)

Q12.1 Do you believe the academic departments, clubs and organizations, and university, as a whole, do a good job promoting diversity-related events?

☐

Yes (1)

☐

No (2)

☐

Unsure (3)

Q13 Have you ever experienced or witnessed discrimination on campus?

☐

Yes (1)

☐

No (2)

Q13.1 How many occasions within an academic year have you experienced or witnessed discrimination?

- ☐ once or twice a semester (1)
- ☐ once a week per the semester (2)
- ☐ more than once a week per semester (3)

Q13.2 To which group did the person who was the source of discrimination belong? (Check all that apply)

- ☐ Academic Affairs Staff (12)
- ☐ Administration (1)
- ☐ Administrative Support Staff (9)
- ☐ Campus Police (3)
- ☐ Campus Visitor (6)
- ☐ Custodial Staff (8)
- ☐ Dining Hall Staff (4)
- ☐ Faculty (2)
- ☐ Information Technology (10)
- ☐ Resident Hall Staff (7)
- ☐ Student (5)
- ☐ Student Affairs Staff (11)

Q13.3 What was the discrimination based on? (Check all that apply)

☐

Age (1)

☐

Disability (2)

☐

Religion (3)

☐

Gender (4)

☐

Race/Ethnicity (5)

☐

Pregnancy (6)

☐

Other (7) _____

Q13.4 Where was the setting the discrimination you experienced or witnessed took place? (Check all that apply)

☐

Administrative office (1)

☐

Athletic Facilities (11)

☐

Campus Event (12)

☐

Classroom (5)

☐

Dining Hal/Cafeteria (3)

☐

Faculty Office (13)

☐

Intercultural Center (ICC) (14)

☐

Library (15)

☐

Personal Social Media Account (6)

☐

Pride Center (16)

☐

Resident Hall (4)

☐

Student Center (2)

☐

Student Clubs/Organizations (17)

☐

University Sponsored Trips (8)

☐

University Sports Team (9)

☐

Women's Center (18)

☐

Other (7) _____

Q13.5 Do you believe Eastern adequately handles issues of discrimination?

☐

Yes (1)

☐

No (2)

☐

Unsure (3)

Q13.6 Feel free to explain any of your choices:

Q14 Have you ever experienced or witnessed sexual harassment on campus?

☐

Yes (1)

☐

No (2)

Q14.1 How many occasions within an academic year did you experience or witness harassment?

☐

Once or twice per semester (1)

☐

Once a week per the semester (2)

☐

More than once a week per semester (3)

Q14.2 To which group did the person who was the source of harassment belong? (Check all that apply)

- ☐ Administration (1)
- ☐ Faculty (2)
- ☐ Campus Police (3)
- ☐ Staff (4)
- ☐ Student (5)
- ☐ Campus Visitor (6)

Q14.3 What was the form of the harassment? (Check all that apply)

- ☐ Physical Acts of Sexual Assault (1)
- ☐ Threat of Violence (2)
- ☐ Request for Sexual Favors (3)
- ☐ Intimidation (4)
- ☐ Inappropriate Touch (5)
- ☐ Exposure to Inappropriate Pictures (6)
- ☐ Verbal Harrasment (8)
- ☐ Other (7) _____

Q14.4 Where was the setting the harassment you experienced or witnessed took place? (Check all that apply)

- ☐ Administration office (1)
- ☐ Athletic Facilities (14)
- ☐ Campus Event (16)
- ☐ Classroom (5)
- ☐ Dining Hall/Cafeteria (3)

- ☐ Faculty Office (15)
- ☐ Intercultural Center (ICC) (10)
- ☐ Library (17)
- ☐ Personal Social Media Account (6)
- ☐ Pride Center (11)
- ☐ Resident Hall (4)
- ☐ Student Center (2)
- ☐ Student Clubs/Organizations (13)
- ☐ University Sponsored Trips (8)
- ☐ University Sports Team (9)
- ☐ Women's Center (12)
- ☐ Other (7) _____

Q14.5 Do you believe Eastern adequately handles issues of harassment?

- ☐ Yes (1)
- ☐ No (2)
- ☐ Unsure (3)

Q14.6 Feel free to explain any of your choices:

Q26

Thank you for completing the "My School. My Voice. My ECSU: DEI Student Campus Climate Survey" - we appreciate your time and input.

Based on your experience, please rate your satisfaction with the survey ?

Overall Quality (1)					
Readability (2)					
Time Commitment (3)					

Q27 Feel free to let us know how to improve this survey.

Q28 Now that you have completed the survey, you are eligible to win a \$50 Visa Gift Card, \$25 Visa Gift Card, iPad, or other prizes. To maintain confidentiality, click the link below. This link will take you to a separate survey page not connected or aligned with this one. Once there, you will enter your name, phone number, and Eastern email address (only); it is required for eligibility—only one entry per student. GOOD LUCK!

- ☐ Yes I would like to enter the Raffle (1)
- ☐ No I do not want to enter the Raffle (2)

APPENDIX III

FACULTY COMMENTS (INCLUSIVE LIST)

Written Comments Related to Q13 – To what extent do you agree with the following statements?

Q13A - Feel free to explain your answer:

1. *"Faculty and staff" covers a wide range of people. My work is valued by some more than others.*
2. *telework is important for continuing to work at Eastern*
3. *The atmosphere for professional staff has really plummeted, gradually, over the last 10-12 years*
4. *Adjuncting is peculiar. It is structurally unsupported and mildly marginalized. The answer is to hire more full-time faculty and fewer adjuncts.*
5. *The work environment can be toxic 3 to 5 days a week and the hours needed to accomplish my job and respond to students is 50+ hours a week.*
6. *The past two years have been a challenge overall for our society. I feel that we can do better to find common ground and focus on our common needs as humans. Emphasizing our differences (race, sexual preference, etc.) is a slippery slope, even if the intention in the short term is to make everyone feel welcome and accepted. I think some of these efforts have a different impact and may embolden those who wish to exploit cultural and biological differences between members of the campus community.*
7. *The administration is toxic*
8. *Keep cutting front line staff, but increase administrators number and salaries.*
9. *Salary and benefits don't exactly match up with experience or actual time and work put into the job, especially for hall directors.*
10. *It was only when I realized I would be getting two significant pay increases through the SEBAC agreement (5% and 5%) that I decided I would stay here to finish my career. As for the overall work environment, I am expected to do more while losing the resources I need to support what I do. How long can we continue letting open positions go unfilled? It is also demoralizing to see so many capable staff be pushed out of their positions. Can I possibly be the only person who thinks it's a coincidence that all of these employees are women, and all of them had a connection to Academic Affairs? Finally, it's also demoralizing to see LESS THAN CAPABLE people get promoted into positions for which their qualifications could be questioned. We no longer hire from outside of Eastern, which will not be good for the university in the long run. Yet we'll never have any candidates willing to come here with senior administration all aged 70+.*
11. *I do not believe our time is valued by administration*
12. *My department has a toxic work environment. My department chair doesn't get along well with another senior professor. As a result, there is no collegiate environment in our department. I get very little guidance or support from the department chair. I've met my dean more time than I've been able to meet my chair. I'm considering leavening Eastern soon.*
13. *disagreements with management and office culture have frustrated me.*
14. *There is no timely communication on this campus*
15. *The teaching load and additional administrative duties make working at Eastern difficult. The workload and expectations must be reevaluated.*
16. *The current climate at Eastern feels vindictive and mean--not like the climate I have known for many years. The last 4 or so years have seen a real shift from faculty working in conjunction with staff and administration in a supportive and respectful environment to the opposite. It is sad that after all these years, I actually spend time mining the DAS website for other state jobs. I love teaching, but it feels like we are on a sinking ship with backbiting and vindictive upper level administrators.*
17. *██████ decided to overturn P&T's recommendations for promotion and not promote very engaged and hard-working people. All of who, rumor has it, are women. This after the results of another climate survey were released saying that female full-time faculty felt much more strongly that Eastern did not care about them. This was after two years of a pandemic.*
18. *It has been a good job for a good institution, and I have ended up staying for longer than I would have expected at the beginning, but it's not all perfect.*
19. *no place or way to complain about tenured track professors and their attitudes*
20. *I love the people I work with (students and faculty/staff). We are well compensated and have excellent benefits. A profession in athletics overall is becoming overwhelming*
21. *For a new employee it would be difficult to know who to contact and which department for various issues/concerns. Example: Computer issues, phone issues, who to go to with HR concerns, Fiscal questions, etc. There are many people that work within all departments and its not always clear as to who does which roles.*

22. *I considered leaving during the pandemic as I felt exhausted developing interactive remote lessons*
23. *This university is poorly managed and a demoralizing place to work. I love the students and my colleagues, but the administration is incompetent (i.e. the President, the Provost (especially), and all of the VPs). It is a shame to waste the immense potential that this place has through such mediocre leadership.*
24. *Overall Eastern is a great and welcoming place. One problematic area is that Eastern often offers the lowest salary possible to many new hires. Staffing is one of the largest expensive of the institution because it is expensive to provide service. Those services whether quality instruction, intramural, technology, counseling or whatever are investments in the student experience and need to be seen as factors that impact a whether students come here and if they stay. We need to be more nimble when it comes to responding to their wishes like gender neutral restrooms, co-ed housing, NAACP demands.*
25. *There are some faculty who make disparaging comments about staff and administrators. I understand the frustration with not being able to hire more faculty, but the university couldn't run without staff. Administrators are not inherently evil (although they do make mistakes and bad decisions, as we all do). That said, I have also heard some administrators make disparaging comments about staff and other administrators, which is concerning. Everyone needs to demonstrate for everyone - even those with whom they disagree.*
26. *This is a hard time. We are all stressed, tired. But I have lifetime employment, freedom to teach what I want (within reason), freedom to pursue (when I can) my own research agenda, flexibility such that I can spend time with my family and friends, a good health plan and salary. In short, I don't really have much to complain about and so many people have it so much worse.*
27. *Management looks down at me. Because I don't have a piece of paperwork saying that I'm smart.*
28. *Working conditions at Eastern have deteriorated over time and overall morale is at an all-time low. Workload and expectations are above and beyond colleagues at other institutions both in and outside of the state system.*
29. *I have enjoyed working at Eastern, in large part because of the people I interact with.*
30. *I do not feel that the administration value the faculty and staff at all. We are asked to do increasingly more with increasingly less and the toll that caring for students during the pandemic has taken on us is overlooked by the top administrators (setting up wellness webinars does not mean valuing us)*
31. *I enjoy teaching very very much; I think that my particular department needs serious attention in regards to the quality of the program itself and declining enrollment and budget cuts.*
32. *The teaching load here is obscene. Has been as long as I've been here, and probably always will.*
33. *I go to work to work not to feel excepted, I treat people with respect and people treat me with respect.*
34. *Will leave Eastern for a full time instructor position which is unlikely to open. No room for growth of adjuncts*

Written Comments Related to Q14 – To what extent do you agree with the following statements?

Q14A - Feel free to explain your answer:

1. *There's a lot of talking at, not so much listening or consulting*
2. *As staff, I don't always feel that my opinions/abilities are respected because I am not a teaching faculty member.*
3. *Speaking about it and practicing it are two very different things.*
4. *Don't have much exposure to administration. If Department Chair is an administrative role, I feel totally supported by the Dept. Chair.*
5. *Equal treatment is spoken but not practiced. The communication across campus with Administrative directives is horrible.*
6. *My direct administrator is awesome.*
7. *Again, I think the administration is doing all that they feel they can to bring everyone to the table. However, I have seen many instances where the personal political or social views of administration seep into the discourse on what is best for our campus community. I realize that there is great political and economic pressure to do so, and I understand that this is a difficult balance to achieve. Public opinion of our institution is critical to our continued success. However, popular public discourse and what is trendy is changing so rapidly, that I think the best that we can do is to focus on the future and preparing our students to be successful and competent in their future careers. We should strive to stay focused on making that the sole focus.*
8. *They do what they want when they want without regard for anyone that works at the University. It's all politics and favorites*
9. *I feel the respect by administration depends on which division you are in. Not all areas are treated the same by the individual leadership.*
10. *In the past year, actions of the administration have spoken louder than words. Recent promotion decisions and ignoring the results of a previous climate survey have really disengaged the faculty, more than the administration may realize!*

11. *The glass ceiling is getting thicker now. Many administrators are white.*
12. *I feel as though some of the diversity, equity and inclusion efforts are performative, and only done to check a box.*
13. *The support for faculty and everyone during the Covid pandemic was excellent, thank you!*
14. *The university speaks of equity and diversity however I do not see diversity on campus.*
15. *Especially during the past 4-5 years, the administration has taken positions that seem not to be in the best interest of the faculty.*
16. *The administration talks about diversity but does not do anything that reflects that commitment.*
17. *The administration pretends to be concerned about employees welfare with sound bathing and wellness webinars. Not in any real way like reducing workload, realistic expectations for promotion or rewarding the good people.*
18. *The administration has taken concrete steps that make diversity a priority, which I respect and appreciate.*
19. *Although administration speak about diversity, their actions do not match their words. Members of administration disproportionately and intentionally target people of marginalized backgrounds in ways that block promotion routes and opportunity.*
20. *The administration certainly SPEAKS about diversity and equity, but they have taken few meaningful actions to support students or faculty or staff..*
21. *If you are a conservative.....you are discriminated against*
22. *Even though we are asked I do not believe the administration actually cares what I think. They have their own motivations to do what they do - such is the way most businesses run.*
23. *Overall Eastern administration did a great job navigating the challenges of COVID with community safety and balancing public perceptions ie mask mandates. I know it would have been challenging but as of 4/27 or earlier the mask mandate should have come back due to the rising numbers in the community. I know it is devastating to say, but we should look at commencement at the XL center and if it will be a super spreader. The administration I believe values differences and having an inclusive staff.*
24. *It would be helpful if the administration (and faculty/staff, too) approached disagreements with curiosity rather than anger.*
25. *talking the talk but not walking the walk*
26. *Administration care about the school image and upper management. Not the little people*
27. *This is a mixed bag. While diversity is definitely valued it is a wide-spread belief that if you are not a minority candidate for a position, then you will not be considered for advancement.*
28. *It depends on what we are speaking about. If its about racial diversity, i think we say the right things and we may be better than other places but I do not think we are doing enough. Hire more faculty of color. Make this a priority. Be straight forward about this with faculty and staff. Moving people around and changing their roles is not the same as bringing in diverse faculty.*
29. *#2 Case in point: the abysmal climate survey results that [REDACTED] downplayed. #4 they don't, except for [REDACTED]*
30. *P There is a lot of talk about diversity and some serious efforts to foster it. However, I think that it a highly nuanced subject that is on-going and all voices need to be heard even if they do not necessarily support such efforts. ****

Written Comments Related to Q15 – To what extent do you agree with the following statements?

Q15A - Feel free to explain your answer:

1. *There's some concern, but not so much actual, demonstrated, leadership, consultation, or respect*
2. *I think many staff are treated better based on relationships or who you are, not fairly and objectively*
3. *Answer reflect being familiar with Eastern's vision but necessarily aware of action plans to implement directly; It may be due to lack of knowledge; Not sure how information is shared or executed for all to know and understand*
4. *Zero faith in the Provost to do the right thing, treat people with respect and fairness.*
5. *The vibe from leadership is truly great. Mostly, though, I don't know.*
6. *I realize that the leadership are humans, too, and they have a great deal of pressure and stress on a daily basis. However, this comes with the responsibility of being a leader. The best leaders are in the trenches with their employees in a granular sort of way. This is how to earn the respect of faculty. If you are present and visible, and sincerely concerned with working conditions, the faculty will see that clearly.*

7. *Faculty and staff work well together. Remove the administration and you'll have a great university. They treat staff and faculty like pawns. They look out for each other and care less about faculty and staff*
8. *The more top-down style of management that has emerged has shaken faculty confidence in shared governance.*
9. *I feel my dedication is not appreciated by administrator. I have served on many committees and just ask for a proof letter for many times and I didn't get it.*
10. *Shared governance is threatened when the Provost makes statements about discontinuing Senate committees, among other things.*
11. *It is hard to feel confident that we are prepared for an emergency when we know little about what the plans are. Also, it is clear that the highest levels of administration care little about the faculty. They are treated as throwaway, replaceable expenditures. As soon as there is a financial crisis the president cries about how she has never had to do layoffs, which is a kind of threat about impending layoffs. Shared governance has gone down the tubes with the provost threatening committees to revoke their authority if they do not do what he wants. Nothing shared there.*
12. *See above answer about cover for well-being. Also, ignoring the faculty voice in promotion and tenure decisions, forcing through initiatives, back-channel deals, etc. No respect for shared governance.*
13. *I believe our campus administration is fiscally responsible, but in scaling back staffing levels due to budgetary needs, they still fail to account for the increasing workload of those who remain or take a leadership role in scaling back programs/services offered to right-size the amount of work long-time, heavily burdened employees must do when their colleagues retire/move on.*
14. *I have received fantastic support from the athletic director and dean of students office*
15. *As a part time faculty member.... making very little money....we converted our courses to online during COIVD with no pay for a lot of work. Many of us had to upgrade home internet to teach online. This was major cost....\$137.00 a month for me...and when you are struggling to survive this is a bit hit*
16. *I think everyone's nerves are very thin right now, and that is affecting our ability to give people the benefit of the doubt.*
17. *faculty are thrown under the bus at every possible turn. the recent "efforts" at addressing morale and faculty burnout are laughable. Sound baths? Give us a break.*
18. *Way Under Staff and Very Over Work / Unlike the office people who work from home. Yeah right, like they really put in a full days work.*
19. *Overall good marks. However, it is clear that faculty are given far more advantages and recognition than administrative counterparts*
20. *Eastern may be prepared with emergency services but faculty and staff do not know what to do or have the tools to act if an armed intruder came through. Things do not always work. Not much training in safety for non-public safety people. ; Do the Pres and VPs care about faculty and staff? This is different than Deans and other staff. Very different. Some in leadership are fantastic! Some are not talking straight talk with people. As people I think everyone is basically decent. Choices made as admin don't always line up with my values.*
21. *There is no genuine concern about faculty and staff well-being, just lip service. The recent Promotion denials are unsettling after a period impacted by covid when it was understood that the same criteria could not hold. The leadership does not support shared governance, nor do they entertain, let alone support, creative ideas for the university.*
22. *As an adjunct faculty I do not feel that my voice, ideas and concerns are taken as seriously as they should*

Written Comments Related to Q18 - In general, over the past 12 months, have you experienced or witnessed any discrimination at EASTERN?

Q18B - Feel free to explain your answer:

1. *Students have referred to my sexual orientation in a discriminatory manner in course evaluations (e.g., this professor only teaches this stuff because she's gay). A staffer had and persisted in sending COVID clearances with a "Blue Lives Matter" logo in her signature despite being told that it was perceived as offensive.*
2. *I will not mention instances on campus, but one example I have witnessed was during a BOR meeting with the faculty advisory committee chair, [REDACTED], whose comments were wholly inappropriate towards students and faculty who were unwilling to take the COVID vaccines. His comments and attitude on the matter were quite frankly inhumane and unethical, as are his comments in his editorial in the CT Mirror. I realize this is coming from his political views, which he has trouble compartmentalizing as it applies to policy that affects the campus community here at Eastern (and the entire CSCU system). Granted, this was not on our campus per se, but there is a strong connection to his attitude and the ideas that circulate among our leadership and faculty. We need to be mindful of people that push political messaging that is ultimately uninformed and hurtful, which alienates students and faculty alike. There have been a few similar instances from our own leadership, though I*

realize now that they are easily swayed by certain elements of the political discourse in this country. I think that the pandemic exposed a great deal of the weakness in not only our campus community, but in society as a whole. If we are to learn from this experience, we need messaging from the leadership about how we can move forward with more unity and less focus on divisive issues. We need to at least admit to ourselves our shortcomings and unfair judgements of others, so that we can forgive ourselves and move forward to a brighter future.

3. *The campus is NOT equally accessible for able and non-able-bodied persons. I counselled a student after class who was extremely distraught when a teacher misgendered them multiple times in the class environment.*
4. *I have seen the kind of subtle discrimination of people not being recognized to speak or having their contributions discounted. This involved women, people with ethnic identities that were not European and, in one case, a heavy person. My response was to make sure the person was recognized and/or heard.*

Written Comments Related to Q19 & 19A - In general, over the past 12 months, have you experienced or witnessed any discrimination at EASTERN?

Q19B - Feel free to explain your answer:

1. *Heavy demands for large amounts of work to be done in a short period of time, on very short notice, have in turn created an environment where some colleagues turn on each other over what would otherwise be lesser issues.*
2. *Emails attacking people's character and accusing them of ill intent. Emails essentially accusing people of being incompetent.*

Written Comments Related to Q20 - To what extent do you agree with the following statements? I can easily access . . .

Q21 - Feel free to explain your answer:

1. *Campus websites are challenging to navigate in that helpful information is buried and or lacking.*
2. *Classrooms are great. Library is great. Do I have a workspace?*
3. *You need an answer choice for "I did not need access to this"*
4. *You should have a not-applicable option for the above question.*
5. *This is tough, because I don't have a reason to access many of the items that are listed, but generally speaking, I believe I could access them if I needed to.*
6. *Don't use transportation or disability resources*
7. *I feel able-bodied, so don't feel this really applies to me. The campus seems fairly accessible, to the extent I am familiar with the spaces.*
8. *building locked on weekends and after 5PM*
9. *The system arbitrarily lifted a mask mandate without asking faculty or students. This has left those of us who are immunocompromised or have young children on our own. As a result none of the campus feels particularly safe to me. The way the mask mandate was lifted (the celebratory image on the website) was embarrassing and irresponsible.*
10. *For myself the campus is easily accessible. My disability is not a challenge as far as getting around campus. I think folx often forget about disabilities that are not visible ie hearing impairment and neurotypical issues when they have music at events that the music is not necessary at.*
11. *i have been told that access for physical disabilities is problematic. Too many electronic openers do not work right. This is not my issue, but I told students I would speak up about it.*
12. *I have no physical impairments that would prevent my ready access to any of the facilities or buildings.*

Written Comments Related to Q22 - Considering your experiences over the past 12 months, please indicate your level of agreement with the following statements.

Q22A - Feel free to explain your answer:

1. *Feel free to explain your answers:*
2. *There is room for growth in our gender inclusive policies. Gender neutral housing can move away from a segregated model, gender neutral restroom directional signs are needed so these often hidden bathrooms can be found, and can inclusion of pronouns on name tags and business cards should be an available option to all.*
3. *For the policies and procedures, specifically for students and staff with name changes (either already legal or preferred) there are many issues across the different systems to make sure it is updated. The same goes for pronouns and use of pronouns*

others identify with - some staff either do not make an attempt to correct themselves, or the electronic systems are incorrect. When I was first hired, despite my name being legally changed for over five years, the name in my accounts and systems/email created was wrong. It was fixed quickly for the most part, but there are still areas of the system where I find the wrong initials for an account are still in place, or wrong names, and without outing myself to other staff I can't get it resolved.

4. *We need more focus on our shared interests as human beings and less focus on our perceived differences.*
5. *Many white faculty and staff are not caring about DEI and do not want to involve in conversation and unwilling to learn more about DEI.*
6. *I don't think it's up to me to comment on the degree to which policies and procedures are perceived as fair by colleagues of other genders and races.*
7. *Diversity is apparent across the areas listed, but I am not in a position to know if policies are fair/adequate to under-represented populations.*
8. *I believe there can be more representation amongst faculty and staff. But, Eastern's efforts do not go unnoticed.*
9. *I wonder why there are questions about diverse students and faculty and upper administration--isn't this quantifiable info?*
10. *We should look at qualifications.....can they do the job well....not any other criteria*
11. *Faculty and students demonstrate a strong commitment to diversity, equity, and inclusion. The provost made it very clear that he doesn't support a DEI cluster hire, even promoting DEI for the few faculty lines that he will grant this year.*
12. *To the best of my knowledge and experience, ESCU goes out of its way to nurture an equitable environment.*

Written Comments Related to Q23 - During the past 12 months at EASTERN, how often have you interacted in a meaningful way with people. . .

Q23A - Feel free to explain your answer:

1. *Feel free to explain your answers:*
2. *I don't necessarily know people well enough to be sure of these answers, especially since the pandemic has made us more isolated.*
3. *We need more focus on our shared interests as human beings and less focus on our perceived differences.*
4. *These are difficult questions, because you're asking me to make judgements about my interactions with faculty, staff and students based on how they APPEAR or how I THINK I observe them to be. You're asking me to let bias drive what I think instead of facts. Can't we stop making assumptions about a person's social class? Or ability? Or gender? To be honest, I'm shocked by this question! We're supposed to be better than this.*
5. *My answers are in the context of meaningful classroom instruction/exchange.*
6. *I do not know what your understanding of meaningful is. I choose to not discuss certain things at work.*
7. *I work at a service desk, and accordingly see a large diversity of people. "Meaningful" interactions are hard to quantify, but I am considering all substantive conversations more than simple yes/no/where-is questions.*
8. *This is my job as a faculty member*
9. *I don't know the political opinions of most people I interact with.*
10. *I don't know if people are of different religions, political leanings or if they have psychological disabilities that are not apparent*
11. *I stay away from Politics & Religion with people*
12. *There should be a "I don't know category" which would be my response for questions 1. 6. 7. 9*
13. *In my appointed tasks and environment make it a point of engaging with persons of widely diverse backgrounds and circumstances.*

Written Comments Related to Q117 - Do you have any additional comments, questions, or concerns you would like to share?

1. *Do you have any additional comments, questions, or concerns you would like to share?*
2. *Thank you for all that you do and willingness to consider the views that I have put forth. Together we are strong and united. When we forget our differences and focus on our shared future, we will continue to achieve greatness for years to come. We need to overcome the divisive forces in our society and stay focused on what is most important. Kindness, hard work, humility, and support for one another are the most important strengths of our campus community.*
3. *This survey is too long.*

4. *I am very exhausted. Eastern is keep cutting budget and workload is keep increasing. No way for career advancement, works are not appreciated by current administrators. COVID masking and safety policies did not factor in our opinion. I am very disappointed.*
5. *I feel like Eastern is just drifting with wherever the current takes us. No one seems to be steering the boat, and my confidence in the crew lessens as strong, capable, committed leaders leave. I show a smiling face to our students and to the community, but inside, I'm saddened by what is happening here, and what seems to be an unending downward spiral. It's only a matter of time before "the numbers" reflect this (though some already do).*
6. *While I believe my department values my work I don't believe the university always does.*
7. *Thank you for trying to better understand how we work together and how the processes we use can be sensitive and effective. One suggestion is to improve non-pay support and benefits to adjuncts, it will keep Eastern competitive in a shrinking market (by keeping the best faculty) and the good will generated brings positive returns beyond investment costs. It has been a pleasure and joy to be here in service to the profession I love.*
8. *none*
9. *In the previous questions about whether I feel valued by my department and by the university, I disagreed because I do not think the university leadership values me at all. I am quite sure that my department values my contributions.*
10. *My department values my mentorship, creative activity and service. The university does not.*
11. *We are not adequately preparing our graduated to compete in the global economy.*
12. *Eastern administration must be willing to identify their conscious and unconscious biases that perpetuate racism and discrimination in the workplace, and they have to have a willingness to change. Without these, there will never be any lasting resolve to actually tackling racial and all inequality on every level at Eastern.*
13. *We are very fortunate to get to work with the students here at Eastern and have the opportunity to impact their futures.*
14. *I said all of the VPs are incompetent earlier and I misspoke. All of the long standing VPs are incompetent. I have not had a bad experience with the newly appointed VPs [REDACTED] and I am certain they have great potential if they aren't demoralized like everyone else at this university.*
15. *The department is great...but that is because of the chair....not sure about the new chair...limited experience*
16. *I think we need to have appropriate staff levels to best meet the needs of our students and do it in a healthy manner. We often look for staff to do more with less resources and it is problematic as our students have more needs than ever before this is more challenging in supporting and building the mental health of our students. We need to make sure that we have representation of differences across our student and professional staff, while still hiring the best people.*
17. *There are many things I love about my job. But right now it feels like most people I interact with are stressed, exhausted, anxious, and/or sad.*
18. *I did not know how to answer the question that bundled together (I forget the wording) fatigue, anxiety, and something else (stress?). Those do not seem synonymous to me. Fatigue (mental and physical) is a constants (and a given, as far as I'm concerned) in any workplace where there's more work to be done than there are people and resources to do it. And that is unavoidably stressful. So, yes, I am frequently tired and stressed; but I don't think I feel "anxiety" about my work in the way the question seemed to be framing. The fatigue or stress that I (middle-aged straight white man) experience is, I think, qualitatively different from the very different kinds of fatigue, stress, or anxiety that could well be experienced by a person of color on a predominantly white campus, a queer person in a world largely built around straight norms, a disabled person in a built environment that might not always take their needs into account, etc. At a technical level, I was periodically thrown by the ways that the scales reversed (with strongly agree to strongly disagree sometimes running from left to right and sometimes from right to left). Finally, there were several questions where my real answer would be "Don't think I have enough information to have informed opinion," which I had to register as "Neither agree nor disagree" for lack of a "Don't know" option.*
19. *Rewards etc for research at the dept level doesn't make a lot of sense to me. This is a college level issue or university level issue. //Eastern is a great place. We do need to do more to be the best in terms of diversity and equity in hiring and retaining the best and brightest faculty of color. I believe this to be a priority consistent with our values. thanks for doing this.*
20. *Morale is terrible. It does not seem that the administration notices or cares.*
21. *Nope*
22. *Eastern has amazing faculty and staff, who go above and beyond for the students and manage to be creative and enthusiastic in their endeavors. Yet, they are not listened to and are not treated with respect. Moving secretaries around with barely any notice is not respectful (that's only one example).*
23. *I would like to say that I think this survey is a great undertaking and I would like to extend my appreciation for you all doing this work.*

- 24.** *As both an adjunct faculty and University Assistant I do feel that we part time faculty and staff are often ignored nor do our pay and benefits equal to our professionalism. I also feel that our positions should be much more stable. Not knowing whether or not we will have a job each and every semester is very stressful.*
- 25.** *I DO NOT BELIEVE ECSU WASTES MONEY ON THIS TYPE OF SURVEY*

APPENDIX IV

FACULTY SURVEY

Campus Climate - Faculty Staff Survey

BEING SEEN. BEING HEARD: FACULTY/STAFF CAMPUS CLIMATE SURVEY

Dear Faculty/Staff,

Eastern Connecticut State University is committed to providing and maintaining the best possible environment for all individuals within the campus community. A significant step in creating a truly diverse, equitable, and inclusive community is understanding faculty, staff, and student perspectives and experiences related to their work and study at ECSU.

The "Being Seen. Being Heard: Faculty/Staff Campus Climate Survey" is designed to understand the viewpoints and experiences of the ECSU campus community. In an effort to address equity, diversity, and inclusion issues, the survey engages the Eastern community as partners and key stakeholders. The data collected through this study assists with understanding Eastern's present campus climate and, in turn, informs current and future policy decisions to enhance and support a diverse, inclusive, and vibrant campus community.

All faculty/staff members are strongly encouraged to participate, as your contributions are essential to understanding and improving the campus climate. However, participation is entirely voluntary. All responses are confidential and will not be part of any academic, medical, employment, or disciplinary record, as the information is unidentifiable. The study involves completing an anonymous online survey using Eastern's Qualtrics system. The survey should take approximately 15 to 20 minutes to complete, and there are no foreseeable risks or discomforts. However, if at any point you feel uncomfortable, you may refuse to answer any question(s) and/or terminate the study entirely.

If you have any questions about the study or data collection process, please contact DeRon S. Williams, Diversity and Social Justice Council Chair, at ECSUCampusClimate@easternct.edu.

Thank you in advance for your participation and contributions.

To begin the survey, click on the arrow below.

Q1 Which term best describes your gender identity or expression?

- ☐ Man (1)
- ☐ Woman (11)
- ☐ Non-Binary/Gender Non-Conforming (4)
- ☐ I Prefer Not to Answer (8)
- ☐ Other (Specify): (7) _____

Q2 Do you identify as transgender?

- ☐ Yes (1)
- ☐ No (11)
- ☐ I Prefer Not to Answer (12)
- ☐ N/A (2)

Q3 What term best describes your sexual orientation?

- ☐ Asexual (8)
- ☐ Bisexual (2)
- ☐ Gay (1)
- ☐ Heterosexual or Straight (3)
- ☐ Lesbian (10)
- ☐ Pansexual (9)
- ☐ Queer (6)
- ☐ Questioning (5)
- ☐ Prefer Not to Answer (7)
- ☐ Other (Specify): (4) _____

Q4 What is your age group?

- ☐ 18-29 (5)
- ☐ 30-39 (6)
- ☐ 40-49 (7)
- ☐ 50-59 (14)
- ☐ 60+ (15)

Q5 Race/Ethnicity

Select all that apply.

- ☐ Asian or Asian American (2)
- ☐ Black or African American (3)
- ☐ Native American or Alaska Native (5)
- ☐ Native Hawaiian or Other Pacific Islander (9)
- ☐ White or Caucasian (11)
- ☐ Prefer Not to Answer (12)
- ☐ Other (Specify): (10) _____

Q6 Citizenship Status

- ☐ U.S. Citizen or Permanent Resident (1)
- ☐ Not a U.S. Citizen or Permanent Resident (2)
- ☐ I prefer not to answer. (5)

Q6A If no, where were you born?

Q7 What religious background, if any, do you most identify?

- ☐ Atheist (1)
- ☐ Baptist (4)
- ☐ Catholic (5)
- ☐ Christian: Non-Denominational (6)
- ☐ Muslim (7)
- ☐ Jewish (8)
- ☐ Protestant (9)
- ☐ None (10)
- ☐ Other (Please specify): (11) _____

Q8 Disability Status

- ☐ I do not have a disability that affects my learning, working or living conditions. (1)
- ☐ I have a disability that affects my learning, working or living conditions. (2)
- ☐ I have a disability, but it does not affect my learning, working or living conditions. (3)
- ☐ I prefer not to answer (4)

Q9 Veteran Status

- ☐ I am a veteran (Not disabled) (1)
- ☐ I am a veteran (Disabled) (2)
- ☐ I am not a veteran (3)
- ☐ I prefer not to answer (4)

Q10 Employee Role

- ☐ Faculty (1)
- ☐ Staff (2)

Q10A Faculty Type

- ☐ Coaches and Non-Instructional Athletic Trainers (1)
- ☐ Counseling Faculty (2)
- ☐ Library Faculty (3)
- ☐ Teaching Faculty (4)

Q10B Faculty Rank

- ☐ Adjunct (2)
- ☐ Assistant Professor (4)
- ☐ Associate Professor (5)
- ☐ Full Professor (6)

Q10C My primary department/unit as a faculty member is in the following:

- ☐ School of Arts & Sciences (1)
- ☐ School of Education & Professional Studies (2)

Q10D My primary department/unit is in the following:

- ☐ Academic Offices (11)
- ☐ Administrative Offices (4)
- ☐ Child and Family Development Resource Center (2)
- ☐ Facilities (5)
- ☐ Health/Counseling/Ministry Services (6)
- ☐ Public Safety (1)

Q12 Length of Employment

- ☐ Less than 1 year (4)
- ☐ 1 to 2 years (8)
- ☐ 3 to 5 years (5)
- ☐ 6 to 10 Years (9)
- ☐ 11 to 20 Years (10)
- ☐ 21 to 30 Years (6)
- ☐ More than 30 Years (7)

Q13 To what extent do you agree with the following statements?

	Strongly Agree (1)	Agree (2)	Neutral (3)	Disagree (4)	Strongly Disagree (5)
Overall, I am satisfied with my work environment. (15)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I would recommend working at Eastern to a close friend. (16)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel accepted by students. (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel valued by students. (17)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel accepted by faculty and staff. (19)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel valued by faculty and staff. (18)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel I belong at EASTERN. (5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have considered leaving EASTERN because of the <i>salary</i> and <i>benefits</i> . (20)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have considered leaving Eastern because of the <i>overall work environment</i> . (21)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Q14 To what extent do you agree with the following statements?

	Strongly disagree (6)	Somewhat disagree (7)	Neither agree nor disagree (8)	Somewhat agree (9)	Strongly agree (10)
The administration is genuinely concerned about my welfare. (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The administration respects what faculty and staff think. (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The administration regularly speaks about the value of diversity. (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The administration demonstrates leadership that fosters diversity, equity, and inclusion of all faculty and staff. (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Q14A Feel free to explain your answer:

Q15 To what extent do you agree with the following statements?

	Strongly agree (7)	Somewhat agree (8)	Neither agree nor disagree (9)	Somewhat disagree (10)	Strongly disagree (11)
Eastern is a welcoming environment for faculty and staff. (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Eastern's campus is clean and well maintained (5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel safe when I am on campus during the daytime. (6)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel safe when I am on campus after dark. (7)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am confident that Eastern is prepared for a large-scale emergency (e.g., earthquake, armed intruder, blizzard) (9)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Overall, the needs of the employees (faculty & staff) are addressed by the university. (10)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Faculty and staff treat each other with respect when services are requested. (11)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Supervisors, directors and administrators lead by example. (13)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Overall, the President, Vice-Presidents, Deans, and other leadership staff are genuinely concerned about my well-being. (14)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Overall, the President, Vice Presidents, Deans, and other leadership staff treat employees fairly. (15)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Overall, the President, Vice Presidents, Deans, and other leadership staff support and participate in shared governance. (16)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Q15A Feel free to explain your answer:

Q16 In the past 12 months, have you experienced *mental fatigue, anxiety, or overwhelming stress* due to the nature of your work or the Eastern workplace as a whole?

- ☐ Yes (1)
- ☐ No (2)

Q16A Over the past 12 months, how many times would you say you experienced *mental fatigue, anxiety, or overwhelming stress* due to the nature of your work or the Eastern workplace as a whole?

- ☐ 1 to 3 times (1)
- ☐ 4 to 6 times (2)
- ☐ 7 to 9 times (6)
- ☐ 10 times or more (5)

Q17 In the past 12 months, have you experienced *physical fatigue or sickness* due to the nature of your work or the Eastern workplace as a whole?

- ☐ Yes (1)
- ☐ No (2)

Q17A Over the past 12 months, how many times within a semester would you say you experienced *physical fatigue or sickness* due to the nature of your work or the Eastern workplace as a whole?

- ☐ 1 to 3 times (1)
- ☐ 4 to 6 times (2)
- ☐ 7 to 9 times (3)
- ☐ 10 times or more (5)

Q18 In general, over the past 12 months, have you experienced or witnessed any *discrimination* at EASTERN?

- ☐ Yes (1)
- ☐ No (2)
- ☐ Unsure (3)

Q18A. What type of discrimination have you experienced or witnessed?

	Experienced (1)	Witnessed (2)	N/A (3)
Ability or disability (1)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Racial or ethnic identity (2)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Sex (3)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Sexual Orientation (4)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Gender Identity or Expression (5)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Veteran Status (6)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Marital Status (7)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
National Origin (8)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Age (9)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Religion (10)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Height or Weight (11)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Political Orientation (12)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Social Class (13)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Q18B Feel free to explain your answer:

Q18C Did you report the *discriminatory* behavior you experienced or witnessed?

- ☐ Yes (38)
- ☐ No (40)
- ☐ I Prefer Not to Answer (39)

Q18D Were you satisfied with the administration's handling of the discriminatory behavior?

- ☐ Yes (1)
- ☐ No (2)
- ☐ Unsure; (3)

Q19 In general, over the past 12 months, have you experienced or witnessed any **HARASSMENT** at EASTERN?

- ☐ Yes (1)
- ☐ No (2)
- ☐ Unsure (3)

Q19A What type of **HARASSMENT** have you experienced or witnessed?

	Experienced (1)	Witnessed (2)	N/A (3)
Verbal (1)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Psychological (2)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Cyberbullying (3)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Sexual Harassment (4)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Physical Harassment (5)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Retaliation (6)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Power Harassment (<i>When someone in a position of greater power uses that power to harass or bully a lower-ranking person.</i>) (7)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Q19B Feel free to explain your answer:

Q19C Did you report the **HARASSMENT** you experienced or witnessed?

- ☐ Yes (38)
- ☐ No (40)
- ☐ I Prefer Not to Answer (39)

Q19D Were you satisfied with the administration's handling of the **HARASSMENT**?

- ☐ Yes (1)
- ☐ No (2)
- ☐ Unsure; A resolve was not communicated to me. (3)

Q20 To what extent do you agree with the following statements? I can easily access . . .

	Strongly agree (9)	Somewhat agree (10)	Neither agree nor disagree (11)	Somewhat disagree (12)	Strongly disagree (13)
Campus Administrative Offices (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Campus Web Sites (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Classrooms (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Campus Buildings (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Campus Dining Facilities (5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Campus Sidewalks (6)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Campus Transportation Services (7)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My Work Space (8)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The Disability Resources I Need (9)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Q21 Feel free to explain your answers:

Q22 Considering your experiences over the past 12 months, please indicate your level of agreement with the following statements.

	Strongly agree (7)	Somewhat agree (8)	Neither agree nor disagree (9)	Somewhat disagree (10)	Strongly disagree (11)
EASTERN demonstrates a strong commitment to diversity, equity, and inclusion. (6)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
EASTERN has a culturally diverse student population. (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
EASTERN has culturally diverse faculty. (5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
EASTERN has a culturally diverse upper administration team. (7)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Policies and procedures at Eastern are equitable and fair across gender and race. (9)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Q22A Feel free to explain your answers:

Q23 During the past 12 months at EASTERN, how often have you interacted in a *meaningful* way with people. . .

	Never (1)	Seldom (2)	Sometimes (3)	Often (4)	Very Often (5)
...whose religious beliefs are different than your own. (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
...whose political opinions are different from your own. (19)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
...who are immigrants or from an immigrant family. (20)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
...who are of a different race or ethnicity than your own. (21)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
...whose gender is different than your own. (22)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
...whose sexual orientation or gender identity and expression are different than your own. (23)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
...who are from a different social class. (24)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
...who have physical or other observable disabilities different than your own. (25)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
...who have learning, psychological, or other disabilities that are not readily apparent. (26)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Q23A Feel free to explain your answers:

Q24 Have you ever experienced or witnessed sexual violence at Eastern?

- ☐ Yes (1)
- ☐ No (2)
- ☐ I Prefer Not to Answer (3)

Q24A Did you report the act of sexual violence to your supervisor or administrator?

- ☐ Yes (1)
- ☐ No (2)
- ☐ I prefer not to answer (3)

Q24B Were you satisfied with your supervisor's or the administration's response to the incident?

- ☐ Yes (1)
- ☐ No (2)
- ☐ Unsure; A resolve was not communicated to me. (3)

Q25 To what extent do you agree with the following statements?

This question relates to YOUR response to sexual violence.

	Strongly agree (11)	Somewhat agree (12)	Neither agree nor disagree (13)	Somewhat disagree (14)	Strongly disagree (15)
I understand Eastern's formal procedures to address complaints of sexual violence. (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I know where to get help at Eastern in the event of a sexual violence incident. (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I know how to direct a student or colleague to appropriate resources in the event of a sexual violence incident (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I understand my role in reporting sexual violence. (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Q26 To what extent do you agree with the following statements?
This question relates to EASTERN's response to sexual violence.

	Strongly agree (11)	Somewhat agree (12)	Neither agree nor disagree (13)	Somewhat disagree (14)	Strongly disagree (15)
Eastern has policies and procedures related to sexual violence. (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Eastern would administer the formal procedures to address complaints of sexual violence. (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Eastern would keep knowledge of the report limited to those who need to know. (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Eastern would support the person making the report. (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Eastern would take corrective action to address factors which may have led to the incident of sexual violence. (5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Eastern would forward the report outside the campus to criminal investigations. (6)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Eastern would take steps to protect the person making the report from retaliation. (7)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Q27 Please indicate your level of agreement with the following statements:
 I am valued in my *department/unit and by the university* for my . . .

	Strongly Disagree (1)	Disagree (2)	Neither Agree or Disagree (3)	Agree (4)	Strongly Agree (5)
Teaching (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Research, Scholarship, and/or Creative Activities (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Service Contributions (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Mentoring of Students (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Mentoring of or collaboration with other Faculty (5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Professional Activities (6)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Q28 For this question, indicate your level of agreement with the following statements as related to your **department/unit**:

	Strongly Disagree (1)	Disagree (2)	Neither Agree or Disagree (3)	Agree (4)	Strongly Agree (5)
I have a voice in the decision-making process that affects the direction of my department. (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The teaching workload is fairly and equitably distributed in my department. (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
There are fair and equitable expectations regarding research & creative activities in my department. (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
There are fair and equitable expectations regarding service in my department. (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Rewards for work performance are fairly and equitably distributed in my department. (5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Support is provided fairly and equitably in my department. (7)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Q29 Please indicate your level of agreement with the following statements:

I am valued in my **department/unit and by the university** for my . . .

	Strongly Disagree (1)	Disagree (2)	Neither Agree or Disagree (3)	Agree (4)	Strongly Agree (5)
Service Contributions (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Mentoring of Students (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Mentoring of or collaborations with Faculty (5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Professional Activities (6)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Q30 For this question, indicate your level of agreement with the following statements as related to your *department/unit*:

	Strongly Disagree (1)	Disagree (2)	Neither Agree or Disagree (3)	Agree (4)	Strongly Agree (5)
My ideas are seriously considered in my unit. (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have a voice in the decision-making that affects my work in my unit. (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The workload is fairly and equitably distributed in my unit. (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Rewards for work performance are fairly and equitably distributed in my unit. (5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Support is provided fairly and equitably in my unit. (7)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have access to the resources to do my work effectively. (8)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Support and resources are provided for additional training to remain current and do my job better. (9)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Q117 Do you have any additional comments, questions, or concerns you would like to share?
