



*ADVANCE Toward an Inclusive Model of Excellence*  
Campus Climate Qualitative Report  
Summary: Spring 2023



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# Campus Climate Survey Qualitative Results

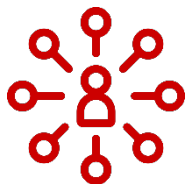
## Summary

A Campus Climate Survey was administered to all faculty at SIUE in Spring 2023. This survey included three qualitative questions. These questions worked to identify positive and negative aspects of the campus climate. Throughout the comments from faculty there was a common thread of low University morale and impacts due to budget cuts and approaches from leadership. When faculty discussed their dissatisfaction, they mentioned leadership and structural issues, as well as career limitations. When they discussed their satisfaction, they mentioned supportive colleagues and positive departmental climates. When it came to campus climate strengths, faculty again mentioned the inclusive environment and workplace satisfaction. However, a number of faculty shared that they felt strengths were limited at this time. Faculty also shared advice for improving the climate. These comments ranged from specific feedback to university administrators to information on how to better support faculty. Overall, faculty want more transparent communication from leadership, and they want to be rewarded for their work at the university whether that be through salary raises or better access to resources. Each qualitative question is further explored below through the themes and subthemes identified throughout the coding process.

## Methods

There were a total of 458 qualitative responses to the three questions in the Spring 2023 Campus Climate Survey. All responses went through an open coding process. Throughout this process, 181 codes were developed and applied 818 times. The evaluator conducted three rounds of coding which led to theme development. Themes were developed based on similarities and differences across codes; when distinct patterns emerged within a theme, subthemes were developed. Below is the full report on the qualitative responses provided by faculty in the 2023 Campus Climate Survey. Throughout the report, information on STEMSBS T/TT URM men faculty and Library and Information Services will not be highlighted due to small sample sizes. To incorporate perspectives from URM men faculty in STEMSBS, the group “STEMSBS T/TT men overall” includes responses from Non-URM and URM men.

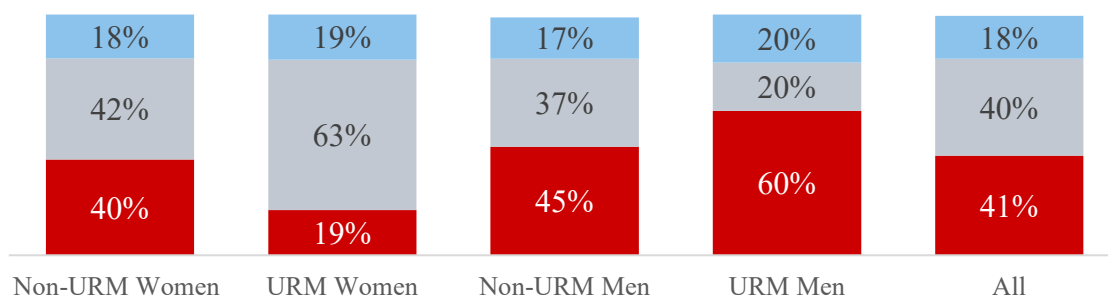
## Findings



### Why would you recommend or not recommend your department to a potential candidate? (n=173)

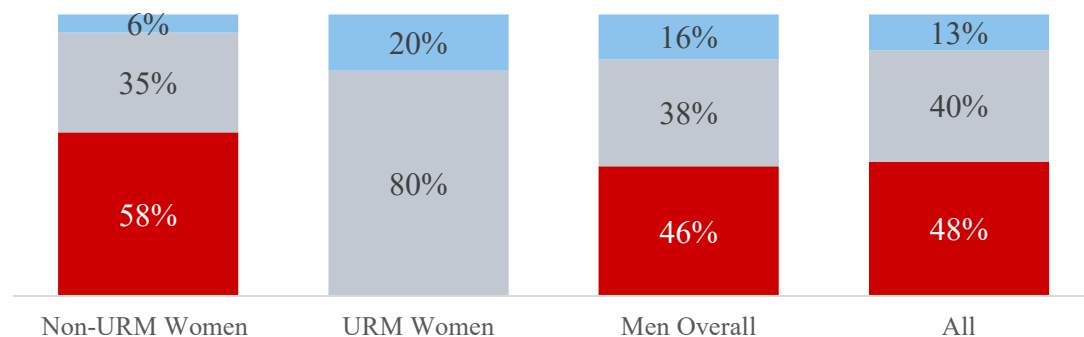
The chart below outlines the responses of all Tenured/Tenure Track faculty to the question: If a qualified candidate for a faculty position asked you about your department as a place to work, would you Strongly Recommend, Recommend with Reservations or Not Recommend?

The majority of T/TT URM and Non-URM men would **Strongly Recommend** their department, while most T/TT URM and Non-URM women would **Recommend with Reservations**. **Not Recommend** was most prominent amongst URM faculty.



The chart below outlines the responses of all Tenured/Tenure Track STEMSBS faculty to the same question reviewed above.

Among T/TT STEMSBS faculty, over half of Non-URM women and the majority of men overall would **Strongly Recommend** their department. Comparatively, URM women would only **Recommend with Reservations** or **Not Recommend**, with the vast majority recommending with re



Following the question above, faculty were asked to elaborate on their answer. This follow up qualitative question received a total of 173 responses. Three themes were identified within faculty responses: Dissatisfied, Reasons to Recommend, and Negative Climate. These themes and their subthemes are explored below. Information on the School of Nursing will not be highlighted in this question due to small sample size.

**Theme 1: Dissatisfied**

This theme had a total of 130 occurrences and was most prominent amongst Non-Underrepresented (Non-URM) Tenured/Tenure Track (T/TT) women. The table below outlines the number of theme occurrences for T/TT faculty in STEM/SBS, T/TT faculty overall, and by college/school.

STEMSBS T/TT Faculty Groups by Theme Occurrences	
Men Overall	18
Non-URM Women	10
URM Women	2
Overall T/TT Faculty Groups by Theme Occurrences	
Non-URM Women	32
Non-URM Men	26
URM Women	7
URM Men	4
College/School by Theme Occurrences	
Arts & Sciences	57
School of Engineering	11
School of Education, Health, and Human Behavior	7
School of Business	3
School of Pharmacy	3
School of Dental Medicine	3

The theme Dissatisfied includes three subthemes: Structural Issues, Leadership Issues, and Career Limitations. Each subtheme is further discussed below.

**Structural Issues:** Here faculty discussed a variety of problems within the university with the most prevalent codes being Issues with Pay (27 occurrences) and Reservations about University (12 occurrences). Issues with Pay was mostly discussed among Non-URM T/TT women in Non-STEMSBS. Reservations about University was most popular among Non-URM T/TT Men in STEMSBS and included discussions about the campus climate changing due to leadership decisions, issues with higher education in general, and P&T frustrations.

*“Just found out that our new assistant faculty member (who is a male) is being paid \$7000 less per year than the equally qualified new faculty member in another department. I am paid \$3000 less than my counterparts and I am more qualified [than] most of them.” T/TT Woman in STEMSBS*

Also mentioned:

- Funding Issues (3 occurrences)
- Searches Not Occurring (3 occurrences)
- Hiring Practices Not Fair (2 occurrences)
- SPA Process Issues (1 occurrence)
- Need to Improve Enrollment (1 occurrence)

Leadership Issues: Within this subtheme, faculty voiced frustration with University leadership. Here the most prominent codes include Administration Not Supportive (19 occurrences), Administration Needs Improvement (9 occurrences), and Workplace Negatively Influenced by Chancellor (9 occurrences). Administration Not Supportive and Workplace Negatively Influenced by Chancellor were most popular among Non-URM T/TT men in STEMSBS. Administration Needs Improved was most popular among Non-URM T/TT women in Non-STEMSBS.

*“The current climate verges on toxic. Faculty morale is extremely low and stress levels are extremely high. The approach to approving faculty lines, instructor positions, adjuncts, and GAs has added huge uncertainty to the process, and there is little room for departments to make a clear case. At the same time, programs are not being supported, and faculty feel that administration is “blaming” them for problems that they have no control over. It is a hard environment to recommend to others.”* Non-URM T/TT Woman in Non-STEMSBS

Also mentioned:

- Lack of Leadership (5 occurrences)
- No Shared Governance (4 occurrences)
- Favoritism in Leadership Practices (2 occurrences)

Career Limitations: Here faculty discussed Limited Resources (14 occurrences) and Limited Research Support (7 occurrences) among other limitations to their needs for succeeding in their career. Among discussions of Limited Resources, Non-URM NTT Non-STEMSBS women and Non-URM T/TT men in STEMSBS were most prominent. Limited Research Support was mostly discussed by Non-URM T/TT men in STEMSBS.

*“Combination of teaching load and expectations of a particular type of scholarship that does not align with teaching pedagogy (technical work only) without appropriate resources to do so is very challenging and takes up too much personal time.”* Non-URM T/TT Woman in STEMSBS

Also mentioned:

- Difficult to Get Promoted (3 occurrences)
- Faculty Not Recognized for Work (2)
- No Quality Grad Students (1)
- Student Interest Low (1)

**Theme 2: Reasons to Recommend**

This theme had 112 occurrences across the 173 faculty who responded. Overall, this theme was most prominent among Non-URM T/TT women. The table below outlines the number of theme occurrences for T/TT faculty in STEM/SBS, T/TT faculty overall, and by college/school.

STEMSBS T/TT Faculty Groups by Theme Occurrences	
Non-URM Women	13
Men Overall	13
URM Women	3
Overall T/TT Faculty Groups by Theme Occurrences	
Non-URM Women	26
Non-URM Men	23
URM Men	5
URM Women	4
College/School by Theme Occurrences	
Arts & Sciences	43
School of Education, Health, and Human Behavior	11
School of Pharmacy	10
School of Business	5
School of Engineering	4
School of Dental Medicine	2

The theme Reasons to Recommend includes three subthemes: Positive Environment, The Community, and University Strengths. Each subtheme is further discussed below.

Positive Environment: Positive Environment is most prominent among Non-URM NTT Women in Non-STEMSBS. Within this subtheme, faculty frequently mentioned that their Department is Supportive (38 occurrences), but that the University overall is not. Another prominent discussion within this subtheme was about Collegiality (13 occurrences). Collegiality was discussed most often by TT men in both Non-STEMSBS and STEMSBS.

*“I can strongly recommend my department as a place to work, but we don't receive adequate support from higher administration to recommend SIUE as a place to work. Moreover, since the new Chancellor has arrived, he has changed SIUE culture from one of democratic processes and mutual respect, to one of top down authoritarianism, lack of economic transparency and disrespect for faculty.”* Non-URM T/TT Women in STEMSBS

Also mentioned:

- Department Works Well (6 occurrences)
- Supportive Environment (5 occurrences)
- Great Place to Work (4 occurrences)
- Feel Respected (1 occurrence)
- Program is Excellent (1 occurrence)

The Community: The Community is most prominent among Non-URM NTT women in Non-STEMSBS. Within this subtheme, faculty frequently discussed how they Enjoy their Colleagues (24 occurrences); this discussion was most common amongst Non-URM NTT women in Non-STEMSBS.

*“I have fantastic colleagues in my department!”* Non-URM T/TT Man in STEMSBS

Also mentioned:

- Want to Identify Best Candidates (3 occurrences)
- Enthusiastic Students (1)

University Strengths: University Strengths is most prominent among Non-URM T/TT women in Non-STEMSBS. Most common in discussions of University Strengths were mentions of Work/Life Balance (5 occurrences) and Teaching is a Priority (3 occurrences).

*“We are collaborative and we put our students first.”* Non-URM T/TT Woman in STEMSBS

Also mentioned:

- Clear P&T Expectations (2 occurrences)
- Independence for Research (2 occurrences)
- Positive and Negative Aspects (2 occurrences)
- Opportunity for Growth (1 occurrence)
- Student/Faculty Ratios (1 occurrence)

### Theme 3: Negative Climate

This theme had 104 occurrences across the 175 faculty who responded. This theme was most common among Non-URM T/TT women. The table below outlines the number of theme occurrences for T/TT faculty in STEM/SBS, T/TT faculty overall, and by college/school.

STEMSBS T/TT Faculty Groups by Theme Occurrences	
Men Overall	12
Non-URM Women	7
URM Women	4
Overall T/TT Faculty Groups by Theme Occurrences	
Non-URM Women	33
Non-URM Men	17
URM Women	8
URM Men	2
College/School by Theme Occurrences	
Arts & Sciences	35
School of Education, Health, and Human Behavior	18
School of Pharmacy	2
School of Engineering	7



School of Business	3
School of Dental Medicine	3
School of Pharmacy	2

The theme Negative Climate includes three subthemes: Changing Environment, Imbalanced Workload, and Faculty Issues. Each subtheme is further discussed below.

Changing Environment: Changing Environment is most prominent among Non-URM T/TT women in Non-STEMSBS. Here faculty described the Campus Climate as Negative (18 occurrences) and mentioned that University Morale is Low (17 occurrences). Faculty also frequently mentioned that Budget Cuts Influence the Environment (12 occurrences) and Departmental Issues (10 occurrences). The majority of comments about the Campus Climate, University Morale, and Departmental Issues were from Non-URM T/TT women in Non-STEMSBS. Non-URM T/TT women in STEMSBS contributed to most comments about Budget Cuts.

*“The university is in chaos right now with too much bad news aimed at faculty. There are conflicting messages coming from different administrative units. This is therefore not a healthy environment for junior faculty to thrive.”* Non-URM T/TT Woman in Non-STEMSBS

Also mentioned:

- Subtle Sexism (3 occurrences)
- No Accountability (3 occurrences)
- School of Nursing Unfair (2 occurrences)

Imbalanced Workload: Imbalanced Workload is most prominent among both NTT and T/TT Non-URM women in Non-STEMSBS. Within this subtheme, faculty most often described Unfair Workload Expectations (19 occurrences), these comments were most commonly made by NTT and T/TT Non-URM women in Non-STEMSBS.

*“It is difficult to find time for research given the teaching and service commitments, especially for women/BIPOC who tend to be on more service assignments too.”* URM T/TT Woman in STEMSBS

Also mentioned:

- Poor Work-Life Balance (6 occurrences)

Faculty Issues: Faculty Issues is most prominent among Non-URM NTT women in STEMSBS and Non-URM TT women in Non-STEMSBS. This subtheme includes discussions of NTT faculty Not being Valued (5 occurrences) and Issues with Faculty Members (4 occurrences) being absent, difficult to work with, or toxic. Non-Tenure Track women in STEMSBS were most prominent in discusses of NTT faculty Not being Valued.

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*“There are several inequities and several faculty who are not really qualified and some who are extremely difficult to get along with.”* Non-URM T/TT Woman Non-STEMSBS

Also mentioned:

- Considering Leaving University (2 occurrences)
- BIPOC Faculty Not Supported (1 occurrence)
- Faculty Union Issues (1 occurrence)



## What do you think are the strengths of the campus climate at SIUE? (n=135)

This question received a total of 135 responses from faculty. After three rounds of coding, three themes were identified. These themes include Inclusive Environment, Workplace Satisfaction, and Strengths are Limited Right Now.

### Theme 1: Inclusive Environment

This theme had 69 occurrences across the 135 faculty who responded. Overall, this theme was most popular among Non-URM T/TT women. This theme did not occur among comments from T/TT URM Women in STEM/SBS. The table below outlines the number of theme occurrences for T/TT faculty in STEM/SBS, T/TT faculty overall, and by college/school.

STEMSBS T/TT Faculty Groups by Theme Occurrences	
Men Overall	10
Non-URM Women	7
URM Women	0
Overall T/TT Faculty Groups by Theme Occurrences	
Non-URM Women	23
Non-URM Men	18
URM Women	3
URM Men	5
College/School by Theme Occurrences	
Arts & Sciences	26
School of Education, Health, and Human Behavior	16
School of Business	6
School of Engineering	5
School of Nursing	4
School of Pharmacy	3
School of Dental Medicine	1

Two subthemes emerged within Inclusive Environment: ADEI Efforts and Positive Climate. The subthemes are further discussed below.

ADEI Efforts: The majority of comments in this subtheme came from Non-URM T/TT men in Non-STEMSBS. ADEI Efforts includes discussions of Efforts to Improve Climate (35 occurrences) and being Vocal About Mission (8 occurrences). Non-URM T/TT women in Non-STEMSBS were most prominent in discussions about Efforts to Improve Climate.

*“SIUE provides efforts to address the issues of gender biases. They formed committees (NSF ADVANCE) for allyship.”* Non-URM T/TT Woman in STEMSBS

Positive Climate: Here faculty described a Positive (11 occurrences) and Inclusive (9 occurrences) Environment. Interestingly, the climate was described as positive and inclusive by only Non-URM faculty. Additionally, these discussions were most popular among Non-STEMSBS faculty.

*“Historically, SIUE has cared about its people. Whether a student, faculty member, staff member, or administrator, there was a sense of inclusion and support. The people (faculty, staff, middle administration, and even students) largely still embody this strength.”* Non-URM T/TT Woman in STEMSBS

Also mentioned:

- Department Climate Positive (3 occurrences)
- International Diversity Strong (2 occurrences)
- Positive Work-Life Balance (1 occurrence)

## Theme 2: Workplace Satisfaction

This theme had a total of 67 occurrences across the 135 faculty who responded to this prompt. Overall, this theme is most prominent among Non-URM T/TT women. The table below outlines the number of theme occurrences for T/TT faculty in STEM/SBS, T/TT faculty overall, and by college/school.

STEMSBS T/TT Faculty Groups by Theme Occurrences	
Non-URM Women	10
Men Overall	7
URM Women	3
Overall T/TT Faculty Groups by Theme Occurrences	
Non-URM Women	24
Non-URM Men	9
URM Women	6
URM Men	3
College/School by Theme Occurrences	
Arts & Sciences	27
School of Education, Health, and Human Behavior	8
School of Engineering	8
School of Nursing	3
School of Dental Medicine	2
School of Business	2
School of Pharmacy	1

Three subthemes emerged within the theme Workplace Satisfaction: The People are Enjoyable, Shared Mission, and Resources and Opportunities. These subthemes are further discussed below.

The People are Enjoyable: There are a total of 41 occurrences of this subtheme in comments from faculty. Here faculty described their Colleagues (24 occurrences) as motivated and supportive. This discussion was most common

amongst Non-URM T/TT Women in Non-STEMSBS. Faculty also mentioned Great (12 occurrences) and Diverse (2 occurrences) Students.

*“...Faculty are mostly caring and passionate about their work as teachers, scholars, mentors, and members of the community.”* Non-URM T/TT Woman in STEMSBS

Also mentioned:

- Collaboration Opportunities (2 occurrences)
- Balance of Disciplines (1 occurrence)

Shared Mission: Here faculty described the University as Student-Centered (5 occurrences) and shared their appreciation for the Natural Environment (5 occurrences). Both discussions were most popular amongst Non-URM T/TT women in STEMSBS.

*“We are student-focused, but our leadership, especially the Chancellor seems to think that we are not. It is starting to create a toxic environment.”* Non-URM T/TT Woman in STEMSBS

Also mentioned:

- Sense of Purpose (2 occurrences)
- Academic Standard Maintained (1 occurrence)

Resources and Opportunities: This subtheme includes mentions of Fair Access to Opportunities (4 occurrences) and Faculty Autonomy (3 occurrences). Discussions of Fair Access only occurred amongst Non-URM faculty.

*“At the current state, there are many ways for people to advance or obtain resources. This seems especially true for women and people of color, from my perspective.”* Non-URM T/TT Man in STEMSBS

Also mentioned:

- Fair Work Balance (2 occurrences)
- Hiring, P&T Processes Fair (2 occurrences)
- Resources Available (2 occurrences)

### Theme 3: Strengths are Limited Right Now

This theme had a total of 44 occurrences and was most popular amongst Non-URM T/TT women. The table below outlines the number of theme occurrences for T/TT faculty in STEM/SBS, T/TT faculty overall, and by college/school.

STEMSBS T/TT Faculty Groups by Theme Occurrences	
Men Overall	9
Non-URM Women	6
URM Women	1

Overall T/TT Faculty Groups by Theme Occurrences	
Non-URM Women	13
Non-URM Men	11
URM Women	4
URM Men	2
College/School by Theme Occurrences	
Arts & Sciences	23
School of Education, Health, and Human Behavior	3
School of Engineering	3
School of Nursing	2
School of Business	1
School of Pharmacy	1
School of Dental Medicine	0

Within this theme, two subthemes emerged: No Strengths and Climate is Negative. These subthemes are further explored below.

No Strengths: This subtheme includes mentions of No Strengths (16 occurrences) regarding campus climate. Also briefly mentioned were discussions of Poor Construction and needing to Improve University Reputation. This subtheme was most popular among Non-URM T/TT men in STEMSBS and Non-URM T/TT women in Non-STEMSBS.

*“There are no institutional strengths. Any positives are a result of allies that faithfully place themselves in positions to prevent or diminish bias.”* URM TT Man in STEMSBS

Climate is Negative: This subtheme has a total of 15 occurrences and includes discussions about the University Climate being Negative (6 occurrences), Low Morale at University (4 occurrences), University Administration Needs Improved (4 occurrences), and Conflict between Faculty about Improving Climate (2 occurrences). Descriptions of the University Climate as Negative were most popular among Non-URM T/TT women faculty.

*“I cannot see any strength. Micromanaging from the Provost and Chancellor, no salary increases, lack of support for non-minorities create a very negative climate.”* Non-URM TT Man in STEMSBS

Also mentioned:

- Some Departments Better than Others (2 occurrences)
- Higher Education in Bad State (1 occurrence)
- Need to Improve Climate for Women (1 occurrence)
- Reverse Impact of ADEI (1 occurrence)
- Too Much Focus on ADEI (1 occurrence)
- Encourage More Searches (1 occurrence)
- Limited Connection to Other Disciplines (1 occurrence)
- Professional Development Needed (1 occurrence)
- Program Quality Diminished (1 occurrence)



## What changes do you recommend to help improve the SIUE campus climate? (n=150)

A total of 150 faculty members responded to this question. Their comments were organized in two themes: Feedback for University Leaders and Improve Faculty Experiences.

### Theme 1: Feedback for University Leaders

This theme had a total of 151 occurrences within the 150 comments from faculty and was most popular amongst Non-URM T/TT women. The table below outlines the number of theme occurrences for T/TT faculty in STEM/SBS, T/TT faculty overall, and by college/school.

STEMSBS T/TT Faculty Groups by Theme Occurrences	
Men Overall	21
Non-URM Women	13
URM Women	4
Overall T/TT Faculty Groups by Theme Occurrences	
Non-URM Women	40
Non-URM Men	29
URM Women	11
URM Men	7
College/School by Theme Occurrences	
Arts & Sciences	55
School of Education, Health, and Human Behavior	16
School of Engineering	10
School of Business	9
School of Nursing	7
School of Pharmacy	4
School of Dental Medicine	4

The three subthemes identified within the theme Feedback for University Leaders include: Administrative Issues & University Processes, Feedback on ADEI, and Improve Accountability. Each subtheme is further discussed below.

Administrative Issues & University Processes: This subtheme had 95 occurrences in total and was most prominent amongst Non-URM T/TT men in STEMSBS. Most common within this subtheme were mentions of the Administration Needing to Support Faculty (21 occurrences) and wanting to Improve Communication (17 occurrences). Needing more support from administration was most common from Non-URM women in STEMSBS. Faculty also frequently mentioned wanting to Improve the Relationship between the Chancellor and the Faculty (12 occurrences).

*“SIUE does things half-heartedly. We cannot change our climate until communication improves and decision making is discussed. Everyone feels low morale, at every level. The only way to improve this is to: COMMUNICATE MORE EFFECTIVELY. Explain the decisions you're making. Don't use words like "student centered" when you really mean "budget centered." Falsely naming what's happening just breeds mistrust. Maybe changes are needed, but the way the Chancellor and Provost are making these changes are harmful to the University. How does increasing class sizes, getting rid of graduate students, reducing number of advisors and plumbers (for example) help our students? The gaslighting is just creating such mistrust.”* Non-URM TT Woman in STEMSBS

Also mentioned:

- New University Leadership (11 occurrences)
- Budget Induced Issues (10 occurrences)
- Improve University Processes (i.e., Grievance, IT, SPA) (7 occurrences)
- P&T Improvement (3 occurrences)
- Unfair Leadership Practices (3 occurrences)
- Clearer Expectations (3 occurrences)
- Hire Faculty Cohorts (2 occurrences)
- More Shared Governance (2 occurrences)
- Support Chancellor (1 occurrence)
- Reassurance in Job Security (1 occurrence)
- Require Trainings for Chairs (1 occurrence)
- Easier Access to Resources (1 occurrence)

Feedback on ADEI: This subtheme had a total of 36 occurrences and within STEMSBS, was most prominent amongst Non-URM T/TT men. Most common within this subtheme were mentions of the wanting to Continue ADEI Efforts (11 occurrences) or create a New Approach to ADEI (11 occurrences).

*“I would suggest that a reminder that truly all diverse individuals are shown value and respect (Jewish, differently-abled, those with disabilities, for example) and that the focus/value is not just on Black individuals. The DEI initiatives have great value, but it is seemingly coming with an unintended/intended? consequence of making those who are not black feel like the constant "bad guy", with assumptions and judgments about whether or not they are in support of DEI initiatives, rather than truly being able to have open dialogue to learn about each other as people.”* URM TT Woman in Non-STEMSBS

Also mentioned:

- Reverse Impact of ADEI (6 occurrences)
- Less Emphasis on Climate (3 occurrences)
- Expand Audience (2 occurrences)
- Allocated Time/Space for Connection (2 occurrences)
- Create Strategic Plan (1 occurrence)



Improve Accountability: This subtheme had a total of 20 occurrences and within STEMSBS, was most prominent amongst URM T/TT women. Here faculty described wanting Complaints to be Taken Seriously (6 occurrences), a need for Supportive/Protective Policies (5 occurrences), and a general need for More Accountability (5 occurrences).

*“If I need to broach a topic that I feel might be sensitive, I lose sleep trying to figure out how to be ultra-careful, then lose sleep afterwards worrying about possible negative reactions. I feel that way even with people with whom I have existing relationships. For the campus as a whole, I’ll still discuss sensitive topics....oh so carefully... and then lose sleep and suffer anxiety while I wait to see if I’m going to be persecuted...”* Non-URM TT Woman in STEMSBS

Also mentioned:

- Address Resistance to ADEI (2 occurrences)
- Addressed Bias Incidents (1 occurrence)
- Toxic Individuals (1 occurrence)

**Theme 2: Improve Faculty Experiences**

This theme had a total of 128 occurrences within the 150 comments from faculty and was most popular amongst Non-URM T/TT men. The table below outlines the number of theme occurrences for T/TT faculty in STEM/SBS, T/TT faculty overall, and by college/school.

STEMSBS T/TT Faculty Groups by Theme Occurrences	
Men Overall	13
Non-URM Women	10
URM Women	3
Overall T/TT Faculty Groups by Theme Occurrences	
Non-URM Men	33
Non-URM Women	22
URM Men	8
URM Women	5
College/School by Theme Occurrences	
Arts & Sciences	49
School of Education, Health, and Human Behavior	13
School of Engineering	8
School of Business	4
School of Nursing	4
School of Pharmacy	2
School of Dental Medicine	1

Improve Faculty Experiences was categorized into three subthemes including Need to Invest in Faculty, Climate Issues, and Improve Inclusion Efforts. Each subtheme is further discussed below.

Need to Invest in Faculty: This subtheme has a total of 62 occurrences and within STEMSBS, was most prominent amongst Non-URM T/TT men. Within this theme, faculty discussed wanting an Increase in Salaries (28 occurrences), More Resources for Faculty (15 occurrences), and the need to Reward Faculty (7 occurrences). Non-STEMSBS faculty were most prominent in comments about Increasing Salaries and needing More Resources for Faculty.

*“Actual raises is a start. Providing mentorship to senior faculty who feel lost/ hitting a glass ceiling is another. Creating policies that matter- to reduce bullying and the toxicity of colleagues who are burned out and dissatisfied.”* URM TT Woman in STEMSBS

Also mentioned:

- Treat Faculty with Respect (5 occurrences)
- More Faculty Autonomy (4 occurrences)
- Resources for NTT (2 occurrences)
- Invest in Our Campus (1 occurrence)

Climate Issues: This subtheme had 38 occurrences in total and within STEMSBS, was most prominent among Non-URM T/TT women faculty. Here faculty described the University Morale as Low (11 occurrences) and described a need to Value Service Work (6 occurrences). Discussions of University Moral being Low and a need to Value Service Work were most common amongst TT faculty. Additionally, faculty mentioned Poor Work Environment (5 occurrences) and a need to Lessen Workload (5 occurrences). Both discussions were most prominent amongst Non-URM Non-STEMSBS T/TT women.

*“Leadership needs to take the opinions of faculty and staff more seriously and not just through the unions. Engage directly with those who do the work in a more significant way. Act on what they hear and promote those actions. Moral is seriously low on campus.”* URM TT Man in STEMSBS

Also mentioned:

- Climate Negative (2 occurrences)
- Difficult to Fit In (2 occurrences)
- Eliminate Needless Bureaucracy (2 occurrences)
- Reduce Service Load (2 occurrences)
- A Lot Placed on Jr Faculty (1)
- Hierarchy between TT and NTT (1 occurrence)
- Program Quality Diminishing (1 occurrence)

Improve Inclusion Efforts: This subtheme has a total of 28 occurrences and within STEMSBS, was most prominent among Non-URM T/TT women. Within this theme faculty mentioned a variety of ways to improve inclusion efforts.

Most popular were comments on Improving Climate for All (10 occurrences) rather than for only specific groups of faculty members. These comments only came from Non-URM faculty and were most popular among Non-URM T/TT women in Non-STEMSBS. Faculty also suggested Encouraging Collaborative Efforts (8 occurrences). This was most popular among Non-URM T/TT women in STEMSBS.

*“There needs to be greater opportunities for interdisciplinary collaboration between STEM and humanities/other fields, at a minimum because this allows access for STEM women to interact with other women (who are in greater populations across campus) but also just on principle.”* URM TT Woman in STEMSBS

Also mentioned:

- Improve Diversity (2 occurrences)
- Improve Support for Women Faculty (2 occurrences)
- Mentorship for All Faculty (2 occurrences)
- Bring Back Faculty Discussion List (1 occurrence)
- More Inclusion of BIPOC Faculty (1 occurrence)
- Include Gender Pronouns on Badges (1 occurrence)
- Support for New Hires (1 occurrence)

It should be noted that there were some comments that did not fall into the category of Leadership Feedback or Improve Faculty Experiences. Faculty also briefly mentioned More Options for Students (6 occurrences), Focus on Positives (1 occurrence), and Previous Survey not Confidential (1 occurrence).

## Appendix

### Total Number Responses: Question 1

The following table breaks down the demographics of responses to the qualitative question: Why would you recommend or not recommend your department to a potential candidate?

<b>STEMSBS T/TT Faculty Groups Total Responses</b>	
Men Overall	31
Non-URM Women	20
URM Women	5
<b>Overall T/TT Faculty Groups Total Responses</b>	
Non-URM Women	59
Non-URM Men	49
URM Women	14
URM Men	8
<b>College/School Total Responses</b>	
Arts & Sciences	64
School of Education, Health, and Human Behavior	25
School of Engineering	16
School of Business	7
School of Pharmacy	5
School of Dental Medicine	6

### Total Number of Responses: Question 2

The following table breaks down the demographics of responses to the qualitative question: What do you think are the strengths of the campus climate at SIUE?

<b>STEMSBS T/TT Faculty Groups Total Responses</b>	
Men Overall	23
Non-URM Women	17
URM Women	4
<b>Overall T/TT Faculty Groups Total Responses</b>	
Non-URM Women	50
Non-URM Men	35
URM Women	12
URM Men	8
<b>College/School Total Responses</b>	
Arts & Sciences	67
School of Education, Health, and Human Behavior	23
School of Engineering	14
School of Nursing	8
School of Business	7
School of Dental Medicine	7
School of Pharmacy	5

**Total Number of Responses: Question 3**

The following table breaks down the demographics of responses to the qualitative question: What changes do you recommend to help improve the SIUE campus climate?

<b>STEMSBS T/TT Faculty Groups Total Responses</b>	
Men Overall	27
Non-URM Women	16
URM Women	5
<b>Overall T/TT Faculty Groups Total Responses</b>	
Non-URM Women	53
Non-URM Men	42
URM Women	13
URM Men	9
<b>College/School Total Responses</b>	
Arts & Sciences	78
School of Education, Health, and Human Behavior	23
School of Engineering	14
School of Business	9
School of Nursing	9
School of Dental Medicine	7
School of Pharmacy	6