Faculty/Staff Perceptions of Campus Climate-Spring 2005

The race/ethnicity of faculty/staff of color is reported in parentheses after the survey number, based on self-reports by respondents. Survey numbers were arbitrarily assigned to surveys after they were returned by the respondents.

Question 35: Faculty Perception of Campus Climate
In what ways do you think racism is or is not a problem at Metropolitan State University?

1. Survey #1
   All treated fairly-as equals

2. Survey #4
   Education!

3. Survey #6 (Hispanic)
   Stop sending surveys like this. Most don’t see a person’s color, but this survey makes one feel like they should. By including a question like #18 is horrible. The impression this survey and question #18 leaves me with is that the university only cares to promote an assist students of color. Is white not a color??

4. Survey #8
   Start with advancing a campus-wide commitment to RESPECT of all Metro State community regardless of race, ethnicity, color, language, gender or union affiliation. Anti-racism activity without acknowledge respect to all is, in fact, alienating a wide swatch of Metro State

5. Survey #9
   Nothing-I haven’t experienced any problems except that stated in #34 above.

6. Survey #10
   Stop seeing every thing through a racist lense and stop labeling people as racist when there is disagreement.

7. Survey #12
   It will continue to be problem until white fork are allowed to explore their own attitudes about race without fear of public and/or professional shame.

8. Survey #13
   Realize that racism, by definition, has nothing to do with gender or sexual orientation.

9. Survey #16 (African American)
   1) Still continue to do workshops on racism on a campus wide structure
   2) Still continue to communicate about issues interdepartmentally.
10. Survey #17
Don’t know-Judge on a persons merit not their race or culture.

11. Survey #18 (African American)
Link changes to incentive rewards from top to bottom. Performance review/tenure assessment, etc

12. Survey #22
ADMINISTRATORS NEED TO PRACTISE WHAT THEY PREACH.

13. Survey #23
I heard a wise Somali man say, “I keep waiting for the colorless people to show up. Everyone I’ve seen yet in Minnesota has a color.”

14. Survey #24
The Undoing Racism Workshop is excellent-making attendance mandatory would be good (but probably not possible). Could it be offered for credit for students?

15. Survey #25
Foster a climate of respect toward people of all races, including white, and genders. Foster civility at all times.

16. Survey #26
I don’t know but I’d be happy to participate in any training you advise…please include age discrimination in training also.

17. Survey #27
Students need to be trained how to treat each other. I’ve had many problems with men from other cultures in the class-room here.

18. Survey #29
Continue to encourage diversity as a strength-not as a “problem”.

19. Survey #30
Required anti-racism-dismantling white privilege training for students and faculty/staff

20. Survey #31 (Asian American)
Stick true to the university-mission.

21. Survey #35
Take a hard look at structures and processes collect data-not just anecdotes in discussions.
22. Survey #36
   Ongoing trainings, conversations, communication-oral and written-plus action plans of how to combat it across the university.

23. Survey #37
   Training, training and more training, should be required. I came during the Ford Foundation years and found those seminars to be invaluable.

24. Survey #39
   Every class must address those issues.

25. Survey #45 (Other)
   We are all human being. **Period!**

26. Survey #46
   Curricular revision/program revisions.

27. Survey #51
   Keep up with policies and support mechanisms in place now, and stop beating a dead horse with surveys and “conversations” ad nauseum.

28. Survey #54
   Combat racism in the larger society. Inevitably, we will be roughly as racist and/or sexist as the society we live in.

29. Survey #56
   Education of faculty, staff and students re:racism. Promote a respectful climate. Continue dialogue/conversations through the Anti-Racism Task Force.

30. Survey #58
   Continued dialogue-moving to actions, holding many cultural events & encouraging all people of all backgrounds to attend. When an issue occurs-the university must look into it seriously & hear everyone’s story-there are always many sides.

31. Survey #60
   Help for students who are so challenged). Many of these students are of different cultures with English as second language

32. Survey #61
   Be a part of someone’s positive experiences. Treating people with respect. Take a stand of zero tolerance regarding racism.

33. Survey #64 (Native American)
   Much stronger leadership from the President and Provost.
34. Survey #67
   1. Recognize it-acknowledge it-take responsibility for it. See action from the President, Provost, Vice Presidents, Dean and Heads of Major Departments as a demonstration to commitment that goes farther than words.

35. Survey #71
   Too much time and effort is spent rubbing this in our faces. I don’t appreciate being told that you will attending this training.

35. Survey #73 (African American)
   We need to conduct a series of workshops or forums presented by outside persons, who can help faculty and staff look at how our past and present social environments or our patterns of socialization that caused us to overtly or covertly communicate racist feelings as well as display bias toward groups or individuals.

36. Survey #78
   The current approach labels the institution and all its employees as racist. An effective approach values the education and humanity of its members and aggressively addresses reports of racist incidents.

37. Survey #80 (African American)
   More education on what racism is and work together to undo it.

38. Survey #81
   Have people know that they can take specific racist situations to the EEOC officer.

39. Survey #82
   As a white faculty member, I avoid disagreeing with some people so that my comments on their ideas don’t get me attached as a racist.

40. Survey #85
   Some people of color should get counseling to move on from childhood hurts. Abusing whites should not be part of that counseling. Folks who speak Spanish and English should not be allowed to use Spanish in front of English speakers to be mean or say nasty things. That’s just plain rude.

41. Survey #86 (Other)
   All differences should be honored. Seems like administration favors certain groups (non-white) and ignores others.

42. Survey #87
   Stop these biased surveys!
43. Survey #88
I don’t know. Maybe hire more faculty and staff from outside the state-really-to break down the provincial passive-aggressive culture that reinforces all forms of prejudice.

44. Survey #95 (Other)
We need a variety of lectures. One thing that is essential is safe spaces where Whites as well people of color can possibly are required to discuss issues with others in their same racial/ethnic group.

45. Survey #96
Nothing additional

46. Survey #98 (Hispanic)
Faculty should agree. They have a problem with people of color (especially in leadership positions) administration should develop backbone in this issue.

47. Survey #99 (Hispanic)
Stronger actions need to be taken against faculty whose behavior is clearly racists or sexists.

48. Survey #100
Programs for childcare-events on campus that are ethnic in theme etc

49. Survey #103 (African American)
Lets explore the difference between personal and institutional racism and begin correcting the ills of institutional racism. Personal racism is much harder to combat.

50. Survey #104
Continue to quickly and seriously investigate allegations of discrimination, and when substantiated, censure/punish the offender(s)

51. Survey #105
Don’t be judgmental about this-it’s a question of education not name calling.

52. Survey #106
People need to understand that it is always about race-even when it isn’t!!!!

53. Survey #108
-Focus less on white privilege and more on cross ethical/cross racial coalition building
-Focus on addressing specific institutional practices that perpetuate inequality based on race.
54. Survey #110
   Work n branding—which is to work on a common message of respect to every one and everyone is the customer we serve.

54. Survey #113
   The ideology of anti-racism interferes with the effort to build a truly multi-cultural community.

55. Survey #115
   It has been done.

56. Survey #119
   When we succeed. Invite different points of view. Encourage us to do the work ourselves and then let us do it. Please stop making us go to one class selected by an elite, hand-picked group.

57. Survey #124
   Hire more full-time employees of color, especially in public services areas as visibility can improve any doubts we or others may have of racism at MSU

58. Survey #125
   -Lets stop making accusations and putting others on the spot.
   -R. Rodriguez and E. Perales have entirely too much power wielded toward some populations at the expense of others.

59. Survey #130
   Always address it right a way. It’s important.