

Perceptions of the College Climate by Faculty and Staff of Color

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Introduction

- Collaboration with Diversity Council and other stakeholders in exploring perceptions of students, staff, and faculty of color.
- Addressing different interests of this faculty and staff to the betterment of our college

Procedure

- Created questions based on the PACE questionnaire
- Asked for feedback (President, Diversity Council, HR, other faculty, etc.)
- Recruited participants via e-mail
- Divided into 6 focus groups
- Led by external focus groups facilitators

Participants

- N = 24
- Faculty/staff of color in non-supervisor/administration position
- Average of 6.7 years at the college
- Demographics
 - African-American (7)
 - Latinos (7)
 - Asians (5)
 - Other (5)
- Employee Positions
 - Staff (12)
 - FT (8)
 - PT(4)

Questions

Sense of belonging

- To what degree have you felt welcome in your program, department or the college? Please share your experiences.
- To what extent have you felt that you had to change in order to fit in your department/program/office? Please share your experiences.

Sense of value

- In what ways has your culture been valued in your department/program? Please share your experiences.
- What can Madison College do to help faculty and staff of color to feel valued?

Discrimination Experience

- When you have experienced or witnessed something you thought was discriminatory, how did you respond? To who have you reported it? What happened after that? (this gets out how the other actors or even the institution responded)

Level of Support

- In what ways have you felt supported by your department as a faculty or staff member of color? What else could the department do to make you feel more supported?
- To what extent do you believe you have been or will be treated fairly for advancement at the College? Please share you experiences.

Qualitative - Data Coding

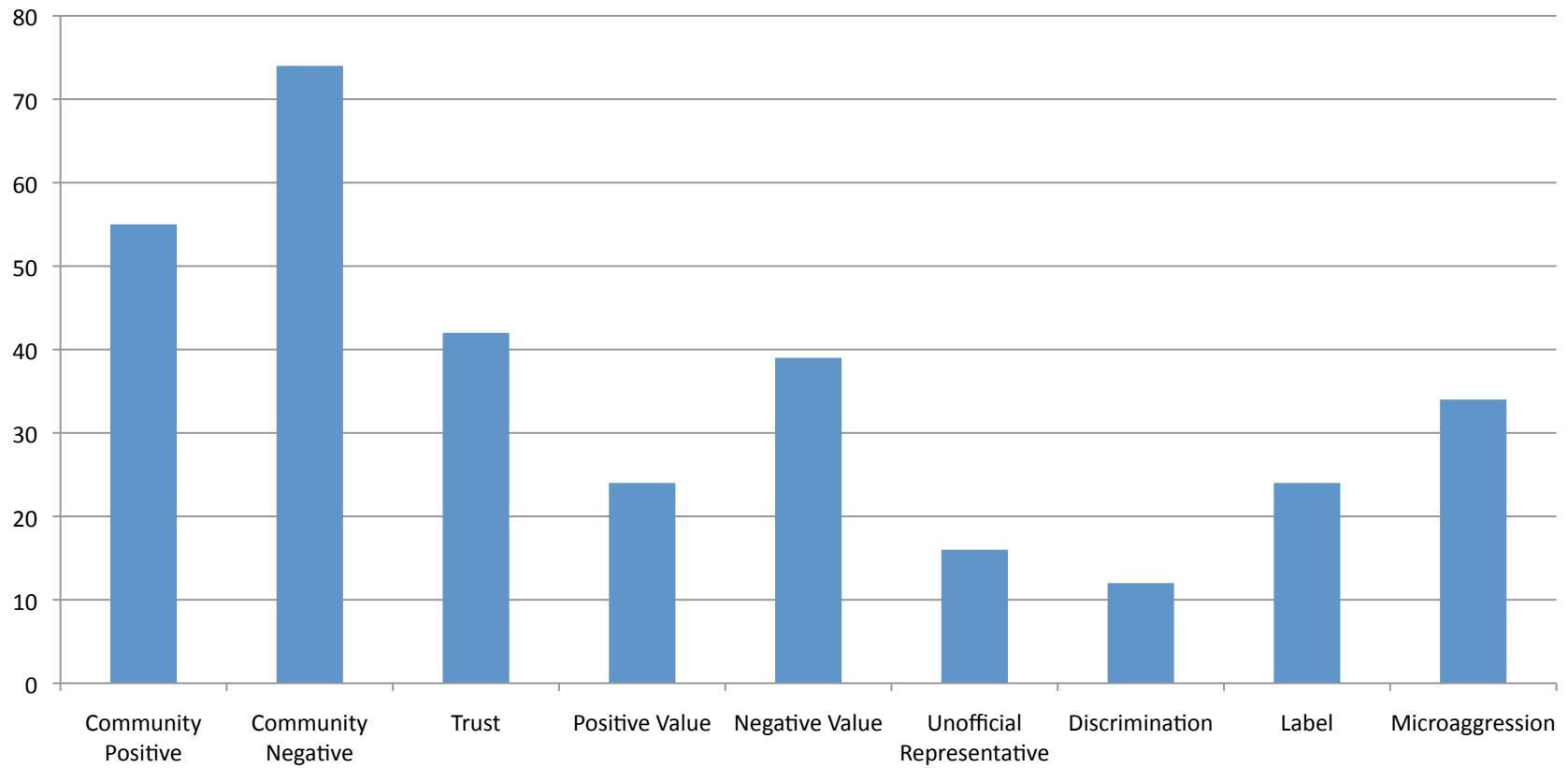
- 5 member committee representing different units
- Identification of main themes
- Developing a code book
- Data coding based on those themes
- Looking at frequency of statements (theme related) in data

Themes

- Sense of Belonging
 - Community
 - Trust
- Sense of Value
 - Value
 - Unofficial diversity representative
- Discrimination
 - Discrimination, label, micro-aggressions
- Level of support
 - Supervisory Relationships
 - Teamwork
- Opportunities for advancement

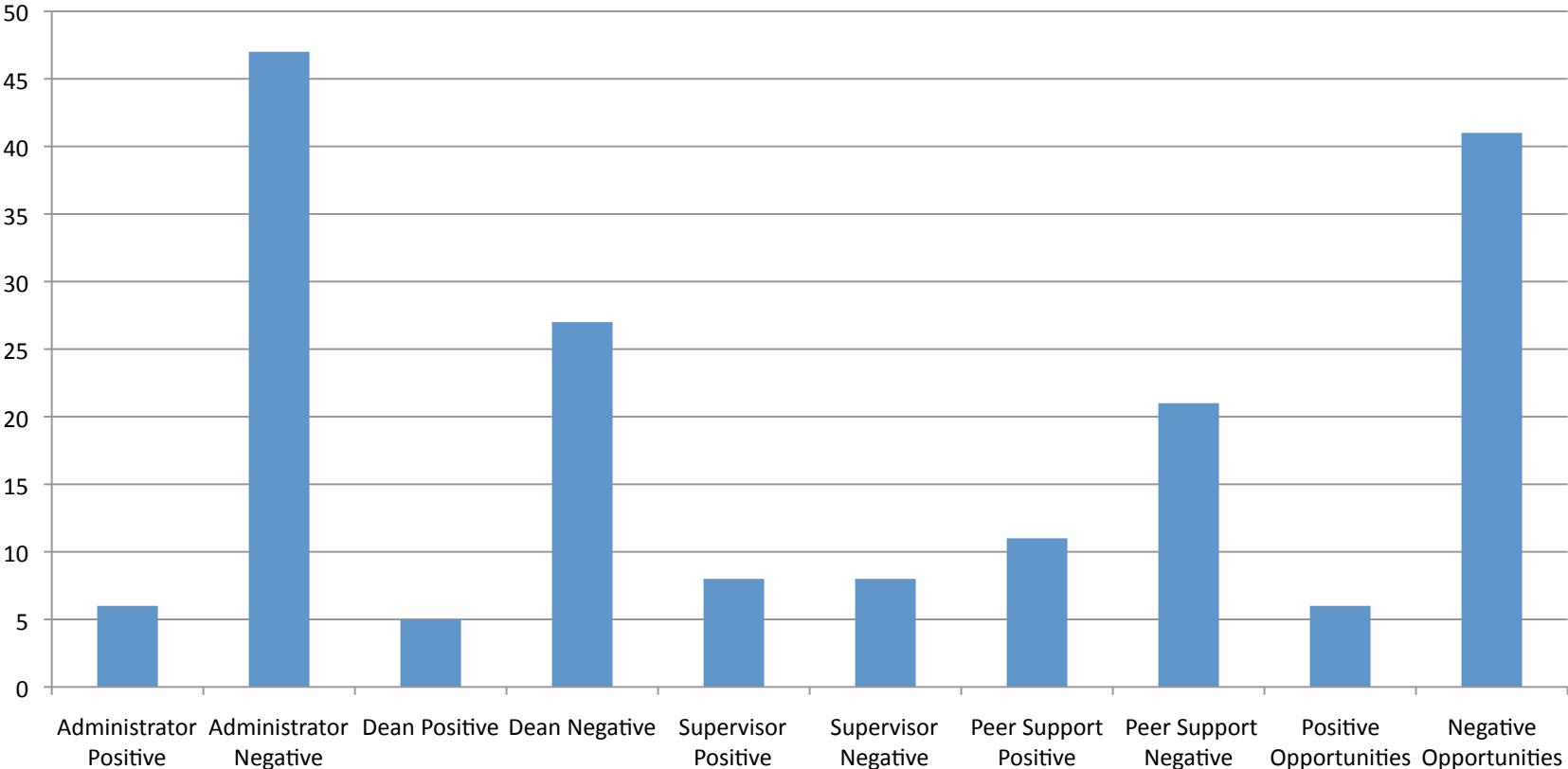
Belonging, Value and Discrimination

Frequency of Statements



Level of Support and Opportunities for Advancement

Frequency of Statements



Limitations

- Small number of participants (N=24) compared to our self-identified faculty/staff of color (N=246)
- Other of-color colleagues have not yet self-identified as such
- Initial N=52 decreased due to a) absence or b) fear
- Did not focus on other minorities (LGBT, etc.)
- Divide the findings by employee positions at the college (FT vs. PT vs. Staff)

Future Steps

- Create and send a survey (PACE) to other colleagues of color
- Triangulate the data with both qualitative and quantitative research
- Write report available to the whole college
- Divide the findings by employee positions at the college (FT vs. PT vs. Staff) to identify specific needs
- Implementation of suggestions
- Continuous assessment of the effectiveness of the suggestions

Thank you!

Gracias!

Questions or Suggestions

Suggestions

- Accountability and Transparency
- Re-define diversity
- Have a contact person
- Equity for part-time faculty
- Mandatory training across the board
- Faculty support system similar to students of color (including mentors)
- Discussion groups or forums
- Hire more faculty and staff of color
- Provide clear pathways for advancement
- Better access to administrators

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- Turina Bakken
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- Diversity Council
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