

Appendix A Comments Analysis

Out of the 1,652 surveys received from the UW-Parkside climate assessment, many respondents contributed remarks to the open-ended questions throughout the survey. No respondents answered all open-ended questions. As the first several items were follow-up questions that allowed respondents to provide more detail about their answers to a previous question, the comments provided for those several items were included in the body of the UW-Parkside full report. This section of the report summarizes the comments¹ submitted for the last seven survey questions, and provides examples of those remarks echoed by several respondents.

Suggestions to Improve the Climate

A large number of respondents offered suggestions for how to improve the climate at UW-Parkside. Quite a few people thought improving the parking situation would improve the campus climate. Several individuals thought the climate at UW-Parkside was very welcoming and needed no improvement. Still others thought UW-Parkside went too far in trying to be inclusive and was committing reverse discrimination against White people. Common suggestions to improve the climate included: holding the administration accountable for actively fostering diversity and inclusion; instituting mandatory seminars/workshops for all employees and students; creating open lines of communication across the University and ensuring transparency in decision-making; making UW-Parkside more user-friendly for adult and non-traditional students; increasing the number of faculty and administrators from underrepresented populations; etc. Specific, and representative, comments included:

- Hire and retain more faculty of color. Currently there are no tenured Latino/a faculty and only a handful of tenured African American faculty. I don't think there is a single self-identified Native American faculty. There also needs to be diversity in the administration.

¹ This report provides respondents' verbatim comments.

- I can't think of any at the time. I am very happy with the climate and atmosphere of this university.
- I like seeing statistics and facts on posters. I saw one last year that stated "21% of Parkside students graduate here" and I also liked the poster that stated, "every class you skip costs you 20 dollars" Seeing those facts encourages students and myself to attend every class and participate.
- Transparency in decision making; no more hidden or unspoken agendas. Rethinking top, down decision making without open and honest discussions with people who are "in the trenches." VALUE DIFFERENCES in teaching methods and research agendas. Departments work to diversify approaches to their disciplines.
- Anonymous opinion box.
- Make the campus more welcoming and attractive to non-traditional and night students, class offerings at night are largely terrible.
- Campus leadership must AGAIN and AGAIN reaffirm publicly their commitment to improving the racial/ethnic climate by speaking up against acts of exclusion, harassment. Surveys, endless investigations, reliance on so-called procedures to come to a conclusion are not enough. Public denunciation of discriminatory acts must be done frequently (at convocations, through the Rangers paper and Perspectives, etc) and the leaders of this institution should avoid dismissing experiences as anecdotal.
- I would like to see Parkside be more aggressive in providing adult student opportunities. This would include more night classes and Saturday classes. Marquette University has a very aggressive adult student program that I think could be a good model.
- Realize that people are different and be more concerned with the education we are receiving than making sure we are comfortable in a diverse enough environment.
- Training/workshops provide how to handle multiculturalism in the workplace and respect.
- More interactive workshops where people can learn about each other's perspectives and feelings based on differences but also get a chance to see how much is really similar overall like what the LGBTQ resource Center offers. Also probably like Diversity Circles, although I never attended those. Make it REQUIRED for anyone accused of mistreating someone else base on a difference - especially those working daily with students. Also - keep better track of the small complaints to see the patterns where employees could use some behavior changes.
- A monthly email from administration might help.
- The university needs to do a better job of supporting women faculty who are dealing with sexism in the work environment, and /or disruptive behavior/ hostility from male students.
- I think an attitude of inclusiveness within search and screen committees can be garnered through a training in current status of research (how women or minorities may not sell themselves the same way on an application, what a search committee might gloss over...) rather than implement a series of what seem to be

- arbitrary rules, without explanation. Getting all faculty on board with increasing diversity is a battle born of the wits, not by a top-down heavy-handed approach.
- Stop spending time and money on committees and studies. Start allocating money to personnel and resources to start DOING. Stop talking, meeting, discussing and pushing paper.... start holding people accountable for doing the work.
 - Please find more ways for all employees to feel respected and valued.
 - There should be joint workshops where students and faculty can interact and discuss sensitive issues outside the classroom with an objective moderator.
 - Diversity Circles should be a graduation requirement to be fulfilled within the first 24 credits.
 - Our campus touts, promotes, discusses, even chokes on the words "inclusivity" and "diversity," we all ought to be spending more time working with each other and walking the talk, whether it's campus programming and activities, community projects, or yes, even committee work.
 - The biggest thing you could do to improve the climate is to make it a positive place for people with families to work. I, as a mother, am sympathetic to student parents, but I know non-parent professors who are insensitive to those same parents. Teaching staff is not allowed to take family leave time, even for child birth, that the state allows. The teaching staff member is pressured to take only four weeks, and even then, for me, I had to do all of the grading and all of the prep. I don't know how I survived that year. Department members were Cruel. I have not had more children, despite a desire to, because of how badly I've been treated as a mother.
 - I've been at Parkside for about 4 years and I've only had 1 Black-American Teacher, 2 Latina Teachers, 1 Palestinian-American teacher, and 1 Asian-American Teacher... That should change to include views and experience from teachers of different backgrounds so that every student has the opportunity to hear the experiences of a Diverse staff.
 - Diversity training should be provided as part of a hiring process but the person that is best suited to the position based on job skills should get the job no matter what their diversity status.

Campus Experiences versus Community Experiences

One of the open-ended items queried, "Are your experiences on campus different than those you experience in the community surrounding campus? If so, how are these experiences different?" While a number of respondents said they had similar experiences on and off campus, the majority of those who responded to this question described the differences between their experiences at UW-Parkside and in Racine/Kenosha. Respondents seemed to agree that UW-Parkside was more "progressive," "liberal," and "diverse" than the surrounding community and that Kenosha was "more Christian" than

the campus. Some respondents (mostly individuals who hailed from the surrounding area and staff) said they felt more comfortable and “more respected” in the surrounding area. Most respondents who commented said they felt “safer” and “more comfortable” on campus.

- The communities surrounding UW-Parkside are a lot more provincial, hostile and xenophobic. Not safe if you are not white heterosexual Christian. Racial profiling by police happens all the time.
- On campus, I interact with people of much more diverse perspectives and backgrounds than I do in the nearby community.
- Yes. I am more comfortable out in the real world.
- UW-Parkside is more inclusive, progressive, and inviting/welcoming than the local Kenosha/Racine communities. That said, we could do a lot more for the community in providing educational opportunities and outreach.
- The campus tends to be slightly more accepting of diversity and difference than the communities of Kenosha and Racine. Having lived on the "west coast" of Wisconsin in La Crosse, I find the Racine/Kenosha area to be much more culturally diverse -- and ironically much more culturally prejudicial. For examples, the climate for LGBTQ people in La Crosse was significantly more positive and healthy than that found in Racine/Kenosha.
- Yes. Some of the administration, Deans, Faculty, etc. feel that they are above the community or other staff members based upon their level of education. Just because someone went to school longer than others, it doesn't necessarily mean they are smarter in all areas or are better than anyone else.
- As an older student, I have noticed that some professors seem to treat me with the same disdain as students just out of high school when I struggle with information. I am not used to this situation especially when I am willing to learn.
- No, I've seen discrimination at school and away from school.
- Experiences are great all around, I know some people from the community and they are very kind hearted.
- Yes, UWP is a very liberal & anti-Christian place. The community is a very Christian place, from my perspective.
- Yes. Off campus I am not threatened with eternal damnation on a weekly basis. Off campus I am not told that if I study science I will have the wrath of an omnipotent deity unleashed upon me.
- I'm not sure how far the 'community' would extend....In the city of Kenosha, I would say there is a fair amount of prejudice but I suppose you'd find that everywhere. Overall, I'd say Parkside has a better climate, more nurturing and positive.
- I have seen a lot of racism off campus.
- I think that things such as sexual preference is more accepted on the campus than in the community.

Additional Thoughts on Campus Climate

One of the open-ended items allowed respondents to elaborate on any of their survey responses, further describe their experiences, or offer additional thoughts about climate issues. Respondents offered a wide range of comments. Several individuals applauded UW-Parkside for promoting diversity and inclusion and gave examples of the positive steps they have seen. A number of other respondents were concerned that “overemphasizing diversity” was a form of “reverse discrimination” which often distracted the University from the work of educating its students. Quite a few people mentioned parking on campus, suggesting that since UW-Parkside is primarily a commuter campus, the University ought to make available more affordable, safe, and appropriately located parking lots/decks. A number of respondents were concerned about the “level of student” being admitted at UW-Parkside and thought the situation contributed to a sense of low morale on campus. Respondents also mentioned issues of institutional classism in which faculty, academic staff, and classified staff experienced various difficulties and tensions based on their place at the University.

- Looking forward to the Chancellor's leadership -- I hope she builds a new leadership team that can support and implement her vision.
- Again, too much emphasis is placed on diversity and the inclusion of people who are not heterosexuals. Caucasian, straight men are discriminated against more than any other group on campus. My feelings are shared by many others, but we are afraid of being labeled sexist/racist/homophobic because of our views. What good is it trying to make everyone feel comfortable, if Parkside makes others feel uncomfortable in the process?
- I feel that at the University of Wisconsin-Parkside our campus is geared towards minorities. I think that is great, but the campus climate is somewhat difficult for Caucasian people.
- I am happy to see that we have a female chancellor and black assoc. provost. This has served to diversify the management and I hope the management stays diverse.
- There are very sharp demarcations between faculty and staff, as well as lines between management and classified staff. At this point I see no viable plans or attempts to improve this situation.
- I applaud the efforts of this university to bring in and educate diverse populations. I believe that only through education will historically oppressed and misunderstood groups get their fair due in our society. However, it seems incredibly racist and short-sighted to profile a person like me as some sort of bigot and misogynist simply because I am a white male. Yet, I feel that every day I come to work.

- I am white, I am a Christian, and I have conservative political views. I feel as though this campus in general has been very hostile towards me. I feel that in trying to show we, as a college, are open and welcoming to all nationalities, this campus has gone in the other direction of promoting anti-white and anti-Christian views.
- UW-Parkside is a diversity friendly place, yet in being so, many special interest student organizations seem to have inadvertently segregated themselves from being truly diverse.
- Morale is a huge issue. How can faculty both feel inclusive with students with serious deficiencies in aptitude and also maintain standards for academic excellence? How does an institution that requires a high level of scholarship from faculty not maintain standards for admissions? Somehow there is a missing connection.
- Untenured faculty are particularly vulnerable to harassment and bullying by senior faculty. My experience was that no one cared or dared to make an issue of a senior faculty member engaging in such behavior. I would like to see steps taken to ensure that this sort of behavior is not tolerated in the future.
- This campus does not feel like a group. It has a feeling of "we" versus "they" atmosphere and almost a feeling of despair - as in why even try? There seems to be very little accountability - especially at the very top levels of this administration.
- I've noticed that certain students, freshman especially, are still showing off their intolerance in immature ways. I saw a girl make fun of an immigrant's accent. People make comments about how "gay" somebody is acting so they make fun of that person.
- I do believe that the state and Parkside need to make promotions available for classified staff members. There are opportunities for Academic staff but classified staff often have nowhere to go in their positions.
- I would like to acknowledge the university's administration for listening to concerns of LGBTQ and transgendered students, faculty, and staff over the past two year and for actually creating and funding an LGBTQ Resource Center and Center Director.
- Some class room seating situations make it difficult for larger students to sit and wrote comfortably. When the chair is attached to the desk it is awkward for an overweight student to fit in the chair and have a note pad on the desk in the correct position to write comfortably. Issues regarding obese students have not been addressed by this survey. Weight discrimination is an issue in today's society also.
- I don't like that people can view where I live and get my phone number off the directory. I had a guy stalk me down last year and get my parent's home number off the directory and then start calling them saying we had a project together. We never had a project together.

UW-Parkside Community Pride

The questionnaire also asked respondents “Are you proud to be a member of the UW-Parkside community? Why or why not?” The vast majority of respondents answered, “yes.” They were very proud to be a part of the UW-Parkside community. The various reasons they gave for being proud included: the diversity of the University; the social and academic opportunities available at UW-Parkside; positive work environments; supportive educators; small classes; close-knit and friendly community; comparably low tuition; their abilities to succeed in postsecondary endeavors; etc. Fewer people were not proud to be a part of the community. Those respondents felt UW-Parkside “was a bottom of the barrel school” with a poor academic reputation; felt they did not “belong” on campus; experienced harassment or tension in the workplace; distrusted the administration; etc. Still other respondents answered “yes and no,” “sort of,” or “not really,” pointing to most of the issues raised by the respondents who had decidedly more positive or more negative views.

Respondents elaborated, and their comments included:

- Yes. I very much like my colleagues and have very good working interactions with staff, faculty and students.
- Yes. Our commitment to community engagement (embodying the Wisconsin Idea), our commitment to opportunities for first generation college students and people of lower socio-economic status. Our tradition of valuing both teaching and research.
- No we have nothing to be proud of. There is no competition between this school and any other UW system school. I can't think of a single other UW school that Parkside is better than.
- No. Low pay, poor communication, low quality of incoming freshman, poor efforts to address underprepared students, no ESL/ESOL programs.
- Not always. We suffer from an identity crisis! We want to be this "most diverse campus" and have a huge urban fee. This obviously offers opportunity to some. Unfortunately this is the same reason why are large part of our community and others from outside feel we are not legitimate (whether that is accurate or not). We can't be both a high standard/high achieving academic institution and a community college all wrapped up in one. This has been a problem for over 20 years. Unfortunately perception triumphs over the reality and until we change that perception we will struggle with enrollment/retention. Maybe we should be offering associate of art/science degrees, so we can at least say we are trying to serve students with an opportunity to get something they can't get at Gateway.

- Yes & no - when we do things well we do an outstanding job and we have many things to be proud of - However, when things get bad they are BAD and are left to fester.
- Usually, but not when a complaint or problem comes up and it is not dealt with head on. There are always going to be issues, how we deal with them when we become aware of them shows what kind of a place we are.
- Proud isn't necessarily the word I'd use. I'm excited to be part of Parkside's growth and development. However, I find the "thinking inside the box" and the "status quo" mentality in a lot of the decision-making very limiting and frustrating. In many cases, the upper administration (with the exception of Chancellor Ford) seems to be quick to say "no" before considering new ways of doing things.
- No, it is more like a high school education than a college education.
- I am not proud to be a UW Parkside community. I originally wanted to be a teacher, but after the fallout that occurred in our teacher education program many highly skilled, talented people will be passed up for teaching jobs simply because of the school they attended. In addition, coming from Parkside makes it twice as difficult to get into a good graduate school because Parkside is not viewed as being that reputable.
- Sometimes.... It is wonderful to work in this learning environment and to have access to so much. There are some things that are unacceptable (i.e. money being stolen by staff, teacher's program almost loosing accreditation, hiring a chancellor that has a record of fraud) that should be handled long before they were. It is embarrassing to read in the local paper how we screw up.
- Yes and no. Until a few years ago, I felt proud to take part in a mission of excellence and service to an underserved community. However, I increasingly feel that this mission is not backed with realistic expectations or realistic resources, and that what we do here is no less flawed and discriminatory than what goes on at more "elite" institutions, and that we are even doing a disservice to both faculty and students by promising something we cannot deliver, to either group.

Has the UW-Parkside Campus Climate for Diversity Improved?

Question 89 asked respondents, "Do you believe the campus climate for diversity has improved since you came to UW-Parkside? Why or why not?" Many respondents indicated they had been at UW-Parkside only a short time and, therefore, they were not aware of any improvement in the campus climate. The majority of individuals who responded to this question seemed to believe that the climate for diversity had improved in their time at UW-Parkside. Such individuals cited the implementation of the LGBTQ Resource Center, the Freshman Year Experience program, and programming from the Office of Multicultural Student Affairs (OMSA) office. Some

of the respondents were concerned that UW-Parkside emphasized diversity to the detriment of academic standards.

- Yes and no. It is more inclusive but to what cost for academic excellence.
- Yes - despite my criticisms, I feel that initiatives such as the LGBTQ resource Center, the FYE program, and others, as well as the support they have garnered from administrators, have made significant advances in pushing acceptance of diversity. However, I feel that the underlying problem of funding makes these gains largely symbolic, as we cannot broaden access and achieve excellence without significant resources, both for student financial support (not just in-house financing but also increased counseling) and faculty support and training for both research and teaching excellence.
- Yes, it has but what my concern is the diversity in graduation, yeah we are really diverse but have we fully committed to getting people out with their degree in a timely manner?
- I think the climate for diversity based on ethnicity has improved - but I do not feel that the University has looked at diversity much beyond ethnic diversity. All of the workers, students, etc., are not the same even if they are of the same ethnic group. We are all individuals.
- Unfortunately, I have witnessed instances of gender discrimination and oppression on this campus. However, I have always found for the most part, the majority of individuals on this campus truly care about our students, no matter what backgrounds they come from. Our charge now is to improve the appreciation of diversity and respect within the entities of faculty, staff and administrators toward each other. We must move toward dissolving the divides and build upon unifying each of these entities to better promote and implement the mission and goals of this university.
- Efforts are ongoing to improve campus climate. It appears to be a high priority consideration.
- Yes. There have been a number of additions/resources added since I have been here: more programming out of OMSA; the creation of a LGBTQ area; classes created to promote diversity awareness (Theatre in particular).
- No - diversity is a UW system buzz-word and nothing more. Essentially, Parkside has been designated the class clown of the UW system, where we take all the disadvantaged/minority youth that cannot get into the system's "serious" academic schools like Madison and Milwaukee and give them the chance to go to school, even though too many of them are not ready to go to college. So, it makes UW-Parkside look "great" for accepting such a broad demographic of ethnicities, etc. through the doors, to the benefit of the UW system. However, what is in fact taking place is a manipulation of data to make the UW system look better; the only thing Parkside is doing is taking student's tuition dollars from students that are ill-prepared to succeed, and pocketing them. Dropout rates are astronomical, and graduation/achievement rates for minorities actually mirror the same rates as in the regional high schools, so what opportunity are we really offering? Diversity is a joke, it is time to actually define what it means, and get serious about getting there.

- Slightly, but I do not pay much attention to it. I show up do my required work and leave.
- Yes. I have observed many workshops and training for faculty for diversity issues.
- I really feel it is decaying. It seems as if the whole homosexual contingent has a collective chip on their shoulders and feel it necessary to shove their sexuality in everyone's face. Sexuality is a private matter and should not be dragged around and forced on everyone.
- I would say possibly the campus may have changed in minimally at the most. If things have changed drastically than I don't believe I would be completing this survey. And for sure, I would love to see this campus more diverse in all areas including the teaching staff, the support staff, and especially in the administrative areas where change truly counts.
- In the sole fact that we are communicating better and or attempting to do that, I think the climate is slowly changing for the better.
- Yes. Equity and Diversity has worked to recruit from a more diverse pool and to demonstrate the value of diversity; though there still seems to be some resistance to the idea that diversity is an important piece of a candidates qualifications.

Where Would Respondents Seek Help?

Question 90 asked respondents to “describe the ways in which you would go about seeking assistance/support if you encounter any conduct that has interfered with your ability to work/live/learn at UW-Parkside.” Employee respondents offered suggestions from “seeking external advice,” to talking to “my immediate supervisor,” disability services, “the dean,” department chair,” “human resources,” to the chancellor. Several respondents did not know of any protocol for seeking help. Students would seek assistance from trusted RAs, professors, OMSA personnel, student affairs personnel, etc. Respondents were divided as to their beliefs about whether their claims would be taken seriously and/or adequately resolved. Some people indicated they had great relationships with their supervisors or professors and were sure these individuals could help them. Others had heard of negative situations with particular offices or individuals and would be reluctant to seek help.

- Talk to my professor first. Ask who I should see next.
- Were I ever to experience such hardships, I would first see my supervisor. Others with whom I would consult would be our director of human resources and, ultimately, our chancellor. I know there are avenues for filing formal complaints and/or grievances, and I would explore those avenues if necessary.
- This is very difficult. Most issues fall on deaf ears at the administrative level, and I don't believe that our Human Resource Department has the knowledge/skills/personnel to deal with these issues.

- I have tried discussing the issues and following procedure, but I am at a loss right now as things are not resolved.
- I don't know what I would go do. I'd probably just go home to my parents to sort things out.
- For the most part, I go to my counselor on campus here.
- Don't know of any protocol, but I would speak to my supervisor.
- I would go talk to my RA, or people that have been here before like teachers, staff and continuing students.
- It is difficult. There is not a sense that a situation will be handled equitably. All depends on the person seeking assistance and the circumstances. Belief that Human Resources is a hit or miss department with guidance and direction. The same is true for the Equity/Diversity office. Depends on who you are and what the mood of the day is. There is a lot of bias that occurs in both areas... even though they think they are being balanced and fair.
- I have found that on several occasions I have had to seek advice off campus out of frustration at the lack of assistance on campus, as well as a certain degree of fear of retaliation.
- I would go to my colleagues, department chair, and provost in certain situations. The dean accomplishes very little at all. In many situations, however, because I am untenured, I feel that I have very little recourse.

Harassment or Discrimination Based on Parents' Immigrant Status

The survey queried respondents whether they had experienced harassment or discrimination within the last two years based on their parents' immigrant status. The vast majority of respondents who answered this question said they had not experienced harassment based on their parents' immigration status. Most of the people who did elaborate about a type of harassment or discrimination they experienced likely misread the question as their comments indicated the behavior was not based on their parents' immigration status. Very few people wrote about experiencing harassing or discriminating situations based on their parents' immigration status.

- My parents are not immigrants, so no.
- Yes, especially in the class room setting. it is intimidating to be with so many white people who stare at you whenever you ask a question or answer a question or even walk into the classroom. I feel many of them have so many negative stereotypes of minorities and feel they are above the rest because of their white ethnicity.
- When I first came here, I thought the university was not going to accept me because of my citizen status. They told to bring in massive amount of papers and documents, even though where I am from; the United States claims to be its

- territory. With that I have the feeling that I was not focused on on how I could get in the school, but more of not accepting me. But when they found out my citizen status, I was accepted right there.
- None. I have heard stories of my Korean friends being excluded or shunned, or made fun of behind their backs (being called "weird" or "nerdy"), but I have never witnessed any of this myself. Being Caucasian myself, I have never been subjected to any harassment, shunning, etc.
 - Yes, from some clubs and a few classes that have racial bias against white people.
 - Because I had different views than them on certain issues, my grade was lowered. The same thing happened to other class mates with the same view. The grade wasn't based on any kind of point system or tests. It was all opinion. The time spent in those classes was me defending my views because they were constantly being put down by the professors. I learned nothing from them. Thank you for listening to my responses.
 - Browbeating and attempts at intimidation in meetings; nasty comments accidentally revealed all have led to a climate of hostility. I met with the people involved, resulting in their continued antagonism. Outcome: I was denied a chance at advancement...despite EO involvement in the search.
 - I have been sexually harassed by a colleague -- repeatedly.
 - Yes, housing staff reprimanded students who were the victims of personal possession vandalism rather than those who did the damage. African American students who had destroyed Caucasian students' food out of spite were never reprimanded, and the campus apartments housing director ignored the problem and the repeated attempts to be contacted by students who felt threatened.
 - I have experienced ignorance about diversity and race in the classroom and I have felt free to deal with it directly.

Thoughts on the Survey and Process

In addition, a few respondents commented on the survey and process itself. Some applauded the University's participation in the study and wanted to make certain that the results of the survey were made public and used to better UW-Parkside. Several respondents insisted that UW-Parkside leadership share with its constituents the climate assessment findings and initiatives instituted as a result.

- The survey should offer "save and continue" option, thereby "accommodating" persons with certain disabilities or even any person who would have an interruption.
- I think this survey was very limited rather than covering a large number of areas but again it was a start.
- No comments about the survey but for future use I would suggest shortening this personally you lost my attention after about the 15th question. And I am sure you have lost many others also.