Faculty

2017 Oakland University Climate Survey: Responses to Open-ended Questions

Responses to Open-end Questions

The questionnaire included several questions inviting open-ended comments from respondents. In this section, we present the results for three such questions: (i) a question asking for suggestions for improving the climate, (ii) a question asking respondents to mention relevant issues of climate or demographic information not covered in the questionnaire, and (iii) a question asking respondents what Oakland University could do to increase their confidence in being able to file a complaint without negative consequences.

For all questions, we categorized the responses into commonly occurring themes in the responses provided. Each respondent's comments could be classified into a single theme if it mentioned only one or into multiple themes if the comment touched upon more than one. Therefore, when the number of mentions listed for each theme are summed up across themes, it will total to more than the number of respondents answering the question.

There were 221 faculty who provided suggestions for improving the climate. Table I1 summarizes these themes and the number of mentions for each.

Table I1. Suggestions for improving climate

Themes	Number of mentions
Administration, Leadership	51
Diversity related issues, Tolerance	48
Fairness, merit-based decisions	33
Communication	32
Part-time faculty, Non-tenure track faculty issues	28
Valuing faculty	27
Resources (financial and other)	26
Salaries and pay	26
Research support	20
Workload, staff levels, teaching/research/service balance	17
Faculty-administration relationship	17
Teaching	15
Intimidation, Fear, Harassment	14
Student quality	14
Recognition for work	14
Retain/recruit faculty	14
Leave, Family leave related issues	12
Space, Physical facilities	12
Accessibility, Accommodation	12
Career advancement	12
Student recruitment	11
Parking	10
Inclusion, belongingness	9

Table I1. continued

Themes	Number of mentions
Tenure, Tenure process	7
Security/safety	6
Technology	5
Collegiality, Collaboration	4
Other (positive)	2

Eighty-five faculty respondents provided a response to the question about issues of climate or demographic information not covered in this questionnaire. Table I2 summarizes the themes evident in these responses and the number of mentions for each.

Table I2. Issues of climate or demographic questions not covered by the questionnaire

Themes	Number of mentions
Diversity and related issues	20
Religion-related issues	15
Administration	12
Gender related issues	6
Student-related issues	6
Faculty relationships	6
Valuing faculty	4
Supervisor-related issues	4
Disability related issues	4
Leave, time off, other family life related issues	3
Union related issues	3
Salary and benefits	2
No response	8
Other	8

Table I3 summarizes the themes and the number of mentions evident in the open ended responses to the question asking what Oakland University can do to increase confidence that one can file a complaint without negative consequences for treatment that is not fair and equitable. One hundred and one respondents provided responses; note that this question was asked only to the 148 faculty respondents who indicated that they were not at all or not very confident that they could file a complaint without negative consequences for treatment that is not fair and equitable.

Table I3. What can OU do to increase confidence in filing complaint without negative consequences?

Themes	Number of mentions
N/A, unsure, nothing	17
Other proposed solutions	15
Information about reporting and options	13
Confidentiality, privacy	13
Relationship with administration/supervisors	13
Objectivity of office handling issues	10
Lack of job security, non tenure status	10
Protect against retaliation	8
Discrimination against minority groups	7
Taking concerns seriously	7
Comments about specific treatment	4
Promotion, tenure decisions	3
Transparency	3
No action, no resolution	3
Policy, Process Policy statement	2