



# 2019 Climate Survey, Part 2: Qualitative Data Themes & Subthemes

February 18, 2020

Theme	Comment
<p><b>Considering Leaving</b></p> <ul style="list-style-type: none"> <li>• <b>Lack of opportunity</b></li> <li>• <b>Climate</b></li> <li>• <b>Poor fit</b></li> </ul>	<ul style="list-style-type: none"> <li>• Career opportunities.</li> <li>• Few/no opportunities for career advancement, poor leadership, political climate, hostility from others.</li> <li>• Lack of raises or ability to grow in my role.</li> <li>• Not enough opportunities etc. nor innovation.</li> <li>• School is not growing.</li> <li>• Static environment.</li> <li>• Sense of the school as being a sinking ship.</li> <li>• Negative environment.</li> <li>• Toxic work environment, not enough opportunities etc.</li> <li>• It would be great to have more transparency about staff salaries/title changes and career progression for staff within SPH. Additionally, there is a growing body of research on the positive impact of flexible work schedules on productivity and worker satisfaction. As a public health institution, it would be incredible to see such a policy implemented and evaluated.</li> <li>• The lack of cost of living raises, merit raises, upward mobility, and promotion opportunities have placed LSUHSC at a stark disadvantage. There have also been documented incidents of new staff with higher qualifications making lower salaries than previous staff. LSUHSC is known for holding salaries low and not ensuring equitable pay.</li> <li>• Because I want to try something different from Academia, own my own business, something to do with personal reasons.</li> <li>• Personal reasons and slight dissatisfaction with program.</li> <li>• Unhappiness, not sure I belong here, static responsibility.</li> <li>• Graduation- but also, it would not be an academic setting I would want to stay in because the opportunities are not aligned with what I am interested in.</li> <li>• Contract is time-limited, have rec'd extensions.</li> </ul>
<p><b>Salaries/Hiring</b></p> <ul style="list-style-type: none"> <li>• <b>Low pay</b></li> <li>• <b>Inequities</b></li> <li>• <b>No rewards/increases</b></li> </ul>	<ul style="list-style-type: none"> <li>• Departments do not offer equal pay for similar degrees.</li> <li>• Lack of merit-based pay raises, unequal pay, salary compression.</li> <li>• Lack of cost of living salary increases.</li> <li>• Lack of raises or ability to grow in my role.</li> <li>• Low wages and no increases based on merit.</li> <li>• Salaries are incredibly low for the work being performed.</li> </ul>

Theme	Comment
	<ul style="list-style-type: none"> <li>• Salary.</li> <li>• Pay raise structure.</li> <li>• I served 3 years in the Peace Corps, and this was not considered work experience by LSUHSC. This experience was one of the primary reasons I was hired, but it was not factored into my salary.</li> <li>• Salary and compensation determinations are unclear and unfair. When asking for information, it seems to be an unwelcomed question. Little information on solutions is given to mitigate the problem.</li> <li>• If hiring is done fairly and performance is judged equitably, then the gender, race, and ethnicity of the promoted faculty, staff, and administration is not a concern. I don't understand how many of these responses will be interpreted as representative of our SPH.</li> <li>• I was made to take a test following my interview that no other person hired was made to take and I reported the incident to HR and was told they were not supposed to test me.</li> <li>• The lack of cost of living raises, merit raises, upward mobility, and promotion opportunities have placed LSUHSC at a stark disadvantage. There have also been documented incidents of new staff with higher qualifications making lower salaries than previous staff. LSUHSC is known for holding salaries low and not ensuring equitable pay.</li> <li>• The salary for the man who held my position previously with the same amount of education was 5k higher than mine is 5 years later. That seems deeply sexist and unfair.</li> <li>• Update hiring, faculty, administration, policies and procedures, and APT to reflect mission of school.</li> <li>• Until cost of living raises are instituted on a yearly basis and salaries are held equitable for staff performing the same work with the same credentials, it will be difficult to improve the climate.</li> <li>• This school needs salary transparency and accountability.</li> <li>• Female faculty members should be paid and promoted equitably.</li> <li>• Merit increases annually.</li> <li>• Unfairness in promotions.</li> <li>• The institution and the School of Public Health have unfair practices and preferential treatment of specific groups and individuals.</li> </ul>
<b>Support Issues</b>	<ul style="list-style-type: none"> <li>• I deserve to attend the classes I pay for even though I cannot afford childcare sometimes. LSUHSC needs to SERIOUSLY consider providing free or affordable childcare to low-income students.</li> </ul>

Theme	Comment
	<ul style="list-style-type: none"> <li>• Not all spaces are aware of children's and caretaker's needs.</li> <li>• More flexible work schedules, such as work at home a day a week.</li> <li>• Tired of being under-represented and not having the peer support I need.</li> <li>• Extra workshop or classes for academic speaking and writing.</li> </ul>
<b>Congeniality/Civility</b>	<ul style="list-style-type: none"> <li>• I once walked past some classmates making fun of me at the front desk and felt very unwelcome. I also considered taking leave for issues I am having with severe depression but ultimately changed my mind.</li> <li>• I feel that sometimes the attitude can be hostile towards MD/MPH students. There's an expectation that we do not care about the content, that we are privileged, and that we look down on the MPH students. Unfortunately, some of the MD/MPH students live up to these expectations, but it can be hard for those of us that have to prove continually that we care about our education, respect our peers, and value public health. I have noticed this among MPH students and in some faculty members. Some MPH students have been vocal in the lounge when we are there about MD students studying there and taking up all the space, when it is always combined degree students. I don't think this is a huge concern, but life would just be more pleasant without the animosity.</li> <li>• Yelled over a student because they did not share the same definition of conservative/liberal.</li> <li>• N/A; the administration have been great, but some fellow students have not been as welcoming.</li> <li>• Comments made by students in the classroom and in hallways in regards to the selected topics are made frequently.</li> <li>• One classmate tends to ask a lot of questions in class and people have been making a lot of derogatory verbal remarks about him behind his back. I feel bad for him but it also makes me feel uncomfortable speaking in class.</li> <li>• One student who is from [...] - I've seen classmates not show patience or tolerance for his questions in class.</li> <li>• Even coworkers in my own department do not greet me when I see them in the corridors or outside space. I feel I work amongst a group of people with the lowest social capacities.</li> <li>• I have witnessed another staff member being unfairly treated/labeled during an incident with the immediate supervisor, which was handled poorly and made the staff member feel as if they were not part of the so-called 'team'.</li> </ul>

Theme	Comment
	<ul style="list-style-type: none"> <li>• Like most organizations, the SPH has its share of gossip that is not productive or professional. These discussions often include derogatory remarks about faculty and staff peers and leadership. Gratefully, I have never witnessed similar having to do with our students.</li> <li>• I was shunned/ignored by an individual at school constantly. Not sure if it's because my race, gender or other characteristic.</li> <li>• Labeling &amp; stereotyping by 'woke' employees.</li> <li>• A few incidents of hostility- Were reported to immediate supervisor; Two were resolved and apologies offered. Other incidents were directed toward another person(s).</li> </ul>
<b>Power Dynamics</b>	<ul style="list-style-type: none"> <li>• I once witnessed academic staff treating facilities staff with disrespect for being 'disruptive,' when they were only fulfilling their job duties. It felt classist and wholly unwarranted.</li> <li>• I have witnessed faculty being intimidated by superiors.</li> <li>• Supervisors not showing compassion for a coworker who was taking care of ill parents. Not reported.</li> <li>• I have witnessed faculty being intimidated by a superior.</li> <li>• Male leadership intimidates junior faculty into inclusion on grants, papers, etc. despite them having no involvement simply because they were in a position of power.</li> <li>• Upper-level faculty does not always show respect for staff in their positions.</li> <li>• People are treated differently at the program and upper administration levels. Examples are salary and promotion decisions. People's opinion are not respected by the director and dean.</li> <li>• The administrator group needs to be seriously trained on how to effectively lead and some of them need to be replaced.</li> <li>• There sometimes may be a tendency to shut down what a person says because one only has a bachelor's or master's as opposed to anything higher than that.</li> <li>• A faculty member repeatedly has behaved in a bullying way towards me when they don't get what they want.</li> <li>• Being made to feel threatened that my job is in jeopardy for not being in agreement with high ranking faculty.</li> <li>• I feel staff and students are treated like second-class citizens by faculty but am not comfortable discussing specifics.</li> <li>• Program director who not only forces his subordinates to put him on their grants and papers, but also teaches inaccurate scientific content to the students.</li> </ul>

Theme	Comment
<b>Leadership</b>	<ul style="list-style-type: none"> <li>• Some male program directors bully and intimidate their women faculty.</li> <li>• Leadership has no vision, nor innovation.</li> <li>• The leaders of the organization do not make real attempts to change or improve the environment. There is a lack of vision for the SPH and the LSUHSC campus.</li> <li>• The program director treats faculty and students unfairly. The dean listens, but never address people's concerns.</li> <li>• Very weak leadership at the very top of the LSUHSC and there is a great deal of cronyism.</li> <li>• I feel that there is little support for faculty from the upper levels and little recognition and reward for individual merit.</li> <li>• There is poor morale between staff and faculty. Focusing on improving that through fair and equitable solutions will help immensely.</li> <li>• Listen objectively and take 'FAIR' actions for favorable resolutions; don't just continue to ignore needs/concerns and indicate there is nothing that can be done.</li> <li>• I do not believe this survey will solve any of the problems. The dean needs to listen the complaints and do something about them, but he couldn't care less about faculty.</li> <li>• People are treated differently at the program and upper administration levels. Examples are salary and promotion decisions. People's opinion are not respected by the director and dean.</li> </ul>
<b>Gender Discrimination</b>	<ul style="list-style-type: none"> <li>• Gender discrimination with respect to salaries.</li> <li>• Staff/Faculty/Gender inequities especially in pay.</li> <li>• Different faculty is being treated differently in my program. There are a couple of faculty at the school who are sexist.</li> <li>• Male faculty making comments about my appearance. Senior male colleague trying to intimate me.</li> <li>• Female gender faculty are consistently paid lower and respected less in all aspects regardless of accomplishments. Male faculty members consider female faculty members to be substandard in all areas of academic professional development. Females who are promoted or awarded are made to feel that the only reason 'they got the job' is because of efforts to reduce discrimination not because they actually deserve the promotion or award.</li> <li>• Gender discrimination with respect to salary is rampant.</li> <li>• I have witnessed intimidation and hostility toward women.</li> <li>• White male privilege.</li> <li>• There are a couple of faculty in our school who are sexist.</li> </ul>

Theme	Comment
	<ul style="list-style-type: none"> <li>• There is an active voice that suggests males have privilege at our school that has not been justified objectively in our school's history of strong female leadership, in observed hiring and promotion practices, or in our admissions. Some of those voices are hostile publicly and make the climate less collegial. These remarks often include comments about older age as well.</li> <li>• Observed male faculty have women faculty perform clerical tasks that are not their responsibilities simply because they are women. Male leadership intimidates junior faculty into inclusion on grants, papers, etc. despite them having no involvement simply because they were in a position of power.</li> <li>• Some male program directors bully and intimidate their women faculty.</li> <li>• Previous incident. Also, gender non-conforming appearance can illicit some stares on campus.</li> <li>• Some male program directors bully and intimidate their women faculty.</li> </ul>
<b>Racism</b>	<ul style="list-style-type: none"> <li>• Pay inequity and being treated differently and stereotyped as an African American.</li> <li>• There were several racist comments said in class and nothing was really done about it side from me saying it was racist. The comment was black women have lower birth weight babies because they smoke and drink more which is not factual and the teacher didn't effective rebuttal.</li> <li>• Having matters handled differently from white staff members; automatically deemed wrong in any situation without even having all facts examined for verified.</li> <li>• White employees are treated more favorably.</li> <li>• Someone once assumed that a brown person was from a specific region and proceeded to go on and on about how 'those people aren't clean' etc.</li> <li>• Pay: white employees are given raises by written justifications.</li> <li>• Have witnessed many microaggressions against black people. A visiting speaker once said that Italian immigrants had the biggest lynching in Louisiana, which just is a lie.</li> <li>• I've definitely witnessed some racism against people of color, particularly Black folks and students who don't speak English perfectly.</li> <li>• A preference for individuals based on the country of origin.</li> <li>• So not bullying so much, but I sometimes felt like the international students were ignored sometimes, and some students of color.</li> <li>• As previously stated, when you don't agree with the 'higher ups' it can be detrimental for you as I have witnessed 'clear divisions' within my department with African American staff members and White staff members where you may be the recipient of a look as if you are transparent and don't exist to clearly just being made to feel unimportant and labeled as 'defensive and angry' if you do speak up on any injustice and also being labeled as 'disengaged' if you choose not to stay</li> </ul>

Theme	Comment
	<p>anything with the hope of just 'keeping the peace' to get through the day. I have also witnessed 'side-bar' conversations where a particular African American staff member was referenced in an inappropriate manner and of course the other staff member was glorified or made to be presented as a 'victim' when that was CLEARLY not the case.</p>
<p><b>Political &amp; Religious Biases</b></p>	<ul style="list-style-type: none"> <li>• I haven't been harassed or bullied, but I feel as if I can't speak to my true political views because they are very different from the majority. I think that many times professors and students assume everyone thinks the same and make a point that their view is the correct view. I don't think it should be assumed that everyone in the school has a certain political view and I don't think it's right to bash the other party. Also at one point, I had a professor who had a guest lecturer who got off topic and talked about abortion and how he was pro-life. She apologized numerous times for what he said just because she knew it upset some people. I feel like if he had talked about pro-choice, she wouldn't have apologized for his actions because she knew that was the majority's opinion. This is a minor issue, but I have felt at numerous times that I can't speak to what I truly think.</li> <li>• The political climate is often biased towards democrat views. In one class, a professor had a slide in her presentation that listed republican representatives as 'enemies of the environment'. The professors often encourage students to make derogatory comments about what they perceive as conservative or republican viewpoints.</li> <li>• I feel that many of the faculty openly mentioned or influence students to vote democratic when there may be republican students in the room or student who have not decided where they political stand yet. This might make them feel excluded.</li> <li>• As a conservative Catholic in the School of Public Health, I have often felt that I have had to hide my beliefs or viewpoints to not incur adverse reactions from my classmates or professors. If the School of Public Health is focused on being inclusive, that should mean including everyone and not ridiculing religious beliefs.</li> <li>• Sometimes leaning too far to the Left turns off others from supporting the cause.</li> </ul>
<p><b>Representation/Diversity</b></p>	<ul style="list-style-type: none"> <li>• Student body reflects diversity of state. Faculty and administration do not.</li> <li>• SPH clearly lacks representation of underrepresented groups at the faculty level.</li> <li>• There aren't many African-American faculty.</li> <li>• More representation of underrepresented individuals in administration.</li> <li>• I would just like to say this school does a great job with our students who have children. I've witnessed multiple times our students bringing their kids to class and I really appreciate seeing that.</li> </ul>



Theme	Comment
	<ul style="list-style-type: none"> <li>• Hire more diverse staff and admit more diverse students.</li> <li>• Regarding representation and representation alone: my program seems to be better than peer institutions in terms of representation for minorities.</li> <li>• Student body reflects diversity of state. Faculty and administration do not.</li> <li>• I feel like the LSUHSC School of Public Health welcomes all opinions and is very accepting of its students!</li> </ul>
<b>Reporting</b>	<ul style="list-style-type: none"> <li>• I have not reported the behavior because I know nothing will be done about it and am worried that I'll suffer other consequences.</li> <li>• The only reason I am not specifying events here is because I worry about retaliation. All I can say is we have some very biased leaders here.</li> <li>• Report the behavior to whom??? Some other those who are in leadership that you would report the issue are sometimes the guilty party. There is not a transparent or rather outlined process for dealing with the offenders. Individuals are fearful of consequences due to reporting.</li> <li>• See previous comments. I did not report because I did not know the process to report but I would have if I did. I did not seek out that info.</li> <li>• (for previous page) harassment guidance etc. comes from KDS not SPH therefore answers are no despite receipt of that info.</li> </ul>

### Additional Comments

- None of these events were outside the norm of typical academic interactions.
- I have heard from my colleagues complaints about discrimination within the program. Based on my understanding, it seems to be more of a feeling as opposed to a claim made about specific events.
- After the 'Climate' is evaluated, what is going to be done to address concerns? Is this survey a waste of time? What plan does the leadership have to attack any of the issues that the survey may uncover?
- I work off-site so am not exposed to the climate of the organization enough to offer feedback for many of these questions. My answers relate solely to my current supervisors and what little interaction (verbally and, on occasion, in-person) I have with other staff.
- I work off-site so I don't have any suggestions.
- This survey is too long.
- Thank you for listening.