

## Faculty/Staff

37. What does a sense of belonging mean to you in a college environment?: Kindness and respect for academic freedom

38. Describe your experience of belonging at Wilkes.: It is okay. I think some of the older faculty are a bit standoffish, fixed in their ways, and not open to new ideas. I generally feel more welcome by the younger faculty.

37. What does a sense of belonging mean to you in a college environment?: Having your view and opinions respected.

38. Describe your experience of belonging at Wilkes.: Wilkes defines itself as more of a family atmosphere rather than a community atmosphere. However, some of the administration do not adequately foster that sense of family, exemplified by their decisions and actions involving all members of the university which includes staff members.

37. What does a sense of belonging mean to you on a college campus?: Feeling supported, loved, and as if my time and contributions truly matter.

38. Describe your experience of belonging at Wilkes.: Too busy most of the time to go to events that are held on campus -- club hours are the worst times for me.

37. What does a sense of belonging mean to you in a college environment?: Just treat people with respect, not asking for any special treatment.

38. Describe your experience of belonging at Wilkes.: Different standards for different people. Students are more accepting than colleagues. Some of the staff are pretty biased regardless of how long one has worked here. Having to prove oneself even after achieving a lot is a deflating experience.

36. Do you know whom to contact at Wilkes if you have concerns about discrimination or harassment?: No

37. What does a sense of belonging mean to you in a college environment?: DEI training offered by privileged older white women isn't the best use of our resources. Just because you have a trans child doesn't make you an expert. I have no interest in hearing Helen Davis speak about DEI whatsoever.

38. Describe your experience of belonging at Wilkes.: In a department that is not supported by the Dean, Provost, President. They have no idea what we do and don't listen to our needs. Most faculty are adjunct, and the students aren't getting a good education because of that, lack of support from higher administration, no support staff, overloading tenured or tenure track professors to the point of exhaustion, everyone keeps leaving because of these issues. We are all burnt out and underappreciated and leaving. Teaching a 3:4 load as adjunct, looking elsewhere because it's too much.

Minors have more faculty than the major programs in our department. A new degree was introduced and now there are plenty of students and no faculty to lead it, due to lack of support by Dean/Provost.

37. What does a sense of belonging mean to you on a college campus?: It means feeling like when coming to campus it is just an extension of home...A space to be comfortable being myself unapologetically.

38. Describe your experience of belonging at Wilkes.: For the most part, my experience of belonging has been positive and fulfilling. However, there are incidences where me not being from NEPA has been highlighted. For instance in the event of issues arising: employees who are from NEPA are handled with a good ol' boys network attitude and things are blown off. But, employees who are not from NEPA are handled with a non-trusting and accusatory attitude. It's very much the feel of if you're not from here, you're an outsider and not to be trusted. Plus, I do NOT see myself represented in my direct management team. There are zero women managers or supervisors in my dept.

37. What does a sense of belonging mean to you on a college campus?: All feel welcome to pursue their interests, to collaborate with any campus group, and participate in any activity with anyone they choose to engage with.

38. Describe your experience of belonging at Wilkes.: I feel that the communication effort is super strong, that all opportunities are broadly and repeatedly communicated in a welcoming way so that I am aware of all the ways I can explore additional interests and engage with people of all backgrounds and abilities.

37. What does a sense of belonging mean to you on a college campus?: togetherness

38. Describe your experience of belonging at Wilkes.: everyone was always willing to answer questions I had about Wilkes and offer advice.

37. What does a sense of belonging mean to you on a college campus?: Feeling welcomed at all levels and not fearing retribution for personal beliefs.

38. Describe your experience of belonging at Wilkes.: As a long-time employee Wilkes has always been welcoming to all.

37. What does a sense of belonging mean to you on a college campus?: Critical. Lack of trust with leadership holds back the potential of Wilkes University as an institution. This lack of trust and leadership concerns me with the potential of Wilkes to survive going forward.

38. Describe your experience of belonging at Wilkes.: Lack of respect. No appreciation. Not being valued for what I've accomplished in life is disastrous to me personally and professionally as well as for the students I support. Major problem within faculty and leadership. Ego and elitism within faculty and leaders major issue. Board must be made aware of this challenge otherwise I fear for the future of Wilkes.

37. What does a sense of belonging mean to you in a college environment?: Feeling safe, accepted, and not judged. Being able to be yourself at all times.

38. Describe your experience of belonging at Wilkes.: While I feel like I belong, I've definitely heard conversations others have that would likely make female and non-binary individuals uncomfortable. I think there's a distinct lacking of women in the highest leadership positions.

37. What does a sense of belonging mean to you on a college campus?: Having a voice and others listening. Sharing opinions and open discussions.

38. Describe your experience of belonging at Wilkes.: There is not a sense of belonging in my department. It would be great to not have co-workers use text messaging to have a conversation so as not to include you, or go to a different room and not include you for a problem solving that involves everyone. I dread coming to work despite liking my job. I guess if you aren't in the clique then you are alone. I feel this way only within my department, not on the campus per say.

37. What does a sense of belonging mean to you on a college campus?: A comfort level to include people from all walks of life in whatever programming or events we are doing

37. What does a sense of belonging mean to you on a college campus?: Somewhere that everyone feels welcome and safe

38. Describe your experience of belonging at Wilkes.: I feel the campus community does a fair job at inclusivity as a whole.

37. What does a sense of belonging mean to you on a college campus?: Everyone is here to help students, and that is the main goal that binds us together, and we all have something to offer, inspired by our individual backgrounds and cultures.

38. Describe your experience of belonging at Wilkes.: I've always felt accepted, it's about "what I do," to help students and support their growth.

37. What does a sense of belonging mean to you on a college campus?: Being accepted and understood no matter where you come from or what you identify as.

37. What does a sense of belonging mean to you on a college campus?: Feeling comfortable in your own skin, being yourself and being authentic... making sure everyone feels this way and has spaces where they can be themselves without holding any protective barriers.

38. Describe your experience of belonging at Wilkes.: As staff, Wilkes can be a little insular. What makes it have such a great family feel can also make you feel like you're not a part of that family yet. Seeing such strong and deep connections all around campus can highlight that you're not a part of that

37. What does a sense of belonging mean to you in a college environment?: I think it's important for people to feel included for them to have both (A) a strong sense of the shared educational goals of the institution: we're all here to learn (or teach; or support this process--depending on different roles), and (B) a feeling that they are a respected and valued member of this community.

38. Describe your experience of belonging at Wilkes.: Especially since COVID, it has been difficult to cultivate that shared sense of educational purpose at Wilkes. I hope we can continue to work on this, since I think this is a crucial component of helping everyone feel like they belong. Respect is important and I think we do ok here. We should also respect others, but it's the shared sense of purpose and the idea that everyone can contribute in different ways to the educational mission of the University that can help people feel like they belong here, regardless of their background, identity, etc

37. What does a sense of belonging mean to you in a college environment?: Sense of belonging means understanding that what I contribute to the university and more specifically, to students is valued by students, fellow faculty and School of Nursing, and the University, as a whole. My PhD Program Coordinator and Associate Dean have been extremely supportive to adjunct faculty, which is my role. Social support and professional legitimacy are important for adjunct faculty in feeling a sense of belonging. I believe Wilkes does a good job of integrating adjunct faculty who teach remotely in the online courses; yet, who have many of the expectations as traditional, on-campus faculty (i.e., forms of scholarship). The university and Passan School of Nursing have valued my work and contributions and I appreciate Wilkes and the opportunity to teach and work with students on their research dissertations.

38. Describe your experience of belonging at Wilkes.: As an adjunct faculty member, I have had the opportunity to develop course curriculum, lead and teach courses, serve as a comprehensive exam evaluator, and serve as a dissertation committee member and chairperson. I am invited to attend department meetings and receive university-wide activity emails for all faculty, even though I am unable to attend on-campus events and meetings due to the nature of my adjunct work. Interdisciplinary education and work with colleagues offers a great sense of belonging for me, especially if there are technological concerns that arise in my courses, since my work is totally online. The Library and Information Technology services are the best I have ever worked with, including Research-1 universities. Everyone I have worked with at Wilkes is interested in helping me and their willingness to help adjunct faculty in such a timely manner provides assurance of support and belongingness for me, as a remotely working adjunct faculty member.

37. What does a sense of belonging mean to you on a college campus?: Being heard and seen.

38. Describe your experience of belonging at Wilkes.: Contributions and ideas taken into consideration when discussed

37. What does a sense of belonging mean to you on a college campus?: Feeling that you are valued and feel like you are part of the community. Having the opportunity to build relationships through classes, clubs and residence halls - finding spaces on campus where you can be true to yourself. Knowing your resources so you feel supported.

38. Describe your experience of belonging at Wilkes.: I think Wilkes does a great job of fostering belonging through the programming we offer here and the smaller class sizes allow for faculty to build stronger relationships with their students.

37. What does a sense of belonging mean to you in a college environment?: The clear and honest communication of institutional norms, expectations, goals, and dreams, so that as an individual, I am able to operate in direct awareness of the community around me. Also--Especially because there are inherent power structures and hierarchy in higher education, concerted efforts to include junior faculty voices and consider their needs are imperative.

38. Describe your experience of belonging at Wilkes.: I am grateful for several individual relationships that I have found here at Wilkes. Colleagues who show so much support for each other, some going above and beyond. On a personal level, there is a lot to celebrate. I see a lot of bullying in the student population, however, that is very concerning. So many young people struggle to feel that they belong, and I would venture that the ones in the cliques, doing the bullying, also feel this way or they wouldn't lash out. How can we encourage and promote the importance of building community with our students?

38. Describe your experience of belonging at Wilkes.: They have changed profoundly over the twenty years since my arrival, and I have felt far less valued and "at home" at the institution over the past ten years. There are many reasons for this, and most do not directly relate to standard definitions of DEI. However, Wilkes has become a much less inclusive institution in many ways. Also notable is that this community often defaults to very simplistic and provincial concepts of diversity and identity: it does not think globally about diversity or the variety global perspectives on identity. I note that I speak from extensive leadership and governance experience at Wilkes. Last, this region/area has become vastly more problematic as a living space and community, deterring rather than inviting or welcoming. Wilkes is partly responsible for this, given the neglect of community engagement/impact over the past five or so years.

37. What does a sense of belonging mean to you in a college environment?: Having people to talk to and help accomplish the goal of educating students

38. Describe your experience of belonging at Wilkes.: Some departments are excellent at fostering a sense of belonging; others, like my department, are not good at it. There are many microaggressions that occur but having gone to both my chair and my dean,

they didn't value these concerns and actually gave the person implementing the microaggressions a position of power. There isn't any method to check on situations like this and it is very isolating.

37. What does a sense of belonging mean to you on a college campus?: Being able to be myself without question of safety or retaliation. Knowing that I will have meaningful and safe conversations in area of disagreement. Knowing that administration will back me in any and all circumstances of discrimination and oppression regardless of rank.

38. Describe your experience of belonging at Wilkes.: It has been a difficult one. As usual, there are pockets of places where I find belonging and feel comfortable being myself and honoring who I am, but like many institutions, there are major areas that lack the present of inclusivity. For instance, there is a prayer at every graduation and mention of a god that closely resembles a Christian god. I am not Christian, nor is Wilkes and Christian University so this feels forced upon me. I do not believe the University trains or challenges its students, staff and faculty on how to have difficult conversations surrounding social identities. This institution also does not seem to mandate its inclusion policies or even talk about them much. All of these seem to be opt-in for the Wilkes community, which typically leads to the people who already practicing inclusion learning more about inclusion whereas, the people who are causing harm by not understanding or embracing people with different backgrounds do not attend the extra curricular inclusion and equity events. This does not make me safer here on campus

37. What does a sense of belonging mean to you on a college campus?: I like to be able to express pleasantries with those who cross my path and be able to feel comfortable talking with faculty and staff on campus about topics related to the university and beyond.

38. Describe your experience of belonging at Wilkes.: At Wilkes, in the past and present, I always felt like being part of the Wilkes Family.

37. What does a sense of belonging mean to you in a college environment?: Being able to identify with, and empathize with, colleagues and students from diverse cultural backgrounds makes Wilkes a community.

38. Describe your experience of belonging at Wilkes.: I was the first woman to chair FAC and one of the youngest. We formed a Women's Faculty Caucus in the 1980s and two years later dropped it and spread its vision to all faculty, regardless of gender. In the 1990s while serving on a Strategic Planning Committee, three faculty (including myself) eventually convinced several Board of Trustee members that faculty had important, rational opinions about campus and need to be heard more. Overall I always felt respected and encouraged to lead and mentor others. Teaching an Intercultural Communications

course also allowed me to learn a great deal from my students and to serve as a model for effective intercultural communication

38. Describe your experience of belonging at Wilkes.: Belonging is only given lip service by the leadership of Wilkes. The only person at the cabinet level who genuinely seems to care about this is Dr. Ward-from what he says in meetings. Everyone else acts like they should care, but they don't and it is easy to see right through their act. Ellen? Greg? Kevin? Mike?-who amongst them abides by a commitment to our culture? The campus culture appears to be of little interest to any of them. This attitude trickles down to the deans and permeates a stink throughout our community-which has to hurt our students. Failure of leadership, including faculty leadership, contributes to the back-stabbing, "me first" environment here. The "Wilkes Family" is a joke unless self-interest is the cornerstone in this family. Who belongs at Wilkes? Who feels safe and valued and feels a sense of commitment, two-way loyalty and trust? There are pockets of great things happening and places where we feel belonging, but the University is sick, and those in a position to make a difference don't because that threatens their self-interest and interrupts their patting each other on the back about the great job they are doing while the rest of us experience a neutral, disengaged, or toxic environment.

37. What does a sense of belonging mean to you on a college campus?: Everyone has a right to feel like they belong somewhere. People spend a lot of money to go to college and should feel comfortable living on and traveling around campus.

38. Describe your experience of belonging at Wilkes.: This week was my one year anniversary. I work full time in the Public Safety Office. I myself have participated in the Green Bandana Project, and our Director is now coordinating classes for all of our officers and dispatchers so that we may have a better understanding of how to provide assistance to students in need. I appreciate programs like this being available.

37. What does a sense of belonging mean to you in a college environment?: It means that I don't feel like I need to pretend to be someone I'm not.

38. Describe your experience of belonging at Wilkes.: I don't feel much pressure here. I've made friends with other queer faculty and keep a pride flag in my office as a signal to students that they are welcome. I've heard some rather unpleasant things from students (not to me, but in general), but never from faculty.

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38. Describe your experience of belonging at Wilkes.: Co-workers in my department provide me with a sense of belonging.

38. Describe your experience of belonging at Wilkes.: Wilkes, like many other academic institutions, has a spirit of equity and diversity on paper, however, this does not translate into practice. The most discriminated group are women and the international students. Both groups are poorly represented in the administration. I see international students struggling to succeed with very few resources to support them that are culturally sensitive. The overall culture does not support respect for student concerns. I see one group being catered to and the next being ignored due to biases that the administration does not seem to know. Self-reflection at this level would be advised.

37. What does a sense of belonging mean to you in a college environment?: Belonging means membership in a community without self-doubt and with a confidence that your voice matters and can have an impact.

38. Describe your experience of belonging at Wilkes.: I am an alumni of the institution who now works as an adjunct faculty member in the department from which I graduated, so I feel very comfortable in these spaces. In other spaces, I have had to explain my connection or relation, but those too have been warm and welcoming spaces. I feel engaged and part of the Wilkes mission for our students and in our community.

37. What does a sense of belonging mean to you on a college campus?: Feeling comfortable with your surroundings to where you feel safe and wanted.

38. Describe your experience of belonging at Wilkes.: My overall experience has been for the most part pleasant. If not I feel as though I would not have worked here for as long as I have. Thank You

37. What does a sense of belonging mean to you on a college campus?: Belonging means I can do my job without concern that others are talking negatively about me behind my back. And if there is concern, it is addressed fairly with administration. Belonging means that everyone says "Hello" and smiles at each other in passing and respects one another's differences but also doesn't focus on the differences, rather, sees the common ground and works together to accomplish mutual goals.

38. Describe your experience of belonging at Wilkes.: I feel that everyone is very friendly at Wilkes and I never feel that I am in a situation where my voice does not matter. I feel I can talk to my colleagues and administration about any topic and they will listen. I definitely feel I belong here and am very happy to work here.

38. Describe your experience of belonging at Wilkes.: Years ago there was more of a family atmosphere here at Wilkes. Times have changed and that is no longer the case. It has apparent that I do not matter here at Wilkes. It does wonders to one's mental health on a daily basis.

37. What does a sense of belonging mean to you in a college environment?: A place where everyone is seen, welcome, and heard.

38. Describe your experience of belonging at Wilkes.: While tough issues have arisen, I believe the institution does want to do right and value all voices and perspectives. But as a faculty, we are not up to date on trainings, best practices, and education to be the best for our students. Too many teach how it has always been done, "historically." This must change.

37. What does a sense of belonging mean to you in a college environment?: Feeling heard when issues present

38. Describe your experience of belonging at Wilkes.: Supported when issues present and resolutions negotiated

37. What does a sense of belonging mean to you in a college environment?: All feel seen, appreciated, accepted and welcomed.

38. Describe your experience of belonging at Wilkes.: Wilkes is stuck in a traditional/single minded perspective that fails to accept, welcome, acknowledge, or appreciate the changes and reality of it's existence today.

37. What does a sense of belonging mean to you in a college environment?: To me, a sense of belonging in college means being part of a community where I feel valued, heard, and respected for who I am—without having to compete with egos, pettiness, or superiority complexes. It's a place where everyone has the opportunity to contribute, where all voices are welcomed and encouraged, but where mutual respect sets the tone for discussion and collaboration. At the same time, I believe belonging doesn't mean lowering standards or avoiding challenges. It means creating an environment where high expectations are paired with support, where people can push themselves and each other to grow academically and personally. Rigor and belonging go hand in hand when the goal is to help everyone succeed, not to exclude or diminish others. Ultimately, a sense of belonging for me is about trust—trust that I can share ideas without being dismissed, trust that I can ask questions without being judged, and trust that others are also invested in creating a positive, challenging, and fair learning environment. A sense of belonging should also feel like I am part of a system rather than a lowly faculty member. I find the administration is not impartial nor do they see themselves as part of the breadth of academia, but rather at the pinnacle of hierarchy.

38. Describe your experience of belonging at Wilkes.: For me, a sense of belonging in college would mean feeling like I'm part of a community where my ideas are valued, where creativity and innovation are encouraged, and where everyone—students, faculty, and administration—is held to the same standards of respect and accountability. Unfortunately, I haven't always felt that way at my institution. I often feel like innovation

is stifled, like new ideas are met with resistance instead of excitement ("it's the Wilkes Way" is the most damaging statement to our progress). It sometimes feels like students and faculty have to go above and beyond what should reasonably be expected just to be heard or to make progress. Meanwhile, I've seen situations where administration can act without real accountability, and it's hard not to feel discouraged when there are no clear ways to address those issues. Because of that, I sometimes feel disconnected from the campus community. I want to be in a place where people at all levels are open to new ideas, where hard work is recognized, and where there are real conversations about how to improve—not just for the sake of appearance, but because people genuinely care. To me, belonging would mean knowing that my voice, and the voices of others, matter. It would mean being part of a college environment that's not only challenging in a good way—pushing me to grow—but also supportive, fair, and open to change.

37. What does a sense of belonging mean to you in a college environment?: Fairness, no discrimination towards faculty. Very white cis male university.

38. Describe your experience of belonging at Wilkes.: I have had a very difficult situation here, due to discrimination and am quitting because of this.

37. What does a sense of belonging mean to you on a college campus?: To belong is to uphold social responsibility, and be nurtured by others doing the same. As an academic institution, we should be a guiding beacon for the local community and assuaging any anti-intellectualism with policy recommendations and free outreach lectures - taught by our very own experts. We've shut ourselves away from the community with armed mercenary patrols and locked doors.

38. Describe your experience of belonging at Wilkes.: Very rarely, if ever, does the faculty of the university produce a unified statement. Any admonishment, celebration, or statement of support comes from the administration. There is little shared vision, or shared sigh of relief, or shared outrage. It took 20 days into February to get a welcoming into black history month - which is sad as a fact on its own - but even worse that this was the first year a direct communication was sent out to commemorate the month directly. Better late than never - it is a step in the right direction. No faculty statement regarding federal agents deporting student protestors? Not even a faculty statement defending research and edu grant funding? Neutrality, apathy, complicity - none of these are conducive to belonging. The email affirming LGBTQ+ protections despite Title IX court decision was excellent. However a clear statement from the faculty would solidify a unified value that could be worth much more than an administrative policy announcement (a policy that could easily be changed without a community centered passion to protect it).

37. What does a sense of belonging mean to you in a college environment?: Sense of belonging is when you are not only accepted but included in all major decisions impacting teaching, research and promotion.

38. Describe your experience of belonging at Wilkes.: In the past, Wilkes was a place where you could talk freely about topics related to faculty governance with the goal of improving the institution's reputation. The issue is not only the administration but current faculty leaders who don't defend the values we used to have in the past. Some colleagues in leadership positions are looking for future roles as administrators and they don't do what leaders are supposed to do. There are not enough efforts for recruitment and retention of women as full faculty members, and their efforts and accomplishments are frequently ignored. However, I believe we all work as much as possible to provide the best education to our students and to positively impact their life.

37. What does a sense of belonging mean to you in a college environment?: Everyone is respected as the individual they are, without judgement.

38. Describe your experience of belonging at Wilkes.: My department is very inclusive.

37. What does a sense of belonging mean to you in a college environment?: The construct is in the eyes of the beholder

38. Describe your experience of belonging at Wilkes.: I am left alone to do my job

37. What does a sense of belonging mean to you in a college environment?: Be heard, listened to. Comments taken seriously.

38. Describe your experience of belonging at Wilkes.: I have a voice. My department chair, my supervisor and other faculty cares about me. They take the appropriate actions, and I feel very supported. I have been given many opportunities to grow and develop as an educator. I enjoy teaching at Wilkes.

37. What does a sense of belonging mean to you on a college campus?: Feeling like my professional role within the institution matters to the administration and faculty.

38. Describe your experience of belonging at Wilkes.: The Wilkes administration feels like a rich elite club that are given tons of raises and privileges that the rest of the campus community aren't given. Salary discrepancies between staff and faculty who are doing the same level of work have not been addressed; giving your staff and faculty raises that are on par with the increasing cost of living are some of the ways Wilkes can make their employees feel like they are valued and belong here. Financial inequity is rampant across a lot of departments that this survey hasn't addressed.

37. What does a sense of belonging mean to you in a college environment?: Belonging means that we value, respect, and center a variety of experiences and voices. Belonging means that my experiences and concerns are heard, respected, and included, and that instances that negatively impact belonging are responded to rather than ignored. Belonging would mean that we value the work of making the campus more inclusive and equitable.

38. Describe your experience of belonging at Wilkes.: I have sometimes felt strong belonging, but at other times I have felt strong exclusion. I do not believe that all

members of this campus understand or value diversity. This campus is not always inclusive, and sometimes there is strong resistance to caring about or working on DEI-related topics. This has especially been true in terms of integrating diversity-related student learning outcomes into our curriculum. I have experienced direct gender-based discrimination. I have experienced micro- and macro-aggressions. I have been shut down when advocating for the belonging of other individuals and groups. Belonging is encouraged as long as it is free, easy, and someone else is doing the work (for free).

37. What does a sense of belonging mean to you in a college environment?: A sense of mutual respect that permeates both top-down from administration and bottom-up for students' respecting faculty. I can't speak to part- or full-time employees, but students don't respect the adjunct faculty because that sense of equality from Wilkes doesn't extend to us.

38. Describe your experience of belonging at Wilkes.: Sadly, Wilkes only cares about full-time and part-time faculty, not adjuncts. We're not even thought of as faculty, even though we teach a higher than national average percentage of classes at a university. Wilkes does well with the people that work for it on a long-term basis, but adjuncts are like Kleenexes and discarded. We are the faces our students see first in many cases, and we need to be more included and shown on campus that all faculty and staff are important and respected.

37. What does a sense of belonging mean to you in a college environment?: Being able to interact with students and faculty, sharing diverse opinions without repercussion.

38. Describe your experience of belonging at Wilkes.: I have taught on campus in the past (mostly online now) and have had positive interactions with personnel.

37. What does a sense of belonging mean to you in a college environment?: Being respected and being listened to. Having a voice with all that one interacts with.

38. Describe your experience of belonging at Wilkes.: I teach online, but like the idea of the cohesiveness of the university. The get togethers, the openness of all of the communications. I wish I lived close so that I could interact person to person within the university.

37. What does a sense of belonging mean to you on a college campus?: - I feel welcomed from day one, with colleagues trying to include me. - I'm aligned with the institution's mission, contributing to student success as a team. - I have opportunities for personal and professional growth through workshops and collaborations. - I'm building meaningful connections with staff in a culture of respect and support. - I appreciate access to campus resources, enhancing my sense of community. - I feel connected to students through mentoring and supporting activities.

38. Describe your experience of belonging at Wilkes.: Having both worked at and attended this university as a young adult, my experience of belonging has been truly fulfilling. As an alumnus, I developed a strong connection to the campus, and returning as a staff member 15 years later has only deepened that bond. Through collaboration

with colleagues, engagement with students, taking on additional roles as an adjunct instructor, and participating in campus events, I feel valued and included in ways that bridge my past with my present role as a staff member. This unique dual perspective has allowed me to appreciate the university's impact from both sides, reinforcing my sense of belonging every day.

37. What does a sense of belonging mean to you on a college campus?: Where you can come to work and feel comfortable and not be bullied. There are other things the college should be spending money on and this isn't one of them. What about age discrimination? What about manager training for chairs and deans. Some lack training and are inappropriate and should keep their comments silent but they are allowed to yell and bully employees in meetings. Let's fix this.

38. Describe your experience of belonging at Wilkes.: Confidential employee information is spread throughout schools and departments by chairs and deans. These people do not care what they say or do they just state "I will be retiring soon." Who wants to belong to this type of environment? These same people win awards. These are not the only candidates who make Wilkes run from day to day. Faculty are treated like royalty and staff are treated terribly and it is getting worse. I witnessed a staff member get called to bring a tissue to a faculty member across campus. IT DID NOT MATTER WHAT THE FACULTY MEMBER WAS DOING THEY HAD TO LEAVE AND DO IT! I saw a staff member administer a test so that the faculty member who was teaching the class could go home because it was past the faculty members class time even though the staff member did not get extra for staying and doing this. Faculty set department meetings after 430p or during lunch time and staff have to stay or skip their break to attend without comp time or compensation. Why are they so special? LET'S FIX THIS and maybe we would all belong and feel equal.

38. Describe your experience of belonging at Wilkes.: For the most part it has I have felt very welcomed and like I belong, except within my department where I feel regularly undervalued, disrespected and under validated.

37. What does a sense of belonging mean to you in a college environment?: That I am respected as a person by my colleagues and by the administration

38. Describe your experience of belonging at Wilkes.: I am respected as a person by my colleagues but disrespected by the administration

37. What does a sense of belonging mean to you on a college campus?: Feeling heard and seen by colleagues, students, and administrators. Having a space where anyone can ask questions and share feedback without fear of negative consequences.

38. Describe your experience of belonging at Wilkes.: My personal experience has been positive since I was hired, where colleagues have been supportive and encouraging of my learning and my success. My voice is welcomed in various spaces, and for that I am grateful.

37. What does a sense of belonging mean to you on a college campus?: Belonging means feeling safe and being taken seriously.

38. Describe your experience of belonging at Wilkes.: I feel that I've had an easy time belonging at Wilkes, but I haven't always seen it for my colleagues and the students that I've interacted with. Racism and sexism are deeply ingrained in our country and come through even in the most well meaning person.

37. What does a sense of belonging mean to you on a college campus?: A sense of belonging means walking into a room and feeling like I should be there. Not that I feel like there are whispers or people staring. It means I should be able to speak up for how I feel about something without fear of what others may think of me speaking up.

38. Describe your experience of belonging at Wilkes.: As a white female, I don't feel on the outskirts, however, when trying to be included in work meetings or events, I feel like my lack of experience in my career has people not wanting to listen to what I am saying. It has gotten to the point that I do not speak up at meetings anymore.

37. What does a sense of belonging mean to you in a college environment?: A safe space for discussion and expression where people are free to ask questions and be accepting of answers. A place that does not cave to outside pressures that are racist and bias in nature.

38. Describe your experience of belonging at Wilkes.: An open zone that nurtures new ideas and tries to be empathetic of different lifestyles and racial backgrounds.

37. What does a sense of belonging mean to you on a college campus?: Being comfortable to be myself without fear of recrimination.

38. Describe your experience of belonging at Wilkes.: As part of my job, I visit different Colleges/Universities across the state. I feel that Wilkes is one of the more accepting institutions that I have seen, and I am happy to work here.

37. What does a sense of belonging mean to you in a college environment?: -

38. Describe your experience of belonging at Wilkes.: This is a very difficult question. When you're talking about the experience of belonging in my department, it's top notch. I have turned down job offers simply because the support, friendship, and mentoring I have received in my department has been wonderful. The school as a whole, however, is the reason why I have applied to other jobs in the first place. Wilkes is so happy to participate in "slacktivism" they constantly have DEI trainings and so on but they refuse to put their money where their mouth is. They don't implement any actual changes. They refuse to recognize how important it is for us to create a culture of belonging for our students with all forms of identities. I do believe that administration wants this, but when it comes to actually doing anything they're completely dumbfounded. For example, my friends of color keep leaving. Why? They tell me point blank, trying to get the school to hear them was screaming into a void. I completely understand this because the void

surrounds me as well. The school refuses to see that without a cultural change that moves away from this old school focus of what Wilkes has "always done" and "always been" we will never actually be able to welcome students and employees of all backgrounds. One final thought. The family of colonels thing is creepy. I understand why on the surface thinking of us as one big family sounds good on paper, but it also creates a culture of exclusion. For people who aren't alumni or haven't been at this school for 40 years it often feels like we're on the outside looking in at this weird cult. Before Wilkes can truly create a culture of belonging they have to create a culture where the school, its policies, and its people are willing to change and try new things. Constantly adapting as we find some practices and set some real norms that help people feel like they belong at Wilkes. It's not 1972 any more people, coal is out, the flood is over. We need a new way to identify with Wilkes that's new, changing, open and not based inclusion in the weird family dynamic. (p.s., I hate to tag this on...but I'd also like to keep my job. Can we find a way to keep the school open, eligible for federal money AND create a true Wilkes identity that values belonging in all its forms?).

37. What does a sense of belonging mean to you in a college environment?: Sense of belonging means Merit, Excellence and Intelligence (MEI) which became Title VII Civil Rights Act of 1965. DEI is an eyewash to honor morel local community those born there and will die there. All others are immigrants (illegal!) to encroach on freedom of locals (especially Alimni). Examples are Vice-President of Student Affairs who will provide minute research grants to his fellows with no outcome for meager resources. Dean of Everything after Reform was another example who massacred intentionally the most prominent dean Wilkes ever had. He was ahead of his post as the Dean of Engineering by raising funds which made him capable to fund expensive labs. What did blue ribbon incompetence did to remove him to gain control of his empire: Kill the goose that gives Golden Eggs. Neither the Goose or Eggs were there to lead. Only DEI advocates from Liberal Arts, knowing well that Engineering is inclusive of DEI or business paradigms.

38. Describe your experience of belonging at Wilkes.: There is no belonging for Person of Olor. Only white color matters, women are welcome. Later on to show artificially in the name of DEI, blacks were considered belonging. A person who served 35 years, well recognized internationally was deprived of his Emeritus Status by creating a Committee of a Nazi, Jihadi, and Dravidian, all chosen by the Provost to show DEI is active. Was it? Wilkes lost endowment.

37. What does a sense of belonging mean to you on a college campus?: It means a supportive and nurturing environment that encourages learning and growth at all levels.

38. Describe your experience of belonging at Wilkes.: For the most part, I have found the Wilkes community to be especially warm and welcoming. So many truly go above and beyond for our students. My staff colleagues often show great respect for one another, however, I have seen examples of some faculty colleagues and members of senior leadership lack empathy for others, display biases or microaggressions, or display behavior that would suggest issues of sexism, particularly towards women decision-makers. I know that the staff are eager to better understand the needs of the diverse populations we serve and seek to educate themselves, however, leadership in

this area needs to come from the top and supervisors, deans, and senior administrators set the tone for how valuable belonging and inclusion is in their departments/units. I believe we could be better in this area.

37. What does a sense of belonging mean to you in a college environment?: Belonging means that individuals are welcome as they are, no matter their race, creed, religion, gender, or skin color.

38. Describe your experience of belonging at Wilkes.: I am readily accepted as a white heterosexual female, but I am not accepted for diverse political and religious viewpoints. Voices that tend to be loudest in circles here don't represent my views, so I don't share my viewpoints with others at Wilkes. My responses reflect my silencing of diverse opinions more than any experience with other forms of diversity.

**Message Details:**

1. How long have you been employed at Wilkes?: 9-12 years
2. Does your position at Wilkes directly serve the needs of an academic division or unit (e.g. specific college, department, etc.)?: No
3. Are you employed full-time or part-time?: Full-time
4. With which race/ethnicity do you most closely identify? You may check multiple boxes if needed.: White or European American
5. What is your sexual orientation?: Heterosexual/straight
6. Which term best describes your gender identity?: Woman/Transwoman
7. Please indicate if you have a disability (e.g., learning, physical, sensory, cognitive, chronic health):: I do not have a disability
8. Thinking about your entire experience at Wilkes as a whole (examples include but are not limited to, the academic/professional climate, gender clim: Satisfied
9. To what extent do you feel like you belong at Wilkes?: To a moderate extent
10. Colleagues in my department/unit pre-judge my abilities based on my perceived identity/background.: Agree
11. There is at least one faculty member, staff member, or administrator whom I consider a person to talk to about equity and inclusion.: Strongly Agree
12. I don't see enough staff at Wilkes with whom I identify.: Disagree
13. Faculty and staff members in my department/unit respect diverse students.: Neutral
14. Our institutional policies are applied fairly and equitably.: Strongly Agree
15. There are clear pathways to address concerns about discrimination or inequities.: Disagree
16. Staff hiring or promotion processes consider equity and inclusion.: Neutral
17. I see inclusion (examples include but are not limited to race, gender identity, sexual orientation, etc.) reflected in the leadership of the insti: Agree
18. All voices are adequately represented in staff meetings.: Agree
19. I attended diversity, equity and inclusion-related events and they were impactful.: Agree
20. I find it easy to express myself in conversations related to equity and inclusion with my colleagues.: Strongly Agree

21. When expressing my views on equity and inclusion, I feel understood and appreciated by my colleagues.: Strongly Agree

22. There are opportunities at Wilkes to learn about equity, and inclusion.: Strongly Agree

23. Understanding equity and inclusion concepts allows me to have the necessary skills to achieve my career goals.: Strongly Agree

24. Fellow staff members create an inclusive and respectful environment.: Agree

25. I am open to incorporating diverse perspectives and materials to inform the work that I do.: Strongly Agree

26. As a staff member, I have experienced or witnessed microaggressions or biases.: Strongly Agree

27. Accommodations for disabilities or other needs are easily accessible.: Neutral

28. I am aware of the institution's belonging, equity, and inclusion goals or initiatives.: Strongly Agree

29. Would you like to see more belonging, equity, and inclusion trainings and activities offered to staff?: Yes

30. Are there any barriers that prevent you from participating in belonging, equity and inclusion activities?: Lack of management support or pressure to get my work done

31. I am comfortable talking about my background and cultural experiences with fellow colleagues.: Agree

32. People of all cultures and backgrounds are respected and valued in our Wilkes community.: Agree

33. Employees of different backgrounds interact well within our institution.: Agree

34. Wilkes has external relationships with diverse communities outside the campus.: Strongly Agree

35. I have handled difficult conversations about differences in background and culture.: Agree

36. Do you know whom to contact at Wilkes if you have concerns about discrimination or harassment?: Yes

37. What does a sense of belonging mean to you on a college campus?: To me, belonging means that everyone is able to show up as fully themselves and to respect others for who they are as people. Belonging means that we put people first and we see each other for who we are rather than what we can do.

38. Describe your experience of belonging at Wilkes.: My experience with belonging is very situation-dependent and heavily influenced by circumstances. As a white, able-bodied, thin, and educated person, I have quite a bit of privilege that I am aware increases my sense of belonging at Wilkes (and other places). However, as a relatively young woman, there are definitely spaces where I have felt I did not belong or where I was not welcome. I have experienced sexism (although not sexual harassment, to be clear) quite frequently but do not feel safe reporting that as I am afraid that reporting will make things worse. Ultimately, I am here to do a job and try not to let my feelings about belonging impact my work, although I think I would have an easier time completing my work if I was a man and didn't experience as much bias. I also have experienced some long-term health issues that I have kept largely private (even among those within my unit) because I am afraid based on experiences in my unit that discretion and understanding will not be used to handle my situation if I seek accommodations.

37. What does a sense of belonging mean to you on a college campus?: Everyone feels safe and free to express who they are. People are encouraged to share their thoughts and experiences but do so with respect and empathy for differing view points.

38. Describe your experience of belonging at Wilkes.: I cannot say I interact much outside of my department. Within my department we feel like a family.

37. What does a sense of belonging mean to you on a college campus?: Honestly, I haven't even thought about it. I have good self esteem and do not feel the need to belong. I'm here to do my job, and get along with my coworkers.

38. Describe your experience of belonging at Wilkes.: Again, I don't feel the need to "belong". I have my friends and family outside of work, I get along with my coworkers so I don't even think about "belonging" anywhere, to be honest. After working in various industries, this is the least stressful job I've had. For the most part, staff are very welcoming and friendly. Some faculty can be stand-offish, but it really doesn't affect me, as I don't take it personally.

37. What does a sense of belonging mean to you in a college environment?: It means open and inviting to all.

38. Describe your experience of belonging at Wilkes.: I feel like I am a part of something greater than individualistic goals at Wilkes.

37. What does a sense of belonging mean to you in a college environment?: Ability to express oneself in a constructive way, regardless of origins or status. Being in synch with the policies and attitudes on campus.

38. Describe your experience of belonging at Wilkes.: I felt that the university made good use of my talents and interests, and allowed me to grow as a scholar. Some higher-level administrators and colleagues were more supportive than others over the years.

37. What does a sense of belonging mean to you on a college campus?: Feeling supported and appreciated for who you are and what you contribute

38. Describe your experience of belonging at Wilkes.: Generally positive

37. What does a sense of belonging mean to you on a college campus?: being involved

38. Describe your experience of belonging at Wilkes.: everyone is friendly and always willing to assist

37. What does a sense of belonging mean to you on a college campus?: Like you are not judged for what you believe or who you are and are able to be free and open with yourself and others.

38. Describe your experience of belonging at Wilkes.: I have felt welcomed and accepted since starting at Wilkes.

37. What does a sense of belonging mean to you on a college campus?: Belonging means that I feel comfortable being ME on the college campus

38. Describe your experience of belonging at Wilkes.: For the most part , I feel that I belong to Wilkes. That being said, I have noticed that some of the Wilkes employees do not find DEI issues important. So, if someone comes from a non-white, non-binary background, would they feel like they belong to Wilkes? I am not so sure.

37. What does a sense of belonging mean to you on a college campus?: Being valued and respected. Also being heard and that is followed up with actions not just superfluous words.

38. Describe your experience of belonging at Wilkes.: It's been better than my previous institutions.

37. What does a sense of belonging mean to you in a college environment?: being consulted.

38. Describe your experience of belonging at Wilkes.: not sure I do.

## Students

37. Describe your experience of belonging at Wilkes. : I've had a little bit of a hard time feeling like I belonged as an older "nontraditional" student. 99% of the students in my classes were at least 15 years younger than me so I often felt out of place and that professors were mostly addressing students much younger. It's been hard to feel like I belonged because no one else was of my generation or has similar life experience outside of the professors. Thankfully I had one class this semester with another student my age and that made me feel better, but largely I felt like it wasn't an appropriate place for someone in their late 30s to be a student.

36. What does a sense of belonging mean to you on a college campus?: Food

37. Describe your experience of belonging at Wilkes. : Best first year

36. What does a sense of belonging mean to you on a college campus?: Connection

37. Describe your experience of belonging at Wilkes. : I have built friendships and helped me to explore.

36. What does a sense of belonging mean to you on a college campus?: Having professors and students who interact with you and answer your questions.

37. Describe your experience of belonging at Wilkes. : As an online student, I don't feel like I belong. I have asked questions on discussion boards with no responses. It is extremely frustrating! There are also no activities that I have seen to help connect the online learners.

36. What does a sense of belonging mean to you on a college campus?: not feeling uncomfortable when in a room of people who don't identify the same as you

37. Describe your experience of belonging at Wilkes. : n/a

36. What does a sense of belonging mean to you on a college campus?: you feel understood and valued

37. Describe your experience of belonging at Wilkes. : I feel respected, accepted and understood

36. What does a sense of belonging mean to you on a college campus?: OPTIMISTIC ENVIRONMENT

37. Describe your experience of belonging at Wilkes. : just been 3 months so far good.

36. What does a sense of belonging mean to you on a college campus?: A sense of belonging means having access to a welcoming environment in which I'm able to meet like-minded people.

37. Describe your experience of belonging at Wilkes. : I haven't felt a sense of belonging at Wilkes yet, but I haven't been here for a full year yet. On my end, I need to make a better effort to involve myself in activities that I can meet a more diverse population.

36. What does a sense of belonging mean to you on a college campus?: Seeing people like me and engaging in conversation with them being able to share similarities and differences

37. Describe your experience of belonging at Wilkes. : MSC has helped me feel included however the campus environment has a whole could use improvement. I only know of three black women on campus who are staff and only one works in the counseling center.

36. What does a sense of belonging mean to you on a college campus?: A sense of belonging on a college campus means to feel connected to your campus community through friendships, groups, clubs or trusted faculty members. People who feel they 'belong' tend to be more comfortable in their environment because they don't feel judged or stereotyped.

37. Describe your experience of belonging at Wilkes. : In my first year, I've met friends who helped me feel like I belonged through extracurriculars and classes unrelated to

DEI. Even so, I've been more connected with student groups--in my current semester--that share DEI initiatives. I have been able to share more of my culture, or more so find 'my people' within my demographic.

36. What does a sense of belonging mean to you on a college campus?: For me, belonging on a college campus entails the aspects of inclusion, feeling valued, and having a connection between peers, acquaintances, and the faculty/staff members across the campus as a whole.

37. Describe your experience of belonging at Wilkes. : My experience of belonging at Wilkes has been great. As a former four-year member of one of the athletic teams, I was one of the only people on my team that identified as a different race. Despite this, everyone including the coaching staff and other members of the athletic department treated me with respect and made me feel like I belong to the Wilkes athletic community

36. What does a sense of belonging mean to you on a college campus?: A feeling of safety to explore and extend personal values and beliefs, with people who have differing values and beliefs, so that we can both grow as community members.

37. Describe your experience of belonging at Wilkes. : It is really hard to say I have a consistent sense of belonging because of my online student status. I live in Germany. However, when I speak to any professor, they know who I am and what I am studying. My department has also arranged face to face get togethers where I was able to meet my colleagues.

36. What does a sense of belonging mean to you on a college campus?: It means faculty mentors check in at least twice a year, and that clubs offering DEI activities advertise to all of us (even those whom live off campus).

37. Describe your experience of belonging at Wilkes. : I'm new to the EdD program but already Marcia Horowicz and Paul Reinert have checking in with me. I so appreciate their email follow-up and communications!

36. What does a sense of belonging mean to you on a college campus?: Feeling welcome

37. Describe your experience of belonging at Wilkes. : As long as you aren't afraid to say hi to anyone, everyone is welcoming and open.

37. Describe your experience of belonging at Wilkes. : It's going to be hard to feel like I belong at this campus no matter what happens because regardless this school is a PWI. When I look around in my classes I am 98% of the time the darkest person there. It's something you get used to a bit but can be reminded of it at any moment. I've been to DEI trainings before, but if people don't think there's an issue or that they themselves aren't inclusive then they're not going to go. I've been in classrooms learning about DEIA specifically related to pharmacy and people still didn't think it was necessary. Even when we will be serving a diverse community. And it's hard politically too because I feel

that for the first time in a while who you support directly equates to your morals as a person, and some people openly support someone who is racist; someone who would never want me at this school. I always wonder what they think I'm doing here then. Of course there should always be an attempt to promote DEI events, but when most people look around and only see others that look like them they are not going to even try to branch out. Because that's hard. And why challenge something that's always been that way? There are a handful of people who are staff who come to mind when I am thinking about diversity. It could be more but right now it feels representative of America as a whole. Maybe not representative for Wilkes Barre though. As for the solution I don't know the answer. You can't exactly make "diverse" people come to the school. But at least having a solid stance on DEIA is a start. No one wants to be where they are not wanted. But sometimes you trek there because they offer an education.

36. What does a sense of belonging mean to you on a college campus?: Being included and feeling like you are part of something

37. Describe your experience of belonging at Wilkes. : The best experience I have had at a university. I feel included and valued.

36. What does a sense of belonging mean to you on a college campus?: It means a lot how much this school feels like a community. Especially being a student athlete, I always feel like I belong here because of how close I am with my fellow student athletes on campus. All of the events that our school has are always great reminders of how much of a community our campus is.

37. Describe your experience of belonging at Wilkes. : Whenever I walk through campus, I always run into at least one person I know. Throughout being on a sports team, pharmacy, school events, and more, I have gotten to know so many people and build so many relationships.

36. What does a sense of belonging mean to you on a college campus?: It means the college fostering inclusion and diversity in its initiative because it ensures that most people around you will also feel the same way

37. Describe your experience of belonging at Wilkes. : I have always felt like I belonged at Wilkes. There is a diverse population of students, many clubs on campus centered around diversity, and Wilkes staff has always stood for inclusion.

36. What does a sense of belonging mean to you on a college campus?: Not being feared or feeling like an alien because who you are

37. Describe your experience of belonging at Wilkes. : I feel strange, especially since I'm an older student.

36. What does a sense of belonging mean to you on a college campus?: Reasonable efforts are made to accommodate my schedule (in regard to work, family, religious obligations) for the scheduling of live sessions/meetings.

37. Describe your experience of belonging at Wilkes. : The D.Ed. faculty is excellent. Summer residence, the only real time extensive face-to-face interaction occurs, is filled with camaraderie and family-like fellowship.

36. What does a sense of belonging mean to you on a college campus?: To me, a sense of belonging on a college campus means that everyone has at least one person/place that they feel comfortable being around/at. They look forward to being with them/there. This goes for not just students but everyone in the campus community.

37. Describe your experience of belonging at Wilkes. : I generally feel at ease around the campus community here at Wilkes. I have several people that I feel especially at ease around. I have multiple places on campus that make me feel calm and/or excited for the near and far futures.

36. What does a sense of belonging mean to you on a college campus?: I am accepted and my input is valued and considered

37. Describe your experience of belonging at Wilkes. : As a nontraditional student, I am often lumped into the category of traditional students, with whom I have many differences so the one size fits all approach has made my time here challenging.

36. What does a sense of belonging mean to you on a college campus?: Not feeling excluded, feeling like there are other people that get me.

37. Describe your experience of belonging at Wilkes. : I feel good about it.

37. What does a sense of belonging mean to you on a college campus?: That I feel needed and valued as a person.

38. Describe your experience of belonging at Wilkes.: I feel like I fit in fine.

36. What does a sense of belonging mean to you on a college campus?: Feeling welcomed.

37. Describe your experience of belonging at Wilkes. : It's alright, nothing special but not horrible.

36. What does a sense of belonging mean to you on a college campus?: A feeling of comradery with peers and faculty, and feeling comfortable and welcomed to interact with others.

37. Describe your experience of belonging at Wilkes. : Distant and difficult to bridge the gap, feels wrong to interact with students or professors beyond class activities, feel ignored or not valued by most people on campus

36. What does a sense of belonging mean to you on a college campus?: I have no idea, as virtual students are not part of those conversations.

37. Describe your experience of belonging at Wilkes. : I feel a sense of belonging with my professors, as I spend time with them and I have gotten to know them really well. However, having a connection with peers is difficult.

36. What does a sense of belonging mean to you on a college campus?: Feeling like people are there for you to hang out with or talk to

37. Describe your experience of belonging at Wilkes. : I feel belonging from Wilkes because many students involved in an organization are also involved in others. That way, people don't stick to cliques so much as they do branch out and accept other students with different hobbies and interests.

36. What does a sense of belonging mean to you on a college campus?: Being able not to be judged for who you are. I should be able to walk through the dining hall without hearing people wispering about me.

37. Describe your experience of belonging at Wilkes. : Not too great. Unless with my friends, people make fun of me.

36. What does a sense of belonging mean to you on a college campus?: Feeling like your respected and people have an open mind towards people that they are not familiar with

37. Describe your experience of belonging at Wilkes. : Lots of assumptions, judgements, brining up irrelevant or inappropriate comments, enabling childish behavior has been seen on campus which generally makes me feel uncomfortable and makes me feel unsafe in the community