

# *Faculty & Administrator Campus Climate & Satisfaction Survey*

Summary Data

Conducted October 2017 (n = 86)



## **Overview:**

This survey was distributed to all CSM Faculty and Administrators in the Fall semester, 2017. Participation was voluntary.

- "Agree" includes the percentages of respondents who "Agree" + "Strongly Agree." "Disagree" includes the percentages of respondents who "Disagree" + "Strongly Disagree."
- Demographics of the survey respondents are provided at the end of this report.

### OVERALL ATTITUDE TOWARDS CSM

Question	Agree	Disagree
1. I am proud to say that I am an employee of CSM.	96.4%	3.6%
2. I would recommend CSM to a family member or friend who is looking for a job.	91.4%	8.6%
3. I would recommend CSM to a family member or a friend who is a prospective student.	97.6%	2.4%
4. If I were to start over, I would choose to work at CSM.	88.9%	11.1%
5. Overall, I like working for CSM.	96.4%	3.6%

### CAREER OPPORTUNITIES

Question	Agree	Disagree
1. My supervisor encourages me to build a career at CSM.	71.8%	28.2%
2. There is opportunity here for people to advance their careers.	78.2%	21.8%
3. Staff are evaluated in an appropriate and reasonable manner.	84.0%	16.0%
4. Procedures and policies for hiring staff are clearly stated.	78.4%	21.6%
5. I feel that excellence in my job is acknowledged.	63.8%	36.3%
6. Overall, supervisors listen and respond to classified staff concerns.	81.4%	18.6%
7. There is high respect for classified staff in my area.	88.9%	11.1%

### COMMUNICATION

Question	Agree	Disagree
1. There is open, two-way communication within my department/division.	85.3%	14.7%
2. There is open, two-way communication between departments and/or between divisions.	68.7%	31.3%
3. There is open, two-way communication throughout the college.	64.3%	35.7%
4. At CSM, conflicts are handled civilly.	86.4%	13.6%
5. CSM provides information about the things I need to know.	82.2%	17.8%
6. Overall, I feel informed and aware of College matters that affect me.	80.0%	20.0%
7. I am provided with adequate information about institutional planning activities and efforts.	82.7%	17.3%
8. CSM offers constructive avenues for managing conflict.	78.7%	21.3%
9. I feel that the CSM encourages the free and open discussion of controversial topics.	75.3%	24.7%
10. CSM regularly reviews all policies, procedures, and publications to assure accurate representation of its services.	82.0%	18.0%

## CO-WORKERS

Question	Agree	Disagree
1. I have good working relationships with my co-workers who are staff.	98.7%	1.3%
2. I have good working relationships with my co-workers who are faculty.	96.0%	4.0%
3. Employees in my work area work effectively as a team.	77.8%	22.2%
4. Co-workers care about each other at CSM.	87.5%	12.5%
5. Faculty members with whom I interact with treat me with respect.	94.5%	5.5%
6. Staff members with whom I interact with treat me with respect.	97.3%	2.7%
7. Administrators with whom I interact with treat me respect.	86.5%	13.5%
8. Most faculty are genuinely interested in teaching and their students.	97.4%	2.6%
9. Providing excellent "customer service" is valued in my area.	84.6%	15.4%

## JOB ATTITUDE

Question	Agree	Disagree
1. I like my job.	97.4%	2.6%
2. My job gives me the opportunity to use my skills and talents.	96.0%	4.0%
3. I get a sense of accomplishment from my work.	96.0%	4.0%
4. I am given the opportunity to participate in decisions that affect my work.	85.5%	14.5%
5. CSM provides an environment that encourages personal growth.	81.3%	18.7%

6. I have the work or office space I need to do my job effectively.	92.1%	7.9%
7. I have the equipment I need to do my job effectively.	85.5%	14.5%
8. I feel I have control over what work-related tasks I undertake.	89.2%	10.8%
9. My ideas for improving my unit are taken seriously.	81.7%	18.3%

## RECOGNITION

Question	Agree	Disagree
1. I am recognized when I do good work.	71.6%	28.4%
2. I feel valued as an individual on campus.	86.3%	13.7%
3. Someone else usually gets the credit for the work I've done.	17.6%	82.4%
4. I am appreciated when I put in extra effort.	67.1%	32.9%
5. I feel that CSM is genuinely concerned with my welfare.	77.0%	23.0%

## WORKLOAD

Question	Agree	Disagree
1. My workload has increased in the last year.	77.8%	22.2%
2. My workload is manageable and appropriate to my assignment.	62.2%	37.8%
3. My job description accurately reflects what I do in my job.	65.8%	34.2%
4. My work unit is adequately staffed.	52.8%	47.2%

### SUPERVISION

Question	Agree	Disagree
1. My supervisor understands my work.	88.6%	11.4%
2. My supervisor treats me with respect.	91.3%	8.7%
3. My supervisor evaluates my job performance fairly.	92.1%	7.9%
4. I can count on my supervisor's support when I face tough issues.	85.1%	14.9%
5. My supervisor provides me with feedback about the quality of my work.	84.8%	15.2%
6. My supervisor keeps me informed about changes that affect my work.	89.9%	10.1%
7. My supervisor motivates me to perform my best.	78.1%	21.9%

### TRAINING AND PROFESSIONAL DEVELOPMENT

Question	Agree	Disagree
1. CSM makes paid time available to me for training or professional development activities.	84.6%	15.4%
2. I have access to training or professional development activities I choose to participate in.	85.9%	14.1%
3. I have received enough training and education to work effectively.	94.5%	5.5%
4. I am encouraged to learn new skills.	83.6%	16.4%
5. I have opportunities to attend conferences, workshops, or training relevant to my job.	88.4%	11.6%

### WORK & FAMILY/LIFE BALANCE

Question	Agree	Disagree
1. My work schedule allows time for my personal/family responsibilities.	78.1%	21.9%
2. I am satisfied with my schedule.	87.7%	12.3%

### WORK & FAMILY/LIFE BALANCE continued

3. I can balance my personal/family responsibilities with my current workload.	75.3%	24.7%
4. CSM values a work/life balance.	69.1%	30.9%

### DIVERSITY & EQUITY

	Agree	Disagree
1. CSM is committed to the goals of success, equity, and social justice for all students.	84.5%	15.5%
2. CSM is committed to identifying and closing longstanding gaps in student academic success that result in inequitable outcomes.	86.6%	13.4%
3. CSM has developed a comprehensive research and planning infrastructure to produce actionable data for use in Collegewide decision-making.	82.5%	17.5%
4. CSM continually explores and implements interventions that benefit all students, with particular emphasis on those from underserved populations.	87.9%	12.1%
5. I perceive racial or ethnic tensions on campus.	21.4%	78.6%
6. The right of faculty to present unpopular or controversial ideas in the classroom is valued and respected.	54.1%	45.9%
7. All genders are treated equally at CSM.	79.4%	20.6%
8. I have confidence that CSM handles complaints of sexual harassment fairly.	92.2%	7.8%
9. CSM is supportive of all students--regardless of ethnicity, gender, religious beliefs, lifestyle, background, age, or sexual orientation.	92.6%	7.4%

**DIVERSITY & EQUITY continued**

10. CSM is supportive of all employees-- regardless of ethnicity, gender, religious beliefs, lifestyle, background, age, or sexual orientation.	84.1%	15.9%
11. Other faculty, administrators, and staff at CSM are respectful of my background and values.	80.6%	19.4%
12. At times, because of my background, I feel isolated within the CSM community.	27.4%	72.6%
13. I think that sexual harassment is a problem at CSM.	11.1%	88.9%
14. I feel CSM has a culturally diverse curriculum.	77.9%	22.1%
15. CSM effectively accommodates students with disabilities.	92.6%	7.4%
16. CSM effectively accommodates employees with disabilities.	92.2%	7.8%
17. The College has provided me with opportunities to increase my understanding of diverse groups (i.e., different ethnicities, disabled, gender, age, alternative life styles, etc.).	92.5%	7.5%

**CAMPUS & FACILITIES**

	Agree	Disagree
1. I feel safe on campus during daylight hours.	98.6%	1.4%
2. I feel safe on campus during the evening or at night.	90.2%	9.8%
3. Overall, the Public Safety Department provides high quality services to the CSM community.	98.5%	1.5%

4. Campus facilities (i.e., classrooms, washrooms, offices) are adequately maintained.	95.7%	4.3%
5. Campus landscaping and grounds are adequately maintained.	98.6%	1.4%
6. Classrooms are clean, neat, and conducive to learning.	91.3%	8.7%

**What is your primary means of transportation to CSM?**

1. Private auto	94.9%
2. Car pool	0.0%
3. Public transit	3.4%
4. Bike	1.7%
5. Walk	0.0%
6. Other	0.0%

**EQUIPMENT & TECHNOLOGY**

	Agree	Disagree
1. The college maintains and upgrades technology and equipment to meet instructional needs.	81.4%	18.6%
2. Computer equipment provided is adequate to meet my needs.	78.6%	21.4%
3. The college plans for and supports technology innovation.	75.8%	24.2%

**EQUIPMENT & TECHNOLOGY  
continued**

4. CSM supports technology services to ensure that instructional needs are being met.	83.6%	16.4%
5. CSM maintains educational equipment and materials in good working condition.	84.1%	15.9%
6. When I have technical problems with equipment, I receive prompt technical support.	89.7%	10.3%

**PROGRAMS & SERVICES**

Question	Agree	Disagree
1. CSM Learning Support Centers maintain sufficient operating hours to meet the needs of students.	84.7%	15.3%
2. If necessary, I know where to refer students for various campus support services.	92.4%	7.6%
3. Overall, CSM provides high quality student support services (e.g., counseling, financial aid, health services, EOPS, etc.).	95.3%	4.7%
4. Adequate tutorial services are provided to meet the needs of students.	84.5%	15.5%
5. Curricular and instructional innovations can be readily initiated.	80.3%	19.7%
6. Instructional programs are consistent with the goals of CSM's mission statement.	90.0%	10.0%
7. CSM assesses Student Learning Outcomes and uses the results to make improvements.	70.5%	29.5%

**PROGRAMS & SERVICES continued**

8. CSM encourages the use of various teaching methodologies to accommodate the different learning styles of students.	85.9%	14.1%
9. Courses are offered regularly to provide students the opportunity to complete their program of study within a reasonable time.	81.5%	18.5%
10. Instructional programs reflect the educational needs of students and surrounding communities.	83.6%	16.4%
11. Student Services programs reflect the educational needs of students and surrounding communities.	88.5%	11.5%
12. Instructional programs are assessed, reviewed, and modified regularly.	86.9%	13.1%
13. Student Services programs are assessed, reviewed, and modified regularly.	87.5%	12.5%
14. The college provides the job and career preparation programs which its community needs.	83.1%	16.9%
15. Generally, students receive excellent customer service at CSM.	96.5%	3.5%
16. The library has an adequate collection (books, periodicals, and online resources) for students' needs.	94.5%	5.5%
17. The library has an adequate collection (books, periodicals, and online resources) for faculty and staff needs.	84.9%	15.1%
18. The library maintains sufficient operating hours for student access.	80.4%	19.6%
19. The library maintains sufficient operating hours for faculty and staff access.	88.5%	11.5%

## GOVERNANCE & PLANNING

Question	Agree	Disagree
1. CSM ensures that educational planning is integrated with resource planning and allocation to support student achievement and learning.	85.2%	14.8%
2. CSM works actively toward fulfilling its mission and vision.	90.2%	9.8%
3. CSM mission statement guides institutional planning and decision-making.	85.2%	14.8%
4. Overall, the shared governance process is working well at CSM.	77.8%	22.2%
5. The role of all constituencies in shared governance is clearly stated and publicized.	71.2%	28.8%
6. All constituencies have adequate opportunity to participate in the development of financial plans and budgets.	58.8%	41.2%
7. College budget decisions are based upon input from all college constituencies.	62.0%	38.0%
8. Appropriate and timely financial information is provided regularly throughout CSM.	61.2%	38.8%
9. CSM actively encourages staff participation in decision-making processes.	76.3%	23.7%
10. I understand CSM's decision-making processes.	61.9%	38.1%
11. Overall, CSM's institutional planning processes are effective.	73.7%	26.3%
12. Strategic planning is used to identify needed areas of improvement and set goals for institutional change.	79.2%	20.8%

## GOVERNANCE & PLANNING continued

13. The role of faculty in shared governance is clearly stated and publicized.	71.2%	28.8%
14. Faculty have a substantive and clearly defined role in institutional governance.	75.4%	24.6%
15. Faculty have adequate opportunity to participate in the development of financial plans and budgets.	53.8%	46.2%

## CSM'S SENIOR LEADERSHIP

Question	Agree	Disagree
1. CSM's leadership, which includes the President, Vice Presidents and Deans, respects employees.	82.3%	17.7%
2. I have confidence in CSM's leadership.	79.0%	21.0%
3. Employees respect CSM's leadership.	76.8%	23.2%
4. CSM's leadership actively cultivates a collegial process that sets institutional values, goals, and priorities.	80.6%	19.4%
5. Overall, college administrators listen and respond to the concerns of faculty.	78.0%	22.0%
6. Overall, there is a climate of mutual trust and respect among faculty, classified staff, and administrators.	80.3%	19.7%

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**DISTRICT LEADERSHIP**

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Question	Agree	Disagree
1. District planning and evaluation are integrated with college planning and evaluation to improve student learning and achievement.	72.9%	27.1%
2. The District Office provides necessary services that support CSM's mission.	78.0%	22.0%
3. The District Office adheres to clearly defined policies consistent with the mission of the District.	80.0%	20.0%
4. There are clear divisions of authority and responsibility between and among the District Office, Governing Board and CSM.	79.5%	20.5%
5. The Board of Trustees, the District Office, and the College function as mutually supporting yet independent self-governing units.	70.5%	29.5%



## Demographics

<b>1. Employment Status</b>	<b>Pct</b>
Adjunct Faculty	34.9%
Full-Time Faculty	54.7%
Administrator	10.5%
Retired or Post-Retirement	0.0%

<b>2. Years Worked in SMCCCD</b>	<b>Pct</b>
1 to 5	20.9%
6 to 10	11.6%
11 to 20	30.2%
21 or more	37.2%

<b>3. Gender</b>	<b>Pct</b>
Female	62.8%
Male	37.2%

<b>5. Ethnicity</b>	<b>Pct</b>
African American or Black	2.3%
Asian	14.0%
Hispanic/Latino	5.8%
Native American	1.2%
Pacific Islander	1.5%
White	67.4%
Multi-Racial	3.5%
Other	5.8%