

**Faculty and Administrators Campus Climate & Satisfaction Survey
Ranked Responses
Conducted June 2010 (n= 101)**

Note: Responses are ranked within the Survey Category. "Count" includes the numbers of respondents who "Agree" + "Strongly Agree." "Percent" includes the percentage of those who "Agree" + "Strongly Agree."

Survey Category	Question	Count	Percent
Campus & Facilities	1. I feel safe on campus during daylight hours.	96	97.0
	5. Campus landscaping is adequately maintained.	83	87.4
	3. Overall, Campus Security provides high quality services to the CSM community.	81	86.2
	2. I feel safe on campus during the evening or at night.	74	78.7
	6. Classrooms are clean, neat, and conducive to learning.	74	76.3
	4. Campus facilities (i.e., classrooms, washrooms, offices) are adequately maintained.	70	72.2
Career Opportunities	6. Procedures and policies for hiring faculty are clearly stated.	69	76.7
	3. Classroom teaching assignments are awarded fairly.	64	74.4
	7. The tenure review process for faculty is systematic, timely, and fair.	52	70.3
	4. Non-teaching faculty assignments are awarded fairly.	42	66.7
	1. My supervisor encourages me to build a career at CSM.	49	64.5
	5. Faculty are evaluated in an appropriate and reasonable manner.	57	62.0
	8. I feel that excellence in teaching on my part is acknowledged.	50	56.8
	2. There is opportunity here for people to advance their careers.	47	54.0
Communi- cation	7. I am provided with adequate information about institutional planning activities and efforts.	83	85.6
	6. Overall, I feel informed and aware of College matters that affect me.	77	81.1
	1. There is open, two-way communication in my department/division.	79	79.8
	5. CSM gives me information about the things I need to know.	78	79.6
	8. I understand my role in managing conflict.	74	79.6
	11. CSM regularly reviews all policies, procedures, and publications to assure accurate representation of its services.	63	78.8

Survey Category	Question	Count	Percent
	4. At CSM, conflicts are handled civilly.	71	77.2
	10. I feel that the CSM encourages the free and open discussion of controversial topics.	63	70.0
	9. CSM offers constructive avenues for managing conflict.	56	67.5
	2. There is open, two-way communication between departments and/or between divisions	52	63.4
	3. There is open, two-way communication throughout the college.	52	60.5
Co-Workers	1. I have good working relationships with my co-workers who are staff.	97	99.0
	6. Staff members with whom I interact with treat me with respect.	94	96.9
	2. I have good working relationships with my co-workers who are faculty.	90	94.7
	5. Faculty members with whom I interact with treat me with respect.	89	94.7
	8. Most faculty are genuinely interested in teaching and their students.	89	92.7
	4. Co-workers care about each other at CSM.	83	89.2
	7. Administrators with whom I interact with treat me respect.	82	87.2
	3. Employees in my work area work effectively as a team.	76	82.6
CSM's Senior Leadership	1. CSM's leadership, which includes the President, Vice Presidents and Deans, respects employees.	77	80.2
	5. Overall, college administrators listen and respond to faculty concerns.	63	69.2
	4. CSM's leaders understand employees' concerns.	64	68.1
	6. Overall, there is a climate of mutual trust and respect among faculty and administrators.	58	64.4
	2. I have confidence in CSM's leadership.	58	61.7
	3. Employees truly respect CSM's leadership.	53	59.6
Diversity Awareness	12. CSM effectively accommodates students with disabilities.	88	93.6
	13. CSM effectively accommodates employees with disabilities.	69	90.8
	5. CSM is supportive of all students--regardless of ethnicity, gender, religious beliefs, lifestyle, background, age, or sexual orientation.	88	90.7
	6. CSM is supportive of all employees--regardless of ethnicity, gender, religious beliefs, lifestyle, background, age, or sexual orientation.	84	89.4

Survey Category	Question	Count	Percent
	10. I believe faculty are willing, when appropriate, to incorporate racial, ethnic, and gender perspectives into their courses.	75	89.3
	7. Other faculty and staff at CSM are respectful of my background and values.	84	88.4
	3. Men and women are treated equally at CSM.	80	87.0
	14. 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.).	79	84.0
	4. I have confidence that CSM handles complaints of sexual harassment fairly.	63	84.0
	2. The right of faculty to present unpopular or controversial ideas in the classroom is valued and respected.	68	82.9
	11. I feel CSM has a culturally diverse curriculum.	69	76.7
	1. I perceive racial or ethnic tensions on campus.	25	26.0
	8. At times, because of my background, I feel isolated within the CSM community.	20	22.5
	9. I think that sexual harassment is a problem at CSM.	13	14.1
Equipment & Technology	7. When I have technical problems with equipment, I receive prompt technical support.	86	92.5
	4. CSM supports technology services to ensure that instructional needs are being met.	77	86.5
	2. Computer equipment provided is adequate to meet my needs.	77	85.6
	6. The college relies on faculty expertise to acquire educational equipment and materials that support instruction.	68	85.0
	5. CSM maintains educational equipment and materials in good working condition.	75	84.3
	1. The college maintains and upgrades technology and equipment to meet instructional needs.	77	81.9
	3. The college plans for and supports technology innovation.	65	76.5
Governance & Planning	13. I understand my personal role on the institutional committees in which I participate.	60	90.9
	2. CSM works actively toward fulfilling its mission and vision.	77	87.5
	12. I understand the purpose(s) of the planning committees in which I participate.	56	86.2
	3. CSM mission statement guides institutional planning and decision-making.	69	83.1

Survey Category	Question	Count	Percent
	8. Appropriate and timely financial information is provided regularly throughout CSM.	64	77.1
	1. I am familiar with CSM's "College Institutional Priorities, 2008 - 2011."	69	74.2
	9. CSM actively encourages faculty participation in decision-making processes.	66	74.2
	5. The role of all constituencies in shared governance is clearly stated and publicized.	64	73.6
	11. All constituency groups work collaboratively toward the achievement of "College Institutional Priorities, 2008-2011."	56	71.8
	15. Strategic planning is used to identify needed areas of improvement and set goals for institutional change.	55	69.6
	6. All constituencies have adequate opportunity to participate in the development of financial plans and budgets.	55	68.8
	7. College budget decisions are based upon input from all college constituencies.	52	65.0
	10. I understand CSM's decision-making processes.	56	62.9
	14. I believe the institutional planning process as a whole is effective.	46	62.2
	4. Overall, the shared governance process is working well at CSM.	50	58.8
Impressions of CSM	1. CSM is....FRIENDLY	94	95.9
	2. CSM is....WELCOMING	89	91.8
	3. CSM is....RESPECTFUL	87	89.7
	4. CSM is....SAFE	88	88.9
	5. CSM is....TOLERANT OF DIVERSITY	82	86.3
	6. CSM is....CARING	81	85.3
	8. CSM is....TOLERANT OF DIFFERING PERSPECTIVES & IDEAS	77	79.4
	9. CSM is....COOPERATIVE	74	77.9
	12. CSM is....CHANGING WITH THE TIMES	75	77.3
	15. CSM is....ACADEMICALLY RIGOROUS	72	75.8
	14. CSM is....INTELLECTUALLY CHALLENGING	72	75.8
	7. CSM is....IMPROVING	68	73.1
	10. CSM is....UP-TO-DATE	67	69.8

Survey Category	Question	Count	Percent
Job Attitude	13. CSM is....CONCERNED ABOUT ME AS AN INDIVIDUAL	51	53.1
	11. CSM is....CUTTING EDGE	43	47.3
	3. I get a sense of accomplishment from my work.	92	97.9
	1. I like my job.	93	96.9
	2. My job gives me the opportunity to use my skills and talents.	89	93.7
	6. I have the work or office space I need to do my job effectively.	87	92.6
	4. I am given the freedom to make decisions that affect my work.	86	91.5
	7. I have the equipment I need to do my job effectively.	83	88.3
	8. I feel I have control over what work-related tasks I undertake.	73	79.3
	5. CSM provides an environment that encourages personal growth.	69	75.8
Overall Attitude Toward CSM	6. Overall, I like working for CSM.	91	94.8
	1. I am proud to say that I am an employee of CSM.	89	90.8
	3. I would recommend CSM to a family member or a friend who is a prospective student.	87	89.7
	5. If I were to start over, I would choose to work at CSM.	82	84.5
	2. I would recommend CSM to a family member or friend who is looking for a job.	81	84.4
	4. I expect that I will still be working for CSM in 5 years.	73	79.3
Programs & Services	2. If necessary, I know where to refer students for various campus support services.	86	89.6
	6. Instructional programs are consistent with the goals of CSM's mission statement.	81	88.0
	13. Student Services programs are assessed, reviewed, and modified regularly.	46	86.8
	11. Student Services programs reflect the educational needs of students and surrounding communities.	62	84.9
	10. Instructional programs reflect the educational needs of students and surrounding communities.	71	82.6
	3. Overall, CSM provides high quality student support services (e.g., counseling, financial aid, health services, EOPS, etc.).	70	80.5
	8. CSM encourages the use of various teaching methodologies to accommodate the different learning styles of students.	74	80.4

Survey Category	Question	Count	Percent
	12. Instructional programs are assessed, reviewed, and modified regularly.	62	78.5
	14. The college provides the job and career preparation programs which its community needs	63	77.8
	9. Courses are offered regularly to provide students the opportunity to complete their program of study within a reasonable time.	67	75.3
	7. CSM assesses Student Learning Outcomes and uses the results to make improvements.	69	75.0
	1. Computer labs maintain sufficient operating hours to meet the needs of students.	44	67.7
	5. Curricular and instructional innovations can be readily initiated.	48	59.3
	4. Adequate tutorial services are provided to meet the needs of students.	38	47.5
Recognition	2. I feel valued as an individual on campus.	72	75.0
	1. I am recognized when I do good work.	61	62.9
	4. I am appreciated when I put in extra effort.	59	61.5
	5. I feel that CSM is genuinely concerned with my welfare.	57	60.0
	3. Someone else usually gets the credit for the work I've done.	15	17.0
Supervision	2. My supervisor treats me with respect.	78	83.0
	6. My supervisor keeps me informed about changes that affect my work.	76	81.7
	1. My supervisor understands my work.	75	78.1
	4. I can count on my supervisor's support when I face tough issues.	71	77.2
	3. My supervisor praises me when I do good work.	63	69.2
	7. My supervisor motivates me to perform my best.	61	67.0
	5. My supervisor provides me with feedback about the quality of my work.	59	66.3
Training & Professional Development	6. Faculty are fairly provided with flexible leave and unit banking opportunities.	58	81.7
	3. I have received enough training and education to work effectively.	74	81.3

Survey Category	Question	Count	Percent
	5. I have opportunities to attend conferences, workshops, or training.	69	80.2
	4. I am encouraged to learn new skills.	68	73.9
	2. I have access to paid time or release time for training or professional development activities I choose to participate in.	61	72.6
	1. CSM makes release time available to me for training or professional development activities.	59	72.0
Work & Family/ Life Balance	1. My work schedule allows time for my personal/family responsibilities.	82	83.7
	3. I can balance my personal/family responsibilities with my current workload.	78	81.3
	2. I am satisfied with my schedule.	70	72.2
	4. CSM values a work/life balance.	54	61.4
Workload	1. My workload has increased in the last year.	72	75.0
	3. My job description accurately reflects what I do in my job.	64	70.3
	2. My workload is manageable and appropriate to my assignment.	58	60.4
	4. My work unit is adequately staffed.	32	35.6