

Faculty & Administrators' Campus Climate & Satisfaction Survey
Summary Data
Conducted June 2010 (n= 101)

Note: Counts are listed in (parentheses). "Total Agree" includes the numbers of respondents who "Agree" + "Strongly Agree." "Total Disagree" includes the numbers of respondents who "Disagree" + "Strongly Disagree."

Personal Interactions at CSM	Friendly	Neutral	Unfriendly	# of Faculty
1. Interaction With Students	98.1% (99)	2.0% (2)	0.0% (0)	101
2. Interaction With Staff	94.1% (95)	4.0% (4)	2.0% (2)	101
3. Interaction With Faculty	91.1% (92)	7.9% (8)	1.0% (1)	101
4. Interaction With Administrators	78.5% (73)	17.2% (16)	4.3% (4)	93
5. Interaction With District Personnel	63.6% (61)	21.9% (21)	14.6% (14)	96

Survey Category	Question	Total Agree	Total Disagree	Does Not Apply	# of Faculty
Impressions of CSM	1. CSM is....FRIENDLY	95.9% (94)	4.1% (4)	0	98
	2. CSM is....WELCOMING	91.8% (89)	8.2% (8)	0	97
	3. CSM is....RESPECTFUL	89.7% (87)	10.3% (10)	0	97
	4. CSM is....SAFE	88.9% (88)	11.1% (11)	0	99
	5. CSM is....TOLERANT OF DIVERSITY	86.3% (82)	13.7% (13)	0	95
	6. CSM is....CARING	85.3% (81)	14.7% (14)	1	96
	7. CSM is....IMPROVING	73.1% (68)	26.9% (25)	3	96
	8. CSM is....TOLERANT OF DIFFERING PERSPECITVES & IDEAS	79.4% (77)	20.6% (20)	0	97
	9. CSM is....COOPERATIVE	77.9% (74)	22.1% (21)	0	95
	10. CSM is....UP-TO-DATE	69.8% (67)	30.2% (29)	0	96
	11. CSM is....CUTTING EDGE	47.3% (43)	52.7% (48)	6	97
	12. CSM is....CHANGING WITH THE TIMES	77.3% (75)	22.7% (22)	1	98
	13. CSM is....CONCERNED ABOUT ME AS AN INDIVIDUAL	53.1% (51)	46.9% (45)	2	98
	14. CSM is....INTELLECTUALLY CHALLENGING	75.8% (72)	24.2% (23)	2	97

Survey Category	Question	Total Agree	Total Disagree	Does Not Apply	# of Faculty
Overall Attitude Toward CSM	15. CSM is....ACADEMICALLY RIGOROUS	75.8% (72)	24.2% (23)	2	97
	1. I am proud to say that I am an employee of CSM.	90.8% (89)	9.2% (9)	0	98
	2. I would recommend CSM to a family member or friend who is looking for a job.	84.4% (81)	15.6% (15)	2	98
	3. I would recommend CSM to a family member or a friend who is a prospective student.	89.7% (87)	10.3% (10)	0	97
	4. I expect that I will still be working for CSM in 5 years.	79.3% (73)	20.7% (19)	5	97
	5. If I were to start over, I would choose to work at CSM.	84.5% (82)	15.5% (15)	1	98
Career Opportunities	6. Overall, I like working for CSM.	94.8% (91)	5.2% (5)	1	97
	1. My supervisor encourages me to build a career at CSM.	64.5% (49)	35.5% (27)	21	97
	2. There is opportunity here for people to advance their careers.	54.0% (47)	46.0% (40)	8	95
	3. Classroom teaching assignments are awarded fairly.	74.4% (64)	25.6% (22)	9	95
	4. Non-teaching faculty assignments are awarded fairly.	66.7% (42)	33.3% (21)	30	93
	5. Faculty are evaluated in an appropriate and reasonable manner.	62.0% (57)	38.0% (35)	2	94
	6. Procedures and policies for hiring faculty are clearly stated.	76.7% (69)	23.3% (21)	5	95
	7. The tenure review process for faculty is systematic, timely, and fair.	70.3% (52)	29.7% (22)	19	93
Communication	8. I feel that excellence in teaching on my part is acknowledged.	56.8% (50)	43.2% (38)	8	96
	1. There is open, two-way communication in my department/ division.	79.8% (79)	20.2% (20)	0	99

Survey Category	Question	Total Agree	Total Disagree	Does Not Apply	# of Faculty
	2. There is open, two-way communication between departments and/or between divisions	63.4% (52)	36.6% (30)	13	95
	3. There is open, two-way communication throughout the college.	60.5% (52)	39.5% (34)	8	94
	4. At CSM, conflicts are handled civilly.	77.2% (71)	22.8% (21)	6	98
	5. CSM gives me information about the things I need to know.	79.6% (78)	20.4% (20)	1	99
	6. Overall, I feel informed and aware of College matters that affect me.	81.1% (77)	18.9% (18)	0	95
	7. I am provided with adequate information about institutional planning activities and efforts.	85.6% (83)	14.4% (14)	0	97
	8. I understand my role in managing conflict.	79.6% (74)	20.4% (19)	4	97
	9. CSM offers constructive avenues for managing conflict.	67.5% (56)	32.5% (27)	14	97
	10. I feel that the CSM encourages the free and open discussion of controversial topics.	70.0% (63)	30.0% (27)	7	97
	11. CSM regularly reviews all policies, procedures, and publications to assure accurate representation of its services.	78.8% (63)	21.3% (17)	14	94
Co-Workers	1. I have good working relationships with my co-workers who are staff.	99.0% (97)	1.0% (1)	0	98
	2. I have good working relationships with my co-workers who are faculty.	94.7% (90)	5.3% (5)	1	96
	3. Employees in my work area work effectively as a team.	82.6% (76)	17.4% (16)	5	97
	4. Co-workers care about each other at CSM.	89.2% (83)	10.8% (10)	3	96
	5. Faculty members with whom I interact with treat me with respect.	94.7% (89)	5.3% (5)	0	94

Survey Category	Question	Total Agree	Total Disagree	Does Not Apply	# of Faculty
	6. Staff members with whom I interact with treat me with respect.	96.9% (94)	3.1% (3)	1	98
	7. Administrators with whom I interact with treat me respect.	87.2% (82)	12.8% (12)	0	94
	8. Most faculty are genuinely interested in teaching and their students.	92.7% (89)	7.3% (7)	0	96
Job Attitude	1. I like my job.	96.9% (93)	3.1% (3)	0	96
	2. My job gives me the opportunity to use my skills and talents.	93.7% (89)	6.3% (6)	0	95
	3. I get a sense of accomplishment from my work.	97.9% (92)	2.1% (2)	1	95
	4. I am given the freedom to make decisions that affect my work.	91.5% (86)	8.5% (8)	1	95
	5. CSM provides an environment that encourages personal growth.	75.8% (69)	24.2% (22)	3	94
	6. I have the work or office space I need to do my job effectively.	92.6% (87)	7.4% (7)	1	95
	7. I have the equipment I need to do my job effectively.	88.3% (83)	11.7% (11)	1	95
	8. I feel I have control over what work-related tasks I undertake.	79.3% (73)	20.7% (19)	1	93
Recognition	1. I am recognized when I do good work.	62.9% (61)	37.1% (36)	1	98
	2. I feel valued as an individual on campus.	75.0% (72)	25.0% (24)	0	96
	3. Someone else usually gets the credit for the work I've done.	17.0% (15)	83.0% (73)	5	93
	4. I am appreciated when I put in extra effort.	61.5% (59)	38.5% (37)	2	98
	5. I feel that CSM is genuinely concerned with my welfare	60.0% (57)	40.0% (38)	0	95
Workload	1. My workload has increased in the last year.	75.0% (72)	25.0% (24)	1	97
	2. My workload is manageable and appropriate to my assignment.	60.4% (58)	39.6% (38)	1	97

Survey Category	Question	Total Agree	Total Disagree	Does Not Apply	# of Faculty
Supervision	3. My job description accurately reflects what I do in my job.	70.3% (64)	29.7% (27)	5	96
	4. My work unit is adequately staffed.	35.6% (32)	64.4% (58)	7	97
	1. My supervisor understands my work.	78.1% (75)	21.9% (21)	2	98
	2. My supervisor treats me with respect.	83.0% (78)	17.0% (16)	2	96
	3. My supervisor praises me when I do good work.	69.2% (63)	30.8% (28)	4	95
	4. I can count on my supervisor's support when I face tough issues.	77.2% (71)	22.8% (21)	2	94
	5. My supervisor provides me with feedback about the quality of my work.	66.3% (59)	33.7% (30)	6	95
Training & Professional Development	6. My supervisor keeps me informed about changes that affect my work.	81.7% (76)	18.3% (17)	2	95
	7. My supervisor motivates me to perform my best.	67.0% (61)	33.0% (30)	3	94
	1. CSM makes release time available to me for training or professional development activities.	72.0% (59)	28.0% (23)	14	96
	2. I have access to paid time or release time for training or professional development activities I choose to participate in.	72.6% (61)	27.4% (23)	12	96
	3. I have received enough training and education to work effectively.	81.3% (74)	18.7% (17)	5	96
	4. I am encouraged to learn new skills.	73.9% (68)	26.1% (24)	4	96
	5. I have opportunities to attend conferences, workshops, or training relevant to my job.	80.2% (69)	19.8% (17)	7	93
	6. Faculty are fairly provided with flexible leave and unit banking opportunities.	81.7% (58)	18.3% (13)	25	96

Survey Category	Question	Total Agree	Total Disagree	Does Not Apply	# of Faculty
Work & Family/ Life Balance	1. My work schedule allows time for my personal/family responsibilities.	83.7% (82)	16.3% (16)	1	99
	2. I am satisfied with my schedule.	72.2% (70)	27.8% (27)	1	98
	3. I can balance my personal/family responsibilities with my current workload.	81.3% (78)	18.8% (18)	2	98
	4. CSM values a work/life balance.	61.4% (54)	38.6% (34)	9	97
Diversity Awareness	1. I perceive racial or ethnic tensions on campus.	26.0% (25)	74.0% (71)	3	99
	2. The right of faculty to present unpopular or controversial ideas in the classroom is valued and respected.	82.9% (68)	17.1% (14)	16	98
	3. Men and women are treated equally at CSM.	87.0% (80)	13.0% (12)	3	95
	4. I have confidence that CSM handles complaints of sexual harassment fairly.	84.0% (63)	16.0% (12)	21	96
	5. CSM is supportive of all <u>students</u> --regardless of ethnicity, gender, religious beliefs, lifestyle, background, age, or sexual orientation.	90.7% (88)	9.3% (9)	1	98
	6. CSM is supportive of all <u>employees</u> --regardless of ethnicity, gender, religious beliefs, lifestyle, background, age, or sexual orientation.	89.4% (84)	10.6% (10)	2	96
	7. Other faculty and staff at CSM are respectful of my background and values.	88.4% (84)	11.6% (11)	3	98
	8. At times, because of my background, I feel isolated within the CSM community.	22.5% (20)	77.5% (69)	8	97
	9. I think that sexual harassment is a problem at CSM.	14.1% (13)	85.9% (79)	6	98
	10. I believe faculty are willing, when appropriate, to incorporate racial, ethnic, and gender perspectives into their courses.	89.3% (75)	10.7% (9)	14	98

Survey Category	Question	Total Agree	Total Disagree	Does Not Apply	# of Faculty
	11. I feel CSM has a culturally diverse curriculum.	76.7% (69)	23.3% (21)	6	96
	12. CSM effectively accommodates students with disabilities.	93.6% (88)	6.4% (6)	4	98
	13. CSM effectively accommodates employees with disabilities.	90.8% (69)	9.2% (7)	20	96
	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.).	84.0% (79)	16.0% (15)	2	96
Campus & Facilities	1. I feel safe on campus during daylight hours.	97.0% (96)	3.0% (3)	0	99
	2. I feel safe on campus during the evening or at night.	78.7% (74)	21.3% (20)	2	96
	3. Overall, Campus Security provides high quality services to the CSM community.	86.2% (81)	13.8% (13)	2	96
	4. Campus facilities (i.e., classrooms, washrooms, offices) are adequately maintained.	72.2% (70)	27.8% (27)	0	97
	5. Campus landscaping is adequately maintained.	87.4% (83)	12.6% (12)	1	96
	6. Offices and classrooms are clean, neat, and conducive to learning.	76.3% (74)	23.7% (23)	0	97
Equipment & Technology	1. The college maintains and upgrades technology and equipment to meet instructional needs.	81.9% (77)	18.1% (17)	2	96
	2. Computer equipment provided is adequate to meet my needs.	85.6% (77)	14.4% (13)	5	95
	3. The college plans for and supports technology innovation.	76.5% (65)	23.5% (20)	7	92
	4. CSM supports technology services to ensure that instructional needs are being met.	86.5% (77)	13.5% (12)	5	94

Survey Category	Question	Total Agree	Total Disagree	Does Not Apply	# of Faculty
Programs & Services	5. CSM maintains educational equipment and materials in good working condition.	84.3% (75)	15.7% (14)	3	92
	6. The college relies on faculty expertise to acquire educational equipment and materials that support instruction.	85.0% (68)	15.0% (12)	12	92
	7. When I have technical problems with equipment, I receive prompt technical support.	92.5% (86)	7.5% (7)	2	95
	1. Computer labs maintain sufficient operating hours to meet the needs of students.	67.7% (44)	32.3% (21)	28	93
	2. If necessary, I know where to refer students for various campus support services.	89.6% (86)	10.4% (10)	0	96
	3. Overall, CSM provides high quality student support services (e.g., counseling, financial aid, health services, EOPS, etc.).	80.5% (70)	19.5% (17)	8	95
	4. Adequate tutorial services are provided to meet the needs of students.	47.5% (38)	52.5% (42)	15	95
	5. Curricular and instructional innovations can be readily initiated.	59.3% (48)	40.7% (33)	11	92
	6. Instructional programs are consistent with the goals of CSM's mission statement.	88.0% (81)	12.0% (11)	2	94
	7. CSM assesses Student Learning Outcomes and uses the results to make improvements.	75.0% (69)	25.0% (23)	2	94
	8. CSM encourages the use of various teaching methodologies to accommodate the different learning styles of students.	80.4% (74)	19.6% (18)	2	94
	9. Courses are offered regularly to provide students the opportunity to complete their program of study within a reasonable time.	75.3% (67)	24.7% (22)	5	94

Survey Category	Question	Total Agree	Total Disagree	Does Not Apply	# of Faculty
	10. Instructional programs reflect the educational needs of students and surrounding communities.	82.6% (71)	17.4% (15)	7	93
	11. Student Services programs reflect the educational needs of students and surrounding communities.	84.9% (62)	15.1% (11)	21	94
	12. Instructional programs are assessed, reviewed, and modified regularly.	78.5% (62)	21.5% (17)	10	89
	13. Student Services programs are assessed, reviewed, and modified regularly.	86.8% (46)	13.2% (7)	36	89
	14. The college provides the job and career preparation programs which its community needs.	77.8% (63)	22.2% (18)	10	91
Governance & Planning	1. I am familiar with CSM's "College Institutional Priorities, 2008 - 2011."	74.2% (69)	25.8% (24)	3	96
	2. CSM works actively toward fulfilling its mission and vision.	87.5% (77)	12.5% (11)	6	94
	3. CSM mission statement guides institutional planning and decision-making.	83.1% (69)	16.9% (14)	11	94
	4. Overall, the shared governance process is working well at CSM.	58.8% (50)	41.2% (35)	6	91
	5. The role of all constituencies in shared governance is clearly stated and publicized.	73.6% (64)	26.4% (23)	5	92
	6. All constituencies have adequate opportunity to participate in the development of financial plans and budgets.	68.8% (55)	31.3% (25)	10	90
	7. College budget decisions are based upon input from all college constituencies.	65.0% (52)	35.0% (28)	8	88
	8. Appropriate and timely financial information is provided regularly throughout CSM.	77.1% (64)	22.9% (19)	9	92
	9. CSM actively encourages faculty participation in <u>decision-making</u> processes.	74.2% (66)	25.8% (23)	5	94

Survey Category	Question	Total Agree	Total Disagree	Does Not Apply	# of Faculty
	10. I understand CSM's decision-making processes.	62.9% (56)	37.1% (33)	3	92
	11. All constituency groups work collaboratively toward the achievement of "College Institutional Priorities, 2008-2011."	71.8% (56)	28.2% (22)	12	90
	12. I understand the purpose(s) of the planning committees in which I participate.	86.2% (56)	13.8% (9)	29	94
	13. I understand my personal role on the institutional committees in which I participate.	90.9% (60)	9.1% (6)	27	93
	14. I believe the institutional <u>planning</u> process as a whole is effective.	62.2% (46)	37.8% (28)	16	90
	15. Strategic planning is used to identify needed areas of improvement and set goals for institutional change.	69.6% (55)	30.4% (24)	11	90
CSM's Senior Leadership	1. CSM's leadership, which includes the President, Vice Presidents and Deans, respects employees.	80.2% (77)	19.8% (19)	2	98
	2. I have confidence in CSM's leadership.	61.7% (58)	38.3% (36)	2	96
	3. Employees truly respect CSM's leadership.	59.6% (53)	40.4% (36)	4	93
	4. CSM's leaders understand employees' concerns.	68.1% (64)	31.9% (30)	4	98
	5. Overall, college administrators listen and respond to faculty concerns.	69.2% (63)	30.8% (28)	6	97
	6. Overall, there is a climate of mutual trust and respect among faculty and administrators.	64.4% (58)	35.6% (32)	6	96
Survey Impressions	1. This survey was easy to use.	89.9% (89)	10.1% (10)	0	99
	2. This survey adequately addressed issues that are important to me.	82.5% (80)	17.5% (17)	0	97

CSM Library

1. On average, how often do you visit the CSM Library?	Count	%
I have never used the library's resources	18	19.8
Once or twice per semester	57	62.6
Several times per semester	16	17.6
Weekly	0	0.0
Almost daily	0	0.0
Number of Faculty	91	

2. On average, how often do you access the CSM Library's online resources?	Count	%
I have never used the library's online resources	42	45.7
Once or twice per semester	34	37.0
Several times per semester	15	16.3
Weekly	1	1.1
Almost daily	0	0.0
Number of Faculty	92	

3. If you rarely or never used any CSM Library resources, please indicate why. (Check ALL that apply)	Count	%
The resources I need to support my teaching are not available.	19	28.4
I get my information from other sources.	19	28.4
Inconvenient hours of operation.	18	26.9
Inadequate collection and resources in the CSM Library.	14	20.9
I use another library.	12	17.9
Other (please specify):	16	23.9
Number of Faculty	67	

4. If you have used CSM Library resources, please indicate your overall level of satisfaction.	Count	%
Very Satisfied	25	39.1
Satisfied	29	45.3
Somewhat Satisfied	7	10.9
Not Satisfied	3	4.7
Number of Faculty	64	

5. What CSM Library services have you personally used? (Check all that apply)	Count	%
Personal use items (CD's, DVD's, etc.)	30	41.7
College Reserves request	27	37.5
Ask a Librarian	25	34.7
Wireless network	20	27.8
Printing and copying	18	25.0
Intra-Library Loan (Items needed for class that were not found in CSM collection)	16	22.2
Reference works (e.g. dictionaries, encyclopedias, specialized guides, journals, indexes, etc.)	13	18.1
Online Library resources	11	15.3
Borrowing items	10	13.9
Other (please specify)	21	29.2
Number of Faculty	72	

7. What online Library resources have you personally used? (Check all that apply)	Count	%
I have not personally used an online Library resource	26	34.2
Access to articles or databases	18	23.7
Online Library Tutorials	18	23.7
Online research guides	17	22.4
Online research paper formatting and citation guides	14	18.4
Access to eBooks	13	17.1
Browsing College Archives	12	15.8
Browsing/searching the catalog for books, articles, other information	10	13.2
"Ask a Librarian" a question via email or IM	8	10.5
Other (please specify):	14	18.4
Number of Faculty	76	

6. What faculty-specific library services have you used? (Check all that apply)	Count	%
I have not used any faculty-specific library services	25	33.3
Suggest a purchase	20	26.7
Copyright tips	18	24.0
Library Orientation	12	16.0
Intra-Library Loan	12	16.0
College Reserves request	5	6.7
Other (please specify):	10	13.3
Number of Faculty	75	

8. What CSM Library services have you recommended or required that students use? (Check all that apply)	Count	%
College Reserves request	26	32.5
I have not recommended or required a Library service	23	28.8
Personal use items (CD's, DVD's, etc.)	21	26.3
Wireless network	20	25.0
Online Library resources	19	23.8
Ask a Librarian	18	22.5
Intra-Library Loan (Items needed for class that were not found in CSM collection)	17	21.3
Reference works (e.g. dictionaries, encyclopedias, specialized guides, journals, indexes, etc.)	17	21.3
Printing and copying	15	18.8
Borrowing items	11	13.8
Other (please specify)	23	28.8
Number of Faculty	80	

9. What online Library resources have you recommended or required that students use? (Check all that apply)	Count	%
Browsing/searching the catalog for books, articles, other information	14	18.4
"Ask a Librarian" a question via email or IM	10	13.2
Online research guides	17	22.4
Online research paper formatting and citation guides	8	10.5
Access to articles or databases	15	19.7
Access to eBooks	20	26.3
Browsing College Archives	17	22.4
Online Library Tutorials	20	26.3
I have not recommended or required an online Library service	20	26.3
Other (please specify):	22	28.9
Number of Faculty	76	

10. Would you classify your classes as needing:	Count	%
Little or no search/ supplemental reading by students	40	50.0
Moderate research by students (at least one research paper)	37	46.3
Heavy research by students (multiple research papers)	3	3.8
Number of Faculty	80	

CSM Library (cont.)

Question	Frequently/ Occasionally	Seldom/ Never	Does Not Apply	# of Faculty
11. Do you require students to use library resources for class assignments?	38.7% (29)	50.7% (38)	12	87
12. Besides textbooks, have you ever suggested a title or publication to the library to order to support your students?	29.1% (23)	48.1% (38)	8	87
13. Have you personally reviewed the library's collection of resources in your subject area?	42.3% (33)	70.5% (55)	5	83
14. Have you spoken with a librarian to discuss resources or assignment idea?	25.3% (20)	57.0% (45)	7	86
15. Do you bring your classes to the library for a research orientation or for a general introduction to CSM Library services?	25.0% (18)	30.6% (22)	12	84
16. Do you use the library for resources in your discipline (to use for course preparation or for professional development)?	26.6% (21)	45.6% (36)	7	86

Demographics

1. Employment Status	Count	%
Adjunct Faculty	31	31.3
Full-Time Faculty	61	61.6
Administrator	5	5.1
Retired or Post-Retirement	2	2.0
# of Faculty	99	

2. Years Worked in SMCCCD	Count	%
1-5	17	17.2
6-10	15	15.2
11-20	41	41.4
21+	26	26.3
# of Faculty	99	

3. Ethnicity	Count	%
African-American	2	2.1
Asian	10	10.5
Hispanic/Latino	6	6.3
Native American	0	0.0
Pacific Islander	0	0.0
White	65	68.4
Multi-Racial	6	6.3
Other (please specify):	6	6.3
# of Faculty	95	

4. Gender	Count	%
Female	57	60.6
Male	37	39.4
# of Faculty	94	