



California State  
University **Chico**

# Campus Climate Survey

Preliminary Results from the Spring 2023 CSU, Chico Campus Climate Surveys  
Prepared by the Campus Climate Survey Working Group (CCSWG)

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# Survey Background

Our campus began assessing our collective climate in May of 2014 when a brief Campus Climate Questionnaire was administered. The results of the questionnaire suggested that a more detailed climate survey was warranted.

In the spring of 2015 the campus community completed the first Campus Climate Survey, with a second occurring in the spring of 2016, and most recently occurred in the spring of 2018. The results of these surveys can be found [here](#).

In 2021, the Employee Climate Survey Committee was created through [EM 21-017](#). Committee members revised and updated the survey instruments, adding a survey for student employees, and in the spring of 2023, the committee administered the new instruments. This report provides an overview of the results from those surveys.

# Survey Detail

The surveys were open from April 27 through May 15, 2023.

## Staff/Administrator and Faculty Responses

- The two surveys collected 1,033 valid responses.
- Staff & administrators consisted of 59.15% of the respondents, with 611 valid responses.
- Faculty consisted of 40.85% of the responses, with 422 valid responses.
- During the administration of the survey, Chico State employed 928 staff & administrators, 953 faculty, for a total of 1,881
- The combined response rate for these two surveys was 55%.

## Student Responses

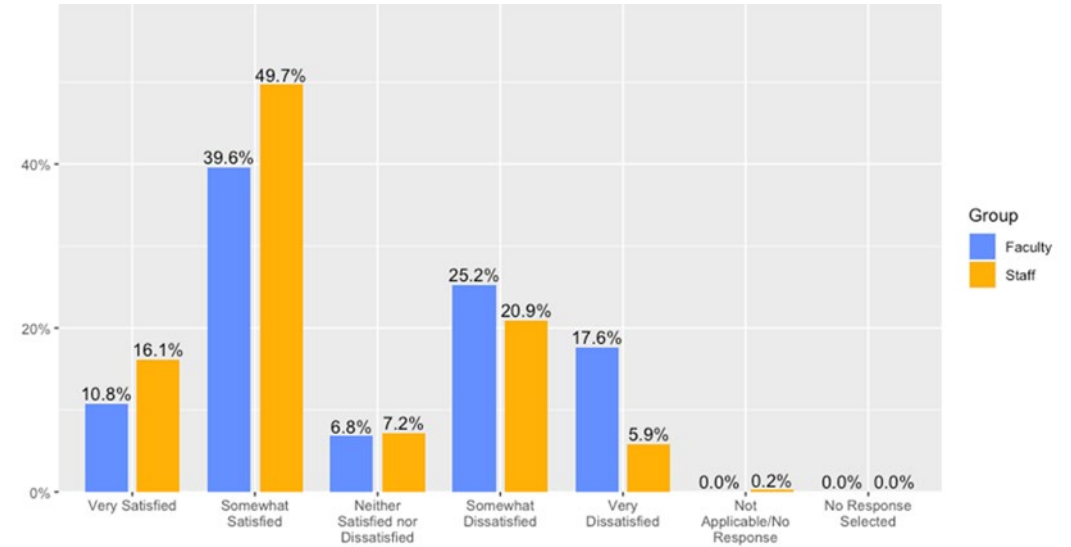
- The student employee survey consisted of 85 valid responses.
- During the administration of the survey, Chico State employed 1485 student employees.
- The response rate for the student survey was 6%.

The survey instruments can be found [here](#).

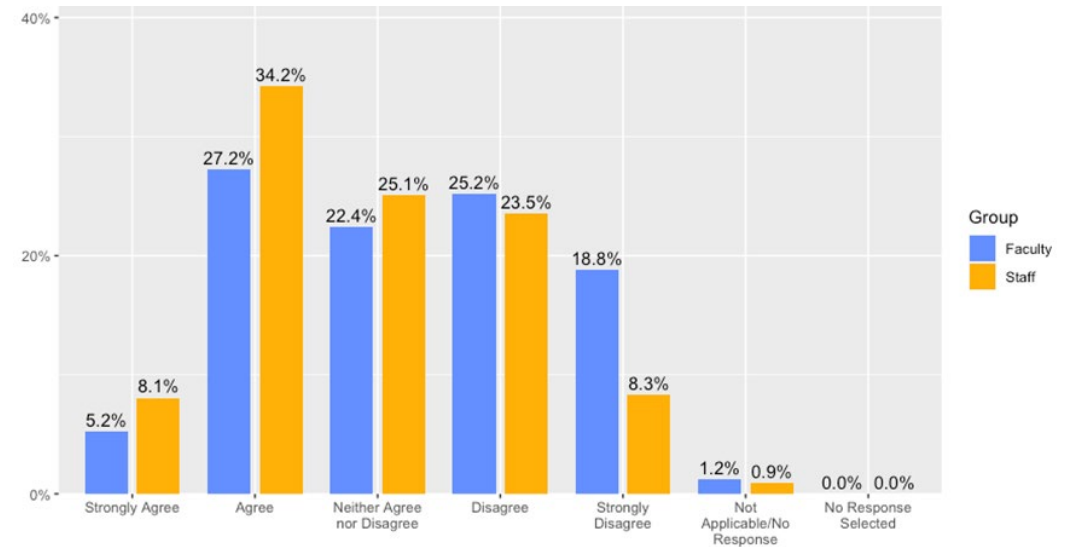
# Faculty and Staff/Admin – Section One

## Job Satisfaction

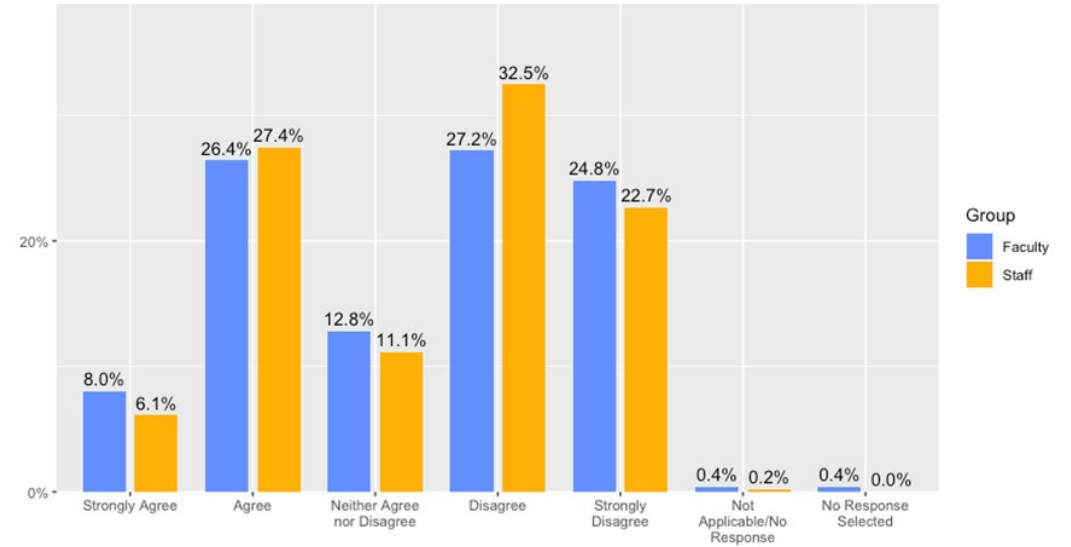
Overall, how satisfied are you working at Chico State?



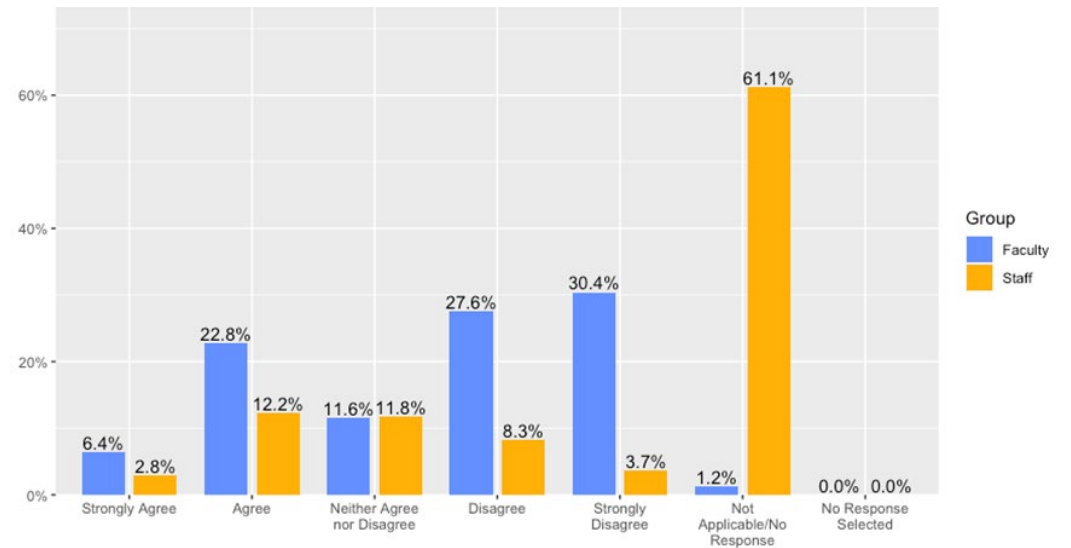
I am optimistic about the future of my career here at Chico State.



My department/unit has adequate staff.

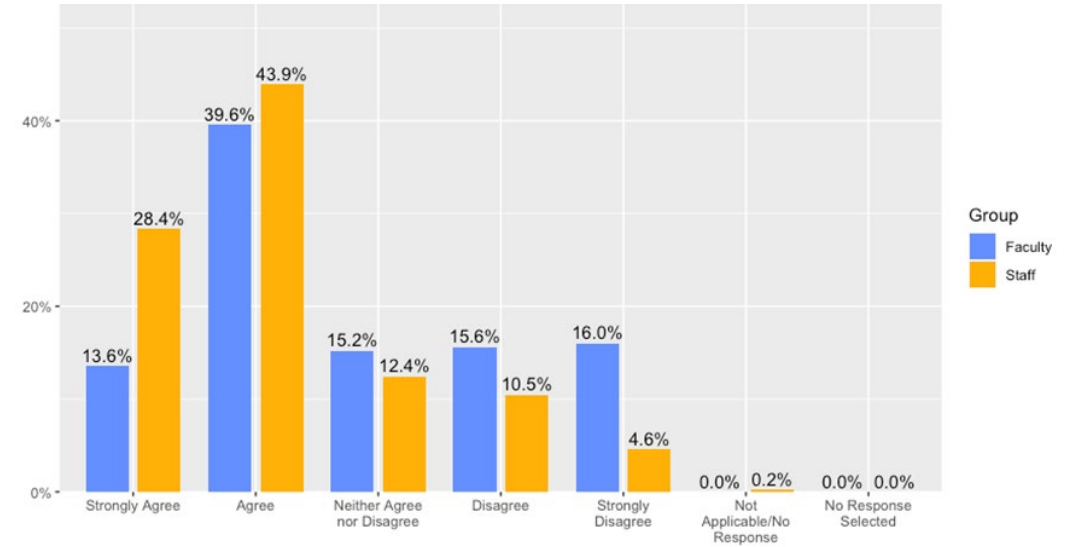


My department/unit has adequate faculty.

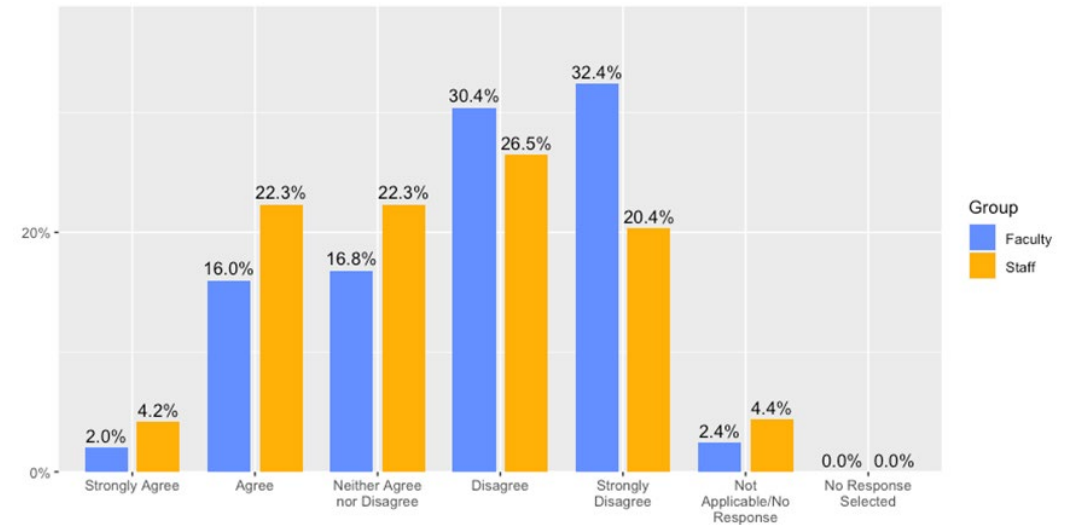




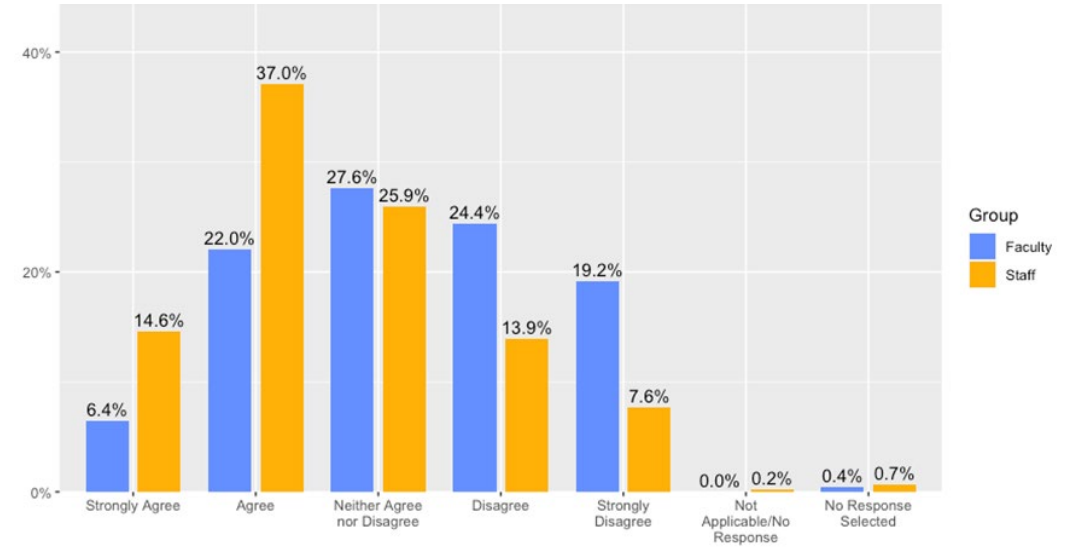
I feel part of an effective team.



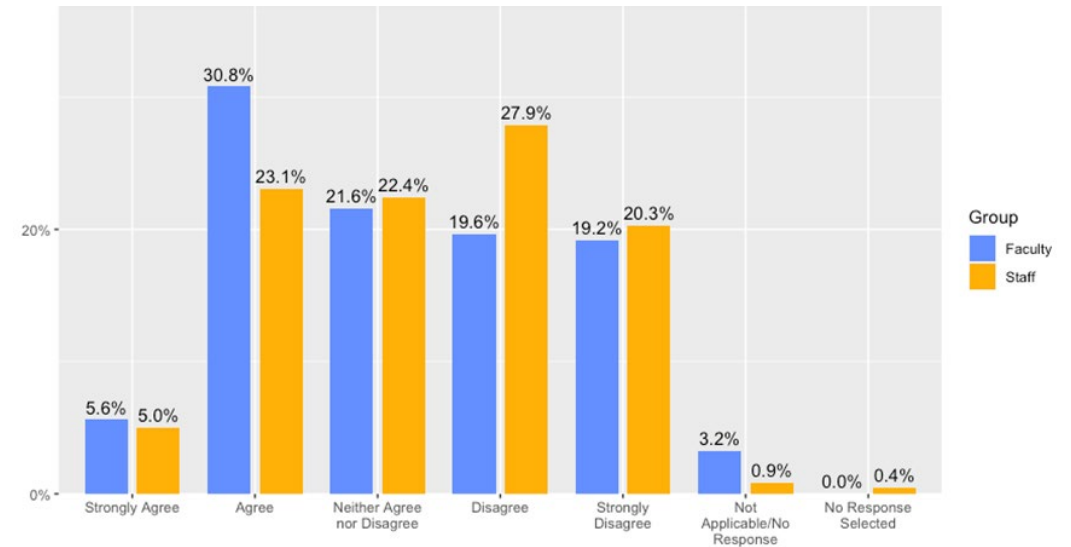
My department/unit has adequate funding for Operating Expenses (OE), technology, and supplies.



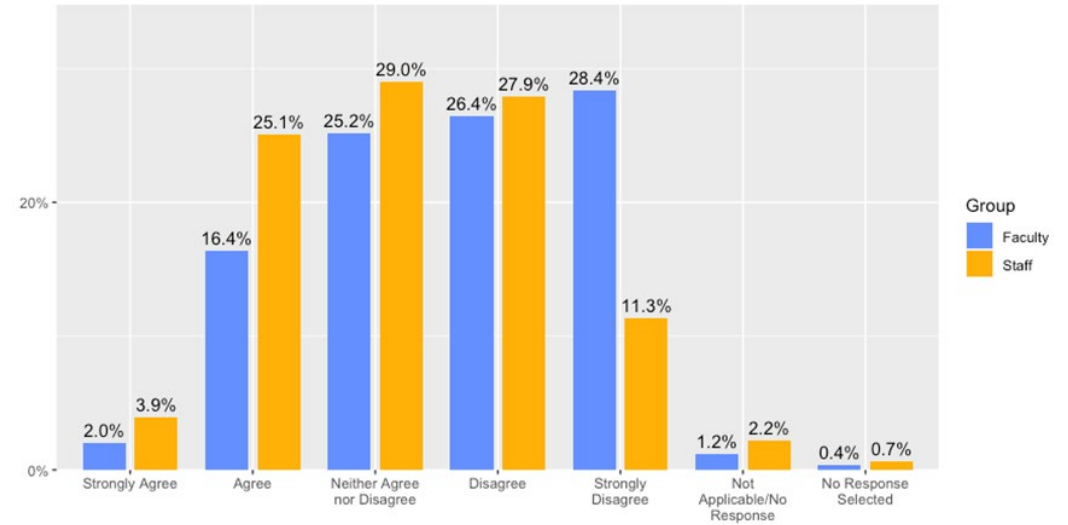
I would recommend Chico State as a place of employment.



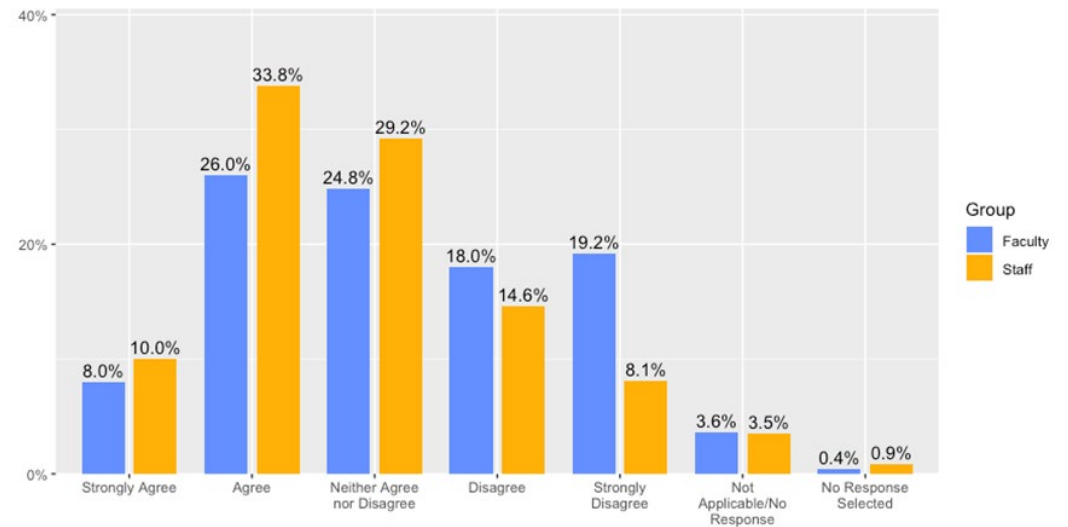
There are opportunities for career advancement and/or promotion at Chico State.



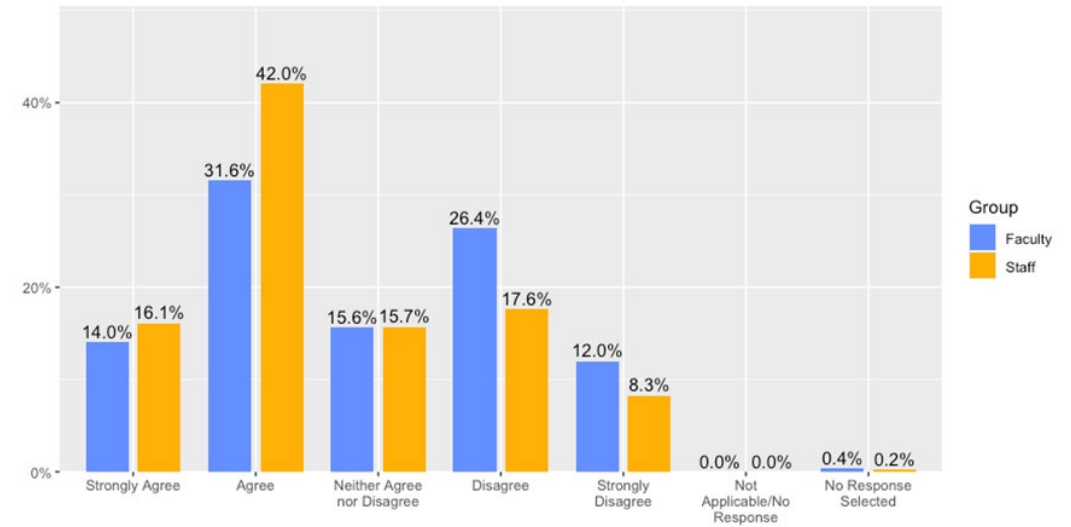
The faculty and staff, as a whole, have timely access to information necessary for faculty and staff to give input into decision-making.



I feel Chico State is succeeding at prioritizing equity, diversity, and inclusion issues.



During my employment at Chico State, I have received fair and equitable treatment.

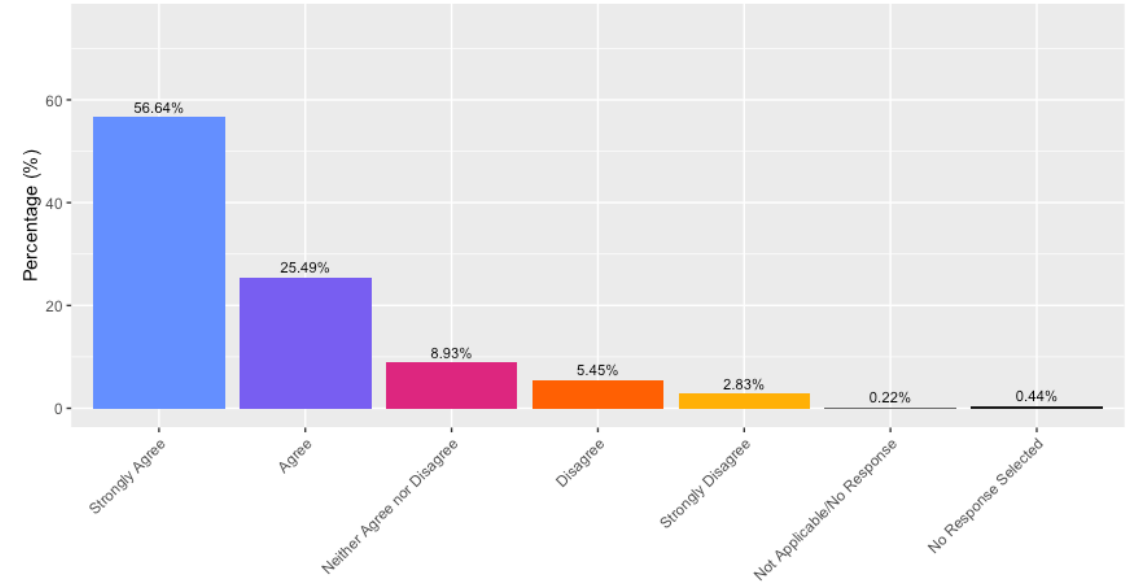


# Staff/Admin Only – Section One

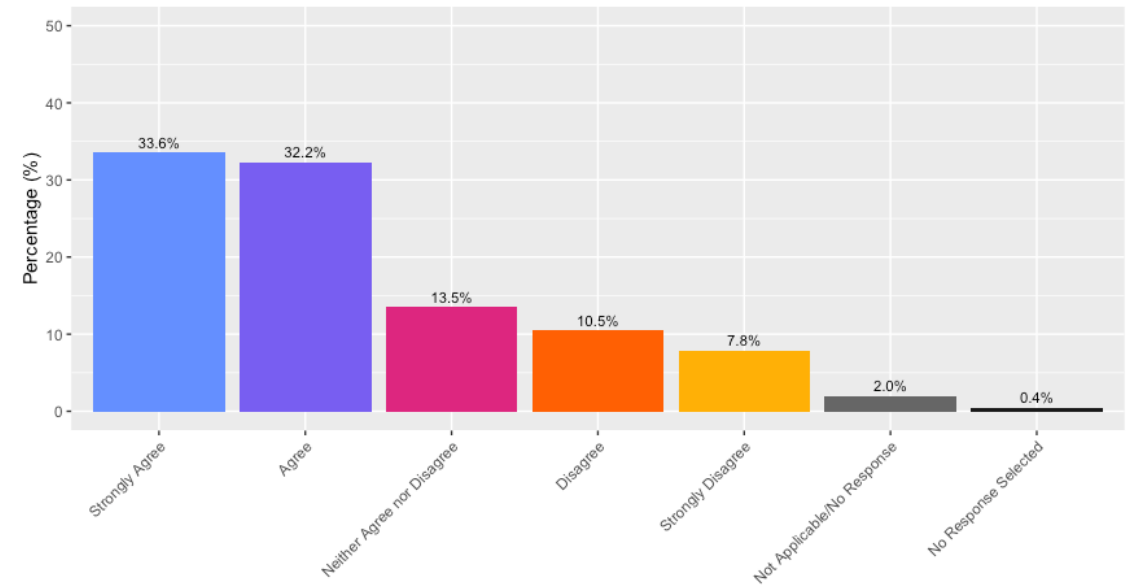
## Job Satisfaction

# Staff/Admin Only

My supervisor treats me with respect.

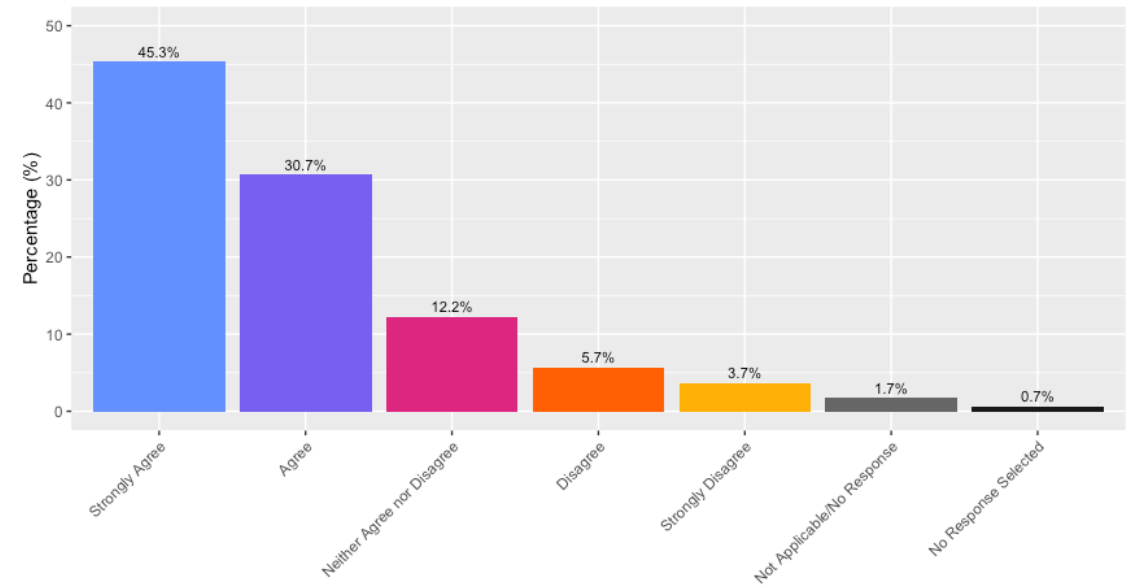


My supervisor handles conflict effectively.



# Staff/Admin Only

My supervisor is aware of and adheres to policies, procedures, and/or collective bargaining agreements.



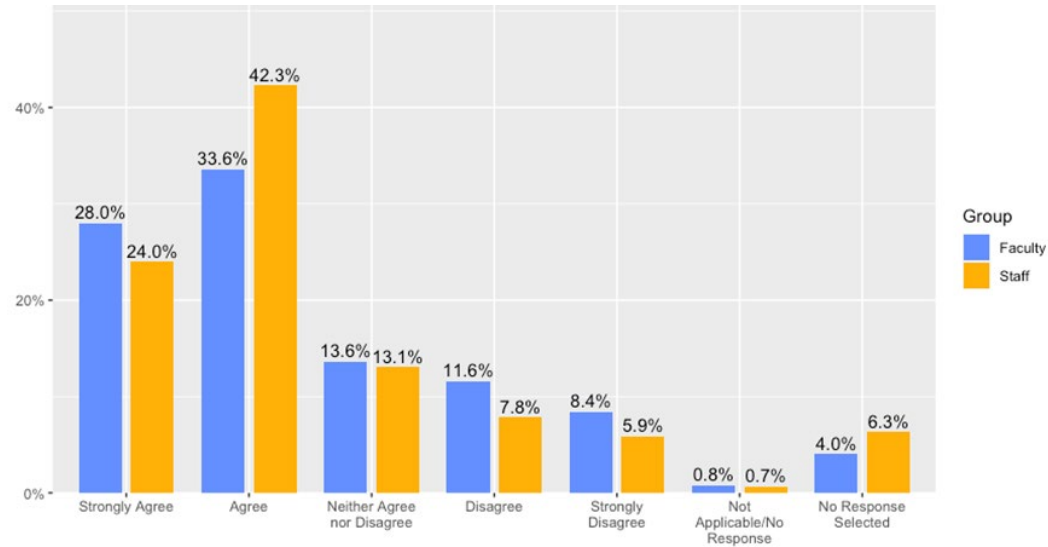
# Faculty and Staff/Admin – Section Two

## Campus Satisfaction

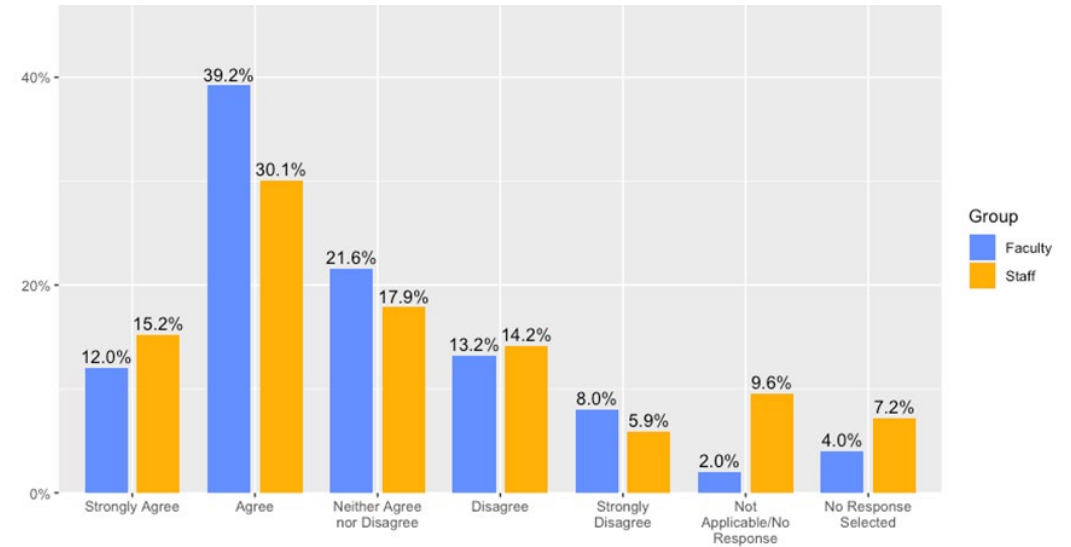


# A clear mission and vision are communicated by:

## My Department/Unit

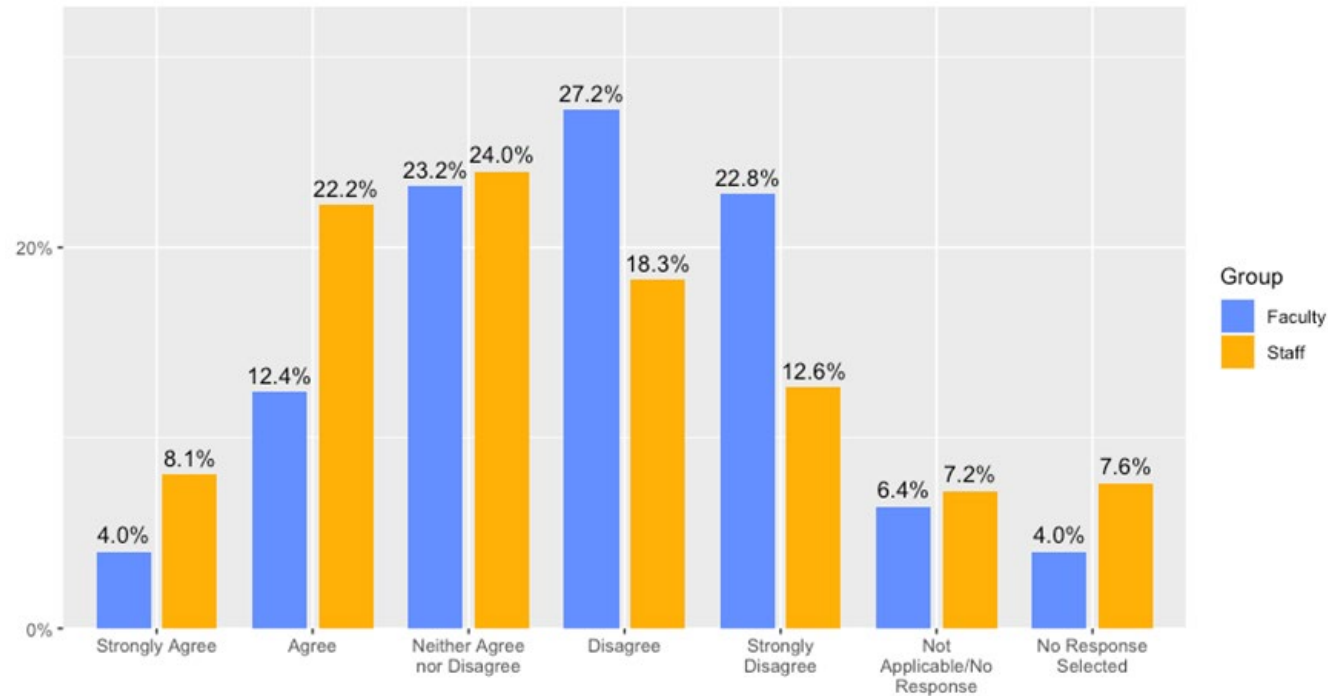


## My College or Division



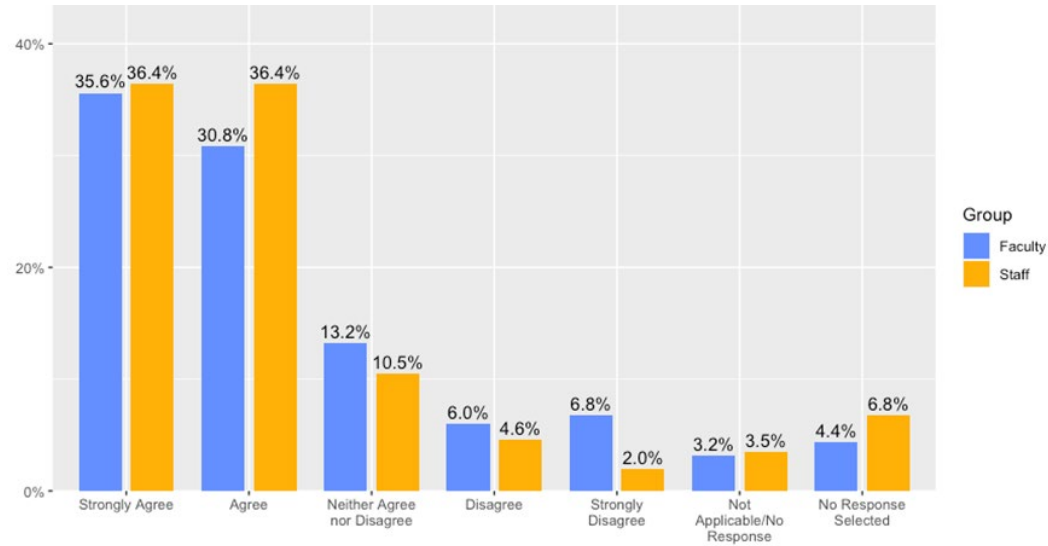
# A clear mission and vision are communicated by:

## Cabinet level leadership

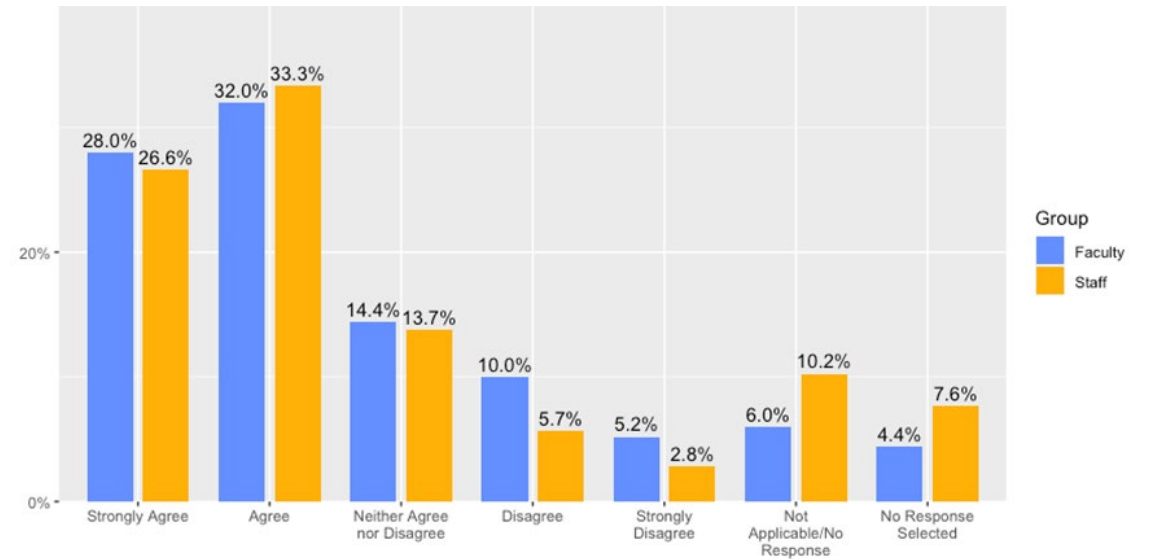


# I believe equity, diversity, and inclusion are valued by:

## My Department/Unit

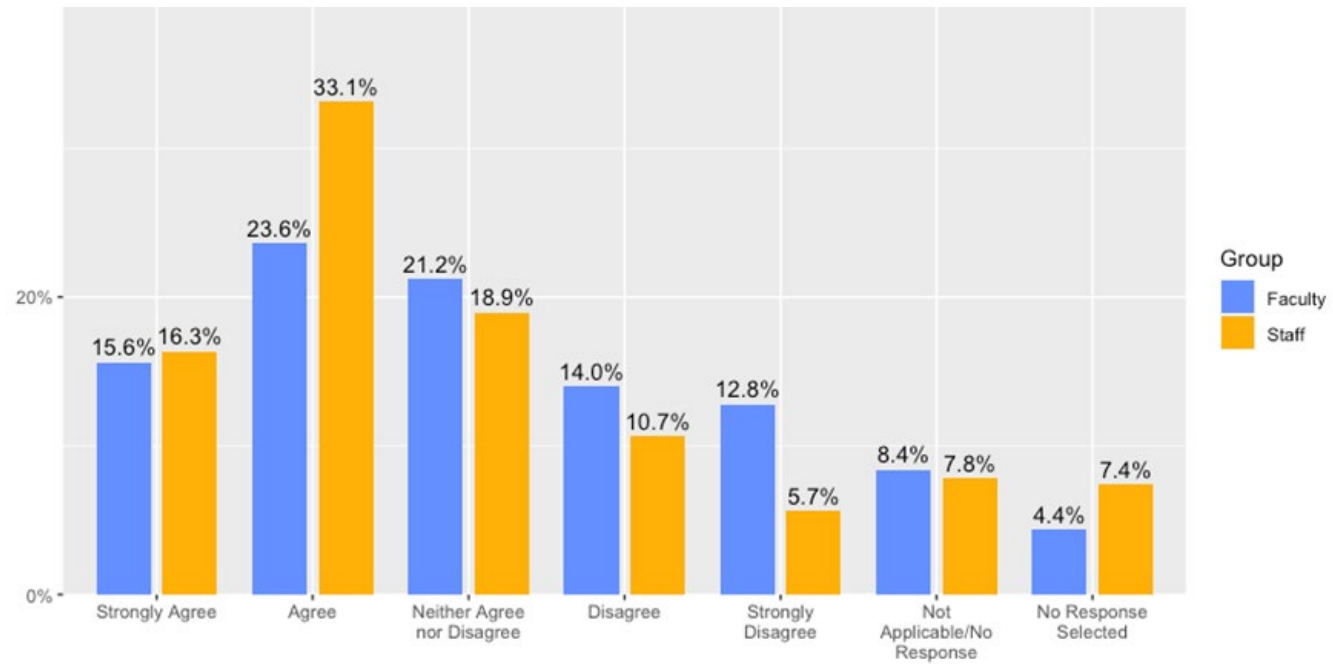


## My College or Division



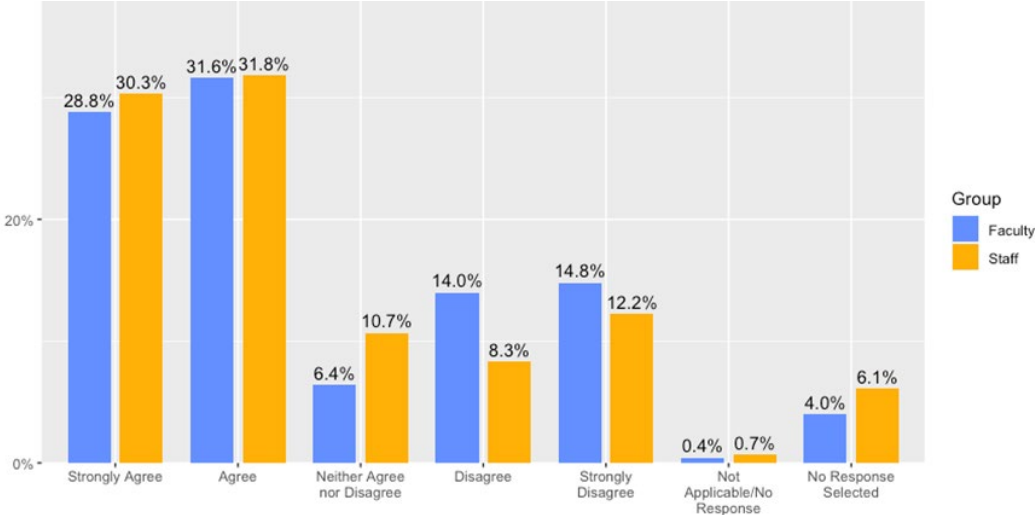
# I believe equity, diversity, and inclusion are valued by:

## Cabinet level leadership

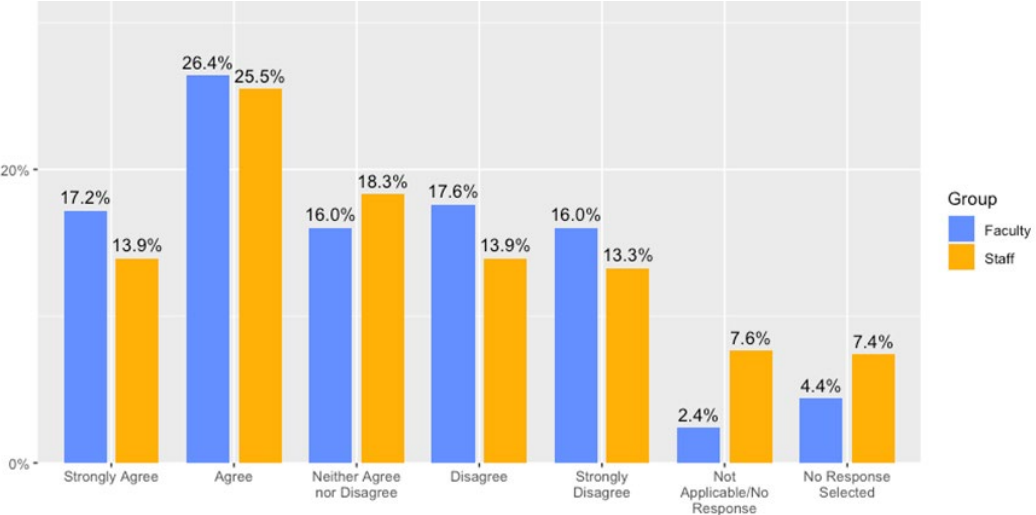


# I feel safe expressing my opinion without fear of consequences or retribution by:

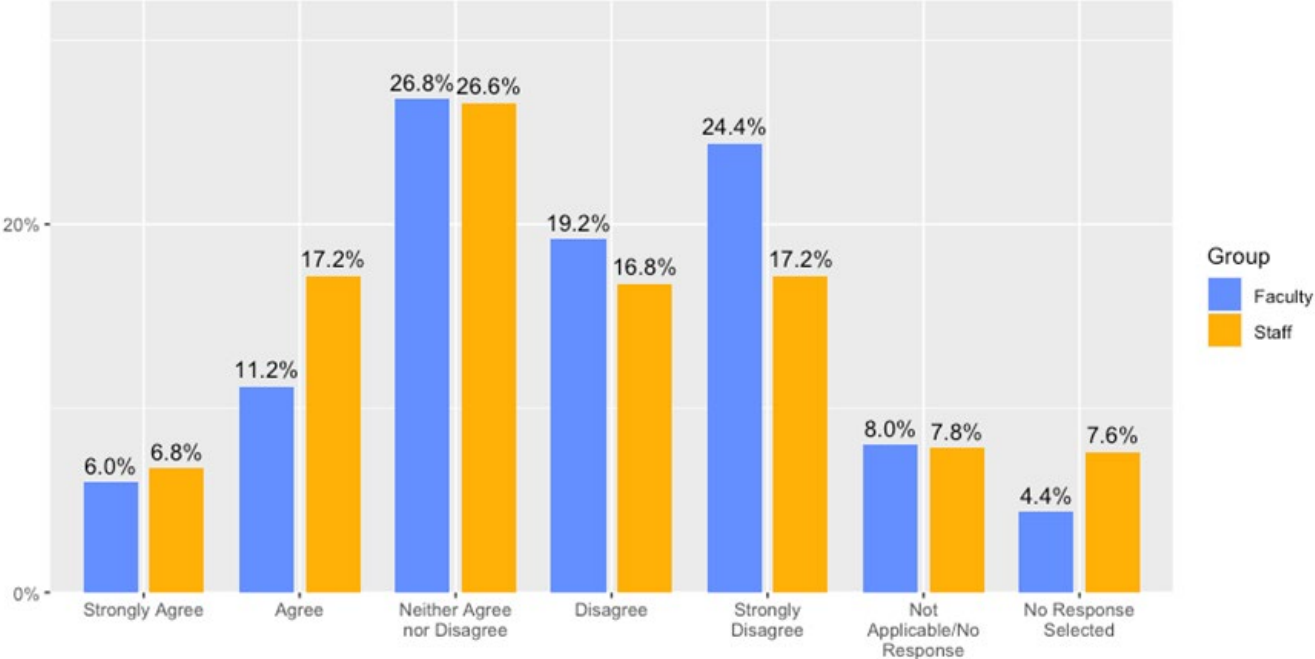
My Department/Unit



My College or Division

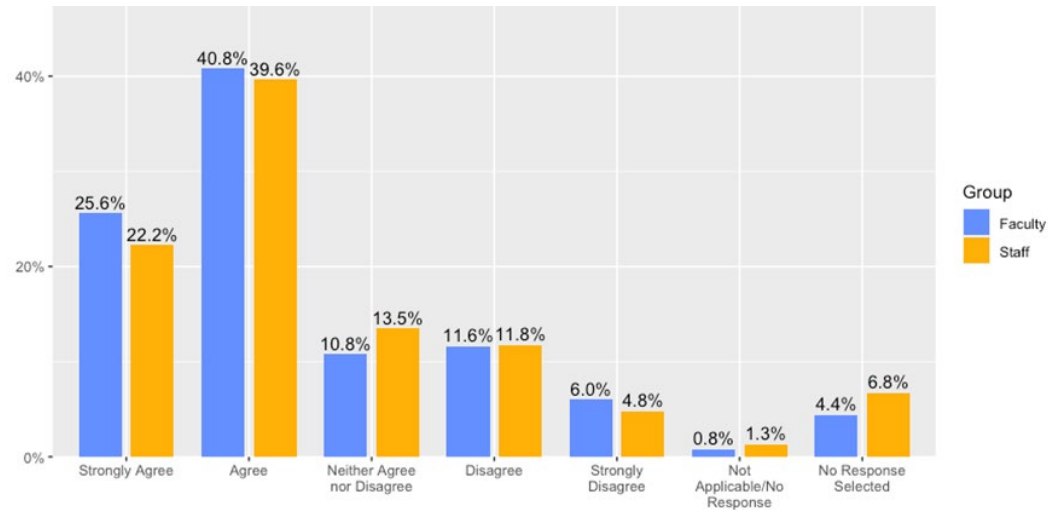


# I feel safe expressing my opinion without fear of consequences or retribution by: Cabinet level leadership

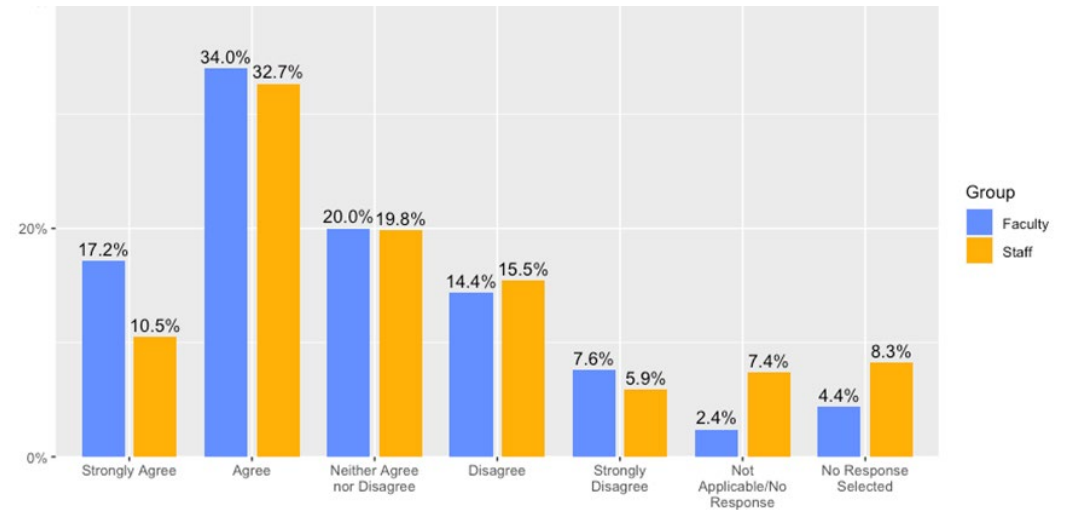


# New policies and procedures are communicated in a timely manner by:

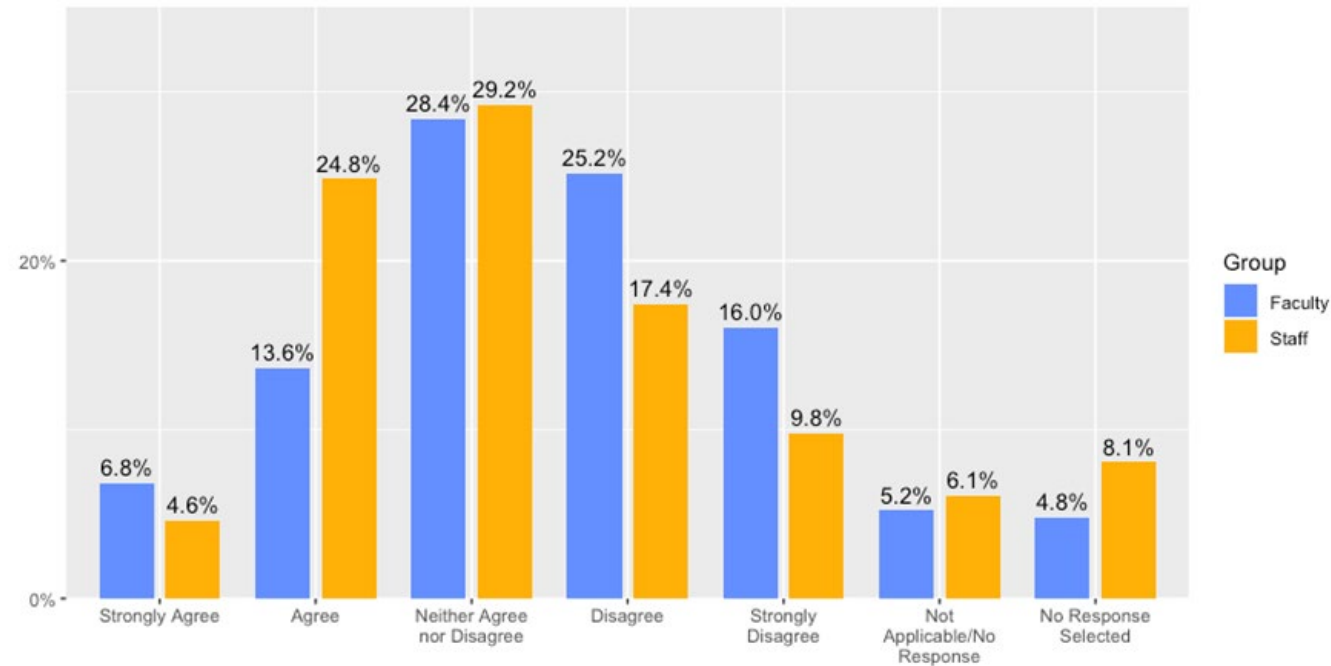
## My Department/Unit



## My College or Division



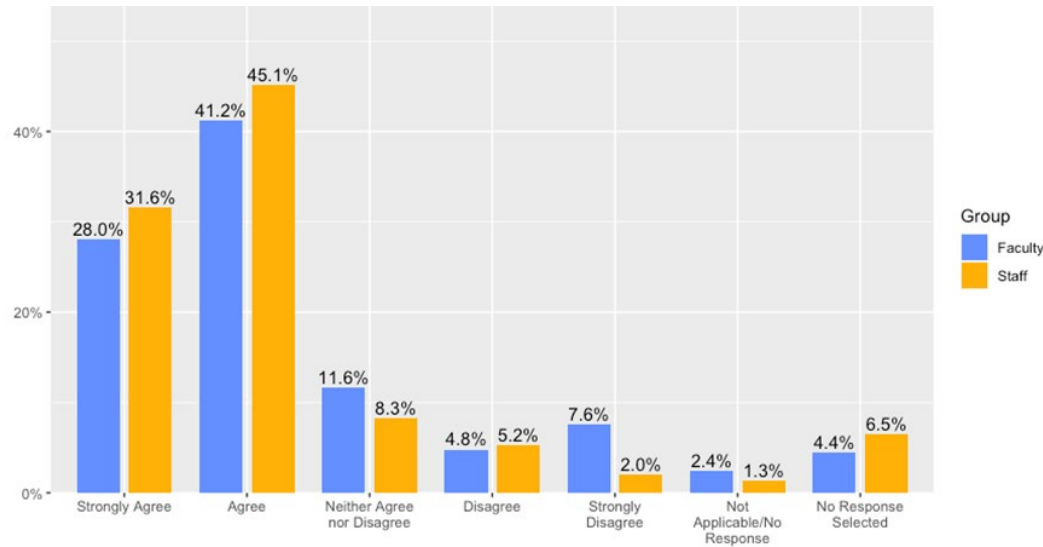
# New policies and procedures are communicated in a timely manner by: Cabinet level leadership



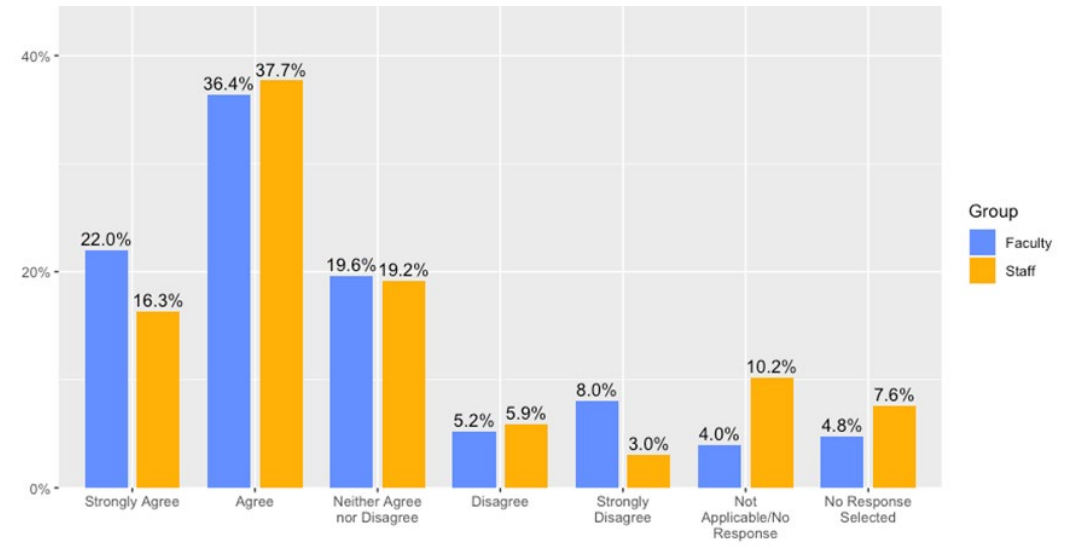


# Policies and procedures are followed by:

## My Department/Unit

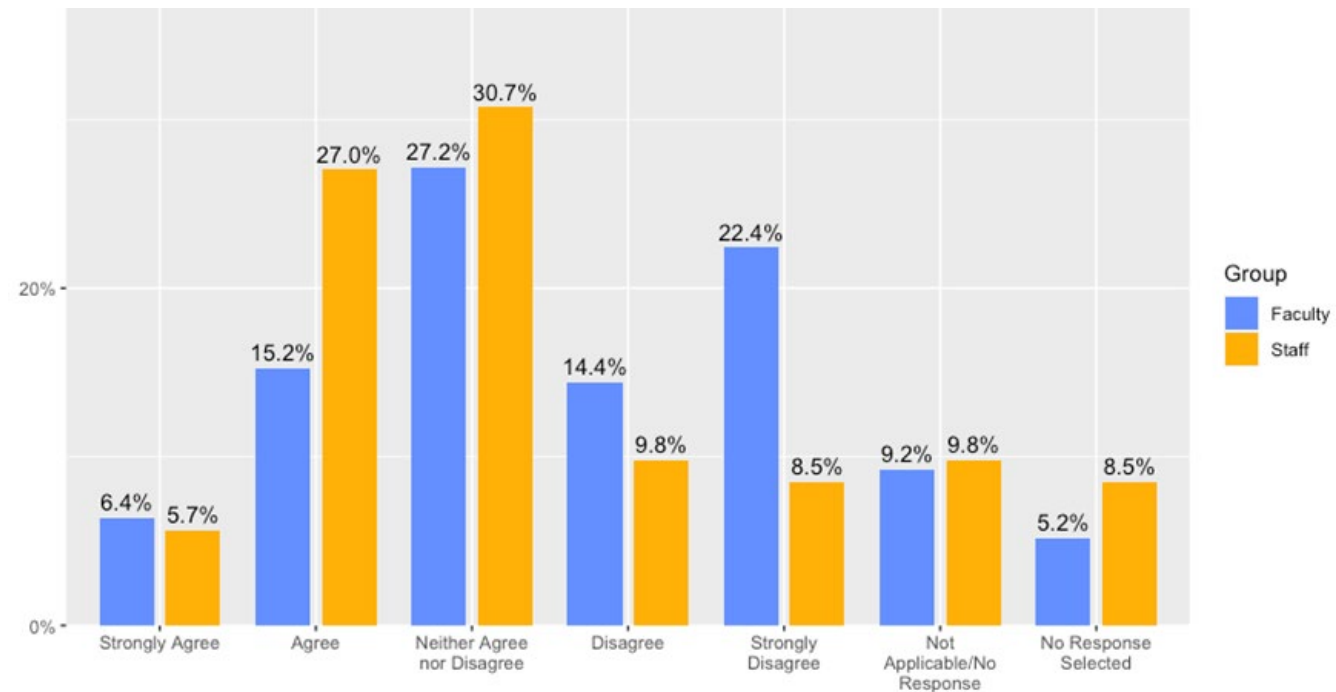


## My College or Division

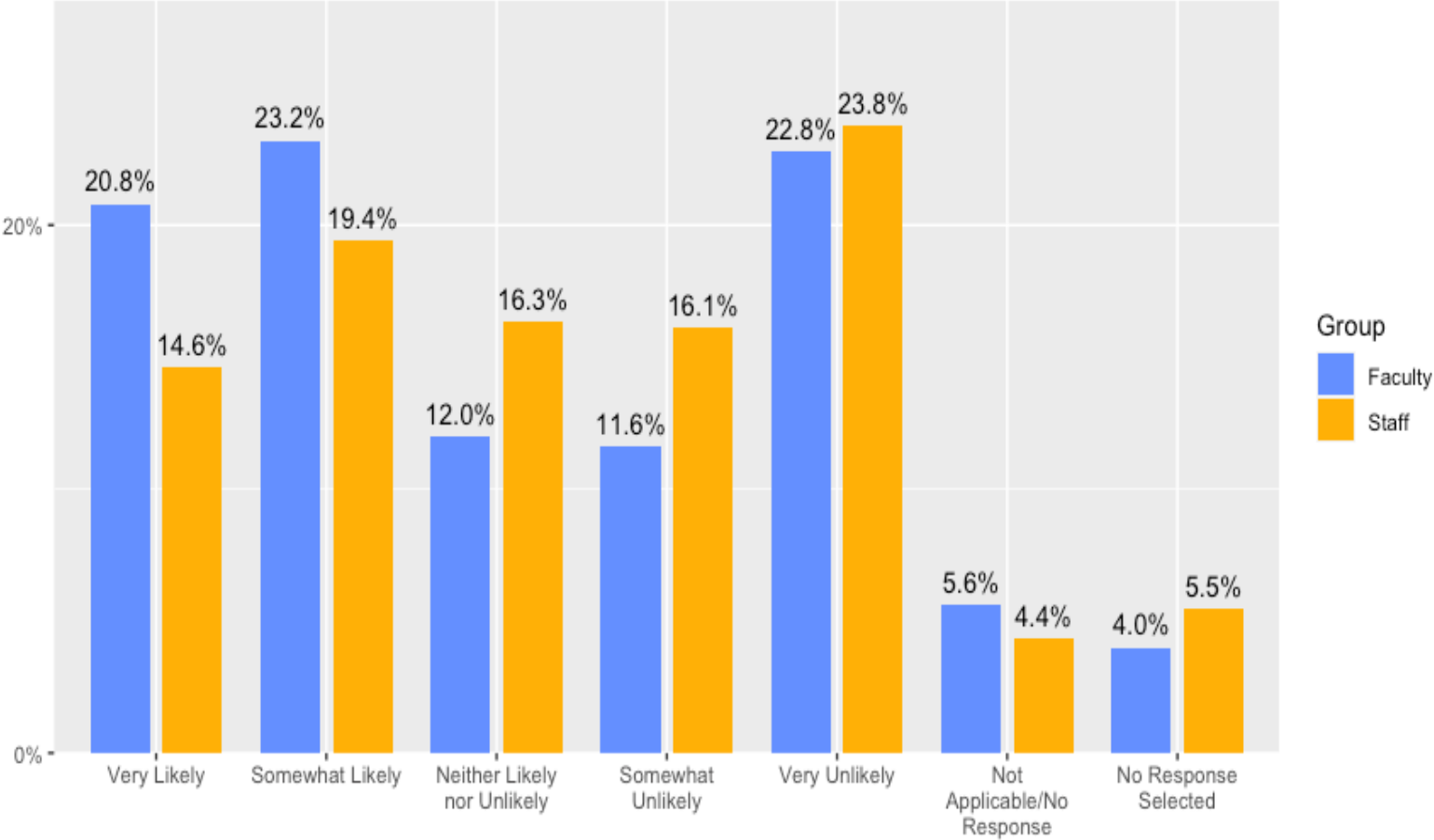


# Policies and procedures are followed by:

## Cabinet level leadership



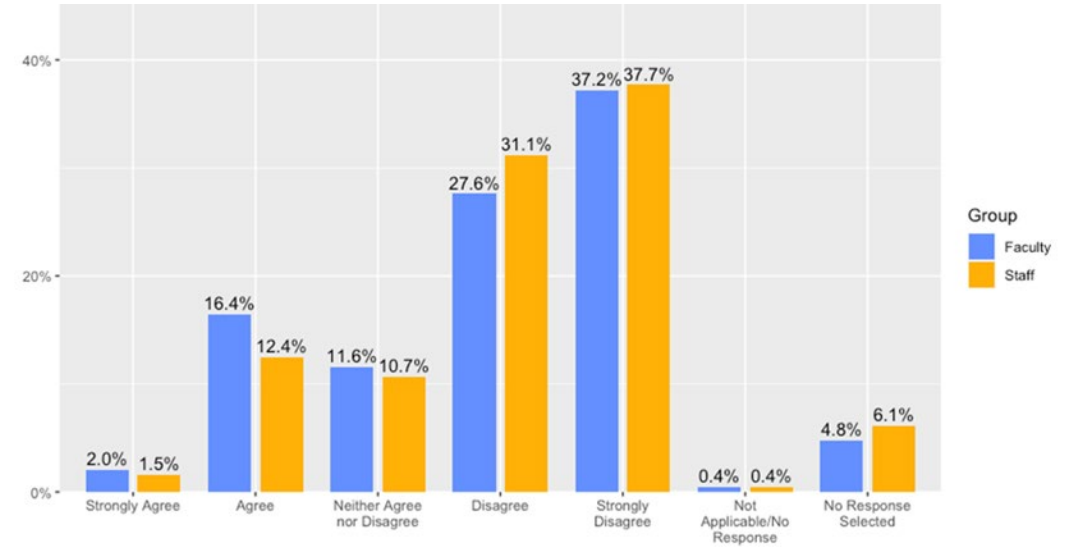
# In the next three years, how likely are you to leave Chico State, excluding retirement?



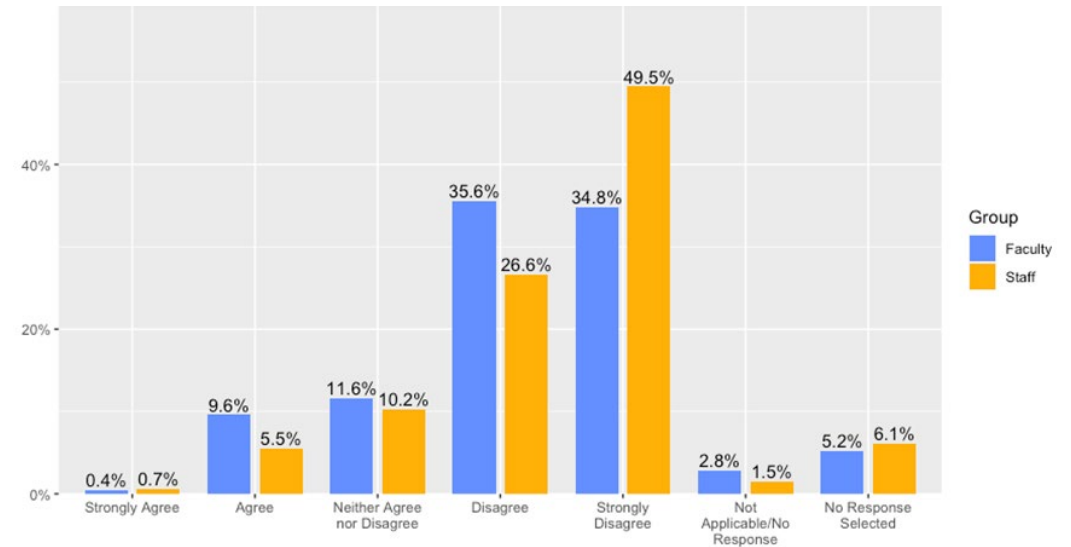
# Faculty and Staff/Admin – Section Three

## Compensation and Benefits

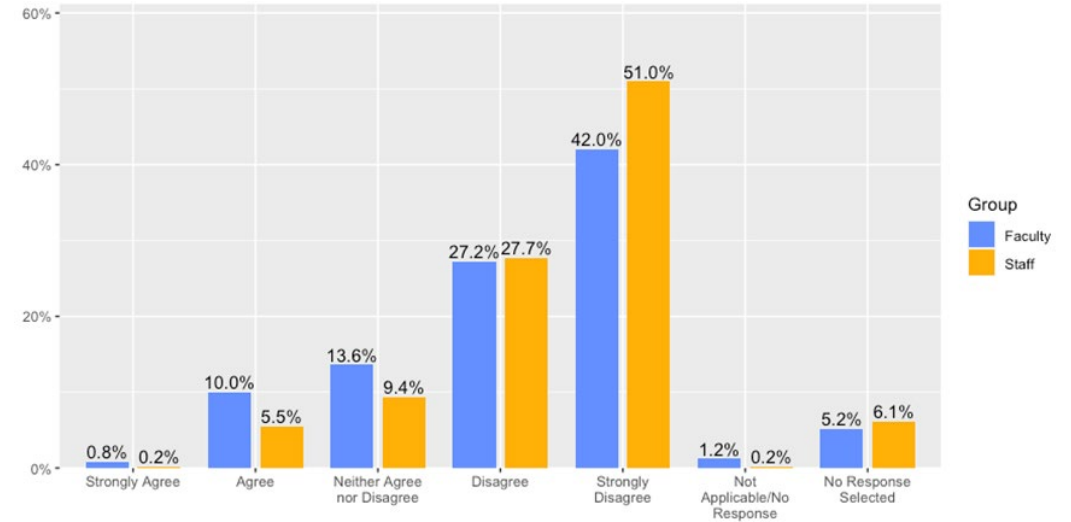
My salary is in line with my job duties and workload.



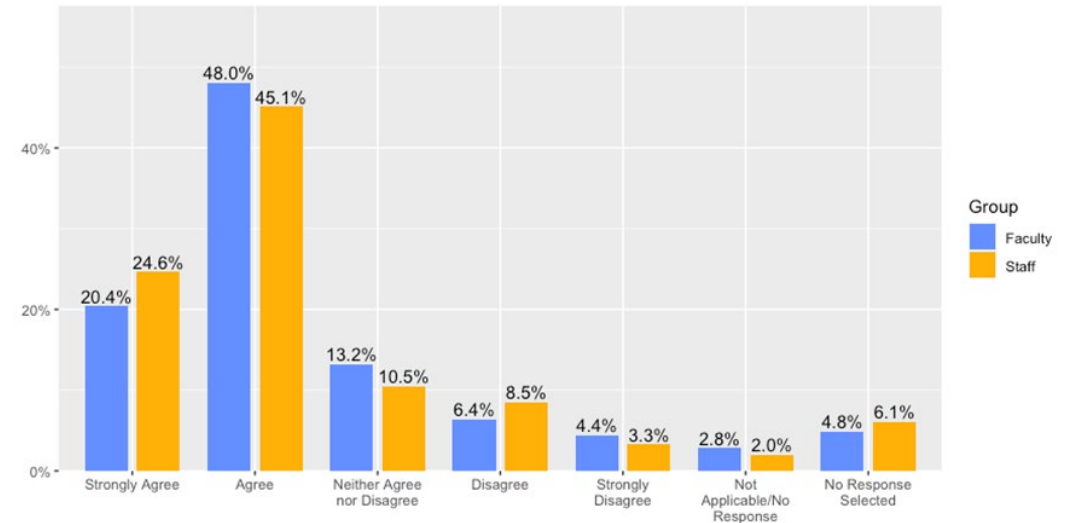
There are fair and equitable opportunities for salary increases.



Chico State offers a competitive salary compared to other employment opportunities.



Chico State offers a competitive benefits package compared to other employment opportunities.

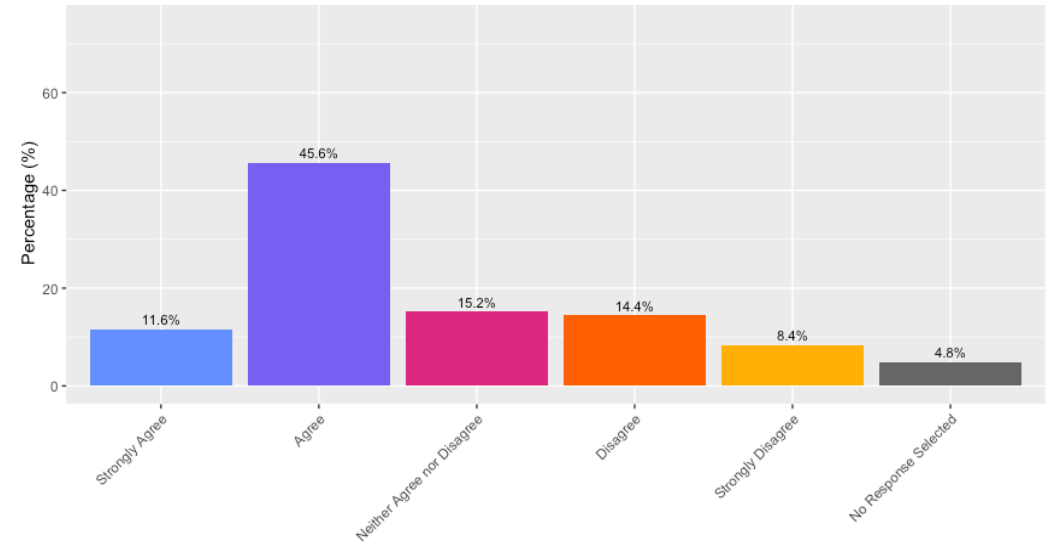


# Faculty Only – Section Four

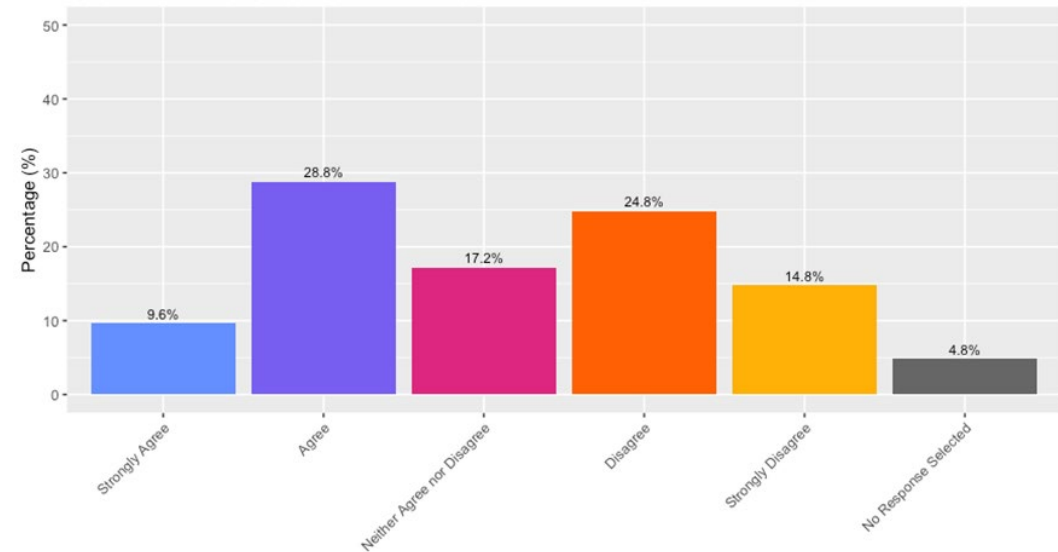
## Teaching, Research, Professional Development

# Faculty Only

I have been provided with growth and learning opportunities.



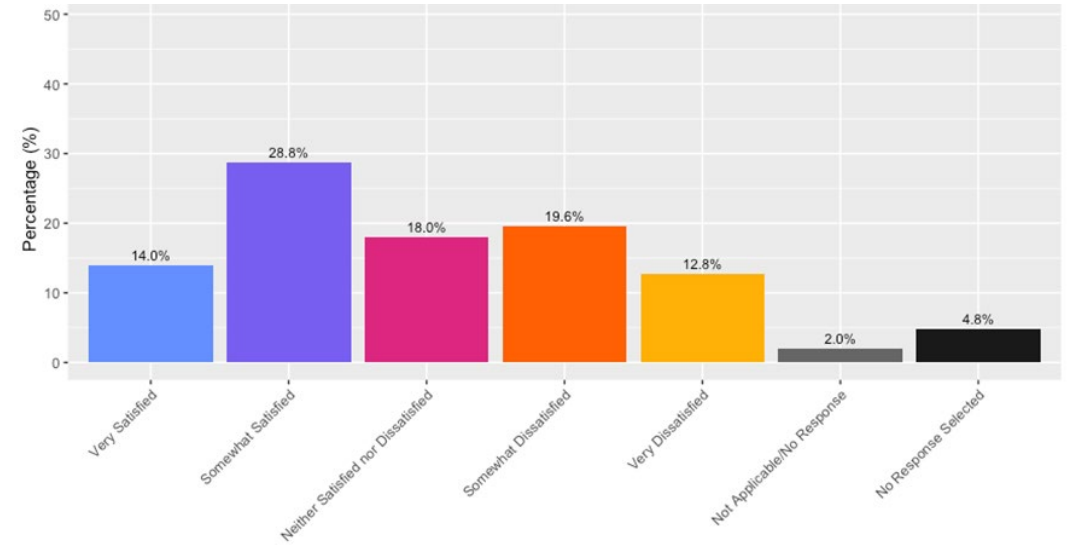
My department/unit adequately supports professional development.



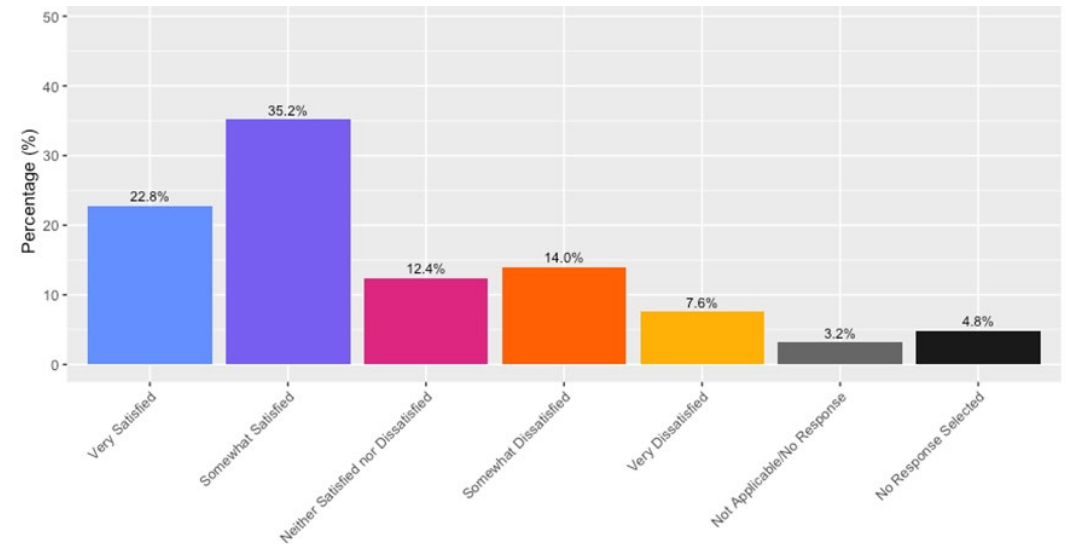


# Faculty Only

How satisfied are you with the support you receive to effectively teach our diverse student population?

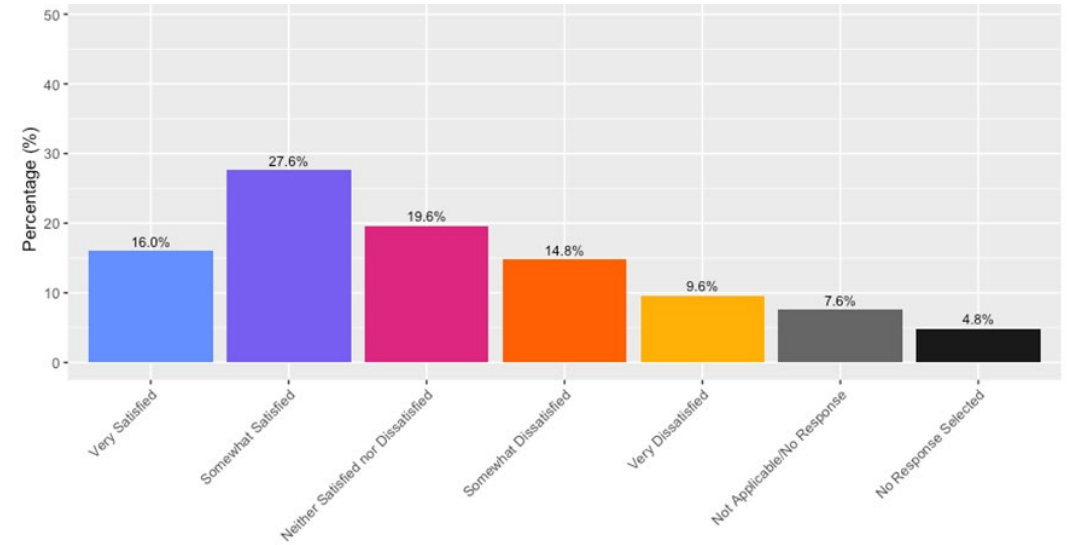


How satisfied are you with the support you receive from offices that support instruction on campus?

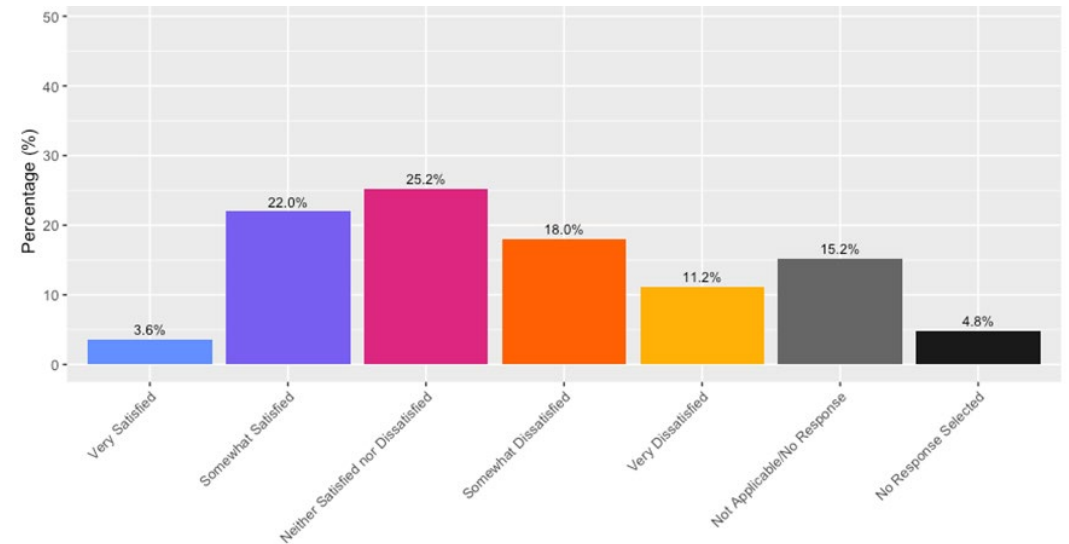


# Faculty Only

How satisfied are you with the process used to determine modes of instruction for your classes?



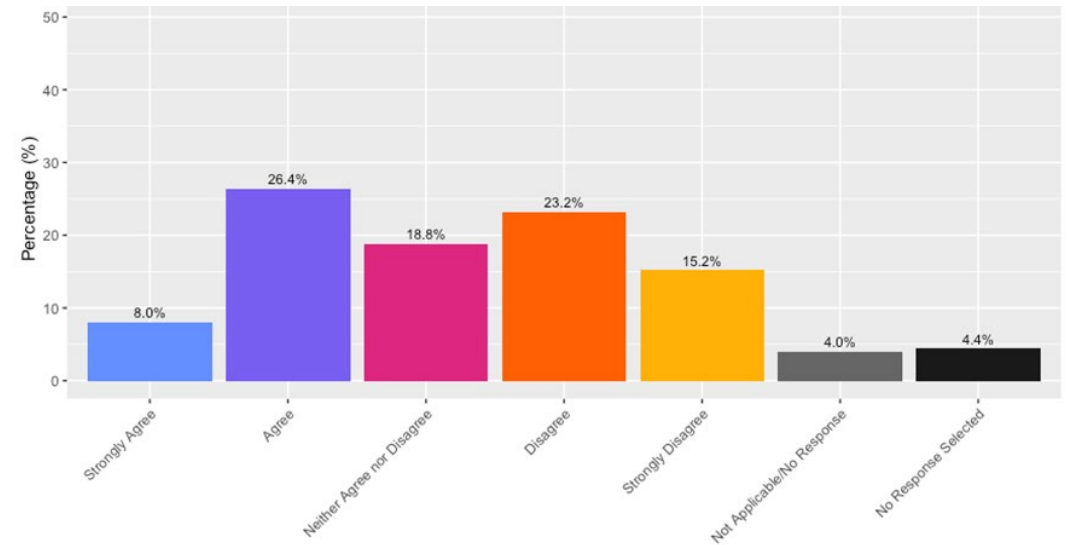
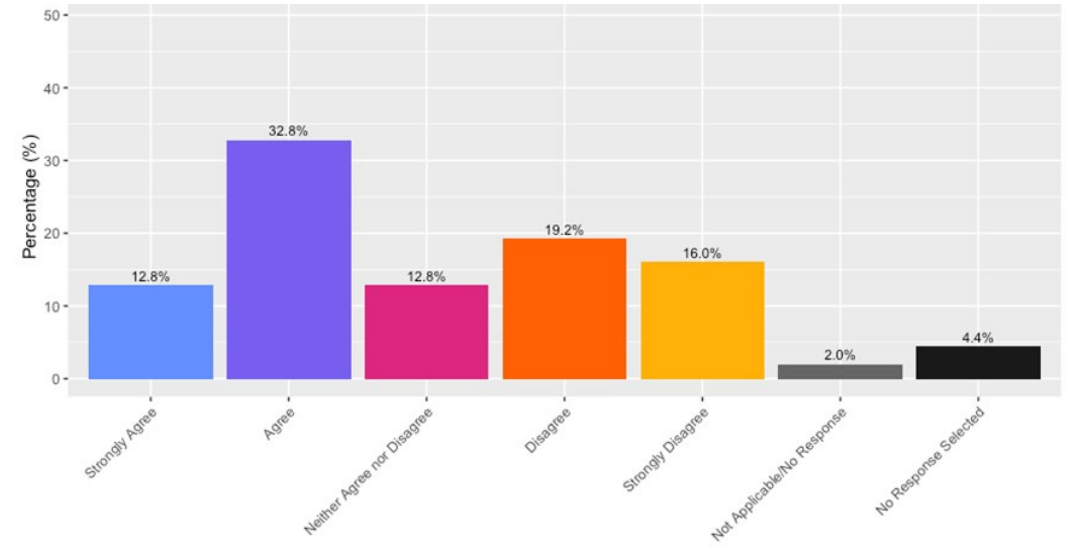
How satisfied are you with the support you receive for implementing the Seven Principles of Good Practice in Undergraduate Education?



# Faculty Only

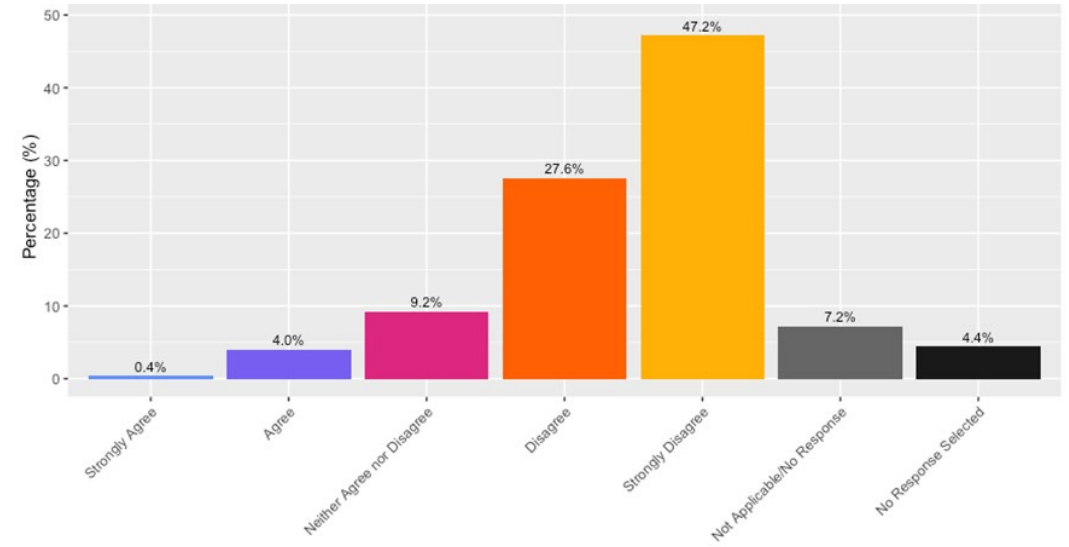
The criteria for retention, range elevation, tenure, and promotion are clearly communicated.

Research and creative activities are encouraged at Chico State.

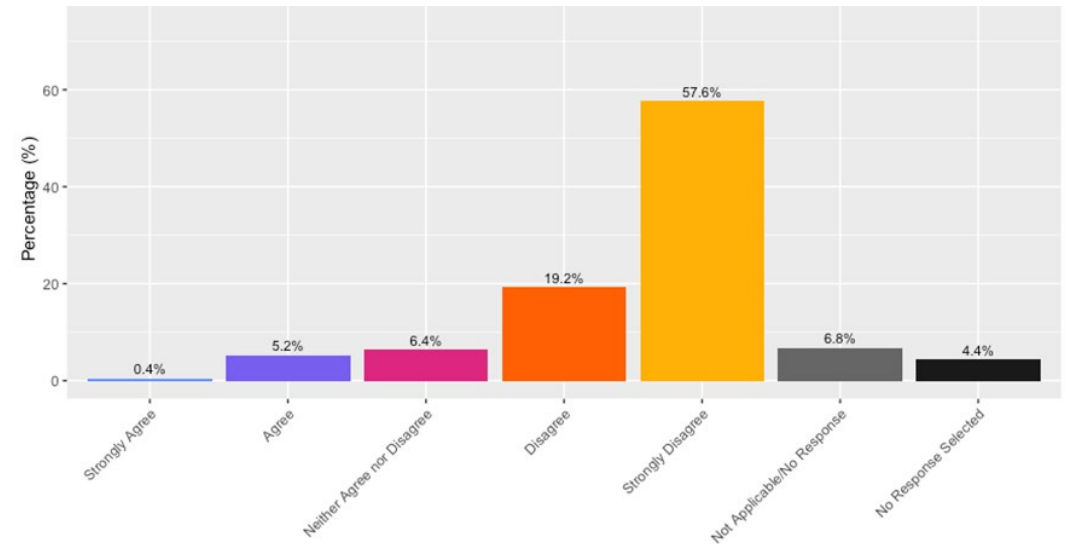


# Faculty Only

There is sufficient funding to conduct research and creative activities.



My workload allows me to perform effective research and creative activities.



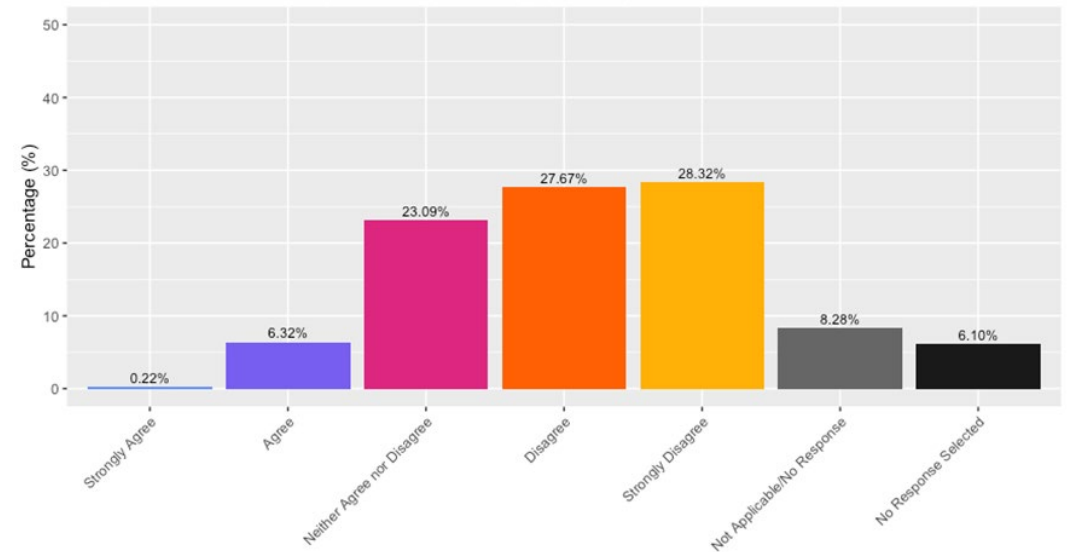
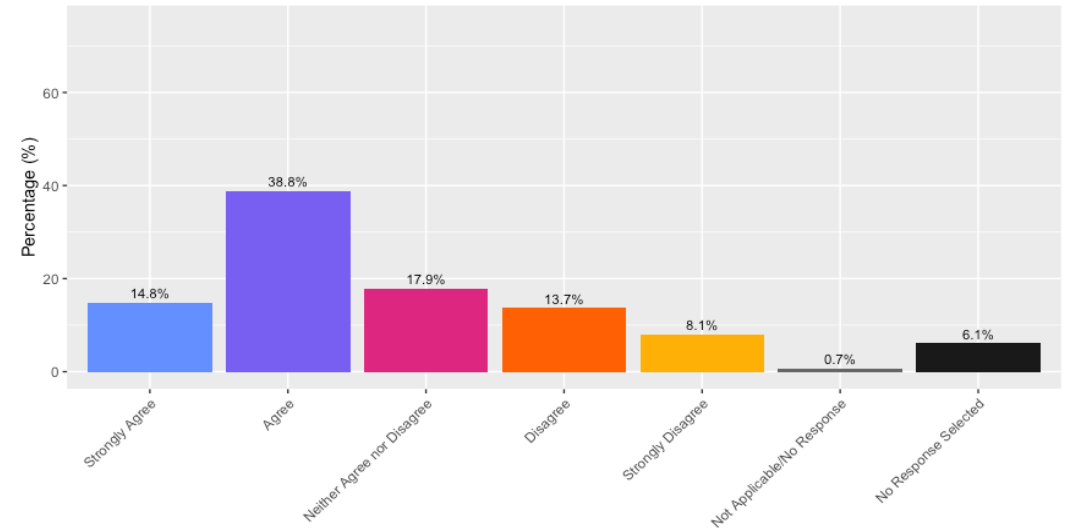
# Staff/Admin Only – Section Four

## Development and Flexible Work Options

# Staff/Admin Only

I have been provided with growth and learning opportunities.

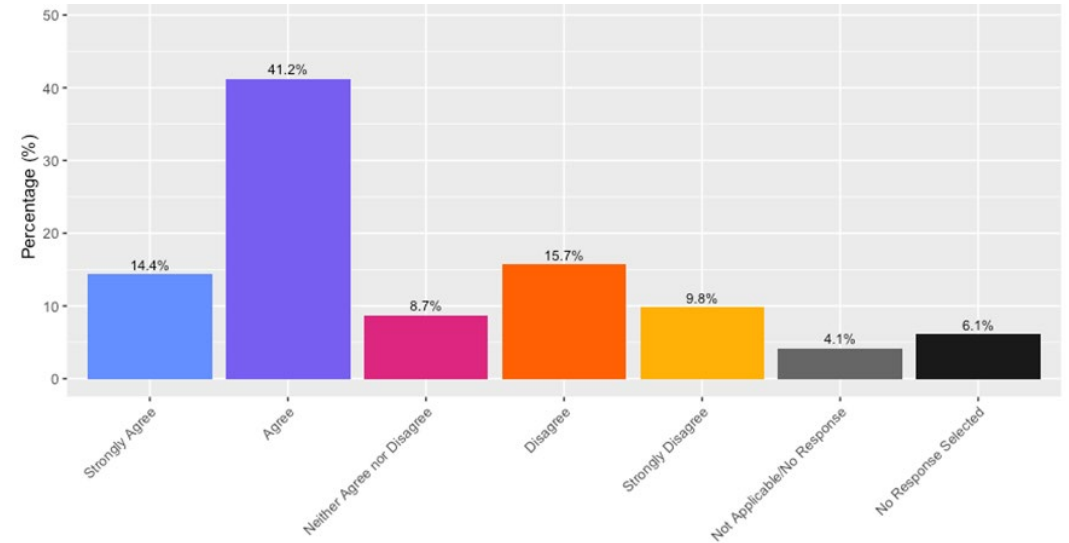
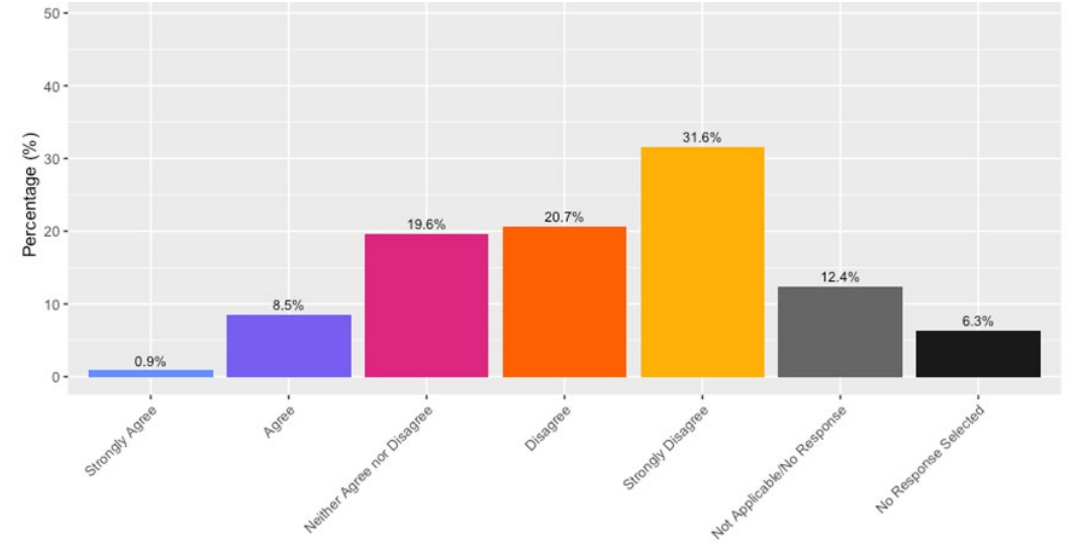
Staff promotions/advancements to new positions on campus receive appropriate salary increases.



# Staff/Admin Only

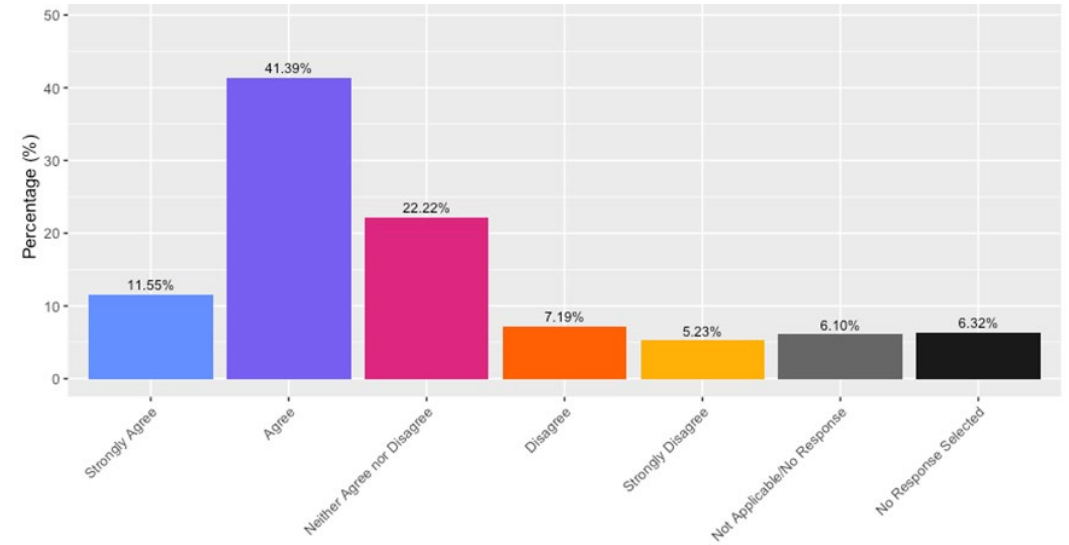
The in-Range Progression (IRP) and Reclassification processes are implemented equitably and fairly.

My performance evaluations are conducted on a regular basis.

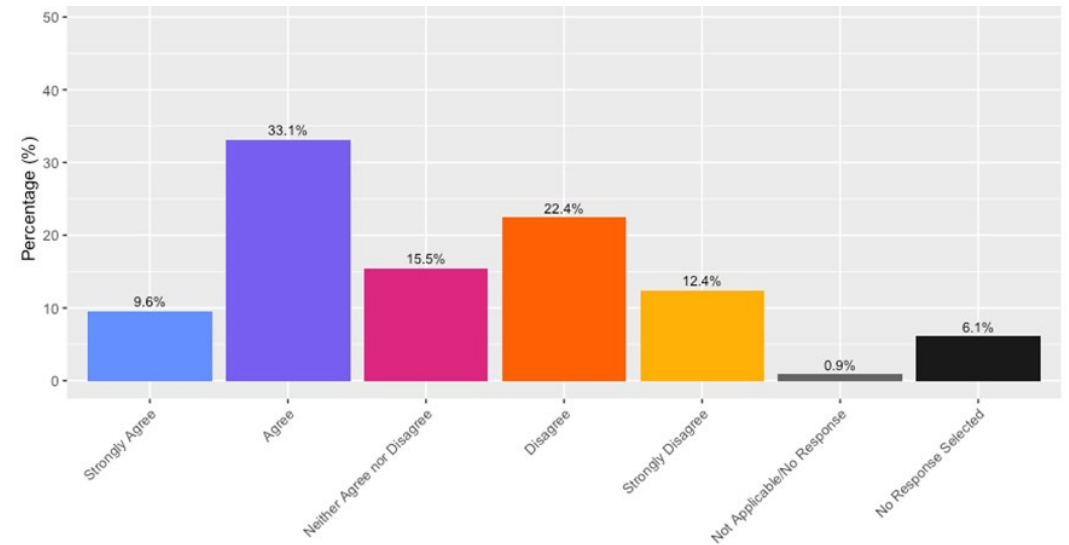


# Staff/Admin Only

Performance evaluations are fair and equitable.



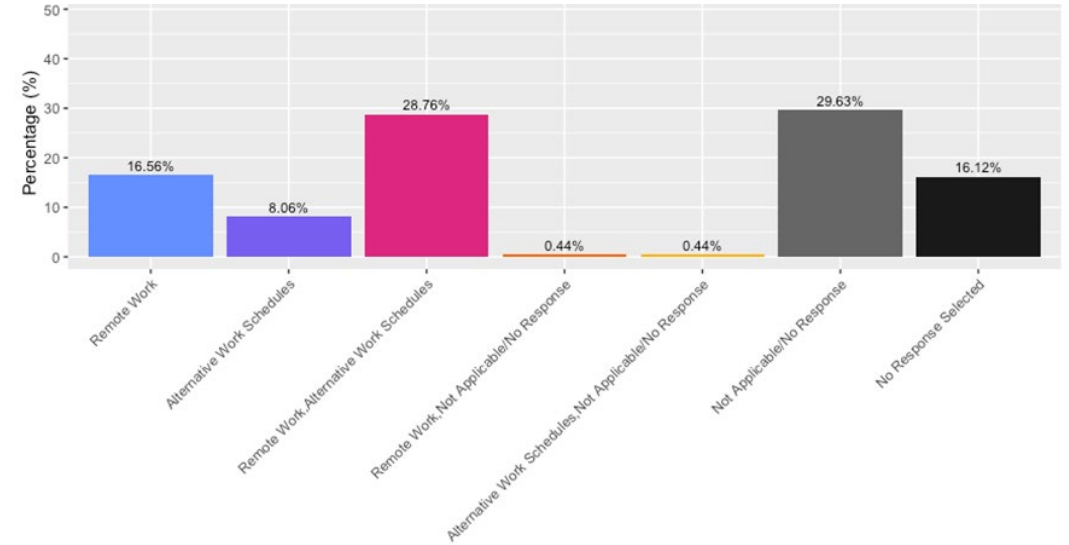
My position is properly classified and reflects my duties accurately.



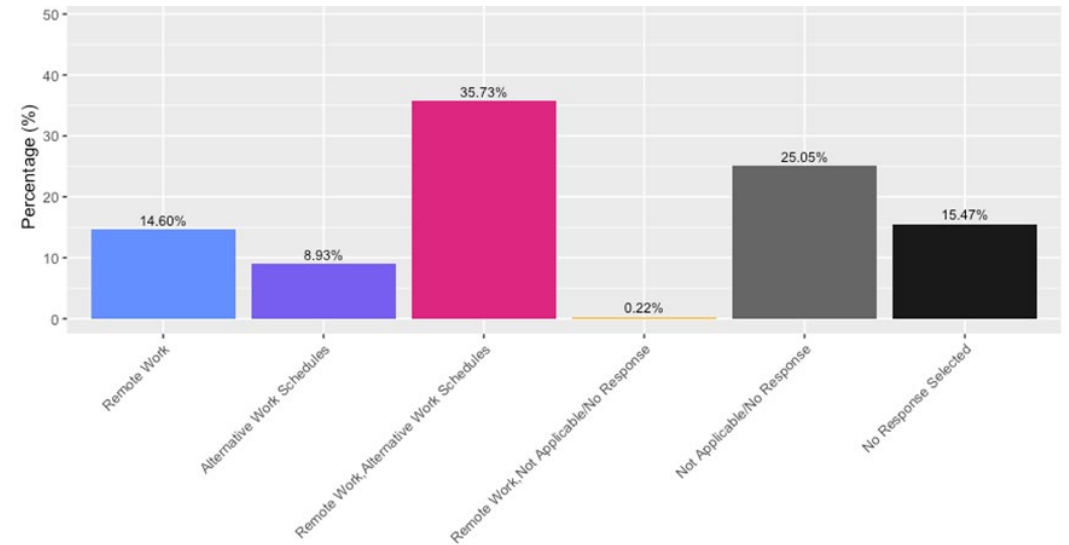


# Staff/Admin Only

My position provides options for the following (check all that apply):

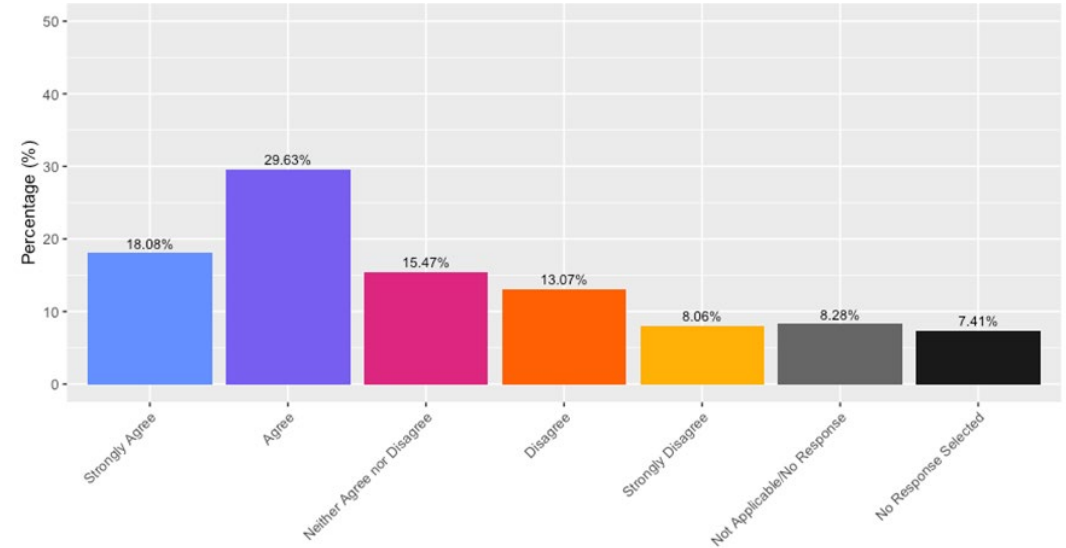


My supervisor supports (check all that apply):



# Staff/Admin Only

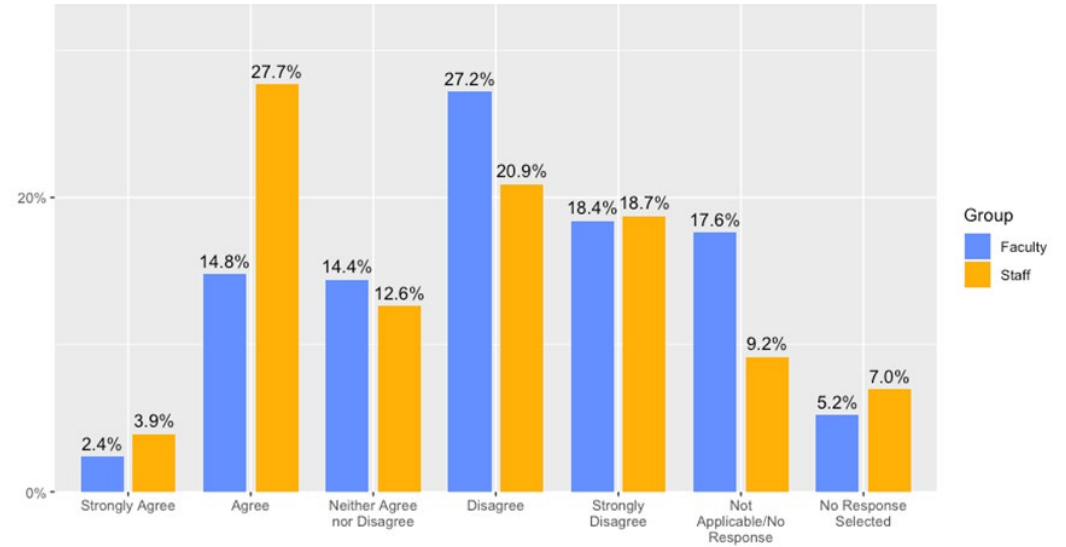
The distribution of flexible work options in my department/unit is fair and equitable.



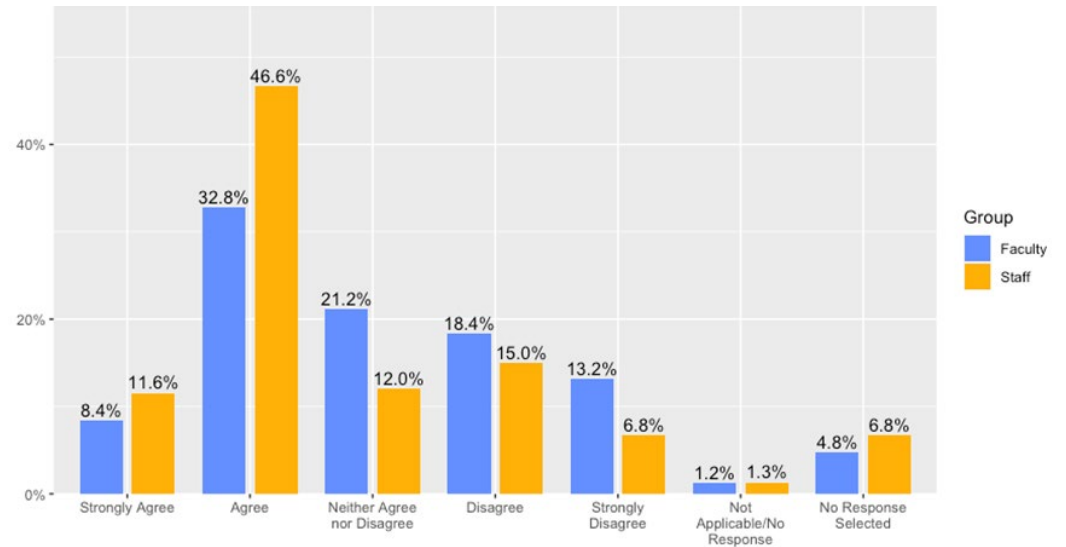
# Faculty and Staff/Admin – Section Five

## Parking and Facilities

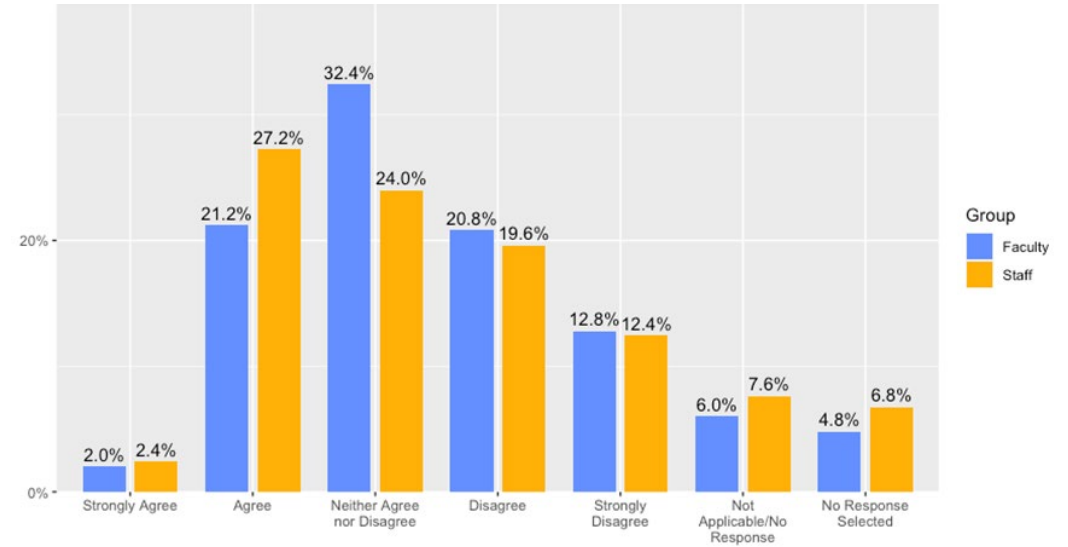
I am satisfied with the availability of campus parking.



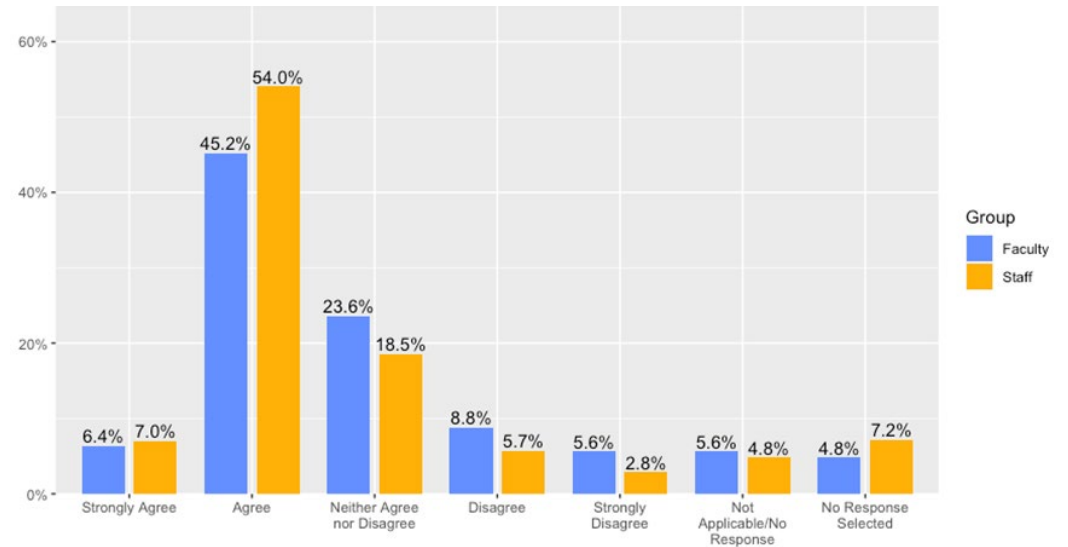
I am satisfied with the physical maintenance of facilities.



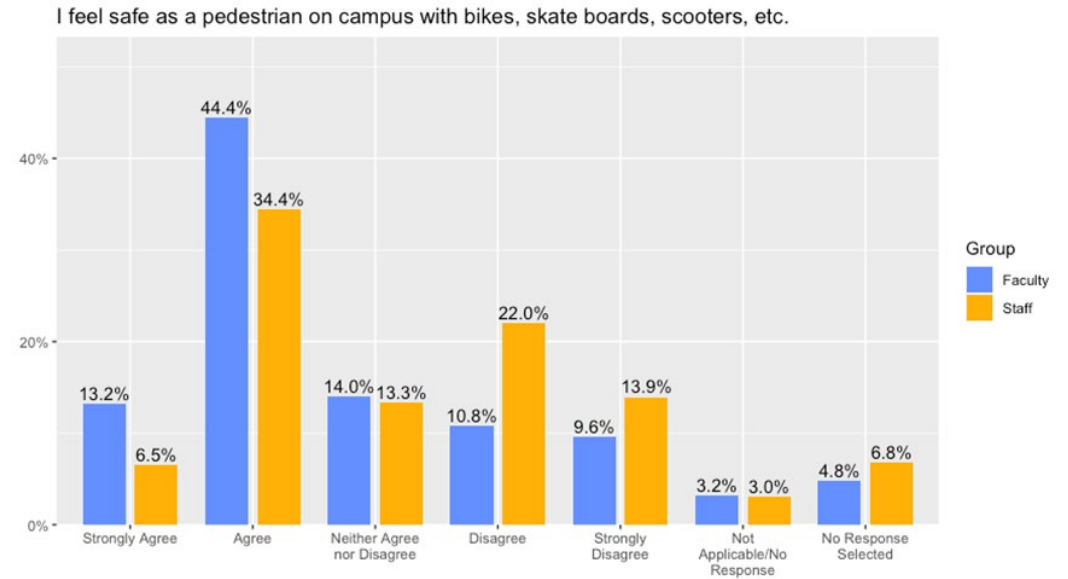
I am satisfied with the process of space allocation and use across campus.



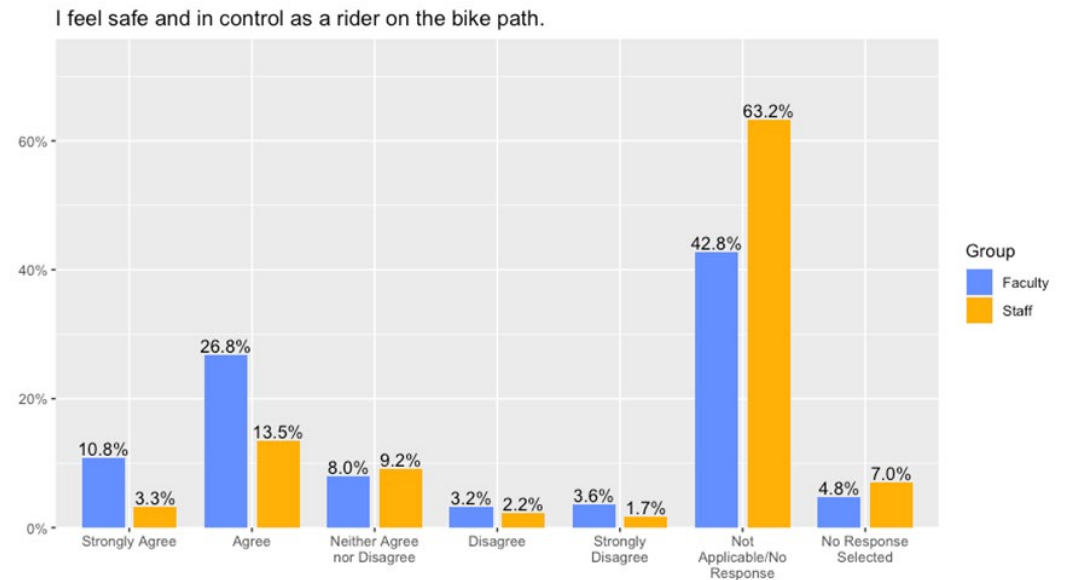
I am satisfied with my ability to access facilities across campus.



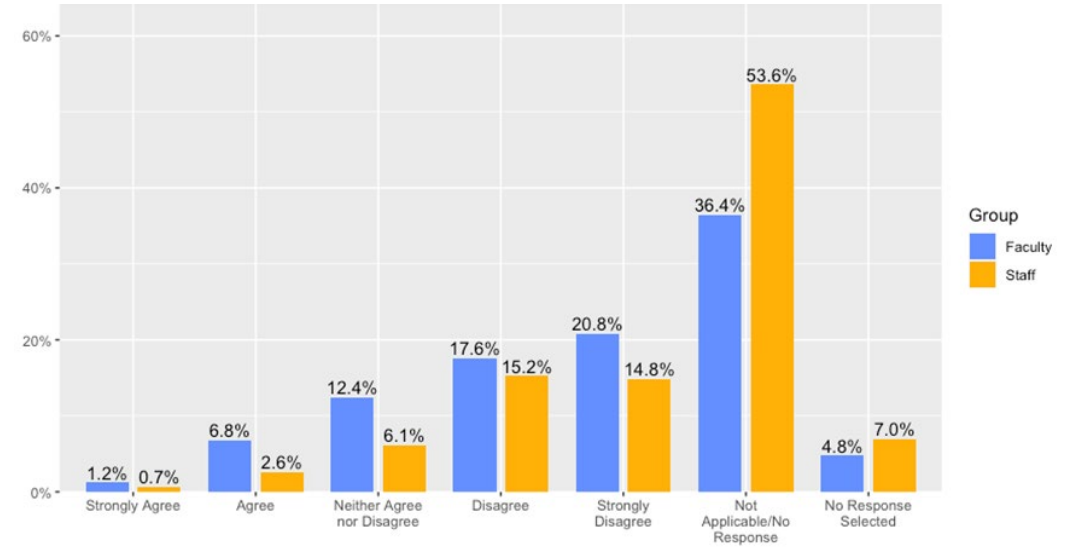
I feel safe as a pedestrian on campus with bikes, skateboards, scooters, etc.



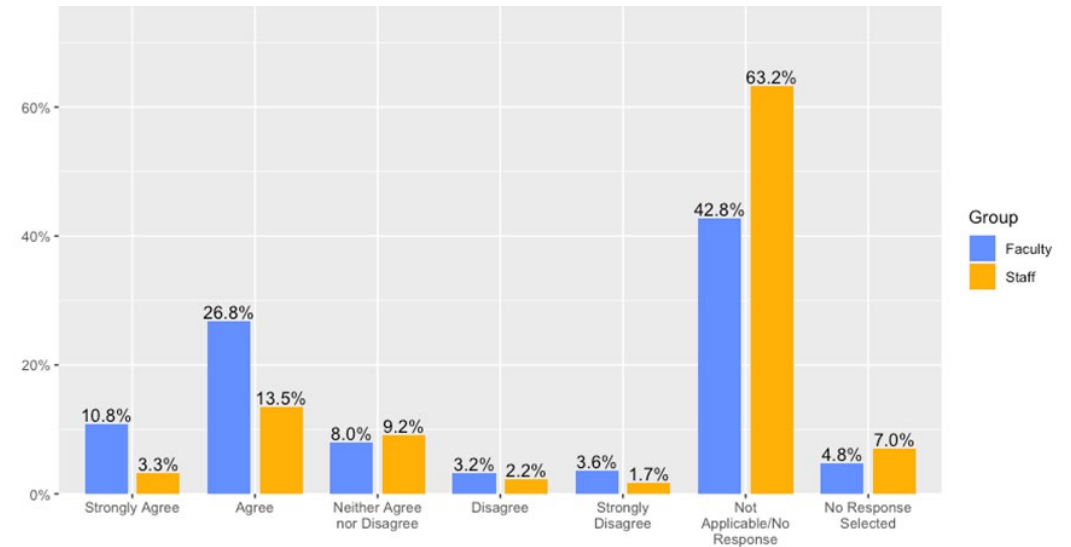
I feel safe and in control as a rider on the bike path.



I feel that my bike is secure when locked on campus racks.



I feel safe and in control as a rider on the bike path.



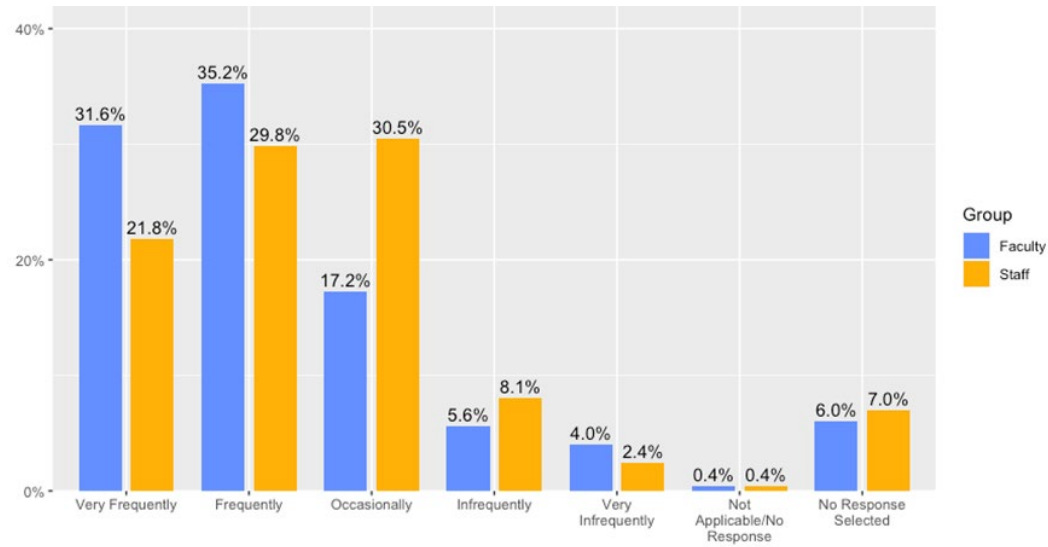
# Faculty and Staff/Admin – Section Six

## Emotional and Physical Wellness

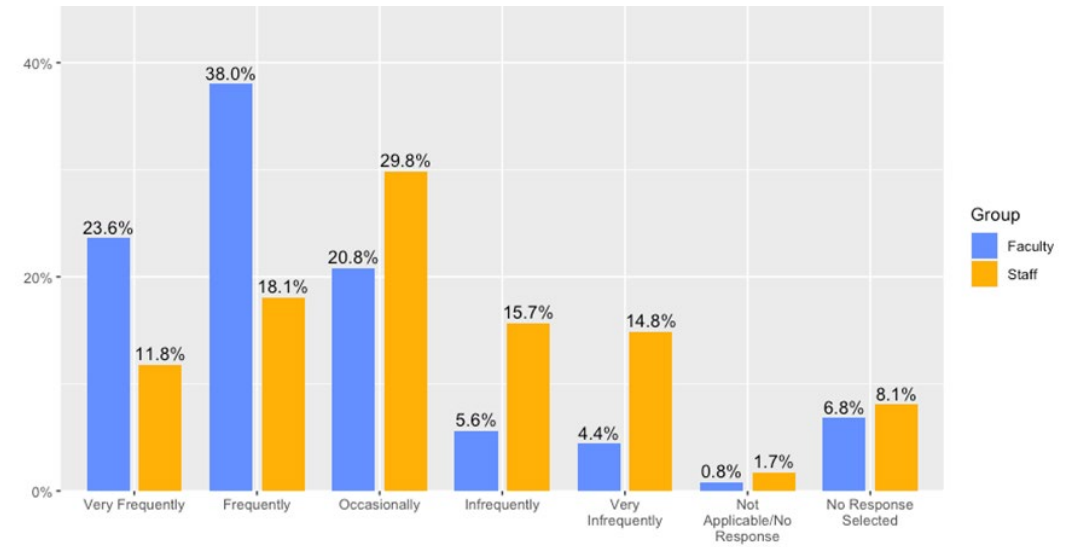


# In general, how often does your work cause you stress?

## While at work

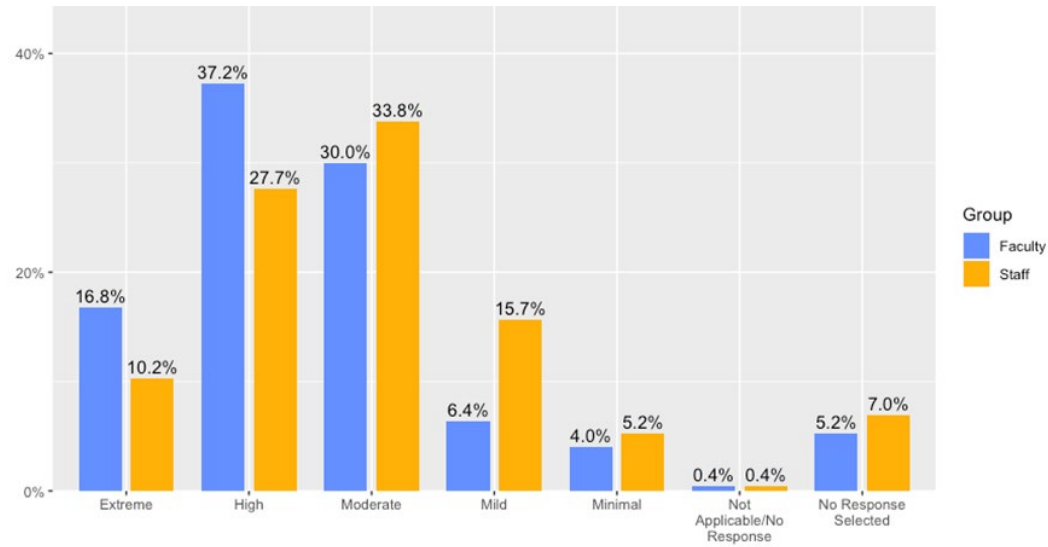


## Away from work

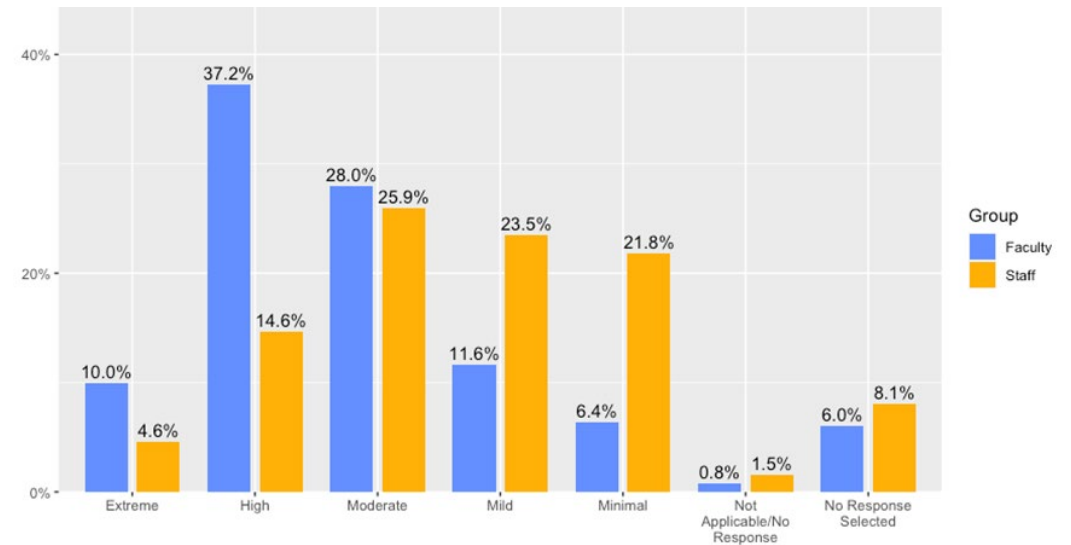


# In general, how would you rate the **level** of your job stress?

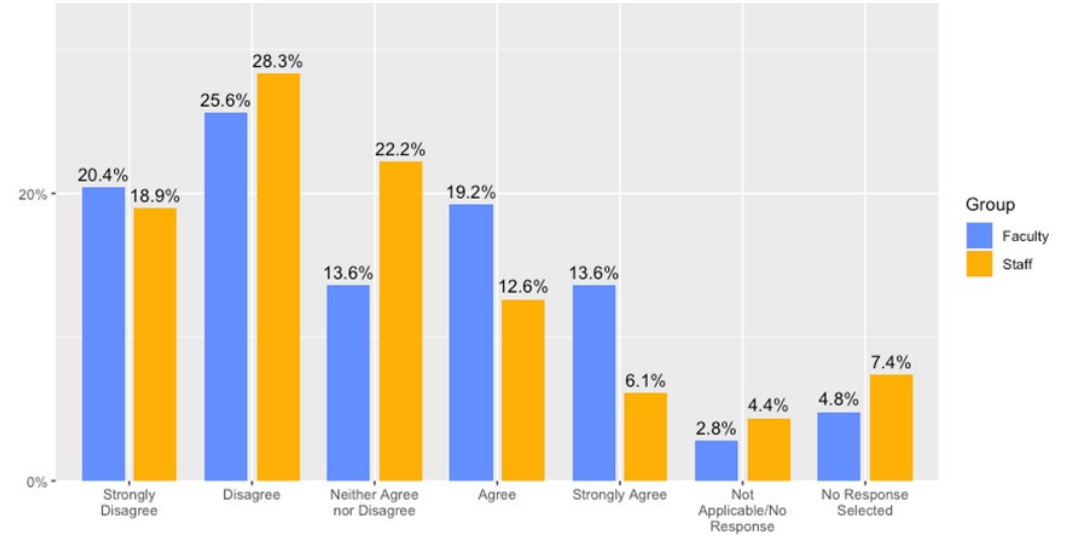
## While at work



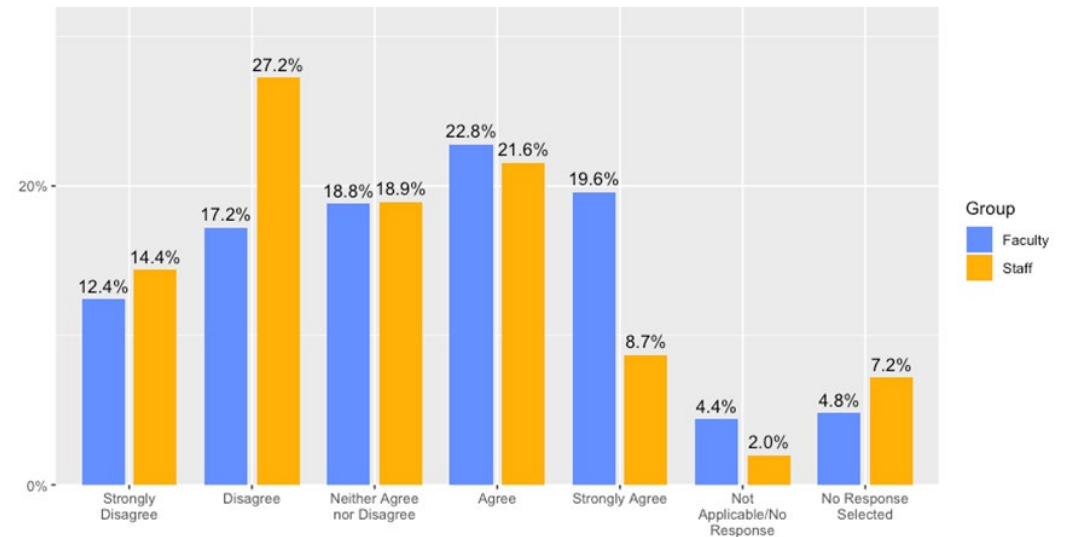
## Away from work



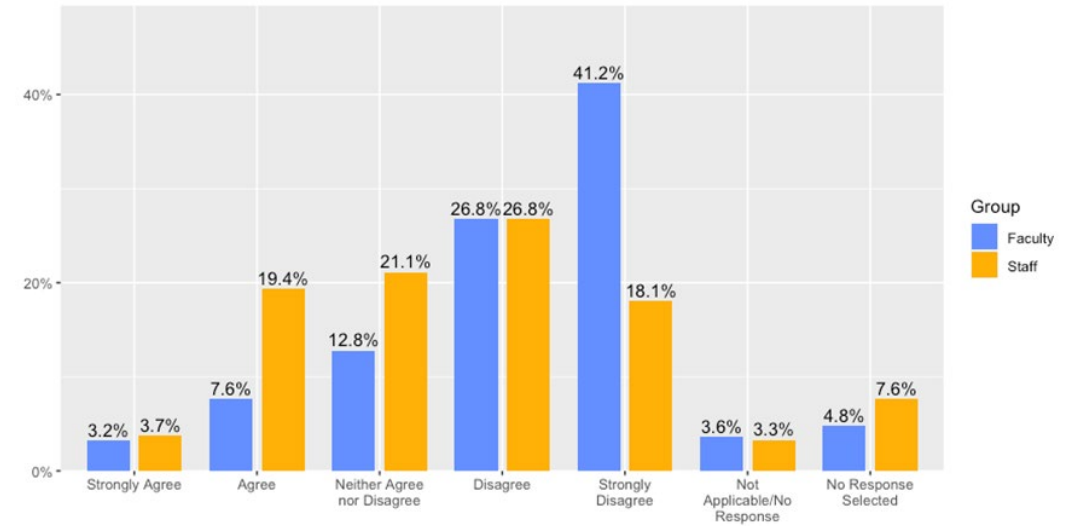
I feel excluded from an informal network in my department/unit.



I have to work harder than some of my colleagues to be taken seriously.

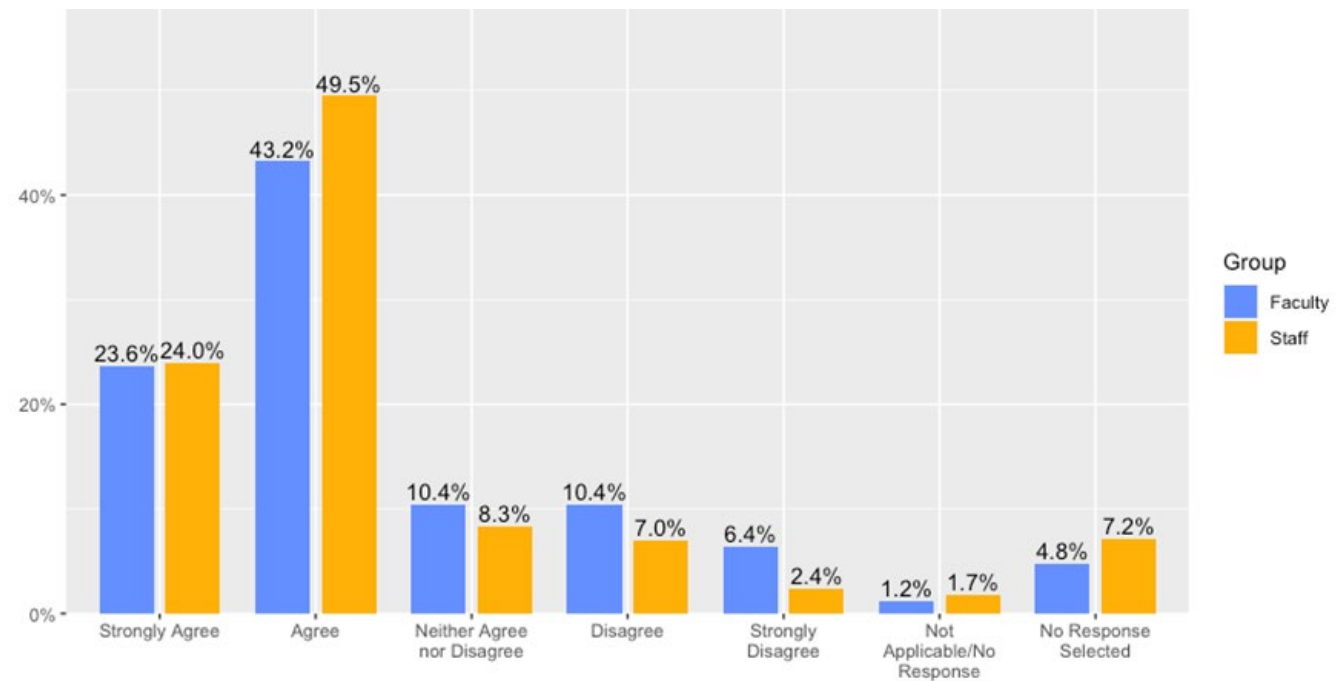


The university appropriately responds to the emotional and physical needs of the community.



# I feel safe on campus.

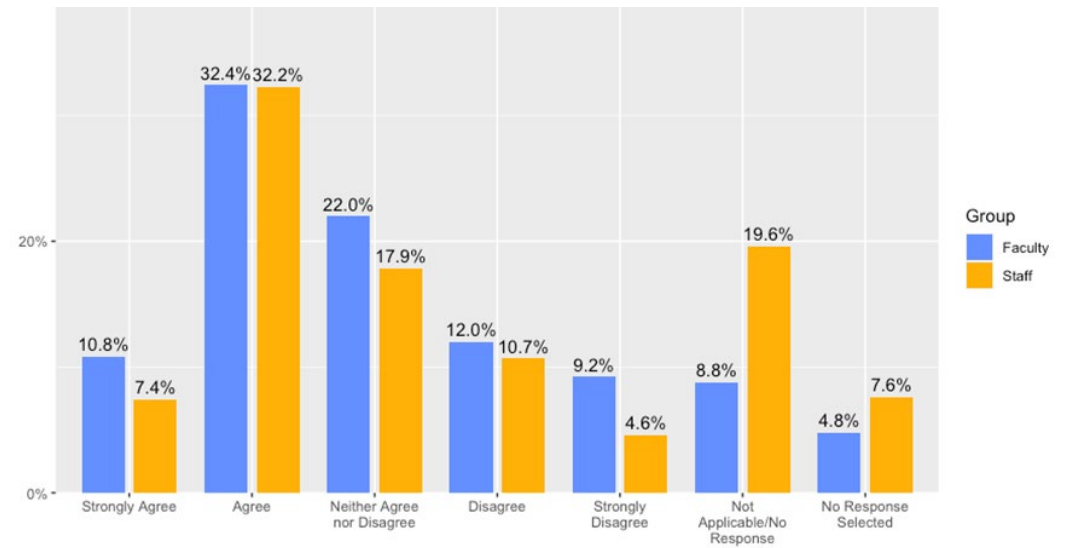
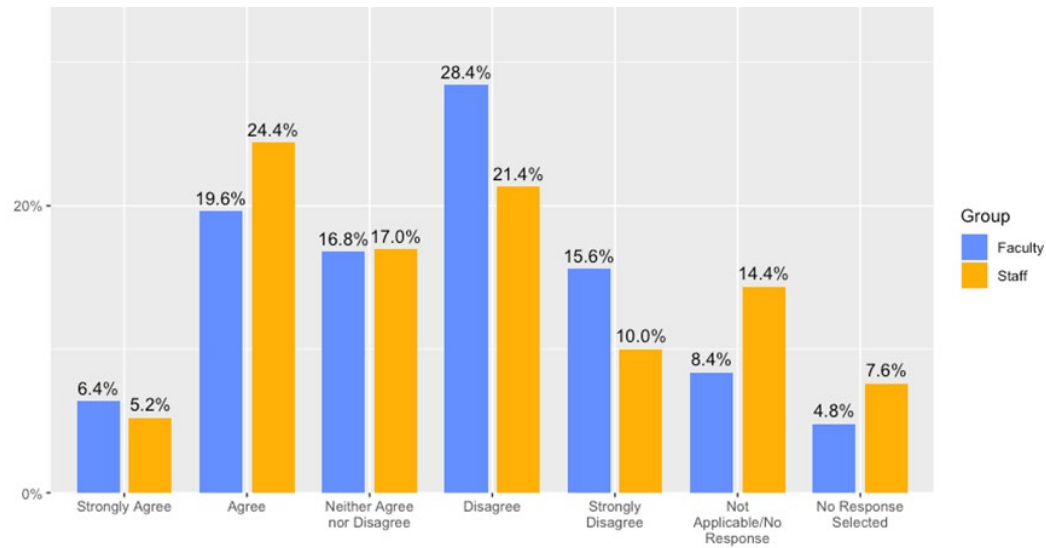
During the day



# I feel safe on campus.

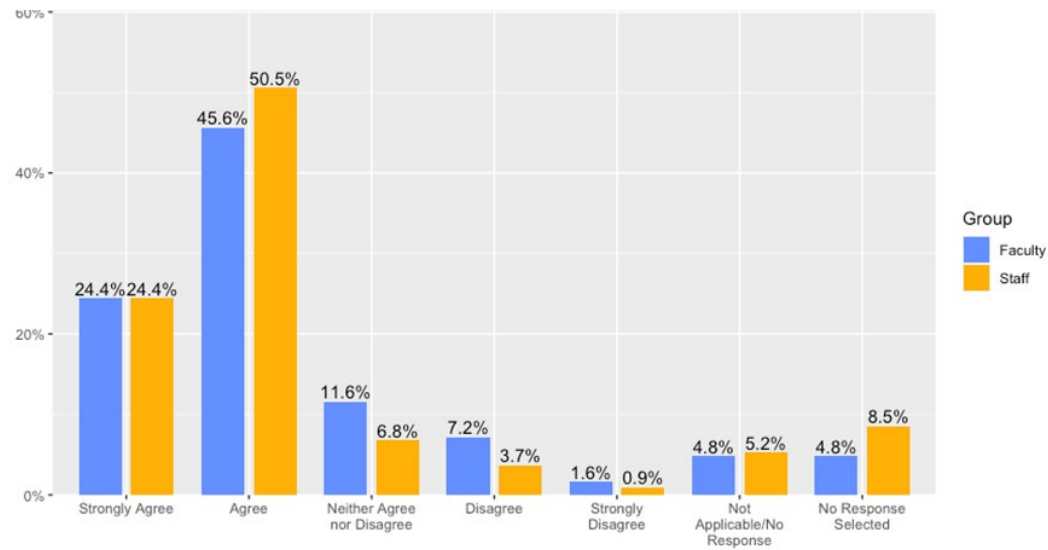
## During the night

## On the weekends

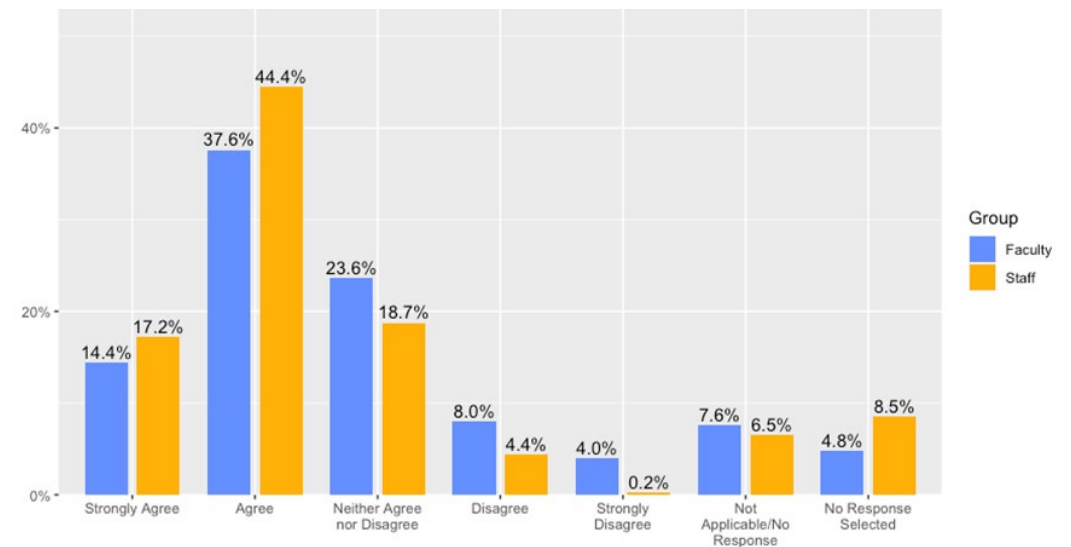


# The following contribute to my feeling of safety on campus:

## Campus Lighting

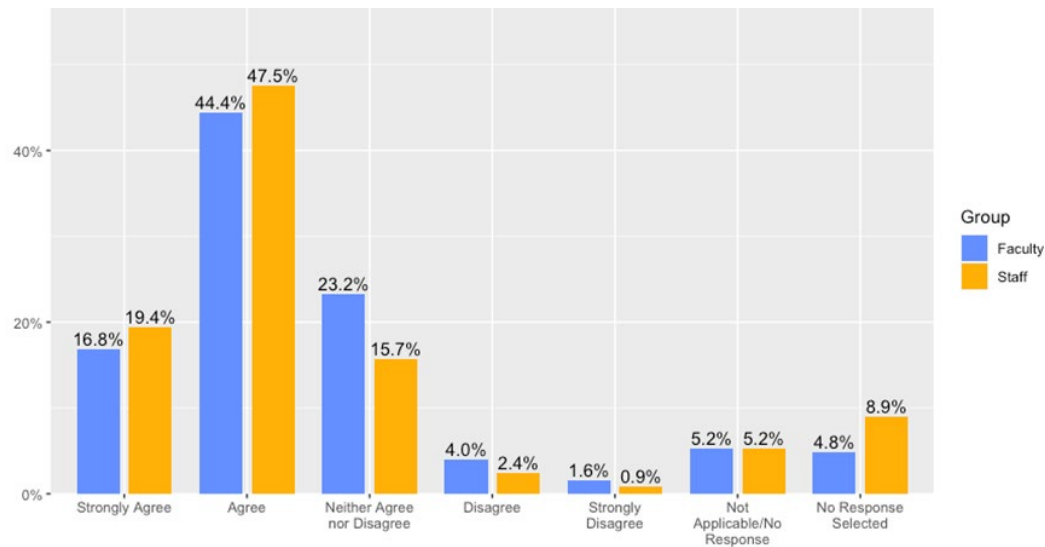


## Blue Light Phones

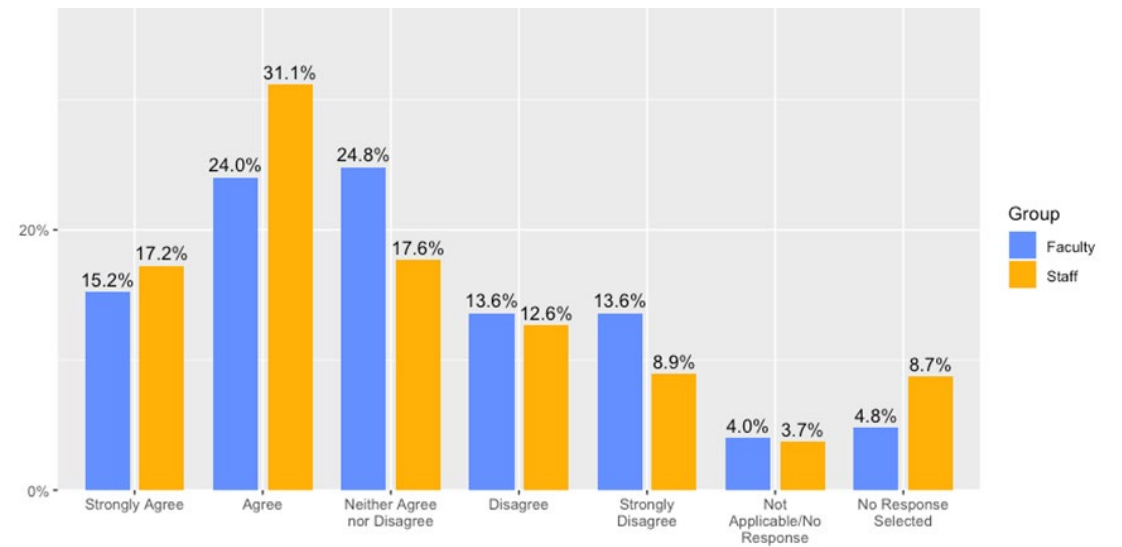


# The following contribute to my feeling of safety on campus:

## Ground Maintenance



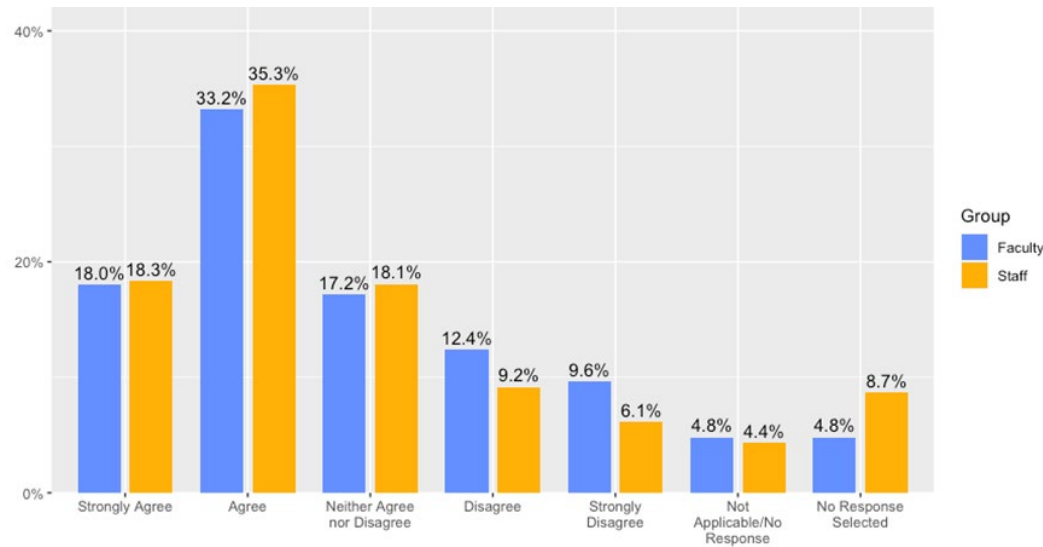
## University Police Presence



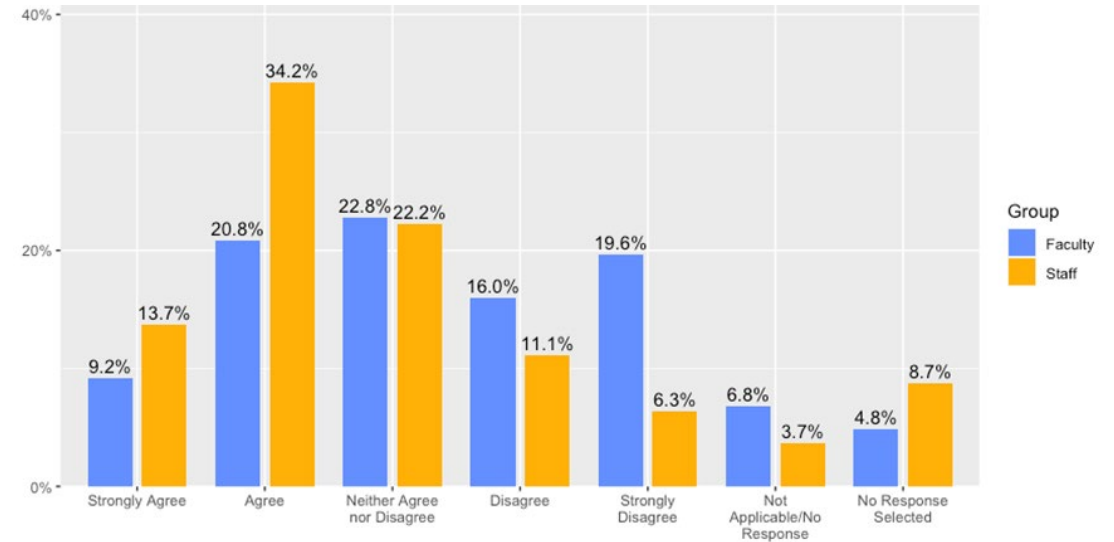


# The following contribute to my feeling of safety on campus:

## Building Security

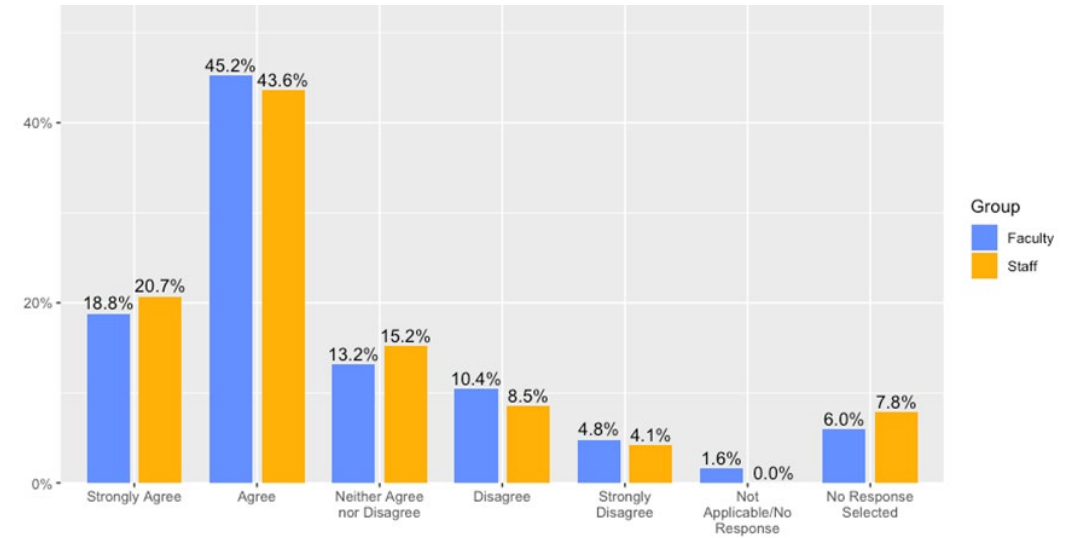


## Emergency Protocols

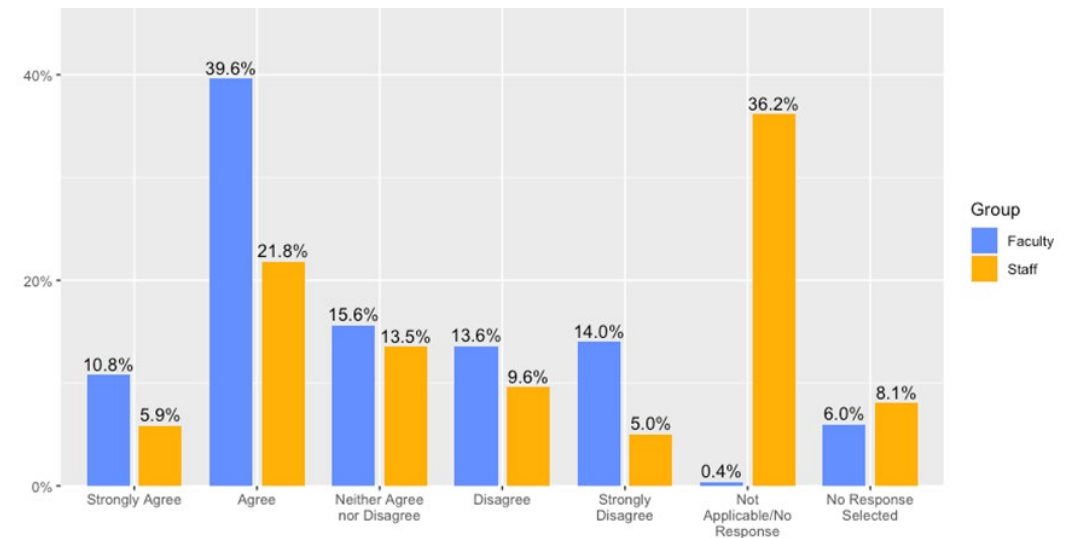


# Faculty and Staff/Admin – Section Seven Inclusion

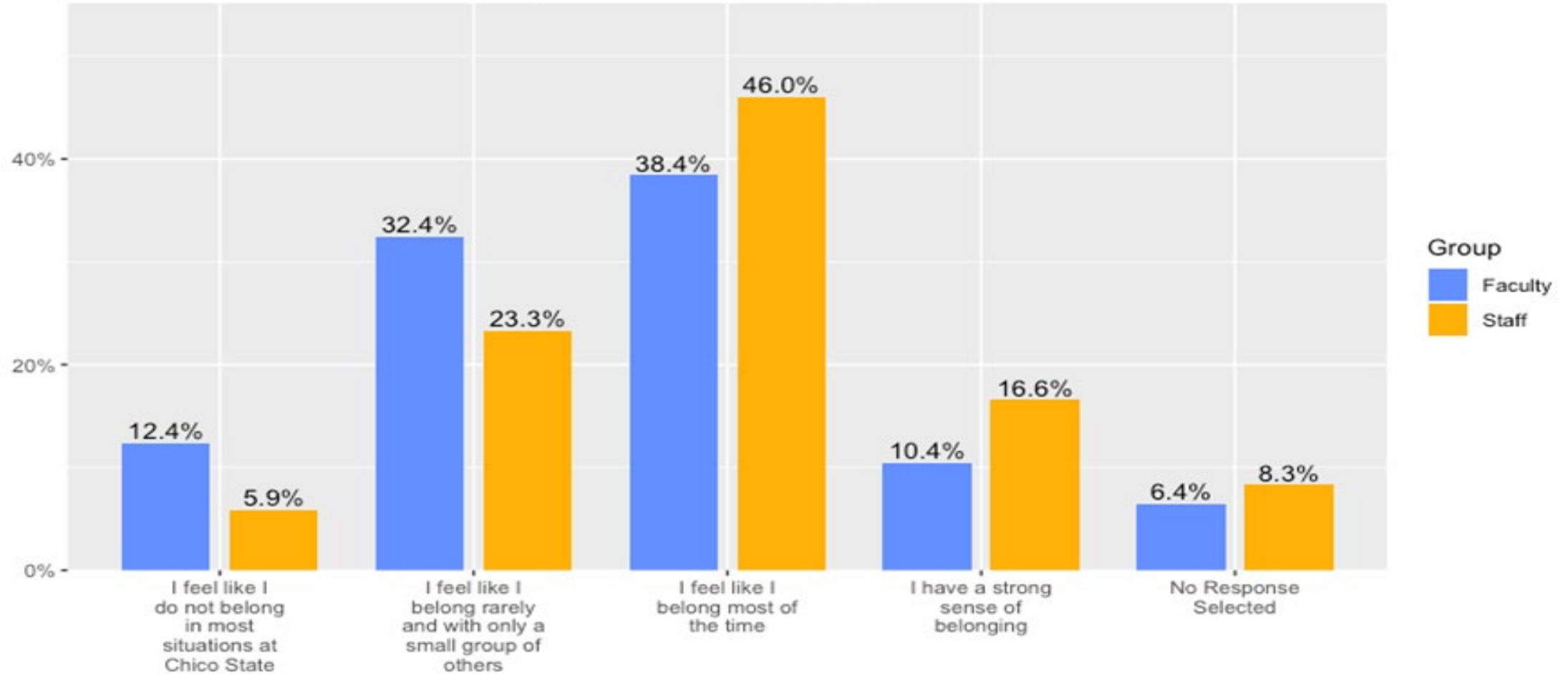
I consistently feel appreciated by my staff colleagues.



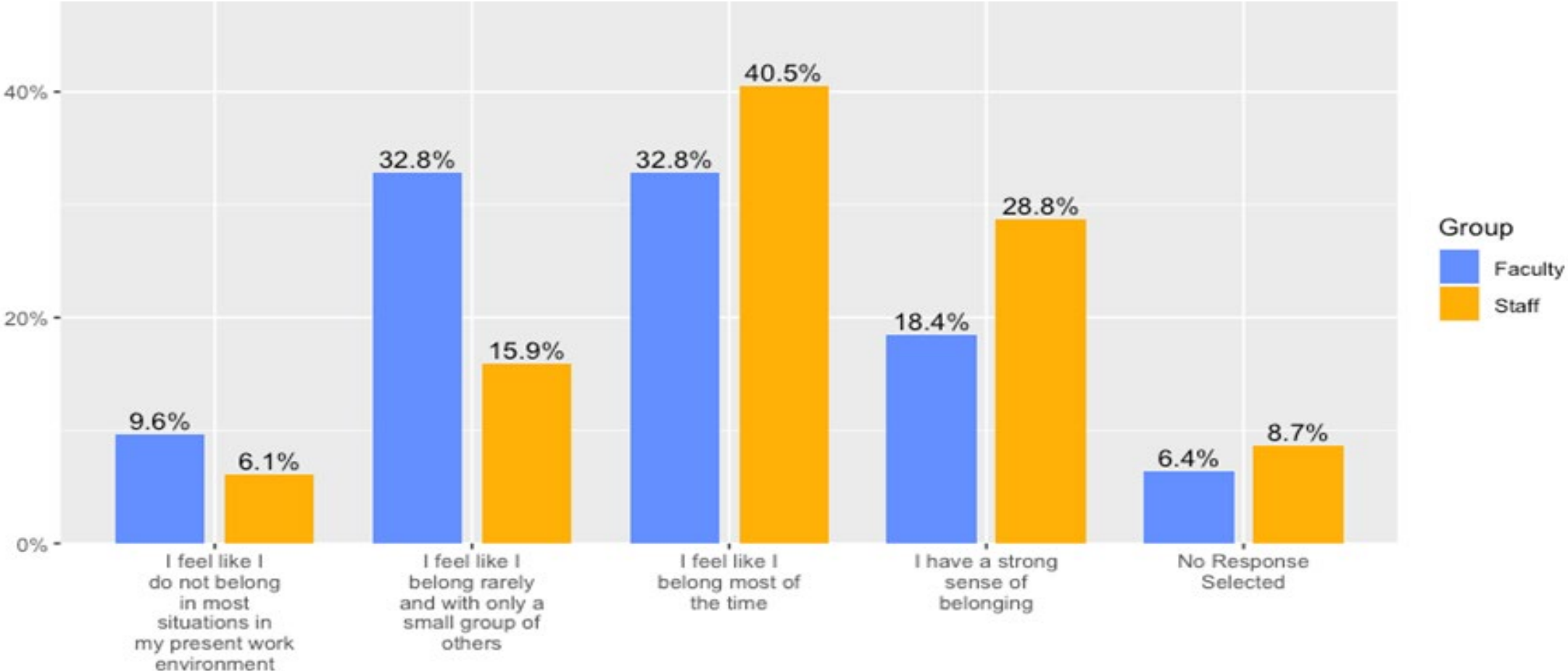
I consistently feel appreciated by my faculty colleagues.



## Which statement best describes your sense of belonging at Chico State?

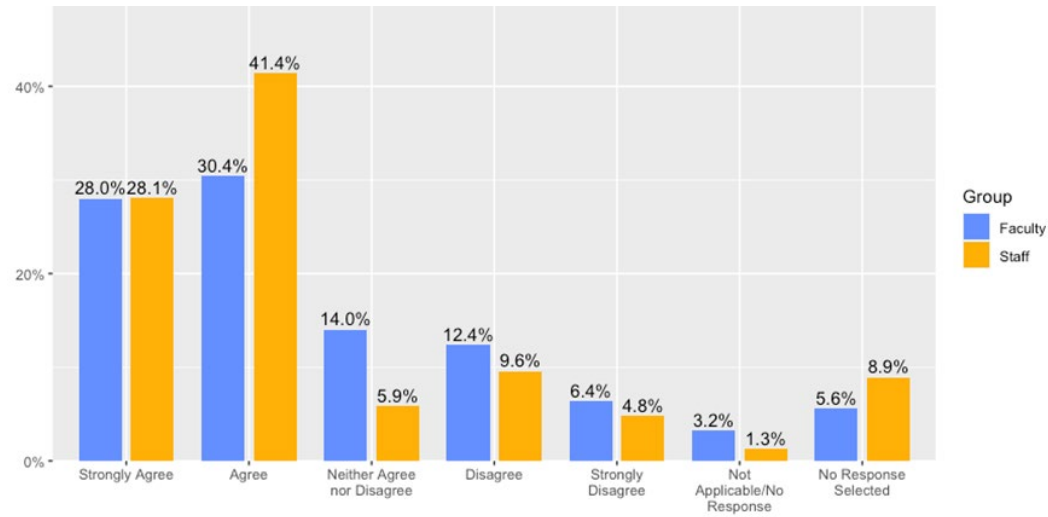


Which statement best describes your sense of belonging in your present work environment.

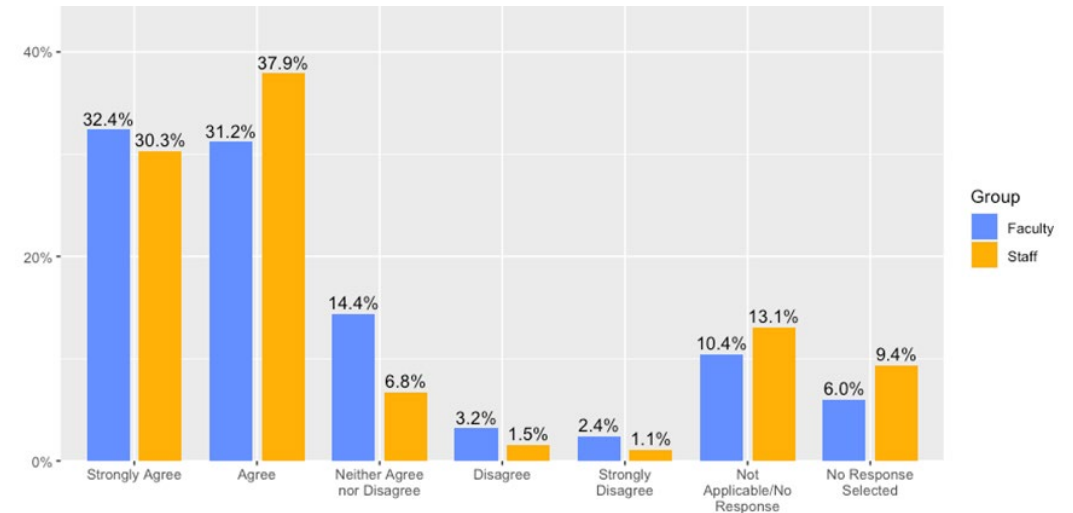


# In my work environment, I have been treated in an equal manner to other employees regardless of my:

## Age

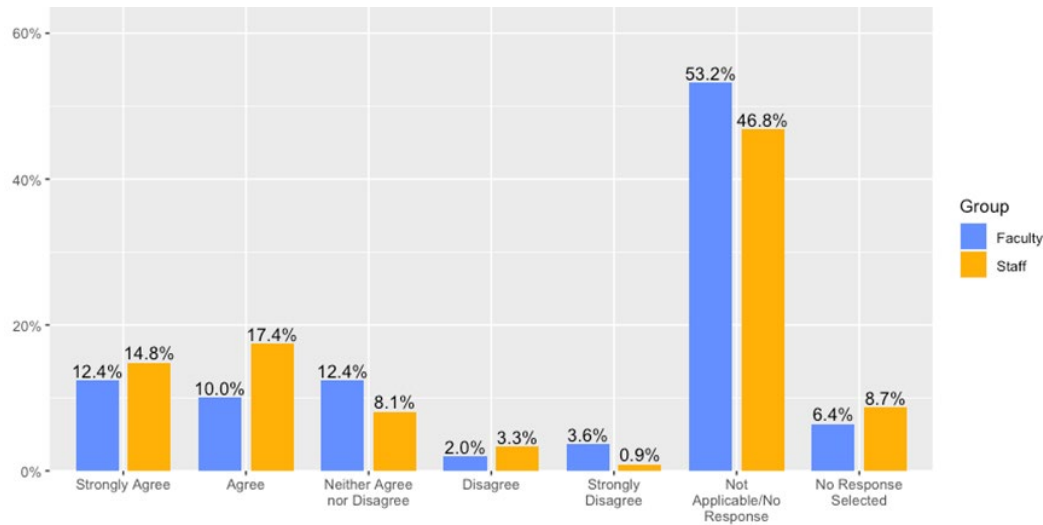


## Country of Birth

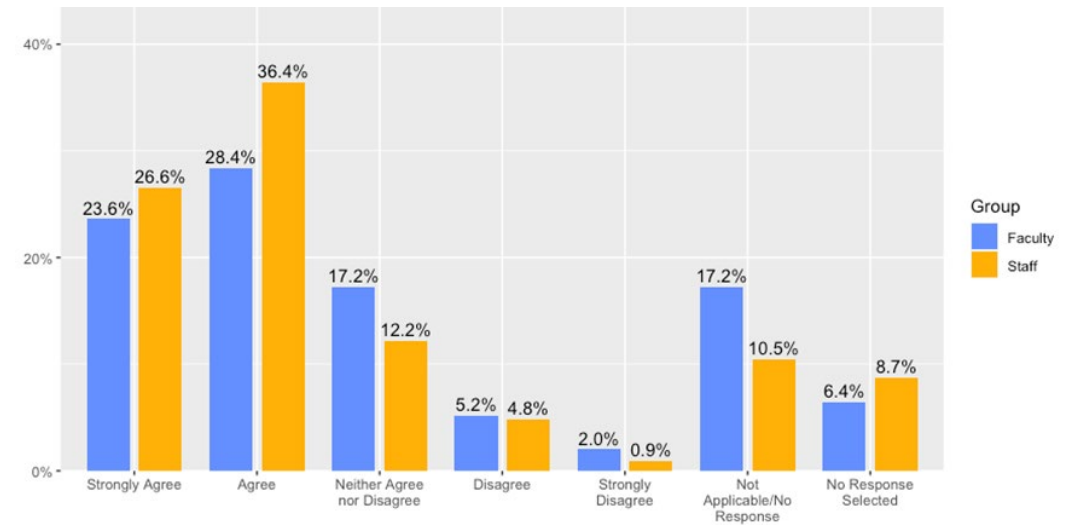


# In my work environment, I have been treated in an equal manner to other employees regardless of my:

## Disability

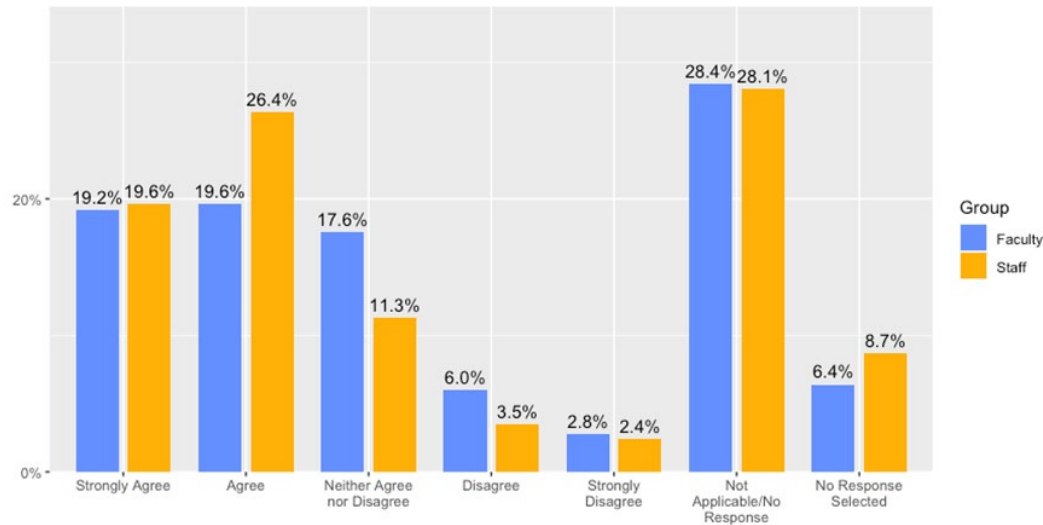


## Economic Status

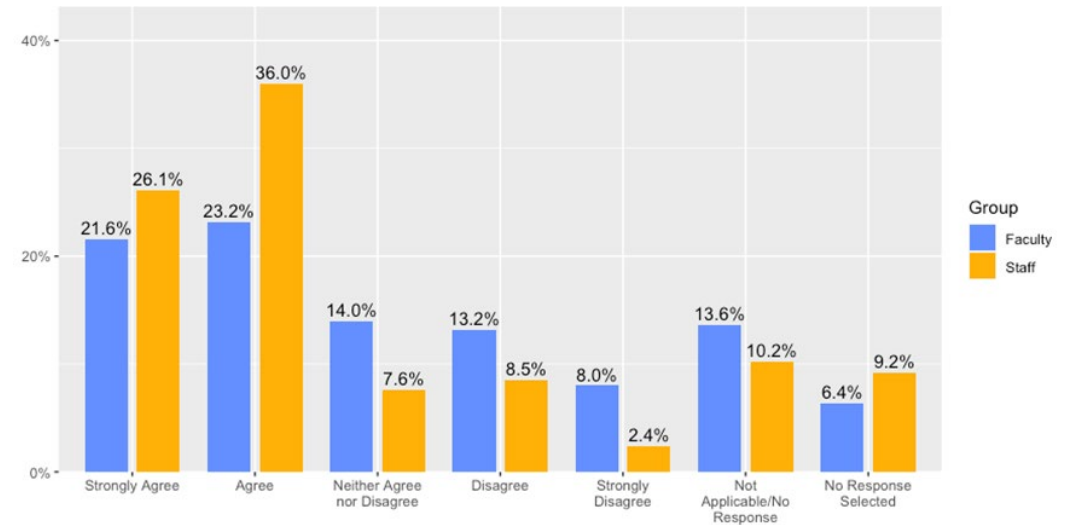


# In my work environment, I have been treated in an equal manner to other employees regardless of my:

## Faith Religion



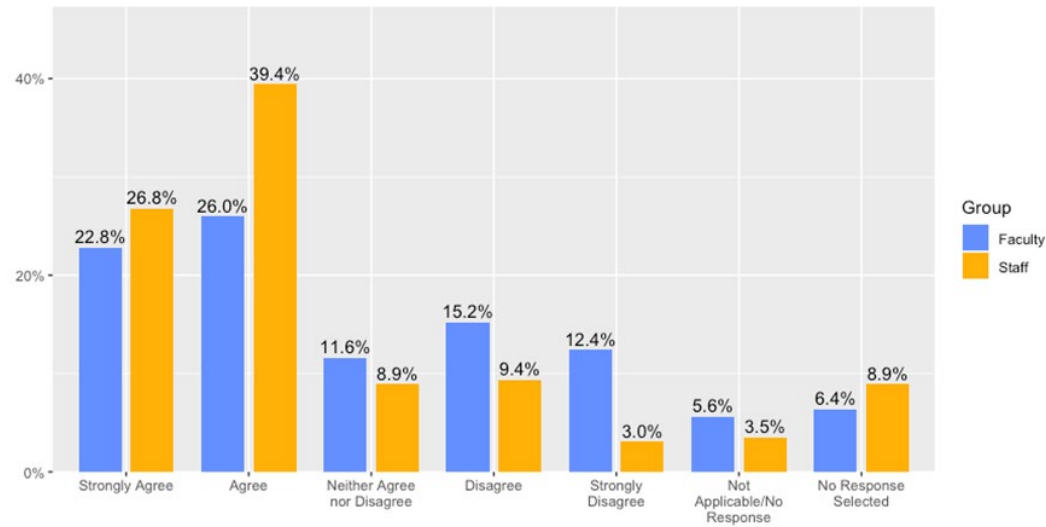
## Family Responsibilities



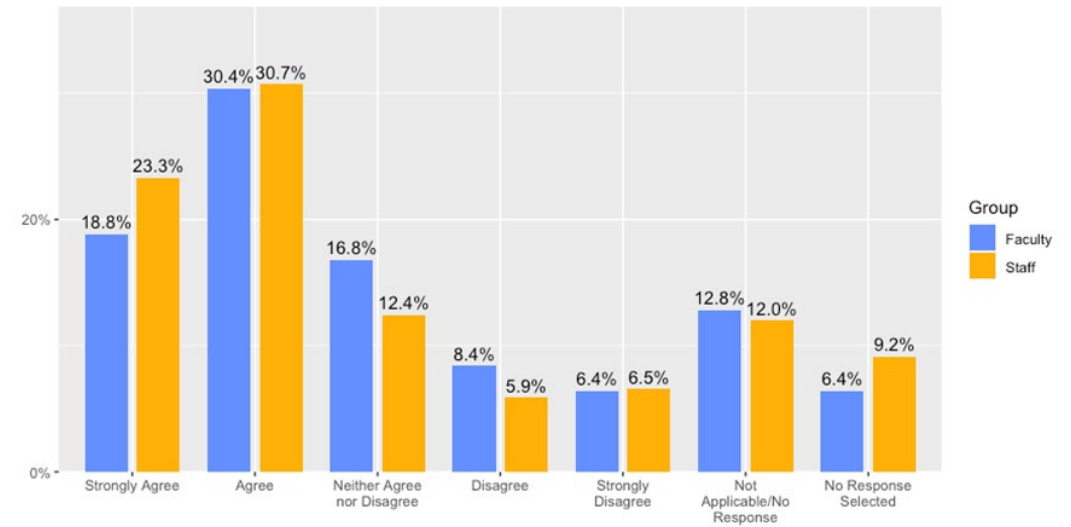


# In my work environment, I have been treated in an equal manner to other employees regardless of my:

## Gender



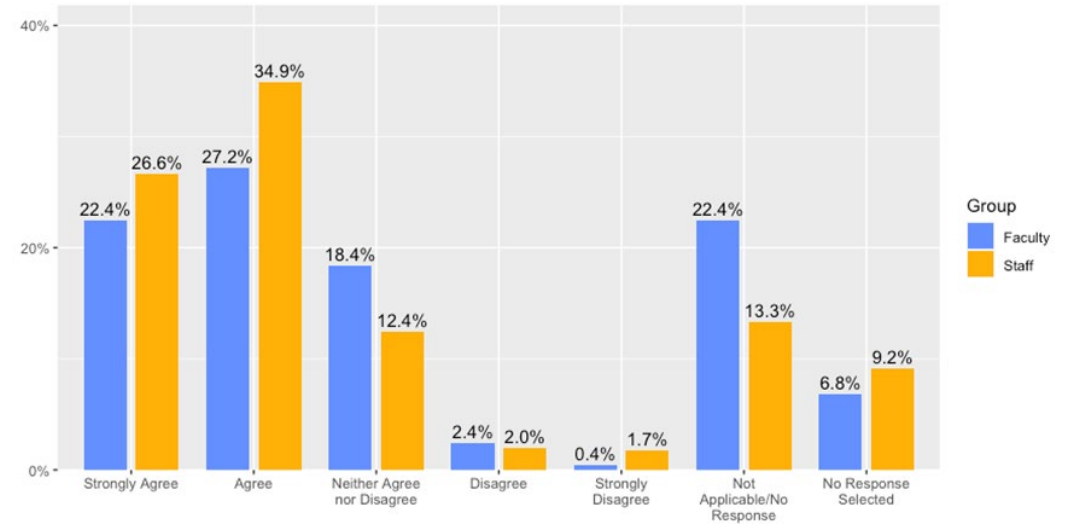
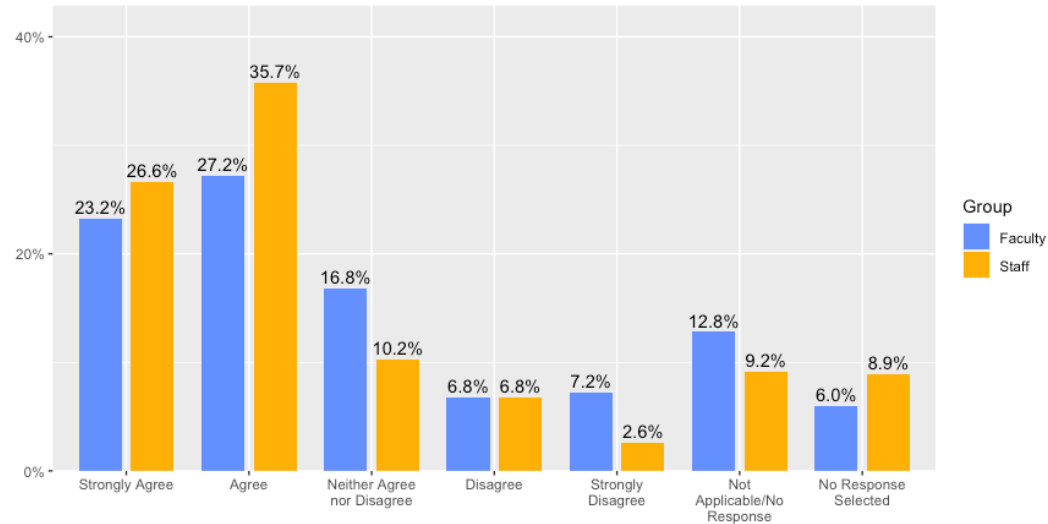
## Political Orientation



# In my work environment, I have been treated in an equal manner to other employees regardless of my:

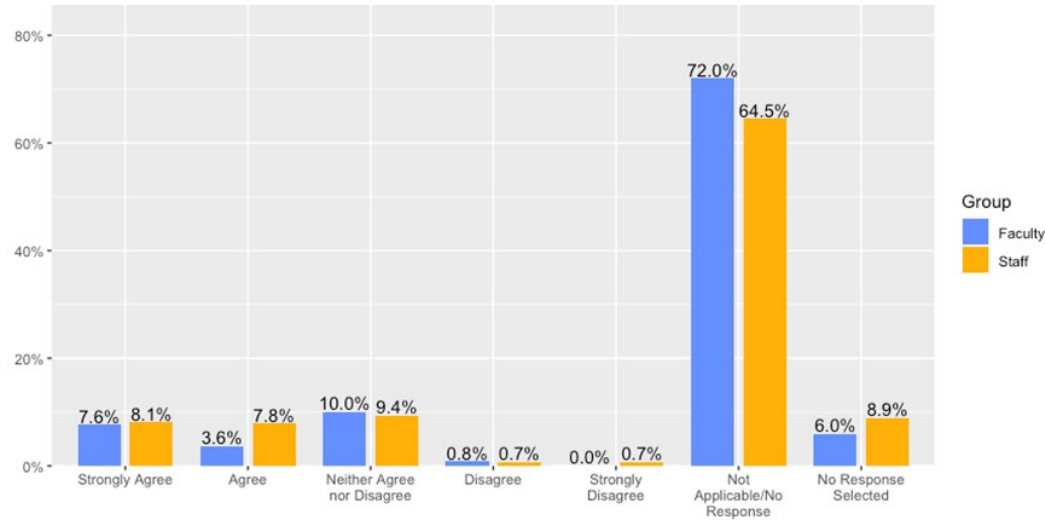
## Race/Ethnicity

## Sexual Orientation

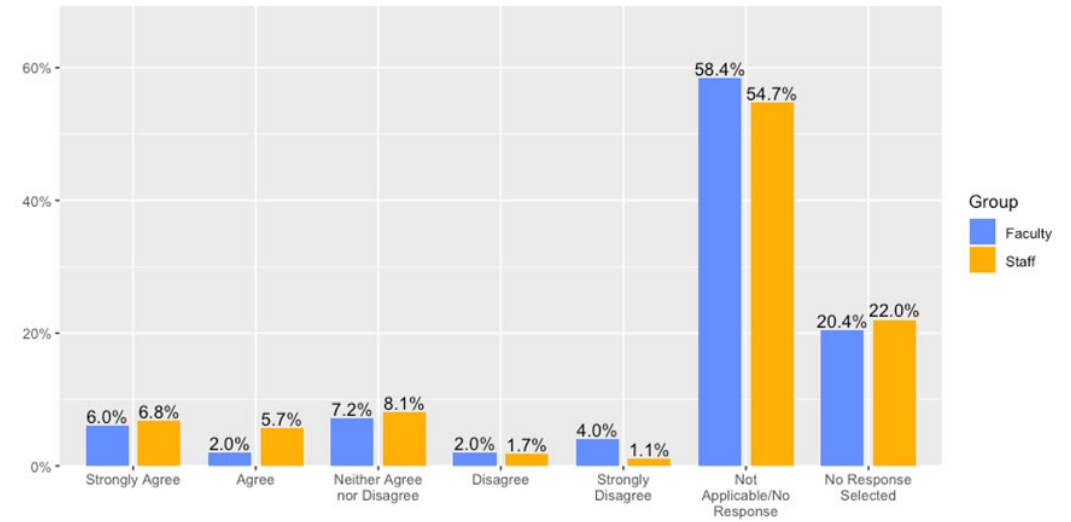


# In my work environment, I have been treated in an equal manner to other employees regardless of my:

## Status as a Veteran

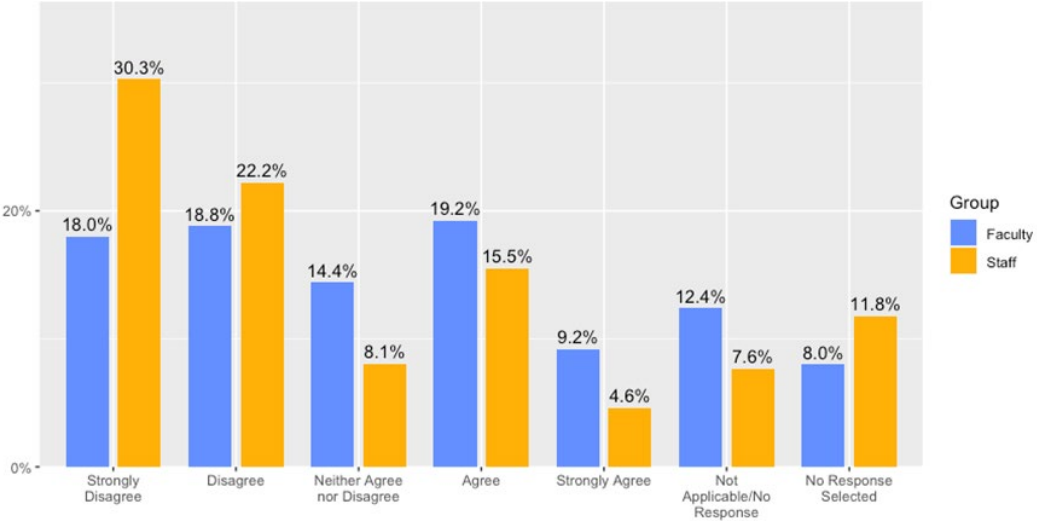


## Other

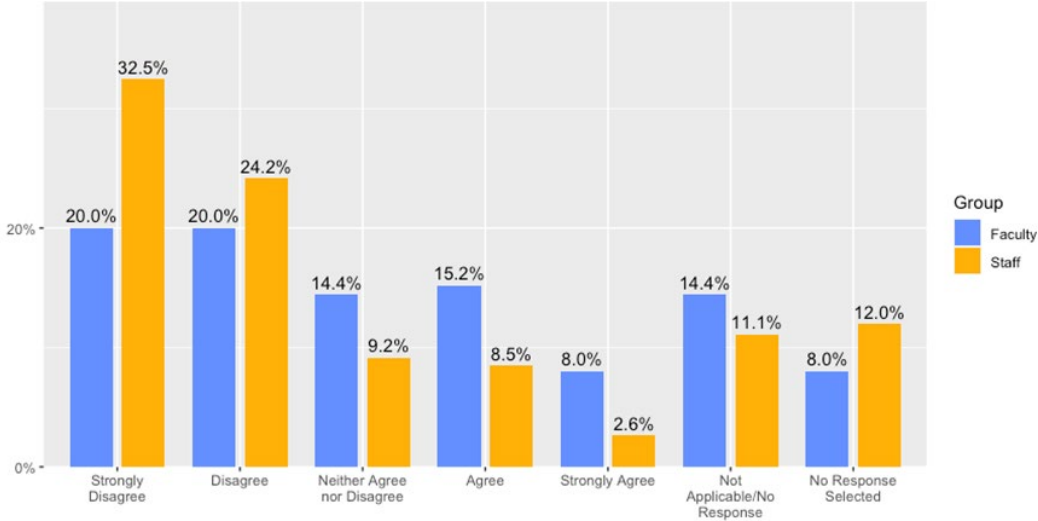


# In my work environment, I have witnessed others being treated in an unequal manner due to their:

## Age

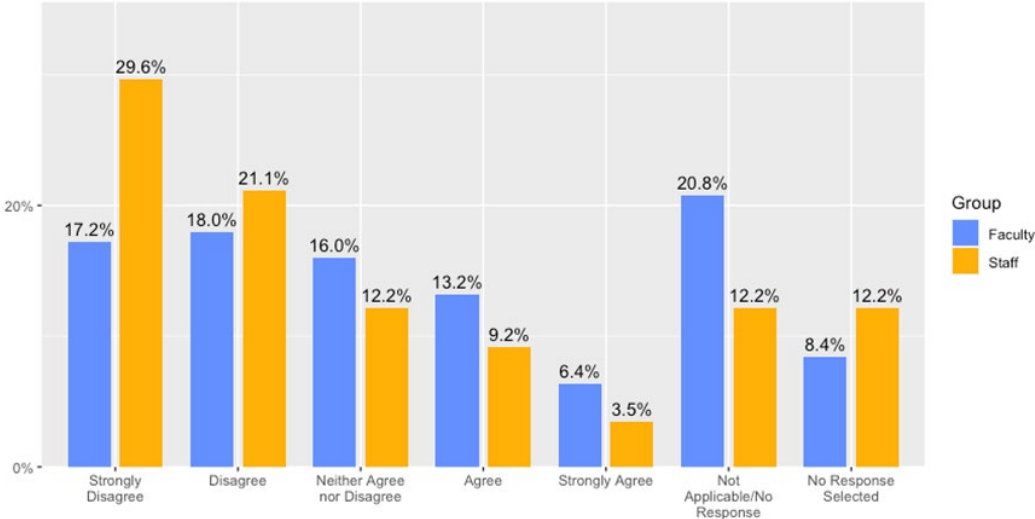


## Country of Birth

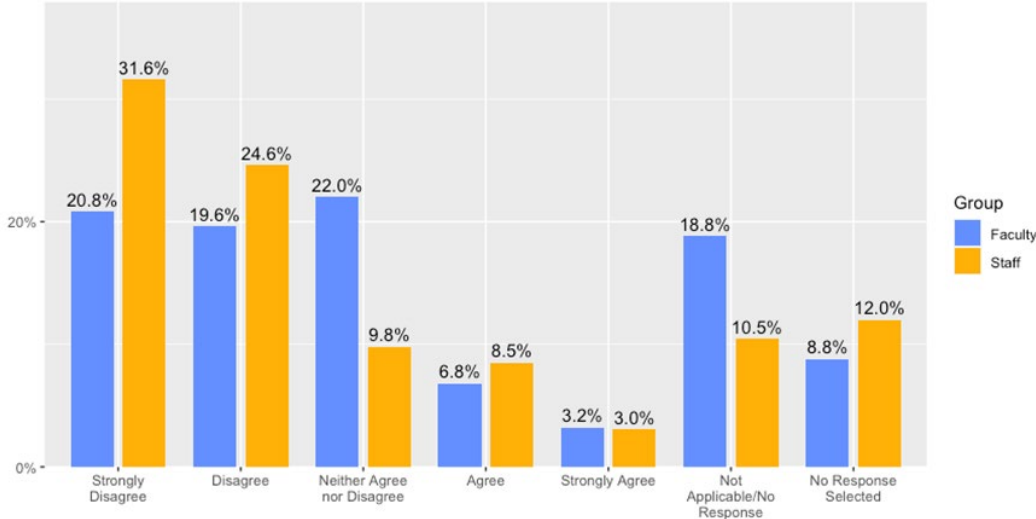


# In my work environment, I have witnessed others being treated in an unequal manner due to their:

## Disability

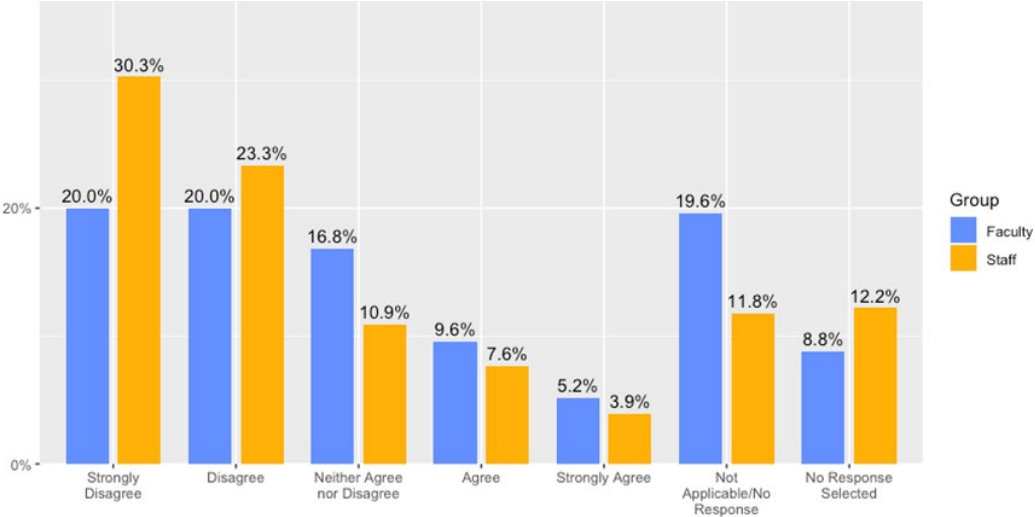


## Economic Status

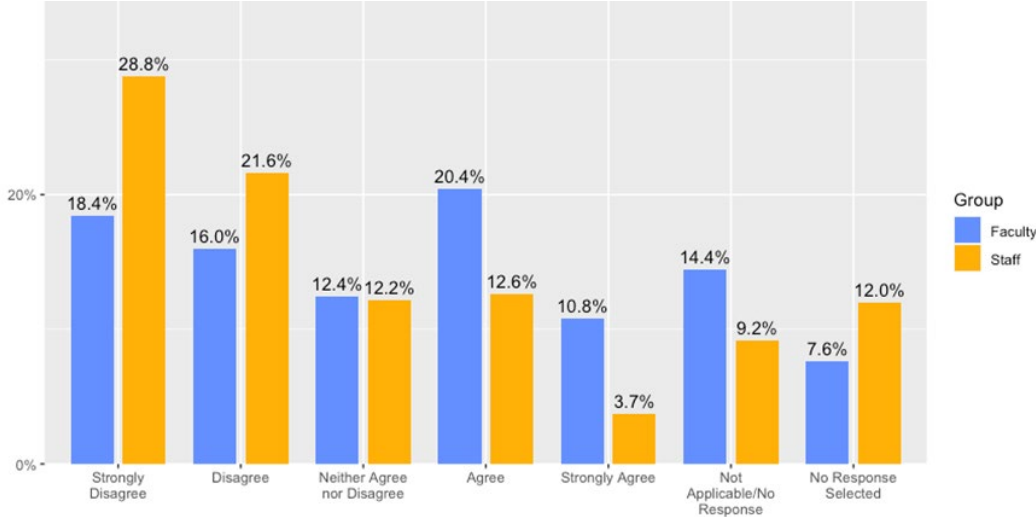


# In my work environment, I have witnessed others being treated in an unequal manner due to their:

## Faith/Religion

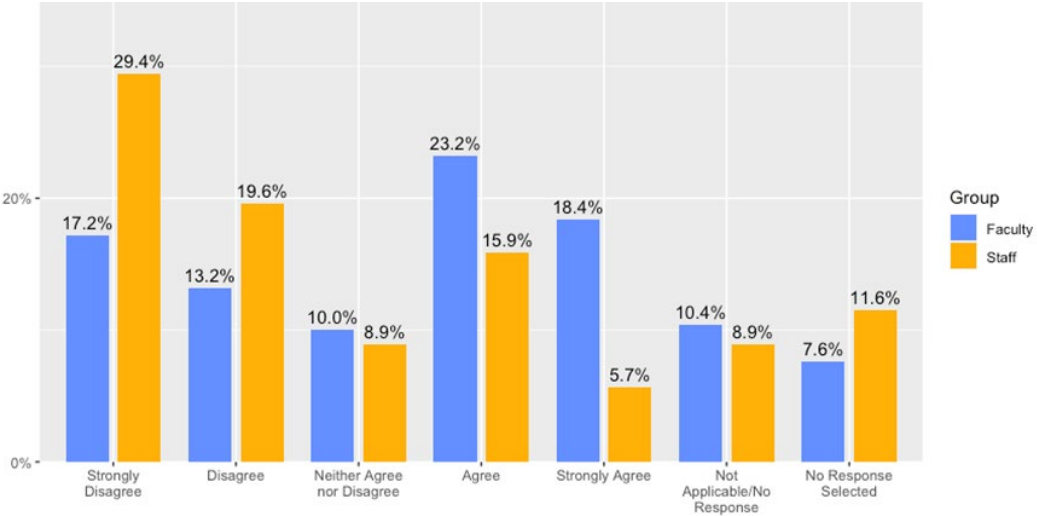


## Family Responsibilities

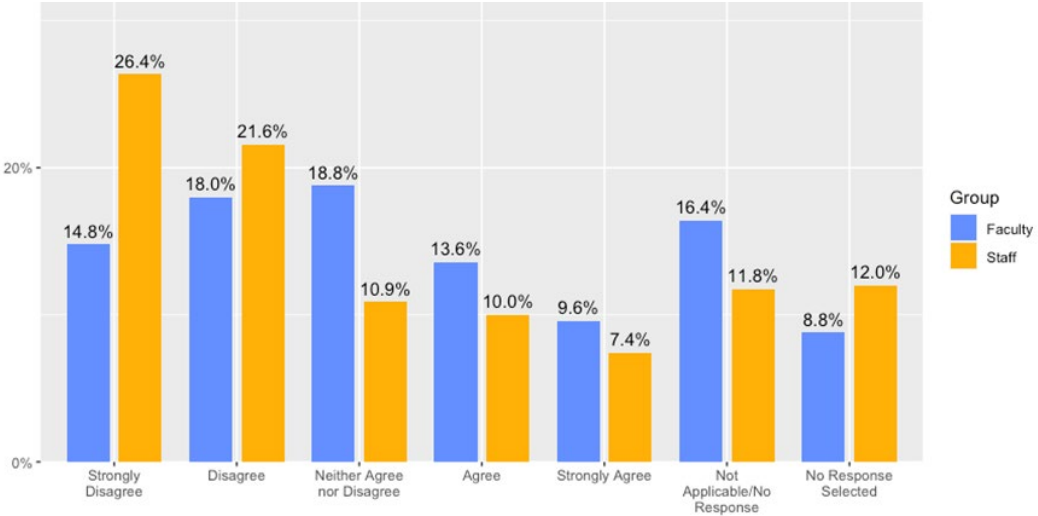


# In my work environment, I have witnessed others being treated in an unequal manner due to their:

## Gender



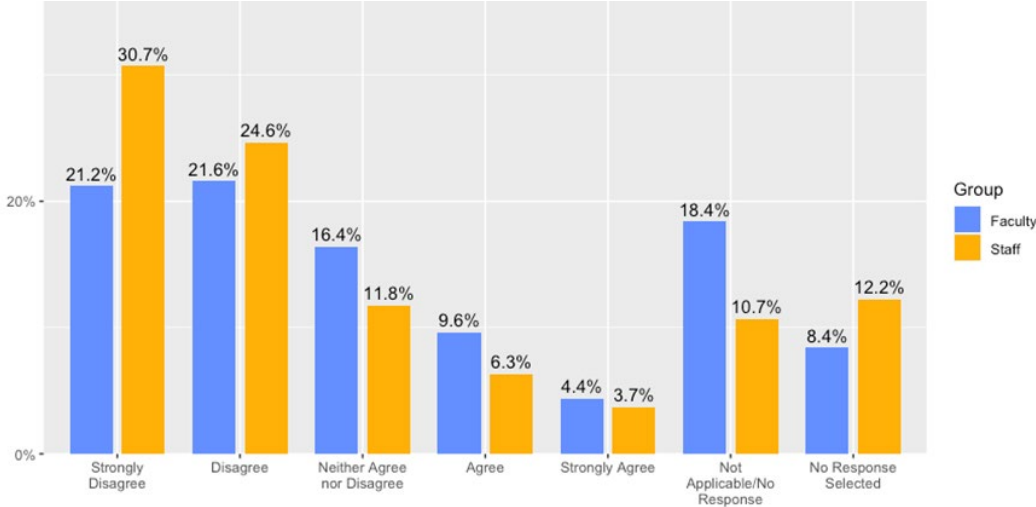
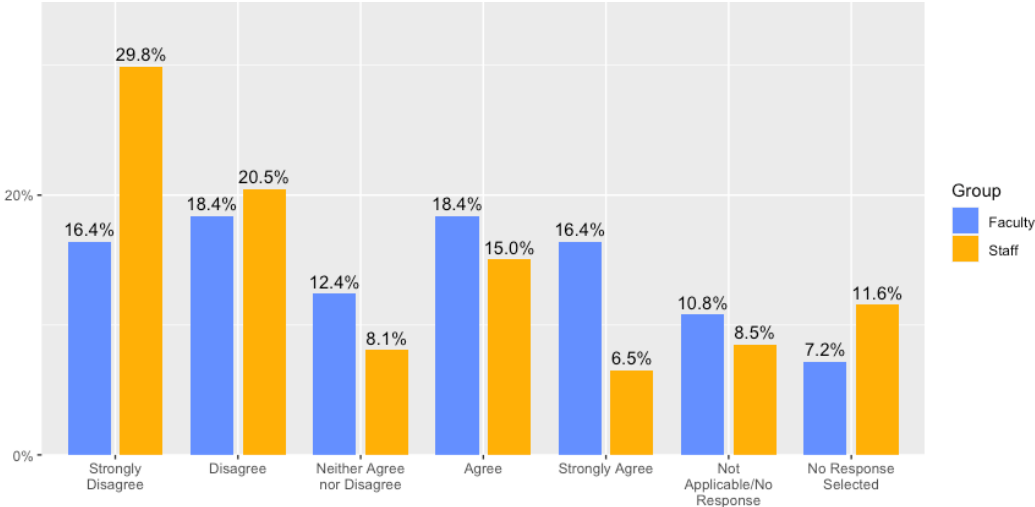
## Political Orientation



# In my work environment, I have witnessed others being treated in an unequal manner due to their:

### Race/Ethnicity

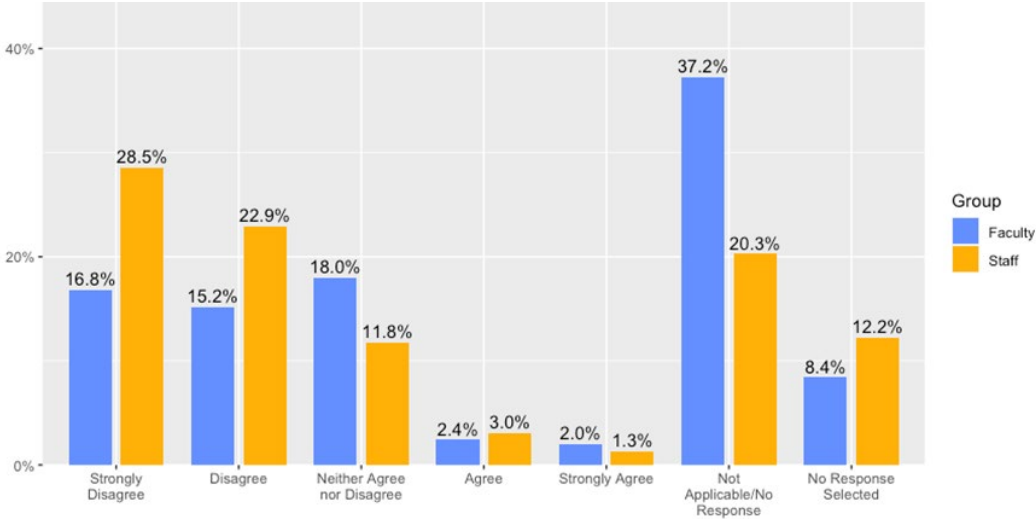
### Sexual Orientation



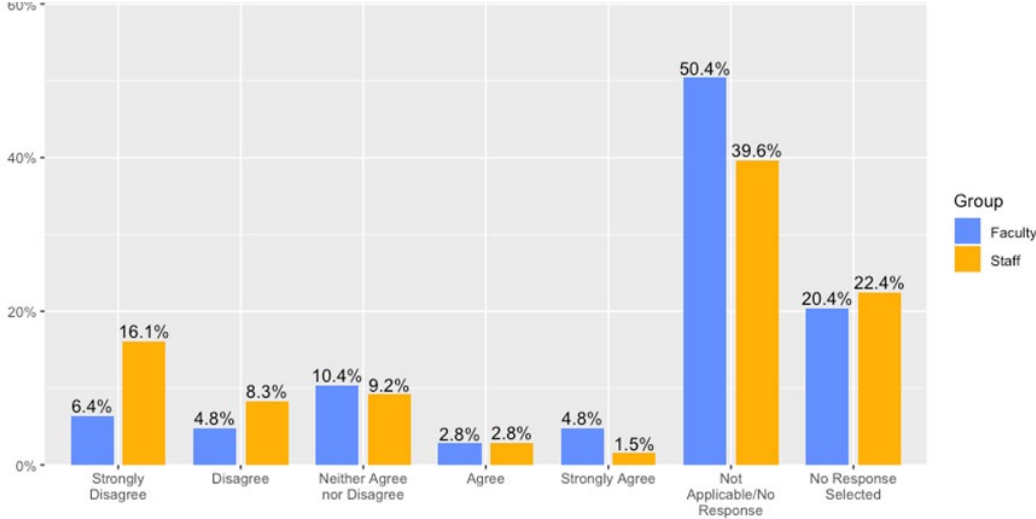


# In my work environment, I have witnessed others being treated in an unequal manner due to their:

Status as a Veteran



Other

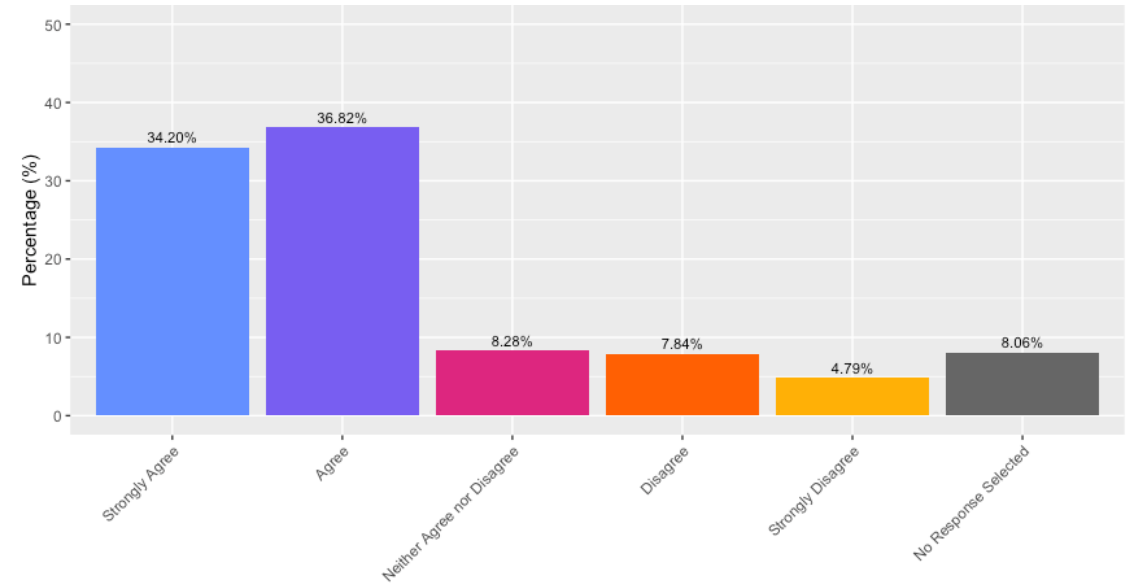


# Staff/Admin Only – Section Seven

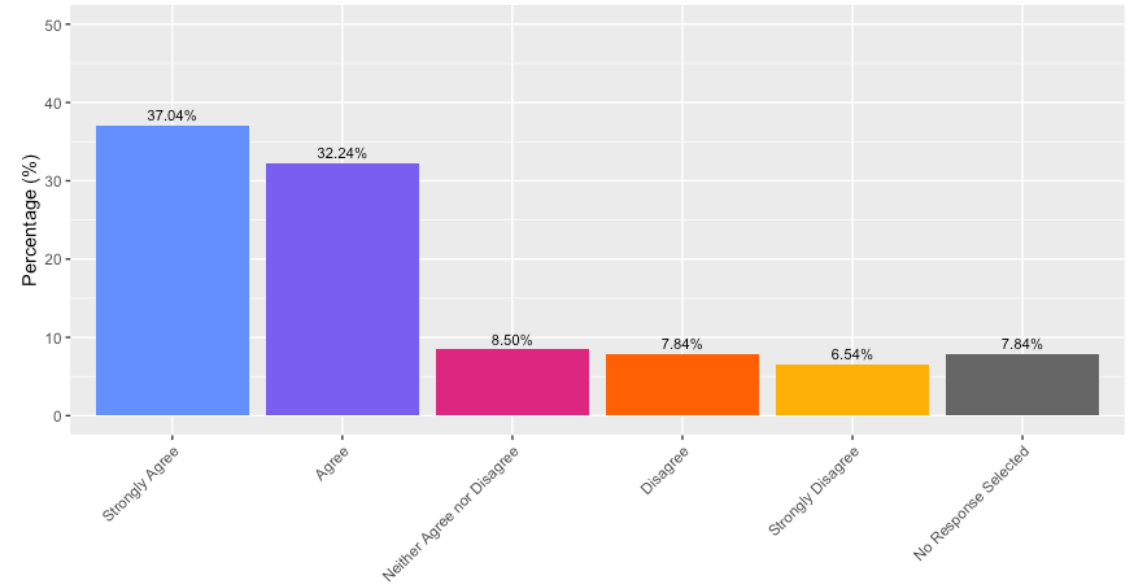
## Inclusion

# Staff/Admin Only

I consistently feel accepted by my supervisor.



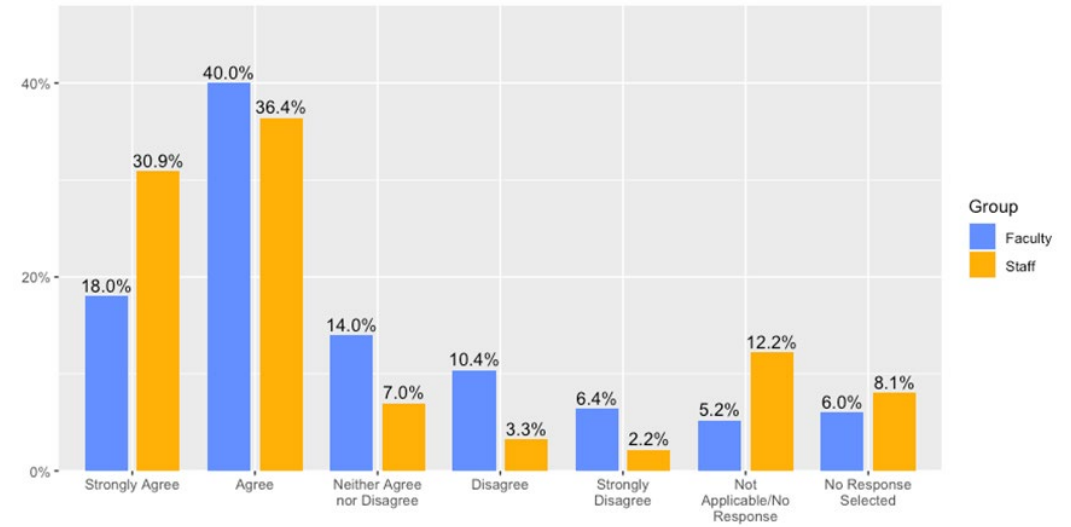
I consistently feel comfortable talking with my supervisor.



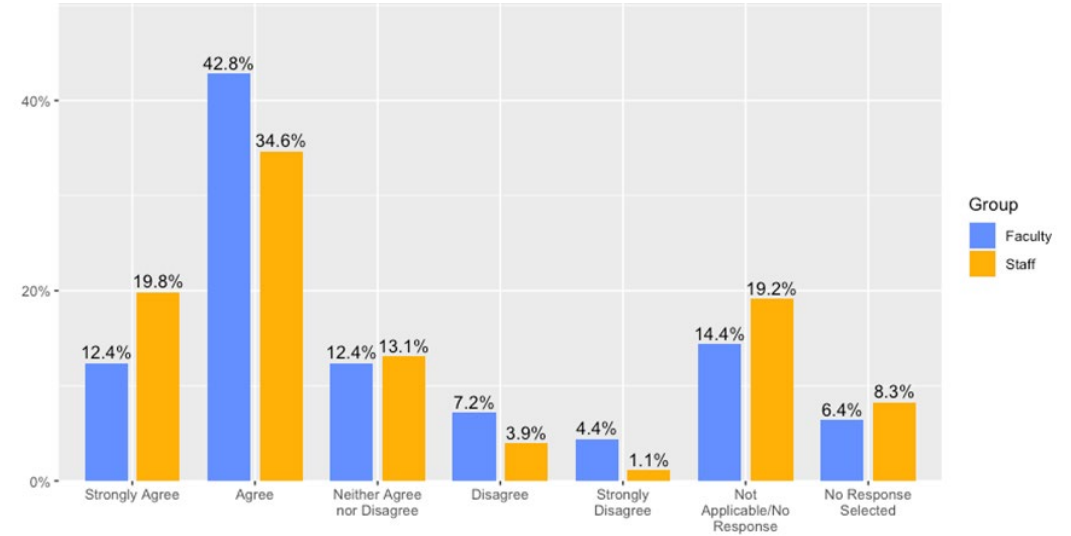
# Faculty and Staff/Admin – Section Eight

## Crisis Management

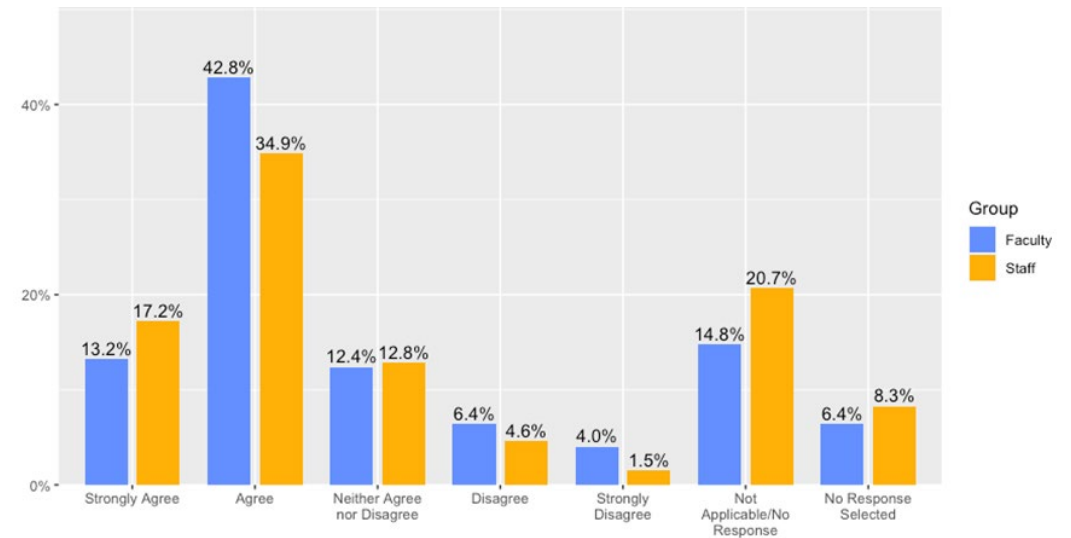
My team mostly operated effectively during the crises we have faced in the past five years.



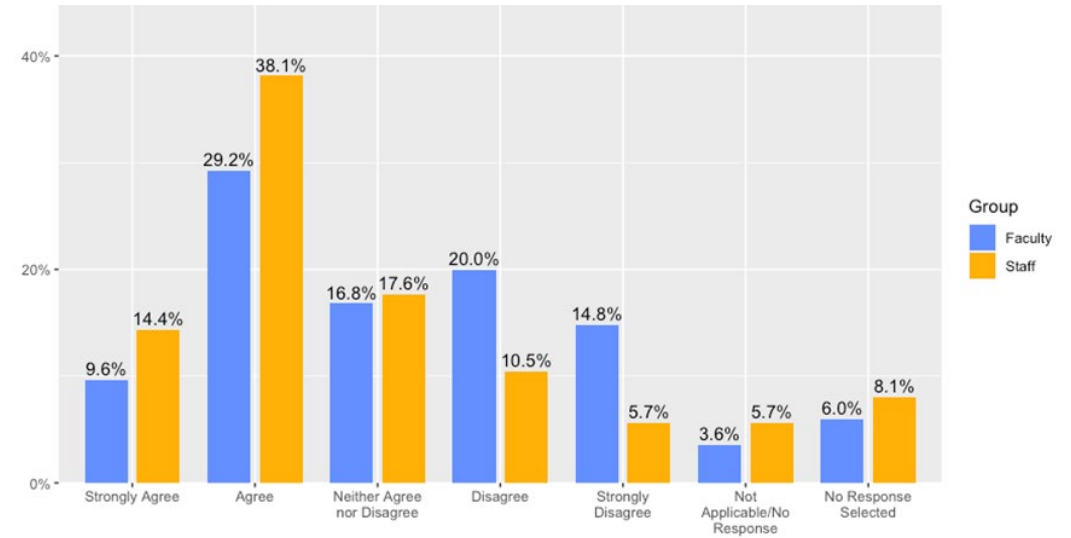
The University responded appropriately to the Camp Fire.



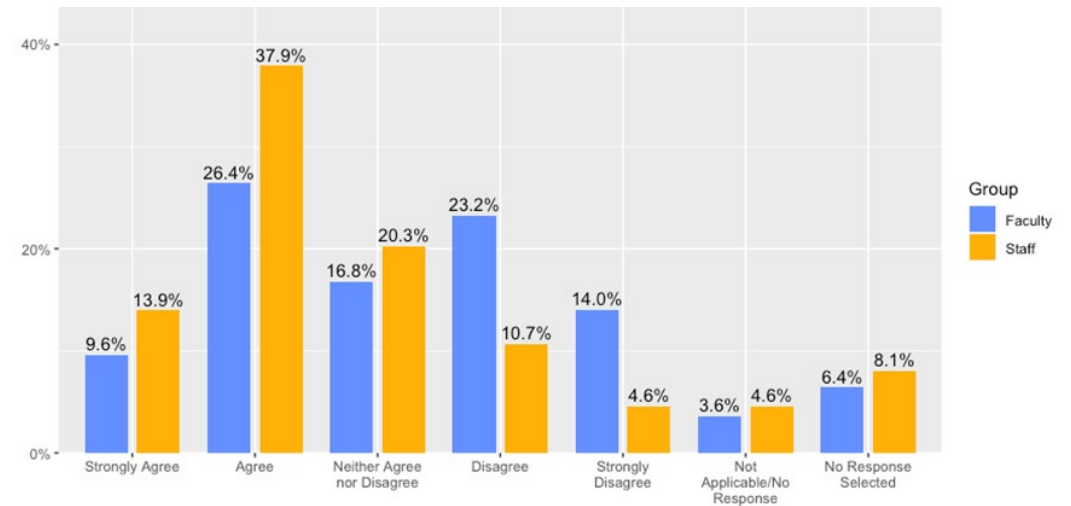
The University communicated effectively during the Camp Fire.



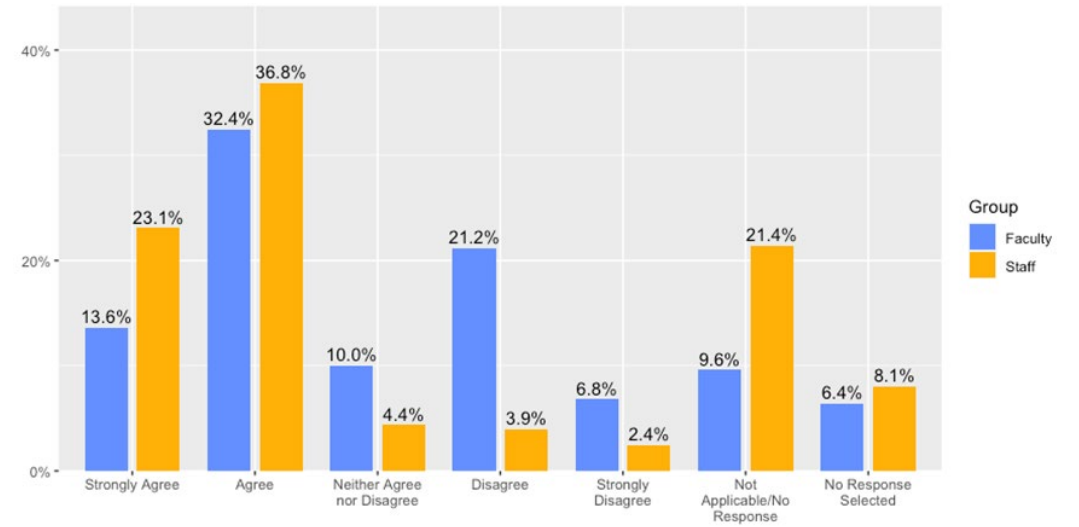
The University responded and continues to respond appropriately to COVID-19.



The University communicated and continues to communicate effectively to COVID-19.

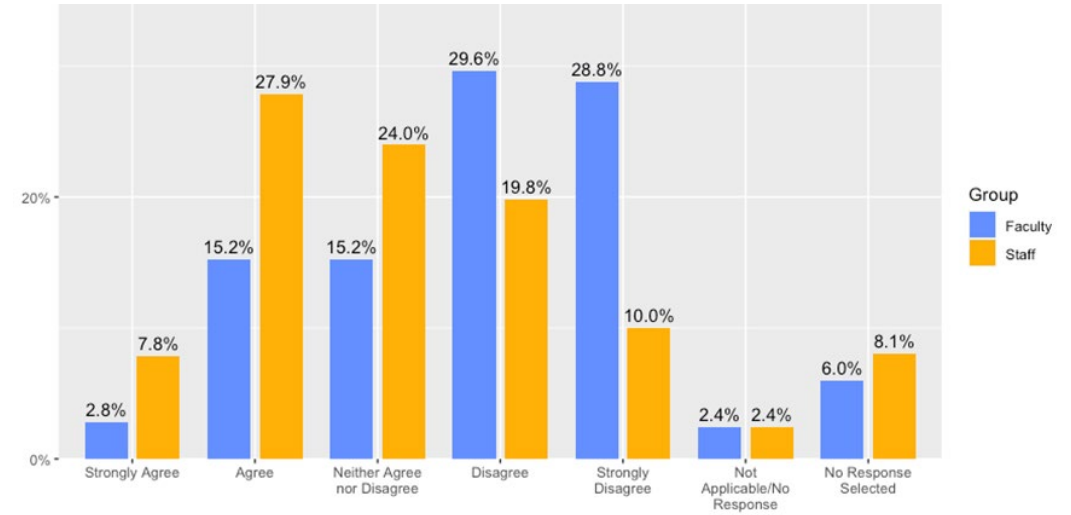


While working remotely during COVID-19, I had adequate tools (internet, computer, etc.) to work effectively.

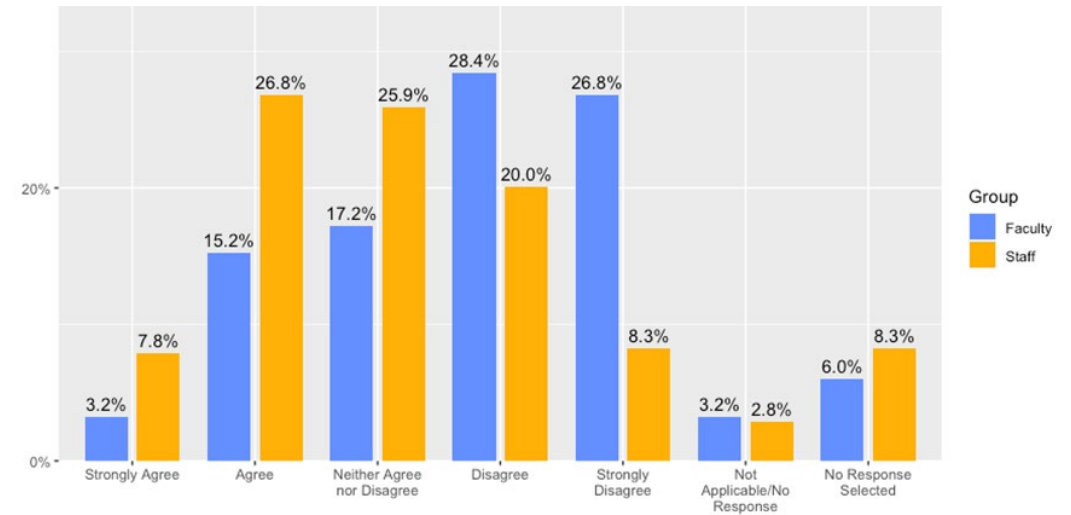




The University has and continues to respond effectively to the emotional and physical needs of the campus community during the various crises.



The University has and continues to communicate appropriately regarding the emotional and physical needs of the campus community during the various crises.

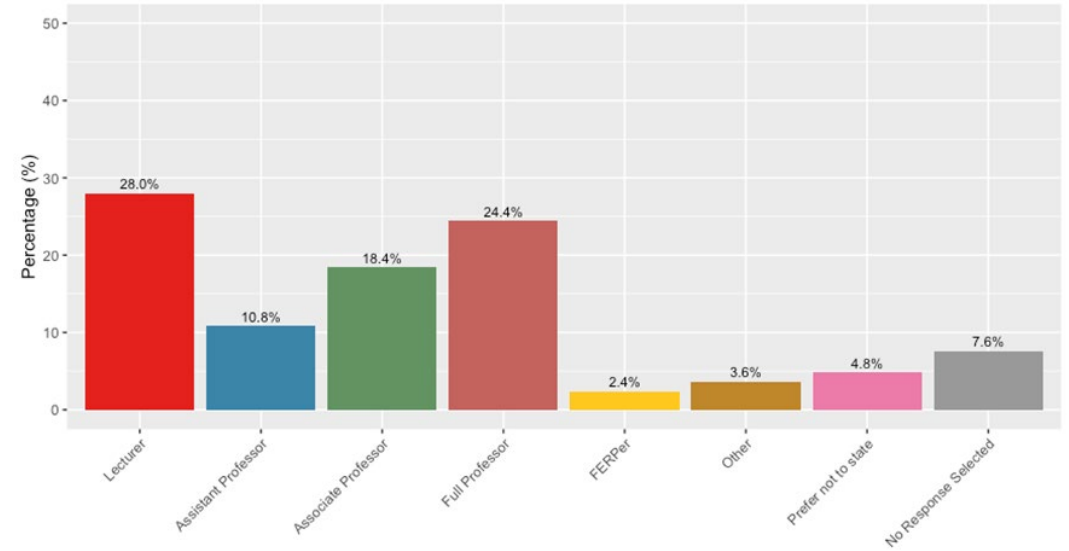


# Faculty Only – Section Nine

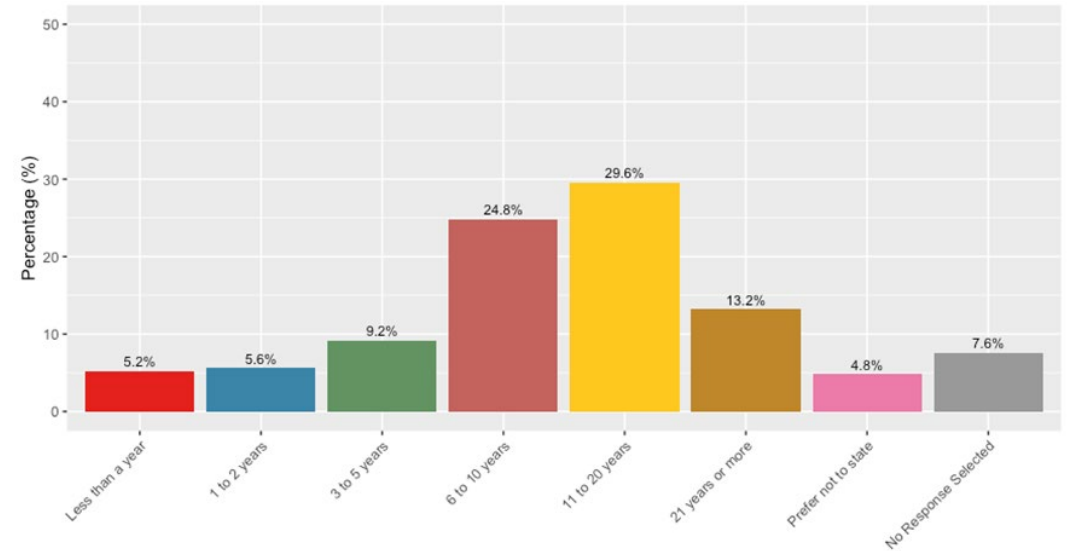
## Demographics

# Faculty Only

What is your current position?

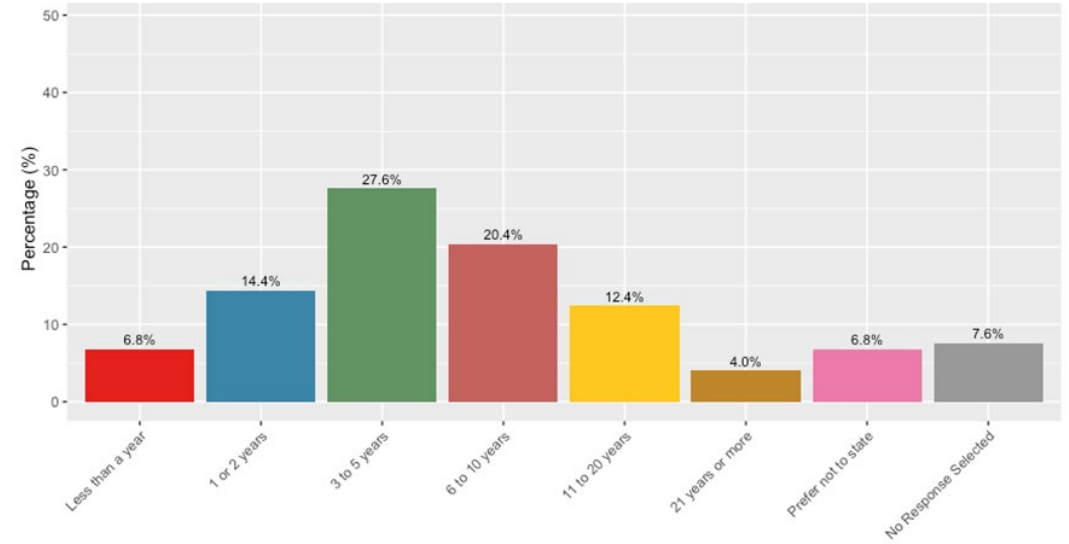


How many years have you worked at Chico State?



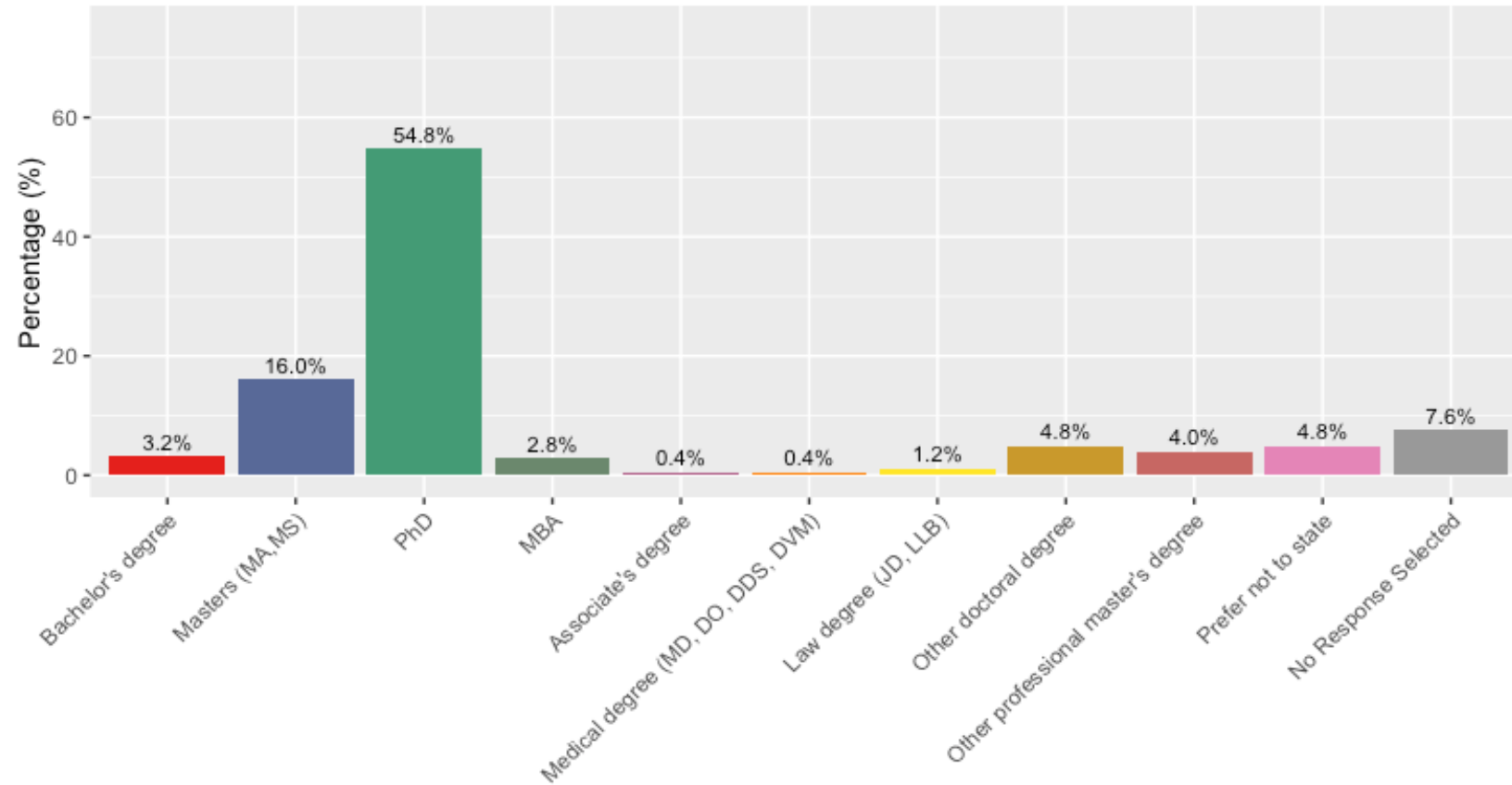
# Faculty Only

How long have you been in your current position or rank at Chico State?



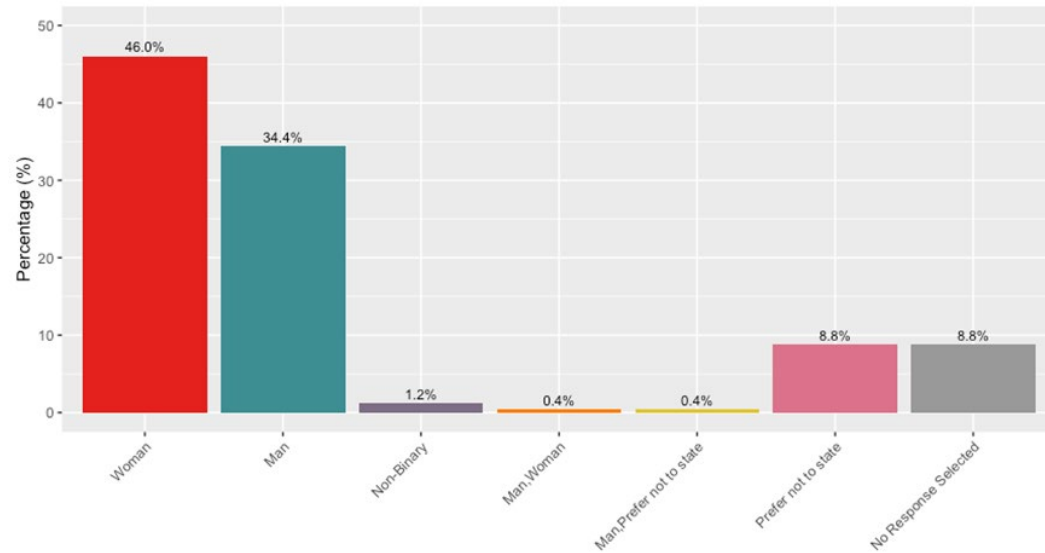
# Faculty Only

What is the highest level of education you have completed?

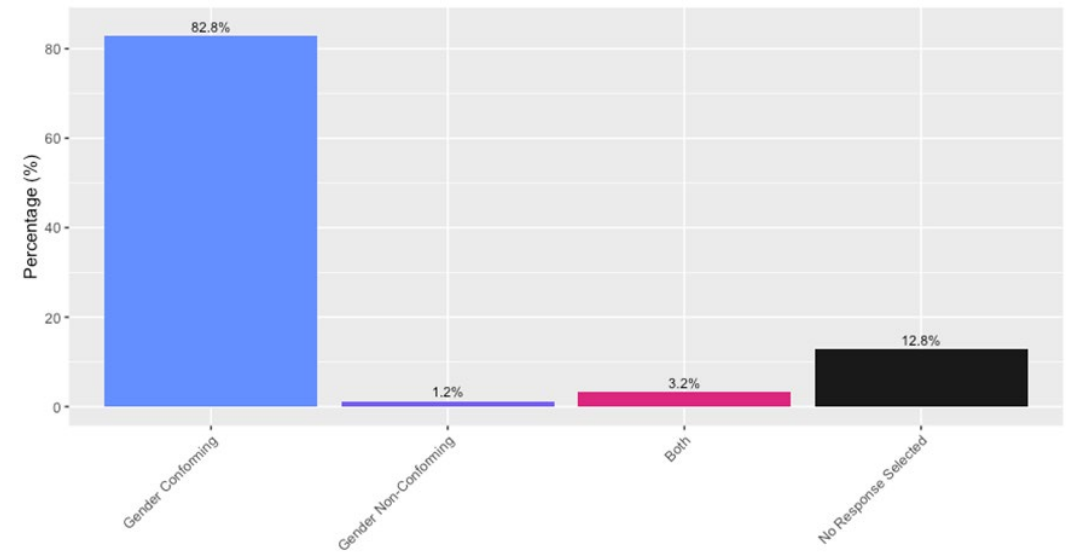


# Faculty Only

What is your gender identity?

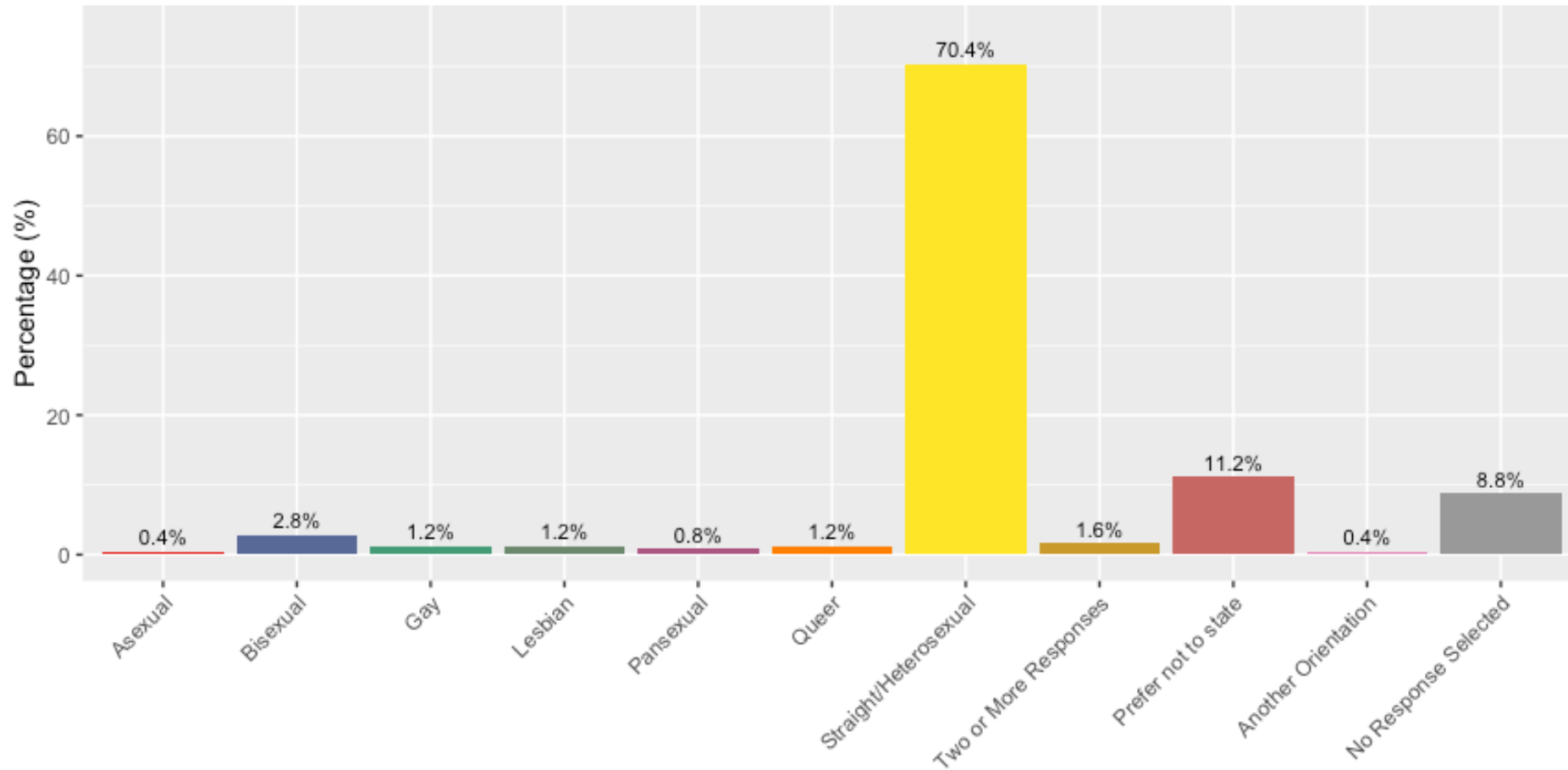


What is your gender expression?



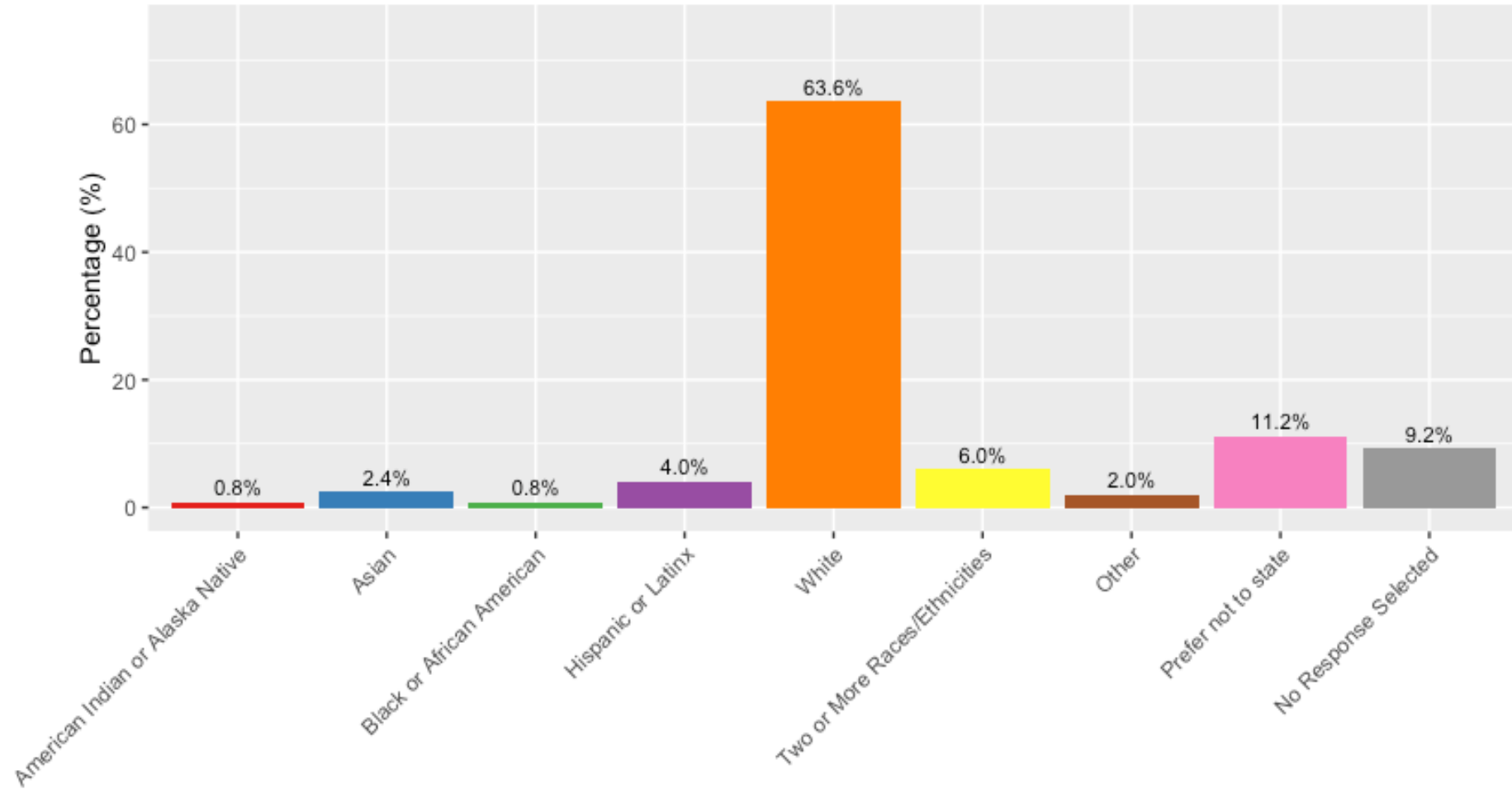
# Faculty Only

What is your sexual orientation?



# Faculty Only

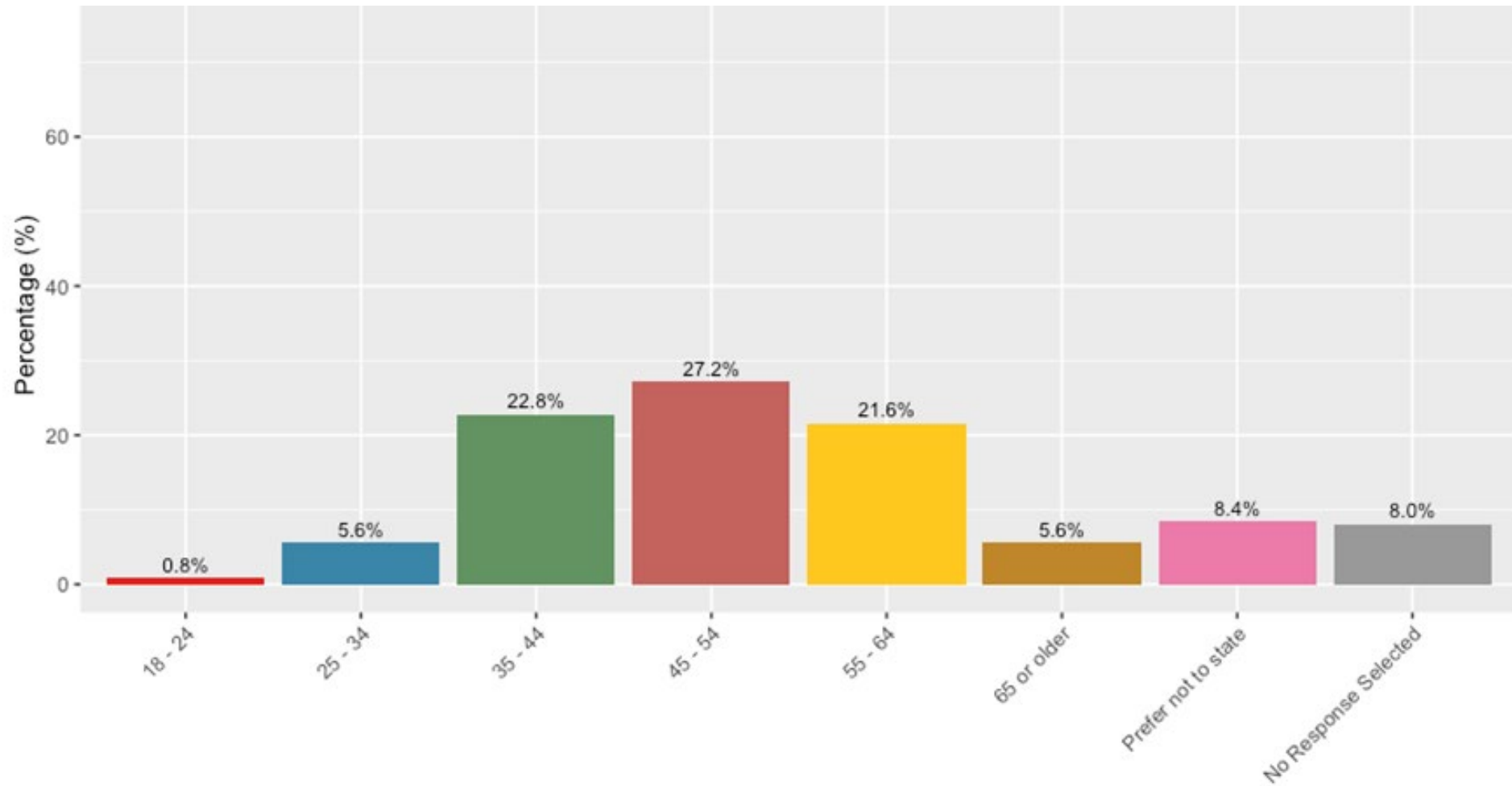
What is your race/ethnicity?





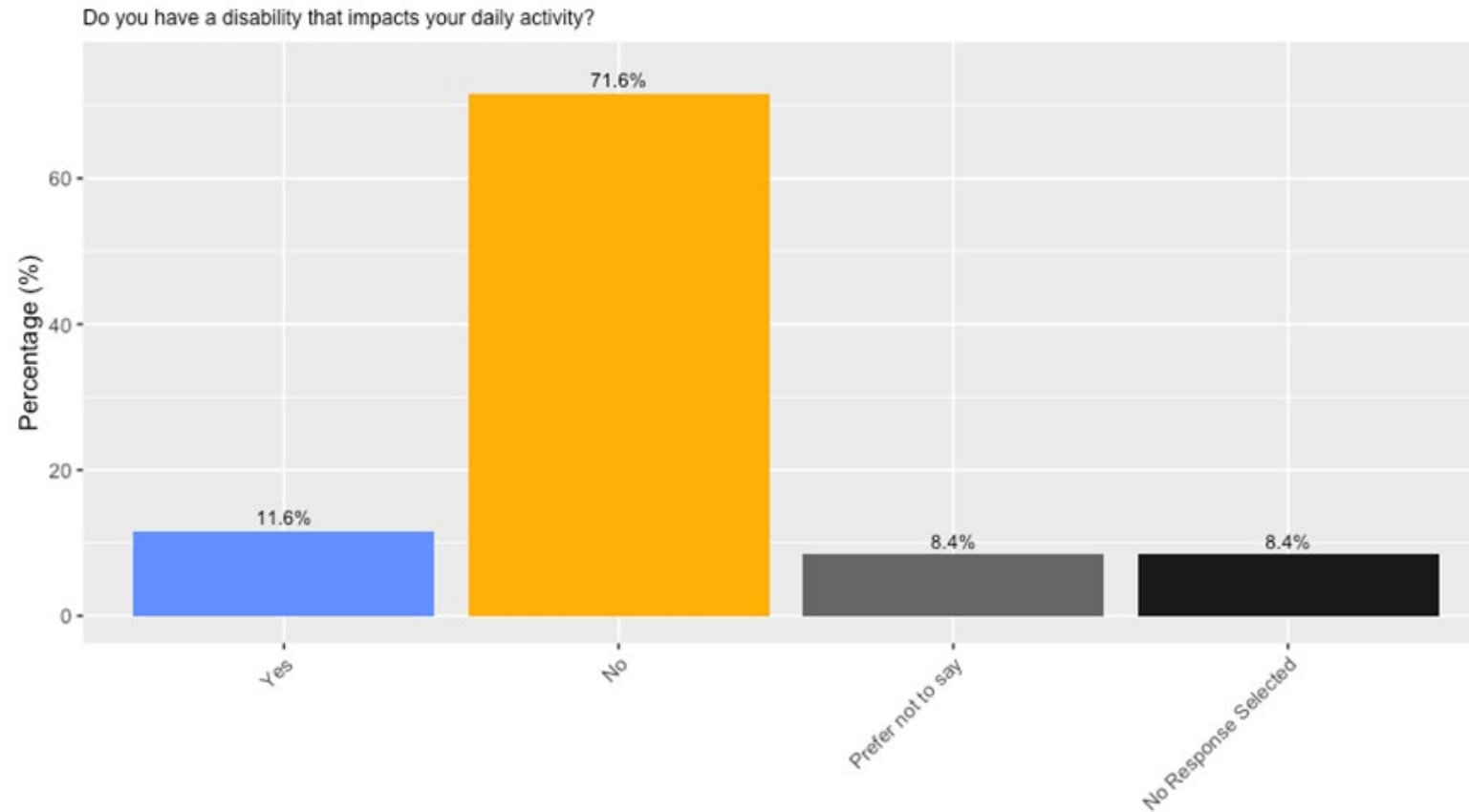
# Faculty Only

What is your age?



# Faculty Only

Do you have a disability that impacts your daily activity?

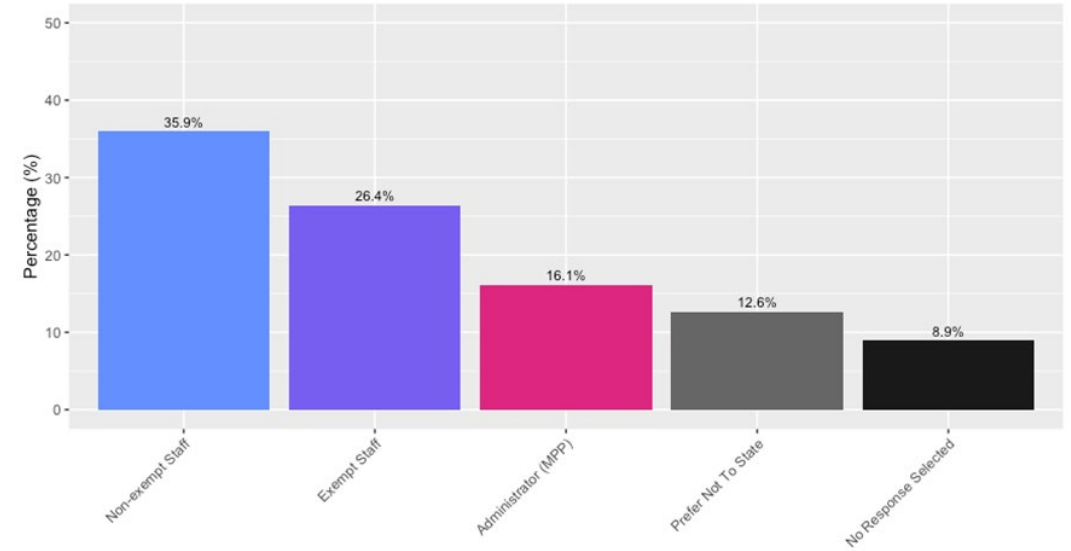


# Staff/Admin Only – Section Nine

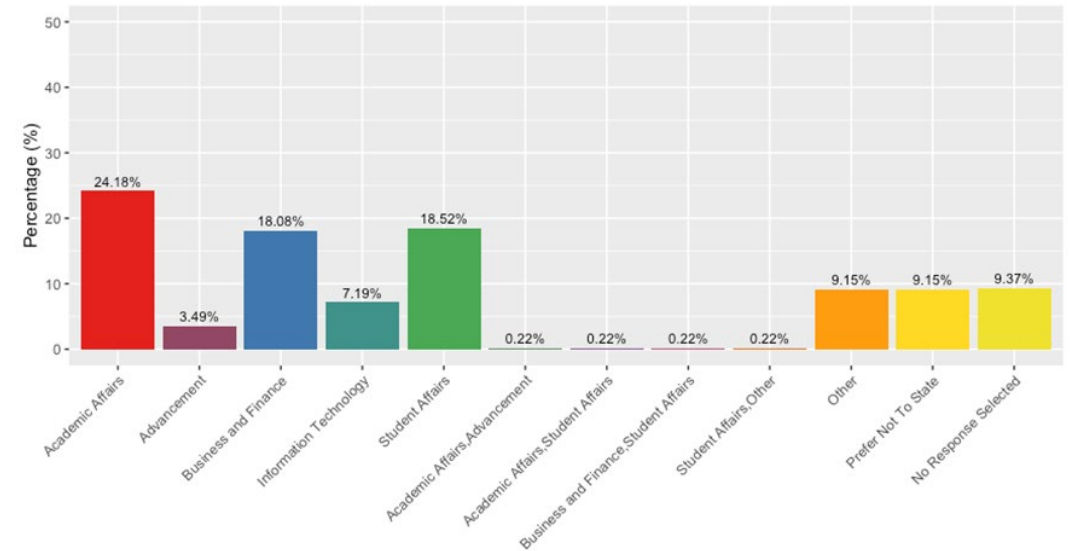
## Demographics

# Staff/Admin Only

What is your current position?

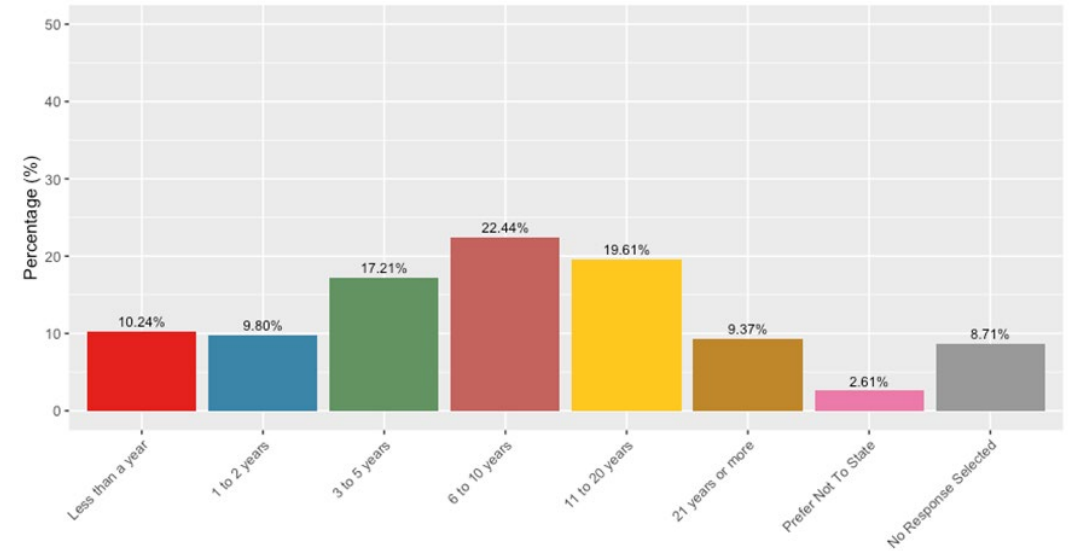


In which division(s) are you employed (check all that apply).

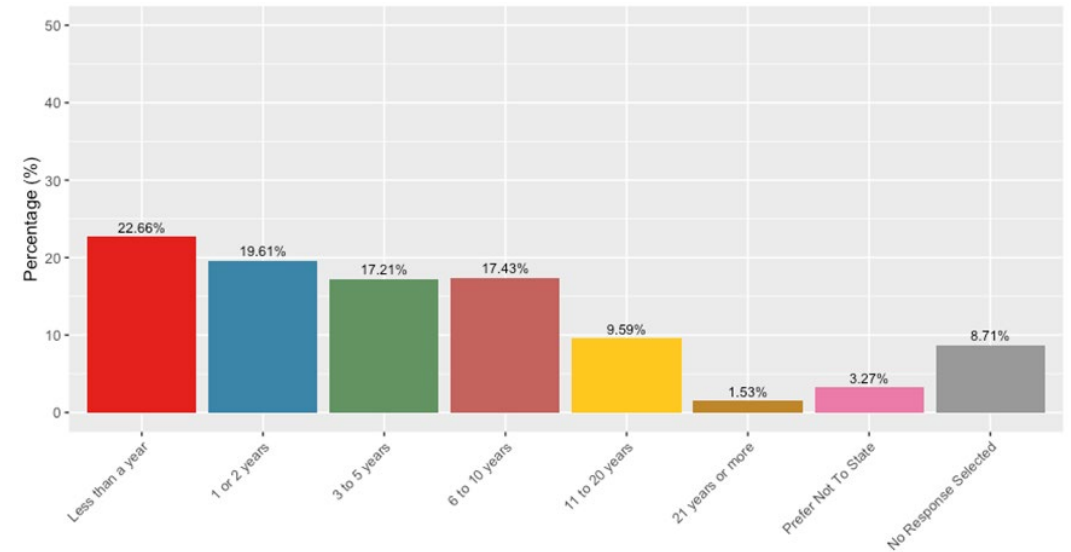


# Staff/Admin Only

How many years have you worked at Chico State?

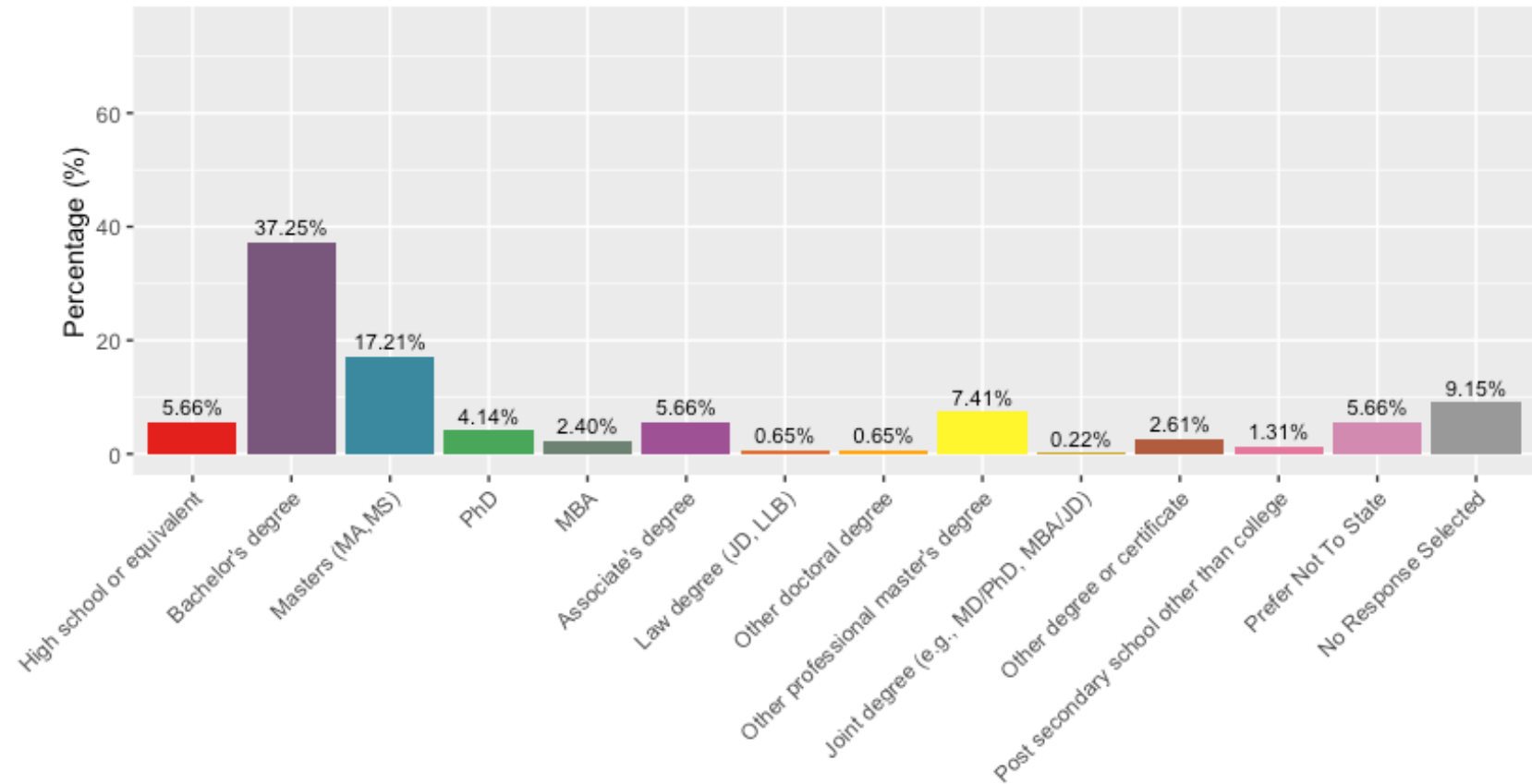


How long have you been in your current position at Chico State?



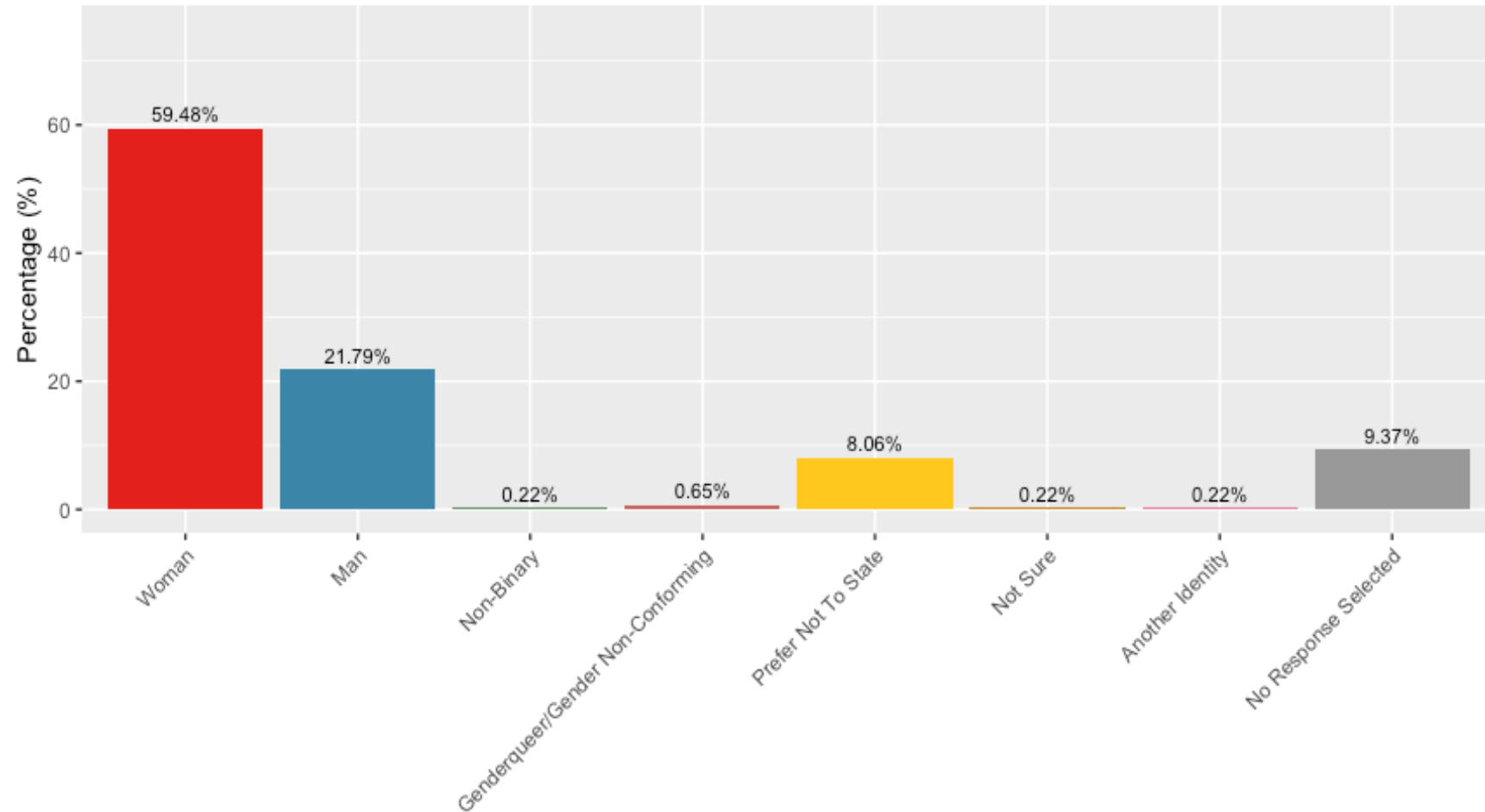
# Staff/Admin Only

What is the highest level of education you have completed?



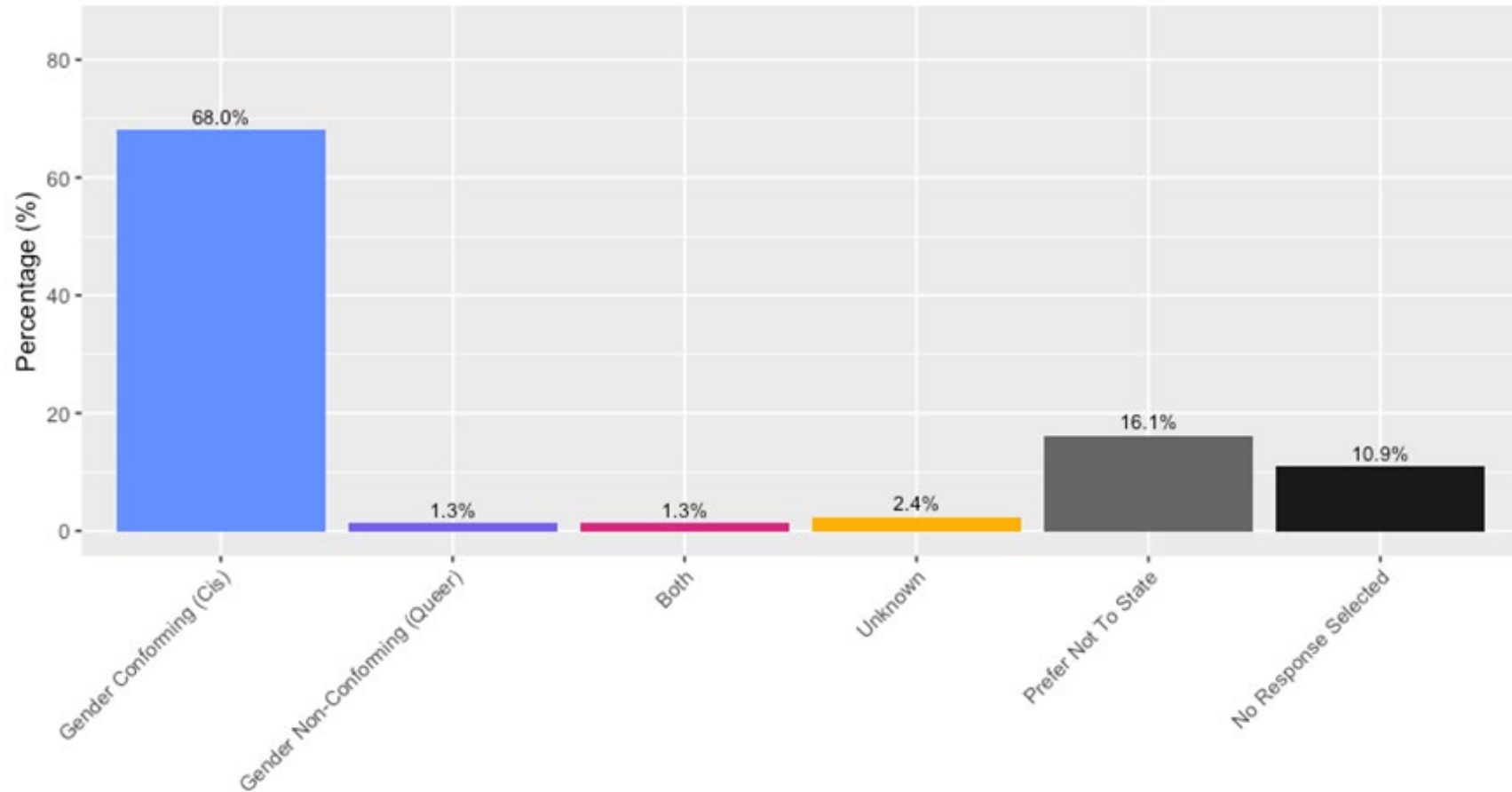
# Staff/Admin Only

What is your gender identity? (Please check all that apply)



# Staff/Admin Only

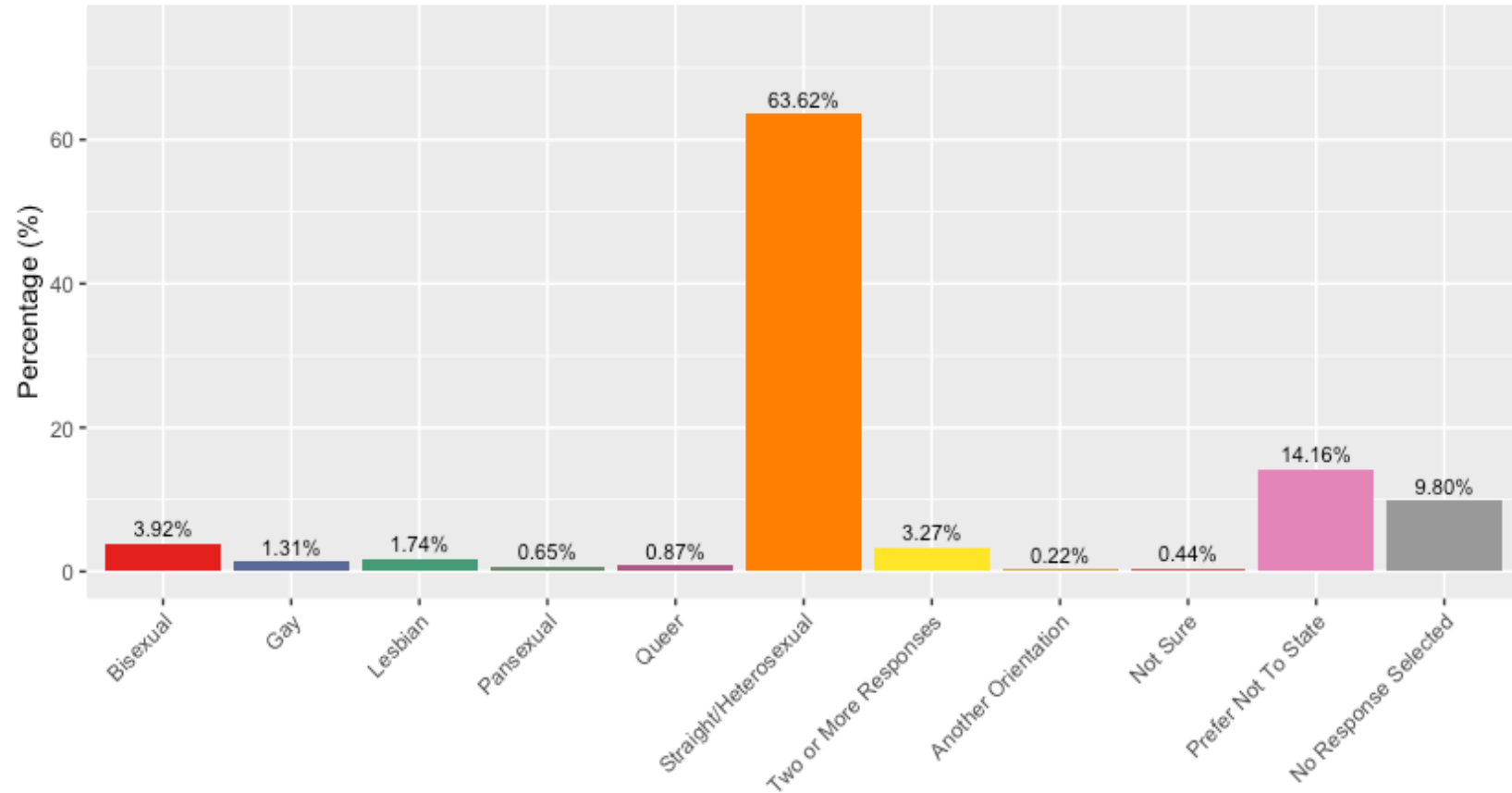
What is your gender expression? (Please check all that apply)





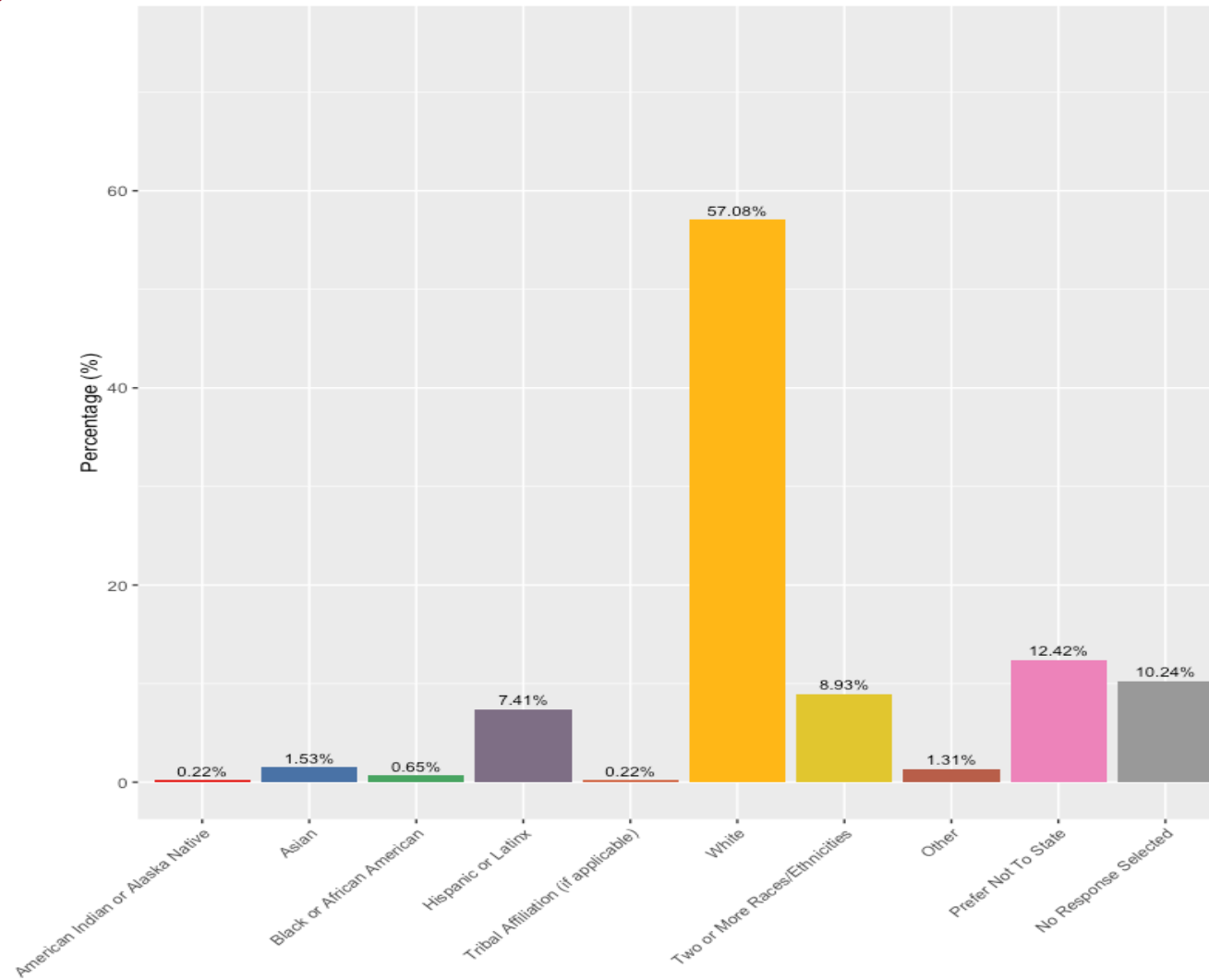
# Staff/Admin Only

What is your sexual orientation?



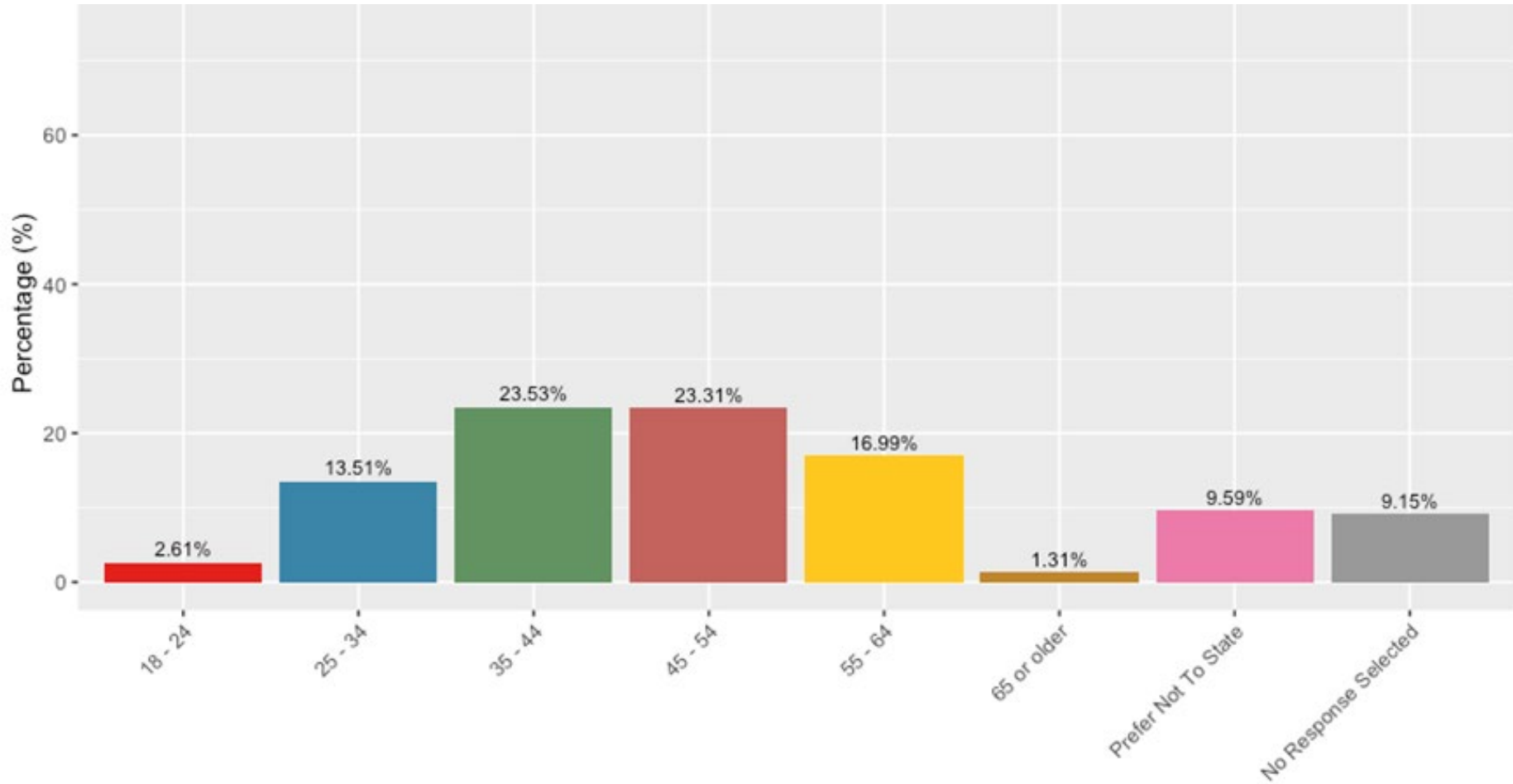
# Staff/Admin Only

## What is your race/ethnicity?



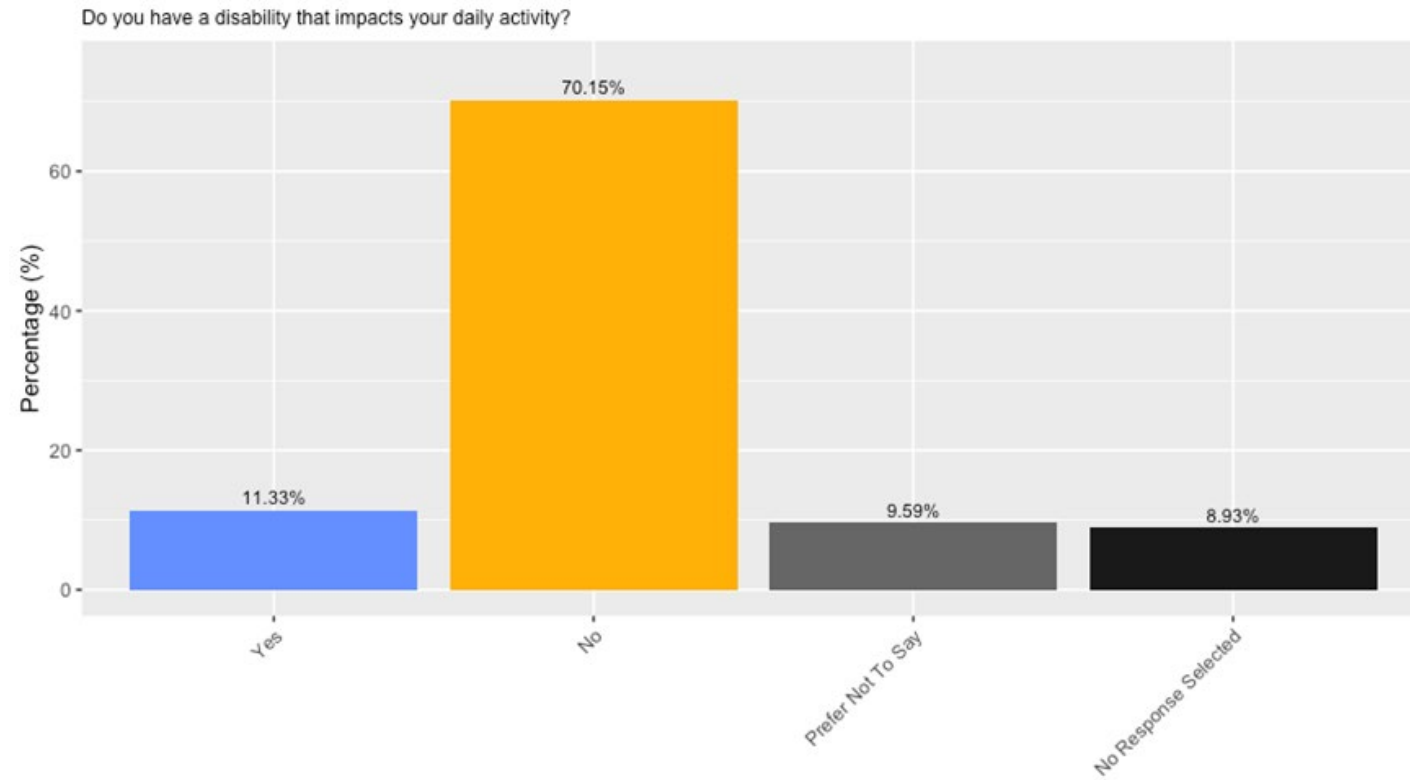
# Staff/Admin Only

What is your age?



# Staff/Admin Only

Do you have a disability that impacts your daily activity?



# Faculty – Section Ten

## Open Ended Questions

# Faculty Summary of Q1: What are some of the best aspects of working at Chico State?

## Theme One: **Appreciation of Colleagues**

- Respondents indicated their appreciation for their colleagues (staff and faculty) in their departments, college offices, and in offices across campus.

## Representative Quotes

“The best part of Chico State is my colleagues and relationships built over time with them”

“My colleagues in my department are amazing. They are committed to diversity & inclusion. We work well as a team.”

# Faculty Summary of Q1: What are some of the best aspects of working at Chico State?

## Theme Two: **Our Students**

- Respondents indicated that they gain significant satisfaction in working with our students, including our 1<sup>st</sup> Gen and underrepresented student populations.

## Representative Quotes

“Above all, the students.”

“I enjoy working with my students on their research and supporting their success both in the classroom and beyond.”

“Students are everything. They’re the reason I feel joy and hope in my job.”

# Faculty Summary of Q1: What are some of the best aspects of working at Chico State?

## Theme Three: **Campus Beauty/Environment**

- Respondents commented on our bucolic campus setting, our creek, trees, and groundskeeping.

## Representative Quotes

“The natural environment at Chico State is an asset.”

“The beautiful landscape and buildings on campus including the trees and creek.”

“It is a beautiful campus.”



# Faculty Summary of Q1: What are some of the best aspects of working at Chico State?

## Theme Four: **Campus Community**

- Respondents highlighted the welcoming campus culture and the sense of community at Chico State.

## Representative Quotes

“An engaged community.”

“Opportunities for training and learning, small community feeling that enables in-person contact, sense of camaraderie, not high-pressure.”

“We support and encourage one another, even when challenges are present on campus.”

# Faculty Summary of Q1: What are some of the best aspects of working at Chico State?

## **Minor Themes:**

- Flexible work options
- Campus EDI efforts
- The feeling of being supported
- Benefits
- Getting to teach
- Union representation

## **Other Mentions:**

- Our mission
- Great campus events
- Strong female leadership
- Professional development opportunities
- Communication
- Our impact on the local community
- The ability to engage in meaningful service

# Faculty Summary of Q2: What are some of the challenges of working at Chico State?

## Theme One: **Issues with Leadership**

- Respondents expressed concerns with decision-making and direction-setting by campus leadership.

## Representative Quote

“The administration... never take responsibility and are all talk; when it comes down to action, they only act on what protects themselves or puts up a safe public relations image. There is no sense of accountability at Chico State.”

# Faculty Summary of Q2: What are some of the challenges of working at Chico State?

## Theme Two: **Workload Issues**

- Respondents indicated that their course loads were burdensome and that service obligations are fulfilled unevenly. In addition, respondents are tiring of being asked to “do more with less.”

## Representative Quotes

“Workload for faculty is ridiculous. With the budget cuts, even more work is placed on the faculty to “do more with less”. The pressure is mounting and is overwhelming.”

“I am not satisfied when workload is not assigned equitably.”

# Faculty Summary of Q2: What are some of the challenges of working at Chico State?

## Theme Three: **Supporting Lecturers**

- Lecturer faculty face uncertainly class assignments, perceive differential treatment (compared to T/T-T), and a lack of respect.

## Representative Quotes

“Lecturers are basically workhorses with little protection and are subject to the vagaries of the economy in a manner that is shameful and without dignity.”

“Being a lecturer feels like you've been relegated to purgatory with no hope of escape. It's disappointing, frustrating and a failure of campus to expect so much but provide so little.”

# Faculty Summary of Q2: What are some of the challenges of working at Chico State?

## Theme Four: **The case of sexual misconduct, threats, and safety concerns**

### Representative Quotes

“It seems like a case of blatant favoritism displayed towards him and discrimination against all the people who complained about his behavior. It clearly demonstrated to me that the administrators at this university pay only lip-service to the ‘rules’ and that basically, to paraphrase George Orwell, ‘some people are more equal than others.’ I cannot understand how none of the upper administrators were not immediately fired from their jobs for their two-year cover-up and blatant lying that ensued when the affair was revealed in the press.”

# Faculty Summary of Q2: What are some of the challenges of working at Chico State?

## Theme Five: **Salary**

- Respondents indicated dissatisfaction with their salary

## Representative Quotes

“The salary does not keep up with the cost of living.”

“Although Chico is seen as a cheaper place in comparison to other places... the prices are still expensive when you look at the bigger picture and the salary is not competitive. I along with other faculty member have considered and some of us are having to take on a second jobs just to make ends meet here.”

# Faculty Summary of Q2: What are some of the challenges of working at Chico State?

## Theme Six: **Discrimination**

- Respondents indicate concern about incidents and experiences of discrimination.

## Representative Quotes

“Discrimination and lack of diversity in my work group.”

“I have faced discrimination based on being a parent and a woman.”

“Most of my colleagues are not supportive and have been discriminatory towards me during my time here.”



# Faculty Summary of Q2: What are some of the challenges of working at Chico State?

## Theme Seven: **Budget Cuts**

- Respondents detailed how the budget cuts impact their ability to perform their jobs.

## Representative Quotes

“The current budget crisis resulted in loss of travel funding, making the questions about adequate support for research seem laughable. No, we aren't getting the funds we need for research or creative activity!”

“The continued cycle of reacting to enrollment/budgets is exhausting, why do we need to be on this roller coaster? Who is minding the business side of things?”

# Faculty Summary of Q2: What are some of the challenges of working at Chico State?

## Theme Eight: **EDI Efforts**

- Respondents want to see additional EDI efforts across the campus.

## Representative Quotes

“JEDI issues at CSU Chico are mostly window dressing. Racism is real - blatant or subtle.”

“Diversity feels like a slogan, not a committed or united effort for change toward equity and inclusion. There might be some language posted on the website or an email that circulates about how certain behavior is unacceptable, but there's too little activity going throughout the campus to actually promote diversity.”

# Faculty Summary of Q2: What are some of the challenges of working at Chico State?

## **Minor Themes:**

- Campus safety
- Low enrollment
- Lack of resources
- Too much emphasis on EDI initiatives
- Bureaucracy

## **Other Mentions:**

- Poor communication
- Facility/space issues
- Title IX issues
- Underperforming students
- Mental health
- Uneven work assignments
- Low morale, Lack of transparency
- Poor COVID response
- Class size
- Bullying
- Need T-T/Losing faculty
- No career advancement.

# Faculty Summary of Q3: If you would like to see improvement in the atmosphere/climate of your department/unit, or in general at Chico State, what remedies or strategies would you suggest?

## Theme One: **Improvements in Administration**

- Respondents suggested that new administrators should collaborate and listen to the campus community as they make decisions, and many respondents suggest fewer administrators.

## Representative Quotes

“Chico State, at all levels, needs to be more transparent and willing to acknowledge failings.”

“I often feel that the responses of faculty and staff fall on deaf ears and while I know things like budget are important we cannot solely make decisions based on the bottom line.”

# Faculty Summary of Q3: If you would like to see improvement in the atmosphere/climate of your department/unit, or in general at Chico State, what remedies or strategies would you suggest?

## Theme Two: **Support for Lecturers**

- Lecturers reported being treated differently from T-T/T colleagues, felt that they received less support, and that they had fewer opportunities to participate in campus life

## Representative Quotes

“Lecturers deserve equal pay for equal work. This is especially true for minority lecturers, including women and persons of color.”

“Better communication between tenure track and lecturers. I feel like I mop the floors while they sit in the executive suite.”

“Lecturers should be able to make a living wage.”

# Faculty Summary of Q3: If you would like to see improvement in the atmosphere/climate of your department/unit, or in general at Chico State, what remedies or strategies would you suggest?

## Theme Three: **Decrease or Equalize Workload**

- Faculty repeatedly complained about the heavy workload, and in many instances, wanted to see an equalized workload among colleagues.

## Representative Quotes

“Identify those who are not taking enough of the workload and fix it. It's not fair. ”

“Class sizes are too big, even as we face enrollment crises, especially in writing intensive courses. Service obligations are onerous for competent faculty, and there is a culture of willful mediocrity among certain faculty members as a strategy for neglecting service obligations commensurate with their rank and time served.”

# Faculty Summary of Q3: If you would like to see improvement in the atmosphere/climate of your department/unit, or in general at Chico State, what remedies or strategies would you suggest?

## Theme Four: **Increased Transparency**

- Faculty indicated a preference for administrative transparency.

## Representative Quotes

“Transparency! Tell us the truth even if it isn’t great news.”

“Upper administration can at least share where cuts are coming from their side, as well as cutting classes/lecturers. We consistently do not have funds for faculty/staff development and travel and it is getting tighter and tighter - reallocation of funds at higher levels would be nice.”

# Faculty Summary of Q3: If you would like to see improvement in the atmosphere/climate of your department/unit, or in general at Chico State, what remedies or strategies would you suggest?

## Theme Five: **Increased EDI Efforts**

- Respondents suggested that Chico State increase our EDI efforts, integrating those practices into everything that we do.

## Representative Quotes

“Access and resources are critical for first-gen students and EDI, but I see a real mismatch here in terms of practical focus on that mission - more than just words.”

“I would like to see a new President come in who does more than simply provide lip service to the constructs of diversity, equity and inclusion. One way forward would be to reform the compensation and evaluation processes for faculty and staff in such a way as to reward faculty and staff for their service to current students and their outreach to the diverse communities of Northern California.”



# Faculty Summary of Q3: If you would like to see improvement in the atmosphere/climate of your department/unit, or in general at Chico State, what remedies or strategies would you suggest?

## Theme Six: **Improve Title IX**

- Respondents had various concerns regarding Title IX actions.

## Representative Quotes

“Take Title IX cases seriously. Shut down bullying.”

“A critical review of Title IX practices. Better support of the office of Title IX.”

“Take action against bullying and racism.”

# Faculty Summary of Q3: If you would like to see improvement in the atmosphere/climate of your department/unit, or in general at Chico State, what remedies or strategies would you suggest?

## Minor Themes:

- Increase compensation
- Provide more resources for students
- The case of sexual misconduct, threats, and safety concerns
- Create a mission/vision
- Increase safety
- Improve communication
- Increase collaboration
- More recognition
- Clarify RTP
- Faculty dining/wellness
- Improved facilities

## Other Mentions:

- Smaller classes
- Less bureaucracy
- More campus events
- Greater support for chairs
- Seek more funding
- Improve campus climate
- Decrease EDI efforts
- Recruit stronger students
- Increase shared governance
- More tenure-track hires
- More professional development
- Support graduate programs
- Campus child care
- Streamline GE

# Faculty Summary of Q4: Do you have other comments you would like to share about your experience at Chico State?

## Theme One: **Disappointment with Administration**

- As previously noted, respondents indicated that they were dissatisfied with university administration.

## Representative Quotes

“The one thing that is in direct inverse proportion to the deteriorating morale of faculty/staff is the burgeoning of administrators, who bluster around with self-importance while spouting nonsense phrases like 'student success' and 'safety is our number one priority.' Transparently, the number one priority of administrators is to generate a lot of inane noise to rationalize their positions, and then move to a new, equally vacuous position.”

“We have a leadership vacuum at Chico State right now.”

# Faculty Summary of Q4: Do you have other comments you would like to share about your experience at Chico State?

## Theme Two: **Poor Campus Culture**

- Respondents expressed dismay at the current campus culture/climate.

## Representative Quotes

“I've worked at several institutions as faculty and administration and this is by far the worst, most alienating place to work with absolutely no humanity.”

“Many people who have given a great deal and care hugely about Chico State are for the first time reaching a breaking point - I don't think I am alone in feeling ignored and extremely exhausted by the climate on campus.

# Faculty Summary of Q4: Do you have other comments you would like to share about your experience at Chico State?

## Theme Three: **Issues with Human Resources and Title IX**

- Faculty again raised issues regarding how the university handles Title IX and related issues.

## Representative Quotes

“Chico State fosters unprofessional behavior and sexual harassment across different departments. Victim's voice is not heard by our administrators. When policy is violated, there is no following-through.”

“I love this place but I learned that the administration does not. They are more interested in protecting themselves and the Title IX violators than in doing what is right.

# Faculty Summary of Q4: Do you have other comments you would like to share about your experience at Chico State?

## Theme Four: **Insufficient EDI Efforts**

- Respondents reiterated their disappointment in current EDI efforts, and encouraged campus to engage EDI practices more consistently.

## Representative Quotes

“It is abundantly clear that the DEI rhetoric here is absolutely hollow and insincere. I have not talked to a single student, faculty, or staff who believes that Chico State actually supports underserved communities.”

“Potential to be an EDI leader in the Cal State system

# Faculty Summary of Q4: Do you have other comments you would like to share about your experience at Chico State?

## **Minor Themes:**

- Burnout
- The case of sexual misconduct, threats, and safety concerns
- Increase pay
- Forge connection with the local area
- Excessive workload
- Spend where needed

## **Other Mentions:**

- Increase enrollment
- Craft mission/vision
- Support lecturers
- Increase safety
- Recognize good work
- Bring back rigor
- Consolidate colleges
- Increase UPD
- Decrease administration
- Improve CSE
- Create more bike parking

# Staff/Administration – Section Ten

## Open Ended Questions



# Staff/Administration Summary of Q1: What are some of the best aspects of working at Chico State?

## Theme One: **Appreciation of Colleagues/Community**

- Respondents indicated their appreciation for their colleagues (staff and faculty) and an overall positive sense of community.

## Representative Quotes

“The sense of community with my colleagues. Most people are very kind and helpful and want to make this work. I enjoy my relationships across campus and times when we get to collaborate, either for work things, or for fun things while at work. Most people really care about students and the experience they are having at Chico State.”

“I really admire and enjoy the passion I see in the folks who work at Chico State. Chico State has very talented, passionate employees who work hard to ensure we provide our students with a positive learning environment and a quality education!”

# Staff/Administration Summary of Q1: What are some of the best aspects of working at Chico State?

## Theme Two: **Students**

- Respondents indicated satisfaction in assisting and being around students.

## Representative Quotes

“The care shown by employees for the students.”

“The purpose that I find in the work that I do when it supports students.”

“Working with the students, being able to support them through their journey from undergraduates to post-bac candidates and later career professionals is incredibly rewarding.”

# Staff/Administration Summary of Q1: What are some of the best aspects of working at Chico State?

## Theme Three: **Benefits**

- Respondents indicated an appreciation of both the employment benefits package and ancillary benefits such as food events, training opportunities, and an academic schedule.

## Representative Quotes

“The medical benefits are the main reason I choose to work here. It helps to offset the lower pay ranges.”

“There is no denying that the benefit program the university offers is top of the line for someone in my particular family situation. I truly value the entire package of benefits.”

# Staff/Administration Summary of Q1: What are some of the best aspects of working at Chico State?

## Theme Four: **Campus Beauty/Environment**

- Respondents commented on the beauty of the campus, often in conjunction with the campus community as a whole.

## Representative Quotes

“Lovely campus. Most people are very friendly, supportive and helpful.”

“The beauty of the campus. Great people and students.”

“The physical environment is great. The energy of a college campus is great.”

# Staff/Administration Summary of Q1: What are some of the best aspects of working at Chico State?

## Theme Five: **Supervisor**

- Respondents commented on the positive relationship between themselves and their supervisor.

## Representative Quotes

“I feel very supported by my direct supervisor, and I love working with my current team. I feel valued and appreciated in my department.”

“I have never felt so accepted and respected in an office before. My supervisor likes to make sure I maintain a healthy work life balance and that I am not too stressed about work. I am really cared for here. I feel like I can make a difference.”

# Staff/Administration Summary of Q1: What are some of the best aspects of working at Chico State?

## Theme Six: **Flexible Schedule**

- Respondents commented on both the inherent flexibility of an academic schedule and the ability to work from home.

## Representative Quotes

“The students, the benefits, working an academic year schedule, people on my team and committees, having a short commute and ability to flex my hours a little to accommodate family needs.”

“I appreciate my unit's flexibility -- if I am having a day where I need to be home, I am often able to work from home so that I am able to meet the needs of both my work team and my home life.”

# Staff/Administration Summary of Q1: What are some of the best aspects of working at Chico State?

## **Minor Themes:**

- Support of the University's EDI mission
- Job security
- Hired alumni

## **Other Mentions:**

- Shared vision
- Local area

“I love the heart and sentiment of those who have chosen higher education for their careers. I love the creativity and care of my team. And it's deeply rewarding to work in a field that is striving toward equitable educational opportunities and social mobility for the next generation.”

# Staff/Administration Summary of Q2: What are some of the challenges of working at Chico State?

## Theme One: **Low Pay**

- Respondents overwhelmingly indicated dissatisfaction with low pay in conjunction with lack of promotion/merit increases/upward mobility options.

## Representative Quotes

“Very low pay, excessive workload, lack of progression opportunities, lack of pay raise, no space for salary negotiation with HR at recruitment, lack of recognition for staff.”

“Wages low and IRPs very difficult to obtain. Performance evaluations basically mean nothing since no matter how hard you work or how well you do your job, there is no monetary reward associated with evaluations.”

“Challenges are definitely salary and lack of increases to stay competitive and current with inflation.”



# Staff/Administration Summary of Q2: What are some of the challenges of working at Chico State?

## Theme Two: **Excessive Workload**

- Respondents indicated dissatisfaction with having to take on more work due to limited budgets and staffing levels.

## Representative Quotes

“The University makes changes without fully understanding the implications to staff workload. Staff workload just keeps increasing without equal increases in pay. The University can talk all they want about how much they value their employees, but actions speak louder than words.”

“Staffing levels keep decreasing, but the workloads/expectations do not.”

“I feel that management pushes responsibilities onto union workers and will not pay staff for the increased workload. I have watched many positions above me get dissolved with their work being handed down to me with no interim pay or increase in pay or position.”

# Staff/Administration Summary of Q2: What are some of the challenges of working at Chico State?

## Theme Three: **Leadership**

- Respondents indicated disappointment in leadership at the executive level for a variety of reasons.

## Representative Quotes

“I have no confidence in leadership of the campus as the top jobs are all open or filled with new people.”

“Upper-level administrators are completely disconnected from mid-level staff, students, and the campus in general.”

“It is challenging to see highly paid executive staff not be required to perform at levels required of their jobs, and no consequences for poor and ineffective leadership. It is challenging and impedes morale to see preferential treatment (jobs, pay, etc.) among friends of executive staff.”

# Staff/Administration Summary of Q2: What are some of the challenges of working at Chico State?

## Theme Four: **Operational Communication**

- Respondents indicated dissatisfaction with communication both within units and from University leadership. This theme centers more on operational communication; concerns about communication in the face of emergencies are noted in the following slide.

## Representative Quotes

“It seems that many decisions are made privately then not communicated with those directly affected by the decision before it is announced to the entire division and campus.”

“Lack of real communication. If information is shared (various categories) it always feels inaccurate or lacking. Several times in the last year, something is shared and then contradicted by actions. Decisions are being made without input from the experts or input from those being affected.”

“Leadership says they value transparency, but when given opportunities to be honest and proactive in their communications, they prefer to stay vague and rely on platitudes.”

# Staff/Administration Summary of Q2: What are some of the challenges of working at Chico State?

## Theme Five: **Crisis Communication**

- Several recent events prompted respondents to indicate dissatisfaction in the way University leadership disseminated vital information. Ultimately, this is related to Theme Six, Safety.

## Representative Quotes

“Lack of communication. It look way too long with the Camp Fire to cancel classes for the Friday (day after), no word was provided out to departments on how to support students in the moment. University Housing could have used more communication to send out to residents who were scared and did not understand how close/far the fire was. We as a campus ghosted our students for longer than we should have.”

# Staff/Administration Summary of Q2: What are some of the challenges of working at Chico State?

## Theme Five: **Crisis Communication**

- Several recent events prompted respondents to indicate dissatisfaction in the way University leadership disseminated vital information. Ultimately, this is related to Theme Six, Safety.

## Representative Quotes

“Horrible policies and communication regarding Title IX issues. The communication **MUST** improve. We do not need names, but we do need to know that investigations are happening. Predators or potential predators (especially faculty) need to **KNOW** this is not tolerated and students need to see it often to empower them and know they will not be retaliated against.”

# Staff/Administration Summary of Q2: What are some of the challenges of working at Chico State?

## Theme Five: **Crisis Communication** **(cont.)**

- Several recent events prompted respondents to indicate dissatisfaction in the way University leadership disseminated vital information. Ultimately, this is related to Theme Six, Safety.

## Representative Quotes

“All of the Title IX failings or perceived failings have been a huge, unwelcome distraction. It really seems like the intention was to never disclose that a threat of violence had been made by an internal member of the staff. Once it was disclosed then all the efforts at safety and communication began.”

# Staff/Administration Summary of Q2: What are some of the challenges of working at Chico State?

## Theme Six: **Safety**

- Respondents have indicated concerns the University is not taking appropriate precautions to ensure campus safety.

## Representative Quotes

“The library has become a real trouble spot for the housing challenged who seem to be ‘living’ in the library and are a threat to students, staff, and faculty. It's a public space however it is not being monitored in a way that is serving the safety of the campus. I know the situation is across campus but there seems to be no police/security presence to move these people along or help monitor the safety of our population.”

# Staff/Administration Summary of Q2: What are some of the challenges of working at Chico State?

## Theme Six: **Safety (cont.)**

- Respondents have indicated concerns the University is not taking appropriate precautions to ensure campus safety.

## Representative Quotes

“The email sent by the President afterwards barely scratched the surface at describing the innate sense of unsafety, existential dread, and fear that such an incident can induce. There needs to be an exhaustive list of resources shared with students after incidents like this.”

“Management mishandled [the case of sexual misconduct, threats, and safety concerns], leaving all personnel vulnerable. The lockdown test was a great failure. Gun safety is a big topic right now and Chico State failed miserably on these two components related to gun safety.”



# Staff/Administration Summary of Q2: What are some of the challenges of working at Chico State?

## Minor Themes:

- Lack of mandatory training for supervisory positions
- Unequal treatment of faculty and staff
- University operating within silos
- Cost of parking and lack of available options

## Other Mentions:

- Concern over bike/skateboard safety
- Lack of visible UPD presence on campus

“Worsening morale, lack of trust in the administration, administration's commitment to transparency but not always adhering to it, my supervisor not fully supporting me and giving in to politics when disputes arise, the sentiment of always being overworked and relentless addition of tasks without creating space to allow for them to happen in a 40-hour work week. The expectation for managers and direct reports alike to put in the work by whatever means necessary regardless of impact on work-life balance/stress level. We all wear too many hats.”

# Staff/Administration Summary of Q3: If you would like to see improvement in the atmosphere/climate of your department/unit, or in general at Chico State, what remedies or strategies would you suggest?

## Theme One: **Salary Reform**

- Respondents indicated a strong desire to institute meaningful salary reform.

### Representative Quotes

“I would suggest a serious evaluation of retention tactics including salary assessment and taking non-union raises seriously as part of that.”

“I've been on several hiring committees where we lost great people due to our low wage offerings. People will settle for lower salaries if increases are guaranteed, or even possible, in the future. We have serious recruitment and retention issues in the CSU.”

# Staff/Administration Summary of Q3: If you would like to see improvement in the atmosphere/climate of your department/unit, or in general at Chico State, what remedies or strategies would you suggest?

## Theme One: **Salary Reform (cont.)**

- Respondents indicated a strong desire to institute meaningful salary reform.

### Representative Quotes

“I believe pay needs to increase to accommodate the cost of living. I shouldn't be celebrating my official 20th year here and still worrying about how I'm going to afford my latest rent increase, let alone still not being at the point where I could ever buy a home. I've considered getting a second job multiple times, but losing time with my family and kids has always stopped me.”

“Equitable pay! Reinstate the step pay scale. Pay a living wage.”

# Staff/Administration Summary of Q3: If you would like to see improvement in the atmosphere/climate of your department/unit, or in general at Chico State, what remedies or strategies would you suggest?

## Theme Two: **Flexible Work Schedules**

- Respondents suggested adding more flexibility to work schedules.

### Representative Quotes

“One remote day a week should be offered to all employees - this shouldn't be up to the supervisors of departments. Offer more 3/4 time and 11/12 positions. I don't want to lose Summer Fridays, but summer hours need to be evaluated - 7-5:30 often doesn't work for people with kids and not everyone can afford to take a cut in hours or pay.”

# Staff/Administration Summary of Q3: If you would like to see improvement in the atmosphere/climate of your department/unit, or in general at Chico State, what remedies or strategies would you suggest?

## Theme Two: **Flexible Work Schedules (cont.)**

- Respondents suggested adding more flexibility to work schedules.

### Representative Quotes

“More flexible hours for staff and increased remote working options (versus current 8-5 stricter schedule). Students often want services later. Change summer schedule or provide option for staff to work 5 8s or 4 9s and half day Friday. The current schedule is highly inflexible and is a hardship on many employees and their families.”

“More support for flexible work hours and partial work from home options would go a long way and be a huge benefit.”

# Staff/Administration Summary of Q3: If you would like to see improvement in the atmosphere/climate of your department/unit, or in general at Chico State, what remedies or strategies would you suggest?

## Theme Three: **Communication**

- Respondents want to see improvements in communication both within units and throughout the University. Suggestions focused on targeted and scheduled forums.

### Representative Quotes

“My biggest desire for my department (and division as a whole) is to work on more effective communication. Often, changes are made by other departments in the division that are not appropriately communicated to the impacted departments or users (students, staff, faculty).”

“Communicate more directly and more often within and across divisions. WE create the silos, the silos don't create the divisions. I'm not a communication expert, but we do have faculty on campus who are organizational communication experts, so perhaps we can ask them?”

# Staff/Administration Summary of Q3: If you would like to see improvement in the atmosphere/climate of your department/unit, or in general at Chico State, what remedies or strategies would you suggest?

## Theme Three: **Communication (cont.)**

- Respondents want to see improvements in communication both within units and throughout the University. Suggestions focused on targeted and scheduled forums.

## Representative Quotes

“Transparency and communication. Administration needs to be more visible, host Q&As, host listening tours for students and staff. We are going to lose good people and students if we do not fundamentally adapt our practices.”

# Staff/Administration Summary of Q3: If you would like to see improvement in the atmosphere/climate of your department/unit, or in general at Chico State, what remedies or strategies would you suggest?

## Theme Four: **Align Treatment of Staff to Faculty**

- Respondents indicated dissatisfaction with perceived deference to faculty over staff and suggested more equitable policies and treatment.

### Representative Quotes

“Treat faculty and staff more equitably. We should receive equitable vacation / sick time. Work expectations should be the same. As just one example, staff are required to work on-site, while faculty have the option to work from home.”

“Have faculty more accountable for doing their duties outside of just teaching. Such as being able to make meetings, respond to emails, and complete their required admin tasks in a timely manner.”

“I think more emphasis needs to be expressed to faculty about how much staff contribute to their daily activities on campus. We need to openly engage and develop more activities that involve both faculty and staff.”



# Staff/Administration Summary of Q3: If you would like to see improvement in the atmosphere/climate of your department/unit, or in general at Chico State, what remedies or strategies would you suggest?

## Theme Five: **Job Vacancies**

- Respondents indicated frustration surrounding job vacancies.

### Representative Quotes

“Staff is overworked, and expectations are high. Need additional staff to adequately do the job expected. Important staff positions are not replaced (after resignations or retirements) when way too many highly paid MPP positions are continuously hired.”

“When there are job vacancies, post the job instead of reclassifying employees. Ask staff how things are going and what improvements need to be done because we are the people doing the work and we may have some good ideas before restructuring is done within a department.”

# Staff/Administration Summary of Q3: If you would like to see improvement in the atmosphere/climate of your department/unit, or in general at Chico State, what remedies or strategies would you suggest?

## Theme Five: **Job Vacancies (cont.)**

- Respondents indicated frustration surrounding job vacancies.

### Representative Quotes

“The hiring freeze is hitting staff far more than faculty.”

“Consider combining positions and paying the incumbent more. For example, if Department A loses its ASC, instead of hiring a replacement ASC, promote a worthy ASC to an ASC II and combine Department A and B's ASC work.”

# Staff/Administration Summary of Q3: If you would like to see improvement in the atmosphere/climate of your department/unit, or in general at Chico State, what remedies or strategies would you suggest?

## Minor Themes:

- Require supervisory training
- Coordinated safety protocol at unit, building, and divisional level
- Improve new hire training

## Other Mentions:

- Offer staff incentives (reduced parking/WREC membership/additional time off/flexible work schedule)
- Reduce upper administration hiring; promote from within

“In my 15 years at Chico State I have seen many budget situations and faced many obstacles. One common thing is rank and file staff have had to constantly fight to keep up their work force while administration has grown. These expensive administration positions have made no positive impact on enrollment, the budget, or work morale, and in many cases have only complicated workflow.”

# Staff/Administration Summary of Q4: Do you have other comments you would like to share about your experience at Chico State?

## Theme One: **Salary Reform**

- Respondents indicated a desire to see salaries improve and the creation of upward mobility options.

## Representative Quotes

“A good benefits package only goes so far. If I am working two jobs because the current compensation rate is insufficient for me to cover my basic needs like rent and groceries, then I am unable to take advantage of the fee waiver to take classes or utilize LinkedIn Learning to increase my skills and knowledge.”

# Staff/Administration Summary of Q4: Do you have other comments you would like to share about your experience at Chico State?

## Theme One: **Salary Reform (cont.)**

- Respondents indicated a desire to see salaries improve and the creation of upward mobility options.

## Representative Quotes

“As a staff member, seeing my career degrade by spending so much time here with little to no advancement or professional growth. So many great staff have left for better employment, and it impacts the students and the efficiency of the programs. It is too bad admin doesn't care about losing good employees, only the bottom line.”

“The feeling of needing to continue to learn and develop professionally for intrinsic value and not for growth, salary, or promotion opportunities is deflating.”

# Staff/Administration Summary of Q4: Do you have other comments you would like to share about your experience at Chico State?

## Theme Two: **Treat Staff in Alignment with Faculty**

- Respondents indicated they feel faculty are treated better than staff in multiple areas.

## Representative Quotes

“Time for campus to make faculty come to work, rather than forcing staff to do all the work. Can't they look at the data? Can't faculty come to campus for meetings and have availability during business hours to answer questions and make decisions?”

“Faculty are treated so much better than staff in multiple ways: better pay; more time off; come and go as they please; easier for them to request raises; respected more than staff. I would like to see staff feel and be just as important to the University as faculty are.”

# Staff/Administration Summary of Q4: Do you have other comments you would like to share about your experience at Chico State?

## Theme Two: **Treat Staff in Alignment with Faculty (cont.)**

- Respondents indicated they feel faculty are treated better than staff in multiple areas.

## Representative Quotes

“I think it would wise to evaluate the equity behind how staff/faculty conflict resolution is handled when making threats. Earlier in 2022 we learned about a potential threat by a person of color and that threat was removed immediately... a person not of color makes similar threats a year prior and gets an award and time-off with pay.... not very equitable.”

# Staff/Administration Summary of Q4: Do you have other comments you would like to share about your experience at Chico State?

## Theme Three: **Re-establish Trust**

- Respondents indicated they feel trust has been violated and transparent communication is an important step forward.

## Representative Quotes

“I have been with Chico State for 35 years. It is very unfortunate the latest list of ethical violations by faculty that has now seriously harmed people's trust in the University. More compassion and modeling of self-care is needed. This could take many forms but it can't just be words -- actions speak louder than words.”



# Staff/Administration Summary of Q4: Do you have other comments you would like to share about your experience at Chico State?

## Theme Three: **Re-establish Trust**

- Respondents indicated they feel trust has been violated and transparent communication is an important step forward.

## Representative Quotes

“The culture of sexual harassment and violence being tolerated and swept under the rug shocked me. We must remain vigilant, TRANSPARENT and corrective when facing these deep-seeded societal problems.”

“Many of my colleagues both on my team and in other departments have left and continue to plan to leave. While salary increases would be helpful, it's also feeling that administration often comes across as politicians and placating.”

# Staff/Administration Summary of Q4: Do you have other comments you would like to share about your experience at Chico State?

## **Minor Themes:**

- Better Title IX reporting
- More visible UPD presence on campus
- Reduce top-heavy executive positions

## **Other Mentions:**

- Include staff in decision making
- Make Chico State a Cal Poly
- Offer more online degrees

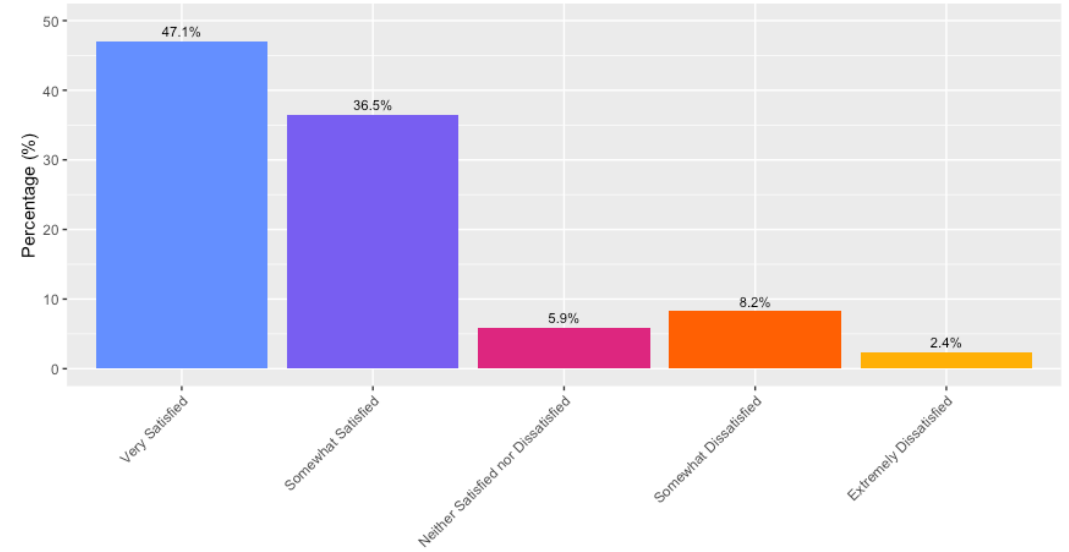
“In general, I love this campus and this community. I'm typically proud to work here and call myself a Wildcat. The last few years have been incredibly hard with all the things that have happened in our community. We went into survival mode and lost our sense of mission. We need vision, mission statements, and strategic plans at all levels and we need to abide by them. Also, we can't recruit people who don't exist. We need to start talking with the campus as a whole about the future of this institution based on realistic enrollment projections, not dream numbers. How do we proactively pivot in a way that keeps us in the driver's seat without being reactive?”

# Student Employee – Section One

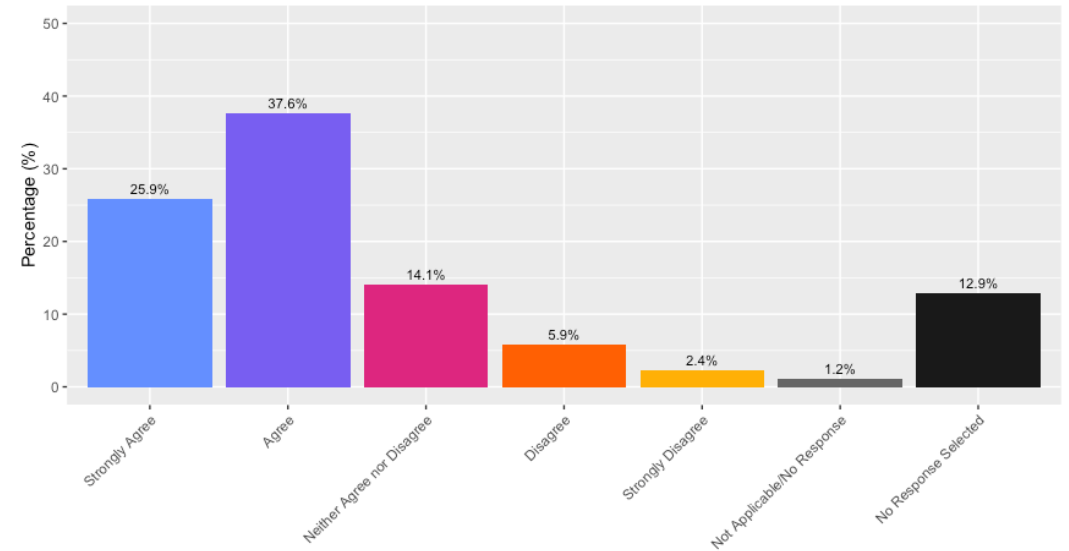
## Job Satisfaction

# Student

Overall, how satisfied are you working at Chico State?

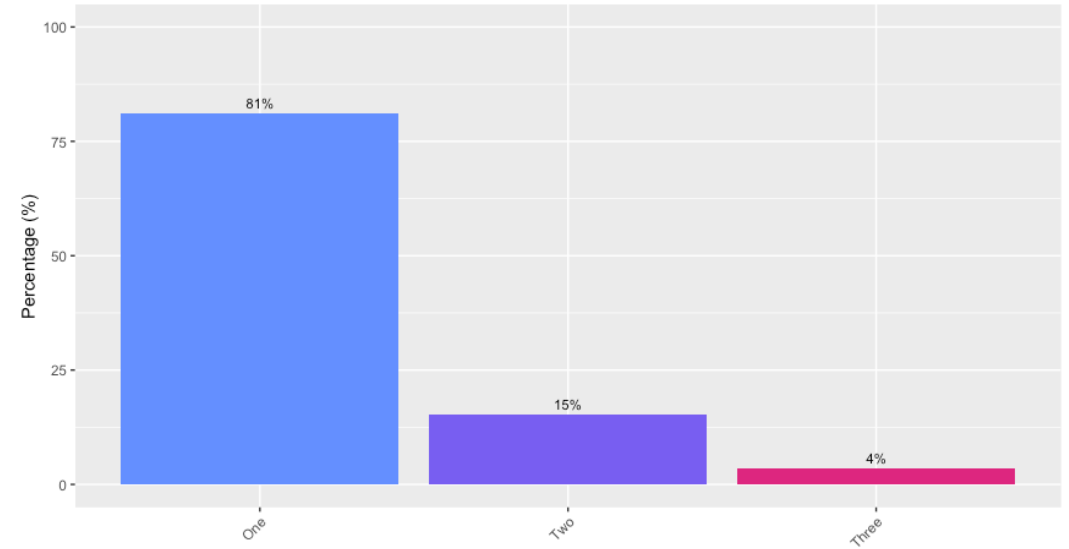


I would recommend Chico State as a place of employment.

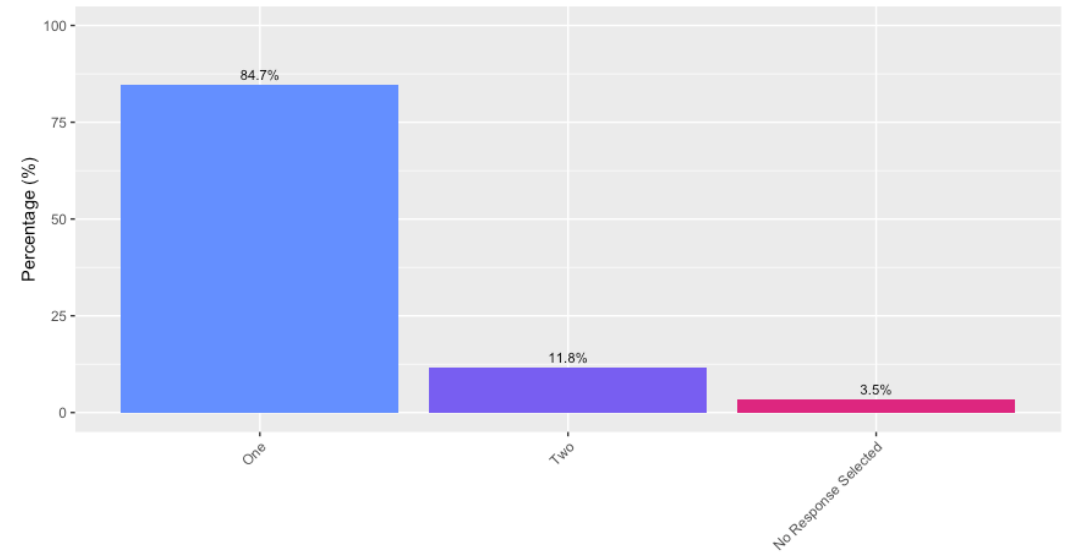


# Student

How many paid jobs do you currently have at Chico State?

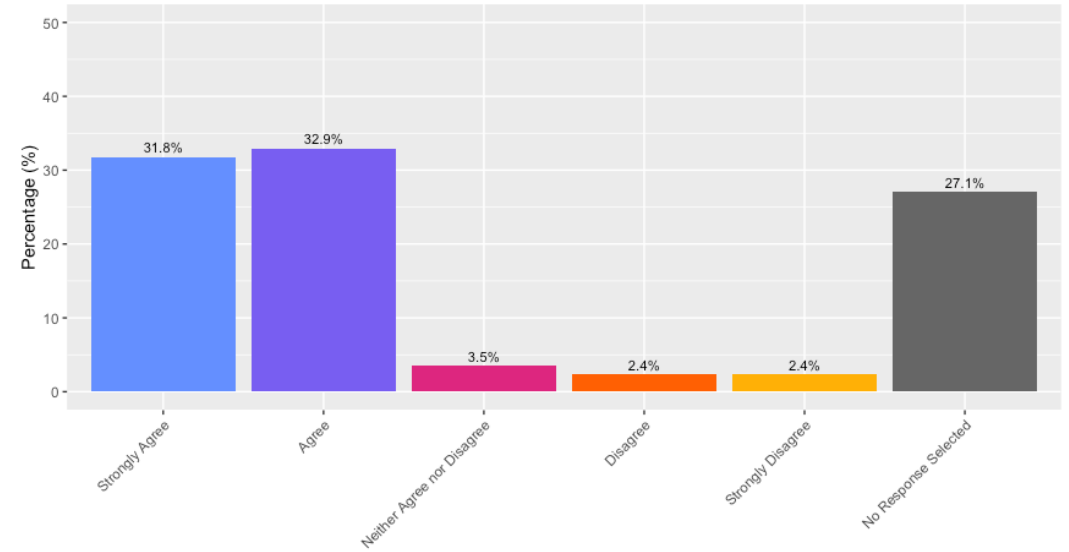


How many of your campus jobs are for personal/professional development?

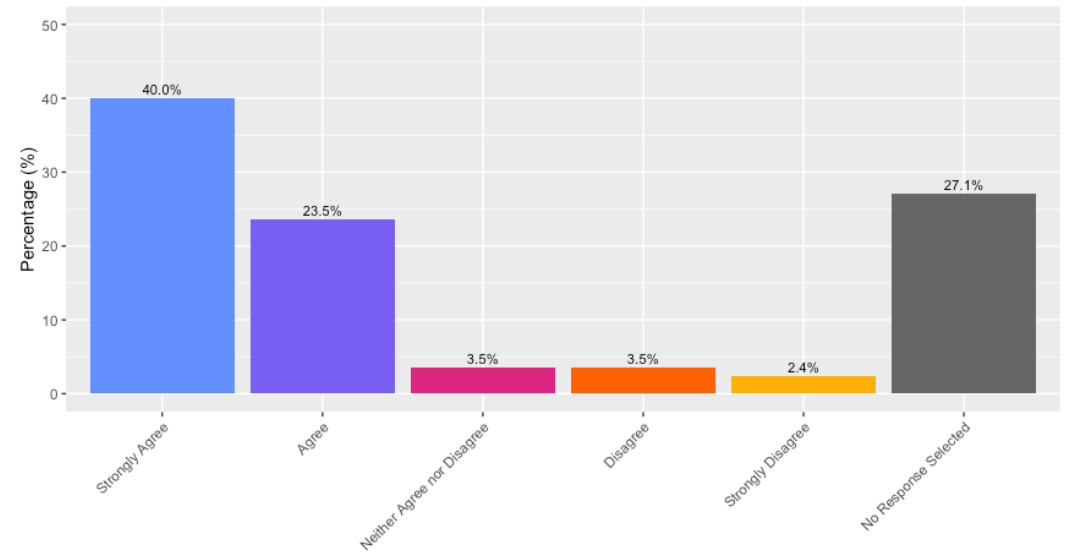


# Student

My department/unit has an adequate number of staff.

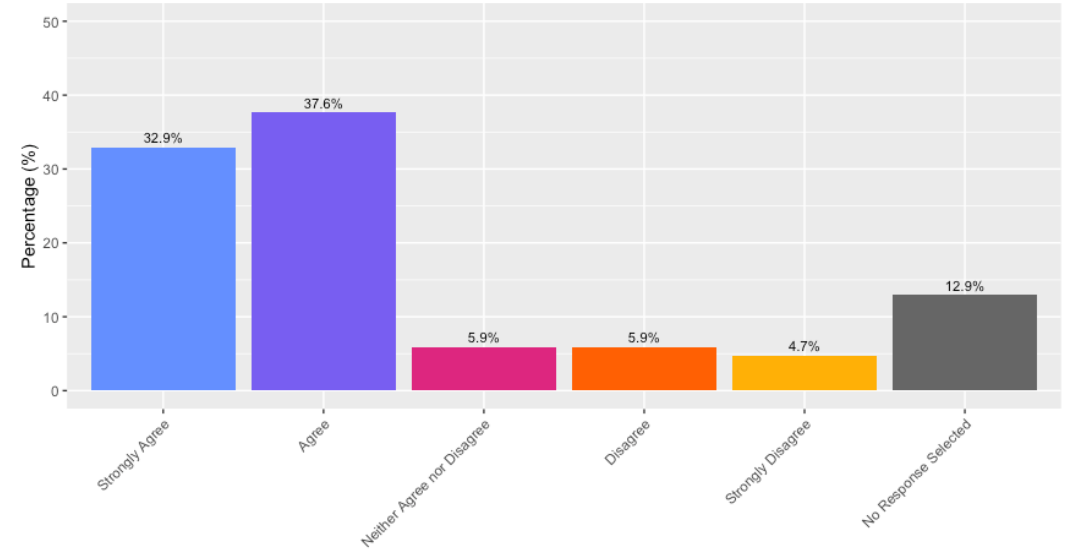


I feel part of an effective team.

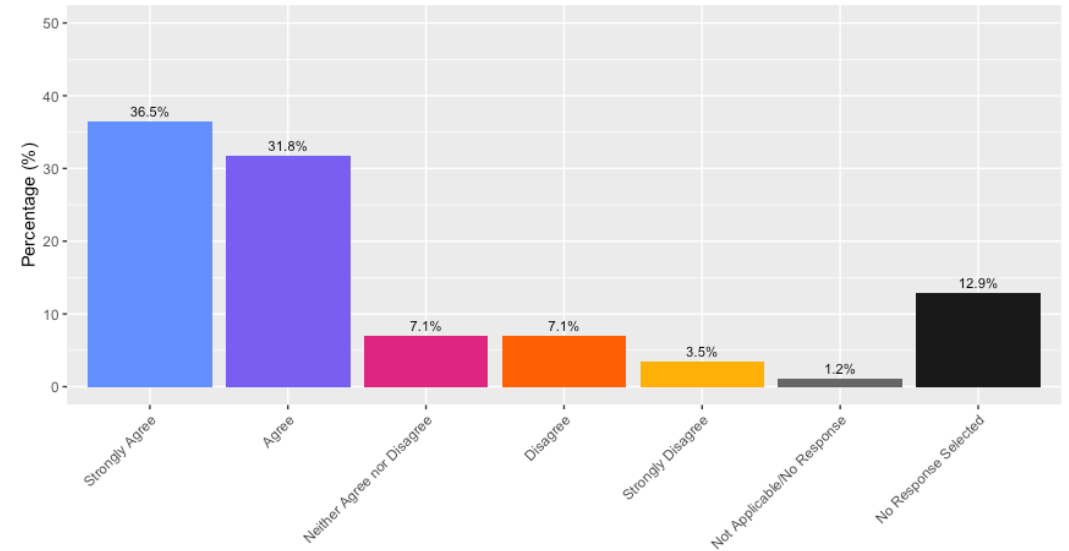


# Student

I feel my opinions and concerns are respected by my work colleagues at Chico State.

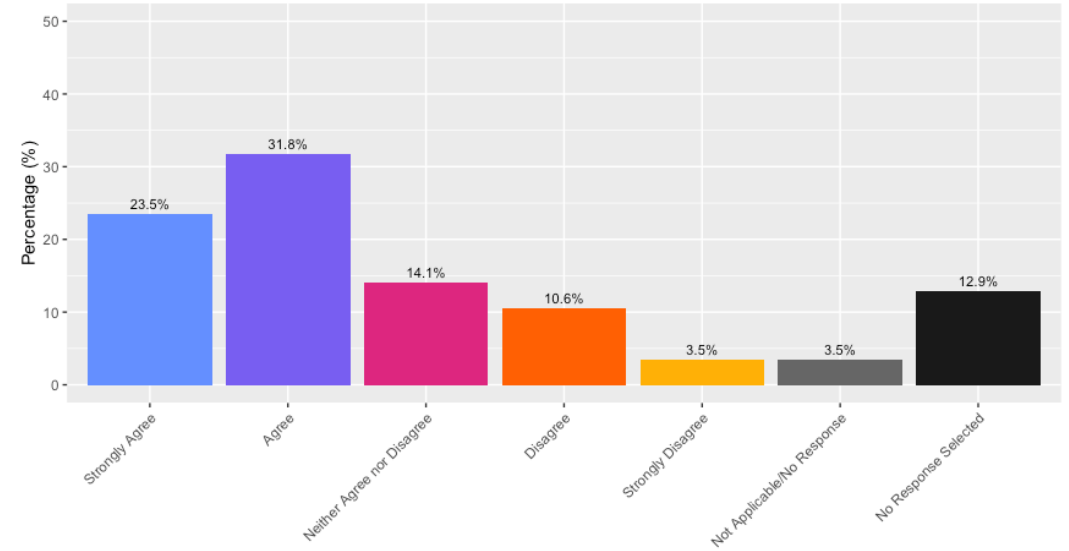


I feel like a valued member of my office, department, or unit by my colleagues at Chico State.

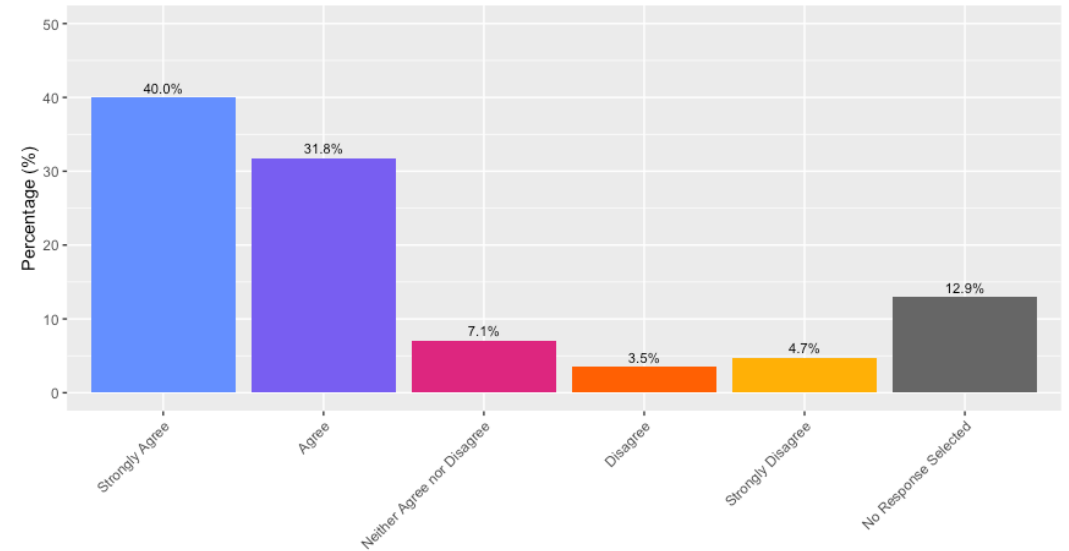


# Student

I feel Chico State is succeeding at prioritizing equity, diversity, and inclusion issues.



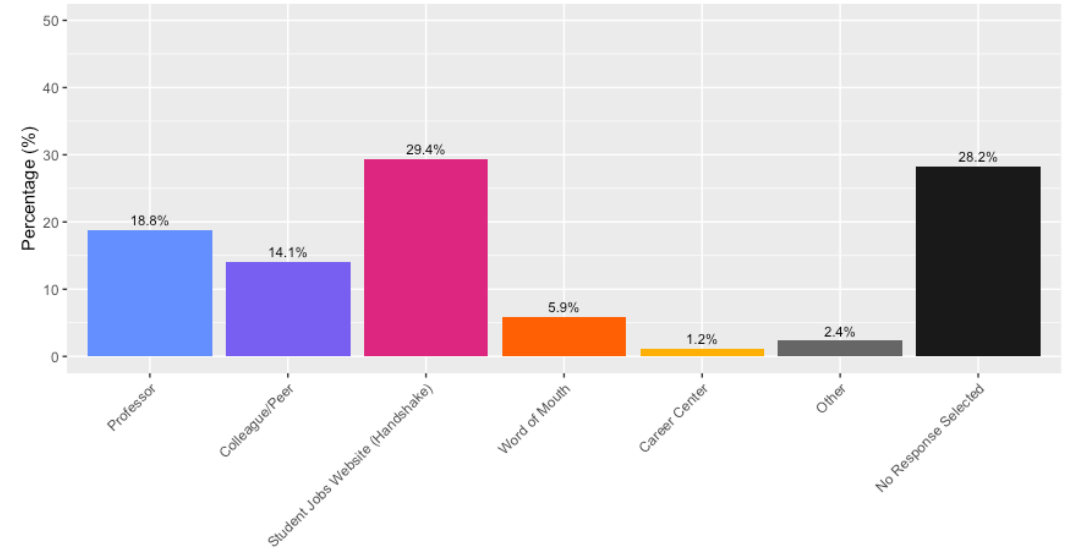
During my employment at Chico State, I have received fair and equitable treatment.



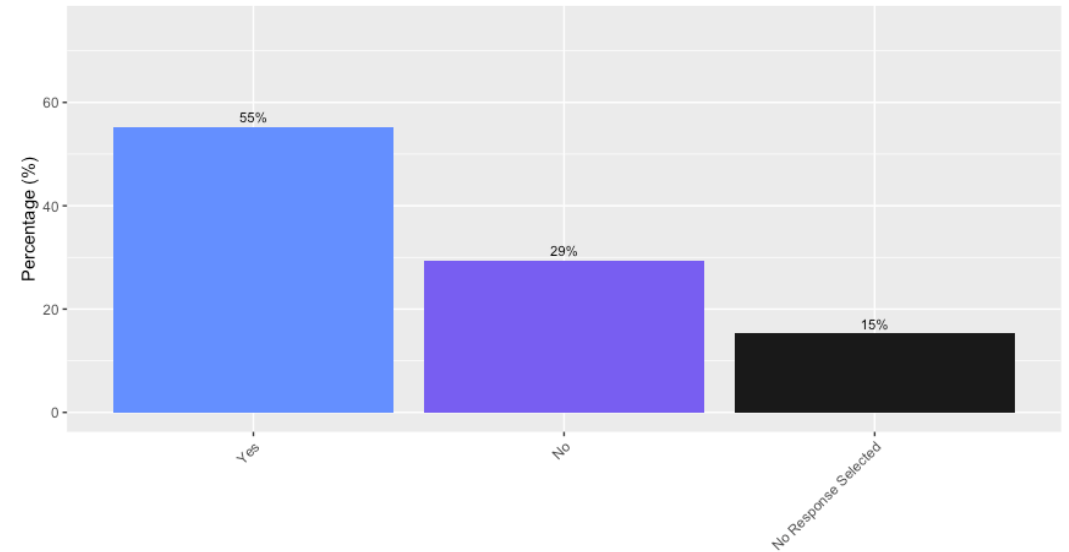


# Student

How did you find your job at Chico State?

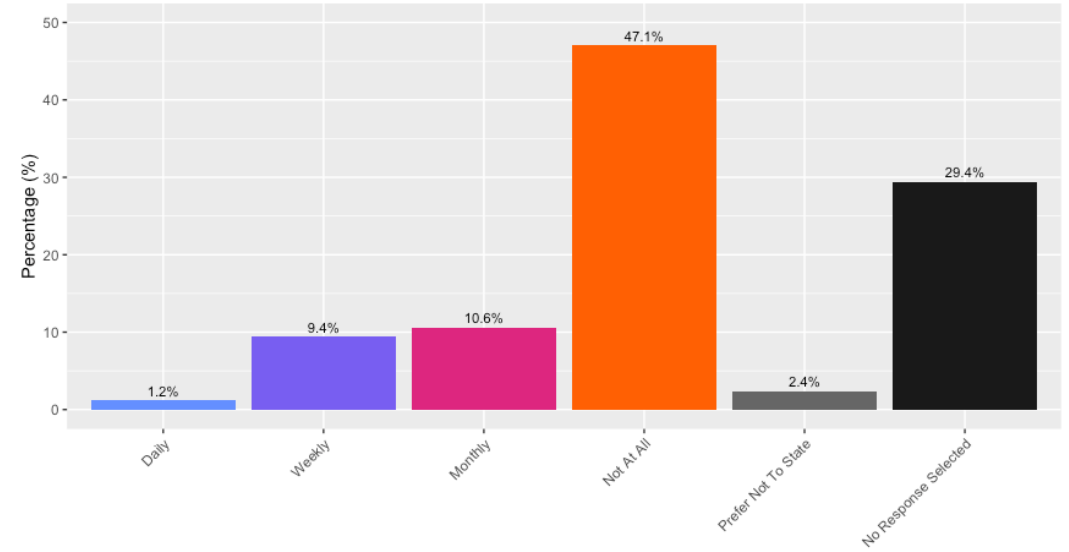


I have been made aware of offices on campus that can help and/or protect me as a student employee.

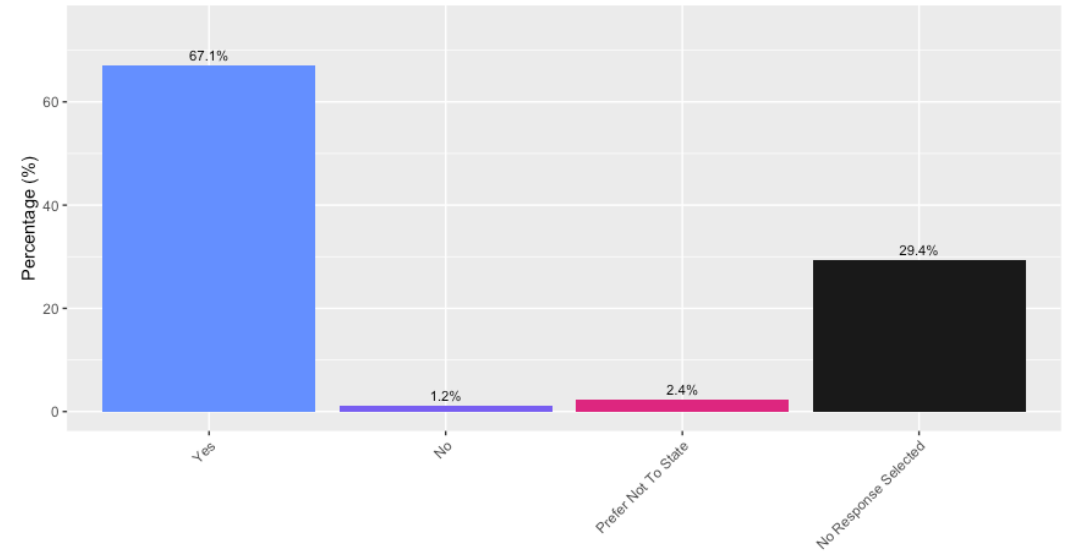


# Student

How often do you feel your work negatively impacts your studies at Chico State?



My work schedule is manageable, and my supervisor considers my academics.



# Student Employee – Section Two

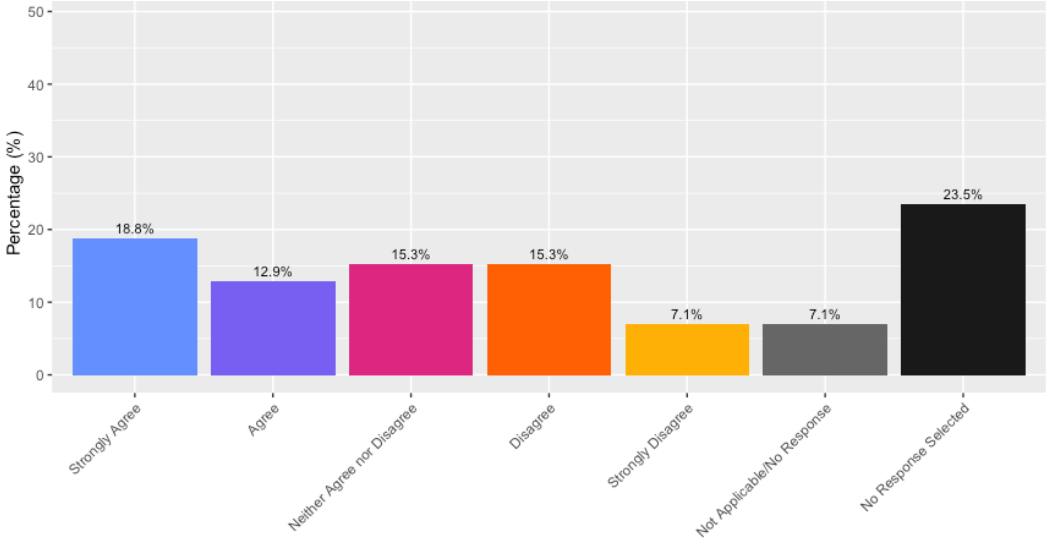
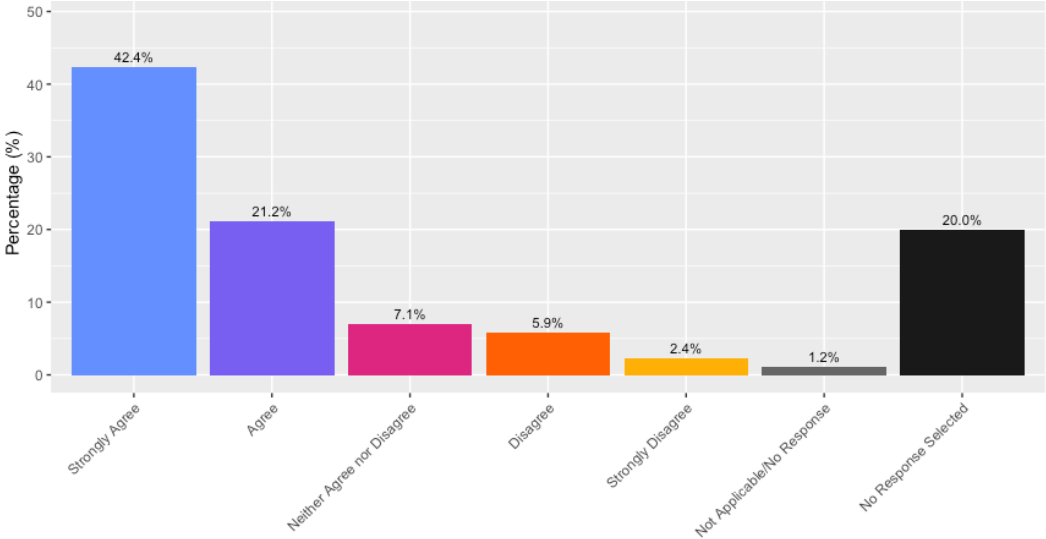
## Campus Satisfaction

# Student

## A clear mission and vision are communicated by:

My Department/Unit

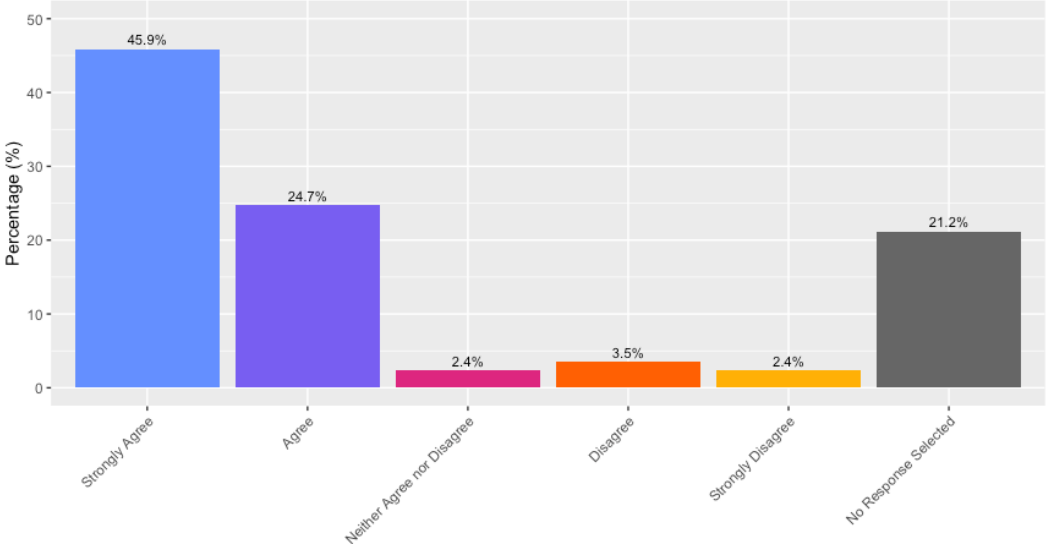
Cabinet level leadership



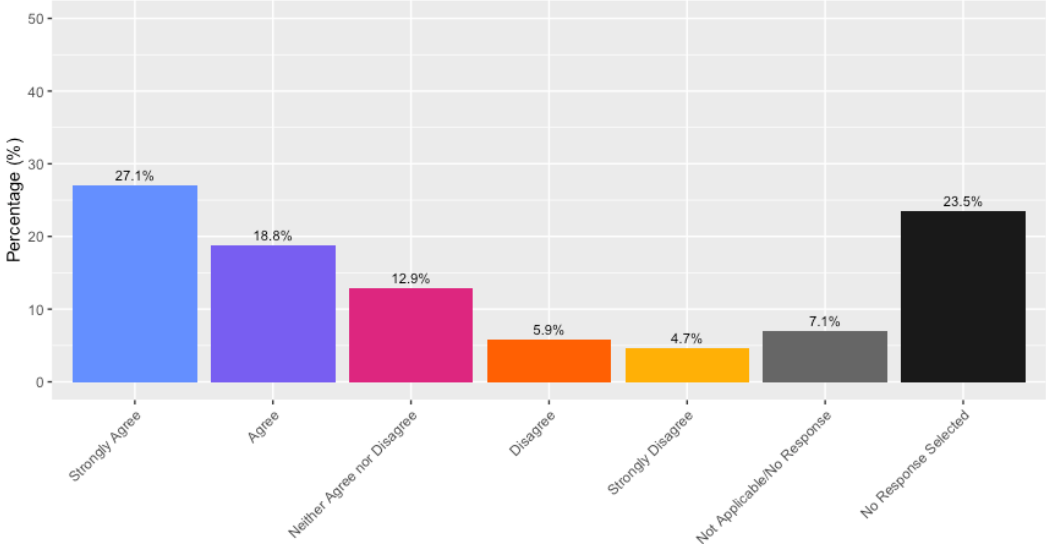
# Student

## I believe equity, diversity, and inclusion are valued by:

### My Department/Unit



### Cabinet level leadership

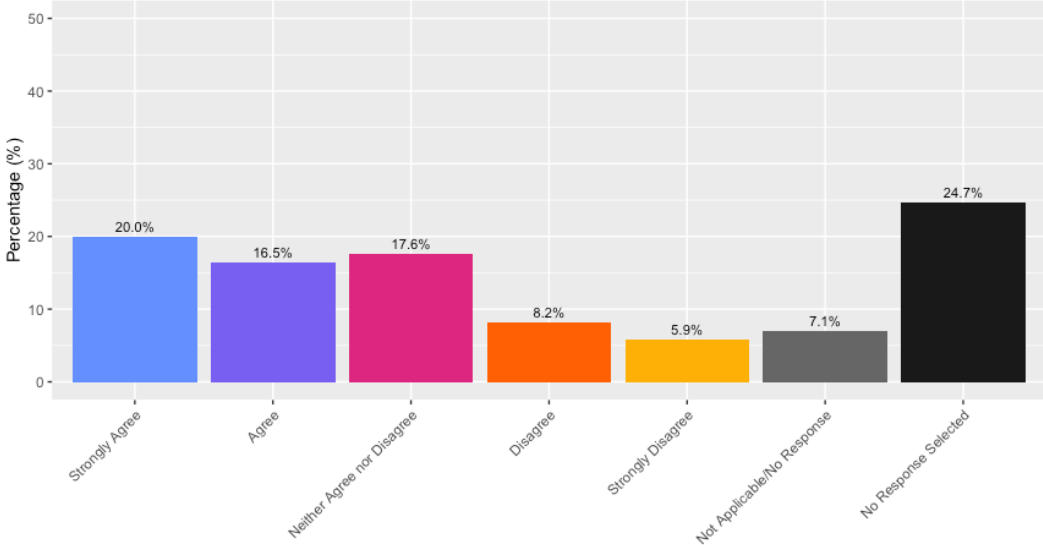
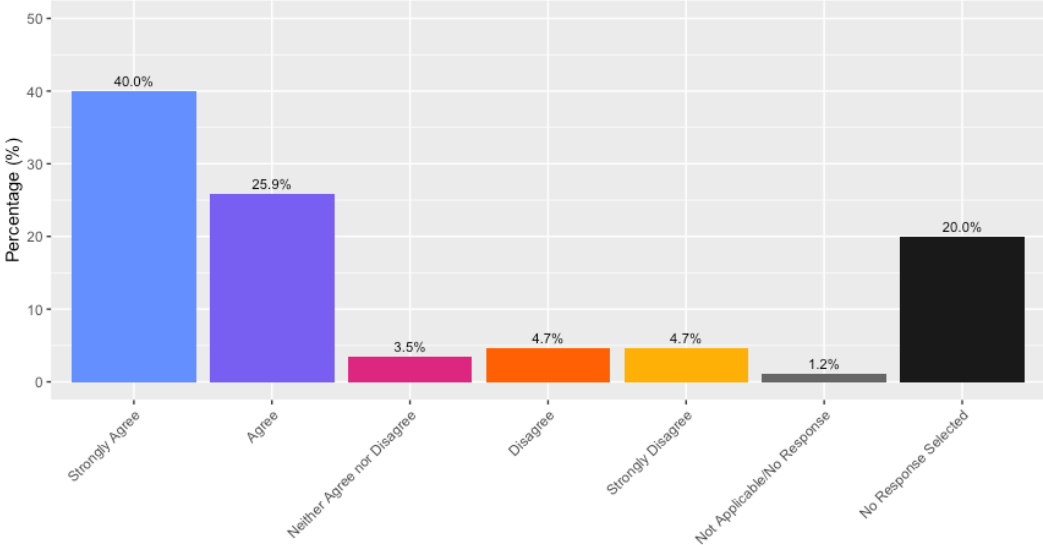


# Student

## I feel safe expressing my opinion without fear of consequences or retribution by:

My Department/Unit

Cabinet level leadership

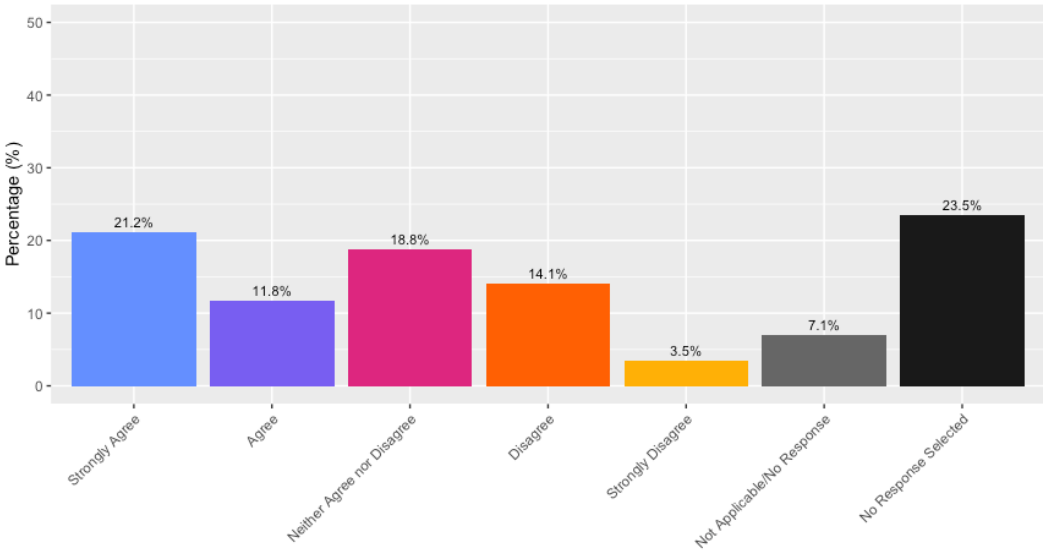
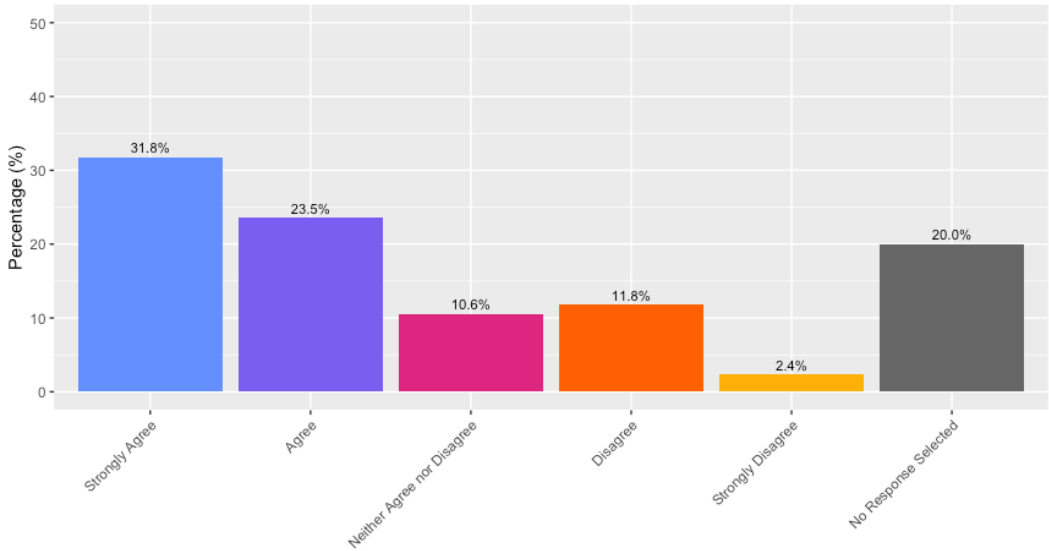


# Student

## New policies and procedures are communicated in a timely manner by:

My Department/Unit

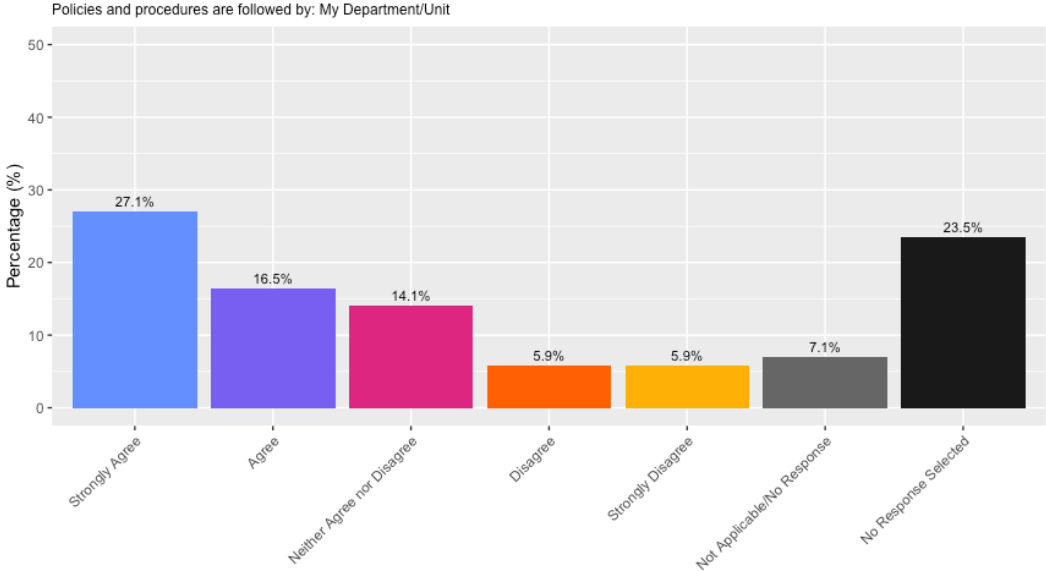
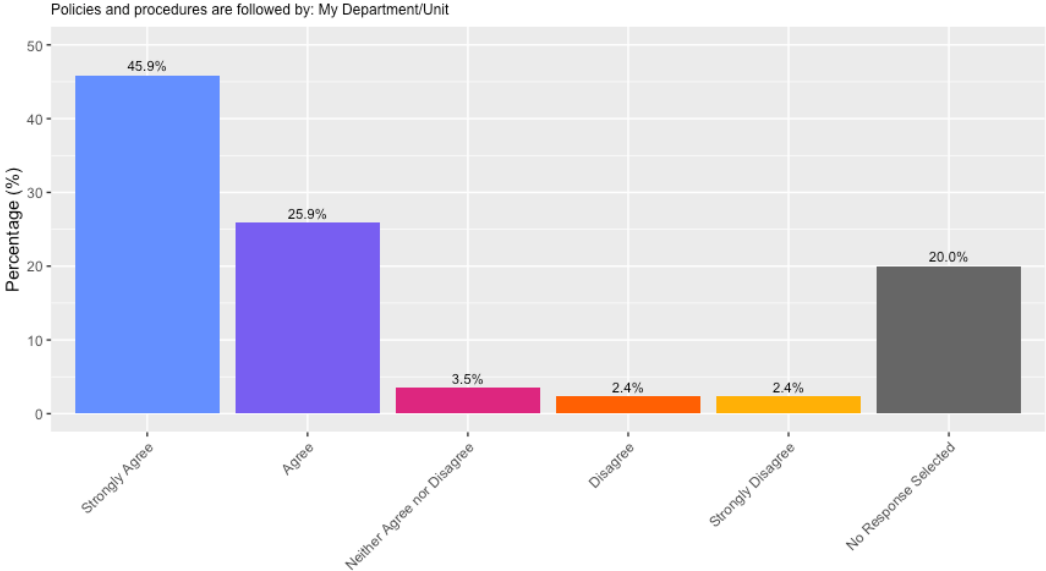
Cabinet level leadership



## Policies and procedures are followed by:

My Department/Unit

Cabinet level leadership



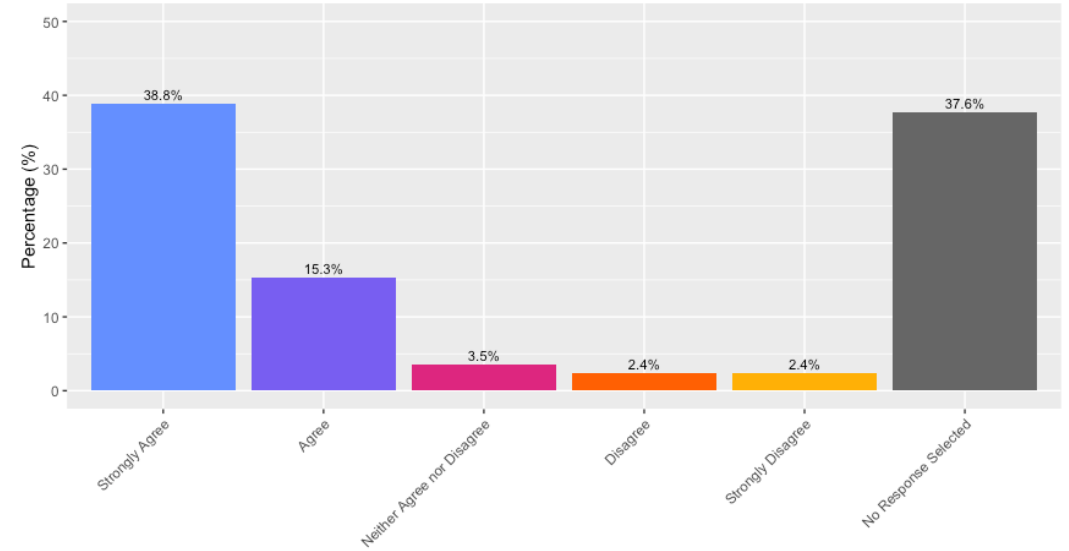


# Student Employee – Section Three

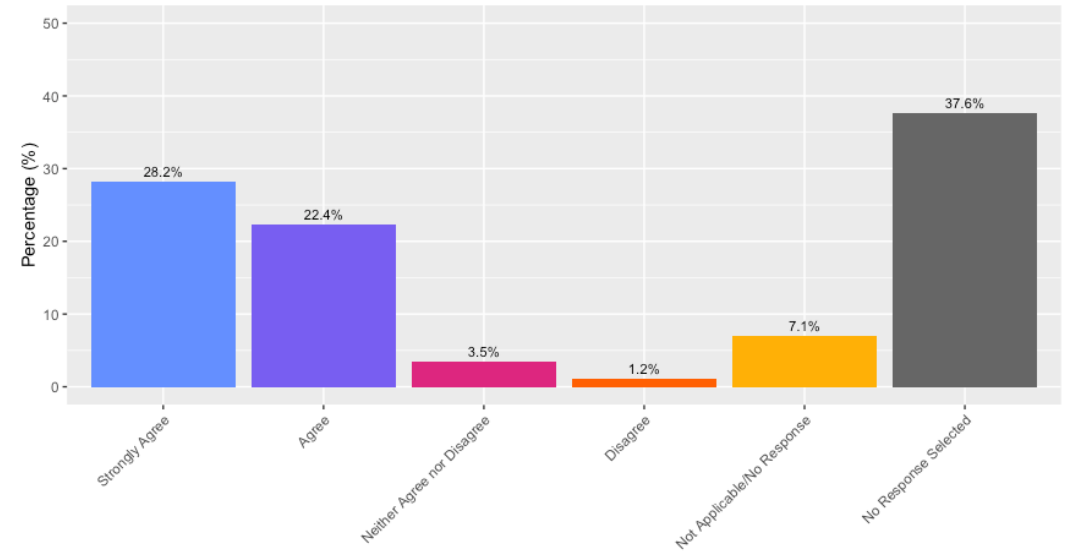
## Professional Development

# Student

I have been given growth and learning opportunities.

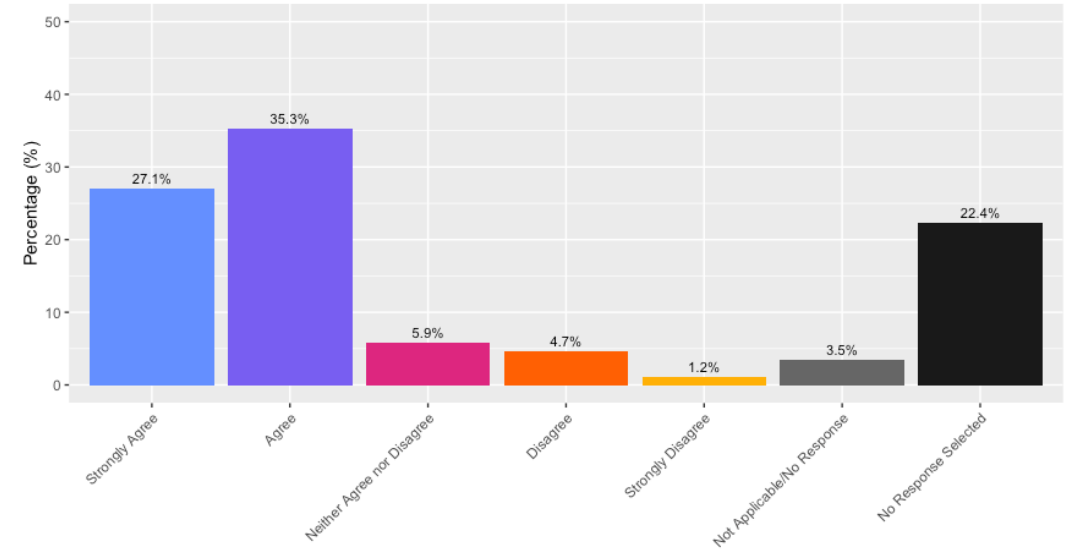


My department/unit adequately supports my attending trainings, conferences, etc.



# Student

My workload allows me to complete my academic coursework in a timely and efficient manner.

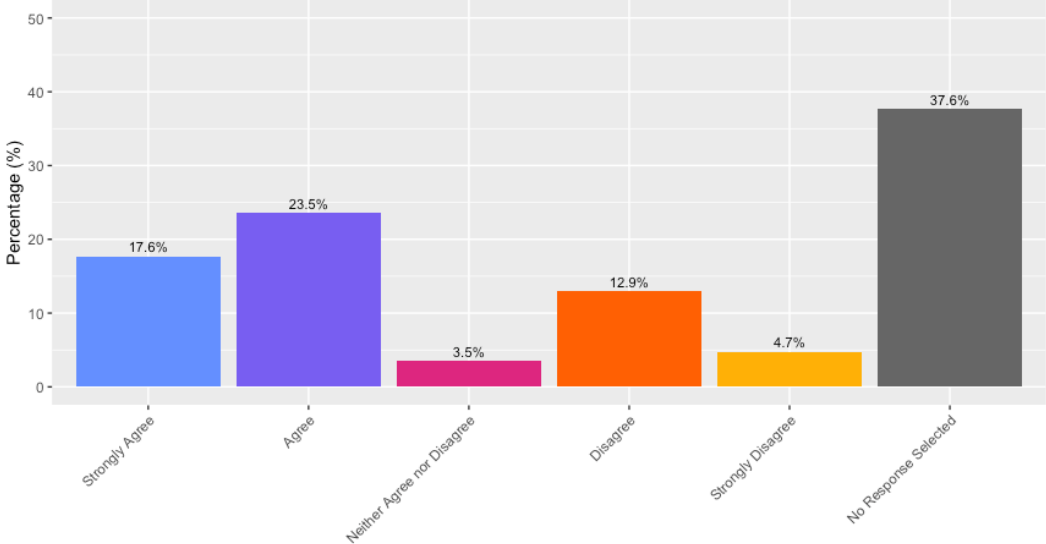


# Student Employee – Section Four

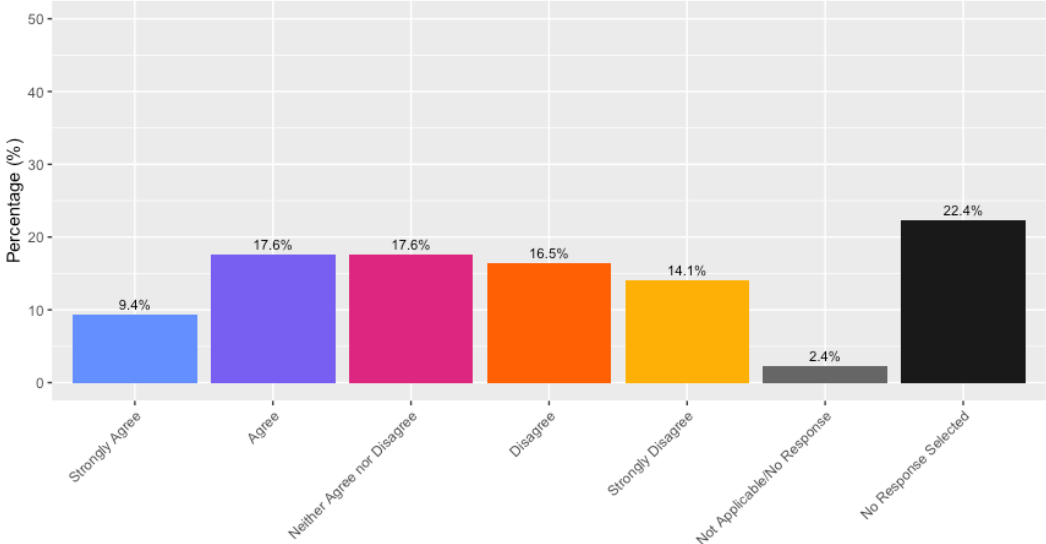
## Compensation and Benefits

# Student

My pay is in line with my job duties and workload.



Chico State offers competitive pay compared to other employment opportunities.

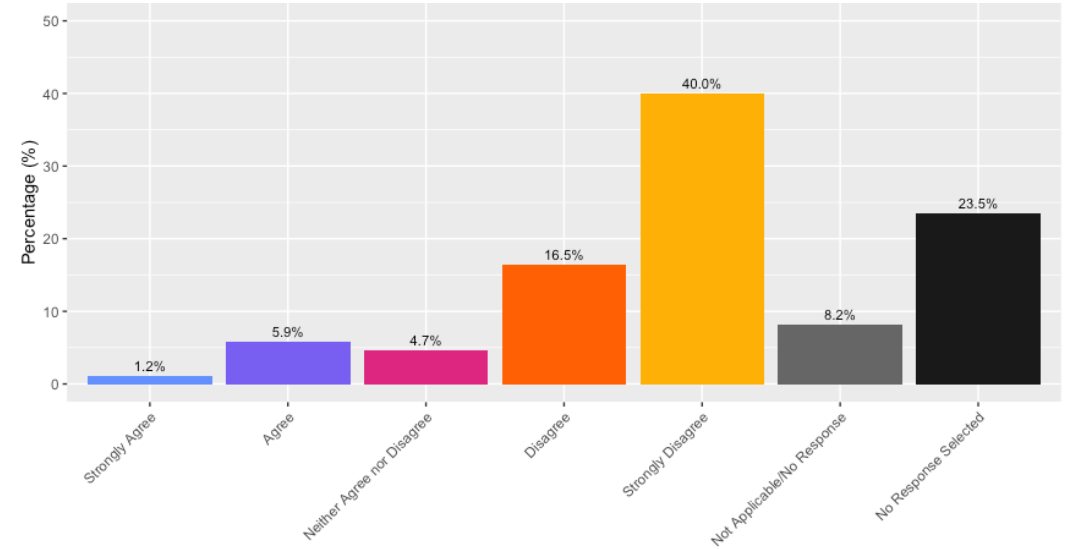


# Student Employee – Section Five

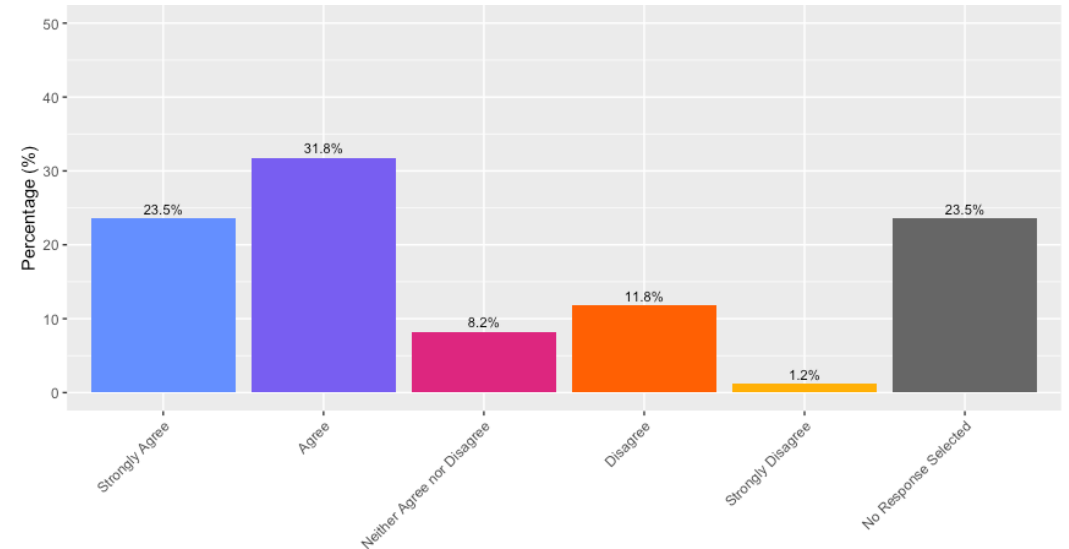
## Parking and Facilities

# Student

I am satisfied with parking availability around campus.

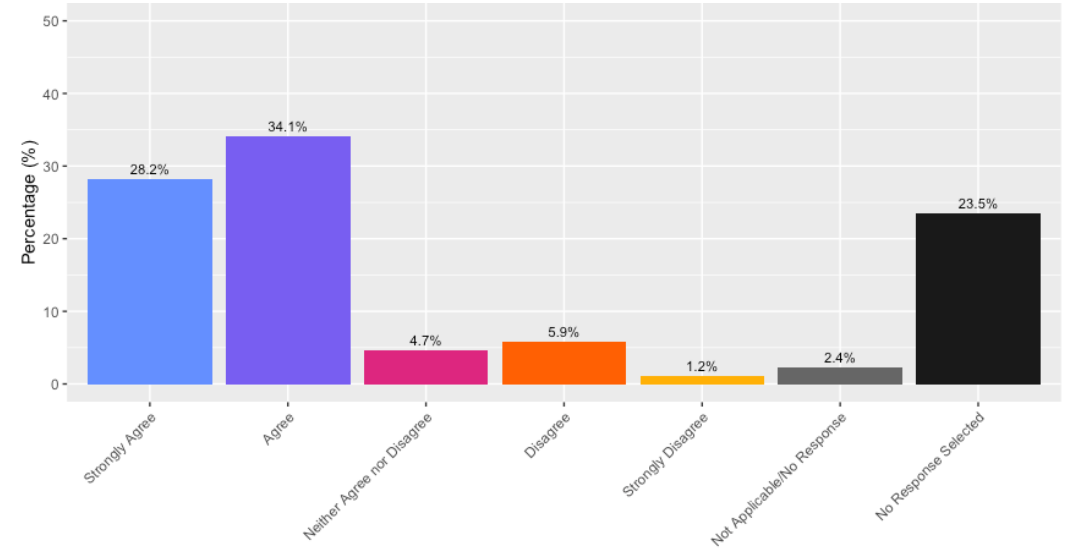


I am satisfied with the physical maintenance of facilities.

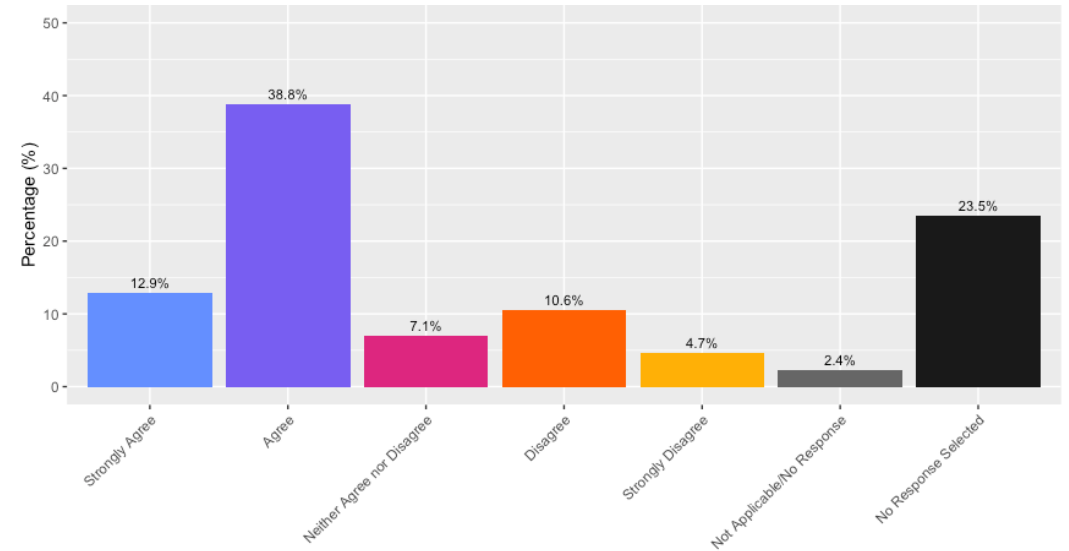


# Student

I am satisfied with my ability to access campus buildings, the library, and group meeting spaces.



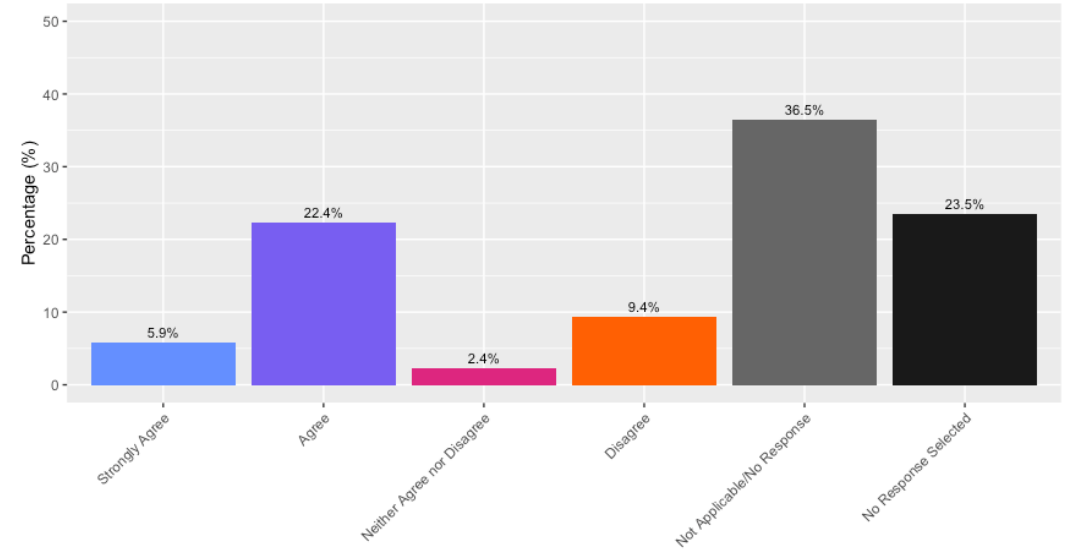
I feel safe as a pedestrian on campus with bikes, skate boards, scooters, etc.



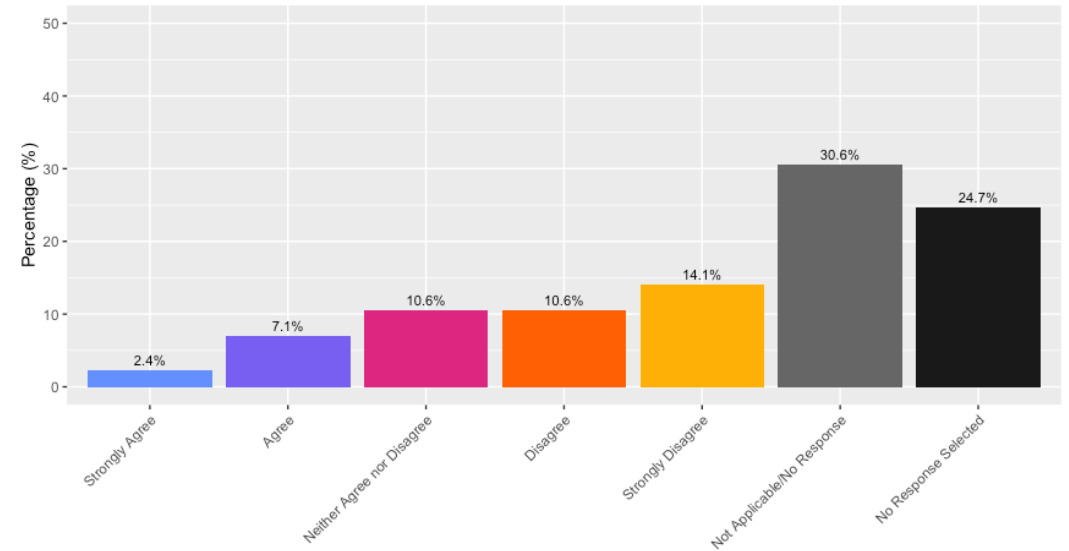


# Student

I feel safe and in control as a rider on the bike path.



I feel that my bike is secure when locked on campus racks.



# Student Employee – Section Six

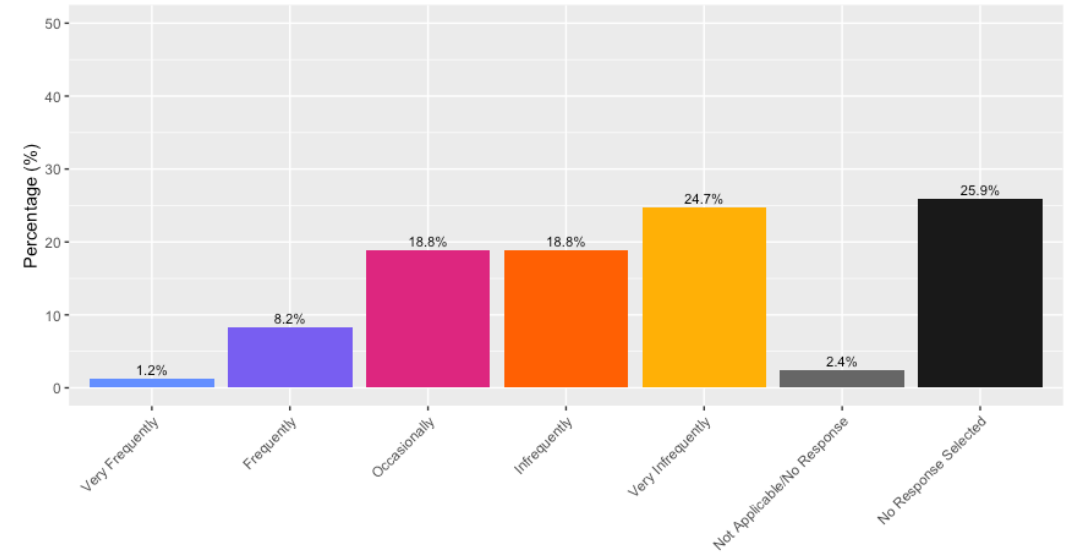
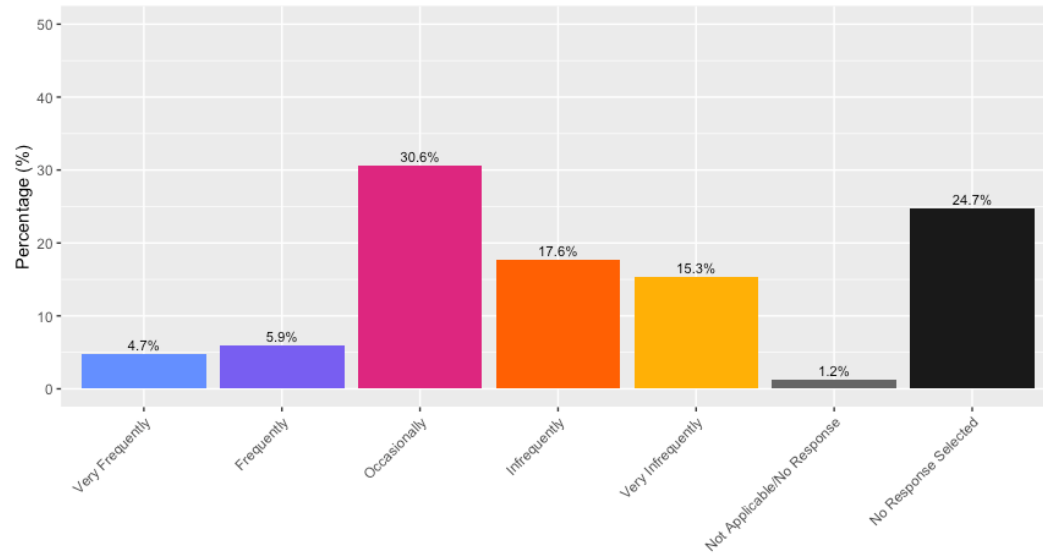
## Emotional and Physical Wellness

# Student

## In general, how often does your work cause you stress?

While at work

Away from work

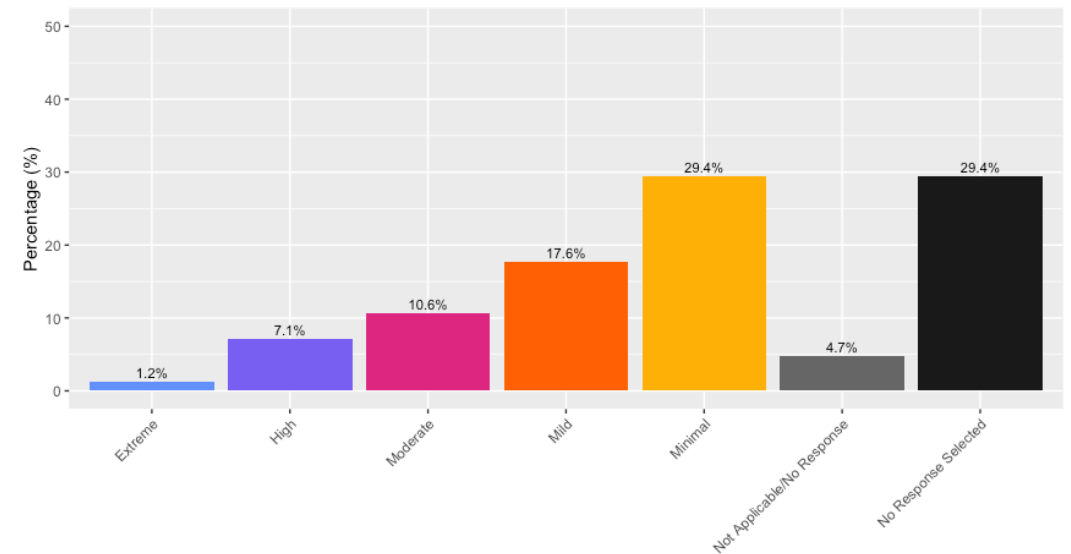
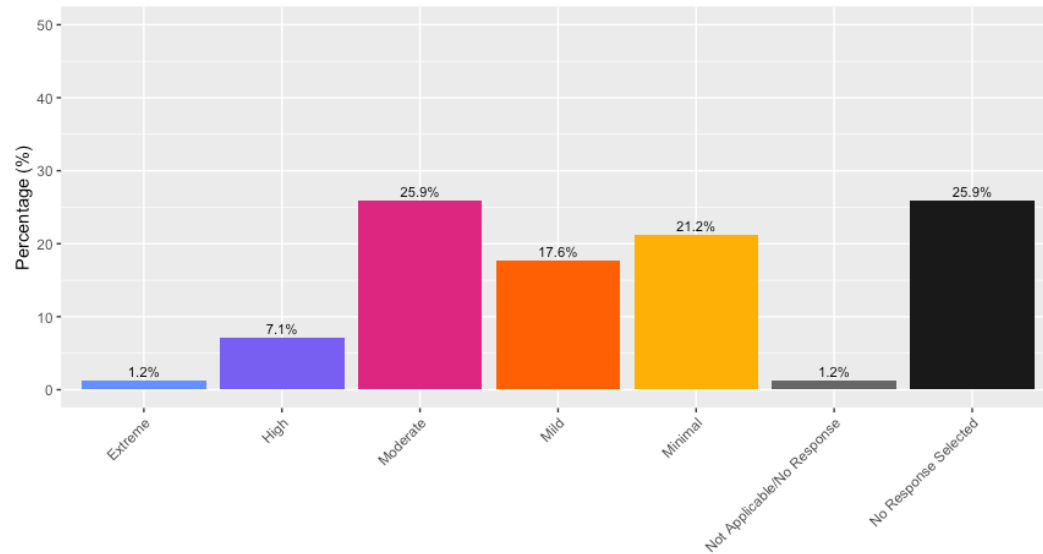


# Student

## In general, how would you rate the level of your job stress?

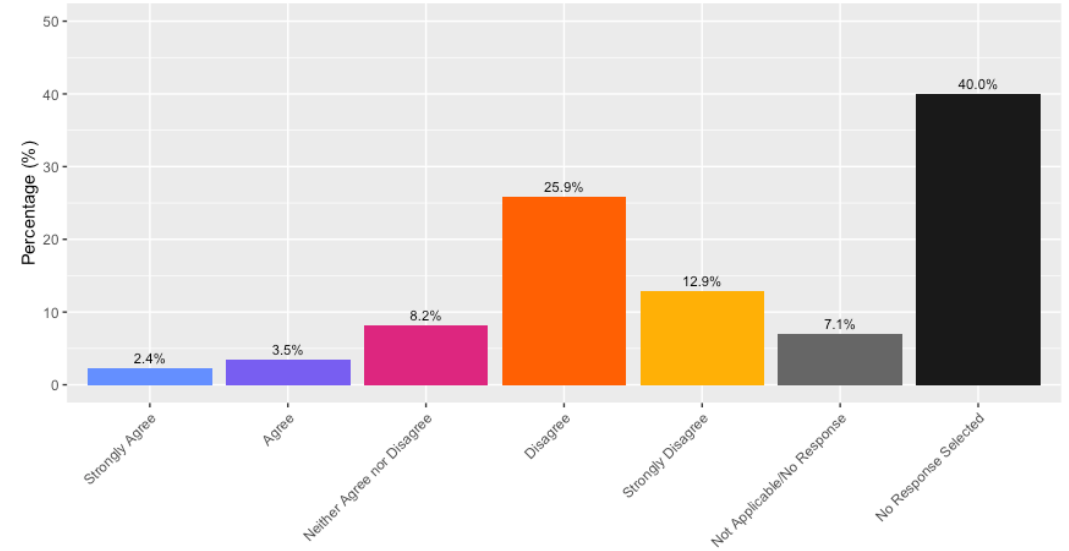
While at work

Away from work

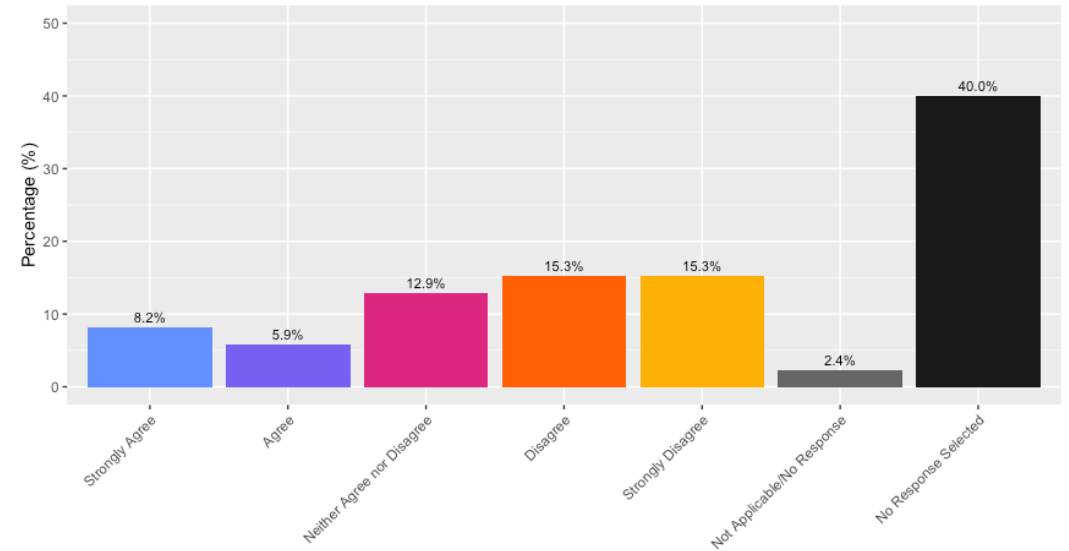


# Student

I feel excluded from an informal network in my department/unit.

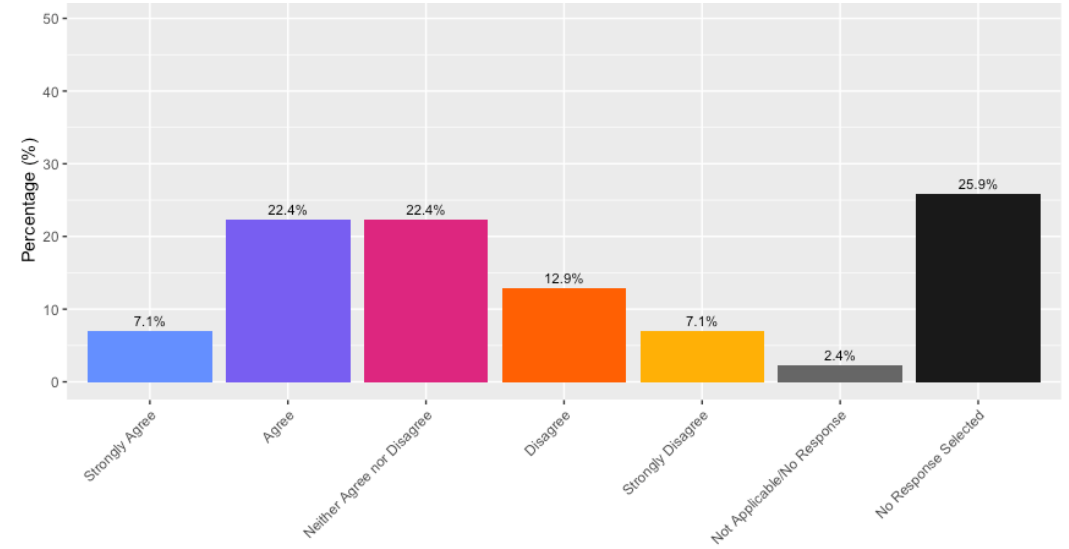


I have to work harder than some of my colleagues to be taken seriously.



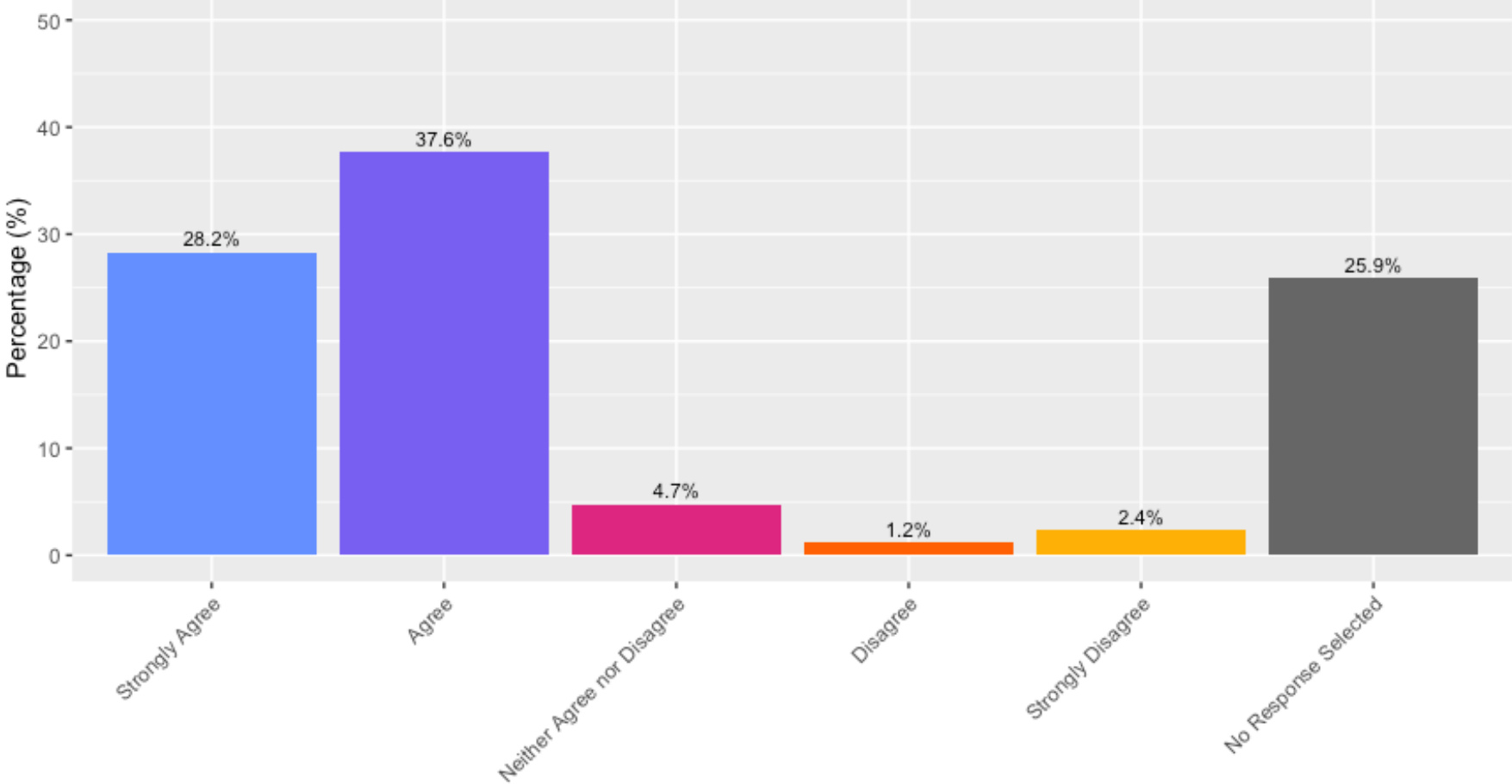
# Student

The university appropriately responds to the emotional and physical needs of the community.



## I feel safe on campus.

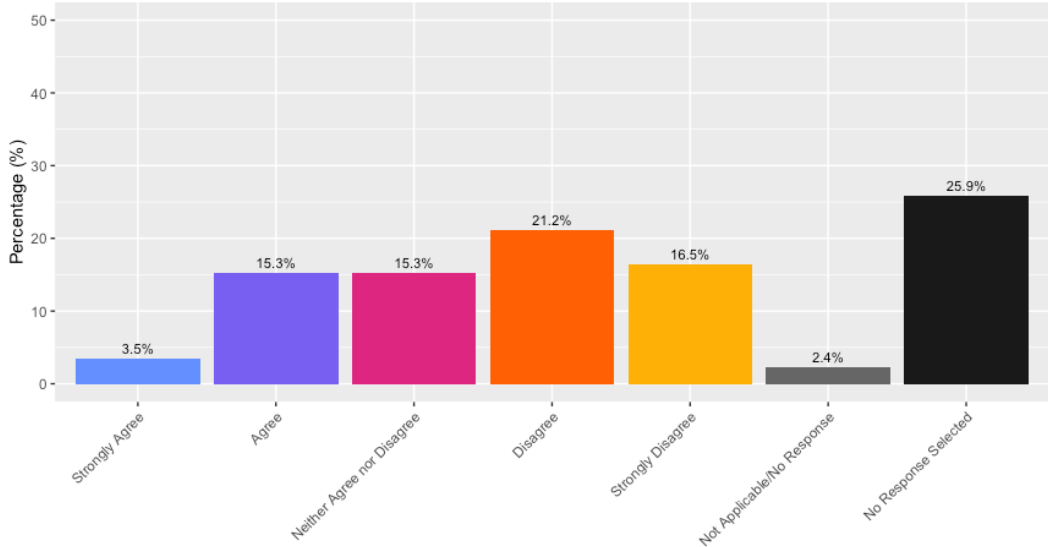
During the day



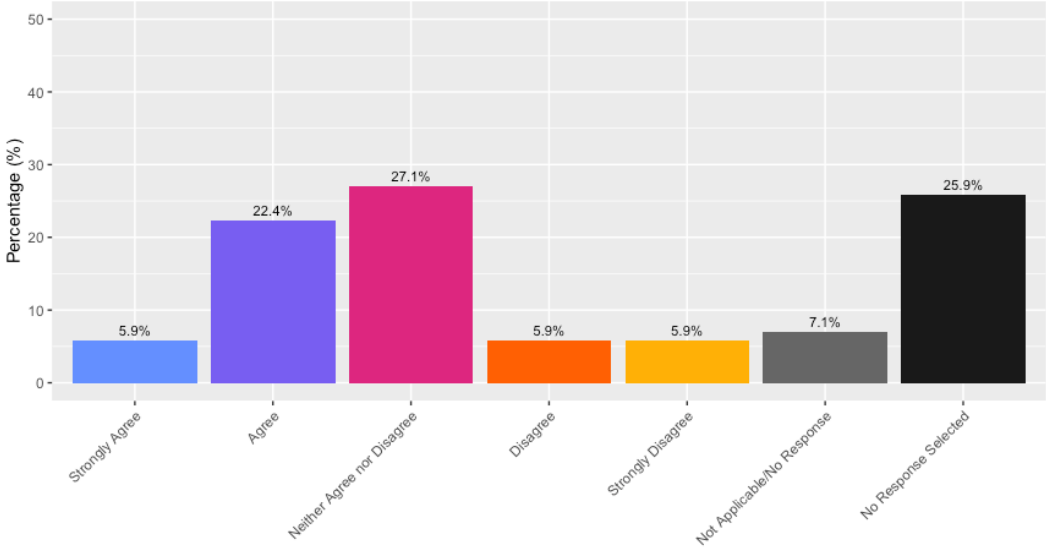
# Student

## I feel safe on campus.

### During the night



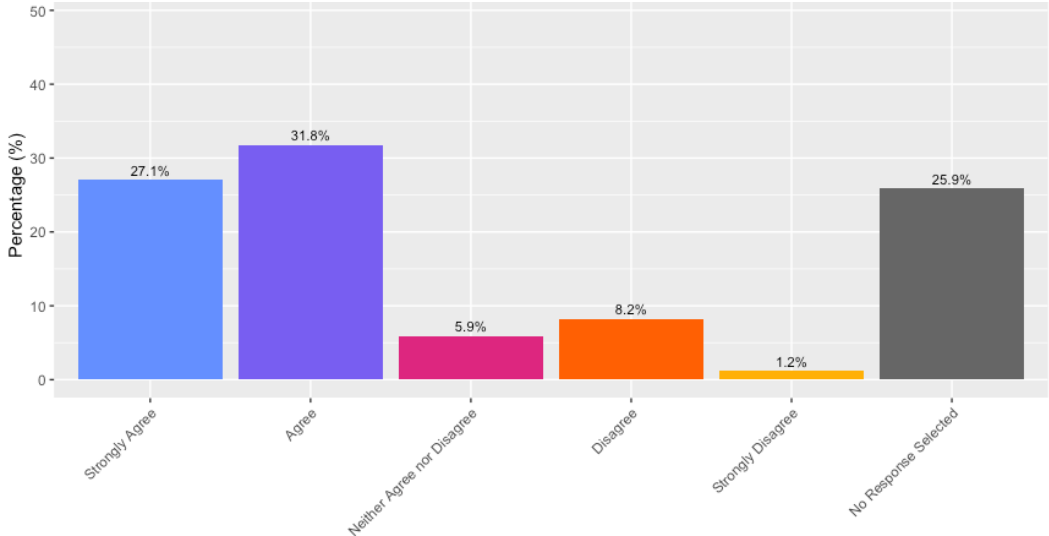
### On the weekends



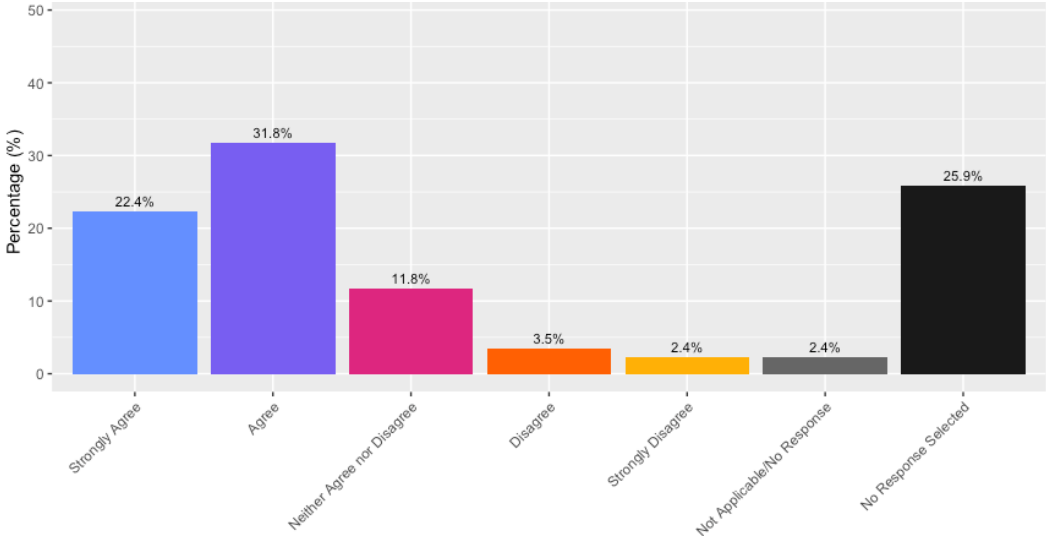


# Student

## The following contribute to my feeling of safety on campus: Campus Lighting



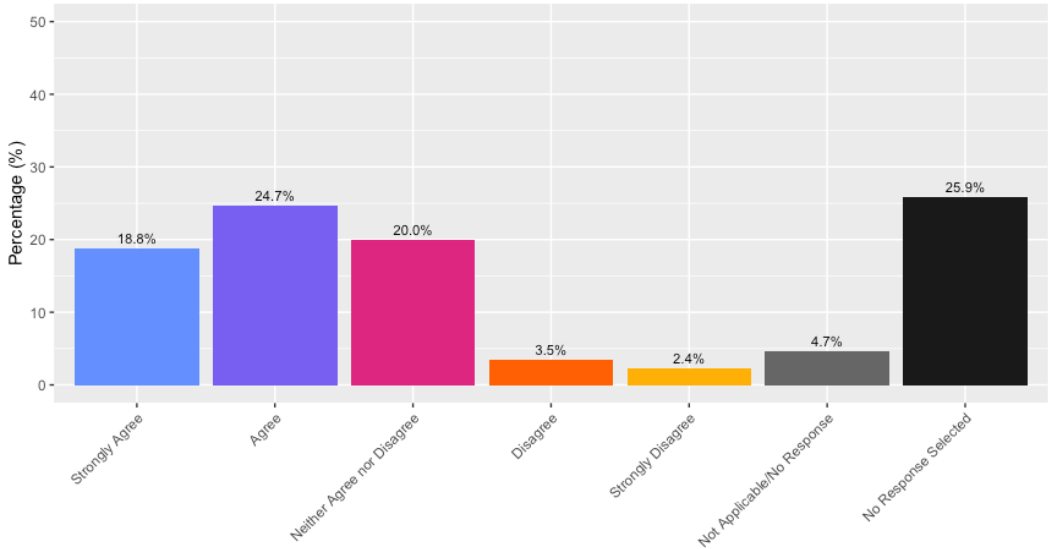
## Blue Light Phones



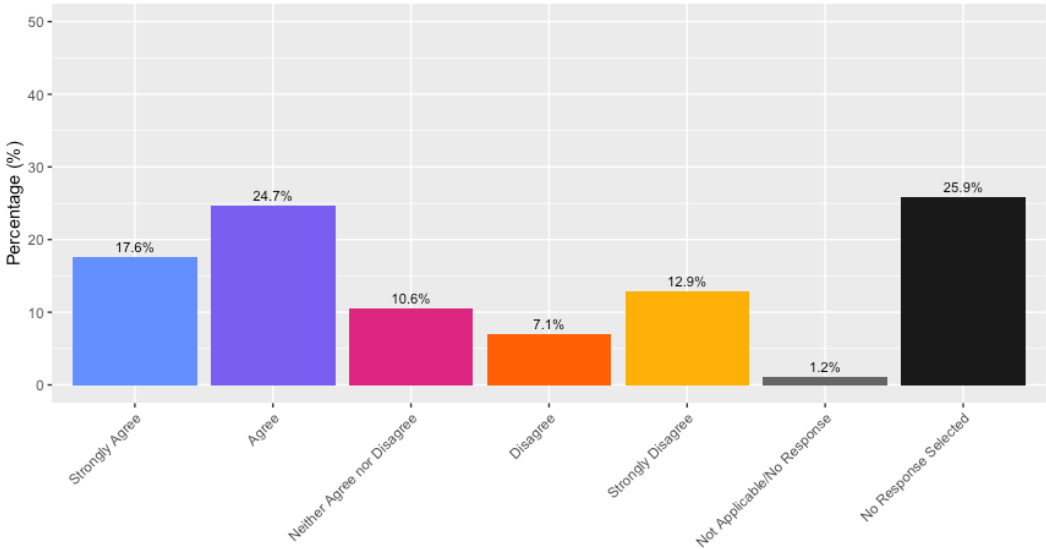
# Student

## The following contribute to my feeling of safety on campus:

### Ground Maintenance



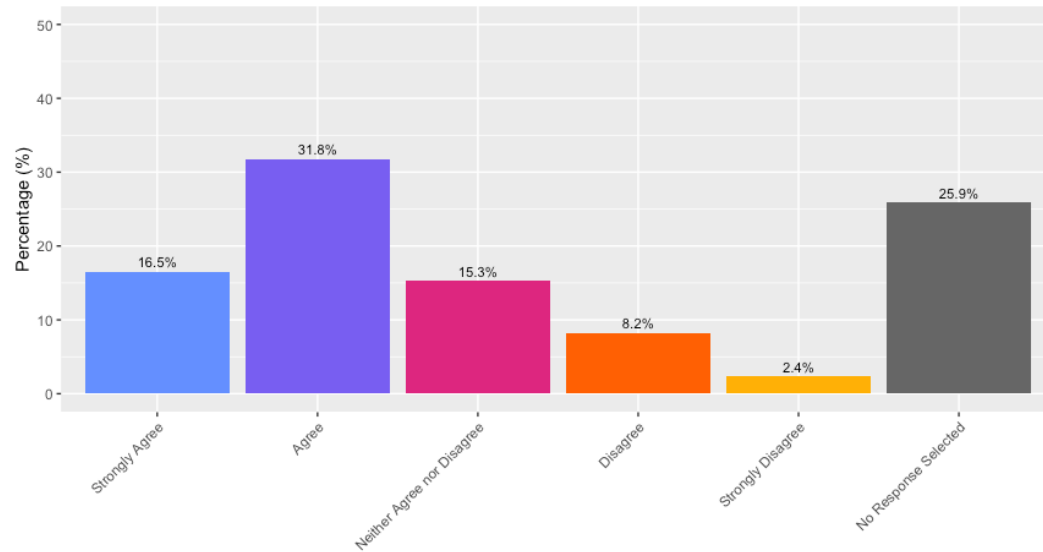
### University Police Presence



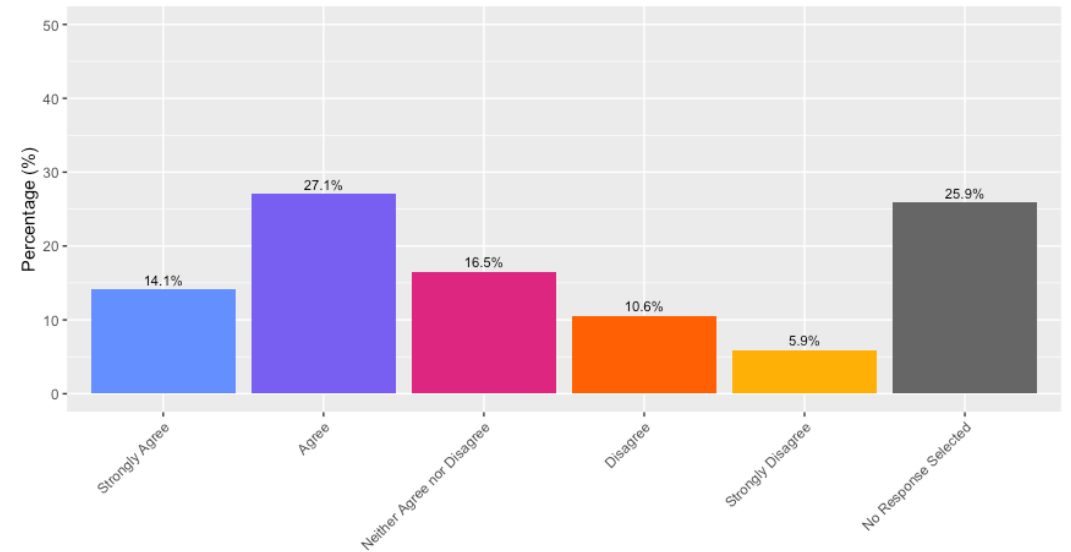
# Student

## The following contribute to my feeling of safety on campus:

### Building Security



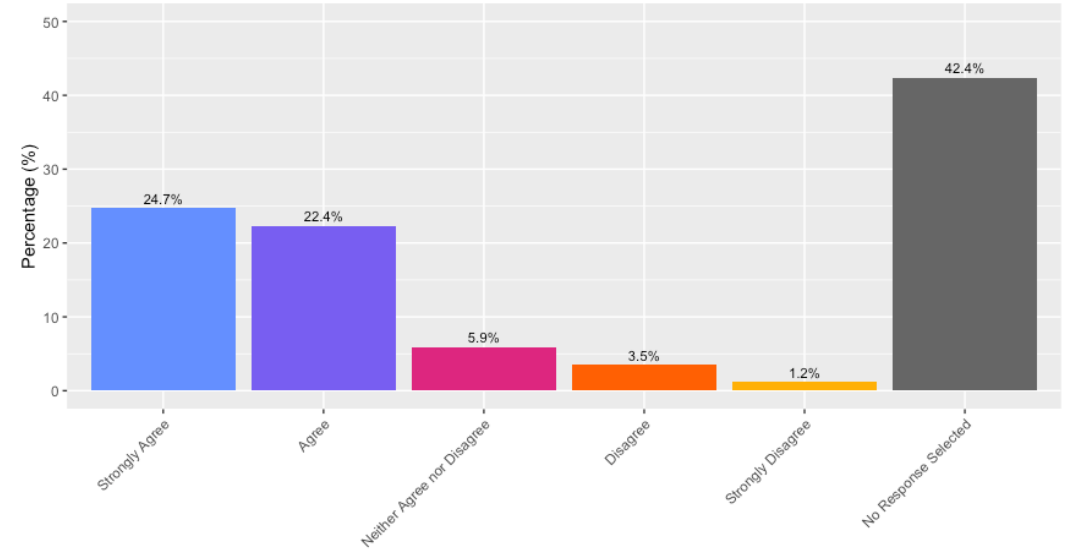
### Emergency Protocols



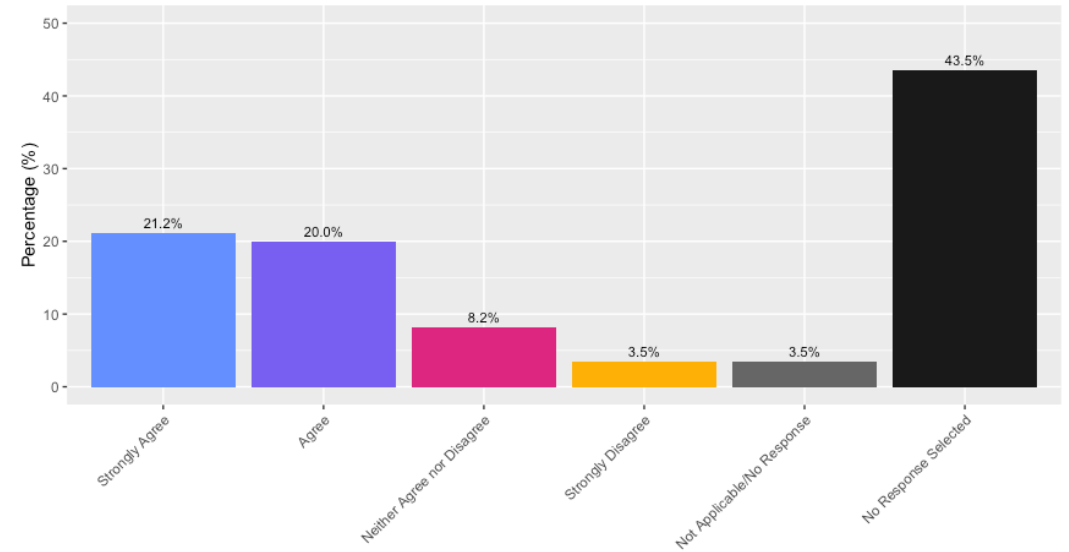
# Student Employee – Section Seven Inclusion

# Student

I consistently feel appreciated by my staff colleagues.

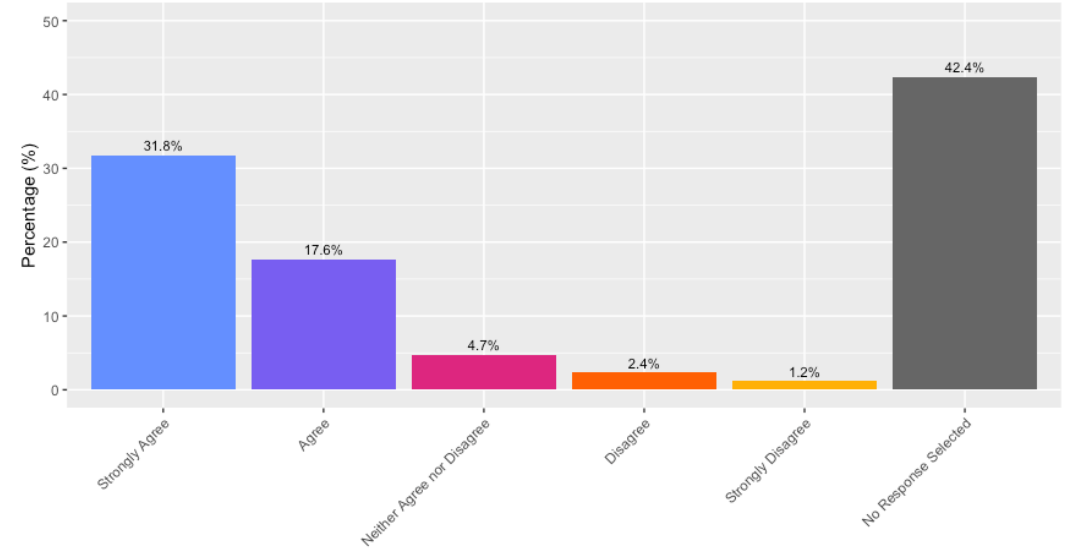


I consistently feel appreciated by my faculty colleagues.

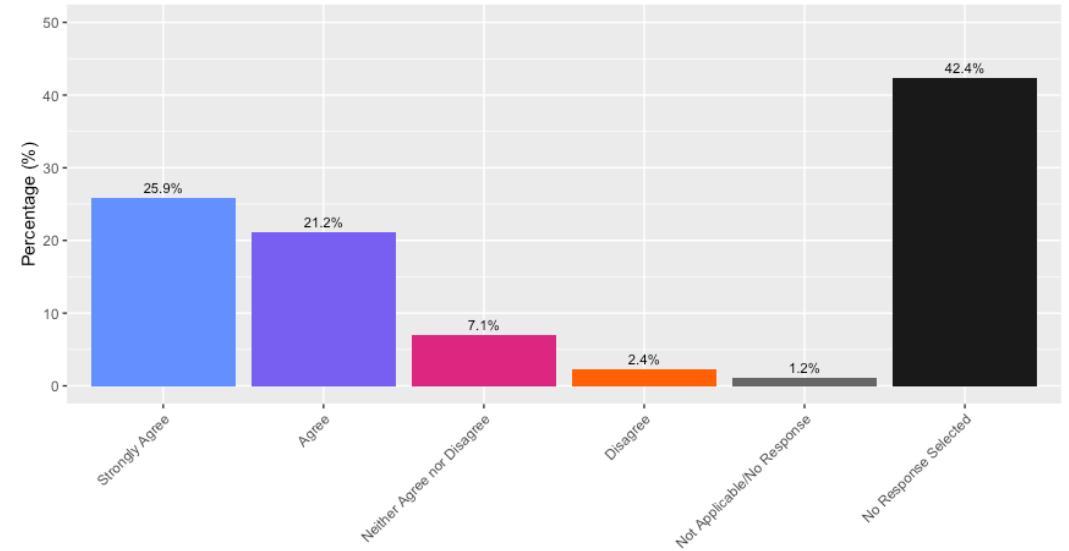


# Student

I consistently feel accepted by my supervisor.

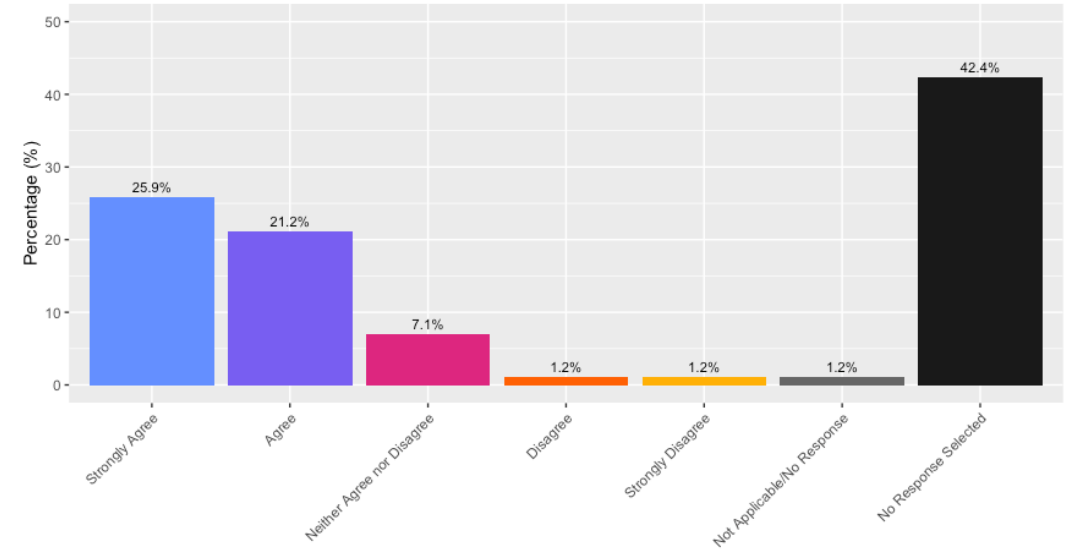


I consistently feel comfortable talking with my supervisor.



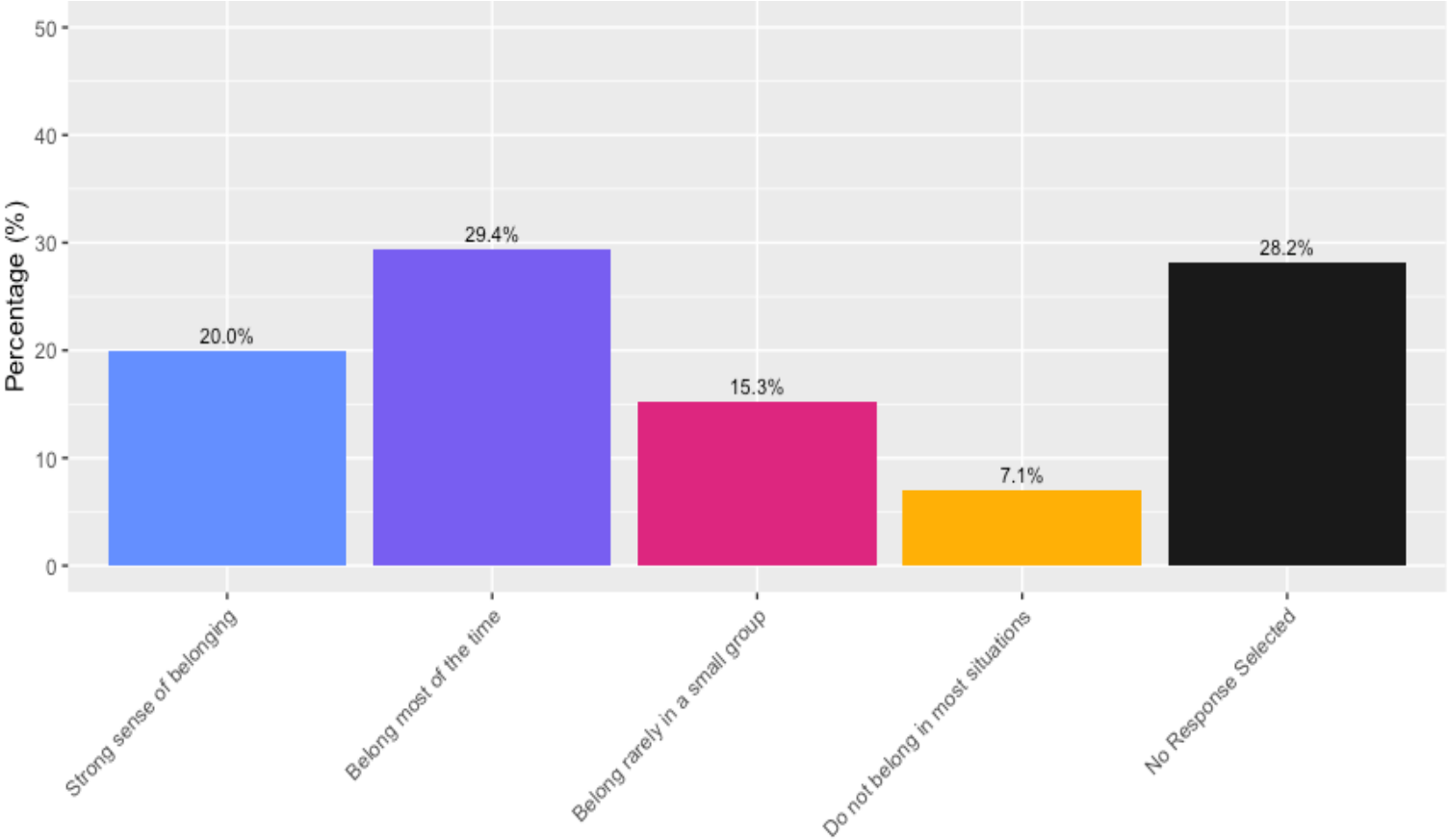
# Student

My current job will positively affect my future job search.



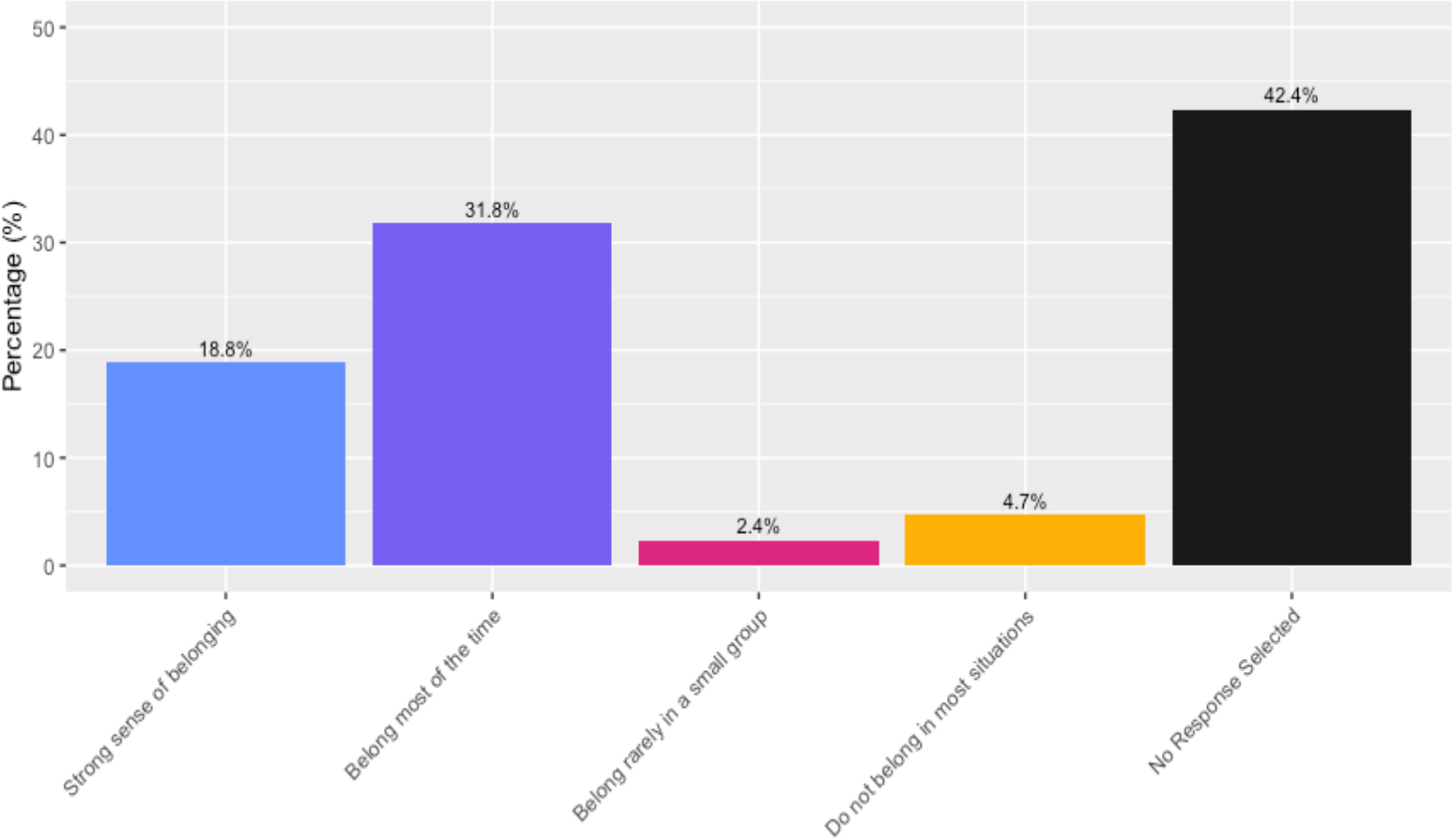
# Student

Which statement best describes your sense of belonging at Chico State?





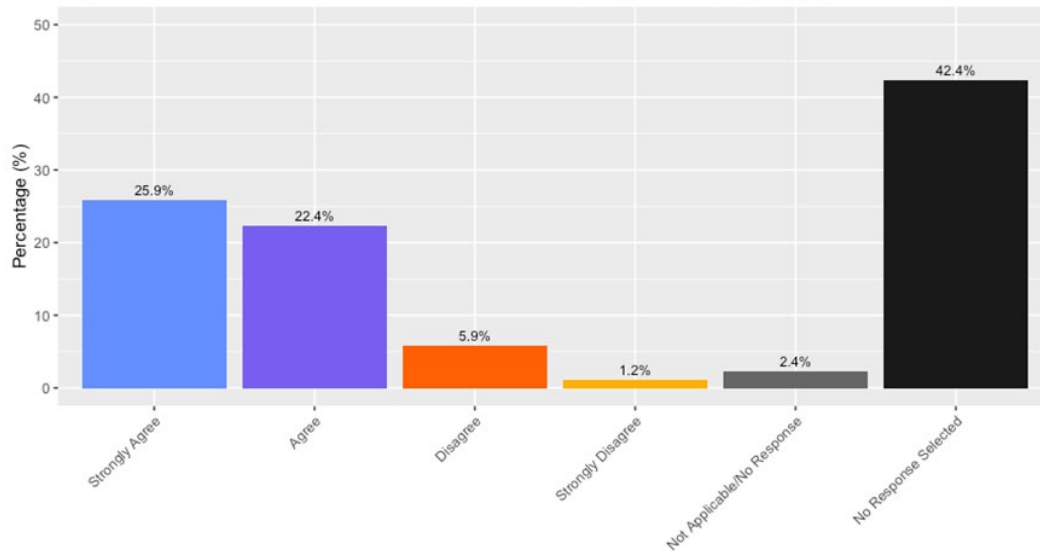
Which statement best describes your sense of belonging in your present work environment.



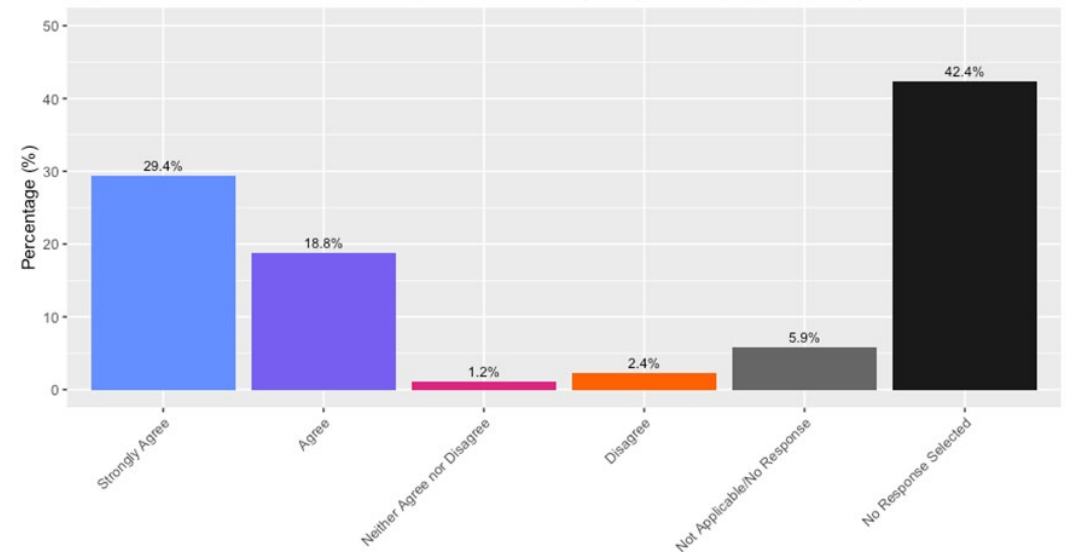
# Student

In my work environment, I have been treated in an equal manner to other employees regardless of my:

Age



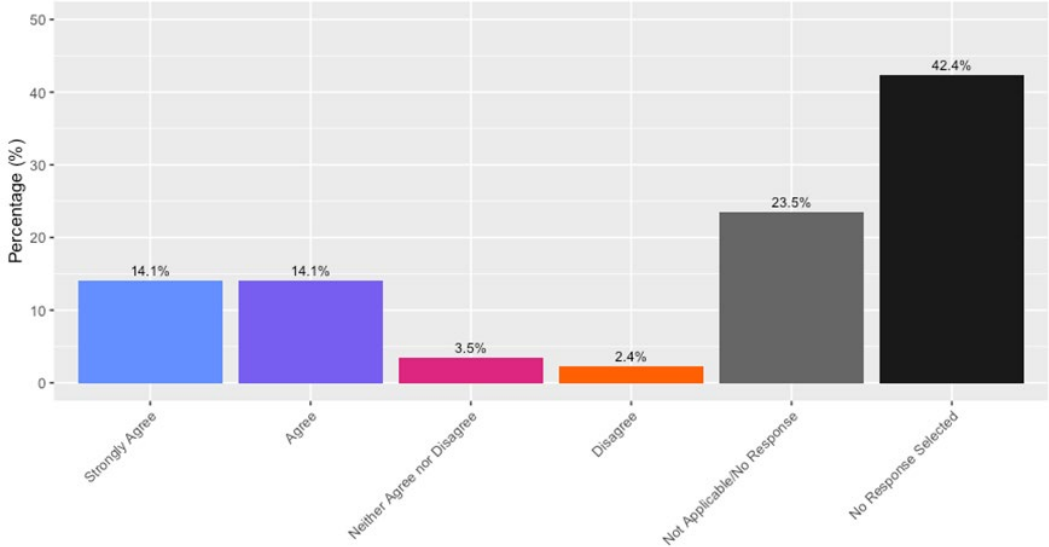
Country of Birth



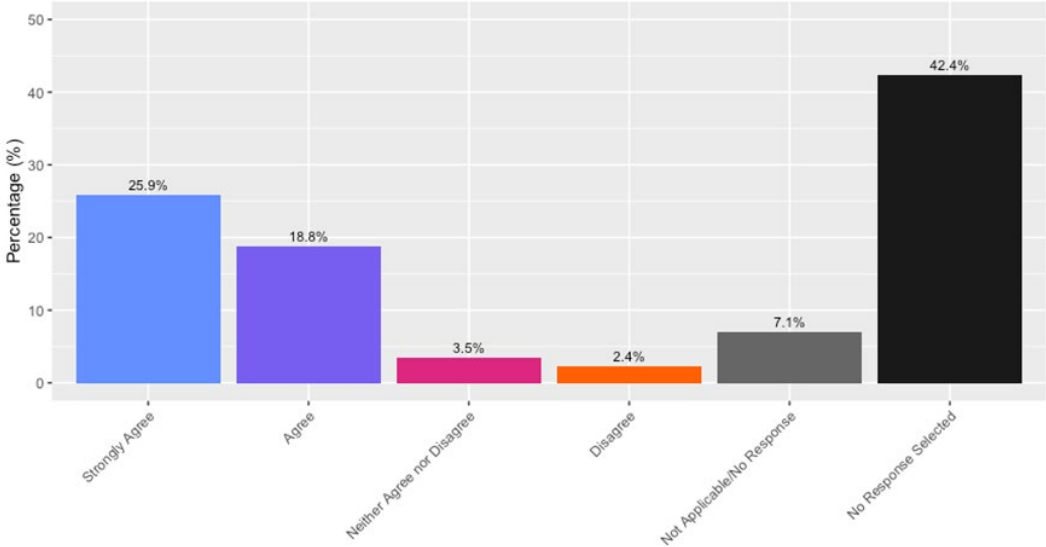
# Student

In my work environment, I have been treated in an equal manner to other employees regardless of my:

Disability



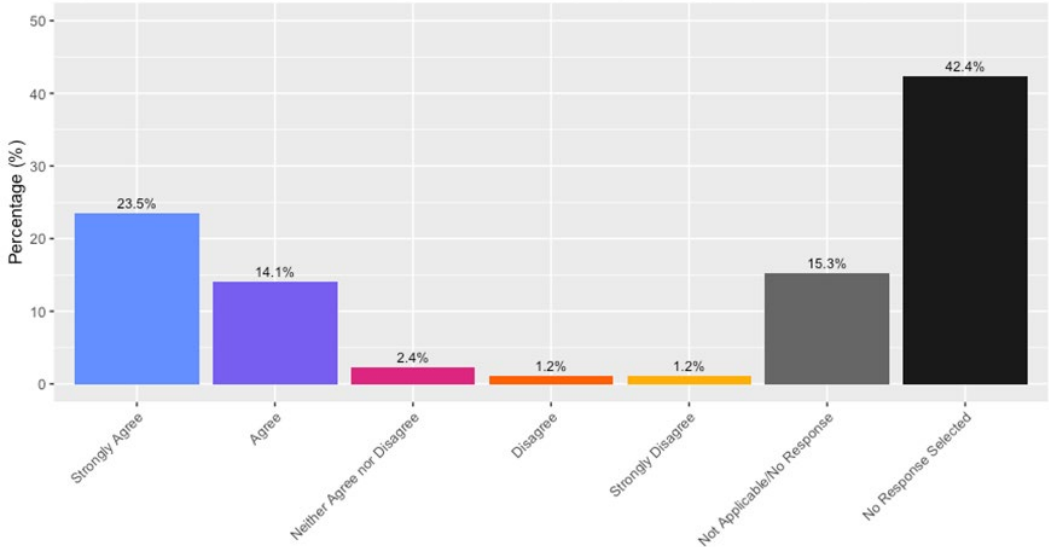
Economic Status



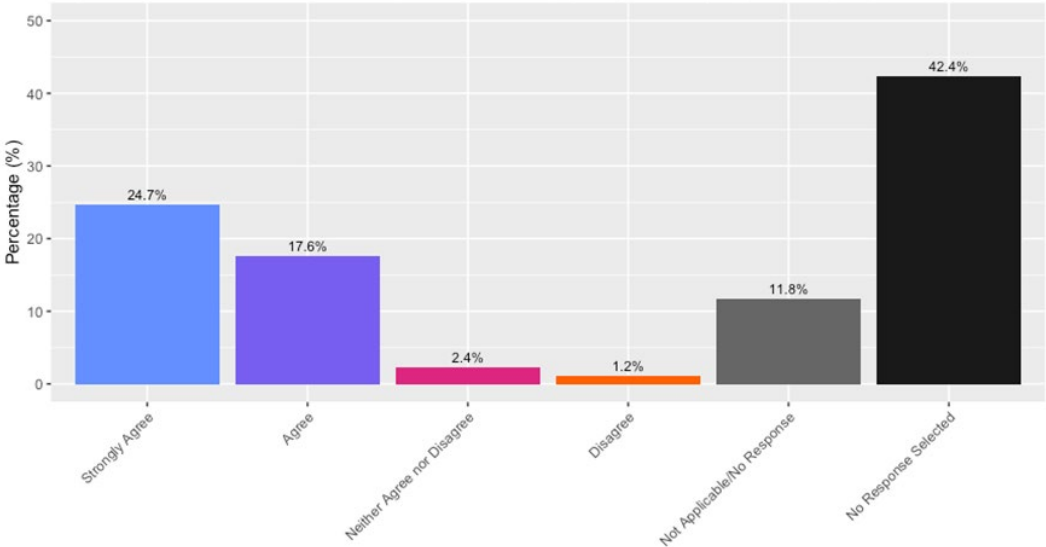
# Student

In my work environment, I have been treated in an equal manner to other employees regardless of my:

Faith Religion



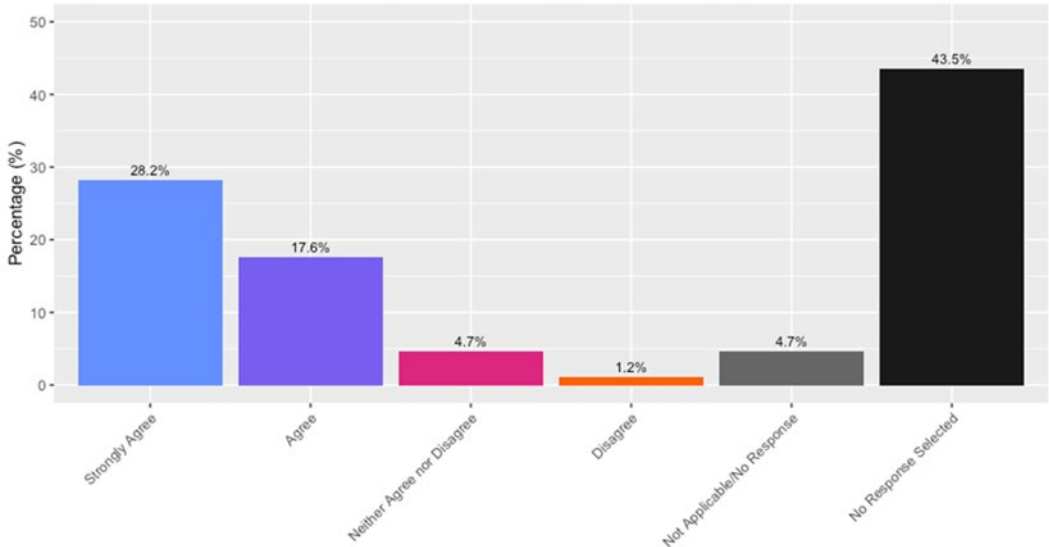
Family Responsibilities



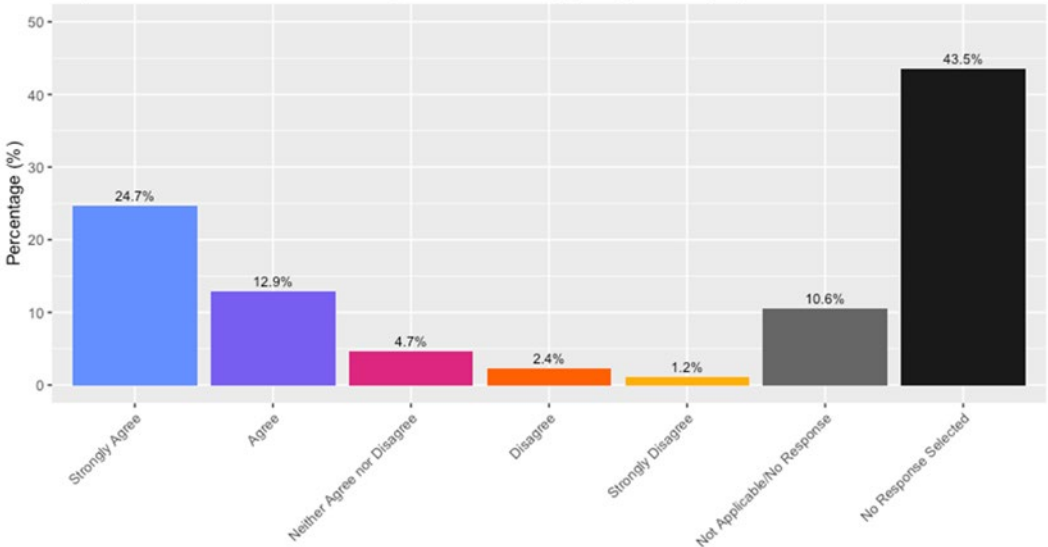
# Student

In my work environment, I have been treated in an equal manner to other employees regardless of my:

Gender



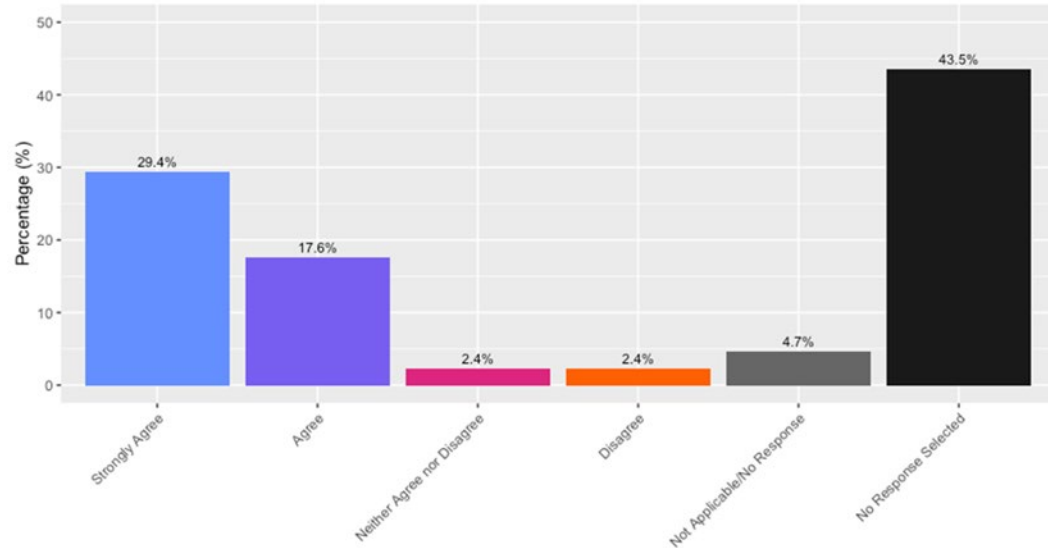
Political Orientation



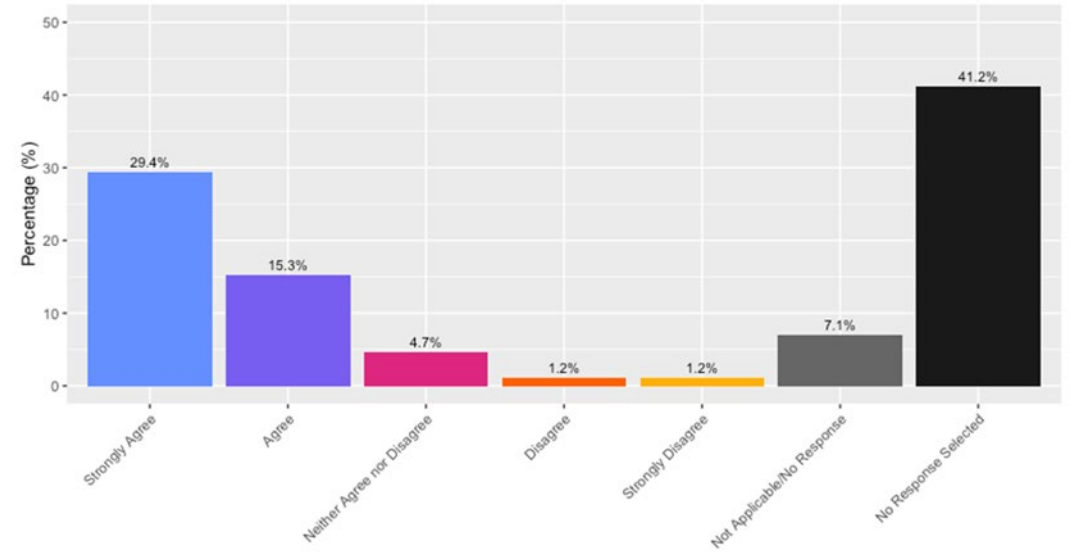
# Student

In my work environment, I have been treated in an equal manner to other employees regardless of my:

Race/Ethnicity



Sexual Orientation

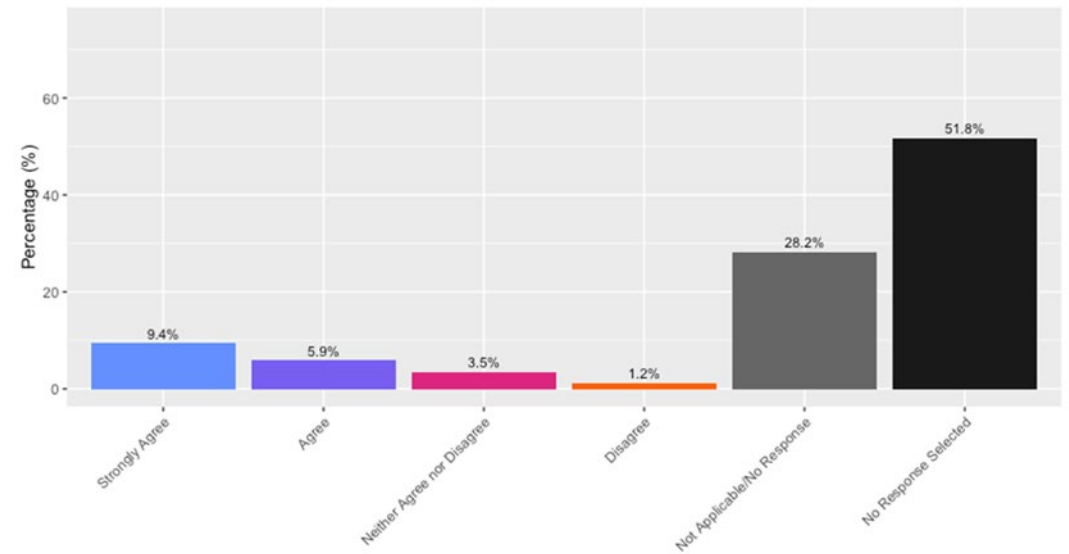
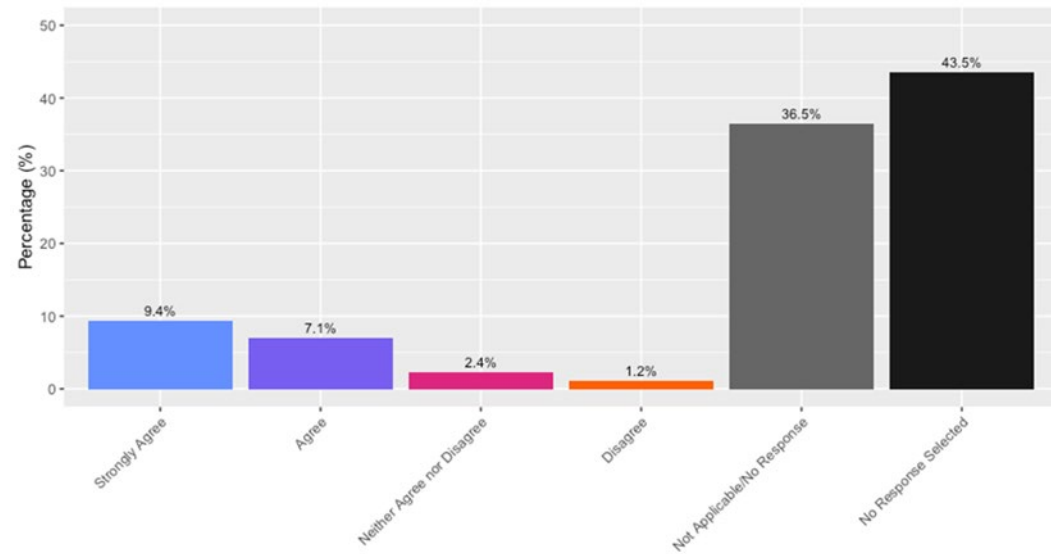


# Student

In my work environment, I have been treated in an equal manner to other employees regardless of my:

Status as a Veteran

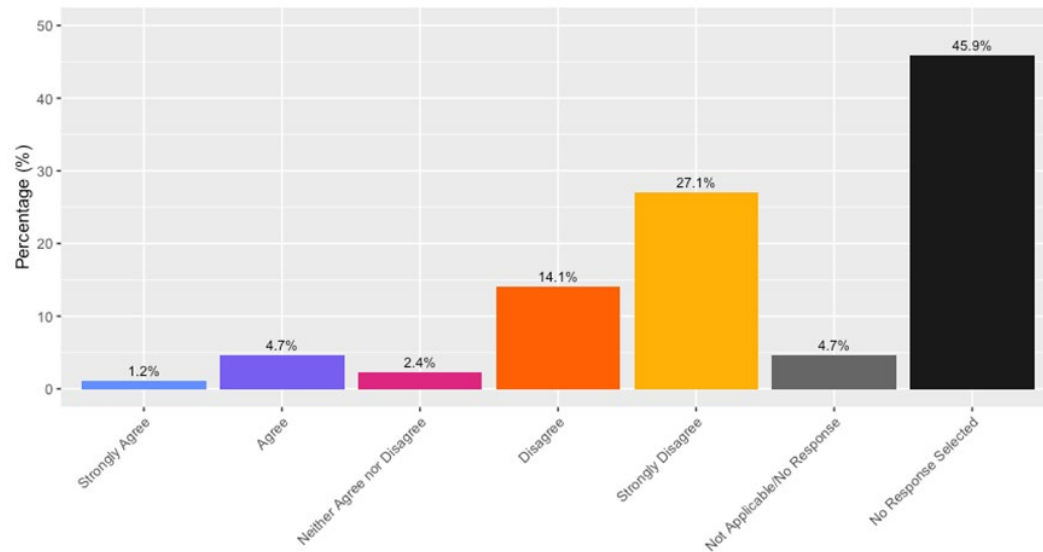
Other



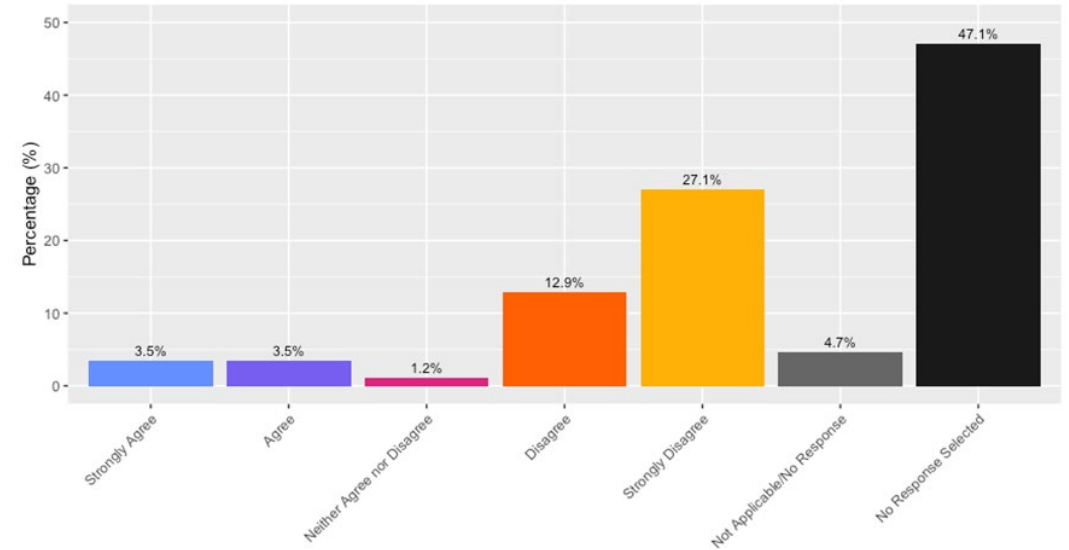
# Student

In my work environment, I have witnessed others being treated in an unequal manner due to their:

Age



Country of Birth

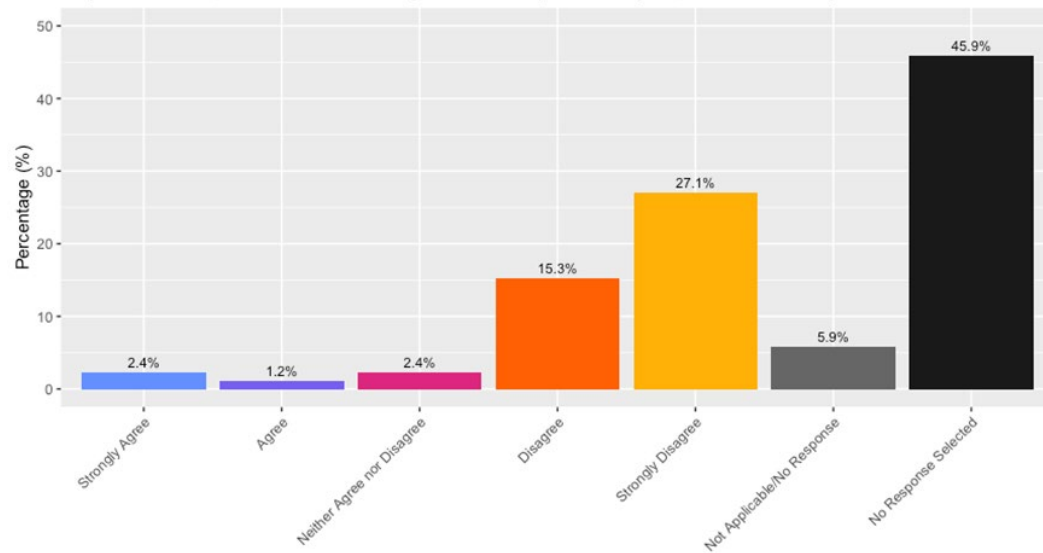




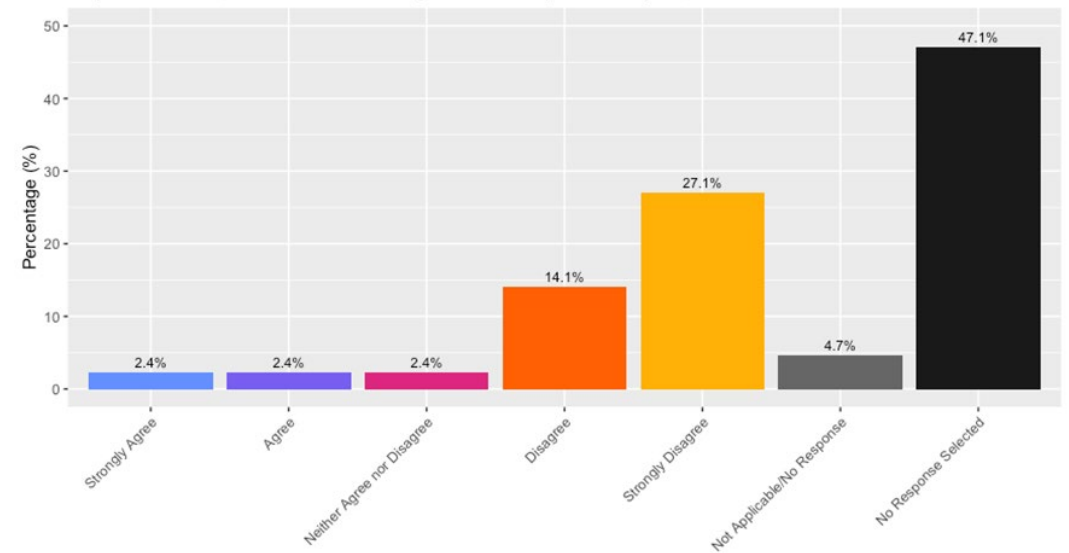
# Student

In my work environment, I have witnessed others being treated in an unequal manner due to their:

Disability



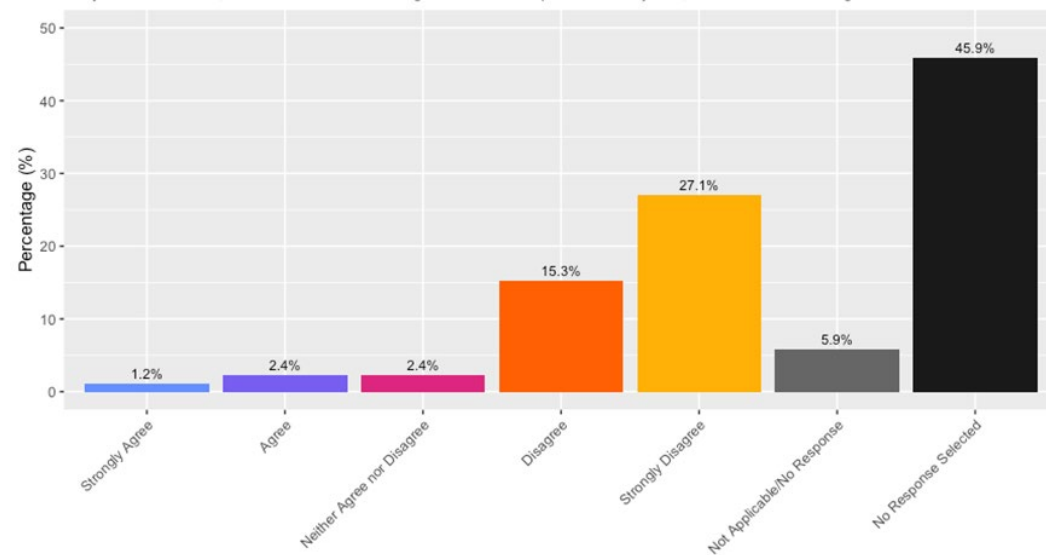
Economic Status



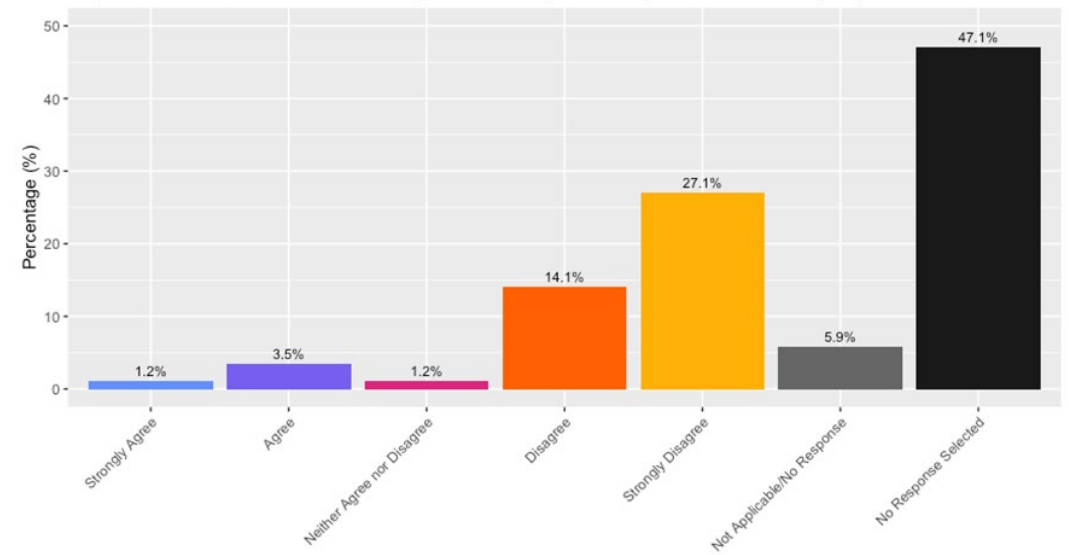
# Student

In my work environment, I have witnessed others being treated in an unequal manner due to their:

Faith/Religion



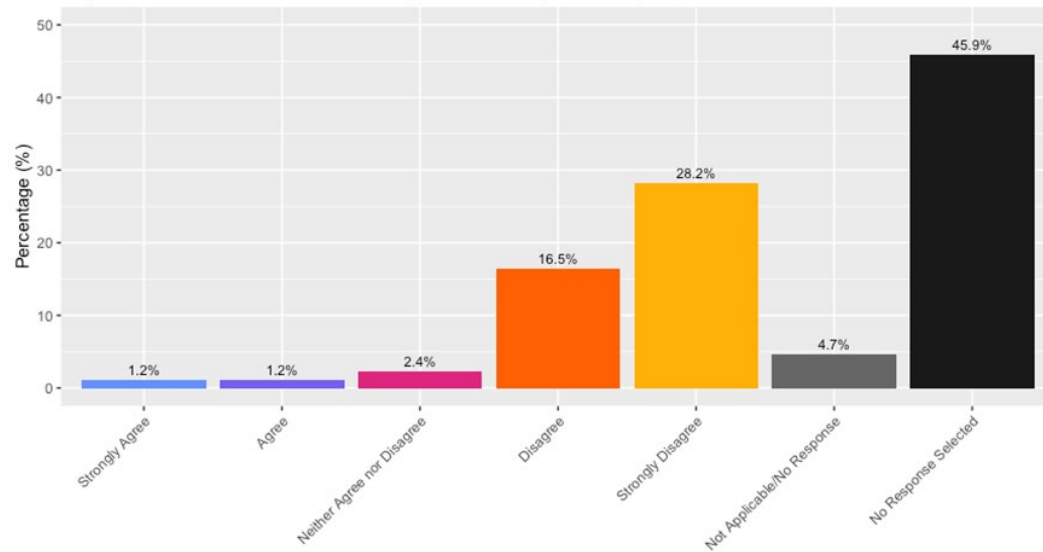
Family Responsibilities



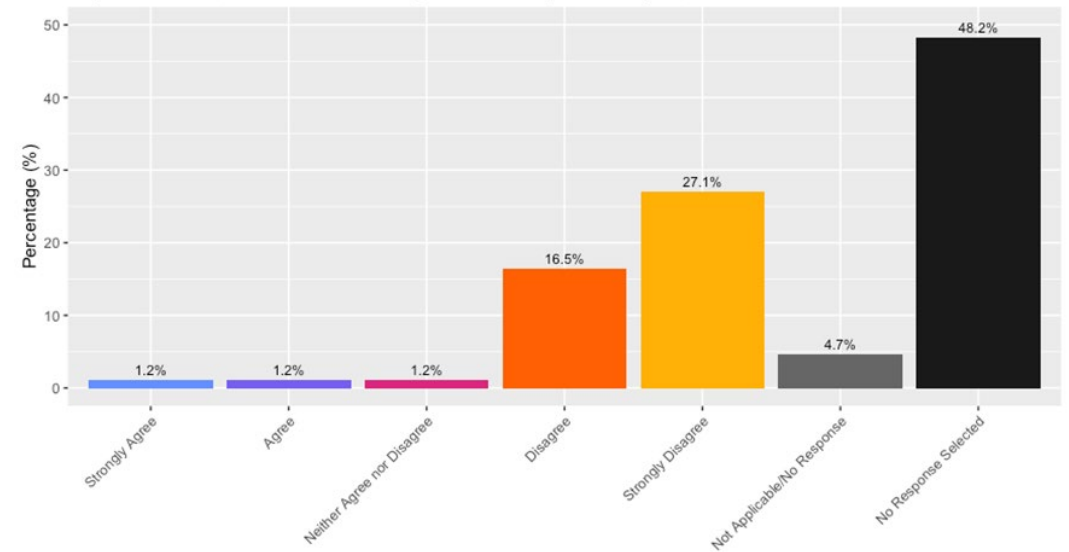
# Student

In my work environment, I have witnessed others being treated in an unequal manner due to their:

### Gender



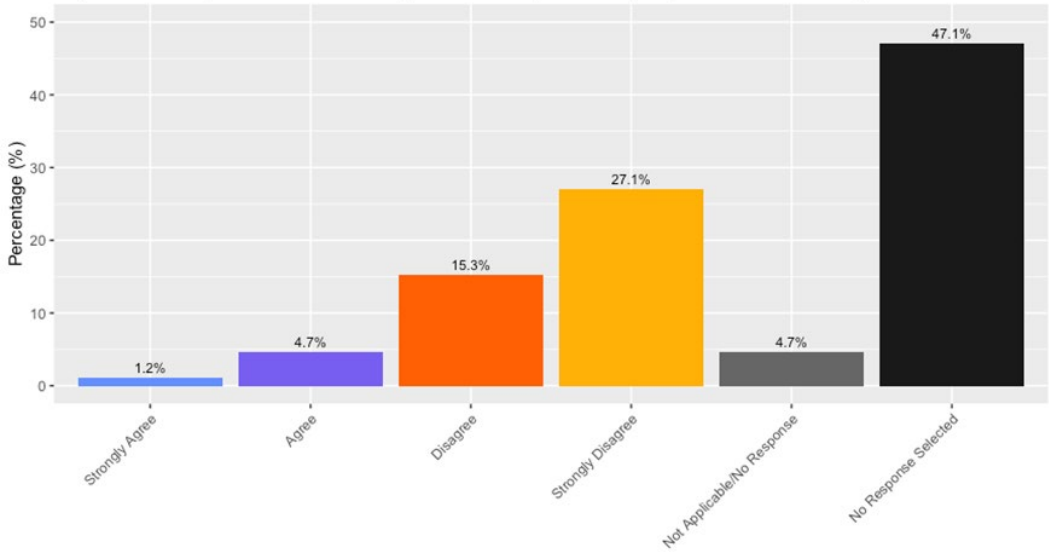
### Political Orientation



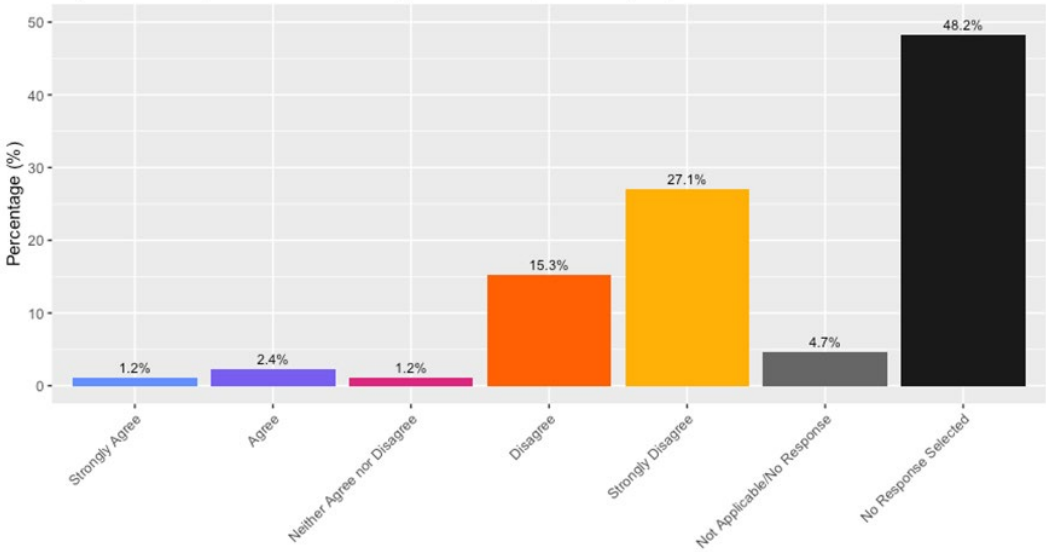
# Student

In my work environment, I have witnessed others being treated in an unequal manner due to their:

### Race/Ethnicity



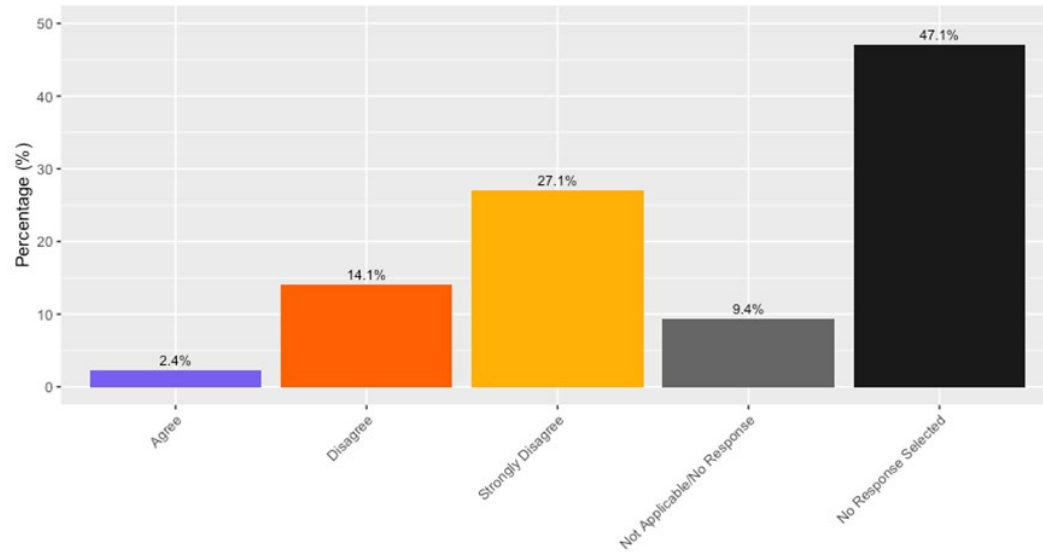
### Sexual Orientation



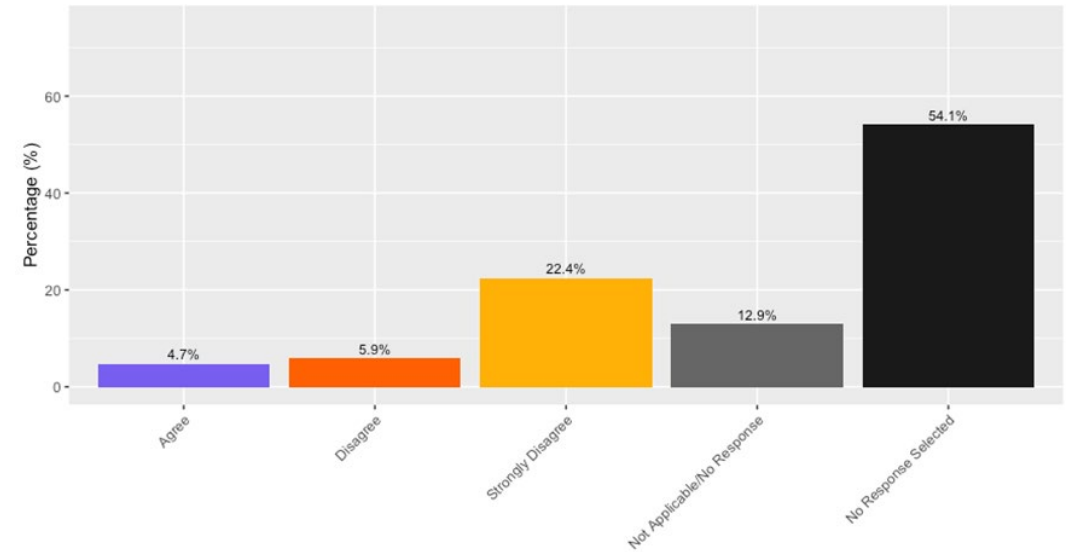
# Student

In my work environment, I have witnessed others being treated in an unequal manner due to their:

Status as a Veteran



Other

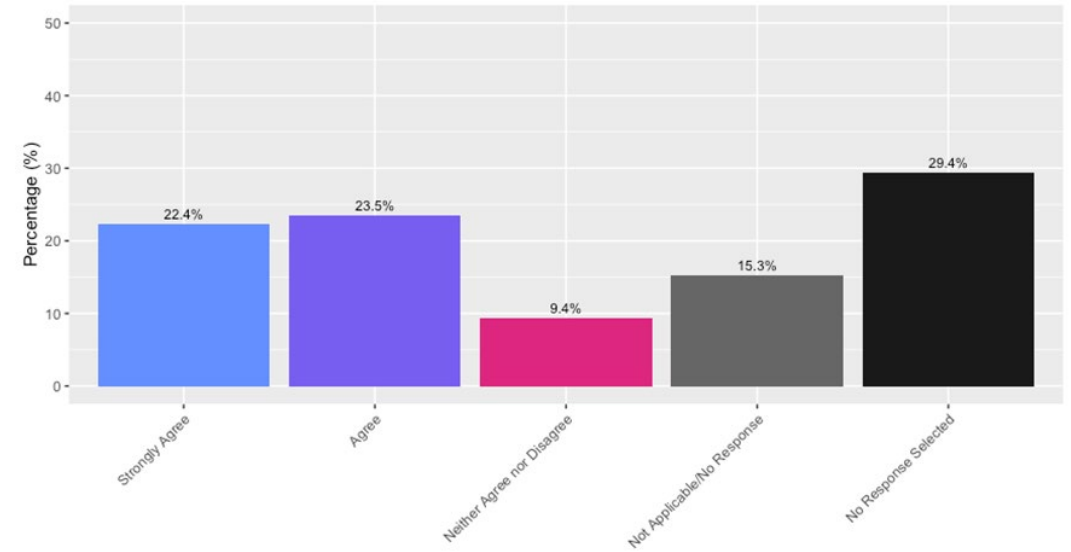


# Student Employee – Section Eight

## Crisis Management

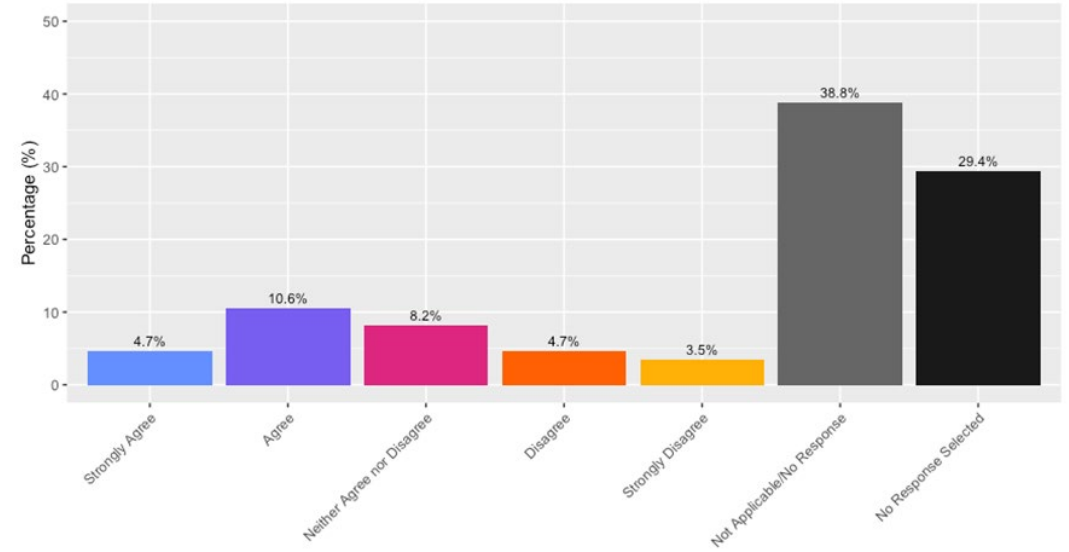
# Student

My team mostly operated effectively during the crises we have faced in the past five years.

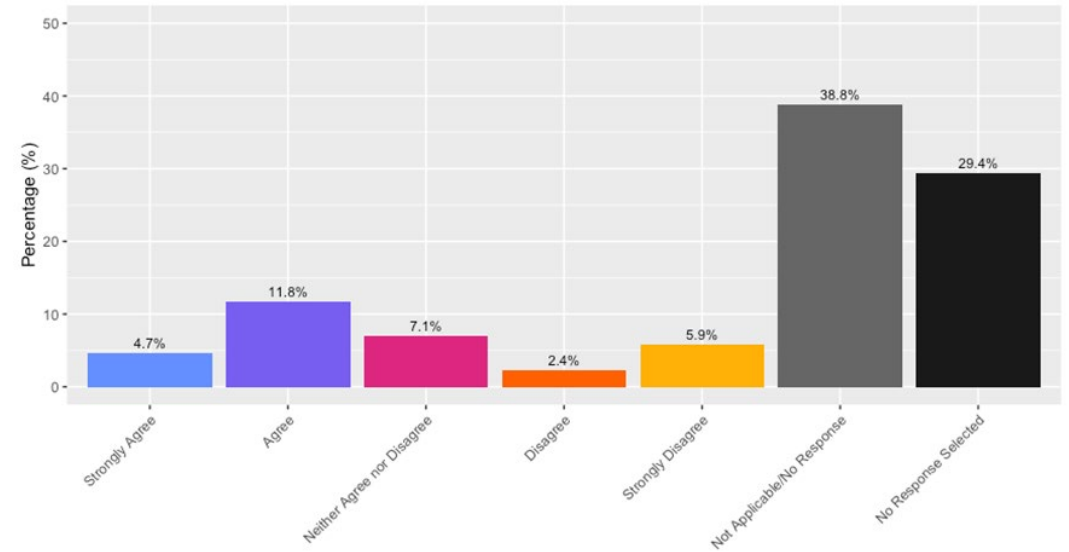


# Student

The University responded appropriately to the Camp Fire.



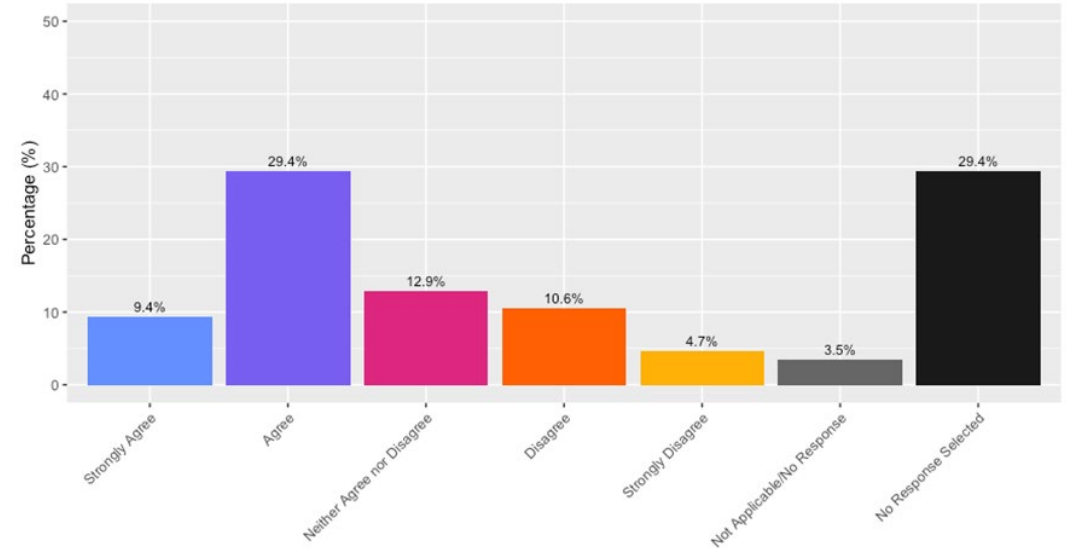
The University communicated effectively during the Camp Fire.



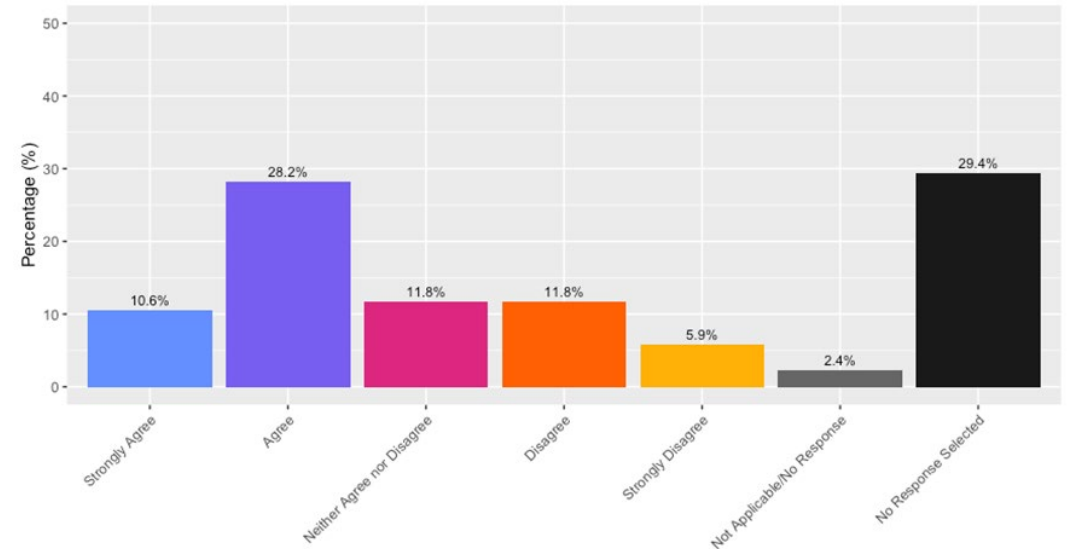


# Student

The University responded and continues to respond appropriately to COVID-19.



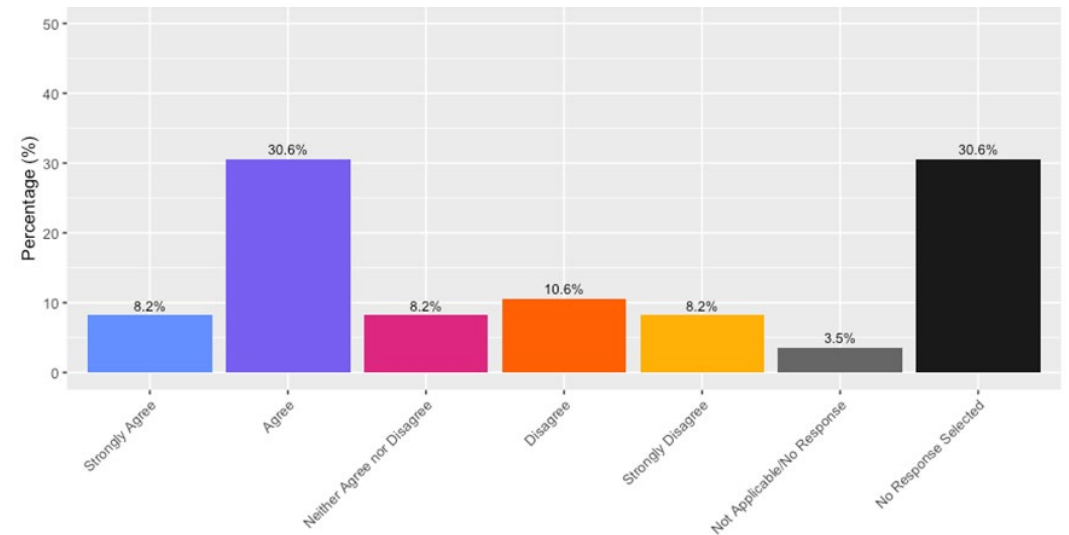
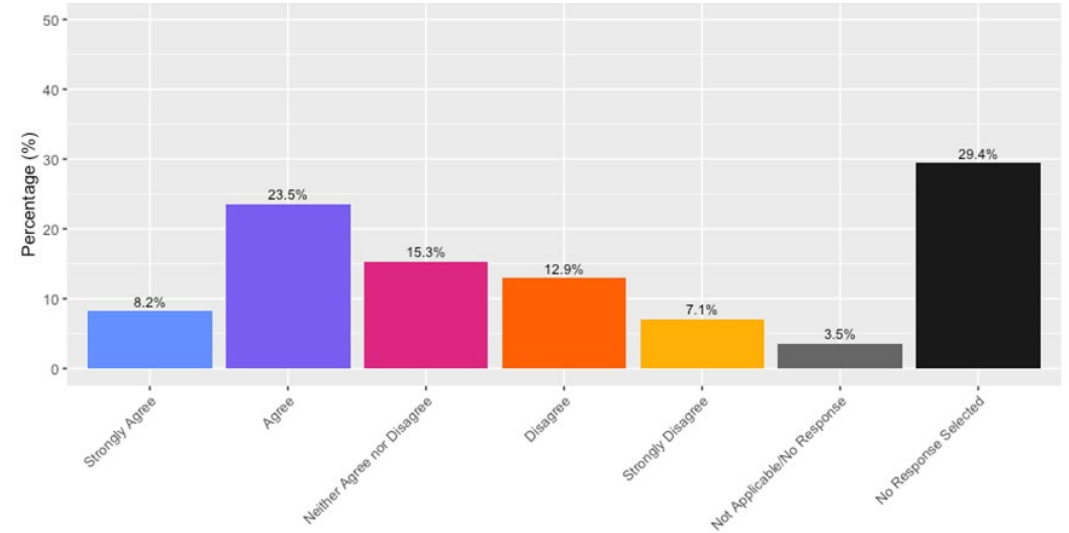
The University communicated and continues to communicate effectively to COVID-19.



# Student

The University has and continues to respond effectively to the emotional and physical needs of the campus community during the various crises.

The University has and continues to communicate appropriately regarding the emotional and physical needs of the campus community during the various crises.

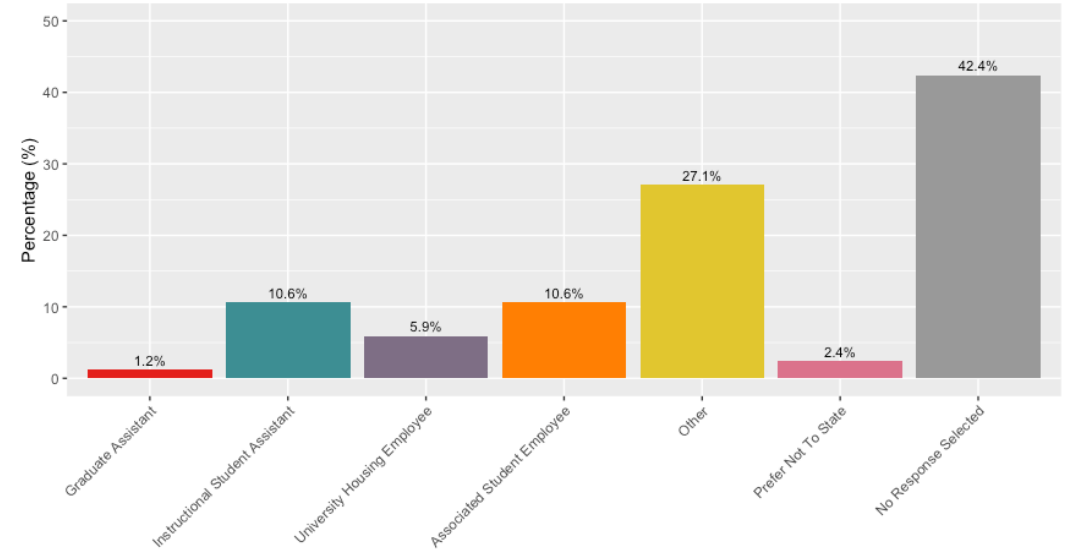


# Student Employee – Section Nine

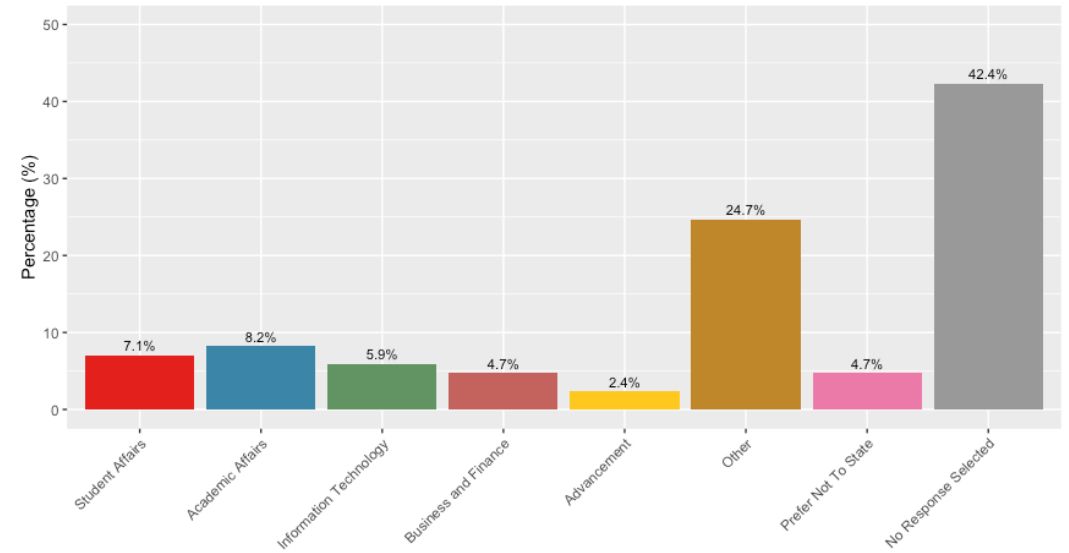
## Demographics

# Student

What is your current position?

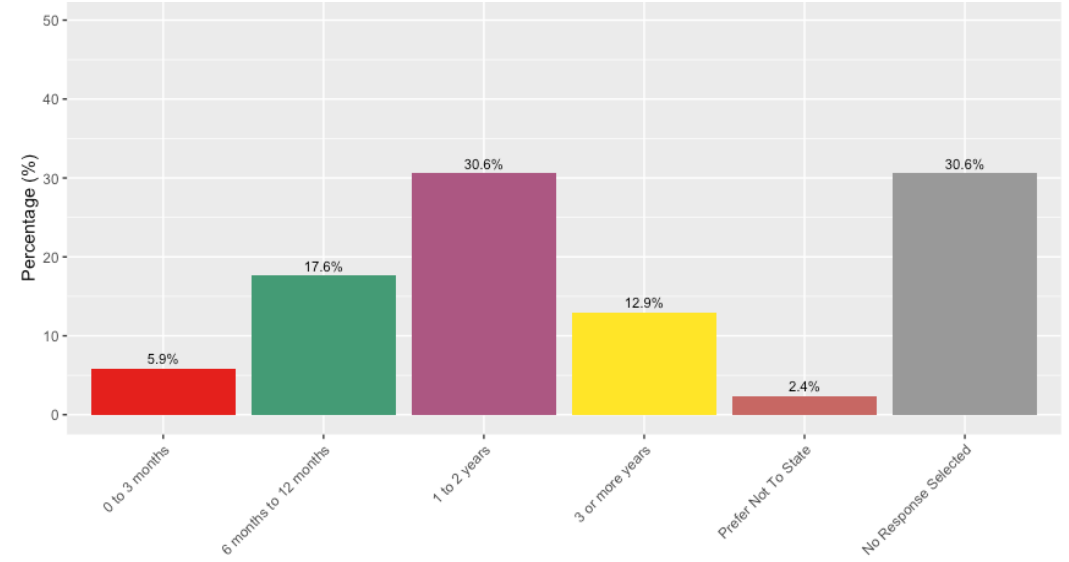


In which division are you employed?

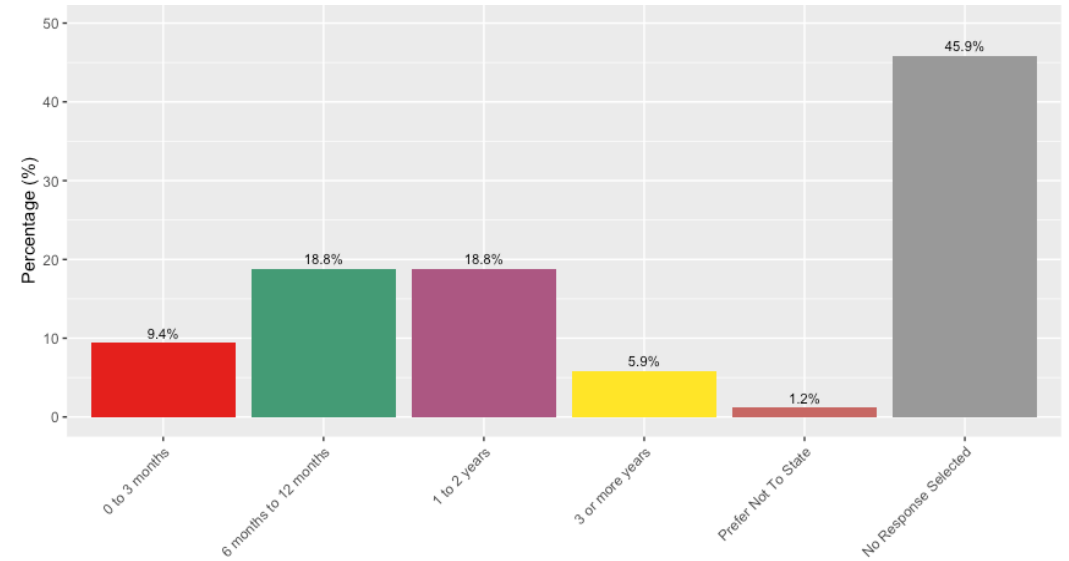


# Student

How many years have you worked at Chico State?

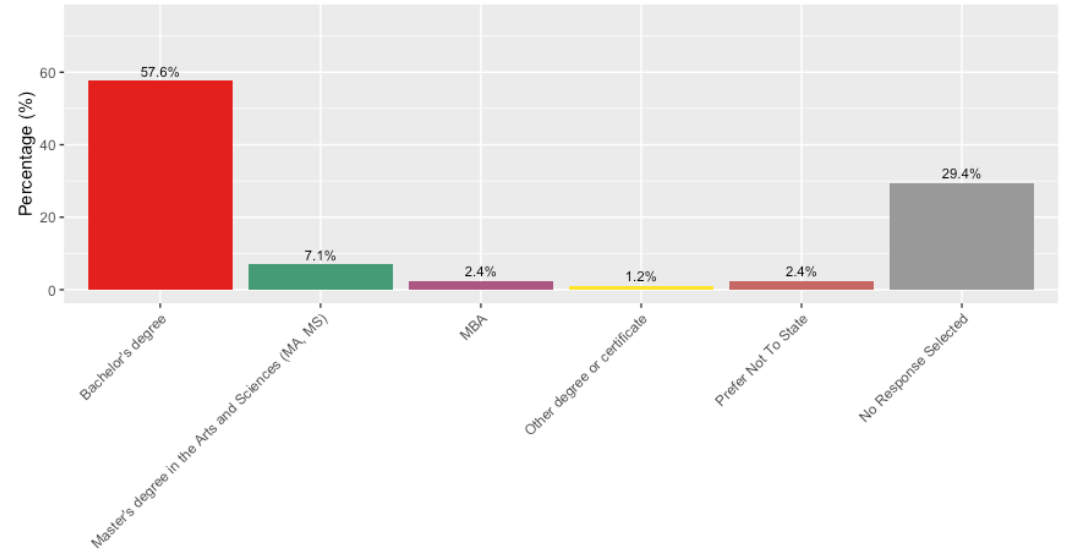


How long have you been in your current position or rank at Chico State?

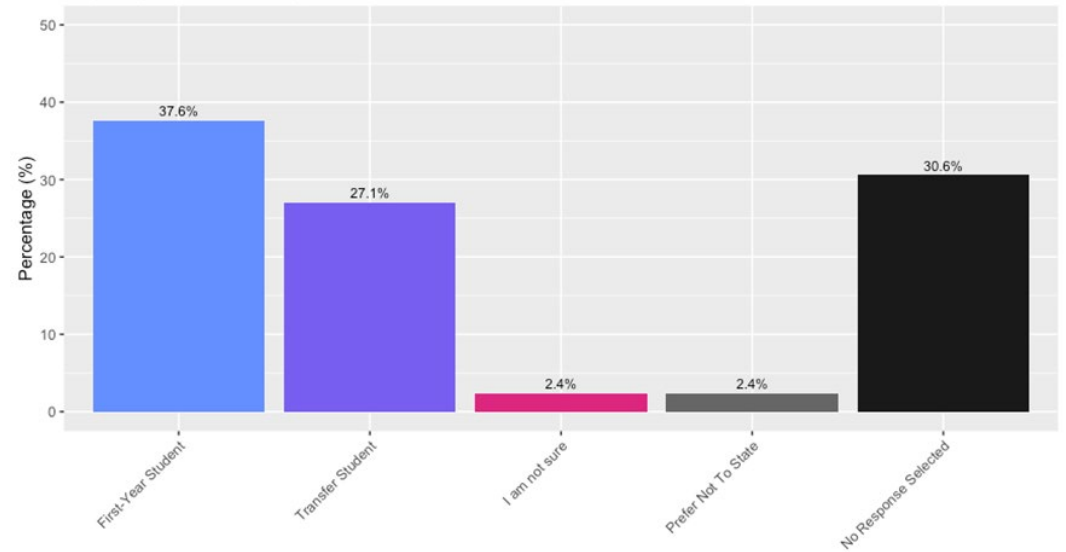


# Student

What level of degree are you currently enrolled in at Chico State?

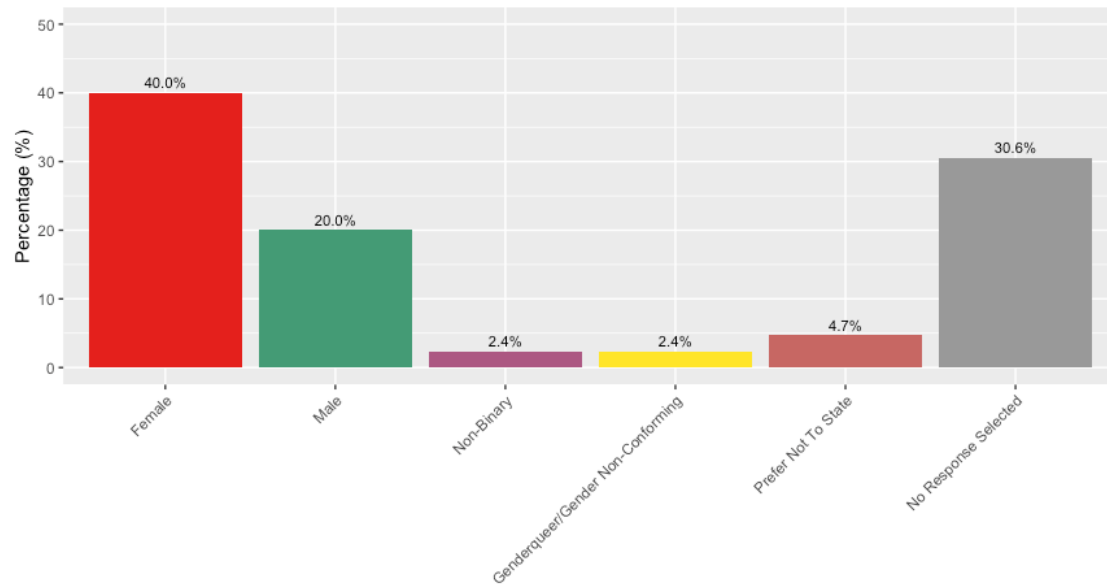


Did you begin Chico State as a first-year student or transfer student?

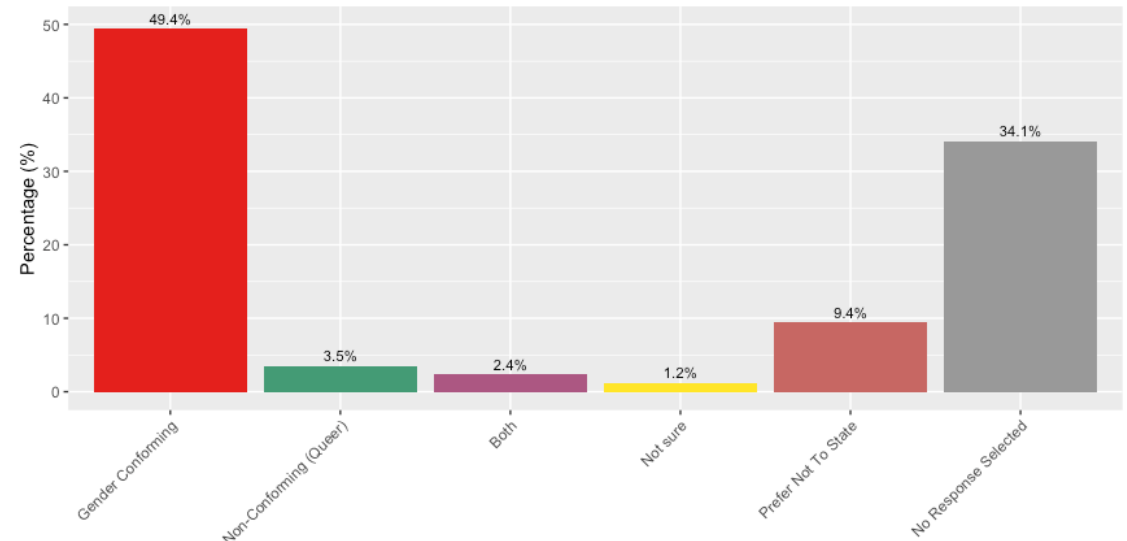


# Student

What is your gender identity?

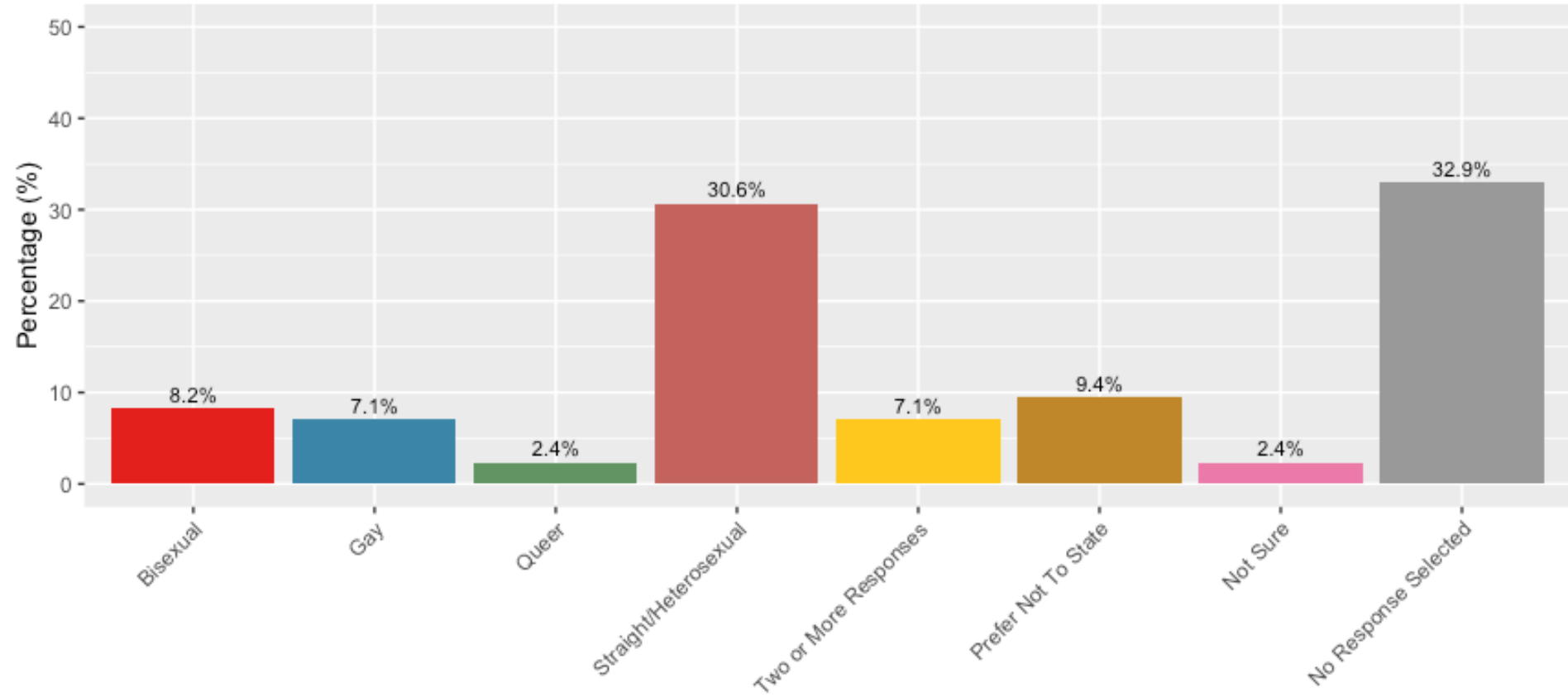


What is your gender expression?



# Student

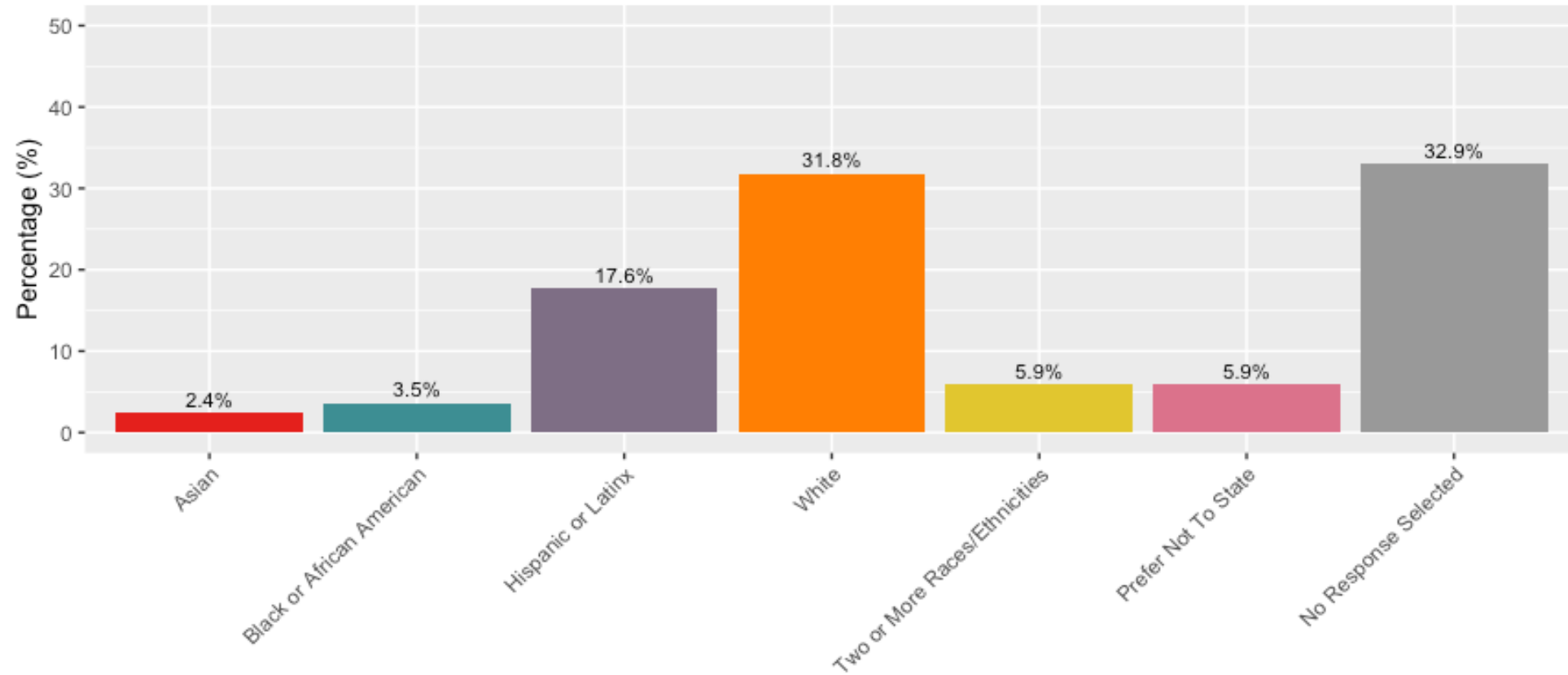
What is your sexual orientation?





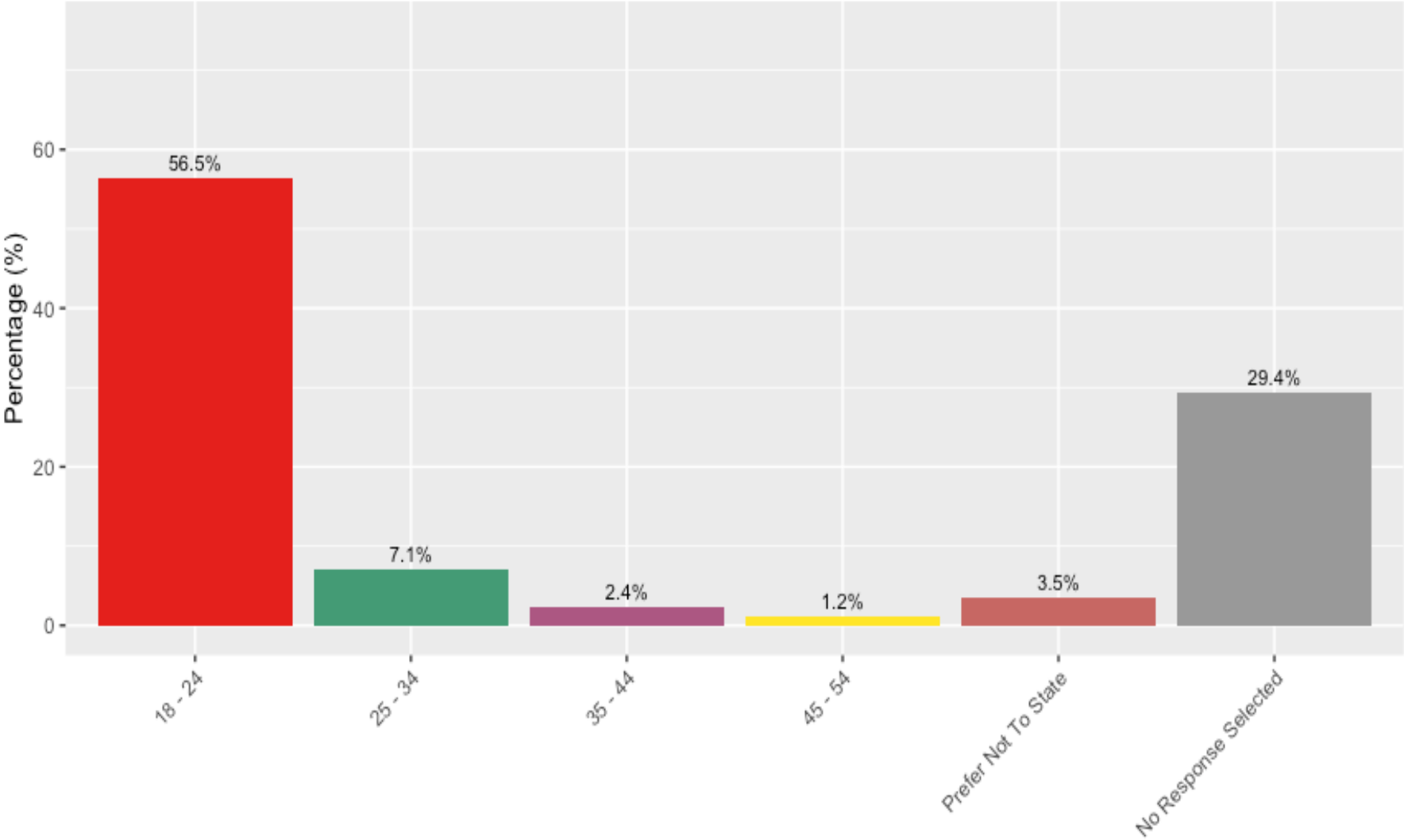
# Student

What is your race/ethnicity?



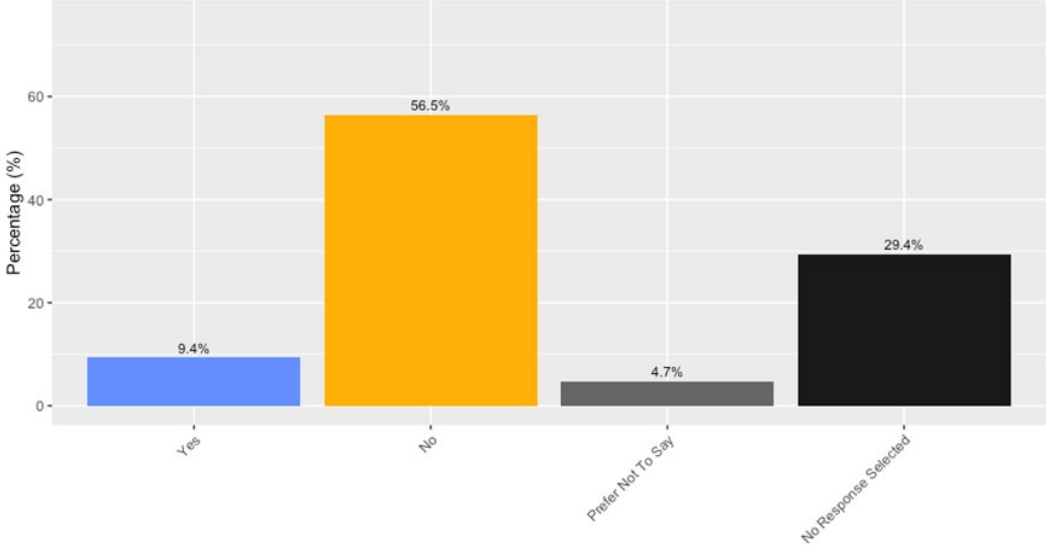
# Student

What is your age?

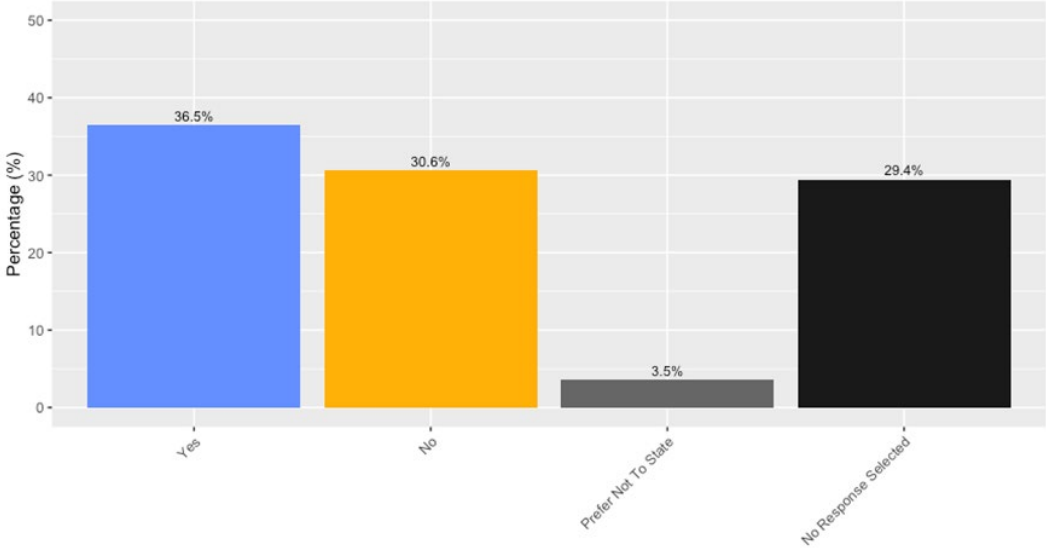


# Student

Do you have a disability that impacts your daily activity?



Are you a first-generation college student?



# Student Employee – Section Ten

## Open Ended Questions

# Student Summary of Q1: What are some of the best aspects of working at Chico State?

## Theme One: **Academic Priority**

- Student's academic identity is centered and respected. This includes flexible schedules, applicable skills to their area of study, and proximity between their work and classes.

## Representative Quotes

- “Having a work schedule that works around my class schedule and work on campus. A positive work environment with co-workers and supervisor. Contributing to student services. Transferable skills and personal development.”

# Student Summary of Q1: What are some of the best aspects of working at Chico State?

## Theme Two: **Academic Belonging**

- Student employees feel valued, connected, and able to contribute.

## Representative Quote

“I really love to communicate with staff, faculty, and students. To be able to bond with them all and help them if needed.”

# Student Summary of Q2: What are some of the challenges of working at Chico State?

## Theme One: **Work Hour Restrictions**

- Students being restricted to 20 hours a week during the academic year, having hours cut due to budget cuts, and in some departments only being able to work weekdays.

## Representative Quote

“The pay, and being capped at 20hr work weeks are difficult because I like how well the scheduling works, but a lot of students need more than 20hrs to work during the week in order to sustain themselves.”

# Student Summary of Q2: What are some of the challenges of working at Chico State?

## Theme Two: **Equity, Diversity and Inclusion**

- Issues around EDI are expressed in myriad forms, including race and ethnicity, gender and gender identity, sexual orientation, socioeconomic status, language, culture, national origin, religious commitments, age, (dis)ability status, and political perspective.
- Unsupportive of different groups of individuals.

## Representative Quotes

“Being able to fit in with others that are not of the same background or socio-economic status.”

“There are still remnants of social hierarchy and patriarchal values within sectors of administration.”



# Student Summary of Q2: What are some of the challenges of working at Chico State?

## Theme Three: **Pay**

- Amount of pay for work contributions

## Representative Quote

“I don’t get paid enough to live.”

# Student Summary of Q2: What are some of the challenges of working at Chico State?

## **Minor Themes:**

- Parking – Not enough parking near their workplace
- Bureaucracy – Maneuvering policies, slow-moving, inadequate tools

## **Other Mentions:**

- Safety – Community members on campus who appear to be homeless

## Student Summary of Q3: If you would like to see improvement in the atmosphere/climate of your department/unit, or in general at Chico State, what remedies or strategies would you suggest?

### Theme One: **Pay**

- Amount of pay for work contributions. Most students make minimum wage.

### Representative Quote

“More funding would be great, though I know that isn’t realistic. More opportunities for professional development. It doesn’t have to be anything fancy, but optional trainings or workshops that I’ve gone to in the past have been great.”

**Student Summary of Q3: If you would like to see improvement in the atmosphere/climate of your department/unit, or in general at Chico State, what remedies or strategies would you suggest?**

**Minor Themes:**

- Equity, Diversity and Inclusion training and awareness
- Training on topics of expectations and how to be an employee
- Increase departmental resources.

# Student Summary of Q4: Do you have other comments you would like to share about your experience at Chico State?

## Theme One: **Positive Experience**

- Overall, students responded positively to working for Chico State.

## Representative Quote

“I really like enjoy my job at Chico State, everyone I work with is very nice and understanding, I feel like I belong in the office. I have bragged about my job to my other friends, telling them to also get an office job for the school. I feel useful, when given projects that I know will help my supervisors.”

# Student Summary of Q1: What are some of the best aspects of working at Chico State?

## **Minor Themes:**

- Pay – Minimum wage does not cover student living expenses
- Trauma – The amount of crises experienced by students in the last few years is taking a toll

## **Other Mentions:**

- Breakfast and food events are appreciated

# Campus Climate Survey Working Group Members

Allie Allen, Student Representative

Tiffani Anderson, Faculty – Department of Chemistry and Biochemistry

Anina Berman, Staff – Chico State Enterprises

Lori Fuentes, Staff – Office of the Provost (retired)

Maria Giovanni, Faculty – Department of Nutrition and Food Science

Nicholas Lytal, Faculty – Department of Mathematics and Statistics

Gina Sims, Staff – Center for Healthy Communities

Matthew Thomas, Faculty – Department of Political Science and Criminal Justice

Mary Wallmark, Staff – Division of Business and Finance

Ann Wilson, Staff – Academic Publications and Scheduling Services

Sheryl Woodward, Staff – Human Resources

Suzanne Zivnuska, Faculty – College of Business (resigned)

Yvette Zuniga, Staff – Office of Equity, Diversity, and Inclusion

# Data Protocols

- The quantitative data was examined in three R Studio databases (one for faculty, one for staff & administrators, and one for student employees), and R Studio was used to create the frequency distribution tables found in Appendix A.
- The qualitative data was examined and analyzed in three Word documents (one for faculty, one for staff & administrators, and one for student employees). A subgroup of the Employee Campus Climate Committee analyzed the data by participating in axial coding, where each member compared their themes (developed during individual coding). Several members also quantified the open coding by creating a count for each theme in a section. This analysis led to the themes reported in each of the survey's "Summary of Open-ended Responses."



# Appendix

Thank You