

Campus Climate Survey

Preliminary Results from the Spring 2016 CSU, Chico Campus Climate Surveys

Prepared by the Campus Climate Survey Working Group (CCSWG)

August, 2016

Table of Contents

Section	Page
Survey Background	3
Survey Details	4
Methodological Notes	5
Job Satisfaction	6
Comparison Across Levels	15
Job Growth & Development	29
Salary & Benefits	37
Physical Plant/Facilities Use/Personnel Evaluation	44
Employee Stress	55
Staying at Chico State, Recommending Chico State	59
Demographics	64
Staff/Faculty by Position Type	70
Qualitative Responses	139
Back Matter	148
Appendix A	151

Survey Background

In May of 2014, President Zingg and the Cabinet, in conjunction with Academic Senate, administered a Campus Climate Questionnaire to the campus community. The purpose of the questionnaire was to gauge the work environment here at CSU, Chico, and to see whether a lengthier climate survey was warranted. Almost 400 employees completed the brief questionnaire, and analyses of the results suggested that a more detailed climate survey should be given.

In the spring of 2015, Interim Provost Elrod constituted an ad hoc Campus Climate Survey Working Group (CCSWG), with the express purpose of creating a survey to better understand campus morale and work-life balance on our campus.

Later, in the spring of 2015, the CCSWG surveyed the campus. Those lengthier surveys were divided into fourteen sections, ranging from general questions about employment on campus, to more targeted areas such as diversity, workload, stress, etc. The survey asked a mix of quantitative and qualitative questions in each section. A [report](#) on the surveys was issued to campus in August of 2015.

During the 2015-16 AY, the CCSWG developed shorter surveys intended to capture many of the issues from the spring 2015 survey. The campus was again surveyed, in April of 2016. Two important events occurred during the spring of 2016: 1) on March 9, the CSU Board of Trustees announced the selection of Gayle Hutchinson as the new president at CSU, Chico; and 2) on April 8, the CFA and CSU announced a tentative agreement regarding salary, ending the threat of a faculty strike throughout the system.

This report provides an overview of the responses, as well as some additional analysis of both quantitative and qualitative responses.

Appendix A, which follows the body of the report, provides the full sets of frequencies for all of the quantitative responses.

Survey Details

- The surveys were open from April 6 to April 29, 2016.
- The two surveys collected 679 completed responses.
 - Staff & administrators consisted of 65.25% of the respondents, and faculty consisted of 34.75% of the responses.
- The staff & administrator survey consisted of 443 completed responses.
- The faculty survey consisted of 236 completed responses.
- CSU, Chico currently employs 957 staff & administrators and 995 faculty, for a total of 1,952.
 - The response rate for the survey was 34.78%.
- The survey instruments (one for faculty, one for staff & administrators) can be found [here](#).

Methodological Notes

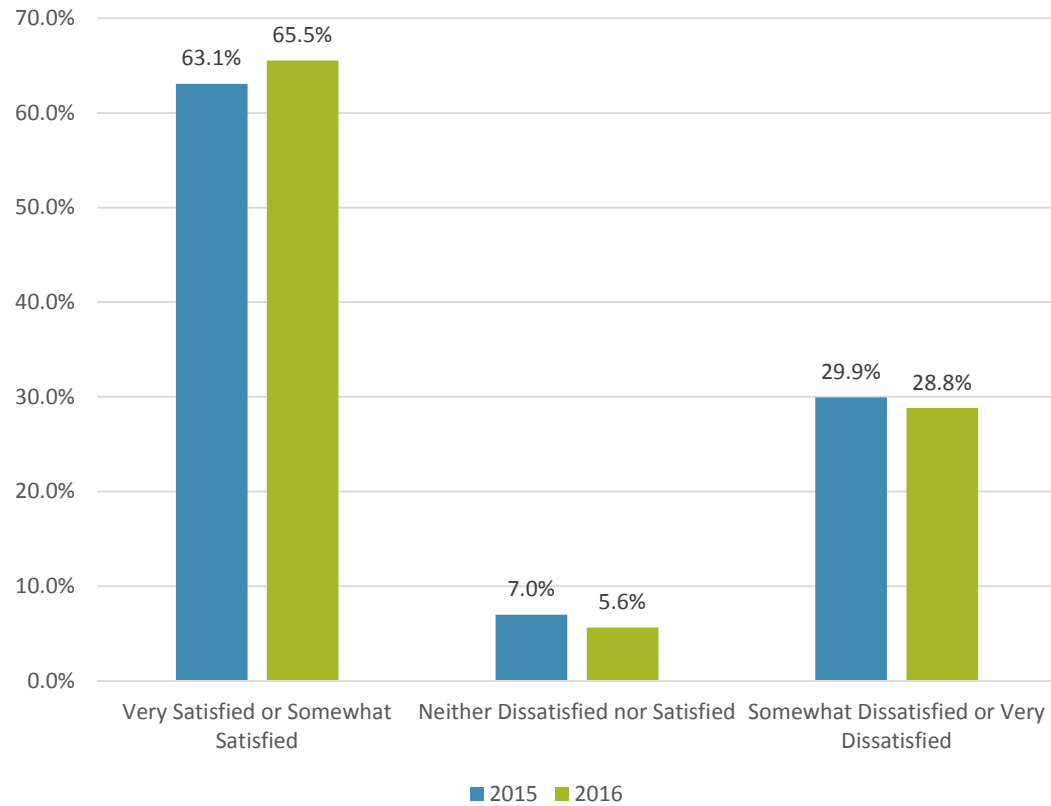
- In most instances, this report presents results from both the 2015 and 2016 climate surveys, allowing the reader to compare change from year to year.
- We used cross tabulations (in SPSS v.22), and did compute chi-square values for each cross tab, but do not report them here. Further details on statistically significant differences are available from the CCSWG.

Section One

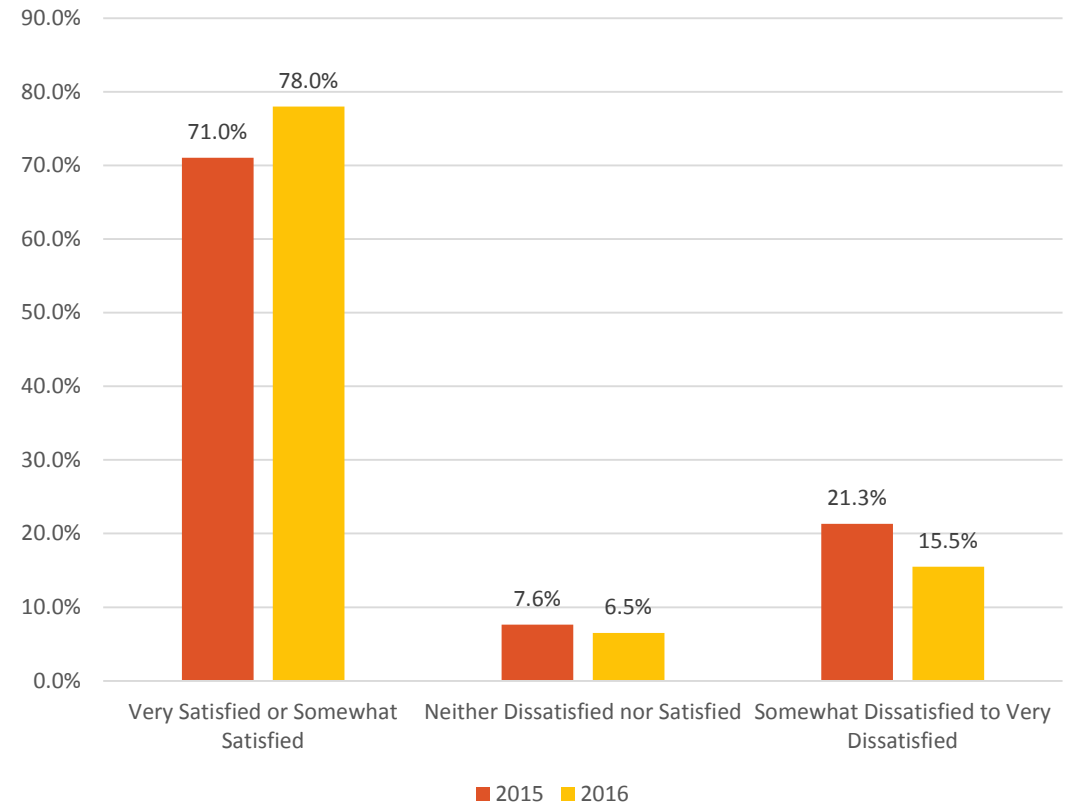
Job Satisfaction

Overall, how satisfied are you working at CSU, Chico?

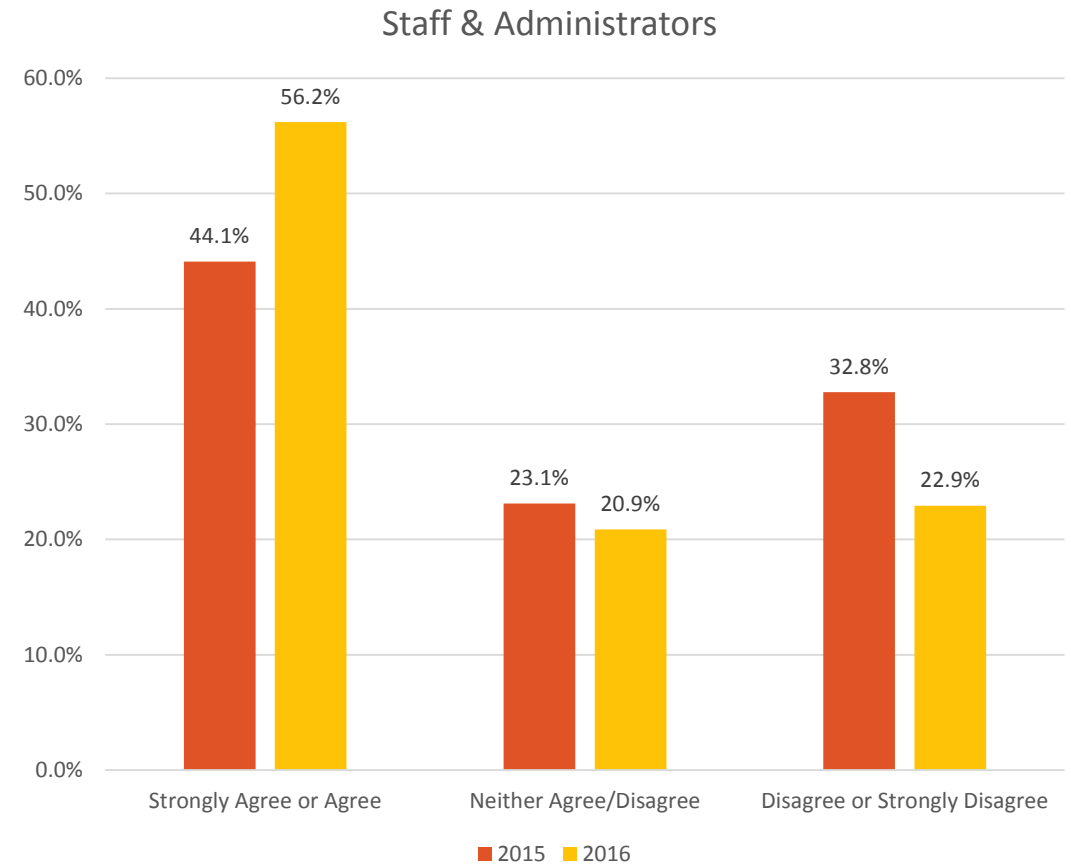
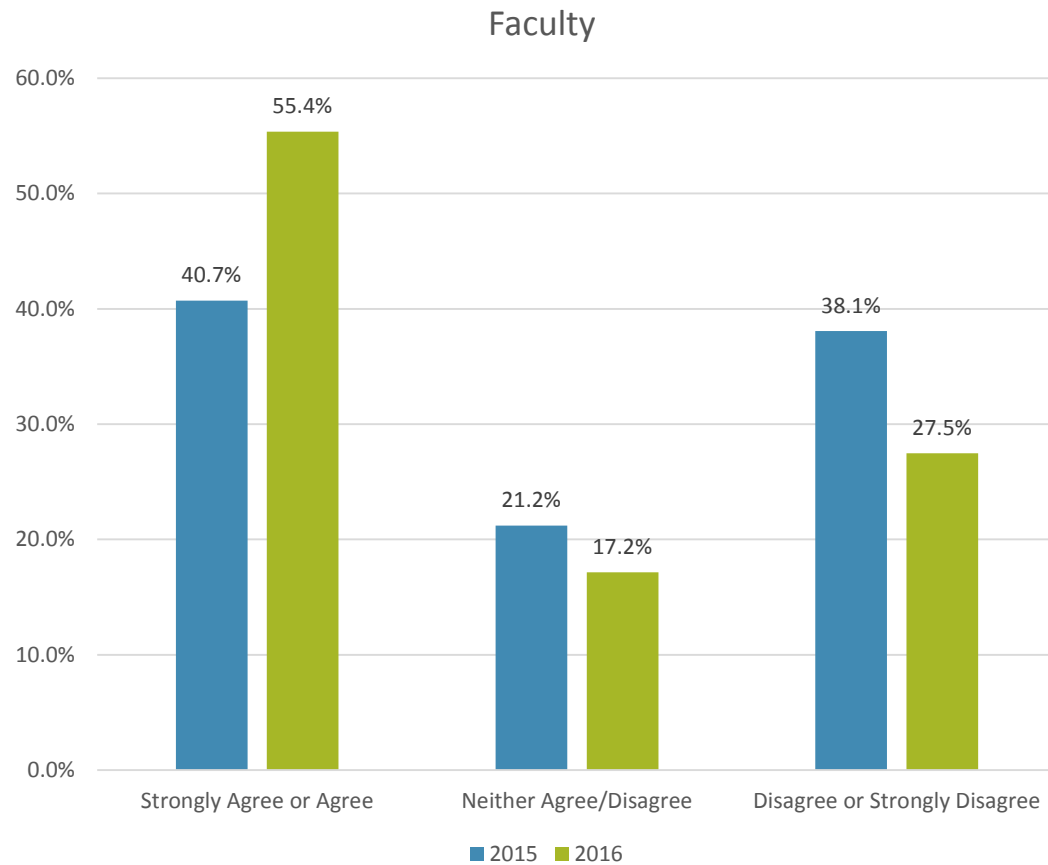
Faculty



Staff & Administrators

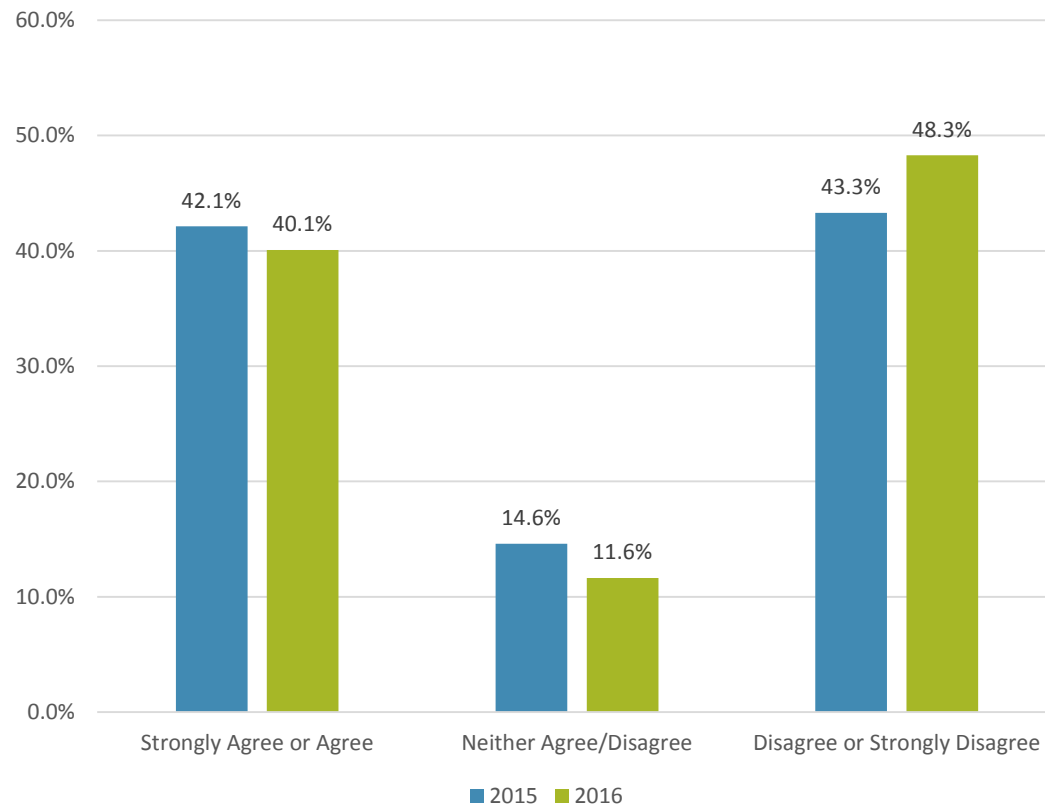


I am optimistic about the future of my career at CSU, Chico.

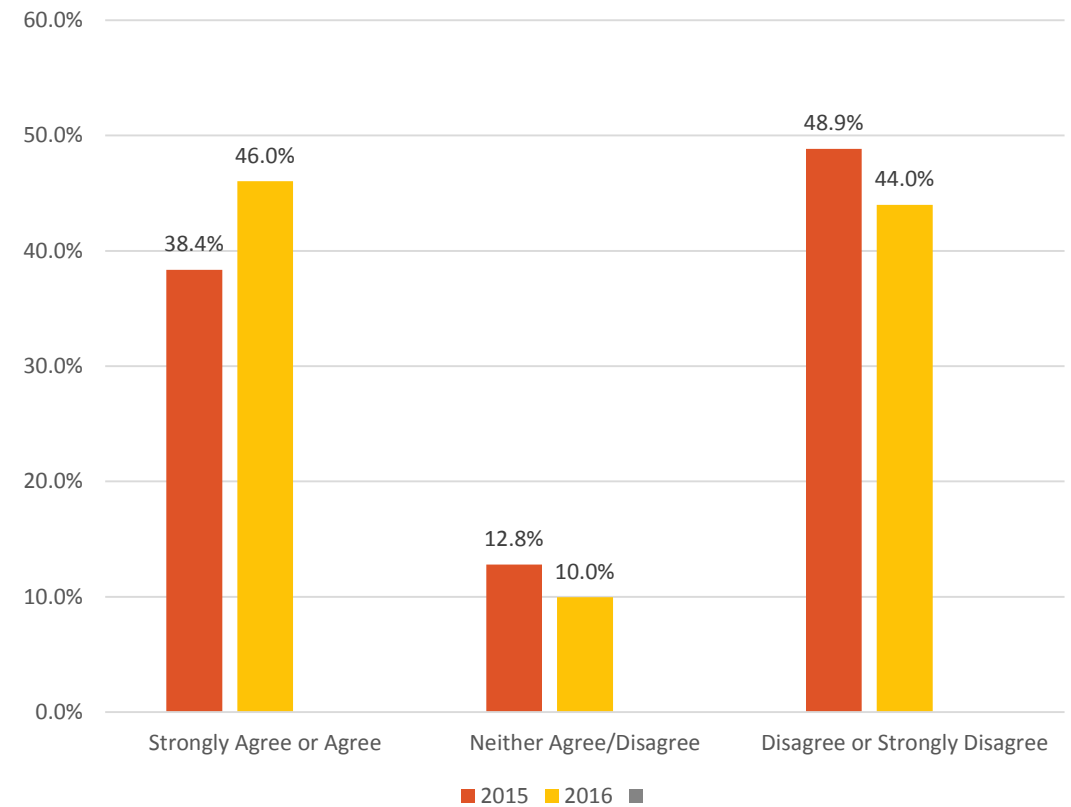


My department/unit has adequate staff.

Faculty

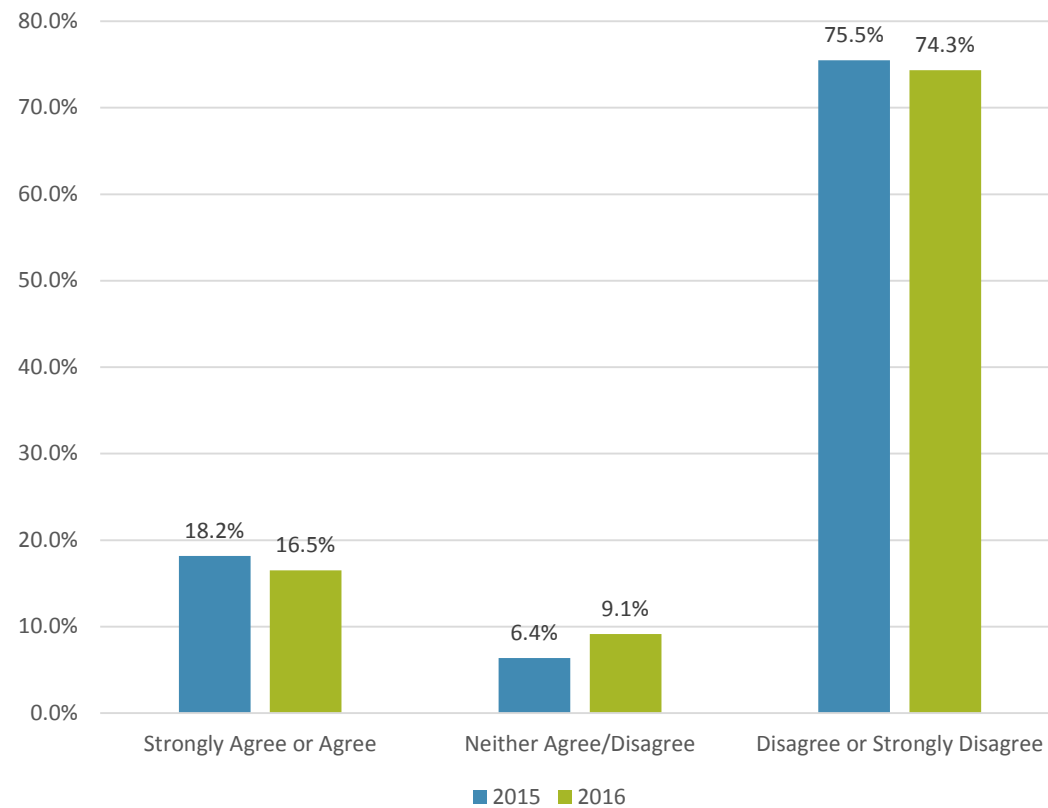


Staff & Administrators

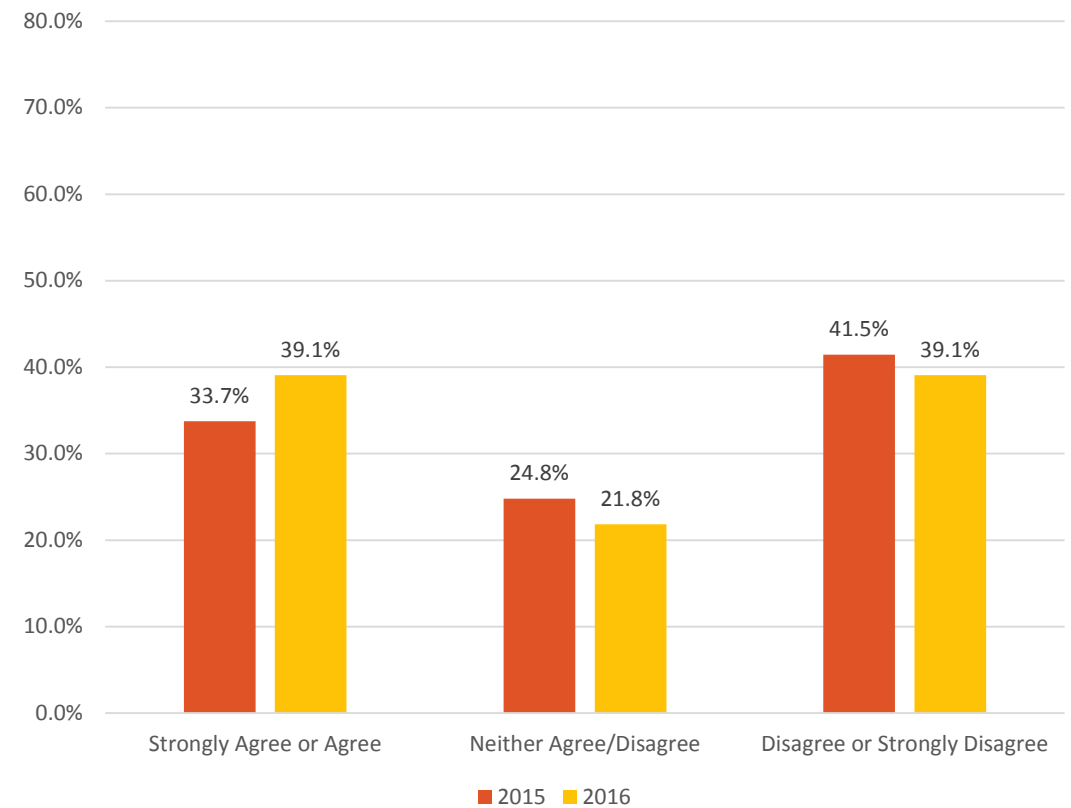


My department/unit has adequate faculty.

Faculty

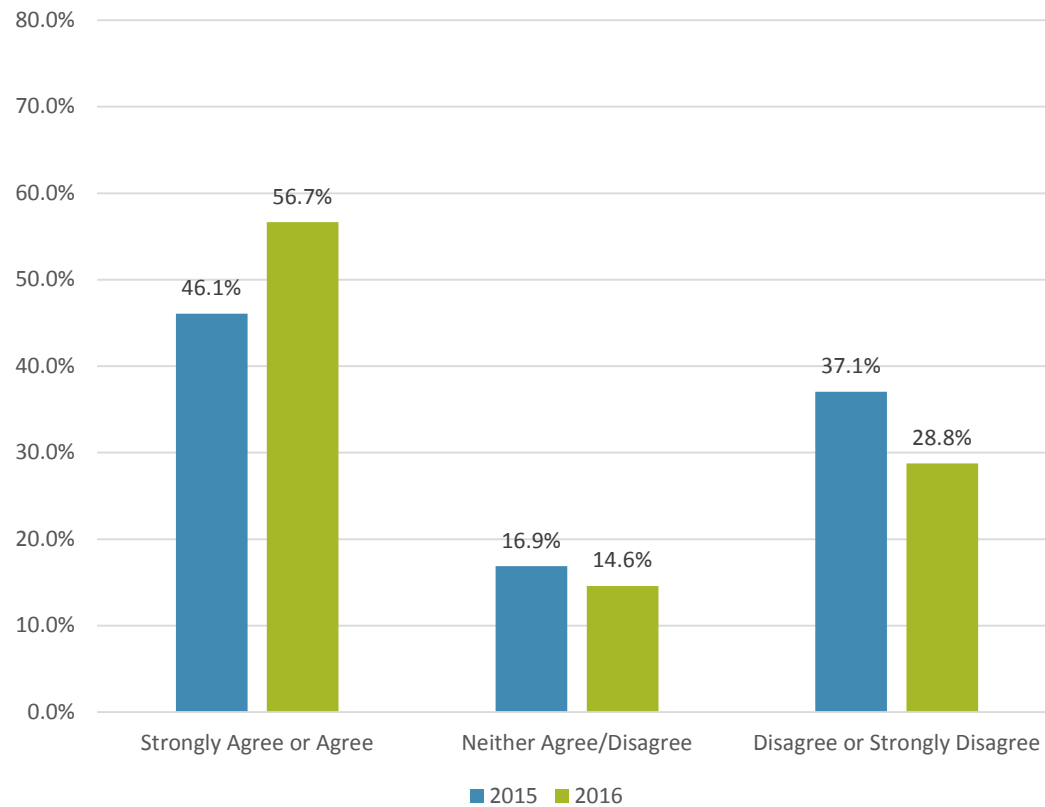


Staff & Administrators (n = 174)

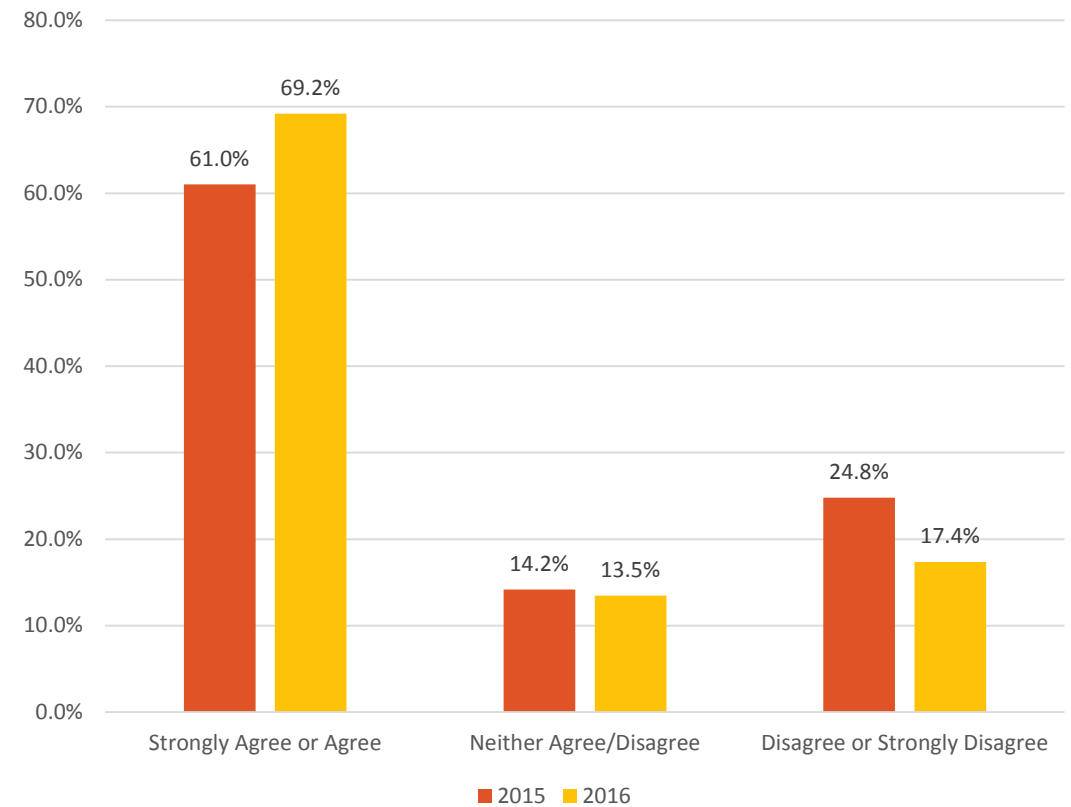


I feel part of an effective team.

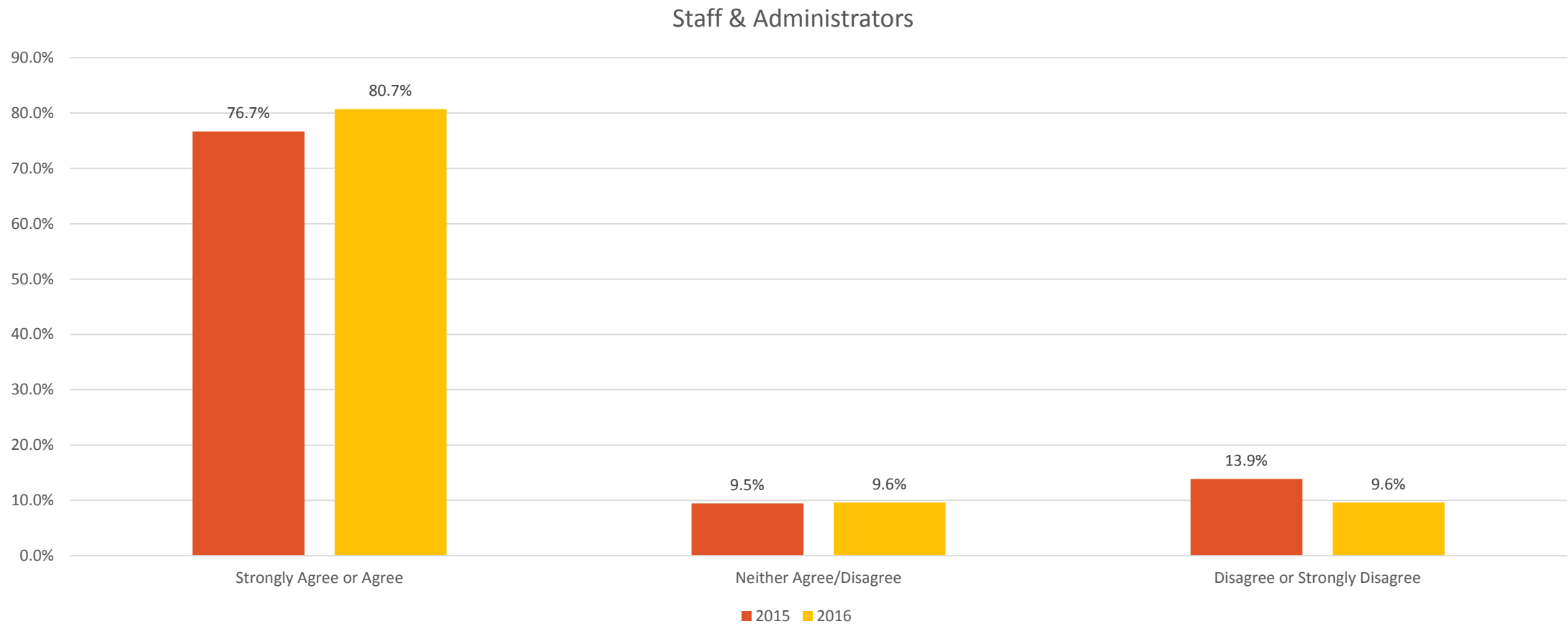
Faculty



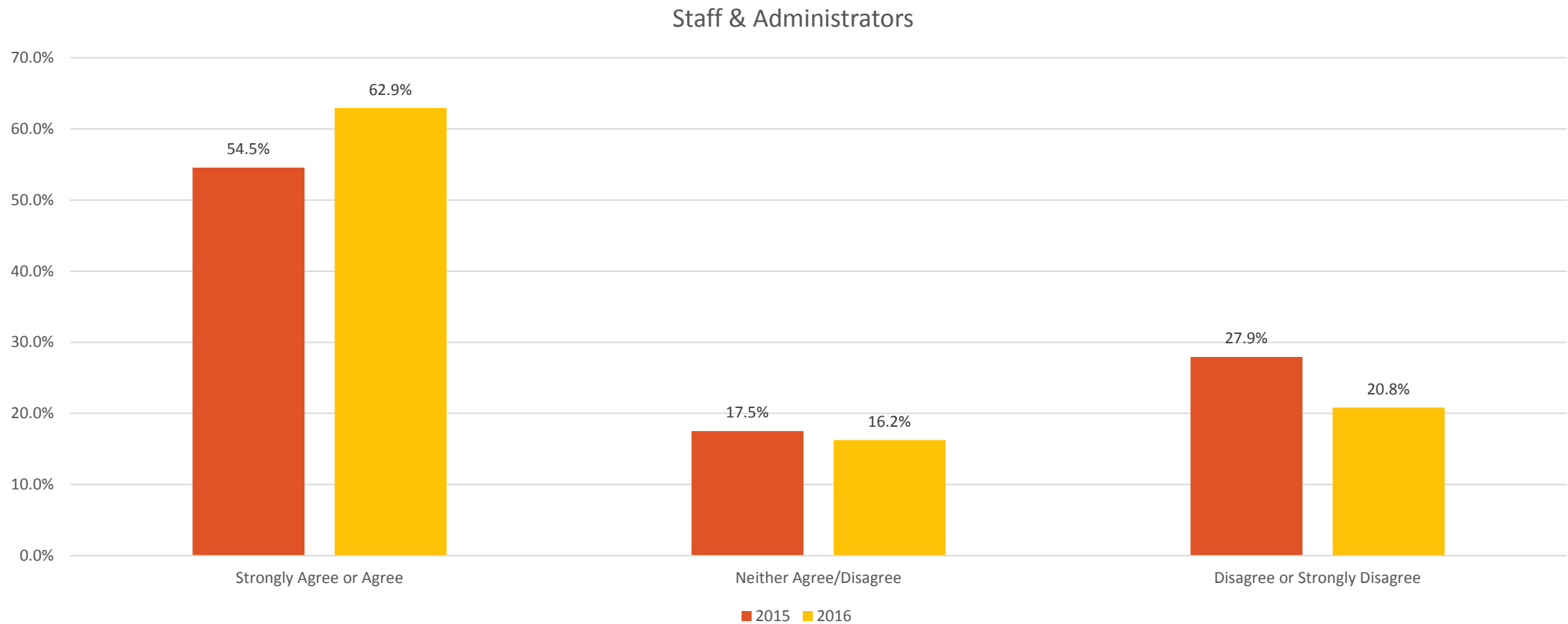
Staff & Administrators



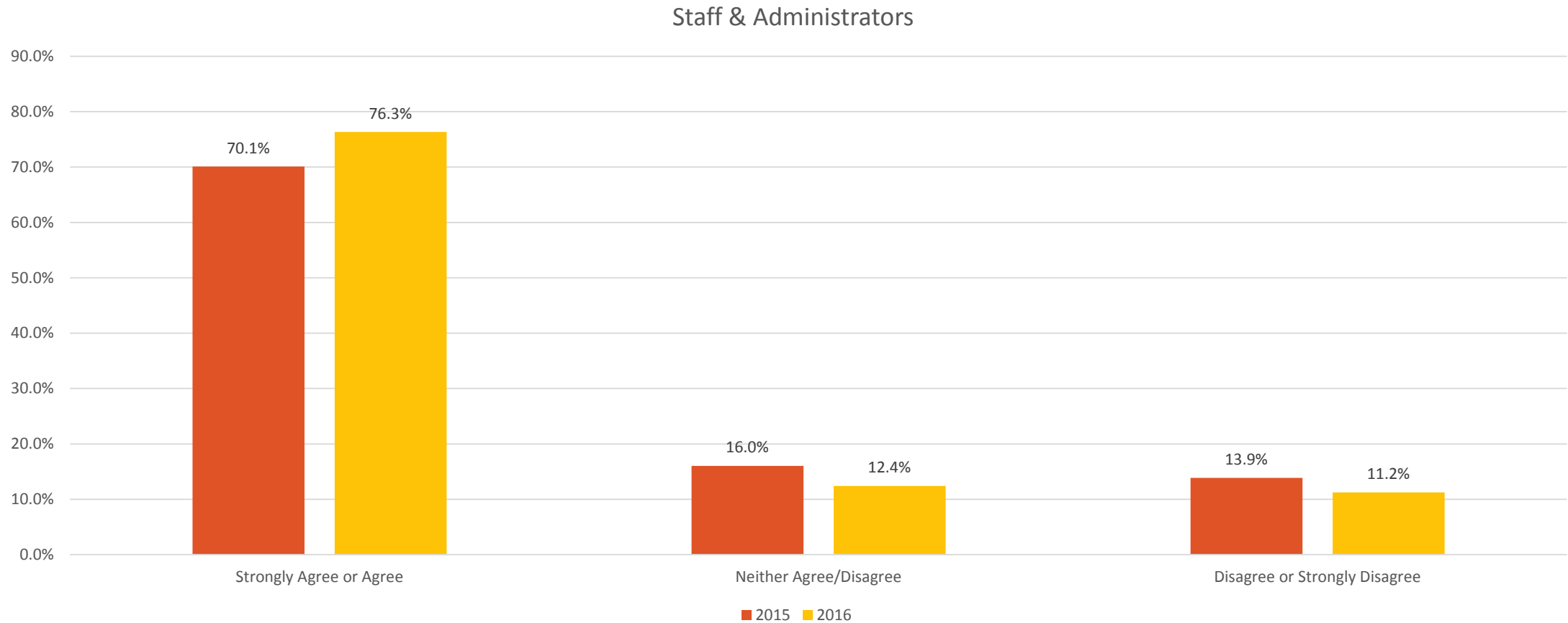
Staff & Administrators Only. My supervisor treats me with respect.



Staff & Administrators Only. My supervisor handles conflict effectively.



Staff & Administrators Only. My supervisor is aware of, and adheres to, policies, procedures, and the collective bargaining agreement.



Section Two

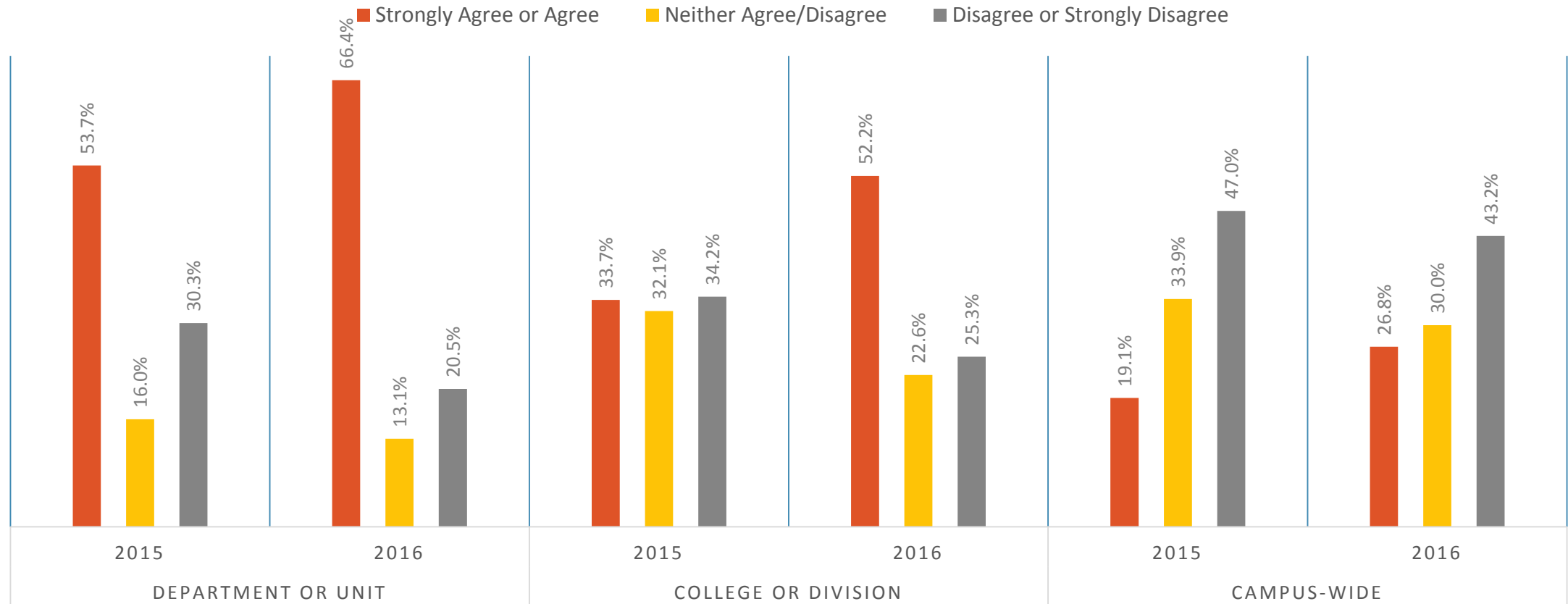
Comparison Across Levels

A note on data presentation in this section:

- Each question in this section asked campus employees to respond to topics by three distinct university levels (department/unit, college/division, and campus-wide).
- The data is presented by comparing the 2015 and 2016 responses for each question set.

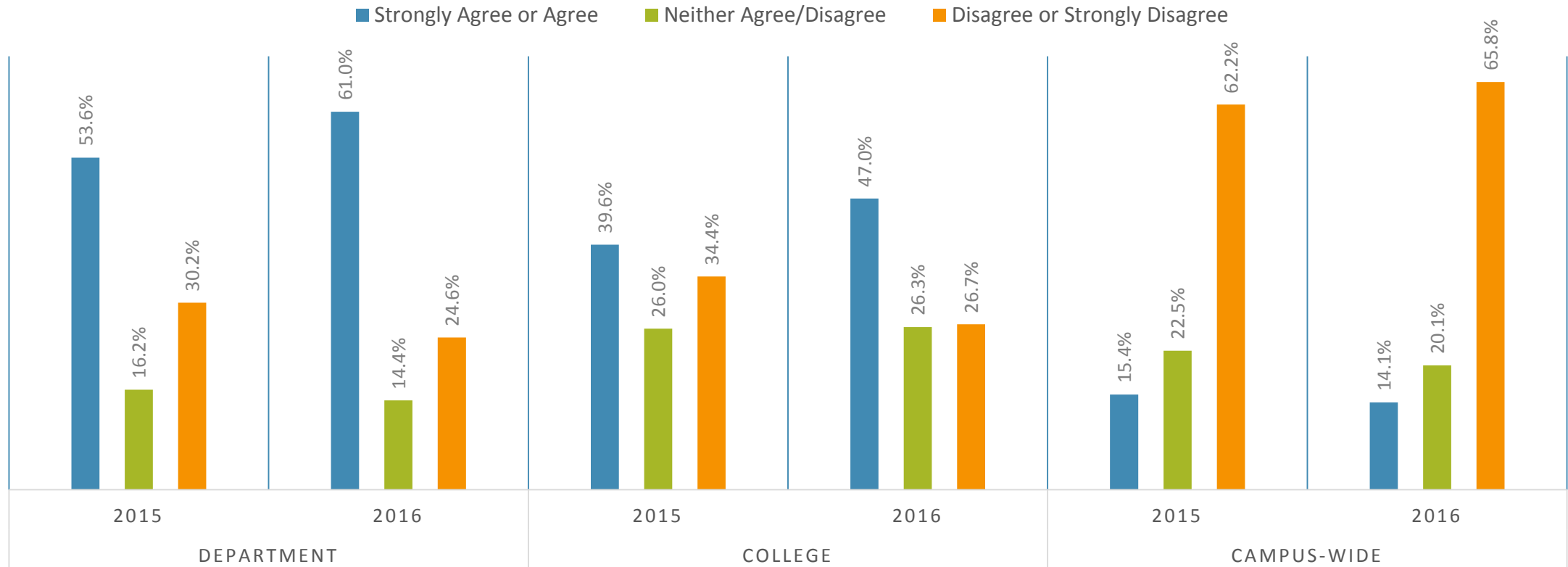
Leadership has communicated a clear direction.

STAFF & ADMINISTRATORS



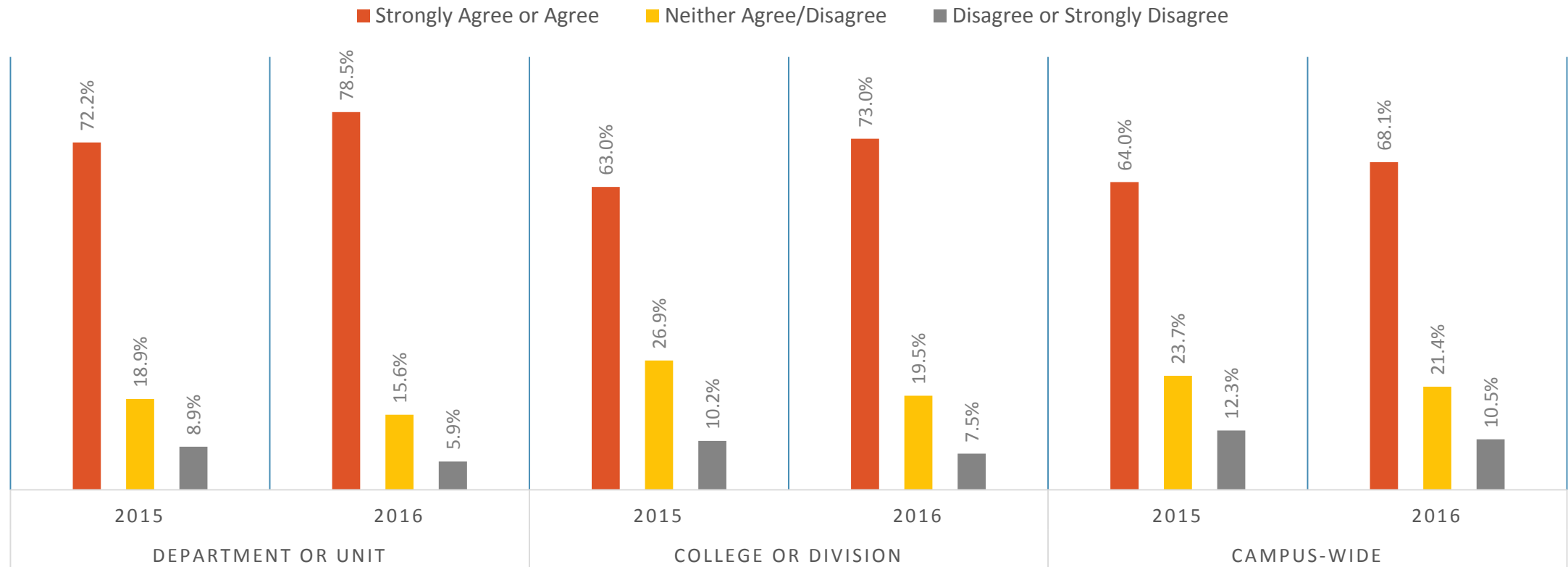
Leadership has communicated a clear direction.

FACULTY



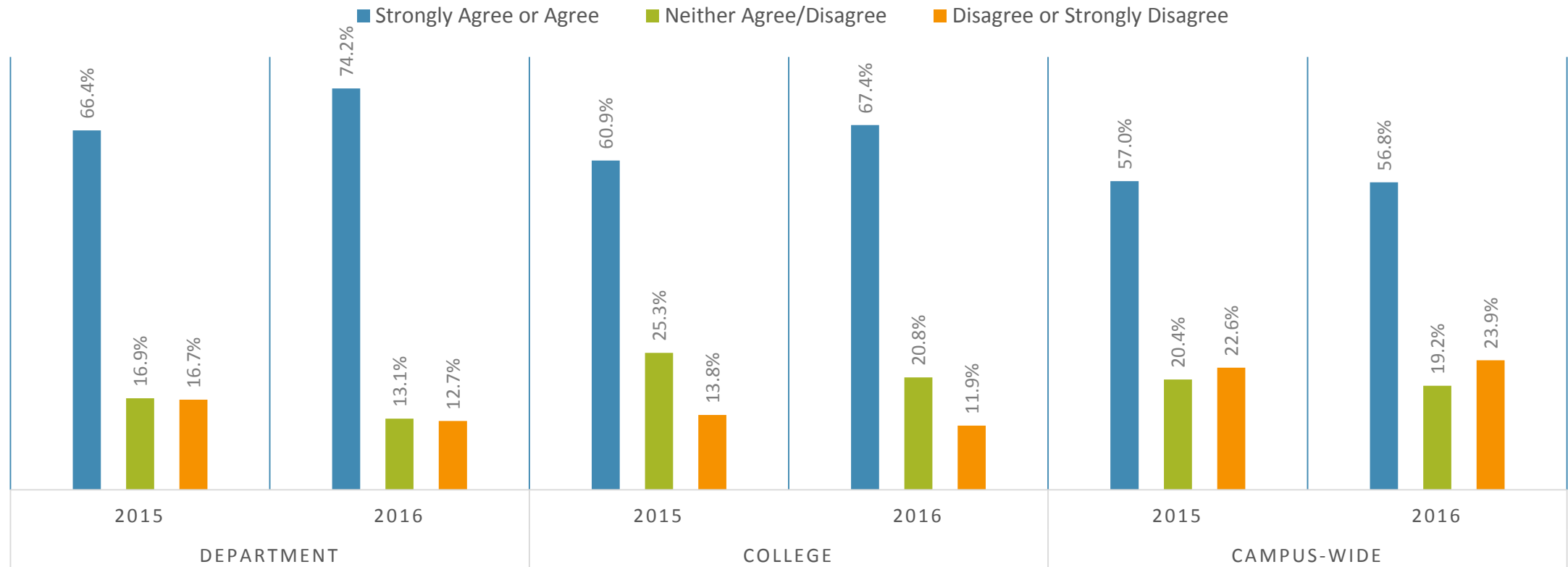
I believe diversity is valued.

STAFF & ADMINISTRATORS



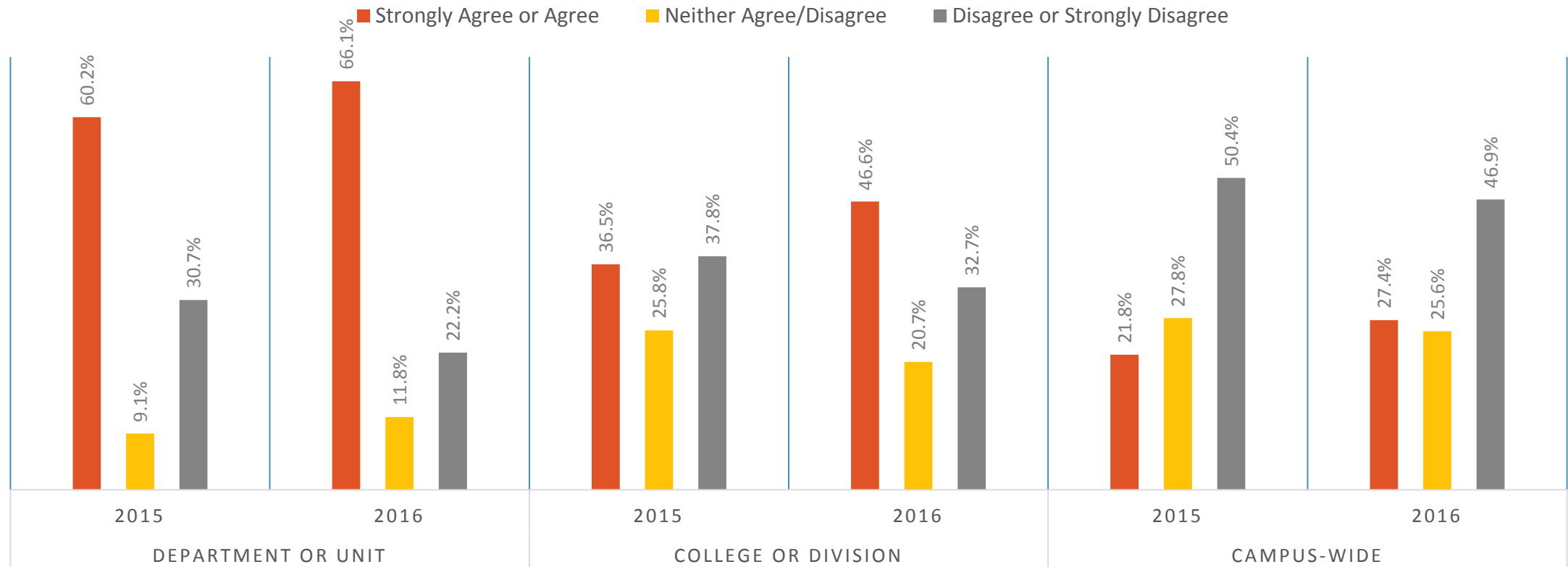
I believe diversity is valued.

FACULTY



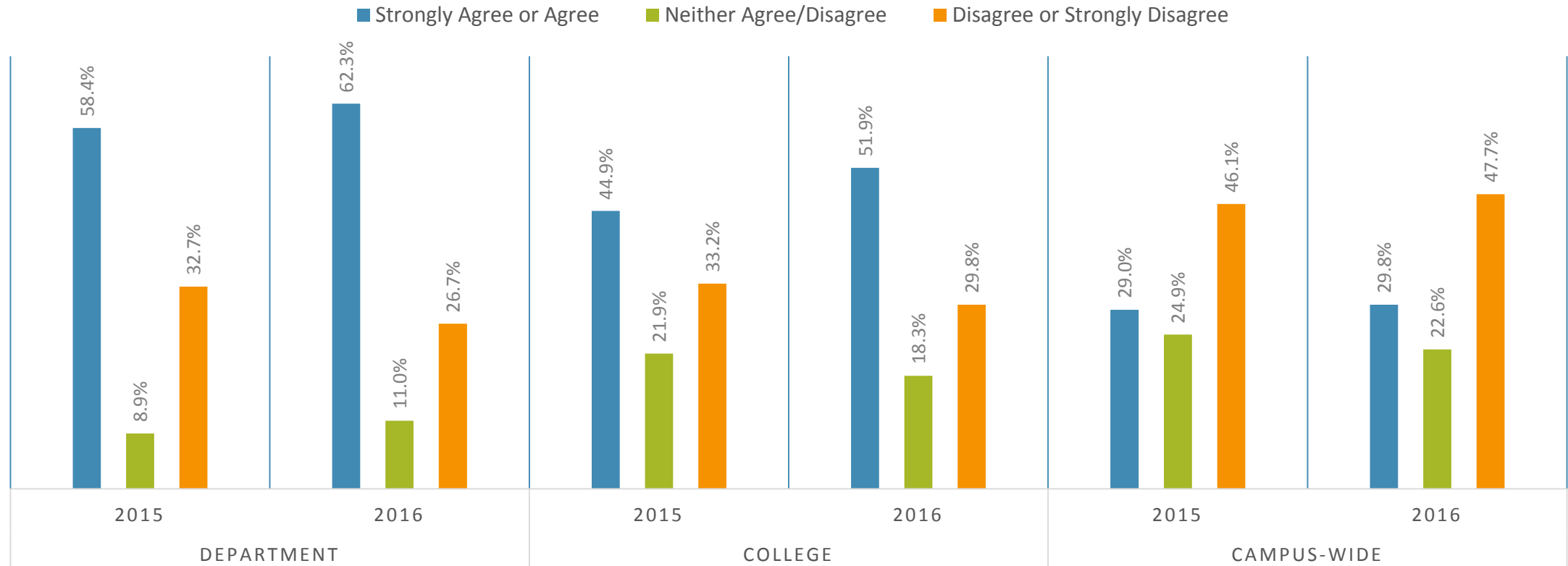
I feel safe expressing my opinion without fear of consequences or retribution.

STAFF & ADMINISTRATORS



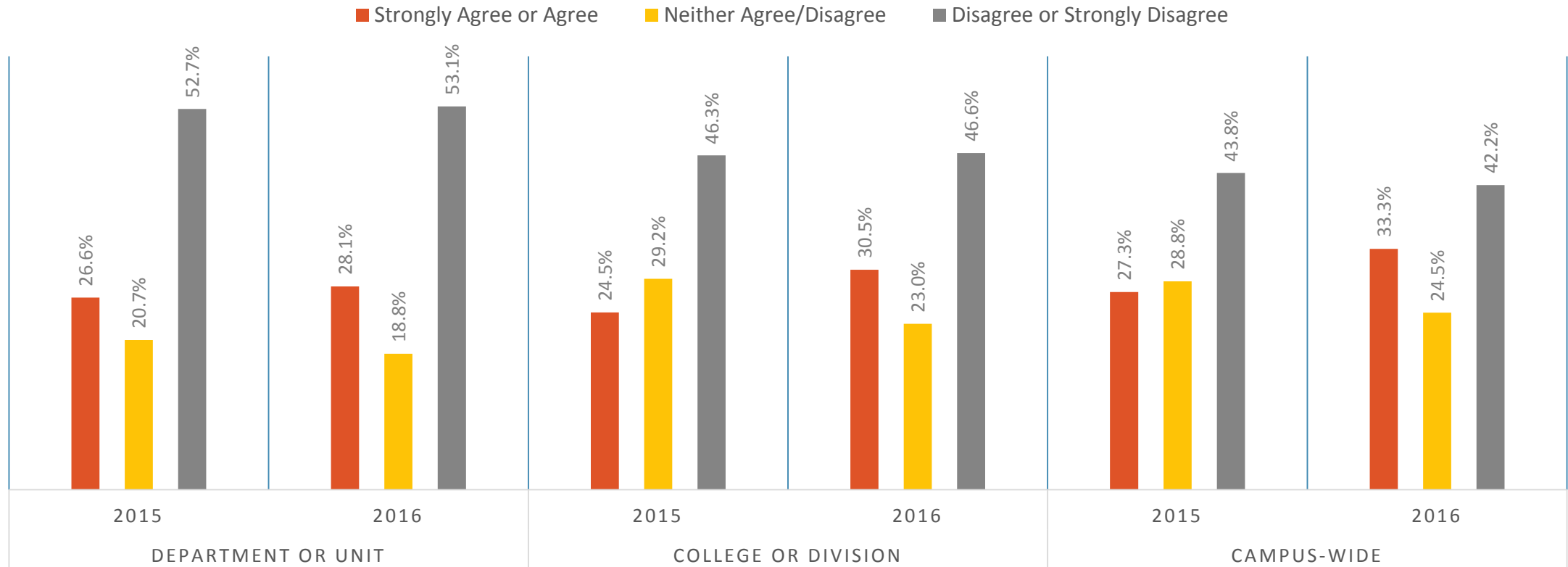
I feel safe expressing my opinion without fear of consequences or retribution.

FACULTY



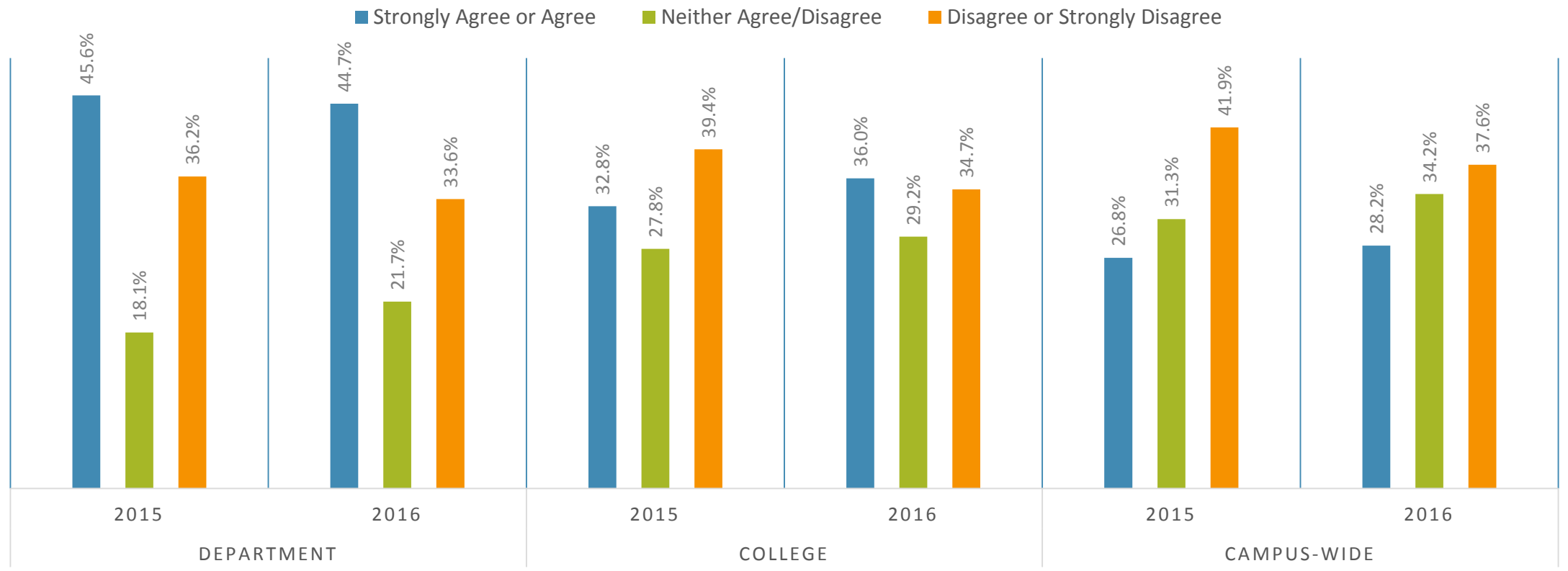
There is opportunity for advancement at CSU, Chico.

STAFF & ADMINISTRATORS



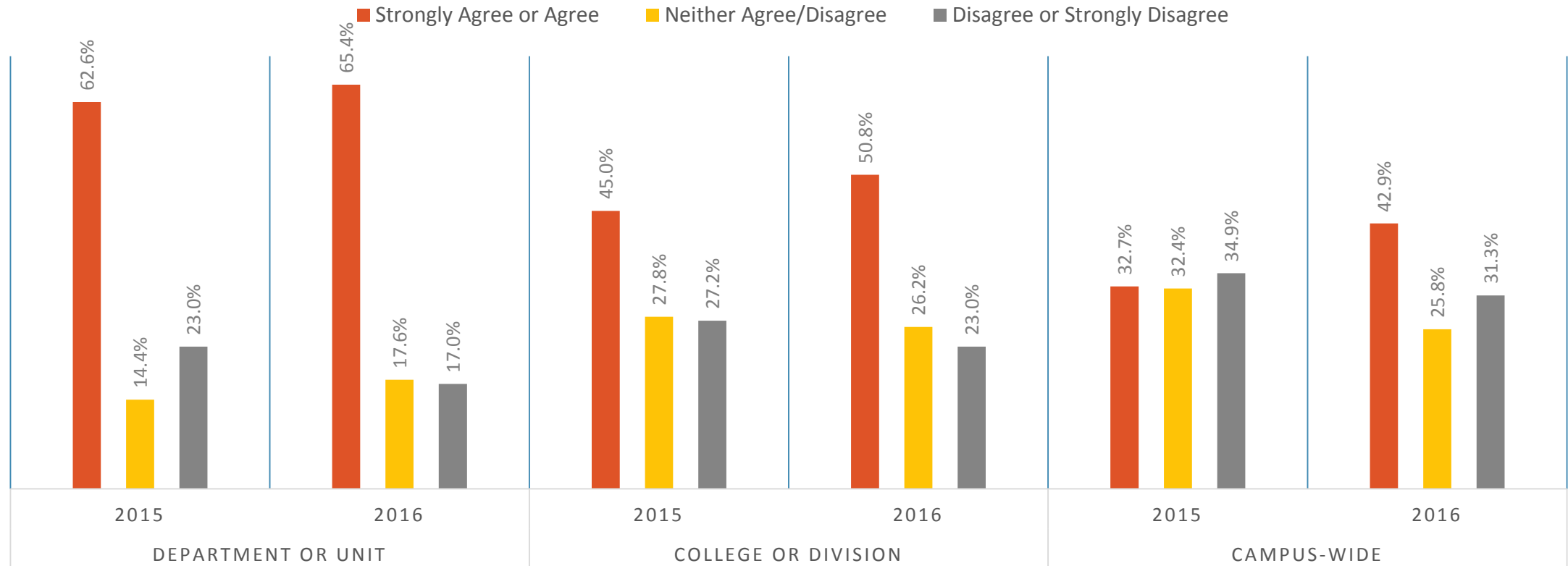
There is opportunity for advancement at CSU, Chico.

FACULTY



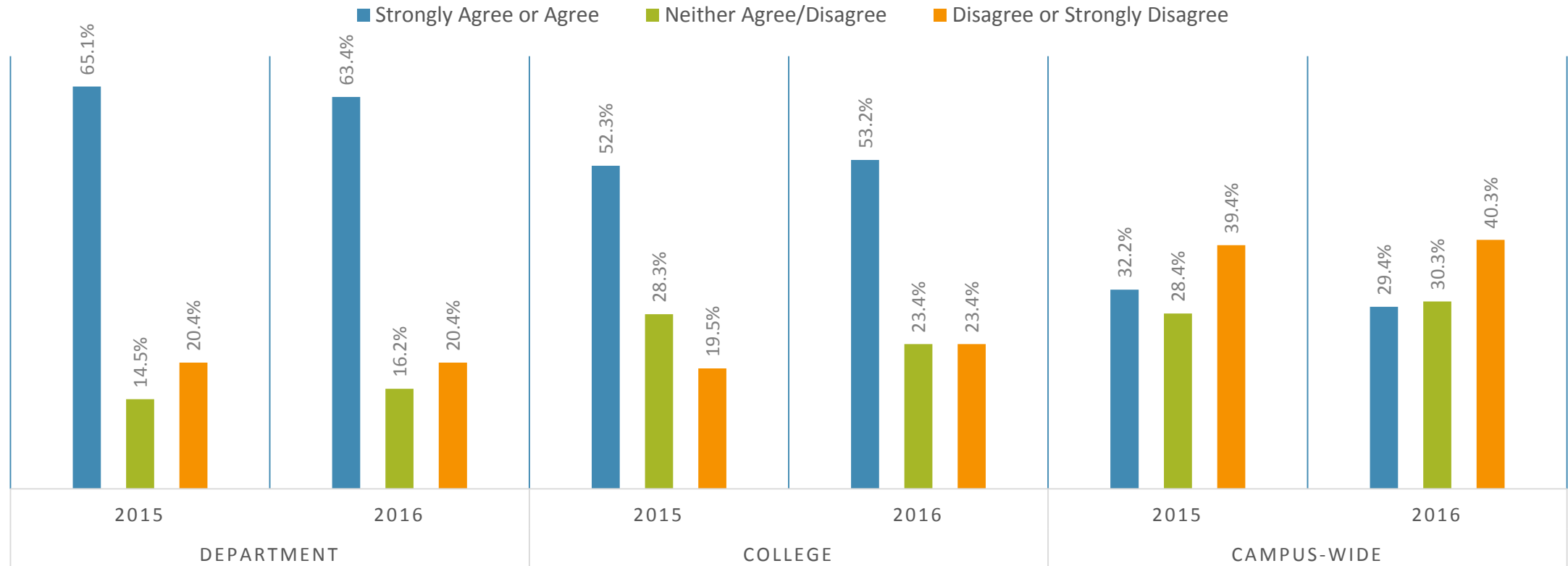
New policies and procedures are communicated in a timely manner.

STAFF & ADMINISTRATORS



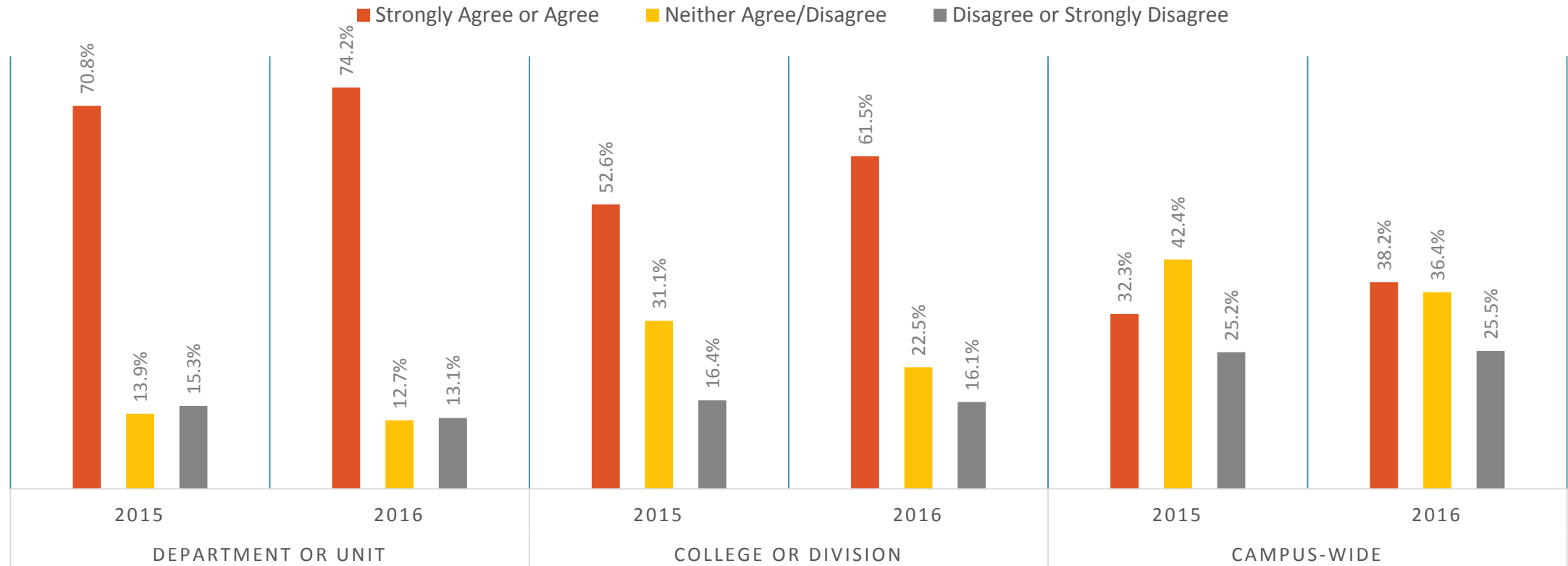
New policies and procedures are communicated in a timely manner.

FACULTY



Policies and procedures are followed.

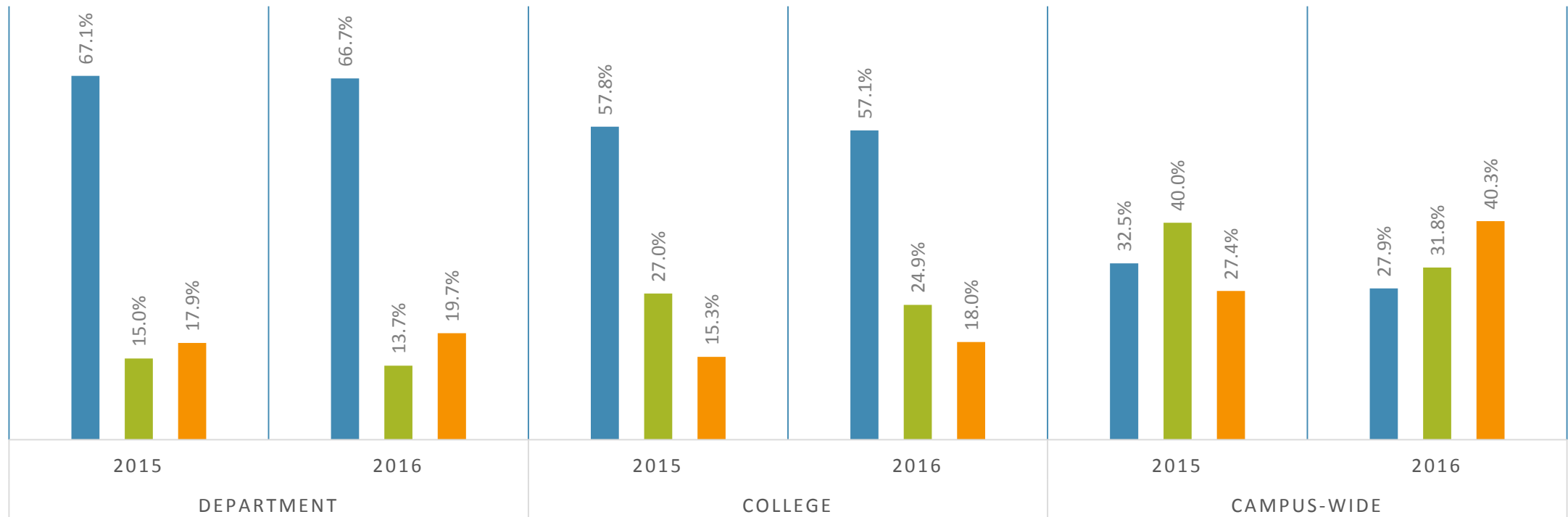
STAFF & ADMINISTRATORS



Policies and procedures are followed.

FACULTY

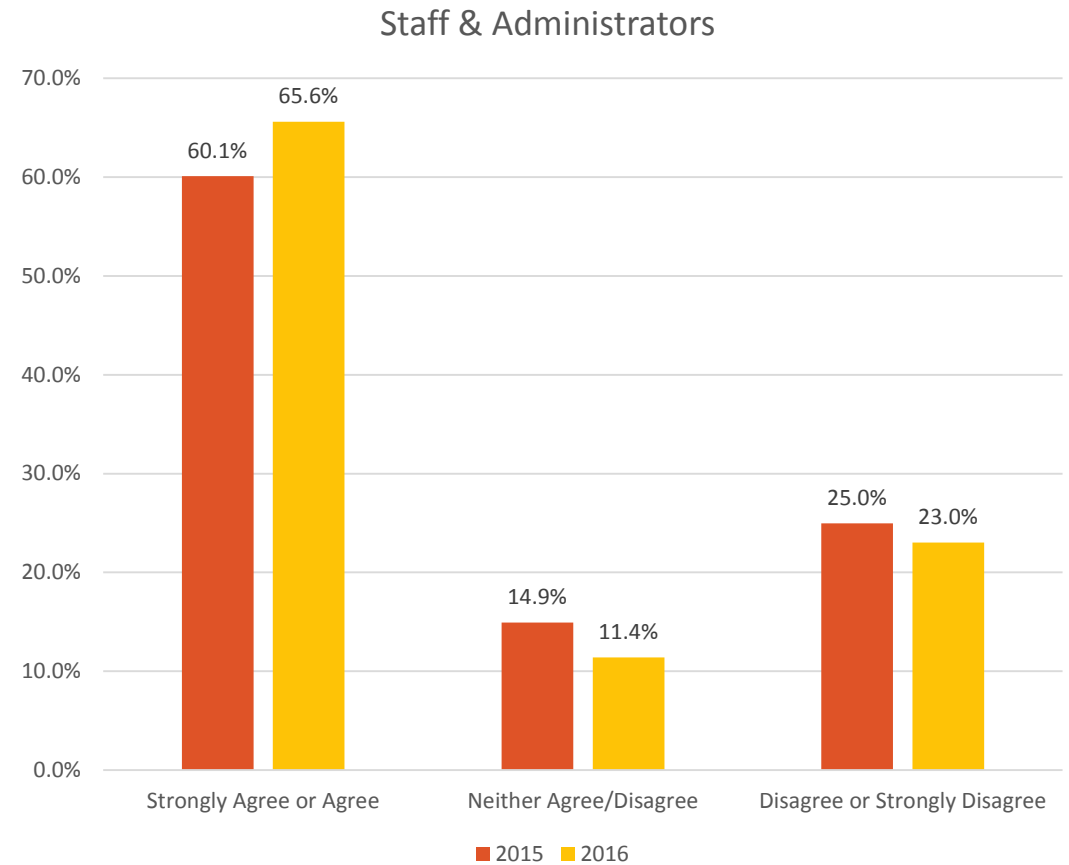
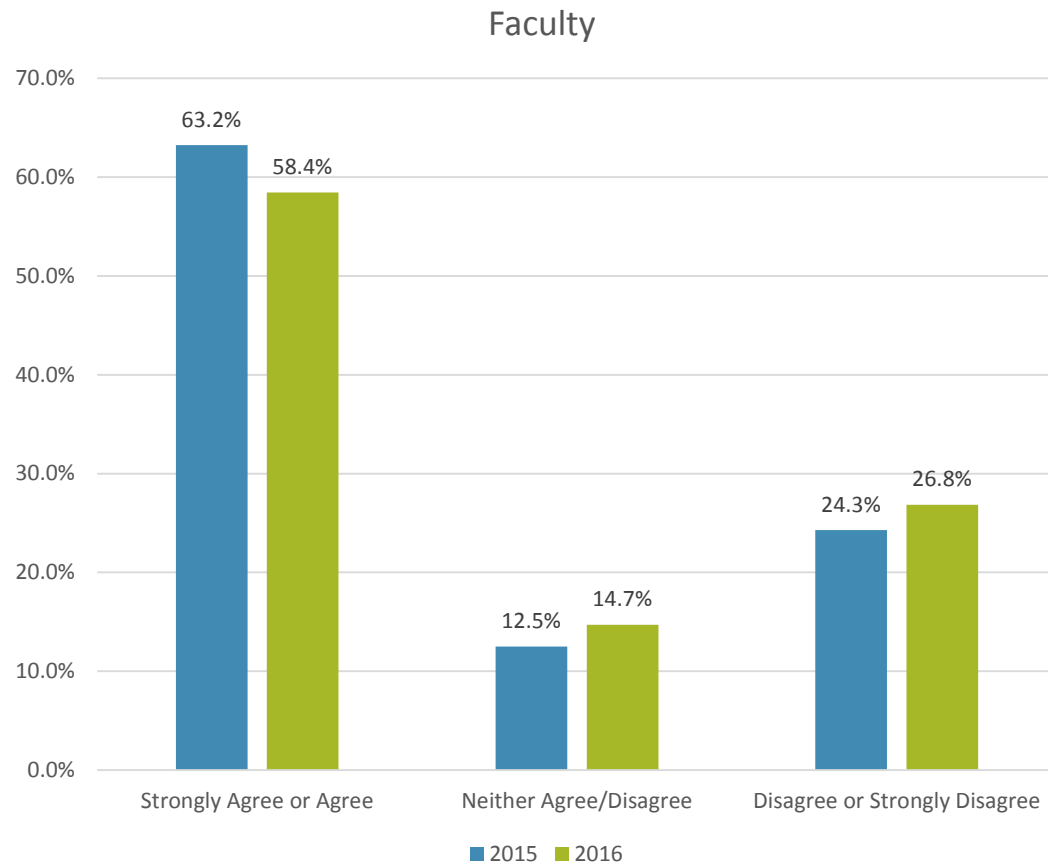
■ Strongly Agree or Agree ■ Neither Agree/Disagree ■ Disagree or Strongly Disagree



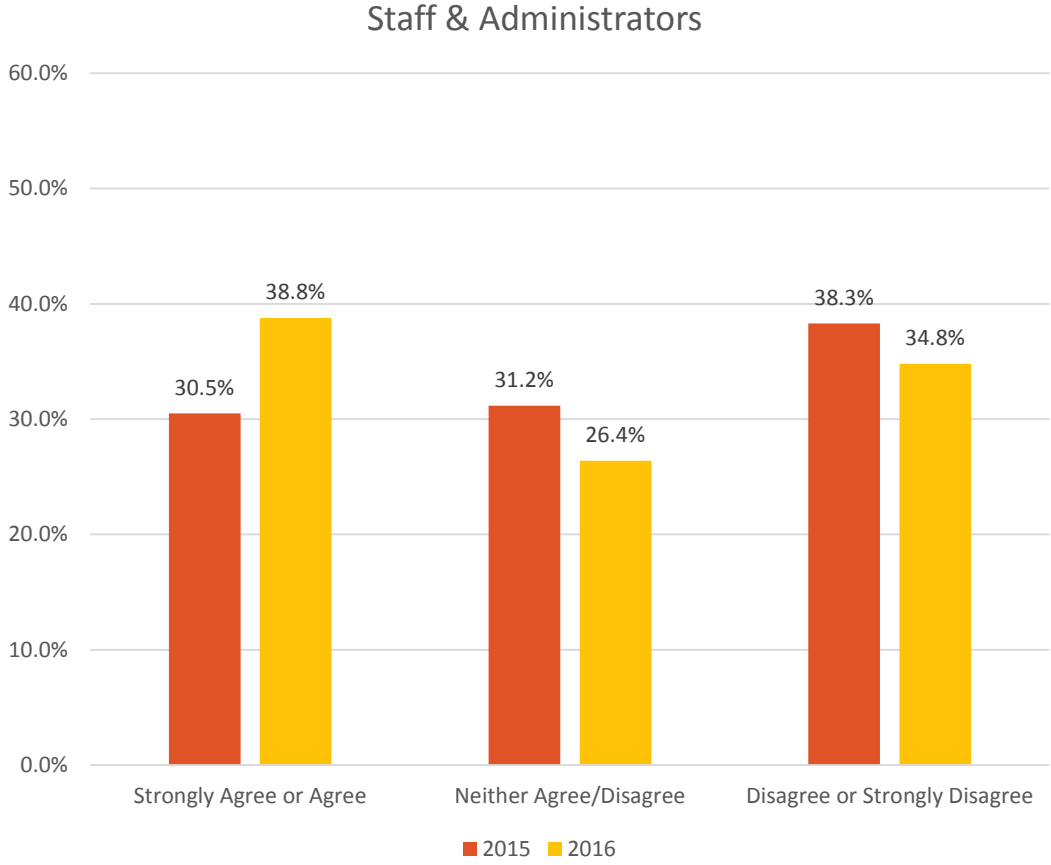
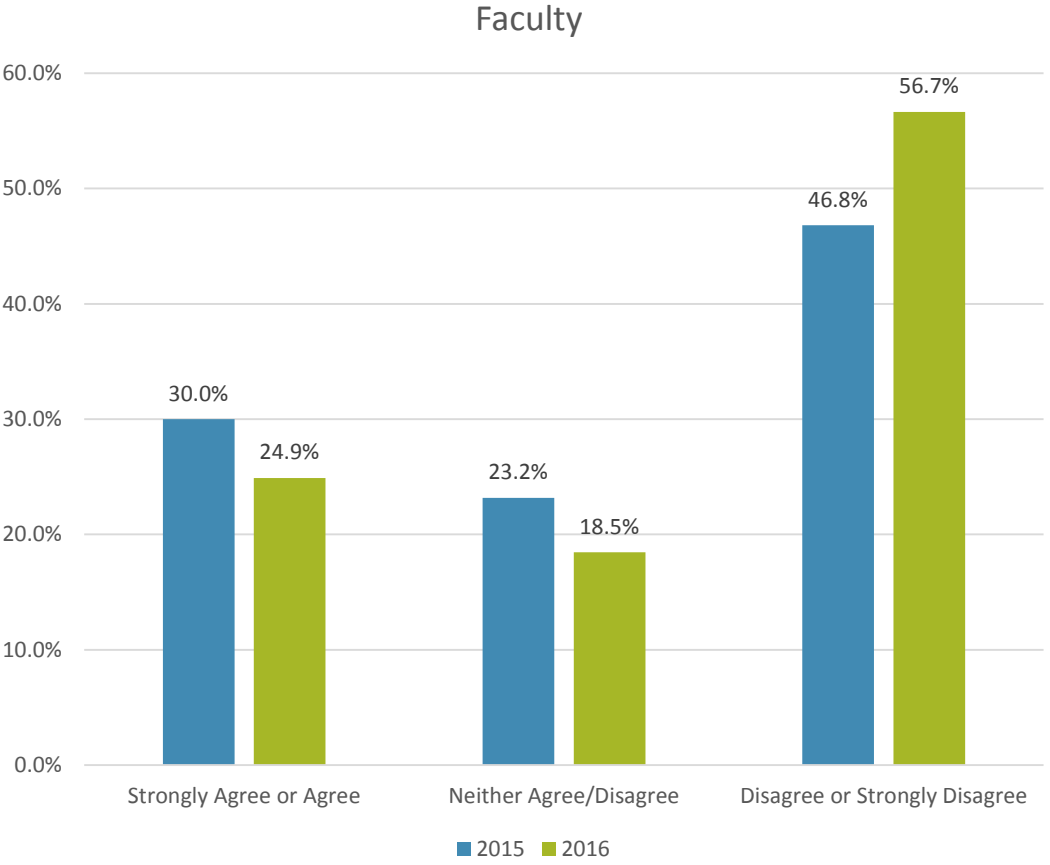
Section Three

Job Growth and Development, Diversity, Fair Treatment, Resources

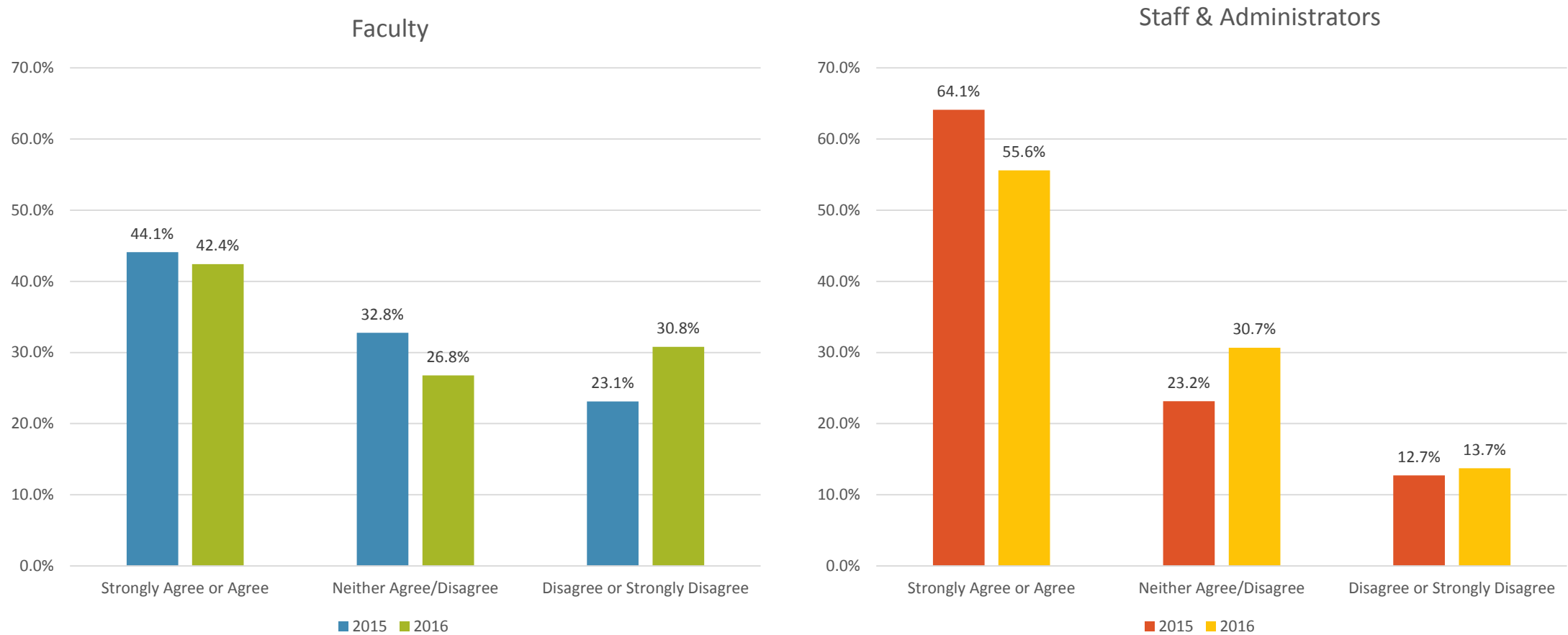
I have been given growth and learning opportunities during the last year.



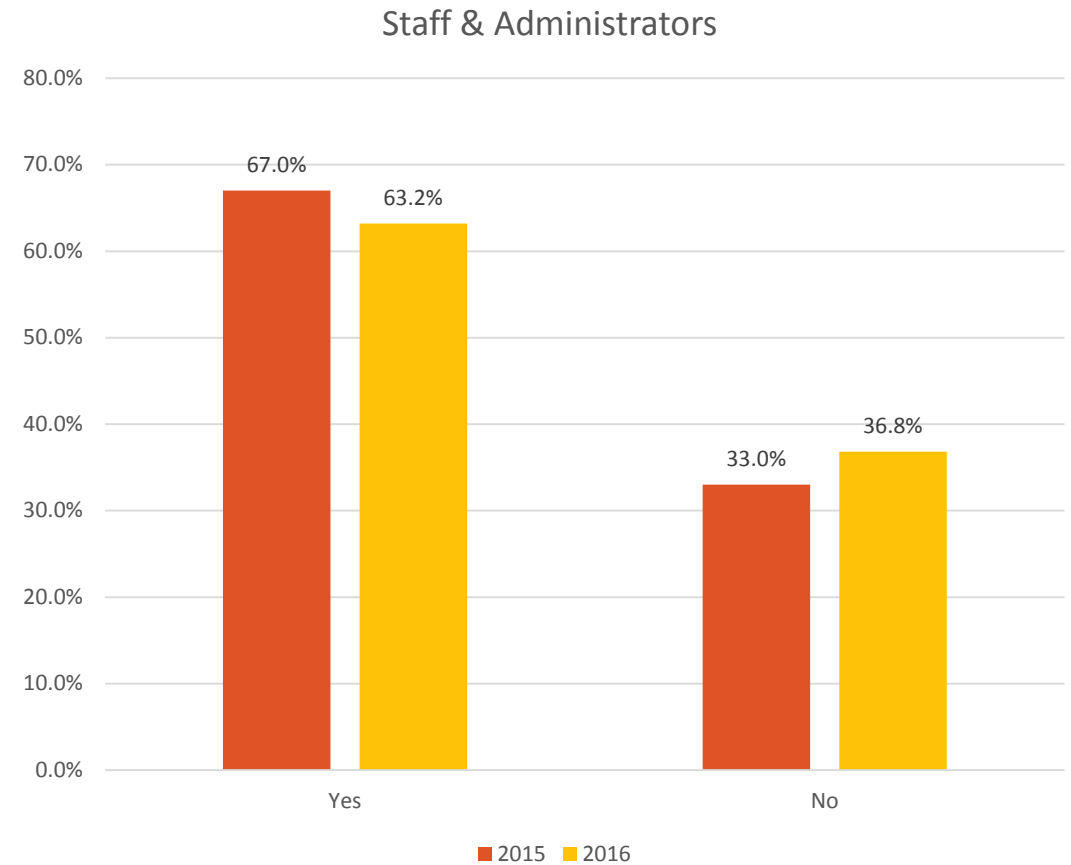
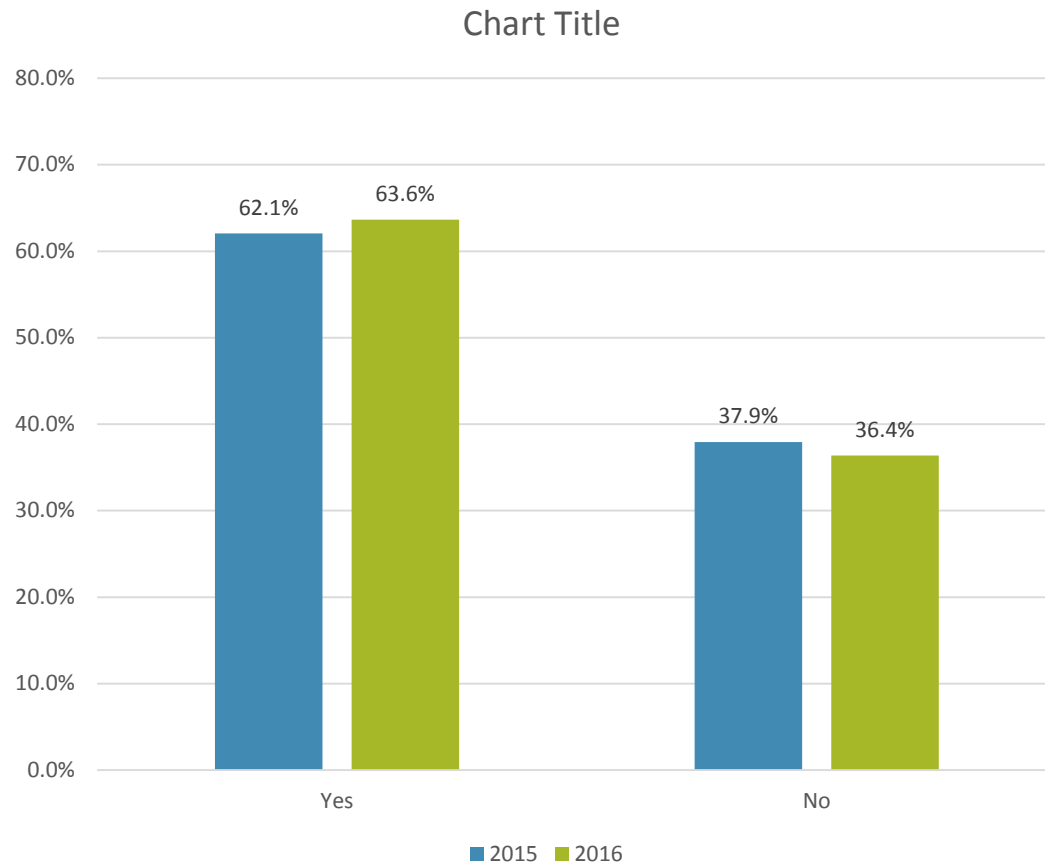
The faculty and staff, as a whole, have timely access to information necessary for faculty and staff to give input into decision-making.



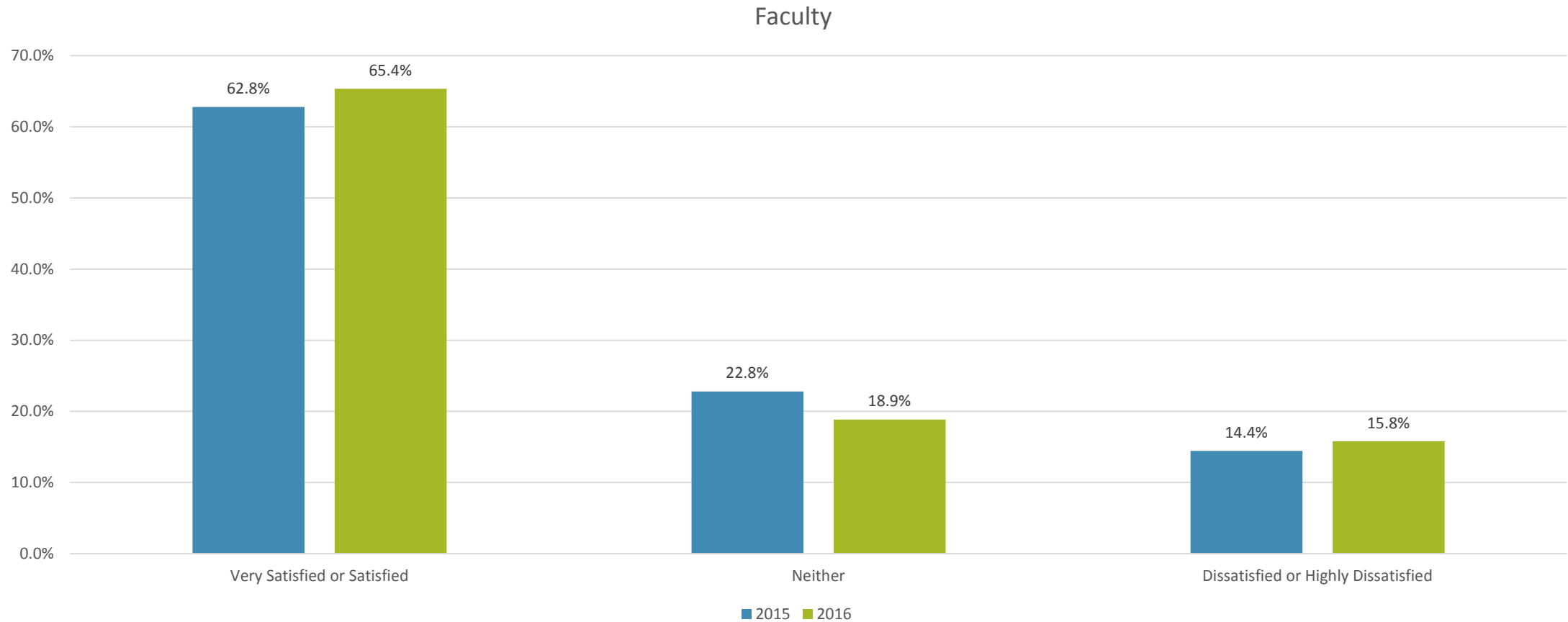
I feel CSU, Chico is succeeding at prioritizing diversity issues.



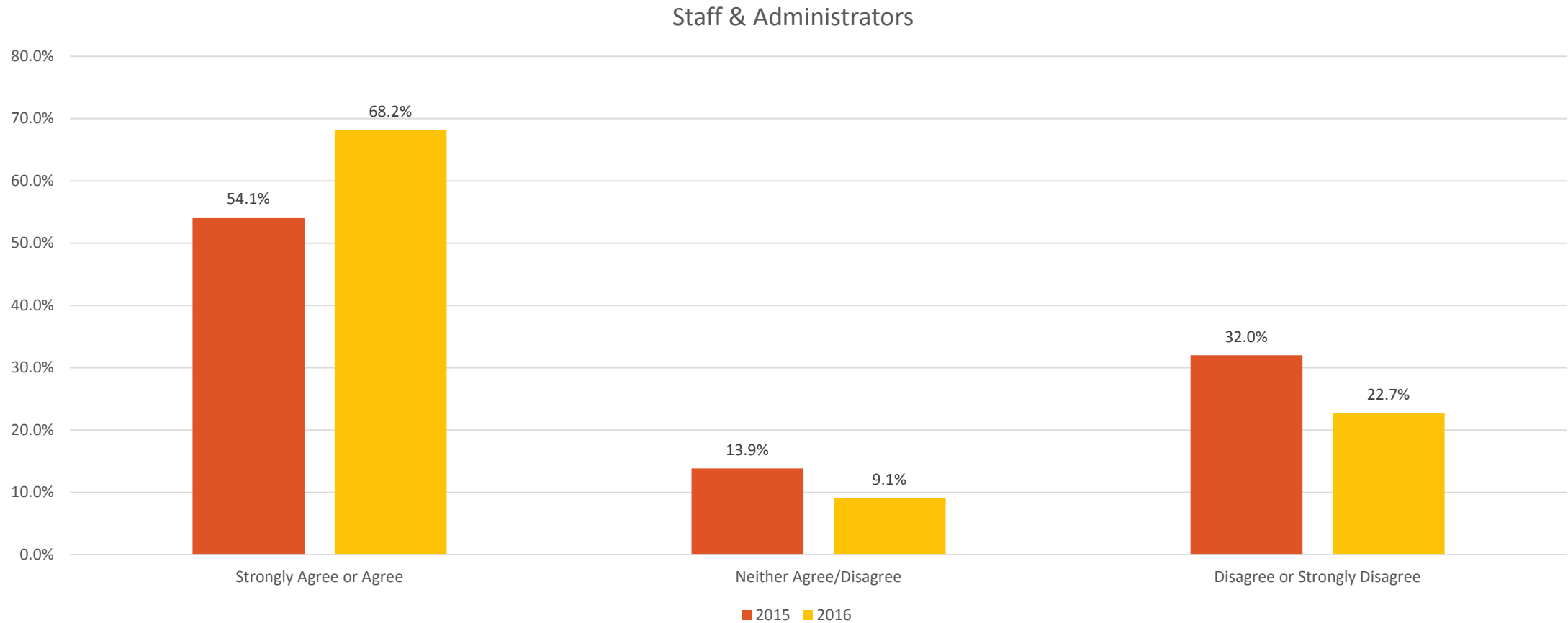
During my employment at Chico State, I have received fair and equal treatment.



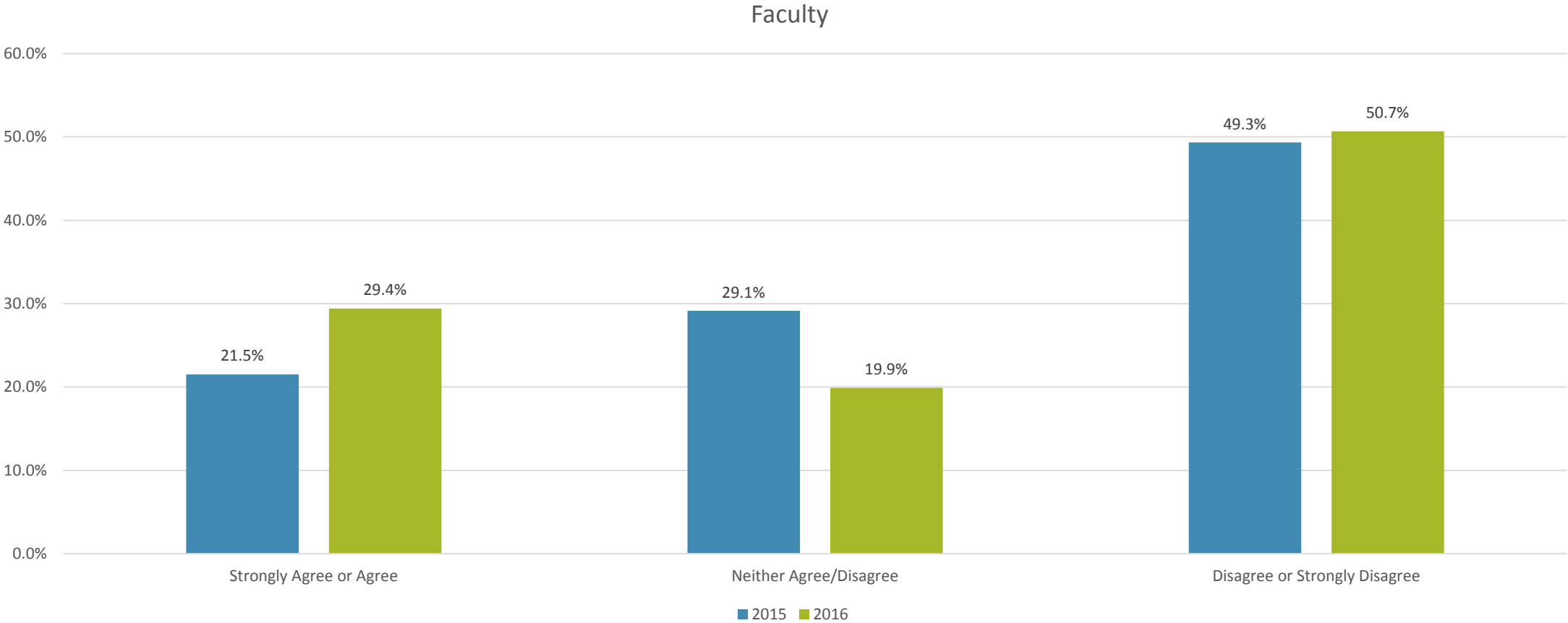
Faculty Only. How satisfied are you with support for teaching, CELT, TLP?



Staff & Administrators Only. How satisfied are you with the physical maintenance of facilities?



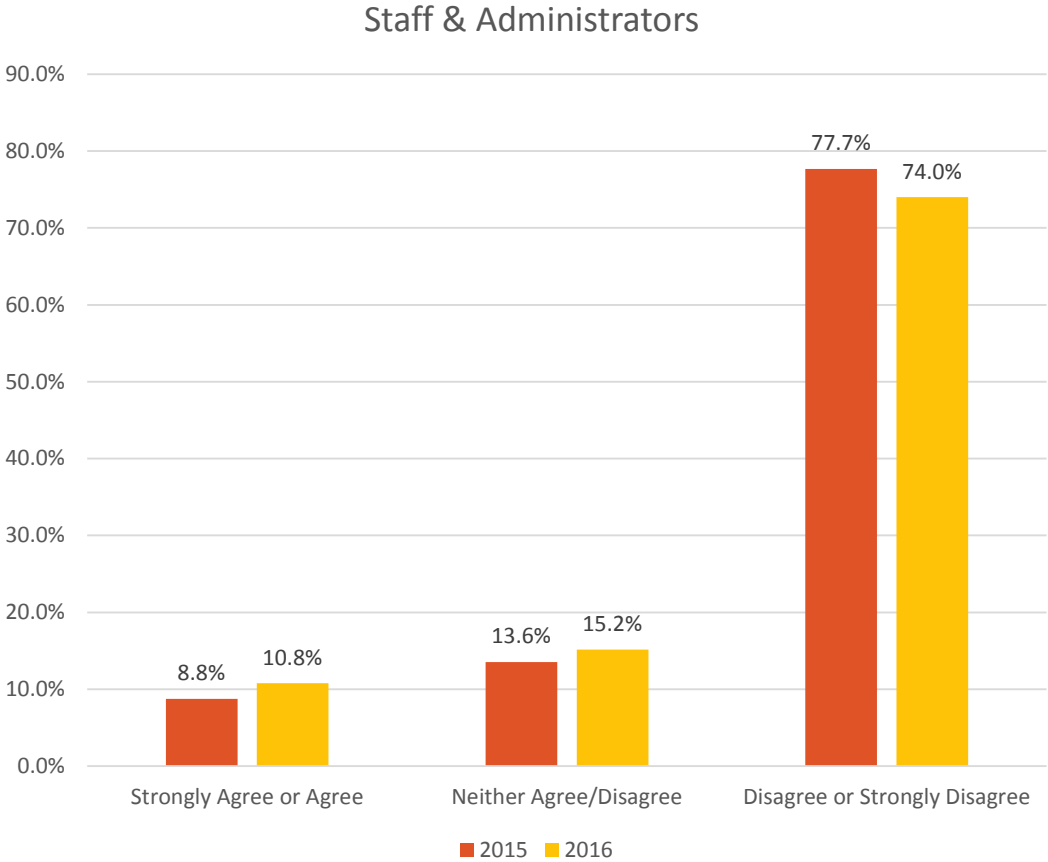
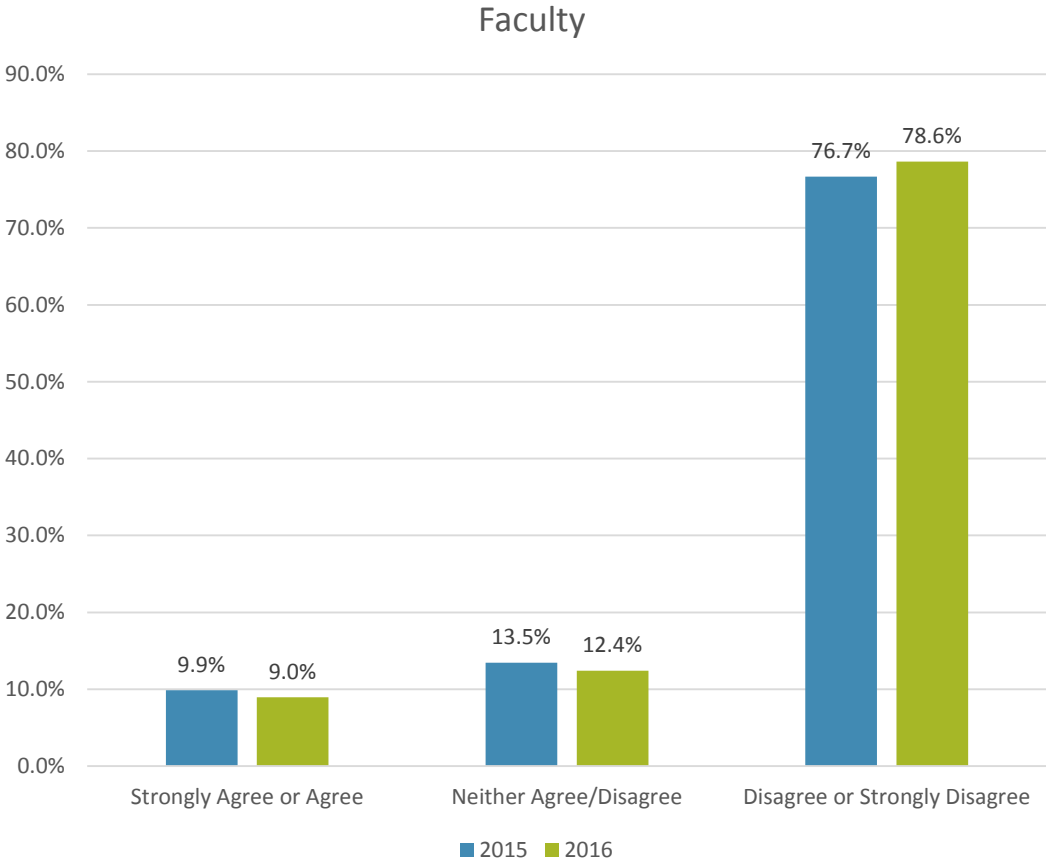
Faculty Only. How satisfied are you with support for the teacher/scholar model?



Section Four

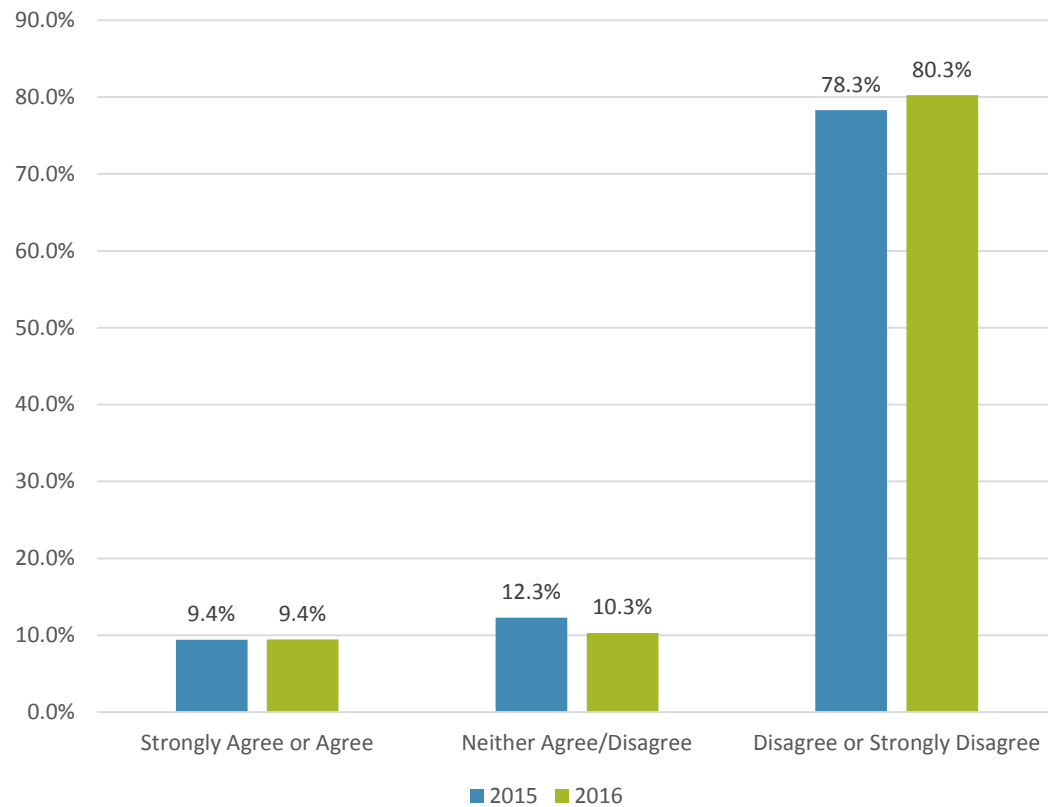
Salary and Benefits

There are fair and equitable opportunities for salary increases.

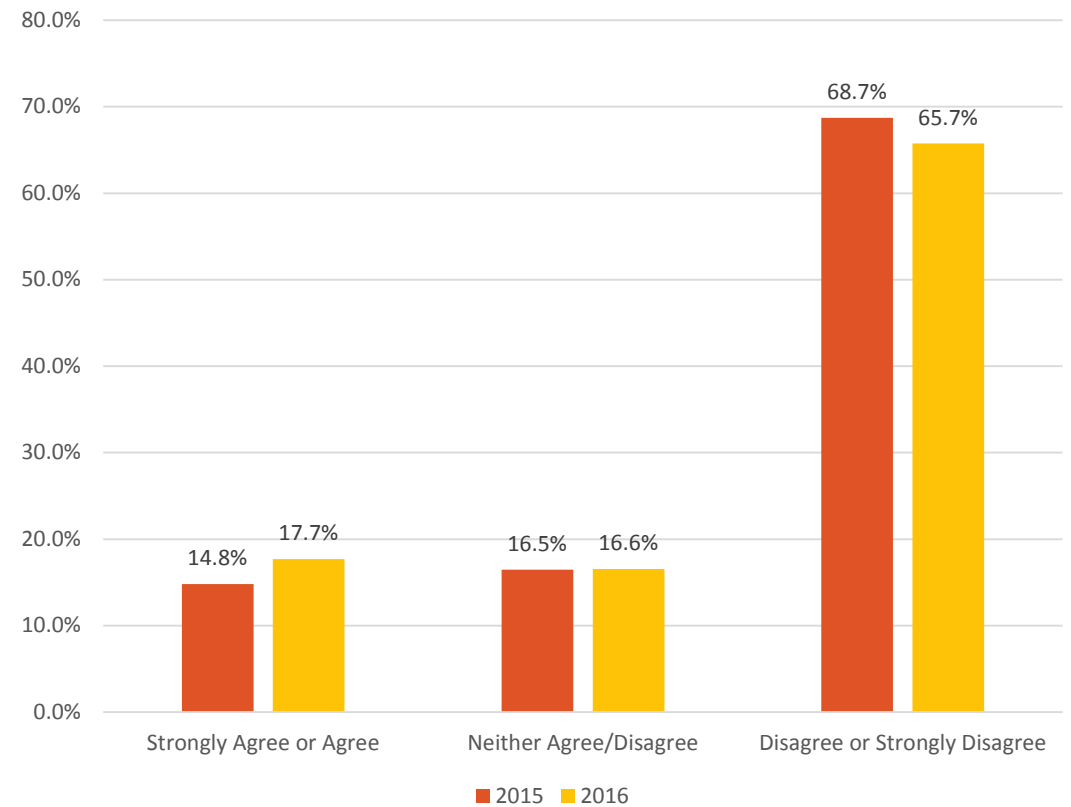


CSU, Chico offers a competitive salary compared to other employment opportunities.

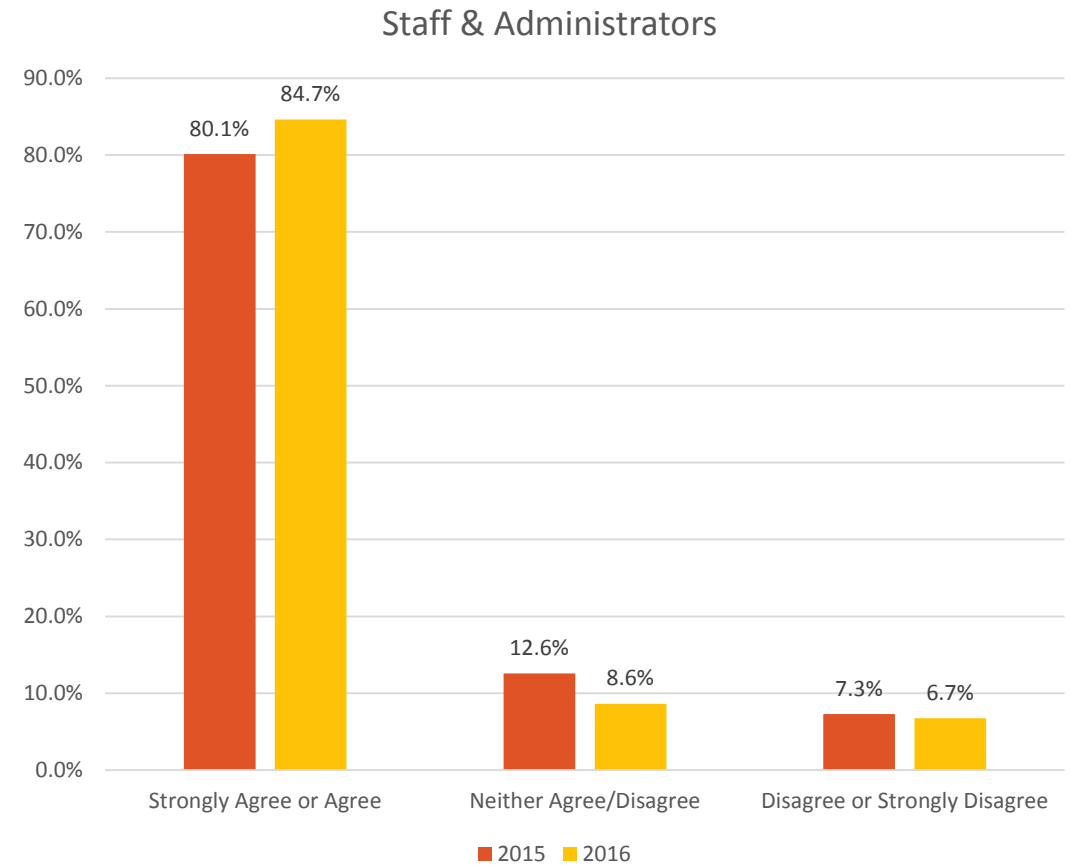
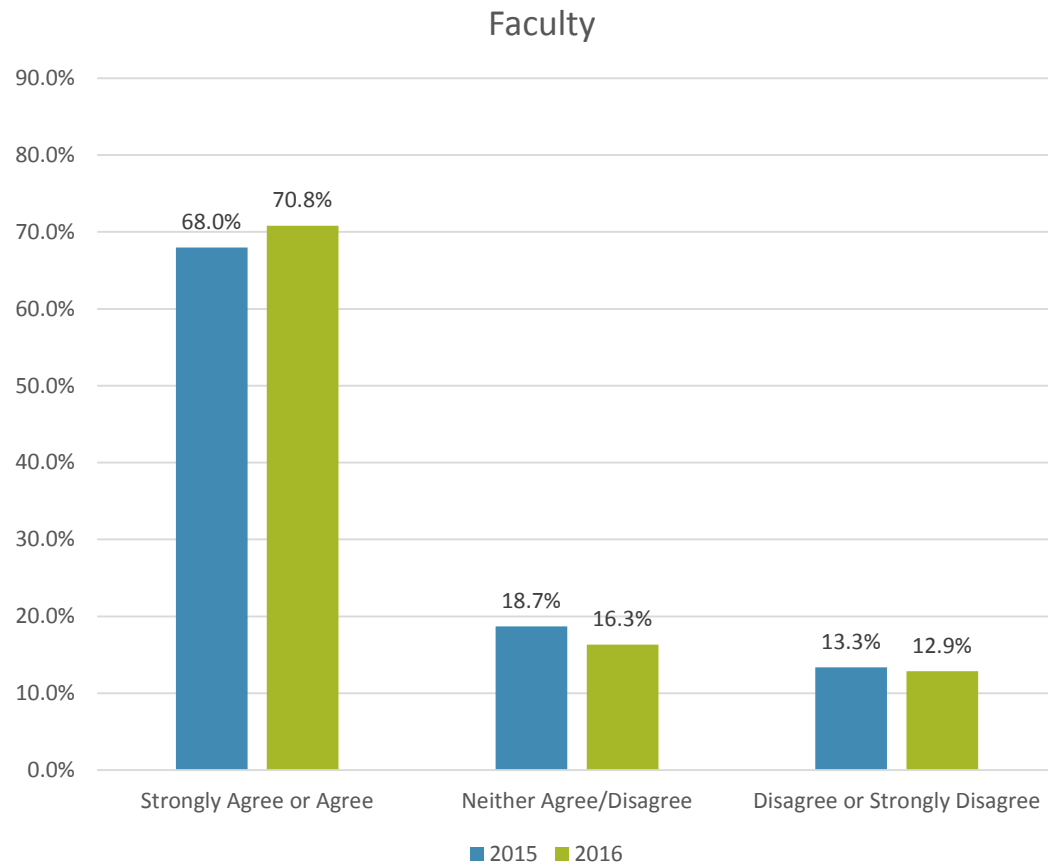
Faculty



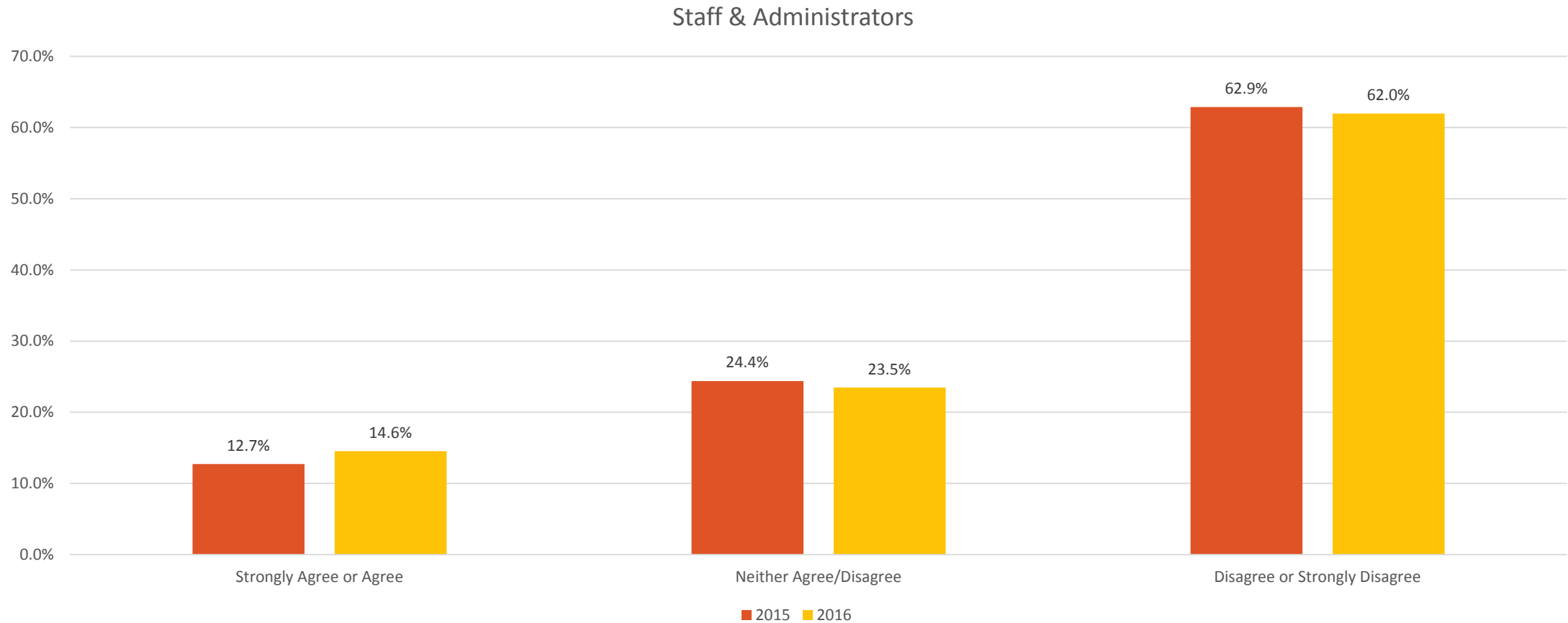
Staff & Administrators



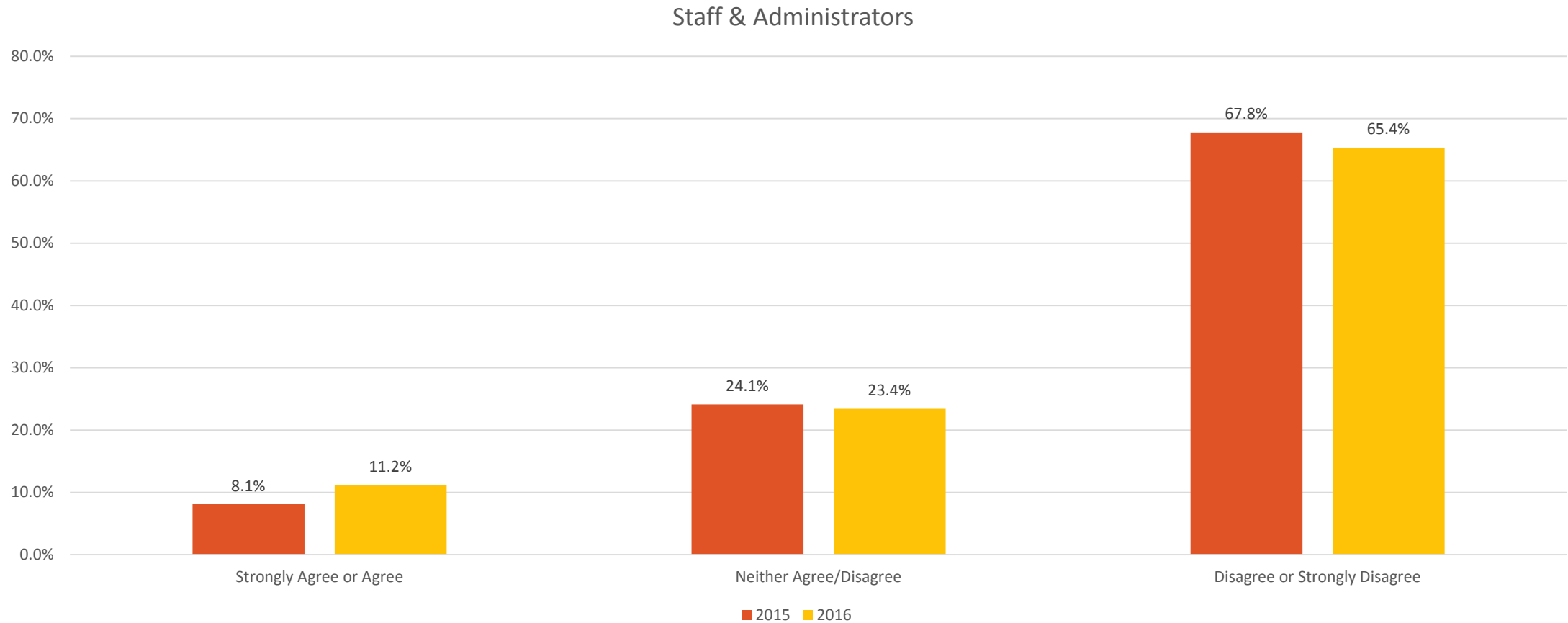
CSU, Chico offers a competitive benefits package compared to other employment opportunities.



Staff & Administrators Only. Staff promotions/advancements to new positions on campus provide for appropriate salary increases.



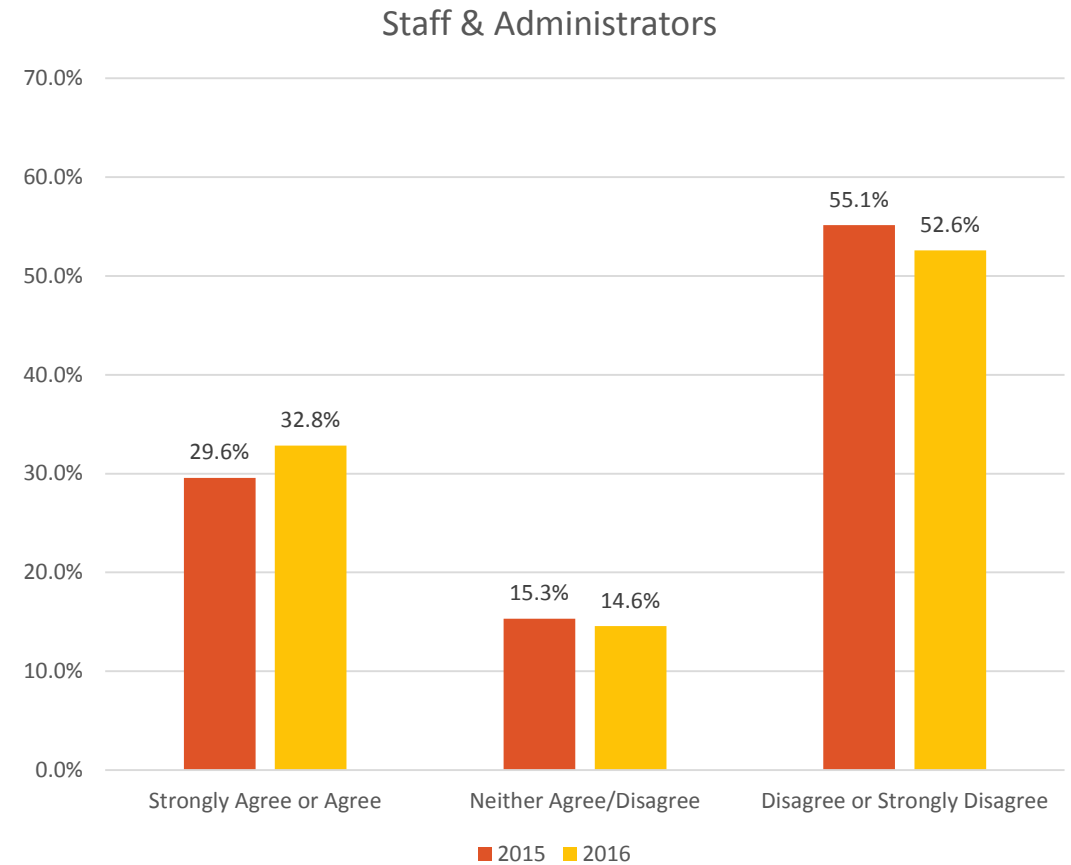
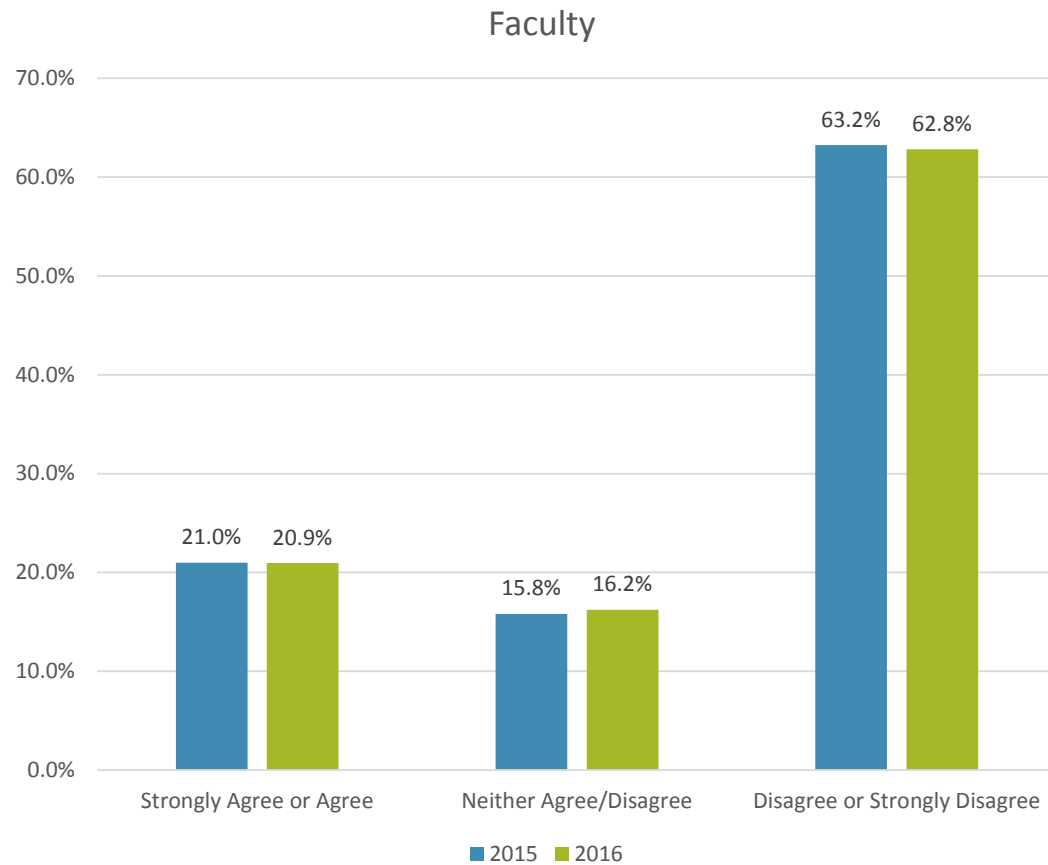
Staff & Administrators Only. The In-Range Progression (IRP) process and Reclassification process are implemented equitably and fairly.



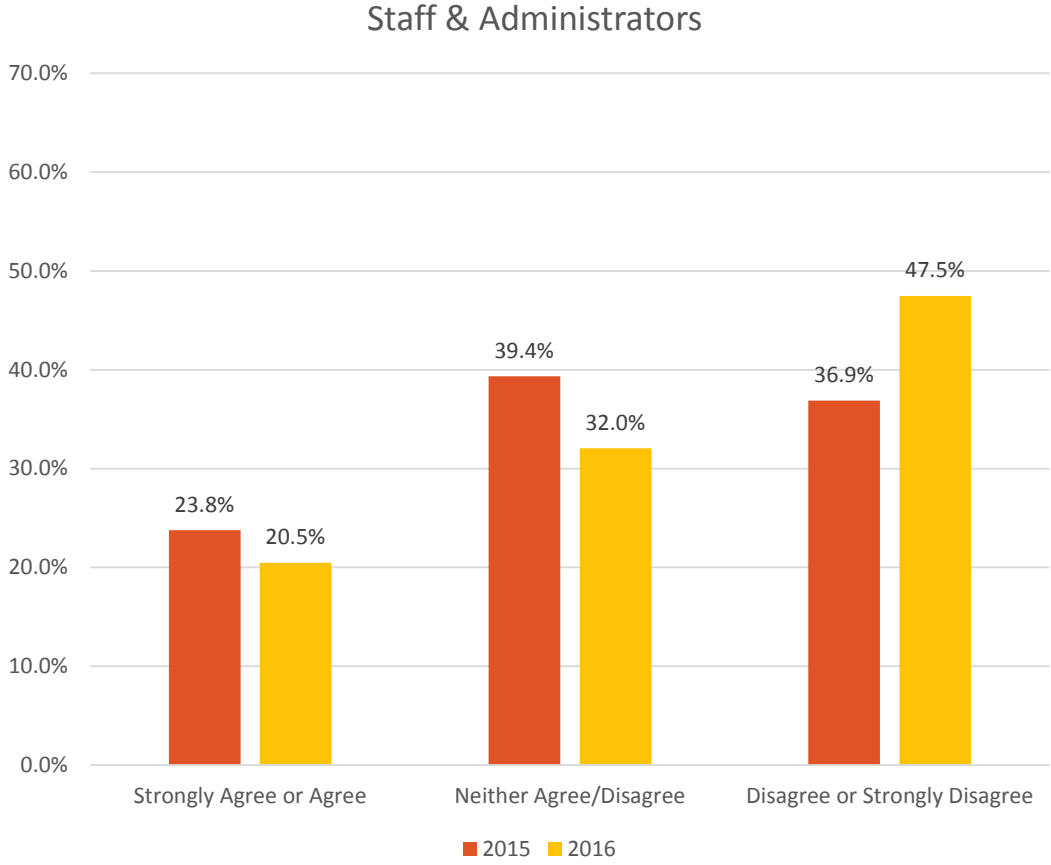
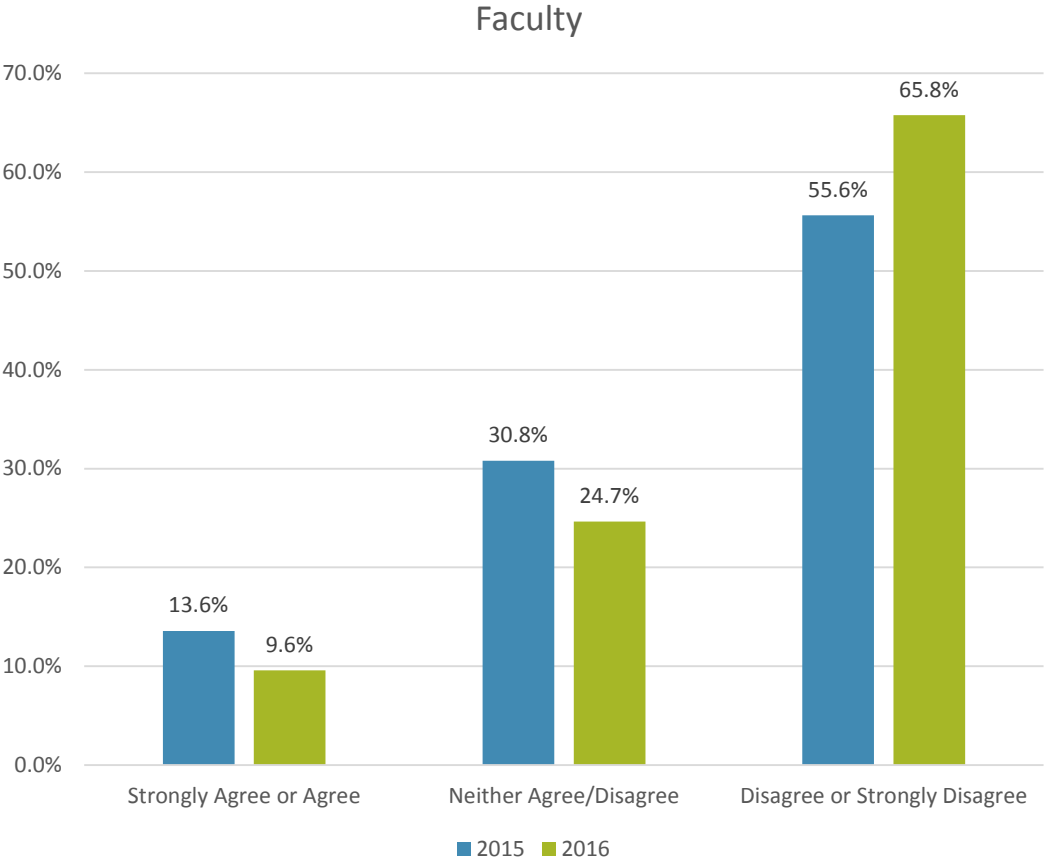
Section Five

Physical Plant/Facilities Use/Personnel Evaluation

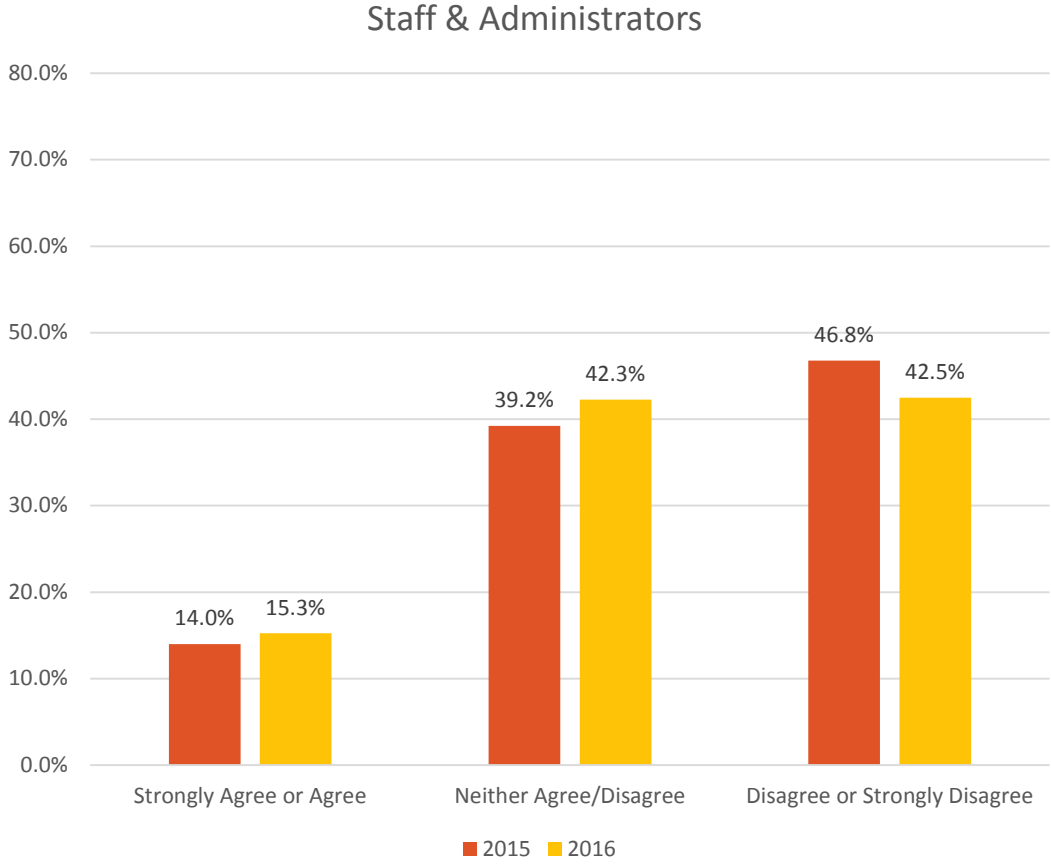
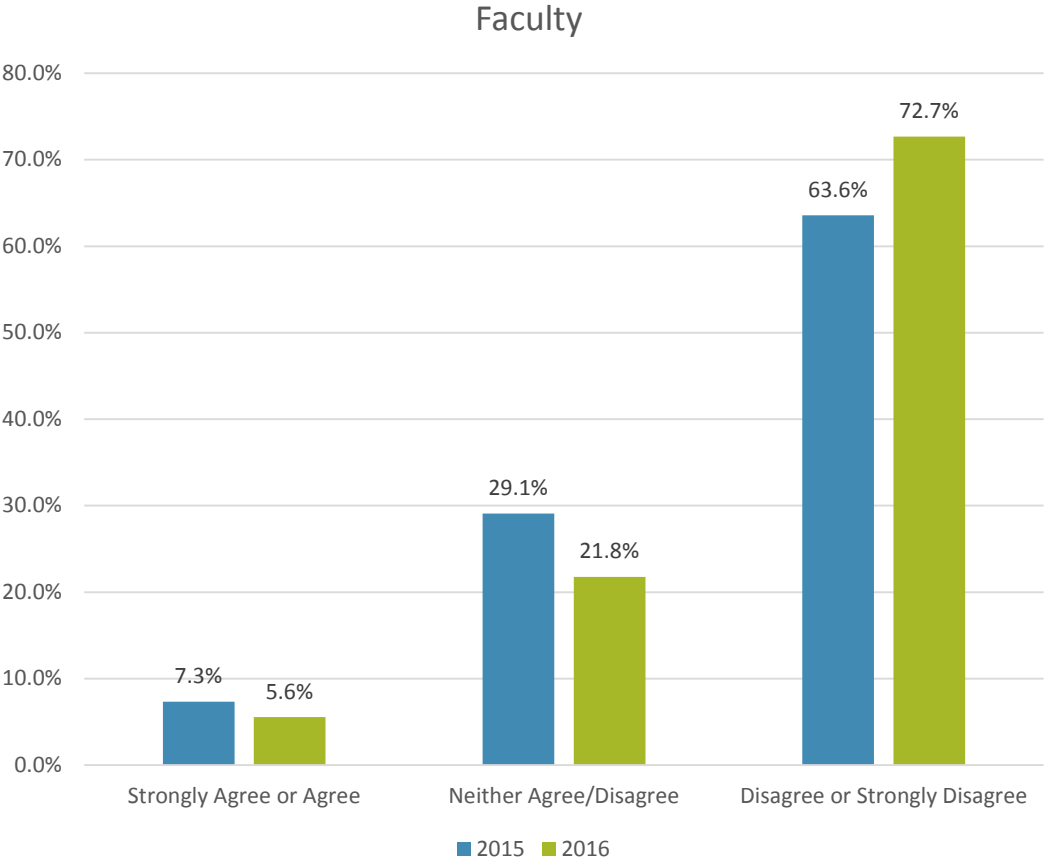
I am satisfied with the availability of campus parking.



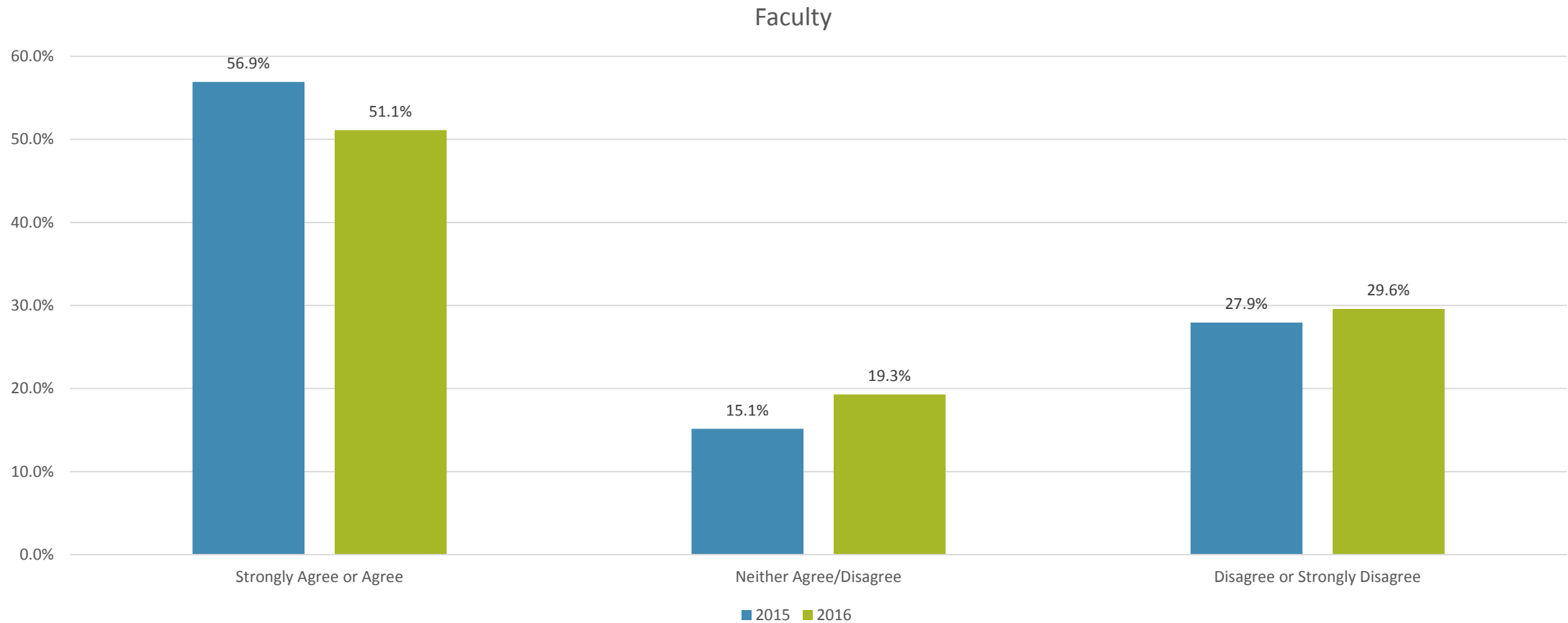
Space allocation and use is fair and consistent across campus.



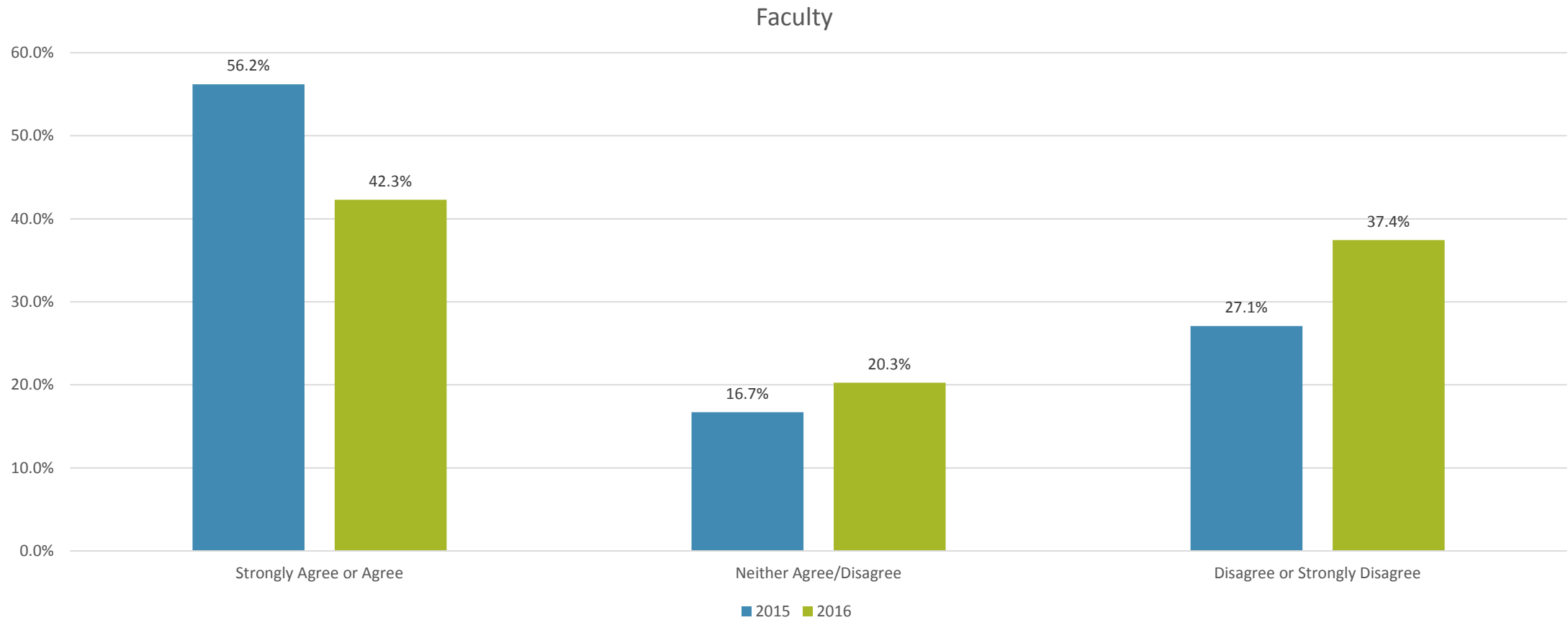
The implementation of campus facility-use charges balances campus resource requirements with community needs.



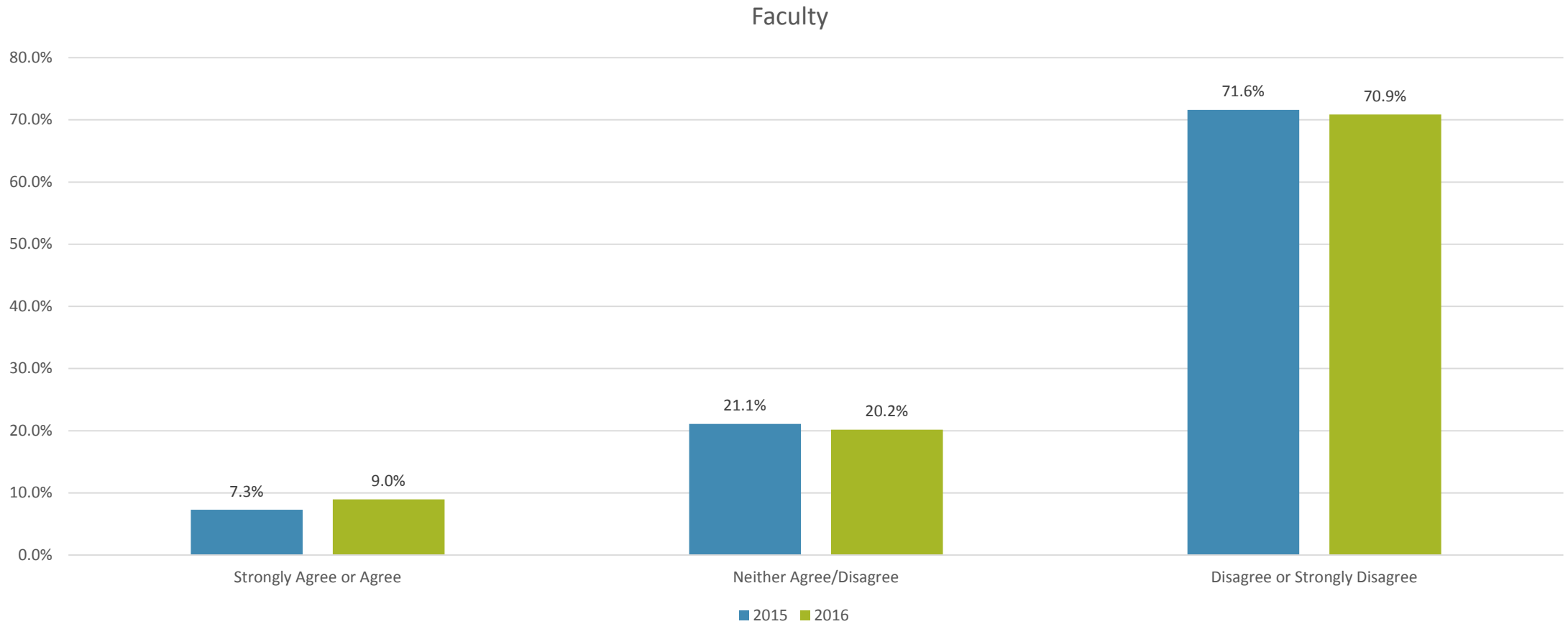
Faculty Only. The criteria for tenure and promotion are clearly communicated.



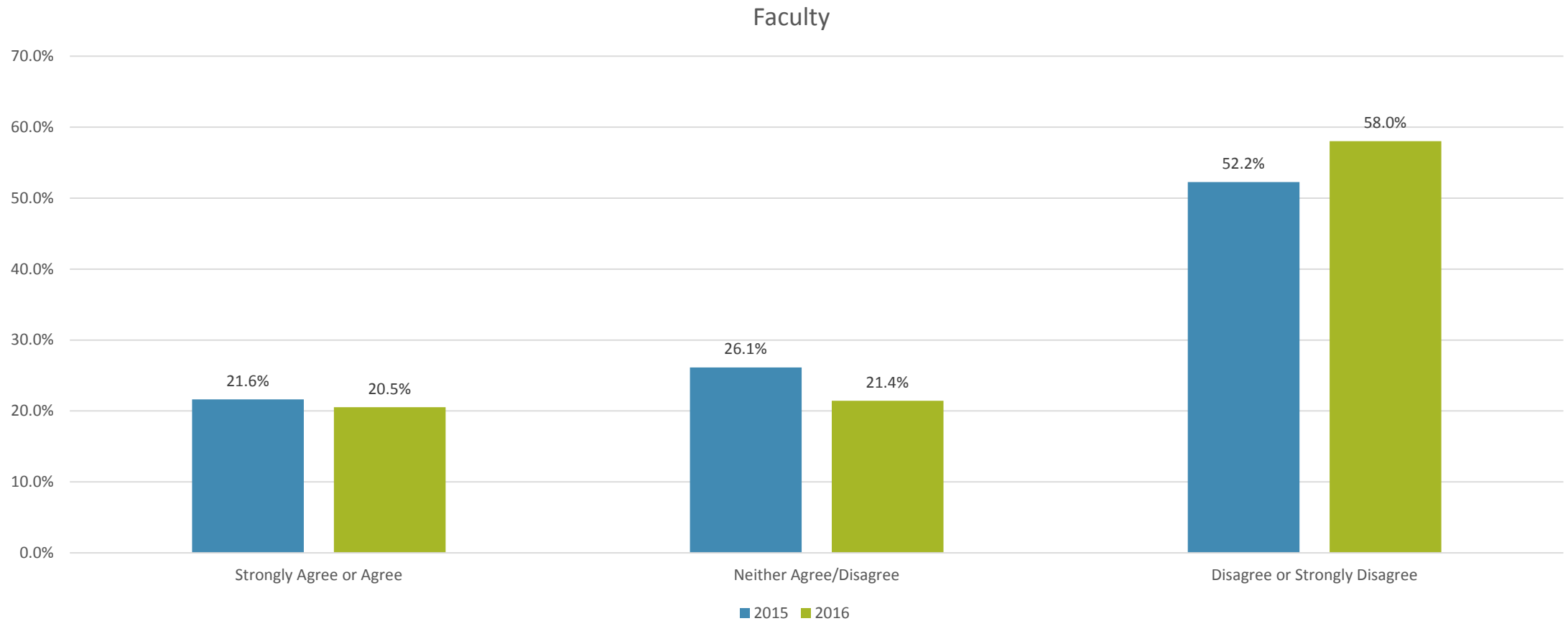
Faculty Only. Research and creative activity is encouraged at CSU, Chico.



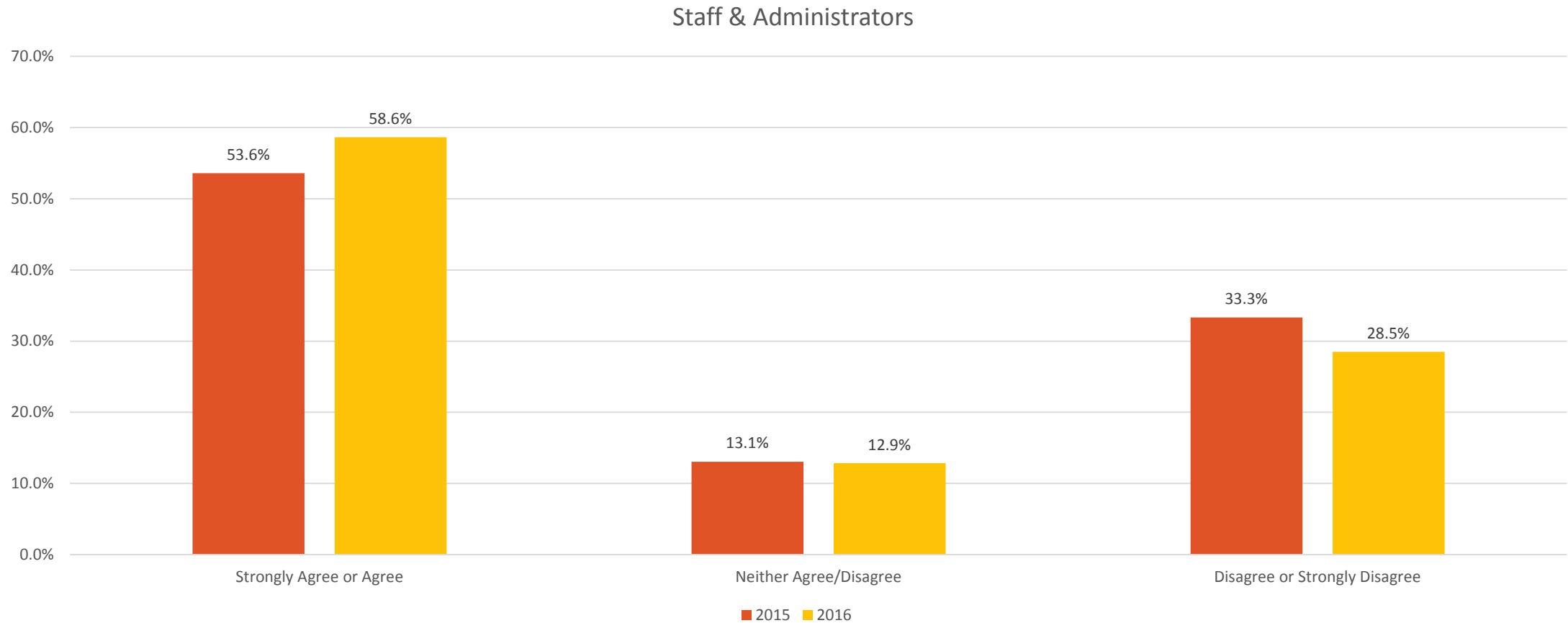
Faculty Only. There is sufficient funding to conduct research.



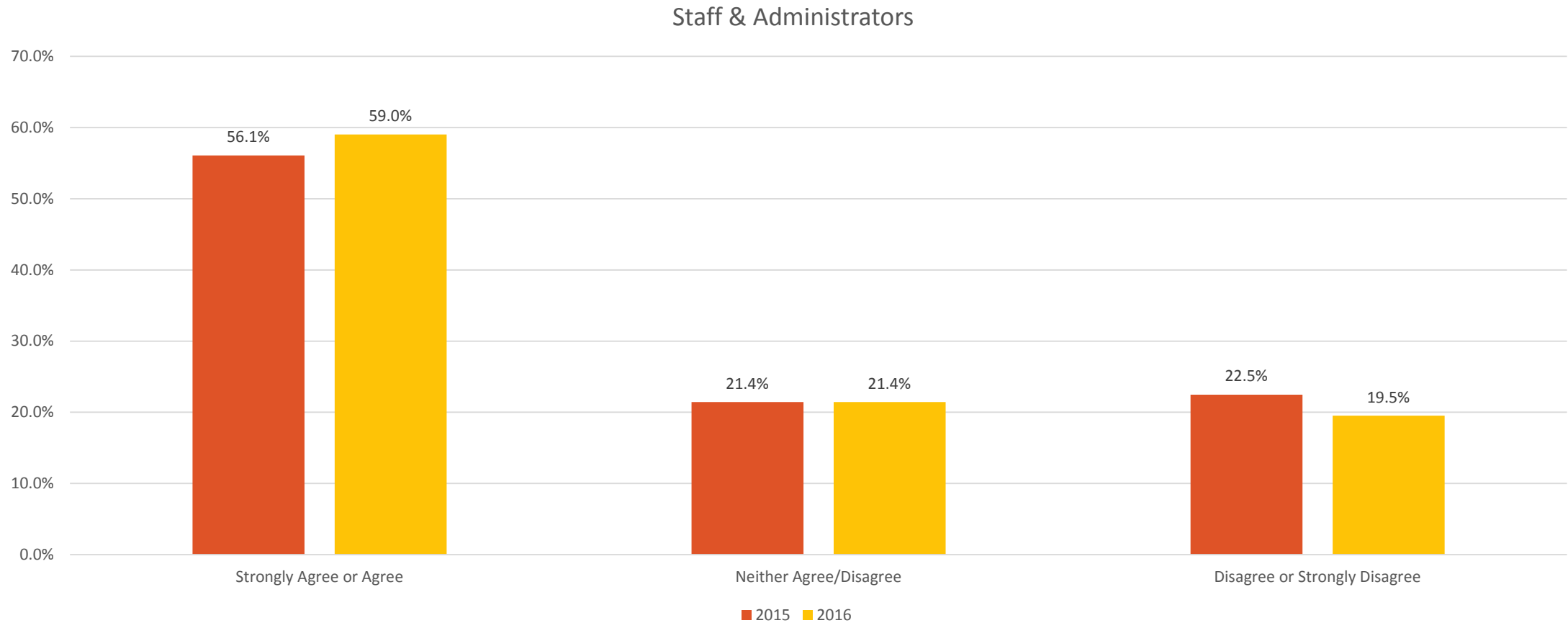
Faculty Only. There are sufficient opportunities for research and creative activity.



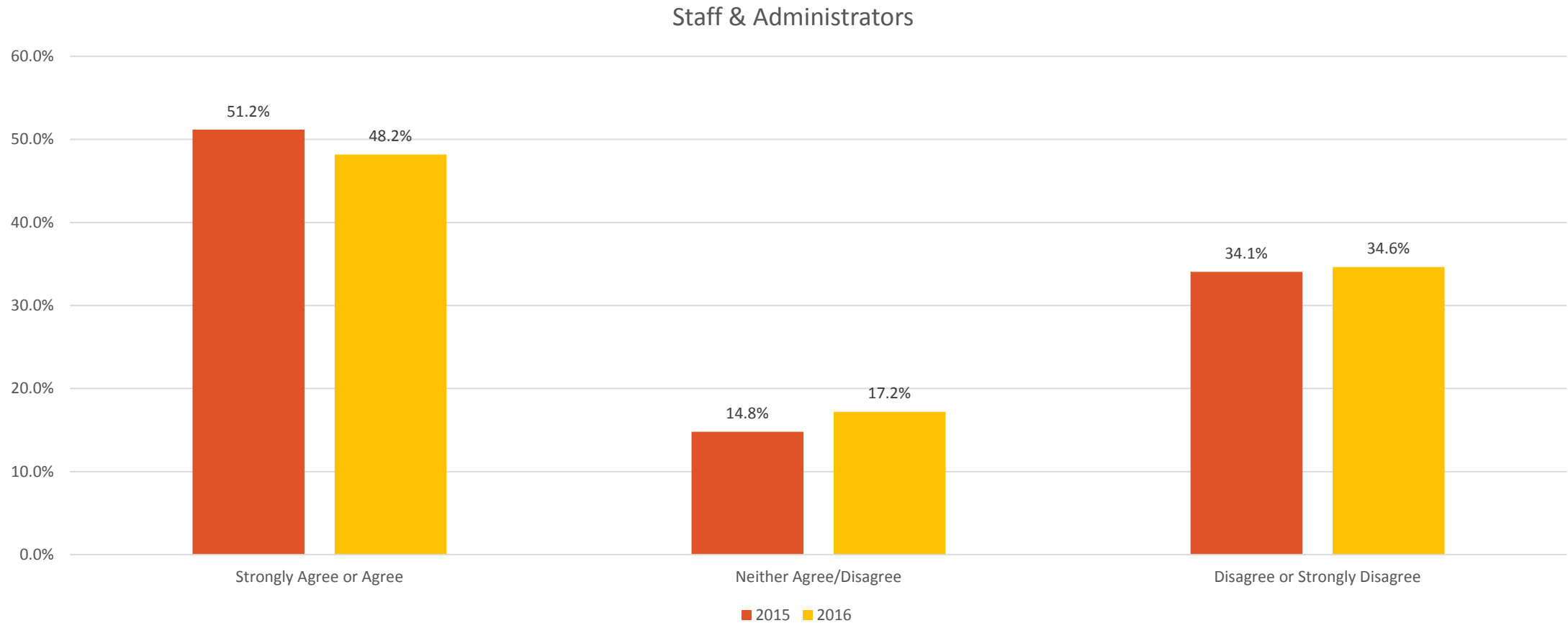
Staff & Administrators Only. My performance reviews are conducted on a regular basis.



Staff & Administrators Only. Performance evaluations/reviews are fair and equitable.



Staff & Administrators Only. My position is properly classified and reflects my duties accurately.

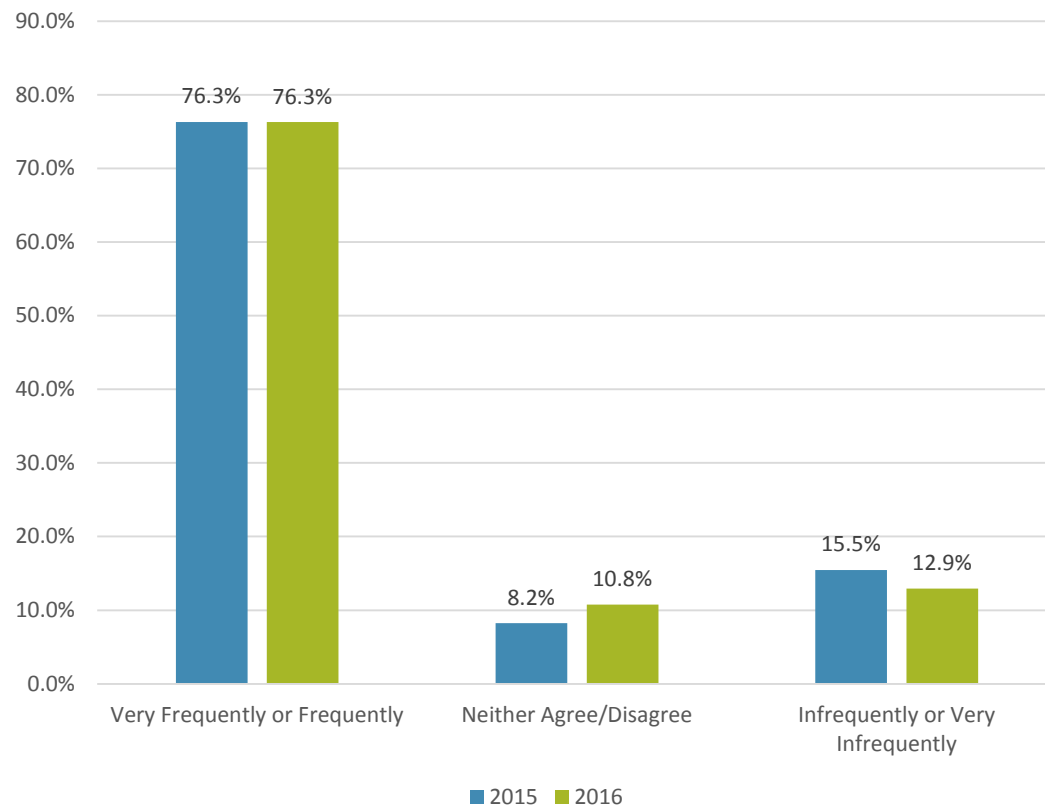


Section Six

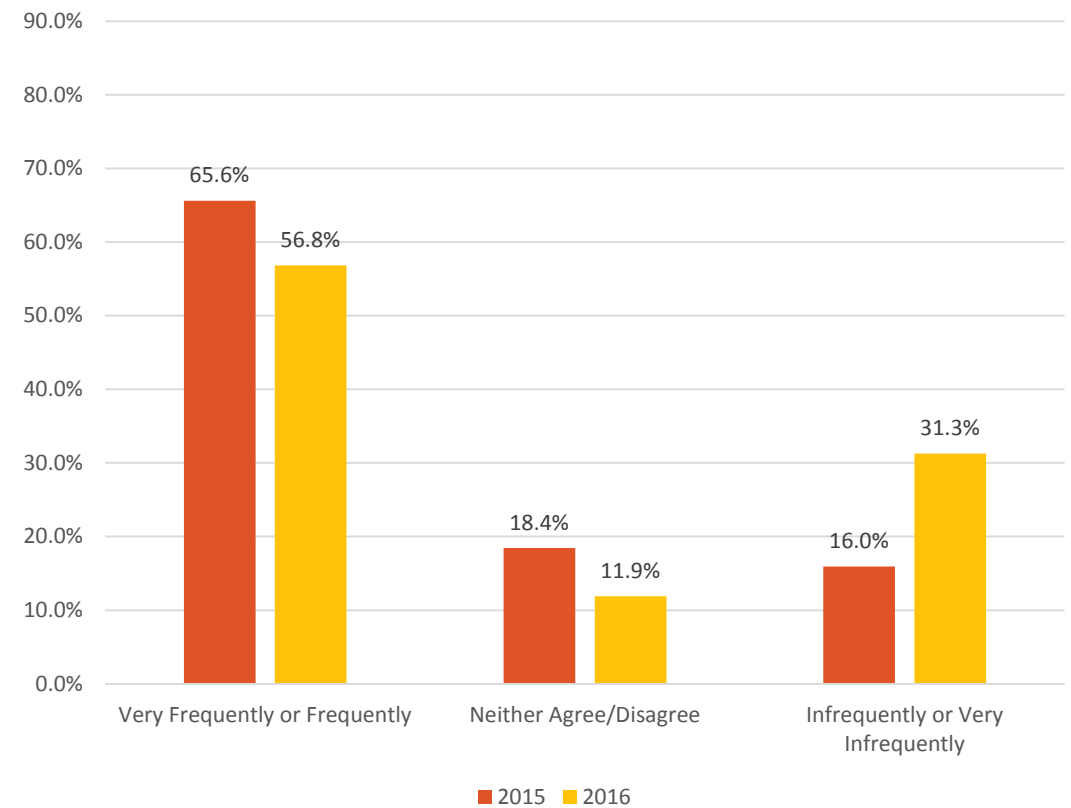
Employee Stress

How often does your work cause you stress?

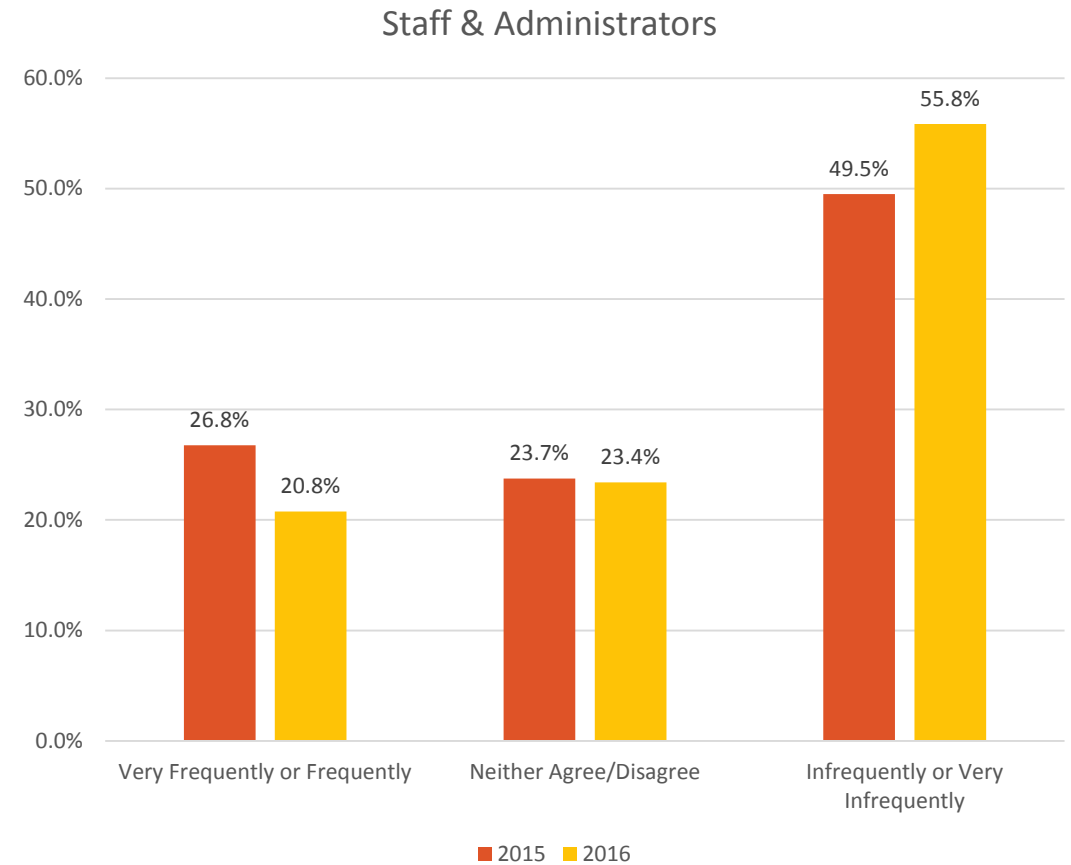
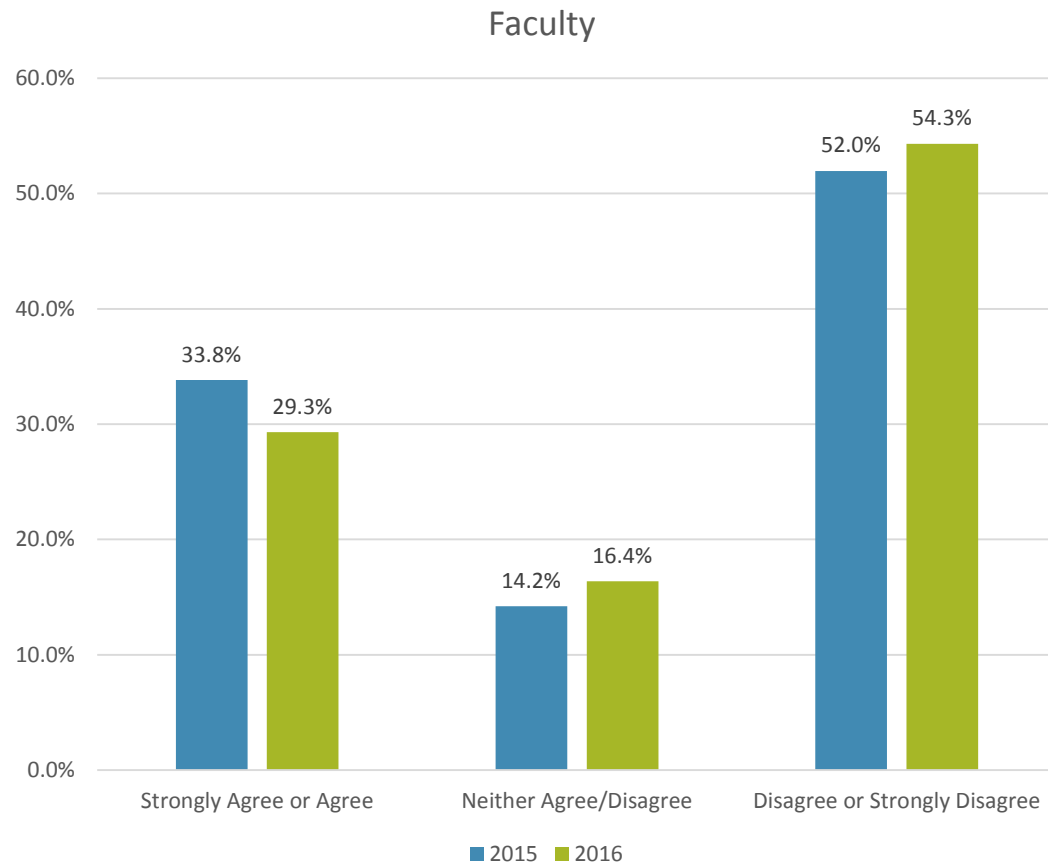
Faculty



Staff & Administrators

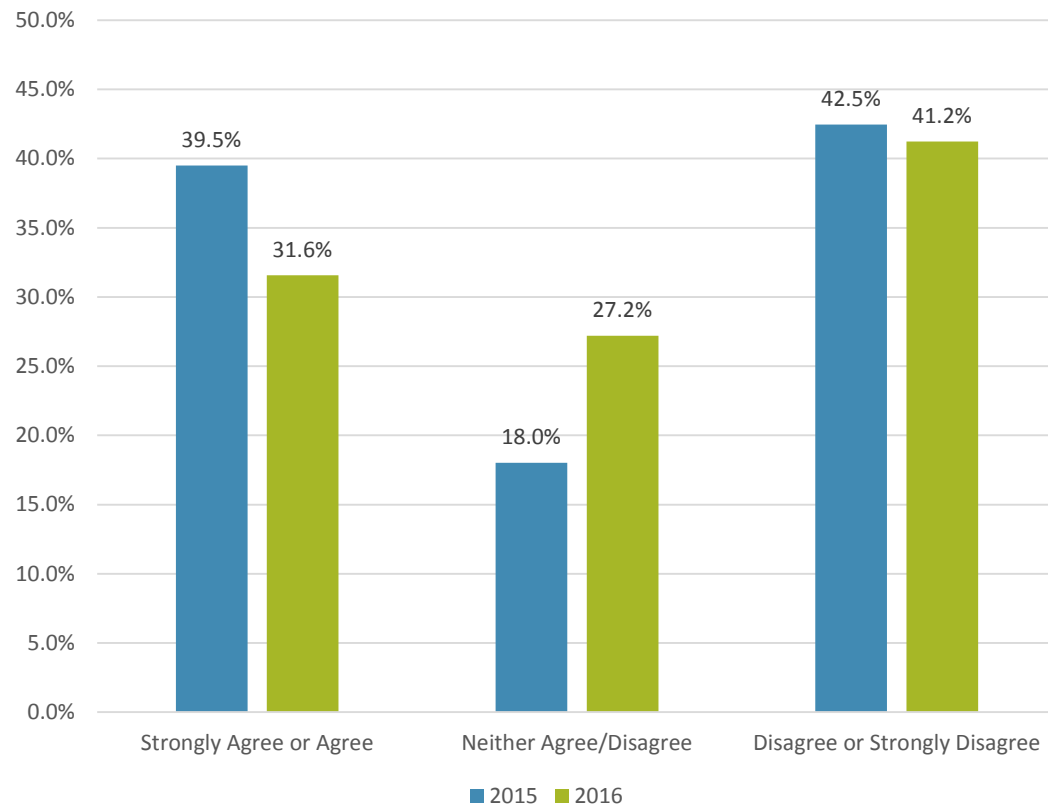


I feel excluded from an informal network in my department/unit. (note different response choices)

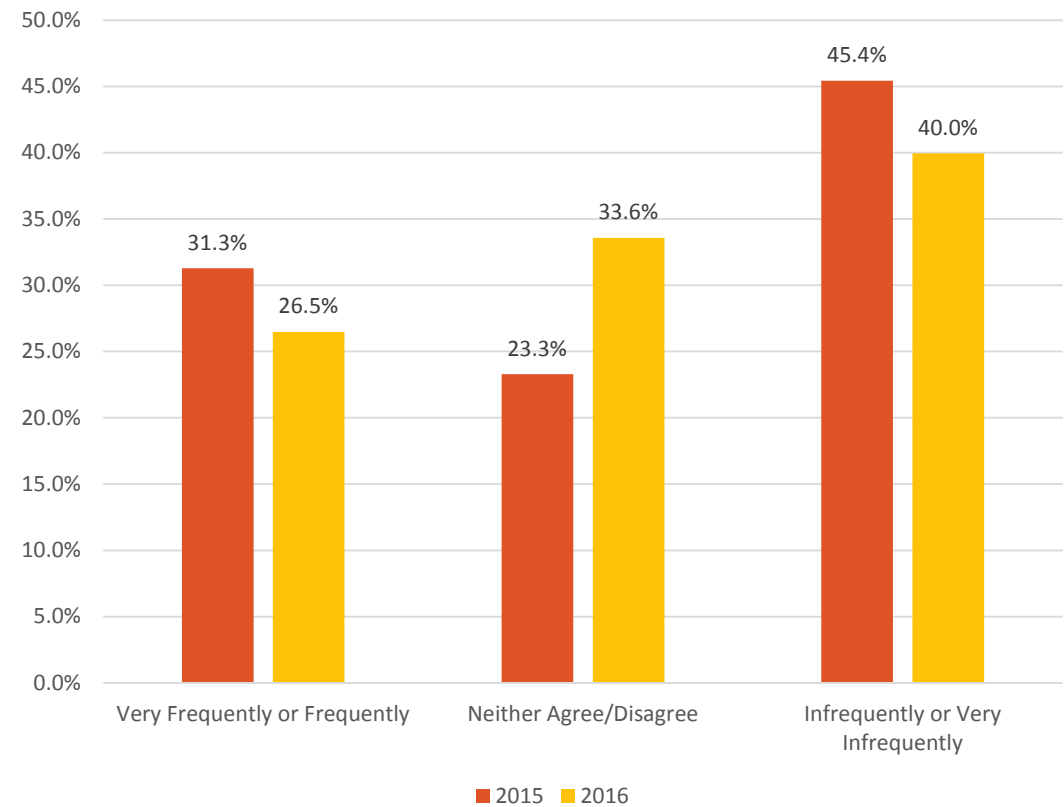


I have to work harder than some of my colleagues to be taken seriously. (note different response choices)

Faculty



Staff & Administrators

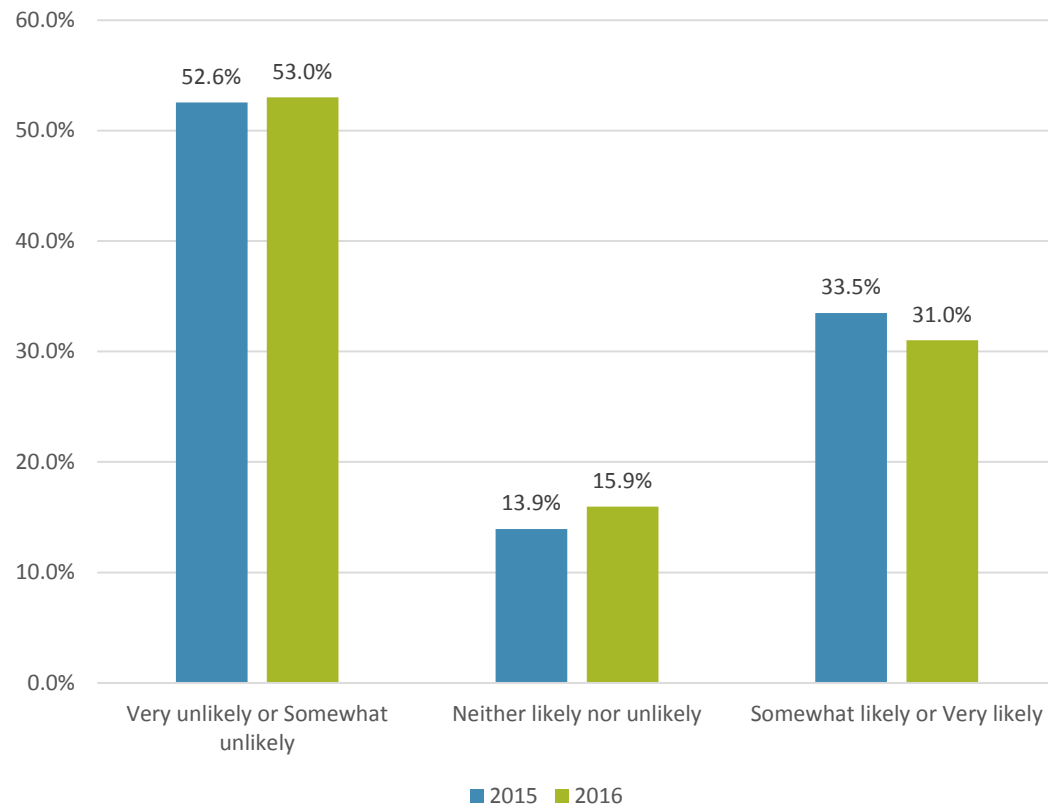


Section Seven

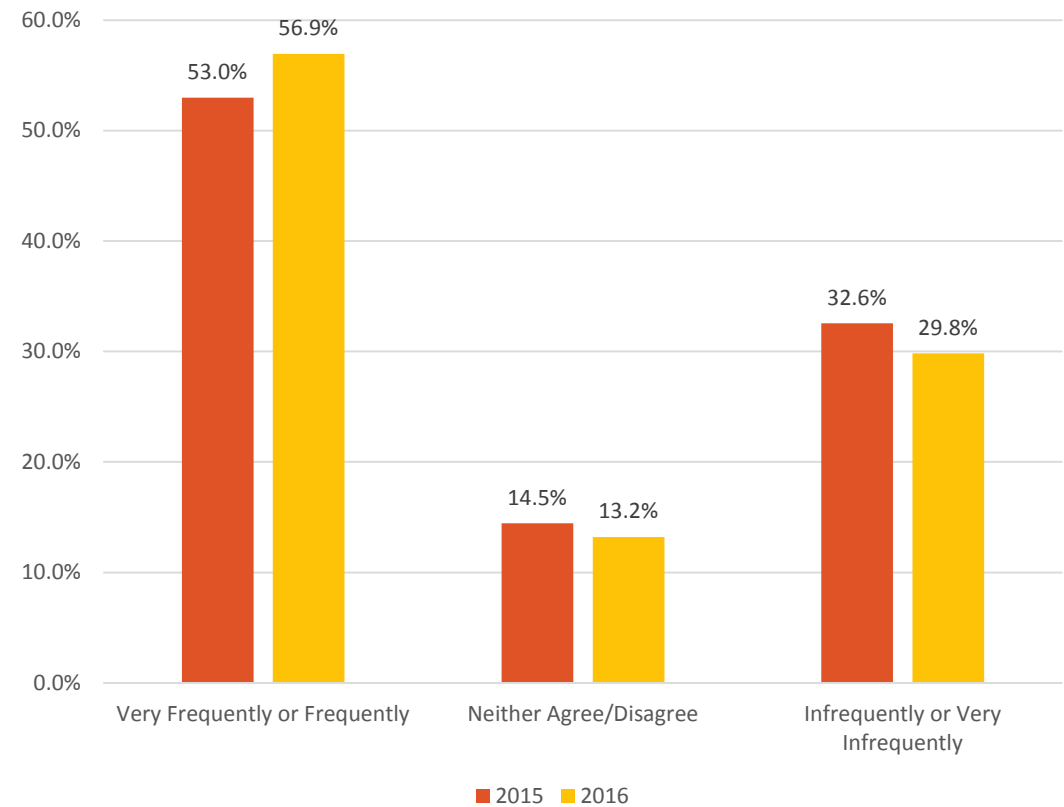
Staying at Chico State, Recommending Chico State

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

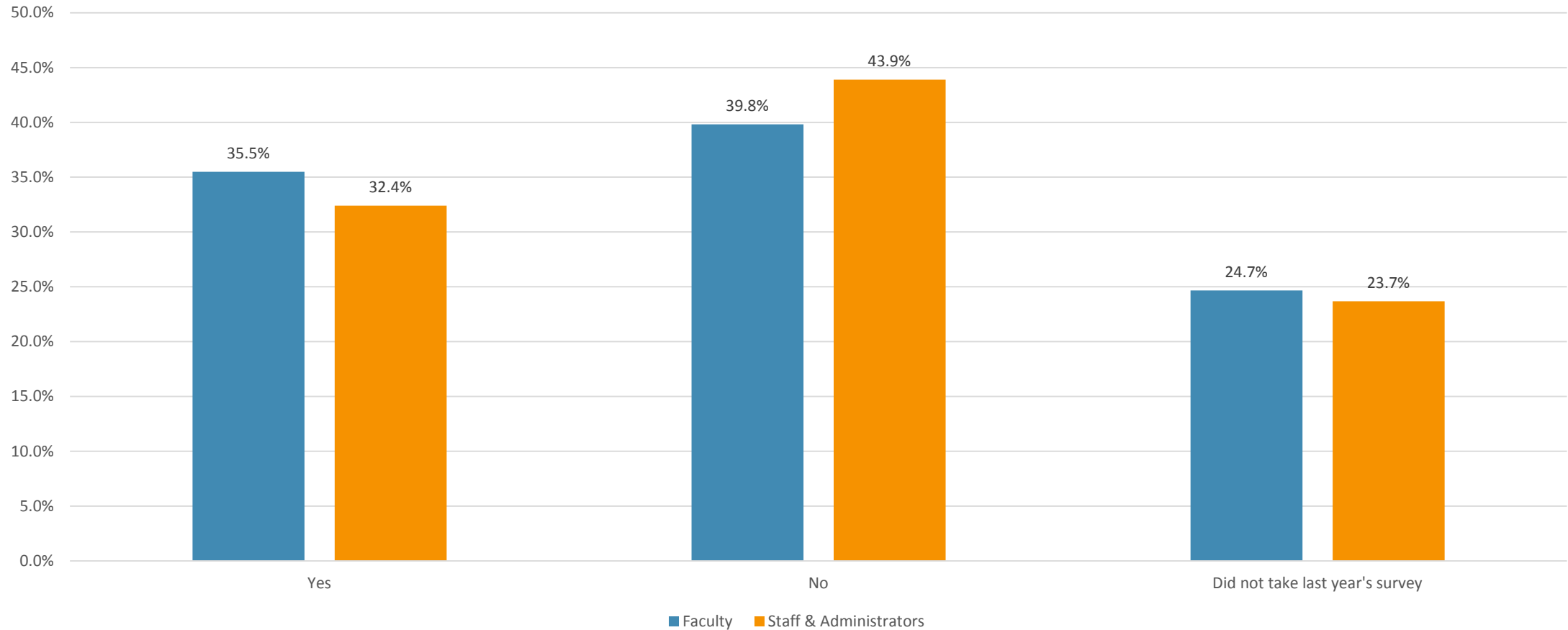
Faculty



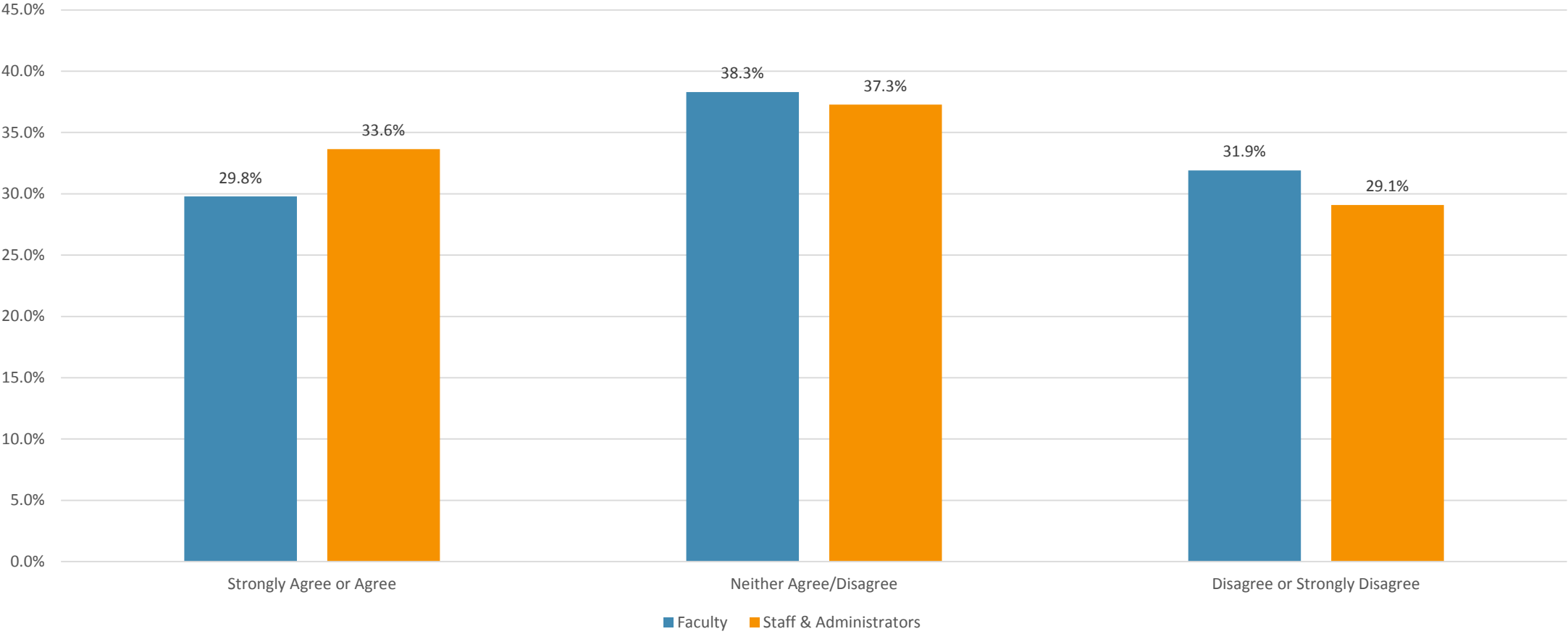
Staff & Administrators



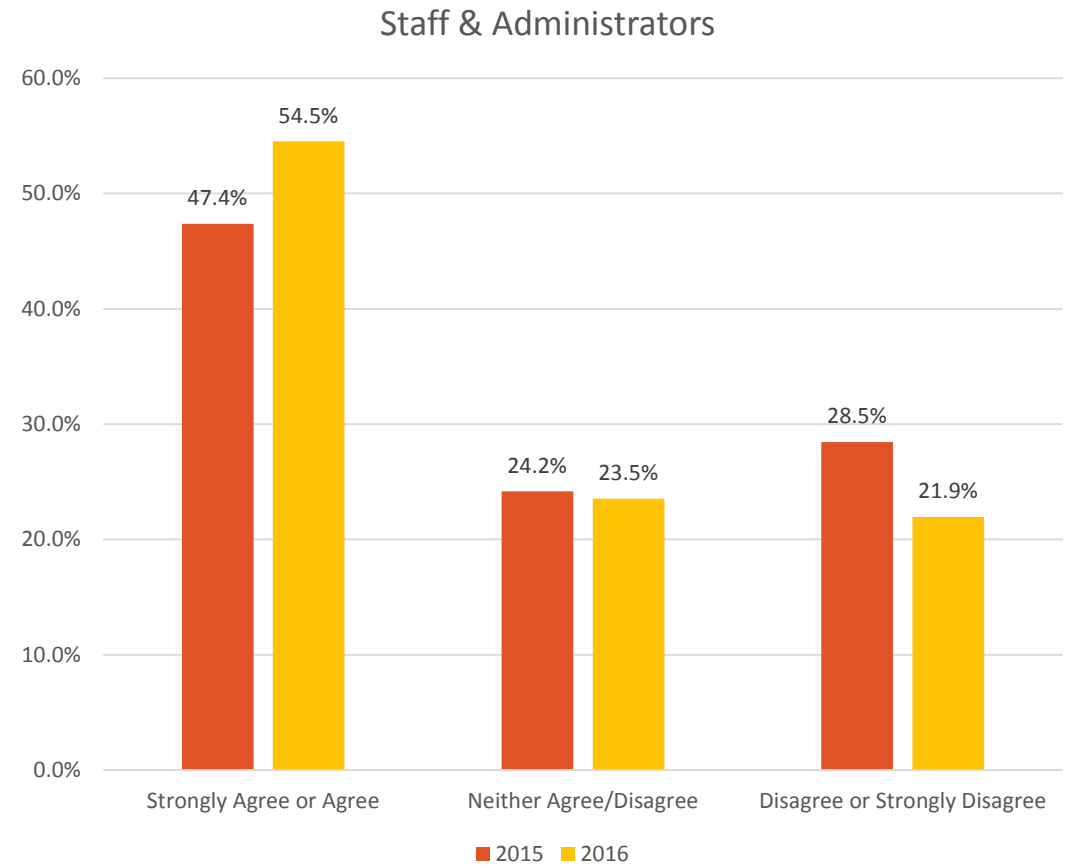
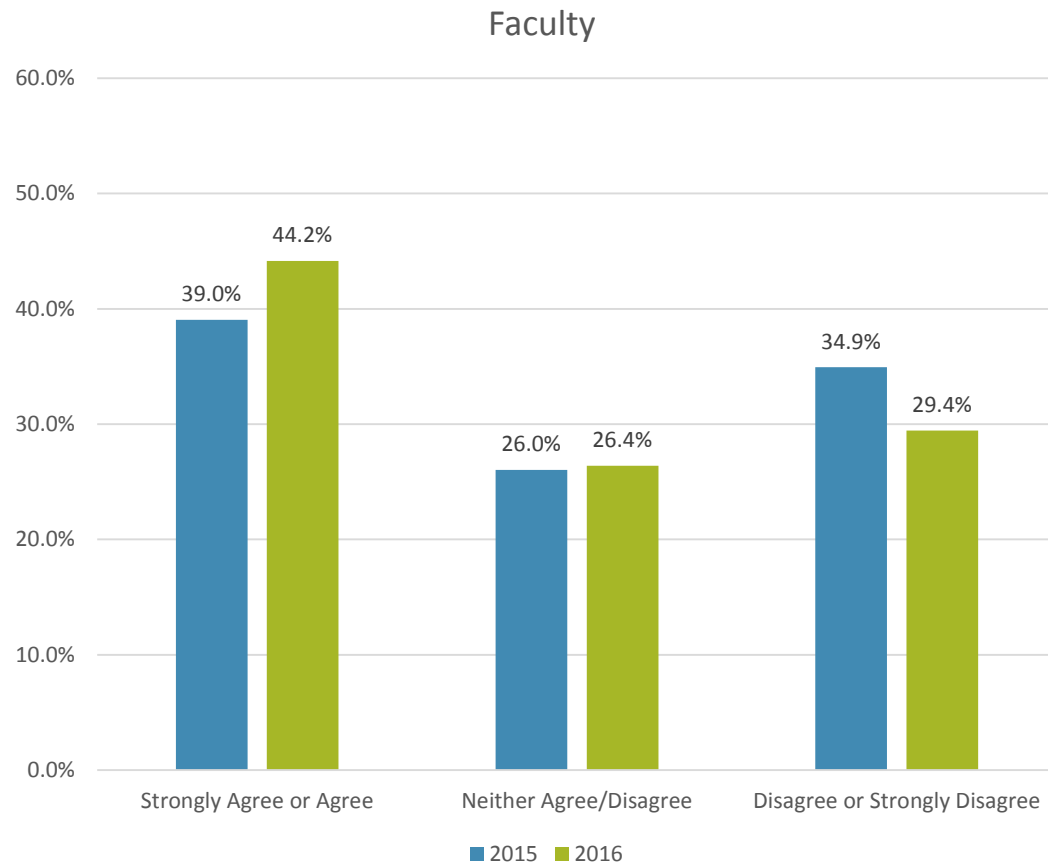
If you completed last year's campus climate survey, do you believe that it made a positive impact toward change at CSU, Chico.



I believe my answers on this survey will make a positive impact towards change at CSU, Chico.



I would recommend CSU, Chico as a place of employment to those I care about.



Section Eight

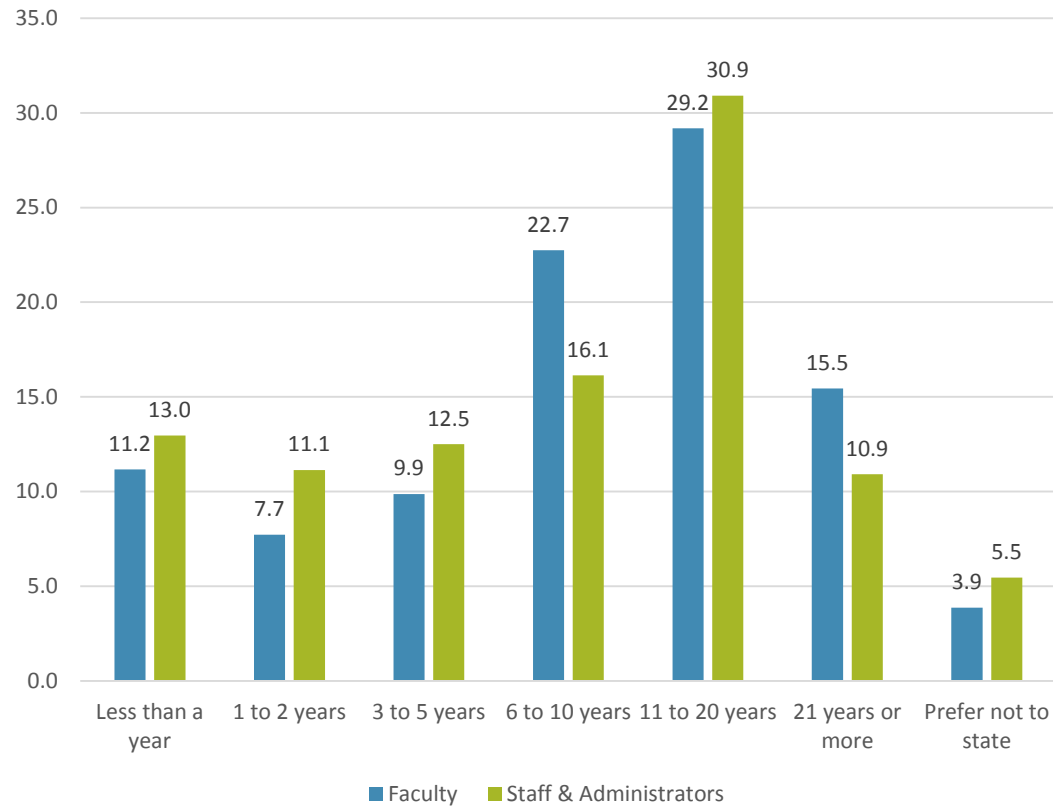
Demographics

What is your current position?

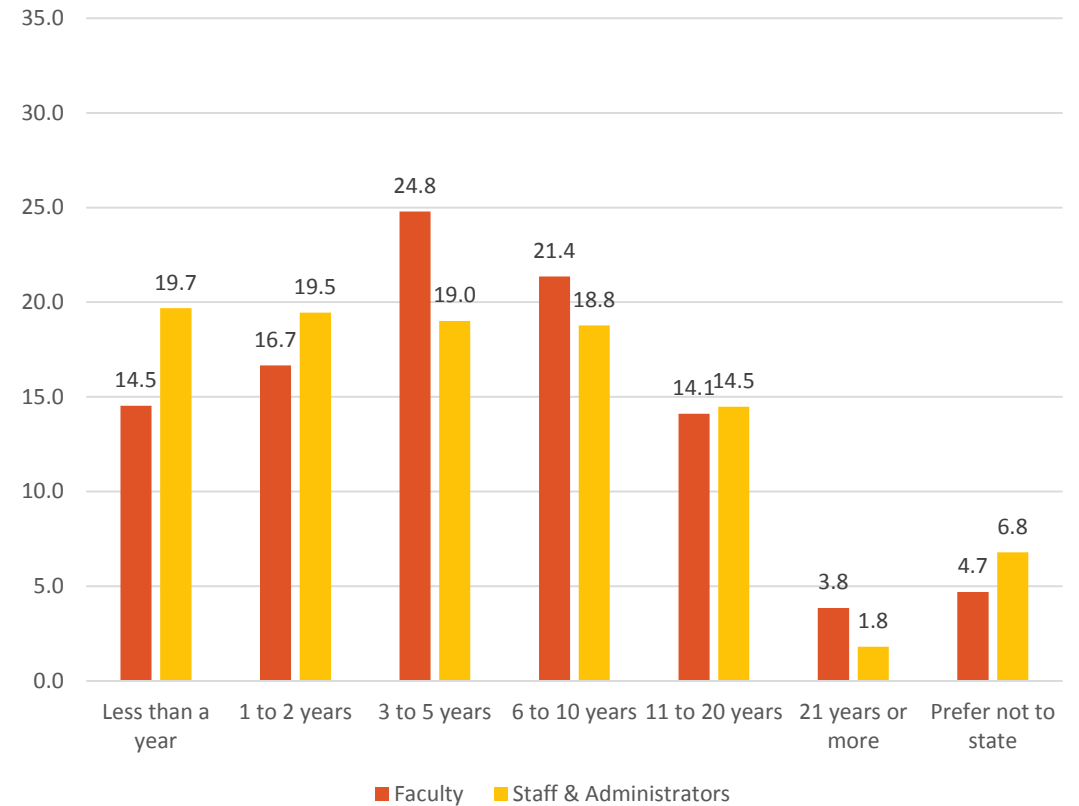
Position	Percent of Respondents
Assistant Professor	5.37%
Associate Professor	5.96%
Full Professor	11.77%
Lecturer	9.69%
Prefer not to state (F)	2.09%
Administrator (MPP)	8.79%
Exempt Staff	19.08%
Non-exempt Staff	27.72%
Prefer not to state (S&A)	9.54%

Time at CSU, Chico, and time in-grade

How many years at CSU, Chico?



How long in current position?



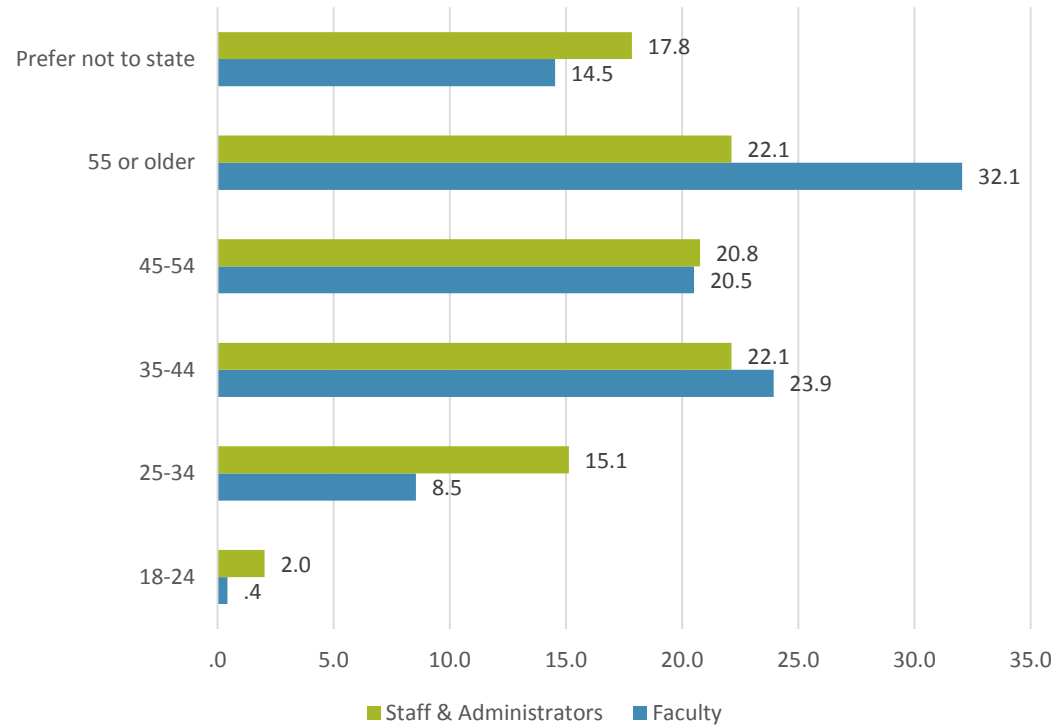
Gender/Race/Ethnicity

	Faculty	Staff & Admin
Male	46.6%	28.4%
Female	42.3	59.8
Other	0.8	.2
Prefer not to state	10.3	11.5

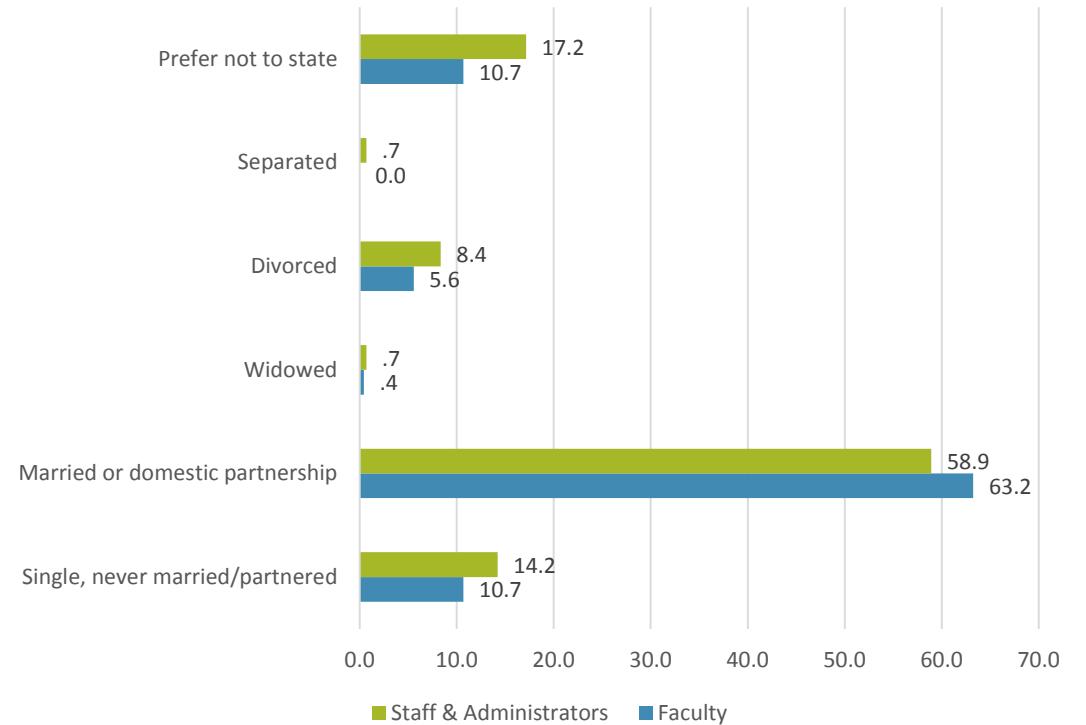
	Faculty	Staff & Administrators
American Indian or Alaska Native	0.4%	0.7%
Asian	3.4%	2.7%
Black or African American	0.4%	0.5%
Hispanic or Latino	3.4%	6.3%
White	70.9%	67.6%
Biracial	1.3%	0.0%
Multi-racial	2.1%	2.9%
Prefer not to state	16.7%	17.7%
Other	1.3%	1.6%

Age & Marital/Partnership Status

Respondent Age



Marital/Partnership Status



Other Demographics

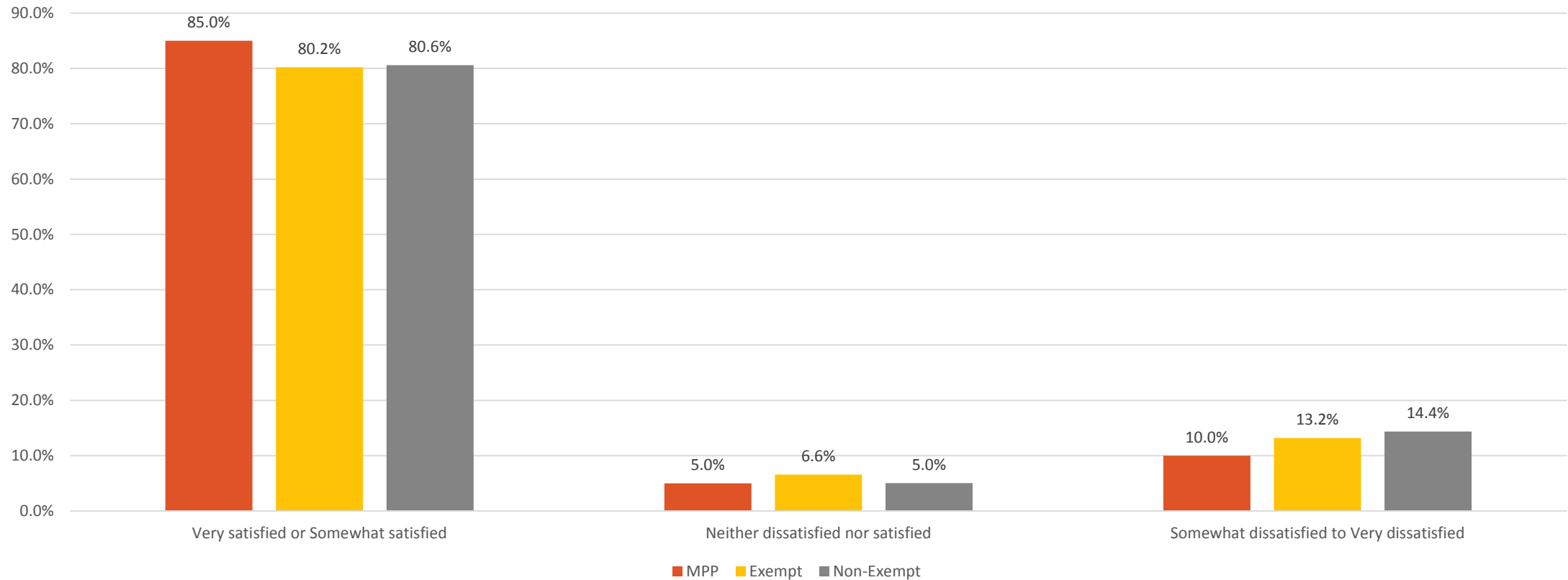
- Those with a disability include 6.3% of faculty and 6.2% of staff & administrators (with another 15.2% of faculty and 12.1% of staff & administrators opting not to state).
- Reporting on sexual identity, 72.2% of faculty and 72.8% of staff & administrators indicated heterosexual, while 18.4% of faculty and 20.9% of staff & administrators selected “prefer not to state.”

Staff & Administrator Responses by Position

- Staff & Administrators completed the same version of the survey. In order to better understand differences among types of staff & administrators, we disaggregated by three types of positions: MPP (administrator), exempt staff, and non-exempt staff.
- The following charts report responses based on those three staffing categories.
- These responses are from the 2016 climate survey only.

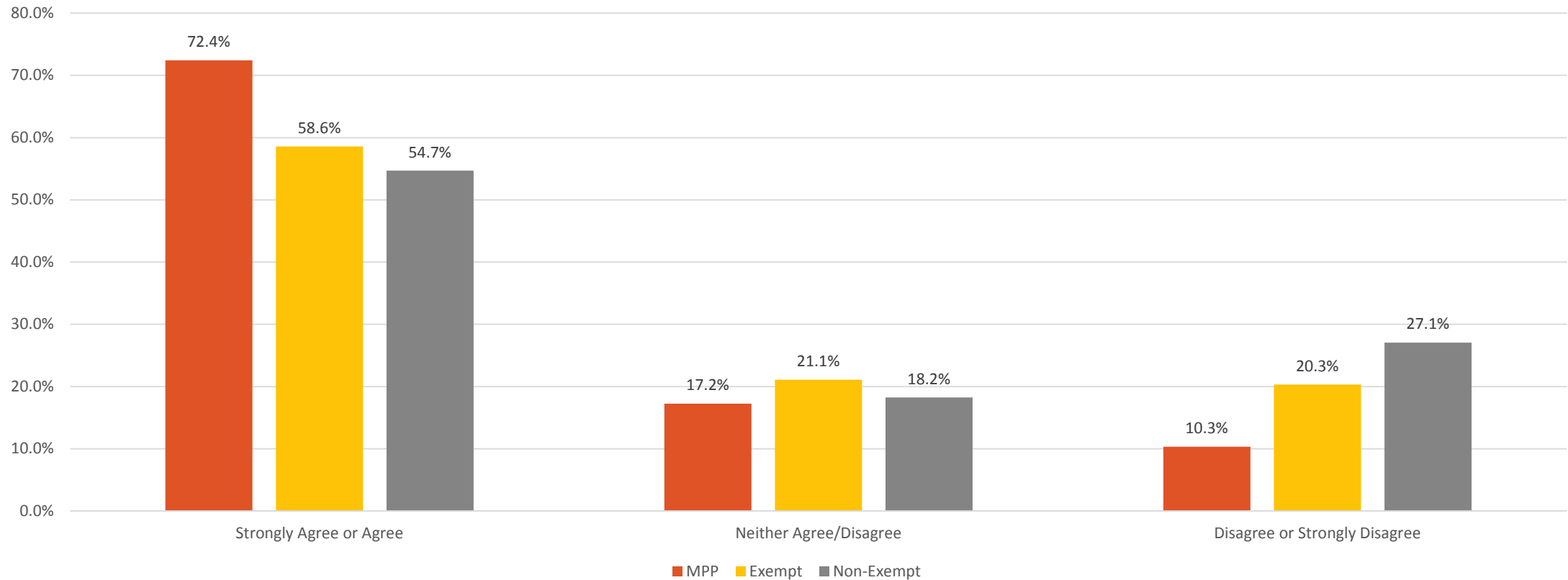
Overall, how satisfied are you working at CSU, Chico?

Staff & Administrators



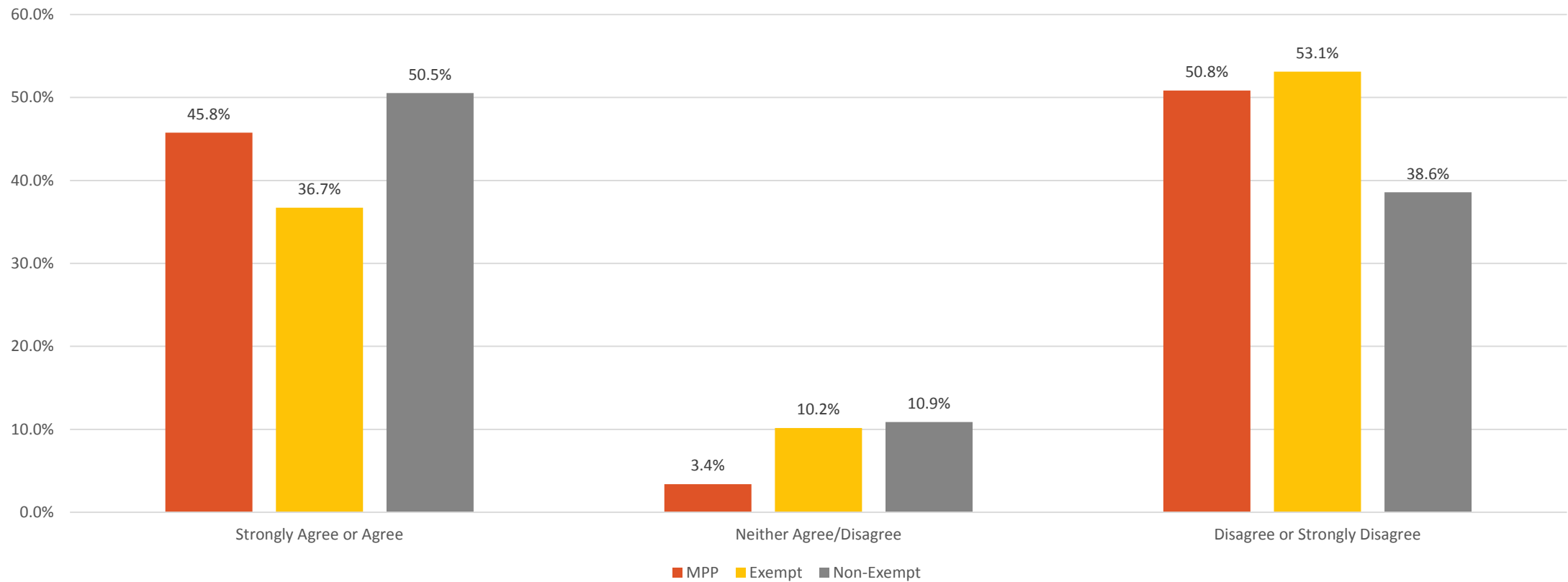
I am optimistic about the future of my career at CSU, Chico.

Staff & Administrators



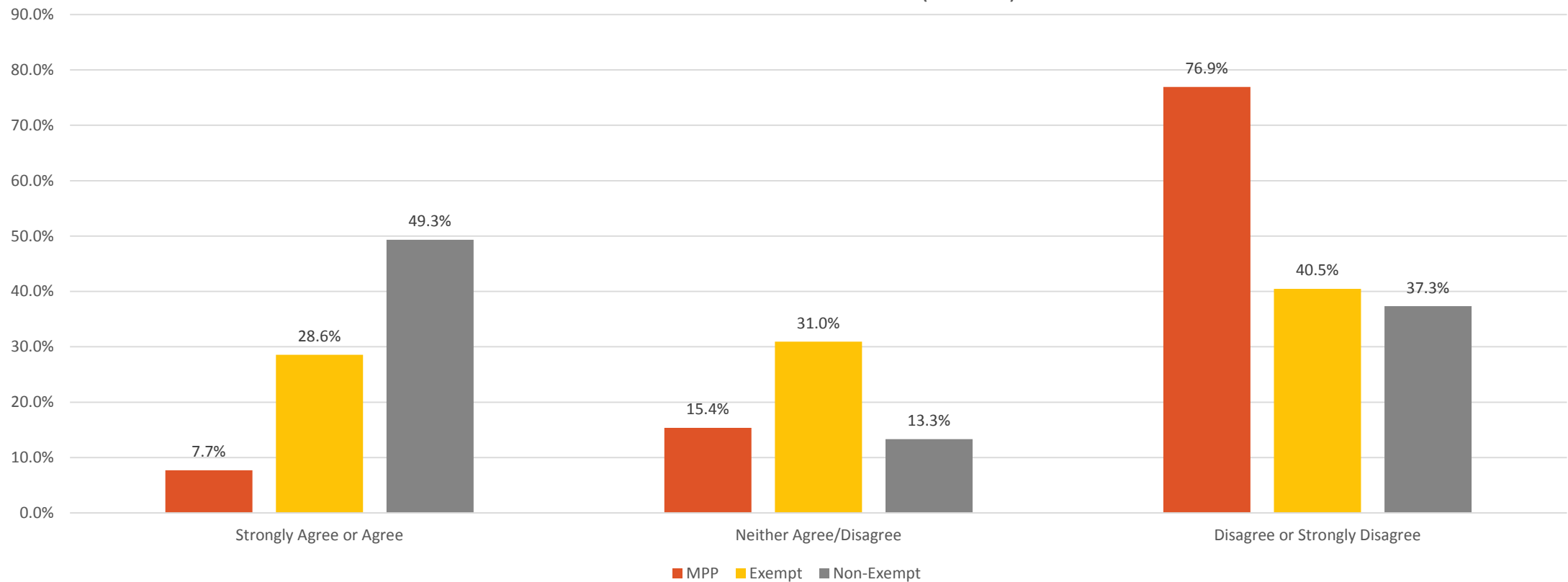
My department/unit has adequate staff.

Staff & Administrators



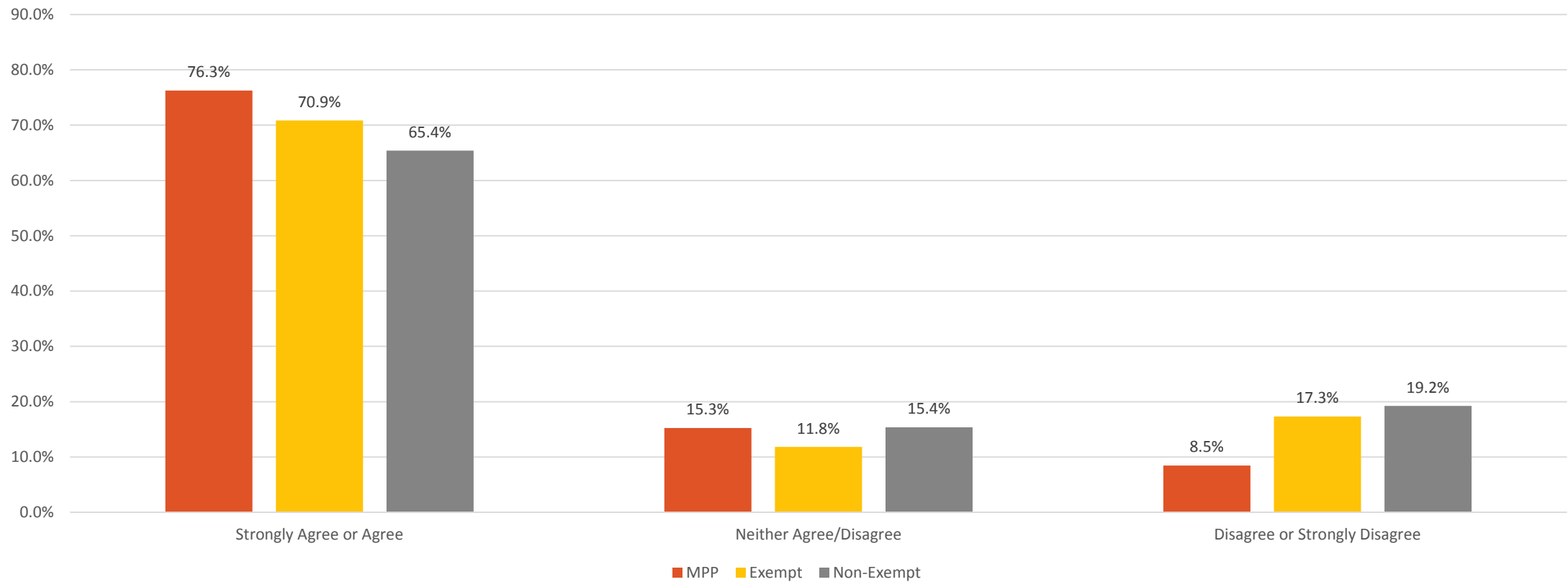
My department/unit has adequate faculty.

Staff & Administrators (n = 174)



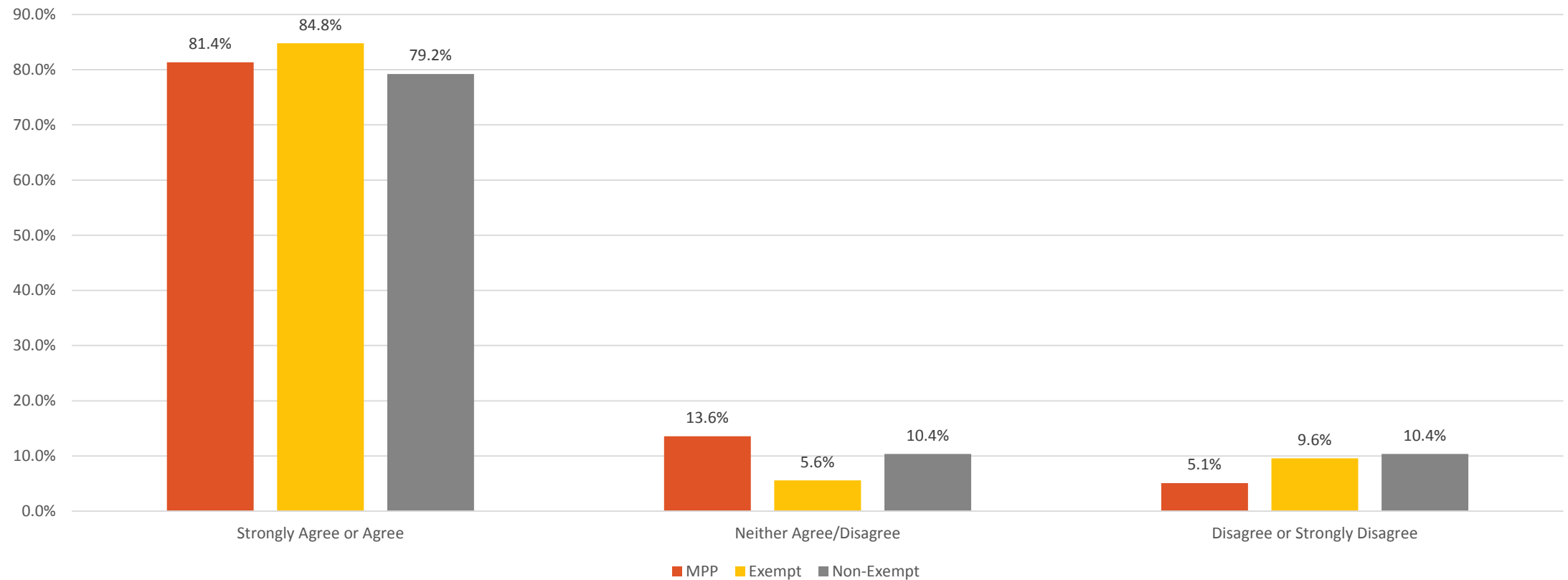
I feel part of an effective team.

Staff & Administrators

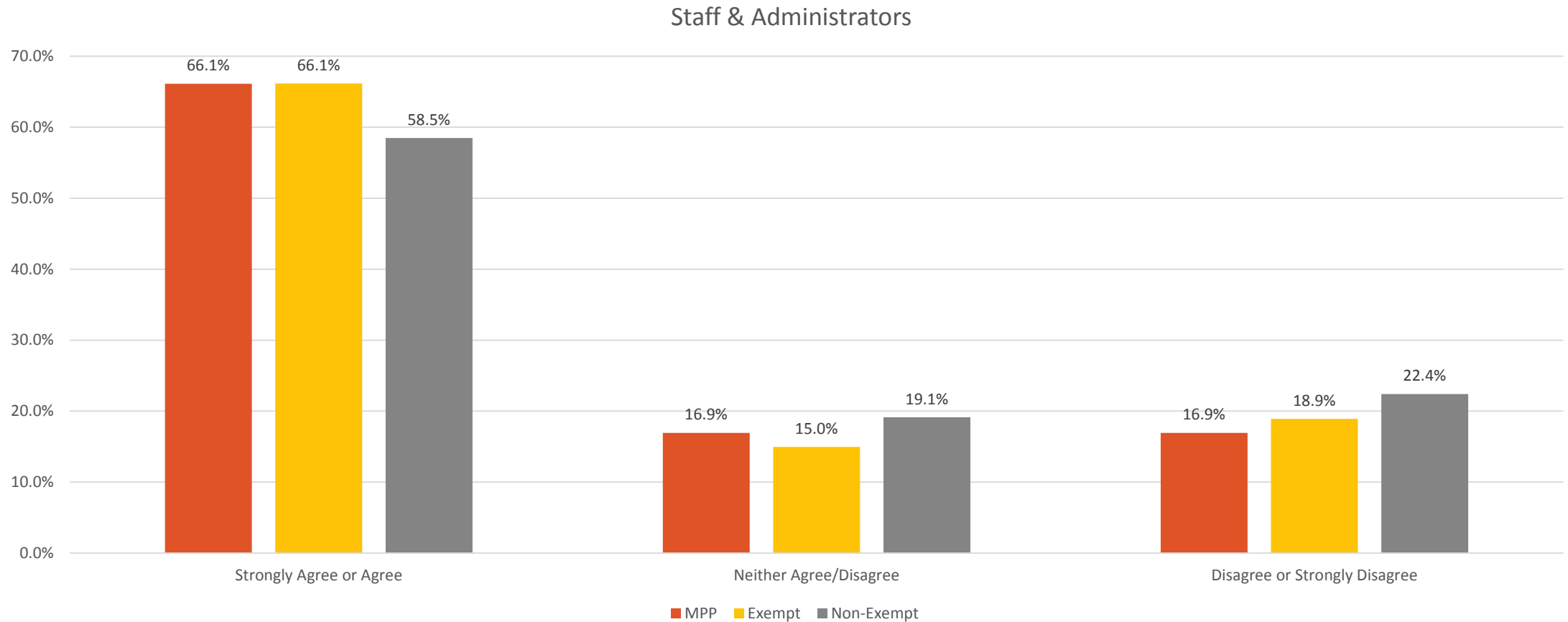


My supervisor treats me with respect.

Staff & Administrators

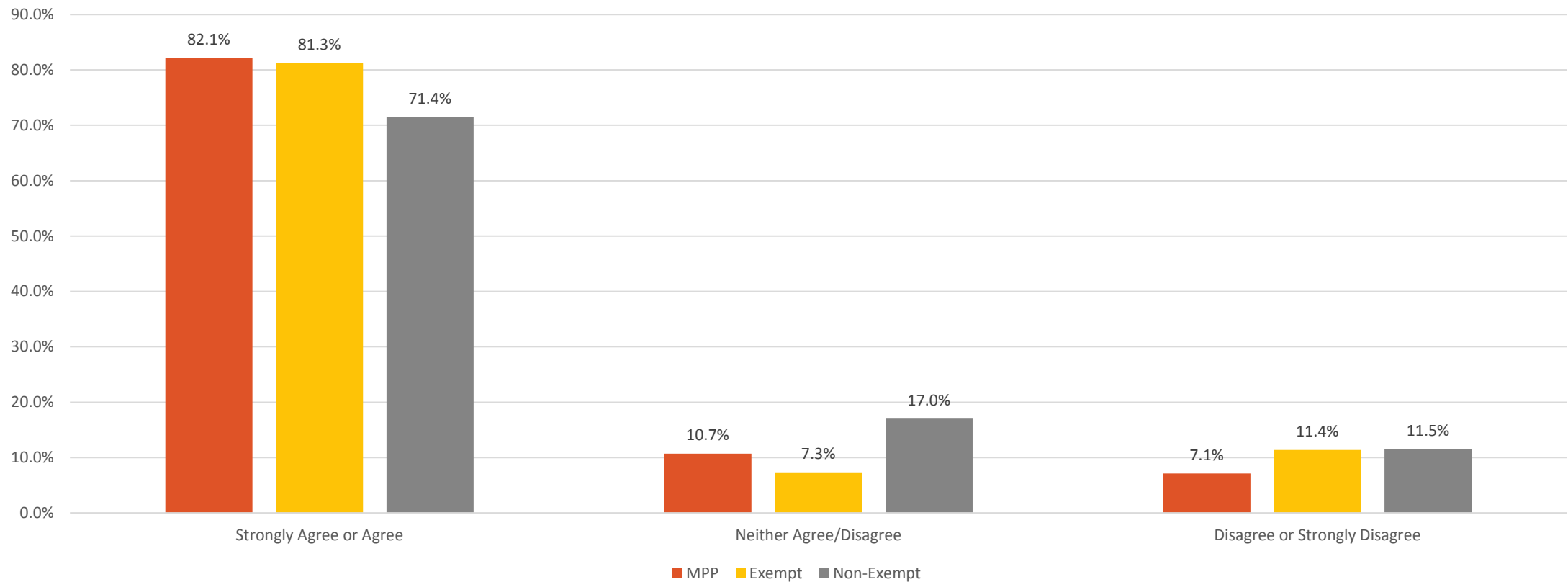


My supervisor handles conflict effectively.



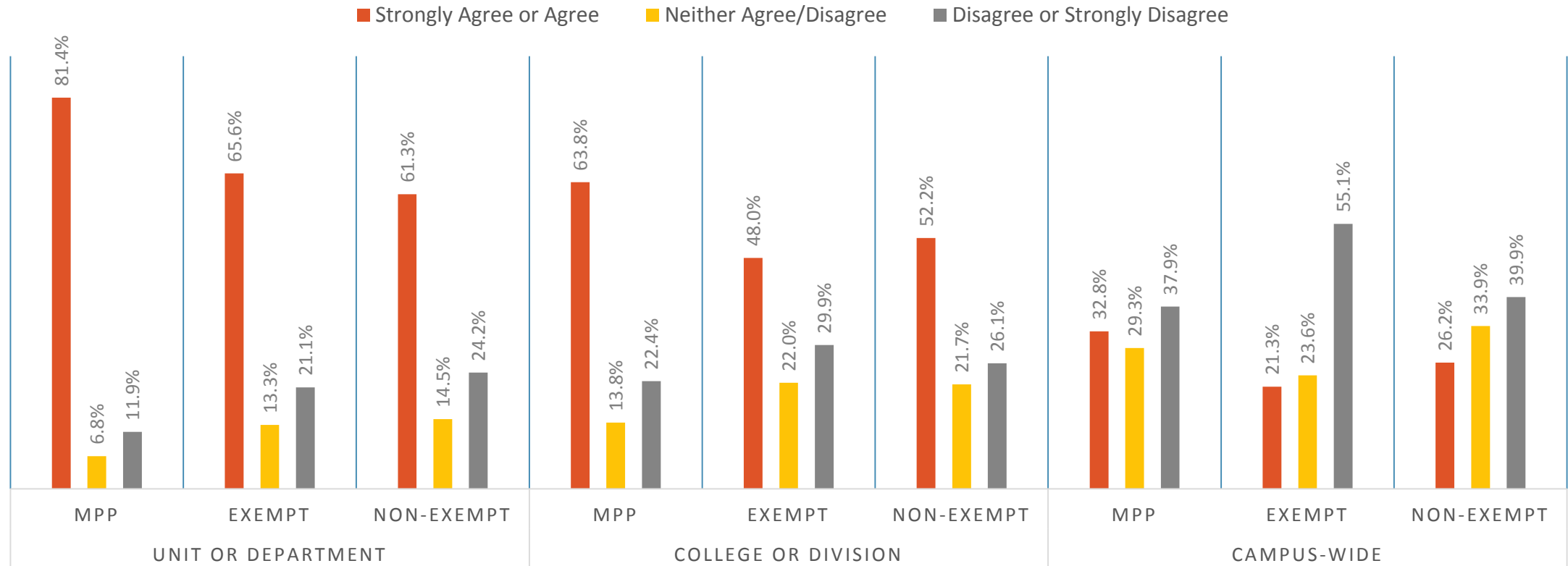
My supervisor is aware of, and adheres to, policies, procedures, and the collective bargaining agreement.

Staff & Administrators



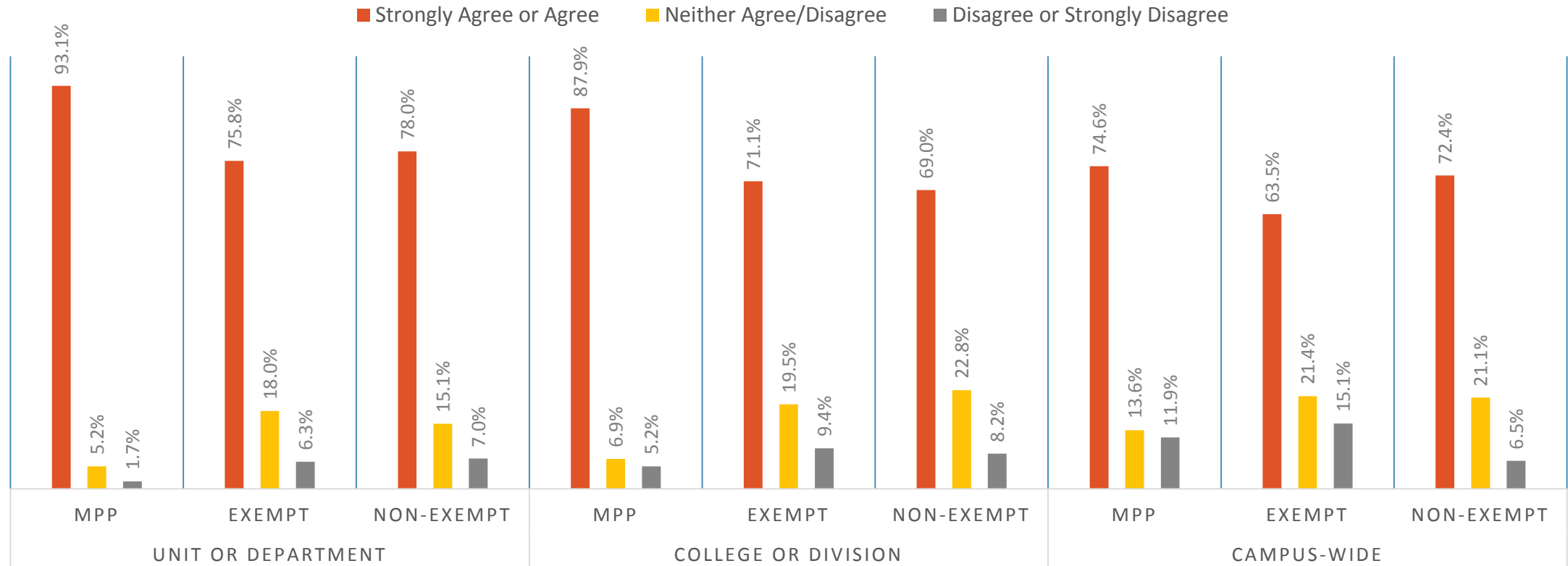
Leadership has communicated a clear direction.

STAFF & ADMINISTRATORS



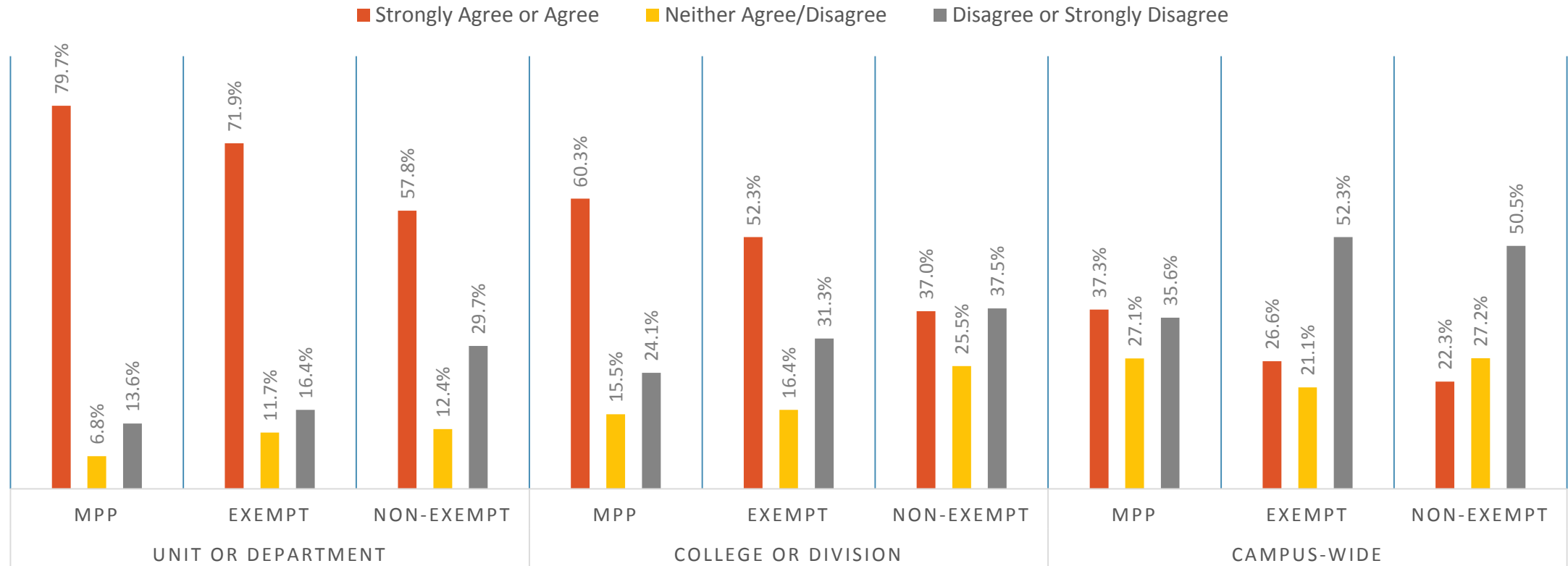
I believe diversity is valued.

STAFF & ADMINISTRATORS



I feel safe expressing my opinion without fear of consequences or retribution.

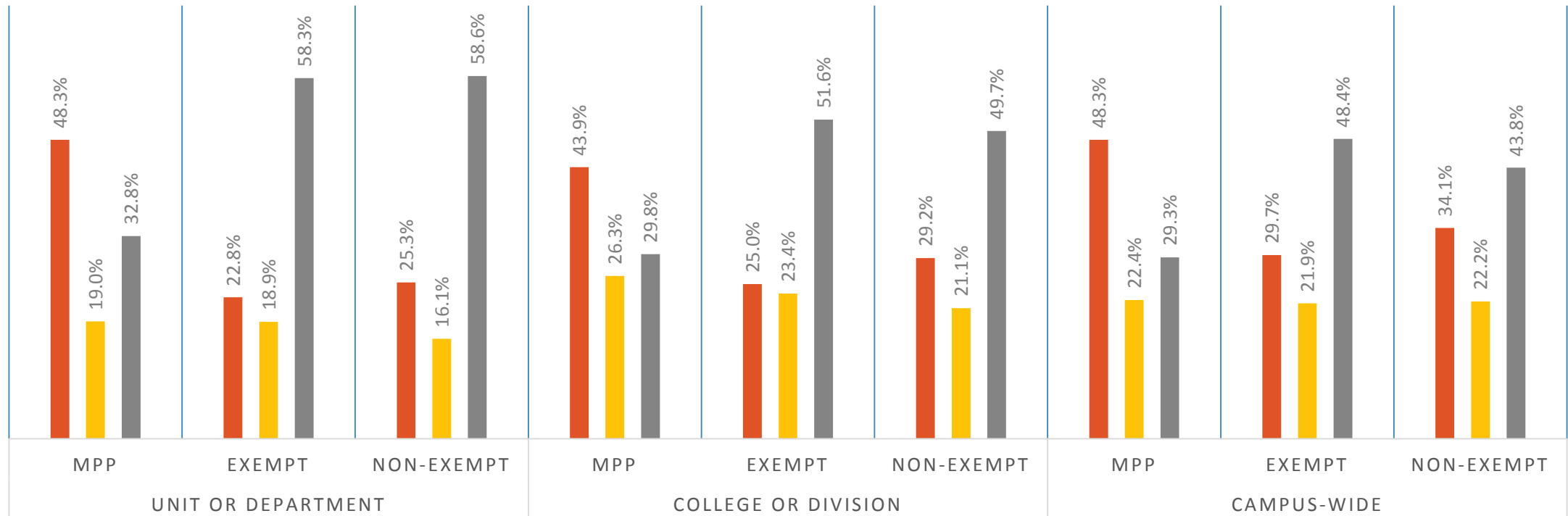
STAFF & ADMINISTRATORS



There is opportunity for advancement at CSU, Chico.

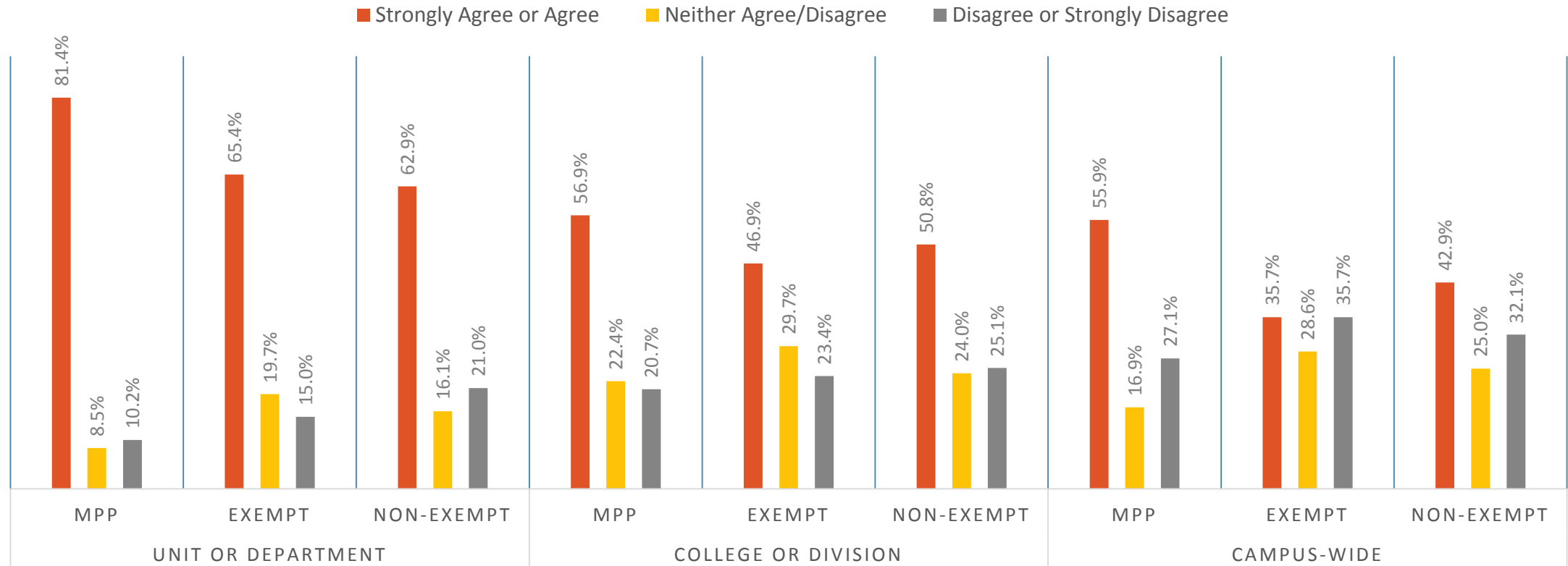
STAFF & ADMINISTRATORS

■ Strongly Agree or Agree
 ■ Neither Agree/Disagree
 ■ Disagree or Strongly Disagree



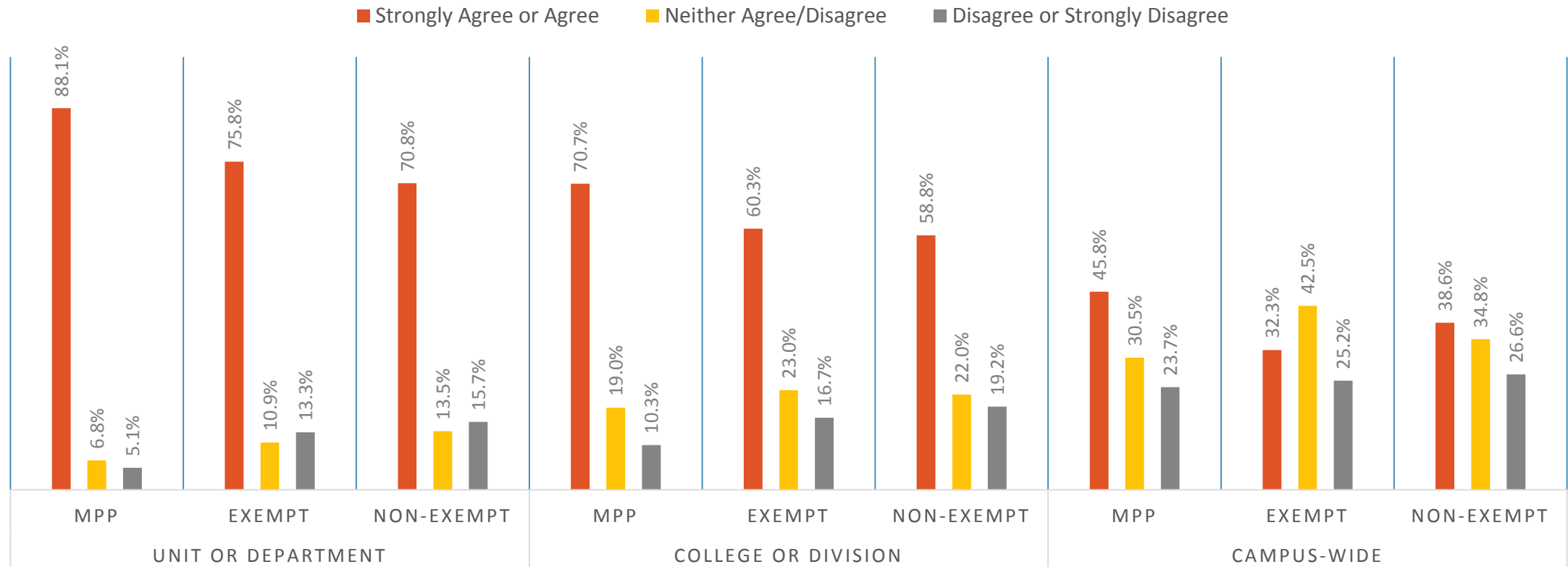
New policies and procedures are communicated in a timely manner.

STAFF & ADMINISTRATORS



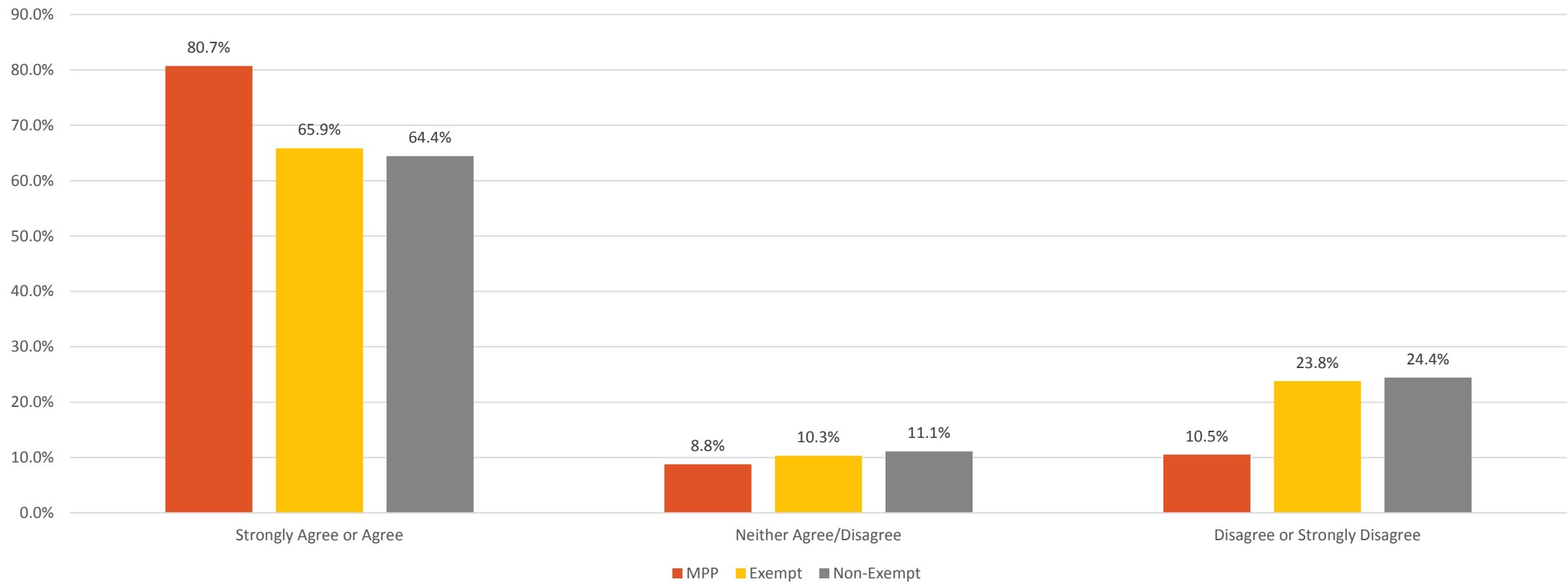
Policies and procedures are followed.

STAFF & ADMINISTRATORS

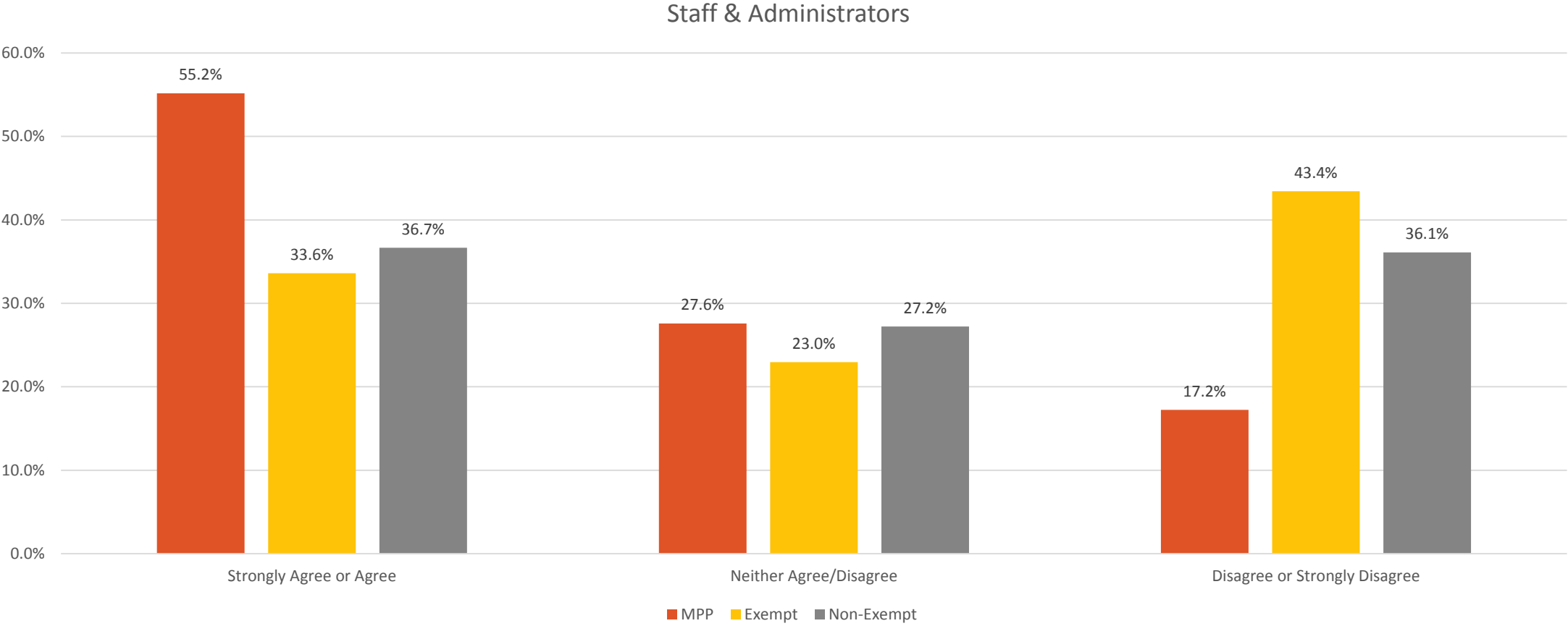


I have been given growth and learning opportunities during the last year.

Staff & Administrators

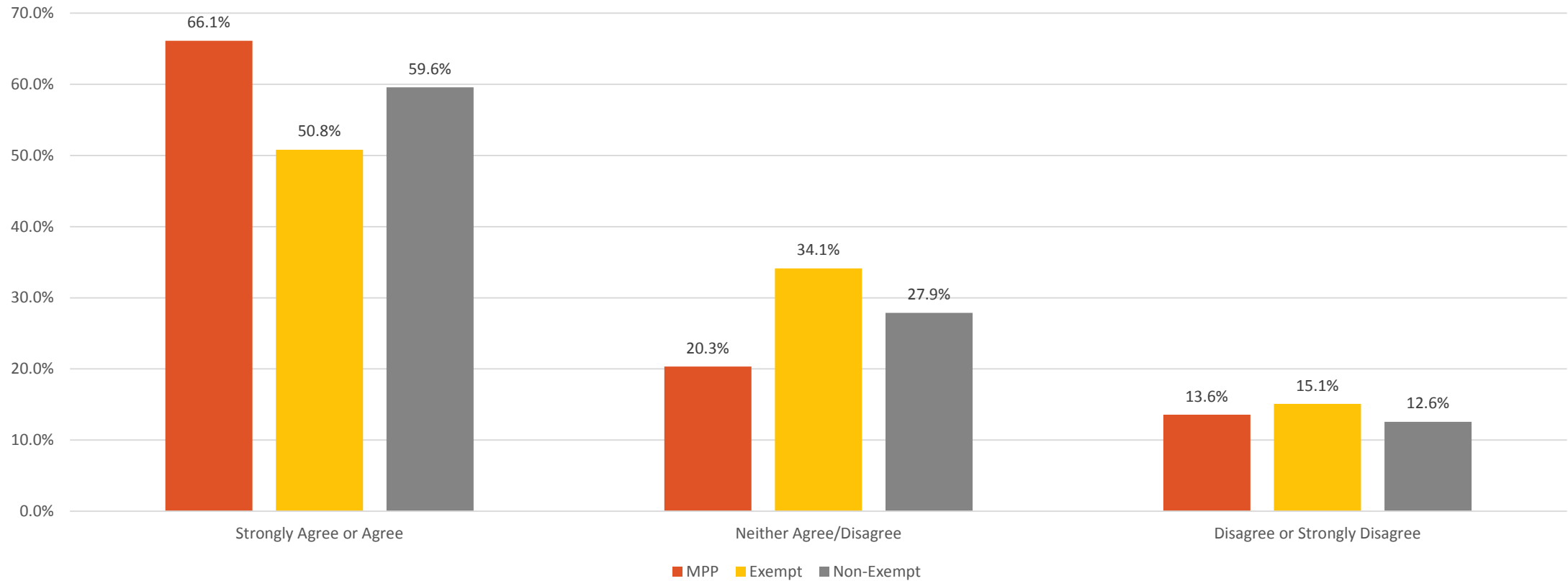


The faculty and staff, as a whole, have timely access to information necessary for faculty and staff to give input into decision-making.

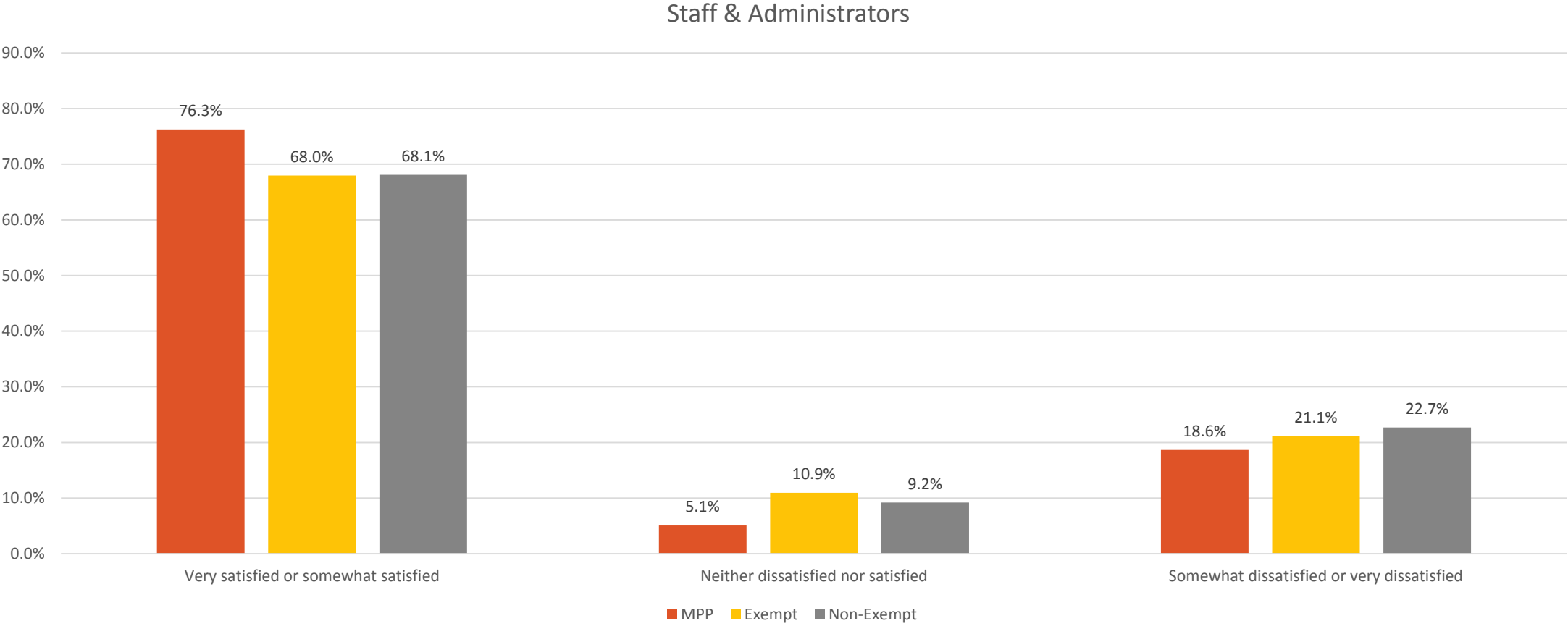


I feel CSU, Chico is succeeding at prioritizing diversity issues.

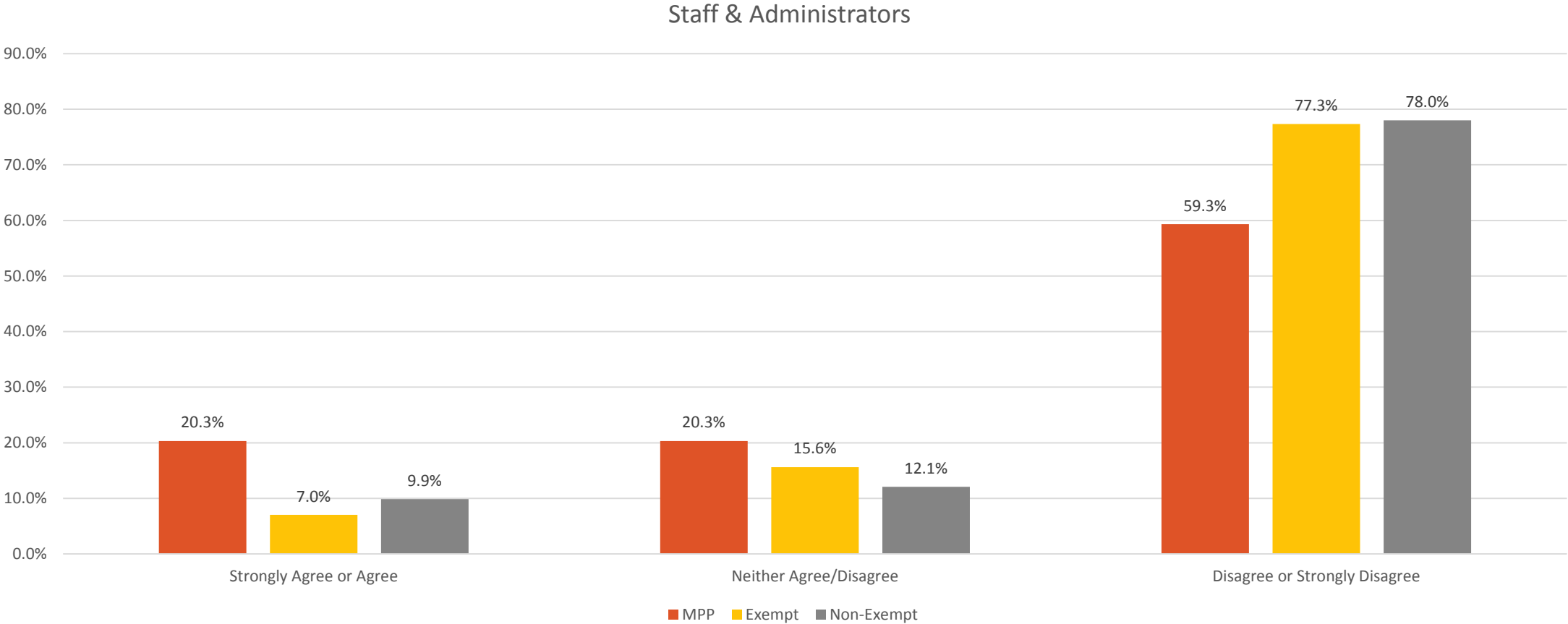
Staff & Administrators



How satisfied are you with the physical maintenance of facilities?

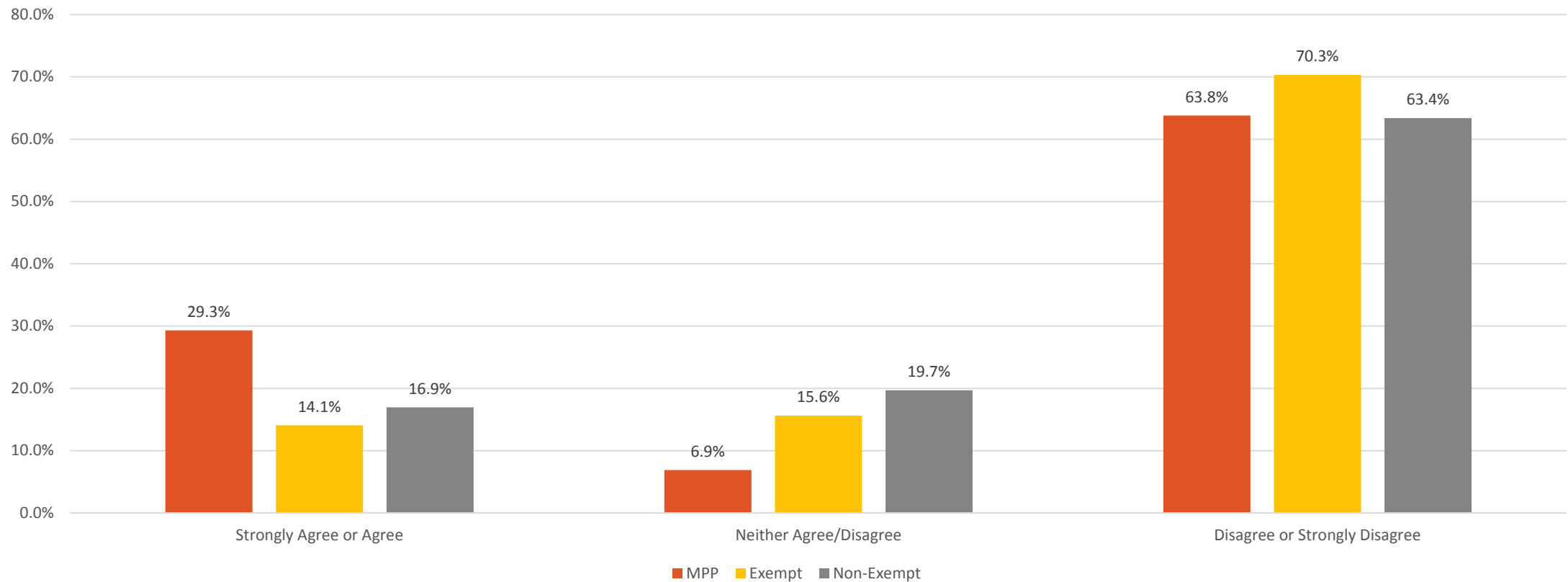


There are fair and equitable opportunities for salary increases.

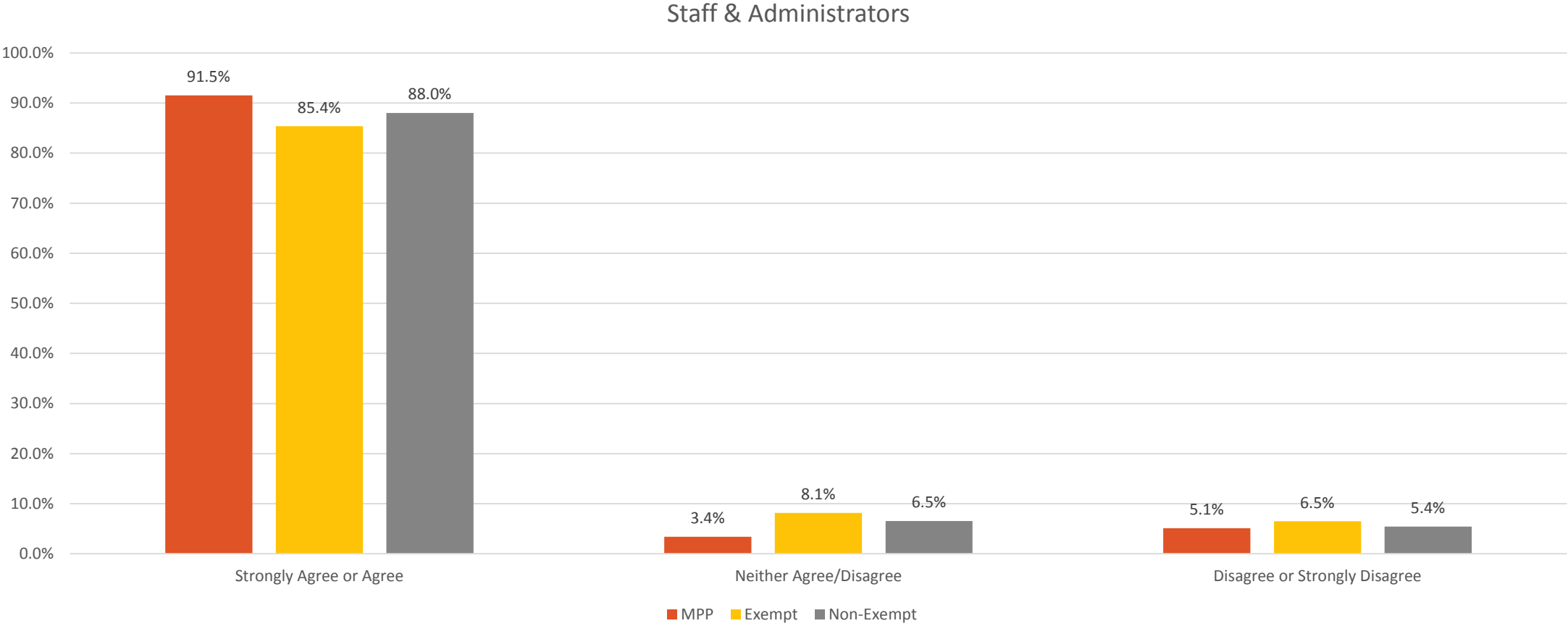


CSU, Chico offers a competitive salary compared to other employment opportunities.

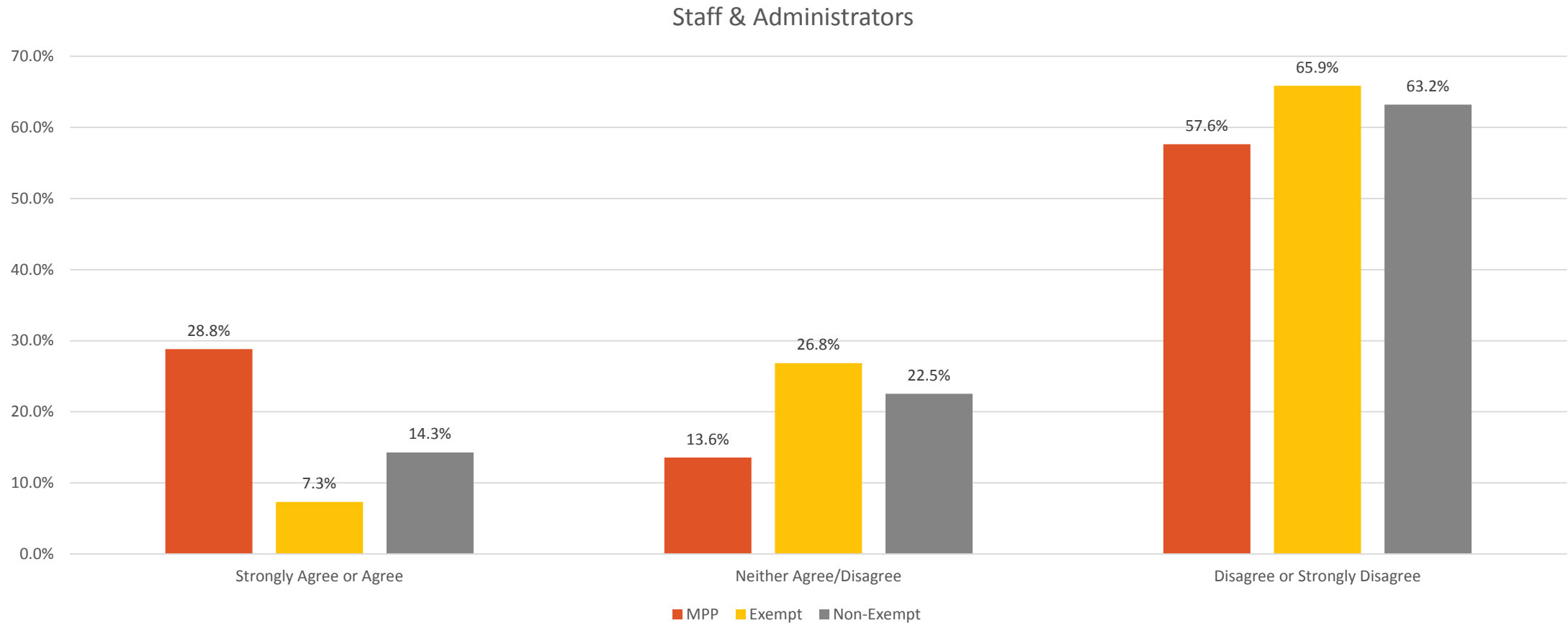
Staff & Administrators



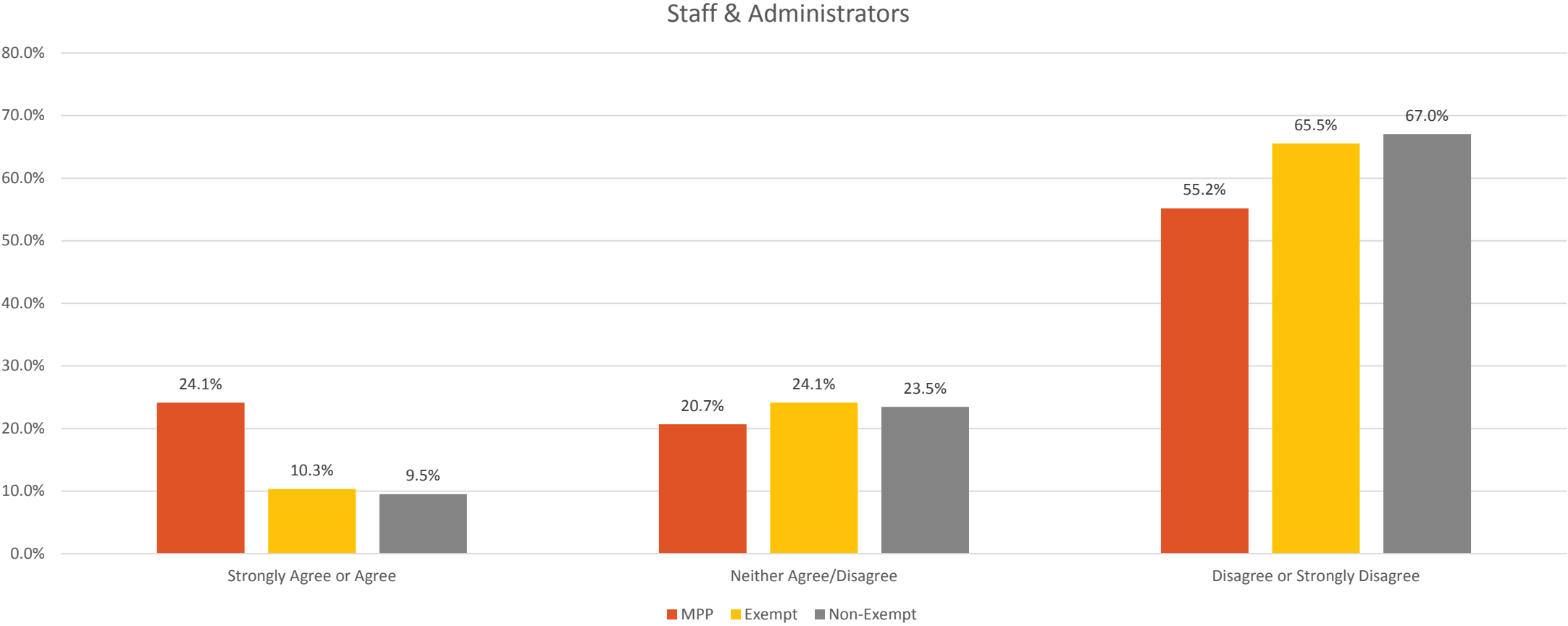
CSU, Chico offers a competitive benefits package compared to other employment opportunities.



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

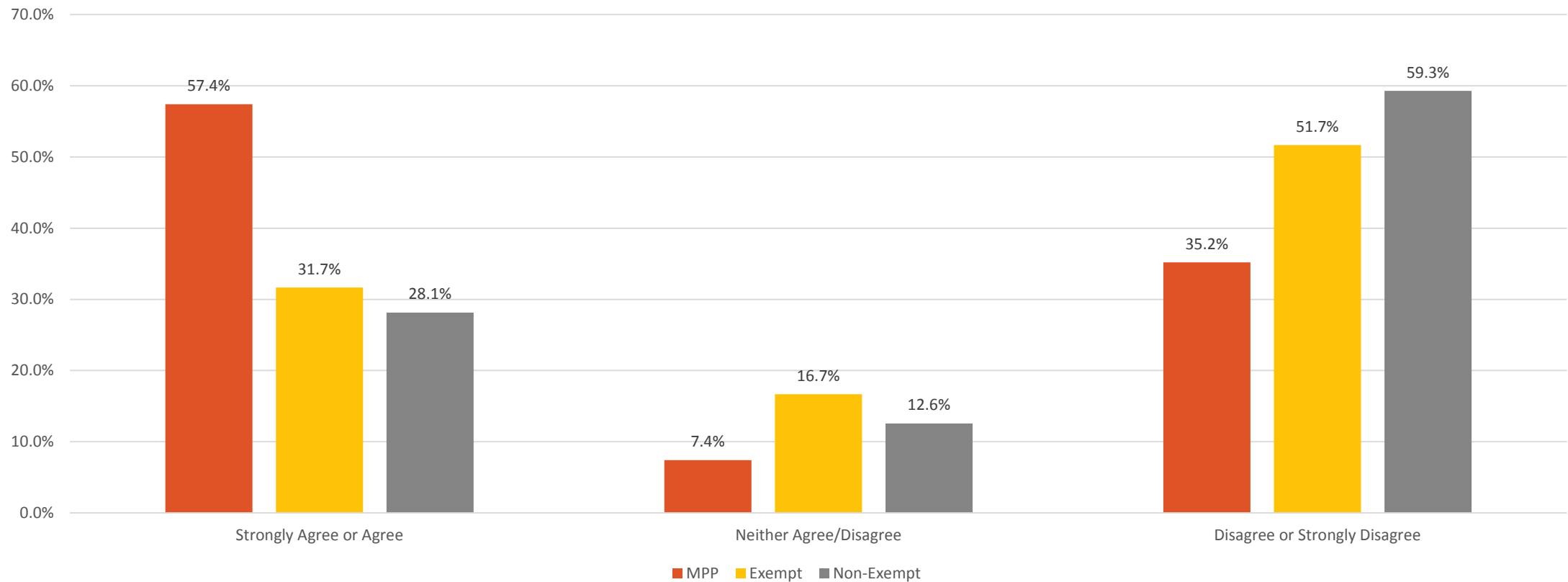


The In-Range Progression (IRP) process and Reclassification process are implemented equitably and fairly.

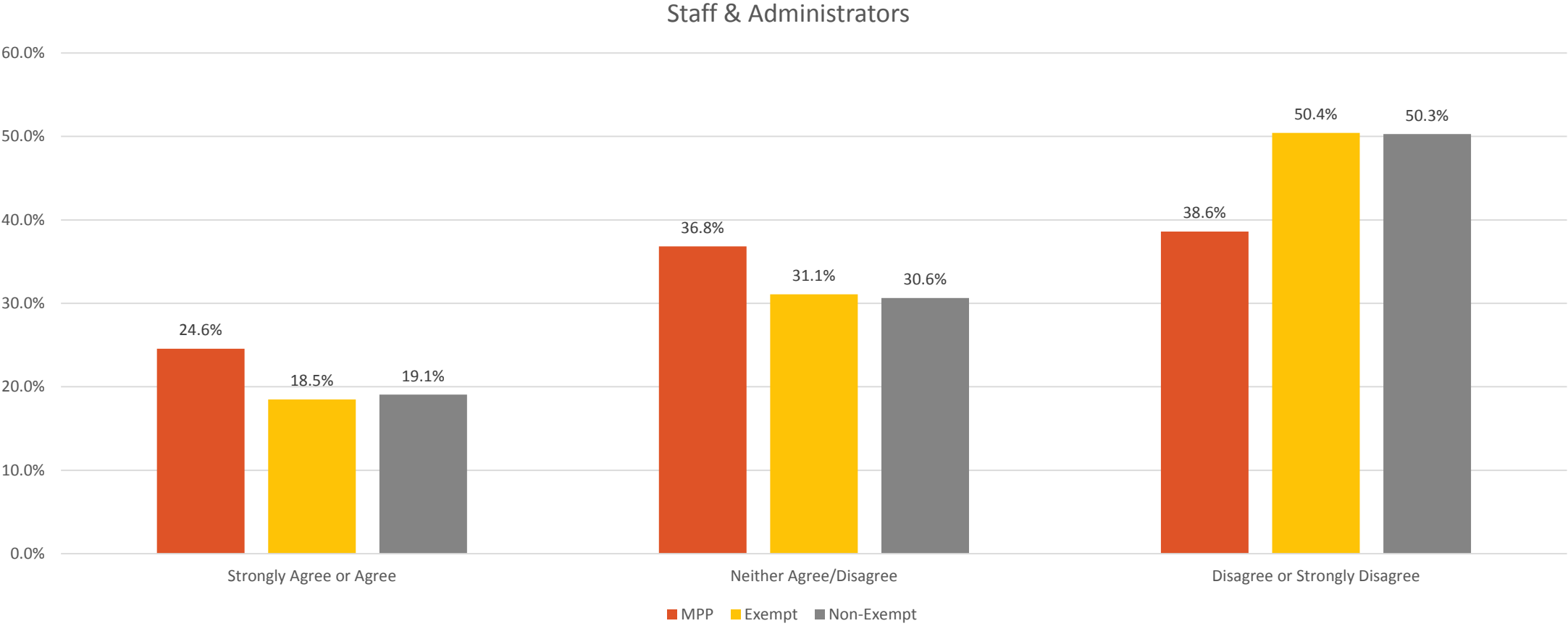


I am satisfied with the availability of campus parking.

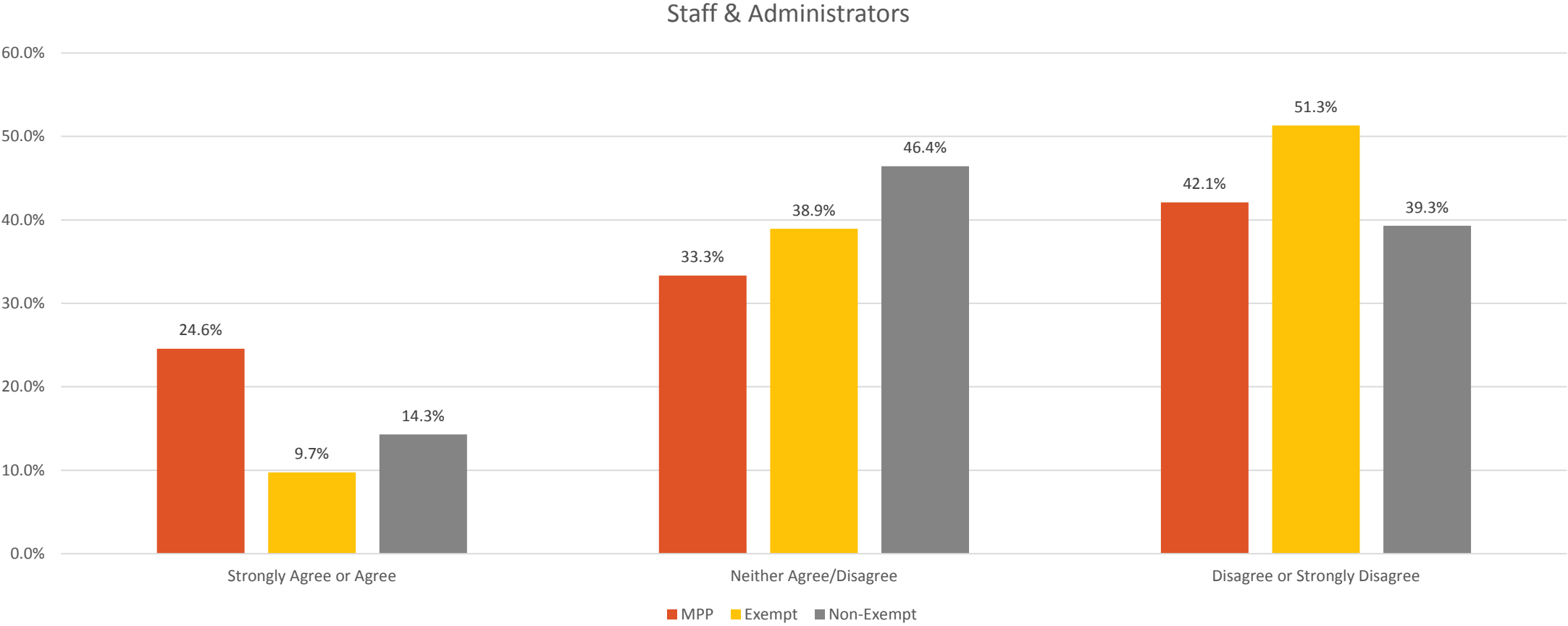
Staff & Administrators



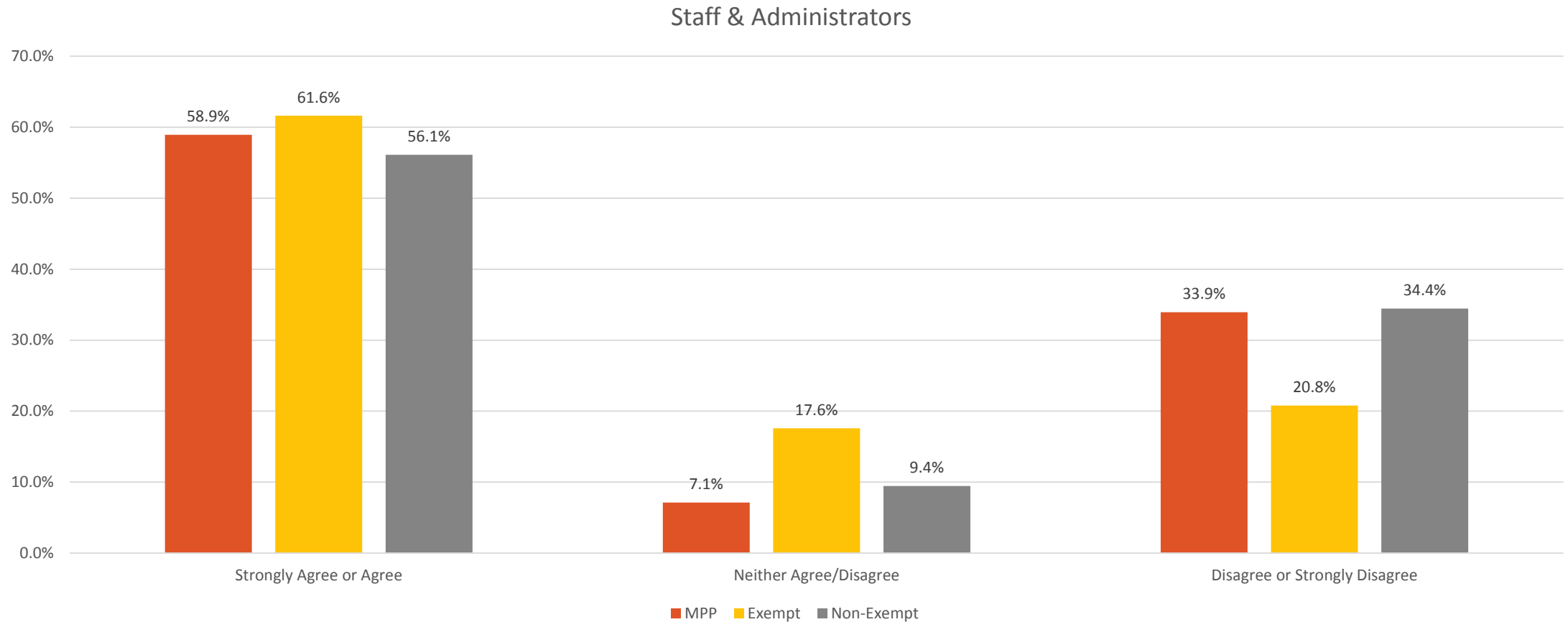
Space allocation and use is fair and consistent across campus.



The implementation of campus facility-use charges balances campus resource requirements with community needs.

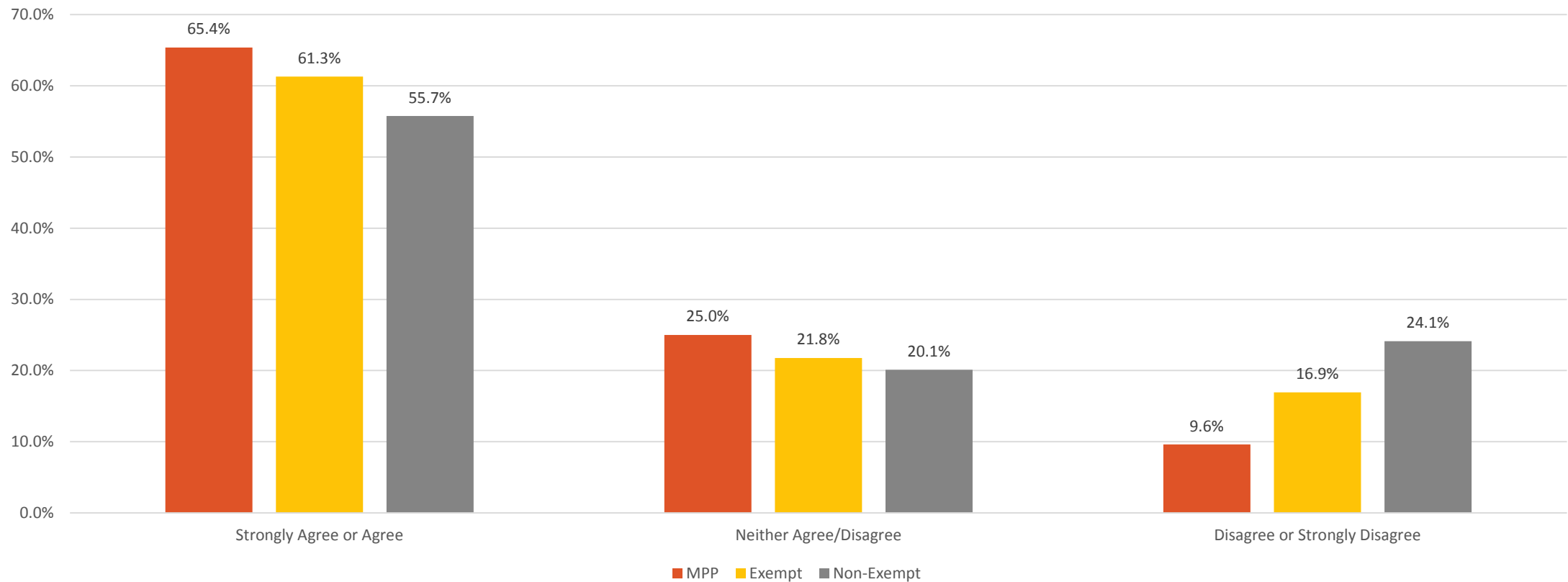


My performance reviews are conducted on a regular basis.



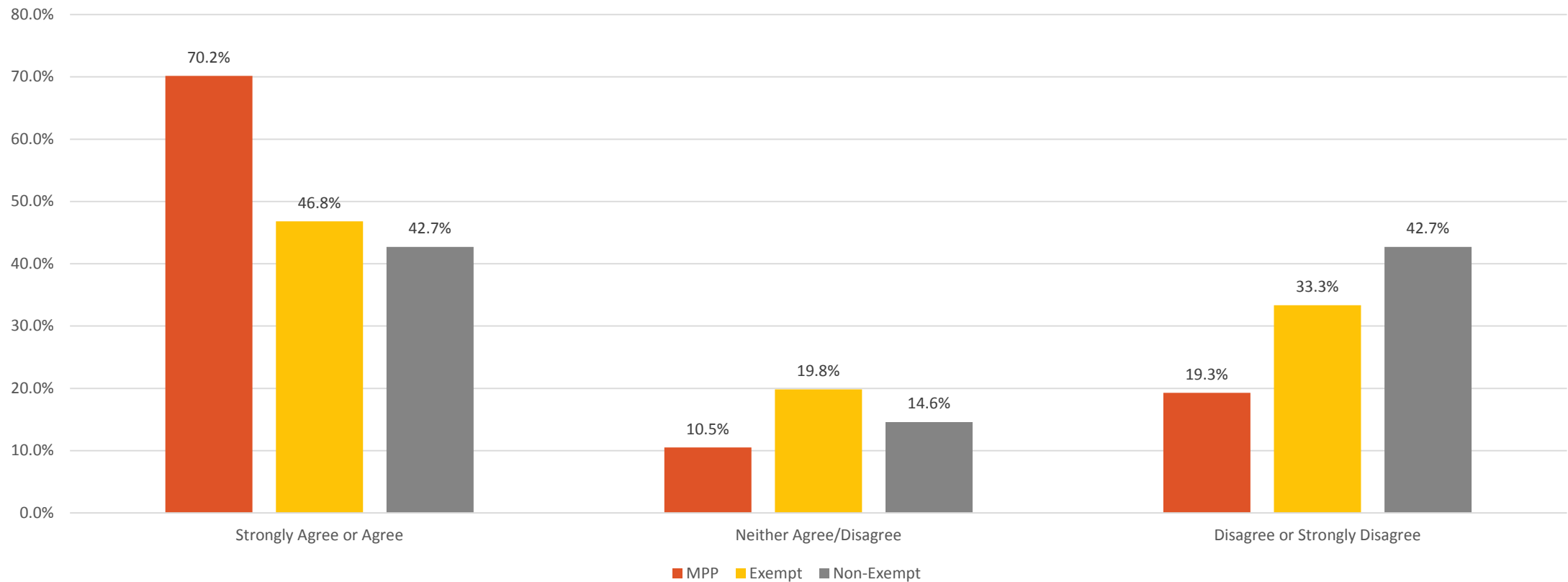
Performance evaluations/reviews are fair and equitable.

Staff & Administrators



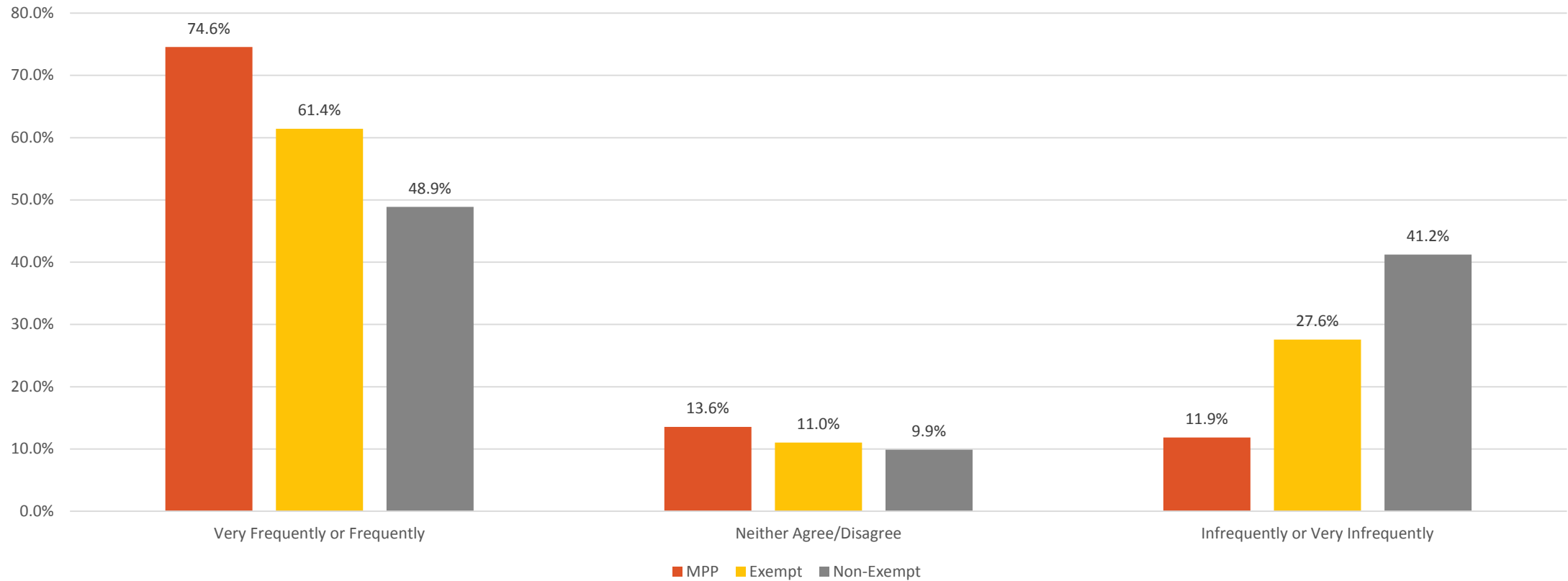
My position is properly classified and reflects my duties accurately.

Staff & Administrators



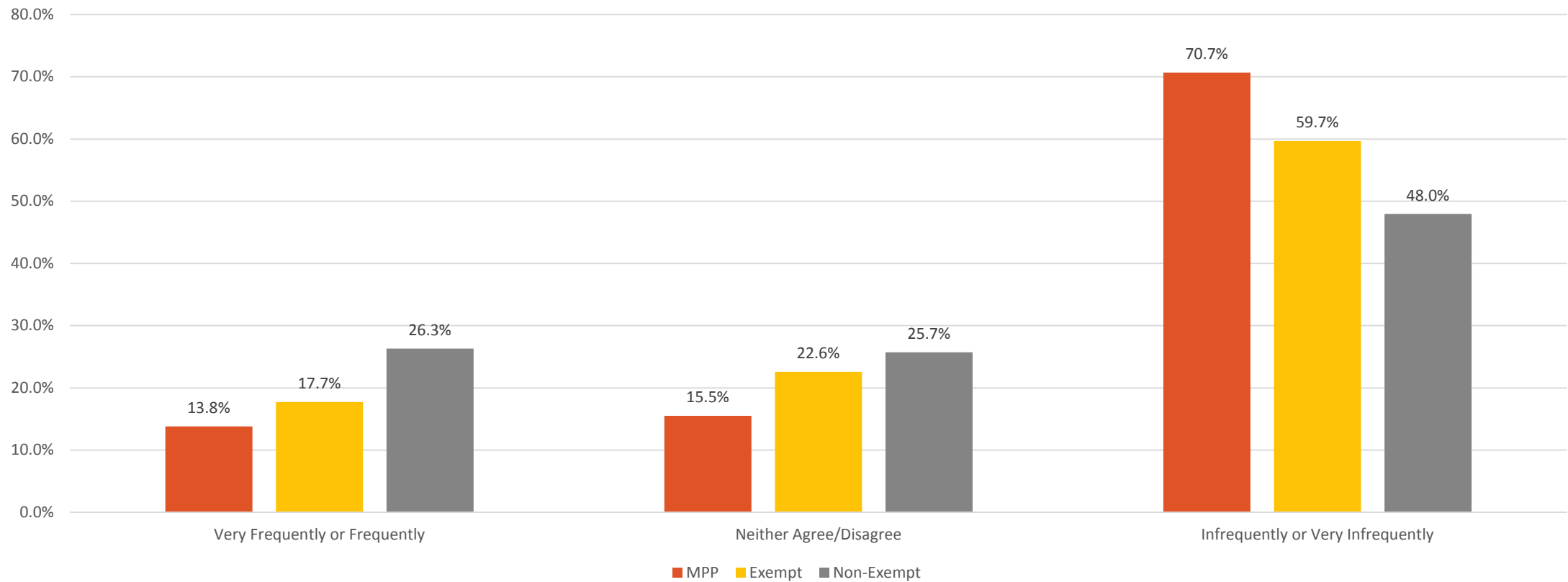
How often does your work cause you stress?

Staff & Administrators



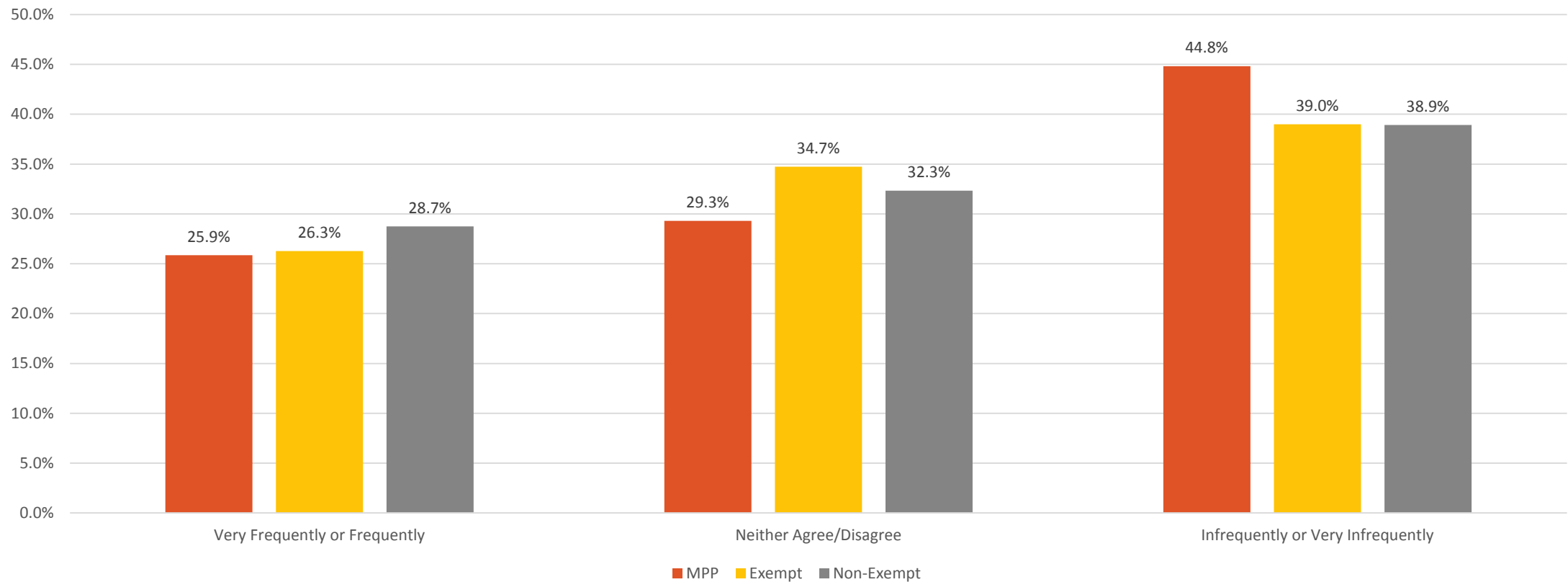
I feel excluded from an informal network in my department/unit.

Staff & Administrators



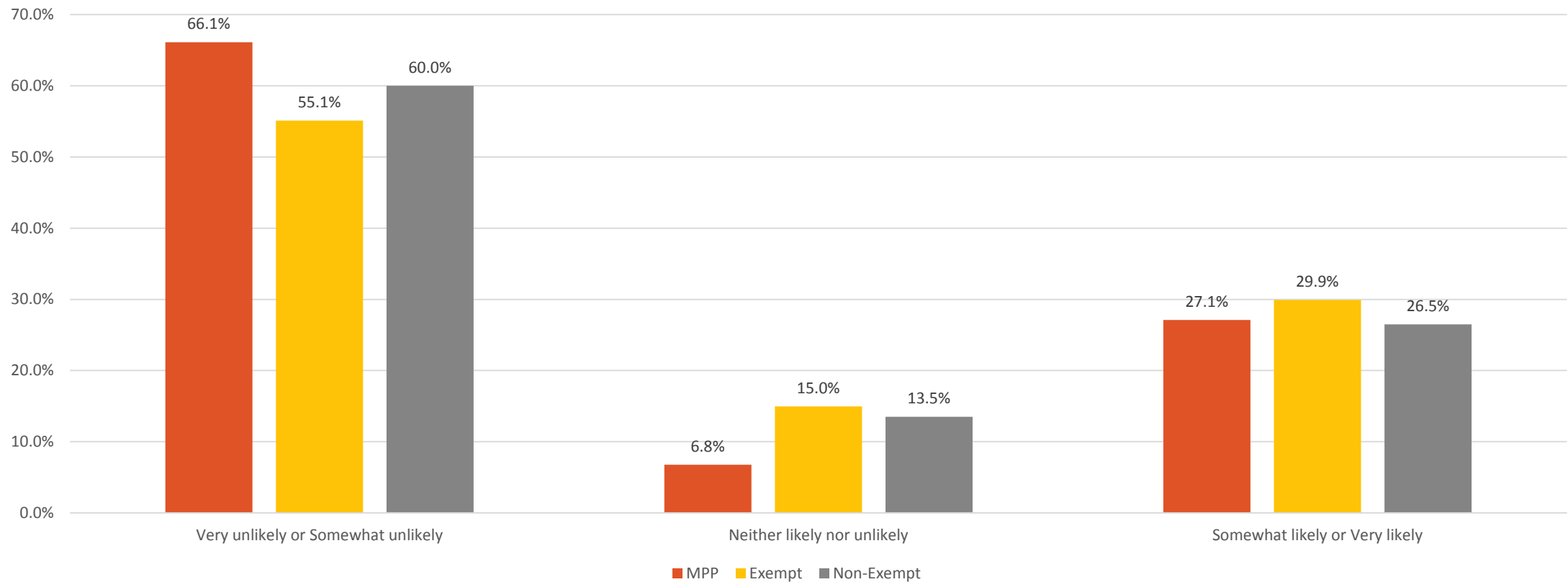
I have to work harder than some of my colleagues to be taken seriously.

Staff & Administrators



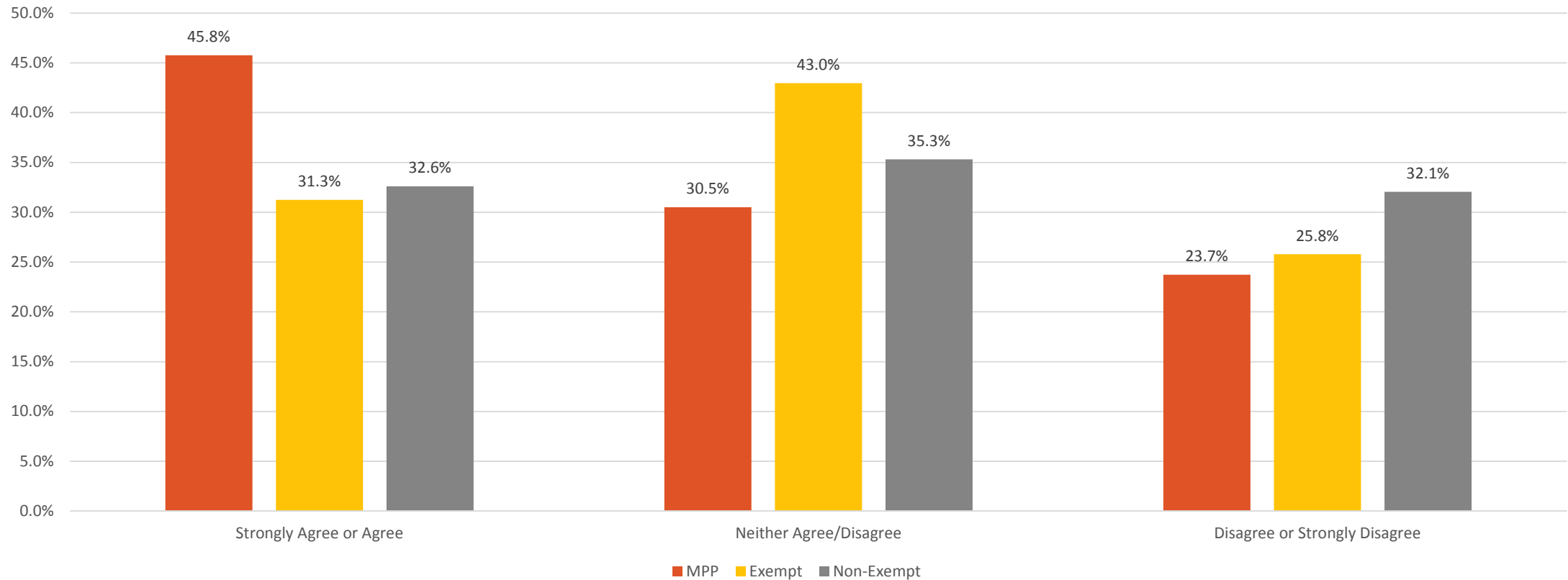
In the next three years, how likely are you to leave CSU, Chico, excluding retirement?

Staff & Administrators

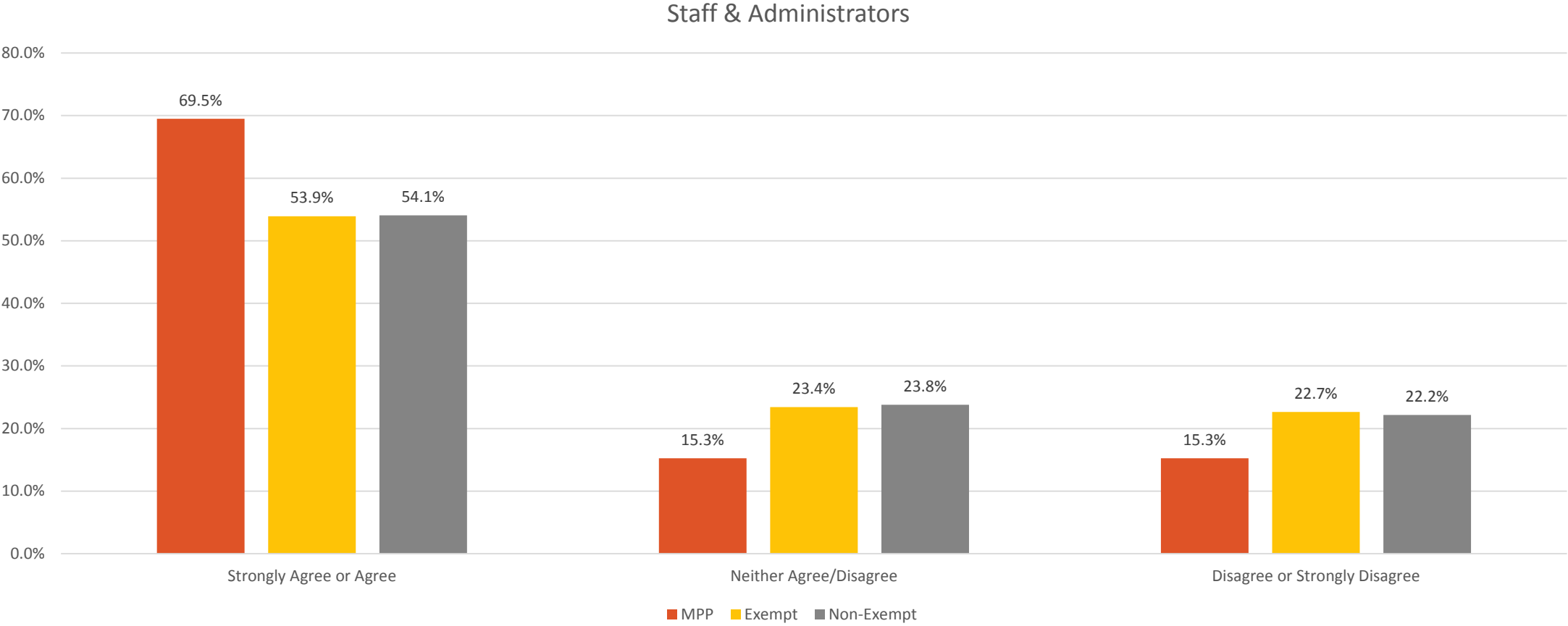


I believe my answers on this year's survey will make a positive impact towards change at CSU, Chico.

Staff & Administrators



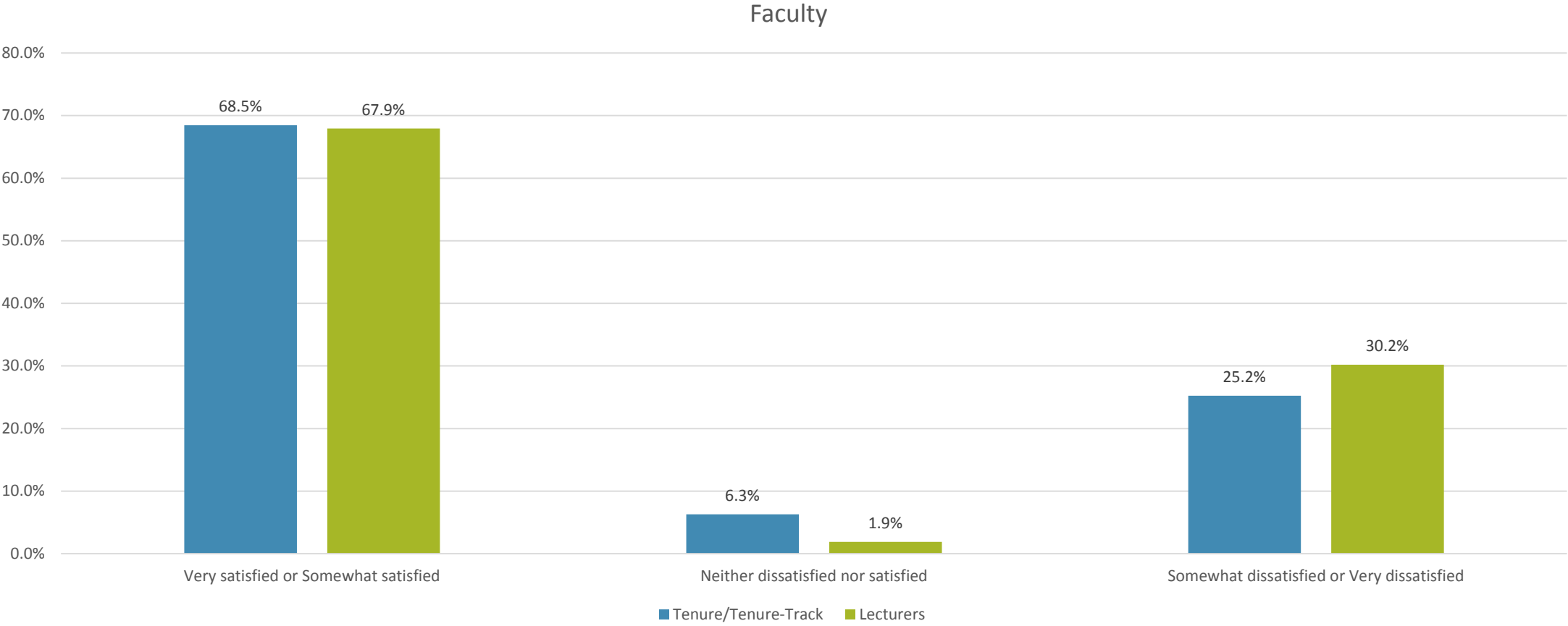
I would recommend CSU, Chico as a place of employment to those I care about.



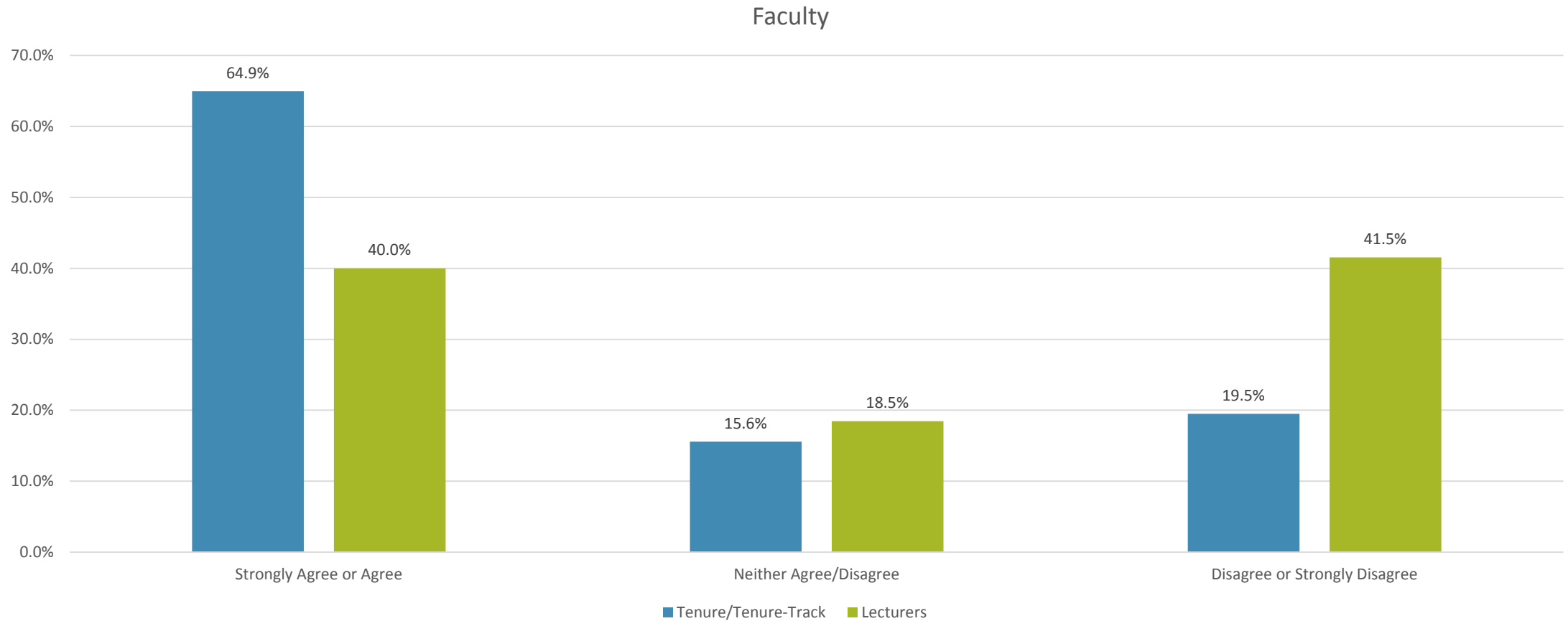
Faculty Responses by Position

- All faculty completed the same version of the survey. In order to better understand differences among categories of faculty, we disaggregated into two categories: tenure and tenure-track faculty, and lecturer faculty.
- The following charts report responses based on those two categories.
- These responses are from the 2016 climate survey only.

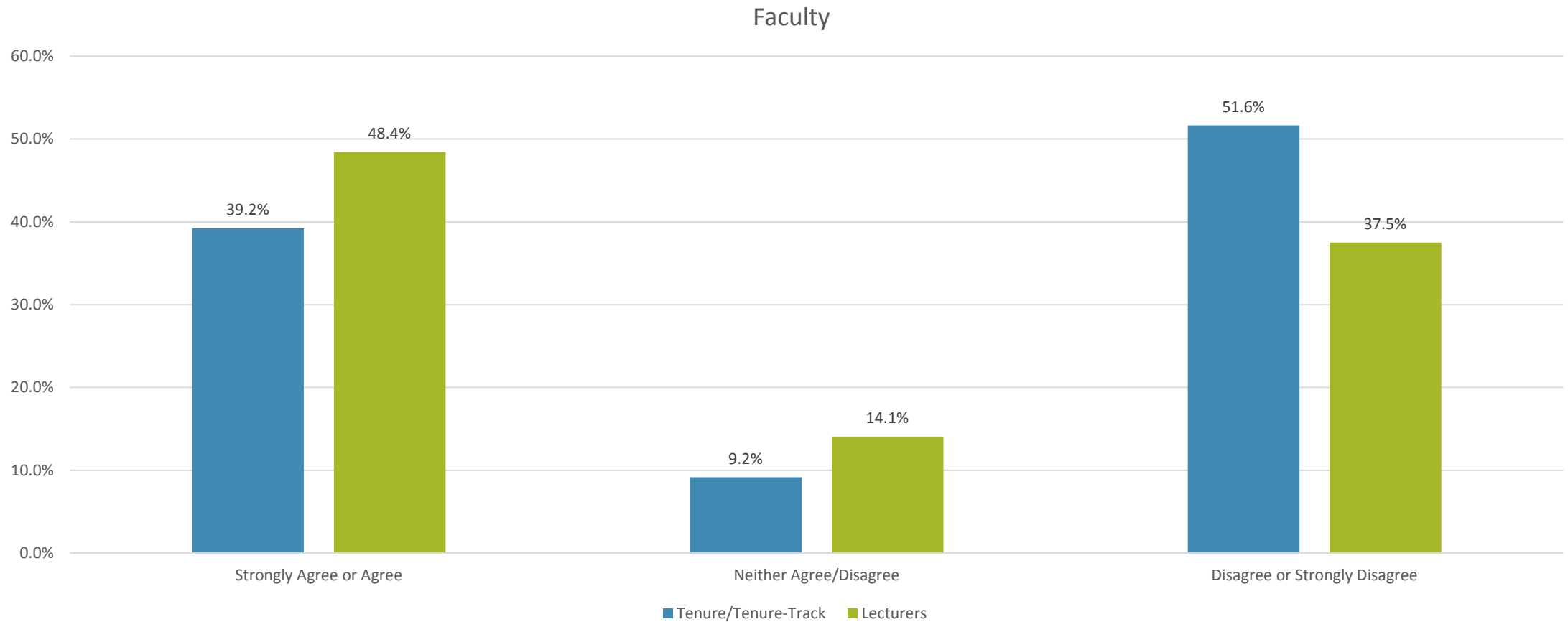
Overall, how satisfied are you working at CSU, Chico?



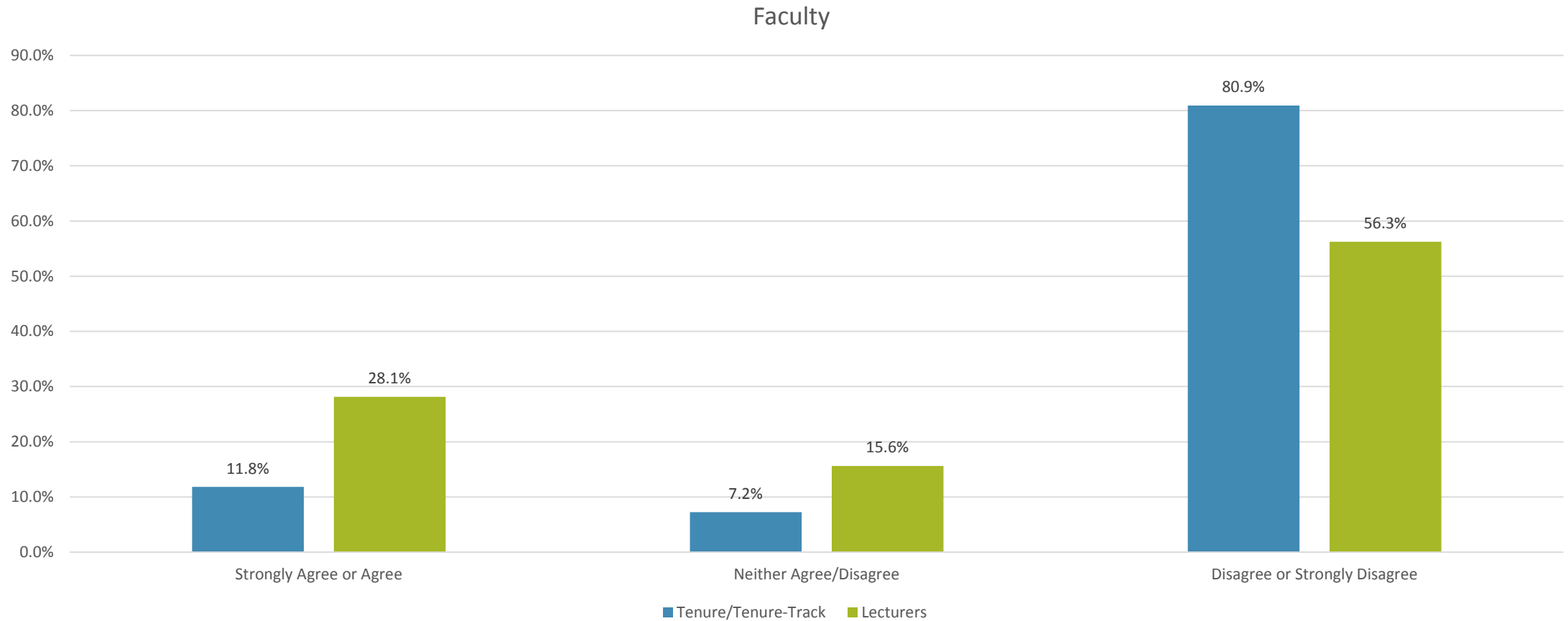
I am optimistic about the future of my career at CSU, Chico.



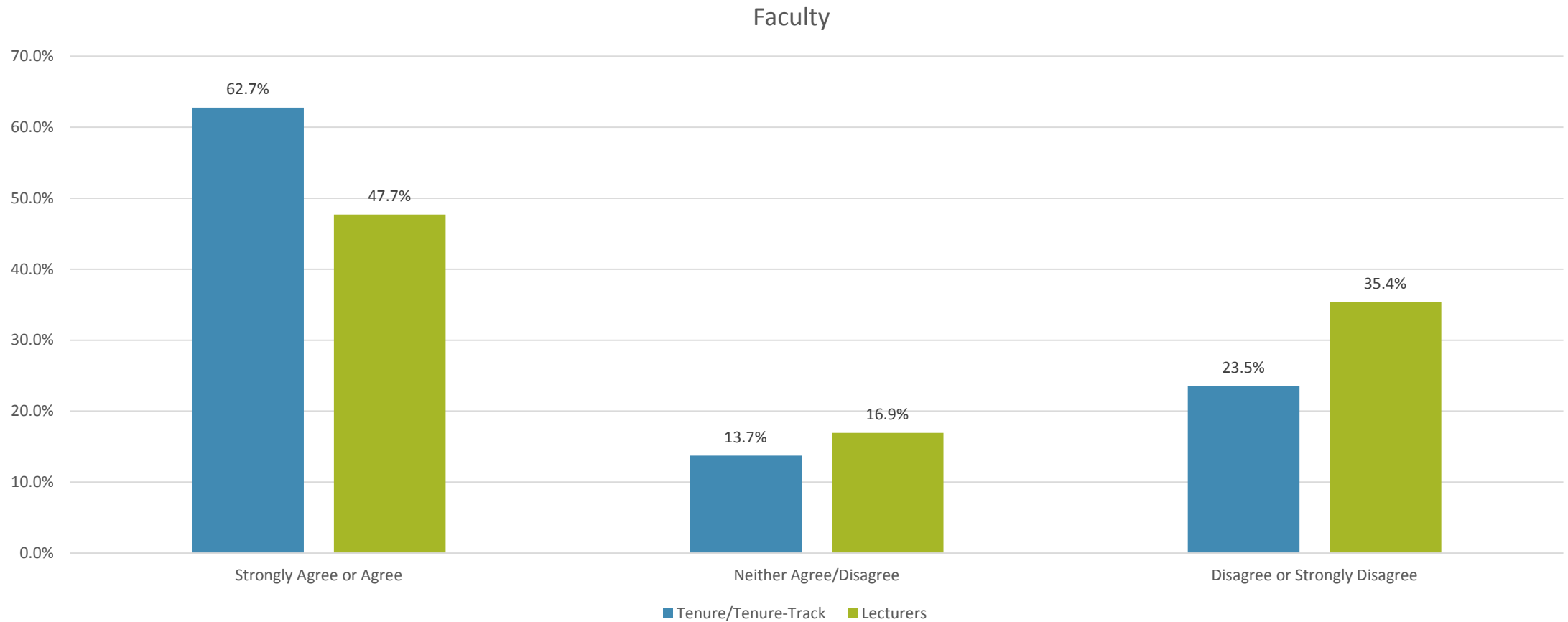
My department/unit has adequate staff.



My department/unit has adequate faculty.

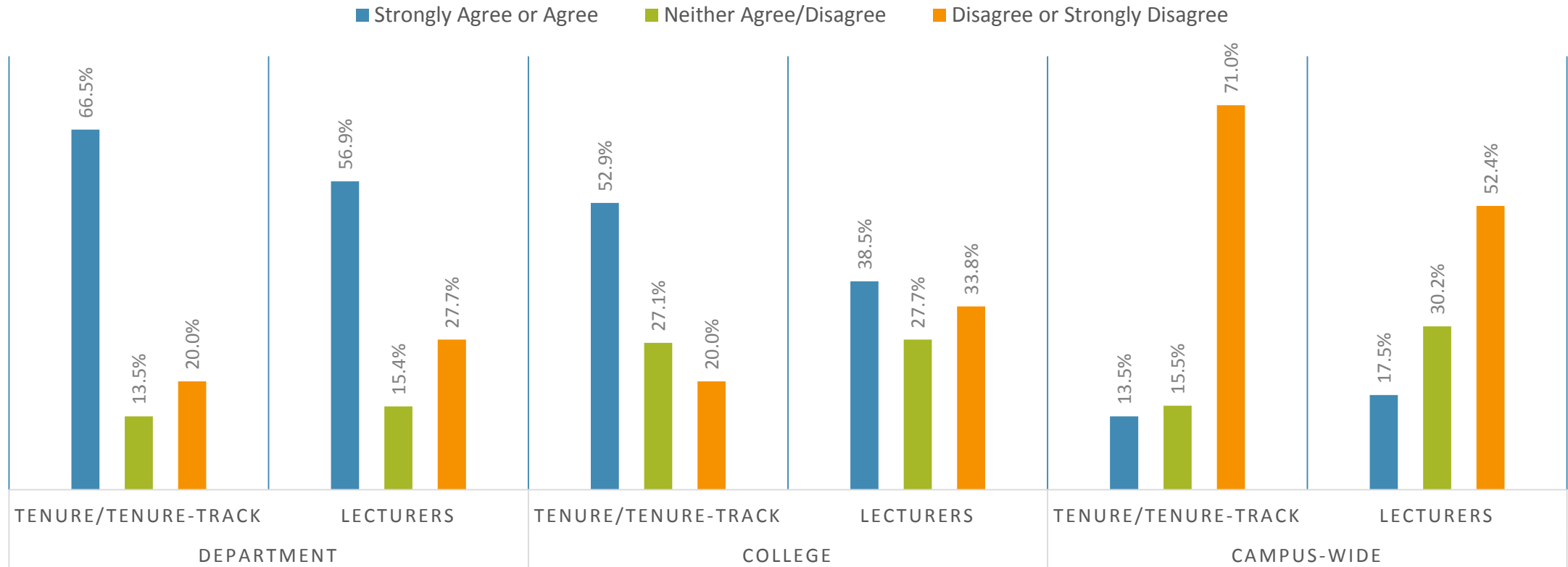


I feel part of an effective team.



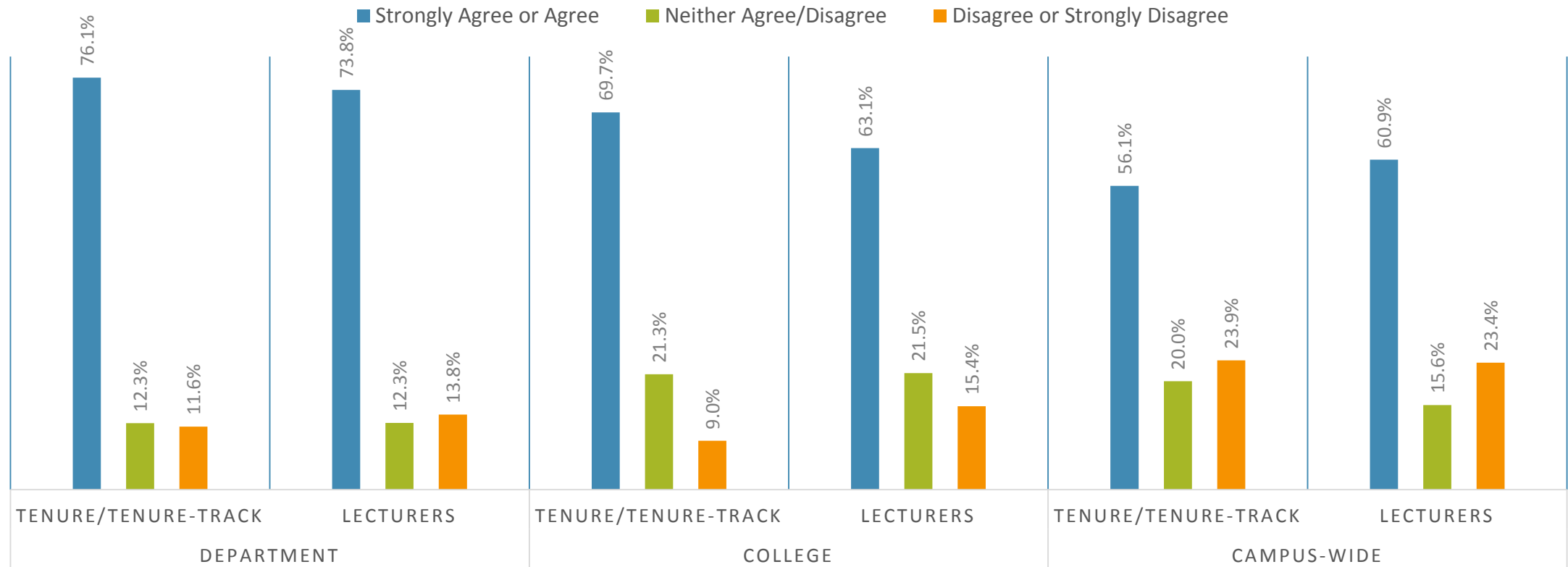
Leadership has communicated a clear direction.

FACULTY



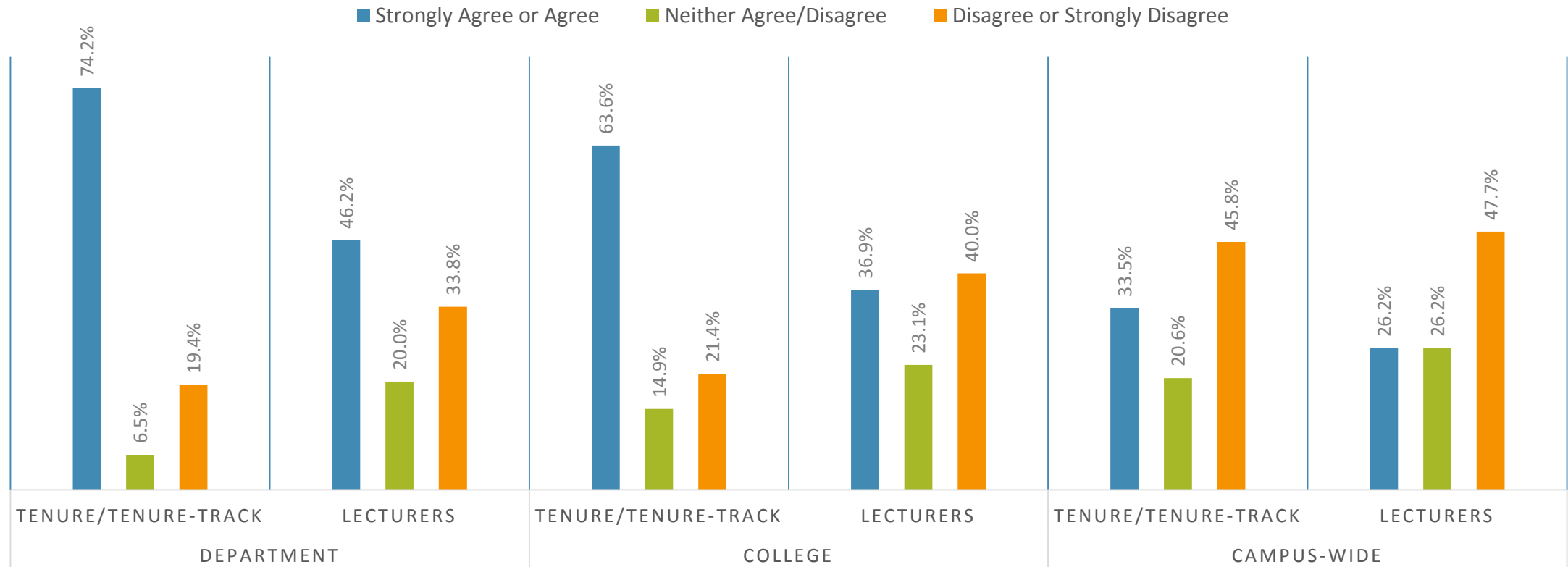
I believe diversity is valued.

FACULTY



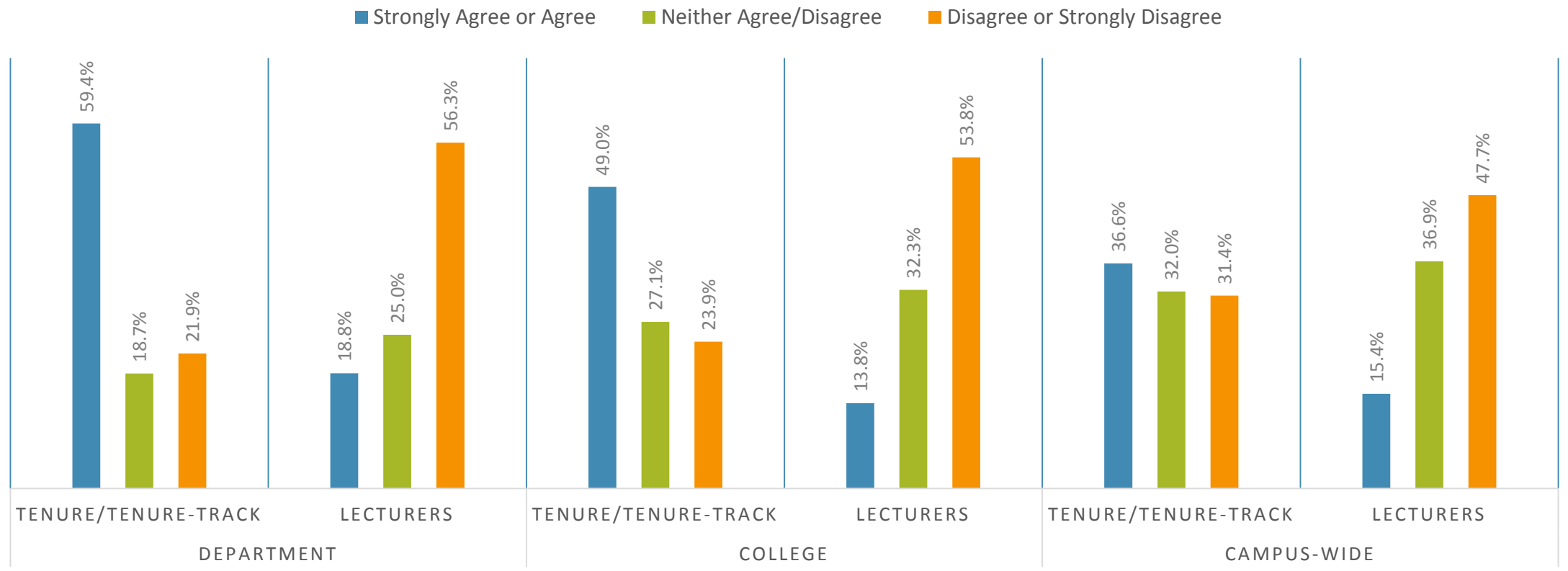
I feel safe expressing my opinion without fear of consequences or retribution.

FACULTY



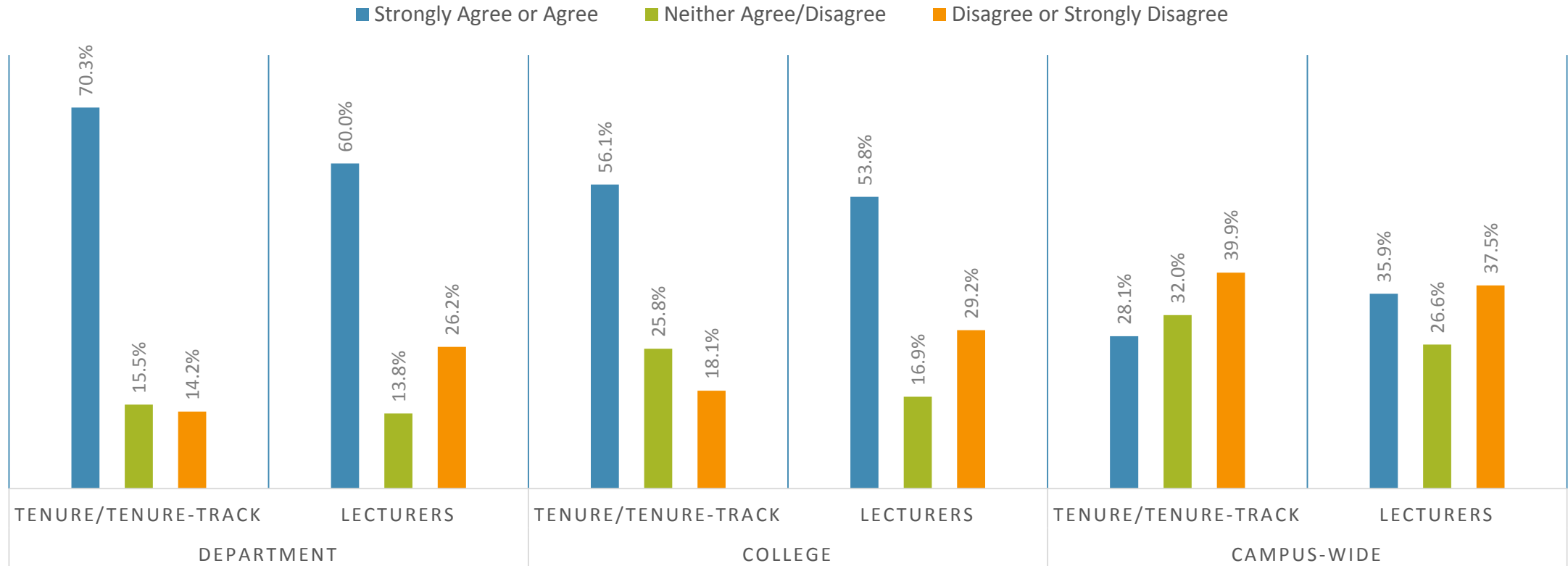
There is opportunity for advancement at CSU, Chico.

FACULTY



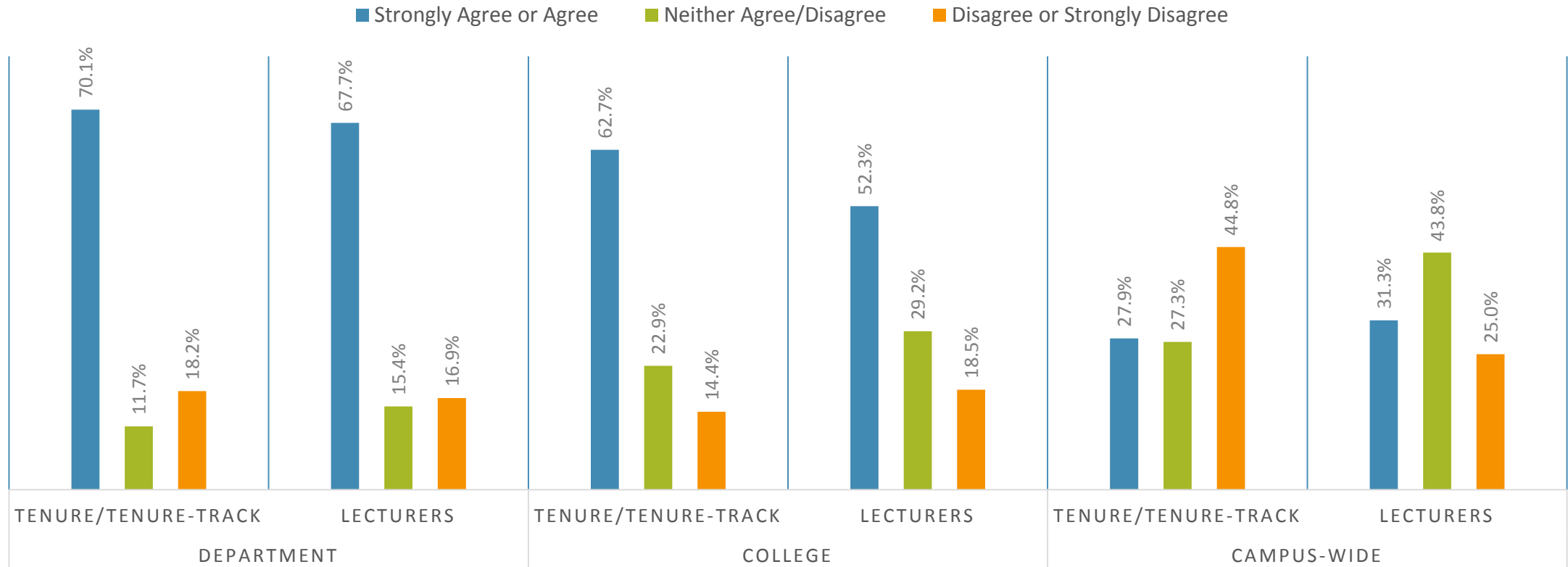
New policies and procedures are communicated in a timely manner.

FACULTY

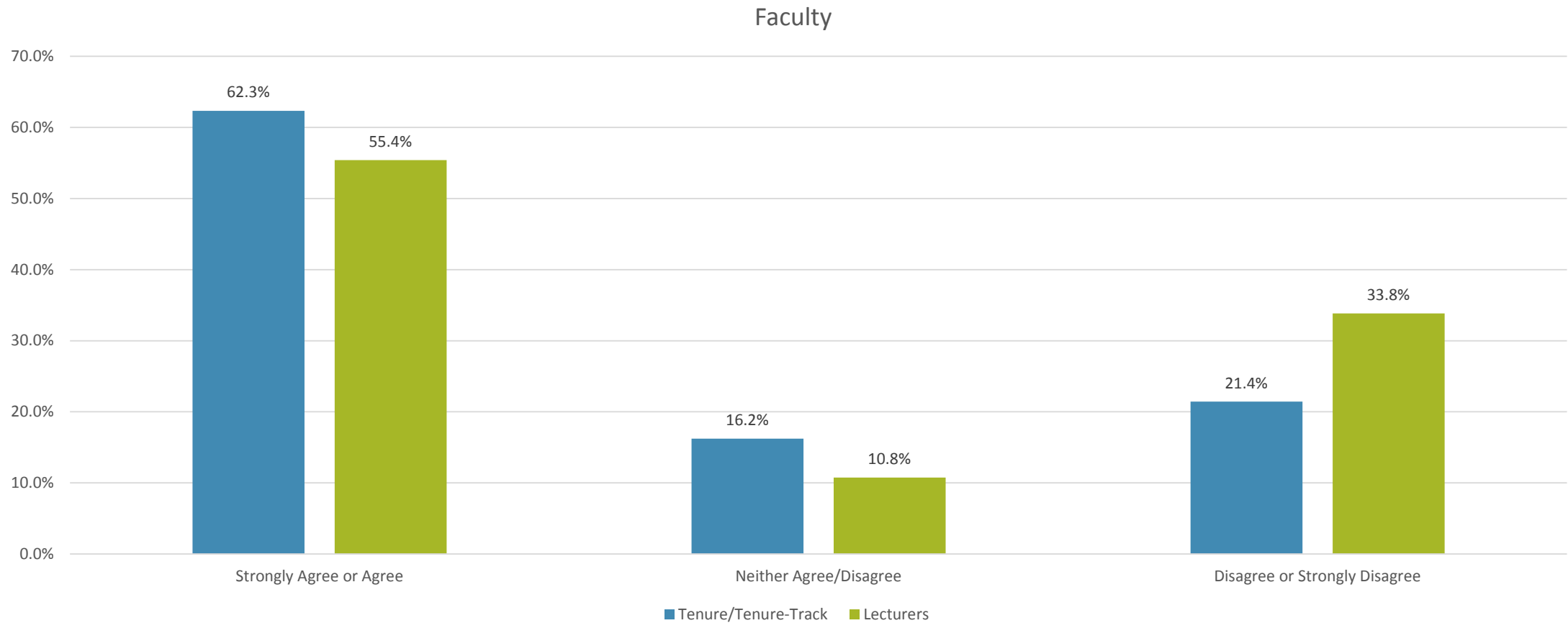


Policies and procedures are followed.

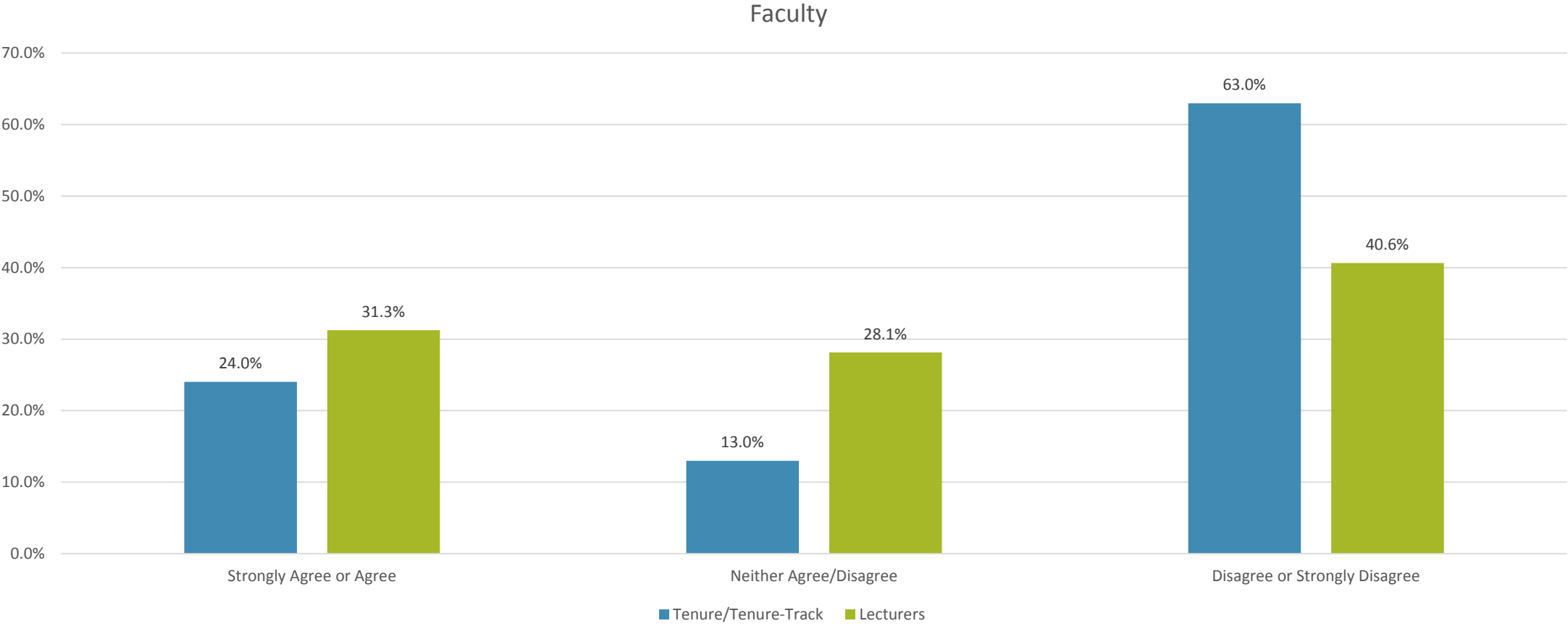
FACULTY



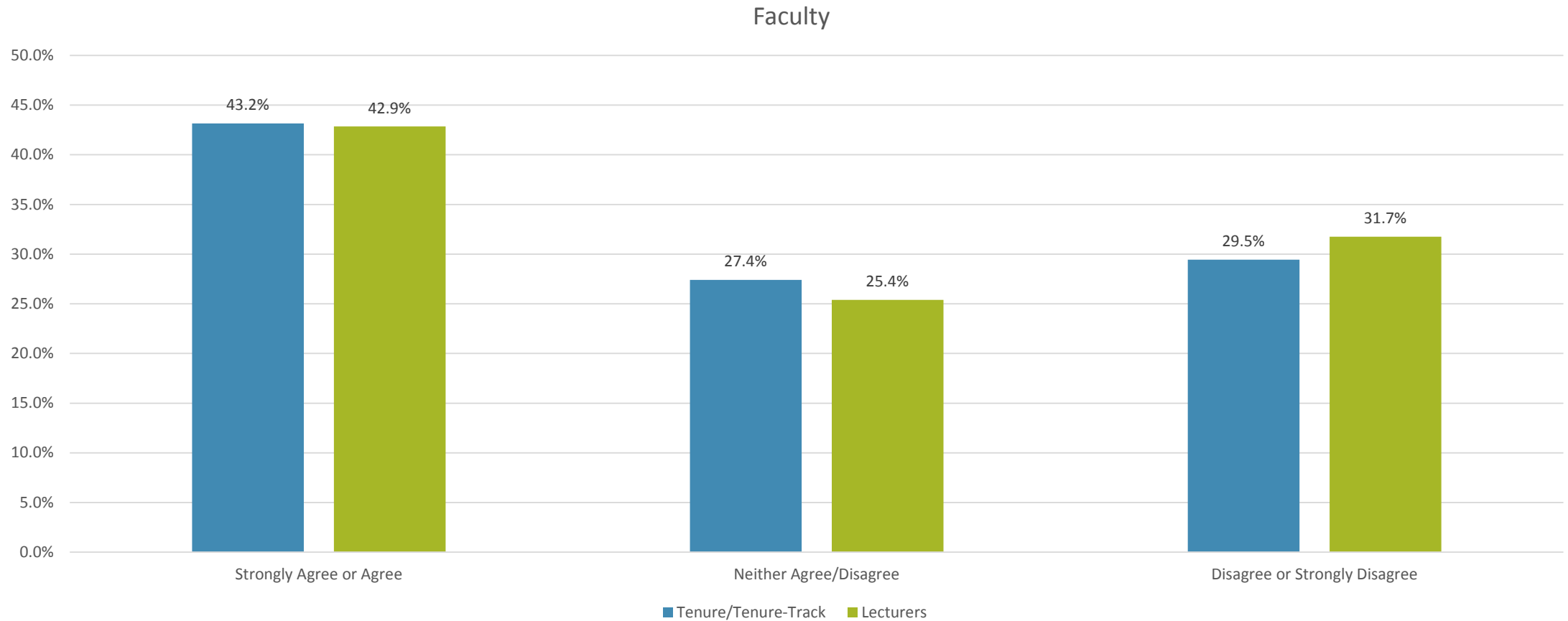
I have been given growth and learning opportunities during the last year.



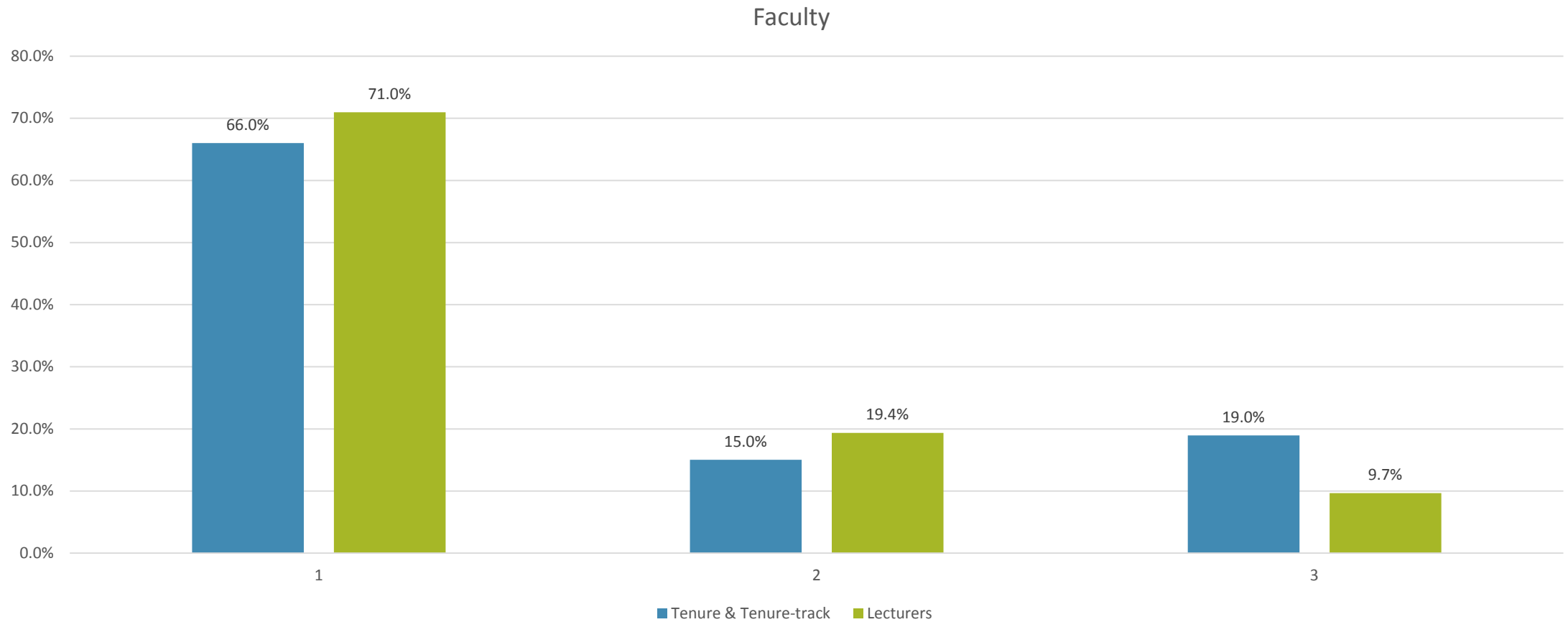
The faculty and staff, as a whole, have timely access to information necessary for faculty and staff to give input into decision-making.



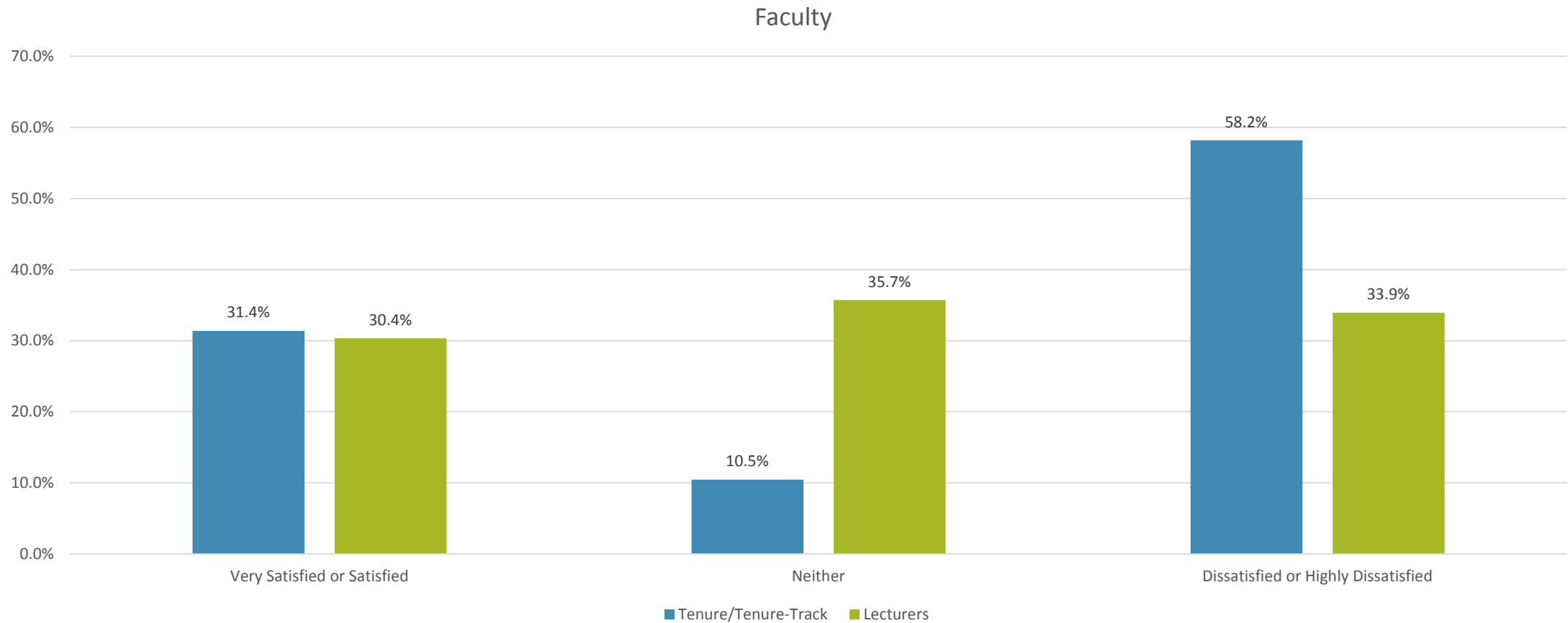
I feel CSU, Chico is succeeding at prioritizing diversity issues.



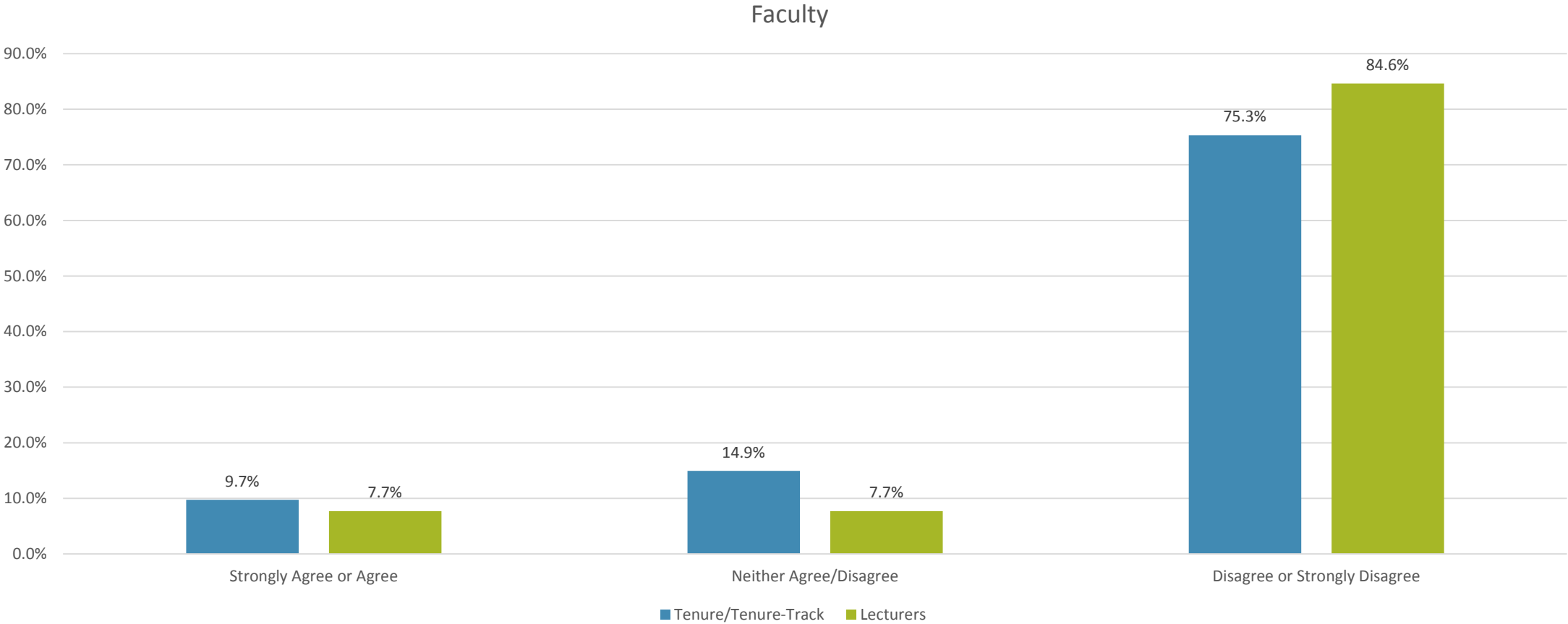
How satisfied are you with support for teaching, CELT, TLP?



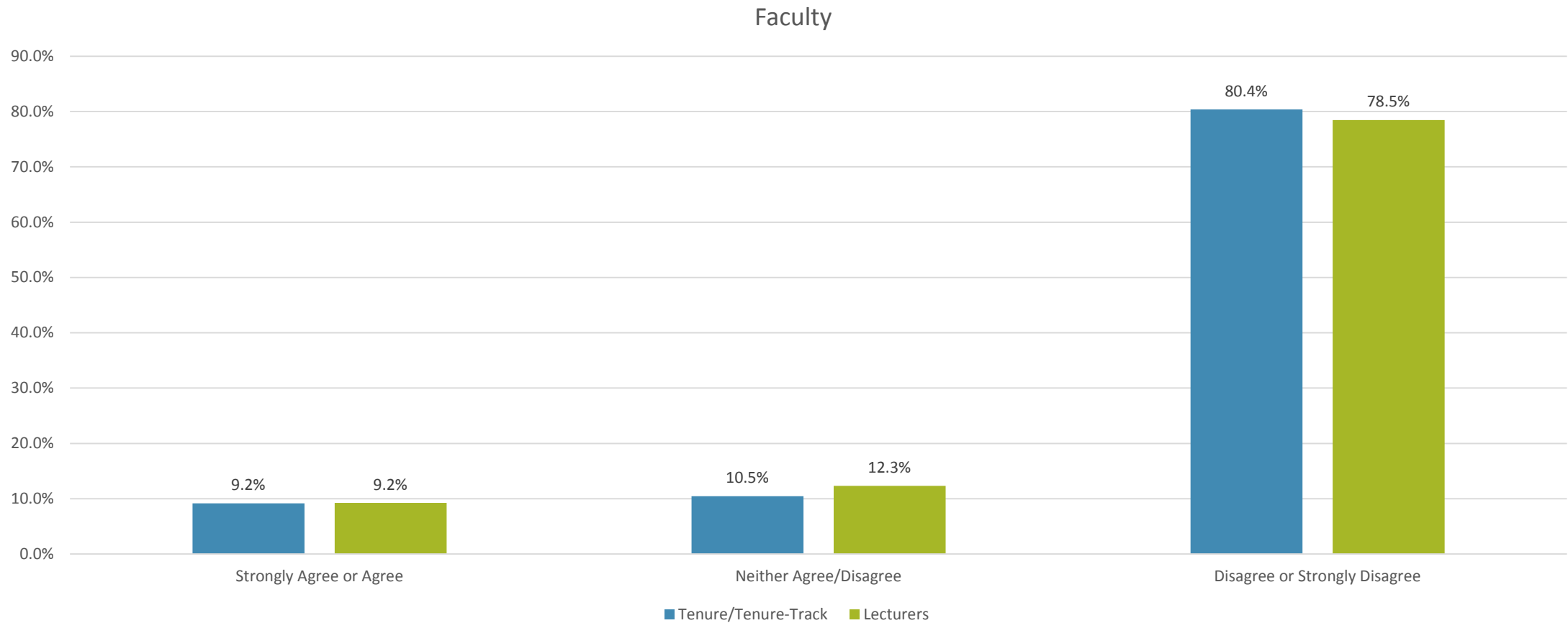
How satisfied are you with support for the teacher/scholar model?



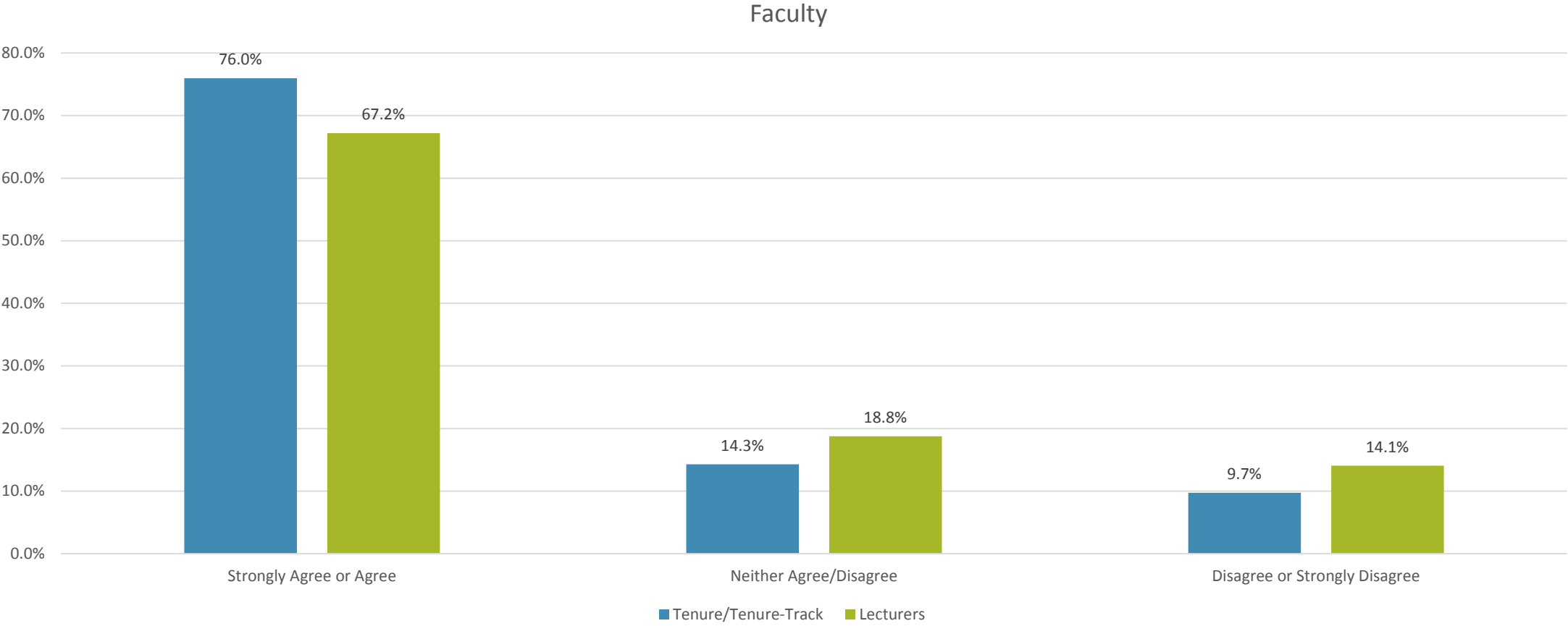
There are fair and equitable opportunities for salary increases.



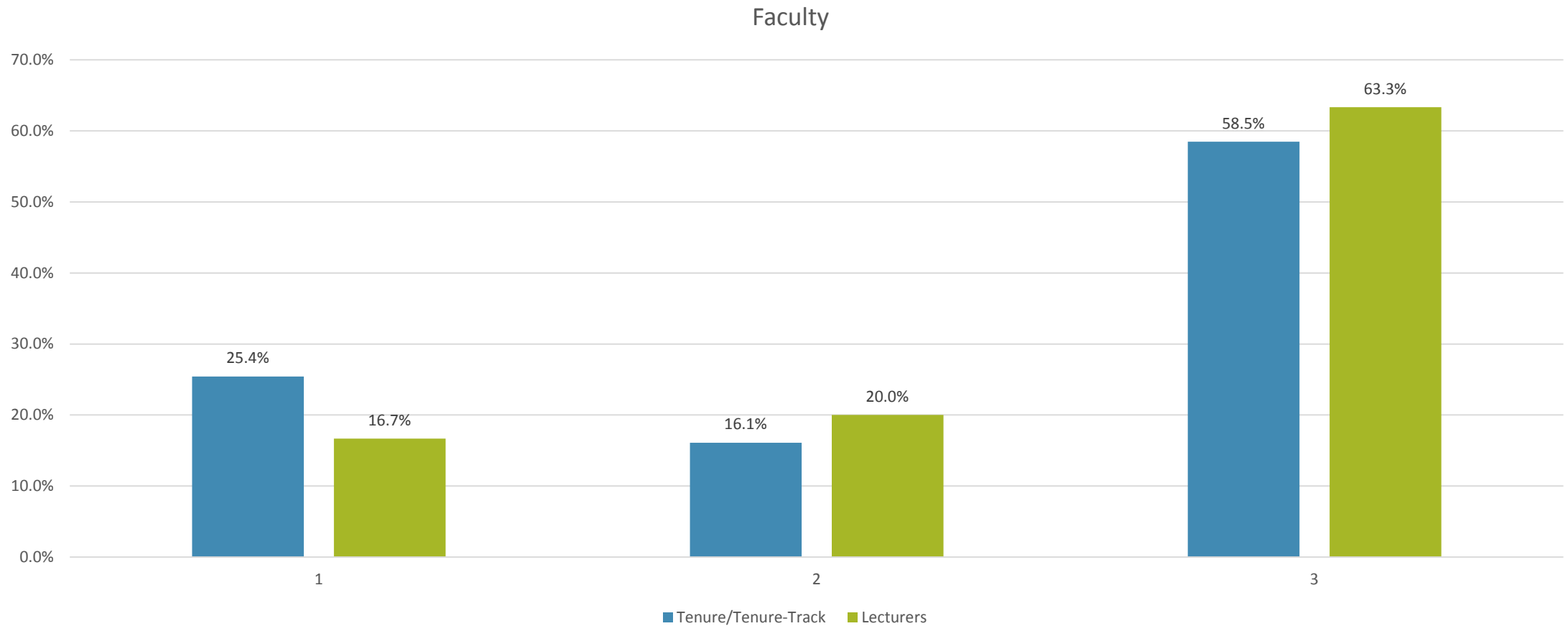
CSU, Chico offers a competitive salary compared to other employment opportunities.



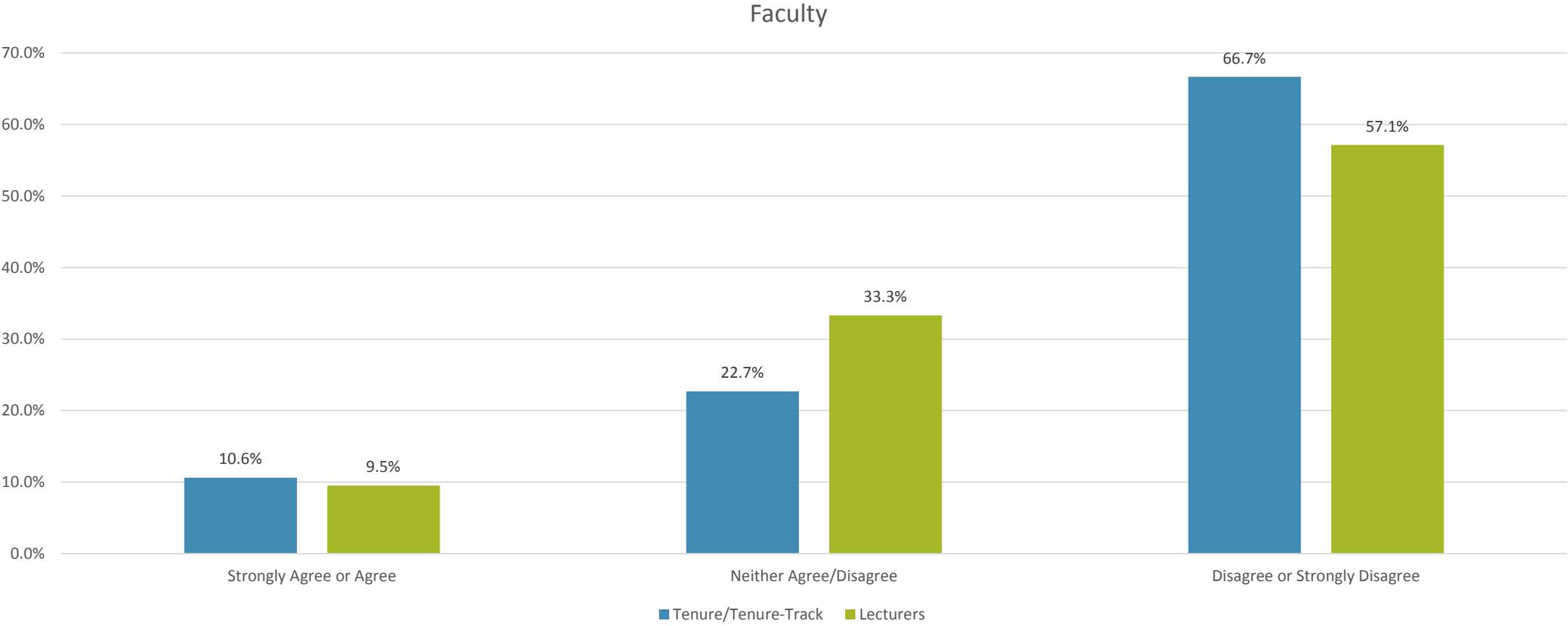
CSU, Chico offers a competitive benefits package compared to other employment opportunities.



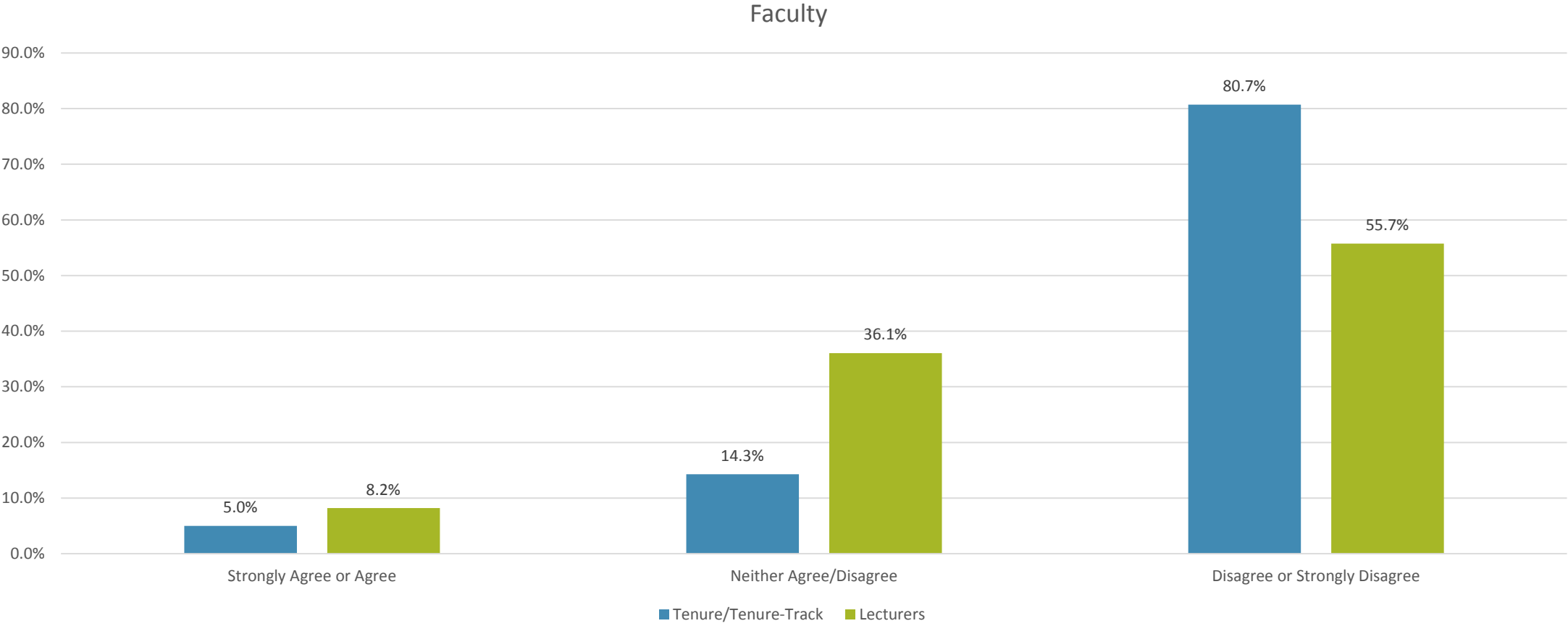
I am satisfied with the availability of campus parking.



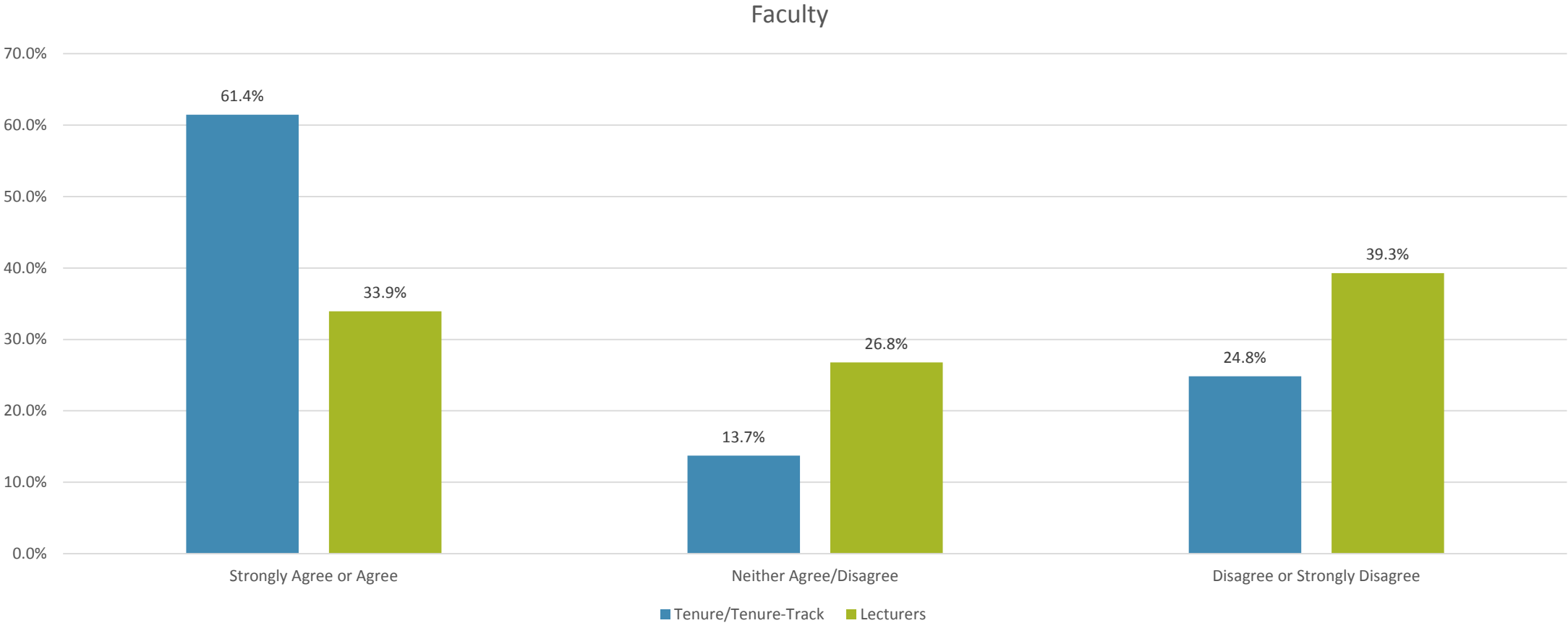
Space allocation and use is fair and consistent across campus



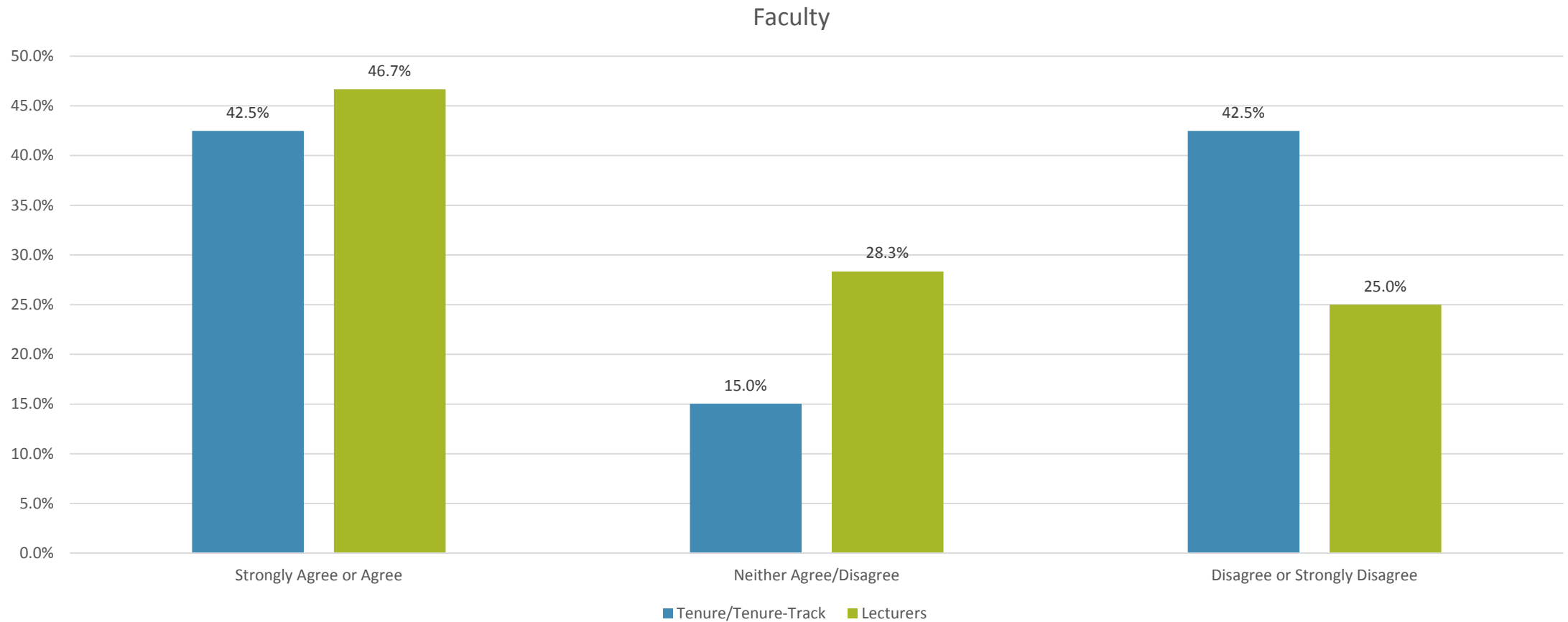
The implementation of campus facility-use charges balances campus resource requirements with community needs.



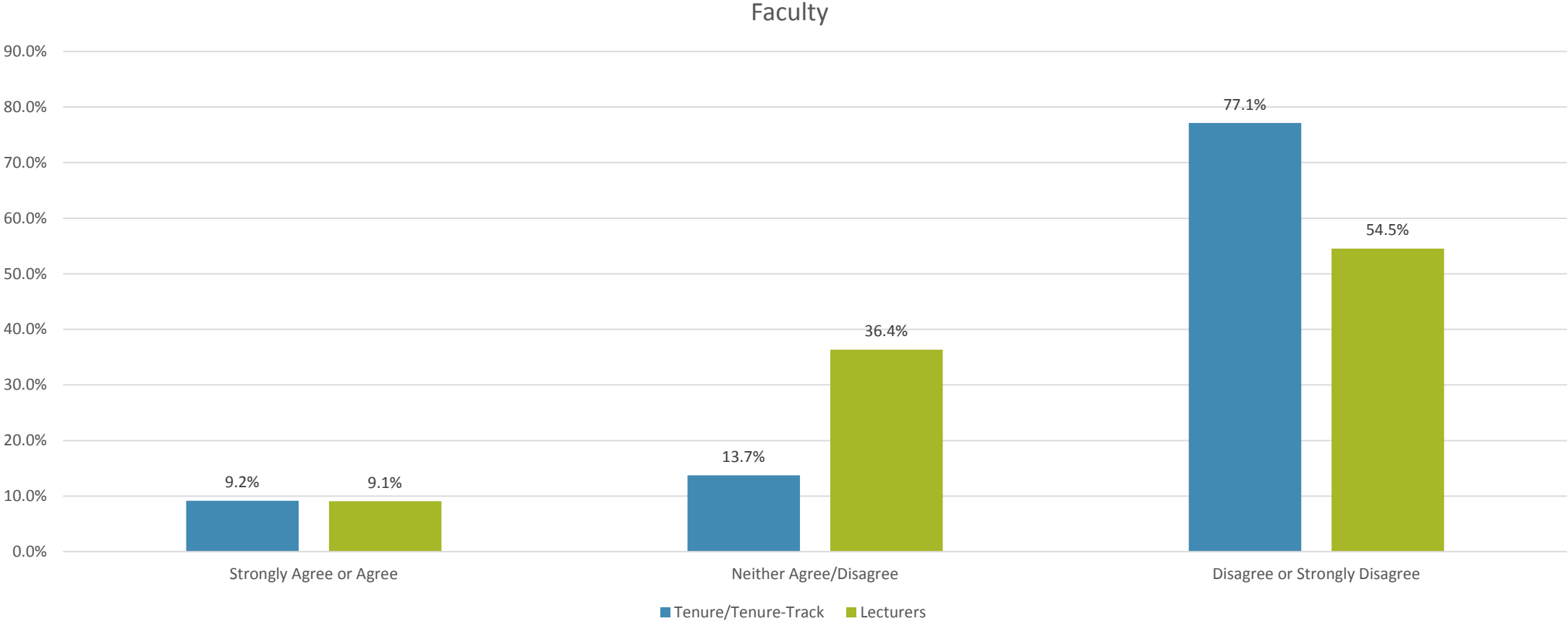
The criteria for tenure and promotion are clearly communicated.



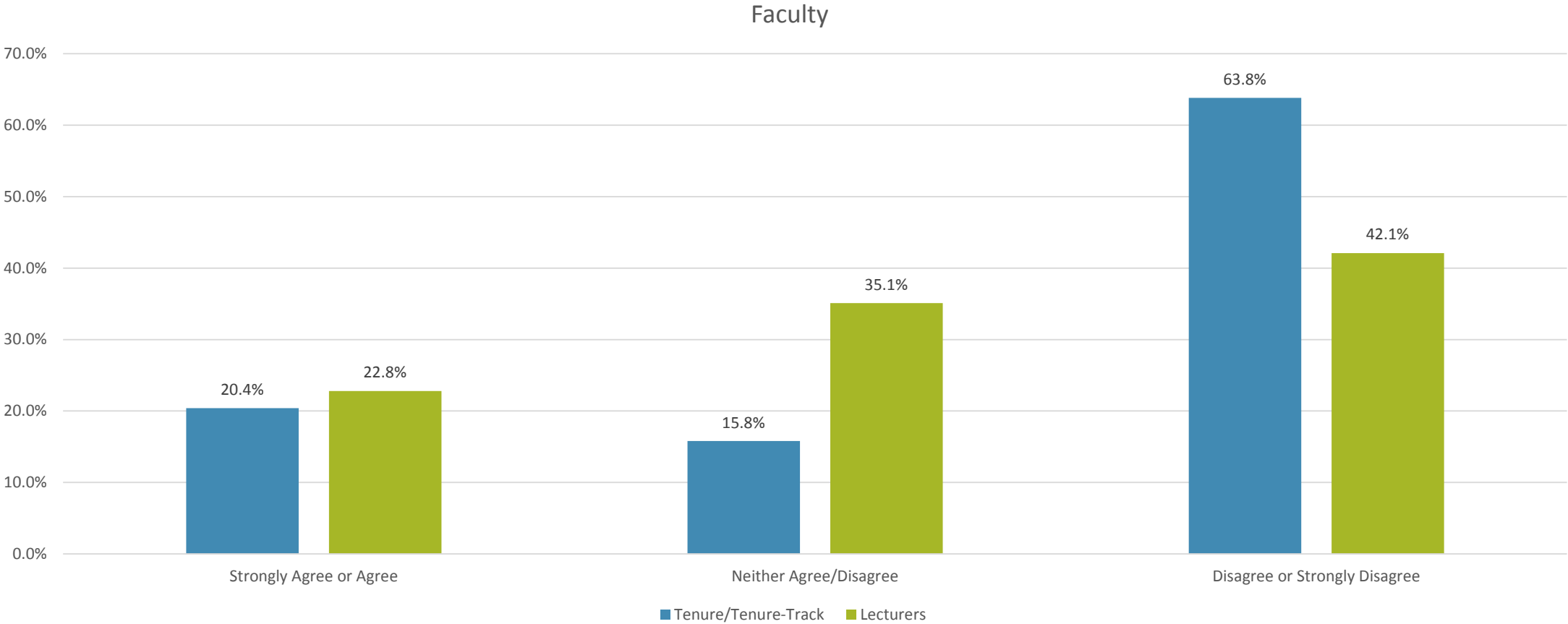
Research and creative activity is encouraged at CSU, Chico.



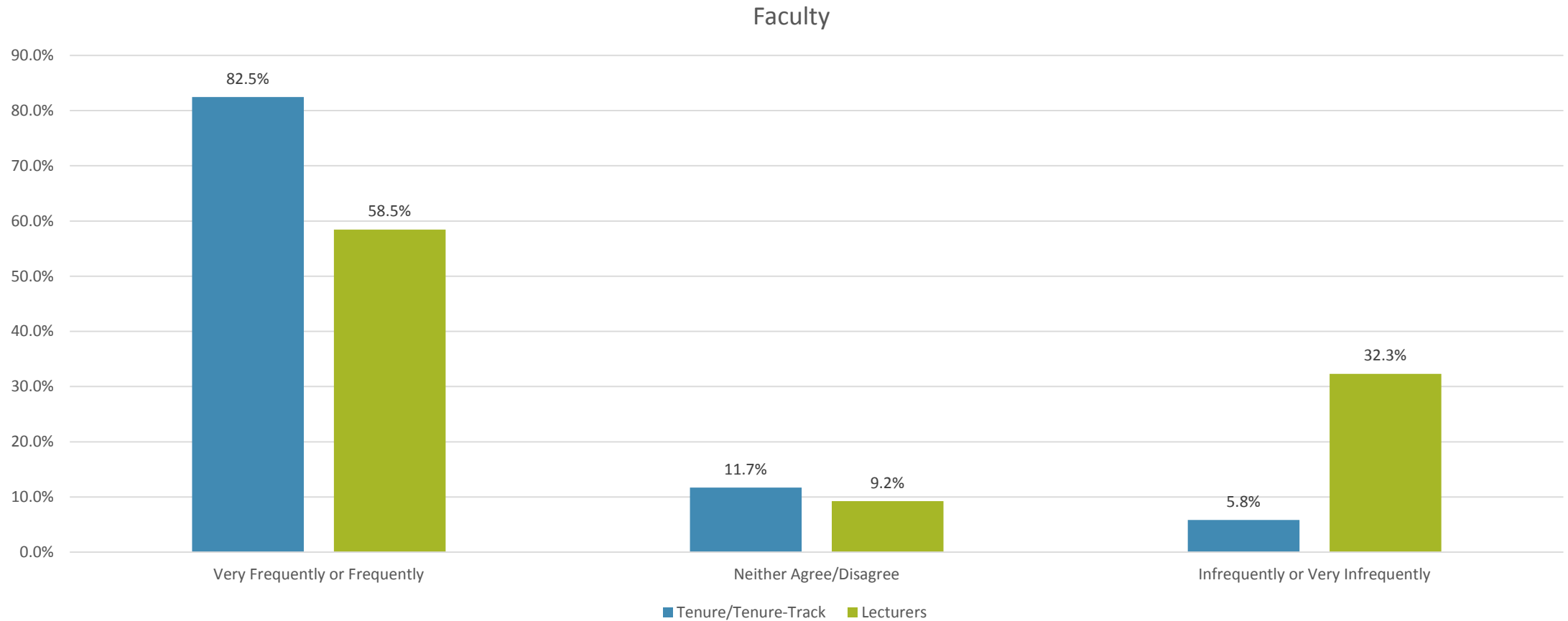
There is sufficient funding to conduct research.



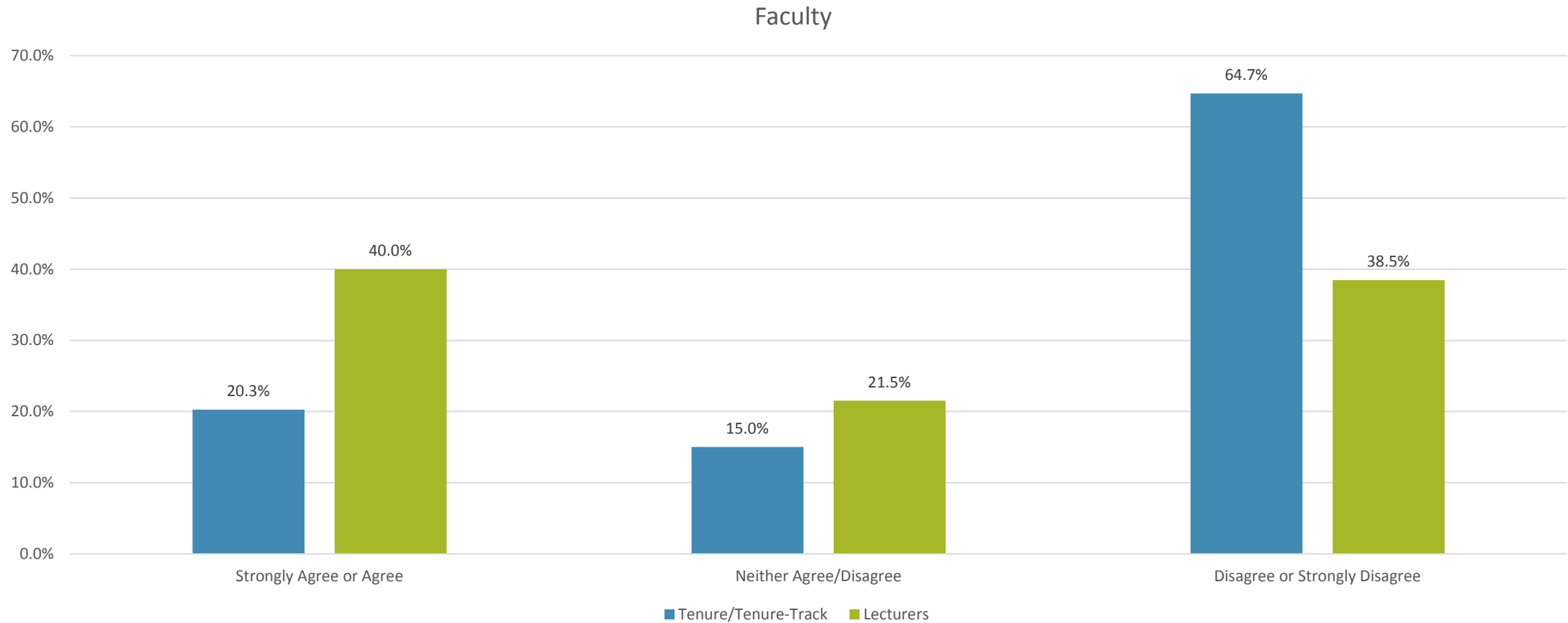
There are sufficient opportunities for research and creative activity.



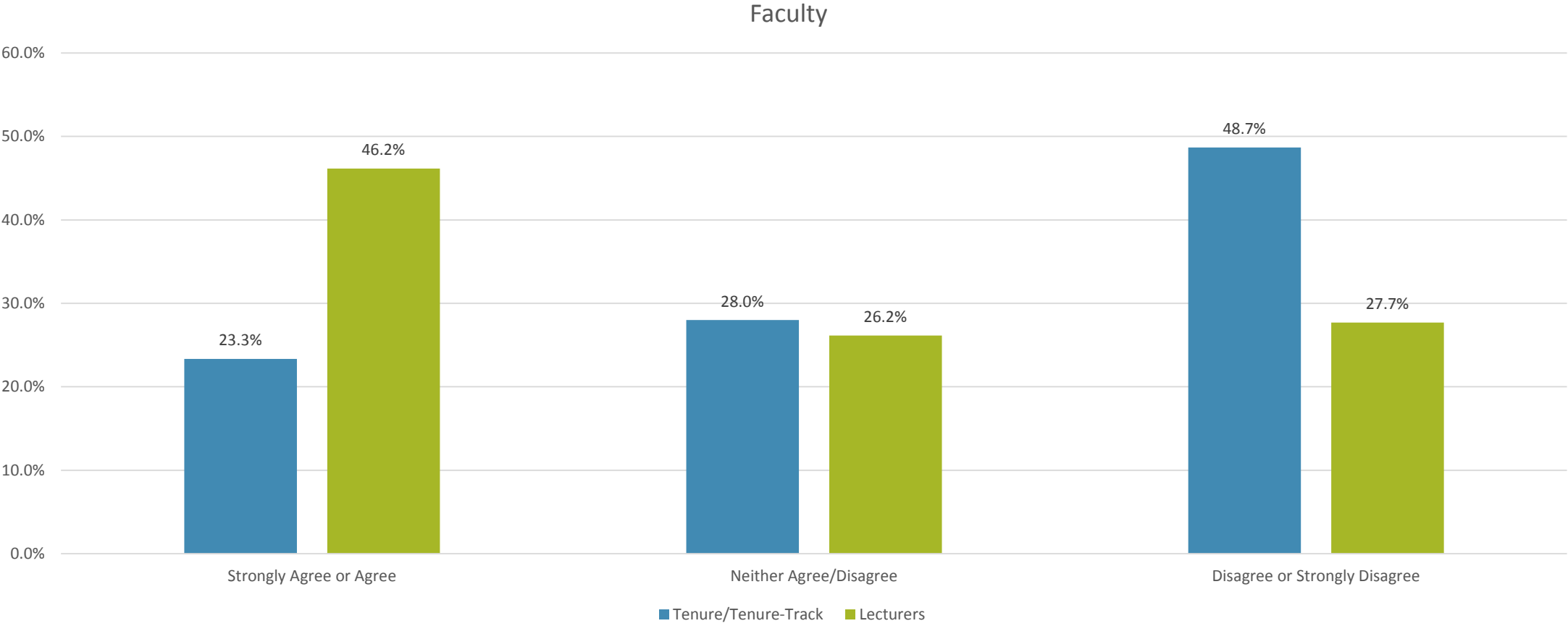
How often does your work cause you stress?



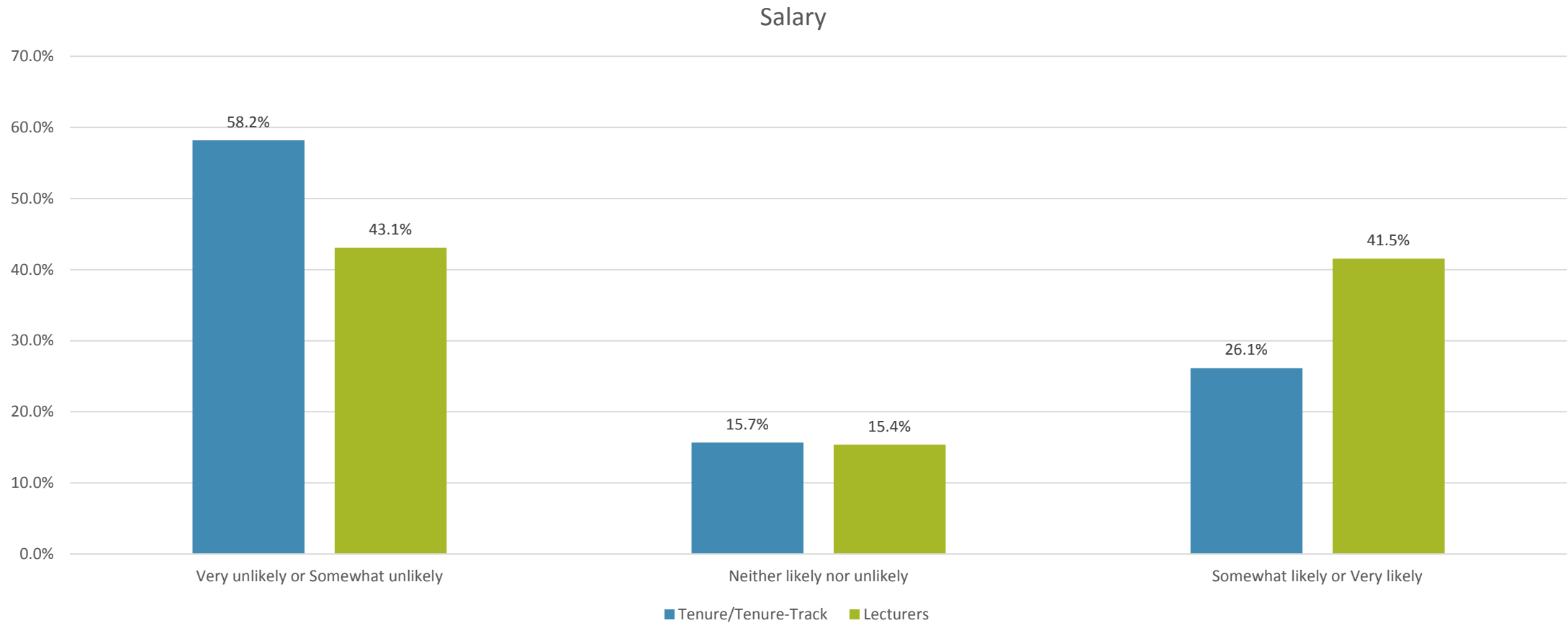
I feel excluded from an informal network in my department/unit.



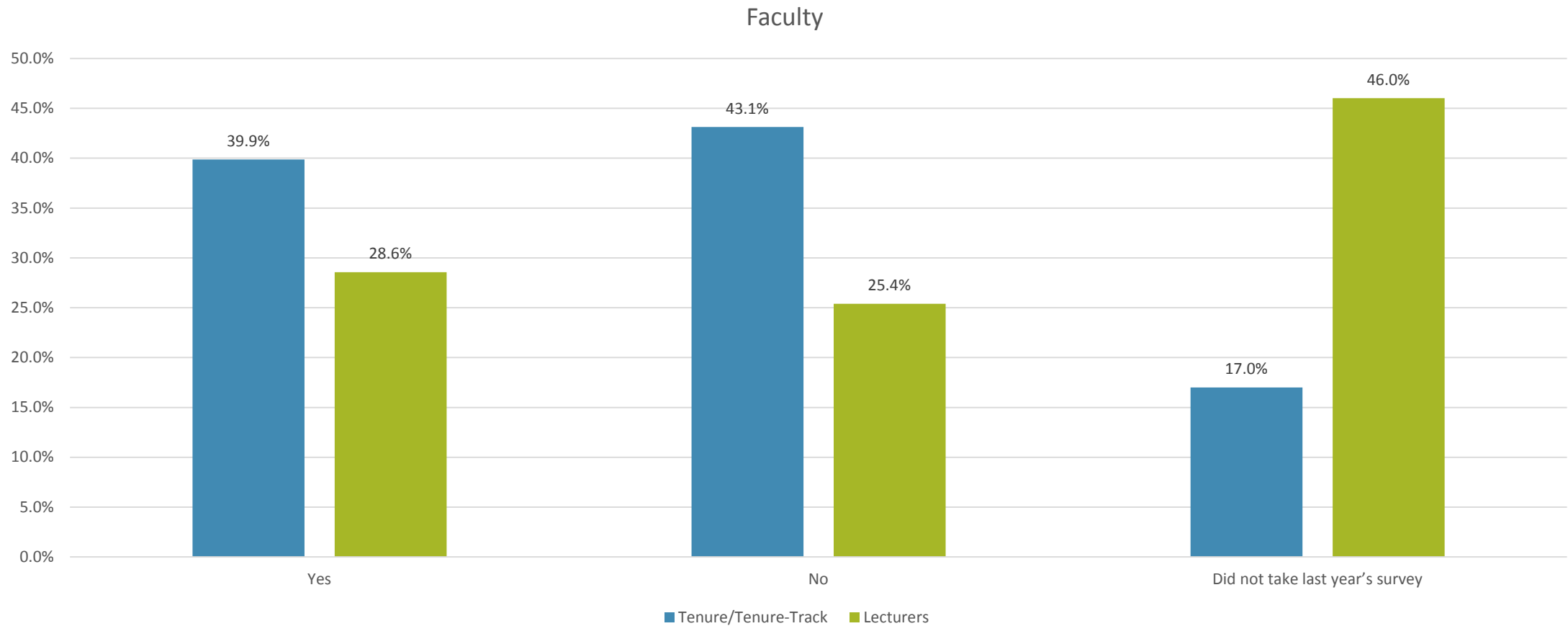
I have to work harder than some of my colleagues to be taken seriously.



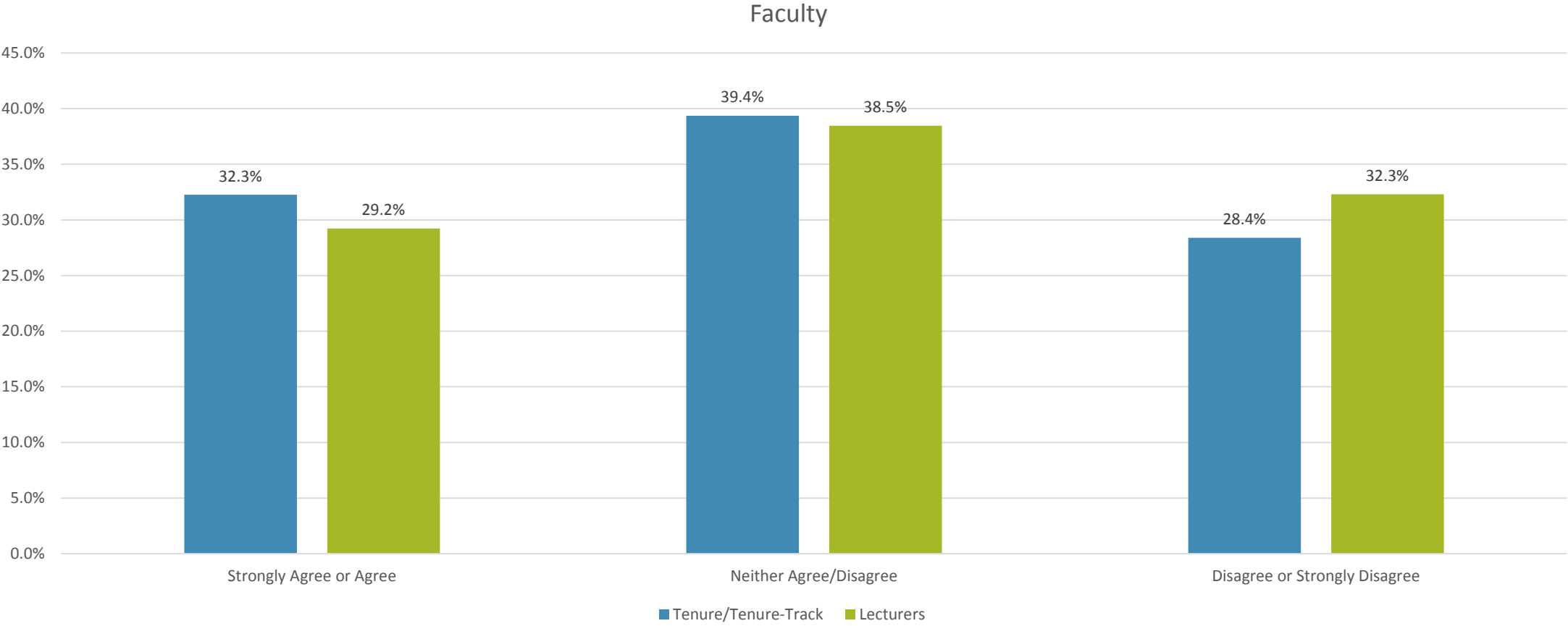
In the next three years, how likely are you to leave CSU, Chico, excluding retirement?



If you completed last year's campus climate survey, do you believe that it made a positive impact toward change at CSU, Chico.



I believe my answers on this survey will make a positive impact towards change at CSU, Chico.



Section Nine

Qualitative Responses

Notes on open-ended responses:

- This year's survey asked four open-ended questions at the conclusion of the survey.
- The CCSWG, after de-identifying the responses, engaged in an open coding process, to capture the themes of each question.
- The themes are listed in the order of their frequency.
- Quotes chosen were those that were representative of as many of the identified themes as possible.
- Ellipses (...) were used by the CCSWG to abbreviate comments, while still presenting the essential point of the respondents.

Staff & Administrators: What are some of the best aspects of working at Chico State?

Themes

- Colleagues/Co-workers
- Benefits
- Beauty of Campus
- Students
- The Chico Community
- Playing a role in our mission

Representative Quotes

“The campus culture, and relationship between campus and community. I feel proud to work here... The benefits are great!”

“I work with a very talented group of people who I enjoy being around very much. We all strive to do our best, and it's infectious. The campus is beautiful, and it is a pleasure to be a part of it. I enjoy being a part of a university, and helping do my part to help students, staff and faculty succeed.”

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

Themes

- Colleagues/Co-workers
- Students
- The Chico Community
- Beauty of Campus
- Work of academia
- Benefits

Representative Quotes

“Kindness of the people, beauty of the campus, proximity to a wonderful downtown, a focus on embracing diversity...”

“Beautiful location, dedicated faculty, relative autonomy to pursue research and publication interests.”

“Working with students is by far the most rewarding aspect of my job.”

Staff & Administrators: What are some of the challenges of working at Chico State?

Themes

- Low salaries/inequitable salaries
- Promotion and compensation policies/practices
- Poor leadership/administration
- Bureaucracy/red tape
- Staffing levels/retention/career development
- Parking
- Negative climate/politics/bullying
- Workload

Representative Quotes

“Lack of leadership, pay imbalance, inadequate staffing, a hostile climate, no raises, lack of communication.”

“So many of the staff feel undervalued and overworked. We cannot hire good new people because people only get offered the bottom of the salary range, so positions go unfilled for months.”

“All processes are so difficult! Changes roll out weekly with little to no communication.”

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

Themes

- Poor leadership/administration
- Workload balance
- Salary
- Insufficient resources
- Lecturer status/conditions
- Too much/too little diversity support
- Bureaucracy/red tape
- Students
- Tenure density

Representative Quotes

“Poor upper-level leadership, excessive bureaucracy, inadequate resources for both teaching and research.”

“One of the main challenges is the separation that exists between lecturers and full time faculty.”

“Shortage on faculty to help manage the workloads and heavy service requirements. No clear definition of Teacher-Scholar.”

Staff & Administrators: If you would like to see improvement in the atmosphere/climate of your department/unit, or in general at CSU, Chico, what remedies or strategies would you suggest?

Themes

- Improve salaries
- Fix promotion and compensation policies/practices
- Improve leadership
- More employee development/training
- Increase communication/transparency
- Increase staffing
- Increase budget/resources

Representative Quotes

“Campus leadership needs to be real about making improvements as a result of this survey. Just saying that you are addressing these items in a few forums doesn't do it. There needs to be regular and on-going communication about efforts to improve the climate... People are our greatest asset, let's treat them as such.”

“The campus would be better served to have a mechanism for advancement and pay raises that reward people without having to take new positions.”

“Hire adequate staffing to reduce workload to a reasonable expectation. Increase salaries to reflect the responsibility of the work.”

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

Themes

- Improve leadership
- Address workload balance
- Increase transparency/communication
- Improve funding/resources
- Increase salary

Representative Quotes

“Administrators with real leadership abilities and commitment to campus who listen to and act on faculty concerns. Salary and benefits appropriate given national average and cost of living in Chico. A reasonable workload similar to comparable institutions.”

“Moving funds from administration to faculty, hiring more faculty, decreasing teaching loads to promote research.”

“More resources in regard to faculty research.”

“Better collaboration and communication between administration and faculty/staff.”

Staff & Administrators: Do you have other comments you'd like to share about your experience at CSU, Chico?

Themes

- This section resulted in a wide variety of responses, but two clear themes emerged:
 - Enthusiasm for senior administrative change
 - Disappointment in the past

Representative Quotes

“Looking forward to seeing how incoming President is able to address these challenges and writing a new, better chapter in the University's story. Am cautiously optimistic that real change can occur.”

“I love this University despite some of its challenges. People who work here want to be here and want to stay but are often faced with the choice between professional growth and staying on this campus. It is unfortunate that it seems like you have to choose one over the other instead of having both. Hopefully we can continue to motivate, retain and develop more people on this campus to stay and give back to this amazing campus.”

Faculty: Do you have other comments you'd like to share about your experience at CSU, Chico?

Themes

- This section resulted in a wide variety of responses, but two clear themes emerged:
 - Enthusiasm for senior administrative change
 - Disappointment in the past

Representative Quotes

“I love working at Chico State. I get tired of constantly fighting for resources - faculty, staff, and classrooms... The need for more staff impends the ability of the department to achieve the required work.”

“I look forward to having a new president and an opportunity for a fresh new beginning. The university has been in desperate need of this change for a long time.”

Campus Climate Survey Working Group

Membership

Sharyn Abernatha, Associate Vice President of Staff Human Resources (until July 2015)

Bill Allen, Director of Institutional Research (until January 2016)

Sarah Blakeslee, Interim Associate Vice President for Faculty Affairs (joined July 2016)

Susan Elrod, Interim Provost and Vice President for Academic Affairs (until April 2016)

Robert Knight, Dean of Humanities and Fine Arts

Wenshu Lee, Associate Vice Provost for Faculty Affairs

Robin McCrea, Administrative Analyst/Specialist for College of Agriculture

Jennifer Meadows, Chair and Professor of Communication Design

Ann Schulte, Professor of Education

Paula Selvester, Director of Liberal Studies Program and Professor of Education

Matthew Thomas, Professor of Political Science

Joe Wills, Director of Public Affairs & Publications

Christopher Winch, Data Analyst in Institutional Research (joined January 2016)

Sheryl Woodward, Assistant Vice President for Staff Human Resources (joined July 2015)

Data Protocols

- The quantitative data was examined in two SPSS databases (one for faculty, one for staff & administrators), and SPSS was used to create the frequency distribution tables found in Appendix A, as well as the cross-tabulations between the 2015 and 2016 surveys.
- There were no controls placed on respondents, and all demographic data was self-reported.
- The qualitative data was examined and analyzed in two Word documents (one for faculty, one for staff & administrators). The first action taken with the qualitative data was an extensive de-identification process. A member of the CCSWG examined each comment, removing common identifiers (see next page for process). After reviewing all comments three times, other members of the committee also review all of the comments, following the same protocol. Once the qualitative data was de-identified, all members of the CCSWG review each comment, and engaged in initial open coding (by identifying themes in each section of the survey). The CCSWG further analyzed the data by participating in axial coding, where each member compared their themes (developed during the 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."

Qualitative De-identification

- Comments were edited to remove identifiers. Common examples included:
 - Name
 - Name of unit or department
 - Description of a unique event
- Comments were edited in an instance where an individual was singled out for criticism.
 - In many instances, persons' names were replaced with more generic labels:
 - "Supervisor"
 - "Manager"
 - "Administrator"
 - "Colleague"
 - "Senior Administrator"
- In steps above, added language is indicated by brackets ([]).
- Any questionable comments were highlighted for further review by the full CCSWG.
- There were two other types of edits, made for readability concerns:
 - Grammar suggestions made by Word 2013, most typically:
 - Improper spacing
 - Capitalization
 - Double period
 - Other punctuation
 - Spelling suggestions made by Word 2013, in instances where context clearly called for the suggested spelling change.

Appendix A – 2016 Quantitative Frequencies

- The attached appendix provides the frequencies for all of the quantitative questions in both the faculty and the staff & administrator versions of the 2016 Campus Climate Survey.
- In addition to reporting frequency percentages, the CCSWG also collapsed categories where appropriate (i.e., combining “agree” and “strongly agree”).

2016 Campus Climate Survey - Frequencies

FACULTY (n = 236)

Q1.1: Overall, how satisfied are you working at CSU, Chico?

		Frequency	Valid Percent	Collapsed Percent
Valid	Very satisfied	30	16.9	65.5
	Somewhat satisfied	86	48.6	
	Neither dissatisfied nor	10	5.6	28.8
	Somewhat dissatisfied	34	19.2	
	Very dissatisfied	17	9.6	
	Total		177	100.0
Missing	System	59		
Total		236		

STAFF & ADMINISTRATORS (n = 443)

Q1.1: Overall, how satisfied are you working at CSU, Chico?

		Frequency	Valid Percent	Collapsed Percent
Valid	Very satisfied	100	31.0	78.0
	Somewhat satisfied	152	47.1	
	Neither dissatisfied nor	21	6.5	15.5
	Somewhat dissatisfied	36	11.1	
	Very dissatisfied	14	4.3	
	Total		323	100.0
Missing	System	120		
Total		443		

Q1.2: I am optimistic about the future of my career at CSU, Chico.

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	40	17.2	55.4
	Agree	89	38.2	
	Neither	40	17.2	27.5
	Disagree	27	11.6	
	Strongly Disagree	37	15.9	
	Total		233	100.0
Missing	.00	2		
	System	1		
	Total	3		
Total		236		

Q1.2: I am optimistic about the future of my career at CSU, Chico.

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	76	17.4	56.2
	Agree	169	38.8	
	Neither	91	20.9	22.9
	Disagree	68	15.6	
	Strongly Disagree	32	7.3	
	Total		436	100.0
Missing	.00	6		
	System	1		
	Total	7		
Total		443		

2016 Campus Climate Survey - Frequencies

Q1.3: My department/unit has adequate staff

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	21	9.1	40.1
	Agree	72	31.0	
	Neither	27	11.6	48.3
	Disagree	69	29.7	
	Strongly Disagree	43	18.5	
	Total	232	100.0	
Missing	.00	1		
	System	3		
	Total	4		
Total		236		

Q1.3: My department/unit has adequate staff

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	45	10.2	46.0
	Agree	158	35.8	
	Neither	44	10.0	44.0
	Disagree	122	27.7	
	Strongly Disagree	72	16.3	
	Total	441	100.0	
Missing	.00	1		
	System	1		
	Total	2		
Total		443		

Q1.4: My department/unit has adequate faculty

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	8	3.5	16.5
	Agree	30	13.0	
	Neither	21	9.1	74.3
	Disagree	80	34.8	
	Strongly Disagree	91	39.6	
	Total	230	100.0	
Missing	.00	4		
	System	2		
	Total	6		
Total		236		

Q1.4: My department/unit has adequate faculty

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	14	8.0	39.1
	Agree	54	31.0	
	Neither	38	21.8	39.1
	Disagree	46	26.4	
	Strongly Disagree	22	12.6	
	Total	174	100.0	
Missing	.00	265		
	System	4		
	Total	269		
Total		443		

2016 Campus Climate Survey - Frequencies

Q1.5: I feel part of an effective team.

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	36	15.5	56.7
	Agree	96	41.2	
	Neither	34	14.6	28.8
	Disagree	32	13.7	
	Strongly Disagree	35	15.0	
	Total		233	100.0
Missing	.00	1		
	System	2		
	Total	3		
Total		236		

Q1.5: I feel part of an effective team.

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	116	26.5	69.2
	Agree	187	42.7	
	Neither	59	13.5	17.4
	Disagree	51	11.6	
	Strongly Disagree	25	5.7	
	Total		438	100.0
Missing	System	5		
Total		443		

Q1.6: My supervisor treats me with respect.

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	221	50.7	80.7
	Agree	131	30.0	
	Neither	42	9.6	9.6
	Disagree	21	4.8	
	Strongly Disagree	21	4.8	
	Total		436	100.0
Missing	.00	2		
	System	5		
	Total	7		
Total		443		

2016 Campus Climate Survey - Frequencies

Q1.7: My supervisor handles conflict effectively.

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	152	34.8	62.9
	Agree	123	28.1	
	Neither	71	16.2	20.8
	Disagree	59	13.5	
	Strongly Disagree	32	7.3	
	Total	437	100.0	
Missing	.00	4		
	System	2		
	Total	6		
Total		443		

Q1.8: My supervisor is aware of, and adheres to, policies, procedures, and the collective bargaining.

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	180	42.2	76.3
	Agree	146	34.2	
	Neither	53	12.4	11.2
	Disagree	28	6.6	
	Strongly Disagree	20	4.7	
	Total	427	100.0	
Missing	.00	14		
	System	2		
	Total	16		
Total		443		

2016 Campus Climate Survey - Frequencies

Q2.1: Leadership has communicated a clear direction: In your department/unit

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	64	27.1	61.0
	Agree	80	33.9	
	Neither	34	14.4	14.4
	Disagree	33	14.0	24.6
	Strongly Disagree	25	10.6	
	Total	236	100.0	

Q2.1: Leadership has communicated a clear direction: In your department/unit

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	122	27.5	66.4
	Agree	172	38.8	
	Neither	58	13.1	13.1
	Disagree	65	14.7	20.5
	Strongly Disagree	26	5.9	
	Total	443	100.0	

Q2.2: Leadership has communicated a clear direction: In your College or Division

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	39	16.5	47.0
	Agree	72	30.5	
	Neither	62	26.3	26.3
	Disagree	43	18.2	26.7
	Strongly Disagree	20	8.5	
	Total	236	100.0	

Q2.2: Leadership has communicated a clear direction: In your College or Division

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	70	15.9	52.2
	Agree	159	36.2	
	Neither	99	22.6	22.6
	Disagree	87	19.8	25.3
	Strongly Disagree	24	5.5	
	Total	439	100.0	
Missing	System	4		
Total		443		

2016 Campus Climate Survey - Frequencies

Q2.3: Leadership has communicated a clear direction: Campus-wide

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	2	.9	14.1
	Agree	31	13.2	
	Neither	47	20.1	20.1
	Disagree	84	35.9	65.8
	Strongly Disagree	70	29.9	
	Total	234	100.0	
Missing	System	2		
Total		236		

Q2.3: Leadership has communicated a clear direction: Campus-wide

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	28	6.4	26.8
	Agree	89	20.4	
	Neither	131	30.0	30.0
	Disagree	140	32.0	43.2
	Strongly Disagree	49	11.2	
	Total	437	100.0	
Missing	System	6		
Total		443		

Q2.4: I believe diversity is valued: In your department/unit

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	83	35.2	74.2
	Agree	92	39.0	
	Neither	31	13.1	13.1
	Disagree	18	7.6	12.7
	Strongly Disagree	12	5.1	
	Total	236	100.0	

Q2.4: I believe diversity is valued: In your department/unit

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	165	37.3	78.5
	Agree	182	41.2	
	Neither	69	15.6	15.6
	Disagree	22	5.0	5.9
	Strongly Disagree	4	.9	
	Total	442	100.0	
Missing	System	1		
Total		443		

2016 Campus Climate Survey - Frequencies

Q2.5: I believe diversity is valued: In your College or Division

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	60	25.4	67.4
	Agree	99	41.9	
	Neither	49	20.8	20.8
	Disagree	21	8.9	11.9
	Strongly Disagree	7	3.0	
	Total	236	100.0	

Q2.5: I believe diversity is valued: In your College or Division

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	138	31.4	73.0
	Agree	183	41.6	
	Neither	86	19.5	19.5
	Disagree	25	5.7	7.5
	Strongly Disagree	8	1.8	
	Total	440	100.0	
Missing	System	3		
Total		443		

Q2.6: I believe diversity is valued: Campus-wide

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	48	20.5	56.8
	Agree	85	36.3	
	Neither	45	19.2	19.2
	Disagree	37	15.8	23.9
	Strongly Disagree	19	8.1	
	Total	234	100.0	
Missing	System	2		
Total		236		

Q2.6: I believe diversity is valued: Campus-wide

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	116	26.4	68.1
	Agree	183	41.7	
	Neither	94	21.4	21.4
	Disagree	37	8.4	10.5
	Strongly Disagree	9	2.1	
	Total	439	100.0	
Missing	System	4		
Total		443		

2016 Campus Climate Survey - Frequencies

Q2.7: I feel safe expressing my opinion without fear of consequences or retribution: In your department/unit

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	75	31.8	62.3
	Agree	72	30.5	
	Neither	26	11.0	11.0
	Disagree	25	10.6	26.7
	Strongly Disagree	38	16.1	
	Total	236	100.0	

Q2.7: I feel safe expressing my opinion without fear of consequences or retribution: In your department/unit

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	129	29.2	66.1
	Agree	163	36.9	
	Neither	52	11.8	11.8
	Disagree	65	14.7	22.2
	Strongly Disagree	33	7.5	
	Total	442	100.0	
Missing	System	1		
Total		443		

Q2.8: I feel safe expressing my opinion without fear of consequences or retribution: In your College or Division

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	46	19.6	51.9
	Agree	76	32.3	
	Neither	43	18.3	18.3
	Disagree	41	17.4	29.8
	Strongly Disagree	29	12.3	
	Total	235	100.0	
Missing	System	1		
Total		236		

Q2.8: I feel safe expressing my opinion without fear of consequences or retribution: In your College or Division

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	65	14.8	46.6
	Agree	140	31.8	
	Neither	91	20.7	20.7
	Disagree	95	21.6	32.7
	Strongly Disagree	49	11.1	
	Total	440	100.0	
Missing	System	3		
Total		443		

2016 Campus Climate Survey - Frequencies

Q2.9: I feel safe expressing my opinion without fear of consequences or retribution: Campus-wide

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	21	8.9	29.8
	Agree	49	20.9	
	Neither	53	22.6	47.7
	Disagree	56	23.8	
	Strongly Disagree	56	23.8	
	Total		235	100.0
Missing	System	1		
Total		236		

Q2.9: I feel safe expressing my opinion without fear of consequences or retribution: Campus-wide

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	45	10.2	27.4
	Agree	76	17.2	
	Neither	113	25.6	46.9
	Disagree	127	28.8	
	Strongly Disagree	80	18.1	
	Total		441	100.0
Missing	System	2		
Total		443		

Q2.10: There is opportunity for advancement at CSU, Chico: In your department/unit

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	40	17.0	44.7
	Agree	65	27.7	
	Neither	51	21.7	33.6
	Disagree	44	18.7	
	Strongly Disagree	35	14.9	
	Total		235	100.0
Missing	System	1		
Total		236		

Q2.10: There is opportunity for advancement at CSU, Chico: In your department/unit

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	23	5.2	28.1
	Agree	101	22.9	
	Neither	83	18.8	53.1
	Disagree	127	28.8	
	Strongly Disagree	107	24.3	
	Total		441	100.0
Missing	System	2		
Total		443		

2016 Campus Climate Survey - Frequencies

Q2.11: There is opportunity for advancement at CSU, Chico: In your College or Division

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	23	9.7	36.0
	Agree	62	26.3	
	Neither	69	29.2	29.2
	Disagree	45	19.1	34.7
	Strongly Disagree	37	15.7	
	Total	236	100.0	

Q2.11: There is opportunity for advancement at CSU, Chico: In your College or Division

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	23	5.2	30.5
	Agree	111	25.2	
	Neither	101	23.0	23.0
	Disagree	111	25.2	46.6
	Strongly Disagree	94	21.4	
	Total	440	100.0	
Missing	System	3		
Total		443		

Q2.12: There is opportunity for advancement at CSU, Chico: Campus-wide

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	12	5.1	28.2
	Agree	54	23.1	
	Neither	80	34.2	34.2
	Disagree	44	18.8	37.6
	Strongly Disagree	44	18.8	
	Total	234	100.0	
Missing	System	2		
Total		236		

Q2.12: There is opportunity for advancement at CSU, Chico: Campus-wide

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	31	7.0	33.3
	Agree	116	26.3	
	Neither	108	24.5	24.5
	Disagree	103	23.4	42.2
	Strongly Disagree	83	18.8	
	Total	441	100.0	
Missing	System	2		
Total		443		

2016 Campus Climate Survey - Frequencies

Q2.13: New policies and procedures are communicated in a timely manner: In your department/unit

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	63	26.8	63.4
	Agree	86	36.6	
	Neither	38	16.2	16.2
	Disagree	26	11.1	20.4
	Strongly Disagree	22	9.4	
	Total	235	100.0	
Missing	System	1		
Total		236		

Q2.13: New policies and procedures are communicated in a timely manner: In your department/unit

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	93	21.0	65.4
	Agree	196	44.3	
	Neither	78	17.6	17.6
	Disagree	56	12.7	17.0
	Strongly Disagree	19	4.3	
	Total	442	100.0	
Missing	System	1		
Total		443		

Q2.14: New policies and procedures are communicated in a timely manner: In your College or Division

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	37	15.7	53.2
	Agree	88	37.4	
	Neither	55	23.4	23.4
	Disagree	33	14.0	23.4
	Strongly Disagree	22	9.4	
	Total	235	100.0	
Missing	System	1		
Total		236		

Q2.14: New policies and procedures are communicated in a timely manner: In your College or Division

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	52	11.8	50.8
	Agree	171	39.0	
	Neither	115	26.2	26.2
	Disagree	80	18.2	23.0
	Strongly Disagree	21	4.8	
	Total	439	100.0	
Missing	System	4		
Total		443		

2016 Campus Climate Survey - Frequencies

Q2.15: New policies and procedures are communicated in a timely manner: Campus-wide

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	11	4.8	29.4
	Agree	57	24.7	
	Neither	70	30.3	40.3
	Disagree	50	21.6	
	Strongly Disagree	43	18.6	
	Total		231	100.0
Missing	System	5		
Total		236		

Q2.15: New policies and procedures are communicated in a timely manner: Campus-wide

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	39	8.9	42.9
	Agree	149	34.0	
	Neither	113	25.8	31.3
	Disagree	93	21.2	
	Strongly Disagree	44	10.0	
	Total		438	100.0
Missing	System	5		
Total		443		

Q2.16: Policies and procedures are followed: In your department/unit

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	70	29.9	66.7
	Agree	86	36.8	
	Neither	32	13.7	19.7
	Disagree	27	11.5	
	Strongly Disagree	19	8.1	
	Total		234	100.0
Missing	System	2		
Total		236		

Q2.16: Policies and procedures are followed: In your department/unit

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	120	27.1	74.2
	Agree	208	47.1	
	Neither	56	12.7	13.1
	Disagree	44	10.0	
	Strongly Disagree	14	3.2	
	Total		442	100.0
Missing	System	1		
Total		443		

2016 Campus Climate Survey - Frequencies

Q2.17: Policies and procedures are followed: In your College or Division

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	50	21.5	57.1
	Agree	83	35.6	
	Neither	58	24.9	24.9
	Disagree	27	11.6	18.0
	Strongly Disagree	15	6.4	
	Total	233	100.0	
Missing	System	3		
Total		236		

Q2.17: Policies and procedures are followed: In your College or Division

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	76	17.4	61.5
	Agree	192	44.0	
	Neither	98	22.5	22.5
	Disagree	52	11.9	16.1
	Strongly Disagree	18	4.1	
	Total	436	100.0	
Missing	System	7		
Total		443		

Q2.18: Policies and procedures are followed: Campus-wide

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	11	4.7	27.9
	Agree	54	23.2	
	Neither	74	31.8	31.8
	Disagree	57	24.5	40.3
	Strongly Disagree	37	15.9	
	Total	233	100.0	
Missing	System	3		
Total		236		

Q2.18: Policies and procedures are followed: Campus-wide

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	35	8.0	38.2
	Agree	133	30.2	
	Neither	160	36.4	36.4
	Disagree	81	18.4	25.5
	Strongly Disagree	31	7.0	
	Total	440	100.0	
Missing	System	3		
Total		443		

2016 Campus Climate Survey - Frequencies

Q3.1: I have been given growth and learning opportunities during the last year.

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	44	19.0	58.4
	Agree	91	39.4	
	Neither	34	14.7	26.8
	Disagree	30	13.0	
	Strongly Disagree	32	13.9	
	Total		231	100.0
Missing	.00	3		
	System	2		
	Total	5		
Total		236		

Q3.1: I have been given growth and learning opportunities during the last year.

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	99	23.0	65.6
	Agree	183	42.6	
	Neither	49	11.4	23.0
	Disagree	60	14.0	
	Strongly Disagree	39	9.1	
	Total		430	100.0
Missing	.00	9		
	System	4		
	Total	13		
Total		443		

Q3.2: The faculty and staff, as a whole, have timely access to information necessary for faculty and staff to give input into decision-making.

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	13	5.6	24.9
	Agree	45	19.3	
	Neither	43	18.5	56.7
	Disagree	65	27.9	
	Strongly Disagree	67	28.8	
	Total		233	100.0
Missing	System	3		
Total		236		

Q3.2: The faculty and staff, as a whole, have timely access to information necessary for faculty and staff to give input into decision-making.

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	32	7.5	38.8
	Agree	134	31.3	
	Neither	113	26.4	34.8
	Disagree	107	25.0	
	Strongly Disagree	42	9.8	
	Total		428	100.0
Missing	.00	8		
	System	7		
	Total	15		
Total		443		

2016 Campus Climate Survey - Frequencies

Q3.3: I feel CSU, Chico is succeeding at prioritizing diversity issues.

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	27	12.1	42.4
	Agree	68	30.4	
	Neither	60	26.8	26.8
	Disagree	44	19.6	
	Strongly Disagree	25	11.2	
	Total		224	100.0
Missing	.00	7		
	System	5		
	Total	12		
Total		236		

Q3.3: I feel CSU, Chico is succeeding at prioritizing diversity issues.

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	60	13.7	55.6
	Agree	183	41.9	
	Neither	134	30.7	30.7
	Disagree	49	11.2	
	Strongly Disagree	11	2.5	
	Total		437	100.0
Missing	System	6		
Total		443		

Q3.4: During my employment at Chico State, I have received fair and equal treatment.

		Frequency	Valid Percent	Collapsed Percent
Valid	Yes	140	63.6	63.6
	No	80	36.4	36.4
	Total	220	100.0	
Missing	System	16		
Total		236		

Q3.4: During my employment at Chico State, I have received fair and equal treatment.

		Frequency	Valid Percent	Collapsed Percent
Valid	Yes	273	63.2	63.2
	No	159	36.8	36.8
	Total	432	100.0	
Missing	System	11		
Total		443		

2016 Campus Climate Survey - Frequencies

Q3.5: How satisfied are you with support for teaching, CELT, TLP:

		Frequency	Valid Percent	Collapsed Percent
Valid	Very Satisfied	42	18.4	65.4
	Satisfied	107	46.9	
	Neither	43	18.9	18.9
	Dissatisfied	25	11.0	15.8
	Highly Dissatisfied	11	4.8	
	Total	228	100.0	
Missing	.00	7		
	System	1		
	Total	8		
Total		236		

Q3.5: How satisfied are you with the physical maintenance of facilities

		Frequency	Valid Percent	Collapsed Percent
Valid	Very satisfied	126	28.6	68.2
	Somewhat satisfied	174	39.5	
	Neither dissatisfied nor	40	9.1	9.1
	Somewhat dissatisfied	72	16.4	22.7
	Very dissatisfied	28	6.4	
	Total	440	100.0	
Missing	System	3		
Total		443		

Q3.6: How satisfied are you with support for the teacher/scholar model

		Frequency	Valid Percent	Collapsed Percent
Valid	Very Satisfied	6	2.7	29.4
	Satisfied	59	26.7	
	Neither	44	19.9	50.7
	Dissatisfied	67	30.3	
	Highly Dissatisfied	45	20.4	
	Total	221	100.0	
Missing	.00	14		
	System	1		
	Total	15		
Total		236		

Q4.1: My salary is in line with my job duties and workload.

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	5	2.1	19.3
	Agree	40	17.2	
	Neither	23	9.9	70.8
	Disagree	73	31.3	
	Strongly Disagree	92	39.5	
	Total	233	100.0	
Missing	.00	2		
	System	1		
	Total	3		
Total		236		

2016 Campus Climate Survey - Frequencies

Q4.2: There are fair and equitable opportunities for salary increases.

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	1	.4	9.0
	Agree	20	8.5	
	Neither	29	12.4	12.4
	Disagree	73	31.2	78.6
	Strongly Disagree	111	47.4	
	Total	234	100.0	
Missing	.00	1		
	System	1		
	Total	2		
Total		236		

Q4.1: There are fair and equitable opportunities for salary increases.

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	3	.7	10.8
	Agree	44	10.1	
	Neither	66	15.2	15.2
	Disagree	124	28.5	74.0
	Strongly Disagree	198	45.5	
	Total	435	100.0	
Missing	.00	6		
	System	2		
	Total	8		
Total		443		

Q4.3: CSU, Chico offers a competitive salary compared to other employment opportunities.

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	1	.4	9.4
	Agree	21	9.0	
	Neither	24	10.3	10.3
	Disagree	72	30.9	80.3
	Strongly Disagree	115	49.4	
	Total	233	100.0	
Missing	.00	1		
	System	2		
	Total	3		
Total		236		

Q4.2: CSU, Chico offers a competitive salary compared to other employment opportunities.

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	11	2.5	17.7
	Agree	66	15.2	
	Neither	72	16.6	16.6
	Disagree	115	26.4	65.7
	Strongly Disagree	171	39.3	
	Total	435	100.0	
Missing	.00	5		
	System	3		
	Total	8		
Total		443		

2016 Campus Climate Survey - Frequencies

Q4.4: CSU, Chico offers a competitive benefits package compared to other employment opportunities.

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	45	19.3	70.8
	Agree	120	51.5	
	Neither	38	16.3	16.3
	Disagree	13	5.6	12.9
	Strongly Disagree	17	7.3	
	Total	233	100.0	
Missing	.00	2		
	System	1		
	Total	3		
Total		236		

Q4.3: CSU, Chico offers a competitive benefits package compared to other employment opportunities.

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	136	31.6	84.7
	Agree	228	53.0	
	Neither	37	8.6	8.6
	Disagree	17	4.0	6.7
	Strongly Disagree	12	2.8	
	Total	430	100.0	
Missing	.00	10		
	System	3		
	Total	13		
Total		443		

Q4.4: Staff promotions/advancements to new positions on campus provide for appropriate salary increases.

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	7	1.6	14.6
	Agree	55	12.9	
	Neither	100	23.5	23.5
	Disagree	109	25.6	62.0
	Strongly Disagree	155	36.4	
	Total	426	100.0	
Missing	.00	15		
	System	2		
	Total	17		
Total		443		

**Q4.5: The In-Range Progression (IRP) process and
Reclassification process are implemented equitably and fairly.**

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	3	.7	11.2
	Agree	43	10.5	
	Neither	96	23.4	23.4
	Disagree	93	22.7	
	Strongly Disagree	175	42.7	
	Total	410	100.0	
Missing	.00	31		
	System	2		
	Total	33		
Total		443		

Q5.1: I am satisfied with the availability of campus parking.

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	9	4.7	20.9
	Agree	31	16.2	
	Neither	31	16.2	16.2
	Disagree	51	26.7	
	Strongly Disagree	69	36.1	
	Total	191	100.0	
Missing	.00	42		
	System	3		
	Total	45		
Total		236		

Q5.1: I am satisfied with the availability of campus parking.

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	29	7.2	32.8
	Agree	104	25.7	
	Neither	59	14.6	14.6
	Disagree	117	28.9	
	Strongly Disagree	96	23.7	
	Total	405	100.0	
Missing	.00	37		
	System	1		
	Total	38		
Total		443		

2016 Campus Climate Survey - Frequencies

Q5.2: Space allocation and use is fair and consistent across campus

		Frequency	Valid Percent	Collapsed Percent
Valid	Agree	21	9.6	9.6
	Neither	54	24.7	34.2
	Disagree	64	29.2	63.5
	Strongly Disagree	80	36.5	100.0
	Total	219	100.0	
Missing	.00	14		
	System	3		
	Total	17		
Total		236		

Q5.2: Space allocation and use is fair and consistent across campus

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	12	2.9	20.5
	Agree	73	17.6	
	Neither	133	32.0	32.0
	Disagree	125	30.1	47.5
	Strongly Disagree	72	17.3	
	Total	415	100.0	
Missing	.00	24		
	System	4		
	Total	28		
Total		443		

Q5.3: The implementation of campus facility-use charges balances campus resource requirements with community needs.

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	1	.5	5.6
	Agree	11	5.1	
	Neither	47	21.8	21.8
	Disagree	46	21.3	72.7
	Strongly Disagree	111	51.4	
	Total	216	100.0	
Missing	.00	17		
	System	3		
	Total	20		
Total		236		

Q5.3: The implementation of campus facility-use charges balances campus resource requirements with community needs.

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	7	1.8	15.3
	Agree	54	13.5	
	Neither	169	42.3	42.3
	Disagree	75	18.8	42.5
	Strongly Disagree	95	23.8	
	Total	400	100.0	
Missing	.00	37		
	System	6		
	Total	43		
Total		443		

2016 Campus Climate Survey - Frequencies

Q5.4: The criteria for tenure and promotion are clearly communicated.

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	27	12.1	51.1
	Agree	87	39.0	
	Neither	43	19.3	29.6
	Disagree	47	21.1	
	Strongly Disagree	19	8.5	
	Total	223	100.0	
Missing	.00	9		
	System	4		
	Total	13		
Total		236		

Q5.4: My performance reviews are conducted on a regular basis.

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	73	17.1	58.6
	Agree	178	41.6	
	Neither	55	12.9	28.5
	Disagree	74	17.3	
	Strongly Disagree	48	11.2	
	Total	428	100.0	
Missing	.00	15		
Total		443		

2016 Campus Climate Survey - Frequencies

Q_56610 "Q5.5: Research and creative activity is encouraged at CSU, Chico."/

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	10	4.4	42.3
	Agree	86	37.9	
	Neither	46	20.3	20.3
	Disagree	41	18.1	37.4
	Strongly Disagree	44	19.4	
	Total	227	100.0	
Missing	.00	5		
	System	4		
	Total	9		
Total		236		

Q5.5: Performance evaluations/reviews are fair and equitable.

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	74	17.8	59.0
	Agree	171	41.2	
	Neither	89	21.4	21.4
	Disagree	44	10.6	19.5
	Strongly Disagree	37	8.9	
	Total	415	100.0	
Missing	.00	25		
	System	3		
	Total	28		
Total		443		

2016 Campus Climate Survey - Frequencies

Q5.6: There is sufficient funding to conduct research.

		Frequency	Valid Percent	Collapsed Percent
Valid	Agree	20	9.0	9.0
	Neither	45	20.2	29.1
	Disagree	68	30.5	59.6
	Strongly Disagree	90	40.4	100.0
	Total	223	100.0	
Missing	.00	11		
	System	2		
	Total	13		
Total		236		

Q5.6: My position is properly classified and reflects my duties accurately.

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	52	11.9	48.2
	Agree	158	36.2	
	Neither	75	17.2	34.6
	Disagree	86	19.7	
	Strongly Disagree	65	14.9	
	Total	436	100.0	
Missing	.00	3		
	System	4		
	Total	7		
Total		443		

2016 Campus Climate Survey - Frequencies

Q5.7: There are sufficient opportunities for research and creative activity.

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	4	1.8	20.5
	Agree	42	18.8	
	Neither	48	21.4	58.0
	Disagree	59	26.3	
	Strongly Disagree	71	31.7	
	Total		224	100.0
Missing	.00	9		
	System	3		
	Total	12		
Total		236		

Q6.1: How often does your work cause you stress?

		Frequency	Valid Percent	Collapsed Percent
Valid	Very Frequently	82	35.3	76.3
	Frequently	95	40.9	
	Neither	25	10.8	12.9
	Infrequently	21	9.1	
	Very Infrequently	9	3.9	
	Total		232	100.0
Missing	.00	3		
	System	1		
	Total	4		
Total		236		

Q6.1: How often does your work cause you stress?

		Frequency	Valid Percent	Collapsed Percent
Valid	Very Frequently	95	21.7	56.8
	Frequently	154	35.2	
	Neither	52	11.9	31.3
	Infrequently	110	25.1	
	Very Infrequently	27	6.2	
	Total		438	100.0
Missing	.00	5		
Total		443		

2016 Campus Climate Survey - Frequencies

Q6.2: I feel excluded from an informal network in my department/unit.

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	30	12.9	29.3
	Agree	38	16.4	
	Neither	38	16.4	54.3
	Disagree	66	28.4	
	Strongly Disagree	60	25.9	
	Total		232	100.0
Missing	.00	2		
	System	2		
	Total	4		
Total		236		

Q6.2: I feel excluded from an informal network in my department/unit.

		Frequency	Valid Percent	Collapsed Percent
Valid	Very Frequently	24	5.7	20.8
	Frequently	63	15.0	
	Neither	98	23.4	55.8
	Infrequently	111	26.5	
	Very Infrequently	123	29.4	
	Total		419	100.0
Missing	.00	22		
	System	2		
	Total	24		
Total		443		

Q6.3: I have to work harder than some of my colleagues to be taken seriously.

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	31	13.6	31.6
	Agree	41	18.0	
	Neither	62	27.2	41.2
	Disagree	56	24.6	
	Strongly Disagree	38	16.7	
	Total		228	100.0
Missing	.00	6		
	System	2		
	Total	8		
Total		236		

Q6.3: I have to work harder than some of my colleagues to be taken seriously.

		Frequency	Valid Percent	Collapsed Percent
Valid	Very Frequently	40	9.8	26.5
	Frequently	68	16.7	
	Neither	137	33.6	40.0
	Infrequently	62	15.2	
	Very Infrequently	101	24.8	
	Total		408	100.0
Missing	.00	35		
Total		443		

2016 Campus Climate Survey - Frequencies

Q7.1: In the next three years, how likely are you to leave CSU, Chico, excluding retirement?

		Frequency	Valid Percent	Collapsed Percent
Valid	Very unlikely	81	34.9	53.0
	Somewhat unlikely	42	18.1	
	Neither likely nor	37	15.9	15.9
	Somewhat likely	45	19.4	31.0
	Very likely	27	11.6	
	Total	232	100.0	
Missing	System	4		
Total		236		

Q7.1: In the next three years, how likely are you to leave CSU, Chico, excluding retirement?

		Frequency	Valid Percent	Collapsed Percent
Valid	Very unlikely	159	36.2	56.9
	Somewhat unlikely	91	20.7	
	Neither likely nor	58	13.2	13.2
	Somewhat likely	67	15.3	29.8
	Very likely	64	14.6	
	Total	439	100.0	
Missing	System	4		
Total		443		

Q8.1: What is your current position?

		Frequency	Valid Percent
Valid	Assistant Professor	36	15.4
	Associate Professor	40	17.1
	Full Professor	79	33.8
	Lecturer	65	27.8
	Prefer not to state	14	6.0
	Total	234	100.0
Missing	System	2	
Total		236	

Q8.1: What is your current position?

		Frequency	Valid Percent
Valid	Administrator (MPP)	59	13.5
	Exempt Staff	128	29.3
	Non-exempt Staff	186	42.6
	Prefer not to state	64	14.6
	Total	437	100.0
	Missing	System	6
Total		443	

2016 Campus Climate Survey - Frequencies

Q8.2: In which division are you employed?

		Frequency	Valid Percent
Valid	Academic Affairs	136	59.1
	Business and Finance	1	.4
	Student Affairs	5	2.2
	Other	50	21.7
	Prefer not to state	38	16.5
	Total	230	100.0
Missing	System	6	
Total		236	

Q8.2: In which division are you employed?

		Frequency	Valid Percent
Valid	Academic Affairs	151	34.3
	Business and Finance	86	19.5
	Student Affairs	80	18.2
	Advancement	16	3.6
	Other	66	15.0
	Prefer not to state	41	9.3
	Total	440	100.0
Missing	System	3	
Total		443	

Q8.3: How many years have you worked at CSU, Chico?

		Frequency	Valid Percent
Valid	Less than a year	26	11.2
	1 to 2 years	18	7.7
	3 to 5 years	23	9.9
	6 to 10 years	53	22.7
	11 to 20 years	68	29.2
	21 years or more	36	15.5
	Prefer not to state	9	3.9
	Total	233	100.0
Missing	System	3	
Total		236	

Q8.3: How many years have you worked at CSU, Chico?

		Frequency	Valid Percent
Valid	Less than a year	57	13.0
	1 to 2 years	49	11.1
	3 to 5 years	55	12.5
	6 to 10 years	71	16.1
	11 to 20 years	136	30.9
	21 years or more	48	10.9
	Prefer not to state	24	5.5
	Total	440	100.0
Missing	System	3	
Total		443	

2016 Campus Climate Survey - Frequencies

Q8.4: How long have you been in your current position or rank at CSU, Chico?

		Frequency	Valid Percent
Valid	Less than a year	34	14.5
	1 to 2 years	39	16.7
	3 to 5 years	58	24.8
	6 to 10 years	50	21.4
	11 to 20 years	33	14.1
	21 years or more	9	3.8
	Prefer not to state	11	4.7
	Total	234	100.0
Missing	System	2	
Total		236	

Q8.4: How long have you been in your current position or rank at CSU, Chico?

		Frequency	Valid Percent
Valid	Less than a year	87	19.7
	1 to 2 years	86	19.5
	3 to 5 years	84	19.0
	6 to 10 years	83	18.8
	11 to 20 years	64	14.5
	21 years or more	8	1.8
	Prefer not to state	30	6.8
	Total	442	100.0
Missing	System	1	
Total		443	

Q8.5: What is the highest level of education you have completed?

		Frequency	Valid Percent
Valid	Bachelor's degree	4	1.7
	Master's degree in the	26	11.1
	MBA	6	2.6
	Other professional	15	6.4
	PhD	153	65.1
	Law degree (JD, LLB)	3	1.3
	Other doctoral degree	15	6.4
	Joint degree (e.g.,	2	.9
	Other degree or	2	.9
	Prefer not to state	9	3.8
	Total	235	100.0
	Missing	System	1
Total		236	

Q8.5: What is the highest level of education you have completed?

		Frequency	Valid Percent
Valid	High school diploma or	38	8.6
	Post-secondary school	13	2.9
	Associate's degree	37	8.4
	Bachelor's degree	187	42.2
	Master's degree in the	61	13.8
	MBA	17	3.8
	Other professional	12	2.7
	PhD	13	2.9
	Medical degree (MD,	1	.2
	Law degree (JD, LLB)	3	.7
	Other doctoral degree	5	1.1
	Other degree or	16	3.6
	Prefer not to state	40	9.0
	Total	443	100.0

2016 Campus Climate Survey - Frequencies

Q8.6: What is your gender?

		Frequency	Valid Percent
Valid	Male	109	46.6
	Female	99	42.3
	Transgender	1	.4
	Other	1	.4
	Prefer not to state	24	10.3
	Total	234	100.0
Missing	System	2	
Total		236	

Q8.6: What is your gender?

		Frequency	Valid Percent
Valid	Male	126	28.4
	Female	265	59.8
	Transgender	1	.2
	Prefer not to state	51	11.5
	Total	443	100.0

Q8.7: What is your sexual orientation?

		Frequency	Valid Percent
Valid	Heterosexual	169	72.2
	Queer	2	.9
	Gay	6	2.6
	Lesbian	5	2.1
	Bisexual	5	2.1
	Pansexual	2	.9
	Other	2	.9
	Prefer not to state	43	18.4
	Total	234	100.0
Missing	System	2	
Total		236	

Q8.7: What is your sexual orientation?

		Frequency	Valid Percent
Valid	Heterosexual	321	72.8
	Queer	4	.9
	Gay	2	.5
	Lesbian	9	2.0
	Bisexual	8	1.8
	Pansexual	2	.5
	Other	3	.7
	Prefer not to state	92	20.9
	Total	441	100.0
Missing	System	2	
Total		443	

2016 Campus Climate Survey - Frequencies

Q8.8: What is your race/ethnicity?

		Frequency	Valid Percent
Valid	American Indian or	1	.4
	Asian	8	3.4
	Black or African	1	.4
	Hispanic or Latino	8	3.4
	White	166	70.9
	Biracial	3	1.3
	Multi-racial	5	2.1
	Prefer not to state	39	16.7
	Other	3	1.3
	Total	234	100.0
Missing	System	2	
Total		236	

Q8.8: What is your race/ethnicity?

		Frequency	Valid Percent
Valid	American Indian or	3	.7
	Asian	12	2.7
	Black or African	2	.5
	Hispanic or Latino	28	6.3
	White	298	67.6
	Multi-racial	13	2.9
	Prefer not to state	78	17.7
	Other	7	1.6
	Total	441	100.0
	Missing	System	2
Total		443	

Q8.9: What is your marital/partnership status?

		Frequency	Valid Percent
Valid	Single, never	25	10.7
	Married or domestic	148	63.2
	Widowed	1	.4
	Divorced	13	5.6
	Prefer not to state	47	20.1
	Total	234	100.0
Missing	System	2	
Total		236	

Q8.9: What is your marital/partnership status?

		Frequency	Valid Percent
Valid	Single, never	63	14.2
	Married or domestic	261	58.9
	Widowed	3	.7
	Divorced	37	8.4
	Separated	3	.7
	Prefer not to state	76	17.2
	Total	443	100.0

2016 Campus Climate Survey - Frequencies

Q8.10: What is your age?

		Frequency	Valid Percent
Valid	18-24	1	.4
	25-34	20	8.5
	35-44	56	23.9
	45-54	48	20.5
	55 or older	75	32.1
	Prefer not to state	34	14.5
	Total	234	100.0
	Missing	System	2
Total		236	

Q8.10: What is your age?

		Frequency	Valid Percent
Valid	18-24	9	2.0
	25-34	67	15.1
	35-44	98	22.1
	45-54	92	20.8
	55 or older	98	22.1
	Prefer not to state	79	17.8
	Total	443	100.0

Q8.11: What is your marital/partnership status?

		Frequency	Valid Percent
Valid	Single, never	26	11.2
	Married or domestic	145	62.2
	Widowed	2	.9
	Divorced	13	5.6
	Prefer not to state	47	20.2
	Total	233	100.0
Missing	System	3	
Total		236	

2016 Campus Climate Survey - Frequencies

Q8.12: What is your age?

		Frequency	Valid Percent
Valid	18-24	1	.4
	25-34	20	8.7
	35-44	52	22.7
	45-54	45	19.7
	55 or older	73	31.9
	Prefer not to state	38	16.6
	Total	229	100.0
Missing	System	7	
Total		236	

Q8.13: Do you have a disability?

		Frequency	Valid Percent
Valid	Yes	14	6.3
	No	175	78.5
	Prefer not to state	34	15.2
	Total	223	100.0
Missing	System	13	
Total		236	

Q8.11: Do you have a disability?

		Frequency	Valid Percent
Valid	Yes	27	6.2
	No	358	81.7
	Prefer not to state	53	12.1
	Total	438	100.0
Missing	System	5	
Total		443	

2016 Campus Climate Survey - Frequencies

Q9.1: If you completed last year's campus climate survey, do you believe that it made a positive impact toward change at CSU, Chico.

		Frequency	Valid Percent	Collapsed Percent
Valid	Yes	82	35.5	35.5
	No	92	39.8	75.3
	Did not take last year's	57	24.7	100.0
	Total	231	100.0	
Missing	System	5		
Total		236		

Q8.12: If you completed last year's campus climate survey, do you believe that it made a positive impact toward change at CSU, Chico

		Frequency	Valid Percent	Collapsed Percent
Valid	Yes	141	32.4	32.4
	No	191	43.9	76.3
	Did not take last year's	103	23.7	100.0
	Total	435	100.0	
Missing	System	8		
Total		443		

Q9.2: I believe my answers on this survey will make a positive impact towards change at CSU, Chico.

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	10	4.3	65.5
	Agree	60	25.5	
	Neither	90	38.3	5.6
	Disagree	41	17.4	28.8
	Strongly Disagree	34	14.5	
	Total	235	100.0	
Missing	System	1		
Total		236		

Q9.1: I believe my answers on this year's survey will make a positive impact towards change at CSU, Chico.

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	19	4.3	65.5
	Agree	129	29.3	
	Neither	164	37.3	5.6
	Disagree	75	17.0	28.8
	Strongly Disagree	53	12.0	
	Total	440	100.0	
Missing	.00	1		
	System	2		
	Total	3		
Total		443		

2016 Campus Climate Survey - Frequencies

Q9.3: I would recommend CSU, Chico as a place of employment to those I care about.

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	11	4.8	65.5
	Agree	91	39.4	
	Neither	61	26.4	28.8
	Disagree	32	13.9	
	Strongly Disagree	36	15.6	
	Total	231	100.0	
Missing	.00	3		
	System	2		
	Total	5		
Total		236		

Q9.2: I would recommend CSU, Chico as a place of employment to those I care about.

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	61	13.8	65.5
	Agree	180	40.7	
	Neither	104	23.5	28.8
	Disagree	60	13.6	
	Strongly Disagree	37	8.4	
	Total	442	100.0	
Missing	.00	1		
Total		443		