



Mark as shown:      Please use a ball-point pen or a thin felt tip. This form will be processed automatically.

Correction:      Please follow the examples shown on the left hand side to help optimize the reading results.

## Introduction and Informed Consent

### **BACKGROUND**

In May of 2014, President Zingg and the Cabinet, in conjunction with Academic Senate, administered the first Campus Climate Questionnaire to the campus community. 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, the Campus Climate Survey Working Group (CCSWG) administered climate surveys for staff, administrators, and faculty. The results of the surveys were disseminated to the campus community at the start of the fall 2015 semester (through a Preliminary Report), with additional presentations to various constituencies on campus, including the Academic Senate Fall Retreat, Staff Council, Senior Staff, and Human Resources, with additional presentations planned this spring.

Last year's survey was lengthy. In order to balance the desire to continually assess our progress with the possibility of survey fatigue, the CCSWG has developed a shorter survey. This survey utilizes questions from the original climate survey (for comparability), and will be administered in alternate years, with the longer version returning next spring.

### **CONFIDENTIALITY**

**Your participation in this survey is completely voluntary and confidential. No personal identifiers will be connected or stored with your responses to this survey.** All responses will be combined and reported as statistical summaries. All open-ended responses will be edited to remove any identifiers, and will then be categorized and reported in the aggregate. **The survey is being administered by our Institutional Research office and they will not be recording IP addresses from the computer you might use to take the survey.**

Questions about the data collection may be directed to Christopher Winch at [cwinch@csuchico.edu](mailto:cwinch@csuchico.edu) or x5624. He can also provide paper copies of the survey upon request.

### **TAKING THE SURVEY**

Faculty, thank you so much for taking time to participate in this survey. The survey will take approximately 15 minutes to answer. We appreciate the time you will take to honestly provide your responses to the important topics raised in this survey. Last year's climate survey generated high response rates, and we encourage you to continue this effort to better understand and improve the morale on campus.

### **FOLLOW-UP**

The Campus Climate Survey Working Group will ensure that the survey results will be made available to the campus community, as we have this year, and the CCSWG will continue its stewardship of the data, its analyses, summary, and presentation to campus. The target for initial dissemination of survey results for this iteration is at the start of the fall 2016 semester. As we stated last year, the analyses of responses to this survey are intended to be used to formulate actions that will be targeted at making improvements in the areas identified by the survey.

Thanks to the members of the Campus Climate Working Group (below), who can also answer questions about how the survey was created:

Robert Knight, Wenshu Lee, Robin McCrea, Jennifer Meadows, Russ Mills, Paula Selvester, Ann Schulte, Matthew Thomas, Joe Wills, Christopher Winch, and Sheryl Woodward

1.

1.1 Overall, how satisfied are you working at CSU, Chico?  Very satisfied  Somewhat satisfied  Neither dissatisfied nor satisfied

Somewhat dissatisfied  Very dissatisfied

Strongly Agree    Neither Agree/Disagree    Agree    Disagree    Strongly Disagree    Not Applicable

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

1.3 My department/unit has adequate staff

1.4 My department/unit has adequate faculty

1.5 I feel part of an effective team.

2.

Neither Agree/Disagree  
Strongly Agree  
Agree  
Strongly Disagree  
Disagree

***Leadership has communicated a clear direction.***

- |     |                             |                          |                          |                          |                          |                          |
|-----|-----------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
| 2.1 | In your department/unit     | <input type="checkbox"/> |
| 2.2 | In your College or Division | <input type="checkbox"/> |
| 2.3 | Campus-wide                 | <input type="checkbox"/> |

***I believe diversity is valued.***

- |     |                             |                          |                          |                          |                          |                          |
|-----|-----------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
| 2.4 | In your department/unit     | <input type="checkbox"/> |
| 2.5 | In your College or Division | <input type="checkbox"/> |
| 2.6 | Campus-wide                 | <input type="checkbox"/> |

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

- |     |                             |                          |                          |                          |                          |                          |
|-----|-----------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
| 2.7 | In your department/unit     | <input type="checkbox"/> |
| 2.8 | In your College or Division | <input type="checkbox"/> |
| 2.9 | Campus-wide                 | <input type="checkbox"/> |

***There is opportunity for advancement at CSU, Chico.***

- |      |                             |                          |                          |                          |                          |                          |
|------|-----------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
| 2.10 | In your department/unit     | <input type="checkbox"/> |
| 2.11 | In your College or Division | <input type="checkbox"/> |
| 2.12 | Campus-wide                 | <input type="checkbox"/> |

***New policies and procedures are communicated in a timely manner.***

- |      |                             |                          |                          |                          |                          |                          |
|------|-----------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
| 2.13 | In your department/unit     | <input type="checkbox"/> |
| 2.14 | In your College or Division | <input type="checkbox"/> |
| 2.15 | Campus-wide                 | <input type="checkbox"/> |

***Policies and procedures are followed.***

- |      |                             |                          |                          |                          |                          |                          |
|------|-----------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
| 2.16 | In your department/unit     | <input type="checkbox"/> |
| 2.17 | In your College or Division | <input type="checkbox"/> |
| 2.18 | Campus-wide                 | <input type="checkbox"/> |

**3.**

- |  | <i>Strongly Agree</i>        | <i>Agree</i>             | <i>Neither Agree/Disagree</i> | <i>Disagree</i>          | <i>Strongly Disagree</i> | <i>Not Applicable</i>       |
|--|------------------------------|--------------------------|-------------------------------|--------------------------|--------------------------|-----------------------------|
| 3.1 I have been given growth and learning opportunities during the last year.  | <input type="checkbox"/>     | <input type="checkbox"/> | <input type="checkbox"/>      | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/>    |
| 3.2 The faculty and staff, as a whole, have timely access to information necessary for faculty and staff to give input into decision-making. | <input type="checkbox"/>     | <input type="checkbox"/> | <input type="checkbox"/>      | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/>    |
| 3.3 I feel CSU, Chico is succeeding at prioritizing diversity issues.  | <input type="checkbox"/>     | <input type="checkbox"/> | <input type="checkbox"/>      | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/>    |
| 3.4 During my employment at Chico State, I have received fair and equal treatment.   | <input type="checkbox"/> Yes |                          |                               |                          |                          | <input type="checkbox"/> No |

- |  | <i>Very Satisfied</i>    | <i>Satisfied</i>         | <i>Neither</i>           | <i>Dissatisfied</i>      | <i>Highly Dissatisfied</i> | <i>Not Applicable</i>    |
|--|--------------------------|--------------------------|--------------------------|--------------------------|----------------------------|--------------------------|
| 3.5 How satisfied are you with support for teaching, CELT, TLP:      | <input type="checkbox"/>   | <input type="checkbox"/> |
| 3.6 How satisfied are you with support for the teacher/scholar model | <input type="checkbox"/>   | <input type="checkbox"/> |

**4.**

- |  | <i>Strongly Agree</i>    | <i>Agree</i>             | <i>Neither Agree/Disagree</i> | <i>Disagree</i>          | <i>Strongly Disagree</i> | <i>Not Applicable</i>    |
|--|--------------------------|--------------------------|-------------------------------|--------------------------|--------------------------|--------------------------|
| 4.1 My salary is in line with my job duties and workload.  | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/>      | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 4.2 There are fair and equitable opportunities for salary increases.                             | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/>      | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 4.3 CSU, Chico offers a competitive salary compared to other employment opportunities.           | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/>      | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 4.4 CSU, Chico offers a competitive benefits package compared to other employment opportunities. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/>      | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

5.

	Strongly Agree	Agree	Neither Agree/Disagree	Disagree	Strongly Disagree	Not Applicable
5.1 I am satisfied with the availability of campus parking.	<input type="checkbox"/>					
5.2 Space allocation and use is fair and consistent across campus	<input type="checkbox"/>					
5.3 The implementation of campus facility-use charges balances campus resource requirements with community needs.	<input type="checkbox"/>					
5.4 The criteria for tenure and promotion are clearly communicated.	<input type="checkbox"/>					
5.5 Research and creative activity is encouraged at CSU, Chico.	<input type="checkbox"/>					
5.6 There is sufficient funding to conduct research.	<input type="checkbox"/>					
5.7 There are sufficient opportunities for research and creative activity.	<input type="checkbox"/>					

6.

	Very Frequently	Frequently	Neither Agree/Disagree	Infrequently	Very Infrequently	Not Applicable
6.1 How often does your work cause you stress?	<input type="checkbox"/>					

  

	Strongly Agree	Agree	Neither Agree/Disagree	Disagree	Strongly Disagree	Not Applicable
6.2 I feel excluded from an informal network in my department/unit.	<input type="checkbox"/>					
6.3 I have to work harder than some of my colleagues to be taken seriously.	<input type="checkbox"/>					

**7.**

- 7.1 In the next three years, how likely are you to leave CSU, Chico, excluding retirement?
- |  |  |  |
|--|--|--|
| <input type="checkbox"/> Very unlikely   | <input type="checkbox"/> Somewhat unlikely | <input type="checkbox"/> Neither likely nor unlikely |
| <input type="checkbox"/> Somewhat likely | <input type="checkbox"/> Very likely       |  |

**8.**

- 8.1 What is your current position?
- |  |  |   |
|--|--|---|
| <input type="checkbox"/> Assistant Professor | <input type="checkbox"/> Associate Professor | <input type="checkbox"/> Full Professor |
| <input type="checkbox"/> Lecturer            | <input type="checkbox"/> Prefer not to state |   |
- 8.2 In which division are you employed?
- |   |   |  |
|---|---|--|
| <input type="checkbox"/> Academic Affairs | <input type="checkbox"/> Business and Finance | <input type="checkbox"/> Student Affairs     |
| <input type="checkbox"/> Advancement      | <input type="checkbox"/> Other                | <input type="checkbox"/> Prefer not to state |
- 8.3 How many years have you worked at CSU, Chico?
- |  |   |   |
|--|---|---|
| <input type="checkbox"/> Less than a year    | <input type="checkbox"/> 1 to 2 years   | <input type="checkbox"/> 3 to 5 years     |
| <input type="checkbox"/> 6 to 10 years       | <input type="checkbox"/> 11 to 20 years | <input type="checkbox"/> 21 years or more |
| <input type="checkbox"/> Prefer not to state |   |   |
- 8.4 How long have you been in your current position or rank at CSU, Chico?
- |  |   |   |
|--|---|---|
| <input type="checkbox"/> Less than a year    | <input type="checkbox"/> 1 to 2 years   | <input type="checkbox"/> 3 to 5 years     |
| <input type="checkbox"/> 6 to 10 years       | <input type="checkbox"/> 11 to 20 years | <input type="checkbox"/> 21 years or more |
| <input type="checkbox"/> Prefer not to state |   |   |
- 8.5 What is the highest level of education you have completed?
- |   |  |  |
|---|--|--|
| <input type="checkbox"/> High school diploma or equivalent  | <input type="checkbox"/> Post-secondary school other than college                | <input type="checkbox"/> Associate's degree                  |
| <input type="checkbox"/> Bachelor's degree  | <input type="checkbox"/> Master's degree in the Arts and Sciences (MA, MS)       | <input type="checkbox"/> MBA                                 |
| <input type="checkbox"/> Other professional master's degree (e.g., MPA, MSW, MSE, MSN, MAT, MPH, MFA) | <input type="checkbox"/> PhD   | <input type="checkbox"/> Medical degree (MD, DO, DDS, DVM)   |
| <input type="checkbox"/> Law degree (JD, LLB)   | <input type="checkbox"/> Other doctoral degree (e.g., EdD, DDiv, ScD, DrPH, DBA) | <input type="checkbox"/> Joint degree (e.g., MD/PhD, MBA/JD) |
| <input type="checkbox"/> Other degree or certificate  | <input type="checkbox"/> Prefer not to state                                     |  |
- 8.6 What is your gender?
- |                                |  |                                      |
|--------------------------------|--|--------------------------------------|
| <input type="checkbox"/> Male  | <input type="checkbox"/> Female              | <input type="checkbox"/> Transgender |
| <input type="checkbox"/> Other | <input type="checkbox"/> Prefer not to state |                                      |
- 8.7 What is your sexual orientation?
- |                                       |  |                                    |
|---------------------------------------|--|------------------------------------|
| <input type="checkbox"/> Heterosexual | <input type="checkbox"/> Queer               | <input type="checkbox"/> Gay       |
| <input type="checkbox"/> Lesbian      | <input type="checkbox"/> Bisexual            | <input type="checkbox"/> Pansexual |
| <input type="checkbox"/> Other        | <input type="checkbox"/> Prefer not to state |                                    |
- 8.8 What is your race/ethnicity?
- |   |  |  |
|---|--|--|
| <input type="checkbox"/> American Indian or Alaska Native | <input type="checkbox"/> Asian                                     | <input type="checkbox"/> Black or African American |
| <input type="checkbox"/> Hispanic or Latino               | <input type="checkbox"/> Native Hawaiian or Other Pacific Islander | <input type="checkbox"/> White                     |
| <input type="checkbox"/> Biracial                         | <input type="checkbox"/> Multi-racial                              | <input type="checkbox"/> Prefer not to state       |
| <input type="checkbox"/> Other                            |  |  |
- 8.9 What is your marital/partnership status?
- |  |  |  |
|--|--|--|
| <input type="checkbox"/> Single, never married/partnered | <input type="checkbox"/> Married or domestic partnership | <input type="checkbox"/> Widowed             |
| <input type="checkbox"/> Divorced                        | <input type="checkbox"/> Separated                       | <input type="checkbox"/> Prefer not to state |

**8. [Continue]**

- 8.10 What is your age?  18-24  25-34  35-44  
 45-54  55 or older  Prefer not to state
- 8.11 Do you have a disability?  Yes  No  Prefer not to state

**9.**

- 9.1 If you completed last year's campus climate survey, do you believe that it made a positive impact toward change at CSU, Chico.  Yes  No  Did not take last year's survey

*Strongly Agree*  *Agree*  *Neither Agree/Disagree*  *Disagree*  *Strongly Disagree*  *Not Applicable*

- 9.2 I believe my answers on this survey will make a positive impact towards change at CSU, Chico.
- 9.3 I would recommend CSU, Chico as a place of employment to those I care about.

- 9.4 What are some of the best aspects of working at Chico State?

- 9.5 What are some of the challenges of working at Chico State?

- 9.6 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?

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