Informed Consent and Survey Instructions – 2018

Introduction and Informed Consent

BACKGROUND
The university community began the process of assessing the campus’ climate in 2014 via a questionnaire jointly sponsored by the Office of the President and Academic Senate. That questionnaire was followed by full-length Campus Climate Surveys, the results of which can be found here. More recently, President Hutchinson engaged in a 100 day Listening Tour, and the information gathered through that process is found here. This survey is identical to the 2016 version, allowing for comparability across years.

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 the Office of Institutional Research via email at ir@csuchico.edu, or by phone at 898-5623. Paper copies of the survey are available upon request.

TAKING THE SURVEY
Faculty, thank you very much for taking the time to answer 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. Previous years’ climate surveys generated high response rates, and we encourage you to continue this effort to better understand and improve campus morale.

FOLLOW-UP
The Campus Climate Survey Working Group (CCSWG) will ensure that the survey results will be made available to the campus community, 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 2018 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.

Members of the Campus Climate Working Group (below) can also answer questions about how the survey was created:

Robert Knight, Robin McCrea, Jennifer Meadows, Evanne O'Donnell, Tom Rosenow, Paula Selvester, Matthew Thomas, 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

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.

<table>
<thead>
<tr>
<th>Leadership has communicated a clear direction.</th>
<th>Neither Agree</th>
<th>Agree</th>
<th>Strongly Agree</th>
<th>Disagree</th>
<th>Strongly Disagree</th>
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<tbody>
<tr>
<td>2.1 In your department/unit</td>
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<td>2.2 In your College or Division</td>
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<td>2.3 Campus-wide</td>
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<table>
<thead>
<tr>
<th>I believe diversity is valued.</th>
<th>Neither Agree</th>
<th>Agree</th>
<th>Strongly Agree</th>
<th>Disagree</th>
<th>Strongly Disagree</th>
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<td>2.4 In your department/unit</td>
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<td>2.5 In your College or Division</td>
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<td>2.6 Campus-wide</td>
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<thead>
<tr>
<th>I feel safe expressing my opinion without fear of consequences or retribution.</th>
<th>Neither Agree</th>
<th>Agree</th>
<th>Strongly Agree</th>
<th>Disagree</th>
<th>Strongly Disagree</th>
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<tr>
<td>2.7 In your department/unit</td>
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<td>2.8 In your College or Division</td>
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<td>2.9 Campus-wide</td>
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<thead>
<tr>
<th>There is opportunity for advancement at CSU, Chico.</th>
<th>Neither Agree</th>
<th>Agree</th>
<th>Strongly Agree</th>
<th>Disagree</th>
<th>Strongly Disagree</th>
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<td>2.10 In your department/unit</td>
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<td>2.11 In your College or Division</td>
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<td>2.12 Campus-wide</td>
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<thead>
<tr>
<th>New policies and procedures are communicated in a timely manner.</th>
<th>Neither Agree</th>
<th>Agree</th>
<th>Strongly Agree</th>
<th>Disagree</th>
<th>Strongly Disagree</th>
</tr>
</thead>
<tbody>
<tr>
<td>2.13 In your department/unit</td>
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<td>2.14 In your College or Division</td>
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<td>2.15 Campus-wide</td>
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<table>
<thead>
<tr>
<th>Policies and procedures are followed.</th>
<th>Neither Agree</th>
<th>Agree</th>
<th>Strongly Agree</th>
<th>Disagree</th>
<th>Strongly Disagree</th>
</tr>
</thead>
<tbody>
<tr>
<td>2.16 In your department/unit</td>
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<tr>
<td>2.17 In your College or Division</td>
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<td>2.18 Campus-wide</td>
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3.

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

<table>
<thead>
<tr>
<th></th>
<th>Very Satisfied</th>
<th>Satisfied</th>
<th>Neither</th>
<th>Dissatisfied</th>
<th>Not Applicable</th>
</tr>
</thead>
<tbody>
<tr>
<td>3.5</td>
<td>How satisfied are you with support for teaching, CELT, TLP?</td>
<td>☐ ☐ ☐ ☐ ☐</td>
<td>☐</td>
<td></td>
<td></td>
</tr>
<tr>
<td>3.6</td>
<td>How satisfied are you with support for the teacher/scholar model</td>
<td>☐ ☐ ☐ ☐ ☐</td>
<td>☐</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

4.

<table>
<thead>
<tr>
<th></th>
<th>Neither Agree/Disagree</th>
<th>Strongly Disagree</th>
<th>Not Applicable</th>
</tr>
</thead>
<tbody>
<tr>
<td>4.1</td>
<td>My salary is in line with my job duties and workload.</td>
<td>☐ ☐ ☐ ☐ ☐</td>
<td>☐</td>
</tr>
<tr>
<td>4.2</td>
<td>There are fair and equitable opportunities for salary increases.</td>
<td>☐ ☐ ☐ ☐ ☐</td>
<td>☐</td>
</tr>
<tr>
<td>4.3</td>
<td>CSU, Chico offers a competitive salary compared to other employment opportunities.</td>
<td>☐ ☐ ☐ ☐ ☐</td>
<td>☐</td>
</tr>
<tr>
<td>4.4</td>
<td>CSU, Chico offers a competitive benefits package compared to other employment opportunities.</td>
<td>☐ ☐ ☐ ☐ ☐</td>
<td>☐</td>
</tr>
</tbody>
</table>
5.

5.1 I am satisfied with the availability of campus parking.
5.2 Space allocation and use is fair and consistent across campus.
5.3 The implementation of campus facility-use charges balances campus resource requirements with community needs.
5.4 The criteria for tenure and promotion are clearly communicated.
5.5 Research and creative activity is encouraged at CSU, Chico.
5.6 There is sufficient funding to conduct research.
5.7 There are sufficient opportunities for research and creative activity.

6.

6.1 How often does your work cause you stress?
6.2 I feel excluded from an informal network in my department/unit.
6.3 I have to work harder than some of my colleagues to be taken seriously.
7. In the next three years, how likely are you to leave CSU, Chico, excluding retirement?

- Very unlikely
- Somewhat unlikely
- Neither likely nor unlikely
- Somewhat likely
- Very likely

8. What is your current position?

- Assistant Professor
- Associate Professor
- Full Professor
- Lecturer
- Academic Affairs
- Business and Finance
- Student Affairs

8.1 In which division are you employed?

- Advancement
- Less than a year
- 1 to 2 years
- 3 to 5 years
- 6 to 10 years
- 11 to 20 years
- 21 years or more

8.2 How many years have you worked at CSU, Chico?

- Other
- Prefer not to state

8.3 How long have you been in your current position or rank at CSU, Chico?

- Less than a year
- 1 to 2 years
- 3 to 5 years
- 6 to 10 years
- 11 to 20 years
- 21 years or more

8.4 What is the highest level of education you have completed?

- High school diploma or equivalent
- Post-secondary school other than college
- Associate's degree
- Bachelor's degree
- Master's degree in the Arts and Sciences (MA, MS)
- MBA
- Other professional master's degree (e.g., MPA, MSW, MSE, MSN, MAT, MPH, MFA)
- PhD
- Medical degree (MD, DO, DDS, DVM)
- Law degree (JD, LLB)
- Other doctoral degree (e.g., EdD, DDiv, ScD, DrPH, DBA)
- Joint degree (e.g., MD/PhD, MBA/JD)
- Other degree or certificate
- Prefer not to state

8.5 What is your gender identity?

- Man
- Trans Woman
- Woman
- Genderqueer/Gender Non-conforming
- Trans Man
- Not Sure

8.6 What is your Gender Expression?

- Decline to State
- Gender conforming
- Gender non-conforming
- Another Identity
- Both

8.7 What is your Sexual Orientation?

- Not Sure
- Straight/Heterosexual
- Bisexual
- Asexual
- Queer
- Not Sure
- Pansexual
- Decline to State

8.8 What is your Race/Ethnicity?

- White
- Hispanic or Latino
- Black or African American
- Asian
- Native Hawaiian or Other Pacific Islander
- American Indian or Alaska Native
- Two or More Races/Ethnicities

8.9 What is your age?

- 18-24
- 25-34
- 35-44
- 45-54
- 55 or older
- Prefer not to state

8.10 Do you have a disability?

- Yes
- No
- Prefer not to state
9. [Continue]

9.1 If you completed the 2016 campus climate survey, do you believe that it made a positive impact toward change at CSU, Chico.

- Yes
- No
- Did not take the Spring 2016 survey

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

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

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

- Strongly Agree
- Agree
- Neither Agree/Disagree
- Disagree
- Strongly Disagree

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?