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 continual 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 or x5624. He can also provide paper copies of the survey upon request.

TAKING THE SURVEY
Staff and administrators, thank you very much for taking the time to answer this survey. For staff members, your supervisors have been directed to allow you time at work to complete 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 campus morale.

The survey will take approximately 30 minutes to answer. This is a significant time commitment, but we appreciate the time you will take to honestly provide your responses to the important topics raised in this survey. The Campus Climate Questionnaire played a pivotal role by both identifying the need for a full survey, and also by providing direction for the construction of the current survey. We promised the campus community a follow up survey and it will only be useful to us in improving the climate and morale on campus if participation is high.

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

<table>
<thead>
<tr>
<th></th>
<th>Very satisfied</th>
<th>Somewhat satisfied</th>
<th>Neither dissatisfied nor satisfied</th>
</tr>
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<tbody>
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</table>

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.

1.6 My supervisor treats me with respect.

1.7 My supervisor handles conflict effectively.

1.8 My supervisor is aware of, and adheres to, policies, procedures, and the collective bargaining.
2. Leadership has communicated a clear direction.
   2.1 In your department/unit
   2.2 In your College or Division
   2.3 Campus-wide

2.1. I believe diversity is valued.
   2.4. In your department/unit
   2.5. In your College or Division
   2.6. Campus-wide

2.2. I feel safe expressing my opinion without fear of consequences or retribution.
   2.7. In your department/unit
   2.8. In your College or Division
   2.9. Campus-wide

2.3. There is opportunity for advancement at CSU, Chico.
   2.10. In your department/unit
   2.11. In your College or Division
   2.12. Campus-wide

2.4. New policies and procedures are communicated in a timely manner.
   2.13. In your department/unit
   2.14. In your College or Division
   2.15. Campus-wide

2.5. Policies and procedures are followed.
   2.16. In your department/unit
   2.17. In your College or Division
   2.18. Campus-wide
3.

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

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.  

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

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

3.5 How satisfied are you with the physical maintenance of facilities  

4.

4.1 There are fair and equitable opportunities for salary increases.  

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

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

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

4.5 The In-Range Progression (IRP) process and Reclassification process are implemented equitably and fairly.
### 5.

<table>
<thead>
<tr>
<th></th>
<th>Strongly Agree</th>
<th>Agree</th>
<th>Neither Agree/Disagree</th>
<th>Disagree</th>
<th>Strongly Disagree</th>
<th>Not Applicable</th>
</tr>
</thead>
<tbody>
<tr>
<td>5.1</td>
<td>I am satisfied with the availability of campus parking.</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☒</td>
</tr>
<tr>
<td>5.2</td>
<td>Space allocation and use is fair and consistent across campus</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☒</td>
</tr>
<tr>
<td>5.3</td>
<td>The implementation of campus facility-use charges balances campus resource requirements with community needs.</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☒</td>
</tr>
<tr>
<td>5.4</td>
<td>My performance reviews are conducted on a regular basis.</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☒</td>
</tr>
<tr>
<td>5.5</td>
<td>Performance evaluations/reviews are fair and equitable.</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☒</td>
</tr>
<tr>
<td>5.6</td>
<td>My position is properly classified and reflects my duties accurately.</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☒</td>
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</tbody>
</table>

### 6.

<table>
<thead>
<tr>
<th></th>
<th>Very Frequently</th>
<th>Frequently</th>
<th>Infrequently</th>
<th>Very Infrequently</th>
<th>Not Applicable</th>
</tr>
</thead>
<tbody>
<tr>
<td>6.1</td>
<td>How often does your work cause you stress?</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
<tr>
<td>6.2</td>
<td>I feel excluded from an informal network in my department/unit.</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
<tr>
<td>6.3</td>
<td>I have to work harder than some of my colleagues to be taken seriously.</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
</tbody>
</table>
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?

- Administrator (MPP)
- Exempt Staff
- Non-exempt Staff
- Prefer not to state

In which division are you employed?

- Academic Affairs
- Business and Finance
- Student Affairs
- Other
- Prefer not to state

How many years have you worked 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
- Prefer not to state

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
- Prefer not to state

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

What is your gender?

- Male
- Female
- Prefer not to state
- Other
- Transgender

What is your sexual orientation?

- Heterosexual
- Lesbian
- Queer
- Bisexual
- Prefer not to state
- Other
- Gay
- Pansexual

What is your race/ethnicity?

- American Indian or Alaska Native
- Asian
- Black or African American
- Hispanic or Latino
- Native Hawaiian or Other Pacific Islander
- White
- Biracial
- Multi-racial
- Prefer not to state
- Other

What is your marital/partnership status?

- Single, never married/partnered
- Married or domestic partnership
- Divorced
- Separated
- Prefer not to state
- Prefer not to state
8. [Continue]

8.10 What is your age?
- □ 18-24
- □ 25-34
- □ 35-44
- □ Prefer not to state
- □ 45-54
- □ 55 or older
- □ Prefer not to state
- □ Prefer not to state
- □ Prefer not to state

8.11 Do you have a disability?
- □ Yes
- □ No
- □ Prefer not to state

8.12 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

9.

9.1 I believe my answers on this year’s survey will make a positive impact towards change at CSU, Chico.
- □ Strongly Agree
- □ Agree
- □ Neither Agree/Disagree
- □ Disagree
- □ Strongly Disagree
- □ Not Applicable

9.2 I would recommend CSU, Chico as a place of employment to those I care about.
- □ Strongly Agree
- □ Agree
- □ Neither Agree/Disagree
- □ Disagree
- □ Strongly Disagree
- □ Not Applicable
9. [Continue]

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


9.4 What are some of the challenges of working at Chico State?


9.5 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?


9.6 Do you have other comments you’d like to share about your experience at CSU, Chico?


