



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 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.

1.1	Overall, how satisfied are you working at CSU, Chico?	<input type="checkbox"/> Very satisfied	<input type="checkbox"/> Somewhat satisfied	<input type="checkbox"/> Neither dissatisfied nor satisfied			
		<input type="checkbox"/> Somewhat dissatisfied	<input type="checkbox"/> Very dissatisfied				
		<i>Neither Agree/Disagree</i>	<i>Strongly Disagree</i>	<i>Not Applicable</i>			
		<i>Strongly Agree</i>	<i>Agree</i>	<i>Disagree</i>			
1.2	I am optimistic about the future of my career at CSU, Chico.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
1.3	My department/unit has adequate staff	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
1.4	My department/unit has adequate faculty	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
1.5	I feel part of an effective team.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
1.6	My supervisor treats me with respect.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
1.7	My supervisor handles conflict effectively.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
1.8	My supervisor is aware of, and adheres to, policies, procedures, and the collective bargaining.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

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

I believe diversity is valued.

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

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

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

There is opportunity for advancement at CSU, Chico.

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

New policies and procedures are communicated in a timely manner.

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

Policies and procedures are followed.

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

3.

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

- 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. Yes No
- 3.5 How satisfied are you with the physical maintenance of facilities Very satisfied Somewhat satisfied Neither dissatisfied nor satisfied Somewhat dissatisfied Very dissatisfied

4.

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

- 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.

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

6.

	<i>Very Frequently</i>	<i>Frequently</i>	<i>Neither Agree/Disagree</i>	<i>Infrequently</i>	<i>Very Infrequently</i>	<i>Not Applicable</i>
6.1 How often does your work cause you stress?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6.2 I feel excluded from an informal network in my department/unit.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6.3 I have to work harder than some of my colleagues to be taken seriously.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

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Class Climate

Staff and Administrator Campus Climate Survey - Spring 2016

SCANTRON

7.

- 7.1 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.

- 8.1 What is your current position?
- Administrator (MPP) Exempt Staff Non-exempt Staff
 Prefer not to state
- 8.2 In which division are you employed?
- Academic Affairs Business and Finance Student Affairs
 Advancement Other Prefer not to state
- 8.3 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
- 8.4 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
- 8.5 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
- 8.6 What is your gender?
- Male Female Transgender
 Other Prefer not to state
- 8.7 What is your sexual orientation?
- Heterosexual Queer Gay
 Lesbian Bisexual Pansexual
 Other Prefer not to state
- 8.8 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
- 8.9 What is your marital/partnership status?
- Single, never married/partnered Married or domestic partnership Widowed
 Divorced Separated Prefer not to state

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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
- 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.

- | | Strongly Agree | Agree | Neither Agree/Disagree | Disagree | Strongly Disagree | Not Applicable |
|--|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
| 9.1 I believe my answers on this year's survey will make a positive impact towards change at CSU, Chico. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 9.2 I would recommend CSU, Chico as a place of employment to those I care about. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

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?