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

## 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](mailto:ir@csuchico.edu), or by phone at 898-5623. Paper copies of the survey are available 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. 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

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.
- 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 agreement.



2.

Neither Agree/Disagree  
 Strongly Disagree  
 Disagree  
 Agree  
 Strongly Agree

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

- 2.1 In your department/unit
- 2.2 In your College or Division
- 2.3 Campus-wide

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

- 2.4 In your department/unit
- 2.5 In your College or Division
- 2.6 Campus-wide

***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

***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

***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

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

- 2.16 In your department/unit
- 2.17 In your College or Division
- 2.18 Campus-wide



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.	<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
3.5 How satisfied are you with the physical maintenance of facilities	<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			

4.

	Strongly Agree	Neither Agree/Disagree	Agree	Disagree	Strongly Disagree	Not Applicable
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"/>
4.5 Staff promotions/advancements to new positions on campus provide for appropriate salary increases.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4.6 The In-Range Progression (IRP) process and Reclassification process are implemented equitably and fairly.	<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"/>	<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.

	Very Frequently	Frequently	Neither Agree/Disagree	Infrequently	Very Infrequently	Not Applicable
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"/>



## 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 identity?
- Man       Woman       Trans Man
- Trans Woman       Genderqueer/ Gender Non-conforming       Not Sure
- Decline to state       Another Identity
- 8.7 What is your Gender Expression?
- Gender conforming       Gender non-conforming       Both
- Not Sure       Decline to State       Not listed above
- 8.8 What is your Sexual Orientation?
- Straight/ Heterosexual       Gay       Lesbian
- Bisexual       Queer       Pansexual
- Asexual       Not Sure       Decline to State
- Another Orientation
- 8.9 What is your Race/Ethnicity?
- White       Black or African American       American Indian or Alaska Native
- Asian       Native Hawaiian or Other Pacific Islander       Two or More Races/Ethnicities
- Hispanic or Latino       Decline to state
- 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 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.

- |  | 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?

