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
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 McCre, 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

### 2.

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

- [ ] Strongly Agree
- [ ] Agree
- [ ] Disagree
- [ ] Strongly Disagree
- [ ] Not Applicable

1.3 My department/unit has adequate staff

- [ ] Strongly Agree
- [ ] Agree
- [ ] Disagree
- [ ] Strongly Disagree
- [ ] Not Applicable

1.4 My department/unit has adequate faculty

- [ ] Strongly Agree
- [ ] Agree
- [ ] Disagree
- [ ] Strongly Disagree
- [ ] Not Applicable

1.5 I feel part of an effective team.

- [ ] Strongly Agree
- [ ] Agree
- [ ] Disagree
- [ ] Strongly Disagree
- [ ] Not Applicable

1.6 My supervisor treats me with respect.

- [ ] Strongly Agree
- [ ] Agree
- [ ] Disagree
- [ ] Strongly Disagree
- [ ] Not Applicable

1.7 My supervisor handles conflict effectively.

- [ ] Strongly Agree
- [ ] Agree
- [ ] Disagree
- [ ] Strongly Disagree
- [ ] Not Applicable

1.8 My supervisor is aware of, and adheres to, policies, procedures, and the collective bargaining agreement.

- [ ] Strongly Agree
- [ ] Agree
- [ ] Disagree
- [ ] Strongly Disagree
- [ ] Not Applicable
2.

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.

<table>
<thead>
<tr>
<th>Question</th>
<th>Neither Agree/Disagree</th>
<th>Strongly Disagree</th>
<th>Agree</th>
<th>Strongly Agree</th>
<th>Not Applicable</th>
</tr>
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<tbody>
<tr>
<td>3.1</td>
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<td>I have been given growth and learning opportunities during the last year.</td>
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<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>
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<td>I feel CSU, Chico is succeeding at prioritizing diversity issues.</td>
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<td>3.4</td>
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<td>During my employment at Chico State, I have received fair and equal treatment.</td>
<td>Yes</td>
<td>No</td>
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<td>3.5</td>
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<td>How satisfied are you with the physical maintenance of facilities</td>
<td>Very satisfied</td>
<td>Somewhat satisfied</td>
<td>Neither dissatisfied nor satisfied</td>
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<td></td>
<td>Somewhat dissatisfied</td>
<td>Very dissatisfied</td>
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### 4.

<table>
<thead>
<tr>
<th>Question</th>
<th>Neither Agree/Disagree</th>
<th>Strongly Disagree</th>
<th>Agree</th>
<th>Strongly Agree</th>
<th>Not Applicable</th>
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<td>4.1</td>
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<td>My salary is in line with my job duties and workload.</td>
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<td>There are fair and equitable opportunities for salary increases.</td>
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<td>CSU, Chico offers a competitive salary compared to other employment opportunities.</td>
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<td>4.4</td>
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<td>CSU, Chico offers a competitive benefits package compared to other employment opportunities.</td>
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<td>4.5</td>
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<td>Staff promotions/advancements to new positions on campus provide for appropriate salary increases.</td>
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<td>4.6</td>
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<td>The In-Range Progression (IRP) process and Reclassification process are implemented equitably and fairly.</td>
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</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 | My performance reviews are conducted on a regular basis. | □ | □ | □ | □ | □ | □ |
| 5.5 | Performance evaluations/reviews are fair and equitable. | □ | □ | □ | □ | □ | □ |
| 5.6 | My position is properly classified and reflects my duties accurately. | □ | □ | □ | □ | □ | □ |

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.

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
- 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)
- Other doctoral degree (e.g., EdD, DDiv, ScD, DrPH, DBA)
- Joint degree (e.g., MD/PhD, MBA/JD)
- Prefer not to state

8.6 What is your gender identity?
- Man
- Trans Woman
- Genderqueer/Gender Non-conforming
- Woman
- Prefer not to state
- Trans Man
- Not Sure

8.7 What is your gender expression?
- Gender conforming
- Gender non-conforming
- Another Identity
- Prefer not to state
- Both

8.8 What is your sexual orientation?
- Not Sure
- Heterosexual
- Queer
- Asexual
- Not Sure
- Another Orientation
- Prefer not to state
- Straight/Heterosexual
- Pansexual
- Decline to State

8.9 What is your race/ethnicity?
- White
- Asian
- Black or African American
- Native Hawaiian or Other Pacific Islander
- American Indian or Alaska Native
- Two or More Races/Ethnicities
- Hispanic or Latino
- Prefer not to state
- Decline to state

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

8.11 Do you have a disability?
- Yes
- No

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
- Prefer not to state
9. I believe my answers on this year's survey will make a positive impact towards change at CSU, Chico.

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