

# Campus Climate Survey - 2018

## Executive Summary

### Survey Details

Survey Period: 4/20/18 to 5/11/18  
Total Respondents: 633  
Staff & Administrator Respondents: 416  
Faculty Respondents: 217  
Response Rate: 30.9%  
Survey instruments available [here](#).

This is the third time the campus has participated in our Campus Climate Survey – the first was conducted in the spring of 2015, and the second in the spring of 2016. The results of those surveys can be found [here](#).

### From the Quantitative Survey Results

#### Campus Community Strengths\*

- ✓ Satisfaction working here has increased from 65.5% to 77.2% (F) and from 78.0% to 81.8% (S&A).
- ✓ Optimism has risen from 55.4% to 59.2% (F) and from 56.2% to 58.3% (S&A).
- ✓ At the campus-level, large increases in clear leadership, from 14.1% to 48.6% (F) and from 26.8% to 55.0% (S&A).
- ✓ Diversity continues to be valued at all levels of campus (in departments/units, colleges/divisions, and campus-wide).
- ✓ Growth opportunities remain available at 70.1% (F) and 62.9% (S&A).
- ✓ Decreasing numbers of respondents indicate they are considering leaving CSU, Chico, from 31.0% to 19.2% (F) and from 29.8% to 26.7% (S&A).
- ✓ Those who would recommend CSU, Chico as a place of employment continue to rise from 44.2% to 59.2% (F) and from 54.5% to 62.2% (S&A).

#### Areas for Continued Improvement

- ✓ 65.3% of faculty believe more faculty are needed.
- ✓ 21.3% of staff & administrators do not think their supervisors handle conflict well.
- ✓ 48.4% of staff believe more staff are needed.
- ✓ Significant numbers believe they have not been treated fairly, 31.3% (F) and 29.5% (S&A).
- ✓ Faculty are not satisfied with support for the teacher/scholar model, at 40.6%.
- ✓ Neither faculty (52.1%) nor staff & administrators (64.0%) believe their salaries are in line with their workload.
- ✓ Many are unsatisfied with parking options, 60.1% (F) and 59.1% (S&A).
- ✓ Both faculty (72.1%) and staff & administrators (60.5%) regularly experience work-related stress.

\* Faculty responses are denoted by (F), while Staff & Administrator responses are denoted by (S&A).

## Themes from the Open-Ended Questions

### Themes – Faculty

#### Best Aspects

- Colleagues
- Students
- Beautiful Campus
- Local (Chico) Community
- Benefits
- Autonomy & Intellectual Life
- Mission/Care for Students
- My Department

#### Challenges

- Leadership Deficits (noted at each level)
- Workload
- Salary
- Funding Crisis (university, programs, research support)
- Tenure Density/Faculty Shortage
- Bullying/Lecturer Mistreatment/Lazy Colleagues

#### How to Improve Campus

- Improve Tenure Density
- Improve Leadership (noted at each level)
- Improve Communication & Transparency
- Address Workload
- Lecturer Respect & Support
- Improve Funding (salaries, research support)

### Themes – Staff & Administrators

#### Best Aspects

- Colleagues
- Beauty of Campus
- Benefits
- Students
- Campus Community
- Our Mission
- Local (Chico) Community & Culture
- Diversity
- Professional Growth Opportunities

#### Challenges

- Salary
- Bureaucracy (red tape, slow to change, initiative fatigue)
- Lack of Growth Opportunities/Merit
- Leadership Deficits (noted at each level)
- Insufficient Budget/Resources
- Bad Colleagues
- Parking
- Workload/Staffing Concerns
- IRP/Reclass Processes

#### How to Improve Campus

- Increase Salaries
- Improve Hierarchical Communication
- Expand Opportunities for Growth
- More Collaboration
- Increase Staff
- Respect/Rewards for Good Work
- Management Training