This Month's Topic: Employee Campus Climate Survey Fall 2018

This volume offers the campus community a snapshot of the fall 2018 semester Employee Campus Climate Survey findings. Please see our Campus Climate Survey Dashboard for a comprehensive view of all of the numerical findings stemming from this survey. A cross-section of 93 administrators, faculty, and staff (approximately 23%) responded to 84 items ranging from respondent demographics to satisfaction ratings on various aspects of the campus. The survey was organized in the following five themes to assess perceptions of various campus facets: outcome assessment, inclusiveness, planning and program review, shared governance and resources. For a complete analysis of the findings stemming from the open-ended comments offered by respondents, please see our report on the topic.

Methodology

Employees were asked to rate the extent to which they agree, disagree, or don't know/ do not have an opinion regarding five campus facets: outcome assessment, inclusiveness, planning and program review, shared governance, and resources. Employees' were also provided the opportunity to share any comments or suggestions related to the five campus topics through open-ended questions.

Sample

Tables 1 and 2 illustrates the response distribution by employee category, primary work area, years employed at Crafton, gender, age, and race/ethnicity.

Table 1. Employees Primary Function, Area, and Length Employed

Primary Function	N	%
Administrator/Manager	16	17.2
Classified or Confidential Staff	33	35.5
Full-time Faculty	25	26.9
Part-time Faculty	19	20.4
Total	**93**	**100.0**

Area	N	%
Administrative Services	12	12.9
Instruction	40	43.0
President's Area	2	2.2
Student Services	30	32.3
Other	9	9.7
Total	**93**	**100.0**

Length of Employment	N	%
2 years or less	23	24.7
3-5 years	22	23.7
6-10 years	15	16.1
11-15 years	13	14.0
16-20 years	10	10.8
21 or more years	10	10.8
Total	**93**	**100.0**

Table 2. Employees Demographics Information

Gender	N	%
Female	52	68.4
Male	24	31.6
Total	**76**	**100.0**

Age	N	%
34 years old or younger	15	19.7
35-39 years old	6	7.9
40-44 years old	18	23.7
45-49 years old	6	7.9
50-54 years old	10	13.2
55 years old or older	13	17.1
Decline to state	8	10.5
Total	**76**	**100.0**

Race/Ethnicity	N	%
Asian	1	1.3
Caucasian/White	43	55.8
Hispanic/Latino(a)/Chicano(a)	8	10.4
Native Hawaiian/Pacific Islander	1	1.3
Other	1	1.3
Two or More Races	10	13.0
Decline to state	13	16.9
Total	**77**	**100.0**

Responses regarding employee perceptions of various aspects pertaining to their experience working at Crafton were recorded on a five-point Likert scale (1= Strongly Agree, 2= Agree, 3= Disagree, 4= Strongly Disagree, and 5= Don't Know/No Opinion). Please note the discrepancy in sample sizes when any comparison of Campus Climate Survey findings from fall 2016 (n=33) to fall 2018 (n=93) is provided.

Outcomes Assessment

- 77% of respondents agreed that assessment of student learning and service area outcomes at Crafton is ongoing at Crafton
- 62% of the respondents agreed that assessment of student learning and service area outcomes at Crafton are considered in program review/annual planning
- Overall satisfaction with outcomes assessment processes increased from 36% in 2016 to 54% in 2018, an 18% increase
- Suggestions for improving the outcomes assessment processes include setting clear expectations for the assessment of student learning outcomes for faculty and updating the Institutional Assessment Plan.

Inclusiveness

- 86% of the respondents agreed or strongly agreed that they are personally treated with respect at CHC
- 71% of respondents agreed or strongly agreed that overall they are satisfied with their work at Crafton
- 62% of respondents agreed or strongly agreed that in general CHC supervisors, managers, and administrators lead by example
- Overall satisfaction with the level of inclusiveness increased from 59% in 2016 to 64% in 2018, a 5% increase
- Suggestions for improving inclusiveness consist of a mentor program for new faculty and having a center for Diversity.

Figure 1. Employee Perceived Satisfaction with Additional Inclusiveness Items
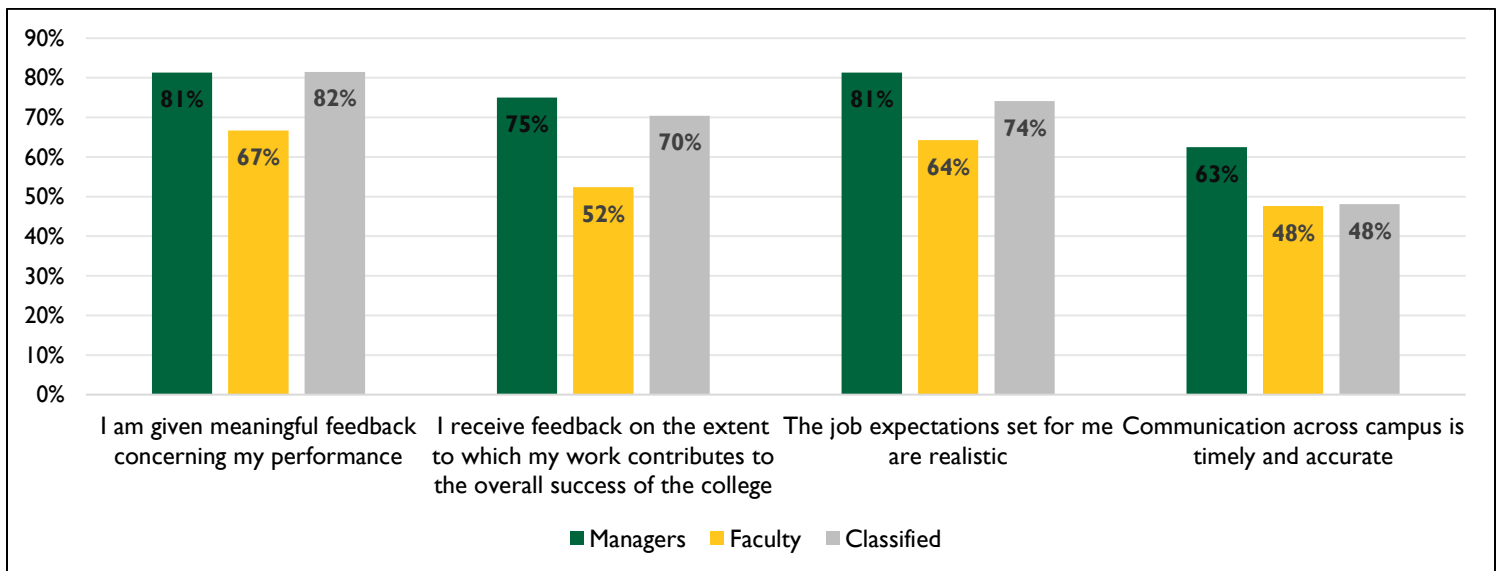
Planning and Program Review

- 55% of respondents agreed that data and information are used routinely to inform institutional decisions
- 46% of respondents agreed or strongly agreed that the annual process of prioritizing objectives at CHC is transparent (i.e., people are open and honest about how and why decisions are made, appropriate information is readily accessible and is shared in a timely manner)
- Overall satisfaction with planning and decision-making processes at CHC increased from 36% in 2016 to 46% in 2018, a 10% increase

- Suggestions for improving planning and program review include help with developing budget plans for faculty/chairs and including classified staff in the planning and program review process.

Figure 2. Employee Perceived Satisfaction with Additional Planning and Program Review Items
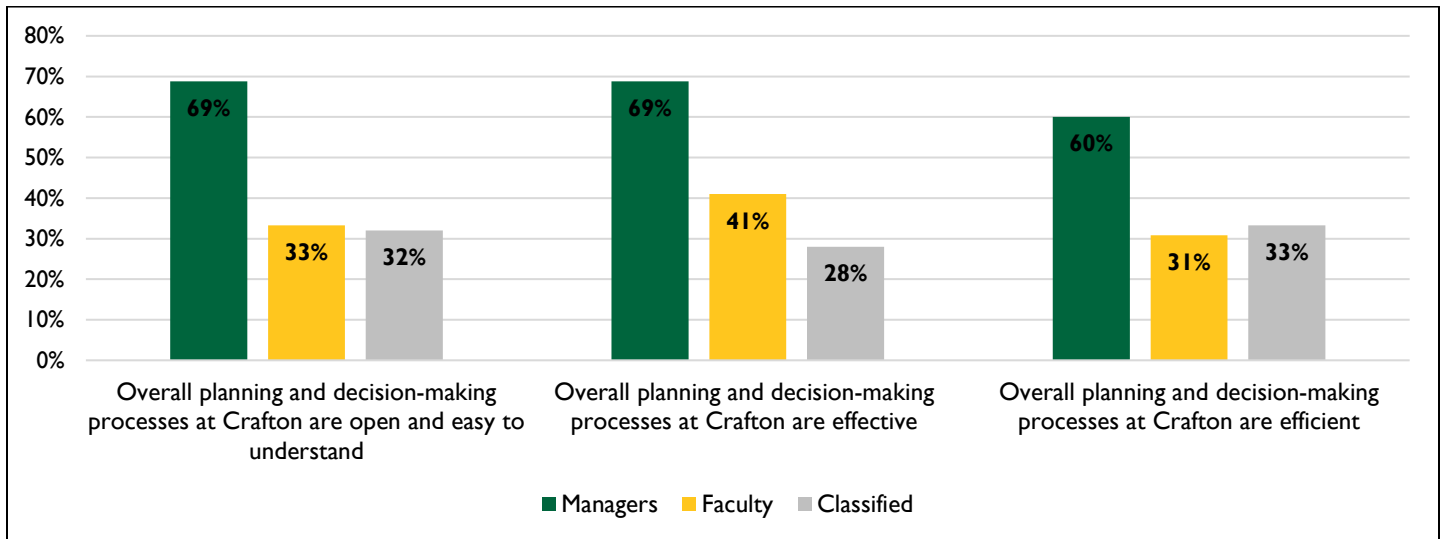
Shared Governance
- 61% of faculty, 81% of managers, and 55 % of classified staff respondents served on one or more shared governance committee during the 2017-2018 academic year
- 42% of classified, 24% of faculty, and 56% of management respondents feel that communication and understanding among constituencies is sufficient
- Overall satisfaction with shared-governance at Crafton decreased from 46% in 2016 to 44% in 2018, a 2% decrease
- Suggestions for improving shared governance at Crafton include more collaboration and input from faculty and classified staff.

Resources
- 21% of respondents agreed that allocation of resources from the District to Crafton is adequate
- 49% of respondents agreed that the distribution of financial resources at CHC supports student learning
- Suggestions for improving the resource allocation process include revising resource allocation model and hiring more faculty as well as a grant writer.

Potential Implications and Limitations

- An *area of strength includes employees being personally treated with respect at CHC* as demonstrated by 86% of respondents in agreement with this statement, this represents a 14% increase from 2016 in which 72% of respondents agreed.
- An *area in which the college can focus on continuing to improve includes the effective sharing of best practices at CHC* as indicated by 52% of employees in agreement with this statement; this however represents a 2% increase from 2016 in which 50% of employees agreed.
- An additional *area where the college can focus on improving is regarding overall planning and decision-making processes at Crafton being open and easy to understand (40%), evidence-based (44%), effective (43%), and efficient (37%)* indicated by respondents' low levels of agreement with corresponding items.
- Finally, one more *area of strength identified through findings includes employees feeling safe at CHC* as illustrated by 89% of respondents' agreeing with this statement.
- A limitation of these findings is that the response rate provides a limited level of statistical validity and results may not be representative of all CHC employees.