

Campus Climate Survey

Preliminary Results from the Spring 2015 CSU, Chico Campus Climate Surveys

Prepared by the Campus Climate Survey Working Group (CCSWG)

Table of Contents

Survey Background	3
Survey Details	4
Introduction	5
Methodological Brief	6
Job Satisfaction	7
Comparison Across Levels	21
Job Growth and Development	40
Communication and Leadership	44
Diversity, Inclusion, and Equity	49
Workload	55
Salary and Benefits	66
Collaboration	76
Physical Plant/Facilities Use	80
Personnel Evaluation	88
Employee Stress	100
Staying at Chico State	115
Demographics	121
Summing Up	127
Appendix A	140

Survey Background

In May of 2014, President Zingg and the Cabinet, in conjunction with Academic Senate, administered a Campus Climate Questionnaire to the campus community. The purpose of the questionnaire was to gauge the work environment here at CSU, Chico, and to see whether a lengthier climate survey was warranted. Almost 400 employees completed the brief questionnaire, and analyses of the results suggested that a more detailed climate survey should be given. Interim Provost Elrod constituted an ad hoc Campus Climate Survey Working Group, with the express purpose of creating a survey to better understand campus morale and work-life balance on our campus. The Working Group, which includes staff, faculty, and administrators, used the results of the Campus Climate Questionnaire, along with work-life surveys from a variety of other institutions' professionally developed and validated surveys, to create the CSU Chico Campus Climate Survey. The final survey was developed in a highly collaborative process by this working group.

The survey is divided into fourteen sections, ranging from general questions about employment on campus, to more targeted areas such as diversity, workload, stress, etc. The survey asked a mix of quantitative and qualitative questions in each section. This report provides an overview of the responses in each section, as well as some additional analysis of both quantitative and qualitative responses.

Appendix A, which follows the body of the report, provides the full sets of frequencies for almost all of the quantitative responses (those that are not included are detailed in the Appendix, and are primarily those questions that dealt with percentages of time spent on certain faculty tasks).

Survey Details

- The surveys were open from April 27 through May 15, 2015.
- The two surveys collected 1,033 valid responses.
 - Staff & administrators consisted of 59.15% of the respondents, and faculty consisted of 40.85% of the responses.
- The staff & administrator survey consisted of 611 valid responses.
- The faculty survey consisted 422 valid responses.
- CSU, Chico currently employs 928 staff & administrators and 953 faculty, for a total of 1,881.
 - The response rate for the survey was 55%.
- The survey instruments can be found [here](#).

Introduction

The members of the Campus Climate Survey Working Group recognize the considerable time and effort faculty and staff spent completing the survey. We are working to ensure the survey responses will matter and have an impact going forward. To that end, the committee is looking at ways to further engage faculty, staff and administrators in how this survey, and future surveys, will be used.

A goal of the committee was to quickly organize the large amount of data from the survey so that an overview of the results could be made available at the start of the fall 2015 semester. For that reason, the quantitative data is presented in frequency form. The qualitative data, which was derived from the open-ended questions throughout the survey, underwent a general, very preliminary analysis, leading to the general but not exhaustive nor final themes presented in each section of this report. Additional analyses of both types of data will be done more thoroughly throughout the year and reports of these analyses will be released in the Fall and the Spring as they are completed. Opportunities such as open forums and Senate discussions will be organized so that interested readers can discuss the survey results. In addition, the committee also encourages faculty, staff, and administrators to voluntarily organize conversations about the survey and, if interested in doing so, report their recommendations, thoughts, questions, and concerns to the survey committee members.

Our overall goal is to help campus facilitate a process that will address the important issues that this survey concerns.

Methodological Brief

- All of the charts and tables report frequencies. For detailed frequency tables please see Appendix A. For reporting purposes, Likert scale responses were frequently collapsed (i.e., “strongly agree” and “agree” were combined).
- The qualitative questions (the open-ended questions throughout the survey) generated approximately 450 single-spaced pages of responses. The percentage of respondents for each open-ended question ranged from 10.47% to 68.96%. These questions followed a series of closed –ended (i.e. 5 point scale) questions, and allowed respondents to provide additional information. The CCSWG, after de-identifying the responses, engaged in an open coding process, to identify the themes in each section. The themes are listed in the order of the number of occurrences in each section. Quotes chosen were those that were representative of as many of the identified themes as possible.
- An important note on the qualitative responses: Research on survey administration demonstrates that open-ended questions (where the respondent uses their own words) typically have a lower response rate than closed-ended questions (where the respondent chooses from fixed answers). Additionally, those who do choose to answer the open-ended questions tend to have a more negative response. Therefore, the open-ended themes and representative quotes should be understood to provide additional information about the questions in each section, but should not be read to be exhaustive of all respondents’ opinions. We report the number of respondents for each open-ended questions (“n”), as well as what percentage the n represents of all respondents.
- More detailed methodological notes are found at the end of the report.

Section One

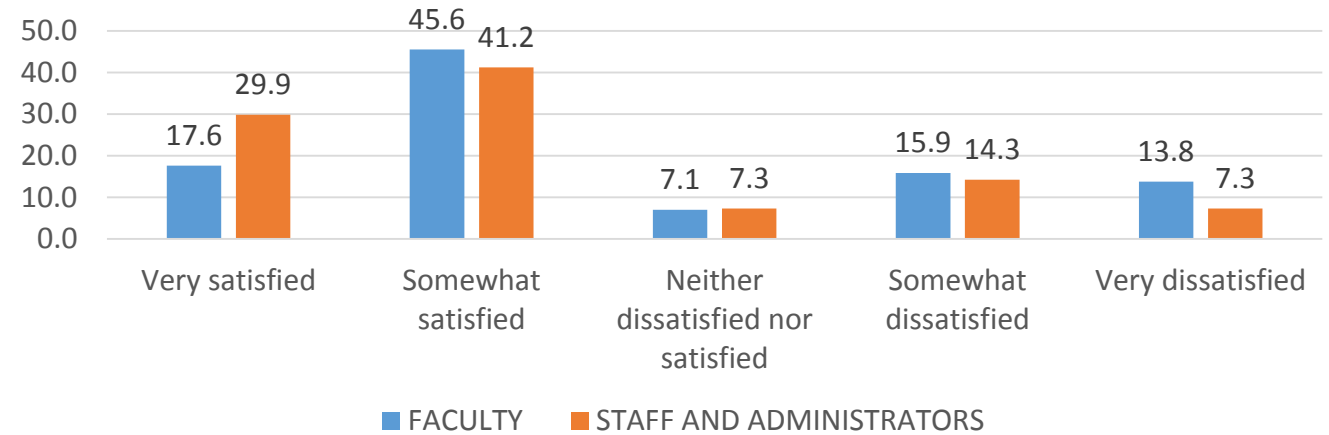
Job Satisfaction

Job Satisfaction & Pride

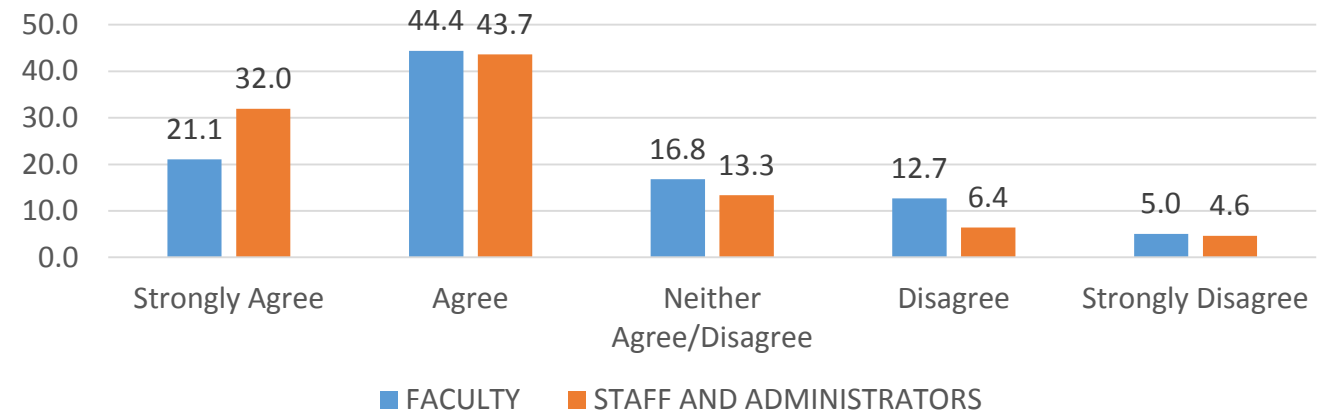
A majority of respondents report that they are either very satisfied or somewhat satisfied (staff & administrators = 63.2%, faculty = 71.1%) working at CSU, Chico.

A majority are also proud to work here, with both staff & administrators (64.8%) and faculty (76.4%) either agreeing or strongly agreeing with the statement.

Overall, How are you Satisfied working at CSU, Chico?

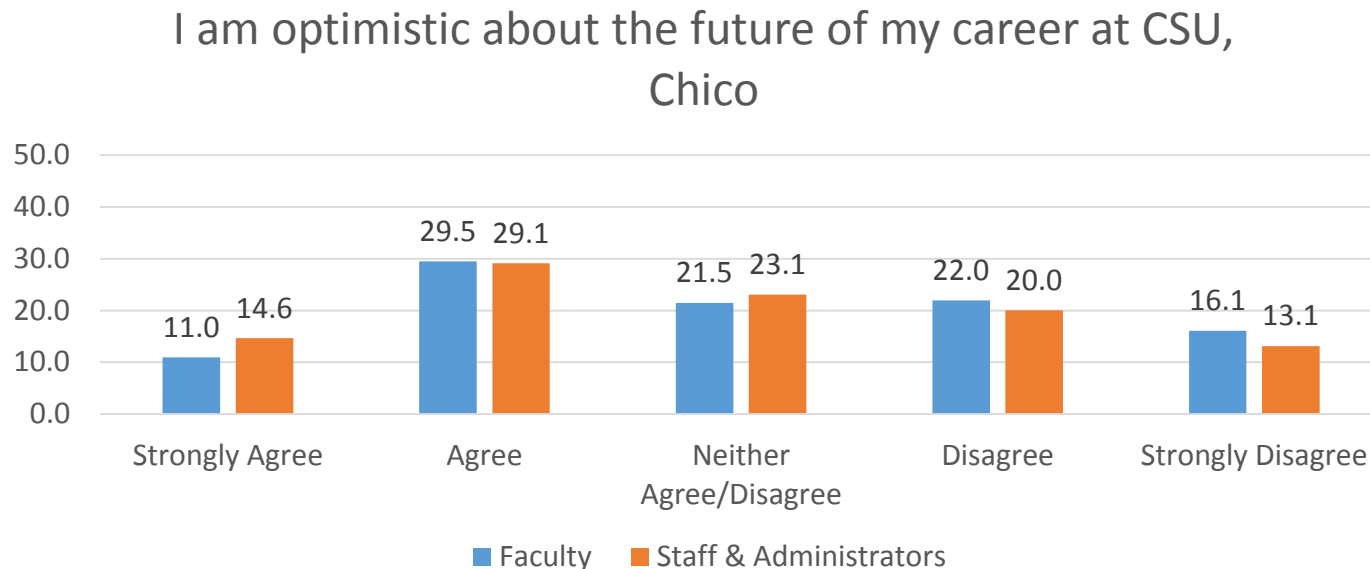
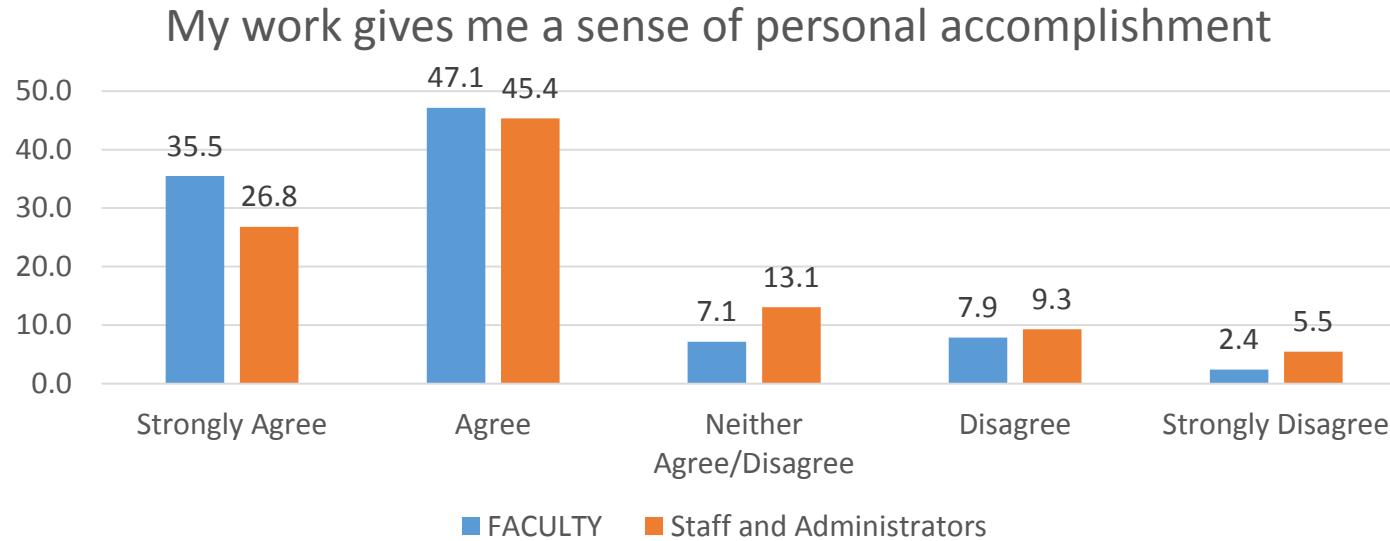


I am proud to say I work at CSU, CHico



Personal Accomplishment & Career Optimism

The campus community also feels a strong sense of personal accomplishment based on their work. Over 82% of faculty, and over 72% of staff & administrators agree or strongly agree on this point.



However, less than half (43.8% of staff & administrators, and 40.4% of faculty) are optimistic about the future of their career at CSU, Chico. This pessimism is explored further, especially in Section Twelve – Staying at Chico State.

Job Satisfaction

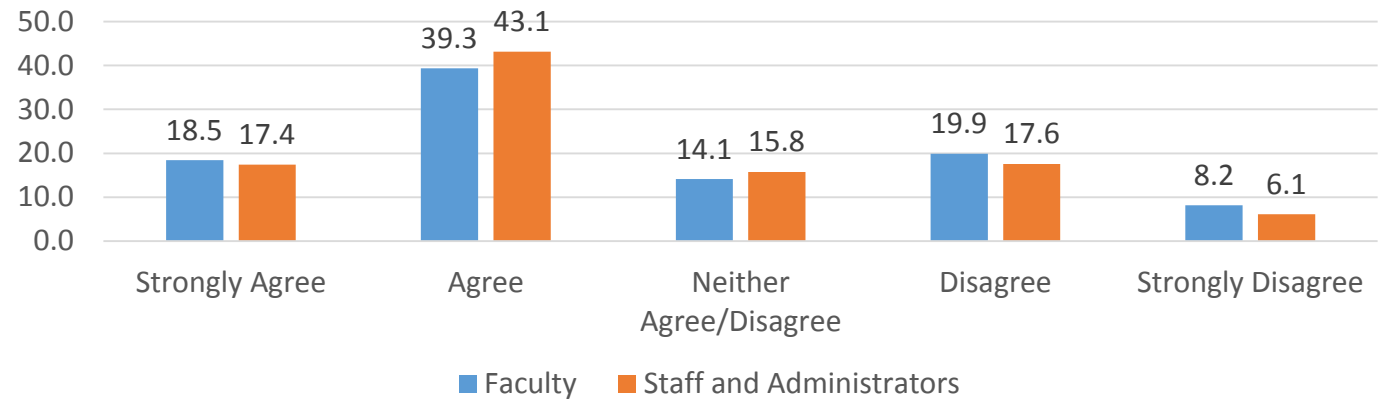
In your department/unit

Opportunities and Teamwork

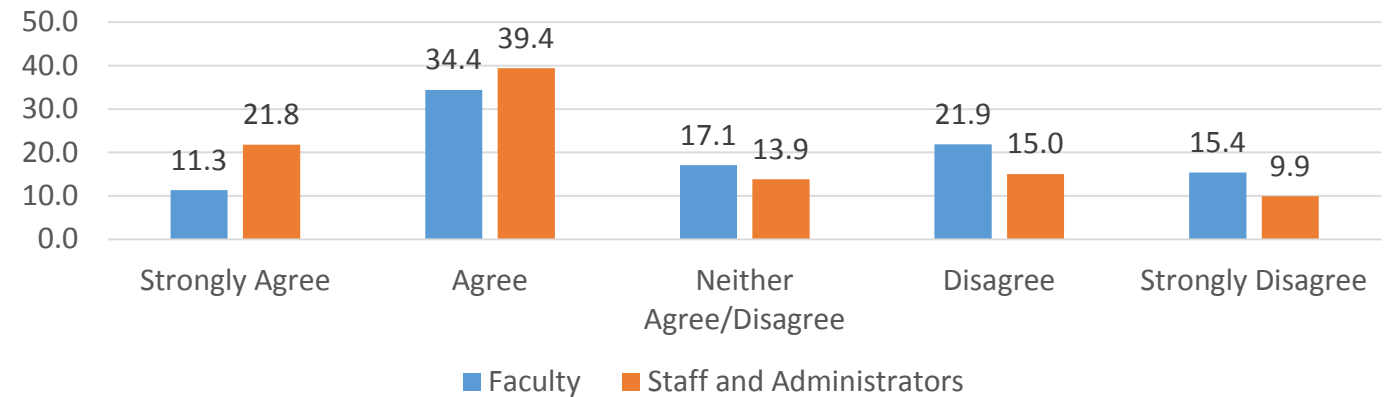
Majorities of both groups indicate that they have the opportunity to do what they do best every day (57.8% of faculty, and 60.5% of staff & administrators), but over a quarter of faculty, and almost a quarter of staff & administrators do not believe that to be true.

More staff & administrators (61.2%) feel a part of an effective team than faculty (45.7%), with over a third of faculty (37.3%) and almost a quarter of staff & administrators (24.9%) not feeling a part of an effective team.

At work I have the opportunity to do what I do best every day



I feel part of an effective team

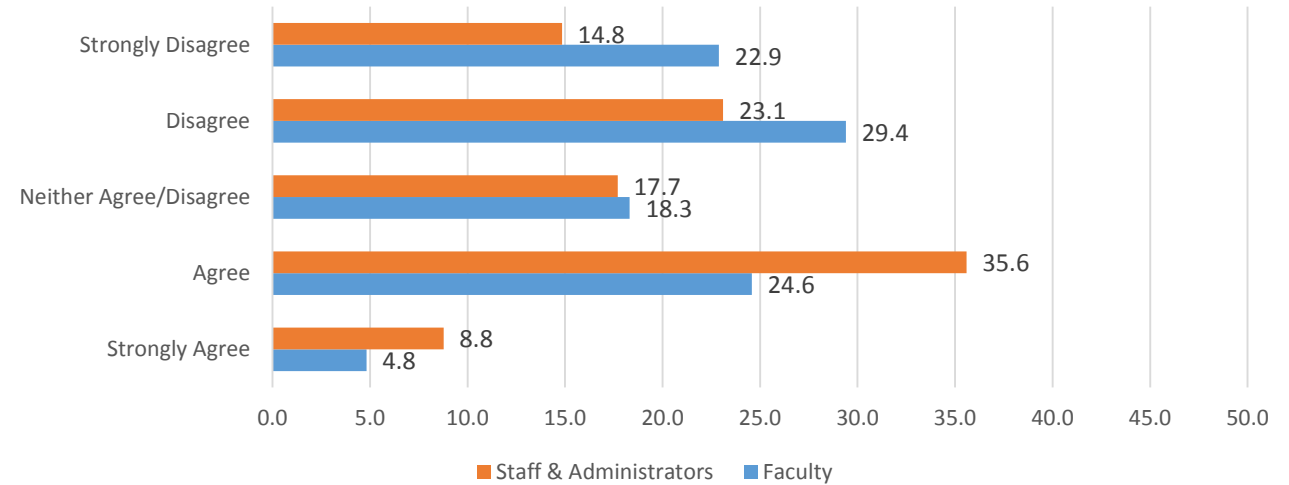


Co-Workers

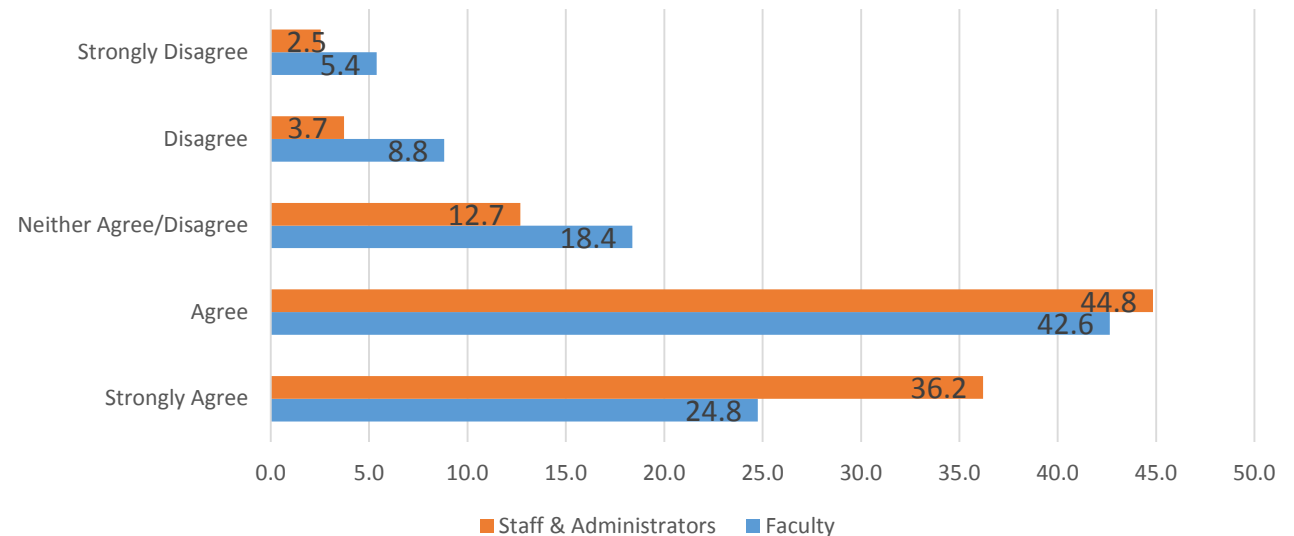
Among staff & administrators, 44.4% agree or strongly agree that work is distributed fairly among co-workers. A majority of the faculty (52.3%) disagree or strongly disagree that work is distributed fairly, and over a third of staff & administrators (37.9%) also feel that way.

But both groups enjoy working with their co-workers, with 67.4% of faculty, and 81.0% of staff & administrators agreeing or strongly agreeing with the statement.

Work is distributed fairly among co-workers



I enjoy working with my co-workers

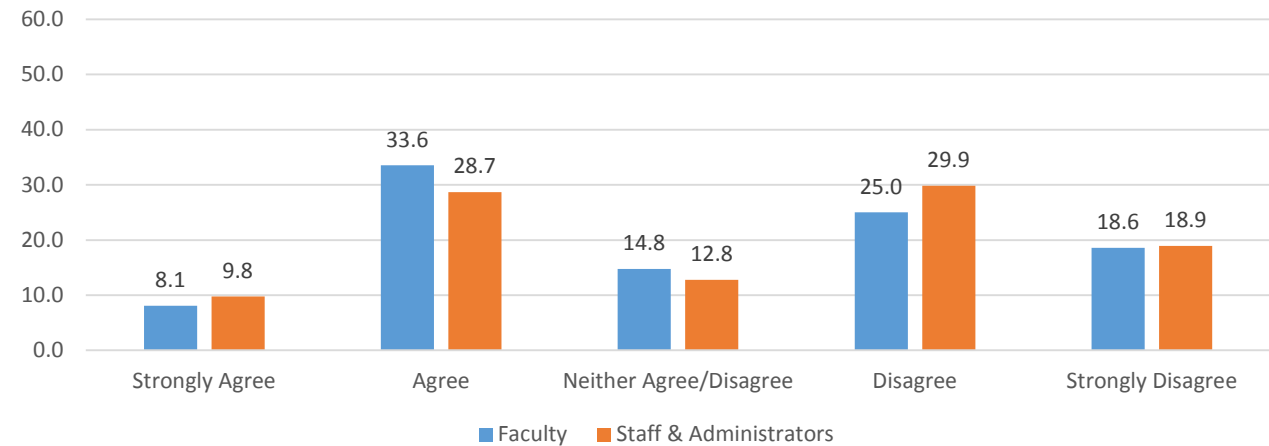


Staffing

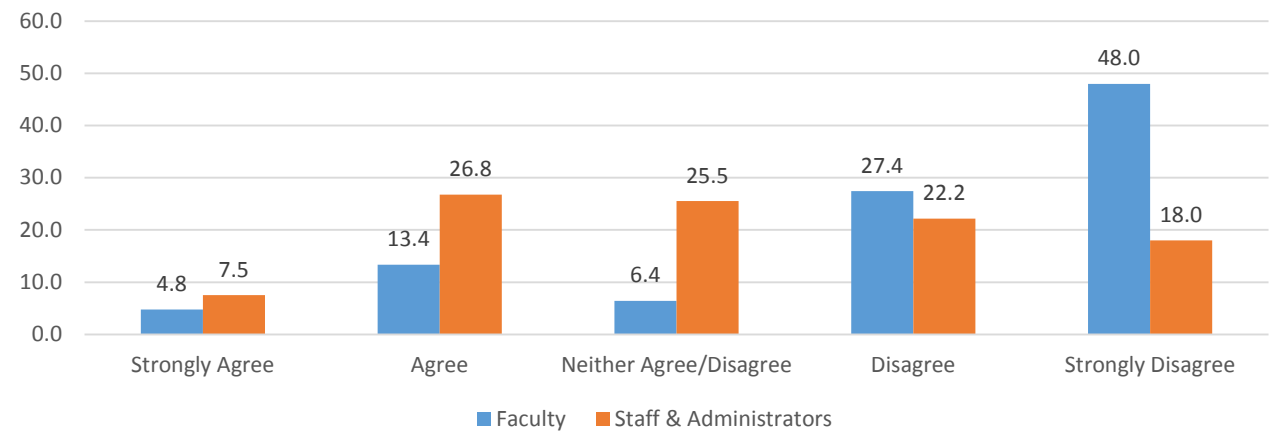
Among faculty, 43.6% disagree or strongly disagree that their unit has adequate staff, and among staff & administrators, 48.8% disagree or strongly disagree that their department/unit has adequate staff.

While there are concerns about the numbers of staff, a majority of faculty (75.4%) do not agree that their department has adequate faculty. A smaller percentage (40.2%) of staff & administrators say that their department does not have adequate faculty. Please note, this question addressed all staff, many of whom do not have faculty in their department/unit.

My department/unit has adequate staff



My department has adequate faculty



- Job Satisfaction

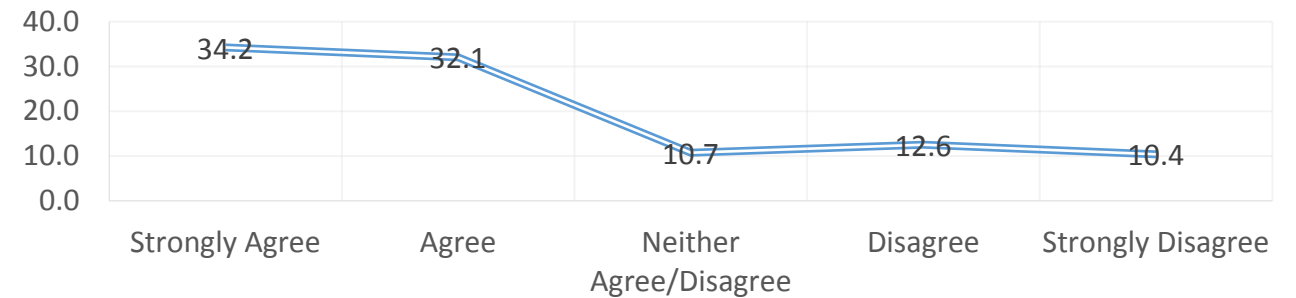
With your direct supervisor (Staff & Administrators Only)

Impressions of Supervisors

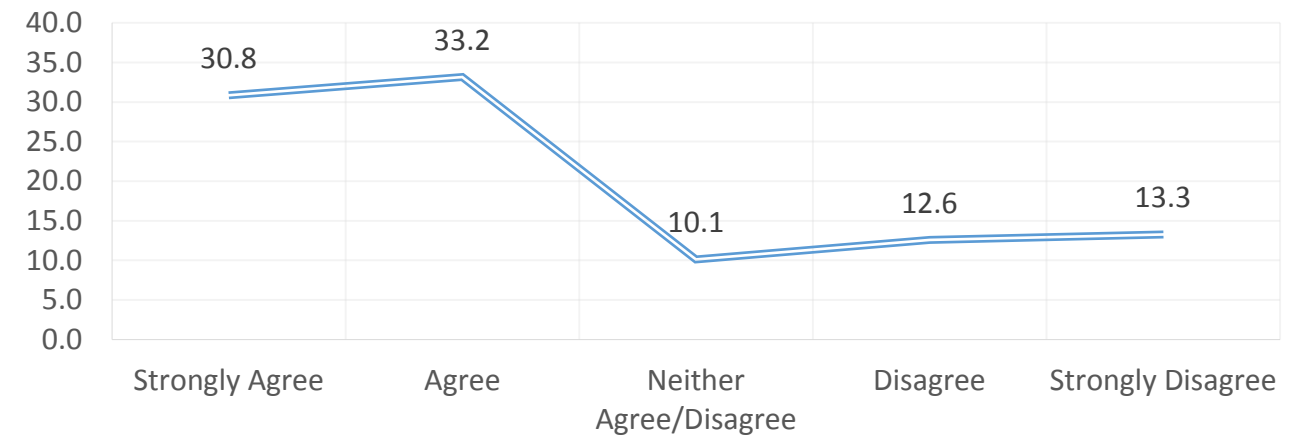
Over 60% of staff & administrators agree or strongly agree that their direct supervisors create collegial and supportive environments, and that their supervisors act consistently.

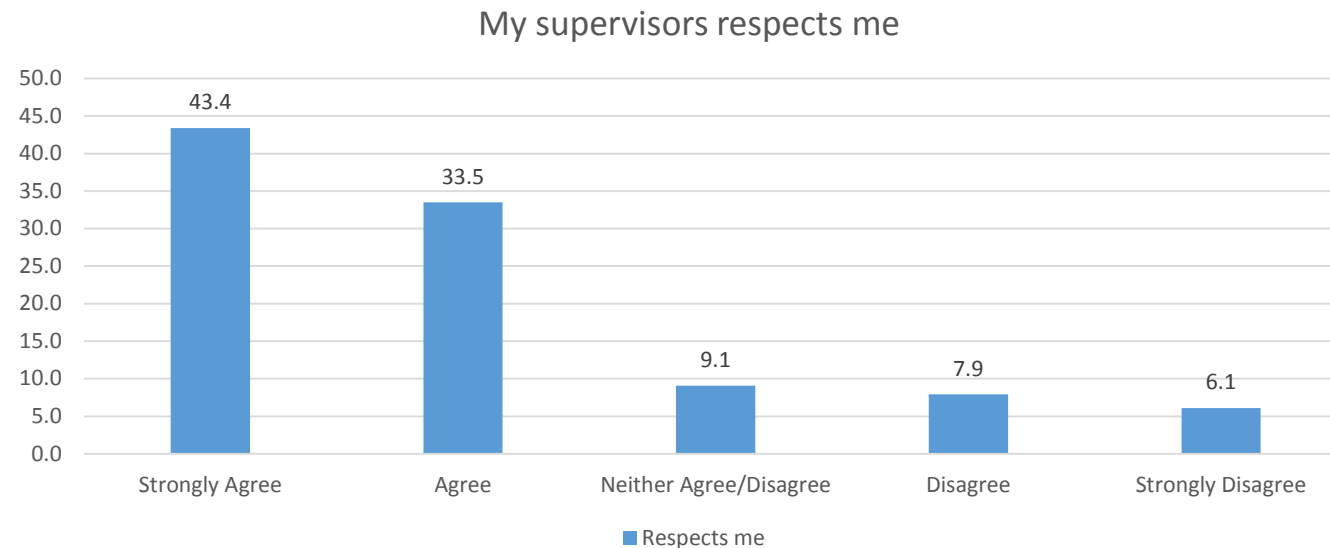
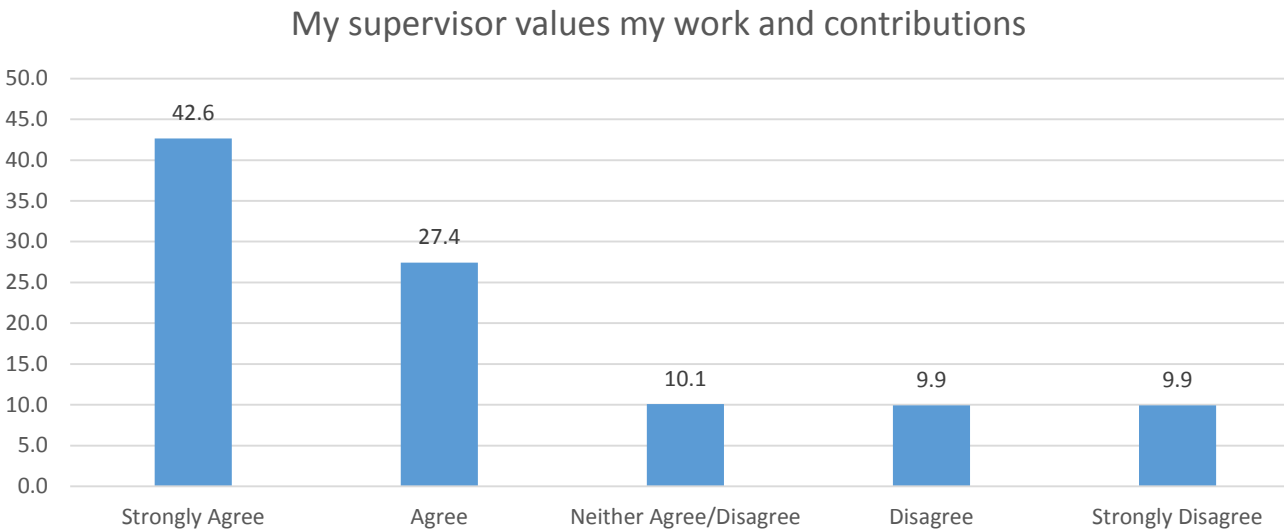
However, one-fifth indicate that their supervisors do not create a collegial and supportive environment, and a quarter report that their supervisor does not act consistently.

MY SUPERVISOR CREATES A COLLEGIAL AND SUPPORTIVE ENVIRONMENT



MY SUPERVISOR ACTS CONSISTENTLY





Supervisory Attitudes

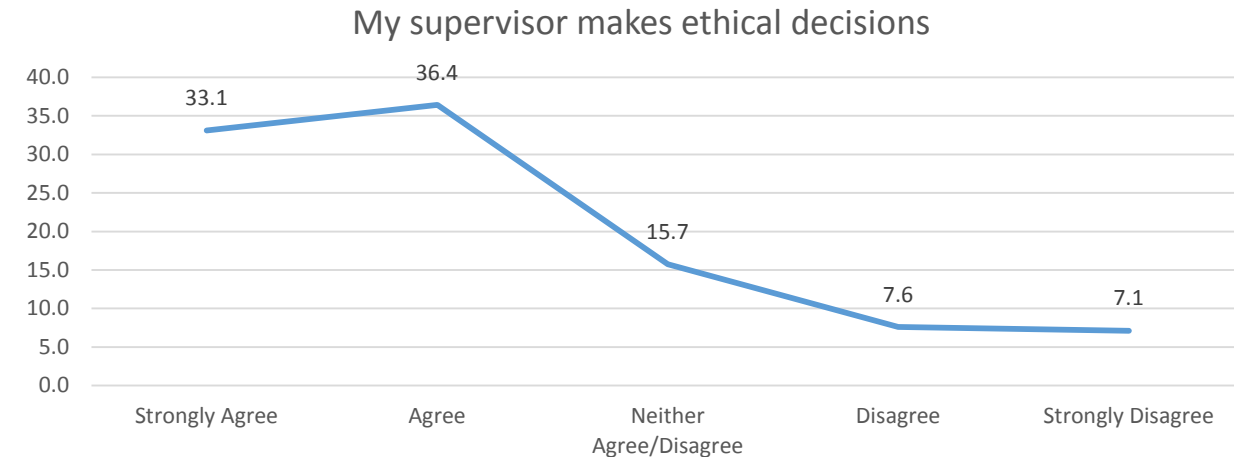
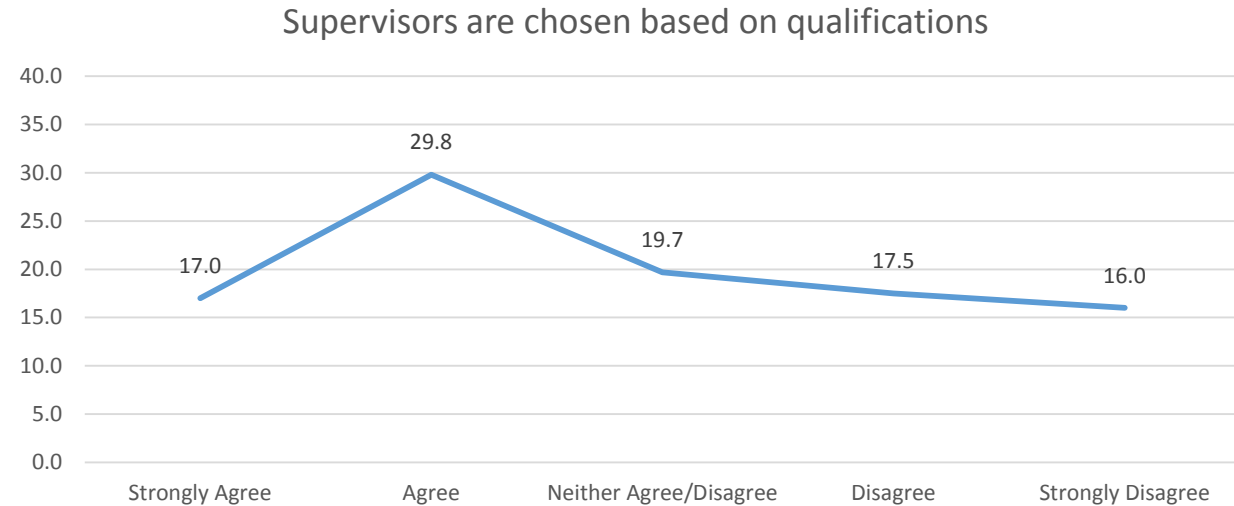
Large percentages of staff & administrators feel that their supervisors value their work and contributions, and also that their supervisors respect them (70.1% and 76.9%, respectively).

Roughly one-fifth of respondents do not feel that their supervisor values their work and contributions.

Supervisors: Qualifications and Ethics

Almost half of the respondents (46.8%) indicate that they believe supervisors are chosen based on qualifications, but a third (33.5%) do not believe supervisors are chosen based on qualifications.

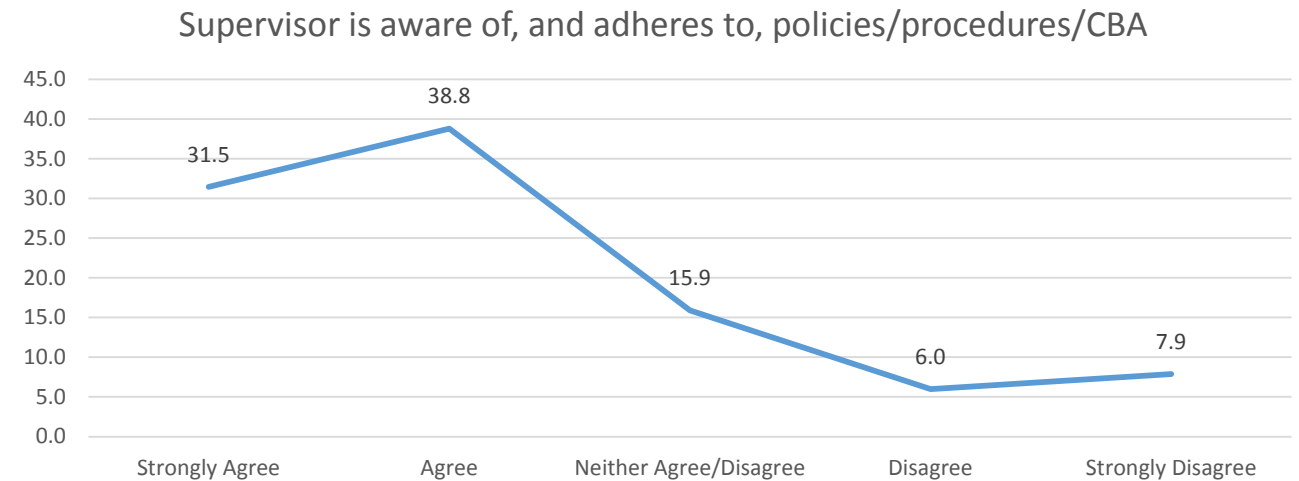
A majority (69.5%) report that their supervisor makes ethical decisions, with a much smaller percentage (14.7%) indicating that their supervisor does not make ethical decisions.



Supervisor Conduct

A majority of the respondents (54.5%) indicate that their supervisor handles conflict effectively, although over a quarter (27.9%) say that their supervisor does not handle conflict effectively.

A larger majority (70.3%) find that their supervisor is aware of, and adheres to, policies and the relevant collective bargaining agreement, with 13.8% expressing some level of disagreement with this.



Summary of Open-ended Responses in the General Job Satisfaction Section (“Do you have any other thoughts on this section?”) – Staff & Administrators (n = 190, 31.10%)

Themes

- Understaffed
- Heavy workload
- Lack of advancement/promotion
- Great co-workers
- Supervisor issues
- Inadequate salaries
- Turnover
- Favoritism
- Lack of executive leadership
- Low morale work environment

Representative Quote

“It is discouraging and disheartening to work in a place with such great potential and wonderful people, that nevertheless suffers from a state of dysfunction, distrust, and unfair practices.”

Summary of Open-ended Responses in the General Job Satisfaction Section (“Do you have other thoughts on this section?”) – Faculty (n = 194, 45.97%)

Representative Quote

“I arrived here 15 years ago with considerable optimism. Virtually every premise that I accepted this job based upon has proven to be a lie. In hard economic times, faculty are told to expect no salary increases and less time for creative teaching and research endeavors. In better economic times, faculty are told to expect no salary increases and less time for creative teaching and research endeavors. The number of students I teach rises every year as the quality of those students declines. Faculty who accept greater workloads to meet increasing demands and genuinely strive to are treated no differently than those who do not.”

Themes

- Lack of faculty hiring (tenure density)
- Workload increases
- Issue with senior administration
- Inadequate salary
- Underperforming faculty
- Undervaluing of lecturers
- Need more staff
- Low morale and lack of support/resources

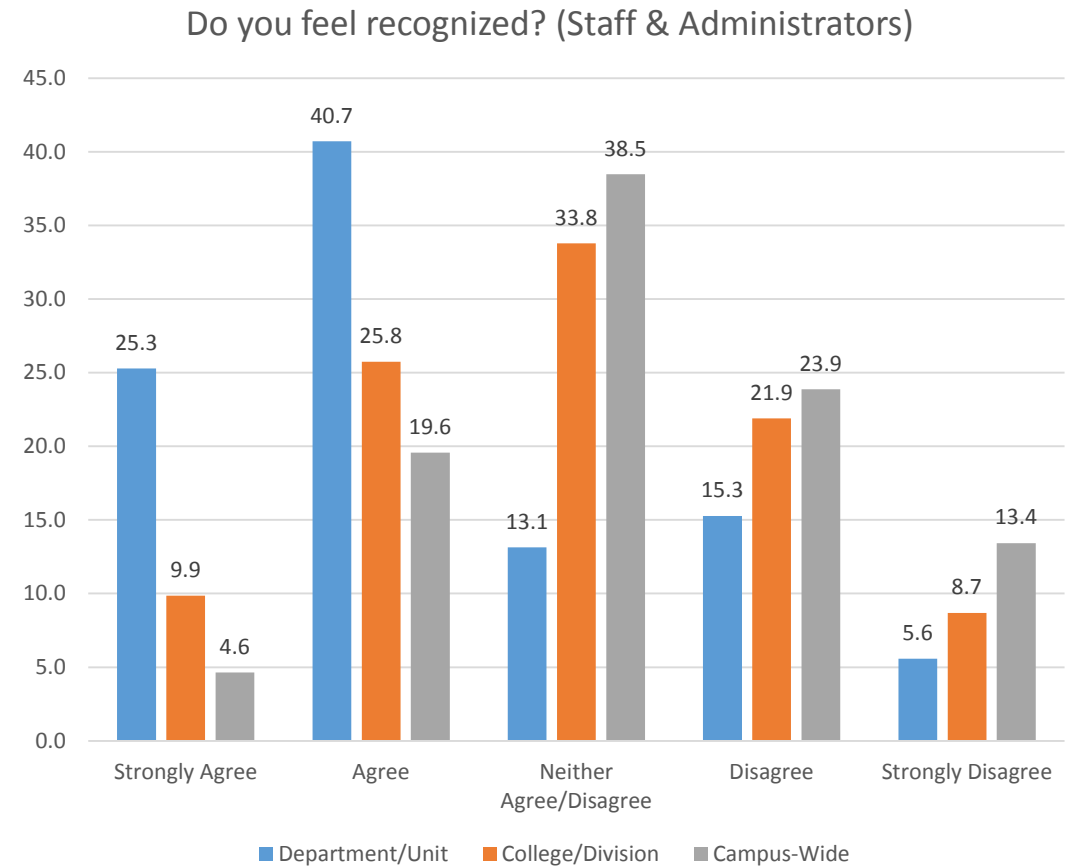
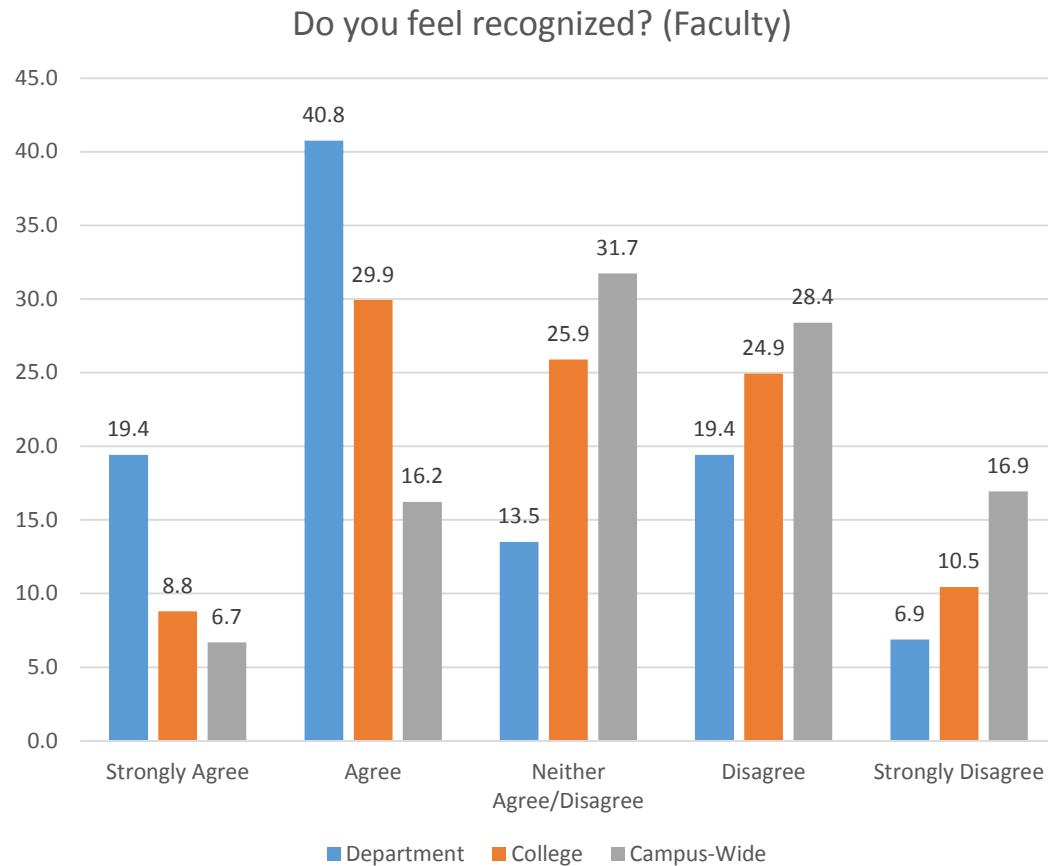
Section Two

Comparison Across Levels

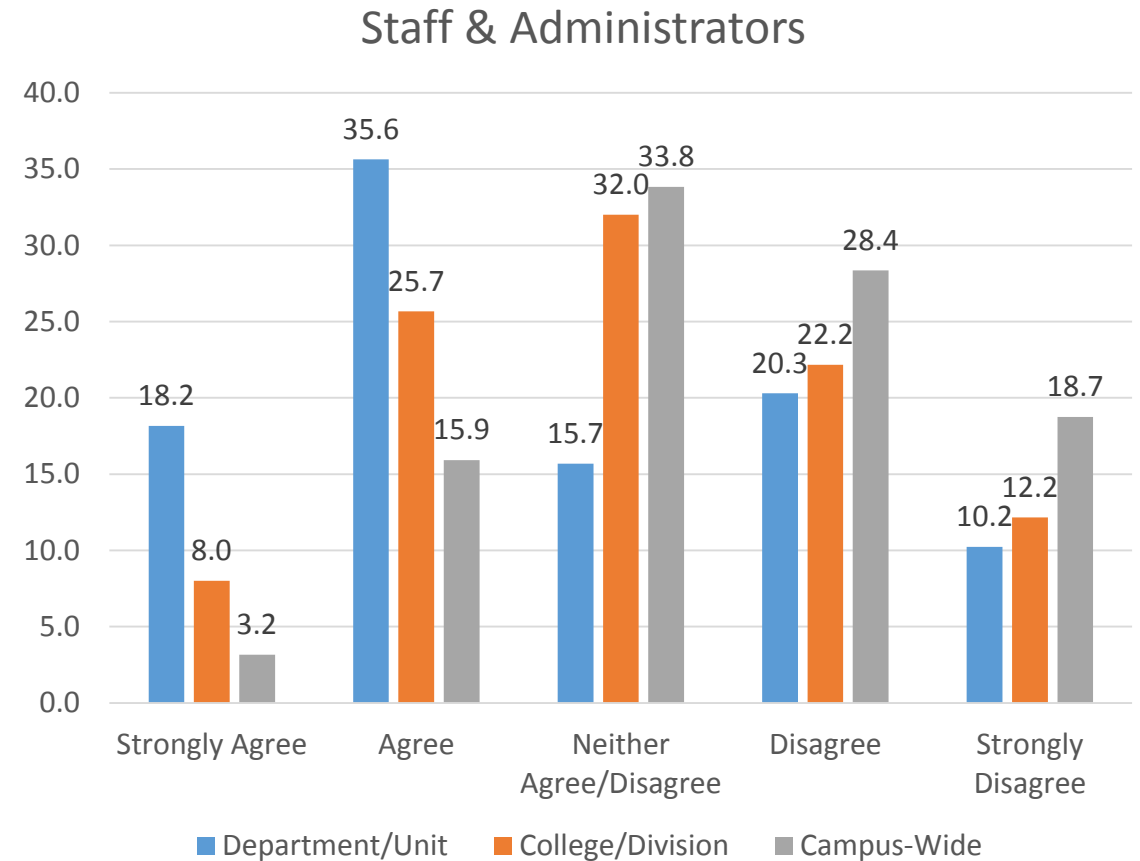
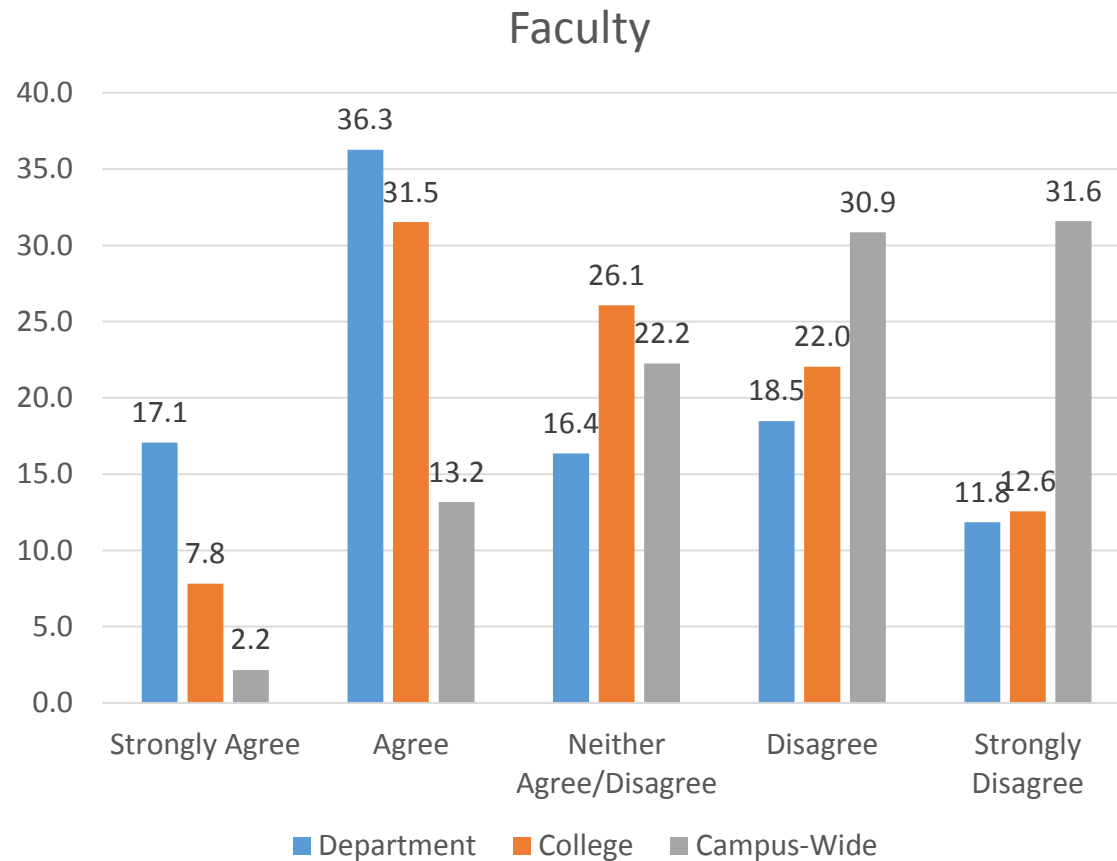
A note on data presentation in this section:

- Each question in this section asked you to respond to topics by three distinct university levels (department/unit, college/division, and campus-wide).
- This section contains graphs only, without text. This style of presentation allows the reader to see more closely the patterns of agreement or disagreement, at the three different levels.
- Generally, the department/unit level is most positively perceived in this set of questions, and the highest amount of ambiguity is typically found at the campus-wide level.

I feel recognized for my contributions.

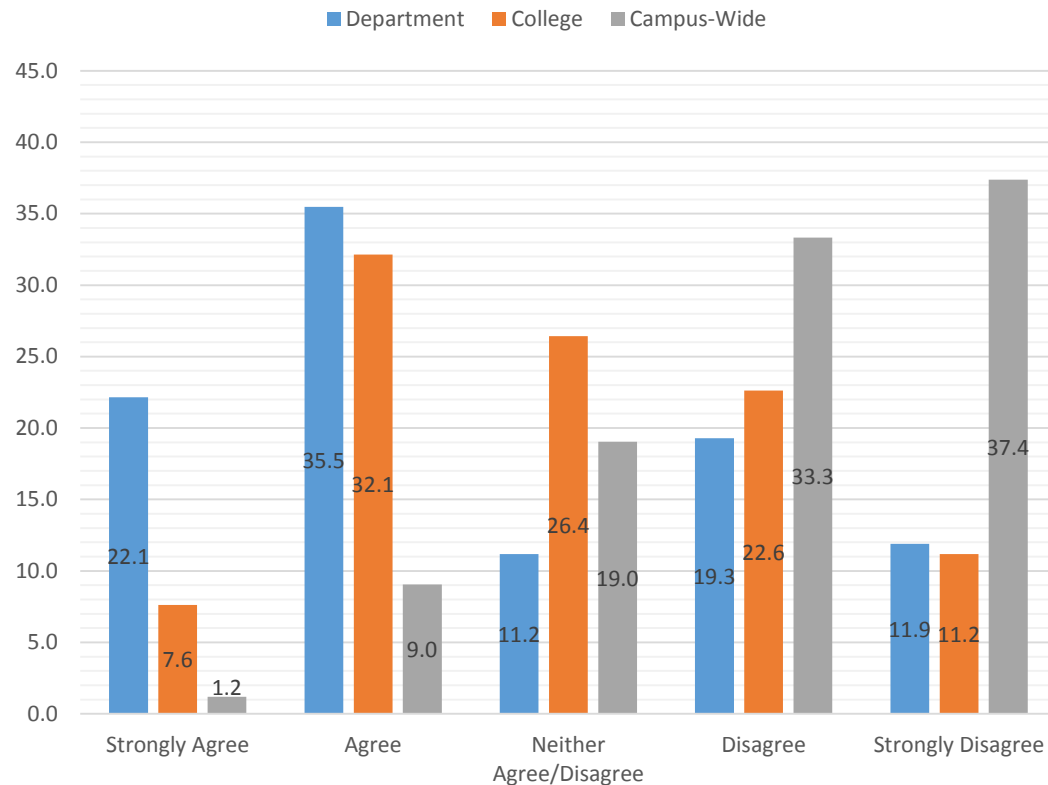


Leadership has communicated a clear direction.

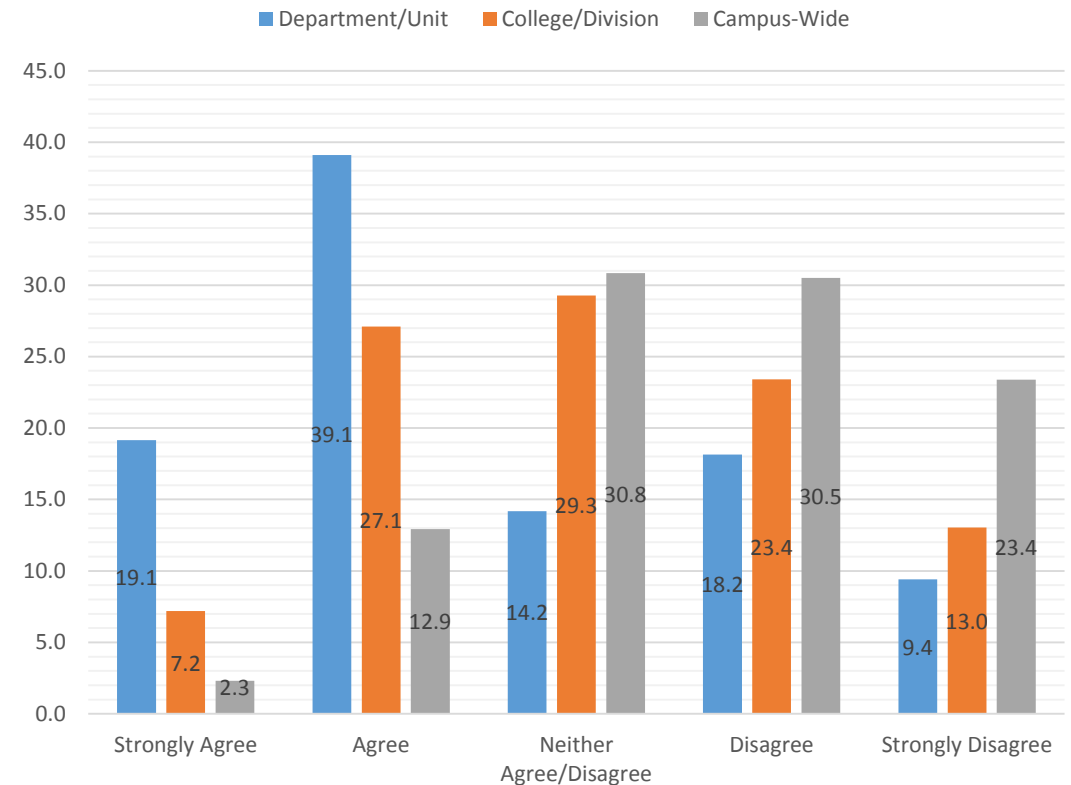


I have confidence in the decision-making process.

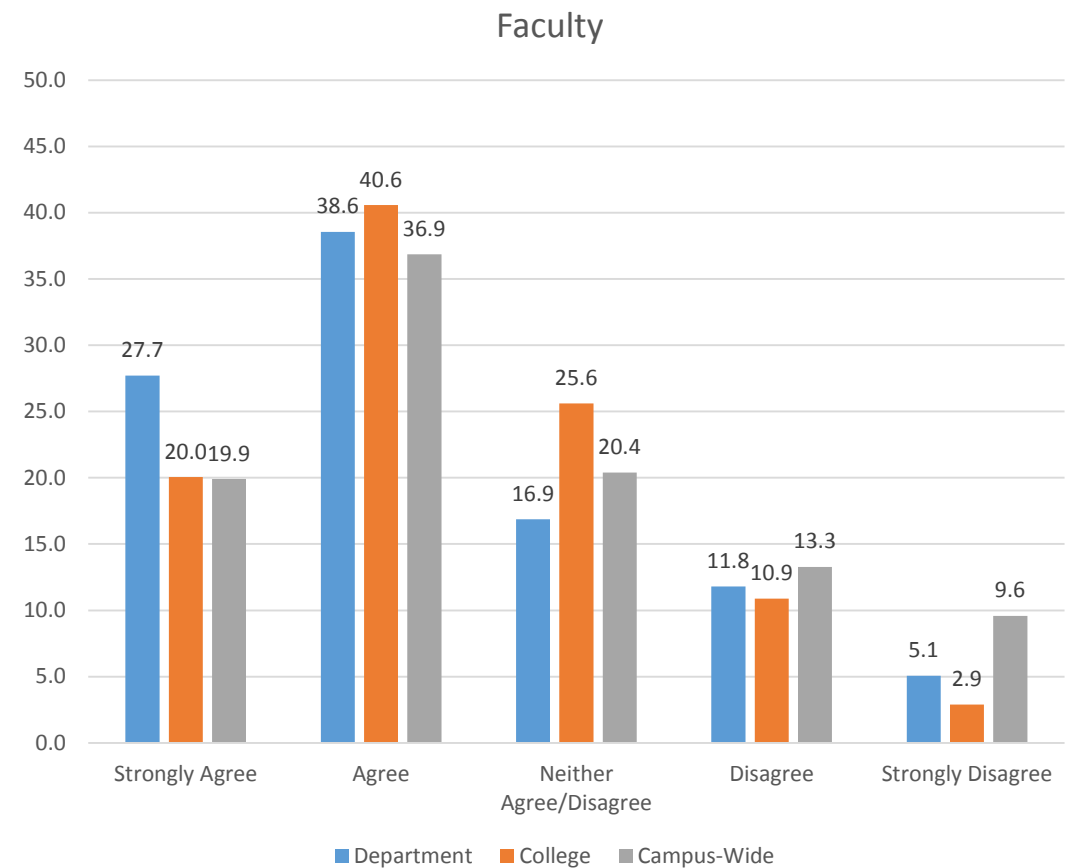
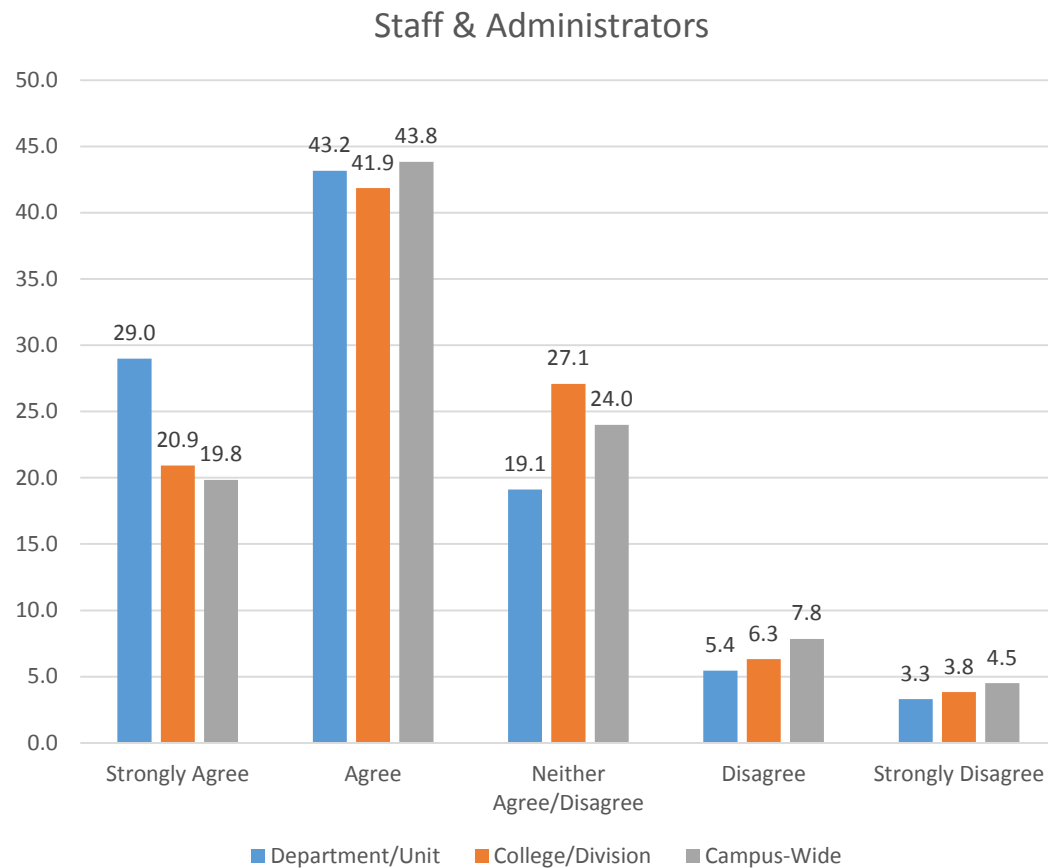
Faculty



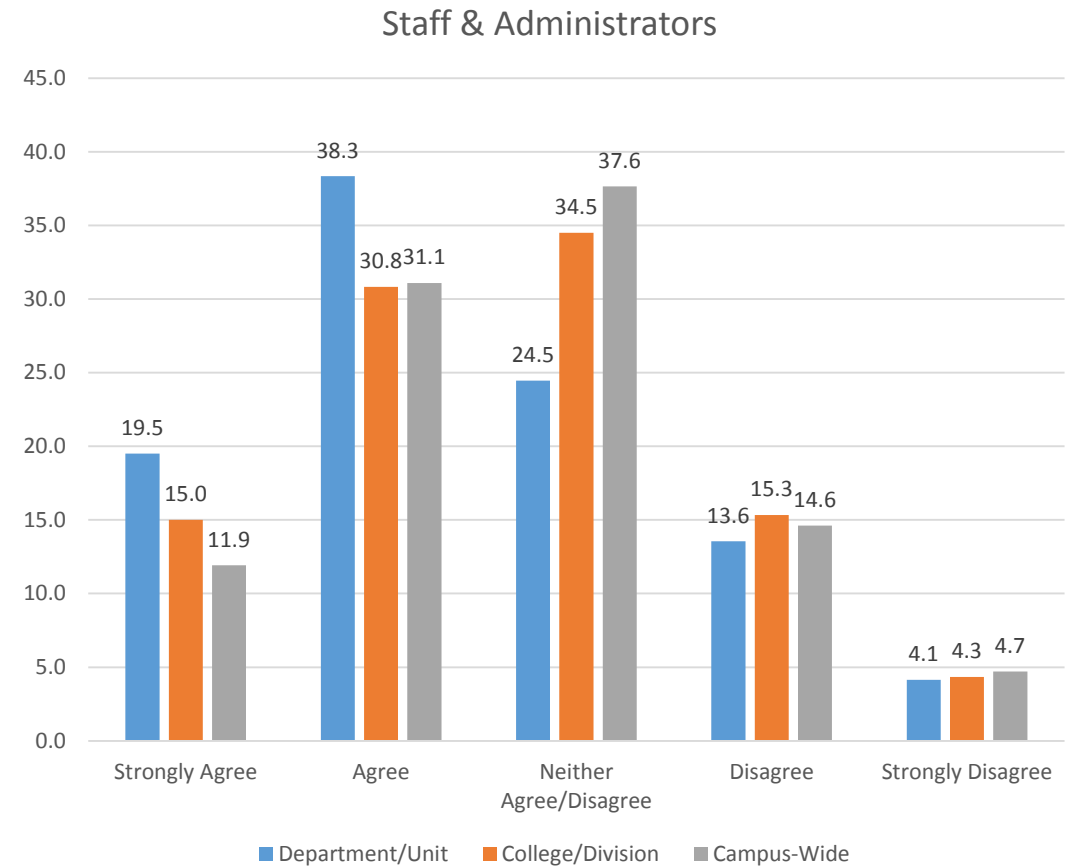
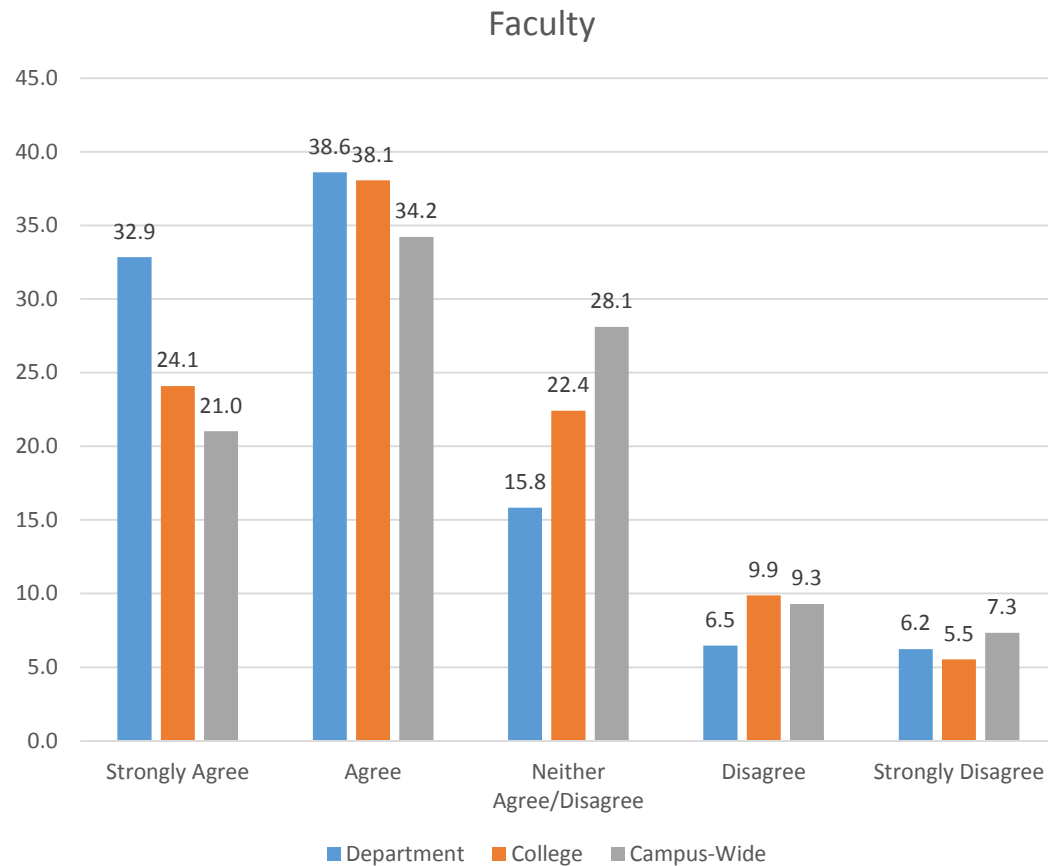
Staff & Administrators



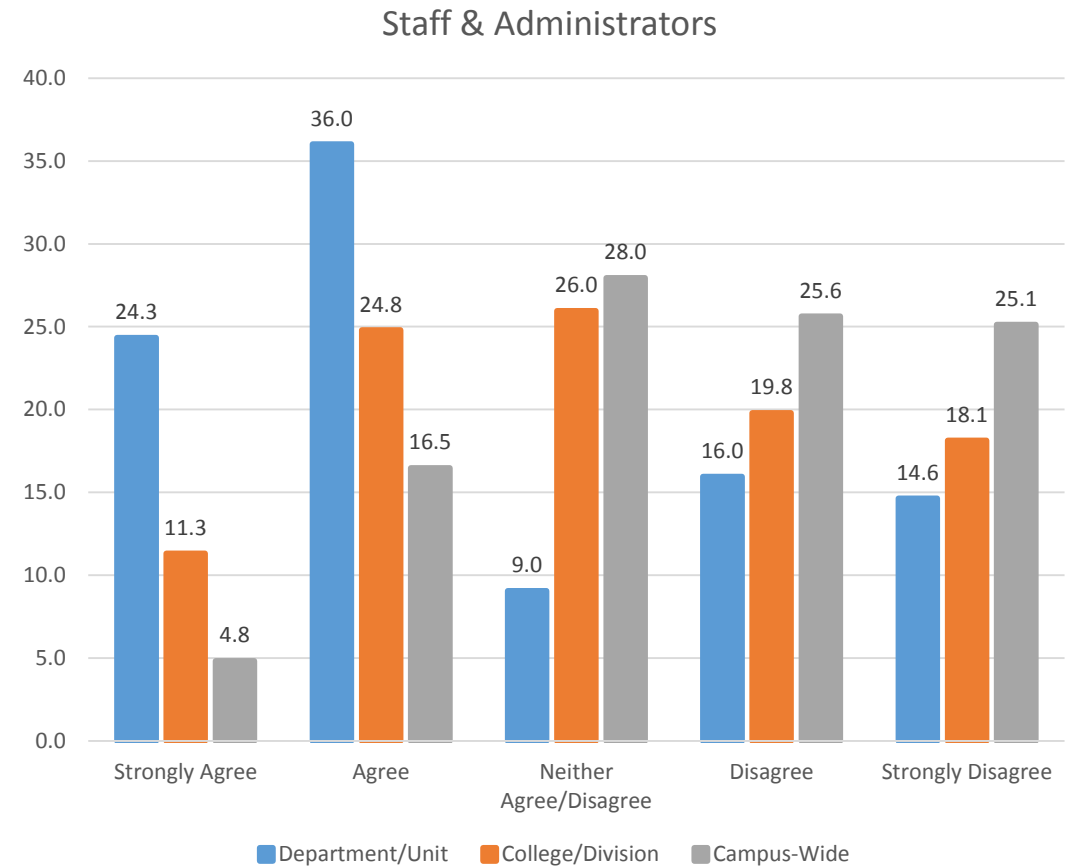
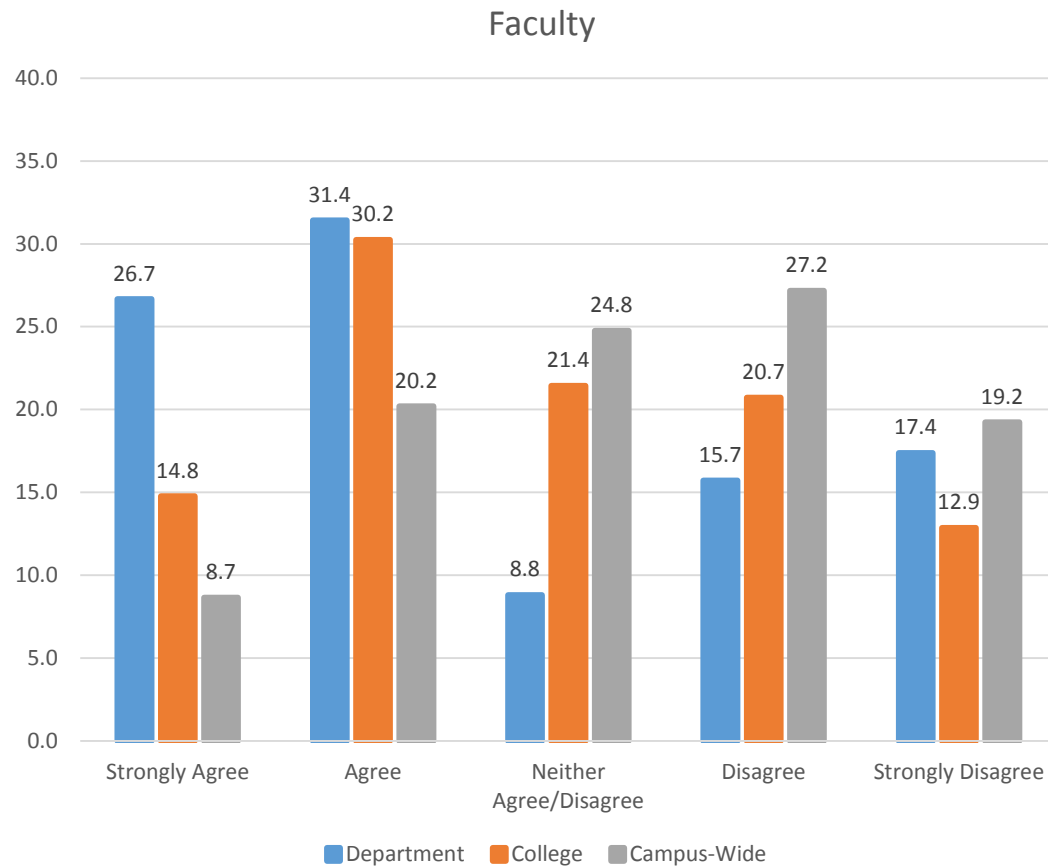
I believe diversity is valued.



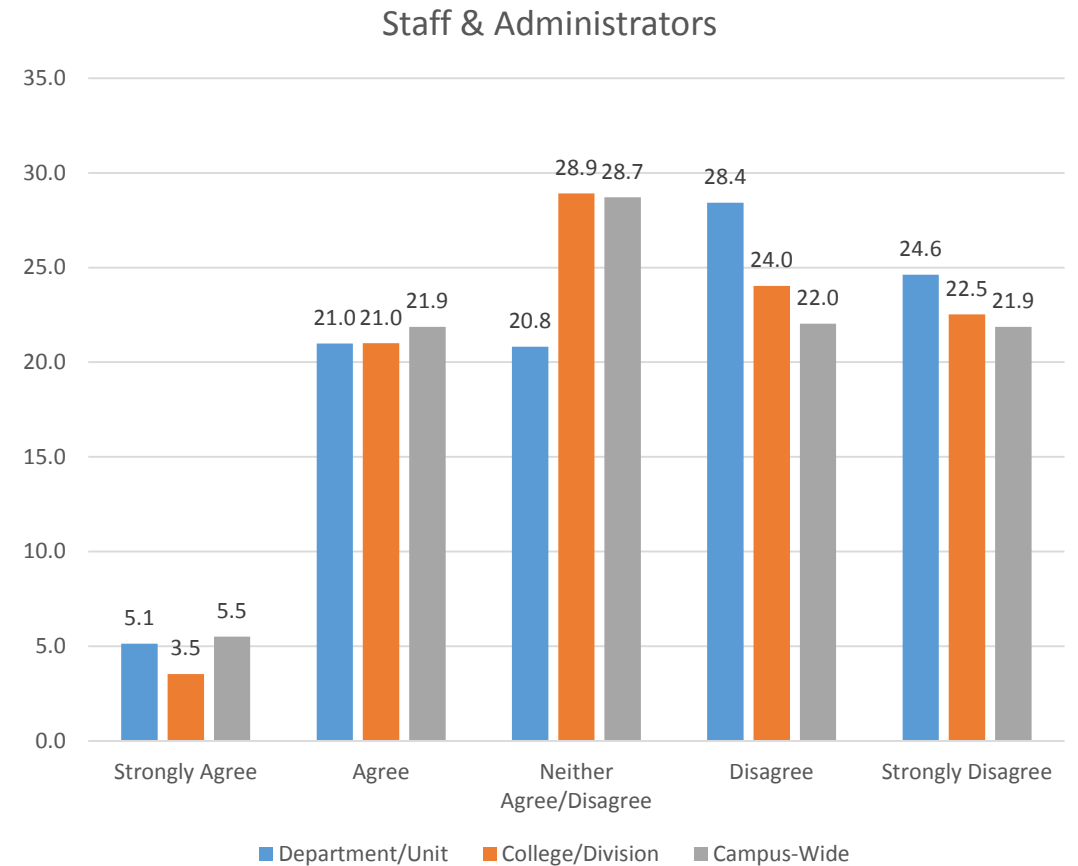
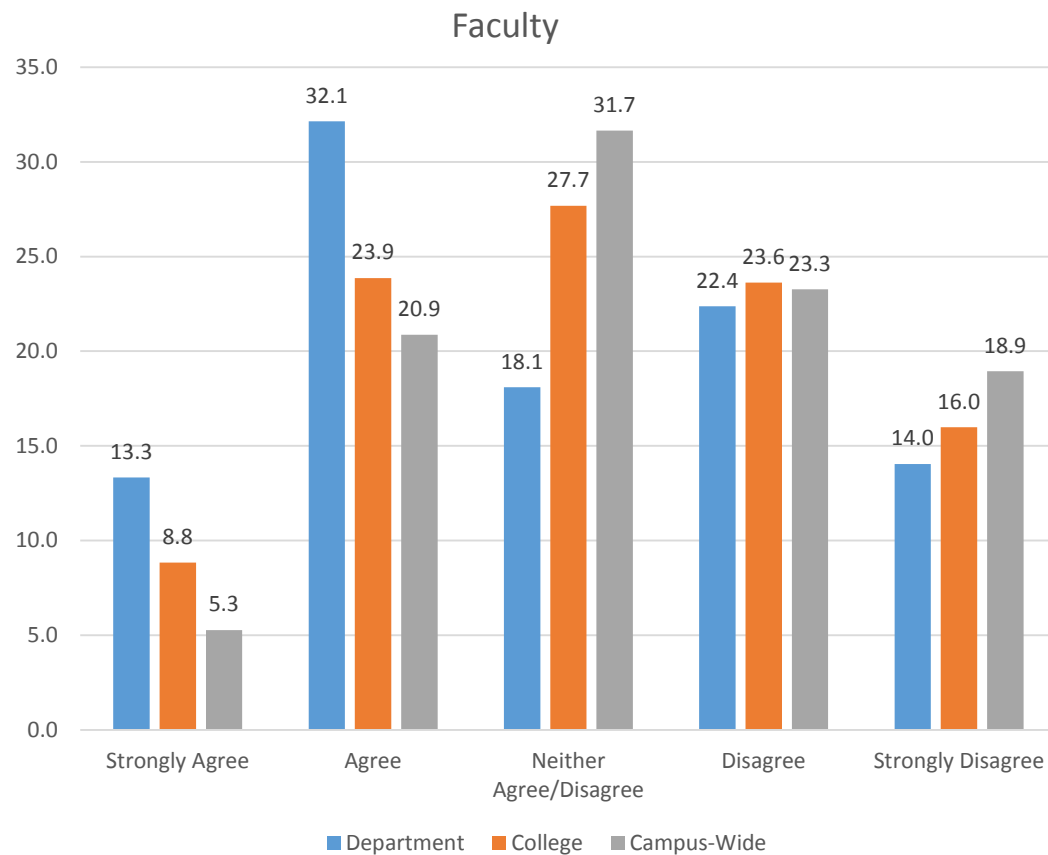
I am given the opportunity to serve on important committees



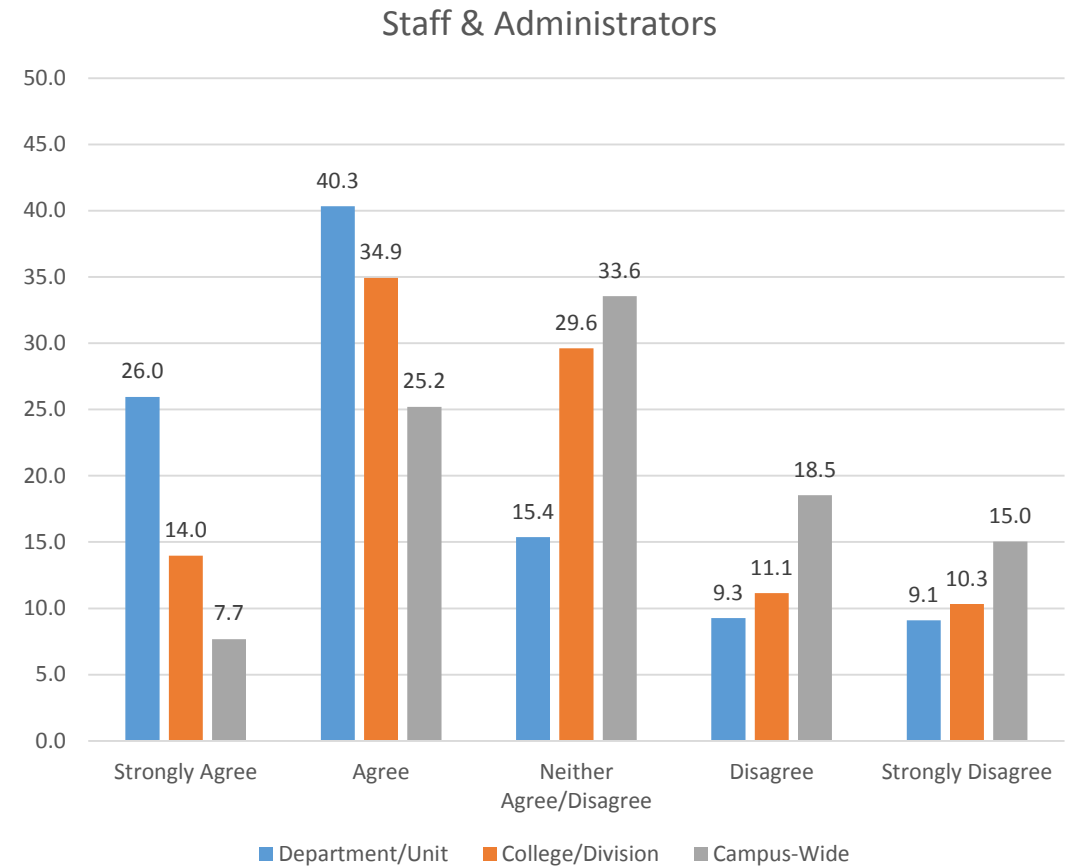
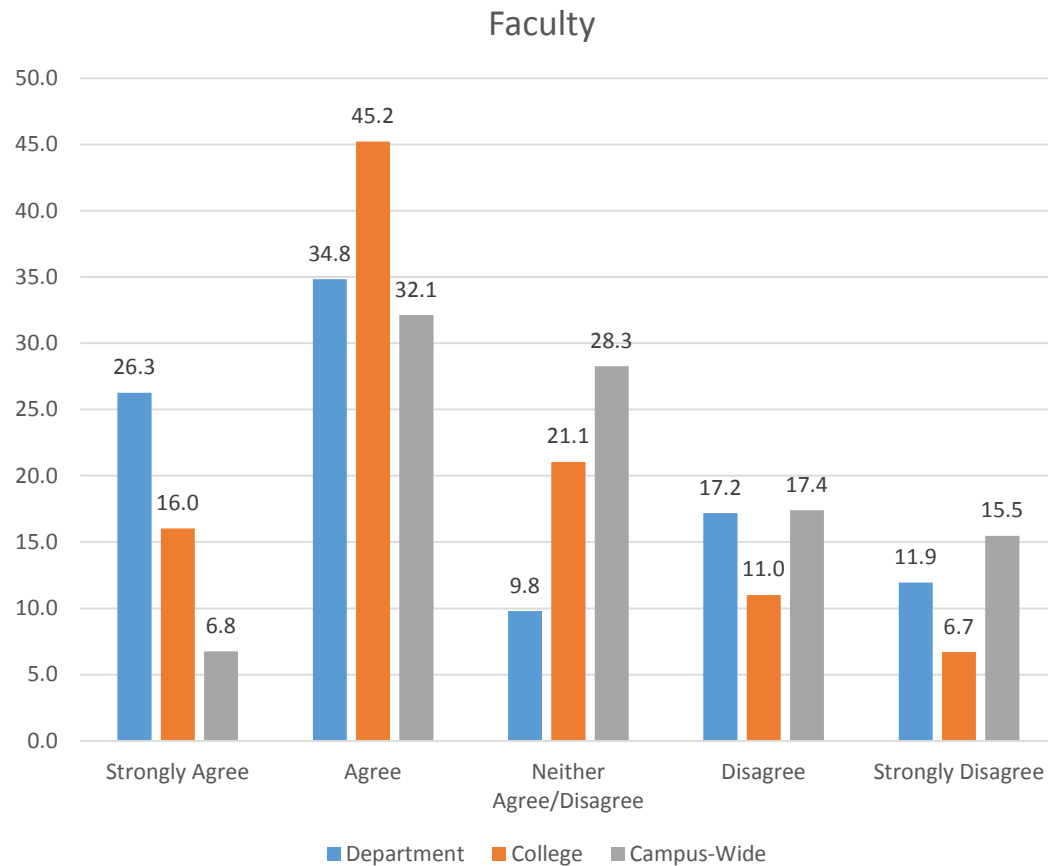
I feel safe expressing my opinion without fear of consequences or retribution



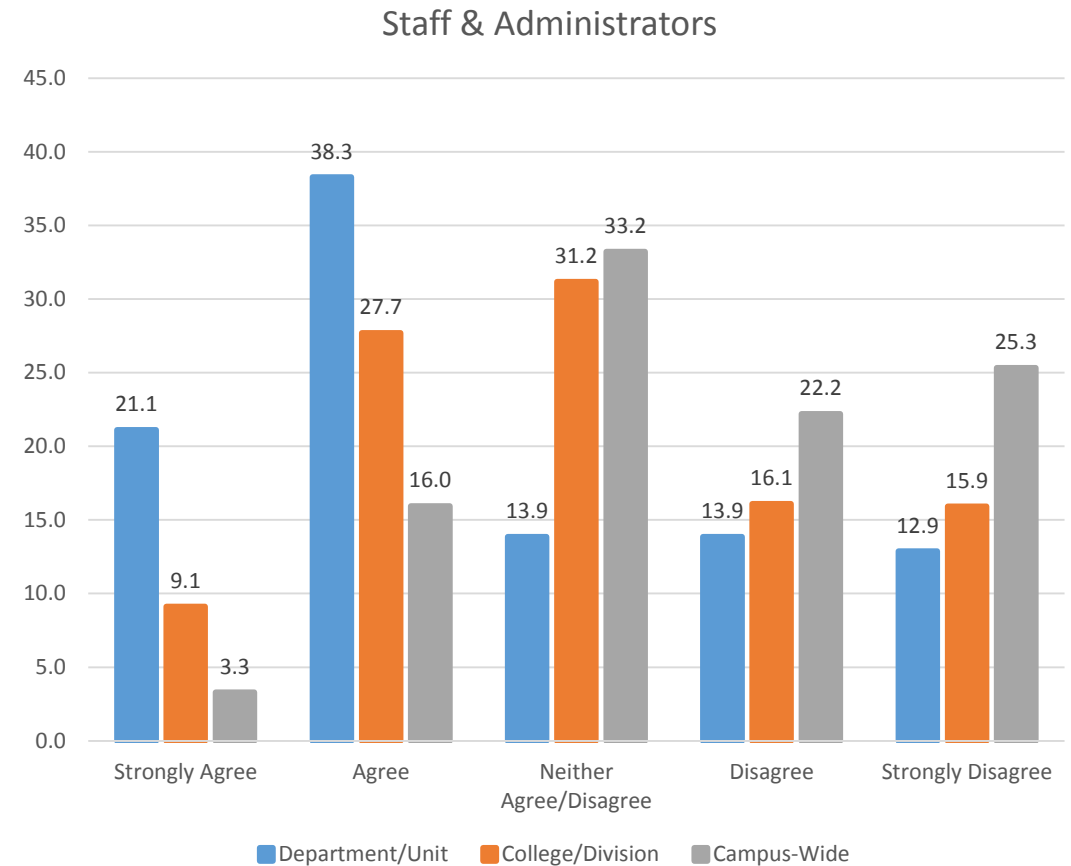
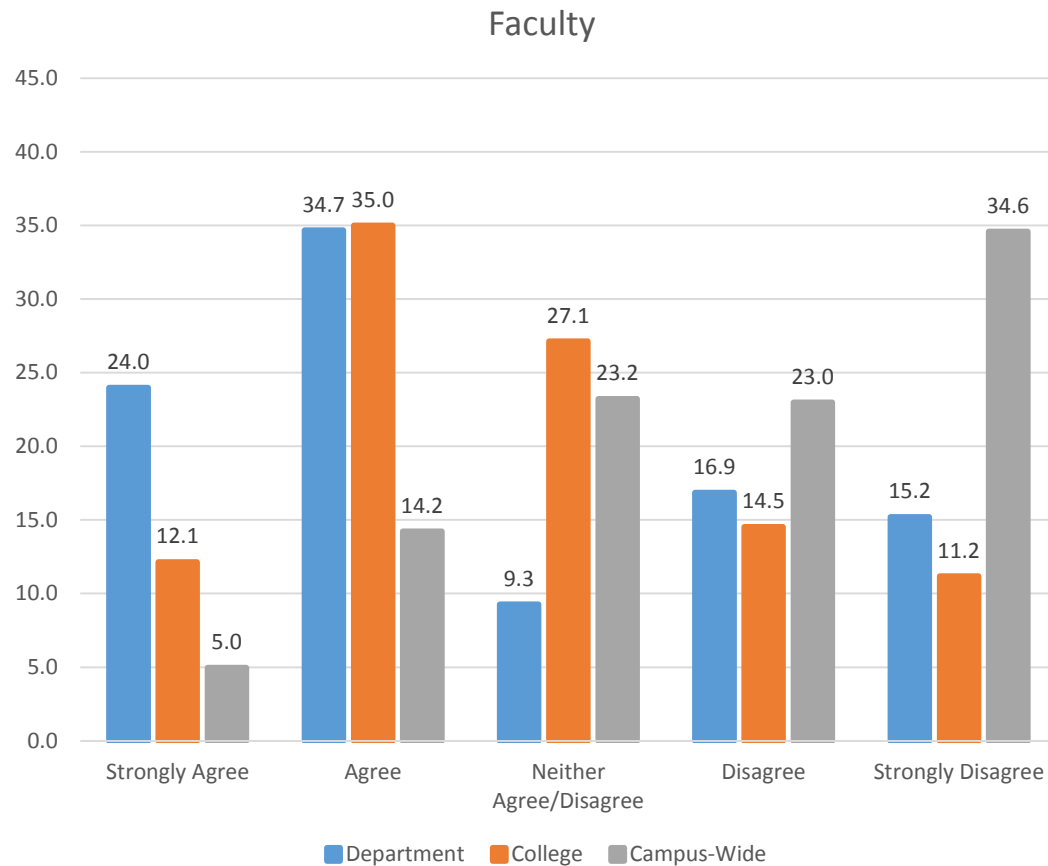
There is opportunity for advancement at CSU, Chico.



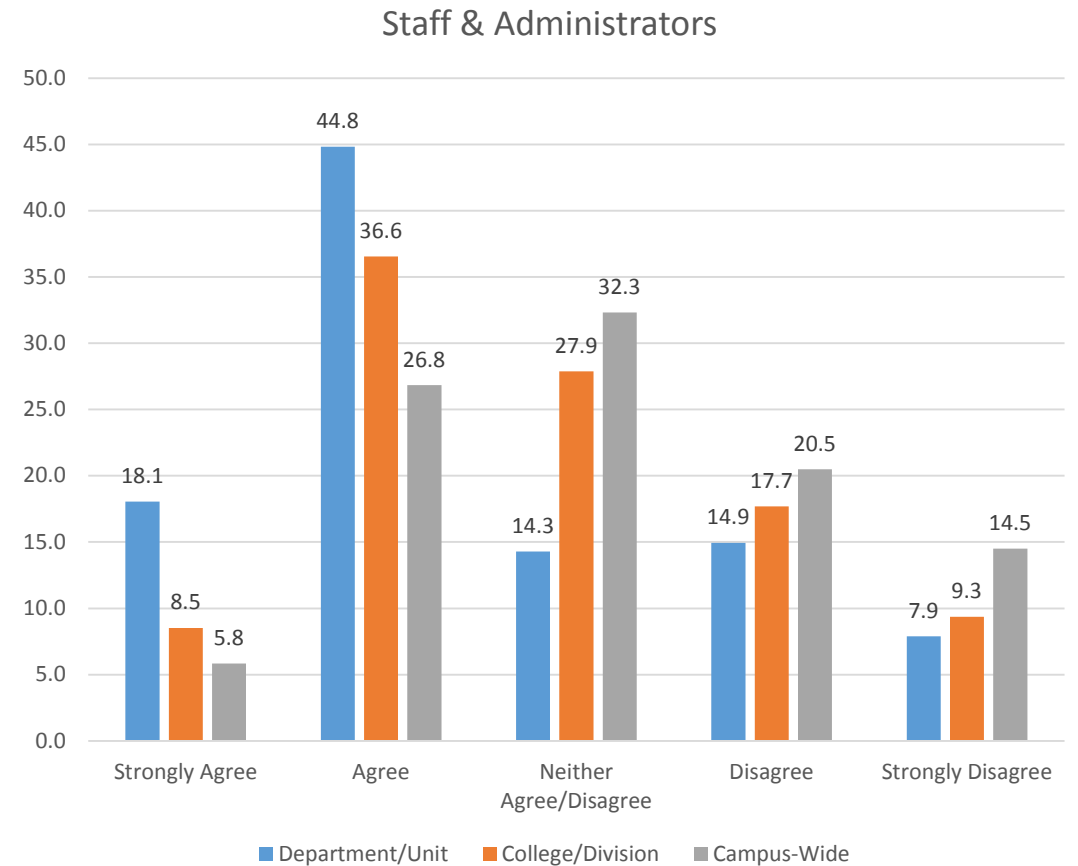
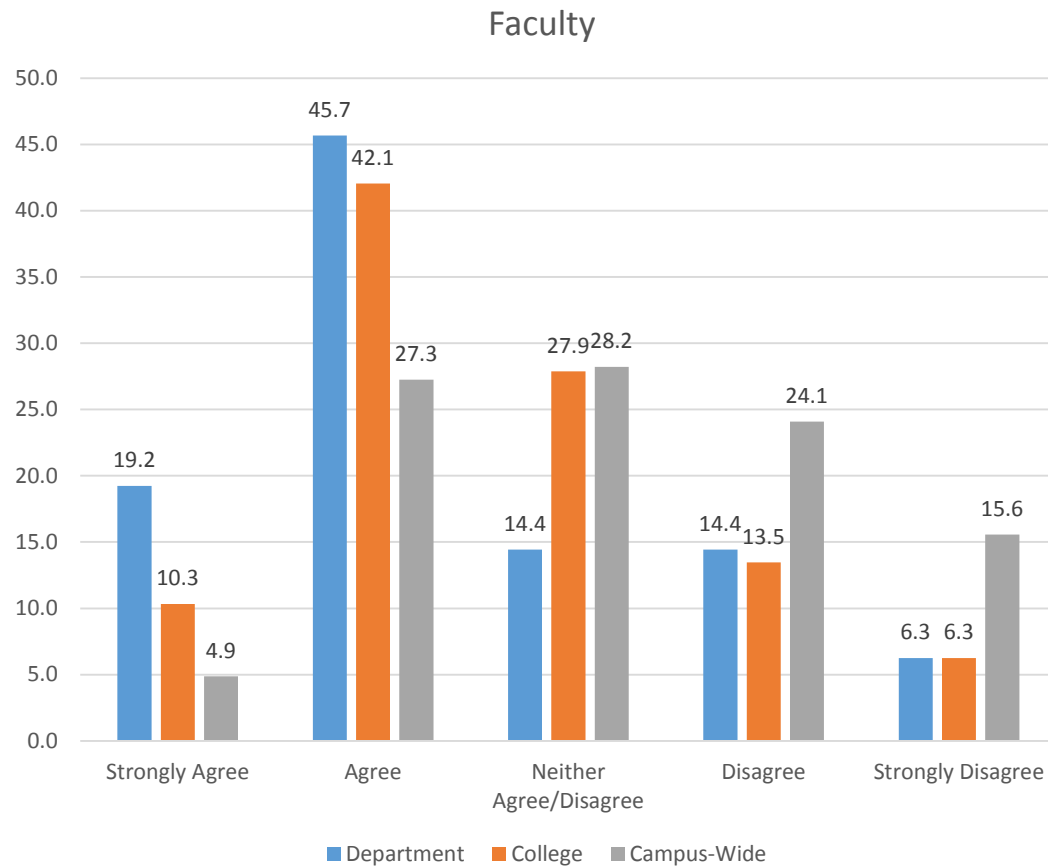
Administration, faculty, and staff model collegiality, respect, tolerance, and civility toward other members of the campus community and each other.



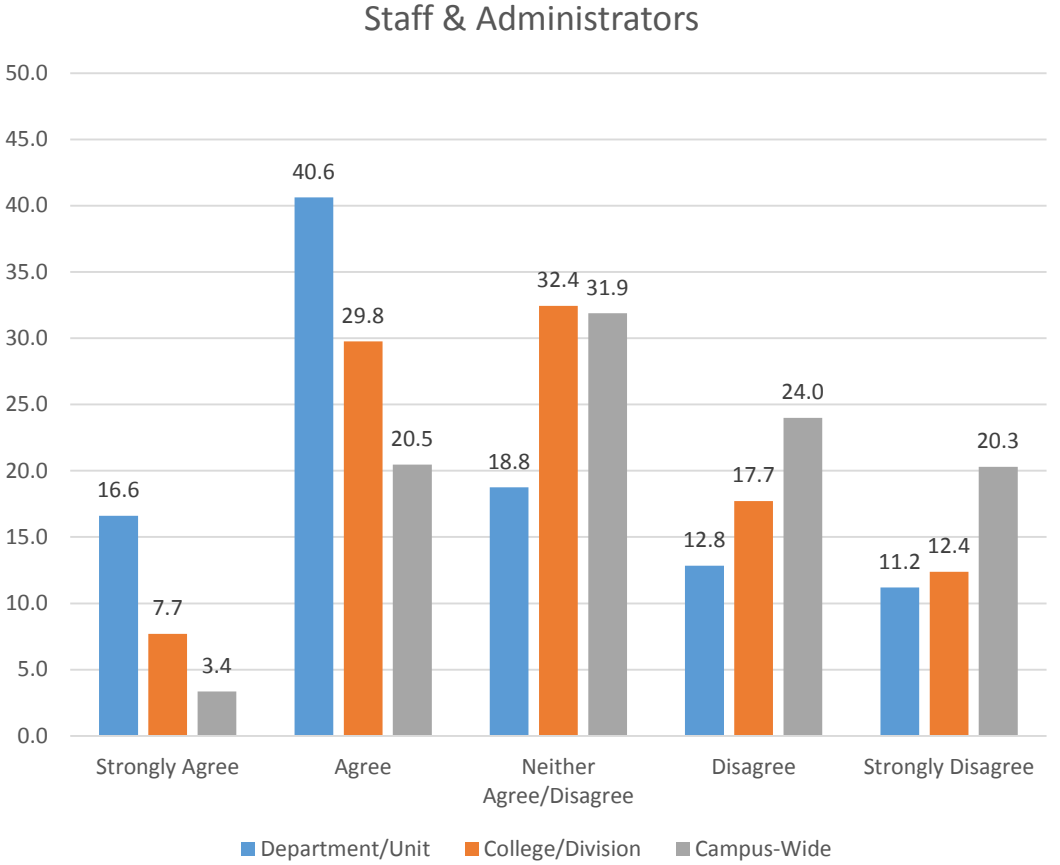
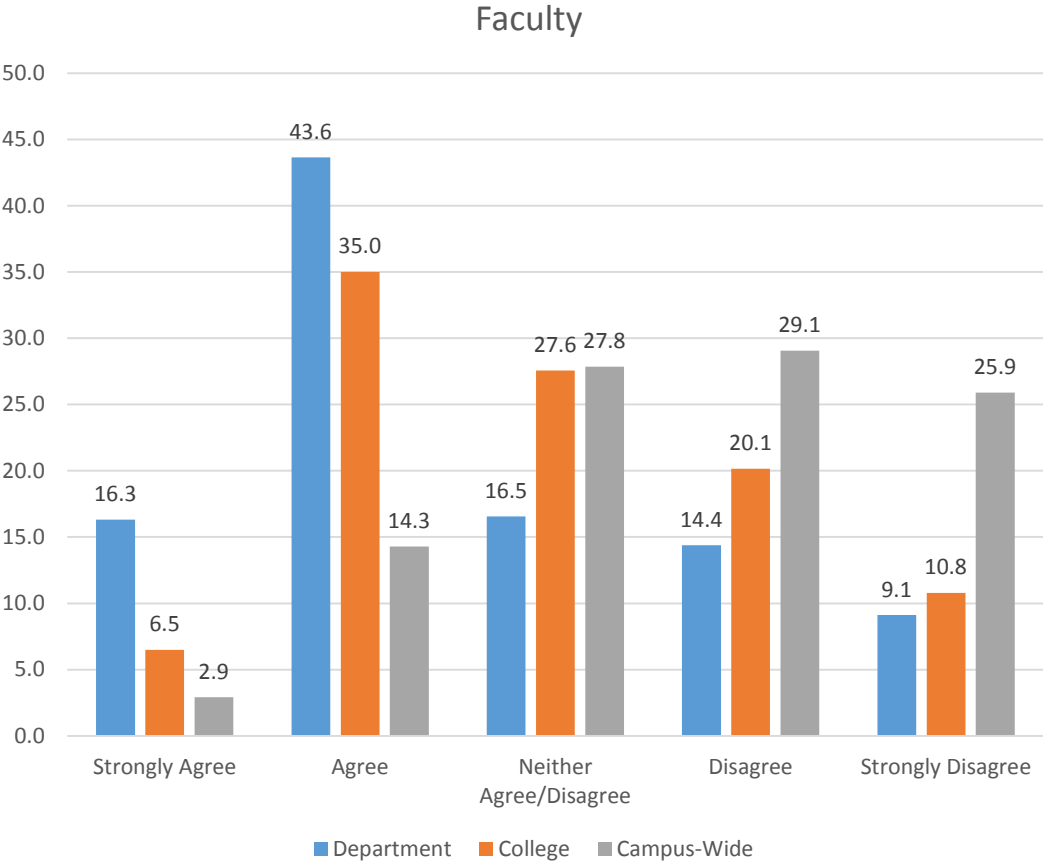
Communications throughout the university are open and carried out in good faith and in an atmosphere of trust.



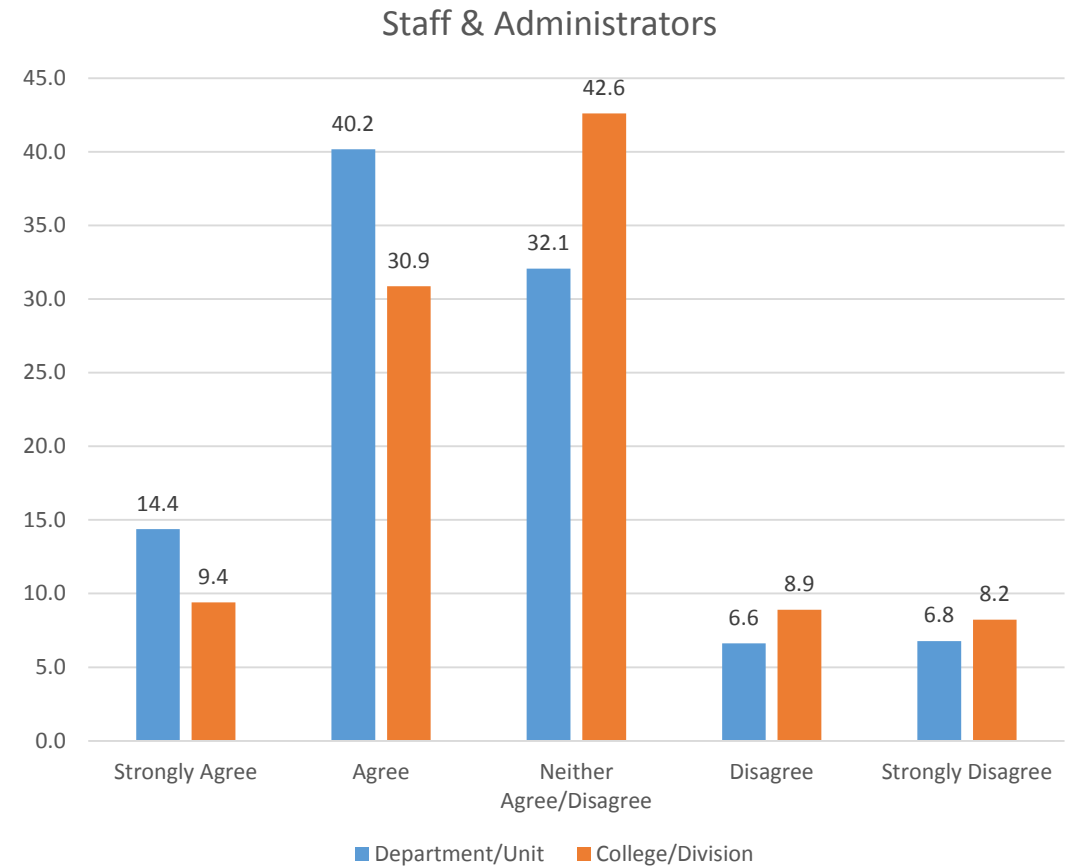
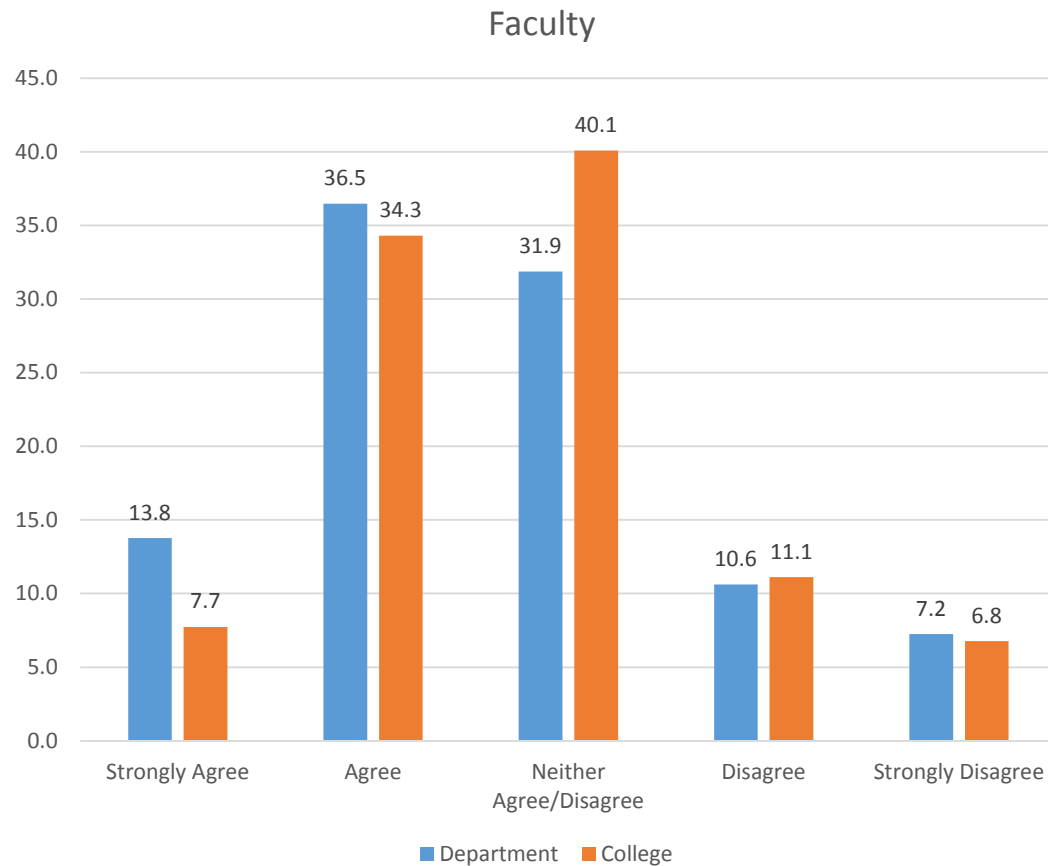
New policies and procedures are communicated in a timely manner.



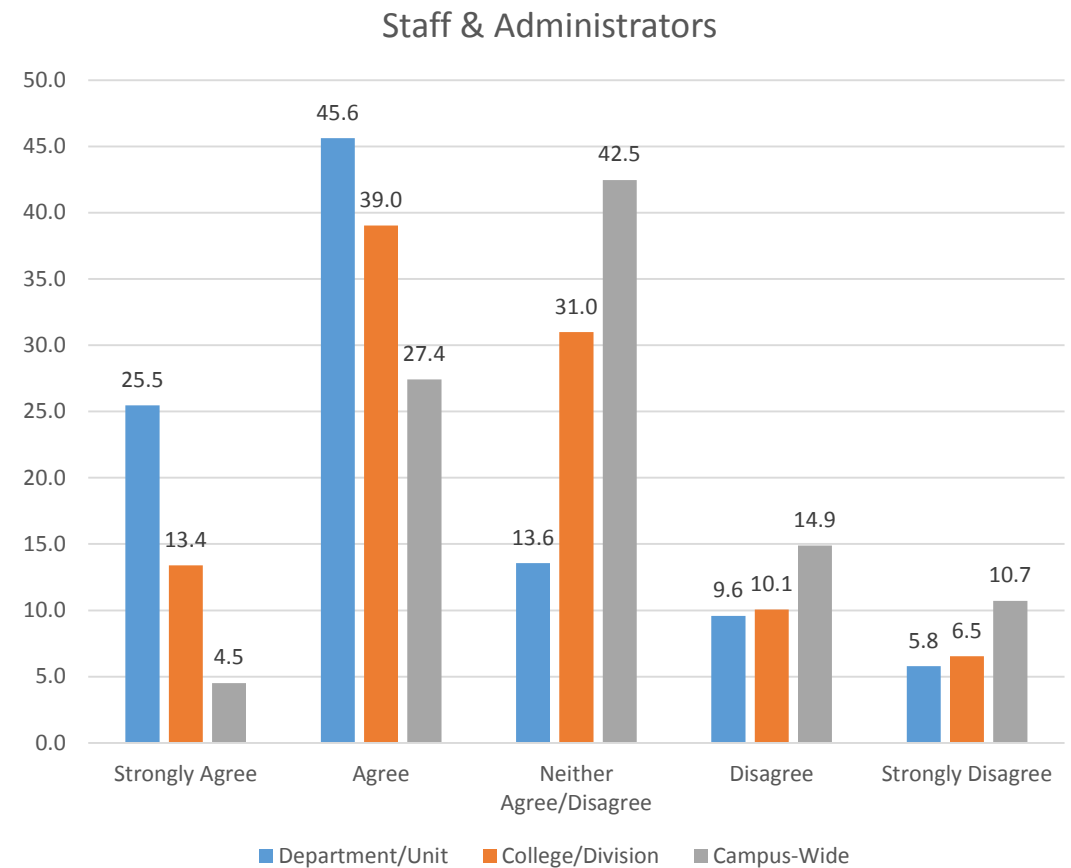
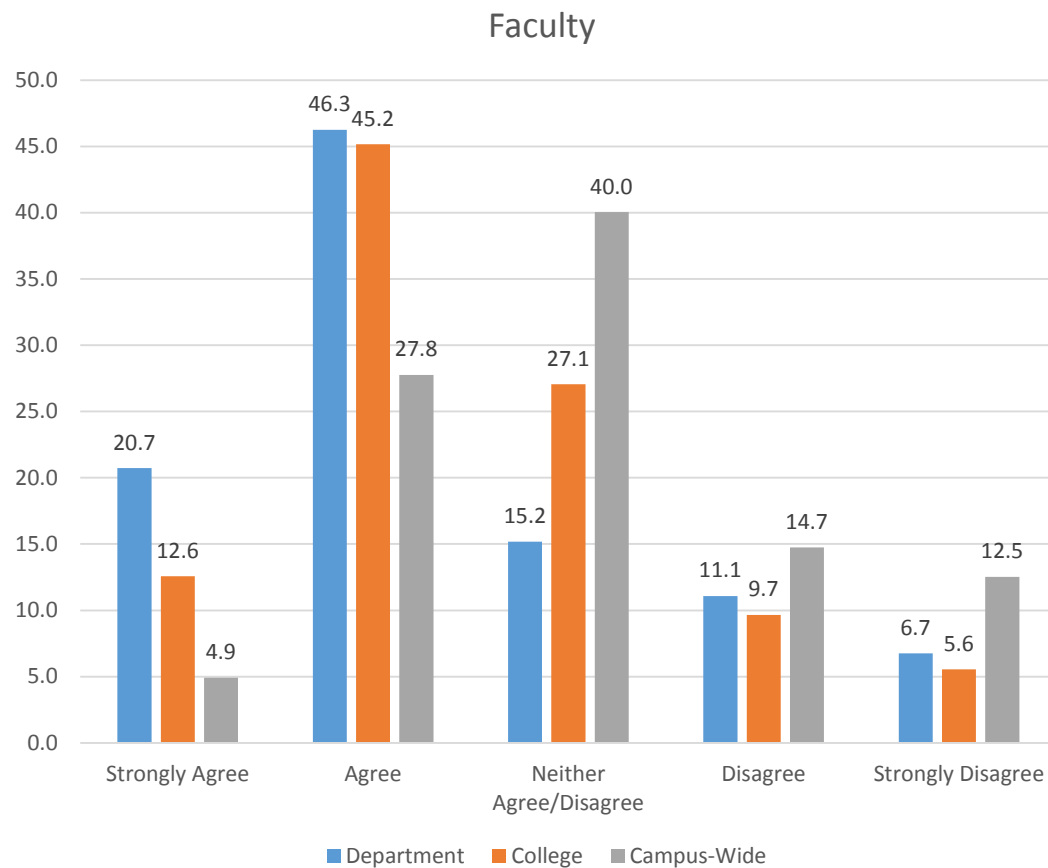
The rationale for new policies and procedures are clearly explained.



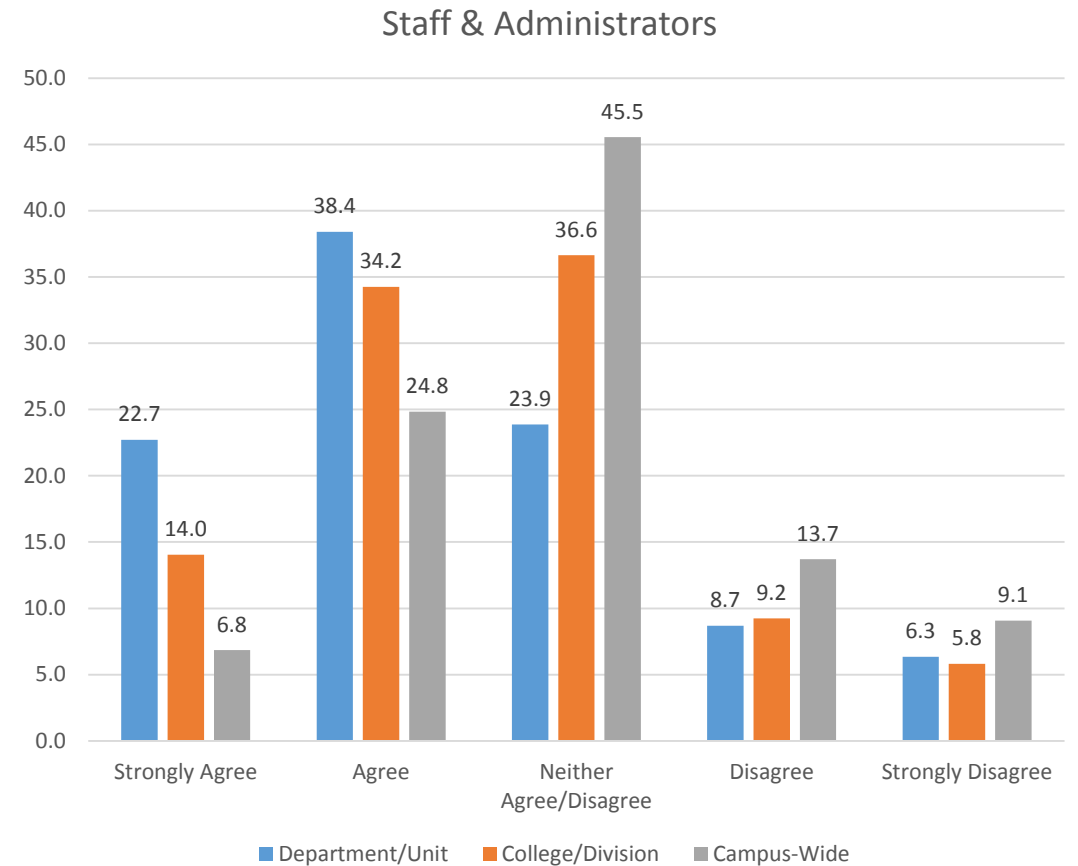
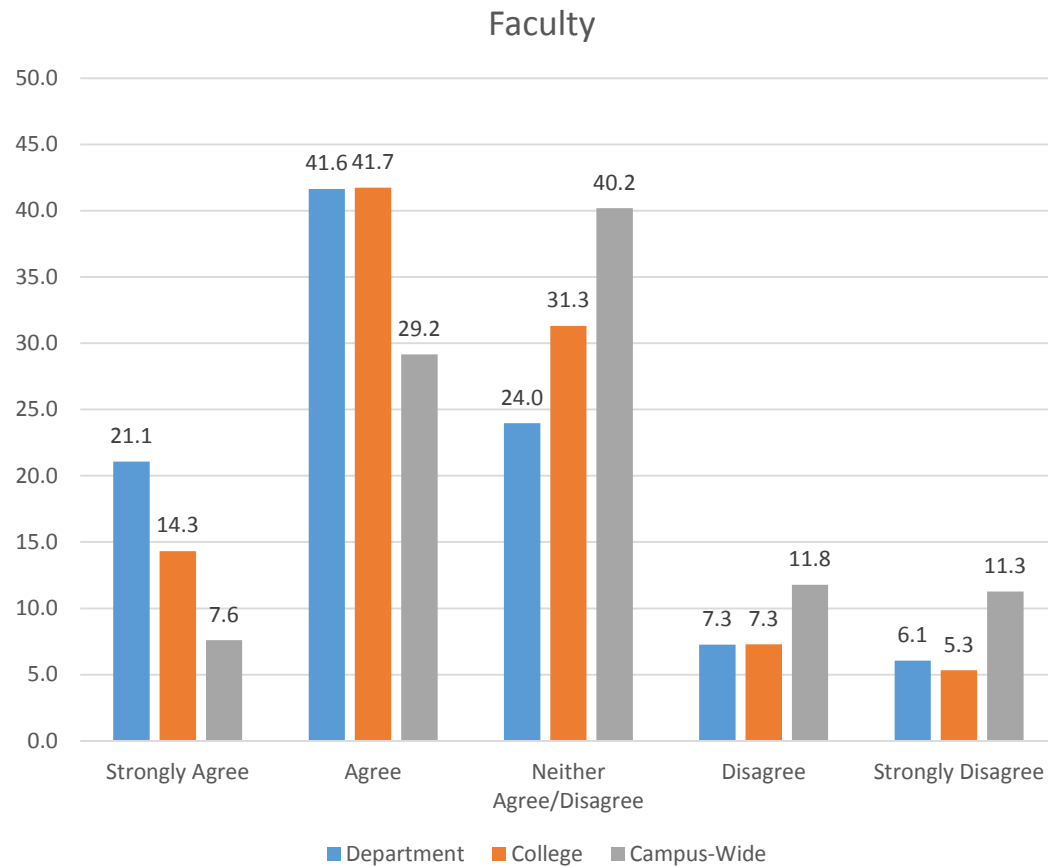
Campus policies reflect fair interpretations of CSU-system policies and procedures.



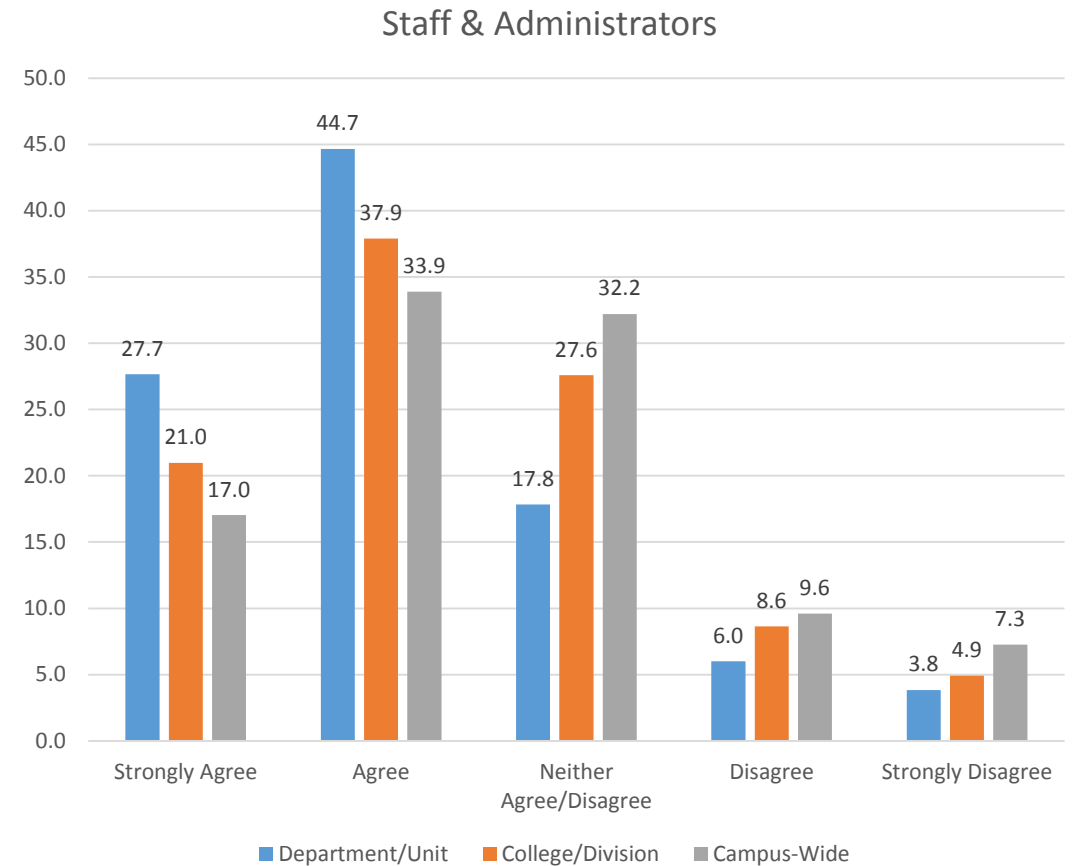
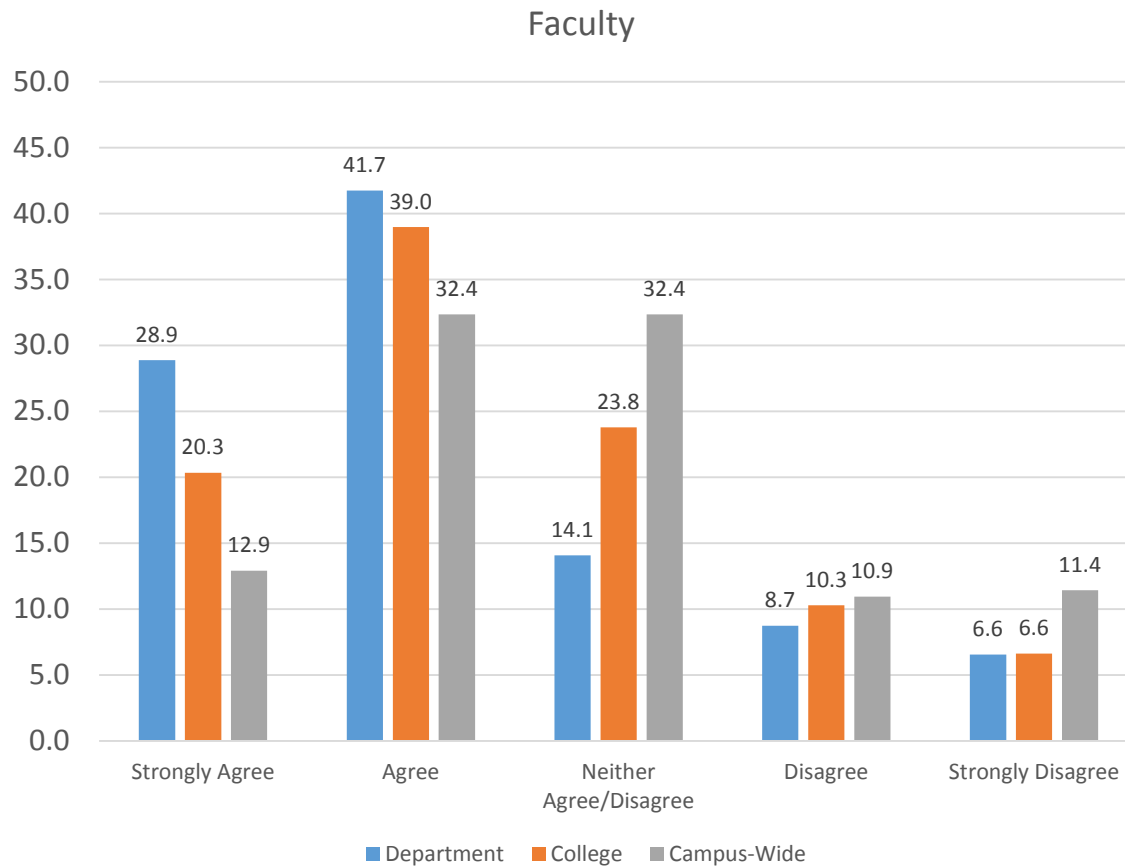
Policies and procedures are followed.



Collective Bargaining Agreements are followed.



I can navigate the unwritten rules concerning how I should conduct myself in my position at CSU, Chico



Summary of Open-ended Responses in the Comparison Across Levels Section (“Do you have any other comments related to the questions in this section? If so please make comments here:”) – Staff & Administrators (n = 149, 24.39%)

Themes

- Poor communication (including regarding policy changes)
- No trust or transparency
- Unwritten/different rules for management
- Fear of retaliation
- HR’s power over salaries
- Selective interpretation of policies/procedures

Representative Quote

“The administration is proactive in devaluing faculty and staff, as it gives [one division] more power and resources within the bureaucracy. The systematic devaluation and disrespect for the faculty and the degradation of the academic departments at Chico State has had vast negative economic and professional consequences. The administration has done an excellent job in alienating high quality faculty and staff as many talented people have left the University because they simply were not provided the appropriate level of respect or the resources required to be successful.”

Summary of Open-ended Responses in the Comparison Across Levels Section (“Do you have any other comments related to the questions in this section? If so please make comments here:”) – Faculty (n = 147, 34.83%)

Representative Quote

“The campus is a confusing and confused space. The administration seems capricious and clearly not focused on students, faculty and staff. Policies and procedures seem to change based upon what the administration is currently trying to do for itself. Logic often does not appear to be associated with policies and procedures nor the goal of quality education and a happy workplace.”

Themes

- Dismay with university leadership
- Poor bureaucracy/policies
- Lack of transparency
- Mistrust
- Lack of trust and morale
- Lack of communication, lack of consultation

Section Three

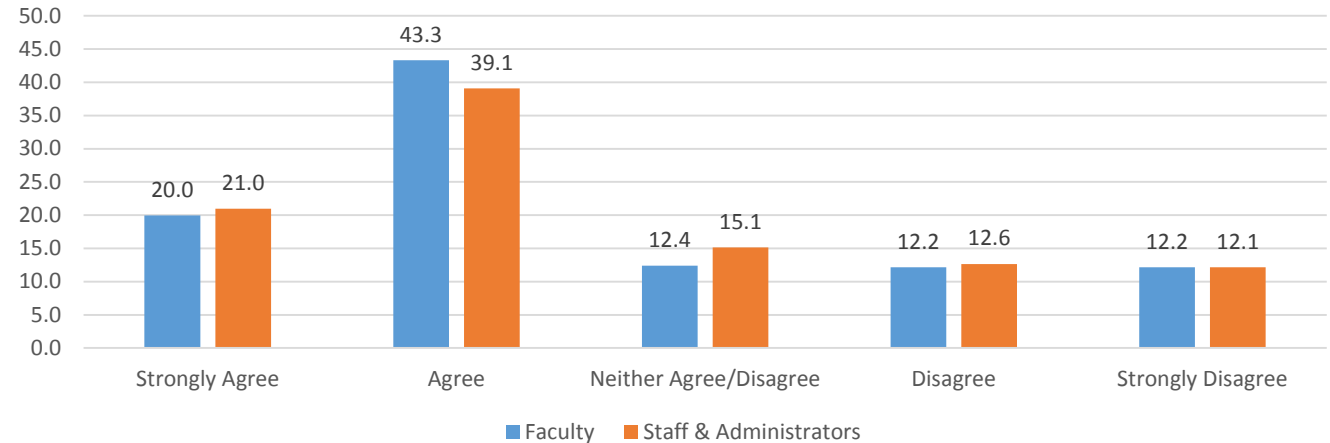
Job Growth and Development

Growth Opportunities, Tools, and Resources

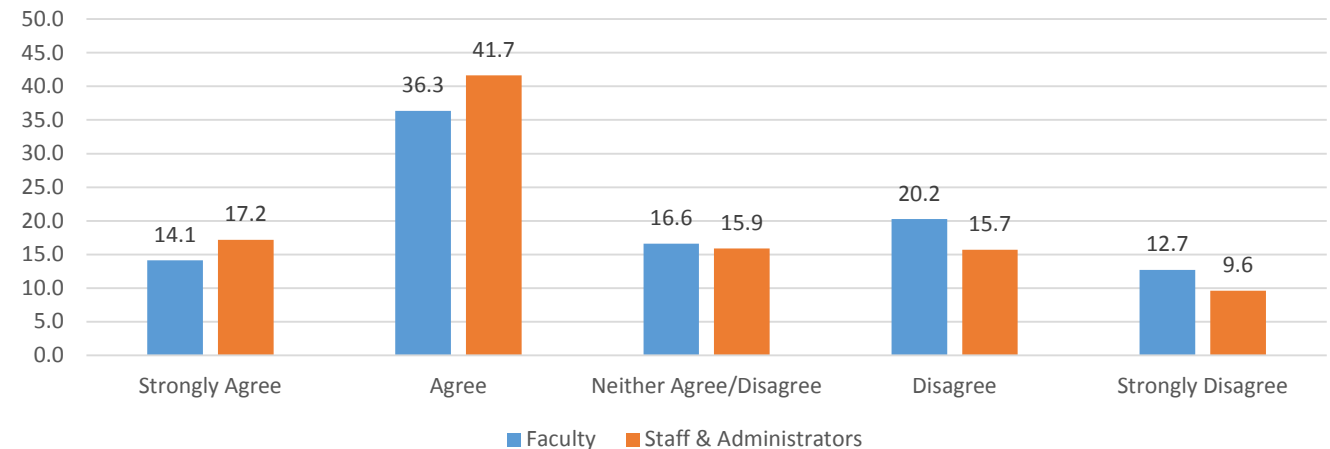
Majorities of both survey groups indicate that they have been given growth and learning opportunities in the past year (63.3% of faculty and 60.1% of staff & administrators), and that they have the training and resources to do their job well (50.5% of faculty and 58.8% of staff & administrators).

A quarter of both groups report that they have not been given growth opportunities, and a third of faculty report not having the tools and resources to do their job well.

I have been given growth and learning opportunities during the last year



I have the tools and resources (including training) I need to do my job well



Summary of Open-ended Responses in the Job and Growth Development Section (“Are there particular professional development activities or trainings that you are interested in? If so, please specify:”) – Staff & Administrators (n = 155, 25.37%)

Themes

- Need training
- Self-taught often
- Lack of time for training
- Not allowed to go to training
- No opportunity for growth
- HR has too much control over hiring/promotions
- Need coaching/mentoring

Representative Quotes

- “When a colleague retires, the work is dispersed among the remaining staff but with very little if any training.”
- “I have training opportunities, but it doesn’t translate into an increase in pay.”

Summary of Open-ended Responses in the Job Growth and Development Section
("Are there particular professional development activities or trainings that you are interested in? If so, please specify:") – Faculty (n = 148, 35.07%)

Representative Quote

"In order to engage in professional development, I need monetary support. I do not even have enough to cover one professional conference a year. And, this campus doles out additional funding with a complicated maze of applications and reports, the consequence of makes us feel as if we are not trusted to engage in professional development without constant oversight and micromanagement. Much of this creates an atmosphere that discourages innovation and professional activity."

Themes

- Need more professional development funds (including lecturers)
- Lack of time for research,
- Need teaching training

Section Four

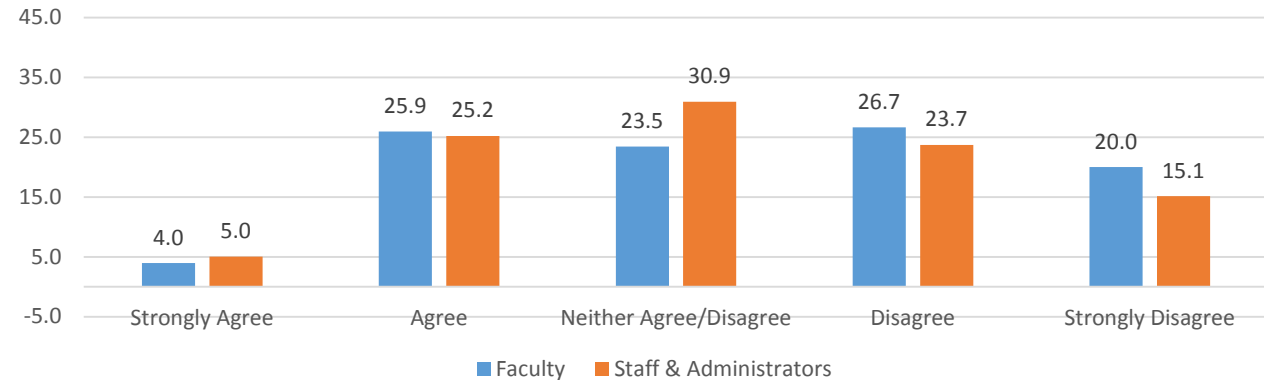
Communication and Leadership

Information Access and Evaluation of Senior Administrators

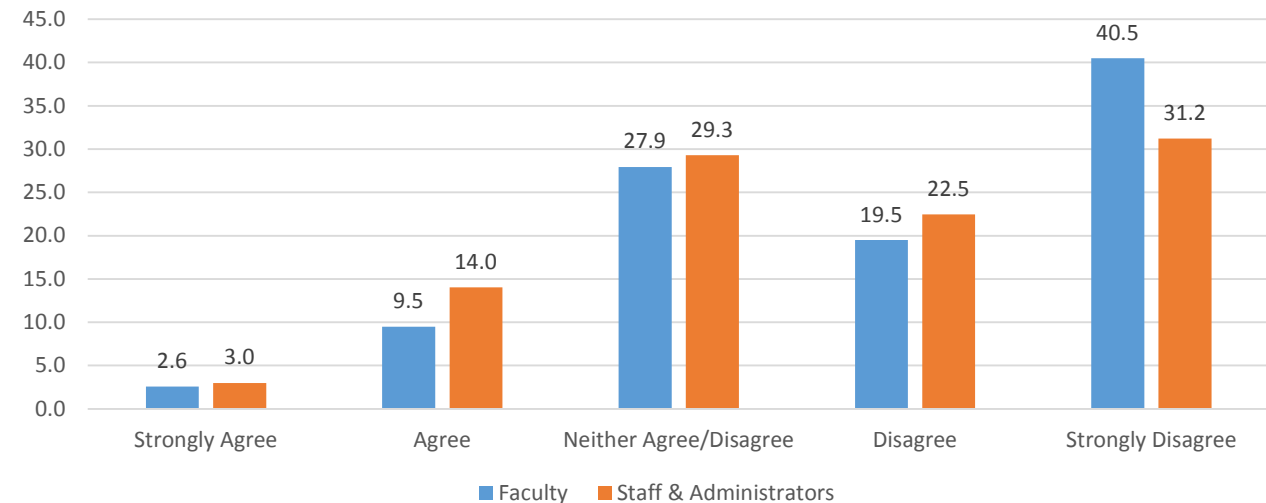
Fewer than 30% of faculty, and just over 30% of staff & administrators, agree or strongly agree that they have timely access to information to provide input into decision-making on campus.

Majorities of both faculty (60.0%) and staff & administrators (53.7%) do not believe that the evaluation process for senior administration takes into account meaningful input from faculty and staff.

The faculty and staff have timely access to information to give input into decision-making

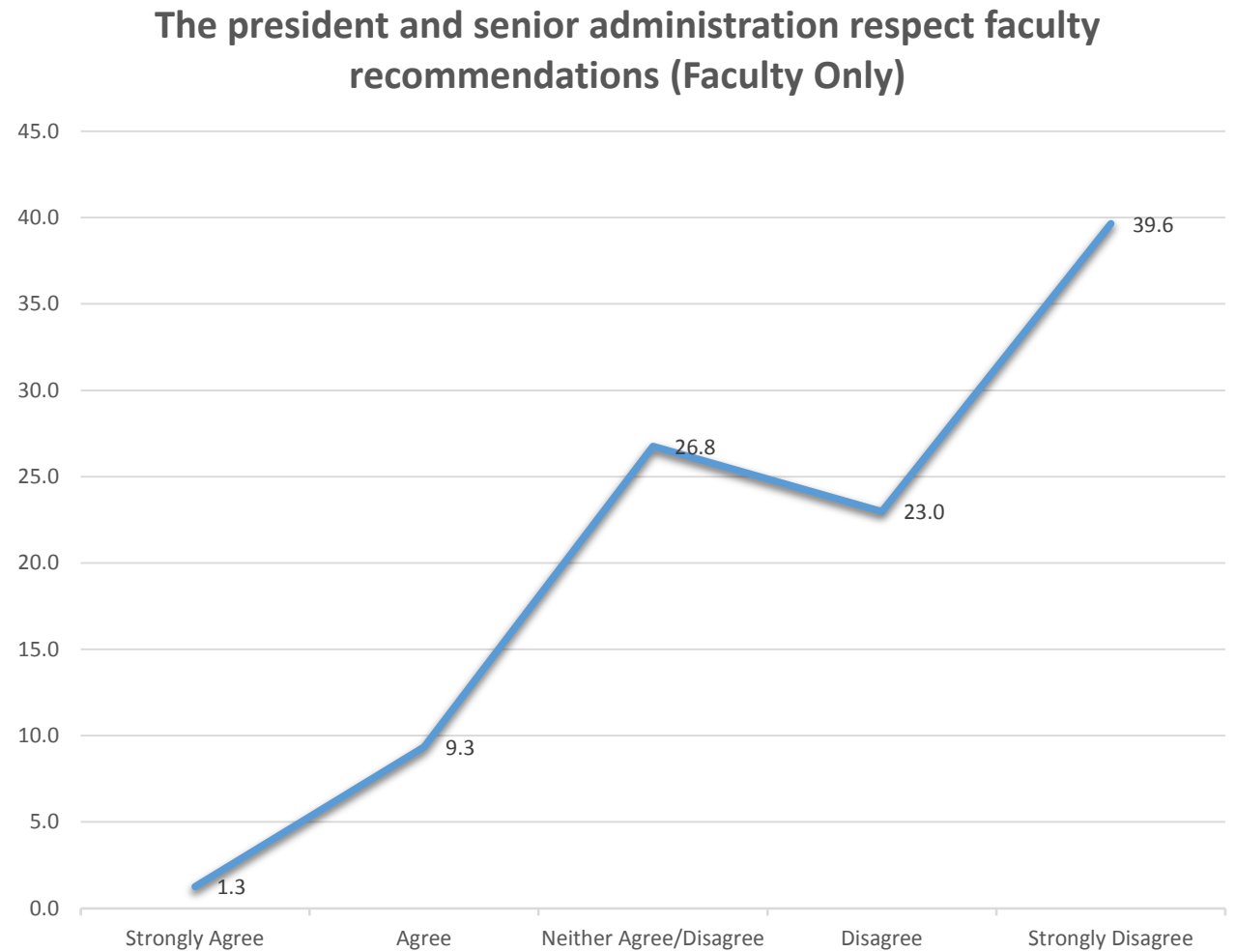


The evaluation process for senior administration takes into account meaningful input from faculty and staff



Respect

Over two-thirds of the faculty disagree or strongly disagree that the president and senior administration respect faculty recommendations. Among faculty, 10.4% agree or strongly agree that the president and senior administrators respect faculty recommendations.



Summary of Open-ended Responses in the Communication and Leadership Section
("Do you have any other comments or thoughts? If so, please tell us:") – Staff & Administrators (n = 146, 23.90%)

Themes

- Input means nothing
- Fear of retribution/retaliation
- Frustration with senior administration
- Evaluations of senior administrators not released
- Lack of communication, transparency, and trust
- Power imbalance in favor of one division

Representative Quote

"The 'current' administration (whoever that is now) does a good job establishing surveys and 'conversations' that collect good ideas and feedback, but is generally too dysfunctional and does not possess the ability or inclination to actually improve the overall organization or its services to faculty, staff and students. The evaluation process for senior administrators is a sham."

Summary of Open-ended Responses in the Communication and Leadership Section
("Do you have any other comments or thoughts about shared governance at CSU, Chico? If so, please tell us:") – Faculty (n = 136, 32.23%)

Representative Quotes

- "Faculty/staff have adequate time to give input but in my experience it is usually disregarded and not taken in to account when making decisions, despite soliciting this input. Very disingenuous."
- "It is difficult to want to invest the time in shared governance when one feel the time spent is simply providing the administration a justification to say 'we collaborated' on a preordained decision."

Themes

- Senior administration does not listen to or respect faculty
- Lack of consultation
- Administration out of touch with campus
- Lack of senior administrator reviews
- Top-heavy/top-down leadership

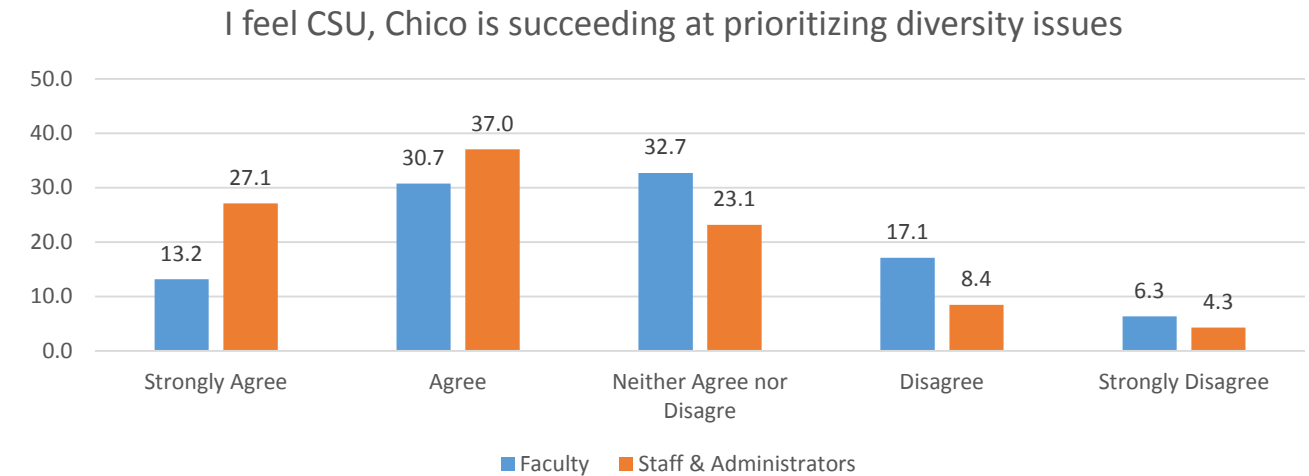
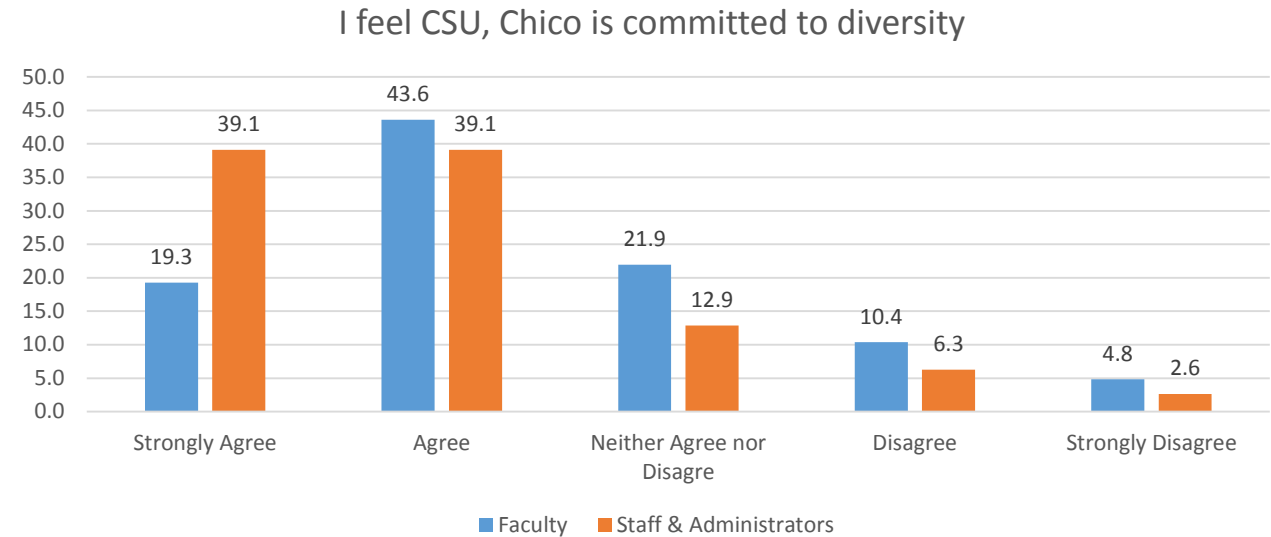
Section Five

Diversity, Inclusion, and Equity

Diversity: Commitment and Prioritization

Faculty, staff, and administrators are in general agreement that the university is committed to diversity, with faculty at 62.9% and staff & administrators at 78.2%.

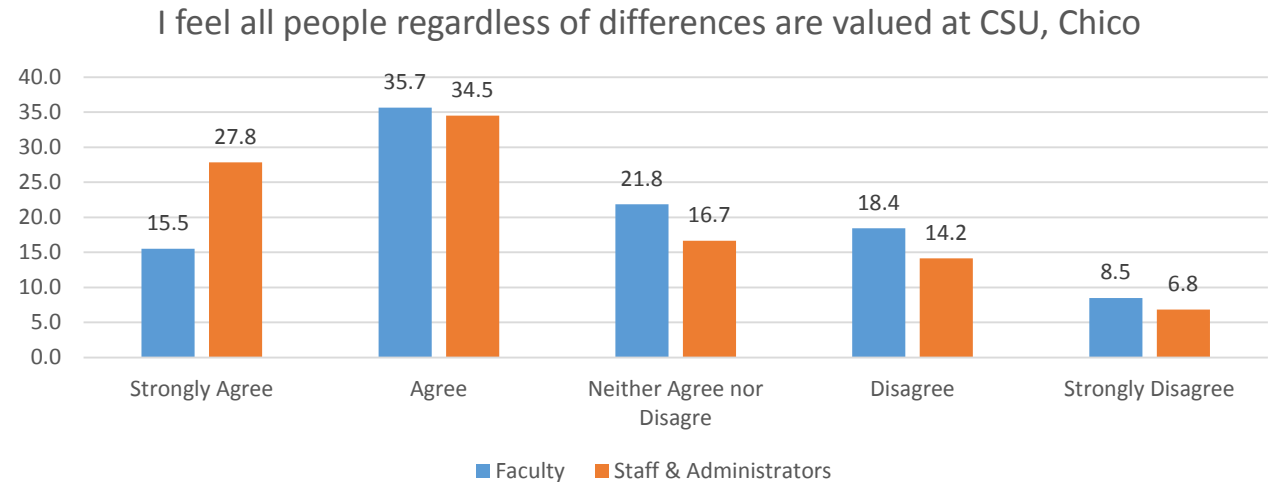
A majority of staff & administrators (64.1%) feel the university is succeeding at prioritizing diversity issues, and fewer than half of the faculty (43.9%) report that the university is succeeding at prioritizing diversity issues.



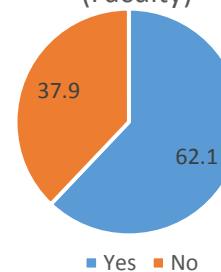
Valuing Others, Fairness, and Equity

Majorities of both sets of respondents (51.2% of faculty and 62.3% of staff & administrators) indicate that all people are valued at CSU, Chico, and over a quarter of faculty disagree that all people are valued on campus.

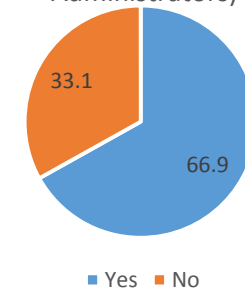
Over a third of faculty, and almost a third of staff & administrators, report that they have not always received fair and equal treatment.



During my employment I have received fair and equal treatment (Faculty)



During my employment I have received fair and equal treatment (Staff & Administrators)



Recognizing Diversity Initiatives & Programs:

Percent Aware of Programs

	Faculty	Staff & Administrators
Office of Diversity and Inclusion	86.2%	91.3%
University Policy on Sexual Harassment	91.5%	97.2%
Cross Cultural Leadership Center	76.9%	91.2%
Gender Sexuality Equity Center	78.9%	84.5%
University Diversity Action Plan	72.9%	78.7%
Multicultural and Gender Studies	90.5%	90.9%
Conversations on Diversity and Inclusion	80.0%	85.1%

Summary of Open-ended Responses in the Diversity, Inclusion, and Equity Section ("Do you have any other comments or thoughts? If so, please tell us:") – Staff & Administrators (n = 129, 21.11%)

Themes

- We should do more
- Much talk, little action
- Bias still exists
- Doing a great job
- Too much emphasis

Representative Quotes

- "Seem to be going overboard on the diversity. I think the separate graduation ceremonies and other events go against 'inclusion' and are hypocritical. We want everyone to feel included, but will also have a ceremony that excludes others."
- "It is one thing to study diversity, and it is another thing entirely to practice it. This campus talks about it, writes plans about it, but doesn't really know how to make it real."
- "I think the University has made great strides on diversity issues over the past few years."

Summary of Open-ended Responses in the Diversity, Inclusion, and Equity Section ("Do you have any other comments or thoughts? If so, please tell us:") – Faculty (n = 126, 29.86%)

Representative Quote

"Like everything else, a commitment to diversity is demonstrated when resources are dedicated to the cause. Over the years, I've noted that Chico State consistently declares its good intentions, but lacks the resources to back up these good intentions with actual policy. [Some] programs, for example, have been starved over the years. Without competitive salaries, it's hard to attract and retain a diverse faculty to this particular neck of the woods."

Themes

- Lip service
- Lack of funding/commitment
- Doing well
- Need to define diversity
- Need to hire more diverse faculty
- MCGS needs more support
- Gender discrimination and imbalance in gender pay
- Not following DAP

Section Six

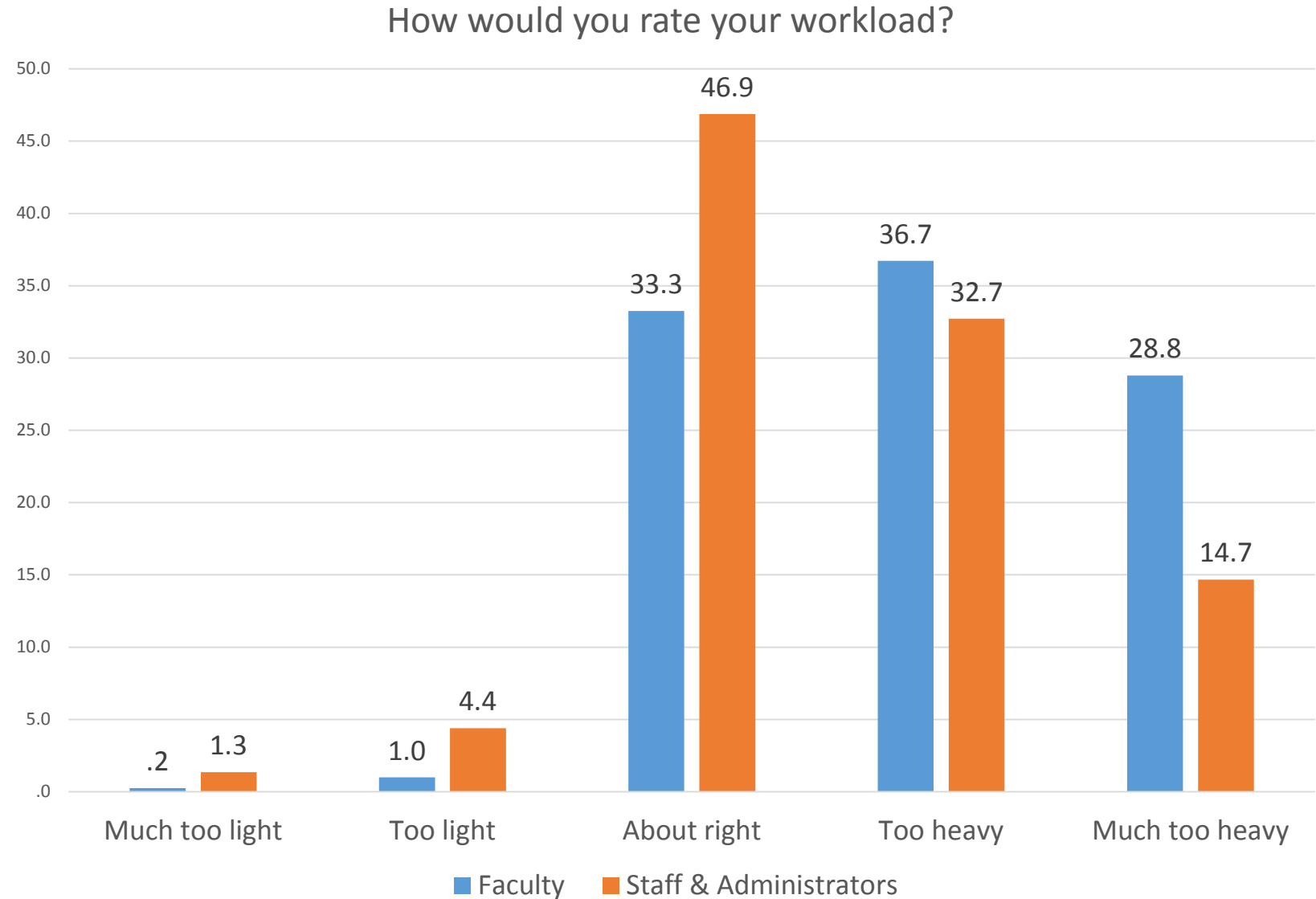
Workload

Overworked Employees?

65.5% of faculty, and 47.4% of staff & administrators reported that their workload is either too heavy, or much too heavy.

Almost half of the staff & administrators, and a third of the faculty say that their workload is about right.

Very few faculty (1.2%) or staff & administrators (5.7%) indicate that their workload is too light.

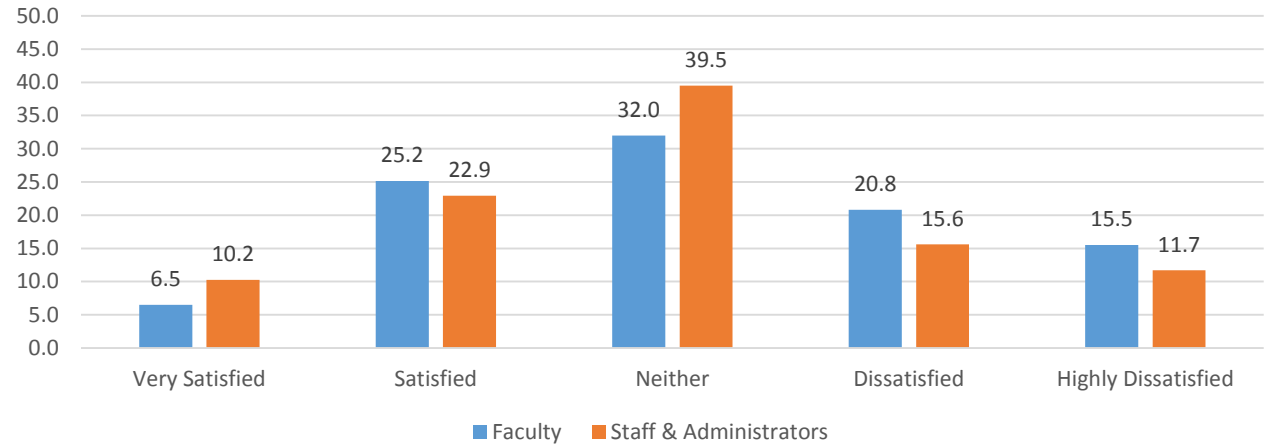


Grants and Space

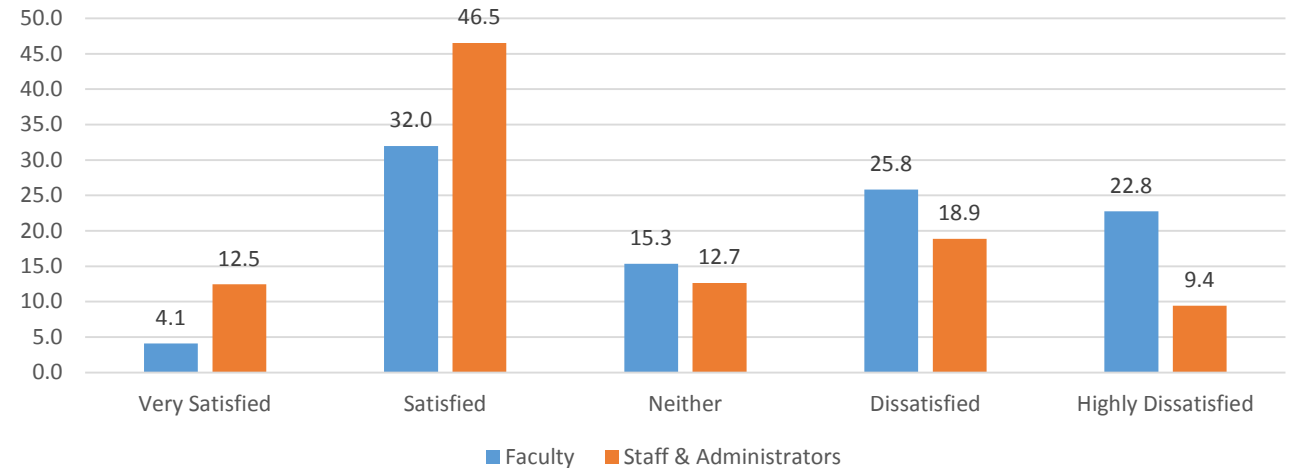
Among faculty, 31.7% indicate that they are satisfied or very satisfied with support for securing grants, including RESP, and 33.2% of staff & administrators are satisfied or very satisfied.

59.0% of staff & administrators reported satisfaction with meeting space, while 48.6% of faculty are dissatisfied with meeting space.

How satisfied: Support for securing grants, including RESP



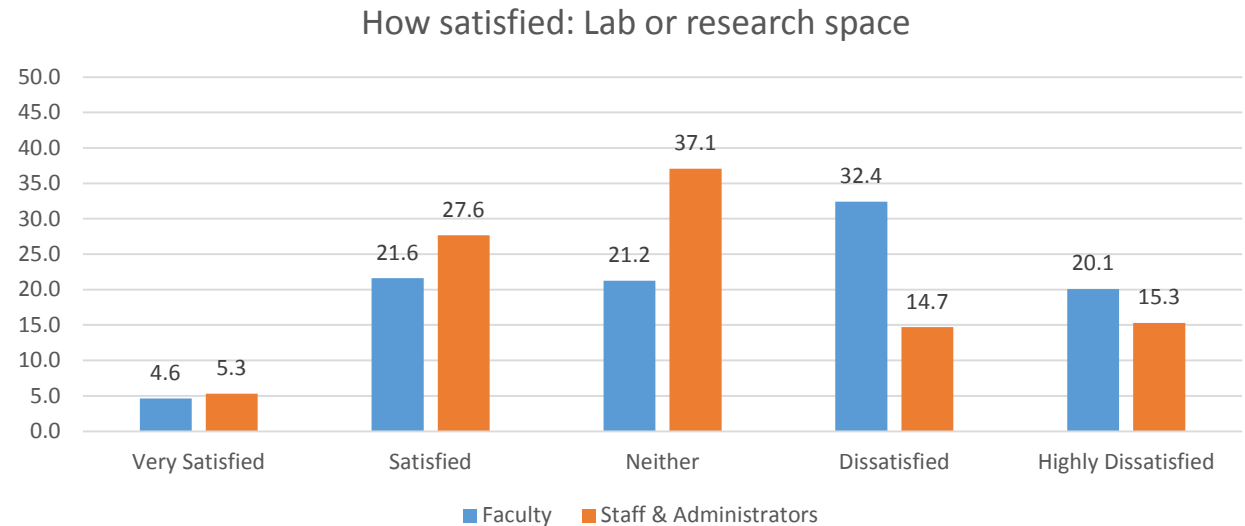
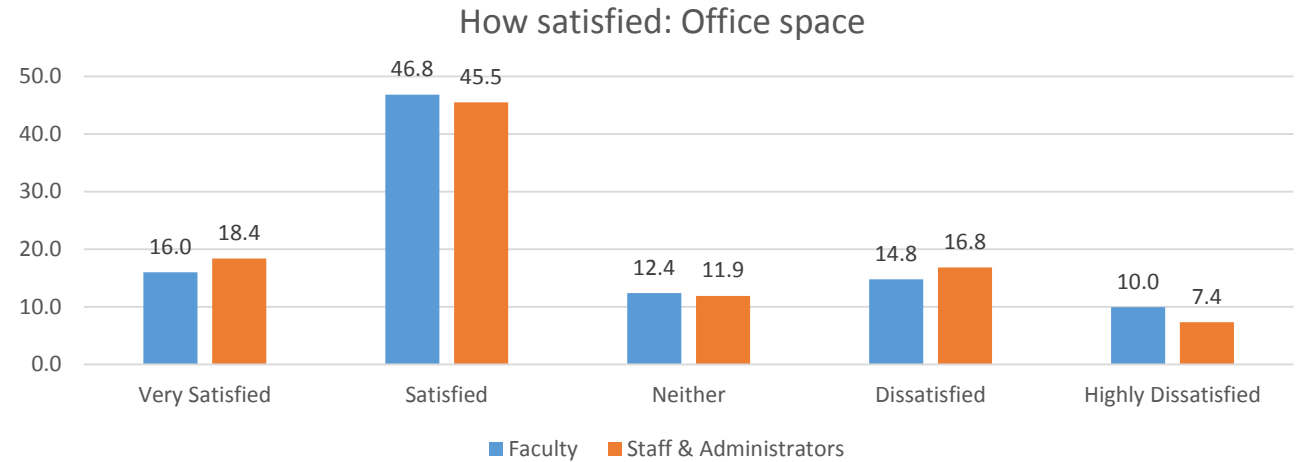
How satisfied: Space for meetings, etc.



Space Needs

Majorities of faculty (62.9%) and staff & administrators (63.9%) report satisfaction with their office space, while roughly a quarter of faculty and a fifth of staff & administrators are dissatisfied or highly dissatisfied with their office space.

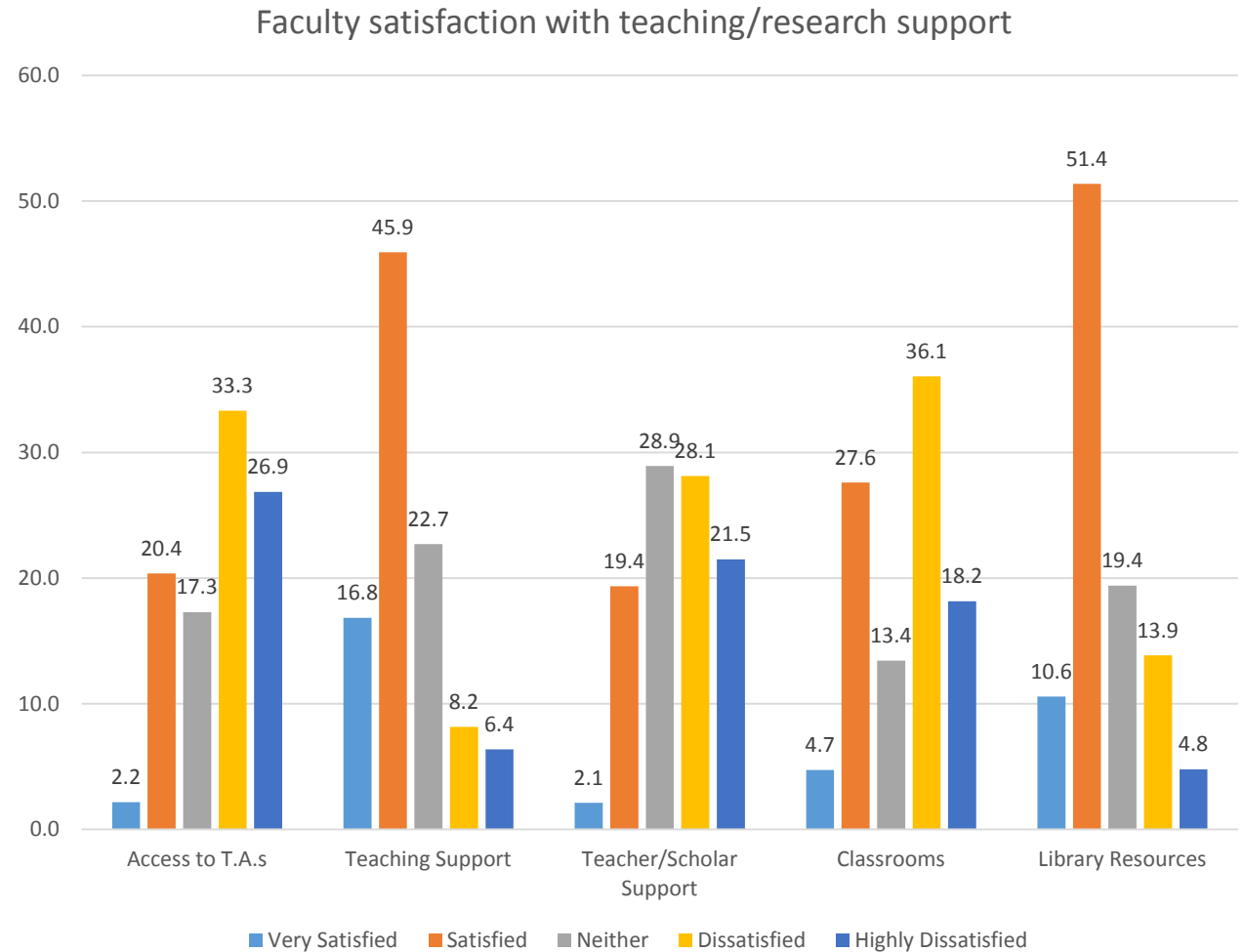
Over 50% of faculty, and 30% of staff & administrators are dissatisfied or highly dissatisfied with the lab or research space available to them.



Teaching and Research Support

Faculty report fairly high levels of satisfaction with the university's teaching support, including CELT and TLP, and also are satisfied with the Library's resources.

However, a majority of the faculty are dissatisfied with the availability of teaching assistants, support for the teacher-scholar model, and classroom space and equipment.

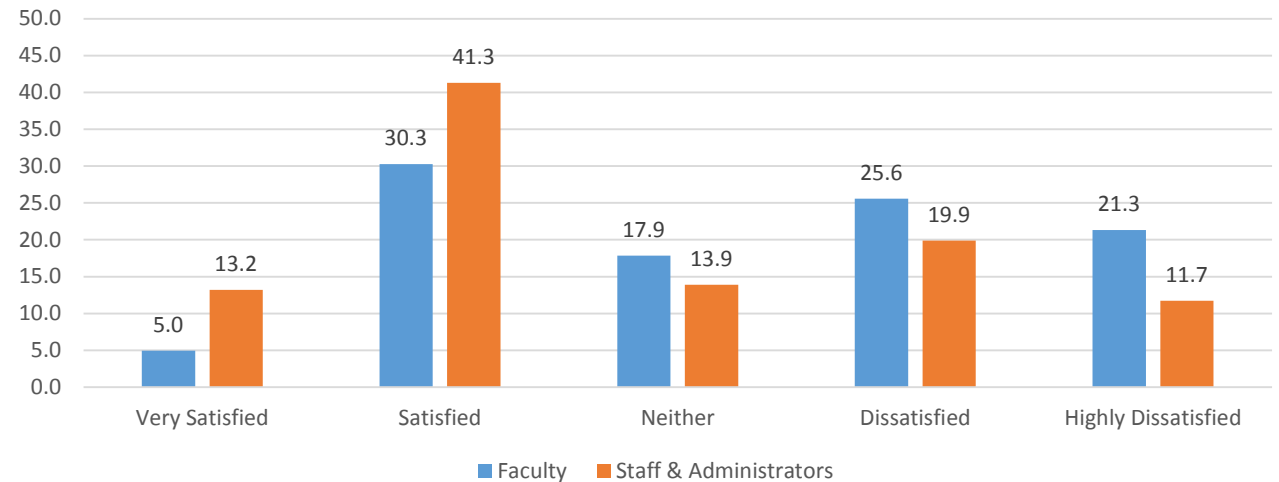


Facilities: Maintenance and Cleanliness

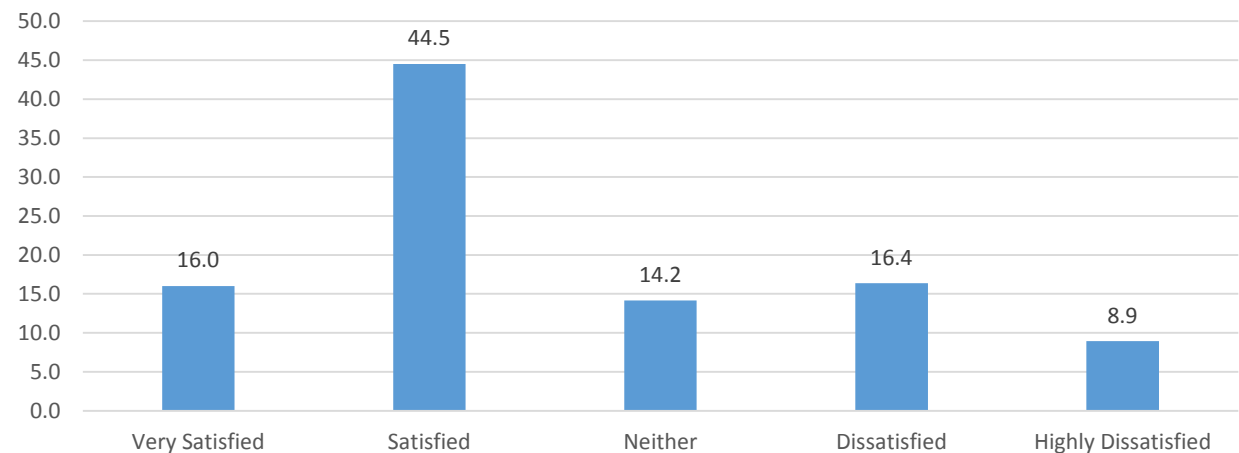
Staff & administrators indicate higher levels of satisfaction (54.5%) with the physical maintenance of the facilities than faculty (35.3%). 46.9% of faculty and 31.6% of staff & administrators are not satisfied with the physical maintenance of facilities.

A majority of staff & administrators (60.5%) are satisfied or very satisfied with the cleanliness of the facilities, while a quarter of them are not.

How satisfied are you with the physical maintenance of facilities



Cleanliness of facilities (Staff & Administrators)



Summary of Open-ended Responses in the Support and Spaces Section (“Do you have any other comments or thoughts? If so, please tell us:”) – Staff & Administrators (n = 152, 24.88%)

Themes

- Poor conditions for work spaces
- Do a good job keeping clean
- Understaffed custodial services
- Lack of meeting space/room availability

Representative Quote

- “Is there any regular maintenance for the campus. We have large projects like the first street project and the new arts and humanities building, which are great. However, what about the rest of the facilities that need to be painted, or the blinds that need to be replaced, lights that need to be repaired. When is anyone going to make the spaces in which we work and teach on a daily basis clean and professional?”

Summary of Open-ended Responses in the Support and Spaces Section (“Do you have any other comments or thoughts? If so, please tell us:”) – Faculty (n = 172, 40.76%)

Representative Quote

“To clarify, the facilities are relatively well-maintained, however, access to facilities outside of classrooms is a dreadful process. It seems that administration would rather have facilities stand idle than make them available for use.”

Themes

- Facilities poorly cleaned/maintained
- Workload unreasonable
- Lack of support for Teacher-Scholar model
- Old classrooms
- EO 1000 (especially using outside “normal” hours)
- Old technology
- Issues with RESP
- Understaffed custodial services
- lack of research space, older tech in classrooms

Committee Work

Based on survey responses, faculty are more likely to serve on committees than staff & administrators. When looking at the actual numbers of people serving on committees (the table reports percentages) we can see that at the department/unit level, 215 faculty serve on 3 or more department/unit committees (versus 112 staff & admin), 98 faculty serve on 3 or more college committees (versus 30 staff & admin), 67 faculty serve on 3 or more university committees (versus 54 staff & admin), and 75 faculty served on external committees/boards (versus 28 staff & admin).

	Department/Unit		College/Division		University		External Service	
	Faculty	Staff & Admin	Faculty	Staff & Admin	Faculty	Staff & Admin	Faculty	Staff & Admin
Zero	18.3%	48.2%	48.5%	79.9%	45.4%	66.3%	41.3%	77.7%
1	11.8	17.4	26.6	9.5	24.9	16.0	21.9	11.1
2	16.3	15.7	16.8	5.5	12.6	8.7	16.8	6.5
3	19.3	7.5	4.1	2.2	8.2	2.2	9.3	2.0
4	12.5	5.3	2.5	1.9	3.8	3.0	5.3	1.2
5	9.8	2.2	0.5	0.2	3.3	1.7	1.1	.7
6	4.5	1.0	1.0	0.3	0.5	0.5	1.3	.2
7	1.8	.5	0.0	0.0	0.0	0.5	.5	.2
8 or more	6.0	2.2	0.0	0.5	1.3	1.2	2.4	.5

Summary of Open-ended Responses in the Committee Section (“Do you have any other comments or thoughts? If so, please tell us:”) – Staff & Administrators (n = 64, 10.47%)

Themes

- Discouraged from participating
- Increased workload, no time
- Does not lead to opportunity for advancement/pay increase

Representative Quote

“There is very limited time to serve on committees. I would like to participate more and collaborate more, but it means added hours to an already overloaded workweek.”

Summary of Open-ended Responses in the Committee Section (“Do you have any other comments or thoughts? If so, please tell us:”) – Faculty (n = 85, 20.14%)

Representative Quote

“If you are a tenure-track faculty member, your committee work has increased as the number of tenure track positions have decreased and lecturer positions have increased. Many extra hours of time and service to the University are accrued and yet never acknowledged at the University level.”

Themes

- Too many committees (lack of T/T faculty)
- Committees not valued
- RTP & advising take too much time
- Lecturers not allowed

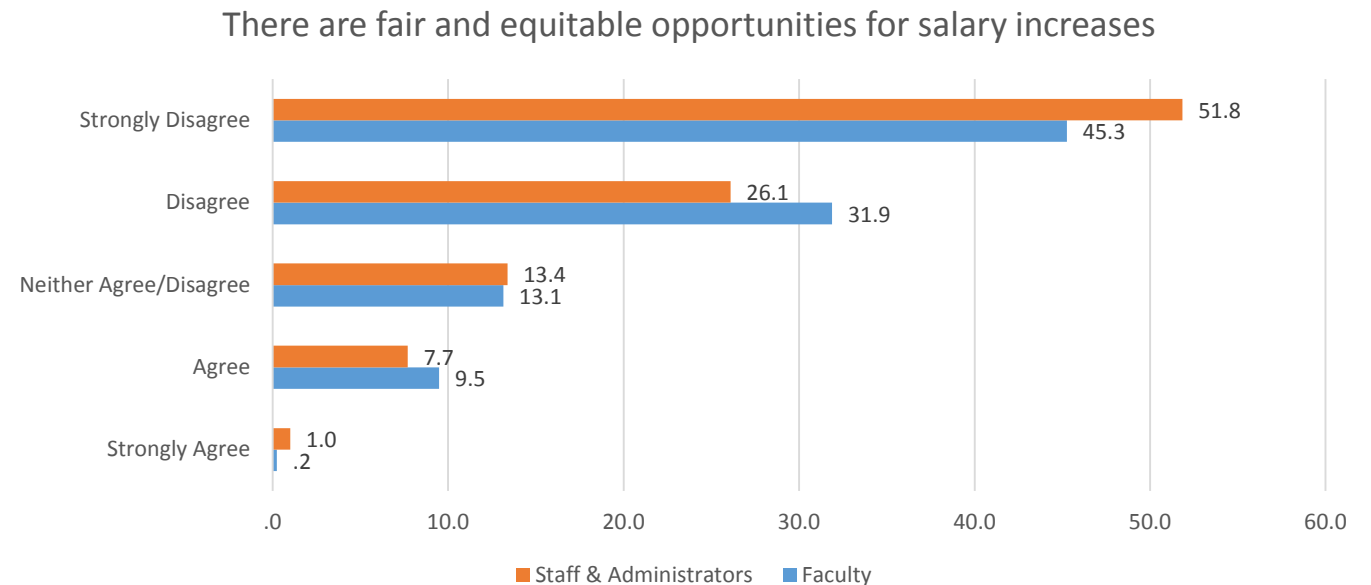
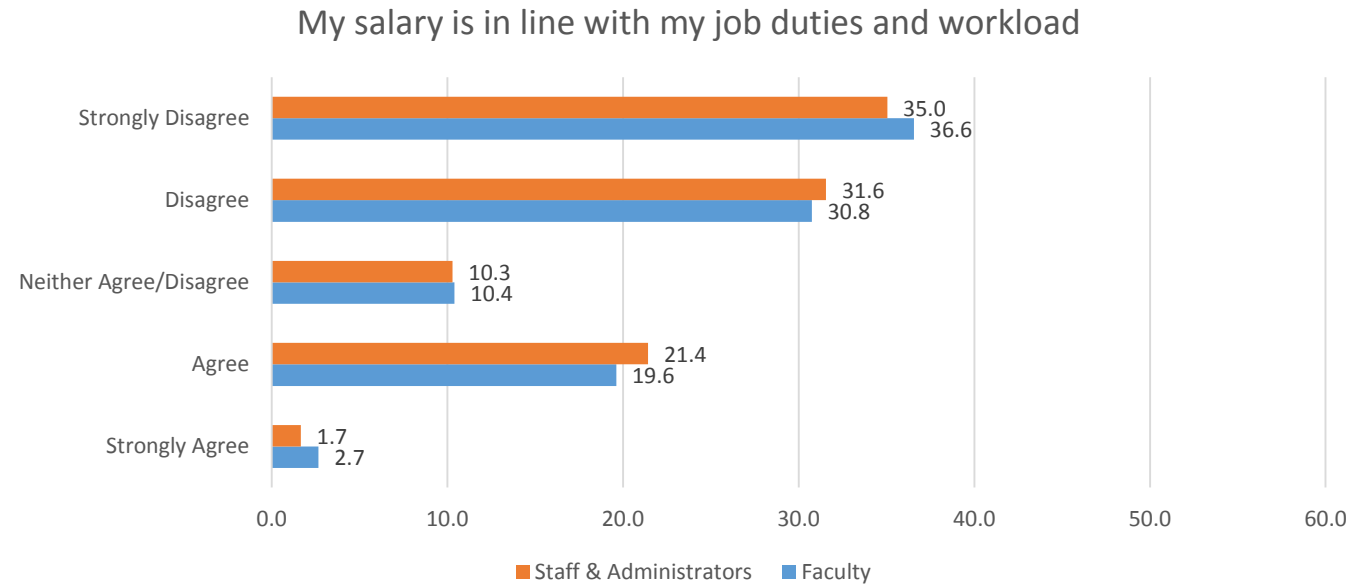
Section Seven

Salary and Benefits

Salary and Salary Increases

A majority of respondents do not believe that their salary is in line with their job duties and workload (faculty at 67.3% and staff & administrators at 66.6%).

They also do not believe that there are fair and equitable opportunities for salary increases (faculty at 77.1% and staff & administrators at 77.9%).

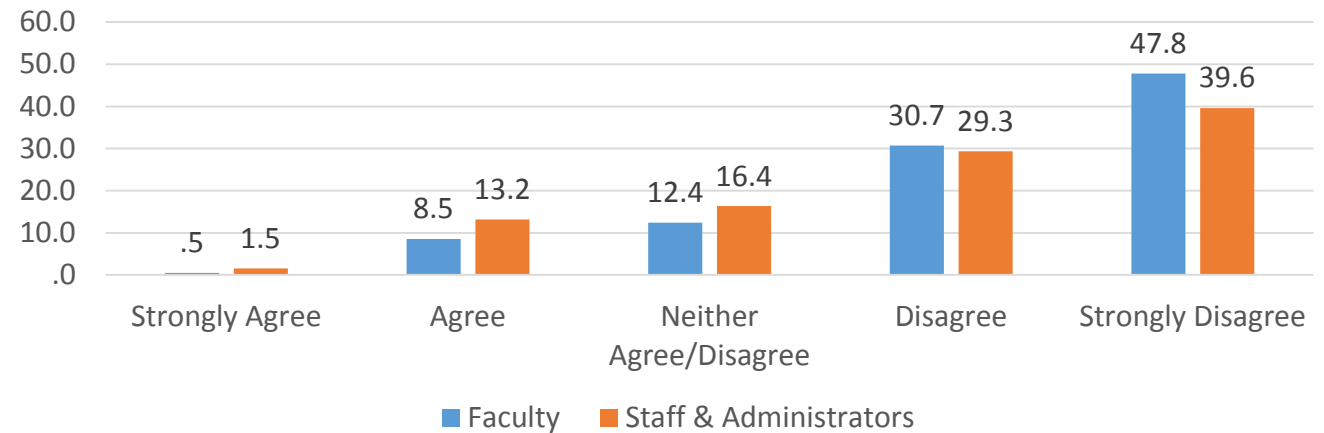


Competitiveness of Salary and Benefits

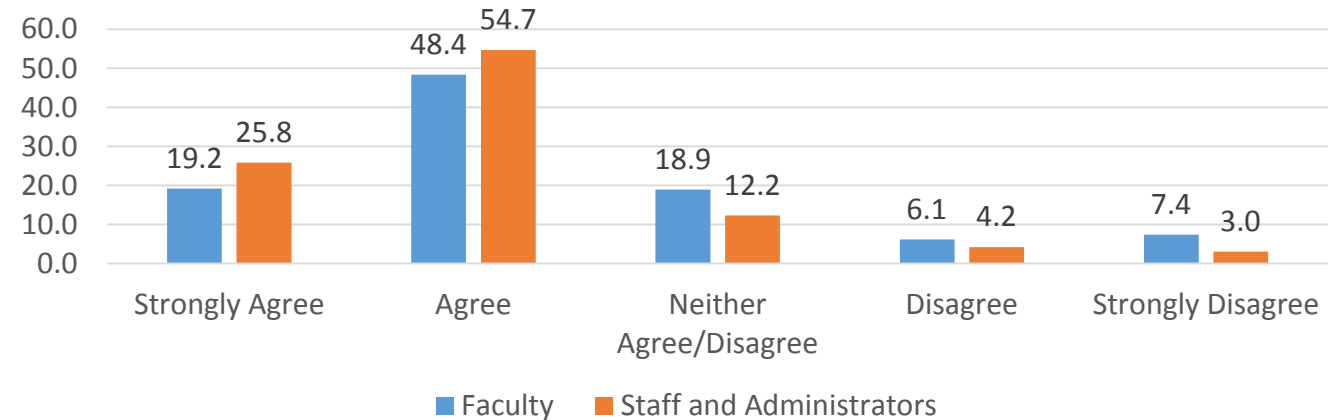
These two charts offer a polar opposite in perceptions. Majorities of both groups indicate that CSU, Chico does not offer a competitive salary (69.0% for staff & administrators, and 78.5% for faculty).

Benefits are well regarded by both groups (80.5% for staff & administrators, and 67.6% for faculty).

CSU, Chico offers a competitive salary compared to other employment opportunities



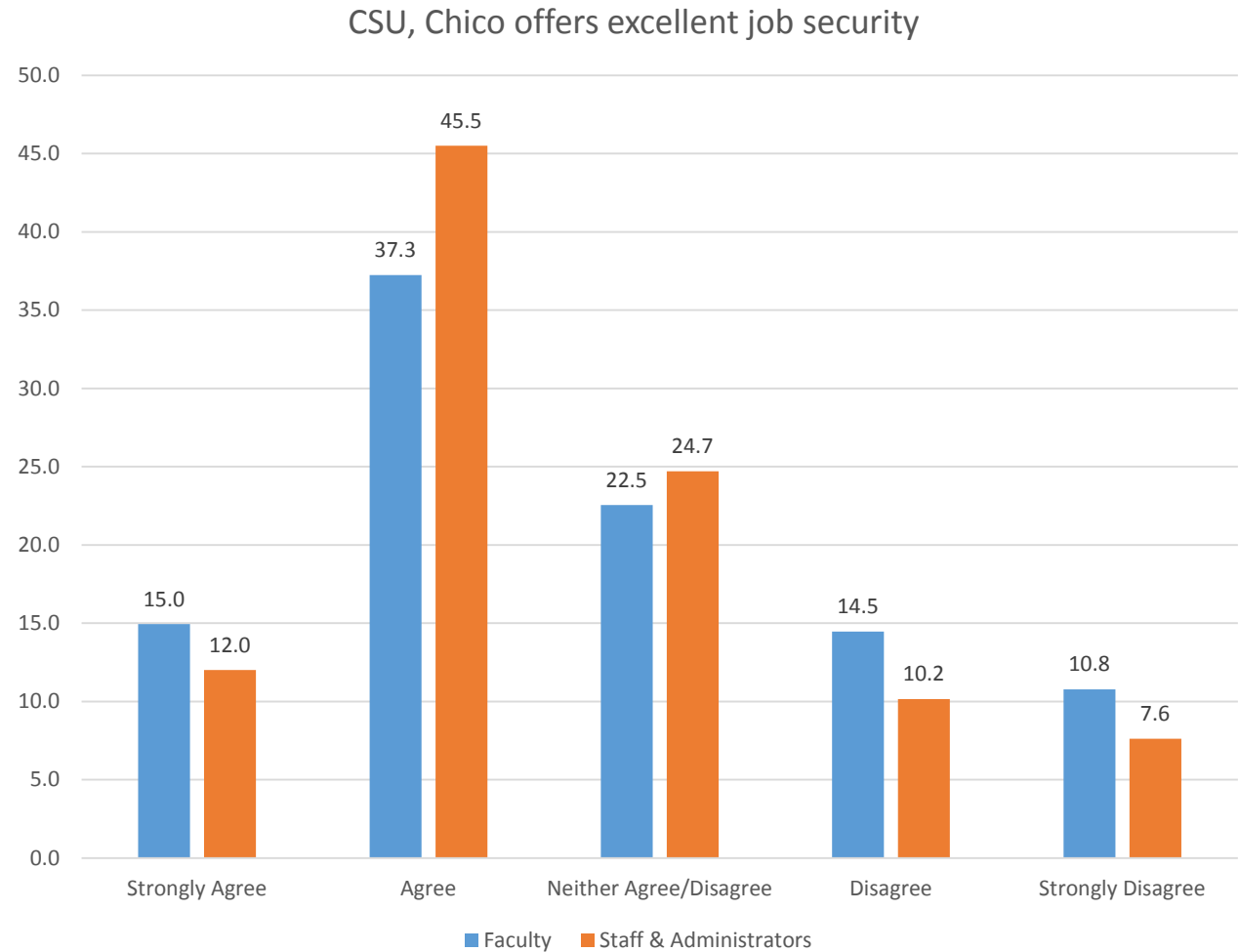
CSU, Chico offers a competitive benefits package



Job Security

Majorities of both groups indicate that they agree or strongly agree that CSU, Chico offers excellent job security (57.5% for staff & administrators, and 52.2% for faculty).

Over a quarter of the faculty (25.2%) and less than a quarter of staff & administrators (17.8%) do not believe that CSU, Chico offers excellent job security.



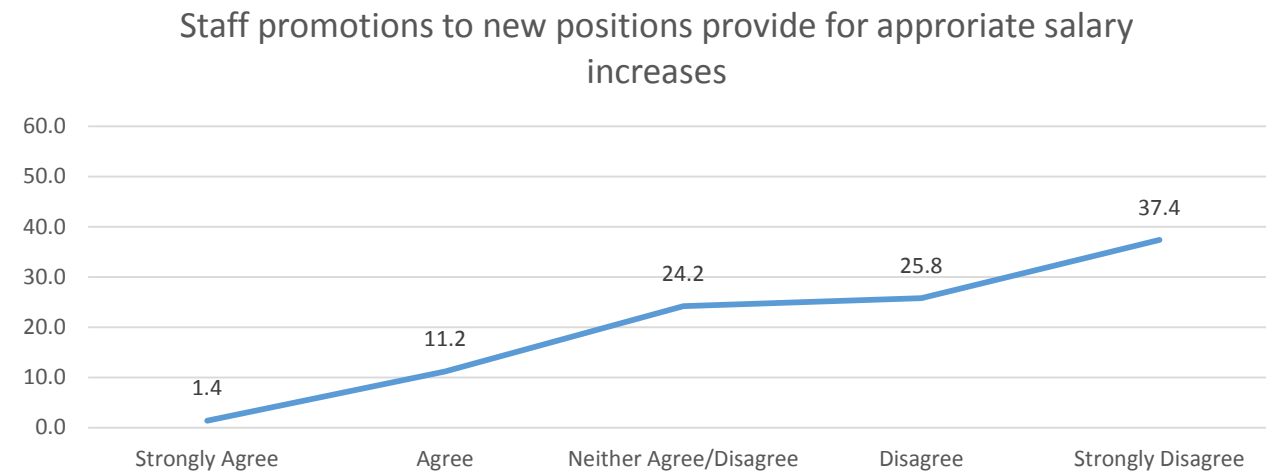
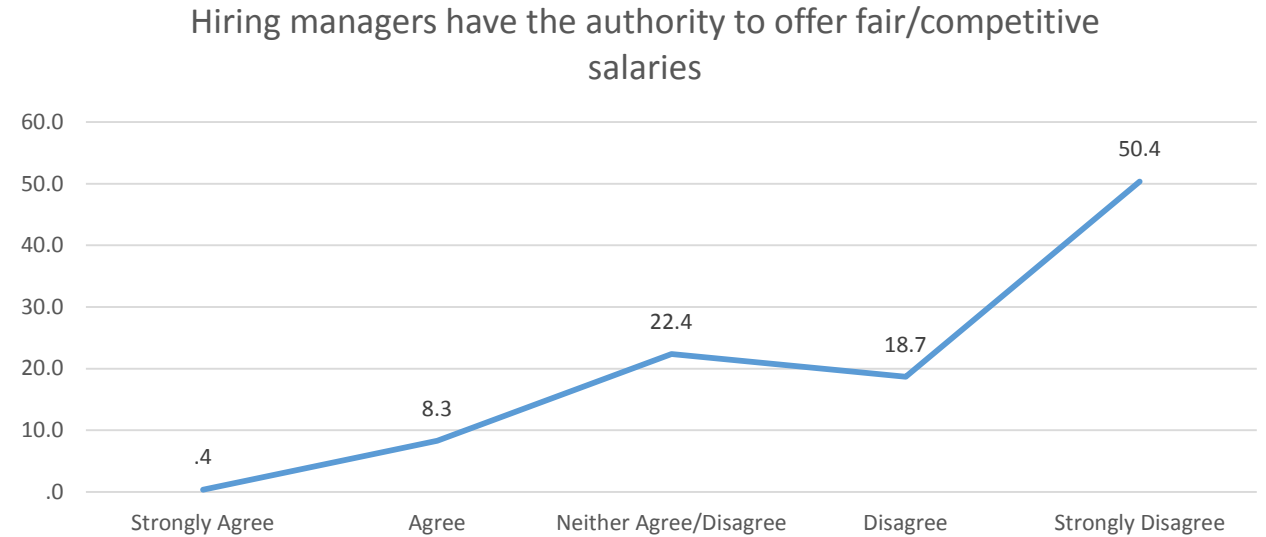
- Salary and Benefits

Staff & Administrators Only

Hiring and Promotion: Salaries

When it comes to hiring and promotions, 70.0% of staff & administrators do not agree that hiring managers have the authority to offer fair/competitive salaries, with less than 10% agreeing.

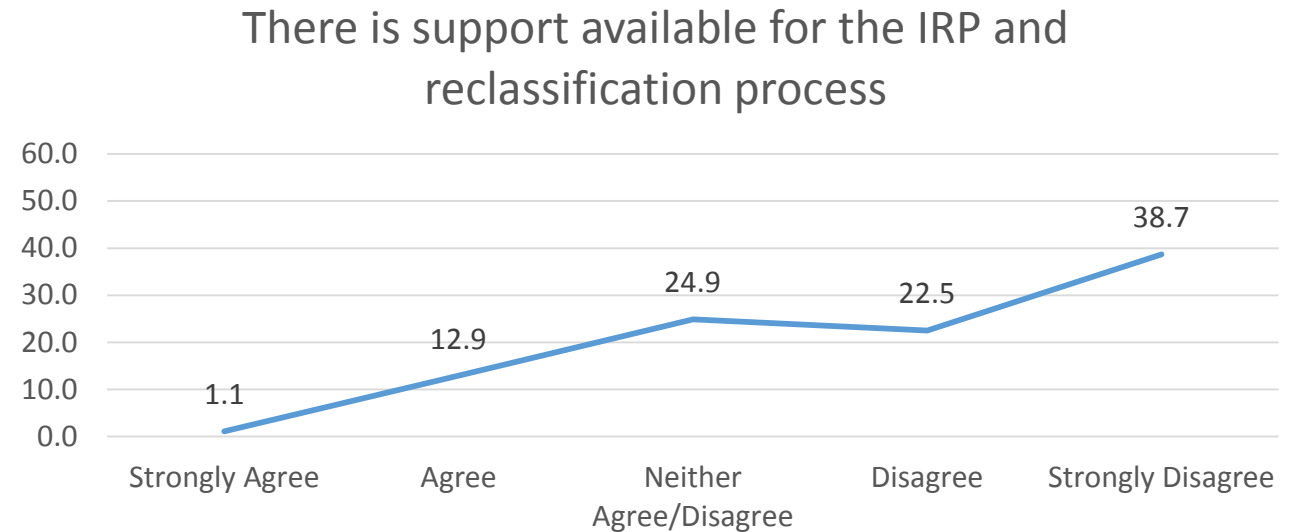
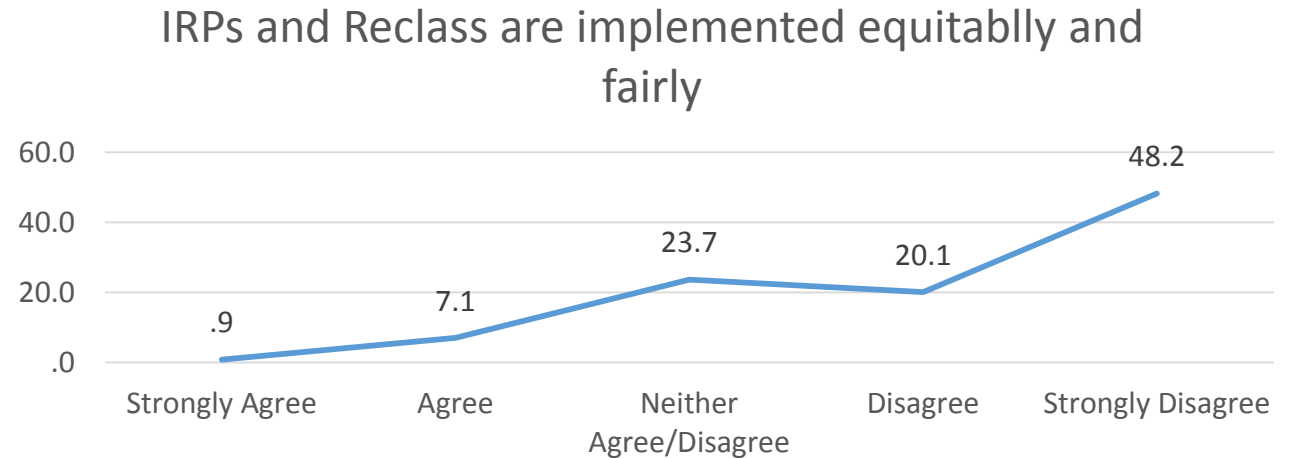
Similarly, only 12.6% of staff & administrators agree or strongly agree that staff promotions to new positions provide for appropriate salary increases, with 63.2% disagreeing or strongly disagreeing.



IRPs and Reclassification

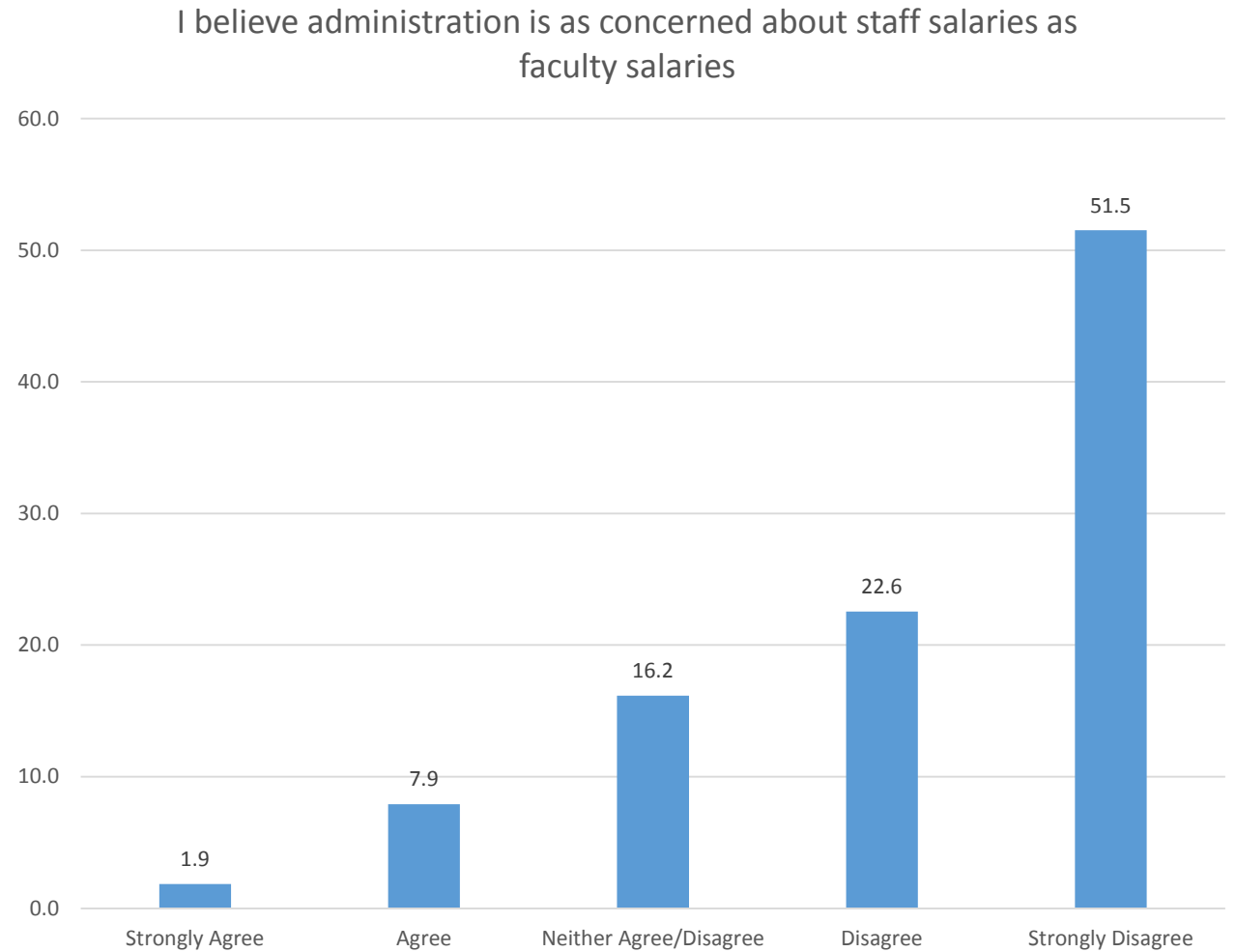
Staff & administrators feel negatively toward IRPs and Reclassification. They do not believe that IRPs and Reclassifications are implemented fairly (68.3%), with less than 10% indicating that they are implemented equitably and fairly.

Additionally, 61.2% of staff & administrators disagree or strongly disagree that there is support available for the IRP and Reclassification process, with 14.0% agreeing or strongly agreeing.



Staff Equity

74.1% of staff & administrators believe that CSU, Chico's Administration cares more about faculty salaries than they care about staff & administrator salaries.



Summary of Open-ended Responses in the Salary and Benefits Section Summary of Open-ended Responses in the Support and Spaces Section (“Do you have any other comments or thoughts? If so, please tell us:”) – Staff & Administrators (n = 236, 38.63%)

Themes

- IRP and Reclassification unfair/waste of time/too complex
- Low salaries/lack of raises
- HR has too much power
- Hiring at the bottom of the scale
- Working out of class
- Favoritism for the few (people and units)
- Off-campus has better pay

Representative Quotes

- “Salaries are not competitive here. For the amount I work as an exempt employee, pay is low. I feel that promotions are hopeless, as it does not seem like supervisors have much control over it. There is no motivation for [supervisors] to promote and retain their talented staff.”
- “The decline of our staff salaries, the decrease in supervisors' ability to control their hires and staff promotions, and the decline in the overall number of staff is the ugliest part of some pretty ugly developments on this campus of recent years. As has widely been reported, our staff salaries are now at the bottom of the CSU system. Morale is at an all-time low. And our staff are suffering. They are forced to work out of class without recognition or compensation. They are refused IRPs no matter how compelling the case. They are harassed and bullied. Supervisors are forced to hire at scandalously low wages and are constrained every step of the process by HR. At the same time, [senior administration] hires whomever they wants at whatever wage regardless of hiring practices and constraints put on other units and rewards his/her employees while denying other staff their rightful wages. I don't think I can exaggerate how horrible the situation is for so many of our staff. It breaks my heart that our fine institution has devolved to this level.”

Summary of Open-ended Responses in the Salary and Benefits Section Summary of Open-ended Responses in the Support and Spaces Section (“Do you have any other comments or thoughts? If so, please tell us:”) – Faculty (n = 142, 33.65%)

Representative Quote

“The salary structure here is a complete joke. We're underpaid by comparison with our peers at other public universities, by quite a margin. And there's no expectation of regular salary increases year to year, even for inflation, etc. For this reason, I'll look for work elsewhere once I'm more fully published. You want to retain faculty better? Maybe try paying the faculty in line with their peers and giving them proper raises on a regular basis.”

Themes

- Faculty underpaid
- Salary below market
- Lecturers underpaid
- Administrators overpaid
- No reward for good work

Section Eight

Collaboration

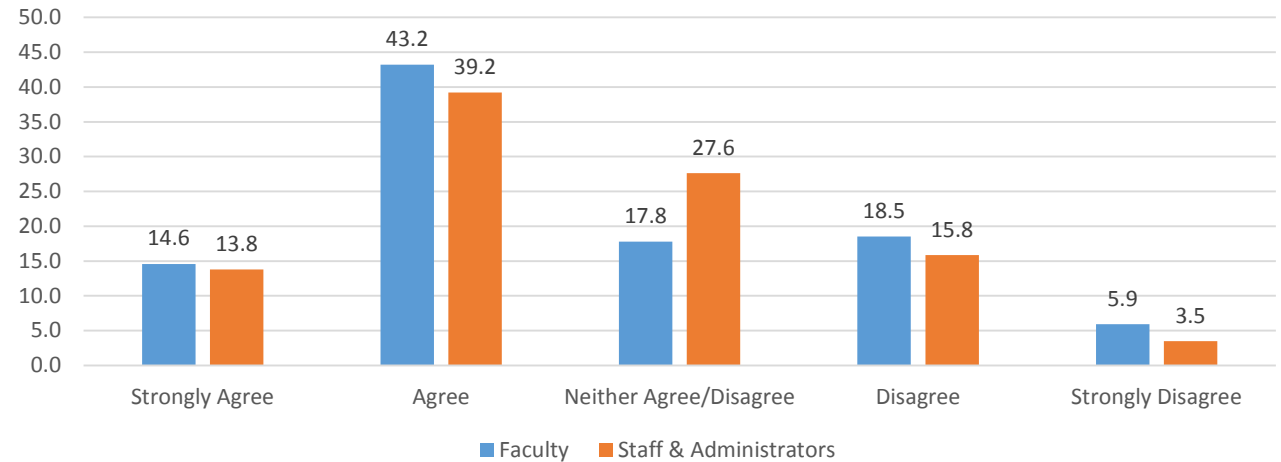
Collaboration on Campus

Collaboration is highly valued with 95.4% of faculty and 94.7% of staff & administrators indicating agreement (chart not shown).

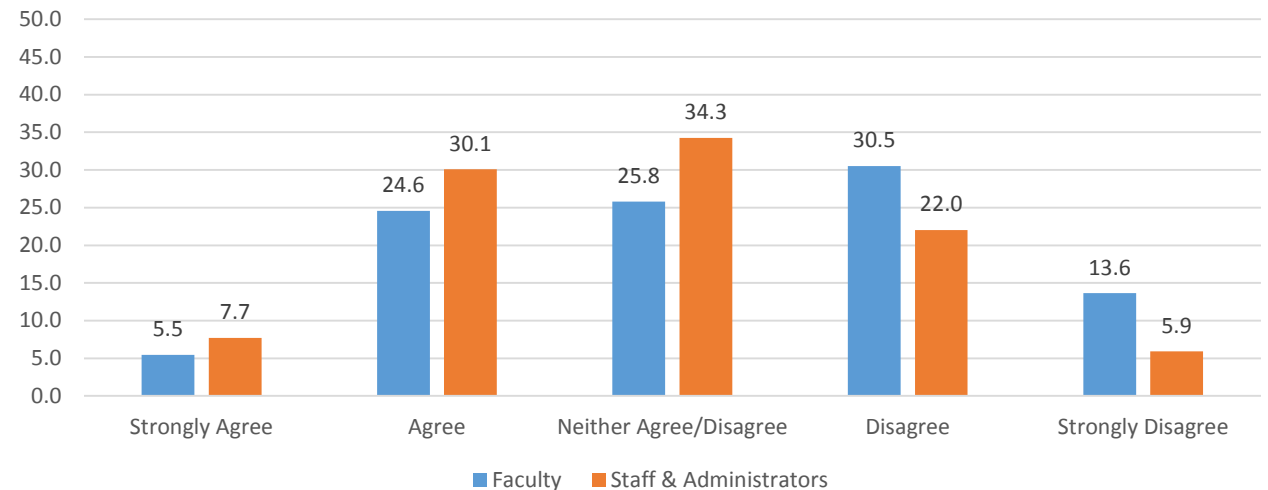
By majorities, both groups indicate that there are opportunities for collaboration between faculty and staff.

Faculty report some level of difficulty in finding the space to collaborate and foster collaborative relationships (43.9%).

There is opportunity for collaboration between faculty and staff



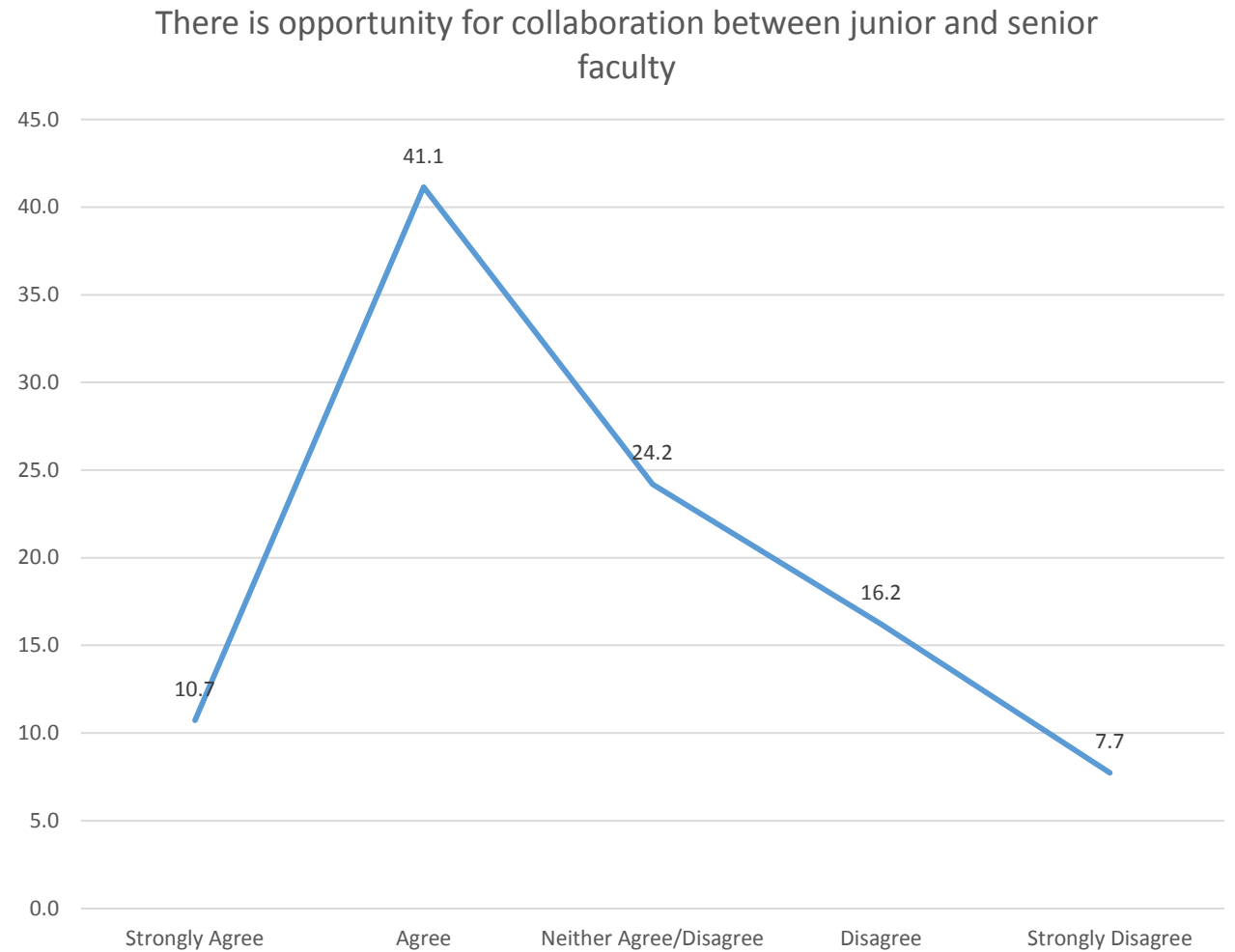
It is easy to find space to collaborate and foster relationships



Collaboration: Junior and Senior Faculty

Over half of the faculty respondents indicate that there are opportunities for collaboration between junior and senior faculty.

Roughly a quarter of the respondents disagreed or strongly disagreed with the concept.



Summary of Open-ended Responses in the Collaboration Section Summary of Open-ended Responses in the Support and Spaces Section (“Do you have any other comments or thoughts? If so, please tell us:”) – Faculty (n = 99, 23.46%)

Themes

- Lack of time
- No space for it
- No recognition/incentives
- Policies dis-incentivize it
- Can improve morale
- Territorial

Representative Quote

“Collaboration opportunities would be wonderful. With our workloads it is very difficult to convince faculty to spend even more time in collaborative activities knowing the administration will not provide support or resources or valued unless it allows for us to teach higher workloads. The environment of this university does not foster effective collaboration.”

Section Nine

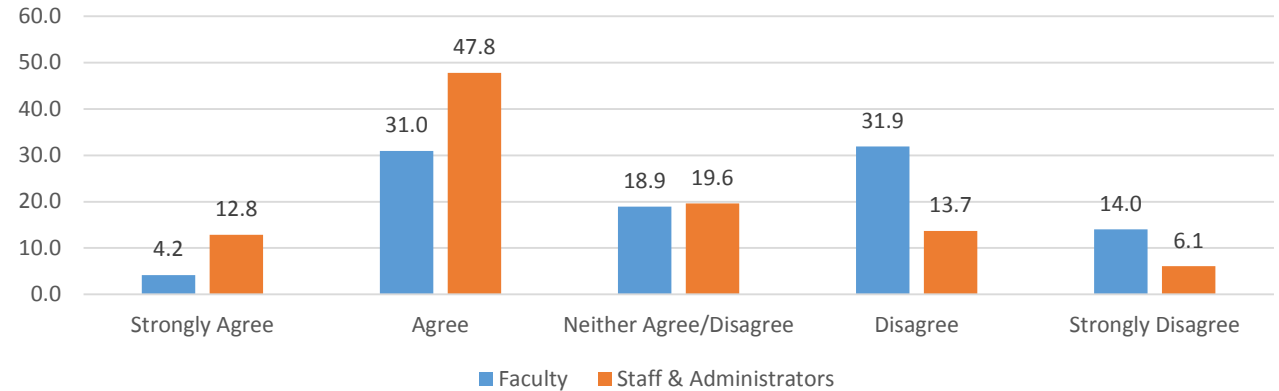
Physical Plant/Facilities Use

Facilities and Parking

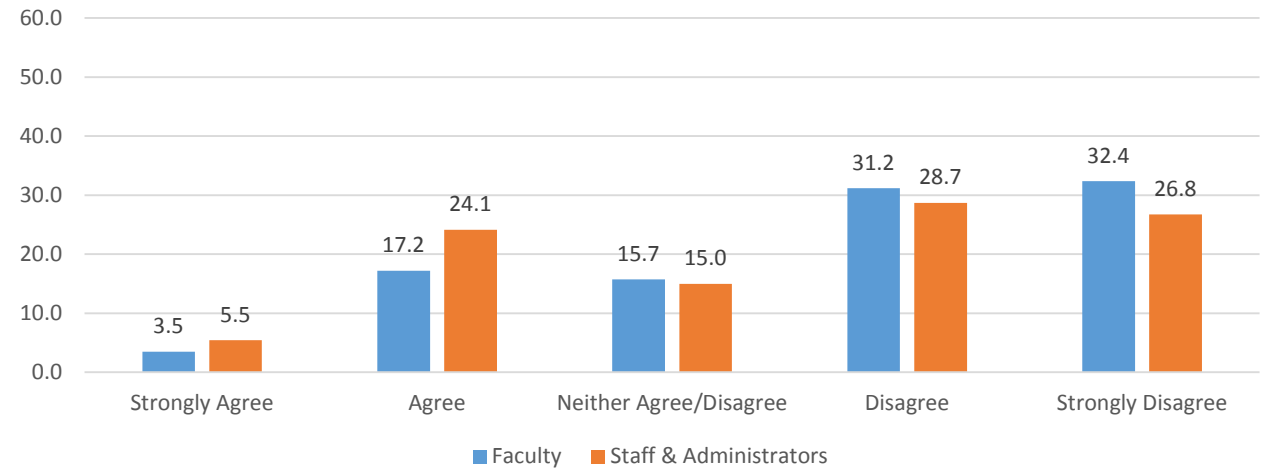
60.6% of the staff & administrators indicate that CSU, Chico facilities contribute to good working conditions, and 35.1% of faculty agree, with 45.9% disagreeing.

Majorities of both groups (55.5% of staff & administrators, and 63.6% of faculty) are not satisfied with campus parking.

CSU, Chico facilities contribute to good working conditions



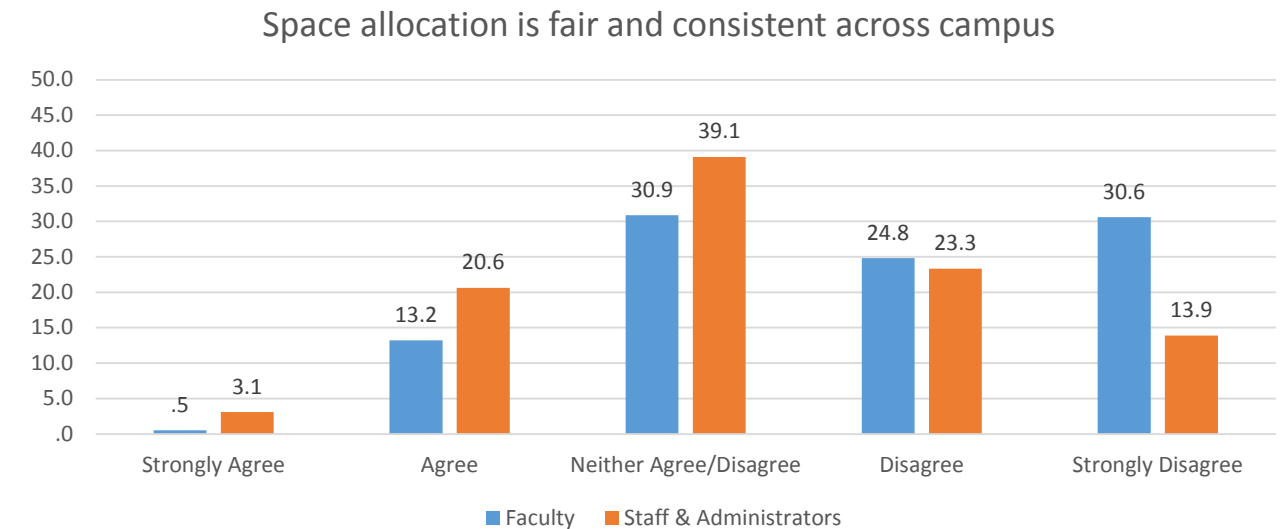
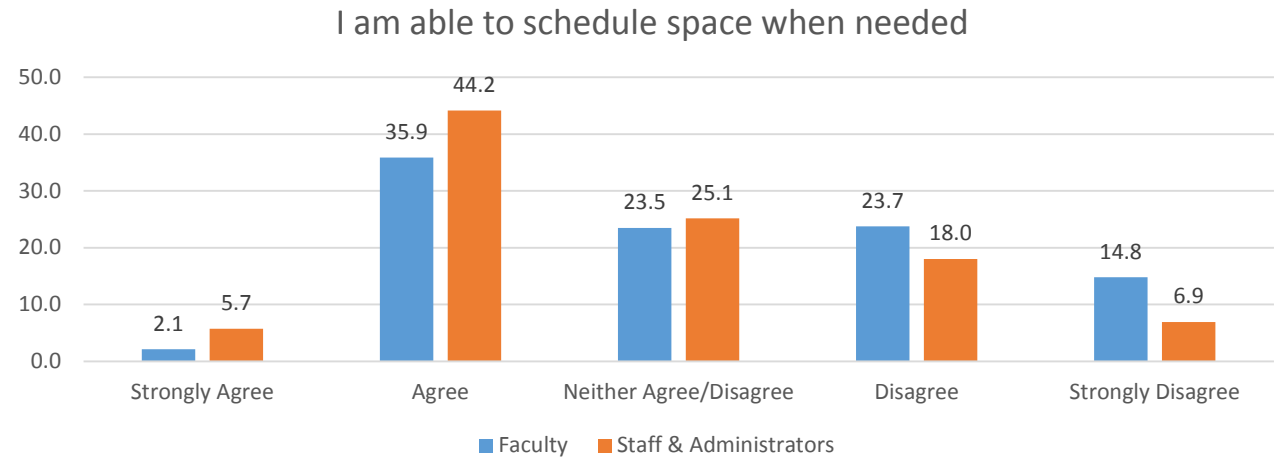
I am satisfied with the availability of campus parking



Space schedule and allocation

Staff & administrators report having an easier time scheduling space (49.9%) than faculty do (38.8%), while a quarter of the staff & administrators report difficulty scheduling space, and 38.5% of faculty have difficulty scheduling space.

Over one-third of the staff & administrators, and over half of faculty respondents, disagree or strongly disagree that space allocation is fair and consistent across campus.

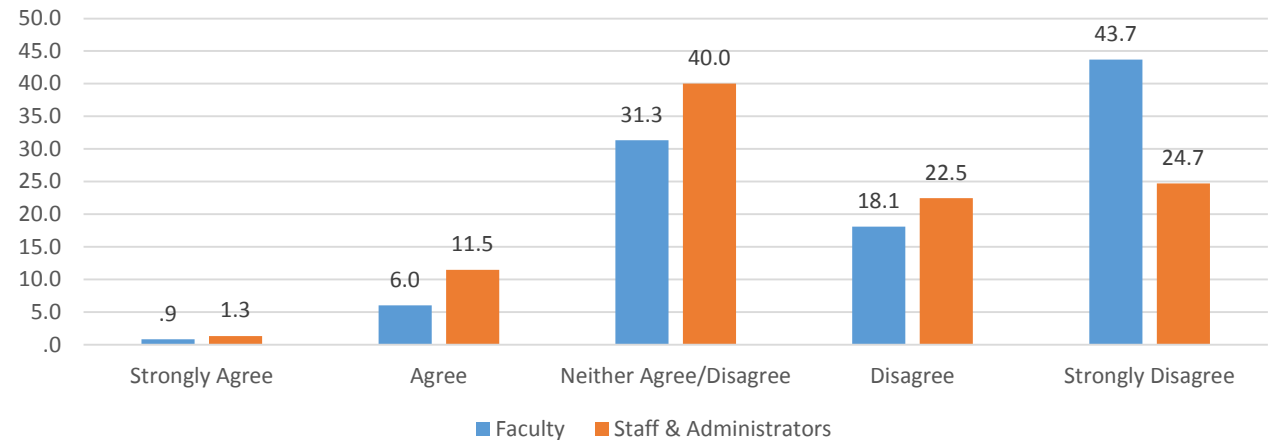


Facilities and Charges

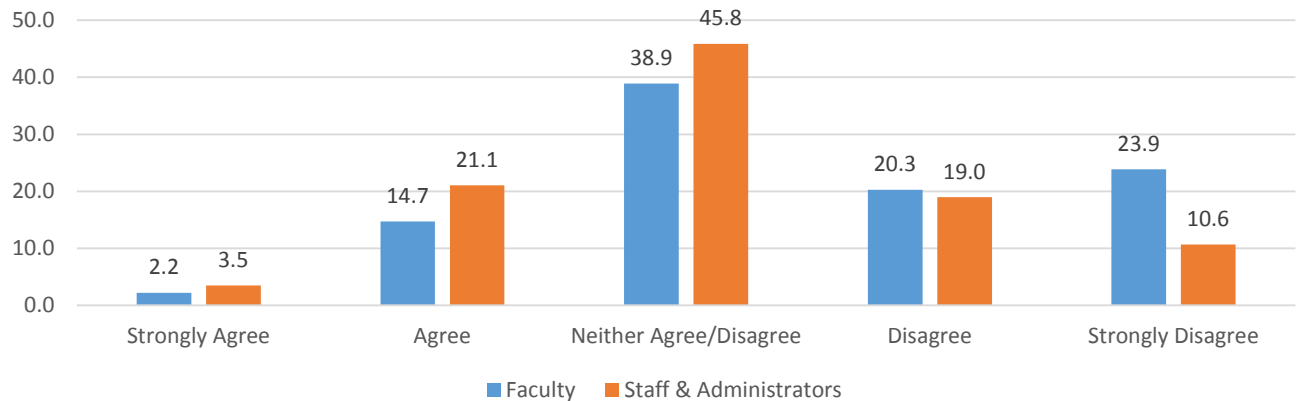
When asked about facility-use charges for non-academic activities, 47.2% of staff & administrators and 61.8% of faculty disagree or strongly disagree that those charges are equitable or consistent.

16.9% of faculty and 24.5% of staff & administrators report that academically-related activities are clearly defined for facilities reservations.

Campus facility-use charges for non-academic related activities are equitable/consistent

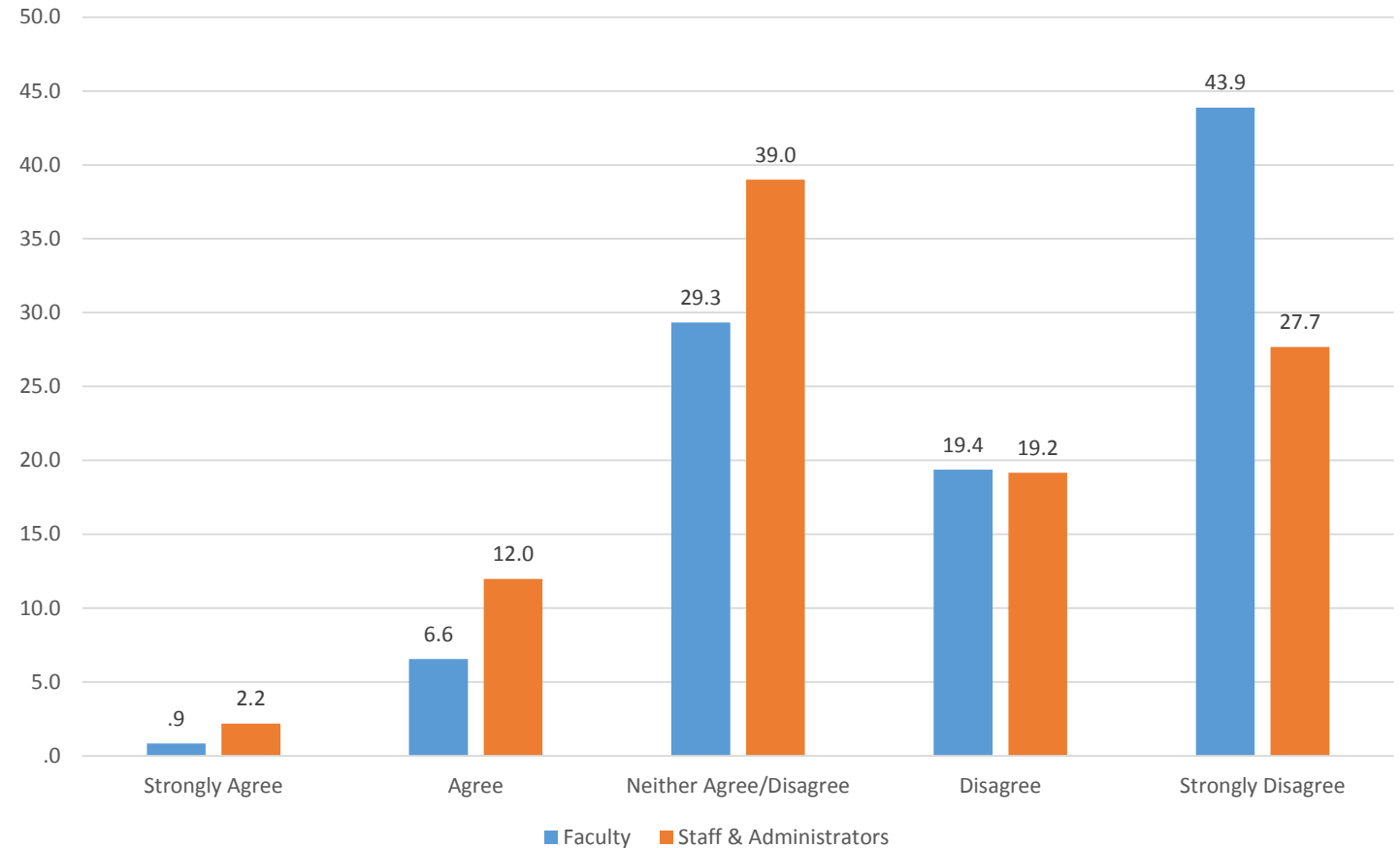


Academically-related activities are clearly defined for facilities reservations



The implementation of campus facility-use charges balances campus resource requirements with community needs.

Among faculty, 63.2% disagree or strongly disagree that the implementation of campus facility-use charges balance campus resource requirements with community needs, and 46.8% of staff & administrators disagree or strongly disagree. 14.2% of staff & administrators, and 7.4% of faculty agree or strongly agree with the implementation of facility-use charges.



Summary of Open-ended Responses in the Physical Plant/Facilities Use Section
("Please use the space below to detail any space allocation or facility use issues you face:") – Staff & Administrators (n = 145, 23.73%)

Representative Quotes

- "The facilities use policy is a joke. So many important and valued programs and student organizations have gone down the tubes with a completely unreasonable policy. It's one of the sadder things I've witnessed in the campus history. I guess it's one way to try to keep the campus pristine, don't let anyone use it. The policy is just plain embarrassing and is painful to see the devastation it has caused."
- Additional quote on following page.

Themes

- EO1000/Facilities fees
 - Unfair, inconsistently applied
 - Alienates students and Chico community
- Parking concerns
- Ad Astra issues

Summary of Open-ended Responses in the Physical Plant/Facilities Use Section
("Please use the space below to detail any space allocation or facility use issues you face:") – Staff & Administrators (n = 145, 23.73%)

Additional Quote:

"Here's our second biggest issue: [Administration] controls our spaces in ways that inhibit our abilities to meet our education mission and our commitment to the 'North State Initiative.' Last year in senate, one of the student officers reported that students no longer feel welcomed on the campus. That the buildings are closed to them on the weekends and evenings. They have to meet off campus. They don't have access to labs or computer labs. They are charged to use the spaces for their student groups. Their conferences and other activities are also charged. Their faculty can't even secure rooms for their educationally oriented activities. This student noted that when she first came to Chico State several years ago, the campus was a vibrant place on the weekends and evenings. Now, she says it's like a ghost town. It doesn't feel like a college campus; it feels like a corporate campus after work hours. And don't get me started about all of the town/regional activities that have left campus because of the so-called EO 1000 charges implemented. And just try reserving rooms for legitimate campus activities. We have to wait two weeks after the semester starts to secure rooms that are never used as classrooms. This means that we can plan events, but we don't know until week 3 or so of the semester whether we have the space. How in the world have we gotten to this state of affairs where we can't even use our own facilities for educational needs?"

Summary of Open-ended Responses in the Physical Plant/Facilities Use Section
("Please use the space below to detail any space allocation or facility use issues you face:") – Faculty (n = 129, 30.57%)

Themes

- EO1000
 - facilities use fees too high/shouldn't exist
 - Harming reputation and relationship with community
- Parking
- Room reservations

Representative Quote

"This is a disaster area for CSU, Chico. The lack of transparency, stability and leadership with respect to facility use is a travesty! This is clearly an area where the administration, are completely out-of-touch with the stated values and goals of CSU, Chico."

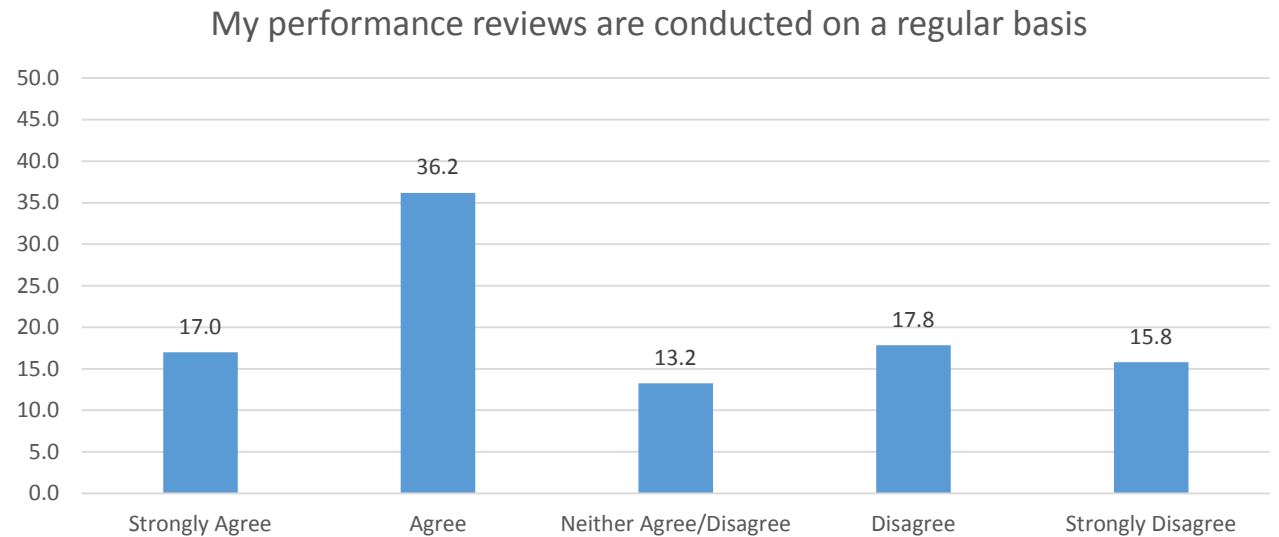
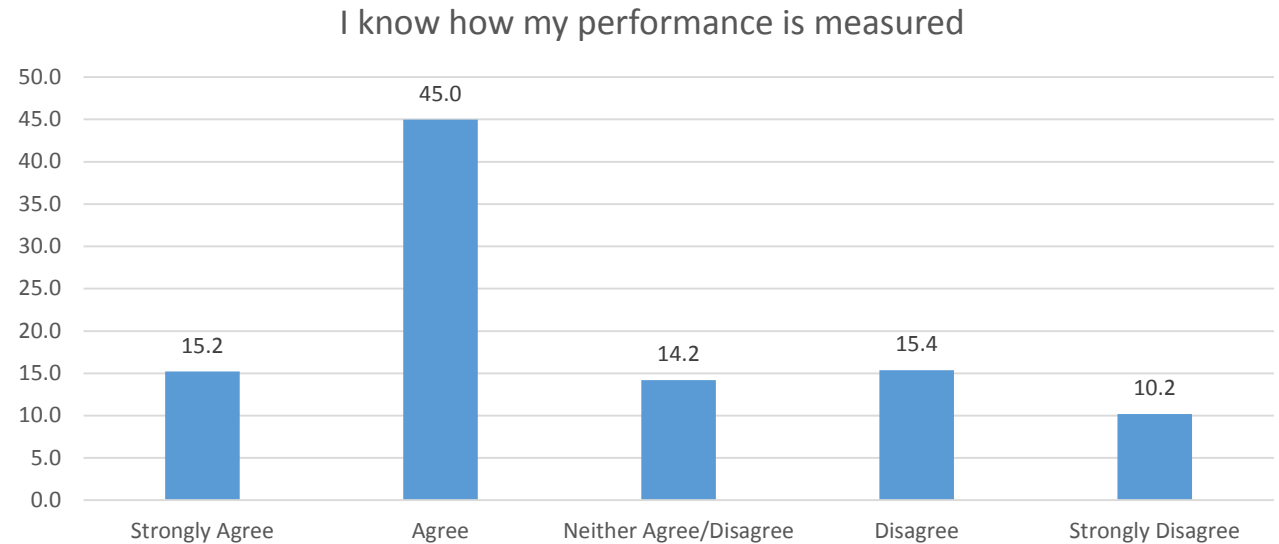
Section Ten

Personnel Evaluation

Staff: Measuring Performance

Over half of staff & administrators know how their performance is measured (60.2%), and agree or strongly agree that their performance reviews are conducted on a regular basis (53.1%).

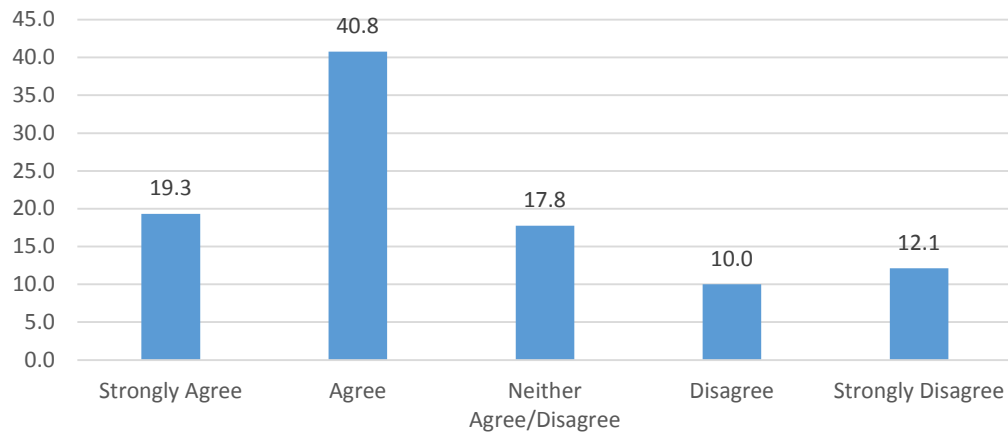
A quarter (25.6%) do not know how their performance is measured, and a third (33.6%) report that their performance reviews are not conducted on a regular basis.



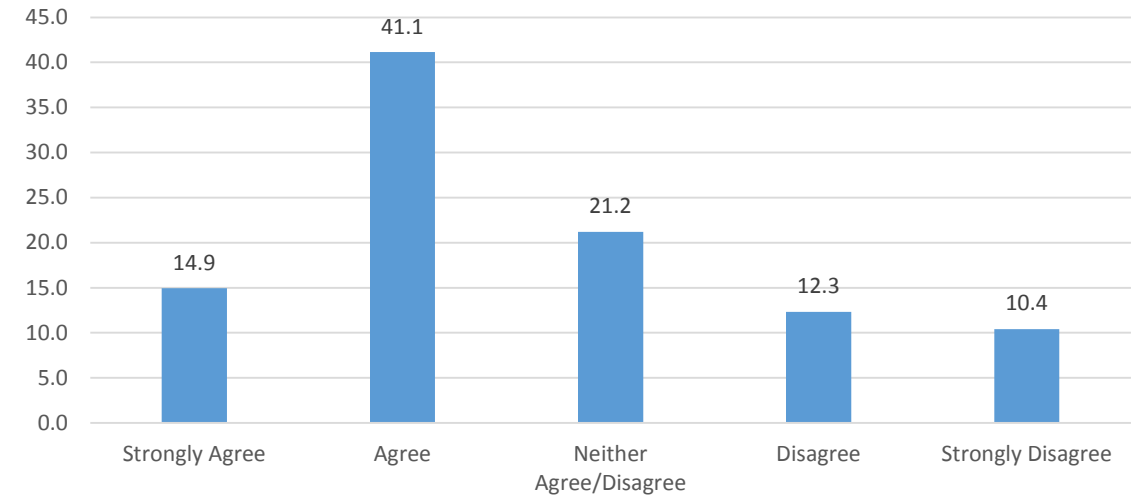
Staff: Performance Evaluations

Majorities of staff & administrators report that evaluations are conducted properly (60.1%), reviews are fair and equitable (56.1%), and that they provide meaningful feedback (52.5%). In each instance, between a quarter and a fifth of respondents indicate that these things do not occur.

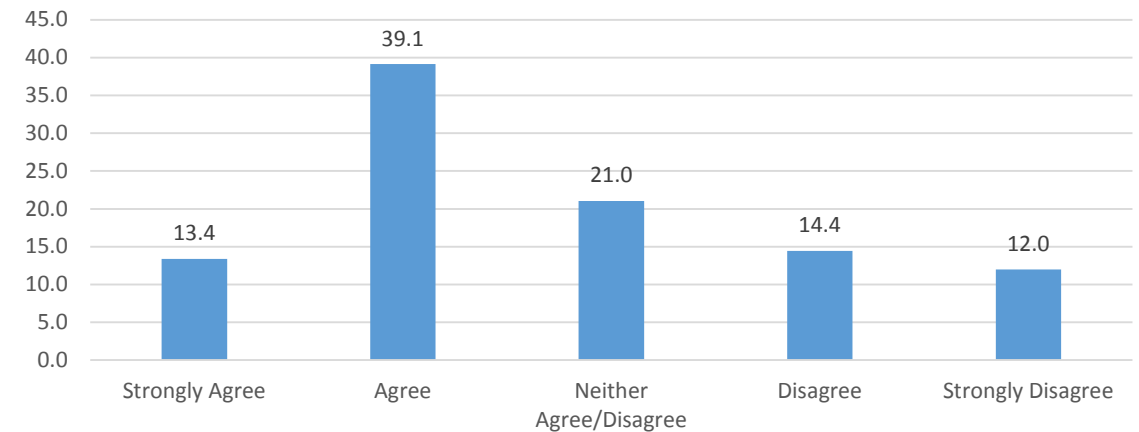
My supervisors conducts my personnel evaluation properly



Performance evaluations/reviews are fair and equitable



Performance evaluations/reviews provide meaningful feedback

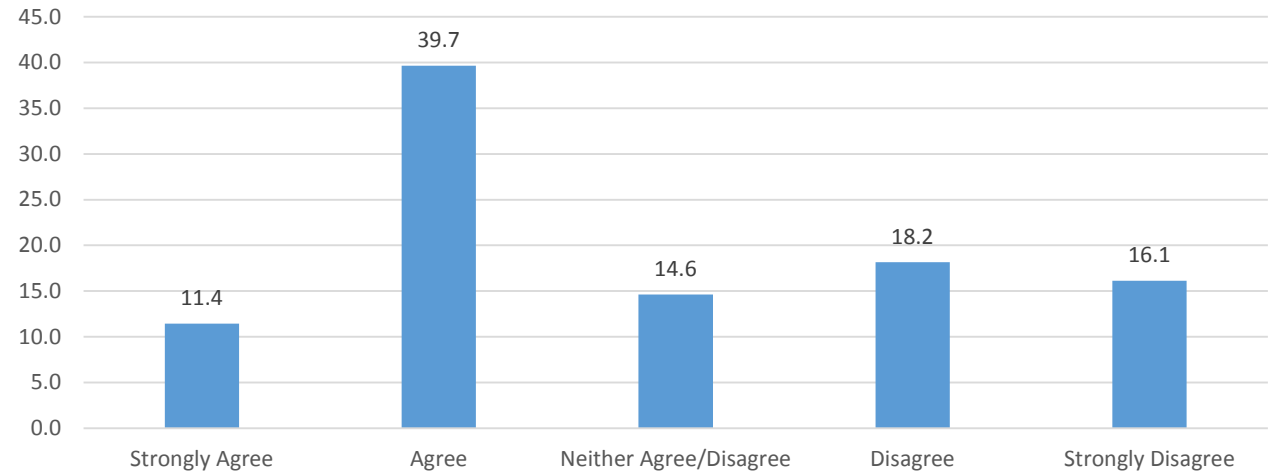


Staff: Classification and Goals

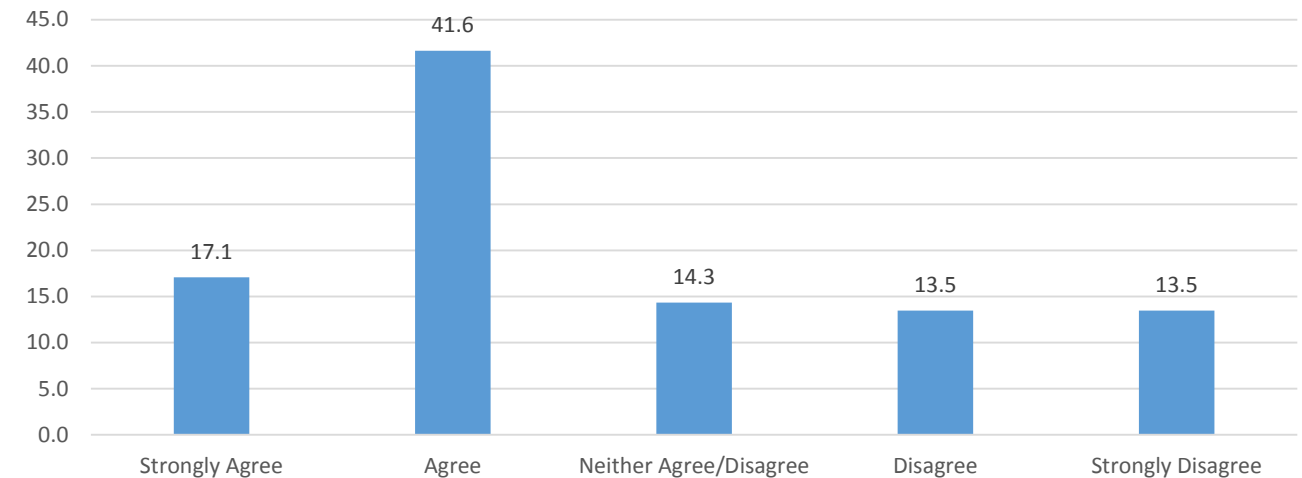
Half of the staff & administrators (51.5%) indicated that their position is properly classified, but 34.3% did not.

A majority of staff & administrators report that they work with their supervisor to establish goals, and more than a quarter (27.0%) do not.

My position is properly classified and reflects my duties accurately



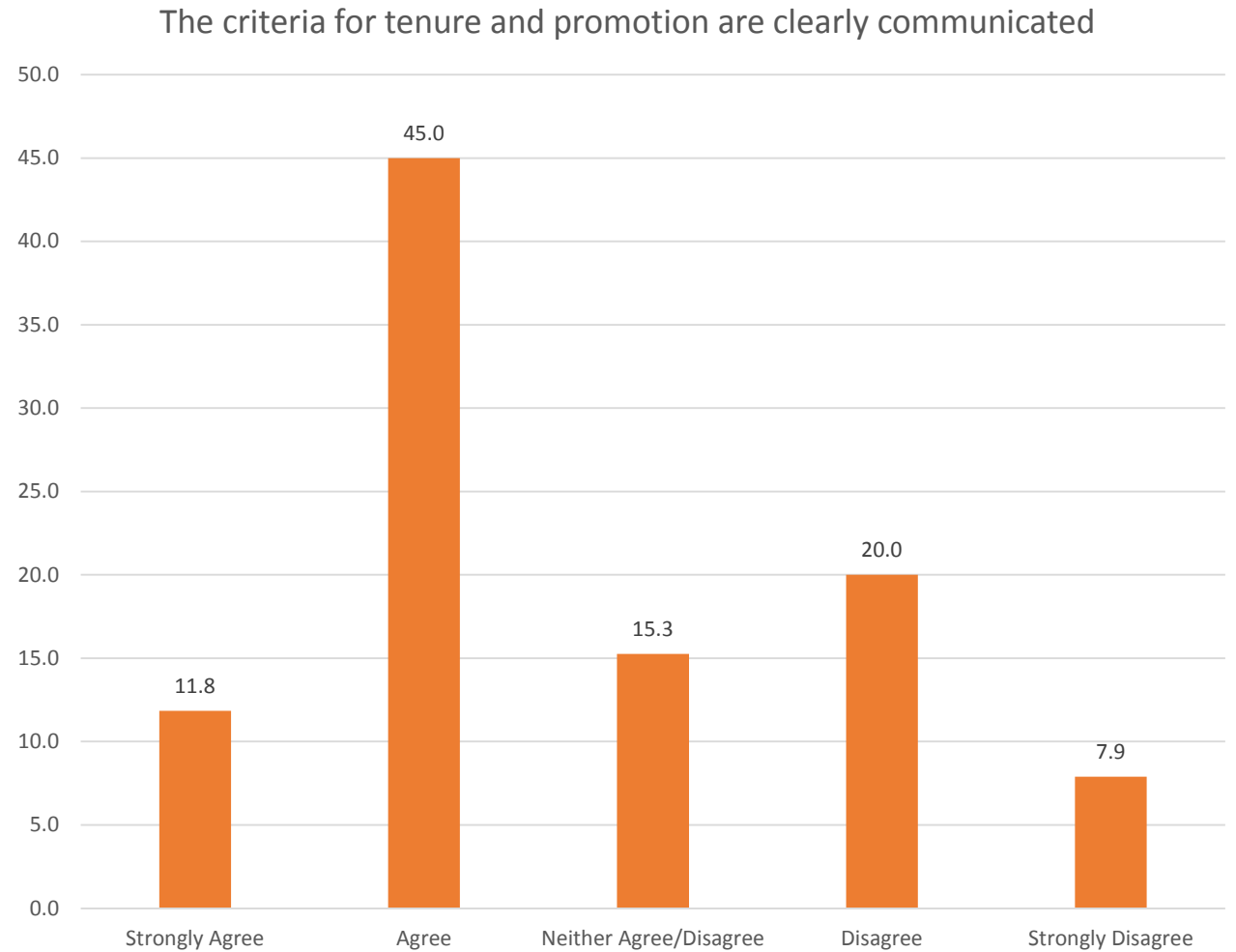
My supervisor and I work together to establish my goals



Faculty: RTP Standards

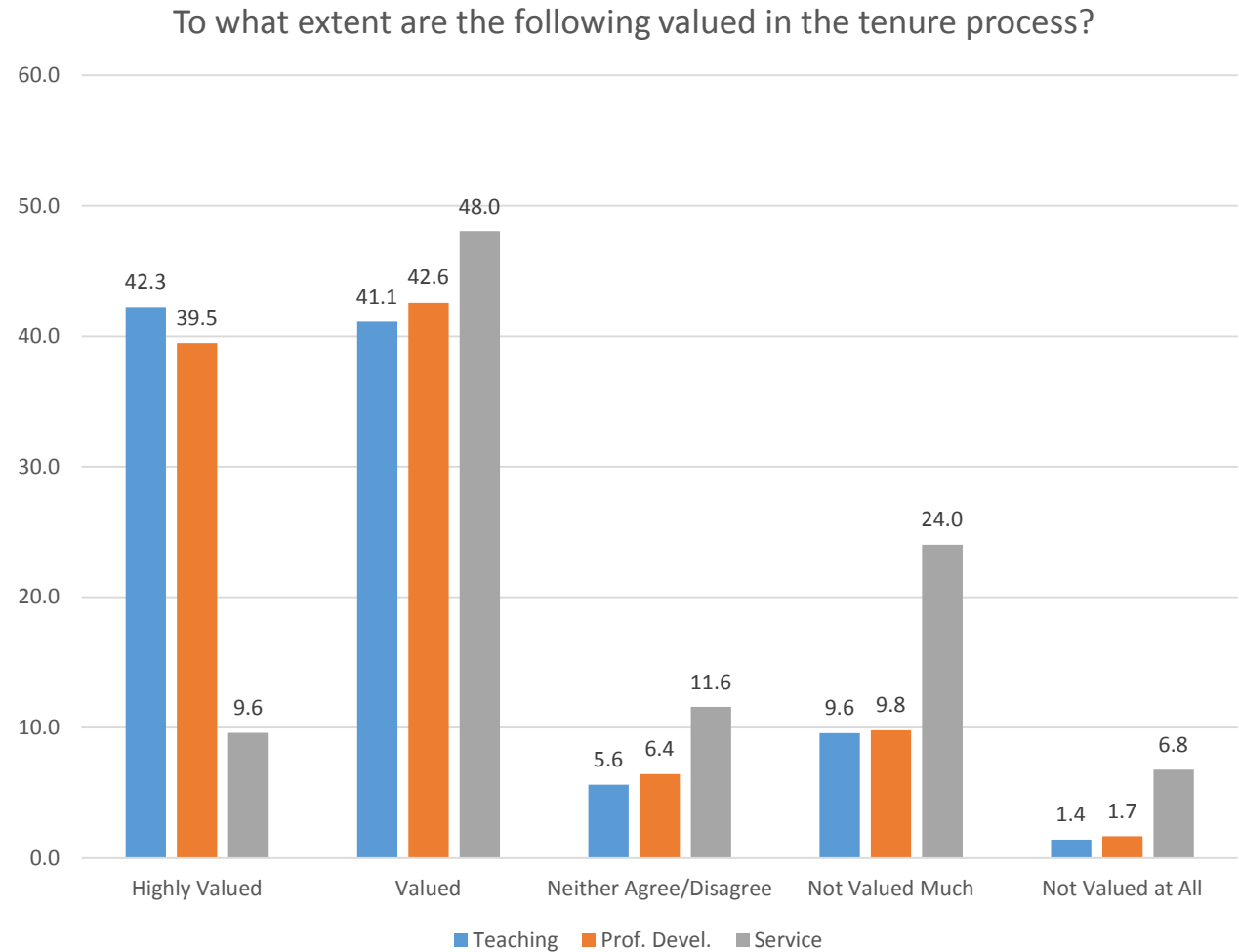
A majority of faculty report that the criteria for tenure and promotion are clearly communicated (56.8%).

Almost 28% disagree or strongly disagree that the criteria are clearly communicated.



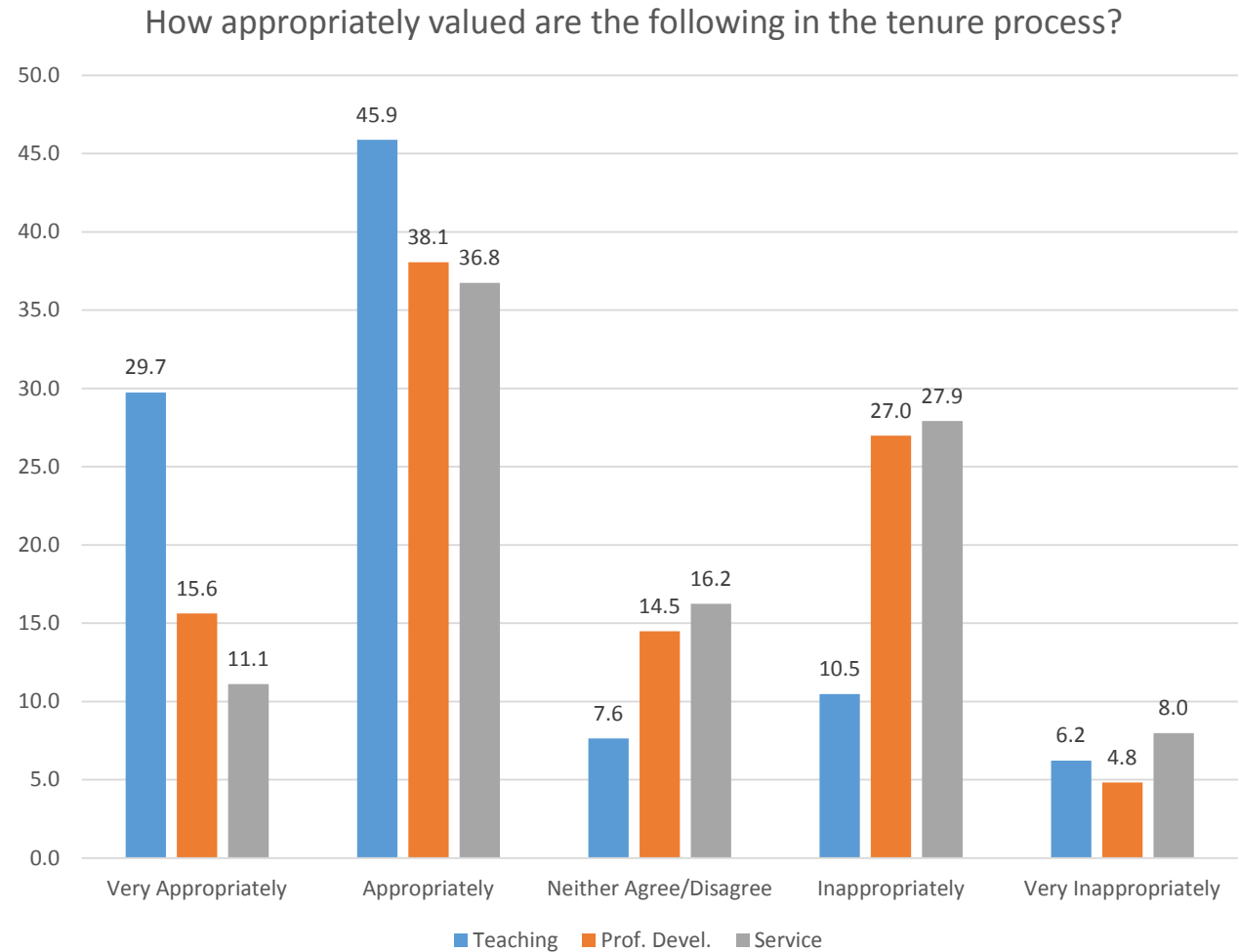
Tenure – Faculty Perceptions

When asked the extent to which certain activities are valued in the tenure process, 83.4% of faculty indicate that teaching is valued or highly valued, and 82.1% indicate that professional development is valued or highly valued, and 57.6% indicate that service is valued or highly valued.



Tenure – Faculty Perceptions

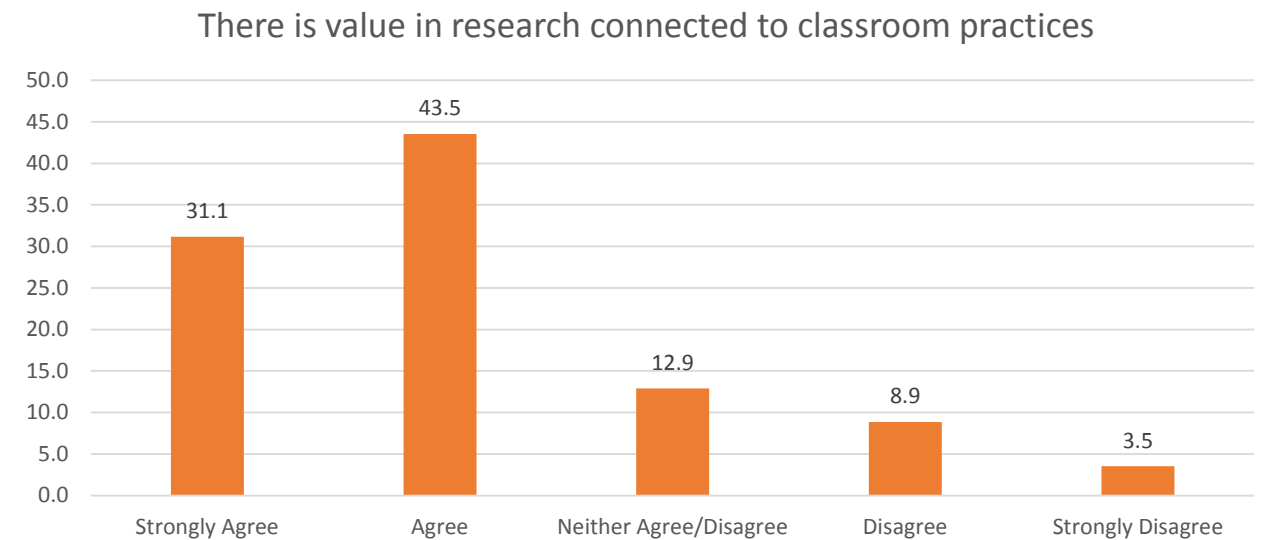
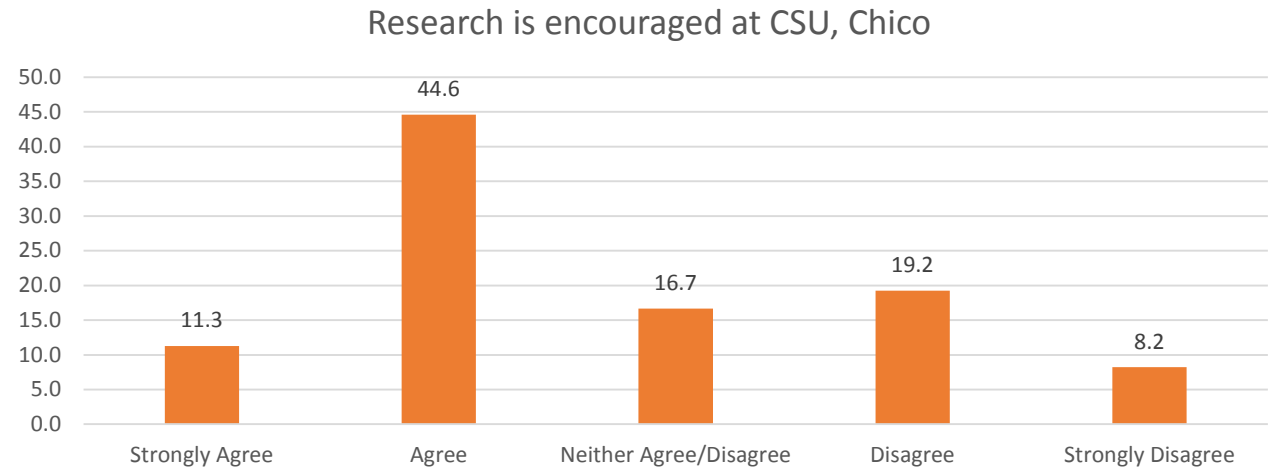
Turning to how appropriately various activities are valued in the tenure process, 75.6% of faculty report that teaching is appropriately or very appropriately valued, 53.7% report that professional development is appropriately or very appropriately valued, and less than half (47.9%) report that service is appropriately or very appropriately valued.



Faculty: Research Attitudes

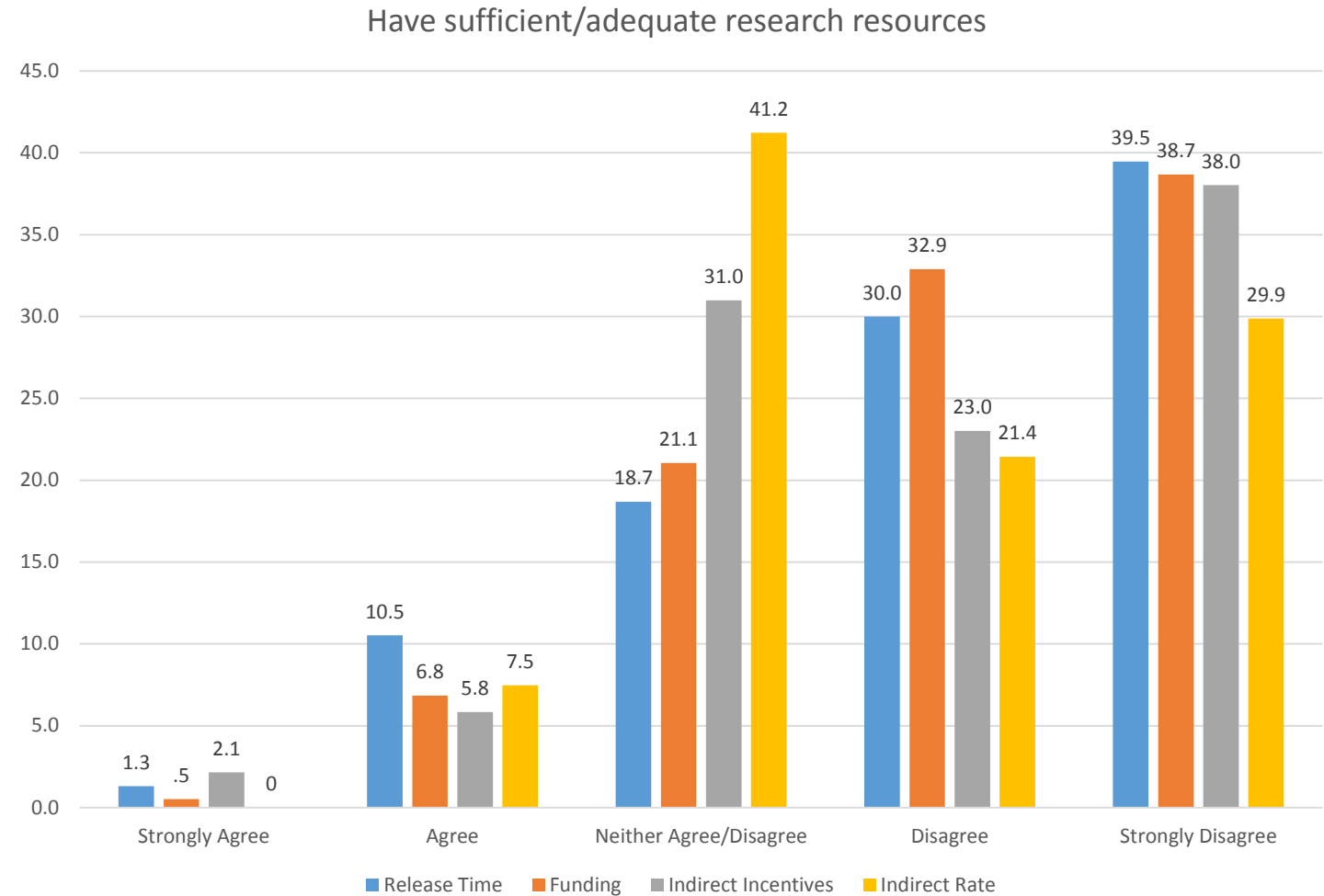
Among faculty, 55.9% indicate that research is encouraged at CSU, Chico, and 74.7% report that there is value in research connected to classroom practices.

More than a quarter (27.4%) do not think that research is encouraged at CSU, Chico.



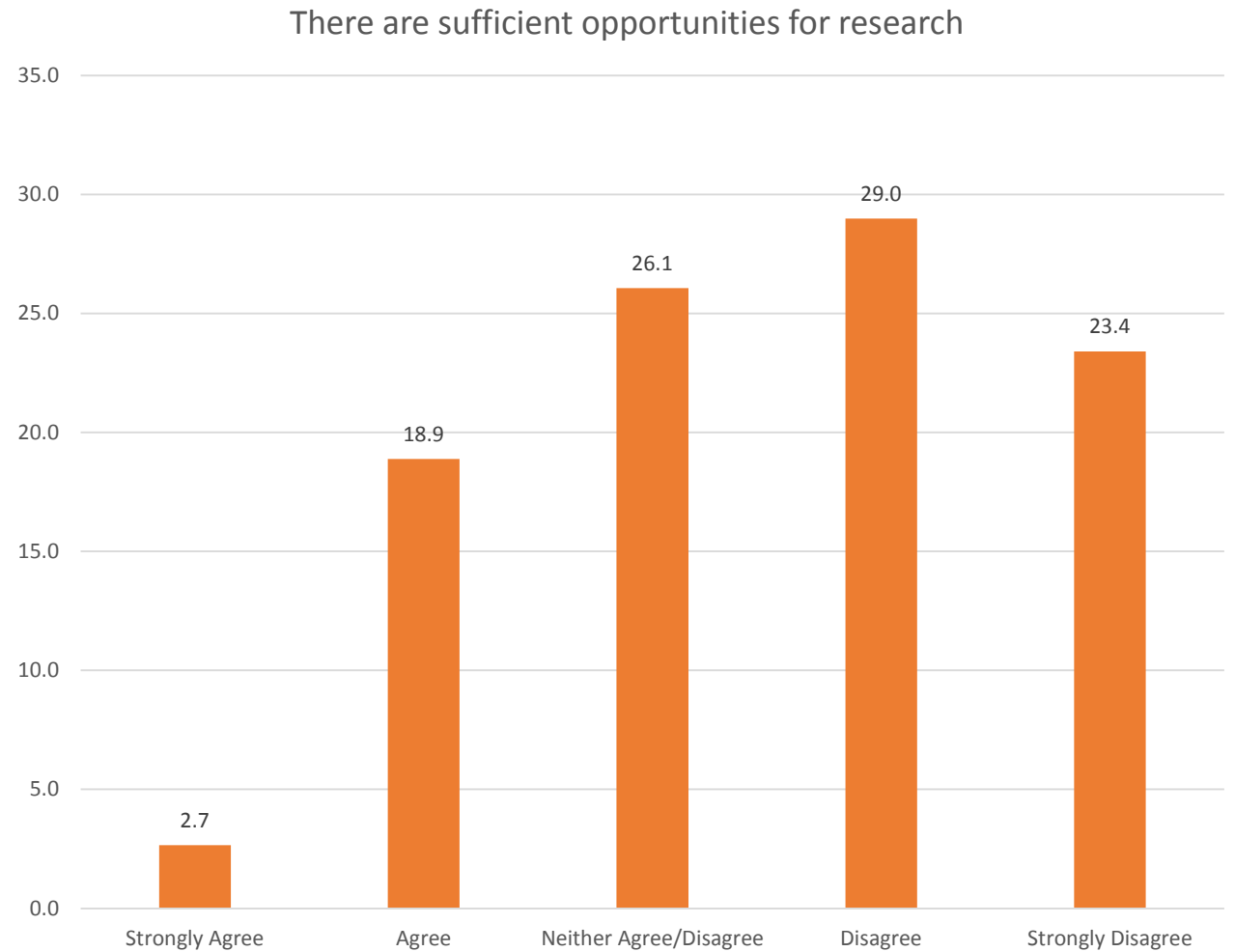
Faculty: Research Resources

Faculty do not agree that they have sufficient or adequate research resources. Large numbers of faculty report that they do not have: adequate release time (69.5%), sufficient funding (71.6%), adequate indirect incentives (61.0%), or a competitive non-federal indirect rate (51.3%).



Research Opportunity

A little over a fifth of faculty (21.5%) report that there are sufficient opportunities for research. Over half (52.4%) disagree or strongly disagree that there are sufficient opportunities for research.



Summary of Open-ended Responses in the Personnel Evaluation Section (“Do you have any other comments or thoughts? If so, please tell us:”) – Staff & Administrators (n = 162, 26.51%)

Representative Quote

“Performance evaluations are worthless. You are not rewarded/disciplined for the work indicated in the evaluation so they are pointless.”

Themes

- Many are not evaluated (or late)
- Evaluations are worthless, no incentive to improve
- Current supervisor good
- Current supervisor bad
- Supervisors don’t know how to evaluate

Summary of Open-ended Responses in the Personnel Evaluation Section (“Do you have any observations to share about CSU, Chico’s tenure process?”) – Faculty (n = 136, 32.23%)

Themes

- Too much emphasis on PD (without the time/resources to do it)
- Research not valued
- Lack of value for service
- Lack of clarity/fairness in RTP process
- RTP not rigorous enough

Representative Quote

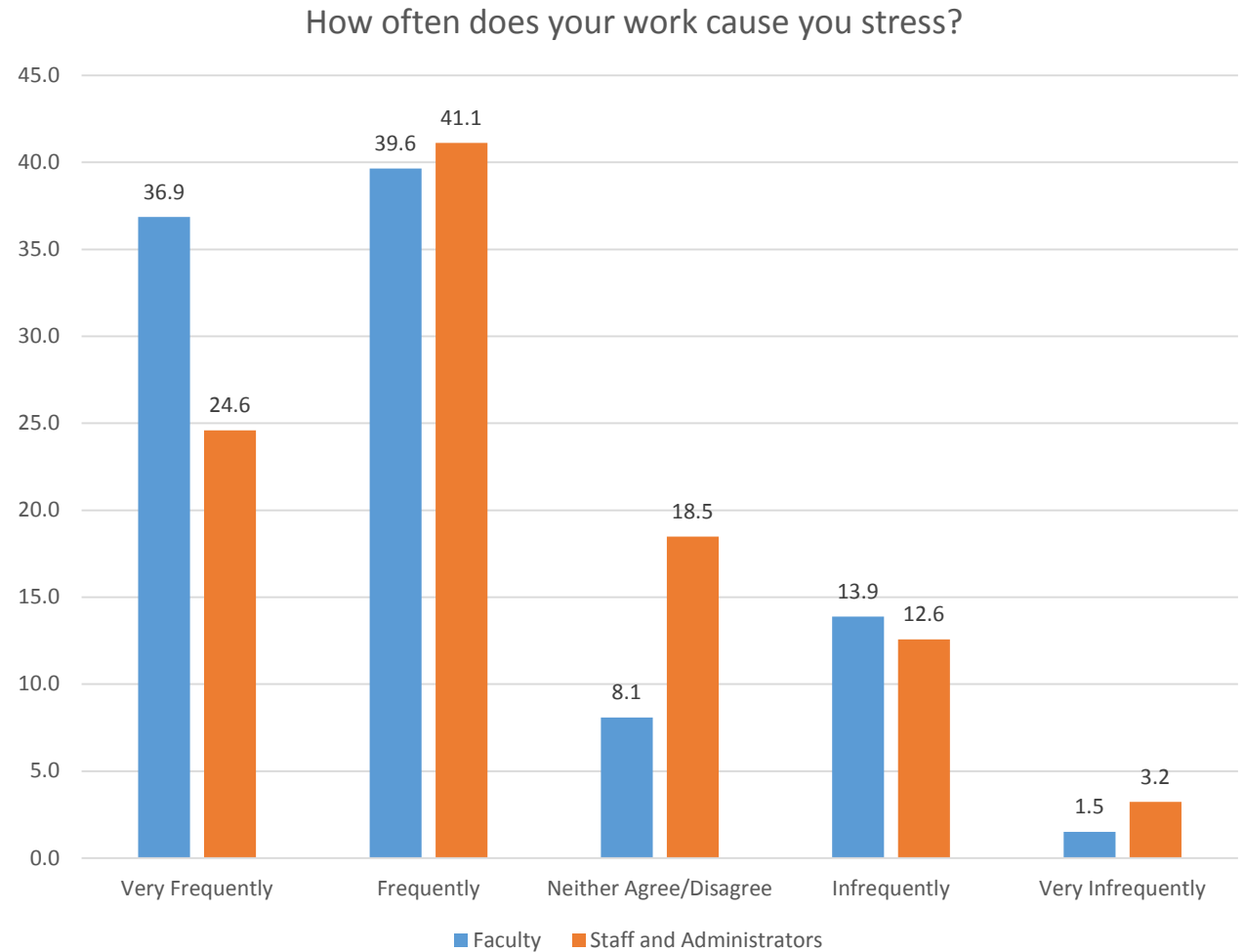
“The system is broken here at Chico, perhaps other universities as well. Are we a UC or a CSU? Do we excel at teaching or at research? The administration's answer is both. With the workloads we are forced to endure and the lack of logical and realistic support for research, how can we excel at either teaching or research let alone both?”

Section Eleven

Employee Stress

Stress

Over three-quarters of the faculty (76.5%) and over half of staff & administrators (65.7%) report that their work frequently or very frequently causes them stress. Just over 15% of both groups indicate that their work infrequently or very infrequently causes them stress.



Staff & Administrators – Sources of Stress

Major sources of stress for staff & administrators include the length of time for IRPs/Reclassification, salary, results of IRPs/Reclassification, increases in duties, and campus politics.

	Indicating source of stress or significant source of stress
Length of time it takes for reclassification and IRP	71.1%
Your salary	65.1%
Results of a reclassification or IRP	64.0%
Salary increase in connection with reclassification or IRP	63.7%
An increase in duties or working out of class.	63.2%
Unit/Departmental or campus politics	60.8%
Uncertain or undefined job expectations	41.1%
Bias/discrimination/unfairness	41.0%
Managing a group or major project (e.g., finances, personnel)	38.3%
Lack of community at work	36.7%
Lack of time for friends and family	35.0%
Committee and/or administrative responsibilities	32.2%
Unit/Departmental meetings and functions	28.1%
Downgrading or removing duties from your position description	27.2%
Benefits	14.2%

Faculty – Sources of Stress

Major sources of stress for faculty include departmental or campus politics, teaching responsibilities, salary, committee and/or administrative responsibilities, scholarly productivity, lack of time for family and friends, and the RTP process.

	Indicating source of stress or significant source of stress
Departmental or campus politics	72.0%
Teaching responsibilities	70.3%
Your salary	66.2%
Committee and/or administrative responsibilities	64.6%
Scholarly productivity	62.0%
Lack of time for friends and family	59.4%
Review/promotion process	53.3%
Managing a group or major project (e.g., finances, personnel)	49.8%
Securing funding for research	46.1%
Departmental meetings and functions	45.1%
Bias/discrimination/unfairness	43.3%
Lack of community at work	40.2%
Advising responsibilities	39.2%
Uncertain or undefined job expectations	35.9%
Benefits	16.8%

Summary of Open-ended Responses in the Sources of Stress Section (“Are there other sources of stress that we did not list above? If yes, please describe below:”) – Staff & Administrators (n = 138, 22.59%)

Representative Quote

“[The current campus climate] is beyond frustrating. It is gross and feels like a dictatorship rather than a democracy. And what is also bad is they (certain HR managers and higher level officials) all point the finger at each other and throw each other under the bus. I feel like I'm on a playground, and people at higher levels are playing games that are only hurting the vitality of this campus. We are treated like pawns in a power struggle rather than real people who are trying to work hard and support ourselves or a family.”

Themes

- Negative workplace, fear
- Poor senior administration
- High workload/low salary
- Staff mistreatment, bullying & retaliation
- Dysfunctional environment

Summary of Open-ended Responses in the Sources of Stress Section (“Are there other sources of stress that we did not list above? If yes, please describe below:”) – Faculty (n = 100, 23.70%)

Themes

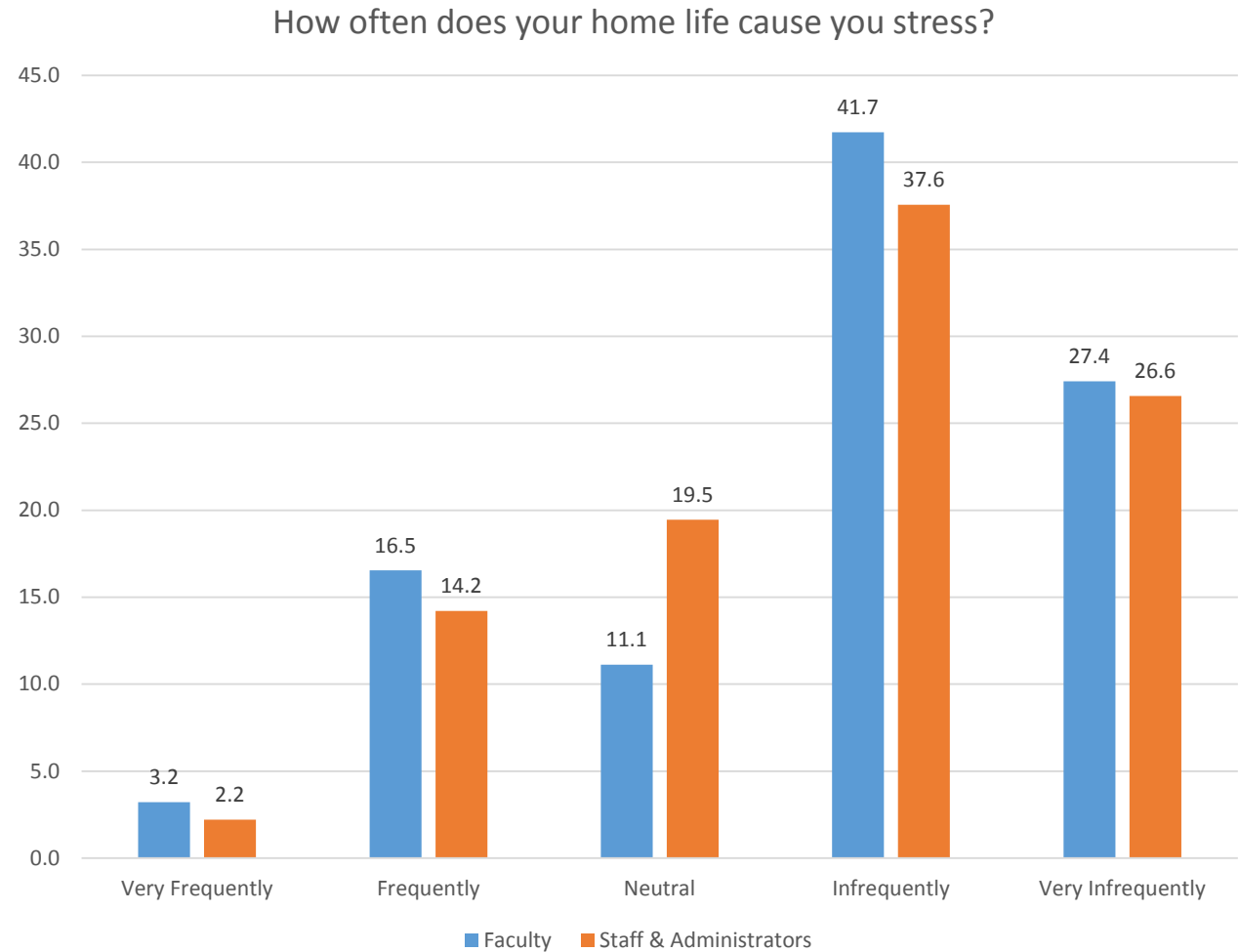
- No time
- Work-life balance
- Lecturer job uncertainty
- Poor senior leadership
- Hostile climate

Representative Quote

“This university has produced a stressful and hostile workplace. The toxic nature of the administration coupled with the extremely high workloads and expectations without support, respect, affirmation or value creates a place where faculty do not want to come to work. Again our passion for teach drives us and is used against us - we are here to teach so the administration sees and seeks opportunities to enhance the administrations salaries, benefits, rewards, etc. and at the same time push responsibilities, reports, tasks, etc. down to the faculty and academic staff. In the years I have been here at Chico, I have witness a tremendous expansion of the bureaucracy as well as increased rewards for the administration while academics are over-worked and blamed public by the administration for any problems. At the unit-level I do not experience this issues. I enjoy teaching and working with the unit's faculty and staff. Over the years the hostility and disrespect from the administration above the unit has become intolerable, leading me to consider looking for another university or just quitting Chico. The [administrator]-level disrespect and hostility has taken a major toll on health and happiness. I do not like coming to campus any more, I take grading home to avoid spending time in proximity to the [administrator and their] office, and this toxic environment he has created has impacted my health and significantly negatively impacted my life happiness leading me to stop and consider is this job worth it. The higher administration has not been much better perhaps since I do not have to have as much direct contact with them. I have come to start to regret coming to this university. My passion for teaching is being obliterated by the hostile and toxic work environment.”

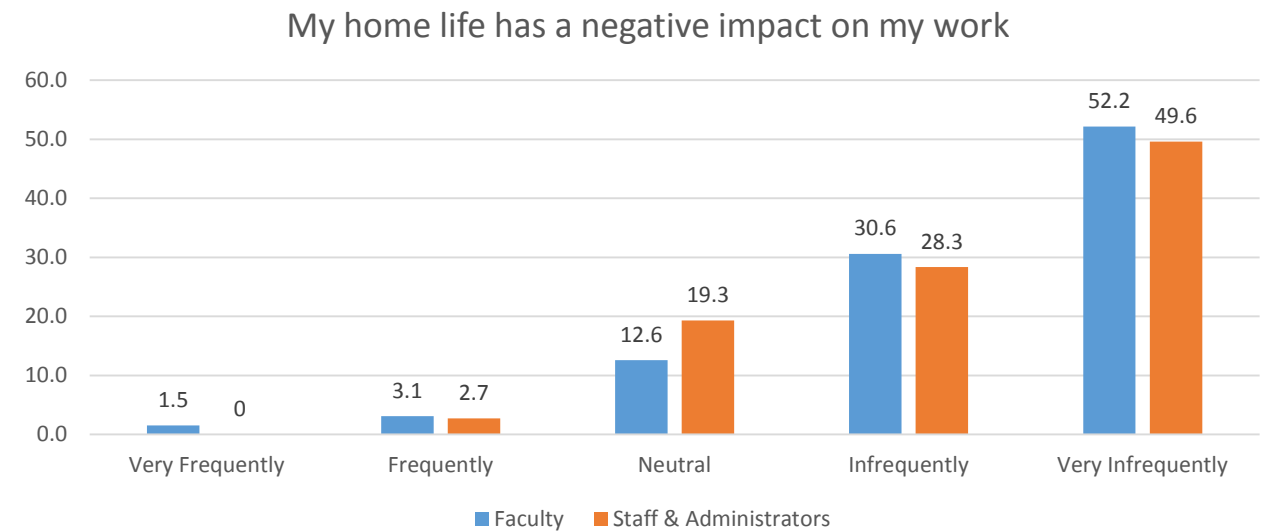
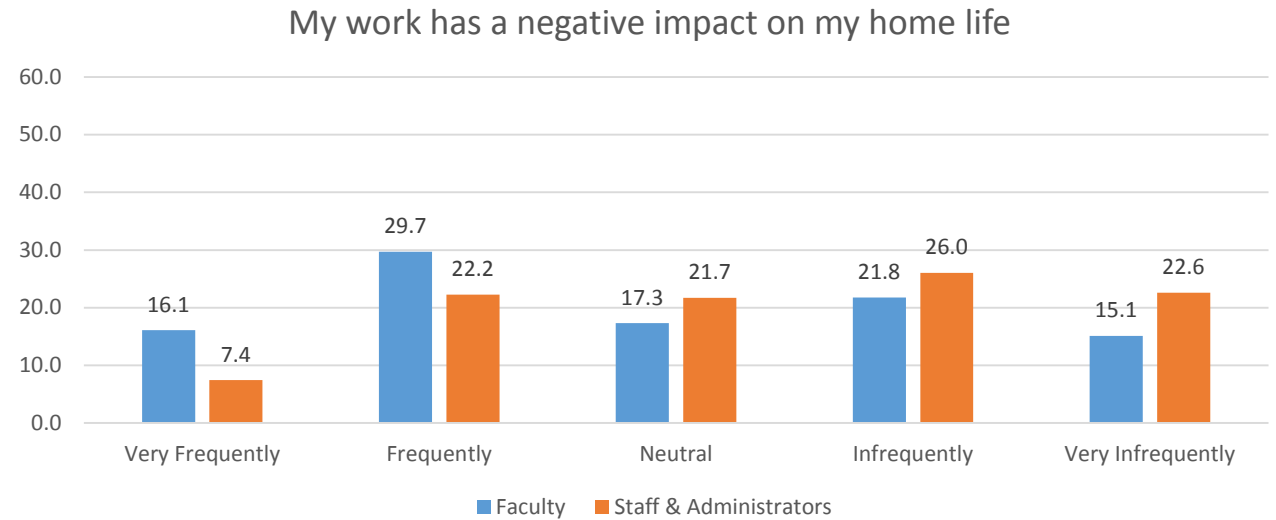
Stress at Home

Most employees report that their home life is not a significant source of stress. Majorities in both groups (69.1% for faculty, 64.1% for staff & administrators) say that their home life either infrequently or very infrequently causes them stress.



Impact of Work and Home Life

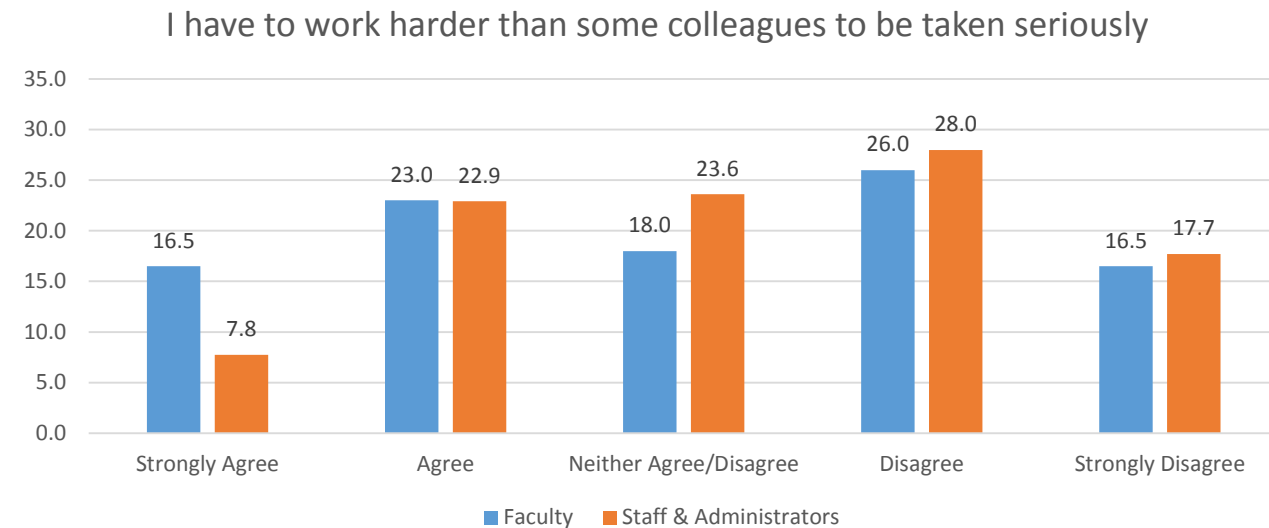
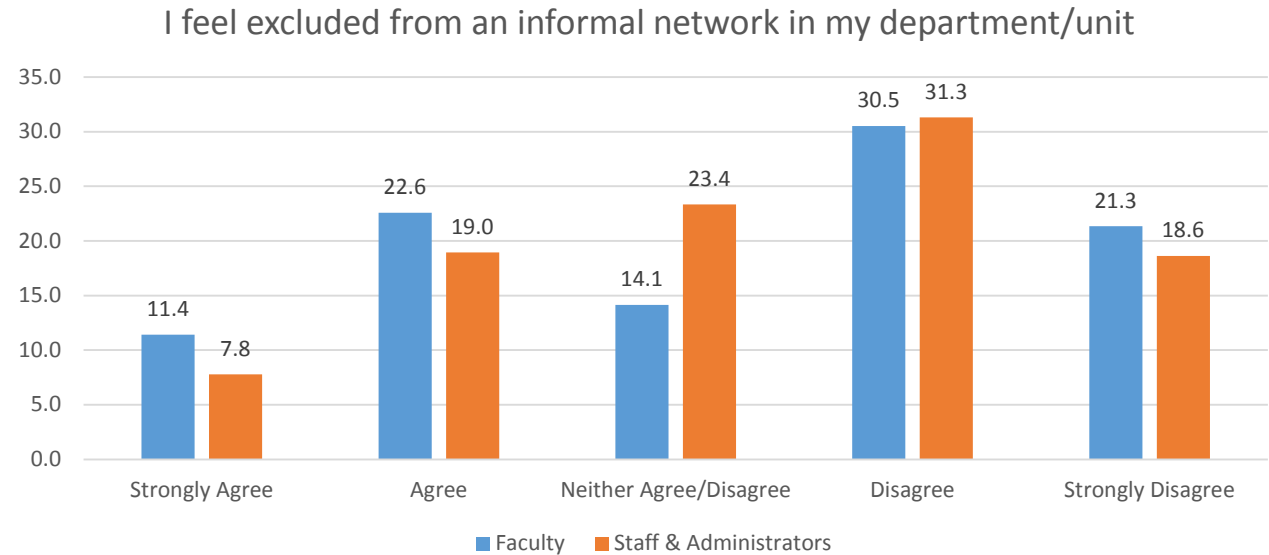
Respondents report that work negatively impacts home life for faculty (45.8%) and staff & administrators (29.7%) either frequently or very frequently. Home life negatively impacts work at a much lower percentage for both faculty (4.6%) and staff & administrators (2.7%).



Inclusion and Respect

Approximately half of the respondents in both groups (51.9% of faculty, 49.9% of staff & administrators) do not report that they are excluded from an informal network in their department/unit. A third of faculty, and a quarter of staff & administrators do feel excluded.

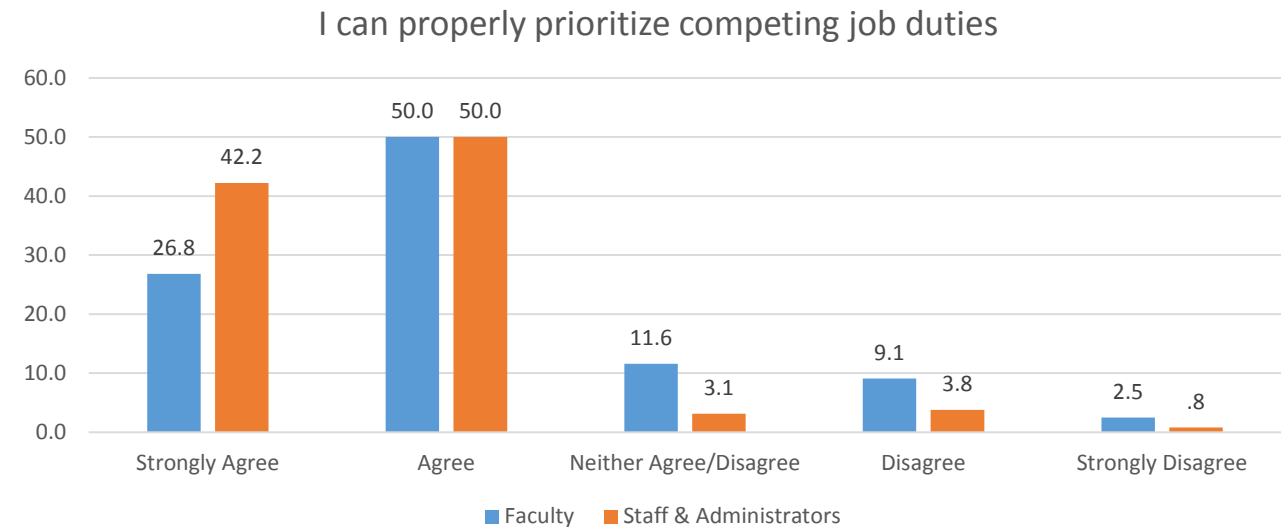
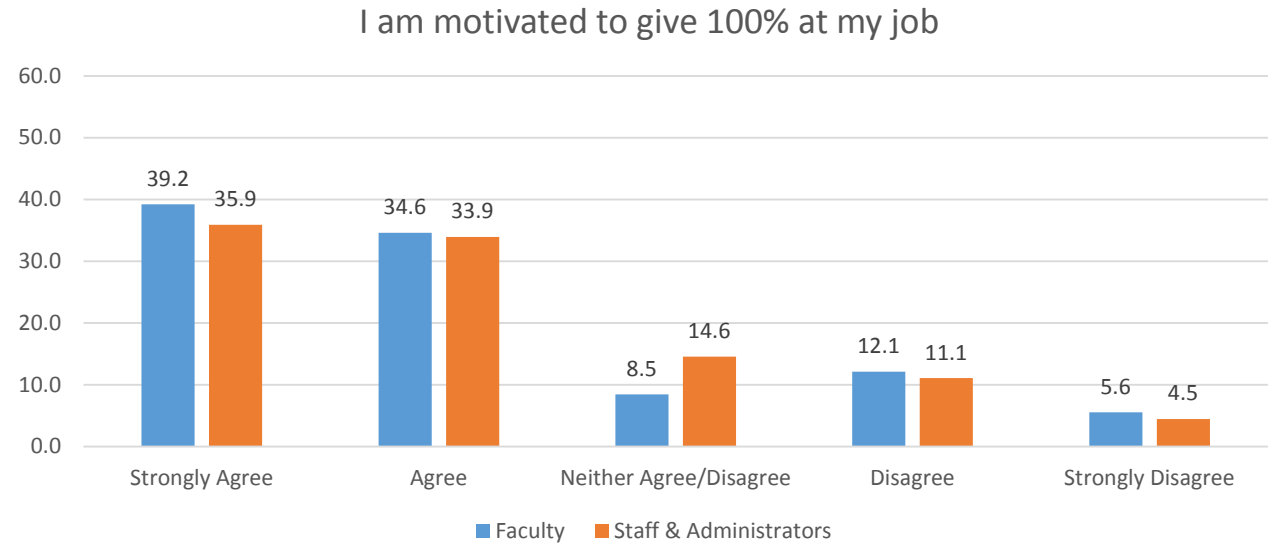
39.5% of faculty and 30.7% of staff & administrators report that they have to work harder than some colleagues to be taken seriously.



Ready to Work

Majorities of both groups (73.8% of faculty, 69.9% of staff & administrators) are motivated to give 100% at their job.

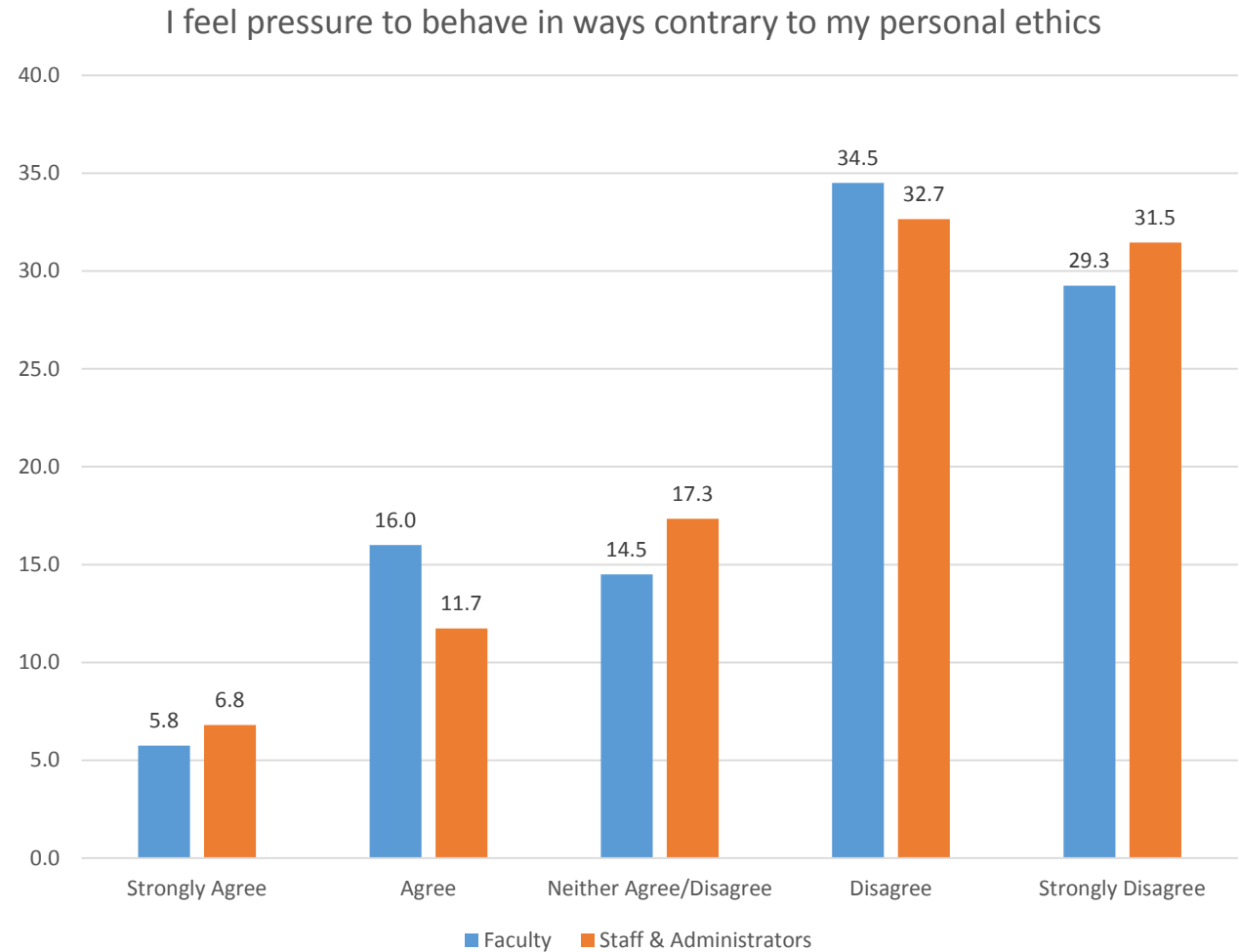
In addition to being motivated, large numbers of faculty (76.8%), and even more staff & administrators (92.2%) report that they are able to properly prioritize competing job duties.



Ethics

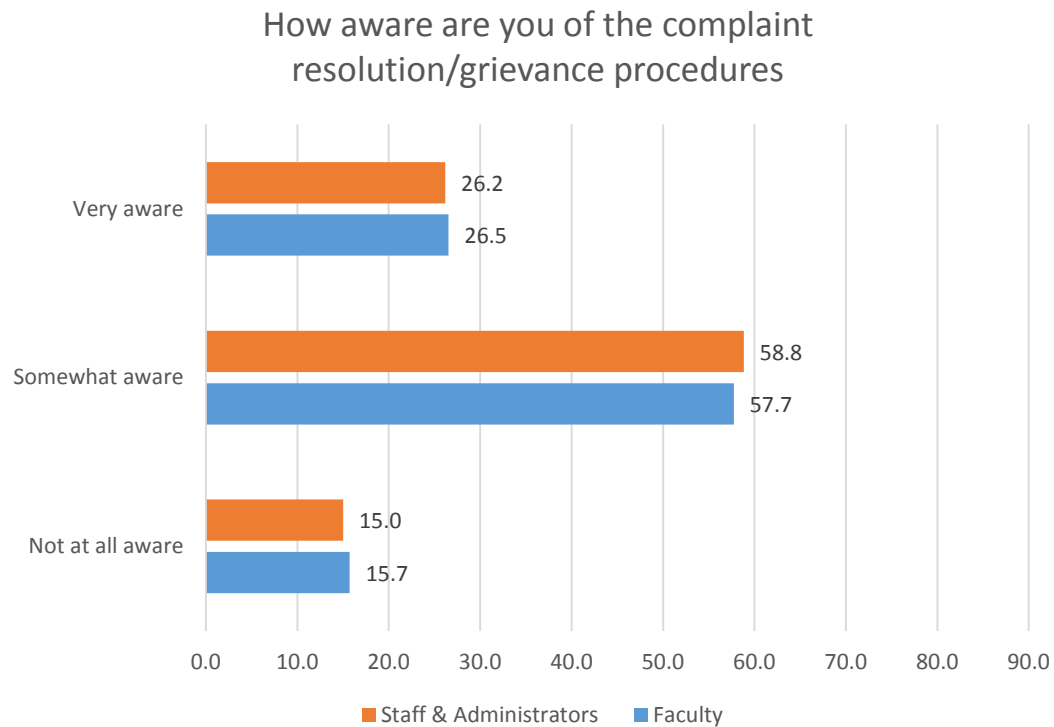
Well over half of the respondents in both groups do not feel pressured to behave contrary to their personal ethics. The percentage is almost the same for staff & administrators (64.1%) and for faculty (63.8%).

Almost a fifth of staff & administrators (18.5%) and more than a fifth of faculty (21.8%) do feel pressure to behave contrary to their personal ethics.

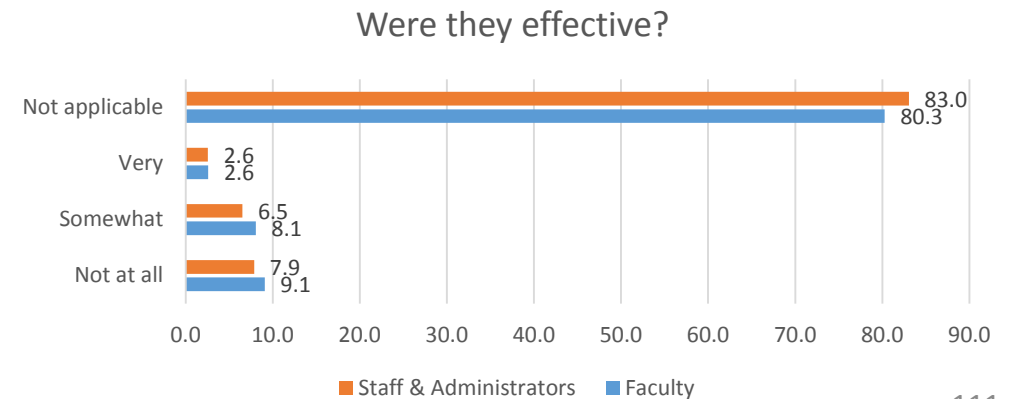
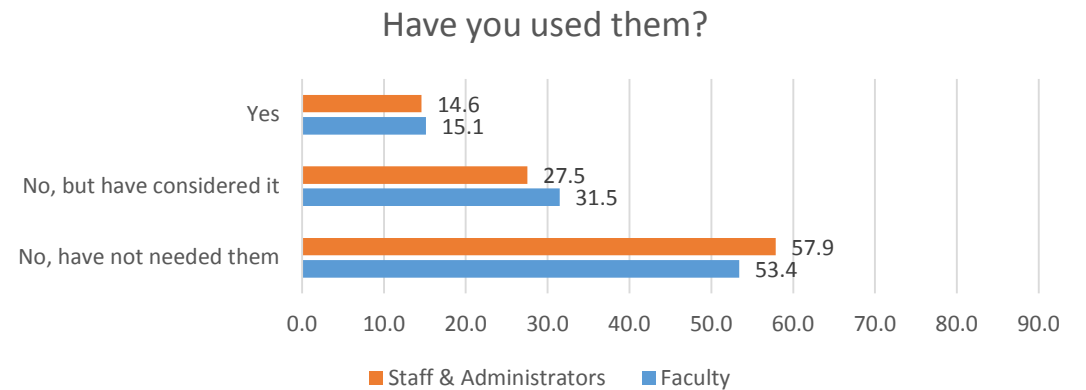


Resolution

Most faculty (84.3%) and staff & administrators (85.0%) are very aware or somewhat aware of the complaint resolution and grievance procedures on campus.



Smaller percentages have used the services.



Ombudsman Process

The survey asked: **Currently, there is a pilot staff-only alternative dispute resolution office. Should CSUC implement a confidential and effective ombudsman program?**

Majorities of staff & administrators (78.0%) and faculty (80.6%) agreed that an ombudsman program should be created.

	Faculty	Staff & Administrators
Yes	80.6%	78.0%
No	19.4%	22.0%

Summary of Open-ended Responses in the Dispute Resolution Section (“Do you have any other comments or thoughts? If so, please tell us:”) – Staff & Administrators (n = 113, 18.49%)

Representative Quote

“Working with students rarely causes me stress. Most stress and feelings of burnout come from the lack of support in terms of funding, staffing, and recognition of the value of the work we do. Students want us to do more, and I believe that we could contribute much more than we already do if we had the resources. I believe in and support our program, but the demands of the position are not sustainable in their current structure.”

Themes

- Ombuds could be good (depends on structure)
- Fear of retaliation
- Potential conflict of interest
- Unwritten rule to never complain
- Lack of trust

Summary of Open-ended Responses in the Dispute Resolution Section (“Do you have any other comments or thoughts? If so, please tell us:”) – Faculty (n = 92, 21.80%)

Themes

- Ineffective grievance resolution
- No consequences for bad behavior
- Senior administration is the problem
- Poor morale
- Fear of retaliation
- Mixed ombuds response

Representative Quotes

- “The university needs to do a lot more to somehow reduce the negative effects that a few people have on others in their division.”
- “When an employee feels disrespected, not valued, not having any input on their job or control, it leads to low morale. Currently at Chico these are just a few of the elements leading to a hostile and toxic work environment. This hostile environment leads to considerable stress. The high workloads and continued adding of tasks and responsibilities adds extensively to stress. The stress of the toxic environment and the clear disrespect from [college administration] and upper administration have lead me to consider leaving Chico.”

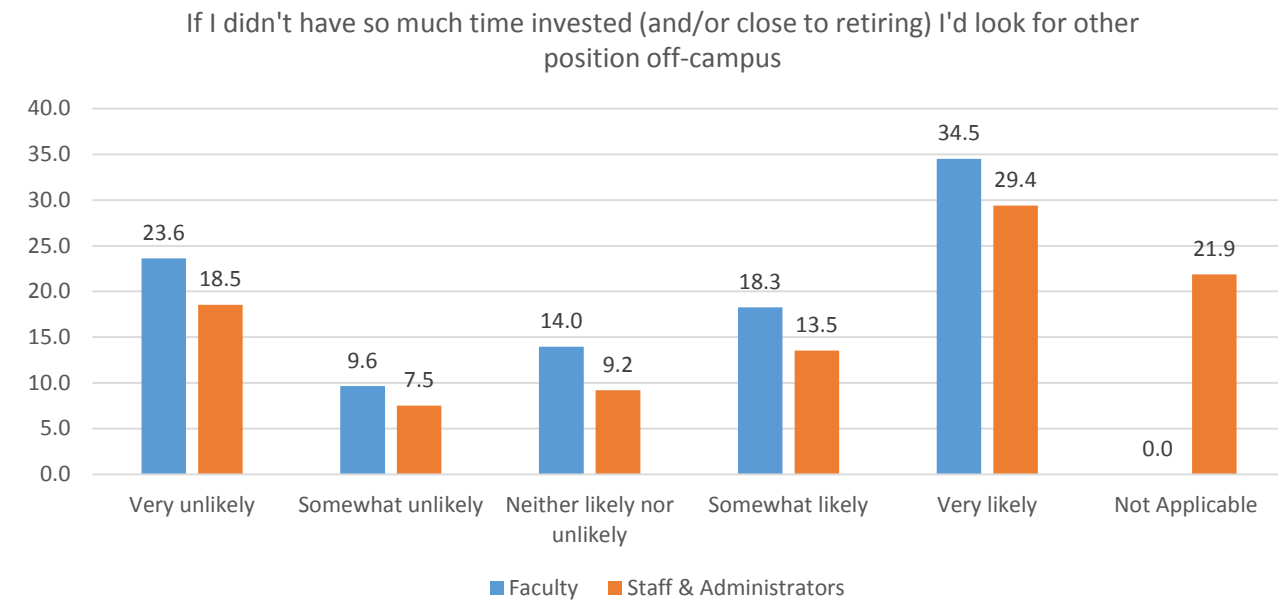
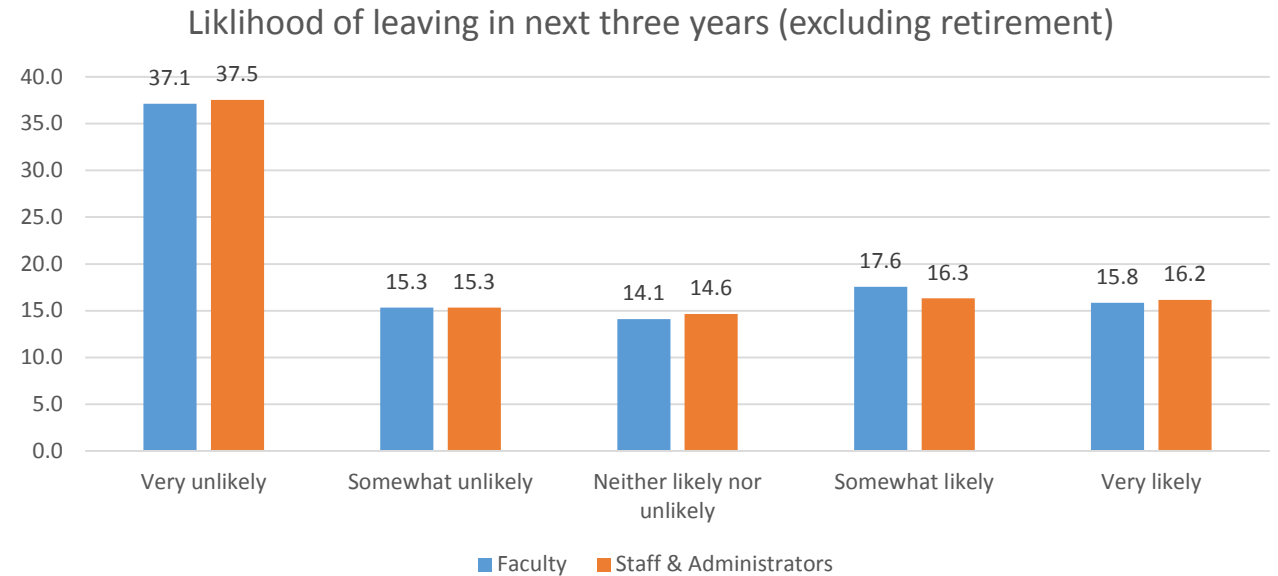
Section Twelve

Staying at Chico State

Staying Here

When asked about the likelihood of leaving CSU, Chico (excluding retirement), over half of both groups of respondents indicated that they were either very or somewhat unlikely to depart in the next three years (52.5% of faculty, and 52.9% of staff & administrators).

Approximately one third of both groups are somewhat to very likely to leave. They reported that if they didn't have so much time invested in their current position, 42.9% of staff & administrators, and 52.8% of faculty would look for positions off-campus.



Faculty – Considerations for Leaving

When asked about what they considered as possible reasons for leaving CSU, Chico, faculty responding “to some extent” “often” or “all the time” listed salary, career enhancement, current campus practices, workload balance, campus climate, stress reduction, low morale, more supportive work environment and increasing research time all above 50% in the total column.

	To some extent	Often	All the time	Total
Increase Salary	25.1%	25.3%	27.7%	78.1%
Enhance Career	21.4	27.0	24.6	73.0
Current CSU, Chico Practices	17.4	24.2	29.2	70.8
Balance Workload	21.9	19.8	25.1	66.8
Leave Campus Climate	22.5	19.9	22.5	64.9
Reduce Stress	19.5	23.2	22.1	64.8
Escape Low Morale Workplace	20.6	20.8	22.7	64.1
More Supportive Work Environment	18.8	18.8	26.1	63.7
Increase Research Time	17.0	22.5	20.3	59.9
Nonacademic Job	24.9	13.8	6.4	45.0
More Culturally Diverse Community	21.2	10.6	6.1	37.9
Retirement	8.2	13.3	13.9	35.4
Improve Spouse/Partner Employment	14.7	10.5	6.7	31.9
Family-related Issues	16.6	10.0	3.8	30.3
Improve Tenure Prospects	6.8	10.7	11.4	28.8
Health Reasons	13.9	4.4	6.2	24.6
Lower Cost of Living	11.9	7.0	5.5	24.3
Current Appointment Ending	8.1	5.0	5.4	18.5
Child-related Issues	9.4	4.9	1.4	15.7

Staff – Considerations for Leaving

As with faculty, staff & administrators list salary as a key consideration in whether to leave. Additionally, staff & administrators consider career enhancement, current campus practice, low morale in the workplace, the campus climate, stress reduction, and a more supportive work environment at greater than 50% in the total column.

	To some extent	Often	All the time	To some extent, Often, All the time
Increase Salary	25.0%	24.3%	31.5%	80.7%
Enhance Career	24.7	25.3	22.4	72.4
Current CSU, Chico Practices	17.2	18.0	27.0	62.2
Escape Low Morale Workplace	17.8	20.0	22.5	60.3
Leave Campus Climate	18.9	20.7	19.6	59.2
Reduce Stress	21.5	18.7	16.6	56.7
More Supportive Work Environment	14.9	20.7	17.7	53.3
Different Career	24.6	16.0	8.2	48.7
Balance Workload	19.4	15.3	11.7	46.4
Retirement	13.1	14.3	12.3	39.8
Family-related Issues	13.5	6.7	1.9	22.1
Improve Spouse/Partner Employment	9.4	6.8	4.2	20.5
Lower Cost of Living	9.8	6.8	3.2	19.8
Health Reasons	8.4	6.4	4.5	19.3
More Culturally Diverse Community	8.9	5.4	3.6	17.9
Increase Research Time	6.3	5.9	3.5	15.7
Child-related Issues	8.7	4.1	2.7	15.5
Current Appointment Ending	0.9	1.5	3.0	5.4

Summary of Open-ended Responses in the Staying at Chico State Section (“Other, please specify:”) – Staff & Administrators (n = 90, 14.73%)

Representative Quote

“I love Chico and feel sad that the only way to advance my career and make more money is to leave. Things may get better but I don't feel very hopeful. I try to stay positive every day and do the very best I can but I am actively looking for a way out as are many of my colleagues.”

Themes

- Waiting for retirement
- May leave due to:
 - Low pay, lack of opportunity for advancement
 - Toxic environment/low morale
 - Workload
 - Senior administration

Summary of Open-ended Responses in the Staying at Chico State Section (“Other, please specify:”) – Faculty (n = 66, 15.64%)

Themes

- May leave due to:
 - Toxic environment
 - Salary
 - Senior administration
- Feel stuck here
- Looking for other jobs
- Waiting to retire

Representative Quotes

- “I am planning to retire at the earliest time possible. I love teaching, but campus climate and morale definitely discourages me to want to continue.”
- “There is no place to grow professionally here anymore, the climate is negative, people seem unhappy with the system, processes on campus have become challenging, more and more barriers to get things done, greater workloads.”

Section Thirteen

Demographics

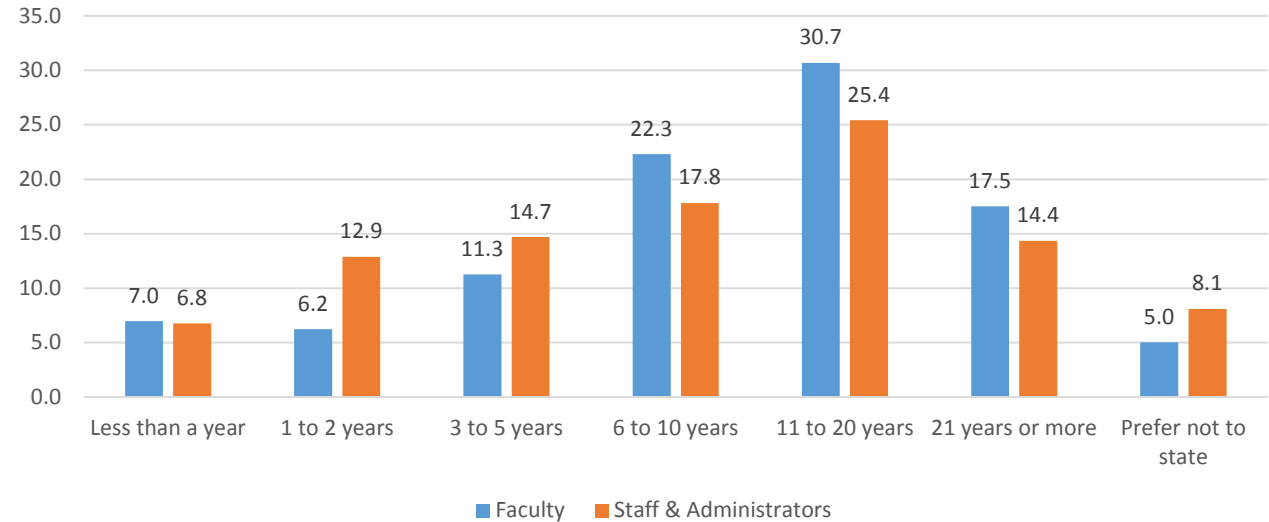
What is your current position?

Position	Respondents	Percent
Assistant Professor	53	5.21%
Associate Professor	62	6.09%
Full Professor	163	16.01%
Lecturer	109	10.71%
Prefer not to state (F)	30	2.95%
Administrator (MPP)	86	8.45%
Exempt Staff	160	15.72%
Non-exempt Staff	283	27.80%
Prefer not to state (S&A)	72	7.07%

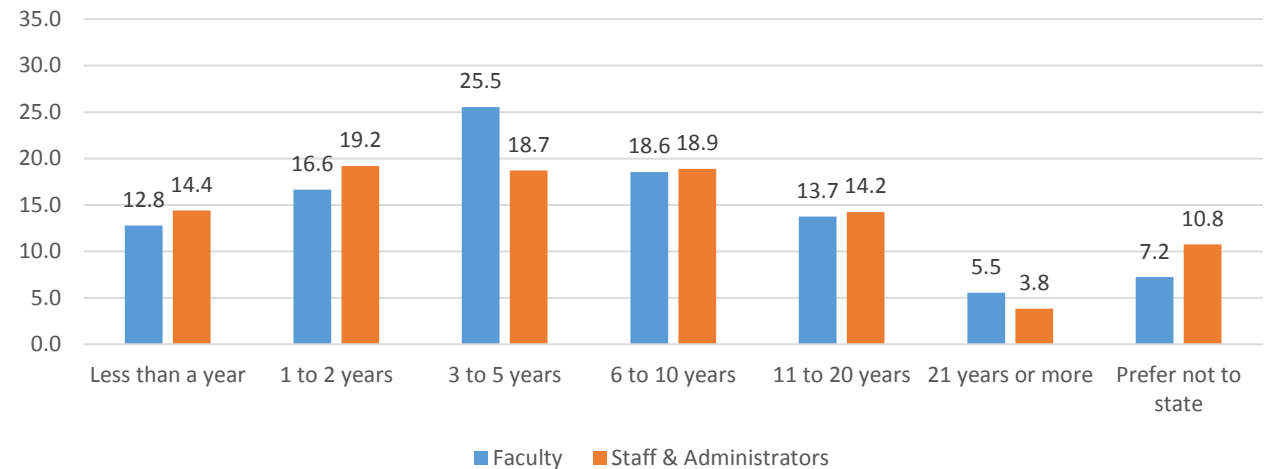
Time at CSU, Chico & Time in current position

We have many experienced employees. Almost half of the faculty (48.2%) and more than a third of the staff & administrators (39.8%) have worked here for 11 or more years.

How many years have you worked at CSU, Chico?



Time in current position/rank



Gender/Race/Ethnicity

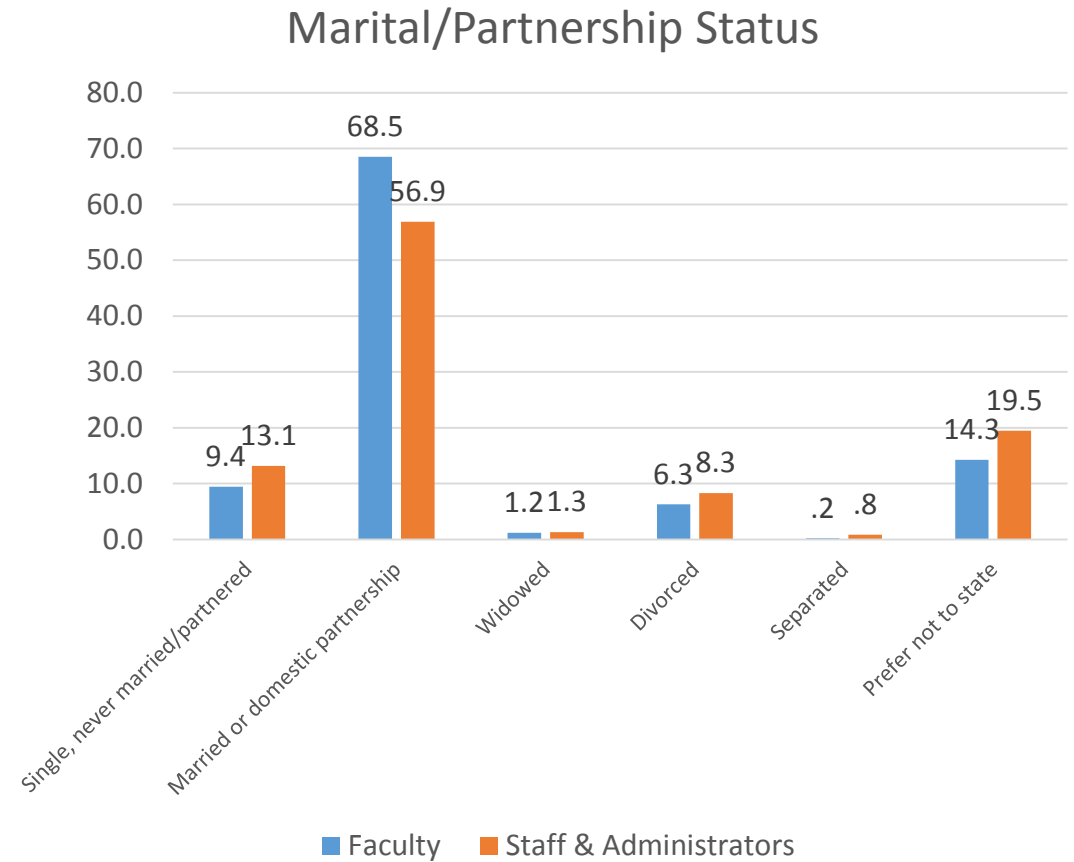
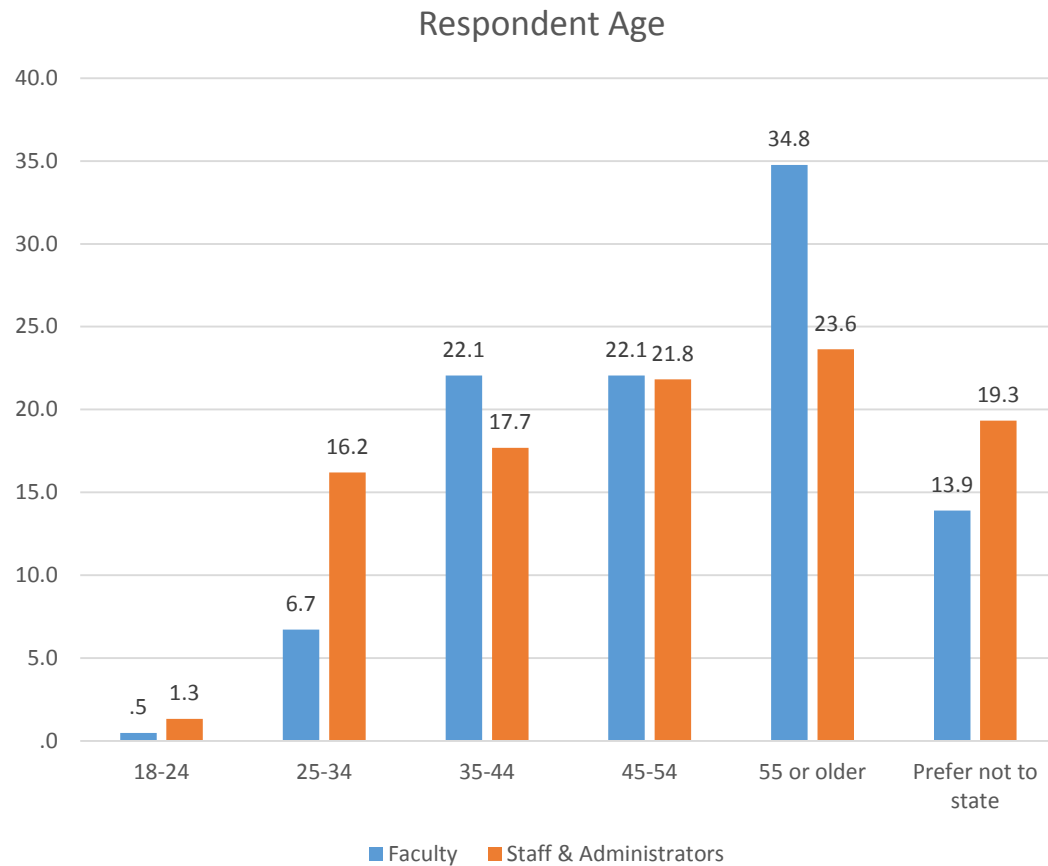
Responses were fairly evenly divided by gender among the faculty, while a much larger percentage of staff & administrator respondents were female.

The majority of faculty (70.8%) and staff & administrators (66.9%) report that they are white. The second largest race/ethnicity category was “Prefer not to state” for both groups.

	Faculty	Staff & Admin
Male	43.4%	28.3%
Female	45.5	56.6
Other	0.0	.2
Prefer not to state	11.1	15.0

	Staff & Administrators		Faculty	
American Indian or Alaska Native	5	0.8%	1	0.2%
Asian	9	1.5%	12	2.9%
Black or African American	2	0.3%	3	0.7%
Hispanic or Latino	35	5.8%	13	3.1%
Native Hawaiian or Other Pacific Islander	4	0.7%	0	0.0%
White	404	66.9%	294	70.8%
Biracial	3	0.5%	3	0.7%
Multi-racial	14	2.3%	9	2.2%
Prefer not to state	117	19.4%	70	16.9%
Other	11	1.8%	10	2.4%

Age & Marital/Partnership Status



Other Demographics

- For faculty, 44.1% indicate that they are sole providers for their household; 36.9% of staff & administrators are sole providers.
- Those with a disability include 7.5% of faculty and 5.2% of staff & administrators (with another 7.5% of faculty and 10.8% of staff & administrators opting not to state).
- Reporting on sexual preference, 72.2% of faculty and 74.9% of staff & administrators indicated heterosexual, while 20.0% of faculty and 21.3% of staff & administrators selected “prefer not to state.”

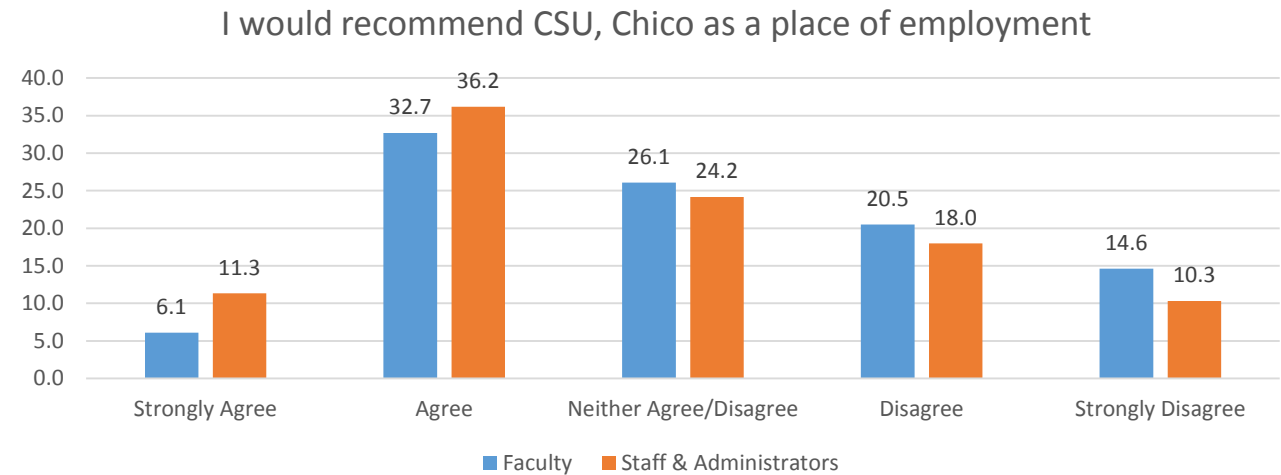
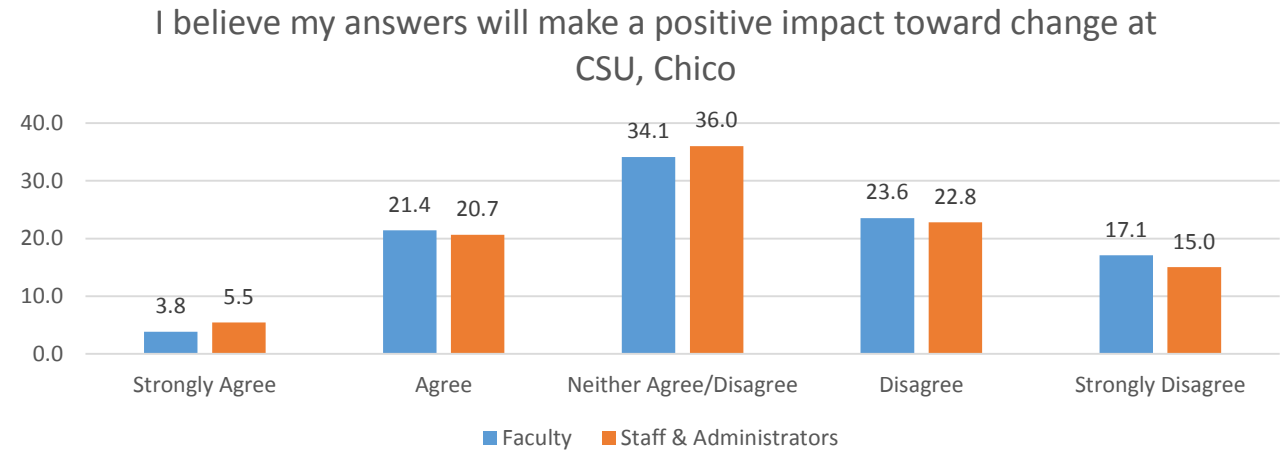
Section Fourteen

Summing Up

Use of Survey Results

When asked if they believed that their answers to this survey would make a positive impact toward change, 40.6% of faculty and 37.9% of staff & administrators disagreed or strongly disagreed.

38.8% of faculty and 47.5% of staff & administrators would recommend CSU, Chico as a place of employment.



Summary of Open-ended Responses in the Summing Up Section (“What are some of the best aspects of working at Chico State?”) – Staff & Administrators (n = 402, 65.79%)

Representative Quotes

- “Working at a beautiful campus and working with my co-workers”
- “The sense of community, the benefits, and when multiple departments/programs/services work together to solve an ongoing issue.”

Themes

- People
- Benefits
- Beautiful campus
- University’s mission
- City of Chico (local community)
- Students

Summary of Open-ended Responses in the Summing Up Section (“What are some of the best aspects of working at Chico State?”) – Faculty (n = 289, 68.48%)

Themes

- Colleagues
- Students
- City of Chico/community
- Beautiful campus
- Mission

Representative Quotes

- “The campus is gorgeous and I work with really great people. I love our students -- so many are first-generation college students.”
- “I have always felt proud of being an alum and employee of CSU Chico. I have hopes it can get back to a place of respect, collaboration and opportunity. I value the work I do for students and the programs that I have created and manage. It is a beautiful campus to walk onto each morning.”

Summary of Open-ended Responses in the Summing Up Section (“What are some of the challenges of working at Chico State?”) – Staff & Administrators (n = 409, 66.94%)

Representative Quote

- “Seeing the unfair practices and many changes that have been taking place throughout campus over the past 5-10 years, involving salaries, room allocations, staff workload, FMS procedures, HR procedures, etc. One of the worst changes is that people aren't nice to each other anymore. You used to be able to pick up the phone, ask a question and get either a good answer or advice on how to proceed.”

Themes

- Salary
- Senior administration
- No advancement opportunities
- Poor morale
- Too much politics

Summary of Open-ended Responses in the Summing Up Section (“What are some of the challenges of working at Chico State?”) – Faculty (n = 291, 68.96%)

Themes

- Senior administration
- Salary
- Workload
- More faculty hires
- Lack of transparency
- Facilities and equipment
- Students
- No opportunity for growth/advancement

Representative Quotes

- “Historically, Chico has been an amazing place to live and work. Now, it is mired in procedures and work overload and lack of compensation. This is making everyone resentful of their jobs. Good people in an unhappy setting, I think people are very frustrated.”
- “The politically charged environment, the lack of professionalism and respect for each other, the hierarchy in place with people who do not garner admiration and trust in positions of leadership.”

Summary of Open-ended Responses in the Summing Up Section (“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?”) – Staff & Administrators (n = 345, 56.46%)

Representative Quote

“Treat people fairly, be honest with them and listen to them. If the majority is consistently complaining about the same topic, there's more than likely a legitimate reason why they keep complaining. Listen to them and actually address the issue. That way people know that they're being heard.”

Themes

- Fix senior administration
- Fix IRP/Reclassification
- Value people
- Open communication
- Promote teamwork
- Increase pay
- Address workload
- Need advancement opportunities
- Low morale, too much politics & cronyism
- Address parking

Summary of Open-ended Responses in the Summing Up Section (“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?”) – Faculty (n = 266, 63.03%)

Representative Quotes

- “The lack of harmony between [senior administrators] on the one hand and the rest of the campus on the other cannot be solved by interim appointments and a pattern of increasing lack of consultation. There is not enough focus on improving academic quality (it usually is trumped by alleged improvements of 'instruction'). We need to enrich our faculty with new hires and added opportunities and time for research, as well as encourage and reward units that are attempting to create something special on our campus, through grants, centers, conferences, publications, and other efforts.”
- “Increase salary and reduce workload. Increase transparency. I got into this profession because I loved it, but I am burned out at the end of every year. I would like to have some time to get involved in more campus activities, but I can't do that under the current workload.”

Themes

- Replace senior administration
- Salary
- More faculty hires
- More transparency
- Address workload
- Support scholarship
- Align spending with mission

Summary of Open-ended Responses in the Summing Up Section (“Do you have other comments you’d like to share about your experience at CSU, Chico?”) – Staff & Administrators (n = 212, 34.70%)

Themes

- Used to be good
- Love my job
- Poor senior administration
- Please fix CSU, Chico

Representative Quote

- “I don't know if this survey is going to make any difference since the previous ones have been ignored, but had to try one more time. Chico State can again be great if we can eliminate the poor leadership that has brought the campus to its knees. Time for a big change.”
- “I have always been proud to say I work at CSUC but not anymore. I find myself making excuses for things administration has been doing. Chico State used to be the best employer in Chico. If it weren't for the students and my co-workers, I wouldn't be here.”

Summary of Open-ended Responses in the Summing Up Section (“Do you have other comments you’d like to share about your experience at CSU, Chico?”) – Faculty (n = 155, 36.73%)

Themes

- Fix senior administration
- Used to be better
- Love it here
- Want to leave
- Hope survey results are used/
appreciate ability to provide
input
- Reduce workload

Representative Quote

“Chico State has been good to me. It is the place where I came of age professionally. I owe this institution a lot, which is why I give a lot in return. I hate that we are struggling so and that things are as toxic as they are. We are better than this and we deserve better than this.”

Campus Climate Survey Working Group

Membership

Sharyn Abernatha, Associate Vice President of Staff Human Resources (until July 2015)

Bill Allen, Director of Institutional Research

Susan Elrod, Interim Provost

Robert Knight, Dean of Humanities and Fine Arts

Wenshu Lee, Associate Vice President for Faculty Affairs

Robin McCrea, Administrative Analyst/Specialist for College of Agriculture

Jennifer Meadows, Chair and Professor of Communication Design

Ann Schulte, Professor of Education

Paula Selvester, Director of Liberal Studies Program and Professor of Education

Matthew Thomas, Professor of Political Science

Joe Wills, Director of Public Affairs & Publications

Sheryl Woodward, Interim Director of Staff Human Resources (joined July 2015)

Data Protocols

- The quantitative data was examined in two SPSS databases (one for faculty, one for staff & administrators), and SPSS was used to create the frequency distribution tables found in Appendix A.
- The qualitative data was examined and analyzed in two Word documents (one for faculty, one for staff & administrators). The first action taken with the qualitative data was an extensive de-identification process. A member of the CCSWG examined each comment, removing common identifiers (see next page for process). After reviewing all comments three times, other members of the committee also review all of the comments, following the same protocol. Once the qualitative data was de-identified, all members of the CCSWG review each comment, and engaged in initial open coding (by identifying themes in each section of the survey). The CCSWG further analyzed the data by participating in axial coding, where each member compared their themes (developed during the individual coding). Several members also quantified the open coding, by creating a count for each theme in a section. This analysis led to the themes reported in each of the survey's "Summary of Open-ended Responses."

Qualitative De-identification

- Comments were edited to remove identifiers. Common examples included:
 - Name
 - Name of unit or department
 - Description of a unique event
- Comments were edited in an instance where an individual was singled out for criticism.
 - In many instances, persons' names were replaced with more generic labels:
 - "Supervisor"
 - "Manager"
 - "Administrator"
 - "Colleague"
 - "Senior Administrator"
- In steps above, added language is indicated by brackets ([]).
- Any questionable comments were highlighted for further review by the full CCSWG.
- There were two other types of edits, made for readability concerns:
 - Grammar suggestions made by Word 2013, most typically:
 - Improper spacing
 - Capitalization
 - Double period
 - Other punctuation
 - Spelling suggestions made by Word 2013, in instances where context clearly called for the suggested spelling change.

Appendix A – Quantitative Frequencies

- The attached appendix provides the frequencies for almost all of the quantitative questions in both the faculty and the staff & administrator versions of the Campus Climate Survey.
- In addition to reporting frequency percentages, we also collapsed categories where appropriate (i.e., combining “agree” and “strongly agree”).
- We do not include frequencies for a few questions, due to their very wide range (questions about hours worked per week and about percentages of time on faculty tasks). Those questions will be included in future analysis of the data.

FACULTY (n = 422)**Q1.1: Overall, how satisfied are you working at CSU, Chico?**

		Frequency	Valid Percent	Collapsed Percent
Valid	Very satisfied	60	17.6	63.2
	Somewhat satisfied	155	45.6	
	Neither dissatisfied nor satisfied	24	7.1	7.1
	Somewhat dissatisfied	54	15.9	29.7
	Very dissatisfied	47	13.8	
	Total	340	100.0	
Missing	System	82		
Total		422		

Q1.2: I am proud to say I work at CSU, Chico.

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	88	21.1	65.5
	Agree	185	44.4	
	Neither Agree/Disagree	70	16.8	16.8
	Disagree	53	12.7	17.7
	Strongly Disagree	21	5.0	
	Total	417	100.0	
Missing	.00	3		
	System	2		
	Total	5		
Total		422		

Q1.3: My work gives me a sense of personal accomplishment.

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	149	35.5	82.6
	Agree	198	47.1	
	Neither Agree/Disagree	30	7.1	7.1
	Disagree	33	7.9	10.2
	Strongly Disagree	10	2.4	
	Total	420	100.0	
Missing	System	2		
Total		422		

STAFF AND ADMINISTRATORS (n = 611)**Q1.1: Overall, how satisfied are you working at CSU, Chico?**

		Frequency	Valid Percent	Collapsed Percent
Valid	Very satisfied	155	29.9	71.1
	Somewhat satisfied	214	41.2	
	Neither dissatisfied nor satisfied	38	7.3	7.3
	Somewhat dissatisfied	74	14.3	21.6
	Very dissatisfied	38	7.3	
	Total	519	100.0	
Missing	System	92		
Total		611		

Q1.2: I am proud to say I work at CSU, Chico.

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	194	32.0	75.6
	Agree	265	43.7	
	Neither Agree/Disagree	81	13.3	13.3
	Disagree	39	6.4	11.0
	Strongly Disagree	28	4.6	
	Total	607	100.0	
Missing	.00	1		
	System	3		
	Total	4		
Total		611		

Q1.3: My work gives me a sense of personal accomplishment.

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	162	26.8	72.2
	Agree	274	45.4	
	Neither Agree/Disagree	79	13.1	13.1
	Disagree	56	9.3	14.7
	Strongly Disagree	33	5.5	
	Total	604	100.0	
Missing	System	7		
Total		611		

Q1.4: I am optimistic about the future of my career at CSU, Chico.

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	45	11.0	40.5
	Agree	121	29.5	
	Neither Agree/Disagree	88	21.5	21.5
	Disagree	90	22.0	38.0
	Strongly Disagree	66	16.1	
	Total	410	100.0	
Missing	.00	12		
Total		422		

Q1.4: I am optimistic about the future of my career at CSU, Chico.

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	87	14.6	43.8
	Agree	173	29.1	
	Neither Agree/Disagree	137	23.1	23.1
	Disagree	119	20.0	33.2
	Strongly Disagree	78	13.1	
	Total	594	100.0	
Missing	.00	12		
	System	5		
	Total	17		
Total		611		

Q1.5: At work I have the opportunity to do what I do best every day.

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	77	18.5	57.8
	Agree	164	39.3	
	Neither Agree/Disagree	59	14.1	14.1
	Disagree	83	19.9	28.1
	Strongly Disagree	34	8.2	
	Total	417	100.0	
Missing	.00	1		
	System	4		
	Total	5		
Total		422		

Q1.5: At work I have the opportunity to do what I do best every day.

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	105	17.4	60.5
	Agree	260	43.1	
	Neither Agree/Disagree	95	15.8	15.8
	Disagree	106	17.6	23.7
	Strongly Disagree	37	6.1	
	Total	603	100.0	
Missing	.00	1		
	System	7		
	Total	8		
Total		611		

Q1.6: My department/unit has adequate staff

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	34	8.1	41.7
	Agree	141	33.6	
	Neither Agree/Disagree	62	14.8	14.8
	Disagree	105	25.0	43.6
	Strongly Disagree	78	18.6	
	Total	420	100.0	
Missing	.00	1		
	System	1		
	Total	2		
Total		422		

Q1.6: My department/unit has adequate staff employees

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	59	9.8	38.5
	Agree	173	28.7	
	Neither Agree/Disagree	77	12.8	12.8
	Disagree	180	29.9	48.8
	Strongly Disagree	114	18.9	
	Total	603	100.0	
Missing	.00	2		
	System	6		
	Total	8		
Total		611		

Q1.7: My department/unit has adequate faculty

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	20	4.8	18.1
	Agree	56	13.4	
	Neither Agree/Disagree	27	6.4	6.4
	Disagree	115	27.4	75.4
	Strongly Disagree	201	48.0	
	Total	419	100.0	
Missing	.00	3		
Total		422		

Q1.7: My department/unit has adequate faculty employees

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	18	7.5	34.3
	Agree	64	26.8	
	Neither Agree/Disagree	61	25.5	25.5
	Disagree	53	22.2	40.2
	Strongly Disagree	43	18.0	
	Total	239	100.0	
Missing	.00	366		
	System	6		
	Total	372		
Total		611		

Q1.8: Work is distributed fairly among co-workers.

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	20	4.8	29.4
	Agree	102	24.6	
	Neither Agree/Disagree	76	18.3	18.3
	Disagree	122	29.4	52.3
	Strongly Disagree	95	22.9	
	Total	415	100.0	
Missing	.00	6		
	System	1		
	Total	7		
Total		422		

Q1.8: Work is distributed fairly among co-workers.

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	52	8.8	44.4
	Agree	211	35.6	
	Neither Agree/Disagree	105	17.7	17.7
	Disagree	137	23.1	37.9
	Strongly Disagree	88	14.8	
	Total	593	100.0	
Missing	.00	14		
	System	4		
	Total	18		
Total		611		

Q1.9: I feel part of an effective team.

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	47	11.3	45.7
	Agree	143	34.4	
	Neither Agree/Disagree	71	17.1	17.1
	Disagree	91	21.9	37.3
	Strongly Disagree	64	15.4	
	Total	416	100.0	
Missing	.00	2		
	System	4		
	Total	6		
Total		422		

Q1.9: I feel part of an effective team.

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	132	21.8	61.2
	Agree	239	39.4	
	Neither Agree/Disagree	84	13.9	13.9
	Disagree	91	15.0	24.9
	Strongly Disagree	60	9.9	
	Total	606	100.0	
Missing	.00	1		
	System	4		
	Total	5		
Total		611		

Q1.10: I enjoy working with my coworkers.

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	101	24.8	67.4
	Agree	174	42.6	
	Neither Agree/Disagree	75	18.4	18.4
	Disagree	36	8.8	14.2
	Strongly Disagree	22	5.4	
	Total	408	100.0	
Missing	.00	3		
	System	11		
	Total	14		
Total		422		

Q1.10: I enjoy working with my coworkers.

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	214	36.2	81.0
	Agree	265	44.8	
	Neither Agree/Disagree	75	12.7	12.7
	Disagree	22	3.7	6.3
	Strongly Disagree	15	2.5	
	Total	591	100.0	
Missing	.00	1		
	System	19		
	Total	20		
Total		611		

Q1.12: My supervisor creates a collegial and supportive environment.

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	207	34.2	66.3
	Agree	194	32.1	
	Neither Agree/Disagree	65	10.7	10.7
	Disagree	76	12.6	23.0
	Strongly Disagree	63	10.4	
	Total	605	100.0	
Missing	.00	3		
	System	3		
	Total	6		
Total		611		

Q1.13: My supervisor acts consistently.

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	186	30.8	64.0
	Agree	200	33.2	
	Neither Agree/Disagree	61	10.1	10.1
	Disagree	76	12.6	25.9
	Strongly Disagree	80	13.3	
	Total	603	100.0	
Missing	.00	3		
	System	5		
	Total	8		
Total		611		

Q1.14: My supervisor values my work and contributions.

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	258	42.6	70.1
	Agree	166	27.4	
	Neither Agree/Disagree	61	10.1	10.1
	Disagree	60	9.9	19.8
	Strongly Disagree	60	9.9	
	Total	605	100.0	
Missing	.00	3		
	System	3		
	Total	6		
Total		611		

Q1.15: My supervisor treats me with respect.

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	263	43.4	76.9
	Agree	203	33.5	
	Neither Agree/Disagree	55	9.1	9.1
	Disagree	48	7.9	14.0
	Strongly Disagree	37	6.1	
	Total	606	100.0	
Missing	.00	3		
	System	2		
	Total	5		
Total		611		

Q1.16: Supervisors are chosen based on qualifications.

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	101	17.0	46.8
	Agree	177	29.8	
	Neither Agree/Disagree	117	19.7	19.7
	Disagree	104	17.5	33.5
	Strongly Disagree	95	16.0	
	Total	594	100.0	
Missing	.00	13		
	System	4		
	Total	17		
Total		611		

Q1.17: My supervisor makes ethical decisions.

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	200	33.1	69.5
	Agree	220	36.4	
	Neither Agree/Disagree	95	15.7	15.7
	Disagree	46	7.6	14.7
	Strongly Disagree	43	7.1	
	Total	604	100.0	
Missing	.00	4		
	System	3		
	Total	7		
Total		611		

Q1.18: My supervisor handles conflict effectively.

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	142	23.7	54.5
	Agree	184	30.8	
	Neither Agree/Disagree	105	17.6	17.6
	Disagree	82	13.7	27.9
	Strongly Disagree	85	14.2	
	Total	598	100.0	
Missing	.00	8		
	System	5		
	Total	13		
Total		611		

Q1.19: My supervisor is aware of, and adheres to, policies, procedures, and the CBA.

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	184	31.5	70.3
	Agree	227	38.8	
	Neither Agree/Disagree	93	15.9	15.9
	Disagree	35	6.0	13.8
	Strongly Disagree	46	7.9	
	Total	585	100.0	
Missing	.00	21		
	System	5		
	Total	26		
Total		611		

Q2.1: Recognized: In your department/unit

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	82	19.4	60.2
	Agree	172	40.8	
	Neither Agree/Disagree	57	13.5	13.5
	Disagree	82	19.4	26.3
	Strongly Disagree	29	6.9	
	Total	422	100.0	
Missing	System			
Total				

Q2.2: Recognized: In your College or Division

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	37	8.8	38.7
	Agree	126	29.9	
	Neither Agree/Disagree	109	25.9	25.9
	Disagree	105	24.9	35.4
	Strongly Disagree	44	10.5	
	Total	421	100.0	
Missing	System	1		
Total		422		

Q2.3: Recognized: Campus wide - recognized

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	28	6.7	22.9
	Agree	68	16.2	
	Neither Agree/Disagree	133	31.7	31.7
	Disagree	119	28.4	45.3
	Strongly Disagree	71	16.9	
	Total	419	100.0	
Missing	System	3		
Total		422		

Q2.4: Leadership has communicated: In your department/unit

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	72	17.1	53.3
	Agree	153	36.3	
	Neither Agree/Disagree	69	16.4	16.4
	Disagree	78	18.5	30.3
	Strongly Disagree	50	11.8	
	Total	422	100.0	
Missing	System			
Total				

Q2.1: Recognized: In your department/unit

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	154	25.3	66.0
	Agree	248	40.7	
	Neither Agree/Disagree	80	13.1	13.1
	Disagree	93	15.3	20.9
	Strongly Disagree	34	5.6	
	Total	609	100.0	
Missing	System	2		
Total		611		

Q2.2: Recognized: In your College or Division

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	59	9.9	35.6
	Agree	154	25.8	
	Neither Agree/Disagree	202	33.8	33.8
	Disagree	131	21.9	30.6
	Strongly Disagree	52	8.7	
	Total	598	100.0	
Missing	System	13		
Total		611		

Q2.3: Recognized: Campus wide - recognized

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	28	4.6	24.2
	Agree	118	19.6	
	Neither Agree/Disagree	232	38.5	38.5
	Disagree	144	23.9	37.3
	Strongly Disagree	81	13.4	
	Total	603	100.0	
Missing	System	8		
Total		611		

Q2.4: Leadership has communicated: In your department/unit

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	110	18.2	53.8
	Agree	216	35.6	
	Neither Agree/Disagree	95	15.7	15.7
	Disagree	123	20.3	30.5
	Strongly Disagree	62	10.2	
	Total	606	100.0	
Missing	System	5		
Total		611		

Q2.5: Leadership has communicated: In your College or Division:

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	33	7.8	39.3
	Agree	133	31.5	
	Neither Agree/Disagree	110	26.1	26.1
	Disagree	93	22.0	34.6
	Strongly Disagree	53	12.6	
	Total	422	100.0	
Missing	System			
Total				

Q2.6: Leadership has communicated: Campus-wide:

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	9	2.2	15.3
	Agree	55	13.2	
	Neither Agree/Disagree	93	22.2	22.2
	Disagree	129	30.9	62.4
	Strongly Disagree	132	31.6	
	Total	418	100.0	
Missing	System	4		
Total		422		

Q2.7: Confidence in decision-making: In your department/unit:

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	93	22.1	57.6
	Agree	149	35.5	
	Neither Agree/Disagree	47	11.2	11.2
	Disagree	81	19.3	31.2
	Strongly Disagree	50	11.9	
	Total	420	100.0	
Missing	System	2		
Total		422		

Q2.8: Confidence in decision-making: In your College or Division:

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	32	7.6	39.8
	Agree	135	32.1	
	Neither Agree/Disagree	111	26.4	26.4
	Disagree	95	22.6	33.8
	Strongly Disagree	47	11.2	
	Total	420	100.0	
Missing	System	2		
Total		422		

Q2.5: Leadership has communicated: In your College or Division:

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	48	8.0	33.7
	Agree	154	25.7	
	Neither Agree/Disagree	192	32.0	32.0
	Disagree	133	22.2	34.3
	Strongly Disagree	73	12.2	
	Total	600	100.0	
Missing	System	11		
Total		611		

Q2.6: Leadership has communicated: Campus-wide:

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	19	3.2	19.1
	Agree	96	15.9	
	Neither Agree/Disagree	204	33.8	33.8
	Disagree	171	28.4	47.1
	Strongly Disagree	113	18.7	
	Total	603	100.0	
Missing	System	8		
Total		611		

Q2.7: Confidence in decision-making: In your department/unit:

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	116	19.1	58.3
	Agree	237	39.1	
	Neither Agree/Disagree	86	14.2	14.2
	Disagree	110	18.2	27.6
	Strongly Disagree	57	9.4	
	Total	606	100.0	
Missing	System	5		
Total		611		

Q2.8: Confidence in decision-making: In your College or Division:

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	43	7.2	34.3
	Agree	162	27.1	
	Neither Agree/Disagree	175	29.3	29.3
	Disagree	140	23.4	36.5
	Strongly Disagree	78	13.0	
	Total	598	100.0	
Missing	System	13		
Total		611		

Q2.9: Confidence in decision-making: Campus-wide:

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	5	1.2	10.2
	Agree	38	9.0	
	Neither Agree/Disagree	80	19.0	19.0
	Disagree	140	33.3	70.7
	Strongly Disagree	157	37.4	
	Total	420	100.0	
Missing	System	2		
Total		422		

Q2.9: Confidence in decision-making: Campus-wide:

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	14	2.3	15.3
	Agree	78	12.9	
	Neither Agree/Disagree	186	30.8	30.8
	Disagree	184	30.5	53.9
	Strongly Disagree	141	23.4	
	Total	603	100.0	
Missing	System	8		
Total		611		

Q2.10: Diversity is valued: In your department/unit:

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	115	27.7	66.3
	Agree	160	38.6	
	Neither Agree/Disagree	70	16.9	16.9
	Disagree	49	11.8	16.9
	Strongly Disagree	21	5.1	
	Total	415	100.0	
Missing	System	7		
Total		422		

Q2.10: Diversity is valued: In your department/unit:

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	176	29.0	72.2
	Agree	262	43.2	
	Neither Agree/Disagree	116	19.1	19.1
	Disagree	33	5.4	8.7
	Strongly Disagree	20	3.3	
	Total	607	100.0	
Missing	System	4		
Total		611		

Q2.11: Diversity is valued: In your College or Division:

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	83	20.0	60.6
	Agree	168	40.6	
	Neither Agree/Disagree	106	25.6	25.6
	Disagree	45	10.9	13.8
	Strongly Disagree	12	2.9	
	Total	414	100.0	
Missing	System	8		
Total		422		

Q2.11: Diversity is valued: In your College or Division:

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	126	20.9	62.8
	Agree	252	41.9	
	Neither Agree/Disagree	163	27.1	27.1
	Disagree	38	6.3	10.1
	Strongly Disagree	23	3.8	
	Total	602	100.0	
Missing	System	9		
Total		611		

Q2.12: Diversity is valued: Campus-wide:

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	81	19.9	56.8
	Agree	150	36.9	
	Neither Agree/Disagree	83	20.4	20.4
	Disagree	54	13.3	22.9
	Strongly Disagree	39	9.6	
	Total	407	100.0	
Missing	System	15		
Total		422		

Q2.12: Diversity is valued: Campus-wide:

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	119	19.8	63.7
	Agree	263	43.8	
	Neither Agree/Disagree	144	24.0	24.0
	Disagree	47	7.8	12.3
	Strongly Disagree	27	4.5	
	Total	600	100.0	
Missing	System	11		
Total		611		

Q2.13: Opportunity to serve on committees: In your department/unit:

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	137	32.9	71.5
	Agree	161	38.6	
	Neither Agree/Disagree	66	15.8	15.8
	Disagree	27	6.5	12.7
	Strongly Disagree	26	6.2	
	Total	417	100.0	
Missing	System	5		
Total		422		

Q2.14: Opportunity to serve on committees: In your College or Division:

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	100	24.1	62.2
	Agree	158	38.1	
	Neither Agree/Disagree	93	22.4	22.4
	Disagree	41	9.9	15.4
	Strongly Disagree	23	5.5	
	Total	415	100.0	
Missing	System	7		
Total		422		

Q2.15: Opportunity to serve on committees: Campus-wide:

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	86	21.0	55.3
	Agree	140	34.2	
	Neither Agree/Disagree	115	28.1	28.1
	Disagree	38	9.3	16.6
	Strongly Disagree	30	7.3	
	Total	409	100.0	
Missing	System	13		
Total		422		

Q2.16: Feel safe expressing my opinion: In your department/unit:

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	112	26.7	58.1
	Agree	132	31.4	
	Neither Agree/Disagree	37	8.8	8.8
	Disagree	66	15.7	33.1
	Strongly Disagree	73	17.4	
	Total	420	100.0	
Missing	System	2		
Total		422		

Q2.13: Opportunity to serve on committees: In your department/unit:

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	118	19.5	57.9
	Agree	232	38.3	
	Neither Agree/Disagree	148	24.5	24.5
	Disagree	82	13.6	17.7
	Strongly Disagree	25	4.1	
	Total	605	100.0	
Missing	System	6		
Total		611		

Q2.14: Opportunity to serve on committees: In your College or Division:

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	90	15.0	45.8
	Agree	185	30.8	
	Neither Agree/Disagree	207	34.5	34.5
	Disagree	92	15.3	19.7
	Strongly Disagree	26	4.3	
	Total	600	100.0	
Missing	System	11		
Total		611		

Q2.15: Opportunity to serve on committees: Campus-wide:

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	71	11.9	43.0
	Agree	185	31.1	
	Neither Agree/Disagree	224	37.6	37.6
	Disagree	87	14.6	19.3
	Strongly Disagree	28	4.7	
	Total	595	100.0	
Missing	System	16		
Total		611		

Q2.16: Feel safe expressing my opinion: In your department/unit:

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	148	24.3	60.4
	Agree	219	36.0	
	Neither Agree/Disagree	55	9.0	9.0
	Disagree	97	16.0	30.6
	Strongly Disagree	89	14.6	
	Total	608	100.0	
Missing	System	3		
Total		611		

Q2.17: Feel safe expressing my opinion: In your College or Division:

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	62	14.8	45.0
	Agree	127	30.2	
	Neither Agree/Disagree	90	21.4	21.4
	Disagree	87	20.7	33.6
	Strongly Disagree	54	12.9	
	Total	420	100.0	
Missing	System	2		
Total		422		

Q2.18: Feel safe expressing my opinion: Campus-wide:

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	36	8.7	28.8
	Agree	84	20.2	
	Neither Agree/Disagree	103	24.8	24.8
	Disagree	113	27.2	46.4
	Strongly Disagree	80	19.2	
	Total	416	100.0	
Missing	System	6		
Total		422		

Q2.19: Opportunity for advancement: In your department/unit:

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	56	13.3	45.5
	Agree	135	32.1	
	Neither Agree/Disagree	76	18.1	18.1
	Disagree	94	22.4	36.4
	Strongly Disagree	59	14.0	
	Total	420	100.0	
Missing	System	2		
Total		422		

Q2.20: Opportunity for advancement: In your College or Division:

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	37	8.8	32.7
	Agree	100	23.9	
	Neither Agree/Disagree	116	27.7	27.7
	Disagree	99	23.6	39.6
	Strongly Disagree	67	16.0	
	Total	419	100.0	
Missing	System	3		
Total		422		

Q2.17: Feel safe expressing my opinion: In your College or Division:

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	68	11.3	36.1
	Agree	149	24.8	
	Neither Agree/Disagree	156	26.0	26.0
	Disagree	119	19.8	37.9
	Strongly Disagree	109	18.1	
	Total	601	100.0	
Missing	System	10		
Total		611		

Q2.18: Feel safe expressing my opinion: Campus-wide:

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	29	4.8	21.3
	Agree	99	16.5	
	Neither Agree/Disagree	168	28.0	28.0
	Disagree	154	25.6	50.7
	Strongly Disagree	151	25.1	
	Total	601	100.0	
Missing	System	10		
Total		611		

Q2.19: Opportunity for advancement: In your department/unit:

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	31	5.1	26.1
	Agree	127	21.0	
	Neither Agree/Disagree	126	20.8	20.8
	Disagree	172	28.4	53.1
	Strongly Disagree	149	24.6	
	Total	605	100.0	
Missing	System	6		
Total		611		

Q2.20: Opportunity for advancement: In your College or Division:

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	21	3.5	24.5
	Agree	125	21.0	
	Neither Agree/Disagree	172	28.9	28.9
	Disagree	143	24.0	46.6
	Strongly Disagree	134	22.5	
	Total	595	100.0	
Missing	System	16		
Total		611		

Q2.21: Opportunity for advancement: Campus-wide:

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	22	5.3	26.1
	Agree	87	20.9	
	Neither Agree/Disagree	132	31.7	31.7
	Disagree	97	23.3	42.2
	Strongly Disagree	79	18.9	
	Total	417	100.0	
Missing	System	5		
Total		422		

Q2.21: Opportunity for advancement: Campus-wide:

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	33	5.5	27.4
	Agree	131	21.9	
	Neither Agree/Disagree	172	28.7	28.7
	Disagree	132	22.0	43.9
	Strongly Disagree	131	21.9	
	Total	599	100.0	
Missing	System	12		
Total		611		

Q2.22: Collegiality, respect, tolerance: In your department/unit:

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	110	26.3	61.1
	Agree	146	34.8	
	Neither Agree/Disagree	41	9.8	9.8
	Disagree	72	17.2	29.1
	Strongly Disagree	50	11.9	
	Total	419	100.0	
Missing	System	3		
Total		422		

Q2.22: Collegiality, respect, tolerance: In your department/unit:

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	157	26.0	66.3
	Agree	244	40.3	
	Neither Agree/Disagree	93	15.4	15.4
	Disagree	56	9.3	18.3
	Strongly Disagree	55	9.1	
	Total	605	100.0	
Missing	System	6		
Total		611		

Q2.23: Collegiality, respect, tolerance: In your College or Division:

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	67	16.0	61.2
	Agree	189	45.2	
	Neither Agree/Disagree	88	21.1	21.1
	Disagree	46	11.0	17.7
	Strongly Disagree	28	6.7	
	Total	418	100.0	
Missing	System	4		
Total		422		

Q2.23: Collegiality, respect, tolerance: In your College or Division:

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	84	14.0	48.9
	Agree	210	34.9	
	Neither Agree/Disagree	178	29.6	29.6
	Disagree	67	11.1	21.5
	Strongly Disagree	62	10.3	
	Total	601	100.0	
Missing	System	10		
Total		611		

Q2.24: Collegiality, respect, tolerance: Campus-wide:

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	28	6.8	38.9
	Agree	133	32.1	
	Neither Agree/Disagree	117	28.3	28.3
	Disagree	72	17.4	32.9
	Strongly Disagree	64	15.5	
	Total	414	100.0	
Missing	System	8		
Total		422		

Q2.24: Collegiality, respect, tolerance: Campus-wide:

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	46	7.7	32.9
	Agree	151	25.2	
	Neither Agree/Disagree	201	33.6	33.6
	Disagree	111	18.5	33.6
	Strongly Disagree	90	15.0	
	Total	599	100.0	
Missing	System	12		
Total		611		

Q2.25: Communications are open: In your department/unit:

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	101	24.0	58.7
	Agree	146	34.7	
	Neither Agree/Disagree	39	9.3	9.3
	Disagree	71	16.9	32.1
	Strongly Disagree	64	15.2	
	Total	421	100.0	
Missing	System	1		
Total		422		

Q2.26: Communications are open: In your College or Division:

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	51	12.1	47.1
	Agree	147	35.0	
	Neither Agree/Disagree	114	27.1	27.1
	Disagree	61	14.5	25.7
	Strongly Disagree	47	11.2	
	Total	420	100.0	
Missing	System	2		
Total		422		

Q2.27: Communications are open: Campus-wide:

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	21	5.0	19.2
	Agree	60	14.2	
	Neither Agree/Disagree	98	23.2	23.2
	Disagree	97	23.0	57.6
	Strongly Disagree	146	34.6	
	Total	422	100.0	

Q2.28: New policies/ procedures are communicated: In your department/unit:

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	80	19.2	64.9
	Agree	190	45.7	
	Neither Agree/Disagree	60	14.4	14.4
	Disagree	60	14.4	20.7
	Strongly Disagree	26	6.3	
	Total	416	100.0	
Missing	System	6		
Total		422		

Q2.25: Communications are open: In your department/unit:

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	128	21.1	59.4
	Agree	232	38.3	
	Neither Agree/Disagree	84	13.9	13.9
	Disagree	84	13.9	26.7
	Strongly Disagree	78	12.9	
	Total	606	100.0	
Missing	System	5		
Total		611		

Q2.26: Communications are open: In your College or Division:

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	55	9.1	36.8
	Agree	167	27.7	
	Neither Agree/Disagree	188	31.2	31.2
	Disagree	97	16.1	32.0
	Strongly Disagree	96	15.9	
	Total	603	100.0	
Missing	System	8		
Total		611		

Q2.27: Communications are open: Campus-wide:

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	20	3.3	19.2
	Agree	97	16.0	
	Neither Agree/Disagree	202	33.2	33.2
	Disagree	135	22.2	47.5
	Strongly Disagree	154	25.3	
	Total	608	100.0	
Missing	System	3		
Total		611		

Q2.28: New policies/ procedures are communicated: In your department/unit:

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	110	18.1	62.9
	Agree	273	44.8	
	Neither Agree/Disagree	87	14.3	14.3
	Disagree	91	14.9	22.8
	Strongly Disagree	48	7.9	
	Total	609	100.0	
Missing	System	2		
Total		611		

Q2.29: New policies/ procedures are communicated: In your College or Division:

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	43	10.3	52.4
	Agree	175	42.1	
	Neither Agree/Disagree	116	27.9	27.9
	Disagree	56	13.5	19.7
	Strongly Disagree	26	6.3	
	Total	416	100.0	
Missing	System	6		
Total		422		

Q2.30: New policies/ procedures are communicated: Campus-wide:

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	20	4.9	32.1
	Agree	112	27.3	
	Neither Agree/Disagree	116	28.2	28.2
	Disagree	99	24.1	39.7
	Strongly Disagree	64	15.6	
	Total	411	100.0	
Missing	System	11		
Total		422		

Q2.31: Rationale for new policies and procedures: In your department/unit:

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	68	16.3	60.0
	Agree	182	43.6	
	Neither Agree/Disagree	69	16.5	16.5
	Disagree	60	14.4	23.5
	Strongly Disagree	38	9.1	
	Total	417	100.0	
Missing	System	5		
Total		422		

Q2.32: Rationale for new policies and procedures: In your College or Division:

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	27	6.5	41.5
	Agree	146	35.0	
	Neither Agree/Disagree	115	27.6	27.6
	Disagree	84	20.1	30.9
	Strongly Disagree	45	10.8	
	Total	417	100.0	
Missing	System	5		
Total		422		

Q2.29: New policies/ procedures are communicated: In your College or Division:

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	51	8.5	45.1
	Agree	219	36.6	
	Neither Agree/Disagree	167	27.9	27.9
	Disagree	106	17.7	27.0
	Strongly Disagree	56	9.3	
	Total	599	100.0	
Missing	System	12		
Total		611		

Q2.30: New policies/ procedures are communicated: Campus-wide:

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	35	5.8	32.7
	Agree	161	26.8	
	Neither Agree/Disagree	194	32.3	32.3
	Disagree	123	20.5	35.0
	Strongly Disagree	87	14.5	
	Total	600	100.0	
Missing	System	11		
Total		611		

Q2.31: Rationale for new policies and procedures: In your department/unit:

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	101	16.6	57.2
	Agree	247	40.6	
	Neither Agree/Disagree	114	18.8	18.8
	Disagree	78	12.8	24.0
	Strongly Disagree	68	11.2	
	Total	608	100.0	
Missing	System	3		
Total		611		

Q2.32: Rationale for new policies and procedures: In your College or Division:

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	46	7.7	37.5
	Agree	178	29.8	
	Neither Agree/Disagree	194	32.4	32.4
	Disagree	106	17.7	30.1
	Strongly Disagree	74	12.4	
	Total	598	100.0	
Missing	System	13		
Total		611		

Q2.33: Rationale for new policies and procedures: Campus-wide:

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	12	2.9	17.2
	Agree	59	14.3	
	Neither Agree/Disagree	115	27.8	27.8
	Disagree	120	29.1	55.0
	Strongly Disagree	107	25.9	
	Total	413	100.0	
Missing	System	9		
Total		422		

Q2.34: Campus policies reflect fair interpretations: In your department/unit:

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	57	13.8	50.2
	Agree	151	36.5	
	Neither Agree/Disagree	132	31.9	31.9
	Disagree	44	10.6	17.9
	Strongly Disagree	30	7.2	
	Total	414	100.0	
Missing	System	8		
Total		422		

Q2.35: Campus policies reflect fair interpretations: In your College or Division:

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	32	7.7	42.0
	Agree	142	34.3	
	Neither Agree/Disagree	166	40.1	40.1
	Disagree	46	11.1	17.9
	Strongly Disagree	28	6.8	
	Total	414	100.0	
Missing	System	8		
Total		422		

Q2.36: Campus policies reflect fair interpretations: Campus-wide:

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	15	3.7	23.7
	Agree	81	20.0	
	Neither Agree/Disagree	165	40.7	40.7
	Disagree	70	17.3	35.6
	Strongly Disagree	74	18.3	
	Total	405	100.0	
Missing	System	17		
Total		422		

Q2.33: Rationale for new policies and procedures: Campus-wide:

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	20	3.4	23.8
	Agree	122	20.5	
	Neither Agree/Disagree	190	31.9	31.9
	Disagree	143	24.0	44.3
	Strongly Disagree	121	20.3	
	Total	596	100.0	
Missing	System	15		
Total		611		

Q2.34: Campus policies reflect fair interpretations: In your department/unit:

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	87	14.4	54.5
	Agree	243	40.2	
	Neither Agree/Disagree	194	32.1	32.1
	Disagree	40	6.6	13.4
	Strongly Disagree	41	6.8	
	Total	605	100.0	
Missing	System	6		
Total		611		

Q2.35: Campus policies reflect fair interpretations: In your College or Division:

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	56	9.4	40.3
	Agree	184	30.9	
	Neither Agree/Disagree	254	42.6	42.6
	Disagree	53	8.9	17.1
	Strongly Disagree	49	8.2	
	Total	596	100.0	
Missing	System	15		
Total		611		

Q2.36: Campus policies reflect fair interpretations: Campus-wide:

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	39	6.6	31.9
	Agree	149	25.3	
	Neither Agree/Disagree	252	42.8	42.8
	Disagree	69	11.7	25.3
	Strongly Disagree	80	13.6	
	Total	589	100.0	
Missing	System	22		
Total		611		

Q2.37: Policies and procedures are followed: In your department/unit:

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	86	20.7	67.0
	Agree	192	46.3	
	Neither Agree/Disagree	63	15.2	15.2
	Disagree	46	11.1	17.8
	Strongly Disagree	28	6.7	
	Total	415	100.0	
Missing	System	7		
Total		422		

Q2.38: Policies and procedures are followed: In your College or Division:

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	52	12.6	57.7
	Agree	187	45.2	
	Neither Agree/Disagree	112	27.1	27.1
	Disagree	40	9.7	15.2
	Strongly Disagree	23	5.6	
	Total	414	100.0	
Missing	System	8		
Total		422		

Q2.39: Policies and procedures are followed: Campus-wide:

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	20	4.9	32.7
	Agree	113	27.8	
	Neither Agree/Disagree	163	40.0	40.0
	Disagree	60	14.7	27.3
	Strongly Disagree	51	12.5	
	Total	407	100.0	
Missing	System	15		
Total		422		

Q2.40: Collective Bargaining Agreements: In your department/unit:

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	87	21.1	62.7
	Agree	172	41.6	
	Neither Agree/Disagree	99	24.0	24.0
	Disagree	30	7.3	13.3
	Strongly Disagree	25	6.1	
	Total	413	100.0	
Missing	System	9		
Total		422		

Q2.37: Policies and procedures are followed: In your department/unit:

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	154	25.5	71.1
	Agree	276	45.6	
	Neither Agree/Disagree	82	13.6	13.6
	Disagree	58	9.6	15.4
	Strongly Disagree	35	5.8	
	Total	605	100.0	
Missing	System	6		
Total		611		

Q2.38: Policies and procedures are followed: In your College or Division:

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	80	13.4	52.4
	Agree	233	39.0	
	Neither Agree/Disagree	185	31.0	31.0
	Disagree	60	10.1	16.6
	Strongly Disagree	39	6.5	
	Total	597	100.0	
Missing	System	14		
Total		611		

Q2.39: Policies and procedures are followed: Campus-wide:

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	27	4.5	31.9
	Agree	164	27.4	
	Neither Agree/Disagree	254	42.5	42.5
	Disagree	89	14.9	25.6
	Strongly Disagree	64	10.7	
	Total	598	100.0	
Missing	System	13		
Total		611		

Q2.40: Collective Bargaining Agreements: In your department/unit:

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	136	22.7	61.1
	Agree	230	38.4	
	Neither Agree/Disagree	143	23.9	23.9
	Disagree	52	8.7	15.0
	Strongly Disagree	38	6.3	
	Total	599	100.0	
Missing	System	12		
Total		611		

Q2.41: Collective Bargaining Agreements: In your College or Division:

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	59	14.3	56.1
	Agree	172	41.7	
	Neither Agree/Disagree	129	31.3	31.3
	Disagree	30	7.3	12.6
	Strongly Disagree	22	5.3	
	Total	412	100.0	
Missing	System	10		
Total		422		

Q2.42: Collective Bargaining Agreements: Campus-wide:

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	31	7.6	36.8
	Agree	119	29.2	
	Neither Agree/Disagree	164	40.2	40.2
	Disagree	48	11.8	23.0
	Strongly Disagree	46	11.3	
	Total	408	100.0	
Missing	System	14		
Total		422		

Q2.43: Navigate the unwritten rules: In your department/unit:

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	119	28.9	70.6
	Agree	172	41.7	
	Neither Agree/Disagree	58	14.1	14.1
	Disagree	36	8.7	15.3
	Strongly Disagree	27	6.6	
	Total	412	100.0	
Missing	System	10		
Total		422		

Q2.44: Navigate the unwritten rules: In your College or Division:

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	83	20.3	59.3
	Agree	159	39.0	
	Neither Agree/Disagree	97	23.8	23.8
	Disagree	42	10.3	16.9
	Strongly Disagree	27	6.6	
	Total	408	100.0	
Missing	System	14		
Total		422		

Q2.41: Collective Bargaining Agreements: In your College or Division:

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	82	14.0	48.3
	Agree	200	34.2	
	Neither Agree/Disagree	214	36.6	36.6
	Disagree	54	9.2	15.1
	Strongly Disagree	34	5.8	
	Total	584	100.0	
Missing	System	27		
Total		611		

Q2.42: Collective Bargaining Agreements: Campus-wide:

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	40	6.8	31.7
	Agree	145	24.8	
	Neither Agree/Disagree	266	45.5	45.5
	Disagree	80	13.7	22.8
	Strongly Disagree	53	9.1	
	Total	584	100.0	
Missing	System	27		
Total		611		

Q2.43: Navigate the unwritten rules: In your department/unit:

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	166	27.7	72.3
	Agree	268	44.7	
	Neither Agree/Disagree	107	17.8	17.8
	Disagree	36	6.0	9.8
	Strongly Disagree	23	3.8	
	Total	600	100.0	
Missing	System	11		
Total		611		

Q2.44: Navigate the unwritten rules: In your College or Division:

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	124	21.0	58.9
	Agree	224	37.9	
	Neither Agree/Disagree	163	27.6	27.6
	Disagree	51	8.6	13.5
	Strongly Disagree	29	4.9	
	Total	591	100.0	
Missing	System	20		
Total		611		

Q2.45: Navigate the unwritten rules: Campus-wide:

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	53	12.9	45.3
	Agree	133	32.4	
	Neither Agree/Disagree	133	32.4	32.4
	Disagree	45	10.9	22.4
	Strongly Disagree	47	11.4	
	Total	411	100.0	
Missing	System	11		
Total		422		

Q3.1: I have been given growth and learning opportunities during the last year.

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	82	20.0	63.3
	Agree	178	43.3	
	Neither Agree/Disagree	51	12.4	12.4
	Disagree	50	12.2	24.3
	Strongly Disagree	50	12.2	
	Total	411	100.0	
Missing	.00	6		
	System	5		
	Total	11		
Total		422		

Q3.2: I have the tools and resources, including appropriate training, I need to do my job well.

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	58	14.1	50.5
	Agree	149	36.3	
	Neither Agree/Disagree	68	16.6	16.6
	Disagree	83	20.2	32.9
	Strongly Disagree	52	12.7	
	Total	410	100.0	
Missing	.00	7		
	System	5		
	Total	12		
Total		422		

Q2.45: Navigate the unwritten rules: Campus-wide:

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	101	17.0	50.9
	Agree	201	33.9	
	Neither Agree/Disagree	191	32.2	32.2
	Disagree	57	9.6	16.9
	Strongly Disagree	43	7.3	
	Total	593	100.0	
Missing	System	18		
Total		611		

Q3.1: I have been given growth and learning opportunities during the last year.

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	126	21.0	60.1
	Agree	235	39.1	
	Neither Agree/Disagree	91	15.1	15.1
	Disagree	76	12.6	24.8
	Strongly Disagree	73	12.1	
	Total	601	100.0	
Missing	.00	7		
	System	3		
	Total	10		
Total		611		

Q3.2: I have the tools and resources, including appropriate training, I need to do my job well.

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	104	17.2	58.8
	Agree	252	41.7	
	Neither Agree/Disagree	96	15.9	15.9
	Disagree	95	15.7	25.3
	Strongly Disagree	58	9.6	
	Total	605	100.0	
Missing	.00	1		
	System	5		
	Total	6		
Total		611		

Q4.1: The faculty and staff, have timely access to information necessary for faculty and staff to give input into decision-making.

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	16	4.0	29.9
	Agree	105	25.9	
	Neither Agree/Disagree	95	23.5	23.5
	Disagree	108	26.7	46.7
	Strongly Disagree	81	20.0	
	Total	405	100.0	
Missing	.00	10		
	System	7		
	Total	17		
Total		422		

Q4.2: The president and senior administration respect faculty recommendations.

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	5	1.3	10.6
	Agree	37	9.3	
	Neither Agree/Disagree	106	26.8	26.8
	Disagree	91	23.0	62.6
	Strongly Disagree	157	39.6	
	Total	396	100.0	
Missing	.00	19		
	System	7		
	Total	26		
Total		422		

Q4.3: The evaluation process for senior administration takes into account meaningful input from faculty and staff.

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	10	2.6	12.1
	Agree	37	9.5	
	Neither Agree/Disagree	109	27.9	27.9
	Disagree	76	19.5	60.0
	Strongly Disagree	158	40.5	
	Total	390	100.0	
Missing	.00	24		
	System	8		
	Total	32		
Total		422		

Q4.1: The faculty and staff have timely access to information for faculty/staff to give input into decision-making.

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	30	5.0	30.3
	Agree	150	25.2	
	Neither Agree/Disagree	184	30.9	30.9
	Disagree	141	23.7	38.8
	Strongly Disagree	90	15.1	
	Total	595	100.0	
Missing	.00	12		
	System	4		
	Total	16		
Total		611		

Q4.2: The evaluation process for senior administration takes into account meaningful input from faculty and staff.

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	17	3.0	17.0
	Agree	80	14.0	
	Neither Agree/Disagree	167	29.3	29.3
	Disagree	128	22.5	53.7
	Strongly Disagree	178	31.2	
	Total	570	100.0	
Missing	.00	32		
	System	9		
	Total	41		
Total		611		

Q5.1: I feel CSU, Chico is committed to diversity.

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	80	19.3	62.9
	Agree	181	43.6	
	Neither Agree nor Disagree	91	21.9	21.9
	Disagree	43	10.4	15.2
	Strongly Disagree	20	4.8	
	Total	415	100.0	
Missing	System	7		
Total		422		

Q5.2: I feel CSU, Chico is succeeding at prioritizing diversity issues.

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	54	13.2	43.9
	Agree	126	30.7	
	Neither Agree nor Disagree	134	32.7	32.7
	Disagree	70	17.1	23.4
	Strongly Disagree	26	6.3	
	Total	410	100.0	
Missing	System	12		
Total		422		

Q5.3: I feel all people regardless of differences are valued at Chico State.

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	64	15.5	51.2
	Agree	147	35.7	
	Neither Agree nor Disagree	90	21.8	21.8
	Disagree	76	18.4	26.9
	Strongly Disagree	35	8.5	
	Total	412	100.0	
Missing	System	10		
Total		422		

Q5.4: During my employment at Chico State, I have received fair and equal treatment.

		Frequency	Valid Percent
Valid	Yes	249	62.1
	No	152	37.9
	Total	401	100.0
Missing	System	21	
Total		422	

Q5.1: I feel CSU, Chico is committed to diversity.

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	237	39.1	78.2
	Somewhat Agree	237	39.1	
	Neither Agree/Disagree	78	12.9	12.9
	Somewhat Disagree	38	6.3	8.9
	Strongly Disagree	16	2.6	
	Total	606	100.0	
Missing	System	5		
Total		611		

Q5.2: I feel CSU, Chico is succeeding at prioritizing diversity issues.

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	164	27.1	64.1
	Somewhat Agree	224	37.0	
	Neither Agree/Disagree	140	23.1	23.1
	Somewhat Disagree	51	8.4	12.7
	Strongly Disagree	26	4.3	
	Total	605	100.0	
Missing	System	6		
Total		611		

Q5.3: I feel all people regardless of differences are valued at Chico State.

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	167	27.8	62.3
	Somewhat Agree	207	34.5	
	Neither Agree/Disagree	100	16.7	16.7
	Somewhat Disagree	85	14.2	21.0
	Strongly Disagree	41	6.8	
	Total	600	100.0	
Missing	System	11		
Total		611		

Q5.4: During my employment at Chico State, I have received fair and equal treatment.

		Frequency	Valid Percent
Valid	Yes	400	66.9
	No	198	33.1
	Total	598	100.0
Missing	System	13	
Total		611	

Q5.5: Are you aware of the following programs: Office of Diversity and Inclusion

		Frequency	Valid Percent
Valid	Yes	356	86.2
	No	57	13.8
	Total	413	100.0
Missing	System	9	
Total		422	

Q5.6: Are you aware of the following programs: University Policy on Sexual Harassment

		Frequency	Valid Percent
Valid	Yes	378	91.5
	No	35	8.5
	Total	413	100.0
Missing	System	9	
Total		422	

Q5.7: Are you aware of the following programs: Cross Cultural Leadership Center (CCLC)

		Frequency	Valid Percent
Valid	Yes	317	76.9
	No	95	23.1
	Total	412	100.0
Missing	System	10	
Total		422	

Q5.8: Are you aware of the following programs: Gender Sexuality Equity Center (GSEC)

		Frequency	Valid Percent
Valid	Yes	325	78.9
	No	87	21.1
	Total	412	100.0
Missing	System	10	
Total		422	

Q5.9: Are you aware of the following programs: University Diversity Action Plan

		Frequency	Valid Percent
Valid	Yes	299	72.9
	No	111	27.1
	Total	410	100.0
Missing	System	12	
Total		422	

Q5.10: Are you aware of the following programs: Multicultural and Gender Studies

		Frequency	Valid Percent
Valid	Yes	372	90.5
	No	39	9.5
	Total	411	100.0
Missing	System	11	
Total		422	

Q5.5: Are you aware of the following programs: Office of Diversity and Inclusion

		Frequency	Valid Percent
Valid	Yes	555	91.3
	No	53	8.7
	Total	608	100.0
Missing	System	3	
Total		611	

Q5.6: Are you aware of the following programs: University Policy on Sexual Harassment

		Frequency	Valid Percent
Valid	Yes	590	97.2
	No	17	2.8
	Total	607	100.0
Missing	System	4	
Total		611	

Q5.7: Are you aware of the following programs: Cross Cultural Leadership Center (CCLC)

		Frequency	Valid Percent
Valid	Yes	551	91.2
	No	53	8.8
	Total	604	100.0
Missing	System	7	
Total		611	

Q5.8: Are you aware of the following programs: Gender Sexuality Equity Center (GSEC)

		Frequency	Valid Percent
Valid	Yes	512	84.5
	No	94	15.5
	Total	606	100.0
Missing	System	5	
Total		611	

Q5.9: Are you aware of the following programs: University Diversity Action Plan

		Frequency	Valid Percent
Valid	Yes	476	78.7
	No	129	21.3
	Total	605	100.0
Missing	System	6	
Total		611	

Q5.10: Are you aware of the following programs: Multicultural and Gender Studies

		Frequency	Valid Percent
Valid	Yes	548	90.9
	No	55	9.1
	Total	603	100.0
Missing	System	8	
Total		611	

Q5.11: Are you aware of the following programs: Conversations on Diversity and Inclusion

		Frequency	Valid Percent
Valid	Yes	327	80.0
	No	82	20.0
	Total	409	100.0
Missing	System	13	
Total		422	

Q6.1: Overall, how would you rate your workload?

		Frequency	Valid Percent	Collapsed Percent
Valid	Much too light	1	.2	1.2
	Too light	4	1.0	
	About right	134	33.3	33.3
	Too heavy	148	36.7	65.5
	Much too heavy	116	28.8	
	Total	403	100.0	
Missing	System	19		
Total		422		

Q6.3: How satisfied: Support for securing grants, including RESP

		Frequency	Valid Percent	Collapsed Percent
Valid	Very Satisfied	21	6.5	31.7
	Satisfied	81	25.2	
	Neither	103	32.0	32.0
	Dissatisfied	67	20.8	36.3
	Highly Dissatisfied	50	15.5	
	Total	322	100.0	
Missing	.00	93		
	System	7		
	Total	100		
Total		422		

Q6.4: How satisfied: Access to Teaching Assistants

		Frequency	Valid Percent	Collapsed Percent
Valid	Very Satisfied	7	2.2	22.5
	Satisfied	66	20.4	
	Neither	56	17.3	17.3
	Dissatisfied	108	33.3	60.2
	Highly Dissatisfied	87	26.9	
	Total	324	100.0	
Missing	.00	87		
	System	11		
	Total	98		
Total		422		

Q5.11: Are you aware of the following programs: Conversations on Diversity and Inclusion

		Frequency	Valid Percent
Valid	Yes	509	85.1
	No	89	14.9
	Total	598	100.0
Missing	System	13	
Total		611	

Q6.1: Overall, how would you rate your workload?

		Frequency	Valid Percent	Collapsed Percent
Valid	Much too light	8	1.3	5.7
	Too light	26	4.4	
	About right	278	46.9	46.9
	Too heavy	194	32.7	47.4
	Much too heavy	87	14.7	
	Total	593	100.0	
Missing	System	18		
Total		611		

Q6.3: How satisfied: Support for securing grants, including RESP

		Frequency	Valid Percent	Collapsed Percent
Valid	Very Satisfied	21	10.2	33.2
	Satisfied	47	22.9	
	Neither	81	39.5	39.5
	Dissatisfied	32	15.6	27.3
	Highly Dissatisfied	24	11.7	
	Total	205	100.0	
Missing	.00	400		
	System	6		
	Total	406		
Total		611		

Q6.5: How satisfied: Support for teaching, CELT, TLP

		Frequency	Valid Percent	Collapsed Percent
Valid	Very Satisfied	66	16.8	62.8
	Satisfied	180	45.9	
	Neither	89	22.7	22.7
	Dissatisfied	32	8.2	14.5
	Highly Dissatisfied	25	6.4	
	Total	392	100.0	
Missing	.00	24		
	System	6		
	Total	30		
Total		422		

Q6.6: How satisfied: Support for the teacher/scholar model

		Frequency	Valid Percent	Collapsed Percent
Valid	Very Satisfied	8	2.1	21.5
	Satisfied	73	19.4	
	Neither	109	28.9	28.9
	Dissatisfied	106	28.1	49.6
	Highly Dissatisfied	81	21.5	
	Total	377	100.0	
Missing	.00	38		
	System	7		
	Total	45		
Total		422		

Q6.7: How satisfied: Office space

		Frequency	Valid Percent	Collapsed Percent
Valid	Very Satisfied	66	16.0	62.9
	Satisfied	193	46.8	
	Neither	51	12.4	12.4
	Dissatisfied	61	14.8	24.8
	Highly Dissatisfied	41	10.0	
	Total	412	100.0	
Missing	.00	5		
	System	5		
	Total	10		
Total		422		

Q6.4: How satisfied: Office space

		Frequency	Valid Percent	Collapsed Percent
Valid	Very Satisfied	105	18.4	63.9
	Satisfied	260	45.5	
	Neither	68	11.9	11.9
	Dissatisfied	96	16.8	24.2
	Highly Dissatisfied	42	7.4	
	Total	571	100.0	
Missing	.00	33		
	System	7		
	Total	40		
Total		611		

Q6.8: How satisfied: Lab or research space

		Frequency	Valid Percent	Collapsed Percent
Valid	Very Satisfied	12	4.6	26.3
	Satisfied	56	21.6	
	Neither	55	21.2	21.2
	Dissatisfied	84	32.4	52.5
	Highly Dissatisfied	52	20.1	
	Total	259	100.0	
Missing	.00	156		
	System	7		
	Total	163		
Total		422		

Q6.5: How satisfied: Lab or research space

		Frequency	Valid Percent	Collapsed Percent
Valid	Very Satisfied	9	5.3	32.9
	Satisfied	47	27.6	
	Neither	63	37.1	37.1
	Dissatisfied	25	14.7	30.0
	Highly Dissatisfied	26	15.3	
	Total	170	100.0	
Missing	.00	431		
	System	10		
	Total	441		
Total		611		

Q6.9: How satisfied: Classroom space and equipment

		Frequency	Valid Percent	Collapsed Percent
Valid	Very Satisfied	19	4.7	32.3
	Satisfied	111	27.6	
	Neither	54	13.4	13.4
	Dissatisfied	145	36.1	54.2
	Highly Dissatisfied	73	18.2	
	Total	402	100.0	
Missing	.00	14		
	System	6		
	Total	20		
Total		422		

Q6.10: How satisfied: Space for meetings, conferences, and other collaborative activities

		Frequency	Valid Percent	Collapsed Percent
Valid	Very Satisfied	16	4.1	36.1
	Satisfied	125	32.0	
	Neither	60	15.3	15.3
	Dissatisfied	101	25.8	48.6
	Highly Dissatisfied	89	22.8	
	Total	391	100.0	
Missing	.00	25		
	System	6		
	Total	31		
Total		422		

Q6.6: How satisfied: Space for meetings, conferences, and other collaborative activities

		Frequency	Valid Percent	Collapsed Percent
Valid	Very Satisfied	70	12.5	59.0
	Satisfied	261	46.5	
	Neither	71	12.7	12.7
	Dissatisfied	106	18.9	28.3
	Highly Dissatisfied	53	9.4	
	Total	561	100.0	
Missing	.00	43		
	System	7		
	Total	50		
Total		611		

Q6.11: How satisfied: Library resources

		Frequency	Valid Percent	Collapsed Percent
Valid	Very Satisfied	42	10.6	62.0
	Satisfied	204	51.4	
	Neither	77	19.4	19.4
	Dissatisfied	55	13.9	18.6
	Highly Dissatisfied	19	4.8	
	Total	397	100.0	
Missing	.00	18		
	System	7		
	Total	25		
Total		422		

Q6.12: How satisfied: Physical maintenance of facilities

		Frequency	Valid Percent	Collapsed Percent
Valid	Very Satisfied	20	5.0	35.2
	Satisfied	122	30.3	
	Neither	72	17.9	17.9
	Dissatisfied	103	25.6	46.9
	Highly Dissatisfied	86	21.3	
	Total	403	100.0	
Missing	.00	3		
	System	16		
	Total	19		
Total		422		

Q6.7: How satisfied: Physical maintenance of facilities

		Frequency	Valid Percent	Collapsed Percent
Valid	Very Satisfied	79	13.2	54.5
	Satisfied	247	41.3	
	Neither	83	13.9	13.9
	Dissatisfied	119	19.9	31.6
	Highly Dissatisfied	70	11.7	
	Total	598	100.0	
Missing	.00	9		
	System	4		
	Total	13		
Total		611		

Q6.8: How satisfied: Cleanliness of facilities

		Frequency	Valid Percent	Collapsed Percent
Valid	Very Satisfied	95	16.0	60.5
	Satisfied	264	44.5	
	Neither	84	14.2	14.2
	Dissatisfied	97	16.4	25.3
	Highly Dissatisfied	53	8.9	
	Total	593	100.0	
Missing	.00	6		
	System	12		
	Total	18		
Total		611		

Q6.26: Indicate the number of committees: Unit/Department/Program committees

		Frequency	Valid Percent
Valid	Zero	73	18.3
	1	47	11.8
	2	65	16.3
	3	77	19.3
	4	50	12.5
	5	39	9.8
	6	18	4.5
	7	7	1.8
	8 or more	24	6.0
	Total	400	100.0
Missing	System	22	
Total		422	

Q6.27: Indicate the number of committees: College committees

		Frequency	Valid Percent
Valid	Zero	191	48.5
	1	105	26.6
	2	66	16.8
	3	16	4.1
	4	10	2.5
	5	2	.5
	6	4	1.0
	Total	394	100.0
Missing	System	28	
Total		422	

Q6.28: Indicate the number of committees: University committees

		Frequency	Valid Percent
Valid	Zero	177	45.4
	1	97	24.9
	2	49	12.6
	3	32	8.2
	4	15	3.8
	5	13	3.3
	6	2	.5
	8 or more	5	1.3
	Total	390	100.0
Missing	System	32	
Total		422	

Q6.10: Indicate the number of committees: Unit/Department/Program committees

		Frequency	Valid Percent
Valid	Zero	289	48.2
	1	104	17.4
	2	94	15.7
	3	45	7.5
	4	32	5.3
	5	13	2.2
	6	6	1.0
	7	3	.5
	8 or more	13	2.2
	Total	599	100.0
Missing	System	12	
Total		611	

Q6.11: Indicate the number of committees: College committees

		Frequency	Valid Percent
Valid	Zero	465	79.9
	1	55	9.5
	2	32	5.5
	3	13	2.2
	4	11	1.9
	5	1	.2
	6	2	.3
	8 or more	3	.5
	Total	582	100.0
Missing	System	29	
Total		611	

Q6.12: Indicate the number of committees: University committees

		Frequency	Valid Percent
Valid	Zero	397	66.3
	1	96	16.0
	2	52	8.7
	3	13	2.2
	4	18	3.0
	5	10	1.7
	6	3	.5
	7	3	.5
	8 or more	7	1.2
	Total	599	100.0
Missing	System	12	
Total		611	

Q6.29: Indicate the number of committees: External committees, boards or service...

		Frequency	Valid Percent
Valid	Zero	155	41.3
	1	82	21.9
	2	63	16.8
	3	35	9.3
	4	20	5.3
	5	4	1.1
	6	5	1.3
	7	2	.5
	8 or more	9	2.4
	Total	375	100.0
Missing	System	47	
Total		422	

Q6.13: Indicate the number of committees: External committees, boards or service

		Frequency	Valid Percent
Valid	Zero	457	77.7
	1	65	11.1
	2	38	6.5
	3	12	2.0
	4	7	1.2
	5	4	.7
	6	1	.2
	7	1	.2
	8 or more	3	.5
	Total	588	100.0
Missing	System	23	
Total		611	

Q7.1: My salary is in line with my job duties and workload.

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	11	2.7	22.3
	Agree	81	19.6	
	Neither Agree/Disagree	43	10.4	10.4
	Disagree	127	30.8	67.3
	Strongly Disagree	151	36.6	
	Total	413	100.0	
Missing	.00	1		
	System	8		
	Total	9		
Total		422		

Q7.1: My salary is in line with my job duties and workload.

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	10	1.7	23.1
	Agree	129	21.4	
	Neither Agree/Disagree	62	10.3	10.3
	Disagree	190	31.6	66.6
	Strongly Disagree	211	35.0	
	Total	602	100.0	
Missing	.00	4		
	System	5		
	Total	9		
Total		611		

Q7.2: There are fair and equitable opportunities for salary increases.

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	1	.2	9.7
	Agree	39	9.5	
	Neither Agree/Disagree	54	13.1	13.1
	Disagree	131	31.9	77.1
	Strongly Disagree	186	45.3	
	Total	411	100.0	
Missing	.00	3		
	System	8		
	Total	11		
Total		422		

Q7.2: There are fair and equitable opportunities for salary increases.

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	6	1.0	8.7
	Agree	46	7.7	
	Neither Agree/Disagree	80	13.4	13.4
	Disagree	156	26.1	77.9
	Strongly Disagree	310	51.8	
	Total	598	100.0	
Missing	.00	8		
	System	5		
	Total	13		
Total		611		

Q7.3: CSU, Chico offers a competitive salary compared to other employment opportunities.

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	2	.5	9.0
	Agree	35	8.5	
	Neither Agree/Disagree	51	12.4	
	Disagree	126	30.7	
	Strongly Disagree	196	47.8	
	Total	410	100.0	
Missing	.00	3		
	System	9		
	Total	12		
Total		422		

Q7.4: CSU, Chico offers a competitive benefits package compared to other employment opportunities.

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	78	19.2	67.6
	Agree	197	48.4	
	Neither Agree/Disagree	77	18.9	
	Disagree	25	6.1	
	Strongly Disagree	30	7.4	
	Total	407	100.0	
Missing	.00	7		
	System	8		
	Total	15		
Total		422		

Q7.5: CSU, Chico offers excellent job security.

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	61	15.0	52.2
	Agree	152	37.3	
	Neither Agree/Disagree	92	22.5	
	Disagree	59	14.5	
	Strongly Disagree	44	10.8	
	Total	408	100.0	
Missing	.00	4		
	System	10		
	Total	14		
Total		422		

Q7.3: CSU, Chico offers a competitive salary compared to other employment opportunities.

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	9	1.5	14.7
	Agree	78	13.2	
	Neither Agree/Disagree	97	16.4	
	Disagree	174	29.3	
	Strongly Disagree	235	39.6	
	Total	593	100.0	
Missing	.00	10		
	System	8		
	Total	18		
Total		611		

Q7.4: CSU, Chico offers a competitive benefits package compared to other employment opportunities.

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	154	25.8	80.5
	Agree	326	54.7	
	Neither Agree/Disagree	73	12.2	
	Disagree	25	4.2	
	Strongly Disagree	18	3.0	
	Total	596	100.0	
Missing	.00	11		
	System	4		
	Total	15		
Total		611		

Q7.5: CSU, Chico offers excellent job security.

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	71	12.0	57.5
	Agree	269	45.5	
	Neither Agree/Disagree	146	24.7	
	Disagree	60	10.2	
	Strongly Disagree	45	7.6	
	Total	591	100.0	
Missing	.00	13		
	System	7		
	Total	20		
Total		611		

Q7.6: Staff promotions to new positions provide for appropriate salary increases.

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	8	1.4	12.6
	Agree	64	11.2	
	Neither Agree/Disagree	138	24.2	24.2
	Disagree	147	25.8	63.2
	Strongly Disagree	213	37.4	
	Total	570	100.0	
Missing	.00	33		
	System	8		
	Total	41		
Total		611		

Q7.7: The In-Range Progress (IRP) process and reclassification process are implemented equitably and fairly.

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	5	.9	8.0
	Agree	40	7.1	
	Neither Agree/Disagree	133	23.7	23.7
	Disagree	113	20.1	68.3
	Strongly Disagree	271	48.2	
	Total	562	100.0	
Missing	.00	42		
	System	7		
	Total	49		
Total		611		

Q7.8: There is support available for the IRP and reclassification processes.

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	6	1.1	14.0
	Agree	71	12.9	
	Neither Agree/Disagree	137	24.9	24.9
	Disagree	124	22.5	61.2
	Strongly Disagree	213	38.7	
	Total	551	100.0	
Missing	.00	52		
	System	8		
	Total	60		
Total		611		

Q7.9: Hiring managers have the authority to offer fair and competitive salaries at the time of hire.

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	2	.4	8.6
	Agree	47	8.3	
	Neither Agree/Disagree	127	22.4	22.4
	Disagree	106	18.7	69.0
	Strongly Disagree	286	50.4	
	Total	568	100.0	
Missing	.00	34		
	System	9		
	Total	43		
Total		611		

Q7.10: I believe the CSU, Chico administration is as concerned about fair, reasonable and equitable staff salaries...

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	11	1.9	9.8
	Agree	47	7.9	
	Neither Agree/Disagree	96	16.2	16.2
	Disagree	134	22.6	74.1
	Strongly Disagree	306	51.5	
	Total	594	100.0	
Missing	.00	10		
	System	7		
	Total	17		
Total		611		

Q8.1: I value collaborating with others.

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	224	54.8	95.4
	Agree	166	40.6	
	Neither Agree/Disagree	13	3.2	3.2
	Disagree	6	1.5	1.5
	Total	409	100.0	
Missing	System	13		
Total		422		

Q8.1: I value collaborating with others.

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	318	52.8	94.7
	Agree	252	41.9	
	Neither Agree/Disagree	31	5.1	5.1
	Strongly Disagree	1	.2	0.2
	Total	602	100.0	
Missing	.00	4		
	System	5		
	Total	9		
Total		611		

Q8.2: There is opportunity for collaboration between faculty and staff.

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	59	14.6	57.8
	Agree	175	43.2	
	Neither Agree/Disagree	72	17.8	17.8
	Disagree	75	18.5	24.4
	Strongly Disagree	24	5.9	
	Total	405	100.0	
Missing	.00	4		
	System	13		
	Total	17		
Total		422		

Q8.3: It is easy to find space to collaborate and also to foster collaborative relationships.

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	22	5.5	30.0
	Agree	99	24.6	
	Neither Agree/Disagree	104	25.8	25.8
	Disagree	123	30.5	44.2
	Strongly Disagree	55	13.6	
	Total	403	100.0	
Missing	.00	2		
	System	17		
	Total	19		
Total		422		

Q8.4: There is opportunity for collaboration between junior and senior faculty.

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	43	10.7	51.9
	Agree	165	41.1	
	Neither Agree/Disagree	97	24.2	24.2
	Disagree	65	16.2	23.9
	Strongly Disagree	31	7.7	
	Total	401	100.0	
Missing	.00	5		
	System	16		
	Total	21		
Total		422		

Q8.2: There is opportunity for collaboration between faculty and staff.

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	75	13.8	53.0
	Agree	213	39.2	
	Neither Agree/Disagree	150	27.6	27.6
	Disagree	86	15.8	19.3
	Strongly Disagree	19	3.5	
	Total	543	100.0	
Missing	.00	62		
	System	6		
	Total	68		
Total		611		

Q8.3: It is easy to find space to collaborate and also to foster collaborative relationships.

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	44	7.7	37.8
	Agree	172	30.1	
	Neither Agree/Disagree	196	34.3	34.3
	Disagree	126	22.0	28.0
	Strongly Disagree	34	5.9	
	Total	572	100.0	
Missing	.00	31		
	System	8		
	Total	39		
Total		611		

Q9.1: CSU Chico facilities contribute to good working conditions.

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	17	4.2	35.1
	Agree	126	31.0	
	Neither Agree/Disagree	77	18.9	18.9
	Disagree	130	31.9	45.9
	Strongly Disagree	57	14.0	
	Total	407	100.0	
Missing	.00	2		
	System	13		
	Total	15		
Total		422		

Q9.2: I am satisfied with the availability of campus parking.

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	12	3.5	20.7
	Agree	59	17.2	
	Neither Agree/Disagree	54	15.7	15.7
	Disagree	107	31.2	63.6
	Strongly Disagree	111	32.4	
	Total	343	100.0	
Missing	.00	68		
	System	11		
	Total	79		
Total		422		

Q9.3: I am able to schedule space when needed.

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	8	2.1	38.0
	Agree	136	35.9	
	Neither Agree/Disagree	89	23.5	23.5
	Disagree	90	23.7	38.5
	Strongly Disagree	56	14.8	
	Total	379	100.0	
Missing	.00	31		
	System	12		
	Total	43		
Total		422		

Q9.1: CSU Chico facilities contribute to good working conditions.

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	76	12.8	60.6
	Agree	283	47.8	
	Neither Agree/Disagree	116	19.6	19.6
	Disagree	81	13.7	19.8
	Strongly Disagree	36	6.1	
	Total	592	100.0	
Missing	.00	8		
	System	11		
	Total	19		
Total		611		

Q9.2: I am satisfied with the availability of campus parking.

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	31	5.5	29.6
	Agree	137	24.1	
	Neither Agree/Disagree	85	15.0	15.0
	Disagree	163	28.7	55.5
	Strongly Disagree	152	26.8	
	Total	568	100.0	
Missing	.00	39		
	System	4		
	Total	43		
Total		611		

Q9.3: I am able to schedule space when needed.

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	29	5.7	49.9
	Agree	223	44.2	
	Neither Agree/Disagree	127	25.1	25.1
	Disagree	91	18.0	25.0
	Strongly Disagree	35	6.9	
	Total	505	100.0	
Missing	.00	99		
	System	7		
	Total	106		
Total		611		

Q9.4: Space allocation and use is fair and consistent across campus

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	2	.5	13.7
	Agree	50	13.2	
	Neither Agree/Disagree	117	30.9	30.9
	Disagree	94	24.8	55.4
	Strongly Disagree	116	30.6	
	Total	379	100.0	
Missing	.00	30		
	System	13		
	Total	43		
Total		422		

Q9.5: Academically-related activities are clearly defined for facilities reservations.

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	8	2.2	16.9
	Agree	53	14.7	
	Neither Agree/Disagree	140	38.9	38.9
	Disagree	73	20.3	44.2
	Strongly Disagree	86	23.9	
	Total	360	100.0	
Missing	.00	47		
	System	15		
	Total	62		
Total		422		

Q9.6: Campus facility-use charges for non-academic related activities are equitable and consistent.

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	3	.9	6.9
	Agree	21	6.0	
	Neither Agree/Disagree	109	31.3	31.3
	Disagree	63	18.1	61.8
	Strongly Disagree	152	43.7	
	Total	348	100.0	
Missing	.00	61		
	System	13		
	Total	74		
Total		422		

Q9.4: Space allocation and use is fair and consistent across campus

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	16	3.1	23.7
	Agree	107	20.6	
	Neither Agree/Disagree	203	39.1	39.1
	Disagree	121	23.3	37.2
	Strongly Disagree	72	13.9	
	Total	519	100.0	
Missing	.00	82		
	System	10		
	Total	92		
Total		611		

Q9.5: Academically-related activities are clearly defined for facilities reservations.

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	15	3.5	24.5
	Agree	91	21.1	
	Neither Agree/Disagree	198	45.8	45.8
	Disagree	82	19.0	29.6
	Strongly Disagree	46	10.6	
	Total	432	100.0	
Missing	.00	168		
	System	11		
	Total	179		
Total		611		

Q9.6: Campus facility-use charges for non-academic related activities are equitable and consistent.

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	6	1.3	12.8
	Agree	51	11.5	
	Neither Agree/Disagree	178	40.0	40.0
	Disagree	100	22.5	47.2
	Strongly Disagree	110	24.7	
	Total	445	100.0	
Missing	.00	151		
	System	15		
	Total	166		
Total		611		

Q9.7: The implementation of campus facility-use charges balances campus resource requirements with community needs.

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	3	.9	7.4
	Agree	23	6.6	
	Neither Agree/Disagree	103	29.3	29.3
	Disagree	68	19.4	63.2
	Strongly Disagree	154	43.9	
	Total	351	100.0	
Missing	.00	56		
	System	15		
	Total	71		
Total		422		

Q9.7: The implementation of campus facility-use charges balances campus resource requirements with community needs.

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	10	2.2	14.2
	Agree	55	12.0	
	Neither Agree/Disagree	179	39.0	39.0
	Disagree	88	19.2	46.8
	Strongly Disagree	127	27.7	
	Total	459	100.0	
Missing	.00	141		
	System	11		
	Total	152		
Total		611		

Q10.1: The criteria for tenure and promotion are clearly communicated.

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	45	11.8	56.8
	Agree	171	45.0	
	Neither Agree/Disagree	58	15.3	15.3
	Disagree	76	20.0	27.9
	Strongly Disagree	30	7.9	
	Total	380	100.0	
Missing	.00	27		
	System	15		
	Total	42		
Total		422		

Q10.2: What extent valued in the tenure process: Valued in the tenure process: Teaching

		Frequency	Valid Percent	Collapsed Percent
Valid	Highly Valued	150	42.3	83.4
	Valued	146	41.1	
	Neither Agree/Disagree	20	5.6	5.6
	Not Valued Much	34	9.6	11.0
	Not Valued at All	5	1.4	
	Total	355	100.0	
Missing	.00	55		
	System	12		
	Total	67		
Total		422		

Q10.3: What extent valued in the tenure process: Valued in the tenure process: Professional Dev. (Research/Scholarly Activity, etc.)

		Frequency	Valid Percent	Collapsed Percent
Valid	Highly Valued	141	39.5	82.1
	Valued	152	42.6	
	Neither Agree/Disagree	23	6.4	6.4
	Not Valued Much	35	9.8	11.5
	Not Valued at All	6	1.7	
	Total	357	100.0	
Missing	.00	52		
	System	13		
	Total	65		
Total		422		

Q10.4: What extent valued in the tenure process: Valued in the tenure process: Service (committee work, advising, etc.)

		Frequency	Valid Percent	Collapsed Percent
Valid	Highly Valued	34	9.6	57.6
	Valued	170	48.0	
	Neither Agree/Disagree	41	11.6	11.6
	Not Valued Much	85	24.0	30.8
	Not Valued at All	24	6.8	
	Total	354	100.0	
Missing	.00	53		
	System	15		
	Total	68		
Total		422		

Q10.5: How appropriately valued in the tenure process: How appropriately valued in tenure: Teaching

		Frequency	Valid Percent	Collapsed Percent
Valid	Very Appropriately	105	29.7	75.6
	Appropriately	162	45.9	
	Neither Agree/Disagree	27	7.6	7.6
	Inappropriately	37	10.5	16.7
	Very Inappropriately	22	6.2	
	Total	353	100.0	
Missing	.00	54		
	System	15		
	Total	69		
Total		422		

**Q10.6: How appropriately valued in the tenure process: Professional Development
(Research/Scholarly Activity, etc.)**

		Frequency	Valid Percent	Collapsed Percent
Valid	Very Appropriately	55	15.6	53.7
	Appropriately	134	38.1	
	Neither Agree/Disagree	51	14.5	14.5
	Inappropriately	95	27.0	31.8
	Very Inappropriately	17	4.8	
	Total	352	100.0	
Missing	.00	54		
	System	16		
	Total	70		
Total		422		

Q10.7: How appropriately valued in the tenure process: Service (committee work, advising, etc.)

		Frequency	Valid Percent	Collapsed Percent
Valid	Very Appropriately	39	11.1	47.9
	Appropriately	129	36.8	
	Neither Agree/Disagree	57	16.2	16.2
	Inappropriately	98	27.9	35.9
	Very Inappropriately	28	8.0	
	Total	351	100.0	
Missing	.00	53		
	System	18		
	Total	71		
Total		422		

Q10.9: Research is encouraged at CSU, Chico.

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	44	11.3	55.9
	Agree	174	44.6	
	Neither Agree/Disagree	65	16.7	16.7
	Disagree	75	19.2	27.4
	Strongly Disagree	32	8.2	
	Total	390	100.0	
Missing	.00	17		
	System	15		
	Total	32		
Total		422		

Q10.10: There is value in research that is connected to classroom practices.

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	123	31.1	74.7
	Agree	172	43.5	
	Neither Agree/Disagree	51	12.9	12.9
	Disagree	35	8.9	12.4
	Strongly Disagree	14	3.5	
	Total	395	100.0	
Missing	.00	12		
	System	15		
	Total	27		
Total		422		

Q10.11: Faculty are supported to conduct research through adequate release time.

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	5	1.3	11.8
	Agree	40	10.5	
	Neither Agree/Disagree	71	18.7	18.7
	Disagree	114	30.0	69.5
	Strongly Disagree	150	39.5	
	Total	380	100.0	
Missing	.00	30		
	System	12		
	Total	42		
Total		422		

Q10.12: There is sufficient funding to conduct research.

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	2	.5	7.4
	Agree	26	6.8	
	Neither Agree/Disagree	80	21.1	21.1
	Disagree	125	32.9	71.6
	Strongly Disagree	147	38.7	
	Total	380	100.0	
Missing	.00	28		
	System	14		
	Total	42		
Total		422		

Q10.13: The monetary incentive returned from indirect is adequate.

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	7	2.1	8.0
	Agree	19	5.8	
	Neither Agree/Disagree	101	31.0	31.0
	Disagree	75	23.0	61.0
	Strongly Disagree	124	38.0	
	Total	326	100.0	
Missing	.00	78		
	System	18		
	Total	96		
Total		422		

Q10.14: The non-federal indirect rate for research is adequate to receive competitive funding.

		Frequency	Valid Percent	Collapsed Percent
Valid	Agree	23	7.5	7.5
	Neither Agree/Disagree	127	41.2	41.2
	Disagree	66	21.4	51.3
	Strongly Disagree	92	29.9	
	Total	308	100.0	
Missing	.00	92		
	System	22		
	Total	114		
Total		422		

Q10.15: There are sufficient opportunities for research.

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	10	2.7	21.5
	Agree	71	18.9	
	Neither Agree/Disagree	98	26.1	26.1
	Disagree	109	29.0	52.4
	Strongly Disagree	88	23.4	
	Total	376	100.0	
Missing	.00	31		
	System	15		
	Total	46		
Total		422		

Q10.1: I know how my performance is measured.

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	91	15.2	60.2
	Agree	269	45.0	
	Neither Agree/Disagree	85	14.2	14.2
	Disagree	92	15.4	25.6
	Strongly Disagree	61	10.2	
	Total	598	100.0	
Missing	.00	7		
	System	6		
	Total	13		
Total		611		

Q10.2: My performance reviews are conducted on a regular basis.

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	100	17.0	53.1
	Agree	213	36.2	
	Neither Agree/Disagree	78	13.2	13.2
	Disagree	105	17.8	33.6
	Strongly Disagree	93	15.8	
	Total	589	100.0	
Missing	.00	18		
	System	4		
	Total	22		
Total		611		

Q10.3: Performance evaluations/reviews are fair and equitable

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	86	14.9	56.1
	Agree	237	41.1	
	Neither Agree/Disagree	122	21.2	21.2
	Disagree	71	12.3	22.7
	Strongly Disagree	60	10.4	
	Total	576	100.0	
Missing	.00	27		
	System	8		
	Total	35		
Total		611		

Q10.4: Performance evaluations/reviews provide meaningful feedback

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	77	13.4	52.5
	Agree	225	39.1	
	Neither Agree/Disagree	121	21.0	21.0
	Disagree	83	14.4	26.4
	Strongly Disagree	69	12.0	
	Total	575	100.0	
Missing	.00	27		
	System	9		
	Total	36		
Total		611		

Q10.5: My position is properly classified and reflects my duties accurately.

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	68	11.4	51.1
	Agree	236	39.7	
	Neither Agree/Disagree	87	14.6	14.6
	Disagree	108	18.2	34.3
	Strongly Disagree	96	16.1	
	Total	595	100.0	
Missing	.00	10		
	System	6		
	Total	16		
Total		611		

Q10.6: My supervisor and I work together to establish my goals for the next year.

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	100	17.1	58.7
	Agree	244	41.6	
	Neither Agree/Disagree	84	14.3	14.3
	Disagree	79	13.5	27.0
	Strongly Disagree	79	13.5	
	Total	586	100.0	
Missing	.00	18		
	System	7		
	Total	25		
Total		611		

Q10.7: My supervisor conducts my personnel evaluation properly.

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	110	19.3	60.1
	Agree	232	40.8	
	Neither Agree/Disagree	101	17.8	17.8
	Disagree	57	10.0	22.1
	Strongly Disagree	69	12.1	
	Total	569	100.0	
Missing	.00	34		
	System	8		
	Total	42		
Total		611		

Q11.1: How often does your work cause you stress?

		Frequency	Valid Percent	Collapsed Percent
Valid	Very Frequently	146	36.9	76.5
	Frequently	157	39.6	
	Neither Agree/Disagree	32	8.1	8.1
	Infrequently	55	13.9	15.4
	Very Infrequently	6	1.5	
	Total	396	100.0	
Missing	System	26		
	Total	422		

Q11.1: How often does your work cause you stress?

		Frequency	Valid Percent	Collapsed Percent
Valid	Very Frequently	137	24.6	65.7
	Frequently	229	41.1	
	Neutral	103	18.5	18.5
	Infrequently	70	12.6	15.8
	Very Infrequently	18	3.2	
	Total	557	100.0	
Missing	.00	4		
	System	50		
	Total	54		
Total		611		

Q11.2: Extent of WORK stress: Your salary

		Frequency	Valid Percent	Collapsed Percent
Valid	Significant Source	126	30.9	66.2
	Source of Stress	144	35.3	
	Neither Agree/Disagree	40	9.8	9.8
	Rarely a Source of Stress	66	16.2	24.0
	Never a Source of Stress	32	7.8	
	Total	408	100.0	
Missing	.00	2		
	System	12		
	Total	14		
Total		422		

Q11.2: Extent of WORK stress: Your salary

		Frequency	Valid Percent	Collapsed Percent
Valid	Significant Source	163	27.2	65.1
	Source of Stress	227	37.9	
	Neither	84	14.0	14.0
	Rarely a Source of Stress	83	13.9	20.9
	Never a Source of Stress	42	7.0	
	Total	599	100.0	
Missing	.00	6		
	System	6		
	Total	12		
Total		611		

Q11.3: Extent of WORK stress: Benefits

		Frequency	Valid Percent	Collapsed Percent
Valid	Significant Source	21	5.3	16.8
	Source of Stress	46	11.5	
	Neither Agree/Disagree	67	16.8	16.8
	Rarely a Source of Stress	151	37.8	66.5
	Never a Source of Stress	115	28.8	
	Total	400	100.0	
Missing	.00	6		
	System	16		
	Total	22		
Total		422		

Q11.4: Extent of WORK stress: Teaching responsibilities

		Frequency	Valid Percent	Collapsed Percent
Valid	Significant Source	106	26.7	70.3
	Source of Stress	173	43.6	
	Neither Agree/Disagree	42	10.6	10.6
	Rarely a Source of Stress	63	15.9	19.1
	Never a Source of Stress	13	3.3	
	Total	397	100.0	
Missing	.00	15		
	System	10		
	Total	25		
Total		422		

Q11.3: Extent of WORK stress: Benefits

		Frequency	Valid Percent	Collapsed Percent
Valid	Significant Source	22	3.7	14.2
	Source of Stress	62	10.5	
	Neither	119	20.2	20.2
	Rarely a Source of Stress	202	34.2	65.6
	Never a Source of Stress	185	31.4	
	Total	590	100.0	
Missing	.00	11		
	System	10		
	Total	21		
Total		611		

Q11.4: Extent of WORK stress: Length of time it takes for reclass and IRP

		Frequency	Valid Percent	Collapsed Percent
Valid	Significant Source	152	36.6	71.1
	Source of Stress	143	34.5	
	Neither	80	19.3	19.3
	Rarely a Source of Stress	23	5.5	9.6
	Never a Source of Stress	17	4.1	
	Total	415	100.0	
Missing	.00	188		
	System	8		
	Total	196		
Total		611		

Q11.5: Extent of WORK stress: Advising responsibilities

		Frequency	Valid Percent	Collapsed Percent
Valid	Significant Source	40	11.5	39.2
	Source of Stress	96	27.7	
	Neither Agree/Disagree	68	19.6	19.6
	Rarely a Source of Stress	102	29.4	41.2
	Never a Source of Stress	41	11.8	
	Total	347	100.0	
Missing	.00	62		
	System	13		
	Total	75		
Total		422		

Q11.5: Extent of WORK stress: Results of a reclass or IRP

		Frequency	Valid Percent	Collapsed Percent
Valid	Significant Source	117	29.7	64.0
	Source of Stress	135	34.3	
	Neither	93	23.6	23.6
	Rarely a Source of Stress	29	7.4	12.4
	Never a Source of Stress	20	5.1	
	Total	394	100.0	
Missing	.00	209		
	System	8		
	Total	217		
Total		611		

Q11.6: Extent of WORK stress: Scholarly productivity

		Frequency	Valid Percent	Collapsed Percent
Valid	Significant Source	98	27.0	62.0
	Source of Stress	127	35.0	
	Neither Agree/Disagree	57	15.7	15.7
	Rarely a Source of Stress	57	15.7	22.3
	Never a Source of Stress	24	6.6	
	Total	363	100.0	
Missing	.00	44		
	System	15		
	Total	59		
Total		422		

Q11.6: Extent of WORK stress: Salary increase in connection with reclass or IRP

		Frequency	Valid Percent	Collapsed Percent
Valid	Significant Source	126	31.7	63.7
	Source of Stress	127	32.0	
	Neither	101	25.4	25.4
	Rarely a Source of Stress	23	5.8	10.8
	Never a Source of Stress	20	5.0	
	Total	397	100.0	
Missing	.00	204		
	System	10		
	Total	214		
Total		611		

Q11.7: Extent of WORK stress: Downgrading or removing duties from your position description

		Frequency	Valid Percent	Collapsed Percent
Valid	Significant Source	55	15.8	27.2
	Source of Stress	40	11.5	
	Neither	145	41.5	41.5
	Rarely a Source of Stress	35	10.0	31.2
	Never a Source of Stress	74	21.2	
	Total	349	100.0	
Missing	.00	255		
	System	7		
	Total	262		
Total		611		

Q11.8: Extent of WORK stress: An increase in duties or working out of class.

		Frequency	Valid Percent	Collapsed Percent
Valid	Significant Source	137	26.7	63.2
	Source of Stress	188	36.6	
	Neither	95	18.5	18.5
	Rarely a Source of Stress	59	11.5	18.3
	Never a Source of Stress	35	6.8	
	Total	514	100.0	
Missing	.00	90		
	System	7		
	Total	97		
Total		611		

Q11.7: Extent of WORK stress: Committee and/or administrative responsibilities

		Frequency	Valid Percent	Collapsed Percent
Valid	Significant Source	85	23.7	64.6
	Source of Stress	147	40.9	
	Neither Agree/Disagree	53	14.8	14.8
	Rarely a Source of Stress	57	15.9	20.6
	Never a Source of Stress	17	4.7	
	Total	359	100.0	
Missing	.00	50		
	System	13		
	Total	63		
Total		422		

Q11.9: Extent of WORK stress: Committee and/or administrative responsibilities

		Frequency	Valid Percent	Collapsed Percent
Valid	Significant Source	34	6.9	32.2
	Source of Stress	124	25.3	
	Neither	173	35.2	35.2
	Rarely a Source of Stress	99	20.2	32.6
	Never a Source of Stress	61	12.4	
	Total	491	100.0	
Missing	.00	112		
	System	8		
	Total	120		
Total		611		

Q11.8: Extent of WORK stress: Review/promotion process

		Frequency	Valid Percent	Collapsed Percent
Valid	Significant Source	64	17.4	53.3
	Source of Stress	132	35.9	
	Neither Agree/Disagree	63	17.1	17.1
	Rarely a Source of Stress	67	18.2	29.6
	Never a Source of Stress	42	11.4	
	Total	368	100.0	
Missing	.00	43		
	System	11		
	Total	54		
Total		422		

Q11.9: Extent of WORK stress: Departmental meetings and functions

		Frequency	Valid Percent	Collapsed Percent
Valid	Significant Source	69	17.8	45.1
	Source of Stress	106	27.3	
	Neither Agree/Disagree	78	20.1	20.1
	Rarely a Source of Stress	96	24.7	34.8
	Never a Source of Stress	39	10.1	
	Total	388	100.0	
Missing	.00	21		
	System	13		
	Total	34		
Total		422		

Q11.10: Extent of WORK stress: Unit/Departmental meetings and functions

		Frequency	Valid Percent	Collapsed Percent
Valid	Significant Source	38	6.9	28.1
	Source of Stress	117	21.2	
	Neither	190	34.5	34.5
	Rarely a Source of Stress	134	24.3	37.4
	Never a Source of Stress	72	13.1	
	Total	551	100.0	
Missing	.00	49		
	System	11		
	Total	60		
Total		611		

Q11.10: Extent of WORK stress: Securing funding for research

		Frequency	Valid Percent	Collapsed Percent
Valid	Significant Source	47	14.8	46.1
	Source of Stress	99	31.2	
	Neither Agree/Disagree	80	25.2	25.2
	Rarely a Source of Stress	62	19.6	28.7
	Never a Source of Stress	29	9.1	
	Total	317	100.0	
Missing	.00	91		
	System	14		
	Total	105		
Total		422		

Q11.11: Extent of WORK stress: Managing a group or major project (e.g., finances, personnel)

		Frequency	Valid Percent	Collapsed Percent
Valid	Significant Source	45	15.3	49.8
	Source of Stress	102	34.6	
	Neither Agree/Disagree	71	24.1	24.1
	Rarely a Source of Stress	53	18.0	26.1
	Never a Source of Stress	24	8.1	
	Total	295	100.0	
Missing	.00	114		
	System	13		
	Total	127		
Total		422		

Q11.12: Extent of WORK stress: Departmental or campus politics

		Frequency	Valid Percent	Collapsed Percent
Valid	Significant Source	153	38.0	72.0
	Source of Stress	137	34.0	
	Neither Agree/Disagree	45	11.2	11.2
	Rarely a Source of Stress	48	11.9	16.9
	Never a Source of Stress	20	5.0	
	Total	403	100.0	
Missing	.00	8		
	System	11		
	Total	19		
Total		422		

Q11.11: Extent of WORK stress: Managing a group or major project (e.g., finances, personnel)

		Frequency	Valid Percent	Collapsed Percent
Valid	Significant Source	45	9.3	38.3
	Source of Stress	141	29.0	
	Neither	151	31.1	31.1
	Rarely a Source of Stress	99	20.4	30.7
	Never a Source of Stress	50	10.3	
	Total	486	100.0	
Missing	.00	115		
	System	10		
	Total	125		
Total		611		

Q11.12: Extent of WORK stress: Unit/Departmental or campus politics

		Frequency	Valid Percent	Collapsed Percent
Valid	Significant Source	152	26.6	60.8
	Source of Stress	195	34.2	
	Neither	103	18.0	18.0
	Rarely a Source of Stress	84	14.7	21.2
	Never a Source of Stress	37	6.5	
	Total	571	100.0	
Missing	.00	35		
	System	5		
	Total	40		
Total		611		

Q11.13: Extent of WORK stress: Bias/discrimination/unfairness

		Frequency	Valid Percent	Collapsed Percent
Valid	Significant Source	85	21.9	43.3
	Source of Stress	83	21.4	
	Neither Agree/Disagree	78	20.1	20.1
	Rarely a Source of Stress	76	19.6	36.6
	Never a Source of Stress	66	17.0	
	Total	388	100.0	
Missing	.00	20		
	System	14		
	Total	34		
Total		422		

Q11.13: Extent of WORK stress: Bias/discrimination/unfairness

		Frequency	Valid Percent	Collapsed Percent
Valid	Significant Source	95	16.9	41.0
	Source of Stress	135	24.1	
	Neither	117	20.9	20.9
	Rarely a Source of Stress	96	17.1	38.1
	Never a Source of Stress	118	21.0	
	Total	561	100.0	
Missing	.00	42		
	System	8		
	Total	50		
Total		611		

Q11.14: Extent of WORK stress: Uncertain or undefined job expectations

		Frequency	Valid Percent	Collapsed Percent
Valid	Significant Source	48	12.2	35.9
	Source of Stress	93	23.7	
	Neither Agree/Disagree	98	24.9	24.9
	Rarely a Source of Stress	102	26.0	39.2
	Never a Source of Stress	52	13.2	
	Total	393	100.0	
Missing	.00	16		
	System	13		
	Total	29		
Total		422		

Q11.14: Extent of WORK stress: Uncertain or undefined job expectations

		Frequency	Valid Percent	Collapsed Percent
Valid	Significant Source	79	13.7	41.1
	Source of Stress	158	27.4	
	Neither	144	25.0	25.0
	Rarely a Source of Stress	104	18.1	33.9
	Never a Source of Stress	91	15.8	
	Total	576	100.0	
Missing	.00	26		
	System	9		
	Total	35		
Total		611		

Q11.15: Extent of WORK stress: Lack of community at work

		Frequency	Valid Percent	Collapsed Percent
Valid	Significant Source	49	12.5	40.2
	Source of Stress	108	27.6	
	Neither Agree/Disagree	81	20.7	20.7
	Rarely a Source of Stress	96	24.6	39.1
	Never a Source of Stress	57	14.6	
	Total	391	100.0	
Missing	.00	13		
	System	18		
	Total	31		
Total		422		

Q11.15: Extent of WORK stress: Lack of community at work

		Frequency	Valid Percent	Collapsed Percent
Valid	Significant Source	72	12.5	36.7
	Source of Stress	139	24.2	
	Neither	132	23.0	23.0
	Rarely a Source of Stress	117	20.3	40.3
	Never a Source of Stress	115	20.0	
	Total	575	100.0	
Missing	.00	29		
	System	7		
	Total	36		
Total		611		

Q11.16: Extent of WORK stress: Lack of time for friends and family

		Frequency	Valid Percent	Collapsed Percent
Valid	Significant Source	109	27.3	59.4
	Source of Stress	128	32.1	
	Neither Agree/Disagree	59	14.8	14.8
	Rarely a Source of Stress	74	18.5	25.8
	Never a Source of Stress	29	7.3	
	Total	399	100.0	
Missing	.00	8		
	System	15		
	Total	23		
Total		422		

Q11.16: Extent of WORK stress: Lack of time for friends and family

		Frequency	Valid Percent	Collapsed Percent
Valid	Significant Source	69	12.3	35.0
	Source of Stress	128	22.7	
	Neither	136	24.2	24.2
	Rarely a Source of Stress	108	19.2	40.9
	Never a Source of Stress	122	21.7	
	Total	563	100.0	
Missing	.00	36		
	System	12		
	Total	48		
Total		611		

Q11.18: How often does your home life cause you stress?

		Frequency	Valid Percent	Collapsed Percent
Valid	Very Frequently	13	3.2	19.8
	Frequently	67	16.5	
	Neither Agree/Disagree	45	11.1	11.1
	Infrequently	169	41.7	69.1
	Very Infrequently	111	27.4	
	Total	405	100.0	
Missing	.00	9		
	System	8		
	Total	17		
Total		422		

Q11.18: How often does your home life cause you stress?

		Frequency	Valid Percent	Collapsed Percent
Valid	Very Frequently	13	2.2	16.4
	Frequently	84	14.2	
	Neutral	115	19.5	19.5
	Infrequently	222	37.6	64.1
	Very Infrequently	157	26.6	
	Total	591	100.0	
Missing	.00	17		
	System	3		
	Total	20		
Total		611		

Q11.19: My work has a negative impact on my home life

		Frequency	Valid Percent	Collapsed Percent
Valid	Very Frequently	65	16.1	45.8
	Frequently	120	29.7	
	Neither Agree/Disagree	70	17.3	17.3
	Infrequently	88	21.8	36.9
	Very Infrequently	61	15.1	
	Total	404	100.0	
Missing	.00	10		
	System	8		
	Total	18		
Total		422		

Q11.19: My work has a negative impact on my home life

		Frequency	Valid Percent	Collapsed Percent
Valid	Very Frequently	43	7.4	29.7
	Frequently	129	22.2	
	Neutral	126	21.7	21.7
	Infrequently	151	26.0	48.6
	Very Infrequently	131	22.6	
	Total	580	100.0	
Missing	.00	27		
	System	4		
	Total	31		
Total		611		

Q11.20: My home life has a negative impact on my work

		Frequency	Valid Percent	Collapsed Percent
Valid	Very Frequently	6	1.5	4.6
	Frequently	12	3.1	
	Neither Agree/Disagree	49	12.6	12.6
	Infrequently	119	30.6	82.8
	Very Infrequently	203	52.2	
	Total	389	100.0	
Missing	.00	24		
	System	9		
	Total	33		
Total		422		

Q11.20: My home life has a negative impact on my work

		Frequency	Valid Percent	Collapsed Percent
Valid	Frequently	15	2.7	2.7
	Neutral	107	19.3	19.3
	Infrequently	157	28.3	78.0
	Very Infrequently	275	49.6	
	Total	554	100.0	
Missing	.00	52		
	System	5		
	Total	57		
Total		611		

Q11.21: I feel excluded from an informal network in my department/unit.

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	46	11.4	34.0
	Agree	91	22.6	
	Neither Agree/Disagree	57	14.1	14.1
	Disagree	123	30.5	51.9
	Strongly Disagree	86	21.3	
	Total	403	100.0	
Missing	.00	7		
	System	12		
	Total	19		
Total		422		

Q11.21: I feel excluded from an informal network in my department/unit.

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	46	7.8	26.7
	Agree	112	19.0	
	Neither Agree/Disagree	138	23.4	23.4
	Disagree	185	31.3	49.9
	Strongly Disagree	110	18.6	
	Total	591	100.0	
Missing	.00	16		
	System	4		
	Total	20		
Total		611		

Q11.22: I have to work harder than some of my colleagues to be taken seriously.

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	66	16.5	39.5
	Agree	92	23.0	
	Neither Agree/Disagree	72	18.0	18.0
	Disagree	104	26.0	42.5
	Strongly Disagree	66	16.5	
	Total	400	100.0	
Missing	.00	8		
	System	14		
	Total	22		
Total		422		

Q11.22: I have to work harder than some of my colleagues to be taken seriously.

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	46	7.8	30.7
	Agree	136	22.9	
	Neither Agree/Disagree	140	23.6	23.6
	Disagree	166	28.0	45.7
	Strongly Disagree	105	17.7	
	Total	593	100.0	
Missing	.00	12		
	System	6		
	Total	18		
Total		611		

Q11.23: I am motivated to give 100% at my job

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	162	39.2	73.8
	Agree	143	34.6	
	Neither Agree/Disagree	35	8.5	8.5
	Disagree	50	12.1	17.7
	Strongly Disagree	23	5.6	
	Total	413	100.0	
Missing	.00	1		
	System	8		
	Total	9		
Total		422		

Q11.23: I am motivated to give 100% at my job.

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	217	35.9	69.9
	Agree	205	33.9	
	Neither Agree/Disagree	88	14.6	14.6
	Disagree	67	11.1	15.6
	Strongly Disagree	27	4.5	
	Total	604	100.0	
Missing	.00	3		
	System	4		
	Total	7		
Total		611		

Q11.24: I can properly prioritize competing job duties.

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	109	26.8	76.8
	Agree	203	50.0	
	Neither Agree/Disagree	47	11.6	11.6
	Disagree	37	9.1	11.6
	Strongly Disagree	10	2.5	
	Total	406	100.0	
Missing	.00	3		
	System	13		
	Total	16		
Total		422		

Q11.24: I can properly prioritize competing job duties.

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	255	42.2	92.2
	Agree	302	50.0	
	Neither Agree/Disagree	19	3.1	3.1
	Disagree	23	3.8	4.6
	Strongly Disagree	5	.8	
	Total	604	100.0	
Missing	System	7		
	Total	611		

Q11.25: I feel pressure to behave in ways contrary to my personal ethics.

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	23	5.8	21.8
	Agree	64	16.0	
	Neither Agree/Disagree	58	14.5	14.5
	Disagree	138	34.5	63.8
	Strongly Disagree	117	29.3	
	Total	400	100.0	
Missing	.00	7		
	System	15		
	Total	22		
Total		422		

Q11.25: I feel pressure to behave in ways contrary to my personal ethics.

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	40	6.8	18.5
	Agree	69	11.7	
	Neither Agree/Disagree	102	17.3	17.3
	Disagree	192	32.7	64.1
	Strongly Disagree	185	31.5	
	Total	588	100.0	
Missing	.00	15		
	System	8		
	Total	23		
Total		611		

Q11.26: How aware are you of the complaint resolution/grievance procedures available to you at CSUC?

		Frequency	Valid Percent	Collapsed Percent
Valid	Not at all aware	64	15.7	15.7
	Somewhat aware	235	57.7	73.5
	Very aware	108	26.5	100.0
	Total	407	100.0	
Missing	System	15		
	Total	422		

Q11.26: How aware are you of the complaint resolution/grievance procedures available to you at CSUC?

		Frequency	Valid Percent	Collapsed Percent
Valid	Not at all aware	90	15.0	15.0
	Somewhat aware	353	58.8	73.8
	Very aware	157	26.2	100.0
	Total	600	100.0	
Missing	System	11		
	Total	611		

Q11.27: Have you used the procedures?

		Frequency	Valid Percent	Collapsed Percent
Valid	No, have not needed them	219	53.4	53.4
	No, but have considered it	129	31.5	84.9
	Yes	62	15.1	100.0
	Total	410	100.0	
Missing	System	12		
Total		422		

Q11.28: Were they effective?

		Frequency	Valid Percent	Collapsed Percent
Valid	Not at all	35	9.1	9.1
	Somewhat	31	8.1	17.1
	Very	10	2.6	19.7
	Not applicable	309	80.3	100.0
	Total	385	100.0	
Missing	System	37		
Total		422		

Q11.29: Currently, there is a pilot staff-only alternative dispute resolution office. Should CSUC implement a confidential and effective ombudsman program...?

		Frequency	Valid Percent	Collapsed Percent
Valid	Yes	291	80.6	80.6
	No	70	19.4	100.0
	Total	361	100.0	
Missing	System	61		
Total		422		

Q12.1: In the next three years, how likely are you to leave CSU, Chico, excluding retirement?

		Frequency	Valid Percent	Collapsed Percent
Valid	Very unlikely	150	37.1	52.5
	Somewhat unlikely	62	15.3	
	Neither likely nor unlikely	57	14.1	
	Somewhat likely	71	17.6	33.4
	Very likely	64	15.8	
	Total	404	100.0	
Missing	System	18		
Total		422		

Q11.27: Have you used the procedures?

		Frequency	Valid Percent	Collapsed Percent
Valid	No, have not needed them	349	57.9	57.9
	No, but have considered it	166	27.5	85.4
	Yes	88	14.6	100.0
	Total	603	100.0	
Missing	System	8		
Total		611		

Q11.28: Were they effective?

		Frequency	Valid Percent	Collapsed Percent
Valid	Not at all	46	7.9	7.9
	Somewhat	38	6.5	14.4
	Very	15	2.6	17.0
	Not applicable	485	83.0	100.0
	Total	584	100.0	
Missing	System	27		
Total		611		

Q11.29: Currently there is a pilot staff-only alternative dispute resolution office. Should CSUC implement a confidential and effective ombudsman program...?

		Frequency	Valid Percent	Collapsed Percent
Valid	Yes	447	78.0	78.0
	No	126	22.0	100.0
	Total	573	100.0	
Missing	System	38		
Total		611		

Q12.1: In the next three years, how likely are you to leave CSU, Chico, excluding retirement?

		Frequency	Valid Percent	Collapsed Percent
Valid	Very unlikely	223	37.5	52.9
	Somewhat unlikely	91	15.3	
	Neither likely nor unlikely	87	14.6	
	Somewhat likely	97	16.3	32.5
	Very likely	96	16.2	
	Total	594	100.0	
Missing	System	17		
Total		611		

Q12.2: If not so much time invested - I would look for positions off-campus or at another educational institution.

		Frequency	Valid Percent	Collapsed Percent
Valid	Very unlikely	93	23.6	33.2
	Somewhat unlikely	38	9.6	
	Neither likely nor unlikely	55	14.0	14.0
	Somewhat likely	72	18.3	52.8
	Very likely	136	34.5	
	Total	394	100.0	
Missing	System	28		
Total		422		

Q12.2: If not so much time invested - I would look for positions off-campus or at another educational institution.

		Frequency	Valid Percent	Collapsed Percent
Valid	Very unlikely	111	18.5	26.0
	Somewhat unlikely	45	7.5	
	Neither likely nor unlikely	55	9.2	9.2
	Somewhat likely	81	13.5	42.9
	Very likely	176	29.4	
	Not applicable	131	21.9	21.9
	Total	599	100.0	
Missing	System	12		
Total		611		

Q12.3: Reasons to leave in the next three years: To increase your salary

		Frequency	Valid Percent	Collapsed Percent
Valid	No opinion	21	5.5	5.5
	Not at all	63	16.4	16.4
	To some extent	96	25.1	78.1
	Often	97	25.3	
	All the time	106	27.7	
	Total	383	100.0	
Missing	.00	26		
	System	13		
	Total	39		
Total		422		

Q12.3: Reasons to leave in the next three years: To increase your salary

		Frequency	Valid Percent	Collapsed Percent
Valid	No opinion	41	7.0	7.0
	Not at all	72	12.3	12.3
	To some extent	146	25.0	80.7
	Often	142	24.3	
	All the time	184	31.5	
	Total	585	100.0	
Missing	.00	21		
	System	5		
	Total	26		
Total		611		

Q12.4: Reasons to leave in the next three years: To improve your prospects for tenure

		Frequency	Valid Percent	Collapsed Percent
Valid	No opinion	34	12.1	12.1
	Not at all	166	59.1	59.1
	To some extent	19	6.8	28.8
	Often	30	10.7	
	All the time	32	11.4	
	Total	281	100.0	
Missing	.00	128		
	System	13		
	Total	141		
Total		422		

Q12.5: Reasons to leave in the next three years: To enhance your career

		Frequency	Valid Percent	Collapsed Percent
	No opinion	25	6.6	6.6
Valid	Not at all	77	20.4	20.4
	To some extent	81	21.4	73.0
	Often	102	27.0	
	All the time	93	24.6	
	Total	378	100.0	
Missing	.00	29		
	System	15		
	Total	44		
Total		422		

Q12.6: Reasons to leave in the next three years: To find a more supportive work environment

		Frequency	Valid Percent	Collapsed Percent
	No opinion	48	12.5	12.5
Valid	Not at all	91	23.8	23.8
	To some extent	72	18.8	63.7
	Often	72	18.8	
	All the time	100	26.1	
	Total	383	100.0	
Missing	.00	25		
	System	14		
	Total	39		
Total		422		

Q12.7: Reasons to leave in the next three years: To increase your time to do research

		Frequency	Valid Percent	Collapsed Percent
	No opinion	47	12.9	12.9
Valid	Not at all	99	27.2	27.2
	To some extent	62	17.0	59.9
	Often	82	22.5	
	All the time	74	20.3	
	Total	364	100.0	
Missing	.00	45		
	System	13		
	Total	58		
Total		422		

Q12.4: Reasons to leave in the next three years: To enhance your career

		Frequency	Valid Percent	Collapsed Percent
	No opinion	60	10.4	10.4
Valid	Not at all	99	17.2	17.2
	To some extent	142	24.7	72.4
	Often	146	25.3	
	All the time	129	22.4	
	Total	576	100.0	
Missing	.00	29		
	System	6		
	Total	35		
Total		611		

Q12.5: Reasons to leave in the next three years: To find a more supportive work environment

		Frequency	Valid Percent	Collapsed Percent
	No opinion	79	13.7	13.7
Valid	Not at all	190	33.0	33.0
	To some extent	86	14.9	53.3
	Often	119	20.7	
	All the time	102	17.7	
	Total	576	100.0	
Missing	.00	26		
	System	9		
	Total	35		
Total		611		

Q12.6: Reasons to leave in the next three years: To increase your time to do research

		Frequency	Valid Percent	Collapsed Percent
	No opinion	75	26.2	26.2
Valid	Not at all	166	58.0	58.0
	To some extent	18	6.3	15.7
	Often	17	5.9	
	All the time	10	3.5	
	Total	286	100.0	
Missing	.00	316		
	System	9		
	Total	325		
Total		611		

Q12.8: Reasons to leave in the next three years: To pursue a nonacademic job

		Frequency	Valid Percent	Collapsed Percent
Valid	No opinion	40	11.0	11.0
	Not at all	159	43.9	43.9
	To some extent	90	24.9	45.0
	Often	50	13.8	
	All the time	23	6.4	
	Total	362	100.0	
Missing	.00	46		
	System	14		
	Total	60		
Total		422		

Q12.7: Reasons to leave in the next three years: To pursue a different career

		Frequency	Valid Percent	Collapsed Percent
Valid	No opinion	73	14.2	14.2
	Not at all	190	37.0	37.0
	To some extent	126	24.6	48.7
	Often	82	16.0	
	All the time	42	8.2	
	Total	513	100.0	
Missing	.00	91		
	System	7		
	Total	98		
Total		611		

Q12.9: Reasons to leave in the next three years: To seek a more balanced workload

		Frequency	Valid Percent	Collapsed Percent
Valid	No opinion	37	9.8	9.8
	Not at all	89	23.5	23.5
	To some extent	83	21.9	66.8
	Often	75	19.8	
	All the time	95	25.1	
	Total	379	100.0	
Missing	.00	29		
	System	14		
	Total	43		
Total		422		

Q12.8: Reasons to leave in the next three years: To seek a more balanced workload

		Frequency	Valid Percent	Collapsed Percent
Valid	No opinion	92	16.5	16.5
	Not at all	206	37.1	37.1
	To some extent	108	19.4	46.4
	Often	85	15.3	
	All the time	65	11.7	
	Total	556	100.0	
Missing	.00	49		
	System	6		
	Total	55		
Total		611		

Q12.10: Reasons to leave in the next three years: To reduce stress

		Frequency	Valid Percent	Collapsed Percent
Valid	No opinion	43	11.5	11.5
	Not at all	89	23.7	23.7
	To some extent	73	19.5	64.8
	Often	87	23.2	
	All the time	83	22.1	
	Total	375	100.0	
Missing	.00	28		
	System	19		
	Total	47		
Total		422		

Q12.9: Reasons to leave in the next three years: To reduce stress

		Frequency	Valid Percent	Collapsed Percent
Valid	No opinion	72	12.6	12.6
	Not at all	176	30.7	30.7
	To some extent	123	21.5	56.7
	Often	107	18.7	
	All the time	95	16.6	
	Total	573	100.0	
Missing	.00	31		
	System	7		
	Total	38		
Total		611		

Q12.11: Reasons to leave in the next three years: To reduce stress, frustration and morale magnified by current CSUC administrative "practices".

		Frequency	Valid Percent	Collapsed Percent
	No opinion	35	9.2	9.2
Valid	Not at all	76	20.0	20.0
	To some extent	66	17.4	70.8
	Often	92	24.2	
	All the time	111	29.2	
	Total	380	100.0	
Missing	.00	26		
	System	16		
	Total	42		
Total		422		

Q12.12: Reasons to leave in the next three years: To leave current campus climate

		Frequency	Valid Percent	Collapsed Percent
	No opinion	51	13.4	13.4
Valid	Not at all	83	21.7	21.7
	To some extent	86	22.5	64.9
	Often	76	19.9	
	All the time	86	22.5	
	Total	382	100.0	
Missing	.00	25		
	System	15		
	Total	40		
Total		422		

Q12.13: Reasons to leave in the next three years: To escape low morale work environment

		Frequency	Valid Percent	Collapsed Percent
	No opinion	36	9.4	9.4
Valid	Not at all	102	26.6	26.6
	To some extent	79	20.6	64.1
	Often	80	20.8	
	All the time	87	22.7	
	Total	384	100.0	
Missing	.00	24		
	System	14		
	Total	38		
Total		422		

Q12.10: Reasons to leave in the next three years: To reduce stress, frustration and morale magnified by current CSUC administrative "practices".

		Frequency	Valid Percent	Collapsed Percent
	No opinion	63	11.0	11.0
Valid	Not at all	153	26.8	26.8
	To some extent	98	17.2	62.2
	Often	103	18.0	
	All the time	154	27.0	
	Total	571	100.0	
Missing	.00	33		
	System	7		
	Total	40		
Total		611		

Q12.11: Reasons to leave in the next three years: To leave current campus climate

		Frequency	Valid Percent	Collapsed Percent
	No opinion	74	12.8	12.8
Valid	Not at all	161	28.0	28.0
	To some extent	109	18.9	59.2
	Often	119	20.7	
	All the time	113	19.6	
	Total	576	100.0	
Missing	.00	26		
	System	9		
	Total	35		
Total		611		

Q12.12: Reasons to leave in the next three years: To escape low morale work environment

		Frequency	Valid Percent	Collapsed Percent
	No opinion	64	11.1	11.1
Valid	Not at all	164	28.6	28.6
	To some extent	102	17.8	60.3
	Often	115	20.0	
	All the time	129	22.5	
	Total	574	100.0	
Missing	.00	26		
	System	11		
	Total	37		
Total		611		

Q12.14: Reasons to leave in the next three years: To address child-related issues

		Frequency	Valid Percent	Collapsed Percent
Valid	No opinion	28	9.8	9.8
	Not at all	213	74.5	74.5
	To some extent	27	9.4	15.7
	Often	14	4.9	
	All the time	4	1.4	
	Total	286	100.0	
Missing	.00	118		
	System	18		
	Total	136		
Total		422		

Q12.13: Reasons to leave in the next three years: To address child-related issues

		Frequency	Valid Percent	Collapsed Percent
Valid	No opinion	64	17.4	17.4
	Not at all	247	67.1	67.1
	To some extent	32	8.7	15.5
	Often	15	4.1	
	All the time	10	2.7	
	Total	368	100.0	
Missing	.00	233		
	System	10		
	Total	243		
Total		611		

Q12.15: Reasons to leave in the next three years: To address other family-related issues

		Frequency	Valid Percent	Collapsed Percent
Valid	No opinion	31	9.7	9.7
	Not at all	192	60.0	60.0
	To some extent	53	16.6	30.3
	Often	32	10.0	
	All the time	12	3.8	
	Total	320	100.0	
Missing	.00	84		
	System	18		
	Total	102		
Total		422		

Q12.14: Reasons to leave in the next three years: To address other family-related issues

		Frequency	Valid Percent	Collapsed Percent
Valid	No opinion	71	16.5	16.5
	Not at all	264	61.4	61.4
	To some extent	58	13.5	22.1
	Often	29	6.7	
	All the time	8	1.9	
	Total	430	100.0	
Missing	.00	170		
	System	11		
	Total	181		
Total		611		

Q12.16: Reasons to leave in the next three years: To improve the employment situation of your spouse or partner

		Frequency	Valid Percent	Collapsed Percent
Valid	No opinion	28	8.9	8.9
	Not at all	185	59.1	59.1
	To some extent	46	14.7	31.9
	Often	33	10.5	
	All the time	21	6.7	
	Total	313	100.0	
Missing	.00	93		
	System	16		
	Total	109		
Total		422		

Q12.15: Reasons to leave in the next three years: To improve the employment situation of your spouse or partner

		Frequency	Valid Percent	Collapsed Percent
Valid	No opinion	78	18.4	18.4
	Not at all	259	61.1	61.1
	To some extent	40	9.4	20.5
	Often	29	6.8	
	All the time	18	4.2	
	Total	424	100.0	
Missing	.00	177		
	System	10		
	Total	187		
Total		611		

Q12.17: Reasons to leave in the next three years: To lower your cost of living

		Frequency	Valid Percent	Collapsed Percent
	No opinion	35	10.1	10.1
Valid	Not at all	226	65.5	65.5
	To some extent	41	11.9	24.3
	Often	24	7.0	
	All the time	19	5.5	
	Total	345	100.0	
Missing	.00	62		
	System	15		
	Total	77		
Total		422		

Q12.16: Reasons to leave in the next three years: To lower your cost of living

		Frequency	Valid Percent	Collapsed Percent
	No opinion	88	17.6	17.6
Valid	Not at all	313	62.6	62.6
	To some extent	49	9.8	19.8
	Often	34	6.8	
	All the time	16	3.2	
	Total	500	100.0	
Missing	.00	102		
	System	9		
	Total	111		
Total		611		

Q12.18: Reasons to leave in the next three years: For health reasons

		Frequency	Valid Percent	Collapsed Percent
	No opinion	30	8.9	8.9
Valid	Not at all	225	66.6	66.6
	To some extent	47	13.9	24.6
	Often	15	4.4	
	All the time	21	6.2	
	Total	338	100.0	
Missing	.00	67		
	System	17		
	Total	84		
Total		422		

Q12.17: Reasons to leave in the next three years: For health reasons

		Frequency	Valid Percent	Collapsed Percent
	No opinion	74	15.2	15.2
Valid	Not at all	320	65.6	65.6
	To some extent	41	8.4	19.3
	Often	31	6.4	
	All the time	22	4.5	
	Total	488	100.0	
Missing	.00	114		
	System	9		
	Total	123		
Total		611		

Q12.19: Reasons to leave in the next three years: To live in a more culturally diverse community

		Frequency	Valid Percent	Collapsed Percent
	No opinion	40	11.1	11.1
Valid	Not at all	183	51.0	51.0
	To some extent	76	21.2	37.9
	Often	38	10.6	
	All the time	22	6.1	
	Total	359	100.0	
Missing	.00	45		
	System	18		
	Total	63		
Total		422		

Q12.18: Reasons to leave in the next three years: To live in a more culturally diverse community

		Frequency	Valid Percent	Collapsed Percent
	No opinion	92	18.3	18.3
Valid	Not at all	322	63.9	63.9
	To some extent	45	8.9	17.9
	Often	27	5.4	
	All the time	18	3.6	
	Total	504	100.0	
Missing	.00	99		
	System	8		
	Total	107		
Total		611		

Q12.20: Reasons to leave in the next three years: Current appointment ending

		Frequency	Valid Percent	Collapsed Percent
Valid	No opinion	35	13.5	13.5
	Not at all	176	68.0	68.0
	To some extent	21	8.1	18.5
	Often	13	5.0	
	All the time	14	5.4	
	Total	259	100.0	
Missing	.00	144		
	System	19		
	Total	163		
Total		422		

Q12.21: Reasons to leave in the next three years: Retirement

		Frequency	Valid Percent	Collapsed Percent
Valid	No opinion	31	10.5	10.5
	Not at all	159	54.1	54.1
	To some extent	24	8.2	35.4
	Often	39	13.3	
	All the time	41	13.9	
	Total	294	100.0	
Missing	.00	110		
	System	18		
	Total	128		
Total		422		

Q13.1: What is your current position?

		Frequency	Valid Percent
Valid	Assistant Professor	53	12.7
	Associate Professor	62	14.9
	Full Professor	163	39.1
	Lecturer	109	26.1
	Prefer not to state	30	7.2
	Total	417	100.0
Missing	System	5	
Total		422	

Q13.2: In which division are you employed?

		Frequency	Valid Percent
Valid	Academic Affairs	223	56.9
	Business and Finance	3	.8
	Student Affairs	6	1.5
	Other	88	22.4
	Prefer not to state	72	18.4
	Total	392	100.0
Missing	System	30	
Total		422	

Q12.19: Reasons to leave in the next three years: Current appointment ending

		Frequency	Valid Percent	Collapsed Percent
Valid	No opinion	68	20.4	20.4
	Not at all	247	74.2	74.2
	To some extent	3	.9	5.4
	Often	5	1.5	
	All the time	10	3.0	
	Total	333	100.0	
Missing	.00	271		
	System	7		
	Total	278		
Total		611		

Q12.20: Reasons to leave in the next three years: Retirement

		Frequency	Valid Percent	Collapsed Percent
Valid	No opinion	42	10.4	10.4
	Not at all	202	49.9	49.9
	To some extent	53	13.1	39.8
	Often	58	14.3	
	All the time	50	12.3	
	Total	405	100.0	
Missing	.00	195		
	System	11		
	Total	206		
Total		611		

Q13.1: What is your current position?

		Frequency	Valid Percent
Valid	Administrator (MPP)	86	14.3
	Exempt Staff	160	26.6
	Non-exempt Staff	283	47.1
	Prefer not to state	72	12.0
	Total	601	100.0
Missing	System	10	
Total		611	

Q13.2: In which division are you employed?

		Frequency	Valid Percent
Valid	Academic Affairs	156	25.9
	Business and Finance	109	18.1
	Student Affairs	107	17.8
	Advancement	22	3.7
	Other	107	17.8
	Prefer not to state	101	16.8
	Total	602	100.0
Missing	System	9	
Total		611	

Q13.3: How many years have you worked at CSU, Chico?

		Frequency	Valid Percent
Valid	Less than a year	29	7.0
	1 to 2 years	26	6.2
	3 to 5 years	47	11.3
	6 to 10 years	93	22.3
	11 to 20 years	128	30.7
	21 years or more	73	17.5
	Prefer not to state	21	5.0
	Total	417	100.0
Missing	System	5	
Total		422	

Q13.4: How long have you been in your current position or rank at CSUC?

		Frequency	Valid Percent
Valid	Less than a year	53	12.8
	1 to 2 years	69	16.6
	3 to 5 years	106	25.5
	6 to 10 years	77	18.6
	11 to 20 years	57	13.7
	21 years or more	23	5.5
	Prefer not to state	30	7.2
	Total	415	100.0
Missing	System	7	
Total		422	

Q13.3: How many years have you worked at CSU, Chico?

		Frequency	Valid Percent
Valid	Less than a year	41	6.8
	1 to 2 years	78	12.9
	3 to 5 years	89	14.7
	6 to 10 years	108	17.8
	11 to 20 years	154	25.4
	21 years or more	87	14.4
	Prefer not to state	49	8.1
	Total	606	100.0
Missing	System	5	
Total		611	

Q13.4: How long have you been in your current position or rank at CSU, Chico?

		Frequency	Valid Percent
Valid	Less than a year	87	14.4
	1 to 2 years	116	19.2
	3 to 5 years	113	18.7
	6 to 10 years	114	18.9
	11 to 20 years	86	14.2
	21 years or more	23	3.8
	Prefer not to state	65	10.8
	Total	604	100.0
Missing	System	7	
Total		611	

Q13.5: What is the highest level of education you have completed?

		Frequency	Valid Percent
Valid	High school diploma or equivalent	2	.5
	Bachelor's degree	5	1.2
	Master's degree in the Arts and Sciences (MA, MS)	53	12.7
	MBA	8	1.9
	Other professional master's degree (e.g., MPA, MSW, MSE,...)	31	7.5
	PhD	271	65.1
	Law degree (JD, LLB)	4	1.0
	Other doctoral degree (e.g., EdD, DDiv, ScD, DrPH, DBA)	24	5.8
	Joint degree (e.g., MD/PhD, MBA/JD)	1	.2
	Other degree or certificate	1	.2
	Prefer not to state	16	3.8
	Total	416	100.0
Missing	System	6	
Total		422	

Q13.6: What is your gender?

		Frequency	Valid Percent
Valid	Male	180	43.4
	Female	189	45.5
	Prefer not to state	46	11.1
	Total	415	100.0
Missing	System	7	
Total		422	

Q13.5: What is the highest level of education you have completed?

		Frequency	Valid Percent
Valid	High school diploma or equivalent	38	6.3
	Post-secondary school other than college	27	4.5
	Associate's degree	49	8.1
	Bachelor's degree	260	43.0
	Master's degree in the Arts and Sciences (MA, MS)	95	15.7
	MBA	19	3.1
	Other professional master's degree (e.g., MPA, MSW, MSE,...)	22	3.6
	PhD	10	1.7
	Medical degree (MD, DO, DDS, DVM)	1	.2
	Law degree (JD, LLB)	3	.5
	Other doctoral degree (e.g., EdD, DDiv, ScD, DrPH, DBA)	4	.7
	Other degree or certificate	16	2.6
	Prefer not to state	60	9.9
	Total	604	100.0
Missing	System	7	
Total		611	

Q13.6: What is your gender?

		Frequency	Valid Percent
Valid	Male	170	28.3
	Female	340	56.6
	Other	1	.2
	Prefer not to state	90	15.0
	Total	601	100.0
Missing	System	10	
Total		611	

Q13.7: What is your sexual orientation?

		Frequency	Valid Percent
Valid	Heterosexual	296	72.2
	Queer	4	1.0
	Gay	8	2.0
	Lesbian	7	1.7
	Bisexual	10	2.4
	Pansexual	2	.5
	Other	1	.2
	Prefer not to state	82	20.0
	Total	410	100.0
Missing	System	12	
Total		422	

Q13.8: What is your race/ethnicity?

		Frequency	Valid Percent
Valid	American Indian or Alaska Native	1	.2
	Asian	12	2.9
	Black or African American	3	.7
	Hispanic or Latino	13	3.1
	White	294	70.8
	Biracial	3	.7
	Multi-racial	9	2.2
	Prefer not to state	70	16.9
	Other	10	2.4
	Total	415	100.0
Missing	System	7	
Total		422	

Q13.9: What is your marital/partnership status?

		Frequency	Valid Percent
Valid	Single, never married/partnered	39	9.4
	Married or domestic partnership	283	68.5
	Widowed	5	1.2
	Divorced	26	6.3
	Separated	1	.2
	Prefer not to state	59	14.3
	Total	413	100.0
Missing	System	9	
Total		422	

Q13.7: What is your sexual orientation?

		Frequency	Valid Percent
Valid	Heterosexual	451	74.9
	Queer	4	.7
	Gay	1	.2
	Lesbian	11	1.8
	Bisexual	4	.7
	Pansexual	2	.3
	Other	1	.2
	Prefer not to state	128	21.3
	Total	602	100.0
Missing	System	9	
Total		611	

Q13.8: What is your race/ethnicity?

		Frequency	Valid Percent
Valid	American Indian or Alaska Native	5	.8
	Asian	9	1.5
	Black or African American	2	.3
	Hispanic or Latino	35	5.8
	Native Hawaiian or Other Pacific Islander	4	.7
	White	404	66.9
	Biracial	3	.5
	Multi-racial	14	2.3
	Prefer not to state	117	19.4
	Other	11	1.8
	Total	604	100.0
Missing	System	7	
Total		611	

Q13.9: What is your marital/partnership status?

		Frequency	Valid Percent
Valid	Single, never married/partnered	79	13.1
	Married or domestic partnership	342	56.9
	Widowed	8	1.3
	Divorced	50	8.3
	Separated	5	.8
	Prefer not to state	117	19.5
	Total	601	100.0
Missing	System	10	
Total		611	

Q13.10: What is your age?

		Frequency	Valid Percent
Valid	18-24	2	.5
	25-34	28	6.7
	35-44	92	22.1
	45-54	92	22.1
	55 or older	145	34.8
	Prefer not to state	58	13.9
	Total	417	100.0
Missing	System	5	
Total		422	

Q13.11: How many children under 18 in your household?

		Frequency	Valid Percent
Valid		49	11.6
	0	235	55.7
	1	52	12.3
	2	62	14.7
	3	20	4.7
	4	2	.5
	5	1	.2
	99	1	.2
	Total	422	100.0

Q13.12: Are you the sole provider in your household?

		Frequency	Valid Percent
Valid	Yes	178	44.1
	No	197	48.8
	Prefer not to state	29	7.2
	Total	404	100.0
Missing	System	18	
Total		422	

Q13.13: Do you have a disability?

		Frequency	Valid Percent
Valid	Yes	30	7.5
	No	340	85.0
	Prefer not to state	30	7.5
	Total	400	100.0
Missing	System	22	
Total		422	

Q13.10: What is your age?

		Frequency	Valid Percent
Valid	18-24	8	1.3
	25-34	98	16.2
	35-44	107	17.7
	45-54	132	21.8
	55 or older	143	23.6
	Prefer not to state	117	19.3
	Total	605	100.0
Missing	System	6	
Total		611	

Q13.11: How many children under 18 in your household?

		Frequency	Valid Percent
Valid	0	355	66.0
	1	77	14.3
	2	88	16.4
	3	13	2.4
	4	3	.6
	5	2	.4
	Total	538	100.0
Missing	System	73	
Total		611	

Q13.12: Are you the sole provider in your household?

		Frequency	Valid Percent
Valid	Yes	223	36.9
	No	319	52.8
	Prefer not to state	62	10.3
	Total	604	100.0
Missing	System	7	
Total		611	

Q13.13: Do you have a disability?

		Frequency	Valid Percent
Valid	Yes	31	5.2
	No	505	84.0
	Prefer not to state	65	10.8
	Total	601	100.0
Missing	System	10	
Total		611	

Q14.1: I believe my answers on this survey will make a positive impact towards change at CSUC.

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	16	3.8	25.2
	Agree	89	21.4	
	Neither Agree/Disagree	142	34.1	34.1
	Disagree	98	23.6	40.6
	Strongly Disagree	71	17.1	
	Total	416	100.0	
Missing	System	6		
Total		422		

Q14.2: I would recommend CSU, Chico as a place of employment to those I care about.

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	25	6.1	38.8
	Agree	134	32.7	
	Neither Agree/Disagree	107	26.1	26.1
	Disagree	84	20.5	35.1
	Strongly Disagree	60	14.6	
	Total	410	100.0	
Missing	.00	1		
	System	11		
	Total	12		
Total		422		

Q14.1: I believe my answers on this survey will make a positive impact towards change at CSU, Chico.

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	33	5.5	26.1
	Agree	125	20.7	
	Neither Agree/Disagree	218	36.0	36.0
	Disagree	138	22.8	37.9
	Strongly Disagree	91	15.0	
	Total	605	100.0	
Missing	System	6		
Total		611		

Q14.2: I would recommend CSU, Chico as a place of employment to those I care about.

		Frequency	Valid Percent	Collapsed Percent
Valid	Strongly Agree	68	11.3	47.5
	Agree	217	36.2	
	Neither Agree/Disagree	145	24.2	24.2
	Disagree	108	18.0	28.3
	Strongly Disagree	62	10.3	
	Total	600	100.0	
Missing	.00	1		
	System	10		
	Total	11		
Total		611		