



Campus Climate Survey Results

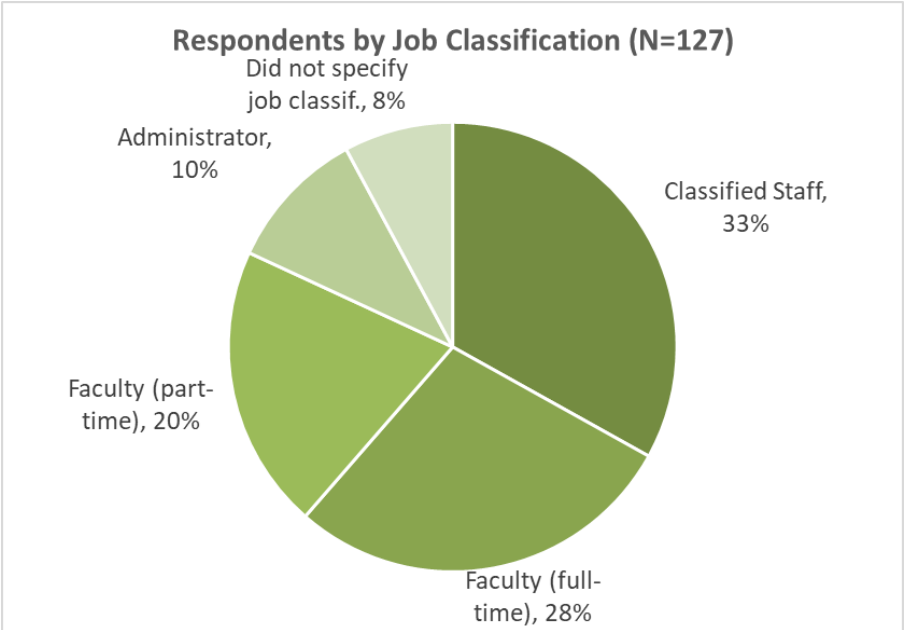
Spring 2019

Introduction

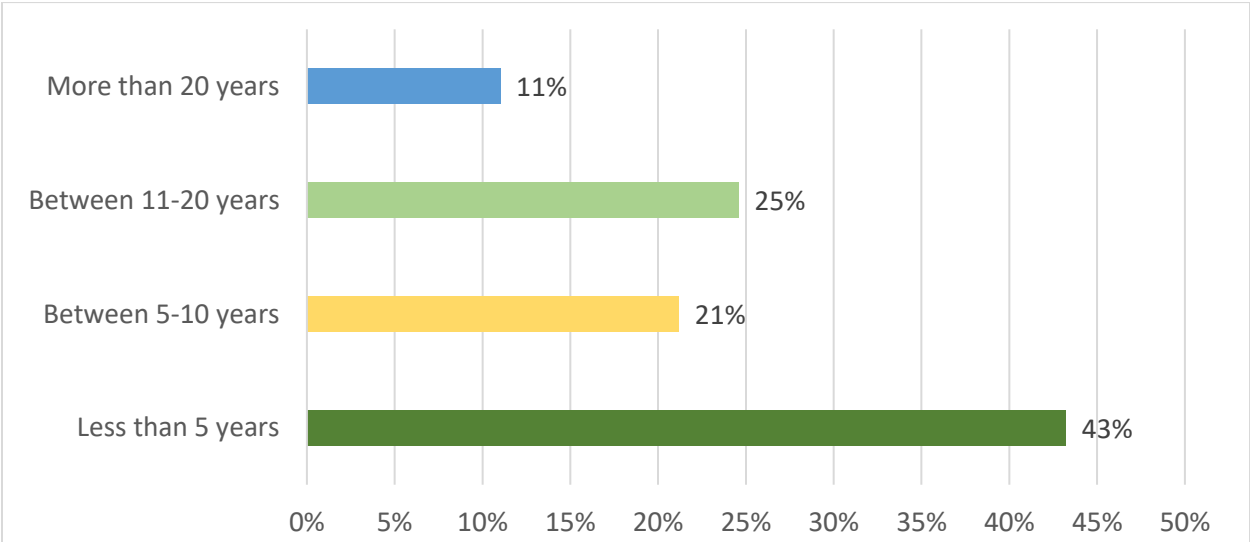
In the spring of 2019, 127 Cañada College faculty, staff and administrators responded to the Campus Climate Survey. This represents a response rate of approximately 42%. The perspectives identified by this Survey and summarized here will inform the College’s 2019-20 strategic planning and priorities.

Thank you for taking time to complete it!

Question 1: What is your current employment classification?



Question 2: Please indicate how long you have worked at Cañada College



Aggregated Responses to Statements 3-21:

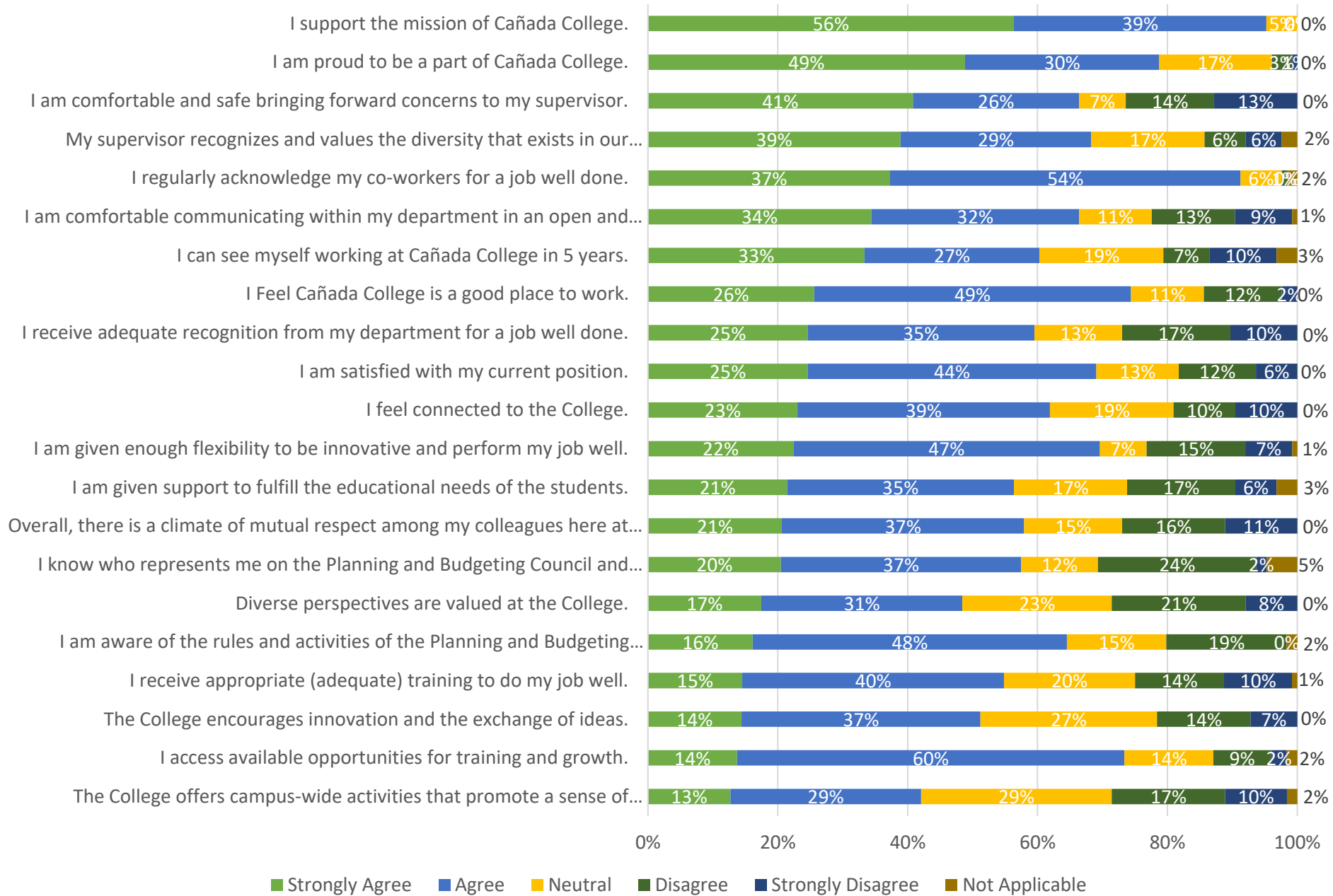
Each of the statements listed below asked respondents to choose a Likert-type response (right). In the chart below, a Likert Scale is developed using the numeric value of each response tallied with all of the other responses to that statement and an average response value is calculated.

| Agreement Rating | Numerical Value |
|-------------------|-----------------|
| Strongly Agree | 5 |
| Agree | 4 |
| Neutral | 3 |
| Disagree | 2 |
| Strongly Disagree | 1 |

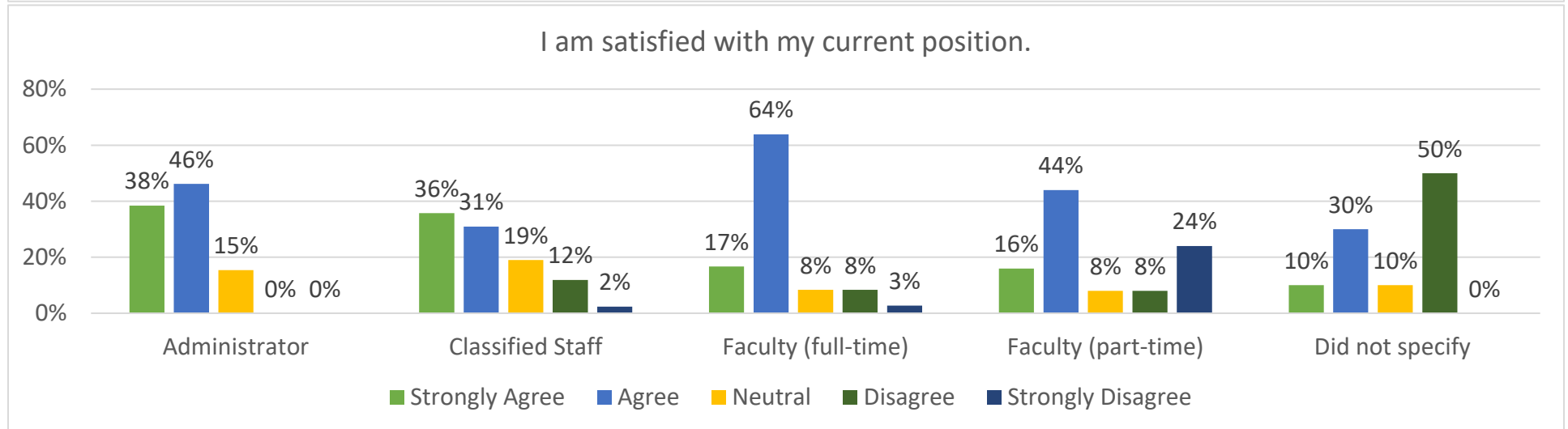
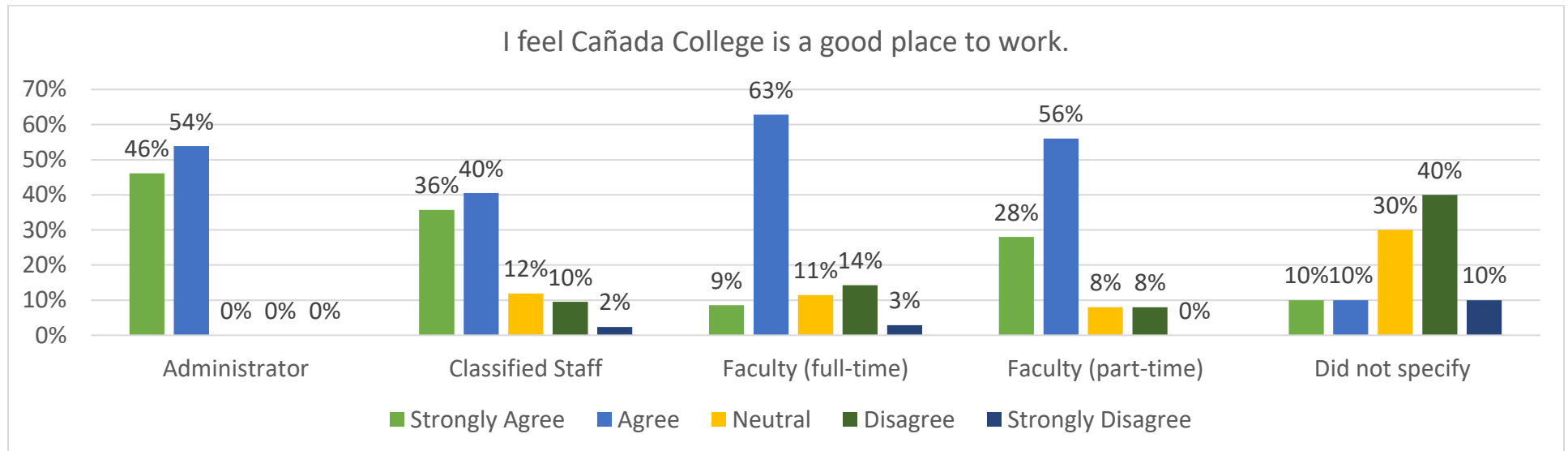
Higher average response values indicate more responses were in agreement with each statement. Lower average response values indicate more responses were in disagreement.

| Statement | Average Response on 1-5 Likert Scale |
|---|--------------------------------------|
| I support the mission of Cañada College. | 4.52 |
| I regularly acknowledge my co-workers for a job well done. | 4.30 |
| I am proud to be part of Cañada College. | 4.23 |
| My supervisor recognizes and values the diversity that exists in our department. | 3.92 |
| I feel Cañada College is a good place to work. | 3.83 |
| I access available opportunities for training and growth. | 3.75 |
| I am comfortable communicating within my department in an open and honest manner. | 3.71 |
| I am satisfied with my current position. | 3.69 |
| I can see myself working at Cañada College in 5 years. | 3.68 |
| I am comfortable and safe bringing forward concerns to my supervisor. | 3.68 |
| I am aware of the roles and activities of the Planning and Budgeting Council and other participatory governance committees. | 3.63 |
| I am given enough flexibility to be innovative and perform my job well. | 3.63 |
| I feel connected to the College. | 3.56 |
| I know who represents me on the Planning and Budgeting Council and other participatory governance committees. | 3.53 |
| I am given support to fulfill the educational needs of the students. | 3.50 |
| I receive adequate recognition from my department for a job well done. | 3.47 |
| Overall, there is a climate of mutual respect among my colleagues here at the College. | 3.40 |
| The College encourages innovation and the exchange of ideas. | 3.37 |
| I receive appropriate (adequate) training to do my job well. | 3.35 |
| Diverse perspectives are valued at the College. | 3.29 |
| The College offers campus-wide activities that promote a sense of community. | 3.19 |

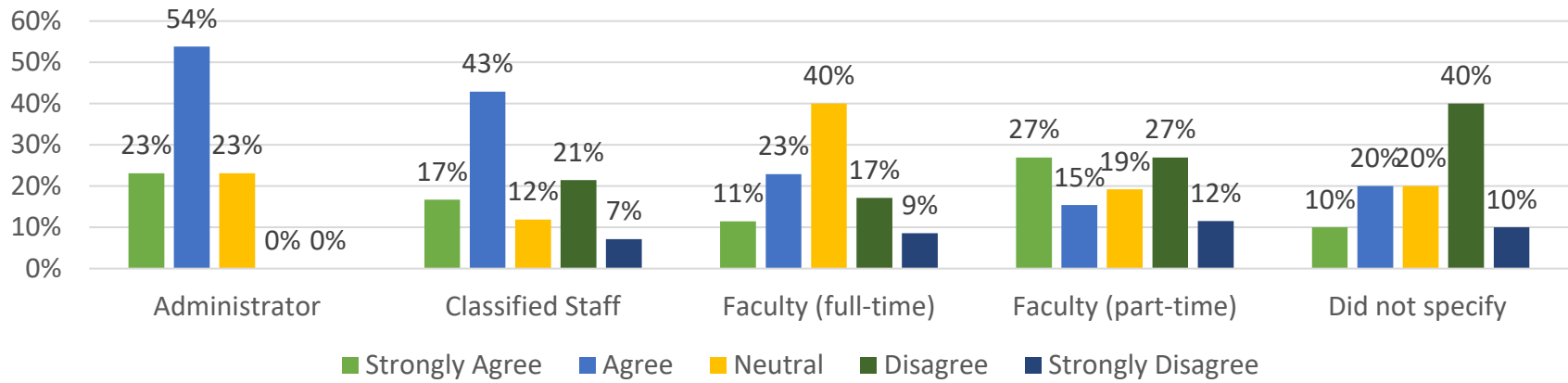
In the chart on the next page, the percentage of responses in each of the Likert Scale categories is given for each statement.



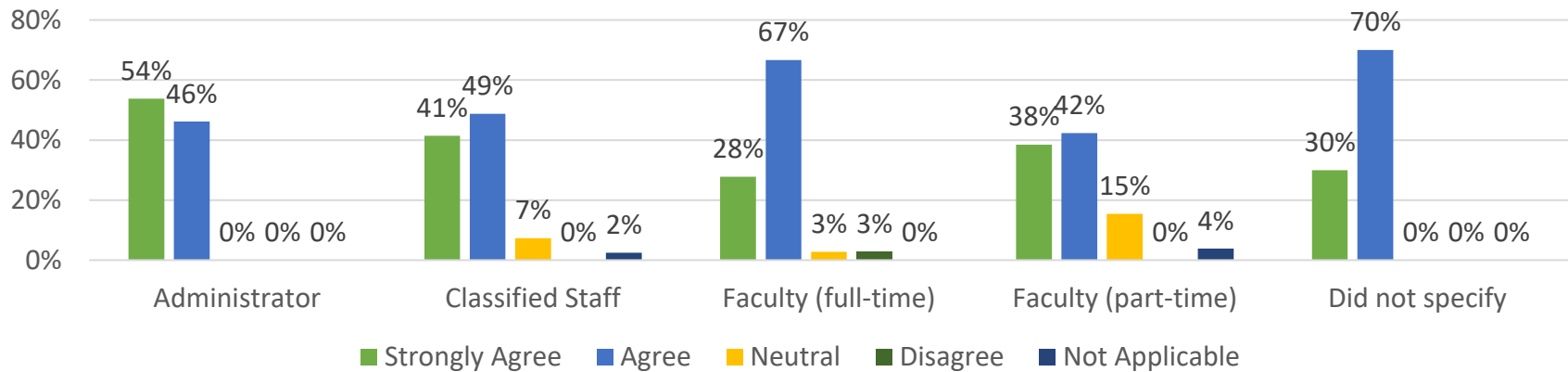
Responses to Statements 3-21 by Job Classification:



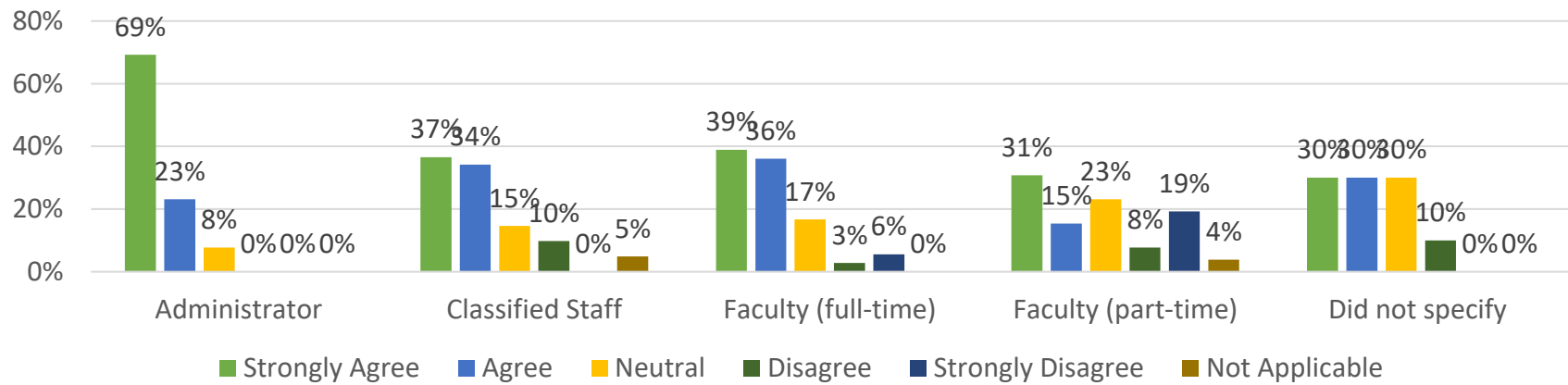
Diverse perspectives are valued at the College.



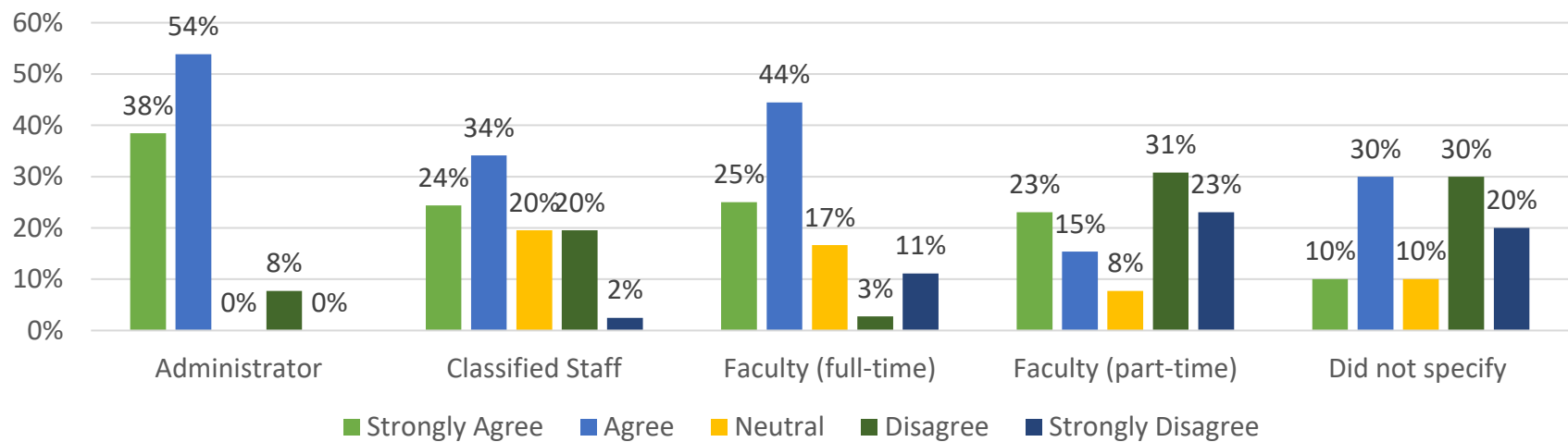
I regularly acknowledge my co-workers for a job well done.



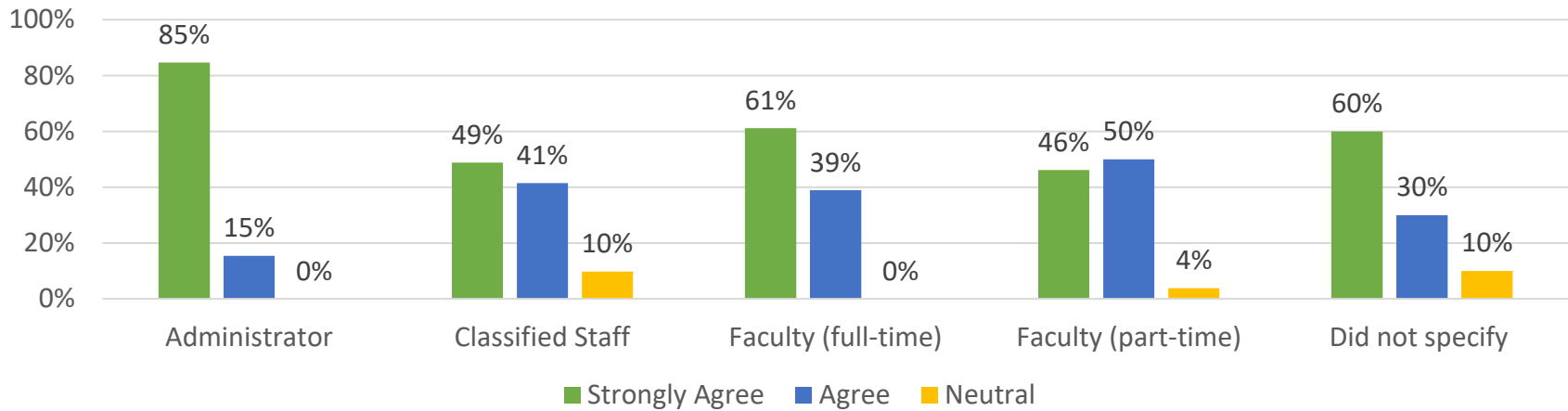
My supervisor recognizes and values the diversity that exists in our department.



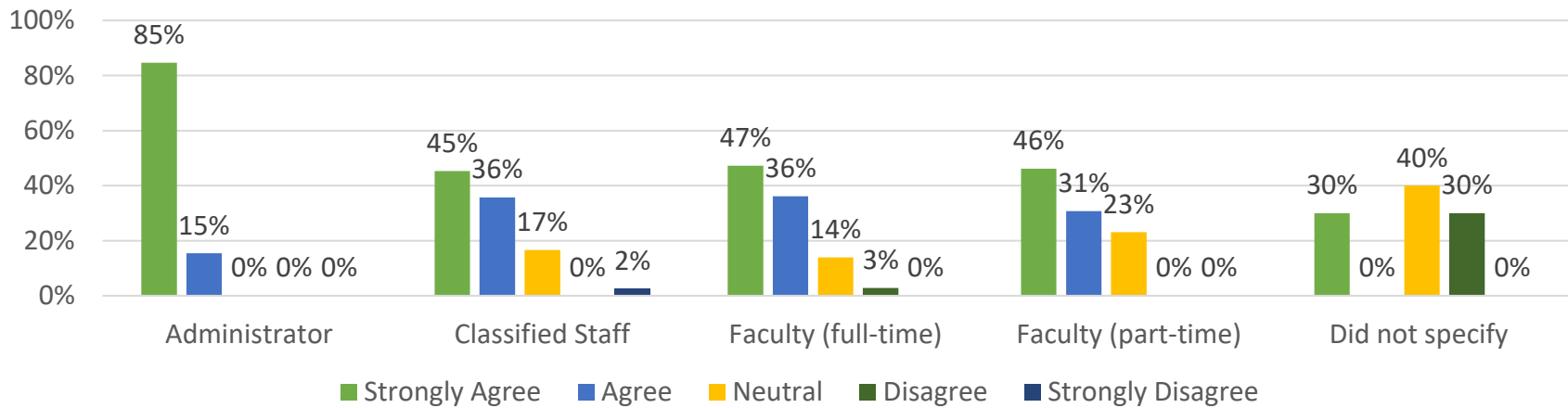
I receive adequate recognition from my department for a job well done.



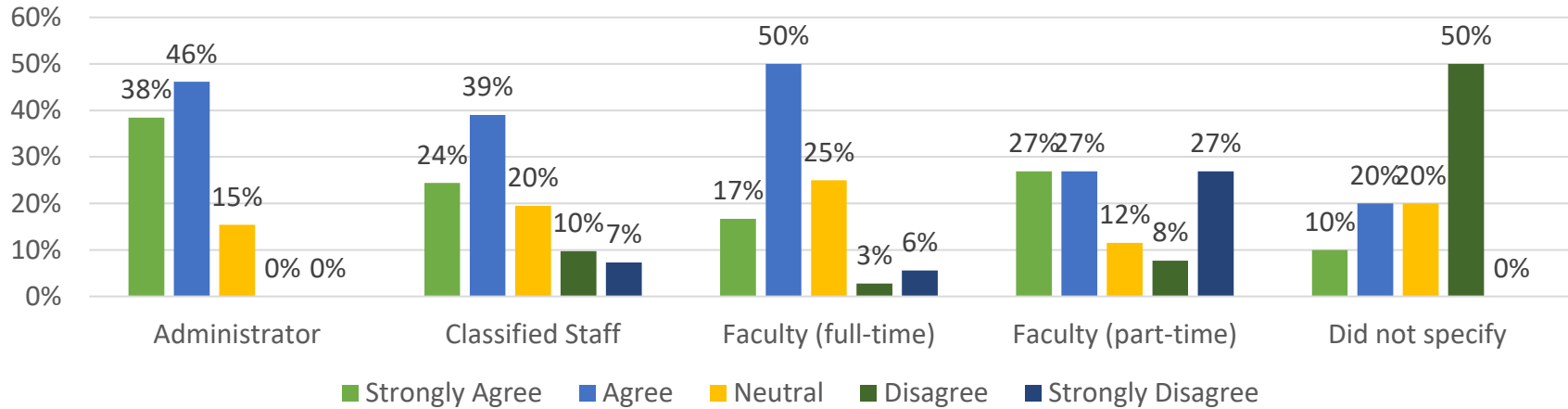
I support the mission of Cañada College.



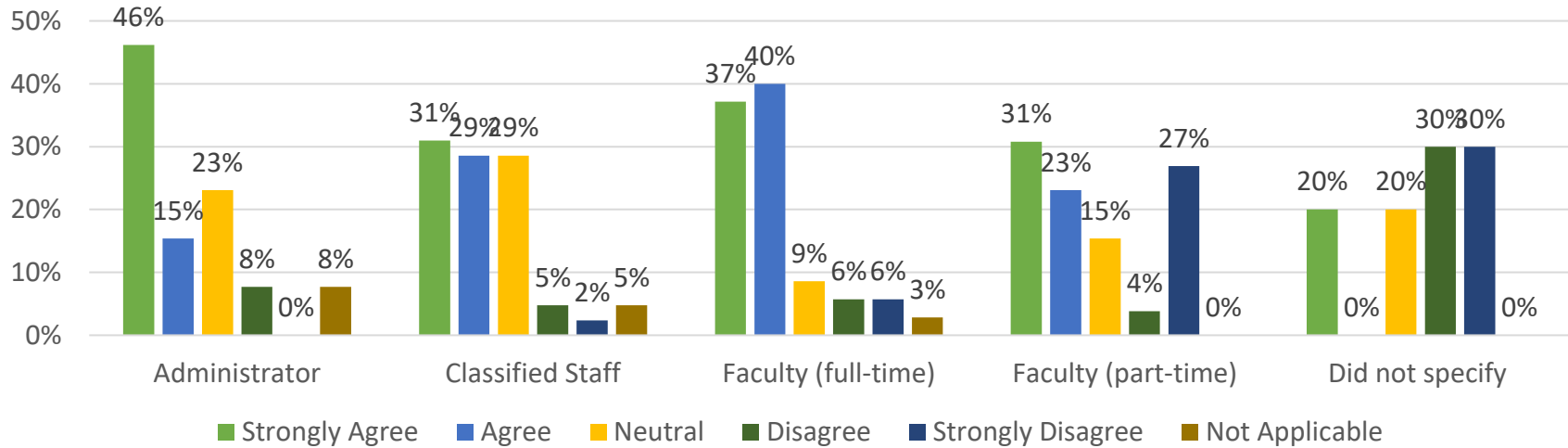
I am proud to be a part of Cañada College.



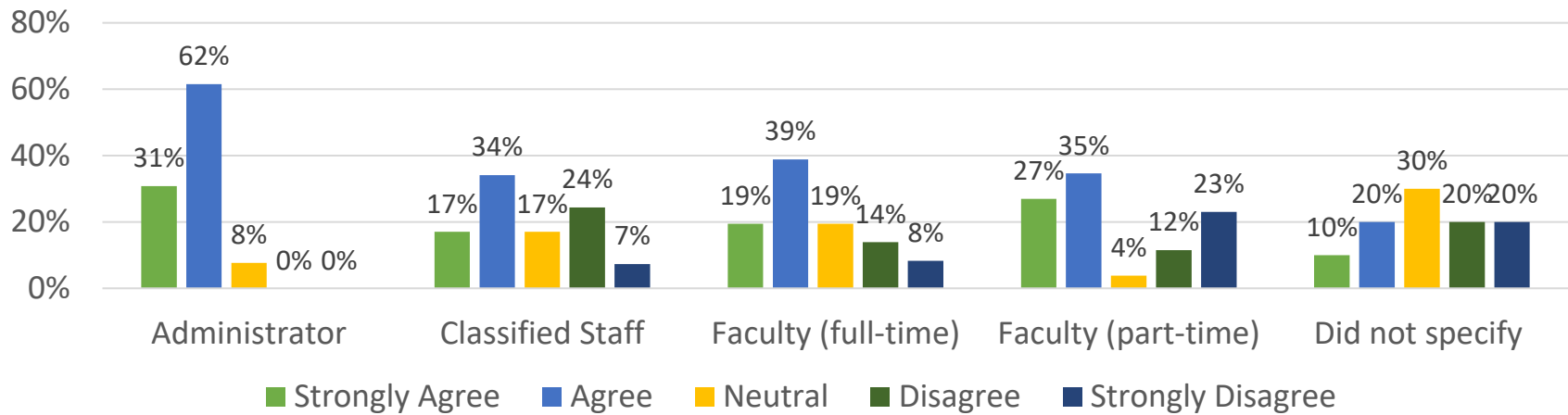
I feel connected to the College.



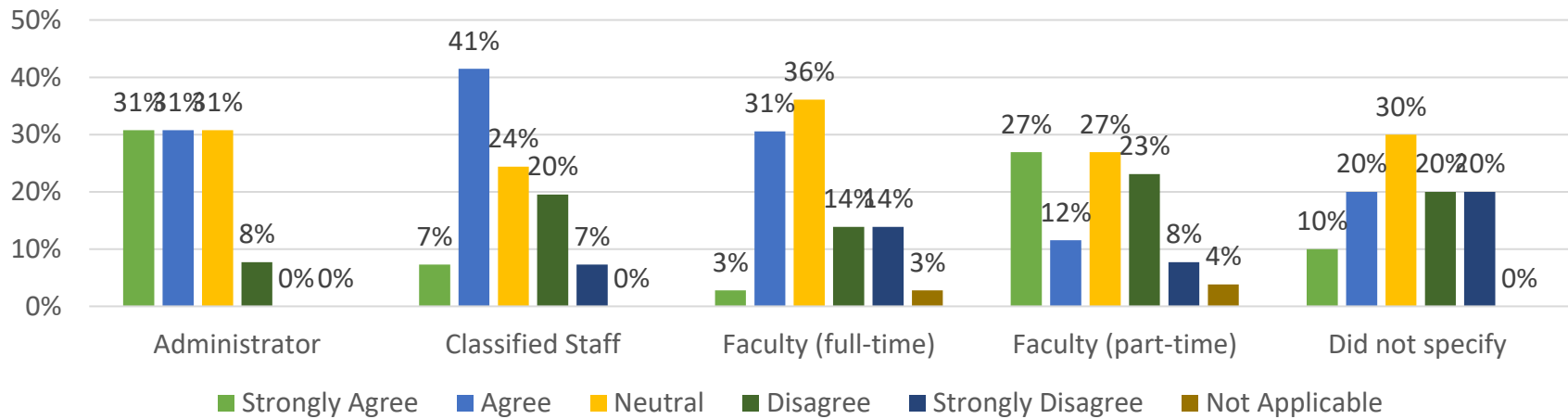
I can see myself working at Cañada College in 5 years.



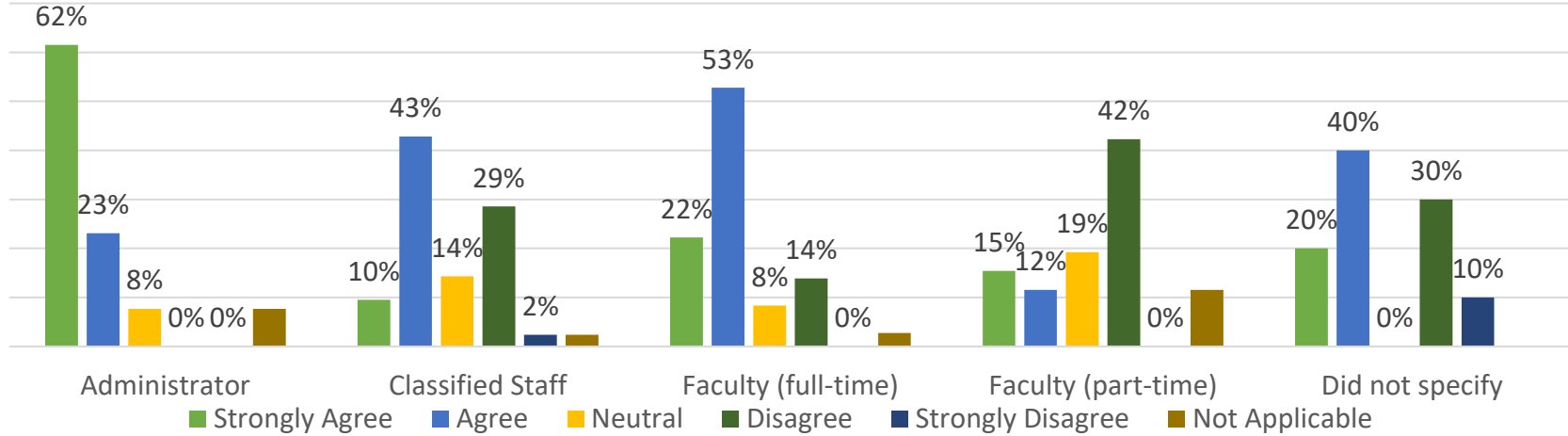
Overall, there is a climate of mutual respect among my colleagues here at the College.



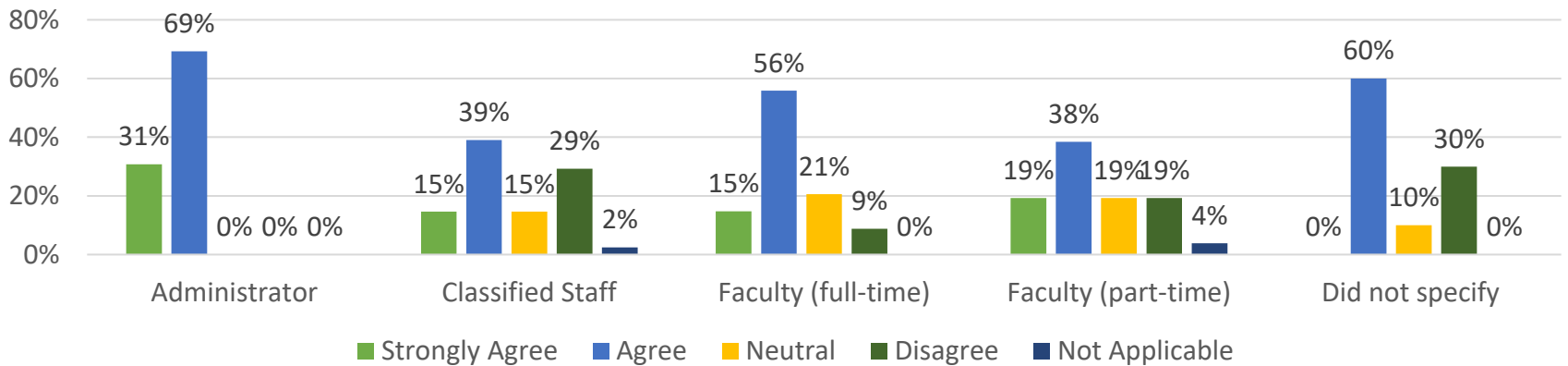
The College offers campus-wide activities that promote a sense of community.



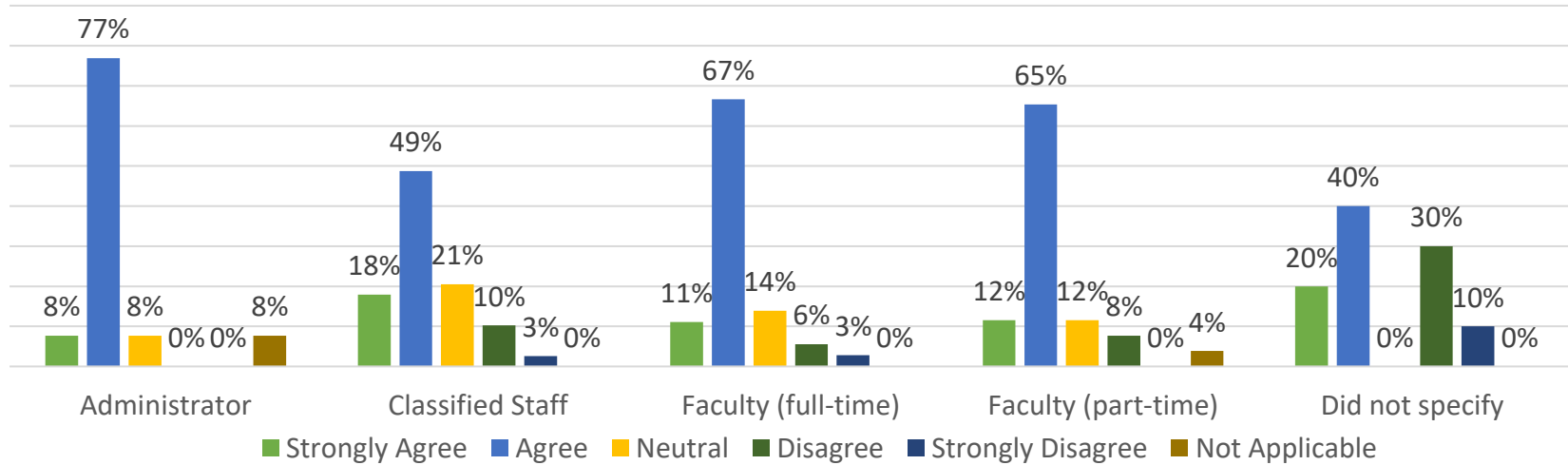
I know who represents me on the Planning and Budgeting Council and other participatory governance committees.



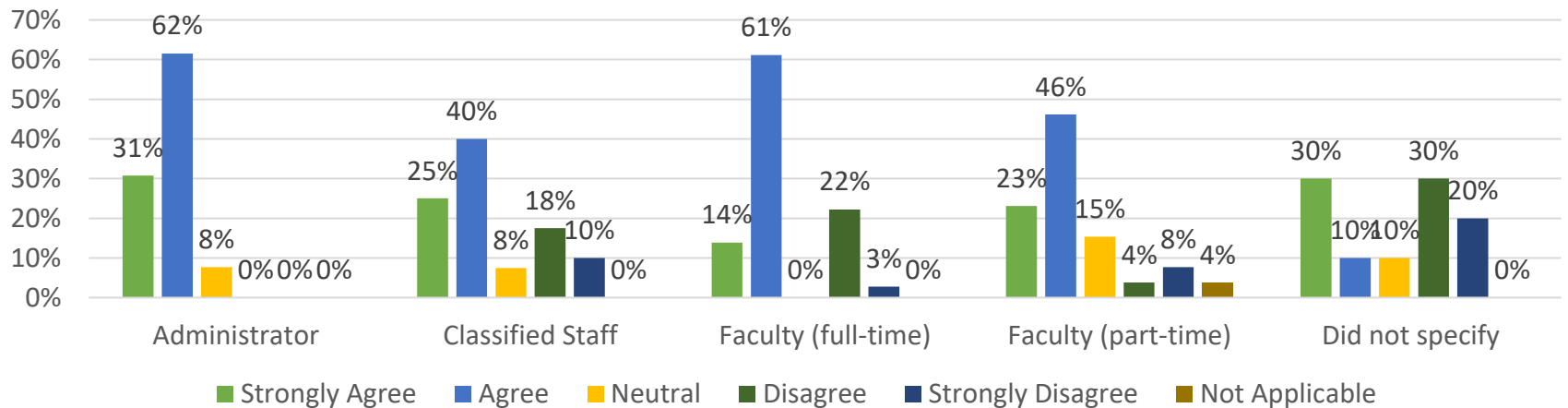
I am aware of the rules and activities of the Planning and Budgeting Council and other participatory governance committees.



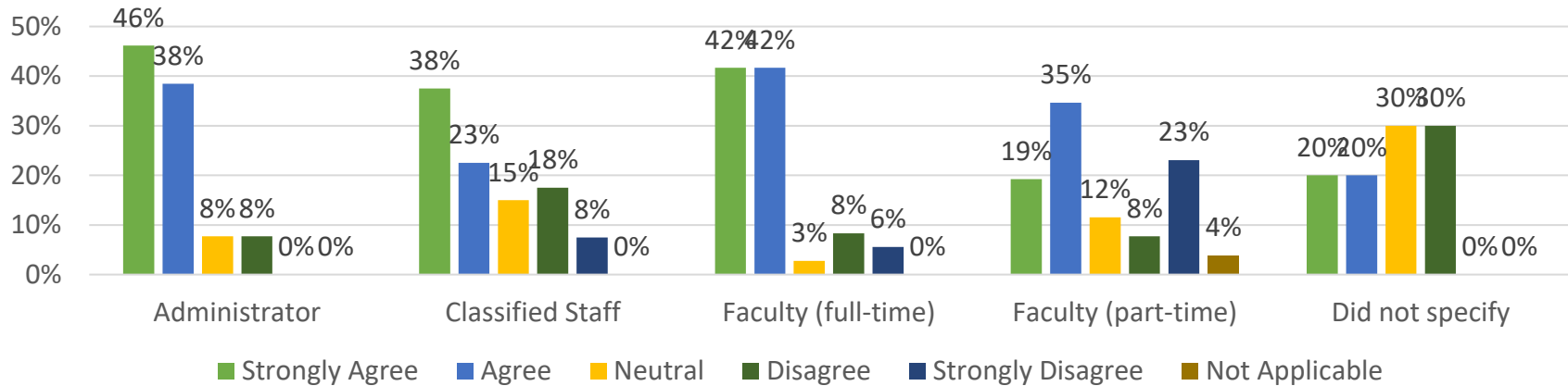
I access available opportunities for training and growth.



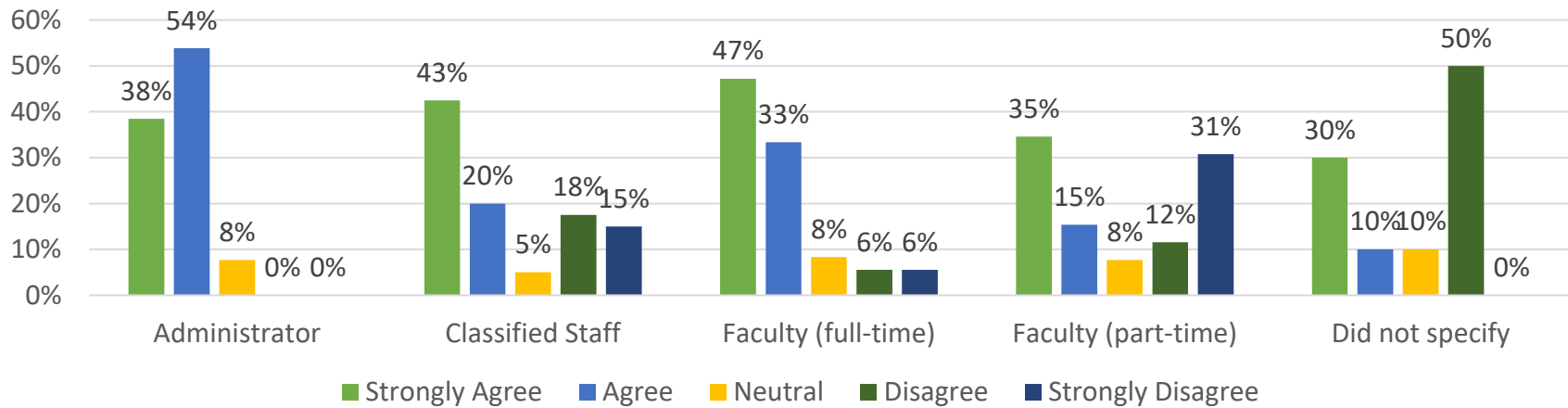
I am given enough flexibility to be innovative and perform my job well.



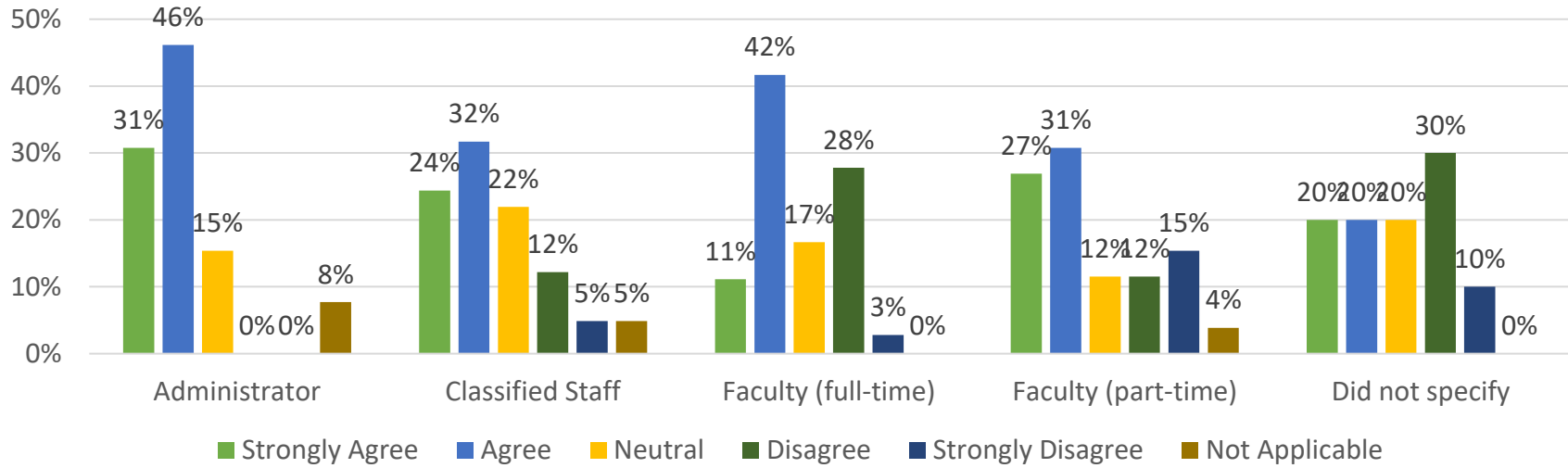
I am comfortable communicating within my department in an open and honest manner.



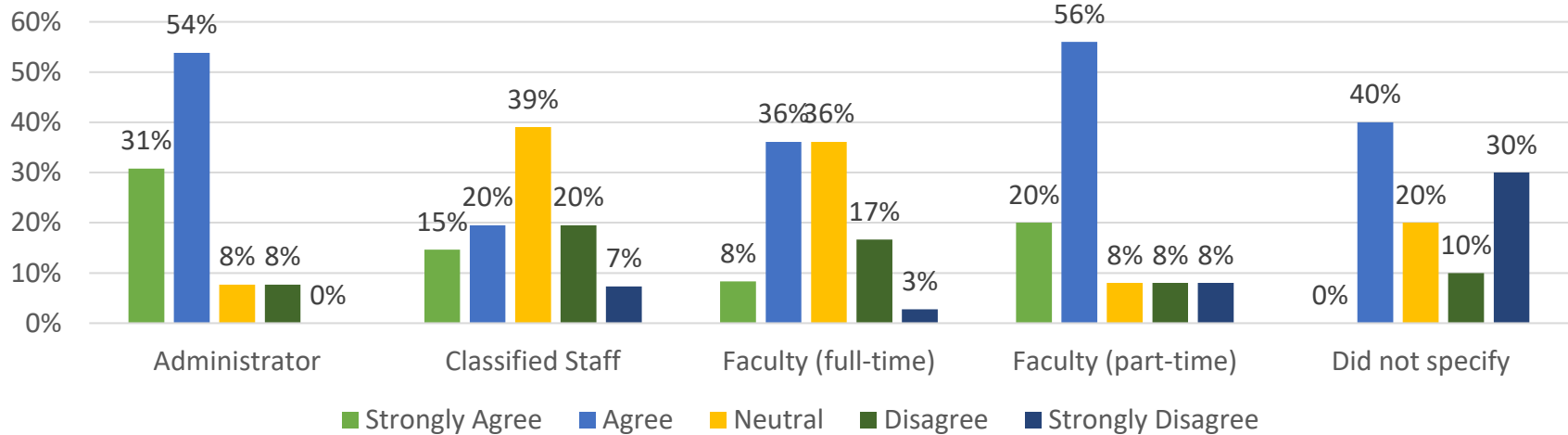
I am comfortable and safe bringing forward concerns to my supervisor.



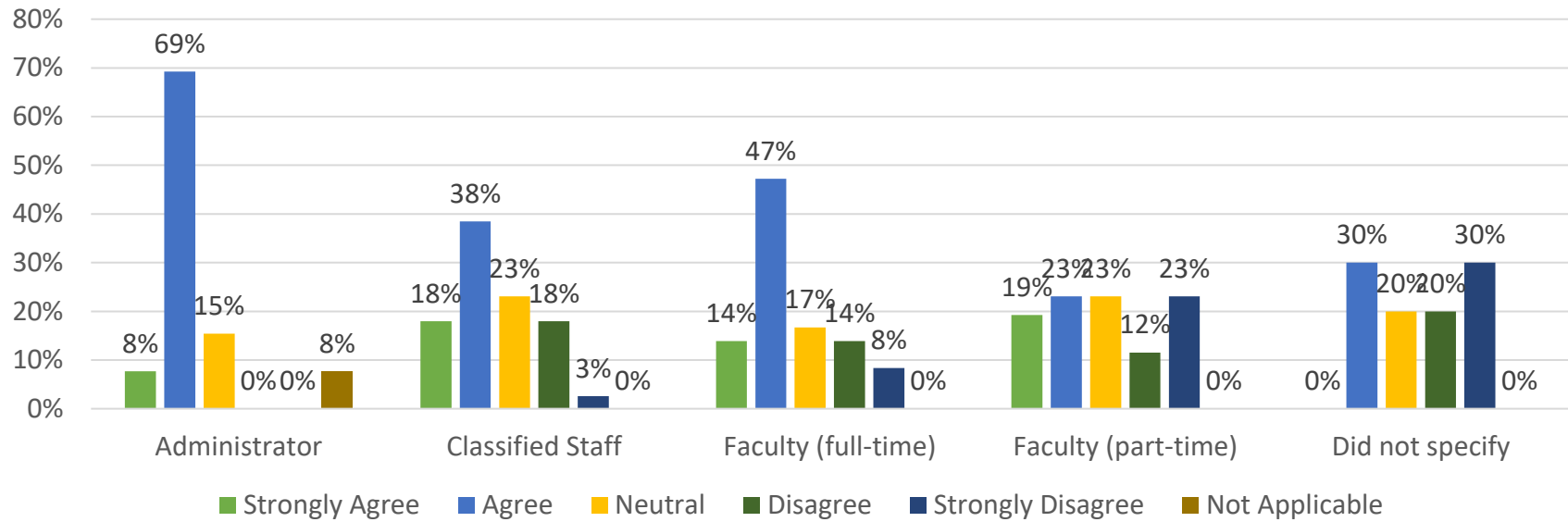
I am given support to fulfill the educational needs of the students.



The College encourages innovation and the exchange of ideas.



I receive appropriate (adequate) training to do my job well.



Open Response Themes

The recurring themes identified in the responses to the open-ended questions are summarized below.

If there was one thing you could change about Cañada College, what would it be?

- More effective communication generally about what is going on on-campus, and between departments and across divisions especially.
- The name of the College.
- Greater financial support for part-time faculty to participate in campus activities such as SLO, Curriculum Committee, program review, participatory governance bodies.
- College leadership to solicit opinions and recommendations more broadly prior to making decisions, especially about hiring, new initiatives, space allocations, and funding.
- Provide more opportunities for faculty and staff to collaborate and connect with one another across departments and divisions.
- Foster a greater sense of community via fun or engaging events for the campus to come together, to celebrate and connect with one another across departments and divisions.
- Less turnover in college administration.
- Better enforcement of Academic Integrity policy to address student cheating.
- Ensure all full-time faculty are sharing the burden of committee work, hiring committees, and other college-wide obligations that are in the AFT contract.

What is the one thing you would *not* change about the College?

- The students
- The location, view, and natural beauty of the campus
- The dedication everyone has to student success
- The close-knit sense of community/family and value placed on collegiality
- The size of the College and that it is a safe and inviting place where people care about each other
- The name of the College
- The accessibility of administrators

Do you have suggestions to support a positive, productive campus climate?

- More opportunities for the community to come together, like the Fiesta Days.
- Consistent, ongoing messaging about key college-wide work and initiatives.
- Emphasizing a culture of mutual respect, even with those who hold a different view.
- Clearer communication at the Division and College level about how and why decisions are made.
- A culture of open, clear, respectful dialogue about new initiatives and proposed changes so everyone understands and has had a chance to weigh in
- More emphasis on the program review presentations – including student services and administration – to help provide a better sense of what everyone is doing
- Continued improvement, simplification and transparency of college processes
- Emphasize the importance of work-life balance
- Support for part-timers, including compensation for participating and engaging in the life of the campus
- More opportunities to work together across departments – team building opportunities
- Regular (twice per semester) all-college or “town hall” meetings that everyone is required to attend
- Greater diversity in hiring, especially among faculty
- Less online instruction – ensure students always have access to face-to-face sections
- Greater transparency of participatory governance processes and decision-making