

# FINDINGS OF THE FACULTY CAMPUS CLIMATE SURVEY

Positive results that affirm our role as educators  
Indicators that suggest concern  
Outcomes that need to be addressed more immediately

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Purpose of this presentation is to highlight some key findings from the survey results:

- ❖ Results that display the faculty commitment to the educational mission of the university.
- ❖ Positive results that affirm our role as educators
- ❖ Indicators that suggest concern
- ❖ Outcomes that need to be addressed more immediately

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## Issues to Consider When Viewing the Data

- When viewing the data, the higher the mean score the more affirmative the answer. Higher mean scores are desirable except where the items concern issues like barriers or incidents of discrimination. A mean score of 4 is a neutral type of response.
- Missing data in crucial fields (department, college) suggests, despite some results that suggest the opposite, that at least some faculty feared being identified.
- It is difficult to determine if the faculty that did participate accurately reflect the point of view of the entire faculty (selection bias). The total number of responders was adequate to generate some confidence in the findings. The major concern is who responded and does this group represent the perspective of the entire faculty.
- *The findings from this survey could serve a useful purpose if it lead to continued conversation and exploration of the issues being studied.*

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### PARTICIPANTS

- The final database contain viable data from **230 faculty** if we are not concerned with personal identifiers that could help understand the results
- Of this total the following provided demographic information
  - **79** identified as women and **67** as men.
  - The ethnic distribution was as follows: **17** identified as Asian, **4** as Black, **14** as Hispanic, **87** as White, non-Latino, and **21** either reported their ethnicity as Other or were collapsed into this group because they checked multiple ethnicities.
  - **84** tenured/tenure track and **62** instructors responded.
  - Difficult to assess participation by department and college due to the very small number of data reported in these fields.

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### Results That Should be Noted from the Beginning

Scale and Scoring for the Items found Below:  
Strongly Agree to Strongly Disagree (7 point scale with Strongly Agree receiving a score of 7)

Questions concerning the effectiveness of the Academic Senate produced the following ratings: The data shows basically neutral ratings for these key items.

- Adequately represent the concerns of all CSUDH faculty.  
Mean Score 4.48
- Is an effective policy making body.  
Mean Score 4.38
- Communicates effectively with the larger CSUDH campus community  
Mean Score 4.48

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### Results That Should be Noted from the Beginning

Scale and Scoring for the Items found Below:  
Strongly Agree to Strongly Disagree (7 point scale with Strongly Agree receiving a score of 7)

CSUDH faculty perceive that CSUDH plays a vital role in education.  
Mean Score 5.81

Conversely, faculty responses to the Item "I believe my responses on this survey will have a significant impact on CSU Dominguez Hills' campus climate" conveyed little conviction that their input would produce desirable results.  
Mean Score 4.17

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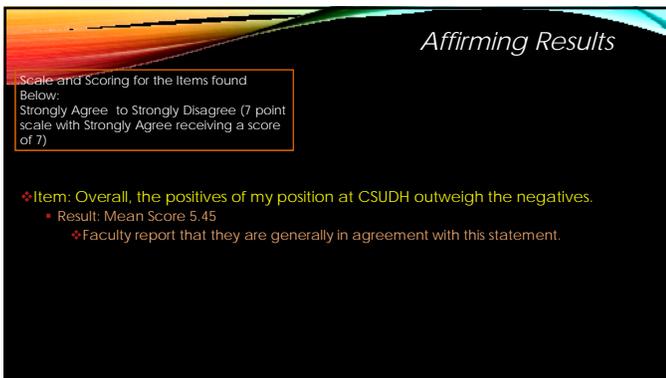
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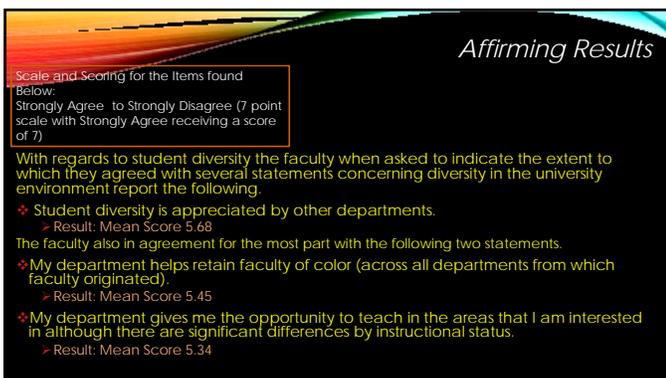
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Affirming Results

Scale and Scoring for the Items found  
Below:  
Strongly Agree to Strongly Disagree (7 point scale with Strongly Agree receiving a score of 7)

*Perhaps, the most affirming findings in the survey concern the faculties view about the benefits students accrue from their CSUDH education and their relationship to students attending this campus. The following results support this statement.*

I am proud of the students graduating from my department.  
Result: Mean Score 6.16

I am proud of the students graduating from other departments.  
Result: Mean Score 5.88

Students enrolling at CSUDH benefit from the education they receive.  
Result: Mean Score 5.99

Students leave CSUDH far better off than when they entered the university.  
Result: Mean Score 5.91

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Affirming Results

Scale and Scoring for the Items found  
Below:  
Strongly Agree to Strongly Disagree (7 point scale with Strongly Agree receiving a score of 7)

*Just as important, when asked if the students enrolled in their classes respect them, faculty reported in a very affirming manner that the answer is yes.*

**Result: Mean Score 6.38**

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Affirming Results

Scale and Scoring for the Items found  
Below:  
Strongly Agree to Strongly Disagree (7 point scale with Strongly Agree receiving a score of 7)

- ❖ Item: I believe that the *Department's* environment is welcoming for:
  - Women faculty.
    - Result: Mean Score 5.96
  - Ethnically under-represented faculty.
    - Result: Mean Score 5.77
- ❖ CSUDH faculty report that they welcome departmental diversity.

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*Affirming Results*

Scale and Scoring for the Items found Below:  
Strongly Agree to Strongly Disagree (7 point scale with Strongly Agree receiving a score of 7)

- ❖ Item: My Department Chair:
  - Treats me fairly
    - Result: Mean Score 5.44
  - Treat me with respect
    - Result: Mean Score 5.53
- ❖ Faculty report that their Department Chair is generally supportive and effective at promoting a nurturing and effective educational environment for the faculty.

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*Affirming Results*

Scale and Scoring for the Items found Below:  
Very Frequently to Never (8 point scale with Very Frequently receiving a score of 8)

- ❖ Item: Please indicate the extent to which you been harassed or discriminated against in your department because of your:
  - Gender: Mean Score 1.44.
  - Race/Ethnicity: Mean Score 1.54.
- ❖ The results of the survey indicate that there are very few episodes of harassment or discrimination aimed at faculty because of their gender, race, or ethnicity.

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**RESULTS THAT MAY BE OF CONCERN TO CSUDH**

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*Results That May be of Concern to CSUDH*

**Scale and Scoring for the Items found Below:**  
 Strongly Agree to Strongly Disagree (7 point scale with Strongly Agree receiving a score of 7)

Faculty were further asked to indicate their agreement with a series of statements concerning the physical resources available to them at CSUDH. Their responses for these items are notable.

- ❖ I have the office space necessary to accomplish my professional objectives.  
     ➢ Mean Score: 4.50
- ❖ My department is adequately staffed to cover departmental needs.  
     ➢ Mean Score: 3.42
- ❖ CSUDH classrooms are prepared for instructions on a regular basis.  
     ➢ Mean Score: 3.80
- ❖ The equipment I use to do my job is in good condition.  
     ➢ Mean Score: 3.78

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*Results That May be of Concern to CSUDH*

**Scale and Scoring for the Items found Below:**  
 Strongly Satisfied to Strongly Dissatisfied (7 point scale with Strongly Satisfied receiving a score of 7)

For instance, the following results suggest there may be some issues concerning the satisfaction, faculty express concerning their position at CSUDH.

- ❖ Satisfaction with research activities.  
     ➢ Mean Score 3.99
- ❖ Satisfaction with office space.  
     ➢ Mean Score 4.43
- ❖ Satisfaction with lab space.  
     ➢ Mean Score 3.71
- ❖ Satisfaction with funding for research equipment.  
     ➢ Mean Score 3.87

There was more satisfaction with the questionnaire item concerning satisfaction with professional development but this mean result was only marginally higher than for the above findings.  
 ➢ Mean Score 4.60

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*Results That May be of Concern to CSUDH*

**Scale and Scoring for the Items found Below:**  
 Strongly Agree to Strongly Disagree (7 point scale with Strongly Agree receiving a score of 7)

When asked to assess the extent to which they had a voice in college decision-making, faculty reported an overall neutral mean score (approximately 4.0). There were though very interesting significant mean differences by the ethnicity and instructional status of the faculty members.

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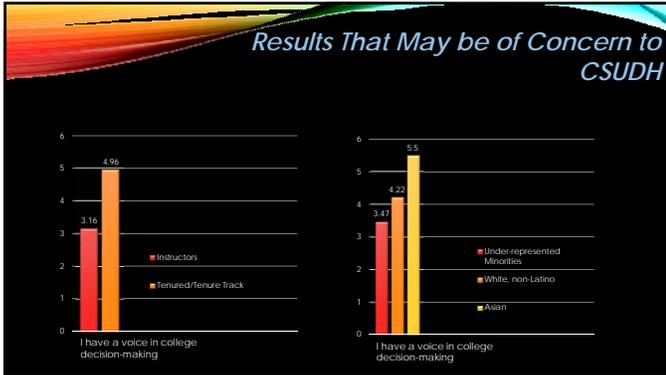
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### Results That May be of Concern to CSUDH

**Scale and Scoring for the Items found below:**  
Strongly Agree to Strongly Disagree (7 point scale with Strongly Agree receiving a score of 7)

Of greater concern is the results for the item asking the extent of agreement with the statement "Faculty of color receive the same support as white faculty." The overall mean for this item was 5.24 but there were significant mean differences for ethnicity generated for these results.

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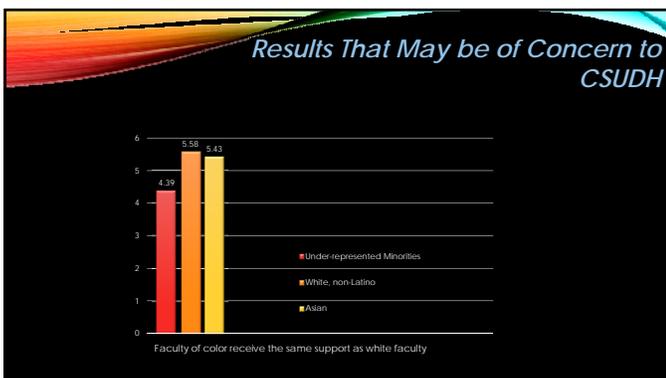
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*Results That May be of Concern to CSUDH*

**Scale and Scoring for the Items found Below:**  
Strongly Agree to Strongly Disagree (7 point scale with Strongly Agree receiving a score of 7)

There are notable results for the item asking the extent of agreement with the statement, "Female faculty receive the same support as male faculty." The overall mean for this item was approximately 5 but there were significant mean differences for gender generated for these results.

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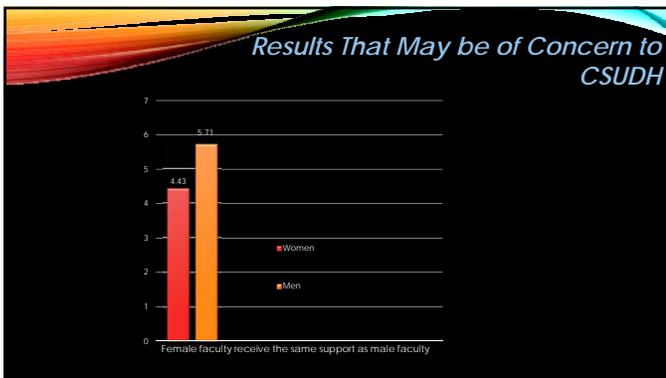
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***TROUBLING OR DISQUIETING FINDINGS***

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*Troubling or Disquieting Findings*

There were some results that provoked a sense of unease and major concern among the committee. The members have labeled these outcomes as troubling or disquieting. The issues concerned with these findings, from the viewpoint of the committee, are important to explore and examine from many different perspectives.

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*Troubling or Disquieting Findings*

Scale and Scoring for the Items found  
Below:  
Strongly Agree to Strongly Disagree (7 point scale with Strongly Agree receiving a score of 7)

For example, the survey asked faculty to report their agreement with the following statements:

- ❖ There is transparency in department budgetary processes..
  - Mean Score 3.27 where the mean score falls just above the slightly disagree level.

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*Troubling or Disquieting Findings*

Scale and Scoring for the Items found  
Below:  
Strongly Satisfied to Strongly Dissatisfied (7 point scale with Strongly Satisfied receiving a score of 7)

I am satisfied with the lab resources allocated to support my teaching assignments.  
➢ Mean Score: 3.73

I am satisfied with the campus Wi-Fi capabilities.  
➢ Mean Score: 3.90

I am satisfied with the smart classrooms at CSU Dominguez Hills..  
➢ Mean Score: 3.42

My department is adequately staffed to cover departmental needs.  
➢ Mean Score: 4.04

It would appear that infrastructure issues regarding the physical plant and technology are of great concern to the faculty.

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*Troubling or Disquieting Findings*

Scale and Scoring for the Items found Below:  
Strongly Agree to Strongly Disagree (7 point scale with Strongly Agree receiving a score of 7)

The ability to feel free to dissent and express your opinion is critical to the healthy operations of an education environment. When faculty were asked if they felt free to express their opinion without fear of reprisals the mean score did not rise to the level of an endorsement.

Overall Mean Score: 4.38

There were, *in addition*, significant differences by gender and ethnicity for this item that prove even more troubling.

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*Troubling or Disquieting Findings*

Gender	Mean Score
Female	4.3
Male	5.02

Ethnicity	Mean Score
Underrepresented minorities	3.87
White, non-Latino	4.87
Asian	5.47

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*Troubling or Disquieting Findings*

Finally, there is a disproportionate number of part time faculty teaching at CSUDH. Their level of engagement in departmental operation and involvement in professional activities vary by department. When these faculty were asked about their agreement with several key issues surrounding their employment, the mean responses reported never reached the level of agreement with the statements that they were responding to. The next page offers a sampling of these responses

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*Troubling or Disquieting Findings*

Scale and Scoring for the Items found Below:  
Strongly Agree to Strongly Disagree (7 point scale with Strongly Agree receiving a score of 7)

- The evaluation process for lecturers is fair and equitable.  
➤ Mean Score: 4.17
- I feel a part of the faculty in my department.  
➤ Mean Score: 3.92
- Teaching assignments in my department are handled in a transparent fashion.  
➤ Mean Score: 4.47
- I feel respected by campus administrators.  
➤ Mean Score: 4.24

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A COUPLE OF LAST NOTES AND A PERSONAL PERSPECTIVE

- The significant differences found for some items by the faculty members ethnicity were unexpected and may reflect climate issues that need to be addressed.
- It is difficult to fully address any of the issues that surfaced in this study until we obtain more reliable data by department and college.
- I was personally encouraged by the results that suggested our faculty is committed and engaged with the students we serve. I have been connected to this campus for over 30 years and I have never personally seen data that so clearly demonstrates the caring and concern for the student populations that attend CSUDH. We have a dedicated faculty and this finding should be acknowledged and celebrated by the administration and staff.

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A COUPLE OF LAST NOTES AND A PERSONAL PERSPECTIVE

- Infrastructure issues continue to plague this campus.
- Obtaining information on the perceptions and attitudes of faculty will help to adjust campus priorities and encourage necessary change.
- We must be willing to confront the issues that surface in this type of research.
- It is important to obtain and incorporate similar climate information from students in an effort to form a complete picture of the CSUDH climate.

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