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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SURVEY DEMOGRAPHICS

- Third Phase
  - The final database contained viable data from 146 faculty
  - Of this total:
    - 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 number of missing data in these fields.

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 and 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.
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

Concerning the California Faculty Association the faculty reports slightly more positive feedback. When asked if they believed that the CFA had positively represented their interests in the areas below their mean scores were as follows:
- Workload issues
  Mean Score 4.84
- Review, tenure, and promotion
  Mean Score 5.01
- Salary
  Mean Score 5.11
- Gender discrimination
  Mean Score 5.04
- Racial/ethnic discrimination
  Mean Score 5.04

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” provided little conviction that their input would produce desirable results.
Mean Score 4.17
Item: I believe that the Department’s environment is welcoming to……

- Women faculty
  - Result: Mean Score 5.96
- Ethnically unrepresented faculty
  - Result: Mean Score 5.77

The faculty report that they welcome diversity into the department environment.

Item: I believe the CSUDH campus environment is welcoming for……

- Women faculty
  - Result: Mean Score 5.78
- Ethnically under-represented faculty
  - Result: Mean Score 5.88

They view that diversity is welcomed at the university level.

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.

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 5.85

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
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

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. The ultimate objective of the survey is to encourage improvements in the campus climate and this will occur only if challenging findings are assessed and acted upon.

For example, the survey asked faculty to report their agreement with the following statement:
- There is transparency in department budgetary processes.
  - Mean Score 3.27 where the mean score falls just above the slightly disagree level.
Promotions are often a topic of concern for faculty. Respondents were asked several questions regarding this issue and at least two outcomes are meritorious to mention here. Faculty were asked their observations about:

- Promotions at CSUDH are fair and objective
  - Mean Score: 4.06
- Merit is the most important criteria used to evaluate faculty promotional situations.
  - Mean Score: 4.16

These mean responses are barely at the neutral point suggesting that there may be unexpressed concerns among faculty regarding this crucial aspect of campus climate.

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

Troubling or Disquieting Findings (continued)

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 there are some issues regarding the physical plant and that technology should be addressed from the faculty perspective.

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

Troubling or Disquieting Findings (continued)

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, however, significant differences by gender and ethnicity for this item that prove even more troubling.
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.

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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**Next Steps**

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**NEXT STEPS (CONTINUED)**

The University of California recommendations that emerged from a campus climate survey that was conducted at one of their campuses produced the following action items:

- **Recommendation 1:** Regularly assess campus climate annually
  - Conduct focus groups
  - Conduct exit interviews of staff and faculty.
- **Recommendation 2:** Enhance and create programs to support success
- **Recommendation 3:** Address Unhealthy Climate Factors
- **Recommendation 4:** Apply Funding & Support

- Conduct additional shorter exploratory surveys in order to determine the reliability of the data.
- Convene a series of focus groups to fully examine the issues that surfaced in this research endeavor.
- Conduct additional comparative analyses with other CSU campuses to determine similarities and differences.
- Identify key issues or findings from this survey that could be a source of extensive conversation in an Academic Senate retreat.