

# Cañada College Campus Climate Survey Report

by Office of the President

## Survey Context

Campus climate is defined as the current attitudes, behaviors, and standards of faculty, staff, and administrators regarding individual needs, abilities, and potential<sup>1</sup>. Climate surveys are used to provide information about different indicators of an institution's relationships and can provide insight into what is working and what can be improved<sup>2</sup>. In Fall 2017, campus leaders initiated a college-wide climate survey to provide information about the current college climate.

## Survey Instrument

The Climate survey was developed using existing community college climate surveys in coordination with District Human Resources. The instrument contains 11 questions organized in the following categories: (A) general employment information; (B) feeling valued; (c) connectedness; (d) communication and innovation; (c) opportunity for growth; (d) open responses. The average response time to complete the survey was 7 minutes and 7 seconds.

## Survey Administration

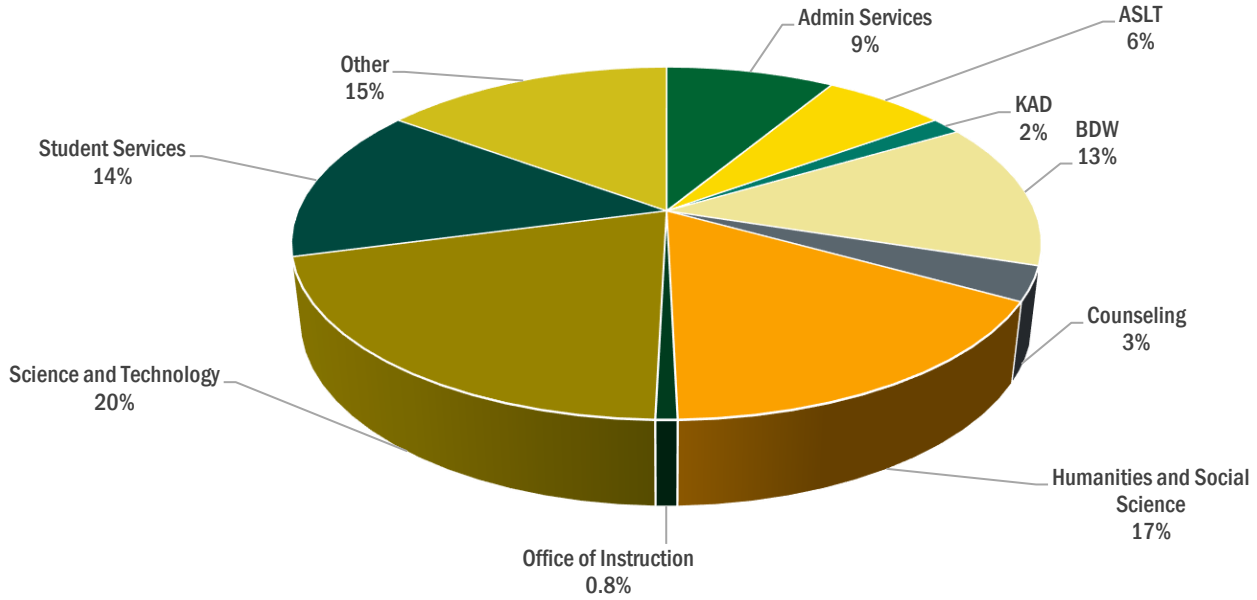
The survey was distributed to the campus via email through the marketing department on December 11, 2017, and was open for responses until December 22, 2017. The survey was distributed to all employees (n= 362), and 127 responses were received, for a total response rate of 35%. The table below illustrates survey responses compared to employee distribution by employment classification.

	Survey Responses		Total Employees (for comparison)	
	#	%	#	%
Classified	42	33%	117	32%
Faculty (full-time)	40	32%	78	22%
Faculty (part-time)	29	23%	147	41%
Administrator/Manager/Director	16	13%	20	5%
<b>Total</b>	<b>127</b>	<b>100%</b>	<b>362</b>	<b>100%</b>

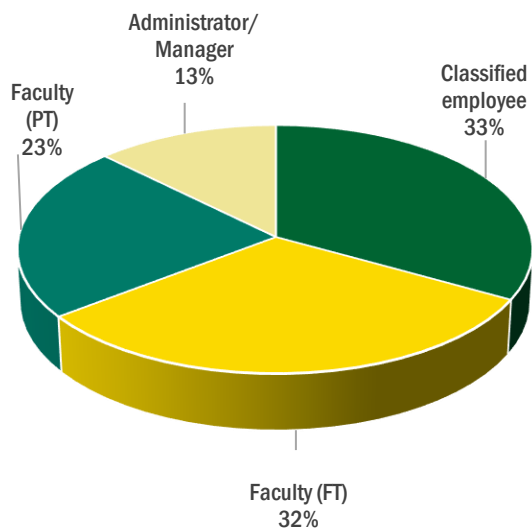
<sup>1</sup> Source: Michigan State University Office of Inclusion and Intercultural Initiatives, <http://aan.msu.edu/wp-content/uploads/2017/10/Inclusive-Teaching.pdf>

<sup>2</sup> Source: University of New Hampshire Prevention Innovations Research Center, [https://cola.unh.edu/sites/cola.unh.edu/files/departments/Prevention%20Innovations%20Research%20Center/pdf/Climate\\_Survey\\_Guidance\\_FINAL.pdf](https://cola.unh.edu/sites/cola.unh.edu/files/departments/Prevention%20Innovations%20Research%20Center/pdf/Climate_Survey_Guidance_FINAL.pdf)

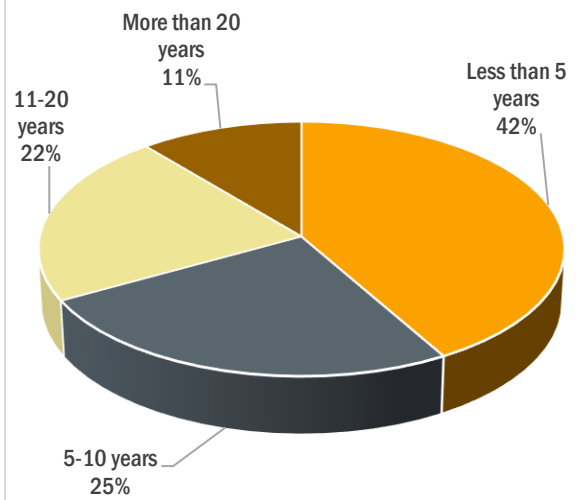
Response distribution by division



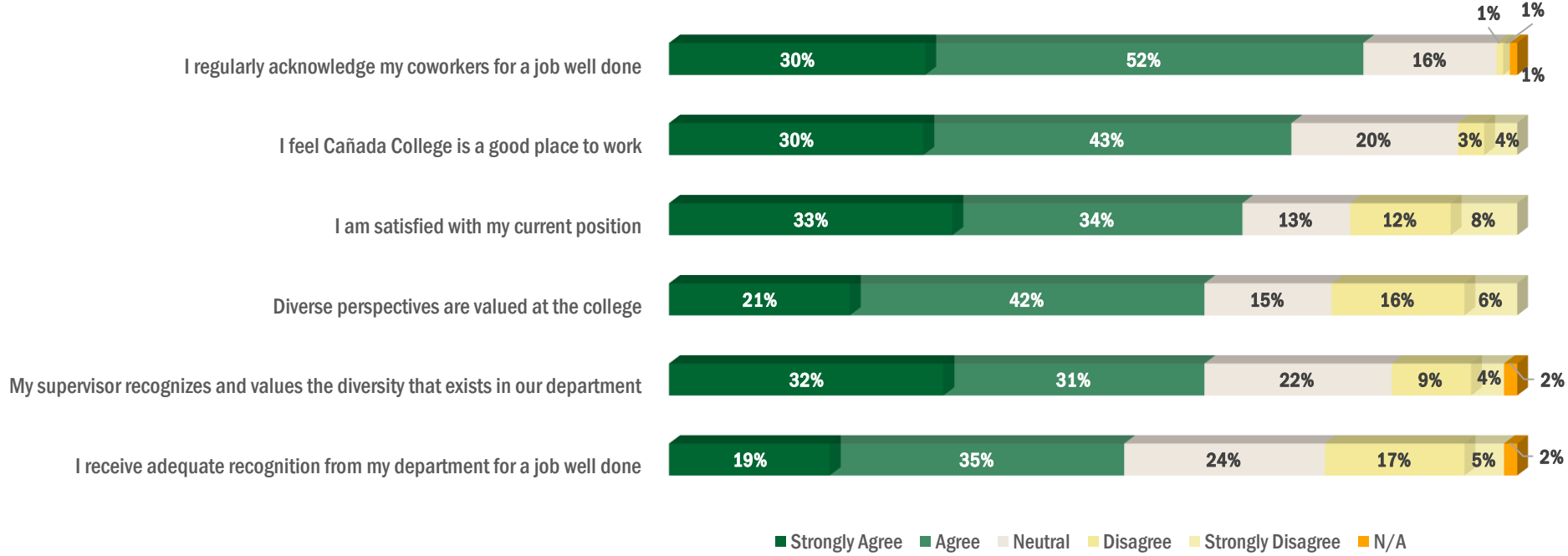
Response distribution by employment classification



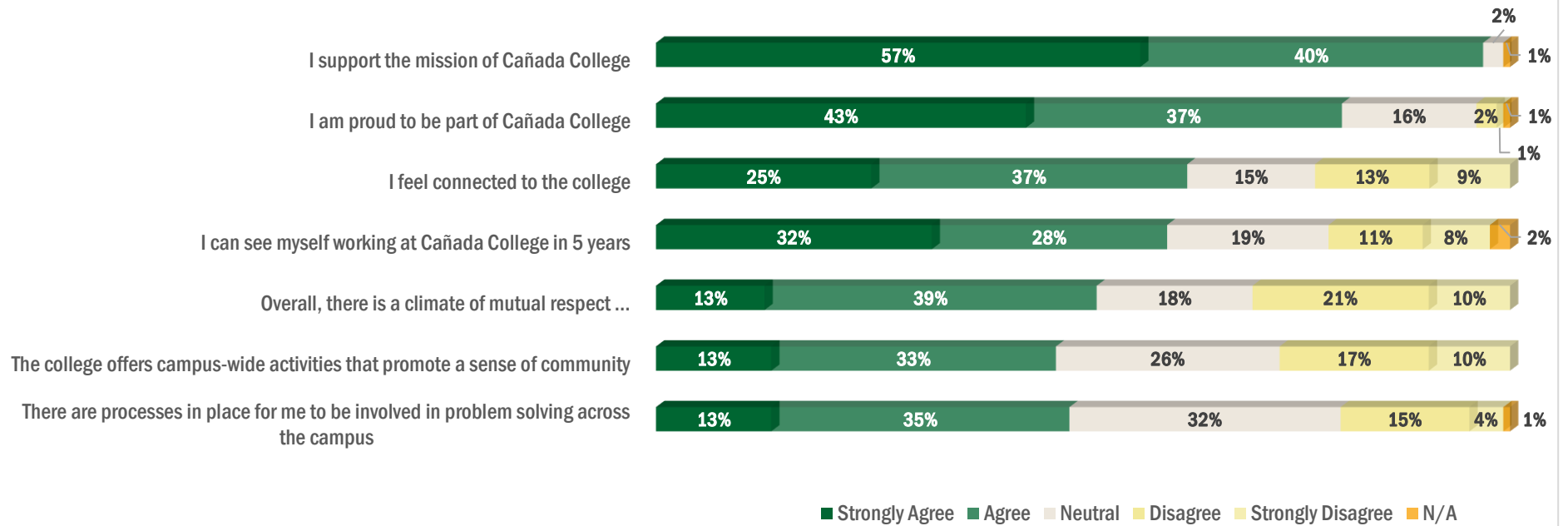
Response distribution by length of employment



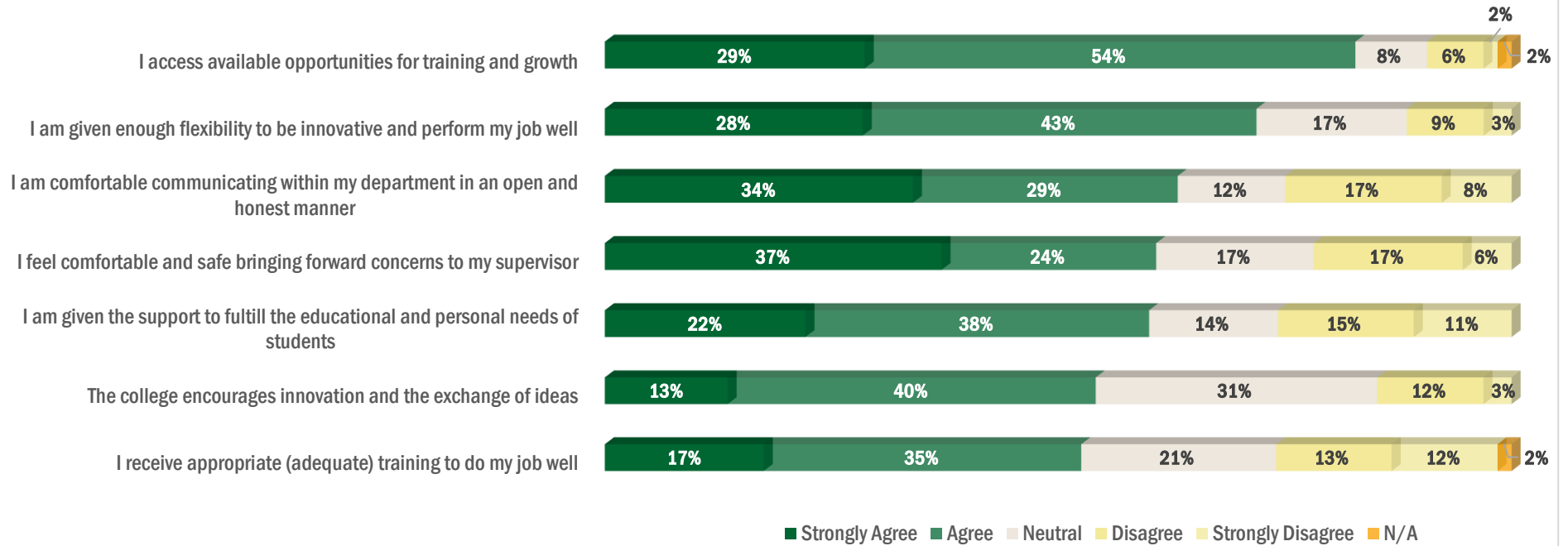
# Feeling Valued



## Sense of Connectedness



## Communication, Innovation, and Growth



## Open-Ended Response Questions

Each of the three open-ended response questions is summarized below. To maintain anonymity of survey participants, responses were grouped into common themes.

Q9. If there was one thing you could change about the college, what would it be? (n=99)	
Theme (Examples)	Number of Responses
Transparency & Communication (silos, collaboration, relationships)	23
Hiring & Personnel (workload, compensation)	19

Q10. What is the one thing you would not change about the college? (n=84)	
Theme (Examples)	Number of Responses
Student Focus and Support (support programs, students)	24
Employees (faculty, staff, administrators)	15
Family Environment & Sense of Community (welcoming, pride)	14

Q11. Do you have suggestions to support a positive, productive campus climate? (n=85)	
Theme (Examples)	Number of Responses
Transparency & Communication (broaden, continue & improve, listen)	30
Employee Engagement & Support (campus events, opportunities)	13

Note: Responses indicating 'none', 'nothing', etc. not included in data summary