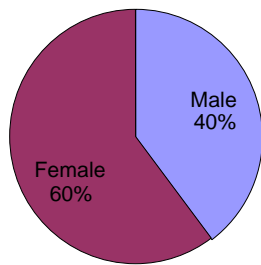


# CAMPUS CLIMATE AND PLANNING SURVEY: Employee Opinions in Fall 2009

## Campus Climate and Planning Survey

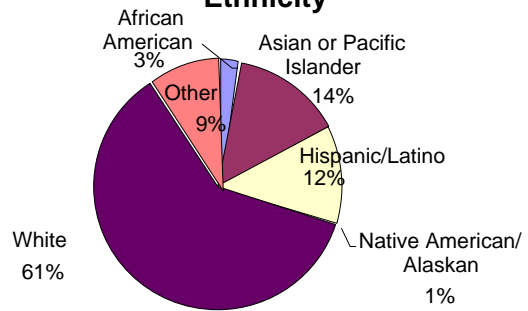
The bi-annual climate survey conducted in Fall 2009 instead of scheduled Spring 2010 to enable the results to be used for accreditation self study received a record response of 441, up by nearly 30% of 338 responses received in Spring 2008. The electronic survey was sent to the entire population of Cypress College faculty, staff and managers (1112 individuals). The pie charts below show the proportion of employees from different demographic groups who completed the survey. The “other” category often included individuals who believed that the requested information was inappropriate. This was particularly true for the demographic question related to sexual orientation, and engendered several angry responses.

**Gender**

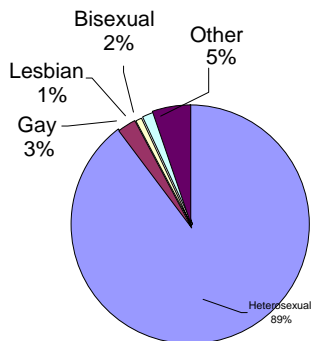


One employee self-identified as transgender.

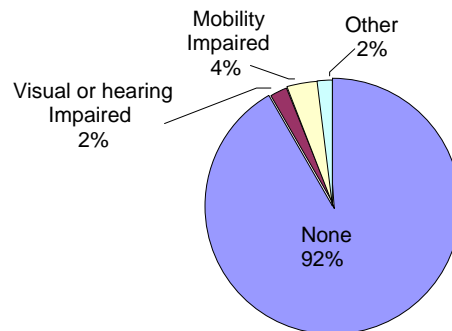
**Ethnicity**



**Sexual Orientation**



**Disability Status**



Although the survey attracted responses from different demographic groups, there was one notable change from previous response trends. A significantly large number of part-time employees participated in the survey this time (168 responses compared to 84 in SP 2008).

## Trends

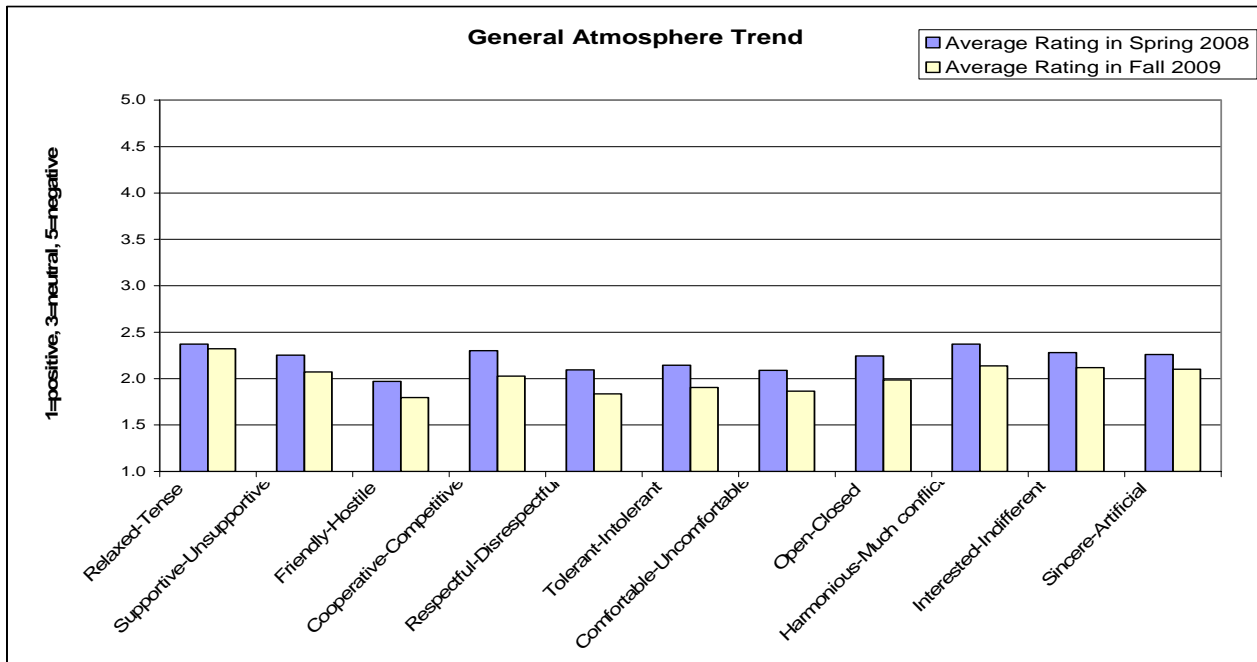
Trends are compared with previous survey results in three areas: overall college atmosphere, acceptance of diversity, and decision-making & job satisfaction related areas. Because of the increased participation from part-time employees, the trends on decision-making are broken down by employee category. Overall, the college atmosphere and diversity related areas were ranked more positively compared to the previous survey.

*Items related to diversity had more\* employees agree than in the previous year<sup>i</sup>. These items touched on:*

- ★ *Equal support of employees of all races/sexual orientations*
- ★ *Actively promoting diversity*
- ★ *Campus safety*
- ★ *Responding to the needs of employees with disabilities,*
- ★ *Responding to the needs of the changing demographics of our students and employees*

Table 1: Employment Characteristics of Respondents, Then & Now				
Survey Item	Spring 2008		Fall 2009	
	N	Percent	N	Percent
<b>Employee Group</b>				
Faculty				
Full-Time	125	39%	141	32%
Part-Time	75	23%	157	36%
Classified/Confidential	91	28%	110	25%
Manager	29	9%	28	6%
<b>Length of Employment</b>				
Less than 1 year	21	7%	18	4%
1 to 2 years	33	10%	44	10%
3 to 5 years	46	14%	96	22%
6 to 10 years	90	28%	105	24%
11 or more years	131	41%	173	40%
<b>Shared Governance</b>				
Member			67	16%
Not a member			365	84%

Employees also rated the college as more positive\* (lower ratings) on general atmosphere items compared to the 2008 study.



<sup>i</sup> Throughout this report, differences between groups are statistically significantly different when marked by an asterisk.

## Differences between Groups

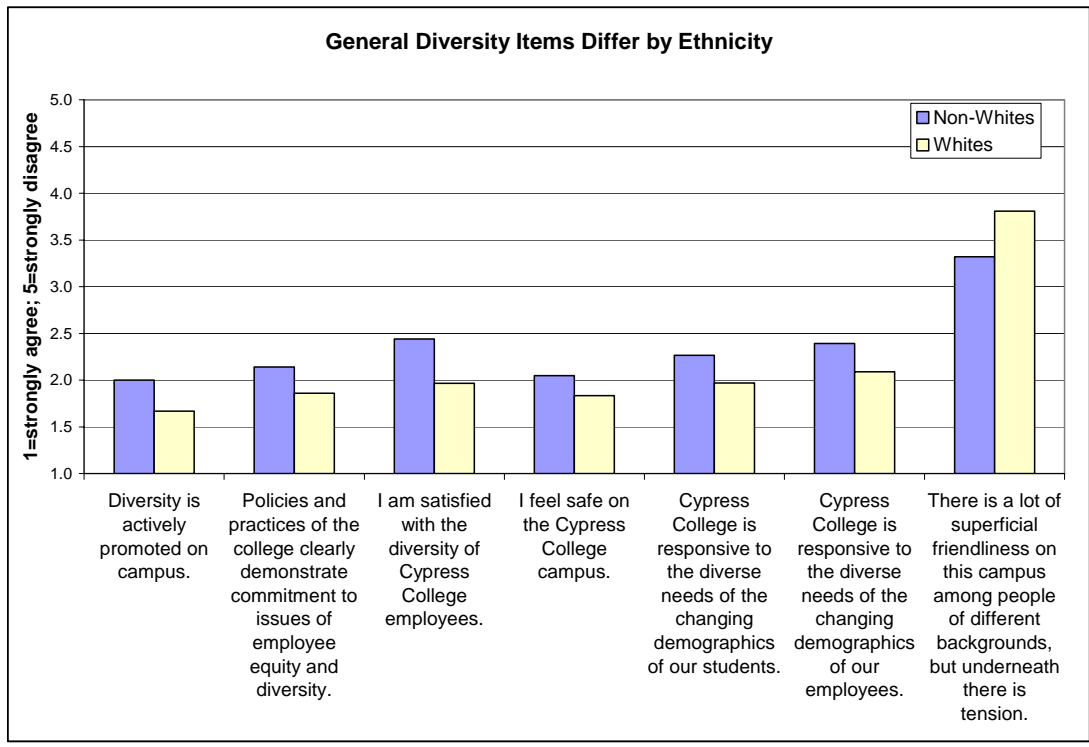
Although only 36 employees indicated that they had a disability, these employees rated the college atmosphere more\* negatively than employees who do not have a disability.

### Diversity

Social majority group members (men, Whites, heterosexuals) were more likely to agree\* to the equity questions for specific group members shown below than minority group members. Additionally, majority group members were *less* likely to agree\* that they feel like a spokesperson for their group.

- ☞ The campus is equally supportive of all genders/races/sexual orientations. [3 separate survey items]
- ☞ Women/ethnic minorities have equal opportunities for recognition, respect, and advancement at the college [2 separate survey items]
- ☞ The college is committed to the curtailment of sexual harassment.
- ☞ The college is committed to increasing the numbers and percentages of ethnic minority employees.
- ☞ The college is committed to supporting diversity activities that address issues relevant to gay/lesbian/bisexual/transgender employees and students.
- ☞ Cypress College is responsive to the needs of employees with disabilities.

White employees were also more likely to agree\* with many of general diversity items than employees of color (1=strongly agree); on these general diversity items, there were no differences by gender, sexual orientation, or disability status.



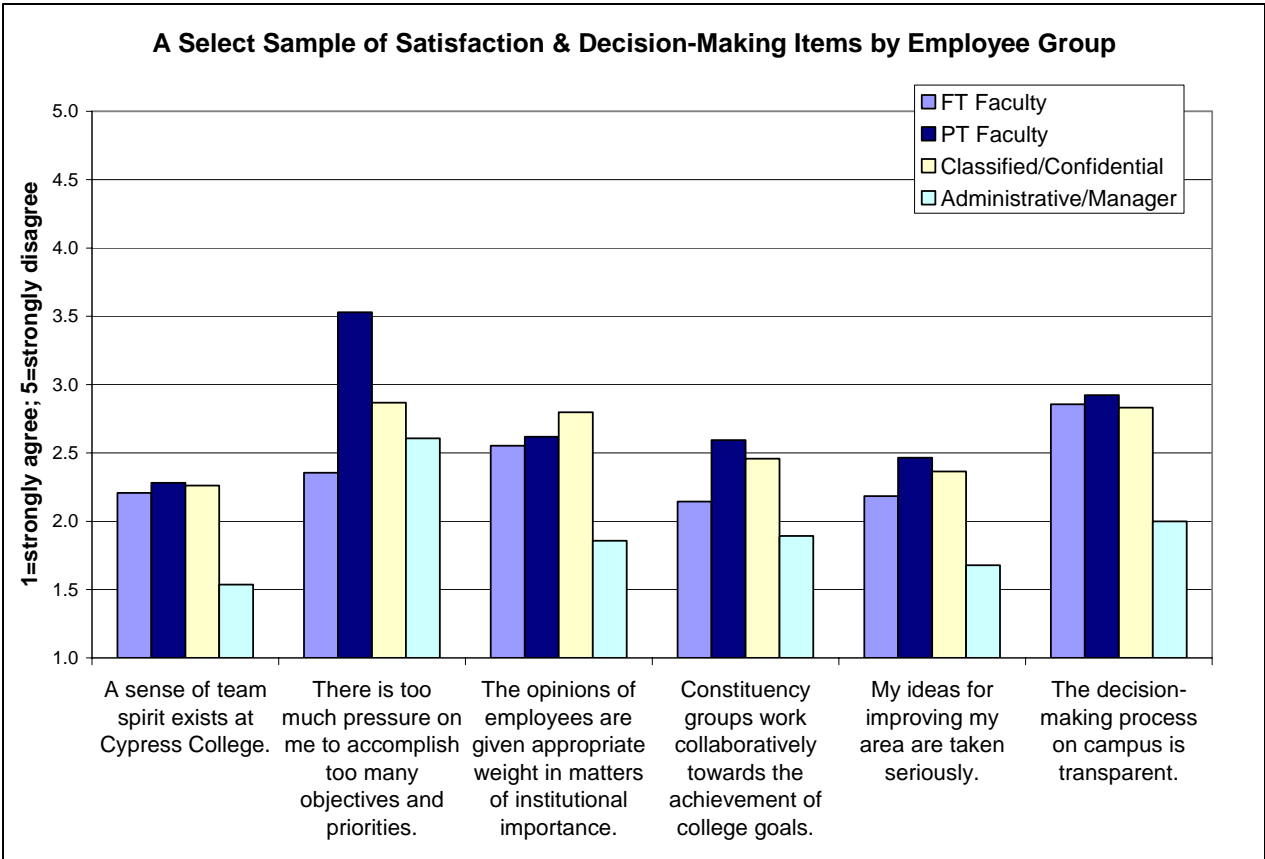
### Decision-Making, General Job Satisfaction & Planning

Administrators, full-time faculty members, and members of shared governance committees are more satisfied with their work at Cypress College, and believe that their contributions are more

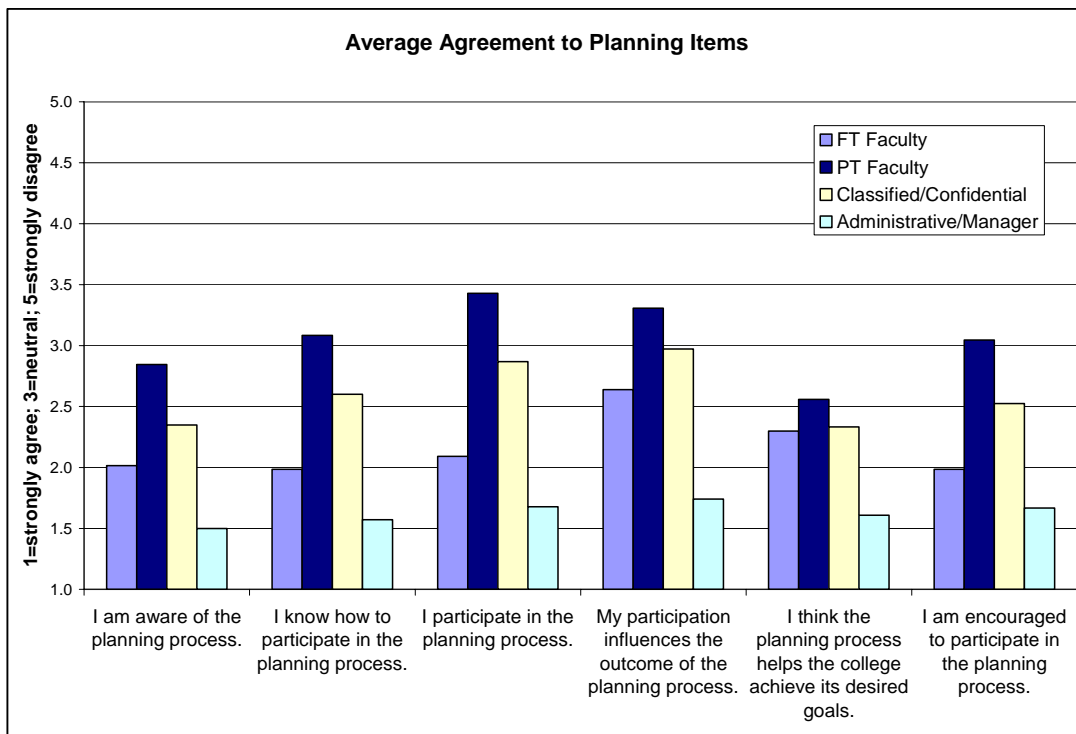
influential, than staff, part-time faculty, and those not involved in shared governance committees (respectively) as shown in Table 2. Administrators were also most likely to agree\* that they are aware and involved in campus planning, while part-time faculty were least likely to agree. The average scores are shown in the chart below for a select group of these items.

**Table 2: Employee Groups *More Likely to Agree\** with Items on Decision-Making and General Job Satisfaction**

	<b>Employee Group</b>	<b>FT vs PT Faculty</b>	<b>Shared Governance Committee</b>
A sense of team spirit exists at Cypress College.	Administrators	No differences.	No differences.
There is too much pressure on me to accomplish too many objectives and priorities.	No differences.	FT	Participants
I am optimistic about what can be achieved through consensus-based decision-making and shared governance.	No differences.	No differences.	No differences.
I have the opportunity to participate meaningfully in shared governance at Cypress College.	Administrators	FT	Participants
At this point in my career, I feel my present position satisfies my professional goals and aspirations.	Administrators	FT	Participants
The opinions of students are given appropriate weight in matters of institutional importance.	Administrators	FT	No differences.
The opinions of employees are given appropriate weight in matters of institutional importance.	Administrators	No differences.	Participants
I am encouraged to be creative and come up with new ideas and improvements.	Administrators	No differences.	Participants
Employees are provided adequate opportunities to participate on important college committees.	Administrators	FT	Participants
Constituency groups work collaboratively towards achievement of college goals.	Administrators	FT	Participants
My ideas for improving my area are taken seriously.	Administrators	FT	Participants
The decision-making process on campus is transparent.	Administrators	FT	Participants
The students we serve contribute to the satisfaction that I get from doing my job.	Faculty & Administrators	FT	No differences.
Generally, do you think that the college staff has a unified commitment to student success?	No differences.	No differences.	No differences.



There was a new section on effectiveness of planning process in the survey. The employees were asked about their awareness, participation, effectiveness, and perception of the campus planning activities. Overall, the full-time employees are aware of the planning process, and know how to participate. As noted above, certain employee groups feel more strongly than others that their participation influences the planning process. It is worth noting that in each of the planning related questions, a large proportion of employees were “neutral” (neither agree nor disagree) in their opinion.



## Summary<sup>ii</sup>

### Strengths

- ★ Attitudes towards diversity and the college's atmosphere have improved since the last survey.
- ★ The majority of employees believe that individuals have equal opportunities in their careers regardless of their gender, ethnicity, or sexual orientation.

### Concerns

Although most employees of Cypress College hold positive attitudes and beliefs about the college, all employees do not experience the campus as positively as others. Employees who are members of dominant social groups (e.g., Whites, men, heterosexuals, and abled-bodied individuals) experience the college as more supportive and equitable than do employees who are members of minority social groups. Similarly, experiences of administrators are more positive, and they feel that their involvement in campus planning and decision-making is more meaningful, than (part-time or full-time) faculty or staff.

Areas that the college should focus on include improving the experience of equity and career support for employees who are women, non-White, GLBT, or disabled. Another avenue towards improvement is helping staff and faculty (especially part-time faculty) feel that their opinions and duties are influential, meaningful, and important for the college and our students.

<sup>ii</sup> For more detailed findings, please contact the office of Institutional Research and Planning.