

Staff --- General Climate 2006-2008

	None at all	Very little emphasis	Some emphasis	A great deal	Not Enough Information to Respond
Please indicate how much emphasis you believe SMC currently places on:					
Increasing representation of people of color in the faculty (2006)	6.7%	19.7%	36.8%	11.9%	24.9%
(2008)	2.1%	22.4%	37.5%	15.1%	22.9%
Increasing representation of people of color in the staff (2006)	6.8%	24.5%	40.6%	10.9%	17.2%
(2008)	2.6%	21.6%	52.1%	11.6%	12.1%
Increasing representation of people of color in the administration	16.3%	25.3%	24.2%	9.5%	24.7%
	11.6%	27.0%	37.6%	5.3%	18.5%
Developing a sense of community among students, staff, and faculty	4.7%	17.6%	45.6%	28.5%	3.6%
	3.1%	13.1%	49.7%	33.5%	0.5%
Helping students learn how to bring about positive change in society	2.6%	8.4%	40.3%	36.6%	12.0%
	1.1%	5.3%	45.3%	40.5%	7.9%
Promoting a campus climate where differences of opinion are regularly aired openly	6.8%	29.2%	43.2%	15.6%	5.2%
	7.9%	27.7%	47.1%	15.7%	1.6%
Developing appreciation for a multicultural society on campus	4.7%	17.2%	49.5%	26.0%	2.6%
	0.5%	16.2%	51.8%	30.4%	1.0%
Recruiting high achieving students	5.2%	9.3%	42.0%	26.9%	16.6%
	1.6%	15.8%	44.2%	21.6%	16.8%
Encouraging collaboration between offices	16.2%	36.1%	34.6%	7.3%	5.8%
	14.2%	38.9%	31.1%	10.5%	5.3%
(2008) - Developing an inclusive community.	2.1%	16.9%	48.1%	27.5%	5.3%

How much emphasis do you think SMC should place on these areas?	None at all	Very little emphasis	Some emphasis	A great deal	Not Enough Information to Respond
Increasing representation of people of color in the faculty (2006)	3.1%	4.2%	33.9%	50.5%	8.3%
(2008)	2.6%	3.7%	41.1%	48.4%	4.2%
Increasing representing of people of color in the staff	3.7%	4.7%	38.7%	46.1%	6.8%
	2.7%	5.9%	50.5%	38.8%	2.1%
Increasing representation of people of color in the administration	3.6%	6.3%	34.9%	47.9%	7.3%
	3.7%	6.9%	45.2%	40.4%	3.7%
Developing sense of community among students, staff, and faculty	0.5%	1.0%	21.8%	75.6%	1.0%
	0.5%	1.0%	24.1%	74.3%	0.0%
Helping students learn how to bring about positive change in society	1.0%	1.0%	14.7%	80.6%	2.6%
	0.5%	4.6%	23.8%	72.5%	1.6%
Promoting a campus climate where differences of opinion are regularly aired openly	0.5%	1.6%	14.1%	82.8%	1.0%
	0.5%	2.6%	31.4%	65.4%	0.0%
Developing appreciation for a multicultural society on campus	1.0%	5.2%	20.2%	72.5%	1.0%
	0.5%	0.5%	30.5%	68.4%	0.0%
Recruiting high achieving students	1.6%	6.3%	37.2%	50.8%	4.2%
	0.0%	3.2%	44.7%	48.4%	3.7%
Encouraging collaboration between offices	0.5%	1.6%	20.4%	75.9%	1.6%
	1.1%	1.1%	35.3%	62.0%	0.5%

(2008) - Developing an inclusive community.

0.50%

1.6%

24.9%

70.9%

2.1%

Staff --- General Climate (2006/2008 compared)

How often have you seen or heard insensitive or disparaging comments, behaviors or gestures directed towards people on this campus who are:

	Never	Seldom	Occasionally	Frequently
Men (2006)	33.7%	44.2%	17.9%	4.2%
(2008)	44.5%	37.2%	16.8%	1.6%
Women	22.6%	30.0%	37.9%	9.5%
	31.9%	25.7%	34.6%	7.9%
People of Color	35.8%	28.9%	26.8%	8.4%
	41.6%	27.9%	24.2%	6.3%
Disabled	59.8%	29.1%	10.1%	1.1%
	59.7%	28.8%	9.9%	1.6%

How often have you seen or heard insensitive or disparaging comments, behaviors or gestures directed towards people on this campus based on their:

	Never	Seldom	Occasionally	Frequently
Sexual Orientation	31.6%	29.5%	28.9%	10.0%
	40.5%	29.5%	22.6%	7.4%
Religious Affiliation	40.5%	28.9%	21.6%	8.9%
	55.3%	30.5%	10.0%	4.2%
Age (2006 only)	40.0%	28.9%	26.3%	4.7%
Physical Characteristics (2006 only)	35.3%	34.2%	23.7%	6.8%
Language or Accent (2006 only)	39.3%	33.5%	23.0%	4.2%

Have you been harassed or discriminated against on campus because of your:

	Never	Seldom	Occasionally	Frequently
Gender	69.8%	13.8%	13.2%	3.2%
	63.4%	17.8%	13.6%	5.2%
Political Views	68.3%	16.4%	13.2%	2.1%

	70.7%	19.4%	7.3%	2.6%
Ethnicity	79.3%	12.8%	5.9%	2.1%
	79.1%	11.0%	6.3%	3.7%
Sexual Orientation	90.4%	4.3%	4.3%	1.1%
	90.6%	5.8%	2.1%	1.6%
Disability	94.1%	3.2%	2.7%	0.0%
	94.7%	3.7%	1.1%	0.5%
Language or Accent	93.0%	5.9%	1.1%	0.0%
	93.7%	3.7%	2.1%	0.5%
Religion	77.5%	11.5%	11.0%	0.0%
	81.7%	12.0%	5.2%	1.0%
Age	76.1%	9.6%	11.7%	2.7%
	66.8%	18.4%	13.2%	1.6%
Physical Characteristics	85.7%	4.8%	6.3%	3.2%
	Never	Seldom	Occasionally	Frequently
How often have you felt pressured from members of your own ethnic group on campus not to socialize with members of other ethnic groups?	92.6%	5.3%	2.1%	0.0%
How often have you felt excluded by your own ethnic group because you choose not to participate in campus activities related to your own ethnic group?	91.4%	5.4%	3.2%	0.0%

Staff --- Campus Diversity

	Strongly Disagree/ Disagree	Neither Disagree or Agree	Strongly Agree/ Agree	Not Enough Information to Respond
I know how to officially report any racist, Sexist, or other offensive behaviors. (2006) (2008)	13.3% 9.5%	5.1% 4.2%	79.5% 86.2%	2.1%
My opinions/inputs are valued at SMC.	28.1% 20.8%	26.5% 35.8%	42.3% 43.3%	3.1%
The college should use its resources to help underprepared students succeed.	6.7% 2.6%	9.8% 12.8%	78.9% 84.5%	4.6%
I fear for my physical safety on campus because of my ethnicity. 2008 - I fear for safety because of my ethnicity or gender.	88.2% 91.5%	4.6% 7.4%	0.5% 1.1%	6.7%
At SMC, I often feel that I am expected to excel at certain activities simply because of my ethnicity. (2006 only)	70.0%	9.8%	7.8%	12.4%
At SMC, I often feel that I am expected to excel at certain activities simply because of my gender. (2006 only) 2008 - two questions above not asked	69.1%	13.9%	8.8%	8.2%
It is important to me to have friends who are part of the same ethnic group as my own.	50.7% 44.0%	23.6% 33.7%	21.0% 22.2%	4.7%
I fear for my physical safety on campus because of my sexual orientation.	81.9% 85.1%	9.0% 13.8%	1.6% 1.0%	7.4%

I feel uncomfortable disclosing my sexual orientation to my colleagues on campus.	71.2% 69.0%	10.5% 23.4%	10.5% 7.6%	7.9%
A diverse student body enhances the educational experiences of all students	1.5% 1.6%	3.6% 4.3%	93.3% 94.1%	1.5%
I feel uncomfortable discussing racially sensitive topics on campus with members of other races/ethnicities.	51.8% 44.4%	18.5% 33.7%	25.6% 21.9%	4.1%
In order to "fit in" at SMC, I often feel I need to change some of my personal characteristics (e.g. language, name, appearance).	72.6% 65.6%	10.6% 22.0%	12.4% 12.4%	4.1%
I feel awkward in situations at SMC in which I am the only person of my ethnic group.	67.6% 62.1%	14.7% 26.5%	11.6% 11.3%	6.3%
I feel comfortable seeing public displays of affection (e.g. hugging, kissing, holding hands). (2006 only)	30.6%	30.1%	37.4%	2.1%
I feel comfortable seeing public displays of affection (e.g. hugging, kissing, holding hands) by a gay or lesbian couple. (2006 only)	1.5%	12.5%	61.5%	24.5%
I value the work that is being done by the Intercultural Center.	20.8% 4.3%	18.2% 36.4%	57.8% 59.3%	3.1%
I feel comfortable talking about my religion on campus	4.6% 15.2%	29.5% 25.4%	52.9% 59.5%	13.0%
2008 - I believe more consideration should be given to the needs of the disabled	4.8%	42.2%	53.0%	

Staff --- Job Satisfaction 2006-2008 Comparisons

Aspects of the Job	Very Dissatisfied/ Dissatisfied	Neither Satisfied Nor Dissatisfied	Very Satisfied/ Satisfied	Not enough information to respond
Working Conditions	22.4%	8.7%	67.4%	1.5%
	13.8%	13.2%	73.0%	
Autonomy and independence	9.2%	5.6%	83.6%	1.5%
	5.3%	10.1%	84.7%	
Professional relationships with your co-workers	10.3%	7.1%	81.7%	1.0%
	13.7%	11.1%	75.1%	
Social relationships with your co-workers	6.7%	20.0%	72.4%	1.0%
	8.0%	21.8%	70.2%	
Job security	21.0%	9.7%	67.1%	2.1%
	9.5%	20.0%	70.5%	
Relationship with your supervisor	14.9%	3.6%	80.5%	1.0%
	11.7%	14.8%	73.5%	
Quality of supervision you receive	17.6%	12.4%	68.4%	1.6%
	18.7%	16.0%	65.3%	
Advice/Mentoring you have received from people in your department	13.5%	18.2%	64.1%	4.2%
	12.6%	28.4%	58.9%	
Opportunity to be in charge of tasks or projects	8.8%	7.3%	82.9%	1.0%
2008 - question above not asked				
Recognition for meritorious performance	26.9%	12.6%	58.4%	2.1%
	37.7%	19.1%	43.1%	
Access to technical support and assistance	19.2%	16.1%	62.7%	2.1%
	19.2%	20.9%	59.9%	
Overall job satisfaction	11.8%	9.7%	76.9%	1.5%

Aspects of the College	5.8%	18.0%	76.2%	
	Very Dissatisfied/ Dissatisfied	Neither Satisfied Nor Dissatisfied	Very Satisfied/ Satisfied	Not enough information to respond
Input in decisions that affect you personally	35.2%	31.1%	31.6%	2.0%
	24.9%	30.3%	44.8%	
Opportunities to interact with students	4.6%	12.8%	80.5%	2.1%
	8.5%	15.5%	75.9%	
Campus administrative leadership	30.0%	29.0%	36.8%	4.1%
	25.5%	34.2%	40.2%	
Academic freedom	4.8%	20.5%	46.8%	27.9%
2008 - question above not asked				
Extent to which campus administration willingly shares important with you.	30.4%	27.2%	38.2%	4.2%
	30.8%	30.8%	38.4%	
Extent to which campus administration encourages you to develop creative/innovative ideas.	27.6%	32.8%	34.9%	4.7%
2008 - question above not asked				
Integration of the staff in the life of the campus.	22.1%	31.4%	42.3%	4.1%
	24.6%	36.6%	37.8%	

Staff --- Job Satisfaction

If you have applied for a job change within the last five years while working at SMC, please tell us why you decided to switch jobs.	Not a reason at all	A minor reason	A major reason
I wanted an increase in salary	37.1%	24.3%	38.6%
	22.2%	22.2%	55.6%
I felt that my work was not being appreciated	52.9%	11.8%	35.3%
	39.7%	15.9%	44.4%
I was not treated with respect	63.1%	13.8%	23.1%
	55.7%	19.7%	24.6%
I was being treated in an insensitive/inappropriate manner based on my ethnicity.	88.1%	6.0%	6.0%
	96.7%	3.3%	0.0%
I was being treated in an insensitive/inappropriate manner based on my gender.	83.6%	10.4%	6.0%
	79.7%	15.3%	5.1%
I was being treated in an insensitive/inappropriate manner based on my sexual orientation.	95.5%	4.5%	0.0%
	95.0%	5.0%	0.0%
I was not being treated in an insensitive/inappropriate manner based on my disability.	97.0%	1.5%	1.5%
	96.7%	1.7%	1.7%
I wanted more responsibility	38.8%	17.9%	43.3%
	35.0%	23.3%	41.7%
I wanted a change in my work hours	75.0%	10.3%	14.7%
	65.6%	14.8%	19.7%
I did not get along with my co-workers	89.6%	6.0%	4.5%
	78.3%	18.3%	3.3%
The new job was less stressful	83.3%	9.1%	7.6%
	84.5%	8.6%	6.9%
I wanted to make a career change and pursue a new line of work.	64.2%	16.4%	19.4%
	50.8%	20.3%	28.8%

STAFF - THE WORK ENVIRONMENT (2006-2008 Comparisons)

	Strongly Disagree/ Disagree	Neither Disagree or Agree	Strongly Agree/ Agree	Not Enough Information to Respond
I receive an equitable salary in my dept or assigned work area.	16.10% 49.20%	14% 17.30%	64.80% 33.50%	4.70%
My actual job duties fit my job description.	27.60% 31.20%	10.40% 12.60%	59.90% 56.20%	2.10%
There are sufficient opportunities for advancement within SMC.	17.80% 36.60%	28.30% 28.30%	48.70% 25.00%	5.20%
My work contributions to my dept are appreciated by my manager/supervisor.	12.50% 13.10%	8.90% 14.80%	77.60% 72.00%	1.00%
Women in my dept are appreciated by my manager/supervisor.	11.90% 17.10%	9.30% 12.70%	75.20% 70.20%	3.60%
Women in my dept have equal opportunities as men for recognition and respect.	12.50% 17.00%	13.00% 16.60%	69.30% 67.40%	5.20%
My immediate work environment is free from incidents of sexual harassment.	6.80% 6.50%	6.20% 12.60%	85.00% 80.80%	2.10%
Too much emphasis is placed on achieving diversity within the staff.	53.10% 50.90%	26.00% 33.10%	13.50% 16.00%	7.30%

Staff morale is good in my department.	35.60%	17.00%	45.80%	
	30.20%	17.60%	52.20%	
I would recommend SMC as a good place to work.	13.60%	19.90%	64.90%	1.60%
	13.20%	23.60%	63.20%	
I receive enough information in order to perform my job.	12.0%	10.5%	76.7%	1.0%
	17.2%	14.4%	68.3%	
There are opportunities for me to develop my skills and abilities in my department.	16.1%	15.5%	67.3%	1.0%
	15.0%	17.8%	67.2%	
I am supported when seeking information about career development.	14.8%	29.5%	41.1%	14.7%
	14.4%	34.4%	51.1%	
My performance on the job is evaluated fairly.	9.9%	12.0%	71.4%	14.7%
	12.7%	19.4%	68.9%	
There is favoritism in my department.	52.60%	19.30%	25.00%	3.1%
	52.0%	23.5%	24.6%	
When I take initiative on the job it is usually appreciated.	12.1%	10.5%	76.3%	1.1%
	16.6%	16.6%	66.8%	
My supervisor treats me like I am incompetent.	81.7%	8.3%	8.9%	1.0%
	74.3%	12.3%	13.4%	
I am often given feedback about how I am doing my job.	24.3%	22.8%	51.3%	1.6%
	32.6%	21.5%	45.8%	
My department is free of incidents of verbal abuse.	16.90%	10.10%	70.90%	2.10%
	14.50%	11.10%	74.50%	

I am able to attend campus events during working hours.	8.80%	6.80%	82.30%	2.10%
	11.00%	8.80%	80.10%	
I see my work as an integral part of the overall mission of educating students at SMC.	4.70%	7.30%	85.80%	2.10%
	1.70%	6.70%	91.60%	
I often feel it is necessary to work through lunch to get my work done.	27.20%	11.00%	59.70%	2.10%
	22.30%	18.30%	59.45%	
My supervisor understands what it takes for me to do my job.	21.30%	9.00%	68.00%	1.60%
	18.40%	19.05%	62.40%	

Staff --- Demographics

Gender	Male	Female		
	25.4%	74.6%		
	28.4%	71.6%		
Age:	16-20	21-30	31-40	41-50
	0.6%	12.6%	18.3%	20.0%
Didn't ask in 2008	51-60	61-70	71+	
	35.4%	11.4%	1.7%	
What is your primary school affiliation?	School of Liberal Arts	SEBA	School of Science	School of Education
	8.6%	1.3%	2.0%	1.3%
	Academic Affairs	Student Life	Enrollment/College	CATS
	24.3%	17.8%	19.1%	7.2%
Employment Status	Full Time	Part Time		
	91.0%	9.0%		
	92.4%	7.6%		
How many years have you been working at SMC?	0-4 years	5-8 years	9-12 years	13-16 years
	42.3%	22.3%	10.9%	7.4%
2008 - "Less than 1 year" = 8.8%	1-3years	4-6 years	7-9 yrs	10-12 yrs
20+ years = 9.9%	28.0%	19.8%	15.9%	10.4%
What is your sexual orientation?	Heterosexual	Gay/ Lesbian/ Bisexual	Decline to State	
	81.8%	4.5%	13.6%	
	88.4%	6.6%	5.0%	
Primary Language	English Only	English primary but speak more than one	English not primary language but speak more than one language	
	70.8%	28.1%	1.1%	
	65.2%	31.0%	3.8%	
Are you a person with a disability ?	No	Yes		
	96.0%	4.0%		
Ethnicity	African American	Native American	Asian Pacific/ Islander	Latino

4.5%	0.6%	5.1%	6.3%
5.50%	1.1%	9.70%	9.3%

**School of
Extended
Education**
5.3%

Advancement
13.2%

17-20 years	21+ years
6.9%	10.2%
13-16	17-19
4.4%	2.7%

White

Other

77.3%

6.20%

77.00%

4.90%