



FACULTY CAMPUS CLIMATE SURVEYS: 2006-2008-2010-2012-2014

PERCEPTIONS OF CAMPUS CLIMATE Percent = "A Great Deal of Emphasis"	Year				
	2006	2008	2010	2012	2014*
Number Responding	132	164	234	215	235
How much emphasis does SMC place on: Increasing representation of people of color in the faculty	10%	20%	23%	24%	27%
How much emphasis does SMC place on: Increasing representation of people of color in the staff	6%	10%	18%	22%	27%
How much emphasis does SMC place on: Increasing representation of people of color in the administration	3%	6%	13%	17%	20%
How much emphasis does SMC place on: Developing a sense of community among students, staff, and faculty	33%	31%	47%	34%	34%
How much emphasis does SMC place on: Promoting a campus climate where differences of opinion are aired openly and regularly (2006 and 2010 Statistics are Corrected)	19%	15%	38%	26%	26%
How much emphasis does SMC place on: Helping students learn how to bring about positive social change in society (2006 and 2010 Statistics are Corrected)	43%	46%	51%	46%	52%
How much emphasis does SMC place on: Developing appreciation for a multicultural society on campus (2006 and 2010 Statistics are Corrected)	27%	30%	37%	39%	41%
How much emphasis does SMC place on: Developing an inclusive community (2006 and 2010 Statistics are Corrected)	Not Asked	27%	41%	41%	41%
How much emphasis does SMC place on: Encouraging collaboration between offices (2006 and 2010 Statistics are Corrected)	6%	3%	14%	11%	13%
How much emphasis does SMC place on: Increasing representation of people of color in my department.	Not Asked	Not Asked	Not Asked	22%	28%
DEGREE OF SENSITIVITY OR INSENSITIVITY ON CAMPUS Percent = "Frequently" or "Occasionally"	Year				
	2006	2008	2010	2012	2014
How often have you seen or heard insensitive or disparaging comments, behaviors or gestures directed towards people on this campus who are: Men	33%	27%	26%	19%	19%
How often have you seen or heard insensitive or disparaging comments, behaviors or gestures directed towards people on this campus who are: Women	54%	49%	54%	46%	36%
How often have you seen or heard insensitive or disparaging comments, behaviors or gestures directed towards people on this campus who are: People of color	38%	38%	39%	31%	25%
How often have you seen or heard insensitive or disparaging comments, behaviors or gestures directed towards people on this campus who are: Gay, Lesbian, Bisexual, or Transgender	46%	45%	47%	34%	23%
How often have you seen or heard insensitive or disparaging comments, behaviors or gestures directed towards people on this campus who are: Have a disability	13%	11%	17%	12%	11%
How often have you seen or heard insensitive or disparaging comments, behaviors or gestures directed towards people on this campus who are: Religious	32%	30%	36%	30%	22%
How often have you seen or heard insensitive or disparaging comments, behaviors or gestures directed towards people on this campus who are: Older	22%	24%	19%	20%	20%
How often have you seen or heard insensitive or disparaging comments, behaviors or gestures directed towards people on this campus who are: Younger	Not Asked	Not Asked	Not Asked	18%	10%
How often have you been harassed, pressured, or discriminated against on campus because of your: Gender	25%	30%	33%	20%	14%
How often have you been harassed, pressured, or discriminated against on campus because of your: Political views	20%	18%	25%	13%	14%
How often have you been harassed, pressured, or discriminated against on campus because of your: Ethnicity	13%	14%	20%	11%	10%
How often have you been harassed, pressured, or discriminated against on campus because of your: Sexual orientation	4%	6%	6%	2%	2%
How often have you been harassed, pressured, or discriminated against on campus because of your: Disability	2%	4%	3%	3%	2%
How often have you been harassed, pressured, or discriminated against on campus because of your: Language or accent	7%	6%	6%	4%	4%
How often have you been harassed, pressured, or discriminated against on campus because of your: Religion	18%	11%	13%	11%	8%
How often have you been harassed, pressured, or discriminated against on campus because of your: Age	13%	15%	14%	12%	10%



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CAMPUS DIVERSITY Percent = "Agree" or "Strongly Agree"	Year				
	2006	2008	2010	2012	2014
I know how to officially report any racist sexist or otherwise offensive behaviors	74%	74%	72%	76%	73%
My opinions and inputs are valued at SMC	58%	53%	53%	59%	59%
The college should use its resources to help underprepared students succeed	Not Asked	79%	79%	76%	82%
I fear for my physical safety on campus because of my ethnicity or gender	1%	2%	10%	3%	2%
It is important to me to have friends who are part of the same ethnic group as my own	26%	22%	28%	20%	17%
I fear for my physical safety on campus because of my sexual orientation	1%	3%	4%	1%	0%
I feel uncomfortable disclosing my sexual orientation to my colleagues on campus	9%	12%	10%	12%	8%
A diverse student body enhances the educational experiences of all students	91%	95%	86%	88%	89%
I feel uncomfortable discussing racially sensitive topics on campus with members of other races and ethnicities	25%	26%	30%	24%	21%
In order to fit in at SMC I often feel I need to change some of my personal characteristics	13%	20%	18%	23%	17%
I feel awkward in situations at SMC in which I am the only person of my ethnic group	13%	16%	24%	13%	12%
I value the work that is being done by the Intercultural Center	44%	49%	55%	63%	57%
I feel comfortable talking about my religion on campus	Not Asked	46%	47%	41%	44%
I believe more consideration should be given to the needs and interests of disabled people on campus	Not Asked	42%	52%	39%	41%
THE WORKING ENVIRONMENT Percent = "Agree" or "Strongly Agree"	Year				
	2006	2008	2010	2012	2014
Faculty who are openly critical of my department's administration have no cause for fear of retribution	55%	46%	45%	42%	46%
Faculty who are openly critical of the College's administration have no cause for fear of retribution	Not Asked	28%	32%	37%	34%
Student diversity is appreciated by the faculty on this campus	71%	58%	52%	77%	83%
Faculty of color are adequately represented on important faculty committees	19%	8%	18%	27%	28%
Female faculty receive the same level of support as male faculty	55%	43%	42%	53%	47%
My department is supportive of the faculty's use of various teaching styles	79%	77%	68%	78%	80%
I believe I am asked to serve on more committees than other colleagues in my department	37%	30%	28%	25%	24%
Senior faculty are supportive of junior faculty in my department	70%	63%	64%	73%	73%
I would recommend SMC as a good place to work	68%	66%	62%	75%	79%
Faculty morale is good on this campus	27%	29%	28%	41%	46%
My colleagues are committed to the curtailment of sexual harassment	75%	65%	60%	73%	72%
Subtle discrimination is tolerated on this campus	56%	53%	56%	48%	41%
I am treated with respect by my colleagues	71%	71%	71%	73%	74%
There is too much emphasis placed on incorporating racial/ethnic issues or other non-western ideas into GE courses	14%	12%	18%	18%	17%
My department encourages its faculty to incorporate multiple ethnic and gender specific materials into their curriculum	56%	56%	50%	55%	54%
The process by which complaints and grievances against faculty are resolved is fair and equitable	54%	21%	30%	29%	28%
Administrators actively support shared governance	Not Asked	22%	26%	37%	32%
I feel supported by my dean	66%	57%	57%	63%	60%
My department is free of incidents of verbal abuse	53%	49%	50%	55%	68%
In its faculty searches in the last five years, my department has made an honest effort to hire faculty of color	68%	64%	59%	61%	59%



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JOB SATISFACTION Percent = "Satisfied" or "Very Satisfied"	Year				
	2006	2008	2010	2012	2014
Satisfied with aspects of the College: Academic Senate Leadership	Not Asked	31%	41%	50%	33%
Satisfied with aspects of the College: Campus administrative leadership	Not Asked	30%	44%	49%	43%
Satisfied with aspects of the College: Extent to which the campus administration willingly shares important information with you	Not Asked	32%	37%	48%	44%
Satisfied with aspects of your job: Opportunity for scholarly and creative pursuits	Not Asked	58%	63%	61%	59%
Satisfied with aspects of your job: Teaching load	Not Asked	58%	66%	65%	64%
Satisfied with aspects of your job: Class size	Not Asked	82%	89%	85%	87%
Satisfied with aspects of your job: Quality of students	Not Asked	50%	73%	75%	81%
Satisfied with aspects of your job: Office space	Not Asked	55%	69%	54%	57%
Satisfied with aspects of your job: Autonomy and independence	Not Asked	81%	86%	85%	89%
Satisfied with aspects of your job: Professional relationships with other faculty	Not Asked	70%	76%	88%	85%
Satisfied with aspects of your job: Competency of faculty colleagues	Not Asked	70%	80%	91%	88%
Satisfied with aspects of your job: Overall job satisfaction	Not Asked	80%	80%	84%	89%
Satisfied with aspects of your job: Academic freedom	Not Asked	79%	83%	86%	89%
Satisfied with aspects of your job: Advising experience for faculty	Not Asked	Not Asked	Not Asked	67%	69%
Satisfied with the workload: Advisees**	Not Asked	Not Asked	Not Asked	78%	71%
Satisfied with the workload: College Committees or Task Forces**	Not Asked	Not Asked	Not Asked	64%	63%
Satisfied with the workload: Service you provide your department**	Not Asked	Not Asked	Not Asked	76%	78%
Satisfied with the workload: Time you spend on scholarship**	Not Asked	Not Asked	Not Asked	29%	31%
Satisfied with the workload: Teaching release time**	Not Asked	Not Asked	Not Asked	42%	43%
JOB SATISFACTION Percent = "Agree" or "Strongly Agree"	Year				
	2006	2008	2010	2012	2014
I have sufficient opportunities to meet with my chair	Not Asked	76%	69%	75%	74%
I receive adequate advice on tenure and promotion	Not Asked	55%	49%	45%	45%
My service to the college is rewarded by my department	Not Asked	51%	48%	50%	43%
The subject matter of my research and scholarly work is valued	Not Asked	46%	54%	53%	50%
The rank and tenure process is fair and equitable	Not Asked	41%	45%	43%	38%
My department reflects the diversity of the SMC student population.	Not Asked	Not Asked	Not Asked	47%	44%
My department is doing a good job serving the diverse populations of the campus.	Not Asked	Not Asked	Not Asked	73%	69%
I am doing a good job serving the diverse populations of the campus.	Not Asked	Not Asked	Not Asked	83%	86%
SURVEY RESPONSES AND IMPACT ON SMC CLIMATE Percent = "Agree" or "Strongly Agree"	Year				
	2006	2008	2010	2012	2014
I believe my responses on this survey will have an impact on the SMC campus climate.	30%	37%	42%	41%	37%

* change from first time question was asked **2012 percentages corrected