

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

REPORT BY GENDER		Year (Count)					Year (Percent)				
		2006	2008	2010	2012	2014	2006	2008	2010	2012	2014
Number and Percent Responding	Male	58	71	63	69	92	44%	43%	27%	32%	39%
	Female	63	69	91	111	143	48%	42%	39%	52%	61%
	Missing, Other, Decline to State	11	24	80	35	0	8%	15%	34%	16%	0%
	Total	132	164	234	215	235	100%	100%	100%	100%	100%
PERCEPTIONS OF CAMPUS CLIMATE by GENDER IDENTITY Percent = "A Great Deal of Emphasis"		Year					% Difference: Female vs. Male				
		2006	2008	2010	2012	2014*	2006	2008	2010	2012	2014
How much emphasis does SMC place on: Increasing representation of people of color in the faculty	Male	17%	23%	24%	23%	21%					
	Female	7%	20%	26%	22%	30%	-10%	-3%	2%	-2%	9%
	Missing, Other, Decline to State	0%	18%	25%	44%						
	Total	10%	21%	25%	24%	27%					
How much emphasis does SMC place on: Increasing representation of people of color in the staff	Male	9%	12%	17%	20%	24%					
	Female	3%	11%	22%	23%	27%	-6%	-1%	4%	2%	4%
	Missing, Other, Decline to State	0%	24%	27%	25%						
	Total	6%	13%	22%	22%	26%					
How much emphasis does SMC place on: Increasing representation of people of color in the administration	Male	6%	9%	13%	16%	15%					
	Female	2%	3%	16%	14%	22%	-4%	-5%	3%	-2%	7%
	Missing, Other, Decline to State	0%	11%	18%	38%						
	Total	3%	7%	16%	17%	20%					
How much emphasis does SMC place on: Developing a sense of community among students, staff, and faculty	Male	34%	30%	44%	35%	40%					
	Female	34%	28%	48%	34%	31%	0%	-2%	3%	-1%	-9%
	Missing, Other, Decline to State	20%	43%	51%	31%						
	Total	33%	31%	48%	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)	Male	21%	17%	45%	23%	28%					
	Female	18%	12%	35%	27%	26%	-2%	-5%	-10%	4%	-2%
	Missing, Other, Decline to State	10%	23%	39%	31%						
	Total	19%	16%	39%	26%	27%					
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)	Male	42%	40%	43%	41%	49%					
	Female	44%	47%	60%	50%	53%	2%	7%	18%	10%	4%
	Missing, Other, Decline to State	40%	61%	51%	44%						
	Total	43%	46%	52%	46%	51%					
How much emphasis does SMC place on: Developing appreciation for a multicultural society on campus (2006 and 2010 Statistics are Corrected)	Male	32%	28%	49%	39%	41%					
	Female	21%	28%	26%	39%	40%	-11%	0%	-23%	0%	-1%
	Missing, Other, Decline to State	30%	43%	42%	44%						
	Total	27%	30%	37%	39%	40%					
How much emphasis does SMC place on: Developing an inclusive community (2006 and 2010 Statistics are Corrected)	Male	Not Asked	25%	49%	42%	42%					
	Female	Not Asked	25%	34%	39%	40%		0%	-15%	-3%	-2%
	Missing, Other, Decline to State	Not Asked	45%	49%	47%						
	Total	Not Asked	27%	43%	41%	41%					

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

PERCEPTIONS OF CAMPUS CLIMATE by GENDER IDENTITY Percent = "A Great Deal of Emphasis"		Year					% Difference: Female vs. Male				
		2006	2008	2010	2012	2014*	2006	2008	2010	2012	2014
How much emphasis does SMC place on: Encouraging collaboration between offices (2006 and 2010 Statistics are Corrected)	Male	8%	2%	15%	12%	12%					
	Female	3%	2%	13%	12%	13%	-5%	0%	-3%	0%	1%
	Missing, Other, Decline to State	10%	16%	23%	7%						
	Total	6%	4%	17%	11%	13%					
How much emphasis does SMC place on: Increasing representation of people of color in my department	Male	Not Asked	Not Asked	Not Asked	16%	26%					
	Female	Not Asked	Not Asked	Not Asked	23%	29%				7%	2%
	Missing, Other, Decline to State	Not Asked	Not Asked	Not Asked	33%						
	Total	Not Asked	Not Asked	Not Asked	22%	28%					
DEGREE OF SENSITIVITY OR INSENSITIVITY ON CAMPUS by GENDER IDENTITY Percent = "Frequently" or "Occasionally"		Year					% Difference: Female vs. Male				
		2006	2008	2010	2012	2014*	2006	2008	2010	2012	2014
How often have you seen or heard insensitive or disparaging comments directed towards Men	Male	37%	30%	37%	24%	21%					
	Female	30%	22%	21%	14%	17%	-7%	-8%	-16%	-9%	-4%
	Missing, Other, Decline to State	30%	32%	24%	31%						
	Total	33%	27%	26%	19%	18%					
How often have you seen or heard insensitive or disparaging comments directed towards: Women	Male	46%	34%	41%	28%	23%					
	Female	60%	64%	65%	59%	44%	14%	29%	24%	31%	20%
	Missing, Other, Decline to State	60%	50%	50%	31%						
	Total	54%	49%	54%	46%	36%					
How often have you seen or heard insensitive or disparaging comments directed towards: People of color	Male	29%	29%	32%	21%	21%					
	Female	48%	48%	44%	39%	27%	19%	19%	12%	18%	7%
	Missing, Other, Decline to State	30%	40%	40%	15%						
	Total	38%	38%	39%	31%	25%					
How often have you seen or heard insensitive or disparaging comments directed towards: Gay, Lesbian, Bisexual, or Transgender	Male	40%	36%	38%	26%	18%					
	Female	54%	55%	54%	40%	25%	14%	19%	16%	14%	7%
	Missing, Other, Decline to State	33%	40%	47%	21%						
	Total	46%	45%	47%	34%	23%					
How often have you seen or heard insensitive or disparaging comments directed towards: Have a disability	Male	10%	9%	16%	4%	8%					
	Female	16%	13%	15%	17%	14%	7%	5%	-1%	13%	6%
	Missing, Other, Decline to State	10%	10%	21%	14%						
	Total	13%	11%	17%	12%	12%					
How often have you seen or heard insensitive or disparaging comments directed towards: Religious	Male	28%	26%	32%	25%	24%					
	Female	33%	33%	36%	30%	18%	4%	8%	4%	5%	-6%
	Missing, Other, Decline to State	44%	30%	38%	50%						
	Total	32%	30%	36%	30%	21%					
How often have you seen or heard insensitive or disparaging comments directed towards: Older	Male	15%	18%	21%	7%	10%					
	Female	28%	31%	17%	25%	27%	13%	14%	-4%	18%	17%
	Missing, Other, Decline to State	22%	17%	19%	36%						
	Total	22%	24%	19%	20%	21%					

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

DEGREE OF SENSITIVITY OR INSENSITIVITY ON CAMPUS by GENDER IDENTITY Percent = "Frequently" or "Occasionally"		Year					% Difference: Female vs. Male					
		2006	2008	2010	2012	2014*	2006	2008	2010	2012	2014	
How often have you seen or heard insensitive or disparaging comments directed towards: Younger	Male	Not Asked	Not Asked	Not Asked	7%	1%						
	Female	Not Asked	Not Asked	Not Asked	25%	16%				17%	14%	
	Missing, Other, Decline to State	Not Asked	Not Asked	Not Asked	15%							
	Total	Not Asked	Not Asked	Not Asked	18%	10%						
How often have you been harassed, pressured, or discriminated against on campus because of your: Gender	Male	8%	14%	22%	6%	3%						
	Female	42%	45%	43%	30%	21%	35%	31%	20%	24%	19%	
	Missing, Other, Decline to State	10%	37%	29%	8%							
	Total	25%	30%	33%	20%	14%						
How often have you been harassed, pressured, or discriminated against on campus because of your: Political views	Male	13%	11%	24%	10%	11%						
	Female	27%	25%	30%	15%	15%	13%	13%	6%	4%	4%	
	Missing, Other, Decline to State	20%	21%	21%	15%							
	Total	20%	18%	25%	13%	14%						
How often have you been harassed, pressured, or discriminated against on campus because of your: Ethnicity	Male	11%	6%	13%	6%	6%						
	Female	15%	22%	27%	14%	12%	4%	16%	15%	8%	6%	
	Missing, Other, Decline to State	10%	16%	17%	15%							
	Total	13%	14%	20%	11%	10%						
How often have you been harassed, pressured, or discriminated against on campus because of your: Sexual orientation	Male	2%	6%	8%	3%	4%						
	Female	7%	7%	5%	1%	1%	5%	2%	-3%	-2%	-3%	
	Missing, Other, Decline to State	0%	5%	7%	8%							
	Total	4%	6%	6%	2%	2%						
How often have you been harassed, pressured, or discriminated against on campus because of your: Disability	Male	0%	1%	3%	3%	0%						
	Female	3%	6%	1%	2%	3%	3%	4%	-2%	-1%	3%	
	Missing, Other, Decline to State	10%	5%	6%	8%							
	Total	2%	4%	3%	3%	2%						
How often have you been harassed, pressured, or discriminated against on campus because of your: Language or accent	Male	2%	4%	6%	3%	3%						
	Female	12%	7%	7%	5%	6%	10%	3%	0%	2%	3%	
	Missing, Other, Decline to State	0%	11%	4%	0%							
	Total	7%	6%	6%	4%	5%						
How often have you been harassed, pressured, or discriminated against on campus because of your: Religion	Male	15%	9%	16%	13%	9%						
	Female	22%	12%	10%	9%	6%	7%	3%	-6%	-4%	-3%	
	Missing, Other, Decline to State	10%	16%	15%	14%							
	Total	18%	11%	13%	11%	7%						
How often have you been harassed, pressured, or discriminated against on campus because of your: Age	Male	6%	6%	11%	1%	4%						
	Female	20%	20%	17%	18%	14%	15%	15%	6%	17%	10%	
	Missing, Other, Decline to State	10%	26%	13%	15%							
	Total	13%	15%	14%	12%	10%						

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

CAMPUS DIVERSITY by GENDER IDENTITY Percent = "Agree" or "Strongly Agree"		Year					% Difference: Female vs. Male				
		2006	2008	2010	2012	2014*	2006	2008	2010	2012	2014
I know how to officially report any racist sexist or otherwise offensive behaviors	Male	61%	73%	79%	78%	68%					
	Female	84%	76%	69%	74%	76%	22%	4%	-10%	-4%	9%
	Missing, Other, Decline to State	100%	67%	67%	87%						
	Total	74%	74%	72%	76%	73%					
My opinions and inputs are valued at SMC	Male	62%	59%	56%	70%	62%					
	Female	56%	46%	51%	51%	58%	-6%	-13%	-5%	-19%	-4%
	Missing, Other, Decline to State	43%	67%	56%	60%						
	Total	58%	53%	53%	59%	59%					
The college should use its resources to help underprepared students succeed	Male	Not Asked	80%	75%	85%	80%					
	Female	Not Asked	78%	81%	73%	83%		-2%	5%	-12%	3%
	Missing, Other, Decline to State	Not Asked	83%	78%	67%						
	Total	Not Asked	79%	79%	76%	82%					
I fear for my physical safety on campus because of my ethnicity or gender	Male	0%	0%	3%	3%	1%					
	Female	0%	4%	12%	3%	3%	0%	4%	9%	0%	2%
	Missing, Other, Decline to State	0%	0%	17%	0%						
	Total	0%	2%	10%	3%	2%					
It is important to me to have friends who are part of the same ethnic group as my own	Male	2%	22%	20%	23%	13%					
	Female	4%	25%	31%	20%	19%	2%	3%	11%	-3%	6%
	Missing, Other, Decline to State	0%	0%	44%	13%						
	Total	3%	22%	28%	20%	16%					
I fear for my physical safety on campus because of my sexual orientation	Male	13%	4%	2%	2%	0%					
	Female	5%	1%	5%	1%	0%	-8%	-3%	3%	-1%	0%
	Missing, Other, Decline to State	25%	0%	6%	0%						
	Total	10%	3%	4%	1%	0%					
I feel uncomfortable disclosing my sexual orientation to my colleagues on campus	Male	87%	11%	8%	9%	5%					
	Female	94%	13%	11%	14%	10%	7%	2%	3%	5%	5%
	Missing, Other, Decline to State	100%	0%	11%	13%						
	Total	91%	12%	10%	12%	8%					
A diverse student body enhances the educational experiences of all students	Male	19%	93%	83%	85%	84%					
	Female	32%	96%	90%	91%	92%	13%	3%	7%	6%	8%
	Missing, Other, Decline to State	0%	100%	71%	86%						
	Total	24%	95%	86%	88%	89%					
I feel uncomfortable discussing racially sensitive topics on campus with members of other races and ethnicities	Male	11%	24%	21%	29%	21%					
	Female	11%	29%	31%	21%	22%	0%	5%	10%	-9%	1%
	Missing, Other, Decline to State	33%	0%	53%	21%						
	Total	12%	26%	30%	24%	21%					
In order to fit in at SMC I often feel I need to change some of my personal characteristics	Male	17%	19%	8%	11%	12%					
	Female	10%	22%	22%	31%	20%	-7%	3%	14%	20%	9%
	Missing, Other, Decline to State	17%	17%	29%	13%						
	Total	13%	20%	18%	23%	17%					

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

CAMPUS DIVERSITY by GENDER IDENTITY Percent = "Agree" or "Strongly Agree"		Year					% Difference: Female vs. Male				
		2006	2008	2010	2012	2014*	2006	2008	2010	2012	2014
I feel awkward in situations at SMC in which I am the only person of my ethnic group	Male	48%	14%	15%	12%	8%	0%	3%	13%	2%	7%
	Female	48%	18%	28%	14%	15%					
	Missing, Other, Decline to State	43%	0%	38%	7%						
	Total	48%	16%	24%	13%	12%					
I value the work that is being done by the Intercultural Center	Male	48%	39%	41%	50%	46%	4%	20%	25%	23%	18%
	Female	52%	59%	66%	73%	64%					
	Missing, Other, Decline to State	75%	40%	47%	47%						
	Total	51%	49%	55%	63%	57%					
I feel comfortable talking about my religion on campus	Male	Not Asked	51%	49%	44%	41%		-7%	-7%	-6%	5%
	Female	Not Asked	43%	43%	38%	46%					
	Missing, Other, Decline to State	Not Asked	17%	67%	47%						
	Total	Not Asked	46%	47%	41%	44%					
I believe more consideration should be given to the needs and interests of disabled people on campus	Male	Not Asked	32%	42%	35%	32%	20%	16%	9%	14%	
	Female	Not Asked	52%	58%	44%	46%					
	Missing, Other, Decline to State	Not Asked	33%	53%	15%						
	Total	Not Asked	42%	52%	39%	41%					
THE WORKING ENVIRONMENT by GENDER IDENTITY Percent = "Agree" or "Strongly Agree"		Year					% Difference: Female vs. Male				
		2006	2008	2010	2012	2014*	2006	2008	2010	2012	2014
Faculty who are openly critical of my department's administration have no cause for fear of retribution	Male	63%	49%	58%	55%	49%	-19%	-5%	-19%	-21%	-4%
	Female	45%	43%	38%	34%	45%					
	Missing, Other, Decline to State	71%	67%	17%	39%						
	Total	55%	46%	45%	42%	46%					
Faculty who are openly critical of the College's administration have no cause for fear of retribution	Male	Not Asked	33%	40%	43%	39%	-11%	-14%	-12%	-7%	
	Female	Not Asked	22%	27%	32%	32%					
	Missing, Other, Decline to State	Not Asked	33%	17%	42%						
	Total	Not Asked	28%	32%	37%	34%					
Student diversity is appreciated by the faculty on this campus	Male	75%	63%	57%	81%	90%	-10%	-12%	-8%	-5%	-11%
	Female	65%	51%	49%	76%	79%					
	Missing, Other, Decline to State	100%	100%	33%	74%						
	Total	71%	58%	52%	77%	83%					
Faculty of color are adequately represented on important faculty committees	Male	14%	9%	19%	33%	34%	11%	-1%	-2%	-11%	-11%
	Female	24%	8%	17%	23%	23%					
	Missing, Other, Decline to State	0%	0%	17%	26%						
	Total	19%	8%	18%	27%	28%					
Female faculty receive the same level of support as male faculty	Male	56%	58%	61%	65%	69%	-1%	-30%	-33%	-21%	-36%
	Female	55%	28%	28%	45%	33%					
	Missing, Other, Decline to State	50%	33%	33%	56%						
	Total	55%	43%	42%	53%	46%					

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

THE WORKING ENVIRONMENT by GENDER IDENTITY Percent = "Agree" or "Strongly Agree"		Year					% Difference: Female vs. Male				
		2006	2008	2010	2012	2014*	2006	2008	2010	2012	2014
My department is supportive of the faculty's use of various teaching styles	Male	84%	71%	81%	81%	82%					
	Female	76%	84%	59%	76%	80%	-8%	12%	-22%	-5%	-2%
	Missing, Other, Decline to State	71%	67%	67%	79%						
	Total	79%	77%	68%	78%	81%					
I believe I am asked to serve on more committees than other colleagues in my department	Male	35%	31%	33%	35%	27%					
	Female	40%	30%	23%	23%	23%	5%	-2%	-10%	-12%	-4%
	Missing, Other, Decline to State	33%	0%	33%	15%						
	Total	37%	30%	28%	25%	24%					
Senior faculty are supportive of junior faculty in my department	Male	69%	70%	74%	86%	74%					
	Female	72%	55%	59%	68%	73%	4%	-15%	-15%	-17%	-2%
	Missing, Other, Decline to State	71%	100%	50%	61%						
	Total	70%	63%	64%	73%	73%					
I would recommend SMC as a good place to work	Male	75%	63%	65%	80%	79%					
	Female	65%	69%	62%	75%	81%	-10%	6%	-3%	-4%	2%
	Missing, Other, Decline to State	43%	67%	33%	65%						
	Total	68%	66%	62%	75%	80%					
Faculty morale is good on this campus	Male	30%	29%	26%	46%	52%					
	Female	22%	27%	29%	41%	44%	-8%	-2%	4%	-5%	-8%
	Missing, Other, Decline to State	43%	67%	33%	29%						
	Total	27%	29%	28%	41%	47%					
My colleagues are committed to the curtailment of sexual harassment	Male	80%	76%	72%	83%	74%					
	Female	69%	55%	53%	70%	69%	-11%	-21%	-19%	-13%	-5%
	Missing, Other, Decline to State	86%	67%	33%	62%						
	Total	75%	65%	60%	73%	71%					
Subtle discrimination is tolerated on this campus	Male	49%	43%	47%	32%	34%					
	Female	61%	63%	62%	59%	45%	12%	19%	15%	27%	11%
	Missing, Other, Decline to State	71%	33%	67%	44%						
	Total	56%	53%	56%	48%	41%					
I am treated with respect by my colleagues	Male	73%	78%	75%	83%	78%					
	Female	68%	66%	69%	68%	74%	-5%	-12%	-6%	-14%	-5%
	Missing, Other, Decline to State	86%	33%	50%	67%						
	Total	71%	71%	71%	73%	75%					
There is too much emphasis placed on incorporating racial/ethnic issues or other non-western ideas into GE courses	Male	19%	21%	28%	25%	31%					
	Female	12%	3%	12%	15%	7%	-7%	-18%	-17%	-11%	-23%
	Missing, Other, Decline to State	0%	33%	0%	15%						
	Total	14%	12%	18%	18%	16%					
My department encourages its faculty to incorporate multiple ethnic and gender specific materials into their curriculum	Male	56%	49%	44%	45%	45%					
	Female	52%	63%	55%	58%	59%	-4%	15%	11%	13%	13%
	Missing, Other, Decline to State	83%	67%	50%	63%						
	Total	56%	56%	50%	55%	54%					

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

THE WORKING ENVIRONMENT by GENDER IDENTITY Percent = "Agree" or "Strongly Agree"		Year					% Difference: Female vs. Male				
		2006	2008	2010	2012	2014*	2006	2008	2010	2012	2014
The process by which complaints and grievances against faculty are resolved is fair and equitable	Male	61%	25%	35%	34%	27%					
	Female	49%	17%	27%	27%	29%	-12%	-8%	-8%	-8%	1%
	Missing, Other, Decline to State	50%	33%	17%	25%						
	Total	54%	21%	30%	29%	28%					
Administrators actively support shared governance	Male	Not Asked	21%	28%	42%	32%					
	Female	Not Asked	24%	27%	33%	33%		3%	-1%	-9%	1%
	Missing, Other, Decline to State	Not Asked	33%	0%	38%						
	Total	Not Asked	22%	26%	36%	32%					
I feel supported by my dean	Male	71%	60%	61%	68%	59%					
	Female	63%	55%	53%	61%	61%	-8%	-5%	-8%	-7%	2%
	Missing, Other, Decline to State	50%	67%	50%	55%						
	Total	66%	57%	57%	63%	60%					
My department is free of incidents of verbal abuse	Male	55%	54%	57%	68%	75%					
	Female	47%	43%	47%	47%	64%	-8%	-11%	-10%	-21%	-11%
	Missing, Other, Decline to State	86%	33%	33%	53%						
	Total	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	Male	65%	63%	65%	71%	57%					
	Female	69%	65%	56%	59%	61%	5%	2%	-9%	-11%	4%
	Missing, Other, Decline to State	86%	67%	33%	50%						
	Total	68%	64%	59%	61%	59%					
JOB SATISFACTION by GENDER IDENTITY Percent = "Satisfied" or "Very Satisfied"		Year					% Difference: Female vs. Male				
		2006	2008	2010	2012	2014*	2006	2008	2010	2012	2014
Satisfied with aspects of the College: Academic Senate Leadership	Male	Not Asked	26%	49%	51%	32%					
	Female	Not Asked	35%	40%	49%	34%		8%	-9%	-2%	2%
	Missing, Other, Decline to State	Not Asked	50%	27%	52%						
	Total	Not Asked	31%	41%	50%	34%					
Satisfied with aspects of the College: Campus administrative leadership	Male	Not Asked	32%	43%	52%	43%					
	Female	Not Asked	27%	47%	49%	44%		-5%	4%	-3%	1%
	Missing, Other, Decline to State	Not Asked	50%	39%	33%						
	Total	Not Asked	30%	44%	49%	44%					
Satisfied with aspects of the College: Extent to which the campus administration willingly shares important information with you	Male	Not Asked	39%	35%	47%	40%					
	Female	Not Asked	24%	40%	53%	47%		-15%	6%	6%	6%
	Missing, Other, Decline to State	Not Asked	50%	29%	30%						
	Total	Not Asked	32%	37%	48%	44%					
Satisfied with aspects of your job: Advising experience for faculty	Male	Not Asked	Not Asked	Not Asked	73%	76%					
	Female	Not Asked	Not Asked	Not Asked	63%	65%				-9%	-11%
	Missing, Other, Decline to State	Not Asked	Not Asked	Not Asked	63%						
	Total	Not Asked	Not Asked	Not Asked	67%	69%					

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

JOB SATISFACTION by GENDER IDENTITY Percent = "Satisfied" or "Very Satisfied"		Year					% Difference: Female vs. Male				
		2006	2008	2010	2012	2014*	2006	2008	2010	2012	2014
Satisfied with aspects of your job: Opportunity for scholarly and creative pursuits	Male	Not Asked	63%	73%	68%	70%					
	Female	Not Asked	55%	58%	60%	52%		-8%	-16%	-8%	-18%
	Missing, Other, Decline to State	Not Asked	40%	59%	47%						
	Total	Not Asked	58%	63%	61%	59%					
Satisfied with aspects of your job: Teaching load	Male	Not Asked	65%	70%	68%	69%					
	Female	Not Asked	49%	59%	62%	61%		-15%	-11%	-6%	-8%
	Missing, Other, Decline to State	Not Asked	67%	84%	67%						
	Total	Not Asked	57%	66%	65%	64%					
Satisfied with aspects of your job: Class size	Male	Not Asked	86%	91%	91%	87%					
	Female	Not Asked	82%	88%	80%	88%		-3%	-3%	-11%	2%
	Missing, Other, Decline to State	Not Asked	50%	89%	86%						
	Total	Not Asked	82%	89%	85%	88%					
Satisfied with aspects of your job: Quality of students	Male	Not Asked	49%	71%	74%	76%					
	Female	Not Asked	51%	73%	79%	84%		1%	1%	5%	8%
	Missing, Other, Decline to State	Not Asked	50%	76%	57%						
	Total	Not Asked	50%	73%	75%	81%					
Satisfied with aspects of your job: Office space	Male	Not Asked	51%	73%	55%	54%					
	Female	Not Asked	57%	64%	54%	60%		5%	-9%	-1%	7%
	Missing, Other, Decline to State	Not Asked	83%	79%	52%						
	Total	Not Asked	55%	69%	54%	58%					
Satisfied with aspects of your job: Autonomy and independence	Male	Not Asked	80%	80%	86%	88%					
	Female	Not Asked	83%	89%	83%	91%		3%	9%	-3%	3%
	Missing, Other, Decline to State	Not Asked	67%	89%	95%						
	Total	Not Asked	81%	86%	85%	89%					
Satisfied with aspects of your job: Professional relationships with other faculty	Male	Not Asked	63%	72%	84%	85%					
	Female	Not Asked	79%	75%	90%	87%		17%	3%	6%	2%
	Missing, Other, Decline to State	Not Asked	50%	89%	85%						
	Total	Not Asked	70%	76%	88%	86%					
Satisfied with aspects of your job: Competency of faculty colleagues	Male	Not Asked	67%	80%	90%	86%					
	Female	Not Asked	73%	81%	95%	90%		6%	1%	5%	3%
	Missing, Other, Decline to State	Not Asked	67%	78%	71%						
	Total	Not Asked	70%	80%	91%	88%					
Satisfied with aspects of your job: Overall job satisfaction	Male	Not Asked	80%	79%	88%	87%					
	Female	Not Asked	81%	82%	80%	90%		1%	3%	-8%	3%
	Missing, Other, Decline to State	Not Asked	67%	76%	85%						
	Total	Not Asked	80%	80%	84%	89%					
Satisfied with aspects of your job: Academic freedom	Male	Not Asked	83%	86%	86%	91%					
	Female	Not Asked	76%	86%	86%	88%		-7%	0%	1%	-3%
	Missing, Other, Decline to State	Not Asked	83%	65%	84%						
	Total	Not Asked	80%	83%	86%	89%					

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

JOB SATISFACTION by GENDER IDENTITY Percent = "Satisfied" or "Very Satisfied"		Year					% Difference: Female vs. Male				
		2006	2008	2010	2012	2014*	2006	2008	2010	2012	2014
Satisfied with workload from: Advisees	Male	Not Asked	Not Asked	Not Asked	Not Asked	80%					
	Female	Not Asked	Not Asked	Not Asked	Not Asked	66%					-13%
	Missing, Other, Decline to State	Not Asked	Not Asked	Not Asked	Not Asked						
	Total	Not Asked	Not Asked	Not Asked	Not Asked	71%					
Satisfied with workload from: College Committees or Task Forces	Male	Not Asked	Not Asked	Not Asked	Not Asked	58%					
	Female	Not Asked	Not Asked	Not Asked	Not Asked	66%					8%
	Missing, Other, Decline to State	Not Asked	Not Asked	Not Asked	Not Asked						
	Total	Not Asked	Not Asked	Not Asked	Not Asked	63%					
Satisfied with workload from: Service you provide your department	Male	Not Asked	Not Asked	Not Asked	Not Asked	85%					
	Female	Not Asked	Not Asked	Not Asked	Not Asked	75%					-10%
	Missing, Other, Decline to State	Not Asked	Not Asked	Not Asked	Not Asked						
	Total	Not Asked	Not Asked	Not Asked	Not Asked	78%					
Satisfied with workload from: Time you spend on scholarship	Male	Not Asked	Not Asked	Not Asked	Not Asked	46%					
	Female	Not Asked	Not Asked	Not Asked	Not Asked	22%					-24%
	Missing, Other, Decline to State	Not Asked	Not Asked	Not Asked	Not Asked						
	Total	Not Asked	Not Asked	Not Asked	Not Asked	32%					
Satisfied with workload from: Teaching release time	Male	Not Asked	Not Asked	Not Asked	Not Asked	61%					
	Female	Not Asked	Not Asked	Not Asked	Not Asked	31%					-30%
	Missing, Other, Decline to State	Not Asked	Not Asked	Not Asked	Not Asked						
	Total	Not Asked	Not Asked	Not Asked	Not Asked	43%					
JOB SATISFACTION by GENDER IDENTITY Percent = "Agree" or "Strongly Agree"		Year					% Difference: Female vs. Male				
		2006	2008	2010	2012	2014*	2006	2008	2010	2012	2014
I have sufficient opportunities to meet with my chair	Male	Not Asked	75%	81%	86%	76%					
	Female	Not Asked	77%	65%	68%	72%		2%	-17%	-18%	-4%
	Missing, Other, Decline to State	Not Asked	83%	50%	72%						
	Total	Not Asked	76%	69%	75%	74%					
I receive adequate advice on tenure and promotion	Male	Not Asked	56%	60%	51%	49%					
	Female	Not Asked	53%	45%	40%	42%		-3%	-14%	-11%	-8%
	Missing, Other, Decline to State	Not Asked	50%	33%	47%						
	Total	Not Asked	55%	49%	45%	45%					
My service to the college is rewarded by my department	Male	Not Asked	50%	63%	51%	51%					
	Female	Not Asked	53%	40%	48%	40%		3%	-23%	-3%	-11%
	Missing, Other, Decline to State	Not Asked	33%	32%	56%						
	Total	Not Asked	51%	48%	50%	44%					
The subject matter of my research and scholarly work is valued	Male	Not Asked	46%	61%	62%	56%					
	Female	Not Asked	46%	51%	48%	48%		0%	-10%	-15%	-8%
	Missing, Other, Decline to State	Not Asked	50%	43%	47%						
	Total	Not Asked	46%	54%	53%	51%					

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

JOB SATISFACTION by GENDER IDENTITY Percent = "Agree" or "Strongly Agree"		Year					% Difference: Female vs. Male				
		2006	2008	2010	2012	2014*	2006	2008	2010	2012	2014
The rank and tenure process is fair and equitable	Male	Not Asked	46%	50%	52%	40%					
	Female	Not Asked	36%	43%	39%	37%		-11%	-7%	-13%	-3%
	Missing, Other, Decline to State	Not Asked	33%	37%	35%						
	Total	Not Asked	41%	45%	43%	38%					
My department reflects the diversity of the SMC student population.	Male	Not Asked	Not Asked	Not Asked	46%	42%					
	Female	Not Asked	Not Asked	Not Asked	45%	46%			0%	4%	
	Missing, Other, Decline to State	Not Asked	Not Asked	Not Asked	58%						
	Total	Not Asked	Not Asked	Not Asked	47%	45%					
My department is doing a good job serving the diverse populations of the campus.	Male	Not Asked	Not Asked	Not Asked	81%	79%					
	Female	Not Asked	Not Asked	Not Asked	67%	64%			-14%	-14%	
	Missing, Other, Decline to State	Not Asked	Not Asked	Not Asked	74%						
	Total	Not Asked	Not Asked	Not Asked	73%	70%					
I am doing a good job serving the diverse populations of the campus.	Male	Not Asked	Not Asked	Not Asked	93%	86%					
	Female	Not Asked	Not Asked	Not Asked	75%	86%			-18%	0%	
	Missing, Other, Decline to State	Not Asked	Not Asked	Not Asked	95%						
	Total	Not Asked	Not Asked	Not Asked	83%	86%					
MY RESPONSES IMPACT SMC CAMPUS CLIMATE by GENDER Percent = "Agree" or "Strongly Agree"		Year					% Difference: Female vs. Male				
		2006	2008	2010	2012	2014*	2006	2008	2010	2012	2014
I believe my responses on this survey will have an impact on the SMC campus climate.	Male	Not Asked	Not Asked	Not Asked	41%	30%					
	Female	Not Asked	Not Asked	Not Asked	42%	42%			2%	11%	
	Missing, Other, Decline to State	Not Asked	Not Asked	Not Asked	38%						
	Total	Not Asked	Not Asked	Not Asked	41%	37%					