



FACULTY CAMPUS CLIMATE SURVEYS: 2006-2008-2010

PERCEPTIONS OF CAMPUS CLIMATE Percent = "A Great Deal of Emphasis"	Year		
	2006	2008	2010
Number Responding	264	164	234
How much emphasis does SMC place on: Increasing representation of people of color in the faculty	10%	20%	23%
How much emphasis does SMC place on: Increasing representation of people of color in the staff	6%	10%	18%
How much emphasis does SMC place on: Increasing representation of people of color in the administration	3%	6%	13%
How much emphasis does SMC place on: Developing a sense of community among students, staff, and faculty	33%	31%	47%
How much emphasis does SMC place on: Promoting a campus climate where differences of opinion are aired openly and regularly	19%	15%	38%
How much emphasis does SMC place on: Helping students learn how to bring about positive social change in society	27%	46%	37%
How much emphasis does SMC place on: Developing appreciation for a multicultural society on campus	Not Asked	30%	41%
How much emphasis does SMC place on: Developing an inclusive community	6%	27%	14%
How much emphasis does SMC place on: Encouraging collaboration between offices	Not Asked	3%	51%
DEGREE OF SENSITIVITY OR INSENSITIVITY ON CAMPUS Percent = "Frequently" or "Occasionally"	Year		
	2006	2008	2010
How often have you seen or heard insensitive or disparaging comments directed towards Men	33%	27%	26%
How often have you seen or heard insensitive or disparaging comments directed towards: Women	54%	49%	54%
How often have you seen or heard insensitive or disparaging comments directed towards: People of color	38%	38%	39%
How often have you seen or heard insensitive or disparaging comments directed towards: Gay, Lesbian, Bisexual, or Transgender	46%	45%	47%
How often have you seen or heard insensitive or disparaging comments directed towards: Have a disability	13%	11%	17%
How often have you seen or heard insensitive or disparaging comments directed towards: Religious	32%	30%	36%
How often have you seen or heard insensitive or disparaging comments directed towards: Older	22%	24%	19%
How often have you been harassed, pressured, or discriminated against on campus because of your: Gender	25%	30%	33%
How often have you been harassed, pressured, or discriminated against on campus because of your: Political views	20%	18%	25%
How often have you been harassed, pressured, or discriminated against on campus because of your: Ethnicity	13%	14%	20%
How often have you been harassed, pressured, or discriminated against on campus because of your: Sexual orientation	4%	6%	6%
How often have you been harassed, pressured, or discriminated against on campus because of your: Disability	2%	4%	3%
How often have you been harassed, pressured, or discriminated against on campus because of your: Language or accent	7%	6%	6%
How often have you been harassed, pressured, or discriminated against on campus because of your: Religion	18%	11%	13%
How often have you been harassed, pressured, or discriminated against on campus because of your: Age	13%	15%	14%



FACULTY CAMPUS CLIMATE SURVEYS: 2006-2008-2010

CAMPUS DIVERSITY Percent = "Agree" or "Strongly Agree"	Year		
	2006	2008	2010
I know how to officially report any racist sexist or otherwise offensive behaviors	74%	74%	72%
My opinions and inputs are valued at SMC	58%	53%	53%
The college should use its resources to help underprepared students succeed	Not Asked	79%	79%
I fear for my physical safety on campus because of my ethnicity or gender	0%	2%	10%
It is important to me to have friends who are part of the same ethnic group as my own	3%	22%	28%
I fear for my physical safety on campus because of my sexual orientation	10%	3%	4%
I feel uncomfortable disclosing my sexual orientation to my colleagues on campus	91%	12%	10%
A diverse student body enhances the educational experiences of all students	91%	95%	86%
I feel uncomfortable discussing racially sensitive topics on campus with members of other races and ethnicities	12%	26%	30%
In order to fit in at SMC I often feel I need to change some of my personal characteristics	13%	20%	18%
I feel awkward in situations at SMC in which I am the only person of my ethnic group	48%	16%	24%
I value the work that is being done by the Intercultural Center	51%	49%	55%
I feel comfortable talking about my religion on campus	Not Asked	46%	47%
I believe more consideration should be given to the needs and interests of disabled people on campus	Not Asked	42%	52%
THE WORKING ENVIRONMENT Percent = "Agree" or "Strongly Agree"	Year		
	2006	2008	2010
Faculty who are openly critical of my department's administration have no cause for fear of retribution	55%	46%	45%
Faculty who are openly critical of the College's administration have no cause for fear of retribution	Not Asked	28%	32%
Student diversity is appreciated by the faculty on this campus	71%	58%	52%
Faculty of color are adequately represented on important faculty committees	19%	8%	18%
Female faculty receive the same level of support as male faculty	55%	43%	42%
My department is supportive of the faculty's use of various teaching styles	79%	77%	68%
I believe I am asked to serve on more committees than other colleagues in my department	37%	30%	28%
Senior faculty are supportive of junior faculty in my department	70%	63%	64%
I would recommend SMC as a good place to work	68%	66%	62%
Faculty morale is good on this campus	27%	29%	28%
My colleagues are committed to the curtailment of sexual harassment	75%	65%	60%
Subtle discrimination is tolerated on this campus	56%	53%	56%
I am treated with respect by my colleagues	71%	71%	71%
There is too much emphasis placed on incorporating racial/ethnic issues or other non-western ideas into GE courses	14%	12%	18%
My department encourages its faculty to incorporate multiple ethnic and gender specific materials into their curriculum	56%	56%	50%
The process by which complaints and grievances against faculty are resolved is fair and equitable	54%	21%	30%
Administrators actively support shared governance	Not Asked	22%	26%
I feel supported by my dean	66%	57%	57%
My department is free of incidents of verbal abuse	53%	49%	50%
In its faculty searches in the last five years, my department has made an honest effort to hire faculty of color	68%	64%	59%



FACULTY CAMPUS CLIMATE SURVEYS: 2006-2008-2010

JOB SATISFACTION Percent = "Satisfied" or "Very Satisfied"	Year		
	2006	2008	2010
Satisfied with aspects of the College: Academic Senate Leadership	Not Asked	31%	41%
Satisfied with aspects of the College: Campus administrative leadership	Not Asked	30%	44%
Satisfied with aspects of the College: Extent to which the campus administration willingly shares important information with you	Not Asked	32%	37%
Satisfied with aspects of your job: Opportunity for scholarly and creative pursuits	Not Asked	58%	63%
Satisfied with aspects of your job: Teaching load	Not Asked	58%	66%
Satisfied with aspects of your job: Class size	Not Asked	82%	89%
Satisfied with aspects of your job: Quality of students	Not Asked	50%	73%
Satisfied with aspects of your job: Office space	Not Asked	55%	69%
Satisfied with aspects of your job: Autonomy and independence	Not Asked	81%	86%
Satisfied with aspects of your job: Professional relationships with other faculty	Not Asked	70%	76%
Satisfied with aspects of your job: Competency of faculty colleagues	Not Asked	70%	80%
Satisfied with aspects of your job: Overall job satisfaction	Not Asked	80%	80%
Satisfied with aspects of your job: Academic freedom	Not Asked	79%	83%
I have sufficient opportunities to meet with my chair	Not Asked	76%	69%
I receive adequate advice on tenure and promotion	Not Asked	55%	49%
My service to the college is rewarded by my department	Not Asked	51%	48%
The subject matter of my research and scholarly work is valued	Not Asked	46%	54%
The rank and tenure process is fair and equitable	Not Asked	41%	45%



FACULTY CAMPUS CLIMATE SURVEYS 2006-2008-2010

REPORT BY ETHNIC GROUP		Year (Count)				Year (Percent)		
		2006	2008	2010		2006	2008	2010
Number and Percent Responding	African American	4	3	6		2%	2%	3%
	Hispanic-Latino	22	12	17		8%	7%	7%
	Asian-Filipino-Pac Isle	6	6	13		2%	4%	6%
	White	186	99	97		70%	60%	41%
	Missing, Decline to State	46	44	101		17%	27%	43%
	Total	264	164	234		100%	100%	100%
PERCEPTIONS OF CAMPUS CLIMATE by ETHNIC GROUP Percent = "A Great Deal of Emphasis"		Year			Group	% Difference: White vs. Minority		
		2006	2008	2010		2006	2008	2010
How much emphasis does SMC place on: Increasing representation of people of color in the faculty	African American	0%	0%	20%	Minority: White: Difference:	6%	14%	26%
	Hispanic-Latino	9%	17%	18%				
	Asian-Filipino-Pac Isle	0%	17%	38%				
	White	11%	20%	26%				
	Missing, Decline to State	10%	23%	18%				
	Total	10%	20%	23%				
How much emphasis does SMC place on: Increasing representation of people of color in the staff	African American	0%	0%	20%	Minority: White: Difference:	6%	0%	31%
	Hispanic-Latino	9%	0%	35%				
	Asian-Filipino-Pac Isle	0%	0%	31%				
	White	7%	12%	12%				
	Missing, Decline to State	0%	12%	18%				
	Total	6%	10%	18%				
How much emphasis does SMC place on: Increasing representation of people of color in the administration	African American	0%	0%	0%	Minority: White: Difference:	0%	5%	17%
	Hispanic-Latino	0%	8%	12%				
	Asian-Filipino-Pac Isle	0%	0%	31%				
	White	5%	4%	13%				
	Missing, Decline to State	0%	9%	12%				
	Total	3%	6%	13%				
How much emphasis does SMC place on: Developing a sense of community among students, staff, and faculty	African American	0%	0%	40%	Minority: White: Difference:	38%	24%	40%
	Hispanic-Latino	45%	33%	47%				
	Asian-Filipino-Pac Isle	33%	17%	31%				
	White	36%	29%	46%				
	Missing, Decline to State	15%	37%	50%				
	Total	33%	31%	47%				
How much emphasis does SMC place on: Promoting a campus climate where differences of opinion are aired openly and regularly	African American	0%	0%	40%	Minority: White: Difference:	13%	5%	37%
	Hispanic-Latino	18%	8%	41%				
	Asian-Filipino-Pac Isle	0%	0%	31%				
	White	23%	15%	41%				
	Missing, Decline to State	5%	21%	36%				
	Total	19%	15%	38%				
How much emphasis does SMC place on: Helping students learn how to bring about positive social change in society	African American	0%	0%	40%	Minority: White: Difference:	19%	48%	26%
	Hispanic-Latino	18%	50%	24%				
	Asian-Filipino-Pac Isle	33%	67%	23%				
	White	30%	42%	40%				
	Missing, Decline to State	20%	52%	37%				
	Total	27%	46%	37%				
How much emphasis does SMC place on: Developing appreciation for a multicultural society on campus	African American	Not Asked	0%	20%	Minority: White: Difference:		10%	31%
	Hispanic-Latino	Not Asked	17%	35%				
	Asian-Filipino-Pac Isle	Not Asked	0%	31%				
	White	Not Asked	30%	45%				
	Missing, Decline to State	Not Asked	39%	41%				
	Total	Not Asked	30%	41%				
How much emphasis does SMC place on: Developing an inclusive community	African American	0%	0%	0%	Minority: White: Difference:	6%	24%	22%
	Hispanic-Latino	0%	33%	29%				
	Asian-Filipino-Pac Isle	33%	17%	23%				
	White	6%	24%	7%				
	Missing, Decline to State	5%	35%	17%				
	Total	6%	27%	14%				



FACULTY CAMPUS CLIMATE SURVEYS 2006-2008-2010

PERCEPTIONS OF CAMPUS CLIMATE by ETHNIC GROUP Percent = "A Great Deal of Emphasis"		Year			% Difference: White vs. Minority			
		2006	2008	2010	Group	2006	2008	2010
How much emphasis does SMC place on: Encouraging collaboration between offices	African American	Not Asked	0%	20%	Minority: White: Difference:	0%	48%	48%
	Hispanic-Latino	Not Asked	0%	65%				
	Asian-Filipino-Pac Isle	Not Asked	0%	38%				
	White	Not Asked	2%	54%				
	Missing, Decline to State	Not Asked	7%	50%				
	Total	Not Asked	3%	51%				
DEGREE OF SENSITIVITY OR INSENSITIVITY ON CAMPUS by ETHNIC GROUP Percent = "Frequently" or "Occasionally"		Year			% Difference: White vs. Minority			
		2006	2008	2010	Group	2006	2008	2010
How often have you seen or heard insensitive or disparaging comments directed towards Men	African American	0%	33%	50%	Minority: White: Difference:	31%	38%	25%
	Hispanic-Latino	36%	42%	18%				
	Asian-Filipino-Pac Isle	33%	33%	23%				
	White	33%	24%	27%				
	Missing, Decline to State	30%	28%	27%				
	Total	33%	27%	26%				
How often have you seen or heard insensitive or disparaging comments directed towards: Women	African American	50%	33%	67%	Minority: White: Difference:	69%	57%	56%
	Hispanic-Latino	73%	58%	53%				
	Asian-Filipino-Pac Isle	67%	67%	54%				
	White	51%	43%	56%				
	Missing, Decline to State	55%	60%	51%				
	Total	54%	49%	54%				
How often have you seen or heard insensitive or disparaging comments directed towards: People of color	African American	50%	67%	67%	Minority: White: Difference:	56%	48%	61%
	Hispanic-Latino	55%	42%	59%				
	Asian-Filipino-Pac Isle	67%	50%	62%				
	White	34%	33%	31%				
	Missing, Decline to State	40%	48%	40%				
	Total	38%	38%	39%				
How often have you seen or heard insensitive or disparaging comments directed towards: Gay, Lesbian, Bisexual, or Transgender	African American	0%	33%	50%	Minority: White: Difference:	56%	52%	58%
	Hispanic-Latino	55%	58%	59%				
	Asian-Filipino-Pac Isle	100%	50%	62%				
	White	44%	43%	42%				
	Missing, Decline to State	47%	45%	48%				
	Total	46%	45%	47%				
How often have you seen or heard insensitive or disparaging comments directed towards: Have a disability	African American	0%	0%	17%	Minority: White: Difference:	6%	19%	14%
	Hispanic-Latino	9%	17%	6%				
	Asian-Filipino-Pac Isle	0%	33%	23%				
	White	16%	7%	16%				
	Missing, Decline to State	5%	15%	19%				
	Total	13%	11%	17%				
How often have you seen or heard insensitive or disparaging comments directed towards: Religious	African American	0%	0%	50%	Minority: White: Difference:	38%	38%	42%
	Hispanic-Latino	36%	42%	35%				
	Asian-Filipino-Pac Isle	67%	50%	46%				
	White	28%	29%	30%				
	Missing, Decline to State	42%	28%	39%				
	Total	32%	30%	36%				
How often have you seen or heard insensitive or disparaging comments directed towards: Older	African American	0%	0%	0%	Minority: White: Difference:	31%	29%	14%
	Hispanic-Latino	27%	17%	12%				
	Asian-Filipino-Pac Isle	67%	67%	23%				
	White	20%	22%	20%				
	Missing, Decline to State	21%	24%	19%				
	Total	22%	24%	19%				



FACULTY CAMPUS CLIMATE SURVEYS 2006-2008-2010

DEGREE OF SENSITIVITY OR INSENSITIVITY ON CAMPUS by ETHNIC GROUP Percent = "Frequently" or "Occasionally"	Year			% Difference: White vs. Minority				
	2006	2008	2010	Group	2006	2008	2010	
How often have you been harassed, pressured, or discriminated against on campus because of your: Gender	African American	0%	33%	50%	Minority: White: Difference:	38%	38%	42%
	Hispanic-Latino	45%	50%	47%		26%	23%	28%
	Asian-Filipino-Pac Isle	33%	17%	31%		-11%	-15%	-13%
	White	26%	23%	28%				
	Missing, Decline to State	5%	44%	33%				
	Total	25%	30%	33%				
How often have you been harassed, pressured, or discriminated against on campus because of your: Political views	African American	0%	0%	67%	Minority: White: Difference:	25%	19%	33%
	Hispanic-Latino	36%	25%	24%		18%	15%	23%
	Asian-Filipino-Pac Isle	0%	17%	31%		-7%	-4%	-11%
	White	18%	15%	23%				
	Missing, Decline to State	25%	26%	25%				
	Total	20%	18%	25%				
How often have you been harassed, pressured, or discriminated against on campus because of your: Ethnicity	African American	50%	33%	50%	Minority: White: Difference:	38%	38%	42%
	Hispanic-Latino	45%	42%	41%		9%	5%	9%
	Asian-Filipino-Pac Isle	0%	33%	38%		-28%	-33%	-33%
	White	9%	5%	9%				
	Missing, Decline to State	10%	23%	23%				
	Total	13%	14%	20%				
How often have you been harassed, pressured, or discriminated against on campus because of your: Sexual orientation	African American	0%	33%	33%	Minority: White: Difference:	0%	19%	11%
	Hispanic-Latino	0%	17%	12%		6%	5%	3%
	Asian-Filipino-Pac Isle	0%	17%	0%		6%	-14%	-8%
	White	6%	5%	3%				
	Missing, Decline to State	0%	3%	8%				
	Total	4%	6%	6%				
How often have you been harassed, pressured, or discriminated against on campus because of your: Disability	African American	0%	0%	0%	Minority: White: Difference:	0%	15%	3%
	Hispanic-Latino	0%	17%	0%		1%	1%	1%
	Asian-Filipino-Pac Isle	0%	20%	8%		1%	-14%	-2%
	White	1%	1%	1%				
	Missing, Decline to State	11%	5%	5%				
	Total	2%	4%	3%				
How often have you been harassed, pressured, or discriminated against on campus because of your: Language or accent	African American	0%	33%	17%	Minority: White: Difference:	6%	24%	19%
	Hispanic-Latino	9%	17%	18%		7%	1%	1%
	Asian-Filipino-Pac Isle	0%	33%	23%		1%	-23%	-18%
	White	7%	1%	1%				
	Missing, Decline to State	5%	10%	5%				
	Total	7%	6%	6%				
How often have you been harassed, pressured, or discriminated against on campus because of your: Religion	African American	0%	0%	20%	Minority: White: Difference:	19%	14%	14%
	Hispanic-Latino	18%	17%	6%		16%	7%	12%
	Asian-Filipino-Pac Isle	33%	17%	23%		-2%	-7%	-3%
	White	16%	7%	12%				
	Missing, Decline to State	25%	18%	15%				
	Total	18%	11%	13%				
How often have you been harassed, pressured, or discriminated against on campus because of your: Age	African American	0%	0%	0%	Minority: White: Difference:	19%	24%	11%
	Hispanic-Latino	18%	33%	0%		11%	9%	13%
	Asian-Filipino-Pac Isle	33%	17%	31%		-7%	-15%	2%
	White	11%	9%	13%				
	Missing, Decline to State	15%	23%	16%				
	Total	13%	15%	14%				



FACULTY CAMPUS CLIMATE SURVEYS 2006-2008-2010

CAMPUS DIVERSITY by ETHNIC GROUP Percent = "Agree" or "Strongly Agree"		Year			% Difference: White vs. Minority			
		2006	2008	2010	Group	2006	2008	2010
I know how to officially report any racist sexist or otherwise offensive behaviors	African American	50%	67%	50%	Minority: 56% White: 76% Difference: 20%	76%	74%	69%
	Hispanic-Latino	64%	83%	88%				
	Asian-Filipino-Pac Isle	33%	67%	54%				
	White	76%	74%	77%				
	Missing, Decline to State	81%	72%	63%				
	Total	74%	74%	72%				
My opinions and inputs are valued at SMC	African American	100%	33%	33%	Minority: 56% White: 59% Difference: 3%	56%	55%	41%
	Hispanic-Latino	55%	67%	56%				
	Asian-Filipino-Pac Isle	33%	17%	25%				
	White	59%	55%	62%				
	Missing, Decline to State	50%	54%	42%				
	Total	58%	53%	53%				
The college should use its resources to help underprepared students succeed	African American	Not Asked	100%	50%	Minority: 86% White: 75% Difference: -11%	86%	75%	80%
	Hispanic-Latino	Not Asked	92%	81%				
	Asian-Filipino-Pac Isle	Not Asked	67%	92%				
	White	Not Asked	75%	79%				
	Missing, Decline to State	Not Asked	88%	76%				
	Total	Not Asked	79%	79%				
I fear for my physical safety on campus because of my ethnicity or gender	African American	0%	0%	17%	Minority: 0% White: 0% Difference: 0%	0%	2%	14%
	Hispanic-Latino	0%	0%	13%				
	Asian-Filipino-Pac Isle	0%	0%	15%				
	White	0%	2%	5%				
	Missing, Decline to State	0%	4%	16%				
	Total	0%	2%	10%				
It is important to me to have friends who are part of the same ethnic group as my own	African American	0%	100%	67%	Minority: 6% White: 2% Difference: -4%	6%	18%	48%
	Hispanic-Latino	0%	55%	44%				
	Asian-Filipino-Pac Isle	33%	33%	46%				
	White	2%	18%	19%				
	Missing, Decline to State	0%	15%	32%				
	Total	3%	22%	28%				
I fear for my physical safety on campus because of my sexual orientation	African American	50%	0%	17%	Minority: 13% White: 9% Difference: -3%	13%	2%	6%
	Hispanic-Latino	0%	17%	6%				
	Asian-Filipino-Pac Isle	33%	0%	0%				
	White	9%	2%	3%				
	Missing, Decline to State	8%	0%	3%				
	Total	10%	3%	4%				
I feel uncomfortable disclosing my sexual orientation to my colleagues on campus	African American	100%	0%	17%	Minority: 94% White: 91% Difference: -3%	94%	7%	20%
	Hispanic-Latino	91%	25%	13%				
	Asian-Filipino-Pac Isle	100%	50%	31%				
	White	91%	7%	7%				
	Missing, Decline to State	88%	15%	8%				
	Total	91%	12%	10%				
A diverse student body enhances the educational experiences of all students	African American	50%	100%	67%	Minority: 19% White: 27% Difference: 9%	19%	92%	83%
	Hispanic-Latino	9%	100%	75%				
	Asian-Filipino-Pac Isle	33%	100%	100%				
	White	27%	92%	90%				
	Missing, Decline to State	13%	100%	78%				
	Total	24%	95%	86%				
I feel uncomfortable discussing racially sensitive topics on campus with members of other races and ethnicities	African American	0%	67%	33%	Minority: 6% White: 13% Difference: 7%	6%	27%	31%
	Hispanic-Latino	0%	25%	19%				
	Asian-Filipino-Pac Isle	33%	0%	46%				
	White	13%	27%	25%				
	Missing, Decline to State	13%	23%	41%				
	Total	12%	26%	30%				



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CAMPUS DIVERSITY by ETHNIC GROUP Percent = "Agree" or "Strongly Agree"		Year			% Difference: White vs. Minority			
		2006	2008	2010	Group	2006	2008	2010
In order to fit in at SMC I often feel I need to change some of my personal characteristics	African American	50%	33%	17%	Minority: 19% 33% 29% White: 12% 13% 9% Difference: -7% -20% -19%			
	Hispanic-Latino	0%	25%	31%				
	Asian-Filipino-Pac Isle	67%	50%	31%				
	White	12%	13%	9%				
	Missing, Decline to State	13%	36%	30%				
	Total	13%	20%	18%				
I feel awkward in situations at SMC in which I am the only person of my ethnic group	African American	50%	100%	50%	Minority: 50% 48% 47% White: 46% 8% 12% Difference: -4% -39% -35%			
	Hispanic-Latino	55%	42%	47%				
	Asian-Filipino-Pac Isle	33%	33%	46%				
	White	46%	8%	12%				
	Missing, Decline to State	56%	16%	33%				
	Total	48%	16%	24%				
I value the work that is being done by the Intercultural Center	African American	0%	33%	80%	Minority: 48% 60% 62% White: 51% 43% 57% Difference: 3% -17% -6%			
	Hispanic-Latino	60%	67%	63%				
	Asian-Filipino-Pac Isle	33%	60%	54%				
	White	51%	43%	57%				
	Missing, Decline to State	58%	63%	46%				
	Total	51%	49%	55%				
I feel comfortable talking about my religion on campus	African American	Not Asked	50%	67%	Minority: 45% 44% White: 50% 47% Difference: 5% 3%			
	Hispanic-Latino	Not Asked	58%	40%				
	Asian-Filipino-Pac Isle	Not Asked	17%	38%				
	White	Not Asked	50%	47%				
	Missing, Decline to State	Not Asked	31%	51%				
	Total	Not Asked	46%	47%				
I believe more consideration should be given to the needs and interests of disabled people on campus	African American	Not Asked	0%	67%	Minority: 46% 43% White: 37% 54% Difference: -9% 11%			
	Hispanic-Latino	Not Asked	50%	56%				
	Asian-Filipino-Pac Isle	Not Asked	60%	15%				
	White	Not Asked	37%	54%				
	Missing, Decline to State	Not Asked	54%	54%				
	Total	Not Asked	42%	52%				
THE WORKING ENVIRONMENT by ETHNIC GROUP Percent = "Agree" or "Strongly Agree"		Year			% Difference: White vs. Minority			
		2006	2008	2010	Group	2006	2008	2010
Faculty who are openly critical of my department's administration have no cause for fear of retribution	African American	50%	33%	40%	Minority: 46% 43% 32% White: 53% 48% 49% Difference: 7% 5% 17%			
	Hispanic-Latino	44%	42%	31%				
	Asian-Filipino-Pac Isle	50%	50%	30%				
	White	53%	48%	49%				
	Missing, Decline to State	69%	43%	48%				
	Total	55%	46%	45%				
Faculty who are openly critical of the College's administration have no cause for fear of retribution	African American	Not Asked	0%	20%	Minority: 20% 17% White: 29% 40% Difference: 9% 23%			
	Hispanic-Latino	Not Asked	25%	21%				
	Asian-Filipino-Pac Isle	Not Asked	20%	10%				
	White	Not Asked	29%	40%				
	Missing, Decline to State	Not Asked	26%	20%				
	Total	Not Asked	28%	32%				
Student diversity is appreciated by the faculty on this campus	African American	0%	33%	80%	Minority: 54% 33% 41% White: 71% 64% 57% Difference: 16% 30% 16%			
	Hispanic-Latino	70%	33%	36%				
	Asian-Filipino-Pac Isle	33%	33%	30%				
	White	71%	64%	57%				
	Missing, Decline to State	89%	57%	44%				
	Total	71%	58%	52%				
Faculty of color are adequately represented on important faculty committees	African American	0%	0%	20%	Minority: 15% 5% 17% White: 21% 7% 19% Difference: 5% 3% 2%			
	Hispanic-Latino	22%	8%	21%				
	Asian-Filipino-Pac Isle	0%	0%	10%				
	White	21%	7%	19%				
	Missing, Decline to State	13%	14%	16%				
	Total	19%	8%	18%				



FACULTY CAMPUS CLIMATE SURVEYS 2006-2008-2010

THE WORKING ENVIRONMENT by ETHNIC GROUP Percent = "Agree" or "Strongly Agree"		Year			% Difference: White vs. Minority			
		2006	2008	2010	Group	2006	2008	2010
Female faculty receive the same level of support as male faculty	African American	100%	33%	60%	Minority: 54% White: 52% Difference: -2%	43%	38%	44%
	Hispanic-Latino	33%	42%	21%				
	Asian-Filipino-Pac Isle	100%	50%	50%				
	White	52%	43%	44%				
	Missing, Decline to State	73%	45%	40%				
	Total	55%	43%	42%				
My department is supportive of the faculty's use of various teaching styles	African American	100%	67%	80%	Minority: 75% White: 81% Difference: 6%	76%	60%	72%
	Hispanic-Latino	73%	83%	46%				
	Asian-Filipino-Pac Isle	67%	67%	70%				
	White	81%	79%	72%				
	Missing, Decline to State	72%	70%	64%				
	Total	79%	77%	68%				
I believe I am asked to serve on more committees than other colleagues in my department	African American	0%	33%	20%	Minority: 49% White: 37% Difference: -12%	53%	19%	27%
	Hispanic-Latino	57%	64%	15%				
	Asian-Filipino-Pac Isle	50%	40%	22%				
	White	37%	27%	27%				
	Missing, Decline to State	31%	23%	40%				
	Total	37%	30%	28%				
Senior faculty are supportive of junior faculty in my department	African American	100%	67%	40%	Minority: 66% White: 70% Difference: 3%	71%	46%	70%
	Hispanic-Latino	60%	58%	31%				
	Asian-Filipino-Pac Isle	67%	100%	70%				
	White	70%	62%	70%				
	Missing, Decline to State	78%	61%	67%				
	Total	70%	63%	64%				
I would recommend SMC as a good place to work	African American	50%	33%	20%	Minority: 47% White: 71% Difference: 25%	57%	52%	69%
	Hispanic-Latino	50%	58%	57%				
	Asian-Filipino-Pac Isle	33%	67%	60%				
	White	71%	71%	69%				
	Missing, Decline to State	67%	52%	52%				
	Total	68%	66%	62%				
Faculty morale is good on this campus	African American	0%	0%	20%	Minority: 7% White: 29% Difference: 22%	38%	33%	28%
	Hispanic-Latino	10%	42%	40%				
	Asian-Filipino-Pac Isle	0%	50%	30%				
	White	29%	25%	28%				
	Missing, Decline to State	35%	35%	24%				
	Total	27%	29%	28%				
My colleagues are committed to the curtailment of sexual harassment	African American	100%	67%	80%	Minority: 70% White: 78% Difference: 7%	67%	55%	66%
	Hispanic-Latino	75%	67%	50%				
	Asian-Filipino-Pac Isle	33%	67%	50%				
	White	78%	67%	66%				
	Missing, Decline to State	67%	57%	42%				
	Total	75%	65%	60%				
Subtle discrimination is tolerated on this campus	African American	100%	100%	80%	Minority: 69% White: 55% Difference: -15%	67%	68%	52%
	Hispanic-Latino	56%	58%	46%				
	Asian-Filipino-Pac Isle	100%	67%	90%				
	White	55%	49%	52%				
	Missing, Decline to State	53%	52%	56%				
	Total	56%	53%	56%				
I am treated with respect by my colleagues	African American	100%	67%	40%	Minority: 63% White: 70% Difference: 8%	76%	56%	80%
	Hispanic-Latino	64%	75%	58%				
	Asian-Filipino-Pac Isle	33%	83%	60%				
	White	70%	77%	80%				
	Missing, Decline to State	83%	41%	60%				
	Total	71%	71%	71%				



FACULTY CAMPUS CLIMATE SURVEYS 2006-2008-2010

THE WORKING ENVIRONMENT by ETHNIC GROUP Percent = "Agree" or "Strongly Agree"		Year			% Difference: White vs. Minority			
		2006	2008	2010	Group	2006	2008	2010
There is too much emphasis placed on incorporating racial/ethnic issues or other non-western ideas into GE courses	African American	0%	0%	20%	Minority: 0% 14% 24% White: 16% 12% 15% Difference: 16% -3% -9%			
	Hispanic-Latino	0%	17%	29%				
	Asian-Filipino-Pac Isle	0%	17%	20%				
	White	16%	12%	15%				
	Missing, Decline to State	13%	13%	20%				
	Total	14%	12%	18%				
My department encourages its faculty to incorporate multiple ethnic and gender specific materials into their curriculum	African American	100%	0%	20%	Minority: 61% 48% 45% White: 52% 55% 49% Difference: -8% 8% 4%			
	Hispanic-Latino	70%	42%	50%				
	Asian-Filipino-Pac Isle	0%	83%	50%				
	White	52%	55%	49%				
	Missing, Decline to State	65%	68%	60%				
	Total	56%	56%	50%				
The process by which complaints and grievances against faculty are resolved is fair and equitable	African American	100%	0%	20%	Minority: 35% 10% 15% White: 54% 27% 38% Difference: 19% 17% 23%			
	Hispanic-Latino	33%	8%	17%				
	Asian-Filipino-Pac Isle	0%	17%	10%				
	White	54%	27%	38%				
	Missing, Decline to State	62%	9%	20%				
	Total	54%	21%	30%				
Administrators actively support shared governance	African American	Not Asked	0%	0%	Minority: 15% 11% White: 22% 33% Difference: 7% 21%			
	Hispanic-Latino	Not Asked	17%	8%				
	Asian-Filipino-Pac Isle	Not Asked	20%	20%				
	White	Not Asked	22%	33%				
	Missing, Decline to State	Not Asked	30%	20%				
	Total	Not Asked	22%	26%				
I feel supported by my dean	African American	50%	33%	0%	Minority: 68% 46% 41% White: 68% 62% 64% Difference: 0% 16% 23%			
	Hispanic-Latino	80%	42%	42%				
	Asian-Filipino-Pac Isle	33%	60%	60%				
	White	68%	62%	64%				
	Missing, Decline to State	56%	50%	48%				
	Total	66%	57%	57%				
My department is free of incidents of verbal abuse	African American	50%	0%	40%	Minority: 60% 35% 37% White: 51% 56% 53% Difference: -9% 21% 16%			
	Hispanic-Latino	60%	36%	33%				
	Asian-Filipino-Pac Isle	67%	50%	40%				
	White	51%	56%	53%				
	Missing, Decline to State	53%	27%	56%				
	Total	53%	49%	50%				
In its faculty searches in the last five years, my department has made an honest effort to hire faculty of color	African American	100%	33%	40%	Minority: 66% 52% 42% White: 68% 66% 67% Difference: 2% 14% 25%			
	Hispanic-Latino	78%	50%	36%				
	Asian-Filipino-Pac Isle	0%	67%	50%				
	White	68%	66%	67%				
	Missing, Decline to State	71%	65%	48%				
	Total	68%	64%	59%				



FACULTY CAMPUS CLIMATE SURVEYS 2006-2008-2010

JOB SATISFACTION by ETHNIC GROUP Percent = "Satisfied" or "Very Satisfied"		Year			% Difference: White vs. Minority			
		2006	2008	2010	Group	2006	2008	2010
Satisfied with aspects of the College: Academic Senate Leadership	African American	Not Asked	0%	0%	Minority: White: Difference:	10% 37%	19% 55%	27% 36%
	Hispanic-Latino	Not Asked	17%	24%				
	Asian-Filipino-Pac Isle	Not Asked	0%	23%				
	White	Not Asked	37%	55%				
	Missing, Decline to State	Not Asked	28%	30%				
	Total	Not Asked	31%	41%				
Satisfied with aspects of the College: Campus administrative leadership	African American	Not Asked	0%	33%	Minority: White: Difference:	20% 31%	33% 53%	11% 20%
	Hispanic-Latino	Not Asked	25%	35%				
	Asian-Filipino-Pac Isle	Not Asked	20%	31%				
	White	Not Asked	31%	53%				
	Missing, Decline to State	Not Asked	36%	35%				
	Total	Not Asked	30%	44%				
Satisfied with aspects of the College: Extent to which the campus administration willingly shares important information with you	African American	Not Asked	0%	50%	Minority: White: Difference:	20% 33%	33% 44%	13% 11%
	Hispanic-Latino	Not Asked	25%	24%				
	Asian-Filipino-Pac Isle	Not Asked	20%	38%				
	White	Not Asked	33%	44%				
	Missing, Decline to State	Not Asked	40%	25%				
	Total	Not Asked	32%	37%				
Satisfied with aspects of your job: Opportunity for scholarly and creative pursuits	African American	Not Asked	0%	80%	Minority: White: Difference:	38% 61%	64% 66%	23% 2%
	Hispanic-Latino	Not Asked	50%	73%				
	Asian-Filipino-Pac Isle	Not Asked	33%	44%				
	White	Not Asked	61%	66%				
	Missing, Decline to State	Not Asked	64%	56%				
	Total	Not Asked	58%	63%				
Satisfied with aspects of your job: Teaching load	African American	Not Asked	33%	80%	Minority: White: Difference:	57% 57%	62% 66%	0% 5%
	Hispanic-Latino	Not Asked	58%	60%				
	Asian-Filipino-Pac Isle	Not Asked	67%	56%				
	White	Not Asked	57%	66%				
	Missing, Decline to State	Not Asked	58%	70%				
	Total	Not Asked	57%	66%				
Satisfied with aspects of your job: Class size	African American	Not Asked	67%	80%	Minority: White: Difference:	81% 88%	93% 88%	7% -5%
	Hispanic-Latino	Not Asked	83%	100%				
	Asian-Filipino-Pac Isle	Not Asked	83%	89%				
	White	Not Asked	88%	88%				
	Missing, Decline to State	Not Asked	62%	89%				
	Total	Not Asked	82%	89%				
Satisfied with aspects of your job: Quality of students	African American	Not Asked	33%	75%	Minority: White: Difference:	48% 49%	76% 72%	2% -4%
	Hispanic-Latino	Not Asked	67%	67%				
	Asian-Filipino-Pac Isle	Not Asked	17%	89%				
	White	Not Asked	49%	72%				
	Missing, Decline to State	Not Asked	54%	73%				
	Total	Not Asked	50%	73%				
Satisfied with aspects of your job: Office space	African American	Not Asked	33%	80%	Minority: White: Difference:	33% 59%	55% 73%	26% 17%
	Hispanic-Latino	Not Asked	33%	71%				
	Asian-Filipino-Pac Isle	Not Asked	33%	22%				
	White	Not Asked	59%	73%				
	Missing, Decline to State	Not Asked	58%	71%				
	Total	Not Asked	55%	69%				
Satisfied with aspects of your job: Autonomy and independence	African American	Not Asked	67%	80%	Minority: White: Difference:	81% 84%	82% 88%	3% 5%
	Hispanic-Latino	Not Asked	75%	93%				
	Asian-Filipino-Pac Isle	Not Asked	100%	70%				
	White	Not Asked	84%	88%				
	Missing, Decline to State	Not Asked	69%	83%				
	Total	Not Asked	81%	86%				



FACULTY CAMPUS CLIMATE SURVEYS 2006-2008-2010

JOB SATISFACTION by ETHNIC GROUP Percent = "Satisfied" or "Very Satisfied"		Year			% Difference: White vs. Minority			
		2006	2008	2010	Group	2006	2008	2010
Satisfied with aspects of your job: Professional relationships with other faculty	African American	Not Asked	33%	40%	Minority: White: Difference:	71%	68%	68%
	Hispanic-Latino	Not Asked	83%	87%				
	Asian-Filipino-Pac Isle	Not Asked	67%	56%				
	White	Not Asked	74%	76%				
	Missing, Decline to State	Not Asked	54%	81%				
	Total	Not Asked	70%	76%				
Satisfied with aspects of your job: Competency of faculty colleagues	African American	Not Asked	67%	60%	Minority: White: Difference:	71%	74%	74%
	Hispanic-Latino	Not Asked	83%	93%				
	Asian-Filipino-Pac Isle	Not Asked	50%	56%				
	White	Not Asked	72%	85%				
	Missing, Decline to State	Not Asked	62%	73%				
	Total	Not Asked	70%	80%				
Satisfied with aspects of your job: Overall job satisfaction	African American	Not Asked	33%	80%	Minority: White: Difference:	71%	83%	83%
	Hispanic-Latino	Not Asked	75%	93%				
	Asian-Filipino-Pac Isle	Not Asked	83%	70%				
	White	Not Asked	85%	81%				
	Missing, Decline to State	Not Asked	69%	74%				
	Total	Not Asked	80%	80%				
Satisfied with aspects of your job: Academic freedom	African American	Not Asked	33%	80%	Minority: White: Difference:	71%	82%	82%
	Hispanic-Latino	Not Asked	67%	100%				
	Asian-Filipino-Pac Isle	Not Asked	100%	60%				
	White	Not Asked	83%	88%				
	Missing, Decline to State	Not Asked	73%	72%				
	Total	Not Asked	80%	83%				
I have sufficient opportunities to meet with my chair	African American	Not Asked	33%	80%	Minority: White: Difference:	75%	63%	63%
	Hispanic-Latino	Not Asked	73%	58%				
	Asian-Filipino-Pac Isle	Not Asked	100%	63%				
	White	Not Asked	79%	72%				
	Missing, Decline to State	Not Asked	69%	65%				
	Total	Not Asked	76%	69%				
I receive adequate advice on tenure and promotion	African American	Not Asked	33%	40%	Minority: White: Difference:	56%	39%	39%
	Hispanic-Latino	Not Asked	50%	50%				
	Asian-Filipino-Pac Isle	Not Asked	80%	25%				
	White	Not Asked	59%	56%				
	Missing, Decline to State	Not Asked	38%	42%				
	Total	Not Asked	55%	49%				
My service to the college is rewarded by my department	African American	Not Asked	33%	40%	Minority: White: Difference:	59%	46%	46%
	Hispanic-Latino	Not Asked	45%	33%				
	Asian-Filipino-Pac Isle	Not Asked	100%	67%				
	White	Not Asked	51%	48%				
	Missing, Decline to State	Not Asked	44%	48%				
	Total	Not Asked	51%	48%				
The subject matter of my research and scholarly work is valued	African American	Not Asked	33%	40%	Minority: White: Difference:	58%	38%	38%
	Hispanic-Latino	Not Asked	64%	50%				
	Asian-Filipino-Pac Isle	Not Asked	60%	22%				
	White	Not Asked	46%	61%				
	Missing, Decline to State	Not Asked	38%	49%				
	Total	Not Asked	46%	54%				
The rank and tenure process is fair and equitable	African American	Not Asked	33%	20%	Minority: White: Difference:	48%	27%	27%
	Hispanic-Latino	Not Asked	36%	33%				
	Asian-Filipino-Pac Isle	Not Asked	80%	22%				
	White	Not Asked	43%	54%				
	Missing, Decline to State	Not Asked	28%	38%				
	Total	Not Asked	41%	45%				



FACULTY CAMPUS CLIMATE SURVEYS: 2006-2008-2010

REPORT BY GENDER		Year (Count)			Year (Percent)		
		2006	2008	2010	2006	2008	2010
Number and Percent Responding	Male	116	71	63	44%	43%	27%
	Female	126	69	91	48%	42%	39%
	Missing, Decline to State	22	24	80	8%	15%	34%
	Total	264	164	234	100%	100%	100%
PERCEPTIONS OF CAMPUS CLIMATE by GENDER Percent = "A Great Deal of Emphasis"		Year			% Difference: Female vs. Male		
		2006	2008	2010	2006	2008	2010
How much emphasis does SMC place on: Increasing representation of people of color in the faculty	Male	17%	23%	23%			
	Female	7%	19%	25%	-10%	-4%	2%
	Missing, Decline to State	0%	17%	21%			
	Total	10%	20%	23%			
How much emphasis does SMC place on: Increasing representation of people of color in the staff	Male	9%	10%	15%			
	Female	3%	9%	17%	-6%	-1%	2%
	Missing, Decline to State	0%	17%	21%			
	Total	6%	10%	18%			
How much emphasis does SMC place on: Increasing representation of people of color in the administration	Male	6%	7%	11%			
	Female	2%	3%	13%	-4%	-4%	2%
	Missing, Decline to State	0%	9%	14%			
	Total	3%	6%	13%			
How much emphasis does SMC place on: Developing a sense of community among students, staff, and faculty	Male	34%	30%	44%			
	Female	34%	28%	47%	0%	-2%	4%
	Missing, Decline to State	20%	43%	49%			
	Total	33%	31%	47%			
How much emphasis does SMC place on: Promoting a campus climate where differences of opinion are aired openly and regularly	Male	21%	17%	45%			
	Female	18%	12%	34%	-2%	-5%	-11%
	Missing, Decline to State	10%	23%	38%			
	Total	19%	15%	38%			
How much emphasis does SMC place on: Helping students learn how to bring about positive social change in society	Male	32%	39%	48%			
	Female	21%	47%	26%	-11%	8%	-22%
	Missing, Decline to State	30%	61%	40%			
	Total	27%	46%	37%			
How much emphasis does SMC place on: Developing appreciation for a multicultural society on campus	Male	Not Asked	28%	49%			
	Female	Not Asked	28%	33%		-1%	-16%
	Missing, Decline to State	Not Asked	43%	44%			
	Total	Not Asked	30%	41%			
How much emphasis does SMC place on: Developing an inclusive community	Male	8%	24%	13%			
	Female	3%	25%	11%	-5%	0%	-2%
	Missing, Decline to State	10%	43%	18%			
	Total	6%	27%	14%			
How much emphasis does SMC place on: Encouraging collaboration between offices	Male	Not Asked	1%	42%			
	Female	Not Asked	1%	60%		0%	18%
	Missing, Decline to State	Not Asked	14%	49%			
	Total	Not Asked	3%	51%			
DEGREE OF SENSITIVITY OR INSENSITIVITY ON CAMPUS by GENDER Percent = "Frequently" or "Occasionally"		Year			% Difference: Female vs. Male		
		2006	2008	2010	2006	2008	2010
How often have you seen or heard insensitive or disparaging comments directed towards Men	Male	37%	30%	37%			
	Female	30%	22%	21%	-7%	-8%	-16%
	Missing, Decline to State	30%	32%	24%			
	Total	33%	27%	26%			
How often have you seen or heard insensitive or disparaging comments directed towards: Women	Male	46%	34%	41%			
	Female	60%	64%	65%	14%	29%	24%
	Missing, Decline to State	60%	50%	50%			
	Total	54%	49%	54%			
How often have you seen or heard insensitive or disparaging comments directed towards: People of color	Male	29%	29%	32%			
	Female	48%	48%	44%	19%	19%	12%
	Missing, Decline to State	30%	40%	40%			
	Total	38%	38%	39%			



FACULTY CAMPUS CLIMATE SURVEYS: 2006-2008-2010

DEGREE OF SENSITIVITY OR INSENSITIVITY ON CAMPUS by GENDER Percent = "Frequently" or "Occasionally"		Year			% Difference: Female vs. Male		
		2006	2008	2010	2006	2008	2010
How often have you seen or heard insensitive or disparaging comments directed towards: Gay, Lesbian, Bisexual, or Transgender	Male	40%	36%	38%			
	Female	54%	55%	54%	14%	19%	16%
	Missing, Decline to State	33%	40%	47%			
	Total	46%	45%	47%			
How often have you seen or heard insensitive or disparaging comments directed towards: Have a disability	Male	10%	9%	16%			
	Female	16%	13%	15%	7%	5%	-1%
	Missing, Decline to State	10%	10%	21%			
	Total	13%	11%	17%			
How often have you seen or heard insensitive or disparaging comments directed towards: Religious	Male	28%	26%	32%			
	Female	33%	33%	36%	4%	8%	4%
	Missing, Decline to State	44%	30%	38%			
	Total	32%	30%	36%			
How often have you seen or heard insensitive or disparaging comments directed towards: Older	Male	15%	18%	21%			
	Female	28%	31%	17%	13%	14%	-4%
	Missing, Decline to State	22%	17%	19%			
	Total	22%	24%	19%			
How often have you been harassed, pressured, or discriminated against on campus because of your: Gender	Male	8%	14%	22%			
	Female	42%	45%	43%	35%	31%	20%
	Missing, Decline to State	10%	37%	29%			
	Total	25%	30%	33%			
How often have you been harassed, pressured, or discriminated against on campus because of your: Political views	Male	13%	11%	24%			
	Female	27%	25%	30%	13%	13%	6%
	Missing, Decline to State	20%	21%	21%			
	Total	20%	18%	25%			
How often have you been harassed, pressured, or discriminated against on campus because of your: Ethnicity	Male	11%	6%	13%			
	Female	15%	22%	27%	4%	16%	15%
	Missing, Decline to State	10%	16%	17%			
	Total	13%	14%	20%			
How often have you been harassed, pressured, or discriminated against on campus because of your: Sexual orientation	Male	2%	6%	8%			
	Female	7%	7%	5%	5%	2%	-3%
	Missing, Decline to State	0%	5%	7%			
	Total	4%	6%	6%			
How often have you been harassed, pressured, or discriminated against on campus because of your: Disability	Male	0%	1%	3%			
	Female	3%	6%	1%	3%	4%	-2%
	Missing, Decline to State	10%	5%	6%			
	Total	2%	4%	3%			
How often have you been harassed, pressured, or discriminated against on campus because of your: Language or accent	Male	2%	4%	6%			
	Female	12%	7%	7%	10%	3%	0%
	Missing, Decline to State	0%	11%	4%			
	Total	7%	6%	6%			
How often have you been harassed, pressured, or discriminated against on campus because of your: Religion	Male	15%	9%	16%			
	Female	22%	12%	10%	7%	3%	-6%
	Missing, Decline to State	10%	16%	15%			
	Total	18%	11%	13%			
How often have you been harassed, pressured, or discriminated against on campus because of your: Age	Male	6%	6%	11%			
	Female	20%	20%	17%	15%	15%	6%
	Missing, Decline to State	10%	26%	13%			
	Total	13%	15%	14%			



FACULTY CAMPUS CLIMATE SURVEYS: 2006-2008-2010

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



FACULTY CAMPUS CLIMATE SURVEYS: 2006-2008-2010

CAMPUS DIVERSITY by GENDER Percent = "Agree" or "Strongly Agree"		Year			% Difference: Female vs. Male		
		2006	2008	2010	2006	2008	2010
I feel awkward in situations at SMC in which I am the only person of my ethnic group	Male	48%	14%	15%	0%	3%	13%
	Female	48%	18%	28%			
	Missing, Decline to State	43%	0%	38%			
	Total	48%	16%	24%			
I value the work that is being done by the Intercultural Center	Male	48%	39%	41%	4%	20%	25%
	Female	52%	59%	66%			
	Missing, Decline to State	75%	40%	47%			
	Total	51%	49%	55%			
I feel comfortable talking about my religion on campus	Male	Not Asked	51%	49%		-7%	-7%
	Female	Not Asked	43%	43%			
	Missing, Decline to State	Not Asked	17%	67%			
	Total	Not Asked	46%	47%			
I believe more consideration should be given to the needs and interests of disabled people on campus	Male	Not Asked	32%	42%		20%	16%
	Female	Not Asked	52%	58%			
	Missing, Decline to State	Not Asked	33%	53%			
	Total	Not Asked	42%	52%			
THE WORKING ENVIRONMENT by GENDER Percent = "Agree" or "Strongly Agree"		Year			% Difference: Female vs. Male		
		2006	2008	2010	2006	2008	2010
Faculty who are openly critical of my department's administration have no cause for fear of retribution	Male	63%	49%	58%	-19%	-5%	-19%
	Female	45%	43%	38%			
	Missing, Decline to State	71%	67%	17%			
	Total	55%	46%	45%			
Faculty who are openly critical of the College's administration have no cause for fear of retribution	Male	Not Asked	33%	40%	-11%	-14%	
	Female	Not Asked	22%	27%			
	Missing, Decline to State	Not Asked	33%	17%			
	Total	Not Asked	28%	32%			
Student diversity is appreciated by the faculty on this campus	Male	75%	63%	57%	-10%	-12%	-8%
	Female	65%	51%	49%			
	Missing, Decline to State	100%	100%	33%			
	Total	71%	58%	52%			
Faculty of color are adequately represented on important faculty committees	Male	14%	9%	19%	11%	-1%	-2%
	Female	24%	8%	17%			
	Missing, Decline to State	0%	0%	17%			
	Total	19%	8%	18%			
Female faculty receive the same level of support as male faculty	Male	56%	58%	61%	-1%	-30%	-33%
	Female	55%	28%	28%			
	Missing, Decline to State	50%	33%	33%			
	Total	55%	43%	42%			
My department is supportive of the faculty's use of various teaching styles	Male	84%	71%	81%	-8%	12%	-22%
	Female	76%	84%	59%			
	Missing, Decline to State	71%	67%	67%			
	Total	79%	77%	68%			
I believe I am asked to serve on more committees than other colleagues in my department	Male	35%	31%	33%	5%	-2%	-10%
	Female	40%	30%	23%			
	Missing, Decline to State	33%	0%	33%			
	Total	37%	30%	28%			
Senior faculty are supportive of junior faculty in my department	Male	69%	70%	74%	4%	-15%	-15%
	Female	72%	55%	59%			
	Missing, Decline to State	71%	100%	50%			
	Total	70%	63%	64%			
I would recommend SMC as a good place to work	Male	75%	63%	65%	-10%	6%	-3%
	Female	65%	69%	62%			
	Missing, Decline to State	43%	67%	33%			
	Total	68%	66%	62%			



FACULTY CAMPUS CLIMATE SURVEYS: 2006-2008-2010

THE WORKING ENVIRONMENT by GENDER Percent = "Agree" or "Strongly Agree"		Year			% Difference: Female vs. Male		
		2006	2008	2010	2006	2008	2010
Faculty morale is good on this campus	Male	30%	29%	26%			
	Female	22%	27%	29%	-8%	-2%	4%
	Missing, Decline to State	43%	67%	33%			
	Total	27%	29%	28%			
My colleagues are committed to the curtailment of sexual harassment	Male	80%	76%	72%			
	Female	69%	55%	53%	-11%	-21%	-19%
	Missing, Decline to State	86%	67%	33%			
	Total	75%	65%	60%			
Subtle discrimination is tolerated on this campus	Male	49%	43%	47%			
	Female	61%	63%	62%	12%	19%	15%
	Missing, Decline to State	71%	33%	67%			
	Total	56%	53%	56%			
I am treated with respect by my colleagues	Male	73%	78%	75%			
	Female	68%	66%	69%	-5%	-12%	-6%
	Missing, Decline to State	86%	33%	50%			
	Total	71%	71%	71%			
There is too much emphasis placed on incorporating racial/ethnic issues or other non-western ideas into GE courses	Male	19%	21%	28%			
	Female	12%	3%	12%	-7%	-18%	-17%
	Missing, Decline to State	0%	33%	0%			
	Total	14%	12%	18%			
My department encourages its faculty to incorporate multiple ethnic and gender specific materials into their curriculum	Male	56%	49%	44%			
	Female	52%	63%	55%	-4%	15%	11%
	Missing, Decline to State	83%	67%	50%			
	Total	56%	56%	50%			
The process by which complaints and grievances against faculty are resolved is fair and equitable	Male	61%	25%	35%			
	Female	49%	17%	27%	-12%	-8%	-8%
	Missing, Decline to State	50%	33%	17%			
	Total	54%	21%	30%			
Administrators actively support shared governance	Male	Not Asked	21%	28%			
	Female	Not Asked	24%	27%		3%	-1%
	Missing, Decline to State	Not Asked	33%	0%			
	Total	Not Asked	22%	26%			
I feel supported by my dean	Male	71%	60%	61%			
	Female	63%	55%	53%	-8%	-5%	-8%
	Missing, Decline to State	50%	67%	50%			
	Total	66%	57%	57%			
My department is free of incidents of verbal abuse	Male	55%	54%	57%			
	Female	47%	43%	47%	-8%	-11%	-10%
	Missing, Decline to State	86%	33%	33%			
	Total	53%	49%	50%			
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%			
	Female	69%	65%	56%	5%	2%	-9%
	Missing, Decline to State	86%	67%	33%			
	Total	68%	64%	59%			



FACULTY CAMPUS CLIMATE SURVEYS: 2006-2008-2010

JOB SATISFACTION by GENDER Percent = "Satisfied" or "Very Satisfied"		Year			% Difference: Female vs. Male		
		2006	2008	2010	2006	2008	2010
Satisfied with aspects of the College: Academic Senate Leadership	Male	Not Asked	26%	49%			
	Female	Not Asked	35%	40%		8%	-9%
	Missing, Decline to State	Not Asked	50%	27%			
	Total	Not Asked	31%	41%			
Satisfied with aspects of the College: Campus administrative leadership	Male	Not Asked	32%	43%			
	Female	Not Asked	27%	47%		-5%	4%
	Missing, Decline to State	Not Asked	50%	39%			
	Total	Not Asked	30%	44%			
Satisfied with aspects of the College: Extent to which the campus administration willingly shares important information with you	Male	Not Asked	39%	35%			
	Female	Not Asked	24%	40%		-15%	6%
	Missing, Decline to State	Not Asked	50%	29%			
	Total	Not Asked	32%	37%			
Satisfied with aspects of your job: Opportunity for scholarly and creative pursuits	Male	Not Asked	63%	73%			
	Female	Not Asked	55%	58%		-8%	-16%
	Missing, Decline to State	Not Asked	40%	59%			
	Total	Not Asked	58%	63%			
Satisfied with aspects of your job: Teaching load	Male	Not Asked	65%	70%			
	Female	Not Asked	49%	59%		-15%	-11%
	Missing, Decline to State	Not Asked	67%	84%			
	Total	Not Asked	57%	66%			
Satisfied with aspects of your job: Class size	Male	Not Asked	86%	91%			
	Female	Not Asked	82%	88%		-3%	-3%
	Missing, Decline to State	Not Asked	50%	89%			
	Total	Not Asked	82%	89%			
Satisfied with aspects of your job: Quality of students	Male	Not Asked	49%	71%			
	Female	Not Asked	51%	73%		1%	1%
	Missing, Decline to State	Not Asked	50%	76%			
	Total	Not Asked	50%	73%			
Satisfied with aspects of your job: Office space	Male	Not Asked	51%	73%			
	Female	Not Asked	57%	64%		5%	-9%
	Missing, Decline to State	Not Asked	83%	79%			
	Total	Not Asked	55%	69%			
Satisfied with aspects of your job: Autonomy and independence	Male	Not Asked	80%	80%			
	Female	Not Asked	83%	89%		3%	9%
	Missing, Decline to State	Not Asked	67%	89%			
	Total	Not Asked	81%	86%			
Satisfied with aspects of your job: Professional relationships with other faculty	Male	Not Asked	63%	72%			
	Female	Not Asked	79%	75%		17%	3%
	Missing, Decline to State	Not Asked	50%	89%			
	Total	Not Asked	70%	76%			
Satisfied with aspects of your job: Competency of faculty colleagues	Male	Not Asked	67%	80%			
	Female	Not Asked	73%	81%		6%	1%
	Missing, Decline to State	Not Asked	67%	78%			
	Total	Not Asked	70%	80%			
Satisfied with aspects of your job: Overall job satisfaction	Male	Not Asked	80%	79%			
	Female	Not Asked	81%	82%		1%	3%
	Missing, Decline to State	Not Asked	67%	76%			
	Total	Not Asked	80%	80%			
Satisfied with aspects of your job: Academic freedom	Male	Not Asked	83%	86%			
	Female	Not Asked	76%	86%		-7%	0%
	Missing, Decline to State	Not Asked	83%	65%			
	Total	Not Asked	80%	83%			



FACULTY CAMPUS CLIMATE SURVEYS: 2006-2008-2010

JOB SATISFACTION by GENDER Percent = "Satisfied" or "Very Satisfied"		Year			% Difference: Female vs. Male		
		2006	2008	2010	2006	2008	2010
I have sufficient opportunities to meet with my chair	Male	Not Asked	75%	81%			
	Female	Not Asked	77%	65%	2%		-17%
	Missing, Decline to State	Not Asked	83%	50%			
	Total	Not Asked	76%	69%			
I receive adequate advice on tenure and promotion	Male	Not Asked	56%	60%			
	Female	Not Asked	53%	45%	-3%		-14%
	Missing, Decline to State	Not Asked	50%	33%			
	Total	Not Asked	55%	49%			
My service to the college is rewarded by my department	Male	Not Asked	50%	63%			
	Female	Not Asked	53%	40%	3%		-23%
	Missing, Decline to State	Not Asked	33%	32%			
	Total	Not Asked	51%	48%			
The subject matter of my research and scholarly work is valued	Male	Not Asked	46%	61%			
	Female	Not Asked	46%	51%	0%		-10%
	Missing, Decline to State	Not Asked	50%	43%			
	Total	Not Asked	46%	54%			
The rank and tenure process is fair and equitable	Male	Not Asked	46%	50%			
	Female	Not Asked	36%	43%		-11%	-7%
	Missing, Decline to State	Not Asked	33%	37%			
	Total	Not Asked	41%	45%			



FACULTY CAMPUS CLIMATE SURVEYS: 2006-2008-2010

REPORT BY CATHOLIC vs. NOT CATHOLIC (2008 and 2010 only)		Year (Count)			Year (Percent)		
		2006	2008	2010	2006	2008	2010
Number and Percent Responding	Not Catholic	Not Asked	78	89	Not Asked	48%	38%
	Catholic		43	47		26%	20%
	Missing, Decline to State		43	98		26%	42%
	Total		164	234		100%	100%
PERCEPTIONS OF CAMPUS CLIMATE by CATHOLIC vs. NOT CATHOLIC Percent = "A Great Deal of Emphasis"		Year			% Difference: Catholic vs. Not Catholic		
		2006	2008	2010	2006	2008	2010
How much emphasis does SMC place on: Increasing representation of people of color in the faculty	Not Catholic	Not Asked	21%	22%	Not Asked	0%	9%
	Catholic	Not Asked	21%	30%	Not Asked		
	Missing, Decline to State	Not Asked	19%	20%	Not Asked		
	Total	Not Asked	20%	23%	Not Asked		
How much emphasis does SMC place on: Increasing representation of people of color in the staff	Not Catholic	Not Asked	8%	10%	Not Asked	6%	20%
	Catholic	Not Asked	14%	30%	Not Asked		
	Missing, Decline to State	Not Asked	12%	18%	Not Asked		
	Total	Not Asked	10%	18%	Not Asked		
How much emphasis does SMC place on: Increasing representation of people of color in the administration	Not Catholic	Not Asked	3%	14%	Not Asked	5%	-3%
	Catholic	Not Asked	7%	11%	Not Asked		
	Missing, Decline to State	Not Asked	10%	14%	Not Asked		
	Total	Not Asked	6%	13%	Not Asked		
How much emphasis does SMC place on: Developing a sense of community among students, staff, and faculty	Not Catholic	Not Asked	24%	44%	Not Asked	18%	4%
	Catholic	Not Asked	42%	48%	Not Asked		
	Missing, Decline to State	Not Asked	31%	49%	Not Asked		
	Total	Not Asked	31%	47%	Not Asked		
How much emphasis does SMC place on: Promoting a campus climate where differences of opinion are aired openly and regularly	Not Catholic	Not Asked	10%	41%	Not Asked	15%	-6%
	Catholic	Not Asked	26%	35%	Not Asked		
	Missing, Decline to State	Not Asked	15%	38%	Not Asked		
	Total	Not Asked	15%	38%	Not Asked		
How much emphasis does SMC place on: Helping students learn how to bring about positive social change in society	Not Catholic	Not Asked	33%	34%	Not Asked	24%	5%
	Catholic	Not Asked	57%	39%	Not Asked		
	Missing, Decline to State	Not Asked	57%	38%	Not Asked		
	Total	Not Asked	46%	37%	Not Asked		
How much emphasis does SMC place on: Developing appreciation for a multicultural society on campus	Not Catholic	Not Asked	21%	41%	Not Asked	21%	-4%
	Catholic	Not Asked	42%	37%	Not Asked		
	Missing, Decline to State	Not Asked	35%	43%	Not Asked		
	Total	Not Asked	30%	41%	Not Asked		
How much emphasis does SMC place on: Developing an inclusive community	Not Catholic	Not Asked	19%	10%	Not Asked	21%	7%
	Catholic	Not Asked	40%	18%	Not Asked		
	Missing, Decline to State	Not Asked	28%	16%	Not Asked		
	Total	Not Asked	27%	14%	Not Asked		
How much emphasis does SMC place on: Encouraging collaboration between offices	Not Catholic	Not Asked	0%	51%	Not Asked	5%	4%
	Catholic	Not Asked	5%	54%	Not Asked		
	Missing, Decline to State	Not Asked	7%	51%	Not Asked		
	Total	Not Asked	3%	51%	Not Asked		
DEGREE OF SENSITIVITY OR INSENSITIVITY ON CAMPUS by CATHOLIC vs. NOT CATHOLIC Percent = "Frequently" or "Occasionally"		Year			% Difference: Catholic vs. Not Catholic		
		2006	2008	2010	2006	2008	2010
How often have you seen or heard insensitive or disparaging comments directed towards Men	Not Catholic	Not Asked	25%	24%	Not Asked	6%	6%
	Catholic	Not Asked	31%	30%	Not Asked		
	Missing, Decline to State	Not Asked	26%	27%	Not Asked		
	Total	Not Asked	27%	26%	Not Asked		
How often have you seen or heard insensitive or disparaging comments directed towards: Women	Not Catholic	Not Asked	48%	55%	Not Asked	-2%	-2%
	Catholic	Not Asked	47%	53%	Not Asked		
	Missing, Decline to State	Not Asked	54%	52%	Not Asked		
	Total	Not Asked	49%	54%	Not Asked		
How often have you seen or heard insensitive or disparaging comments directed towards: People of color	Not Catholic	Not Asked	39%	40%	Not Asked	-4%	-4%
	Catholic	Not Asked	35%	36%	Not Asked		
	Missing, Decline to State	Not Asked	41%	40%	Not Asked		
	Total	Not Asked	38%	39%	Not Asked		



FACULTY CAMPUS CLIMATE SURVEYS: 2006-2008-2010

DEGREE OF SENSITIVITY OR INSENSITIVITY ON CAMPUS by CATHOLIC vs. NOT CATHOLIC Percent = "Frequently" or "Occasionally"		Year			% Difference: Catholic vs. Not Catholic		
		2006	2008	2010	2006	2008	2010
How often have you seen or heard insensitive or disparaging comments directed towards: Gay, Lesbian, Bisexual, or Transgender	Not Catholic	Not Asked	43%	45%	Not Asked		
	Catholic	Not Asked	42%	49%	Not Asked	-1%	4%
	Missing, Decline to State	Not Asked	51%	49%	Not Asked		
	Total	Not Asked	45%	47%	Not Asked		
How often have you seen or heard insensitive or disparaging comments directed towards: Have a disability	Not Catholic	Not Asked	13%	15%	Not Asked		
	Catholic	Not Asked	5%	15%	Not Asked	-9%	0%
	Missing, Decline to State	Not Asked	13%	20%	Not Asked		
	Total	Not Asked	11%	17%	Not Asked		
How often have you seen or heard insensitive or disparaging comments directed towards: Religious	Not Catholic	Not Asked	29%	26%	Not Asked		
	Catholic	Not Asked	35%	53%	Not Asked	6%	28%
	Missing, Decline to State	Not Asked	26%	36%	Not Asked		
	Total	Not Asked	30%	36%	Not Asked		
How often have you seen or heard insensitive or disparaging comments directed towards: Older	Not Catholic	Not Asked	23%	14%	Not Asked		
	Catholic	Not Asked	24%	28%	Not Asked	1%	13%
	Missing, Decline to State	Not Asked	24%	18%	Not Asked		
	Total	Not Asked	24%	19%	Not Asked		
How often have you been harassed, pressured, or discriminated against on campus because of your: Gender	Not Catholic	Not Asked	26%	33%	Not Asked		
	Catholic	Not Asked	33%	37%	Not Asked	7%	4%
	Missing, Decline to State	Not Asked	37%	30%	Not Asked		
	Total	Not Asked	30%	33%	Not Asked		
How often have you been harassed, pressured, or discriminated against on campus because of your: Political views	Not Catholic	Not Asked	16%	26%	Not Asked		
	Catholic	Not Asked	16%	33%	Not Asked	1%	7%
	Missing, Decline to State	Not Asked	26%	21%	Not Asked		
	Total	Not Asked	18%	25%	Not Asked		
How often have you been harassed, pressured, or discriminated against on campus because of your: Ethnicity	Not Catholic	Not Asked	10%	23%	Not Asked		
	Catholic	Not Asked	12%	17%	Not Asked	1%	-6%
	Missing, Decline to State	Not Asked	24%	18%	Not Asked		
	Total	Not Asked	14%	20%	Not Asked		
How often have you been harassed, pressured, or discriminated against on campus because of your: Sexual orientation	Not Catholic	Not Asked	5%	6%	Not Asked		
	Catholic	Not Asked	7%	7%	Not Asked	2%	1%
	Missing, Decline to State	Not Asked	8%	7%	Not Asked		
	Total	Not Asked	6%	6%	Not Asked		
How often have you been harassed, pressured, or discriminated against on campus because of your: Disability	Not Catholic	Not Asked	3%	2%	Not Asked		
	Catholic	Not Asked	7%	0%	Not Asked	4%	-2%
	Missing, Decline to State	Not Asked	3%	6%	Not Asked		
	Total	Not Asked	4%	3%	Not Asked		
How often have you been harassed, pressured, or discriminated against on campus because of your: Language or accent	Not Catholic	Not Asked	8%	6%	Not Asked		
	Catholic	Not Asked	2%	7%	Not Asked	-5%	1%
	Missing, Decline to State	Not Asked	8%	6%	Not Asked		
	Total	Not Asked	6%	6%	Not Asked		
How often have you been harassed, pressured, or discriminated against on campus because of your: Religion	Not Catholic	Not Asked	9%	8%	Not Asked		
	Catholic	Not Asked	12%	21%	Not Asked	3%	13%
	Missing, Decline to State	Not Asked	13%	14%	Not Asked		
	Total	Not Asked	11%	13%	Not Asked		
How often have you been harassed, pressured, or discriminated against on campus because of your: Age	Not Catholic	Not Asked	10%	16%	Not Asked		
	Catholic	Not Asked	14%	17%	Not Asked	4%	1%
	Missing, Decline to State	Not Asked	24%	10%	Not Asked		
	Total	Not Asked	15%	14%	Not Asked		



FACULTY CAMPUS CLIMATE SURVEYS: 2006-2008-2010

CAMPUS DIVERSITY by CATHOLIC vs. NOT CATHOLIC Percent = "Agree" or "Strongly Agree"		Year			% Difference: Catholic vs. Not Catholic		
		2006	2008	2010	2006	2008	2010
I know how to officially report any racist sexist or otherwise offensive behaviors	Not Catholic	Not Asked	67%	71%	Not Asked		
	Catholic	Not Asked	91%	82%	Not Asked	24%	11%
	Missing, Decline to State	Not Asked	68%	61%	Not Asked		
	Total	Not Asked	74%	72%	Not Asked		
My opinions and inputs are valued at SMC	Not Catholic	Not Asked	50%	59%	Not Asked		
	Catholic	Not Asked	65%	42%	Not Asked	15%	-17%
	Missing, Decline to State	Not Asked	44%	53%	Not Asked		
	Total	Not Asked	53%	53%	Not Asked		
The college should use its resources to help underprepared students succeed	Not Catholic	Not Asked	79%	77%	Not Asked		
	Catholic	Not Asked	78%	80%	Not Asked	-1%	3%
	Missing, Decline to State	Not Asked	79%	81%	Not Asked		
	Total	Not Asked	79%	79%	Not Asked		
I fear for my physical safety on campus because of my ethnicity or gender	Not Catholic	Not Asked	1%	5%	Not Asked		
	Catholic	Not Asked	0%	9%	Not Asked	-1%	4%
	Missing, Decline to State	Not Asked	8%	22%	Not Asked		
	Total	Not Asked	2%	10%	Not Asked		
It is important to me to have friends who are part of the same ethnic group as my own	Not Catholic	Not Asked	22%	28%	Not Asked		
	Catholic	Not Asked	24%	22%	Not Asked	1%	-6%
	Missing, Decline to State	Not Asked	20%	36%	Not Asked		
	Total	Not Asked	22%	28%	Not Asked		
I fear for my physical safety on campus because of my sexual orientation	Not Catholic	Not Asked	3%	3%	Not Asked		
	Catholic	Not Asked	2%	4%	Not Asked	0%	1%
	Missing, Decline to State	Not Asked	4%	3%	Not Asked		
	Total	Not Asked	3%	4%	Not Asked		
I feel uncomfortable disclosing my sexual orientation to my colleagues on campus	Not Catholic	Not Asked	12%	8%	Not Asked		
	Catholic	Not Asked	9%	13%	Not Asked	-2%	5%
	Missing, Decline to State	Not Asked	16%	11%	Not Asked		
	Total	Not Asked	12%	10%	Not Asked		
A diverse student body enhances the educational experiences of all students	Not Catholic	Not Asked	95%	94%	Not Asked		
	Catholic	Not Asked	93%	71%	Not Asked	-2%	-23%
	Missing, Decline to State	Not Asked	96%	83%	Not Asked		
	Total	Not Asked	95%	86%	Not Asked		
I feel uncomfortable discussing racially sensitive topics on campus with members of other races and ethnicities	Not Catholic	Not Asked	25%	30%	Not Asked		
	Catholic	Not Asked	30%	20%	Not Asked	6%	-10%
	Missing, Decline to State	Not Asked	20%	43%	Not Asked		
	Total	Not Asked	26%	30%	Not Asked		
In order to fit in at SMC I often feel I need to change some of my personal characteristics	Not Catholic	Not Asked	22%	17%	Not Asked		
	Catholic	Not Asked	9%	15%	Not Asked	-13%	-2%
	Missing, Decline to State	Not Asked	33%	23%	Not Asked		
	Total	Not Asked	20%	18%	Not Asked		
I feel awkward in situations at SMC in which I am the only person of my ethnic group	Not Catholic	Not Asked	16%	23%	Not Asked		
	Catholic	Not Asked	16%	20%	Not Asked	0%	-3%
	Missing, Decline to State	Not Asked	13%	32%	Not Asked		
	Total	Not Asked	16%	24%	Not Asked		
I value the work that is being done by the Intercultural Center	Not Catholic	Not Asked	41%	58%	Not Asked		
	Catholic	Not Asked	60%	53%	Not Asked	20%	-4%
	Missing, Decline to State	Not Asked	52%	51%	Not Asked		
	Total	Not Asked	49%	55%	Not Asked		
I feel comfortable talking about my religion on campus	Not Catholic	Not Asked	41%	47%	Not Asked		
	Catholic	Not Asked	72%	47%	Not Asked	31%	0%
	Missing, Decline to State	Not Asked	16%	48%	Not Asked		
	Total	Not Asked	46%	47%	Not Asked		
I believe more consideration should be given to the needs and interests of disabled people on campus	Not Catholic	Not Asked	41%	50%	Not Asked		
	Catholic	Not Asked	42%	47%	Not Asked	1%	-3%
	Missing, Decline to State	Not Asked	42%	62%	Not Asked		
	Total	Not Asked	42%	52%	Not Asked		



FACULTY CAMPUS CLIMATE SURVEYS: 2006-2008-2010

THE WORKING ENVIRONMENT by CATHOLIC vs. NOT CATHOLIC Percent = "Agree" or "Strongly Agree"		Year			% Difference: Catholic vs. Not Catholic		
		2006	2008	2010	2006	2008	2010
Faculty who are openly critical of my department's administration have no cause for fear of retribution	Not Catholic	Not Asked	43%	44%	Not Asked		
	Catholic	Not Asked	53%	51%	Not Asked	11%	7%
	Missing, Decline to State	Not Asked	45%	39%	Not Asked		
	Total	Not Asked	46%	45%	Not Asked		
Faculty who are openly critical of the College's administration have no cause for fear of retribution	Not Catholic	Not Asked	28%	37%	Not Asked		
	Catholic	Not Asked	26%	26%	Not Asked	-3%	-11%
	Missing, Decline to State	Not Asked	29%	26%	Not Asked		
	Total	Not Asked	28%	32%	Not Asked		
Student diversity is appreciated by the faculty on this campus	Not Catholic	Not Asked	59%	58%	Not Asked		
	Catholic	Not Asked	56%	47%	Not Asked	-3%	-11%
	Missing, Decline to State	Not Asked	59%	42%	Not Asked		
	Total	Not Asked	58%	52%	Not Asked		
Faculty of color are adequately represented on important faculty committees	Not Catholic	Not Asked	5%	15%	Not Asked		
	Catholic	Not Asked	12%	30%	Not Asked	6%	16%
	Missing, Decline to State	Not Asked	10%	5%	Not Asked		
	Total	Not Asked	8%	18%	Not Asked		
Female faculty receive the same level of support as male faculty	Not Catholic	Not Asked	42%	45%	Not Asked		
	Catholic	Not Asked	44%	42%	Not Asked	3%	-3%
	Missing, Decline to State	Not Asked	48%	32%	Not Asked		
	Total	Not Asked	43%	42%	Not Asked		
My department is supportive of the faculty's use of various teaching styles	Not Catholic	Not Asked	76%	69%	Not Asked		
	Catholic	Not Asked	86%	64%	Not Asked	10%	-5%
	Missing, Decline to State	Not Asked	64%	73%	Not Asked		
	Total	Not Asked	77%	68%	Not Asked		
I believe I am asked to serve on more committees than other colleagues in my department	Not Catholic	Not Asked	22%	31%	Not Asked		
	Catholic	Not Asked	41%	30%	Not Asked	19%	-1%
	Missing, Decline to State	Not Asked	33%	14%	Not Asked		
	Total	Not Asked	30%	28%	Not Asked		
Senior faculty are supportive of junior faculty in my department	Not Catholic	Not Asked	65%	70%	Not Asked		
	Catholic	Not Asked	62%	56%	Not Asked	-3%	-14%
	Missing, Decline to State	Not Asked	59%	59%	Not Asked		
	Total	Not Asked	63%	64%	Not Asked		
I would recommend SMC as a good place to work	Not Catholic	Not Asked	66%	67%	Not Asked		
	Catholic	Not Asked	76%	60%	Not Asked	10%	-6%
	Missing, Decline to State	Not Asked	45%	50%	Not Asked		
	Total	Not Asked	66%	62%	Not Asked		
Faculty morale is good on this campus	Not Catholic	Not Asked	16%	27%	Not Asked		
	Catholic	Not Asked	49%	28%	Not Asked	33%	1%
	Missing, Decline to State	Not Asked	32%	32%	Not Asked		
	Total	Not Asked	29%	28%	Not Asked		
My colleagues are committed to the curtailment of sexual harassment	Not Catholic	Not Asked	61%	64%	Not Asked		
	Catholic	Not Asked	77%	62%	Not Asked	16%	-2%
	Missing, Decline to State	Not Asked	59%	40%	Not Asked		
	Total	Not Asked	65%	60%	Not Asked		
Subtle discrimination is tolerated on this campus	Not Catholic	Not Asked	60%	57%	Not Asked		
	Catholic	Not Asked	38%	43%	Not Asked	-22%	-14%
	Missing, Decline to State	Not Asked	55%	81%	Not Asked		
	Total	Not Asked	53%	56%	Not Asked		
I am treated with respect by my colleagues	Not Catholic	Not Asked	70%	81%	Not Asked		
	Catholic	Not Asked	79%	59%	Not Asked	9%	-23%
	Missing, Decline to State	Not Asked	57%	60%	Not Asked		
	Total	Not Asked	71%	71%	Not Asked		
There is too much emphasis placed on incorporating racial/ethnic issues or other non-western ideas into GE courses	Not Catholic	Not Asked	11%	14%	Not Asked		
	Catholic	Not Asked	14%	28%	Not Asked	3%	14%
	Missing, Decline to State	Not Asked	14%	10%	Not Asked		
	Total	Not Asked	12%	18%	Not Asked		



FACULTY CAMPUS CLIMATE SURVEYS: 2006-2008-2010

THE WORKING ENVIRONMENT by CATHOLIC vs. NOT CATHOLIC Percent = "Agree" or "Strongly Agree"		Year			% Difference: Catholic vs. Not Catholic		
		2006	2008	2010	2006	2008	2010
My department encourages its faculty to incorporate multiple ethnic and gender specific materials into their curriculum	Not Catholic	Not Asked	53%	47%	Not Asked		
	Catholic	Not Asked	62%	51%	Not Asked	9%	4%
	Missing, Decline to State	Not Asked	55%	57%	Not Asked		
	Total	Not Asked	56%	50%	Not Asked		
The process by which complaints and grievances against faculty are resolved is fair and equitable	Not Catholic	Not Asked	17%	32%	Not Asked		
	Catholic	Not Asked	33%	27%	Not Asked	16%	-6%
	Missing, Decline to State	Not Asked	14%	29%	Not Asked		
	Total	Not Asked	21%	30%	Not Asked		
Administrators actively support shared governance	Not Catholic	Not Asked	19%	26%	Not Asked		
	Catholic	Not Asked	32%	24%	Not Asked	12%	-2%
	Missing, Decline to State	Not Asked	14%	29%	Not Asked		
	Total	Not Asked	22%	26%	Not Asked		
I feel supported by my dean	Not Catholic	Not Asked	54%	57%	Not Asked		
	Catholic	Not Asked	63%	55%	Not Asked	9%	-3%
	Missing, Decline to State	Not Asked	57%	57%	Not Asked		
	Total	Not Asked	57%	57%	Not Asked		
My department is free of incidents of verbal abuse	Not Catholic	Not Asked	46%	55%	Not Asked		
	Catholic	Not Asked	62%	48%	Not Asked	16%	-8%
	Missing, Decline to State	Not Asked	32%	38%	Not Asked		
	Total	Not Asked	49%	50%	Not Asked		
In its faculty searches in the last five years, my department has made an honest effort to hire faculty of color	Not Catholic	Not Asked	64%	64%	Not Asked		
	Catholic	Not Asked	67%	60%	Not Asked	3%	-4%
	Missing, Decline to State	Not Asked	55%	38%	Not Asked		
	Total	Not Asked	64%	59%	Not Asked		
JOB SATISFACTION by CATHOLIC vs. NOT CATHOLIC Percent = "Satisfied" or "Very Satisfied"		Year			% Difference: Catholic vs. Not Catholic		
		2006	2008	2010	2006	2008	2010
Satisfied with aspects of the College: Academic Senate Leadership	Not Catholic	Not Asked	23%	45%	Not Asked		
	Catholic	Not Asked	42%	39%	Not Asked	19%	-6%
	Missing, Decline to State	Not Asked	38%	36%	Not Asked		
	Total	Not Asked	31%	41%	Not Asked		
Satisfied with aspects of the College: Campus administrative leadership	Not Catholic	Not Asked	26%	48%	Not Asked		
	Catholic	Not Asked	40%	35%	Not Asked	14%	-13%
	Missing, Decline to State	Not Asked	29%	45%	Not Asked		
	Total	Not Asked	30%	44%	Not Asked		
Satisfied with aspects of the College: Extent to which the campus administration willingly shares important information with you	Not Catholic	Not Asked	31%	40%	Not Asked		
	Catholic	Not Asked	40%	34%	Not Asked	9%	-6%
	Missing, Decline to State	Not Asked	25%	33%	Not Asked		
	Total	Not Asked	32%	37%	Not Asked		
Satisfied with aspects of your job: Opportunity for scholarly and creative pursuits	Not Catholic	Not Asked	61%	62%	Not Asked		
	Catholic	Not Asked	65%	71%	Not Asked	4%	8%
	Missing, Decline to State	Not Asked	38%	58%	Not Asked		
	Total	Not Asked	58%	63%	Not Asked		
Satisfied with aspects of your job: Teaching load	Not Catholic	Not Asked	55%	63%	Not Asked		
	Catholic	Not Asked	67%	69%	Not Asked	11%	6%
	Missing, Decline to State	Not Asked	48%	71%	Not Asked		
	Total	Not Asked	57%	66%	Not Asked		
Satisfied with aspects of your job: Class size	Not Catholic	Not Asked	80%	89%	Not Asked		
	Catholic	Not Asked	93%	95%	Not Asked	13%	6%
	Missing, Decline to State	Not Asked	72%	82%	Not Asked		
	Total	Not Asked	82%	89%	Not Asked		
Satisfied with aspects of your job: Quality of students	Not Catholic	Not Asked	41%	75%	Not Asked		
	Catholic	Not Asked	67%	73%	Not Asked	25%	-2%
	Missing, Decline to State	Not Asked	48%	68%	Not Asked		
	Total	Not Asked	50%	73%	Not Asked		



FACULTY CAMPUS CLIMATE SURVEYS: 2006-2008-2010

JOB SATISFACTION by CATHOLIC vs. NOT CATHOLIC Percent = "Satisfied" or "Very Satisfied"		Year			% Difference: Catholic vs. Not Catholic		
		2006	2008	2010	2006	2008	2010
Satisfied with aspects of your job: Office space	Not Catholic	Not Asked	57%	66%	Not Asked		
	Catholic	Not Asked	51%	72%	Not Asked	-6%	6%
	Missing, Decline to State	Not Asked	56%	74%	Not Asked		
	Total	Not Asked	55%	69%	Not Asked		
Satisfied with aspects of your job: Autonomy and independence	Not Catholic	Not Asked	86%	89%	Not Asked		
	Catholic	Not Asked	81%	82%	Not Asked	-4%	-7%
	Missing, Decline to State	Not Asked	64%	82%	Not Asked		
	Total	Not Asked	81%	86%	Not Asked		
Satisfied with aspects of your job: Professional relationships with other faculty	Not Catholic	Not Asked	68%	83%	Not Asked		
	Catholic	Not Asked	79%	58%	Not Asked	11%	-26%
	Missing, Decline to State	Not Asked	60%	82%	Not Asked		
	Total	Not Asked	70%	76%	Not Asked		
Satisfied with aspects of your job: Competency of faculty colleagues	Not Catholic	Not Asked	68%	84%	Not Asked		
	Catholic	Not Asked	77%	74%	Not Asked	9%	-9%
	Missing, Decline to State	Not Asked	64%	79%	Not Asked		
	Total	Not Asked	70%	80%	Not Asked		
Satisfied with aspects of your job: Overall job satisfaction	Not Catholic	Not Asked	78%	85%	Not Asked		
	Catholic	Not Asked	93%	78%	Not Asked	15%	-7%
	Missing, Decline to State	Not Asked	64%	72%	Not Asked		
	Total	Not Asked	80%	80%	Not Asked		
Satisfied with aspects of your job: Academic freedom	Not Catholic	Not Asked	80%	87%	Not Asked		
	Catholic	Not Asked	81%	85%	Not Asked	1%	-2%
	Missing, Decline to State	Not Asked	76%	71%	Not Asked		
	Total	Not Asked	80%	83%	Not Asked		
I have sufficient opportunities to meet with my chair	Not Catholic	Not Asked	76%	78%	Not Asked		
	Catholic	Not Asked	83%	73%	Not Asked	7%	-5%
	Missing, Decline to State	Not Asked	65%	47%	Not Asked		
	Total	Not Asked	76%	69%	Not Asked		
I receive adequate advice on tenure and promotion	Not Catholic	Not Asked	55%	57%	Not Asked		
	Catholic	Not Asked	60%	53%	Not Asked	5%	-4%
	Missing, Decline to State	Not Asked	43%	30%	Not Asked		
	Total	Not Asked	55%	49%	Not Asked		
My service to the college is rewarded by my department	Not Catholic	Not Asked	55%	49%	Not Asked		
	Catholic	Not Asked	53%	54%	Not Asked	-2%	5%
	Missing, Decline to State	Not Asked	35%	38%	Not Asked		
	Total	Not Asked	51%	48%	Not Asked		
The subject matter of my research and scholarly work is valued	Not Catholic	Not Asked	48%	61%	Not Asked		
	Catholic	Not Asked	48%	47%	Not Asked	0%	-14%
	Missing, Decline to State	Not Asked	39%	44%	Not Asked		
	Total	Not Asked	46%	54%	Not Asked		
The rank and tenure process is fair and equitable	Not Catholic	Not Asked	45%	50%	Not Asked		
	Catholic	Not Asked	45%	41%	Not Asked	0%	-9%
	Missing, Decline to State	Not Asked	22%	39%	Not Asked		
	Total	Not Asked	41%	45%	Not Asked		



FACULTY CAMPUS CLIMATE SURVEYS 2006-2008-2010

REPORT BY TENURE		Year (Count)			Year (Percent)		
		2006	2008	2010	2006	2008	2010
Number and Percent Responding	Yes	132	77	73	50%	47%	31%
	No	114	59	54	43%	36%	23%
	Decline to State	18	28	107	7%	17%	46%
	Total	264	164	234	100%	100%	100%
PERCEPTIONS OF CAMPUS CLIMATE by TENURE Percent = "A Great Deal of Emphasis"		Year			% Difference: Not Tenured vs. Tenured		
		2006	2008	2010	2006	2008	2010
How much emphasis does SMC place on: Increasing representation of people of color in the faculty	Yes	10%	23%	26%	4%	-6%	-11%
	No	13%	17%	15%			
	Missing, Decline to State	0%	18%	24%			
	Total	10%	20%	23%			
How much emphasis does SMC place on: Increasing representation of people of color in the staff	Yes	5%	6%	17%	3%	6%	-9%
	No	8%	12%	8%			
	Missing, Decline to State	0%	19%	23%			
	Total	6%	10%	18%			
How much emphasis does SMC place on: Increasing representation of people of color in the administration	Yes	3%	7%	13%	1%	-3%	-5%
	No	4%	3%	8%			
	Missing, Decline to State	0%	7%	17%			
	Total	3%	6%	13%			
How much emphasis does SMC place on: Developing a sense of community among students, staff, and faculty	Yes	36%	27%	53%	-4%	5%	-24%
	No	32%	32%	28%			
	Missing, Decline to State	13%	37%	52%			
	Total	33%	31%	47%			
How much emphasis does SMC place on: Promoting a campus climate where differences of opinion are aired openly and regularly	Yes	17%	12%	39%	6%	7%	-6%
	No	23%	19%	32%			
	Missing, Decline to State	0%	19%	42%			
	Total	19%	15%	38%			
How much emphasis does SMC place on: Helping students learn how to bring about positive social change in society	Yes	24%	46%	35%	6%	-5%	-11%
	No	30%	41%	25%			
	Missing, Decline to State	25%	56%	44%			
	Total	27%	46%	37%			
How much emphasis does SMC place on: Developing appreciation for a multicultural society on campus	Yes	Not Asked	30%	41%		-3%	-13%
	No	Not Asked	27%	28%			
	Missing, Decline to State	Not Asked	36%	48%			
	Total	Not Asked	30%	41%			
How much emphasis does SMC place on: Developing an inclusive community	Yes	3%	26%	8%	6%	-2%	3%
	No	10%	24%	11%			
	Missing, Decline to State	0%	36%	19%			
	Total	6%	27%	14%			
How much emphasis does SMC place on: Encouraging collaboration between offices	Yes	Not Asked	3%	54%		-3%	-11%
	No	Not Asked	0%	43%			
	Missing, Decline to State	Not Asked	12%	53%			
	Total	Not Asked	3%	51%			
DEGREE OF SENSITIVITY OR INSENSITIVITY ON CAMPUS by TENURE Percent = "Frequently" or "Occasionally"		Year			% Difference: Not Tenured vs. Tenured		
		2006	2008	2010	2006	2008	2010
How often have you seen or heard insensitive or disparaging comments directed towards Men	Yes	39%	35%	31%	-12%	-18%	-4%
	No	26%	17%	27%			
	Missing, Decline to State	25%	26%	23%			
	Total	33%	27%	26%			
How often have you seen or heard insensitive or disparaging comments directed towards: Women	Yes	60%	55%	49%	-14%	-13%	18%
	No	46%	42%	67%			
	Missing, Decline to State	63%	46%	49%			
	Total	54%	49%	54%			
How often have you seen or heard insensitive or disparaging comments directed towards: People of color	Yes	44%	43%	32%	-10%	-10%	17%
	No	34%	34%	48%			
	Missing, Decline to State	25%	33%	40%			
	Total	38%	38%	39%			



FACULTY CAMPUS CLIMATE SURVEYS 2006-2008-2010

DEGREE OF SENSITIVITY OR INSENSITIVITY ON CAMPUS by TENURE Percent = "Frequently" or "Occasionally"		Year			% Difference: Not Tenured vs. Tenured		
		2006	2008	2010	2006	2008	2010
How often have you seen or heard insensitive or disparaging comments directed towards: Gay, Lesbian, Bisexual, or Transgender	Yes	52%	51%	42%			
	No	42%	37%	56%	-11%	-14%	13%
	Missing, Decline to State	29%	42%	46%			
	Total	46%	45%	47%			
How often have you seen or heard insensitive or disparaging comments directed towards: Have a disability	Yes	19%	15%	11%			
	No	8%	8%	19%	-12%	-6%	8%
	Missing, Decline to State	0%	4%	20%			
	Total	13%	11%	17%			
How often have you seen or heard insensitive or disparaging comments directed towards: Religious	Yes	30%	34%	35%			
	No	32%	22%	31%	2%	-12%	-4%
	Missing, Decline to State	43%	33%	39%			
	Total	32%	30%	36%			
How often have you seen or heard insensitive or disparaging comments directed towards: Older	Yes	24%	22%	14%			
	No	21%	26%	22%	-3%	4%	9%
	Missing, Decline to State	14%	23%	20%			
	Total	22%	24%	19%			
How often have you been harassed, pressured, or discriminated against on campus because of your: Gender	Yes	33%	36%	33%			
	No	19%	22%	38%	-14%	-14%	4%
	Missing, Decline to State	0%	30%	29%			
	Total	25%	30%	33%			
How often have you been harassed, pressured, or discriminated against on campus because of your: Political views	Yes	29%	20%	25%			
	No	11%	15%	27%	-18%	-4%	2%
	Missing, Decline to State	13%	22%	24%			
	Total	20%	18%	25%			
How often have you been harassed, pressured, or discriminated against on campus because of your: Ethnicity	Yes	15%	12%	18%			
	No	13%	17%	25%	-1%	5%	7%
	Missing, Decline to State	0%	13%	18%			
	Total	13%	14%	20%			
How often have you been harassed, pressured, or discriminated against on campus because of your: Sexual orientation	Yes	8%	5%	7%			
	No	0%	8%	6%	-8%	3%	-1%
	Missing, Decline to State	0%	4%	6%			
	Total	4%	6%	6%			
How often have you been harassed, pressured, or discriminated against on campus because of your: Disability	Yes	2%	7%	1%			
	No	2%	2%	4%	0%	-5%	2%
	Missing, Decline to State	13%	0%	4%			
	Total	2%	4%	3%			
How often have you been harassed, pressured, or discriminated against on campus because of your: Language or accent	Yes	7%	5%	7%			
	No	8%	8%	8%	1%	3%	1%
	Missing, Decline to State	0%	4%	4%			
	Total	7%	6%	6%			
How often have you been harassed, pressured, or discriminated against on campus because of your: Religion	Yes	20%	12%	15%			
	No	17%	7%	10%	-2%	-5%	-6%
	Missing, Decline to State	13%	17%	14%			
	Total	18%	11%	13%			
How often have you been harassed, pressured, or discriminated against on campus because of your: Age	Yes	15%	11%	8%			
	No	13%	17%	25%	-2%	6%	17%
	Missing, Decline to State	0%	22%	12%			
	Total	13%	15%	14%			



FACULTY CAMPUS CLIMATE SURVEYS 2006-2008-2010

CAMPUS DIVERSITY by TENURE Percent = "Agree" or "Strongly Agree"		Year			% Difference: Not Tenured vs. Tenured		
		2006	2008	2010	2006	2008	2010
I know how to officially report any racist sexist or otherwise offensive behaviors	Yes	77%	76%	84%			
	No	69%	73%	60%	-8%	-3%	-23%
	Missing, Decline to State	100%	70%	67%			
	Total	74%	74%	72%			
My opinions and inputs are valued at SMC	Yes	60%	52%	59%			
	No	55%	56%	37%	-5%	4%	-22%
	Missing, Decline to State	60%	50%	63%			
	Total	58%	53%	53%			
The college should use its resources to help underprepared students succeed	Yes	Not Asked	75%	83%			
	No	Not Asked	82%	77%		8%	-6%
	Missing, Decline to State	Not Asked	90%	72%			
	Total	Not Asked	79%	79%			
I fear for my physical safety on campus because of my ethnicity or gender	Yes	0%	3%	4%			
	No	0%	0%	13%	0%	-3%	9%
	Missing, Decline to State	0%	10%	14%			
	Total	0%	2%	10%			
It is important to me to have friends who are part of the same ethnic group as my own	Yes	3%	24%	18%			
	No	2%	23%	37%	-1%	-1%	18%
	Missing, Decline to State	0%	10%	35%			
	Total	3%	22%	28%			
I fear for my physical safety on campus because of my sexual orientation	Yes	6%	3%	3%			
	No	15%	3%	2%	8%	1%	-1%
	Missing, Decline to State	0%	0%	7%			
	Total	10%	3%	4%			
I feel uncomfortable disclosing my sexual orientation to my colleagues on campus	Yes	95%	11%	8%			
	No	85%	15%	15%	-10%	5%	7%
	Missing, Decline to State	100%	0%	7%			
	Total	91%	12%	10%			
A diverse student body enhances the educational experiences of all students	Yes	24%	94%	93%			
	No	27%	95%	87%	3%	1%	-6%
	Missing, Decline to State	0%	100%	71%			
	Total	24%	95%	86%			
I feel uncomfortable discussing racially sensitive topics on campus with members of other races and ethnicities	Yes	8%	34%	26%			
	No	17%	17%	30%	10%	-17%	4%
	Missing, Decline to State	25%	10%	36%			
	Total	12%	26%	30%			
In order to fit in at SMC I often feel I need to change some of my personal characteristics	Yes	12%	16%	19%			
	No	17%	25%	21%	5%	9%	2%
	Missing, Decline to State	0%	20%	12%			
	Total	13%	20%	18%			
I feel awkward in situations at SMC in which I am the only person of my ethnic group	Yes	53%	13%	17%			
	No	41%	21%	25%	-12%	8%	8%
	Missing, Decline to State	60%	0%	35%			
	Total	48%	16%	24%			
I value the work that is being done by the Intercultural Center	Yes	52%	50%	50%			
	No	48%	46%	67%	-4%	-4%	17%
	Missing, Decline to State	100%	50%	50%			
	Total	51%	49%	55%			
I feel comfortable talking about my religion on campus	Yes	Not Asked	48%	41%			
	No	Not Asked	46%	41%		-2%	0%
	Missing, Decline to State	Not Asked	30%	67%			
	Total	Not Asked	46%	47%			
I believe more consideration should be given to the needs and interests of disabled people on campus	Yes	Not Asked	47%	50%			
	No	Not Asked	35%	59%		-12%	9%
	Missing, Decline to State	Not Asked	40%	45%			
	Total	Not Asked	42%	52%			



FACULTY CAMPUS CLIMATE SURVEYS 2006-2008-2010

THE WORKING ENVIRONMENT by TENURE Percent = "Agree" or "Strongly Agree"		Year			% Difference: Not Tenured vs. Tenured		
		2006	2008	2010	2006	2008	2010
Faculty who are openly critical of my department's administration have no cause for fear of retribution	Yes	56%	55%	65%	-4%	-24%	-38%
	No	52%	31%	27%			
	Missing, Decline to State	60%	83%	17%			
	Total	55%	46%	45%			
Faculty who are openly critical of the College's administration have no cause for fear of retribution	Yes	Not Asked	36%	46%		-21%	-28%
	No	Not Asked	14%	18%			
	Missing, Decline to State	Not Asked	50%	16%			
	Total	Not Asked	28%	32%			
Student diversity is appreciated by the faculty on this campus	Yes	69%	62%	56%	1%	-10%	-7%
	No	71%	52%	49%			
	Missing, Decline to State	100%	67%	43%			
	Total	71%	58%	52%			
Faculty of color are adequately represented on important faculty committees	Yes	17%	9%	24%	4%	-2%	-16%
	No	21%	7%	8%			
	Missing, Decline to State	0%	0%	22%			
	Total	19%	8%	18%			
Female faculty receive the same level of support as male faculty	Yes	49%	52%	58%	13%	-19%	-41%
	No	62%	33%	18%			
	Missing, Decline to State	75%	33%	44%			
	Total	55%	43%	42%			
My department is supportive of the faculty's use of various teaching styles	Yes	84%	80%	82%	-11%	-9%	-29%
	No	73%	71%	53%			
	Missing, Decline to State	80%	100%	53%			
	Total	79%	77%	68%			
I believe I am asked to serve on more committees than other colleagues in my department	Yes	33%	42%	42%	11%	-29%	-27%
	No	43%	13%	15%			
	Missing, Decline to State	25%	17%	6%			
	Total	37%	30%	28%			
Senior faculty are supportive of junior faculty in my department	Yes	73%	71%	83%	-6%	-18%	-31%
	No	67%	53%	52%			
	Missing, Decline to State	80%	60%	24%			
	Total	70%	63%	64%			
I would recommend SMC as a good place to work	Yes	71%	71%	62%	-7%	-10%	1%
	No	64%	61%	63%			
	Missing, Decline to State	60%	57%	61%			
	Total	68%	66%	62%			
Faculty morale is good on this campus	Yes	25%	25%	21%	0%	7%	4%
	No	25%	32%	24%			
	Missing, Decline to State	60%	50%	65%			
	Total	27%	29%	28%			
My colleagues are committed to the curtailment of sexual harassment	Yes	73%	70%	73%	3%	-9%	-27%
	No	76%	60%	46%			
	Missing, Decline to State	80%	60%	44%			
	Total	75%	65%	60%			
Subtle discrimination is tolerated on this campus	Yes	53%	57%	54%	6%	-7%	14%
	No	59%	49%	67%			
	Missing, Decline to State	60%	33%	35%			
	Total	56%	53%	56%			
I am treated with respect by my colleagues	Yes	75%	74%	74%	-11%	-5%	-8%
	No	64%	69%	67%			
	Missing, Decline to State	100%	50%	71%			
	Total	71%	71%	71%			



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THE WORKING ENVIRONMENT by TENURE Percent = "Agree" or "Strongly Agree"		Year			% Difference: Not Tenured vs. Tenured		
		2006	2008	2010	2006	2008	2010
There is too much emphasis placed on incorporating racial/ethnic issues or other non-western ideas into GE courses	Yes	16%	15%	18%	-1%	-8%	-2%
	No	14%	7%	16%			
	Missing, Decline to State	0%	33%	22%			
	Total	14%	12%	18%			
My department encourages its faculty to incorporate multiple ethnic and gender specific materials into their curriculum	Yes	61%	58%	49%	-16%	-2%	6%
	No	45%	56%	55%			
	Missing, Decline to State	100%	33%	38%			
	Total	56%	56%	50%			
The process by which complaints and grievances against faculty are resolved is fair and equitable	Yes	59%	21%	37%	-15%	0%	-12%
	No	44%	21%	24%			
	Missing, Decline to State	50%	20%	19%			
	Total	54%	21%	30%			
Administrators actively support shared governance	Yes	Not Asked	25%	35%		-6%	-23%
	No	Not Asked	18%	12%			
	Missing, Decline to State	Not Asked	33%	29%			
	Total	Not Asked	22%	26%			
I feel supported by my dean	Yes	67%	62%	68%	-2%	-14%	-26%
	No	65%	48%	43%			
	Missing, Decline to State	60%	83%	44%			
	Total	66%	57%	57%			
My department is free of incidents of verbal abuse	Yes	48%	45%	54%	7%	7%	-3%
	No	55%	52%	51%			
	Missing, Decline to State	80%	67%	35%			
	Total	53%	49%	50%			
In its faculty searches in the last five years, my department has made an honest effort to hire faculty of color	Yes	64%	72%	77%	7%	-21%	-36%
	No	72%	51%	42%			
	Missing, Decline to State	80%	80%	25%			
	Total	68%	64%	59%			
JOB SATISFACTION by TENURE Percent = "Satisfied" or "Very Satisfied"		Year			% Difference: Not Tenured vs. Tenured		
		2006	2008	2010	2006	2008	2010
Satisfied with aspects of the College: Academic Senate Leadership	Yes	Not Asked	34%	53%		-9%	-15%
	No	Not Asked	25%	38%			
	Missing, Decline to State	Not Asked	44%	27%			
	Total	Not Asked	31%	41%			
Satisfied with aspects of the College: Campus administrative leadership	Yes	Not Asked	28%	47%	1%		-5%
	No	Not Asked	29%	42%			
	Missing, Decline to State	Not Asked	60%	43%			
	Total	Not Asked	30%	44%			
Satisfied with aspects of the College: Extent to which the campus administration willingly shares important information with you	Yes	Not Asked	30%	42%	4%		-10%
	No	Not Asked	34%	32%			
	Missing, Decline to State	Not Asked	40%	33%			
	Total	Not Asked	32%	37%			
Satisfied with aspects of your job: Opportunity for scholarly and creative pursuits	Yes	Not Asked	63%	63%	-9%		-5%
	No	Not Asked	54%	58%			
	Missing, Decline to State	Not Asked	44%	71%			
	Total	Not Asked	58%	63%			
Satisfied with aspects of your job: Teaching load	Yes	Not Asked	58%	69%	-2%		-16%
	No	Not Asked	56%	53%			
	Missing, Decline to State	Not Asked	63%	81%			
	Total	Not Asked	57%	66%			
Satisfied with aspects of your job: Class size	Yes	Not Asked	80%	87%	6%		2%
	No	Not Asked	86%	89%			
	Missing, Decline to State	Not Asked	75%	94%			
	Total	Not Asked	82%	89%			
Satisfied with aspects of your job: Quality of students	Yes	Not Asked	43%	70%	13%		6%
	No	Not Asked	57%	76%			
	Missing, Decline to State	Not Asked	63%	74%			
	Total	Not Asked	50%	73%			



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JOB SATISFACTION by TENURE Percent = "Satisfied" or "Very Satisfied"		Year			% Difference: Not Tenured vs. Tenured		
		2006	2008	2010	2006	2008	2010
Satisfied with aspects of your job: Office space	Yes	Not Asked	57%	69%			
	No	Not Asked	51%	64%		-6%	-5%
	Missing, Decline to State	Not Asked	70%	77%			
	Total	Not Asked	55%	69%			
Satisfied with aspects of your job: Autonomy and independence	Yes	Not Asked	78%	88%			
	No	Not Asked	83%	78%		5%	-11%
	Missing, Decline to State	Not Asked	90%	93%			
	Total	Not Asked	81%	86%			
Satisfied with aspects of your job: Professional relationships with other faculty	Yes	Not Asked	64%	75%			
	No	Not Asked	78%	72%		13%	-4%
	Missing, Decline to State	Not Asked	67%	83%			
	Total	Not Asked	70%	76%			
Satisfied with aspects of your job: Competency of faculty colleagues	Yes	Not Asked	72%	83%			
	No	Not Asked	66%	77%		-6%	-6%
	Missing, Decline to State	Not Asked	75%	80%			
	Total	Not Asked	70%	80%			
Satisfied with aspects of your job: Overall job satisfaction	Yes	Not Asked	75%	83%			
	No	Not Asked	86%	73%		11%	-9%
	Missing, Decline to State	Not Asked	80%	83%			
	Total	Not Asked	80%	80%			
Satisfied with aspects of your job: Academic freedom	Yes	Not Asked	84%	88%			
	No	Not Asked	76%	79%		-8%	-9%
	Missing, Decline to State	Not Asked	67%	79%			
	Total	Not Asked	80%	83%			
I have sufficient opportunities to meet with my chair	Yes	Not Asked	85%	88%			
	No	Not Asked	63%	51%		-22%	-37%
	Missing, Decline to State	Not Asked	75%	48%			
	Total	Not Asked	76%	69%			
I receive adequate advice on tenure and promotion	Yes	Not Asked	67%	72%			
	No	Not Asked	35%	24%		-32%	-48%
	Missing, Decline to State	Not Asked	63%	33%			
	Total	Not Asked	55%	49%			
My service to the college is rewarded by my department	Yes	Not Asked	55%	62%			
	No	Not Asked	45%	34%		-10%	-28%
	Missing, Decline to State	Not Asked	44%	35%			
	Total	Not Asked	51%	48%			
The subject matter of my research and scholarly work is valued	Yes	Not Asked	55%	72%			
	No	Not Asked	33%	30%		-21%	-43%
	Missing, Decline to State	Not Asked	50%	47%			
	Total	Not Asked	46%	54%			
The rank and tenure process is fair and equitable	Yes	Not Asked	49%	63%			
	No	Not Asked	29%	17%		-21%	-47%
	Missing, Decline to State	Not Asked	38%	41%			
	Total	Not Asked	41%	45%			



FACULTY CAMPUS CLIMATE SURVEYS 2006-2008-2010

REPORT BY SCHOOL AFFILIATION		Year (Count)			Year (Percent)			
		2006	2008	2010	2006	2008	2010	
Number and Percent Responding	School of Liberal Arts	63	77	74	24%	47%	32%	
	School of Econ/Business	9	11	13	3%	7%	6%	
	School of Science	30	24	20	11%	15%	9%	
	School of Education	21	20	16	8%	12%	7%	
	Missing, Decline to State	141	32	111	53%	20%	47%	
	Total	264	164	234	100%	100%	100%	
PERCEPTIONS OF CAMPUS CLIMATE by SCHOOL		Year			% Difference: Missing vs. Reported School			
Percent = "A Great Deal of Emphasis"		2006	2008	2010	Group	2006	2008	2010
How much emphasis does SMC place on: Increasing representation of people of color in the faculty	School of Liberal Arts	10%	25%	23%	Report School	11%	20%	23%
	School of Econ/Business	11%	27%	8%				
	School of Science	11%	8%	26%				
	School of Education	14%	10%	31%				
	Missing, Decline to State	10%	22%	22%				
	Total	10%	20%	23%				
How much emphasis does SMC place on: Increasing representation of people of color in the staff	School of Liberal Arts	2%	9%	16%	Report School	6%	9%	15%
	School of Econ/Business	0%	9%	8%				
	School of Science	11%	8%	11%				
	School of Education	14%	10%	19%				
	Missing, Decline to State	5%	17%	21%				
	Total	6%	10%	18%				
How much emphasis does SMC place on: Increasing representation of people of color in the administration	School of Liberal Arts	0%	7%	14%	Report School	3%	5%	11%
	School of Econ/Business	0%	0%	0%				
	School of Science	11%	4%	0%				
	School of Education	5%	0%	19%				
	Missing, Decline to State	3%	10%	16%				
	Total	3%	6%	13%				
How much emphasis does SMC place on: Developing a sense of community among students, staff, and faculty	School of Liberal Arts	34%	30%	40%	Report School	34%	27%	45%
	School of Econ/Business	56%	27%	85%				
	School of Science	30%	25%	47%				
	School of Education	30%	20%	31%				
	Missing, Decline to State	32%	45%	50%				
	Total	33%	31%	47%				
How much emphasis does SMC place on: Promoting a campus climate where differences of opinion are aired openly and regularly	School of Liberal Arts	23%	17%	35%	Report School	20%	13%	38%
	School of Econ/Business	33%	9%	62%				
	School of Science	14%	8%	37%				
	School of Education	14%	5%	31%				
	Missing, Decline to State	18%	27%	39%				
	Total	19%	15%	38%				
How much emphasis does SMC place on: Helping students learn how to bring about positive social change in society	School of Liberal Arts	24%	46%	28%	Report School	27%	44%	33%
	School of Econ/Business	44%	36%	54%				
	School of Science	32%	38%	47%				
	School of Education	19%	50%	25%				
	Missing, Decline to State	27%	52%	40%				
	Total	27%	46%	37%				
How much emphasis does SMC place on: Developing appreciation for a multicultural society on campus	School of Liberal Arts	Not Asked	25%	31%	Report School	Not Asked	27%	35%
	School of Econ/Business	Not Asked	27%	62%				
	School of Science	Not Asked	21%	42%				
	School of Education	Not Asked	40%	25%				
	Missing, Decline to State	Not Asked	45%	48%				
	Total	Not Asked	30%	41%				
How much emphasis does SMC place on: Developing an inclusive community	School of Liberal Arts	7%	25%	13%	Report School	6%	23%	10%
	School of Econ/Business	11%	18%	8%				
	School of Science	4%	17%	5%				
	School of Education	5%	25%	6%				
	Missing, Decline to State	5%	45%	19%				
	Total	6%	27%	14%				
How much emphasis does SMC place on: Encouraging collaboration between offices	School of Liberal Arts	Not Asked	3%	42%	Report School	Not Asked	2%	50%
	School of Econ/Business	Not Asked	0%	69%				
	School of Science	Not Asked	0%	47%				
	School of Education	Not Asked	0%	69%				
	Missing, Decline to State	Not Asked	10%	53%				
	Total	Not Asked	3%	51%				



FACULTY CAMPUS CLIMATE SURVEYS 2006-2008-2010

DEGREE OF SENSITIVITY OR INSENSITIVITY ON CAMPUS by SCHOOL Percent = "Frequently" or "Occasionally"		Year			% Difference: Missing vs. Reported School			
		2006	2008	2010	Group	2006	2008	2010
How often have you seen or heard insensitive or disparaging comments directed towards Men	School of Liberal Arts	24%	27%	31%	Report School Missing Difference:	33%	27%	28%
	School of Econ/Business	25%	40%	15%				
	School of Science	36%	33%	42%				
	School of Education	57%	11%	13%				
	Missing, Decline to State	32%	26%	24%				
	Total	33%	27%	26%				
How often have you seen or heard insensitive or disparaging comments directed towards: Women	School of Liberal Arts	53%	55%	67%	Report School Missing Difference:	54%	51%	56%
	School of Econ/Business	63%	55%	23%				
	School of Science	57%	50%	53%				
	School of Education	48%	37%	38%				
	Missing, Decline to State	55%	39%	50%				
	Total	54%	49%	54%				
How often have you seen or heard insensitive or disparaging comments directed towards: People of color	School of Liberal Arts	41%	44%	45%	Report School Missing Difference:	39%	40%	39%
	School of Econ/Business	25%	9%	23%				
	School of Science	32%	42%	32%				
	School of Education	48%	42%	31%				
	Missing, Decline to State	37%	29%	40%				
	Total	38%	38%	39%				
How often have you seen or heard insensitive or disparaging comments directed towards: Gay, Lesbian, Bisexual, or Transgender	School of Liberal Arts	53%	55%	56%	Report School Missing Difference:	48%	46%	50%
	School of Econ/Business	11%	18%	23%				
	School of Science	54%	50%	47%				
	School of Education	38%	26%	44%				
	Missing, Decline to State	45%	36%	45%				
	Total	46%	45%	47%				
How often have you seen or heard insensitive or disparaging comments directed towards: Have a disability	School of Liberal Arts	10%	12%	12%	Report School Missing Difference:	14%	12%	16%
	School of Econ/Business	0%	9%	23%				
	School of Science	18%	13%	16%				
	School of Education	24%	17%	25%				
	Missing, Decline to State	12%	4%	18%				
	Total	13%	11%	17%				
How often have you seen or heard insensitive or disparaging comments directed towards: Religious	School of Liberal Arts	33%	34%	39%	Report School Missing Difference:	31%	30%	33%
	School of Econ/Business	22%	27%	23%				
	School of Science	36%	29%	26%				
	School of Education	24%	21%	19%				
	Missing, Decline to State	32%	25%	39%				
	Total	32%	30%	36%				
How often have you seen or heard insensitive or disparaging comments directed towards: Older	School of Liberal Arts	24%	23%	17%	Report School Missing Difference:	22%	24%	16%
	School of Econ/Business	11%	45%	23%				
	School of Science	21%	21%	16%				
	School of Education	24%	17%	7%				
	Missing, Decline to State	22%	23%	22%				
	Total	22%	24%	19%				
How often have you been harassed, pressured, or discriminated against on campus because of your: Gender	School of Liberal Arts	26%	30%	41%	Report School Missing Difference:	26%	31%	33%
	School of Econ/Business	33%	45%	23%				
	School of Science	15%	25%	26%				
	School of Education	40%	35%	13%				
	Missing, Decline to State	23%	26%	32%				
	Total	25%	30%	33%				
How often have you been harassed, pressured, or discriminated against on campus because of your: Political views	School of Liberal Arts	22%	18%	34%	Report School Missing Difference:	21%	19%	26%
	School of Econ/Business	22%	27%	23%				
	School of Science	21%	21%	21%				
	School of Education	15%	15%	0%				
	Missing, Decline to State	20%	15%	24%				
	Total	20%	18%	25%				



FACULTY CAMPUS CLIMATE SURVEYS 2006-2008-2010

DEGREE OF SENSITIVITY OR INSENSITIVITY ON CAMPUS by SCHOOL Percent = "Frequently" or "Occasionally"		Year			% Difference: Missing vs. Reported School			
		2006	2008	2010	Group	2006	2008	2010
How often have you been harassed, pressured, or discriminated against on campus because of your: Ethnicity	School of Liberal Arts	19%	18%	27%	Report School Missing Difference:	14%	14%	20%
	School of Econ/Business	0%	0%	8%				
	School of Science	14%	4%	11%				
	School of Education	5%	20%	6%				
	Missing, Decline to State	12%	11%	20%				
	Total	13%	14%	20%				
How often have you been harassed, pressured, or discriminated against on campus because of your: Sexual orientation	School of Liberal Arts	2%	4%	11%	Report School Missing Difference:	4%	6%	7%
	School of Econ/Business	0%	0%	0%				
	School of Science	7%	8%	0%				
	School of Education	10%	15%	0%				
	Missing, Decline to State	4%	7%	6%				
	Total	4%	6%	6%				
How often have you been harassed, pressured, or discriminated against on campus because of your: Disability	School of Liberal Arts	2%	4%	3%	Report School Missing Difference:	2%	5%	2%
	School of Econ/Business	0%	0%	8%				
	School of Science	0%	8%	0%				
	School of Education	5%	5%	0%				
	Missing, Decline to State	3%	0%	4%				
	Total	2%	4%	3%				
How often have you been harassed, pressured, or discriminated against on campus because of your: Language or accent	School of Liberal Arts	9%	8%	4%	Report School Missing Difference:	7%	7%	7%
	School of Econ/Business	0%	0%	8%				
	School of Science	0%	8%	16%				
	School of Education	15%	5%	6%				
	Missing, Decline to State	6%	4%	5%				
	Total	7%	6%	6%				
How often have you been harassed, pressured, or discriminated against on campus because of your: Religion	School of Liberal Arts	18%	13%	18%	Report School Missing Difference:	18%	11%	13%
	School of Econ/Business	33%	9%	8%				
	School of Science	15%	0%	5%				
	School of Education	20%	15%	6%				
	Missing, Decline to State	18%	11%	14%				
	Total	18%	11%	13%				
How often have you been harassed, pressured, or discriminated against on campus because of your: Age	School of Liberal Arts	16%	16%	18%	Report School Missing Difference:	14%	13%	14%
	School of Econ/Business	11%	0%	0%				
	School of Science	15%	8%	16%				
	School of Education	10%	15%	6%				
	Missing, Decline to State	12%	22%	14%				
	Total	13%	15%	14%				
CAMPUS DIVERSITY by SCHOOL Percent = "Agree" or "Strongly Agree"		Year			% Difference: Missing vs. Reported School			
		2006	2008	2010	Group	2006	2008	2010
I know how to officially report any racist sexist or otherwise offensive behaviors	School of Liberal Arts	77%	74%	73%	Report School Missing Difference:	73%	75%	77%
	School of Econ/Business	63%	82%	100%				
	School of Science	66%	75%	74%				
	School of Education	80%	79%	81%				
	Missing, Decline to State	75%	64%	59%				
	Total	74%	74%	72%				
My opinions and inputs are valued at SMC	School of Liberal Arts	61%	57%	48%	Report School Missing Difference:	58%	51%	53%
	School of Econ/Business	63%	45%	54%				
	School of Science	50%	33%	63%				
	School of Education	57%	50%	60%				
	Missing, Decline to State	58%	79%	55%				
	Total	58%	53%	53%				
The college should use its resources to help underprepared students succeed	School of Liberal Arts	Not Asked	82%	88%	Report School Missing Difference:	Not Asked	77%	81%
	School of Econ/Business	Not Asked	56%	54%				
	School of Science	Not Asked	71%	63%				
	School of Education	Not Asked	79%	94%				
	Missing, Decline to State	Not Asked	93%	72%				
	Total	Not Asked	79%	79%				
I fear for my physical safety on campus because of my ethnicity or gender	School of Liberal Arts	0%	1%	10%	Report School Missing Difference:	0%	2%	8%
	School of Econ/Business	0%	9%	8%				
	School of Science	0%	0%	5%				
	School of Education	0%	5%	6%				
	Missing, Decline to State	0%	0%	13%				
	Total	0%	2%	10%				



FACULTY CAMPUS CLIMATE SURVEYS 2006-2008-2010

CAMPUS DIVERSITY by SCHOOL Percent = "Agree" or "Strongly Agree"		Year			% Difference: Missing vs. Reported School			
		2006	2008	2010	Group	2006	2008	2010
It is important to me to have friends who are part of the same ethnic group as my own	School of Liberal Arts	0%	31%	29%	Report School Missing Difference:	3% 3% 0%	24% 7% -17%	26% 35% 9%
	School of Econ/Business	0%	9%	15%				
	School of Science	7%	21%	21%				
	School of Education	5%	11%	27%				
	Missing, Decline to State	3%	7%	35%				
	Total	3%	22%	28%				
I fear for my physical safety on campus because of my sexual orientation	School of Liberal Arts	12%	3%	3%	Report School Missing Difference:	10% 10% 0%	3% 0% -3%	3% 4% 1%
	School of Econ/Business	0%	0%	15%				
	School of Science	11%	0%	0%				
	School of Education	6%	11%	0%				
	Missing, Decline to State	10%	0%	4%				
	Total	10%	3%	4%				
I feel uncomfortable disclosing my sexual orientation to my colleagues on campus	School of Liberal Arts	97%	10%	7%	Report School Missing Difference:	91% 91% 1%	13% 0% -13%	12% 4% -8%
	School of Econ/Business	75%	0%	15%				
	School of Science	90%	13%	16%				
	School of Education	81%	32%	31%				
	Missing, Decline to State	91%	0%	4%				
	Total	91%	12%	10%				
A diverse student body enhances the educational experiences of all students	School of Liberal Arts	20%	92%	91%	Report School Missing Difference:	26% 23% -2%	94% 100% 6%	92% 70% -22%
	School of Econ/Business	43%	100%	85%				
	School of Science	28%	92%	100%				
	School of Education	33%	100%	94%				
	Missing, Decline to State	23%	100%	70%				
	Total	24%	95%	86%				
I feel uncomfortable discussing racially sensitive topics on campus with members of other races and ethnicities	School of Liberal Arts	7%	19%	18%	Report School Missing Difference:	12% 13% 1%	28% 0% -28%	27% 37% 10%
	School of Econ/Business	13%	36%	15%				
	School of Science	17%	42%	58%				
	School of Education	19%	42%	44%				
	Missing, Decline to State	13%	0%	37%				
	Total	12%	26%	30%				
In order to fit in at SMC I often feel I need to change some of my personal characteristics	School of Liberal Arts	16%	17%	19%	Report School Missing Difference:	14% 13% -1%	22% 7% -14%	17% 20% 2%
	School of Econ/Business	0%	27%	0%				
	School of Science	24%	21%	21%				
	School of Education	0%	37%	19%				
	Missing, Decline to State	13%	7%	20%				
	Total	13%	20%	18%				
I feel awkward in situations at SMC in which I am the only person of my ethnic group	School of Liberal Arts	53%	17%	17%	Report School Missing Difference:	47% 48% 1%	17% 0% -17%	18% 40% 22%
	School of Econ/Business	14%	9%	15%				
	School of Science	57%	27%	16%				
	School of Education	29%	11%	27%				
	Missing, Decline to State	48%	0%	40%				
	Total	48%	16%	24%				
I value the work that is being done by the Intercultural Center	School of Liberal Arts	55%	54%	63%	Report School Missing Difference:	50% 52% 2%	49% 42% -7%	57% 52% -4%
	School of Econ/Business	29%	45%	38%				
	School of Science	46%	39%	32%				
	School of Education	50%	44%	73%				
	Missing, Decline to State	52%	42%	52%				
	Total	51%	49%	55%				
I feel comfortable talking about my religion on campus	School of Liberal Arts	Not Asked	43%	43%	Report School Missing Difference:		46% 43% -3%	43% 60% 18%
	School of Econ/Business	Not Asked	36%	38%				
	School of Science	Not Asked	63%	47%				
	School of Education	Not Asked	42%	38%				
	Missing, Decline to State	Not Asked	43%	60%				
	Total	Not Asked	46%	47%				
I believe more consideration should be given to the needs and interests of disabled people on campus	School of Liberal Arts	Not Asked	43%	57%	Report School Missing Difference:		43% 29% -14%	53% 47% -7%
	School of Econ/Business	Not Asked	55%	8%				
	School of Science	Not Asked	39%	53%				
	School of Education	Not Asked	39%	75%				
	Missing, Decline to State	Not Asked	29%	47%				
	Total	Not Asked	42%	52%				



FACULTY CAMPUS CLIMATE SURVEYS 2006-2008-2010

THE WORKING ENVIRONMENT by SCHOOL Percent = "Agree" or "Strongly Agree"		Year			% Difference: Missing vs. Reported School			
		2006	2008	2010	Group	2006	2008	2010
Faculty who are openly critical of my department's administration have no cause for fear of retribution	School of Liberal Arts	64%	46%	51%	Report School Missing Difference:	55%	45%	52%
	School of Econ/Business	71%	45%	58%				
	School of Science	50%	63%	58%				
	School of Education	30%	21%	43%				
	Missing, Decline to State	55%	60%	13%				
	Total	55%	46%	45%				
Faculty who are openly critical of the College's administration have no cause for fear of retribution	School of Liberal Arts	Not Asked	29%	38%	Report School Missing Difference:		28%	36%
	School of Econ/Business	Not Asked	27%	33%				
	School of Science	Not Asked	30%	37%				
	School of Education	Not Asked	22%	23%				
	Missing, Decline to State	Not Asked	20%	12%				
	Total	Not Asked	28%	32%				
Student diversity is appreciated by the faculty on this campus	School of Liberal Arts	78%	50%	48%	Report School Missing Difference:	70%	56%	54%
	School of Econ/Business	88%	64%	62%				
	School of Science	71%	65%	63%				
	School of Education	37%	63%	64%				
	Missing, Decline to State	72%	82%	42%				
	Total	71%	58%	52%				
Faculty of color are adequately represented on important faculty committees	School of Liberal Arts	15%	8%	18%	Report School Missing Difference:	20%	7%	18%
	School of Econ/Business	67%	9%	25%				
	School of Science	13%	4%	21%				
	School of Education	25%	5%	8%				
	Missing, Decline to State	18%	22%	17%				
	Total	19%	8%	18%				
Female faculty receive the same level of support as male faculty	School of Liberal Arts	60%	42%	36%	Report School Missing Difference:	55%	43%	44%
	School of Econ/Business	83%	36%	75%				
	School of Science	50%	57%	63%				
	School of Education	33%	32%	31%				
	Missing, Decline to State	56%	56%	33%				
	Total	55%	43%	42%				
My department is supportive of the faculty's use of various teaching styles	School of Liberal Arts	79%	76%	71%	Report School Missing Difference:	79%	75%	73%
	School of Econ/Business	75%	82%	83%				
	School of Science	83%	79%	74%				
	School of Education	76%	63%	71%				
	Missing, Decline to State	79%	100%	43%				
	Total	79%	77%	68%				
I believe I am asked to serve on more committees than other colleagues in my department	School of Liberal Arts	42%	28%	22%	Report School Missing Difference:	38%	32%	32%
	School of Econ/Business	25%	36%	33%				
	School of Science	27%	39%	53%				
	School of Education	44%	33%	50%				
	Missing, Decline to State	37%	0%	9%				
	Total	37%	30%	28%				
Senior faculty are supportive of junior faculty in my department	School of Liberal Arts	76%	65%	69%	Report School Missing Difference:	70%	62%	71%
	School of Econ/Business	75%	45%	80%				
	School of Science	60%	71%	79%				
	School of Education	65%	47%	64%				
	Missing, Decline to State	71%	80%	32%				
	Total	70%	63%	64%				
I would recommend SMC as a good place to work	School of Liberal Arts	75%	64%	61%	Report School Missing Difference:	68%	65%	64%
	School of Econ/Business	75%	64%	91%				
	School of Science	57%	67%	58%				
	School of Education	60%	63%	64%				
	Missing, Decline to State	67%	82%	54%				
	Total	68%	66%	62%				
Faculty morale is good on this campus	School of Liberal Arts	28%	28%	21%	Report School Missing Difference:	26%	27%	24%
	School of Econ/Business	43%	50%	46%				
	School of Science	18%	13%	16%				
	School of Education	24%	26%	29%				
	Missing, Decline to State	28%	60%	50%				
	Total	27%	29%	28%				



FACULTY CAMPUS CLIMATE SURVEYS 2006-2008-2010

THE WORKING ENVIRONMENT by SCHOOL Percent = "Agree" or "Strongly Agree"		Year			% Difference: Missing vs. Reported School			
		2006	2008	2010	Group	2006	2008	2010
My colleagues are committed to the curtailment of sexual harassment	School of Liberal Arts	75%	61%	54%	Report School	75%	64%	63%
	School of Econ/Business	75%	82%	82%				
	School of Science	72%	65%	74%				
	School of Education	76%	63%	79%				
	Missing, Decline to State	75%	82%	45%				
	Total	75%	65%	60%				
Subtle discrimination is tolerated on this campus	School of Liberal Arts	54%	57%	72%	Report School	55%	54%	59%
	School of Econ/Business	17%	64%	33%				
	School of Science	54%	42%	21%				
	School of Education	78%	53%	69%				
	Missing, Decline to State	56%	30%	41%				
	Total	56%	53%	56%				
I am treated with respect by my colleagues	School of Liberal Arts	74%	72%	65%	Report School	70%	71%	73%
	School of Econ/Business	88%	73%	92%				
	School of Science	63%	70%	84%				
	School of Education	60%	68%	77%				
	Missing, Decline to State	72%	70%	64%				
	Total	71%	71%	71%				
There is too much emphasis placed on incorporating racial/ethnic issues or other non-western ideas into GE courses	School of Liberal Arts	15%	12%	18%	Report School	15%	12%	16%
	School of Econ/Business	25%	18%	17%				
	School of Science	15%	17%	16%				
	School of Education	13%	5%	7%				
	Missing, Decline to State	14%	11%	25%				
	Total	14%	12%	18%				
My department encourages its faculty to incorporate multiple ethnic and gender specific materials into their curriculum	School of Liberal Arts	68%	66%	61%	Report School	54%	56%	52%
	School of Econ/Business	14%	36%	33%				
	School of Science	36%	25%	21%				
	School of Education	52%	63%	64%				
	Missing, Decline to State	57%	67%	41%				
	Total	56%	56%	50%				
The process by which complaints and grievances against faculty are resolved is fair and equitable	School of Liberal Arts	64%	19%	28%	Report School	55%	20%	32%
	School of Econ/Business	40%	18%	25%				
	School of Science	48%	22%	26%				
	School of Education	43%	21%	62%				
	Missing, Decline to State	54%	44%	24%				
	Total	54%	21%	30%				
Administrators actively support shared governance	School of Liberal Arts	Not Asked	25%	25%	Report School		20%	26%
	School of Econ/Business	Not Asked	18%	33%				
	School of Science	Not Asked	9%	21%				
	School of Education	Not Asked	18%	29%				
	Missing, Decline to State	Not Asked	50%	27%				
	Total	Not Asked	22%	26%				
I feel supported by my dean	School of Liberal Arts	67%	52%	58%	Report School	66%	57%	59%
	School of Econ/Business	88%	70%	42%				
	School of Science	67%	75%	74%				
	School of Education	55%	44%	57%				
	Missing, Decline to State	66%	67%	45%				
	Total	66%	57%	57%				
My department is free of incidents of verbal abuse	School of Liberal Arts	54%	47%	53%	Report School	51%	46%	51%
	School of Econ/Business	50%	55%	50%				
	School of Science	57%	58%	63%				
	School of Education	35%	26%	31%				
	Missing, Decline to State	54%	78%	43%				
	Total	53%	49%	50%				
In its faculty searches in the last five years, my department has made an honest effort to hire faculty of color	School of Liberal Arts	73%	68%	64%	Report School	68%	64%	63%
	School of Econ/Business	83%	64%	50%				
	School of Science	58%	74%	74%				
	School of Education	61%	37%	54%				
	Missing, Decline to State	69%	60%	36%				
	Total	68%	64%	59%				



FACULTY CAMPUS CLIMATE SURVEYS 2006-2008-2010

JOB SATISFACTION by SCHOOL Percent = "Satisfied" or "Very Satisfied"		Year			% Difference: Missing vs. Reported School			
		2006	2008	2010	Group	2006	2008	2010
Satisfied with aspects of the College: Academic Senate Leadership	School of Liberal Arts	Not Asked	36%	39%	Report School Missing Difference:	31%	33%	48%
	School of Econ/Business	Not Asked	9%	58%				
	School of Science	Not Asked	17%	58%				
	School of Education	Not Asked	44%	69%				
	Missing, Decline to State	Not Asked	33%	27%				
	Total	Not Asked	31%	41%				
Satisfied with aspects of the College: Campus administrative leadership	School of Liberal Arts	Not Asked	29%	39%	Report School Missing Difference:	29%	50%	46%
	School of Econ/Business	Not Asked	36%	77%				
	School of Science	Not Asked	22%	47%				
	School of Education	Not Asked	33%	50%				
	Missing, Decline to State	Not Asked	50%	40%				
	Total	Not Asked	30%	44%				
Satisfied with aspects of the College: Extent to which the campus administration willingly shares important information with you	School of Liberal Arts	Not Asked	34%	31%	Report School Missing Difference:	30%	54%	39%
	School of Econ/Business	Not Asked	27%	54%				
	School of Science	Not Asked	13%	47%				
	School of Education	Not Asked	39%	50%				
	Missing, Decline to State	Not Asked	54%	33%				
	Total	Not Asked	32%	37%				
Satisfied with aspects of your job: Opportunity for scholarly and creative pursuits	School of Liberal Arts	Not Asked	57%	58%	Report School Missing Difference:	56%	77%	64%
	School of Econ/Business	Not Asked	55%	82%				
	School of Science	Not Asked	58%	67%				
	School of Education	Not Asked	53%	71%				
	Missing, Decline to State	Not Asked	77%	63%				
	Total	Not Asked	58%	63%				
Satisfied with aspects of your job: Teaching load	School of Liberal Arts	Not Asked	56%	68%	Report School Missing Difference:	57%	58%	63%
	School of Econ/Business	Not Asked	64%	73%				
	School of Science	Not Asked	58%	41%				
	School of Education	Not Asked	58%	64%				
	Missing, Decline to State	Not Asked	58%	75%				
	Total	Not Asked	57%	66%				
Satisfied with aspects of your job: Class size	School of Liberal Arts	Not Asked	79%	90%	Report School Missing Difference:	82%	85%	90%
	School of Econ/Business	Not Asked	82%	100%				
	School of Science	Not Asked	92%	94%				
	School of Education	Not Asked	84%	79%				
	Missing, Decline to State	Not Asked	85%	87%				
	Total	Not Asked	82%	89%				
Satisfied with aspects of your job: Quality of students	School of Liberal Arts	Not Asked	51%	71%	Report School Missing Difference:	48%	77%	73%
	School of Econ/Business	Not Asked	36%	83%				
	School of Science	Not Asked	21%	67%				
	School of Education	Not Asked	74%	79%				
	Missing, Decline to State	Not Asked	77%	73%				
	Total	Not Asked	50%	73%				
Satisfied with aspects of your job: Office space	School of Liberal Arts	Not Asked	39%	63%	Report School Missing Difference:	53%	79%	69%
	School of Econ/Business	Not Asked	27%	55%				
	School of Science	Not Asked	79%	76%				
	School of Education	Not Asked	89%	100%				
	Missing, Decline to State	Not Asked	79%	69%				
	Total	Not Asked	55%	69%				
Satisfied with aspects of your job: Autonomy and independence	School of Liberal Arts	Not Asked	77%	79%	Report School Missing Difference:	79%	93%	83%
	School of Econ/Business	Not Asked	100%	91%				
	School of Science	Not Asked	79%	88%				
	School of Education	Not Asked	79%	93%				
	Missing, Decline to State	Not Asked	93%	94%				
	Total	Not Asked	81%	86%				
Satisfied with aspects of your job: Professional relationships with other faculty	School of Liberal Arts	Not Asked	71%	73%	Report School Missing Difference:	69%	79%	75%
	School of Econ/Business	Not Asked	82%	82%				
	School of Science	Not Asked	71%	76%				
	School of Education	Not Asked	53%	79%				
	Missing, Decline to State	Not Asked	79%	78%				
	Total	Not Asked	70%	76%				



FACULTY CAMPUS CLIMATE SURVEYS 2006-2008-2010

JOB SATISFACTION by SCHOOL Percent = "Satisfied" or "Very Satisfied"		Year			% Difference: Missing vs. Reported School			
		2006	2008	2010	Group	2006	2008	2010
Satisfied with aspects of your job: Competency of faculty colleagues	School of Liberal Arts	Not Asked	68%	75%	Report School Missing Difference:	68%	80%	80%
	School of Econ/Business	Not Asked	64%	92%				
	School of Science	Not Asked	79%	82%				
	School of Education	Not Asked	58%	93%				
	Missing, Decline to State	Not Asked	86%	80%				
	Total	Not Asked	70%	80%				
Satisfied with aspects of your job: Overall job satisfaction	School of Liberal Arts	Not Asked	83%	79%	Report School Missing Difference:	78%	81%	81%
	School of Econ/Business	Not Asked	73%	91%				
	School of Science	Not Asked	71%	82%				
	School of Education	Not Asked	74%	79%				
	Missing, Decline to State	Not Asked	93%	78%				
	Total	Not Asked	80%	80%				
Satisfied with aspects of your job: Academic freedom	School of Liberal Arts	Not Asked	79%	81%	Report School Missing Difference:	79%	85%	85%
	School of Econ/Business	Not Asked	82%	92%				
	School of Science	Not Asked	78%	88%				
	School of Education	Not Asked	79%	93%				
	Missing, Decline to State	Not Asked	86%	77%				
	Total	Not Asked	80%	83%				
I have sufficient opportunities to meet with my chair	School of Liberal Arts	Not Asked	82%	74%	Report School Missing Difference:	76%	75%	75%
	School of Econ/Business	Not Asked	91%	91%				
	School of Science	Not Asked	83%	88%				
	School of Education	Not Asked	38%	50%				
	Missing, Decline to State	Not Asked	64%	50%				
	Total	Not Asked	76%	69%				
I receive adequate advice on tenure and promotion	School of Liberal Arts	Not Asked	58%	44%	Report School Missing Difference:	53%	56%	56%
	School of Econ/Business	Not Asked	36%	82%				
	School of Science	Not Asked	70%	82%				
	School of Education	Not Asked	27%	58%				
	Missing, Decline to State	Not Asked	60%	27%				
	Total	Not Asked	55%	49%				
My service to the college is rewarded by my department	School of Liberal Arts	Not Asked	57%	53%	Report School Missing Difference:	50%	54%	54%
	School of Econ/Business	Not Asked	64%	60%				
	School of Science	Not Asked	50%	65%				
	School of Education	Not Asked	19%	38%				
	Missing, Decline to State	Not Asked	45%	30%				
	Total	Not Asked	51%	48%				
The subject matter of my research and scholarly work is valued	School of Liberal Arts	Not Asked	48%	55%	Report School Missing Difference:	44%	57%	57%
	School of Econ/Business	Not Asked	55%	64%				
	School of Science	Not Asked	50%	65%				
	School of Education	Not Asked	19%	50%				
	Missing, Decline to State	Not Asked	60%	44%				
	Total	Not Asked	46%	54%				
The rank and tenure process is fair and equitable	School of Liberal Arts	Not Asked	43%	42%	Report School Missing Difference:	40%	49%	49%
	School of Econ/Business	Not Asked	45%	70%				
	School of Science	Not Asked	39%	61%				
	School of Education	Not Asked	25%	50%				
	Missing, Decline to State	Not Asked	50%	34%				
	Total	Not Asked	41%	45%				



FACULTY CAMPUS CLIMATE SURVEYS: 2006-2008-2010

REPORT by ATTENDING A NON-MANDATORY DIVERSITY TRAINING		Year (Count)			Year (Percent)		
		2006	2008	2010	2006	2008	2010
Number and Percent Responding	Yes	126	107	108	48%	65%	46%
	No	116	35	39	44%	21%	17%
	Decline to State	22	22	87	8%	13%	37%
	Total	264	164	234	100%	100%	100%
PERCEPTIONS OF CAMPUS CLIMATE by ATTENDING A NON-MANDATORY DIVERSITY TRAINING Percent = "A Great Deal of Emphasis"		Year			% Difference: No vs. Yes		
		2006	2008	2010	2006	2008	2010
How much emphasis does SMC place on: Increasing representation of people of color in the faculty	Yes	15%	21%	24%			
	No	8%	20%	29%	-7%	-1%	5%
	Missing, Decline to State	0%	14%	19%			
	Total	10%	20%	23%			
How much emphasis does SMC place on: Increasing representation of people of color in the staff	Yes	8%	9%	16%			
	No	4%	11%	18%	-4%	2%	2%
	Missing, Decline to State	0%	14%	19%			
	Total	6%	10%	18%			
How much emphasis does SMC place on: Increasing representation of people of color in the administration	Yes	5%	7%	12%			
	No	2%	3%	18%	-3%	-4%	6%
	Missing, Decline to State	0%	5%	12%			
	Total	3%	6%	13%			
How much emphasis does SMC place on: Developing a sense of community among students, staff, and faculty	Yes	34%	31%	49%			
	No	34%	23%	32%	0%	-8%	-17%
	Missing, Decline to State	20%	43%	51%			
	Total	33%	31%	47%			
How much emphasis does SMC place on: Promoting a campus climate where differences of opinion are aired openly and regularly	Yes	19%	13%	38%			
	No	22%	20%	38%	2%	7%	0%
	Missing, Decline to State	0%	20%	40%			
	Total	19%	15%	38%			
How much emphasis does SMC place on: Helping students learn how to bring about positive social change in society	Yes	27%	47%	36%			
	No	27%	34%	33%	0%	-13%	-2%
	Missing, Decline to State	20%	57%	39%			
	Total	27%	46%	37%			
How much emphasis does SMC place on: Developing appreciation for a multicultural society on campus	Yes	Not Asked	30%	37%			
	No	Not Asked	26%	43%		-4%	6%
	Missing, Decline to State	Not Asked	37%	45%			
	Total	Not Asked	30%	41%			
How much emphasis does SMC place on: Developing an inclusive community	Yes	8%	27%	10%			
	No	4%	17%	16%	-4%	-10%	6%
	Missing, Decline to State	0%	42%	18%			
	Total	6%	27%	14%			
How much emphasis does SMC place on: Encouraging collaboration between offices	Yes	Not Asked	2%	47%			
	No	Not Asked	3%	66%		1%	19%
	Missing, Decline to State	Not Asked	10%	50%			
	Total	Not Asked	3%	51%			
DEGREE OF SENSITIVITY OR INSENSITIVITY ON CAMPUS by ATTENDING A NON-MANDATORY DIVERSITY TRAINING Percent = "Frequently" or "Occasionally"		Year			% Difference:		
		2006	2008	2010	2006	2008	2010
How often have you seen or heard insensitive or disparaging comments directed towards Men	Yes	34%	29%	30%			
	No	31%	20%	18%	-2%	-9%	-12%
	Missing, Decline to State	30%	29%	25%			
	Total	33%	27%	26%			
How often have you seen or heard insensitive or disparaging comments directed towards: Women	Yes	57%	55%	57%			
	No	47%	31%	45%	-10%	-23%	-12%
	Missing, Decline to State	70%	50%	53%			
	Total	54%	49%	54%			
How often have you seen or heard insensitive or disparaging comments directed towards: People of color	Yes	40%	42%	43%			
	No	35%	26%	24%	-5%	-17%	-19%
	Missing, Decline to State	40%	39%	42%			
	Total	38%	38%	39%			



FACULTY CAMPUS CLIMATE SURVEYS: 2006-2008-2010

DEGREE OF SENSITIVITY OR INSENSITIVITY ON CAMPUS by ATTENDING A NON-MANDATORY DIVERSITY TRAINING Percent = "Frequently" or "Occasionally"		Year			% Difference:		
		2006	2008	2010	2006	2008	2010
How often have you seen or heard insensitive or disparaging comments directed towards: Gay, Lesbian, Bisexual, or Transgender	Yes	56%	49%	51%			
	No	35%	31%	34%	-22%	-18%	-17%
	Missing, Decline to State	44%	44%	48%			
	Total	46%	45%	47%			
How often have you seen or heard insensitive or disparaging comments directed towards: Have a disability	Yes	15%	13%	16%			
	No	12%	6%	11%	-3%	-8%	-5%
	Missing, Decline to State	10%	6%	22%			
	Total	13%	11%	17%			
How often have you seen or heard insensitive or disparaging comments directed towards: Religious	Yes	29%	29%	37%			
	No	31%	31%	18%	2%	2%	-18%
	Missing, Decline to State	56%	28%	42%			
	Total	32%	30%	36%			
How often have you seen or heard insensitive or disparaging comments directed towards: Older	Yes	23%	25%	20%			
	No	19%	24%	13%	-3%	-2%	-7%
	Missing, Decline to State	33%	13%	19%			
	Total	22%	24%	19%			
How often have you been harassed, pressured, or discriminated against on campus because of your: Gender	Yes	32%	35%	39%			
	No	20%	14%	23%	-12%	-20%	-16%
	Missing, Decline to State	0%	35%	29%			
	Total	25%	30%	33%			
How often have you been harassed, pressured, or discriminated against on campus because of your: Political views	Yes	16%	20%	31%			
	No	25%	14%	11%	9%	-6%	-21%
	Missing, Decline to State	20%	18%	24%			
	Total	20%	18%	25%			
How often have you been harassed, pressured, or discriminated against on campus because of your: Ethnicity	Yes	11%	14%	21%			
	No	18%	11%	13%	6%	-3%	-8%
	Missing, Decline to State	0%	18%	22%			
	Total	13%	14%	20%			
How often have you been harassed, pressured, or discriminated against on campus because of your: Sexual orientation	Yes	6%	7%	7%			
	No	2%	6%	5%	-4%	-1%	-1%
	Missing, Decline to State	0%	6%	6%			
	Total	4%	6%	6%			
How often have you been harassed, pressured, or discriminated against on campus because of your: Disability	Yes	2%	6%	2%			
	No	2%	0%	3%	0%	-6%	1%
	Missing, Decline to State	10%	0%	5%			
	Total	2%	4%	3%			
How often have you been harassed, pressured, or discriminated against on campus because of your: Language or accent	Yes	6%	7%	8%			
	No	8%	6%	3%	2%	-1%	-6%
	Missing, Decline to State	0%	6%	4%			
	Total	7%	6%	6%			
How often have you been harassed, pressured, or discriminated against on campus because of your: Religion	Yes	15%	11%	16%			
	No	22%	9%	5%	8%	-3%	-10%
	Missing, Decline to State	20%	12%	14%			
	Total	18%	11%	13%			
How often have you been harassed, pressured, or discriminated against on campus because of your: Age	Yes	13%	14%	14%			
	No	12%	9%	18%	-1%	-6%	4%
	Missing, Decline to State	20%	29%	12%			
	Total	13%	15%	14%			



FACULTY CAMPUS CLIMATE SURVEYS: 2006-2008-2010

CAMPUS DIVERSITY by ATTENDING A NON-MANDATORY DIVERSITY TRAINING Percent = "Agree" or "Strongly Agree"		Year			% Difference:		
		2006	2008	2010	2006	2008	2010
I know how to officially report any racist sexist or otherwise offensive behaviors	Yes	74%	79%	78%			
	No	74%	60%	62%	0%	-19%	-17%
	Missing, Decline to State	80%	75%	61%			
	Total	74%	74%	72%			
My opinions and inputs are valued at SMC	Yes	61%	55%	55%			
	No	53%	46%	46%	-8%	-9%	-9%
	Missing, Decline to State	71%	75%	57%			
	Total	58%	53%	53%			
The college should use its resources to help underprepared students succeed	Yes	Not Asked	81%	82%			
	No	Not Asked	71%	79%		-10%	-3%
	Missing, Decline to State	Not Asked	100%	61%			
	Total	Not Asked	79%	79%			
I fear for my physical safety on campus because of my ethnicity or gender	Yes	0%	3%	9%			
	No	0%	0%	3%	0%	-3%	-7%
	Missing, Decline to State	0%	0%	22%			
	Total	0%	2%	10%			
It is important to me to have friends who are part of the same ethnic group as my own	Yes	6%	23%	26%			
	No	0%	24%	18%	-6%	1%	-7%
	Missing, Decline to State	0%	0%	57%			
	Total	3%	22%	28%			
I fear for my physical safety on campus because of my sexual orientation	Yes	11%	2%	3%			
	No	9%	6%	0%	-1%	4%	-3%
	Missing, Decline to State	0%	0%	13%			
	Total	10%	3%	4%			
I feel uncomfortable disclosing my sexual orientation to my colleagues on campus	Yes	92%	10%	11%			
	No	89%	17%	8%	-2%	7%	-3%
	Missing, Decline to State	100%	0%	9%			
	Total	91%	12%	10%			
A diverse student body enhances the educational experiences of all students	Yes	19%	95%	91%			
	No	32%	91%	89%	13%	-4%	-1%
	Missing, Decline to State	14%	100%	55%			
	Total	24%	95%	86%			
I feel uncomfortable discussing racially sensitive topics on campus with members of other races and ethnicities	Yes	14%	25%	26%			
	No	11%	29%	28%	-3%	3%	2%
	Missing, Decline to State	17%	0%	50%			
	Total	12%	26%	30%			
In order to fit in at SMC I often feel I need to change some of my personal characteristics	Yes	19%	22%	21%			
	No	7%	17%	11%	-12%	-5%	-11%
	Missing, Decline to State	20%	0%	14%			
	Total	13%	20%	18%			
I feel awkward in situations at SMC in which I am the only person of my ethnic group	Yes	38%	17%	25%			
	No	58%	12%	11%	20%	-6%	-14%
	Missing, Decline to State	57%	0%	43%			
	Total	48%	16%	24%			
I value the work that is being done by the Intercultural Center	Yes	53%	53%	60%			
	No	46%	34%	46%	-7%	-19%	-14%
	Missing, Decline to State	100%	33%	50%			
	Total	51%	49%	55%			



FACULTY CAMPUS CLIMATE SURVEYS: 2006-2008-2010

CAMPUS DIVERSITY by ATTENDING A NON-MANDATORY DIVERSITY TRAINING Percent = "Agree" or "Strongly Agree"		Year			% Difference:		
		2006	2008	2010	2006	2008	2010
I feel comfortable talking about my religion on campus	Yes	Not Asked	43%	43%			
	No	Not Asked	57%	43%		14%	0%
	Missing, Decline to State	Not Asked	25%	75%			
	Total	Not Asked	46%	47%			
I believe more consideration should be given to the needs and interests of disabled people on campus	Yes	Not Asked	46%	53%			
	No	Not Asked	26%	46%		-20%	-7%
	Missing, Decline to State	Not Asked	50%	55%			
	Total	Not Asked	42%	52%			
THE WORKING ENVIRONMENT by ATTENDING A NON-MANDATORY DIVERSITY TRAINING Percent = "Agree" or "Strongly Agree"		Year			% Difference:		
		2006	2008	2010	2006	2008	2010
Faculty who are openly critical of my department's administration have no cause for fear of retribution	Yes	56%	49%	49%			
	No	52%	38%	41%	-5%	-10%	-8%
	Missing, Decline to State	67%	100%	25%			
	Total	55%	46%	45%			
Faculty who are openly critical of the College's administration have no cause for fear of retribution	Yes	Not Asked	27%	32%			
	No	Not Asked	27%	31%		0%	-1%
	Missing, Decline to State	Not Asked	100%	25%			
	Total	Not Asked	28%	32%			
Student diversity is appreciated by the faculty on this campus	Yes	67%	56%	50%			
	No	72%	62%	56%	5%	6%	5%
	Missing, Decline to State	100%	100%	50%			
	Total	71%	58%	52%			
Faculty of color are adequately represented on important faculty committees	Yes	14%	10%	20%			
	No	25%	3%	13%	11%	-7%	-7%
	Missing, Decline to State	0%	0%	14%			
	Total	19%	8%	18%			
Female faculty receive the same level of support as male faculty	Yes	49%	46%	40%			
	No	59%	38%	44%	10%	-7%	4%
	Missing, Decline to State	80%	0%	57%			
	Total	55%	43%	42%			
My department is supportive of the faculty's use of various teaching styles	Yes	82%	80%	70%			
	No	76%	68%	66%	-6%	-13%	-4%
	Missing, Decline to State	86%	100%	57%			
	Total	79%	77%	68%			
I believe I am asked to serve on more committees than other colleagues in my department	Yes	38%	34%	31%			
	No	37%	16%	22%	-1%	-18%	-9%
	Missing, Decline to State	20%	0%	17%			
	Total	37%	30%	28%			
Senior faculty are supportive of junior faculty in my department	Yes	72%	63%	68%			
	No	67%	62%	58%	-5%	-2%	-10%
	Missing, Decline to State	86%		50%			
	Total	70%	63%	64%			
I would recommend SMC as a good place to work	Yes	71%	70%	61%			
	No	64%	54%	63%	-7%	-15%	1%
	Missing, Decline to State	71%	100%	71%			
	Total	68%	66%	62%			
Faculty morale is good on this campus	Yes	24%	31%	25%			
	No	26%	21%	32%	3%	-10%	8%
	Missing, Decline to State	57%	100%	67%			
	Total	27%	29%	28%			
My colleagues are committed to the curtailment of sexual harassment	Yes	75%	69%	63%			
	No	74%	56%	53%	-1%	-13%	-10%
	Missing, Decline to State	86%		50%			
	Total	75%	65%	60%			
Subtle discrimination is tolerated on this campus	Yes	57%	58%	60%			
	No	55%	38%	47%	-2%	-19%	-13%
	Missing, Decline to State	67%	0%	50%			
	Total	56%	53%	56%			



FACULTY CAMPUS CLIMATE SURVEYS: 2006-2008-2010

THE WORKING ENVIRONMENT by ATTENDING A NON-MANDATORY DIVERSITY TRAINING Percent = "Agree" or "Strongly Agree"		Year			% Difference:		
		2006	2008	2010	2006	2008	2010
I am treated with respect by my colleagues	Yes	72%	70%	69%	-4%	4%	10%
	No	67%	74%	79%			
	Missing, Decline to State	100%	100%	67%			
	Total	71%	71%	71%			
There is too much emphasis placed on incorporating racial/ethnic issues or other non-western ideas into GE courses	Yes	10%	9%	13%	11%	12%	19%
	No	21%	21%	32%			
	Missing, Decline to State	0%	100%	17%			
	Total	14%	12%	18%			
My department encourages its faculty to incorporate multiple ethnic and gender specific materials into their curriculum	Yes	65%	61%	52%	-24%	-22%	-9%
	No	41%	39%	42%			
	Missing, Decline to State	100%	100%	67%			
	Total	56%	56%	50%			
The process by which complaints and grievances against faculty are resolved is fair and equitable	Yes	58%	21%	32%	-9%	0%	-7%
	No	49%	21%	25%			
	Missing, Decline to State	67%		33%			
	Total	54%	21%	30%			
Administrators actively support shared governance	Yes	Not Asked	26%	29%		-20%	-11%
	No	Not Asked	6%	19%			
	Missing, Decline to State	Not Asked	100%	14%			
	Total	Not Asked	22%	26%			
I feel supported by my dean	Yes	70%	58%	58%	-8%	-3%	-5%
	No	62%	55%	53%			
	Missing, Decline to State	71%	100%	50%			
	Total	66%	57%	57%			
My department is free of incidents of verbal abuse	Yes	58%	47%	52%	-14%	6%	-2%
	No	44%	53%	50%			
	Missing, Decline to State	83%	100%	33%			
	Total	53%	49%	50%			
In its faculty searches in the last five years, my department has made an honest effort to hire faculty of color	Yes	61%	68%	61%	13%	-18%	-5%
	No	74%	50%	56%			
	Missing, Decline to State	83%		33%			
	Total	68%	64%	59%			
JOB SATISFACTION by ATTENDING A NON-MANDATORY DIVERSITY TRAINING Percent = "Satisfied" or "Very Satisfied"		Year			% Difference:		
		2006	2008	2010	2006	2008	2010
Satisfied with aspects of the College: Academic Senate Leadership	Yes	Not Asked	30%	48%		5%	-13%
	No	Not Asked	34%	34%			
	Missing, Decline to State	Not Asked	50%	30%			
	Total	Not Asked	31%	41%			
Satisfied with aspects of the College: Campus administrative leadership	Yes	Not Asked	31%	52%		-7%	-26%
	No	Not Asked	24%	26%			
	Missing, Decline to State	Not Asked	75%	39%			
	Total	Not Asked	30%	44%			
Satisfied with aspects of the College: Extent to which the campus administration willingly shares important information with you	Yes	Not Asked	32%	42%		-2%	-16%
	No	Not Asked	30%	26%			
	Missing, Decline to State	Not Asked	50%	32%			
	Total	Not Asked	32%	37%			
Satisfied with aspects of your job: Opportunity for scholarly and creative pursuits	Yes	Not Asked	58%	62%		-1%	4%
	No	Not Asked	57%	66%			
	Missing, Decline to State	Not Asked	67%	68%			
	Total	Not Asked	58%	63%			



FACULTY CAMPUS CLIMATE SURVEYS: 2006-2008-2010

JOB SATISFACTION by ATTENDING A NON-MANDATORY DIVERSITY TRAINING Percent = "Satisfied" or "Very Satisfied"		Year			% Difference:		
		2006	2008	2010	2006	2008	2010
Satisfied with aspects of your job: Teaching load	Yes	Not Asked	57%	63%			
	No	Not Asked	56%	65%		-1%	2%
	Missing, Decline to State	Not Asked	100%	86%			
	Total	Not Asked	57%	66%			
Satisfied with aspects of your job: Class size	Yes	Not Asked	84%	92%			
	No	Not Asked	79%	83%		-4%	-8%
	Missing, Decline to State	Not Asked	67%	86%			
	Total	Not Asked	82%	89%			
Satisfied with aspects of your job: Quality of students	Yes	Not Asked	51%	72%			
	No	Not Asked	47%	76%		-4%	4%
	Missing, Decline to State	Not Asked	33%	71%			
	Total	Not Asked	50%	73%			
Satisfied with aspects of your job: Office space	Yes	Not Asked	55%	66%			
	No	Not Asked	51%	74%		-3%	9%
	Missing, Decline to State	Not Asked	100%	77%			
	Total	Not Asked	55%	69%			
Satisfied with aspects of your job: Autonomy and independence	Yes	Not Asked	79%	86%			
	No	Not Asked	83%	84%		4%	-2%
	Missing, Decline to State	Not Asked	100%	86%			
	Total	Not Asked	81%	86%			
Satisfied with aspects of your job: Professional relationships with other faculty	Yes	Not Asked	74%	76%			
	No	Not Asked	62%	71%		-12%	-5%
	Missing, Decline to State	Not Asked	50%	85%			
	Total	Not Asked	70%	76%			
Satisfied with aspects of your job: Competency of faculty colleagues	Yes	Not Asked	73%	80%			
	No	Not Asked	62%	84%		-11%	4%
	Missing, Decline to State	Not Asked	67%	76%			
	Total	Not Asked	70%	80%			
Satisfied with aspects of your job: Overall job satisfaction	Yes	Not Asked	80%	80%			
	No	Not Asked	80%	78%		0%	-2%
	Missing, Decline to State	Not Asked	75%	83%			
	Total	Not Asked	80%	80%			
Satisfied with aspects of your job: Academic freedom	Yes	Not Asked	78%	83%			
	No	Not Asked	85%	94%		7%	11%
	Missing, Decline to State	Not Asked	75%	68%			
	Total	Not Asked	80%	83%			
I have sufficient opportunities to meet with my chair	Yes	Not Asked	78%	75%			
	No	Not Asked	71%	67%		-7%	-8%
	Missing, Decline to State	Not Asked	67%	48%			
	Total	Not Asked	76%	69%			
I receive adequate advice on tenure and promotion	Yes	Not Asked	57%	53%			
	No	Not Asked	48%	47%		-9%	-7%
	Missing, Decline to State	Not Asked	33%	35%			
	Total	Not Asked	55%	49%			
My service to the college is rewarded by my department	Yes	Not Asked	54%	51%			
	No	Not Asked	43%	41%		-11%	-9%
	Missing, Decline to State	Not Asked	25%	43%			
	Total	Not Asked	51%	48%			
The subject matter of my research and scholarly work is valued	Yes	Not Asked	52%	52%			
	No	Not Asked	29%	60%		-23%	8%
	Missing, Decline to State	Not Asked	33%	50%			
	Total	Not Asked	46%	54%			
The rank and tenure process is fair and equitable	Yes	Not Asked	43%	46%			
	No	Not Asked	33%	47%		-10%	1%
	Missing, Decline to State	Not Asked	33%	41%			
	Total	Not Asked	41%	45%			



FACULTY CAMPUS CLIMATE SURVEYS: 2006-2008-2010

REPORT by ATTENDING A CAMPUS OF DIFFERENCE WORKSHOP (offered beginning 2010)		2010
Number and Percent Responding	Yes	62 (26%)
	No	97 (41%)
	Decline to State	75 (32%)
	Total	234
PERCEPTIONS OF CAMPUS CLIMATE by ATTENDING A CAMPUS OF DIFFERENCE WORKSHOP (offered beginning 2010) - Percent = "A Great Deal of Emphasis"		2010
How much emphasis does SMC place on: Increasing representation of people of color in the faculty	Yes	20%
	No	27%
	Missing, Decline to State	19%
	Total	23%
How much emphasis does SMC place on: Increasing representation of people of color in the staff	Yes	12%
	No	20%
	Missing, Decline to State	19%
	Total	18%
How much emphasis does SMC place on: Increasing representation of people of color in the administration	Yes	5%
	No	18%
	Missing, Decline to State	14%
	Total	13%
How much emphasis does SMC place on: Developing a sense of community among students, staff, and faculty	Yes	40%
	No	48%
	Missing, Decline to State	51%
	Total	47%
How much emphasis does SMC place on: Promoting a campus climate where differences of opinion are aired openly and regularly	Yes	33%
	No	40%
	Missing, Decline to State	40%
	Total	38%
How much emphasis does SMC place on: Helping students learn how to bring about positive social change in society	Yes	32%
	No	35%
	Missing, Decline to State	42%
	Total	37%
How much emphasis does SMC place on: Developing appreciation for a multicultural society on campus	Yes	38%
	No	39%
	Missing, Decline to State	47%
	Total	41%
How much emphasis does SMC place on: Developing an inclusive community	Yes	8%
	No	14%
	Missing, Decline to State	19%
	Total	14%
How much emphasis does SMC place on: Encouraging collaboration between offices	Yes	52%
	No	51%
	Missing, Decline to State	52%
	Total	51%
How often have you seen or heard insensitive or disparaging comments directed towards Men	Yes	32%
	No	24%
	Missing, Decline to State	25%
	Total	26%
How often have you seen or heard insensitive or disparaging comments directed towards: Women	Yes	61%
	No	52%
	Missing, Decline to State	50%
	Total	54%
How often have you seen or heard insensitive or disparaging comments directed towards: People of color	Yes	51%
	No	31%
	Missing, Decline to State	41%
	Total	39%



FACULTY CAMPUS CLIMATE SURVEYS: 2006-2008-2010

DEGREE OF SENSITIVITY OR INSENSITIVITY ON CAMPUS by ATTENDING A CAMPUS OF DIFFERENCE WORKSHOP (offered beginning 2010) - Percent = "Frequently" or "Occasionally"		2010
How often have you seen or heard insensitive or disparaging comments directed towards: Gay, Lesbian, Bisexual, or Transgender	Yes	57%
	No	41%
	Missing, Decline to State	47%
	Total	47%
How often have you seen or heard insensitive or disparaging comments directed towards: Have a disability	Yes	20%
	No	12%
	Missing, Decline to State	22%
	Total	17%
How often have you seen or heard insensitive or disparaging comments directed towards: Religious	Yes	33%
	No	35%
	Missing, Decline to State	39%
	Total	36%
How often have you seen or heard insensitive or disparaging comments directed towards: Older	Yes	17%
	No	18%
	Missing, Decline to State	21%
	Total	19%
How often have you been harassed, pressured, or discriminated against on campus because of your: Gender	Yes	39%
	No	32%
	Missing, Decline to State	28%
	Total	33%
How often have you been harassed, pressured, or discriminated against on campus because of your: Political views	Yes	30%
	No	27%
	Missing, Decline to State	19%
	Total	25%
How often have you been harassed, pressured, or discriminated against on campus because of your: Ethnicity	Yes	23%
	No	20%
	Missing, Decline to State	16%
	Total	20%
How often have you been harassed, pressured, or discriminated against on campus because of your: Sexual orientation	Yes	8%
	No	5%
	Missing, Decline to State	6%
	Total	6%
How often have you been harassed, pressured, or discriminated against on campus because of your: Disability	Yes	0%
	No	3%
	Missing, Decline to State	6%
	Total	3%
How often have you been harassed, pressured, or discriminated against on campus because of your: Language or accent	Yes	8%
	No	5%
	Missing, Decline to State	4%
	Total	6%
How often have you been harassed, pressured, or discriminated against on campus because of your: Religion	Yes	15%
	No	12%
	Missing, Decline to State	15%
	Total	13%
How often have you been harassed, pressured, or discriminated against on campus because of your: Age	Yes	11%
	No	18%
	Missing, Decline to State	10%
	Total	14%



FACULTY CAMPUS CLIMATE SURVEYS: 2006-2008-2010

CAMPUS DIVERSITY by ATTENDING A CAMPUS OF DIFFERENCE WORKSHOP (offered beginning 2010) - Percent = "Agree" or "Strongly Agree"		2010
I know how to officially report any racist sexist or otherwise offensive behaviors	Yes	79%
	No	68%
	Missing, Decline to State	71%
	Total	72%
My opinions and inputs are valued at SMC	Yes	61%
	No	47%
	Missing, Decline to State	64%
	Total	53%
The college should use its resources to help underprepared students succeed	Yes	87%
	No	74%
	Missing, Decline to State	71%
	Total	79%
I fear for my physical safety on campus because of my ethnicity or gender	Yes	7%
	No	10%
	Missing, Decline to State	21%
	Total	10%
It is important to me to have friends who are part of the same ethnic group as my own	Yes	26%
	No	26%
	Missing, Decline to State	50%
	Total	28%
I fear for my physical safety on campus because of my sexual orientation	Yes	3%
	No	3%
	Missing, Decline to State	7%
	Total	4%
I feel uncomfortable disclosing my sexual orientation to my colleagues on campus	Yes	11%
	No	10%
	Missing, Decline to State	7%
	Total	10%
A diverse student body enhances the educational experiences of all students	Yes	95%
	No	83%
	Missing, Decline to State	62%
	Total	86%
I feel uncomfortable discussing racially sensitive topics on campus with members of other races and ethnicities	Yes	31%
	No	24%
	Missing, Decline to State	62%
	Total	30%
In order to fit in at SMC I often feel I need to change some of my personal characteristics	Yes	23%
	No	14%
	Missing, Decline to State	23%
	Total	18%
I feel awkward in situations at SMC in which I am the only person of my ethnic group	Yes	27%
	No	19%
	Missing, Decline to State	42%
	Total	24%
I value the work that is being done by the Intercultural Center	Yes	65%
	No	49%
	Missing, Decline to State	54%
	Total	55%
I feel comfortable talking about my religion on campus	Yes	35%
	No	51%
	Missing, Decline to State	83%
	Total	47%
I believe more consideration should be given to the needs and interests of disabled people on campus	Yes	62%
	No	43%
	Missing, Decline to State	62%
	Total	52%



FACULTY CAMPUS CLIMATE SURVEYS: 2006-2008-2010

THE WORKING ENVIRONMENT by ATTENDING A CAMPUS OF DIFFERENCE WORKSHOP (offered beginning 2010) - Percent = "Agree" or "Strongly Agree"		2010
Faculty who are openly critical of my department's administration have no cause for fear of retribution	Yes	79%
	No	68%
	Missing, Decline to State	71%
	Total	72%
Faculty who are openly critical of the College's administration have no cause for fear of retribution	Yes	61%
	No	47%
	Missing, Decline to State	64%
	Total	53%
Student diversity is appreciated by the faculty on this campus	Yes	87%
	No	74%
	Missing, Decline to State	71%
	Total	79%
Faculty of color are adequately represented on important faculty committees	Yes	7%
	No	10%
	Missing, Decline to State	21%
	Total	10%
Female faculty receive the same level of support as male faculty	Yes	26%
	No	26%
	Missing, Decline to State	50%
	Total	28%
My department is supportive of the faculty's use of various teaching styles	Yes	3%
	No	3%
	Missing, Decline to State	7%
	Total	4%
I believe I am asked to serve on more committees than other colleagues in my department	Yes	11%
	No	10%
	Missing, Decline to State	7%
	Total	10%
Senior faculty are supportive of junior faculty in my department	Yes	95%
	No	83%
	Missing, Decline to State	62%
	Total	86%
I would recommend SMC as a good place to work	Yes	31%
	No	24%
	Missing, Decline to State	62%
	Total	30%
Faculty morale is good on this campus	Yes	23%
	No	14%
	Missing, Decline to State	23%
	Total	18%
My colleagues are committed to the curtailment of sexual harassment	Yes	27%
	No	19%
	Missing, Decline to State	42%
	Total	24%
Subtle discrimination is tolerated on this campus	Yes	65%
	No	49%
	Missing, Decline to State	54%
	Total	55%
I am treated with respect by my colleagues	Yes	35%
	No	51%
	Missing, Decline to State	83%
	Total	47%
There is too much emphasis placed on incorporating racial/ethnic issues or other non-western ideas into GE courses	Yes	62%
	No	43%
	Missing, Decline to State	62%
	Total	52%



FACULTY CAMPUS CLIMATE SURVEYS: 2006-2008-2010

THE WORKING ENVIRONMENT by ATTENDING A CAMPUS OF DIFFERENCE WORKSHOP (offered beginning 2010) - Percent = "Agree" or "Strongly Agree"		2010
My department encourages its faculty to incorporate multiple ethnic and gender specific materials into their curriculum	Yes	54%
	No	48%
	Missing, Decline to State	50%
	Total	50%
The process by which complaints and grievances against faculty are resolved is fair and equitable	Yes	30%
	No	31%
	Missing, Decline to State	0%
	Total	30%
Administrators actively support shared governance	Yes	33%
	No	22%
	Missing, Decline to State	0%
	Total	26%
I feel supported by my dean	Yes	56%
	No	57%
	Missing, Decline to State	50%
	Total	57%
My department is free of incidents of verbal abuse	Yes	48%
	No	53%
	Missing, Decline to State	0%
	Total	50%
In its faculty searches in the last five years, my department has made an honest effort to hire faculty of color	Yes	59%
	No	60%
	Missing, Decline to State	0%
	Total	59%
JOB SATISFACTION by ATTENDING A CAMPUS OF DIFFERENCE WORKSHOP (offered beginning 2010) - Percent = "Satisfied" or "Very Satisfied"		2010
Satisfied with aspects of the College: Academic Senate Leadership	Yes	52%
	No	37%
	Missing, Decline to State	31%
	Total	41%
Satisfied with aspects of the College: Campus administrative leadership	Yes	51%
	No	39%
	Missing, Decline to State	44%
	Total	44%
Satisfied with aspects of the College: Extent to which the campus administration willingly shares important information with you	Yes	46%
	No	33%
	Missing, Decline to State	30%
	Total	37%
Satisfied with aspects of your job: Opportunity for scholarly and creative pursuits	Yes	57%
	No	68%
	Missing, Decline to State	63%
	Total	63%
Satisfied with aspects of your job: Teaching load	Yes	65%
	No	63%
	Missing, Decline to State	88%
	Total	66%
Satisfied with aspects of your job: Class size	Yes	91%
	No	88%
	Missing, Decline to State	88%
	Total	89%



FACULTY CAMPUS CLIMATE SURVEYS: 2006-2008-2010

JOB SATISFACTION by ATTENDING A CAMPUS OF DIFFERENCE WORKSHOP (offered beginning 2010) - Percent = "Satisfied" or "Very Satisfied"		2010
Satisfied with aspects of your job: Quality of students	Yes	77%
	No	70%
	Missing, Decline to State	72%
	Total	73%
Satisfied with aspects of your job: Office space	Yes	64%
	No	70%
	Missing, Decline to State	82%
	Total	69%
Satisfied with aspects of your job: Autonomy and independence	Yes	84%
	No	87%
	Missing, Decline to State	88%
	Total	86%
Satisfied with aspects of your job: Professional relationships with other faculty	Yes	79%
	No	71%
	Missing, Decline to State	88%
	Total	76%
Satisfied with aspects of your job: Competency of faculty colleagues	Yes	80%
	No	80%
	Missing, Decline to State	81%
	Total	80%
Satisfied with aspects of your job: Overall job satisfaction	Yes	83%
	No	76%
	Missing, Decline to State	88%
	Total	80%
Satisfied with aspects of your job: Academic freedom	Yes	84%
	No	85%
	Missing, Decline to State	71%
	Total	83%
I have sufficient opportunities to meet with my chair	Yes	75%
	No	70%
	Missing, Decline to State	44%
	Total	69%
I receive adequate advice on tenure and promotion	Yes	56%
	No	47%
	Missing, Decline to State	38%
	Total	49%
My service to the college is rewarded by my department	Yes	46%
	No	51%
	Missing, Decline to State	39%
	Total	48%
The subject matter of my research and scholarly work is valued	Yes	52%
	No	55%
	Missing, Decline to State	53%
	Total	54%
The rank and tenure process is fair and equitable	Yes	47%
	No	46%
	Missing, Decline to State	35%
	Total	45%