

FACULTY CAMPUS CLIMATE SURVEYS: 2006-2008-2010-2012-2014-2016

| PERCEPTIONS OF CAMPUS CLIMATE Percent = "A Great Deal of Emphasis" | Year | | | | | | 2008 (or 1st occurrence) to 2016 change | 2014 to 2016 change |
|--|-------------------|-----------|-----------|------|------|-------|---|---------------------|
| | 2006 | 2008 | 2010 | 2012 | 2014 | 2016* | | |
| Number Responding | 132 | 164 | 234 | 215 | 235 | 207 | | |
| How much emphasis does SMC place on: Developing a sense of community among students, staff, and faculty | 33% | 31% | 47% | 34% | 34% | 31% | 0% | -3% |
| How much emphasis does SMC place on: Promoting a campus climate where differences of opinion are aired openly and regularly | 19% | 15% | 38% | 26% | 26% | 25% | 10% | -1% |
| How much emphasis does SMC place on: Helping students learn how to bring about social change | 43% | 46% | 51% | 46% | 52% | 35% | -11% | -17% |
| How much emphasis does SMC place on: Developing appreciation for a multicultural society on campus | 27% | 30% | 37% | 39% | 41% | 30% | 0% | -11% |
| How much emphasis does SMC place on: Developing an inclusive community | Not Asked | 27% | 41% | 41% | 41% | 36% | 9% | -4% |
| How much emphasis does SMC place on: Encouraging collaboration between offices | 6% | 3% | 14% | 11% | 13% | 10% | 7% | -3% |
| How much emphasis does SMC place on: Encouraging collaboration between the Town of Moraga and SMC | New Question 2016 | | | | | | 7% | |
| DEGREE OF SENSITIVITY OR INSENSITIVITY ON CAMPUS Percent = "Frequently" or "Occasionally" | Year | | | | | | 2008 to 2016 change | 2014 to 2016 change |
| | 2006 | 2008 | 2010 | 2012 | 2014 | 2016* | | |
| How often have you seen or heard insensitive or disparaging comments, behaviors or gestures directed towards people on this campus who are: Men | 33% | 27% | 26% | 19% | 19% | 12% | -15% | -7% |
| How often have you seen or heard insensitive or disparaging comments, behaviors or gestures directed towards people on this campus who are: Women | 54% | 49% | 54% | 46% | 36% | 41% | -8% | 5% |
| How often have you seen or heard insensitive or disparaging comments, behaviors or gestures directed towards people on this campus who are: People of color | 38% | 38% | 39% | 31% | 25% | 43% | 5% | 18% |
| How often have you seen or heard insensitive or disparaging comments, behaviors or gestures directed towards people on this campus who are: Gay, Lesbian, Bisexual, or | 46% | 45% | 47% | 34% | 23% | 29% | -15% | 7% |
| How often have you seen or heard insensitive or disparaging comments, behaviors or gestures directed towards people on this campus who are: Have a disability | 13% | 11% | 17% | 12% | 11% | 20% | 10% | 9% |
| How often have you seen or heard insensitive or disparaging comments, behaviors or gestures directed towards people on this campus who are: Religious | 32% | 30% | 36% | 30% | 22% | 18% | -12% | -4% |
| How often have you seen or heard insensitive or disparaging comments, behaviors or gestures directed towards people on this campus who are: Older | 22% | 24% | 19% | 20% | 20% | 19% | -4% | -1% |
| How often have you seen or heard insensitive or disparaging comments, behaviors or gestures directed towards people on this campus who are: Younger | Not Asked | Not Asked | Not Asked | 18% | 10% | 15% | -3% | 4% |
| How often have you been harassed, pressured, or discriminated against on campus because of your: Gender | 25% | 30% | 33% | 20% | 14% | 38% | 7% | 23% |
| How often have you been harassed, pressured, or discriminated against on campus because of your: Political views | 20% | 18% | 25% | 13% | 14% | 20% | 2% | 6% |
| How often have you been harassed, pressured, or discriminated against on campus because of your: Ethnicity | 13% | 14% | 20% | 11% | 10% | 18% | 4% | 8% |
| How often have you been harassed, pressured, or discriminated against on campus because of your: Sexual orientation | 4% | 6% | 6% | 2% | 2% | 6% | 0% | 5% |
| How often have you been harassed, pressured, or discriminated against on campus because of your: Language or accent | 2% | 4% | 3% | 3% | 2% | 5% | 1% | 4% |
| How often have you been harassed, pressured, or discriminated against on campus because of your: Disability | 7% | 6% | 6% | 4% | 4% | 7% | 0% | 2% |
| How often have you been harassed, pressured, or discriminated against on campus because of your: Religion | 18% | 11% | 13% | 11% | 8% | 13% | 2% | 5% |
| How often have you been harassed, pressured, or discriminated against on campus because of your: Age | 13% | 15% | 14% | 12% | 10% | 20% | 5% | 10% |

FACULTY CAMPUS CLIMATE SURVEYS: 2006-2008-2010-2012-2014-2016

| CAMPUS DIVERSITY Percent = "Agree" or "Strongly Agree" | Year | | | | | | 2008 to 2016 change | 2014 to 2016 change |
|--|-------------------|-----------|-----------|------|------|-------|------------------------|------------------------|
| | 2006 | 2008 | 2010 | 2012 | 2014 | 2016* | | |
| I know how to officially report any racist sexist or otherwise offensive behaviors | 74% | 74% | 72% | 76% | 73% | 76% | 2% | 3% |
| My opinions and inputs are valued at SMC | 58% | 53% | 53% | 59% | 59% | 53% | 0% | -5% |
| It is important to me to have friends who are part of the same ethnic group as my own | 26% | 22% | 28% | 20% | 17% | 26% | 3% | 9% |
| I feel uncomfortable disclosing my sexual orientation to my colleagues on campus | 9% | 12% | 10% | 12% | 8% | 13% | 2% | 5% |
| A diverse student body enhances the educational experiences of all students | 91% | 95% | 86% | 88% | 89% | 96% | 1% | 7% |
| I feel uncomfortable discussing racially sensitive topics on campus with members of other races and ethnicities | 25% | 26% | 30% | 24% | 21% | 33% | 8% | 12% |
| In order to fit in at SMC I often feel I need to change some of my personal characteristics | 13% | 20% | 18% | 23% | 17% | 26% | 6% | 9% |
| I feel awkward in situations at SMC in which I am the only person of my ethnic group | 13% | 16% | 24% | 13% | 12% | 18% | 2% | 6% |
| I feel comfortable talking about my religion on campus | Not Asked | 46% | 47% | 41% | 44% | 41% | -5% | -3% |
| I believe more consideration should be given to the needs and interests of disabled people on campus | Not Asked | 42% | 52% | 39% | 41% | 49% | 7% | 8% |
| I think the college administration adequately reflects the diversity of the faculty and staff. | New Question 2016 | | | | | | 14% | |
| I think the college understands the value of a diverse faculty and staff. | New Question 2016 | | | | | | 59% | |
| I think the college acts effectively to recruit and retain a diverse faculty. | New Question 2016 | | | | | | 33% | |
| I think the college acts effectively to recruit and retain a diverse staff. | New Question 2016 | | | | | | 37% | |
| I think the college acts effectively to recruit and retain a diverse administration. | New Question 2016 | | | | | | 23% | |
| My department reflects the diversity of the SMC student population. | Not Asked | Not Asked | Not Asked | 47% | 44% | 40% | -7% | -4% |
| My department is doing a good job serving the diverse populations of the campus. | Not Asked | Not Asked | Not Asked | 73% | 69% | 64% | -9% | -6% |
| I am doing a good job serving the diverse populations of the campus. | Not Asked | Not Asked | Not Asked | 83% | 86% | 73% | -10% | -13% |
| THE WORKING ENVIRONMENT Percent = "Agree" or "Strongly Agree" | Year | | | | | | 2008 to 2016 change | 2014 to 2016 change |
| | 2006 | 2008 | 2010 | 2012 | 2014 | 2016* | | |
| Faculty who are openly critical of my department's administration have no cause for fear of retribution | 55% | 46% | 45% | 42% | 46% | 54% | 7% | 8% |
| Faculty who are openly critical of the College's administration have no cause for fear of retribution | Not Asked | 28% | 32% | 37% | 34% | 47% | 20% | 14% |
| Student diversity is appreciated by the faculty on this campus | 71% | 58% | 52% | 77% | 83% | 61% | 4% | -21% |
| Faculty of color are adequately represented on important faculty committees | 19% | 8% | 18% | 27% | 28% | 21% | 13% | -7% |
| Female faculty receive the same level of support as male faculty | 55% | 43% | 42% | 53% | 47% | 44% | 1% | -3% |
| Senior faculty are supportive of junior faculty in my department | 70% | 63% | 64% | 73% | 73% | 65% | 2% | -8% |
| I would recommend SMC as a good place to work | 68% | 66% | 62% | 75% | 79% | 64% | -2% | -16% |
| Faculty morale is good on this campus | 27% | 29% | 28% | 41% | 46% | 37% | 8% | -9% |
| My colleagues are committed to the curtailment of sexual harassment | 75% | 65% | 60% | 73% | 72% | 73% | 8% | 2% |
| Subtle discrimination is tolerated on this campus | 56% | 53% | 56% | 48% | 41% | 56% | 4% | 15% |
| I am treated with respect by my colleagues | 71% | 71% | 71% | 73% | 74% | 66% | -5% | -8% |
| The process by which complaints and grievances against faculty are resolved is fair and equitable | 54% | 21% | 30% | 29% | 28% | 36% | 15% | 8% |
| Administrators actively support shared governance | Not Asked | 22% | 26% | 37% | 32% | 32% | 9% | -1% |
| I feel supported by my dean | 66% | 57% | 57% | 63% | 60% | 58% | 1% | -1% |
| My department is free of incidents of verbal abuse | 53% | 49% | 50% | 55% | 68% | 67% | 18% | -1% |
| In its faculty searches in the last five years, my department has made an honest effort to hire faculty of color | 68% | 64% | 59% | 61% | 59% | 67% | 3% | 8% |
| I see myself as part of the campus community. | New Question 2016 | | | | | | 69% | |

FACULTY CAMPUS CLIMATE SURVEYS: 2006-2008-2010-2012-2014-2016

| JOB SATISFACTION Percent = "Satisfied" or "Very Satisfied" | Year | | | | | | 2008 to 2016 | 2014 to 2016 |
|--|-----------|-----------|-----------|------|------|-------|--------------|--------------|
| | 2006 | 2008 | 2010 | 2012 | 2014 | 2016* | change | change |
| Satisfied with aspects of the College: Academic Senate Leadership | Not Asked | 31% | 41% | 50% | 33% | 35% | 3% | 1% |
| Satisfied with aspects of the College: Campus administrative leadership | Not Asked | 30% | 44% | 49% | 43% | 37% | 7% | -6% |
| Satisfied with aspects of the College: Extent to which the campus administration willingly shares important information with you | Not Asked | 32% | 37% | 48% | 44% | 40% | 8% | -4% |
| Satisfied with aspects of your job: Opportunity for scholarly and creative pursuits | Not Asked | 58% | 63% | 61% | 59% | 60% | 2% | 2% |
| Satisfied with aspects of your job: Teaching load | Not Asked | 58% | 66% | 65% | 64% | 68% | 10% | 4% |
| Satisfied with aspects of your job: Class size | Not Asked | 82% | 89% | 85% | 87% | 88% | 6% | 1% |
| Satisfied with aspects of your job: Quality of students | Not Asked | 50% | 73% | 75% | 81% | 83% | 33% | 2% |
| Satisfied with aspects of your job: Office space | Not Asked | 55% | 69% | 54% | 57% | 67% | 12% | 9% |
| Satisfied with aspects of your job: Autonomy and independence | Not Asked | 81% | 86% | 85% | 89% | 86% | 5% | -2% |
| Satisfied with aspects of your job: Professional relationships with other faculty | Not Asked | 70% | 76% | 88% | 85% | 88% | 18% | 3% |
| Satisfied with aspects of your job: Competency of faculty colleagues | Not Asked | 70% | 80% | 91% | 88% | 88% | 18% | 0% |
| Satisfied with aspects of your job: Overall job satisfaction | Not Asked | 80% | 80% | 84% | 89% | 82% | 2% | -7% |
| Satisfied with aspects of your job: Academic freedom | Not Asked | 79% | 83% | 86% | 89% | 88% | 9% | -1% |
| Satisfied with aspects of your job: Advising experience for faculty | Not Asked | Not Asked | Not Asked | 67% | 69% | 64% | -3% | -5% |
| Satisfied with the workload: Advisees | Not Asked | Not Asked | Not Asked | 78% | 71% | 48% | -29% | -23% |
| Satisfied with the workload: College Committees or Task Forces | Not Asked | Not Asked | Not Asked | 64% | 63% | 50% | -14% | -13% |
| Satisfied with the workload: Service you provide your department | Not Asked | Not Asked | Not Asked | 76% | 78% | 65% | -11% | -13% |
| Satisfied with the workload: Time you spend on scholarship | Not Asked | Not Asked | Not Asked | 29% | 31% | 30% | 0% | -2% |
| Satisfied with the workload: Teaching release time | Not Asked | Not Asked | Not Asked | 42% | 43% | 29% | -13% | -15% |

FACULTY CAMPUS CLIMATE SURVEYS: 2006-2008-2010-2012-2014-2016

| JOB SATISFACTION Percent = "Agree" or "Strongly Agree" | Year | | | | | | 2008 to 2016 change | 2014 to 2016 change |
|--|-------------------|------|------|------|-------|--------------|------------------------|------------------------|
| | 2006 | 2008 | 2010 | 2012 | 2014 | 2016* | | |
| I have sufficient opportunities to meet with my chair | Not Asked | 76% | 69% | 75% | 74% | 73% | -3% | -1% |
| I receive adequate advice on tenure and promotion | Not Asked | 55% | 49% | 45% | 45% | 43% | -11% | -2% |
| My service to the college is rewarded by my department | Not Asked | 51% | 48% | 50% | 43% | 44% | -6% | 1% |
| The subject matter of my research and scholarly work is valued | Not Asked | 46% | 54% | 53% | 50% | 49% | 2% | -2% |
| The rank and tenure process is fair and equitable | Not Asked | 41% | 45% | 43% | 38% | Revised 2016 | | |
| The Rank and Tenure process is clear. | Revised 2016 | | | | | | 42% | |
| The Rank and Tenure process is fair. | Revised 2016 | | | | | | 44% | |
| SURVEY RESPONSES AND IMPACT ON SMC CLIMATE Percent = "Agree" or "Strongly Agree" | Year | | | | | | 2008 to 2016 change | 2014 to 2016 change |
| 2006 | 2008 | 2010 | 2012 | 2014 | 2016* | | | |
| I believe my responses on this survey will have an impact on the SMC campus climate. | 30% | 37% | 42% | 41% | 37% | 52% | 15% | 16% |
| CURRENT SMC CLIMATE Percent = "Comfortable" or "Very Comfortable" | Year | | | | | | 2008 to 2016 change | 2014 to 2016 change |
| 2006 | 2008 | 2010 | 2012 | 2014 | 2016* | | | |
| Overall, how comfortable are you with the campus climate at SMC? | New Question 2016 | | | | | | 64% | |
| Overall, how comfortable are you with the campus climate in your department/unit? | New Question 2016 | | | | | | 78% | |
| MISSION - FOSTERING THE CORE LASALLIAN PRINCIPLES Percent = "Very Good" or "Excellent" | Year | | | | | | 2008 to 2016 change | 2014 to 2016 change |
| 2006 | 2008 | 2010 | 2012 | 2014 | 2016* | | | |
| Respect for all persons | New Question 2016 | | | | | | 44% | |
| Faith in the presence of God | New Question 2016 | | | | | | 53% | |
| Concern for the poor and social justice | New Question 2016 | | | | | | 53% | |
| Support of an inclusive community (one that provides access for all to higher education regardless of class, race, disability, ethnicity or economic barriers) | New Question 2016 | | | | | | 41% | |
| Appreciation for a quality education | New Question 2016 | | | | | | 63% | |
| CCIE AWARENESS Percent = "Aware" or "Extremely Aware" | Year | | | | | | 2008 to 2016 change | 2014 to 2016 change |
| 2006 | 2008 | 2010 | 2012 | 2014 | 2016* | | | |
| How aware are you of the work of the College Committee on Inclusive Excellence (CCIE) to build a more inclusive community at Saint Mary's? | New Question 2016 | | | | | | 60% | |
| CCIE EFFECTIVENESS Percent = "Effective" or "Very Effective" | Year | | | | | | 2008 to 2016 change | 2014 to 2016 change |
| 2006 | 2008 | 2010 | 2012 | 2014 | 2016* | | | |
| How effective do you believe the the work of the College Committee on Inclusive Excellence (CCIE) is in building a more inclusive community at Saint Mary's? | New Question 2016 | | | | | | 35% | |

* % < 5% from 2008 (or 1st occurrence of question) to 2016

% > 5% from 2008 (or 1st occurrence of question) to 2016