



STAFF CAMPUS CLIMATE SURVEYS: 2006 through 2016

PERCEPTIONS OF CAMPUS CLIMATE - ALL RESPONDENTS Percent = "A Great Deal of Emphasis"	Year						2008 (or 1st occurrence) to 2016 change	2014 to 2016 change
	2006	2008	2010	2012	2014	2016*		
<b>Number Responding</b>	<b>196</b>	<b>195</b>	<b>256</b>	<b>283</b>	<b>320</b>	<b>319</b>		
How much emphasis does SMC place on: Developing a sense of community among students, staff, and faculty	30%	34%	45%	43%	39%	38%	4%	-1%
How much emphasis does SMC place on: Promoting a campus climate where differences of opinion are aired openly and regularly	16%	16%	43%	36%	32%	30%	14%	-2%
How much emphasis does SMC place on: Developing appreciation for a multicultural society on campus	27%	30%	48%	47%	47%	40%	9%	-8%
How much emphasis does SMC place on: Developing an inclusive community	Not Asked	28%	45%	51%	48%	42%	15%	-6%
How much emphasis does SMC place on: Encouraging collaboration between offices	8%	11%	15%	23%	19%	13%	3%	-5%
How much emphasis does SMC place on: Helping students learn how to bring social change	Not Asked	Not Asked	Not Asked	51%	49%	37%	-14%	-12%
How much emphasis does SMC place on: Encouraging collaboration between the Town of Moraga and SMC	New Question 2016						11%	
DEGREE OF SENSITIVITY OR INSENSITIVITY ON CAMPUS - ALL RESPONDENTS Percent = "Frequently" or "Occasionally"	Year						2008 to 2016 change	2014 to 2016 change
	2006	2008	2010	2012	2014	2016*		
How often have you witnessed or observed insensitive behaviors or gestures directed towards: MEN	22%	18%	22%	14%	12%	8%	-10%	-4%
How often have you witnessed or observed insensitive behaviors or gestures directed towards: WOMEN	47%	42%	37%	28%	28%	29%	-13%	2%
How often have you witnessed or observed insensitive behaviors or gestures directed towards: PEOPLE OF COLOR	35%	31%	32%	19%	16%	32%	1%	16%
How often have you witnessed or observed insensitive behaviors or gestures directed towards: GAY, LESBIAN, BISEXUAL, OR TRANSGENDER	39%	30%	37%	25%	18%	22%	-8%	4%
How often have you witnessed or observed insensitive behaviors or gestures directed towards: HAVE A DISABILITY	11%	12%	12%	12%	11%	13%	1%	1%
How often have you witnessed or observed insensitive behaviors or gestures directed towards: RELIGIOUS BELIEFS	31%	14%	23%	14%	13%	13%	-1%	1%
How often have you witnessed or observed insensitive behaviors or gestures directed towards: OLDER	31%	17%	20%	17%	21%	15%	-2%	-6%
How often have you witnessed or observed insensitive behaviors or gestures directed towards: YOUNGER	Not Asked	Not Asked	Not Asked	14%	16%	13%	-1%	-3%
How often have you experienced insensitivity based on your: GENDER	16%	19%	15%	8%	8%	19%	0%	11%
How often have you experienced insensitivity based on your: POLITICAL VIEWS	15%	10%	10%	8%	8%	13%	3%	6%
How often have you experienced insensitivity based on your: ETHNICITY	8%	10%	12%	2%	3%	12%	2%	9%
How often have you experienced insensitivity based on your: SEXUAL ORIENTATION	5%	4%	5%	1%	1%	2%	-2%	1%
How often have you experienced insensitivity based on your: DISABILITY	3%	2%	4%	2%	1%	2%	1%	1%
How often have you experienced insensitivity based on your :LANGUAGE OR ACCENT	1%	3%	5%	2%	2%	4%	2%	2%
How often have you experienced insensitivity based on your: RELIGION	11%	6%	7%	5%	6%	7%	1%	1%
How often have you experienced insensitivity based on your: AGE	14%	15%	12%	9%	9%	18%	3%	9%



STAFF CAMPUS CLIMATE SURVEYS: 2006 through 2016

JOB SATISFACTION - ALL RESPONDENTS Percent = "Very Satisfied" or "Satisfied"	Year						2008 to 2016 change	2014 to 2016 change
	2006	2008	2010	2012	2014	2016*		
How satisfied...your job: ACCESS TO TECHNICAL SUPPORT AND ASSISTANCE	64%	60%	64%	56%	76%	79%	19%	3%
How satisfied...your job: OVERALL JOB SATISFACTION	78%	76%	74%	78%	77%	74%	-2%	-2%
How satisfied...your job: JOB SECURITY	69%	71%	60%	77%	79%	75%	5%	-3%
How satisfied...your job: WORKING CONDITIONS	Not Asked	73%	61%	71%	71%	70%	-3%	-2%
How satisfied...your job: AUTONOMY AND INDEPENDENCE	85%	85%	79%	84%	87%	84%	0%	-2%
How satisfied...your job: RELATIONSHIP WITH YOUR SUPERVISOR	81%	74%	76%	80%	78%	77%	4%	-1%
How satisfied...your job: QUALITY OF SUPERVISION YOU RECEIVE	69%	65%	69%	71%	70%	72%	7%	2%
How satisfied...your job: OPPORTUNITIES TO MEET WITH YOUR SUPERVISOR FOR FEEDBACK	New Question 2016						79%	
How satisfied...your job: ADVICE/MENTORING YOU HAVE RECEIVED FROM OTHERS IN YOUR DEPARTMENT	67%	59%	61%	60%	61%	59%	0%	-2%
How satisfied...your job: RECOGNITION FOR MERITORIOUS PERFORMANCE	60%	43%	46%	40%	44%	44%	1%	0%
How satisfied...the college: INPUT IN DECISIONS THAT AFFECT YOU PERSONALLY	32%	45%	41%	45%	48%	46%	1%	-2%
How satisfied...the college: OPPORTUNITIES TO INTERACT WITH STUDENTS	82%	76%	75%	77%	79%	79%	3%	0%
How satisfied...the college: OPPORTUNITIES TO INTERACT WITH OTHER STAFF	Not Asked	75%	75%	81%	82%	77%	1%	-6%
How satisfied...the college: OPPORTUNITIES TO INTERACT WITH FACULTY MEMBERS	Not Asked	53%	46%	60%	63%	59%	6%	-4%
How satisfied...the college: CAMPUS ADMINISTRATIVE LEADERSHIP	38%	40%	42%	55%	58%	52%	11%	-6%
How satisfied...the college: EXTENT TO WHICH THE CAMPUS ADMINISTRATION WILLINGLY SHARES IMPORTANT INFORMATION WITH YOU	40%	38%	47%	54%	54%	51%	12%	-3%
How satisfied...the college: INTEGRATION OF THE STAFF IN THE LIFE OF THE CAMPUS	Not Asked	39%	46%	56%	57%	50%	12%	-7%
How satisfied...the college: STAFF COUNCIL REPRESENTATION, LEADERSHIP, AND EVENTS	Not Asked	Not Asked	50%	59%	59%	54%	3%	-5%
JOB SATISFACTION - ALL RESPONDENTS Percent = "Strongly Agree" or "Agree"	Year						2008 to 2016 change	2014 to 2016 change
	2006	2008	2010	2012	2014	2016*		
There are opportunities for me to develop my skills and capabilities in the department	Not Asked	67%	64%	68%	67%	64%	-3%	-3%
I am supported when seeking information about career development	Not Asked	51%	50%	52%	50%	47%	-4%	-3%
My performance on the job is evaluated fairly	Not Asked	69%	68%	67%	67%	72%	3%	4%
There is favoritism in my department	Not Asked	25%	27%	27%	30%	30%	5%	0%
When I take initiative in my job it is usually appreciated.	Not Asked	67%	64%	76%	75%	71%	4%	-3%
My immediate supervisor/manager gives me honest feedback on my performance.	Not Asked	Not Asked	66%	72%	73%	77%	11%	4%
My immediate supervisor/manager shows appreciation when I do a good job.	Not Asked	Not Asked	68%	76%	76%	79%	12%	3%
I have a clear understanding of how my performance is evaluated.	Not Asked	Not Asked	59%	62%	60%	61%	2%	1%
I feel that my work is recognized.	Not Asked	Not Asked	Not Asked	66%	74%	68%	2%	-6%
I feel that my work is appreciated.	Not Asked	Not Asked	74%	72%	78%	72%	-3%	-6%



STAFF CAMPUS CLIMATE SURVEYS: 2006 through 2016

CAMPUS DIVERSITY - ALL RESPONDENTS Percent = "Strongly Agree" or "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	81%	86%	81%	84%	84%	87%	1%	3%
My opinions and inputs are valued at SMC	44%	43%	46%	58%	52%	51%	7%	-2%
It is important to me to have friends who are part of the same ethnic group as my own	22%	22%	21%	16%	16%	23%	0%	6%
I feel uncomfortable disclosing my sexual orientation to my colleagues on campus	11%	8%	9%	4%	4%	10%	2%	5%
A diverse student body enhances the educational experiences of all students	95%	94%	84%	89%	87%	88%	-6%	1%
I feel uncomfortable discussing racially sensitive topics on campus with members of other races and ethnicities	27%	22%	23%	19%	17%	28%	6%	11%
In order to "fit in" at SMC I often feel I need to change some of my personal characteristics (e.g., language, name, appearance)	13%	12%	14%	13%	17%	15%	2%	-2%
I feel awkward in situations at SMC in which I am the only person of my ethnic group	12%	11%	14%	10%	8%	12%	1%	4%
I feel comfortable talking about my religion on campus	61%	59%	54%	54%	59%	46%	-13%	-12%
I believe more consideration should be given to the needs and interests of disabled people on campus	Not Asked	53%	50%	53%	51%	49%	-4%	-3%
I think the college administration adequately reflects the diversity of the faculty and staff.	New Question 2016						18%	
I think the college understands the value of a diverse faculty and staff.	New Question 2016						62%	
Your department reflects the diversity of the SMC student population.	Not Asked	Not Asked	Not Asked	52%	48%	46%	-5%	-2%
Your department is doing a good job serving the diverse populations of the campus.	Not Asked	Not Asked	Not Asked	84%	78%	79%	-5%	1%
You feel you are doing a good job serving the diverse populations of the campus.	Not Asked	Not Asked	Not Asked	83%	82%	79%	-4%	-3%
CAMPUS DIVERSITY - ALL RESPONDENTS Percent = "Strongly Agree" or "Agree"	Year						2008 to 2016 change	2014 to 2016 change
2006	2008	2010	2012	2014	2016*			
How much emphasis does SMC place on: Increasing representation of people of color in the faculty	16%	15%	19%	22%	22%	Ratings scales updated 2016* - see next		
How much emphasis does SMC place on: Increasing representation of people of color in the staff	13%	12%	19%	27%	26%			
How much emphasis does SMC place on: Increasing representation of people of color in the administration	13%	5%	13%	17%	20%			
I think the college acts effectively to recruit and retain a diverse faculty.	Comparison data not applicable -- Ratings scales changed 2016 from 4-pt (level of emphasis) to 5-pt (level of agreement)						33%	
I think the college acts effectively to recruit and retain a diverse staff.							44%	
I think the college acts effectively to recruit and retain a diverse administration.							25%	
THE WORKING ENVIRONMENT - ALL RESPONDENTS Percent = "Strongly Agree" or "Agree"	Year						2008 to 2016 change	2014 to 2016 change
2006	2008	2010	2012	2014	2016*			
My actual job duties match my job description	61%	56%	63%	74%	70%	63%	7%	-7%
There are sufficient opportunities within SMC for career advancement	51%	25%	26%	29%	30%	23%	-2%	-7%
My work contributions to my department are appreciated by my supervisor/manager	78%	72%	70%	82%	83%	80%	8%	-3%
Women in my department have equal opportunities as men for recognition and respect	78%	70%	69%	77%	74%	73%	3%	-2%
My immediate work environment is free from incidents of sexual harassment	87%	81%	76%	90%	89%	85%	4%	-4%
Staff morale is good in my department	47%	52%	51%	53%	58%	47%	-5%	-10%
I would recommend SMC as a good place to work	66%	63%	65%	76%	72%	66%	3%	-5%
I receive enough information in order to perform my job	77%	68%	68%	76%	76%	74%	5%	-2%
My supervisor treats me with respect and dignity	Not Asked	Not Asked	81%	84%	83%	85%	4%	2%
I am often given feedback about how I am doing my job	52%	46%	53%	64%	64%	67%	21%	3%
My department is free of incidents of verbal abuse	72%	74%	72%	77%	78%	77%	3%	-1%



STAFF CAMPUS CLIMATE SURVEYS: 2006 through 2016

THE WORKING ENVIRONMENT - ALL RESPONDENTS Percent = "Strongly Agree" or "Agree"	Year						2008 to 2016 change	2014 to 2016 change
	2006	2008	2010	2012	2014	2016*		
I am able to attend campus events or activities during working hours	84%	80%	76%	74%	73%	77%	-3%	4%
I see my work as an integral part of the overall mission of educating students at SMC	88%	92%	79%	88%	88%	87%	-5%	-2%
I often feel it is necessary to work late or through lunch to get my work done	61%	59%	66%	60%	63%	61%	2%	-2%
My supervisor understands what it takes for me to do my job	69%	74%	66%	72%	69%	66%	-8%	-3%
I am being treated with respect	Not Asked	Not Asked	86%	81%	78%	79%	-7%	0%
I am treated in an insensitive/inappropriate manner based on my ETHNICITY	Not Asked	Not Asked	3%	3%	5%	5%	2%	0%
I am treated in an insensitive/inappropriate manner based on my GENDER	Not Asked	Not Asked	6%	7%	8%	7%	1%	-1%
I am treated in an insensitive/inappropriate manner based on my SEXUAL ORIENTATION	Not Asked	Not Asked	3%	3%	5%	2%	-2%	-3%
I am treated in an insensitive/inappropriate manner based on my DISABILITY	Not Asked	Not Asked	4%	3%	3%	2%	-2%	-2%
I am treated in an insensitive/inappropriate manner based on my AGE	New Question 2016						8%	
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						49%	
Faith in the presence of God	New Question 2016						51%	
Concern for the poor and social justice	New Question 2016						54%	
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						42%	
Appreciation for a quality education	New Question 2016						65%	
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.	34%	40%	42%	46%	41%	54%	14%	13%
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						72%	
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						65%	65%
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						45%	

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

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