

## Faculty (by Gender)---General Climate 2008

	None at all	Very little emphasis	Some emphasis	A great deal	Not Enough Information to Respond
<b>Please indicate how much emphasis you believe SMC currently places on:</b>					
Increasing representation of people of color in the faculty (Men)	4.2%	23.9%	47.9%	22.5%	1.4%
(Women )	0.0%	26.1%	47.8%	18.8%	7.2%
Increasing representation of people of color in the staff	4.3%	22.9%	44.3%	10.0%	18.6%
	2.9%	20.3%	47.8%	8.7%	20.3%
Increasing representation of people of color in the administration	12.9%	30.0%	31.4%	7.1%	18.6%
	14.7%	36.8%	30.9%	2.9%	14.1%
Developing a sense of community among students, staff, and faculty	2.8%	16.9%	49.3%	29.6%	1.4%
	1.4%	18.8%	52.2%	27.5%	0.0%
Helping students learn how to bring about positive change in society	0.0%	9.9%	49.3%	39.4%	1.4%
	0.0%	2.9%	50.0%	47.1%	0.0%
Promoting a campus climate where differences of opinion are regularly aired openly	4.2%	36.6%	40.8%	16.9%	1.4%
<i>Significant difference at p&lt;.05</i>	10.1%	29.0%	47.8%	11.6%	1.4%
Developing appreciation for a multicultural society on campus	1.4%	22.5%	47.9%	28.2%	0.0%
<i>Significant difference at p&lt;.05</i>	1.4%	18.8%	50.7%	27.5%	1.4%
Recruiting high achieving students	2.8%	19.7%	50.7%	16.9%	9.9%
	0.0%	20.3%	50.7%	14.5%	14.5%
Encouraging collaboration between offices	11.3%	32.4%	35.2%	1.4%	19.7%
	8.7%	39.1%	30.4%	1.4%	20.3%
Developing an inclusive community	2.9%	20.0%	51.4%	24.3%	1.4%
	8.7%	20.3%	46.4%	24.6%	0.0%

Please indicate how much emphasis you believe SMC should place on:	None at all	Very little emphasis	Some emphasis	A great deal	Not Enough
					Information to Respond
Increasing representation of people of color in the faculty (Men)	2.8%	2.8%	43.9%	50.7%	0.0%
(Women)	1.4%	2.9%	31.9%	62.3%	1.4%
Increasing representation of people of color in the staff	2.9%	4.3%	47.1%	41.4%	4.3%
	1.4%	5.8%	37.7%	52.3%	2.9%
Increasing representation of people of color in the administration	2.9%	2.9%	51.4%	38.6%	4.3%
	1.5%	4.4%	36.8%	55.9%	1.5%
Developing a sense of community among students, staff, and faculty	0.0%	1.4%	21.1%	76.1%	1.4%
	0.0%	0.0%	23.5%	76.5%	0.0%
Helping students learn how to bring about positive change in society	0.0%	5.6%	26.8%	67.6%	0.0%
	0.0%	1.5%	31.3%	67.2%	0.0%
Promoting a campus climate where differences of opinion are regularly aired openly	0.0%	1.4%	29.6%	67.6%	1.4%
	0.0%	0.0%	13.2%	86.8%	0.0%
Developing appreciation for a multicultural society on campus	2.8%	5.6%	33.8%	57.7%	0.0%
	0.0%	1.5%	20.6%	77.9%	0.0%
Recruiting high achieving students	0.0%	1.4%	37.1%	61.4%	0.0%
	0.0%	1.4%	46.4%	50.7%	1.4%
Encouraging collaboration between offices	0.0%	0.0%	28.6%	58.6%	12.9%
	0.0%	3.0%	40.3%	49.3%	7.5%
Developing an inclusive community	0.0%	0.0%	27.1%	71.4%	1.4%
	0.0%	0.0%	22.1%	77.9%	0.0%

<b>How often have you seen or heard insensitive or disparaging comments, behaviors or gestures directed towards people on this campus who are:</b>	<b>Never</b>	<b>Seldom</b>	<b>Occasionally</b>	<b>Frequently</b>
Men (Men)	34.3%	35.7%	24.3%	5.7%
(Women)	39.7%	38.2%	20.6%	1.5%
Women	38.6%	27.1%	31.4%	2.9%
<i>Significant difference at p&lt;.001</i>	20.3%	15.9%	43.5%	20.3%
People of Color	41.4%	30.0%	25.7%	2.9%
	30.4%	21.7%	40.6%	7.2%
Gay, Lesbian, Bisexual, or Transgender	35.9%	28.6%	27.1%	8.6%
	29.0%	15.9%	37.7%	17.4%
Disabled	58.6%	32.9%	8.6%	0.0%
	50.0%	36.8%	11.8%	1.5%
Religious	50.0%	24.3%	20.0%	5.7%
	36.2%	30.4%	31.9%	1.4%
Older	54.4%	27.9%	14.7%	2.9%
	38.8%	29.9%	28.4%	3.0%

<b>How often have you been harassed, pressured, or discriminated against on campus because of your:</b>	<b>Never</b>	<b>Seldom</b>	<b>Occasionally</b>	<b>Frequently</b>
Gender (Men)	66.2%	19.7%	9.9%	4.2%
(Women) <i>Significant difference at p&lt;.0001</i>	29.0%	26.1%	34.8%	10.1%
Political Views	70.0%	18.6%	8.6%	2.9%
	47.8%	27.5%	18.8%	5.8%
Ethnicity	80.3%	14.1%	2.8%	2.8%
<i>Significant difference at p&lt;.06</i>	62.3%	15.9%	1.3%	8.7%
Sexual Orientation	83.1%	11.3%	2.8%	2.8%
<i>Significant difference at p&lt;.04</i>	82.6%	10.1%	5.8%	1.4%
Disability	95.7%	2.9%	1.4%	0.0%
	86.8%	7.4%	2.9%	2.9%
Language or Accent	87.3%	8.5%	2.8%	1.4%
	82.6%	10.1%	4.3%	2.9%
Religion	67.1%	24.3%	5.7%	2.9%
	73.9%	14.5%	10.1%	1.4%
Age	84.3%	10.0%	2.9%	2.9%
<i>Significant difference at p&lt;.05</i>	68.1%	11.6%	15.9%	4.3%

<b>In the past two years, have you attended an organized activity (speaker, conference, workshop, retreat, etc.) designed to promote sensitivity towards issues of diversity at SMC that was not "mandatory"?</b>	<b>Yes</b>	<b>No</b>
Men	67.6%	32.4%
Women	82.4%	17.6%
<i>Significant at p&lt;.05</i>		

<b>I believe my responses on this survey will have an impact on the SMC campus climate.</b>	<b>Disagree Strongly/Disagree</b>	<b>Neither Agree Nor Disagree</b>	<b>Agree/Strongly Agree</b>
Men	28.4%	31.0%	40.9%
Women	21.6%	43.1%	35.4%

## Faculty (by Gender)---Campus Diversity 2008

	<b>Strongly Disagree/ Disagree</b>	<b>Neither Disagree or Agree</b>	<b>Strongly Agree/ Agree</b>
<b>Indicate the extent to which you agree or disagree with the following statements:</b>			
I know how to officially report any racist, sexist, or otherwise offensive behaviors (Men)	18.5%	8.6%	72.9%
(Women)	19.1%	4.4%	76.5%
My opinions/inputs are valued at SMC	25.5%	15.5%	59.2%
	27.5%	26.1%	46.3%
The college should use its resources to help underprepared students succeed	8.7%	11.6%	79.7%
	4.5%	17.9%	77.6%
I fear for my physical safety on campus because of my ethnicity or gender (Men)	97.2%	2.9%	0.0%
	86.8%	8.8%	4.4%
It is important to me to have friends who are part of the same ethnic group as my own	47.8%	30.4%	21.7%
	36.8%	38.2%	25.0%
I fear for my physical safety on campus because of my sexual orientation	88.5%	7.1%	4.3%
<i>Significant difference at p&lt;.001</i>	88.4%	10.1%	1.4%
I feel uncomfortable disclosing my sexual orientation to my colleagues on campus	77.2%	11.4%	11.4%
	72.5%	14.5%	13.0%
A diverse student body enhances the educational experiences of all students	5.6%	1.4%	92.9%
<i>Significant difference at p&lt;.06</i>	0.0%	4.3%	95.6%
I feel uncomfortable discussing racially sensitive topics on campus with members of other races/ethnicities	54.2%	21.4%	24.2%
	55.0%	15.9%	29.0%
In order to "fit in" at SMC, I often feel I need to change some of my personal characteristics (e.g. language, name, appearance)	68.5%	12.9%	18.6%
	58.8%	19.1%	22.0%
I feel awkward in situations at SMC in which I am the only person of my ethnic group	69.6%	15.9%	14.5%
	50.7%	31.3%	17.9%
I value the work that is being done by the Intercultural Center	8.7%	52.2%	39.1%
<i>Significant difference at p&lt;.03</i>	0.0%	40.9%	59.1%
I feel comfortable talking about my religion on campus	29.2%	20.3%	50.7%
	39.1%	17.4%	43.4%
I believe more consideration should be given to the needs and interests of the disabled people on campus	2.9%	65.2%	31.8%
<i>Significant difference at p&lt;.09</i>	6.0%	41.8%	52.2%

## Faculty (by Gender)---The Working Environment 2008

	Very Dissatisfied/ Dissatisfied	Neither Satisfied Nor Dissatisfied	Very Satisfied/ Satisfied
<b>How satisfied are you with the following aspects of your job:</b>			
Opportunity for scholarly and creative pursuits (Men)	28.5%	15.7%	55.7%
(Women)	42.0%	8.7%	49.3%
Teaching load	28.0%	14.7%	57.4%
	43.3%	13.4%	43.3%
Class size	10.1%	13.0%	76.8%
	10.4%	13.4%	76.1%
Quality of students	42.0%	20.3%	37.6%
	31.4%	31.3%	37.3%
Office space	42.9%	14.3%	42.9%
	39.1%	4.3%	56.5%
Autonomy and independence	14.3%	11.4%	74.3%
	7.2%	20.3%	72.4%
Professional relationships with other faculty	27.2%	17.1%	55.7%
	16.1%	13.2%	70.6%
Social relationships with other faculty	22.9%	32.9%	34.2%
	19.1%	27.9%	53.0%
Competency of faculty colleagues	24.3%	20.0%	55.8%
	17.9%	14.9%	66.8%
Overall job satisfaction	14.5%	14.5%	71.0%
	10.1%	14.5%	75.3%
	<b>Very Dissatisfied/ Dissatisfied</b>	<b>Neither Satisfied Nor Dissatisfied</b>	<b>Very Satisfied/ Satisfied</b>
<b>How satisfied are you with the following aspects of the college:</b>			
Academic Senate leadership (Men)	20.6%	52.9%	26.5%
(Women)	12.1%	53.0%	34.9%
Quality of interaction with students outside of the classroom	22.9%	18.6%	58.5%
<i>Significant difference at p&lt;.04</i>	4.5%	23.9%	71.7%
Campus administrative leadership	44.1%	23.5%	32.3%
<i>Significant difference at p&lt;.02</i>	26.9%	46.3%	26.9%
Academic freedom	12.8%	15.7%	71.5%
<i>Significant difference at p&lt;.06</i>	10.4%	20.9%	68.8%
Extent to which campus administration willingly shares important with you	31.8%	29.0%	39.1%
	40.3%	35.8%	23.9%

Indicate the extent to which you agree or disagree with the following statements about tenure and promotion at SMC:	Very	Neither	Very Satisfied/
	Dissatisfied/ Dissatisfied	Satisfied Nor Dissatisfied	Satisfied
I have sufficient opportunities to meet with my chair (Men)	10.3%	14.7%	75.0%
(Women)	9.8%	13.1%	77.0%
I receive adequate advice on tenure and promotion	24.2%	19.7%	56.0%
	22.4%	24.1%	53.5%
My service to the college is rewarded by my department	24.3%	25.8%	50.0%
	25.8%	21.0%	53.2%
The subject matter of my research and scholarly work is valued	31.3%	22.4%	46.2%
	19.6%	34.4%	45.9%
The rank and tenure process is fair and equitable	29.8%	23.9%	46.3%
	25.4%	39.0%	35.6%
	<b>Strongly</b>	<b>Neither</b>	
	<b>Disagree/</b>	<b>Disagree or</b>	<b>Strongly Agree/</b>
	<b>Disagree</b>	<b>Agree</b>	<b>Agree</b>
Indicate the extent to which you agree or disagree with the following statements:			
My department is supportive of the faculty's use of various teaching styles (Men)	21.4%	7.1%	71.4%
(Women) <i>Significant difference at p&lt;.03</i>	4.4%	11.8%	83.8%
Faculty who are openly critical of my department's administration have no cause for fear of retribution	28.5%	22.9%	48.6%
	35.8%	20.9%	43.3%
Faculty who are openly critical of the College's administration have no cause for fear of retribution	42.9%	24.3%	32.8%
	40.0%	38.5%	21.5%
I believe I am asked to serve on more committees than other colleagues within my	44.8%	23.9%	31.3%
	39.0%	31.2%	29.7%
Student diversity is appreciated by the faculty on this campus	18.6%	18.6%	62.9%
	22.4%	26.9%	50.7%
Faculty of color are adequately represented on important faculty committees	48.6%	42.6%	8.8%
	64.6%	27.7%	7.7%
Female faculty receive the same level of support as male faculty	14.5%	27.5%	58.0%
<i>Significant difference at p&lt;.001</i>	45.3%	26.6%	28.1%
Senior faculty are supportive junior faculty in my department	20.2%	21.1%	69.6%
	24.3%	21.2%	54.6%
I would recommend SMC as a good place to work	25.7%	11.4%	62.9%
<i>Significant difference at p&lt;.02</i>	11.7%	19.1%	69.1%
My course presentations are designed to accommodate a variety of learning styles	13.0%	7.2%	79.7%
<i>Significant difference at p&lt;.05</i>	1.5%	9.0%	89.5%

Faculty morale is good on this campus	42.0%	29.0%	29.0%
	47.7%	25.4%	26.9%
My colleagues are committed to the curtailment of sexual harassment	1.4%	22.9%	75.7%
<i>Significant difference at <math>p &lt; .02</math></i>	15.2%	30.3%	54.5%
Subtle discrimination is tolerated on this campus	30.4%	26.1%	43.4%
<i>Significant difference at <math>p &lt; .01</math></i>	16.4%	20.9%	62.7%
I am treated with respect by my colleagues	17.7%	4.4%	77.9%
<i>Significant difference at <math>p &lt; .05</math></i>	14.9%	19.4%	65.7%
There is too much emphasis placed on incorporating racial/ethnic issues or other non-western ideas into GE courses	47.0%	32.4%	20.6%
<i>Significant difference at <math>p &lt; .006</math></i>	74.6%	22.4%	3.0%
My department encourages its faculty to incorporate multiple ethnic and gender specific materials into their curriculum	23.6%	27.9%	48.5%
<i>Significant difference at <math>p &lt; .0001</math></i>	23.6%	13.2%	63.3%
The process by which complaints and grievance against faculty are resolved is fair and equitable	27.5%	47.8%	24.6%
	32.3%	50.8%	16.9%
Administrators actively support shared governance	41.2%	38.2%	20.5%
	41.3%	34.9%	23.8%
I feel supported by my dean	16.4%	23.9%	59.7%
	18.2%	27.3%	54.6%
Efforts to reexamine the curriculum or pedagogical practices are rewarded at SMC	21.7%	33.3%	44.9%
	20.9%	29.9%	49.3%
My department is free of incidents of verbal abuse	29.4%	16.2%	54.5%
	37.3%	19.4%	43.3%
In its faculty searches in the last five years, my department has made an honest effort to hire faculty of color	14.3%	22.9%	62.9%
	12.3%	23.1%	64.6%
Special funds and release time to enhance participation in research or professional development are adequate	52.3%	26.9%	20.9%
	65.1%	21.2%	13.6%
The evaluation process for lecturers is fair and equitable	27.5%	47.0%	24.6%
	27.5%	50.0%	22.6%

## Faculty (by Gender)---Demographic Information 2008

<b>Gender</b>								
Men	50.7%							
Women	49.3%							
<b>Religious Affiliation</b>	<b>Catholic</b>	<b>Protestant</b>	<b>Jewish</b>	<b>Other Christian</b>	<b>Other non-Christian</b>	<b>Atheist Agnostic</b>	<b>Decline to State</b>	
Men	36.4%	15.2%	9.1%	0.0%	7.6%	21.2%	10.6%	
Women	26.2%	19.7%	4.9%	1.6%	11.5%	18.0%	18.0%	
<b>Ethnicity</b>	<b>African American</b>	<b>Asian Pacific/Islander</b>	<b>Latino</b>	<b>White</b>	<b>Other</b>			
Men	2.7%	6.8%	9.5%	77.0%	4.1%			
Women	1.6%	3.2%	9.7%	83.9%	1.6%			
<b>Biracial/Multiracial</b>	<b>Yes</b>	<b>No</b>						
Men	7.1%	92.9%						
Women	13.4%	86.6%						
<b>Sexual Orientation</b>	<b>Heterosexual</b>	<b>Gay/ Lesbian/ Bisexual</b>	<b>Decline to State</b>					
Men	78.9%	7.0%	14.1%					
Women	73.9%	11.5%	14.5%					
<b>Citizenship Status</b>	<b>U.S. Citizen</b>	<b>Permanent Resident</b>	<b>Foreign</b>					
Men	97.2%	1.4%	1.4%					
Women	97.1%	2.9%	0.0%					
<b>Language</b>	<b>English (only)</b>	<b>English (primary &amp; secondary)</b>	<b>English (not primary &amp; secondary)</b>					
Men	49.3%	46.5%	4.2%					
Women	39.1%	55.1%	5.8%					
<b>Primary School Affiliation</b>	<b>SOLA</b>	<b>SEBA</b>	<b>SOS</b>	<b>SOE</b>				
Men	61.5%	7.7%	21.5%	9.2%				
Women	56.1%	9.1%	15.2%	19.7%				
<b>Current Academic Rank</b>	<b>Adjunct</b>	<b>Lecturer</b>	<b>Assistant Professor</b>	<b>Associate Professor</b>	<b>Full Professor</b>			
Men	11.6%	14.5%	11.6%	31.9%	30.4%			
Women	21.9%	7.8%	9.4%	20.3%	40.6%			
<b>Tenure</b>	<b>Yes</b>	<b>No</b>						
Men	58.6%	41.4%						
Women	53.8%	46.2%						
<b>Are you considered? (within time status)</b>	<b>Full Time</b>	<b>Part Time</b>	<b>Temporary</b>	<b>Tenure Track</b>				
Men	51.9%	52.0%	42.8%	54.5%				
Women	48.1%	48.0%	57.1%	45.5%				
<b>Years at SMC</b>	<b>Less than 1</b>	<b>1-3 years</b>	<b>4-6 yrs</b>	<b>7-9 yrs</b>	<b>10-12 yrs</b>	<b>13-16</b>	<b>17-19</b>	<b>20+</b>
Men	1.4%	12.9%	21.4%	15.7%	11.4%	8.6%	4.3%	24.3%
Women	3.0%	6.0%	28.4%	10.4%	11.9%	10.4%	9.0%	20.9%