

Staff (by Ethnicity, Majority/Minority)---Demographic Information 2008

Gender	Male	Female						
Majority	29.3%	70.7%						
Minority	25.6%	74.4%						
What is your religious affiliation?	Catholic	Protestant	Jewish	Other Christian	Other non-Christian	Atheist Agnostic	Decline to State	
Majority	40.6%	27.8%	3.8%	9.0%	0.0%	9.0%	9.8%	
Minority	53.5%	7.0%	2.3%	16.3%	4.7%	4.7%	11.6%	
Employment Status	Full Time	Part Time						
Majority	77.0%	71.0%						
Minority	23.0%	29.0%						
Ethnicity	African American	Asian Pacific/Islander	Latino	White	Other			
	5.5%	9.7%	9.3%	77.0%	6.0%			
Sexual Orientation	Heterosexual	Gay/ Lesbian/ Bisexual	Decline to State					
Majority	88.7%	6.4%	5.0%					
Minority	87.5%	7.5%	5.0%					
Language	English (only)	English (primary & secondary)	English (not primary & secondary)					
Majority	69.5%	28.4%	2.1%					
Minority	51.2%	39.5%	9.3%					
Is your immediate supervisor:	Male	Female						
Majority	56.7%	43.3%						
Minority	53.5%	46.5%						
Years at SMC	Less than 1	1-3 years	4-6 yrs	7-9 yrs	10-12 yrs	13-16	17-19	20+
Majority	6.5%	23.7%	21.6%	17.3%	12.2%	4.3%	2.9%	11.5%
Minority	16.3%	41.9%	14.0%	11.6%	4.7%	4.7%	2.3%	4.7%

Staff (by Ethnicity, Majority/Minority)---General Climate 2008

	A great deal	Some emphasis	Very little emphasis	None at all	Not Enough Information to Respond
Please indicate how much emphasis you believe SMC currently places on:					
Increasing representation of people of color in the faculty (Majority)	19.3%	38.6%	19.3%	7.0%	22.1%
(Minority) <i>Significant difference at p<.01</i>	3.8%	34.6%	30.8%	5.8%	25.0%
Increasing representation of people of color in the staff	14.4%	51.8%	18.7%	2.9%	12.2%
	3.9%	52.9%	29.4%	2.0%	11.8%
Increasing representation of people of color in the administration	6.6%	39.4%	26.3%	9.5%	18.2%
	1.9%	32.7%	28.8%	17.3%	19.2%
Developing a sense of community among students, staff, and faculty	32.1%	50.0%	15.0%	2.1%	0.7%
	37.3%	49.0%	7.8%	5.9%	0.0%
Helping students learn how to bring about positive change in society	41.4%	43.6%	5.0%	1.4%	8.6%
	38.0%	50.0%	6.0%	0.0%	6.0%
Promoting a campus climate where differences of opinion are regularly aired openly	17.1%	50.0%	24.3%	7.1%	1.4%
	11.8%	39.2%	37.3%	9.8%	2.0%
Developing appreciation for a multicultural society on campus	32.9%	52.9%	12.1%	0.7%	1.4%
	23.5%	49.0%	27.5%	0.0%	0.0%
Developing an inclusive community.	29.5%	46.0%	15.1%	2.9%	6.5%
	22.0%	54.0%	22.0%	0.0%	2.0%
Recruiting high achieving students	19.4%	46.8%	15.8%	1.4%	16.5%
	27.5%	37.3%	15.7%	2.0%	17.6%
Encouraging collaboration between offices	10.8%	31.7%	40.3%	12.2%	5.0%
	9.8%	29.4%	35.3%	19.6%	5.9%
How much emphasis do you think SMC should place on these place on these areas?	A great deal	Some emphasis	Very little emphasis	None at all	Not Enough Information to Respond
Increasing representation of people of color in the faculty (Majority)	44.9%	42.0%	5.1%	2.2%	5.8%
(Minority)	57.7%	38.5%	0.0%	3.8%	0.0%
Increasing representation of people of color in the staff	35.0%	53.3%	6.6%	2.2%	2.9%
	49.0%	43.1%	3.9%	3.9%	0.0%
Increasing representation of people of color in the administration	40.4%	44.1%	8.1%	2.9%	4.4%
	40.4%	48.1%	3.8%	5.8%	1.9%
Developing sense of community among students, staff, and faculty	70.7%	27.1%	1.4%	0.7%	0.0%
	84.3%	15.7%	0.0%	0.0%	0.0%
Helping students learn how to bring about positive change in society	71.2%	23.7%	2.2%	0.7%	2.2%
	76.0%	24.0%	0.0%	0.0%	0.0%
Promoting a campus climate where differences of opinion are regularly aired openly	17.1%	50.0%	24.3%	7.1%	1.4%
	11.8%	39.2%	37.3%	9.8%	2.0%
Developing appreciation for a multicultural society on campus	65.0%	30.7%	3.6%	0.7%	0.0%
	66.7%	33.3%	0.0%	0.0%	0.0%
Developing an inclusive community.	69.8%	25.2%	1.4%	0.7%	2.9%
	74.0%	24.0%	2.0%	0.0%	0.0%
Encouraging collaboration between offices	57.7%	38.7%	1.5%	1.5%	0.7%
	74.0%	26.0%	0.0%	0.0%	0.0%

How often have you seen or heard insensitive or disparaging comments, behaviors or gestures directed towards people on this campus who are:	Never	Seldom	Occasionally	Frequently
Men (Majority)	44.3%	37.9%	16.4%	1.4%
(Minority)	45.1%	35.3%	17.6%	2.0%
Women	32.9%	27.9%	33.6%	5.7%
	29.4%	19.6%	37.3%	13.7%
People of Color	41.7%	29.5%	26.6%	2.2%
<i>Significant difference at p<.001</i>	41.2%	23.5%	17.6%	17.6%
Disabled	60.0%	28.6%	10.7%	0.7%
	58.8%	29.4%	7.8%	3.9%
Sexual Orientation	41.7%	28.8%	22.3%	7.2%
	37.3%	31.4%	23.5%	7.8%
Religious Affiliation	54.0%	28.8%	11.5%	5.8%
	58.8%	35.3%	5.9%	0.0%
Age	44.9%	34.8%	18.1%	2.2%
	58.8%	31.4%	9.8%	0.0%

Have you been harassed or discriminated against on campus because of your:	Never	Seldom	Occasionally	Frequently
Gender (Majority)	65.7%	17.9%	12.1%	4.3%
(Minority)	56.9%	17.6%	17.6%	7.8%
Political Views	70.7%	18.6%	7.9%	2.9%
	70.6%	21.6%	5.9%	2.0%
Ethnicity	86.4%	10.0%	2.1%	1.4%
<i>Significant difference at p<.0001</i>	58.8%	13.7%	17.6%	9.8%
Sexual Orientation	92.9%	5.0%	1.4%	0.7%
	84.3%	7.8%	3.9%	3.9%
Disability	95.7%	3.6%	0.0%	0.7%
	92.0%	4.0%	4.0%	0.0%
Language or Accent	96.4%	2.9%	0.0%	0.7%
<i>Significant difference at p<.006</i>	86.3%	5.9%	7.8%	0.0%
Religion	79.3%	13.6%	5.7%	1.4%
	88.2%	7.8%	3.9%	0.0%
Age	66.9%	18.7%	12.2%	2.2%
	66.7%	17.6%	15.7%	0.0%

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"?	Yes	No
Majority	73.2%	26.8%
Minority	60.5%	39.5%

I believe my responses on this survey will have an impact on the SMC campus climate.	Disagree Strongly/Disagree	Neither Agree Nor Disagree	Agree/Strongly Agree
Majority	21.9%	42.3%	36.5%
Minority	23.3%	25.6%	51.2%

Staff (by Ethnicity, Majority/Minority) --- Job Satisfaction 2008

	Very Dissatisfied/ Dissatisfied	Neither Satisfied Nor Dissatisfied	Very Satisfied/ Satisfied
How satisfied are you with the following aspects of your job:			
Working Conditions (Majority)	11.4%	12.2%	76.4%
(Minority)	20.4%	16.3%	63.2%
Autonomy and independence	5.0%	10.7%	84.3%
<i>Significant difference at p<.09</i>	6.1%	8.2%	85.7%
Professional relationships with your co-workers	11.5%	13.6%	75.0%
	20.4%	4.1%	75.5%
Social relationships with your co-workers	7.9%	21.6%	70.5%
	8.1%	22.4%	69.4%
Job security	9.2%	19.1%	71.6%
	10.2%	22.4%	67.4%
Relationship with your supervisor	12.1%	14.3%	73.6%
	10.2%	16.3%	73.5%
Quality of supervision you receive	19.4%	15.1%	65.5%
	14.3%	18.8%	64.6%
Advice/Mentoring you have received from people in your department	12.1%	26.2%	71.7%
	14.3%	34.7%	51.0%
Recognition for meritorious performance	38.5%	15.0%	46.4%
	35.4%	31.2%	33.3%
Access to technical support and assistance	18.8%	18.1%	63.1%
	20.4%	28.6%	51.0%
Overall job satisfaction	6.4%	17.1%	76.4%
	4.1%	20.4%	75.5%
	Very	Neither	Very Satisfied/
	Dissatisfied/ Dissatisfied	Satisfied Nor Dissatisfied	Satisfied
How satisfied are you with the following aspects of the college:			
Input in decisions that affect you personally (Majority)	28.5%	27.7%	43.8%
(Minority)	14.5%	37.5%	47.9%
Opportunities to interact with students	11.6%	16.7%	71.8%
<i>Significant difference at p<.10</i>	0.0%	12.2%	87.8%
Opportunities to interact with other staff	9.5%	14.6%	75.9%
	4.1%	22.4%	73.5%
Opportunities to interact with faculty members	12.3%	35.5%	52.2%
	10.4%	33.3%	56.3%
Campus administrative leadership	26.3%	29.9%	43.8%
	23.4%	46.8%	29.8%
Extent to which campus administration willingly shares important with you	32.6%	31.9%	42.6%
	25.5%	31.9%	36.9%
Integration of the staff in the life of the campus	23.4%	37.2%	39.4%
	28.2%	34.8%	36.7%

If you have applied for a job change within the last five years while working at SMC, please tell us why.			Not A Reason
	A Major Reason	A Minor Reason	At All
I wanted an increase in salary (Majority)	54.3%	23.9%	21.7%
(Minority)	58.8%	17.6%	23.5%
I felt that my work was not being appreciated	45.7%	13.0%	41.3%
	41.2%	23.5%	35.3%
I was not treated with respect	25.0%	18.2%	56.8%
	23.5%	23.5%	52.9%
I was being treated in an insensitive/inappropriate manner based on my ethnicity	0.0%	23.0%	97.7%
	0.0%	5.9%	94.1%
I was being treated in an insensitive/inappropriate manner based on my gender	0.0%	16.7%	83.3%
<i>Significant difference at p<.02</i>	17.6%	11.8%	70.6%
I was being treated in an insensitive/inappropriate manner based on my sexual orientation	0.0%	7.0%	93.0%
	0.0%	0.0%	100.0%
I was not being treated in an insensitive/inappropriate manner based on my disability	2.3%	2.3%	95.3%
	0.0%	0.0%	100.0%
I wanted more responsibility	46.5%	25.6%	27.9%
	29.4%	17.6%	52.9%
I wanted a change in my work hours	18.2%	15.9%	65.9%
	23.5%	11.8%	64.7%
I did not get along with my co-workers	4.7%	18.6%	76.7%
	0.0%	17.6%	82.4%
The new job was less stressful	2.4%	9.8%	87.8%
	17.6%	5.9%	76.5%
I wanted to make a career change and pursue a new line of work	30.2%	16.3%	53.5%
	25.0%	31.2%	43.8%

Staff (by Ethnicity, Majority/Minority) --- Campus Diversity 2008

	Strongly Disagree/ Disagree	Neither Disagree or Agree	Strongly Agree/ Agree
Indicate the extent to which you agree or disagree with the following statements:			
I know how to officially report any racist, sexist or other offensive behaviors. (Majority)	6.4%	5.0%	88.6%
(Minority) <i>Significant difference at p<.09</i>	18.4%	2.0%	79.6%
My opinions/inputs are valued at SMC	20.1%	37.4%	42.4%
	23.0%	31.2%	45.8%
The college should use its resources to help underprepared students succeed	2.9%	12.2%	84.9%
	2.1%	14.6%	83.4%
I fear for my physical safety on campus because of my ethnicity or gender	90.6%	8.6%	0.7%
	93.9%	4.1%	2.0%
It is important to me to have friends who are part of the same ethnic group as my own	245.3%	38.7%	16.1%
	40.4%	19.1%	40.5%
I fear for my physical safety on campus because of my sexual orientation	84.9%	14.4%	0.7%
	85.7%	12.2%	2.0%
I feel uncomfortable disclosing my sexual orientation to my colleagues on campus	68.9%	23.7%	7.4%
	69.4%	22.4%	8.2%
A diverse student body enhances the educational experiences of all students	2.1%	4.3%	93.6%
	0.0%	4.2%	95.8%
I feel uncomfortable discussing racially sensitive topics on campus with members of other races/ethnicities	45.7%	33.0%	21.0%
<i>Significant difference at p<.06</i>	40.8%	34.7%	24.5%
In order to "fit in" at SMC, I often feel I need to change some of my personal characteristics (e.g., language, name, appearance)	68.6%	21.9%	9.5%
	57.2%	22.4%	20.4%
I feel awkward in situations at SMC in which I am the only person of my ethnic group	67.7%	25.7%	6.6%
<i>Significant difference at p<.004</i>	46.9%	28.6%	24.4%
I value the work that is being done by the Intercultural Center	4.4%	28.6%	55.1%
<i>Significant difference at p<.04</i>	4.2%	40.4%	67.8%
I feel comfortable talking about my religion on campus	15.3%	25.5%	59.1%
	14.6%	25.0%	60.4%
I believe more consideration should be given to the needs and interests of the disabled people on campus	4.3%	43.5%	52.1%
	6.4%	38.3%	55.3%

Faculty (by Ethnicity, Majority/Minority)---The Working Environment 2008

	Strongly Disagree/ Disagree	Neither Disagree or Agree	Strongly Agree/ Agree
Indicate the extent to which you agree or disagree with the following statements:			
I receive an equitable salary in my department or assigned work area (Majority)	51.5%	16.9%	31.6%
(Minority)	41.9%	18.6%	39.5%
My actual job duties fit my job description	33.6%	12.9%	53.6%
	23.3%	11.6%	63.1%
There are sufficient opportunities for advancement within SMC	50.3%	25.5%	24.1%
	34.9%	37.2%	27.9%
My work contributions to my dept are appreciated by my manager/supervisor	13.7%	14.4%	71.9%
	11.7%	16.3%	72.1%
Women in my dept have equal opportunities as men for recognition and respect	18.1%	12.3%	69.5%
	14.0%	14.0%	72.1%
Women in my dept have equal opportunities as men for advancement	16.6%	17.4%	65.9%
	14.0%	14.0%	72.1%
Too much emphasis is placed on achieving diversity within the staff	44.2%	36.2%	19.5%
<i>Significant difference at p<.008</i>	67.1%	23.3%	4.7%
My immediate work environment is free from incidents of sexual harassment	7.9%	10.1%	82.0%
	2.3%	20.9%	76.7%
Staff morale is good in my department	30.2%	15.8%	54.0%
	30.2%	23.3%	46.5%
I would recommend SMC as a good place to work	13.0%	23.0%	64.0%
	14.0%	25.6%	60.5%
I receive enough information in order to perform my job	16.0%	14.6%	69.4%
	21.0%	14.0%	65.2%
There are opportunities for me to develop my skills and abilities in my department	17.5%	16.1%	66.4%
	7.0%	23.3%	69.8%
I am supported when seeking information about career development	15.3%	30.7%	54.0%
	44.7%	46.5%	41.9%
My performance on the job is evaluated fairly	12.4%	20.4%	67.2%
	9.3%	16.3%	74.5%
There is favoritism in my department	55.2%	22.1%	22.8%
	41.9%	27.9%	30.3%
When I take initiative on the job it is usually appreciated	16.6%	15.2%	68.1%
	16.3%	20.9%	62.8%
My supervisor treats me like I am incompetent	75.0%	12.5%	12.5%
	72.1%	11.6%	16.3%
I am often given feedback about how I am doing my job	31.9%	22.5%	45.6%
	34.9%	18.6%	46.6%
My department is free of incidents of verbal abuse	15.9%	10.1%	74.0%
	9.5%	14.6%	76.2%
I am able to attend campus events during working hours	10.1%	8.7%	81.1%
	14.0%	9.3%	75.8%
I see my work as an integral part of the overall mission of educating students at SMC	2.1%	7.2%	90.6%
	0.0%	4.8%	95.2%
I often feel it is necessary to work through lunch to get my work done	21.2%	21.2%	57.7%
	25.6%	9.3%	65.1%
My supervisor understands what it takes for me to do my job	18.4%	19.1%	62.5%
	18.6%	18.6%	62.8%