

**CCSU Campus Climate Survey
Full-time Faculty
Spring 2020**

Full-time Faculty Campus Climate Survey, Spring 2020 Overview

➤ Higher Education Research Institute, UCLA

➤ ~ 300 Questions

➤ Comparison Groups:

- Public 4-year Similar (N=6)
- Public 4-year Colleges (N=16)

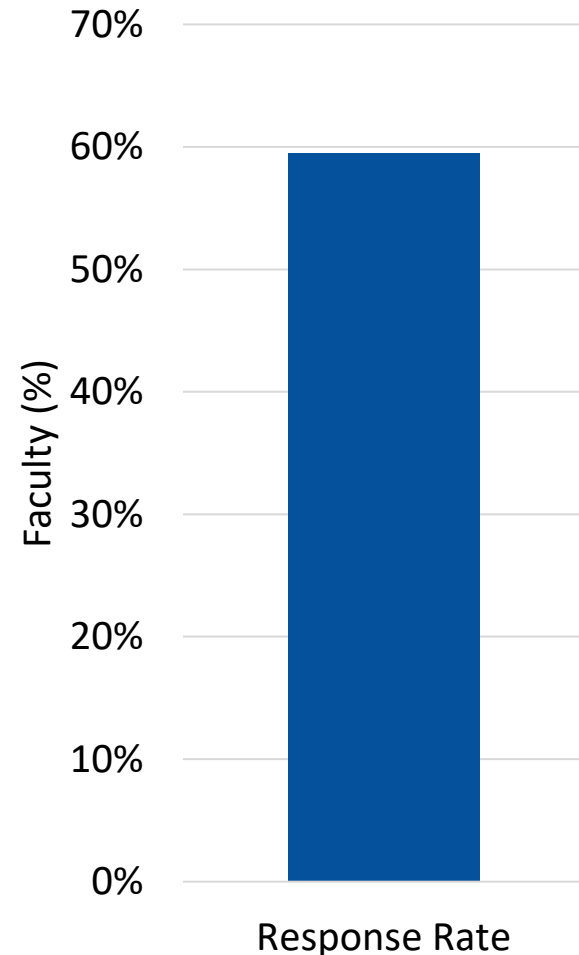
➤ Statistical Analysis

- CCSU  vs Public 4-year Similar 
- CCSU  vs Public 4-year Colleges 
- CCSU: Male  vs Female 

Full-time Faculty Campus Climate Survey, Spring 2020

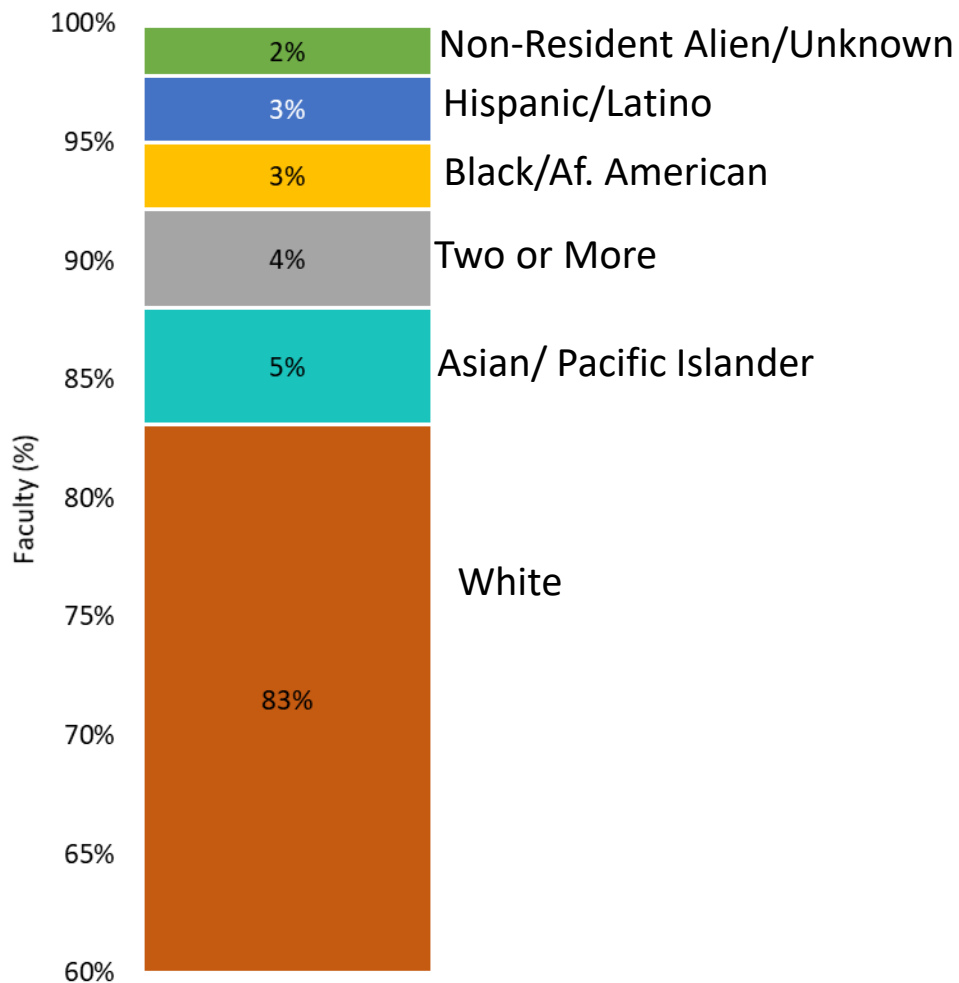
Response Rate

- Response rate: 60%
 - 259 of 435 FT Faculty participated in the Survey
- Concern about being identified
 - Faculty who were concerned about being identified were advised to not answer some demographic questions

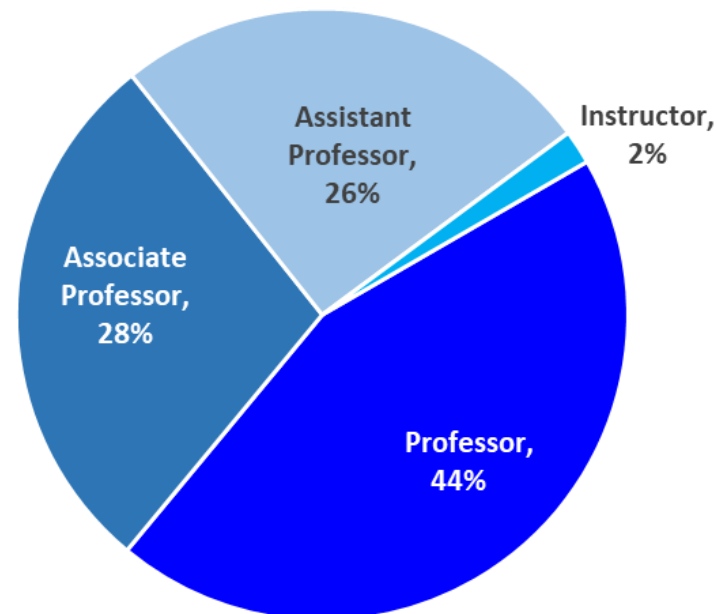
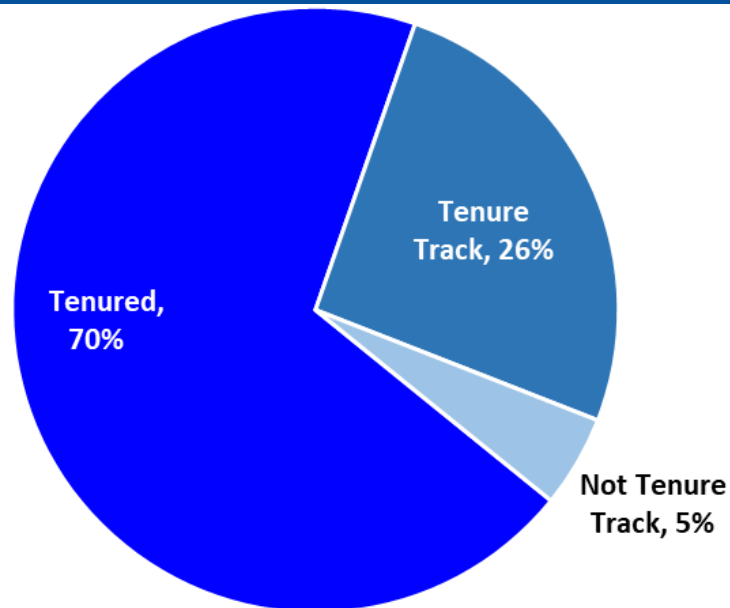


Full-time Faculty Campus Climate Survey, Spring 2020

Demographics

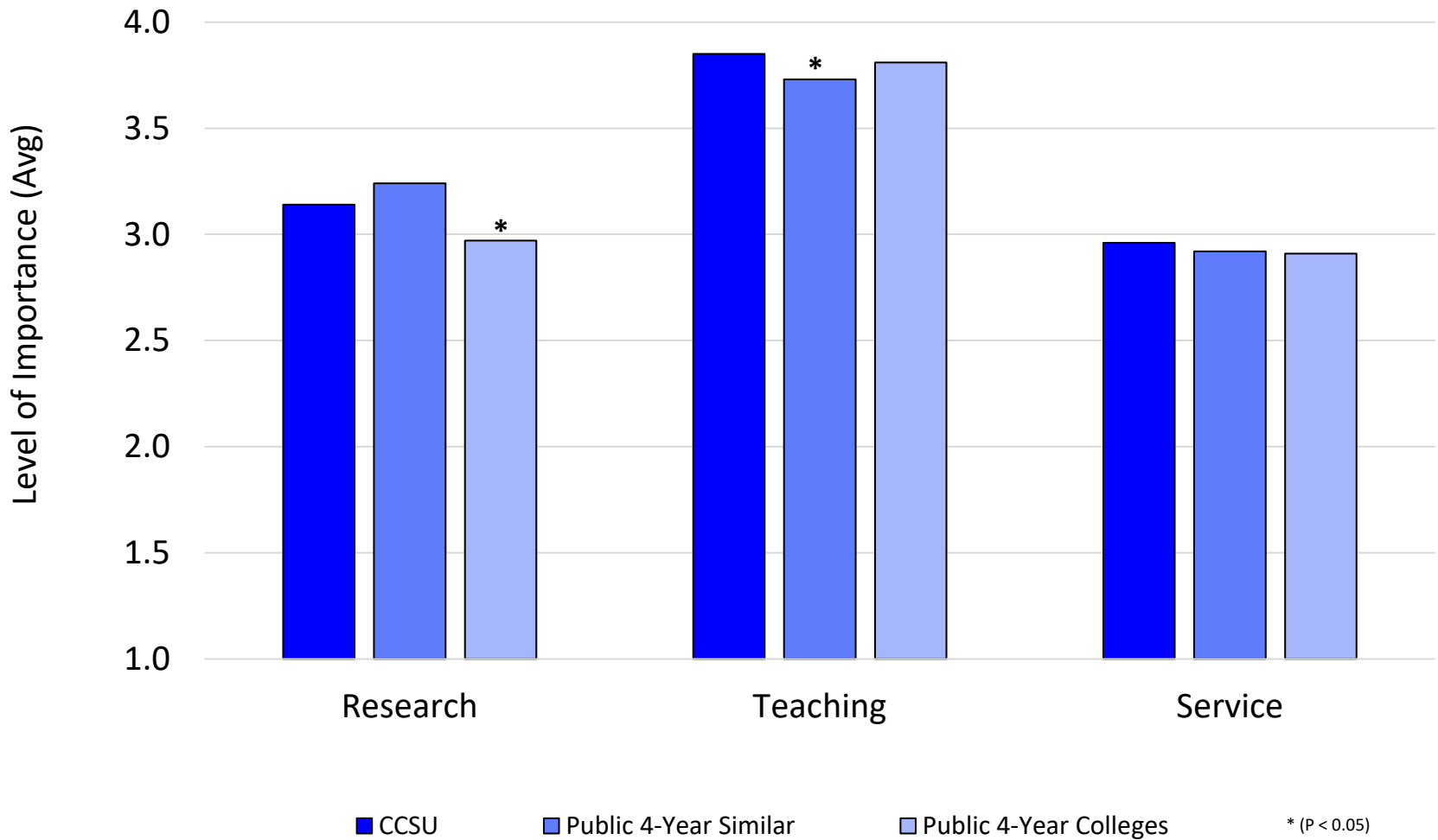


Native American/Alaska Native 0%

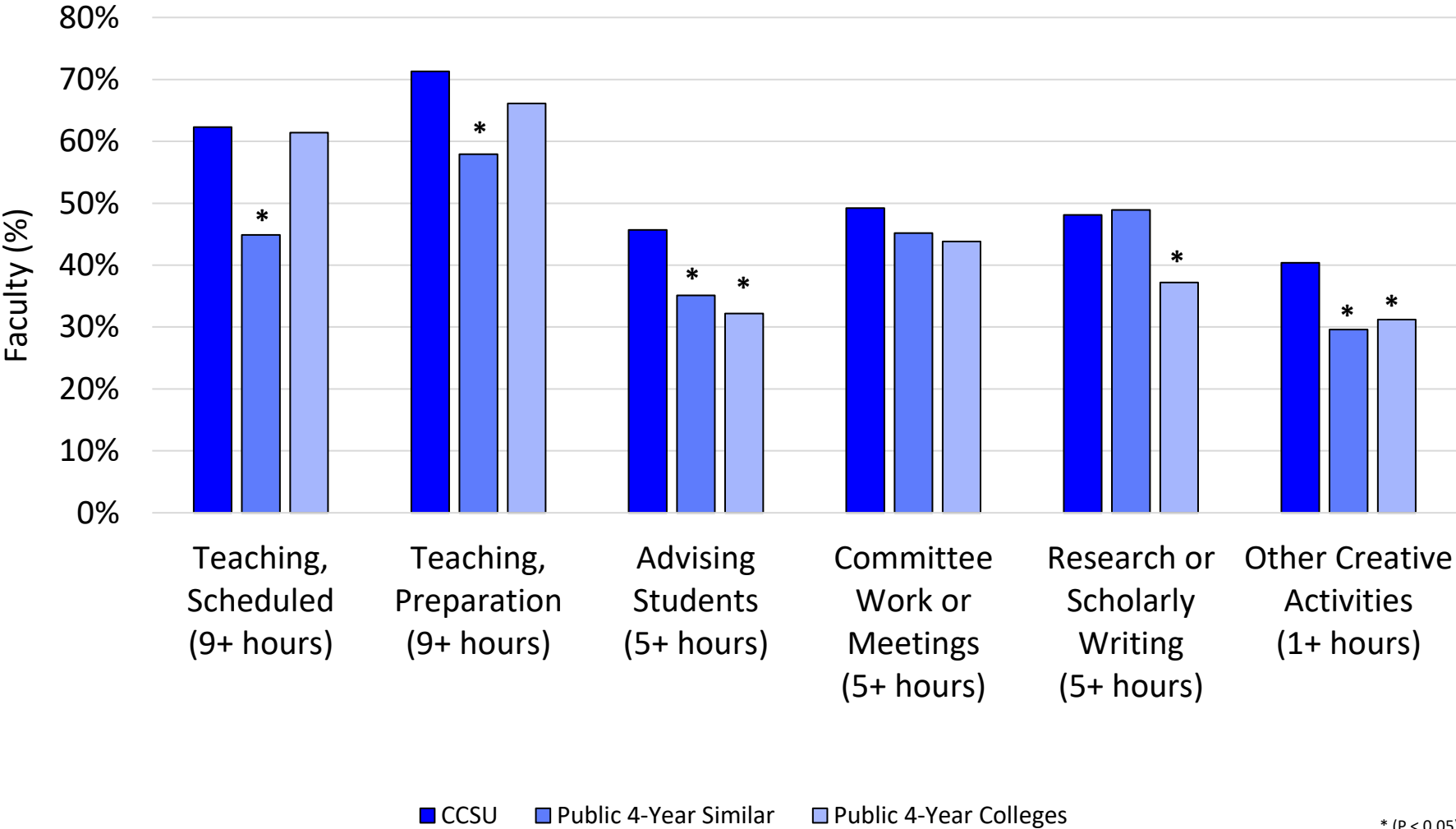


Background

How important to you is: (Scale of 1 to 4; 4 = Essential)

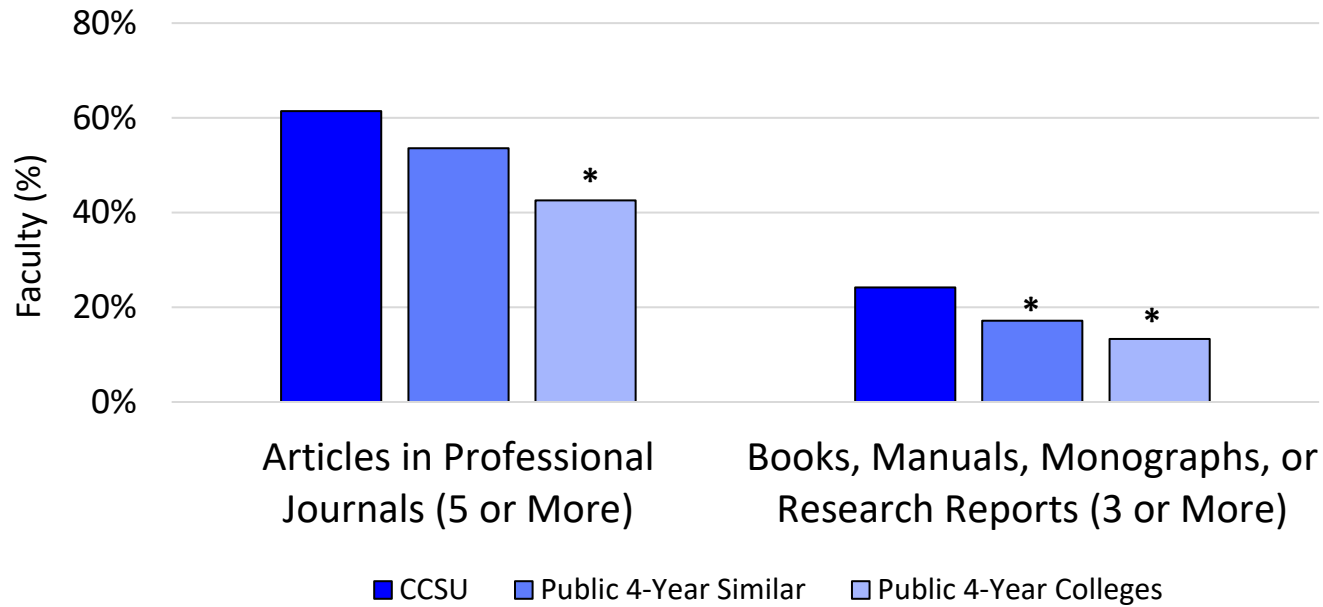


Average Number of Hours/Week Faculty Spent: (Term: Spring 2020)

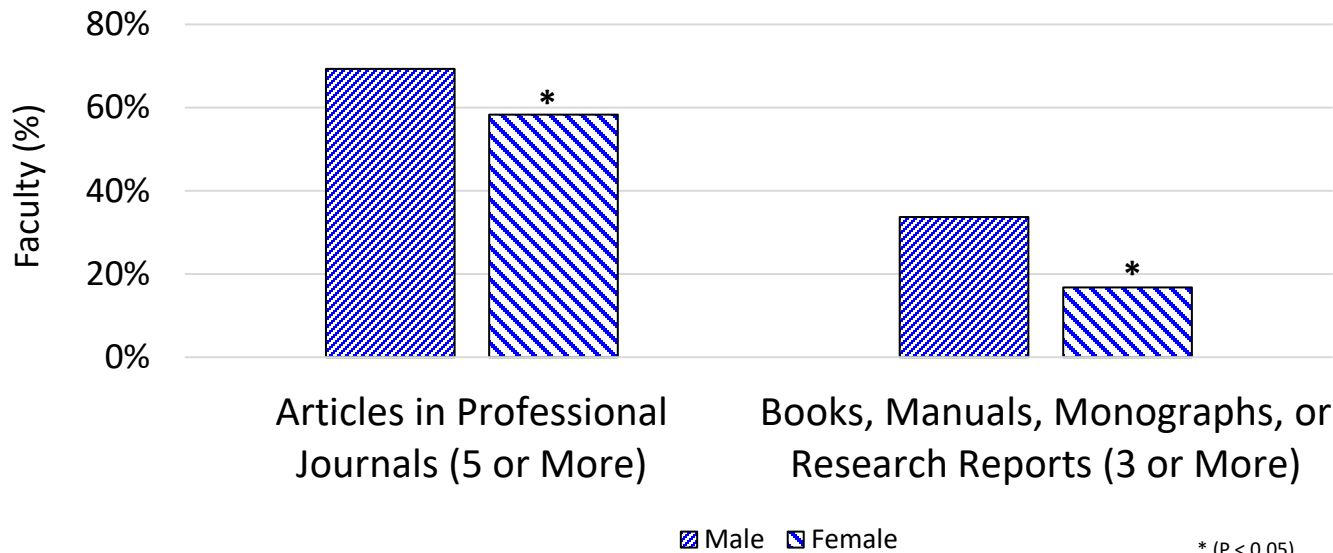


* (P < 0.05)

How many of the following have you published?

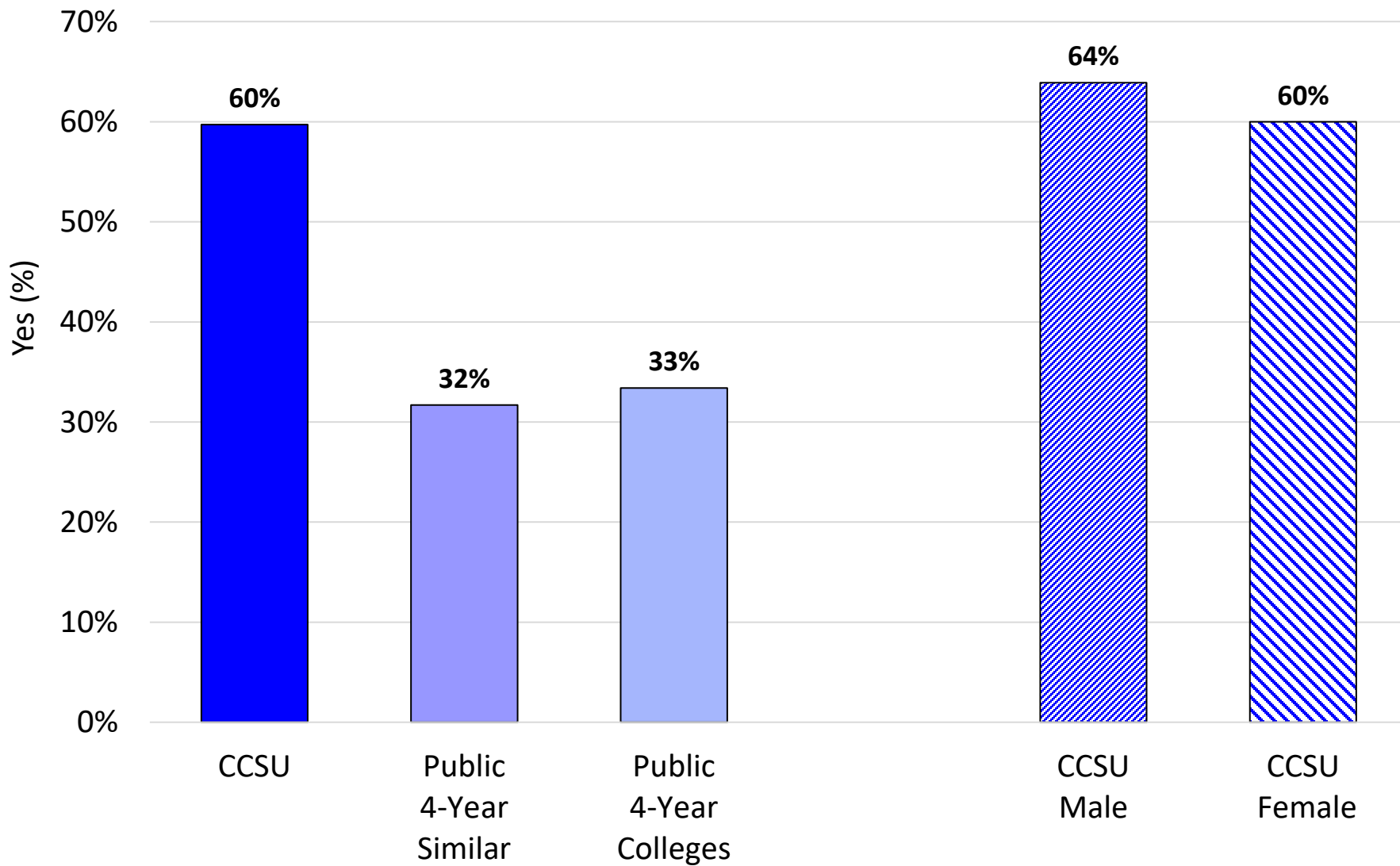


By Gender

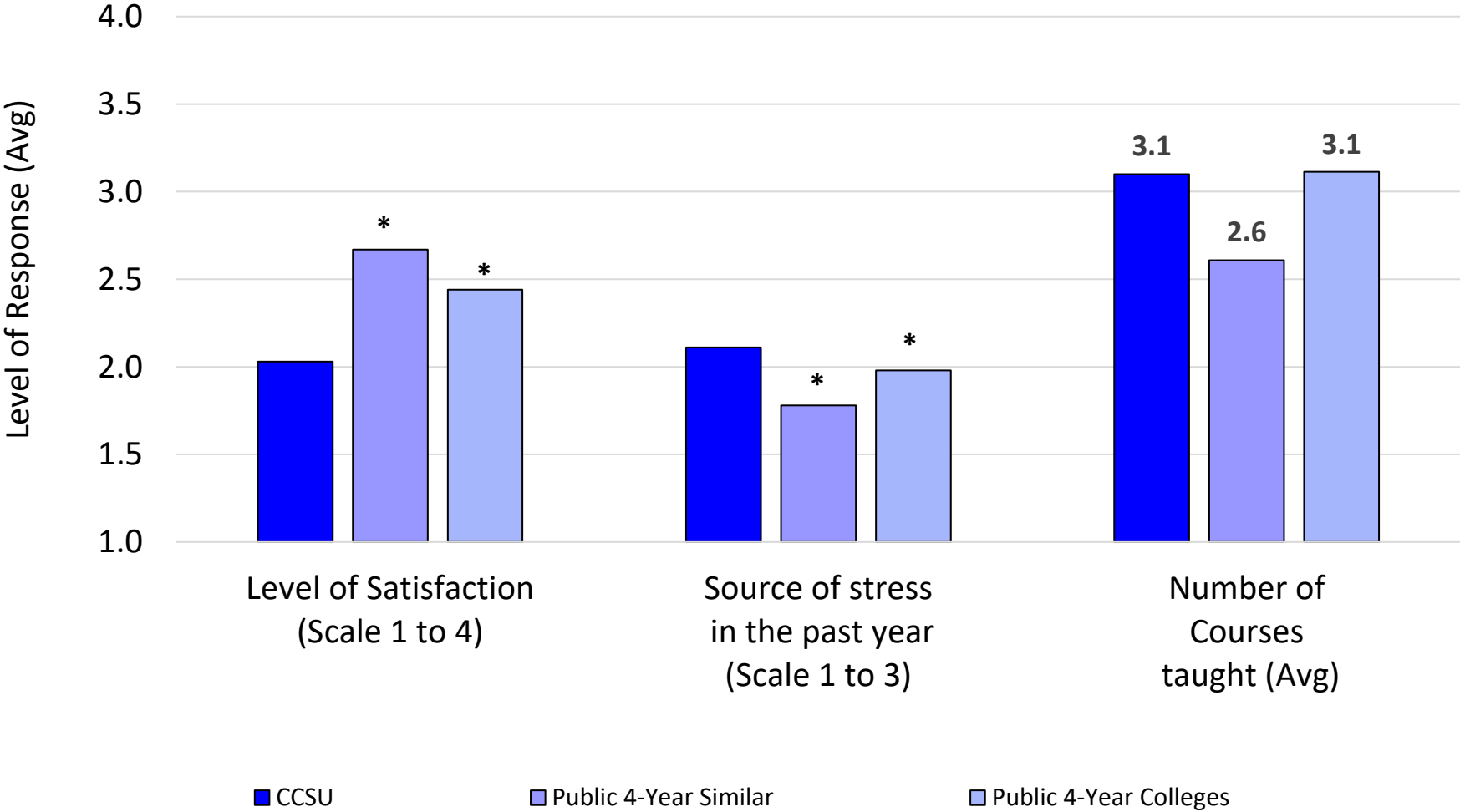


* (P < 0.05)

Have you ever been formally recognized for outstanding teaching at this institution?



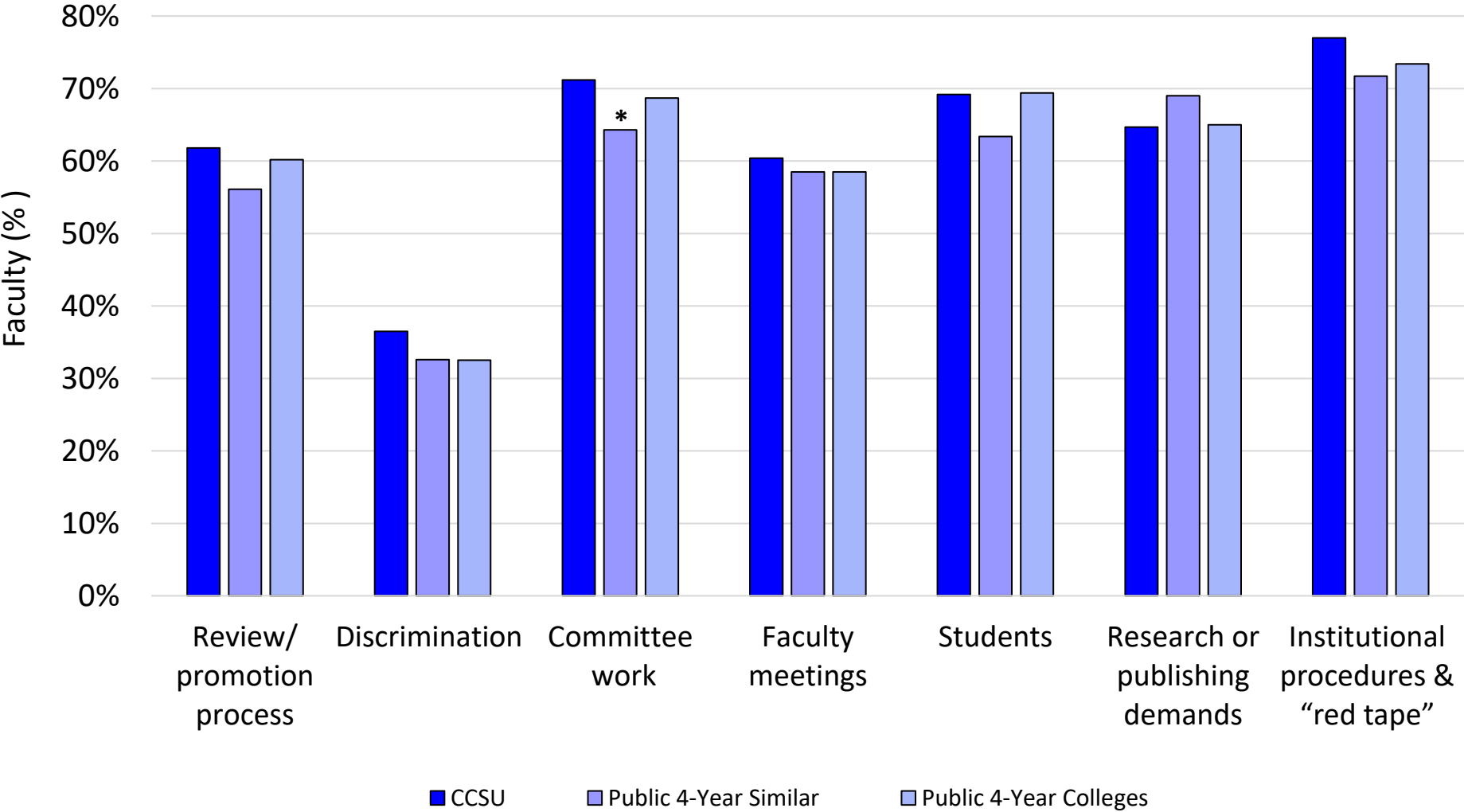
Responses to Questions about Teaching Load:



* (P < 0.05)

Source of Stress for Faculty in Past Year

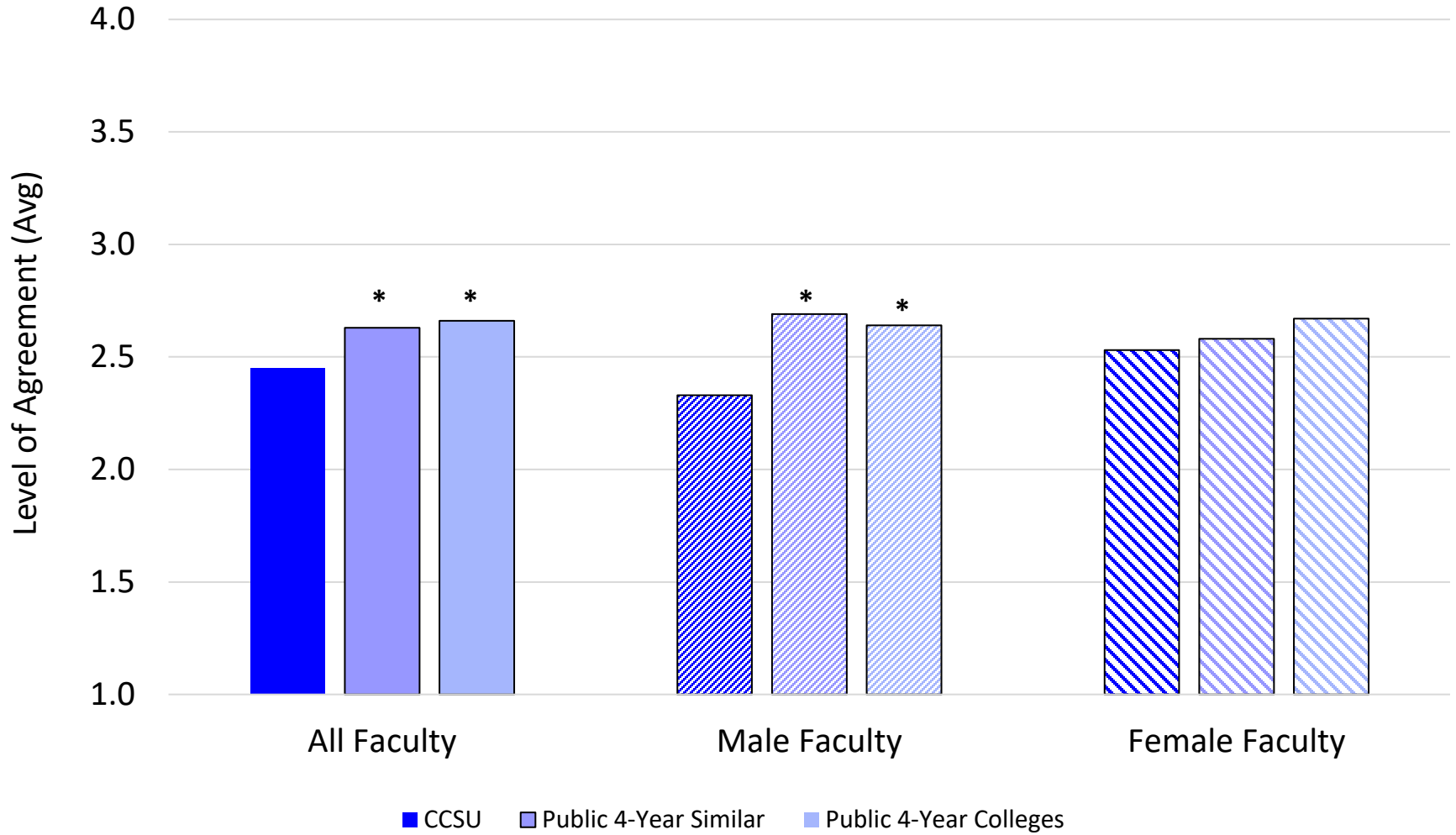
(3-point scale; Percent reporting "Somewhat" or "Extensive")



* (P < 0.05)

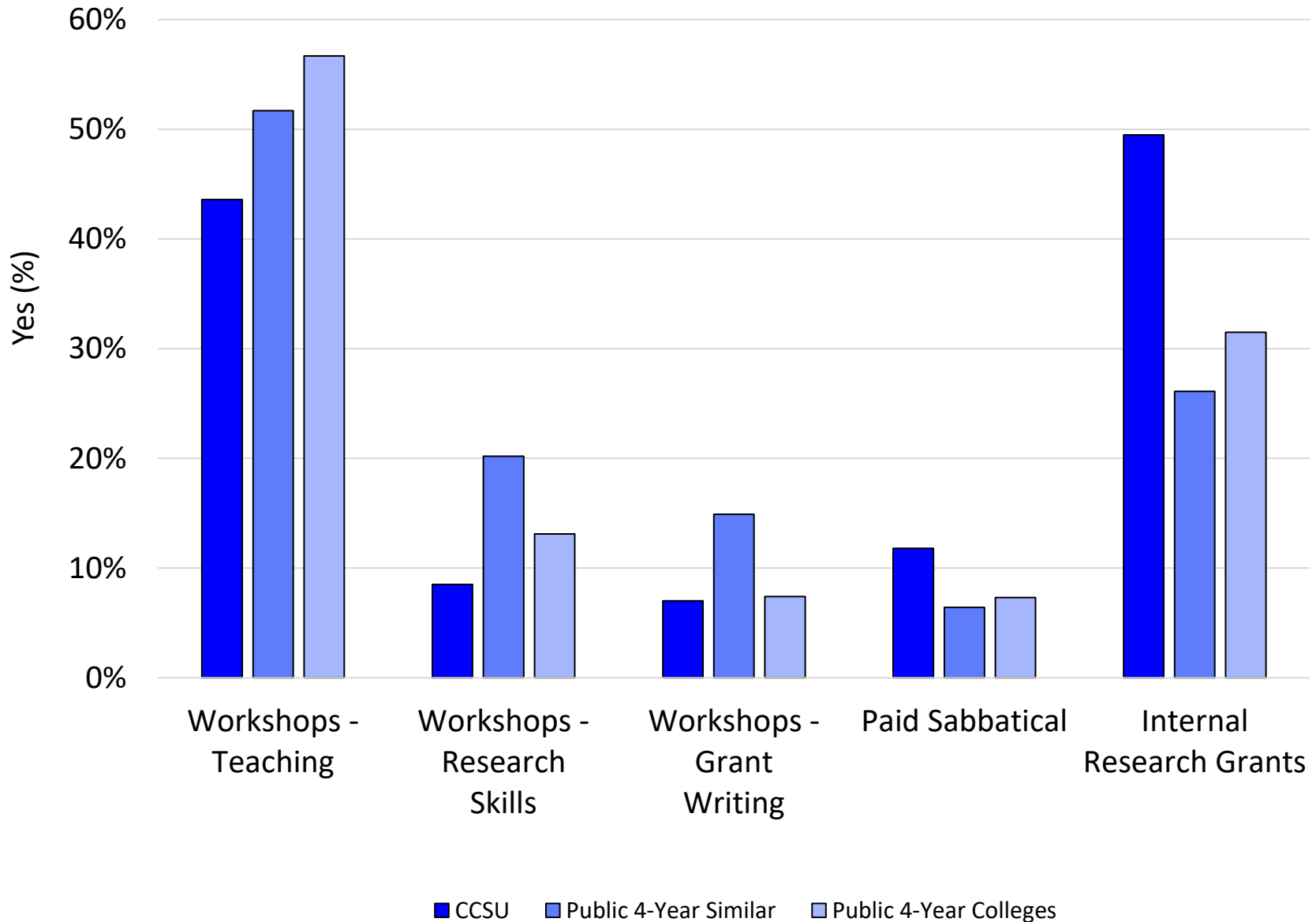
Professional Development

There is adequate support for faculty development (Scale of 1 to 4; 4 = Strongly Agree)

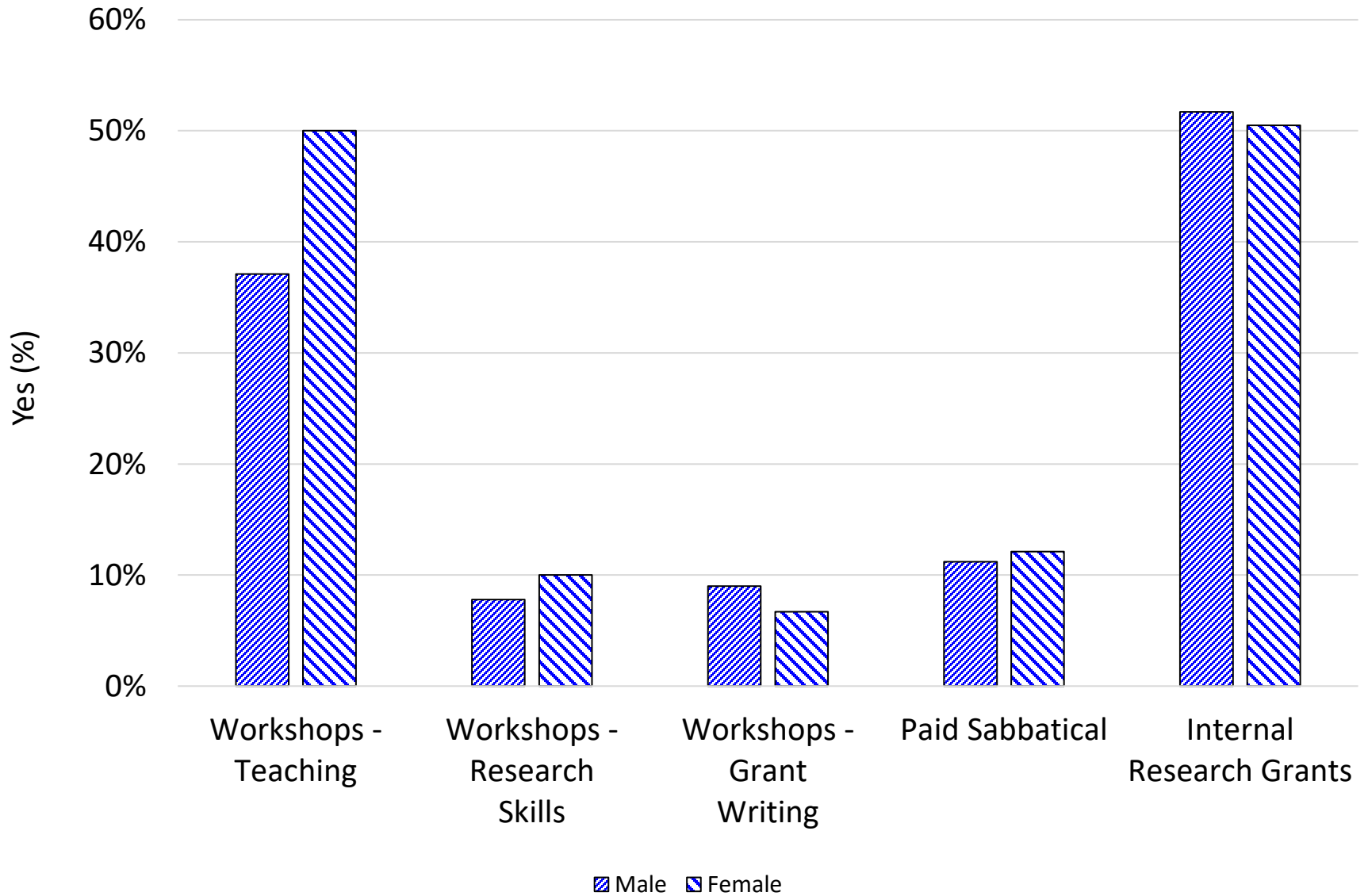


* (P < 0.05)

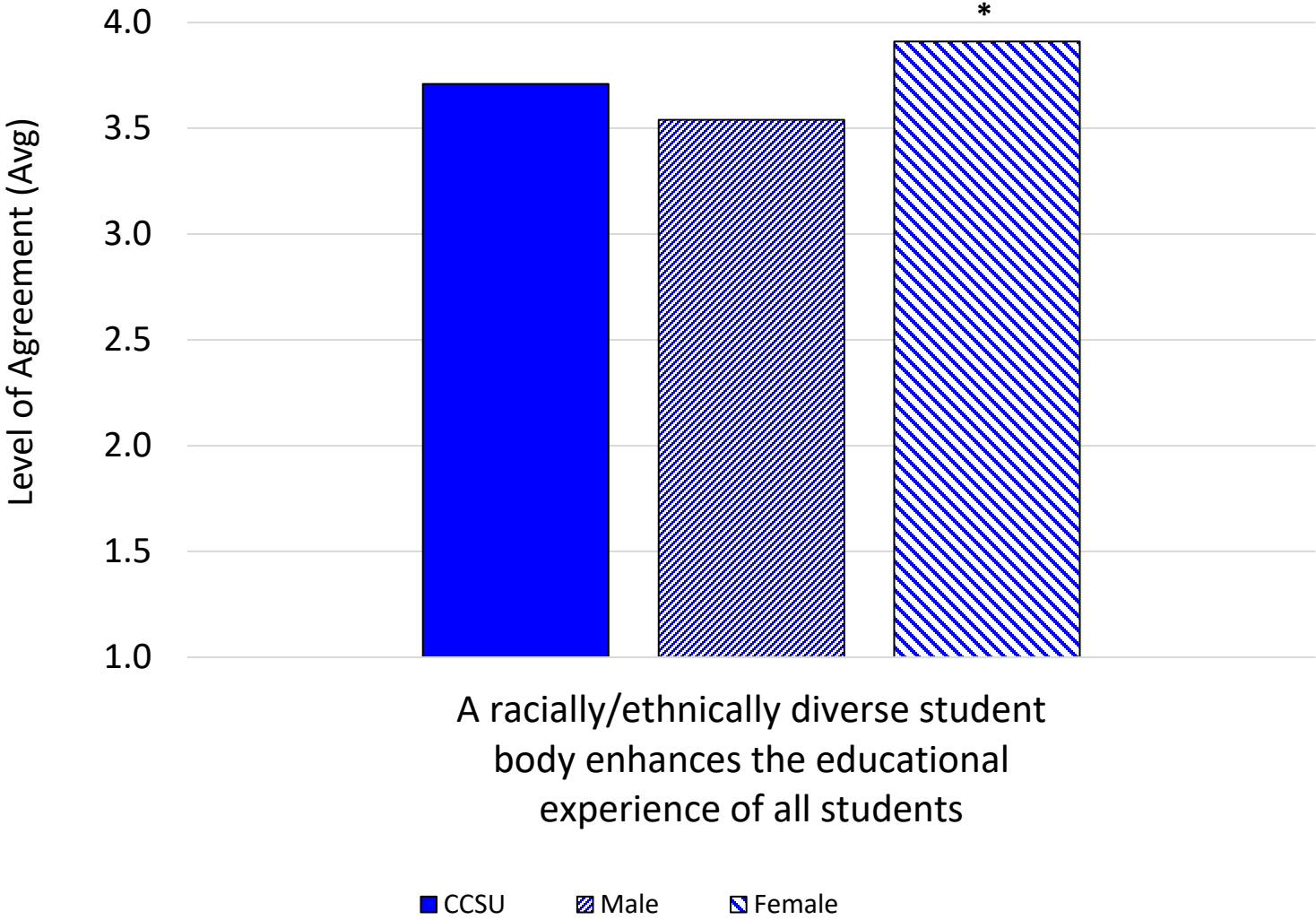
In the Past Year, Have you Participated In:



In the Past Year, Have you Participated In:

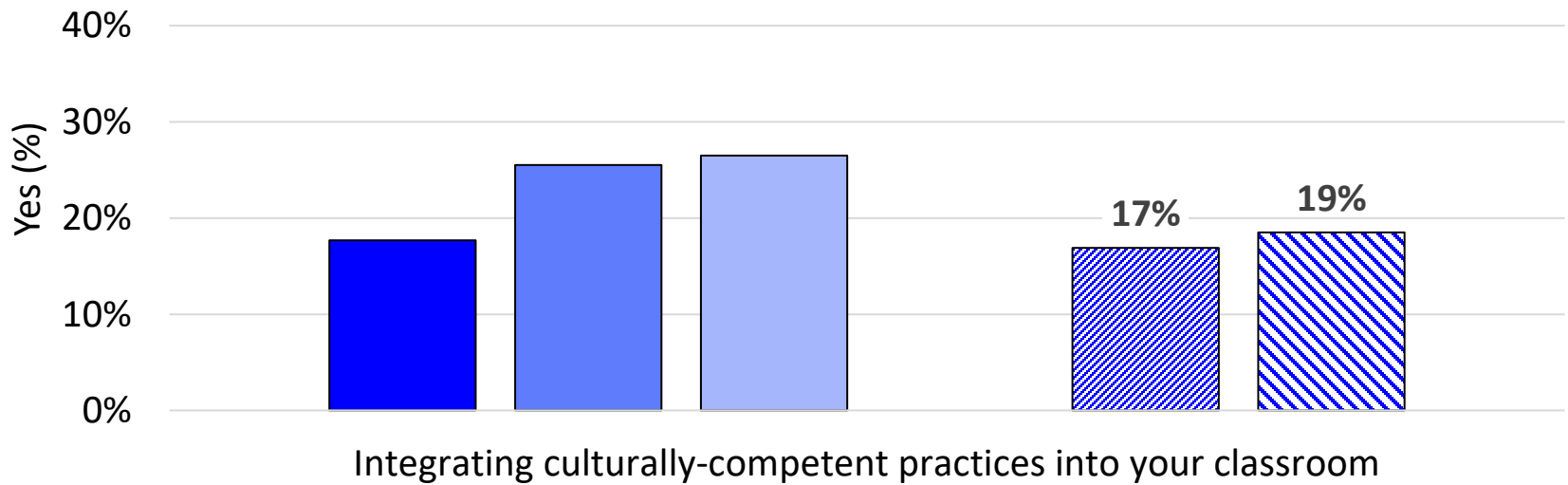
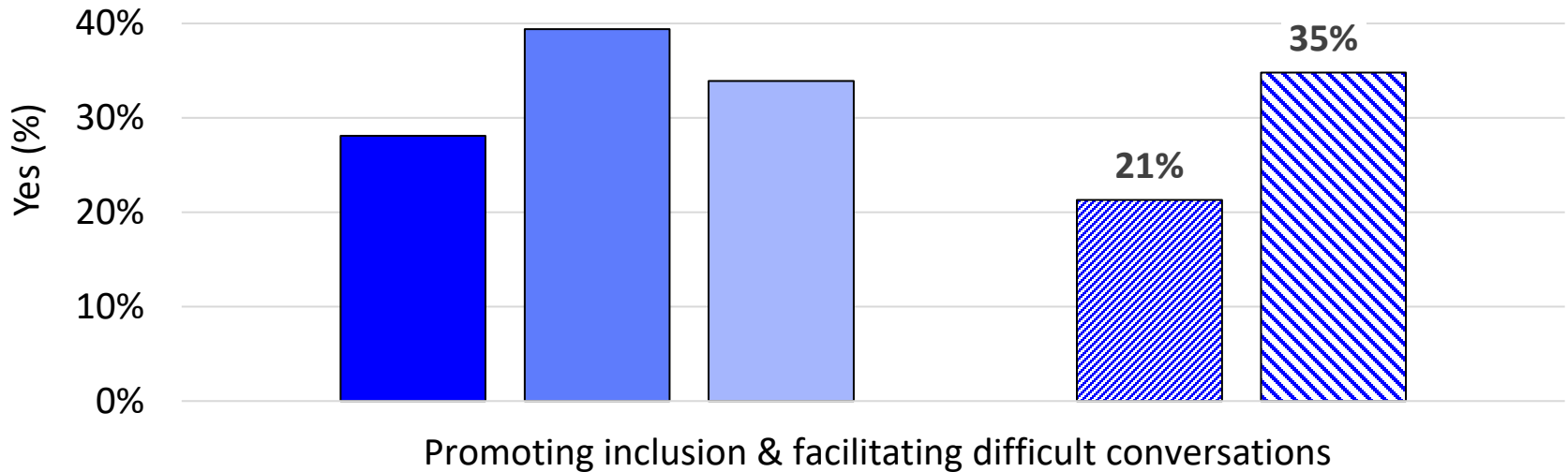


CCSU Faculty Strongly Agree with the following (Scale: 1 to 4; 4 = Strongly Agree)



* (P < 0.05)

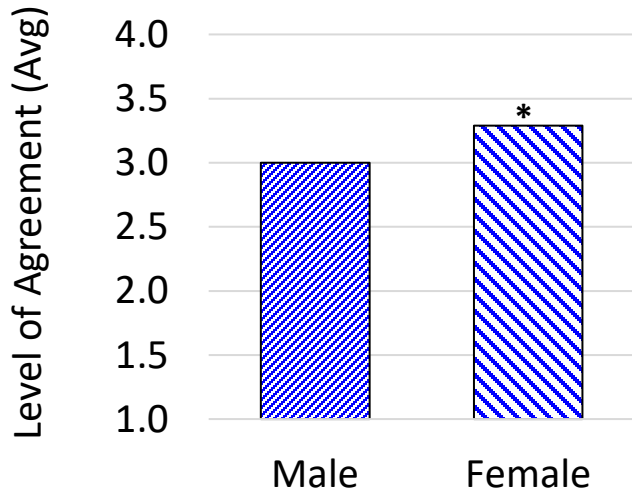
In the Past Year, Did you Participate in Training or Access Resources to Facilitate:



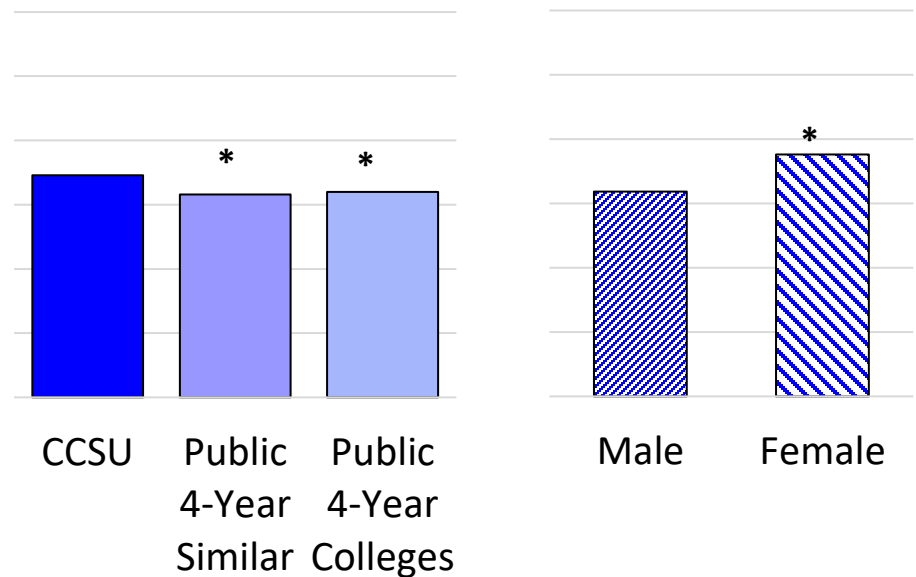
■ CCSU ■ Public 4-Year Similar ■ Public 4-Year Colleges ■ Male ■ Female

Diversity Issues in the Classroom

CCSU Faculty: I have the skills to facilitate conversation about diversity issues in the classroom



Faculty are not prepared to deal with conflict over diversity issues in the classroom

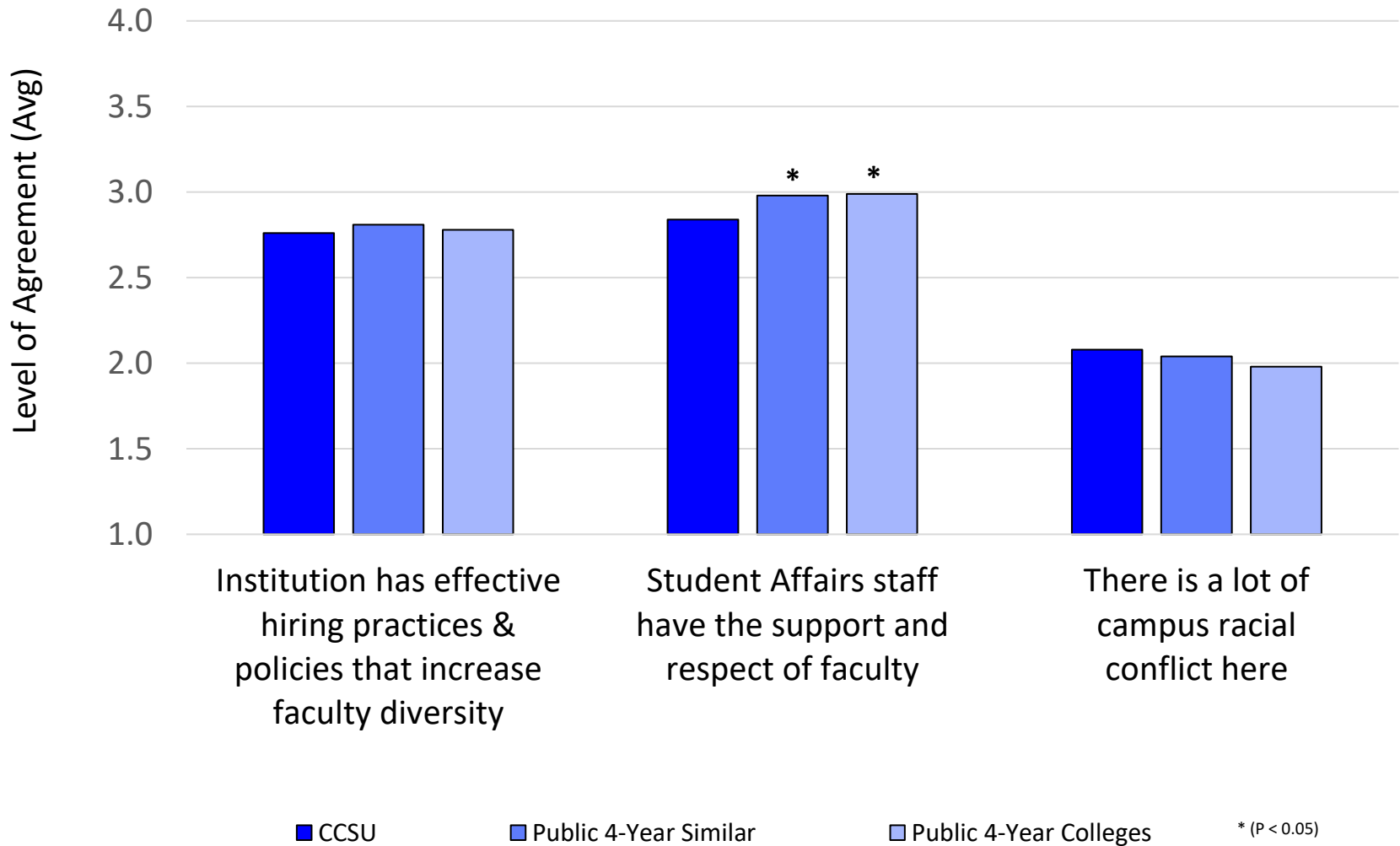


* (P < 0.05)

Scale of 1 to 4; 4 = Strongly Agree

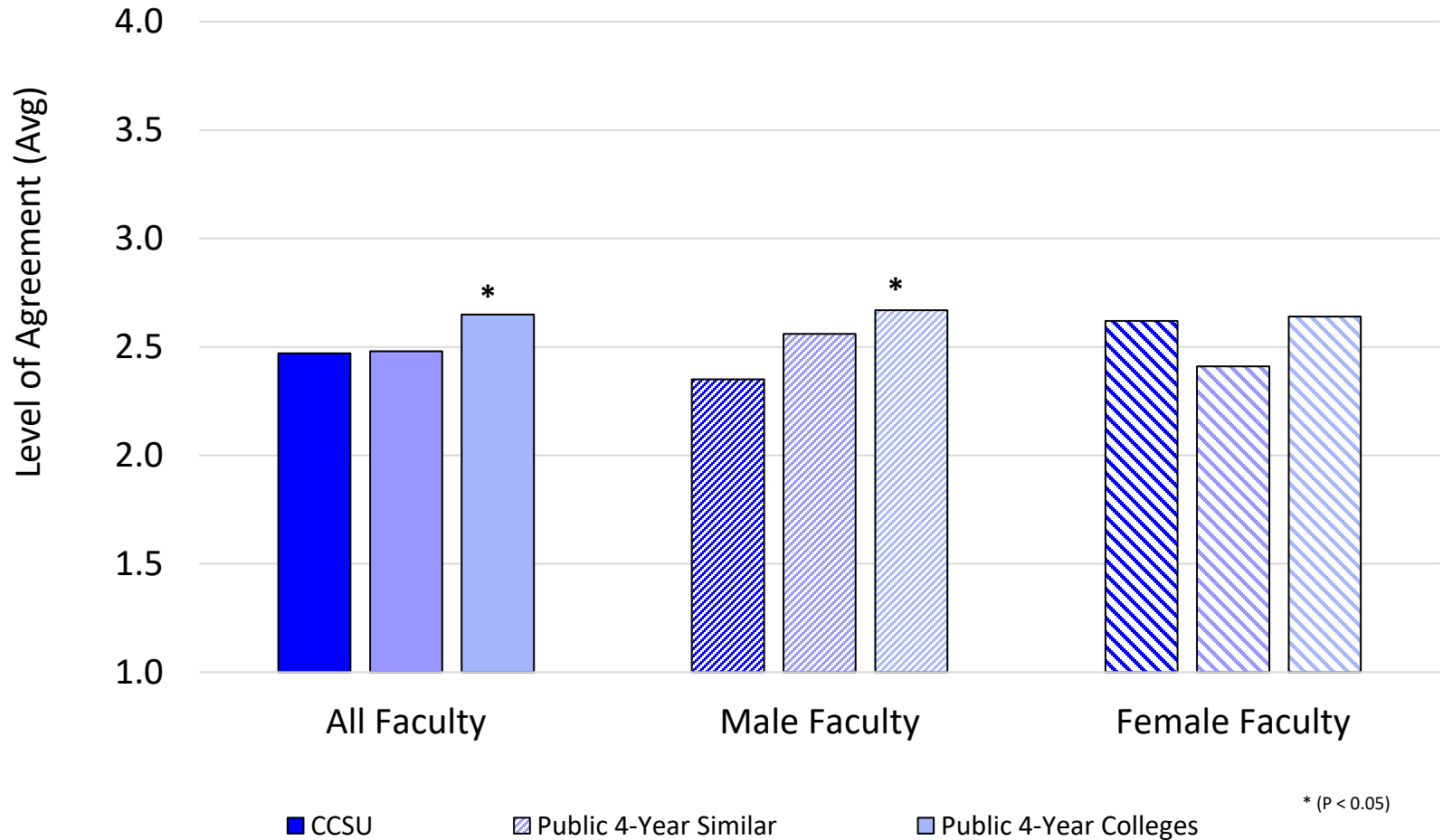
Climate

How Strongly do you Agree: (Scale of 1 to 4; 4 = Strongly Agree)



Faculty are sufficiently involved in campus decision-making

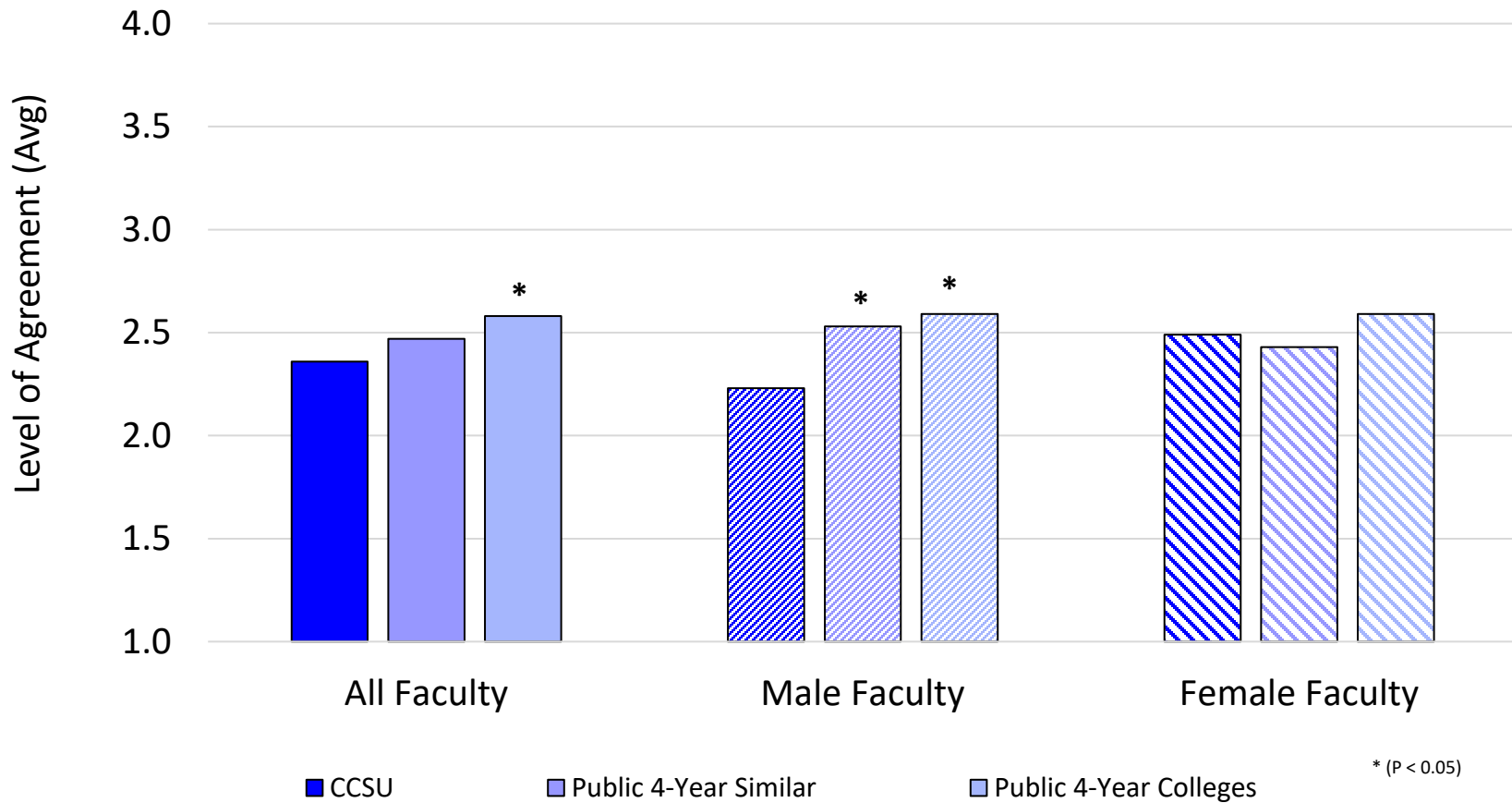
(Scale of 1 to 4; 4 = Strongly Agree)



CCSU Male ≠ Female

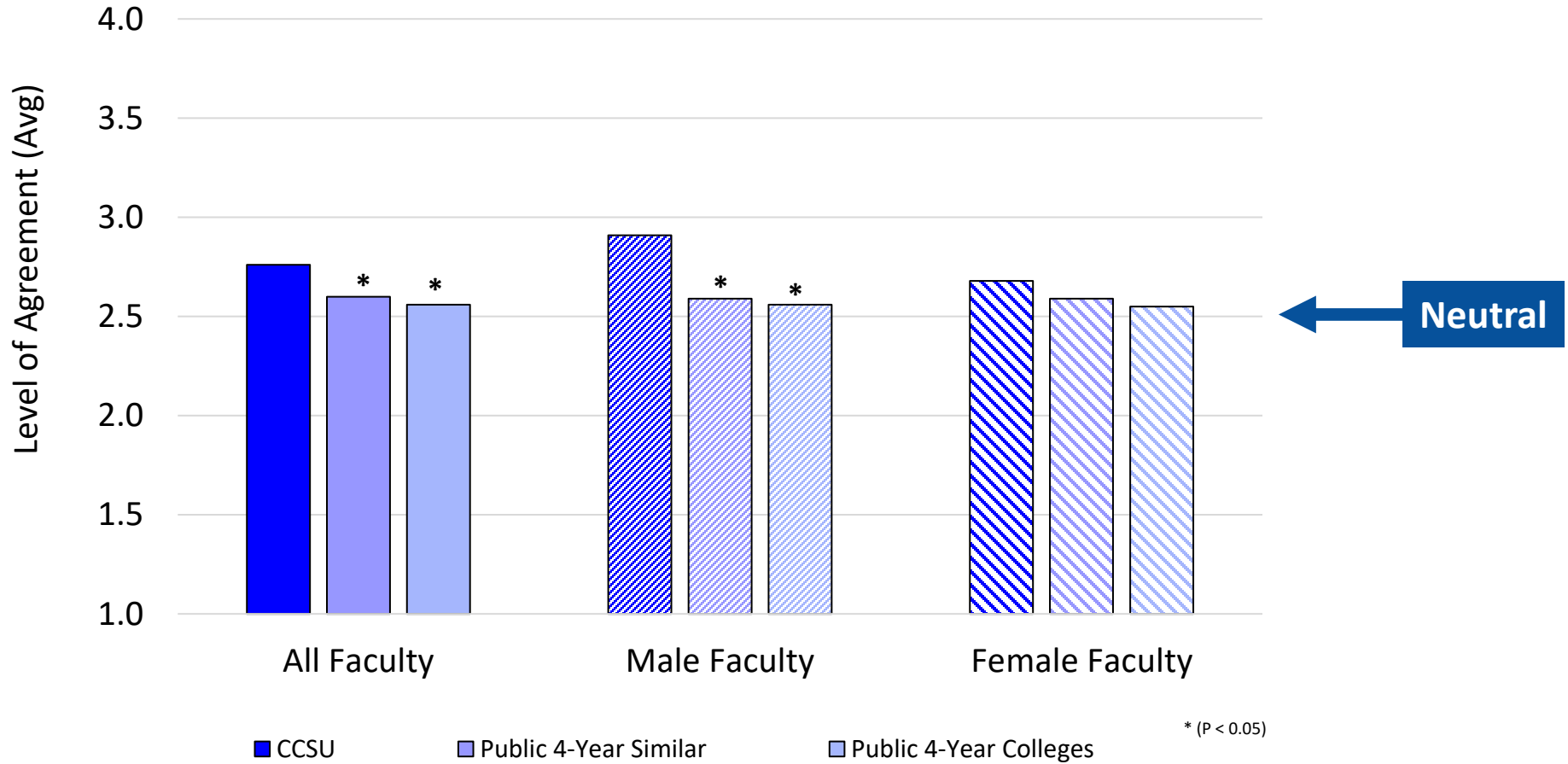
Administrators consider faculty concerns when making policy

(Scale of 1 to 4; 4 = Strongly Agree)

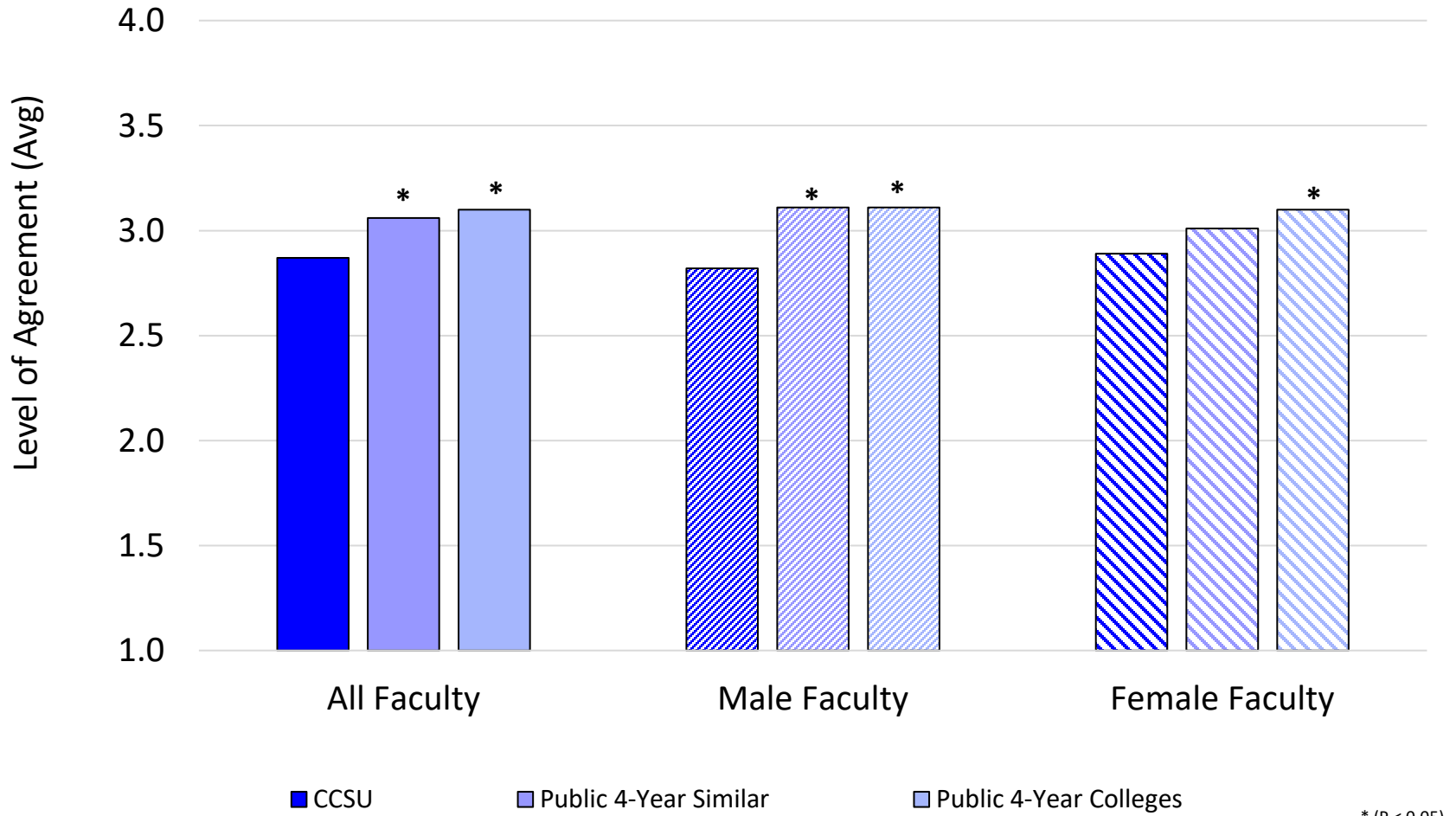


* (P < 0.05)

Faculty are typically at odds with campus administration (Scale of 1 to 4; 4 = Strongly Agree)

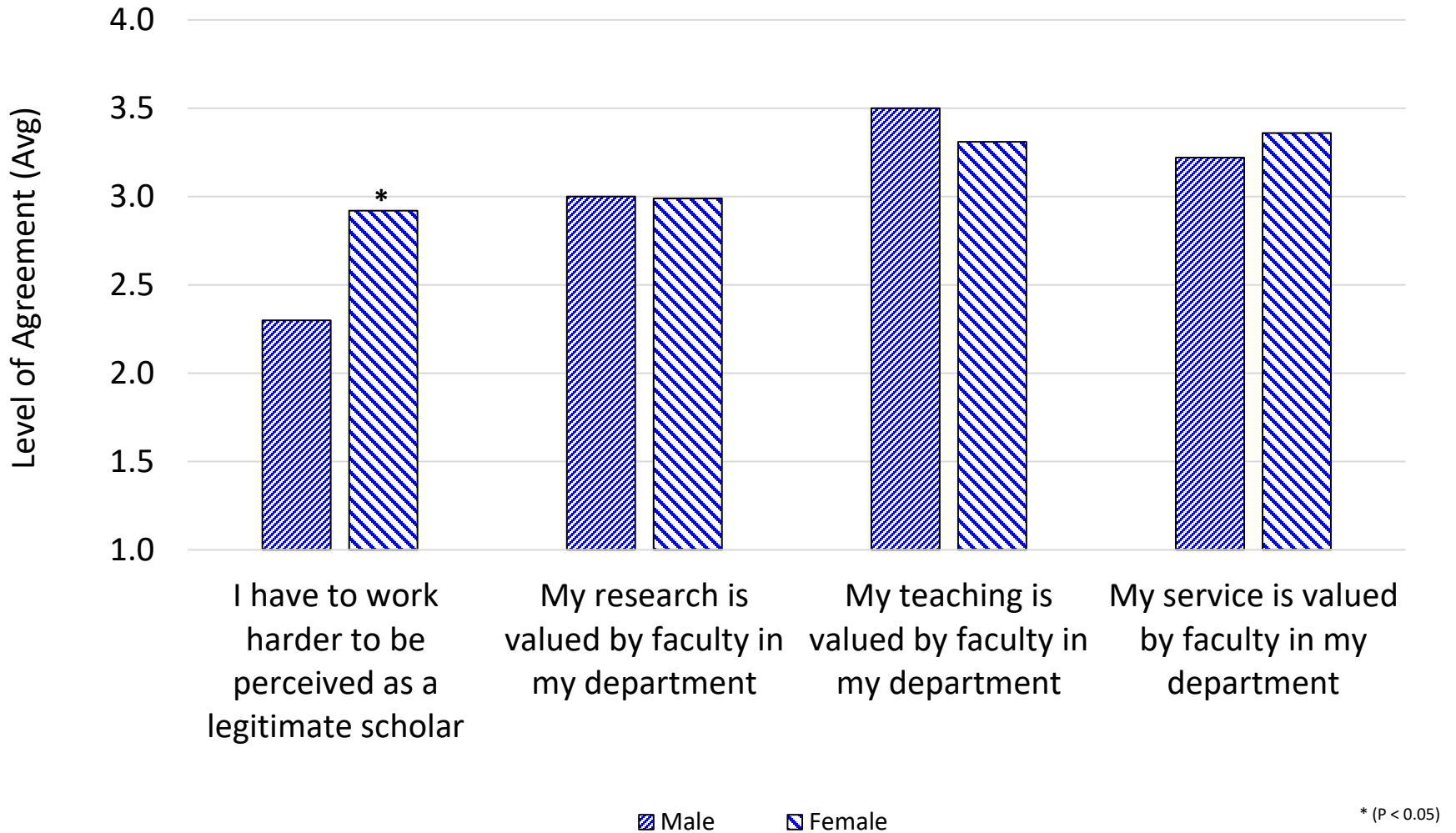


Faculty here respect each other (Scale of 1 to 4; 4 = Strongly Agree)

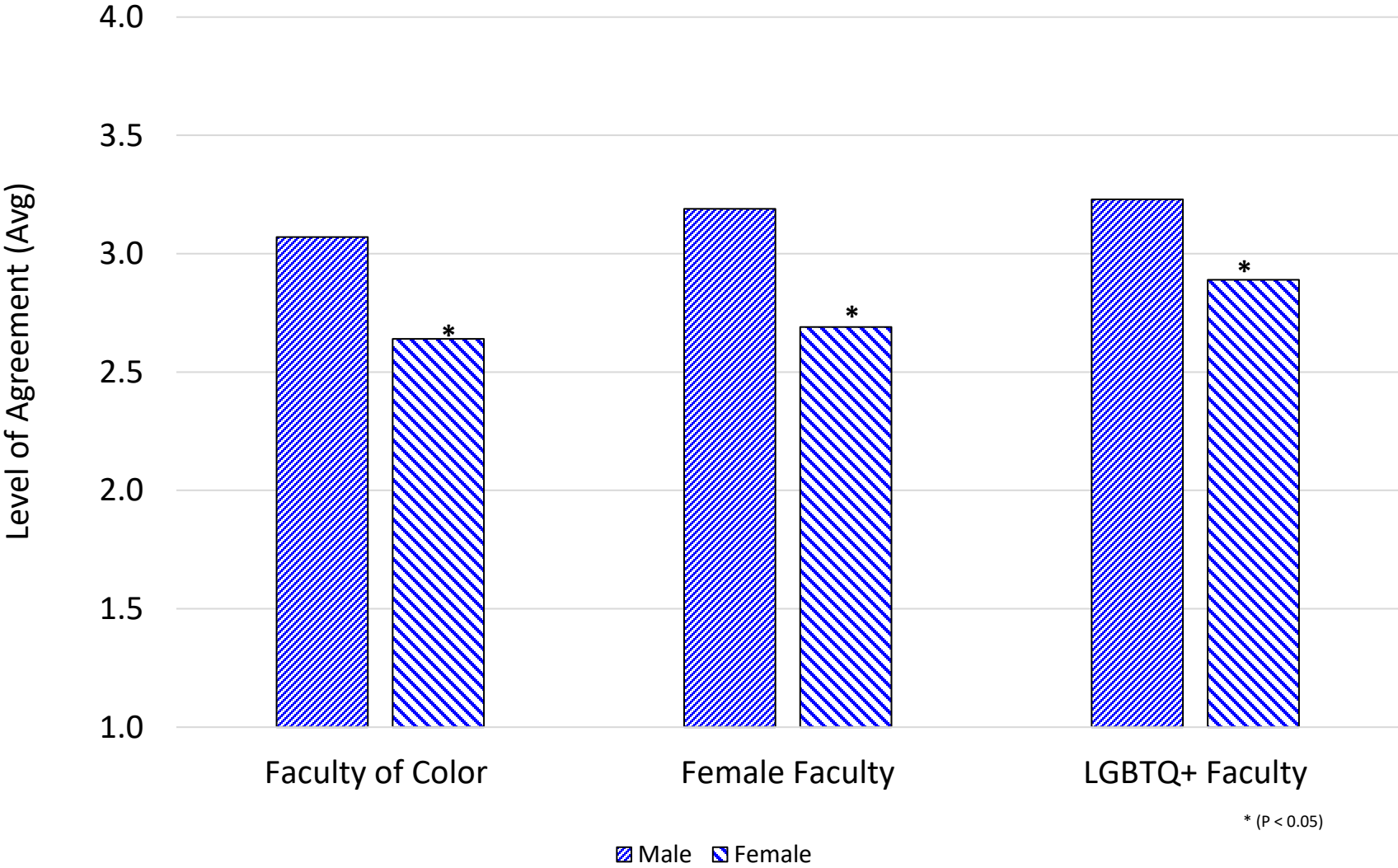


* (P < 0.05)

CCSU Faculty - How Strongly do you Agree: (Scale of 1 to 4; 4 = Strongly Agree)

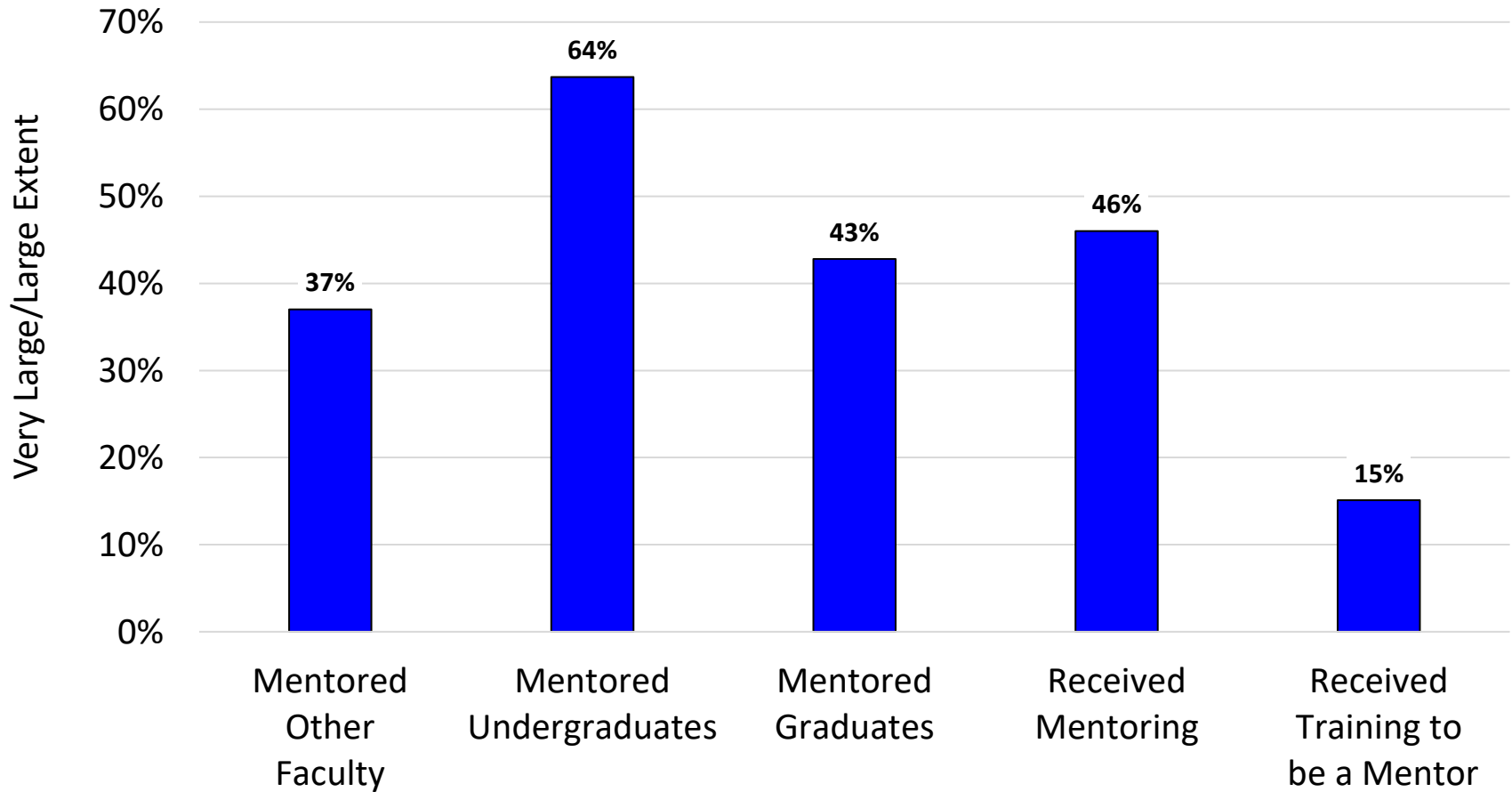


Perception of how well faculty are treated at CCSU (Scale of 1 to 4; 4 = Strongly Agree)

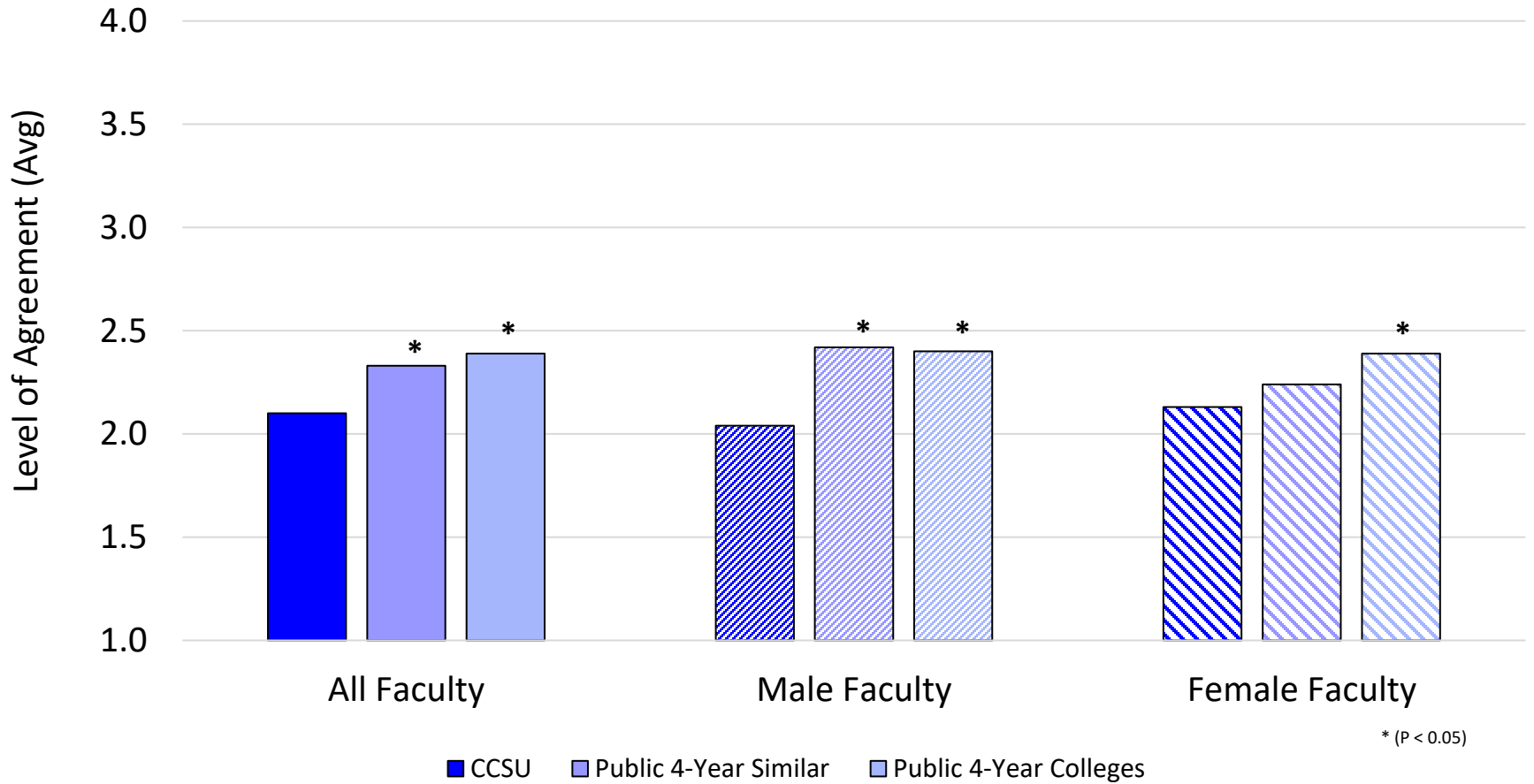


* (P < 0.05)

To what Extent did CCSU Faculty: (Scale - Very Large or Large Extent)

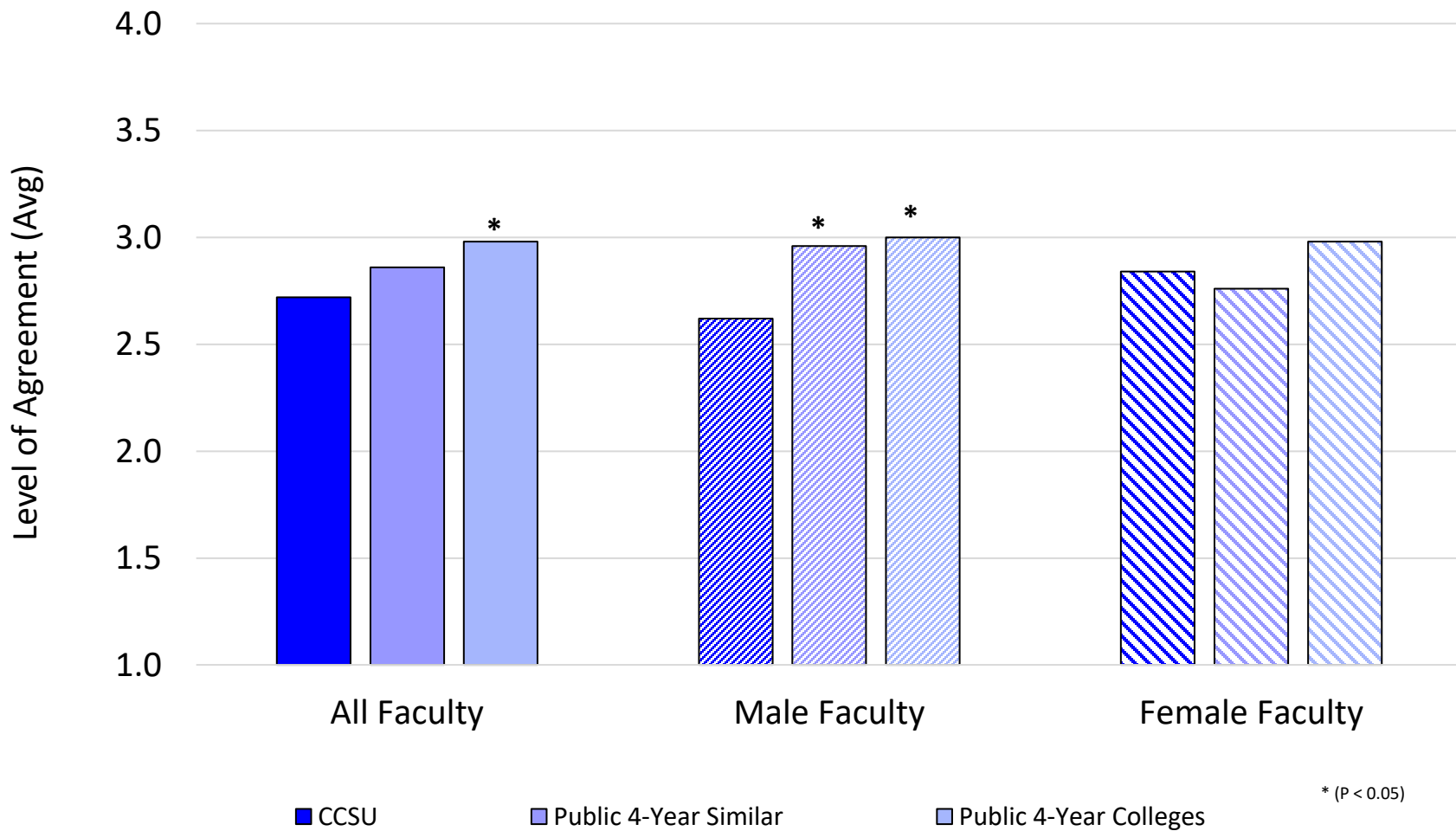


This institution takes mentoring into consideration in the promotion process
(Scale of 1 to 4; 4 = Strongly Agree)

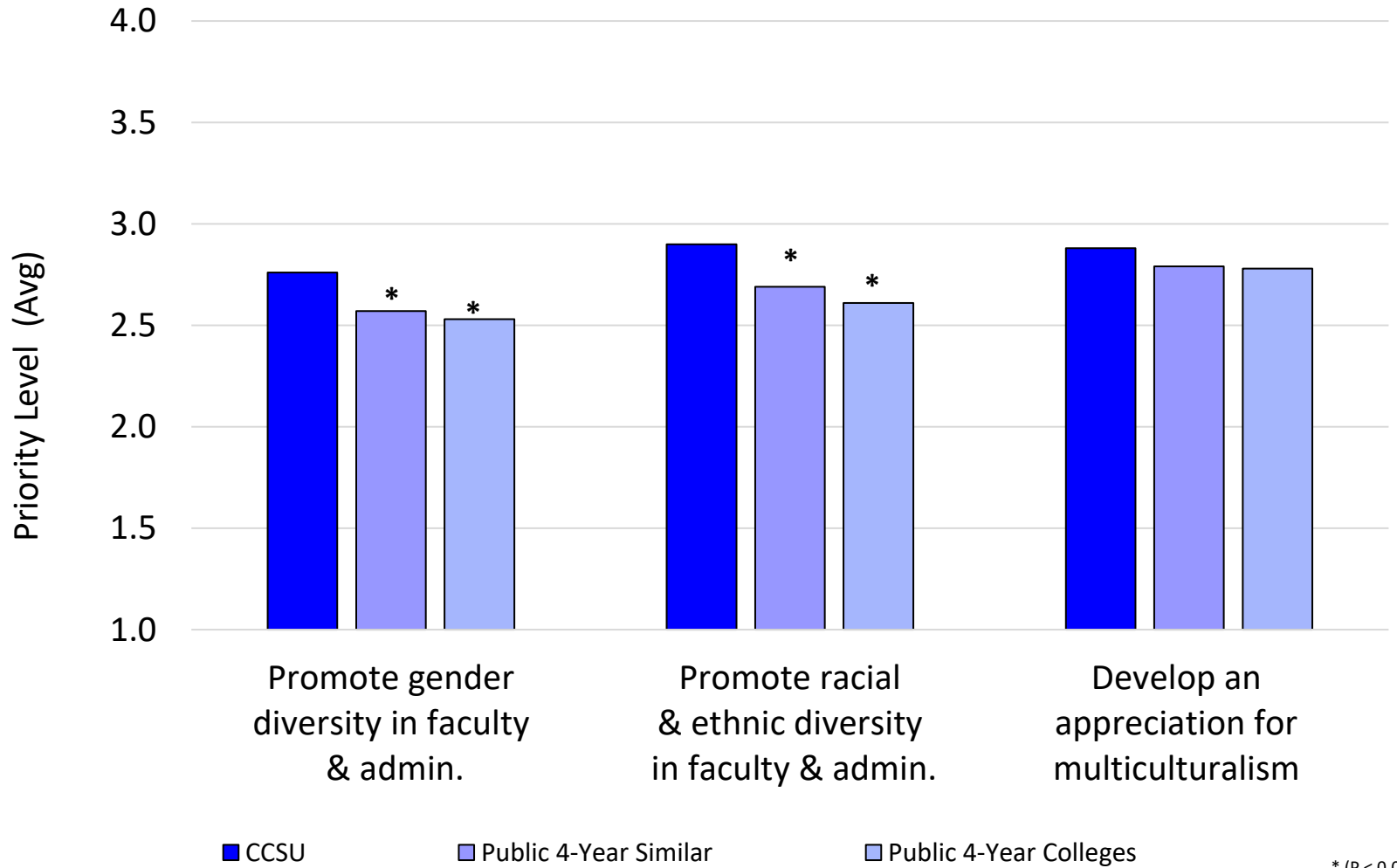


The criteria for advancement and promotion decisions are clear

(Scale of 1 to 4; 4 = Strongly Agree)

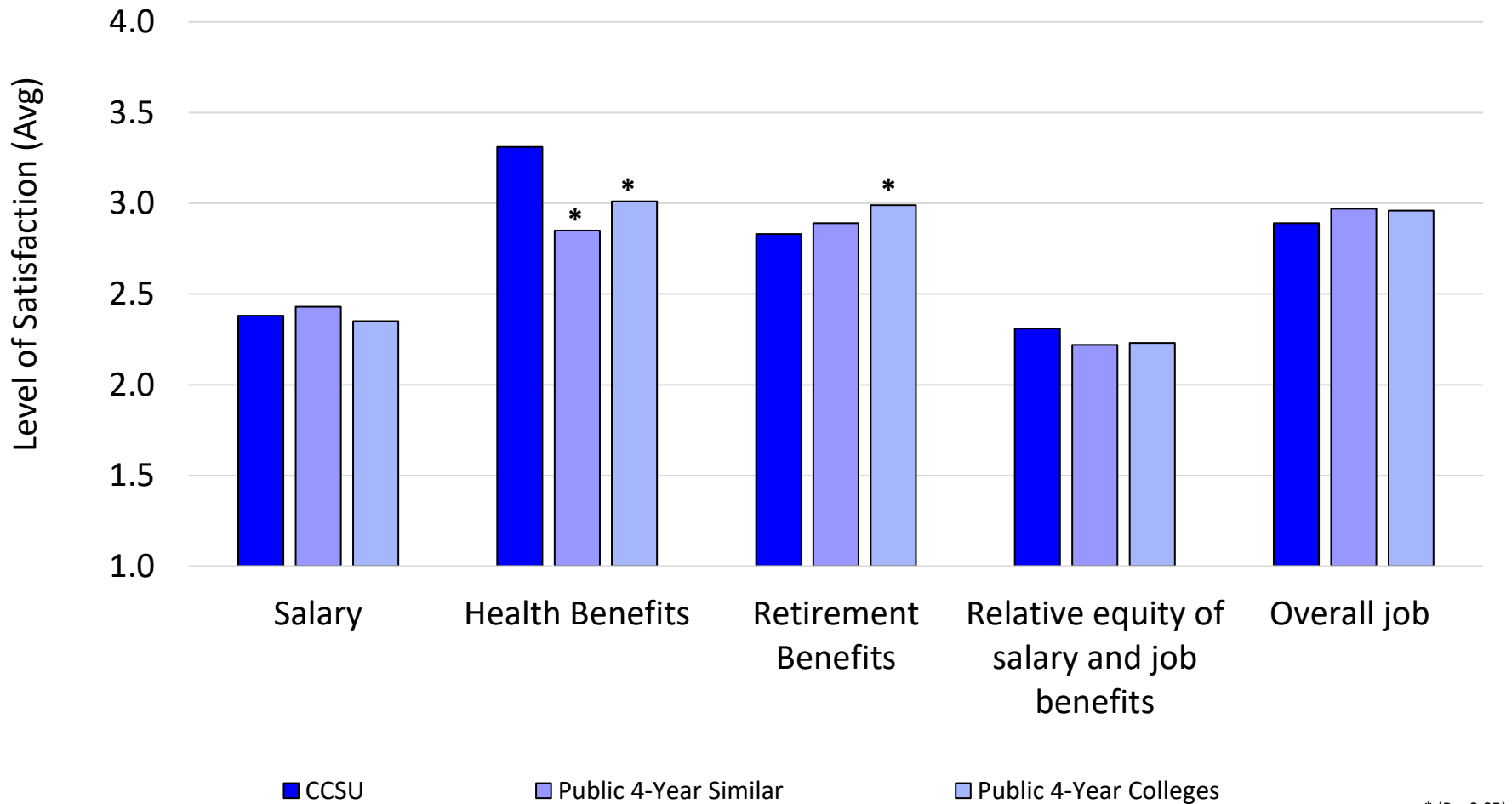


It's an institutional priority to:
(Scale of 1 to 4; 4 = Highest Priority)



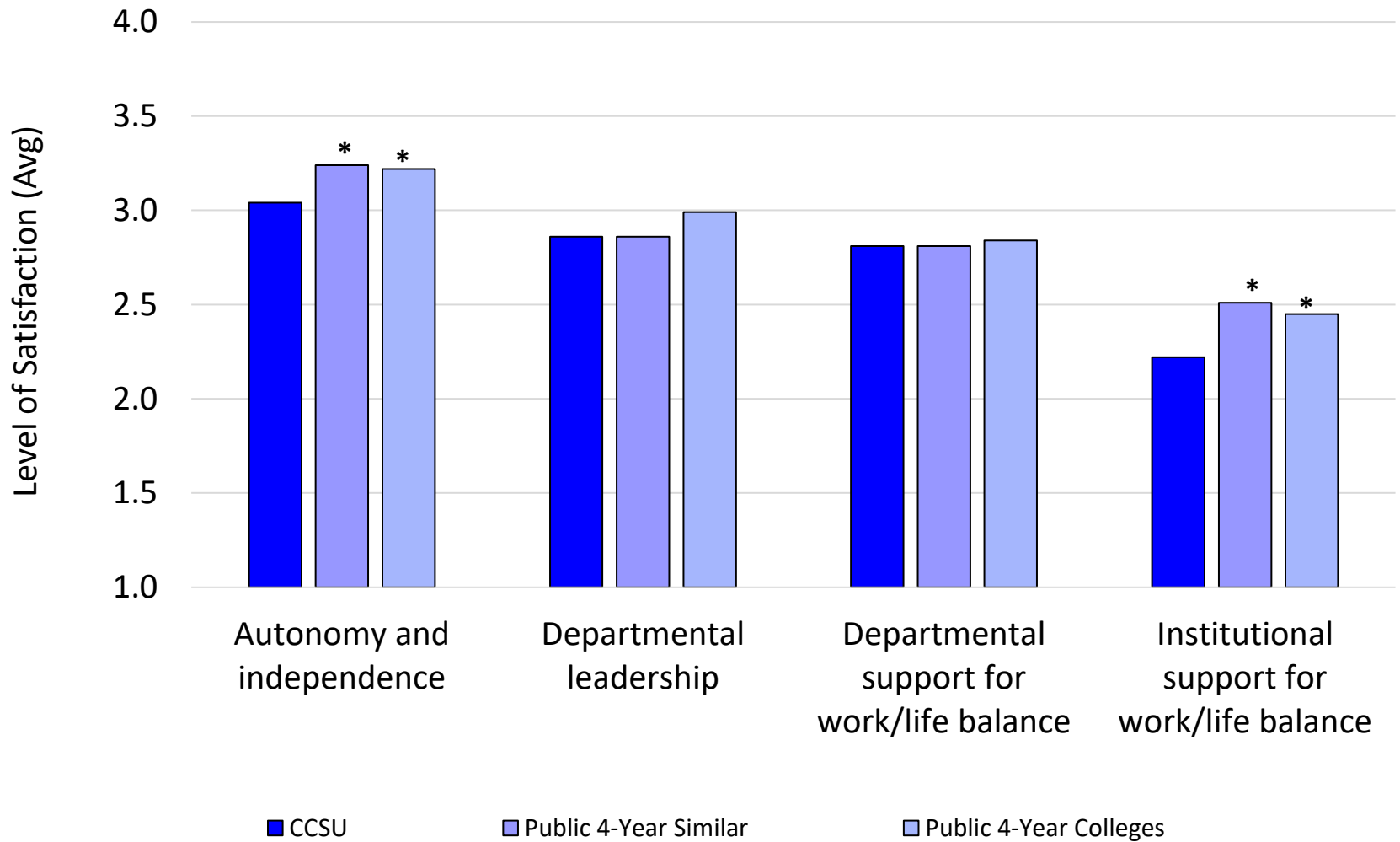
* (P < 0.05)

Level of Faculty Satisfaction with: (Scale of 1 to 4; 4 = Very Satisfied)



* (P < 0.05)

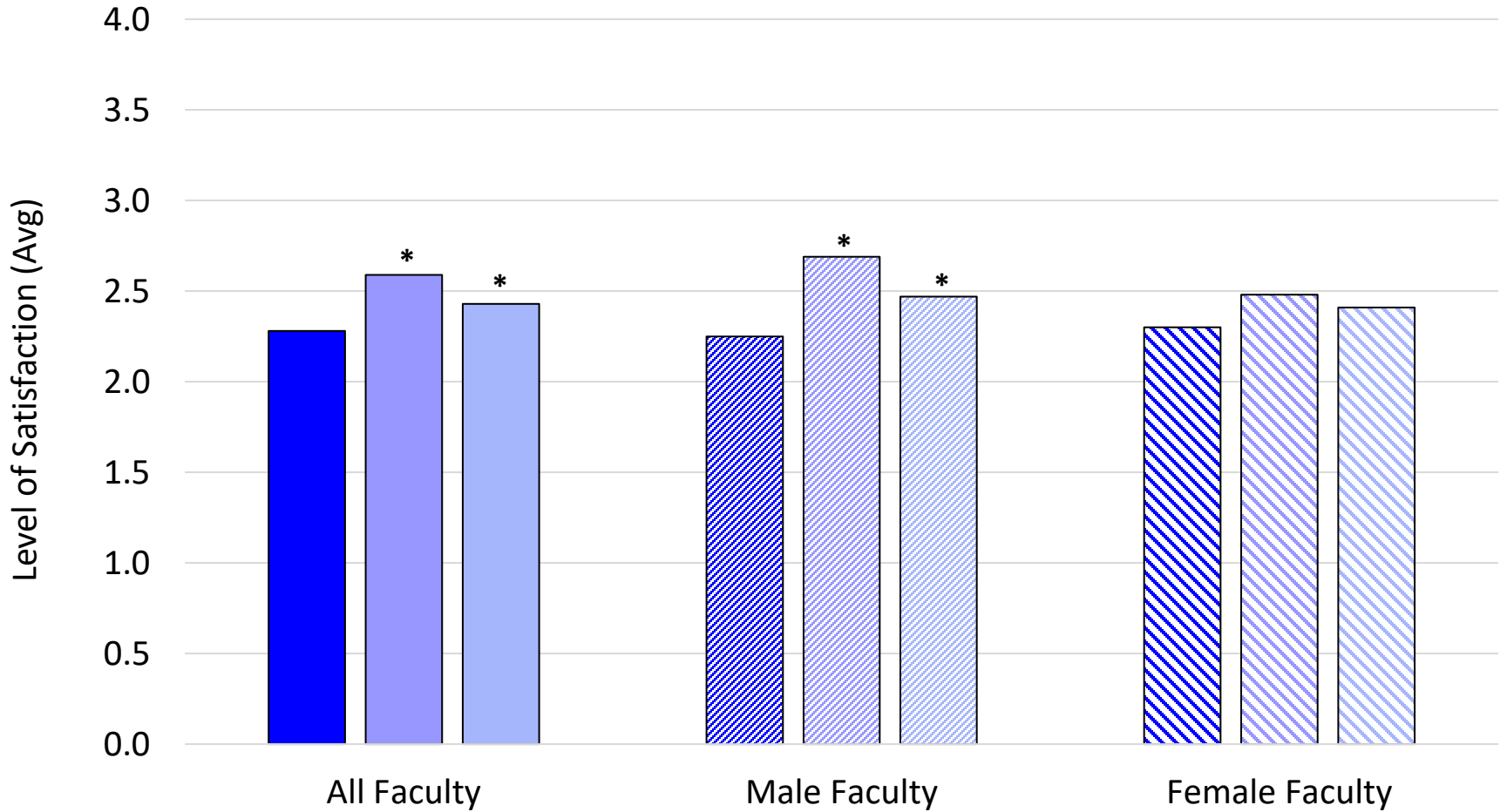
Level of Faculty Satisfaction with: (Scale of 1 to 4; 4 = Very Satisfied)



*(P < 0.05)

Satisfaction with Opportunity for Scholarly Pursuits

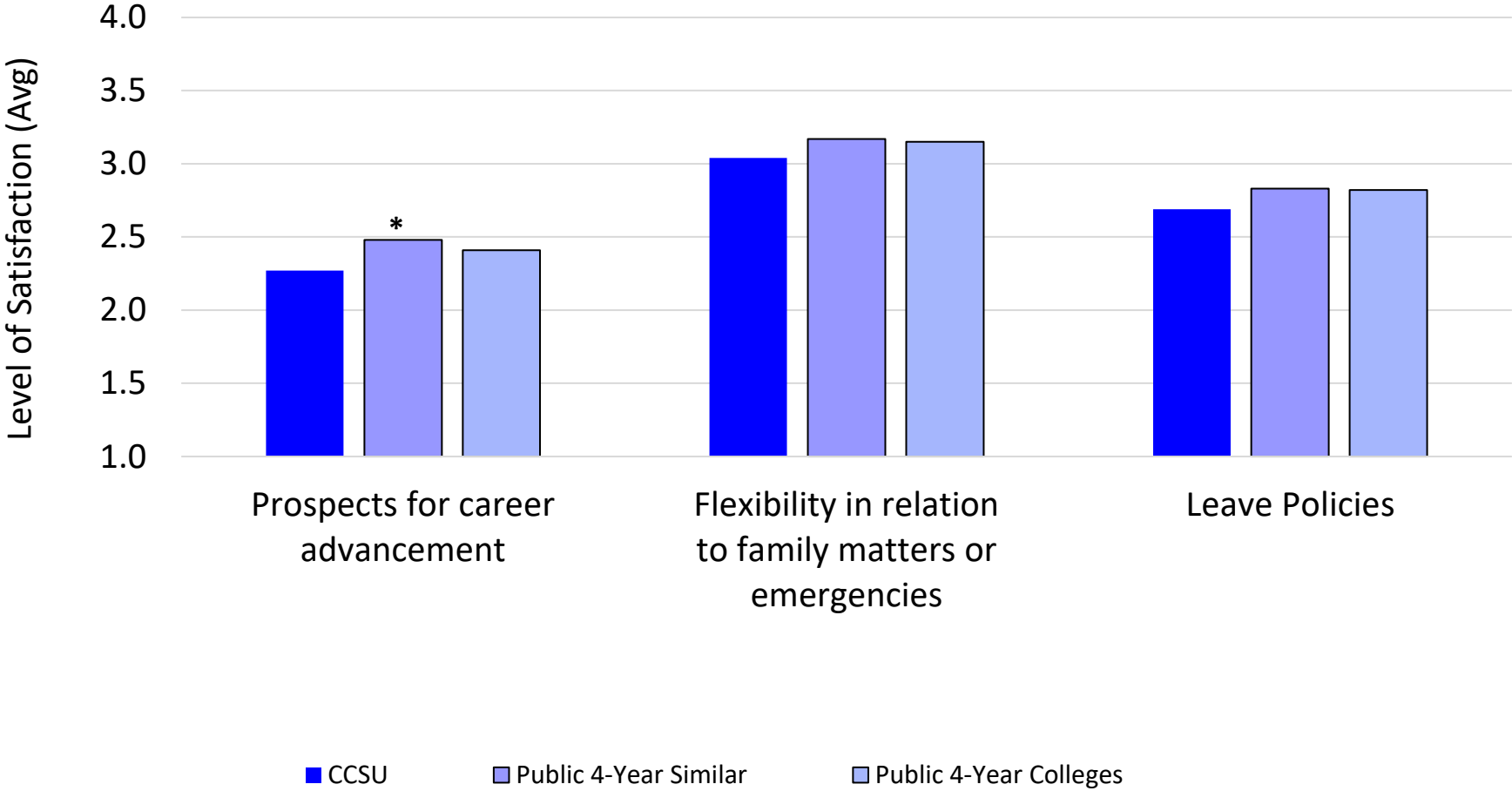
(Scale of 1 to 4; 4 = Very Satisfied)



■ CCSU ■ Public 4-Year Similar ■ Public 4-Year Colleges

* (P < 0.05)

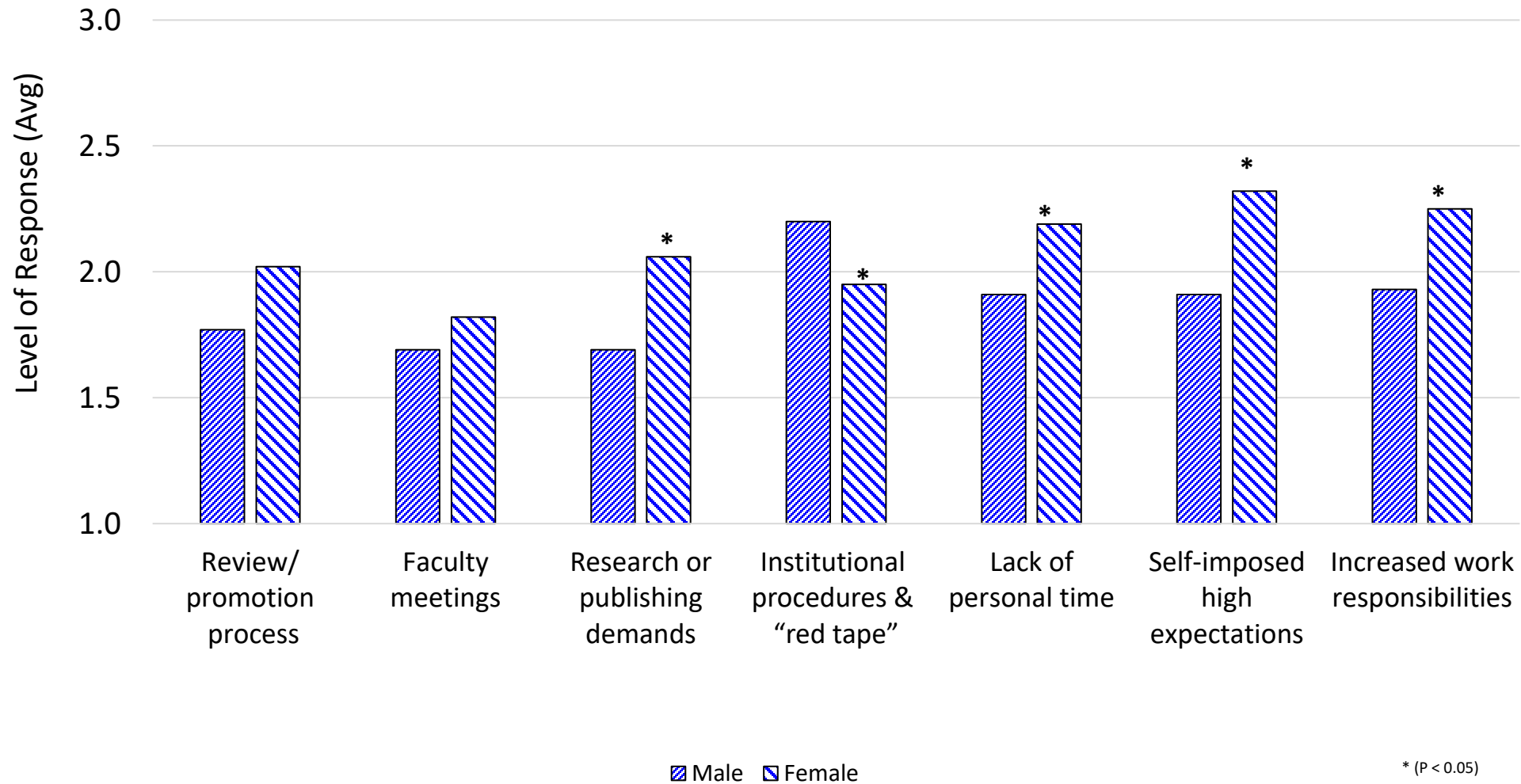
Faculty Satisfaction with: (Scale of 1 to 4; 4 = Very Satisfied)



* (P < 0.05)

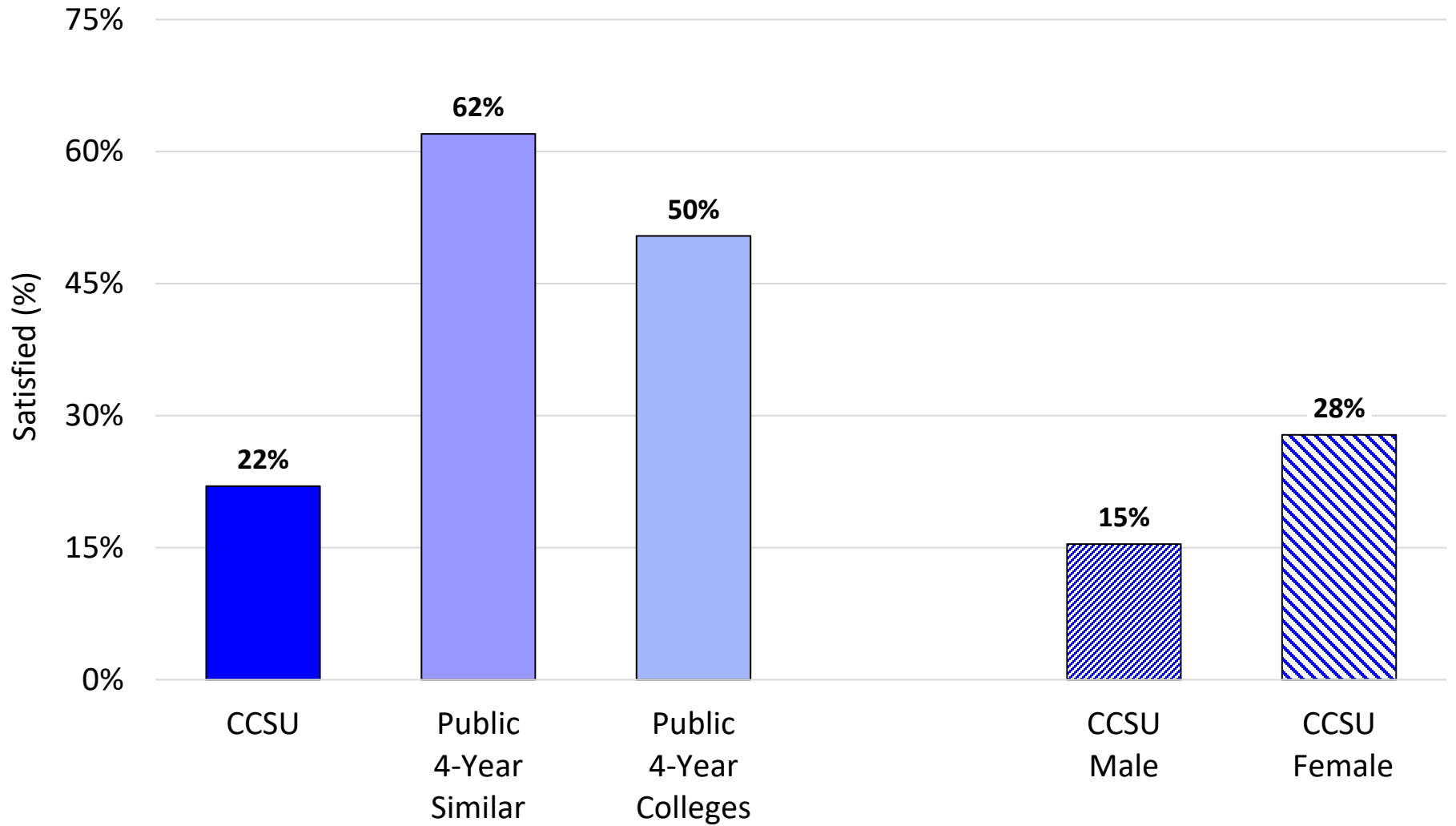
Source of Stress for Faculty in Past Year, by Gender

(Scale 1 to 3; 3 = Extensive)



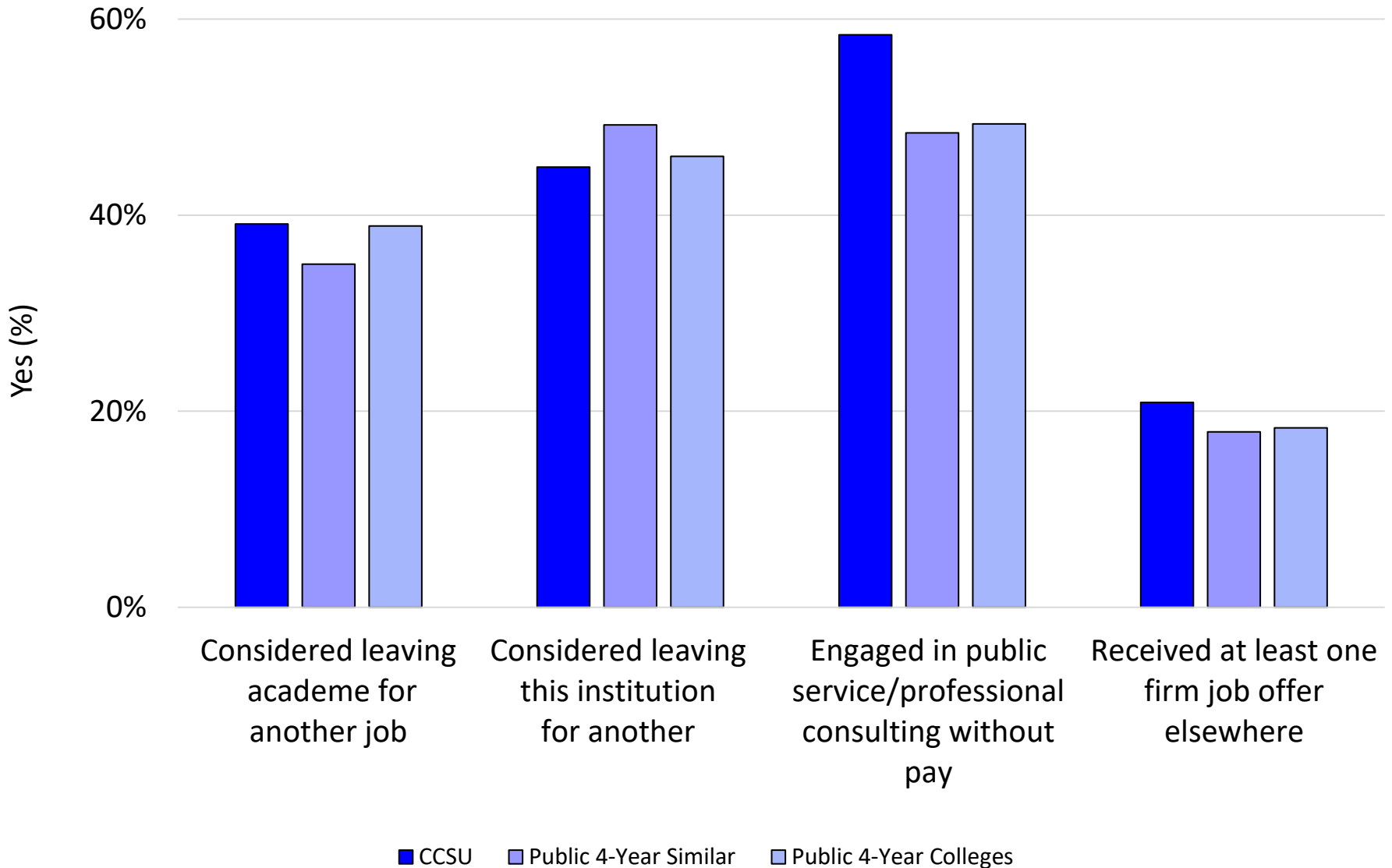
* (P < 0.05)

How satisfied are you with the availability of child care at this institution?

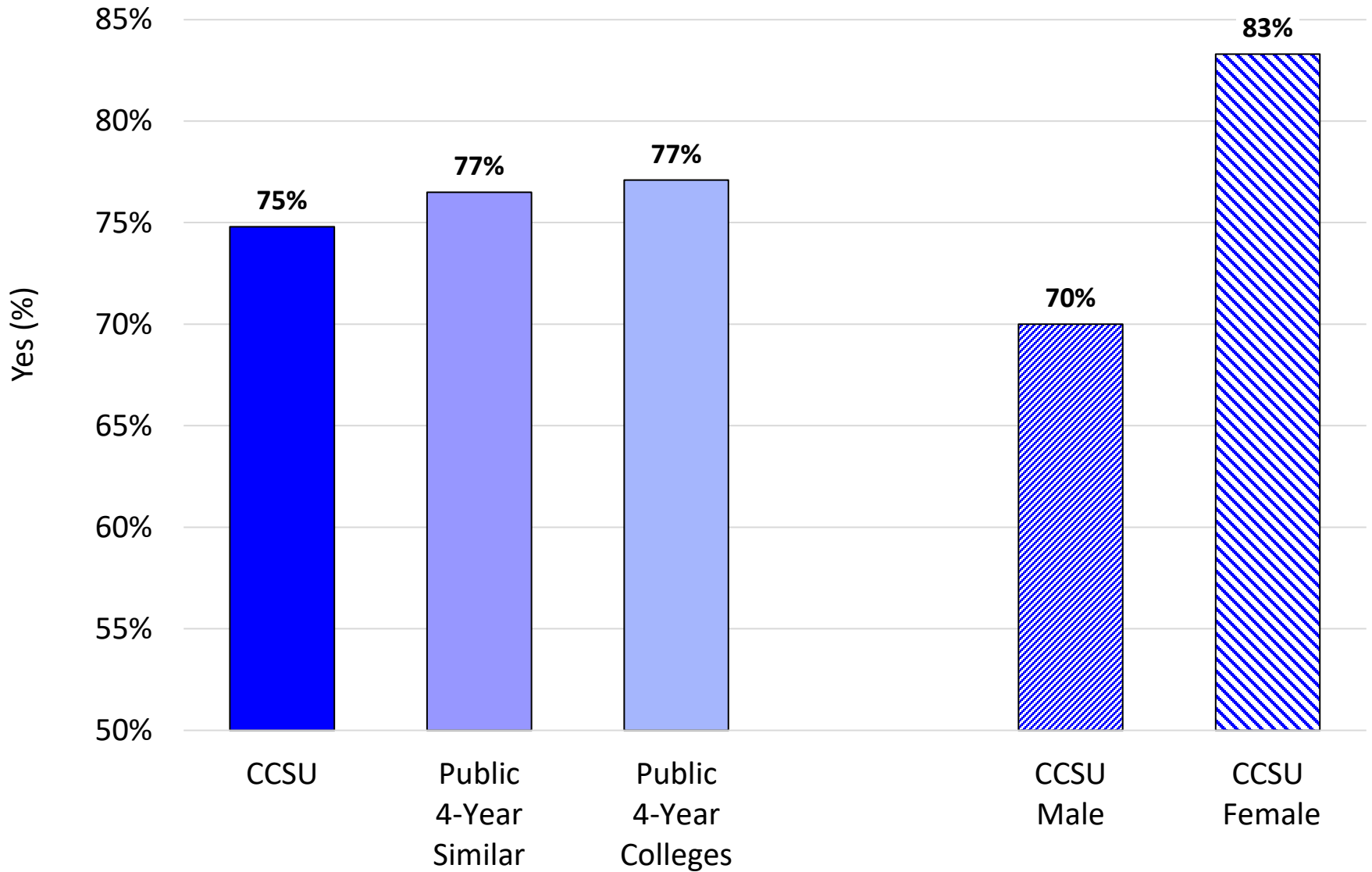


Note: At CCSU, only 32 faculty answered this question

Faculty reporting that in the past year, they had :

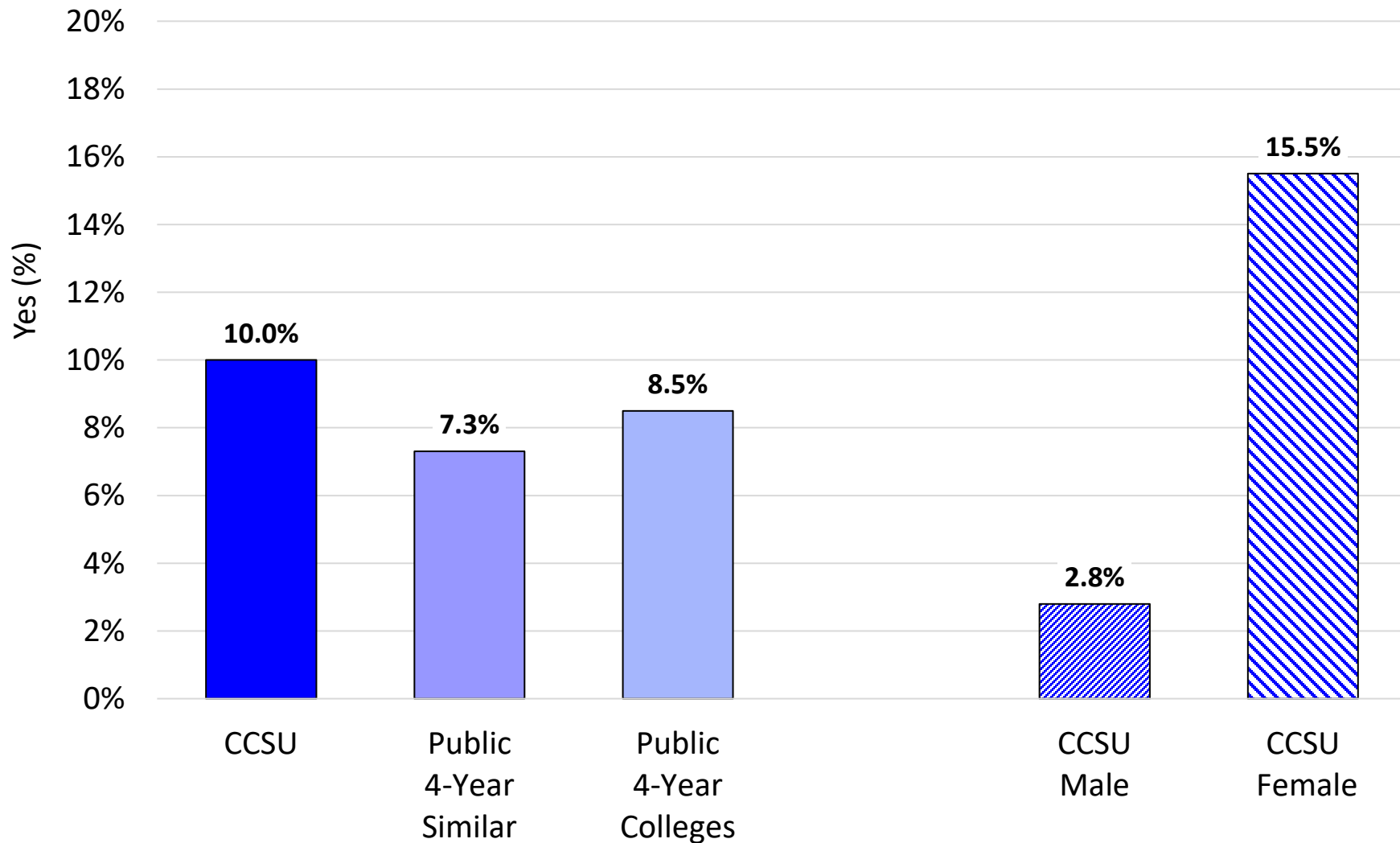


Given the choice, would you still come to this institution?



Sexual Misconduct & Bullying

Faculty reporting that they have been sexually harassed at their institution in the past year?

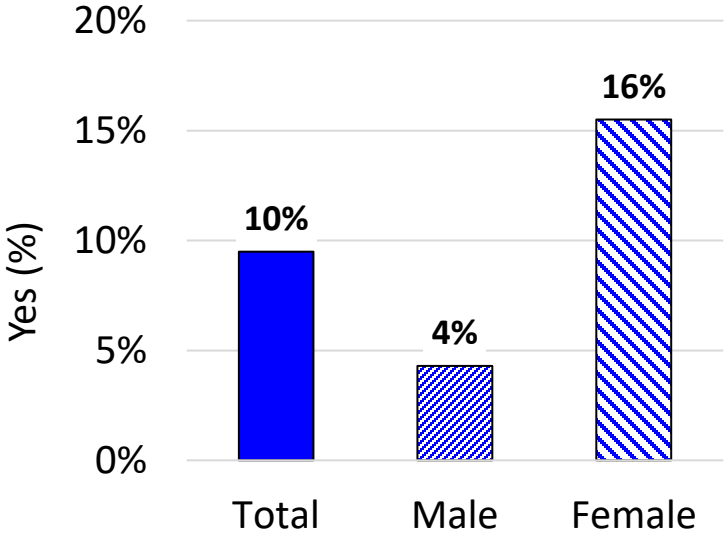


Sexual Misconduct:

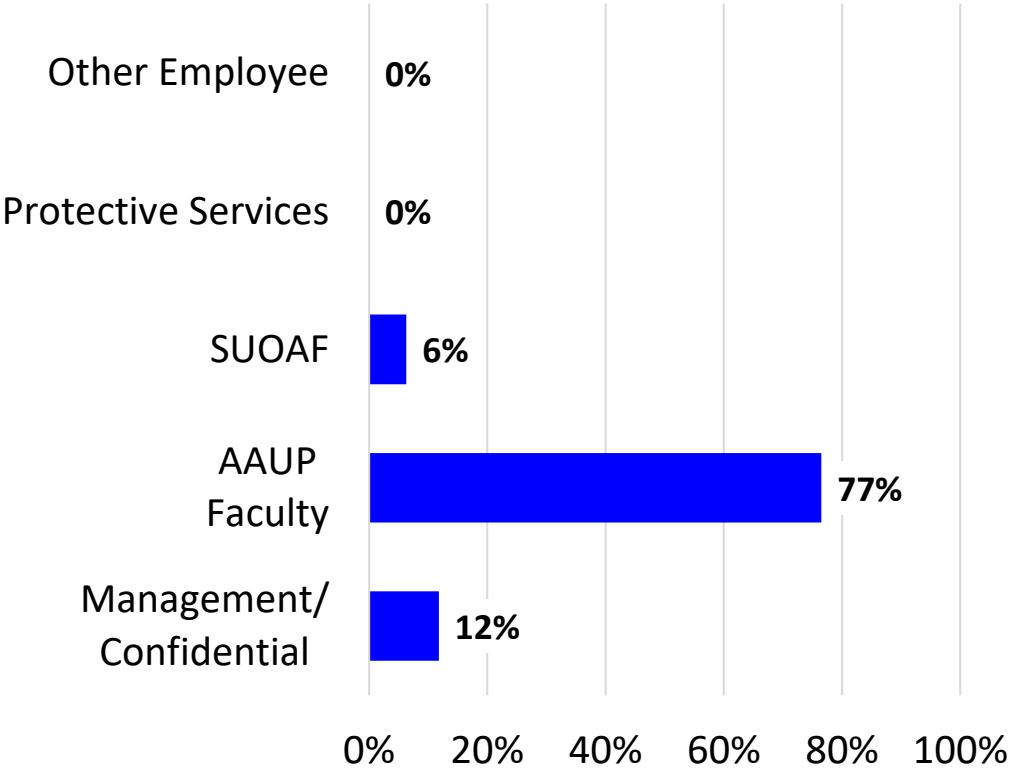
- Sexual Misconduct includes sexual harassment, sexual assault, sexual exploitation, intimate partner, domestic and/or dating violence, and stalking.
- This includes but is not limited to any unwanted sexual flirtation, touching, advances, or propositions; verbal abuse or degrading words of a sexual nature; a photos or videos; any physical or sexual harm against an individual by a current or former spouse of, or person in a dating or cohabitating relationship.

CCSU Faculty: Have you ever experienced sexual misconduct by another CCSU employee, if so, what was the offender's employment classification?

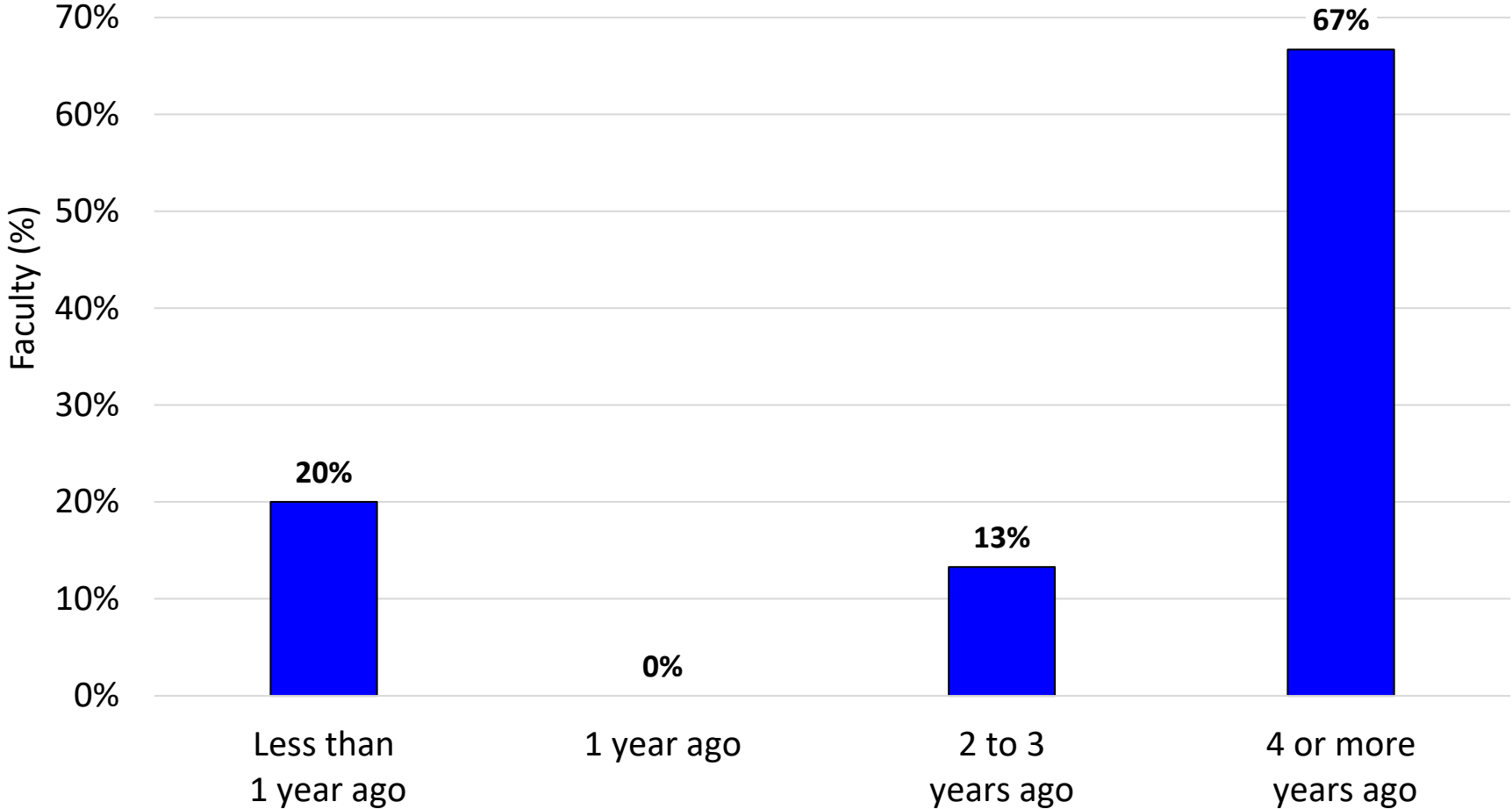
Reported "Yes"
(N=158)



Classification of employee
(N=17)

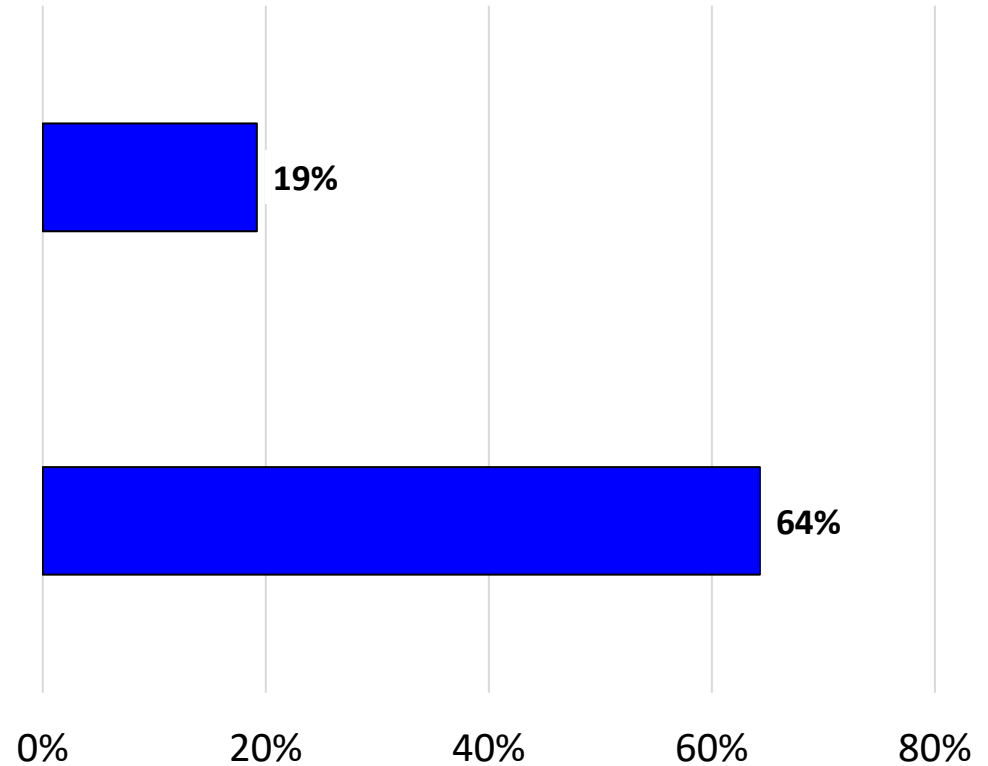


CCSU Faculty - Of those who responded "Yes", when was the most recent occurrence of sexual misconduct? (N=17)



CCSU Faculty - Comfort with Informing Administration* about Sexual Misconduct

Of those who responded "Yes, they had experienced misconduct" what percent informed administration?



* Department chair, supervisor, director, dean, etc.

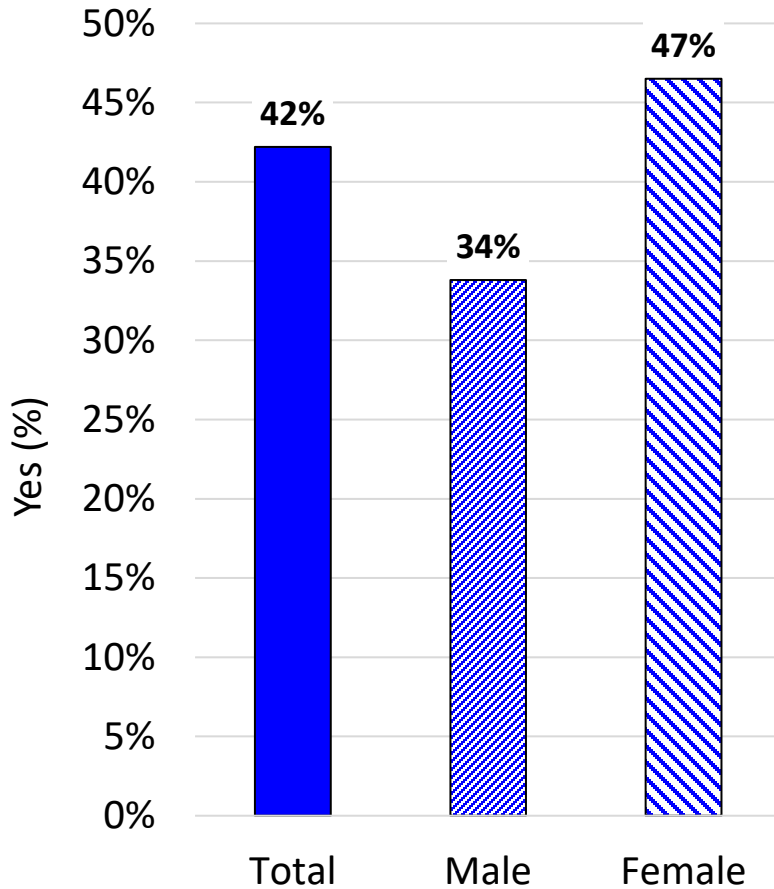
Faculty (%)

Bullying:

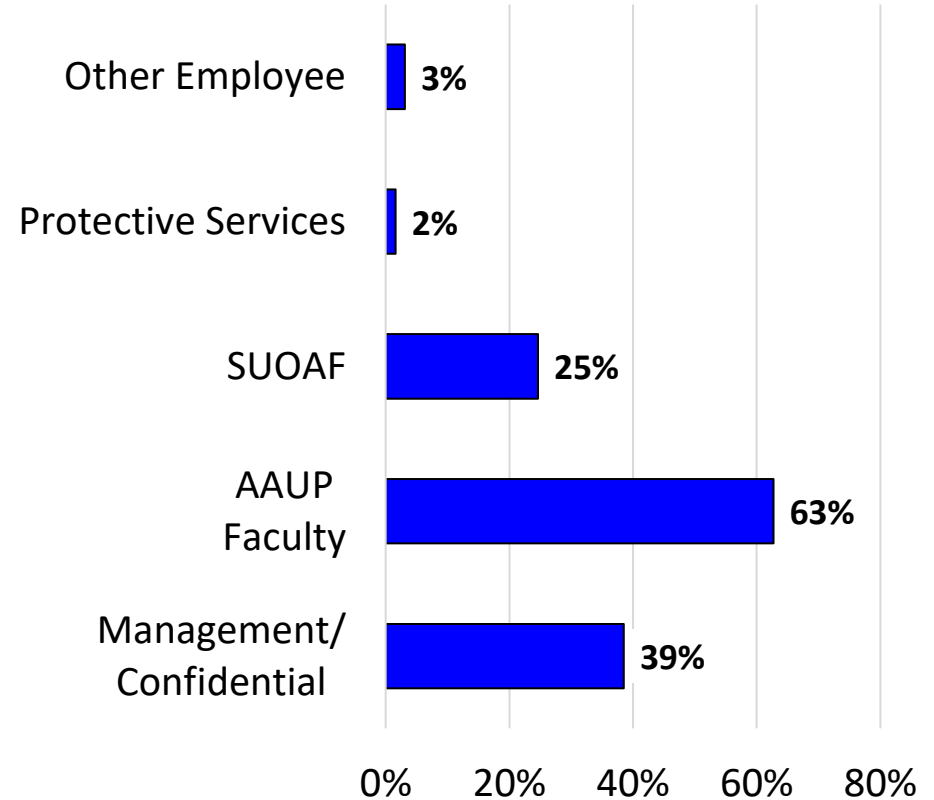
- Workplace bullying often involves an abuse or misuse of power.
- Bullying includes behavior that intimidates, degrades, offends, or humiliates a worker, often in front of others.
- Bullying behavior creates feelings of defenselessness in the target and undermines an individual's right to dignity at work.
- Bullying is not the same as harassment.
- Harassment is a type of illegal discrimination, and is defined as offensive and unwelcome conduct, which occurs because of a person's protected class, such as race, age, disability, gender identity, sexual orientation, religion, or economic status.

CCSU Faculty: Have you ever experienced bullying by another CCSU employee, if so, what was the offender's employment classification?

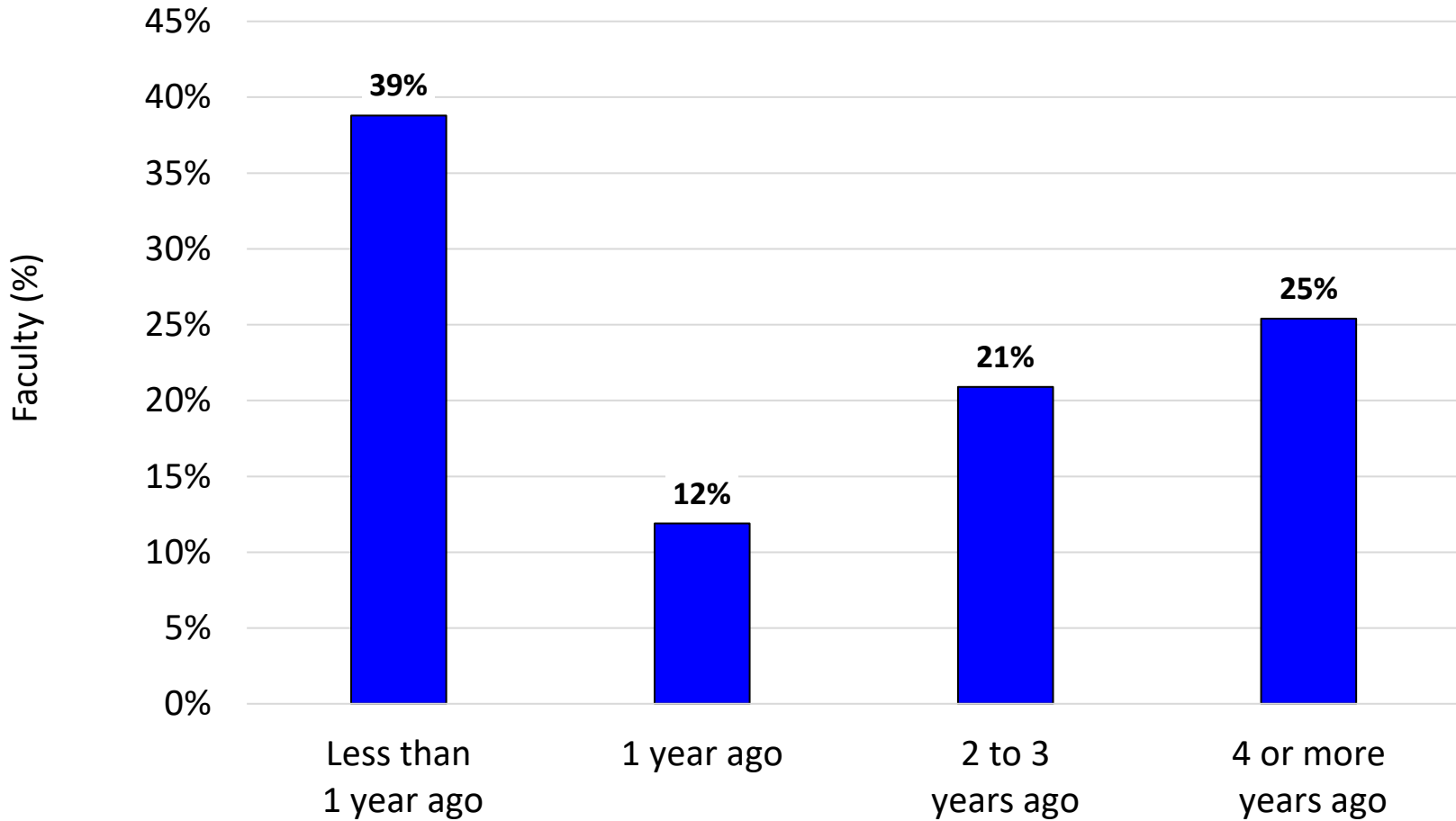
Reported "Yes"
(N=154)



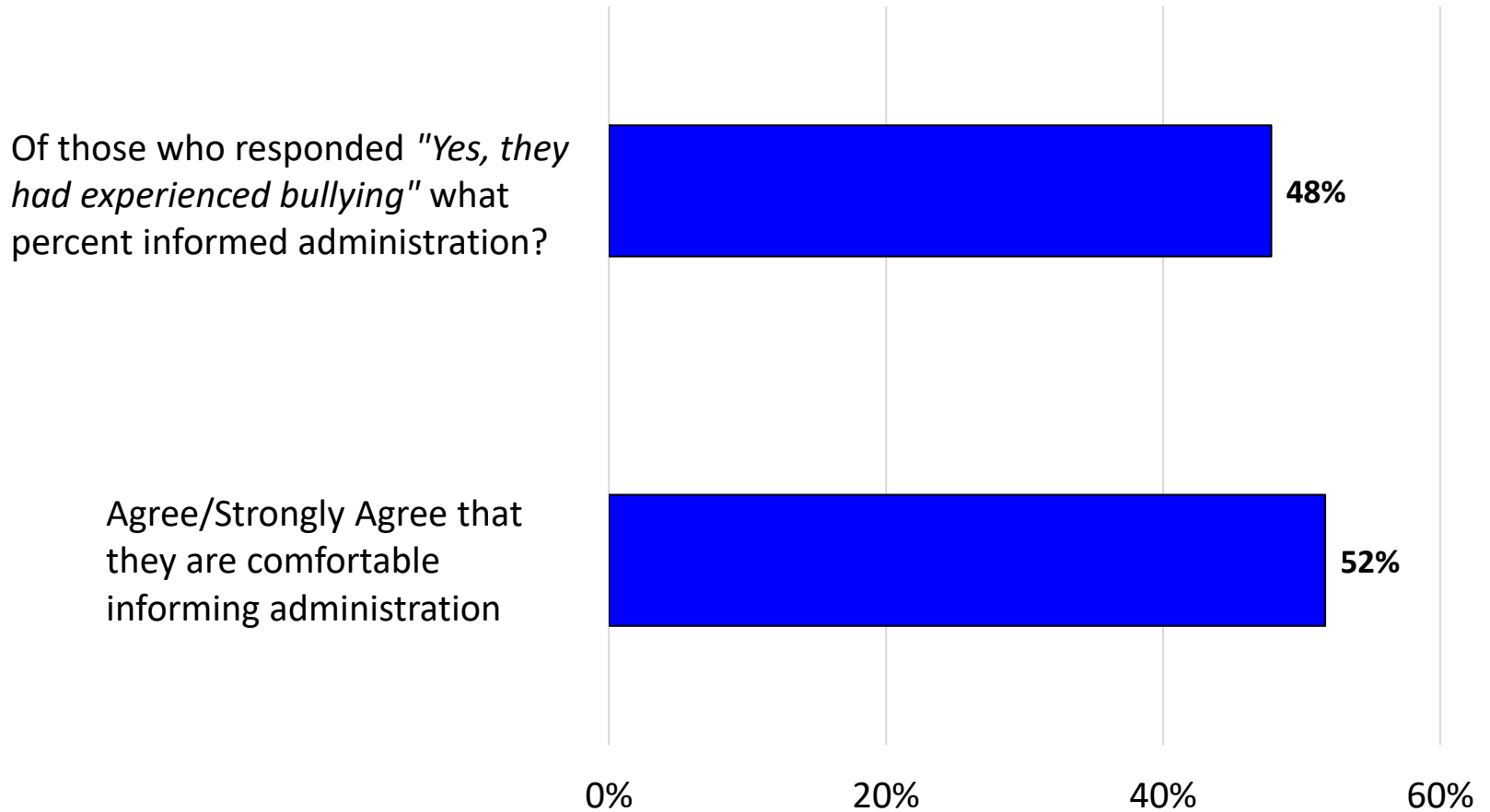
Classification of employee
(N=65)



CCSU Faculty - Of those who responded "Yes", when was the most recent occurrence of bullying?



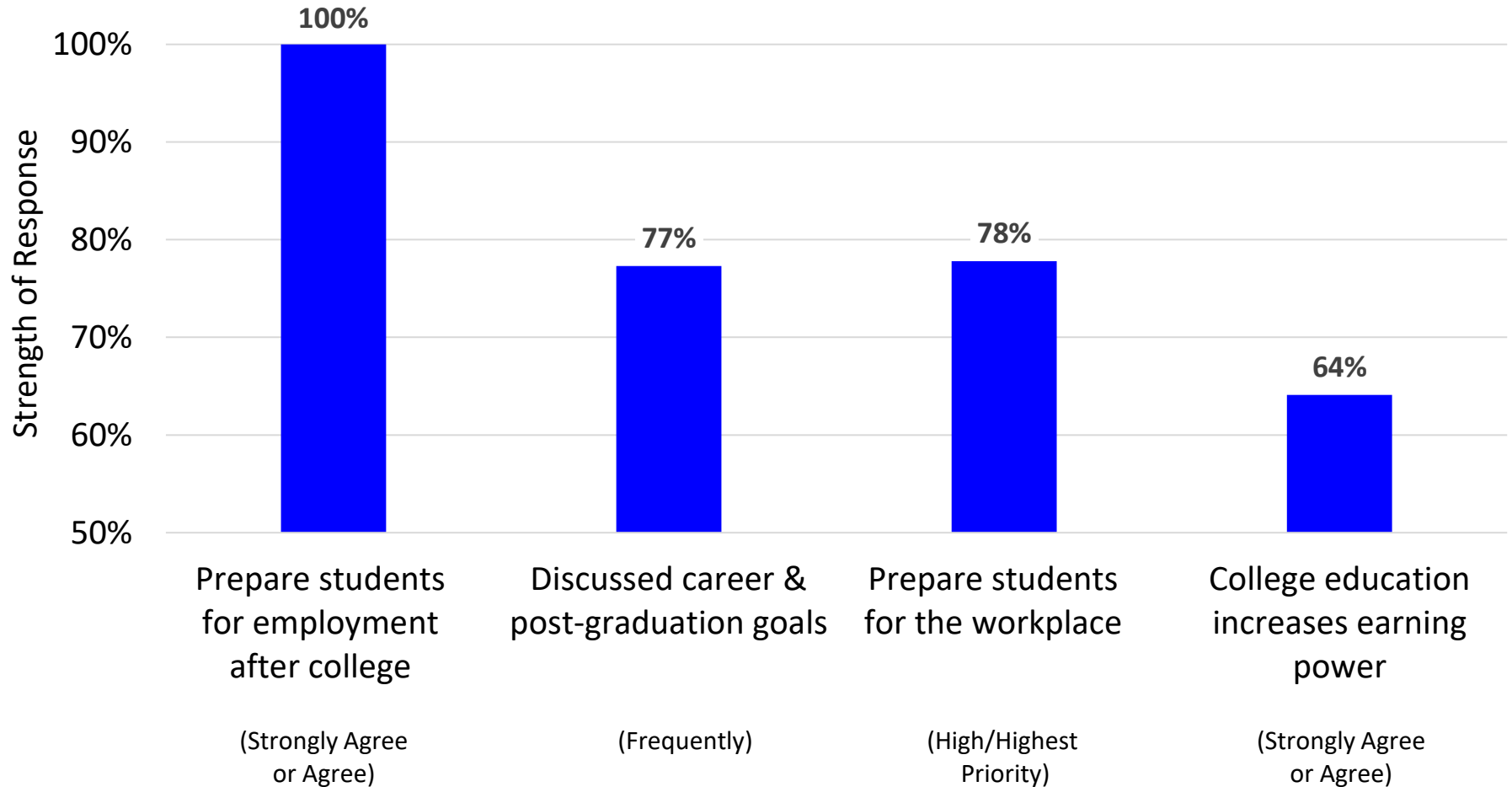
CCSU Faculty - Comfort with informing Administration about bullying



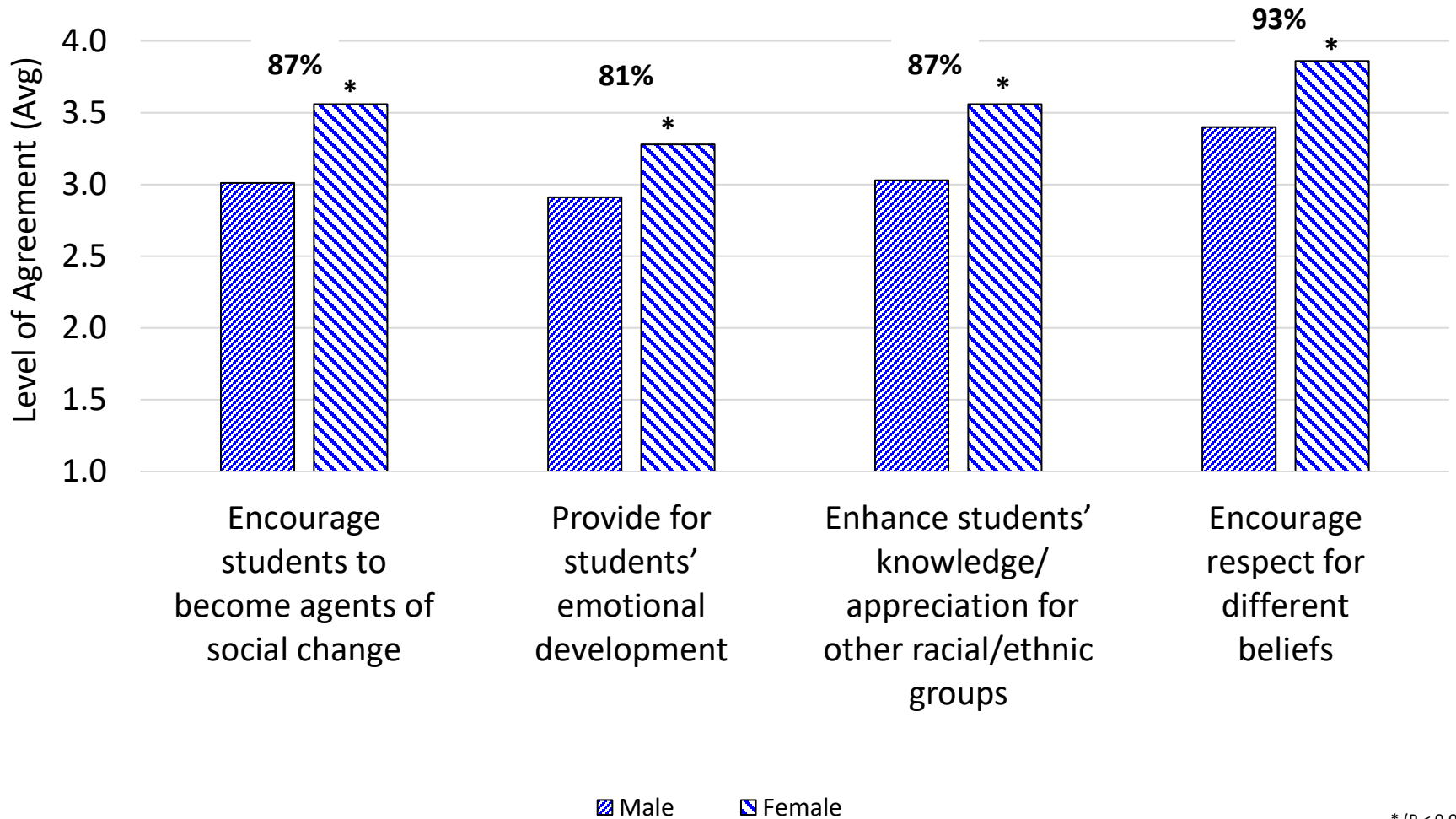
* Department chair, supervisor, director, dean, etc.

Faculty & Students

CCSU Faculty Responses Regarding Preparing Students for Careers

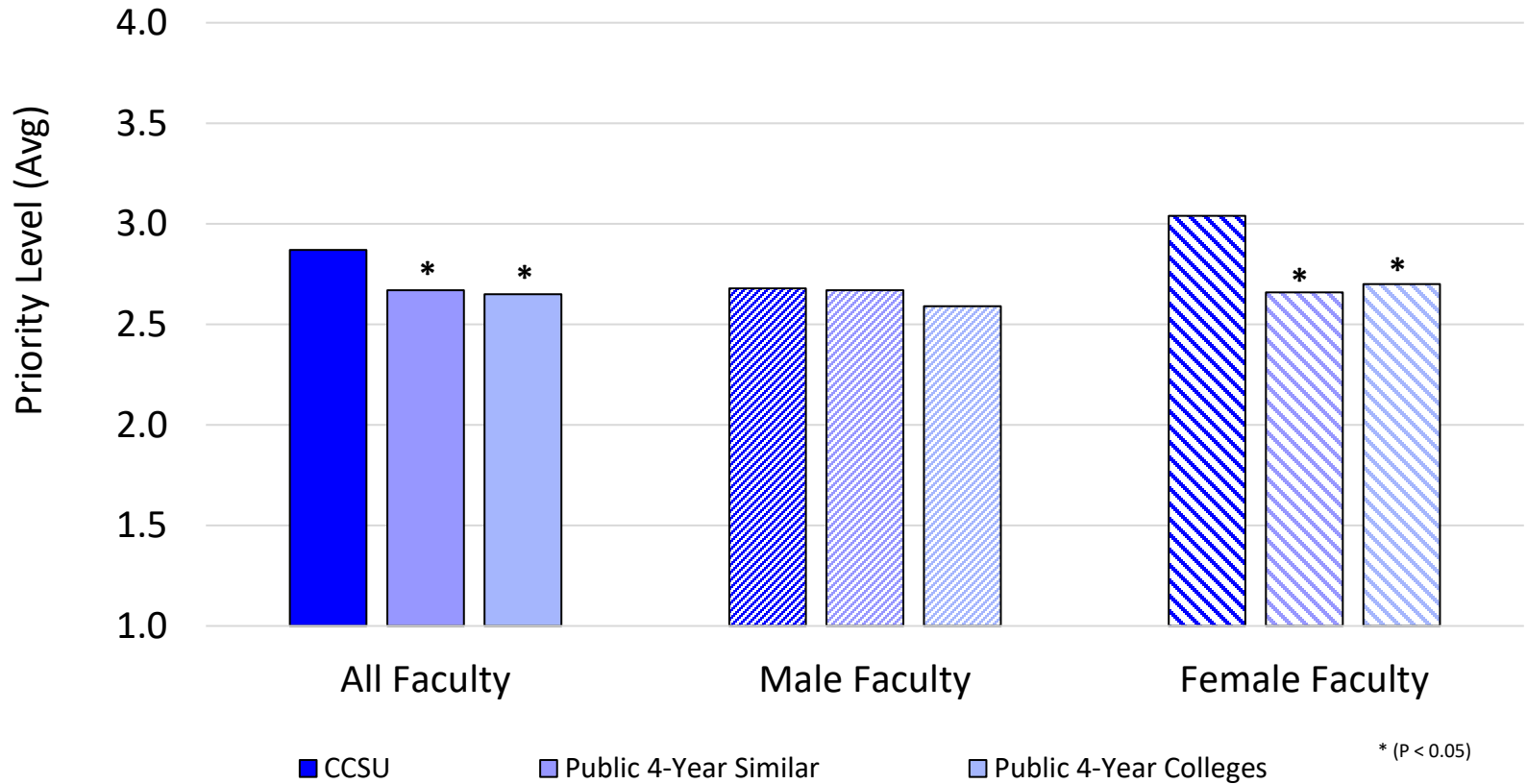


CCSU Faculty: Level of Agreement it is your role to:
 (Scale: 1 to 4; 4 = Strongly Agree)



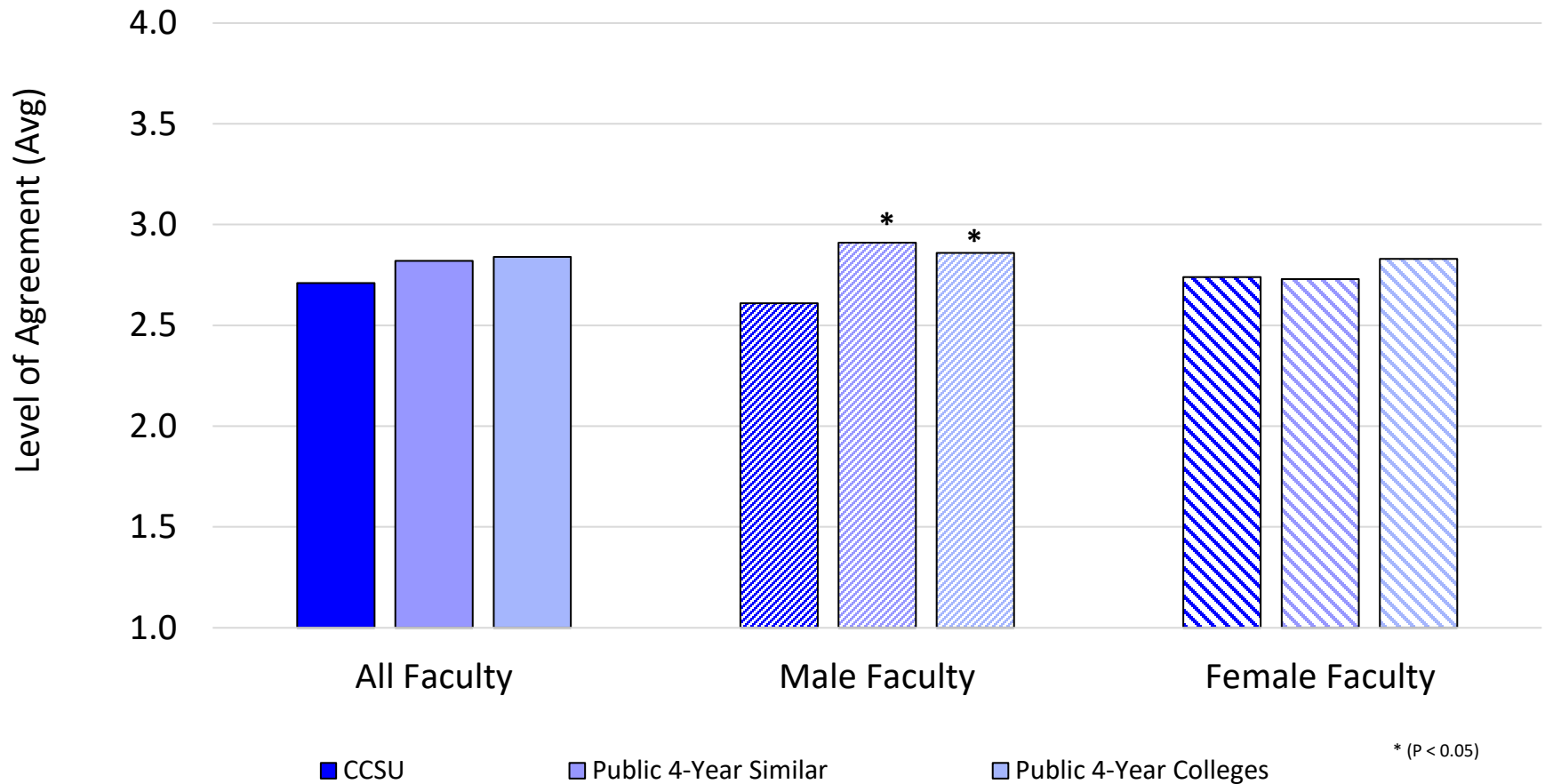
* (P < 0.05)

A priority for this institution is to recruit more traditionally underrepresented students
(Scale of 1 to 4; 4 = Highest Priority)



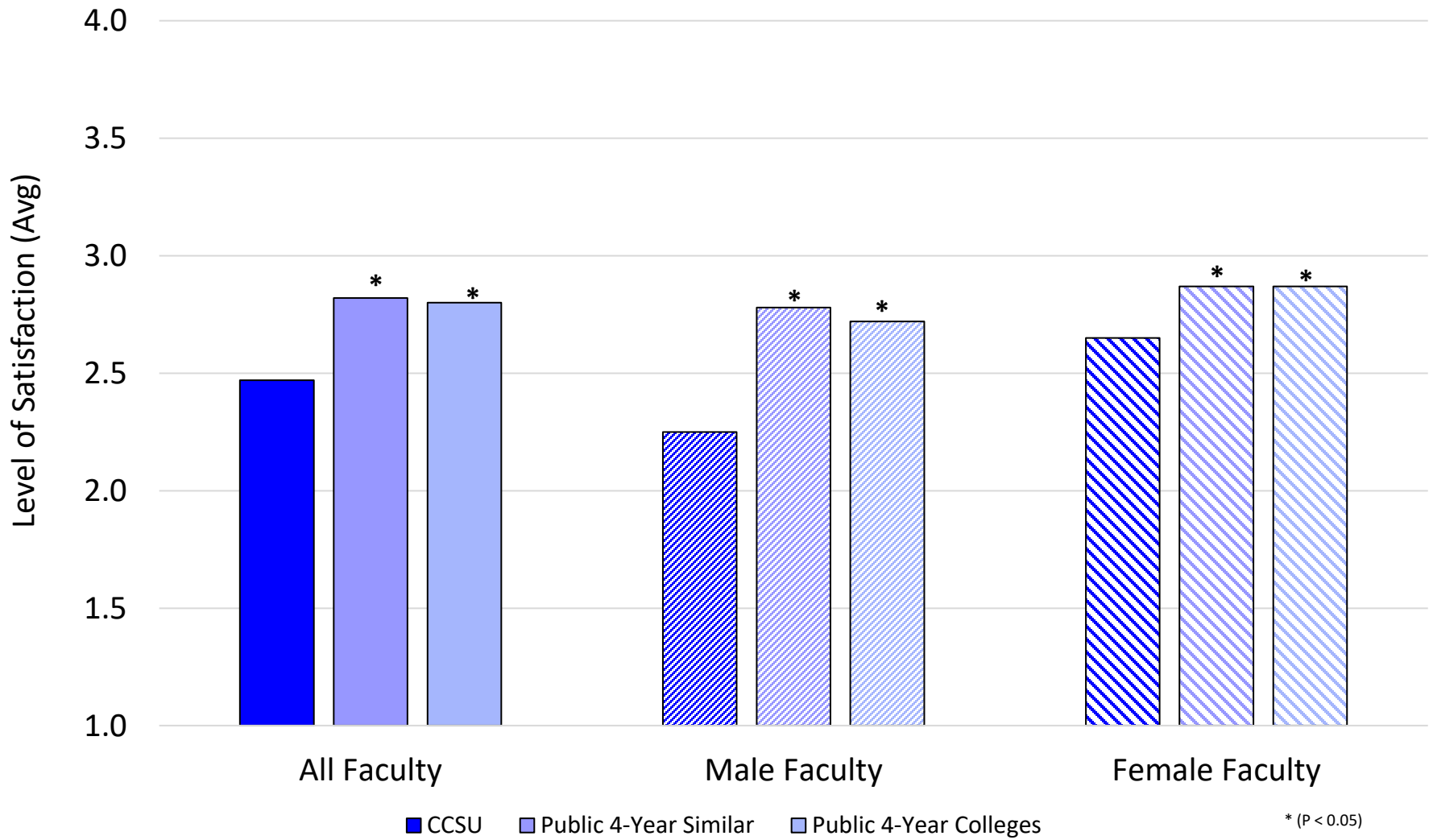
This institution takes responsibility for educating underprepared students

(Scale of 1 to 4; 4 = Strongly Agree)



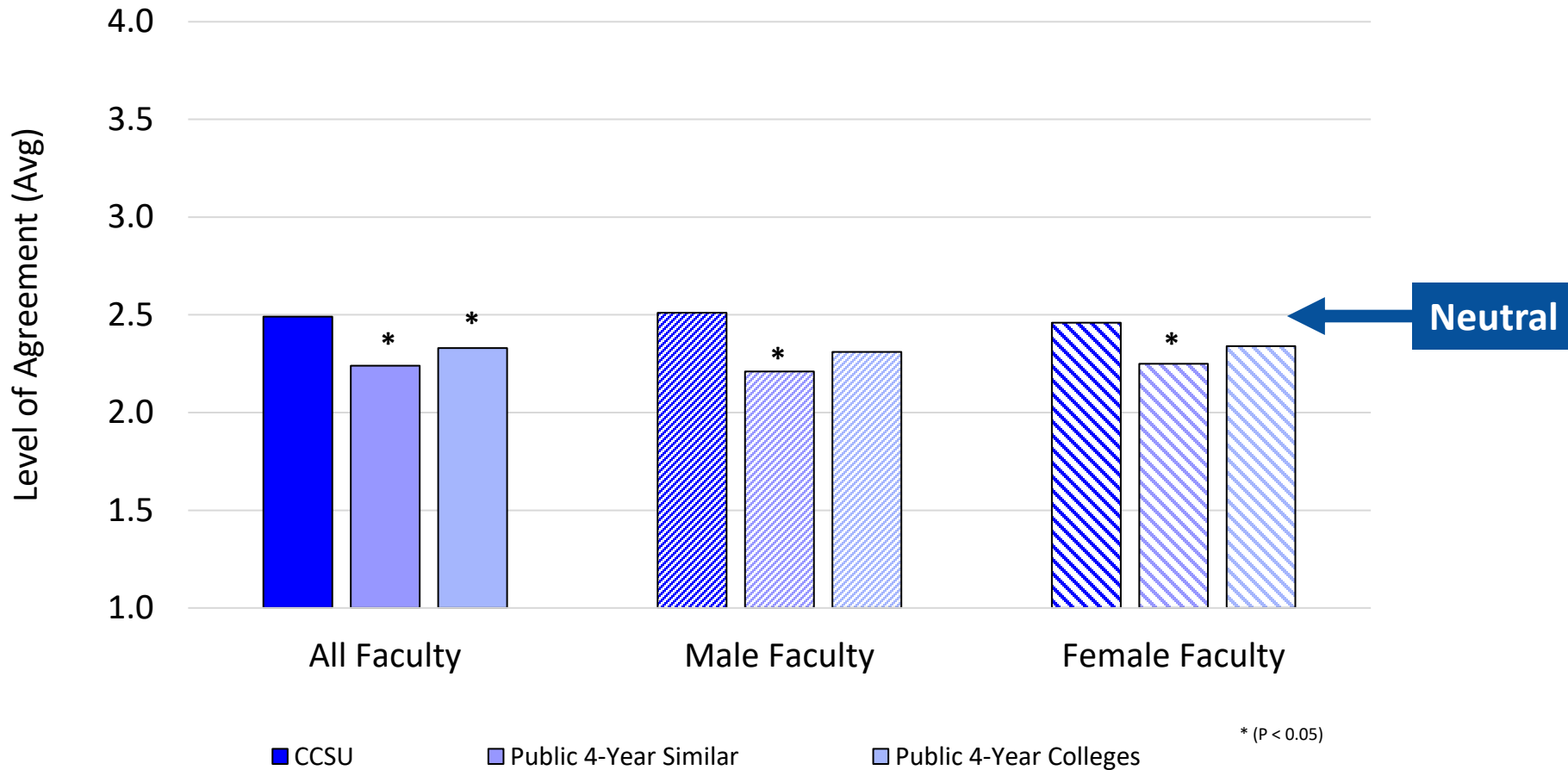
Faculty Satisfaction with Quality of Students

(Scale of 1 to 4; 4 = Very Satisfied)



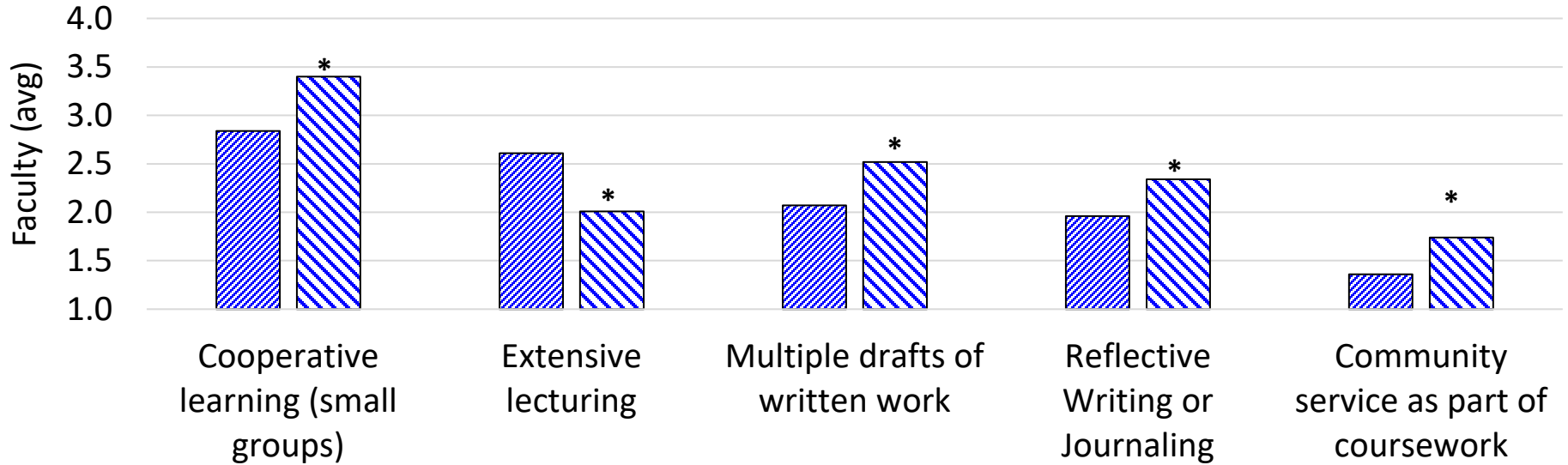
Most of the students I teach lack the basic skills for college level work

(Scale of 1 to 4; 4 = Strongly Agree)

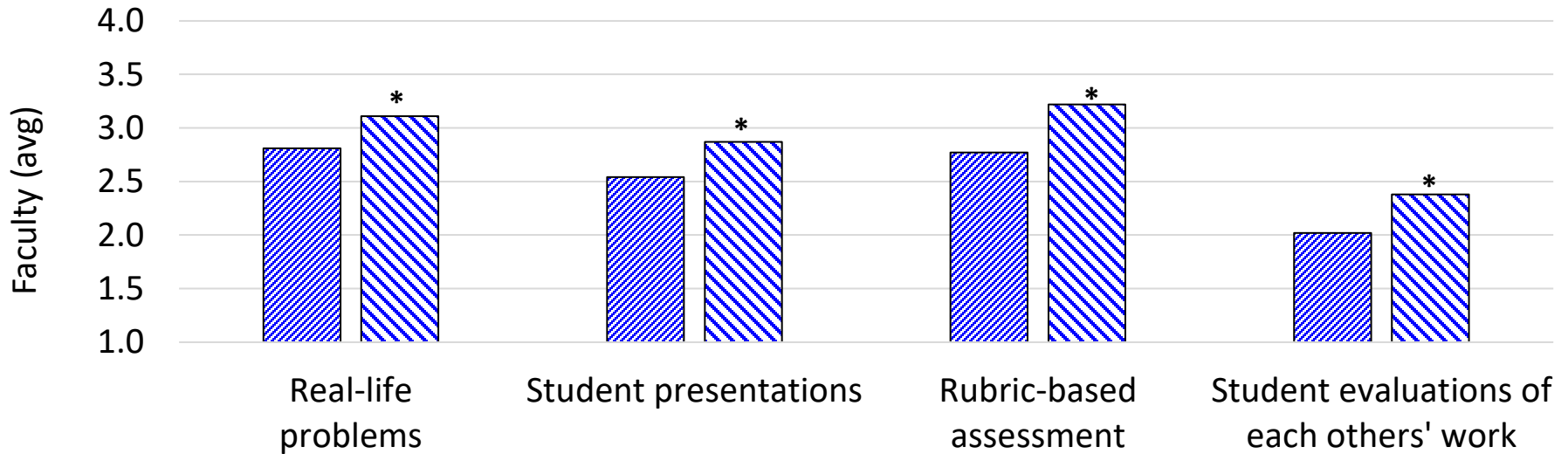


CCSU Faculty: How many of your courses do you use the following?

(Scale: 1 = None, 4 = All)



Q.27b, 27f-i

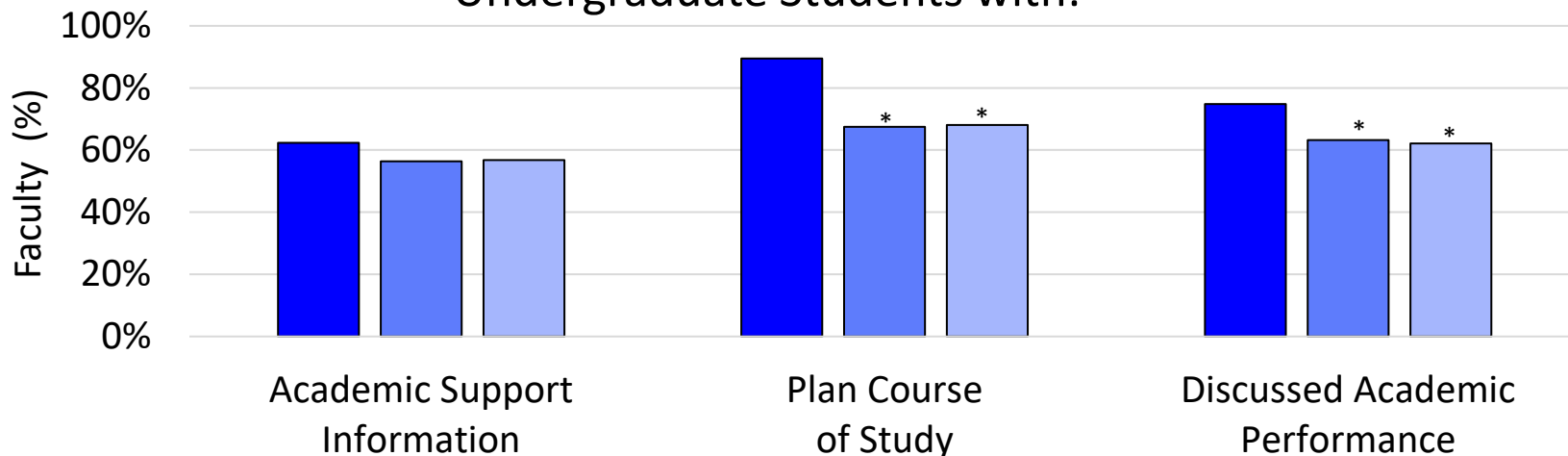


Q.27k, 28d, 28g, 28e

Male Female

*(P < 0.05)

During the Past Year, Have you Frequently Assisted Undergraduate Students with:



Note: Reporting "Frequently"

■ CCSU

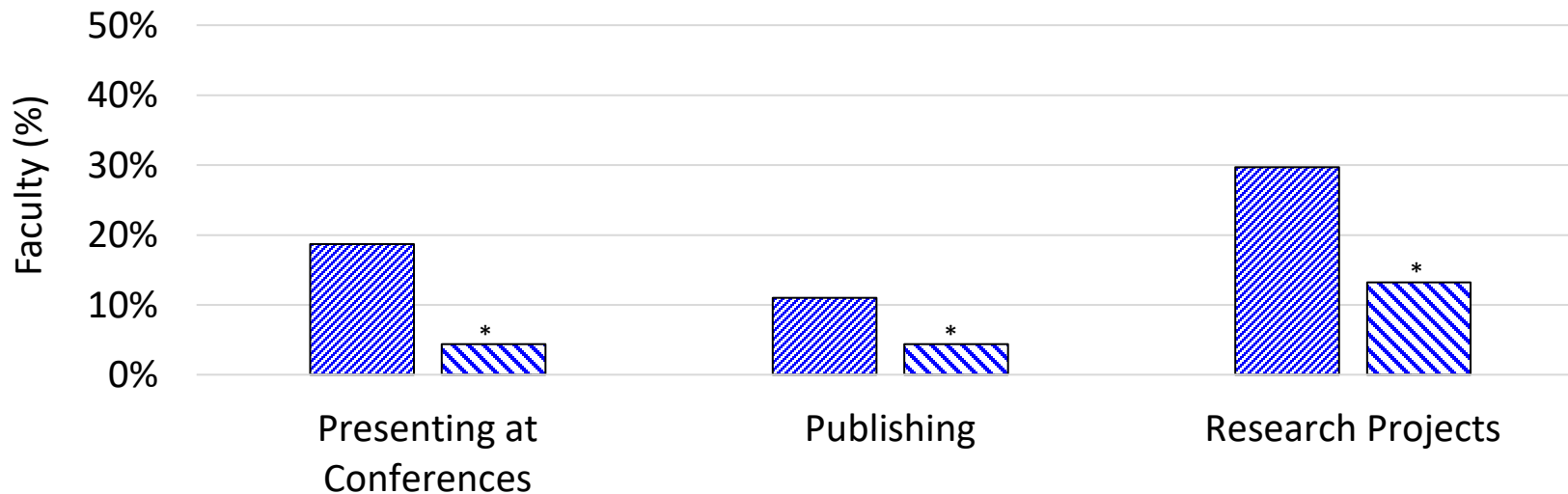
■ Public 4-Year Similar

■ Public 4-Year Colleges

* (P < 0.05)

Q.19 a-c

In the past year, to what extent have CCSU Faculty Engaged with Undergraduate Students:



Note: Reported "Large" or "Very Large Extent"

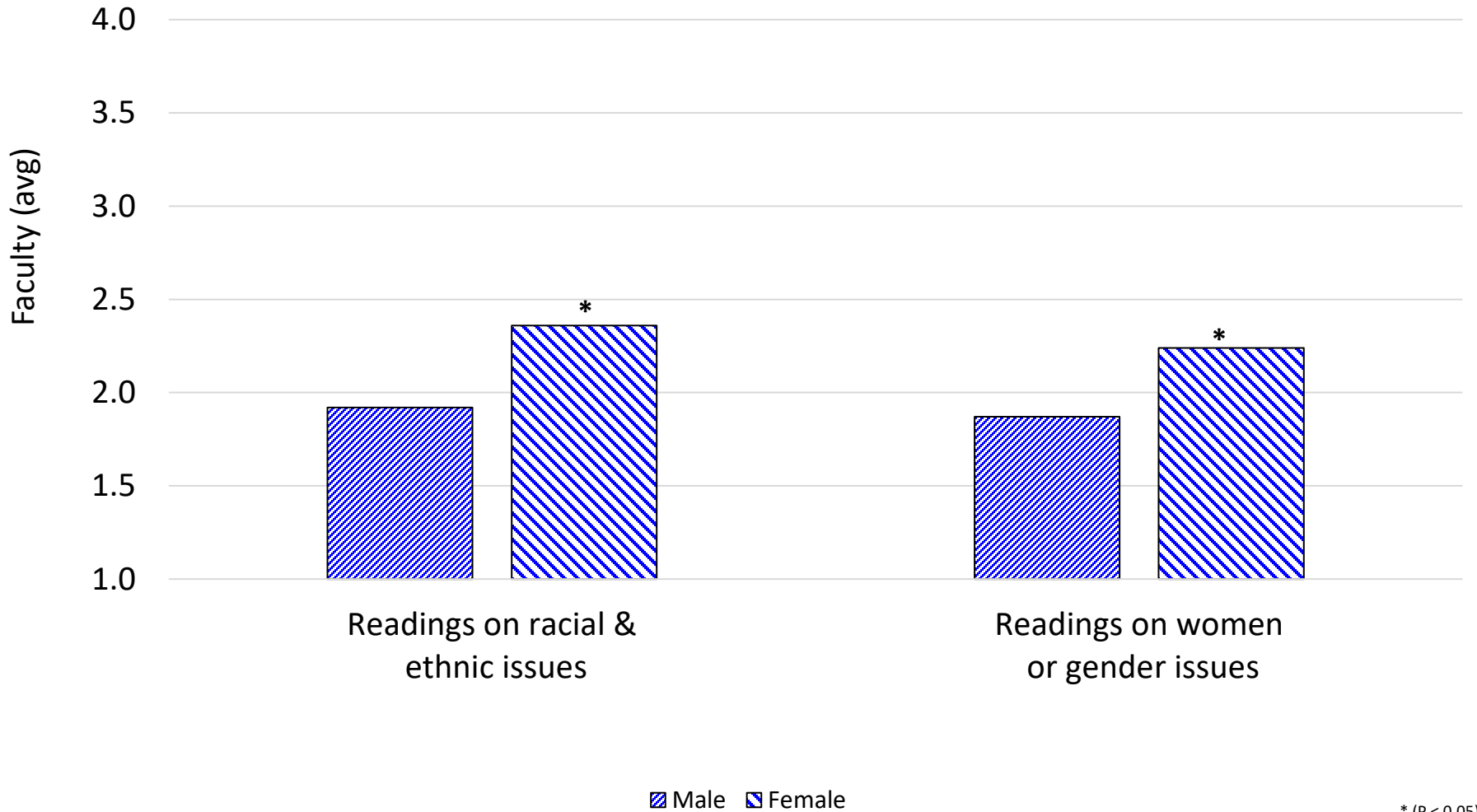
▨ Male Faculty

▨ Female Faculty

* (P < 0.05)

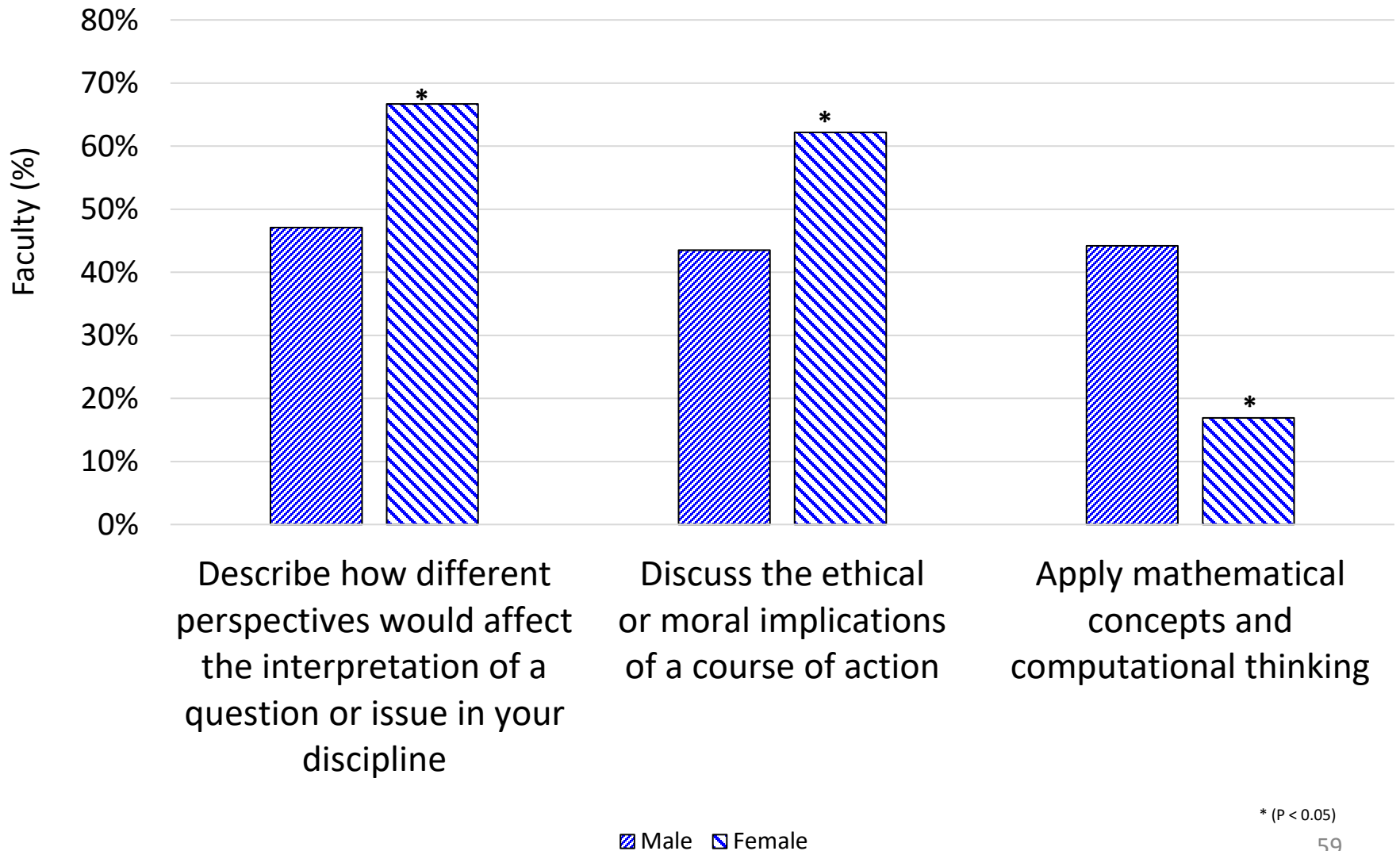
Q.16 a-c

CCSU Faculty: How many of your courses do you use the following? (Scale: 1 = None, 4 = All)



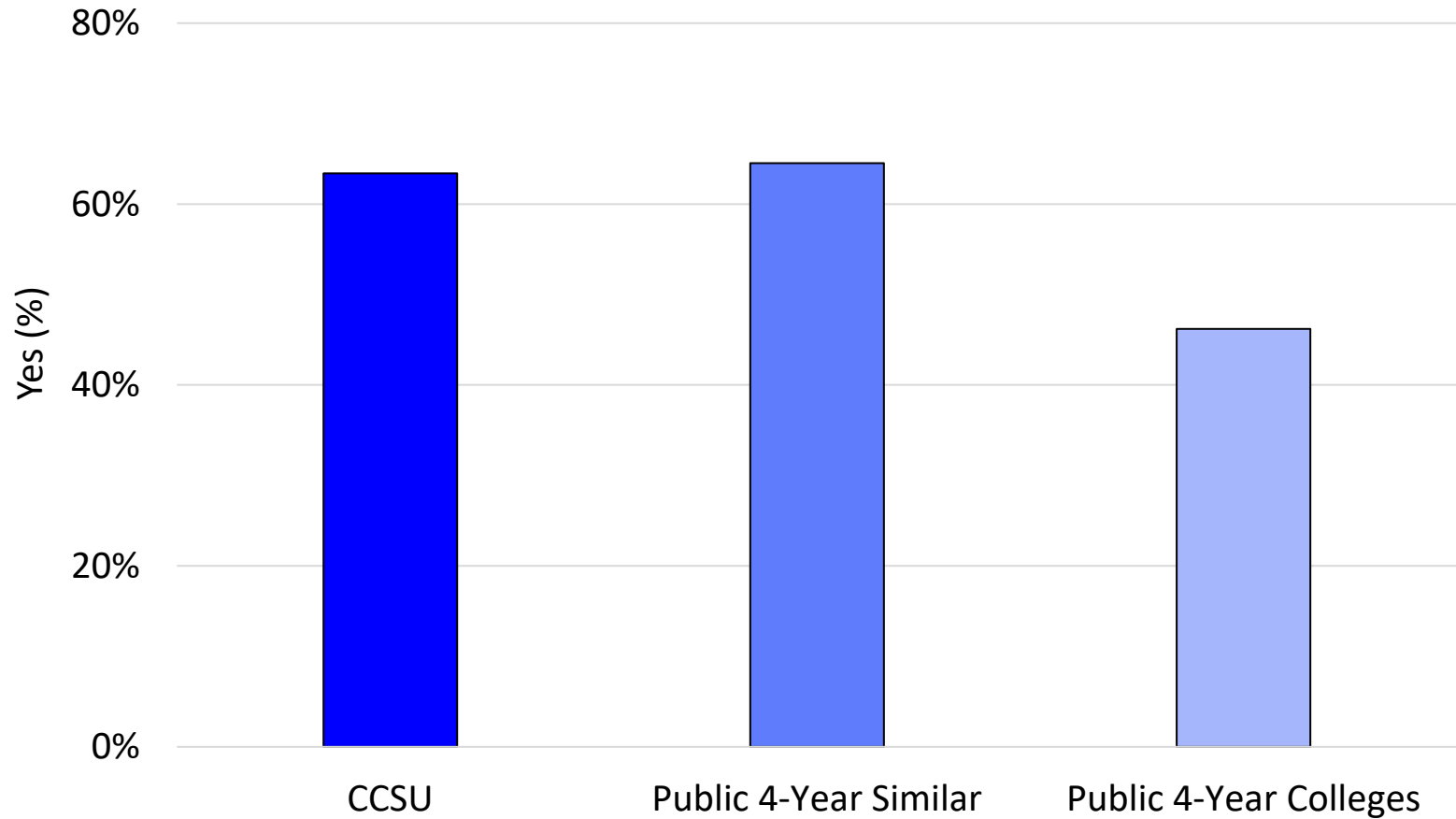
* (P < 0.05)

In the Past Year, have you "frequently" given at least one assignment that required students to:

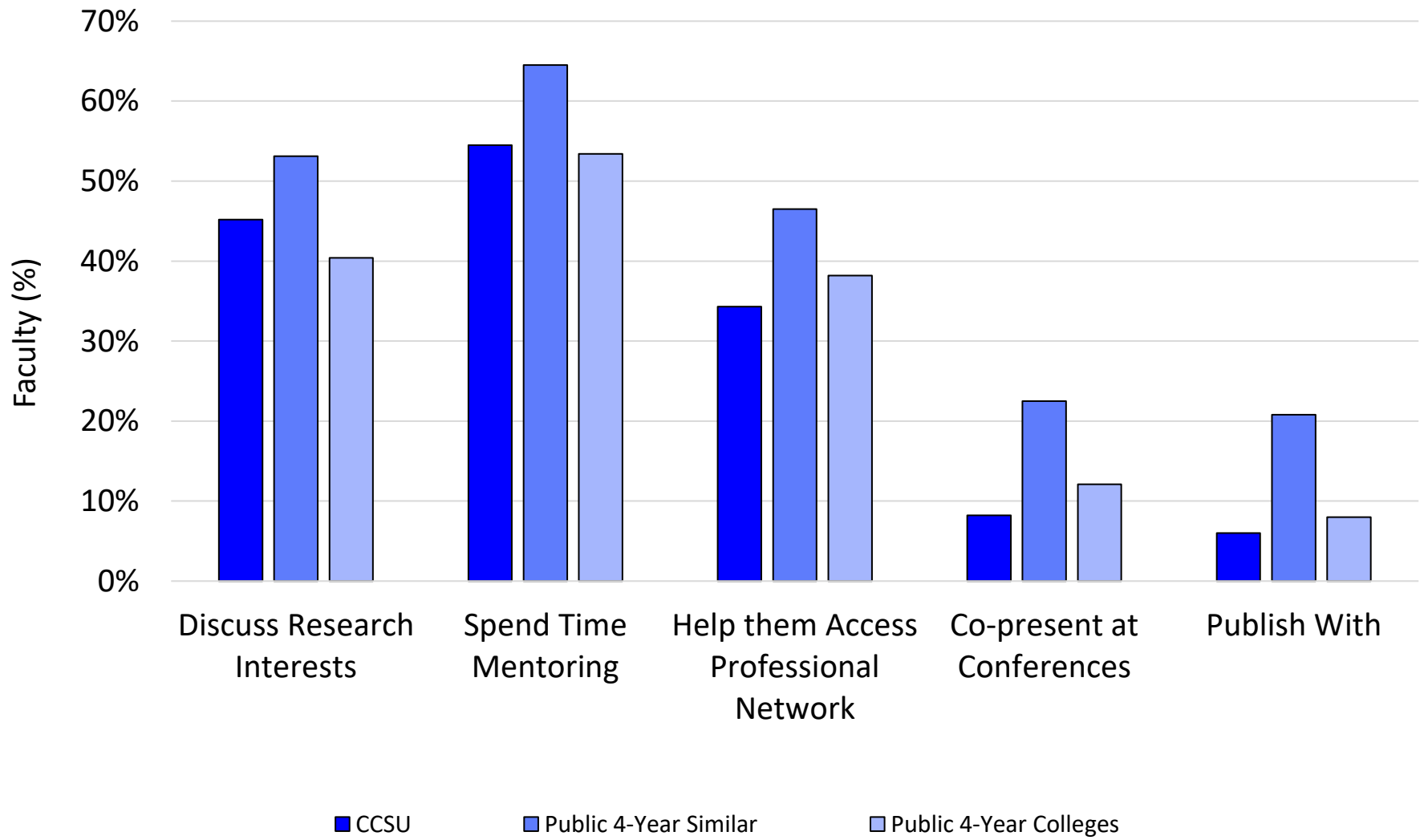


* (P < 0.05)

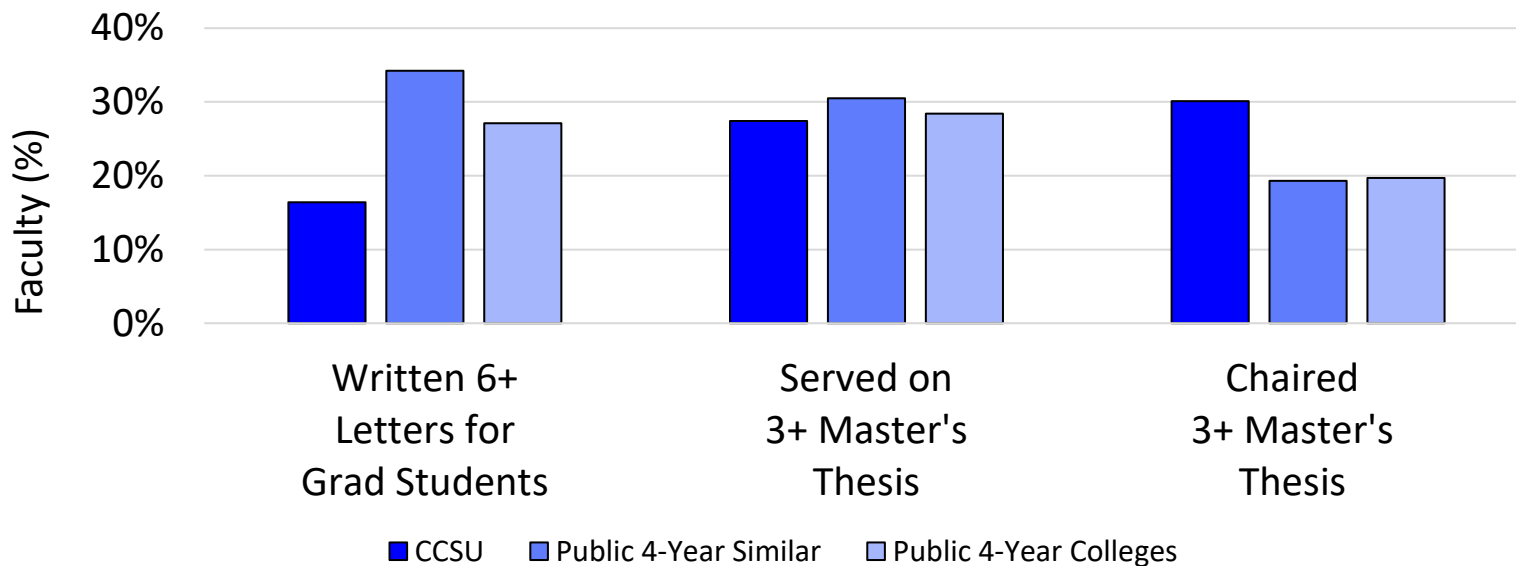
In the Past Year, Have you Worked With or Taught Graduate Students?



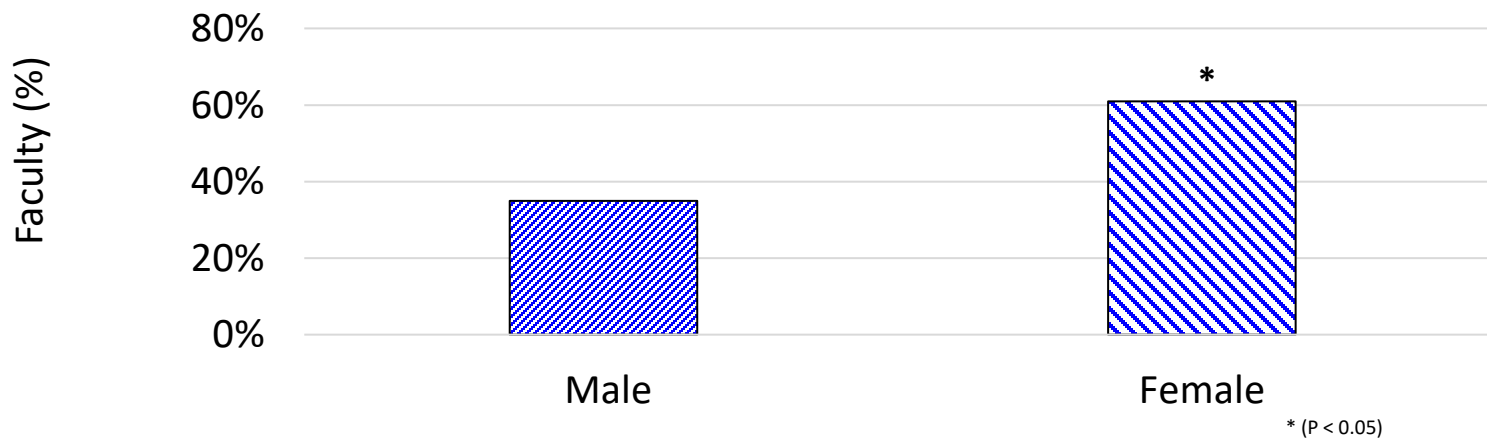
In the Past Year, Faculty Met with Graduate Students to: (Large or Very Large Extent)



In the past year, have you?



CCSU faculty who have *not* served on a master's thesis committee in the past year



Key Takeaways

Value:

- ✓ Teaching is essential
 - Not as satisfying as it should be
 - Recognized for outstanding teaching
- ✓ Research is very important
 - CCSU faculty report they publish more!
- ✓ Diversity in the classroom

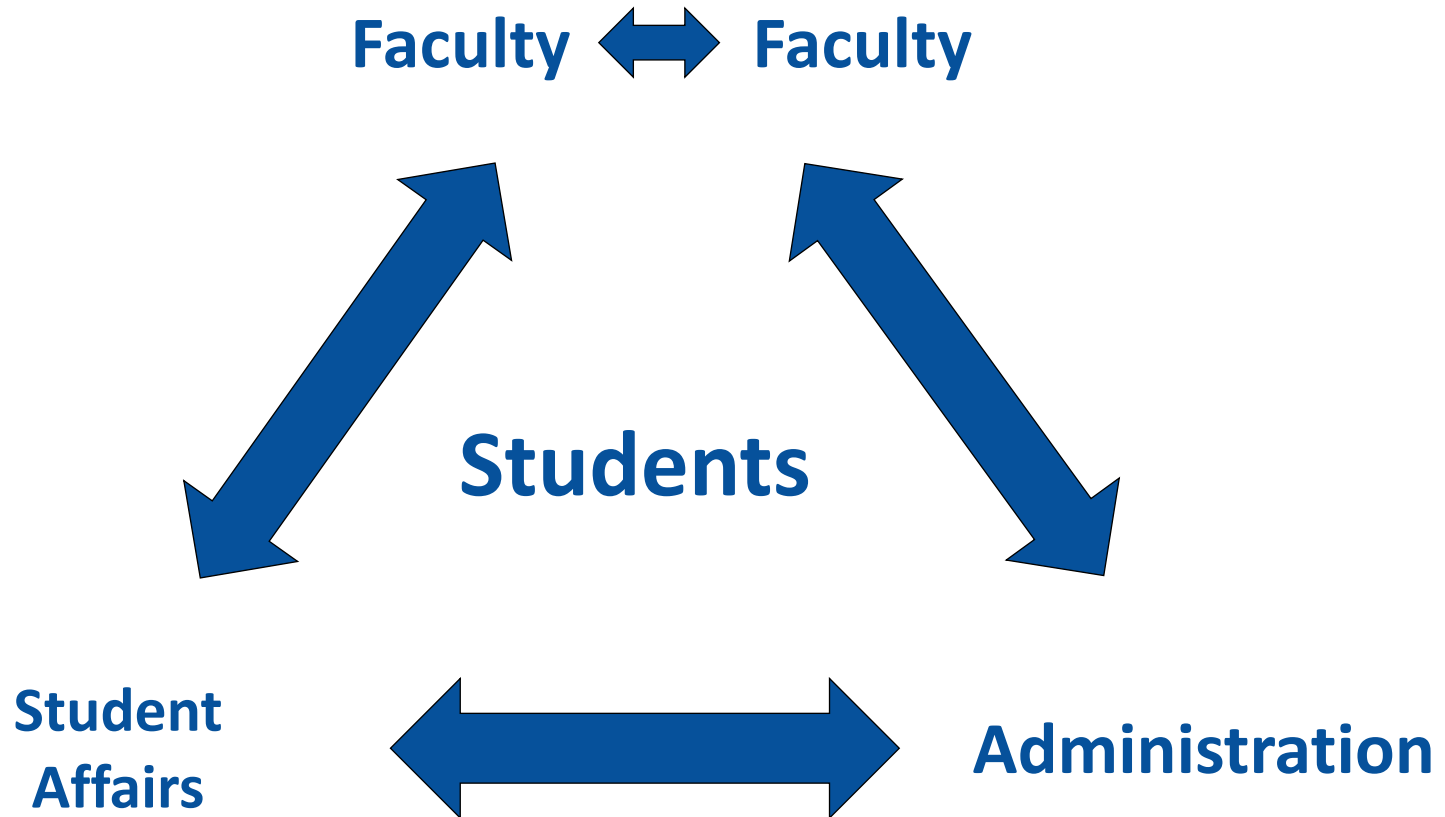
Key Takeaways

Opportunities for Improvement

- ✓ Not prepared to deal with diversity issues in classroom
- ✓ Differences between CCSU & other institutions, largely driven by male faculty
- ✓ Low engagement (recognition?) in professional development opportunities
- ✓ Bullying & Sexual Misconduct
- ✓ Recognize our student population
- ✓ Improve relationships - lack of respect for others

Key Takeaways

Relationships and Respect:



Questions???