

GCC Campus Climate Study

Combined Results

Common Questions from Faculty & Staff Booklets

Fall 2001

Conducted by:
Survey Research Laboratory,
Arizona State University

Results

The following pages present the results of the GCC Campus Climate Study. This booklet contains results for the questions which were common across the faculty and staff versions of the study. Two separate reports present the results for the faculty respondents and the staff respondents, including the questions which only appeared on one form or the other of the survey.

Some questions were identical between the faculty and staff versions, and some asked about the same subject using the terms appropriate to each group (e.g., "RFP" and "Employee Group Manual"). Where the staff question wording differed, the text of the staff question is shown in italics following the faculty wording. The question numbers shown are those from the faculty survey booklet.

The questions and responses appear below as they did in the survey booklets. Each response is preceded by the proportion and number of respondents who marked that choice. Responses of "Can't Rate" and "Don't Know" are included in the calculation of proportions. Caution should be used in comparing the proportions of responses between items with widely different numbers of "Can't Rate" responses.

There were 370 total respondents. The total number of respondents shown for each question is usually somewhat smaller than this due to item non-response (where a respondent made no mark on the survey for a question). Also, there are some pairs of questions where respondents were instructed to skip the follow-up question depending on their answer to the first question (e.g., Q12/Q13, Q42/Q43, and Q48/Q49-Q50). For these questions the number of respondents shown for the follow-up question excludes those whose answer to the first question indicated that they should not answer the follow-up question.

Questions 4 and 9 allowed responses from 1 to 10. Because of this range, and because some respondents marked mid-points (e.g., 2.5), the results are shown as the mean and standard deviation. To help visualize the responses, the results are also shown as histograms.

Instructions:

This study is being conducted for GCC by the ASU Survey Research Laboratory (SRL).

Your survey booklet will go directly to the SRL, and the results will only be published as group outcomes. No one at GCC will ever see your individual answers. The SRL will also be careful not to publish any results for a group that would be so small that someone could guess the identity of any respondent. Your participation is highly encouraged, yet it is voluntary, and no one at GCC, the other colleges, the District Office, or the Governing Board will ever know that you participated.

On the back page is a stamped mail control number. The SRL will cut this off as soon as they receive this booklet, and enter it into a database that shows who needs to get a reminder to fill out the survey. **Please do not write your name anywhere on this survey booklet.**

Please seal your completed survey booklet in the pre-paid envelope and place it in any U.S. mailbox.

The SRL has conducted many surveys on sensitive issues, and we have never violated the confidentiality of any respondent. Please be assured that we will treat your responses with the same care.

If you have any questions about the procedures used in this study, please contact the Director of the SRL, Shapard Wolf, at 480-965-5009 or shap.wolf@asu.edu.

Unless the instructions for a question state otherwise, please mark only one answer per question. You may use pen or pencil.

1. How would you characterize overall morale at GCC today?

4%	15	Very High
28%	102	High
44%	162	Average
16%	58	Weak
7%	24	Very Weak
2%	7	Can't Rate

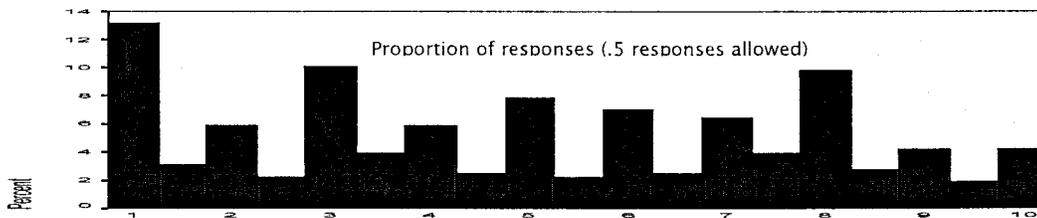
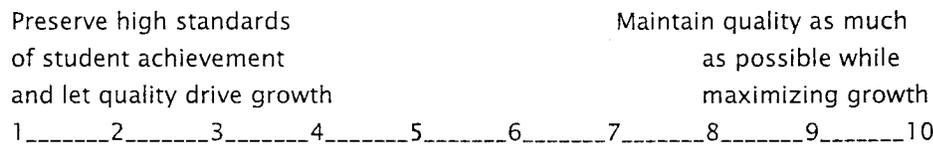
2. "I feel that I play an important part in teaching and learning at GCC."
How much do you agree or disagree with this statement?

58%	210	Strongly Agree
31%	112	Somewhat Agree
7%	27	Somewhat Disagree
4%	16	Strongly Disagree

3. "GCC has a distinct role as an institution of academic quality in the MCCD."
How much do you agree or disagree with this statement?

68%	249	Strongly Agree
25%	92	Somewhat Agree
5%	18	Somewhat Disagree
1%	4	Strongly Disagree
1%	5	Can't Rate

4. How do you see GCC's mission in response to the challenge of growing enrollment?
(Mark the position along the line below that best reflects your opinion.)



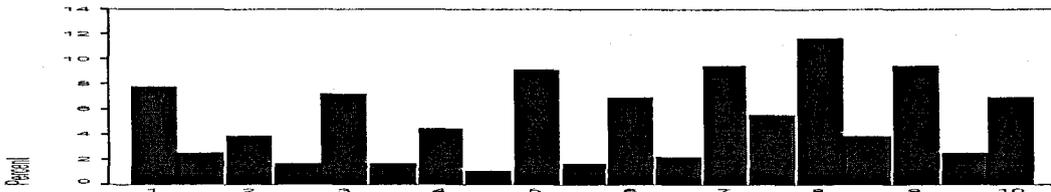
The mean was 5 (the midpoint of the scale is 5.5), however the standard deviation was large at 2.78.

The chart to the left shows the wide distribution of responses.

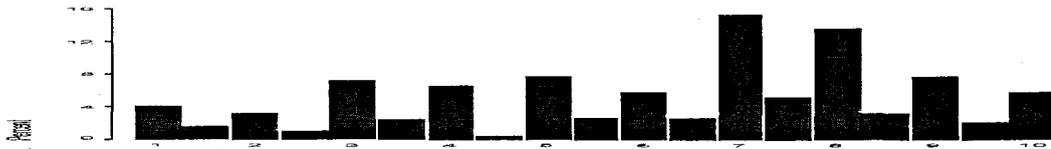
5. Have morale problems been caused by disagreements about what should be the top priorities for GCC?
- | | | |
|-----|-----|------------|
| 26% | 95 | Yes, A Lot |
| 38% | 138 | Yes, Some |
| 17% | 61 | No |
| 20% | 73 | Can't Rate |
6. Do you think overall morale is better, about the same, or worse since President Pollack came to GCC?
- | | | |
|-----|----|----------------|
| 23% | 84 | Better |
| 24% | 88 | About The Same |
| 26% | 97 | Worse |
| 27% | 99 | Can't Rate |
7. Administrators and faculty may sometimes have different interpretations of the Residential Faculty Policies (RFP). Is this a problem at GCC?
- Supervisors and staff may sometimes have different interpretations of the employee group's Policy Manual. Is this a problem at GCC?*
- | | | |
|-----|-----|--------------------------|
| 10% | 37 | Very Serious Problem |
| 22% | 81 | Serious Problem |
| 40% | 145 | Not Very Serious Problem |
| 10% | 36 | Not A Problem At All |
| 18% | 67 | Can't Rate |
8. To what extent do you think rumors affect the spirit of cooperation and trust at GCC?
- | | | |
|-----|-----|--------------------------|
| 21% | 76 | Very Serious Problem |
| 41% | 150 | Serious Problem |
| 25% | 91 | Not Very Serious Problem |
| 4% | 16 | Not A Problem At All |
| 9% | 34 | Can't Rate |

9. How do you believe GCC faculty are viewed by the following persons and groups?
How do you believe GCC support staff are viewed by the following persons and groups?
 As "mere employees," as "central to the heart and soul" of the college, or somewhere in-between?
 (Mark the position along each line below that best reflects your opinion.)

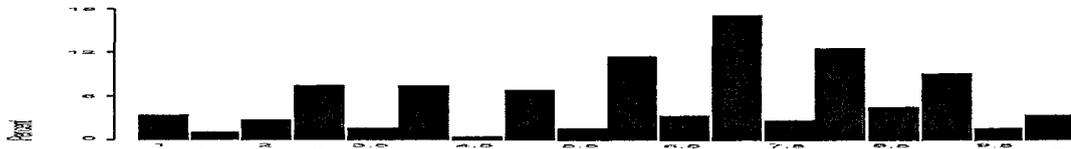
by the President: mean=5.9, standard deviation=2.75
 "Mere Employees" 1-----2-----3-----4-----5-----6-----7-----8-----9-----10 "Central to Heart and Soul"



by the Deans: mean=6.2, standard deviation=2.48
 "Mere Employees" 1-----2-----3-----4-----5-----6-----7-----8-----9-----10 "Central to Heart and Soul"



by the GCC Staff (Answered by faculty): mean=6.2, standard deviation=2.30
 "Mere Employees" 1-----2-----3-----4-----5-----6-----7-----8-----9-----10 "Central to Heart and Soul"



by the GCC Faculty (Answered by staff): mean=6.1, standard deviation=2.65

"Mere Employees" "Central to Heart and Soul"
 1-----2-----3-----4-----5-----6-----7-----8-----9-----10



by the students: mean=6.7, standard deviation=2.34

"Mere Employees" "Central to Heart and Soul"
 1-----2-----3-----4-----5-----6-----7-----8-----9-----10



by the community: mean=6.2, standard deviation=2.23

"Mere Employees" "Central to Heart and Soul"
 1-----2-----3-----4-----5-----6-----7-----8-----9-----10



10. How much influence do you believe faculty have in decision-making?
- 27% 99 Too Much
 - 32% 118 About Right
 - 27% 101 Not Enough
 - 3% 11 Not At All
 - 11% 41 Can't Rate

11. How much influence do you believe staff have in decision-making?

10%	35	Too Much
29%	105	About Right
39%	143	Not Enough
11%	39	Not At All
13%	46	Can't Rate

12. The President's Executive Committee (PEC, now called President's Advisory Committee) is an advisory group to the President, composed of members of all employee groups.

Since the creation of PEC, does the faculty have more or less influence on decision-making?

Since the creation of PEC, does the staff have more or less influence on decision-making?

19%	71	More
28%	103	About The Same (skip Q13)
18%	66	Less
35%	127	Can't Rate (skip Q13)

13. If you believe faculty influence has changed, do you believe that the change in faculty influence is for the better or for the worse?

If you believe staff influence has changed, do you believe that the change in staff influence is for the better or for the worse?

10%	14	Much Better
36%	50	Better
30%	42	Worse
14%	20	Much Worse
4%	6	Influence Didn't Change
5%	7	Can't Rate

18. Sometimes the President accepts faculty recommendations and sometimes she rejects them. When rejecting faculty recommendations, would you say that the President gives persuasive reasons?

Sometimes the President accepts staff recommendations and sometimes she rejects them. When rejecting staff recommendations, would you say that the President gives persuasive reasons?

14%	51	Usually
14%	53	Often
17%	61	Sometimes
8%	31	Seldom
8%	31	Rarely
38%	142	Can't Rate

19. When decisions are being made on difficult or controversial issues, would you say the Deans have about the right amount of influence on the President, too much or too little?

14%	51	Too Much
31%	113	About Right
12%	44	Too Little
2%	6	None At All
42%	154	Can't Rate

20. How often do you agree with the decisions the President makes?

3%	9	Always
51%	181	Often
37%	130	Sometimes
9%	31	Rarely
1%	3	Never

21. How often do you agree with the decisions the Deans make?

2%	6	Always
53%	188	Often
38%	134	Sometimes
6%	20	Rarely
1%	4	Never

22. Does your department chair provide faculty with enough information to participate in decision-making?

Does your supervisor provide staff with enough information to participate in college activities?

32%	115	Always
32%	116	Often
19%	68	Sometimes
15%	55	Rarely
3%	11	Never

24. Some people believe that when different employee groups are asked for their input on important decisions, administrators disregard, distort, or misrepresent what the employees have said. Other people do not believe this is the case. How often, if ever, do you believe that this occurs at GCC?

4%	13	Always
23%	83	Often
32%	117	Sometimes
20%	72	Rarely
1%	5	Never
21%	77	Can't Rate

25. Some people may think others are not treated fairly, or that they may be given special breaks in hiring, raises or job reclassifications. Others do not believe this happens at GCC.

Do you think persons in each of the categories below are treated fairly at GCC, treated unfairly, or do you think they get special breaks?

(Mark one box in each row.)

	Treated Fairly at GCC	Treated Unfairly at GCC	Get Special Breaks at GCC	Don't Know
Faculty	52% 186	9% 32	22% 81	17% 62
Staff	54% 193	21% 76	6% 23	18% 66
Administrators	42% 149	4% 16	31% 110	23% 84
Men	67% 239	7% 25	6% 21	20% 72
Women	65% 233	7% 25	9% 33	18% 66
Minority group members	46% 167	11% 41	25% 92	17% 61
Non-minority group members	63% 226	11% 38	4% 16	22% 78
Persons who are not of U.S. origin	52% 188	6% 22	10% 37	31% 112
Persons with certain religious beliefs	59% 212	3% 12	3% 11	35% 125
Veterans	57% 205	1% 4	5% 17	37% 132
Persons with disabilities (aside from ADA accommodations)	60% 216	2% 7	11% 39	27% 97
Gay, lesbian, bisexual and transgendered persons	49% 176	5% 18	8% 28	38% 138

26. Do you hold back from voicing your opinion or participating in college activities and committees because you worry that actions may be taken against you, or do you speak out?

(Faculty answers about staff are combined with staff answers about faculty; faculty answers about other faculty are combined with staff answers about other staff.)

Because of actions by:	Usually hold back	Sometimes hold back	Sometimes speak out	Usually speak out	Can't Rate
President	19% 70	12% 44	17% 60	25% 88	27% 97
Deans	18% 66	12% 42	18% 64	30% 108	22% 77
Department Chairs	14% 51	12% 43	15% 53	43% 152	16% 58
Other faculty Other staff	8% 30	13% 46	16% 59	49% 176	13% 47
Faculty Staff	13% 46	12% 43	17% 61	40% 141	18% 65
MCCD Administrators	18% 64	15% 52	15% 52	22% 78	30% 107
Other: _____	16% 14	7% 6	4% 4	22% 20	51% 46

29. Should department chairs be expected to represent overall faculty interests when serving on college-wide committees, over the interests of their own departments?

Should supervisors be expected to represent overall staff interests when serving on college-wide committees, over the interests of their own departments?

35% 129 Strongly Agree
 33% 121 Somewhat Agree
 16% 58 Somewhat Disagree
 11% 40 Strongly Disagree
 5% 18 Can't Rate

31. Overall, how fairly do you believe that resources (staff, space, and money) are allocated among departments?

10% 37 Very Fairly
 36% 132 Somewhat Fairly
 23% 86 Somewhat Unfairly
 22% 79 Not Fairly At All
 9% 33 Can't Rate

32. How fairly do you believe the Deans distribute those funds that are under their control?

15%	54	Very Fairly
35%	128	Somewhat Fairly
19%	71	Somewhat Unfairly
12%	42	Not Fairly At All
19%	70	Can't Rate

33. Do you believe that disputes between faculty and administrators are resolved fairly at GCC?

Do you believe that conflicts between staff and supervisors are resolved fairly at GCC?

4%	13	Always
28%	103	Often
35%	129	Sometimes
11%	41	Rarely
4%	15	Never
18%	64	Can't Rate

34. Do you believe that disputes between faculty members affect the climate at GCC?

Do you believe that disputes between staff members affect the climate at GCC?

44%	160	Strong Negative Effect
33%	120	Weak Negative Effect
7%	27	No Effect
3%	11	Weak Positive Effect
3%	11	Strong Positive Effect
9%	34	Can't Rate

35. Do disagreements over difficult issues affect the climate at GCC?

2%	7	I don't believe there are disagreements about difficult issues at GCC
28%	100	Very Strong Negative Impact
44%	161	Somewhat Strong Negative Impact
8%	28	Neutral Or No Impact
3%	11	Weak Positive Impact
3%	11	Strong Positive Impact
12%	45	Can't Rate

36. Can persons at GCC discuss difficult issues without the conversation becoming uncivil?

3%	11	Always
33%	120	Often
41%	150	Sometimes
12%	44	Rarely
2%	7	Never
9%	33	Can't Rate

37. Do you believe that GCC administrators act in good faith when working to resolve differences in interpretation of the RFP?

Do you believe that GCC administrators act in good faith when working to resolve differences in interpretation of the employee group Policy Manuals?

13%	48	Always
32%	117	Often
24%	89	Sometimes
11%	41	Rarely
2%	7	Never
17%	62	Can't Rate

38. Do the statements and actions of the Dean of instruction (Dean Abel) inspire trust?

48%	175	Mostly True
31%	113	More True Than False
3%	12	More False Than True
4%	16	Mostly False
13%	49	Can't Rate

39. Do the statements and actions of the Dean of Administrative Services (Dean Elsner) inspire trust?

19%	69	Mostly True
26%	96	More True Than False
18%	66	More False Than True
13%	49	Mostly False
23%	85	Can't Rate

40. Do the statements and actions of the Dean of Educational Services (Dean Sanchez) inspire trust?
- | | | |
|-----|-----|----------------------|
| 30% | 108 | Mostly True |
| 32% | 118 | More True Than False |
| 11% | 39 | More False Than True |
| 3% | 12 | Mostly False |
| 24% | 89 | Can't Rate |
41. Do the statements and actions of the GCC President (President Pollack) inspire trust?
- | | | |
|-----|-----|----------------------|
| 30% | 109 | Mostly True |
| 34% | 123 | More True Than False |
| 14% | 53 | More False Than True |
| 11% | 40 | Mostly False |
| 11% | 41 | Can't Rate |
42. Some people believe that the GCC campus is divided into groups with different attitudes towards the President, while others do not believe the campus is divided in this way. Do you believe that the GCC campus is divided into groups like this?
- | | | |
|-----|-----|------------------------|
| 79% | 290 | Yes |
| 13% | 46 | No (skip Q 43) |
| 8% | 30 | Don't Know (skip Q 43) |
43. If you do believe the campus is divided into groups, what do you believe their impact is on the campus climate at GCC?
- | | | |
|-----|-----|--|
| 1% | 2 | I don't believe the campus is divided like this. |
| 54% | 158 | Strong Negative Impact |
| 33% | 95 | Weak Negative Impact |
| 6% | 17 | Neutral Or No Impact |
| 2% | 5 | Weak Positive Impact |
| 1% | 2 | Strong Positive Impact |
| 4% | 11 | Can't Rate |

44. How effectively do you believe the President represents GCC to the following entities?

	Very Effectively	Somewhat Effectively	Somewhat Ineffectively	Very Ineffectively	Can't Rate
Community	42% 154	30% 111	7% 26	6% 23	14% 51
MCCD Administration	27% 97	30% 111	14% 50	9% 34	20% 72
Legislature	22% 78	26% 95	7% 26	7% 27	38% 136

45. "The President has expressed a clear direction for the future of GCC." Do you:

- 26% 96 Strongly Agree
- 37% 137 Somewhat Agree
- 11% 41 Somewhat Disagree
- 11% 39 Strongly Disagree
- 15% 54 Can't Rate

46. How much do you agree or disagree with the President's direction for the future of the college?

- 26% 93 Strongly Agree
- 37% 131 Somewhat Agree
- 9% 34 Somewhat Disagree
- 5% 19 Strongly Disagree
- 23% 81 Can't Rate-President hasn't expressed a direction

47. If given the chance of taking a similar job at another school, how many faculty do you think would choose to leave GCC because of the current campus climate?

If given the chance of taking a similar job at another school, how many staff do you think would choose to leave GCC because of the current campus climate?

- 2% 9 Most
- 10% 36 Many
- 32% 116 Some
- 38% 140 Few
- 10% 35 None
- 9% 32 Can't Rate

48. Have there been instances where the current administration has taken some action that you disagreed with strongly?

	Yes	No
President	38% 133	62% 218
Deans	35% 122	65% 226
Department Chair	21% 71	79% 274

If no to all, please skip the next two questions.

49. If yes to question 48, please give an example of the action(s) with which you disagreed:
(tabulated in separate report)
50. If yes to question 48, did you take any kind of action?

	Yes	No
Discussed with your employee group representative	40% 54	60% 81
Attended PEC	7% 9	93% 117
Discussed with Department Chair <i>Discussed with Supervisor</i>	68% 101	32% 47
Sent an email to persons involved	31% 42	69% 92
Took any other action (describe below)	40% 48	60% 73

If you took any other action, please describe below:

(tabulated in separate report)

51. What concrete steps do you think could be taken to improve the climate at GCC?
(tabulated in separate report)

Information About You

GCC staff members may have different views and experiences according to their positions and backgrounds.

In order to better understand the answers to this questionnaire, we need to be able to compare the responses from people employed for different lengths of time and those in different jobs, for example.

Remember that all of this information is **strictly confidential**. The data will never be used in any way that would allow you to be identified.

52. How long have you worked at Glendale Community College?

14%	50	Less than 2 years
18%	65	3 to 5 years
19%	70	6 to 10 years
49%	179	Over 10 years

57. Are you male or female?

43%	153	Male
57%	206	Female

58. What is your age group?

4%	13	under 25
10%	35	25 to under 35
22%	78	35 to under 45
43%	152	45 to under 55
22%	78	55 and over

59. How would you describe yourself? (Check as many as apply)

75%	259	White, Non-Hispanic
14%	49	Hispanic, Latino
3%	12	African-American, Black
1%	3	Asian American, Pacific Islander
3%	10	Native American
6%	22	Other