

# Spring 2021 Viewfinder Administrator Survey

## Campus Climate Highlights Making an Impact at CSUSM!



What is campus climate?



"The current attitudes, behaviors and standards of faculty, staff, administrators and students concerning the level of respect for individual needs, abilities and potential." (Susan Rankin, 2008)

### Perception of Campus Climate

Administrators share their perceptions of the campus climate

**79% believe our campus is diverse**

74% are encouraged to weave diversity/cultural competence into work

73% would recommend CSUSM to others considering working here

**70% believe our campus is inclusive**

**71%**

of Administrators believe there are pay disparities

### Disparities on Campus



### Work Experiences

Administrators were asked to respond to statements about their work experiences at CSUSM.



### Campus Communications

**59%**

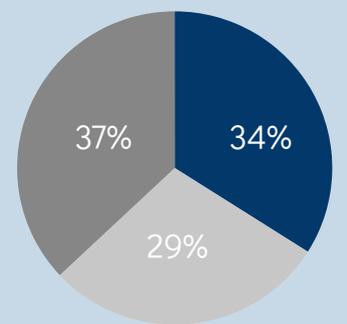
believe public announcements regarding internal communications and practices are honest and truthful.

**49%**

believe CSUSM communicates effectively with staff/faculty/administrators about changes to campus operations.

### Political Views

Respondents report whether they can openly express their political views on campus.



## CSUSM's Campus Climate

### Measuring Success



1 out of 4 respondents believe that the University has a way to effectively measure division/unit's diversity success.

### Senior Leadership & Diversity Efforts

Respondents were asked how much they agree with the following statements regarding senior leadership.

**80%**

Believe senior leadership establishes the campus vision for diversity

**77%**

Believe senior leadership shows a visible commitment to campus diversity

**51%**

Believe senior leadership creates a culture of accountability

### Job Satisfaction

**75%** of Administrators love their job

## Administrator Voices

### Themes From Open Ended Survey Questions

#### Felt Excluded/Not Welcome Due to Gender

"Not all colleagues treat female colleagues with the level of respect and professionalism they should."

#### Experienced Microaggressions

"[have heard]...racially insensitive comments, actions, and behaviors by senior leadership and faculty."

#### Unreasonable Workload/Burned Outs

"General exhaustion from the demands of the position."

#### Improve Climate for Varying Thoughts, Beliefs & Opinions

"I feel at times we, as an institution, need to find a balance and provide equal time and opportunities for the various held beliefs. I don't think that is the case."

## The Survey Administration

The Viewfinder Campus Climate Survey was administered from April 13- May 4, 2021 to all administrators n=185 employed during the Spring 2021 semester; 117 administrators responded to the survey (63% response rate).

This infographic summarizes quantitative and qualitative responses. Strongly Agree/Agree responses are combined.

Please contact institutional Planning & Analysis at [survey@csusm.edu](mailto:survey@csusm.edu) with questions.

