

Spring 2021 Viewfinder Faculty Survey

Campus Climate Highlights Making an Impact at CSUSM!

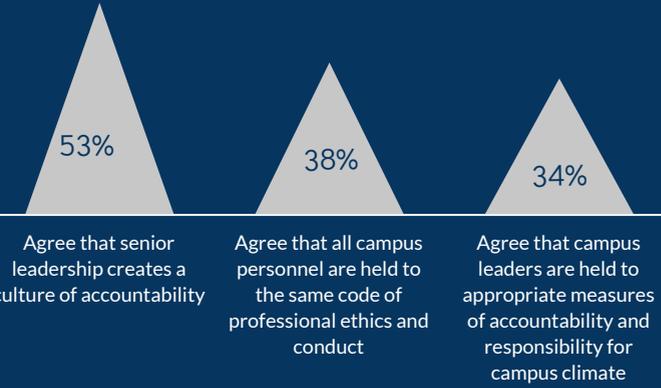


What is campus climate? →

"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)

Accountability

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



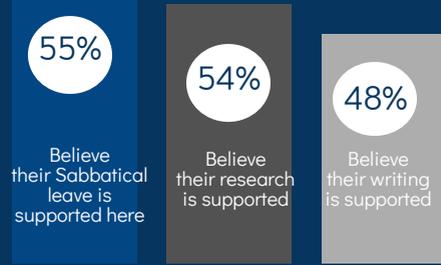
78% are satisfied overall with their interactions with other employees

Interactions with Others



Faculty Support

Faculty were asked to what extent they agree or disagree with statements about the support they receive from CSUSM.



Recommending CSUSM

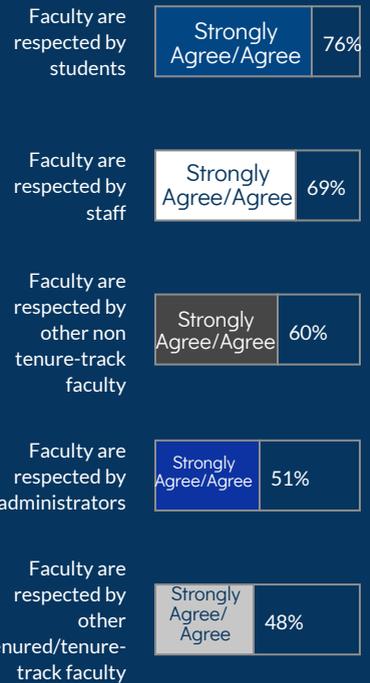
75% would recommend CSUSM to others considering working here

while 3 out of 4 respondents are also satisfied with their employee benefit package



Respect on Campus

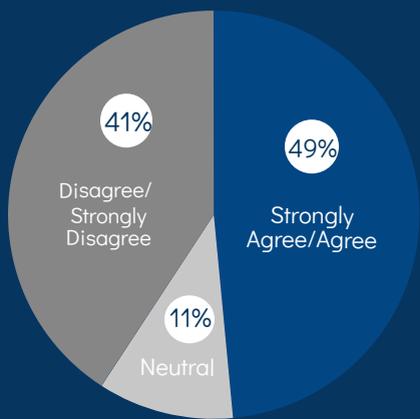
Respondents report whether they feel respected by various groups on campus



CSUSM's Campus Climate

Microaggressions

Respondents report whether they have experienced microaggressions in their departments.



Classroom Curriculum

80% of respondents are encouraged to weave diversity/cultural competence into their curriculum

62% of respondents believe diverse perspectives can easily be found within our general education programs

Diversity Training

63% of respondents feel they have received adequate diversity training to engage with students and employees on campus

Faculty Voices



Hire Individuals Committed to Diversity

"Hire university leaders who are clear and experienced about diversity matters and who are assertive to address work conditions."

More Inclusivity Towards Lecturers

"Make pay and benefits more equitable between tenure faculty and lecturers. Lecturers should not struggle with food and housing insecurity due to their "temp" status. Many permanent employees view lecturers as "cheap labor" or tokens instead of valuable educators."

All Areas of Diversity Should be Acknowledged

"Diversity and inclusion should be about more than the few protected statuses mentioned by current law."

Appreciate Survey Efforts

"Thank you for the survey. I strongly support CSUSM's mission regarding inclusion and diversity. I just do not know who to talk to to express the concerns I have about what I see in my department."

Themes From Open Ended Survey Questions

The Survey Administration

The Viewfinder Campus Climate Survey was administered from April 13- May 4, 2021 to all faculty n= 896 employed during the Spring 2021 semester; 207 faculty responded to the survey (23% response rate).

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

Please contact institutional Planning & Analysis at survey@csusm.edu with questions.

