The Chronicle Great Colleges to Work For 2017

ModernThink
2017 CSUSM Great Colleges Survey
California State University San Marcos
Year - to - Year Job Category ScoreCard - Full Data Set

		Overall				Job Category																	
		2017 Overall +	2017 Overall -	2014 Overall +	2014 Overall -	2017 Administrator +	2017 Administrator -	2014 Administrator +	2014 Administrator -	2017 Faculty +	2017 Faculty -	2014 Faculty +	2014 Faculty -	2017 Adjunct Faculty +	2017 Adjunct Faculty -	2014 Adjunct Faculty +	2014 Adjunct Faculty -	2017 Exempt Staff +	2017 Exempt Staff -	2014 Exempt Staff +	2014 Exempt Staff -	2017 Non-exempt Staff +	2017 Non-exempt Staff -	2014 Non-exempt Staff +	2014 Non-exempt Staff -
	Total number of survey respondents	588	588	468	468	88	88	85	85	102	102	86	86	51	51	53	53	143	143	77	77	130	130	113	113
	Job Satisfaction/Support																								
1	My job makes good use of my skills and abilities.	78	5	80	6	88	2	88	3	82	5	83	9	80	3	83	5	74	5	75	10	69	10	75	7
2	I am given the responsibility and freedom to do my job.	82	5	84	4	86	3	91	1	80	9	83	4	90	3	77	5	81	3	80	6	79	6	84	5
4	I am provided the resources I need to be effective in my job.	65	10	65	11	72	9	78	5	54	16	50	18	66	21	56	18	65	7	70	6	69	7	74	8
	Job Satisfaction/Support - Average	75	6	76	7	82	4	85	3	72	10	72	10	78	9	72	9	73	5	75	7	72	7	77	6
	Teaching Environment																								
33	There is a good balance of teaching, service and research at this institution.	76	7	73	10	91	1	85	1	62	18	50	21	72	10	57	22	79	2	78	9	81	5	88	3
40	Teaching is appropriately recognized in the evaluation and promotion process.	76	8	73	9	92	1	87	2	77	8	74	3	63	21	54	31	66	8	75	8	76	5	74	8
53	There is appropriate recognition of innovative and high quality teaching.	75	6	75	8	83	4	91	1	67	10	68	7	65	12	48	32	75	4	84	5	88	2	78	2
	Teaching Environment - Average	75	7	73	9	88	2	87	1	68	12	64	10	66	14	53	28	73	4	79	7	81	4	80	4
	Professional Development																								
6	I am given the opportunity to develop my skills at this institution.	70	10	69	10	86	3	81	3	73	10	69	8	62	16	55	17	66	9	68	11	64	10	63	14
10	I understand the necessary requirements to advance my career.	62	16	65	15	77	6	70	7	79	4	83	5	66	18	50	24	52	26	58	23	48	24	58	20
	Professional Development - Average	66	13	67	12	81	4	75	5	76	7	76	6	64	17	52	20	59	17	63	17	56	17	60	17
	Compensation, Benefits & Work/Life Balance																								
11	I am paid fairly for my work.	41	35	30	49	63	19	47	27	38	37	18	54	49	35	30	62	37	36	24	48	35	43	27	58
34	This institution's benefits meet my needs.	84	3	82	3	96	1	94	0	83	5	76	5	76	6	74	12	83	0	76	5	83	3	84	0
47	My supervisor/department chair supports my efforts to balance my work and personal life.	82	7	82	8	88	3	85	2	70	11	73	12	79	12	72	12	83	7	88	7	86	6	85	7
53	This institution's policies and practices give me the flexibility to manage my work and personal life.	79	7	77	8	80	6	82	4	80	7	74	5	76	4	64	19	77	8	83	7	84	7	76	9
	Compensation, Benefits & Work/Life Balance - Average	71	13	67	17	81	7	77	8	67	15	60	19	70	14	60	26	70	12	67	16	72	14	68	18
	Facilities																								
29	The institution takes reasonable steps to provide a safe and secure environment for the campus.	88	2	85	3	95	1	94	1	79	5	73	9	90	3	71	5	89	2	93	1	89	1	87	3
31	The facilities (e.g., classrooms, offices, laboratories) adequately meet my needs.	71	9	72	9	88	2	81	3	61	16	56	17	58	12	53	13	74	8	79	5	67	8	81	7
	Facilities - Average	79	5	78	6	91	1	87	2	70	10	64	13	74	7	62	9	81	5	86	3	78	4	84	5
	Policies, Resources & Efficiency																								
17	Our review process accurately measures my job performance.	62	15	57	19	74	9	72	7	69	9	62	17	78	8	50	24	49	21	55	22	54	18	46	25
28	My department has adequate faculty/staff to achieve our goals.	47	27	31	37	54	22	46	23	36	39	17	59	55	24	39	32	45	28	24	37	48	23	36	35
30	Our orientation program prepares new faculty, administration and staff to be effective.	59	14	54	16	68	8	52	16	66	16	61	14	57	17	34	39	53	13	50	19	57	16	64	7
49	This institution actively contributes to the community.	92	1	89	1	96	0	97	2	89	2	81	4	90	0	78	2	90	0	93	0	95	1	93	0
50	This institution places sufficient emphasis on having diverse faculty, administration and staff.	82	5	82	6	90	2	90	1	71	7	65	18	78	8	68	7	77	7	83	4	90	3	93	2
57	This institution is well run.	69	7	68	8	77	6	84	3	65	8	55	14	74	14	45	18	66	5	76	2	67	8	67	7
	Policies, Resources & Efficiency - Average	68	11	63	14	76	7	73	8	66	13	56	21	72	11	52	20	63	12	63	14	68	11	66	12
	Shared Governance																								
38	The role of faculty in shared governance is clearly stated and publicized.	72	6	66	9	81	4	77	3	69	9	63	11	79	12	45	27	60	6	71	2	74	5	74	5
39	Faculty are appropriately involved in decisions related to the education program (e.g., curriculum development, evaluation).	77	6	70	9	87	0	82	0	66	11	60	16	72	10	46	31	80	2	77	0	88	4	82	0
42	Faculty, administration and staff are meaningfully involved in institutional planning.	60	11	54	12	78	8	81	5	52	14	41	18	68	12	34	18	57	8	53	10	55	15	56	13
	Shared Governance - Average	69	7	63	10	82	4	80	2	62	11	54	15	73	11	41	25	65	5	67	4	72	8	70	6
	Pride																								
5	I understand how my job contributes to this institution's mission.	90	1	90	3	95	1	95	1	90	2	91	2	84	5	77	9	89	0	92	1	90	0	91	3
25	Overall, my department is a good place to work.	81	5	82	6	89	2	89	2	75	9	81	8	76	11	73	11	77	4	77	9	84	3	82	5
36	I am proud to be part of this institution.	84	2	87	3	89	2	96	1	85	4	75	6	78	3	80	9	81	0	89	2	82	0	88	1
59	This institution's culture is special - something you don't find just anywhere.	71	10	68	12	82	4	82	4	70	16	58	18	66	12	53	23	64	11	72	11	75	10	67	10
60	All things considered, this is a great place to work.	79	5	81	6	90	1	90	1	77	6	69	11	72	11	69	11	74	4	83	6	81	4	85	4
	Pride - Average	81	4	81	6	89	2	90	1	79	7	74	9	75	8	70	12	77	3	82	5	82	3	82	4
	Supervisors/Department Chairs																								
3	My supervisor/department chair makes his/her expectations clear.	74	8	72	9	82	2	83	7	72	14	76	12	78	9	79	7	67	7	70	9	76	10	66	12
7	I receive feedback from my supervisor/department chair that helps me.	68	11	66	13	80	4	76	4	58	13	64	15	74	18	60	18	65	13	71	12	66	11	66	12
12	I believe what I am told by my supervisor/department chair.	73	8	71	7	89	1	85	3	62	15	64	10	76	7	67	15	73	7	67	7	70	10	66	7
15	My supervisor/department chair regularly models this institution's values.	78	7	74	9	87	2	82	4	72	10	71	15	80	10	80	10	76	5	77	9	78	9	72	9
19	My supervisor/department chair is consistent and fair.	72	9	71	11	84	3	77	7	68	13	74	10	80	11	81	9	65	10	63	14	70	12	67	15
20	My supervisor/department chair actively solicits my suggestions and ideas.	71	10	69	11	85	2	79	7	63	12	69	10	68	16	57	24	70	7	71	10	72	13	66	11
24	I have a good relationship with my supervisor/department chair.	83	5	84	5	90	2	85	3	77	10	81	8	82	2	90	5	81	4	84	6	83	6	84	6
	Supervisors/Department Chairs - Average	74	8	72	9	85	2	81	5	67	12	71	11	76	10	73	12	71	7	71	9	73	10	69	10
	Senior Leadership																								
27	Senior leadership provides a clear direction for this institution's future.	65	11	63	13	86	4	79	3	54	13	55	18	62	20	52	25	59	9	63	12	68	10	63	12
32	Our senior leadership has the knowledge, skills and experience necessary for institutional success.	74	8	72	9	86	5	88	1	57	18	60	15	77	8	54	20	77	4	73	9	75	7	76	8
37	Senior leadership shows a genuine interest in the well-being of faculty, administration and staff.	64	11	61	14	87	4	80	2	58	16	57	23	63	12	44	28	58	9	64	11	62	14	57	14
41	Senior leadership communicates openly about important matters.	62	11	56	14	78	7	77	3	50	21	48	21	72	7	40	28	60	8	61	11	62	10	52	15
48	Senior leadership regularly models this institution's values.	75	8	70	11	85	4	85	2	62	13	57	23	77	6	51	22	72	7	74	5	79	8	74	8
56	I believe what I am told by senior leadership.	66	9	58	12	84	3	85	3	53	16	35	22	68	12	42	21	63	9	61	7	66	7	58	10
	Senior Leadership - Average	67	9	63	12	84	4	82	2	55	16	52	20	69	10	47	24	64	7	66	9	68	9	63	11
	Faculty, Administration & Staff Relations																								
46	Faculty, administration and staff work together to ensure the success of institution programs and initiatives.	77	5	68	8	89	4	83	2	73	8	52	14	64	10	54	18	74	5	66	5	81	3	75	10
55	There is regular and open communication among faculty, administration and staff.	61	11	53	14	73	6	71	7	52	14	41	23	60	13	41	28	63	9	53	10	58	14	55	10
	Faculty, Administration & Staff Relations - Average	69	8	60	11	81	5	77	4	62	11	46	18	62	11	47	23	68	7	59	7	69	8	65	10
	Communication																								
8	When I offer a new idea, I believe it will be fully considered.	68	11	67	13	85	4	80	5	57	17	55	15	66	16	64	22	64	11	66	12	70	8	69	15
21	In my department, we communicate openly about issues that impact each other's work.	65	12	62	14	81	2	75	8	60	17	61	12	59	14	51	32	63	12	62	16	60	16	61	12
22	Changes that affect me are discussed prior to being implemented.	52	19	50	20	78	6	67	11	49	22	47	11	53	28	48	34	44	23	55	23	46	17	42	25
43	At this institution, we discuss and debate issues respectfully to get better results.	65	10	56	12	79	4	65	5	57	8	43	15	71	14	38	24	62	9	65	6	64	13	56	15
	Communication - Average	62	13	58	14	80	4	71	7	55	16	51	13	62	18	50	28	58	13	62	14	60	13	57	16
	Collaboration																								
13	We have opportunities to contribute to important decisions in my department.	66	12	66	11	86	3	76	3	65	14	74	6	54	22	57	26	65	11	66	10	63	15	59	13
23	People in my department work well together.	71	8	67	8	81	1	76	3	62	17	58	15	69	18	56	17	69	7	67	3	75	4	71	7
26	I can count on people to cooperate across departments.	64	7	61	10	84	4	68	4	53	15	51	15	60	16	46	23	62	4	66	9	64	3	64	8
58	There's a sense that we're all on the same team at this institution.	64	12	58	17	77	5	70	8	58	13	46	28	65	14	49	26	60	13	62	9	65	13	59	17
	Collaboration - Average	66	9	63	11	82	3	72	4	59	14	57	16	62	17	52	23	64	8	65	7	66	8	63	11
	Fairness																								
14	I can speak up or challenge a traditional way of doing something without fear of harming my career.	66	14	62	16	82	4	69	5	54	21	53	22	66	20	55	30	68	13	64	15	65	13	65	16
16	Promotions in my department are based on a person's ability.	52	22	46	28	75	9	68	12	60	11	56	20	53	26	31	41	40	28	36	40	43	30	34	38
18	Issues of low performance are addressed in my department.	45	24	45	28	62	6	56	16	41	30	39	35	53	24	45	30	35	29	44	32	42	26	45	32
44	This institution's policies and practices ensure fair treatment for faculty, administration and staff.	62	12	61	12	80	5	75	4	59	12	51	18	64	13	39	25	57	12	65	11	55	14	62	10
54	This institution has clear and effective procedures for dealing with discrimination.	75	8	76	11	88	2	91	3	62	13	54	21	74	10	66	18	70	12	84	5	82	5	77	13
	Fairness - Average	60	16	58	19	77	5	71	8	55	17	50	23	62	18	47	28	54	18	58	20	57	17	56	21
	Respect & Appreciation																								
9	I am regularly recognized for my contributions.	59	17	59	19	75	7	74	9	51	23	49	22	64	24	50	26	58	17	61	23	55	17	60	21
35	Our recognition and awards programs are meaningful to me.	52	17	50	23	64	11	59	13	45	25	37	32	53	24	31	35	44	16	60	20	60	11	50	20
45	At this institution, people are supportive of their colleagues regardless of their heritage or background.	82	4	78	8	93	1	90	2	79	5	58	16	80	5	72	19	80	5	77	3	83	3	85	5
52	We celebrate significant milestones and important accomplishments at this institution.	81	4	80	4	88	2	90	2	75	7	75	4	74	4	52	15	82	3	84	2	85	2	86	0
	Respect & Appreciation - Average	68	10	66	13	80	5	78	6	62	15	54	18	67	14	51	23	66	10	70	12	70	8	70	11
	California State University San Marcos Custom Statements																								
61	People at CSUSM understand and value the benefits of a diverse workforce.	85	3	83	4	96	1	90	1	80	5	74	9	90	5	78	11	80	3	84	3	87	1	86	1
62	CSUSM presently employs a diverse workforce.	81	5	79	7	93	2	87	2	64	10	60	15	76	7	74	13	82	4	83	5	85	3	88	3
63	Senior Leadership is committed to achieving a diverse workforce.	82	4	82	5	94	1	93	2	70	10	71	10	84	3	69	14	79	4	81	3	86	2	87	2
64	The environment at this institution is supportive of the expression of different opinions, styles, and perceptions.	73	8	71	8	87	2	78	3	65	12	51	16	74	13	55	17	71	7	85	5	71	7	74	6
65	We are making good progress towards valuing differences.	79	4	76	7	88	3	90	1	71	8	55	11	82	10	62	13	75	2	84	6	80	3	82	7
66	This institution makes a genuine effort to involve a diverse group of faculty/staff on college initiatives.	81	4	79	7	91	2	90	2	72	7	64	13	82	5	61	16	79	5	86	4	81	1	85	4
67	This institution provides me with enough flexibility and support to meet the demands of my personal and family life.	80	8	78	7	85	6	87	1	71	11	72	10	76	8	64	13	81	7	83	5	85	7	76	7
68	We are good citizens/stewards in our local community.	89	1	87	1	96	0	98	0	87	1	78	5	86	2	74	5	86	2	87	0	93	0	92	0
69	Faculty and staff are encouraged to participate in community service activities.	75	6	77	6	76	6	83	3	75	4	72	8	88	4	78	5	72	6	78	3	74	7	75	8
70	People in my department are focused on solutions rather than blame.	71	8	65	11	81	3	75	3	64	11	60	12	71	16	70	20	69	8	62	11	71	8	62	12
71	Our institution's values guide decision-making throughout the institution not just in theory but also in our day-to-day actions.	72	5	68	9	83	3	85	3	62	6	50	18	76	8	57	14	70	7	63	8	72	3	75	7
72	I find personal meaning and fulfillment in my work.	78	5	81	4	89	1	83	2	82	4	82	6	86	3	92	0	72	7	84	6	71	6	73	4
	California State University San Marcos Custom Statements - Average	78	5	77	6	88	2	86	1	71	7	65	11	80	7	69	11	76	5	80	4	79	4	79	5
	Overall Survey Average 1 - 72	71	9	69	10	83	4	80	4	65	12	61	14	71	11	58	19	68	8	70	9	71	9	70	10
	Overall Survey Average 1 - 60	70	9	67	11	82	4	79	5	64	13	60	15	69	12	56	20	66	9	68	10	70	10	68	11

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Unless specifically noted, the numbers represent the percentage of positive responses. To protect the anonymity of your employees we do not report data for categories with fewer than 5 respondents.