

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
51 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	51	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	0	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 higher 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														