The Chronicle Great Colleges to Work For 2014

ModernThink

2014 Great Colleges Survey

California State University San Marcos

Job Role - Full Data Set

		Overall		Benchmarks		Job Category					
		Positive Response	Negative Response	2014 Honor Roll > 10,000	2014 Carnegie Master's	Administration	Faculty	Adjunct Faculty	Exempt Prof'l Staff	Non-exempt Staff	Other
	Total number of survey respondents (468)					85	86	53	77	113	0
	Job Satisfaction/Support										
1	My job makes good use of my skills and abilities.	80	6	85	81	88	83	83	75	75	*
2	I am given the responsibility and freedom to do my job.	84	4	85	82	91	83	77	80	84	*
4	I am provided the resources I need to be effective in my job.	65	11	74	58	78	50	56	70	74	*
	Job Satisfaction/Support - Average	76	7	81	73	85	72	72	75	77	*
	Teaching Environment										
33	There is a good balance of teaching, service and research at this institution.	73	10	81	65	85	50	57	78	88	*
40	Teaching is appropriately recognized in the evaluation and promotion process.	73	9	80	76	87	74	54	75	74	*
51	There is appropriate recognition of innovative and high quality teaching.	75	8	80	70	91	68	48	84	78	*
	Teaching Environment - Average	73	9	80	70	87	64	53	79	80	*
	Professional Development										
6	I am given the opportunity to develop my skills at this institution.	69	10	82	72	81	69	55	68	63	*
10	I understand the necessary requirements to advance my career.	65	15	75	72	70	83	50	58	58	*
	Professional Development - Average	67	12	78	72	75	76	52	63	60	*
	Compensation, Benefits & Work/Life Balance										
11	I am paid fairly for my work.	30	49	62	49	47	18	30	24	27	*
34	This institution's benefits meet my needs.	82	3	87	75	94	76	74	76	84	*
47	My supervisor/department chair supports my efforts to balance my work and personal life.	82	8	86	82	85	73	72	88	85	*
53	This institution's policies and practices give me the flexibility to manage my work and personal life.	77	8	83	76	82	74	64	83	76	*
	Compensation, Benefits & Work/Life Balance - Average	67	17	79	70	77	60	60	67	68	*
	Facilities										
29	The institution takes reasonable steps to provide a safe and secure environment for the campus.	85	3	91	83	94	73	71	93	87	*
31	The facilities (e.g., classrooms, offices, laboratories) adequately meet my needs.	72	9	75	63	81	56	53	79	81	*
	Facilities - Average	78	6	83	73	87	64	62	86	84	*
	Policies, Resources & Efficiency										
17	Our review process accurately measures my job performance.	57	19	66	58	72	62	50	55	46	*
28	My department has adequate faculty/staff to achieve our goals.	31	37	55	39	46	17	39	24	36	*
30	Our orientation program prepares new faculty, administration and staff to be effective.	54	16	71	57	52	61	34	50	64	*
49	This institution actively contributes to the community.	89	1	90	85	97	81	78	93	93	*
50	This institution places sufficient emphasis on having diverse faculty, administration and staff.	82	6	81	75	90	65	68	83	93	*
57	This institution is well run.	68	8	79	59	84	55	45	76	67	*
	Policies, Resources & Efficiency - Average	63	14	73	62	73	56	52	63	66	*
	Shared Governance										
38	The role of faculty in shared governance is clearly stated and publicized.	66	9	75	64	77	63	45	71	74	*
39	Faculty are appropriately involved in decisions related to the education program (e.g., curriculum development, evaluation).	70	9	80	71	82	60	46	77	82	*
42	Faculty, administration and staff are meaningfully involved in institutional planning.	54	12	69	56	81	41	34	53	56	*
	Shared Governance - Average	63	10	74	63	80	54	41	67	70	*
	Pride										
5	I understand how my job contributes to this institution's mission.	90	3	92	89	95	91	77	92	91	*
25	Overall, my department is a good place to work.	82	6	84	81	89	81	73	77	82	*
36	I am proud to be part of this institution.	87	3	87	78	96	75	80	89	88	*
59	This institution's culture is special - something you don't find just anywhere.	68	12	80	68	82	58	53	72	67	*
60	All things considered, this is a great place to work.	81	6	84	73	90	69	69	83	85	*
	Pride - Average	81	6	85	77	90	74	70	82	82	*
	Supervisors/Department Chairs										
3	My supervisor/department chair makes his/her expectations clear.	72	9	77	74	83	76	79	70	66	*
7	I receive feedback from my supervisor/department chair that helps me.	66	13	73	67	76	64	60	71	66	*
12	I believe what I am told by my supervisor/department chair.	71	7	79	75	85	64	67	67	66	*
15	My supervisor/department chair regularly models this institution's values.	74	9	81	76	82	71	80	77	72	*
19	My supervisor/department chair is consistent and fair.	71	11	76	73	77	74	81	63	67	*
20	My supervisor/department chair actively solicits my suggestions and ideas.	69	11	76	73	79	69	57	71	66	*
24	I have a good relationship with my supervisor/department chair.	84	5	86	84	85	81	90	84	84	*
	Supervisors/Department Chairs - Average	72	9	78	74	81	71	73	71	69	*

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	Senior Leadership										
27	Senior leadership provides a clear direction for this institution's future.	63	13	73	57	79	55	52	63	63	*
32	Our senior leadership has the knowledge, skills and experience necessary for institutional success.	72	9	82	66	88	60	54	73	76	*
37	Senior leadership shows a genuine interest in the well-being of faculty, administration and staff.	61	14	74	60	80	57	44	64	57	*
41	Senior leadership communicates openly about important matters.	56	14	71	55	77	48	40	61	52	*
48	Senior leadership regularly models this institution's values.	70	11	81	69	85	57	51	74	74	*
56	I believe what I am told by senior leadership.	58	12	75	60	85	35	42	61	58	*
	Senior Leadership - Average	63	12	76	61	82	52	47	66	63	*
	Faculty, Administration & Staff Relations										
46	Faculty, administration and staff work together to ensure the success of institution programs and initiatives.	68	8	81	67	83	52	54	66	75	*
55	There is regular and open communication among faculty, administration and staff.	53	14	71	55	71	41	41	53	55	*
	Faculty, Administration & Staff Relations - Average	60	11	76	61	77	46	47	59	65	*
	Communication										
8	When I offer a new idea, I believe it will be fully considered.	67	13	73	64	80	55	64	66	69	*
21	In my department, we communicate openly about issues that impact each other's work.	62	14	72	69	75	61	51	62	61	*
22	Changes that affect me are discussed prior to being implemented.	50	20	58	53	67	47	48	55	42	*
43	At this institution, we discuss and debate issues respectfully to get better results.	56	12	72	56	65	43	38	65	56	*
	Communication - Average	58	14	68	60	71	51	50	62	57	*
	Collaboration										
13	We have opportunities to contribute to important decisions in my department.	66	11	75	72	76	74	57	66	59	*
23	People in my department work well together.	67	8	75	73	76	58	56	67	71	*
26	I can count on people to cooperate across departments.	61	10	69	58	68	51	46	66	64	*
58	There's a sense that we're all on the same team at this institution.	58	17	71	53	70	46	49	62	59	*
	Collaboration - Average	63	11	72	64	72	57	52	65	63	*
	Fairness										
14	I can speak up or challenge a traditional way of doing something without fear of harming my career.	62	16	72	66	69	53	55	64	65	*
16	Promotions in my department are based on a person's ability.	46	28	67	59	68	56	31	36	34	*
18	Issues of low performance are addressed in my department.	45	28	59	51	56	39	45	44	45	*
44	This institution's policies and practices ensure fair treatment for faculty, administration and staff.	61	12	75	63	75	51	39	65	62	*
54	This institution has clear and effective procedures for dealing with discrimination.	76	11	85	79	91	54	66	84	77	*
	Fairness - Average	58	19	71	63	71	50	47	58	56	*
	Respect & Appreciation										
9	I am regularly recognized for my contributions.	59	19	67	57	74	49	50	61	60	*
35	Our recognition and awards programs are meaningful to me.	50	23	61	50	59	37	31	60	50	*
45	At this institution, people are supportive of their colleagues regardless of their heritage or background.	78	8	89	84	90	58	72	77	85	*
52	We celebrate significant milestones and important accomplishments at this institution.	80	4	84	74	90	75	52	84	86	*
	Respect & Appreciation - Average	66	13	75	66	78	54	51	70	70	*
	California Dtate University San Marcos Custom Statements										
61	People at CSUSM understand and value the benefits of a diverse workforce.	83	4	-	-	90	74	78	84	86	*
62	CSUSM presently employs a diverse workforce.	79	7	-	-	87	60	74	83	88	*
63	Senior Leadership is committed to achieving a diverse workforce.	82	5	-	-	93	71	69	81	87	*
64	The environment at this institution is supportive of the expression of different opinions, styles, and perceptions.	71	8	-	-	78	51	55	85	74	*
65	We are making good progress towards valuing differences.	76	7	-	-	90	55	62	84	82	*
66	This institution makes a genuine effort to involve a diverse group of faculty/staff on college initiatives.	79	7	-	-	90	64	61	86	85	*
67	This institution provides me with enough flexibility and support to meet the demands of my personal and family life.	78	7	-	-	87	72	64	83	76	*
68	We are good citizens/stewards in our local community.	87	1	-	-	98	78	74	87	92	*
69	Faculty and staff are encouraged to participate in community service activities.	77	6	-	-	83	72	78	78	75	*
70	People in my department are focused on solutions rather than blame.	65	11	-	-	75	60	70	62	62	*
71	Our institution's values guide decision-making throughout the institution not just in theory but also in our day-to-day actions.	68	9	-	-	85	50	57	63	75	*
72	I find personal meaning and fulfillment in my work.	81	4	-	-	83	82	92	84	73	*
	California Dtate University San Marcos Custom Statements - Average	77	6	-	-	86	65	69	80	79	*
	Overall Survey Average 1 - 72	69	10	76	67	80	61	58	70	70	*
	Overall Survey Average 1 - 60	67	11	76	67	79	60	56	68	68	*

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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.