

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 Masters	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	80	6	85	81	88	83	83	75	75	*				
2	84	4	85	82	91	83	77	80	84	*				
4	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	73	10	81	65	85	50	57	78	88	*				
40	73	9	80	76	87	74	54	75	74	*				
51	75	8	80	70	91	68	48	84	78	*				
Teaching Environment - Average					73	9	80	70	87	64	53	79	80	*
Professional Development														
6	69	10	82	72	81	69	55	68	63	*				
10	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	30	49	62	49	47	18	30	24	27	*				
34	82	3	87	75	94	76	74	76	84	*				
47	82	8	86	82	85	73	72	88	85	*				
53	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	85	3	91	83	94	73	71	93	87	*				
31	72	9	75	63	81	56	53	79	81	*				
Facilities - Average					78	6	83	73	87	64	62	86	84	*
Policies, Resources & Efficiency														
17	57	19	66	58	72	62	50	55	46	*				
28	31	37	55	39	46	17	39	24	36	*				
30	54	16	71	57	52	61	34	50	64	*				
49	89	1	90	85	97	81	78	93	93	*				
50	82	6	81	75	90	65	68	83	93	*				
57	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	66	9	75	64	77	63	45	71	74	*				
39	70	9	80	71	82	60	46	77	82	*				
42	54	12	69	56	81	41	34	53	56	*				
Shared Governance - Average					63	10	74	63	80	54	41	67	70	*
Pride														
5	90	3	92	89	95	91	77	92	91	*				
25	82	6	84	81	89	81	73	77	82	*				
36	87	3	87	78	96	75	80	89	88	*				
59	68	12	80	68	82	58	53	72	67	*				
60	81	6	84	73	90	69	69	83	85	*				
Pride - Average					81	6	85	77	90	74	70	82	82	*
Supervisors/Department Chairs														
3	72	9	77	74	83	76	79	70	66	*				
7	66	13	73	67	76	64	60	71	66	*				
12	71	7	79	75	85	64	67	67	66	*				
15	74	9	81	76	82	71	80	77	72	*				
19	71	11	76	73	77	74	81	63	67	*				
20	69	11	76	73	79	69	57	71	66	*				
24	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 Dstate 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 Dstate 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	*