

Academic Division – Climate Survey Report

In spring 2016, the academic deans reviewed and discussed the results of the 2015 survey. After discovering that the data as reported needed to be re-categorized to better understand responses from different offices, programs and departments, we requested and received additional information from Human Resources and ModernThink and reviewed results again.

Survey questions and statements that received largely positive responses include job satisfaction, professional development, compensation and benefits, the college's contributions to the community and its emphasis on diversity, and pride in one's job, the department and institution. Areas in which we would like to improve the rate of positive response include: appropriate recognition of teaching quality, flexibility to manage work and personal life, adequate facilities to meet needs, performance review processes, adequate staffing, orientation programs, perceptions of institutional operations, shared governance and institutional planning.

We will disseminate results to individual departments and offices, beginning with programs within the office of the academic deans, and ask each to talk about the findings among themselves. We will then bring representatives of departments and offices together to answer questions that arise from the review of findings, share the results of conversations within each office, and exchange ideas that will help us consider ways to address key issues and areas of concern.

Our approach is based on our assumption that survey data do not necessarily tell us how respondents interpreted questions and the issues underlying their responses. Conversations within departments and then between academic programs and offices will hopefully provide an opportunity for survey participants to explain and elaborate on their responses, and enable us to interpret findings with the benefit of qualitative data. This process will also allow us to hear the specific concerns and contexts of particular departments while identifying challenges across the division.