

Employee Campus Climate Survey Summary Report: Spring 2016

Survey Design

Folsom Lake College surveyed employees to solicit feedback regarding the campus climate. For the purposes of this survey, campus climate was defined as the current attitudes, behaviors, and standards of faculty, staff, administrators, and students concerning the access for, inclusion of, and level of respect for individual and group needs, abilities and potential. The survey link was emailed to all FLC employees, followed by two reminder emails.

- Dates Administered: March 7, 2016 – March 25, 2016
- Total Survey Responses: 176

Overview

This report provides a summary of the employee campus climate survey questions and responses. Given that the survey design did not include a random sampling of survey participants, it is not appropriate to generalize the survey results to the entire FLC employee population. However, the demographic features of the employees who participated in the survey closely mirror the overall employee population demographics, so we feel confident that information gathered through this survey well represents the opinions of FLC employees (see page 11 for demographic data). Additionally, the overall response rate was very high, with 40% of all employees participating in the survey. This reports contain sub-analysis of survey responses by employment classification, see Addendum starting on page 15.

Campus Climate – Identified Strengths:

- 88%: feel the type of work they do on most days is personally rewarding
- 83%: feel proud to work at FLC
- 82%: feel that FLC promotes excellent employee-student relationships
- 80%: feel comfortable with the climate in their department / work unit
- 79%: feel comfortable with the climate of their primary work site
- 74%: feel comfortable with the campus climate at FLC

Campus Climate – Areas to Address:

- 58%: feel they could not go directly to the District Office with their ideas
- 44%: feel that decision-making processes of the FLC Executive Leadership are not transparent
- 37%: experienced exclusionary, intimidating, offensive, and/or hostile behavior at FLC in the past year
- 31%: feel that they don't have adequate opportunities for advancement
- 31%: have seriously considering leaving FLC within the past year
- 30%: feel that employee suggestions are not used to improve the college
- 29%: feel they don't have adequate opportunities for training and professional development

Overall Campus Climate

Employees were asked a series of questions about their perception of the campus climate. The majority of employees (73%) reported being very or somewhat comfortable with the campus overall, and 18% of employees reported being somewhat or very uncomfortable. When asked about their level of comfort with the climate at their primary work site, 79% of employees reported being comfortable at their primary work site and 14% of employees reported being uncomfortable.

Table 1. Overall, how comfortable are you with the campus climate at Folsom Lake College?

	# of Respondents	% of Respondents
Very Comfortable	66	38.4%
Somewhat Comfortable	60	34.9%
Neutral	16	9.3%
Somewhat Uncomfortable	22	12.8%
Very Uncomfortable	*	4.7%

*Data with less than 10 respondents masked to protect confidentiality of survey respondents.

Table 2: Overall, how comfortable are you with the climate at your primary work site?

	# of Respondents	% of Respondents
Very Comfortable	84	48.8%
Somewhat Comfortable	51	29.7%
Neutral	13	7.6%
Somewhat Uncomfortable	16	9.3%
Very Uncomfortable	*	4.7%

The majority of employees (80%) reported being very or somewhat comfortable with the climate in their department/work unit, and 16% of employees reported being somewhat or very uncomfortable. When asked if they have seriously considered leaving FLC within the past year, 31% reported yes.

Table 3: Overall, how comfortable are you with the climate in your department/work unit?

	# of Respondents	% of Respondents
Very Comfortable	93	54.4%
Somewhat Comfortable	44	25.7%
Neutral	*	4.1%
Somewhat Uncomfortable	15	8.8%
Very Uncomfortable	17	7.0%

Table 4: In the past year, have seriously considered leaving Folsom Lake College?

	# of Respondents	% of Respondents
Yes	54	31.2%
No	119	68.8%

Activities that Affect the Campus Climate

Employees were provided with a list of activities that a college campus might engage in to affect the campus climate, and they were asked to rank how they felt each activity would influence that campus climate. More than 72% of employees reported that each activity listed might positively influence climate, and only a small minority of employees reported that any activity listed might negatively influence the climate. The activities that employees felt would most positively influence the campus climate were: *Increasing opportunities for cross-cultural dialogue among students* (83%), *Providing diversity training for faculty* (81%), and *Providing a person to address student complaints of classroom inequity* (81%).

Table 5: How does each of the following affect the climate at Folsom Lake College?

	# of Respondents	Positively Influences Climate	Neutral/ No Influence on Climate	Negatively Influences Climate
Increasing opportunities for cross-cultural dialogue among students.	143	83.2%	14.7%	2.1%
Providing diversity training for faculty.	133	80.5%	15.0%	4.5%
Providing a person to address student complaints of classroom inequity.	118	80.5%	18.6%	0.8%
Providing diversity training for staff.	132	80.3%	15.9%	3.8%
Increasing opportunities for cross-cultural dialogue between faculty, staff and students.	141	79.4%	17.0%	3.5%
Increasing the diversity of the student body.	133	78.2%	18.8%	3.0%
Providing diversity training for students.	113	77.0%	19.5%	3.5%
Increasing the diversity of the faculty and staff.	143	75.5%	21.7%	2.8%
Incorporating issues of diversity and cross-cultural competence more effectively into the curriculum.	143	72.0%	22.4%	5.6%

Communication

Effective communication involves getting the right message to the right people at the right time in ways that are easy to understand, accurate, accessible and appealing. With that in mind, employees were asked to review a list of issues and rank how well they think FLC is doing overall in effectively communicating with them about those topics. Employees reported that FLC is *good* or *excellent* at communicating with them about the following issues: *campus events* (74%), *strategic planning* (60%), *initiatives to improve student success* (59%), and *alerts about emergencies* (62%). Employees reported that FLC is *poor* or *very poor* at communicating with them about the following issues: *higher education legislation* (36%), *District Office policy changes and/or new initiatives* (30%), and *updates on FLC finances/budgetary issues* (28%).

Table 6: Please review that following list of communication topics and rank how well you think FLC is doing overall in effectively communicating with you about these issues:

	# of Respondents	Excellent	Good	Fair	Poor	Very Poor
Campus events	155	25.8%	47.7%	22.6%	2.6%	1.3%
Strategic planning	156	18.6%	41.7%	28.8%	7.7%	3.2%
Initiatives to improve student success (i.e. SSSP/SEP projects, tutoring etc.)	155	17.4%	41.3%	29.0%	9.0%	3.2%
Alerts about emergency situations	157	14.6%	47.8%	26.1%	8.9%	2.5%
Faculty/staff news and achievements	158	14.6%	44.9%	29.7%	8.9%	1.9%
Student news and achievements	157	14.0%	44.6%	28.7%	10.8%	1.9%
Data reporting student success (i.e. KPIs, Scorecard, IEPs, etc.)	153	12.4%	38.6%	37.3%	8.5%	3.3%
Area Department or Unit changes and/or new initiatives	154	8.4%	31.8%	33.1%	20.1%	6.5%
Updates on FLC facility improvements/changes	156	7.7%	30.1%	34.6%	20.5%	7.1%
State Chancellor's Office policy change and/or new initiatives	155	7.7%	22.6%	38.1%	24.5%	7.1%
Changes within the organization	157	7.6%	36.3%	35.0%	14.0%	7.0%
Updates on FLC finances/budgetary issues	155	7.1%	26.5%	40.0%	17.4%	9.0%
FLC initiated policy change and/or new initiatives	155	6.5%	32.9%	34.2%	19.4%	7.1%
Higher education legislation(State & Federal	155	5.8%	20.0%	38.7%	25.8%	9.7%
District Office policy changes and/or new initiatives	155	5.2%	25.2%	40.0%	21.3%	8.4%

Still thinking about overall campus communications, employees were asked to rank their level of agreement with a list of communication elements. Employees were most likely to agree with the following statements: *Most information I receive from FLC Deans is detailed, easy to understand, and timely* (51%) and *Most of the information I receive from my Department Chair is detailed, easy to understand, and timely* (50%). Employees were mostly likely to disagree with the following statements: *Decision-making processes of FLC Executive Leadership (President and VPs) are transparent* (44%), *Decision-making processes of FLC Deans are transparent* (42%), and *Most information I receive from my FLC executive leadership is detailed, easy to understand, and timely* (33%).

Table 7: Still thinking about overall campus communication, please rank your level of agreement with the following statements:

	# of Respondents	Strongly Agree	Somewhat Agree	Neutral	Somewhat Disagree	Strongly Disagree
Most information I receive from my Department Chair is detailed, easy to understand, and timely.	111	28.8%	21.6%	26.1%	16.2%	7.2%
Decision-making processes of Department Chairs are transparent.	121	19.0%	26.4%	26.4%	17.4%	10.7%
Most information I receive from FLC Deans is detailed, easy to understand, and timely.	134	11.9%	38.8%	24.6%	14.2%	10.4%
Most information I receive from my FLC Executive Leadership is detailed, easy to understand, and timely.	144	10.4%	26.4%	30.6%	15.3%	17.4%
Overall, the campus culture supports and practices open communication.	152	9.2%	29.6%	34.2%	16.4%	10.5%
Decision-making processes of participatory governance groups are transparent.	146	8.9%	39.7%	34.2%	10.3%	6.8%
Most information I receive from participatory governance groups is detailed, easy to understand, and timely.	144	8.3%	37.5%	31.3%	13.2%	9.7%
Decision-making processes of FLC Executive Leadership (President and VPs) are transparent.	145	6.9%	20.7%	28.3%	21.4%	22.8%
Decision-making processes of FLC Deans are transparent.	132	6.8%	31.8%	19.7%	29.5%	12.1%

To communicate effectively, there must be an open flow of communication in and around the college (upward, downward and horizontally). With that in mind, employees were asked to think about their own personal experiences with the flow of communication at FLC and to then rank a series of statements. Employees were most likely to agree with the statements: *I feel comfortable sharing ideas with my colleagues (85%)* and *I feel comfortable sharing ideas with those I supervise or mentor (84%)*. Employees were most likely to disagree with the statements: *I feel I could go directly to the District Office with my ideas (58%)* and *I feel I could go directly to Executive Leadership with my ideas (38%)*.

Table 8: Please think about your personal experiences with the flow of communication at FLC and rank the following statements below:

	# of Respondents	Strongly Agree	Somewhat Agree	Neutral	Somewhat Disagree	Strongly Disagree
I feel comfortable sharing ideas with those I supervise or mentor(formally or informally).	116	59.5%	24.1%	7.8%	6.0%	2.6%
I feel comfortable sharing ideas with my supervisor/manager.	148	57.4%	21.6%	7.4%	9.5%	4.1%
I feel comfortable sharing ideas with my colleagues .	150	50.0%	35.3%	6.0%	8.7%	0.0%
I feel comfortable sharing ideas within committee meetings.	130	36.9%	36.9%	16.9%	7.7%	1.5%
I feel I could go directly to Executive Leadership with my Ideas.	142	20.4%	23.9%	17.6%	21.1%	16.9%
I feel that participatory governance process enhances the flow of information across the campus.	143	17.5%	35.7%	28.0%	11.9%	7.0%
Overall, I feel that my ideas and opinions are included in decision-making processes.	143	14.0%	32.2%	26.6%	12.6%	14.7%
I feel that my ideas are frequently passed on to Executive Leadership.	137	13.1%	30.7%	26.3%	18.2%	11.7%
I feel I could go directly to the District Office with my ideas.	140	9.3%	12.1%	20.7%	25.0%	32.9%

There are a number of different communication methods used to share information. Employees were asked to consider a list of communication methods and identify how often they use/access/read information from that source. Employees reported most often using *email (90%)*, the *Bird’s Eye View newsletter (56%)*, and the *In Touch newsletter (56%)*, and seldom or never using the *State Chancellor’s Office website (74%)*, the *District Office website (57%)*, and the *Harris Center website (56%)*.

Table 9: Please consider each communication method listed below and identify how often you use/access/read information from that source:

	# of Respondents	Often	Sometimes	Seldom	Never
Email	148	89.9%	6.8%	2.7%	0.7%
“Bird’s Eye View” (monthly newsletter)	150	56.0%	33.3%	8.7%	2.0%
“In Touch” (bi-weekly newsletter)	149	55.7%	35.6%	7.4%	1.3%
Department/Unit Meetings	147	47.6%	32.0%	10.9%	9.5%
Website: FLC Insider	149	45.6%	40.3%	12.1%	2.0%
Word of Mouth/Grapevine	147	42.9%	48.3%	8.2%	0.7%
“The Falcon Report” (bi-annual newsletter)	150	40.7%	34.7%	18.7%	6.0%
Website: FLC (public site)	150	38.0%	38.0%	17.3%	6.7%
Agendas/Meeting Minutes	147	34.7%	41.5%	20.4%	3.4%
RCC Outlook (newsletter)	148	34.5%	27.7%	24.3%	13.5%
EDC Newsletter	147	19.0%	34.7%	21.8%	24.5%
Website: Harris Center	149	14.8%	28.9%	33.6%	22.8%
Website: District office	148	12.8%	30.4%	41.2%	15.5%
Website: State Chancellor’s Office	147	6.1%	19.7%	35.4%	38.8%

Satisfaction

Employees were provided with a list of statements that describe the different goals and values of the college, and they were asked to rate how satisfied they are that FLC is meeting those value statements. Employees reported being most satisfied that: *FLC promotes excellent employee-student relationships* (82%) and *The goals and objectives of FLC are consistent with its mission and values* (75%). Employees reported low levels of satisfaction with: *Employee suggestions are used to improve our college* (30%) and *The leadership of FLC has clear sense of purpose* (25%).

Table 10: To what extent are you satisfied that FLC is meeting these value statements:

	# of Respondents	Very Satisfied	Somewhat Satisfied	Neutral	Somewhat Dissatisfied	Strongly Dissatisfied
FLC promotes excellent employee-student relationships.	148	36.5%	45.3%	14.9%	3.4%	0.0%
The goals and objectives of FLC are consistent with its mission and values.	147	32.7%	42.2%	20.4%	4.1%	0.7%
FLC treats students as its top priority .	147	31.3%	46.3%	10.9%	9.5%	2.0%
FLC involves it employee in planning for the future.	148	27.0%	35.8%	17.6%	12.8%	6.8%
There is a spirit of teamwork and cooperation at FLC.	149	25.5%	32.2%	18.1%	15.4%	8.7%
The leadership of FLC has a clear sense of purpose.	148	20.9%	33.8%	20.3%	17.6%	7.4%
Employee suggestions are used to improve our college.	149	15.4%	31.5%	22.8%	20.8%	9.4%

Employees were provided with a list of statements that describe conditions of their work environment at FLC, and they were asked to what extent they are satisfied with that aspect of their work environment. Employees were most satisfied with the statements: *The type of work I do on most days is personally rewarding (88%), and I am proud to work at Folsom Lake College (83%)*. Employees were most dissatisfied with: *I have adequate opportunities for advancement (31%), I have adequate opportunities for training and professional development (29%), and I am paid fairly for the work I do (28%)*.

Table 11: To what extent do you are satisfied with this aspect of your work environment:

	# of Respondents	Very Satisfied	Somewhat Agree	Neutral	Somewhat Disagree	Strongly Disagree
I am proud to work at Folsom Lake College.	147	68.7%	14.3%	12.2%	2.0%	2.7%
The type of work I do on most days is personally rewarding.	147	60.5%	27.2%	5.4%	3.4%	3.4%
The work I do is appreciated by my supervisor.	146	57.5%	19.2%	8.9%	4.1%	10.3%
The employee benefits available to me are valuable.	147	55.8%	19.0%	15.6%	4.8%	4.8%
My workplace fosters an environment of ethical behavior.	145	47.6%	20.7%	18.6%	5.5%	7.6%
My supervisor helps me improve my job performance.	146	43.8%	23.3%	19.2%	6.2%	7.5%
I am paid fairly for a work I do.	147	36.7%	23.1%	12.2%	19.7%	8.2%
I am empowered to resolve problems quickly.	147	32.0%	39.5%	12.2%	9.5%	6.8%
My department or work unit has written, up-to-date objectives .	146	31.5%	26.7%	27.4%	11.0%	3.4%
I have the information I need to do my job well.	146	29.5%	44.5%	12.3%	11.0%	2.7%
I have adequate opportunities for training and professional development.	146	28.8%	26.7%	15.1%	20.5%	8.9%
I have adequate opportunities for advancement.	144	20.1%	23.6%	25.7%	18.1%	12.5%

Exclusionary, Intimidating, Offensive, and/or Hostile Behavior

Employees were asked if they had personally experienced any exclusionary, intimidating, offensive, and/or hostile behavior at FLC in the past year (e.g. shunned, ignored, bullied, harassed, etc.). A total of 37% of employees reported experiencing untoward behavior within the past year. Of those experiencing untoward behavior (n=64), 22% reported that the experience interfered with their ability to work.

Table 12: In the past year, have you personally experienced any exclusionary, intimidating, offensive, and/or hostile behavior at FLC?

	# of Respondents	% of Respondents
Yes, and the experience interfered with my ability to work	38	21.8%
Yes, but the experience did not interfere with my ability to work	26	14.9%
No	110	63.2%

Employees who reported that they had personally experienced untoward behavior at FLC in the past year (n=64) were asked a series of follow-up questions related to that experience. Employees were asked what they believe the untoward experience was based upon; they were provided with a list of 11 attributes with the option to select all that applied. On average, employees identified 4 different attributes that they believe the untoward behavior was based upon. Table 13a reflects the multiple responses of the 64 employees who experienced untoward behavior in the past year. Employees who answered question 6 were most likely to report that the untoward experience was based upon *position* (80%), *philosophical/political/religious views* (44%), and/or *age* (44%).

Table 13a: What do you believe the experience was based upon?

	# of Survey Respondents Who Answered Q6 (n=64)	% of Survey Respondents Who Answered Q6	% of All Survey Respondents (n= 176)
Position (staff; faculty; administrator)	51	79.7%	29.0%
Age	28	43.8%	15.9%
Philosophical/Political/Religious View	28	43.8%	15.9%
Gender Identity / Gender Expression	27	42.2%	15.3%
Ethnicity/Race	27	42.2%	15.3%
Socioeconomic Status	23	35.9%	13.1%
Ancestry	22	34.9%	12.5%
Sexual Orientation	17	26.6%	9.7%
Disability	17	26.6%	9.7%
Military/Veteran Status	11	17.2%	6.3%
Other	10	15.6%	5.7%

When asked how often the untoward experienced happened, employees were most likely to report the experience as happening often or very often based on *position* (53%) and *philosophical/political/religious view* (27%). Employees were least likely to report that the untoward experience was based upon *military/veteran status, disability, or ancestry*.

Table 13b: How often did it happen?

	# of Respondents (n=64)	Very Often	Often	Sometimes	Seldom	Not Applicable
Position (staff; faculty; administrator)	60	25.0%	28.3%	21.7%	10.0%	15.0%
Socioeconomic Status	51	11.8%	0.0%	13.7%	19.6%	54.9%
Philosophical/Political/Religious View	52	11.5%	15.4%	15.4%	11.5%	46.2%
Ethnicity/Race	52	7.7%	15.4%	11.5%	17.3%	48.1%
Age	54	5.6%	7.4%	25.9%	13.0%	48.1%
Military / Veteran Status	50	2.0%	4.0%	2.0%	14.0%	78.0%
Disability	48	2.1%	4.2%	8.3%	20.8%	64.6%
Ancestry	50	2.0%	14.0%	10.0%	18.0%	56.0%
Gender Identity / Gender Expression	51	2.0%	11.8%	13.7%	25.5%	47.1%
Sexual Orientation	51	0.0%	2.0%	9.8%	21.6%	66.6%

Employees who reported that they had personally experienced exclusionary, intimidating, offensive, and/or hostile behavior at FLC in the past year (n=64) were asked how they felt about the experience, with the option to select all statements that applied. Employees were most likely to report: *I felt intimidated/bullied* (63%). When asked where the experienced occurred, the majority of employees reported that the experience occurred *on campus* (72%). When asked who/what was the source of the experience, employees primarily reported the source as administrators (49%) and/or full time faculty (41%).

Table 14: How did you feel about the experience?

	# of Respondents (n=64)	% of Respondents
I felt intimidated/bullied.	40	62.5%
I felt I was deliberately ignored, excluded and/or isolated.	29	45.3%
Other	14	21.9%
I felt singled out as the spokesperson for my identity group.	*	12.5%

Table 15: Where did this experience occur?

	# of Respondents (n=64)	% of Respondents
On campus, not in a classroom or lab	46	71.9%
Other	18	28.1%
In a classroom or lab	11	17.2%
Off campus	*	9.4%
On social networking sites (Facebook; Twitter; cell phone; other communication technology)	*	7.8%

Table 16: Who/what was the source of this experience?

	# of Respondents (n=63)	% of Respondents
Administrator	31	49.2%
Faculty (Full Time)	26	41.3%
Classified Staff	20	31.7%
Other	12	19.0%
Student	*	7.9%
Faculty (Part Time)	*	7.9%

Unwanted Sexual Contact

Employees were asked if they had experienced unwanted sexual contact at FLC within the last 5 years. Three percent of employees reported experiencing unwanted sexual contact at FLC.

Table 17: Within the last 5 years, have you experienced unwanted sexual contact at FLC?

	# of Respondents (n=173)	% of Respondents
Yes	*	2.9%
No	167	96.5%
Decline to State	*	0.6%

Demographics

Employees were asked a series of demographic questions¹. When compared to the college-wide demographics for all employees², those participating in the survey were fairly representative of the total population of FLC employees. Administrators, classified, and full-time faculty were more likely to participate in the survey compared to part-time faculty. Survey respondents were proportionally similar to the college-wide statistics for age and ethnic/racial identity.

Table 18: What is your employment classification?

	# of Respondents (n=137)	% of Respondents	College-Wide Comparison Data (N=441)
Administrator	*	4.4%	2.5%
Classified	57	41.6%	27.0%
Faculty: Full Time	47	34.3%	25.2%
Faculty: Part Time	27	19.7%	45.3%

Table 19: What is your age?

	# of Respondents (n=126)	% of Respondents	College-Wide Comparison Data (N=441)
20-39	29	23.1%	21.3%
40-49	35	27.8%	28.8%
50-59	41	32.5%	30.4%
60+	21	16.7%	19.5%

Table 20: What category best represents your ethnic/racial identity?

	# of Respondents (n=130)	% of Respondents	College-Wide Comparison Data (N=441)
African American	*	3.1%	3.6%
American Indian/ Alaska Native	*	0.8%	0.7%
Asian	*	2.3%	8.8%
Hispanic/Latino	10	7.7%	9.8%
Multi-Ethnic	*	5.4%	4.3%
Pacific Islander	n/a	n/a	0.5%
White(non-Hispanic)	105	80.8%	67.6%
Other (Unknown)	n/a	n/a	4.8%

¹ Note: Twenty-nine employees stopped answering survey questions prior to reaching the demographic questions, and another 11 employees skipped some or all of the demographics questions. The 11 employees who skipped some or all of the demographic questions were significantly more likely to have reported experiencing untoward behavior in the past year (approximately 80% vs. 37%).

² College-wide employee demographic data pulled from CCCCO DataMart: Fall 2015.

The demographic questions in the survey related to gender identity were worded differently than the college-wide data, making a comparison less clear but likely still valuable. In the survey, employees were asked to identify what sex they were assigned at birth and how they describe themselves, while the college-wide gender variable has *female/male* options only and a category for *Unknown*. Employees who identify as female were more likely to participate in the survey.

Table 21: What sex were you assigned at birth, on your original birth certificate?

	# of Respondents (n=133)	% of Respondents
Female	93	69.9%
Male	40	30.1%

Table 22: How do you describe yourself?

	# of Respondents (n=133)	% of Respondents	College-Wide Comparison Data
Female	93	69.9%	56.0%
Male	37	27.8%	44.0%
Transgender	*	0.8%	n/a
Do not identify as female, male or transgender	*	1.5%	n/a

Employees were most likely to report working most of the time at the FLC main campus (82%). The majority of survey respondents reported being employed at FLC for less than 5 years (39%) or more than 10 years (35%).

Table 23: Where do you work most of the time?

	# of Respondents (n=135)	% of Respondents
EDC: El Dorado Center	15	11.1%
FLC: Main Campus- Folsom	111	82.2%
RCC-Rancho Cordova Center	*	6.7%

Table 24: How many years have you been employed at Folsom Lake College?

	# of Respondents (n= 130)	% of Respondents
Less than 5 years	51	39.2%
5-10 years	33	25.4%
More than 10 years	46	35.4%

The majority of employees speak English at home (97%). Employee were most likely to identify their sexual orientation as straight/heterosexual (90%), with 10% identifying as bisexual, gay, lesbian, questioning or other. The majority of employee describe their belief system as Christian (52%), Atheist (15%), or Agnostic (13%). Nine percent of employee self-identify as having a disabling condition.

Table 25: What language do you speak at home?

	# of Respondents (n=129)	% of Respondents
English	127	96.6%
Spanish	*	1.5%
Other	*	1.5%

Table 26: What is your sexual orientation?

	# of Respondents (n=129)	% of Respondents
Bisexual	*	1.6%
Gay	*	0.8%
Lesbian	*	2.3%
Questioning	*	0.8%
Straight/Heterosexual	123	89.9%
Other	*	4.7%

Table 27: What best describes your belief system?

	# of Respondents (n=125)	% of Respondents
Agnostic	16	12.8%
Atheist	19	15.2%
Buddhist	*	1.6%
Christian	65	52.0%
Jewish	*	2.4%
Muslim	*	1.6%
Pagan	*	0.8%
Other	17	13.6%

Table 28: Do you self-identify as having a disabling condition?

	# of Respondents (n=133)	% of Respondents
Yes	12	9.0%
No	121	91.0%

Addendum: Sub-Analysis by Employment Classification

The following data provides a sub-analysis of survey responses by employment classification. Less than ten administrators participated in the survey, so data for that sub-group is not included in this analysis. A total of 29 respondents stopped completing the survey prior to reaching the demographic questions; those respondents are not included in this sub-analysis. Eleven respondents completed all the survey questions but did not answer some or all of the demographic questions; it is possible that those respondents selected not to respond to the demographic questions in order to ensure their identity was masked. Those 11 respondents are being included in this sub-analysis as “Unknown Employment Classification”.

Table 1. Overall, how comfortable are you with the campus climate at Folsom Lake College?

	% of Classified Respondents	% of FT Faculty Respondents	% of PT Faculty Respondents	% of Unknown Employment Classification	% of All Respondents
Very Comfortable	38.6%	39.1%	59.3%	9.1%	38.4%
Somewhat Comfortable	36.8%	39.1%	33.3%	27.3%	34.9%
Neutral	7.0%	10.9%	3.7%	9.1%	9.3%
Somewhat Uncomfortable	12.3%	4.3%	3.7%	45.1%	12.8%
Very Uncomfortable	5.3%	6.5%	0.0%	9.1%	4.7%

Table 2: Overall, how comfortable are you with the climate at your primary work site?

	% of Classified Respondents	% of FT Faculty Respondents	% of PT Faculty Respondents	% of Unknown Employment Classification	% of All Respondents
Very Comfortable	50.9%	45.7%	66.7%	18.2%	48.8%
Somewhat Comfortable	26.3%	43.5%	22.2%	27.3%	29.7%
Neutral	3.5%	6.5%	7.4%	9.1%	7.6%
Somewhat Uncomfortable	10.5%	0.0%	3.7%	45.5%	9.3%
Very Uncomfortable	8.8%	4.3%	0.0%	0.0%	4.7%

Table 3: Overall, how comfortable are you with the climate in your department/work unit?

	% of Classified Respondents	% of FT Faculty Respondents	% of PT Faculty Respondents	% of Unknown Employment Classification	% of All Respondents
Very Comfortable	56.1%	63.0%	55.6%	20.0%	54.4%
Somewhat Comfortable	22.8%	19.6%	33.3%	30.0%	25.7%
Neutral	3.5%	2.2%	3.7%	0.0%	4.1%
Somewhat Uncomfortable	7.0%	8.7%	7.4%	20.0%	8.8%
Very Uncomfortable	10.5%	6.5%	0.0%	30.0%	7.0%

Table 4: In the past year, have seriously considered leaving Folsom Lake College?

	% of Classified Respondents	% of FT Faculty Respondents	% of PT Faculty Respondents	% of Unknown Employment Classification	% of All Respondents
Yes	40.4%	21.3%	14.8%	9.1%	31.2%
No	59.6%	78.7%	85.2%	90.9%	68.8%

Table 5: How does each of the following affect the climate at Folsom Lake College? Data included: % "Positively Influences Climate"

"Positively Influences Climate" Only	% of Classified Respondents	% of FT Faculty Respondents	% of PT Faculty Respondents	% of Unknown Employment Classification	% of All Respondents
Increasing opportunities for cross-cultural dialogue among students.	78.3%	85.7%	79.2%	88.9%	83.2%
Providing diversity training for faculty.	81.8%	78.9%	71.4%	90.0%	80.5%
Providing a person to address student complaints of classroom inequity.	86.0%	73.5%	68.8%	77.8%	80.5%
Providing diversity training for staff.	80.9%	75.0%	75.0%	100%	80.3%
Increasing opportunities for cross-cultural dialogue between faculty, staff and students.	80.0%	79.1%	77.3%	77.8%	79.4%
Increasing the diversity of the student body.	77.3%	71.8%	82.6%	87.5%	78.2%
Providing diversity training for students.	76.9%	74.2%	68.8%	88.9%	77.0%
Increasing the diversity of the faculty and staff.	69.6%	76.2%	79.2%	80.0%	75.5%
Incorporating issues of diversity and cross-cultural competence more effectively into the curriculum.	66.0%	68.2%	82.6%	88.9%	72.0%

Table 6: Please review that following list of communication topics and rank how well you think FLC is doing overall in effectively communicating with you about these issues: Data included: % “Excellent” or “Good”

“Excellent” or “Good” Only	% of Classified Respondents	% of FT Faculty Respondents	% of PT Faculty Respondents	% of Unknown Employment Classification	% of All Respondents
Campus events	82.4%	71.1%	68.0%	81.9%	73.5%
Strategic planning	57.9%	58.7%	65.4%	50.0%	60.3%
Initiatives to improve student success (i.e. SSSP/SEP projects, tutoring etc.)	58.9%	53.2%	72.0%	27.3%	58.7%
Alerts about emergency situations	68.5%	76.6%	60.0%	81.8%	62.4%
Faculty/staff news and achievements	59.7%	59.5%	57.7%	36.4%	59.5%
Student news and achievements	60.7%	51.1%	61.5%	27.3%	58.6%
Data reporting student success (i.e. KPIs, Scorecard, IEPIs, etc.)	43.6%	57.5%	60.0%	80.0%	51.0%
Area Department or Unit changes and/or new initiatives	38.2%	36.2%	50.0%	27.3%	40.2%
Updates on FLC facility improvements/changes	40.4%	25.6%	52.0%	60.0%	37.8%
State Chancellor’s Office policy change and/or new initiatives	26.8%	21.2%	38.5%	20.0%	30.3%
Changes within the organization	43.8%	38.3%	68.0%	45.5%	43.9%
Updates on FLC finances/budgetary issues	33.9%	23.4%	48.0%	20.0%	33.6%
FLC initiated policy change and/or new initiatives	39.3%	25.5%	60.0%	18.2%	39.4%
Higher education legislation(State & Federal	24.1%	19.1%	30.8%	60.0%	25.8%
District Office policy changes and/or new initiatives	32.1%	17.4%	42.3%	9.1%	30.4%

Table 7: Still thinking about overall campus communication, please rank your level of agreement with the following statements: Data included: % “Strongly Agree” or “Somewhat Agree”

“Strongly Agree” or “Somewhat Agree” Only	% of Classified Respondents	% of FT Faculty Respondents	% of PT Faculty Respondents	% of Unknown Employment Classification	% of All Respondents
Most information I receive from my Department Chair is detailed, easy to understand, and timely.	26.6%	70.0%	52.0%	22.2%	50.4%
Decision-making processes of Department Chairs are transparent.	26.5%	66.7%	44.0%	10.0%	45.4%
Most information I receive from FLC Deans is detailed, easy to understand, and timely.	51.2%	46.6%	65.4%	18.2%	50.7%
Most information I receive from my FLC Executive Leadership is detailed, easy to understand, and timely.	47.2%	21.0%	47.8%	9.1%	36.8%
Overall, the campus culture supports and practices open communication.	37.5%	31.9%	60.0%	9.1%	38.8%
Decision-making processes of participatory governance groups are transparent.	52.8%	52.2%	37.5%	20.0%	48.6%
Most information I receive from participatory governance groups is detailed, easy to understand, and timely.	48.1%	46.7%	43.4%	18.2%	45.8%
Decision-making processes of FLC Executive Leadership (President and VPs) are transparent.	27.3%	20.9%	41.7%	20.0%	27.6%
Decision-making processes of FLC Deans are transparent.	34.9%	34.0%	62.5%	18.2%	38.6%

Table 8: Please think about your personal experiences with the flow of communication at FLC and rank the following statements below: Data included: % “Strongly Agree” or “Somewhat Agree”

“Strongly Agree” or “Somewhat Agree” Only	% of Classified Respondents	% of FT Faculty Respondents	% of PT Faculty Respondents	% of Unknown Employment Classification	% of All Respondents
I feel comfortable sharing ideas with those I supervise or mentor(formally or informally).	81.4%	94.8%	76.5%	50.0%	83.6%
I feel comfortable sharing ideas with my supervisor/manager.	79.0%	80.0%	80.7%	54.6%	79.0%
I feel comfortable sharing ideas with my colleagues .	87.7%	91.5%	80.8%	54.6%	85.3%
I feel comfortable sharing ideas within committee meetings.	65.9%	87.0%	66.7%	45.5%	73.8%
I feel I could go directly to Executive Leadership with my Ideas.	45.5%	40.0%	50.0%	36.4%	44.3%
I feel that participatory governance process enhances the flow of information across the campus.	53.7%	46.8%	78.3%	27.3%	53.2%
Overall, I feel that my ideas and opinions are included in decision-making processes.	44.5%	42.5%	59.1%	18.2%	46.2%
I feel that my ideas are frequently passed on to Executive Leadership.	46.4%	37.3%	50.0%	36.4%	43.8%
I feel I could go directly to the District Office with my ideas.	16.9%	14.0%	29.2%	18.2%	21.4%

Table 9: Please consider each communication method listed below and identify how often you use/access/read information from that source: Data included: % “Often” or “Sometimes”

“Often” or “Sometimes” Only	% of Classified Respondents	% of FT Faculty Respondents	% of PT Faculty Respondents	% of Unknown Employment Classification	% of All Respondents
Email	96.3%	97.9%	96.1%	100%	96.7%
“Bird’s Eye View” (monthly newsletter)	86.0%	91.5%	88.5%	90.9%	89.3%
“In Touch” (bi-weekly newsletter)	92.9%	91.5%	88.4%	81.9%	91.3%
Department/Unit Meetings	69.1%	85.1%	88.4%	100%	79.6%
Website: FLC Insider	85.7%	85.1%	80.8%	90.9%	85.9%
Word of Mouth/Grapevine	91.1%	95.8%	84.0%	100%	91.2%
“The Falcon Report” (bi-annual newsletter)	82.4%	68.1%	76.9%	54.6%	75.4%
Website: FLC (public site)	82.5%	72.3%	65.4%	72.8%	76.0%
Agendas/Meeting Minutes	64.9%	83.0%	87.5%	81.9%	76.2%
RCC Outlook (newsletter)	67.3%	51.0%	69.3%	45.5%	62.2%
EDC Newsletter	50.9%	49.0%	64.0%	54.6%	53.7%
Website: Harris Center	59.7%	21.3%	46.2%	36.4%	43.7%
Website: District office	41.1%	39.1%	30.8%	72.7%	43.2%
Website: State Chancellor’s Office	17.5%	21.7%	20.8%	54.6%	25.8%

Table 10: To what extent are you satisfied that FLC is meeting these value statements: Data included: % “Very Satisfied” or “Somewhat Satisfied”

“Very Satisfied” or “Somewhat Satisfied” Only	% of Classified Respondents	% of FT Faculty Respondents	% of PT Faculty Respondents	% of Unknown Employment Classification	% of All Respondents
FLC promotes excellent employee-student relationships.	78.6%	80.4%	88.5%	72.7%	81.8%
The goals and objectives of FLC are consistent with its mission and values.	76.8%	69.6%	76.9%	63.6%	74.9%
FLC treats students as its top priority .	85.5%	65.2%	84.6%	63.6%	77.6%
FLC involves it employee in planning for the future.	57.1%	54.3%	80.8%	63.7%	62.8%
There is a spirit of teamwork and cooperation at FLC.	59.0%	49.0%	84.6%	27.3%	57.7%
The leadership of FLC has a clear sense of purpose.	55.3%	36.9%	84.7%	27.3%	54.7%
Employee suggestions are used to improve our college.	42.8%	38.3%	69.2%	27.3%	46.9%

Table 11: To what extent do you are satisfied with this aspect of your work environment: Data included: % “Very Satisfied” or “Somewhat Satisfied”

“Very Satisfied” or “Somewhat Satisfied” Only	% of Classified Respondents	% of FT Faculty Respondents	% of PT Faculty Respondents	% of Unknown Employment Classification	% of All Respondents
I am proud to work at Folsom Lake College.	78.9%	89.4%	92.3%	54.6%	83.0%
The type of work I do on most days is personally rewarding.	79.0%	95.7%	96.2%	72.8%	87.7%
The work I do is appreciated by my supervisor.	78.6%	74.5%	84.6%	54.6%	76.7%
The employee benefits available to me are valuable.	71.9%	89.4%	46.1%	81.8%	74.8%
My workplace fosters an environment of ethical behavior.	66.7%	66.0%	88.0%	30.0%	68.3%
My supervisor helps me improve my job performance.	69.7%	65.9%	65.4%	45.5%	67.1%
I am paid fairly for a work I do.	45.6%	70.2%	76.9%	36.4%	59.8%
I am empowered to resolve problems quickly.	77.2%	66.0%	76.9%	45.5%	71.5%
My department or work unit has written, up-to-date objectives .	56.2%	60.9%	61.5%	36.4%	58.2%
I have the information I need to do my job well.	73.6%	78.2%	76.9%	45.5%	74.0%
I have adequate opportunities for training and professional development.	52.7%	58.7%	53.8%	63.7%	55.5%
I have adequate opportunities for advancement.	31.6%	58.7%	36.0%	45.5%	43.7%

Table 12: In the past year, have you personally experienced any exclusionary, intimidating, offensive, and/or hostile behavior at FLC?

	% of Classified Respondents (n=57)	% of FT Faculty Respondents (n=46)	% of PT Faculty Respondents (n=26)	% of Unknown Employment Classification (n=11)	% of All Respondents (N=171)
Yes, and the experience interfered with my ability to work	24.6%	21.7%	7.7%	54.5%	21.8%
Yes, but the experience did not interfere with my ability to work	14.0%	10.9%	15.4%	27.3%	14.9%
No	61.4%	67.4%	76.9%	18.2%	63.2%

Table 13a: What do you believe the experience was based upon? Data included: Of those who answered “Yes” to questions above (N=64), percentage that identified item as basis for experience.

	% of Classified Respondents (n=22)	% of FT Faculty Respondents (n=15)	% of PT Faculty Respondents (n=6)	% of Unknown Employment Classification (n=9)	% of All Respondents – (N=64)
Position (staff; faculty; administrator)	90.9%	73.3%	66.7%	77.8%	79.7%
Age	59.1%	46.7%	50.0%	11.1%	43.8%
Philosophical/Political/Religious View	40.9%	53.3%	33.3%	55.6%	43.8%
Gender Identity / Gender Expression	50.0%	46.7%	50.0%	50.0%	42.2%
Ethnicity/Race	36.4%	40.0%	50.0%	55.6%	42.2%
Socioeconomic Status	45.5%	26.7%	66.7%	33.3%	35.9%
Ancestry	40.9%	26.7%	33.3%	33.3%	34.9%
Sexual Orientation	36.4%	26.7%	33.3%	22.2%	26.6%
Disability	36.4%	20.0%	33.3%	11.1%	26.6%
Military/Veteran Status	27.3%	13.3%	16.7%	11.1%	17.2%
Other	13.6%	20.0%	33.3%	11.1%	15.6%

Table 13b: How often did it happen? Data included: % “Very Often and “Often”

“Very Often” or “Often” Only	% of Classified Respondents (n=22)	% of FT Faculty Respondents (n=15)	% of PT Faculty Respondents (n=6)	% of Unknown Employment Classification (n=9)	% of All Respondents – (N=64)
Position (staff; faculty; administrator)	68.1%	40.0%	16.7%	55.6%	53.3%
Socioeconomic Status	13.6%	6.7%	16.7%	11.1%	11.8%
Philosophical/Political/Religious View	13.6%	40.0%	0.0%	22.2%	26.9%
Ethnicity/Race	18.2%	20.0%	0.0%	33.3%	23.1%
Age	9.1%	6.7%	33.3%	11.1%	13.0%
Military / Veteran Status	9.1%	0.0%	0.0%	11.1%	6.0%
Disability	4.5%	6.7%	0.0%	11.1%	6.3%
Ancestry	13.6%	6.7%	0.0%	11.1%	16.0%
Gender Identity / Gender Expression	9.1%	6.7%	16.7%	11.1%	13.8%
Sexual Orientation	4.5%	0.0%	0.0%	0.0%	2.0%

Table 14: How did you feel about the experience?

	% of Classified Respondents (n=22)	% of FT Faculty Respondents (n=15)	% of PT Faculty Respondents (n=6)	% of Unknown Employment Classification (n=9)	% of All Respondents – (N=64)
I felt intimidated/bullied.	86.4%	66.7%	33.3%	44.4%	62.5%
I felt I was deliberately ignored, excluded and/or isolated.	50.0%	33.3%	50.0%	55.6%	45.3%
Other	4.5%	46.7%	16.7%	11.1%	21.9%
I felt singled out as the spokesperson for my identity group.	18.2%	13.3%	0.0%	11.1%	12.5%

Table 15: Where did this experience occur?

	% of Classified Respondents (n=22)	% of FT Faculty Respondents (n=15)	% of PT Faculty Respondents (n=6)	% of Unknown Employment Classification (n=9)	% of All Respondents – (N=64)
On campus, not in a classroom or lab	81.8%	66.7%	16.7%	88.9%	71.9%
Other	22.7%	20.0%	33.3%	33.3%	28.1%
In a classroom or lab	18.2%	13.3%	66.7%	11.1%	17.2%
Off campus	4.5%	13.3%	16.7%	11.1%	9.4%
On social networking sites (Facebook; Twitter; cell phone; other communication technology)	0.0%	13.3%	0.0%	33.3%	7.8%

Table 16: Who/what was the source of this experience?

	% of Classified Respondents (n=22)	% of FT Faculty Respondents (n=15)	% of PT Faculty Respondents (n=6)	% of Unknown Employment Classification (n=9)	% of All Respondents – (N=63)
Administrator	63.6%	46.7%	16.7%	66.7%	49.2%
Faculty (Full Time)	4.5%	66.7%	33.3%	55.5%	41.3%
Classified Staff	54.5%	20.0%	16.7%	11.1%	31.7%
Other	22.7%	13.3%	33.3%	22.2%	19.0%
Student	9.1%	0.0%	33.3%	0.0%	7.9%
Faculty (Part Time)	13.6%	0.0%	0.0%	11.1%	7.9%

Table 17: Within the last 5 years, have you experienced unwanted sexual contact at FLC?

	% of Classified Respondents (n=57)	% of FT Faculty Respondents (n=47)	% of PT Faculty Respondents (n=27)	% of Unknown Employment Classification (n=11)	% of All Respondents – (N=173)
Yes	1.8%	6.4%	0.0%	9.1%	2.9%
No	96.5%	93.6%	100%	90.9%	96.5%
Decline to State	1.8%	0.0%	0.0%	0.0%	0.6%