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# College Climate @ HCC

Subcommittee for college climate

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# Background

In fall 2016 a subcommittee of four College Council representatives and the institutional researcher on campus developed a survey to begin the (annual) process of collecting college climate data. The instrument contained 33 questions, in which respondents answered on a four-point strongly agree to strongly disagree scale (plus n/a) to measure satisfaction in various areas. From this initial baseline reading of the college climate, disaggregating items which prompted a “strongly disagree” should be explored to bring up the temperature of the college climate.

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# Demographics

320 surveys were sent out to faculty, staff and admin late fall via the Chancellor's Office, 151 were returned.

- **83/17**. Over eighty percent are from the East side.
- **56%** Faculty (tenured, tenure-track and lecturer). 25% APTs
- **41%** have worked 11 years or more.

# Findings (strong)agree

Respondents  
contribution to and  
understanding of  
college (93-98%)  
(Q4-7)

I keep current  
with workshops,  
courses, reading,  
communicating  
with colleagues  
(79-88%)

I am effective in  
serving diverse  
populations/  
learning styles  
(88-96%)

Sense of job  
satisfaction (95%)

# Findings (strong/disagree)

I have adequate time to do my job properly (44% q31)

Time on committee is well-spent (30% q30)

Respondents' lowest satisfaction was support during tenure (Q32 &33).

I have the...

"necessary tools..." (38%Q12)

"training" (33%q14)

"Current tech" (33%q15)

Facilities maintained (38%q9)

# Leadership (strong/disagree)

Institution creates environment for:

- empowerment (44%)
- Innovation (43%)
- excellence (40%)
- Transparency (55%)

Institution demonstrates fairness and integrity (36%)

Communicates effectively among constituents:

- Admin (34%)
- ASUH (30%)
- College
- Council (29%)
- (Role in 36%)

# Comments

Many “leading” questions, “Why is X so Y?”

Do you feel respected by peers? Opinion and skills valued by supervisors?

How do we fix problems addressed in this survey?

**Discussion** While these findings show that, in general, most respondents agree with the (positive) statements most of the time, I've highlighted areas which rose above a 30% dissatisfaction rate. However, it should be noted many questions which had high rates simultaneously had high "not applicable" (tenure and ASUC for two examples), too.

Over 30% offered "one additional" question yet many were leading, reflecting a perception that there are problems (not covered in this climate survey)



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Which areas do we want to prioritize, effect change and heat the climate of the college?



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### **Recommend 1:**

Create a subcommittee on tenure.



### **Recommendation2:**

Subcommittee meet to further explore areas which had strong disagree scores, including: time (workload), leadership, committee charges and commitments.



### **Recommendation 3:**

Recommendations

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# Milestones

**October 2014**

Translate web pages with  
Chrome extension

**October 2015**

Translate text within an app

2014

2015

**August 2015**

Translate conversations  
through your Android  
watch

**November 2015**

Translate written text from  
English or German to Arabic  
with the click of a camera