College Climate Survey(s)  

College Council Task Force 2016-2018

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 had 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, the intent is to prioritize those items with a high disagree and strongly disagree for further exploration and action.

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, the remainder from Palamanui.
- 56% Faculty (tenured, tenure-track and lecturer).
- 25% APTs
- 41% have worked 11 years or more.

HIGHLIGHTS FROM SURVEY

Below are those areas which exceeded an 80% "strongly/agree" or 30% "strongly/disagree."
* 77-85% through conferences, reading and talking with colleagues (no cert or degrees)

** includes empowerment, innovation, institutional excellence, transparency and fairness/integrity (40-55%)
***includes support from admin, DC, chairs, DPC and colleagues 0.8-1.7%

**DISCUSSION**

After the initial results were compiled, a follow-up survey was disseminated to get specific feedback ways to strengthen.

**Follow-up survey**

We then asked respondents to give “one idea” to strengthen each low area. We coded the responses and below are the top three ideas in for each response. We categorized them in three general areas: physical, environmental and leadership.

In high dissatisfaction areas, respondents were asked to suggest one idea for change. Multiple, specific and/or recurring suggestions are below:

**The Physical:**

Rid campus(es) of wildlife: cats, roosters, cockroaches, etc.

Paint and maintain older bldgs (research effects of color) (Q1)

Offer on-site training, advanced or next step training, target dept needs and have tech mentor (within department) (Q3)

Need tech manager, upgrades and non-Laulima options (Q4)

**The Environment:**

Trust personnel to do job.

Approach with “how can I help” rather than “What have you done?”

Reward good workers, don’t overtax them

Become “servant leaders” and learn to listen (Q5)

Create brainstorm sessions for innovation and consider ideas from out-groups as well as usual suspects

Need funding; allow all to apply for grants, (Q6)
Less committee work/ allow off-site call in
Employees burnt out, overworked (Q8)
Communal space: informal get-togethers (Q9)
Fairness: No fear or favor (Q10)

**The Process:**
Efficient ordering: all on-line, no paperwork, request forms with one (or two) clicks
Efficient hiring: faster, on-line applications
User-friendly access to supplies and small purchases
Post supply priority
Budget transparency (where does the money go?)
Less documentation= more time for innovation; cyber portfolio (Q6)
Decisions made behind doors: In hiring, transparency is criteria and qualifications not just a report of the number of applicants
Newsletter or blog on meetings, hiring, events, etc. (Q7)
Less report writing: Streamline reviews, assessments, tenure reports etc. (Q8)
Tenure: mentors needed (now exercise in “cult of personality” )
Times change; our students have changed, our role in students’ lives have changed)
Manini-focused documents, lowest tenure rate in system (?)
Fairness: tenure without fear or favor (Q10)

**NEXT STEPS**
This is our baseline “temperature.” Administration has results of both surveys and will offer solutions. We will deploy a second-year survey to record changes and continue to seek ways to innovate and improve.
THANK YOU

On Behalf of the Task Force, thank you for taking your time to complete last year’s survey and follow-up. Please continue to open our emails and respond to our next survey.