College Climate @ HCC:
Survey and follow-up

Task Force on college climate 2016-2017
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.
Multi-pronged questions

* 77--88% through conferences, reading and talking with colleagues (no cert or degrees)

** includes empowerment, innovation, institutional excellence, transparency and fairness/integrity (40-55%)

***(current)includes support from admin, DC, chairs, DPC and colleagues .8-1.9%
Discussion From the initial findings, we created a follow-up survey asking respondents to suggest one idea to strengthen each of lowest satisfaction areas. We created three general categories, the physical, environmental and process. The results of those are as follows:

“Face the facts of being what you are, for that is what changes what you are.”
Soren Kierkegaard

“Culture eats strategy for breakfast”
Peter Drucker

A hallmark of a healthy creative culture is that its people feel free to share ideas, opinions, and criticisms. Lack of candour, if unchecked, ultimately leads to dysfunctional environments.
Next Steps: Discuss in your departments or with colleagues, don’t wait for a saviour, be the change you want to see on campus….

**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)

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**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 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

Marini-focused documents, lowest tenure rate in system (?)

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**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)
2018 Survey

Last year’s survey will remain as our “baseline”

A new survey will be deployed shortly to see whether our college climate has warmed or cooled over the year.

On behalf of the Task Force, thank you for your feedback and please continue to open our emails!!!

Administration is aware of findings of our first survey, our strengths and weaknesses. Nevertheless, take this opportunity to discuss in your departments or with colleagues; don’t wait for a saviour; be the change you want to see on campus.