Nearly one year ago the Office of Human Resources conducted a campus climate survey for all employees. Please see the following link for the complete survey results [13-14 Survey Results]. Respondents were classified as faculty, staff and management personnel plan (MPP employees). In conjunction with IRT and the Office of Analytics and Institutional Effectiveness, we also prepared a report comparing the results from these different classifications in the following categories: Equal Opportunity/Diversity, Employee Relations, Work Climate, Employee Development, Relationships with Management, Benefits Satisfaction, Intra-Department Communication, Job Satisfaction and Work-Life Balance. That report can be viewed at the following link: [Comparison Report].

The results and report should be reviewed in context because the response rate was not as high as we would have liked, nor were the response rates from the three classifications equal across classifications. Specifically, 533 responses were received in total; and, of those 533 responses, 61% were from individuals who self-identified as staff (staff are roughly 40% of the employees on campus). By contrast, 28% self-identified as faculty (faculty are roughly 54% of the employees on campus). Finally, 11% of respondents self-identified as managers (MPP are roughly 6% of the employees on campus). The relevance of this phenomena is that the results best speak to the viewpoints of Sacramento State staff and MPP rather than faculty. This is instructive for future surveys, as after the survey was issued, some faculty expressed reservations about completing a survey that was not geared towards faculty specifically and suggested that, as written, the survey would not yield meaningful results for faculty.

Overall, the campus community welcomed the opportunity to offer input, and I view this as a starting point for future efforts to seek input from the campus about where the focus of this office and its resources should be. Thank you for your participation and input.

Christine Lovely,
Vice President for Human Resources