

CALIFORNIA STATE UNIVERSITY
SACRAMENTO

Institutional Research, Effectiveness & Planning

Results of the 2018 Sacramento State
Campus Climate Survey

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1 Introduction

In Spring 2018, Sacramento State conducted a campus climate survey using the Viewfinder Campus Climate Instrument.¹ This report presents the results of the Sacramento State Campus Climate Survey. The survey was administered to administrators, faculty, including both tenure-track and non-tenure-track faculty, and staff. Responses were collected from February 12, 2018 through March 16, 2018. The survey included questions about employees' experiences while working at Sacramento State and their opinions about the institution, as well as demographic questions. This report summarizes the information gleaned from the survey.

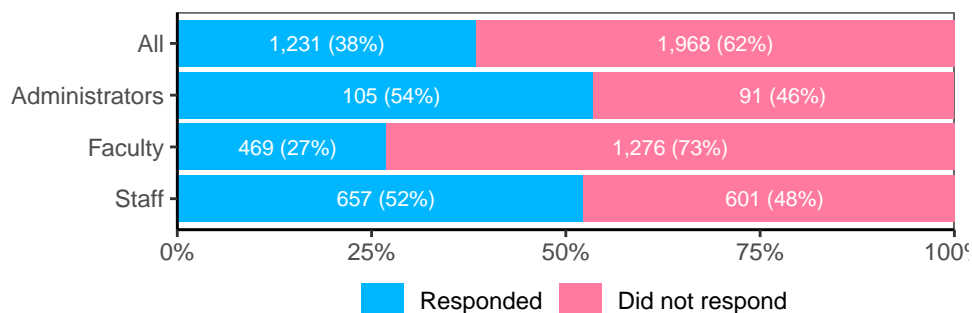
2 Methodology

The Campus Climate Survey was sent to 3,199 people, of which 1,231, or 38% responded. Those who responded to the survey, that is, they answered at least one question on the survey, will be referred to as “respondents” in the remainder of this report.

2.1 Response Rates

Surveys were sent to three different employee groups: Administrators, faculty, and staff. The three surveys included many of the same questions, as well as some different questions relevant to only one of the three groups. Figure 1 shows the number and percent of people who responded to the survey overall and in each employee group. Response rates for staff and administrators were about twice as high as for faculty.

Figure 1. Survey response rates, overall and by employee group



Figures 2 and 3 compare the ethnic and gender distribution of survey respondents to that of the entire employee population. Numbers in the plot represent percentages. Among respondents who provided their ethnicity, whites are underrepresented among administrators, evenly represented among faculty, and over represented among staff, when compared with the overall population of employees. For gender, women and men were about equally likely to respond among administrators, but women are over represented among faculty and staff.² Note, however, that between one-fifth and one-third of survey respondents skipped the ethnicity and/or gender questions. To the extent

¹ <http://campusclimatesurveys.com/>

² Note that “Genderqueer/gender non-conforming” was one of the gender response categories in the Climate Survey. However, for the overall employee population the Sacramento State human resources database categorizes employees as either male or female. Some employees listed as “male” or “female” in the HR database would likely categorize themselves as other than male or female, but we do not have any information on the percentage of non-binary employees in the overall population.

those who skipped these questions have a different gender or ethnicity distribution than those who answered these questions, the actual ethnicity and gender response biases could be larger or smaller than indicated in figures 2 and 3.³

Figure 2. Ethnicity distribution of respondents, relative to entire employee population

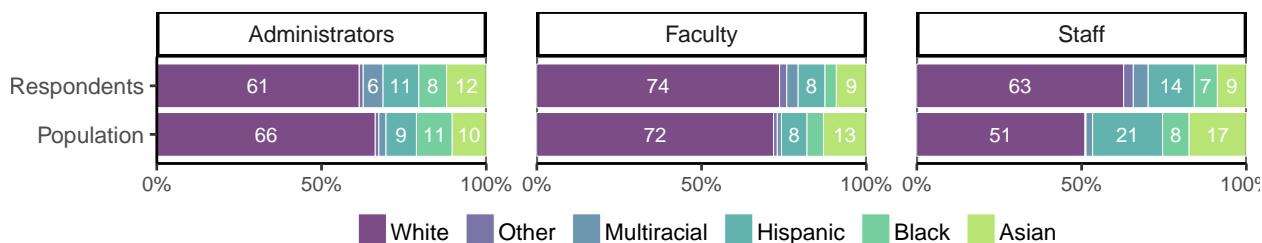
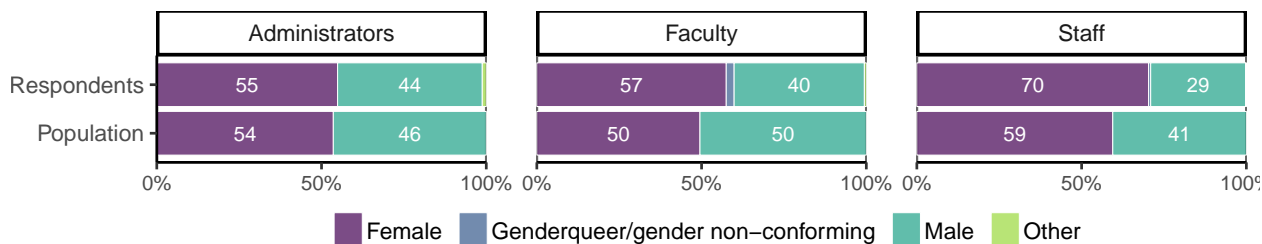


Figure 3. Gender distribution of respondents, relative to entire employee population



2.2 Limitations and Caveats

Although the survey includes a wealth of information regarding employee attitudes and experiences, the results should be interpreted with the following limitations and caveats in mind:

Compound questions. Some questions ask more than one thing at a time, and it can therefore be unclear what the selected answer(s) refer to. For example:

- One question asked “Have you experienced/witnessed any of the following while employed here?” Respondents could then select from a menu of choices (e.g., bullying, discrimination or harassment based on race, gender, etc.). However, because the same question asked about both witnessing and experiencing these events, it is not clear whether any particular response represents witnessing, experiencing, or both. Furthermore, multiple people, some of whom experienced and some of whom witnessed, may be reporting on the same individual incident, which would result in double-counting of the prevalence of such incidents.
- The survey asked respondents for their level of agreement with the following two statements: “Our campus is inclusive, but not diverse,” and “Our campus is diverse, but not inclusive.” Level of agreement with “Our campus is inclusive” and “Our campus is diverse” would have been easier to interpret.

Non-exhaustive list of choices. Some survey questions did not include an exhaustive list of options for a given dimension, making it difficult to calibrate the survey responses. For example, one of the survey questions asked how welcoming the campus is to various groups. For gender,

³ The Appendix includes additional data on demographics of respondents.

the survey asked how welcoming the campus is to women, but did not ask about men. For sexual identity, the survey asked how welcoming the campus is to those who are LGBTQIA+, but did ask about those who are heterosexual. On the other hand, for ethnicity, all of the major race/ethnicity groups were included, making it possible to compare opinions regarding how welcoming the campus is not only to, say, African Americans, but also to whites.

For example, if respondents thought the campus was equally welcoming to both whites and African Americans, we might draw different conclusions than if they thought the campus was less welcoming to African Americans than to whites. If the survey didn't ask how welcoming the campus is to whites, we would not be able to distinguish these two outcomes. Likewise, because the survey did not ask how welcoming the campus is to men or to heterosexuals, the responses regarding how welcoming the campus is to those who are LGBTQIA+ or to women are more difficult to calibrate and interpret.

Variations in question wording. Corresponding questions were sometimes worded differently in each survey. For example:

- The staff survey asked “How would you categorize the level of interactions among racial/ethnic groups on our campus?” while the faculty and administrator surveys asked “How would you categorize the level of racial/ethnic integration on our campus?”
- The staff survey asked for level of agreement with the statement “My religious/spiritual beliefs are respected by faculty,” but the corresponding item in the faculty and administrator surveys read “My religious/spiritual beliefs are treated with respect by faculty.”

It is possible that some respondents' answers would have been different had they received the alternate versions of these questions, making the results potentially less comparable across surveys than they would otherwise have been.

Idiosyncratic variations in response options. Response options were worded differently in different questions, which may have caused variation in responses. For example, some questions had “Unsure” as an answer choice, while others had “Not sure,” and still others had “Undecided.” Some questions had “Do not know,” as a choice, while others had “I don't know.” Some questions included “Does not apply” as a response choice, while others did not. Likewise, some included “Don't know” or “I don't know” as an option while others did not, even though such choices might have been applicable. These variations among questions make it more difficult to interpret the survey results and to compare results across questions.

In reviewing and interpreting the results of the survey, bear in mind the following additional sources of potential bias and uncertainty in the extent to which the survey results reflect the attitudes and opinions of Sacramento State employees as a whole:

Potential response bias. There may be differences between the attitudes and opinions of those who responded to the survey and those who did not. As a result of this potential bias, the survey results reported below might differ in unknown ways from the attitudes and opinions of the non-responders. In addition, those who responded to the survey nevertheless did not answer all questions in the survey. There may be bias related to differences between those who chose to answer and those who chose to skip a particular question.

Small samples for some subgroups. Although 1,231 employees responded to survey, the size of some subgroups of respondents (e.g., some ethnic or sexual identity groups, some departments, etc.) are relatively small, in some cases around 50 or 40 or even 10 respondents. As the number of

respondents from a particular subgroup gets smaller, their opinions are less likely to be representative of the views of the overall employee population of that subgroup.

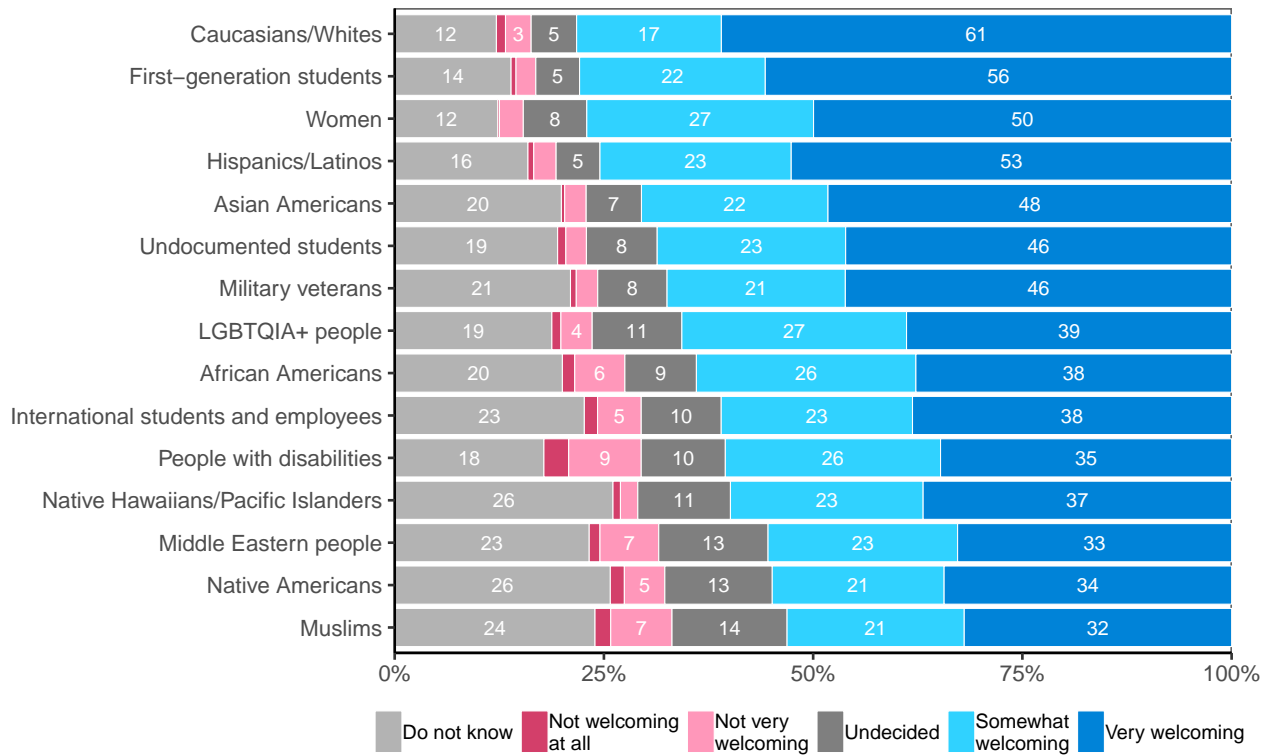
The following sections summarize and interpret the survey results. The results below are presented in bar graphs. Unless stated otherwise, numbers within each bar represent percentages of respondents that add to 100% horizontally across a bar. For most questions, a second graph below the results graph shows the number and percentage of respondents who answered a given question.

3 How Welcoming Is Sacramento State?

Respondents were asked how welcoming they believe Sacramento State is to various groups. For all of the listed groups, Figure 4 shows that a majority of respondents believe the campus is somewhat or very welcoming. Nevertheless, there were substantial differences in percentages across the different groups. For example, 76% to 78% of respondents believe the campus is somewhat or very welcoming to whites, first-generation students, women, and Hispanics. However, only 53% to 56% of respondents believe the campus is somewhat or very welcoming to middle eastern people, Muslims, or Native Americans. Other groups fell in between these ranges.⁴ Note that few respondents believe the campus is not welcoming to these groups, but larger percentages said they were undecided or did not know. In addition, as shown in the lower graph, 83% of respondents answered this question, while 17% skipped it.

⁴ The survey did not ask how welcoming the campus is to men or heterosexuals, so it is not possible to determine the extent to which respondents believe the campus is more or less welcoming to women as compared with men or heterosexuals as compared with those who are LGBTQIA+.

Figure 4. How welcoming is our campus to the following groups?



Number and percent answering question, by employee group

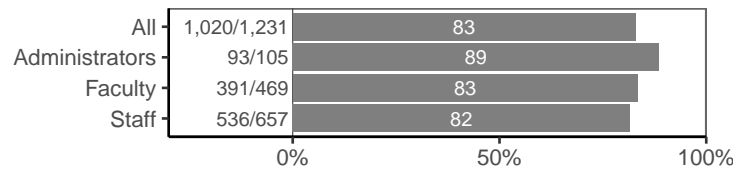


Figure 5 shows how answers to this question varied by the ethnicity of the respondent. Regardless of ethnicity, the vast majority of respondents believe the campus is “Very welcoming” or “Somewhat welcoming” to whites and very few believe it is not welcoming. Nearly as many respondents believe the campus is “Very welcoming” or “Somewhat welcoming” to Asians and Hispanics.

Fewer respondents believe the campus is “Very welcoming” or “Somewhat welcoming” to African Americans. In addition, African American respondents believe the campus is much less welcoming to African Americans when compared with respondents of other ethnic groups; 37% of African American respondents said the campus is Not welcoming at all or Not very welcoming to African Americans, compared with 3% to 11% of respondents from other ethnic groups.

On the other hand, African Americans believe the campus is less welcoming to Asian Americans than Asian Americans themselves believe, and less welcoming to Hispanics than Hispanics themselves believe. Few African Americans said the campus is not welcoming to people of these two ethnic groups, but more African American respondents chose Do not know regarding Asians and Hispanics than regarding whites or African Americans. Note that there were 48 African American respondents who answered this set of questions, which is a relatively small sample size.

Although almost as many Asian, Hispanic, and white respondents believe the campus is “Very

welcoming” or “Somewhat welcoming” to Asians and Hispanics as they do for whites, much higher percentages of all respondent ethnic groups chose Very welcoming for whites when compared with other ethnic groups.

Figure 6 shows answers by sexual identity of the respondent regarding how welcoming the campus is to LGBTQIA+ people. Most LGBTQIA+ and heterosexual respondents believe the campus is “Very welcoming” or “Somewhat welcoming” to LGBTQIA+ people and very few believe it is unwelcoming. Note that the number of non-heterosexual respondents is relatively small—only 20 to 29 per identity group. As noted earlier, the survey did not ask how welcoming the campus is to heterosexuals.

Figure 7 shows answer by gender identity of the respondent regarding how welcoming the campus is to women. More than three-quarters of men and women believe the campus is somewhat or very welcoming to women and very few believe it is unwelcoming. As noted earlier, the survey did not ask how welcoming the campus is to men.

Figure 5. How welcoming is our campus? (Results by ethnicity of respondent)

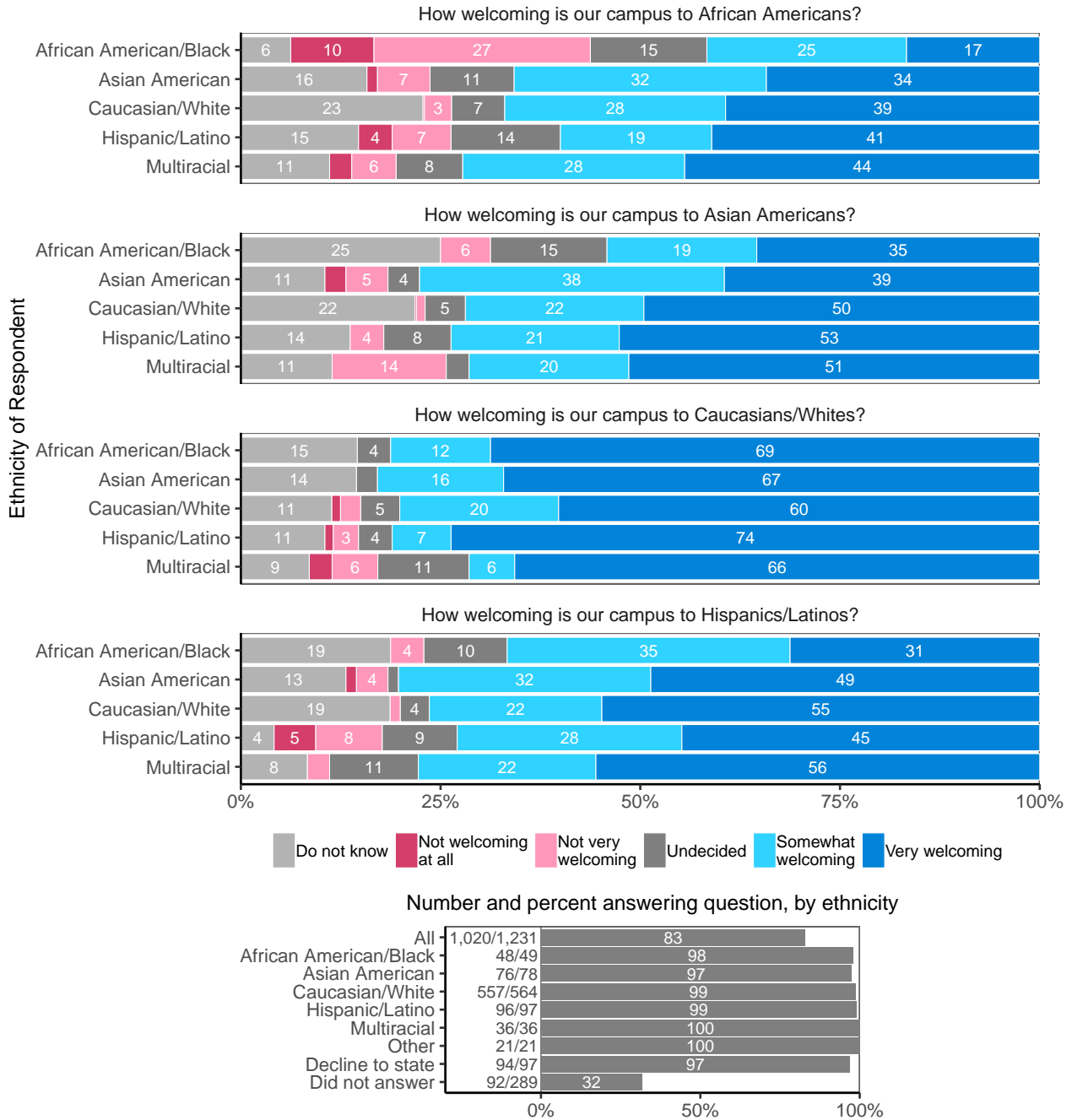
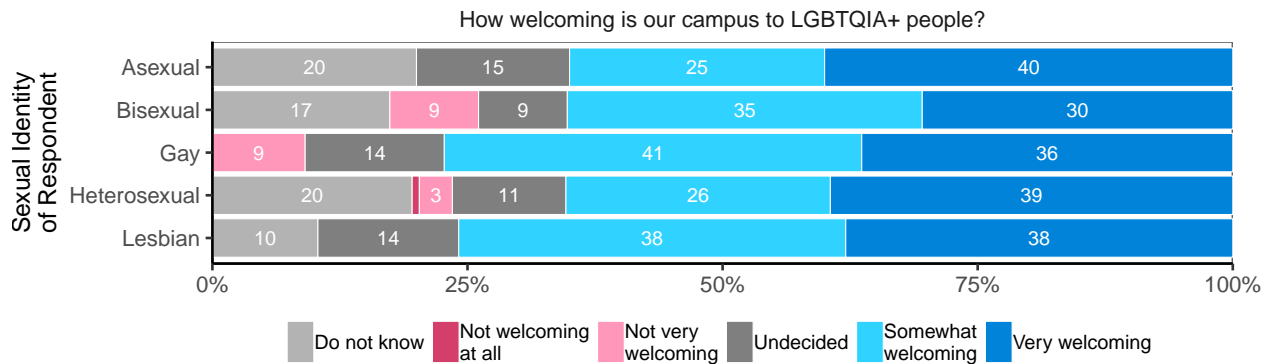


Figure 6. How welcoming is our campus? (Results by sexual identity of respondent)



Number and percent answering question, by sexual identity

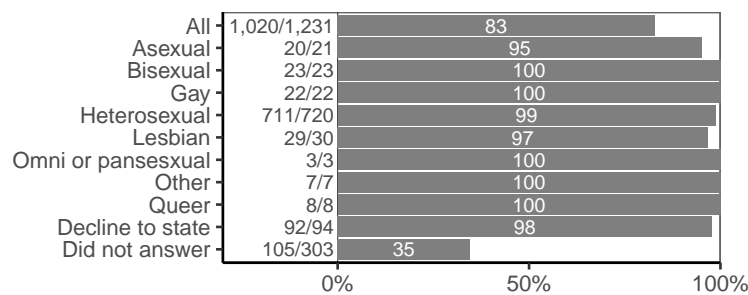
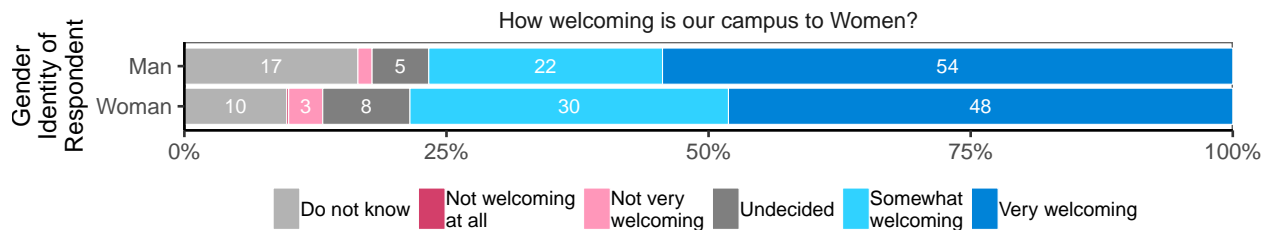
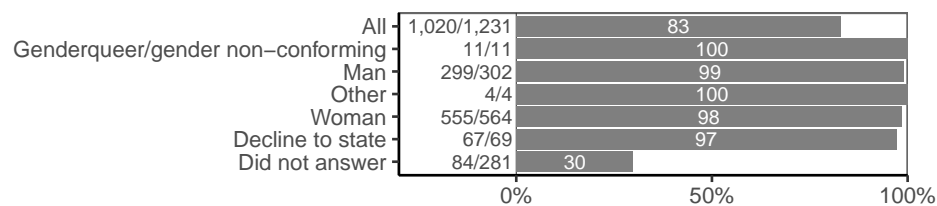


Figure 7. How welcoming is our campus? (Results by gender identity of respondent)



Number and percent answering question, by gender identity



3.1 Welcoming of and Respect for Various Identity Groups

This sub-section focuses on questions related to respondents who identified as certain identities. The survey asked respondents whether they identified as a member of various specific groups (e.g., veteran, person of color, LGBTQIA+, etc.). Respondents who identified with a given identity group were then asked for their level of agreement with a series of six statements regarding their experiences at Sacramento State and the surrounding community as a member of that group.

3.1.1 Employees of Color

Respondents were asked whether they are an employee of color. Figure 8 shows results overall and by employee group. Twenty-six percent of respondents said they are an employee of color, or 29% if those who did not answer the question are excluded. Respondents were asked to state their level of agreement with each of six statements regarding respect for employees of color. Figure 9 shows the results.⁵

Most respondents of color say they feel welcome on campus and in the community and that they are respected by students and other employees. Nevertheless, it is notable that while only 6% of respondents of color disagreed that they feel welcome in the community, twice as many (12%) disagreed that they feel welcome on campus. In addition, fewer respondents of color feel they are treated with respect by administrators (64%) or faculty (67%) as compared with staff (75%) or students (76%).

Figure 8. Are you an employee of color?

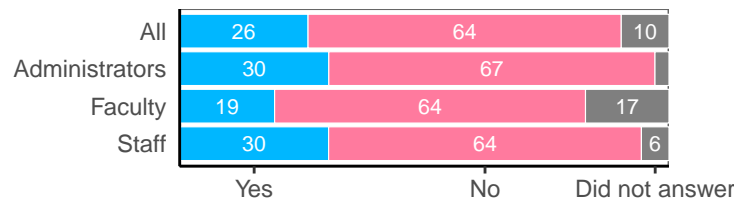
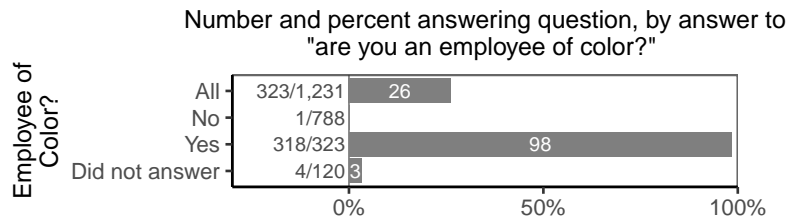
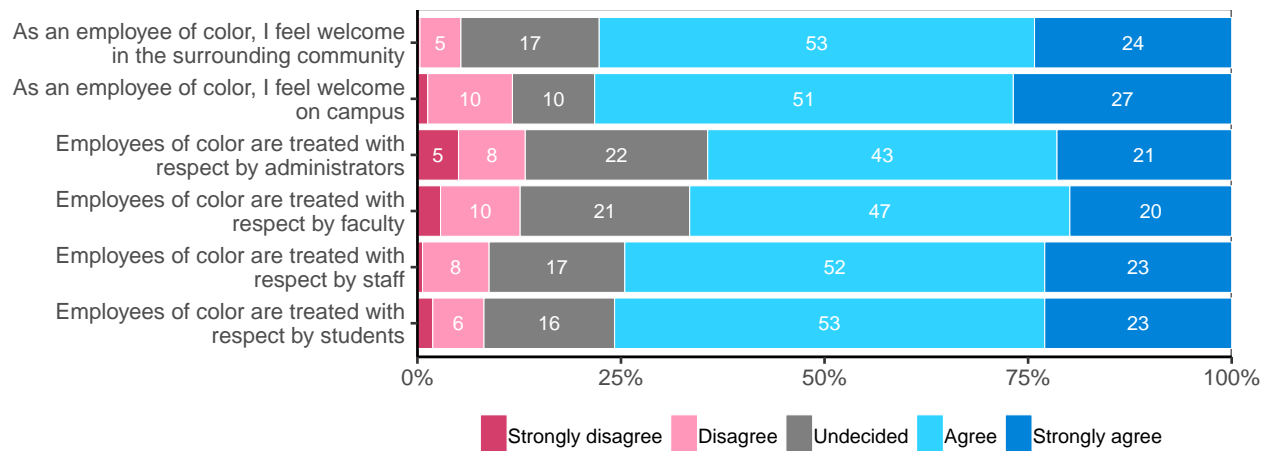


Figure 9. Employees of Color: To what extent do you agree or disagree with the following statements?



⁵ Note from the lower graph in Figure 8 that four respondents who skipped the question asking whether a respondent is an employee of color and one who answered “No” were nevertheless able to provide answers to this series of questions. These five respondents are excluded from the results in Figure 9.

3.1.2 LGBTQIA+ Employees

Respondents were asked whether they identify as LGBTQIA+. Figure 10 shows that 8% of all respondents identify as LGBTQIA+, while another 2% are not sure. Results are also provided separately for each of the three employee groups. Figure 11 shows the level of agreement with each of six statements regarding how those who identify as LGBTQIA+ (those who answered “Yes” or “Not sure” to the previous question) are treated on campus and in the community.⁶ Although most respondents agreed that they can express their sexual identity and that their sexual identity is treated with respect, substantial percentages were undecided or in disagreement.

Figure 10. Do you identify as LGBTQIA+?

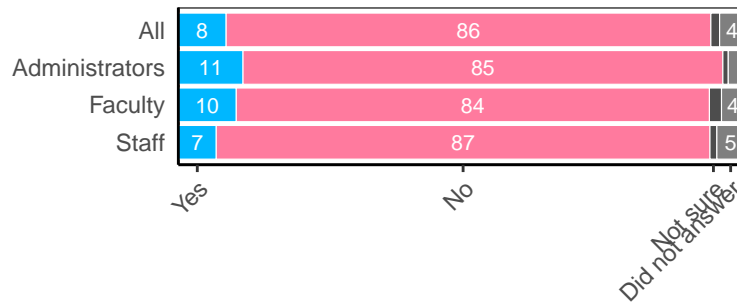
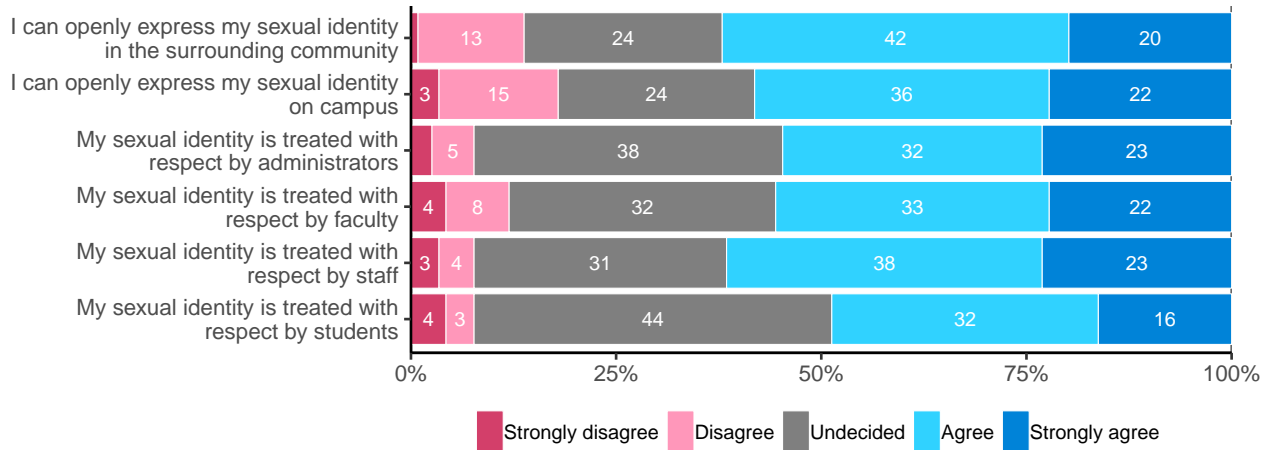
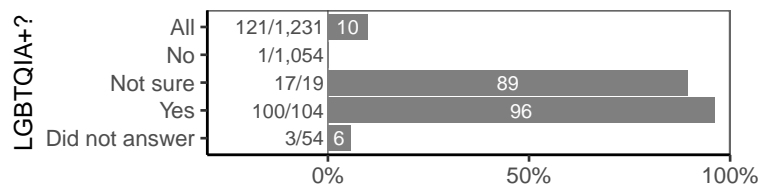


Figure 11. LGBTQIA+ Employees: To what extent do you agree or disagree with the following statements?



Number and percent answering question, by LGBTQIA+ status



⁶ Note from the lower graph in Figure 11 that three respondents who skipped the question on LGBTQIA+ status and one who answered “No” were nevertheless able to provide answers to this series of questions. These four respondents are excluded from the results in Figure 11.

3.1.3 Veterans

Respondents were asked whether they are U.S. military veterans. Figure 12 shows that 4% of all respondents said they are veterans. Figure 13 shows the level of agreement with each of six statements regarding how veterans are treated on campus and in the community. The figure includes data only for those who identified as veterans. Figure 13 indicates that most veterans feel welcome on campus, however they are more likely to say they feel welcome in the surrounding community than on campus.

Figure 12. Are you a U.S. military veteran?

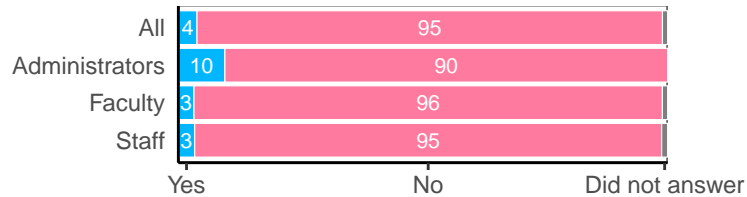
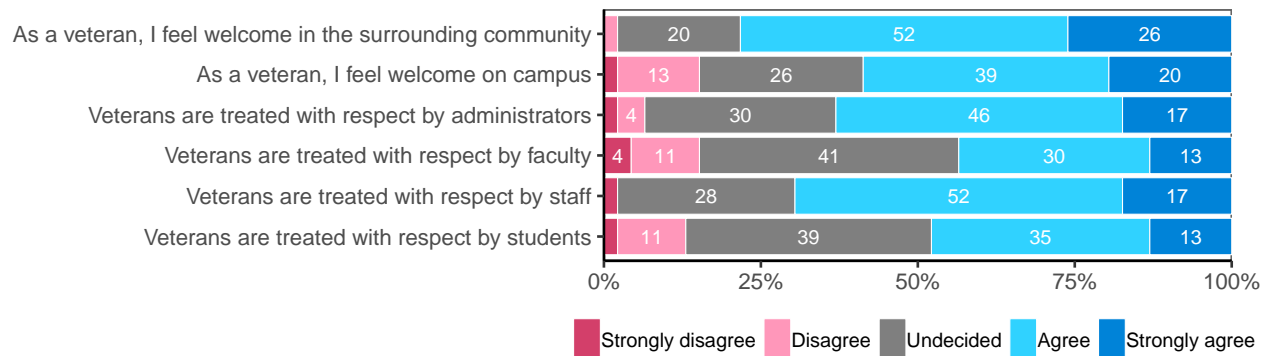
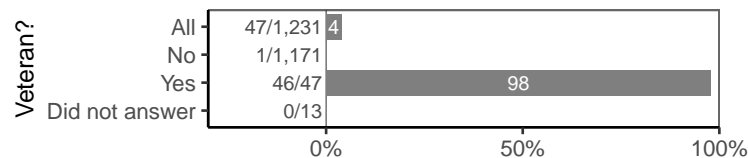


Figure 13. Veterans: To what extent do you agree or disagree with the following statements?



Number and percent answering question, by veteran status



3.1.4 Employees with A Disability

Figure 14 shows that 6% of respondents said they have a disability. Among those with one or more disabilities, Figure 15 shows the percentage of respondents who said they have a given disability. Medical, mobility, and psychological disabilities are the most common. Figure 16 asked respondents about their level of agreement with six different statements regarding how those with disabilities are treated on campus and in the community.⁷ A majority of respondents agreed that those with a disability feel welcome and respected. However, substantial minorities disagreed with some of the statements. In particular, employees with a disability had the highest level of disagreement (27%) with “Employees with a disability are treated with respect by administrators.”

⁷ “Employees with a disability are treated with respect by staff” was not included in the administrator survey.

Figure 17 shows attitudes of disabled employees regarding accommodations they've received. Note that these data represent responses from only 33 employees. It is not clear whether the low response rate (33 of 80 employees who said they have a disability) is due to the question items not being applicable or because respondents chose to skip the question.

Figure 14. Do you have a disability?

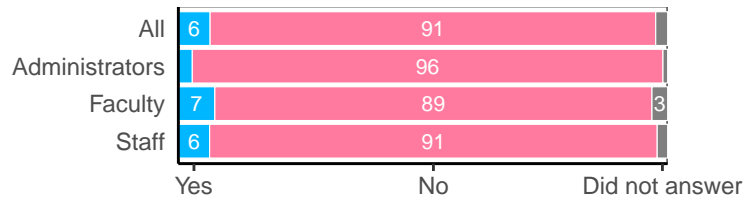


Figure 15. Among those with one or more disabilities, what percentage have a given disability?

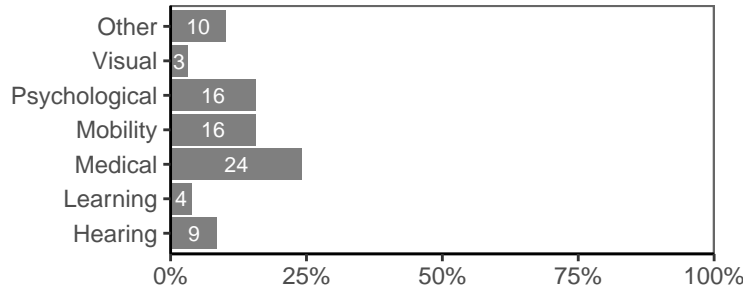


Figure 16. Employees with A Disability: To what extent do you agree or disagree with the following statements?

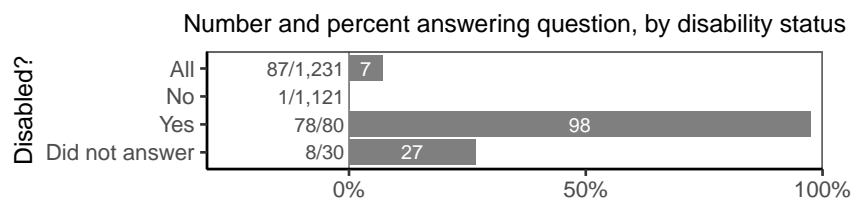
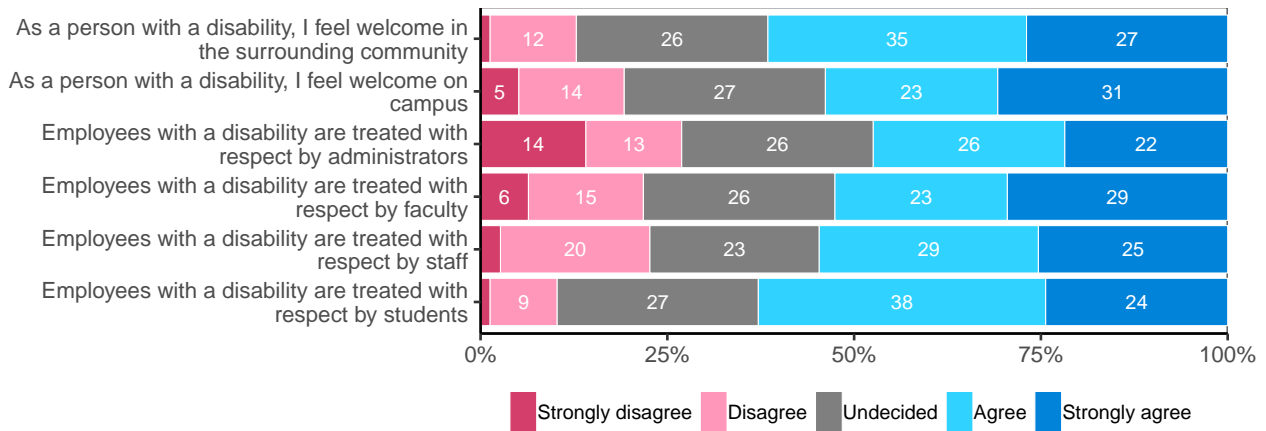
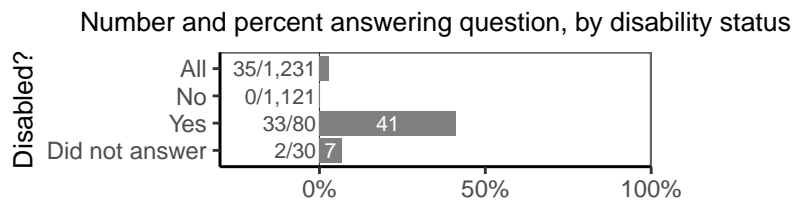
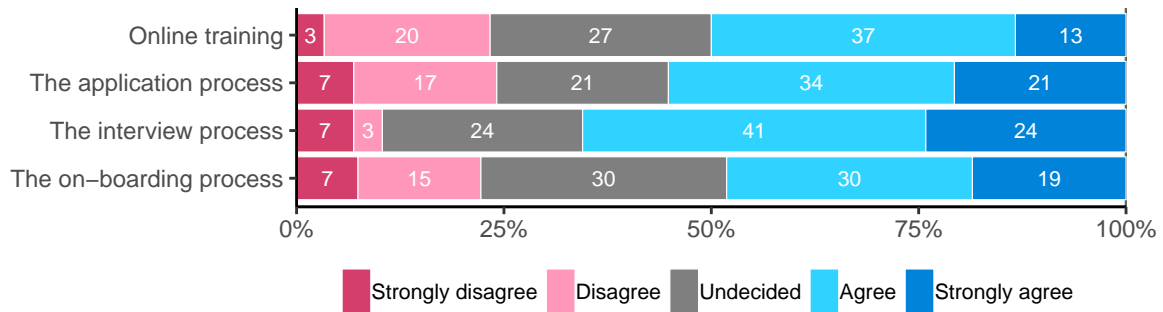


Figure 17. The accommodations I received while participating in the following met my expectations:



3.1.5 International Employees

Respondents were asked whether they are an international employee. Figure 18 shows that 5% of employees said they are international, with Faculty having the highest percentage of international employees (10%). Respondents were asked to state their level of agreement with each of six statements regarding respect for international employees. Figure 19 shows that, depending on the question, about two-thirds to three-quarters of respondents agreed that international employees are treated with respect and feel welcome on campus and in the community. Only responses from those who identified as international employees are included. Agreement was lowest (62%) regarding whether international employees are treated with respect by administrators.

Figure 18. Are you an international employee?

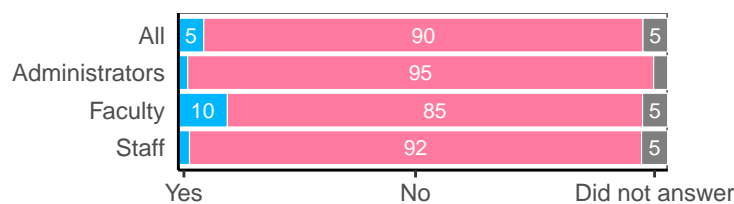
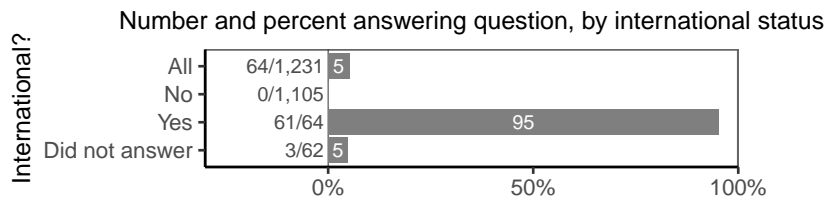
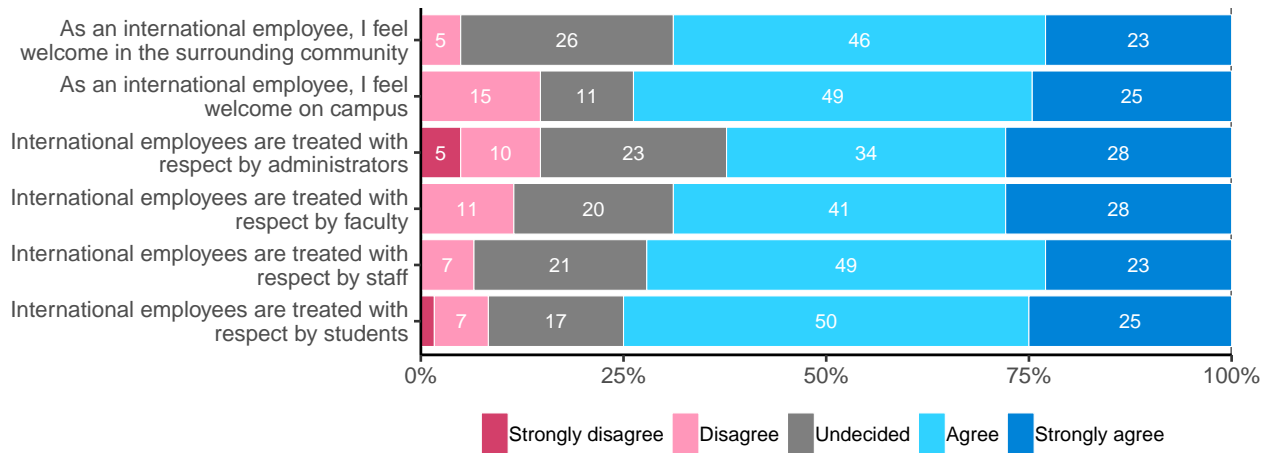


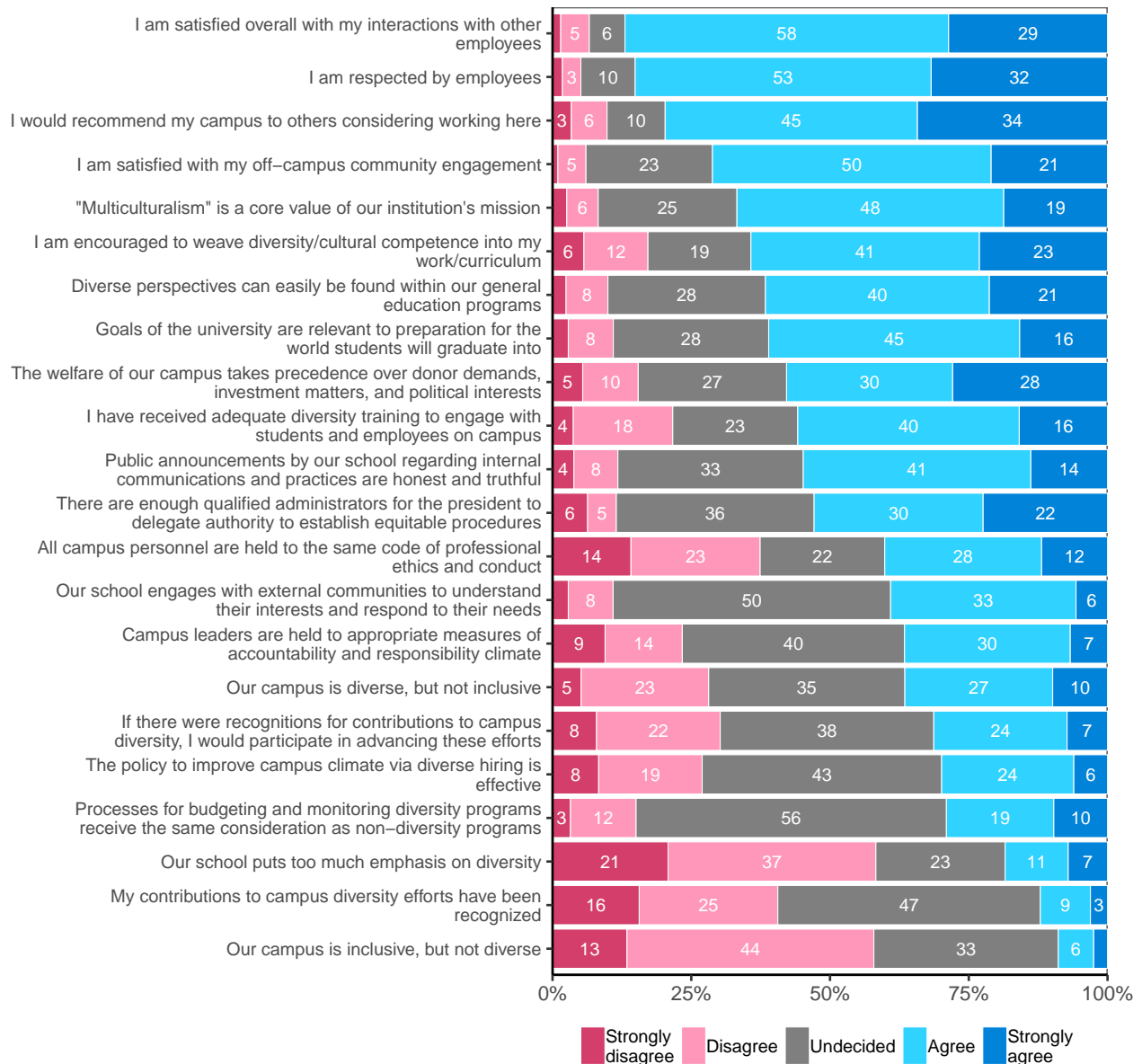
Figure 19. International employees: To what extent do you agree or disagree with the following statements?



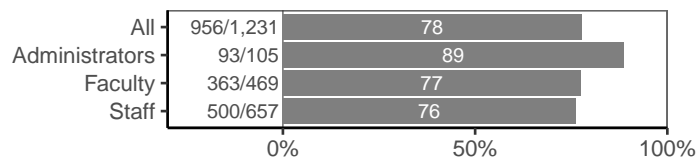
4 Climate and Diversity

Respondents were asked for their views on the overall climate at Sacramento State based on level of agreement with a range of statements. Figure 20 shows the results. Note that depending on the statement, agreement sometimes signifies a “positive” climate and sometimes a “negative” climate. As shown by the top few items in Figure 20, the vast majority of respondents feel they are respected by employees, have positive interactions with employees, and would recommend Sacramento State as a good place to work. On the other hand, 37% of respondents disagreed that all campus personnel are held to the same code of professional ethics and conduct, while 25% disagreed that campus leaders are held to appropriate measures of accountability for our campus climate. Results were mixed or ambiguous for several other items.

Figure 20. To what extent do you agree or disagree with the following statements about the overall climate on our campus?



Number and percent answering question, by employee group

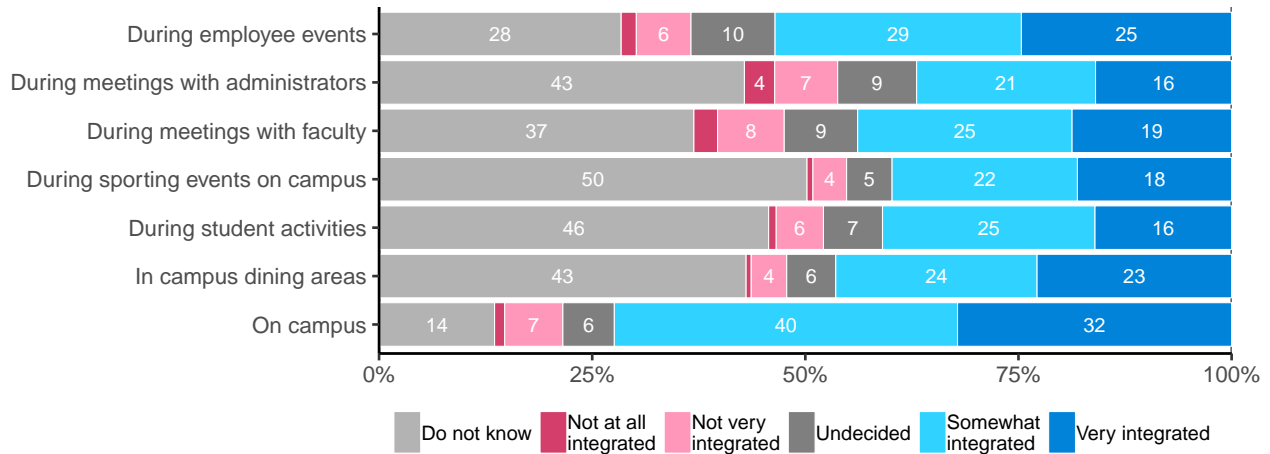


Respondents were asked for their opinion on the level of racial/ethnic integration on campus. Results are reported in Figure 21.⁸ Note that relatively few people answered “Do not know” regarding

⁸ One of the items asked about integration in residence halls. Since 77% answered “Do not know,” we have excluded this item from Figure 21. In addition, in the staff survey the wording of this question was different than the wording in the administrator and faculty surveys. The caption of Figure 21 uses the wording in the administrator and faculty

integration “On campus.” Yet for integration levels at each specific location or activity, substantial percentages of respondents answered “Do not know.” In other words, many respondents appear to believe they know about overall integration on campus even though they do not know the level of integration at specific locations or events. This might mean that the survey did not include some key locations or activities that employees typically frequent or engage in or that employees believe the campus is overall somewhat or very integrated based on their impressions while moving around campus, rather than the integration level at any particular location or event.

Figure 21. How would you categorize the level of racial/ethnic integration on our campus?



Number and percent answering question, by ethnicity

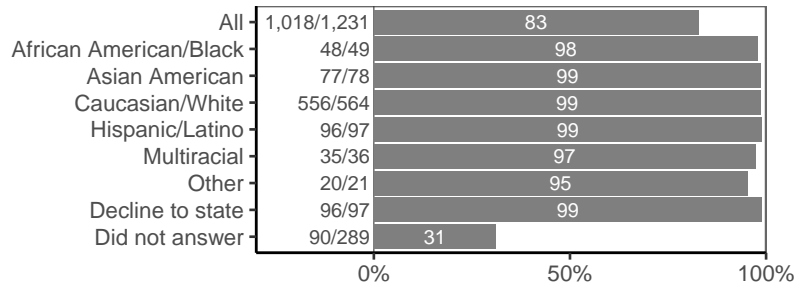
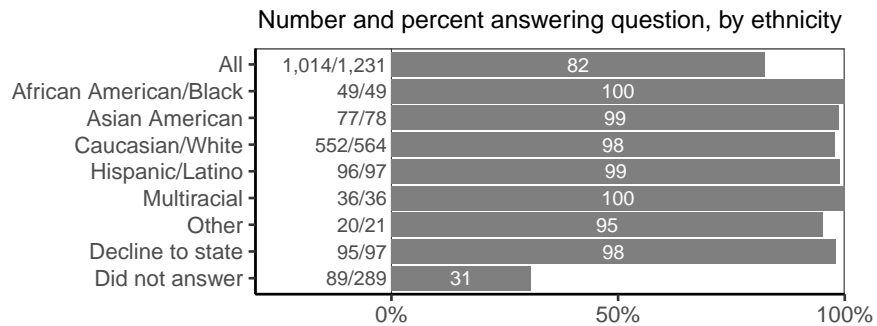
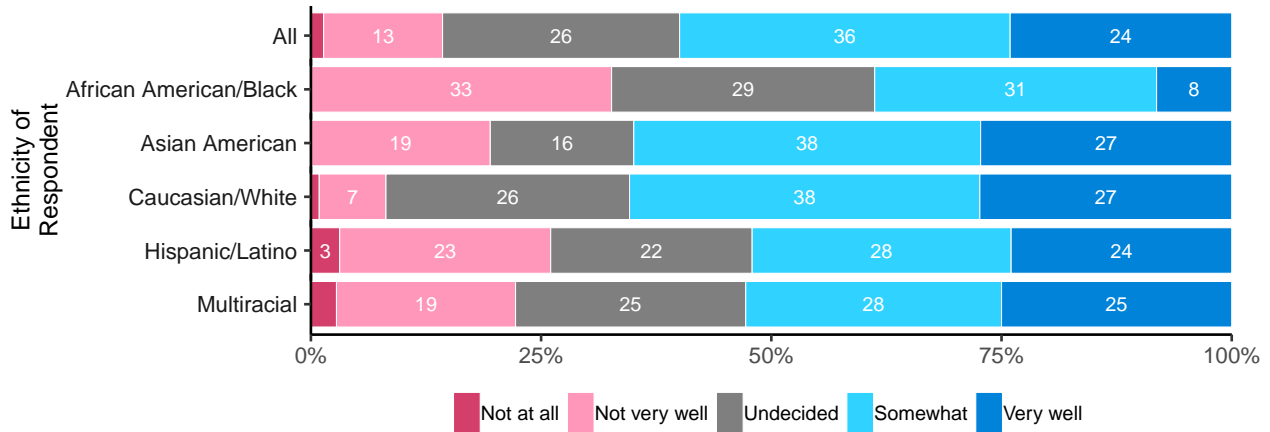


Figure 22 asked respondents’ opinions regarding how well Sacramento State promotes racial/cultural interaction between different groups. Responses are shown fall all respondents, as well as by ethnic group of the respondent. Note that non-whites were about two to four times as likely as whites to answer Not at all or Not very well.

surveys. The wording in the staff survey is “How would you categorize the level of interactions among racial/ethnic groups on our campus?”

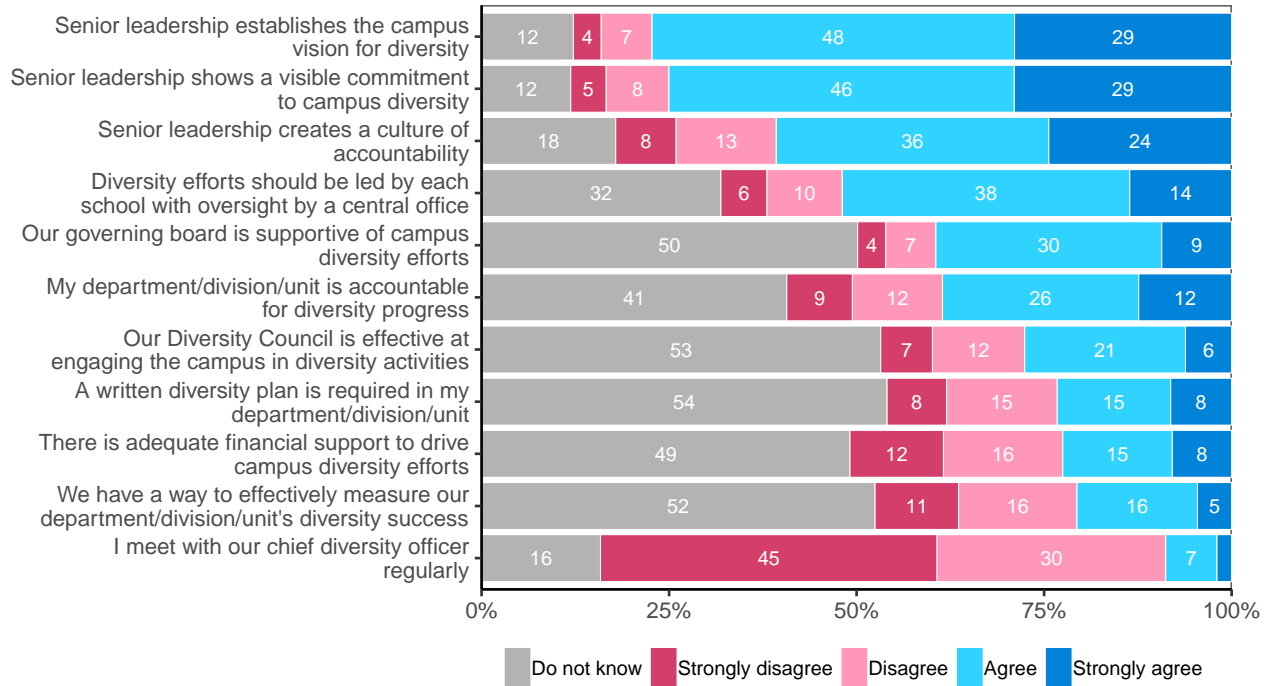
Figure 22. How well does our institution promote racial/cultural interaction between different groups?



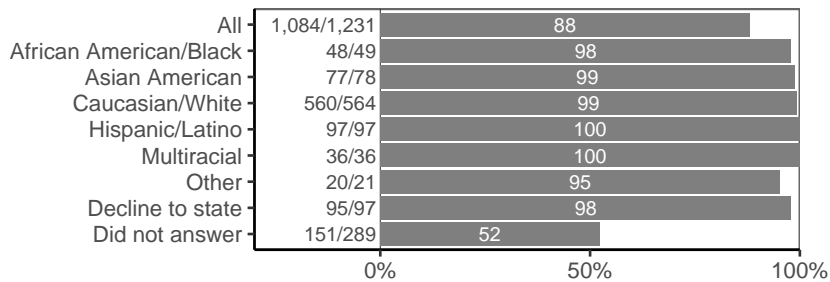
Respondents were asked the extent to which they agree with various statements regarding Sacramento State’s campus-wide goal to increase diversity and inclusion. Figure 23 shows the results.⁹ Data for all respondents who answered this question are included. Although most employees agreed that campus leadership shows a commitment to diversity and creates a culture of accountability, most respondents either did not know or disagreed with statements regarding ability to measure success, accountability, and financial support in relation to diversity.

⁹ Note that “Undecided” was not an answer option for this question, but “Do not know” was an option.

Figure 23. To what extent do you agree or disagree with the following statements regarding our campus-wide goal to increase diversity and inclusion?

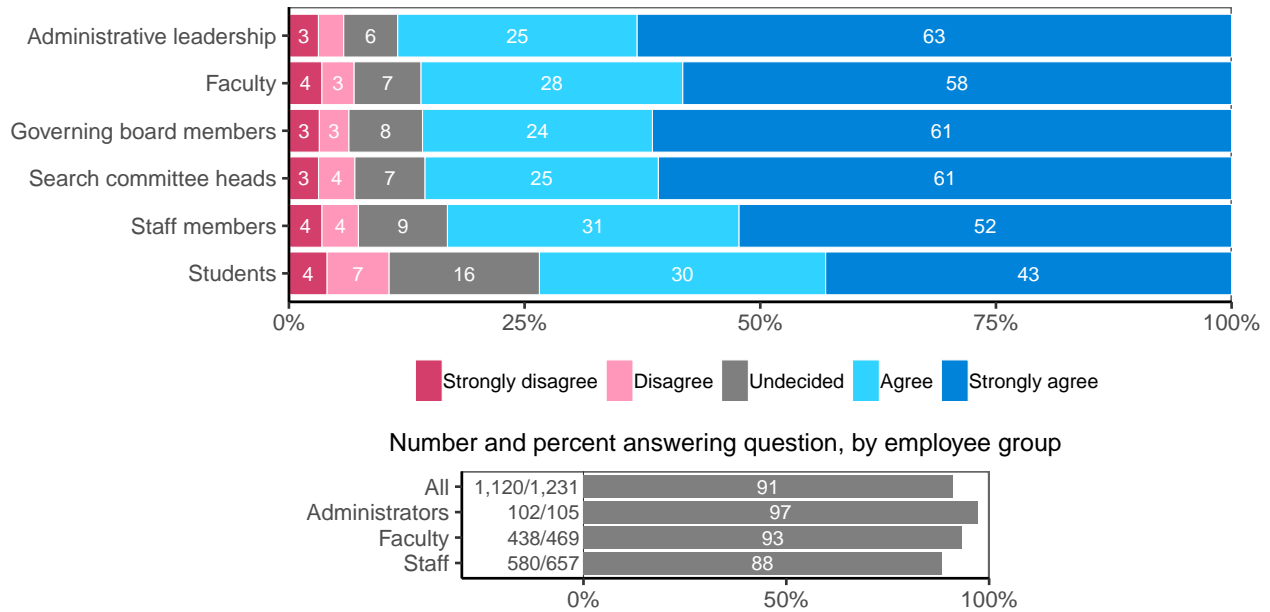


Number and percent answering question, by ethnicity



Respondents were asked for their level of agreement regarding requiring diversity training for various groups on campus. Figure 24 shows the vast majority of respondents agreed that diversity training should be mandatory for all groups, though agreement was lowest regarding mandatory diversity training for students.

Figure 24. The following groups should be required to participate in mandatory diversity training



Respondents were asked for their opinion regarding how important promotion of diversity and inclusion is to campus leadership. Figure 25 shows results by employee group. “Other” responses represent write-in answers. The vast majority of employees believe diversity and inclusion is somewhat or very important to campus leadership, though the level of agreement was lower among faculty and staff than among administrators.

Figure 25. How important, in your opinion, is promoting diversity and inclusion to the campus leadership?

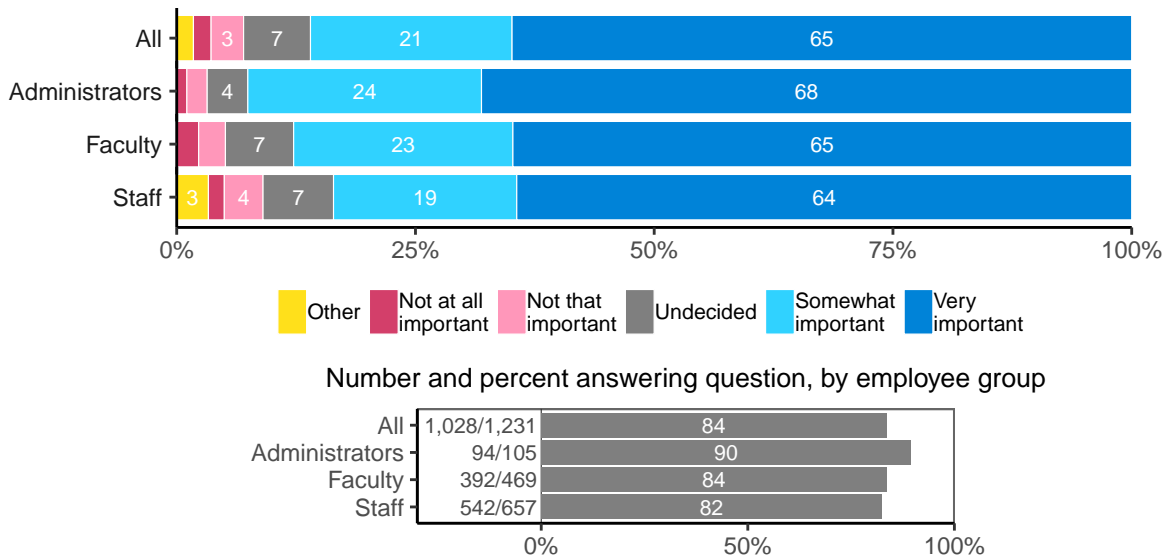
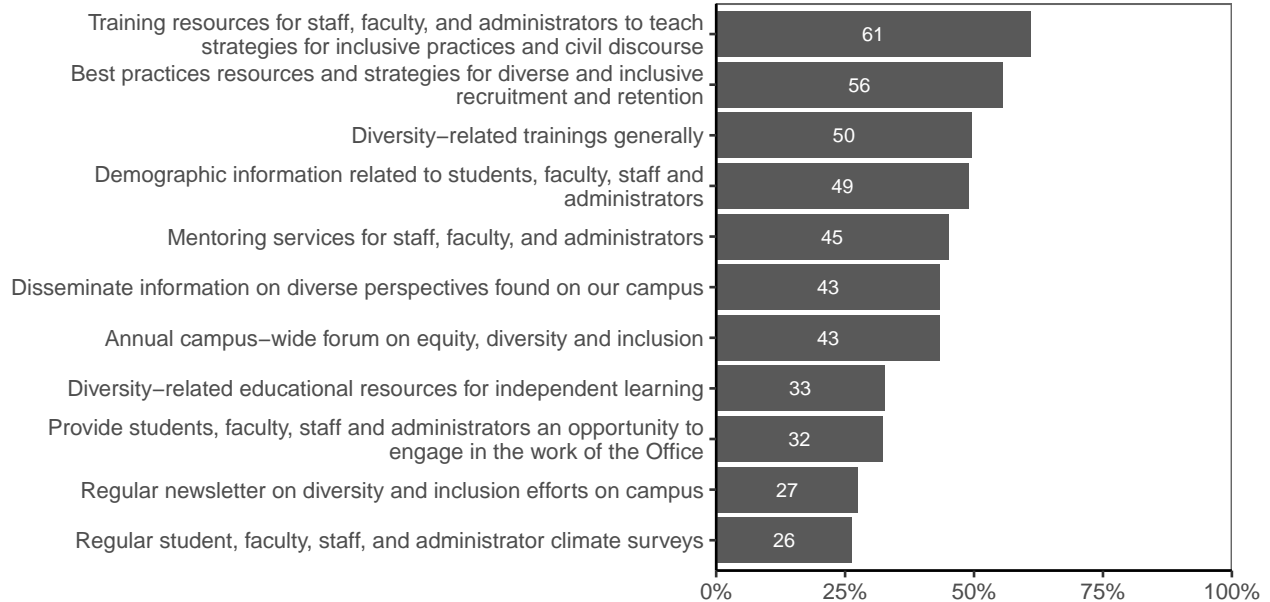


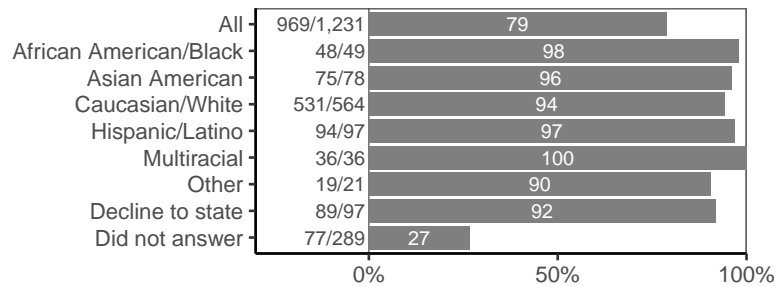
Figure 26 shows the percentages of employees who said they would like the Office of Equity, Diversity, and Inclusion to offer various resources and services. The two most popular services are training

resources to teach inclusive practices and civil discourse, and best practices for diverse and inclusive recruitment and retention.

Figure 26. What resources or services would you like the Office of Equity, Diversity, and Inclusion to provide to the university-wide campus?



Number and percent answering question, by ethnicity

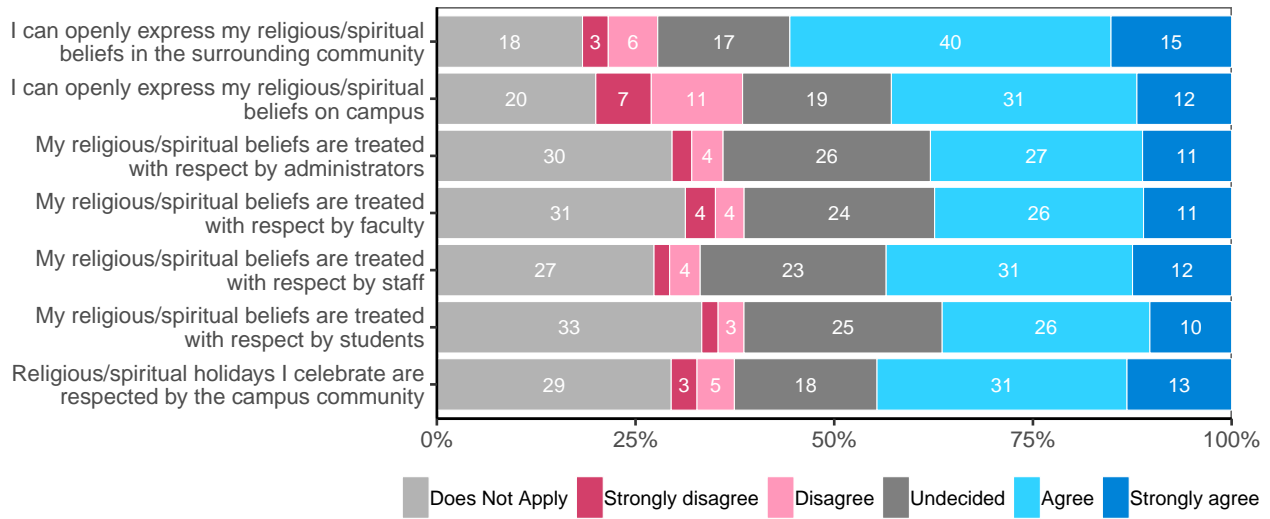


5 Religion and Politics

This section focuses on questions related to whether employees feel they can express their religious and political beliefs and whether they feel their beliefs are respected. In Figure 27, respondents were asked to state their level of agreement with each of seven statements regarding respect for and expression of religious/spiritual beliefs. Note that “Does not apply” was one of the answer choices and was often chosen. A separate graph at the bottom of Figure 27 shows, overall and for each religion subgroup, the number and percentage of respondents who answered this group of questions.¹⁰

¹⁰The respondent’s religion is based on a separate question in which respondents were asked “What is your religion/worldview/spiritual affiliation?”

Figure 27. Religion: To what extent do you agree or disagree with the following statements?



Number and percent answering question, by religion

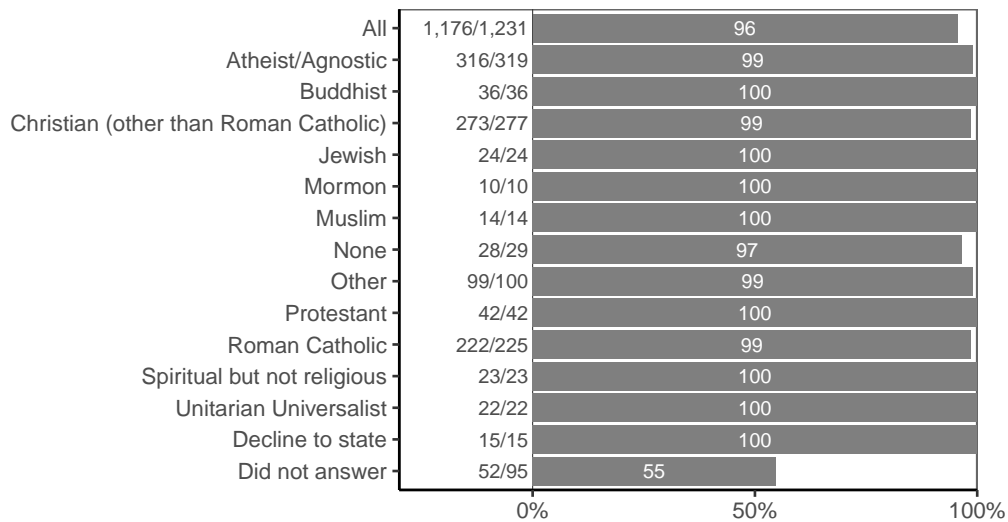
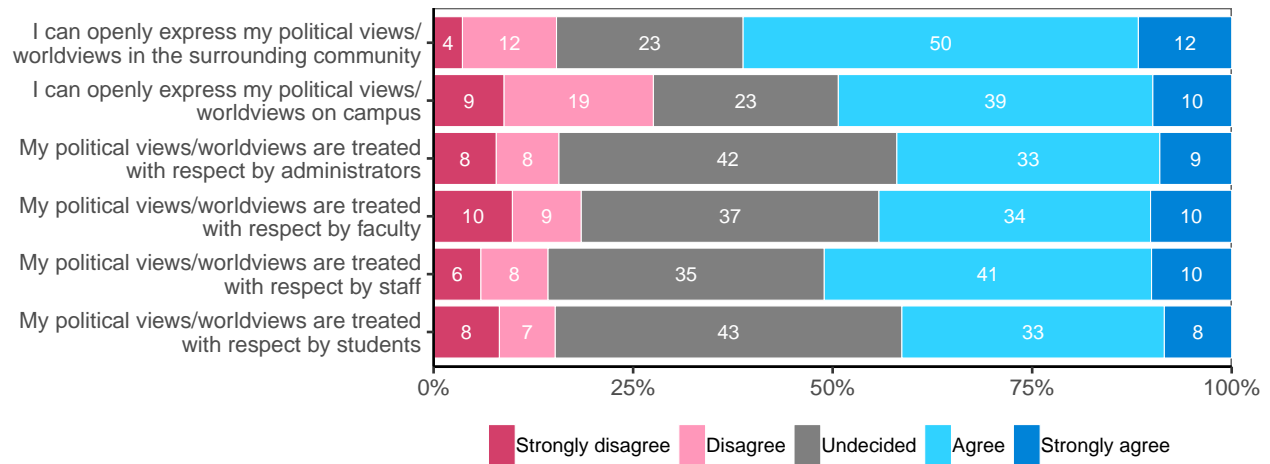
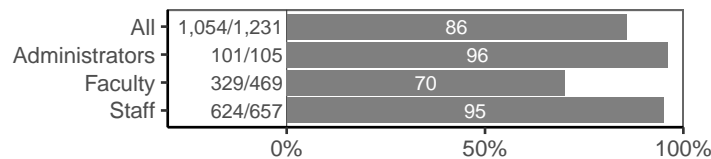


Figure 28 shows level of agreement with each of six statements regarding respect for and expression of political views and worldviews. Data are shown separately for each employee group. Only about half of respondents agreed that they can openly express their political views on campus, while 23% were undecided and 16% disagreed. Fewer than half of respondents feel their political views are treated with respect by students, faculty, or administrators. Sixty-one percent of faculty but only 37% of staff and administrators agreed that their political views are treated with respect by faculty. Note that only 70% of faculty answered these questions, so there may be some bias in which faculty members chose to respond to this set of items.

Figure 28. Political views and worldviews: To what extent do you agree or disagree with the following statements?



Number and percent answering question, by employee group

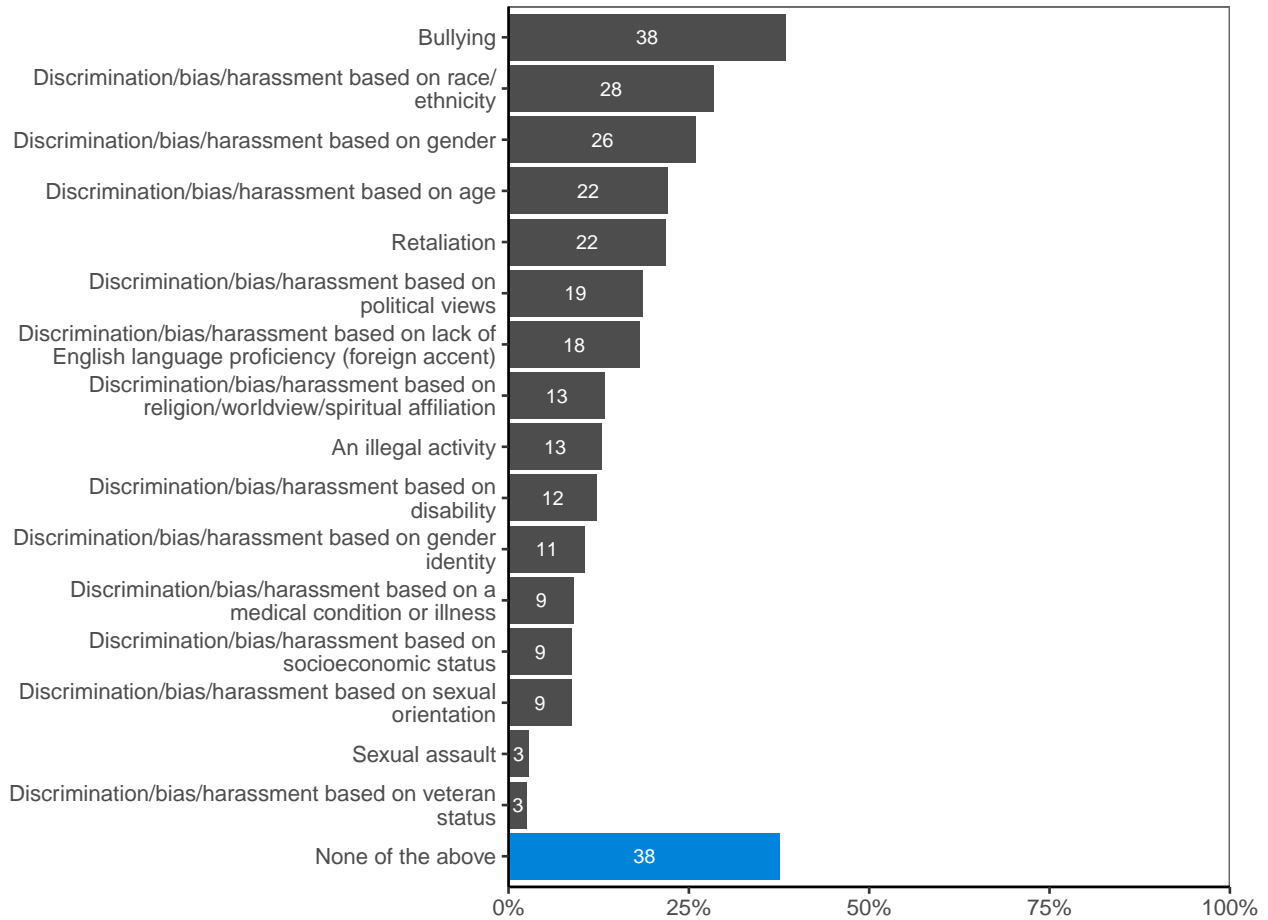


6 Prevalence of Adverse Work Incidents

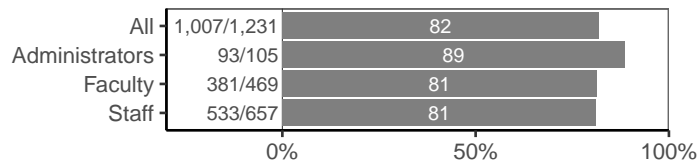
Respondents were asked whether they have witnessed or experienced one or more adverse incidents, such as discrimination or bullying, while employed at Sacramento State. The results are shown in Figure 29. Note that the last answer is “None of the above,” indicating that 38% of respondents said they had not experienced or witnessed any of the listed events.

A difficulty in interpreting the results is that an adverse incident could be counted multiple times if it was experienced by one person and witnessed by one or more other people. Furthermore, the same event might be perceived as fitting into multiple categories. For example, a respondent might report having experienced or witnessed a single adverse incident, but perceived it as bullying, retaliation, and gender discrimination all at the same time. Among the 633 employees who reported experiencing or witnessing at least one adverse event, 78% selected more than one answer and 63% selected more than two answers. As a result, the data in Figure 29 may overstate the prevalence of abusive employee behavior on campus. With those caveats in mind, Figure 29 indicates that the most common adverse incidents are bullying, retaliation, and discrimination, bias, or harassment based on gender, ethnicity, or age. Note that 18% of respondents skipped this question.

Figure 29. Have you experienced/witnessed any of the following while employed here?



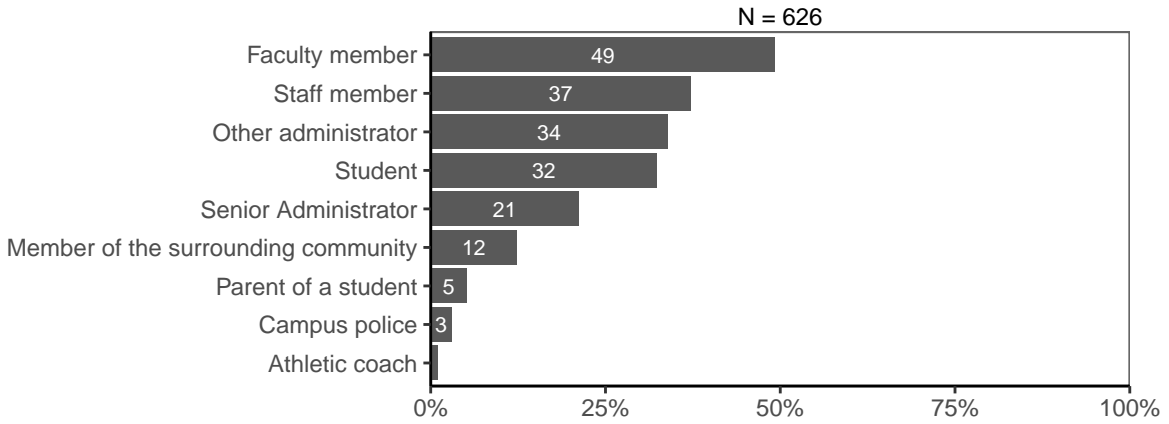
Number and percent answering question, by employee group



Among those who reported experiencing or witnessing one or more of the events described in Figure 29 above, Figure 30 shows respondents' answers regarding who caused the offense.¹¹ A difficulty in interpreting the answers to this question is that the earlier question asking whether an employee had experienced or witnessed any of the listed adverse incidents allowed respondents to select more than one answer. Likewise, in this question, the respondent could select multiple answers for who caused the incident. Thus, any given respondent could have reported multiple incidents and multiple offenders, while different respondents (who might have been victims of or witnesses to the same incident) might be reporting the same offender multiple times for the same incident.

¹¹Note that in this and the following figures in this section, the total number of respondents is shown at the top of each graph.

Figure 30. Of those who reported experiencing or witnessing an incident: Who caused the offense?



Among those who experienced or witnessed an incident, 33% said they reported it. Figure 31 shows to whom respondents said they reported the incident. For those who did not report the incident(s) they experienced or witnessed, Figure 32 shows the reasons respondents gave for not reporting.

Figure 31. Of those who experienced or witnessed an incident and reported it: Who did you report the incident to?

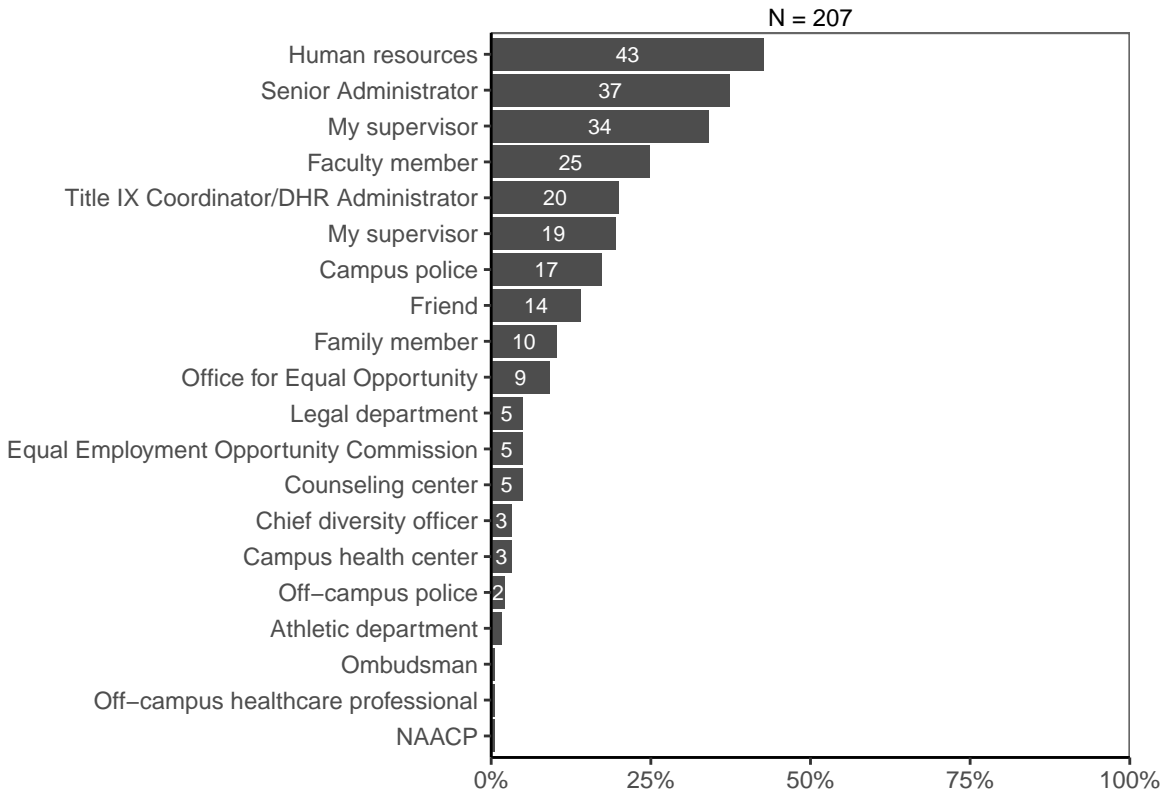
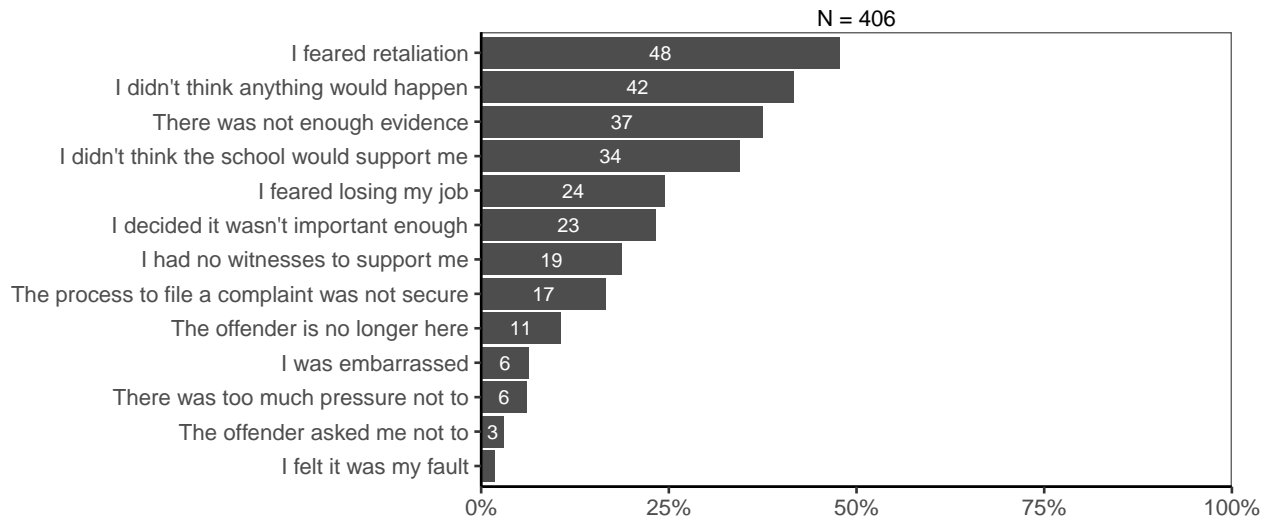


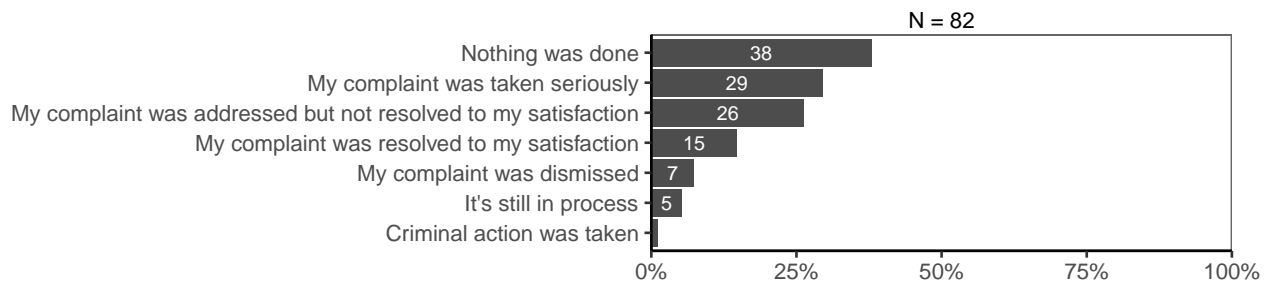
Figure 32. Of those who experienced or witnessed an incident and did not report it: Why didn't you report the incident?



Respondents were asked for the results of any bias, discrimination or harassment claim filed in the last two years. The results for this question, shown in Figure 33, are somewhat ambiguous because respondents were able to select more than one response and the selections are sometimes of uncertain meaning when taken together. Of the 82 respondents who answered this question, 23 selected more than one answer. For example, a few respondents selected “My complaint was addressed but not resolved to my satisfaction” and “Nothing was done.” The first answer alone implies that “something was done,” however, the second answer appears to contradict that interpretation. A few other respondents selected “My complaint was taken seriously” and “Nothing was done.” The first answer suggests something substantive happened in response to the complaint. Once again, the second answer appears to contradict that interpretation.

Unfortunately, the phrase “Nothing was done” is ambiguous. It could mean that literally no action occurred at all in response to the complaint, or it could mean that there was some sort of response (an investigation, a follow-up meeting, etc.) but “Nothing was done” actually means that no remedy was implemented and/or the alleged offender was not disciplined. The latter interpretation seems more likely in the cases discussed above. However, because of the ambiguous meaning of “Nothing was done” it is difficult to know for certain what the respondents meant when they selected it, whether alone, or along with other answer choices.

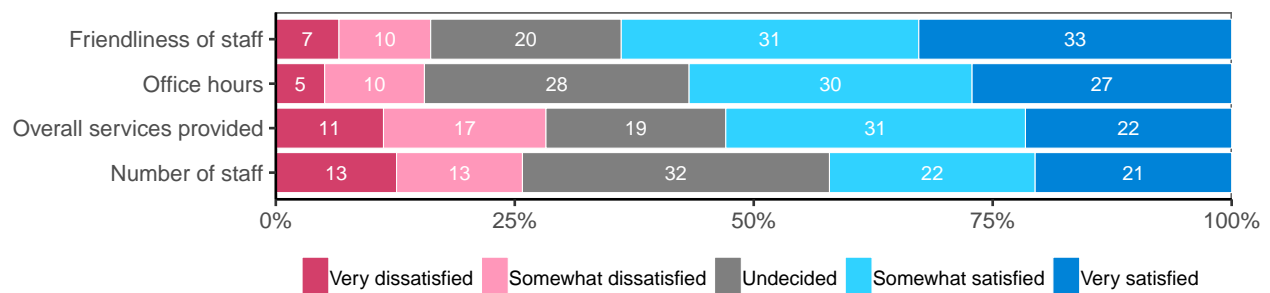
Figure 33. If you have filed a written bias/discrimination/harassment complaint in the past two years, what was the result?



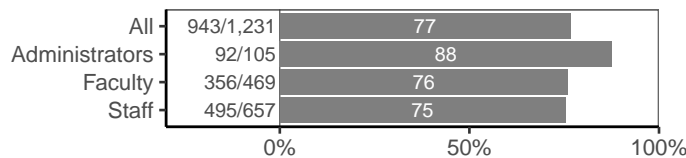
Due to compound questions and multiple answers, it is difficult to draw quantitative conclusions from the survey data regarding the prevalence of adverse incidents such as bullying or discrimination. Nevertheless, a substantial number of employees say they have experienced or witnessed bullying, harassment, discrimination, and/or retaliation. As a result, it would make sense for the university to undertake additional data collection to better understand the prevalence of adverse incidents and how to reduce such incidents and improve the work environment.

The survey also asked employees how satisfied they are with services from the Human Resources office. Figure 34 shows that only 53% of respondents said they were somewhat or very satisfied with the overall services provided, while 28% said they were somewhat or very dissatisfied. Note that 23% of respondents did not answer this question.

Figure 34. How satisfied are you with the following items related to our Human Resources office?



Number and percent answering question, by employee group

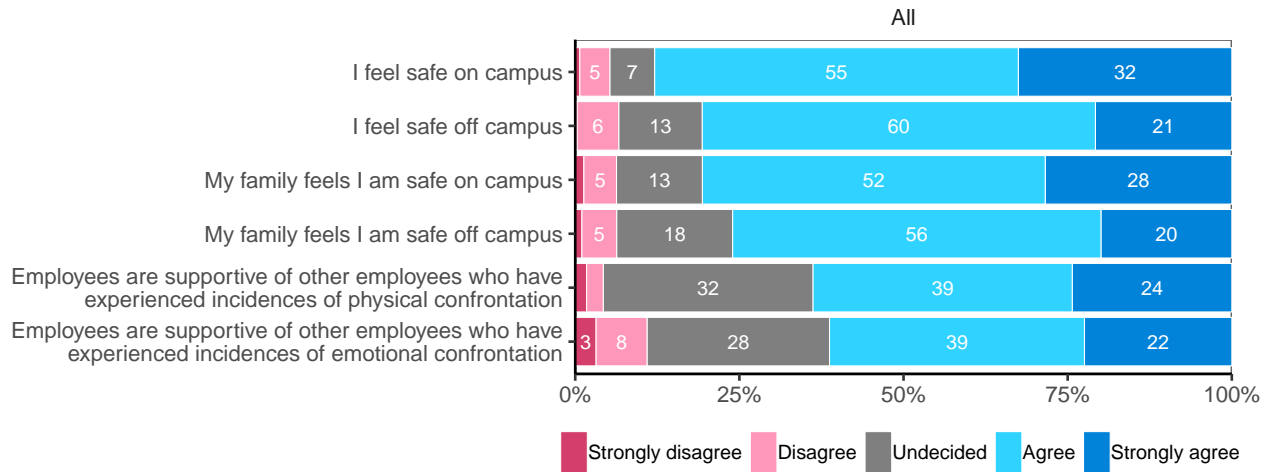


7 Safety

The survey included three questions regarding respondents' views about safety and policing at Sacramento State. Figure 35 shows the level of agreement regarding a series of statements about safety on and off campus. Most respondents say they feel safe on (87%) and off (81%) campus. Agreement was lower regarding how supportive employees are of other employees who have experienced physical or emotional confrontation, mainly because more employees answered "Undecided" regarding these two questions. It is not clear the extent to which "Undecided" respondents know employees who have experienced emotional or physical confrontation but are unsure about how supportive other employees are, or whether they are "Undecided" because they do not know whether any of their coworkers have experienced emotional or physical confrontation.

Figure 36 shows what safety measures respondents said must exist on campus in order for them to feel safe. Three of the top four choices, selected by 59% to 67% of respondents, involved adequate lighting around campus. Other popular measures included "Ability to anonymously report concerns about a student or employee" (62%), "Emergency call boxes" (58%), and "Maintenance of improperly working safety items" (57%), and "Bike or foot patrol campus police" (57%). Note that 20% of respondents skipped this question.

Figure 35. To what extent do you agree or disagree with the following statements about safety on/off campus?



Number and percent answering question, by employee group

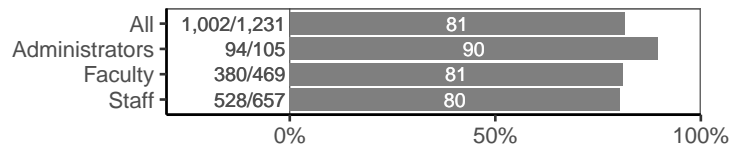
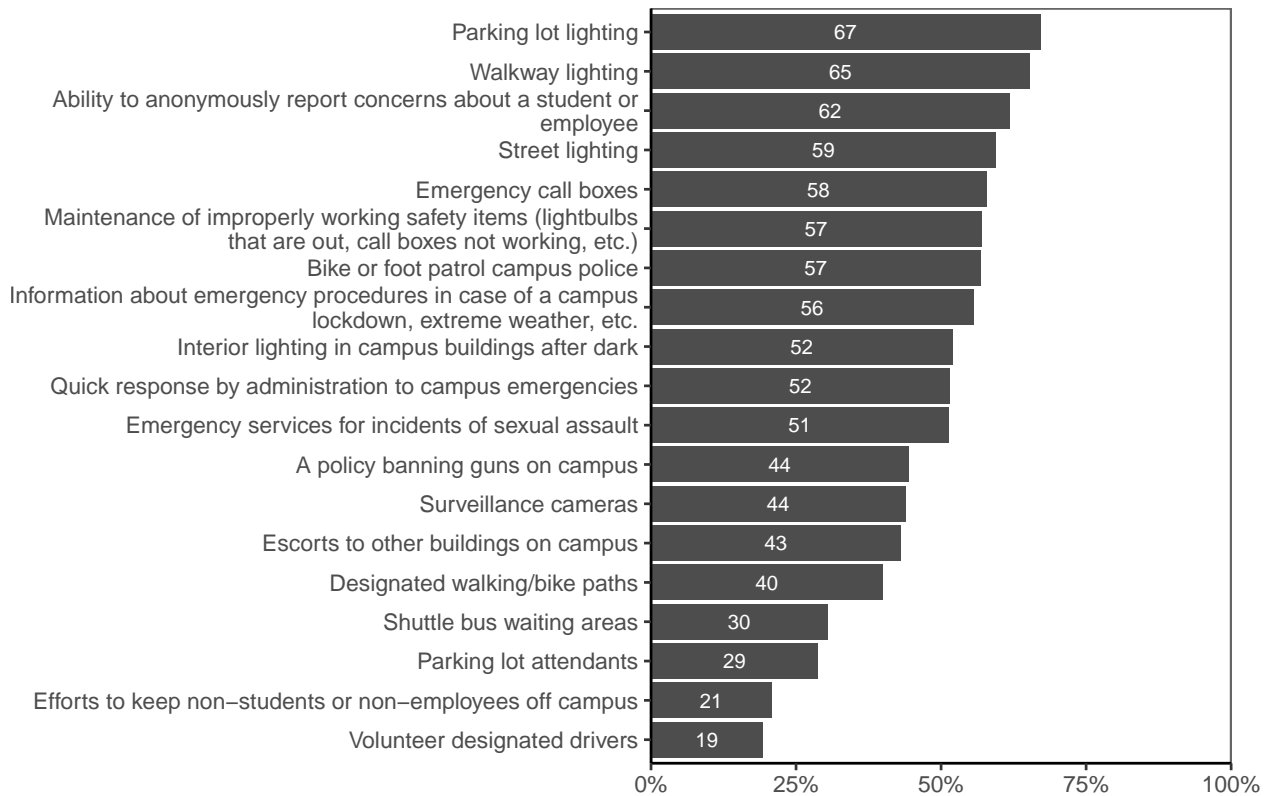


Figure 36. Which of the following safety measures must exist on campus in order for you to feel safe?



Number and percent answering question, by employee group

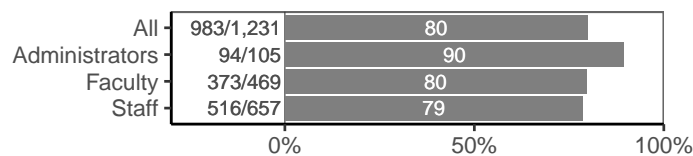
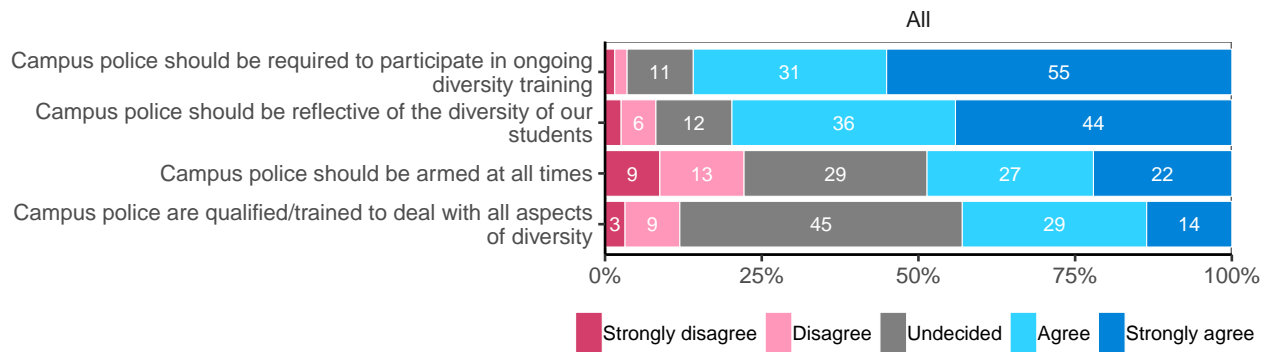
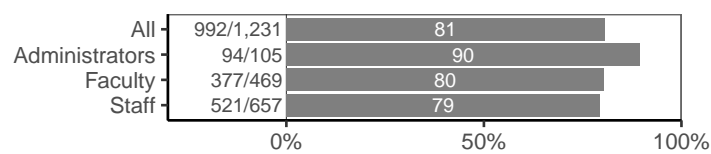


Figure 37 shows the extent to which respondents agree or disagree with various statements regarding campus police. The vast majority of respondents agreed that campus police should be required to participate in ongoing diversity training (86%) and should be reflective of the diversity of our students (80%). On the other hand, fewer respondents believe campus police should be armed at all times (49%) or that campus police are trained to deal with all aspects of diversity (43%). Note that 19% of respondents skipped this question.

Figure 37. To what extent do you agree or disagree with the following statements regarding campus police?



Number and percent answering question, by employee group



8 Work Experience

Respondents were asked for their level of agreement with various statements about their work experience at Sacramento State. Responses are shown in figures 38 and 39. Figure 38 includes items that were asked of all employee groups, while Figure 39 includes items that were only applicable to one of the three employee groups. Note that 23% of respondents skipped this question.

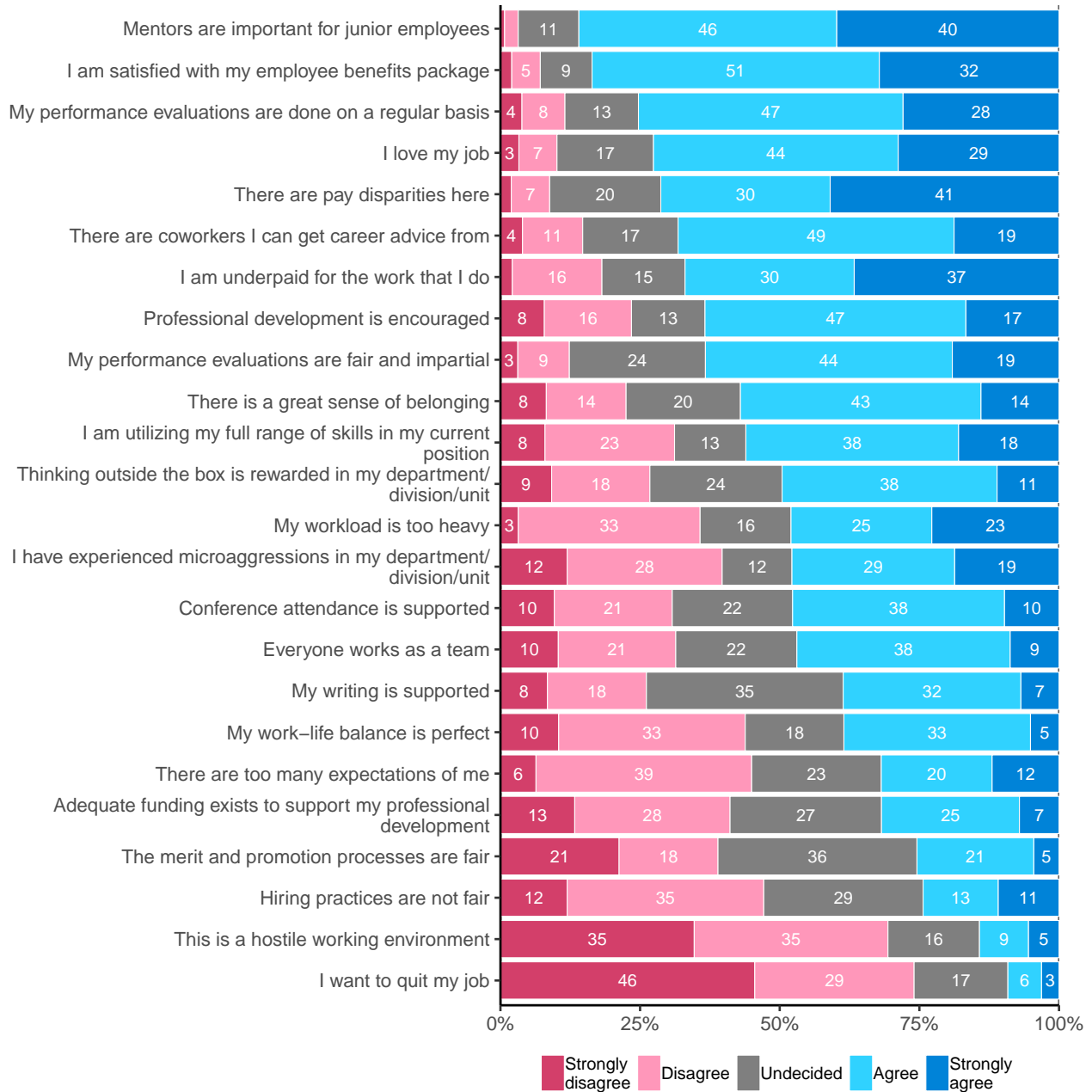
Some positive results include:

- Only 9% of respondents agreed with “I want to quit my job,” while 73% agreed with “I love my job.”
- 83% are satisfied with their employee benefits package.

Some negative results include:

- Only 26% agreed that “the merit and promotion process is fair,” and 71% agreed with “There are pay disparities here.” 67% agreed with “I am underpaid for the work that I do.”
- 47% of respondents agreed with “My workload is too heavy.”
- 48% agreed with “I have experienced microaggressions in my department/division/unit.”
- Only 14% of faculty agreed that “adequate funding exists for my research,” and only 40% believe the tenure process is fair.
- Only 23% of staff agree that “The policy to improve campus climate through diverse hiring is effective.”

Figure 38. To what extent do you agree or disagree with the following statements about your work experience at our institution?



Number and percent answering question, by employee group

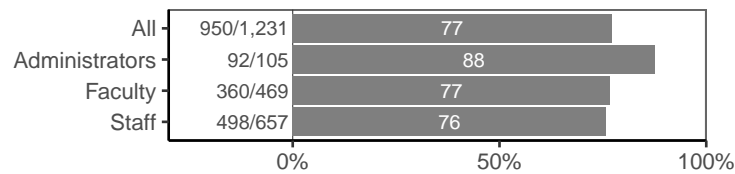
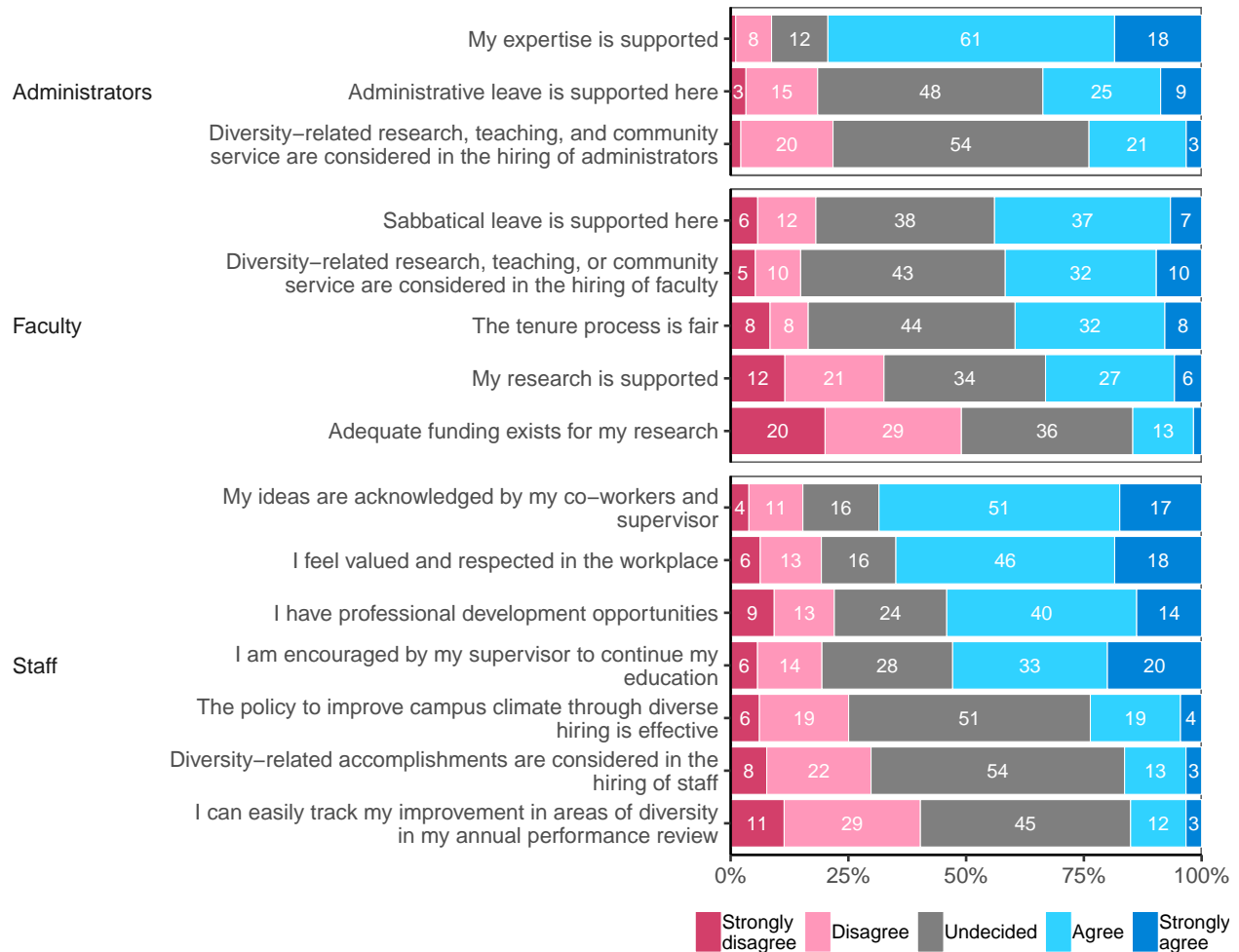
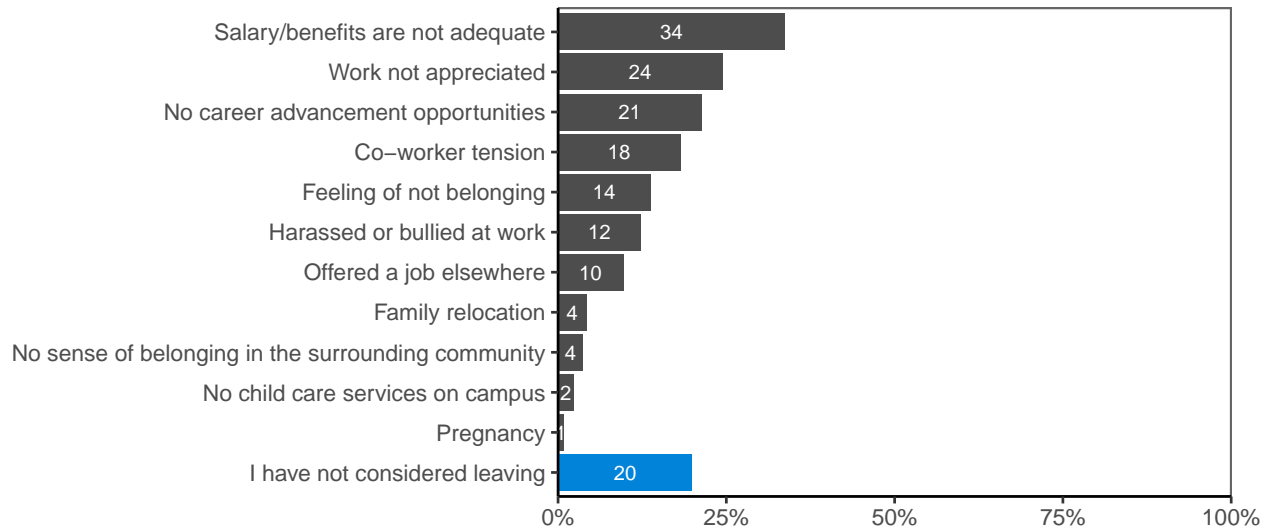


Figure 39. To what extent do you agree or disagree with the following statements about your work experience at our institution? (continued)

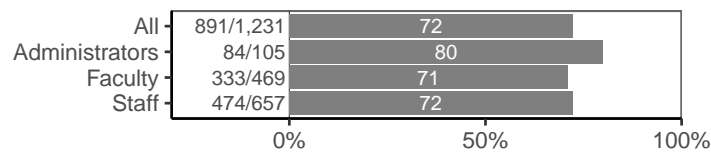


Respondents were asked if they have ever considered leaving Sacramento State and, if so, why. Figure 40 shows that the most common response, selected by about one-third of respondents, is “Salary/benefits are not adequate.” The next two most common responses are “Work not appreciated” (24%) and “No career advancement opportunities” (21%). Twelve percent of respondents said they had considered leaving due to being harassed or bullied at work. On the other hand, 20% of respondents said they have not considered leaving. Note from the lower plot that 28% of respondents skipped this question.

Figure 40. If you have ever considered leaving our institution, please tell us why

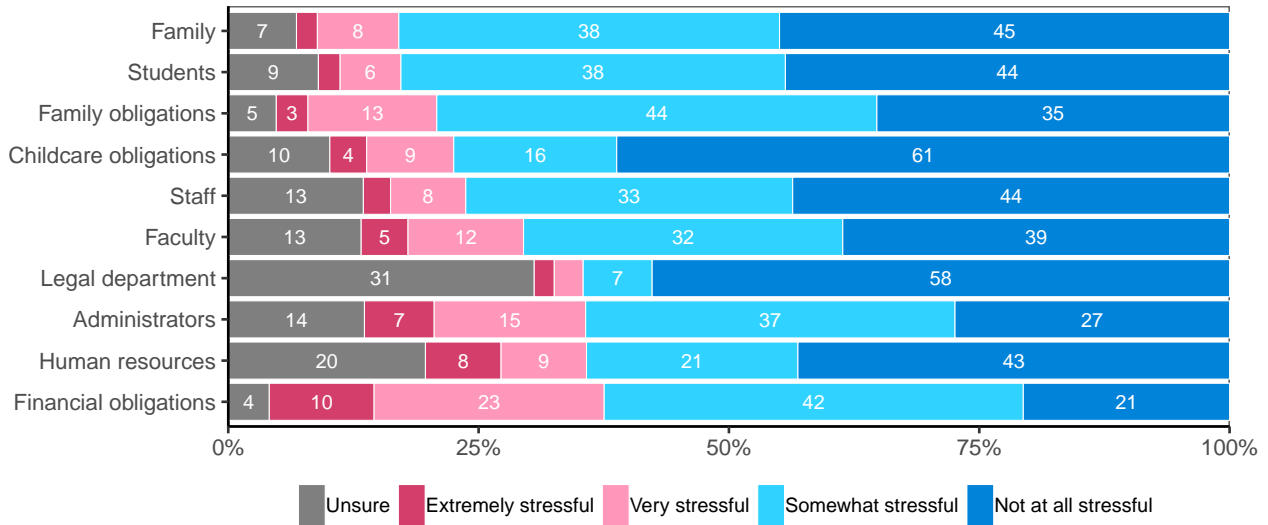


Number and percent answering question, by employee group

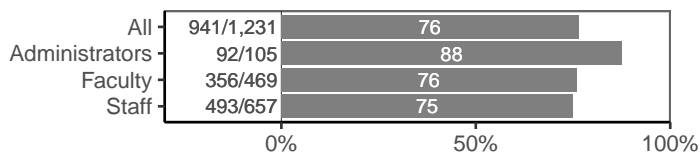


Respondents were asked to rate their level of stress from various work-related factors. As shown in Figure 41, financial obligations were the most common source of stress, selected by 33% of respondents as being “Very stressful” or “Extremely stressful.” Twenty-two percent of respondents picked administrators as “Very stressful” or “Extremely stressful.” Staff, family, and students were among the lowest sources of stress. Note that 24% of respondents skipped this question.

Figure 41. Please rate your level of stress from the following.

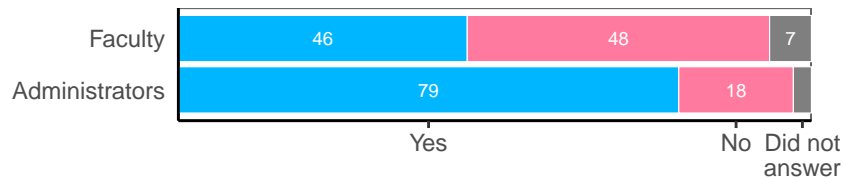


Number and percent answering question, by employee group



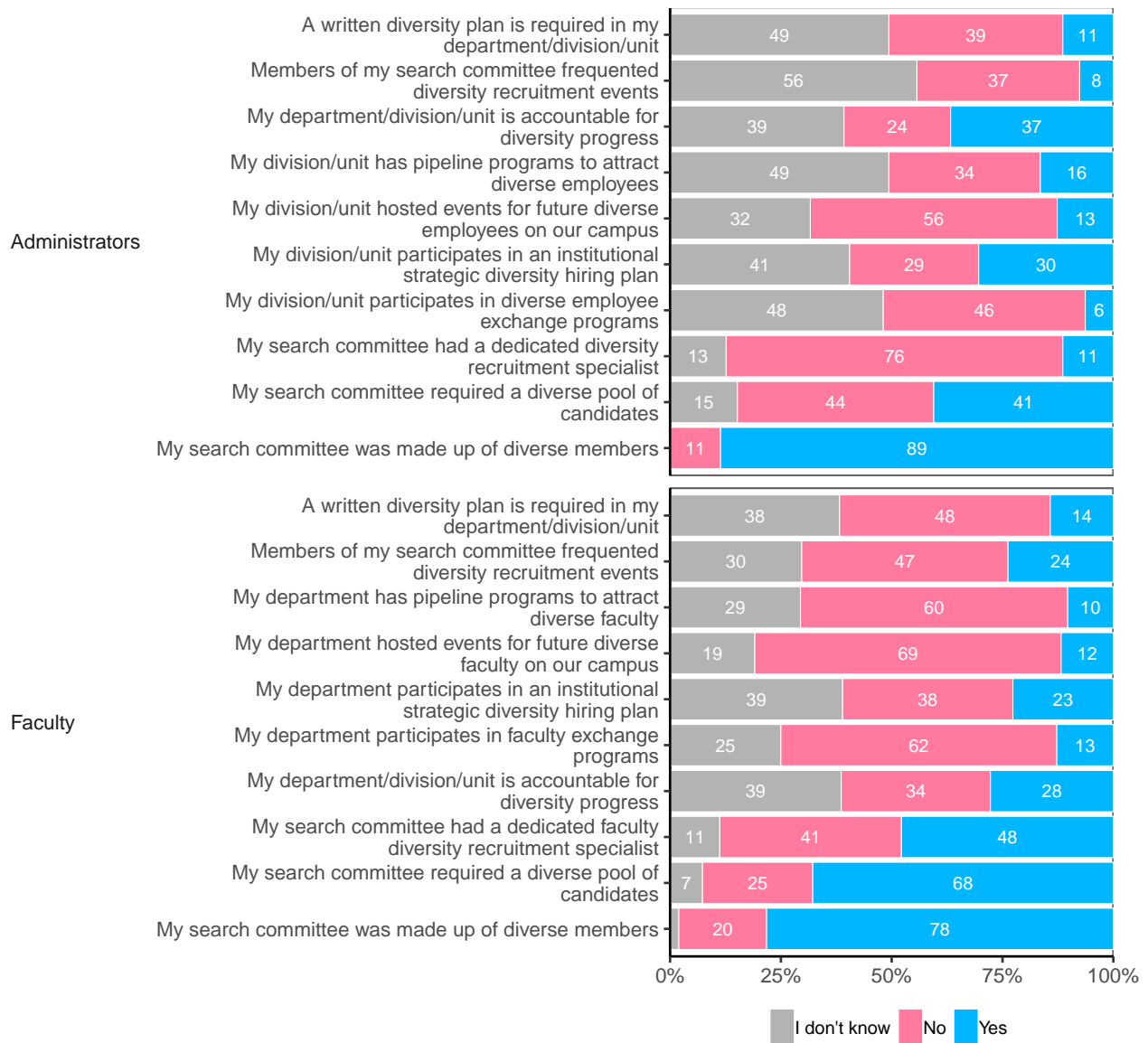
Faculty and administrators were asked whether they had served on a search committee during the last two years. Those who said they served on a search committee were then asked whether they agreed with a series of statements about their search committee and the processes in their department, division or unit. Figure 42 shows that 46% of faculty respondents and 79% of administrator respondents said they have served on a search committee. Figure 43 shows that, among those who had served on a search committee, 89% of administrators and 78% of faculty said their search committee was made up of diverse members.¹² On the other hand, most respondents either disagreed or did not now regarding whether their area has implemented procedures or processes for diverse hiring.

Figure 42. Have you served on a search committee in the past two years?

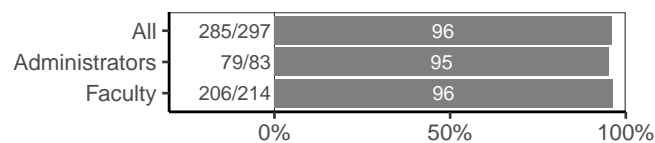


¹² Although respondents were asked whether they “agree” or “disagree” in the question, the answer choices were “Yes” and “No” rather than “Agree” and “Disagree.”

Figure 43. Of those who have served on a search committee: To what extent do you agree or disagree with the following statements regarding your search committee and department/division/unit processes?



Number and percent answering question, by employee group



9 Appendix. Demographics of Survey Respondents

Figures 44 and 45 summarize the ethnicity and gender identity of survey respondents. Numbers within each bar section are the percentages of respondents who chose a given response. Note that 31% of respondents did not provide information on their ethnicity and 29% did not provide information on their gender identity.¹³ Among those who did answer the questions, 65% were white and 65% were women. Figures 46 through 48 provide data on the units or departments the respondents work in and their length of employment at Sacramento State.

Figure 44. What is your race/ethnicity?

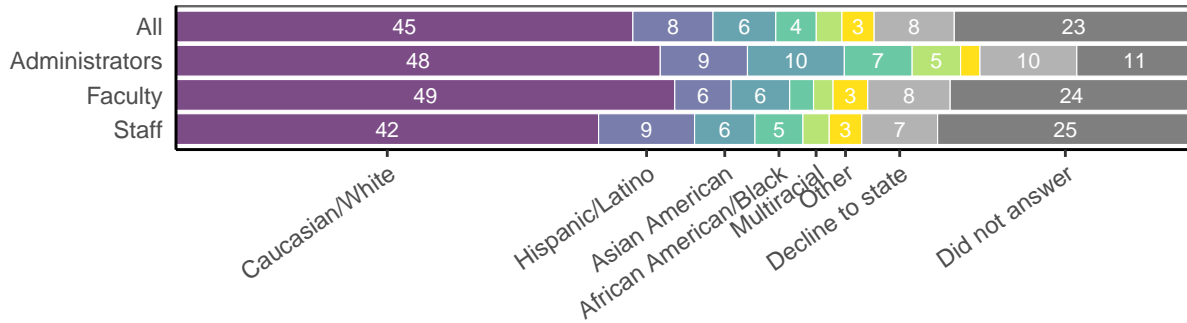


Figure 45. What is your gender identity?

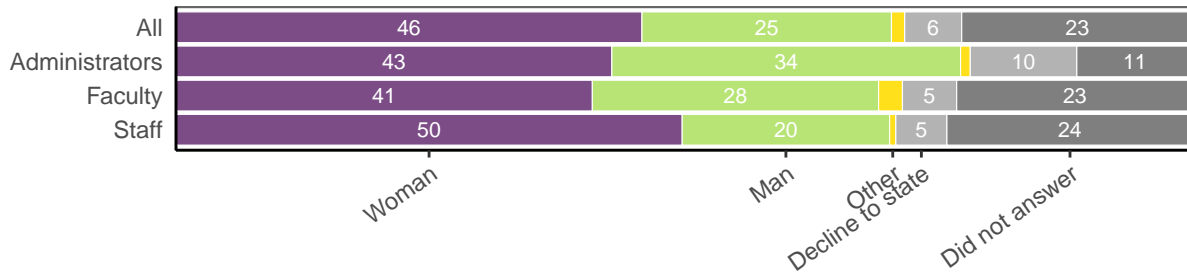
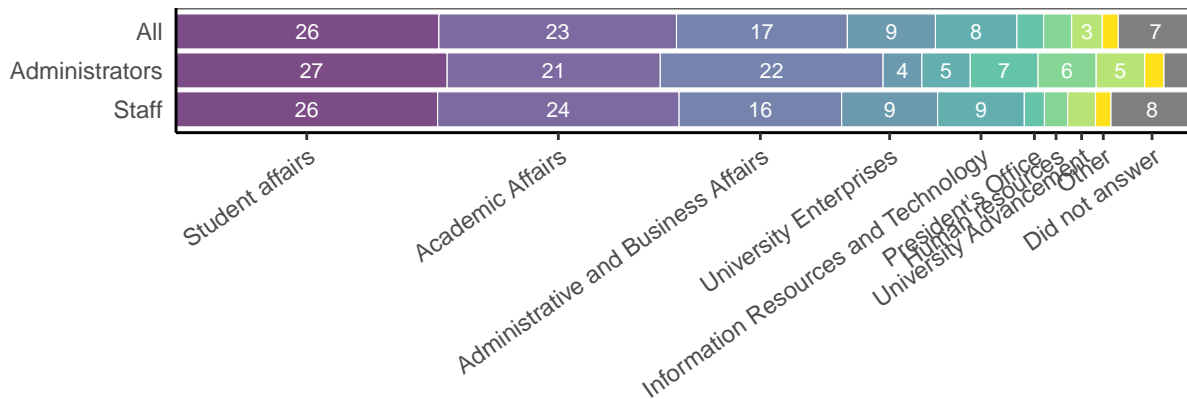


Figure 46. Administrators and Staff: Which area do you work in?



¹³“Decline to state” was an answer choice that respondents could select for this and some other questions in the survey. “Did not answer” means that the respondent skipped the question.

Figure 47. Faculty: Which area do you teach in?

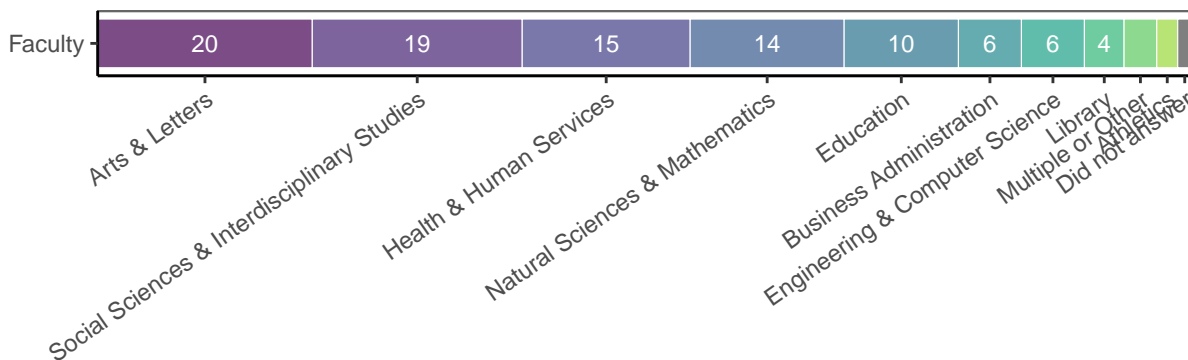


Figure 48. How long have you been employed here?

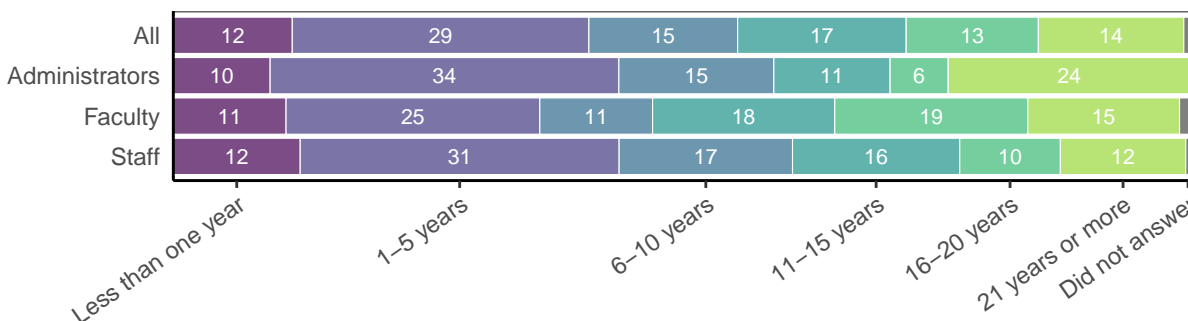


Figure 49 shows faculty type (Adjunct professor, Associate professor, etc.) by department. Results for all departments combined are at the bottom of each graph. Numbers along the left edge of each plot are the total number of faculty in each department who responded to the survey. The results in Figure 49 are somewhat difficult to interpret, because respondents could choose more than one response and potential responses included Professor, Assistant professor, Associate professor, Adjunct professor, Tenured, and Tenure-track.¹⁴ For the purposes of reporting the data in Figure 49, if a respondent chose one of the “Professor” responses, that was used as their response. If they chose one of the two “Tenure” responses, but not one of the “Professor” responses, then the “Tenure” response was used. Respondents who did not choose any of these responses were included in “Did not answer.” Note that 27% of respondents did not answer this question.

¹⁴ “Part-time” and “Full-time” were also potential responses, but we’ve excluded them for this analysis.

Figure 49. Which type of faculty member are you?

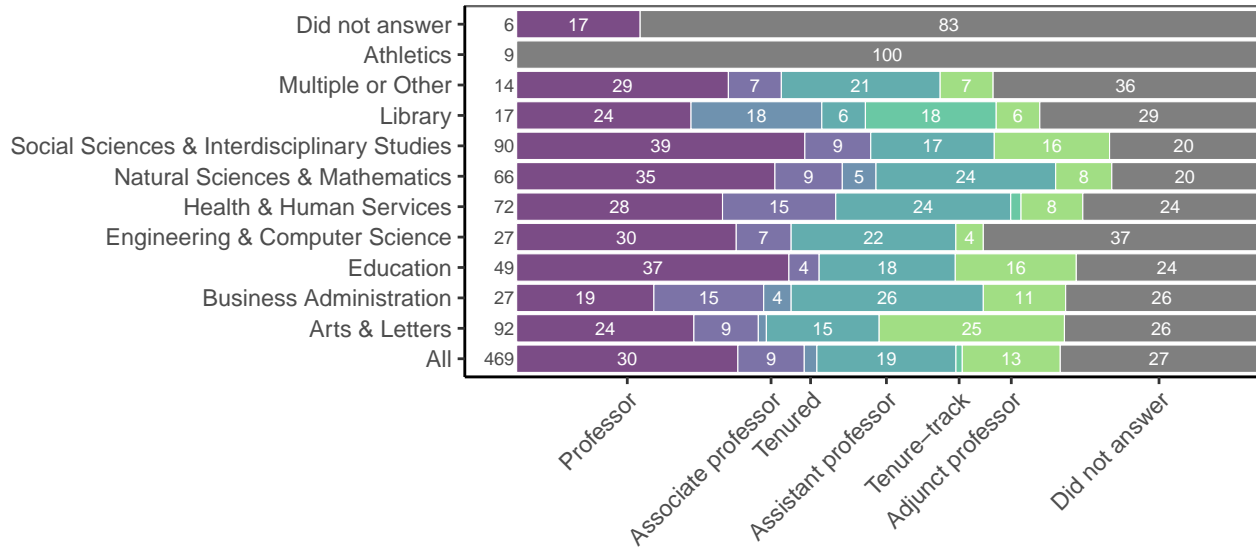


Figure 50 shows data on employee type by campus unit from the Staff survey. Respondents could choose more than one response from a list that included Part-time, Full-time, Temporary, Contract, Salaried, and Hourly. In Figure 50 we concatenated multiple responses together (separated by a forward slash) for each respondent and then determined percentages. Thus, for example, 63% of all respondents chose “Full-time” as their only response, while 20% chose “Full-time” and “Salaried.” “Other” combines all of the least common combinations of responses. Figure 51 shows data from the Administrator survey on type of administrator. The only choices were “Administrator” or “Senior Administrator.”

Figure 50. Which type of employee are you?

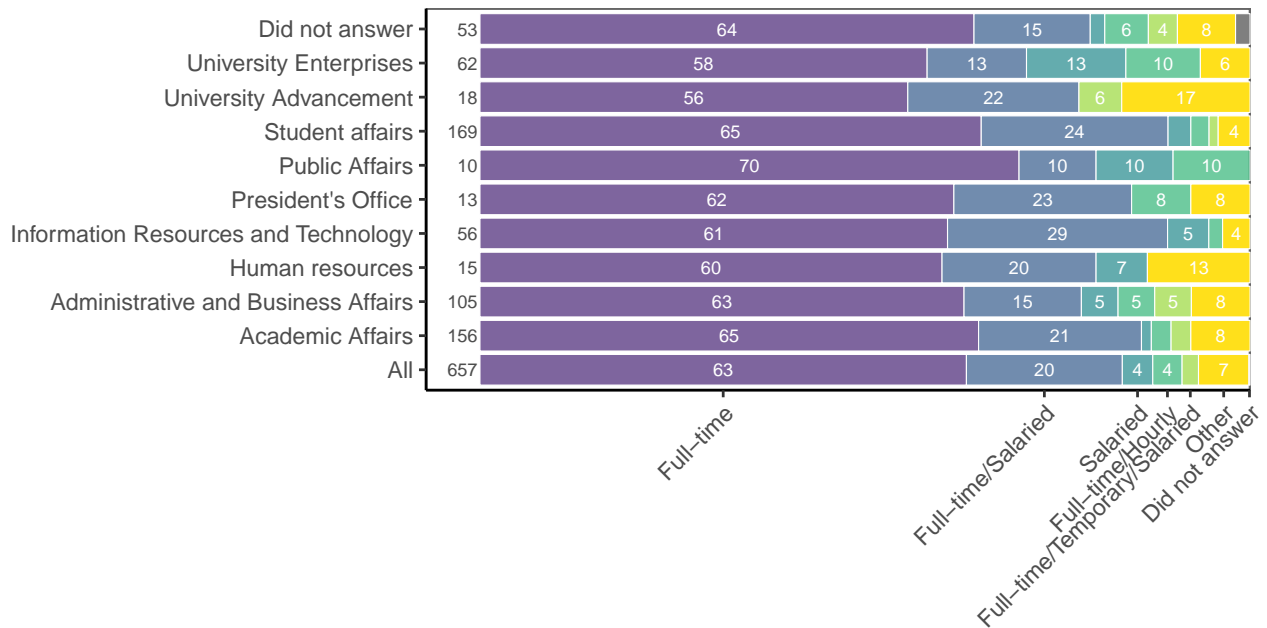


Figure 51. Which type of administrator are you?

