



# The Chronicle Great Colleges to Work For 2014

ModernThink  
 2014 Great Colleges Survey  
 California State University San Marcos  
 Department Spreadsheet - Full Data Set  
 Academic Affairs

	Overall		Academic Affairs													
	Positive Response	Negative Response	Arts (CHABSS)	Behavioral Sciences (CHABSS)	CHABSS Office of the Dean	CoEHHS Office of the Dean	Business Admin	College of Science and Math	Education (CoEHHS)	Extended Learning & International Programs	Health & Human Services (CoEHHS)	Humanities (CHABSS)	Instructional & Information Technology Services	Library	Office of the Provost. Includes scheduling, academic programs, first year programs, research & graduate studies, faculty affairs	Social Sciences (CHABSS)
Total number of survey respondents (178)			8	15	1	4	6	17	20	18	6	13	19	17	5	8
14 I can speak up or challenge a traditional way of doing something without fear of harming my career.	57	22	57	46	*	*	50	64	63	72	66	38	57	58	60	71
16 Promotions in my department are based on a person's ability.	44	32	71	64	*	*	60	50	47	56	50	50	15	35	60	42
18 Issues of low performance are addressed in my department.	39	36	40	64	*	*	16	41	38	68	33	38	15	31	33	50
44 This institution's policies and practices ensure fair treatment for faculty, administration and staff.	51	17	62	26	*	*	50	50	60	82	50	38	52	47	60	62
54 This institution has clear and effective procedures for dealing with discrimination.	69	16	62	26	*	*	80	73	83	100	66	61	82	73	60	71
<b>Fairness - Average</b>	<b>52</b>	<b>24</b>	<b>58</b>	<b>45</b>	<b>*</b>	<b>*</b>	<b>51</b>	<b>55</b>	<b>58</b>	<b>75</b>	<b>53</b>	<b>45</b>	<b>44</b>	<b>48</b>	<b>54</b>	<b>59</b>
<b>Respect &amp; Appreciation</b>																
9 I am regularly recognized for my contributions.	54	22	50	60	*	*	66	47	50	61	50	61	57	47	60	42
35 Our recognition and awards programs are meaningful to me.	40	32	33	28	*	*	16	40	47	70	66	23	31	37	60	50
45 At this institution, people are supportive of their colleagues regardless of their heritage or background.	69	11	62	33	*	*	83	94	65	88	50	53	89	62	80	62
52 We celebrate significant milestones and important accomplishments at this institution.	77	5	62	66	*	*	83	87	65	100	83	75	78	70	100	100
<b>Respect &amp; Appreciation - Average</b>	<b>60</b>	<b>17</b>	<b>51</b>	<b>46</b>	<b>*</b>	<b>*</b>	<b>62</b>	<b>67</b>	<b>56</b>	<b>79</b>	<b>62</b>	<b>53</b>	<b>63</b>	<b>54</b>	<b>75</b>	<b>63</b>
<b>California Ddate University San Marcos Custom Statements</b>																
61 People at CSUSM understand and value the benefits of a diverse workforce.	79	7	75	53	*	*	100	100	89	88	50	61	94	81	80	87
62 CSUSM presently employs a diverse workforce.	72	11	62	33	*	*	83	100	73	88	66	53	89	75	60	75
63 Senior Leadership is committed to achieving a diverse workforce.	76	9	75	46	*	*	100	94	80	100	83	61	78	73	60	85
64 The environment at this institution is supportive of the expression of different opinions, styles, and perceptions.	61	12	62	33	*	*	83	64	60	83	50	61	78	62	60	37
65 We are making good progress towards valuing differences.	65	10	62	33	*	*	66	76	68	88	66	53	89	62	60	62
66 This institution makes a genuine effort to involve a diverse group of faculty/staff on college initiatives.	70	9	62	46	*	*	83	76	73	100	66	38	89	73	60	71
67 This institution provides me with enough flexibility and support to meet the demands of my personal and family life.	73	7	62	73	*	*	83	70	84	77	66	46	89	75	40	87
68 We are good citizens/stewards in our local community.	82	1	62	73	*	*	100	88	85	100	83	76	84	92	60	87
69 Faculty and staff are encouraged to participate in community service activities.	77	8	62	66	*	*	83	76	95	94	83	76	72	66	80	75
70 People in my department are focused on solutions rather than blame.	60	14	50	73	*	*	16	64	65	94	50	61	42	52	80	75
71 Our institution's values guide decision-making throughout the institution not just in theory but also in our day-to-day actions.	58	14	50	33	*	*	33	66	75	94	50	41	55	43	60	75
72 I find personal meaning and fulfillment in my work.	79	6	75	73	*	*	83	88	95	94	83	84	73	76	60	100
<b>California Ddate University San Marcos Custom Statements - Average</b>	<b>71</b>	<b>9</b>	<b>63</b>	<b>52</b>	<b>*</b>	<b>*</b>	<b>76</b>	<b>80</b>	<b>78</b>	<b>91</b>	<b>66</b>	<b>59</b>	<b>77</b>	<b>69</b>	<b>63</b>	<b>76</b>
<b>Overall Survey Average 1 - 72</b>	<b>63</b>	<b>14</b>	<b>55</b>	<b>52</b>	<b>*</b>	<b>*</b>	<b>65</b>	<b>66</b>	<b>68</b>	<b>82</b>	<b>62</b>	<b>55</b>	<b>62</b>	<b>60</b>	<b>65</b>	<b>72</b>
<b>Overall Survey Average 1 - 60</b>	<b>62</b>	<b>15</b>	<b>54</b>	<b>52</b>	<b>*</b>	<b>*</b>	<b>63</b>	<b>64</b>	<b>67</b>	<b>81</b>	<b>61</b>	<b>54</b>	<b>59</b>	<b>58</b>	<b>65</b>	<b>71</b>

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Unless specifically noted, the numbers represent the percentage of positive responses. To protect the anonymity of your employees we do not report data for categories with fewer than 5 respondents.