## The Chronicle Great Colleges to Work For 2014

ModernThink	Overall Academic Affairs															
2014 Great Colleges Survey				_											ري م	
California State University San Marcos				Behavioral Sciences (CHABSS)	an	an		ath					Ę		includes program ssearch 8 ulty affair	6
Department Spreadsheet - Full Data Set				(CH)	ie Dean	e Dean		M pu	_	رد ms	vices	s)	matio s			ABS
Academic Affairs	nse	onse		ences	of th	of th	_	nce a	SHHS	ing 8 ogra	n Ser	IABS	Infor rvice:		Provost academic ograms, re idies, facu	s (CH
	espo	Sespo	BSS)	I Scie	Office	Office	Admi	f Scie	(CoE	Learı nal Pı	Huma	is (CF	nal & ay Se		the Provost ng, academi, programs, r studies, fac	ence:
	Positive Response	Negative Response	Arts (CHABSS)	aviora	CHABSS Office of the	CoEHHS Office of the	Business Admin	College of Science and Math	Education (CoEHHS)	Extended Learning & International Programs	Health & Human Servic (CoEHHS)	Humanities (CHABSS)	Instructional & Information Technology Services	۲.	ice of the l ieduling, a t year pro duate stud	Social Sciences (CHABSS)
	Posit	Nega	Arts	Beha	CHAI	CoE	Busi	Colle	Educ	Exter	Healt (CoE	Hum	Instri Tech	Library	Offic sche first grad	Soci
Total number of survey respondents (178)			8	15	1	4	6	17	20	18	6	13	19	17	5	8
Job Satisfaction/Support		-	8	15	1	4	ю	17	20	18	в	13	19	- 17	5	8
1 My job makes good use of my skills and abilities.	78	7	75	80	*	*	83	82	95	88	66	69	68	76	80	87
2 I am given the responsibility and freedom to do my job. 4 I am provided the resources I need to be effective in my job.	79 64	5 14	87 37	66 33	*	*	83 66	82 64	85 55	94 77	66 66	61 38	63 73	94 88	60 60	87 50
Job Satisfaction/Support - Average	73	8	66	59	*	*	77	76	78	86	66	56	68	86	66	74
Teaching Environment <sup>33</sup> There is a good balance of teaching, service and research at this institution.	63	17	57	42	*	*	100	62	65	100	83	38	52	58	80	50
40 Teaching is appropriately recognized in the evaluation and promotion process. 51 There is appropriate recognition of innovative and high quality teaching.	71 69	12 11	71 50	71 64	*	*	60 33	75 81	66 72	90 92	83 66	61 69	36 60	90 80	100 80	75 87
Teaching Environment - Average	67	13	59	59	*	*	64	72	67	92 94	77	56	49	76	86	70
Professional Development     I am given the opportunity to develop my skills at this institution.	66	11	75	46	*	*	50	58	70	77	66	46	68	64	80	75
10 I understand the necessary requirements to advance my career.	67	17	85	80	*	*	83	70	78	55	66	69	52	58	60	62
Professional Development - Average Compensation, Benefits & Work/Life Balance	66	14	80	63	*	*	66	64	74	66	66	57	60	61	70	68
Lompensation, Benefits & Work/Life Balance	26	53	37	6	*	*	0	29	35	27	50	0	31	35	20	37
34 This institution's benefits meet my needs. 47 My supervisor/department chair supports my efforts to balance my work and personal life.	77 78	6 9	71 37	66 80	*	*	66 50	75 70	77 68	94 88	66 83	53 83	84 94	82 81	60 80	100 87
53 This institution's policies and practices give me the flexibility to manage my work and personal life.	73	10	75	73	*	*	83	76	78	77	50	53	94	64	60	87
Compensation, Benefits & Work/Life Balance - Average Facilities	63	19	55	56	*	*	49	62	64	71	62	47	75	65	55	77
29 The institution takes reasonable steps to provide a safe and secure environment for the campus.	78	5	62	40	*	*	100	76	80	100	83	76	89	82	80	87
The facilities (e.g., classrooms, offices, laboratories) adequately meet my needs.     Facilities - Average	64 71	12 8	25 43	66 53	*	*	100 100	47 61	47 63	82 91	50 66	61 68	77 83	82 82	40 60	75 81
Policies, Resources & Efficiency			10				100	01	00	01	00	00	00			0.
17 Our review process accurately measures my job performance. 28 My department has adequate faculty/staff to achieve our goals.	54 25	25 47	62 37	73 6	*	*	50 16	58 17	63 25	60 44	83 66	53 30	31 10	56 23	50 20	37 37
30         Our orientation program prepares new faculty, administration and staff to be effective.	52	17	28	53	*	*	80	37	52	52	66	72	43	69	40	71
<ul> <li><sup>49</sup> This institution actively contributes to the community.</li> <li><sup>50</sup> This institution places sufficient emphasis on having diverse faculty, administration and staff.</li> </ul>	85 76	2 10	62 62	73 40	*	*	83 100	87 94	90 80	100 100	83 66	76 53	94 94	92 68	100	100 75
57 This institution is well run.	58	11	37	33	*	*	66	58	75	94	50	46	52	40	60	62
Policies, Resources & Efficiency - Average Shared Governance	58	18	48	46	*	*	65	58	64	75	69	55	54	58	61	63
38 The role of faculty in shared governance is clearly stated and publicized.	66	11	75	57	*	*	50	60	70	92	66	38	73	50	80	100
<ol> <li>Faculty are appropriately involved in decisions related to the education program (e.g., curriculum development, evaluation).</li> <li>Faculty, administration and staff are meaningfully involved in institutional planning.</li> </ol>	62 42	14 19	37 37	28 20	*	*	66 33	53 56	73 55	100 81	66 50	58 23	76 33	58 35	100 50	87 50
Shared Governance - Average	56	14	49	35	*	*	49	56	66	91	60	39	60	47	76	79
Pride 5 I understand how my job contributes to this institution's mission.	87	2	75	73	*	*	100	94	95	94	83	76	89	100	80	87
25 Overall, my department is a good place to work. 36 I am proud to be part of this institution.	79 79	8 5	75 62	80 66	*	*	83 83	82 88	90 80	94 100	50 66	76 76	68 78	82 76	80 60	87 100
59 This institution's culture is special - something you don't find just anywhere.	60	19	37	40	*	*	16	76	75	83	50	53	57	52	60	100
60 All things considered, this is a great place to work.  Pride - Average	73 75	10 8	75 64	46 61	*	*	66 69	82 84	85 85	88 91	50 59	61 68	68 72	70 76	60 68	100 94
Supervisors/Department Chairs																
3 My supervisor/department chair makes his/her expectations clear. 7 I receive feedback from my supervisor/department chair that helps me.	74 66	11 15	66 57	86 73	*	*	80 25	70 58	84 72	83 77	66 66	84 76	57 52	64 58	60 60	75 75
12 I believe what I am told by my supervisor/department chair.	64	9	71	66	*	*	40	58	65	83	66	53	52	70	60	75
<ul> <li><sup>15</sup> My supervisor/department chair regularly models this institution's values.</li> <li><sup>19</sup> My supervisor/department chair is consistent and fair.</li> </ul>	76 72	10 12	62 62	86 80	*	*	80 80	70 70	80 85	88 83	66 50	76 84	78 63	70 64	75 60	87 87
20 My supervisor/department chair actively solicits my suggestions and ideas. 24 I have a good relationship with my supervisor/department chair.	66 85	13 6	28 62	73 80	*	*	80 100	64 88	75 85	88 94	50 66	76 92	52 89	70 82	60 80	85 87
24 I nave a good relationship with my supervisor/department chair. Supervisors/Department Chairs - Average	85 71	10	58	80 77	*	*	69	88 68	85 78	94 85	61	92 77	63	82 68	65	87
Senior Leadership 27 Senior leadership provides a clear direction for this institution's future.	53	18	62	46	*	*	83	68	60	66	50	38	42	47	60	71
32 Our senior leadership has the knowledge, skills and experience necessary for institutional success.	63	14	57	46	*	*	83	56	75	100	66	46	63	62	60	75
<ul> <li>37 Senior leadership shows a genuine interest in the well-being of faculty, administration and staff.</li> <li>41 Senior leadership communicates openly about important matters.</li> </ul>	51 48	21 21	42 42	40 13	*	*	66 83	64 52	60 60	70 83	66 66	46 30	52 42	25 31	60 40	71 62
48 Senior leadership regularly models this institution's values.	64	18	50	46	*	*	83	68	65	88	66	53	73	46	80	71
56 I believe what I am told by senior leadership. Senior Leadership - Average	44 53	19 18	42 49	20 35	*	*	50 74	47 59	50 61	66 78	66 63	38 41	47 53	25 39	60 60	50 66
Faculty, Administration & Staff Relations																
46 Faculty, administration and staff work together to ensure the success of institution programs and initiatives. 55 There is regular and open communication among faculty, administration and staff.	58 44	13 19	50 25	40 40	*	*	83 16	64 58	75 55	81 94	50 50	46 46	68 31	50 23	60 40	37 62
Faculty, Administration & Staff Relations - Average	51	16	37	40	*	*	49	61	65	87	50	46	49	36	50	49
Communication           8 When I offer a new idea, I believe it will be fully considered.	62	16	66	53	*	*	50	62	60	77	66	53	63	58	60	57
21 In my department, we communicate openly about issues that impact each other's work.	60	16	25 42	71 53	*	*	50	50	78	77	50	53	52	58 58	60 60	75 62
22 Changes that affect me are discussed prior to being implemented. 43 At this institution, we discuss and debate issues respectfully to get better results.	46 48	22 17	50	20	*	*	16 33	56 56	47 60	44 94	50 50	46 38	36 63	25	60	57
Communication - Average	54	17	45	49	*	*	37	56	61	73	54	47	53	49	60	62
13 We have opportunities to contribute to important decisions in my department.	65	12	57	66	*	*	66	70	65	72	50	69	52	64	100	85
23 People in my department work well together. 26 I can count on people to cooperate across departments.	62 49	10 15	50 37	71 53	*	*	83 66	50 53	70 38	83 77	50 50	53 38	63 42	47 35	80 100	62 71
58 There's a sense that we're all on the same team at this institution.	49	24	37	40	*	*	66	58	60	77	50	30	47	31	60	75
Collaboration - Average	56	15	45	57	*	*	70	57	58	77	50	47	51	44	85	73
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ModernThink 2014 Great Colleges Survey California State University San Marcos Department Spreadsheet - Full Data Set Academic Affairs	Ove	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
Fairness - Average	52	24	58	45	*	*	51	55	58	75	53	45	44	48	54	59
Respect & Appreciation																
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
4s 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
Respect & Appreciation - Average	60	17	51	46	*	*	62	67	56	79	62	53	63	54	75	63
California Dtate University San Marcos Custom Statements																
of 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
er 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
California Dtate University San Marcos Custom Statements - Average	71	9	63	52	*	*	76	80	78	91	66	59	77	69	63	76
Overall Survey Average 1 - 72	63	14	55	52	*	*	65	66	68	82	62	55	62	60	65	72
Overall Survey Average 1 - 60	62	15	54	52	*	*	63	64	67	81	61	54	59	58	65	71
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