

Faculty (by Ethnicity, Majority/Minority)---General Climate 2008

		Very little emphasis	Some emphasis	A great deal	Not Enough Information to Respond
Please indicate how much emphasis you believe SMC currently places on:	None at all				
Increasing representation of people of color in the faculty (Majority)	19.3%	53.2%	20.0%	1.8%	5.5%
(Minority)	21.8%	40.0%	29.0%	5.5%	3.6%
Increasing representation of people of color in the staff	11.1%	44.4%	16.7%	4.6%	23.1%
	9.3%	46.3%	27.8%	1.9%	14.8%
Increasing representation of people of color in the administration	3.7%	35.5%	21.8%	9.3%	19.6%
<i>Significant difference at p<.06</i>	9.3%	20.4%	37.0%	20.4%	13.0%
Developing a sense of community among students, staff, and faculty	27.5%	53.0%	16.5%	1.8%	0.9%
	37.0%	42.6%	48.0%	5.6%	0.0%
Helping students learn how to bring about positive change in society	43.1%	49.5%	6.4%	0.0%	0.9%
	50.9%	41.5%	7.5%	0.0%	0.0%
Promoting a campus climate where differences of opinion are regularly aired openly	14.7%	49.5%	28.4%	6.4%	0.9%
	17.0%	32.1%	39.6%	9.4%	1.9%
Developing appreciation for a multicultural society on campus	29.4%	50.5%	17.4%	1.8%	0.9%
	30.8%	42.3%	26.9%	0.0%	0.0%
Developing an inclusive community	23.9%	52.3%	17.4%	5.5%	0.9%
	33.3%	33.3%	27.5%	3.9%	2.0%
Recruiting high achieving students	18.3%	46.8%	21.2%	1.8%	11.9%
	11.3%	52.8%	24.5%	1.9%	9.4%
Encouraging collaboration between offices	1.8%	33.0%	36.7%	7.3%	21.1%
	5.7%	35.8%	26.4%	17.0%	15.1%
					Not Enough Information to Respond
How much emphasis do you think SMC should place on these place on these areas?	None at all	Very little emphasis	Some emphasis	A great deal	Not Enough Information to Respond
Increasing representation of people of color in the faculty (Majority)	50.5%	42.2%	3.7%	2.8%	0.9%
(Minority)	65.5%	34.5%	0.0%	0.0%	0.0%
Increasing representing of people of color in the staff	42.6%	44.4%	6.5%	2.8%	3.7%
	51.9%	42.6%	0.0%	0.0%	5.6%
Increasing representation of people of color in the administration	43.0%	46.7%	3.7%	2.8%	3.7%
	50.0%	44.4%	1.9%	1.9%	1.9%
Developing sense of community among students, staff, and faculty	74.0%	24.0%	0.9%	0.0%	0.9%
	83.0%	17.0%	0.0%	0.0%	0.0%
Helping students learn how to bring about positive change in society	65.7%	29.6%	4.6%	0.0%	0.0%
	66.0%	32.1%	1.9%	0.0%	0.0%
Promoting a campus climate where differences of opinion are regularly aired openly	72.2%	25.9%	0.9%	0.0%	0.9%
<i>Significant difference at p<.065</i>	90.6%	9.4%	0.0%	0.0%	0.0%
Developing appreciation for a multicultural society on campus	61.1%	28.7%	0.0%	0.0%	0.9%
<i>Significant difference at p<.05</i>	82.7%	15.4%	10.9%	0.0%	0.0%
Developing an inclusive community	70.4%	28.7%	0.0%	0.0%	0.9%
	82.4%	17.6%	0.0%	0.0%	0.0%
Recruiting high achieving students	54.6%	42.6%	1.9%	0.0%	0.9%
	60.4%	39.6%	0.0%	0.0%	0.0%
Encouraging collaboration between offices	53.8%	33.0%	0.9%	0.0%	12.3%
	56.6%	39.6%	1.9%	0.0%	1.9%

How often have you seen or heard insensitive or disparaging comments, behaviors or gestures directed towards people on this campus who are:

	Never	Seldom	Occasionally	Frequently
Men (Majority)	35.5%	40.2%	21.5%	2.8%
(Minority)	42.0%	26.0%	26.0%	6.0%
Women	33.0%	24.0%	33.0%	9.3%
	23.0%	14.0%	51.0%	11.8%
People of Color	42.0%	25.0%	29.6%	2.8%
<i>Significant difference at p<.02</i>	22.0%	27.0%	39.2%	11.8%
Disabled	58.9%	32.7%	7.5%	0.9%
<i>Significant difference at p<.07</i>	47.1%	37.3%	13.7%	2.0%
Sexual Orientation	37.0%	21.3%	31.5%	10.2%
	17.6%	31.4%	33.3%	17.6%
Religious Affiliation	47.2%	22.2%	25.9%	4.6%
	33.3%	39.0%	25.5%	2.0%
Age	49.5%	28.6%	20.0%	1.9%
	37.5%	35.4%	22.9%	4.2%

Have you been harassed or discriminated against on campus because of your:

	Never	Seldom	Occasionally	Frequently
Gender (Majority)	53.2%	22.0%	21.1%	3.7%
(Minority) <i>Significant difference at p<.07</i>	36.0%	22.0%	30.0%	12.0%
Political Views	63.3%	22.0%	11.9%	2.8%
	46.9%	26.5%	18.4%	8.2%
Ethnicity	80.7%	13.8%	3.7%	1.8%
<i>Significant difference at p<.0001</i>	50.0%	18.0%	18.0%	14.0%
Sexual Orientation	85.3%	8.3%	4.6%	1.8%
	78.0%	16.0%	2.0%	4.0%
Disability	94.5%	2.8%	1.8%	0.9%
	85.4%	8.3%	2.1%	4.2%
Language or Accent	89.0%	8.3%	1.8%	0.9%
<i>Significant difference at p<.06</i>	78.0%	8.0%	10.0%	4.0%
Religion	73.4%	17.4%	6.4%	2.8%
	65.3%	20.4%	12.2%	2.0%
Age	80.7%	9.2%	8.3%	1.8%
<i>Significant difference at p<.06</i>	61.2%	14.3%	18.4%	6.1%

In the past two years, have you attended an organized activity designed to promote sensitivity towards issues of diversity at SMC that was not "mandatory"?

	Yes	No
Majority	72.2%	27.8%
Minority	85.3%	14.7%

	Disagree Strongly/Disagree	Neither agree/disagree	Agree/Strongly agree
I believe my responses on this survey will have an impact on the SMC campus climate.			
Majority	23.5%	36.8%	39.6%
Minority	30.4%	39.4%	30.3%

Faculty (by Ethnicity, Majority/Minority)---Campus Diversity 2008

Indicate the extent to which you agree or disagree with the following statements:	Strongly Disagree/ Disagree	Neither Disagree or Agree	Strongly Agree/ Agree
I know how to officially report any racist, sexist, or other offensive behaviors (Majority)	15.8%	8.3%	75.9%
(Minority)	27.6%	2.8%	69.4%
My opinions/inputs are valued at SMC	22.9%	21.0%	56.0%
	35.0%	19.0%	46.0%
The college should use its resources to help underprepared students succeed	7.6%	16.2%	76.2%
	2.7%	10.8%	86.4%
I fear for my physical safety on campus because of my ethnicity or gender	93.4%	4.7%	1.9%
	86.5%	10.8%	2.7%
It is important to me to have friends who are part of the same ethnic group as my own	41.1%	39.3%	19.7%
	47.2%	22.2%	30.5%
I fear for my physical safety on campus because of my sexual orientation	89.8%	7.4%	2.8%
	83.8%	13.5%	2.7%
I feel uncomfortable disclosing my sexual orientation to my colleagues on campus	76.9%	12.0%	11.2%
	67.5%	18.9%	13.5%
A diverse student body enhances the educational experiences of all students	3.6%	3.7%	92.7%
	0.0%	0.0%	100.0%
I feel uncomfortable discussing racially sensitive topics on campus with members of other races/ethnicities	50.9%	21.3%	27.7%
<i>Significant difference at p<.09</i>	67.5%	54.0%	19.1%
In order to "fit in" at SMC, I often feel I need to change some of my personal characteristics (e.g. language, name, appearance)	69.4%	14.8%	15.8%
	50.0%	16.7%	33.3%
I feel awkward in situations at SMC in which I am the only person of my ethnic group	65.7%	21.9%	12.4%
<i>Significant difference at p<.06</i>	44.5%	30.6%	25.0%
I value the work that is being done by the Intercultural Center	3.7%	52.8%	43.3%
	5.8%	29.4%	64.7%
I feel comfortable talking about my religion on campus	31.5%	16.7%	51.8%
<i>Significant difference at p<.09</i>	44.5%	27.8%	27.8%
I believe more consideration should be given to the needs and interests of disabled	4.6%	58.9%	36.4%
<i>Significant difference at p<.009</i>	11.4%	31.4%	57.2%

Faculty (by Ethnicity, Majority/Minority)---The Working Environment 2008

How satisfied are you with the following aspects of your job?	Very	Neither	Satisfied /Very Satisfied
	Dissatisfied/ Dissatisfied	Satisfied Nor Dissatisfied	
Opportunity for scholarly and creative pursuits (Majority)	32.4%	13.0%	54.6%
(Minority)	47.2%	8.3%	44.5%
Teaching load	30.8%	16.3%	52.9%
	48.6%	8.1%	43.2%
Class size	7.7%	14.3%	78.1%
	18.9%	13.5%	67.6%
Quality of students	38.1%	29.7%	37.8%
	32.4%	29.7%	37.8%
Office space	38.9%	8.3%	52.7%
	43.2%	43.5%	43.2%
Autonomy and independence	8.3%	15.7%	76.0%
<i>Significant difference at p<.05</i>	21.6%	13.5%	64.9%
Professional relationships with other faculty	18.7%	16.8%	64.5%
	32.4%	10.8%	56.8%
Social relationships with other faculty	18.7%	31.8%	49.5%
	29.7%	24.3%	45.9%
Competency of faculty colleagues	20.7%	17.9%	61.3%
	21.6%	18.9%	59.4%
Overall job satisfaction	10.2%	12.1%	76.8%
<i>Significant difference at p<.06</i>	21.6%	21.6%	56.7%
	Very	Neither	
How satisfied are you with the following aspects of the college:	Dissatisfied/ Dissatisfied	Satisfied Nor Dissatisfied	Satisfied /Very Satisfied
Academic Senate leadership	16.2%	49.5%	34.3%
	14.3%	62.9%	21.9%
Quality of interaction w/students outside the classroom	14.1%	22.6%	63.2%
	10.8%	18.9%	70.2%
Campus administrative leadership	34.9%	34.0%	31.1%
	37.1%	34.3%	28.6%
Academic Freedom	10.3%	17.0%	72.7%
	13.5%	24.3%	62.1%
Extent to which campus administration willingly shares important information with you	34.6%	33.6%	31.8%
	37.1%	28.6%	34.3%
	Very	Neither	
Indicate the extent to which you agree or disagree with the following statements about tenure and promotion:	Dissatisfied/ Dissatisfied	Satisfied Nor Dissatisfied	Satisfied /Very Satisfied
I have sufficient opportunities to meet with my chair.(Majority)	6.0%	15.2%	78.8%
(Minority)	19.5%	11.1%	69.5%
I receive adequate advice on tenure and promotion	20.2%	21.3%	58.5%
	27.8%	27.8%	44.4%
My service to the college is rewarded by my department	22.2%	27.3%	50.5%
	31.4%	17.1%	51.5%
The subject matter of my research and scholarly work is valued	25.5%	27.6%	47.0%
	27.8%	27.8%	44.4%
The rank and tenure process is fair and equitable.	27.8%	30.9%	41.2%
	22.9%	37.1%	40.0%

	Strongly Disagree/Disagree	Neither Disagree or Agree	Strongly Agree
Indicate the extent to which you agree/disagree with the following statements:			
My department is supportive of the faculty's use of various teaching styles.(Majority)	13.1%	8.4%	78.5%
(Minority)	14.8%	11.8%	73.5%
Faculty who are openly critical of my department's administration have no cause for fear of retribution.	30.2%	23.6%	46.0%
	28.2%	14.0%	46.6%
Faculty who are openly critical of the College's administration have no cause for fear of retribution.	37.1%	34.3%	28.6%
<i>Significant difference at p<.04</i>	54.6%	21.2%	24.2%
I believe I am asked to serve on more committees than other colleagues within my	43.2%	27.5%	29.4%
	40.6%	28.1%	31.3%
Student diversity is appreciated by the faculty on this campus	17.0%	21.7%	61.3%
	29.1%	23.5%	47.0%
Faculty of color are adequately represented on important faculty committees	51.9%	40.4%	7.7%
	71.8%	18.8%	9.3%
Female faculty receive the same level of support as male faculty	26.3%	31.1%	47.7%
	42.4%	12.2%	45.4%
Senior faculty are supportive of junior faculty in my department	21.1%	17.3%	61.5%
	23.6%	8.8%	67.6%
I would recommend SMC as a good place to work	15.0%	15.0%	70.0%
	32.4%	14.7%	52.9%
My course presentations are designed to accommodate a variety of learning styles	7.6%	8.6%	83.8%
	5.9%	8.8%	85.3%
Faculty morale is good on this campus	40.9%	32.4%	26.7%
<i>Significant difference at p<.01</i>	55.8%	8.8%	35.3%
My colleagues are committed to the curtailment of sexual harassment	2.9%	30.5%	66.7%
<i>Significant difference at p<.0001</i>	26.5%	11.8%	61.7%
Subtle discrimination is tolerated on this campus	22.9%	26.7%	50.5%
<i>Significant difference at p<.0001</i>	26.4%	14.7%	64.8%
I am treated with respect by my colleagues	13.3%	10.5%	76.2%
	27.6%	18.2%	54.6%
There is too much emphasis placed on incorporating racial/ethnic issues or other non-Western ideas in GE courses	57.7%	29.8%	12.5%
	67.6%	20.6%	11.8%
My department encourages its faculty to incorporate multiple ethnic and gender specific material into their curriculum	25.4%	19.8%	54.7%
	15.1%	24.2%	60.6%
The process by which complaints and grievances against faculty are resolved is fair and equitable	26.9%	48.1%	53.0%
	39.4%	51.5%	9.1%
Administrators actively support shared governance	40.4%	37.5%	22.1%
<i>Significant difference at p<.04</i>	43.3%	33.3%	43.3%
I feel supported by my dean	16.3%	24.0%	59.6%
	21.8%	28.1%	50.0%
Efforts to reexamine the curriculum or pedagogical practices are rewarded at SMC	20.0%	32.4%	47.6%
	26.5%	26.5%	47.0%
My department is free of incidents of verbal abuse	30.5%	15.0%	54.5%
	42.2%	27.8%	30.0%
In its faculty searches in the last 5 years, my department made an honest effort to hire faculty of color	11.5%	25.0%	63.5%
<i>Significant difference at p<.04</i>	20.6%	14.7%	64.7%
Special funds and release time to enhance participation in research or professional development are adequate	55.8%	26.0%	18.4%
	68.8%	15.6%	15.4%
The evaluation process for lecturers is fair and equitable	26.0%	48.0%	24.0%
<i>Significant difference at p<.04</i>	30.3%	48.5%	21.2%

Faculty (by Ethnicity, Majority/Minority)---Demographic Information 2008

Gender	Male	Female						
Majority	52.3%	48.2%						
Minority	47.7%	51.8%						
Religious Affiliation	Catholic	Protestant	Jewish	Other Christian	Other non-Christian	Atheist Agnostic	Decline to State	
Majority	33.7%	19.4%	8.2%	1.0%	8.2%	19.4%	10.2%	
Minority	23.3%	10.0%	3.3%	0.0%	13.3%	20.0%	30.0%	
Ethnicity	African American	Asian Pacific/ Islander	Latino	White	Other			
	2.2%	5.1%	9.6%	80.7%	3.0%			
Biracial/Multiracial	No	Yes						
Majority	94.4%	5.6%						
Minority	73.3%	26.7%						
Sexual Orientation	Heterosexual	Gay/ Lesbian/ Bisexual	Decline to State					
Majority	81.7%	12.0%	7.3%					
Minority	59.4%	3.1%	37.5%					
Citizenship Status	U.S. Citizen	Permanent Resident	Foreign					
Majority	97.2%	1.8%	0.9%					
Minority	96.9%	3.1%	0.0%					
Primary Language	English (only)	English (primary & secondary)	English (not primary & secondary)					
Majority	49.5%	45.9%	4.6%					
Minority	28.1%	65.6%	6.2%					
What is your primary school affiliation?	SOLA	SEBA	SOS	SOE				
Majority	52.5%	8.9%	21.8%	16.8%				
Minority	77.4%	6.5%	6.5%	9.7%				
What is your current academic rank?	Adjunct	Lecturer	Assistant Professor	Associate Professor	Full Professor			
Majority	16.7%	10.8%	9.8%	27.5%	35.3%			
Minority	15.6%	12.5%	12.5%	21.9%	37.5%			
Are you tenured?	Yes	No						
Majority	57.7%	42.3%						
Minority	53.1%	46.9%						
Are you considered? (within time status)	Full Time	Part Time	Temporary	Tenure Track				
Majority	76.0%	80.0%	57.0%	82.0%				
Minority	24.0%	20.0%	43.0%	18.0%				
How many years have you been working at SMC?	Less than 1	1-3 years	4-6 yrs	7-9 yrs	10-12 yrs	13-16	17-19	20+
Majority	1.9%	10.4%	24.5%	12.3%	11.3%	8.5%	6.6%	24.5%
Minority	3.1%	6.2%	25.0%	18.8%	12.5%	12.5%	6.2%	15.6%