

Staff (by Gender) --- General Climate 2008

		Very little	Some emphasis	A great deal	Not Enough Information to Respond
Please indicate how much emphasis you believe SMC currently places on:	None at all	Very little emphasis			
Increasing representation of people of color in the faculty (Men)	1.9%	23.1%	32.7%	17.3%	25.0%
(Women)	2.3%	23.8%	38.5%	14.6%	20.8%
Increasing representation of people of color in the staff	5.9%	23.5%	39.2%	17.6%	13.7%
	1.6%	20.9%	57.4%	10.1%	10.1%
Increasing representation of people of color in the administration	9.8%	25.5%	29.4%	11.8%	23.5%
	13.3%	28.9%	39.8%	3.1%	14.8%
Developing a sense of community among students, staff, and faculty	3.9%	15.7%	52.9%	27.5%	0.0%
	3.1%	13.0%	48.9%	34.4%	0.8%
Helping students learn how to bring about positive change in society	3.9%	9.8%	49.0%	29.4%	7.8%
<i>Significant difference at p<.04</i>	0.0%	3.8%	43.5%	45.0%	7.6%
Promoting a campus climate where differences of opinion are regularly aired openly	9.8%	25.5%	52.9%	11.8%	0.0%
	7.6%	29.0%	44.3%	16.8%	2.3%
Developing appreciation for a multicultural society on campus	2.0%	17.6%	54.9%	25.5%	0.0%
	0.0%	16.8%	48.1%	33.6%	1.5%
Recruiting high achieving students	3.9%	17.6%	45.1%	19.6%	13.7%
	0.8%	16.2%	43.8%	22.3%	16.9%
Encouraging collaboration between offices	20.0%	36.0%	24.0%	16.0%	4.0%
	13.0%	41.2%	33.6%	6.9%	5.3%
Developing an inclusive community	3.9%	19.6%	43.1%	29.4%	3.9%
	1.5%	16.2%	49.2%	26.9%	6.2%
		Very little			Not Enough
Please indicate how much emphasis you believe SMC should place on:	None at all	emphasis	Some emphasis	A great deal	Information to
Increasing representation of people of color in the faculty (Men)	3.8%	7.7%	28.8%	53.8%	0.0%
Women	1.6%	2.3%	44.5%	47.7%	1.4%
Increasing representation of people of color in the staff	4.0%	12.0%	36.0%	44.0%	4.3%
<i>Significant difference at p<.03</i>	1.6%	3.1%	56.2%	37.5%	2.9%
Increasing representation of people of color in the administration	3.9%	11.8%	27.5%	47.1%	4.3%
<i>Significant difference at p<.007</i>	3.1%	4.7%	51.2%	39.4%	1.5%
Developing a sense of community among students, staff, and faculty	2.0%	2.0%	29.4%	66.7%	1.4%
	0.0%	0.8%	21.4%	77.9%	0.0%
Helping students learn how to bring about positive change in society	2.0%	3.9%	31.4%	60.8%	0.0%
	0.0%	0.8%	20.8%	76.9%	0.0%
Promoting a campus climate where differences of opinion are regularly aired openly	0.0%	5.9%	33.3%	60.8%	1.4%
	0.8%	1.5%	31.3%	66.4%	0.0%
Developing appreciation for a multicultural society on campus	2.0%	2.0%	35.3%	60.8%	0.0%
	0.0%	0.0%	27.7%	72.3%	0.0%
Recruiting high achieving students	0.0%	5.9%	37.3%	52.9%	0.0%
	0.0%	2.3%	47.7%	46.9%	1.4%
Encouraging collaboration between offices	2.0%	0.0%	42.9%	53.4%	12.9%
	0.8%	1.6%	32.6%	65.1%	7.5%
Developing an inclusive community	2.0%	0.0%	33.3%	64.7%	1.4%
	0.0%	2.3%	20.8%	73.8%	0.0%

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 (Men)	33.3%	45.1%	19.6%	2.0%
(Women)	47.3%	36.6%	14.5%	1.5%
Women	31.4%	29.4%	37.3%	2.0%
	30.5%	25.2%	35.1%	9.2%
People of Color	41.2%	23.5%	27.5%	7.8%
	40.0%	30.0%	23.8%	6.2%
Gay, Lesbian, Bisexual, or Transgender	39.2%	29.4%	27.5%	3.9%
	39.2%	30.0%	21.5%	9.2%
Disabled	60.8%	31.4%	7.8%	0.0%
	58.0%	28.2%	11.5%	2.3%
Religious	50.0%	38.0%	10.0%	2.0%
	55.7%	28.2%	10.7%	5.3%
Older	56.9%	33.3%	9.8%	0.0%
	44.2%	34.9%	18.6%	2.3%

How often have you been harassed, pressured, or discriminated against on campus because of your:	Never	Seldom	Occasionally	Frequently
Gender (Men)	76.5%	13.7%	7.8%	2.0%
(Women)	57.3%	20.6%	15.3%	6.9%
Political Views	68.6%	27.5%	2.0%	2.0%
	70.2%	16.8%	9.9%	3.1%
Ethnicity	74.5%	11.8%	7.8%	5.9%
	79.4%	11.5%	6.1%	3.1%
Sexual Orientation	88.2%	7.8%	0.0%	3.9%
	91.6%	5.3%	2.3%	0.8%
Disability	94.1%	5.9%	0.0%	0.0%
	95.4%	3.1%	0.8%	0.8%
Language or Accent	90.2%	3.9%	5.9%	0.0%
	94.6%	3.8%	0.8%	0.8%
Religion	82.4%	9.8%	5.9%	2.0%
	80.9%	13.7%	4.6%	0.8%
Age	74.5%	11.8%	13.7%	0.0%
	62.3%	21.5%	13.8%	2.3%

In the past two years, have you attended an organized activity (speaker, conference, workshop, retreat, etc.) designed to promote sensitivity towards issues of diversity at SMC that was not "mandatory"?	Yes	No
Men	73.1%	26.9%
Women	69.5%	30.5%

I believe my responses on this survey will have an impact on the SMC campus climate.	Disagree Strongly/Disagree	Neither Agree Nor Disagree	Agree/Strongly Agree
Men	23.1%	40.4%	36.5%
Women	21.2%	37.0%	41.7%

Staff (by Gender) --- Job Satisfaction 2008

	Very Dissatisfied/ Dissatisfied	Neither Satisfied Nor Dissatisfied	Very Satisfied/ Satisfied
How satisfied are you with the following aspects of your job:			
Working conditions (Men)	14.3%	13.5%	71.2%
(Women)	12.3%	13.0%	74.8%
Autonomy and independence	7.9%	13.7%	78.4%
	4.6%	8.4%	87.0%
Professional relationships with your co-workers	9.8%	11.8%	78.4%
	15.3%	11.5%	73.1%
Social relationships with your co-workers	5.8%	32.7%	61.5%
	9.3%	17.8%	72.9%
Job security	7.6%	26.9%	65.4%
	10.7%	17.6%	71.8%
Relationship with your supervisor	11.5%	15.4%	73.0%
	12.3%	14.6%	73.1%
Quality of supervision you receive	17.7%	23.5%	58.8%
	20.2%	13.2%	76.6%
Advice/mentoring you have received from people in your department	11.6%	36.5%	51.9%
	13.7%	23.7%	62.6%
Recognition for meritorious performance	34.6%	23.1%	42.3%
	40.3%	16.3%	43.4%
Access to technical support and assistance	27.4%	17.6%	54.9%
	17.1%	21.7%	61.3%
Overall job satisfaction	7.8%	21.6%	70.6%
	5.4%	16.8%	77.8%
	Very Dissatisfied/ Dissatisfied	Neither Satisfied Nor Dissatisfied	Very Satisfied/ Satisfied
How satisfied are you with the following aspects of the college:			
Input in decisions that affect you personally (Men)	18.4%	34.7%	47.0%
(Women)	27.7%	28.5%	43.9%
Opportunities to interact with students	2.0%	17.6%	80.4%
	11.6%	14.7%	73.7%
Opportunities to interact with other staff	3.9%	17.6%	78.4%
	10.1%	15.6%	74.2%
Opportunities to interact with faculty members	7.9%	27.5%	64.7%
	13.2%	38.0%	48.8%
Campus administrative leadership	22.0%	30.0%	48.0%
	27.3%	35.9%	36.7%
Extent to which the campus administration willingly shares important information with you	24.5%	36.7%	38.8%
	33.9%	29.2%	37.0%
Integration of the staff in the life of the campus	31.3%	39.6%	29.1%
	23.3%	34.9%	41.9%

If you have applied for a job change within the last five years while working at SMC, please tell us why.	A Major Reason	A Minor Reason	Not A Reason At All
I wanted an increase in salary (Men)	44.4%	38.9%	16.7%
(Women)	59.1%	15.9%	25.0%
I felt that my work was not being appreciated	38.9%	22.2%	38.9%
	45.5%	13.6%	40.9%
I was not being treated with respect	11.1%	22.2%	66.7%
	31.0%	16.7%	52.4%
I was being treated in an insensitive/inappropriate manner based on my ethnicity	0.0%	5.9%	94.1%
	0.0%	2.4%	97.6%
I was being treated in an insensitive/inappropriate manner based on my gender	0.0%	5.9%	94.1%
	7.3%	19.5%	73.2%
I was being treated in an insensitive/inappropriate manner based on my sexual orientation	0.0%	5.9%	94.1%
	0.0%	4.8%	95.2%
I was being treated in an insensitive/inappropriate manner based on my disability	0.0%	0.0%	100.0%
	2.4%	2.5%	95.2%
I wanted more responsibility	41.2%	11.8%	47.1%
	40.5%	28.6%	31.0%
I wanted a change in my work hours	22.2%	22.2%	55.6%
	19.0%	11.9%	69.0%
I did not get along with my co-workers	0.0%	17.6%	82.4%
	4.8%	19.0%	76.2%
The new job is less stressful	5.9%	5.9%	88.2%
	7.5%	10.0%	82.5%
I wanted to make a career change and pursue a new line of work	23.5%	17.6%	58.8%
	31.0%	21.4%	47.6%

Staff (by Gender) --- Campus Diversity 2008

	Strongly Disagree/ Disagree	Neither Disagree or Agree	Strongly Agree/ Agree
Indicate the extent to which you agree or disagree with the following statements:			
I know how to officially report any racist, sexist, or otherwise offensive behaviors (Men)	11.5%	5.8%	82.6%
(Women)	9.2%	3.8%	86.9%
My opinions/inputs are valued at SMC	17.6%	29.4%	52.9%
	22.5%	38.8%	38.7%
The college should use its resources to help underprepared students succeed	7.7%	11.5%	80.8%
	0.8%	11.6%	87.6%
I fear for my physical safety on campus because of my ethnicity or gender	94.1%	3.9%	2.0%
	90.0%	9.2%	0.8%
It is important to me to have friends who are part of the same ethnic group as my own	54.9%	25.5%	19.6%
	38.6%	37.8%	23.6%
I fear for my physical safety on campus because of my sexual orientation	90.1%	7.8%	2.0%
	73.1%	16.2%	0.8%
I feel uncomfortable disclosing my sexual orientation to my colleagues on campus	70.6%	19.6%	9.8%
	69.8%	23.8%	6.4%
A diverse student body enhances the educational experiences of all students	4.0%	5.9%	90.2%
	0.8%	3.1%	96.2%
I feel uncomfortable discussing racially sensitive topics on campus with members of other races/ethnicities	52.9%	27.5%	19.6%
	41.8%	34.9%	23.3%
In order to "fit in" at SMC, I often feel I need to change some of my personal characteristics (e.g. language, name, appearance)	68.6%	17.6%	13.8%
	33.7%	25.0%	12.5%
I feel awkward in situations at SMC in which I am the only person of my ethnic group	70.6%	17.6%	11.8%
	58.2%	30.7%	11.0%
I value the work that is being done by the Intercultural Center	5.9%	51.0%	44.1%
<i>Significant difference at p<.04</i>	3.9%	29.9%	66.2%
I feel comfortable talking about my religion on campus	17.7%	35.3%	47.1%
	14.9%	20.5%	64.5%
I believe more consideration should be given to the needs and interests of the disabled people on campus	2.0%	56.0%	42.0%
	5.4%	35.7%	58.9%

Staff (by Gender) --- The Working Environment 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 receive an equitable salary in my department or assigned work area (Men)	44.0%	20.0%	36.0%
(Women)	51.5%	16.4%	32.0%
My actual job duties fit my job description	21.2%	21.2%	57.7%
<i>Significant difference at p<.05</i>	35.4%	9.2%	55.4%
There are sufficient opportunities for advancement within SMC	43.1%	31.4%	25.5%
	48.4%	27.3%	24.2%
My work contributions to me department are appreciate by my manager/supervisor	7.7%	17.3%	75.0%
	15.6%	14.0%	70.6%
Women in my department have equal opportunities as men for recognition and respect	9.6%	3.8%	86.5%
<i>Significant difference at p<.01</i>	20.3%	16.4%	63.3%
Women in my department have equal opportunities as men for advancement	9.6%	7.7%	82.7%
<i>Significant difference at p<.01</i>	18.8%	20.3%	61.0%
My immediate work environment is free from incidents of sexual harassment	3.8%	15.4%	80.7%
	7.7%	11.6%	80.6%
Too much emphasis is placed on achieving diversity within the staff	53.9%	25.0%	21.2%
	49.2%	36.7%	14.1%
Staff moral is good in my department	34.6%	23.1%	42.3%
	28.7%	15.5%	55.8%
I would recommend SMC as a good place to work	13.4%	26.9%	59.6%
	13.2%	22.5%	64.3%
I receive enough information in order to perform my job	13.4%	25.0%	61.6%
	18.9%	10.2%	70.9%
There are opportunities for me to develop my skills and capabilities in the department	17.3%	19.2%	63.5%
	14.2%	17.3%	68.5%
I am supported with seeking information about career development	13.7%	41.2%	45.1%
	14.9%	32.0%	53.1%
My performance on the job is evaluated fairly	9.6%	23.1%	67.3%
	12.6%	18.1%	69.3%
There is favoritism in my department	52.9%	17.6%	29.4%
	51.2%	26.0%	22.8%
When I take initiative on the job it is usually appreciated	11.5%	21.2%	67.3%
	18.7%	14.8%	66.4%
My supervisor treats me like I am incompetent	70.6%	21.6%	7.8%
	75.6%	8.7%	15.7%
I am often given feedback about how I am doing my job	28.9%	30.8%	40.4%
	33.6%	18.0%	48.4%
My department is free of incidents of verbal abuse	15.4%	17.3%	67.3%
	14.2%	8.7%	77.2%
I am able to attend campus events/activities during working hours	11.6%	13.5%	75.0%
	10.9%	7.0%	82.0%
I see my work as an integral part of the overall mission of educating students at SMC	1.9%	7.7%	90.4%
	1.6%	6.3%	92.1%
I often feel it is necessary to work late or through lunch to get my work done	19.6%	11.8%	68.6%
	22.7%	21.1%	56.2%
My supervisor understands what it takes for me to do my job	15.4%	19.2%	65.4%
	19.7%	18.9%	61.4%

Staff (by Gender)---Demographic Information 2008

Gender									
Men	28.4%								
Women	71.6%								
Religious Affiliation									
	Catholic	Protestant	Jewish	Other Christian	Other non-Christian	Atheist	Agnostic	Decline to State	
Men	51.0%	10.2%	6.1%	10.2%	2.0%	8.2%	12.2%		
Women	41.3%	27.0%	2.4%	11.1%	0.8%	7.9%	9.5%		
Ethnicity									
	African American	Asian Pacific/ Islander	Latino	White	Other				
Men	1.7%	15.8%	10.5%	71.9%	0.0%				
Women	6.9%	6.9%	8.5%	76.1%	1.5%				
Biracial/Multiracial									
	Yes	No							
Men	4.1%	95.9%							
Women	12.0%	88.0%							
Sexual Orientation									
	Heterosexual	Gay/ Lesbian/ Bisexual	Decline to State						
Men	78.0%	14.0%	8.0%						
Women	92.3%	3.8%	3.8%						
Citizenship Status									
	U.S. Citizen	Permanent Resident	Foreign						
Men	94.1%	5.9%	0.0%						
Women	99.2%	0.0%	0.8%						
Language									
	English (only)	English (primary & secondary)	English (not primary & secondary)						
Men	59.6%	30.8%	9.6%						
Women	67.2%	31.3%	1.5%						
Are you considered? (within time status)									
	Full Time	Part Time							
Men	92.3%	7.7%							
Women	93.0%	7.0%							
Is your immediate supervisor:									
	Male	Female							
Men	59.6%	40.4%							
Women	54.2%	45.8%							
Years at SMC									
	Less than 1	1-3 years	4-6 yrs	7-9 yrs	10-12 yrs	13-16	17-19	20+	
Men	7.8%	33.3%	17.6%	19.6%	11.8%	3.9%	0.0%	5.9%	
Women	9.2%	26.2%	20.8%	14.6%	10.0%	4.6%	3.8%	10.8%	