

Luna Community College Campus Climate Assessment Spring 2020

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Background

The purpose of this study was to follow up on the baseline Campus Climate Survey (*Appendix A*) performed in Fall 2019 on the LCC Campus, with the objective of measuring if there has been any change in the opinion of faculty and staff regarding how they feel about the current climate on campus. A major goal of this assessment was to clarify and simplify question syntax to better investigate the level of neutrality that appeared in the Fall 2019 Campus Climate Survey. While the category 'neutral' was not removed from response options in the Spring 2020 Campus Climate Survey, responding 'neutral' does not inform continuous improvement efforts. This assessment is a crucial component of the LCC Assurance Argument being presented to the HLC. The population of interest encompassed faculty and staff employed by LCC, including part-time/adjunct and full-time faculty, hourly employees, directors and administration.

Methodology

Survey Assessment

An anonymous survey (*Appendix B*) was distributed to LCC via SurveyMonkey through the LCC institutional account by Kimberly Baca. Kimberly Baca, MS, is a faculty member certified in ethical human research, and has experience conducting research using survey instruments of sensitive human populations. Online surveys are designed through SurveyMonkey to be untraceable and to be completely void of all personal identifiers. Survey question responses were completely disaggregated from individual surveys. A cover letter (*Appendix B*) was provided with the survey, exploring the purpose of the assessment and protections utilized in this assessment. Social risk was mitigated by the cover letter and the protections of anonymity. Individual status and employment was not threatened by participation. Individuals who doubt the survey results will be permitted access to the raw data collected after it has been aggregated. Individuals wishing to see the raw data may make an appointment with the Office of the Vice President. No debriefing was needed, and a report on the findings will be released to the campus community.

Results

General Background Information

A total of 66 individuals participated in the survey. The average time of completion was 3 minutes. Of those who participated, 65% were female, 30% were male, and 2.5% were gender neutral (*Figure 1.1*). Individuals who identified demographically as 'hispanic' represented 55% of the sample, 'white/caucasian' individuals represented 20% of the sample, individuals who responded 'mixed' represented 2.5% of the sample, individuals who responded 'hispanic/white' represented 7.5% of the sample, individuals who responded 'hispanic/indian' represented 2.5% of the sample, individuals who responded as 'human' represented 5% of the sample, and 7.5% chose to not respond to the question (*Figure 1.2*). Staff represented 43.59% of the sample, full time faculty represented 30.77% of the sample, administration represented 17.95% of the sample, adjunct/part-time/dual-credit faculty represented 5.13% of the sample, and 2.56% responded as other within the population (*Figure 1.3*).

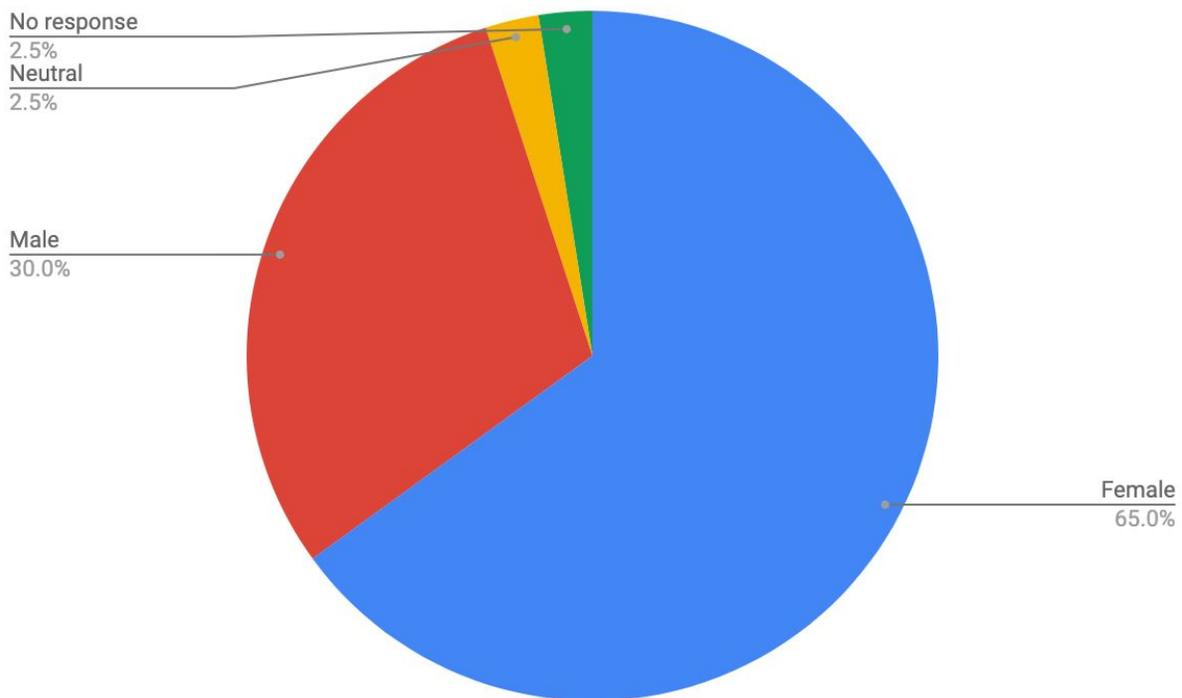


Figure 1.1 *Reported gender of participants.*

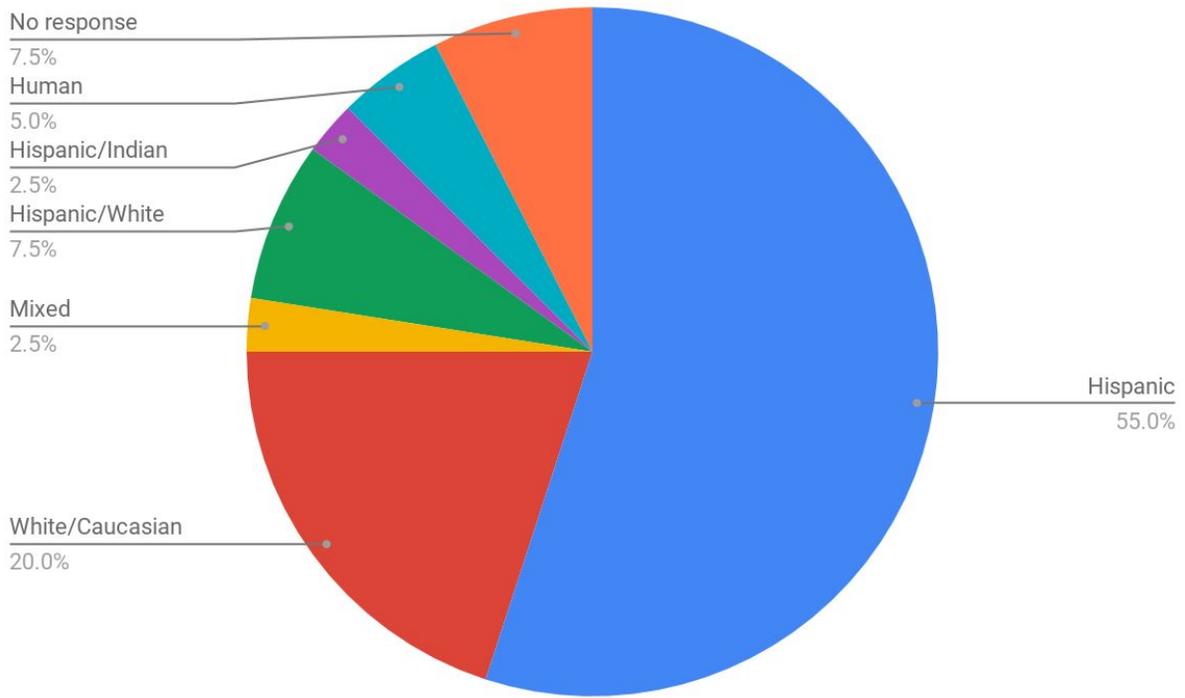


Figure 1.2 *Reported demographic designation of participants.*

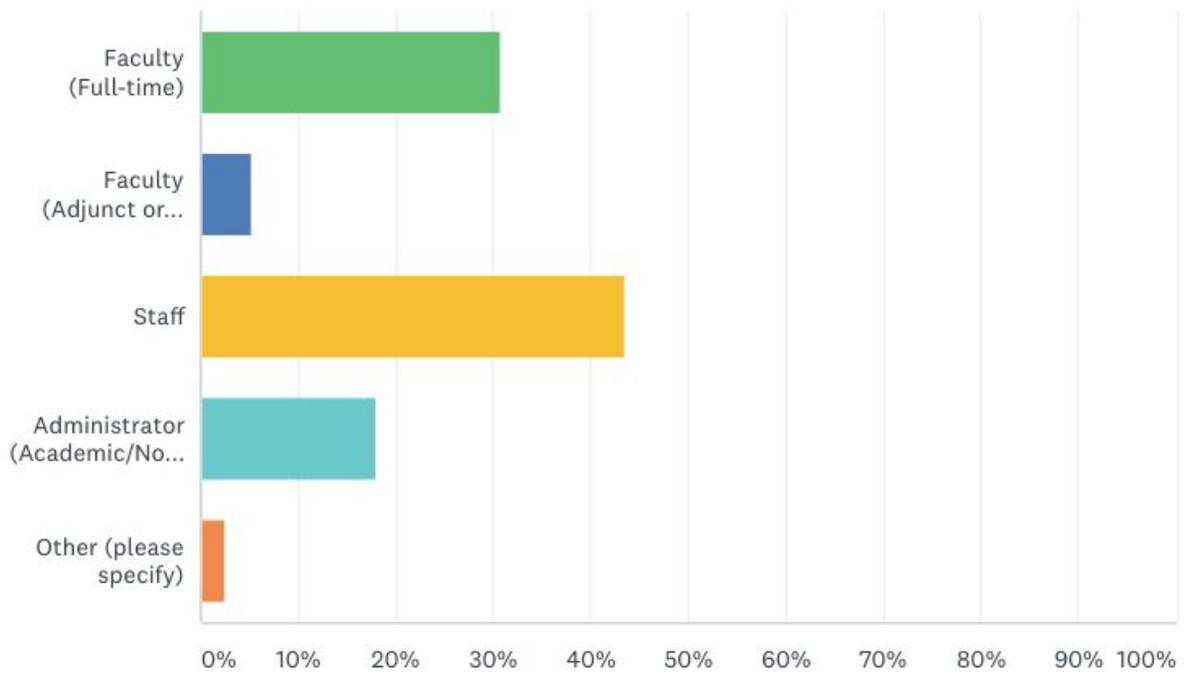


Figure 1.3 *Reported employment status of participants.*

Campus Climate Questions

Participants were asked to respond to eight statements represented in Q4-Q11 of the survey by selecting their level of agreeance using a standard Likert scale (1=strongly disagree, 2=disagree, 3=neutral, 4=agree, 5=strongly disagree). When prompted with the Q4 statement, “I can perform my job at LCC without interference from the Board of Trustees.”, 5% strongly disagreed, 0% disagreed, 15% remained neutral, 52.5% agreed, and 27.5% strongly agreed (*Figure 2.1*). In response to the Q5 statement, “I would feel comfortable and safe bringing forward a complaint (i.e.: harassment, safety issues, policy violations, etc.) to my direct supervisor.”, 7.5% strongly disagreed, 7.5% disagreed, 12.5% remained neutral, 40% agreed, and 32.5% strongly agreed (*Figure 2.2*). In response to the Q6 statement, “The administration encourages teamwork between departments.”, 10% strongly disagreed, 2.5% disagreed, 22.5% remained neutral, 45% agreed, and 20% strongly agreed (*Figure 2.3*). In response to the Q7 statement, “I feel diverse backgrounds and perspectives are valued at LCC.”, 7.5% strongly disagreed, 5% disagreed, 27.5% remained neutral, 40% agreed, and 20% strongly agreed (*Figure 2.4*). In response to the Q8 statement, “I am satisfied with my job.”, 0% strongly disagreed, 7.5% disagreed, 12.5% remained neutral, 50% agreed, and 30% strongly agreed (*Figure 2.5*). In response to the Q9 statement, “There are processes in place for me to be involved in decision making and problem solving.”, 5% strongly disagreed, 2.5% disagreed, 10% remained neutral, 57.5% agreed, and 25% strongly agreed (*Figure 2.6*). In response to the Q10 statement, “I am comfortable communicating within my department in an open and honest manner.”, 0% strongly disagreed, 5% disagreed, 20% remained neutral, 25% agreed, and 50% strongly agreed (*Figure 2.7*). In response to the statement, “I am comfortable communicating with administration in an open and honest manner.”, 2.5% strongly disagreed, 2.5% disagreed, 30% remained neutral, 35% agreed, and 30% strongly agreed (*Figure 2.8*). Basic statistics of each statement (Q4-11) are summarized in Table 2.1. Disaggregated, anonymous results of Q12, requesting additional comments/feedback/concerns is available in *Appendix C* of this report.

Statement	Median	Mean	Standard Deviation
Q4	4.0	3.98	0.94
Q5	4.0	3.83	1.18
Q6	4.0	3.63	1.13
Q7	4.0	3.6	1.09

Q8	4.0	4.03	0.85
Q9	4.0	3.95	0.95
Q10	4.5	4.20	0.93
Q11	4.0	3.88	0.95

Table 2.1 Basic descriptive statistics of the mean/median level of agreement for statements described by Q4-11.

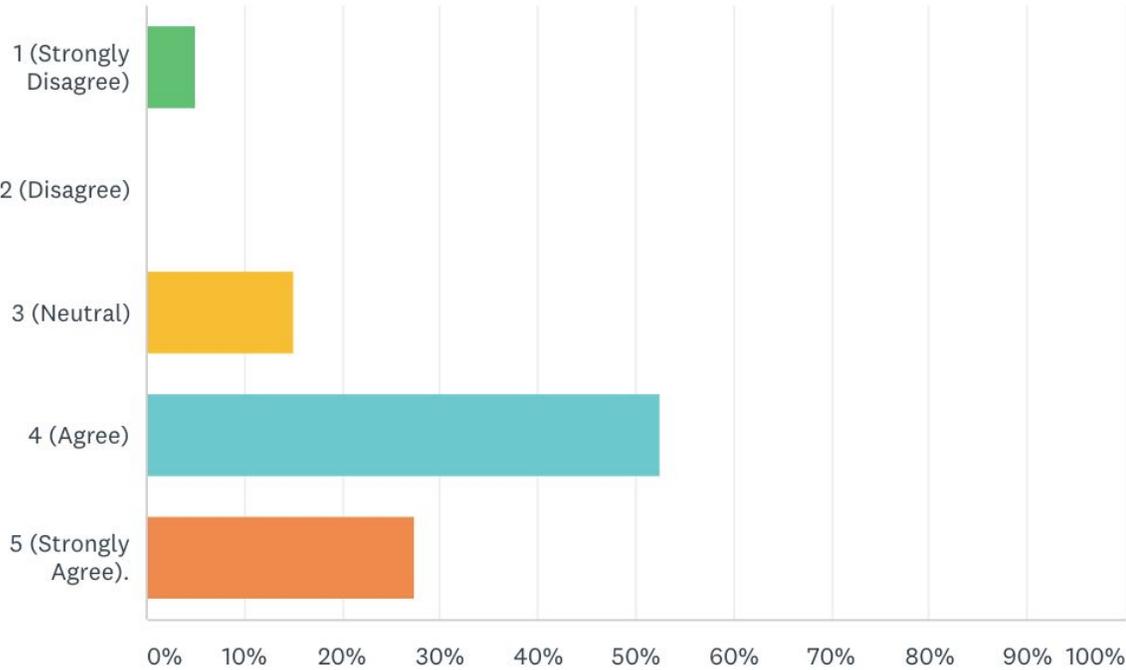


Figure 2.1 Results of Q4: I can perform my job at LCC without interference from the Board of Trustees.

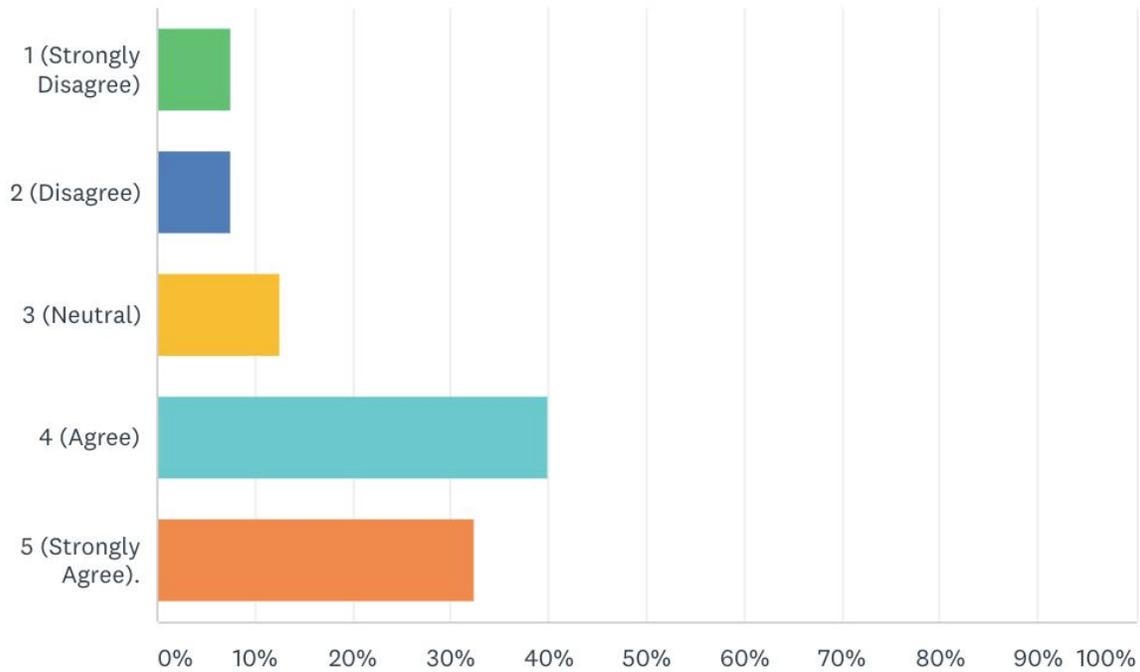


Figure 2.2 Results of Q5: *I would feel comfortable and safe bringing forward a complaint (i.e.: harassment, safety issues, policy violations, etc.) to my direct supervisor.*

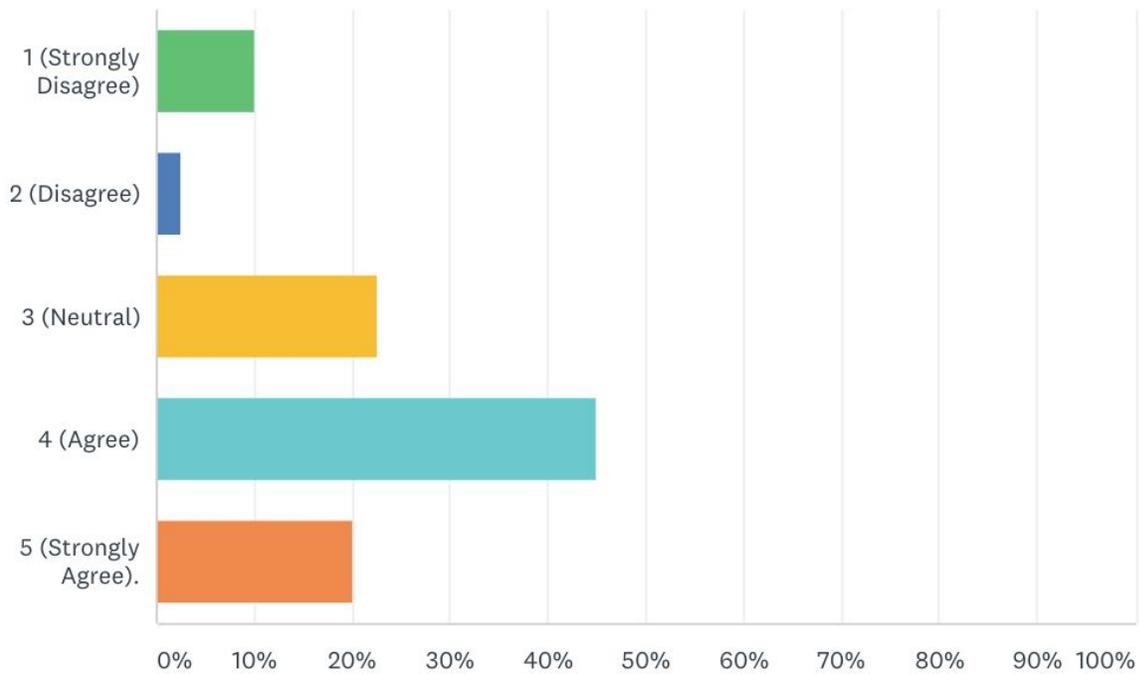


Figure 2.3 Results of Q6: *The administration encourages teamwork between departments.*

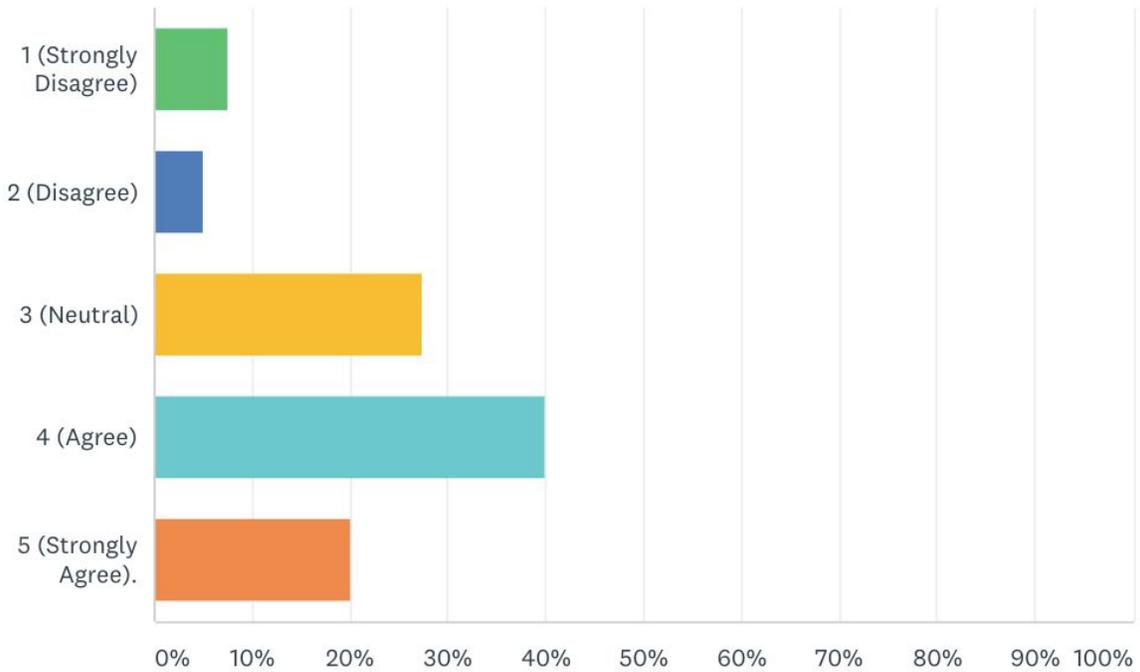


Figure 2.4 Results of Q7: *I feel diverse backgrounds and perspectives are valued at LCC.*

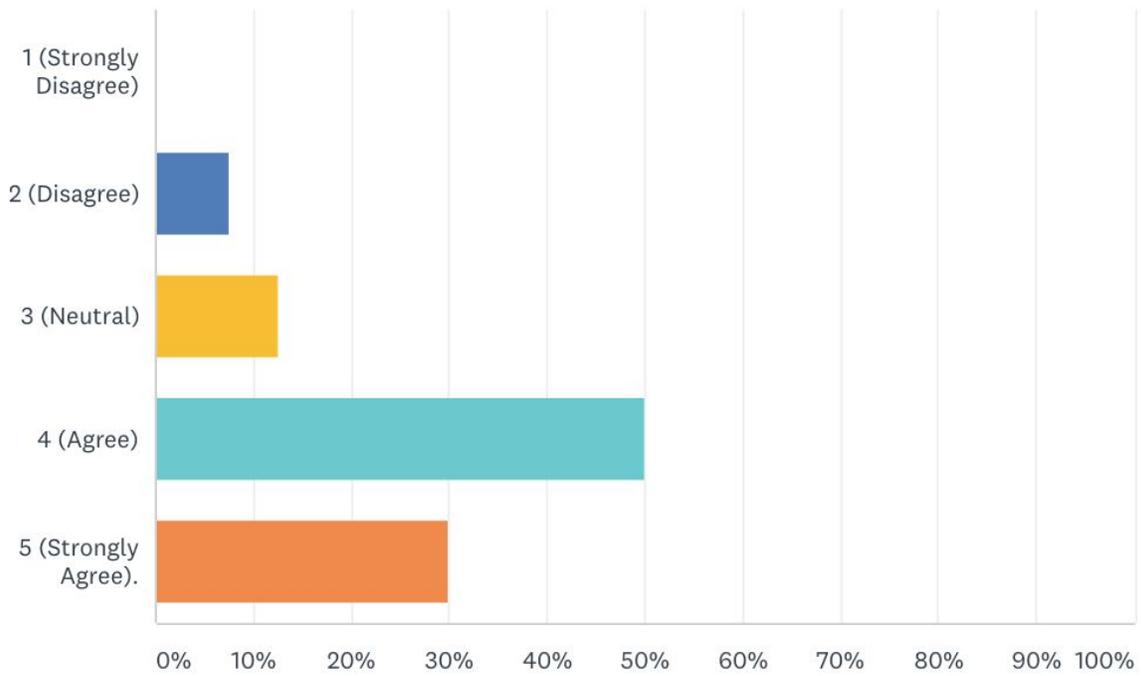


Figure 2.5 Results of Q8: *I am satisfied with my job.*

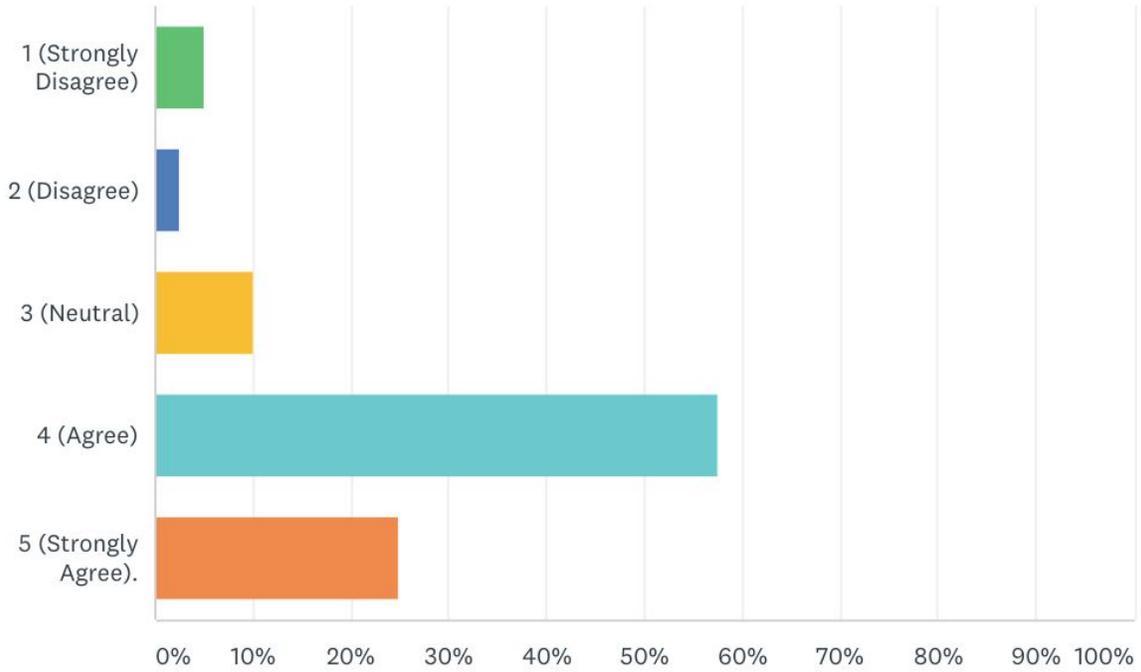


Figure 2.6 Results of Q9: *There are processes in place for me to be involved in decision making and problem solving*

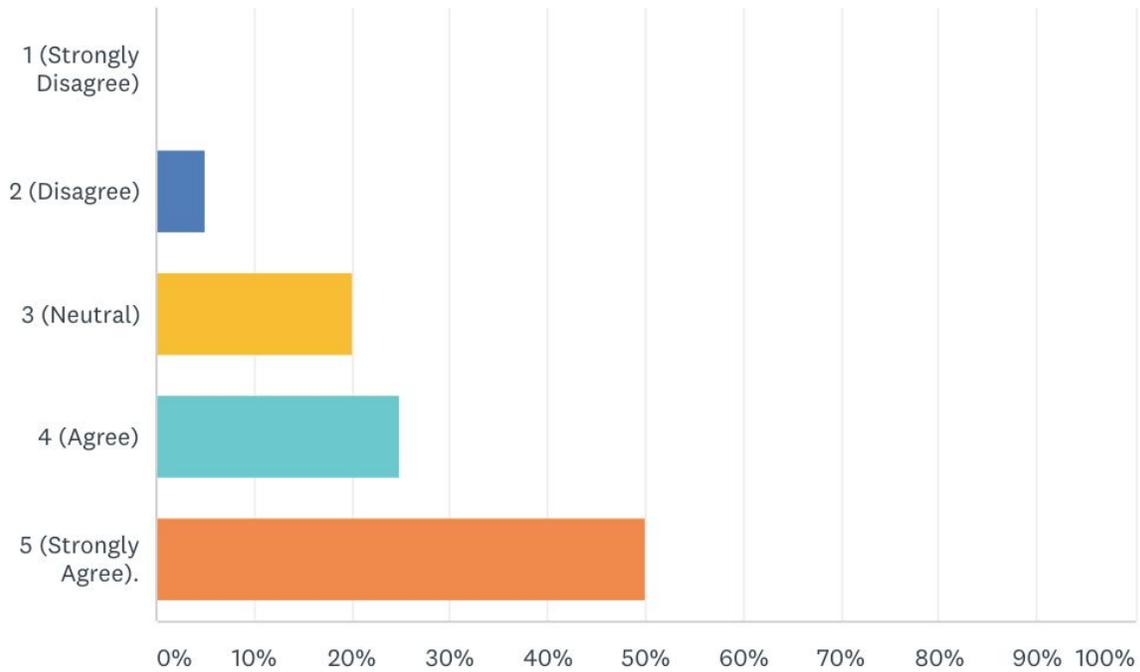


Figure 2.7 Results of Q10: *I am comfortable communicating within my department in an open and honest manner.*

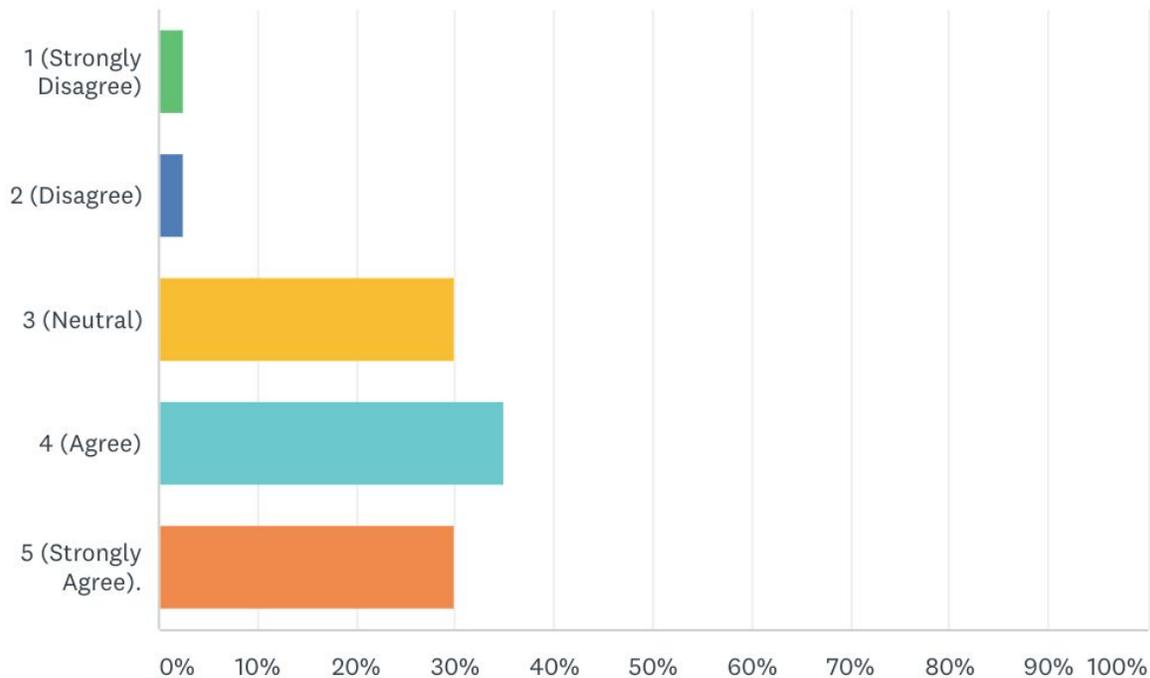


Figure 2.8 Results of Q11: *I am comfortable communicating with administration in an open and honest manner.*

Discussion

Given that sample size was not representative of the entire campus community, simple relative statistics are reported, and represent a subpopulation of individuals that chose to respond. Generally speaking, the instruments used in the Fall 2019 Campus Climate Survey (hereafter, 2019 survey) and Spring 2020 Campus Climate Survey (hereafter, 2020 survey) cannot be globally compared as the questions asked vary and may have been interpreted differently by participants. However, specific questions from each of these instruments are highly similar and can be aligned to compare the recently gathered subpopulation data (2020 survey) to the established baseline data (2019 survey). We identify and describe questions derived from the 2019 survey that align with questions implemented in the 2020 survey in Table 3.1. By identifying and comparing specific disaggregated questions, a simple comparative analysis of differences can be used to guide continuous improvement efforts of our institution. Overall, this survey data serves as a powerful resource for the quantitative evaluation of employee campus climate at our institution. Insights presented in the following section identify and support with evidence areas/variables where processes should continue, and areas/variables that warrant future reassessment.

Campus Climate Questions

No comparison data was available for the variable ‘Board of Trustees interference’, however we established that the majority of respondents (80% agree/strongly agree; *Figure 2.1*) that they can do their job without interference from the Board of Trustees. We report significant improvement in agreement (42% increase; *Figure 3.1*) regarding the variable ‘grievances/complaints’ from the 2019 survey to the 2020 survey, demonstrating that respondents feel comfortable and safe bringing forward complaints to their direct supervisor. We do, however, report that the strength of this comparison is somewhat questionable (*Table 3.1*), and therefore recommend that this question/variable be reassessed during the next campus climate assessment cycle. We report no significant change of agreement between the 2019 and 2020 survey assessment of the variable ‘teamwork’ (*Figure 3.2*). Similar to the assessment of ‘grievances/complaints’, there is a somewhat questionable alignment (*Table 3.1*) between the 2019 and 2020 survey questions used to assess the variable ‘*perspective/opinion value*’. However, using data that was available from the 2019 survey, we report a significant increase in agreement (28% increase; *Figure 3.3*) in the 2020 survey results. To confirm this result, we recommend that this question/variable be reassessed during the next campus climate assessment cycle. The 2020 survey results demonstrate a significant improvement of agreement (22% increase; *Figure 3.4*) for the variable ‘job satisfaction’ from the 2019 survey results. The most significant area of improvement from the 2019 to 2020 survey was demonstrated by the variable ‘decision making’, or more generally ‘shared governance’ (*Figure 3.5*). For this variable, the degree of agreement increased by 35% between the 2019 and 2020 survey results. We report no significant change of agreement between the 2019 and 2020 survey assessment of the variable ‘*department level communication*’ (*Figure 3.6*). We report an improved degree of agreement (13% increase; *Figure 3.7*) regarding the variable ‘*administration level communication*’ between the 2019 and 2020 surveys.

Question Assessed in the 2020 Survey	Alignment to 2019 Survey
Q4: <i>I can perform my job at LCC without interference from the Board of Trustees.</i>	No direct comparison available, 2019 survey did not address the Board of Trustees. Q4 is a de novo variable.
Q5: <i>I would feel comfortable and safe bringing forward a complaint (i.e.: harassment, safety issues, policy violations, etc.) to my direct supervisor.</i>	Some relationship to Leadership: Grievances are handled fairly at the college level (2019). Does not strictly indicate safety, but does lend strength to the argument that an individual who feels it is fair feels safe enough to come forward.

<p>Q6: <i>The administration encourages teamwork between departments.</i></p>	<p>Relates to Satisfaction in Work Climate: There is a spirit of teamwork and cooperation in my area. (2019). This variable was fragmented across multiple questions in the 2019 survey report.</p>
<p>Q7: <i>I feel diverse backgrounds and perspectives are valued at LCC.</i></p>	<p>Relates to Trust and Respect: I am comfortable offering dissenting opinions without fear of repercussions (2019). No direct comparison as the variable 'diversity' was not specifically addressed by the 2019 survey.</p>
<p>Q8: <i>I am satisfied with my job.</i></p>	<p>Relates to Organizational Commitment: I would rather work for a different organization if my pay and benefits were the same (2019). While this question is not a direct indication of satisfaction, leaving a job indicates some disfavor if the new posting is identical in all areas such as pay and benefit.</p>
<p>Q9: <i>There are processes in place for me to be involved in decision making and problem solving.</i></p>	<p>Relates to Workload and Resources: There are effective ways for me to make suggestions for improvements at the college level (2019). Used to assess Shared Governance across 2019 and 2020.</p>
<p>Q10: <i>I am comfortable communicating within my department in an open and honest manner</i></p>	<p>Relates to Communication: Open communication is encouraged at the department level (2019).</p>
<p>Q11: <i>I am comfortable communicating with administration in an open and honest manner</i></p>	<p>Relates to Communication: Open communication is encouraged at the college level (2019).</p>

Table 3.1 *Comparative alignment of 2020 survey questions to 2019 survey questions.*

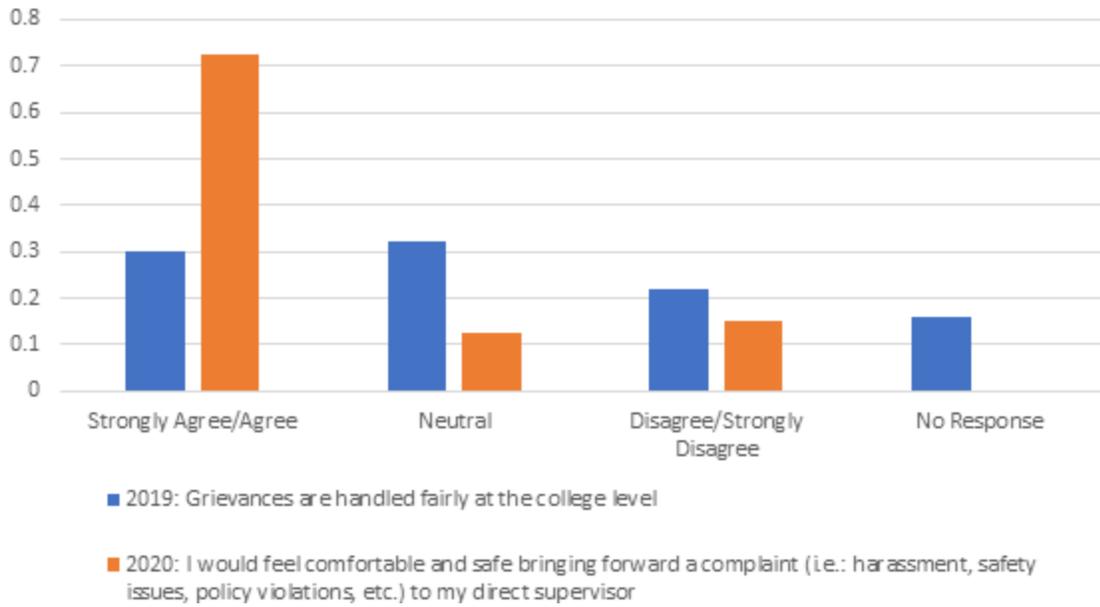


Figure 3.1 Comparison of the level of agreement, neutrality, and disagreement between results of the 2019 (blue) and 2020 (orange) surveys in response questions that address the variable 'grievances/complaints'.

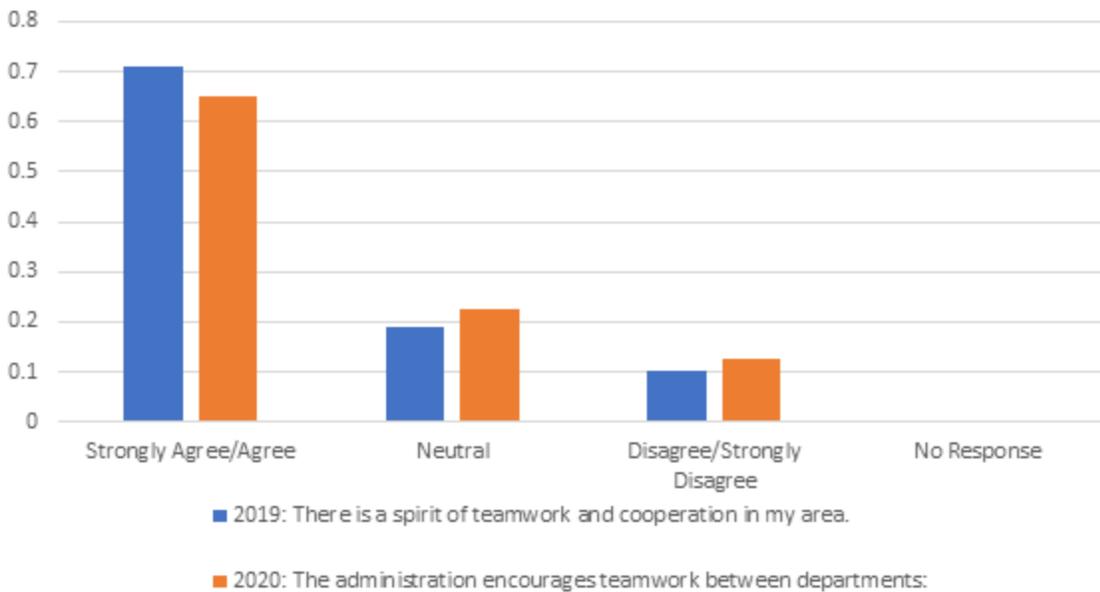


Figure 3.2 Comparison of the level of agreement, neutrality, and disagreement between results of the 2019 (blue) and 2020 (orange) surveys in response questions that address the variable 'teamwork'.

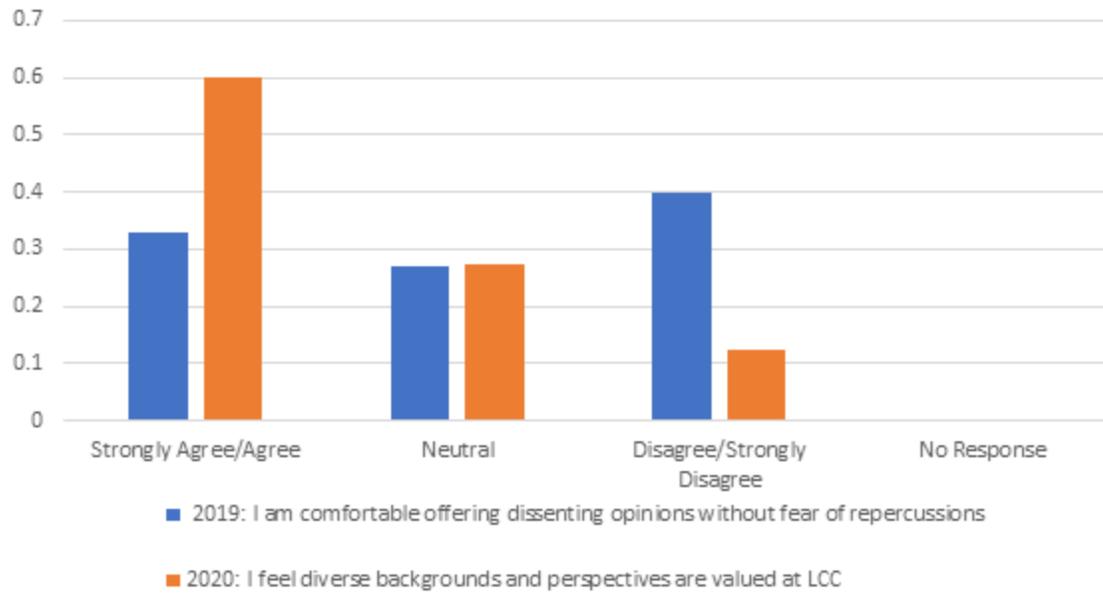


Figure 3.3 Comparison of the level of agreement, neutrality, and disagreement between results of the 2019 (blue) and 2020 (orange) surveys in response questions that address the variable 'perspective/opinion value'.

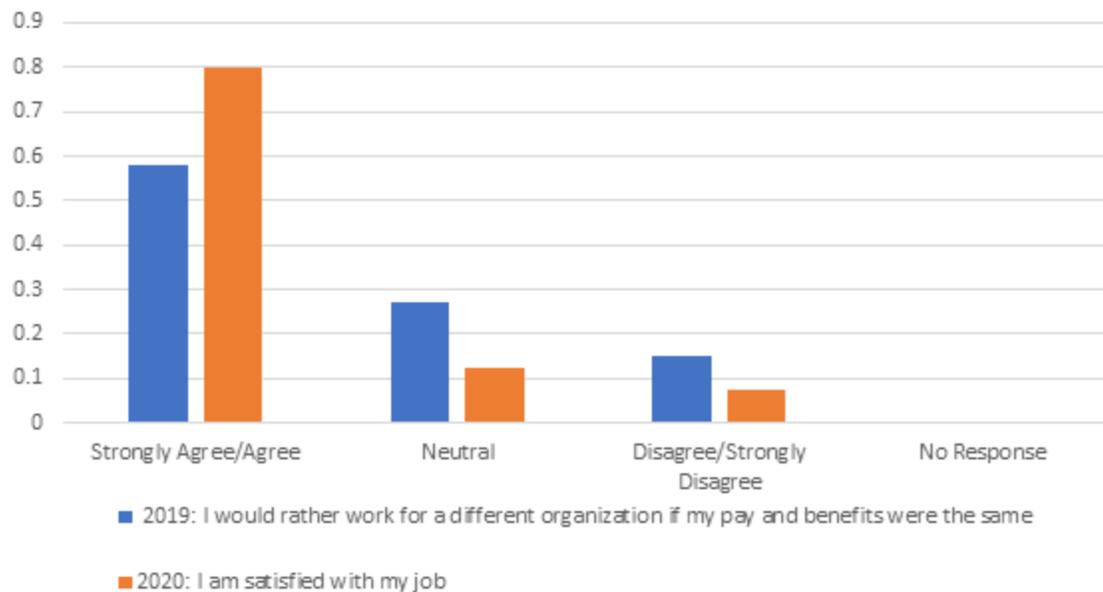


Figure 3.4 Comparison of the level of agreement, neutrality, and disagreement between results of the 2019 (blue) and 2020 (orange) surveys in response questions that address the variable 'job satisfaction'.

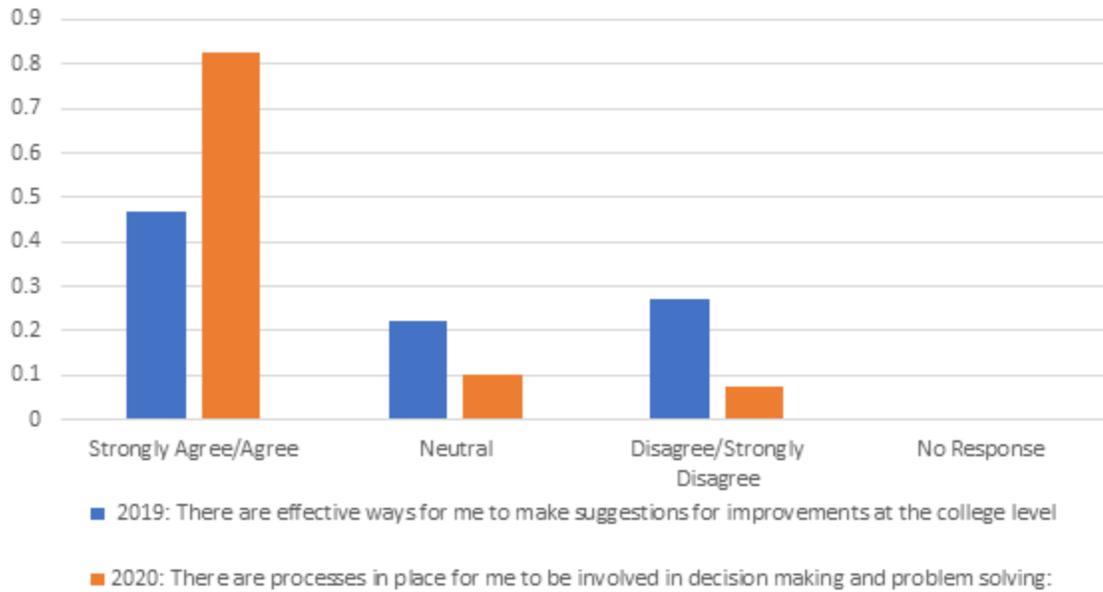


Figure 3.5 Comparison of the level of agreement, neutrality, and disagreement between results of the 2019 (blue) and 2020 (orange) surveys in response questions that address the variable ‘decision making’ or ‘shared governance’.

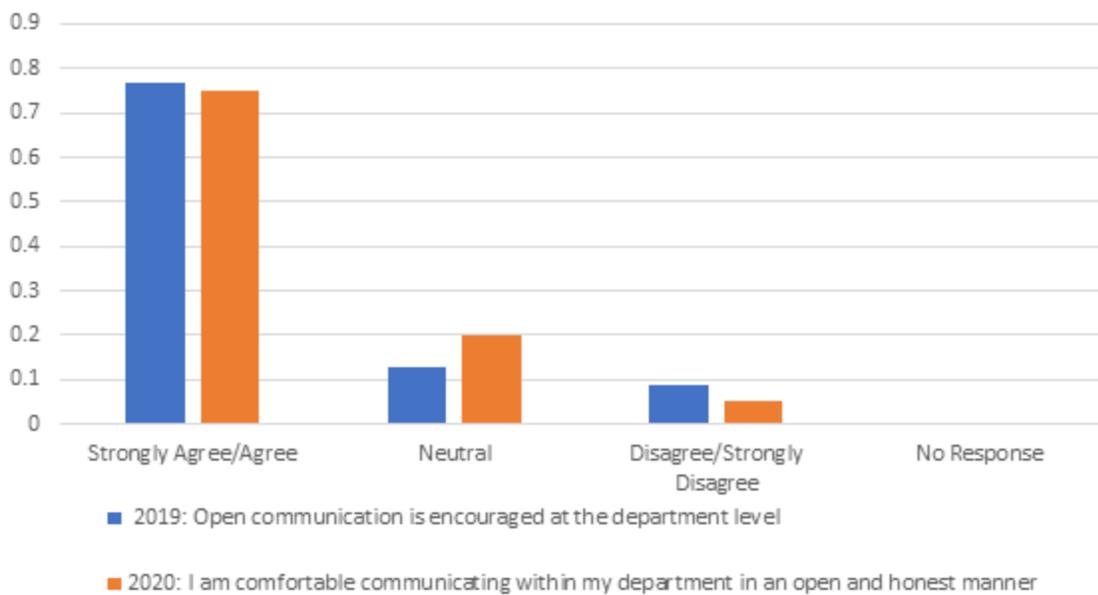


Figure 3.6 Comparison of the level of agreement, neutrality, and disagreement between results of the 2019 (blue) and 2020 (orange) surveys in response questions that address the variable ‘department level communication’.

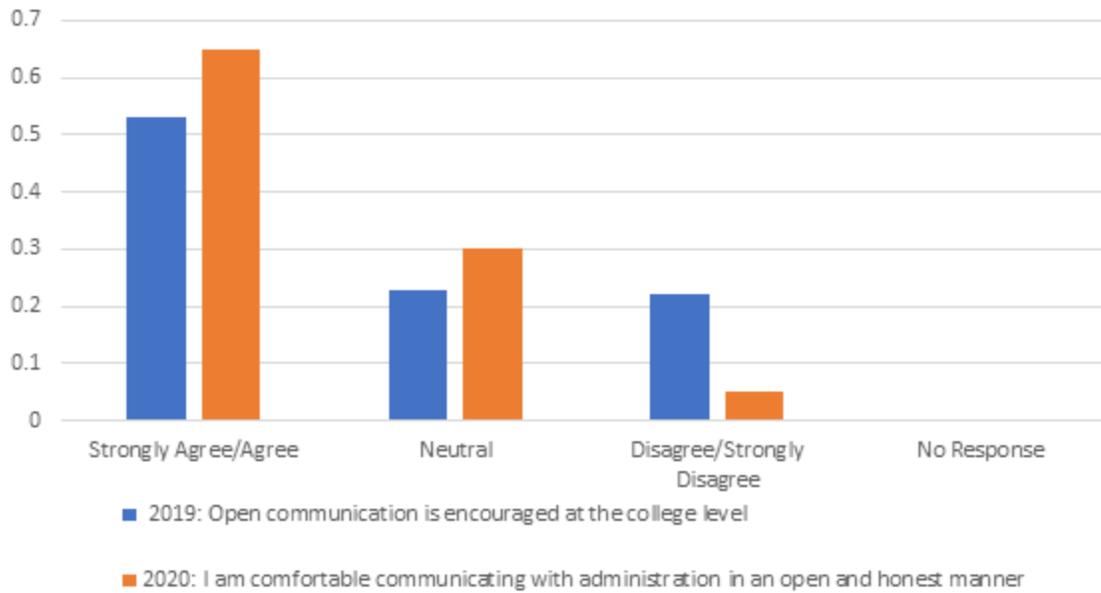


Figure 3.7 Comparison of the level of agreement, neutrality, and disagreement between results of the 2019 (blue) and 2020 (orange) surveys in response questions that address the variable 'administration level communication'.

Appendix

Appendix A: Campus Climate Survey Fall 2019 Report

The results of the Campus Climate Survey conducted during Fall 2019 is available to all member of the LCC campus community via:

https://drive.google.com/file/d/1J6hqcMpC7StpMxG9UC1QMmeyrc7u8_6Z/view?usp=sharing

Appendix B: Campus Climate Survey Spring 2020 Cover Sheet and Questions

The cover letter and survey instrument used to assess campus climate is available to all member of the LCC campus community via:

https://docs.google.com/document/d/1W7YiMyHOPHuMvvBv_ygyJdYrU08_aCpV2sP-PiAIXOw/edit?usp=sharing

Appendix C: Disaggregated Comments/Additional Feedback Campus Climate Survey Spring 2020

Disaggregated anonymous responses of Q12 requesting additional comments/feedback is available to all members of the LCC campus community via:

<https://docs.google.com/document/d/1ZJi4gxw4sx49q0DPipLRNVbEHGvwJjibLqy8rX-7q2o/edit?usp=sharing>