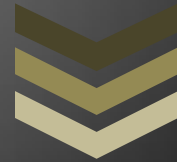


Faculty and Staff Climate Survey 2012 Executive Summary and Highlights Report



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Prepared by the Campus Office of Institutional
Planning in conjunction with the Campus Climate
and Organizational Culture Committee
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1. Introduction

The 2012 Faculty and Staff Climate Survey was developed as an action tool of the Penn State Lehigh Valley campus' new Campus Climate and Organizational Culture Committee, which was implemented in Fall 2011 under the charge of the campus Chancellor. The survey was implemented to gain benchmark data related to the opinions and perceptions of faculty and staff in three main areas:

- General Satisfaction/Workload and Responsibilities
- Climate and Organizational Structure
- Diversity on Campus

As indicated in the opening of the survey:

This survey is extremely important in helping the campus assess its current climate and culture in regards to the professional lives of faculty and staff, the organizational structure of the campus, and diversity perspectives....Responses, in aggregate form, will aid in the creation of professional development opportunities, in the review of organizational processes and structures, and in the evaluation of progress towards the campus strategic plan and diversity plan.

2. Methodology

The survey was web-based and administered through the online surveying program Zoomerang found at www.zoomerang.com. Faculty and staff of the Penn State Lehigh Valley campus were invited via the campus' Faculty and Staff list-serv (l-lvall@lists.psu.edu) to take the survey by clicking on the attached survey link. The invitation was sent to full-time and part-time faculty and staff.

The first introductory email with the survey link was sent on Monday, January 9. Follow-up reminder emails were sent on the mornings of Tuesday, January 17, and Friday, January 20. The survey officially closed on Friday, January 20, at 5pm.

Publicizing of the survey was also accomplished through the following methods:

- All-Campus Day Introduction before the release of the survey, with follow-up email for those who could not attend (January 6)
- Announcement of survey at Senior Management and Faculty Senate meetings
- Email reminder to adjunct faculty via the adjunct faculty list-serv (January 17)
- Word of mouth reminders at departmental and staff meetings

The survey introduction explained the following in regards to survey confidentiality:

Your involvement in this survey is completely voluntary, and your answers will remain anonymous and confidential. You will not be asked to reveal your name or department as part of this survey.

3. Participation

A total of 98 responses were recorded out of a total 177 faculty and staff, resulting in a 55% response rate. 56% of the respondents were faculty; 41% were staff (3% declined to answer).

The campus currently employs 104 faculty members. 55 faculty members participated in this survey (53%).

The campus currently employs 73 staff members. 41 staff members participated in this survey (56%).

4. Demographics

The most common demographics of survey respondents are detailed below.

	Total	Faculty Breakout	Staff Breakout
Years Employed	Less than 5 years (42%)	Less than 5 years (46%)	Less than 5 years (36%) 10 to 15 years (36%)
Gender	Female (66%)	Female (46%)	Female (79%)
Race/Ethnicity	White (77%)	White (85%)	White (66%)
Age	50 to 59 years old (25%) 40 to 49 years old (20%)	50 and older (52%)	50 to 59 years (20%) 40 to 49 years (18%)

5. Highlights Report follows on next pages

FACULTY AND STAFF CLIMATE SURVEY 2012 FINDINGS HIGHLIGHTS REPORT

55% of faculty and staff completed the survey (98 responses, n= 177)

56% were faculty (55)

41% were staff (41)

3% declined to answer

(1 respondent answered as both faculty and staff)

SURVEY HIGHLIGHTS *(no break-outs)*

--87% of faculty and staff feel welcome on campus, and 91% feel that their colleagues interact positively with them.

--88% say that PSLV encourages and celebrates diversity on campus.

--90% say that regardless of gender, race/ethnicity, sexual orientation, or ability, every student has an equal opportunity to succeed, and 91% agree that the campus climate is conducive to teaching/learning.

--84% of faculty and staff are satisfied with the level of intellectual stimulation in their jobs.

--91% say they know what is expected of them at work.

--94% agree that their job is essential to the mission of making life better for students on campus; 80% agree that their job is essential to the mission of making life better for the external community and the common good.

--92% are satisfied with their current job responsibilities.

--49% feel that their workload is larger than others on campus; yet 77% feel that there is enough time in the day to complete their work responsibilities.

--74% are satisfied with the overall sense of community at PSLV.

--90% agree that PSLV is a safe and secure campus that can respond to emergencies when necessary.

--97% agree that an orientation program for new hires that includes information about the campus, organizational structure, and human resources would be beneficial.

--63% agree that there is a need for more professional development opportunities that deal with diversity issues.

--51% are dissatisfied with their current salary, and 39% do not feel that they receive fair compensation for the work they do.

--48% do not agree that communication channels are open and free-flowing between levels and departments.

--48% do not agree that campus committees are productive and effective.

Differences among faculty and staff responses are broken out in subsequent charts.

HIGHEST SCORING AREAS (BASED ON SATISFACTION OR AGREEMENT)

Highest Scoring Areas	Total Percentage satisfied/agreed	Total Faculty indicating satisfaction/agreement	Total Staff indicating satisfaction/agreement
My job is essential to the mission of “making life better” for students on campus.	94%	90%	98%
Regardless of gender, race/ethnicity, sexual orientation, or ability, every student has an equal opportunity to succeed at PSLV.	94%	92%	95%
PSLV is a welcoming and supportive environment for students with disabilities	93%	93%	95%
Current job responsibilities	92%	93%	90%
PSLV is a welcoming and supportive environment for minority students.	92%	94%	88%
I know what is expected of me at work.	91%	90%	88%
My colleagues interact positively with me.	91%	93%	87%
PSLV’s campus climate is conducive to teaching and learning.	91%	89%	95%
Staff at PSLV treat other staff with respect.	90%	96%	82%
PSLV is a safe campus that can respond to emergencies when necessary.	90%	93%	88%

All responses which received a 90% or higher are reported within this chart.

Staff indicated a higher level (+8%) of agreement with the statement, “My job is essential to the mission of “making life better” for students on campus.

Both faculty and staff feel that PSLV is a welcoming environment for students with disabilities and minority students, and both groups feel positively that every student has an equal chance to succeed at PSLV.

Faculty are slightly more (+3%) satisfied with their current job responsibilities.

Both faculty and staff express a high level of agreement (90%, 88%) with knowing what is expected of them at work.

Faculty expressed a higher level of agreement (+6%) with the statement, “My colleagues interact positively with me.”

Faculty agree at a much higher rate (96%) that staff treat each other with respect than staff who were given the same statement (82%).

Both faculty and staff agree that PSLV is a safe and secure campus; faculty show a higher level of agreement than staff (+5%).

LOWEST SCORING AREAS (BASED ON SATISFACTION OR AGREEMENT)

Lowest Scoring Areas	Total Percentage satisfied/agreed	Total Faculty percentage	Total Staff percentage
Staff at PSLV are treated more fairly than faculty at PSLV.	31%	50%	5%
Current salary	48%	48%	48%
My workload is larger than other faculty/staff on campus.	49%	34%	70%
As a new hire, I received an orientation to PSLV that included information about my responsibilities on campus.	44%	48%	64%
Communication channels are open and free-flowing between levels and departments.	52%	65%	37%
Overall faculty morale at PSLV	55%	69%	39%
Campus committees are productive and effective.	59%	63%	57%
I receive fair compensation for the work I do.	60%	61%	61%

This chart does not contain responses to the statement, "Please indicate which has been a stress for you over the past academic year." These responses are reported in the next chart entitled, "Areas of Stress Ranked from Highest to Lowest."

Faculty and staff combined show low agreement rates with the statement, "Staff at PSLV are treated more fairly than faculty at PSLV." However, when faculty are broken out as a distinct group, 50% agree with this statement, in comparison to only 5% of staff.

Less than half (48%) of both faculty and staff are satisfied with their current salary. 61% of both faculty and staff agree that they receive fair compensation for the work they do.

A much greater percentage of staff (70%) feels their workload is larger than other faculty/staff on campus, in comparison with 34% of faculty who responded to the same statement.

Both groups show low agreement with the statement, "Communication channels are open and free-flowing between levels and departments," with staff showing a greater disagreement than faculty (30% greater disagreement).

Faculty morale is rated at a higher satisfaction level by faculty (69%) than by staff (39%)

AREAS OF STRESS RANKED FROM HIGHEST TO LOWEST

Areas of Stress Highest to Lowest	Total Percentage indicating stress	Total Percentage of Faculty indicating stress	Total Percentage of Staff indicating stress
Campus budget issues	74%	73%	78%
Campus politics	69%	62%	78%
Public perception of Penn State as a whole	55%	50%	58%
Office space/office accommodations	53%	69%	28%
Departmental politics	47%	36%	60%
Lack of space on campus for meetings or events	41%	39%	44%
Advising responsibilities	24%	34%	10%
Teaching responsibilities	22%	36%	2%

FACULTY AND STAFF PERCEPTIONS RELATED TO MORALE AND TREATMENT

Statement	Percentage satisfied/agreed	Total Faculty percentage	Total Staff percentage
Overall faculty morale at PSLV	55%	69%	39%
Overall staff morale at PSLV	68%	78%	57%
Some people are treated more fairly than other people at PSLV.	62%	62%	61%
Faculty at PSLV are treated more fairly than staff at PSLV.	27%	18%	40%
Staff at PSLV are treated more fairly than faculty at PSLV.	31%	50%	5%
Faculty at PSLV treat other faculty with respect.	83%	92%	71%
Staff at PSLV treat other staff with respect.	90%	96%	82%
Faculty at PSLV treat staff with respect.	71%	85%	50%
Staff at PSLV treat faculty with respect.	85%	80%	90%