

Spring 2007 HLC Accreditation “Campus Climate” Survey Responses

Part 1: For each numbered statement in the table below, select one letter in the right-hand columns to reflect how strongly you disagree or agree with the statement. If an item is not applicable for you, you have no opinion, or you don’t know enough about an item to answer knowledgeably, select the letter in the final column. **YSU’s mission, vision, core values, and organizational priorities (i.e., critical issues in the Centennial Strategic Plan) are available online at <http://www.ysu.edu/strategicplan/>.**

	Strongly Disagree 1	Disagree 2	Some-what Disagree 3	Some-what Agree 4	Agree 5	Strongly Agree 6	No Opinion/ Don't Know (7)	Missing, Invalid, or Unscorable	Mode (Most Common Response)	Mean (Average, Excluding No Opinion)
1. The University’s statements of mission, vision, core values, and organizational priorities, taken together, clearly and broadly define the organization’s mission.	1 n=16 3.2%	2 n=37 7.4%	3 n=35 7.0%	4 n=75 15.0%	5 n=208 41.6%	6 n=89 17.8%	7 n=39 7.8%	n=1 0.2%	5 (Agree)	4.50
2. I feel that I <i>understand</i> YSU’s mission.	1 n=22 4.4%	2 n=39 7.8%	3 n=30 6.0%	4 n=74 14.8%	5 n=205 41.0%	6 n=105 21.0%	7 n=25 5.0%	n=0 0.0%	5 (Agree)	4.51
3. I <i>support</i> YSU’s mission.	1 n=13 2.6%	2 n=13 2.6%	3 n=23 4.6%	4 n=55 11.0%	5 n=186 37.2%	6 n=149 29.8%	7 n=58 11.6%	n=3 0.6%	5 (Agree)	4.90
4. The activities and commitments of YSU are congruent with its mission.	1 n=50 10.0%	2 n=58 11.6%	3 n=73 14.6%	4 n=117 23.4%	5 n=123 24.6%	6 n=30 6.0%	7 n=48 9.6%	n=1 0.2%	5 (Agree)	3.65
5. The University honors the dignity and worth of individuals.	1 n=111 22.2%	2 n=70 14.0%	3 n=83 16.6%	4 n=98 19.6%	5 n=97 19.4%	6 n=29 5.8%	7 n=9 1.8%	n=3 0.6%	1 (Strongly Disagree)	3.18
6. The University’s planning and patterns of financial allocation show that YSU values learning for students.	1 n=84 16.8%	2 n=92 18.4%	3 n=76 15.2%	4 n=102 20.4%	5 n=98 19.6%	6 n=25 5.0%	7 n=22 4.4%	n=1 0.2%	4 (Somewhat Agree)	3.24

	Strongly Disagree 1	Disagree 2	Some-what Disagree 3	Some-what Agree 4	Agree 5	Strongly Agree 6	No Opinion/ Don't Know (7) 7	Missing, Invalid, or Unscorable	Mode (Most Common Response)	Mean (Average, Excluding No Opinion)
7. The University's planning and patterns of financial allocation show that YSU values learning for faculty.	1 n=91 18.2%	2 n=74 14.8%	3 n=62 12.4%	4 n=108 21.6%	5 n=80 16.0%	6 n=20 4.0%	7 n=61 12.2%	n=4 0.8%	4 (Somewhat Agree)	3.17
8. The University's planning and patterns of financial allocation show that YSU values learning for staff.	1 n=105 21.0%	2 n=77 15.4%	3 n=68 13.6%	4 n=107 21.4%	5 n=69 13.8%	6 n=14 2.8%	7 n=56 11.2%	n=4 0.8%	4 (Somewhat Agree)	3.00
9. Within financial constraints, the University provides its employees reasonable opportunities for professional development and training.	1 n=48 9.6%	2 n=67 13.4%	3 n=55 11.0%	4 n=130 26.0%	5 n=143 28.6%	6 n=40 8.0%	7 n=16 3.2%	n=1 0.2%	5 (Agree)	3.77
10. YSU consistently implements clear and fair policies regarding the rights and responsibilities of faculty and staff.	1 n=150 30.0%	2 n=87 17.4%	3 n=58 11.6%	4 n=86 17.2%	5 n=75 15.0%	6 n=25 5.0%	7 n=18 3.6%	n=1 0.2%	1 (Strongly Disagree)	2.84
11. Complaints and grievances are handled in timely fashion.	1 n=153 30.6%	2 n=86 17.2%	3 n=49 9.8%	4 n=48 9.6%	5 n=40 8.0%	6 n=10 2.0%	7 n=112 22.4%	n=2 0.4%	1 (Strongly Disagree)	2.39
12. Effective communication facilitates University governance processes and activities.	1 n=128 25.6%	2 n=95 19.0%	3 n=70 14.0%	4 n=52 10.4%	5 n=68 13.6%	6 n=31 6.2%	7 n=52 10.4%	n=4 0.8%	1 (Strongly Disagree)	2.84
13. The Board of Trustees understands faculty concerns.	1 n=137 27.4%	2 n=71 14.2%	3 n=68 13.6%	4 n=53 10.6%	5 n=31 6.2%	6 n=4 0.8%	7 n=132 26.4%	n=4 0.8%	1 (Strongly Disagree)	2.40
14. The Board of Trustees understands staff concerns.	1 n=165 33.0%	2 n=85 17.0%	3 n=64 12.8%	4 n=55 11.0%	5 n=22 4.4%	6 n=4 0.8%	7 n=104 20.8%	n=1 0.2%	1 (Strongly Disagree)	2.23

	Strongly Disagree 1	Disagree 2	Some-what Disagree 3	Some-what Agree 4	Agree 5	Strongly Agree 6	No Opinion/ Don't Know (7) 7	Missing, Invalid, or Unscorable	Mode (Most Common Response)	Mean (Average, Excluding No Opinion)
15. The Board of Trustees understands student concerns.	1 n=92 18.4%	2 n=67 13.4%	3 n=61 12.2%	4 n=92 18.4%	5 n=56 11.2%	6 n=12 2.4%	7 n=119 23.8%	n=1 0.2%	7 (No Opin./ Don't Know)	2.97
16. Most college-level administrators (e.g., deans, chairs) understand my concerns.	1 n=58 11.6%	2 n=73 14.6%	3 n=55 11.0%	4 n=93 18.6%	5 n=115 23.0%	6 n=32 6.4%	7 n=72 14.4%	n=2 0.4%	5 (Agree)	3.54
17. My immediate supervisor understands my concerns.	1 n=47 9.4%	2 n=35 7.0%	3 n=26 5.2%	4 n=63 12.6%	5 n=132 26.4%	6 n=191 38.2%	7 n=6 1.2%	n=0 0.0%	6 (Strongly Agree)	4.56
18. Most upper-level administrators (e.g., executive directors, vice presidents) understand staff concerns.	1 n=148 29.6%	2 n=81 16.2%	3 n=79 15.8%	4 n=57 11.4%	5 n=54 10.8%	6 n=12 2.4%	7 n=68 13.6%	n=1 0.2%	1 (Strongly Disagree)	2.59
19. Most upper-level administrators (e.g., executive directors, vice presidents) understand student concerns.	1 n=95 19.0%	2 n=73 14.6%	3 n=76 15.2%	4 n=98 19.6%	5 n=65 13.0%	6 n=11 2.2%	7 n=80 16.0%	n=2 0.4%	4 (Somewhat Agree)	3.00
20. Most upper-level administrators (e.g., executive directors, vice presidents) understand faculty concerns.	1 n=139 27.8%	2 n=61 12.2%	3 n=72 14.4%	4 n=60 12.0%	5 n=56 11.2%	6 n=8 1.6%	7 n=99 19.8%	n=5 1.0%	1 (Strongly Disagree)	2.64
21. Most staff understand the concerns of upper-level administrators.	1 n=43 8.6%	2 n=73 14.6%	3 n=105 21.0%	4 n=107 21.4%	5 n=70 14.0%	6 n=16 3.2%	7 n=84 16.8%	n=2 0.4%	4 (Somewhat Agree)	3.33
22. Most faculty members understand the concerns of upper-level administrators.	1 n=42 8.4%	2 n=62 12.4%	3 n=91 18.2%	4 n=111 22.2%	5 n=68 13.6%	6 n=14 2.8%	7 n=108 21.6%	n=4 0.8%	4 (Somewhat Agree)	3.37

	Strongly Disagree	Disagree	Some-what Disagree	Some-what Agree	Agree	Strongly Agree	No Opinion/ Don't Know (7)	Missing, Invalid, or Unscorable	Mode (Most Common Response)	Mean (Average, Excluding No Opinion)
	1	2	3	4	5	6	7			
23. The University supports the concept of shared governance.	1 n=148 29.6%	2 n=76 15.2%	3 n=75 15.0%	4 n=56 11.2%	5 n=35 7.0%	6 n=13 2.6%	7 n=91 18.2%	n=6 1.2%	1 (Strongly Disagree)	2.49
24. Individuals in my work group (e.g., faculty or staff) are sufficiently involved in campus decision-making.	1 n=156 31.2%	2 n=99 19.8%	3 n=80 16.0%	4 n=84 16.8%	5 n=51 10.2%	6 n=16 3.2%	7 n=10 2.0%	n=4 0.8%	1 (Strongly Disagree)	2.64
25. Students are sufficiently involved in campus decision-making.	1 n=98 19.6%	2 n=84 16.8%	3 n=95 19.0%	4 n=80 16.0%	5 n=52 10.4%	6 n=8 1.6%	7 n=78 15.6%	n=5 1.0%	1 (Strongly Disagree)	2.83
26. Faculty and support staff have positive work relationships with each other.	1 n=15 3.0%	2 n=14 2.8%	3 n=33 6.6%	4 n=115 23.0%	5 n=207 41.4%	6 n=80 16.0%	7 n=34 6.8%	n=2 0.4%	5 (Agree)	4.56
27. During the past year and a half, steps have been taken to improve relationships and morale.	1 n=154 30.8%	2 n=88 17.6%	3 n=68 13.6%	4 n=80 16.0%	5 n=51 10.2%	6 n=21 4.2%	7 n=36 7.2%	n=2 0.4%	1 (Strongly Disagree)	2.67
28. During the past year and a half, my employee group (e.g., faculty, staff, administration) has taken steps to improve relationships and morale.	1 n=75 15.0%	2 n=58 11.6%	3 n=71 14.2%	4 n=117 23.4%	5 n=101 20.2%	6 n=37 7.4%	7 n=39 7.8%	n=2 0.4%	4 (Somewhat Agree)	3.48
29. Relationships and morale are improving.	1 n=174 34.8%	2 n=88 17.6%	3 n=92 18.4%	4 n=70 14.0%	5 n=29 5.8%	6 n=11 2.2%	7 n=34 6.8%	n=2 0.4%	1 (Strongly Disagree)	2.41
30. There is respect at YSU for expression of diverse values and beliefs.	1 n=79 15.8%	2 n=73 14.6%	3 n=64 12.8%	4 n=124 24.8%	5 n=109 21.8%	6 n=25 5.0%	7 n=22 4.4%	n=4 0.8%	4 (Somewhat Agree)	3.39

	Strongly Disagree 1	Disagree 2	Some-what Disagree 3	Some-what Agree 4	Agree 5	Strongly Agree 6	No Opinion/ Don't Know (7) 7	Missing, Invalid, or Unscorable	Mode (Most Common Response)	Mean (Average, Excluding No Opinion)
31. I feel free to speak honestly and openly about issues at the University.	1 n=119 23.8%	2 n=87 17.4%	3 n=84 16.8%	4 n=94 18.8%	5 n=79 15.8%	6 n=29 5.8%	7 n=7 1.4%	n=1 0.2%	1 (Strongly Disagree)	3.03
32. There is considerable campus racial conflict at YSU. (<i>Low scores are optimal.</i>)	1 n=87 17.4%	2 n=174 34.8%	3 n=82 16.4%	4 n=52 10.4%	5 n=24 4.8%	6 n=12 2.4%	7 n=64 12.8%	n=5 1.0%	2* (Disagree)	2.51*
33. Increasing the representation of minorities among faculty and staff is a high priority at YSU.	1 n=32 6.4%	2 n=31 6.2%	3 n=52 10.4%	4 n=129 25.8%	5 n=141 28.2%	6 n=60 12.0%	7 n=49 9.8%	n=6 1.2%	5 (Agree)	4.11
34. Helping to promote racial understanding is a very important or essential personal goal for me.	1 n=15 3.0%	2 n=32 6.4%	3 n=32 6.4%	4 n=103 20.6%	5 n=150 30.0%	6 n=127 25.4%	7 n=35 7.0%	n=6 1.2%	5 (Agree)	4.57
35. It is very important for students to gain knowledge of and appreciation for racial/ethnic groups other than their own.	1 n=4 0.8%	2 n=11 2.2%	3 n=7 1.4%	4 n=63 12.6%	5 n=165 33.0%	6 n=239 47.8%	7 n=7 1.4%	n=4 0.8%	6 (Strongly Agree)	5.23
36. Overall, I am satisfied with my job here at YSU.	1 n=35 7.0%	2 n=48 9.6%	3 n=64 12.8%	4 n=89 17.8%	5 n=170 34.0%	6 n=91 18.2%	7 n=1 0.2%	n=2 0.4%	5 (Agree)	4.18
37. I have experienced discrimination (e.g., racism, sexism) at YSU during the past two years. (<i>Low scores are optimal.</i>)	1 n=176 35.2%	2 n=136 27.2%	3 n=30 6.0%	4 n=41 8.2%	5 n=39 7.8%	6 n=49 9.8%	7 n=26 5.2%	n=3 0.6%	1 (Strongly Disagree)	2.53*
38. Institutional procedures and “red tape” have been stressful for me during the past two years. (<i>Low scores are optimal.</i>)	1 n=24 4.8%	2 n=43 8.6%	3 n=32 6.4%	4 n=80 16.0%	5 n=126 25.2%	6 n=154 30.8%	7 n=36 7.2%	n=5 1.0%	6 (Strongly Agree)	4.53*

*Low scores are optimal on items marked with an asterisk.

	Strongly Disagree 1	Disagree 2	Some-what Disagree 3	Some-what Agree 4	Agree 5	Strongly Agree 6	No Opinion/ Don't Know (7)	Missing, Invalid, or Unscorable	Mode (Most Common Response)	Mean (Average, Excluding No Opinion)
39. Keeping up to date with new technology (e.g., Banner) has been stressful for me during the past two years. <i>(Low scores are optimal.)</i>	1 n=42 8.4%	2 n=91 18.2%	3 n=56 11.2%	4 n=98 19.6%	5 n=92 18.4%	6 n=85 17.0%	7 n=32 6.4%	n=4 0.8%	4 (Somewhat Agree)	3.78*
40. Interaction among students and faculty is a high priority at YSU.	1 n=22 4.4%	2 n=35 7.0%	3 n=49 9.8%	4 n=114 22.8%	5 n=135 27.0%	6 n=85 17.0%	7 n=57 11.4%	n=3 0.6%	5 (Agree)	4.27
41. Developing students' leadership skills is a high priority at YSU.	1 n=21 4.2%	2 n=44 8.8%	3 n=71 14.2%	4 n=135 27.0%	5 n=107 21.4%	6 n=43 8.6%	7 n=73 14.6%	n=6 1.2%	4 (Somewhat Agree)	3.93
42. I feel that my work at YSU is appreciated.	1 n=102 20.4%	2 n=71 14.2%	3 n=50 10.0%	4 n=116 23.2%	5 n=114 22.8%	6 n=38 7.6%	7 n=6 1.2%	n=3 0.6%	4 (Somewhat Agree)	3.37
43. Faculty are rewarded for being good teachers.	1 n=93 18.6%	2 n=78 15.6%	3 n=59 11.8%	4 n=89 17.8%	5 n=60 12.0%	6 n=17 3.4%	7 n=101 20.2%	n=3 0.6%	7 (No Opin./ Don't Know)	2.99
44. Faculty are rewarded for their efforts to use instructional technology.	1 n=65 13.0%	2 n=95 19.0%	3 n=67 13.4%	4 n=66 13.2%	5 n=33 6.6%	6 n=9 1.8%	7 n=158 31.6%	n=7 1.4%	7 (No Opin./ Don't Know)	2.80
45. Faculty are rewarded for their efforts to work with underprepared students.	1 n=85 17.0%	2 n=111 22.2%	3 n=70 14.0%	4 n=44 8.8%	5 n=11 2.2%	6 n=9 1.8%	7 n=163 32.6%	n=7 1.4%	7 (No Opin./ Don't Know)	2.43
46. Staff are rewarded for their efforts to keep up with new technology.	1 n=109 21.8%	2 n=111 22.2%	3 n=79 15.8%	4 n=56 11.2%	5 n=20 4.0%	6 n=5 1.0%	7 n=113 22.6%	n=7 1.4%	7 (No Opin./ Don't Know)	2.43

*Low scores are optimal on items marked with an asterisk.

	Strongly Disagree 1	Disagree 2	Some-what Disagree 3	Some-what Agree 4	Agree 5	Strongly Agree 6	No Opinion/ Don't Know (7)	Missing, Invalid, or Unscorable	Mode (Most Common Response)	Mean (Average, Excluding No Opinion)
47. Staff are rewarded for their efforts to work with underprepared students.	1 n=103 20.6%	2 n=100 20.0%	3 n=66 13.2%	4 n=50 10.0%	5 n=13 2.6%	6 n=4 0.8%	7 n=154 30.8%	n=10 2.0%	7 (No Opin./ Don't Know)	2.35
48. During the past two years, I have considered leaving YSU for another institution. (Low scores are optimal.)	1 n=92 18.4%	2 n=94 18.8%	3 n=21 4.2%	4 n=52 10.4%	5 n=96 19.2%	6 n=116 23.2%	7 n=24 4.8%	n=5 1.0%	6 (Strongly Agree)	3.67*

*Low scores are optimal on items marked with an asterisk.

Part 2: Demographic Information.

49. Respondents' Primary Employee Classification at YSU:

Classification	Number Who Filled Out the Survey	Percent of Total Respondents
Professional/Administrative Staff	80	16.0 %
Professional/Administrative Staff "Exempt"	60	12.0 %
Classified Staff and Classified Staff "Exempt" (These two categories are combined because of the small number of Classified Exempt Staff filling out the survey.)	133	26.6 %
Full-time Faculty, or an Academic Department Chairperson	215	43.0 %
Missing (Left Blank)	12	2.4 %
Total	500	100.0 %

Number of surveys distributed: 1109

Number of individuals who filled out the survey: 500

Survey response rate: 45%

50. **Number of Years Worked at YSU (Including the 2006-07 Academic Year):**

- (a) 1-5 (b) 6-10 (c) 11-15 (d) 15-20 (e) 21 or more

Number of Years at YSU, Including 2006-07 Academic Year	Number Who Worked That Number of Years	Percent of Total Respondents
1-5	135	27.0 %
6-10	84	16.8 %
11-15	54	10.8 %
15-20	82	16.4 %
21 or more	130	26.0 %
Missing (Left Blank)	15	3.0 %
Total	500	100.0 %

51. Have you ever held a full-time position at another higher education institution?

- (a) Yes: 145 Respondents (29% of Total Respondents)
 (b) No: 341 Respondents (68.2 % of Total Respondents)
 (c) Missing, Left Blank, or Invalid Responses: 14 (2.8% of Total Respondents)

52. During the past two years, have you applied for a position at another higher education institution?

- (a) Yes: 86 Respondents (17.2% of Total Respondents)
 (b) No: 394 Respondents (78.8 % of Total Respondents)
 (c) Missing, Left Blank, or Invalid Responses: 20 (4.0% of Total Respondents)

You may contact the accreditation coordinators—Dr. Bege Bowers (330-941-1560), Dr. Janice Elias (330-941-1333), Dr. Sharon Stringer, Director of Assessment (330-941-1347)— if you have any questions about this survey/research project.