

BAKERSFIELD COLLEGE

Accreditation and Institutional Quality (AIQ) Committee

Update on 2019 District Climate Survey

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The District Office of Institutional Research and Reporting will soon be administering the District Climate Survey to all personnel at BC and in the District via email. As some may recall, the District Climate survey was last administered in 2016. This fall it will be administered again according to the following schedule:

Oct 28 – Email from presidents go out

Oct 29 – Email with link to survey

Oct 29-Nov 30 – Survey Period

November 11 – First Reminder Email

November 20 – Second Reminder

November 28 – Final Reminder

November 30 – Survey Closes

The survey is divided into four sections:

Section I: Demographics

Section II: Employee Relations, Engagement & Job Satisfaction

Section III: Diversity and Inclusion

Section IV: Overall

The questions that were asked in the last administration of the survey will be asked again. Additionally, a number of new questions have been added. Some changes have been made to the survey since its last administration, primarily the addition of new questions as indicated in Appendix A.

Please encourage your colleagues to complete the survey and be sure to take the time to complete the survey yourself. Expect to allocate about 20 to 25 minutes to complete the survey. Results will be available in spring 2020 and will be used to support strategic planning.

Appendix A. District Climate Survey: List of questions

2019 KCCD Climate Survey	
	Location in Previous Years' Survey (2011, 2013, 2016)
Section I: Demographics	
Q1 What is your primary position at your place of employment?	Part VIII: Demographics, Q8
Classified Staff (1)	
Confidential Staff (2)	
Faculty (3)	
Management (4)	
Display This Question: If What is your primary position at your place of employment? = Faculty	
Q1a What is your current faculty status	New
Adjunct Faculty (1)	
Tenured/Tenure Track Faculty (2)	
Other (3)	
Display This Question: If What is your primary position at your place of employment? = Faculty	
Q1b Are you teaching at least one class during the 2019-2020 academic school year?	New
Yes (1)	
No (2)	
Display This Question: If What is your primary position at your place of employment? = Faculty	
Q1c Did you teach at least one class during the 2018-2019 academic school year?	New
Yes (1)	
No (1)	
Q2 Do you currently work full or part-time?	Part VIII: Demographics, Q9
Full-time (1)	
Part-time (2)	
Q3 At which college or location do you primarily work?	Part VIII: Demographics, Q10
Bakersfield College (1)	
Cerro Coso Community College (2)	
Porterville College (3)	
District Office (4)	
Display This Question: If Which college/location do you work for? = Bakersfield College	
Q4a Which campus location(s) do you do most of your work from?	Part VIII: Demographics, Q11

BC Arvin-Lamont (1)	
BC Delano College Center (2)	
BC Main Campus (3)	
BC McFarland (4)	
BC Northwest Extension (5)	
BC Online (6)	
BC Shafter (7)	
BC Southwest Campus (8)	
BC Wasco (9)	
BC Weill Institute (10)	
Display This Question: If which college/location do you work for? = Cerro Coso Community College	
Q4b Which campus location(s) do you do most of your work from?	Part VIII: Demographics, Q11
CC Main Campus (Ridgecrest/Indian Wells Valley Campus) (1)	
CC Online (2)	
CC East Kern Ed Center (3)	
CC East Kern Prison (4)	
CC Eastern Sierra College Center (Bishop) (5)	
CC Eastern Sierra College Center (Mammoth) (6)	
CC Kern River Valley Center (7)	
CC South Kern Center (8)	
Display This Question: If Which college/location do you work for? = Porterville College	
Q4c Which campus location(s) do you do most of your work from?	Part VIII: Demographics, Q11
PC Main Campus (1)	
PC Online (2)	
Q5 How long have you worked for the KCCD?	Part VIII: Demographics, Q12
Less than 1 year (1)	
1-5 years (2)	
6-10 years (3)	
More than 10 years (4)	
Q6 How do you identify?	Part VIII: Demographics, Q14
Female	
Male	
Non-binary	
Q7 What is your primary race/ethnicity?	Part VIII: Demographics, Q15
Asian (1)	
Black or African American (2)	
Hispanic or Latino (3)	
Native American or Alaska Native	

White/Caucasian	
Multiple/Other	
Q8 What is your age group?	Part VIII: Demographics, Q16
30 or younger	
31-40	
41-50	
51-60	
Over 60	
Section II: Employee Relations, Engagement & Job Satisfaction	
Q9 Please reflect on the college or location where you primarily work (i.e. BC, CC, PC, District Office). Please indicate the extent to which you agree or disagree with each of the following: (Strongly Agree, Somewhat Agree, Neither Agree nor Disagree, Somewhat Disagree, Strongly Disagree)	
a. Employees here respect each other (1)	New
b. My work location (college or district office) takes responsibility for educating underprepared and/or underrepresented students (2)	New
c. My work location (college or district office) adequately prepares students for the workplace (3)	New
d. There is trust between classified staff and faculty (4)	Part I: Climate, Q1c
e. There is trust between classified staff and management (5)	Part I: Climate, Q1d
f. There is trust between faculty and management (6)	Part I: Climate, Q1e
g. There is trust between employees at the colleges and the district office (7)	Part I: Climate, Q1f
h. There is trust among the three colleges (8)	Part I: Climate, Q1g
i. Management considers faculty and staff concerns when making policy (9)	New
j. The department I work in values my contributions (10)	New
k. I am happy with the opportunities provided for career development and advancement (11)	New
l. The criteria for advancement and promotion decisions are clear (12)	New
m. I feel a sense of belonging to my work location (college or district office) (13)	New
n. I am provided with the resources (i.e. materials, supplies, equipment) and related support needed to adequately perform my job (14)	New
o. I am provided with the technology and related support to do my work (15)	Part I: Climate, Q1k
p. I understand the decision making process at my work location (college or district office) (16)	Part IV: Communication, Q4j
q. The decision making process at my work location (college or district office) is effective (17)	Part IV: Communication, Q4k
r. I understand the decision making process for decisions affecting KCCD as a whole (18)	Part IV: Communication, Q4l
s. The district-wide decision making process is effective (19)	Part IV: Communication, Q4m
t. Information flows well upward through the organizational structure (20)	Part IV: Communication, Q4f
u. Information flows well downward through the organizational structure (21)	Part IV: Communication, Q4g
v. I am provided adequate training to do my work (22)	Part VI: Professional Development, Q6a
w. There are opportunities in this college/district to learn and grow in my career (23)	Part VI: Professional Development, Q6b

x. My work location (college or district office) provides encouragement and support for professional growth and development (24)	Part VI: Professional Development, Q6c
Q10 Please reflect on the college or location where you primarily work (i.e. BC, CC, PC, District Office). Please indicate the extent to which you agree or disagree with the following statements: (Strongly Agree, Somewhat Agree, Neither Agree nor Disagree, Somewhat Disagree, Strongly Disagree)	
a. KCCD promotes high ethical standards for faculty, staff and students (1)	New
b. My work location (college or district office) promotes high ethical standards for faculty, staff and students (2)	New
c. Employee morale is high at my work location (college or district office) (3)	Part I: Climate, Q1b
d. Employee morale is high within my department (4)	
e. I feel valued as an employee of this college/district office (5)	Part I: Climate, Q1a
f. I achieve a healthy balance between my personal life and my professional life (6)	
g. I feel consulted and listened to regarding decisions in the workplace (7)	Part I: Climate, Q1i
h. Employees at all levels and classifications are sufficiently involved in campus decision-making (8)	New
i. Relevant information affecting KCCD as a whole is effectively communicated throughout the district (9)	Part IV: Communication, Q4a
j. Relevant information affecting my work location (college or district office) is effectively communicated throughout the organization (10)	Part IV: Communication, Q4b
k. I have sufficient information to perform my job (11)	Part IV: Communication, Q4c
l. I am satisfied with my opportunities to participate in key institutional decisions, such as those concerned with long-term planning, budgeting, goal setting, and institutional mission (12)	New
m. The current organizational structure provides for effective college-wide participation in decision-making for all segments of the campus community (13)	New
n. My representatives on governance committees keep me informed of important college/district issues (14)	Part IV: Communication, Q4d
o. My representatives on governance committees ask for my input on important college/district issues (15)	Part IV: Communication, Q4e
p. The environment in which I work is conducive to productivity (16)	Part I: Climate, Q1l
q. I feel comfortable and safe bringing forward a complaint (i.e. harassment, safety issues, policy violations, etc.) (17)	New
r. I understand reporting policies at my work location (college or district office) and know how to report issues of discrimination and/or harassment (18)	New
s. The college or location where I work is adequately maintained (19)	Part I: Climate, Q1j
t. The college or location where I work is an attractive facility (20)	Part I: Climate, Q1m
u. The college or location where I work is kept clean (21)	Part I: Climate, Q1n
v. I feel safe at my work location (college or district office)(22)	Part I: Climate, Q1o
Display This Question: If What is your primary position at the college/district? = Faculty And Are you teaching at least one class during the 2019-2020 academic school year? = Yes	

Q11 Please reflect on the college or location where you primarily work (i.e. BC, CC, PC, District Office). Please indicate the extent to which you agree or disagree with each of the following: (Strongly Agree, Somewhat Agree, Neither Agree nor Disagree, Somewhat Disagree, Strongly Disagree)	New
a. My teaching is valued by faculty in my department (1)	
b. My service is valued by faculty in my department (2)	
c. My mentoring is valued by faculty in my department (3)	
d. Faculty here respect each other (5)	
e. My assigned teaching load is appropriate (6)	
f. There is adequate support for faculty development (7)	
g. Faculty are prepared to deal with conflict over diversity issues in the classroom (8)	
h. Faculty of color are treated fairly here (9)	
i. Women faculty are treated fairly here (10)	
j. LGBTQ+ faculty are treated fairly here (11)	
Q12 Please reflect on the college or location where you currently work (i.e. BC, CC, PC, District Office). Please indicate how positive/negative your interactions are with the following groups: (Extremely Positive, Somewhat Positive, Neither Positive nor Negative, Somewhat Negative, Extremely Negative)	
a. Students (1)	Part II: Interactions, Q2c
b. Faculty (2)	Part II: Interactions, Q2a
c. Classified Staff (3)	Part II: Interactions, Q2b
d. Confidential Staff (4)	New
e. Managers/Administrators (5)	Part II: Interactions, Q2d
f. The other colleges within our district (6)	New
g. Immediate supervisor (7)	Part II: Interactions, Q2e
h. District Office Staff (Display Logic: For Non-District Office Staff Only; BC, PC, or CC is Selected as primary work place)	New
Q13 Please indicate the extent to which you agree or disagree with each of the following about your immediate supervisor. (Strongly Agree, Somewhat Agree, Neither Agree nor Disagree, Somewhat Disagree, Strongly Disagree) My supervisor:	
a. Encourages my professional growth and development (1)	Part VI: Professional Development, Q6d
b. Sets realistic expectations for my job (2)	New
c. Demonstrates a commitment to diversity and inclusion (3)	New
d. Provides me with feedback that assists me in performing my job responsibilities (4)	New
e. Advocates for me (5)	New
f. Asks for my input before making decisions that affect my work and/or our unit/department (6)	Part IV: Communication, Q4i
g. Keeps me informed of issues relevant to my job (7)	Part IV: Communication, Q4h
h. Has the knowledge and skills needed to support me in my job (8)	New

Q14 Please indicate how often you participate in the following activities: (Very Often (3 or more times a month), Often (1-2 times a month), Sometimes (1-2 times a semester), Seldom (1-2 times a year), Never, Not Available)	
a. Department Meetings (1)	Part V: Participation, Q5a
b. Committee Meetings (2)	Part V: Participation, Q5b
c. Staff development activities/Professional development trainings or workshops (3)	Part V: Participation, Q5c
d. Extracurricular college activities (sports, arts, clubs) (4)	Part V: Participation, Q5d
e. Intercollege events (district-wide meetings or cooperative events affecting more than one college) (5)	Part V: Participation, Q5e
f. Community meetings or events (6)	Part V: Participation, Q5f
g. Networking events (7)	New
Q15 Please indicate your satisfaction with the services provided by the following KCCD District Offices: (Extremely Satisfied, Somewhat Satisfied, Neither Satisfied nor Dissatisfied, Somewhat Dissatisfied, Extremely Dissatisfied)	New
a. Business Services (1)	
b. Educational Services (2)	
c. Human Resources (3)	
d. Information Technology (4)	
e. Institutional Research (5)	
Section III: Diversity and Inclusion	
Q16 Please indicate the extent to which you agree or disagree with the following statements about our overall institution and/or the college or location where you primarily work (i.e. BC, CC, PC, District Office): (Strongly Agree, Somewhat Agree, Neither Agree nor Disagree, Somewhat Disagree, Strongly Disagree)	
a. This institution demonstrates through its practices and policies an appropriate understanding of and concern for issues of equity and diversity (1)	New
b. This institution promotes the idea that a racially/ ethnically diverse student body enhances the educational experience of all students (2)	New
c. My work location has effective hiring practices and policies that increase faculty and staff diversity (3)	New
d. My work location encourages staff to have a public voice and share their ideas openly (4)	New
e. My work location promotes the appreciation of cultural differences (5)	New
f. My work location provides the campus community with opportunities to share feelings about issues of concern (6)	New
g. My work location rewards staff for their participation in diversity efforts (7)	New
h. My work location has a lot of racial tension (8)	New
i. My work location provides staff with the skills/training needed to facilitate conversations about diversity issues on campus (9)	New
k. My work environment is open to the expression of different ideas, opinions, and beliefs	Part I: Climate, Q1h

<p>Q17 Please indicate the extent to which you agree or disagree with the following statement about the general climate where you currently work (i.e. BC, CC, PC, District Office). (Strongly Agree, Somewhat Agree, Neither Agree nor Disagree, Somewhat Disagree, Strongly Disagree)</p> <p>The general climate is one that is welcoming and supportive of similarities and differences in</p>	
a. Ability/Disability Status (1)	Part III: Diversity, Q3c
b. Age (2)	Part III: Diversity, Q3d
c. Citizenship Status (3)	New
d. Gender/Gender Identity (4)	Part III: Diversity, Q3b
e. Level of Education (5)	Part III: Diversity, Q3g
f. Political Beliefs (6)	New
g. Race/Ethnicity (7)	Part III: Diversity, Q3f
h. Religious/Spiritual Beliefs (8)	Part III: Diversity, Q3e
i. Sexual Orientation (9)	Part III: Diversity, Q3a
j. Socioeconomic Status (10)	New
<p>Q18 While at this institution, please indicate how often you have: (Very Often, Often, Sometimes, Seldom, Never)</p>	New
a. Personally experienced discrimination (1)	
b. Assisted a student with a problem about discrimination (2)	
c. Assisted another employee with a problem about discrimination (3)	
d. Witnessed discrimination (4)	
e. Felt excluded (i.e. from gatherings, events) (5)	
f. Reported an incident of discrimination to a campus authority (6)	
g. Been sexually harassed (7)	
h. Reported an incident of sexual harassment to a campus authority (8)	
i. Heard insensitive or disparaging remarks about race/ethnicity from Students (9)	
j. Heard insensitive or disparaging remarks about race/ethnicity from Faculty (10)	
k. Heard insensitive or disparaging remarks about race/ethnicity from Classified Staff (11)	
l. Heard insensitive or disparaging remarks about race/ethnicity from Confidential Staff (12)	
m. Heard insensitive or disparaging remarks about race/ethnicity from Management (13)	
<p>Q19 While at this institution, please indicate how often you have been discriminated against or excluded from activities because of your: (Very Often, Often, Sometimes, Seldom, Never)</p>	New
a. Ability/Disability Status (1)	
b. Age (2)	
c. Citizenship Status (3)	
d. Gender/Gender Identity (4)	
e. Job Classification (i.e. Title, Position) (5)	
f. Level of Education (6)	
g. Political Beliefs (7)	
h. Race/Ethnicity (8)	

i. Religious/Spiritual Beliefs (9)	
j. Sexual Orientation (10)	
k. Socioeconomic Status (11)	
Q20 While at this institution, please indicate how often you experienced discrimination by the following groups: (Very Often, Often, Sometimes, Seldom, Never)	New
a. Students (1)	
b. Faculty (2)	
c. Classified Staff (3)	
d. Confidential Staff (4)	
e. Management/Administration (5)	
Section IV: Overall	
Q21 Overall, how satisfied are you with this institution as a place to work?	New
Extremely Satisfied (1)	
Somewhat Satisfied (2)	
Neither Satisfied nor Dissatisfied (3)	
Somewhat Dissatisfied (4)	
Extremely Dissatisfied (5)	
Q22 Within the next year, how likely are you to leave: (Extremely Likely, Somewhat Likely, Neither likely nor unlikely, Somewhat Unlikely, Extremely Unlikely)	New
a. Your current position (1)	
b. Your college or work location (2)	
c. The District (3)	
Q23 How long do you expect to continue to work for the KCCD?	Part VIII: Demographics, Q13
Less than 1 year (1)	
1-5 years (2)	
6-10 years (3)	
More than 10 years (4)	
Q24 If you had to do it over again, would you choose to work for the KCCD?	Part VII: Overall, Q7
Yes (1)	
No (2)	
Q25 Is there anything else you would like to share about your experiences as an employee of the KCCD, the college you primarily work for, and/or the district office?	New