

Gallaudet University Campus Climate Survey 2009 Item Analysis

Background:

- The 2009 GU Campus Climate Survey was based on the survey developed from the 2003 consultant report, and replicated the Survey piloted and administered in 2007 and 2008.
- The GU CC Survey consists of 40 items, each describing a positive or negative climate characteristic and 3 open-ended questions.
- Participation decreased in 2009 from the return in 2008 by approximately 43% (27% response rate in 2009). 58% of faculty responded. Though this year's response rate was lower, it was not unusual for surveys.

Summary:

Out of 40 items:

- 17 items received **POSTIVE** responses (Agree or Strongly Agree) from 40% or more respondents
- 12 items received **NEGATIVE** responses (Disagree or Strongly Disagree) from 40% or more respondents
- 11 items received **VARIED** responses, with approximately 1/3 positive, 1/3 negative, and 1/3 varied

-Respondents feel **most positive** about official and formal actions taken to convey respect & trust and to share information (e.g., programs, timing and variety of communication; access to meetings, policies and statements). They also responded most positively to five statements about academic culture, including questions related to individual faculty and departments using consistent and reasonable academic standards and a statement about mutual respect being encouraged among all constituents.

-Respondents feel **most negative** about individual and specific decisions, consistency and transparency of decision-making (especially budget decisions), and the efficiency of the organization. They were also concerned about the articulation of the concept of bilingualism and the evaluation of ASL proficiency.

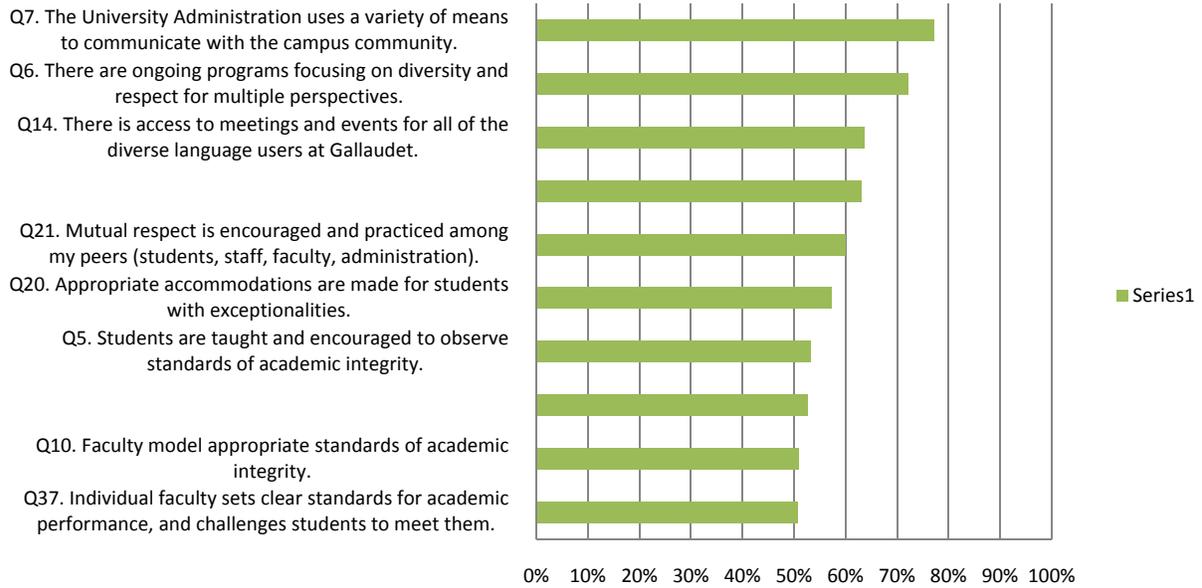
-There is **inconsistency** among respondents in perception of a climate on about ¼ of the items including several related to manager responsiveness, consistency, equality of opportunity in promotion and hiring, and proactive problem-solving.

Draft Questions for Action Planning:

- How should the GU Campus Climate Survey be further disseminated and discussed?
- How can we increase the likelihood that formal and official policies and actions be better translated into daily actions?
- How can we increase the transparency and effectiveness of communication and decision making?
- How can we increase transparency of budget making?
- How can we make the university more proactive and efficient in problem solving, and make the related decision making transparent in an efficient and timely way?

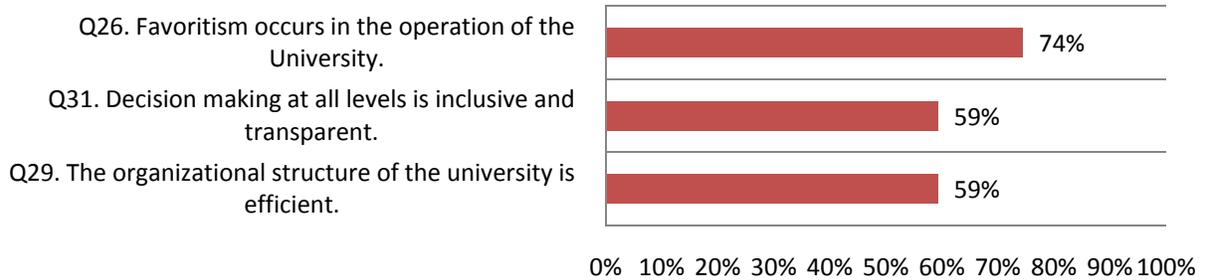
Gallaudet University Campus Climate Survey 2009 Item Analysis

Positive Climate Characteristic: % of Total Responses*



* "Positive" is defined as "strongly agree" or "agree" responses totaling 50% or more.

Negative Climate Characteristic: % of Total Responses**



** "Negative" is defined as "strongly disagree" or "disagree" responses totaling 50% or more.