Strengthening Our Community Task Force

Preliminary report from Scoping Survey responses
July, 2016
Notes on Responses

- The scoping survey was developed as a single survey to go to the ESF community of students, faculty, and staff. As such, different topics may have different levels of importance to different groups within ESF. Therefore we have broken out the responses and generated separate reports for undergraduate students (full and part time), graduate students (full and part time), staff (UUP, CSEA, and others) and faculty (tenured, untenured, non-tenure track, emeriti). A small number of responses (11) did not indicate their affiliation and are included as a separate group.

- The scoping survey is not intended to draw conclusions but to inform the campus community. The Task Force encourages the ESF community of students, faculty, staff, administrators, trustees and others to review the survey response and discuss them with peers, colleagues, supervisors.

- The scoping survey had 453 completed responses. When looking at the responses it is important to recognize the significance of response rates. For example, of the 1658 undergraduate students registered in Spring of 2016, 179 completed surveys, or 11%. We cannot say whether the responses are representative of the views of ESF undergraduate students in general. This needs to be taken into consideration when interpreting responses.

- There were a total of 1,547 discrete comments and suggestions from the survey. Synthesis of these comments is ongoing and will be reported later. The number of comments and suggestions recorded for each question is reported here.
Staff_InitialBreakOut

SOCE Scoping Survey

July 20th 2016, 7:16 pm EDT
Q24 - Which of the following best describes your role at ESF?

<table>
<thead>
<tr>
<th></th>
<th># of Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>Staff</td>
<td>100</td>
</tr>
<tr>
<td>(UUP, CSEA, Administrative) (Management Confidential), University Police, Research Foundation Employees)</td>
<td></td>
</tr>
</tbody>
</table>
Q1 - I would recommend ESF as a good place to:

- Work
- Study
- Teach
- Socialize
- Do my best work

Legend:
- Strongly agree
- Somewhat agree
- Neither agree nor disagree
- Somewhat disagree
- Strongly disagree
Q1 - I would recommend ESF as a good place to:

<table>
<thead>
<tr>
<th>Question</th>
<th>Strongly agree</th>
<th>Somewhat agree</th>
<th>Neither agree nor disagree</th>
<th>Somewhat disagree</th>
<th>Strongly disagree</th>
<th>Total</th>
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<tbody>
<tr>
<td>Work</td>
<td>31.63%</td>
<td>41.84%</td>
<td>8.16%</td>
<td>14.29%</td>
<td>4.08%</td>
<td>98</td>
</tr>
<tr>
<td>Study</td>
<td>41.56%</td>
<td>35.06%</td>
<td>14.29%</td>
<td>7.79%</td>
<td>1.30%</td>
<td>77</td>
</tr>
<tr>
<td>Teach</td>
<td>31.67%</td>
<td>35.00%</td>
<td>21.67%</td>
<td>10.00%</td>
<td>1.67%</td>
<td>60</td>
</tr>
<tr>
<td>Socialize</td>
<td>14.29%</td>
<td>33.33%</td>
<td>26.19%</td>
<td>19.05%</td>
<td>7.14%</td>
<td>84</td>
</tr>
<tr>
<td>Do my best work</td>
<td>29.35%</td>
<td>30.43%</td>
<td>18.48%</td>
<td>14.13%</td>
<td>7.61%</td>
<td>92</td>
</tr>
</tbody>
</table>

(Q2) 47 Comments/Suggestions (47% of responses)
Q3 - ESF reflects the strengths and values I believed it had when I first chose to work/study here.

<table>
<thead>
<tr>
<th>Answer</th>
<th>%</th>
<th>Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>Strongly agree</td>
<td>24.24%</td>
<td>24</td>
</tr>
<tr>
<td>Somewhat agree</td>
<td>32.32%</td>
<td>32</td>
</tr>
<tr>
<td>Neither agree nor disagree</td>
<td>12.12%</td>
<td>12</td>
</tr>
<tr>
<td>Somewhat disagree</td>
<td>15.15%</td>
<td>15</td>
</tr>
<tr>
<td>Strongly disagree</td>
<td>14.14%</td>
<td>14</td>
</tr>
<tr>
<td>No Opinion</td>
<td>2.02%</td>
<td>2</td>
</tr>
<tr>
<td>Total</td>
<td>100%</td>
<td>99</td>
</tr>
</tbody>
</table>

(Q5) 25 Comments/Suggestions (25% of responses)
Q4 - My perspective is appreciated in a way that matters at ESF.

(Q6) 23 Comments/Suggestions (23% of responses)

<table>
<thead>
<tr>
<th>Answer</th>
<th>%</th>
<th>Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>Strongly agree</td>
<td>17.17%</td>
<td>17</td>
</tr>
<tr>
<td>Somewhat agree</td>
<td>31.31%</td>
<td>31</td>
</tr>
<tr>
<td>Neither agree nor disagree</td>
<td>15.15%</td>
<td>15</td>
</tr>
<tr>
<td>Somewhat disagree</td>
<td>19.19%</td>
<td>19</td>
</tr>
<tr>
<td>Strongly disagree</td>
<td>14.14%</td>
<td>14</td>
</tr>
<tr>
<td>No Opinion</td>
<td>3.03%</td>
<td>3</td>
</tr>
<tr>
<td>Total</td>
<td>100%</td>
<td>99</td>
</tr>
</tbody>
</table>
Q7 - I feel invited and encouraged to participate in:
Q7 - I feel invited and encouraged to participate in:

<table>
<thead>
<tr>
<th>Question</th>
<th>Strongly agree</th>
<th>Somewhat agree</th>
<th>Neither agree nor disagree</th>
<th>Somewhat disagree</th>
<th>Strongly disagree</th>
<th>No Opinion</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Campus social and recognition events.</td>
<td>45.45%</td>
<td>37.37%</td>
<td>9.09%</td>
<td>2.02%</td>
<td>5.05%</td>
<td>1.01%</td>
<td>99</td>
</tr>
<tr>
<td>Campus committees</td>
<td>32.65%</td>
<td>37.76%</td>
<td>10.20%</td>
<td>11.22%</td>
<td>6.12%</td>
<td>2.04%</td>
<td>98</td>
</tr>
<tr>
<td>Decision-making for the campus</td>
<td>14.14%</td>
<td>19.19%</td>
<td>19.19%</td>
<td>28.28%</td>
<td>17.17%</td>
<td>2.02%</td>
<td>99</td>
</tr>
<tr>
<td>Decision-making in my unit/department</td>
<td>33.33%</td>
<td>27.27%</td>
<td>11.11%</td>
<td>15.15%</td>
<td>12.12%</td>
<td>1.01%</td>
<td>99</td>
</tr>
</tbody>
</table>

(Q8) 23 Comments/Suggestions (23% of responses)
Q10 - How would describe the direction of change (if any) in the campus climate recently?

59 Comments/Suggestions (59% of responses)
Q9 - I am well informed at ESF because communication on campus is effective

<table>
<thead>
<tr>
<th>Answer</th>
<th>%</th>
<th>Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>Strongly agree</td>
<td>8.08%</td>
<td>8</td>
</tr>
<tr>
<td>Somewhat agree</td>
<td>32.32%</td>
<td>32</td>
</tr>
<tr>
<td>Neither agree nor disagree</td>
<td>14.14%</td>
<td>14</td>
</tr>
<tr>
<td>Somewhat disagree</td>
<td>26.26%</td>
<td>26</td>
</tr>
<tr>
<td>Strongly disagree</td>
<td>19.19%</td>
<td>19</td>
</tr>
<tr>
<td>No Opinion</td>
<td>0.00%</td>
<td>0</td>
</tr>
<tr>
<td>Total</td>
<td>100%</td>
<td>99</td>
</tr>
</tbody>
</table>

(Q11) 33 Comments/Suggestions (33% of responses)
Q12 - I believe that those serving in the following areas provide effective communication:

Q12.1 - Office of the President

- 32% Somewhat agree
- 22% Neither agree nor disagree
- 19% Somewhat disagree
- 16% Strongly disagree
Q12 - I believe that those serving in the following areas provide effective communication:

Q12.2 - Office of the Provost

16% Somewhat agree
33% Neither agree nor disagree
19% Somewhat disagree
20% Strongly disagree
Q12 - I believe that those serving in the following areas provide effective communication:

Q12.3 - Vice Presidents

- 16% Somewhat agree
- 31% Neither agree nor disagree
- 20% Somewhat disagree
- 18% Strongly disagree
Q12 - I believe that those serving in the following areas provide effective communication:

- **34%**  
  Strongly agree
- **23%**  
  Somewhat agree
- **20%**  
  Neither agree nor disagree
Q12 - I believe that those serving in the following areas provide effective communication:

Q12.5 - Academic Governance Leadership

- 20% Strongly agree
- 43% Somewhat agree
- 24% Neither agree nor disagree
Q12 - I believe that those serving in the following areas provide effective communication:

Q12.6 - Peers (Co-Workers, Students)

- 21% Strongly agree
- 37% Somewhat agree
- 24% Neither agree nor disagree
Q12 - I believe that those serving in the following areas provide effective communication:

<table>
<thead>
<tr>
<th>Question</th>
<th>Strongly agree</th>
<th>Somewhat agree</th>
<th>Neither agree nor disagree</th>
<th>Somewhat disagree</th>
<th>Strongly disagree</th>
<th>No Opinion</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Office of the President</td>
<td>9.18%</td>
<td>31.63%</td>
<td>22.45%</td>
<td>19.39%</td>
<td>16.33%</td>
<td>1.02%</td>
<td>98</td>
</tr>
<tr>
<td>Office of the Provost</td>
<td>10.31%</td>
<td>16.49%</td>
<td>32.99%</td>
<td>18.56%</td>
<td>19.59%</td>
<td>2.06%</td>
<td>97</td>
</tr>
<tr>
<td>Vice Presidents</td>
<td>10.31%</td>
<td>16.49%</td>
<td>30.93%</td>
<td>19.59%</td>
<td>17.53%</td>
<td>5.15%</td>
<td>97</td>
</tr>
<tr>
<td>Unit Head (Chair, Supervisor)</td>
<td>33.67%</td>
<td>23.47%</td>
<td>20.41%</td>
<td>12.24%</td>
<td>8.16%</td>
<td>2.04%</td>
<td>98</td>
</tr>
<tr>
<td>Academic Governance Leadership</td>
<td>20.41%</td>
<td>42.86%</td>
<td>24.49%</td>
<td>4.08%</td>
<td>3.06%</td>
<td>5.10%</td>
<td>98</td>
</tr>
<tr>
<td>Peers (Co-Workers, Students)</td>
<td>21.43%</td>
<td>36.73%</td>
<td>24.49%</td>
<td>11.22%</td>
<td>2.04%</td>
<td>4.08%</td>
<td>98</td>
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</tbody>
</table>

(Q21) 15 Comments/Suggestions (15% of responses)
Q13 - I have a high degree of trust for those serving in the following areas:

Q13.1 - Office of the President

- Somewhat agree: 26%
- Somewhat disagree: 23%
- Strongly disagree: 20%
Q13 - I have a high degree of trust for those serving in the following areas:

Q13.2 - Office of the Provost

- 16% Strongly agree
- 16% Somewhat agree
- 25% Neither agree nor disagree
- 18% Somewhat disagree
- 23% Strongly disagree
Q13 - I have a high degree of trust for those serving in the following areas:

Q13_3 - Vice Presidents

- **18%** Strongly agree
- **20%** Somewhat agree
- **28%** Neither agree nor disagree
- **19%** Somewhat disagree
Q13 - I have a high degree of trust for those serving in the following areas:

Q13_4 - Unit Head (Chair, Supervisor)

- 41% Strongly agree
- 25% Somewhat agree
Q13 - I have a high degree of trust for those serving in the following areas:

Q13.5 - Academic Governance Leadership

- **16%** Strongly agree
- **35%** Somewhat agree
- **33%** Neither agree nor disagree
Q13 - I have a high degree of trust for those serving in the following areas:

Q13.6 - Peers (Co-Workers, Students)

- **33%** Strongly agree
- **36%** Somewhat agree
- **23%** Neither agree nor disagree
Q13 - I have a high degree of trust for those serving in the following areas:

<table>
<thead>
<tr>
<th>Question</th>
<th>Strongly agree</th>
<th>Somewhat agree</th>
<th>Neither agree nor disagree</th>
<th>Somewhat disagree</th>
<th>Strongly disagree</th>
<th>No Opinion</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Office of the President</td>
<td>11.34%</td>
<td>25.77%</td>
<td>19.59%</td>
<td>22.68%</td>
<td>19.59%</td>
<td>1.03%</td>
<td>1</td>
</tr>
<tr>
<td>Office of the Provost</td>
<td>15.63%</td>
<td>15.63%</td>
<td>25.00%</td>
<td>17.71%</td>
<td>22.92%</td>
<td>3.13%</td>
<td>3</td>
</tr>
<tr>
<td>Vice Presidents</td>
<td>17.71%</td>
<td>19.79%</td>
<td>28.13%</td>
<td>18.75%</td>
<td>11.46%</td>
<td>4.17%</td>
<td>4</td>
</tr>
<tr>
<td>Unit Head (Chair, Supervisor)</td>
<td>40.63%</td>
<td>25.00%</td>
<td>16.67%</td>
<td>9.38%</td>
<td>7.29%</td>
<td>1.04%</td>
<td>1</td>
</tr>
<tr>
<td>Academic Governance Leadership</td>
<td>16.49%</td>
<td>35.05%</td>
<td>32.99%</td>
<td>5.15%</td>
<td>4.12%</td>
<td>6.19%</td>
<td>6</td>
</tr>
<tr>
<td>Peers (Co-Workers, Students)</td>
<td>32.65%</td>
<td>35.71%</td>
<td>23.47%</td>
<td>4.08%</td>
<td>1.02%</td>
<td>3.06%</td>
<td>3</td>
</tr>
</tbody>
</table>

(Q20) 14 Comments/Suggestions (14% of responses)
Q14 - I have a high degree of confidence for those serving in the following areas:

Q14.1 - Office of the President

- 13% Strongly agree
- 21% Somewhat agree
- 22% Neither agree nor disagree
- 23% Somewhat disagree
- 21% Strongly disagree
Q14 - I have a high degree of confidence for those serving in the following areas:

Q14.2 - Office of the Provost

- **20%** Strongly agree
- **17%** Somewhat agree
- **26%** Neither agree nor disagree
- **20%** Strongly disagree
Q14 - I have a high degree of confidence for those serving in the following areas:

Q14.3 - Vice Presidents

- **22%** Strongly agree
- **21%** Somewhat agree
- **21%** Neither agree nor disagree
- **22%** Somewhat disagree
Q14 - I have a high degree of confidence for those serving in the following areas:

Q14_4 - Unit Head (Chair, Supervisor)

41% Strongly agree
29% Somewhat agree
Q14 - I have a high degree of confidence for those serving in the following areas:

Q14.5 - Academic Governance Leadership

- **17%** Strongly agree
- **37%** Somewhat agree
- **29%** Neither agree nor disagree
Q14 - I have a high degree of confidence for those serving in the following areas:

Q14.6 - Peers (Co-Workers, Students)

- **32%** Strongly agree
- **40%** Somewhat agree
- **22%** Neither agree nor disagree
Q14 - I have a high degree of confidence for those serving in the following areas:

<table>
<thead>
<tr>
<th>Question</th>
<th>Strongly agree</th>
<th>Somewhat agree</th>
<th>Neither agree nor disagree</th>
<th>Somewhat disagree</th>
<th>Strongly disagree</th>
<th>No Opinion</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Office of the President</td>
<td>13.40%</td>
<td>20.62%</td>
<td>21.65%</td>
<td>22.68%</td>
<td>20.62%</td>
<td>1.03%</td>
<td>97</td>
</tr>
<tr>
<td>Office of the Provost</td>
<td>20.41%</td>
<td>17.35%</td>
<td>25.51%</td>
<td>14.29%</td>
<td>20.41%</td>
<td>2.04%</td>
<td>98</td>
</tr>
<tr>
<td>Vice Presidents</td>
<td>22.45%</td>
<td>21.43%</td>
<td>21.43%</td>
<td>22.45%</td>
<td>9.18%</td>
<td>3.06%</td>
<td>98</td>
</tr>
<tr>
<td>Unit Head (Chair, Supervisor)</td>
<td>40.82%</td>
<td>28.57%</td>
<td>10.20%</td>
<td>12.24%</td>
<td>7.14%</td>
<td>1.02%</td>
<td>98</td>
</tr>
<tr>
<td>Academic Governance Leadership</td>
<td>17.35%</td>
<td>36.73%</td>
<td>28.57%</td>
<td>6.12%</td>
<td>4.08%</td>
<td>7.14%</td>
<td>98</td>
</tr>
<tr>
<td>Peers (Co-Workers, Students)</td>
<td>31.63%</td>
<td>39.80%</td>
<td>22.45%</td>
<td>2.04%</td>
<td>2.04%</td>
<td>2.04%</td>
<td>98</td>
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</tbody>
</table>

(Q19) 17 Comments/Suggestions (17% of responses)
Q15 - I believe that those serving in the following areas are sensitive and responsive to campus needs:

Q15.1 - Office of the President

- 19% Somewhat agree
- 25% Somewhat disagree
- 24% Strongly disagree
Q15 - I believe that those serving in the following areas are sensitive and responsive to campus needs:

Q15.2 - Office of the Provost

- 13% Strongly agree
- 18% Somewhat agree
- 26% Neither agree nor disagree
- 23% Strongly disagree
Q15 - I believe that those serving in the following areas are sensitive and responsive to campus needs:

Q15.3 - Vice Presidents

- 15% Strongly agree
- 19% Somewhat agree
- 34% Neither agree nor disagree
Q15 - I believe that those serving in the following areas are sensitive and responsive to campus needs:

Q15.4 - Unit Head (Chair, Supervisor)

- 35% Strongly agree
- 29% Somewhat agree
- 21% Neither agree nor disagree
Q15 - I believe that those serving in the following areas are sensitive and responsive to campus needs:

Q15.5 - Academic Governance Leadership

- 19% Strongly agree
- 32% Somewhat agree
- 33% Neither agree nor disagree
Q15 - I believe that those serving in the following areas are sensitive and responsive to campus needs:

- 30% Strongly agree
- 32% Somewhat agree
- 25% Neither agree nor disagree

Q15_6 - Peers (Co-Workers, Students)
Q15 - I believe that those serving in the following areas are sensitive and responsive to campus needs:

<table>
<thead>
<tr>
<th>Question</th>
<th>Strongly agree</th>
<th>Somewhat agree</th>
<th>Neither agree nor disagree</th>
<th>Somewhat disagree</th>
<th>Strongly disagree</th>
<th>No Opinion</th>
<th>Total</th>
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<tr>
<td>Office of the President</td>
<td>11.34%</td>
<td>18.56%</td>
<td>17.53%</td>
<td>24.74%</td>
<td>23.71%</td>
<td>4.12%</td>
<td>97</td>
</tr>
<tr>
<td>Office of the Provost</td>
<td>13.27%</td>
<td>18.37%</td>
<td>25.51%</td>
<td>15.31%</td>
<td>23.47%</td>
<td>4.08%</td>
<td>98</td>
</tr>
<tr>
<td>Vice Presidents</td>
<td>15.31%</td>
<td>19.39%</td>
<td>33.67%</td>
<td>12.24%</td>
<td>13.27%</td>
<td>6.12%</td>
<td>98</td>
</tr>
<tr>
<td>Unit Head (Chair, Supervisor)</td>
<td>34.69%</td>
<td>28.57%</td>
<td>21.43%</td>
<td>7.14%</td>
<td>7.14%</td>
<td>1.02%</td>
<td>98</td>
</tr>
<tr>
<td>Academic Governance Leadership</td>
<td>19.39%</td>
<td>31.63%</td>
<td>32.65%</td>
<td>6.12%</td>
<td>3.06%</td>
<td>7.14%</td>
<td>98</td>
</tr>
<tr>
<td>Peers (Co-Workers, Students)</td>
<td>29.90%</td>
<td>31.96%</td>
<td>24.74%</td>
<td>8.25%</td>
<td>3.09%</td>
<td>2.06%</td>
<td>97</td>
</tr>
</tbody>
</table>

(Q18) 11 Comments/Suggestions (11% of responses)
Q16 - I believe that those serving in the following areas are effective in their roles:

Q16.1 - Office of the President

- 29% Somewhat agree
- 21% Somewhat disagree
- 22% Strongly disagree
Q16 - I believe that those serving in the following areas are effective in their roles:

Q16.2 - Office of the Provost

- **15%** Strongly agree
- **22%** Somewhat agree
- **21%** Neither agree nor disagree
- **16%** Somewhat disagree
- **18%** Strongly disagree
Q16 - I believe that those serving in the following areas are effective in their roles:

Q16.3 - Vice Presidents

- 19% Strongly agree
- 24% Somewhat agree
- 29% Neither agree nor disagree
Q16 - I believe that those serving in the following areas are effective in their roles:

38% Strongly agree
31% Somewhat agree
Q16 - I believe that those serving in the following areas are effective in their roles:

Q16.5 - Academic Governance Leadership

- **13%** Strongly agree
- **38%** Somewhat agree
- **30%** Neither agree nor disagree
Q16 - I believe that those serving in the following areas are effective in their roles:

Q16.6 - Peers (Co-Workers, Students)

- 33% Strongly agree
- 39% Somewhat agree
- 20% Neither agree nor disagree
Q16 - I believe that those serving in the following areas are effective in their roles:

<table>
<thead>
<tr>
<th>Question</th>
<th>Strongly agree</th>
<th>Somewhat agree</th>
<th>Neither agree nor disagree</th>
<th>Somewhat disagree</th>
<th>Strongly disagree</th>
<th>No Opinion</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Office of the President</td>
<td>10.20%</td>
<td>28.57%</td>
<td>13.27%</td>
<td>21.43%</td>
<td>22.45%</td>
<td>4.08%</td>
<td>98</td>
</tr>
<tr>
<td>Office of the Provost</td>
<td>15.31%</td>
<td>22.45%</td>
<td>21.43%</td>
<td>16.33%</td>
<td>18.37%</td>
<td>6.12%</td>
<td>98</td>
</tr>
<tr>
<td>Vice Presidents</td>
<td>18.75%</td>
<td>23.96%</td>
<td>29.17%</td>
<td>13.54%</td>
<td>9.38%</td>
<td>5.21%</td>
<td>96</td>
</tr>
<tr>
<td>Unit Head (Chair, Supervisor)</td>
<td>37.76%</td>
<td>30.61%</td>
<td>14.29%</td>
<td>7.14%</td>
<td>9.18%</td>
<td>1.02%</td>
<td>98</td>
</tr>
<tr>
<td>Academic Governance Leadership</td>
<td>13.27%</td>
<td>37.76%</td>
<td>29.59%</td>
<td>9.18%</td>
<td>3.06%</td>
<td>7.14%</td>
<td>98</td>
</tr>
<tr>
<td>Peers (Co-Workers, Students)</td>
<td>32.65%</td>
<td>38.78%</td>
<td>20.41%</td>
<td>3.06%</td>
<td>2.04%</td>
<td>3.06%</td>
<td>98</td>
</tr>
</tbody>
</table>

(Q17) 15 Comments/Suggestions (15% of responses)
Q22 - What are three words you would use to describe ESF?

- Turmoil
- Friendly
- Changed
- Small
- Community
- Unique
Q22 - What are three words you would use to describe ESF?
Q22 - What are three words you would use to describe ESF?
Q23 - What are the most important actions we should take to address the items covered in this scoping survey?

65 Comments/Suggestions (65% of responses)