

**2022**  
**Faculty Satisfaction Survey**

The Office of Institutional Research  
The Office of Institutional Effectiveness and Accreditation  
California Northstate University

08/2022

## Execute Summary

Overall, FY 2022 Faculty Satisfaction Survey conducted in **May (05/04 – 05/31)** was a great success. We received a **64.43% (96 out of 149) response rate (or 69.80% response rate if including partial completions)**. All colleges received 50% or higher response rate (CDM didn't participate).

Based on the collected data, the IR office has conducted a data analysis to identify the strengths and gaps for improvement. Below please find a summary of the results (**note: the percentage is the positive response rate**)

- **Administration and Governance**
  - o **Strengths:** The dean of my college is an effective leader of the school (90%)
- **Faculty Development and Performance**
  - o **Strengths:**
    - Criteria for my performance assessment are consistent with my responsibilities (95%)
    - The college uses programmatic assessment data to improve the curriculum (91%)
    - The college provide an environment and culture that promote professional behavior among students, faculty, administrators, preceptors, and staff (90%).
- **Infrastructure**
  - o **Strengths:**
    - Faculty office space permits accomplishments of my responsibilities (91%)
  - o **Gaps for improvement:** resources to effectively address research scholarship and instructional technology needs (70%).
- **Diversity and Inclusion:** The average positive response rate for this section is 93.46%.
  - o **Strengths:** all the asked questions received 90% or above positive responses regarding diversity and inclusion. Some of them received very high positive response rate include:
    - I have never been subjected to sexual harassment (97%)
    - I have never been denied opportunities accolades or treated unfairly based on my race or identity (98%)
- **IT**
  - o **Strengths:**
    - I know how to get help if I have connectivity issues with internet access (96%).
  - o **Gaps for improvement:**
    - CNU IT support services are effective (69%)

- **CNU IT systems are reliable (53%)**
- **Overall Employment Satisfaction**
  - **Strengths:**
    - Job-related engagement (pleasure from work) (91.09%)
    - Coworkers (95%)
  - **Gaps for improvement:**
    - **Compensation/benefits (aside from salary) (53.61%)**
    - Profession stability (67.35%)
    - **IT services and resources (51%)**
    - Salary (64%)

This is only one snapshot of the data (2022); thus, no trend has been identified. More data will be accumulated for analysis in the coming years.