

Fullerton College



Faculty Campus Climate Survey Report Spring 2004

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INTRODUCTION

Fullerton College undertook the task of creating and administering a student Campus Climate Survey in the spring semester of the 2000-2001 academic year. During the fall semester of the current academic year, the college created and administered Campus Climate Surveys for faculty and for staff. The Campus Climate Surveys represent an additional sources of information in the ongoing environmental scan of the campus and its service area. The Campus Climate Survey was designed specifically to address several issues.

The first issue involves the continuing effort to provide robust information about the campus and its surrounds in an effort to anchor campus planning in sound empirical information. In preparation for the accreditation self-study and additional planning efforts, a series of reports providing both internal and external scan of the campus environment have evolved and are being updated. The Fullerton College Campus Climate Surveys develop an additional source of information regarding the college campus.

The second issue reflects the recommendations contained in the report of the Accreditation Visiting Team which came to Fullerton College in the spring of 1999. Two of the recommendations contained in that report are addressed, in part, through the conduct and analysis of the Campus Climate Surveys. On the one hand, it provides additional information to foster the connection between research and planning at the college. On the other hand, it addresses the concern for contemporary information about the state of diversity at Fullerton College.

The third issue concerns the need to update the Fullerton College Student Equity Plan. The Student Equity Plan has not formally been updated since 1993, although data addressing the issue of student equity, e.g., retention and success rates by gender and ethnicity, are routinely gathered. This need coalesced with the creation of the position of Director, Campus Diversity and the renewed emphasis on the creation of a plan to learn as much about and cogently plan for the increasing diversity of students and for increasing the diversity of the faculty.

Finally, Fullerton College has been awarded both an institutional and a collaborative United States Department of Education Title V: Strengthening Hispanic Serving Institutions grant over the past several years. In compiling data in support of those grant applications, significant measures of student preparation and student success were arrayed by ethnicity. Significant differences among racial/ethnic groups on many of those measures prompted the search for additional information to contribute to planning the activities to be carried out in discharging the Title V grant.

In the spring of 2001, the president of Fullerton College requested the Planning and Consultative Council (PCC) to create a Campus Climate Task Force for the purpose of designing, administering, analyzing, and reporting information related to students' perceptions and experiences of the campus climate at Fullerton College. The Campus Climate Task Force was a participatory governance committee with members appointed by the President, the Planning and Consultative Council, and the Faculty Senate. In the spring of 2003, the task of revising the Campus Climate Survey to make it appropriate for faculty and staff, while still incorporating the major issues addressed in the student survey, was delegated to the Equity and Diversity Committee. The Equity and Diversity Committee consists of the following members:

Gloria Banks	Admissions & Records
Jessie Blank	International Student Center
Joe Carrithers	Humanities
Etta Dial	Educational Support & Planning
LeeAnn Hickman	Humanities
Lis Leyson	Dean, Humanities
Karen Markley	Social Sciences
Bob Miranda	Financial Aid
Stephanie Marchan	Associated Students
Greg Ryan	EOPS
Ruth Sipple	Adaptive Services Center
Andrea Steedman	ICC
Doreen Villasenor	Cadena/Transfer Center
David Whitehouse	Associated Students
Cindy Vyskocil	Chair

The committee reviewed and modified the initial efforts of the Office of Institutional Research in revising the survey and adopted a revised version, including the addition of questions.. During the fall semester of the 2003-04 academic year, the survey was administered and analyzed through the Office of Institutional Research. The committee has been provided with the results of these surveys..

The results of the Campus Climate Surveys are being distributed to the Planning and Consultative Council and other groups on campus and will contribute to the overall planning effort of the college during the 2003-2004 academic year.

METHOD

Participants

The Fullerton College Faculty Campus Climate Survey was administered during the fall semester of the 2003-04 academic year. The survey was administered on the internet web site of the Office of Institutional Research. Responses were collected from 103 faculty members. Five responses were discarded as unusable, resulting in 98 completed and usable surveys.

Instrument

The Fullerton Faculty College Campus Climate Survey was adapted from a Campus Climate Survey originally developed by the Campus Climate Survey Task Force, drawing extensively from previously completed surveys at other colleges and universities. In particular, many of the items from the Fullerton College Campus Climate Survey were adapted from similar surveys at Cypress College, Golden West College, and the variety of surveys available at the University of Maryland and the American Association for Higher Education campus climate web sites. Additional items were generated by the members of the committee.

The Fullerton College Campus Climate Survey was focused on issues related to race and ethnicity, sexual orientation, and disability. In addition, items were included that more generally addressed the educational and social experience of students at Fullerton College.

Procedure

The Fullerton College Campus Climate Survey was deployed on the internet web site of the Office of Institutional Research. A letter inviting faculty to participate in the survey was sent from the interim president of the college to all full-time and adjunct faculty during the last week of November 2003. Responses were made on line and responses automatically stored in a database. The responses to the survey were entered into a large database and analyzed in a variety of ways using the Statistical Package for the Social Sciences, Version 11.5 analysis software.

RESULTS

Demographic and Educational Characteristics

The Fullerton College Faculty Campus Climate Survey was completed by 98 faculty members during the fall semester of the 2003-2004 academic year. Tables 1 through 8 present the demographic and educational characteristics of the respondents.

Table 1. Gender of Respondents

Gender	Percentage
Female	45.3%
Male	54.7%

Table 2. Age of Respondents

Age	Percentage
20-29	1.0%
30-39	16.5%
40-49	37.1%
50-59	32.0%
60 and older	13.4%

Table 3. Race/Ethnicity of Respondents

Ethnicity	Percentage
American Indian/Alaskan Native	2.1%
African-American	1.1%
Asian/Pacific Islander	4.3%
Hispanic	9.5%
Multi-Ethnic	3.2%
White	69.5%
Other	10.5%

Table 4. Sexual Orientation

Sexual Orientation	Percentage
Bisexual	2.2%
Gay	6.6%
Heterosexual	89.0%
Gay	1.1%
Transgender	0.0%
Other	1.1%

Table 5. Teaching Time

Teaching Time	Percentage
Before 4:00 PM (day)	56.8%
After 4:00 PM (evening)	5.3%
Both day and evening	37.9%

Table 6. Highest Degree

Highest Degree	Percentage
Certificate	0.0%
Associate's Degree	0.0%
Bachelor's Degree	4.1%
Master's Degree	69.1%
Professional Degree	7.2%
Ph.D.	18.6%
Other	1.0%

Table 7. Teaching Division

Division	Percentage
Academic Services	3.2%
Business and CIS School	8.4%
Counseling	3.2%
Fine Arts	8.4%
Humanities	15.8%
Library	9.5%
Math and Computer Science	10.5%
Natural Sciences	10.5%
Physical Education	6.3%
Social Sciences	14.7%
Student Services	1.1%
Technology and Engineering	8.4%

Table 8. Years Teaching at Fullerton College

Years	Percentage
1 year	2.1%
2-5 years	26.3%
6-10 years	18.9%
10-20 years	34.7%
20 or more years	17.9%

The respondents can be characterized as representative of the Fullerton College faculty.

Overall Analysis of the Survey

The Fullerton College Faculty Campus Climate Survey consisted of 51 items related to faculty experiences with and perceptions of issues of race and ethnicity, sexual orientation, and disability, and general perceptions of the campus climate.

The most remarkable result of the survey is that, with only a few exceptions, faculty responded favorably to the items on the survey. That is, more than 50% of those who expressed an opinion about the wide range of issues addressed in the survey had a favorable response. The very few exceptions are discussed in a later section.

Several items addressed the overall faculty impression of Fullerton College and their experiences at and perception of Fullerton College. Those items and the percentage of respondents who strongly agreed or agreed with the statement are presented in Table 9.

Table 9. Items Reflecting Overall Impression of Fullerton College

Item	Percent in Agreement
Fullerton College is doing a good job providing programs and activities that promote multicultural understanding.	86.3%
Fullerton College is helping to improve relations and understanding between people of different racial or ethnic backgrounds.	80.6%
I am satisfied with the diversity of the staff at Fullerton College.	74.5%
I am satisfied with the diversity of the administration at Fullerton College	65.6%
I am satisfied with the diversity of the faculty in my division.	77.2%
I feel as though I belong in the Fullerton College campus community.	88.5%
I would recommend Fullerton College as a good place to work.	88.7%
Faculty are asked for their ideas when important decisions are made on campus.	35.6%
There is a commitment by the college to the success of students of different racial and ethnic groups.	87.2%
There is good collaborations between faculty and staff at Fullerton College.	65.3%
Colleagues are expected to take responsibility for their own actions and decisions.	85.4%
Faculty and staff treat each other with courtesy, tolerance and acceptance.	82.1%
The overall quality of academic programs at Fullerton College is excellent.	88.5%
Overall my experience at Fullerton College has been a rewarding one.	92.6%

The results for this cluster of items indicate that Fullerton College is perceived by faculty as providing programs and services that promote multicultural understanding and contribute to the success of all students. The faculty respondents expressed satisfaction with the diversity of the faculty, staff, and administration of Fullerton College and characterized their experience at

Fullerton College as rewarding and regard Fullerton College as worthy of recommendation to family and friends.

Race/Ethnicity

Several items addressed the faculty perceptions and experiences of issues related to race and ethnicity while at Fullerton College. Those items and the percentage of respondents, of those who expressed an opinion, who strongly agreed or agreed with the statement are presented in Table 10.

Table 10. Items Reflecting Perceptions of Race/Ethnicity Issues

Item	Percent in Agreement
I've gotten to know people of different races and ethnicities at Fullerton College.	96.9%
I am comfortable with my knowledge of unlawful discrimination.	90.7%
I feel most comfortable when I socialize with people of my own race and ethnicity at Fullerton College.	27.7%
I feel I need to minimize various characteristics of my racial/ethnic culture to be able to fit in at Fullerton College.	17.9%
I use examples relevant to people of all racial or ethnic groups in my classes.	97.9%
I have been exposed to a racist atmosphere on campus.	21.1%
I am comfortable being in situations where I am the only person of my racial/ethnic group.	89.5%
I think ethnic minority students are comfortable and accepted on campus.	87.9%
My social interactions on this campus are largely confined to persons of my own race/ethnicity.	16.0%
Prejudice among faculty and staff is a problem on campus.	22.1%
Prejudice among students is a problem on campus.	33.0%
There is racial/ethnic separation on campus.	35.2%
There is respect by faculty for students of different racial and ethnic groups.	93.8%

Faculty responses to this cluster of items are also overwhelmingly favorable. For the most part, faculty believe that have gotten to know people from different races and ethnicities. They express that they feel comfortable, even when they are the only person of their race or ethnicity in a group and believe generally that ethnic minority students feel comfortable on campus. They believe that Fullerton College is committed to the success of all students and that faculty demonstrate respect for students of all races and ethnicities.

Sexual Orientation

Several items addressed the students' perceptions and experiences of issues related to sexual orientation while at Fullerton College. Those items and the percentage of respondents, of those who expressed an opinion, who strongly agreed or agreed with the statement are presented in Table 11

Table 11. Items Reflecting Perceptions of Sexual Orientation Issues

Item	Percent in Agreement
I've gotten to know people with different sexual orientations at Fullerton College.	92.3%
I am comfortable with my knowledge of sexual harassment.	93.9%
I have been exposed to a sexist atmosphere on campus.	24.5%
I have been exposed to an homophobic atmosphere on campus.	19.4%
There is respect by faculty for students with different sexual orientations.	86.8%

Faculty generally express positive attitudes and perceptions about their experiences in dealing with issues regarding sexual orientation. They portray themselves as comfortable when dealing with persons of different sexual orientation and believe that faculty demonstrate respect when dealing with students of different sexual orientation.

Disabilities

Several items addressed the students' perceptions and experiences of issues related to disabilities while at Fullerton College. Those items and the percentage of respondents, of those who expressed an opinion, who strongly agreed or agreed with the statement are presented in Table 12.

Table 12. Items Reflecting Perceptions of Disabilities Issues

Item	Percent in Agreement
I have gotten to know people with disabilities at Fullerton College.	88.7%
There is respect by faculty for students with disabilities.	88.4%
I think students with disabilities are comfortable on campus.	79.8%
I think students with disabilities are accepted on campus.	90.2%
I am comfortable working with students with disabilities who require accommodation.	97.9%

Faculty generally express positive attitudes and perceptions about their experiences in dealing with issues regarding disabilities. They portray themselves as comfortable when dealing with persons with disabilities and believe that faculty demonstrate respect when dealing with students with disabilities.

Campus Programs for Underrepresented Students

Several items addressed the students' perceptions and experiences of issues related to campus programs for underrepresented students and these are presented in Table 13.

Table 13. Items Reflecting Perceptions of Campus Programs for Underrepresented Students

Item	Percent in Agreement
I believe that campus programs for historically underrepresented students are educationally effective.	67.5%
I believe that campus resources for programs for historically underrepresented students should be used for other purposes.	34.1%
I believe that campus programs for historically underrepresented students are a central part of the college's mission.	60.0%
I believe that campus programs for historically underrepresented students are typically remedial in nature.	56.0%
I believe that campus programs for historically underrepresented students are a stigma on the institution's prestige.	13.6%

This cluster of items evoked the highest degree of disagreement among faculty. On average, about one-third of the respondents had less positive perceptions of program for underrepresented students, though relatively few actually thought that such programs are a stigma on the institution's prestige. This is one area that probably requires the provision of additional information to faculty regarding the mission and goals of the college.. The mission of the comprehensive community college in the United States generally, and of Fullerton College specifically, is to provide access to all students. Historically, community colleges have been the avenue of access for underrepresented students, especially racial and ethnic minorities. As Fullerton College continues to develop the activities of the Title V grant, special attention should be paid to developing and promoting improved perception of the efficacy of campus programs for historically underrepresented students.

Multicultural Exposure

Several items addressed the students' perceptions and experiences of issues related to history, culture, and social concerns of non-white groups while at Fullerton College. Those items and the percentage of respondents, of those who expressed an opinion, who strongly agreed or agreed with the statement are presented in Table 14.

Table 14. Items Reflecting Multicultural and Diversity Experiences

Item	Percent in Agreement
I feel comfortable when I participate in campus activities that focus on cultures other than my own.	84.6%
I adjust my teaching to address a variety of learning styles.	98.9%
I feel pressured to participate in diversity activities at Fullerton College.	20.0%
I have seen students or groups of students treated unfairly by faculty.	21.5%
I think limited English speaking students are comfortable on campus.	73.6%
Students of diverse backgrounds participate equally in classroom discussion and learning.	62.1%
Only students who are receptive to new ideas are able to benefit from the educational experience at Fullerton College.	29.3%
Only mainstream culture students are adequately prepared academically for Fullerton College.	17.0%

The majority of faculty students report that they have been exposed to information about the history, culture, or social issues of racial and ethnic groups other than whites in college programs or activities, lectures, course readings, and class discussions. While less than half of the respondents report that they have actually enrolled in courses at Fullerton College that specifically focused on these issues, they nonetheless express the belief that they have an increased understanding of people with different backgrounds and that Fullerton College does a good job of providing programs and activities that promote multicultural understanding.

CONCLUSION

The Fullerton College Campus Climate Survey portrays generally, and in some areas overwhelmingly, positive attitudes, beliefs and perceptions among students with regard to issues of race and ethnicity, sexual orientation, and disability. Students are very positive in their evaluation of Fullerton College and its efforts to serve the needs of all students through the creation of program, services, and activities. They view their educational experience at Fullerton College as rewarding and would recommend Fullerton College to their family and friends. Students generally express great satisfaction with their experiences at Fullerton College with regard to issues of race and ethnicity, sexual orientation, and disability. Faculty receive extremely high ratings and are perceived as fair, approachable and welcoming, and respectful of all students.

Many students either have no opinion or are fairly divided in their responses to the statements about campus programs for historically underrepresented students and this is an area where the college could create more awareness through the provision of additional information to students regarding the mission and goals of the college. The majority of students report that they have been exposed to information about the history, culture, or social issues of racial and ethnic groups other than whites in college programs or activities, lectures, course readings, and class discussions. A relatively small percentage of respondents believe that there are expectations

about their academic behavior based on race or ethnicity while a majority believe that ethnic minority students and limited English-speaking students are comfortable and accepted on campus and that they personally feel as though they belong in the Fullerton College community. A small but significant percentage of student respondents reports that they have been exposed to a racist atmosphere created by faculty and other students both in and out of the classroom or that prejudice among students, faculty, and staff is a problem on campus, while the vast majority of student respondents report that there is respect by faculty and students alike for students of different racial and ethnic groups. Finally, more than half of the student respondents express the belief that they have more understanding of differences of race and ethnicity, sexual orientation, and disability and nearly half report that they have changed their attitudes and behavior as a result of their experiences at Fullerton College.

The Campus Climate Survey indicates that Fullerton College is doing an outstanding job in creating an educated and sensitive student body. It also indicates relatively few areas where additional efforts must be expended to create a climate on the campus that is truly embracing of all differences and in which the vestiges of racism and prejudice are eliminated. As Fullerton College continues to grow and change and attract greater percentages of minority students, students whose first language is not English and students who are the first in their families to attend college, there are additional challenges to meet. Creating a campus climate that welcomes and celebrates diversity in many areas is just one of those challenges.

APPENDIX A

Fullerton College Campus Climate Survey

1. I've gotten to know people of different races and ethnicities at Fullerton College.
2. I've gotten to know people with different sexual orientations at Fullerton College.
3. I've gotten to know people with disabilities at Fullerton College.
4. I am comfortable with my knowledge of unlawful discrimination
5. I am comfortable with my knowledge of sexual harassment.
6. I feel most comfortable when I socialize with people of my own race and ethnicity at Fullerton College.
7. I feel I need to minimize various characteristics of my racial/ethnic culture to be able to fit in at Fullerton College.
8. I feel comfortable when I participate in campus activities that focus on cultures other than my own.
9. I use examples relevant to people of all racial or ethnic groups in my classes.
10. I adjust my teaching to address a variety of learning styles.
11. Fullerton College is doing a good job providing programs and activities that promote multicultural understanding.
12. Fullerton College is helping to improve relations between people of different racial and ethnic backgrounds.
13. I have been exposed to a racist atmosphere on campus.
14. I have been exposed to a sexist atmosphere on campus.
15. I have been exposed to a homophobic atmosphere on campus.
16. I am comfortable being in situations where I am the only person of my racial/ethnic group.
17. I am satisfied with the diversity of the staff at Fullerton College.
18. I am satisfied with the diversity of the administration at Fullerton College.
19. I am satisfied with the diversity of the faculty in my division.
20. I believe that campus programs for historically underrepresented students are educationally effective.
21. I believe that resources for programs for historically underrepresented students should be used for other purposes.
22. I believe that campus programs for historically underrepresented students are a central part of the college's mission.
23. I believe that campus programs for historically underrepresented students are typically remedial in nature.
24. I believe that campus programs for historically underrepresented students are a stigma on the institution's prestige.
25. I feel as though I belong in the Fullerton College campus community.
26. I feel pressured to participate in diversity activities at Fullerton College.
27. I have seen students or groups of students treated unfairly by faculty.
28. I think ethnic minority students are comfortable and accepted on campus.
29. I think limited English speaking students are comfortable and accepted on campus.
30. I would recommend Fullerton College as a good place to work.
31. I feel safe on the Fullerton College campus.
32. Students of diverse backgrounds participate equally in classroom discussion and learning.
33. My social interactions on this campus are largely confined to students of my race/ethnicity.

34. Only students who are receptive to new ideas are able to benefit from the educational experiences at Fullerton College.
35. Only mainstream culture students are adequately prepared academically for Fullerton College.
36. Prejudice among faculty and staff is a problem on campus.
37. Prejudice among students is a problem on campus.
38. Faculty are asked for their ideas when important decisions are made on campus.
39. There is a commitment by the college to the success of students of different racial and ethnic groups.
40. There is good collaboration between faculty and staff at Fullerton College.
41. There is racial/ethnic separation on campus.
42. There is respect by faculty for students of different racial and ethnic groups.
43. There is respect by faculty for students with different sexual orientations.
44. There is respect by faculty for students with disabilities.
45. I think students with disabilities are comfortable on campus.
46. I think students with disabilities are accepted on campus.
47. I am comfortable working with student with disabilities who require accommodations.
48. Colleagues are expected to take responsibility for their own actions and decisions.
49. Faculty and staff treat each other with courtesy, tolerance and acceptance.
50. The overall quality of academic programs at Fullerton College is excellent.
51. Overall my experience at Fullerton College has been a rewarding one.

APPENDIX B

Frequency Distribution for Fullerton College Campus Climate Survey Items

1. I've gotten to know people of different races and ethnicities at Fullerton College.

Response	Percentage
Strongly Agree	55.1%
Agree	41.8%
Disagree	3.1%
Strongly Disagree	0.0%
Not Applicable	0.0%

2. I've gotten to know people with different sexual orientations at Fullerton College.

Response	Percentage
Strongly Agree	39.8%
Agree	45.9%
Disagree	6.1%
Strongly Disagree	1.0%
Not Applicable	7.1%

3. I've gotten to know people with disabilities at Fullerton College.

Response	Percentage
Strongly Agree	42.9%
Agree	44.9%
Disagree	8.2%
Strongly Disagree	3.1%
Not Applicable	1.0%

4. I am comfortable with my knowledge of unlawful discrimination.

Response	Percentage
Strongly Agree	39.8%
Agree	50.0%
Disagree	8.2%
Strongly Disagree	1.0%
Not Applicable	1.0%

5. I am comfortable with my knowledge of sexual harassment.

Response	Percentage
Strongly Agree	44.9%
Agree	49.0%
Disagree	5.1%
Strongly Disagree	1.0%
Not Applicable	0.0%

6. I feel most comfortable when I socialize with people of my own race and ethnicity at Fullerton College.

Response	Percentage
Strongly Agree	5.2%
Agree	21.6%
Disagree	49.5%
Strongly Disagree	20.6%
Not Applicable	3.1%

7. I feel I need to minimize various characteristics of my racial/ethnic culture to be able to fit in at Fullerton College.

Response	Percentage
Strongly Agree	5.1%
Agree	12.2%
Disagree	45.9%
Strongly Disagree	33.7%
Not Applicable	3.1%

8. I feel comfortable when I participate in campus activities that focus on cultures other than my own.

Response	Percentage
Strongly Agree	27.6%
Agree	51.0%
Disagree	12.2%
Strongly Disagree	2.0%
Not Applicable	7.1%

9. I use examples relevant to people of all racial or ethnic groups in my classes.

Response	Percentage
Strongly Agree	44.9%
Agree	49.0%
Disagree	2.0%
Strongly Disagree	0.0%
Not Applicable	4.1%

10 I adjust my teaching to address a variety of learning styles..

Response	Percentage
Strongly Agree	48.0%
Agree	48.0%
Disagree	1.0%
Strongly Disagree	0.0%
Not Applicable	3.1%

11. Fullerton College is doing a good job providing programs and activities that promote multicultural understanding.

Response	Percentage
Strongly Agree	15.3%
Agree	68.4%
Disagree	11.2%
Strongly Disagree	2.0%
Not Applicable	3.1%

12. Fullerton College is helping to improve relations between people of different racial and ethnic backgrounds.

Response	Percentage
Strongly Agree	10.3%
Agree	67.0%
Disagree	16.5%
Strongly Disagree	2.1%
Not Applicable	4.1%

13. I have been exposed to a racist atmosphere on campus.

Response	Percentage
Strongly Agree	3.1%
Agree	17.3%
Disagree	34.7%
Strongly Disagree	41.8%
Not Applicable	3.0%

14. I have been exposed to a sexist atmosphere on campus.

Response	Percentage
Strongly Agree	7.1%
Agree	16.3%
Disagree	33.7%
Strongly Disagree	38.8%
Not Applicable	4.1%

15. I have been exposed to a homophobic atmosphere on campus.

Response	Percentage
Strongly Agree	8.2%
Agree	10.2%
Disagree	33.7%
Strongly Disagree	42.9%
Not Applicable	5.1%

16. I am comfortable being in situations where I am the only person of my racial/ethnic group.

Response	Percentage
Strongly Agree	21.4%
Agree	65.3%
Disagree	7.1%
Strongly Disagree	3.1%
Not Applicable	3.1%

17. I am satisfied with the diversity of the staff at Fullerton College.

Response	Percentage
Strongly Agree	16.5%
Agree	55.7%
Disagree	20.6%
Strongly Disagree	4.1%
Not Applicable	3.1%

18. I am satisfied with the diversity of the administration at Fullerton College.

Response	Percentage
Strongly Agree	12.5%
Agree	49.0%
Disagree	24.0%
Strongly Disagree	8.3%
Not Applicable	6.3%

19. I am satisfied with the diversity of the faculty in my division.

Response	Percentage
Strongly Agree	25.8%
Agree	47.4%
Disagree	15.5%
Strongly Disagree	6.2%
Not Applicable	5.2%

20. I believe that campus programs for historically underrepresented students are educationally effective.

Response	Percentage
Strongly Agree	8.3%
Agree	50.0%
Disagree	20.8%
Strongly Disagree	7.3%
Not Applicable	13.5%

21. I believe that resources for programs for historically underrepresented students should be used for other purposes.

Response	Percentage
Strongly Agree	7.1%
Agree	22.4%
Disagree	37.8%
Strongly Disagree	19.4%
Not Applicable	13.3%

22. I believe that campus programs for historically underrepresented students are a central part of the college's mission.

Response	Percentage
Strongly Agree	14.4%
Agree	41.2%
Disagree	29.9%
Strongly Disagree	7.2%
Not Applicable	7.2%

23. I believe that campus programs for historically underrepresented students are typically remedial in nature.

Response	Percentage
Strongly Agree	6.3%
Agree	42.7%
Disagree	33.3%
Strongly Disagree	5.2%
Not Applicable	12.5%

24. I believe that campus programs for historically underrepresented students are a stigma on the institution's prestige.

Response	Percentage
Strongly Agree	4.1%
Agree	8.2%
Disagree	42.9%
Strongly Disagree	34.7%
Not Applicable	10.2%

25. I feel as though I belong in the Fullerton College campus community.

Response	Percentage
Strongly Agree	45.4%
Agree	42.3%
Disagree	8.2%
Strongly Disagree	3.1%
Not Applicable	1.0%

26. I feel pressured to participate in diversity activities at Fullerton College.

Response	Percentage
Strongly Agree	9.2%
Agree	10.2%
Disagree	59.2%
Strongly Disagree	18.4%
Not Applicable	3.1%

27. I have seen students or groups of students treated unfairly by faculty.

Response	Percentage
Strongly Agree	5.1%
Agree	15.3%
Disagree	51.0%
Strongly Disagree	23.5%
Not Applicable	5.1%

28. I think ethnic minority students are comfortable and accepted on campus.

Response	Percentage
Strongly Agree	17.9%
Agree	66.3%
Disagree	10.5%
Strongly Disagree	1.1%
Not Applicable	4.2%

29. I think limited English speaking students are comfortable and accepted on campus.

Response	Percentage
Strongly Agree	6.3%
Agree	60.4%
Disagree	18.8%
Strongly Disagree	5.2%
Not Applicable	9.4%

30. I would recommend Fullerton College as a good place to work.

Response	Percentage
Strongly Agree	39.2%
Agree	49.5%
Disagree	9.3%
Strongly Disagree	2.1%
Not Applicable	0.0%

31. I feel safe on the Fullerton College campus.

Response	Percentage
Strongly Agree	49.5%
Agree	42.3%
Disagree	5.2%
Strongly Disagree	3.1%
Not Applicable	0.0%

32. Students of diverse backgrounds participate equally in classroom discussion and learning.

Response	Percentage
Strongly Agree	12.2%
Agree	48.0%
Disagree	33.7%
Strongly Disagree	3.1%
Not Applicable	3.1%

33. My social interactions on this campus are largely confined to students of my race/ethnicity.

Response	Percentage
Strongly Agree	2.0%
Agree	13.3%
Disagree	54.1%
Strongly Disagree	26.5%
Not Applicable	4.1%

34. Only students who are receptive to new ideas are able to benefit from the educational experiences at Fullerton College.

Response	Percentage
Strongly Agree	2.1%
Agree	26.0%
Disagree	53.1%
Strongly Disagree	14.6%
Not Applicable	4.2%

35. Only mainstream culture students are adequately prepared academically for Fullerton College.

Response	Percentage
Strongly Agree	5.2%
Agree	11.5%
Disagree	56.3%
Strongly Disagree	25.0%
Not Applicable	2.1%

36. Prejudice among faculty and staff is a problem on campus.

Response	Percentage
Strongly Agree	3.1%
Agree	18.4%
Disagree	45.9%
Strongly Disagree	29.6%
Not Applicable	3.1%

37. Prejudice among students is a problem on campus.

Response	Percentage
Strongly Agree	6.3%
Agree	25.0%
Disagree	46.9%
Strongly Disagree	16.7%
Not Applicable	5.2%

38. Faculty are asked for their ideas when important decisions are made on campus.

Response	Percentage
Strongly Agree	7.2%
Agree	27.8%
Disagree	43.3%
Strongly Disagree	17.5%
Not Applicable	4.1%

39. There is a commitment by the college to the success of students of different racial and ethnic groups.

Response	Percentage
Strongly Agree	17.9%
Agree	68.4%
Disagree	10.5%
Strongly Disagree	2.1%
Not Applicable	1.1%

40. There is good collaboration between faculty and staff at Fullerton College.

Response	Percentage
Strongly Agree	6.2%
Agree	57.7%
Disagree	27.8%
Strongly Disagree	6.2%
Not Applicable	2.1%

41. There is racial/ethnic separation on campus.

Response	Percentage
Strongly Agree	8.3%
Agree	25.0%
Disagree	47.9%
Strongly Disagree	13.5%
Not Applicable	5.2%

42. There is respect by faculty for students of different racial and ethnic groups.

Response	Percentage
Strongly Agree	25.5%
Agree	67.3%
Disagree	5.1%
Strongly Disagree	1.0%
Not Applicable	1.0%

43. There is respect by faculty for students with different sexual orientations.

Response	Percentage
Strongly Agree	14.4%
Agree	67.0%
Disagree	10.3%
Strongly Disagree	2.1%
Not Applicable	6.2%

44. There is respect by faculty for students with disabilities.

Response	Percentage
Strongly Agree	25.8%
Agree	60.8%
Disagree	7.2%
Strongly Disagree	4.1%
Not Applicable	2.1%

45. I think students with disabilities are comfortable on campus.

Response	Percentage
Strongly Agree	14.7%
Agree	60.0%
Disagree	14.7%
Strongly Disagree	4.2%
Not Applicable	6.3%

46. I think students with disabilities are accepted on campus.

Response	Percentage
Strongly Agree	16.7%
Agree	69.8%
Disagree	6.3%
Strongly Disagree	3.1%
Not Applicable	4.2%

47. I am comfortable working with student with disabilities who require accommodations.

Response	Percentage
Strongly Agree	44.3%
Agree	53.6%
Disagree	2.1%
Strongly Disagree	0.0%
Not Applicable	0.0%

48. Colleagues are expected to take responsibility for their own actions and decisions.

Response	Percentage
Strongly Agree	28.9%
Agree	55.7%
Disagree	9.3%
Strongly Disagree	5.2%
Not Applicable	1.0%

49. Faculty and staff treat each other with courtesy, tolerance and acceptance.

Response	Percentage
Strongly Agree	22.7%
Agree	57.7%
Disagree	14.4%
Strongly Disagree	3.1%
Not Applicable	2.1%

50. The overall quality of academic programs at Fullerton College is excellent.

Response	Percentage
Strongly Agree	33.3%
Agree	55.2%
Disagree	11.5%
Strongly Disagree	0.0%
Not Applicable	0.0%

51. Overall my experience at Fullerton College has been a rewarding one.

Response	Percentage
Strongly Agree	47.4%
Agree	45.3%
Disagree	6.3%
Strongly Disagree	1.1%
Not Applicable	0.0%

APPENDIX C

Frequency Distribution for Fullerton College Campus Climate Survey Items(With Not Applicable Removed and Responses Collapsed into Agree and Disagree)

1. I've gotten to know people of different races and ethnicities at Fullerton College.

Response	Percentage
Strongly Agree or Agree	96.9%
Strongly Disagree or Disagree	3.1%

2. I've gotten to know people with different sexual orientations at Fullerton College.

Response	Percentage
Strongly Agree or Agree	92.3%
Strongly Disagree or Disagree	7.7%

3. I've gotten to know people with disabilities at Fullerton College.

Response	Percentage
Strongly Agree or Agree	88.7%
Strongly Disagree or Disagree	11.3%

4. I am comfortable with my knowledge of unlawful discrimination.

Response	Percentage
Strongly Agree or Agree	90.7%
Strongly Disagree or Disagree	9.3%

5. I am comfortable with my knowledge of sexual harassment.

Response	Percentage
Strongly Agree or Agree	93.9%
Strongly Disagree or Disagree	6.1%

6. I feel most comfortable when I socialize with people of my own race and ethnicity at Fullerton College.

Response	Percentage
Strongly Agree or Agree	27.7%
Strongly Disagree or Disagree	72.3%

7. I feel I need to minimize various characteristics of my racial/ethnic culture to be able to fit in at Fullerton College.

Response	Percentage
Strongly Agree or Agree	17.9%
Strongly Disagree or Disagree	82.1%

8. I feel comfortable when I participate in campus activities that focus on cultures other than my own.

Response	Percentage
Strongly Agree or Agree	84.6%
Strongly Disagree or Disagree	15.4%

9. I use examples relevant to people of all racial or ethnic groups in my classes.

Response	Percentage
Strongly Agree or Agree	97.9%
Strongly Disagree or Disagree	2.1%

10. I adjust my teaching to address a variety of learning styles..

Response	Percentage
Strongly Agree or Agree	98.9%
Strongly Disagree or Disagree	1.1%

11. Fullerton College is doing a good job providing programs and activities that promote multicultural understanding.

Response	Percentage
Strongly Agree or Agree	86.3%
Strongly Disagree or Disagree	13.7%

12. Fullerton College is helping to improve relations between people of different racial and ethnic backgrounds.

Response	Percentage
Strongly Agree or Agree	80.6%
Strongly Disagree or Disagree	19.4%

13. I have been exposed to a racist atmosphere on campus.

Response	Percentage
Strongly Agree or Agree	21.1%
Strongly Disagree or Disagree	78.9%

14. I have been exposed to a sexist atmosphere on campus.

Response	Percentage
Strongly Agree or Agree	24.5%
Strongly Disagree or Disagree	75.5%

15. I have been exposed to a homophobic atmosphere on campus.

Response	Percentage
Strongly Agree or Agree	19.4%
Strongly Disagree or Disagree	80.6%

16. I am comfortable being in situations where I am the only person of my racial/ethnic group.

Response	Percentage
Strongly Agree or Agree	89.5%
Strongly Disagree or Disagree	10.5%

17. I am satisfied with the diversity of the staff at Fullerton College.

Response	Percentage
Strongly Agree or Agree	74.5%
Strongly Disagree or Disagree	25.5%

18. I am satisfied with the diversity of the administration at Fullerton College.

Response	Percentage
Strongly Agree or Agree	65.6%
Strongly Disagree or Disagree	34.4%

19. I am satisfied with the diversity of the faculty in my division.

Response	Percentage
Strongly Agree or Agree	77.2%
Strongly Disagree or Disagree	22.8%

20. I believe that campus programs for historically underrepresented students are educationally effective.

Response	Percentage
Strongly Agree or Agree	67.5%
Strongly Disagree or Disagree	32.5%

21. I believe that resources for programs for historically underrepresented students should be used for other purposes.

Response	Percentage
Strongly Agree or Agree	34.1%
Strongly Disagree or Disagree	65.9%

22. I believe that campus programs for historically underrepresented students are a central part of the college's mission.

Response	Percentage
Strongly Agree or Agree	60.0%
Strongly Disagree or Disagree	40.0%

23. I believe that campus programs for historically underrepresented students are typically remedial in nature.

Response	Percentage
Strongly Agree or Agree	56.0%
Strongly Disagree or Disagree	44.0%

24. I believe that campus programs for historically underrepresented students are a stigma on the institution's prestige.

Response	Percentage
Strongly Agree or Agree	13.6%
Strongly Disagree or Disagree	86.4%

25. I feel as though I belong in the Fullerton College campus community.

Response	Percentage
Strongly Agree or Agree	88.5%
Strongly Disagree or Disagree	11.5%

26. I feel pressured to participate in diversity activities at Fullerton College.

Response	Percentage
Strongly Agree or Agree	20.0%
Strongly Disagree or Disagree	80.0%

27. I have seen students or groups of students treated unfairly by faculty.

Response	Percentage
Strongly Agree or Agree	21.5%
Strongly Disagree or Disagree	78.5%

28. I think ethnic minority students are comfortable and accepted on campus.

Response	Percentage
Strongly Agree or Agree	87.9%
Strongly Disagree or Disagree	12.1%

29. I think limited English speaking students are comfortable and accepted on campus.

Response	Percentage
Strongly Agree or Agree	73.6%
Strongly Disagree or Disagree	26.4%

30. I would recommend Fullerton College as a good place to work.

Response	Percentage
Strongly Agree or Agree	88.7%
Strongly Disagree or Disagree	11.3%

31. I feel safe on the Fullerton College campus.

Response	Percentage
Strongly Agree or Agree	91.8%
Strongly Disagree or Disagree	8.2%

32. Students of diverse backgrounds participate equally in classroom discussion and learning.

Response	Percentage
Strongly Agree or Agree	62.1%
Strongly Disagree or Disagree	37.9%

33. My social interactions on this campus are largely confined to students of my race/ethnicity.

Response	Percentage
Strongly Agree or Agree	16.0%
Strongly Disagree or Disagree	84.0%

34. Only students who are receptive to new ideas are able to benefit from the educational experiences at Fullerton College.

Response	Percentage
Strongly Agree or Agree	29.3%
Strongly Disagree or Disagree	70.7%

35. Only mainstream culture students are adequately prepared academically for Fullerton College.

Response	Percentage
Strongly Agree or Agree	17.0%
Strongly Disagree or Disagree	83.0%

36. Prejudice among faculty and staff is a problem on campus.

Response	Percentage
Strongly Agree or Agree	22.1%
Strongly Disagree or Disagree	77.9%

37. Prejudice among students is a problem on campus.

Response	Percentage
Strongly Agree or Agree	33.0%
Strongly Disagree or Disagree	67.0%

38. Faculty are asked for their ideas when important decisions are made on campus.

Response	Percentage
Strongly Agree or Agree	35.6%
Strongly Disagree or Disagree	63.4%

39. There is a commitment by the college to the success of students of different racial and ethnic groups.

Response	Percentage
Strongly Agree or Agree	87.2%
Strongly Disagree or Disagree	12.8%

40. There is good collaboration between faculty and staff at Fullerton College.

Response	Percentage
Strongly Agree or Agree	65.3%
Strongly Disagree or Disagree	34.7%

41. There is racial/ethnic separation on campus.

Response	Percentage
Strongly Agree or Agree	35.2%
Strongly Disagree or Disagree	64.8%

42. There is respect by faculty for students of different racial and ethnic groups.

Response	Percentage
Strongly Agree or Agree	93.8%
Strongly Disagree or Disagree	6.2%

43. There is respect by faculty for students with different sexual orientations.

Response	Percentage
Strongly Agree or Agree	86.8%
Strongly Disagree or Disagree	13.2%

44. There is respect by faculty for students with disabilities.

Response	Percentage
Strongly Agree or Agree	88.4%
Strongly Disagree or Disagree	11.6%

45. I think students with disabilities are comfortable on campus.

Response	Percentage
Strongly Agree or Agree	79.8%
Strongly Disagree or Disagree	20.2%

46. I think students with disabilities are accepted on campus.

Response	Percentage
Strongly Agree or Agree	90.2%
Strongly Disagree or Disagree	9.8%

47. I am comfortable working with student with disabilities who require accommodations.

Response	Percentage
Strongly Agree or Agree	97.9%
Strongly Disagree or Disagree	2.1%

48. Colleagues are expected to take responsibility for their own actions and decisions.

Response	Percentage
Strongly Agree or Agree	85.4%
Strongly Disagree or Disagree	14.6%

49. Faculty and staff treat each other with courtesy, tolerance and acceptance.

Response	Percentage
Strongly Agree or Agree	82.1%
Strongly Disagree or Disagree	17.9%

50. The overall quality of academic programs at Fullerton College is excellent.

Response	Percentage
Strongly Agree or Agree	88.5%
Strongly Disagree or Disagree	11.5%

51. Overall my experience at Fullerton College has been a rewarding one.

Response	Percentage
Strongly Agree or Agree	92.6%
Strongly Disagree or Disagree	7.4%

APPENDIX D

Means and Standard Deviations for Items on Fullerton College Campus Climate Survey

Item	Mean	Standard Deviation
Item 1	1.48	0.560
Item 2	1.66	0.654
Item 3	1.71	0.749
Item 4	1.70	0.664
Item 5	1.62	0.634
Item 6	2.88	0.801
Item 7	3.12	0.823
Item 8	1.88	0.712
Item 9	1.55	0.541
Item 10	1.52	0.523
Item 11	2.00	0.601
Item 12	2.11	0.598
Item 13	3.19	0.842
Item 14	3.09	0.935
Item 15	3.17	0.940
Item 16	1.92	0.647
Item 17	2.13	0.737
Item 18	2.30	0.814
Item 19	2.02	0.838
Item 20	2.31	0.764
Item 21	2.80	0.884
Item 22	2.32	0.832
Item 23	2.43	0.716
Item 24	3.20	0.790
Item 25	1.69	0.758
Item 26	2.89	0.818
Item 27	2.98	0.794
Item 28	1.95	0.584
Item 29	2.25	0.669
Item 30	1.74	0.711
Item 31	1.62	0.728
Item 32	2.28	0.724
Item 33	3.10	0.704
Item 34	2.84	0.700

Item 35	3.03	0.768
Item 36	3.05	0.790
Item 37	2.78	0.814
Item 38	2.74	0.846
Item 39	1.97	0.613
Item 40	2.35	0.696
Item 41	2.70	0.823
Item 42	1.81	0.565
Item 43	2.00	0.596
Item 44	1.89	0.707
Item 45	2.09	0.701
Item 46	1.96	0.610
Item 47	1.58	0.537
Item 48	1.91	0.769
Item 49	1.98	0.714
Item 50	1.78	0.636
Item 51	1.61	0.657