

2012 Institutional Climate Survey

1. Instructions

Hello Gallaudet University Faculty and Staff,

Thank you for participating in the 2012 CAMPUS CLIMATE SURVEY.

Please answer each question. The survey can only be taken once and in one sitting. Once you have completed the survey, hit the "submit" button.

Your responses are confidential.

The survey will remain open until close of business, Friday, April 13, 2012.

Please email Institutional Research at Institutional.Research@gallaudet.edu if you have any questions about the survey.

Again, thank you for your participation!

2. Survey Questions

*1. What is your job status at Gallaudet University?

- Administrator [president, provost, vice president, senior administrator: dean, associate dean, executive director, director (reporting to a vice president or provost), and unit administrator: director, manager, and department head (reporting to a senior administrator)]
- Faculty
- Professional Staff [exempt staff (paid by salary, not hourly)]
- Staff [non-exempt staff (paid hourly)]

2. The university actively demonstrates multiculturalism and social justice in its day-to-day operations and interpersonal interactions among all community members throughout the university community.

- Strongly agree Agree Neither agree nor disagree Disagree Strongly Disagree Not applicable

3. There are clear and available statements and policies defining ethical behavior for all members of the campus community.

- Strongly agree Agree Neither agree nor disagree Disagree Strongly Disagree Not applicable

4. University leaders articulate the bilingual mission to external audiences.

- Strongly agree Agree Neither agree nor disagree Disagree Strongly Disagree Not applicable

2012 Institutional Climate Survey

5. Students are taught and encouraged to observe standards of academic integrity.

- Strongly agree Agree Neither agree nor disagree Disagree Strongly Disagree Not applicable

6. There are ongoing programs focusing on diversity and respect for multiple perspectives.

- Strongly agree Agree Neither agree nor disagree Disagree Strongly Disagree Not applicable

7. The University administration uses a variety of means to communicate with the campus community.

- Strongly agree Agree Neither agree nor disagree Disagree Strongly Disagree Not applicable

8. There is regular communication and demonstration of expected ethical behavior and attitudes by influential University leaders.

- Strongly agree Agree Neither agree nor disagree Disagree Strongly Disagree Not applicable

9. University leaders explain the bilingual mission to internal audiences.

- Strongly agree Agree Neither agree nor disagree Disagree Strongly Disagree Not applicable

10. My immediate supervisor is accessible and receptive to input.

- Strongly agree Agree Neither agree nor disagree Disagree Strongly disagree Not applicable

3.

11. Faculty model appropriate standards of academic integrity.

- Strongly agree Agree Neither agree nor disagree Disagree Strongly Disagree Not applicable

12. Individual effort is recognized by unit managers.

- Strongly agree Agree Neither agree nor disagree Disagree Strongly Disagree Not applicable

13. It is clear that unit managers are accountable to their supervisors.

- Strongly agree Agree Neither agree nor disagree Disagree Strongly Disagree Not applicable

2012 Institutional Climate Survey

14. There are regular programs to inform and support ethical behavior at all levels of the university.

- Strongly agree Agree Neither agree nor disagree Disagree Strongly Disagree Not applicable

15. Individuals in my unit understand ways in which to implement the bilingual mission.

- Strongly agree Agree Neither agree nor disagree Disagree Strongly Disagree Not applicable

16. Students are held to consistent but reasonable standards of academic performance.

- Strongly agree Agree Neither agree nor disagree Disagree Strongly Disagree Not applicable

17. There is a sense of security and freedom to express diverse perspectives.

- Strongly agree Agree Neither agree nor disagree Disagree Strongly Disagree Not applicable

18. The reasons for institutional changes such as unit closings or budget decisions are communicated to all concerned on frequent basis and in timely manner.

- Strongly agree Agree Neither agree nor disagree Disagree Strongly Disagree Not applicable

19. Unit managers, whether academic units or non-academic units, are responsive to their subordinates' input.

- Strongly agree Agree Neither agree nor disagree Disagree Strongly Disagree Not applicable

20. Meetings and events on campus are fully accessible through ASL and English.

- Strongly agree Agree Neither agree nor disagree Disagree Strongly Disagree Not applicable

4.

21. Appropriate accommodations are made for students with exceptionalities.

- Strongly agree Agree Neither agree nor disagree Disagree Strongly Disagree Not applicable

2012 Institutional Climate Survey

22. Mutual respect is encouraged and practiced among my peers (students, staff, faculty, administration).

- Strongly agree Agree Neither agree
nor disagree Disagree Strongly
Disagree Not applicable

23. Gallaudet has comparable standards for use of ASL and English in an academic setting.

- Strongly agree Agree Neither agree
nor disagree Disagree Strongly
Disagree Not applicable

24. Rules of civil behavior are modeled and enforced throughout the university campus, including the dormitories.

- Strongly agree Agree Neither agree
nor disagree Disagree Strongly
Disagree Not applicable

25. Mutual respect is encouraged and practiced between and among groups (students, staff, faculty, administration).

- Strongly agree Agree Neither agree
nor disagree Disagree Strongly
Disagree Not applicable

26. The University is proactive in creating and applying solutions to problems/barriers with input from the community.

- Strongly agree Agree Neither agree
nor disagree Disagree Strongly
Disagree Not applicable

27. Favoritism occurs in the operation of the University.

- Strongly agree Agree Neither agree
nor disagree Disagree Strongly
Disagree Not applicable

28. Academic departments are working together to establish consistent standards for academic performance.

- Strongly agree Agree Neither agree
nor disagree Disagree Strongly
Disagree Not applicable

29. Directors and deans are accessible and receptive to input.

- Strongly agree Agree Neither agree
nor disagree Disagree Strongly
disagree Not applicable

30. There is coordination across units in the resolution of problems.

- Strongly agree Agree Neither agree
nor disagree Disagree Strongly
Disagree Not applicable

5.

31. The organizational structure of the university is efficient.

- Strongly agree Agree Neither agree nor disagree Disagree Strongly Disagree Not applicable

32. Information flows upward and is recognized at higher levels of the administration.

- Strongly agree Agree Neither agree nor disagree Disagree Strongly Disagree Not applicable

33. Decision making at all levels is inclusive and transparent.

- Strongly agree Agree Neither agree nor disagree Disagree Strongly Disagree Not applicable

34. University administrators are accessible and receptive to input.

- Strongly agree Agree Neither agree nor disagree Disagree Strongly Disagree Not applicable

35. Transparent and informed communication is practiced consistently throughout the university community.

- Strongly agree Agree Neither agree nor disagree Disagree Strongly Disagree Not applicable

36. Policies used in budget making for the University are transparent.

- Strongly agree Agree Neither agree nor disagree Disagree Strongly Disagree Not applicable

37. There are specific processes for resolving conflicts between units and individuals.

- Strongly agree Agree Neither agree nor disagree Disagree Strongly Disagree Not applicable

38. Unit success is defined on the basis of institutional criteria rather than the personalities of those involved.

- Strongly agree Agree Neither agree nor disagree Disagree Strongly Disagree Not applicable

39. Individual faculty sets clear standards for academic performance, and challenges students to meet them.

- Strongly agree Agree Neither agree nor disagree Disagree Strongly Disagree Not applicable

2012 Institutional Climate Survey

40. There is equality of opportunity in promotion and hiring.

- Strongly agree Agree Neither agree nor disagree Disagree Strongly Disagree Not applicable

6.

41. The University Administration communicates with the campus community on a frequent basis and in a timely manner.

- Strongly agree Agree Neither agree nor disagree Disagree Strongly Disagree Not applicable

42. There is a “customer friendly” attitude in services for students.

- Strongly agree Agree Neither agree nor disagree Disagree Strongly Disagree Not applicable

43. Existing policies regarding grades and participation in extracurricular activities are enforced.

- Strongly agree Agree Neither agree nor disagree Disagree Strongly Disagree Not applicable

44. The university provides guidance on language use in public settings.

- Strongly agree Agree Neither agree nor disagree Disagree Strongly Disagree Not applicable

45. Budget decisions support the bilingual mission.

- Strongly agree Agree Neither agree nor disagree Disagree Strongly Disagree Not applicable

46. There are adequate programs in place to strengthen my use of ASL.

- Strongly agree Agree Neither agree nor disagree Disagree Strongly Disagree Not applicable

47. There are adequate programs in place to strengthen my use of English.

- Strongly agree Agree Neither agree nor disagree Disagree Strongly Disagree Not applicable

7. Free response

48. One thing I appreciate about working at Gallaudet is...

2012 Institutional Climate Survey

49. One recommendation to improve Gallaudet is...

8. Demographic information

50. What is your race/ethnicity? (check all that apply)

- American Indian or Alaska Native
- Asian
- Black or African American
- Hispanic
- Native Hawaiian or Other Pacific Islander
- White

51. What is your gender?

- Male
- Female

52. What is your hearing status?

- Deaf
- Hard of Hearing
- Hearing