

# 2010 Institutional Climate Survey

## 1. Instructions

Hello Gallaudet University Faculty and Staff,

Thank you for participating in the 2010 INSTITUTIONAL 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 16, 2010.

Please email Institutional Research at [Institutional.Research@gallaudet.edu](mailto: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

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4. The concept of bilingualism is clearly articulated at Gallaudet.

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

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. There are adequate programs in place that may be utilized as a means of strengthening my articulation of either English or ASL.

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

10. Faculty model appropriate standards of academic integrity.

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

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11. Evaluation practices reward individual effort.

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

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

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

13. 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

14. There is access to meetings and events for all of the diverse language users at Gallaudet.

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

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

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

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

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

17. 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

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18. 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

19. There are appropriate and adequate means of evaluating English proficiency within my unit.

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

20. Appropriate accommodations are made for students with exceptionalities.

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

21. 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

22. There are appropriate and adequate means of evaluating ASL proficiency within my unit.

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

23. 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

24. 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

## 2010 Institutional Climate Survey

25. 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

26. Favoritism occurs in the operation of the University.

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

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

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

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

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

29. The organizational structure of the university is efficient.

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

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

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

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

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

## 2010 Institutional Climate Survey

32. University administrators are accessible and receptive to input.

<input type="radio"/> Strongly agree	<input type="radio"/> Agree	<input type="radio"/> Neither agree nor disagree	<input type="radio"/> Disagree	<input type="radio"/> Strongly Disagree	<input type="radio"/> Not applicable
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33. Transparent and informed communication is practiced consistently throughout the university community.

<input type="radio"/> Strongly agree	<input type="radio"/> Agree	<input type="radio"/> Neither agree nor disagree	<input type="radio"/> Disagree	<input type="radio"/> Strongly Disagree	<input type="radio"/> Not applicable
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34. Policies used in budget making for the University are transparent.

<input type="radio"/> Strongly agree	<input type="radio"/> Agree	<input type="radio"/> Neither agree nor disagree	<input type="radio"/> Disagree	<input type="radio"/> Strongly Disagree	<input type="radio"/> Not applicable
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35. There are specific processes for resolving conflicts between units and individuals.

<input type="radio"/> Strongly agree	<input type="radio"/> Agree	<input type="radio"/> Neither agree nor disagree	<input type="radio"/> Disagree	<input type="radio"/> Strongly Disagree	<input type="radio"/> Not applicable
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36. Unit success is defined on the basis of institutional criteria rather than the personalities of those involved.

<input type="radio"/> Strongly agree	<input type="radio"/> Agree	<input type="radio"/> Neither agree nor disagree	<input type="radio"/> Disagree	<input type="radio"/> Strongly Disagree	<input type="radio"/> Not applicable
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37. Individual faculty sets clear standards for academic performance, and challenges students to meet them.

<input type="radio"/> Strongly agree	<input type="radio"/> Agree	<input type="radio"/> Neither agree nor disagree	<input type="radio"/> Disagree	<input type="radio"/> Strongly Disagree	<input type="radio"/> Not applicable
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38. There is equality of opportunity in promotion and hiring.

<input type="radio"/> Strongly agree	<input type="radio"/> Agree	<input type="radio"/> Neither agree nor disagree	<input type="radio"/> Disagree	<input type="radio"/> Strongly Disagree	<input type="radio"/> Not applicable
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## 2010 Institutional Climate Survey

39. 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

40. There is a "customer friendly" attitude in services for students.

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

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

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