



FACULTY ORGANIZATIONAL CLIMATE ASSESSMENT – ABBREVIATED SAMPLE

STATEMENT OF CONFIDENTIALITY

The Faculty Organizational Climate Assessment is a tool for identifying faculty members' perceptions about their work experience within their department and in the college/university more broadly.

All results (ratings and comments) will be presented in aggregate form only. No individual results will be reported. Your anonymity will be protected even as we make the survey results as useful as possible.

Of course, your participation in the questionnaire is voluntary, and you may skip any item(s) you prefer not to answer or cannot answer.

Thank you.

Definition of Terms

Institution: Refers to the college/university as a whole.

Department: Refers to the academic department in which you work.

Unit Head: Refers to a program director, department chair, dean, or other leader and should be determined by the given unit.

©2016 by Center for Organizational Development and Leadership

Terms of Use. The materials used in the Faculty Organizational Climate Assessment are the property of the authors and NACUBO and may be accessed and used for non-commercial use only. Materials may not be modified for any use and may not be disseminated, sold, published, broadcast, or circulated outside the purchaser's institution without written permission from the publisher. By purchase of this product, the purchaser accepts, without limitation or qualification, all of the terms and conditions stated here.

ATTITUDES AND PRACTICES

The Institution

Please indicate the extent of your disagreement or agreement with each of the following statements about the college/university. Answer values range from 1 (Strongly Disagree) to 6 (Strongly Agree). When you have no opinion about a particular statement, use the "No Opinion" column. (Please select one answer for each item.)

	Strongly Disagree	Disagree	Slightly Disagree	Slightly Agree	Agree	Strongly Agree	No Opinion	For Internal Use Only
I am proud to be a part of this college/university.	1	2	3	4	5	6	X	
I would encourage a friend or family member to attend the college/university as a student.	1	2	3	4	5	6	X	
The college/university makes adequate efforts to:								
Recruit outstanding faculty.	1	2	3	4	5	6	X	
Recruit diverse faculty.	1	2	3	4	5	6	X	
Recruit outstanding staff.	1	2	3	4	5	6	X	
Recruit diverse staff.	1	2	3	4	5	6	X	
Communication is effective:								
Among faculty in the college/university	1	2	3	4	5	6	X	
Between faculty and staff in the college/university.	1	2	3	4	5	6	X	

The Department—Relationships

Please indicate the extent of your disagreement or agreement with each of the following statements. Answer values range from 1 (Strongly Disagree) to 6 (Strongly Agree). When you have no opinion about a particular statement, use the “No Opinion” column. (Please select one answer for each item.)

	Strongly Disagree	Disagree	Slightly Disagree	Slightly Agree	Agree	Strongly Agree	No Opinion	For Internal Use Only
Faculty in my department:								
Interact effectively with one another.	1	2	3	4	5	6	X	
Interact effectively with the chair/director.	1	2	3	4	5	6	X	
Interact effectively with department staff.	1	2	3	4	5	6	X	
Work well together as a team.	1	2	3	4	5	6	X	
Give each other constructive feedback.	1	2	3	4	5	6	X	
Trust each other.	1	2	3	4	5	6	X	

The Department—Leadership

Please indicate the extent of your disagreement or agreement with each of the following statements. Answer values range from 1 (Strongly Disagree) to 6 (Strongly Agree). When you have no opinion about a particular statement, use the “No Opinion” column. (Please select one answer for each item.)

	Strongly Disagree	Disagree	Slightly Disagree	Slightly Agree	Agree	Strongly Agree	No Opinion	For Internal Use Only
My chair or director:								
Communicates openly and honestly.	1	2	3	4	5	6	X	
Provides useful feedback on my contributions to the department and the college/university.	1	2	3	4	5	6	X	
Makes sincere efforts to obtain feedback.	1	2	3	4	5	6	X	
Provides recognition for individual achievements.	1	2	3	4	5	6	X	
Encourages collaboration and teamwork.	1	2	3	4	5	6	X	
Faculty colleagues:								
Communicate openly and honestly.	1	2	3	4	5	6	X	

The Department—Stakeholders

Please indicate the extent of your disagreement or agreement with each of the following statements. Answer values range from 1 (Strongly Disagree) to 6 (Strongly Agree). When you have no opinion about a particular statement, use the “No Opinion” column. (Please select one answer for each item.)

	Strongly Disagree	Disagree	Slightly Disagree	Slightly Agree	Agree	Strongly Agree	No Opinion	For Internal Use Only
In my department:								
We know how our programs and department are viewed by undergraduate students.	1	2	3	4	5	6	X	
We know how our programs and department are viewed by graduate students.	1	2	3	4	5	6	X	
We know how our programs and department are viewed by alumni/alumnae.	1	2	3	4	5	6	X	
We know how our programs and department are viewed by the dean and other academic administrators.	1	2	3	4	5	6	X	
We regularly seek feedback from undergraduate students.	1	2	3	4	5	6	X	
We regularly seek feedback from graduate students.	1	2	3	4	5	6	X	

The Department—Work and Opportunity

Please indicate the extent of your disagreement or agreement with each of the following statements. Answer values range from 1 (Strongly Disagree) to 6 (Strongly Agree). When you have no opinion about a particular statement, use the “No Opinion” column. (Please select one answer for each item.)

	Strongly Disagree	Disagree	Slightly Disagree	Slightly Agree	Agree	Strongly Agree	No Opinion	For Internal Use Only
I take pride in the work of my department	1	2	3	4	5	6	X	
Research and scholarly work give me a feeling of personal accomplishment.	1	2	3	4	5	6	X	
Teaching and working with students give me a feeling of personal accomplishment.	1	2	3	4	5	6	X	
Public service and outreach beyond the college/university give me a feeling of personal accomplishment.	1	2	3	4	5	6	X	
The amount of teaching I am expected to do is reasonable.	1	2	3	4	5	6	X	
The amount of research I am expected to do is reasonable.	1	2	3	4	5	6	X	

(Respond to the following questions only if you have been at the college/university for more than three years.)

	Worse	Some- what Worse	The Same	Some- what Better	Better	Does Not Apply	For Internal Use Only
Compared to how things were three years ago, how would you rate:							
The college/university as a place to work?	1	2	3	4	5	X	
Your department as a place to work?	1	2	3	4	5	X	
Departmental leadership opportunities?	1	2	3	4	5	X	
Support and valuing of teaching?	1	2	3	4	5	X	

VALUES AND REWARDS

1. First, rate the items below as to how important each is to you personally.
2. Then, rate the items listed below as to how important each seems to be the chair or director of your department.
3. Finally, go back and check the five values you think are most rewarded by the university/college.

How important is:	1. Important to You Personally				2. Important to the Unit Head				3. Top Five Values
	Not Important at All	Some-what Important	Important	Very Important	Not Important at All	Some-what Important	Important	Very Important	Value is Most Rewarded
Teamwork within my department?	1	2	3	4	1	2	3	4	
Teamwork among departments?	1	2	3	4	1	2	3	4	
Working with supportive colleagues?	1	2	3	4	1	2	3	4	
Assessment of internal organizational effectiveness?	1	2	3	4	1	2	3	4	
Efficient use of resources?	1	2	3	4	1	2	3	4	
Increasing revenue/cutting costs?	1	2	3	4	1	2	3	4	
National rankings of the discipline and institution?	1	2	3	4	1	2	3	4	
Individual initiative?	1	2	3	4	1	2	3	4	
Administrative/committee work?	1	2	3	4	1	2	3	4	
Serving as chair or director?	1	2	3	4	1	2	3	4	
Teaching?	1	2	3	4	1	2	3	4	
Scholarly work, research, and publication?	1	2	3	4	1	2	3	4	
Outreach beyond the college/university?	1	2	3	4	1	2	3	4	



DEPARTMENT-SPECIFIC INFORMATION

This section can be used for up to 10 customized departmental questions designed to help gain insights into particular focal areas, recent changes, or other topics of interest.

ABBREVIATED SAMPLE SURVEY



MAKING THE COLLEGE/UNIVERSITY A BETTER PLACE TO WORK

What ideas or suggestions do you have to make your department, the campus, or the college/university a better place to work?

ABBREVIATED SAMPLE SURVEY



DEMOGRAPHIC INFORMATION

To be determined by the organization.

ABBREVIATED SAMPLE SURVEY