

Adjunct faculty teaching

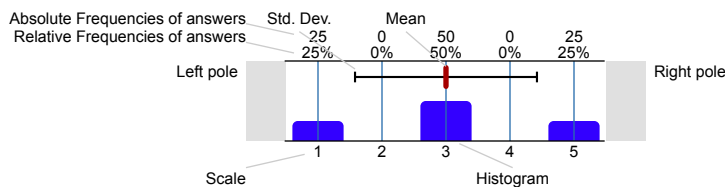
No. of responses = 38



Survey Results

Legend

Question text



n=No. of responses
 av.=Mean
 dev.=Std. Dev.
 ab.=Abstention

2. Employee Info

2.1) Primary Employment Classification:

Faculty, Full-Time Teaching	<input type="text" value="0"/>	0%	n=38
Faculty, Full-Time Non-Teaching (Counselors, Librarians)	<input type="text" value="0"/>	0%	
Faculty, Adjunct Teaching	<input type="text" value="38"/>	100%	
Faculty, Adjunct Non-Teaching (Counselors, Librarians)	<input type="text" value="0"/>	0%	
Classified, Full-Time Permanent	<input type="text" value="0"/>	0%	
Classified, Part-Time Permanent	<input type="text" value="0"/>	0%	
Supervisor	<input type="text" value="0"/>	0%	
Administrator	<input type="text" value="0"/>	0%	

2.2) Years worked at ARC (any location):

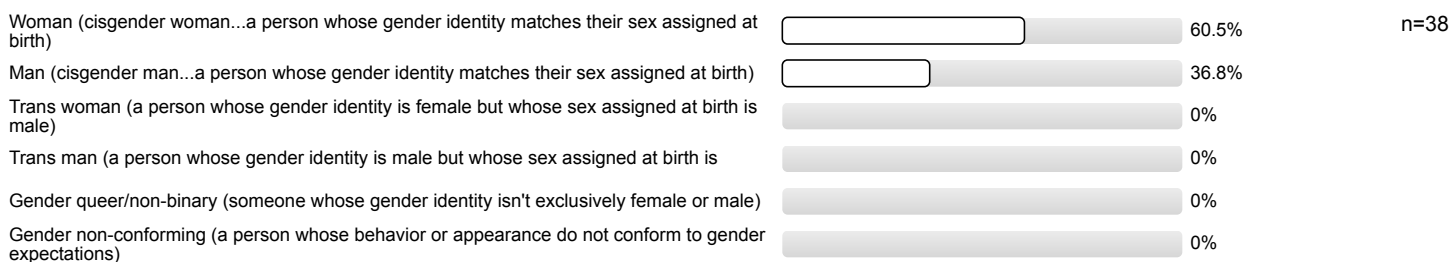
less than 1 year	<input type="text" value="2"/>	5.3%	n=38
1 to 4 years	<input type="text" value="12"/>	31.6%	
5 to 9 years	<input type="text" value="8"/>	21.1%	
10 to 14 years	<input type="text" value="5"/>	13.2%	
15 to 19 years	<input type="text" value="7"/>	18.4%	
20 years or more	<input type="text" value="1"/>	10.5%	

2.3) Primary work location at ARC:

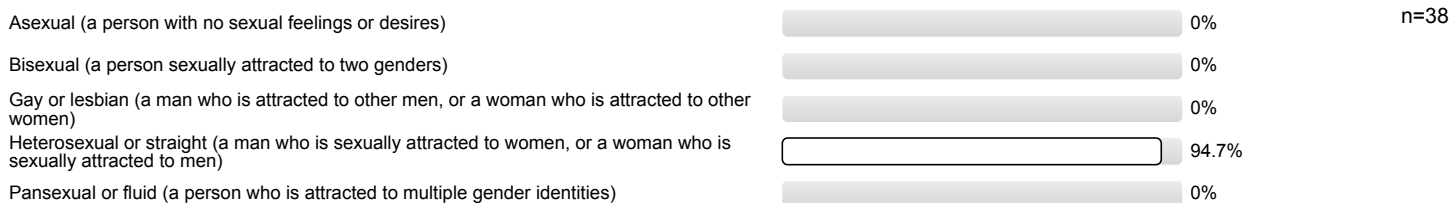
ARC Main Campus	<input type="text" value="31"/>	81.6%	n=38
Natomas Center	<input type="text" value="7"/>	18.4%	
McClellan Center	<input type="text" value="0"/>	0%	
Mather Center	<input type="text" value="0"/>	0%	

3. Demographics

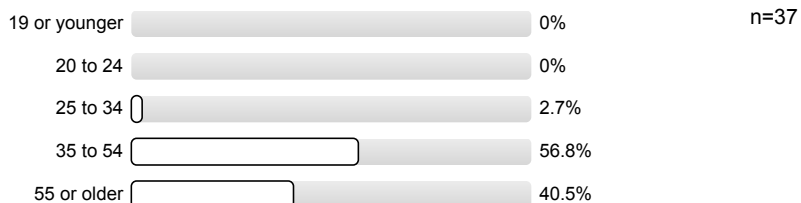
3.1) What is your gender identity? (MARK ALL THAT APPLY)



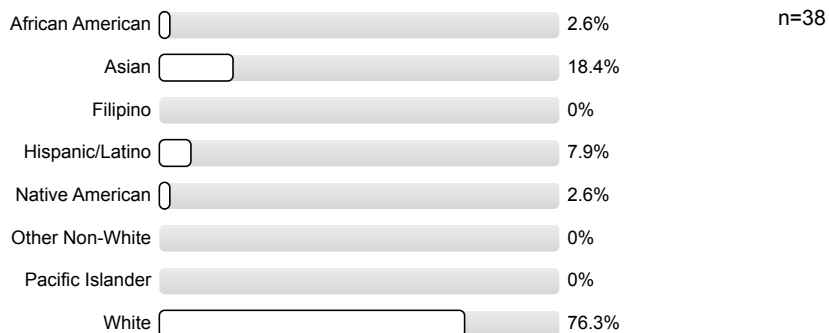
3.3) What is your sexual orientation? (MARK ALL THAT APPLY)



3.5) What is your age (in years)?

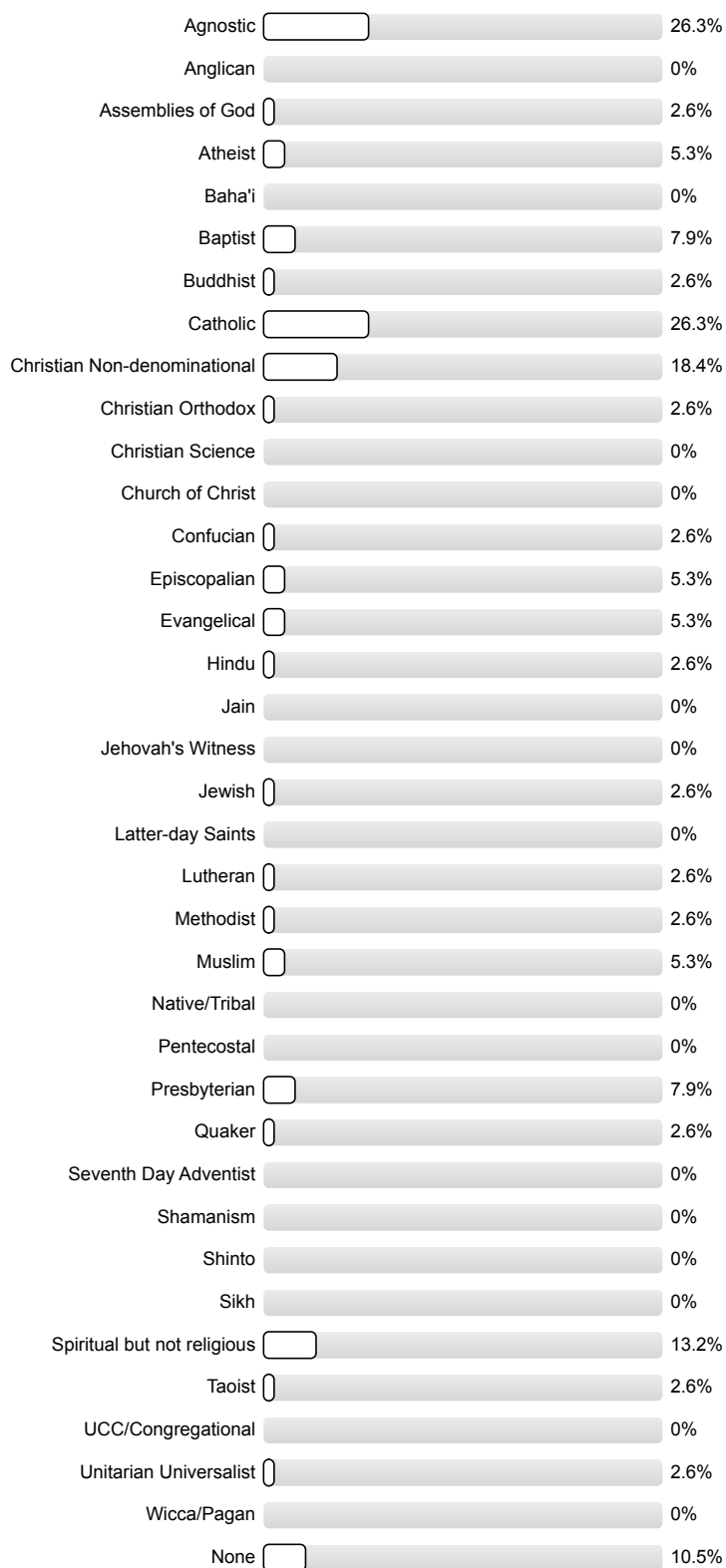


3.6) What is your race/ethnicity? (MARK ALL THAT APPLY)

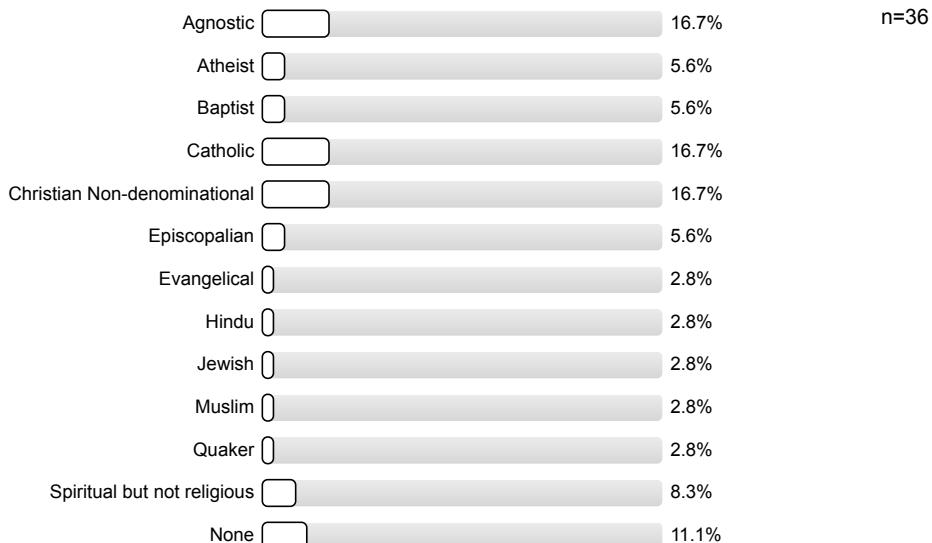


3.8) With which religions, worldviews, or spiritual backgrounds do you identify? (MARK ALL THAT APPLY)

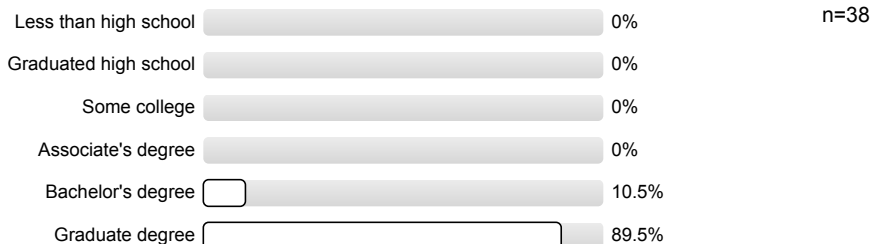
n=38



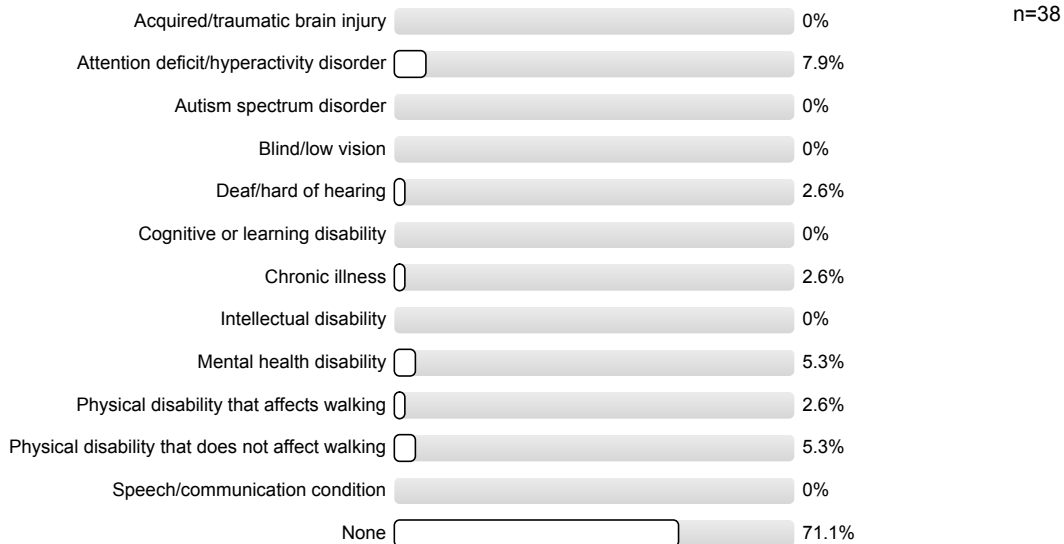
3.10) With which **one** religion, worldview or spiritual background do you **most strongly** identify? (MARK ONLY **ONE**)



3.12) What is your highest level of education?

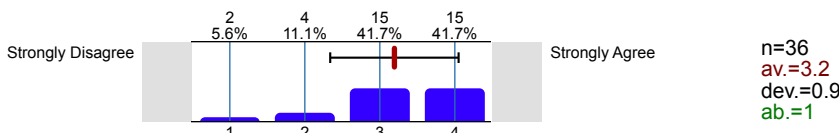


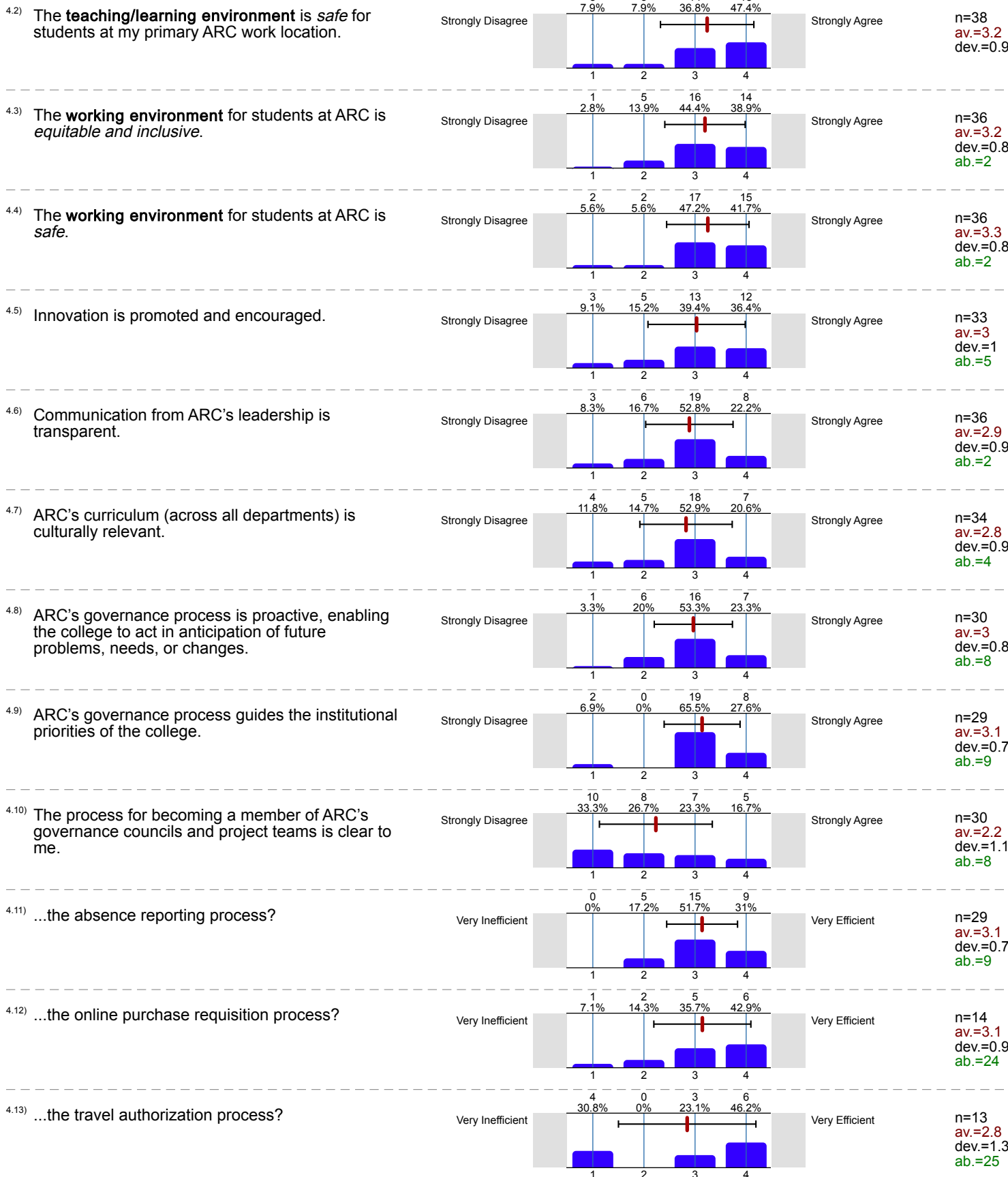
3.13) Do you have any of the following types of disabilities? (MARK ALL THAT APPLY)

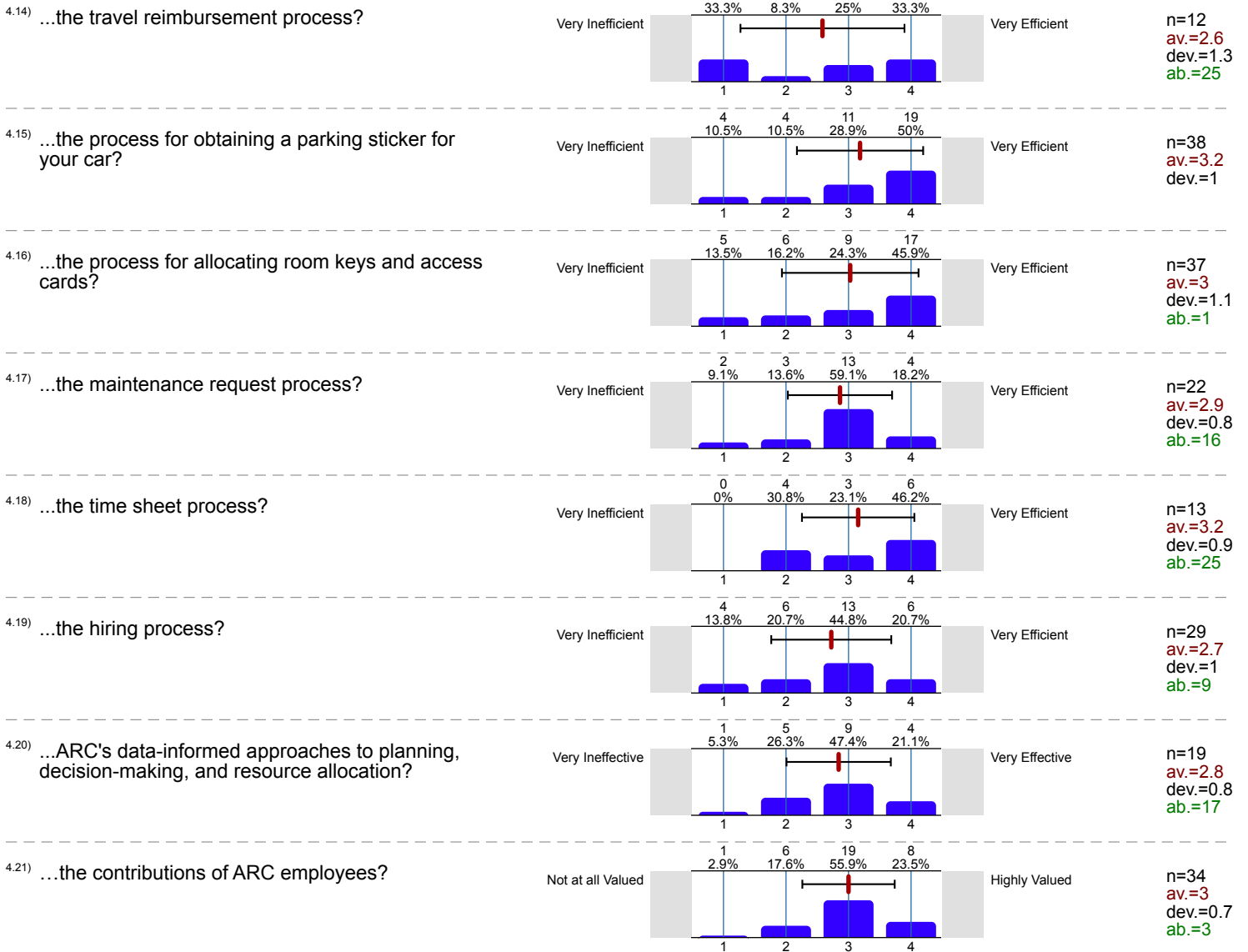


4. Institutional Effectiveness

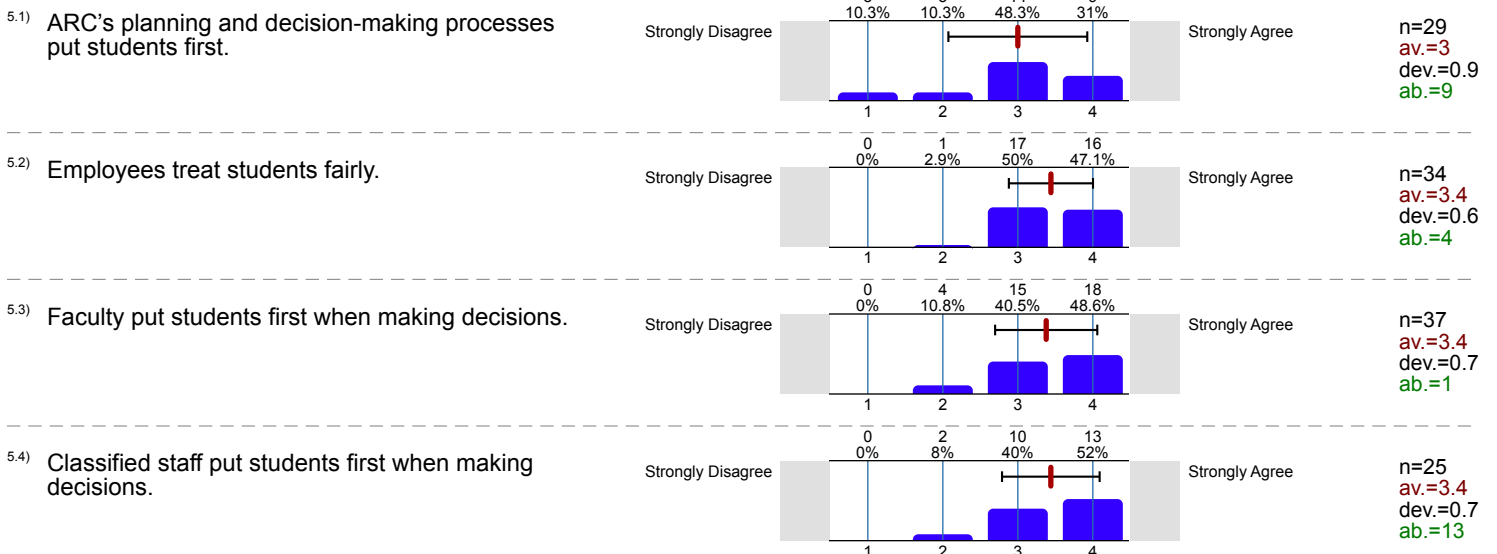
4.1) The **teaching/learning environment is equitable and inclusive** for students at my primary ARC work location.

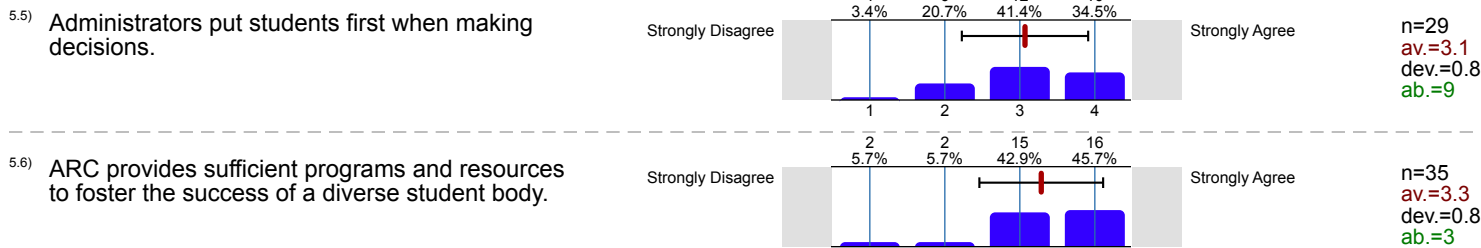




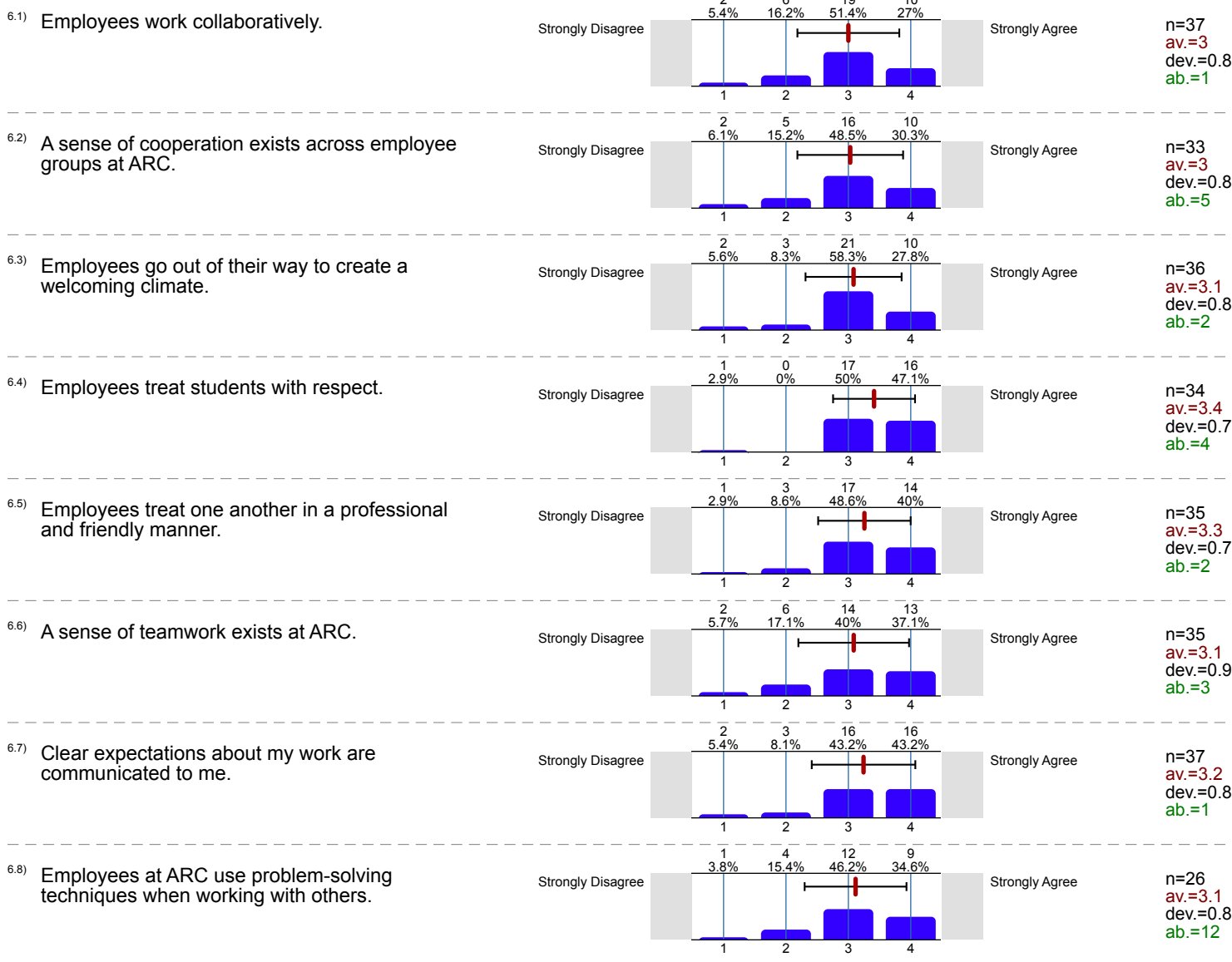


5. Student-Focus

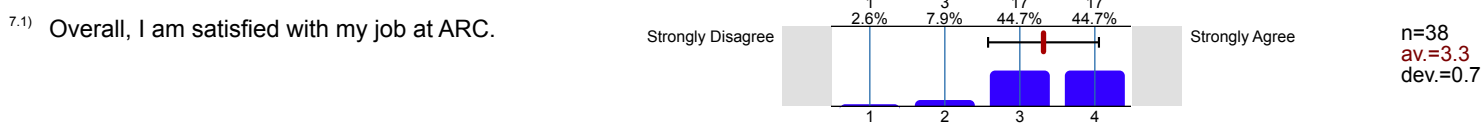


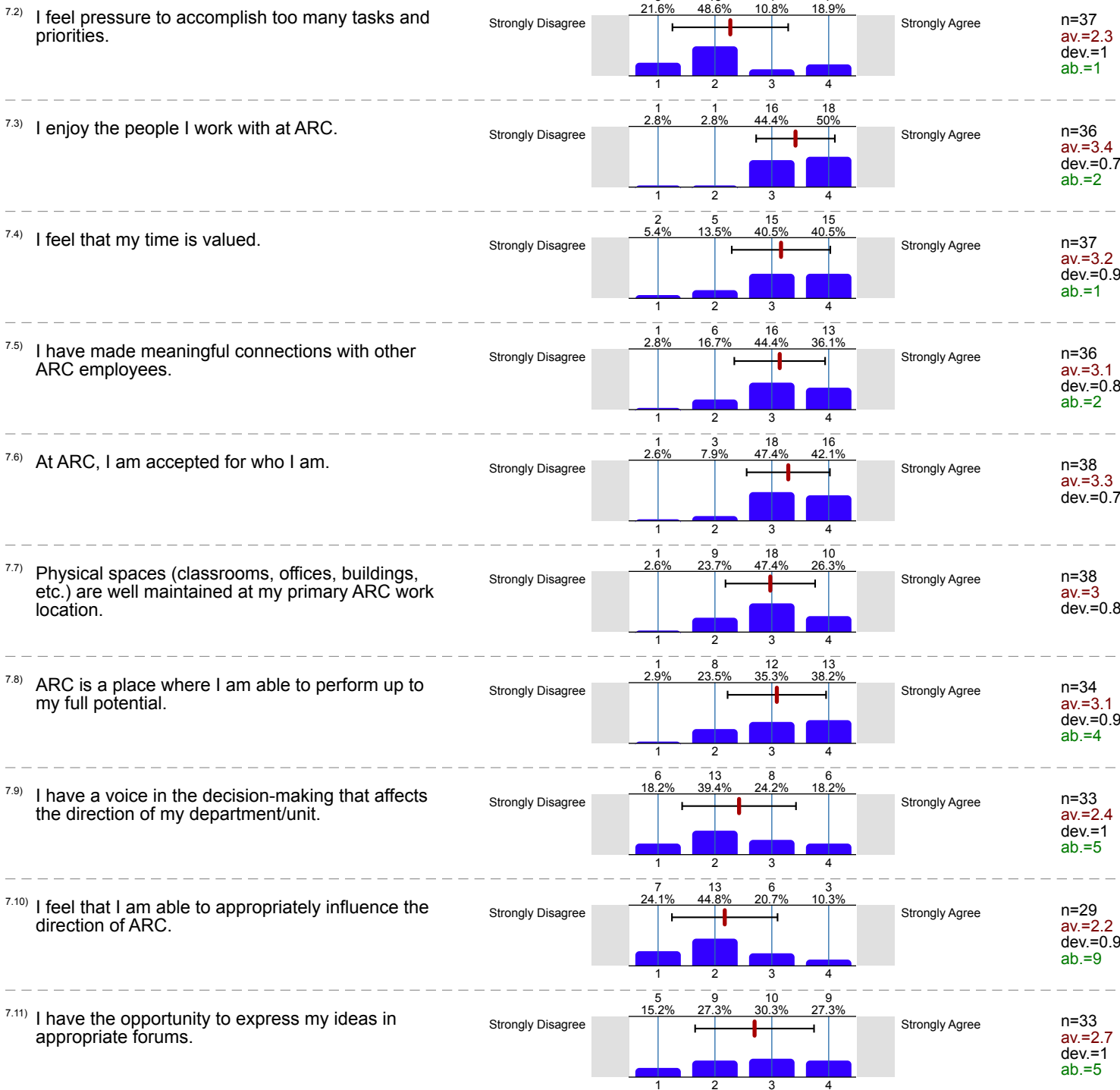


6. Teamwork

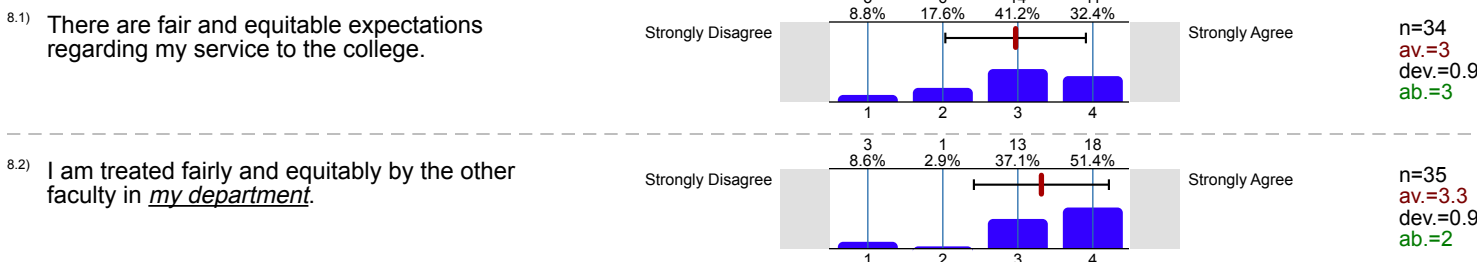


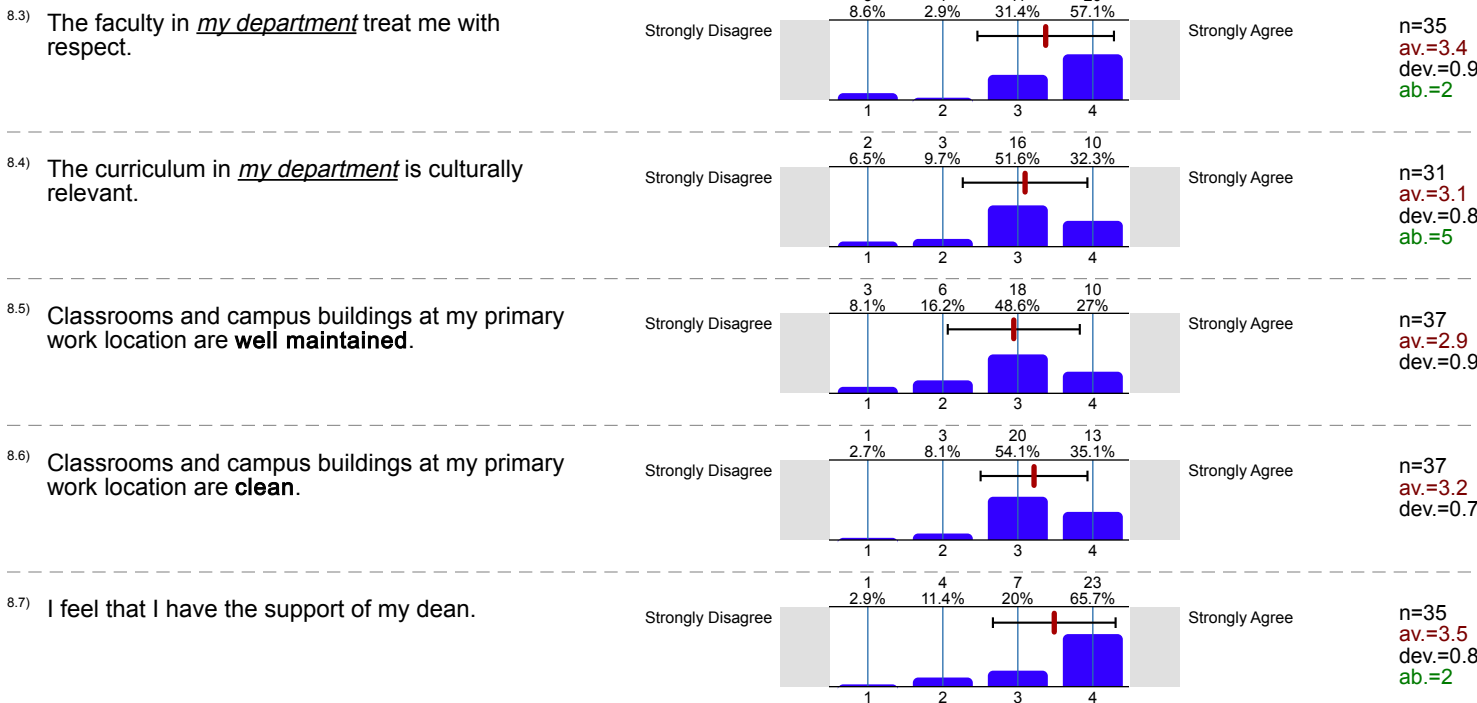
7. Job Satisfaction



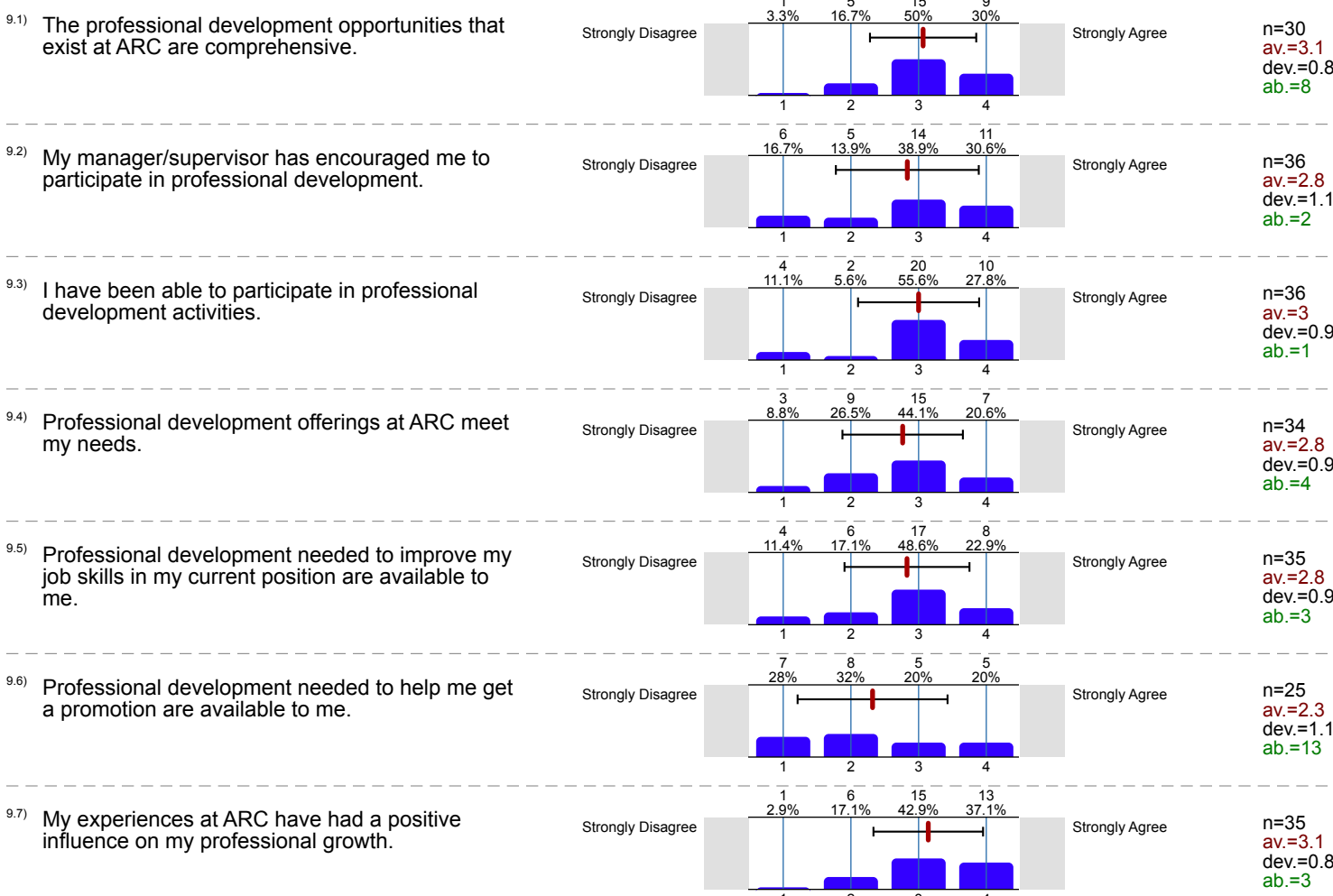


8. Faculty Specific Questions



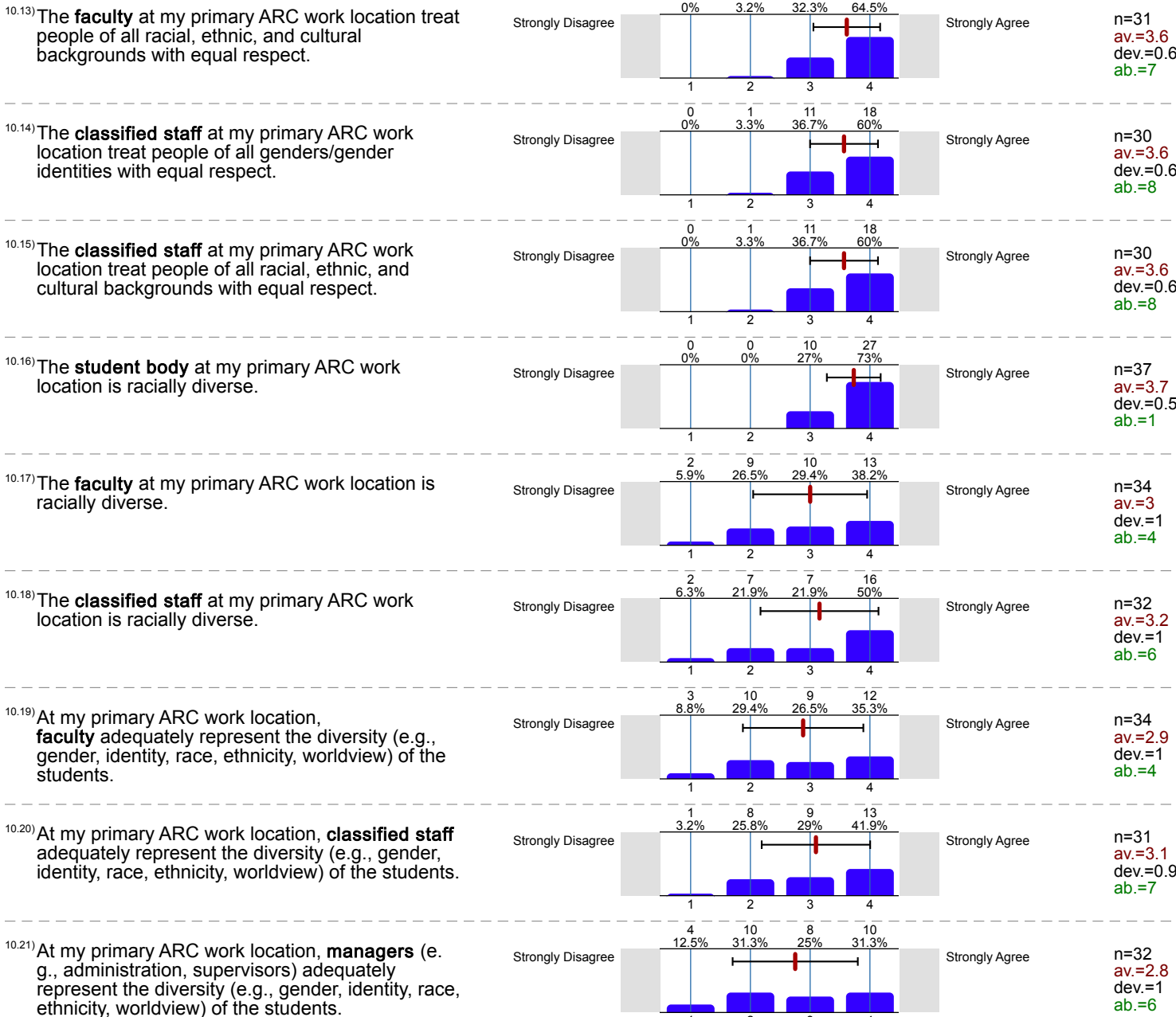


9. Professional Development

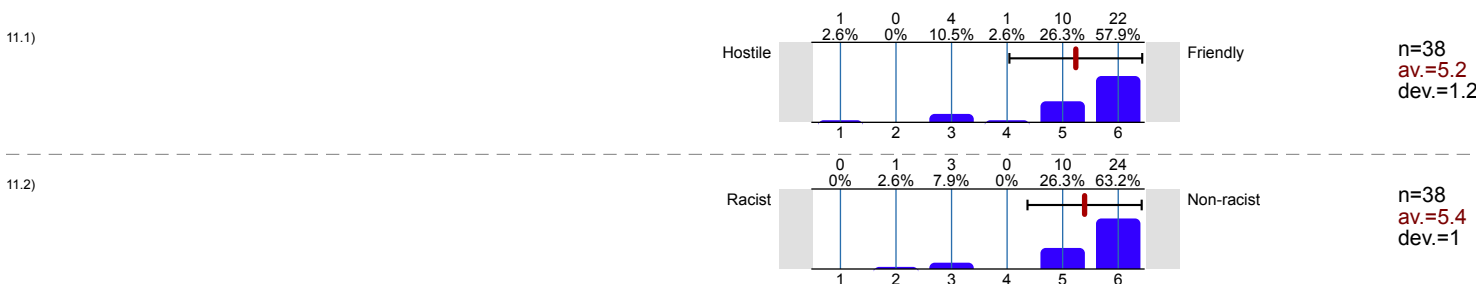


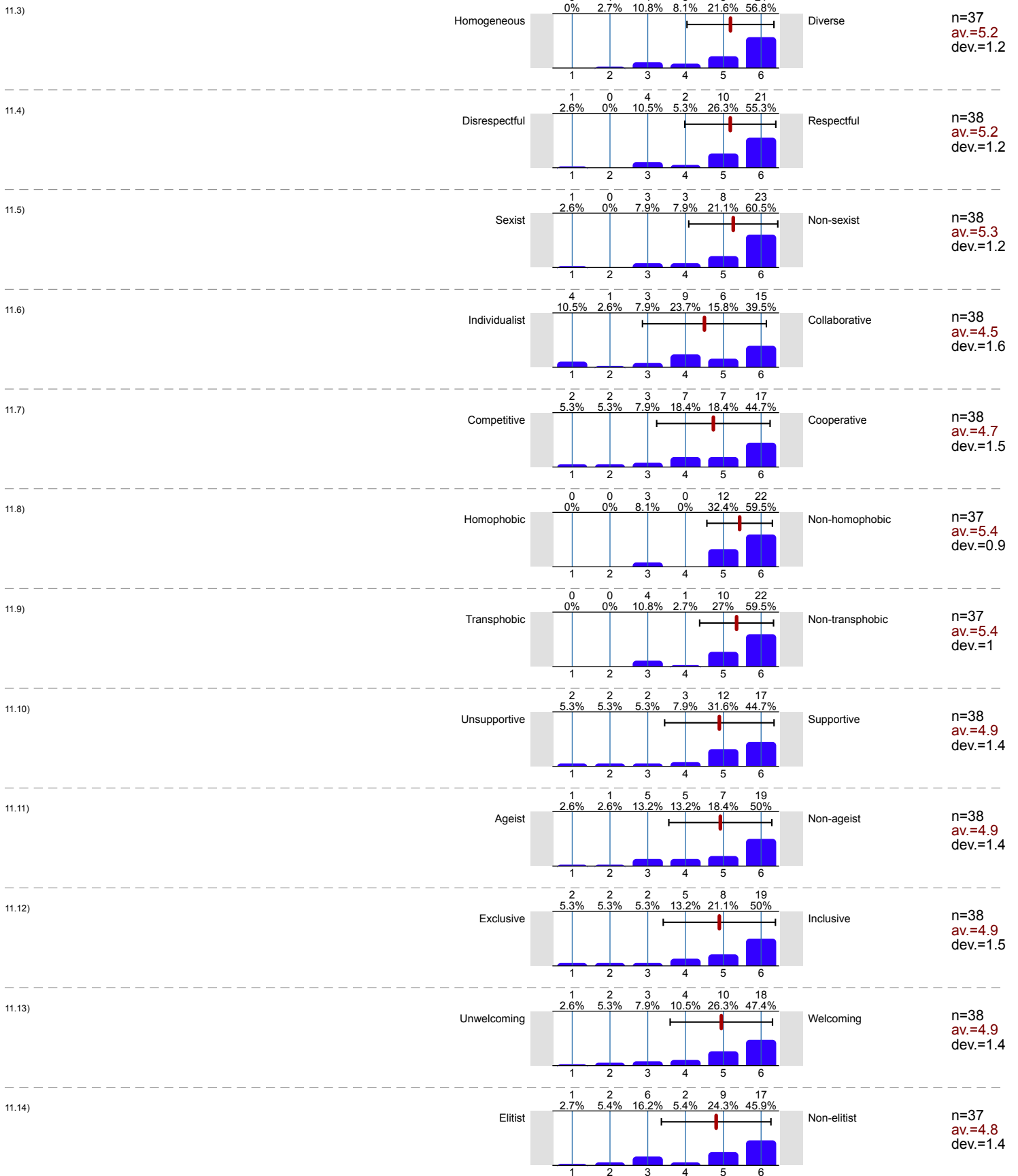
10. Equity, Inclusion, Social Justice Focus





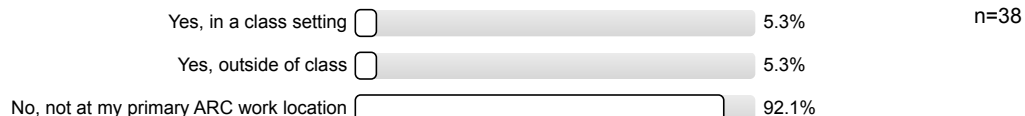
11. Each of the following questions shows a pair of adjectives that are opposite to one another. The six boxes between each pair reflect a range of responses (for example, from a 'Hostile' environment at one end of the range, to a 'Friendly' environment at the other). For each question, mark the one box between each pair of adjectives that best expresses how you feel about your primary ARC work location based on your personal experiences:



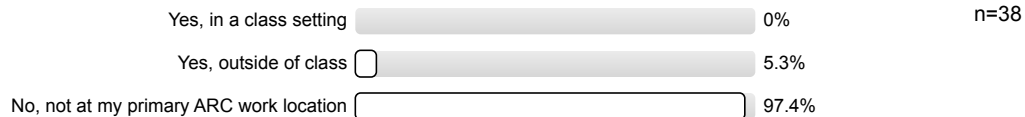


12. During the past 12 months at ***your primary ARC work location***, have you heard anyone... (MARK ALL THAT APPLY)

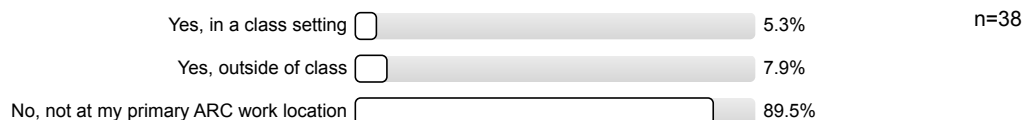
12.1) ...call someone homophobic names.



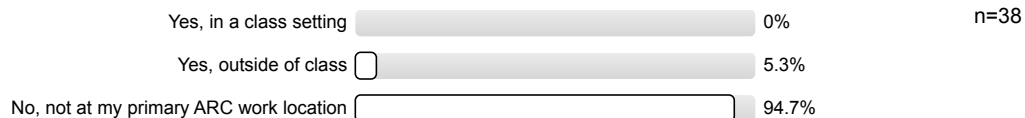
12.2) ...say sexual things to you or try to talk about sexual matters when you didn't want to.



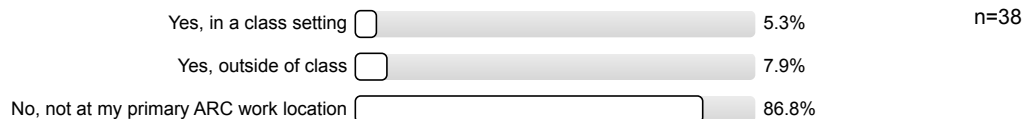
12.3) ...make crude or offensive remarks or jokes about people who identify as LGBTQ+ (lesbian, gay, bisexual, trans, queer, +).



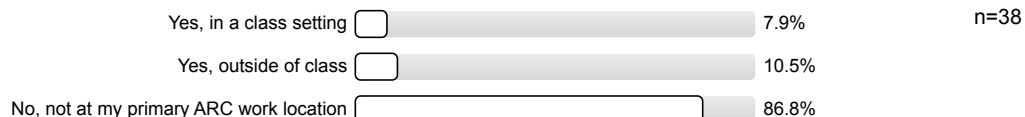
12.4) ...suggest or imply in your presence that women don't have the same intellectual abilities that men do.



12.5) ...make inappropriate comments about your or someone else's body, appearance, or looks.



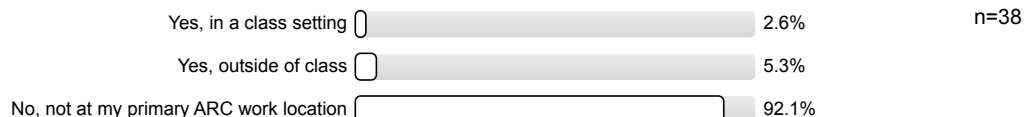
12.6) ...make sexist remarks or jokes about women.



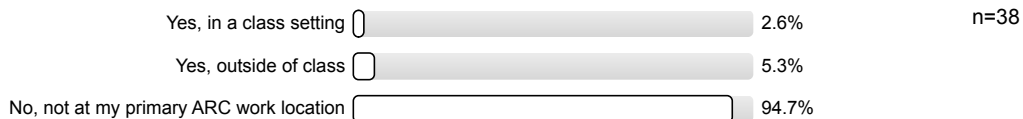
12.7) ...make sexist remarks or jokes about men.



12.8) ...make negative remarks or jokes about trans women.

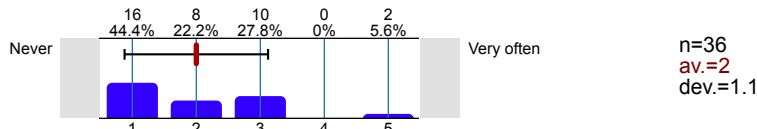


12.9) ...make negative remarks or jokes about trans men.

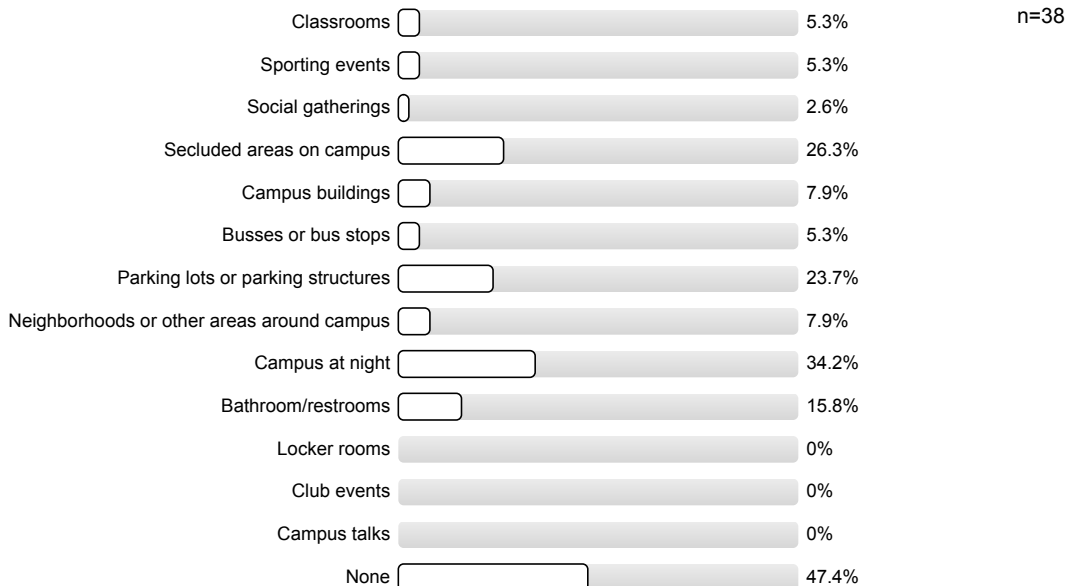


13. Regarding your personal **physical safety**:

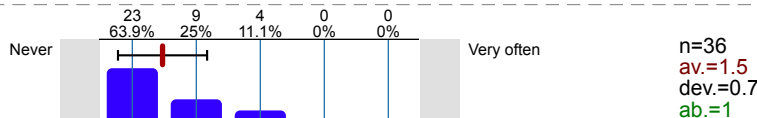
13.1) During the past 12 months, have you been concerned for your **physical** safety at your primary ARC work location?



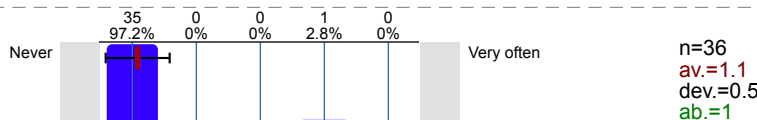
13.2) During the past 12 months, have you avoided any of the following areas at your primary ARC work location due to concerns for your **physical** safety (mark all that apply)?



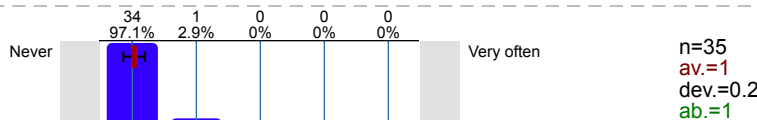
13.4) Other students



13.5) Instructors

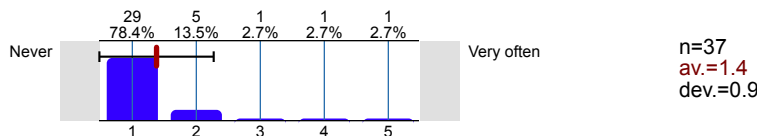


13.6) Staff

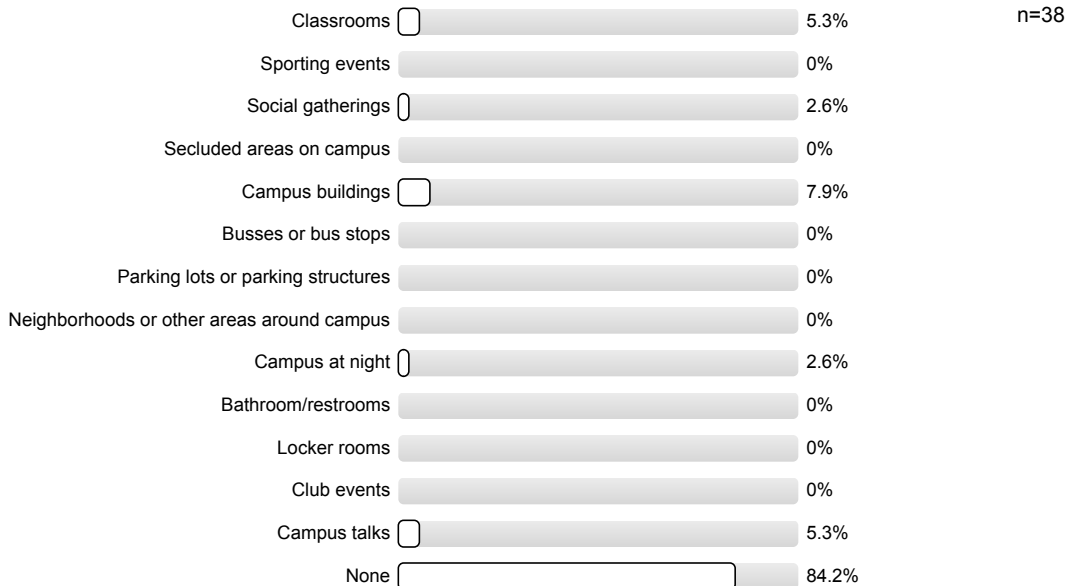


14. Regarding your **emotional safety**:

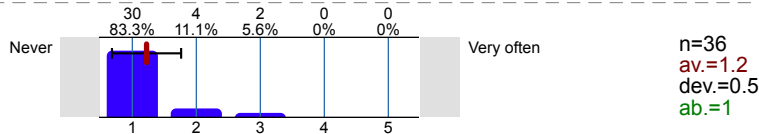
14.1) During the past 12 months, have you been concerned for your **emotional** safety at your primary ARC work location?



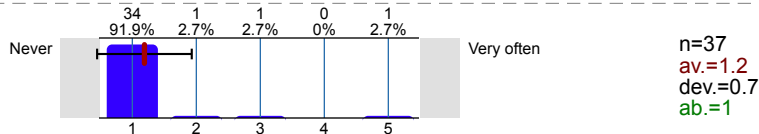
14.2) During the past 12 months, have you avoided any of the following areas at your primary ARC work location due to concerns for your **emotional** safety? (mark all that apply)



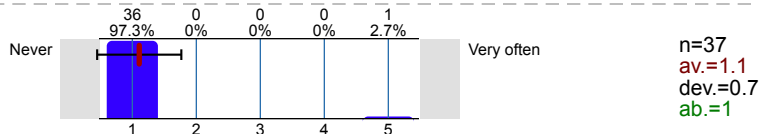
14.4) Other students



14.5) Instructors



14.6) Staff

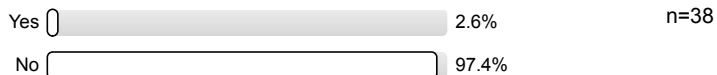


15. Regarding your primary ARC work location:

15.1) Discrimination



15.2) Threats of physical violence



15.3) Physical violence



15.4) Threats of emotional violence



15.5) Emotional violence



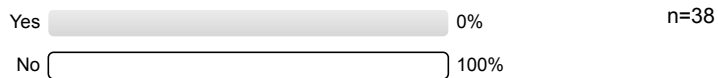
15.6) Sexual harassment



15.7) Other harassment



15.8) Sexual assault



15.9) Unwanted sexual advances



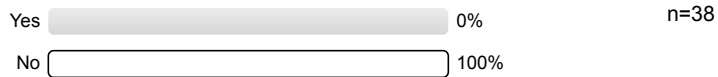
15.10) Verbal threats



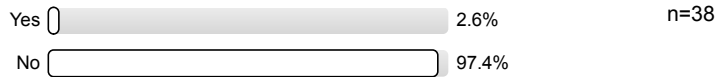
15.11) Discrimination



15.12) Threats of physical violence



15.13) Physical violence



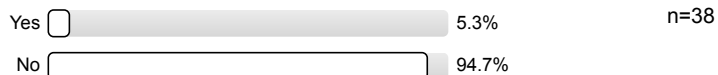
15.14) Threats of emotional violence



15.15) Emotional violence



15.16) Sexual harassment



15.17) Other harassment



15.18) Sexual assault



15.19) Unwanted sexual advances

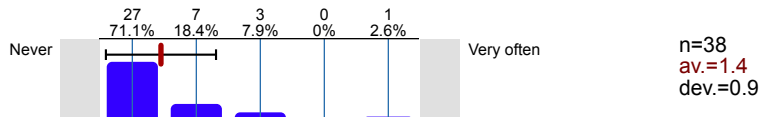


15.20) Verbal threats

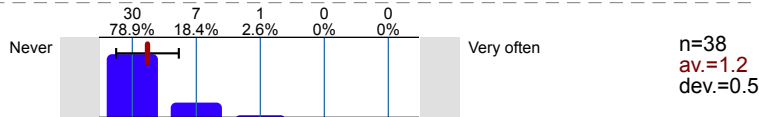


16. During the past 12 months, have you experienced microaggressions at your primary ARC work location with regard to your...

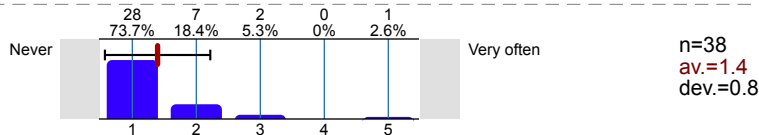
16.1) ...gender/gender identity



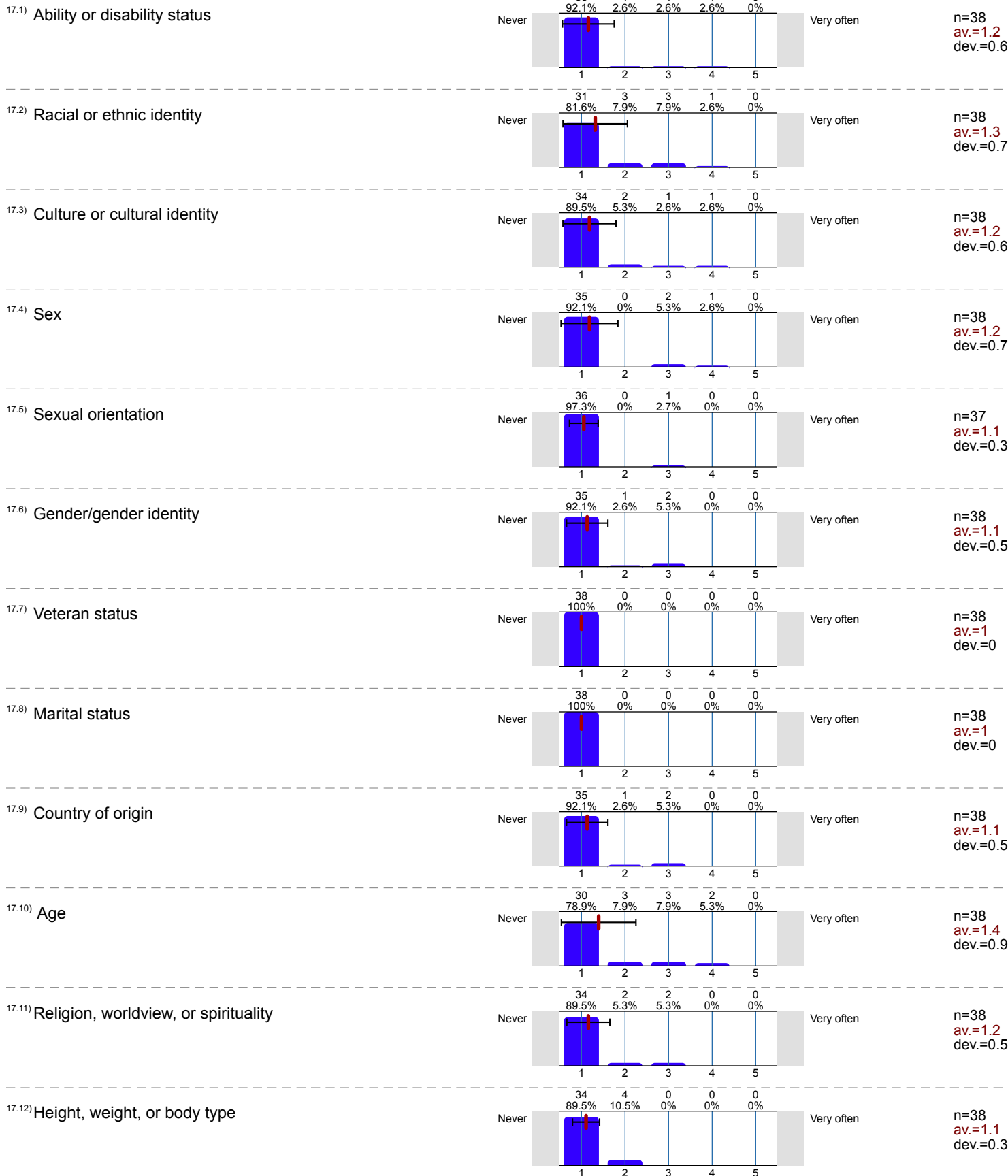
16.2) ...sexual orientation



16.3) ...racial, ethnic, or cultural identity

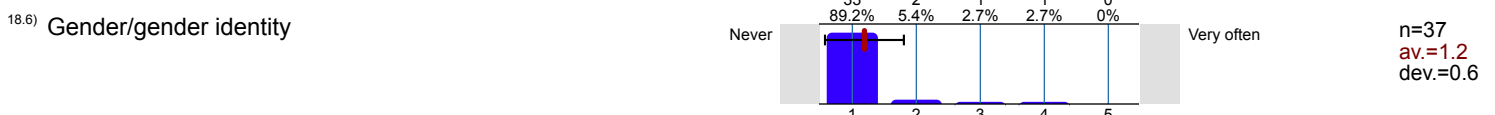


17. During the past 12 months, do you feel YOU have been mistreated *by students* at your primary ARC work location because of your:



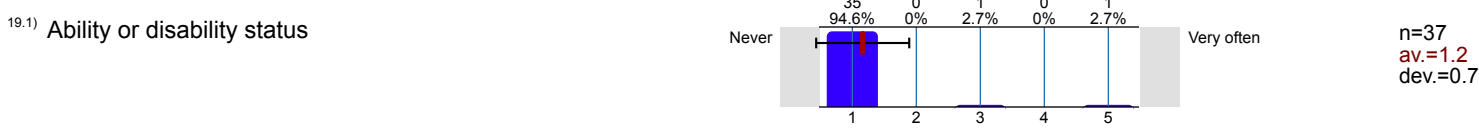


18. During the past 12 months, do you feel **YOU have** been mistreated *by faculty* at your primary ARC work location because of your:





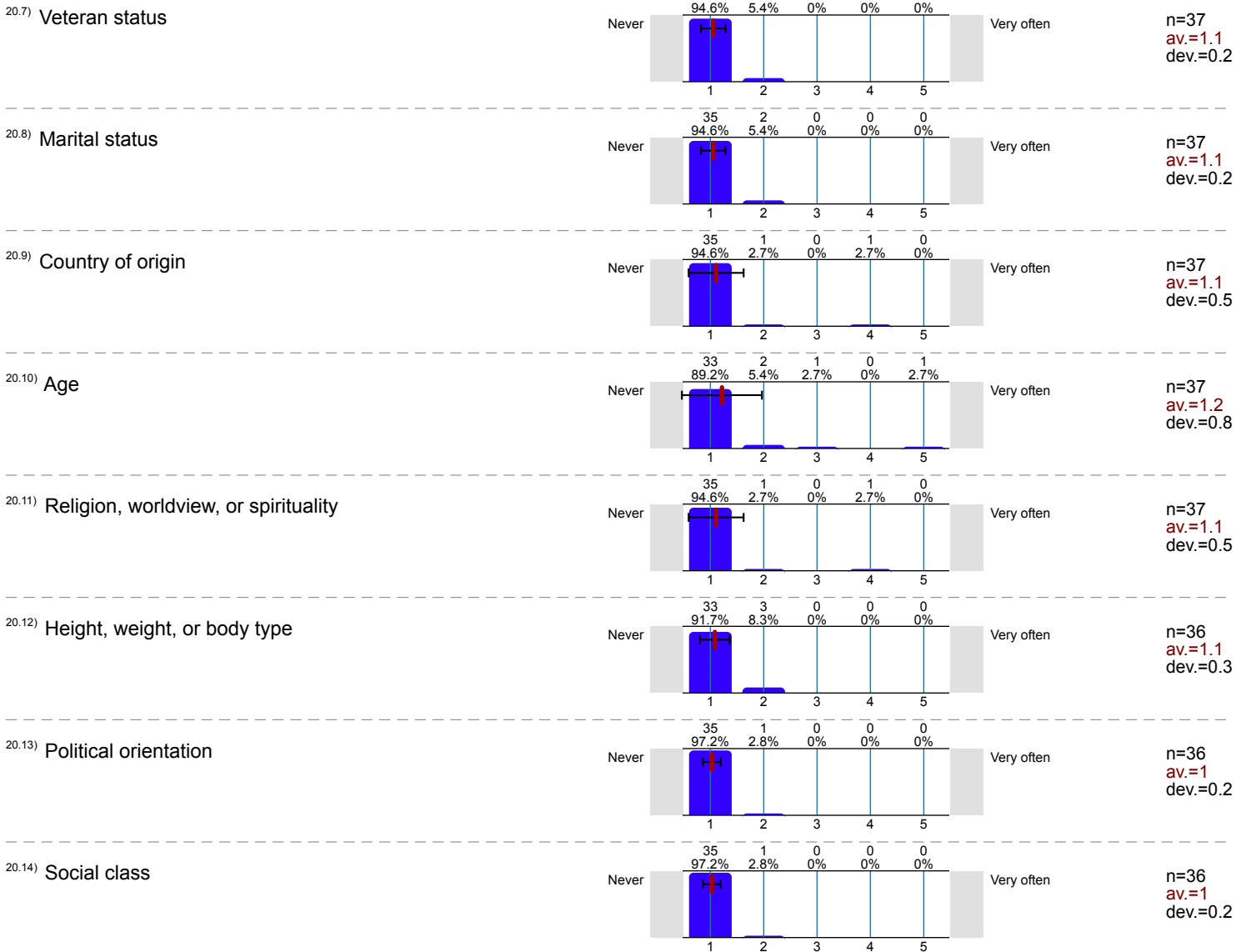
19. During the past 12 months, do you feel **YOU have** been mistreated *by classified staff* at your primary ARC work location because of your:



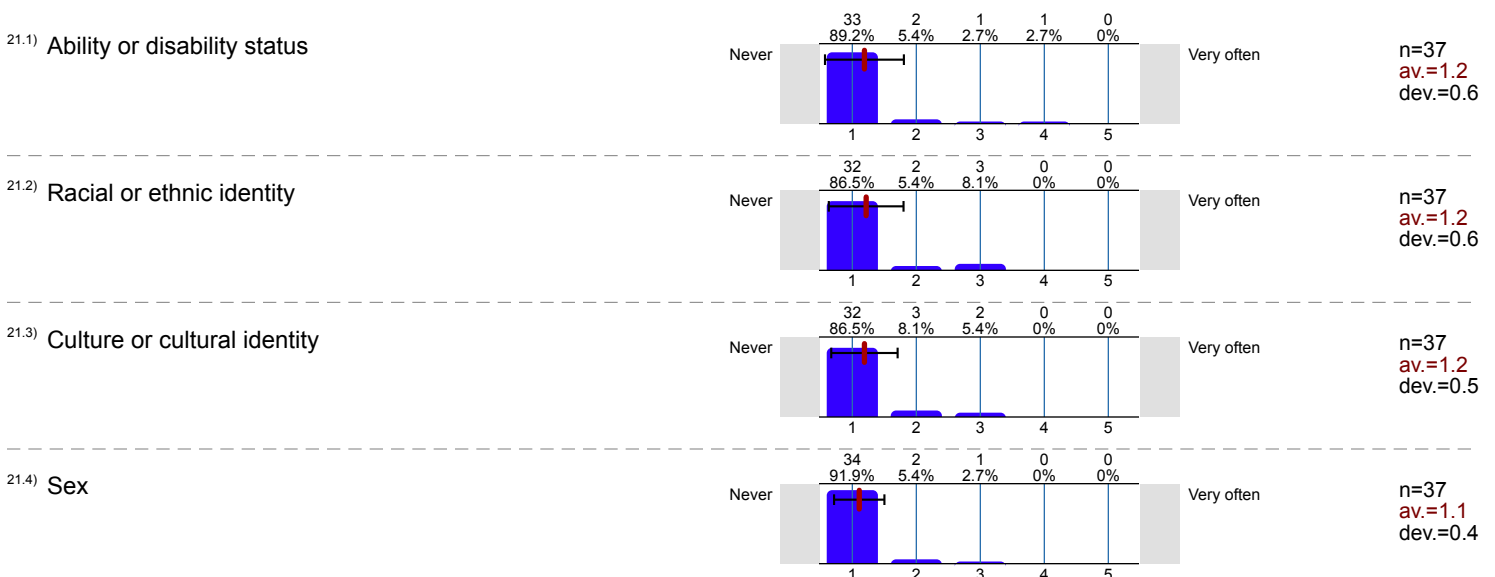


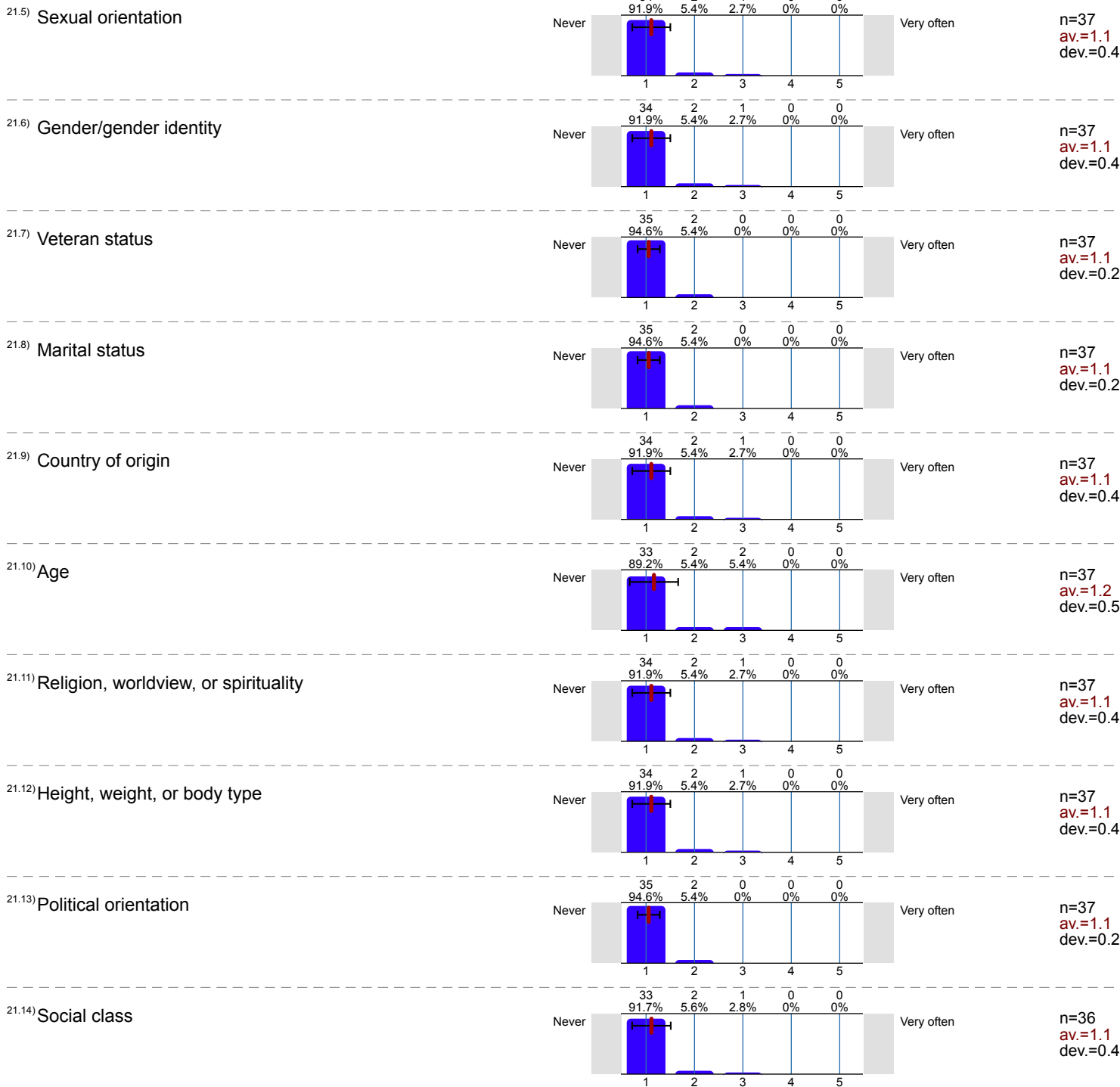
20. During the past 12 months, do you feel **YOU** have been mistreated *by managers (administrators, supervisors)* at your primary ARC work location because of your:



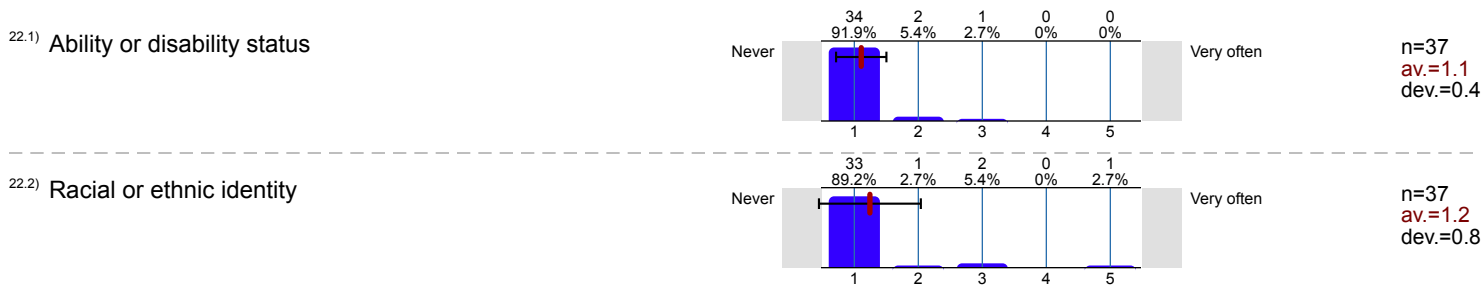


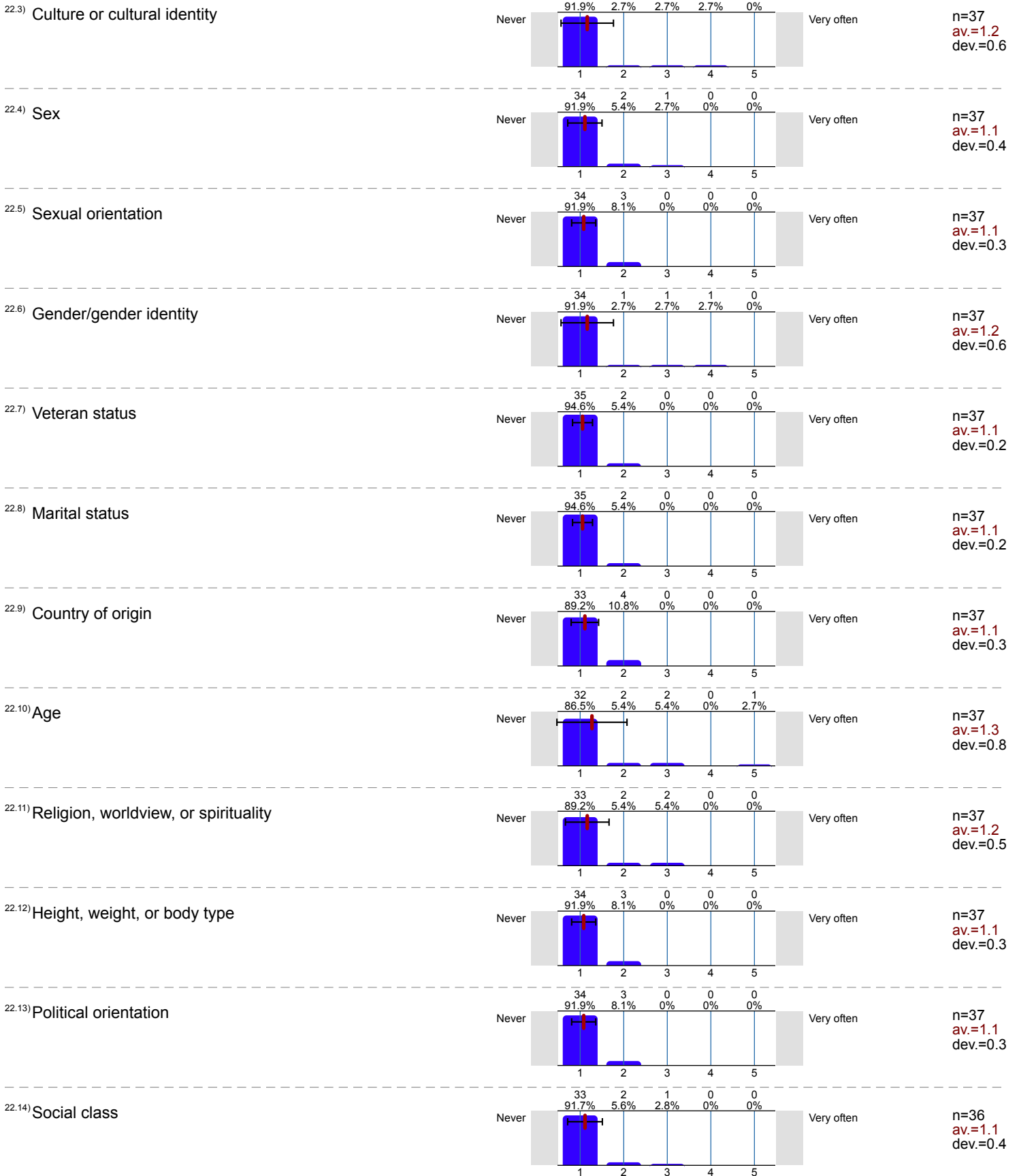
21. During the past 12 months, have you seen faculty, classified staff, or managers mistreat students at your primary ARC work location because of their:



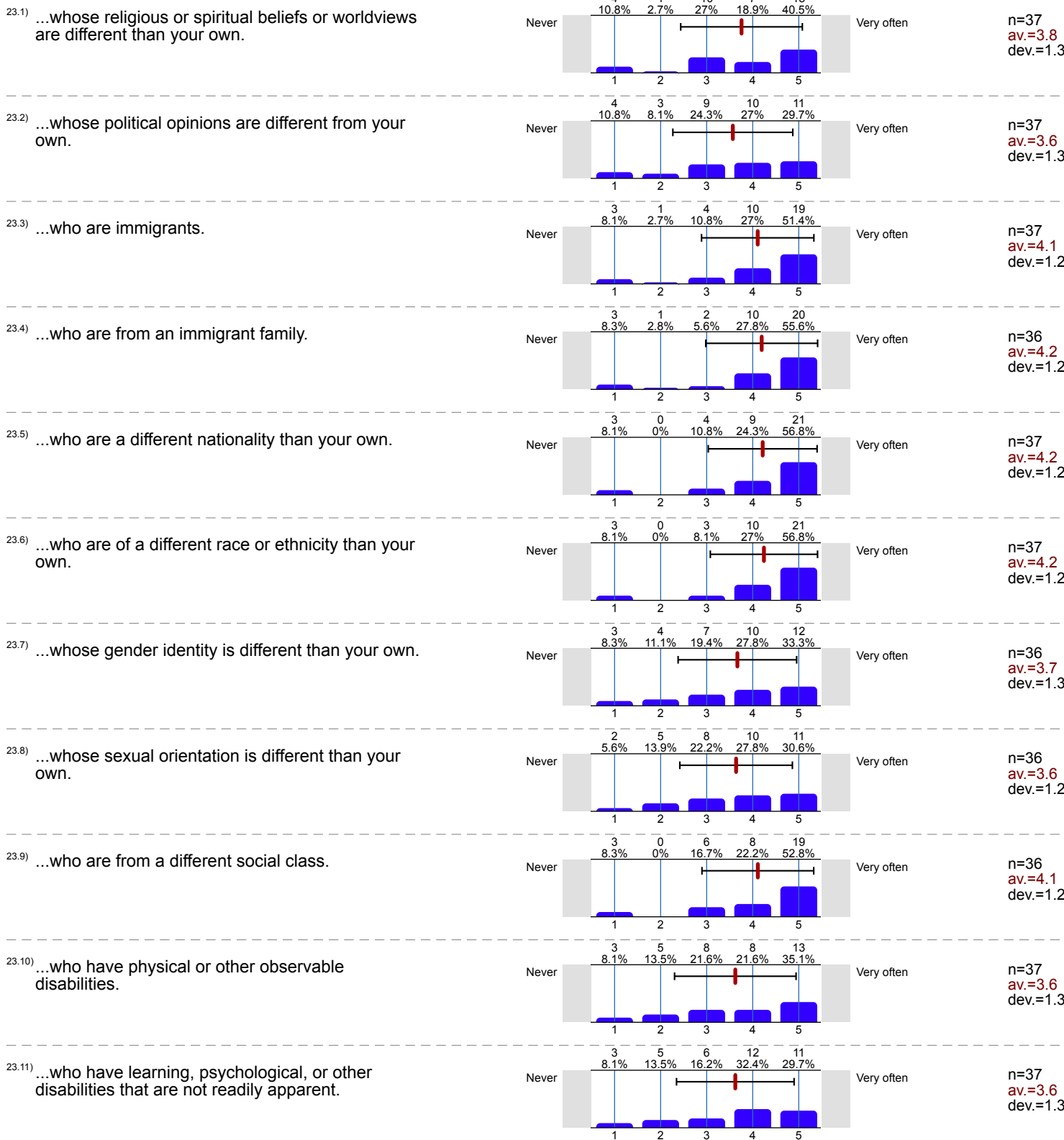


22. During the past 12 months, have you seen faculty, classified staff, or managers mistreat other faculty, classified staff, or managers at your primary ARC work location because of their:



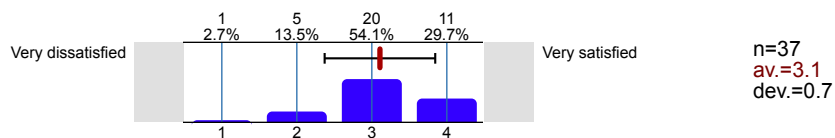


23. During the past 12 months at your primary ARC work location, how often have you interacted in a meaningful way with people...



24. Overall campus climate at your primary ARC work location:

24.1) During the past 12 months, how satisfied or dissatisfied are you with the overall campus climate/environment that you have experienced at your primary ARC work location?



Comments Report

3. Demographics

3.2) Other gender identity:

- None.

3.4) Other sexual orientation:

- None

3.7) Aside from how you responded above, please list in the text box below all of the specific races, ethnicities, tribes and cultures with which you **strongly** identify (for example, Jamaican, Columbian, Punjabi, Cherokee, Armenian).

- American, Korean, and Chinese
- Chinese
- Colombian (with an "o").
- England
- German, Jewish, French, Irish, American
- Irish American
- It's offensive to list blacks as "African American" but whites as "whites" and not "Caucasian." If you're so concerned about equity, then be equitable.
- Italian
- Middle Eastern
- Pacific Islander
Creole
- Portuguese
- Sioux, Arabic, Armenian, Latino, Asian, Pacific Islander, African American, Irish
- Taiwanese American
- Vietnamese

3.9) Other religions, worldviews, or spiritual backgrounds:

- Christian
- None
- Sufism

3.11) Other religion, worldview, or spiritual background:

- None
- Sufism

3.14) Other disabilities:

- None.
- Pain in wrist and elbow due working on computers

13. Regarding your personal physical safety:

13.3) Other areas you have avoided at your primary ARC work location due to concerns for your physical safety:

- Any place at night if I'm alone
- At the Mather campus. ZERO police presence, virtually no lighting at night. Much of the student population are on parole. No cameras. If something would happen, nobody would know.
- Construction sites and zones
- I haven't avoided any but I am certainly very wary when walking across a mostly dark campus, or through the parking lots, or in the parking garage, particularly at night.
- None.
- There are a few non well lit areas around Inderkum HS at Natomas Center. Run fast or carry pepper spray is what I tell others to do.

13.7) Other:

- None.
- random people on campus

14. Regarding your emotional safety:

14.3) Other areas you have avoided at your primary ARC work location due to concern for your emotional safety:

- Department office.
- None

14.7) Other:

- Dean
- Dean of Natomas Center

20. During the past 12 months, do you feel **YOU have** been mistreated by managers (administrators, supervisors) at your primary ARC work location because of your:

20.15) Please describe any other ways you feel you've been mistreated by students, faculty, classified staff, or managers (administrators, supervisors) at your primary ARC work location (for example, because of your accent, hairstyle, clothing, income, etc.)

- 1) Several semesters ago, I was threatened with "professional consequences" over my continued work on the development of a certificate program at another district.
- 2) Three semesters ago, I encountered a conflict with a F/T colleague who insisted on leaving equipment set up in a shared lab facility - This resulted in the cancellation of a practical portion of a final exam. When I requested that the space be shared, I was reminded of my P/T status.
- 3) Beginning of last semester (Fall 2019): I was informed that a F/T colleague (and supervisor) had identified me as "an idiot" with a new P/T colleague that had not yet met me.
- Having children
- I believe the overtones of many social justice themed emails across the board are hostile toward races, sex, and sexual orientations that are seen by ARC as historically disadvantaged. It seems ARC's protections cover only those who are members of an ARC favored victim class. Opinions that run counter to ARC's strong social justice views are unwelcome. I believe this constitutes mistreatment of those who do not identify with a victim class.
- I feel that because the department is trying to be so diverse, they pass up certain ethnicities (i.e. White).
- I was asked by an ESL instructor how my students felt about me teaching in English since I have an accent when I speak in English. I gave a student a score of 0 for cheating on an assignment, and was asked by the dean to change the grade. I will never refer a student to this particular dean for plagiarism or cheating.

I requested that an unknown subject who was harassing me in front of my classroom every time I opened the classroom door, be removed. The dean notified me that she had invited him to her office and listened to his concerns and he was very "happy" to have his concerns heard. I will never ask for support again from this particular dean.

I was asked by another instructor of the same gender, if I had any time for sex since I seemed to be very busy.

- Judged. Not listened to. Ignored. Retaliation.
- Students threatening to complain to administration because they don't like a policy or grading and then advisors aligning with students without understanding the complete picture of the class structure.
- White employees have no opportunity for advancement because there is an assumption that our voices don't matter since there are already a lot of other white employees; therefore, we all have the same ideas and make the same contributions.