

FT teaching faculty

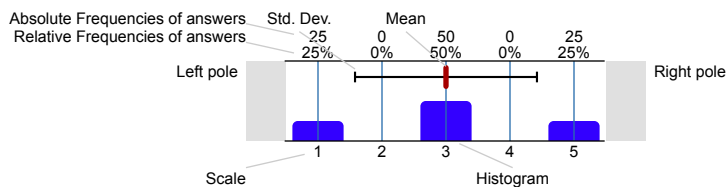
No. of responses = 111



Survey Results

Legend

Question text



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

2. Employee Info

2.1) Primary Employment Classification:

Employment Classification	Percentage	n
Faculty, Full-Time Teaching	100%	111
Faculty, Full-Time Non-Teaching (Counselors, Librarians)	0%	
Faculty, Adjunct Teaching	0%	
Faculty, Adjunct Non-Teaching (Counselors, Librarians)	0%	
Classified, Full-Time Permanent	0%	
Classified, Part-Time Permanent	0%	
Supervisor	0%	
Administrator	0%	

2.2) Years worked at ARC (any location):

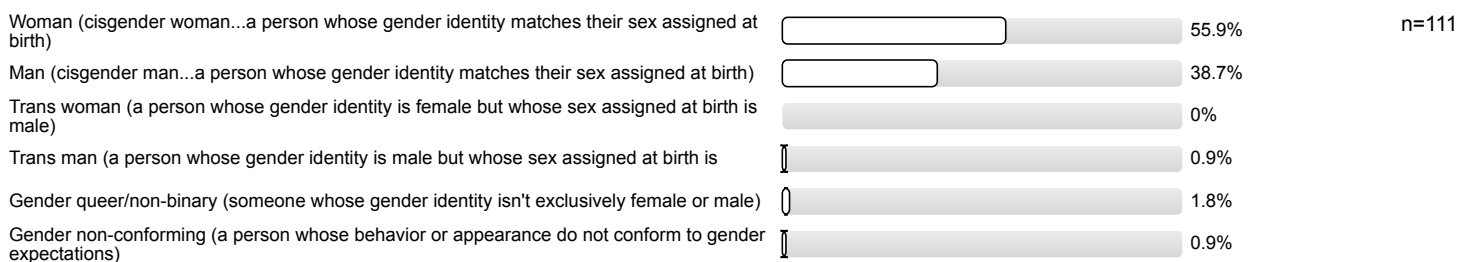
Years worked	Percentage	n
less than 1 year	2.7%	111
1 to 4 years	8.1%	
5 to 9 years	11.7%	
10 to 14 years	18%	
15 to 19 years	30.6%	
20 years or more	28.8%	

2.3) Primary work location at ARC:

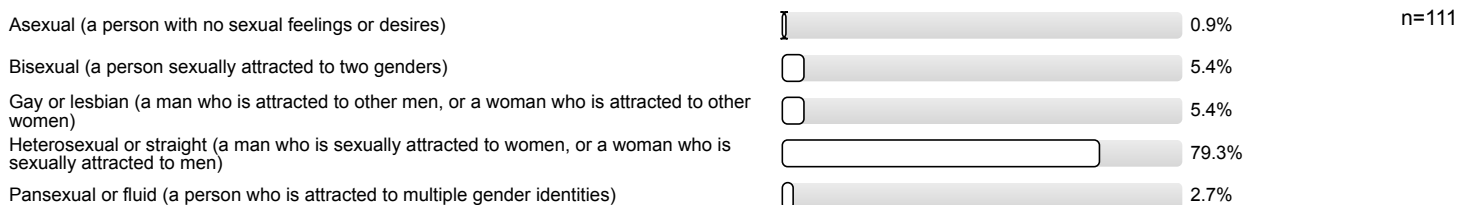
Work Location	Percentage	n
ARC Main Campus	98.2%	111
Natomas Center	1.8%	
McClellan Center	0%	
Mather Center	0%	

3. Demographics

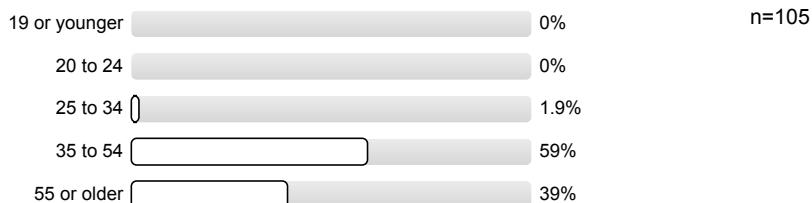
3.1) What is your gender identity? (MARK ALL THAT APPLY)



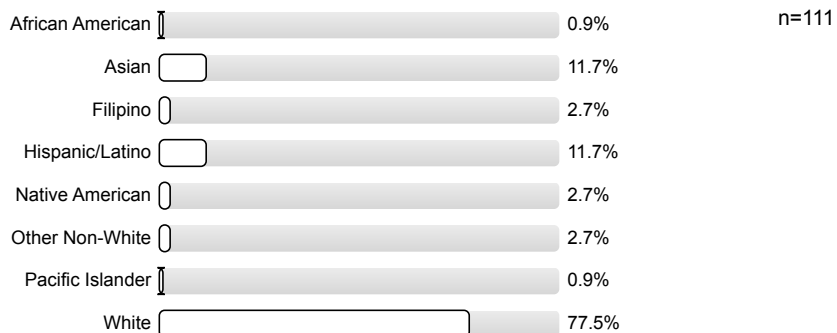
3.3) What is your sexual orientation? (MARK ALL THAT APPLY)



3.5) What is your age (in years)?

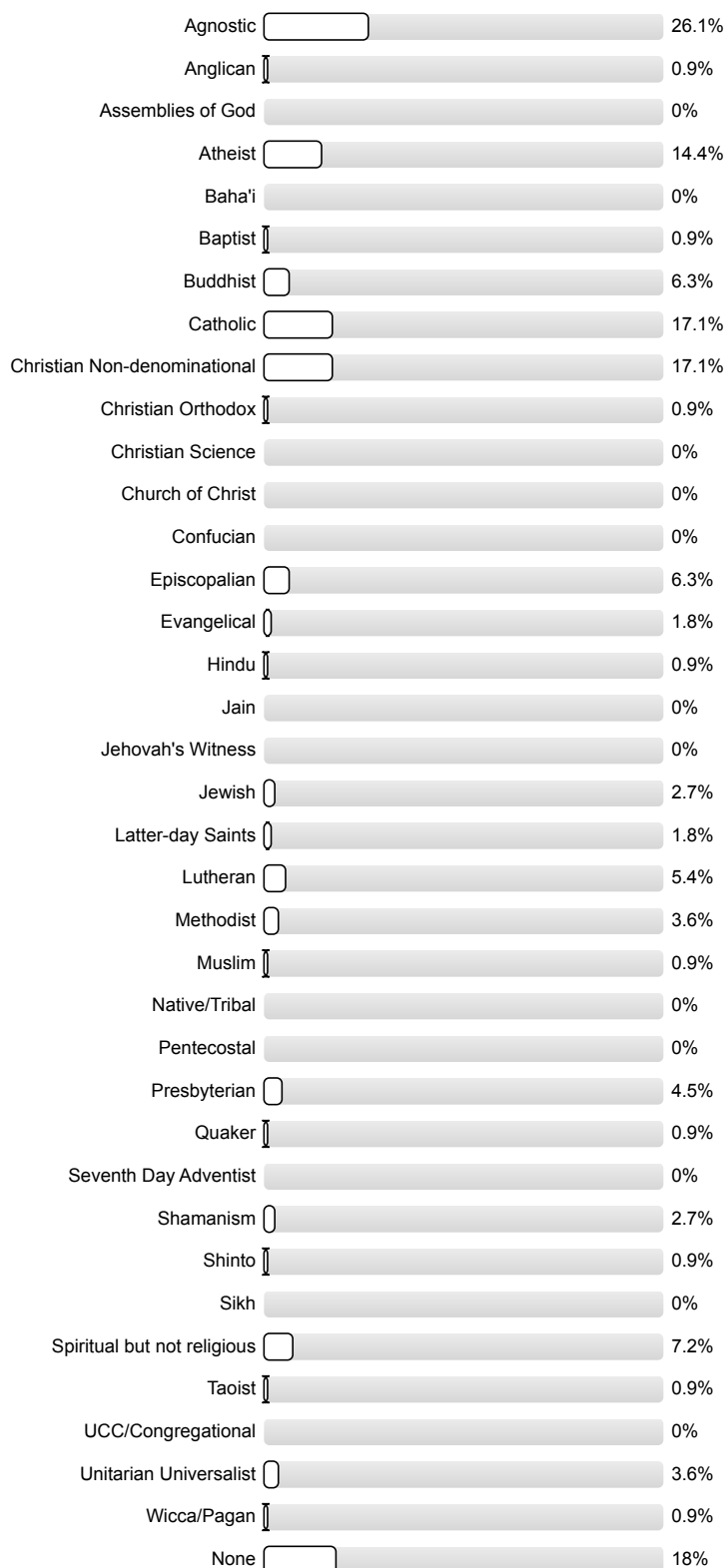


3.6) What is your race/ethnicity? (MARK ALL THAT APPLY)



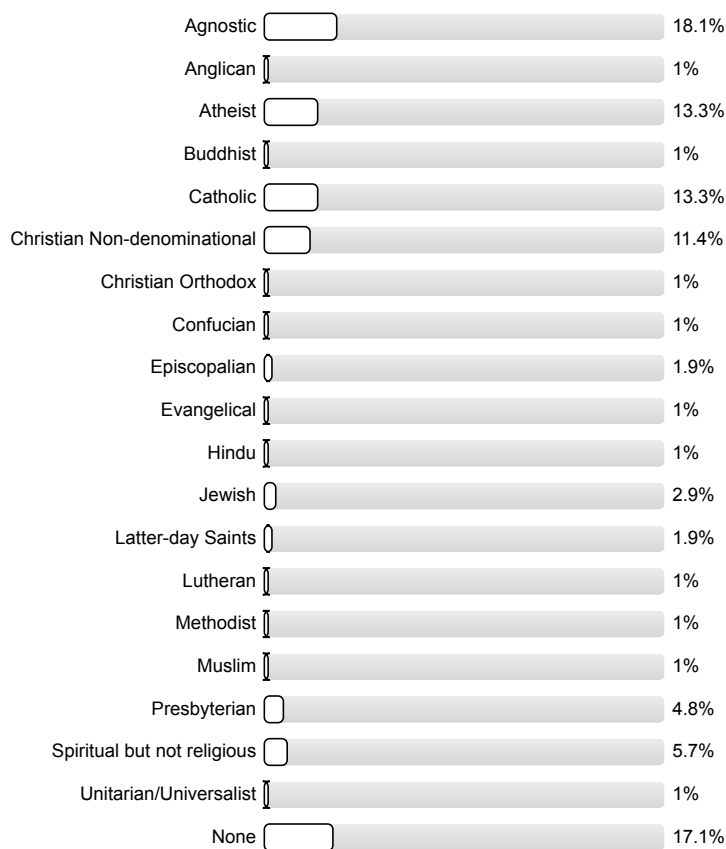
3.8) With which religions, worldviews, or spiritual backgrounds do you identify? (MARK ALL THAT APPLY)

n=111



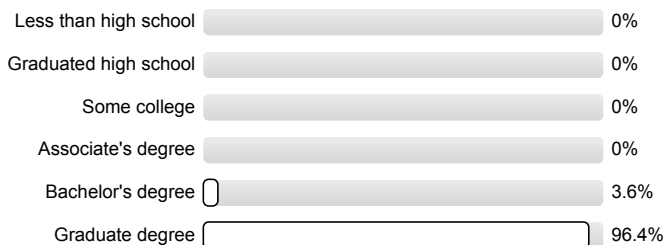
3.10) With which **one** religion, worldview or spiritual background do you **most strongly** identify? (MARK ONLY **ONE**)

n=105



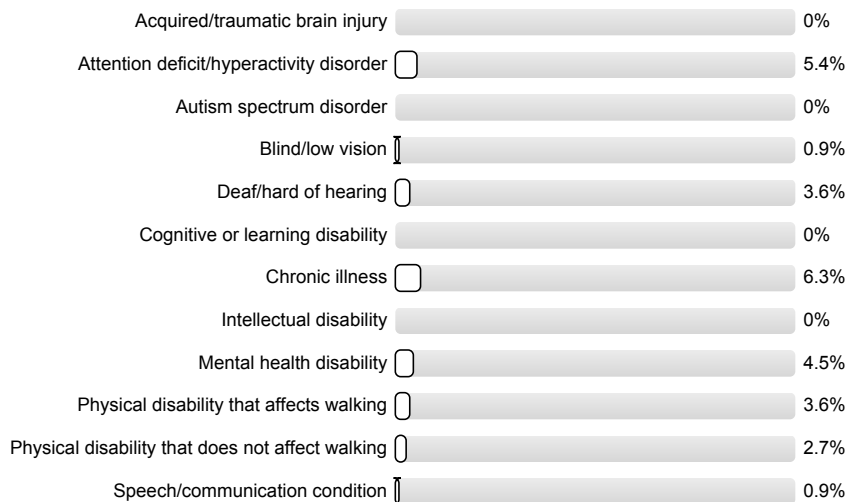
3.12) What is your highest level of education?

n=110

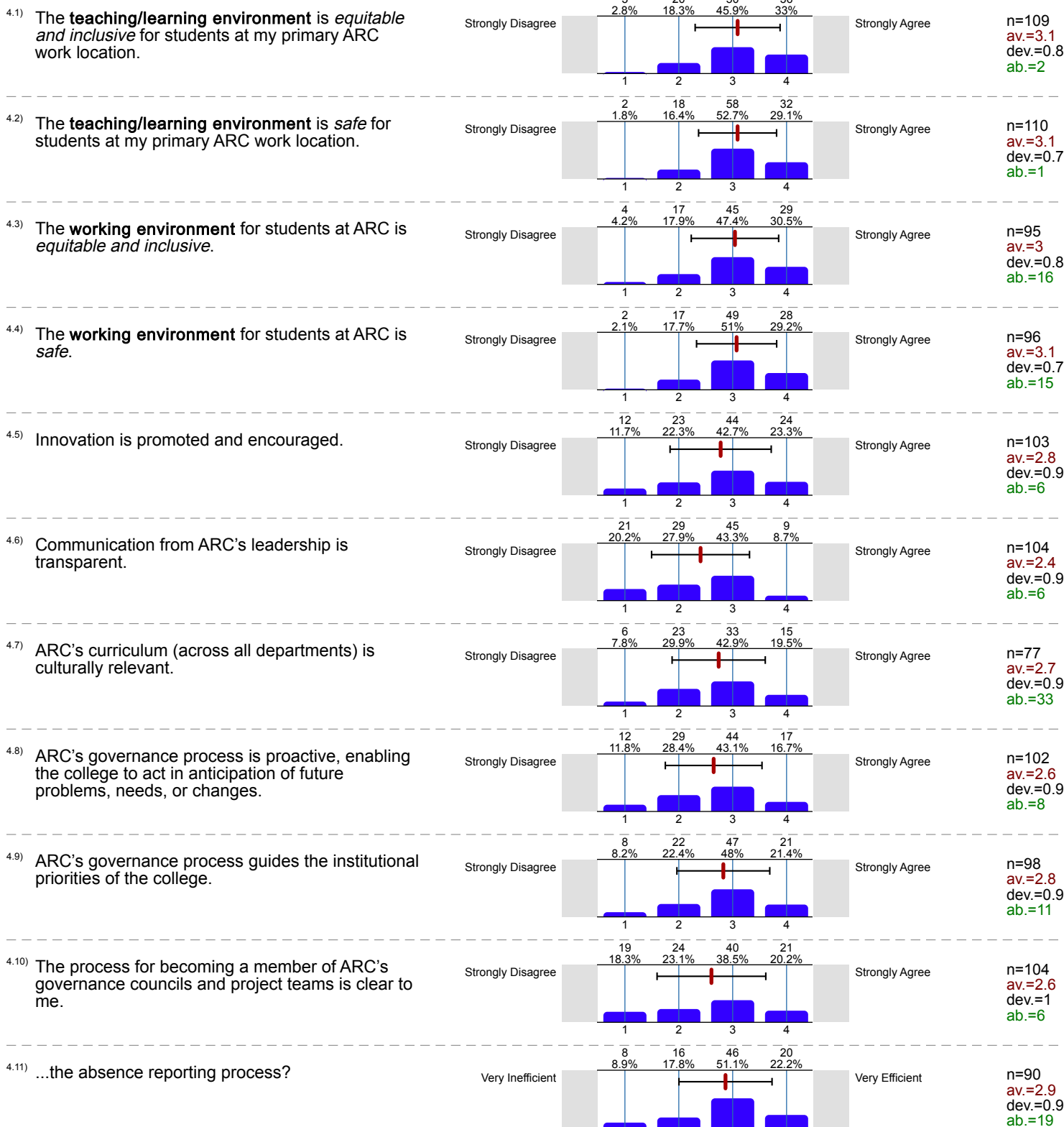


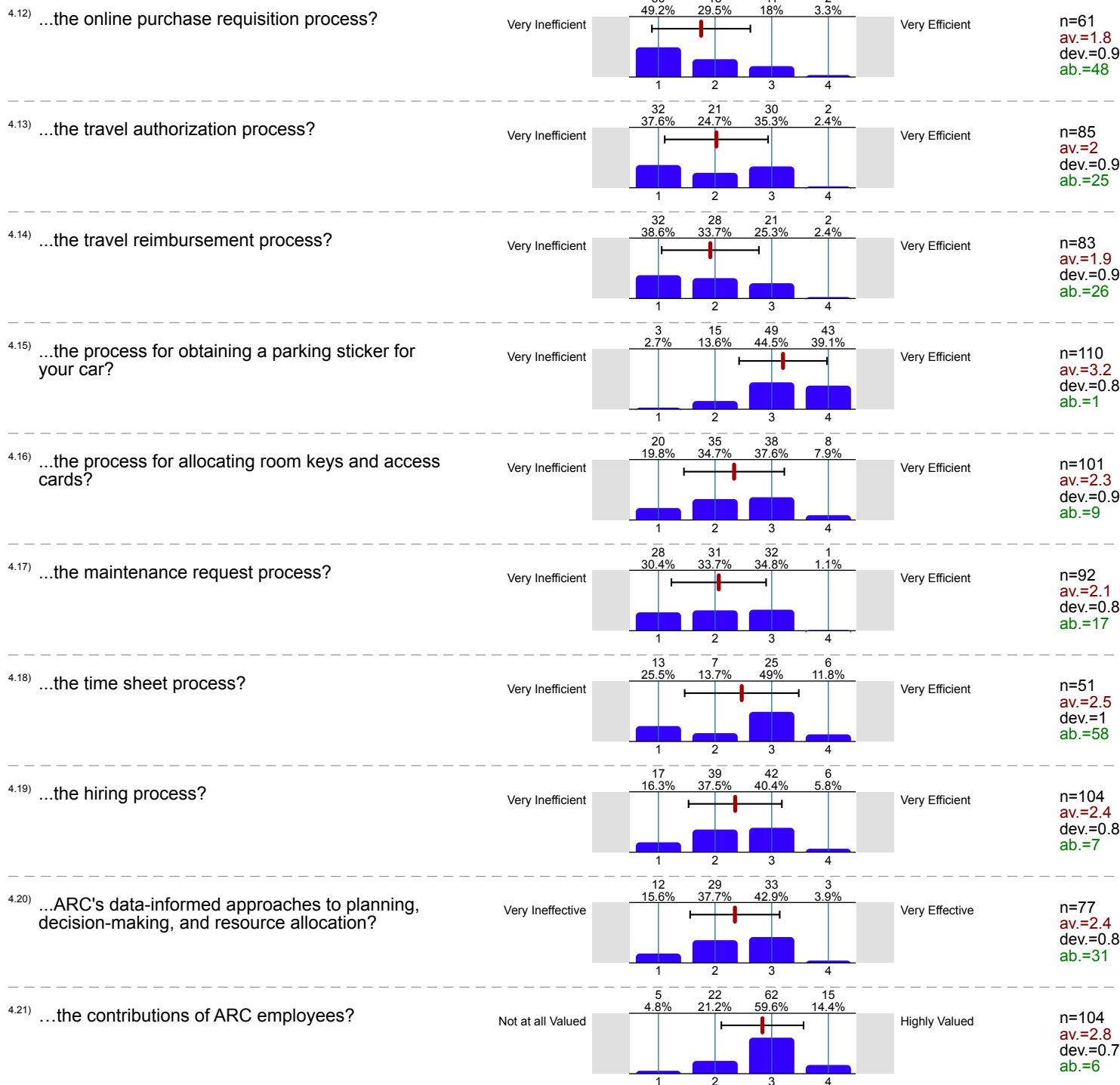
3.13) Do you have any of the following types of disabilities? (MARK ALL THAT APPLY)

n=111

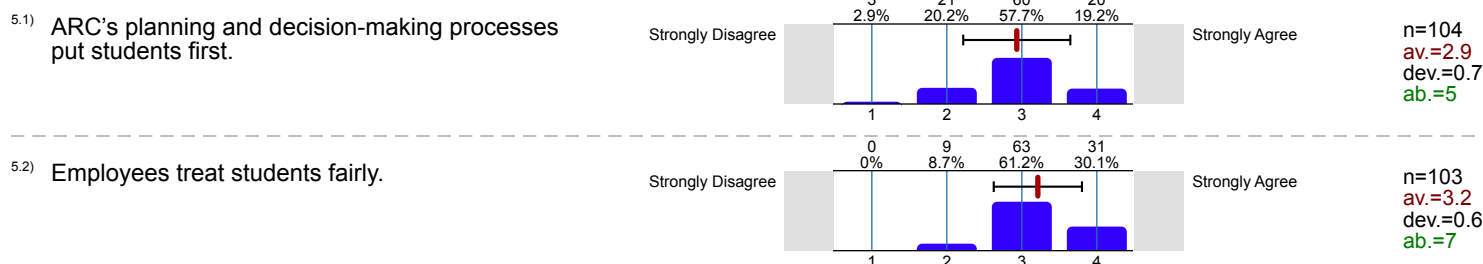


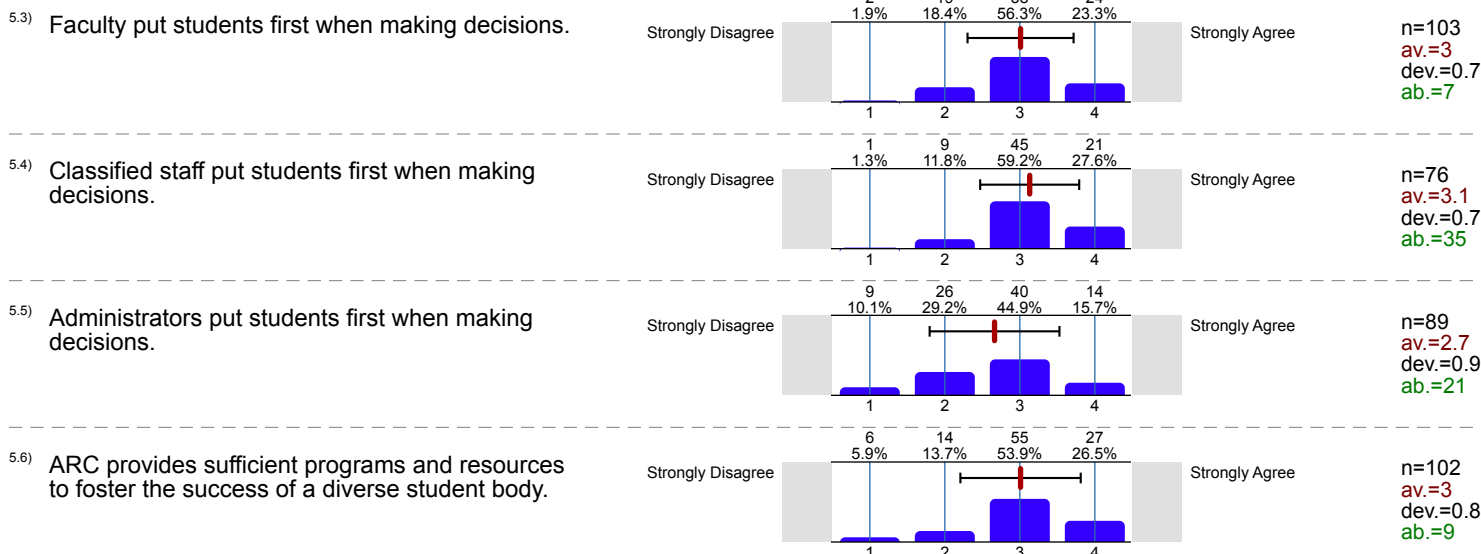
4. Institutional Effectiveness



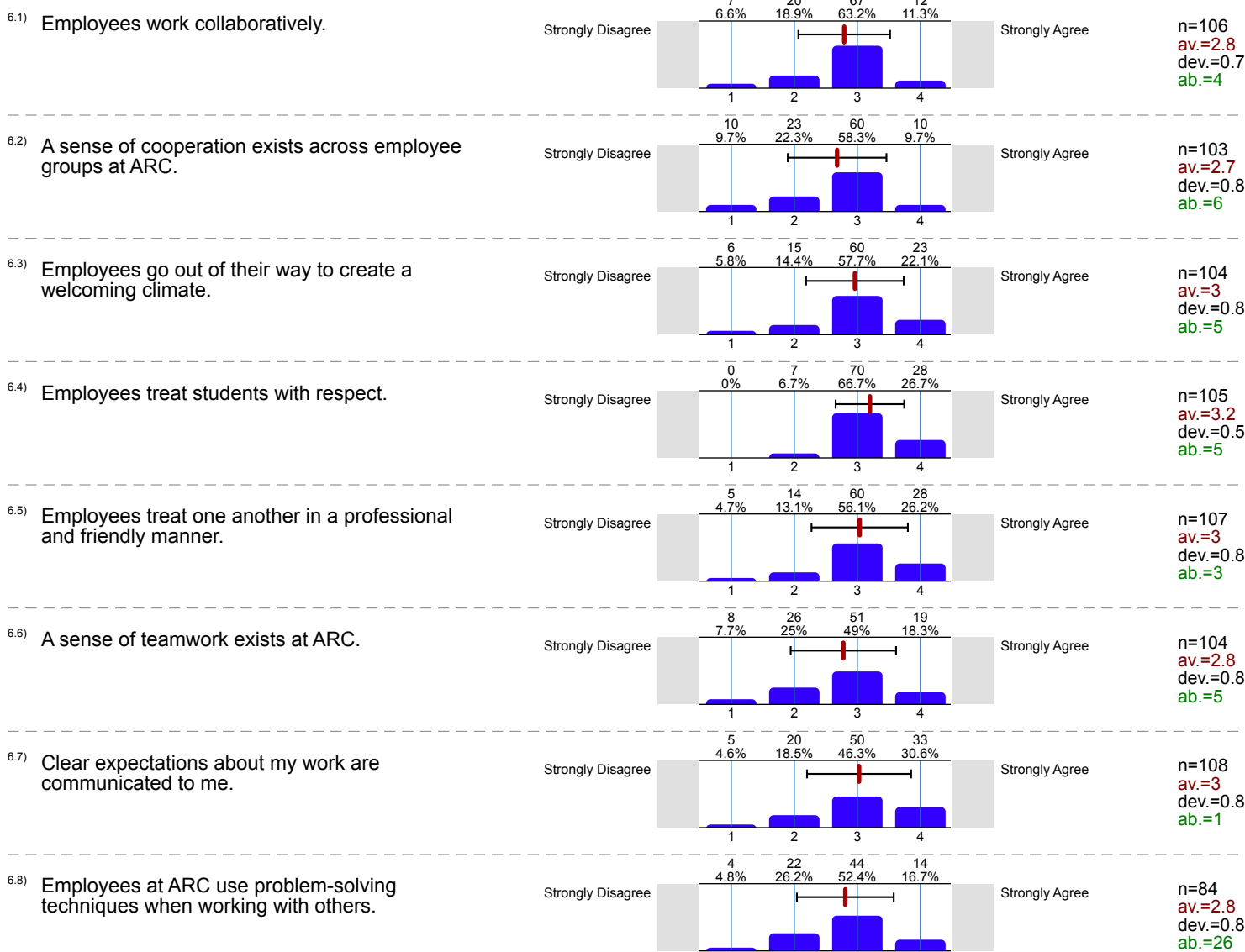


5. Student-Focus





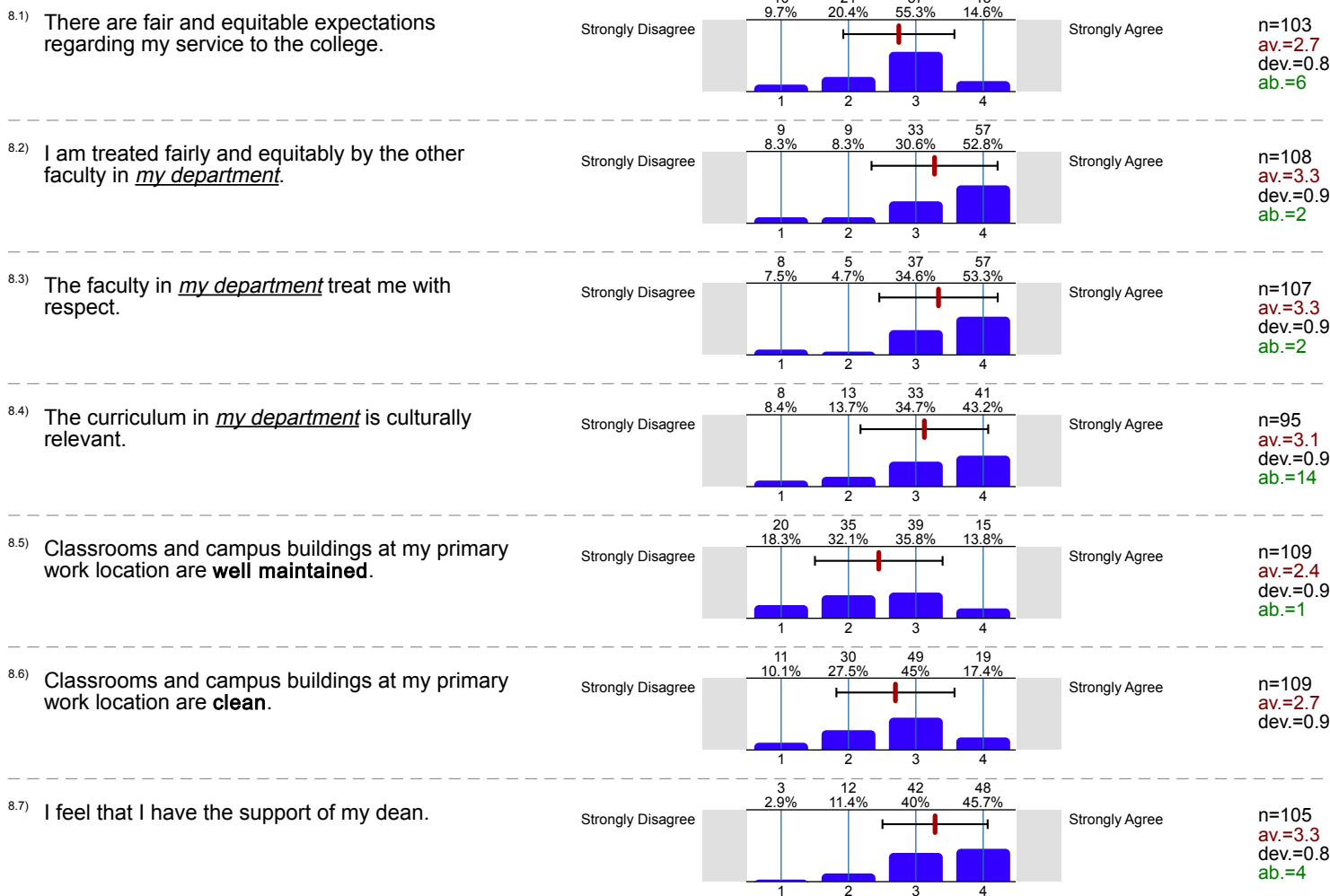
6. Teamwork



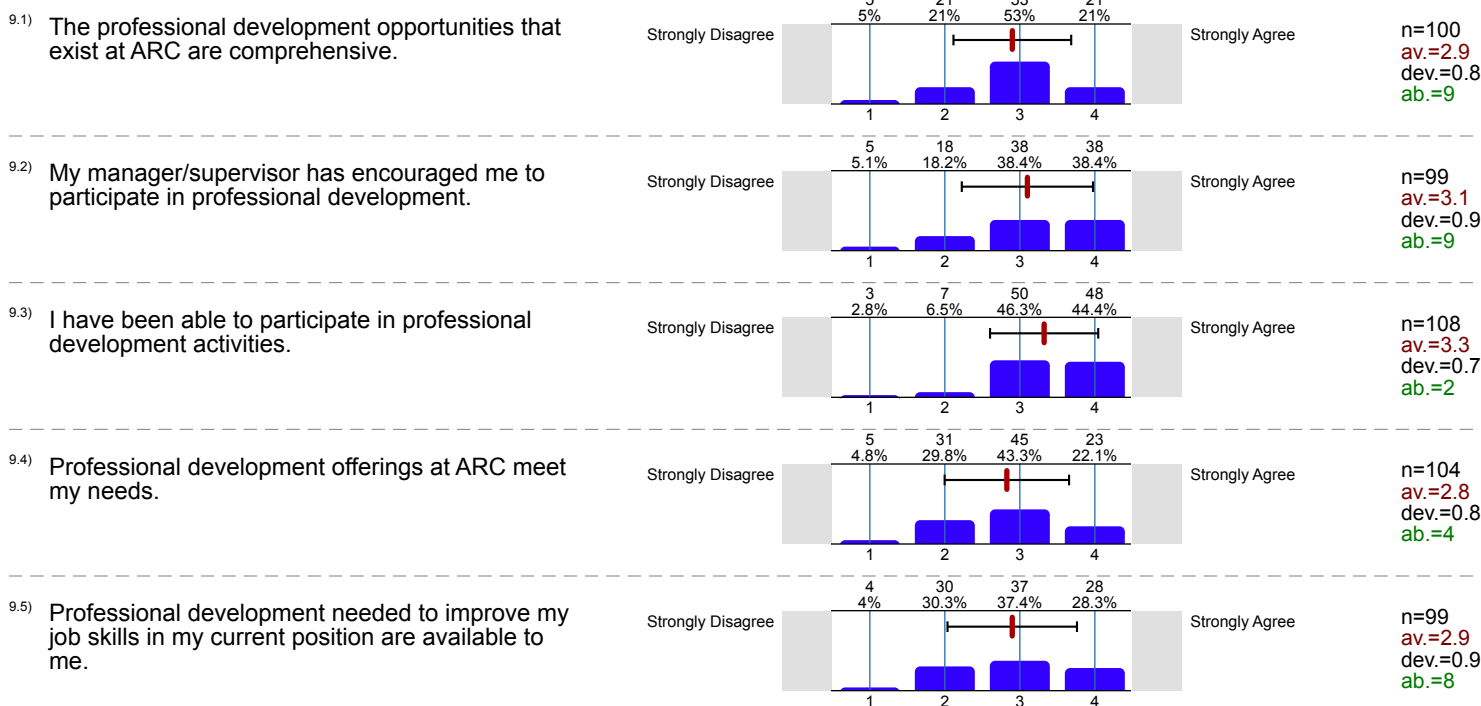
7. Job Satisfaction



8. Faculty Specific Questions



9. Professional Development





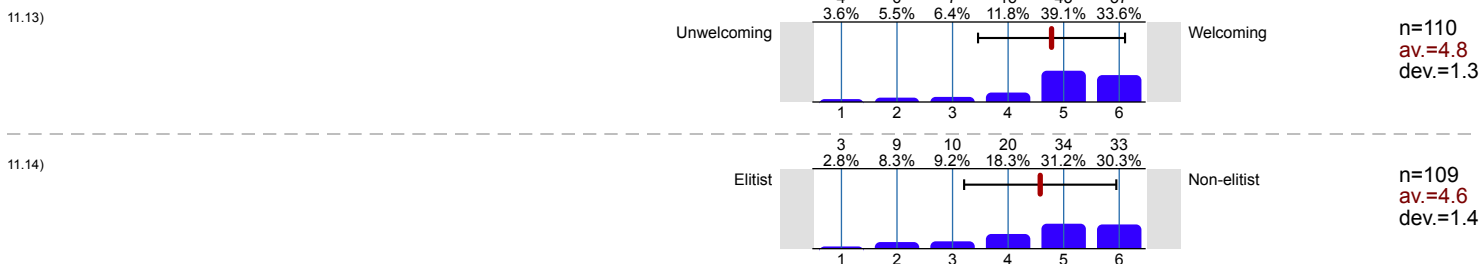
10. Equity, Inclusion, Social Justice Focus





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.

Yes, in a class setting 6.3% n=111

Yes, outside of class 9%

No, not at my primary ARC work location 85.6%

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

Yes, in a class setting 2.7% n=111

Yes, outside of class 10.8%

No, not at my primary ARC work location 86.5%

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

Yes, in a class setting 4.5% n=111

Yes, outside of class 10.8%

No, not at my primary ARC work location 85.6%

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

Yes, in a class setting 7.2% n=111

Yes, outside of class 12.6%

No, not at my primary ARC work location 81.1%

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

Yes, in a class setting 11.7% n=111

Yes, outside of class 24.3%

No, not at my primary ARC work location 67.6%

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

Yes, in a class setting 7.2% n=111

Yes, outside of class 18%

No, not at my primary ARC work location 77.5%

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



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

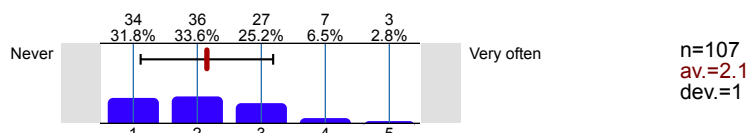


12.9) ...make negative remarks or jokes about trans men.

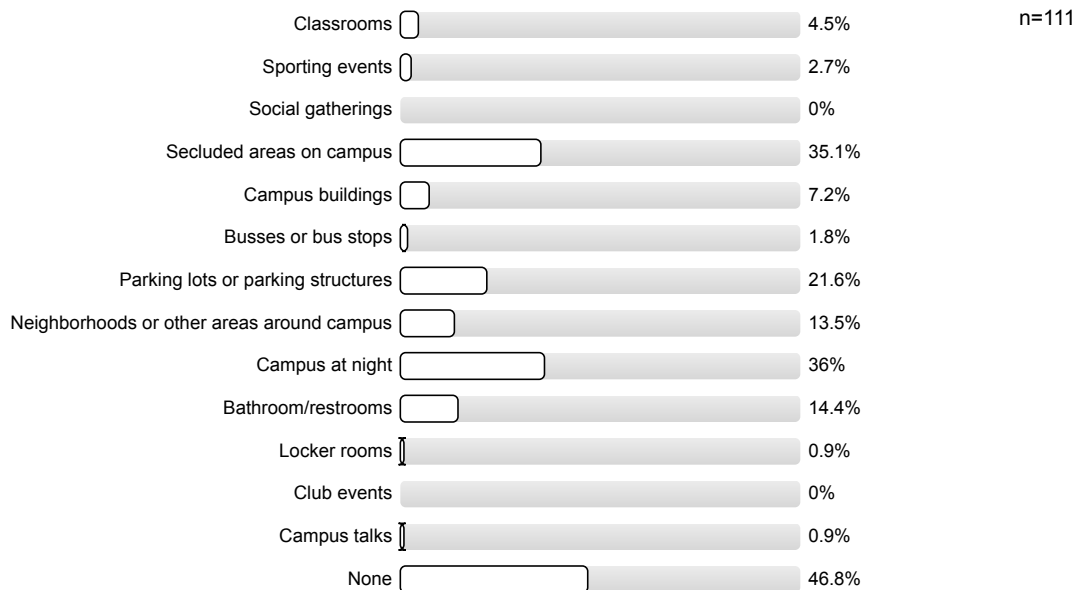


13. Regarding your personal **physical safety**:

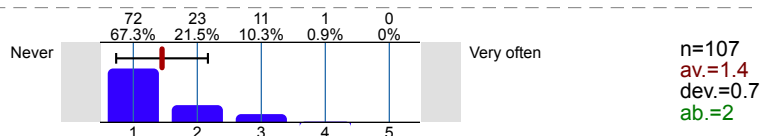
13.1) During the past 12 months, have you been concerned for your **physical** safety at your primary ARC work location?



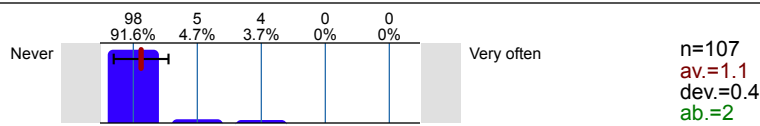
13.2) During the past 12 months, have you avoided any of the following areas at your primary ARC work location due to concerns for your **physical** safety (mark all that apply)?



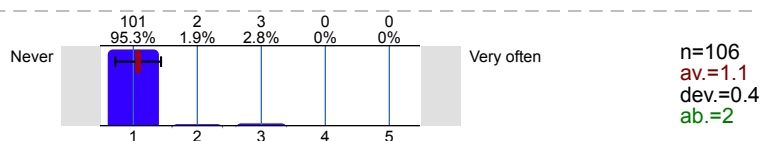
13.4) Other students



13.5) Instructors

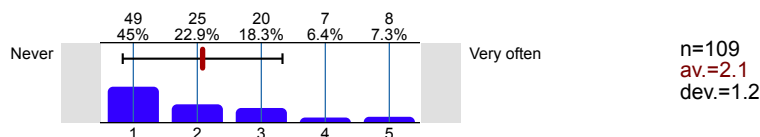


13.6) Staff

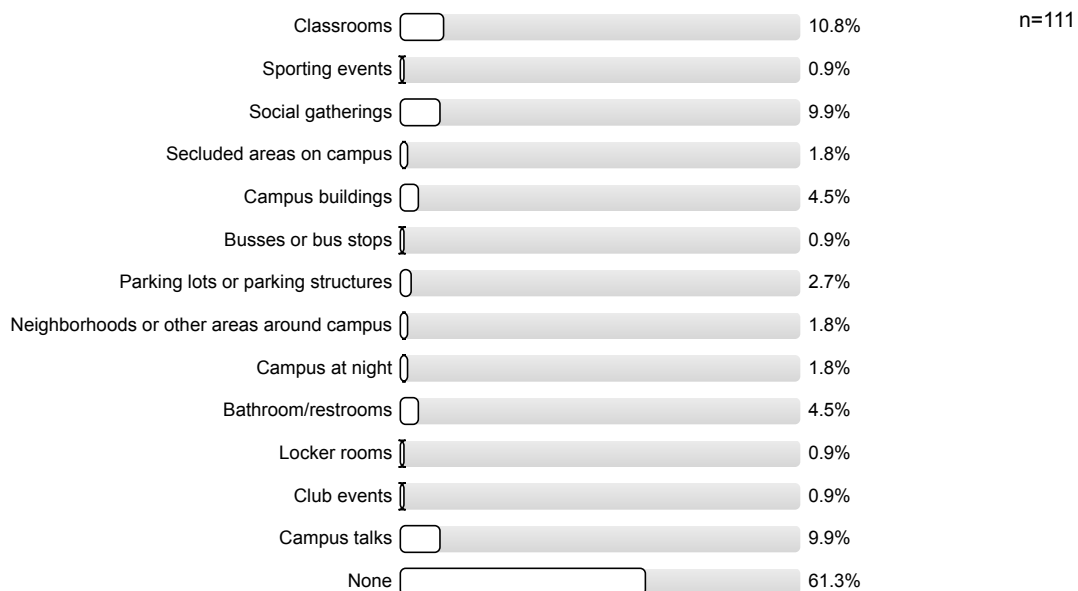


14. Regarding your **emotional safety**:

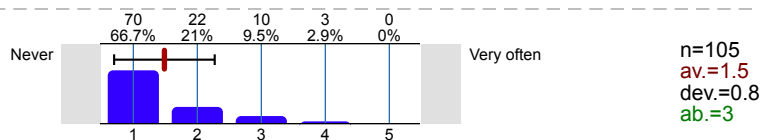
14.1) During the past 12 months, have you been concerned for your **emotional** safety at your primary ARC work location?



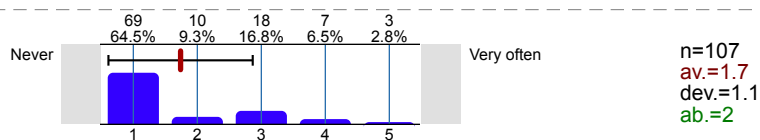
14.2) During the past 12 months, have you avoided any of the following areas at your primary ARC work location due to concerns for your **emotional** safety? (mark all that apply)



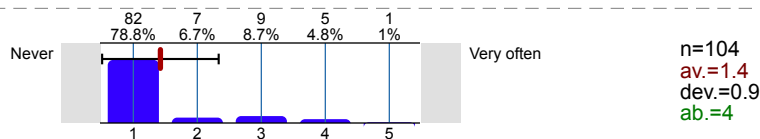
14.4) Other students



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



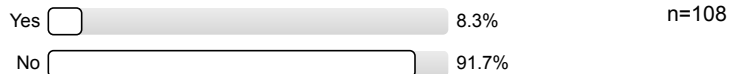
15.14) Threats of emotional violence



15.15) Emotional violence



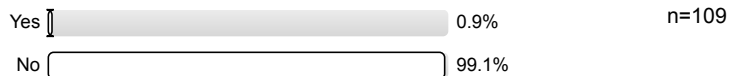
15.16) Sexual harassment



15.17) Other harassment



15.18) Sexual assault



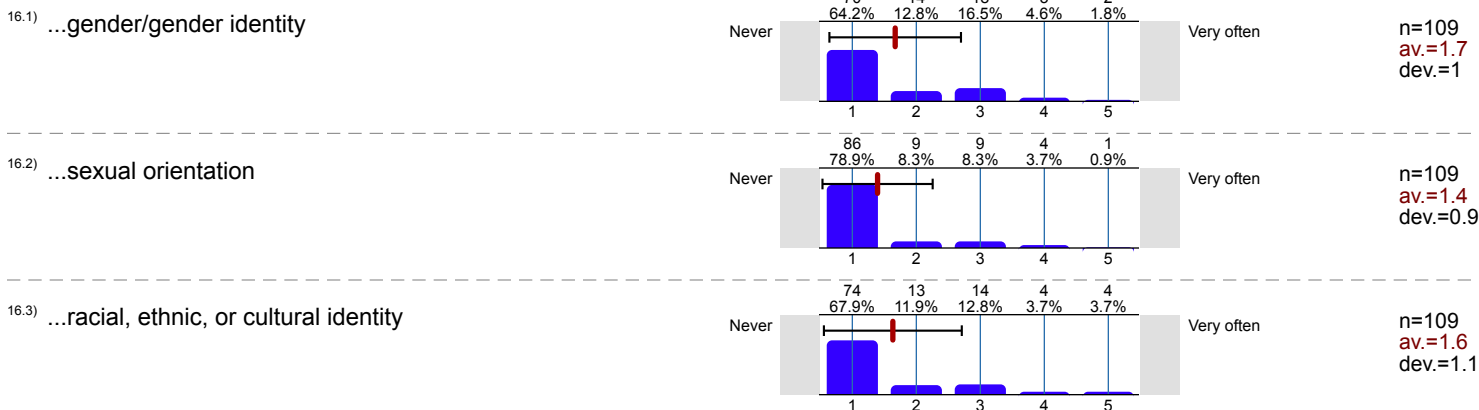
15.19) Unwanted sexual advances



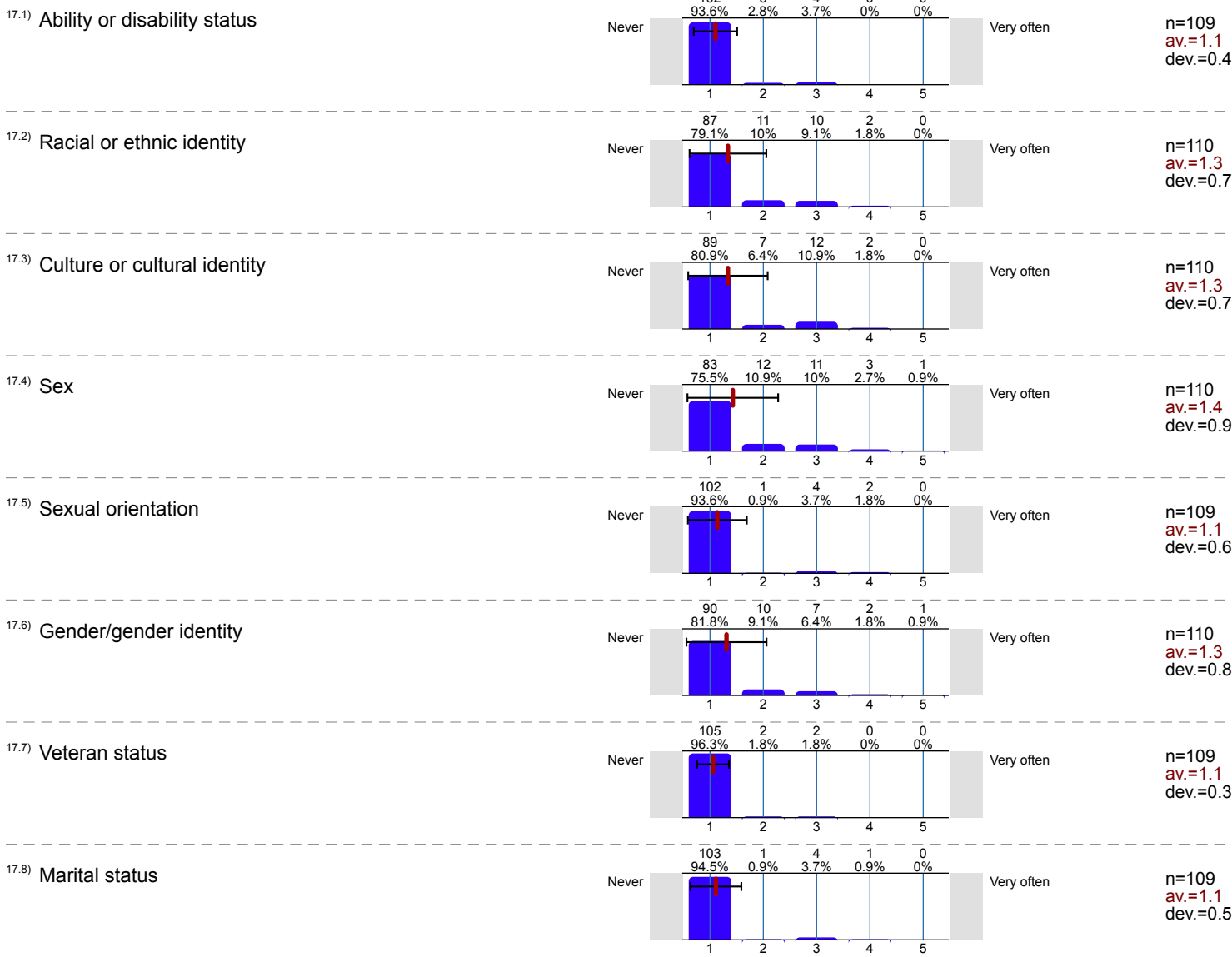
15.20) Verbal threats

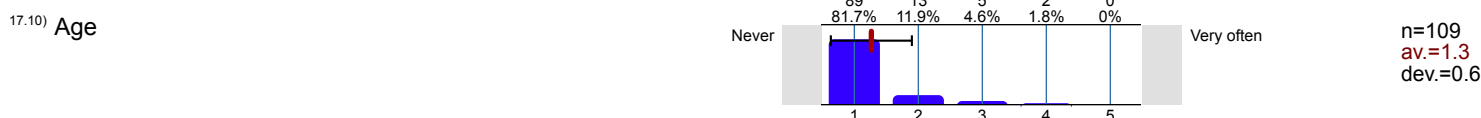


16. During the past 12 months, have you experienced microaggressions at your primary ARC work location with regard to your...

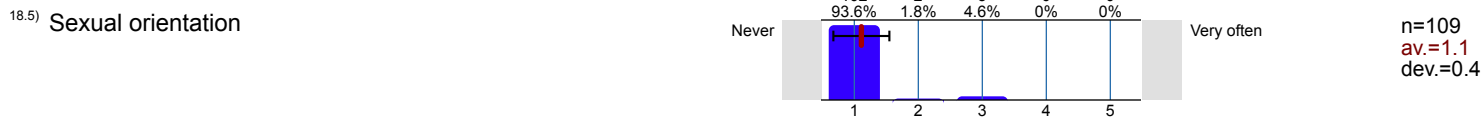
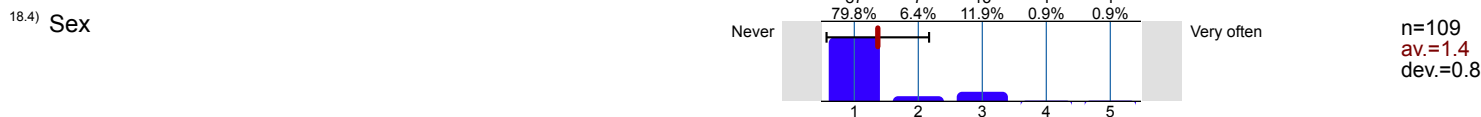
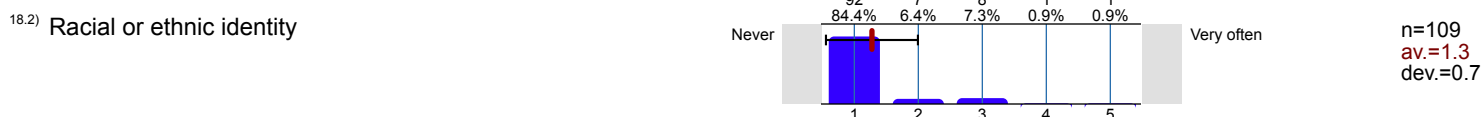


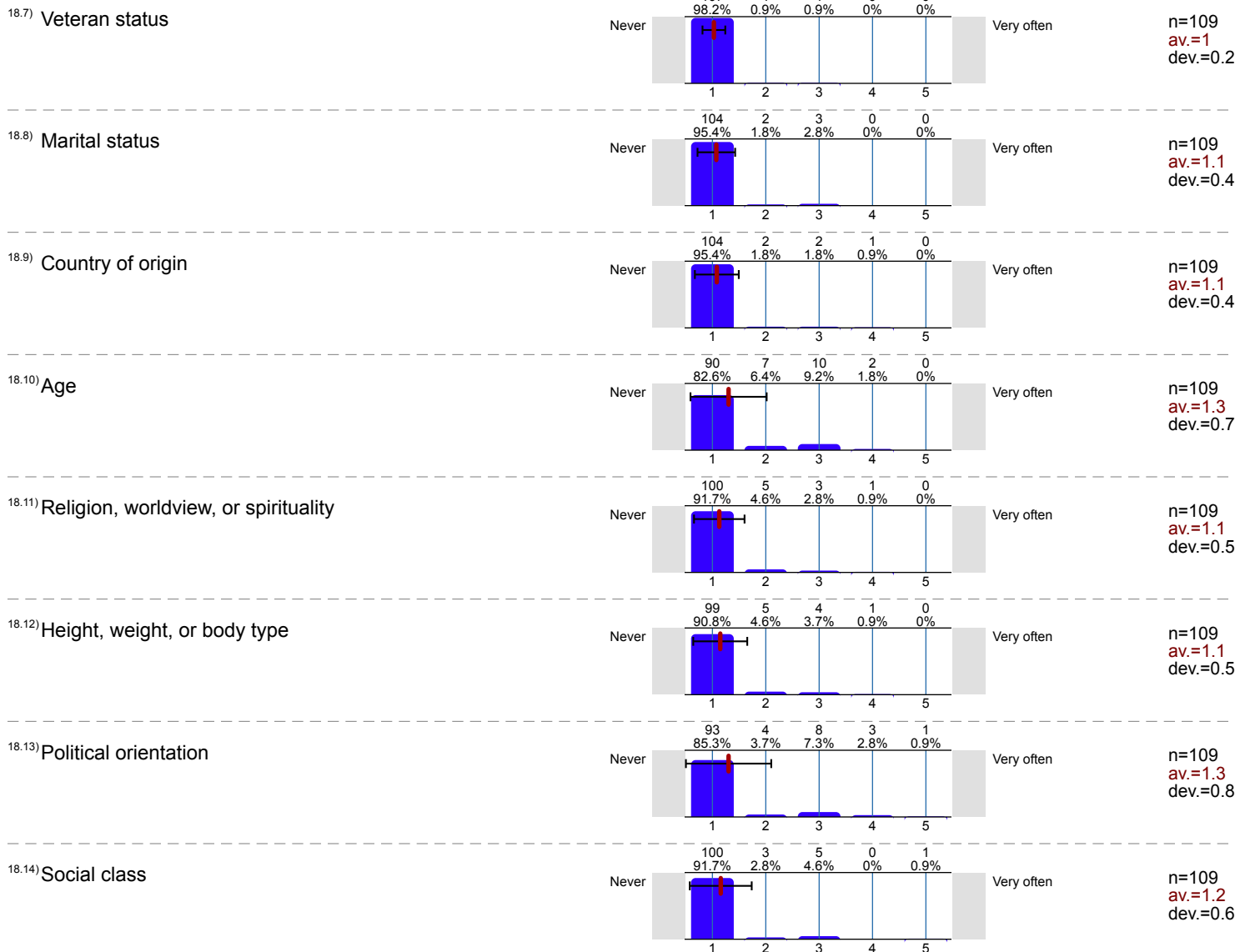
17. During the past 12 months, do you feel YOU have been mistreated by students at your primary ARC work location because of your:



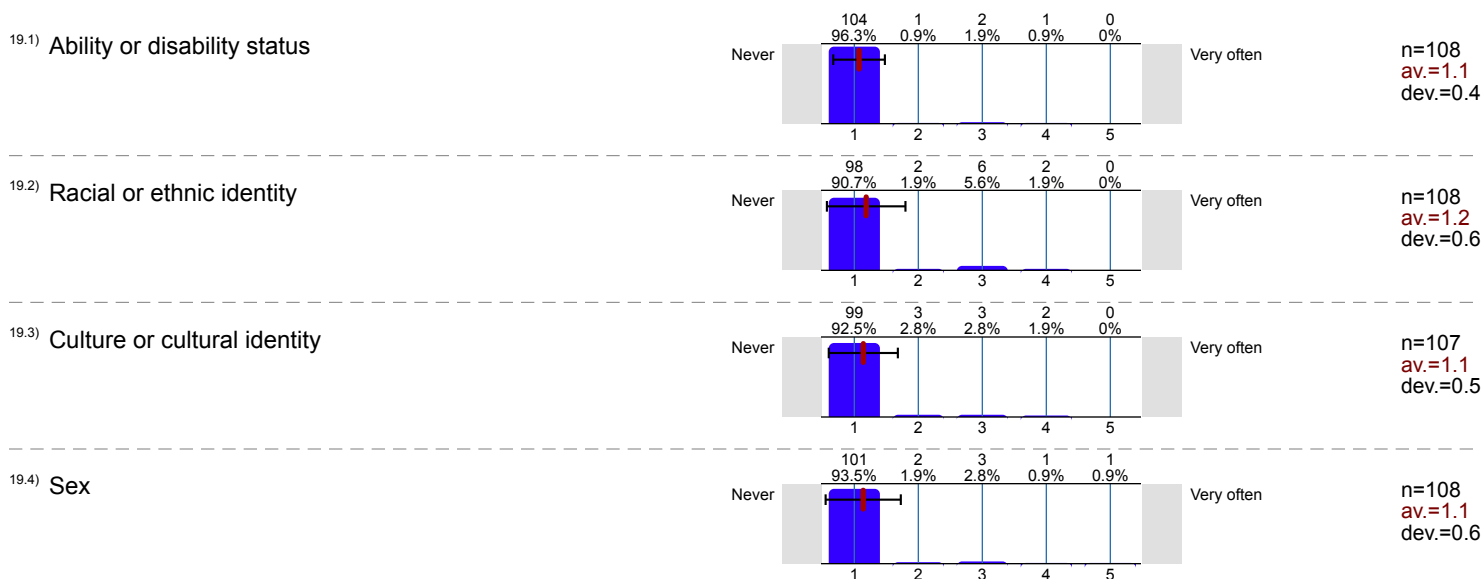


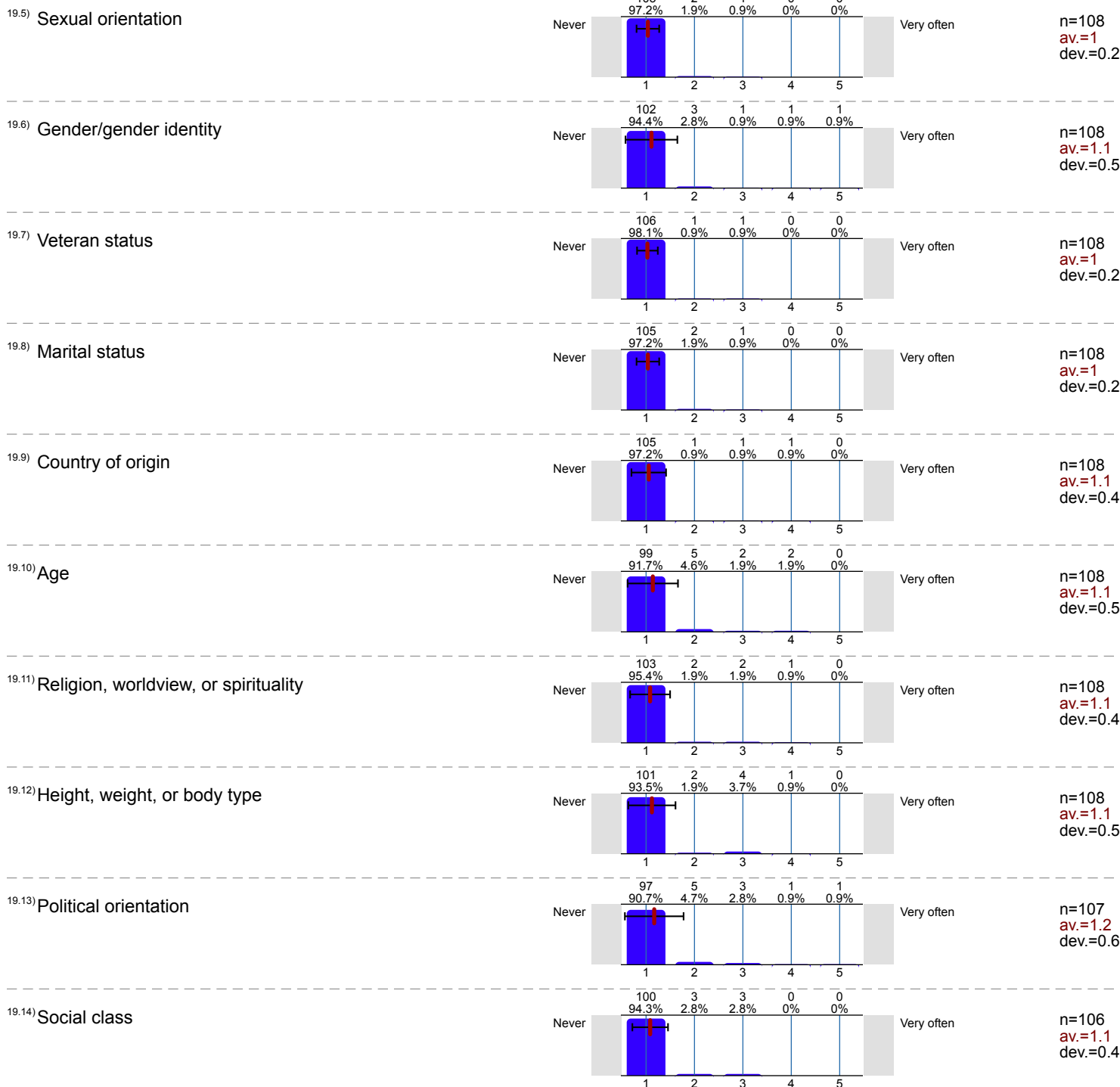
18. During the past 12 months, do you feel **YOU have** been mistreated *by faculty* at your primary ARC work location because of your:



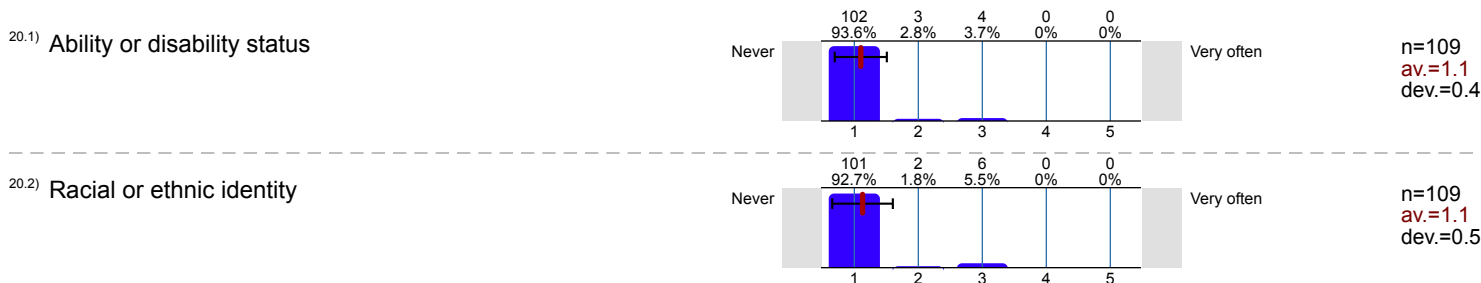


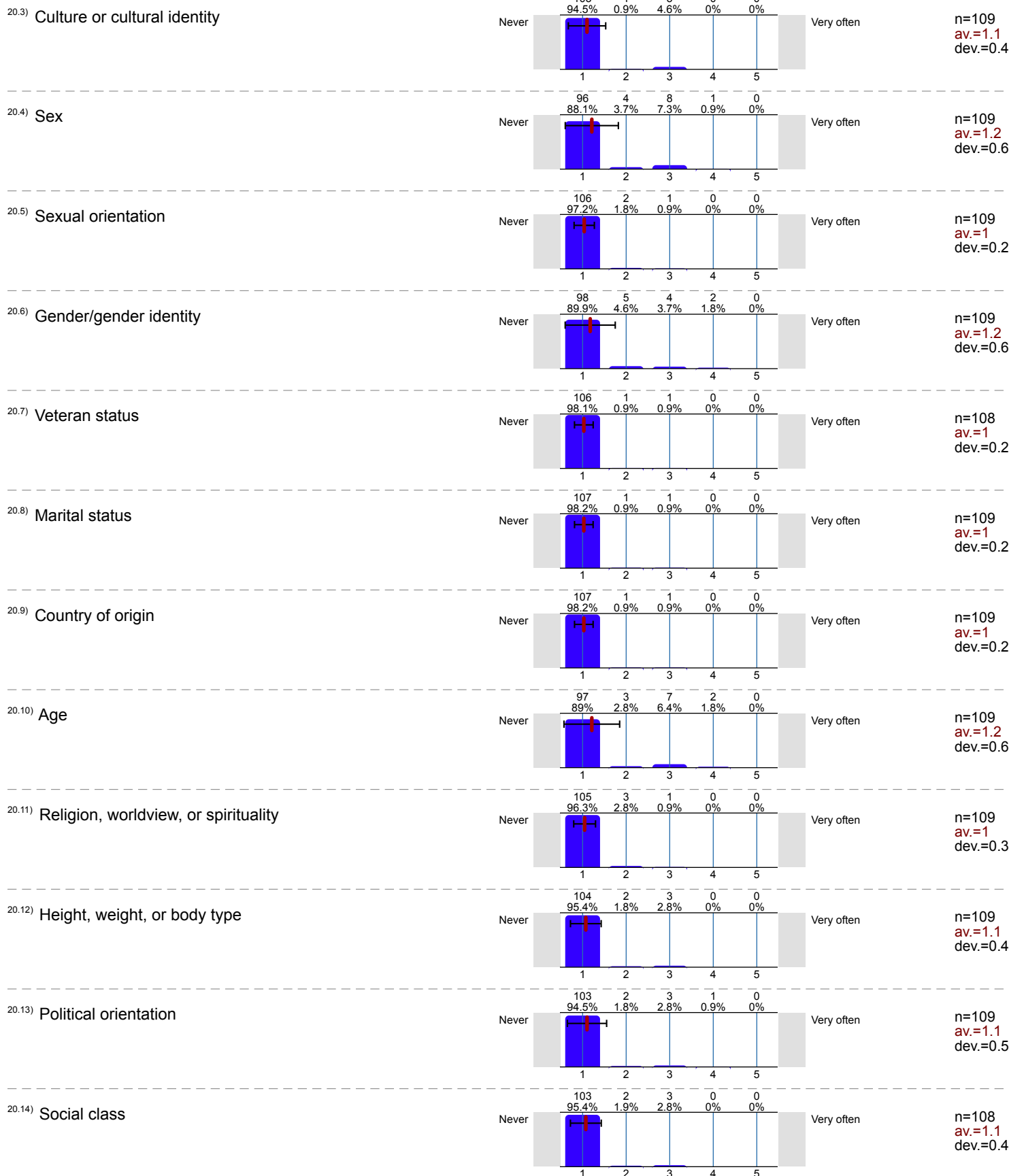
19. During the past 12 months, do you feel **YOU have** been mistreated *by classified staff* at your primary ARC work location because of your:



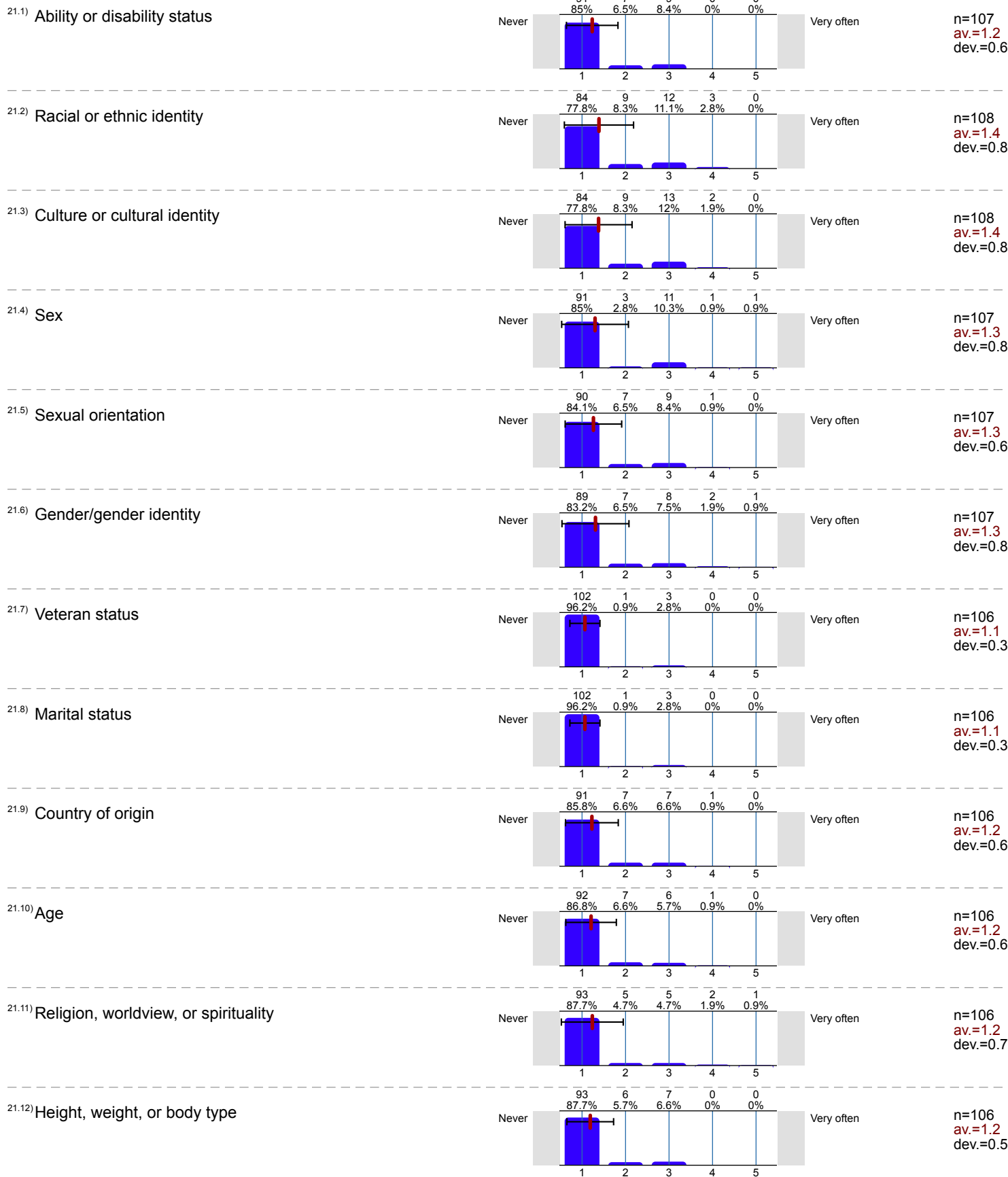


20. During the past 12 months, do you feel **YOU** have been mistreated *by managers (administrators, supervisors)* at your primary ARC work location because of your:





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:

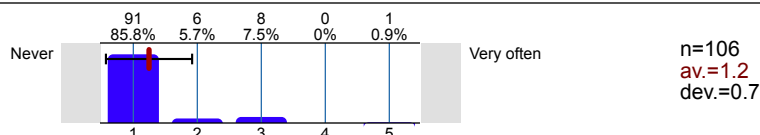




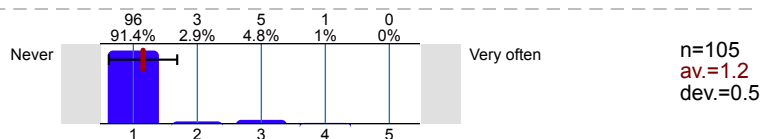
22. During the past 12 months, have you seen faculty, classified staff, or managers mistreat other faculty, classified staff, or managers at your primary ARC work location because of their:



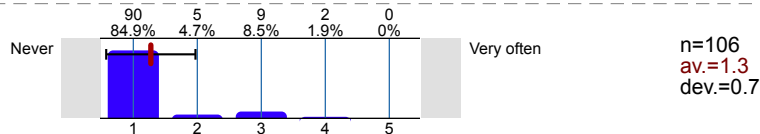
22.11) Religion, worldview, or spirituality



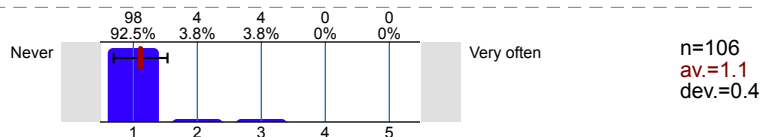
22.12) Height, weight, or body type



22.13) Political orientation

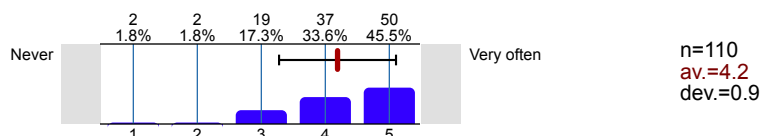


22.14) Social class

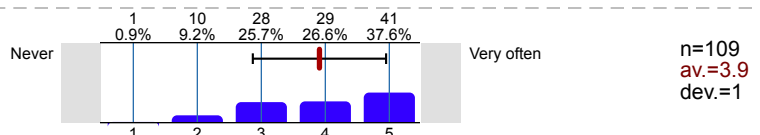


23. During the past 12 months at your primary ARC work location, how often have you interacted in a meaningful way with people...

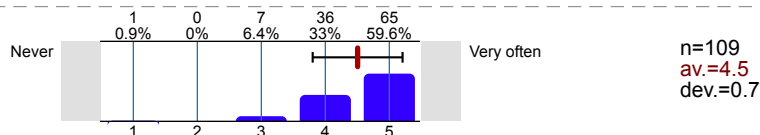
23.1) ...whose religious or spiritual beliefs or worldviews are different than your own.



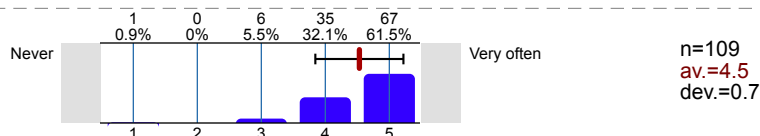
23.2) ...whose political opinions are different from your own.



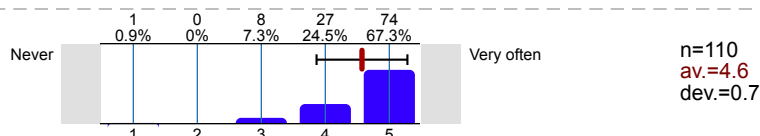
23.3) ...who are immigrants.



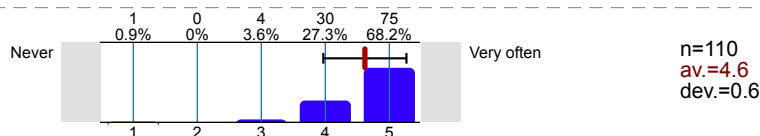
23.4) ...who are from an immigrant family.



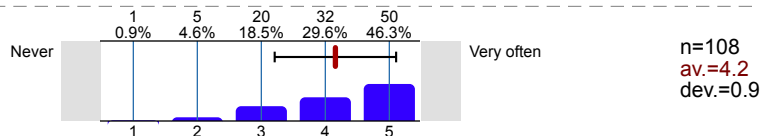
23.5) ...who are a different nationality than your own.



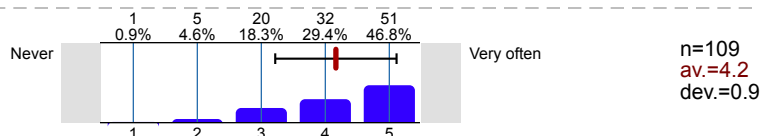
23.6) ...who are of a different race or ethnicity than your own.



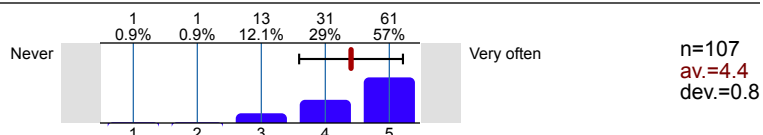
23.7) ...whose gender identity is different than your own.



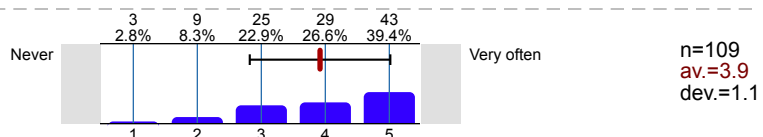
23.8) ...whose sexual orientation is different than your own.



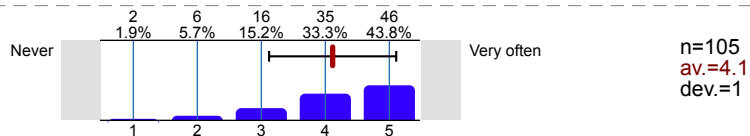
23.9) ...who are from a different social class.



23.10) ...who have physical or other observable disabilities.

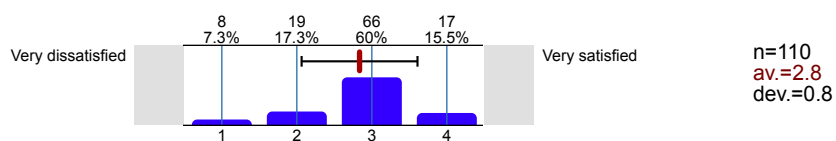


23.11) ...who have learning, psychological, or other disabilities that are not readily apparent.



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:

- Female
- Unicorn

3.4) Other sexual orientation:

- I prefer to keep it to myself
- inanimate objects
- no response
- totally none of your business

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
- American born of Mexican heritage parents; my father was an Immigrant in the 1940's and became a naturalized citizen, my mother was born an American.
- Asian Indian.
- Chinese
- Hebrew
- I HATE the term Hispanic. Also, many folks use Latinx instead of or in addition to Latina or Latino.
- I am Jewish and it is a greater part of my identity than being white.
- Irish and German
- Italian (2 Counts)
- Italian American
- Italian, Irish, German
- Japanese, Caucasian
- Mixed race skin color pale
- New York Jew
- Polish
- Polish, Irish
- Third culture community
- White Anglo-Saxon protestant heterosexual Midwesterner from the south.
- immigrant
- q

3.9) Other religions, worldviews, or spiritual backgrounds:

- Born as a Catholic, much later I now am a Christian, following bible-study principles of Christianity.
- I grew up Catholic.
- Ignostic
- Pastafarian
- Raised attending the Ethical Culture Society
- Spirituality is not only linked to belonging to an organized religion.
- What about Decline to State?
- gnosticism
- humanist
- q

3.11) Other religion, worldview, or spiritual background:

- Raised attending the Ethical Culture Society
- ignostic
- q

3.14) Other disabilities:

- PTSD
- q

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:

- Elevators
- I don't feel safe in my office early in the morning or after 5 when few people are in the hallways. Poorly lighted parking lots concern me both for tripping hazards and potential attacks.
- I have hesitated to move around much between classrooms and my office in the evening due to safety concerns. I feel vulnerable in many areas of campus, especially at night.
- I think the word "avoided" is incorrect to reflect my feeling of being unsafe. I'm assigned evening teaching so I'm not avoiding it but I'm uncomfortable. I'm aware that 1) there is no one else in the parking lot when I go to leave 2) there's no quick response time valid should I need help because of the campus layout 3) the distance between parking to classroom to bathrooms that are open create safety awareness.
- Lab areas with poor ventilation
- N/A
- NA
- Poorly lit areas at night
- The Walking Path along Arcade Creek that is Campus property. Walking is Healthy. That should be a safe path.
- The area I work in has very little lighting in the evenings. It is not only unsafe but it makes it difficult for students to find their classrooms with such little lighting. When one of the few lights goes out in the evening, the area is extremely dark. In general, I find that the lighting at night is not sufficient for the number of night classes and students at ARC. This has been a problem since I arrived 15 years ago and the one improvement that was made in my area was minimal.
- The trails by the creek.

- The walkway from upper parking area to lower parking area. I avoid it because there is overgrowth from bushes and the walk gets muddy. Also, it's wide enough for only one person at a time.
- night and lonely parking lots
- none

13.7) Other:

- N/A
- NA
- Non-students randomly appearing in the LRC
- People who wander thru campus at night
- Some random dude (probably homeless) walked into my classroom two days ago, threatened my class with violence, called me a dirty name, and left. After calling the police, I haven't heard anything and don't know if it's safe to be in the classroom anymore...
- There's no "real" threat that has occurred but I'm mindful that it is semi-dark, isolated and vulnerable
- a non student walking into classroom and then following student to bathroom
- outside people coming onto campus
- people other than staff or faculty although I am not sure if they were students.

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:

- Area meetings, Committee meetings, corridor and mailroom interactions
- Areas of my office building
- Being alone with a particularly co-worker.
- Campus gatherings by outside groups
- Department meetings
- Dept. meetings
- Everywhere... the last year has been the most emotionally abusive and draining years of my life, primarily due to the work environment at this college.
- In department meetings
- Just what co-exists with feeling physically unsafe.
- N/A (2 Counts)
- NA
- Professional Development Workshops
- department meetings (2 Counts)
- hallways and breakroom spaces
- none
- office buildings

14.7) Other:

- Campus gatherings by outside groups.
- I am presently being harassed by a faculty member of my department...anonymous, typed, letters regarding the "right" pedagogy on a variety of topics in my teaching assignments are the subject. They are filled with insult and disdain. The fact that these are anomalously placed in my mailbox tells all this is not done for the good of student success, but rather to simply harass me emotionally.
- N/A
- NA

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.)

- In my own experience students, faculty, staff and managers have all been friendly and I have not experienced any mistreatment. That said, I have not had opportunity for extensive interaction with staff, faculty and managers beyond my own department.
- As a conservative, I constantly feel I'm on the outside. I remember years ago we had an inservice where they brought people on stage to represent diversity. They literally had someone "represent conservatives", but this person laughingly made it clear he was merely "playing the part". This was years ago, but it has stayed with me, because the attitude has not changed, in many ways it's gotten more virulently ant-conservative.
- I am repeating this statement: I am presently being harassed by a faculty member of my department...anonymous, typed, letters regarding the "right" pedagogy on a variety of topics in my teaching assignments are the subject. They are filled with insult and disdain. The fact that these are anomalously placed in my mailbox, tells all this is not done for the good of student success, but rather to simply harass and mistreat me personally. I now work in a stressful environment...I am dreading going to future department meetings, or to move about the division/faculty office building or even our classrooms because of this individuals actions.
- I am the only person to run three times contested as department chair and first to identify as Latinx, also the youngest. Senior faculty members tried to thwart my third election by asking other colleagues not to vote for me. Once I became chair, it has been an almost constant state of resistance to anything I suggest, including continuing to meet with others regarding department business behind my back and then lying about it. Another marginalized faculty member and I have complained to our dean multiple times and also met with the new Equity Officer Nick Daily who has been helpful. I was told by my dean that if I have ideas I should get someone else to bring them to the table because if it comes from me it will not be respected. When I attempt to stick up for myself or simply try and do my job I called "offensive". It is a never ending cycle that all of our younger faculty have experienced. One resigned. I have applied to City College in the past. Our newest tenured faculty member has complained as well.
- I did have one student, one (isolated incident) only, tell me I need to "go back where I came from." The rest of the class bashed him.
- I feel that my opinion is often diminished in settings that are male dominated. Specifically, I find that when interacting with men in technical areas such as math or the IT department (both on campus and especially from the district office) they do not listen to a woman's voice.
- I have not felt mistreated due to my gender or other identities, but I have felt very mistreated by an atmosphere of top down decision making where administrators make decisions about faculty without any faculty involvement. This has truly effected my experience of working at ARC for I feel devalued and not respected. It has saddened me and lowered my moral. I feel that numbers are driving decisions about scheduling without faculty involvement. I believe relying on Ad Astra is misguided. Administrators are overwhelmed with too many roles and their burnout affects faculty which affects students. Putting home bases in Davies Hall is an example. Decisions made by a small group of people without input from faculty affect their morale immensely. This is just an example of the top down mentality of decisions at our wonderful college. This needs to change
- Identifying the particular reasons why people treat me the way they do is difficult. Could be anything.
- Lack of transparency. The college has been dismantled such that committees no longer have faculty representation across all divisions. Faculty are being ripped out of their offices and offered offices in other buildings than their divisions. Collegial consultation will be severely limited. The dismay and discontentment is irreparable. How can the administration even envision a fair, equitable, safe, and comfortable environment? The permanent portable buildings can be cold, hot, stuffy, stinky and sometimes a combination of all; configured such that students cannot have full view of whiteboards; dirty and unsafe, white board ledges have fallen off, there are wires on the floor for instructors to trip over. There is limited, if any, way that students can comfortably form groups. In sum, faculty and students are not valued in this institution.
- Little respect for those who have been here for years
- N/A
- NA
- Overall lifestyle choices that would include perceptions of wealth, use of time, overall values with respect to use of time and behaviors.
- Students comment on my perceived young age or perceived high social status, claiming I can't identify with their struggles. Male faculty

and administrators have (I believe unintentionally) not taken my input until it has been repeated by a male colleague. This has happened three times in the last six months.

When I complained to a female friend, she pointed out there's a word for that--"hepeating." It's a good one! I recommend looking it up. :)

- The dean has made it explicit that he considers his primary responsibility is to create a positive environment for the younger, newer faculty, not the older, more experienced faculty
- Two students threatened to give me bad evaluations if I didn't make the exams easier, and they followed through. They took another one of my classes the following year and again repeatedly threatened to say bad things about me if I didn't make the class easier, and they followed through again. I don't think they would have done this if I was a man or a more dominant woman.
- immigrant status
- none