

## Top Strengths and Weaknesses by Climate Factors

In the following section the top three and bottom three of each of the climate factors (institutional structure, supervisory relationships, teamwork, and student focus) are presented.

### Institutional Structure

#### Strengths (Highest Scoring Items, Highest to Lowest) – Institutional Structure

Item	2012	2015
The extent to which the institution effectively promotes diversity in the workplace	3.82	3.97
The extent to which I receive adequate information regarding important activities at this institution	3.76	3.92
The extent to which the actions of this institution reflects its mission	3.72	3.85

**Figure X: Mean Scores Comparison for Top Three Items Institutional Structure – 2012 - 2015**

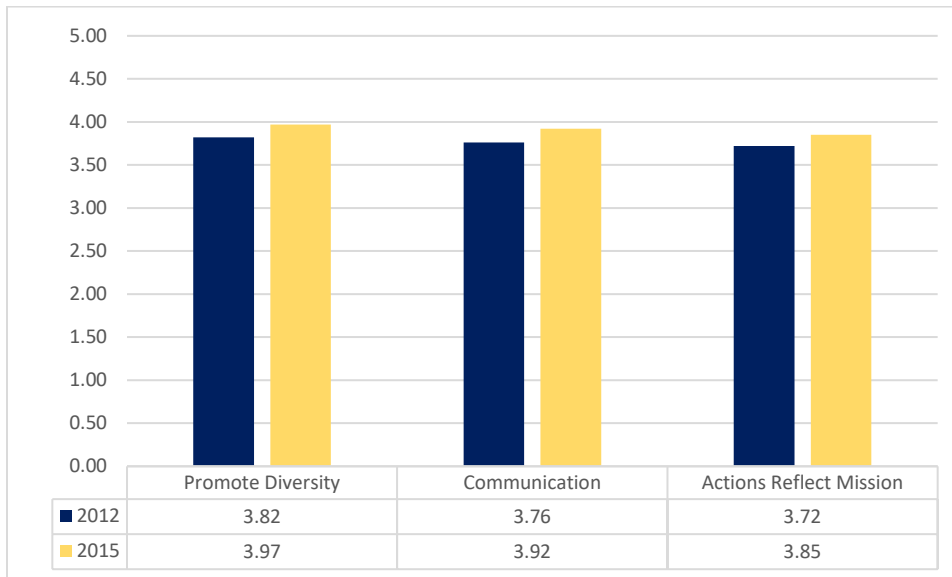
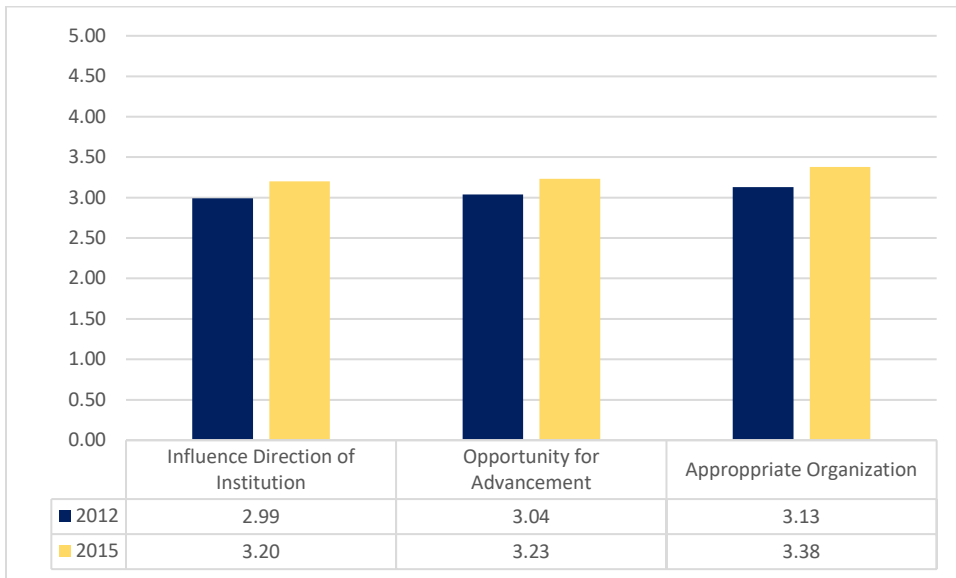


Figure X above shows the mean score differences between 2012 and 2015 for the top three items in Institutional Structure. The top three items were the same as those in 2012. All of the mean scores have gone up and all of the mean score increases are statistically significant ( $\alpha = 0.05$ ). A statistically significant mean score indicates that the results are unlikely due to an atypical sample.

**Areas for Improvement (Lowest Scoring Items, Lowest to Highest) Institutional Structure**

Item	2012	2015
The extent to which I am able to appropriately influence the direction of the institution	2.99	3.20
The extent to which I have the opportunity for advancement within this institution	3.04	3.21
The extent to which this institution is appropriately organized	3.13	3.38

**Figure X: Mean Scores Comparison for Bottom Three Items Institutional Structure – 2012 - 2015**



Similar to the top three institutional structure factors, the three items at the bottom are the same as they were when the survey was administered in 2012. Again, the mean score differences are statistically significant ( $\alpha = 0.05$ ). Of particular note is the “ability to influence the direction of the institution” which has moved out of the competitive level into the consultative level.

**Supervisory Relationships**

**Strengths (Highest Scoring Items, Highest to Lowest) – Supervisory Relationships**

Item	2012	2015
The extent to which my supervisor expresses confidence in my work	4.06	4.23
The extent to which my supervisor is open to the ideas, opinions and beliefs of everyone	3.89	4.14
The extent to which I am given the opportunity to be creative in my work	3.91	4.03

**Figure X: Mean Scores Comparison for Top Three Items Supervisory Relationships – 2012 - 2015**

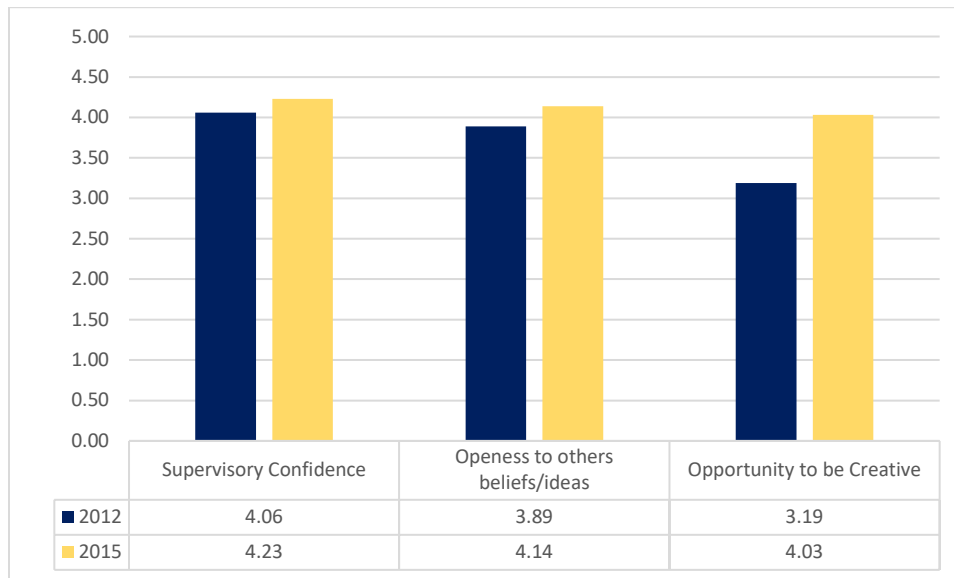


Figure X above shows the mean score differences between 2012 and 2015 for the top three items in Supervisory Relationships. The top three items were the same as those in 2012, however, the order of two of the items is different. All of the mean scores have gone up and all of the mean score increases are statistically significant ( $\alpha = 0.05$ ).

**Areas for Improvement (Lowest Scoring Items, Lowest to Highest) Supervisory Relationships**

Item	2015
The extent to which unacceptable behaviors are identified and communicated to me	3.69
The extent to which work outcomes are clarified for me	3.71
The extent to which I have the opportunity to express my ideas in appropriate forums	3.72

The lowest items for Supervisory Relationships are different in 2015 than the lowest items in 2012, therefore comparative data is not presented.

**Teamwork**

**Strengths (Highest Scoring Items, Highest to Lowest) – Teamwork**

Item	2012	2015
The extent to which my work team coordinates its efforts with appropriate individuals	3.67	3.86
The extent to which there is a spirit of cooperation within my work team	3.63	3.85

The extent to which my primary work team uses problem solving techniques	3.67	3.82
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**Figure X: Mean Scores Comparison for Top Items Teamwork – 2012 - 2015**

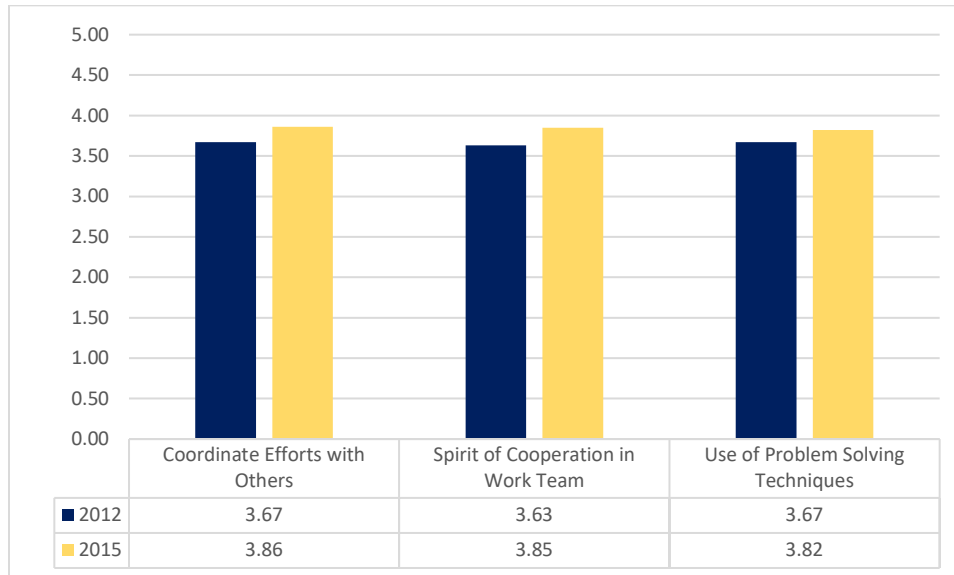


Figure X above shows the mean score differences between 2012 and 2015 for the top three items in Teamwork. The top three items were the same as those in 2012, however, the order of two of the items is different. All of the mean scores have gone up and all of the mean score increases are statistically significant ( $\alpha = 0.05$ ).

**Areas for Improvement (Lowest Scoring Items, Lowest to Highest) Teamwork**

Item	2012	2015
The extent to which there is an opportunity for all ideas to be exchanged within my work team	3.60	3.72
The extent to which a spirit of cooperation exists in my department	3.51	3.76
The extent to which my work team provides an environment for free and open expression of ideas, opinions, and beliefs	3.58	3.79

**Figure X: Mean Scores Comparison for Bottom Three Items Teamwork – 2012 – 2015**



Similar to the top three Teamwork factors, the three items at the bottom are the same as they were when the survey was administered in 2012. Again, the mean score differences are statistically significant ( $\alpha = 0.05$ ) However, the order for items two and three are different.

### Student Focus

#### Strengths (Highest Scoring Items, Highest to Lowest) – Student Focus

Item	2012	2015
The extent to which I feel my job is relevant to the mission of the institution	4.38	4.39
The extent to which student ethnic and cultural diversity are important to this institution	4.01	4.11
The extent to which this institution prepares students for further learning	4.07	3.98

**Figure X: Mean Scores Comparison for Top Three Items Student Focus – 2012 – 2015**

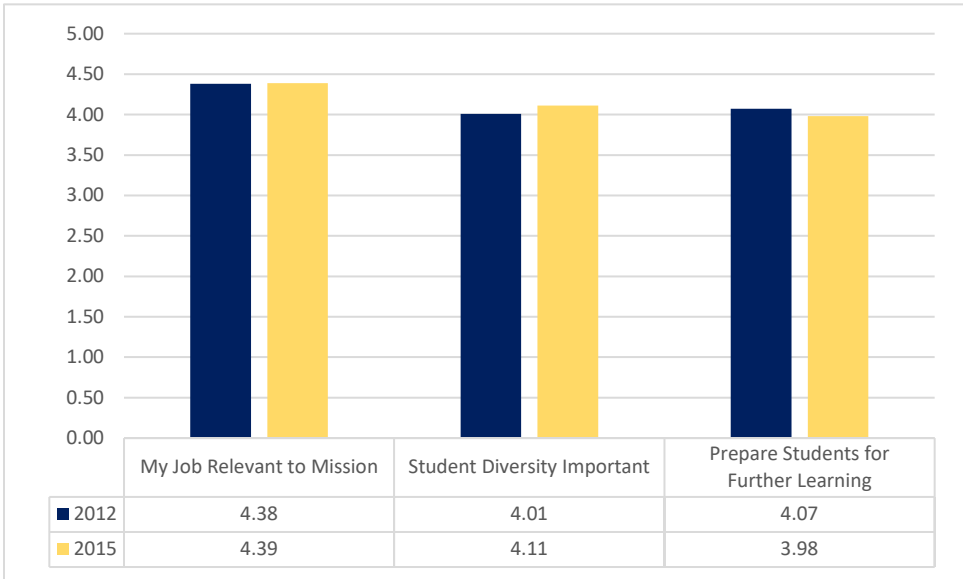


Figure X above shows the mean score differences between 2012 and 2015 for the top three items in Student Focus. The top three items were the same as those in 2012, however, the order of two of the items is different. All of the mean scores have gone up.

**Areas for Improvement (Lowest Scoring Items, Lowest to Highest) Student Focus**

Item	2012	2015
The extent to which non-teaching professional personnel meet the needs of the students	3.65	3.78
The extent to which student competencies are enhanced	X	3.82
The extent to which students are satisfied with their educational experience at this institution	X	3.82

As is indicated in the table above only one of the Student Focus factors is the same in 2015 as it was in 2012. That factor deals with how satisfied CSN employees are that non-teaching professionals are meeting the needs of students. The mean score did, however, rise from 3.65 in 2012 to 3.78 in 2015.

Except for one item, the lowest items for Student Focus are different in 2015 than the lowest items in 2012, therefore comparative data is not presented.