2024 City Tech Middle States Commision on Higher Education (MSCHE) Faculty and Staff Survey Results Reports

The survey questions were developed by City Tech Middle States Commision on Higher Education (MSCHE) Steering Committee Working Groups to help preparing the reaccreditation. The survey was distributed to all faculty and staff college-wide in November 2024. The results have been provided by the Office of Assessment, Institutional Research and Effective (AIRE).

Response Rate	Participants	Respondents
21%	2607	541

Respondent's Primary Role	Faculty All	Staff All	Faculty FT	Faculty PT	Staff FT	Staff PT
Count	350	191	189	161	157	34

Standard I

1 .Are you familiar with City Tech's mission statement and education goals?

Responses	Faculty All	Staff All	Faculty FT	Faculty PT	Staff FT	Staff PT
Yes	291 (84.6%)	142 (78.5%)	167 (89.3%)	124 (79.0%)	122 (81.3%)	20 (64.5%)
No, this is the first time I am reading this information	41 (11.9%)	28 (15.5%)	12 (6.4%)	29 (18.5%)	21 (14.0%)	7 (22.6%)
Not sure	12 (3.4%)	11 (6.1%)	8 (4.3%)	4 (2.5%)	7 (4.7%)	4 (12.9%)

2. How does/would the planning and operation of your unit (e.g., department, program, division) be informed by City Tech's mission statement? (Check all that apply)

Responses	Faculty All	Staff All	Faculty FT	Faculty PT	Staff FT	Staff PT
Unit goals and targets	193 (19.5%)	115 (33.9%)	106 (18.7%)	87 (20.5%)	100 (36.1%)	15 (24.2%)
Curriculum development	256 (25.8%)	46 (13.6%)	134 (23.6%)	122 (28.7%)	37 (13.4%)	9 (14.5%)
Internships	120 (12.1%)	24 (7.1%)	76 (13.4%)	44 (10.4%)	20 (7.2%)	4 (6.5%)
Professional/Industry partnerships	127 (12.8%)	41 (12.1%)	75 (13.2%)	52 (12.2%)	31 (11.2%)	10 (16.1%)
Place-based learning	105 (10.6%)	38 (11.2%)	67 (11.8%)	38 (8.9%)	29 (10.5%)	9 (14.5%)
Multi-disciplinary approaches	172 (17.3%)	60 (17.7%)	97 (17.1%)	75 (17.6%)	48 (17.3%)	12 (19.4%)
Other	19 (1.9%)	15 (4.4%)	12 (2.1%)	7 (1.6%)	12 (4.3%)	3 (4.8%)

Q2A. If other (please specify)
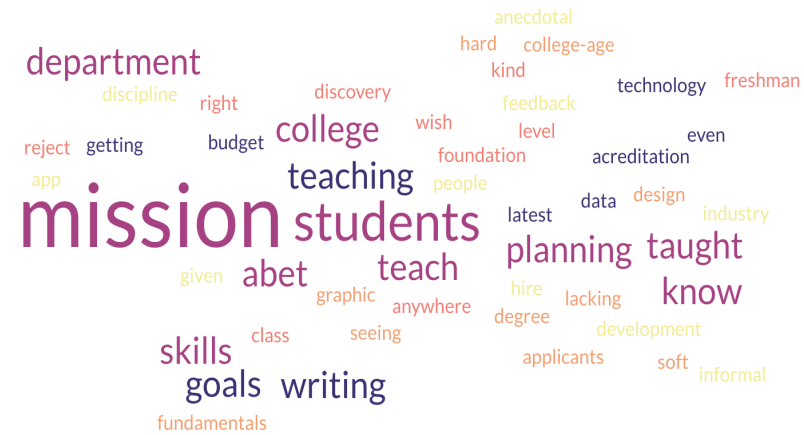
3. How does/would your unit (e.g., department, program, division) measure and assess progress toward achieving City Tech's mission? (Check all that apply)

Responses	Faculty All	Staff All	Faculty FT	Faculty PT	Staff FT	Staff PT
Unit annual review and assessment	151 (21.6%)	90 (28.0%)	96 (24.1%)	55 (18.4%)	79 (28.8%)	11 (22.9%)
Department/Program/Division surveys	130 (18.6%)	57 (17.7%)	74 (18.5%)	56 (18.7%)	48 (17.5%)	9 (18.8%)
Institutional data and evaluation	154 (22.1%)	68 (21.1%)	98 (24.6%)	56 (18.7%)	58 (21.2%)	10 (20.8%)
Student feedback surveys	185 (26.5%)	75 (23.3%)	94 (23.6%)	91 (30.4%)	65 (23.7%)	10 (20.8%)
I don't know/not sure	67 (9.6%)	30 (9.3%)	27 (6.8%)	40 (13.4%)	22 (8.0%)	8 (16.7%)
Other	11 (1.6%)	2 (0.6%)	10 (2.5%)	1 (0.3%)	2 (0.7%)	0 (0%)

3a. If other (please specify)

Standard II

4. Are you aware of the procedures City Tech follows when students with disabilities are seeking reasonable accommodations or academic adjustments in a class?

Responses	Faculty All	Staff All	Faculty FT	Faculty PT	Staff FT	Staff PT
Yes	267 (91.1%)	121 (75.2%)	152 (89.9%)	115 (92.7%)	105 (76.6%)	16 (66.7%)
No	26 (8.9%)	40 (24.8%)	17 (10.1%)	9 (7.3%)	32 (23.4%)	8 (33.3%)

5. How familiar are you with your ethical obligations as an employee of New York State?

Responses	Faculty All	Staff All	Faculty FT	Faculty PT	Staff FT	Staff PT
Extremely	101 (33.9%)	40 (24.8%)	58 (33.9%)	43 (33.9%)	31 (22.8%)	9 (36%)
Very	135 (45.3%)	75 (46.6%)	74 (43.3%)	61 (48.0%)	65 (47.8%)	10 (40.0%)
Moderately	56 (18.8%)	34 (21.1%)	34 (19.9%)	22 (17.3%)	32 (23.5%)	2 (8.0%)
Slightly	3 (1.0%)	8 (5.0%)	2 (1.2%)	1 (0.8%)	5 (3.7%)	3 (12.0%)
Not at all	3 (1.0%)	4 (2.5%)	3 (1.8%)	0 (0%)	3 (2.2%)	1 (4.0%)

5A. How familiar are you with CUNY's Conflict of Interest Policy?

Responses	Faculty All	Staff All	Faculty FT	Faculty PT	Staff FT	Staff PT
Extremely	98 (33.3%)	36 (22.6%)	57 (33.7%)	41 (32.8%)	29 (21.6%)	7 (28.0%)
Very	111 (37.8%)	65 (40.9%)	61 (36.1%)	50 (40.0%)	57 (42.5%)	8 (32.0%)
Moderately	67 (22.8%)	38 (23.9%)	42 (24.9%)	25 (20.0%)	32 (23.9%)	6 (24.0%)
Slightly	11 (3.7%)	8 (5.0%)	6 (3.6%)	5 (4.0%)	7 (5.2%)	1 (4.0%)
Not at all	7 (2.4%)	12 (7.5%)	3 (1.8%)	4 (3.2%)	9 (6.7%)	3 (12.0%)

5B. If you are a faculty member, how familiar are you with CUNY's Policy on Multiple Positions?

Responses	Faculty All	Staff All	Faculty FT	Faculty PT	Staff FT	Staff PT
Extremely	123 (41.8%)	16 (15.7%)	90 (53.3%)	33 (26.4%)	13 (15.5%)	3 (16.7%)
Very	98 (33.3%)	34 (33.3%)	59 (34.9%)	39 (31.2%)	30 (35.7%)	4 (22.2%)
Moderately	51 (17.3%)	21 (20.6%)	17 (10.1%)	34 (27.2%)	21 (25.0%)	0 (0%)
Slightly	14 (4.8%)	12 (11.8%)	2 (1.2%)	12 (9.6%)	6 (7.1%)	6 (33.3%)
Not at all	8 (2.7%)	19 (18.6%)	1 (0.6%)	7 (5.6%)	14 (16.7%)	5 (27.8%)

	Standard II	

5C. How familiar are you with City Tech's policies for addressing student complaints?

Responses	Faculty All	Staff All	Faculty FT	Faculty PT	Staff FT	Staff PT
Extremely	78 (26.8%)	29 (19.0%)	49 (29.2%)	29 (23.6%)	25 (19.5%)	4 (16.0%)
Very	92 (31.6%)	56 (36.6%)	54 (32.1%)	38 (30.9%)	45 (35.2%)	11 (44.0%)
Moderately	93 (32.0%)	42 (27.5%)	51 (30.4%)	42 (34.1%)	36 (28.1%)	6 (24.0%)
Slightly	20 (6.9%)	13 (8.5%)	11 (6.5%)	9 (7.3%)	11 (8.6%)	2 (8.0%)
Not at all	8 (2.7%)	13 (8.5%)	3 (1.8%)	5 (4.1%)	11 (8.6%)	2 (8.0%)

5D. How familiar are you with City Tech's policies for addressing complaints of discriminatory or harassing behavior by employees, students, or visitors to the College?

Responses	Faculty All	Staff All	Faculty FT	Faculty PT	Staff FT	Staff PT
Extremely	97 (32.7%)	39 (25.0%)	55 (32.2%)	42 (33.3%)	34 (25.4%)	5 (22.7%)
Very	119 (40.1%)	68 (43.6%)	66 (38.6%)	53 (42.1%)	57 (42.5%)	11 (50.0%)
Moderately	58 (19.5%)	33 (21.2%)	34 (19.9%)	24 (19.0%)	30 (22.4%)	3 (13.6%)
Slightly	14 (14.7%)	8 (5.1%)	9 (5.3%)	5 (4.0%)	7 (5.2%)	1 (4.5%)
Not at all	9 (3.0%)	8 (5.1%)	7 (4.1%)	2 (1.6%)	6 (4.5%)	2 (9.1%)

6. Have you attended a training workshop on your ethical obligations as a CUNY employee?

Responses	Faculty All	Staff All	Faculty FT	Faculty PT	Staff FT	Staff PT
Yes	247 (82.6%)	129 (80.6%)	152 (87.9%)	95 (75.4%)	112 (83%)	17 (68.0%)
No	33 (11.0%)	19 (11.9%)	17 (9.8%)	16 (12.7%)	13 (9.6%)	6 (24.0%)
Not applicable	2 (0.7%)	8 (5.0%)	0 (0%)	2 (1.6%)	6 (4.4%)	2 (8.0%)
Not yet, new hire	17 (5.7%)	4 (2.5%)	4 (2.3%)	13 (10.3%)	4 (3.0%)	0 (0%)

6A. If you have attended a training workshop, how effective was it in explaining the ethical rules applicable to you in your role at City Tech?

Responses	Faculty All	Staff All	Faculty FT	Faculty PT	Staff FT	Staff PT
Very effective	95 (38.6%)	39 (30.5%)	54 (35.5%)	41 (43.6%)	35 (31.5%)	4 (23.5%)
Effective	109 (44.3%)	67 (52.3%)	69 (45.4%)	40 (42.6%)	60 (54.1%)	7 (41.2%)
Neutral	36 (14.6%)	14 (10.9%)	24 (15.8%)	12 (12.8%)	9 (8.1%)	5 (29.4%)
Ineffective	3 (1.2%)	4 (3.1%)	2 (1.3%)	1 (1.1%)	3 (2.7%)	1 (5.9%)
Very ineffective	3 (1.2%)	4 (3.1%)	3 (2.0%)	0 (0%)	4 (3.6%)	0 (0%)

7. Have you ever needed advice on whether you were permitted to engage in an outside activity, such as outside employment or whether you were allowed to accept a gift or attend an event sponsored by a non-CUNY entity?

Responses	Faculty All	Staff All	Faculty FT	Faculty PT	Staff FT	Staff PT
Yes	58 (19.7%)	21 (13.3%)	41 (24.0%)	17 (13.7%)	21 (15.8%)	0 (0%)
No	237 (80.3%)	137 (86.7%)	130 (76.0%)	107 (86.3%)	112 (84.2%)	25 (100.0%)

7A. If you answered Yes to Question 7, did you know where you could go to seek advice, either at the college or outside the college?

Responses	Faculty All	Staff All	Faculty FT	Faculty PT	Staff FT	Staff PT
Yes	47 (81.0%)	16 (76.2%)	33 (80.5%)	14 (82.4%)	16 (76.2%)	0 (0%)
No	11 (19.0%)	5 (23.8%)	8 (19.5%)	3 (17.6%)	5 (23.8%)	0 (0%)

8. If you had a complaint about a workplace issue, where would you go to find applicable complaint policies and procedures? (Check all that apply)

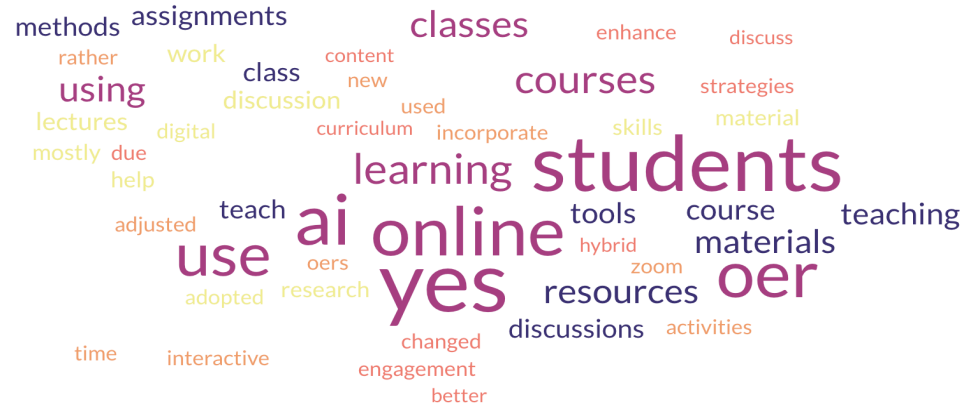| Responses	Faculty All	Staff All	Faculty FT	Faculty PT	Staff FT	Staff PT
Collective bargaining agreement	129 (21.5%)	67 (22.3%)	81 (24.2%)	48 (18.1%)	61 (23.6%)	6 (14.6%)
Training workshops	90 (15.0%)	40 (13.3%)	45 (13.4%)	45 (17.0%)	32 (12.4%)	8 (19.5%)
Search CUNY or College Website	225 (37.5%)	115 (38.3%)	130 (38.8%)	95 (35.8%)	99 (38.2%)	16 (39.0%)
Orientation sessions	35 (5.8%)	8 (2.7%)	18 (5.4%)	17 (6.4%)	7 (2.7%)	1 (2.4%)
Emails	83 (13.8%)	45 (15.0%)	39 (11.6%)	44 (16.6%)	39 (15.1%)	6 (14.6%)
Other	38 (6.3%)	25 (8.3%)	22 (6.6%)	16 (6.0%)	21 (8.1%)	4 (9.8%)

8A. If other (please specify)

9. Have any of your students encountered issues due to incorrect or misleading academic advising? If so, how was the situation resolved, and what actions, if any, were taken to address it?
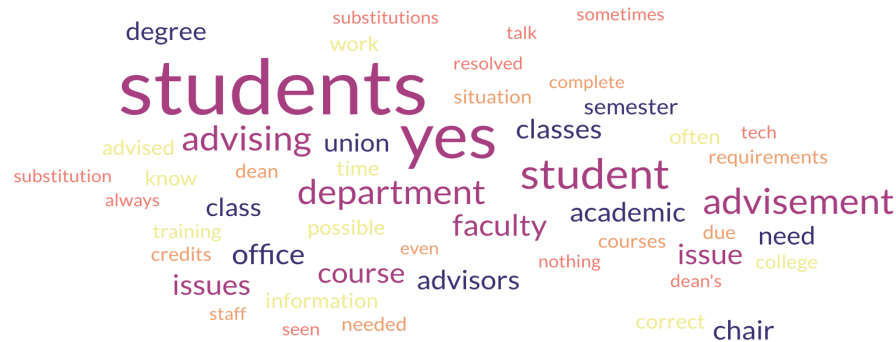
10. In what ways have your assessment methods or strategies changed due to the adoption of online or digital tools and practices?
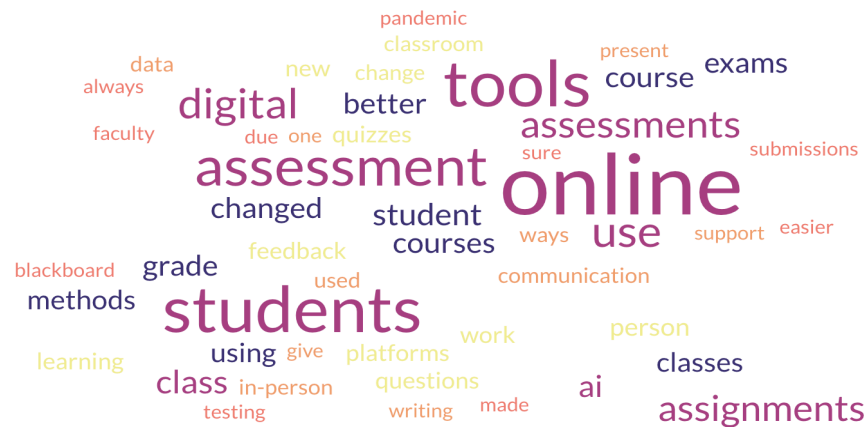
11. Have you adjusted your teaching methods and course materials to reflect recent shifts in higher education (e.g., the increase in online learning, the use of Open Educational Resources (OER), or the integration of Artificial Intelligence), and if so, then how?
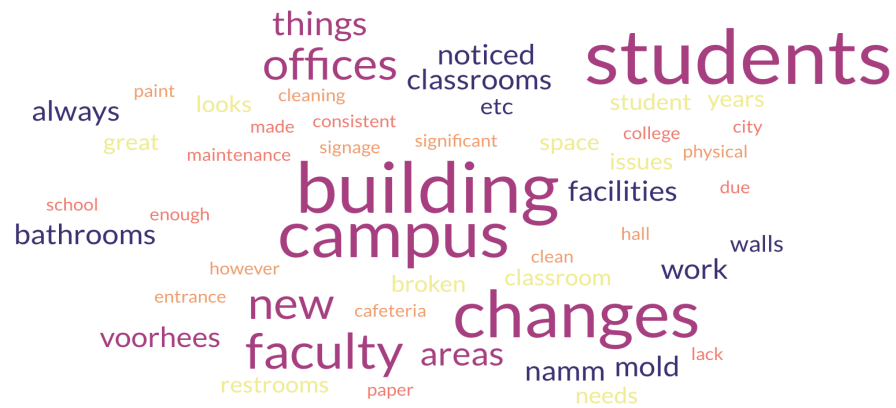
Standard VI

12. To what extent have the recent campus facilities changes (e.g., directory signage, relocation of seating, paint refreshes, etc.) impacted your overall experience on campus?

Responses	Faculty All	Staff All	Faculty FT	Faculty PT	Staff FT	Staff PT
Significantly Improved	29 (10.3%)	14 (9.6%)	13 (8.1%)	16 (13.1%)	13 (10.6%)	1 (4.3%)
Somewhat Improved	91 (32.3%)	50 (34.2%)	54 (33.8%)	37 (30.3%)	40 (32.5%)	10 (43.5%)
No Change	132 (46.8%)	59 (40.4%)	70 (43.8%)	62 (50.8%)	49 (39.8%)	10 (43.5%)
Somewhat Detracted	20 (7.1%)	14 (9.6%)	15 (9.4%)	5 (4.1%)	13 (10.6%)	1 (4.3%)
Significantly Detracted	10 (3.5%)	9 (6.2%)	8 (5.0%)	2 (1.6%)	8 (6.5%)	1 (4.3%)

12A. (Optional) Briefly explain your answer, what specific facilities changes have had the most positive/negative impact on your experience?

13. To what extent have the recent campus technology changes (e.g., migration to MS 365 email, Helpdesk, etc.) impacted your overall experience on campus?

Responses	Faculty All	Staff All	Faculty FT	Faculty PT	Staff FT	Staff PT
Significantly Improved	43 (15.3%)	29 (19.9%)	16 (10.1%)	27 (22.1%)	25 (20.3%)	4 (17.4%)
Somewhat Improved	103 (36.7%)	52 (35.6%)	62 (39.0%)	41 (33.6%)	42 (34.1%)	10 (43.5%)
No Change	89 (31.7%)	46 (31.5%)	49 (30.8%)	40 (32.8%)	39 (31.7%)	7 (30.4%)
Somewhat Detracted	38 (13.5%)	14 (9.6%)	26 (16.4%)	12 (9.8%)	13 (10.6%)	1 (4.3%)
Significantly Detracted	8 (2.8%)	5 (3.4%)	6 (3.8%)	2 (1.6%)	4 (3.3%)	1 (4.3%)

13A.(Optional) Briefly explain your answer, what specific technology changes have had the most positive/negative impact on your experience?
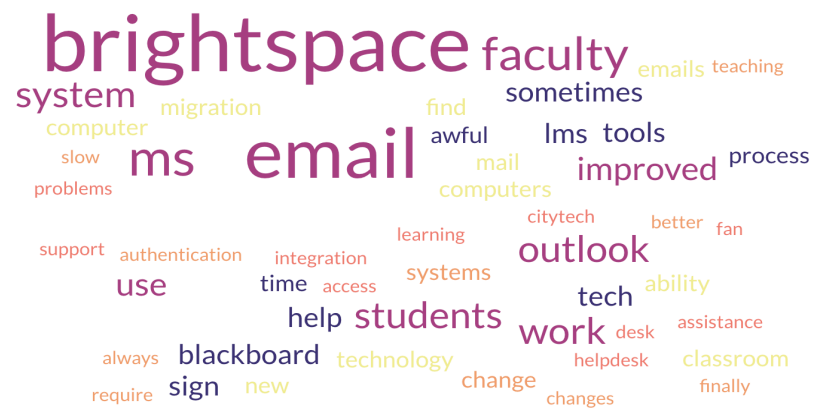
14. To what extent are you aware of new technology initiatives or service (e.g., migration to MS 365 email, Helpdesk, etc.) offerings on campus?

Responses	Faculty All	Staff All	Faculty FT	Faculty PT	Staff FT	Staff PT
Very Aware	93 (33.3%)	56 (38.4%)	63 (39.6%)	30 (25.0%)	50 (40.7%)	6 (26.1%)
Somewhat Aware	121 (43.4%)	51 (34.9%)	61 (38.4%)	60 (50.0%)	40 (32.5%)	11 (47.8%)
Neutral	40 (14.3%)	28 (19.2%)	18 (11.3%)	22 (18.3%)	24 (19.5%)	4 (17.4%)
Somewhat Unaware	18 (6.5%)	6 (4.1%)	14 (8.8%)	4 (3.3%)	6 (4.9%)	0 (0%)
Very Unaware	7 (2.5%)	5 (3.4%)	3 (1.9%)	4 (3.3%)	3 (2.4%)	2 (8.7%)

15. Are you aware of the strategic plan at City Tech?

Responses	Faculty All	Staff All	Faculty FT	Faculty PT	Staff FT	Staff PT
Very Aware	42 (15.1%)	25 (17.1%)	35 (21.9%)	7 (5.9%)	23 (18.5%)	2 (9.1%)
Somewhat Aware	119 (42.7%)	54 (37.0%)	74 (46.3%)	45 (37.8%)	45 (36.3%)	9 (40.9%)
Neutral	54 (19.4%)	32 (21.9%)	25 (15.6%)	29 (24.4%)	26 (21.0%)	6 (27.3%)
Somewhat Unaware	28 (10.0%)	20 (13.7%)	11 (6.9%)	17 (14.3%)	18 (14.5%)	2 (9.1%)
Very Unaware	36 (12.9%)	15 (10.3%)	15 (9.4%)	21 (17.6%)	12 (9.7%)	3 (13.6%)

16. How do you prefer to receive important announcements or updates (e.g., policies, initiatives, new services), which communication methods do you find most effective? (Check all that apply)
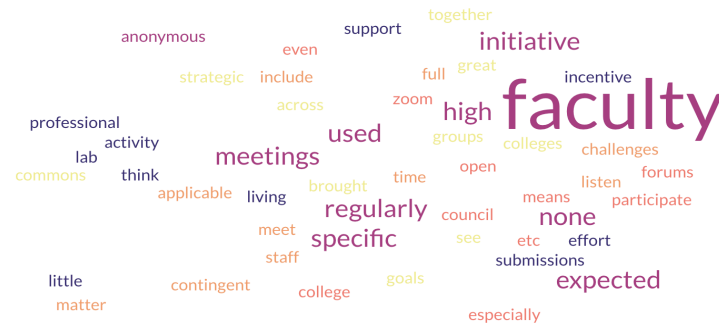
Responses	Faculty All	Staff All	Faculty FT	Faculty PT	Staff FT	Staff PT
Email	269 (53.9%)	141 (46.2%)	153 (54.4%)	116 (53.2%)	120 (46.2%)	21 (46.7%)
Campus website	100 (20.0%)	70 (23.0%)	69 (24.6%)	31 (14.2%)	60 (23.1%)	10 (22.2%)
Text message	56 (11.2%)	36 (11.8%)	21 (7.5%)	35 (16.1%)	31 (11.9%)	5 (11.1%)
Social media (e.g., official school accounts)	25 (5.0%)	18 (5.9%)	12 (4.3%)	13 (6.0%)	15 (5.8%)	3 (6.7%)
Mobile app	18 (3.6%)	14 (4.6%)	7 (2.5%)	11 (5.0%)	14 (5.4%)	0 (0%)
Physical flyers/posters	31 (6.2%)	26 (8.5%)	19 (6.8%)	12 (5.5%)	20 (7.7%)	6 (13.3%)

17. How would you be interested in contributing to future planning initiatives? (Check all that apply)

Responses	Faculty All	Staff All	Faculty FT	Faculty PT	Staff FT	Staff PT
Open forums	112 (22.8%)	57 (20.8%)	66 (23.6%)	46 (21.8%)	48 (20.7%)	9 (21.4%)
Focus groups	110 (22.4%)	53 (19.3%)	59 (21.1%)	51 (24.2%)	44 (19.0%)	9 (21.4%)
Information talks	99 (20.2%)	52 (19.0%)	61 (21.8%)	38 (18.0%)	46 (19.8%)	6 (14.3%)
Surveys	160 (32.6%)	106 (38.7%)	87 (31.1%)	73 (34.6%)	91 (39.2%)	15 (35.7%)
Other	10 (2.0%)	6 (2.2%)	7 (2.5%)	3 (1.4%)	3 (1.3%)	3 (7.1%)

17A. If other (please specify)

**18. How well-informed do you feel about the college budget?**

Responses	Faculty All	Staff All	Faculty FT	Faculty PT	Staff FT	Staff PT
Very informed	16 (5.7%)	8 (5.6%)	14 (8.7%)	2 (1.7%)	8 (6.6%)	0 (0%)
Somewhat informed	78 (27.7%)	31 (21.5%)	55 (34.2%)	23 (19.0%)	26 (21.3%)	5 (22.7%)
Neutral	60 (21.3%)	36 (25.0%)	28 (17.4%)	32 (26.4%)	31 (25.4%)	5 (25.4%)
Somewhat uninformed	54 (19.1%)	29 (20.1%)	31 (19.3%)	23 (19.0%)	24 (19.7%)	5 (19.7%)
Very uninformed	74 (26.2%)	40 (27.8%)	33 (20.5%)	41 (33.9%)	33 (27.0%)	7 (27.0%)

19. If informed, what are your primary sources of information about the college budget? (Check all that apply)

Responses	Faculty All	Staff All	Faculty FT	Faculty PT	Staff FT	Staff PT
College website	53 (18.0%)	15 (9.7%)	20 (11.2%)	33 (28.4%)	12 (9.1%)	3 (13.0%)
Student publications	6 (2.0%)	1 (0.6%)	3 (1.7%)	3 (2.6%)	1 (0.8%)	0 (0%)
Town hall meetings	62 (21.0%)	38 (24.5%)	46 (25.7%)	16 (13.8%)	34 (25.8%)	4 (17.4%)
Faculty/Staff communication	142 (48.1%)	81 (52.3%)	87 (48.6%)	55 (47.4%)	70 (53.0%)	11 (47.8%)
Other	32 (10.8%)	20 (12.9%)	23 (12.8%)	9 (7.8%)	15 (11.4%)	5 (21.7%)

19A. If other (please specify)
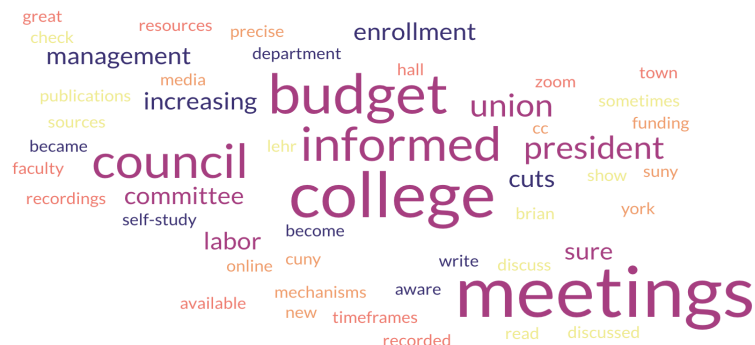
20. Are you aware of where and how your department receives funds?

Responses	Faculty All	Staff All	Faculty FT	Faculty PT	Staff FT	Staff PT
Very Aware	40 (14.3%)	43 (30.3%)	40 (25.2%)	0 (0%)	40 (33.3%)	3 (13.6%)
Somewhat Aware	96 (34.3%)	45 (31.7%)	58 (36.5%)	38 (31.4%)	35 (29.2%)	10 (45.5%)
Neutral	38 (13.6%)	11 (7.7%)	16 (10.1%)	22 (18.2%)	10 (8.3%)	1 (4.5%)
Somewhat Unaware	50 (17.9%)	16 (11.3%)	21 (13.2%)	29 (24.0%)	14 (11.7%)	2 (9.1%)
Very Unaware	56 (20.0%)	27 (19.0%)	24 (15.1%)	32 (26.4%)	21 (17.5%)	6 (27.3%)

20A. Are you aware of how the department decides to allocate its funds?

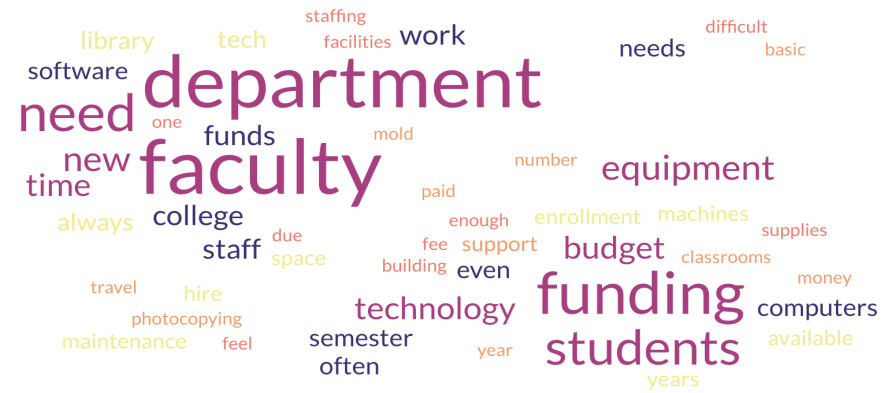| Responses	Faculty All	Staff All	Faculty FT	Faculty PT	Staff FT	Staff PT
Very Aware	35 (12.5%)	37 (26.4%)	34 (21.4%)	1 (0.8%)	34 (28.3%)	3 (15.0%)
Somewhat Aware	79 (28.2%)	37 (26.4%)	55 (34.6%)	24 (19.8%)	28 (23.3%)	9 (45.0%)
Neutral	42 (15.0%)	16 (11.4%)	18 (11.3%)	24 (19.8%)	15 (12.5%)	1 (5.0%)
Somewhat Unaware	53 (18.9%)	14 (10.0%)	22 (13.8%)	31 (25.6%)	13 (10.8%)	1 (5.0%)
Very Unaware	71 (25.4%)	36 (25.7%)	30 (18.9%)	41 (33.9%)	30 (25.0%)	6 (30.0%)

21. Are you given opportunities to shape how your department allocates its funds?

Responses	Faculty All	Staff All	Faculty FT	Faculty PT	Staff FT	Staff PT
Always	17 (6.2%)	19 (13.4%)	17 (10.8%)	0 (0%)	17 (14.2%)	2 (9.1%)
Often	29 (10.5%)	19 (13.4%)	26 (16.6%)	3 (2.5%)	17 (14.2%)	2 (9.1%)
Sometimes	68 (24.7%)	23 (16.2%)	50 (31.8%)	18 (15.3%)	19 (15.8%)	4 (18.2%)
Rarely	62 (22.5%)	27 (19.0%)	35 (22.3%)	27 (22.9(%)	25 (20.8%)	2 (9.1%)
Never	99 (36.0%)	54 (38.0%)	29 (18.5%)	70 (59.3%)	42 (35.0%)	12 (54.5%)

21A. Do you believe that adequate resources are being provided for departmental needs and priorities?

Responses	Faculty All	Staff All	Faculty FT	Faculty PT	Staff FT	Staff PT
Always	12 (4.4%)	6 (4.3%)	9 (5.8%)	3 (2.6%)	5 (4.2%)	1 (4.8%)
Often	34 (12.5%)	20 (14.3%)	16 (10.3%)	18 (15.4%)	17 (14.3%)	3 (14.3%)
Sometimes	100 (36.8%)	57 (40.7%)	48 (31.0%)	52 (44.4%)	52 (43.7%)	5 (23.8%)
Rarely	72 (26.5%)	32 (22.9%)	49 (31.6%)	23 (19.7%)	25 (21.0%)	7 (33.3%)
Never	54 (19.9%)	25 (17.9%)	33 (21.3%)	21 (17.9%)	20 (16.8%)	5 (23.8%)

21B. (Optional) Elaborate which needs and priorities are/are not being funded.

Standard VII

22. There is a sense of "college community" at City Tech.

Responses	Faculty All	Staff All	Faculty FT	Faculty PT	Staff FT	Staff PT
Strongly agree	38 (14.4%)	9 (6.5%)	18 (12.0%)	20 (17.5%)	7 (5.9%)	2 (9.5%)
Agree	106 (40.2%)	40 (28.8%)	57 (38.0%)	49 (43.0%)	35 (29.7%)	5 (23.8%)
Neutral	66 (25.0%)	50 (36.0%)	35 (23.3%)	31 (27.2%)	43 (36.4%)	7 (33.3%)
Disagree	39 (14.8%)	22 (15.8%)	27 (18.0%)	12 (10.5%)	18 (15.3%)	4 (19.0%)
Strongly Disagree	15 (5.7%)	18 (12.9%)	13 (8.7%)	2 (1.8%)	15 (12.7%)	3 (14.3%)

22A. There is a culture of participation in governance (such as College Council; Academic Integrity Committee; Technology Fee Committee; etc.) at City Tech.

Responses	Faculty All	Staff All	Faculty FT	Faculty PT	Staff FT	Staff PT
Strongly agree	37 (13.9%)	8 (5.8%)	25 (16.4%)	12 (10.5%)	6 (5.2%)	2 (9.5%)
Agree	98 (36.8%)	41 (29.9%)	68 (44.7%)	30 (26.3%)	37 (31.9%)	4 (19.0%)
Neutral	101 (38.0%)	57 (41.6%)	41 (27.0%)	60 (52.6%)	47 (40.5%)	10 (47.6%)
Disagree	21 (7.9%)	19 (13.9%)	13 (8.6%)	8 (7.0%)	15 (12.9%)	4 (19.0%)
Strongly Disagree	9 (3.4%)	12 (8.8%)	5 (3.3%)	4 (3.5%)	11 (9.5%)	1 (4.8%)

22B. I feel that my participation in governance at City Tech makes a difference in the academic and cultural life of the campus.

Responses	Faculty All	Staff All	Faculty FT	Faculty PT	Staff FT	Staff PT
Strongly agree	29 (10.9%)	10 (7.5%)	23 (15.2%)	6 (5.2%)	8 (7.0%)	2 (11.1%)
Agree	82 (30.7%)	28 (21.1%)	59 (39.1%)	23 (19.8%)	23 (20.0%)	5 (27.8%)
Neutral	103 (38.6%)	65 (48.9%)	39 (25.8%)	64 (55.2%)	57 (49.6%)	8 (44.4%)
Disagree	31 (11.6%)	15 (11.3%)	15 (9.9%)	16 (13.8%)	13 (11.3%)	2 (11.1%)
Strongly Disagree	22 (8.2%)	15 (11.3%)	15 (9.9%)	7 (6.0%)	14 (12.2%)	1 (5.6%)

22C. It is important to me to have a voice in the development of the academic objectives and outcomes of the college and the university.

Responses	Faculty All	Staff All	Faculty FT	Faculty PT	Staff FT	Staff PT
Strongly agree	90 (33.5%)	28 (20.3%)	65 (42.5%)	25 (21.6%)	23 (19.7%)	5 (23.8%)
Agree	124 (46.1%)	45 (32.6%)	66 (43.1%)	58 (50.0%)	40 (34.2%)	5 (23.8%)
Neutral	49 (18.2%)	57 (41.3%)	19 (12.4%)	30 (25.9%)	47 (40.2%)	10 (47.6%)
Disagree	4 (1.5%)	5 (3.6%)	1 (0.7%)	3 (2.6%)	4 (3.4%)	1 (4.8%)
Strongly Disagree	2 (0.7%)	3 (2.2%)	2 (1.3%)	0 (0%)	3 (2.6%)	0 (0%)

22D. I feel the membership of our college governance bodies are representative of the demographic and philosophical diversity of the college community.

Responses	Faculty All	Staff All	Faculty FT	Faculty PT	Staff FT	Staff PT
Strongly agree	40 (15.1%)	13 (9.4%)	32 (21.3%)	8 (7.0%)	11 (9.3%)	2 (10.0%)
Agree	86 (32.5%)	41 (29.7%)	49 (32.7%)	37 (32.2%)	38 (32.2%)	3 (15.0%)
Neutral	103 (38.9%)	61 (44.2%)	46 (30.7%)	57 (49.6%)	50 (42.4%)	11 (55.0%)
Disagree	28 (10.6%)	11 (8.0%)	17 (11.3%)	11 (9.6%)	8 (6.8%)	3 (15.0%)
Strongly Disagree	8 (3.0%)	12 (8.7%)	6 (4.0%)	2 (1.7%)	11 (9.3%)	1 (5.0%)

22E. My department/office encourages participation in college governance.

Responses	Faculty All	Staff All	Faculty FT	Faculty PT	Staff FT	Staff PT
Strongly agree	58 (21.8%)	13 (9.5%)	48 (32.0%)	10 (8.6&)	10 (8.6%)	3 (14.3%)
Agree	109 (41.0%)	35 (25.5%)	70 (46.7%)	39 (33.6%)	30 (25.9%)	5 (23.8%)
Neutral	66 (24.8%)	56 (40.9%)	22 (14.7%)	44 (37.9%)	47 (40.5%)	9 (42.9%)
Disagree	21 (7.9%)	16 (11.7%)	5 (3.3%)	16 (13.8%)	14 (12.1%)	2 (9.5%)
Strongly Disagree	12 (4.5%)	17 (12.4%)	5 (3.3%)	7 (6.0%)	15 (12.9%)	2 (9.5%)

23. How effectively do you believe the College Council fulfills its mission to "establish college policy on all matters"?

Responses	Faculty All	Staff All	Faculty FT	Faculty PT	Staff FT	Staff PT
Very effective	28 (10.5%)	5 (3.6%)	22 (14.6%)	6 (5.2%)	4 (3.4%)	1 (4.8%)
Effective	90 (33.8%)	33 (23.7%)	53 (35.1%)	37 (32.2%)	31 (26.3%)	2 (9.5%)
Neutral	119 (44.7%)	81 (58.3%)	55 (36.4%)	64 (55.7%)	66 (55.9%)	15 (71.4%)
Ineffective	22 (8.3%)	12 (8.6%)	14 (9.3%)	8 (7.0%)	10 (8.5%)	2 (9.5%)
Very ineffective	7 (2.6%)	8 (5.8%)	7 (4.6%)	0 (0%)	7 (5.9%)	1 (4.8%)

24. Which of the following best describes your experience with the College Council:

Responses	Faculty All	Staff All	Faculty FT	Faculty PT	Staff FT	Staff PT
I am currently serving on College Council.	36 (13.3%)	6 (4.3%)	36 (23.4%)	0 (0%)	6 (5.0%)	0 (0%)
I am not familiar with College Council.	71 (26.2%)	42 (30.2%)	9 (5.8%)	62 (53.0%)	33 (27.7%)	9 (45.0%)
I have attended College Council, but I am not a member	36 (13.3%)	19 (13.7%)	30 (19.5%)	6 (5.1%)	15 (12.6%)	4 (20.0%)
I have never served on College Council.	77 (28.4%)	68 (48.9%)	28 (18.2%)	49 (41.9%)	62 (52.1%)	6 (30.0%)
I have served on College Council in the past, but am not currently serving.	51 (18.8%)	4 (2.9%)	51 (33.1%)	0 (0%)	3 (2.5%)	1 (5.0%)

25. Can you identify barriers or obstacles to College Council or college-wide committee service that have affected your level of participation or that of others? Please choose all that apply.

Responses	Faculty All	Staff All	Faculty FT	Faculty PT	Staff FT	Staff PT
I don't have enough information about the purpose of College Council	93 (30.8%)	74 (44.3%)	22 (13.8%)	71 (49.7%)	62 (43.7%)	12 (48.0%)
I have received information about College Council, but I am not sure of the benefits of participation	32 (10.6%)	21 (12.6%)	21 (13.2%)	11 (7.7%)	16 (11.3%)	5 (20.0%)
I would like to participate on the College Council, but I need to know more about available opportunities	25 (8.3%)	20 (12.0%)	15 (9.4%)	10 (7.0%)	19 (13.4%)	1 (4.0%)
I would like to participate, but attendance/participation conflicts with my schedule (classes, departmental meetings, etc.)	40 (13.2%)	13 (7.8%)	26 (16.4%)	14 (9.8%)	12 (8.5%)	1 (4.0%)
I would like to participate, but I cannot accommodate an additional time commitment	71 (23.5%)	25 (15.0%)	50 (31.4%)	21 (14.7%)	24 (16.9%)	1 (4.0%)
I would participate if there were alternatives to in-person meeting attendance	41 (13.6%)	14 (8.4%)	25 (15.7%)	16 (11.2%)	9 (6.3%)	5 (20.0%)

25A. Other (please specify)

26. How can the College better incentivize participation in the College Council and other forms of college governance? What might persuade you to participate in the College Council or other college-wide committees? Please choose all that apply.

Responses	Faculty All	Staff All	Faculty FT	Faculty PT	Staff FT	Staff PT
Departmental assessment and quantification of service credit for personnel actions (reappointment, promotion, reclassification (HEO-series), sabbatical)	71 (20.3%)	40 (23.1%)	45 (22.0%)	26 (17.9%)	35 (23.8%)	5 (19.2%)
Availability of reassigned time for committee membership	71 (20.3%)	21 (12.1%)	56 (27.3%)	15 (10.3%)	19 (12.9%)	2 (7.7%)
Stipend or additional compensation based upon documented time commitment	87 (24.9%)	39 (22.5%)	37 (18.0%)	50 (34.5%)	32 (21.8%)	7 (26.9%)
All of the above	121 (34.6%)	73 (42.2%)	67 (32.7%)	54 (37.2%)	61 (41.5%)	12 (46.2%)

26A. Other (please specify)

27. What suggestions do you have for how the College Council could more effectively communicate with the college community regarding agenda items and upcoming council business, especially their potential campus impacts? Please choose all that apply.

Responses	Faculty All	Staff All	Faculty FT	Faculty PT	Staff FT	Staff PT
Maintain an up-to-date College Council presence on the college website, Open Lab community, and/or related platforms	108 (22.4%)	34 (16.1%)	76 (25.1%)	32 (17.9%)	29 (16.0%)	5 (16.7%)
Include a brief summarization in meeting notices of the potential impact of pending agenda items on the college community	92 (19.1%)	34 (16.1%)	62 (20.5%)	30 (16.8%)	29 (16.0%)	5 (16.7%)
Campus signage, both physical and digital, promoting forthcoming meetings	60 (12.4%)	22 (10.4%)	37 (12.2%)	23 (12.8%)	19 (10.5%)	3 (10.0%)
Provide outcome reporting of College Council business at regular intervals	92 (19.1%)	23 (10.9%)	61 (20.1%)	31 (17.3%)	21 (11.6%)	2 (6.7%)
All of the above	130 (27.0%)	98 (46.4%)	67 (22.1%)	63 (35.2%)	83 (45.9%)	15 (50.0%)

27A. Other (please specify)