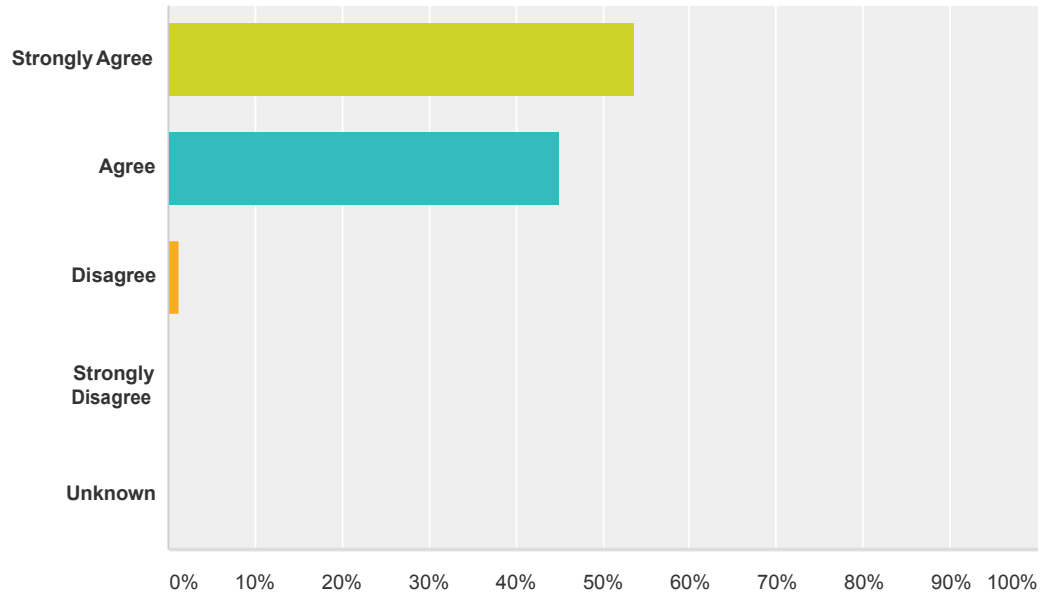


The work I do is meaningful to me.

Answered: 82 Skipped: 7

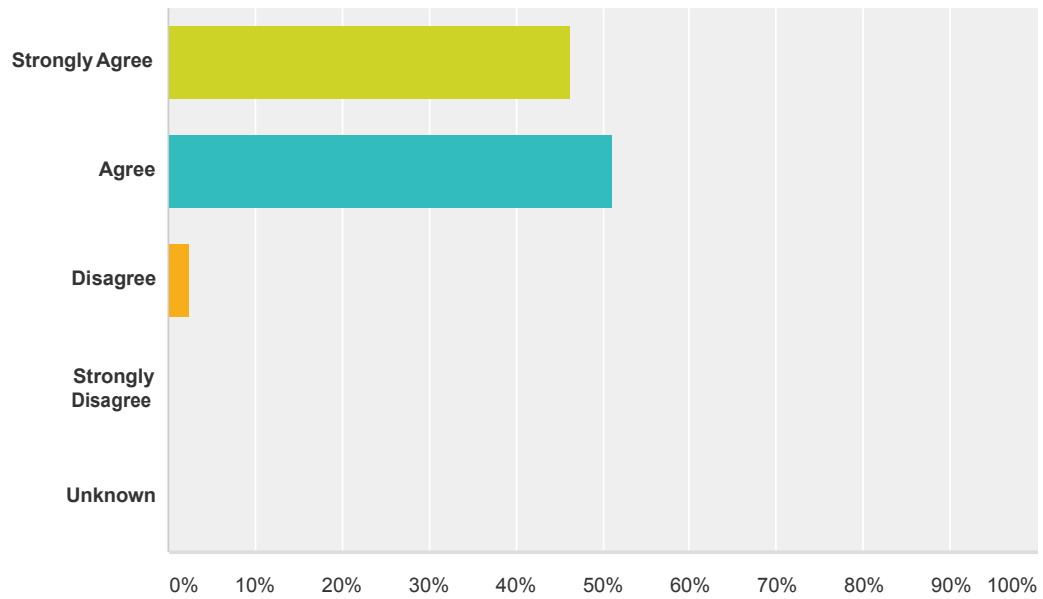


Answer Choices	Responses	
Strongly Agree	53.66%	44
Agree	45.12%	37
Disagree	1.22%	1
Strongly Disagree	0.00%	0
Unknown	0.00%	0
Total		82

2014 CCCS Employee Climate Survey

Overall, I like the work I do.

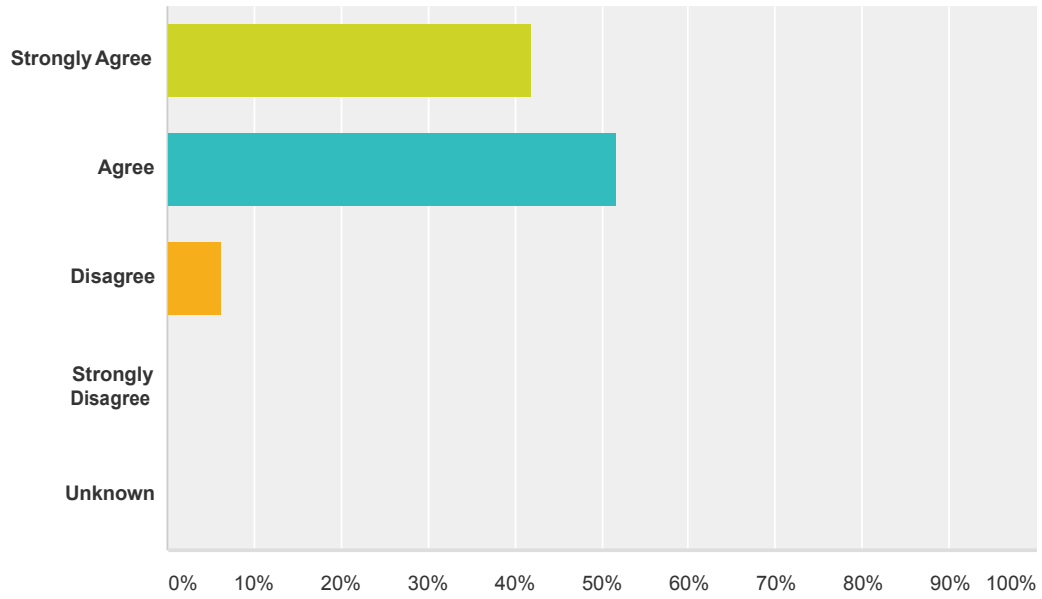
Answered: 82 Skipped: 7



Answer Choices	Responses	Count
Strongly Agree	46.34%	38
Agree	51.22%	42
Disagree	2.44%	2
Strongly Disagree	0.00%	0
Unknown	0.00%	0
Total		82

My work is sufficiently challenging for me.

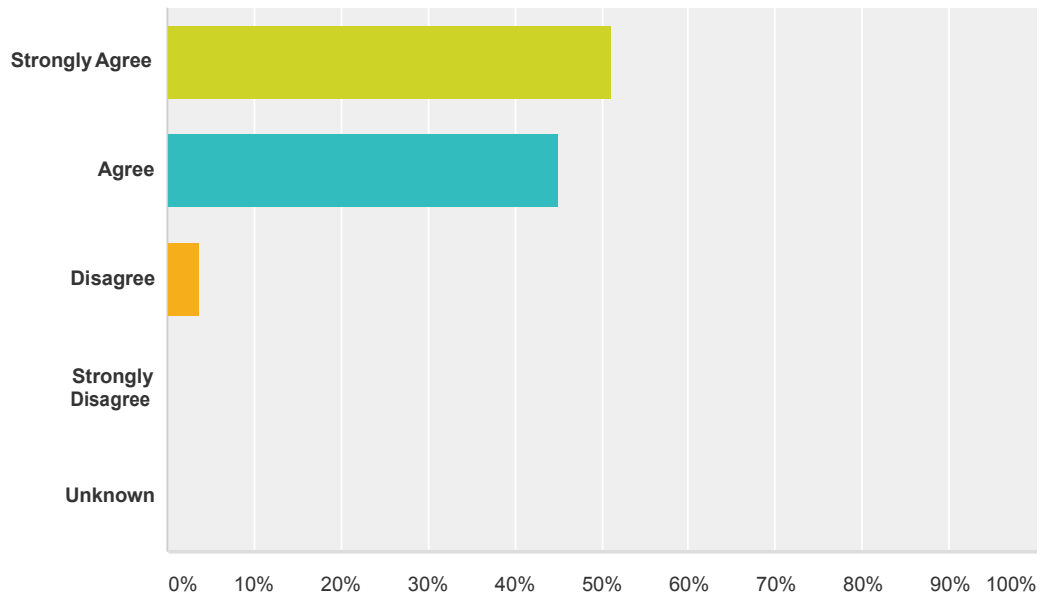
Answered: 81 Skipped: 8



Answer Choices	Responses	
Strongly Agree	41.98%	34
Agree	51.85%	42
Disagree	6.17%	5
Strongly Disagree	0.00%	0
Unknown	0.00%	0
Total		81

Doing my job well gives me a sense of personal satisfaction and accomplishment.

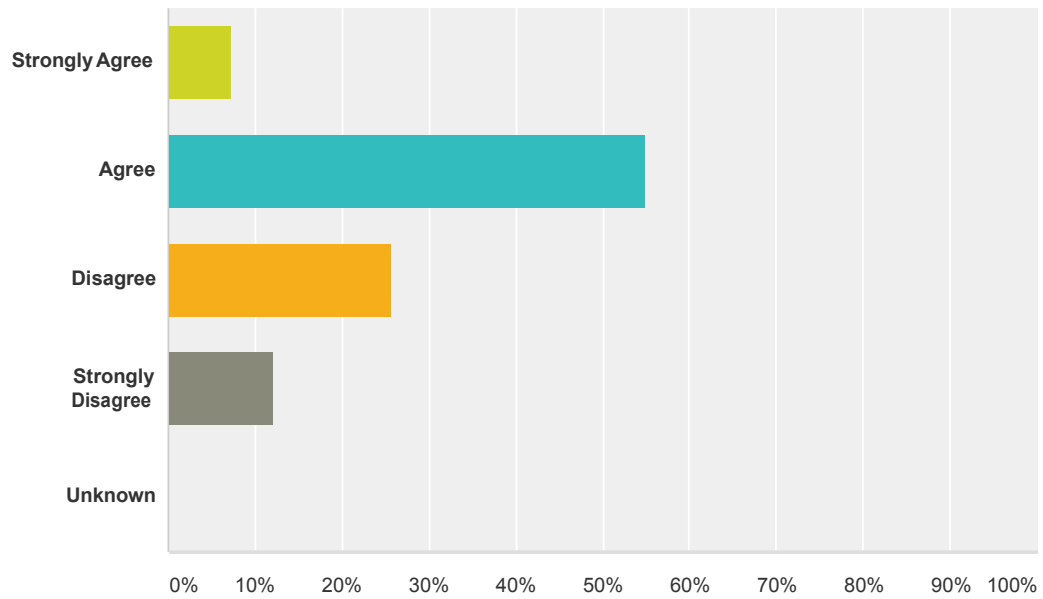
Answered: 82 Skipped: 7



Answer Choices	Responses	
Strongly Agree	51.22%	42
Agree	45.12%	37
Disagree	3.66%	3
Strongly Disagree	0.00%	0
Unknown	0.00%	0
Total		82

My workload is reasonable.

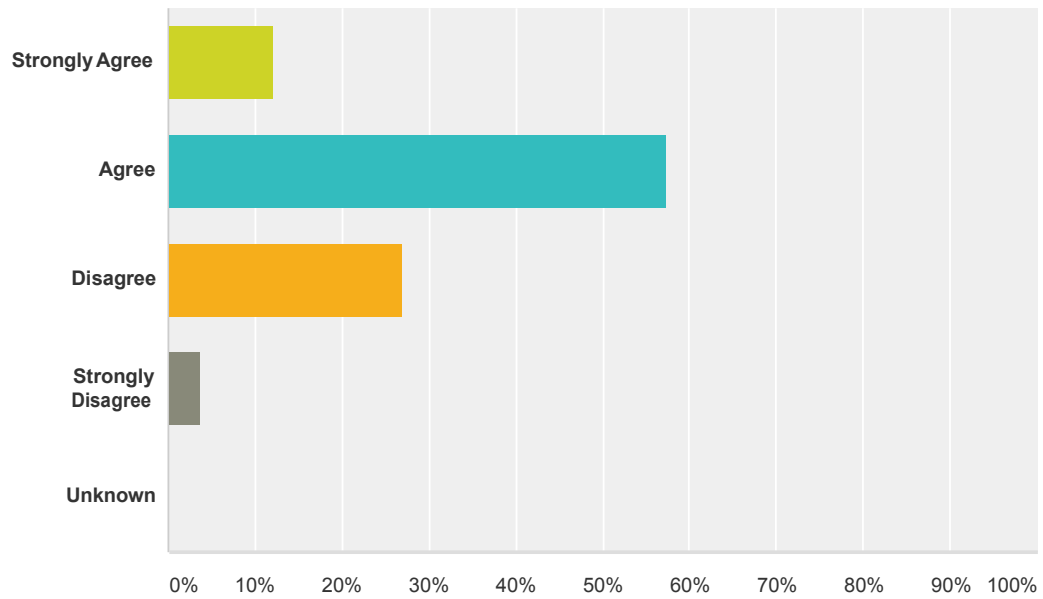
Answered: 82 Skipped: 7



Answer Choices	Responses
Strongly Agree	7.32% 6
Agree	54.88% 45
Disagree	25.61% 21
Strongly Disagree	12.20% 10
Unknown	0.00% 0
Total	82

My job duties and priorities are clear.

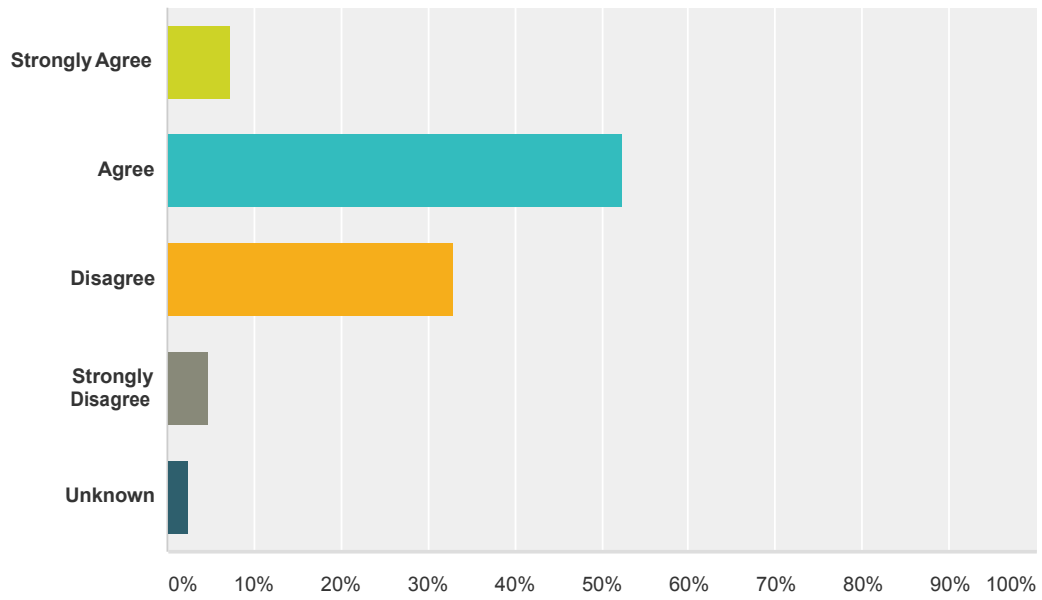
Answered: 82 Skipped: 7



Answer Choices	Responses	
Strongly Agree	12.20%	10
Agree	57.32%	47
Disagree	26.83%	22
Strongly Disagree	3.66%	3
Unknown	0.00%	0
Total		82

My college gives me the training I need to do my job well.

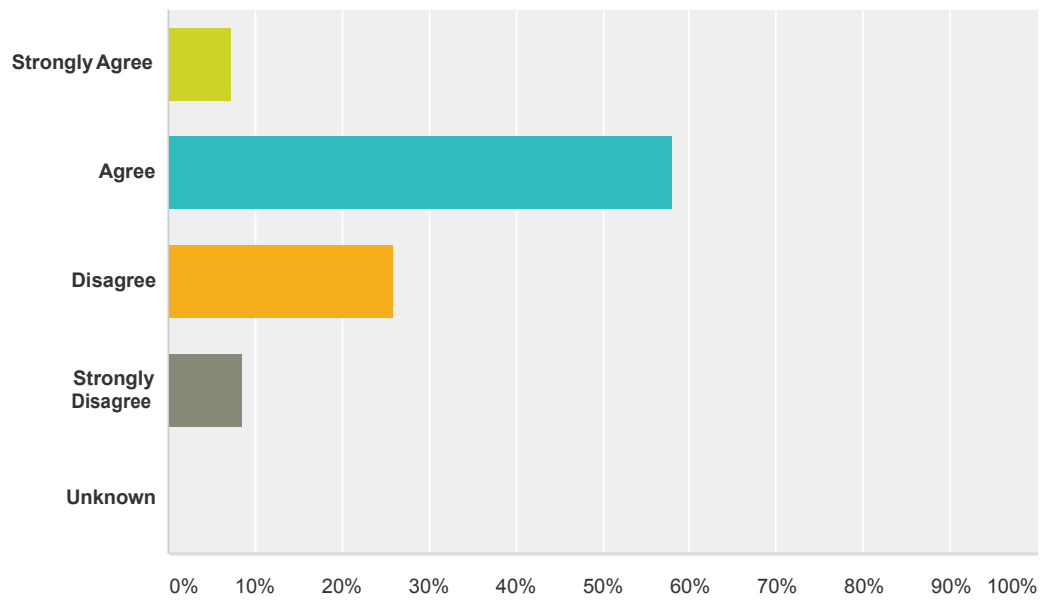
Answered: 82 Skipped: 7



Answer Choices	Responses
Strongly Agree	7.32% 6
Agree	52.44% 43
Disagree	32.93% 27
Strongly Disagree	4.88% 4
Unknown	2.44% 2
Total	82

I have the tools and resources I need to do my job well.

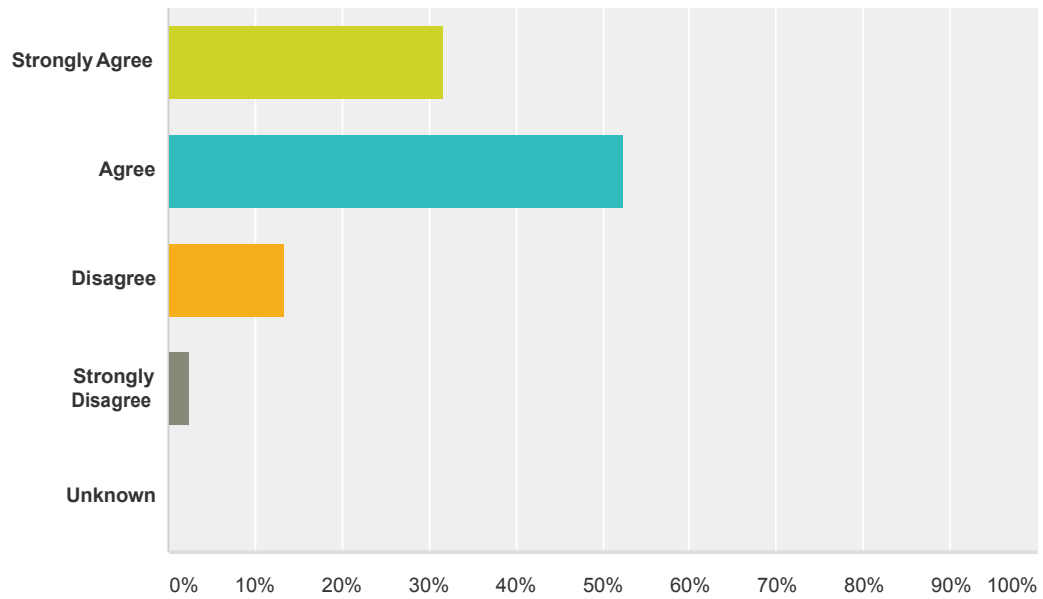
Answered: 81 Skipped: 8



Answer Choices	Responses
Strongly Agree	7.41% 6
Agree	58.02% 47
Disagree	25.93% 21
Strongly Disagree	8.64% 7
Unknown	0.00% 0
Total	81

I feel motivated to do a good job.

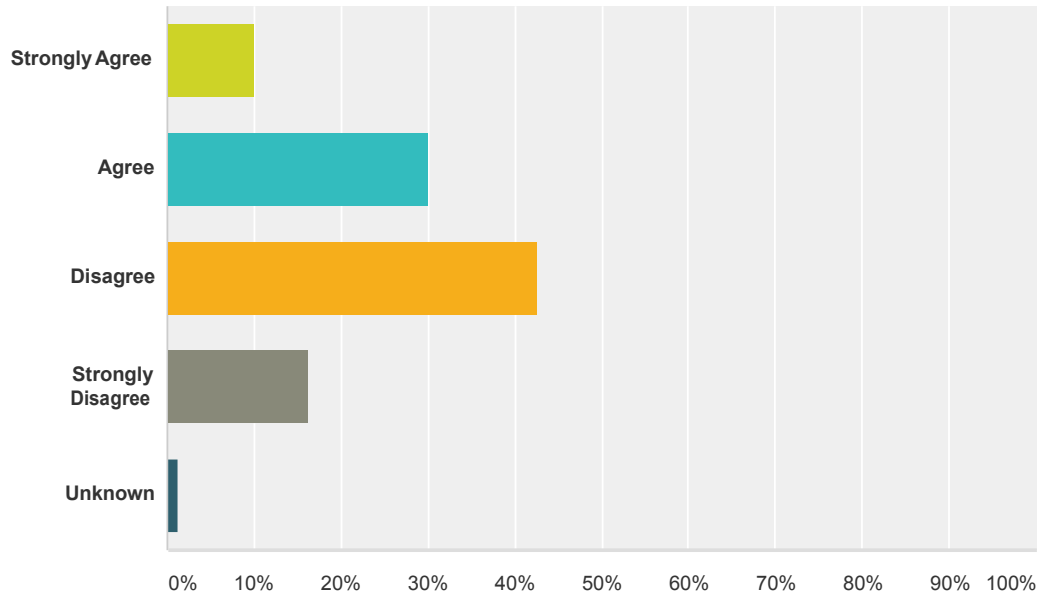
Answered: 82 Skipped: 7



Answer Choices	Responses	
Strongly Agree	31.71%	26
Agree	52.44%	43
Disagree	13.41%	11
Strongly Disagree	2.44%	2
Unknown	0.00%	0
Total		82

I seldom feel 'burnt out' by my job.

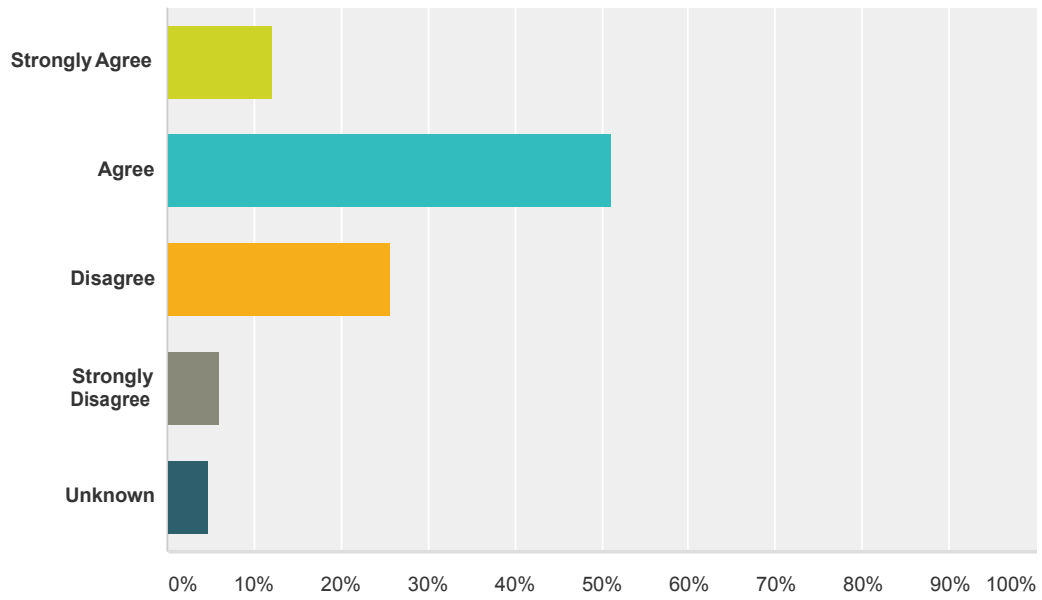
Answered: 80 Skipped: 9



Answer Choices	Responses
Strongly Agree	10.00% 8
Agree	30.00% 24
Disagree	42.50% 34
Strongly Disagree	16.25% 13
Unknown	1.25% 1
Total	80

I feel that my coworkers are motivated to do a good job.

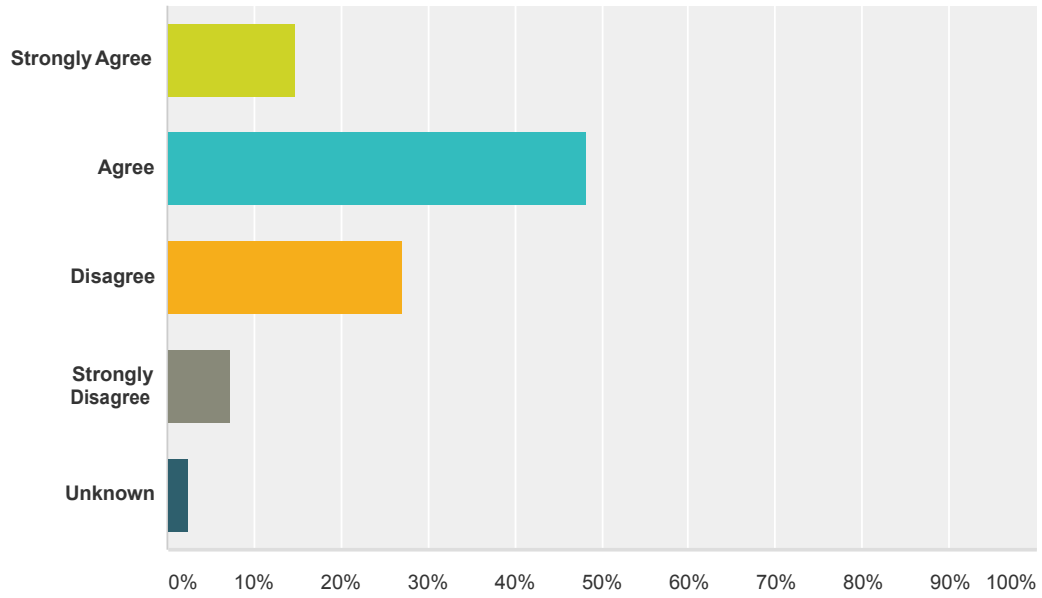
Answered: 82 Skipped: 7



Answer Choices	Responses	
Strongly Agree	12.20%	10
Agree	51.22%	42
Disagree	25.61%	21
Strongly Disagree	6.10%	5
Unknown	4.88%	4
Total		82

I work in an environment that supports team work.

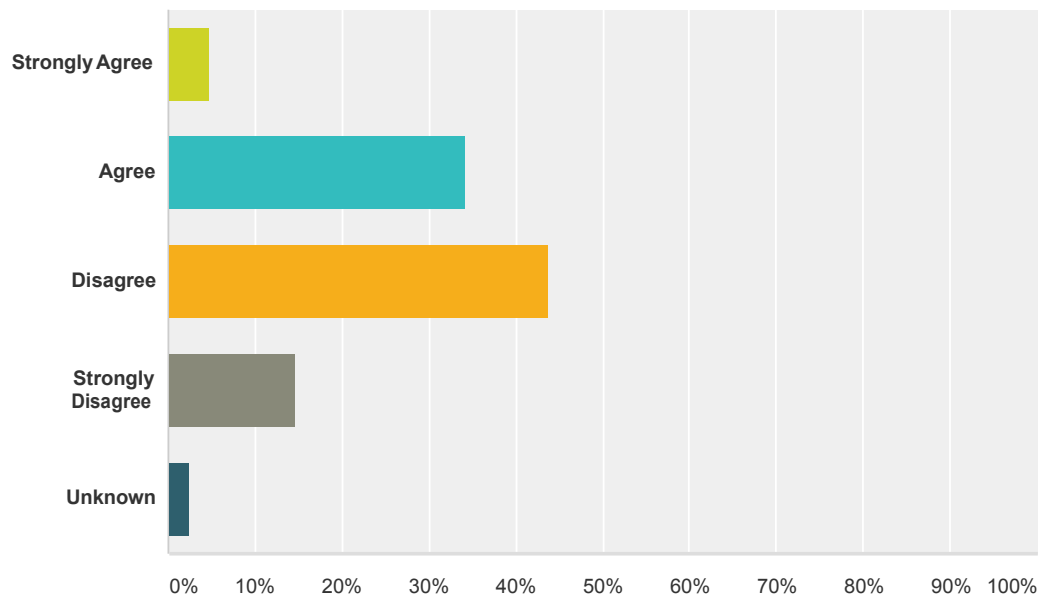
Answered: 81 Skipped: 8



Answer Choices	Responses	
Strongly Agree	14.81%	12
Agree	48.15%	39
Disagree	27.16%	22
Strongly Disagree	7.41%	6
Unknown	2.47%	2
Total		81

In my work unit, we have enough people to get the work done.

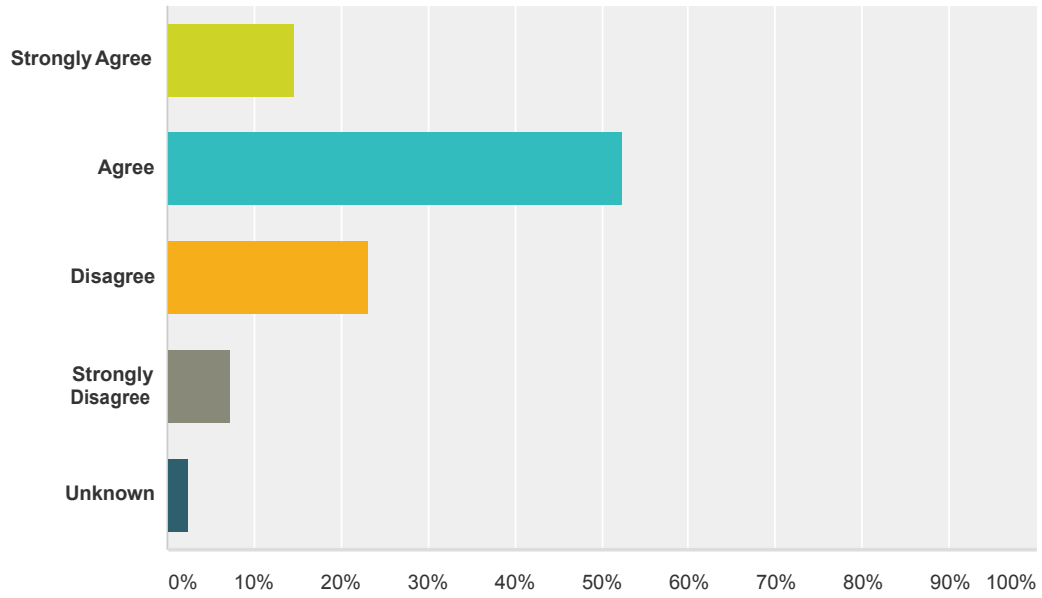
Answered: 82 Skipped: 7



Answer Choices	Responses
Strongly Agree	4.88% 4
Agree	34.15% 28
Disagree	43.90% 36
Strongly Disagree	14.63% 12
Unknown	2.44% 2
Total	82

In my work unit, we have the right people to do the work.

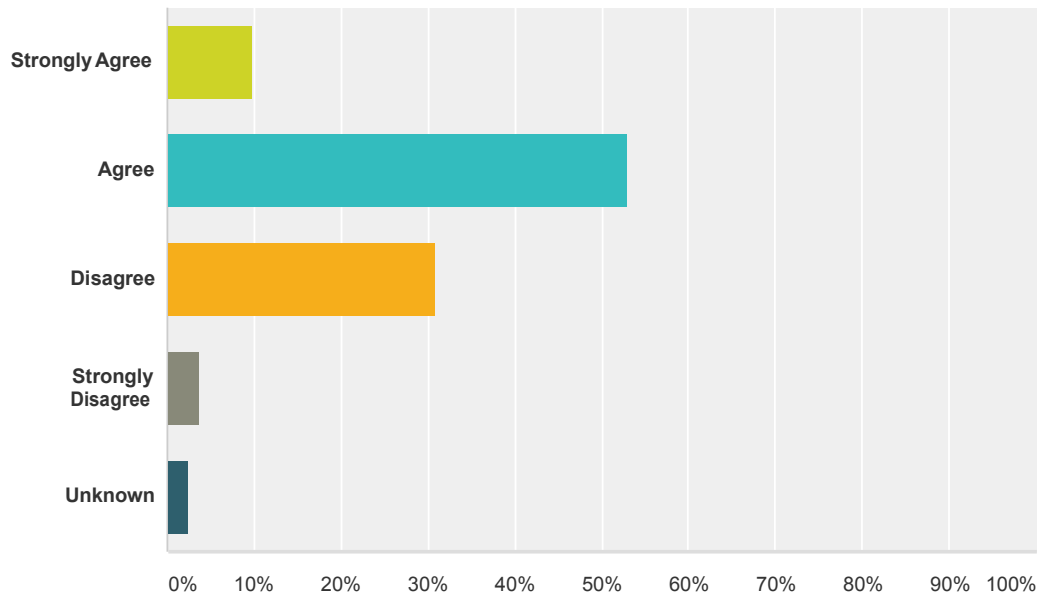
Answered: 82 Skipped: 7



Answer Choices	Responses	
Strongly Agree	14.63%	12
Agree	52.44%	43
Disagree	23.17%	19
Strongly Disagree	7.32%	6
Unknown	2.44%	2
Total		82

Duties are distributed fairly in my work unit.

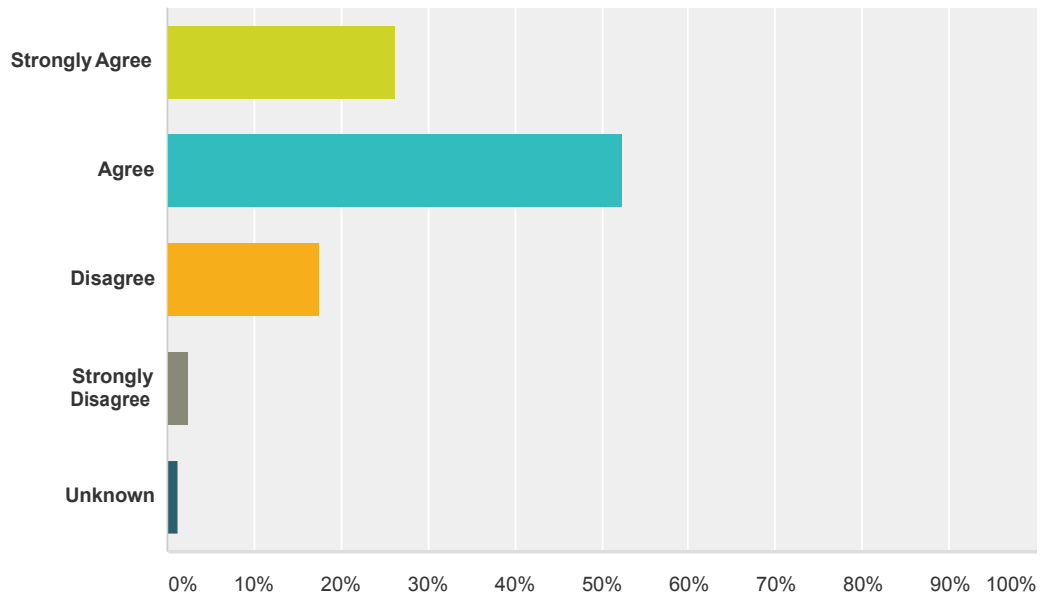
Answered: 81 Skipped: 8



Answer Choices	Responses	
Strongly Agree	9.88%	8
Agree	53.09%	43
Disagree	30.86%	25
Strongly Disagree	3.70%	3
Unknown	2.47%	2
Total		81

People in my work unit cooperate with one another.

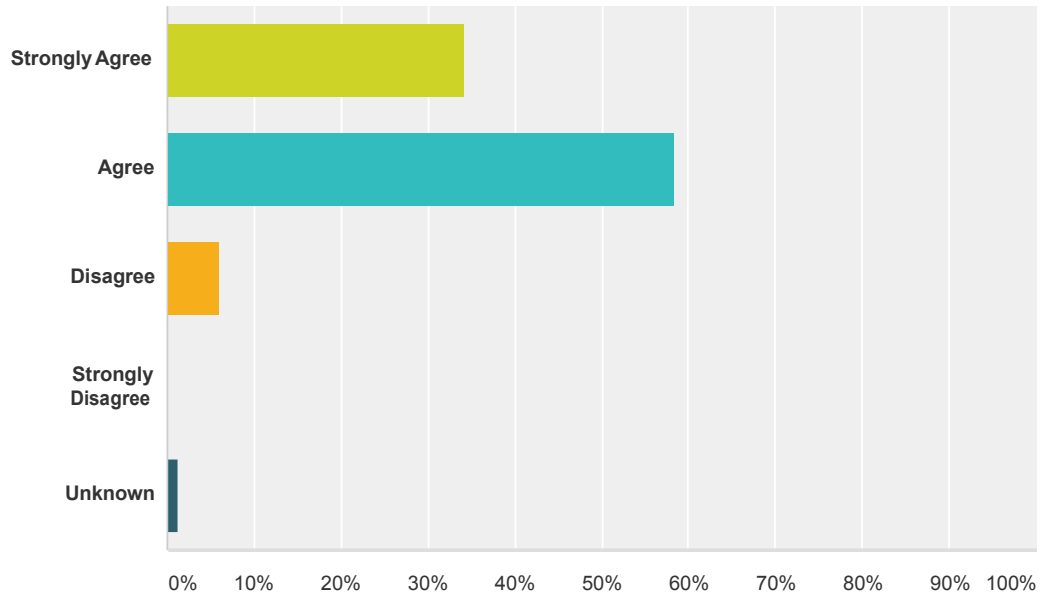
Answered: 80 Skipped: 9



Answer Choices	Responses	
Strongly Agree	26.25%	21
Agree	52.50%	42
Disagree	17.50%	14
Strongly Disagree	2.50%	2
Unknown	1.25%	1
Total		80

I enjoy working with my colleagues.

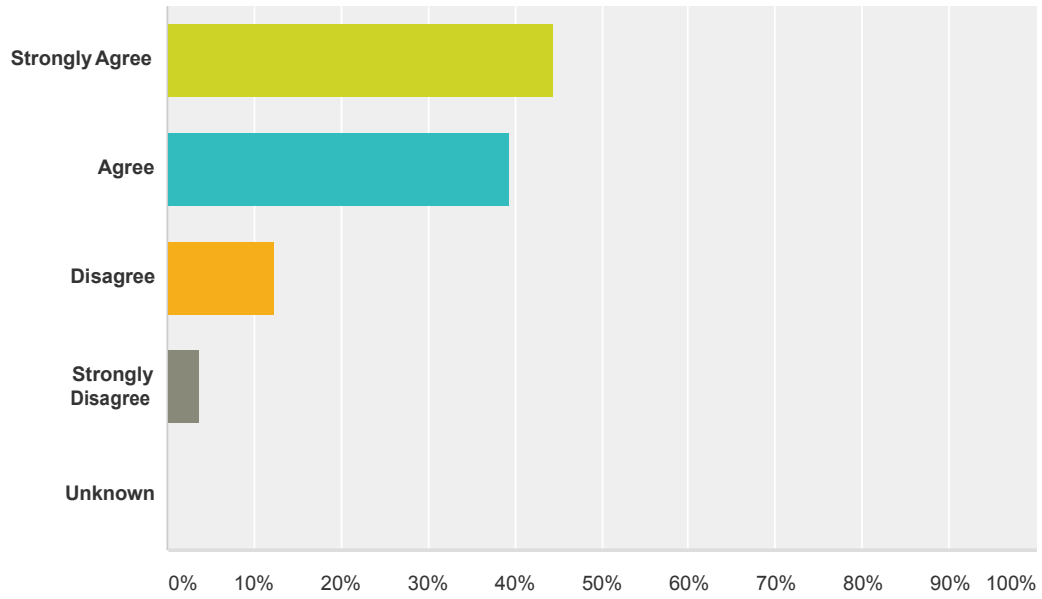
Answered: 82 Skipped: 7



Answer Choices	Responses	
Strongly Agree	34.15%	28
Agree	58.54%	48
Disagree	6.10%	5
Strongly Disagree	0.00%	0
Unknown	1.22%	1
Total		82

I respect my supervisor.

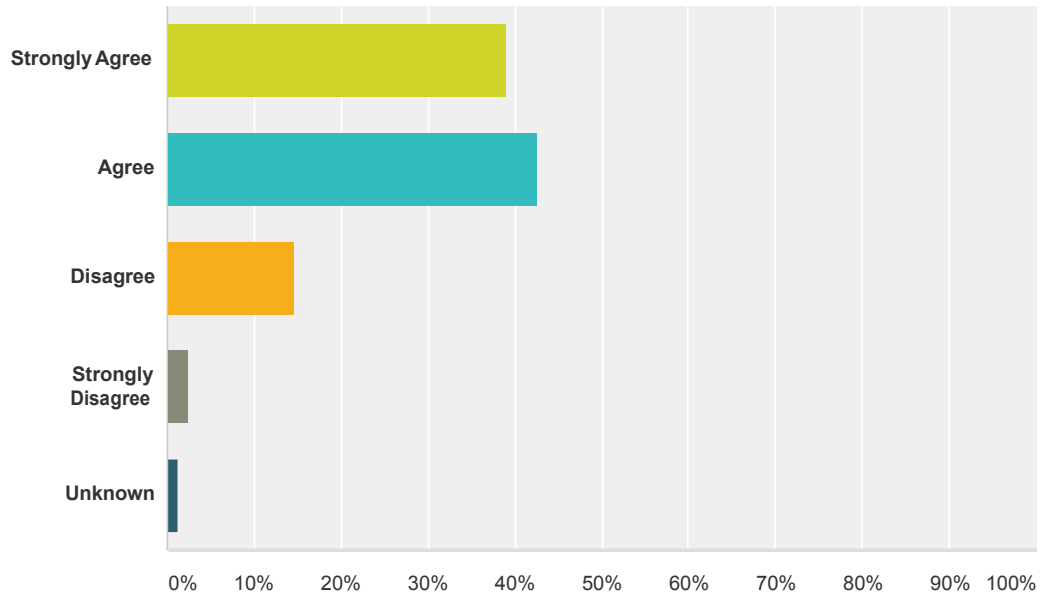
Answered: 81 Skipped: 8



Answer Choices	Responses	
Strongly Agree	44.44%	36
Agree	39.51%	32
Disagree	12.35%	10
Strongly Disagree	3.70%	3
Unknown	0.00%	0
Total		81

My supervisor treats people fairly.

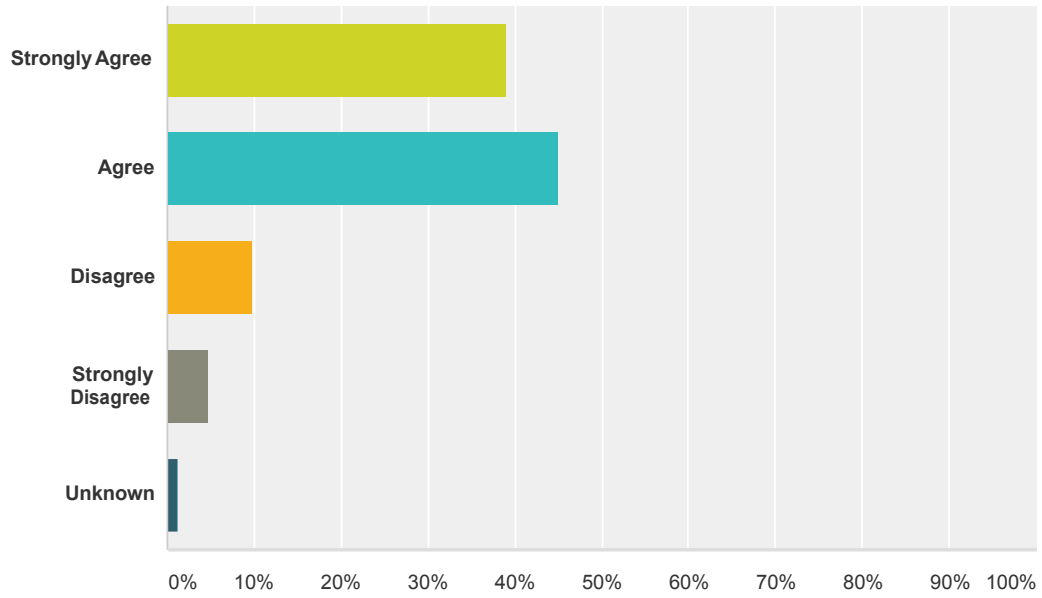
Answered: 82 Skipped: 7



Answer Choices	Responses
Strongly Agree	39.02% 32
Agree	42.68% 35
Disagree	14.63% 12
Strongly Disagree	2.44% 2
Unknown	1.22% 1
Total	82

My supervisor shows respect to his/her staff.

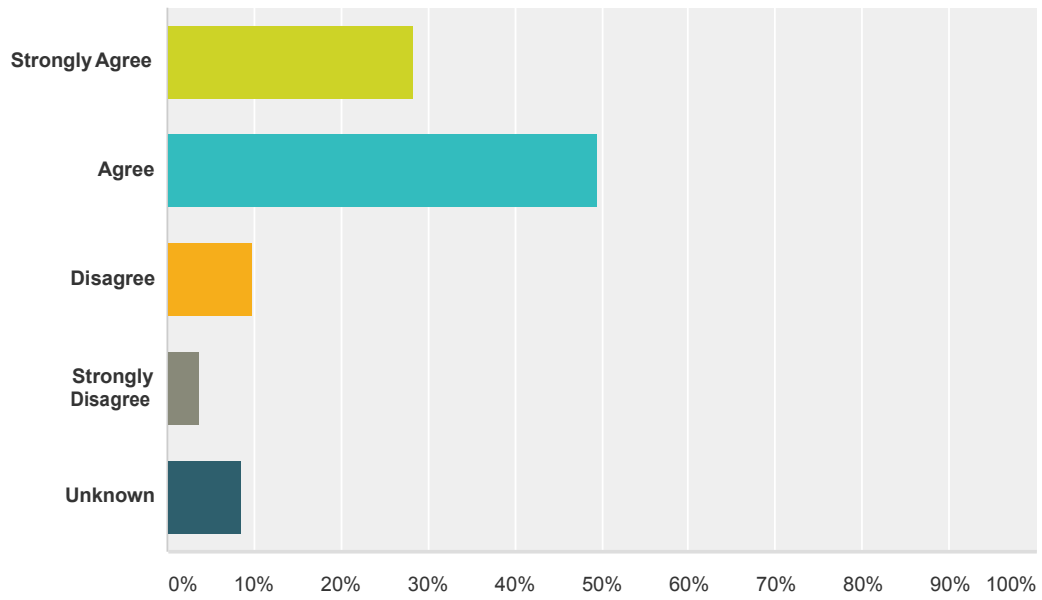
Answered: 82 Skipped: 7



Answer Choices	Responses	
Strongly Agree	39.02%	32
Agree	45.12%	37
Disagree	9.76%	8
Strongly Disagree	4.88%	4
Unknown	1.22%	1
Total		82

My most recent performance evaluation was fair.

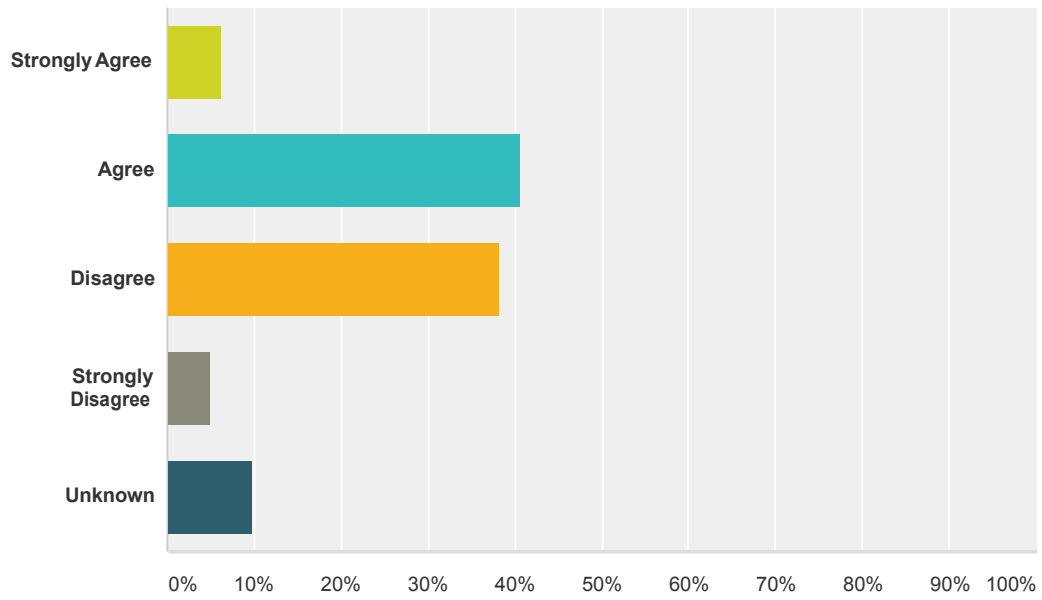
Answered: 81 Skipped: 8



Answer Choices	Responses	
Strongly Agree	28.40%	23
Agree	49.38%	40
Disagree	9.88%	8
Strongly Disagree	3.70%	3
Unknown	8.64%	7
Total		81

I understand how pay rates are determined.

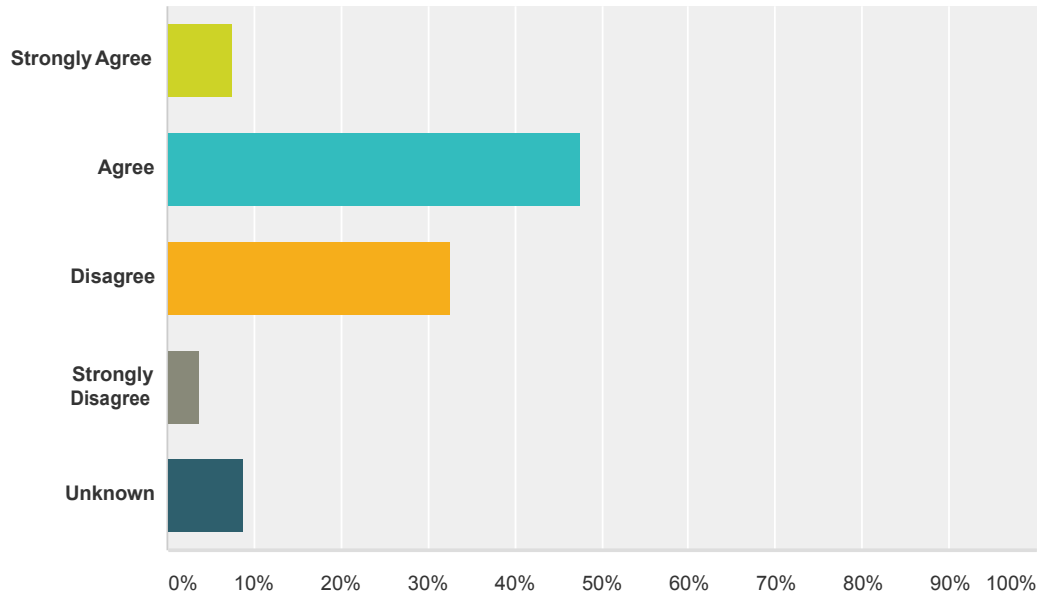
Answered: 81 Skipped: 8



Answer Choices	Responses
Strongly Agree	6.17% 5
Agree	40.74% 33
Disagree	38.27% 31
Strongly Disagree	4.94% 4
Unknown	9.88% 8
Total	81

I understand how job titles are assigned.

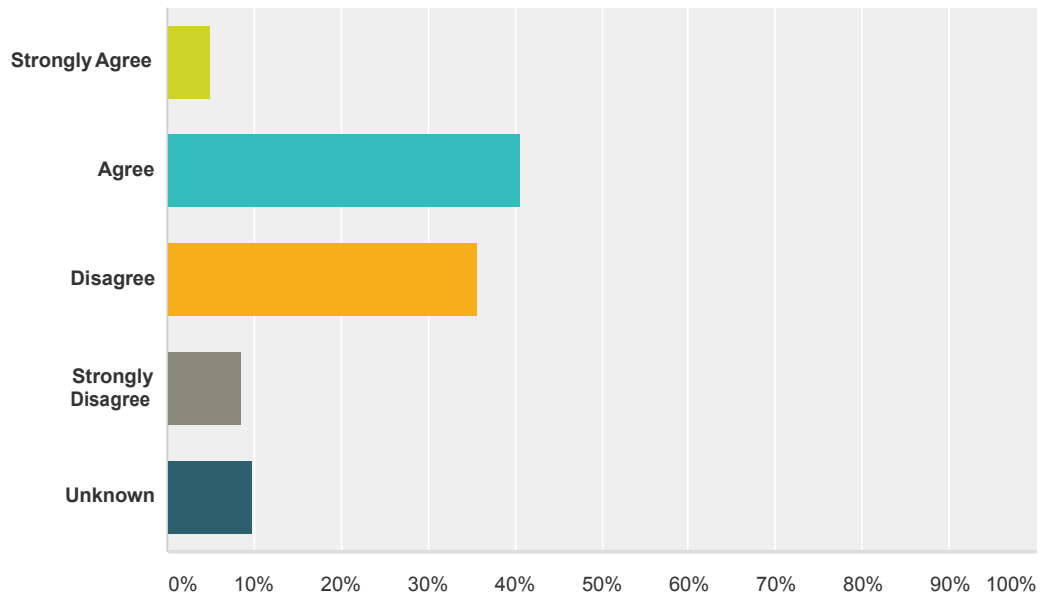
Answered: 80 Skipped: 9



Answer Choices	Responses
Strongly Agree	7.50% 6
Agree	47.50% 38
Disagree	32.50% 26
Strongly Disagree	3.75% 3
Unknown	8.75% 7
Total	80

I believe that our college/system pay policies are administered fairly.

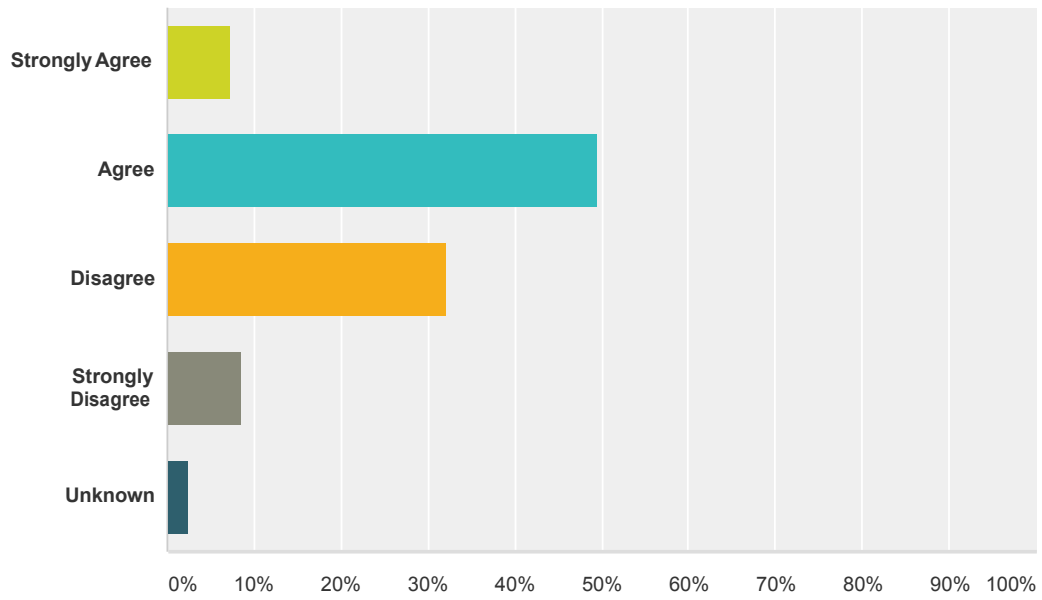
Answered: 81 Skipped: 8



Answer Choices	Responses	
Strongly Agree	4.94%	4
Agree	40.74%	33
Disagree	35.80%	29
Strongly Disagree	8.64%	7
Unknown	9.88%	8
Total		81

I am appropriately paid for the work I do at my college.

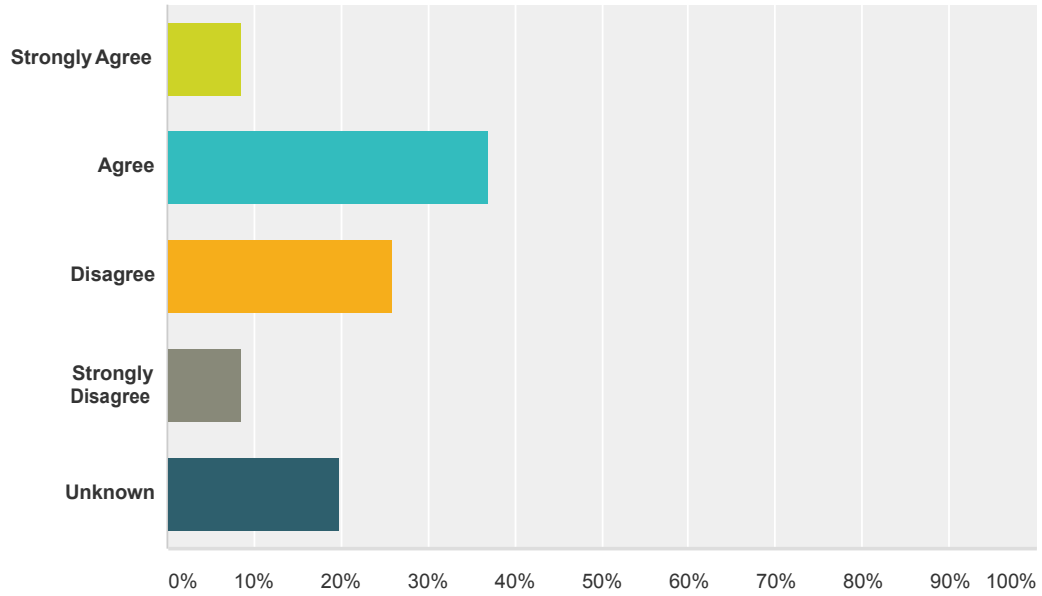
Answered: 81 Skipped: 8



Answer Choices	Responses
Strongly Agree	7.41% 6
Agree	49.38% 40
Disagree	32.10% 26
Strongly Disagree	8.64% 7
Unknown	2.47% 2
Total	81

I am appropriately paid compared with others doing similar work, with similar levels of education and experience at my college.

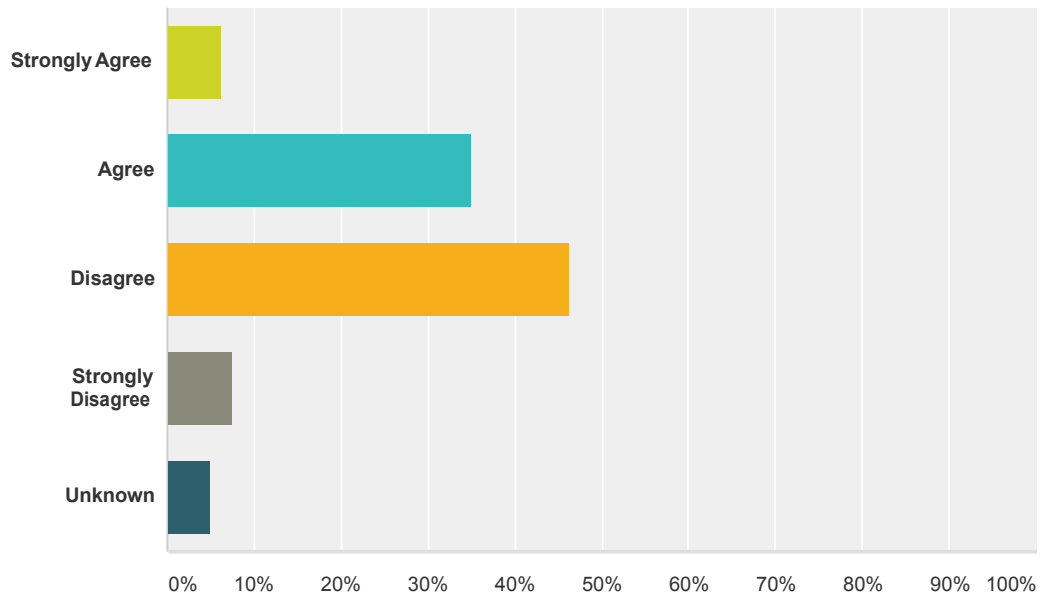
Answered: 81 Skipped: 8



Answer Choices	Responses
Strongly Agree	8.64% 7
Agree	37.04% 30
Disagree	25.93% 21
Strongly Disagree	8.64% 7
Unknown	19.75% 16
Total	81

My salary reflects my performance and contribution to the college.

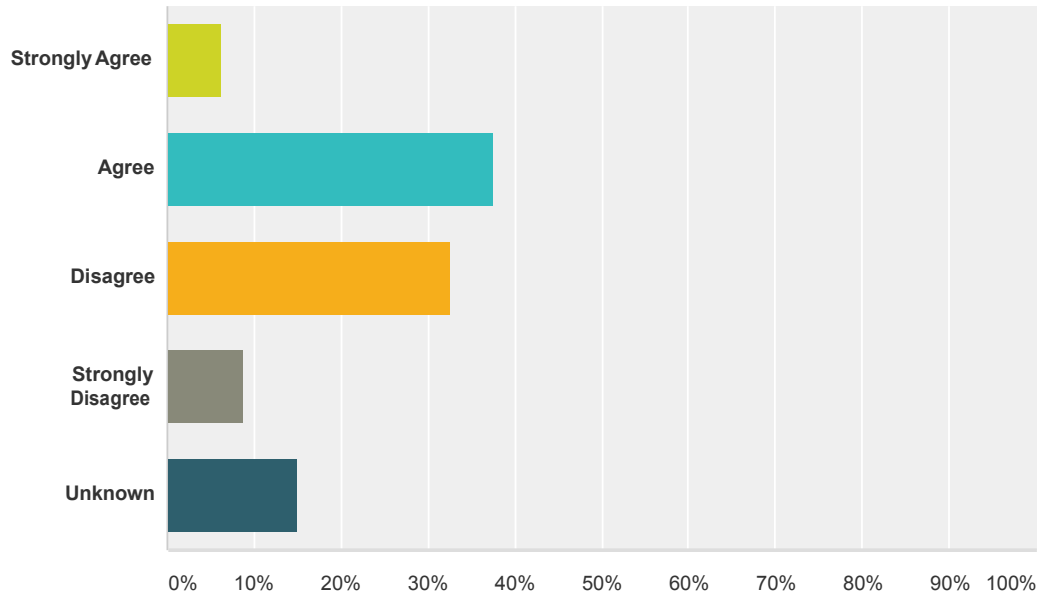
Answered: 80 Skipped: 9



Answer Choices	Responses
Strongly Agree	6.25% 5
Agree	35.00% 28
Disagree	46.25% 37
Strongly Disagree	7.50% 6
Unknown	5.00% 4
Total	80

I believe that my salary is competitive with other employers in the area where I could perform similar work.

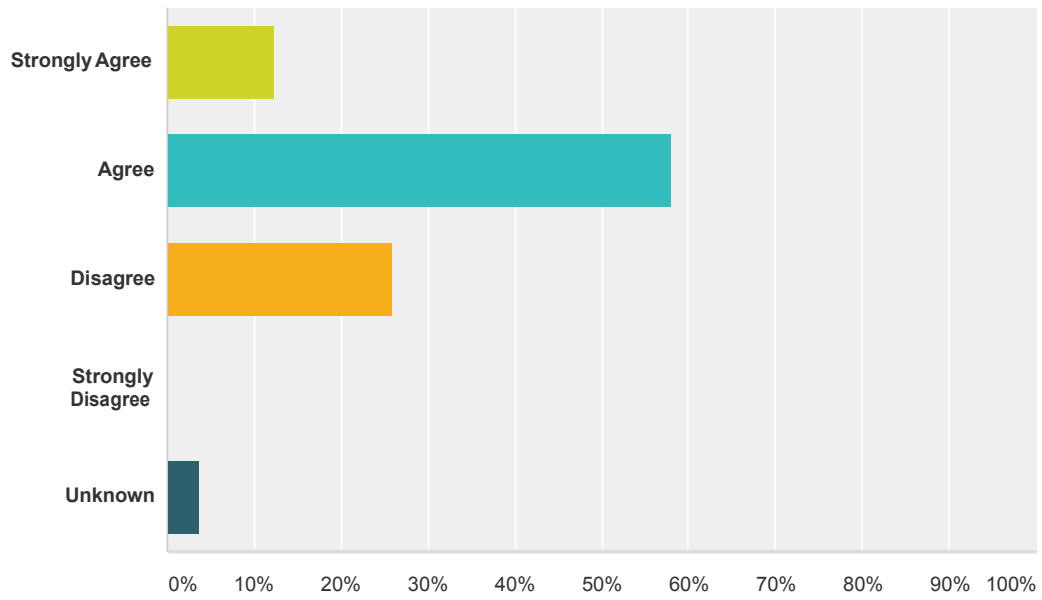
Answered: 80 Skipped: 9



Answer Choices	Responses
Strongly Agree	6.25% 5
Agree	37.50% 30
Disagree	32.50% 26
Strongly Disagree	8.75% 7
Unknown	15.00% 12
Total	80

I believe that pay increases should be based primarily on performance.

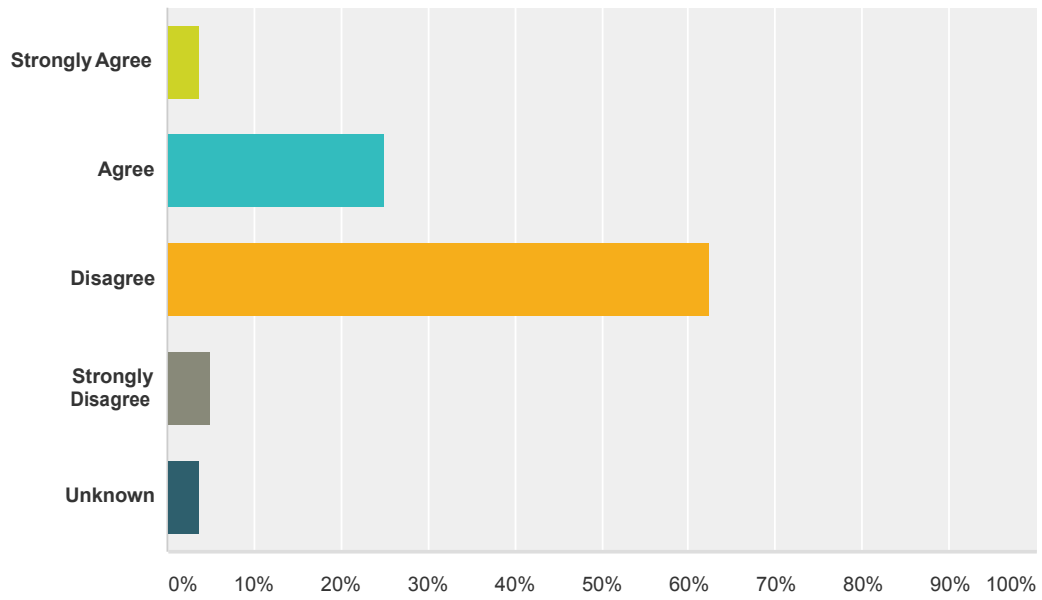
Answered: 81 Skipped: 8



Answer Choices	Responses	
Strongly Agree	12.35%	10
Agree	58.02%	47
Disagree	25.93%	21
Strongly Disagree	0.00%	0
Unknown	3.70%	3
Total		81

I believe that pay increases should be based primarily on length of service.

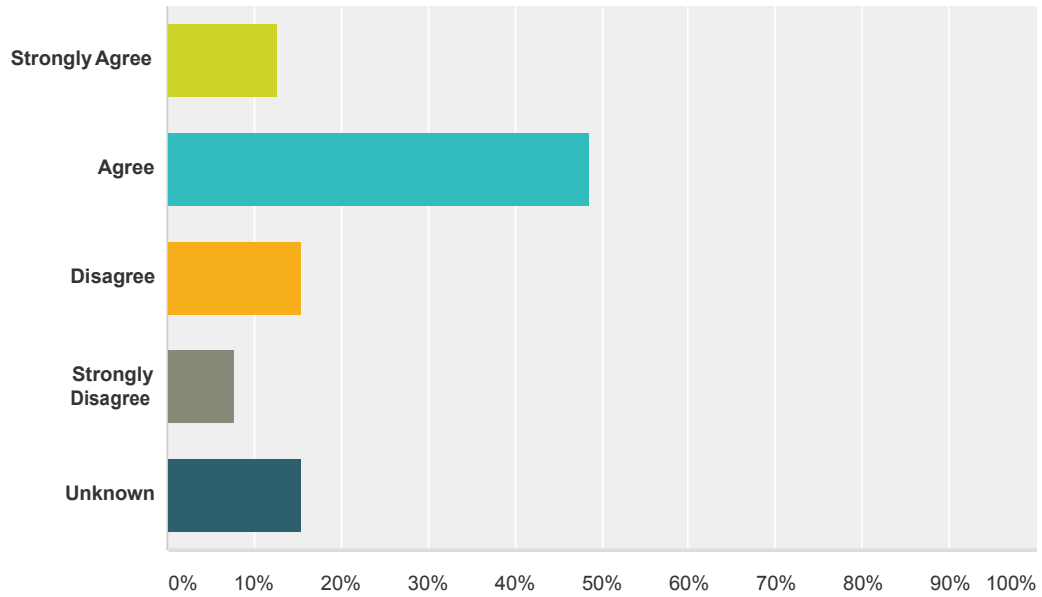
Answered: 80 Skipped: 9



Answer Choices	Responses	
Strongly Agree	3.75%	3
Agree	25.00%	20
Disagree	62.50%	50
Strongly Disagree	5.00%	4
Unknown	3.75%	3
Total		80

I believe our health benefits (medical, dental, vision) compare well with those offered by other employers in the area.

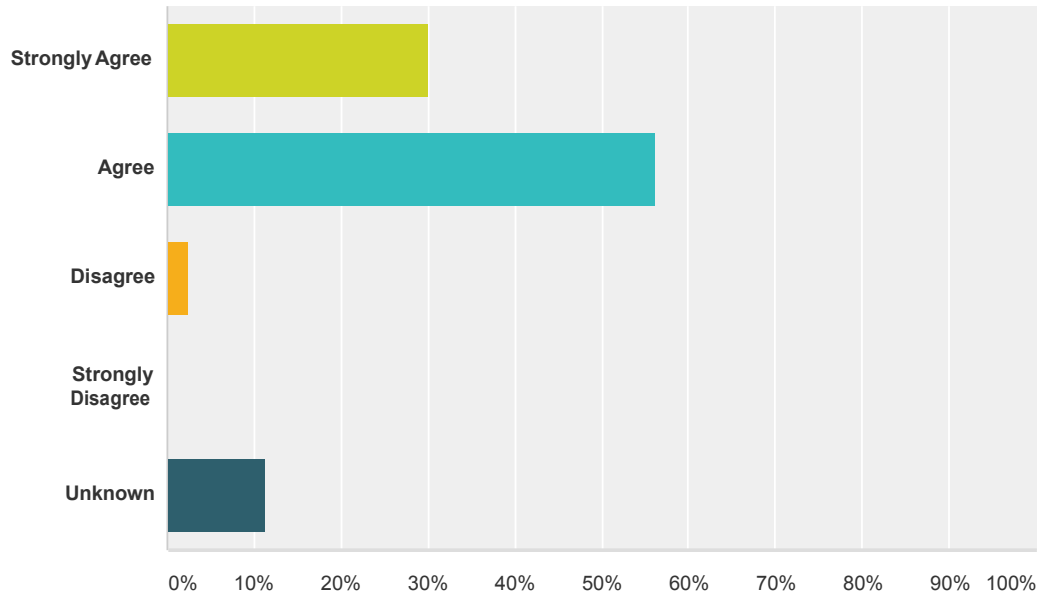
Answered: 78 Skipped: 11



Answer Choices	Responses	
Strongly Agree	12.82%	10
Agree	48.72%	38
Disagree	15.38%	12
Strongly Disagree	7.69%	6
Unknown	15.38%	12
Total		78

I believe our leave policies (vacation, sick leave, etc.) compare well with those offered by other employers in the area.

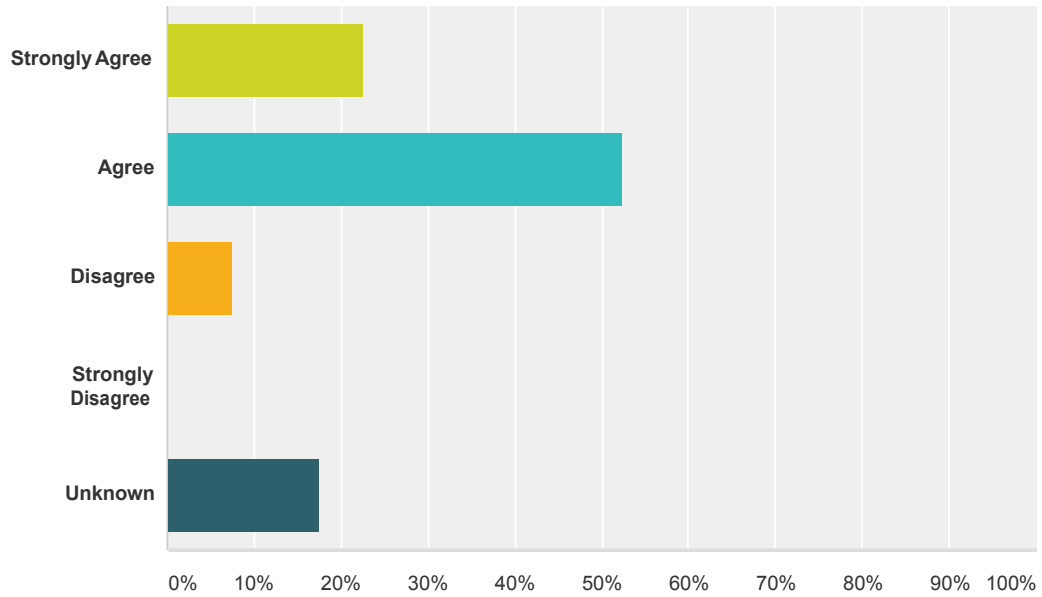
Answered: 80 Skipped: 9



Answer Choices	Responses	
Strongly Agree	30.00%	24
Agree	56.25%	45
Disagree	2.50%	2
Strongly Disagree	0.00%	0
Unknown	11.25%	9
Total		80

I believe our retirement benefits compare well with those offered by other employers in the area.

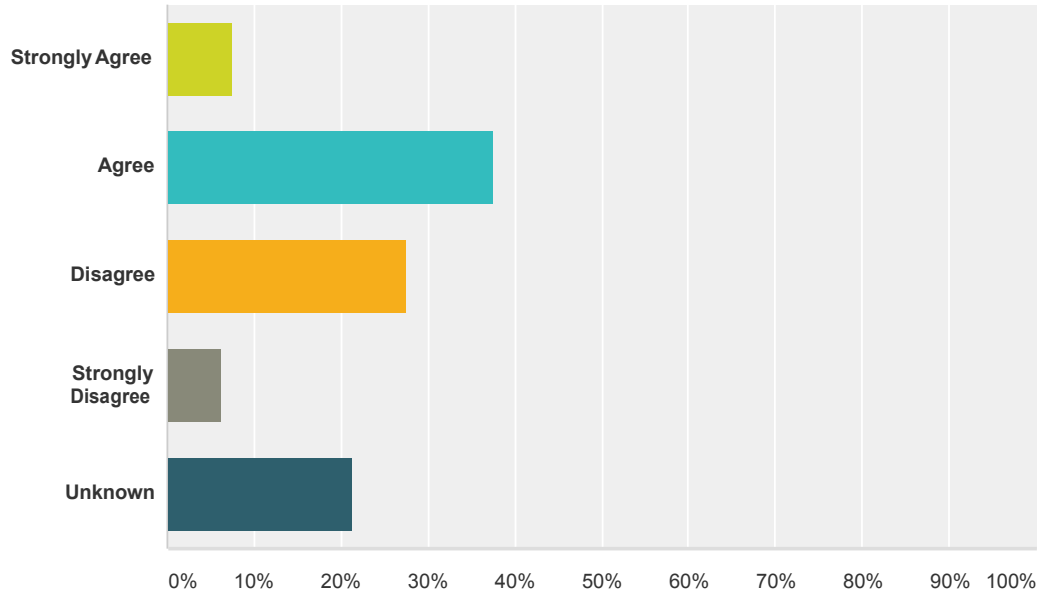
Answered: 80 Skipped: 9



Answer Choices	Responses	
Strongly Agree	22.50%	18
Agree	52.50%	42
Disagree	7.50%	6
Strongly Disagree	0.00%	0
Unknown	17.50%	14
Total		80

Our retirement benefits give me confidence that I will have enough money when I retire to maintain my current standard of living.

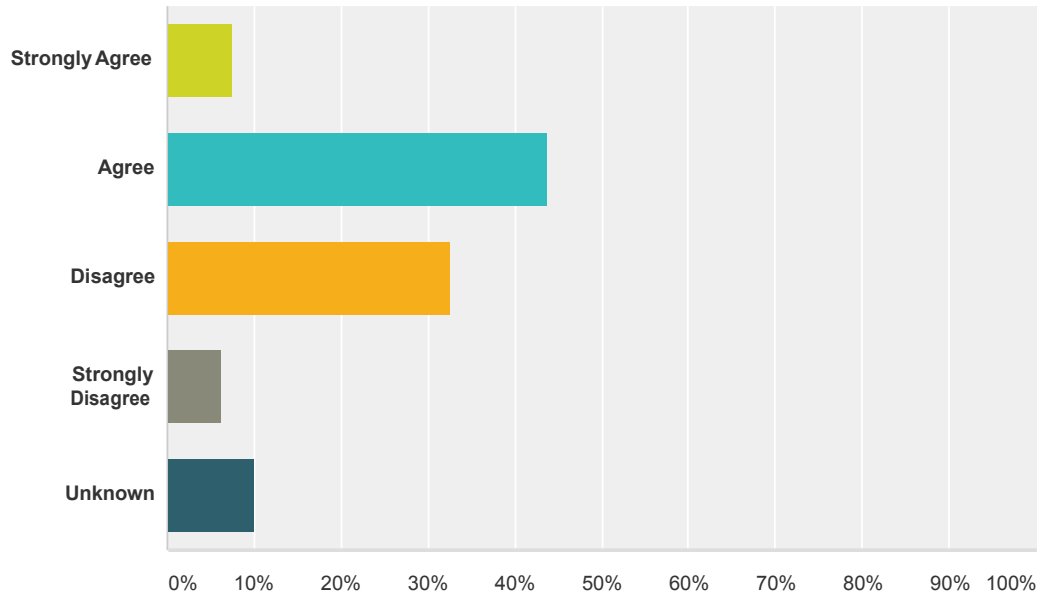
Answered: 80 Skipped: 9



Answer Choices	Responses	
Strongly Agree	7.50%	6
Agree	37.50%	30
Disagree	27.50%	22
Strongly Disagree	6.25%	5
Unknown	21.25%	17
Total		80

The amount of money that I must contribute toward the cost of my benefits is reasonable.

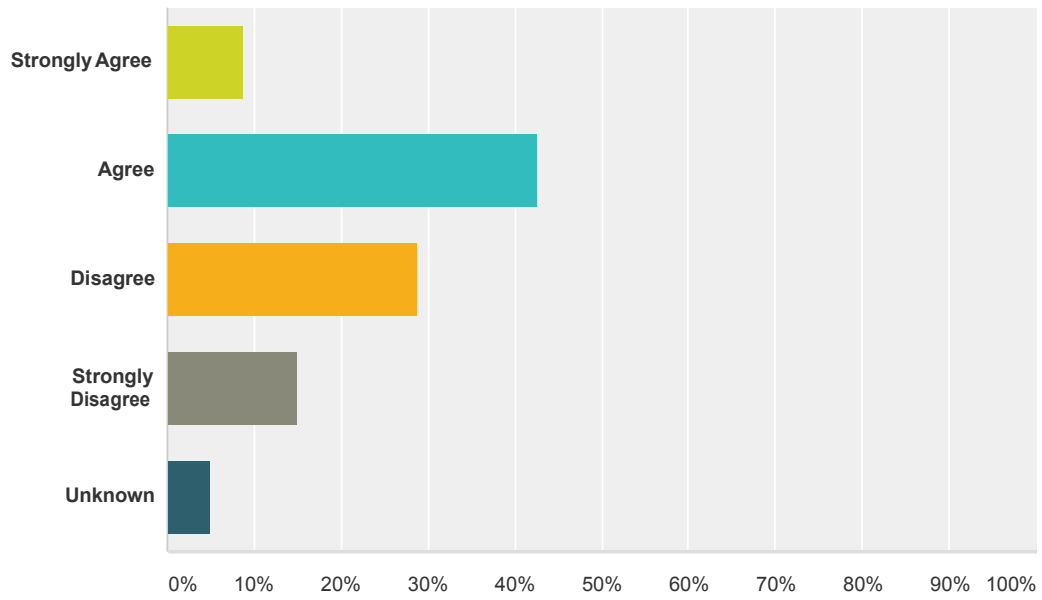
Answered: 80 Skipped: 9



Answer Choices	Responses	
Strongly Agree	7.50%	6
Agree	43.75%	35
Disagree	32.50%	26
Strongly Disagree	6.25%	5
Unknown	10.00%	8
Total		80

The culture and policies of the college support a healthy work/life balance.

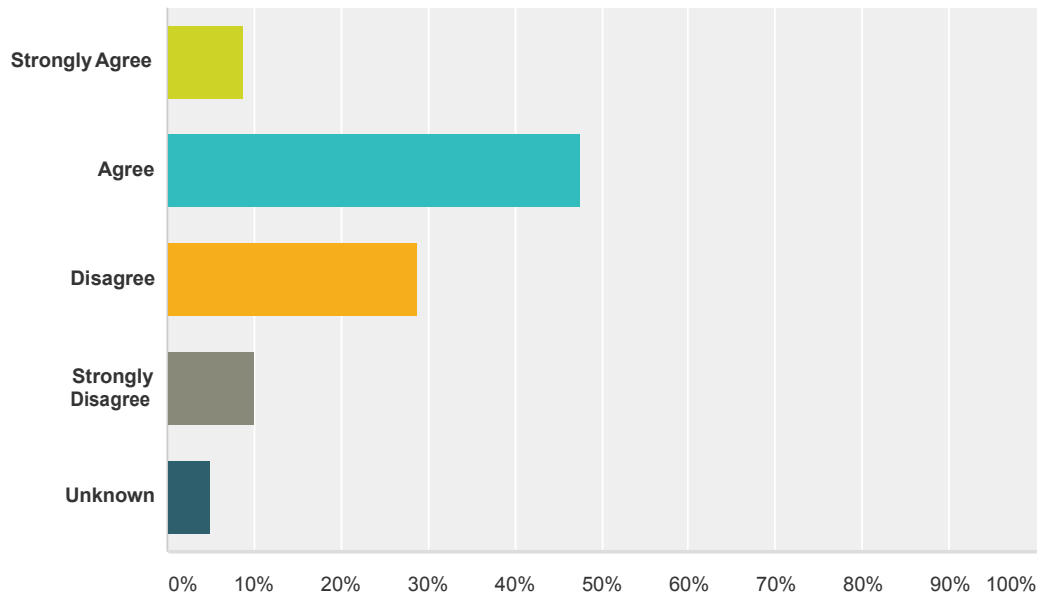
Answered: 80 Skipped: 9



Answer Choices	Responses
Strongly Agree	8.75% 7
Agree	42.50% 34
Disagree	28.75% 23
Strongly Disagree	15.00% 12
Unknown	5.00% 4
Total	80

I feel like I know what is going on at the college.

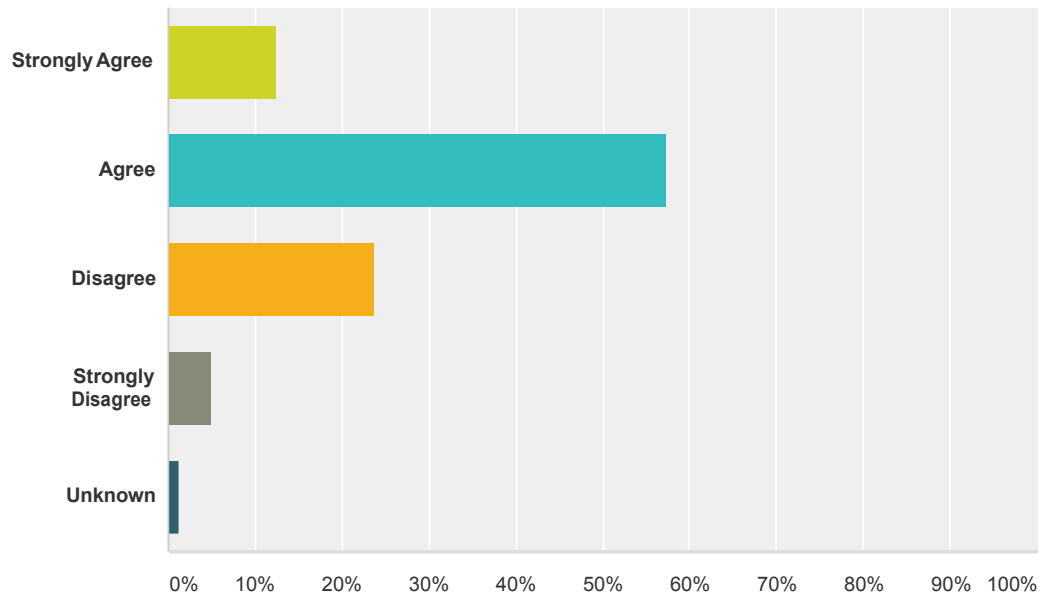
Answered: 80 Skipped: 9



Answer Choices	Responses
Strongly Agree	8.75% 7
Agree	47.50% 38
Disagree	28.75% 23
Strongly Disagree	10.00% 8
Unknown	5.00% 4
Total	80

I know generally who is responsible for doing what in my college.

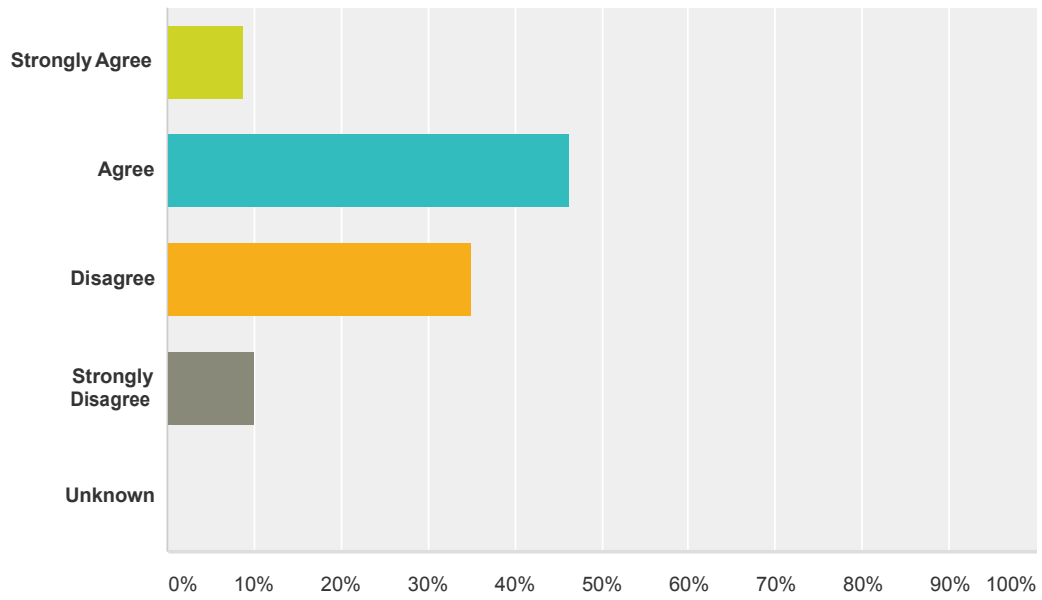
Answered: 80 Skipped: 9



Answer Choices	Responses	
Strongly Agree	12.50%	10
Agree	57.50%	46
Disagree	23.75%	19
Strongly Disagree	5.00%	4
Unknown	1.25%	1
Total		80

I get the kind of information that I need from senior management.

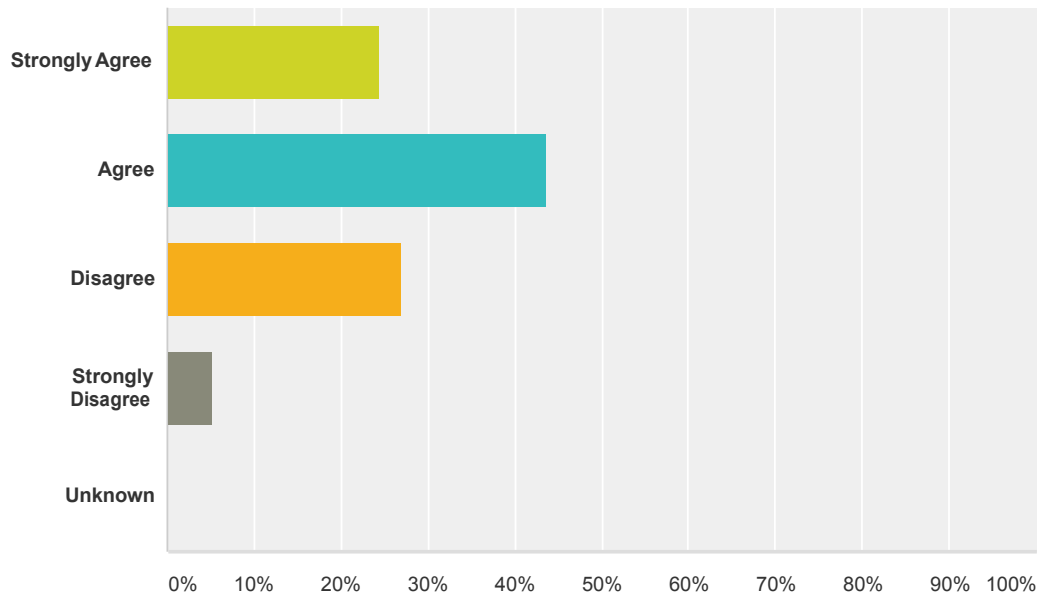
Answered: 80 Skipped: 9



Answer Choices	Responses
Strongly Agree	8.75% 7
Agree	46.25% 37
Disagree	35.00% 28
Strongly Disagree	10.00% 8
Unknown	0.00% 0
Total	80

My supervisor keeps me informed about issues that affect me.

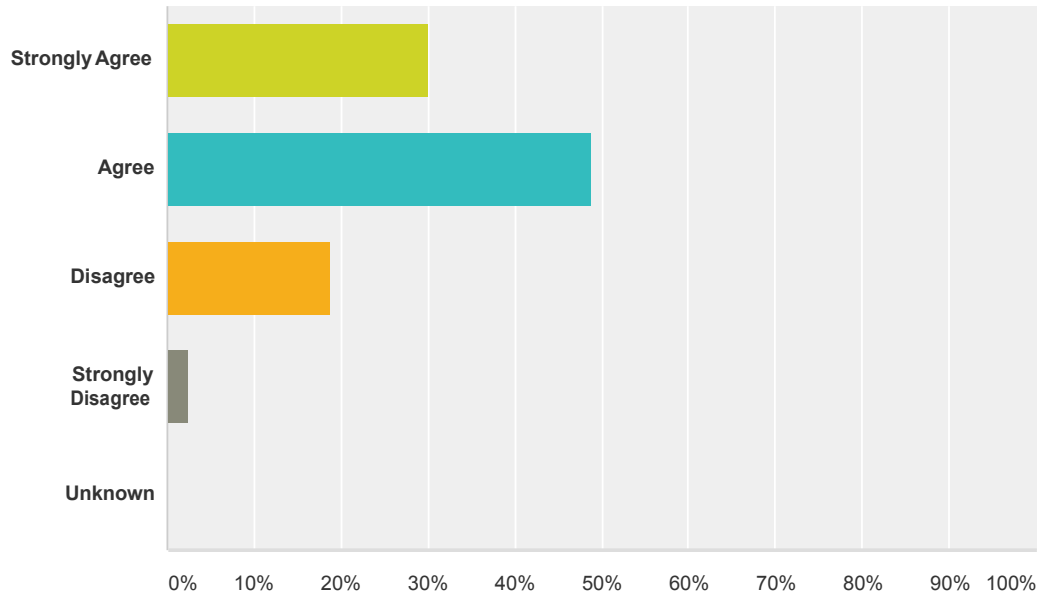
Answered: 78 Skipped: 11



Answer Choices	Responses	
Strongly Agree	24.36%	19
Agree	43.59%	34
Disagree	26.92%	21
Strongly Disagree	5.13%	4
Unknown	0.00%	0
Total		78

I feel encouraged to find new and better ways of doing my job and improving processes.

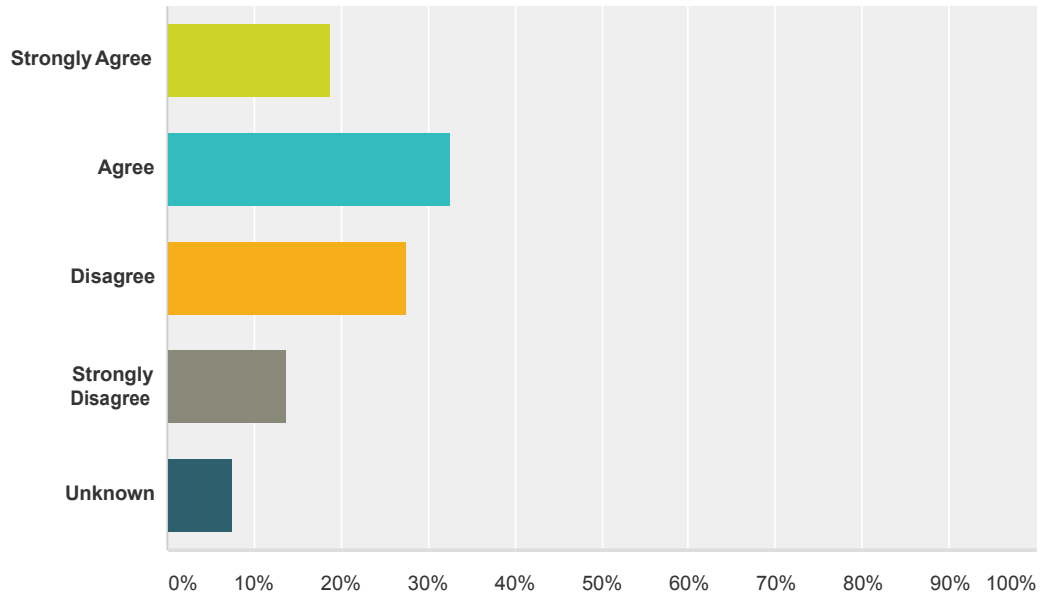
Answered: 80 Skipped: 9



Answer Choices	Responses	
Strongly Agree	30.00%	24
Agree	48.75%	39
Disagree	18.75%	15
Strongly Disagree	2.50%	2
Unknown	0.00%	0
Total		80

My opinion at work seems to count.

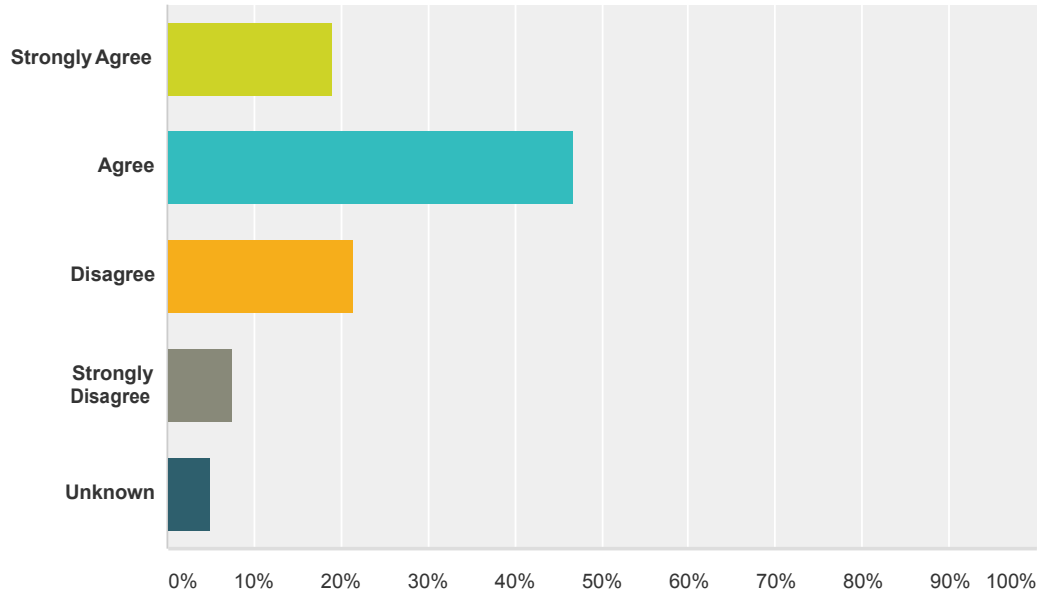
Answered: 80 Skipped: 9



Answer Choices	Responses
Strongly Agree	18.75% 15
Agree	32.50% 26
Disagree	27.50% 22
Strongly Disagree	13.75% 11
Unknown	7.50% 6
Total	80

The feedback I received during my most recent performance evaluation was meaningful and has helped me to improve my work.

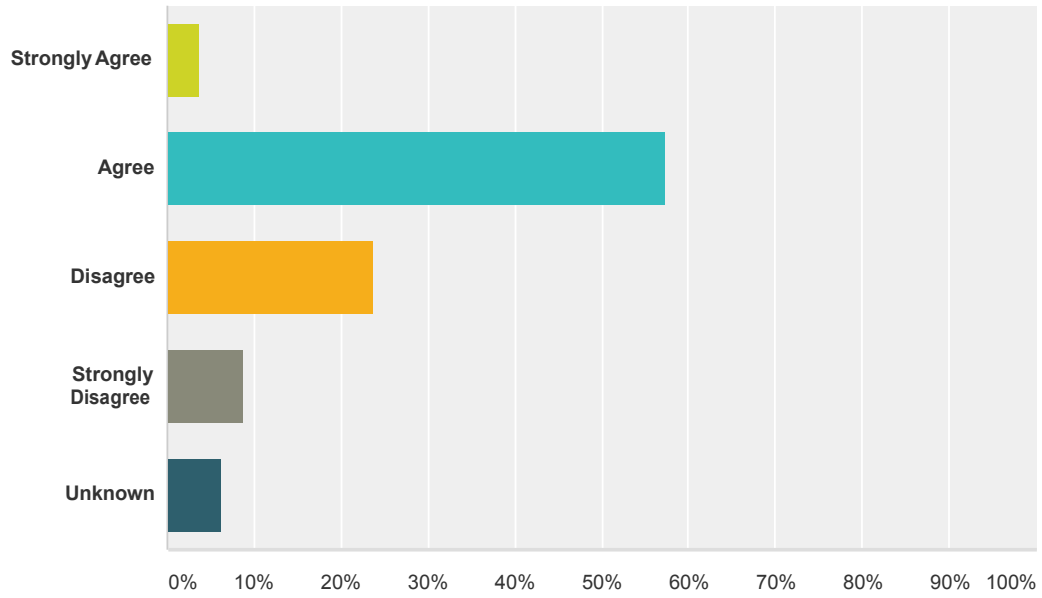
Answered: 79 Skipped: 10



Answer Choices	Responses	
Strongly Agree	18.99%	15
Agree	46.84%	37
Disagree	21.52%	17
Strongly Disagree	7.59%	6
Unknown	5.06%	4
Total		79

I feel I have good job security at my college.

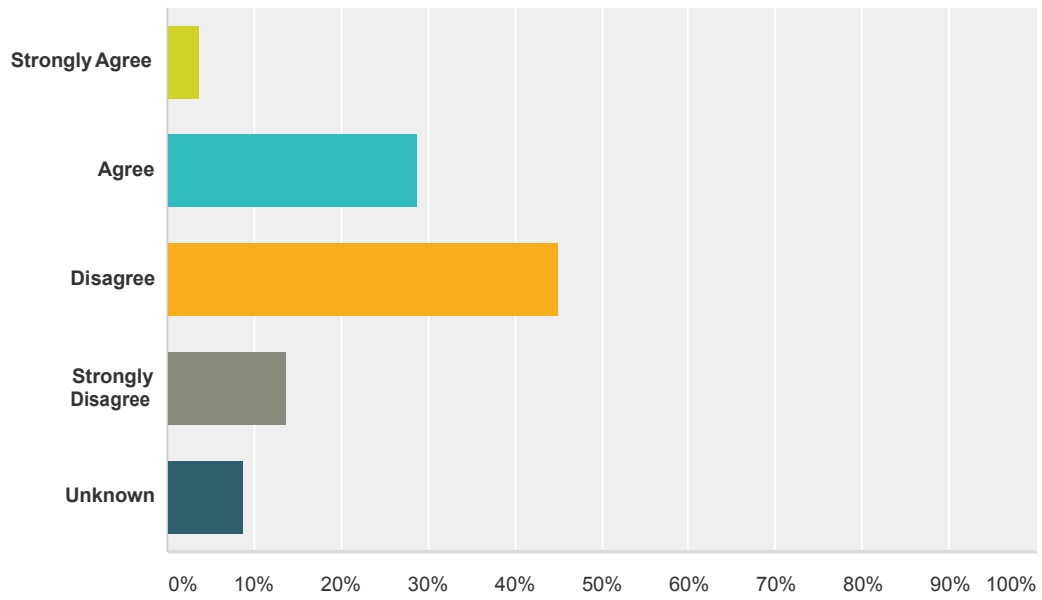
Answered: 80 Skipped: 9



Answer Choices	Responses
Strongly Agree	3.75% 3
Agree	57.50% 46
Disagree	23.75% 19
Strongly Disagree	8.75% 7
Unknown	6.25% 5
Total	80

I feel I have good career advancement opportunities at my college.

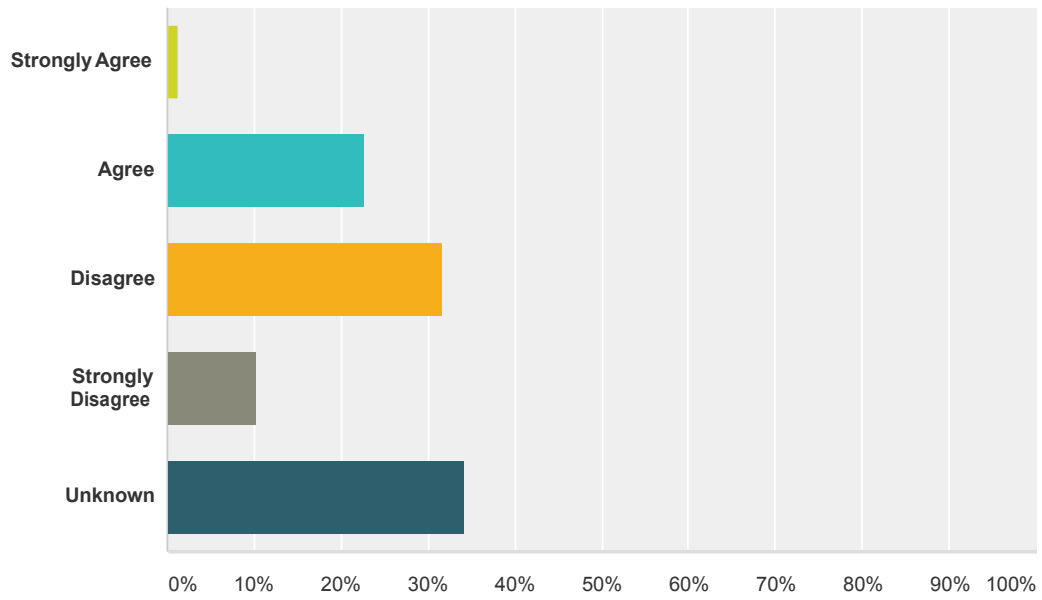
Answered: 80 Skipped: 9



Answer Choices	Responses	
Strongly Agree	3.75%	3
Agree	28.75%	23
Disagree	45.00%	36
Strongly Disagree	13.75%	11
Unknown	8.75%	7
Total		80

Promotions in my department and college are determined based upon merit.

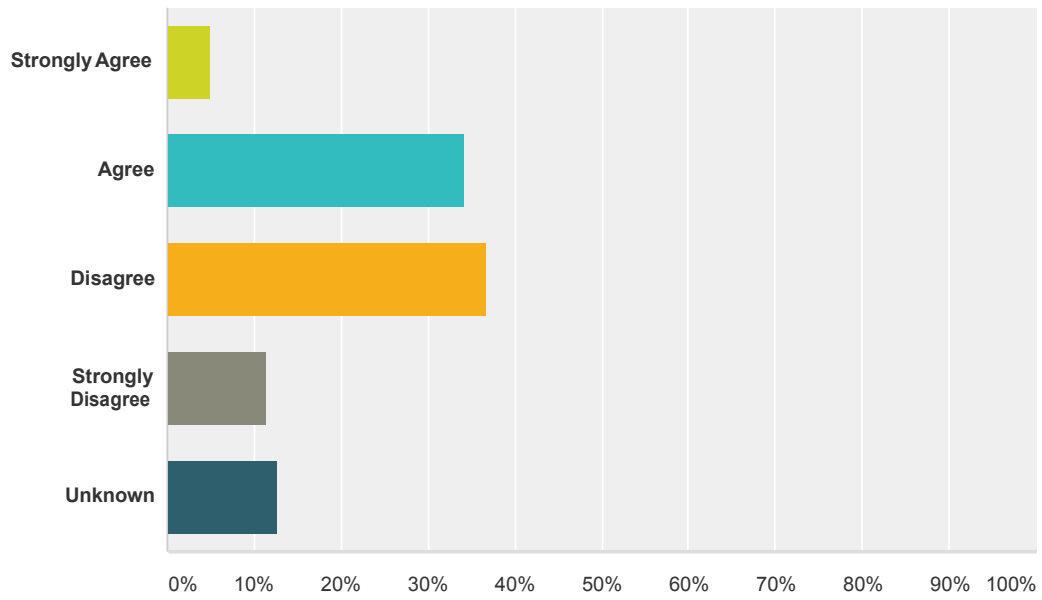
Answered: 79 Skipped: 10



Answer Choices	Responses	
Strongly Agree	1.27%	1
Agree	22.78%	18
Disagree	31.65%	25
Strongly Disagree	10.13%	8
Unknown	34.18%	27
Total		79

I am optimistic about my future opportunities at the college.

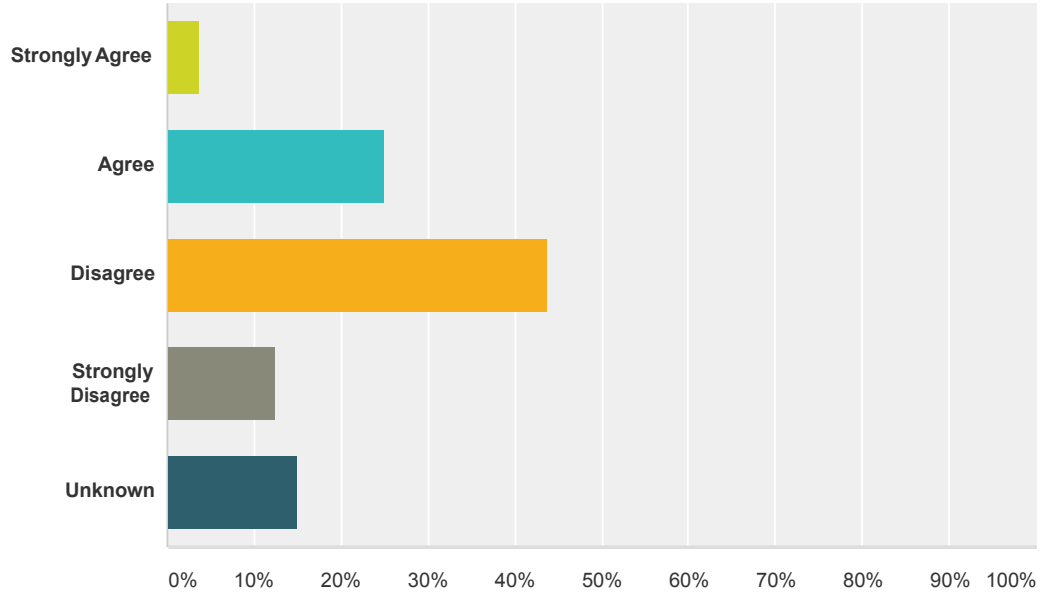
Answered: 79 Skipped: 10



Answer Choices	Responses
Strongly Agree	5.06% 4
Agree	34.18% 27
Disagree	36.71% 29
Strongly Disagree	11.39% 9
Unknown	12.66% 10
Total	79

The college does a good job of developing employees for job opportunities and advancement in the organization.

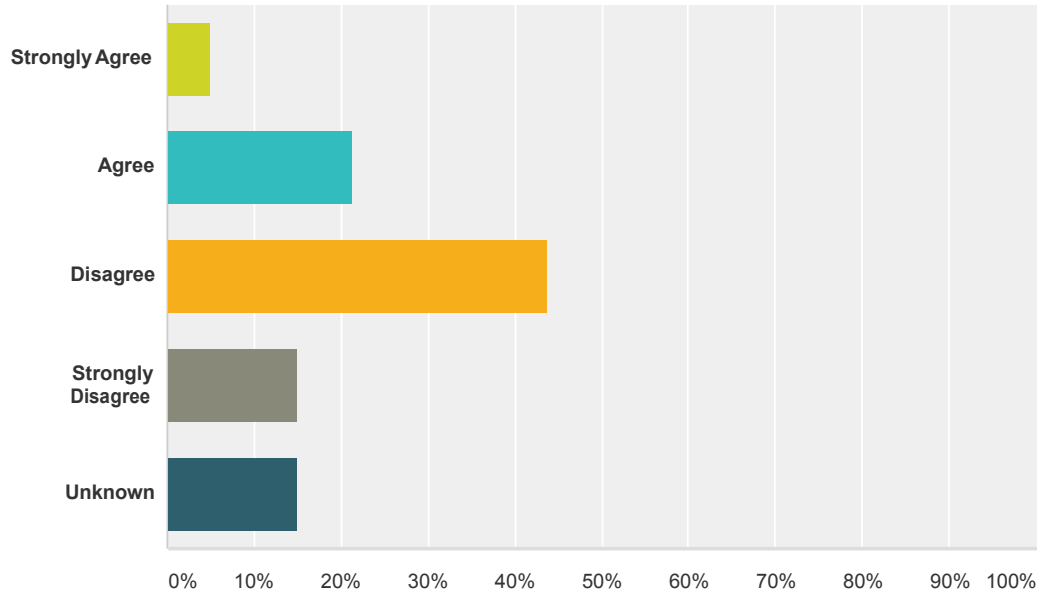
Answered: 80 Skipped: 9



Answer Choices	Responses	
Strongly Agree	3.75%	3
Agree	25.00%	20
Disagree	43.75%	35
Strongly Disagree	12.50%	10
Unknown	15.00%	12
Total		80

At my college, employees that work hard and do a good job will have opportunities for promotions and advancement.

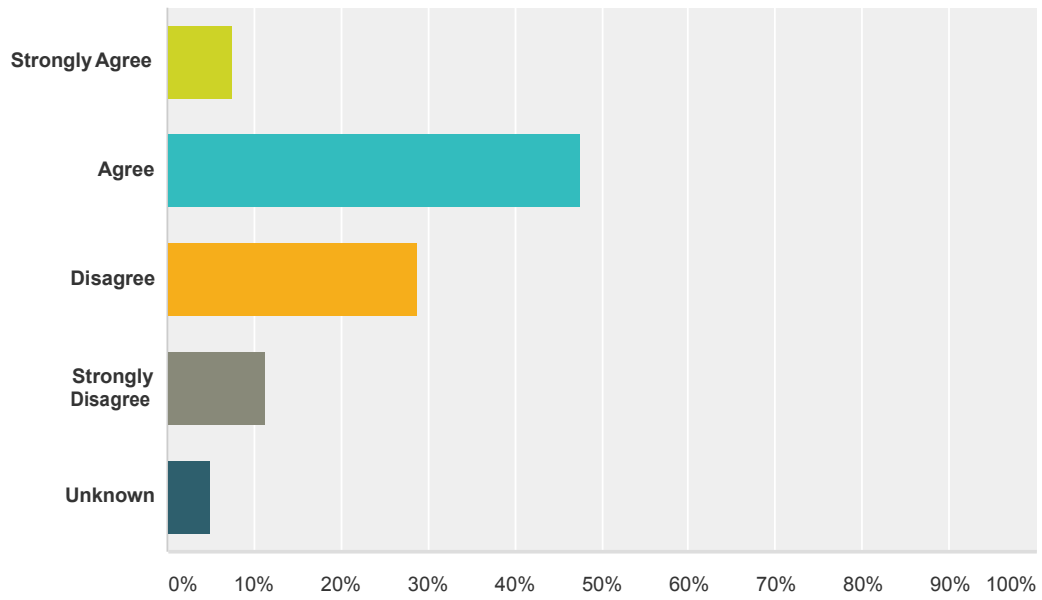
Answered: 80 Skipped: 9



Answer Choices	Responses	
Strongly Agree	5.00%	4
Agree	21.25%	17
Disagree	43.75%	35
Strongly Disagree	15.00%	12
Unknown	15.00%	12
Total		80

Overall, I believe that my college is a well-run organization.

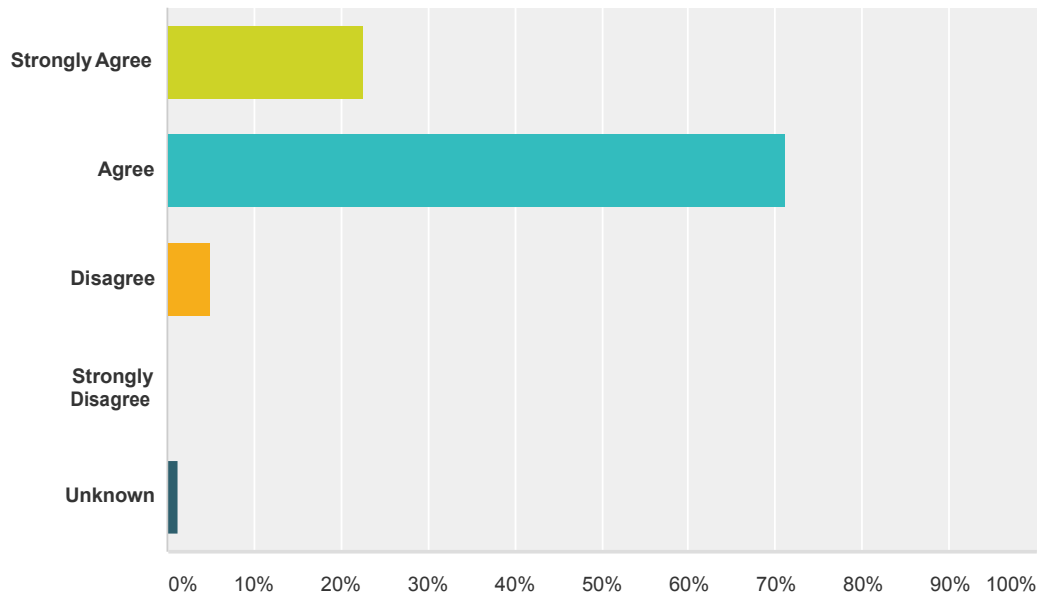
Answered: 80 Skipped: 9



Answer Choices	Responses	
Strongly Agree	7.50%	6
Agree	47.50%	38
Disagree	28.75%	23
Strongly Disagree	11.25%	9
Unknown	5.00%	4
Total		80

I know the mission, vision and goals that have been set by my college.

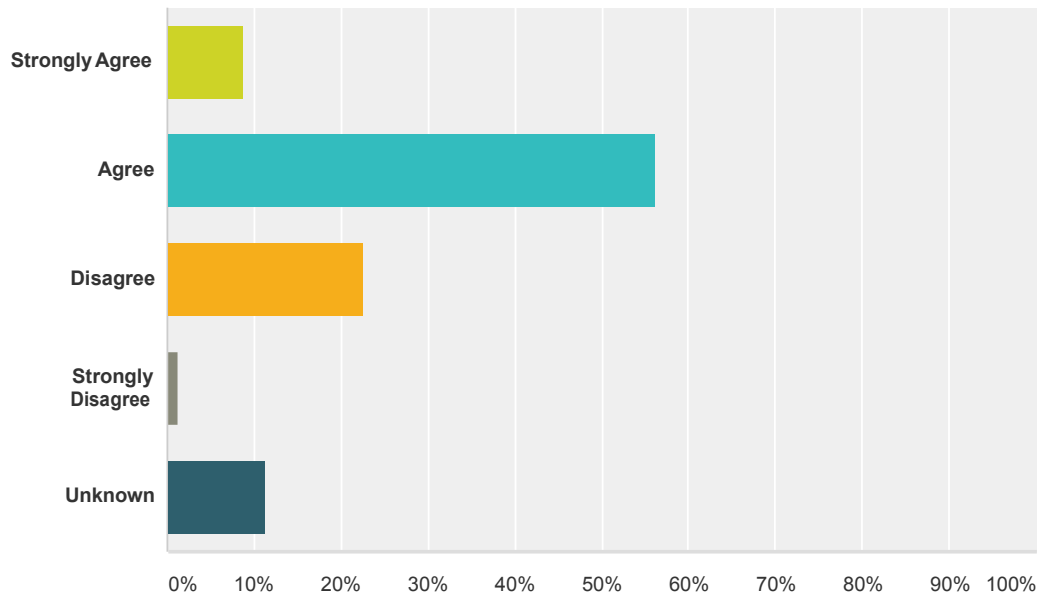
Answered: 80 Skipped: 9



Answer Choices	Responses	
Strongly Agree	22.50%	18
Agree	71.25%	57
Disagree	5.00%	4
Strongly Disagree	0.00%	0
Unknown	1.25%	1
Total		80

I believe that the college is achieving its mission, vision and goals.

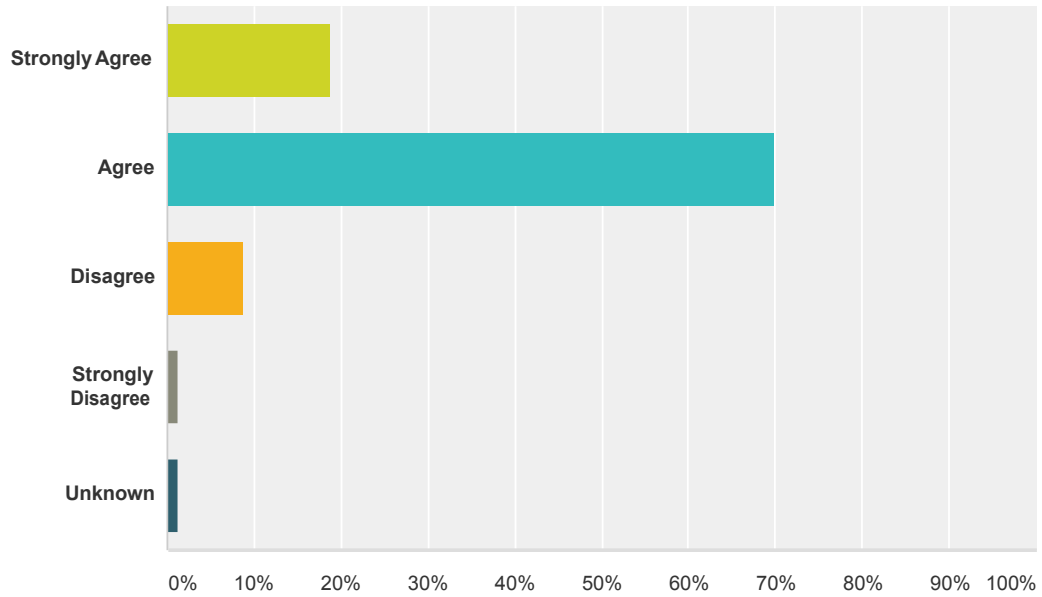
Answered: 80 Skipped: 9



Answer Choices	Responses
Strongly Agree	8.75% 7
Agree	56.25% 45
Disagree	22.50% 18
Strongly Disagree	1.25% 1
Unknown	11.25% 9
Total	80

I understand how to do my part in helping the college to achieve its mission, vision and goals.

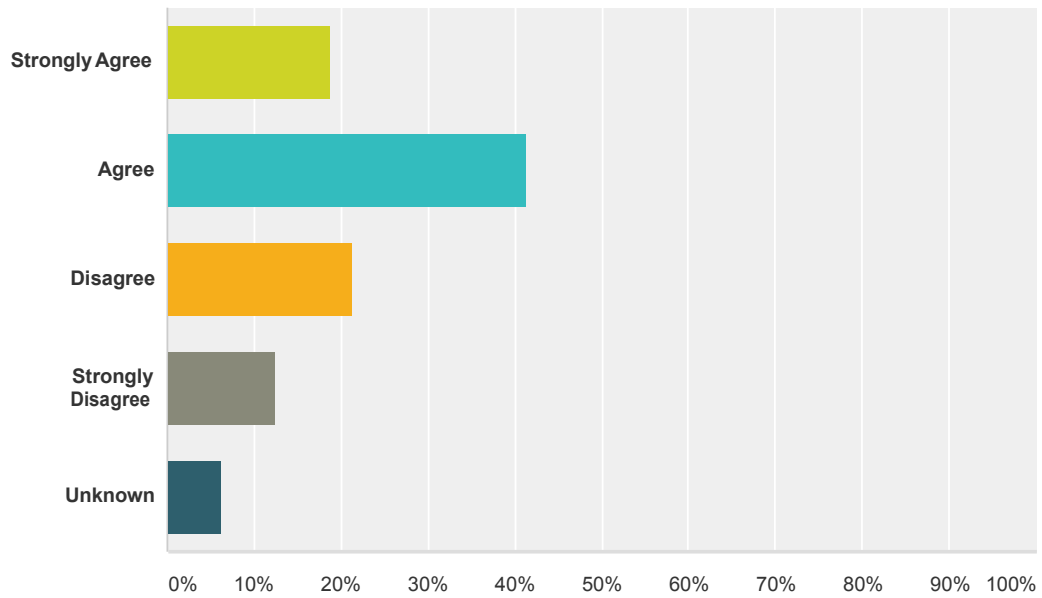
Answered: 80 Skipped: 9



Answer Choices	Responses	
Strongly Agree	18.75%	15
Agree	70.00%	56
Disagree	8.75%	7
Strongly Disagree	1.25%	1
Unknown	1.25%	1
Total		80

I have trust and confidence in the leadership of the college.

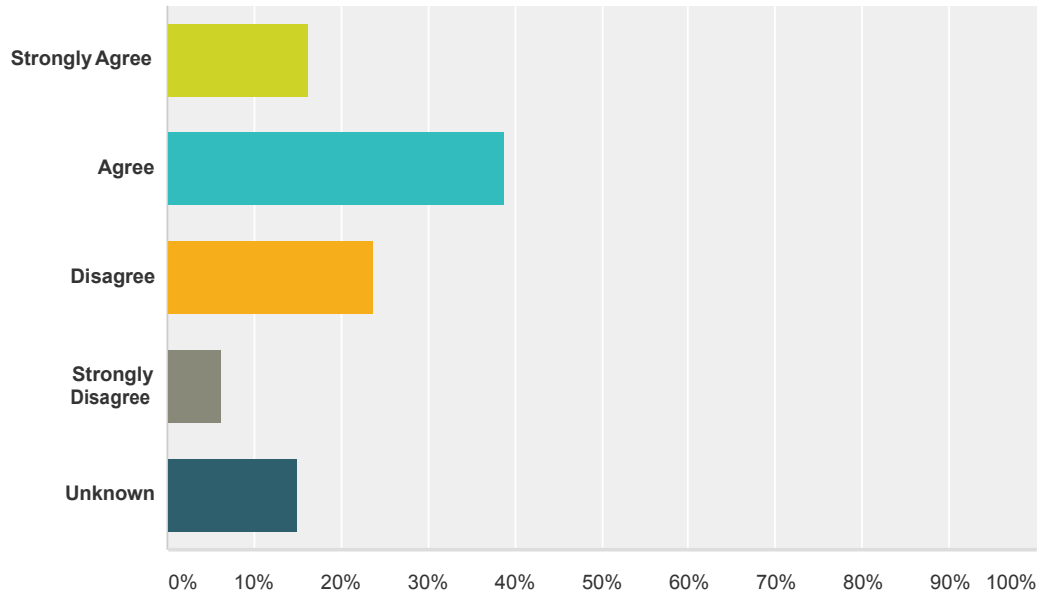
Answered: 80 Skipped: 9



Answer Choices	Responses	
Strongly Agree	18.75%	15
Agree	41.25%	33
Disagree	21.25%	17
Strongly Disagree	12.50%	10
Unknown	6.25%	5
Total		80

My college is headed in the right direction.

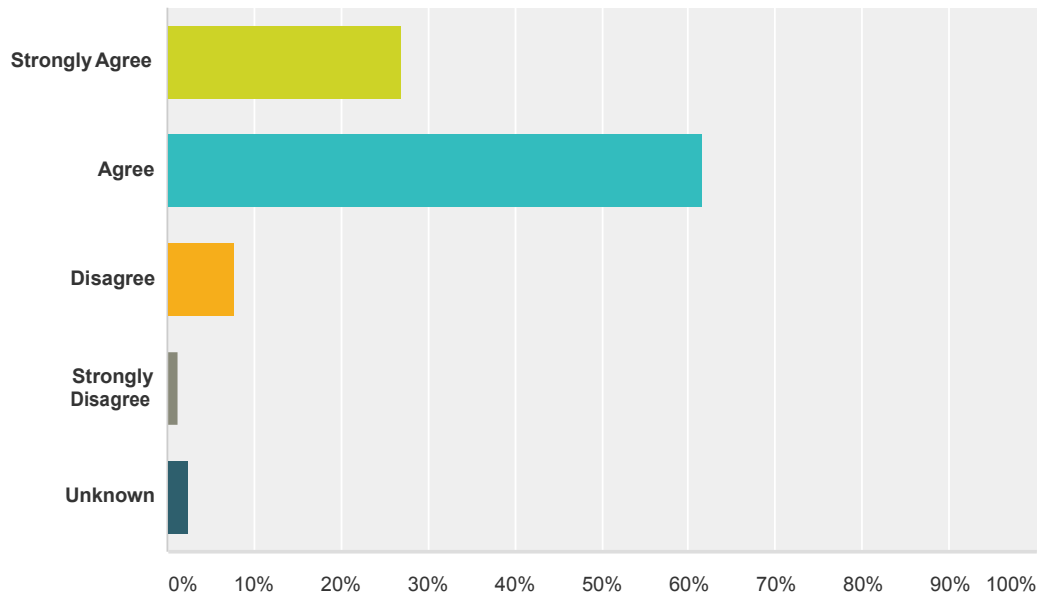
Answered: 80 Skipped: 9



Answer Choices	Responses	
Strongly Agree	16.25%	13
Agree	38.75%	31
Disagree	23.75%	19
Strongly Disagree	6.25%	5
Unknown	15.00%	12
Total		80

I am proud to tell others that I work for this college.

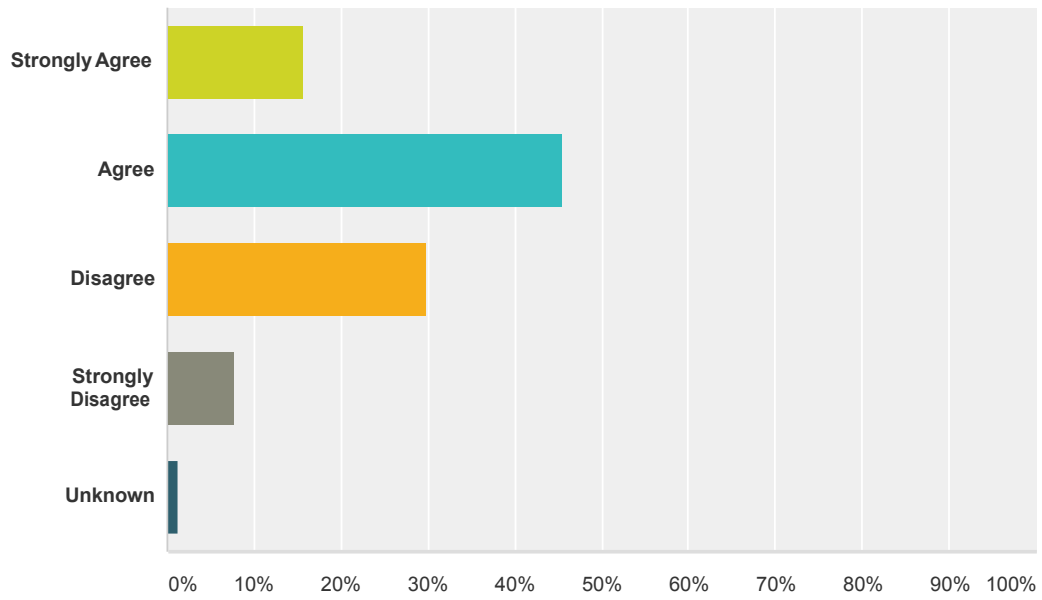
Answered: 78 Skipped: 11



Answer Choices	Responses	
Strongly Agree	26.92%	21
Agree	61.54%	48
Disagree	7.69%	6
Strongly Disagree	1.28%	1
Unknown	2.56%	2
Total		78

I feel that the college cares about its employees.

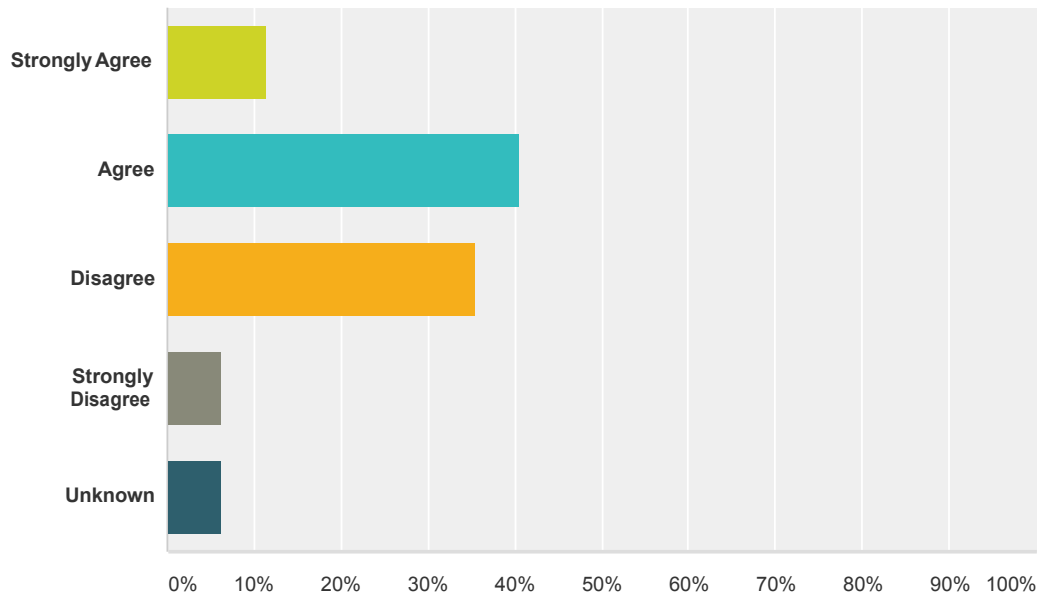
Answered: 77 Skipped: 12



Answer Choices	Responses	
Strongly Agree	15.58%	12
Agree	45.45%	35
Disagree	29.87%	23
Strongly Disagree	7.79%	6
Unknown	1.30%	1
Total		77

Employees at this college are treated well and fairly.

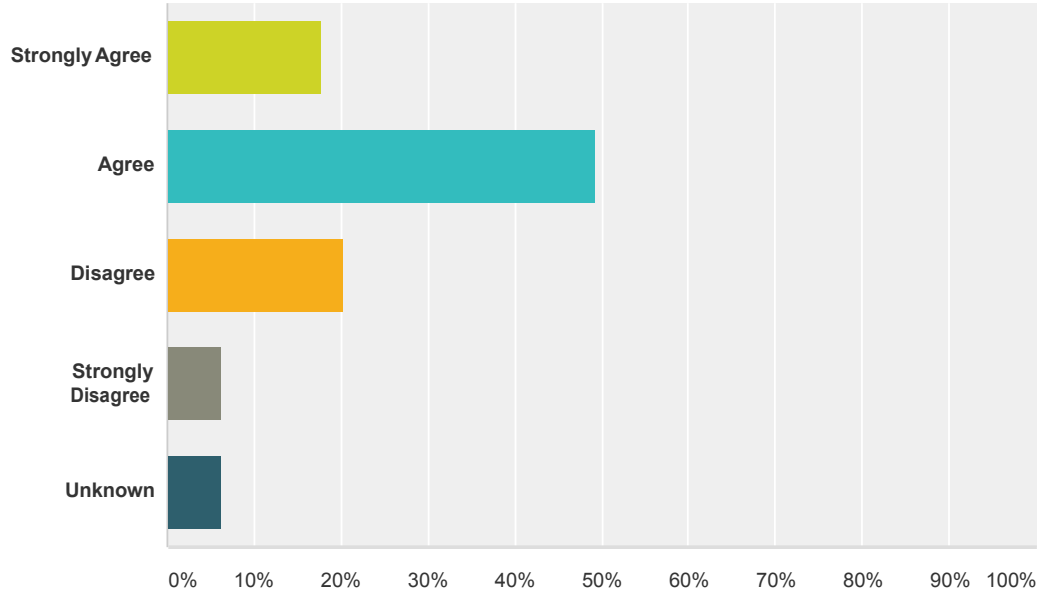
Answered: 79 Skipped: 10



Answer Choices	Responses
Strongly Agree	11.39% 9
Agree	40.51% 32
Disagree	35.44% 28
Strongly Disagree	6.33% 5
Unknown	6.33% 5
Total	79

I believe that my college is an inclusive environment that fosters appreciation for diversity.

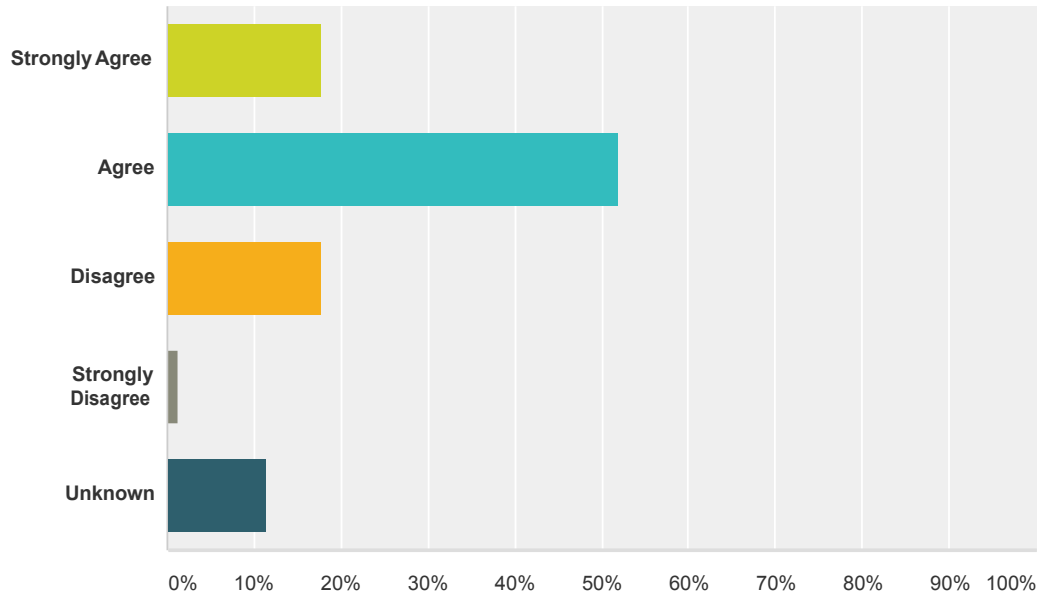
Answered: 79 Skipped: 10



Answer Choices	Responses	
Strongly Agree	17.72%	14
Agree	49.37%	39
Disagree	20.25%	16
Strongly Disagree	6.33%	5
Unknown	6.33%	5
Total		79

My college has a good reputation in the community.

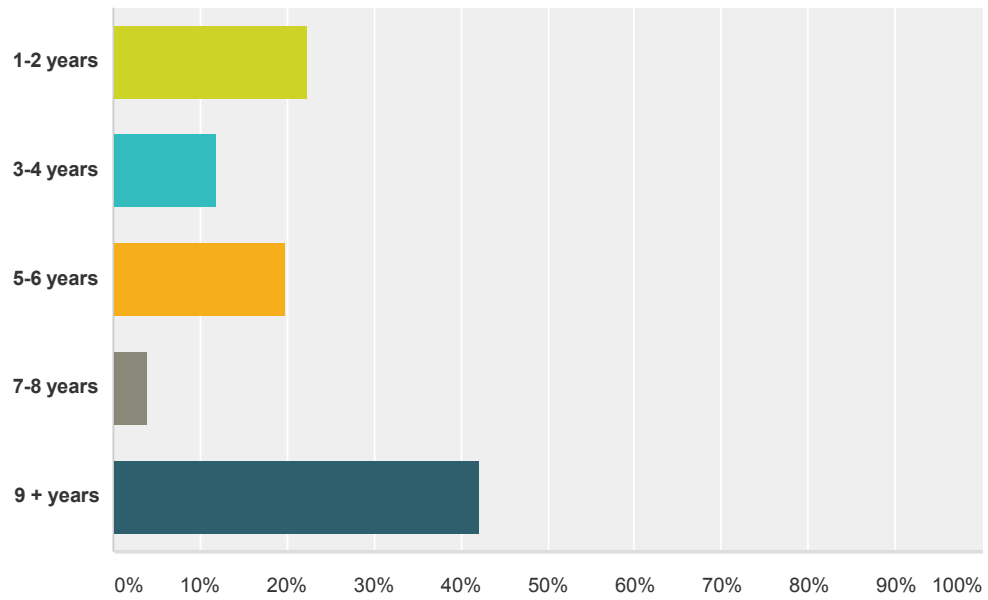
Answered: 79 Skipped: 10



Answer Choices	Responses	
Strongly Agree	17.72%	14
Agree	51.90%	41
Disagree	17.72%	14
Strongly Disagree	1.27%	1
Unknown	11.39%	9
Total		79

I plan to work for my college for the next ___ years.

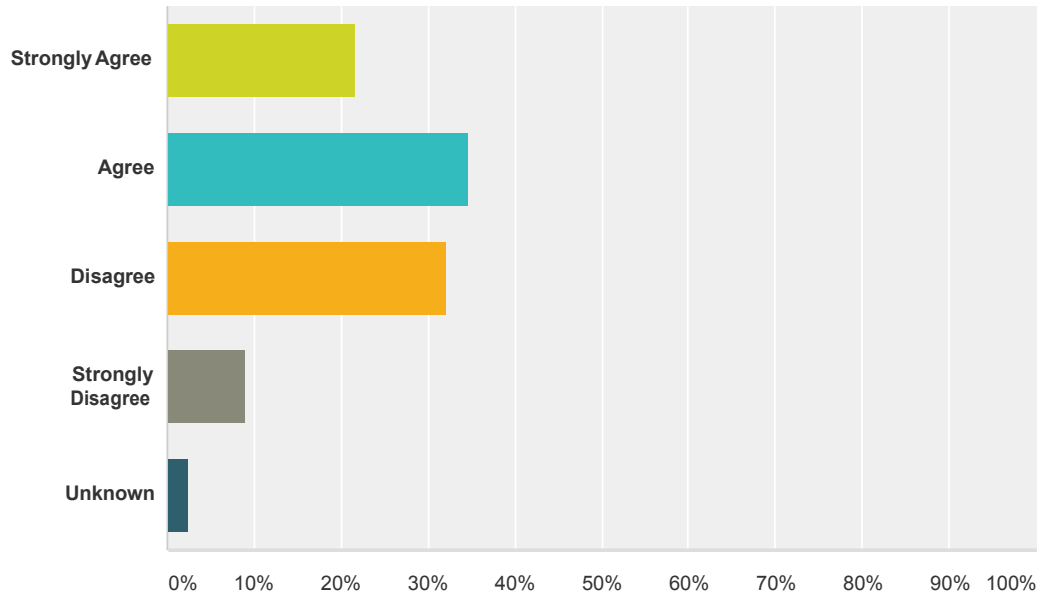
Answered: 76 Skipped: 13



Answer Choices	Responses	
1-2 years	22.37%	17
3-4 years	11.84%	9
5-6 years	19.74%	15
7-8 years	3.95%	3
9+ years	42.11%	32
Total		76

I rarely think about quitting.

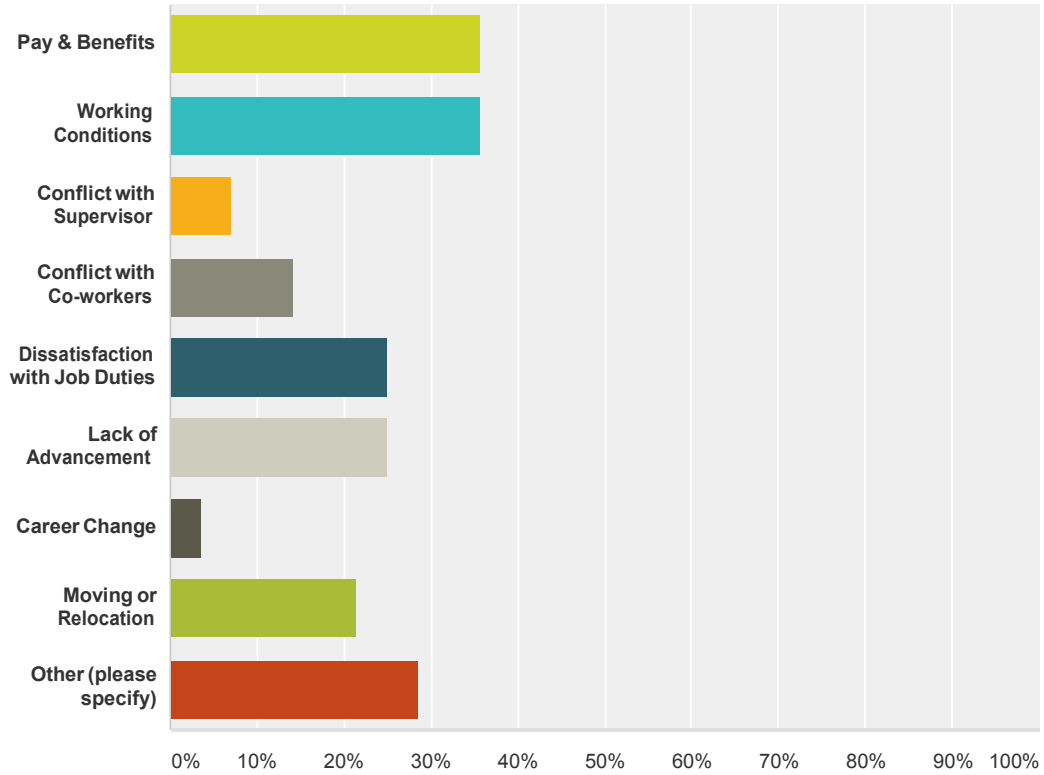
Answered: 78 Skipped: 11



Answer Choices	Responses
Strongly Agree	21.79% 17
Agree	34.62% 27
Disagree	32.05% 25
Strongly Disagree	8.97% 7
Unknown	2.56% 2
Total	78

If you are planning to leave your current employment, for reasons other than retirement, please indicate the reason(s) why.

Answered: 28 Skipped: 61

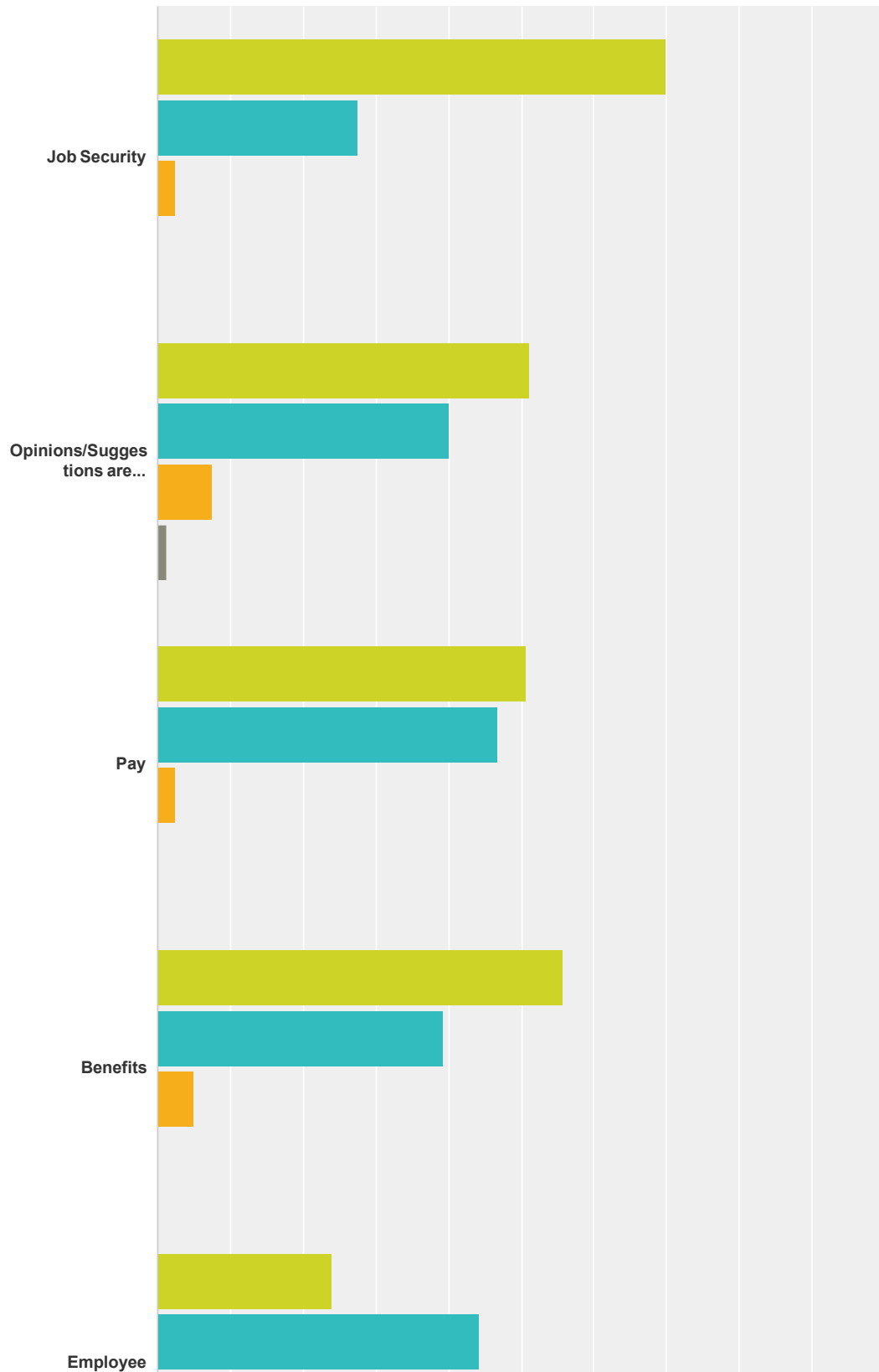


Answer Choices	Responses	
Pay & Benefits	35.71%	10
Working Conditions	35.71%	10
Conflict with Supervisor	7.14%	2
Conflict with Co-workers	14.29%	4
Dissatisfaction with Job Duties	25.00%	7
Lack of Advancement	25.00%	7
Career Change	3.57%	1
Moving or Relocation	21.43%	6
Other (please specify)	28.57%	8
Total Respondents: 28		

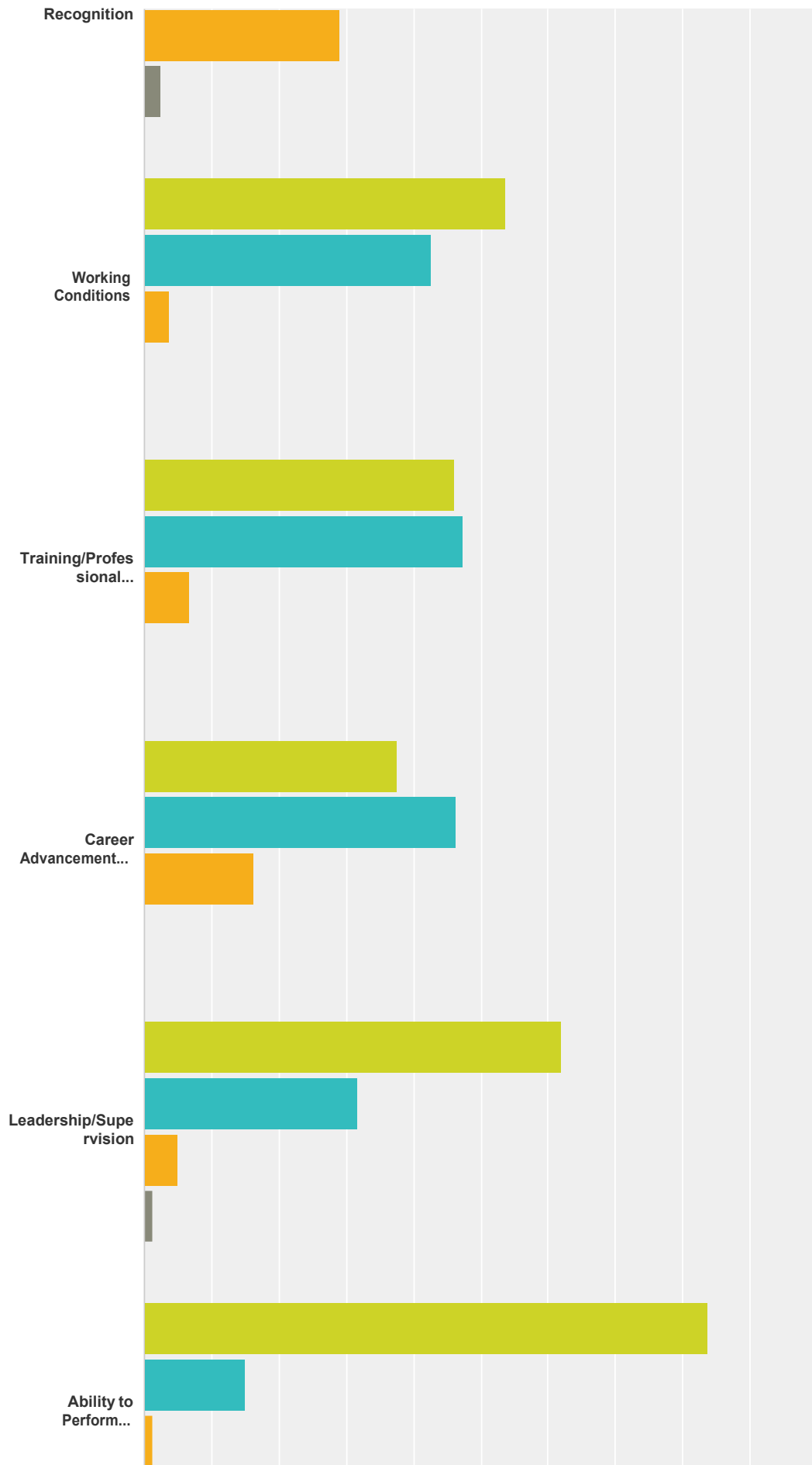
2014 CCCS Employee Climate Survey

Please rate the following factors in terms of their importance to you as they contribute to your personal job satisfaction.

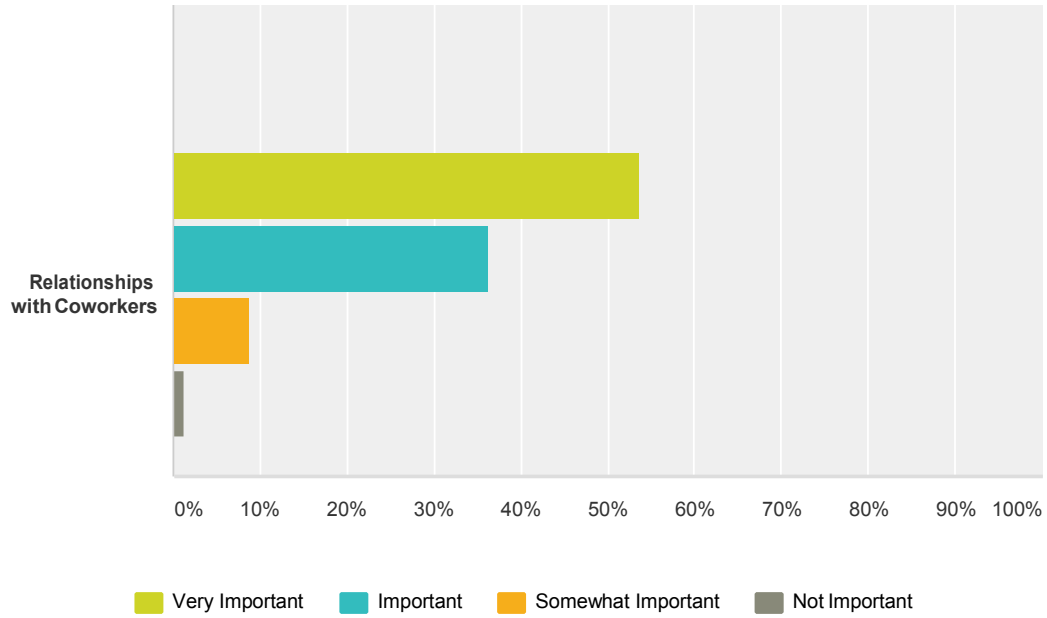
Answered: 80 Skipped: 9



2014 CCCS Employee Climate Survey



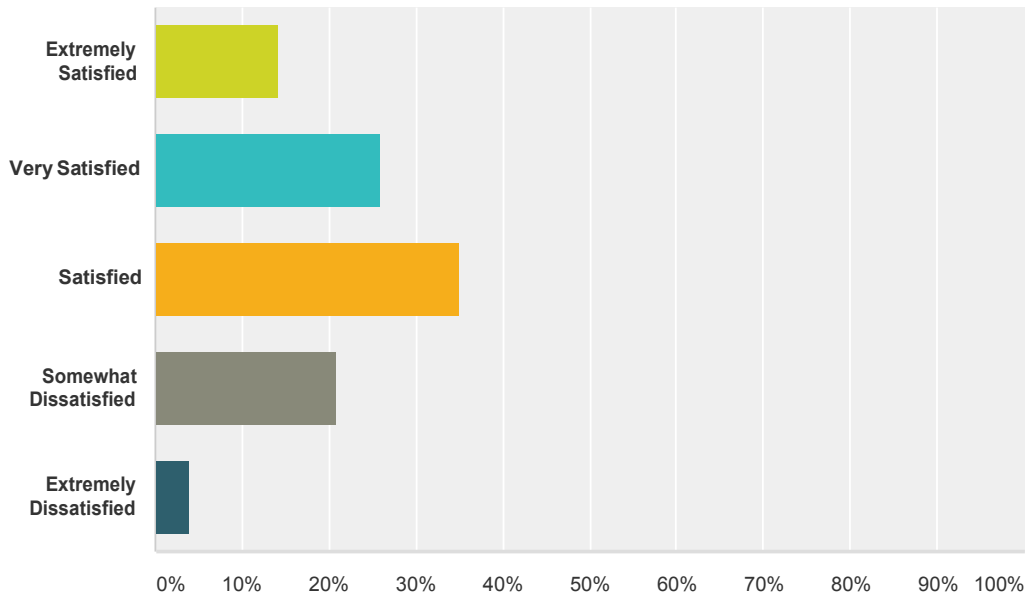
2014 CCCS Employee Climate Survey



	Very Important	Important	Somewhat Important	Not Important	Total
Job Security	70.00% 56	27.50% 22	2.50% 2	0.00% 0	80
Opinions/Suggestions are Valued	51.25% 41	40.00% 32	7.50% 6	1.25% 1	80
Pay	50.63% 40	46.84% 37	2.53% 2	0.00% 0	79
Benefits	55.70% 44	39.24% 31	5.06% 4	0.00% 0	79
Employee Recognition	24.05% 19	44.30% 35	29.11% 23	2.53% 2	79
Working Conditions	53.75% 43	42.50% 34	3.75% 3	0.00% 0	80
Training/Professional Development	46.05% 35	47.37% 36	6.58% 5	0.00% 0	76
Career Advancement Opportunities	37.50% 30	46.25% 37	16.25% 13	0.00% 0	80
Leadership/Supervision	62.03% 49	31.65% 25	5.06% 4	1.27% 1	79
Ability to Perform Meaningful Work	83.75% 67	15.00% 12	1.25% 1	0.00% 0	80
Relationships with Coworkers	53.75% 43	36.25% 29	8.75% 7	1.25% 1	80

Overall, how satisfied are you with your current employment situation?

Answered: 77 Skipped: 12



Answer Choices	Responses	
Extremely Satisfied	14.29%	11
Very Satisfied	25.97%	20
Satisfied	35.06%	27
Somewhat Dissatisfied	20.78%	16
Extremely Dissatisfied	3.90%	3
Total		77