

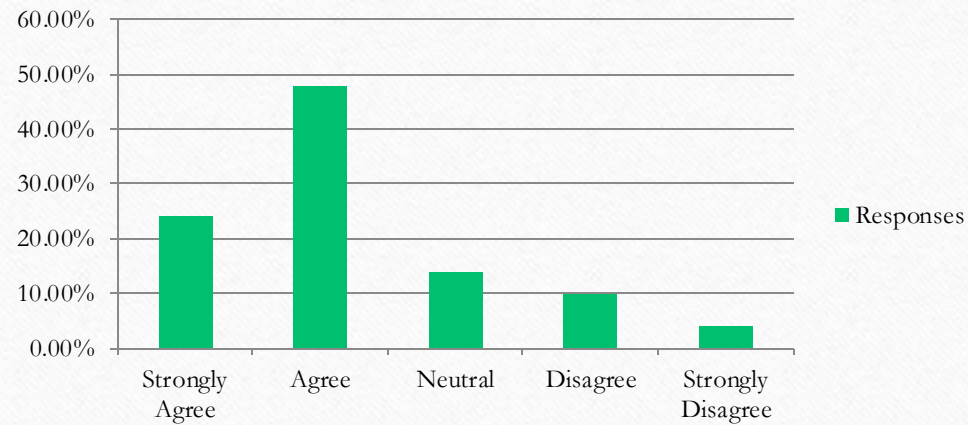
Trinidad State College

CCCS Belonging Survey Results

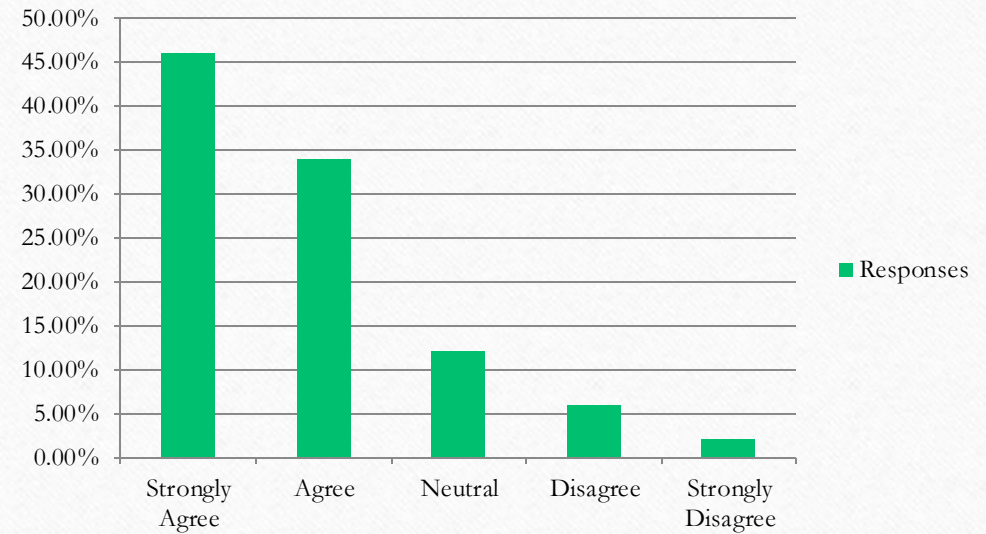
2024

**STUDENTS
FIRST**

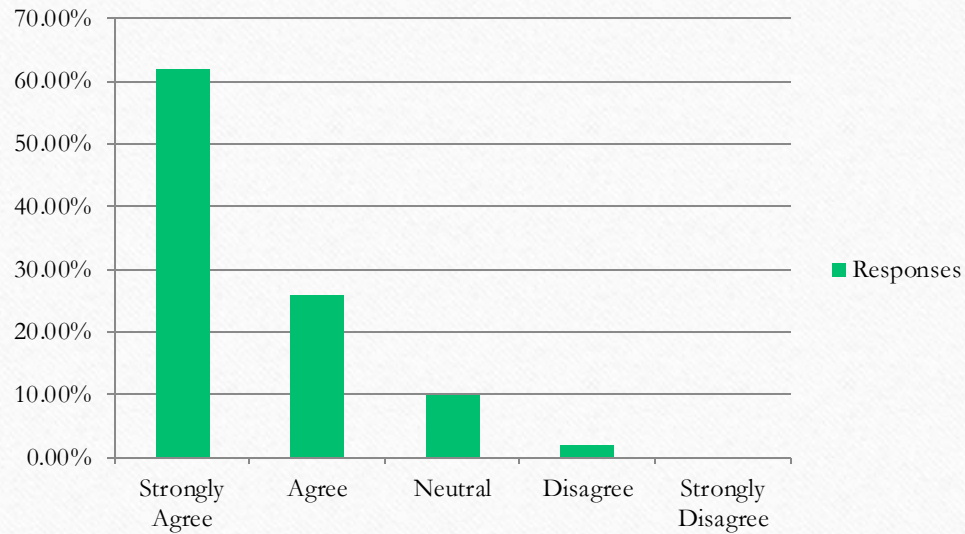
My institution does a good job of partnering with students to provide them with the support they need to be successful.



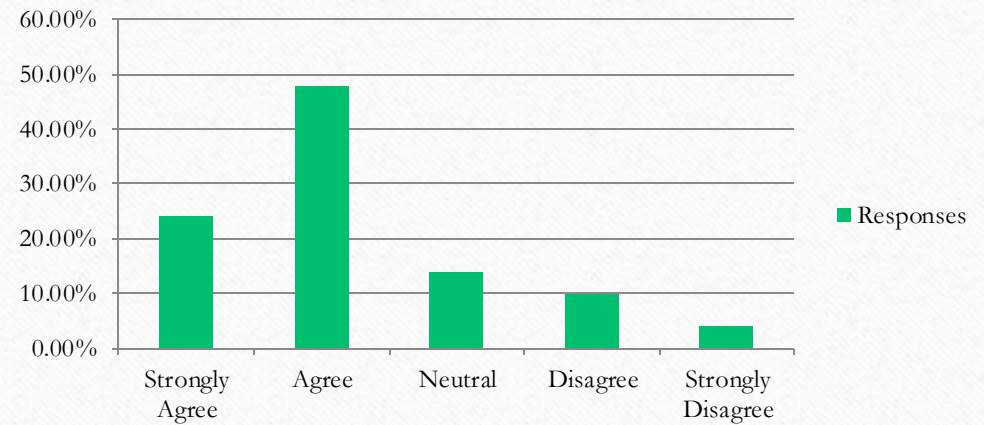
Student success is a top priority at my institution.



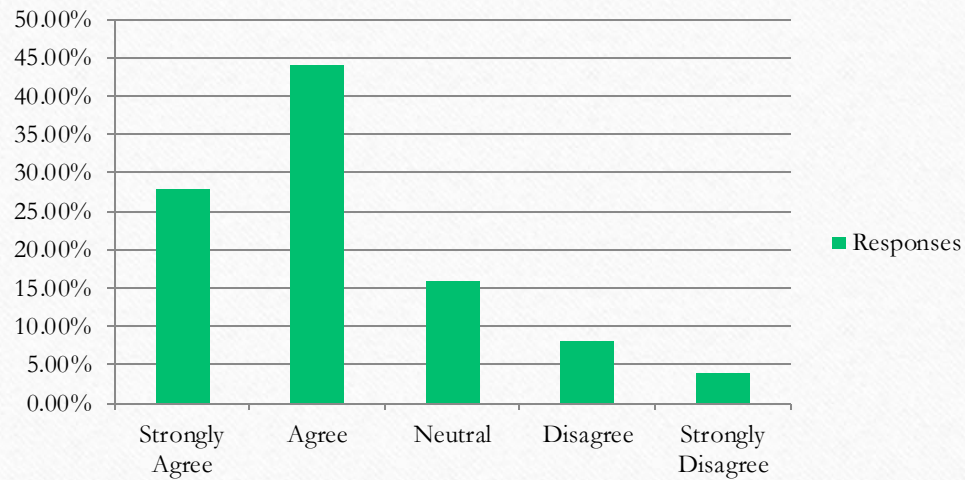
I understand how my position contributes to student success.



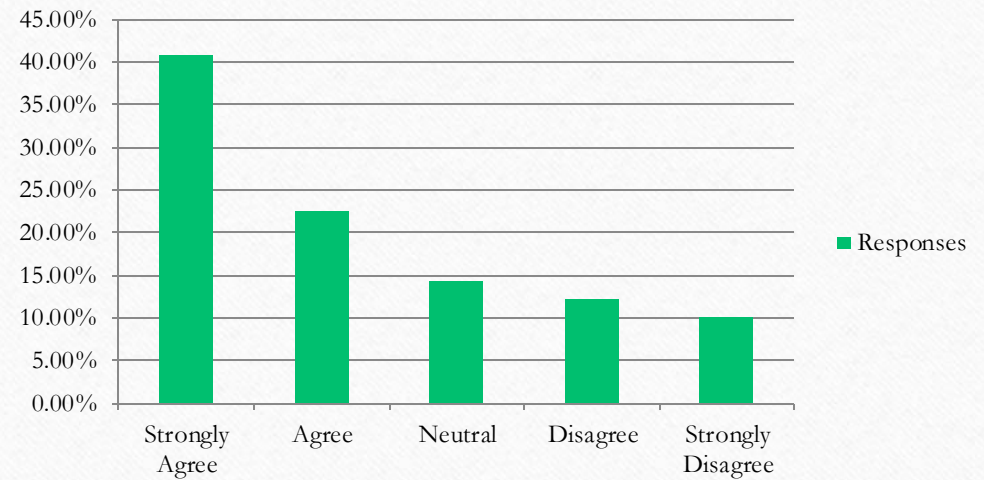
My institution does a good job of partnering with students to provide them with the support they need to be successful.



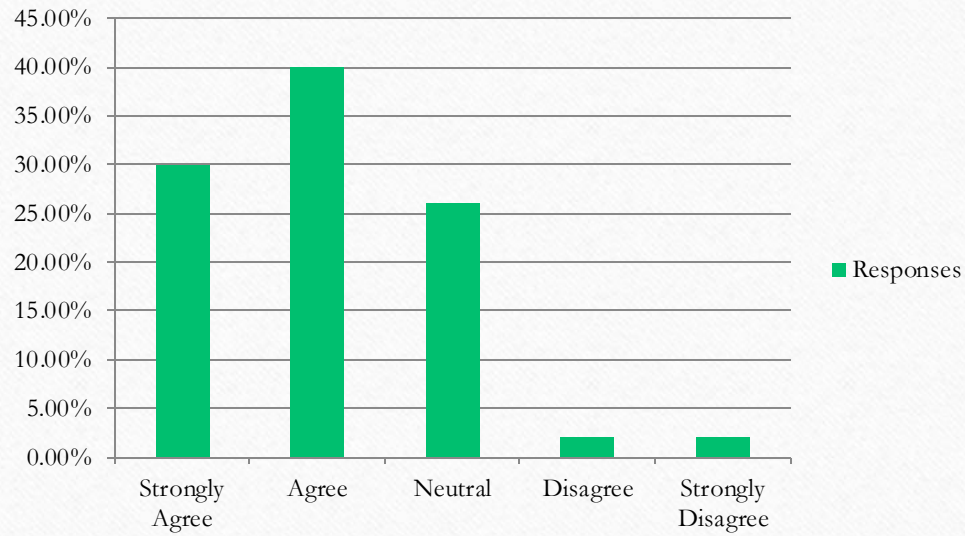
My institution takes appropriate steps to protect the safety of students.



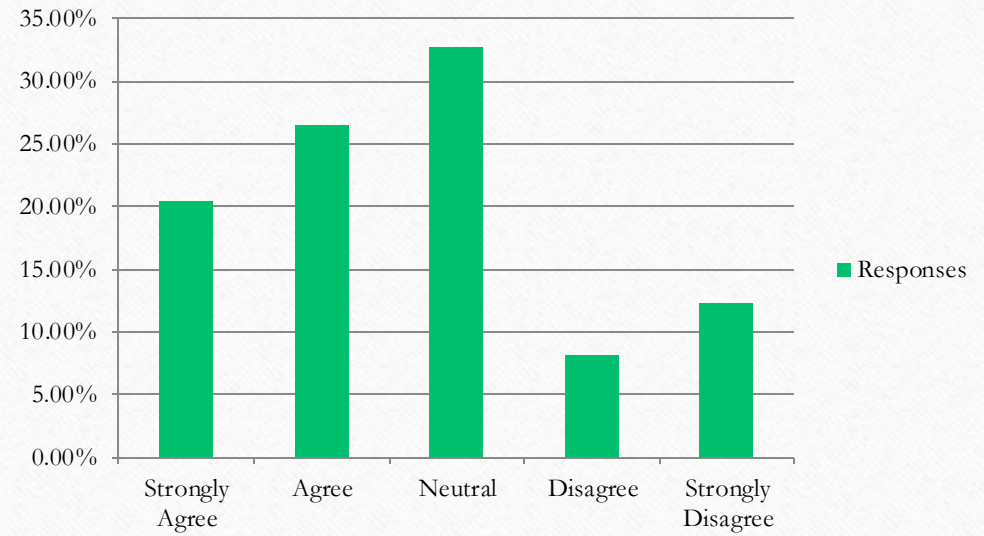
I have opportunities to contribute to important decisions in my department.



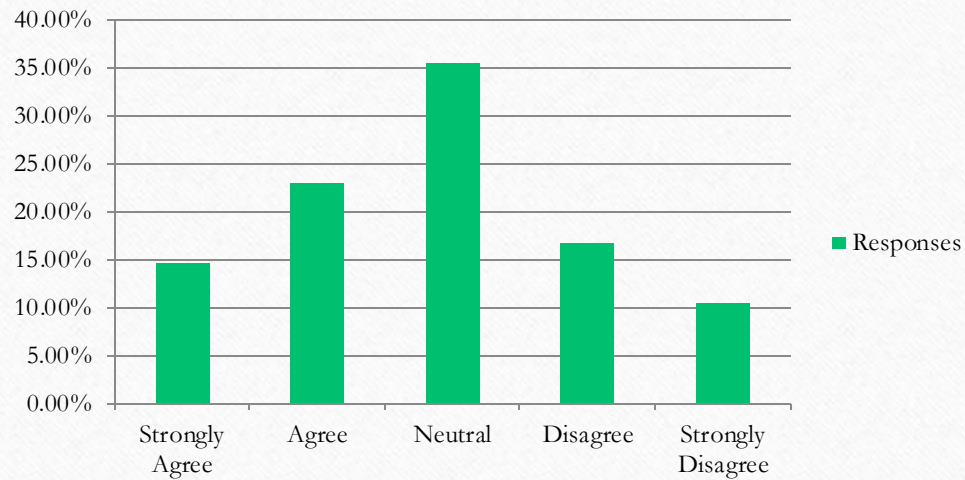
People in my department work well together.



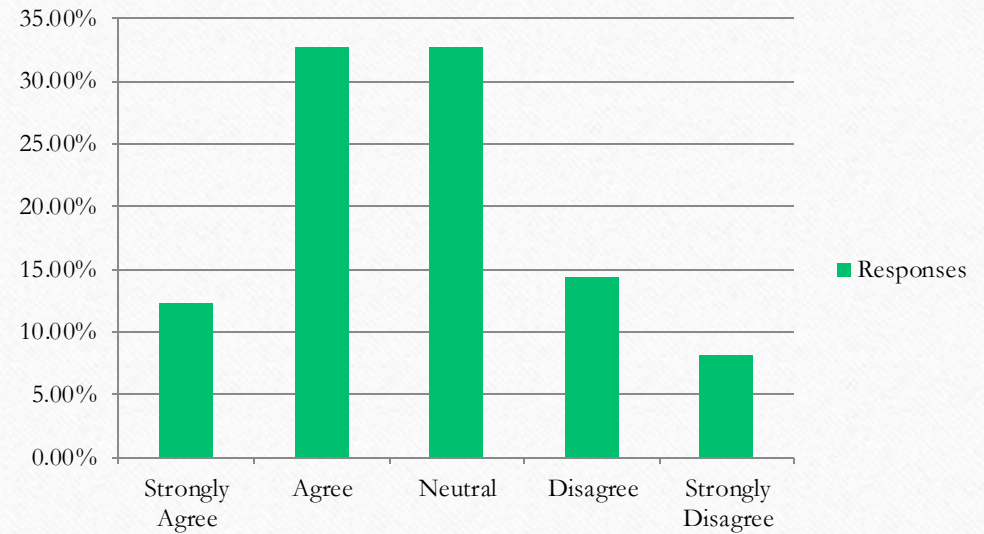
I have sufficient opportunities to participate in institutional planning.



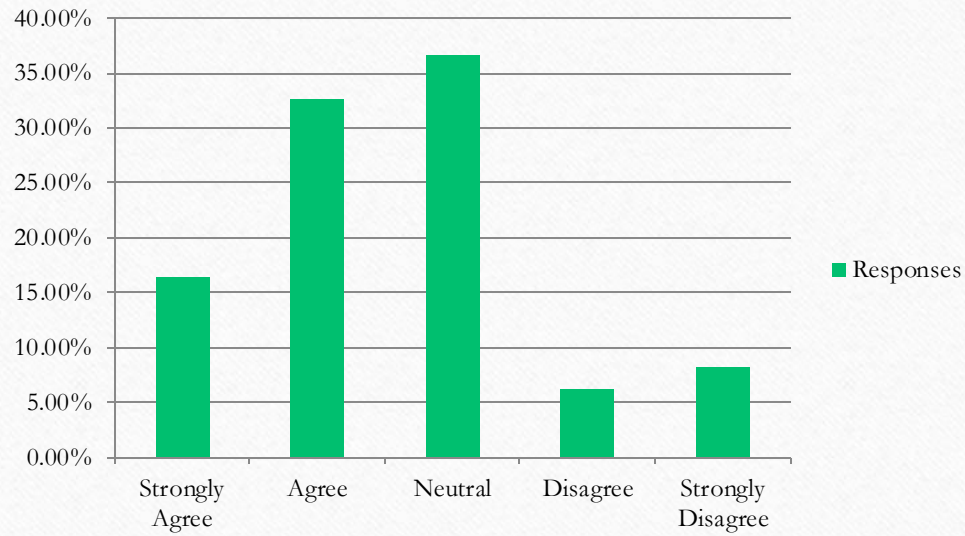
The role of shared governance within my institution is clearly defined.



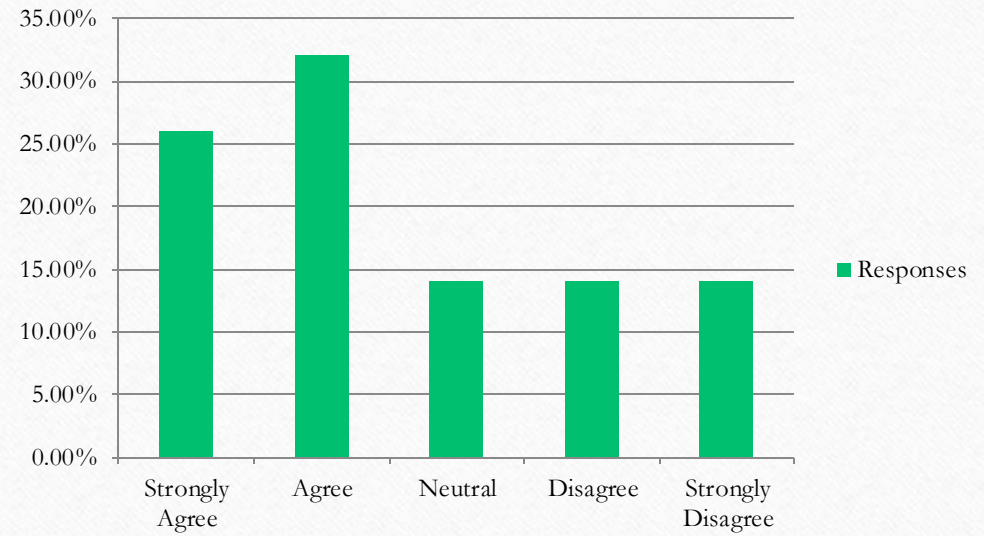
Shared governance is valued at my institution.



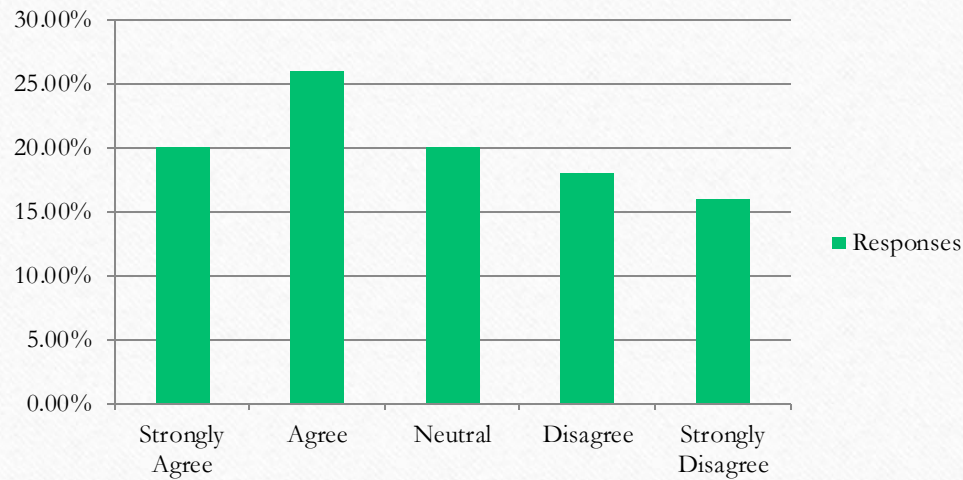
Collaboration across departments is encouraged at my institution.



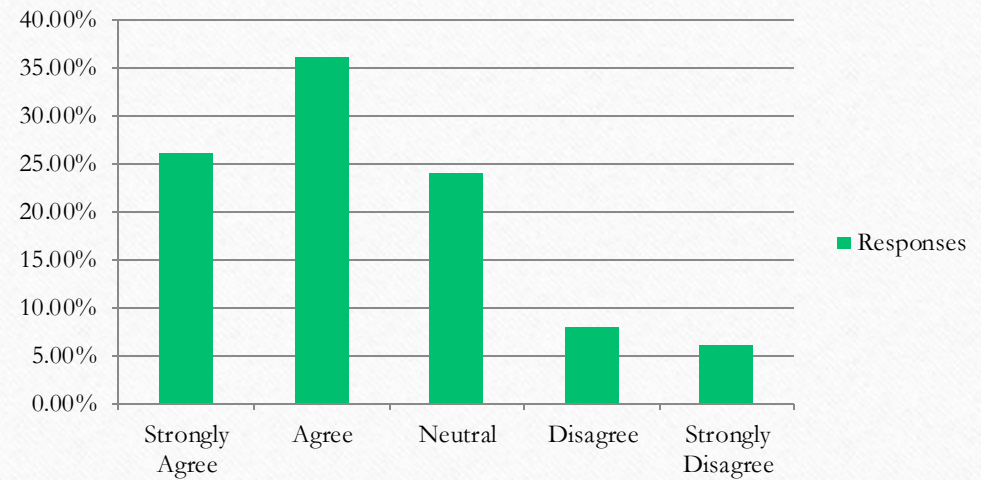
Senior leadership welcomes input from employees.



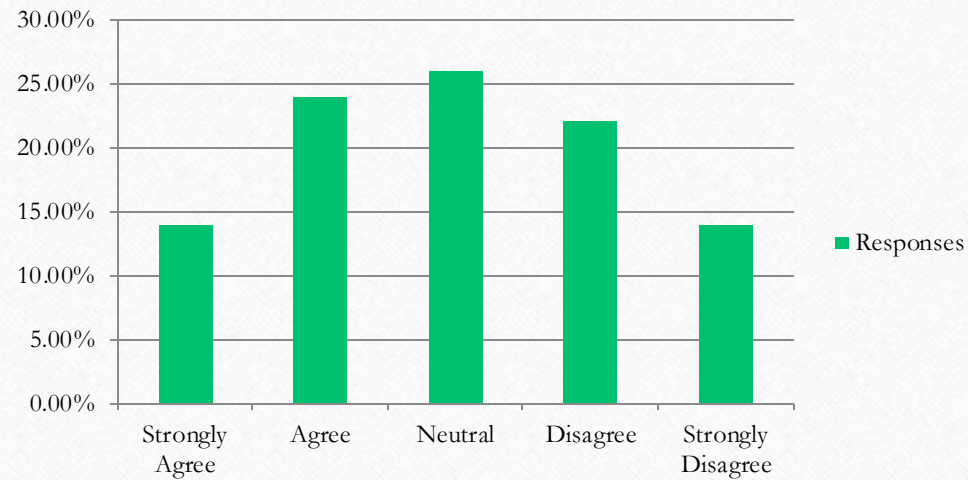
I can speak up or challenge a way of doing something at my institution without fear of retaliation.



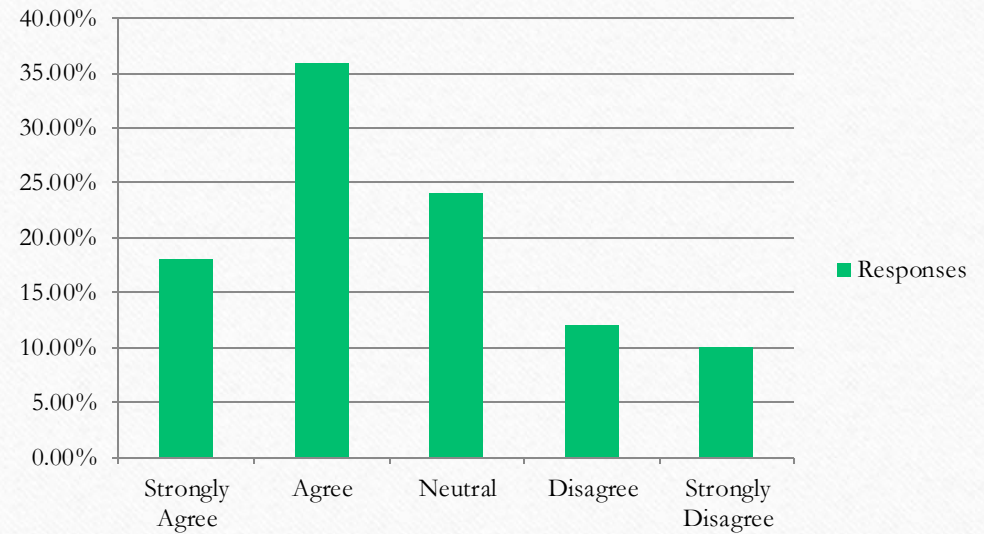
In my department, we communicate openly about issues that impact each other's work.



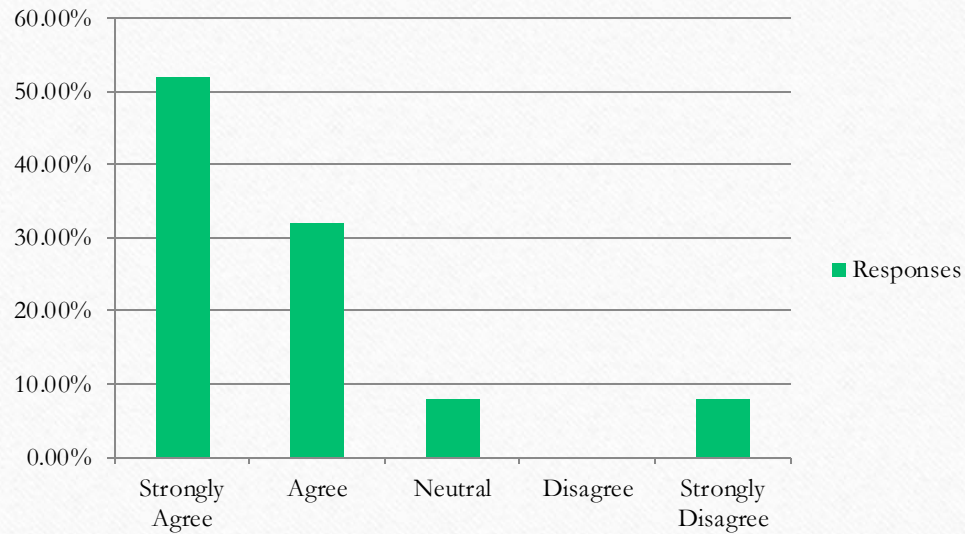
Changes that affect me are discussed with me prior to being implemented.



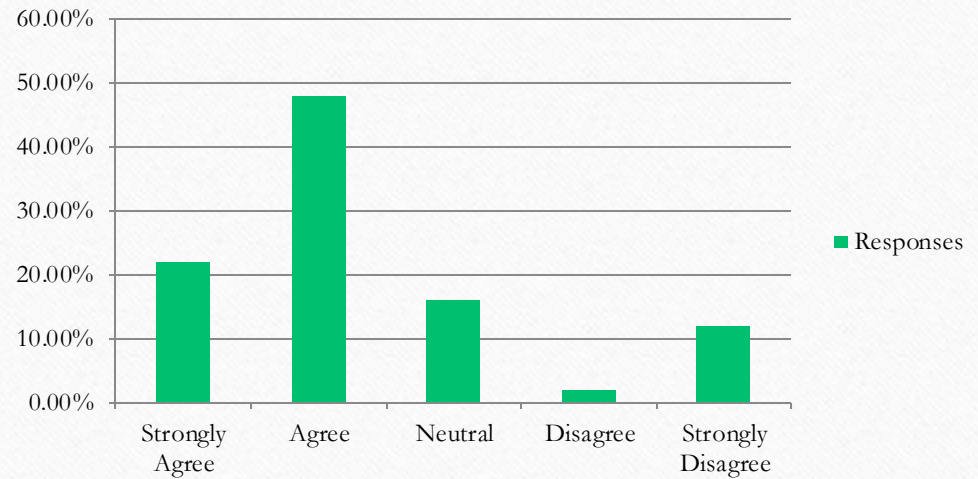
I am informed about what is going on at my institution.



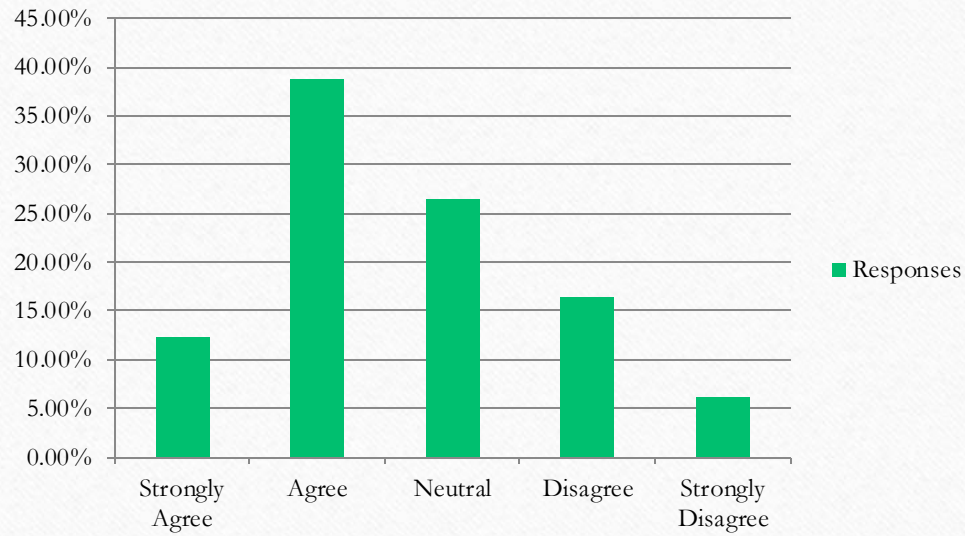
There is open communication between me and my supervisor.



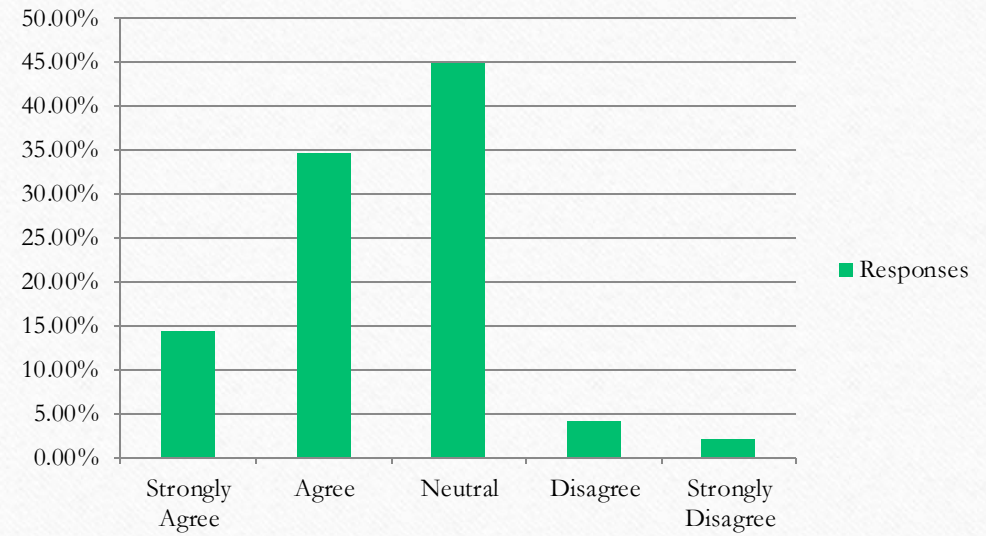
Senior leadership does a good job of communicating institutional goals and strategies.



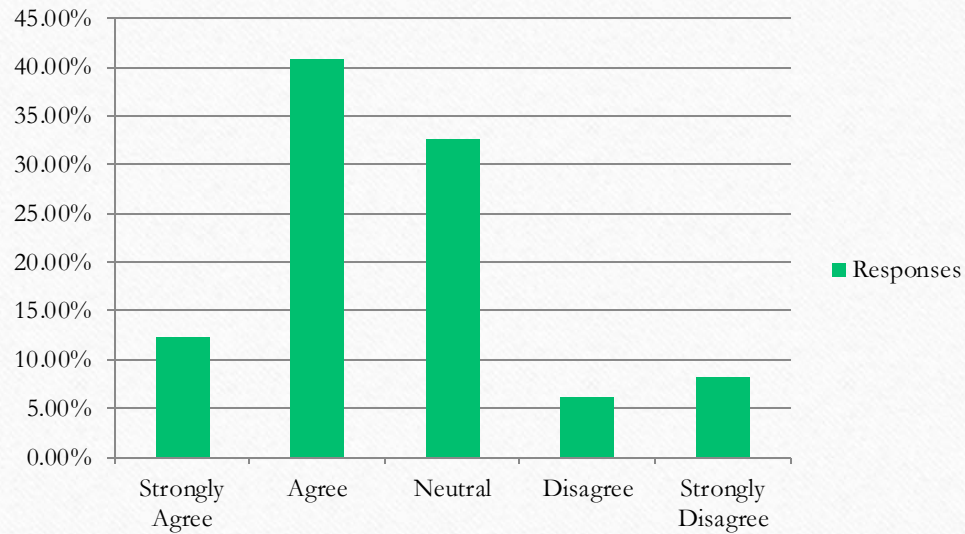
I am aware of my institution's DEIB strategic initiatives.



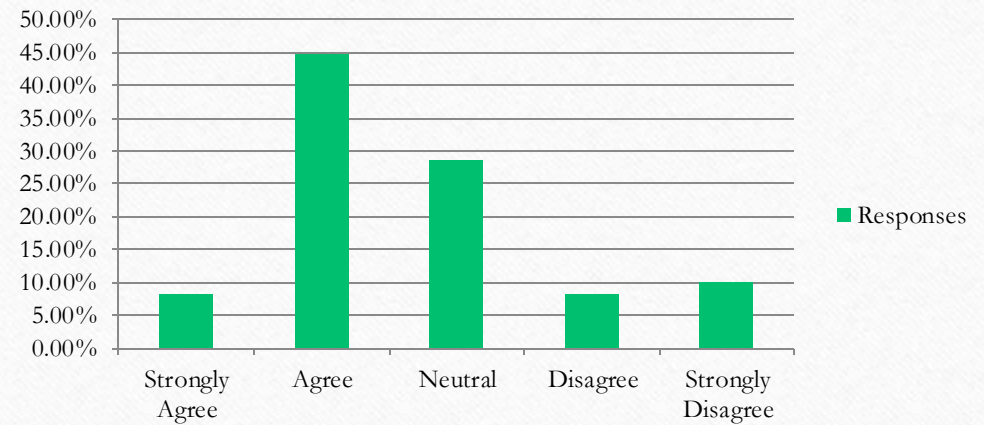
I support the goals of my institution's DEIB initiatives.



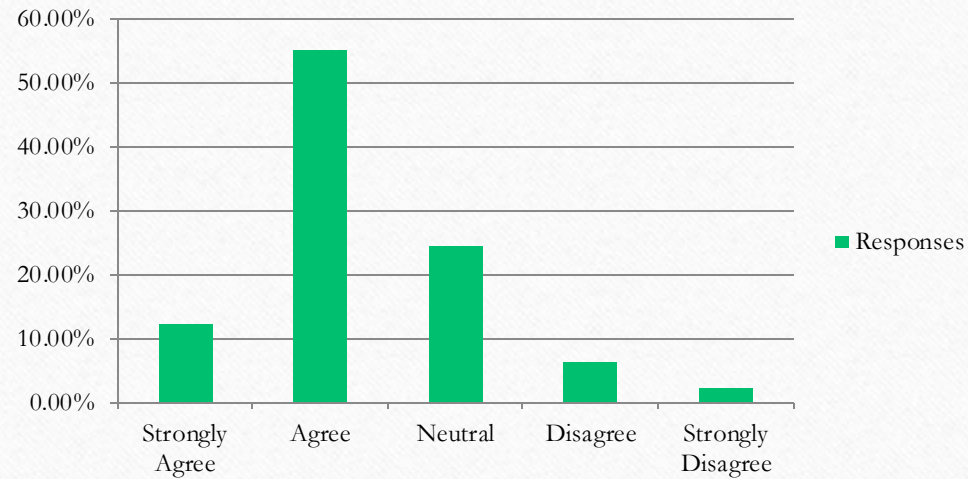
I see senior leadership support of the institution's DEIB values.



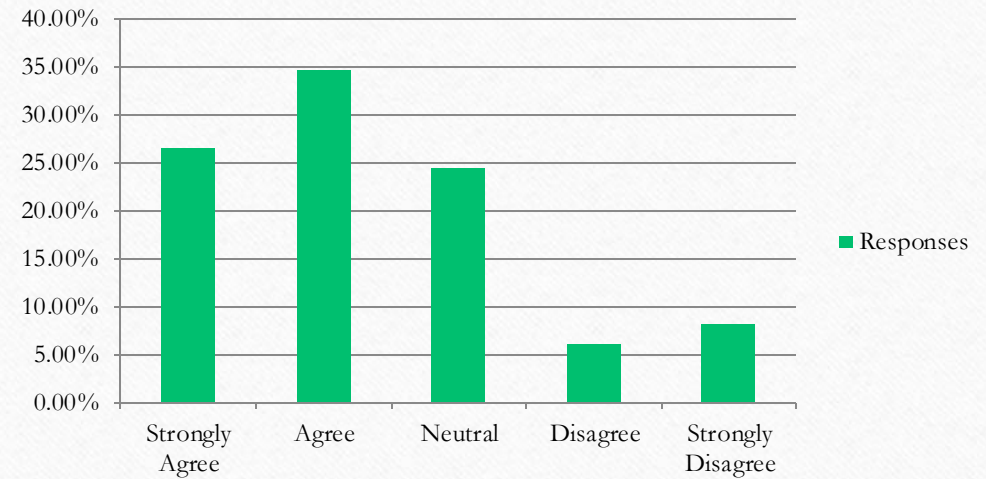
My institution has taken steps to help employees develop their self-awareness, knowledge and skills to leverage DEIB.



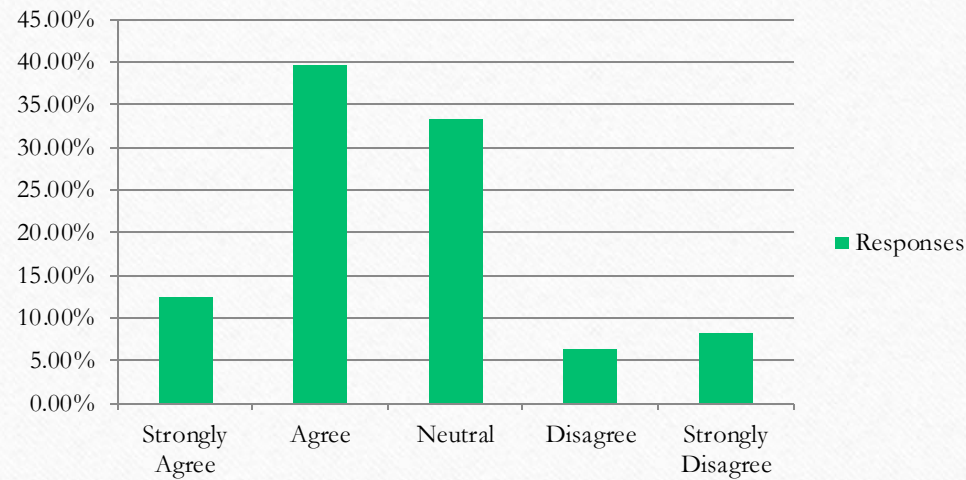
I am familiar with the CCCS procedures for addressing incidents of discrimination.



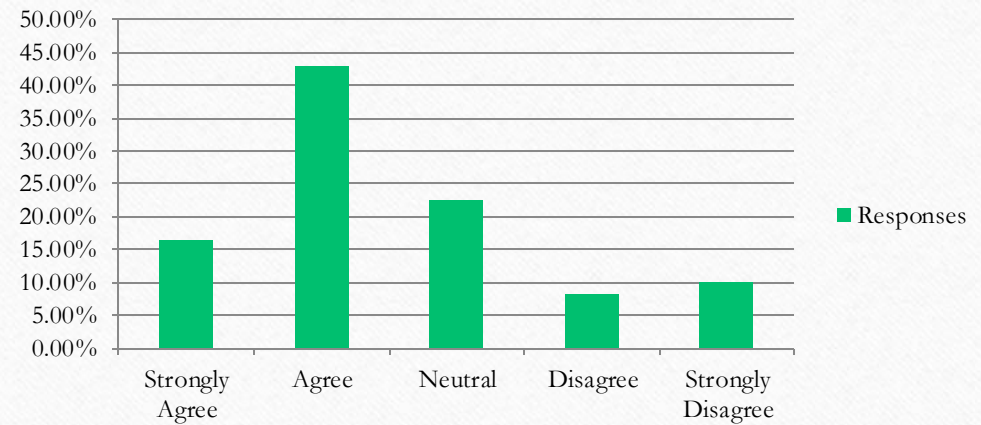
I feel safe talking about my background and cultural experiences with my colleagues.



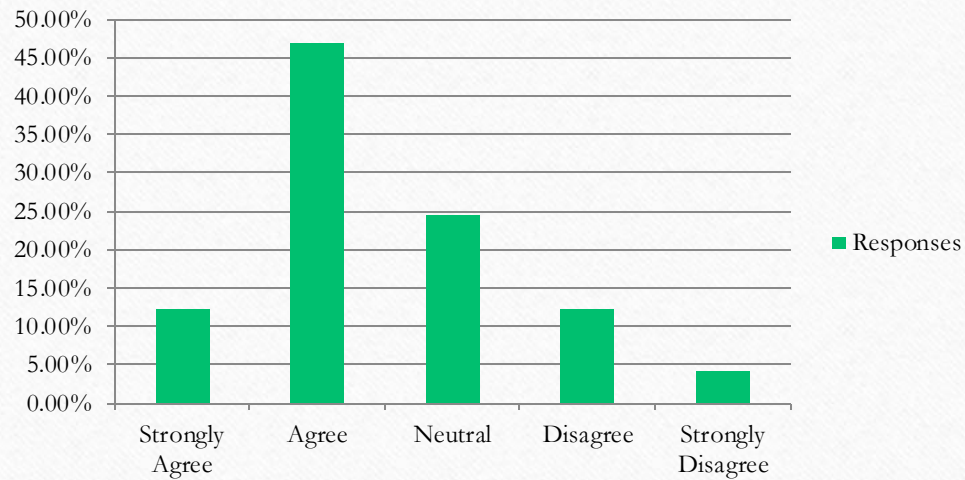
I feel comfortable talking about identities other than my own at my institution.



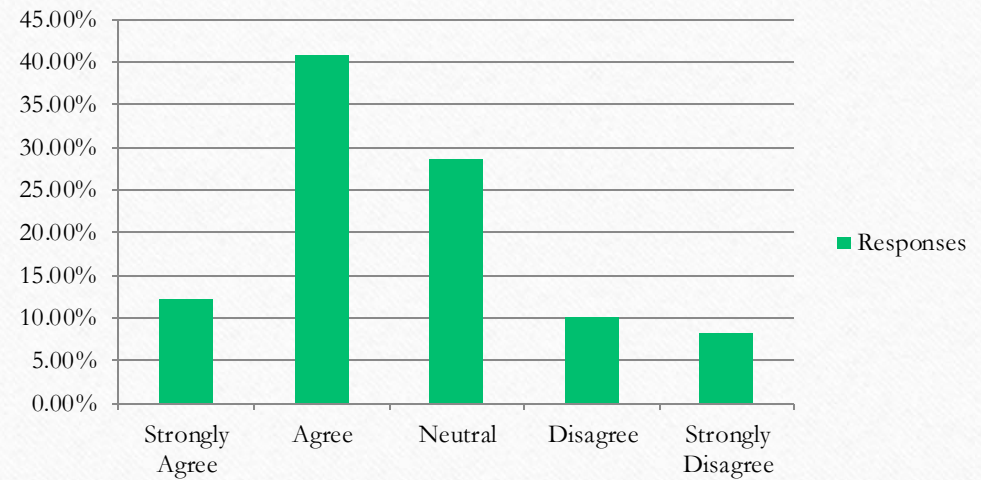
My institution provides an environment for the free and open expression of ideas, opinions, and beliefs.



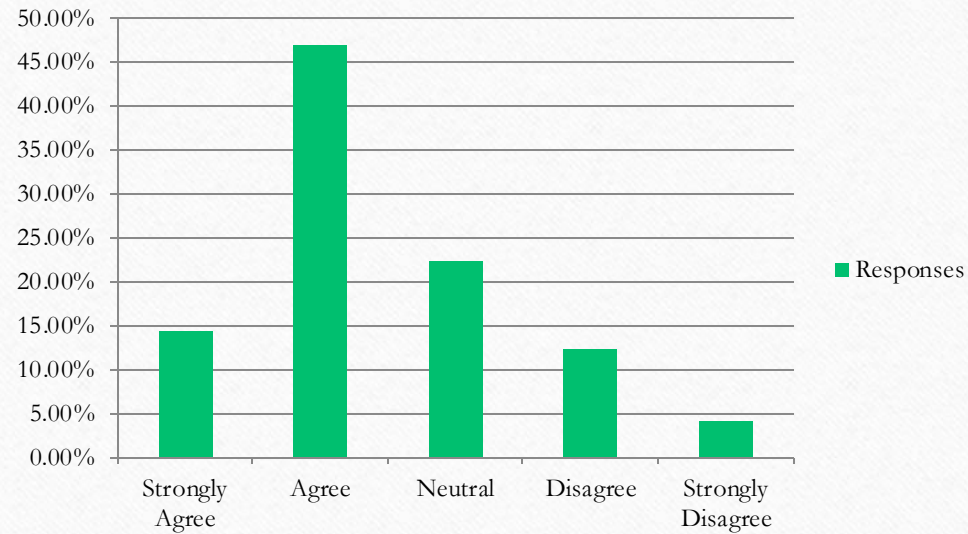
My institution provides equitable opportunities for career advancement regardless of identity.



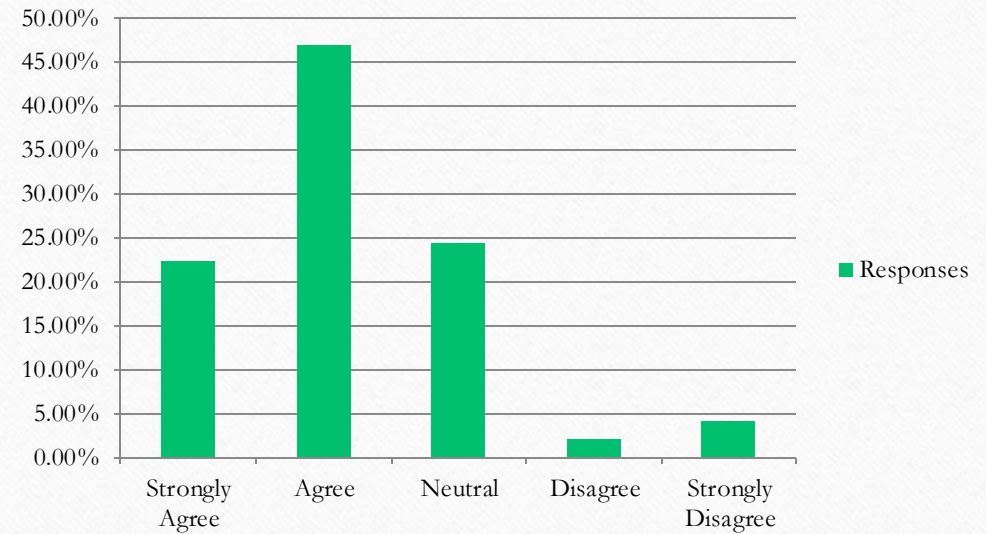
My institution supports my need to balance work with personal and cultural needs.



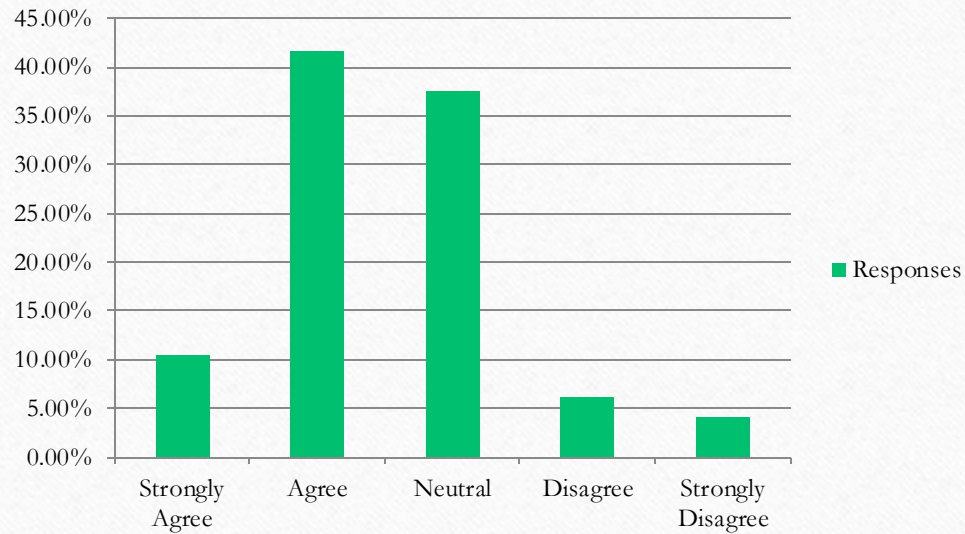
I can be my authentic self at my institution.



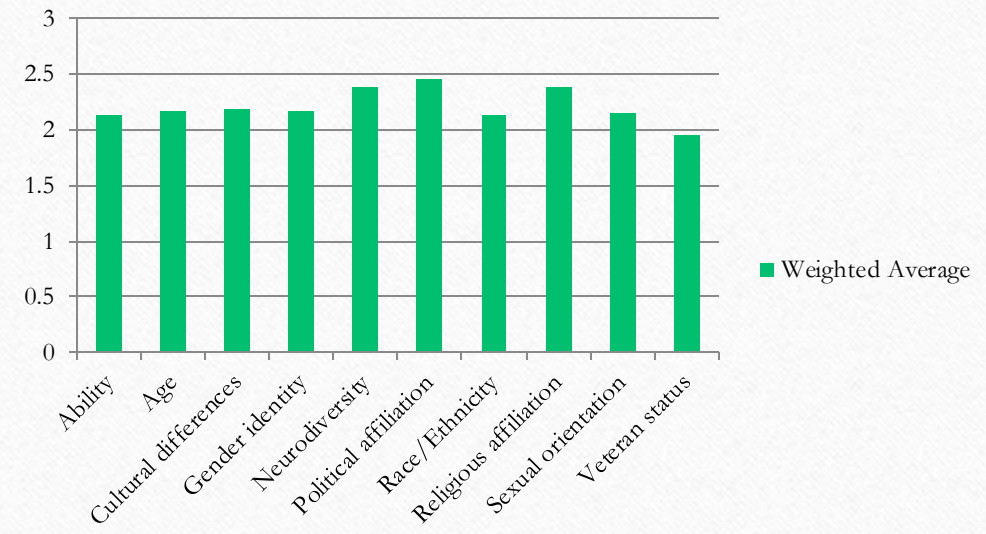
I am treated with respect based on my identity.



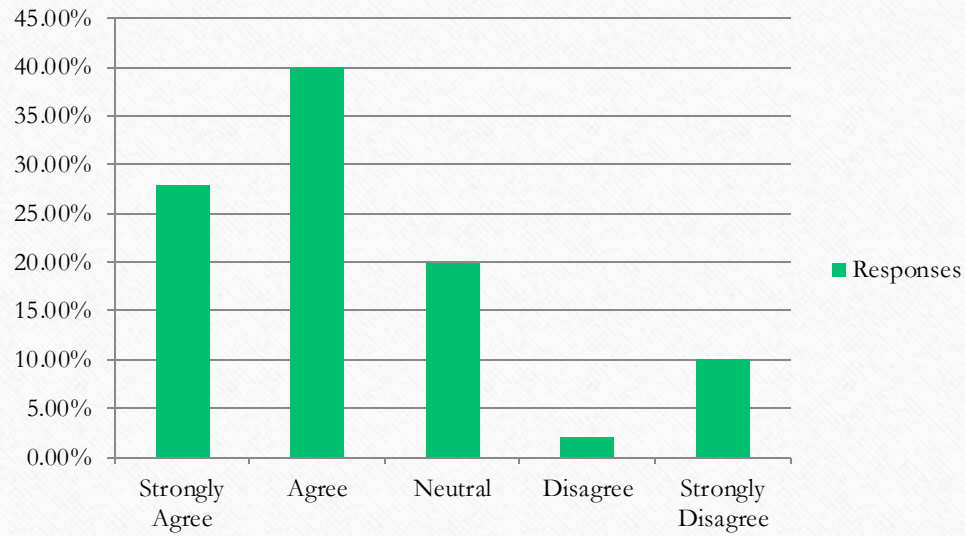
Discussions about DEIB at my institution are respectful.



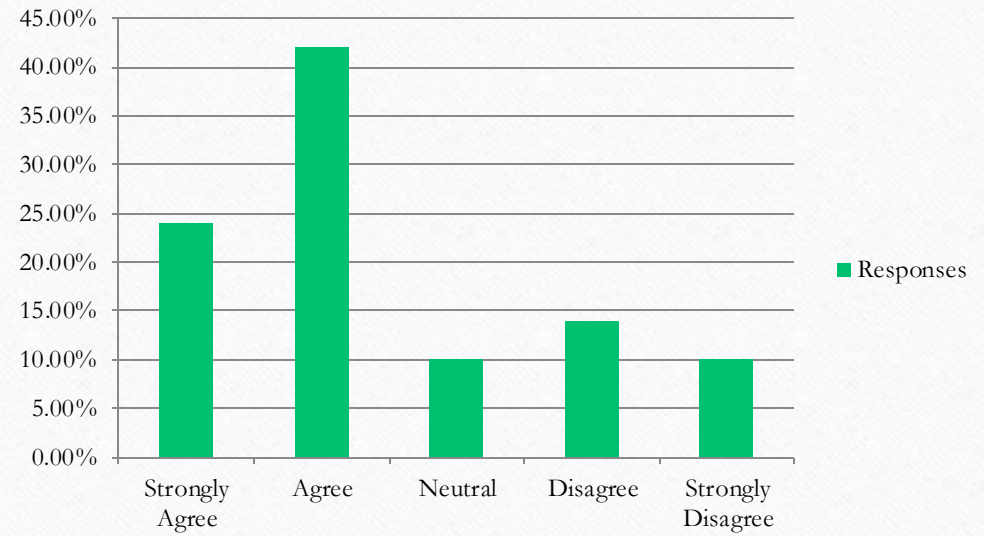
My institution supports the inclusion of employees based on:



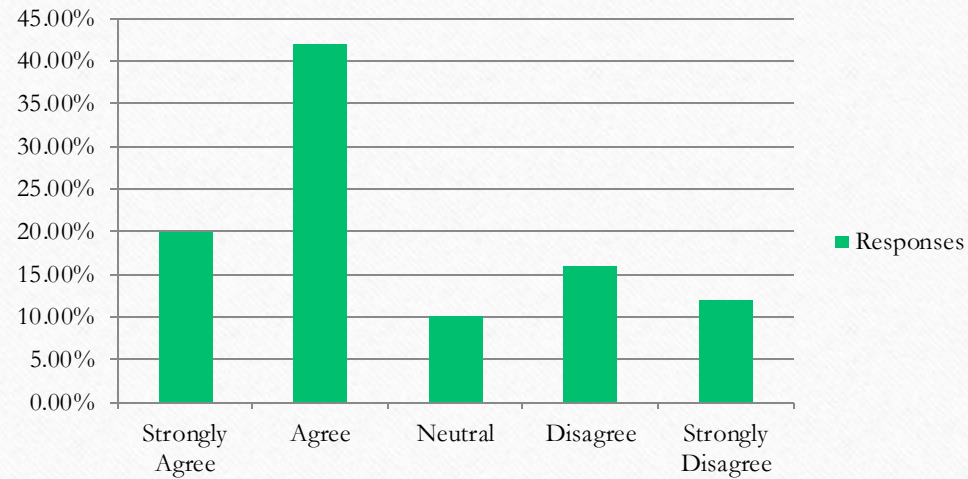
My institution demonstrates care for employee well-being.



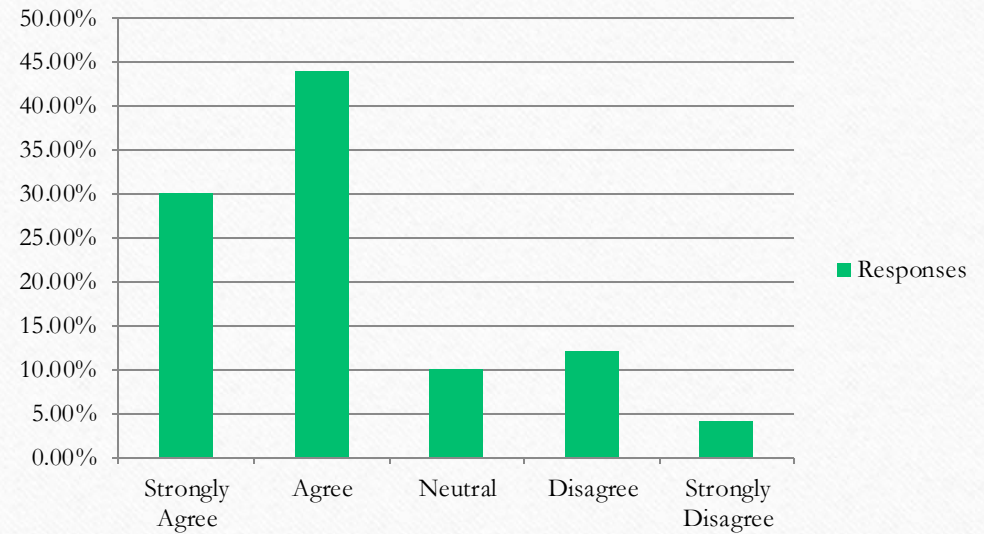
I know what to do if a crime or act of violence occurs at work.



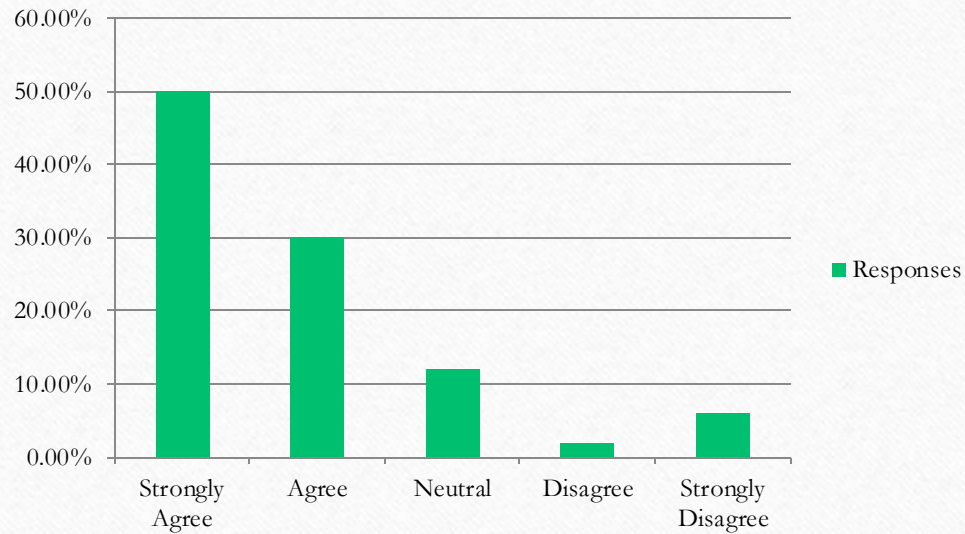
I know what to do if an emergency such as a fire or tornado occurs at my institution.



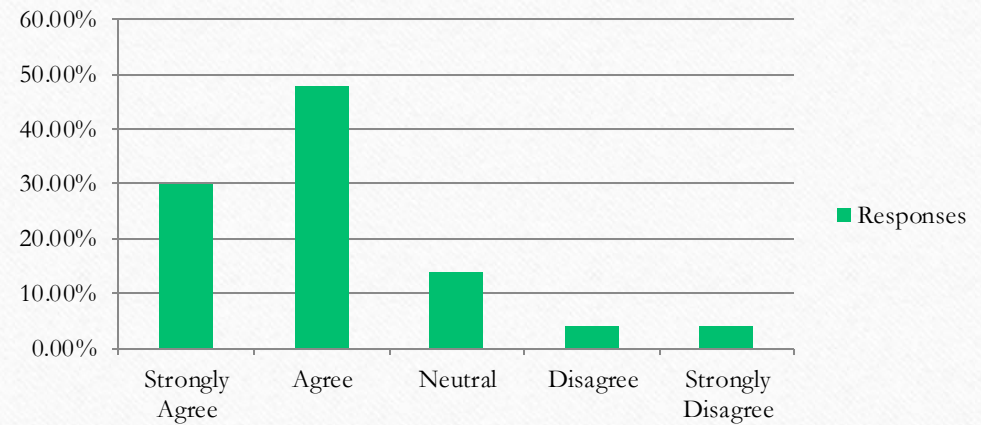
My institution is a great place to work.



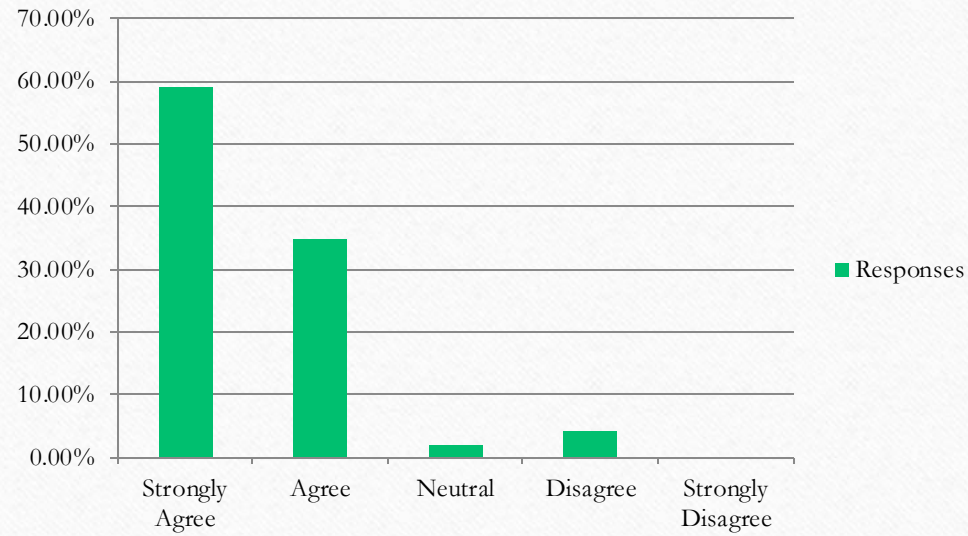
I am given the appropriate level of freedom to do my job.



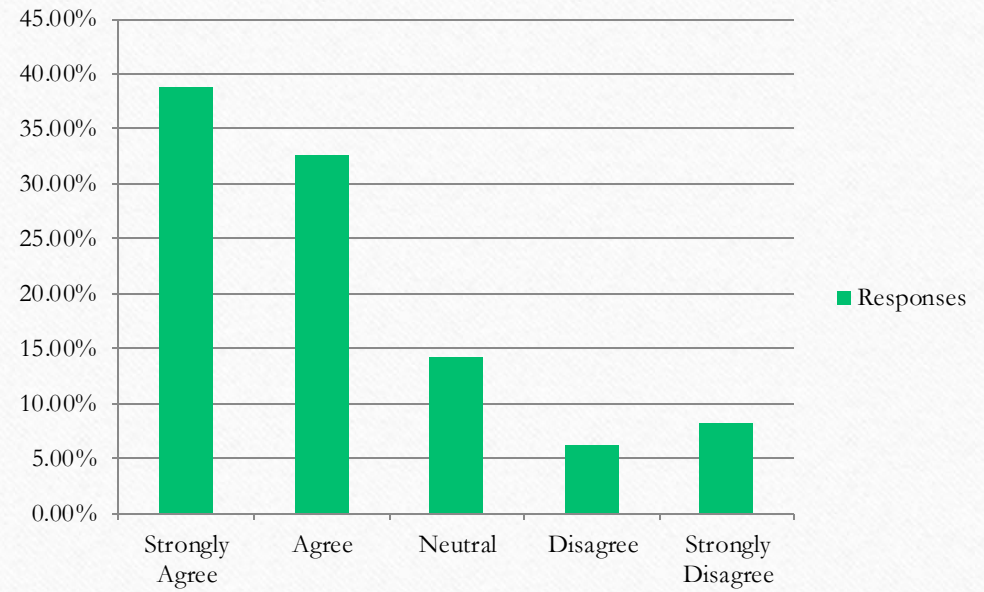
The technical equipment (e.g. computer, classroom/meeting technology, etc.) at my institution adequately meets my needs.



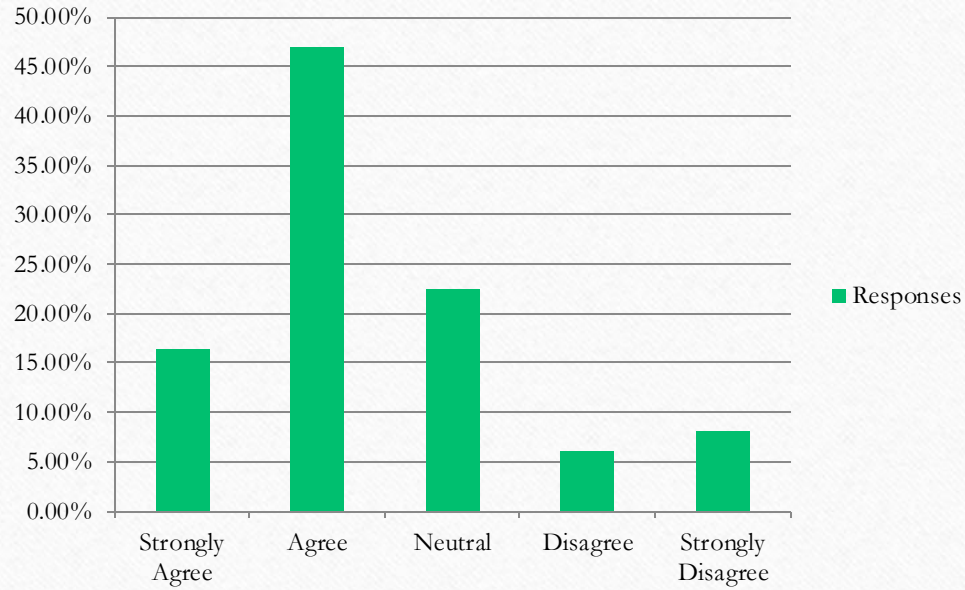
Doing my job well gives me a sense of personal satisfaction.



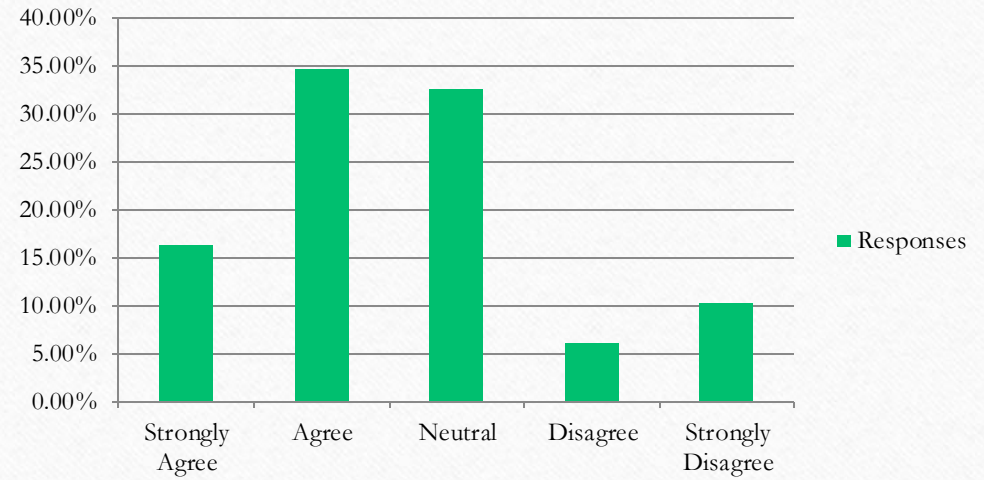
I feel valued at work.



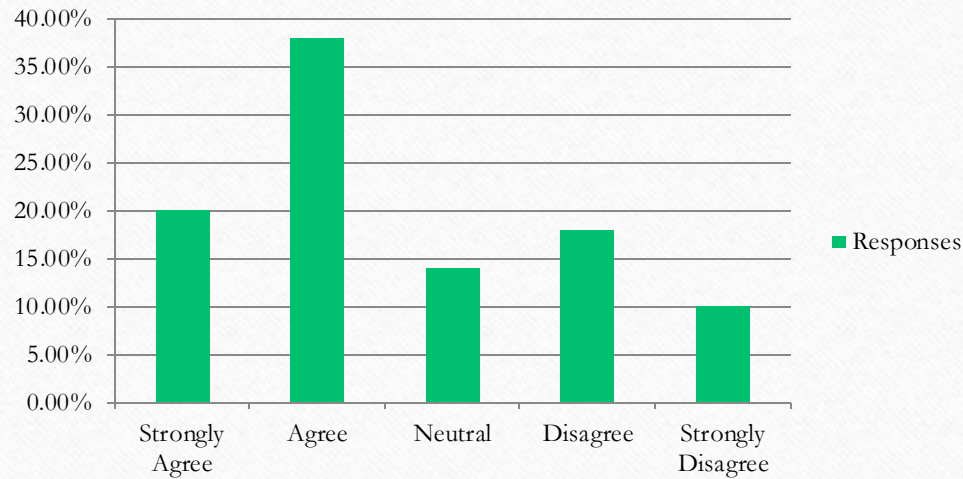
My workload is reasonable.



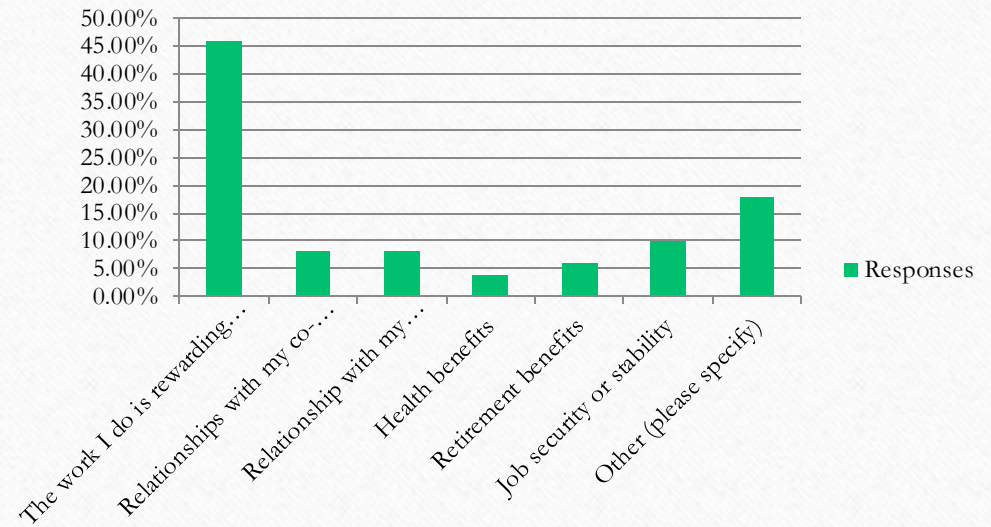
Workload is equitably distributed among employees in my department.



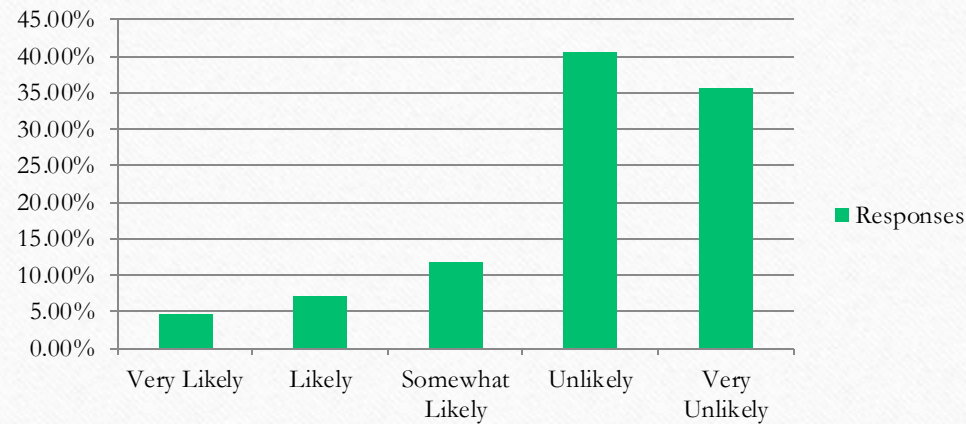
I am usually able to complete my job responsibilities within my scheduled hours.



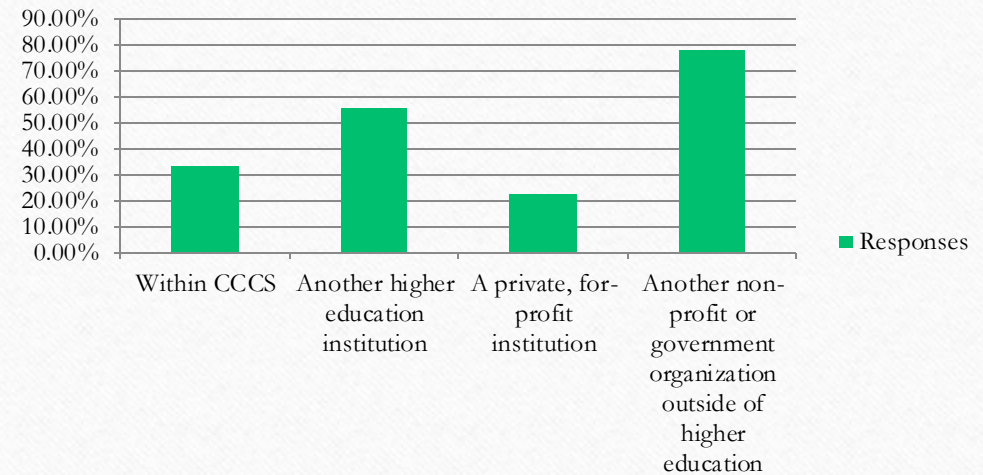
What keeps you employed at your institution?



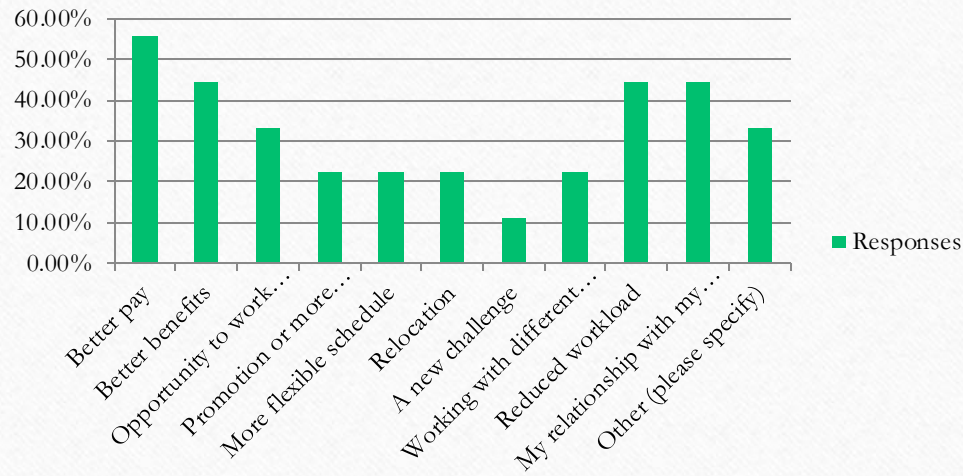
What is the likelihood that you will be looking for other employment opportunities within the next 12 months?



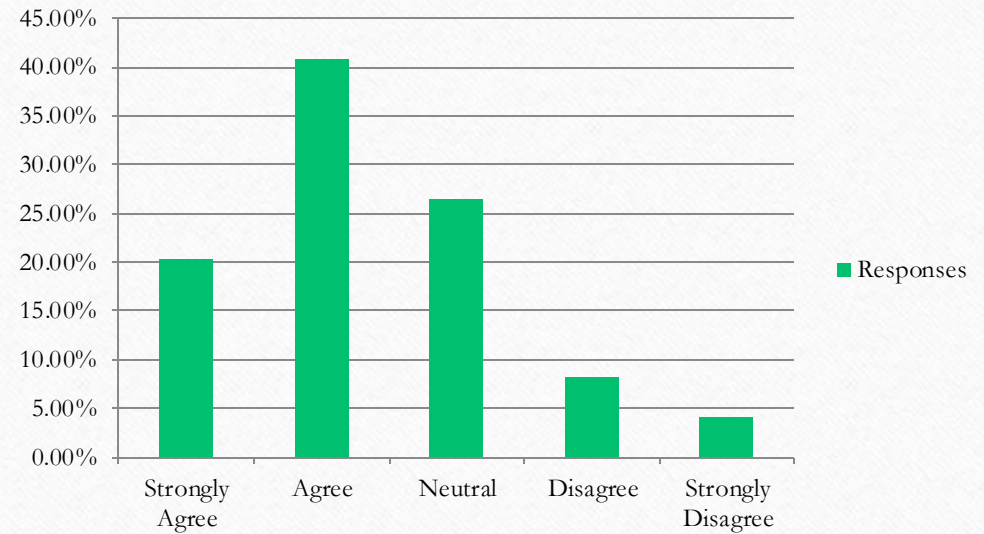
Where do you plan to look for other employment opportunities? Check all that apply.



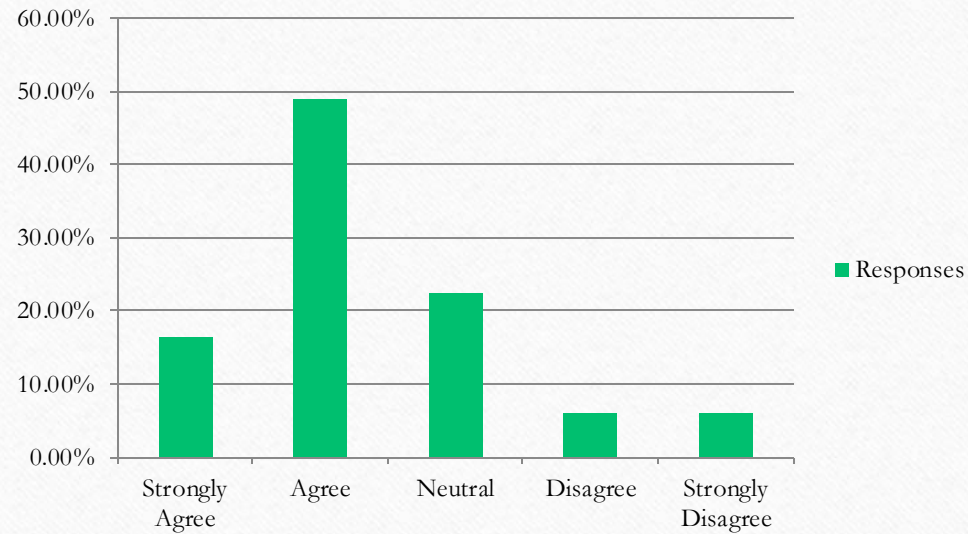
Why will you be looking for other employment opportunities? Check all that apply.



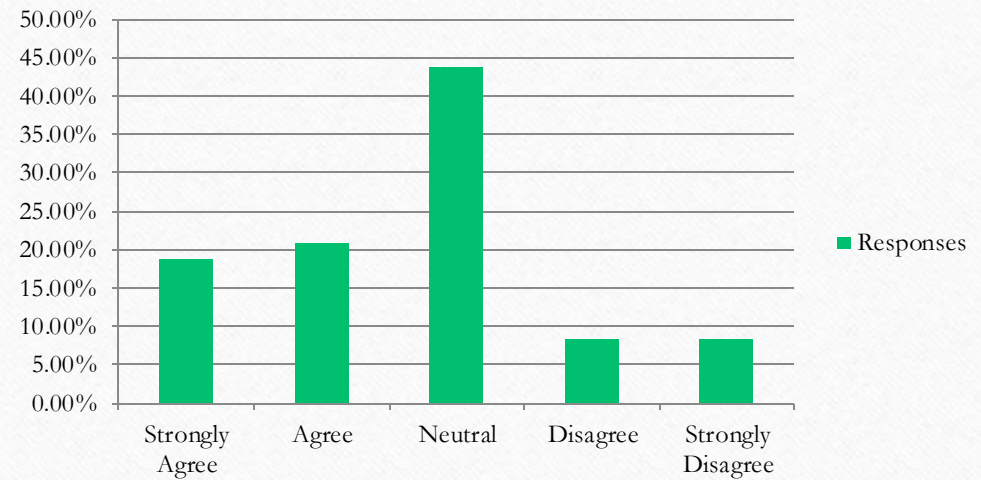
I clearly understand how my performance is measured.



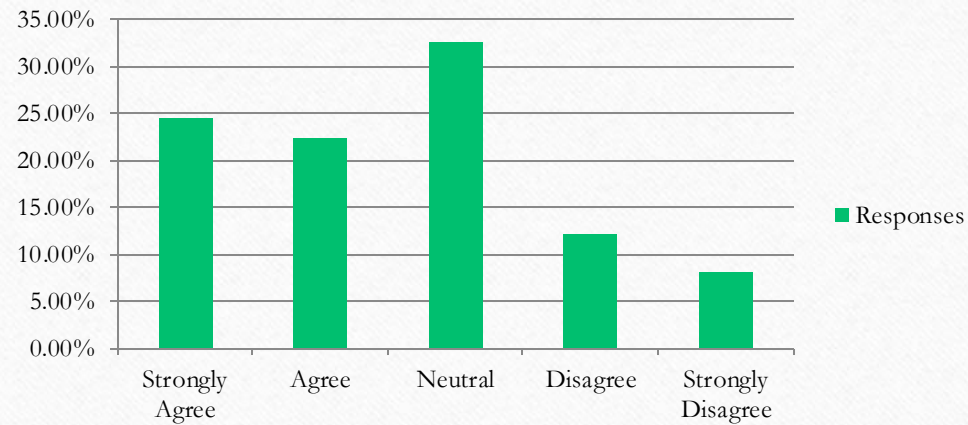
Performance/personnel issues are addressed in my department.



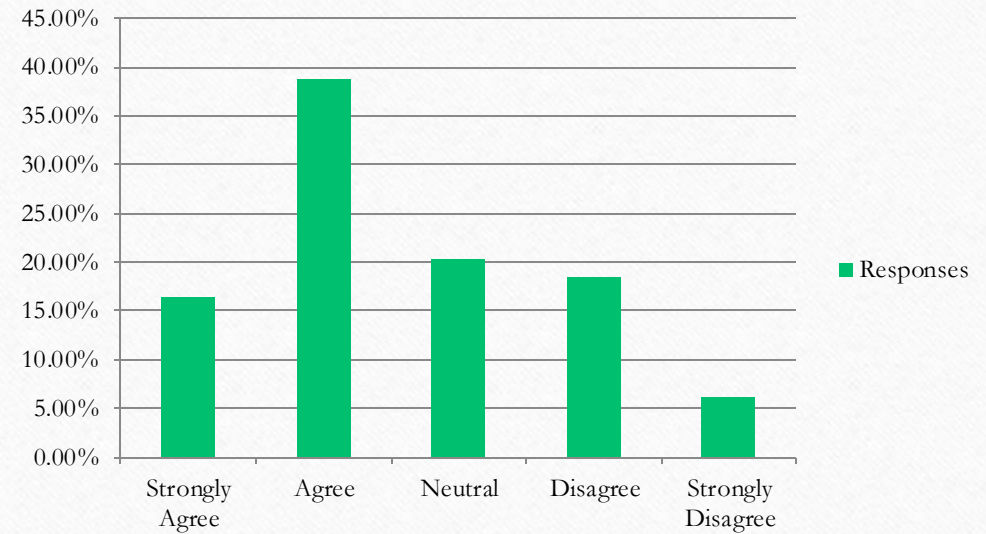
Performance based salary increases are applied fairly at my institution.



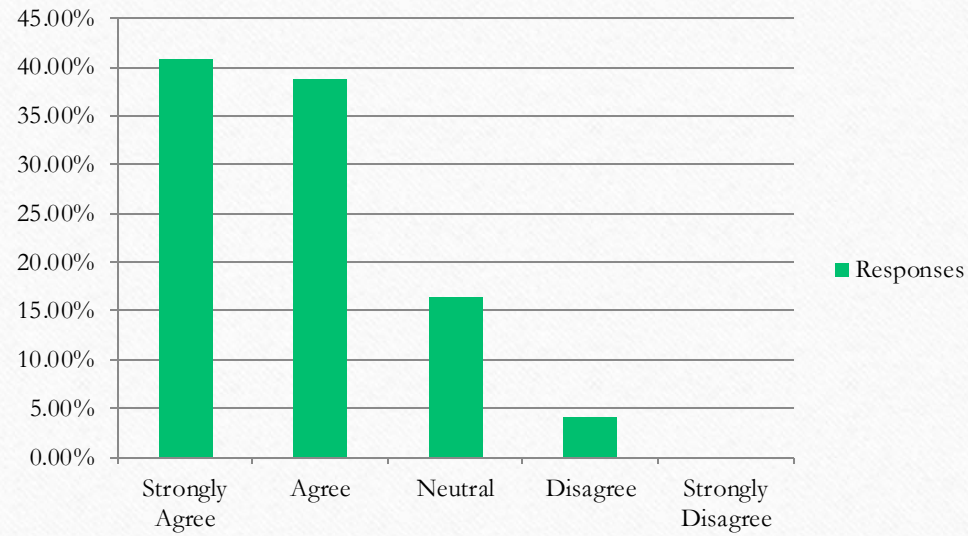
I prefer uniformly applied (e.g. across the board or cost-of-living) salary increases to performance-based salary increases.



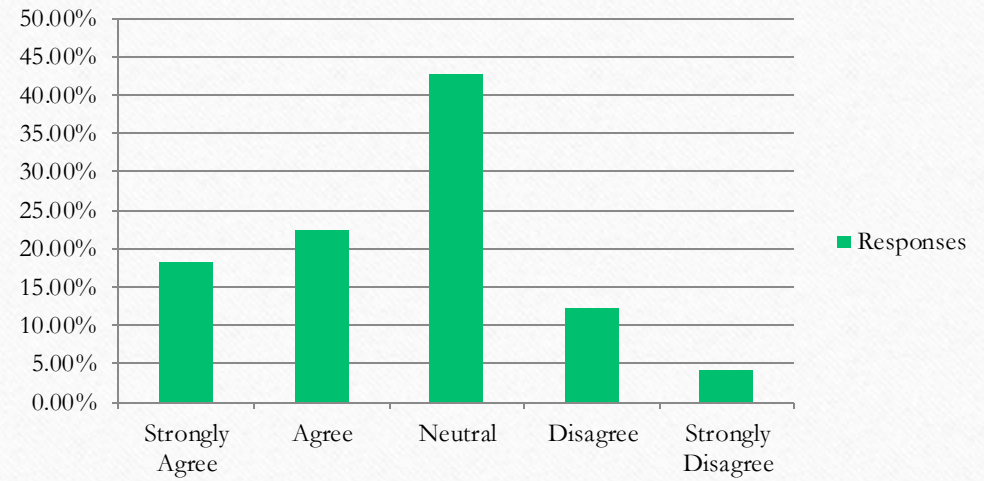
I have access to the training I need to do my job well.



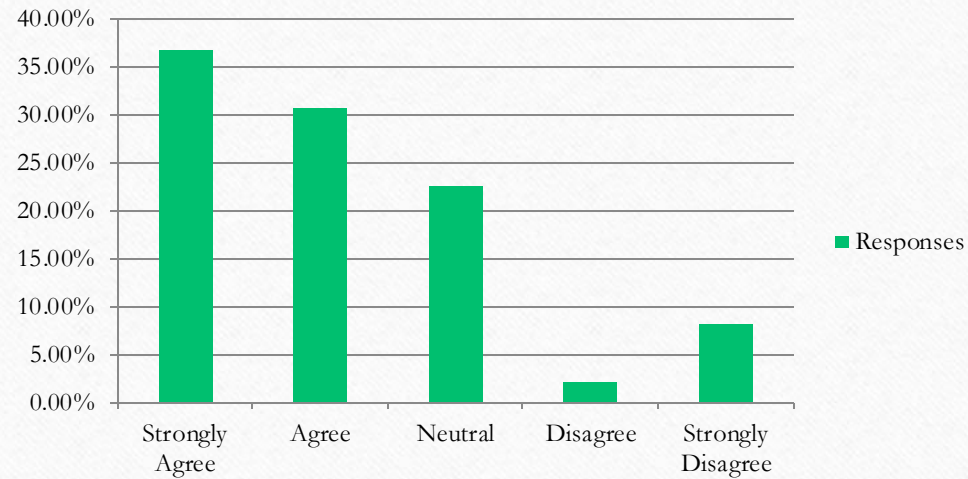
I am made aware of promotional opportunities at my institution.



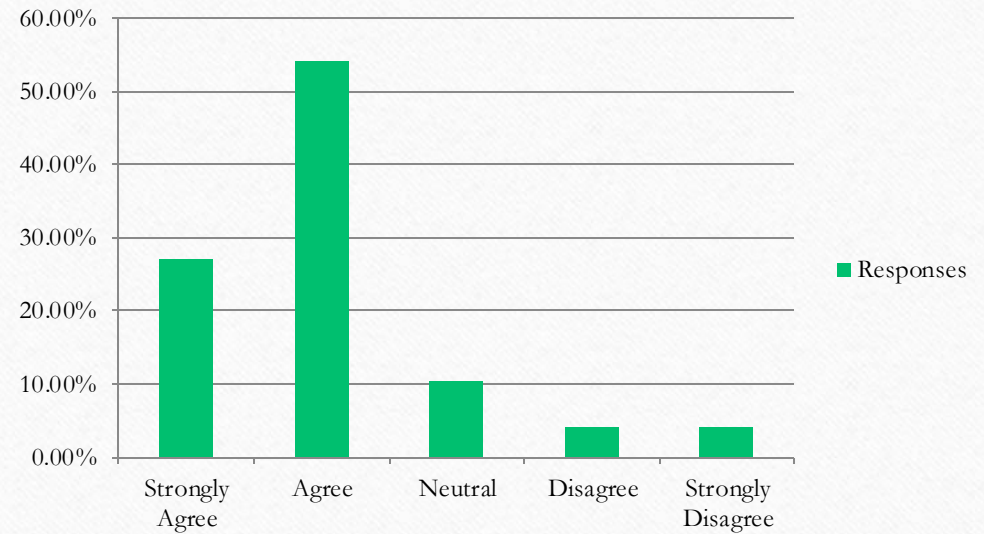
My institution does a good job of developing employees for job opportunities and advancement.



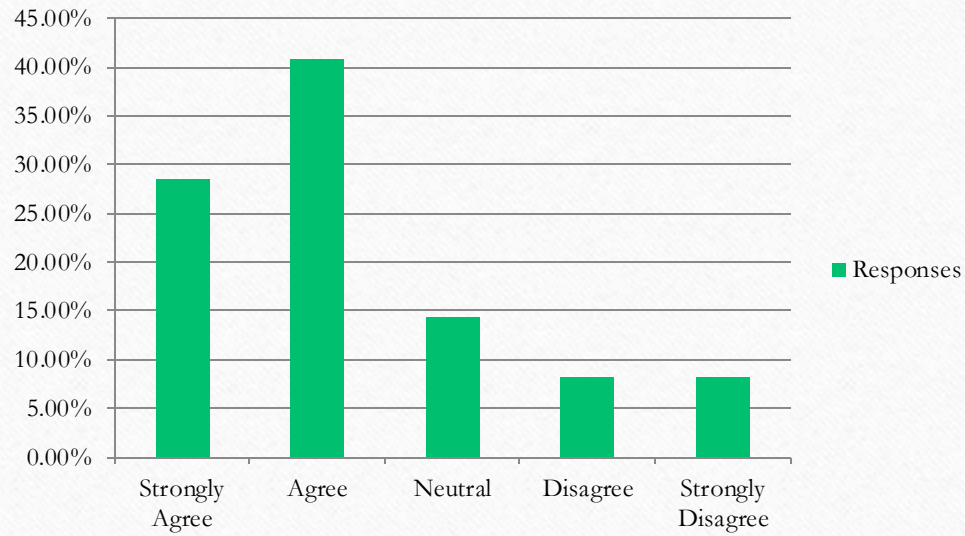
I feel supported by my supervisor in pursuing professional development opportunities.



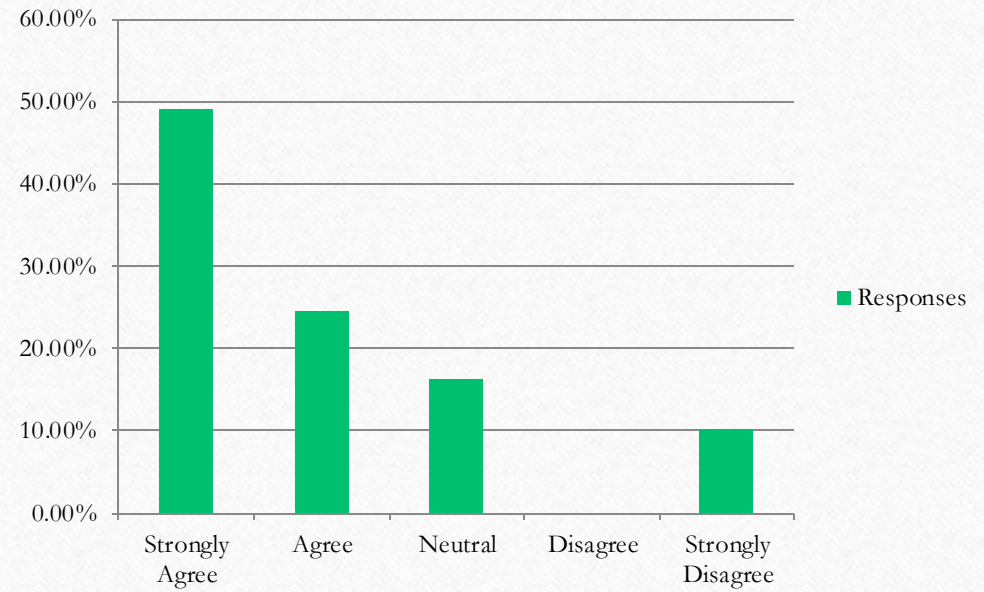
My supervisor makes their expectations clear.



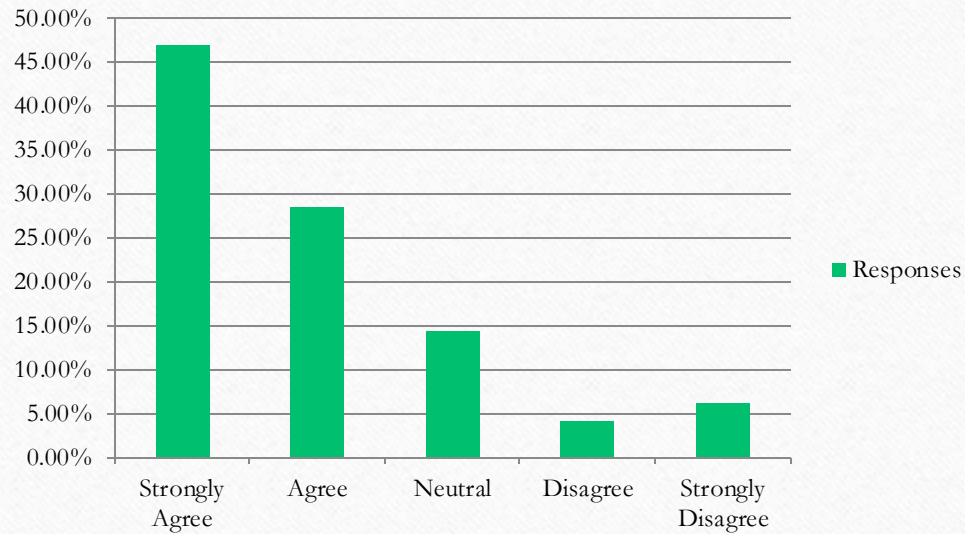
I receive meaningful coaching from my supervisor.



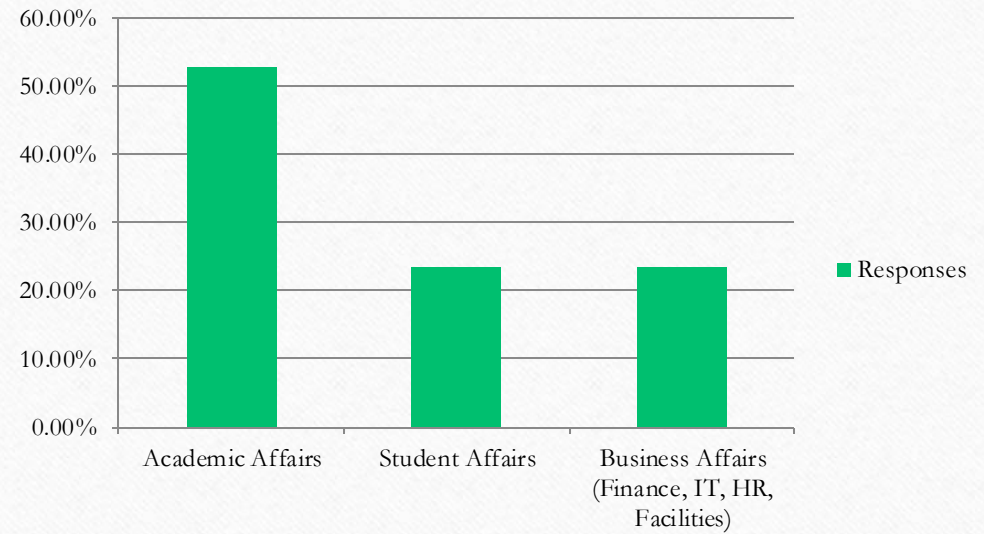
I trust my supervisor.



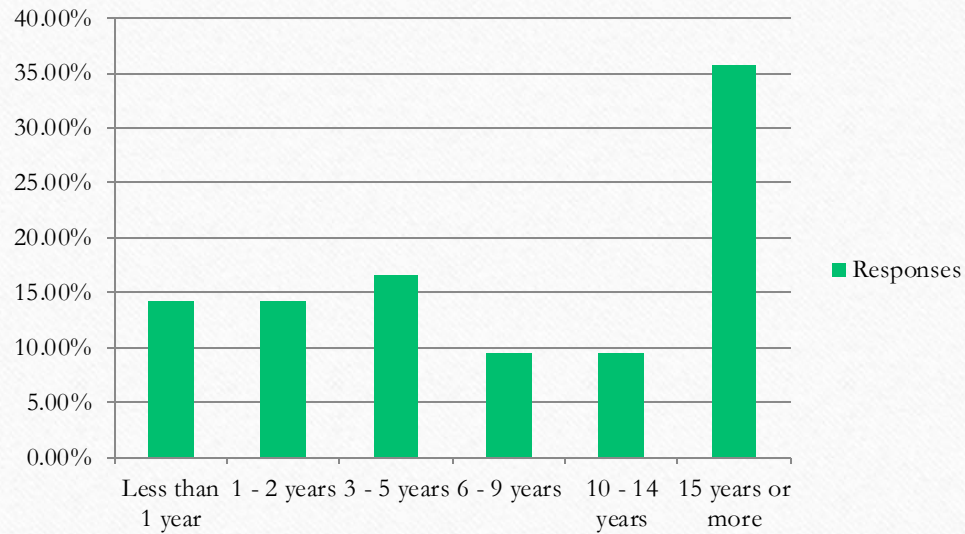
My supervisor supports my efforts to balance my work and personal life.



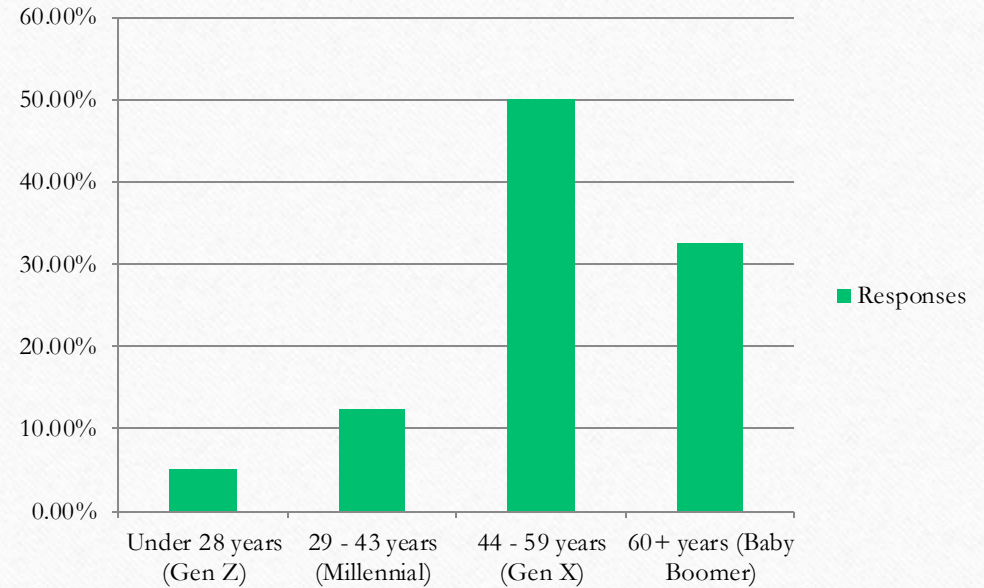
In which functional area do you work?



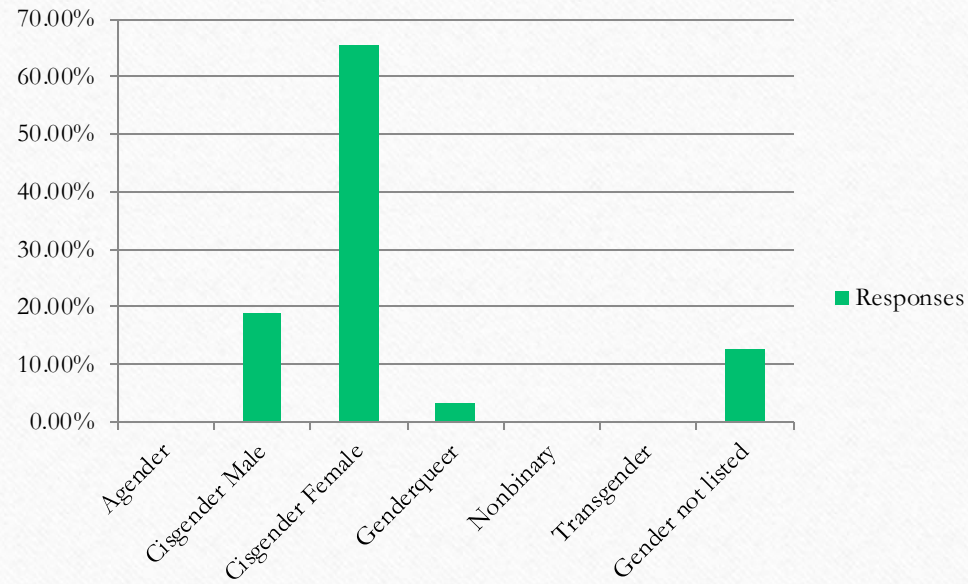
How long have you been an employee within the CCCS System?



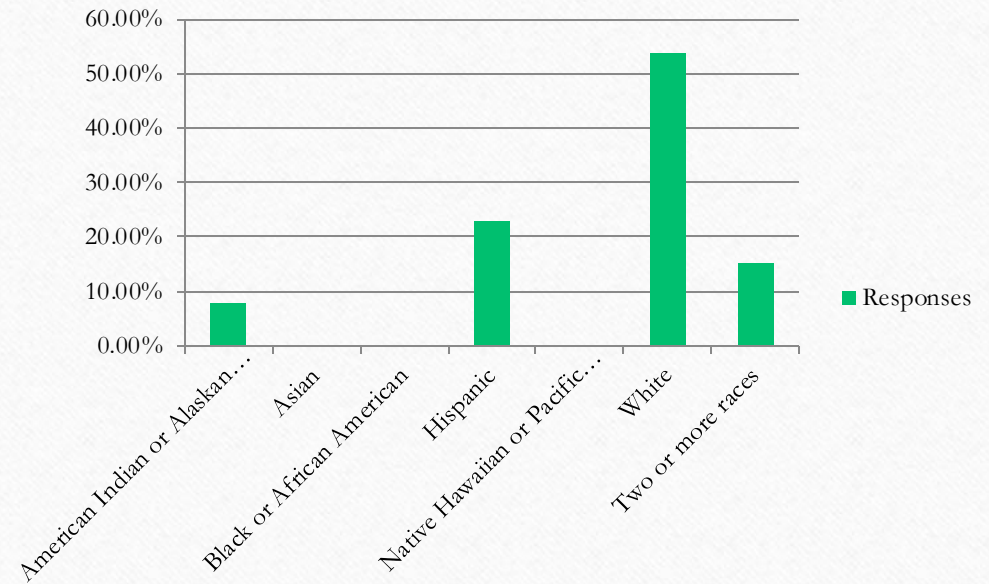
What is your age group?



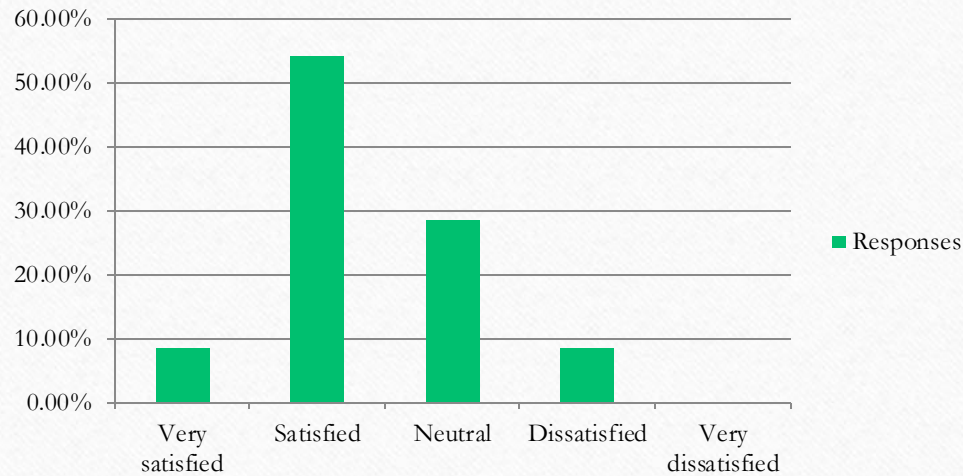
What is your gender?



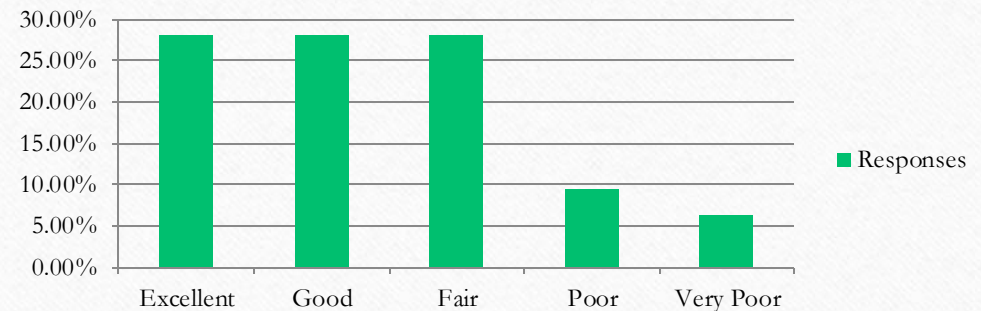
What is your ethnicity?



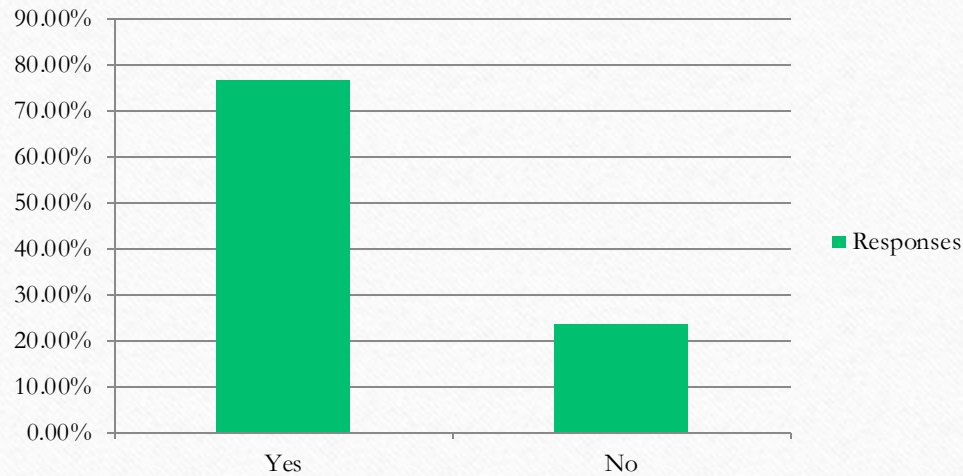
How satisfied are you with the health benefits (e.g medical, dental, vision) provided by CCCS?



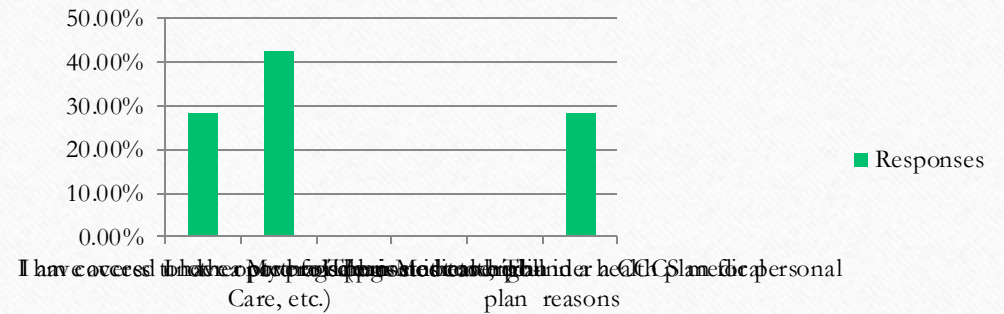
How would you rate the value of CCCS's health benefits package compared to those offered by your former employer or another employer of whom you have direct knowledge?



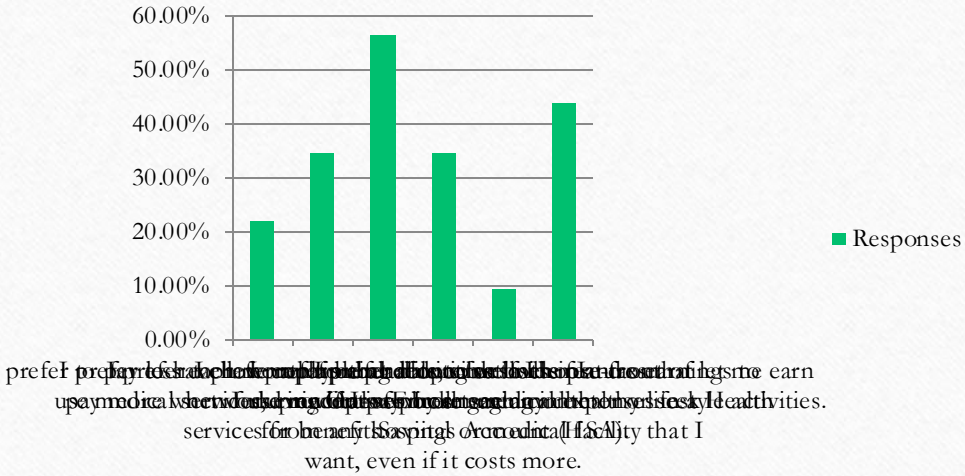
Are you currently enrolled in a CCCS medical benefit plan (e.g. Anthem or Kaiser)?



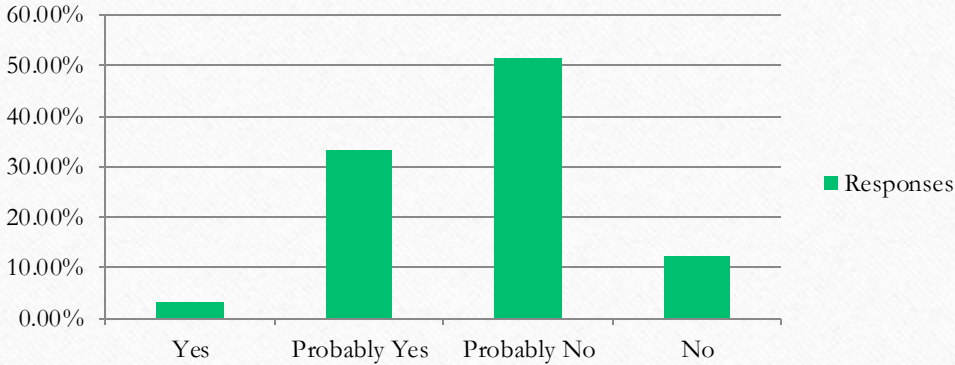
If you answered no to the previous question, why have you elected not to enroll in a CCCS medical benefit plan? (Check all that apply. If you are enrolled in a CCCS medical plan please skip this question.)



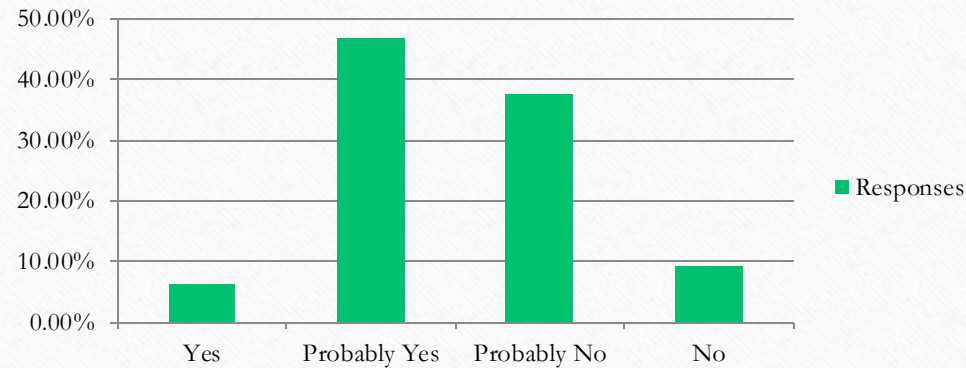
When considering medical plan offerings, check the response(s) that best fit your interests:



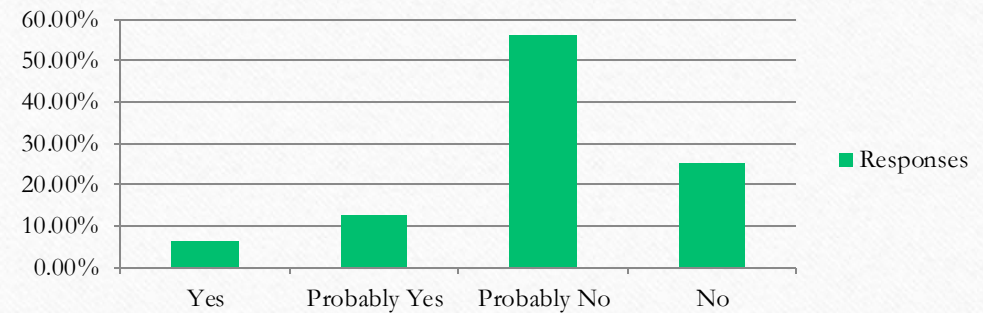
Would you choose a less comprehensive healthcare plan (higher deductibles and copays) if it meant paying a lower monthly premium?



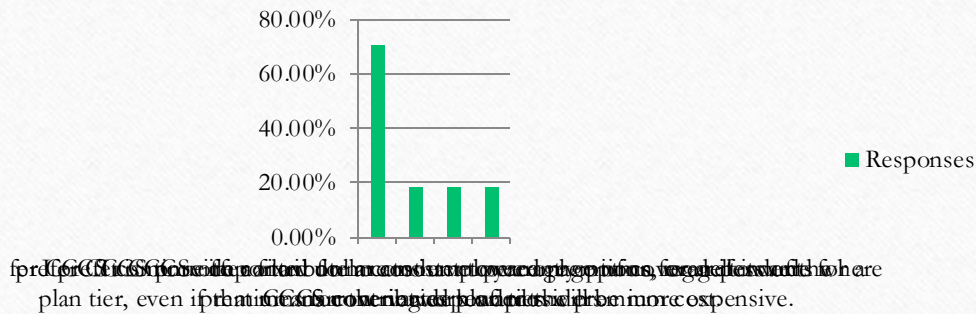
Would you choose more comprehensive healthcare plan (lower deductibles and copays) if it meant paying a higher monthly premium?



Would you choose a health plan that utilized a narrow network of providers (less physicians and hospital choice than current) if it meant paying a lower monthly premium?



Under the current CCCS budgeting process, our goal is to provide a benefit allowance that covers 70 – 75% of the monthly premium costs for each of our health coverage plan tiers: Employee Only, Employee...



How valuable are the optional health benefits (e.g. accident, critical illness, pet insurance, etc.) now offered at CCCS?

