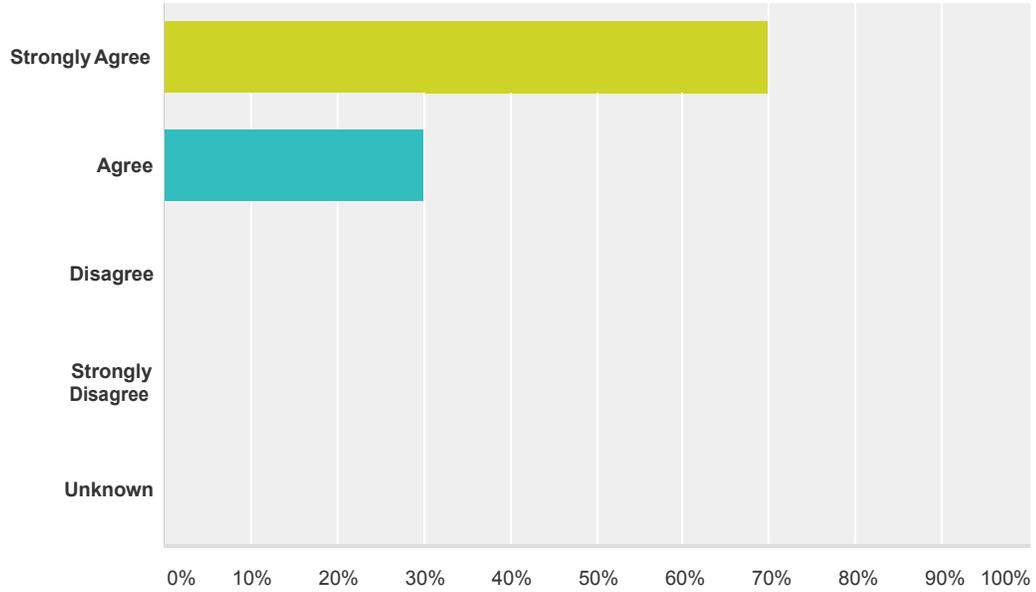


The work I do is meaningful to me.

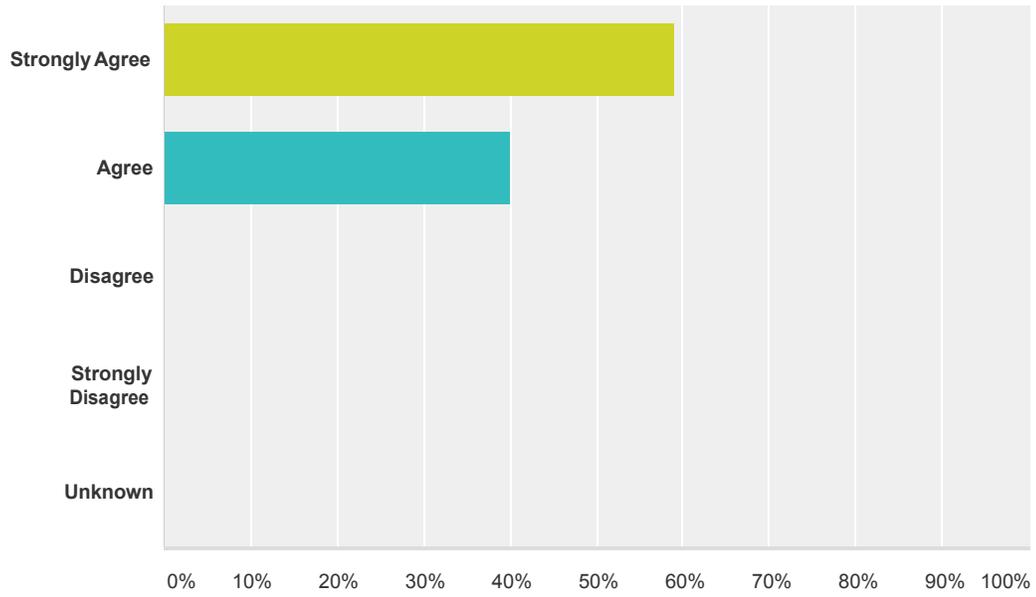
Answered: 23 Skipped: 2



Answer Choices	Responses	
Strongly Agree	69.57%	16
Agree	30.43%	7
Disagree	0.00%	0
Strongly Disagree	0.00%	0
Unknown	0.00%	0
Total		23

Overall, I like the work I do.

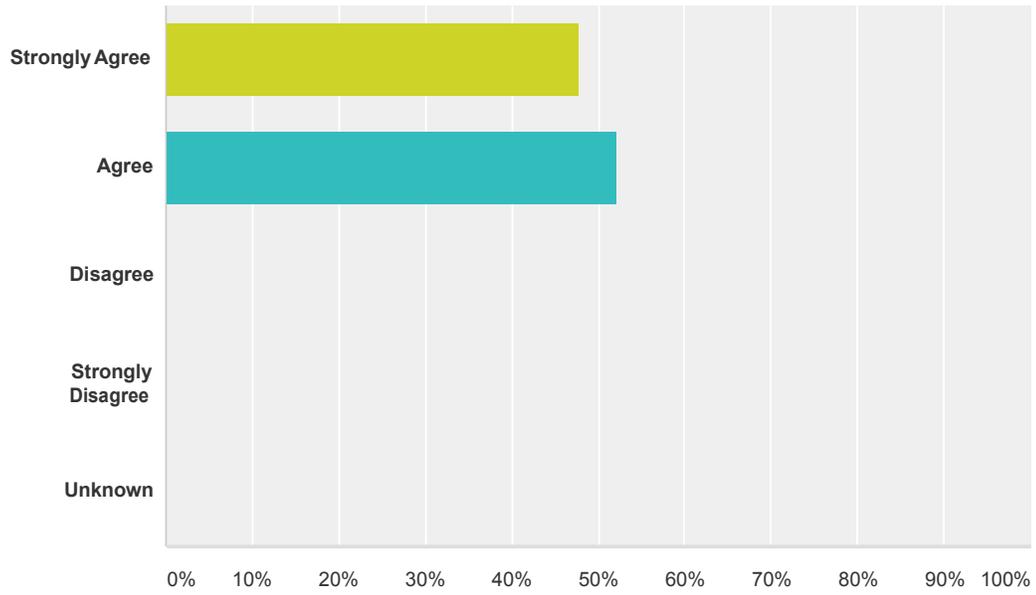
Answered: 22 Skipped: 3



Answer Choices	Responses
Strongly Agree	59.09% 13
Agree	40.91% 9
Disagree	0.00% 0
Strongly Disagree	0.00% 0
Unknown	0.00% 0
Total	22

My work is sufficiently challenging for me.

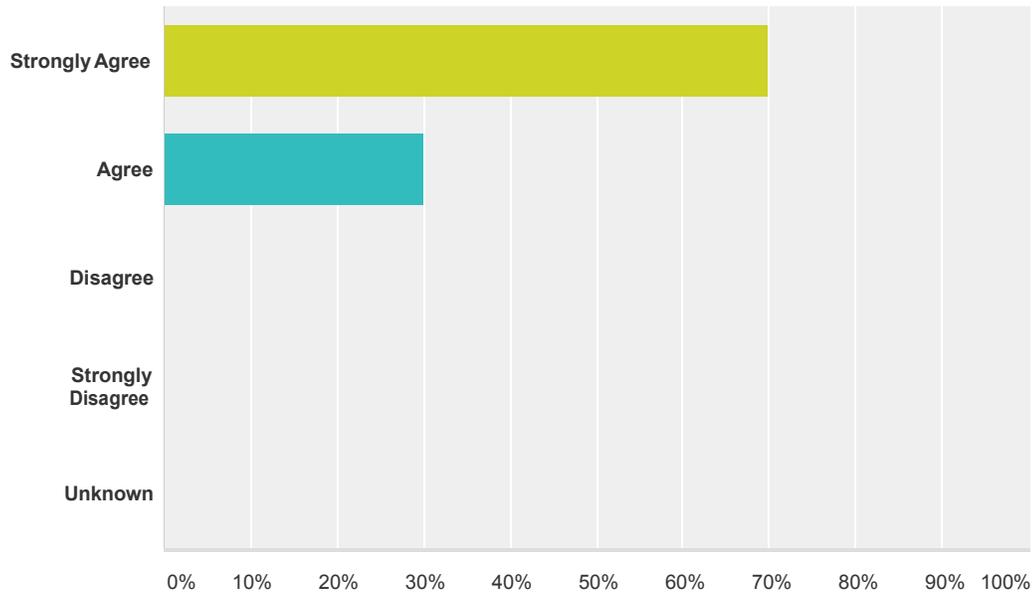
Answered: 23 Skipped: 2



Answer Choices	Responses	
Strongly Agree	47.83%	11
Agree	52.17%	12
Disagree	0.00%	0
Strongly Disagree	0.00%	0
Unknown	0.00%	0
Total		23

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

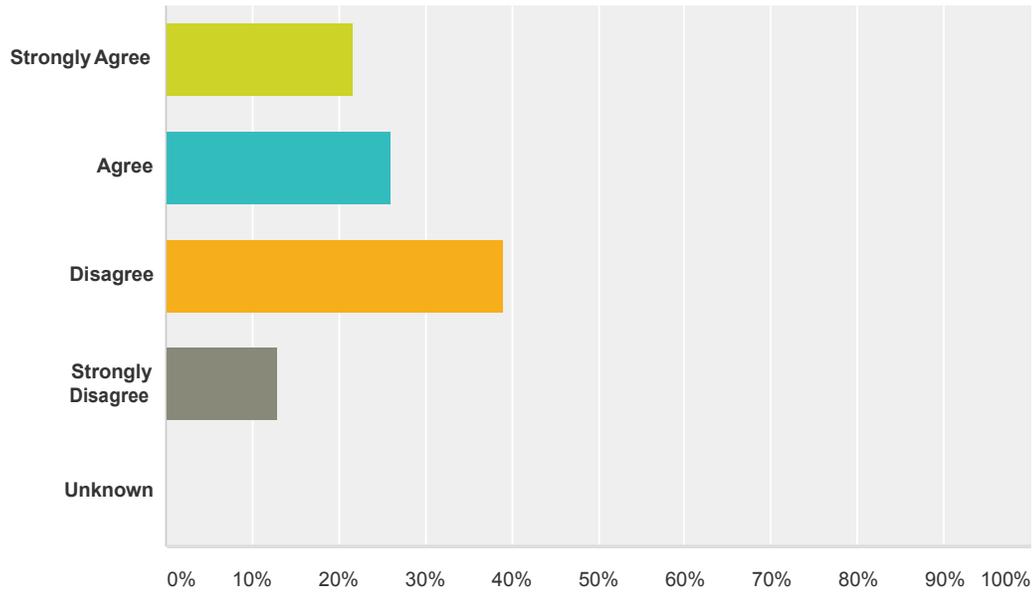
Answered: 23 Skipped: 2



Answer Choices	Responses	
Strongly Agree	69.57%	16
Agree	30.43%	7
Disagree	0.00%	0
Strongly Disagree	0.00%	0
Unknown	0.00%	0
Total		23

My workload is reasonable.

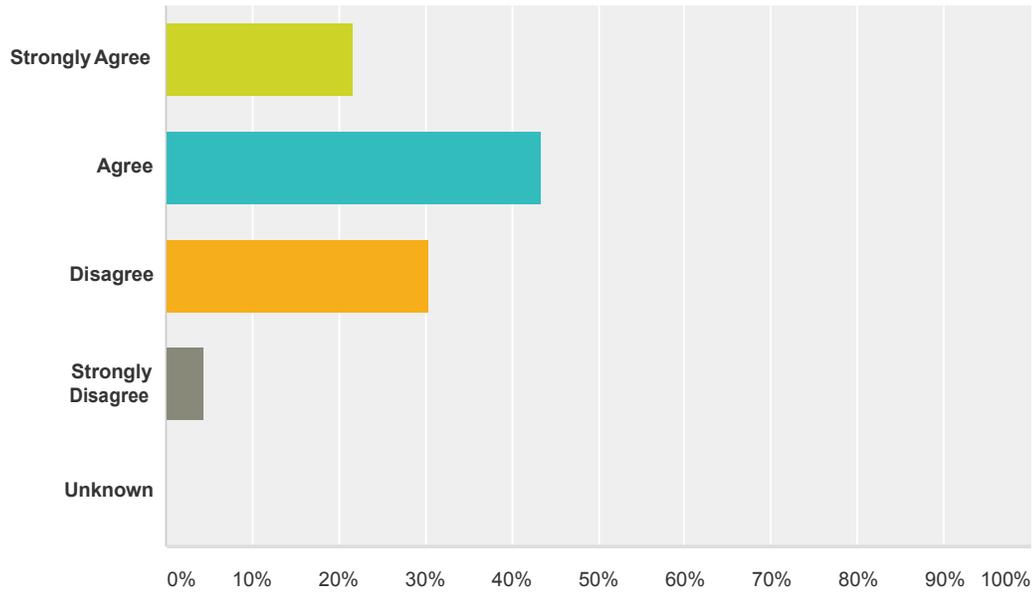
Answered: 23 Skipped: 2



Answer Choices	Responses
Strongly Agree	21.74% 5
Agree	26.09% 6
Disagree	39.13% 9
Strongly Disagree	13.04% 3
Unknown	0.00% 0
Total	23

My job duties and priorities are clear.

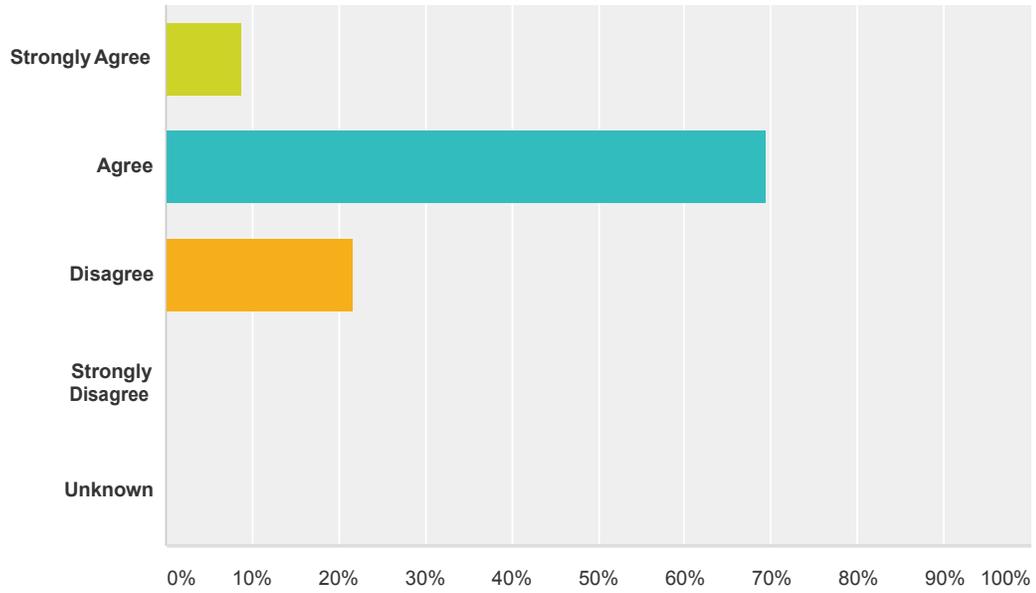
Answered: 23 Skipped: 2



Answer Choices	Responses
Strongly Agree	21.74% 5
Agree	43.48% 10
Disagree	30.43% 7
Strongly Disagree	4.35% 1
Unknown	0.00% 0
Total	23

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

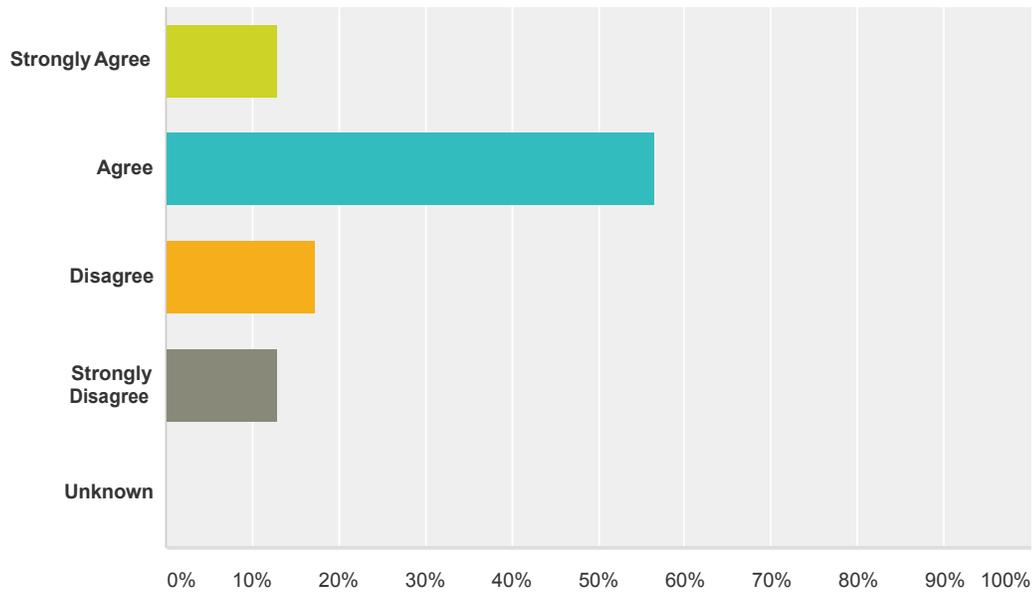
Answered: 23 Skipped: 2



Answer Choices	Responses
Strongly Agree	8.70% 2
Agree	69.57% 16
Disagree	21.74% 5
Strongly Disagree	0.00% 0
Unknown	0.00% 0
Total	23

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

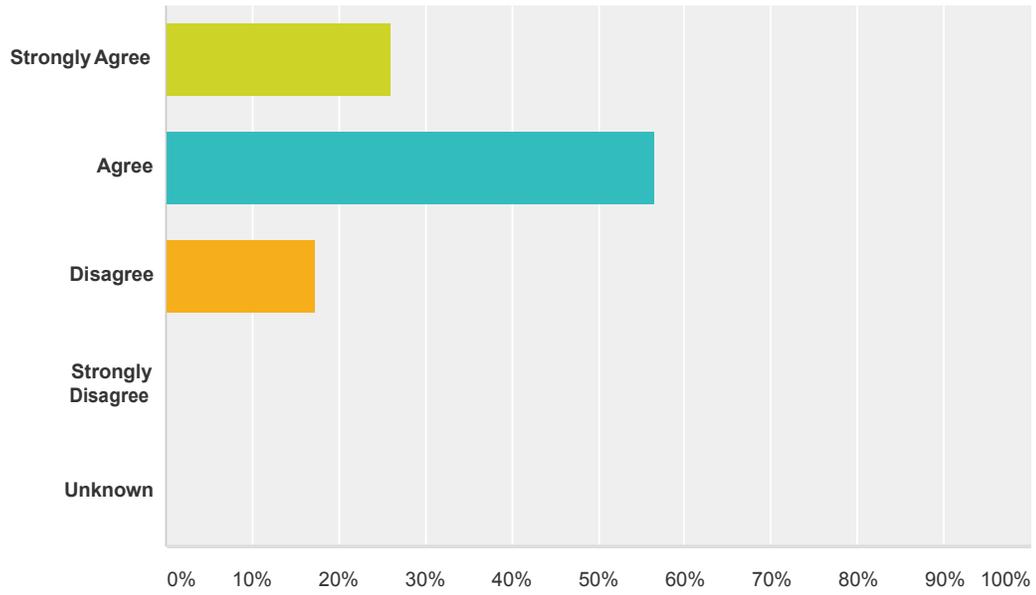
Answered: 23 Skipped: 2



Answer Choices	Responses	
Strongly Agree	13.04%	3
Agree	56.52%	13
Disagree	17.39%	4
Strongly Disagree	13.04%	3
Unknown	0.00%	0
Total		23

I feel motivated to do a good job.

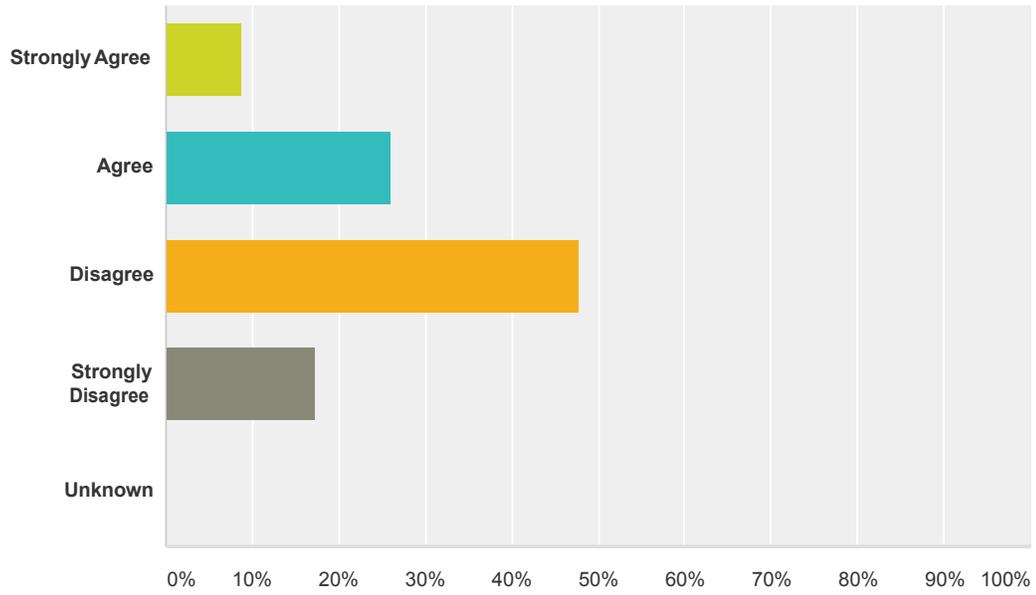
Answered: 23 Skipped: 2



Answer Choices	Responses
Strongly Agree	26.09% 6
Agree	56.52% 13
Disagree	17.39% 4
Strongly Disagree	0.00% 0
Unknown	0.00% 0
Total	23

I seldom feel 'burnt out' by my job.

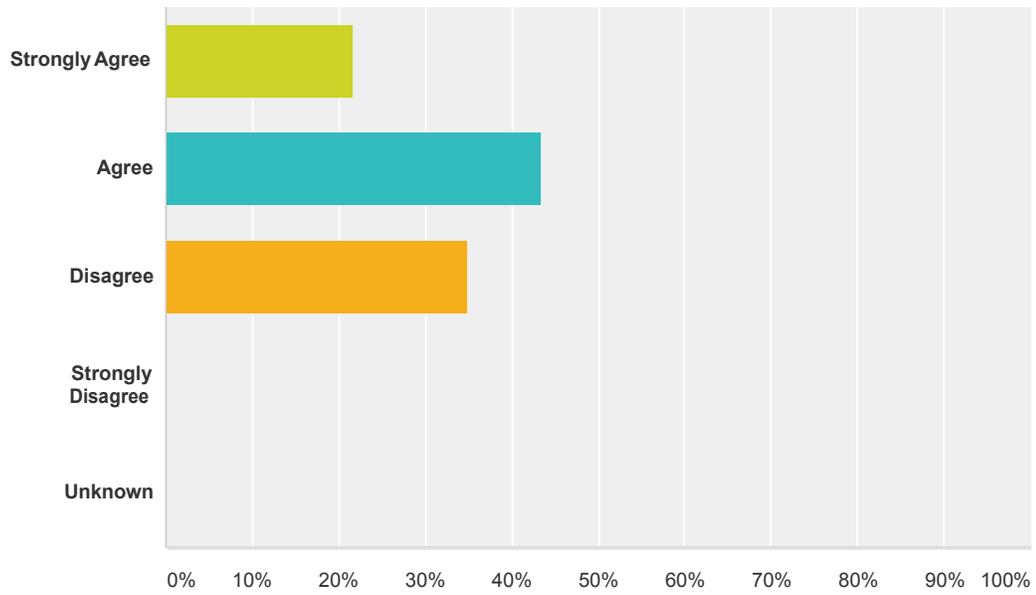
Answered: 23 Skipped: 2



Answer Choices	Responses
Strongly Agree	8.70% 2
Agree	26.09% 6
Disagree	47.83% 11
Strongly Disagree	17.39% 4
Unknown	0.00% 0
Total	23

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

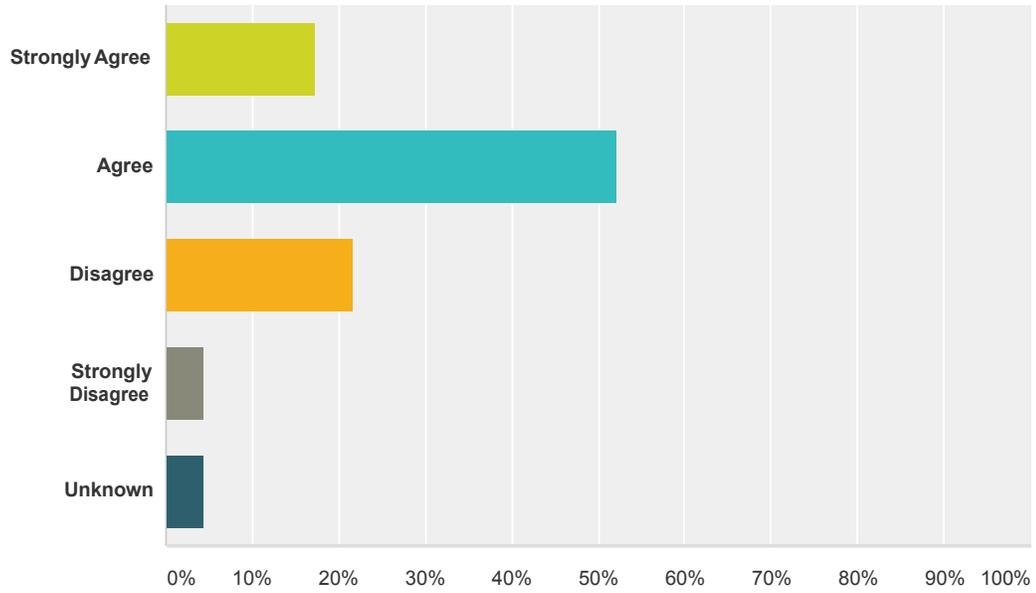
Answered: 23 Skipped: 2



Answer Choices	Responses	
Strongly Agree	21.74%	5
Agree	43.48%	10
Disagree	34.78%	8
Strongly Disagree	0.00%	0
Unknown	0.00%	0
Total		23

I work in an environment that supports team work.

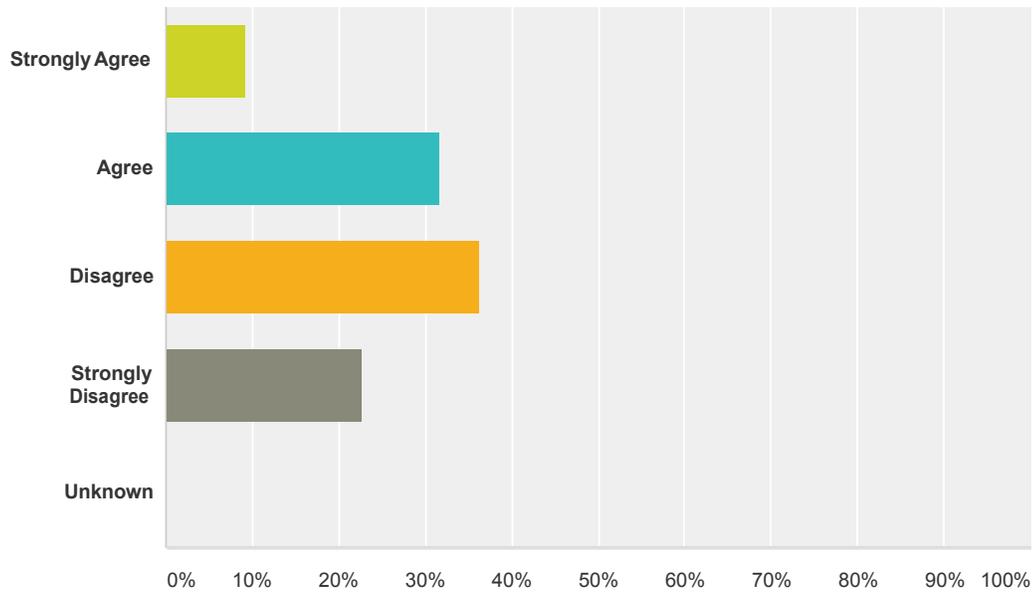
Answered: 23 Skipped: 2



Answer Choices	Responses	
Strongly Agree	17.39%	4
Agree	52.17%	12
Disagree	21.74%	5
Strongly Disagree	4.35%	1
Unknown	4.35%	1
Total		23

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

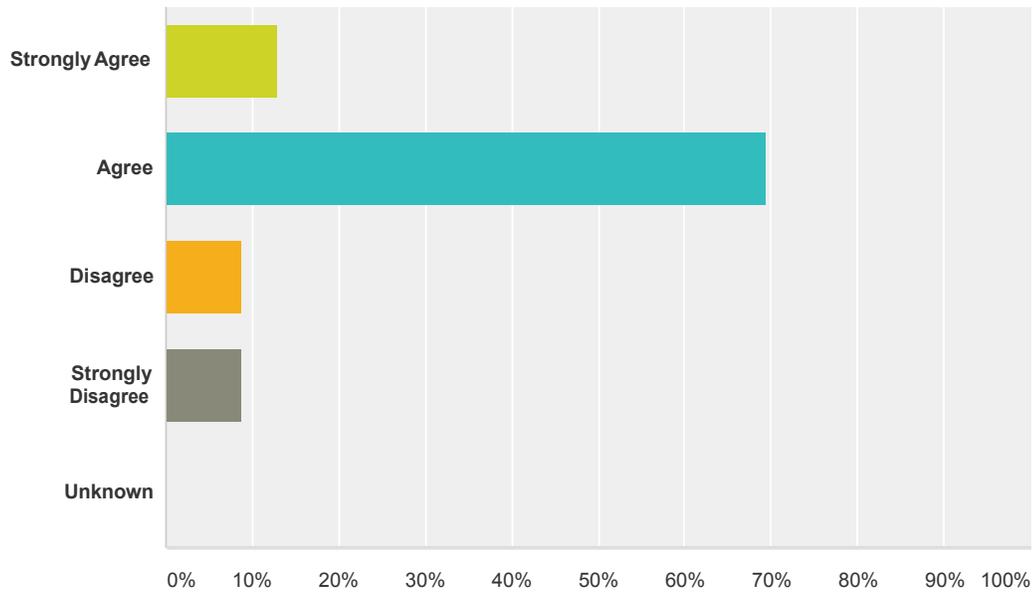
Answered: 22 Skipped: 3



Answer Choices	Responses
Strongly Agree	9.09% 2
Agree	31.82% 7
Disagree	36.36% 8
Strongly Disagree	22.73% 5
Unknown	0.00% 0
Total	22

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

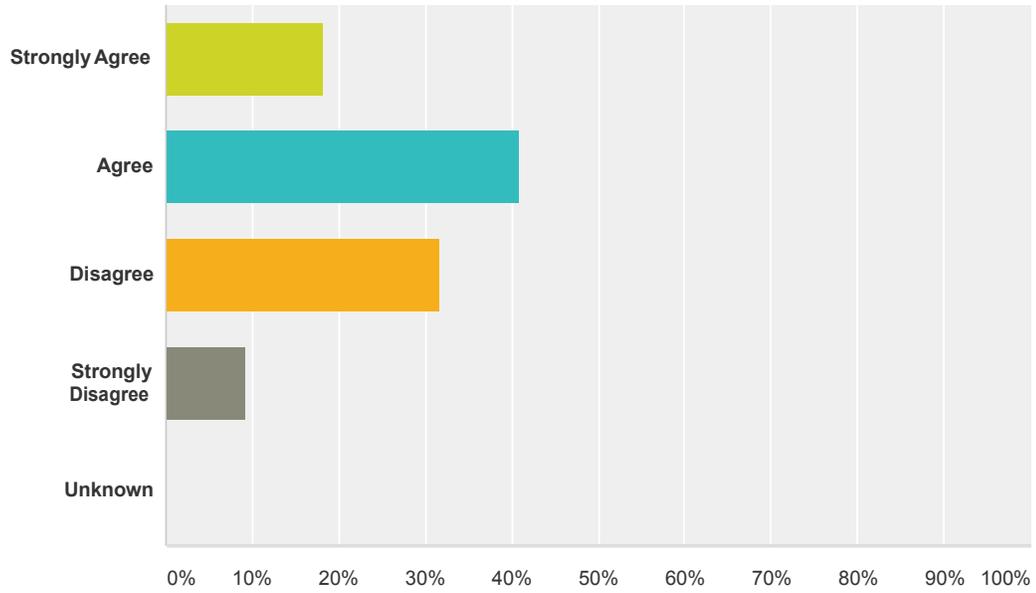
Answered: 23 Skipped: 2



Answer Choices	Responses	
Strongly Agree	13.04%	3
Agree	69.57%	16
Disagree	8.70%	2
Strongly Disagree	8.70%	2
Unknown	0.00%	0
Total		23

Duties are distributed fairly in my work unit.

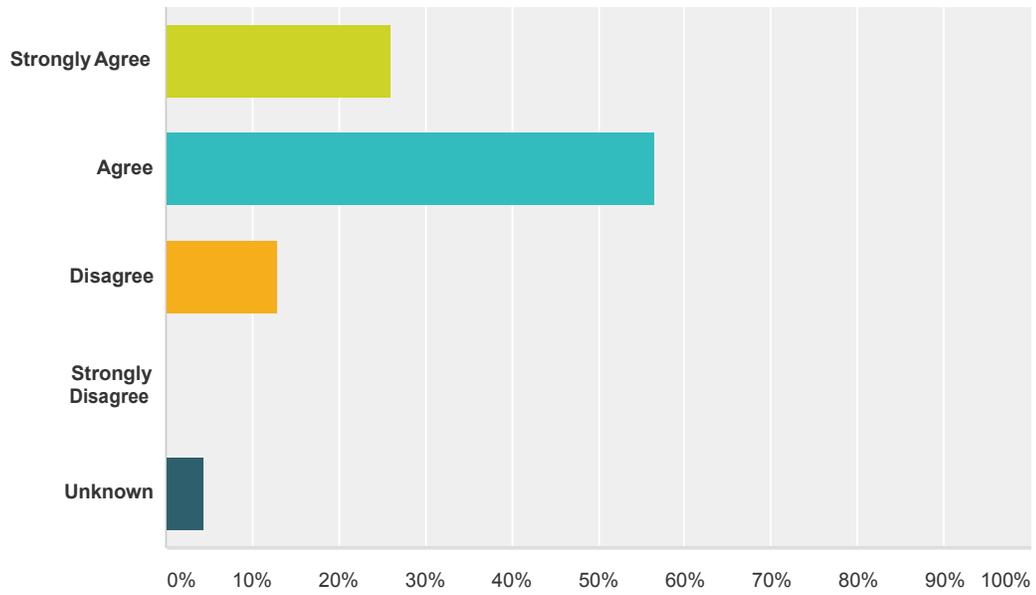
Answered: 22 Skipped: 3



Answer Choices	Responses	
Strongly Agree	18.18%	4
Agree	40.91%	9
Disagree	31.82%	7
Strongly Disagree	9.09%	2
Unknown	0.00%	0
Total		22

People in my work unit cooperate with one another.

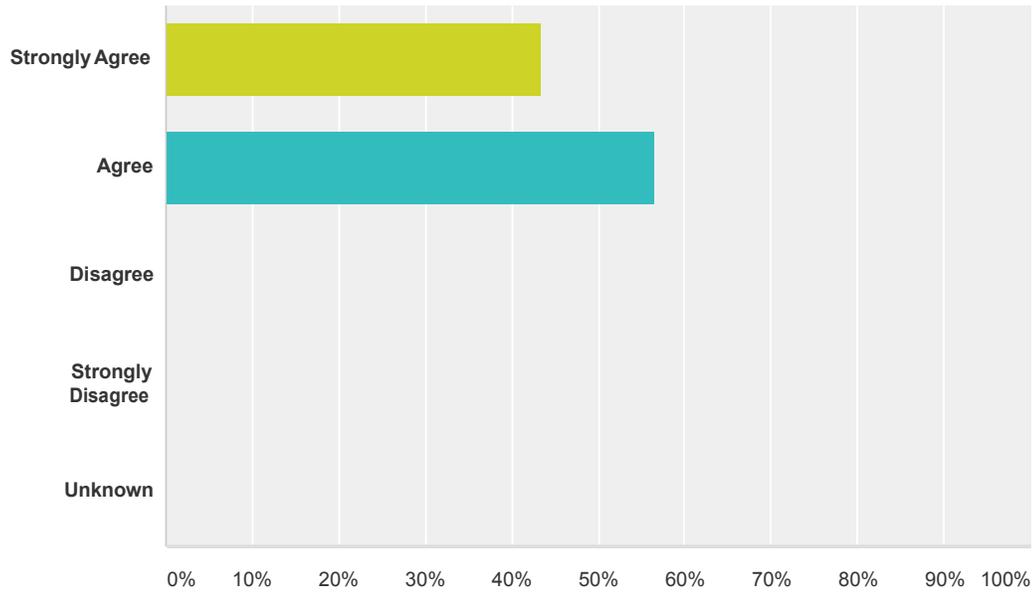
Answered: 23 Skipped: 2



Answer Choices	Responses
Strongly Agree	26.09% 6
Agree	56.52% 13
Disagree	13.04% 3
Strongly Disagree	0.00% 0
Unknown	4.35% 1
Total	23

I enjoy working with my colleagues.

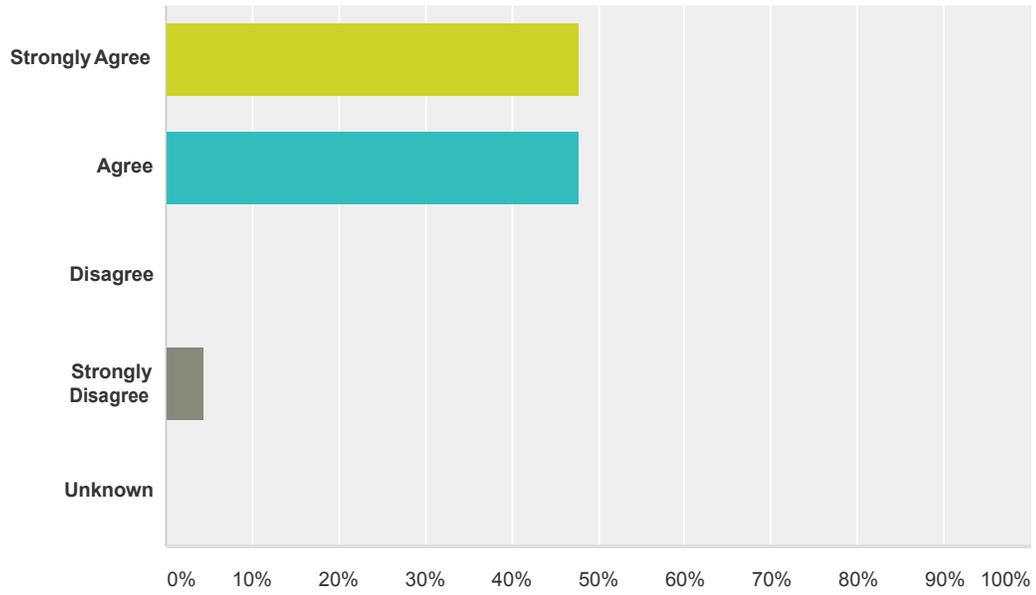
Answered: 23 Skipped: 2



Answer Choices	Responses
Strongly Agree	43.48% 10
Agree	56.52% 13
Disagree	0.00% 0
Strongly Disagree	0.00% 0
Unknown	0.00% 0
Total	23

I respect my supervisor.

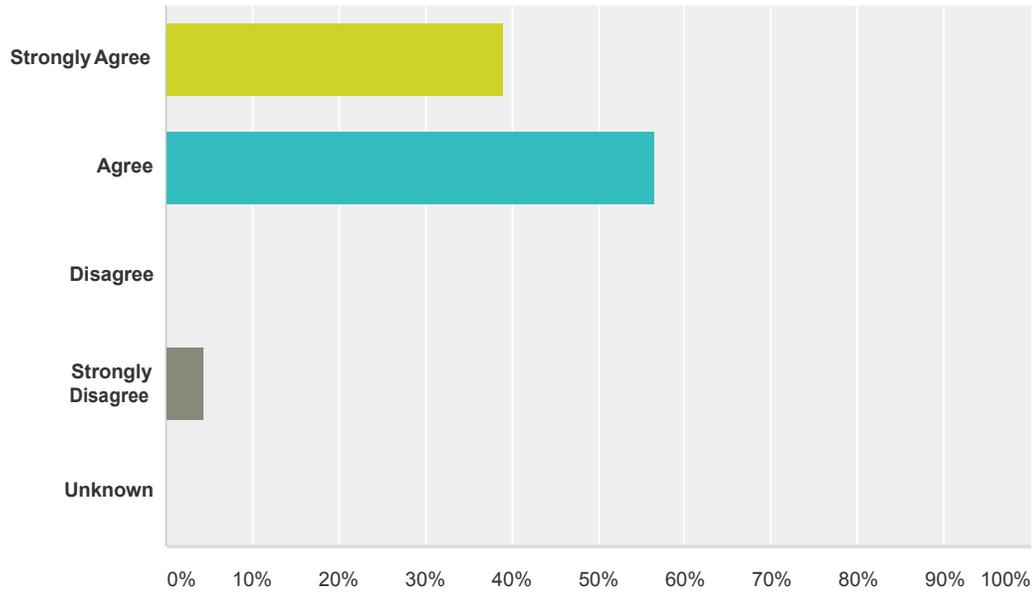
Answered: 23 Skipped: 2



Answer Choices	Responses
Strongly Agree	47.83% 11
Agree	47.83% 11
Disagree	0.00% 0
Strongly Disagree	4.35% 1
Unknown	0.00% 0
Total	23

My supervisor treats people fairly.

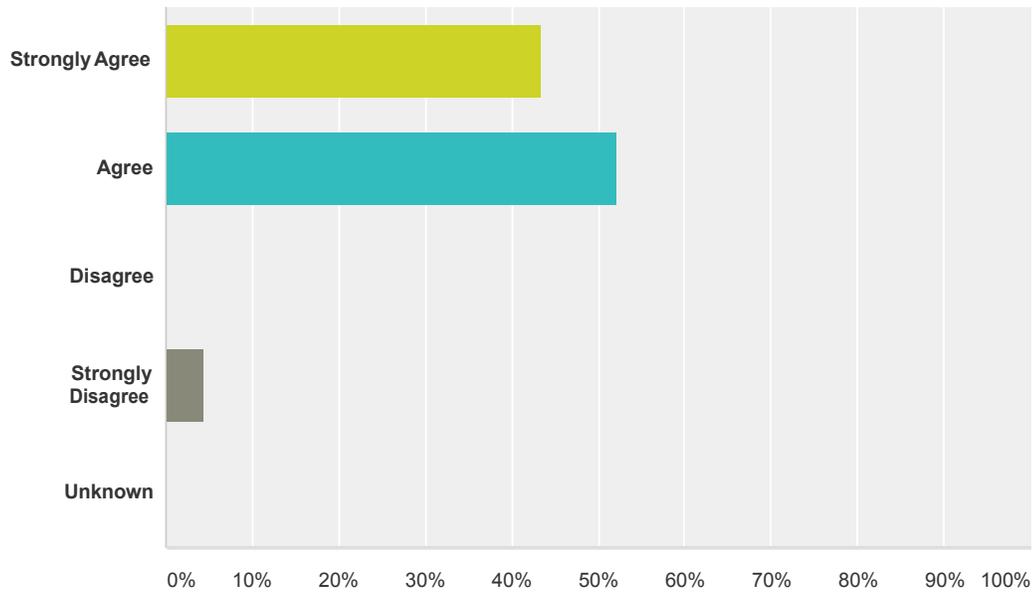
Answered: 23 Skipped: 2



Answer Choices	Responses
Strongly Agree	39.13% 9
Agree	56.52% 13
Disagree	0.00% 0
Strongly Disagree	4.35% 1
Unknown	0.00% 0
Total	23

My supervisor shows respect to his/her staff.

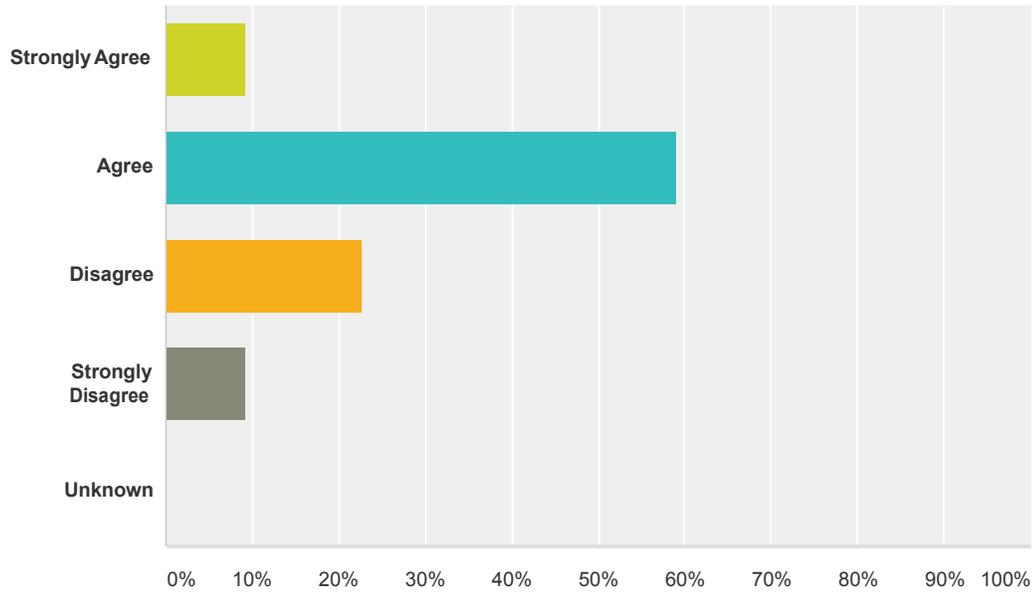
Answered: 23 Skipped: 2



Answer Choices	Responses	
Strongly Agree	43.48%	10
Agree	52.17%	12
Disagree	0.00%	0
Strongly Disagree	4.35%	1
Unknown	0.00%	0
Total		23

My teaching load is reasonable.

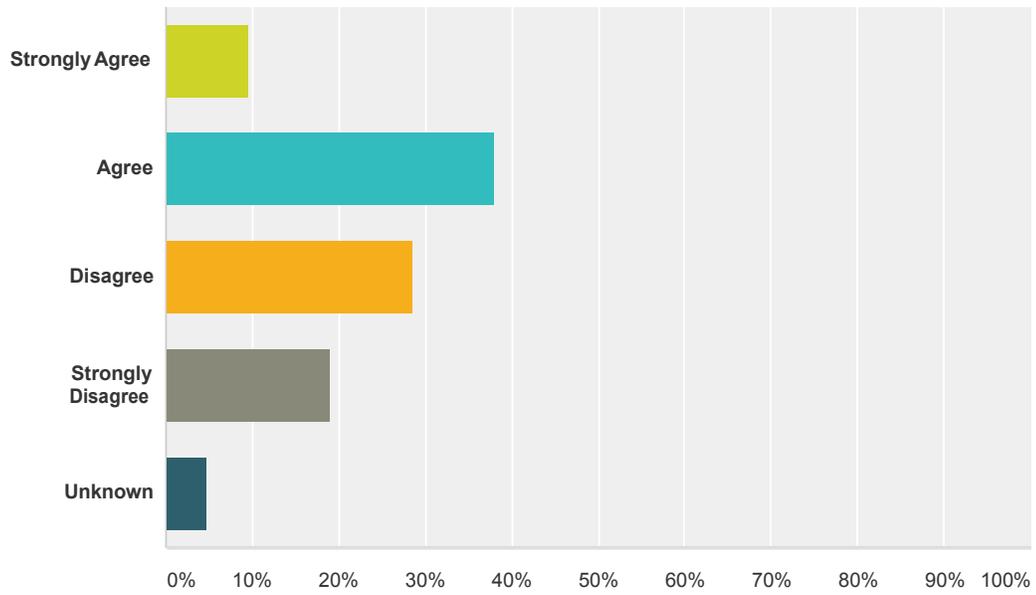
Answered: 22 Skipped: 3



Answer Choices	Responses
Strongly Agree	9.09% 2
Agree	59.09% 13
Disagree	22.73% 5
Strongly Disagree	9.09% 2
Unknown	0.00% 0
Total	22

Teaching loads are equitably distributed among faculty.

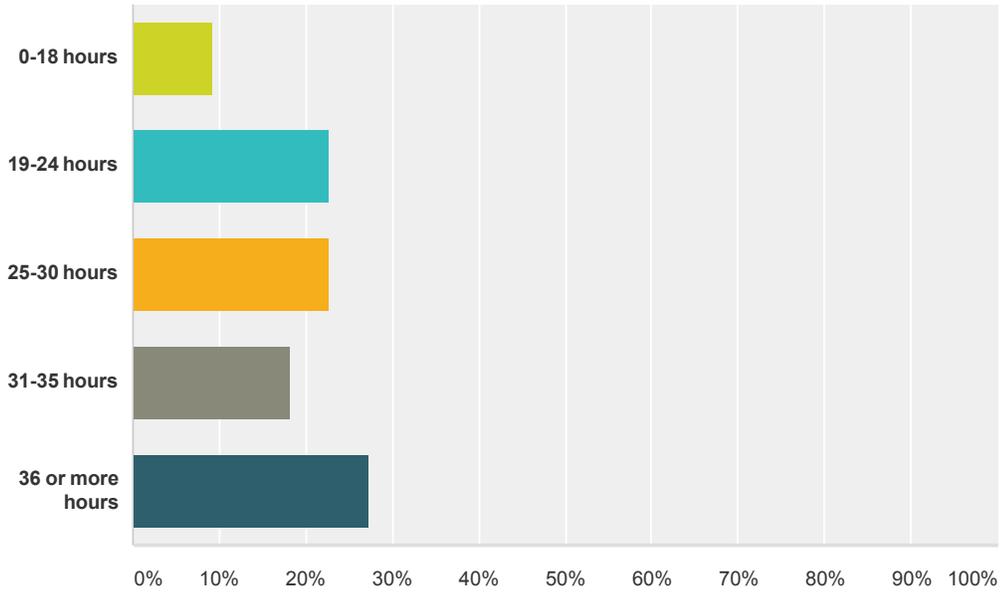
Answered: 21 Skipped: 4



Answer Choices	Responses	
Strongly Agree	9.52%	2
Agree	38.10%	8
Disagree	28.57%	6
Strongly Disagree	19.05%	4
Unknown	4.76%	1
Total		21

How many credit hours did you teach in the 2013-2014 Academic Year? (include Fall and Spring and exclude overloads and summer assignments.)

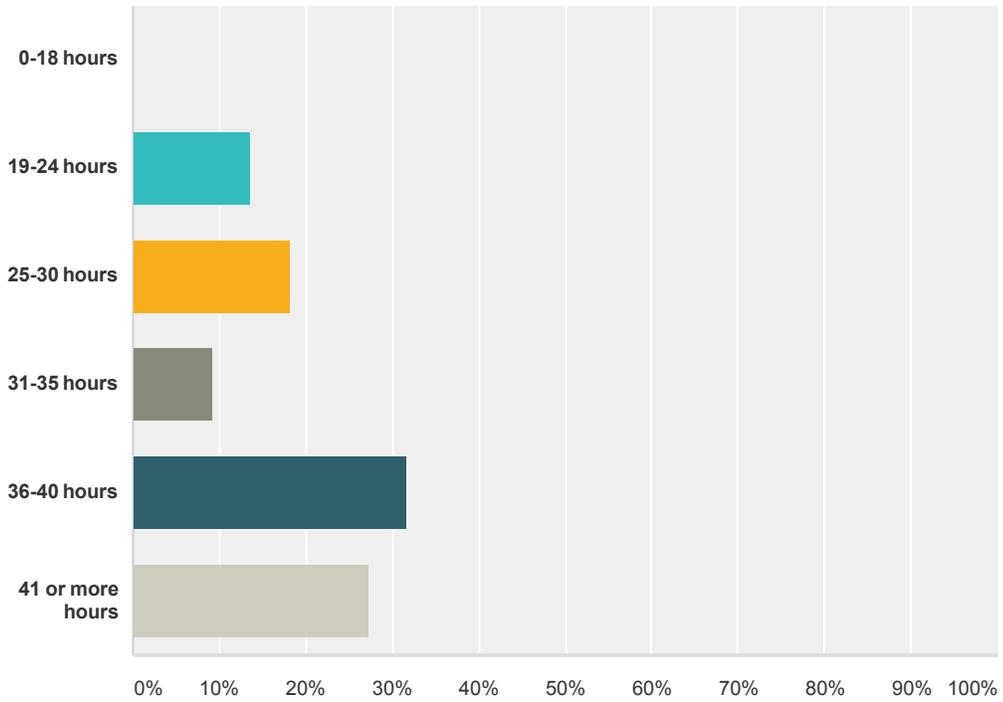
Answered: 22 Skipped: 3



Answer Choices	Responses	
0-18 hours	9.09%	2
19-24 hours	22.73%	5
25-30 hours	22.73%	5
31-35 hours	18.18%	4
36 or more hours	27.27%	6
Total		22

How many total credit hours did you teach in 2013 - 2014? (include Fall, Spring, Summer and overloads)

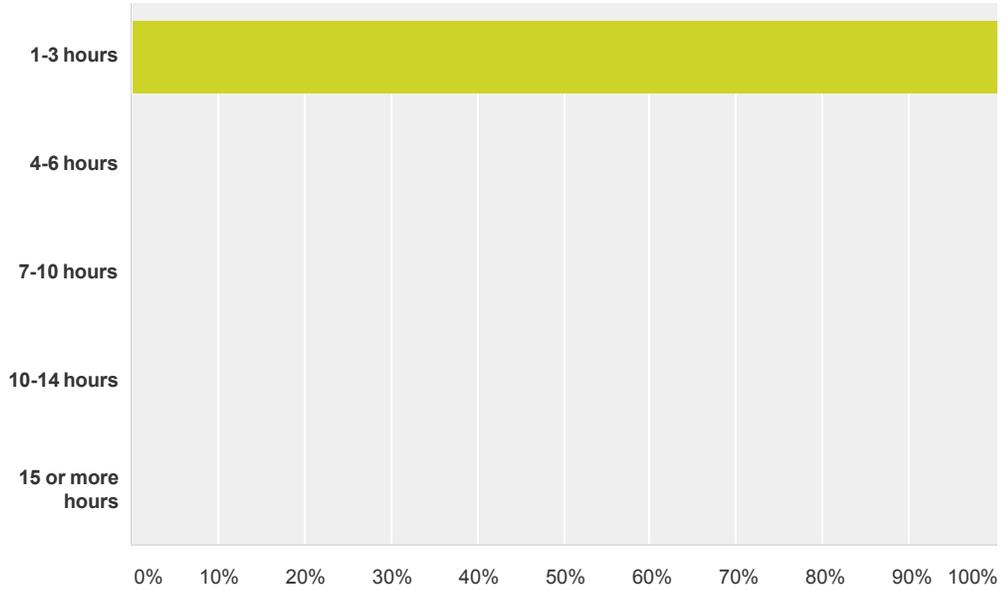
Answered: 22 Skipped: 3



Answer Choices	Responses	
0-18 hours	0.00%	0
19-24 hours	13.64%	3
25-30 hours	18.18%	4
31-35 hours	9.09%	2
36-40 hours	31.82%	7
41 or more hours	27.27%	6
Total		22

How many total hours of release credit hours did you have in 2013-2014? (include Fall, Spring and Summer)

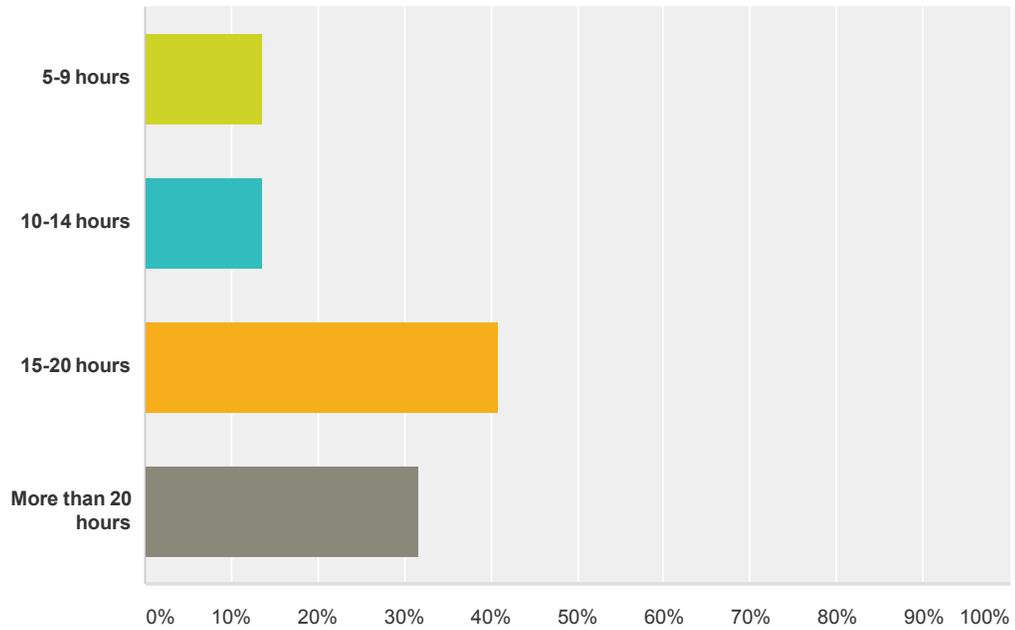
Answered: 5 Skipped: 20



Answer Choices	Responses
1-3 hours	100.00% 5
4-6 hours	0.00% 0
7-10 hours	0.00% 0
10-14 hours	0.00% 0
15 or more hours	0.00% 0
Total	5

On average, how many hours per week do you spend on classroom teaching?

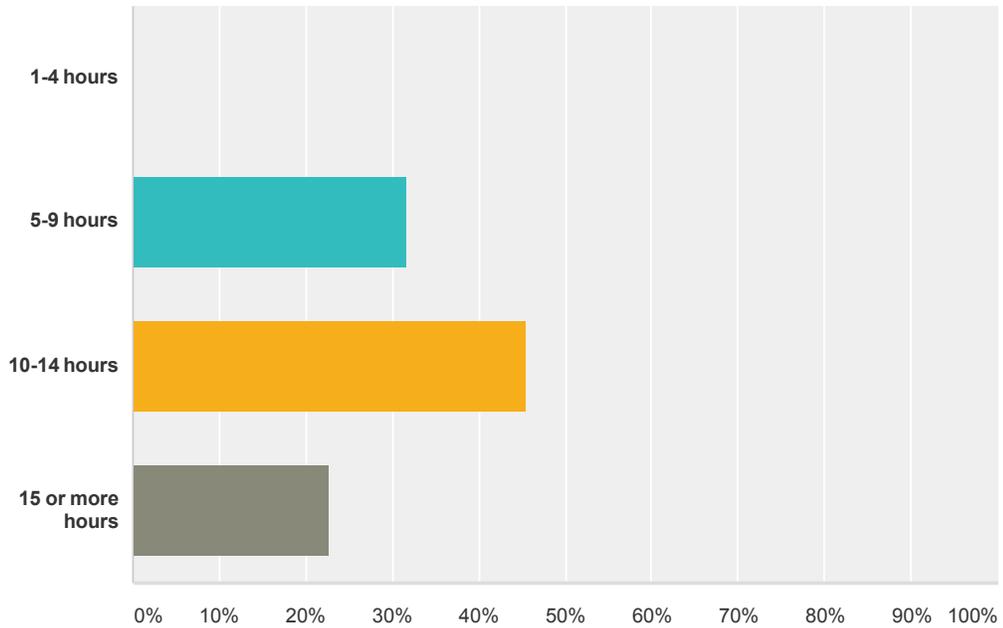
Answered: 22 Skipped: 3



Answer Choices	Responses
5-9 hours	13.64% 3
10-14 hours	13.64% 3
15-20 hours	40.91% 9
More than 20 hours	31.82% 7
Total	22

On average, how many hours per week do you spend on instructional preparation/planning?

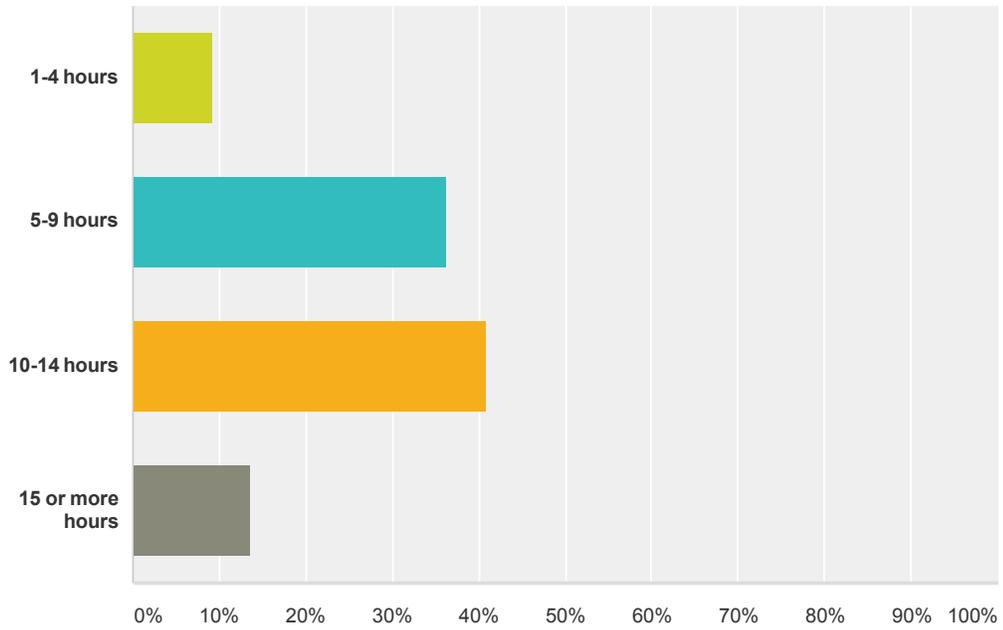
Answered: 22 Skipped: 3



Answer Choices	Responses
1-4 hours	0.00% 0
5-9 hours	31.82% 7
10-14 hours	45.45% 10
15 or more hours	22.73% 5
Total	22

On average, how many hours per week do you spend on student grading/assessment?

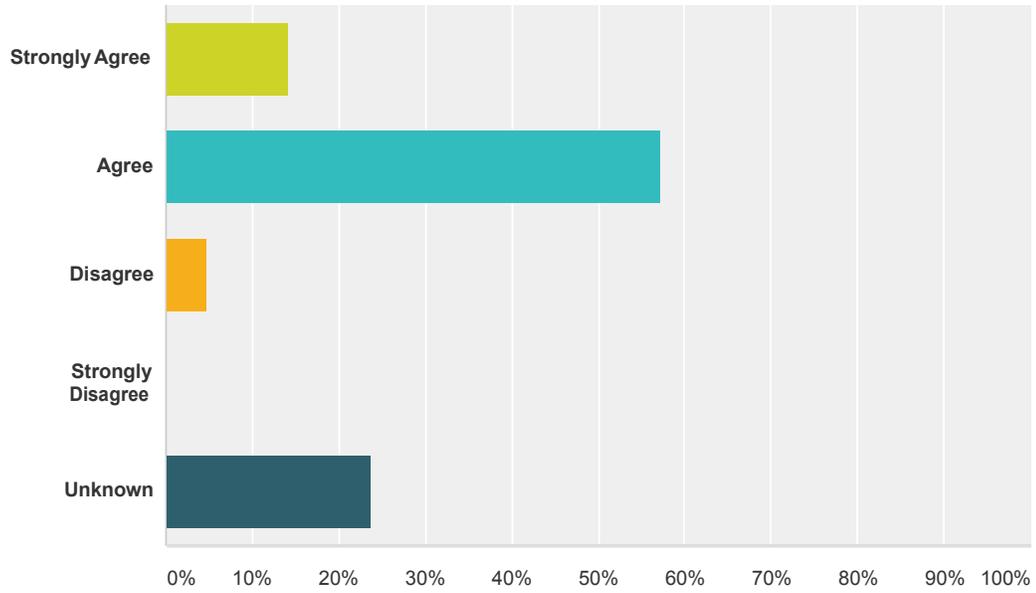
Answered: 22 Skipped: 3



Answer Choices	Responses	
1-4 hours	9.09%	2
5-9 hours	36.36%	8
10-14 hours	40.91%	9
15 or more hours	13.64%	3
Total		22

My student advising responsibilities are reasonable.

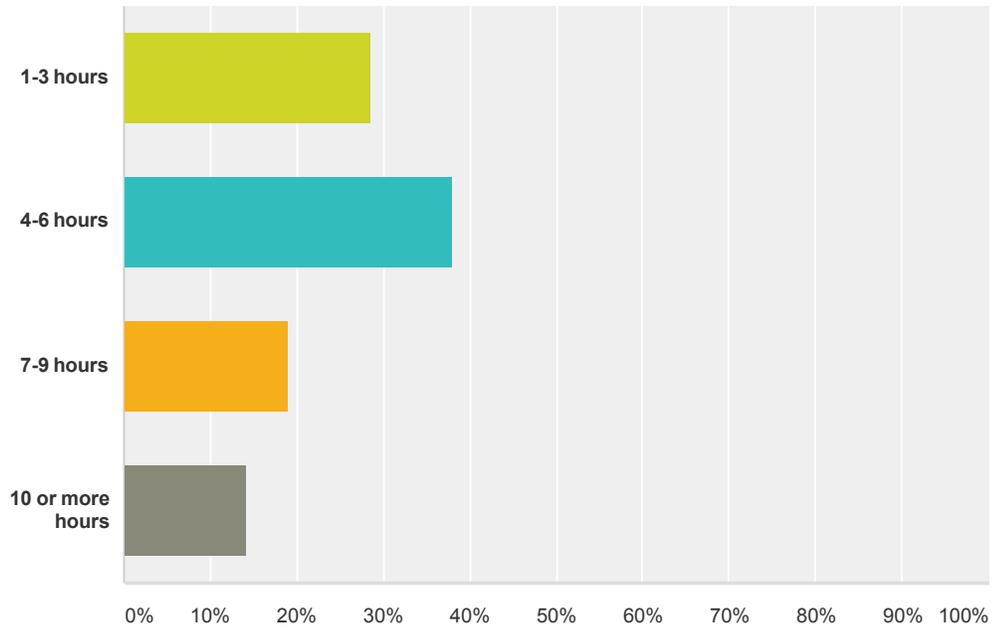
Answered: 21 Skipped: 4



Answer Choices	Responses
Strongly Agree	14.29% 3
Agree	57.14% 12
Disagree	4.76% 1
Strongly Disagree	0.00% 0
Unknown	23.81% 5
Total	21

On average, how many hours per week do you spend outside of the classroom on student advising/counseling/office hours?

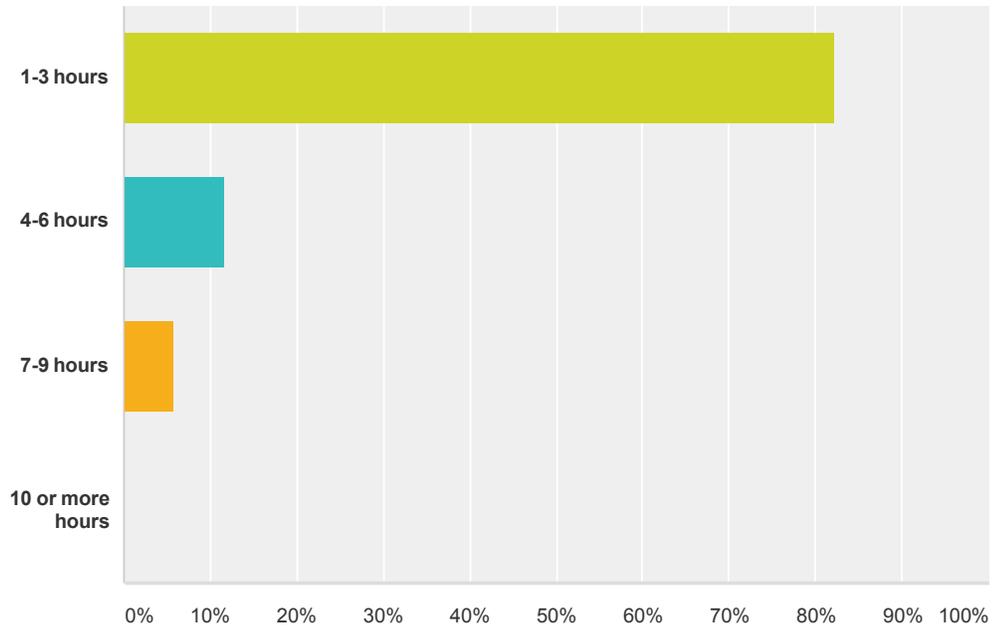
Answered: 21 Skipped: 4



Answer Choices	Responses	
1-3 hours	28.57%	6
4-6 hours	38.10%	8
7-9 hours	19.05%	4
10 or more hours	14.29%	3
Total		21

On average, how many hours per week do you spend outside of the classroom working with student activities/clubs?

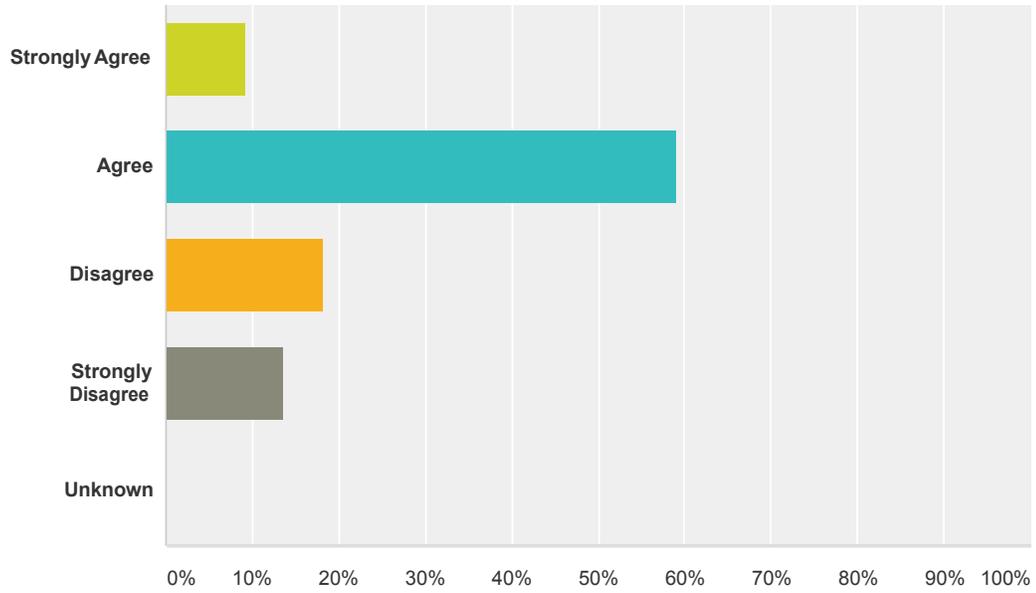
Answered: 17 Skipped: 8



Answer Choices	Responses	
1-3 hours	82.35%	14
4-6 hours	11.76%	2
7-9 hours	5.88%	1
10 or more hours	0.00%	0
Total		17

My administrative responsibilities are reasonable.

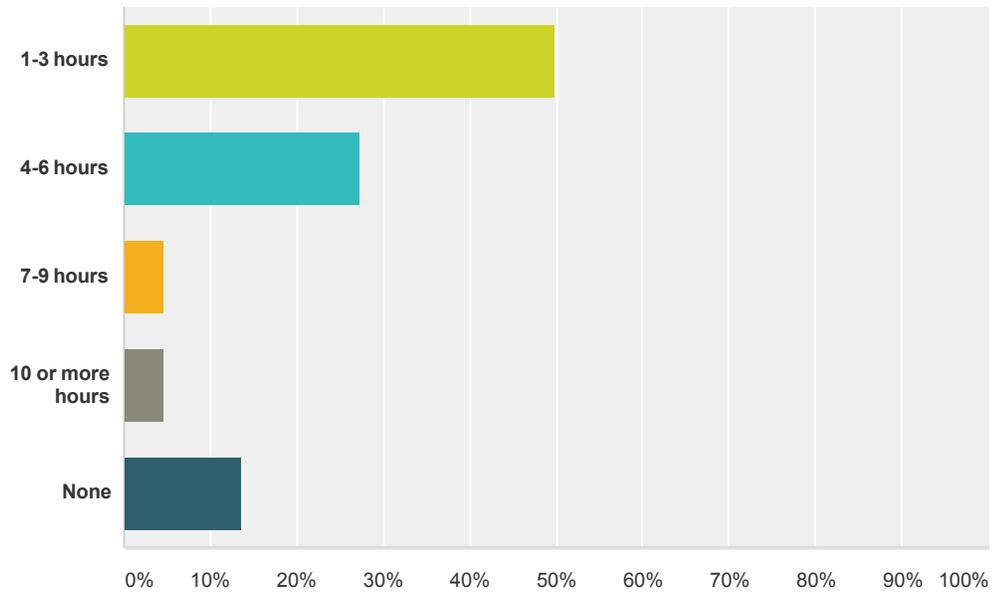
Answered: 22 Skipped: 3



Answer Choices	Responses
Strongly Agree	9.09% 2
Agree	59.09% 13
Disagree	18.18% 4
Strongly Disagree	13.64% 3
Unknown	0.00% 0
Total	22

On average, how many hours per week do you spend on committee work?

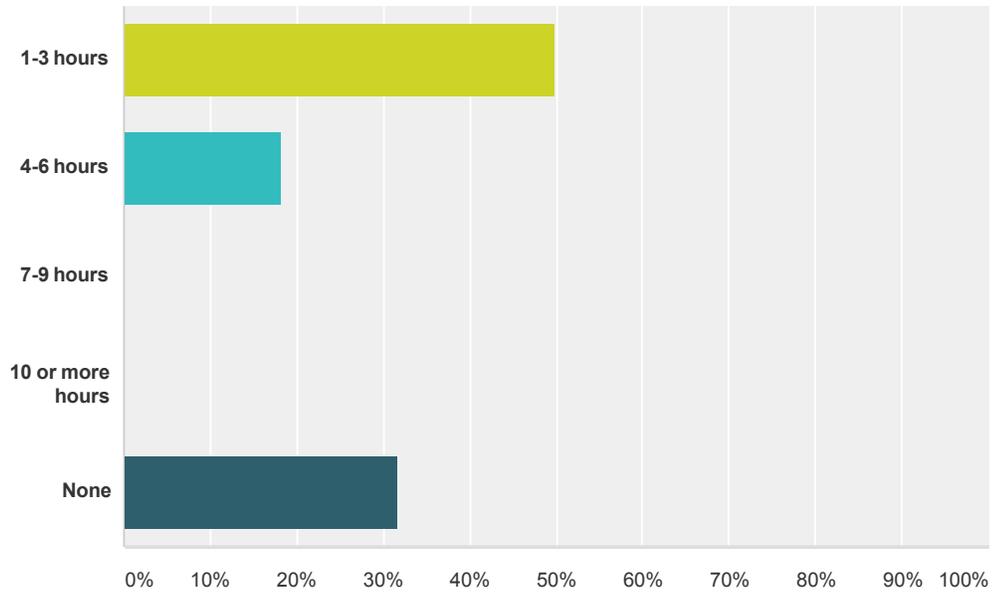
Answered: 22 Skipped: 3



Answer Choices	Responses	
1-3 hours	50.00%	11
4-6 hours	27.27%	6
7-9 hours	4.55%	1
10 or more hours	4.55%	1
None	13.64%	3
Total		22

On average, how many hours per week do you spend supervising/mentoring adjunct faculty?

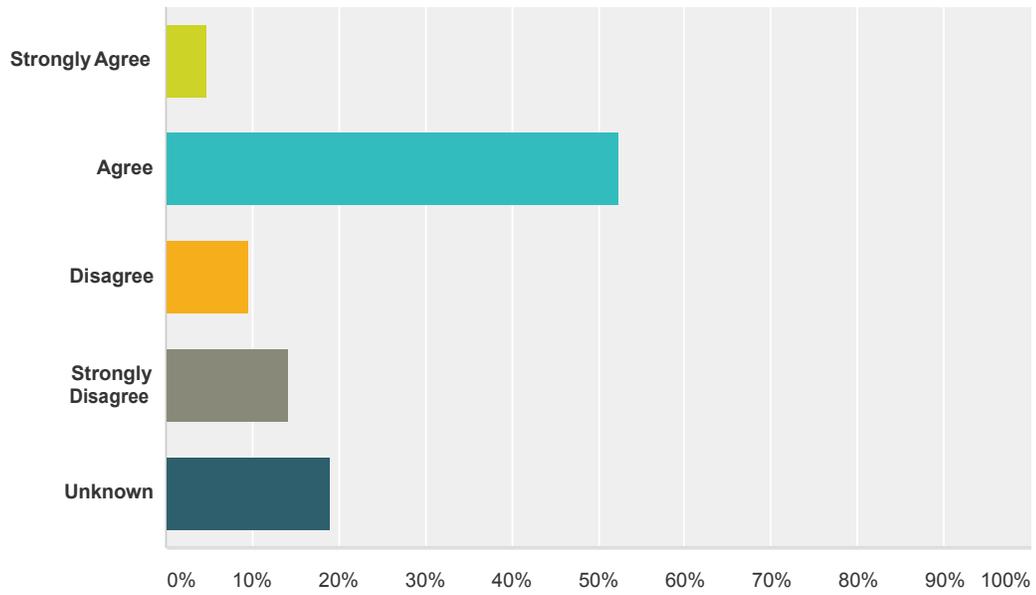
Answered: 22 Skipped: 3



Answer Choices	Responses
1-3 hours	50.00% 11
4-6 hours	18.18% 4
7-9 hours	0.00% 0
10 or more hours	0.00% 0
None	31.82% 7
Total	22

The full-time/part-time faculty ratio in my academic area is appropriate.

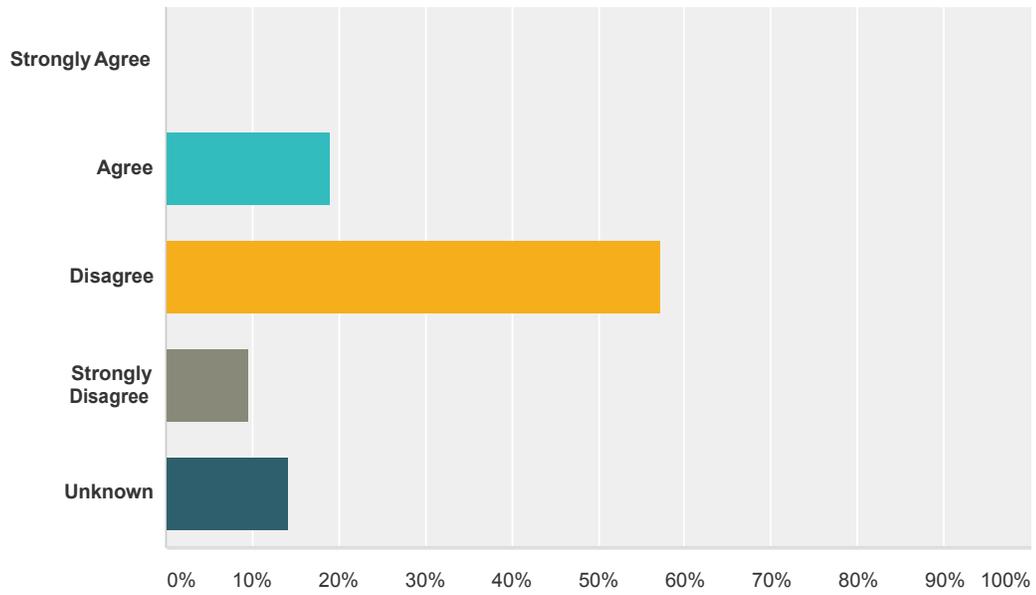
Answered: 21 Skipped: 4



Answer Choices	Responses	
Strongly Agree	4.76%	1
Agree	52.38%	11
Disagree	9.52%	2
Strongly Disagree	14.29%	3
Unknown	19.05%	4
Total		21

My college provides adequate training and support for part-time, adjunct faculty.

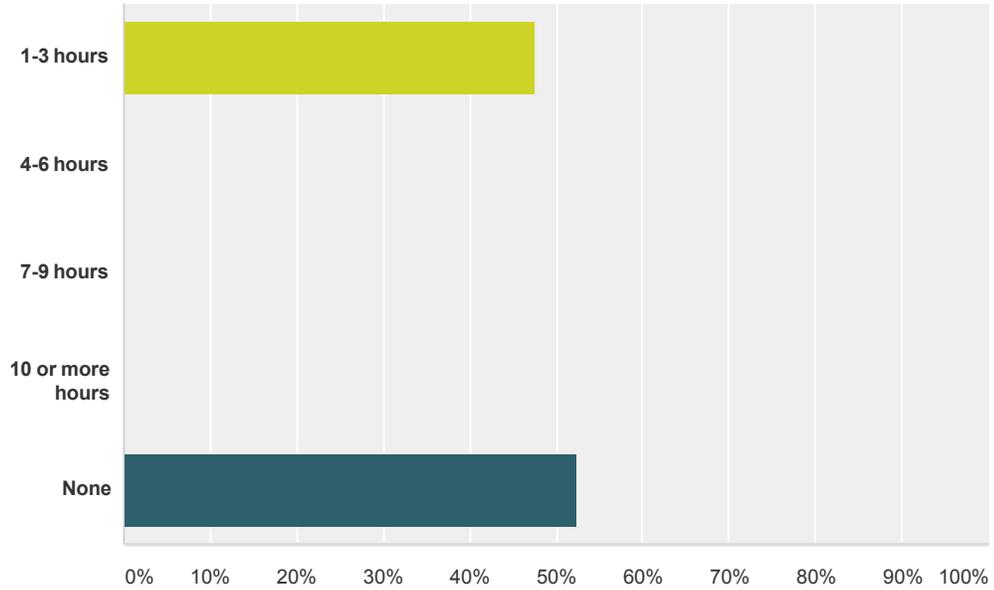
Answered: 21 Skipped: 4



Answer Choices	Responses
Strongly Agree	0.00% 0
Agree	19.05% 4
Disagree	57.14% 12
Strongly Disagree	9.52% 2
Unknown	14.29% 3
Total	21

On average, how many hours per week do you spend on department meetings?

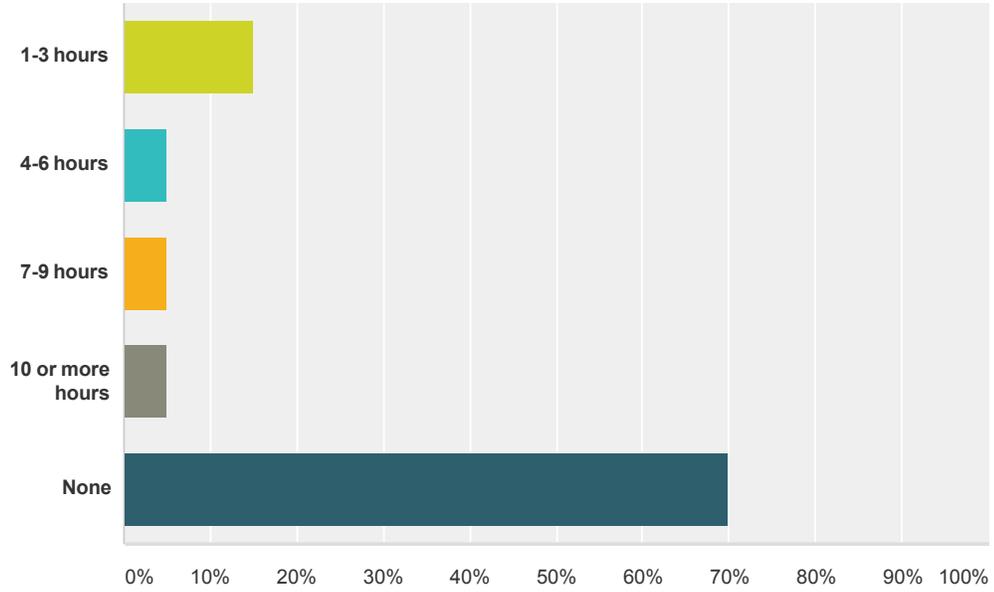
Answered: 21 Skipped: 4



Answer Choices	Responses
1-3 hours	47.62% 10
4-6 hours	0.00% 0
7-9 hours	0.00% 0
10 or more hours	0.00% 0
None	52.38% 11
Total	21

On average, how many hours per week do you spend on duties as a discipline chair/lead/coordinator?

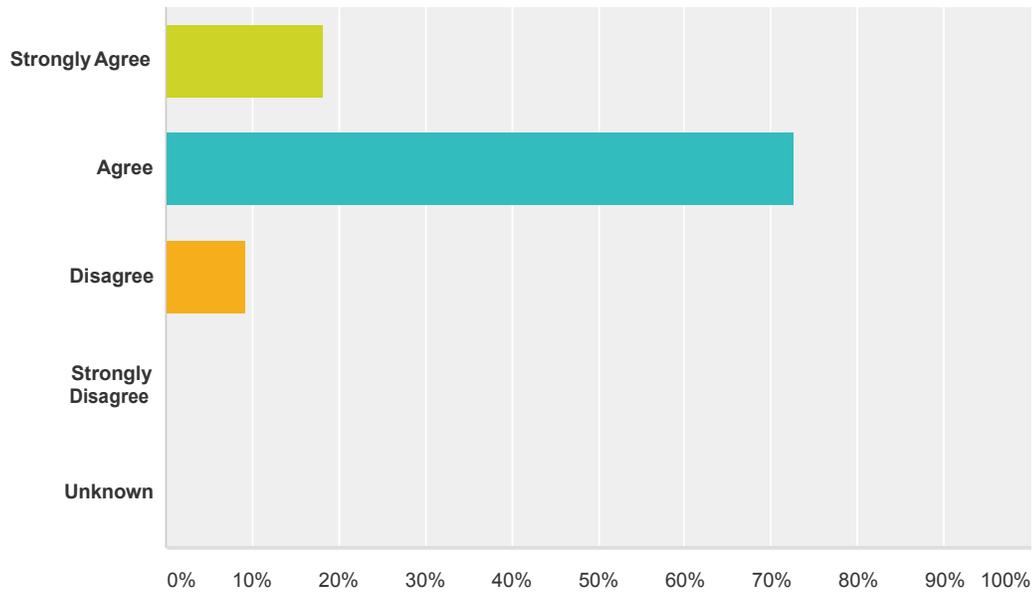
Answered: 20 Skipped: 5



Answer Choices	Responses
1-3 hours	15.00% 3
4-6 hours	5.00% 1
7-9 hours	5.00% 1
10 or more hours	5.00% 1
None	70.00% 14
Total	20

I am satisfied with the types of courses I am assigned to teach.

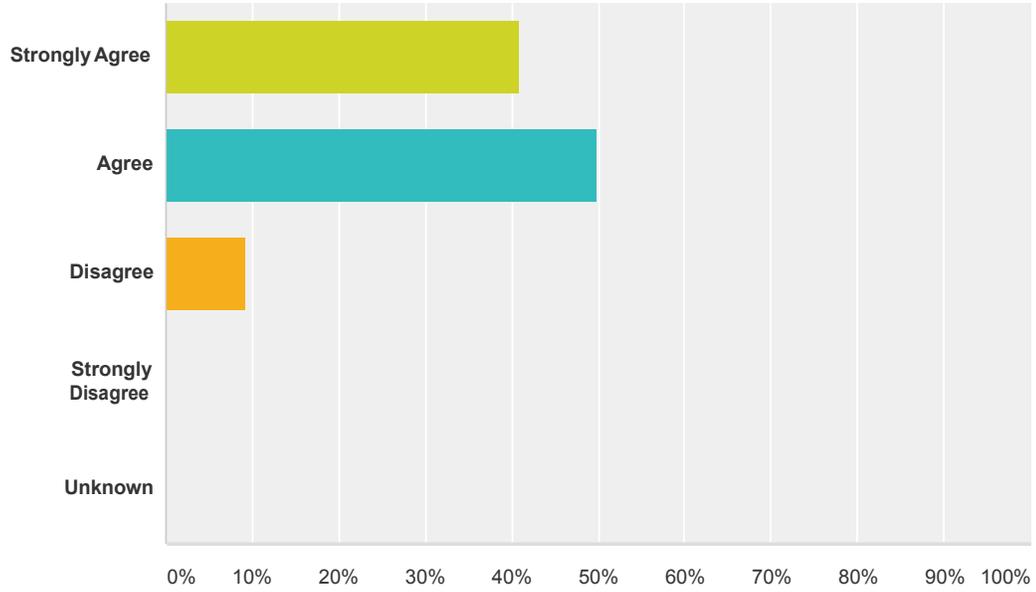
Answered: 22 Skipped: 3



Answer Choices	Responses	
Strongly Agree	18.18%	4
Agree	72.73%	16
Disagree	9.09%	2
Strongly Disagree	0.00%	0
Unknown	0.00%	0
Total		22

I am satisfied with the level of independence that I have in how I teach my classes.

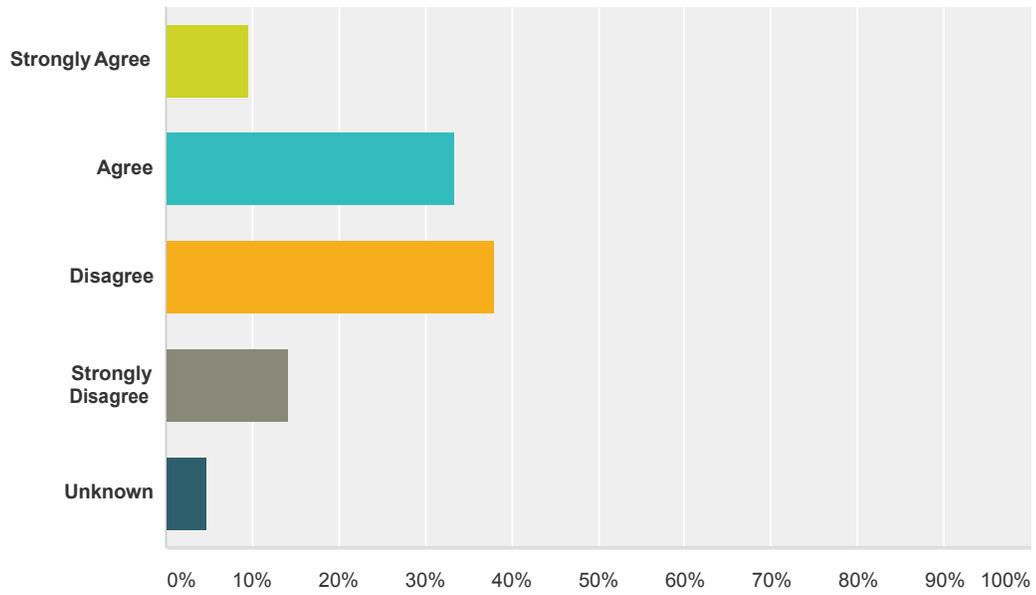
Answered: 22 Skipped: 3



Answer Choices	Responses	
Strongly Agree	40.91%	9
Agree	50.00%	11
Disagree	9.09%	2
Strongly Disagree	0.00%	0
Unknown	0.00%	0
Total		22

There is an equitable distribution of resources among faculty in my college.

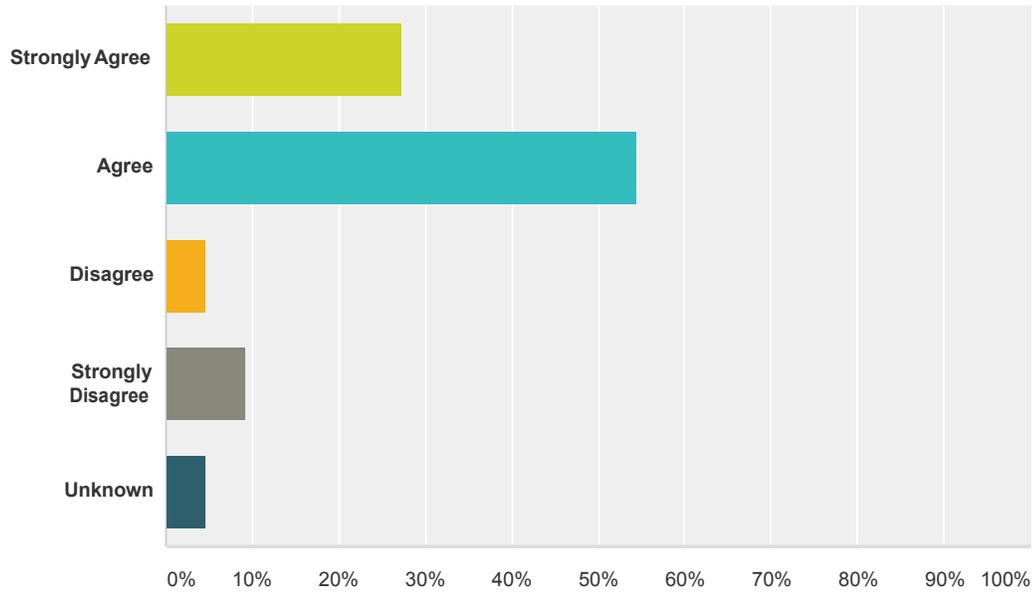
Answered: 21 Skipped: 4



Answer Choices	Responses	
Strongly Agree	9.52%	2
Agree	33.33%	7
Disagree	38.10%	8
Strongly Disagree	14.29%	3
Unknown	4.76%	1
Total		21

I get the support I need from my Dean.

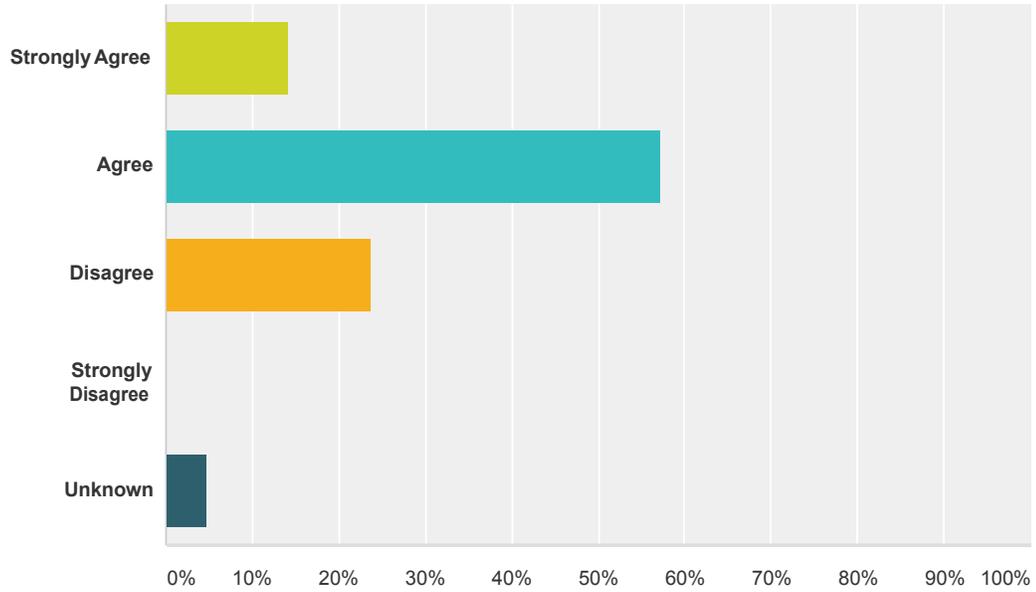
Answered: 22 Skipped: 3



Answer Choices	Responses
Strongly Agree	27.27% 6
Agree	54.55% 12
Disagree	4.55% 1
Strongly Disagree	9.09% 2
Unknown	4.55% 1
Total	22

My college values academic excellence.

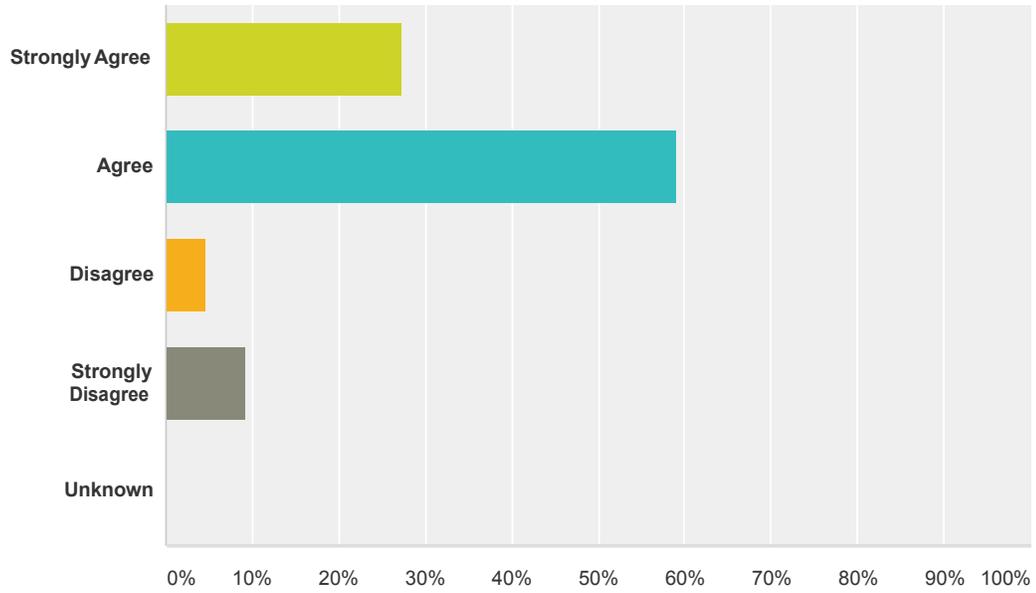
Answered: 21 Skipped: 4



Answer Choices	Responses	
Strongly Agree	14.29%	3
Agree	57.14%	12
Disagree	23.81%	5
Strongly Disagree	0.00%	0
Unknown	4.76%	1
Total		21

Students and student success are a top priority at my college.

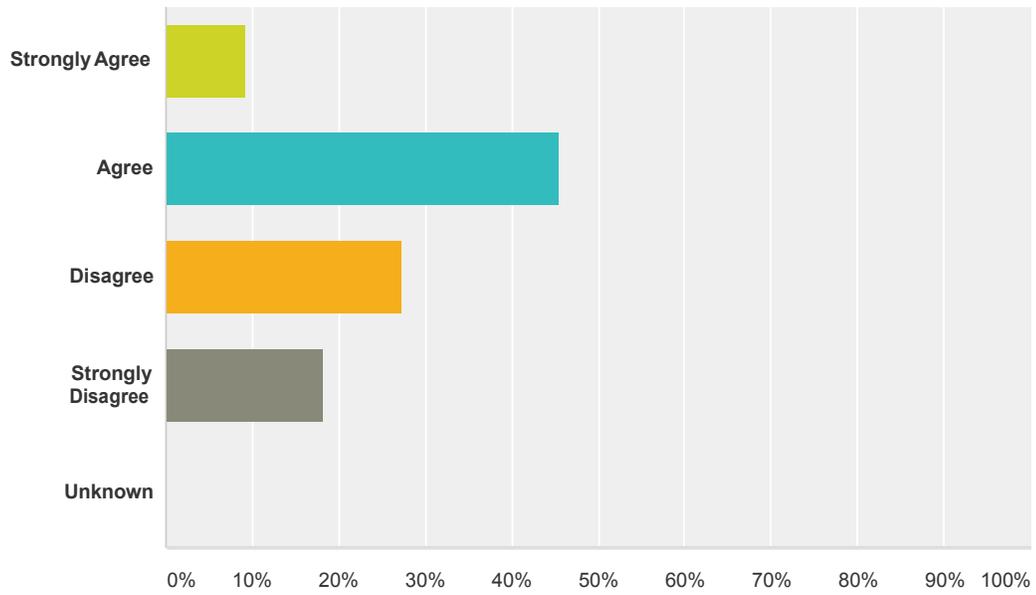
Answered: 22 Skipped: 3



Answer Choices	Responses
Strongly Agree	27.27% 6
Agree	59.09% 13
Disagree	4.55% 1
Strongly Disagree	9.09% 2
Unknown	0.00% 0
Total	22

At my college, two-way communication between faculty and administrators is good.

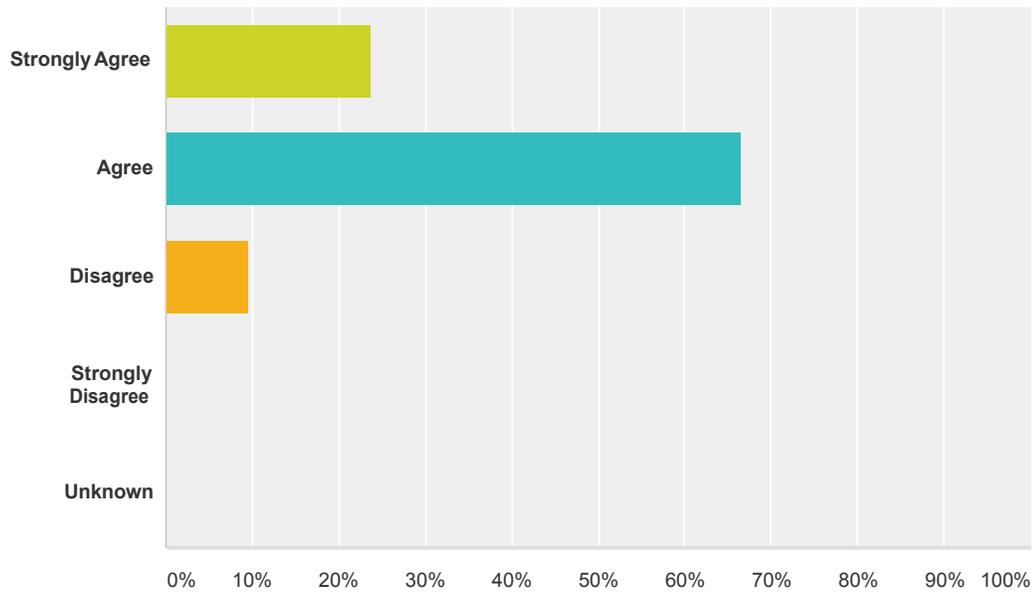
Answered: 22 Skipped: 3



Answer Choices	Responses
Strongly Agree	9.09% 2
Agree	45.45% 10
Disagree	27.27% 6
Strongly Disagree	18.18% 4
Unknown	0.00% 0
Total	22

At my college, faculty respect one another.

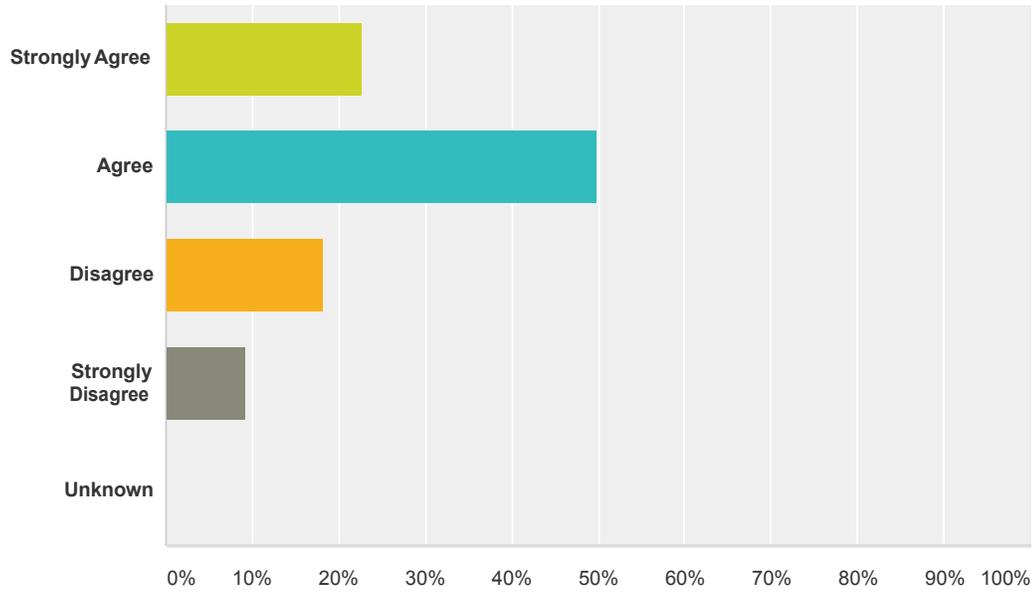
Answered: 21 Skipped: 4



Answer Choices	Responses	
Strongly Agree	23.81%	5
Agree	66.67%	14
Disagree	9.52%	2
Strongly Disagree	0.00%	0
Unknown	0.00%	0
Total		21

I have a voice in decision making within my department.

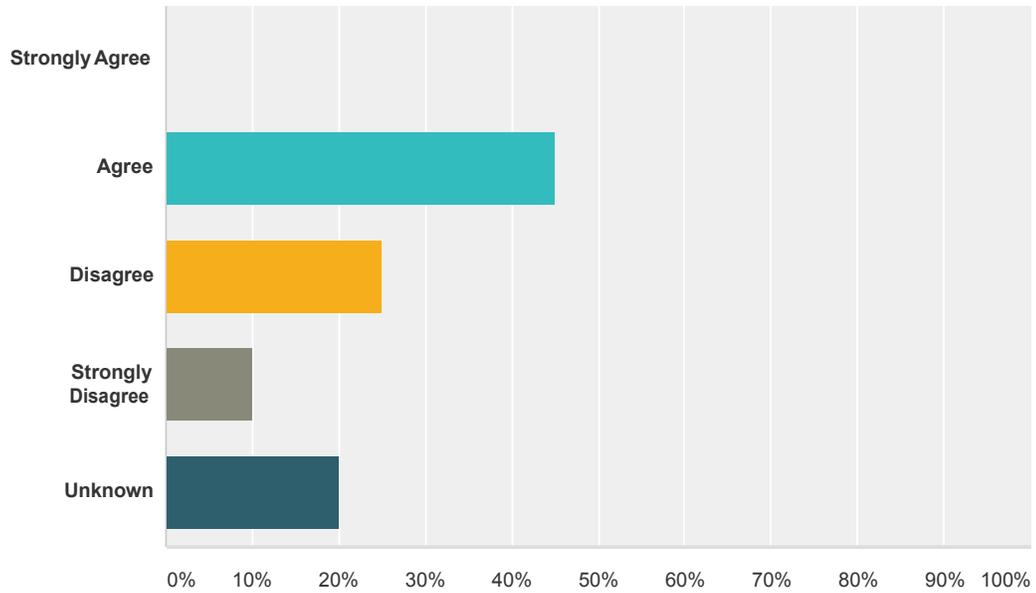
Answered: 22 Skipped: 3



Answer Choices	Responses	
Strongly Agree	22.73%	5
Agree	50.00%	11
Disagree	18.18%	4
Strongly Disagree	9.09%	2
Unknown	0.00%	0
Total		22

I have opportunity to participate in search and selection processes for new faculty.

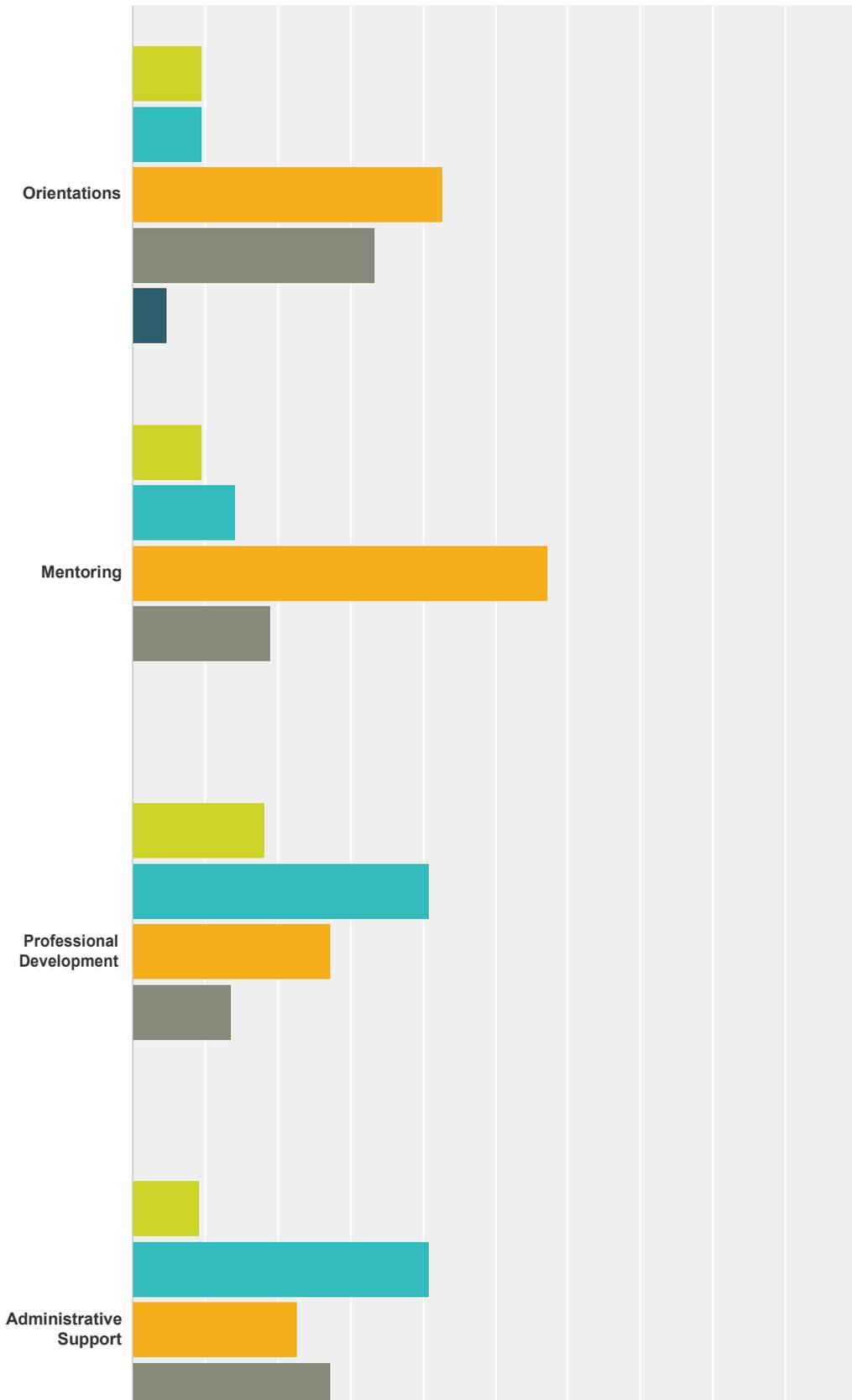
Answered: 20 Skipped: 5



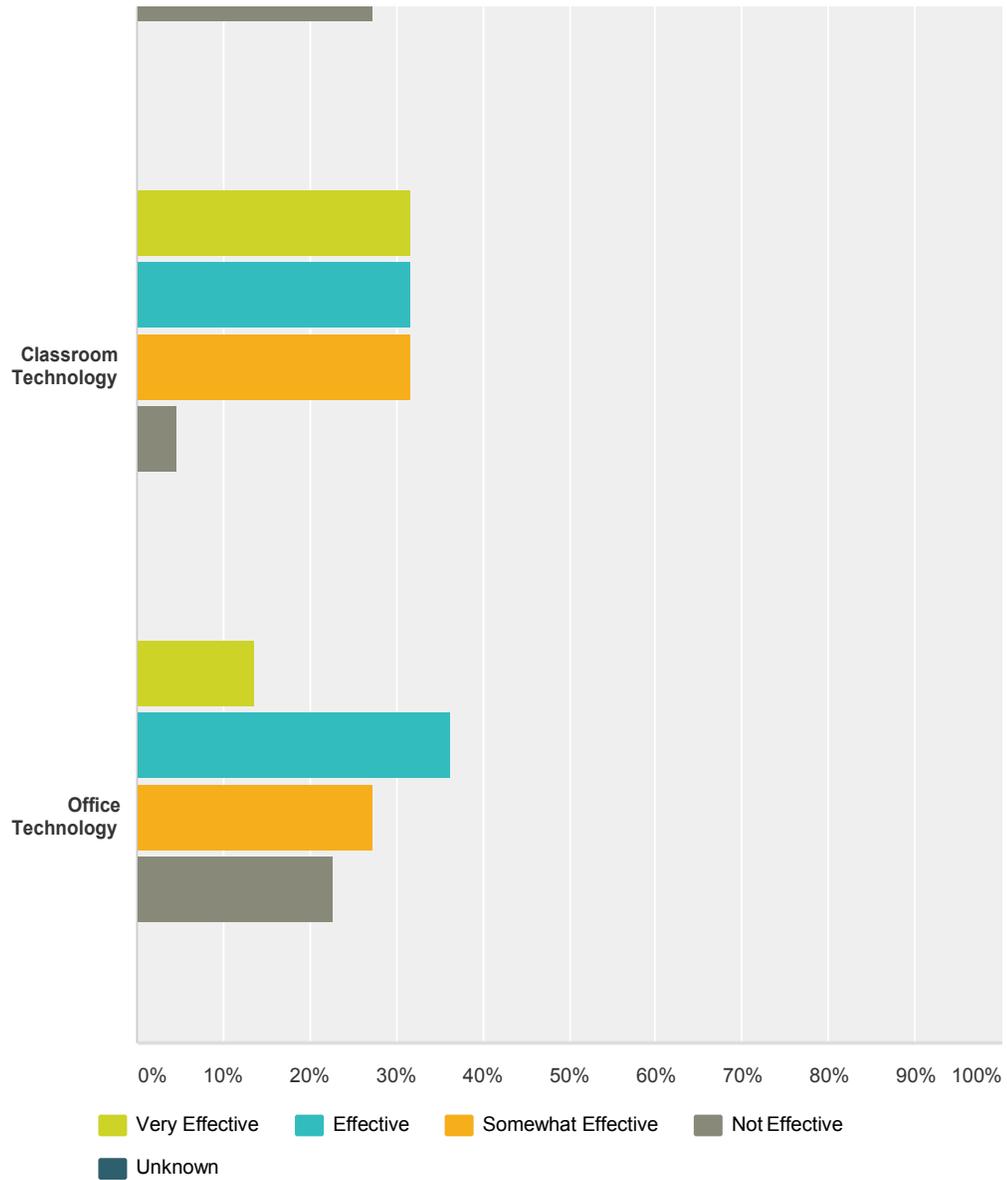
Answer Choices	Responses
Strongly Agree	0.00% 0
Agree	45.00% 9
Disagree	25.00% 5
Strongly Disagree	10.00% 2
Unknown	20.00% 4
Total	20

Q63 How effective is your college in providing the following for faculty?

Answered: 22 Skipped: 3



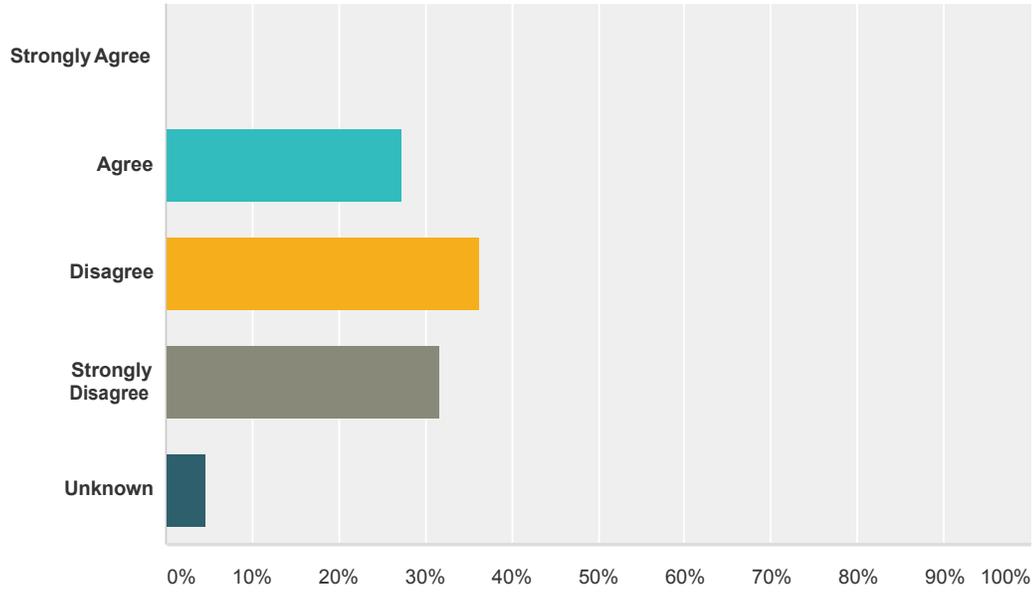
2014 CCCS Employee Climate Survey-Faculty



	Very Effective	Effective	Somewhat Effective	Not Effective	Unknown	Total
Orientations	9.52% 2	9.52% 2	42.86% 9	33.33% 7	4.76% 1	21
Mentoring	9.52% 2	14.29% 3	57.14% 12	19.05% 4	0.00% 0	21
Professional Development	18.18% 4	40.91% 9	27.27% 6	13.64% 3	0.00% 0	22
Administrative Support	9.09% 2	40.91% 9	22.73% 5	27.27% 6	0.00% 0	22
Classroom Technology	31.82% 7	31.82% 7	31.82% 7	4.55% 1	0.00% 0	22
Office Technology	13.64% 3	36.36% 8	27.27% 6	22.73% 5	0.00% 0	22

I understand how pay rates are determined.

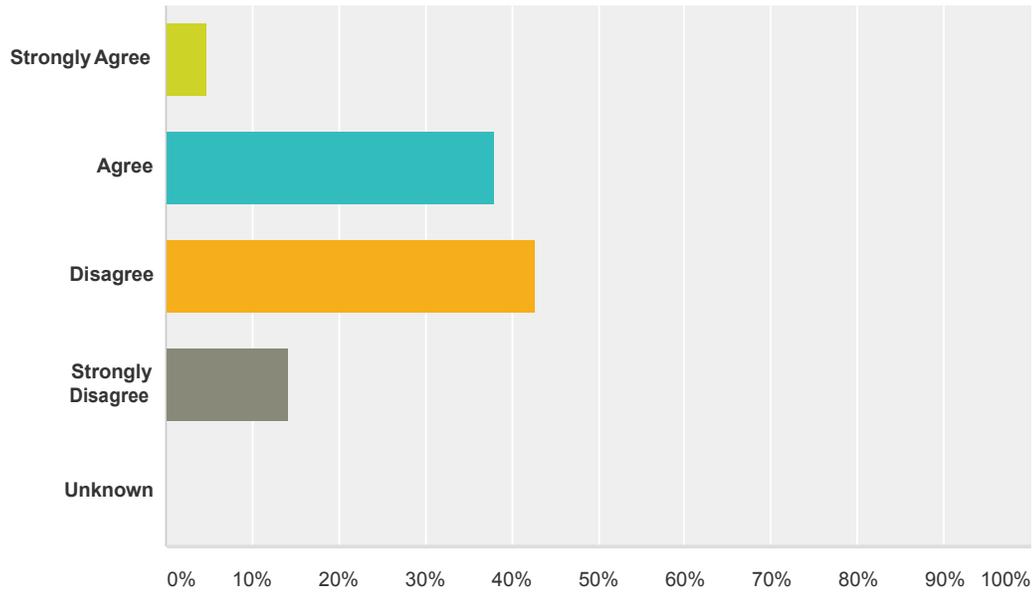
Answered: 22 Skipped: 3



Answer Choices	Responses
Strongly Agree	0.00% 0
Agree	27.27% 6
Disagree	36.36% 8
Strongly Disagree	31.82% 7
Unknown	4.55% 1
Total	22

I understand how job titles are assigned.

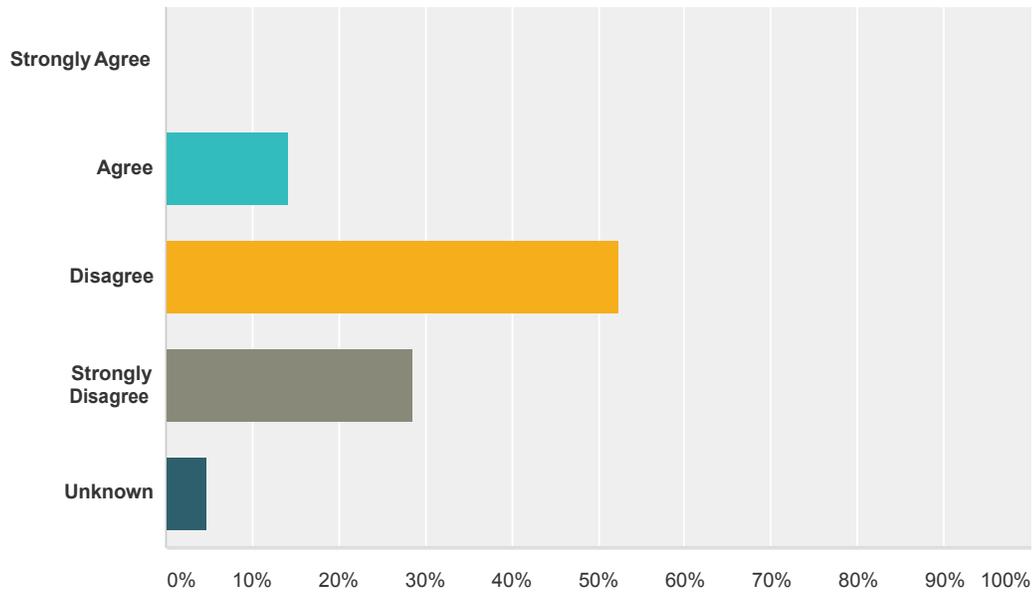
Answered: 21 Skipped: 4



Answer Choices	Responses
Strongly Agree	4.76% 1
Agree	38.10% 8
Disagree	42.86% 9
Strongly Disagree	14.29% 3
Unknown	0.00% 0
Total	21

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

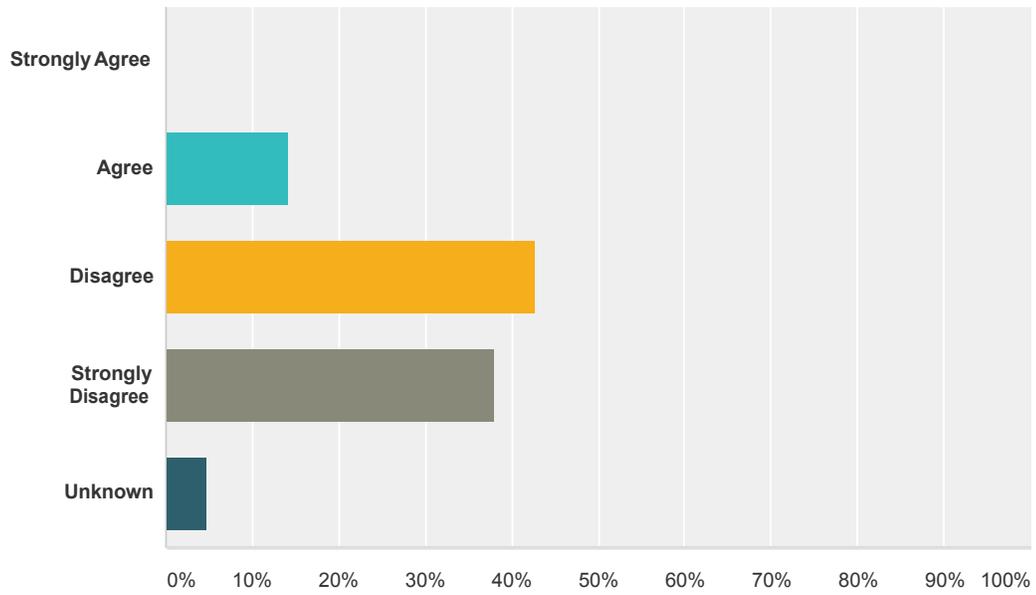
Answered: 21 Skipped: 4



Answer Choices	Responses
Strongly Agree	0.00% 0
Agree	14.29% 3
Disagree	52.38% 11
Strongly Disagree	28.57% 6
Unknown	4.76% 1
Total	21

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

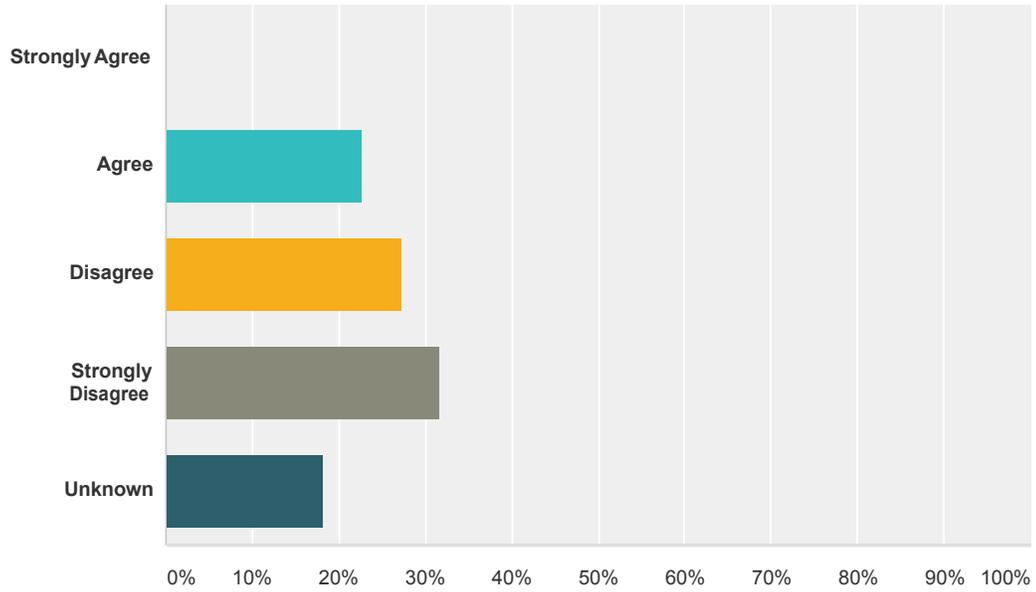
Answered: 21 Skipped: 4



Answer Choices	Responses
Strongly Agree	0.00% 0
Agree	14.29% 3
Disagree	42.86% 9
Strongly Disagree	38.10% 8
Unknown	4.76% 1
Total	21

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

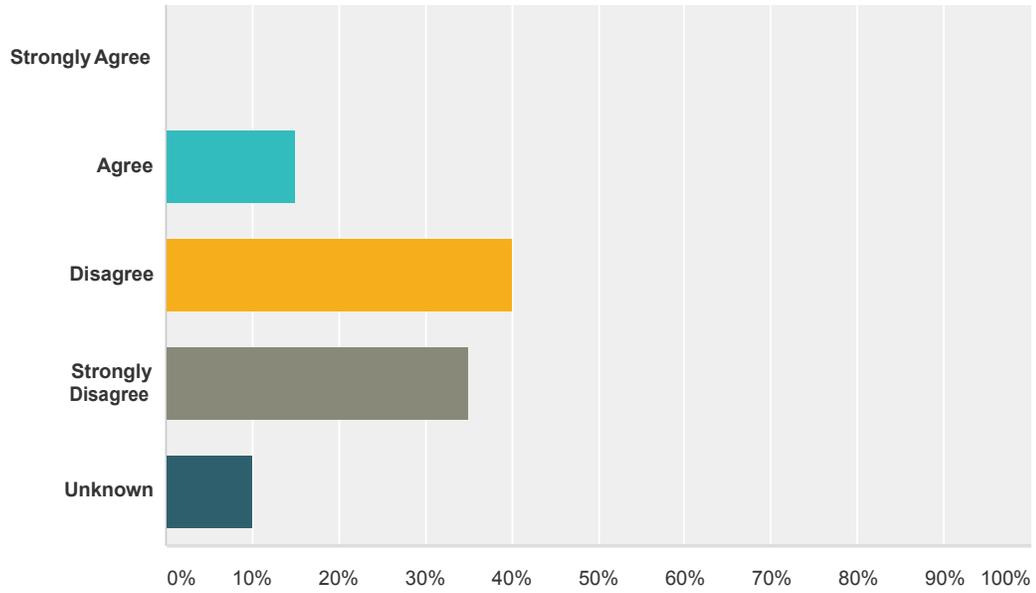
Answered: 22 Skipped: 3



Answer Choices	Responses	
Strongly Agree	0.00%	0
Agree	22.73%	5
Disagree	27.27%	6
Strongly Disagree	31.82%	7
Unknown	18.18%	4
Total		22

My salary reflects my performance and contribution to the college.

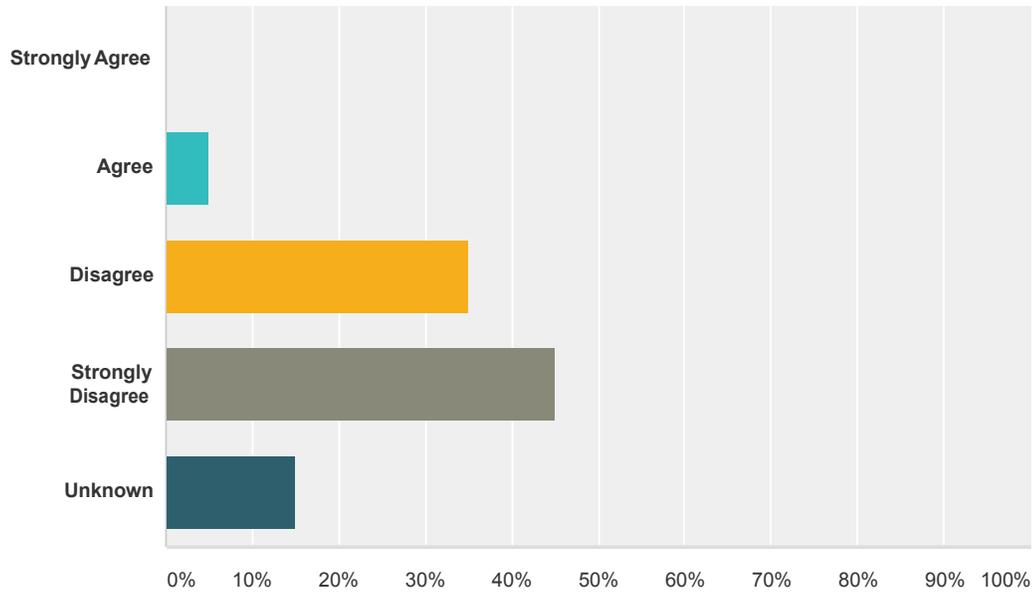
Answered: 20 Skipped: 5



Answer Choices	Responses	
Strongly Agree	0.00%	0
Agree	15.00%	3
Disagree	40.00%	8
Strongly Disagree	35.00%	7
Unknown	10.00%	2
Total		20

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

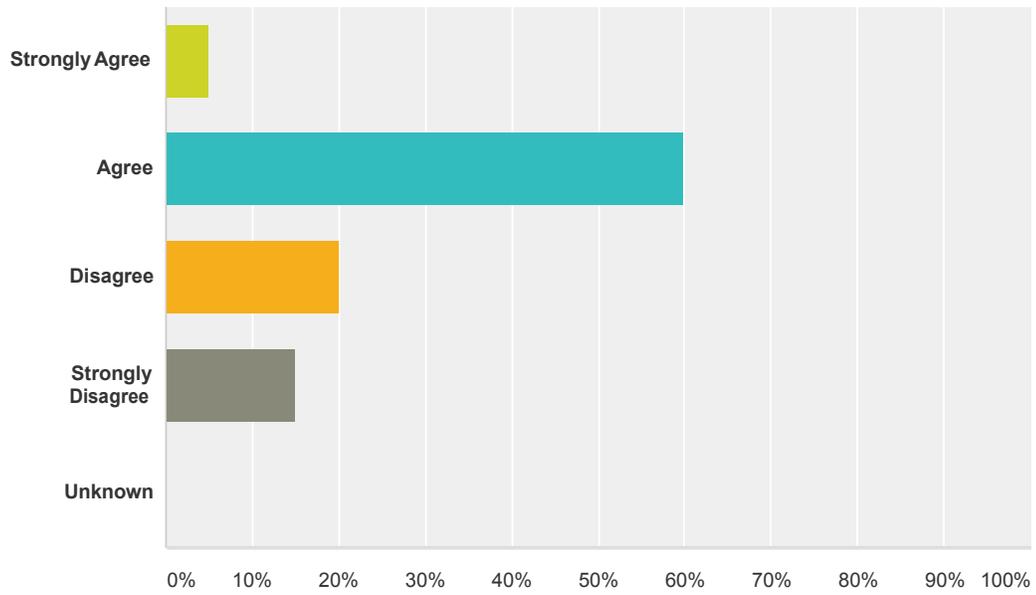
Answered: 20 Skipped: 5



Answer Choices	Responses
Strongly Agree	0.00% 0
Agree	5.00% 1
Disagree	35.00% 7
Strongly Disagree	45.00% 9
Unknown	15.00% 3
Total	20

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

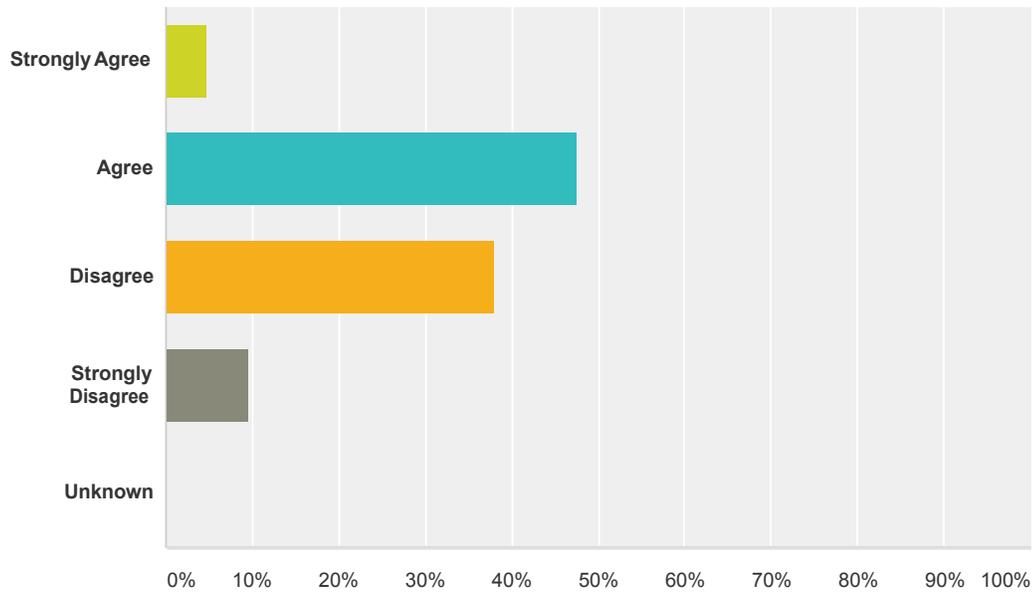
Answered: 20 Skipped: 5



Answer Choices	Responses
Strongly Agree	5.00% 1
Agree	60.00% 12
Disagree	20.00% 4
Strongly Disagree	15.00% 3
Unknown	0.00% 0
Total	20

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

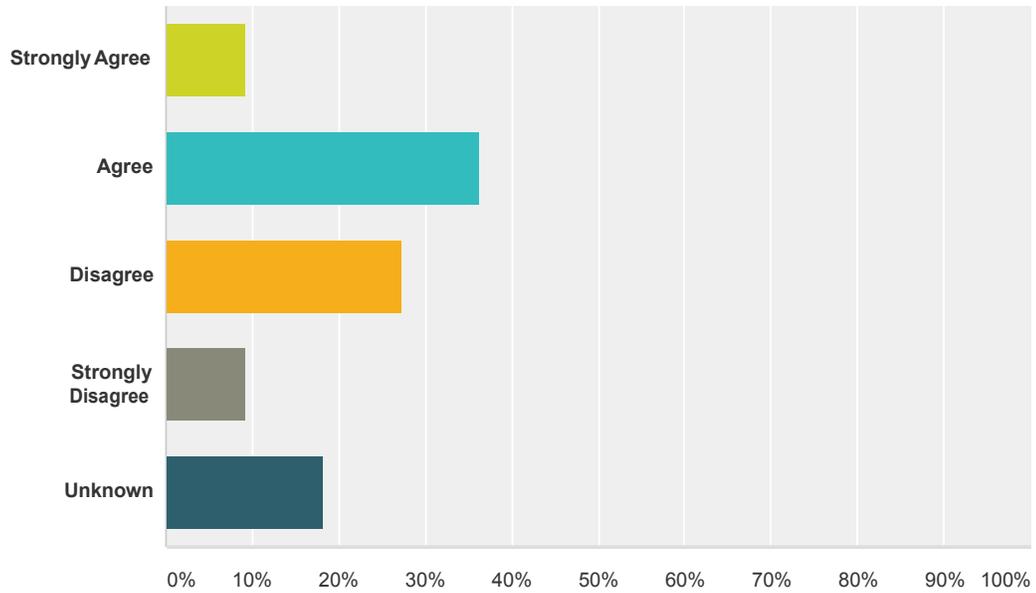
Answered: 21 Skipped: 4



Answer Choices	Responses
Strongly Agree	4.76% 1
Agree	47.62% 10
Disagree	38.10% 8
Strongly Disagree	9.52% 2
Unknown	0.00% 0
Total	21

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

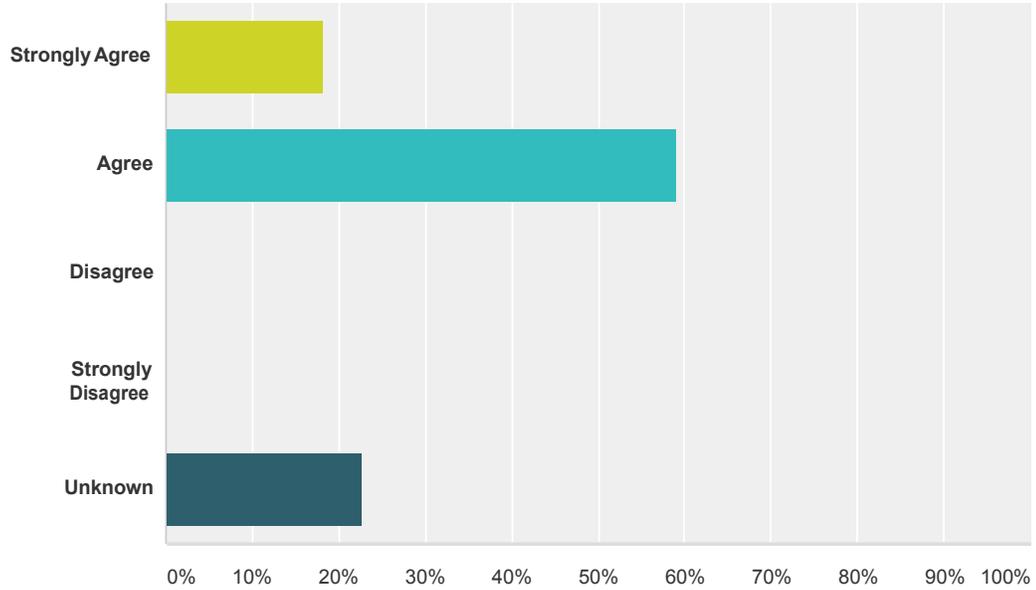
Answered: 22 Skipped: 3



Answer Choices	Responses
Strongly Agree	9.09% 2
Agree	36.36% 8
Disagree	27.27% 6
Strongly Disagree	9.09% 2
Unknown	18.18% 4
Total	22

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

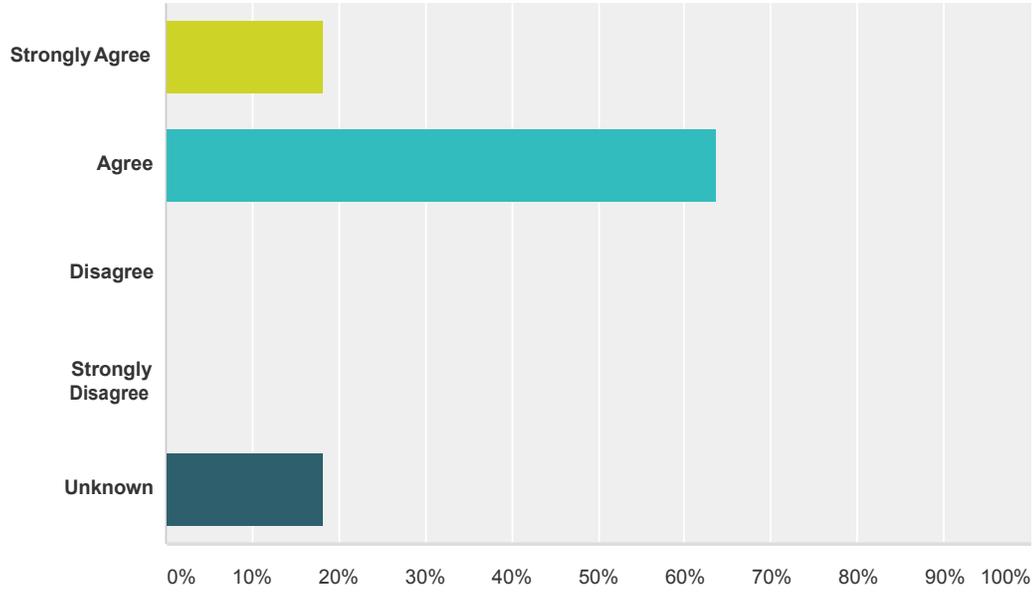
Answered: 22 Skipped: 3



Answer Choices	Responses	
Strongly Agree	18.18%	4
Agree	59.09%	13
Disagree	0.00%	0
Strongly Disagree	0.00%	0
Unknown	22.73%	5
Total		22

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

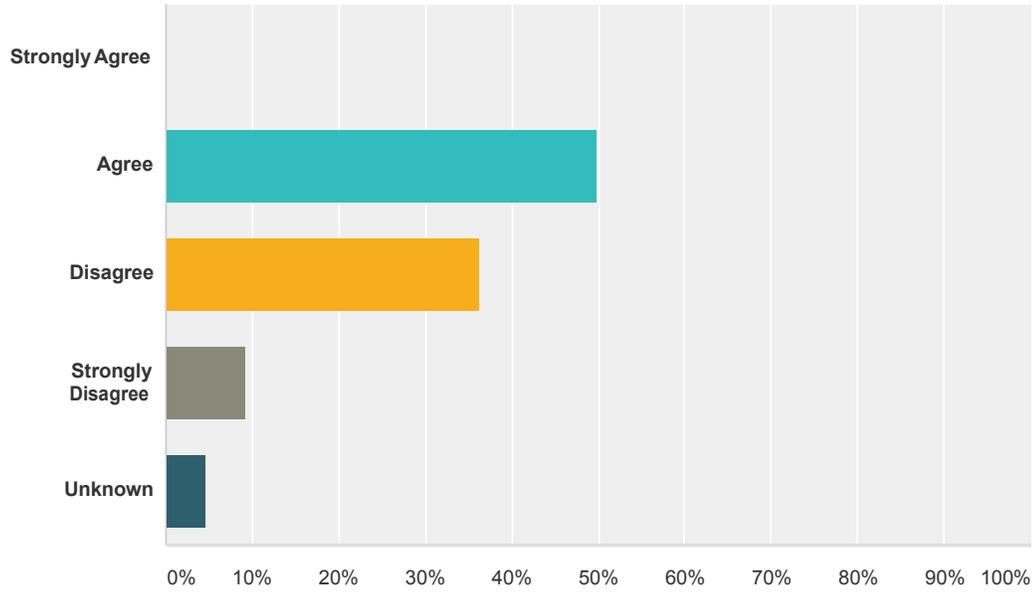
Answered: 22 Skipped: 3



Answer Choices	Responses	
Strongly Agree	18.18%	4
Agree	63.64%	14
Disagree	0.00%	0
Strongly Disagree	0.00%	0
Unknown	18.18%	4
Total		22

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

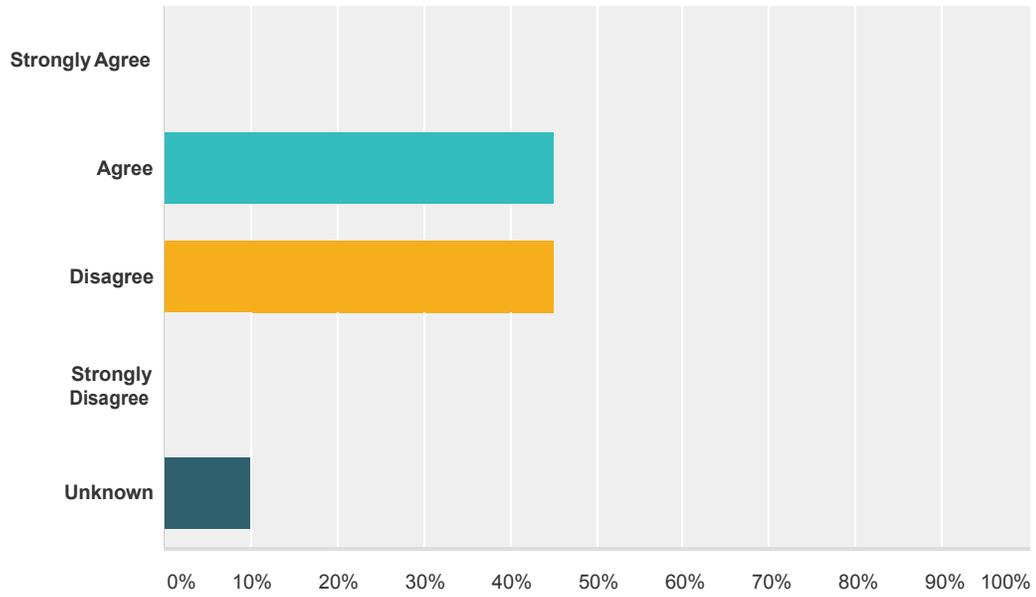
Answered: 22 Skipped: 3



Answer Choices	Responses	
Strongly Agree	0.00%	0
Agree	50.00%	11
Disagree	36.36%	8
Strongly Disagree	9.09%	2
Unknown	4.55%	1
Total		22

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

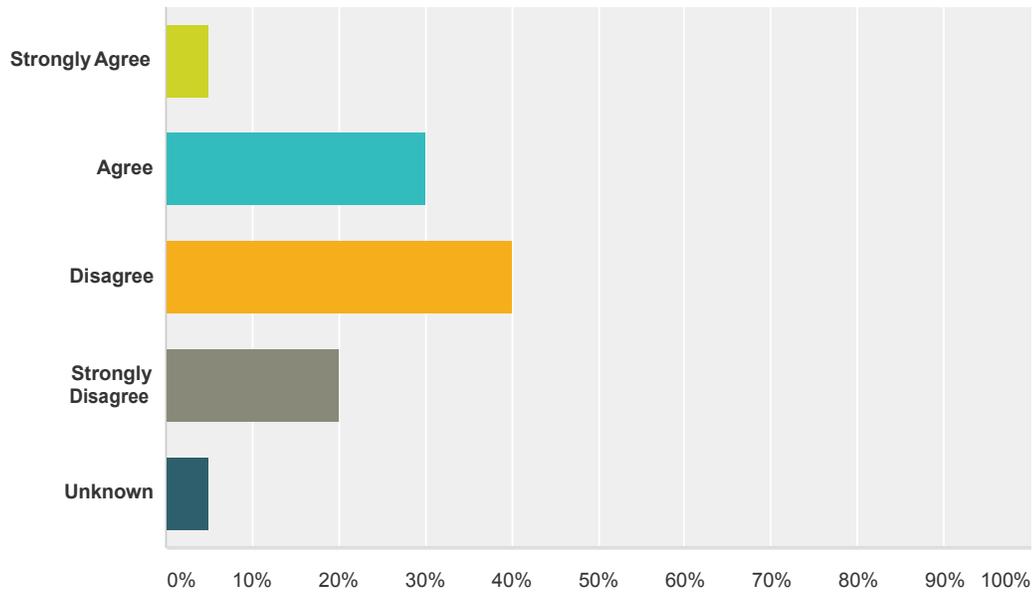
Answered: 20 Skipped: 5



Answer Choices	Responses	
Strongly Agree	0.00%	0
Agree	45.00%	9
Disagree	45.00%	9
Strongly Disagree	0.00%	0
Unknown	10.00%	2
Total		20

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

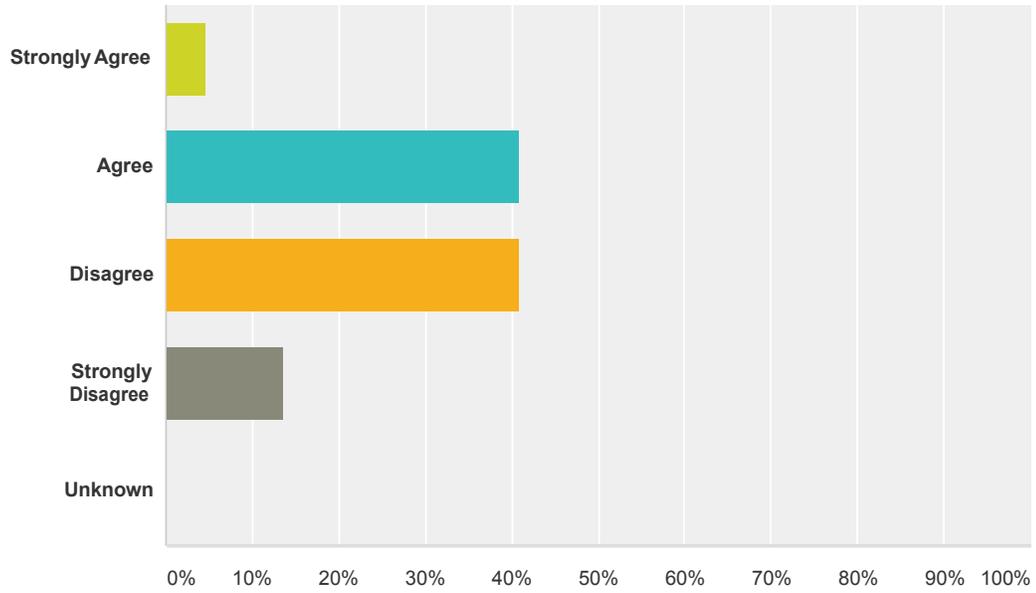
Answered: 20 Skipped: 5



Answer Choices	Responses
Strongly Agree	5.00% 1
Agree	30.00% 6
Disagree	40.00% 8
Strongly Disagree	20.00% 4
Unknown	5.00% 1
Total	20

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

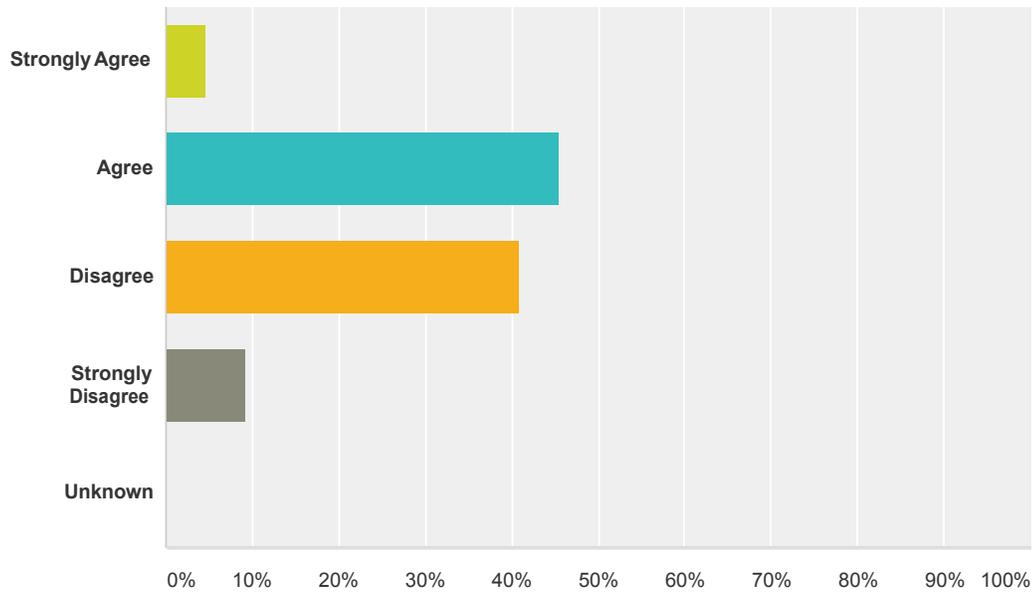
Answered: 22 Skipped: 3



Answer Choices	Responses
Strongly Agree	4.55% 1
Agree	40.91% 9
Disagree	40.91% 9
Strongly Disagree	13.64% 3
Unknown	0.00% 0
Total	22

Q81 I know generally who is responsible for doing what in my college.

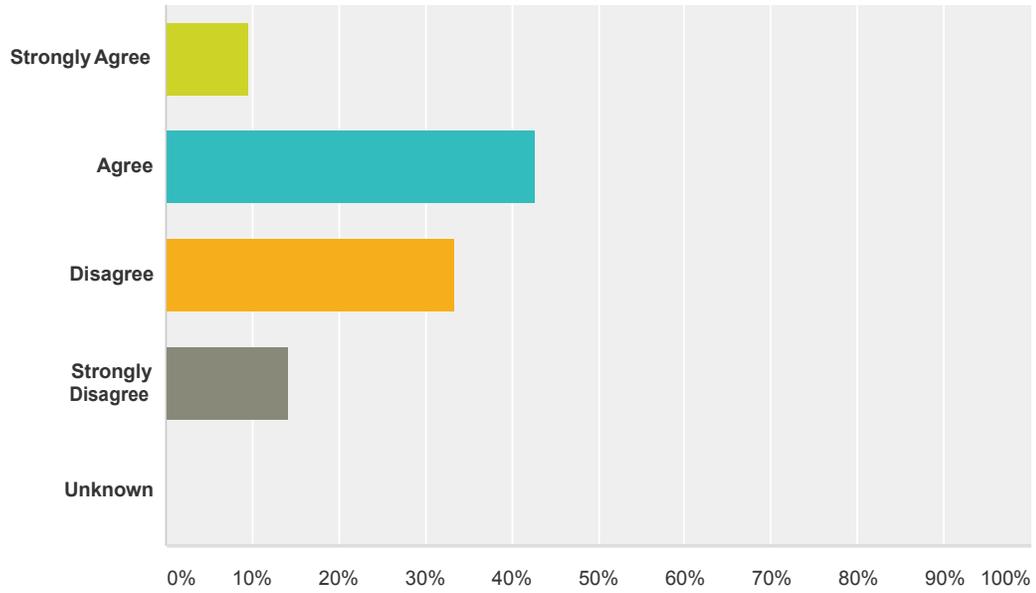
Answered: 22 Skipped: 3



Answer Choices	Responses	
Strongly Agree	4.55%	1
Agree	45.45%	10
Disagree	40.91%	9
Strongly Disagree	9.09%	2
Unknown	0.00%	0
Total		22

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

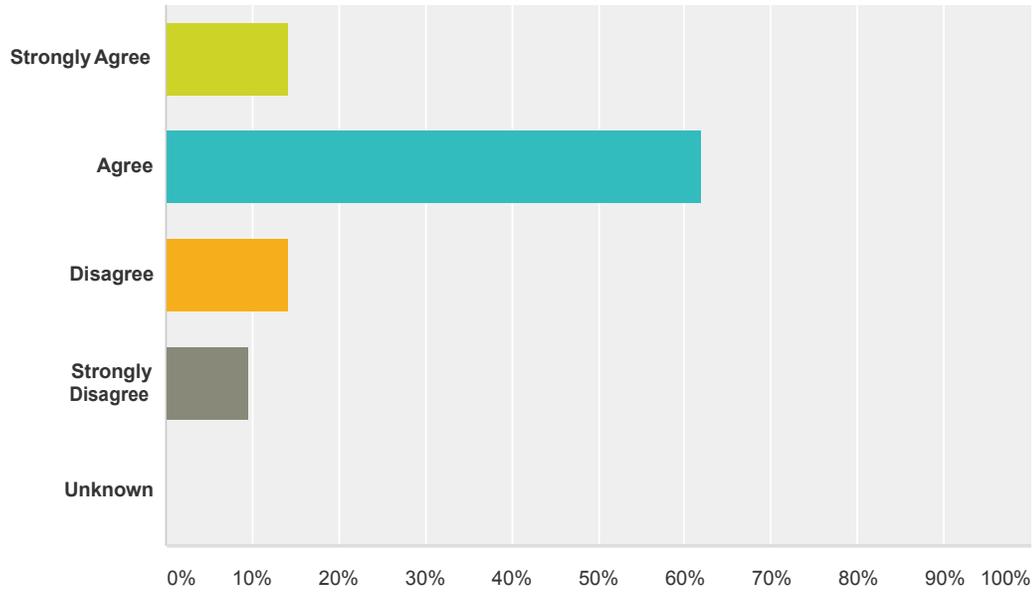
Answered: 21 Skipped: 4



Answer Choices	Responses	
Strongly Agree	9.52%	2
Agree	42.86%	9
Disagree	33.33%	7
Strongly Disagree	14.29%	3
Unknown	0.00%	0
Total		21

Q83 My supervisor keeps me informed about issues that affect me.

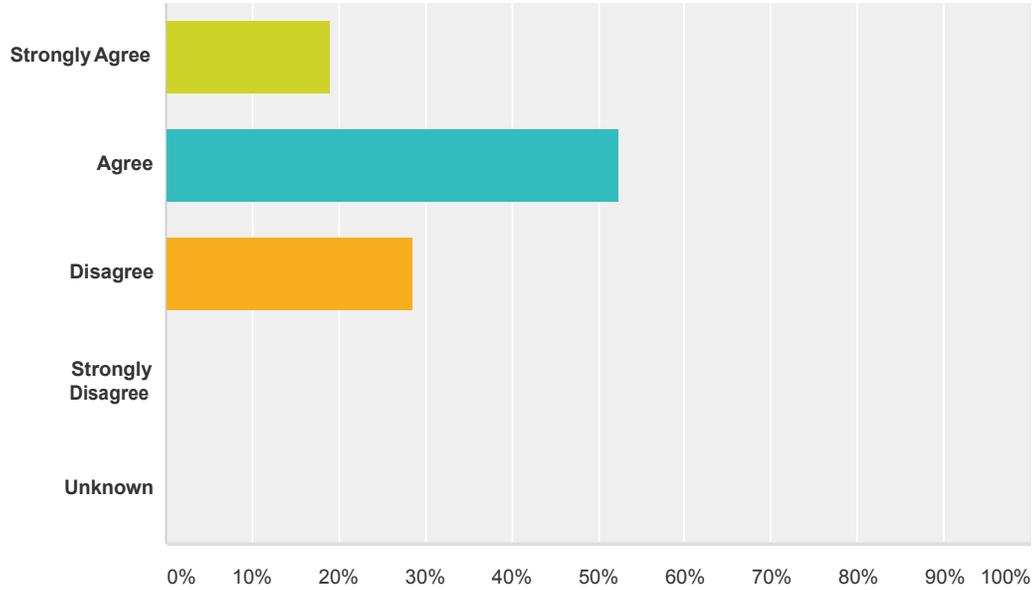
Answered: 21 Skipped: 4



Answer Choices	Responses	
Strongly Agree	14.29%	3
Agree	61.90%	13
Disagree	14.29%	3
Strongly Disagree	9.52%	2
Unknown	0.00%	0
Total		21

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

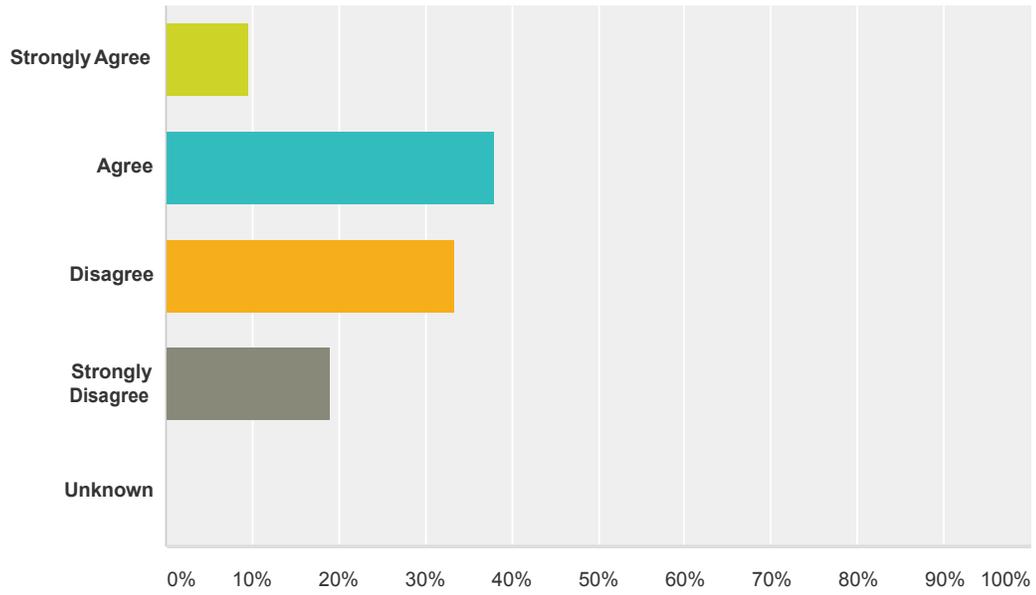
Answered: 21 Skipped: 4



Answer Choices	Responses	
Strongly Agree	19.05%	4
Agree	52.38%	11
Disagree	28.57%	6
Strongly Disagree	0.00%	0
Unknown	0.00%	0
Total		21

My opinion at work seems to count.

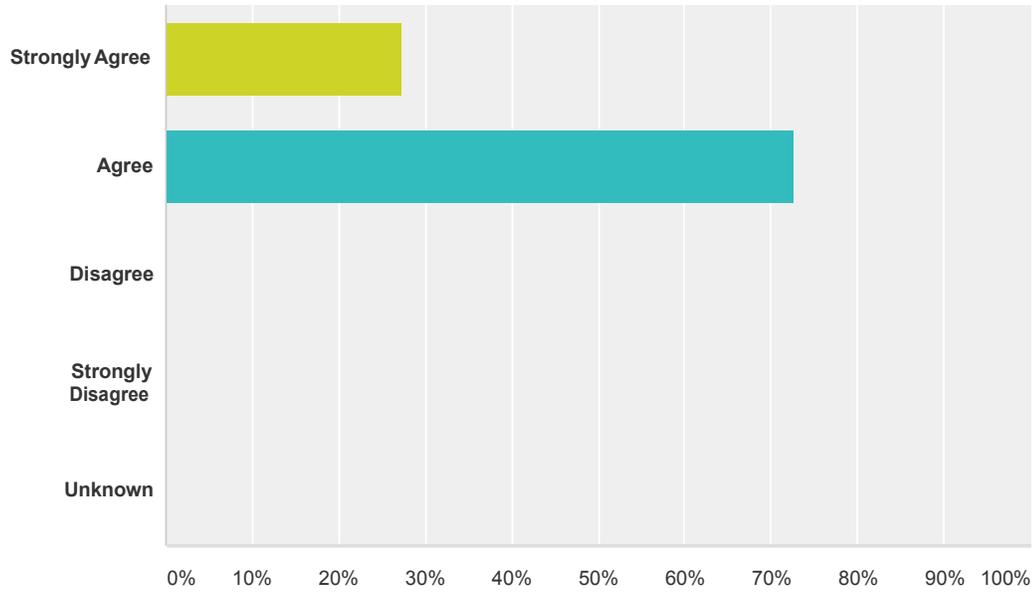
Answered: 21 Skipped: 4



Answer Choices	Responses
Strongly Agree	9.52% 2
Agree	38.10% 8
Disagree	33.33% 7
Strongly Disagree	19.05% 4
Unknown	0.00% 0
Total	21

My most recent performance evaluation was fair.

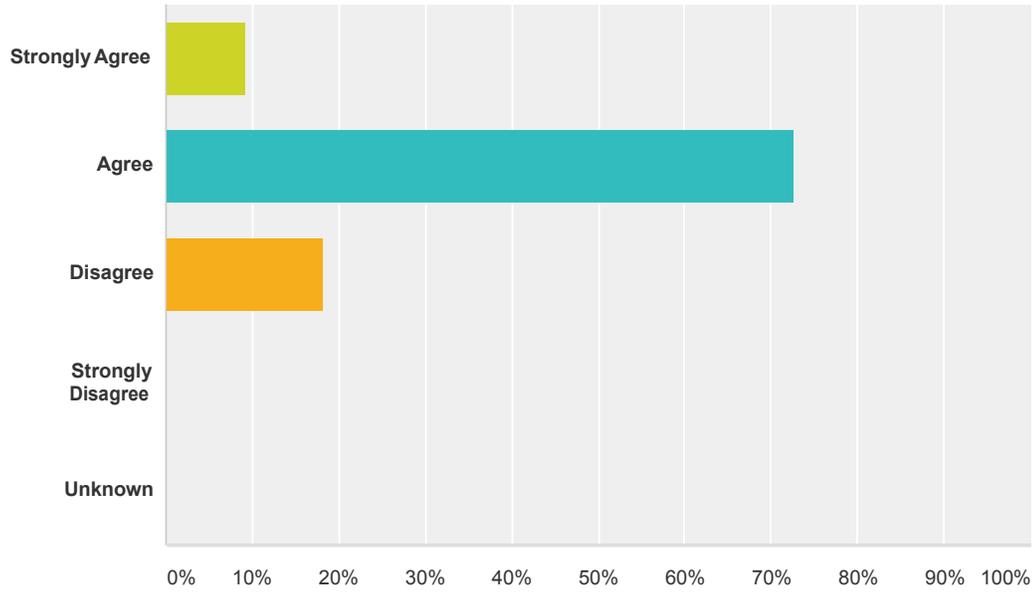
Answered: 22 Skipped: 3



Answer Choices	Responses	
Strongly Agree	27.27%	6
Agree	72.73%	16
Disagree	0.00%	0
Strongly Disagree	0.00%	0
Unknown	0.00%	0
Total		22

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

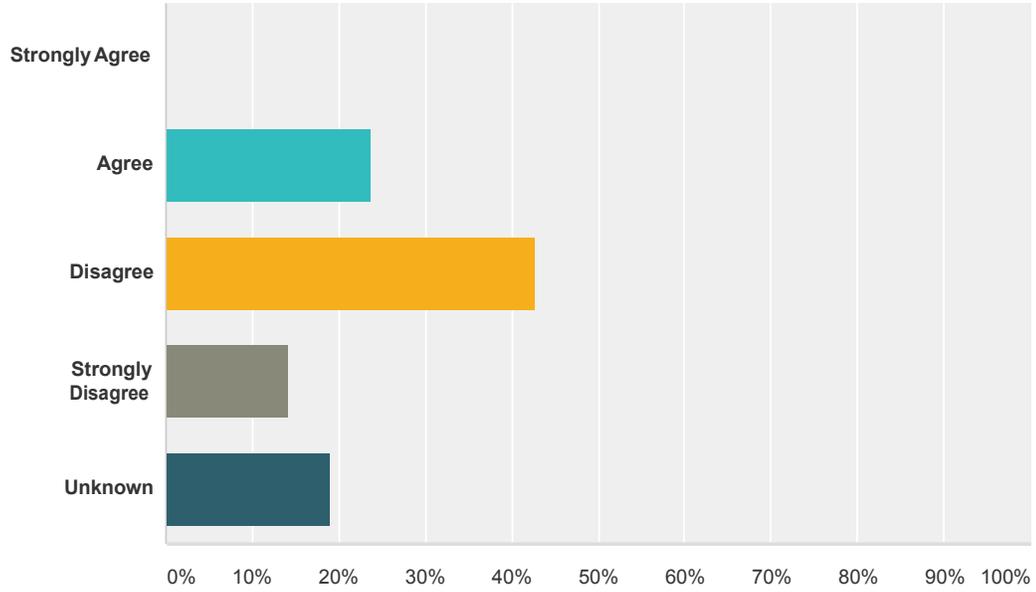
Answered: 22 Skipped: 3



Answer Choices	Responses	
Strongly Agree	9.09%	2
Agree	72.73%	16
Disagree	18.18%	4
Strongly Disagree	0.00%	0
Unknown	0.00%	0
Total		22

I am satisfied that my college's faculty pay-for-performance process is fairly applied.

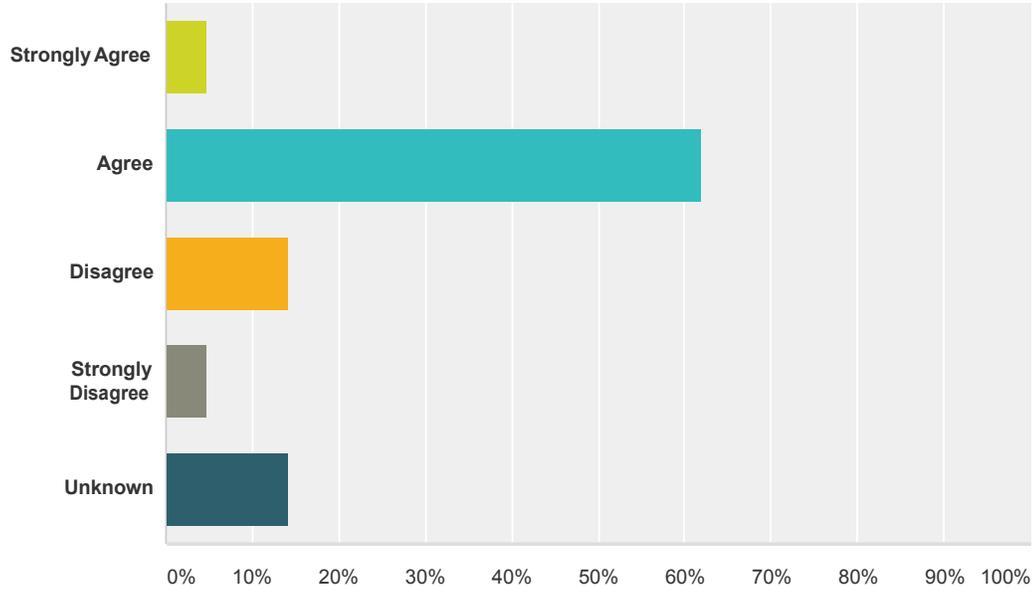
Answered: 21 Skipped: 4



Answer Choices	Responses	
Strongly Agree	0.00%	0
Agree	23.81%	5
Disagree	42.86%	9
Strongly Disagree	14.29%	3
Unknown	19.05%	4
Total		21

I understand the revised faculty evaluation process as defined in System President Procedure 3-31.

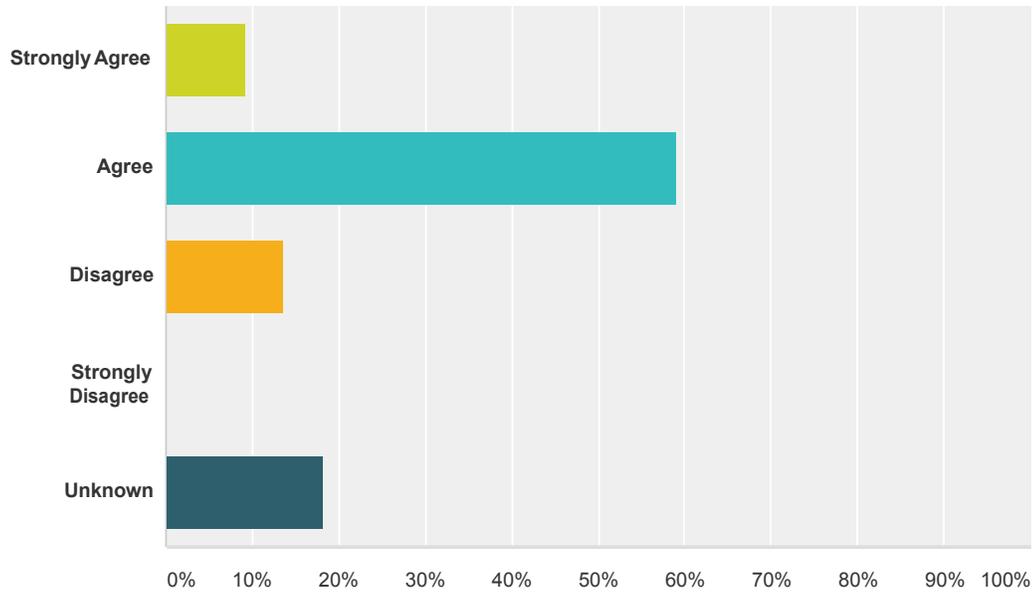
Answered: 21 Skipped: 4



Answer Choices	Responses
Strongly Agree	4.76% 1
Agree	61.90% 13
Disagree	14.29% 3
Strongly Disagree	4.76% 1
Unknown	14.29% 3
Total	21

I believe that my supervisor appropriately applied the revised faculty evaluation process.

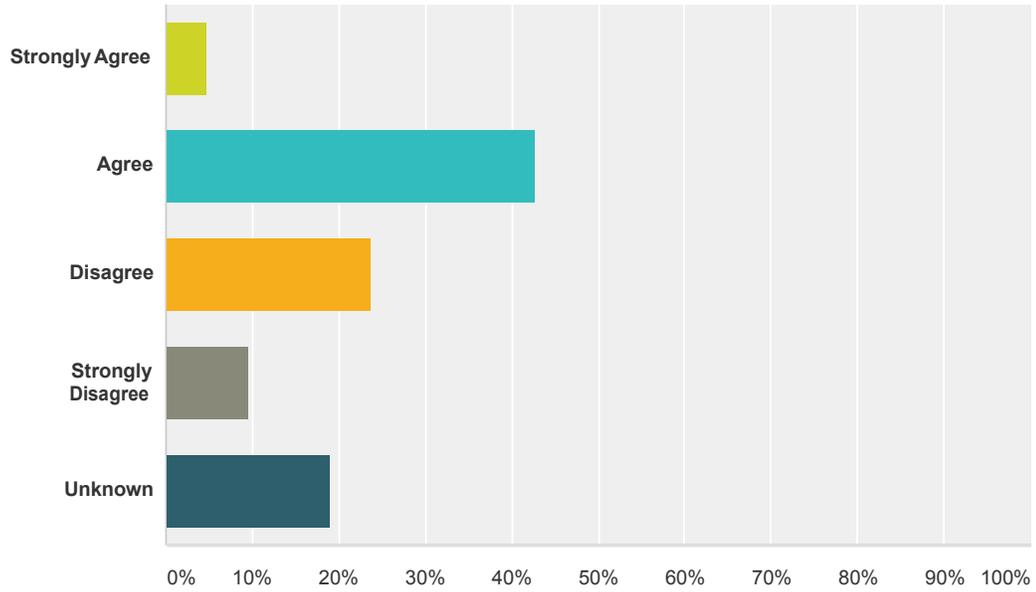
Answered: 22 Skipped: 3



Answer Choices	Responses	
Strongly Agree	9.09%	2
Agree	59.09%	13
Disagree	13.64%	3
Strongly Disagree	0.00%	0
Unknown	18.18%	4
Total		22

I believe that the changes made to the faculty evaluation process will lead to consistency in evaluating performance across my college.

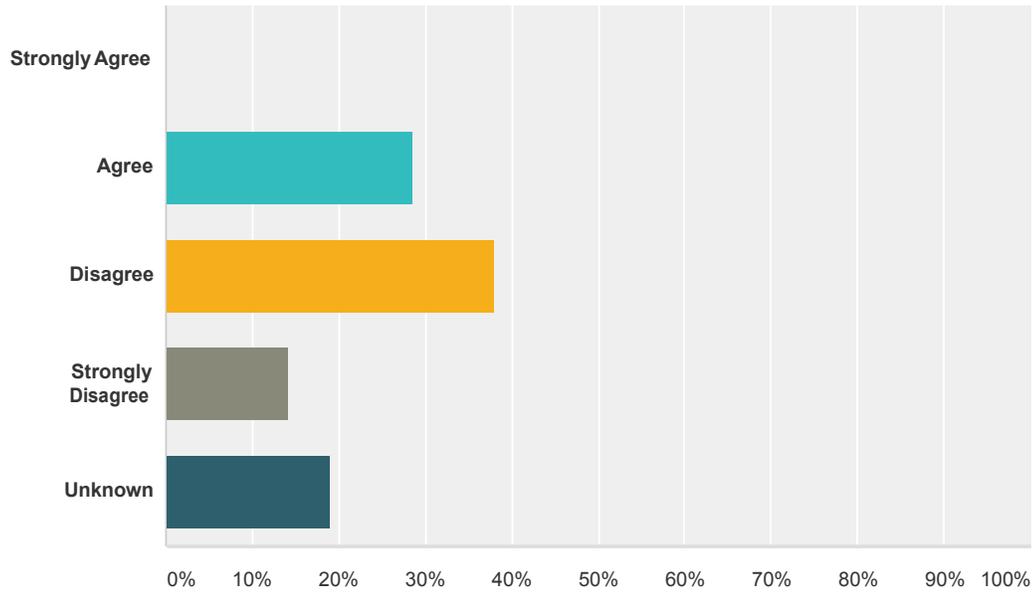
Answered: 21 Skipped: 4



Answer Choices	Responses	
Strongly Agree	4.76%	1
Agree	42.86%	9
Disagree	23.81%	5
Strongly Disagree	9.52%	2
Unknown	19.05%	4
Total		21

I believe that the changes made to the faculty evaluation process will identify and reward those who contributed to the success of students over the performance cycle.

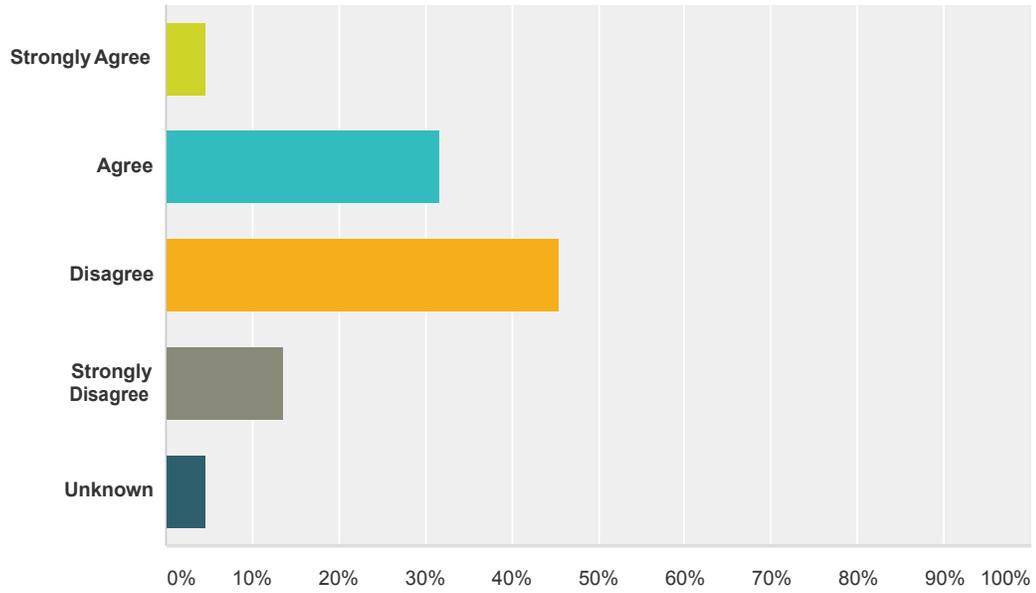
Answered: 21 Skipped: 4



Answer Choices	Responses	
Strongly Agree	0.00%	0
Agree	28.57%	6
Disagree	38.10%	8
Strongly Disagree	14.29%	3
Unknown	19.05%	4
Total		21

I feel I have good job security at my college.

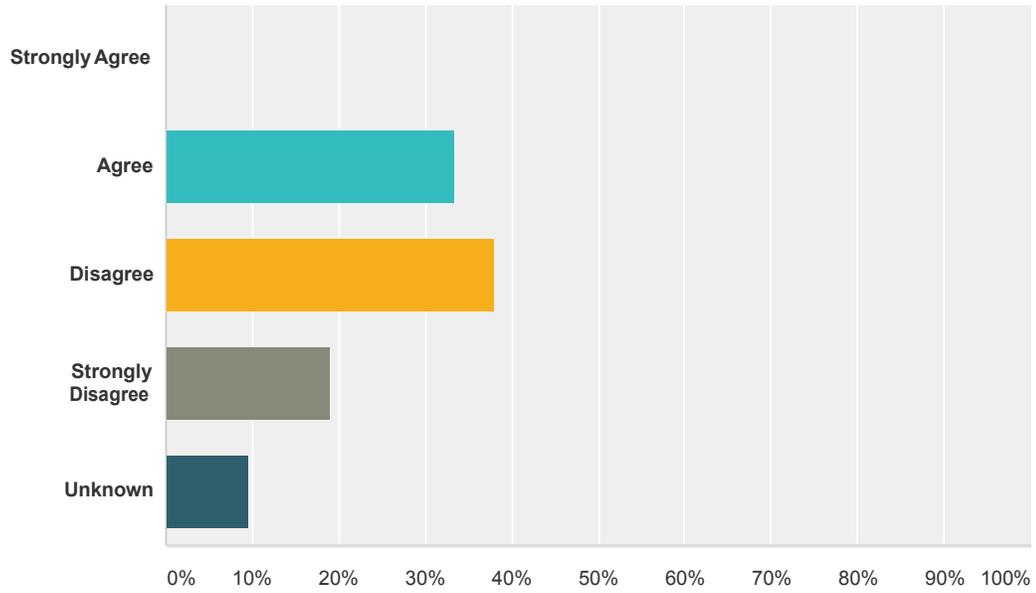
Answered: 22 Skipped: 3



Answer Choices	Responses
Strongly Agree	4.55% 1
Agree	31.82% 7
Disagree	45.45% 10
Strongly Disagree	13.64% 3
Unknown	4.55% 1
Total	22

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

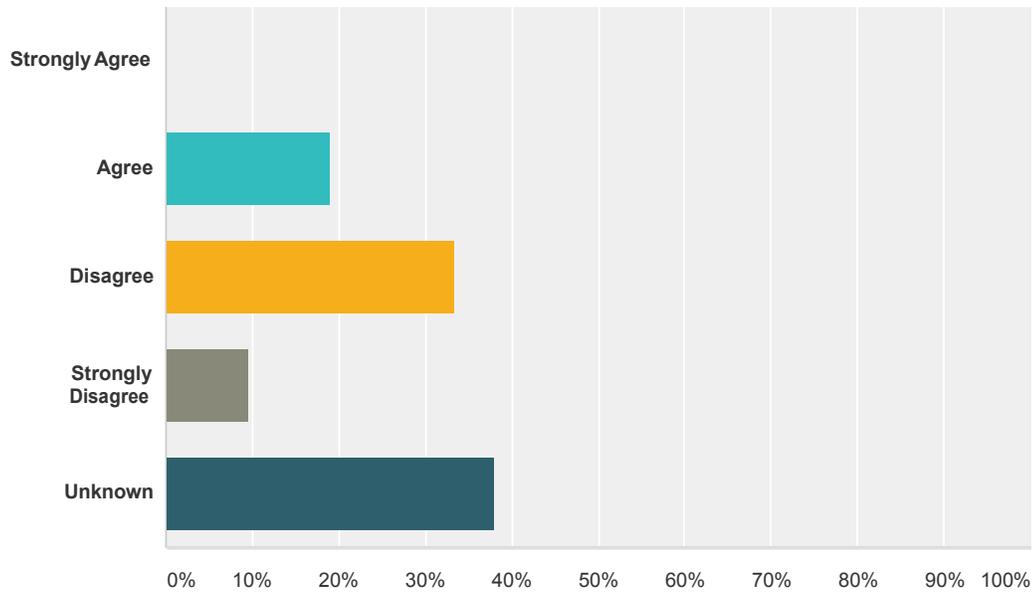
Answered: 21 Skipped: 4



Answer Choices	Responses	
Strongly Agree	0.00%	0
Agree	33.33%	7
Disagree	38.10%	8
Strongly Disagree	19.05%	4
Unknown	9.52%	2
Total		21

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

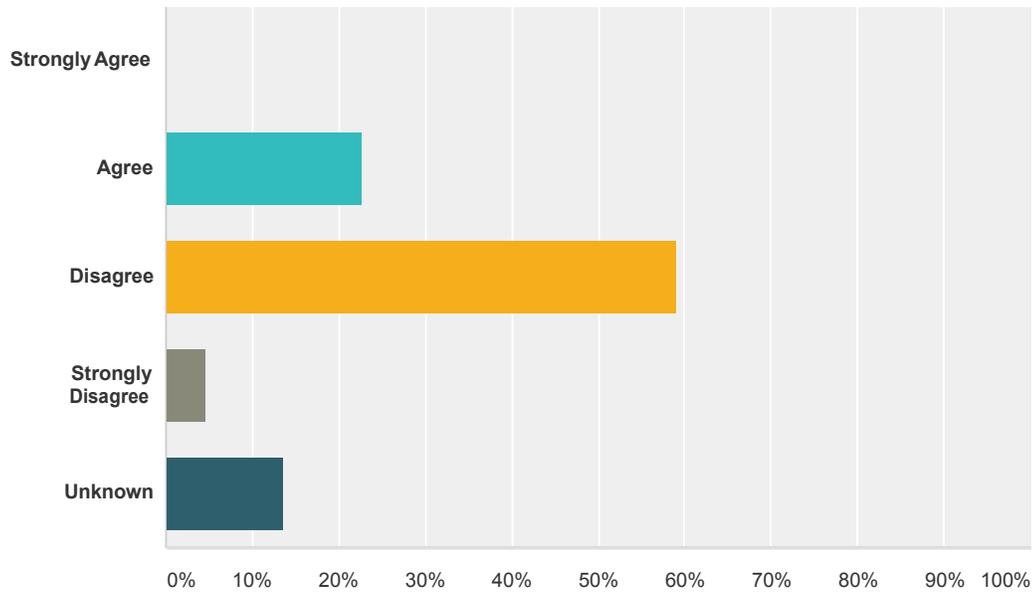
Answered: 21 Skipped: 4



Answer Choices	Responses	
Strongly Agree	0.00%	0
Agree	19.05%	4
Disagree	33.33%	7
Strongly Disagree	9.52%	2
Unknown	38.10%	8
Total		21

I am optimistic about my future opportunities at the college.

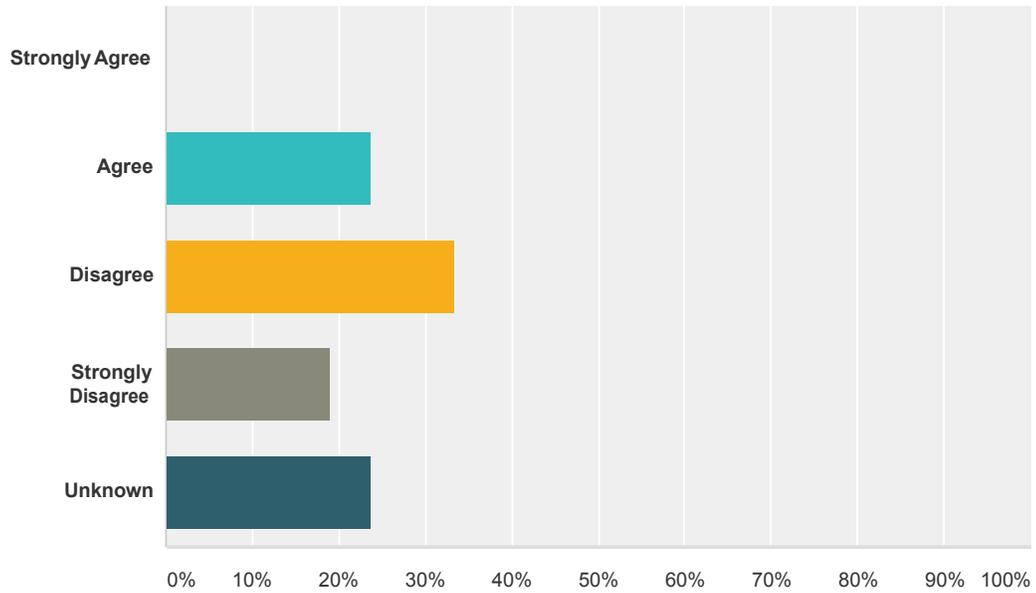
Answered: 22 Skipped: 3



Answer Choices	Responses
Strongly Agree	0.00% 0
Agree	22.73% 5
Disagree	59.09% 13
Strongly Disagree	4.55% 1
Unknown	13.64% 3
Total	22

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

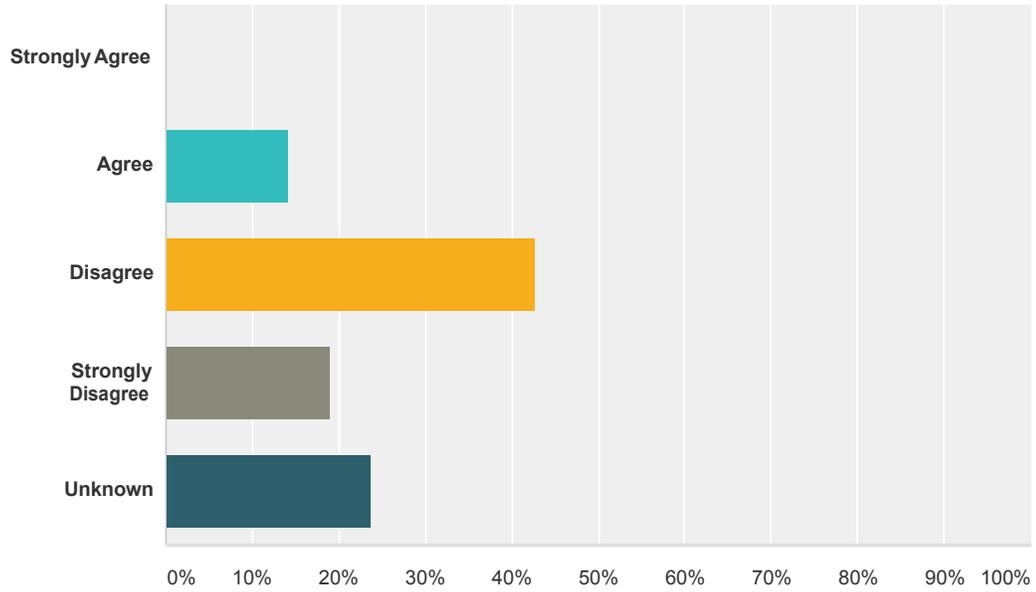
Answered: 21 Skipped: 4



Answer Choices	Responses	
Strongly Agree	0.00%	0
Agree	23.81%	5
Disagree	33.33%	7
Strongly Disagree	19.05%	4
Unknown	23.81%	5
Total		21

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

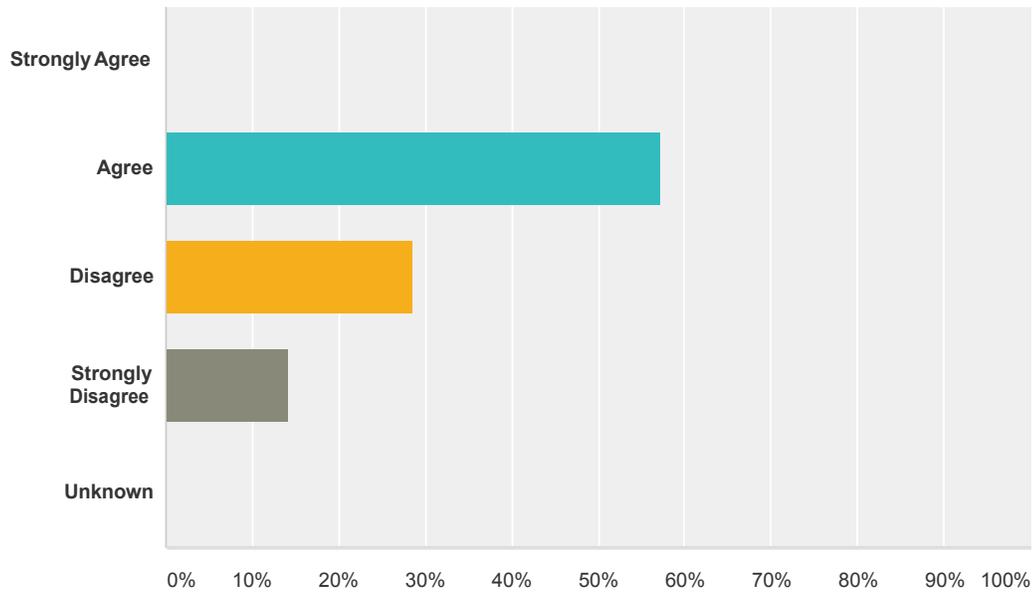
Answered: 21 Skipped: 4



Answer Choices	Responses	
Strongly Agree	0.00%	0
Agree	14.29%	3
Disagree	42.86%	9
Strongly Disagree	19.05%	4
Unknown	23.81%	5
Total		21

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

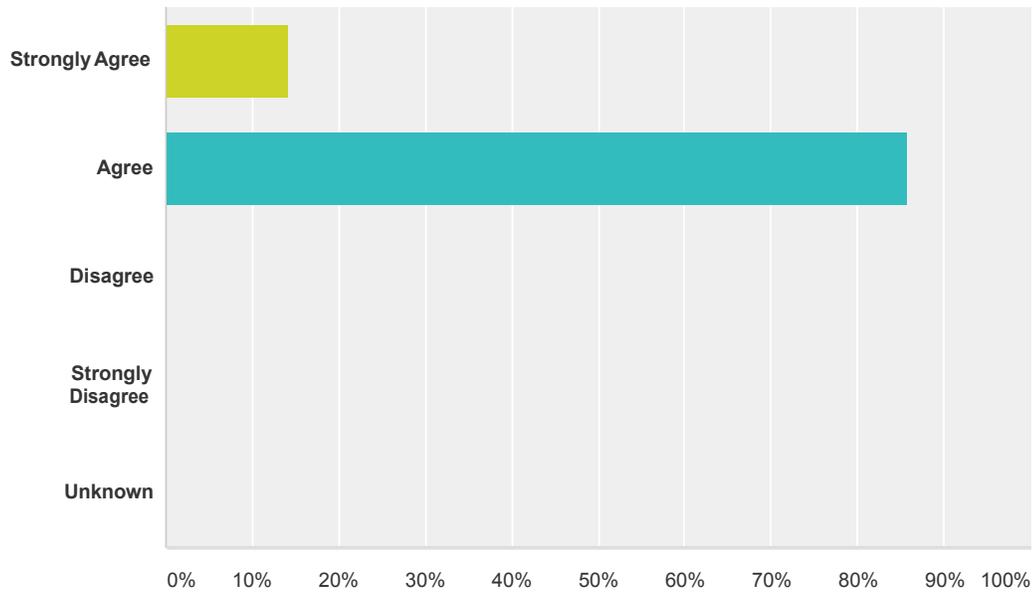
Answered: 21 Skipped: 4



Answer Choices	Responses
Strongly Agree	0.00% 0
Agree	57.14% 12
Disagree	28.57% 6
Strongly Disagree	14.29% 3
Unknown	0.00% 0
Total	21

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

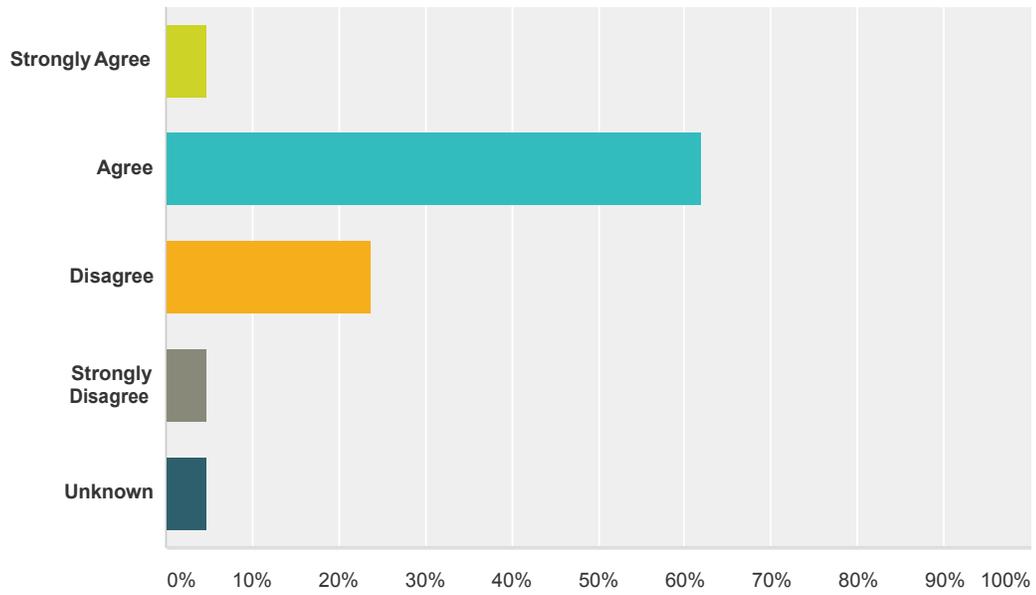
Answered: 21 Skipped: 4



Answer Choices	Responses
Strongly Agree	14.29% 3
Agree	85.71% 18
Disagree	0.00% 0
Strongly Disagree	0.00% 0
Unknown	0.00% 0
Total	21

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

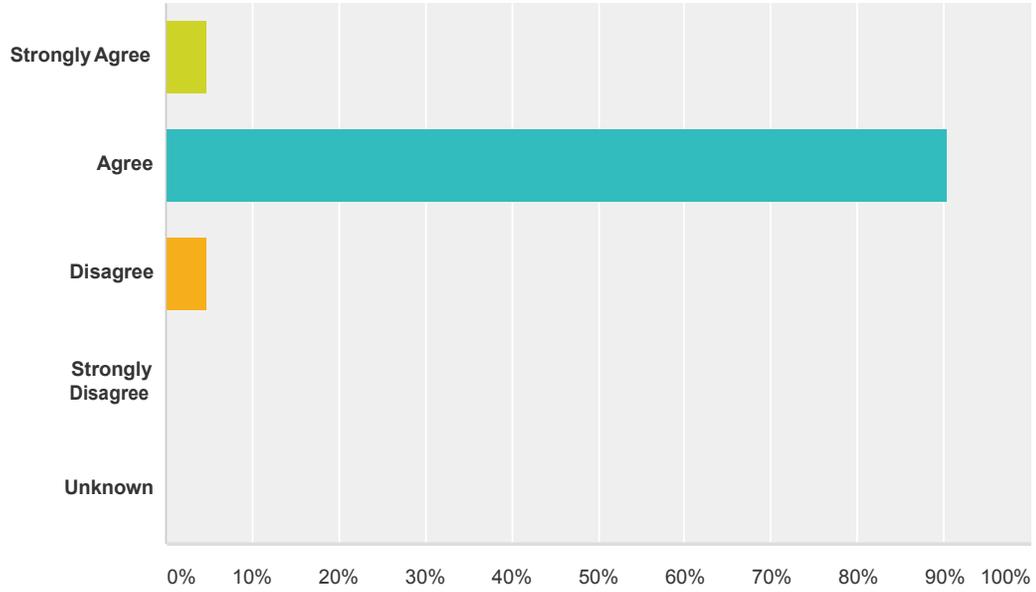
Answered: 21 Skipped: 4



Answer Choices	Responses
Strongly Agree	4.76% 1
Agree	61.90% 13
Disagree	23.81% 5
Strongly Disagree	4.76% 1
Unknown	4.76% 1
Total	21

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

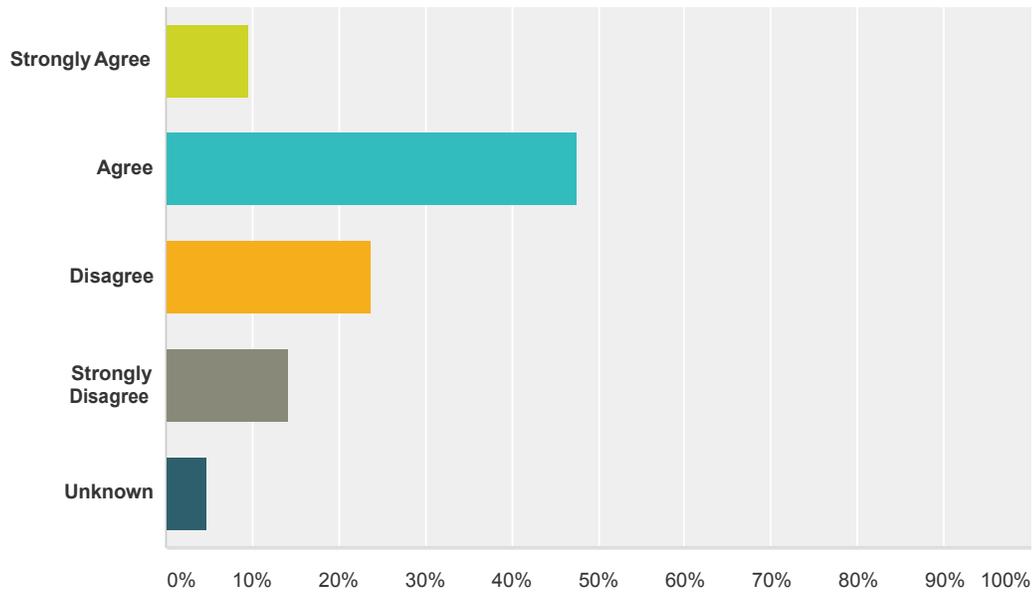
Answered: 21 Skipped: 4



Answer Choices	Responses
Strongly Agree	4.76% 1
Agree	90.48% 19
Disagree	4.76% 1
Strongly Disagree	0.00% 0
Unknown	0.00% 0
Total	21

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

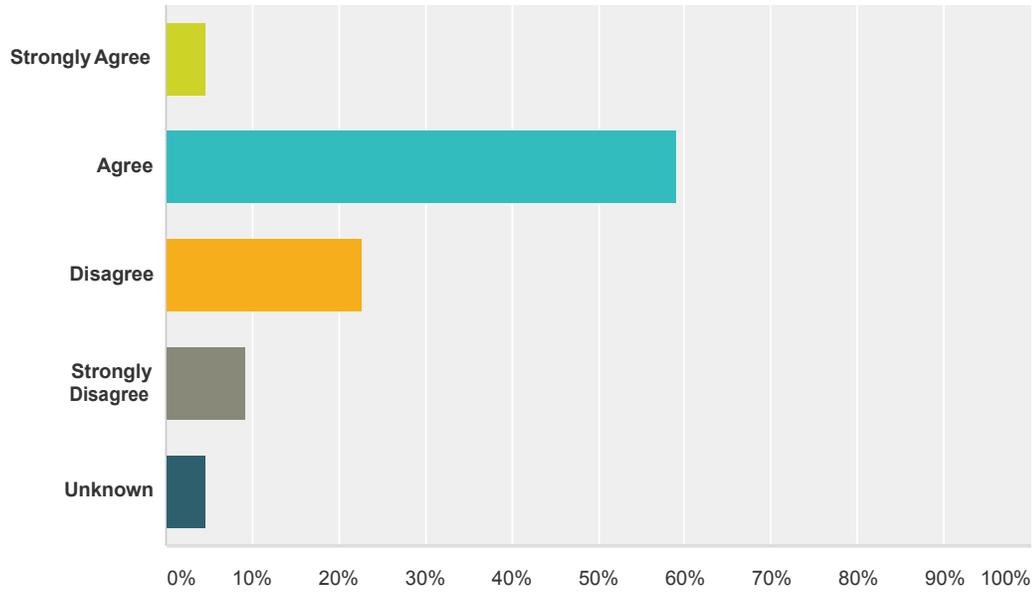
Answered: 21 Skipped: 4



Answer Choices	Responses	
Strongly Agree	9.52%	2
Agree	47.62%	10
Disagree	23.81%	5
Strongly Disagree	14.29%	3
Unknown	4.76%	1
Total		21

My college is headed in the right direction.

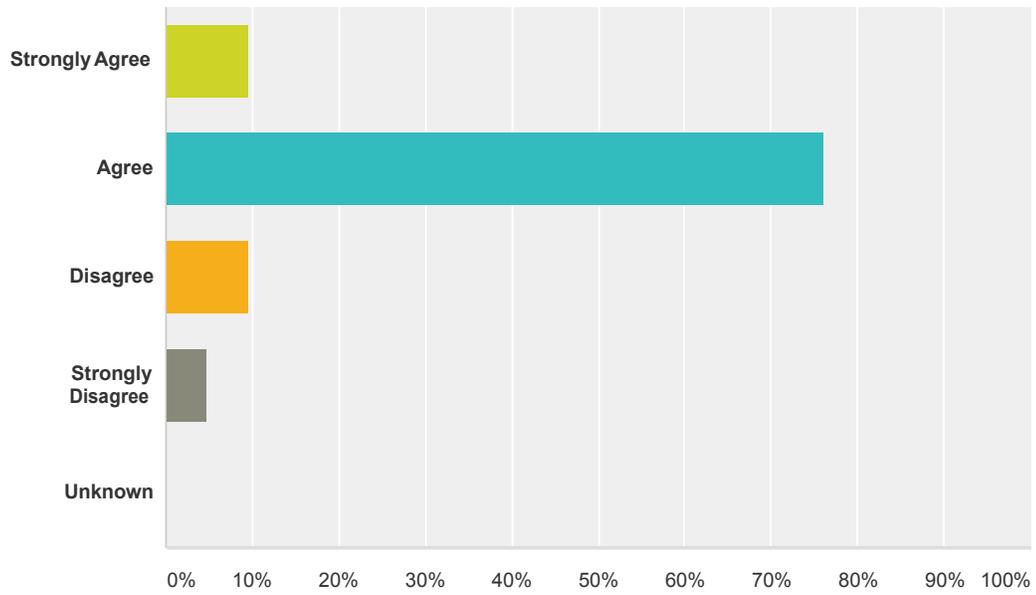
Answered: 22 Skipped: 3



Answer Choices	Responses
Strongly Agree	4.55% 1
Agree	59.09% 13
Disagree	22.73% 5
Strongly Disagree	9.09% 2
Unknown	4.55% 1
Total	22

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

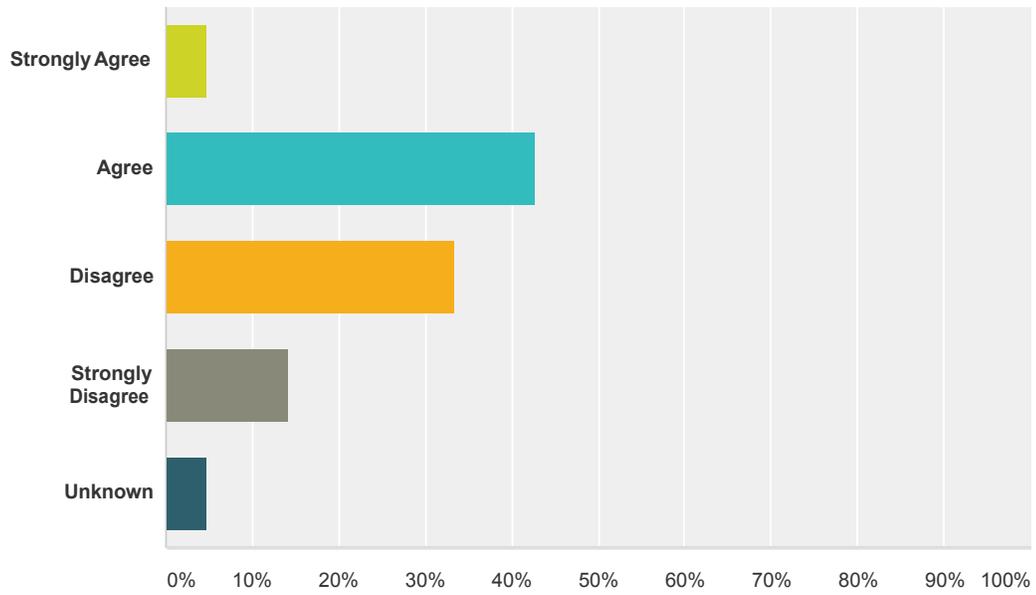
Answered: 21 Skipped: 4



Answer Choices	Responses
Strongly Agree	9.52% 2
Agree	76.19% 16
Disagree	9.52% 2
Strongly Disagree	4.76% 1
Unknown	0.00% 0
Total	21

I feel that the college cares about its employees.

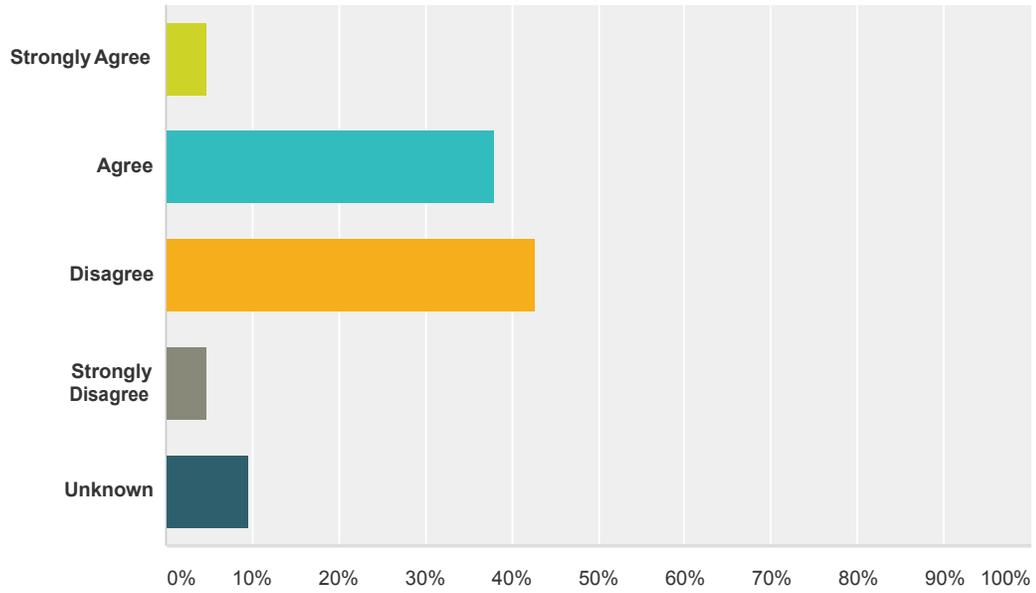
Answered: 21 Skipped: 4



Answer Choices	Responses	
Strongly Agree	4.76%	1
Agree	42.86%	9
Disagree	33.33%	7
Strongly Disagree	14.29%	3
Unknown	4.76%	1
Total		21

Employees at this college are treated well and fairly.

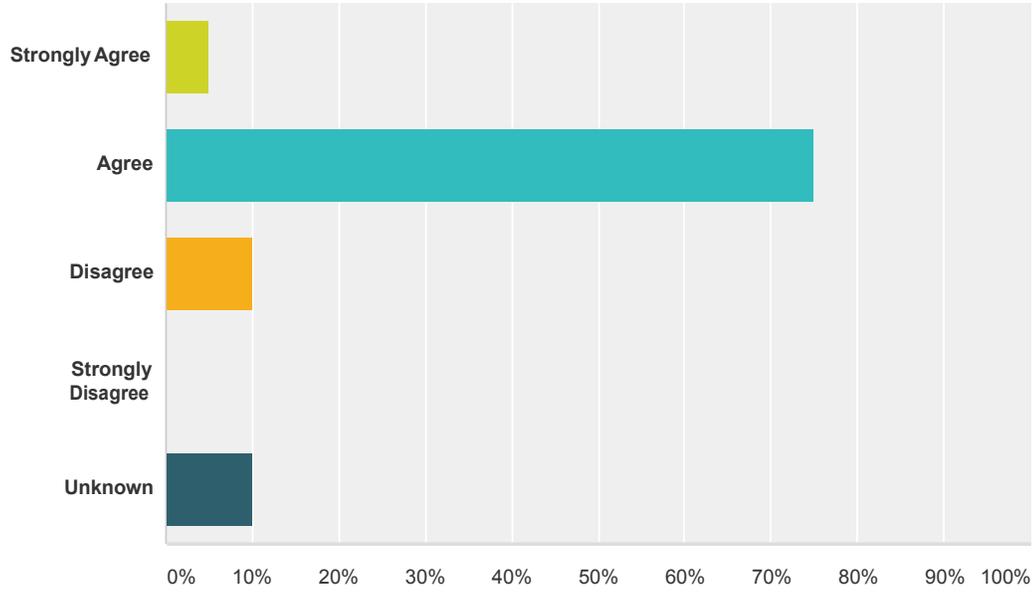
Answered: 21 Skipped: 4



Answer Choices	Responses	
Strongly Agree	4.76%	1
Agree	38.10%	8
Disagree	42.86%	9
Strongly Disagree	4.76%	1
Unknown	9.52%	2
Total		21

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

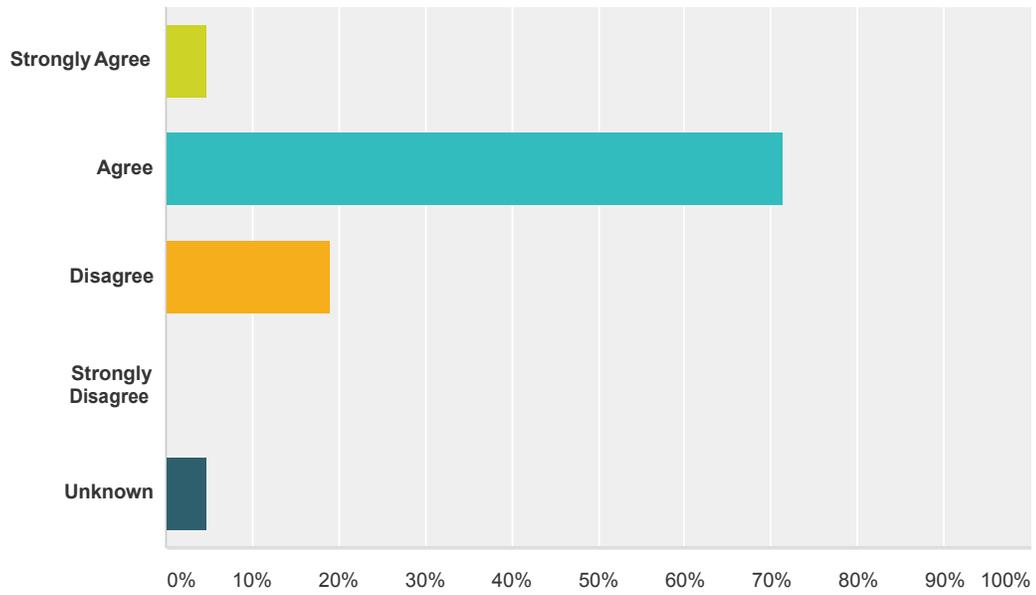
Answered: 20 Skipped: 5



Answer Choices	Responses	
Strongly Agree	5.00%	1
Agree	75.00%	15
Disagree	10.00%	2
Strongly Disagree	0.00%	0
Unknown	10.00%	2
Total		20

My college has a good reputation in the community.

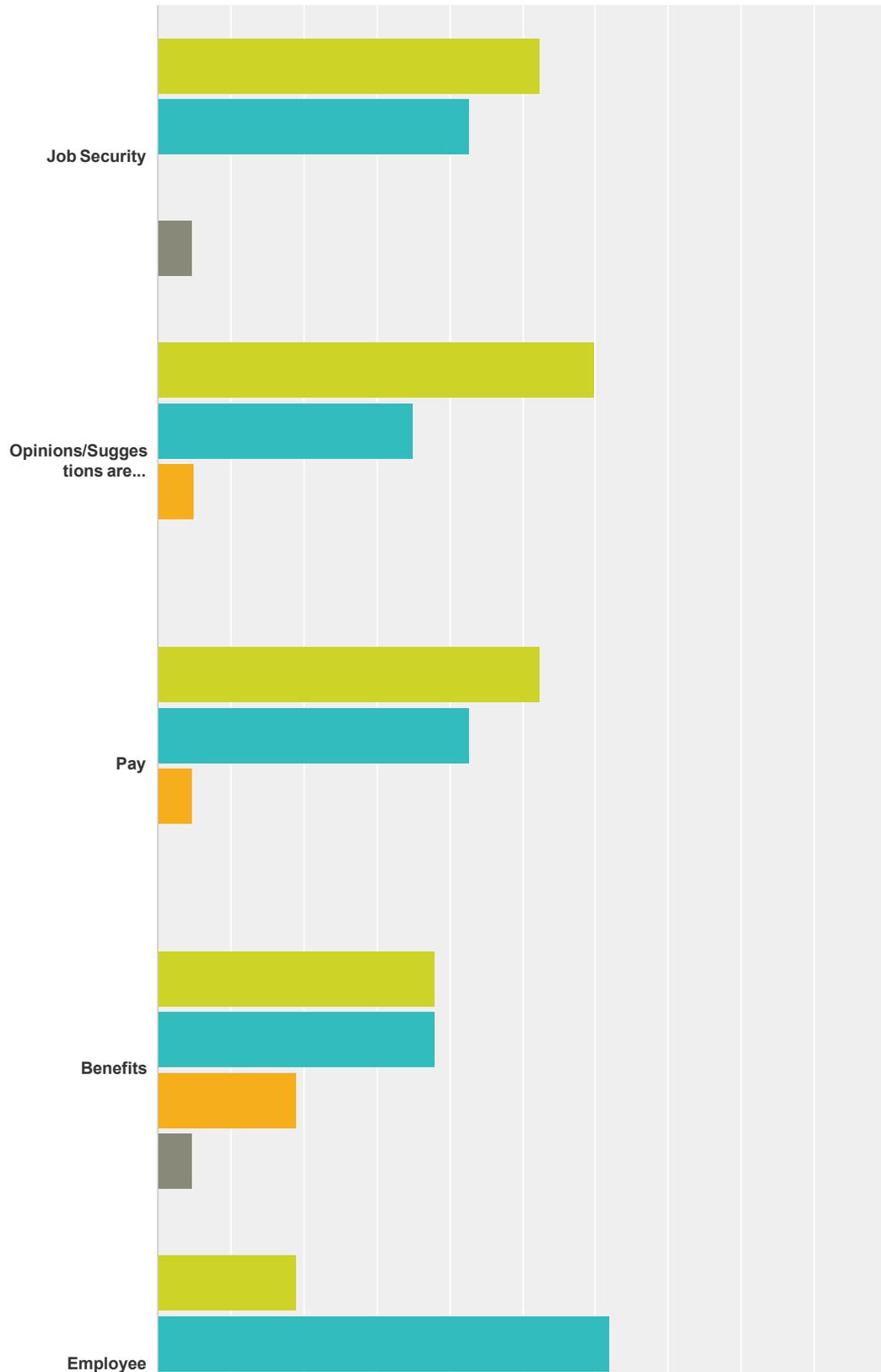
Answered: 21 Skipped: 4



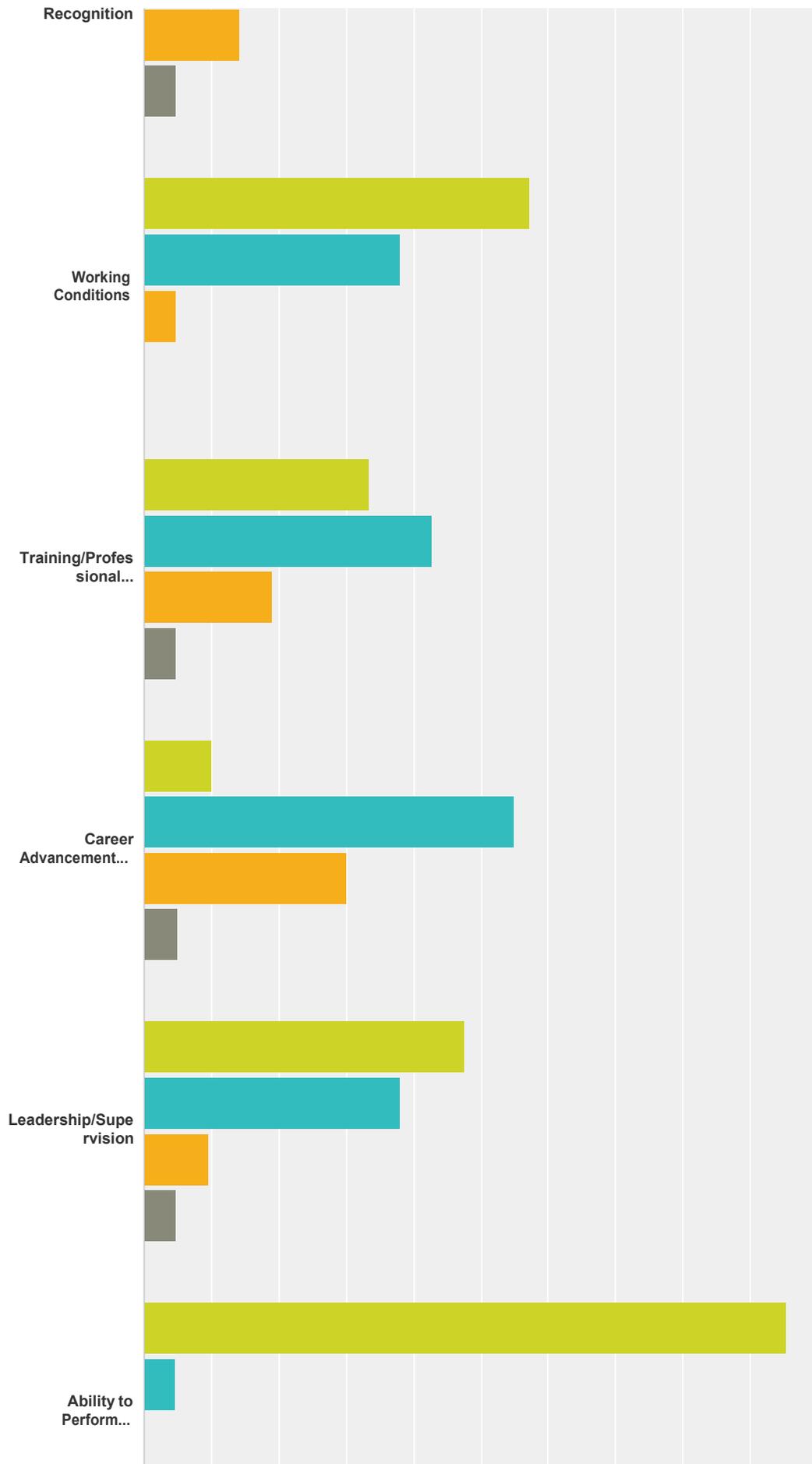
Answer Choices	Responses	
Strongly Agree	4.76%	1
Agree	71.43%	15
Disagree	19.05%	4
Strongly Disagree	0.00%	0
Unknown	4.76%	1
Total		21

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

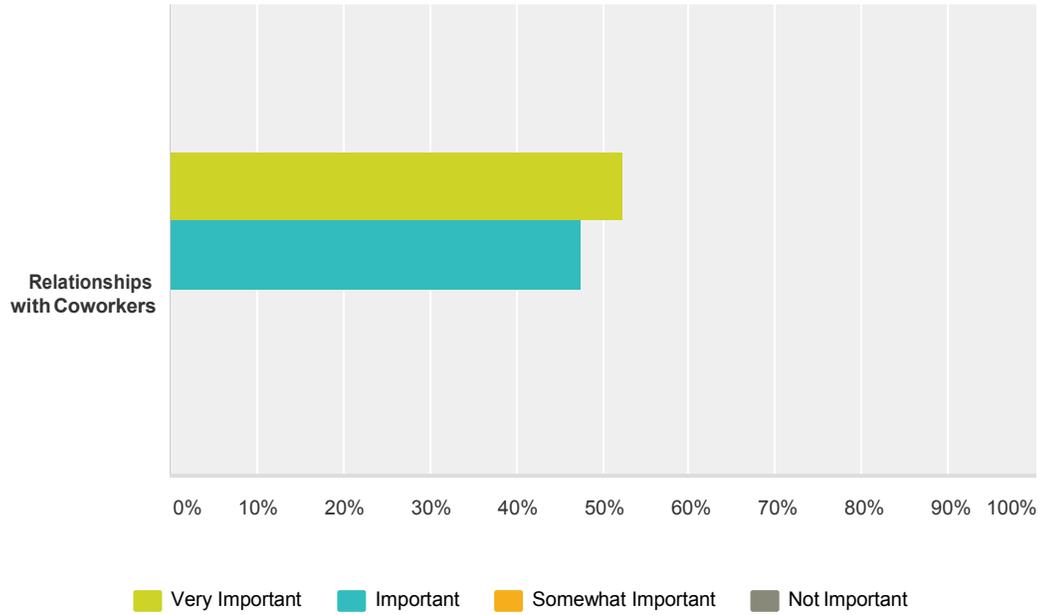
Answered: 22 Skipped: 3



2014 CCCS Employee Climate Survey-Faculty



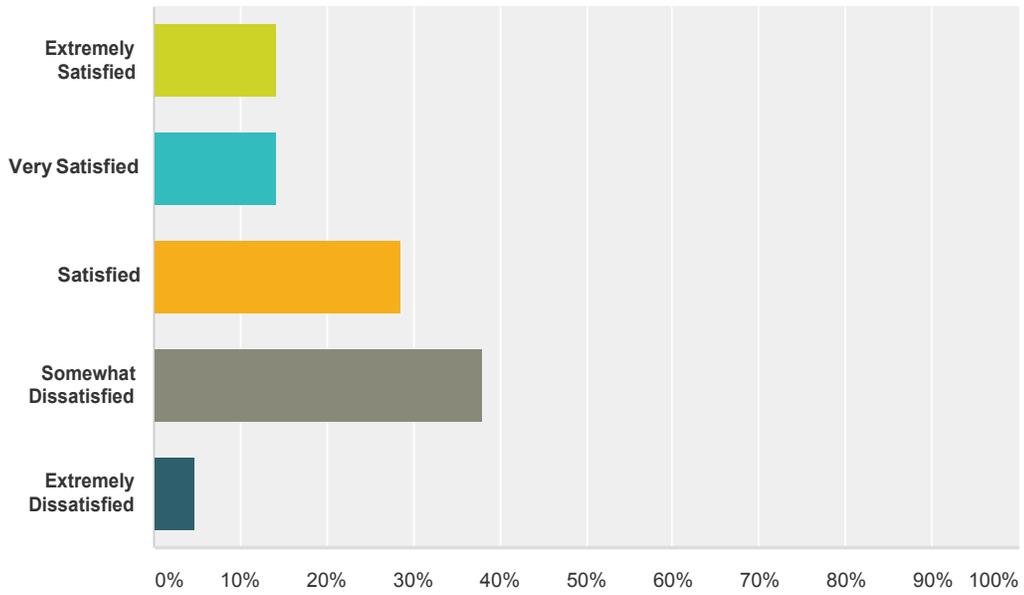
2014 CCCS Employee Climate Survey-Faculty



	Very Important	Important	Somewhat Important	Not Important	Total
Job Security	52.38% 11	42.86% 9	0.00% 0	4.76% 1	21
Opinions/Suggestions are Valued	60.00% 12	35.00% 7	5.00% 1	0.00% 0	20
Pay	52.38% 11	42.86% 9	4.76% 1	0.00% 0	21
Benefits	38.10% 8	38.10% 8	19.05% 4	4.76% 1	21
Employee Recognition	19.05% 4	61.90% 13	14.29% 3	4.76% 1	21
Working Conditions	57.14% 12	38.10% 8	4.76% 1	0.00% 0	21
Training/Professional Development	33.33% 7	42.86% 9	19.05% 4	4.76% 1	21
Career Advancement Opportunities	10.00% 2	55.00% 11	30.00% 6	5.00% 1	20
Leadership/Supervision	47.62% 10	38.10% 8	9.52% 2	4.76% 1	21
Ability to Perform Meaningful Work	95.45% 21	4.55% 1	0.00% 0	0.00% 0	22
Relationships with Coworkers	52.38% 11	47.62% 10	0.00% 0	0.00% 0	21

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

Answered: 21 Skipped: 4



Answer Choices	Responses	
Extremely Satisfied	14.29%	3
Very Satisfied	14.29%	3
Satisfied	28.57%	6
Somewhat Dissatisfied	38.10%	8
Extremely Dissatisfied	4.76%	1
Total		21