














1. What is your occupational group?

		Response Percent	Response Count
Administration or Professional/Technical		88.0%	88
Classified Staff		12.0%	12
answered question			100
skipped question			0



2. What is the highest level of education you have attained?

		Response Percent	Response Count
Some High School		0.0%	0
High School Diploma or G.E.D.		2.0%	2
Apprenticeship or Training in a Skilled Trade		0.0%	0
Some College		9.0%	9
Associates Degree		7.0%	7
Bachelor's Degree		43.0%	43
Master's Degree		36.0%	36
Doctorate		3.0%	3
answered question			100
skipped question			0








3. What is your age group?

		Response Percent	Response Count
Under 30 years		14.0%	14
30 - 39 years		25.0%	25
40 - 49 years		22.0%	22
50 - 59 years		27.0%	27
60 - 69 years		12.0%	12
70 + years		0.0%	0
answered question			100
skipped question			0


4. What is your gender?

		Response Percent	Response Count
Female		74.2%	72
Male		25.8%	25
answered question			97
skipped question			3

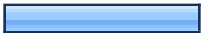







5. What is your ethnicity?

		Response Percent	Response Count
American Indian or Alaskan Native		1.1%	1
Asian		2.1%	2
Black or African American		2.1%	2
Hispanic		23.2%	22
Native Hawaiian or Pacific Islander		0.0%	0
White		63.2%	60
Two or more races		6.3%	6
Other (please specify)		2.1%	2
answered question			95
skipped question			5



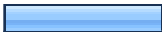





6. At which institution do you work? (If more than one, please list your primary place of employment.)

		Response Percent	Response Count
Arapahoe Community College		0.0%	0
Colorado Community College System		0.0%	0
Colorado Northwestern Community College		0.0%	0
Community College of Aurora		0.0%	0
Community College of Denver		100.0%	100
Front Range Community College - Westminster		0.0%	0
Front Range Community College - Boulder/Longmont		0.0%	0
Front Range Community College - Larimer		0.0%	0
Lamar Community College		0.0%	0
Morgan Community College		0.0%	0
Northeastern Junior College		0.0%	0
Otero Junior College		0.0%	0
Pikes Peak Community College		0.0%	0
Pueblo Community College		0.0%	0
Red Rocks Community College		0.0%	0
Trinidad State Junior College		0.0%	0
answered question			100
skipped question			0





7. How long have you worked at the institution you checked in question #6 above?

		Response Percent	Response Count
Less than 2 years		29.0%	29
2-4 years		28.0%	28
5-9 years		14.0%	14
10-14 years		15.0%	15
15-19 years		3.0%	3
20-24 years		9.0%	9
25-29 years		1.0%	1
30 + years		1.0%	1
answered question			100
skipped question			0





8. If you have worked for more than one college or the system office within the Colorado Community College System, how many total years have you worked in Colorado community colleges?

		Response Percent	Response Count
Less than 2 years		28.6%	16
2-4 years		21.4%	12
5-9 years		23.2%	13
10-14 years		8.9%	5
15-19 years		7.1%	4
20-24 years		1.8%	1
25-29 years		7.1%	4
30 + years		1.8%	1
answered question			56
skipped question			44


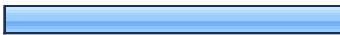


9. The work I do is meaningful to me.

		Response Percent	Response Count
Strongly Agree		48.0%	47
Agree		46.9%	46
Disagree		4.1%	4
Strongly Disagree		1.0%	1
Unknown		0.0%	0
answered question			98
skipped question			2




10. Overall, I like the work I do.

		Response Percent	Response Count
Strongly Agree		41.8%	41
Agree		53.1%	52
Disagree		4.1%	4
Strongly Disagree		1.0%	1
Unknown		0.0%	0
answered question			98
skipped question			2



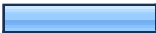

11. My work is sufficiently challenging for me.

		Response Percent	Response Count
Strongly Agree		32.0%	31
Agree		50.5%	49
Disagree		16.5%	16
Strongly Disagree		1.0%	1
Unknown		0.0%	0
answered question			97
skipped question			3





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

		Response Percent	Response Count
Strongly Agree		61.9%	60
Agree		36.1%	35
Disagree		2.1%	2
Strongly Disagree		0.0%	0
Unknown		0.0%	0
		answered question	97
		skipped question	3






13. My workload is reasonable.

		Response Percent	Response Count
Strongly Agree		14.4%	14
Agree		54.6%	53
Disagree		22.7%	22
Strongly Disagree		8.2%	8
Unknown		0.0%	0
		answered question	97
		skipped question	3





14. My job duties and priorities are clear.

		Response Percent	Response Count
Strongly Agree		16.3%	16
Agree		60.2%	59
Disagree		15.3%	15
Strongly Disagree		8.2%	8
Unknown		0.0%	0
answered question			98
skipped question			2





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

		Response Percent	Response Count
Strongly Agree		9.3%	9
Agree		43.3%	42
Disagree		32.0%	31
Strongly Disagree		9.3%	9
Unknown		6.2%	6
answered question			97
skipped question			3






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

		Response Percent	Response Count
Strongly Agree		11.2%	11
Agree		46.9%	46
Disagree		30.6%	30
Strongly Disagree		11.2%	11
Unknown		0.0%	0
answered question			98
skipped question			2



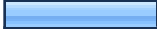


17. I feel motivated to do a good job.

		Response Percent	Response Count
Strongly Agree		33.0%	32
Agree		55.7%	54
Disagree		5.2%	5
Strongly Disagree		6.2%	6
Unknown		0.0%	0
answered question			97
skipped question			3






18. I seldom feel 'burnt out' by my job.

		Response Percent	Response Count
Strongly Agree		8.2%	8
Agree		41.2%	40
Disagree		39.2%	38
Strongly Disagree		10.3%	10
Unknown		1.0%	1
answered question			97
skipped question			3





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

		Response Percent	Response Count
Strongly Agree		14.4%	14
Agree		48.5%	47
Disagree		22.7%	22
Strongly Disagree		11.3%	11
Unknown		3.1%	3
answered question			97
skipped question			3





20. I work in an environment that supports team work.

		Response Percent	Response Count
Strongly Agree		16.7%	16
Agree		51.0%	49
Disagree		15.6%	15
Strongly Disagree		15.6%	15
Unknown		1.0%	1
answered question			96
skipped question			4






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

		Response Percent	Response Count
Strongly Agree		18.1%	17
Agree		43.6%	41
Disagree		28.7%	27
Strongly Disagree		9.6%	9
Unknown		0.0%	0
answered question			94
skipped question			6






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

		Response Percent	Response Count
Strongly Agree		13.5%	13
Agree		50.0%	48
Disagree		22.9%	22
Strongly Disagree		13.5%	13
Unknown		0.0%	0
answered question			96
skipped question			4





23. Duties are distributed fairly in my work unit.

		Response Percent	Response Count
Strongly Agree		13.7%	13
Agree		49.5%	47
Disagree		18.9%	18
Strongly Disagree		15.8%	15
Unknown		2.1%	2
answered question			95
skipped question			5





24. People in my work unit cooperate with one another.

		Response Percent	Response Count
Strongly Agree		15.6%	15
Agree		64.6%	62
Disagree		11.5%	11
Strongly Disagree		7.3%	7
Unknown		1.0%	1
answered question			96
skipped question			4






25. I enjoy working with my colleagues.

		Response Percent	Response Count
Strongly Agree		32.3%	31
Agree		53.1%	51
Disagree		12.5%	12
Strongly Disagree		2.1%	2
Unknown		0.0%	0
answered question			96
skipped question			4






26. I respect my supervisor.

		Response Percent	Response Count
Strongly Agree		53.7%	51
Agree		27.4%	26
Disagree		11.6%	11
Strongly Disagree		7.4%	7
Unknown		0.0%	0
answered question			95
skipped question			5


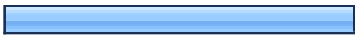



27. My supervisor treats people fairly.

		Response Percent	Response Count
Strongly Agree		46.3%	44
Agree		29.5%	28
Disagree		12.6%	12
Strongly Disagree		9.5%	9
Unknown		2.1%	2
answered question			95
skipped question			5

28. My supervisor shows respect to his/her staff.

		Response Percent	Response Count
Strongly Agree		46.4%	45
Agree		29.9%	29
Disagree		12.4%	12
Strongly Disagree		10.3%	10
Unknown		1.0%	1
answered question			97
skipped question			3





29. My most recent performance evaluation was fair.

		Response Percent	Response Count
Strongly Agree		33.0%	32
Agree		52.6%	51
Disagree		7.2%	7
Strongly Disagree		4.1%	4
Unknown		3.1%	3
answered question			97
skipped question			3






30. Please include any additional comments that you feel are relevant to the questions asked in the section 3 of this survey above.

	Response Count
	23
answered question	23
skipped question	77



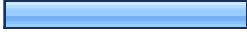


31. I understand how pay rates are determined.

		Response Percent	Response Count
Strongly Agree		6.3%	6
Agree		46.3%	44
Disagree		41.1%	39
Strongly Disagree		6.3%	6
Unknown		0.0%	0
	answered question		95
	skipped question		5






32. I understand how job titles are assigned.

		Response Percent	Response Count
Strongly Agree		7.4%	7
Agree		44.2%	42
Disagree		37.9%	36
Strongly Disagree		8.4%	8
Unknown		2.1%	2
answered question			95
skipped question			5






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

		Response Percent	Response Count
Strongly Agree		3.2%	3
Agree		44.7%	42
Disagree		36.2%	34
Strongly Disagree		8.5%	8
Unknown		7.4%	7
answered question			94
skipped question			6






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

		Response Percent	Response Count
Strongly Agree		5.4%	5
Agree		48.4%	45
Disagree		30.1%	28
Strongly Disagree		15.1%	14
Unknown		1.1%	1
answered question			93
skipped question			7






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

		Response Percent	Response Count
Strongly Agree		6.5%	6
Agree		35.5%	33
Disagree		30.1%	28
Strongly Disagree		17.2%	16
Unknown		10.8%	10
answered question			93
skipped question			7






36. My salary reflects my performance and contribution to the college.

		Response Percent	Response Count
Strongly Agree		6.3%	6
Agree		38.9%	37
Disagree		35.8%	34
Strongly Disagree		17.9%	17
Unknown		1.1%	1
answered question			95
skipped question			5






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

		Response Percent	Response Count
Strongly Agree		5.3%	5
Agree		33.0%	31
Disagree		31.9%	30
Strongly Disagree		20.2%	19
Unknown		9.6%	9
answered question			94
skipped question			6

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

		Response Percent	Response Count
Strongly Agree		30.9%	29
Agree		51.1%	48
Disagree		16.0%	15
Strongly Disagree		1.1%	1
Unknown		1.1%	1
answered question			94
skipped question			6






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

		Response Percent	Response Count
Strongly Agree		2.1%	2
Agree		25.5%	24
Disagree		52.1%	49
Strongly Disagree		18.1%	17
Unknown		2.1%	2
answered question			94
skipped question			6






40. Please include any additional comments that you feel are relevant to the questions asked in section 4 of this survey above.

	Response Count
	23
answered question	23
skipped question	77






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

		Response Percent	Response Count
Strongly Agree		26.9%	25
Agree		57.0%	53
Disagree		10.8%	10
Strongly Disagree		2.2%	2
Unknown		3.2%	3
	answered question		93
	skipped question		7






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

		Response Percent	Response Count
Strongly Agree		45.7%	43
Agree		44.7%	42
Disagree		4.3%	4
Strongly Disagree		3.2%	3
Unknown		2.1%	2
answered question			94
skipped question			6






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

		Response Percent	Response Count
Strongly Agree		22.6%	21
Agree		60.2%	56
Disagree		7.5%	7
Strongly Disagree		1.1%	1
Unknown		8.6%	8
answered question			93
skipped question			7






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

		Response Percent	Response Count
Strongly Agree		6.5%	6
Agree		32.6%	30
Disagree		38.0%	35
Strongly Disagree		7.6%	7
Unknown		15.2%	14
answered question			92
skipped question			8

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

		Response Percent	Response Count
Strongly Agree		5.3%	5
Agree		70.2%	66
Disagree		19.1%	18
Strongly Disagree		2.1%	2
Unknown		3.2%	3
answered question			94
skipped question			6






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

		Response Percent	Response Count
Strongly Agree		3.2%	3
Agree		57.4%	54
Disagree		21.3%	20
Strongly Disagree		17.0%	16
Unknown		1.1%	1
		answered question	94
		skipped question	6






47. Please include any additional comments that you feel are relevant to the questions asked in section 5 of this survey above.

		Response Count
		15
		answered question
		15
		skipped question
		85






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

		Response Percent	Response Count
Strongly Agree		7.6%	7
Agree		47.8%	44
Disagree		32.6%	30
Strongly Disagree		10.9%	10
Unknown		1.1%	1
answered question			92
skipped question			8





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

		Response Percent	Response Count
Strongly Agree		7.7%	7
Agree		49.5%	45
Disagree		31.9%	29
Strongly Disagree		9.9%	9
Unknown		1.1%	1
answered question			91
skipped question			9



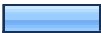

50. I get the kind of information that I need from senior management.

		Response Percent	Response Count
Strongly Agree		10.0%	9
Agree		40.0%	36
Disagree		34.4%	31
Strongly Disagree		13.3%	12
Unknown		2.2%	2
answered question			90
skipped question			10



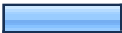


51. My supervisor keeps me informed about issues that affect me.

		Response Percent	Response Count
Strongly Agree		28.3%	26
Agree		46.7%	43
Disagree		16.3%	15
Strongly Disagree		8.7%	8
Unknown		0.0%	0
answered question			92
skipped question			8

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

		Response Percent	Response Count
Strongly Agree		19.6%	18
Agree		57.6%	53
Disagree		14.1%	13
Strongly Disagree		8.7%	8
Unknown		0.0%	0
answered question			92
skipped question			8

53. My opinion at work seems to count.

		Response Percent	Response Count
Strongly Agree		22.8%	21
Agree		43.5%	40
Disagree		17.4%	16
Strongly Disagree		14.1%	13
Unknown		2.2%	2
answered question			92
skipped question			8






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

		Response Percent	Response Count
Strongly Agree	<div><div></div></div>	21.7%	20
Agree	<div><div></div></div>	50.0%	46
Disagree	<div><div></div></div>	19.6%	18
Strongly Disagree	<div><div></div></div>	5.4%	5
Unknown	<div><div></div></div>	3.3%	3
		answered question	92
		skipped question	8



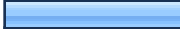


55. Please include any additional comments that you feel are relevant to the questions asked in section 6 of this survey above.

		Response Count
		19
answered question		19
skipped question		81






56. I feel I have good job security at my college.

		Response Percent	Response Count
Strongly Agree		9.8%	9
Agree		53.3%	49
Disagree		20.7%	19
Strongly Disagree		5.4%	5
Unknown		10.9%	10
answered question			92
skipped question			8






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

		Response Percent	Response Count
Strongly Agree		4.3%	4
Agree		35.9%	33
Disagree		26.1%	24
Strongly Disagree		18.5%	17
Unknown		15.2%	14
answered question			92
skipped question			8






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

		Response Percent	Response Count
Strongly Agree		6.5%	6
Agree		27.2%	25
Disagree		16.3%	15
Strongly Disagree		18.5%	17
Unknown		31.5%	29
answered question			92
skipped question			8






59. I am optimistic about my future opportunities at the college.

		Response Percent	Response Count
Strongly Agree		7.6%	7
Agree		44.6%	41
Disagree		21.7%	20
Strongly Disagree		13.0%	12
Unknown		13.0%	12
answered question			92
skipped question			8

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

		Response Percent	Response Count
Strongly Agree		5.5%	5
Agree		23.1%	21
Disagree		35.2%	32
Strongly Disagree		20.9%	19
Unknown		15.4%	14
answered question			91
skipped question			9



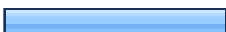


61. At my college, employees that work hard and do a good job will have opportunities for promotions and advancement.

		Response Percent	Response Count
Strongly Agree		7.6%	7
Agree		27.2%	25
Disagree		26.1%	24
Strongly Disagree		17.4%	16
Unknown		21.7%	20
answered question			92
skipped question			8






62. Please include any additional comments that you feel are relevant to the questions asked in section 7 of this survey above.

	Response Count
	17
answered question	17
skipped question	83



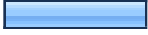


63. Overall, I believe that my college is a well-run organization.

		Response Percent	Response Count
Strongly Agree		7.7%	7
Agree		47.3%	43
Disagree		33.0%	30
Strongly Disagree		8.8%	8
Unknown		3.3%	3
	answered question		91
	skipped question		9






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

		Response Percent	Response Count
Strongly Agree		6.7%	6
Agree		51.1%	46
Disagree		22.2%	20
Strongly Disagree		14.4%	13
Unknown		5.6%	5
answered question			90
skipped question			10






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

		Response Percent	Response Count
Strongly Agree		2.2%	2
Agree		38.9%	35
Disagree		21.1%	19
Strongly Disagree		11.1%	10
Unknown		26.7%	24
answered question			90
skipped question			10






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

		Response Percent	Response Count
Strongly Agree		13.6%	12
Agree		48.9%	43
Disagree		14.8%	13
Strongly Disagree		9.1%	8
Unknown		13.6%	12
answered question			88
skipped question			12






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

		Response Percent	Response Count
Strongly Agree		13.3%	12
Agree		41.1%	37
Disagree		21.1%	19
Strongly Disagree		16.7%	15
Unknown		7.8%	7
answered question			90
skipped question			10






68. My college is headed in the right direction.

		Response Percent	Response Count
Strongly Agree		16.5%	15
Agree		45.1%	41
Disagree		13.2%	12
Strongly Disagree		6.6%	6
Unknown		18.7%	17
answered question			91
skipped question			9






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

		Response Percent	Response Count
Strongly Agree		23.0%	20
Agree		52.9%	46
Disagree		14.9%	13
Strongly Disagree		5.7%	5
Unknown		3.4%	3
answered question			87
skipped question			13






70. I feel that the college cares about its employees.

		Response Percent	Response Count
Strongly Agree		13.3%	12
Agree		47.8%	43
Disagree		21.1%	19
Strongly Disagree		11.1%	10
Unknown		6.7%	6
answered question			90
skipped question			10






71. Employees at this college are treated well and fairly.

		Response Percent	Response Count
Strongly Agree		11.1%	10
Agree		48.9%	44
Disagree		20.0%	18
Strongly Disagree		13.3%	12
Unknown		6.7%	6
answered question			90
skipped question			10





72. My college has a good reputation in the community.

		Response Percent	Response Count
Strongly Agree		5.6%	5
Agree		50.0%	45
Disagree		23.3%	21
Strongly Disagree		6.7%	6
Unknown		14.4%	13
answered question			90
skipped question			10










73. I plan to work for my college for the next ____ years.

		Response Percent	Response Count
1-2 years		21.6%	19
3-4 years		20.5%	18
5-6 years		23.9%	21
7-8 years		2.3%	2
9 + years		31.8%	28
answered question			88
skipped question			12






74. I rarely think about quitting.

		Response Percent	Response Count
Strongly Agree		27.0%	24
Agree		34.8%	31
Disagree		23.6%	21
Strongly Disagree		14.6%	13
Unknown		0.0%	0
answered question			89
skipped question			11

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

		Response Percent	Response Count
Pay & Benefits		39.3%	11
Working Conditions		32.1%	9
Conflict with Supervisor		32.1%	9
Conflict with Co-workers		14.3%	4
Dissatisfaction with Job Duties		35.7%	10
Lack of Advancement		46.4%	13
Career Change		17.9%	5
Moving or Relocation		3.6%	1
Other (please specify)		17.9%	5
answered question			28
skipped question			72






76. I am planing to retire in the next ____ years.

		Response Percent	Response Count
1-2 years		2.4%	2
3-4 years		11.9%	10
5-6 years		8.3%	7
7-8 years		4.8%	4
9 + years		72.6%	61
answered question			84
skipped question			16

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

	Very Important	Important	Somewhat Important	Not Important	Response Count
Job Security	70.3% (64)	23.1% (21)	6.6% (6)	0.0% (0)	91
Opinions/Suggestions are Valued	62.6% (57)	33.0% (30)	4.4% (4)	0.0% (0)	91
Pay	53.8% (49)	42.9% (39)	3.3% (3)	0.0% (0)	91
Benefits	56.0% (51)	37.4% (34)	6.6% (6)	0.0% (0)	91
Employee Recognition	41.8% (38)	34.1% (31)	23.1% (21)	1.1% (1)	91
Working Conditions	57.1% (52)	37.4% (34)	5.5% (5)	0.0% (0)	91
Training/Professional Development	56.0% (51)	34.1% (31)	9.9% (9)	0.0% (0)	91
Career Advancement Opportunities	50.5% (46)	34.1% (31)	13.2% (12)	2.2% (2)	91
Leadership/Supervision	63.7% (58)	33.0% (30)	2.2% (2)	1.1% (1)	91
Ability to Perform Meaningful Work	90.1% (82)	9.9% (9)	0.0% (0)	0.0% (0)	91
Relationships with Coworkers	51.1% (46)	48.9% (44)	0.0% (0)	0.0% (0)	90
answered question					91
skipped question					9

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

		Response Percent	Response Count
Extremely Satisfied		16.7%	15
Very Satisfied		27.8%	25
Satisfied		35.6%	32
Somewhat Dissatisfied		12.2%	11
Extremely Dissatisfied		7.8%	7
answered question			90
skipped question			10

79. Please include any additional comments that you feel are relevant to the questions asked in sections 8 and 9 of this survey above.

	Response Count
	22
answered question	22
skipped question	78