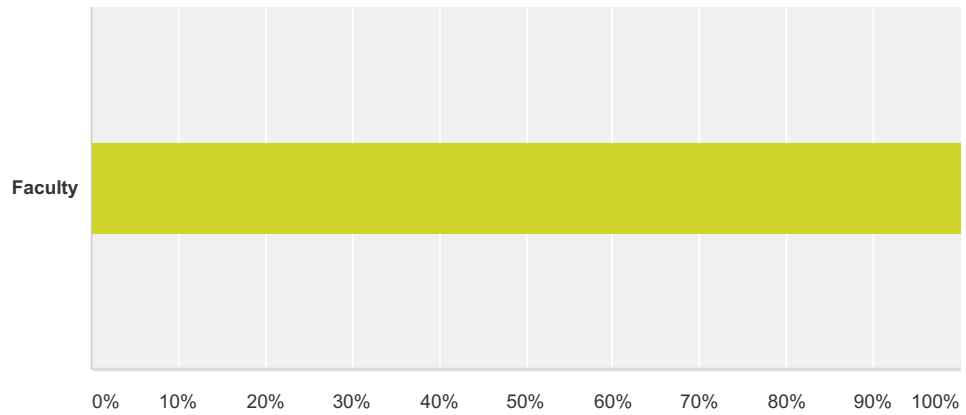


### Q1 What is your occupational group?

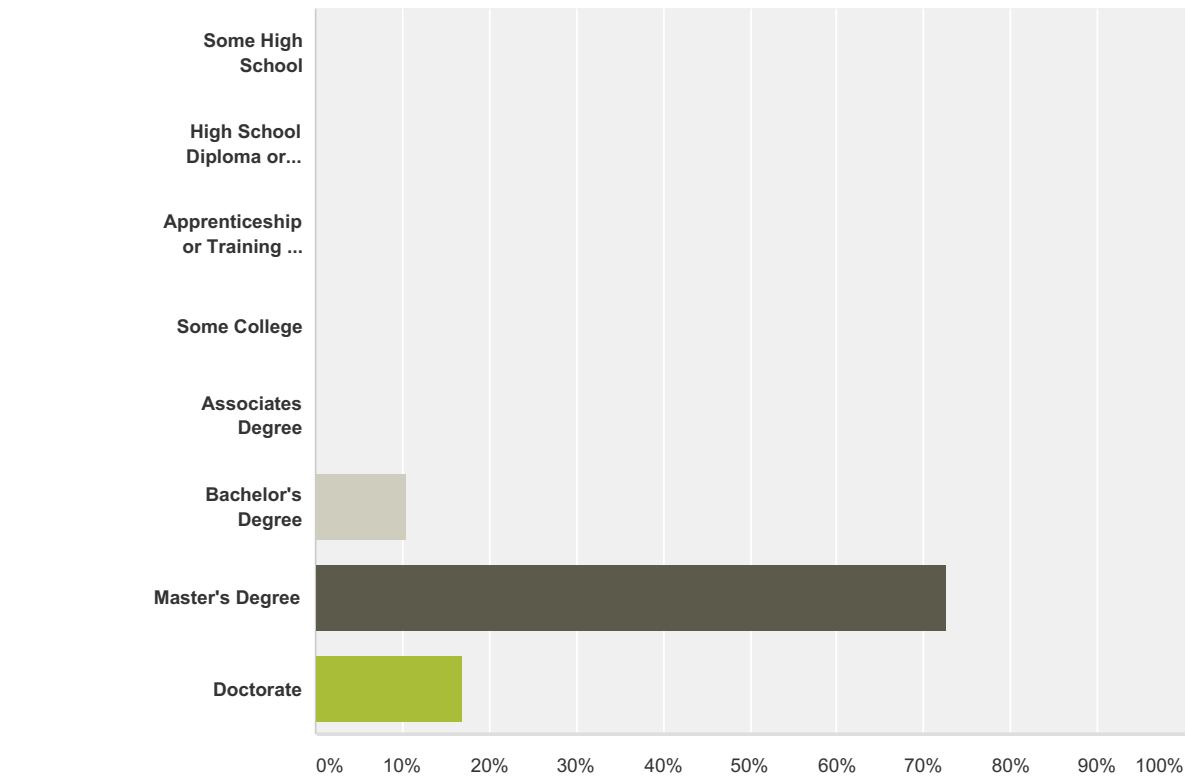
Answered: 77 Skipped: 0



Answer Choices	Responses
Faculty	100.00%77
Total	77

## Q2 What is the highest level of education you have attained?

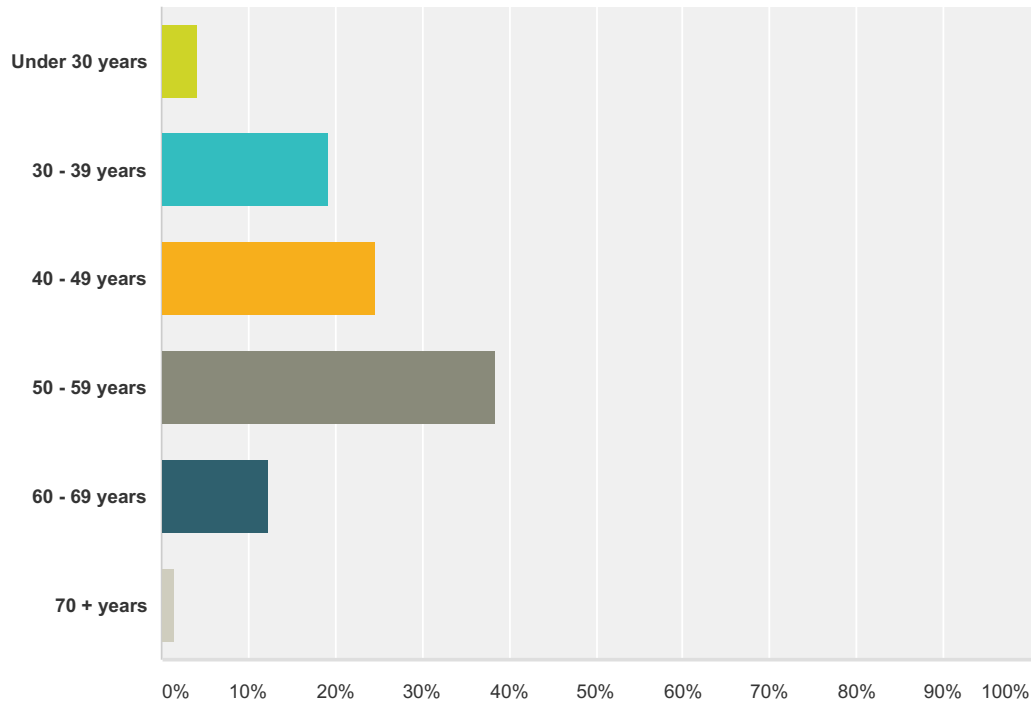
Answered: 77 Skipped: 0



Answer Choices	Responses	
Some High School	0.00%	0
High School Diploma or G.E.D.	0.00%	0
Apprenticeship or Training in a Skilled Trade	0.00%	0
Some College	0.00%	0
Associates Degree	0.00%	0
Bachelor's Degree	10.39%	8
Master's Degree	72.73%	56
Doctorate	16.88%	13
<b>Total</b>		<b>77</b>

### Q3 What is your age group?

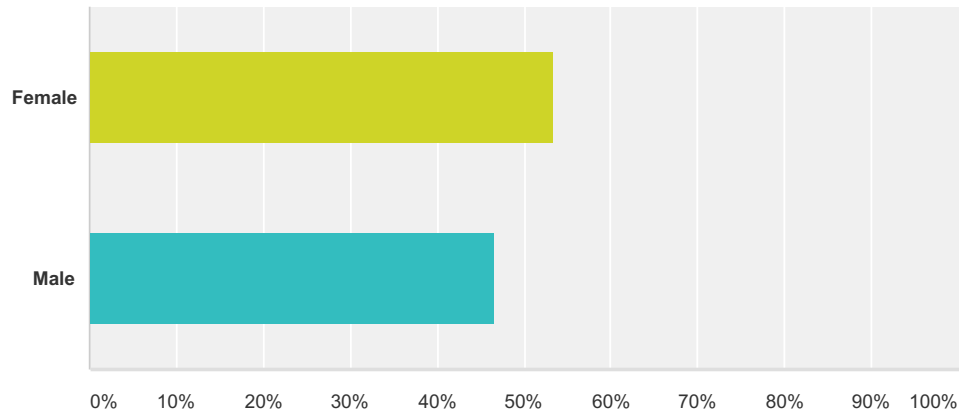
Answered: 73 Skipped: 4



Answer Choices	Responses	
Under 30 years	4.11%	3
30 - 39 years	19.18%	14
40 - 49 years	24.66%	18
50 - 59 years	38.36%	28
60 - 69 years	12.33%	9
70 + years	1.37%	1
<b>Total</b>		<b>73</b>

## Q4 What is your gender?

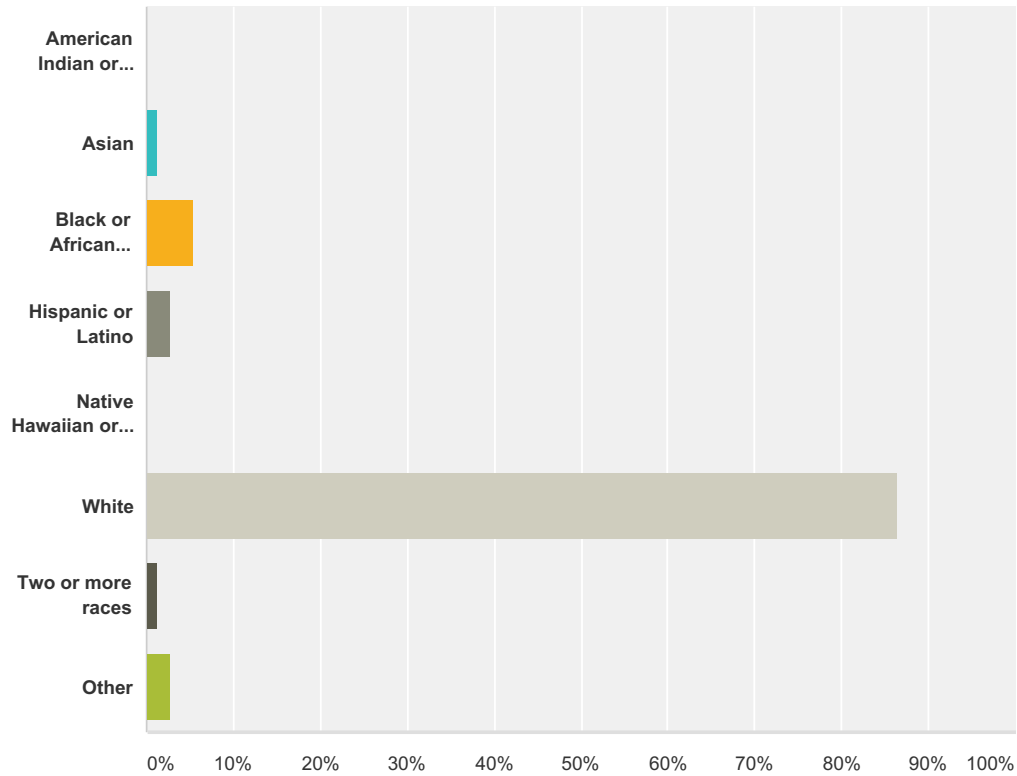
Answered: 73 Skipped: 4



Answer Choices	Responses	
Female	53.42%	39
Male	46.58%	34
<b>Total</b>		<b>73</b>

## Q5 What is your ethnicity?

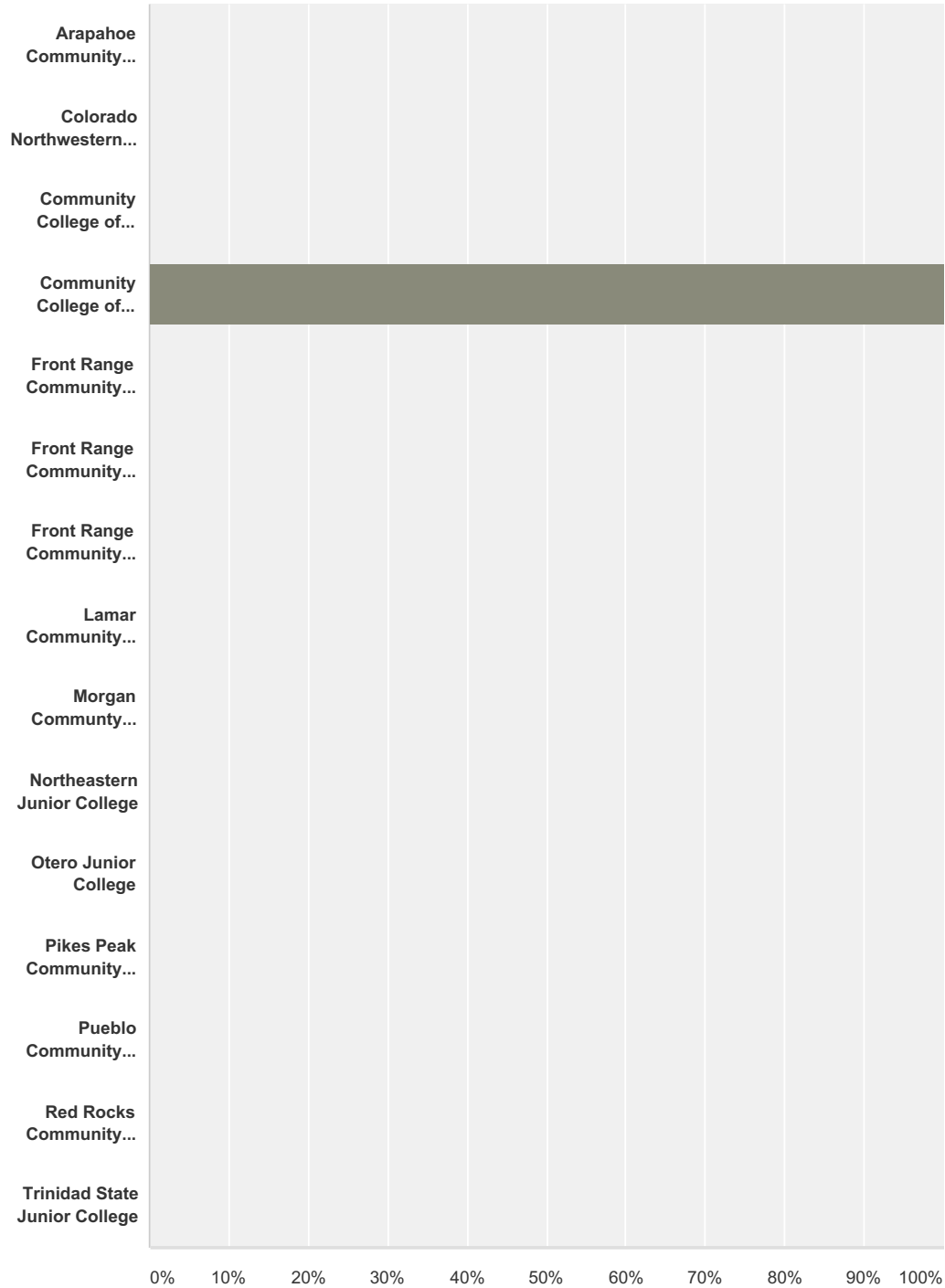
Answered: 74 Skipped: 3



Answer Choices	Responses	
American Indian or Alaskan Native	0.00%	0
Asian	1.35%	1
Black or African American	5.41%	4
Hispanic or Latino	2.70%	2
Native Hawaiian or Pacific Islander	0.00%	0
White	86.49%	64
Two or more races	1.35%	1
Other	2.70%	2
<b>Total</b>		<b>74</b>

**Q6 At which institution do you work? (If more than one, please list your primary place of employment.)**

Answered: 77 Skipped: 0



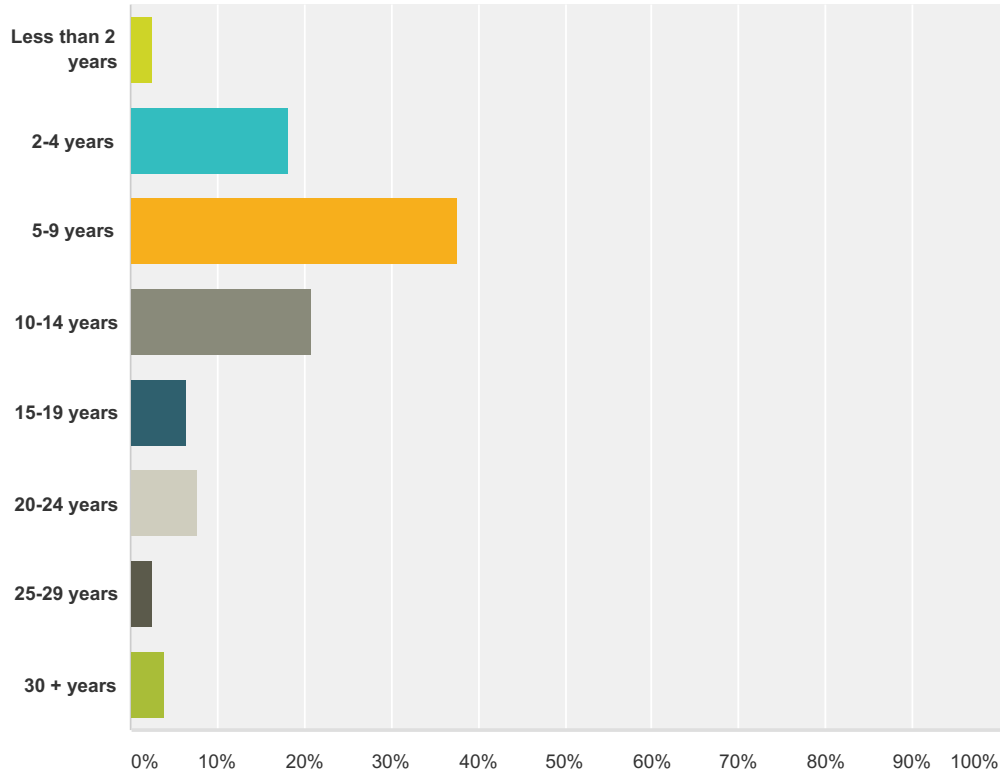
Answer Choices	Responses
Arapahoe Community College	0.00% 0

## 2014 CCCS Employee Climate Survey-Faculty

Colorado Northwestern Community College	0.00%	0
Community College of Aurora	0.00%	0
Community College of Denver	100.00%	77
Front Range Community College - Westminster	0.00%	0
Front Range Community College - Boulder/Longmont	0.00%	0
Front Range Community College - Larimer	0.00%	0
Lamar Community College	0.00%	0
Morgan Community College	0.00%	0
Northeastern Junior College	0.00%	0
Otero Junior College	0.00%	0
Pikes Peak Community College	0.00%	0
Pueblo Community College	0.00%	0
Red Rocks Community College	0.00%	0
Trinidad State Junior College	0.00%	0
<b>Total</b>		<b>77</b>

## Q7 How long have you worked at the institution you checked in question #6 above?

Answered: 77 Skipped: 0

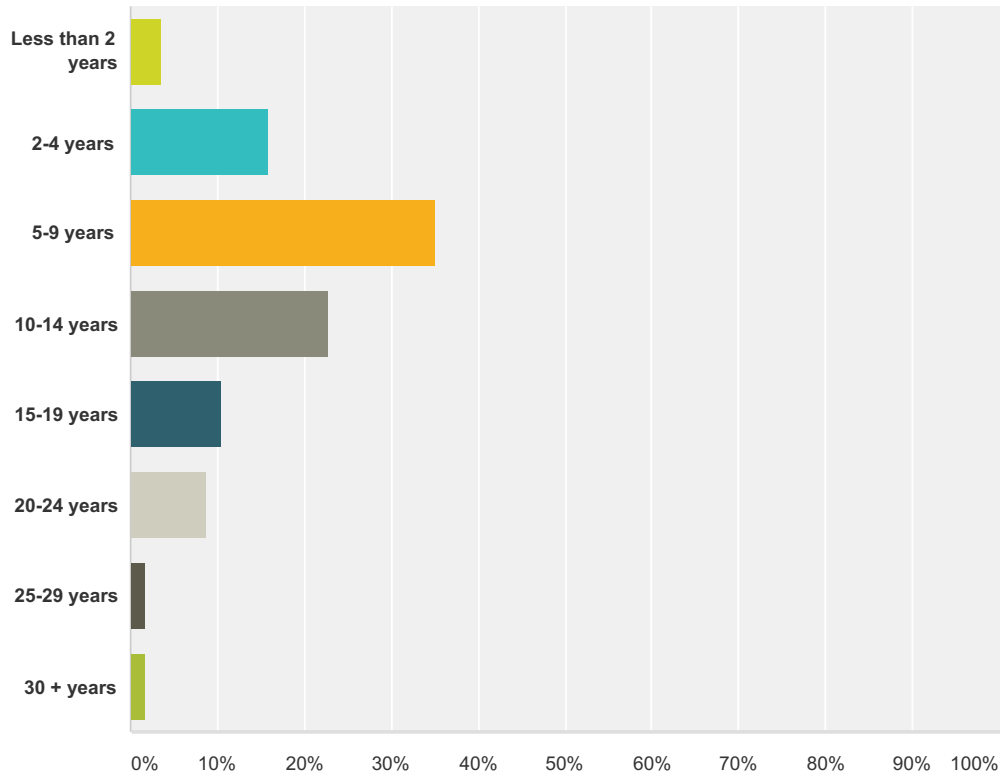


Answer Choices	Responses
Less than 2 years	2.60% 2
2-4 years	18.18% 14
5-9 years	37.66% 29
10-14 years	20.78% 16
15-19 years	6.49% 5
20-24 years	7.79% 6
25-29 years	2.60% 2
30 + years	3.90% 3
<b>Total</b>	<b>77</b>



**Q8 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?**

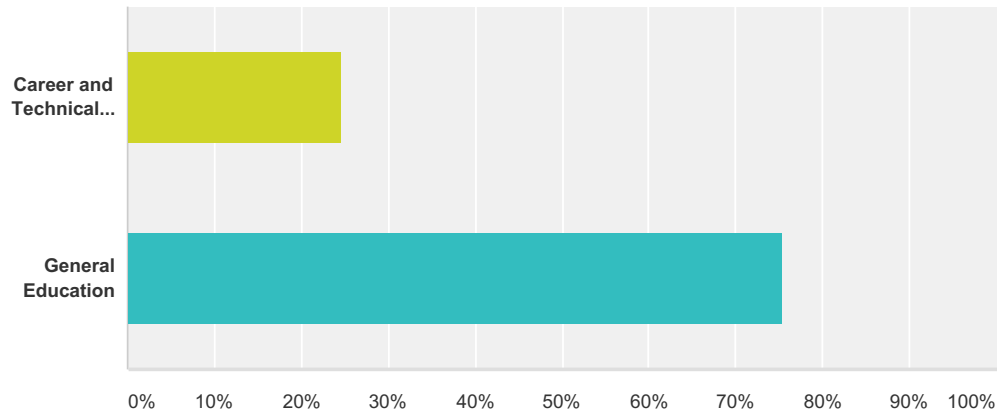
Answered: 57 Skipped: 20



Answer Choices	Responses
Less than 2 years	3.51% 2
2-4 years	15.79% 9
5-9 years	35.09% 20
10-14 years	22.81% 13
15-19 years	10.53% 6
20-24 years	8.77% 5
25-29 years	1.75% 1
30 + years	1.75% 1
<b>Total</b>	<b>57</b>

### Q9 Please indicate in which Discipline you teach.

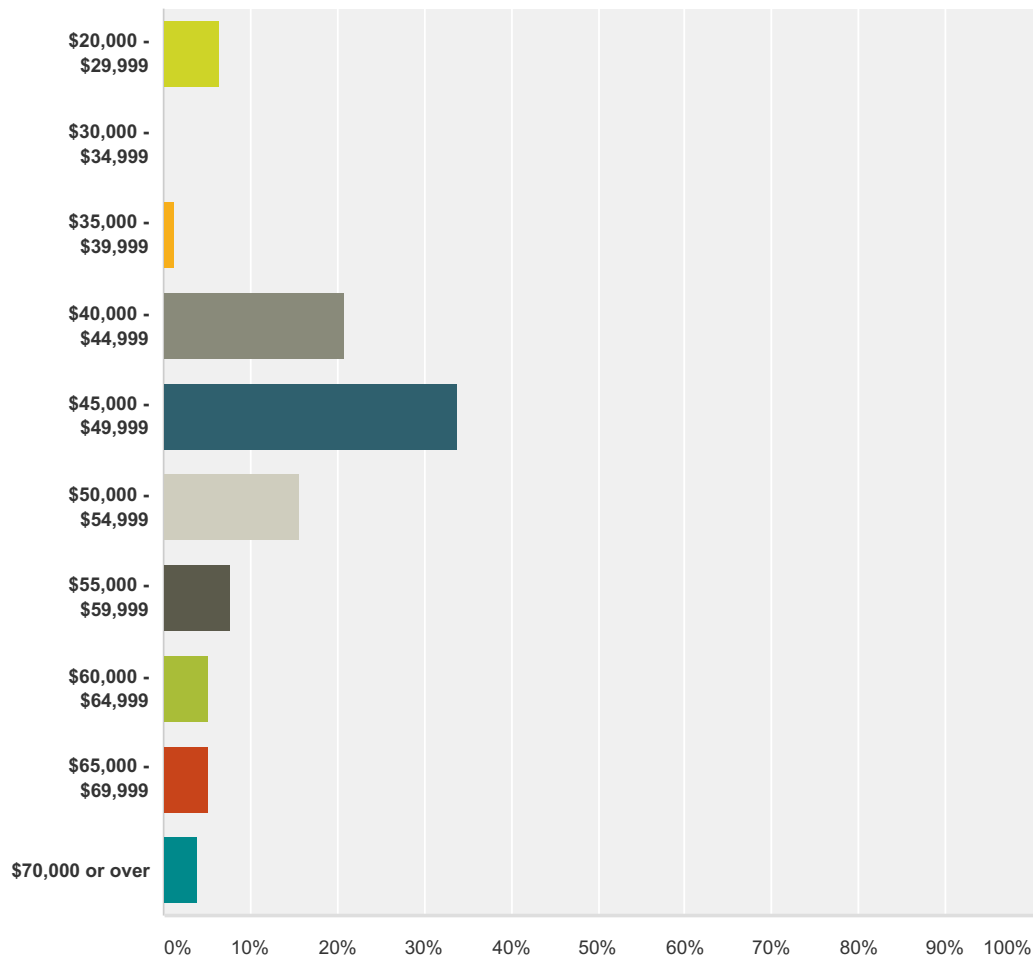
Answered: 77 Skipped: 0



Answer Choices	Responses	
Career and Technical Education	24.68%	19
General Education	75.32%	58
<b>Total</b>		<b>77</b>

## Q10 What is your current base (contract) salary?

Answered: 77 Skipped: 0



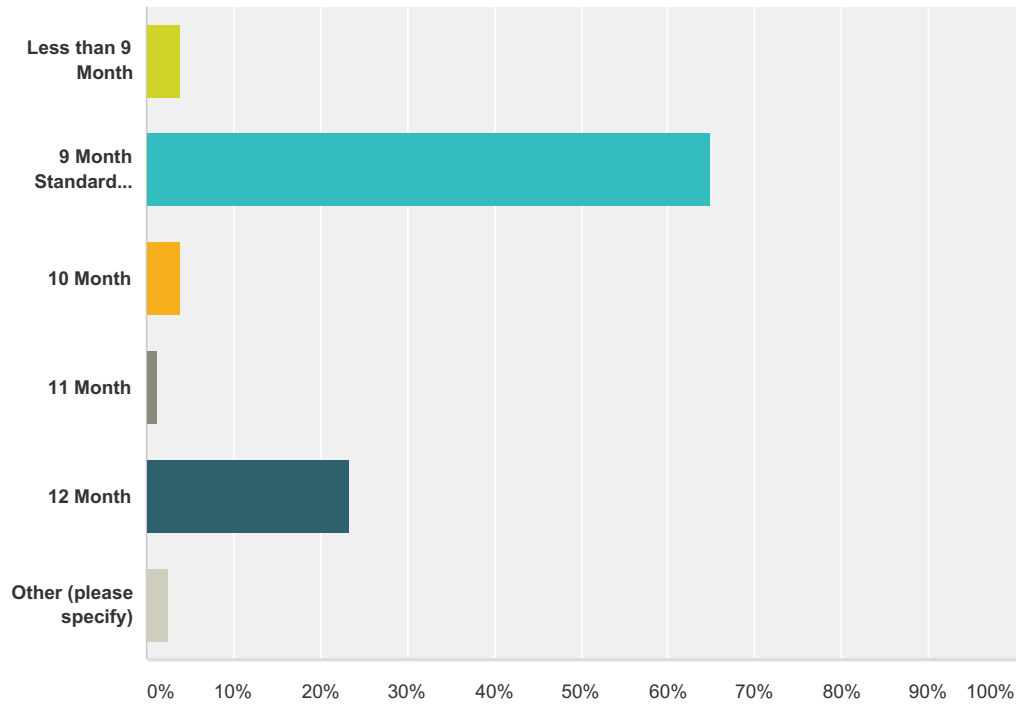
Answer Choices	Responses	
\$20,000 - \$29,999	6.49%	5
\$30,000 - \$34,999	0.00%	0
\$35,000 - \$39,999	1.30%	1
\$40,000 - \$44,999	20.78%	16
\$45,000 - \$49,999	33.77%	26
\$50,000 - \$54,999	15.58%	12
\$55,000 - \$59,999	7.79%	6
\$60,000 - \$64,999	5.19%	4
\$65,000 - \$69,999	5.19%	4
\$70,000 or over	3.90%	3

## 2014 CCCS Employee Climate Survey-Faculty

Total	77
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## Q11 What is your current contract term?

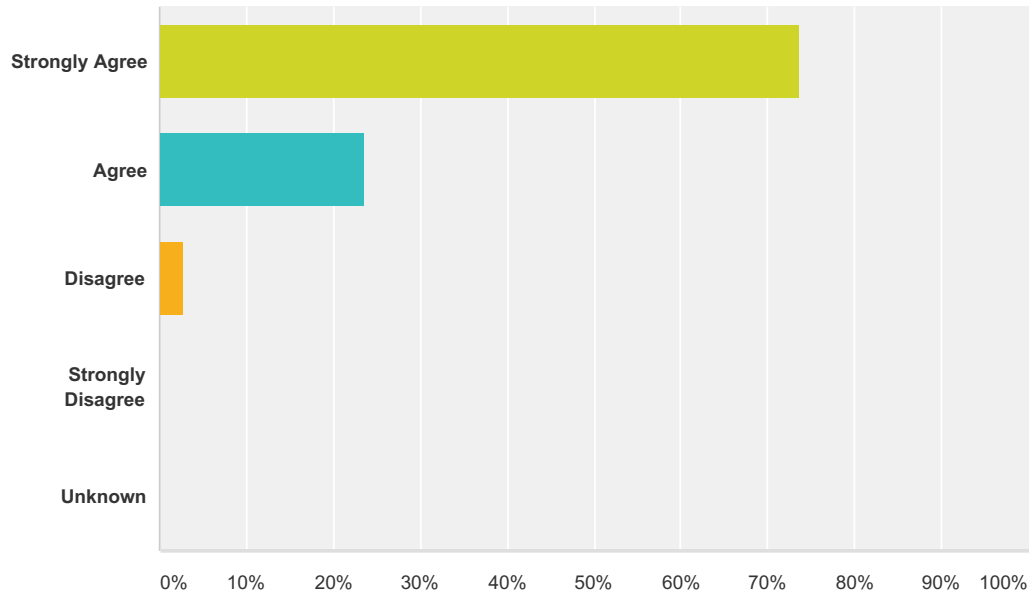
Answered: 77 Skipped: 0



Answer Choices	Responses	
Less than 9 Month	3.90%	3
9 Month Standard Academic Year	64.94%	50
10 Month	3.90%	3
11 Month	1.30%	1
12 Month	23.38%	18
Other (please specify)	2.60%	2
<b>Total</b>		<b>77</b>

## Q12 The work I do is meaningful to me.

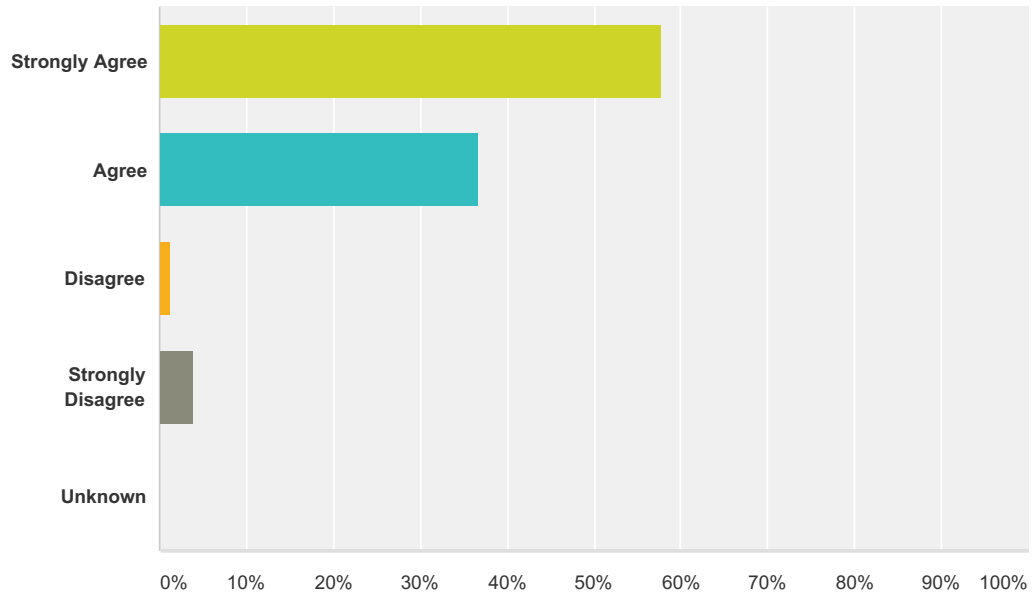
Answered: 76 Skipped: 1



Answer Choices	Responses	
Strongly Agree	73.68%	56
Agree	23.68%	18
Disagree	2.63%	2
Strongly Disagree	0.00%	0
Unknown	0.00%	0
<b>Total</b>		<b>76</b>

### Q13 Overall, I like the work I do.

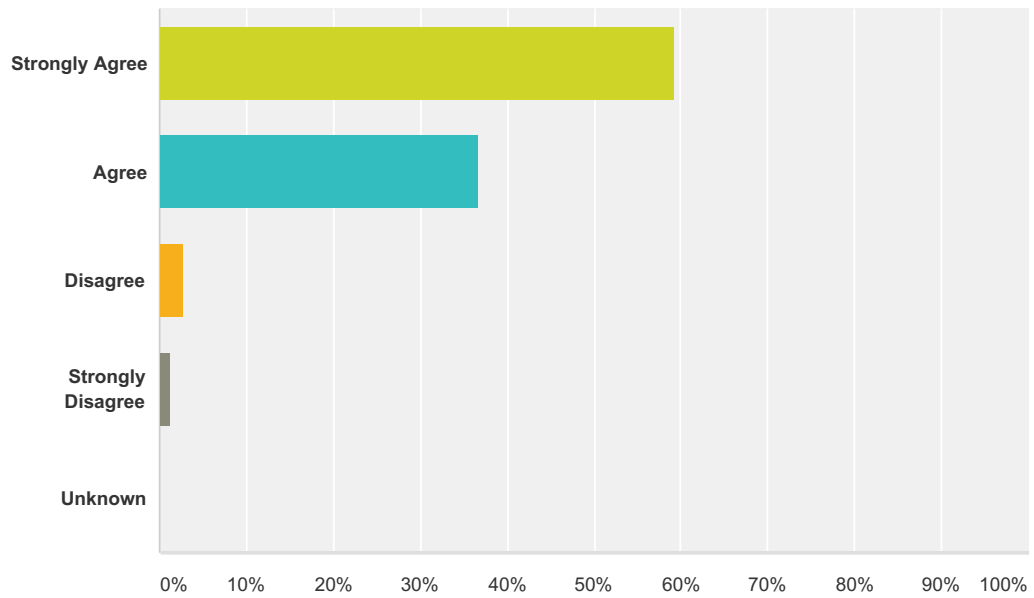
Answered: 76 Skipped: 1



Answer Choices	Responses	
Strongly Agree	57.89%	44
Agree	36.84%	28
Disagree	1.32%	1
Strongly Disagree	3.95%	3
Unknown	0.00%	0
<b>Total</b>		<b>76</b>

## Q14 My work is sufficiently challenging for me.

Answered: 76 Skipped: 1

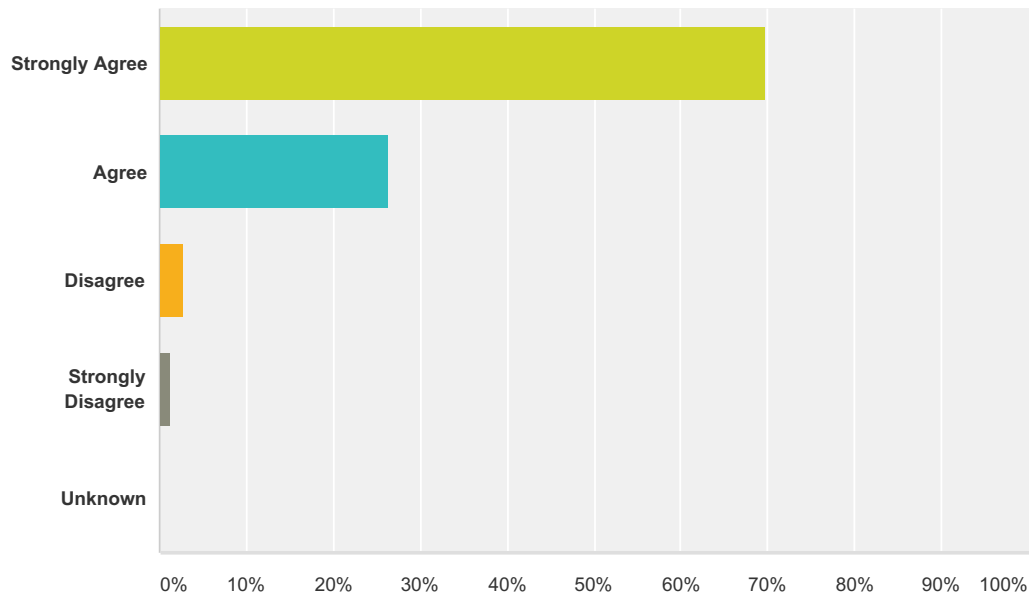


Answer Choices	Responses	
Strongly Agree	59.21%	45
Agree	36.84%	28
Disagree	2.63%	2
Strongly Disagree	1.32%	1
Unknown	0.00%	0
<b>Total</b>		<b>76</b>



## Q15 Doing my job well gives me a sense of personal satisfaction and accomplishment.

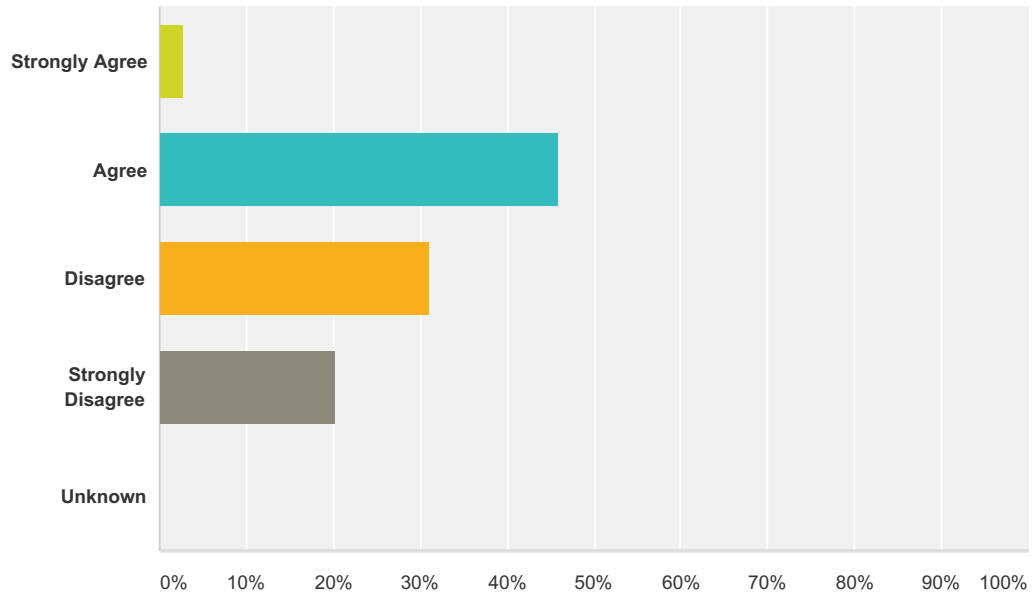
Answered: 76 Skipped: 1



Answer Choices	Responses	
Strongly Agree	69.74%	53
Agree	26.32%	20
Disagree	2.63%	2
Strongly Disagree	1.32%	1
Unknown	0.00%	0
<b>Total</b>		<b>76</b>

## Q16 My workload is reasonable.

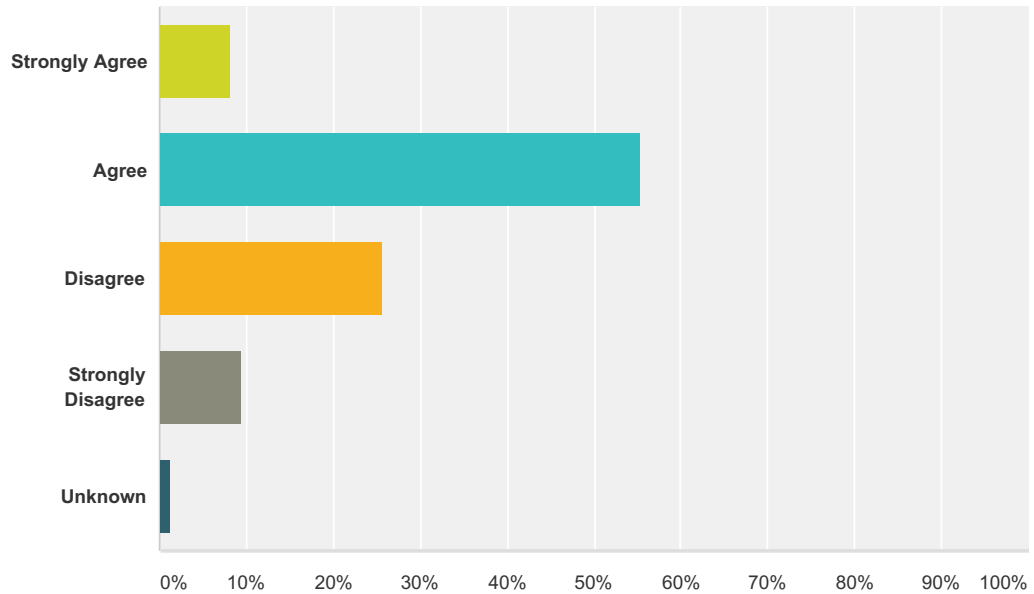
Answered: 74 Skipped: 3



Answer Choices	Responses	
Strongly Agree	2.70%	2
Agree	45.95%	34
Disagree	31.08%	23
Strongly Disagree	20.27%	15
Unknown	0.00%	0
<b>Total</b>		<b>74</b>

## Q17 My job duties and priorities are clear.

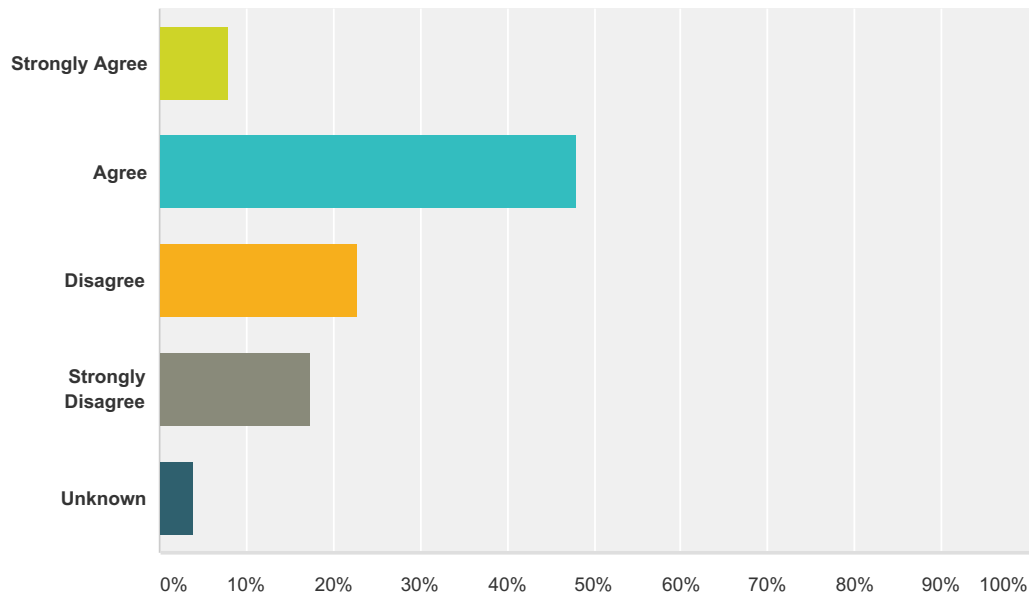
Answered: 74 Skipped: 3



Answer Choices	Responses	
Strongly Agree	8.11%	6
Agree	55.41%	41
Disagree	25.68%	19
Strongly Disagree	9.46%	7
Unknown	1.35%	1
<b>Total</b>		<b>74</b>

## Q18 My college gives me the training I need to do my job well.

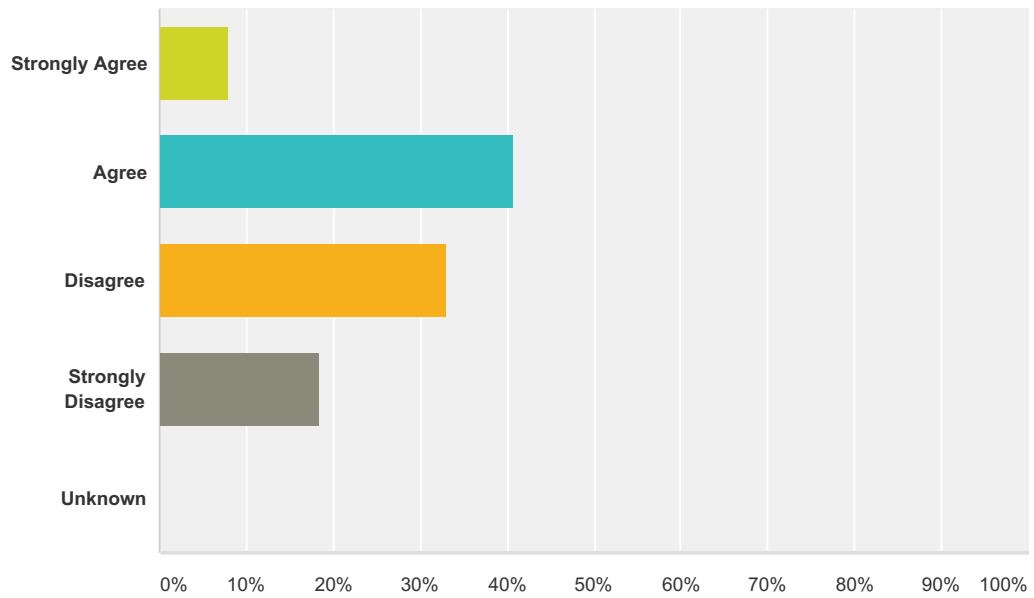
Answered: 75 Skipped: 2



Answer Choices	Responses	
Strongly Agree	8.00%	6
Agree	48.00%	36
Disagree	22.67%	17
Strongly Disagree	17.33%	13
Unknown	4.00%	3
<b>Total</b>		<b>75</b>

## Q19 I have the tools and resources I need to do my job well.

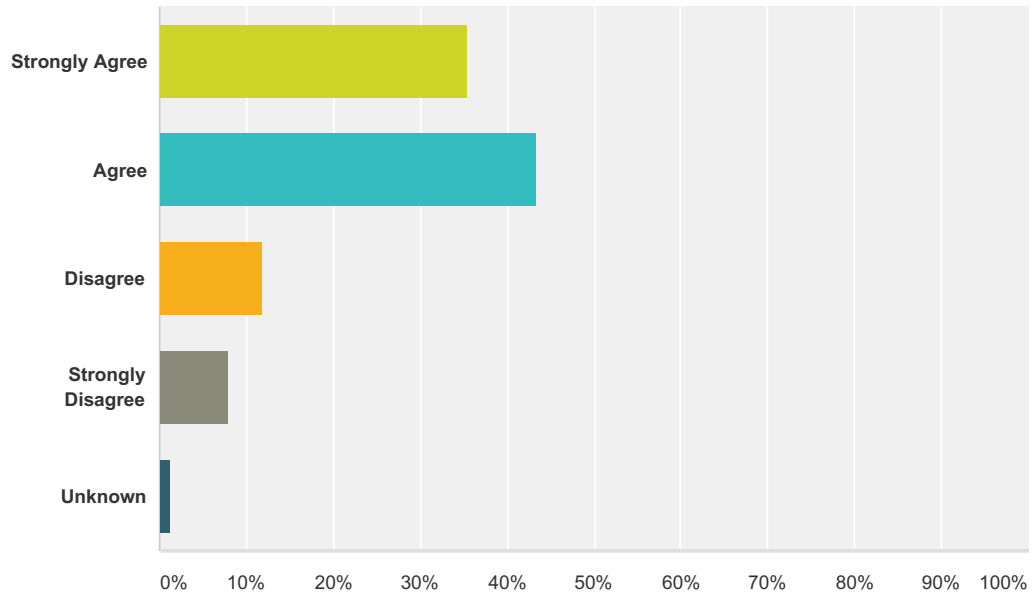
Answered: 76 Skipped: 1



Answer Choices	Responses	
Strongly Agree	7.89%	6
Agree	40.79%	31
Disagree	32.89%	25
Strongly Disagree	18.42%	14
Unknown	0.00%	0
<b>Total</b>		<b>76</b>

## Q20 I feel motivated to do a good job.

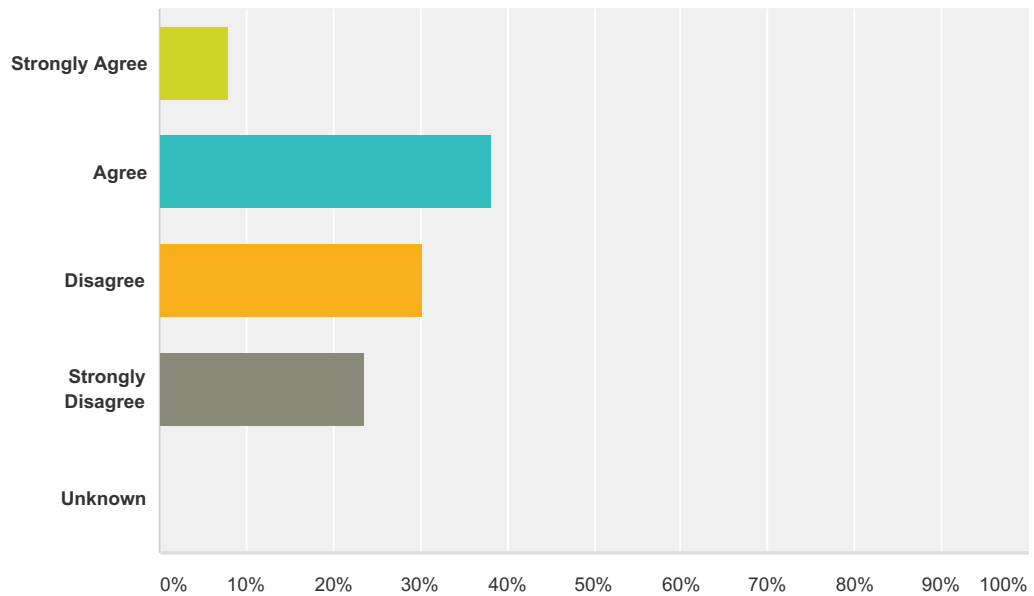
Answered: 76 Skipped: 1



Answer Choices	Responses	
Strongly Agree	35.53%	27
Agree	43.42%	33
Disagree	11.84%	9
Strongly Disagree	7.89%	6
Unknown	1.32%	1
<b>Total</b>		<b>76</b>

## Q21 I seldom feel 'burnt out' by my job.

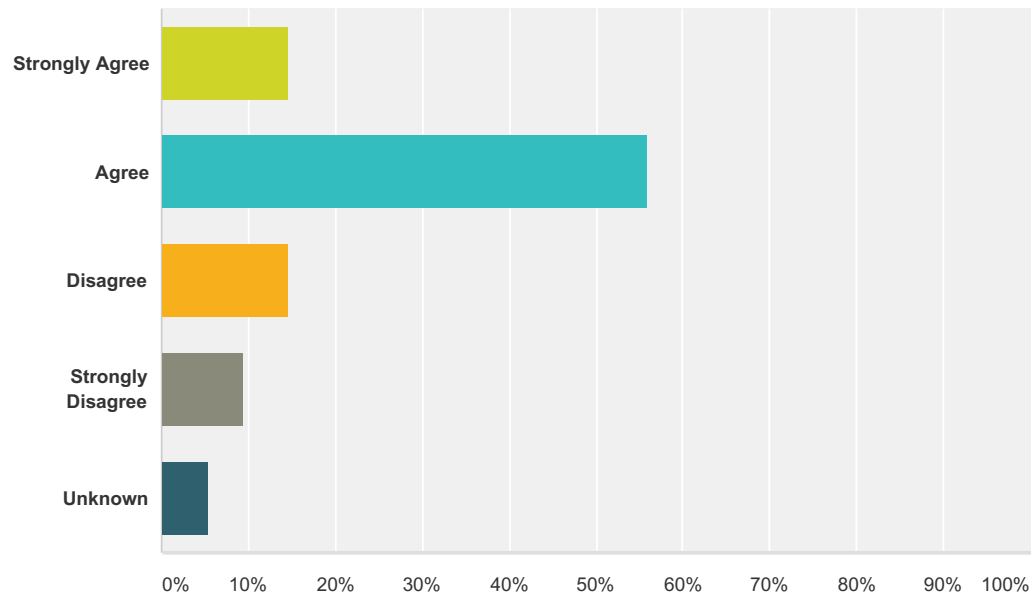
Answered: 76 Skipped: 1



Answer Choices	Responses
Strongly Agree	7.89% 6
Agree	38.16% 29
Disagree	30.26% 23
Strongly Disagree	23.68% 18
Unknown	0.00% 0
<b>Total</b>	<b>76</b>

**Q22 I feel that my coworkers are motivated to do a good job.**

Answered: 75 Skipped: 2

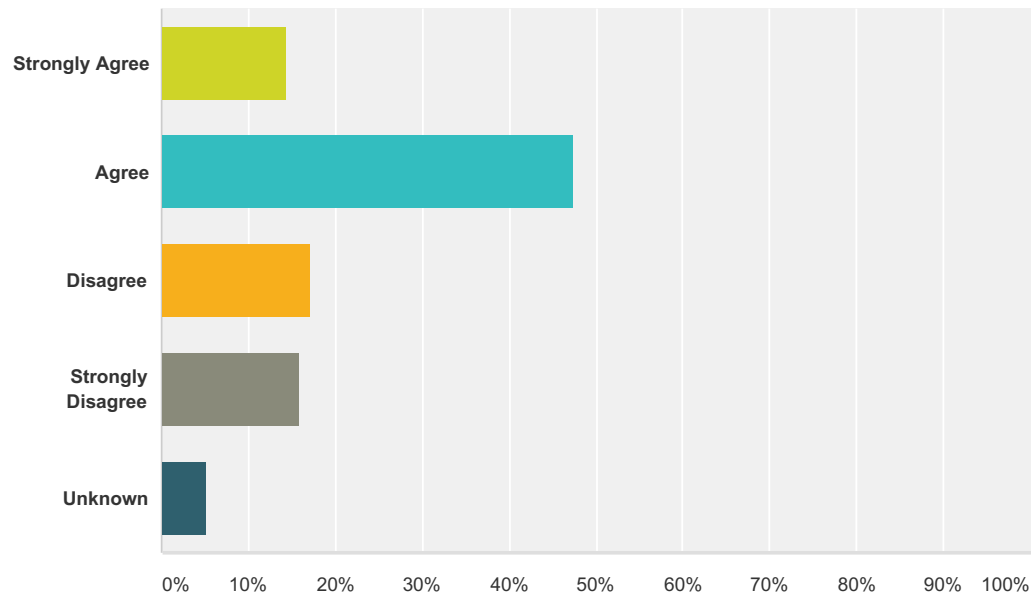


Answer Choices	Responses	
Strongly Agree	14.67%	11
Agree	56.00%	42
Disagree	14.67%	11
Strongly Disagree	9.33%	7
Unknown	5.33%	4
<b>Total</b>		<b>75</b>



### Q23 I work in an environment that supports team work.

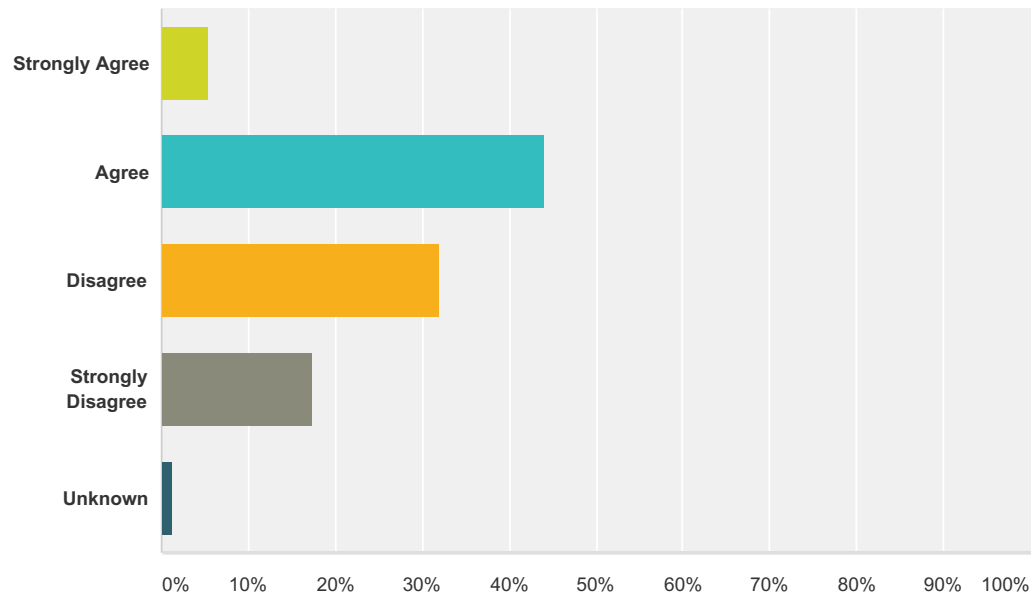
Answered: 76 Skipped: 1



Answer Choices	Responses	
Strongly Agree	14.47%	11
Agree	47.37%	36
Disagree	17.11%	13
Strongly Disagree	15.79%	12
Unknown	5.26%	4
<b>Total</b>		<b>76</b>

## Q24 In my work unit, we have enough people to get the work done.

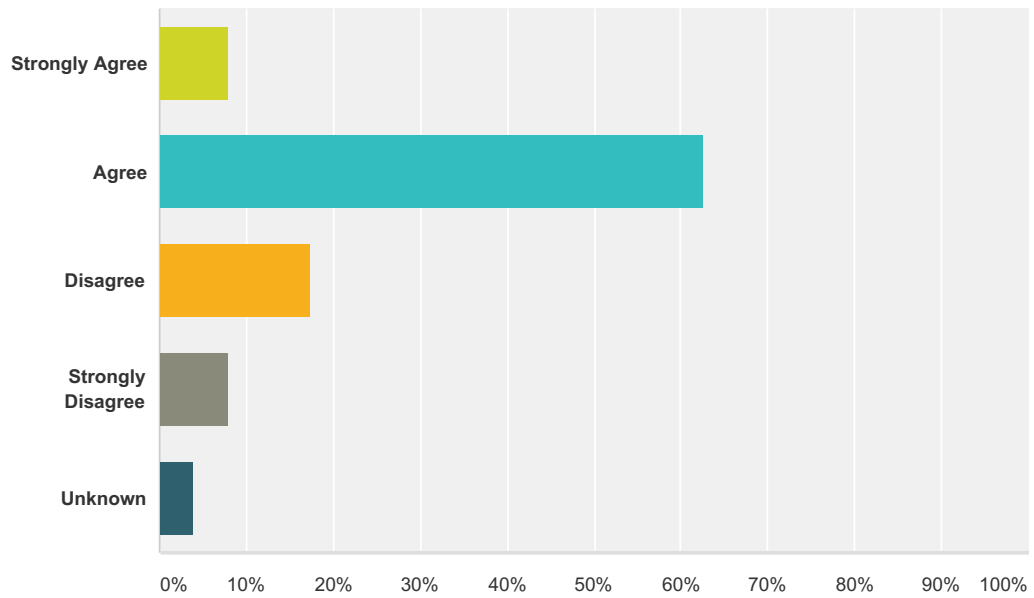
Answered: 75 Skipped: 2



Answer Choices	Responses	
Strongly Agree	5.33%	4
Agree	44.00%	33
Disagree	32.00%	24
Strongly Disagree	17.33%	13
Unknown	1.33%	1
<b>Total</b>		<b>75</b>

## Q25 In my work unit, we have the right people to do the work.

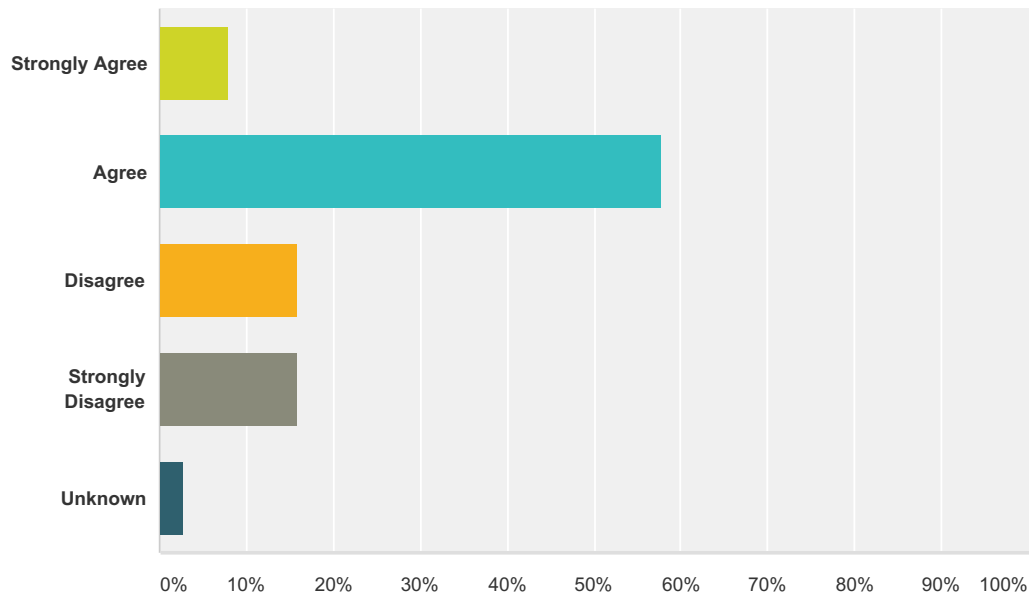
Answered: 75 Skipped: 2



Answer Choices	Responses	
Strongly Agree	8.00%	6
Agree	62.67%	47
Disagree	17.33%	13
Strongly Disagree	8.00%	6
Unknown	4.00%	3
<b>Total</b>		<b>75</b>

## Q26 Duties are distributed fairly in my work unit.

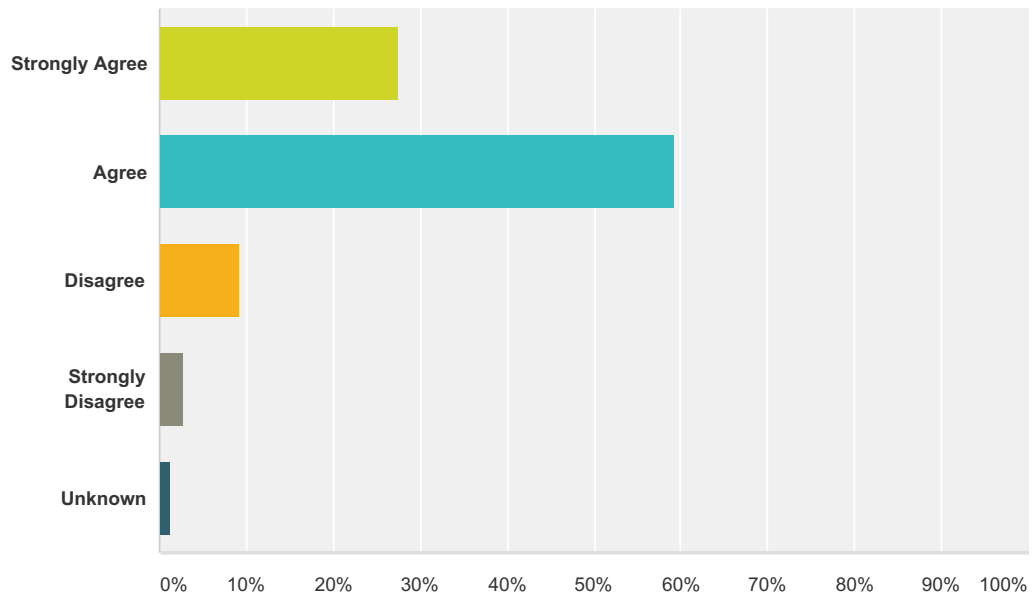
Answered: 76 Skipped: 1



Answer Choices	Responses	
Strongly Agree	7.89%	6
Agree	57.89%	44
Disagree	15.79%	12
Strongly Disagree	15.79%	12
Unknown	2.63%	2
<b>Total</b>		<b>76</b>

## Q27 People in my work unit cooperate with one another.

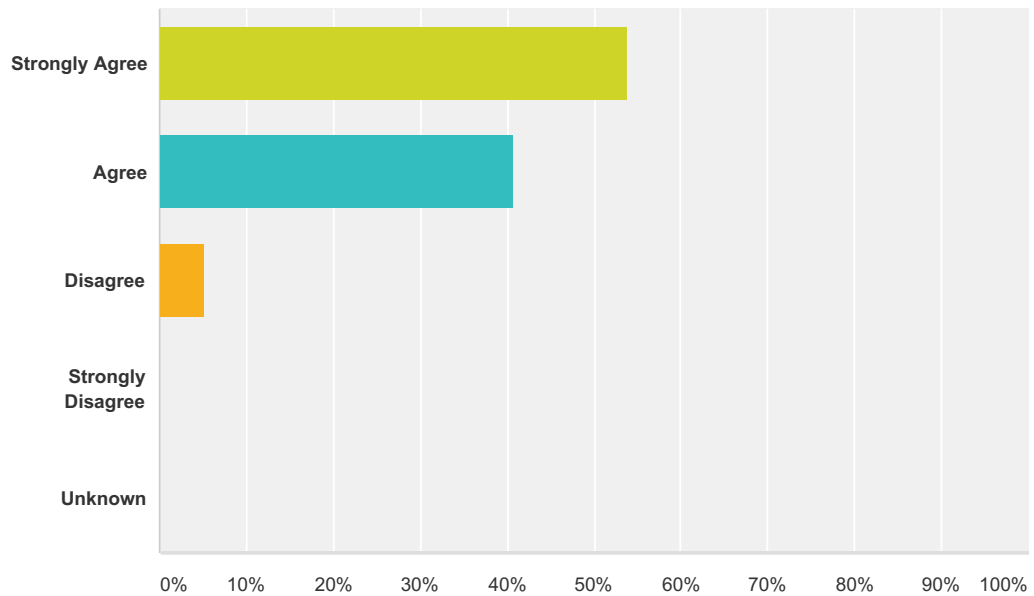
Answered: 76 Skipped: 1



Answer Choices	Responses	
Strongly Agree	27.63%	21
Agree	59.21%	45
Disagree	9.21%	7
Strongly Disagree	2.63%	2
Unknown	1.32%	1
<b>Total</b>		<b>76</b>

## Q28 I enjoy working with my colleagues.

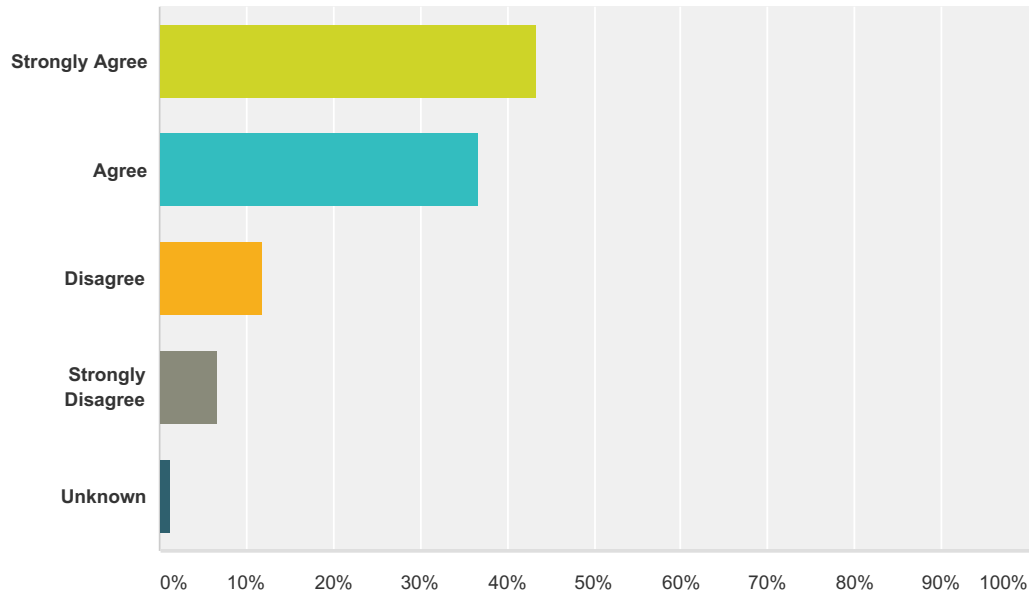
Answered: 76 Skipped: 1



Answer Choices	Responses	
Strongly Agree	53.95%	41
Agree	40.79%	31
Disagree	5.26%	4
Strongly Disagree	0.00%	0
Unknown	0.00%	0
<b>Total</b>		<b>76</b>

## Q29 I respect my supervisor.

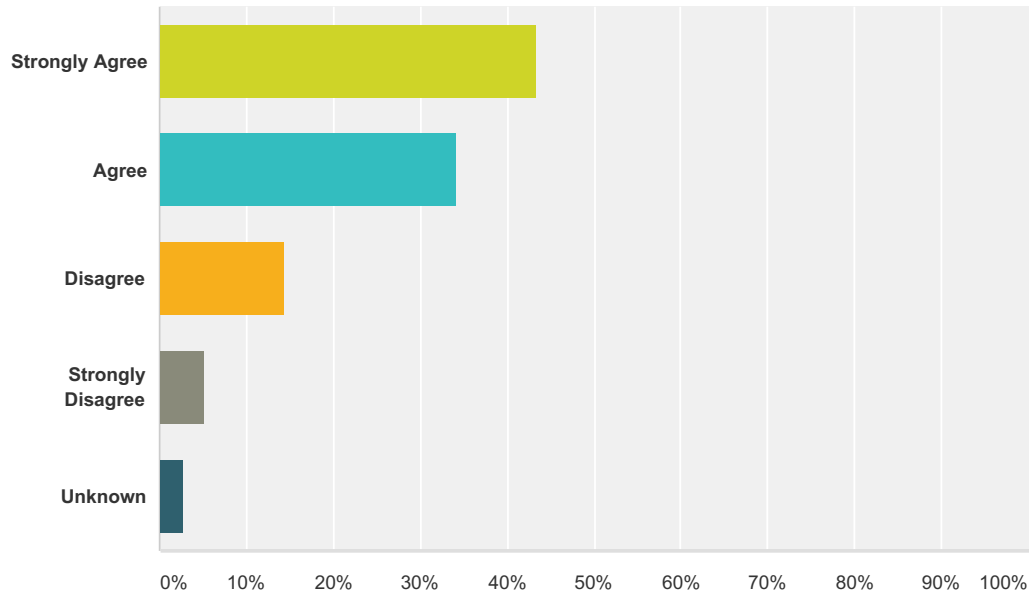
Answered: 76 Skipped: 1



Answer Choices	Responses	
Strongly Agree	43.42%	33
Agree	36.84%	28
Disagree	11.84%	9
Strongly Disagree	6.58%	5
Unknown	1.32%	1
<b>Total</b>		<b>76</b>

### Q30 My supervisor treats people fairly.

Answered: 76 Skipped: 1

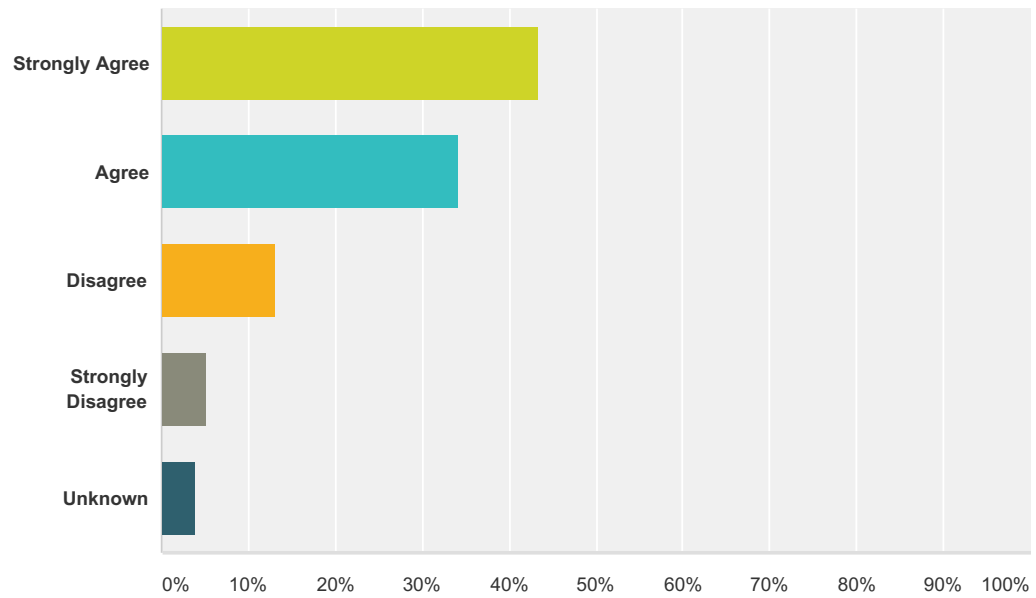


Answer Choices	Responses	
Strongly Agree	43.42%	33
Agree	34.21%	26
Disagree	14.47%	11
Strongly Disagree	5.26%	4
Unknown	2.63%	2
<b>Total</b>		<b>76</b>



### Q31 My supervisor shows respect to his/her staff.

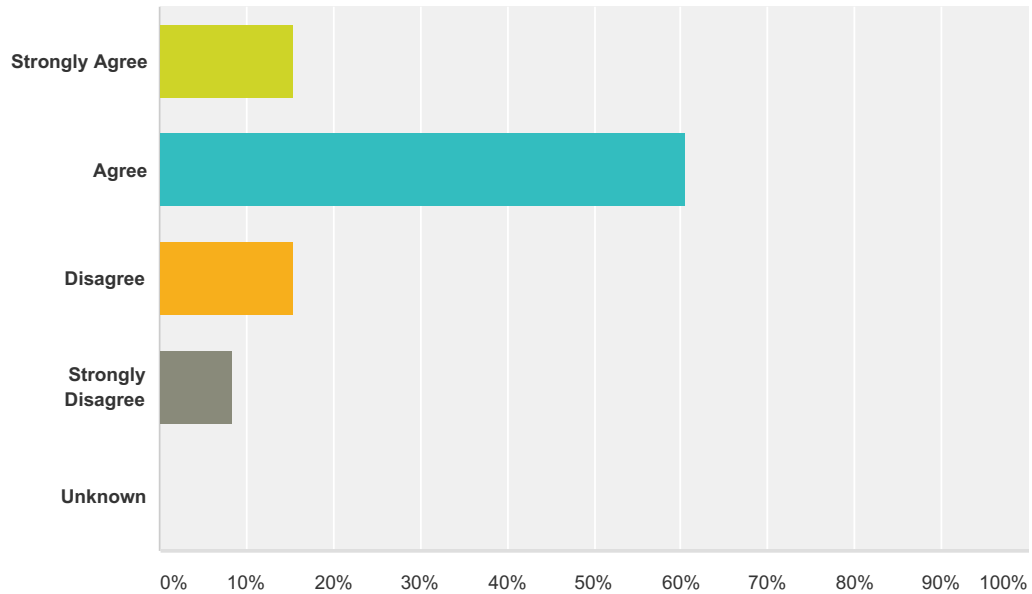
Answered: 76 Skipped: 1



Answer Choices	Responses	
Strongly Agree	43.42%	33
Agree	34.21%	26
Disagree	13.16%	10
Strongly Disagree	5.26%	4
Unknown	3.95%	3
<b>Total</b>		<b>76</b>

### Q32 My teaching load is reasonable.

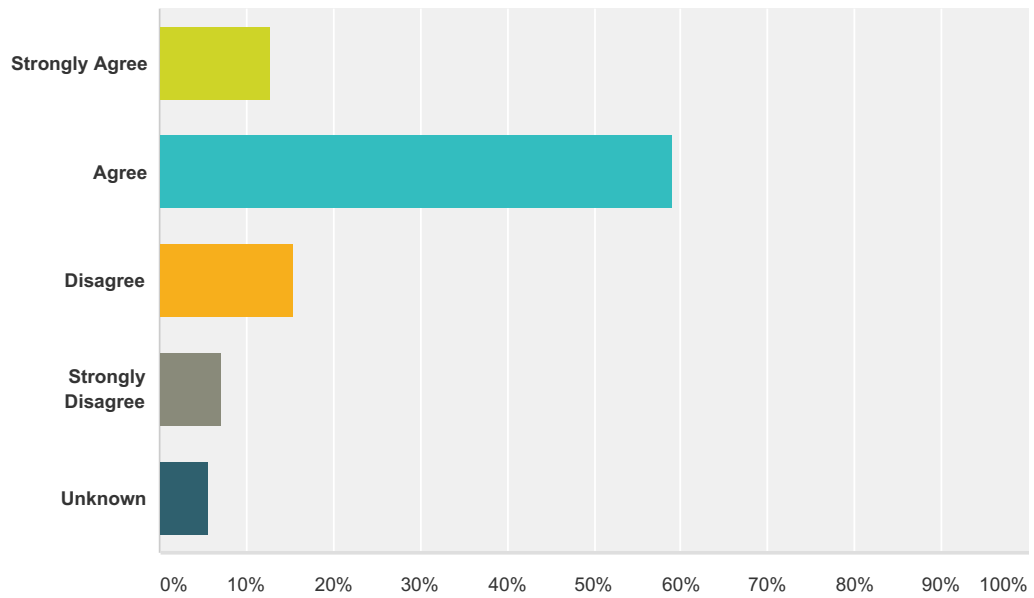
Answered: 71 Skipped: 6



Answer Choices	Responses	
Strongly Agree	15.49%	11
Agree	60.56%	43
Disagree	15.49%	11
Strongly Disagree	8.45%	6
Unknown	0.00%	0
<b>Total</b>		<b>71</b>

### Q33 Teaching loads are equitably distributed among faculty.

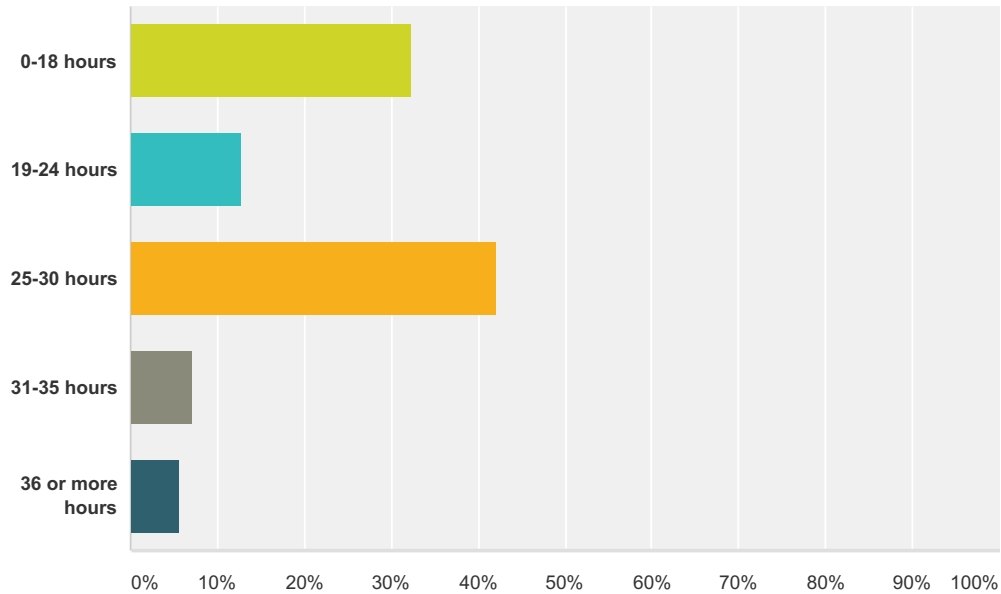
Answered: 71 Skipped: 6



Answer Choices	Responses	
Strongly Agree	12.68%	9
Agree	59.15%	42
Disagree	15.49%	11
Strongly Disagree	7.04%	5
Unknown	5.63%	4
<b>Total</b>		<b>71</b>

**Q34 How many credit hours did you teach in the 2013-2014 Academic Year? (include Fall and Spring and exclude overloads and summer assignments.)**

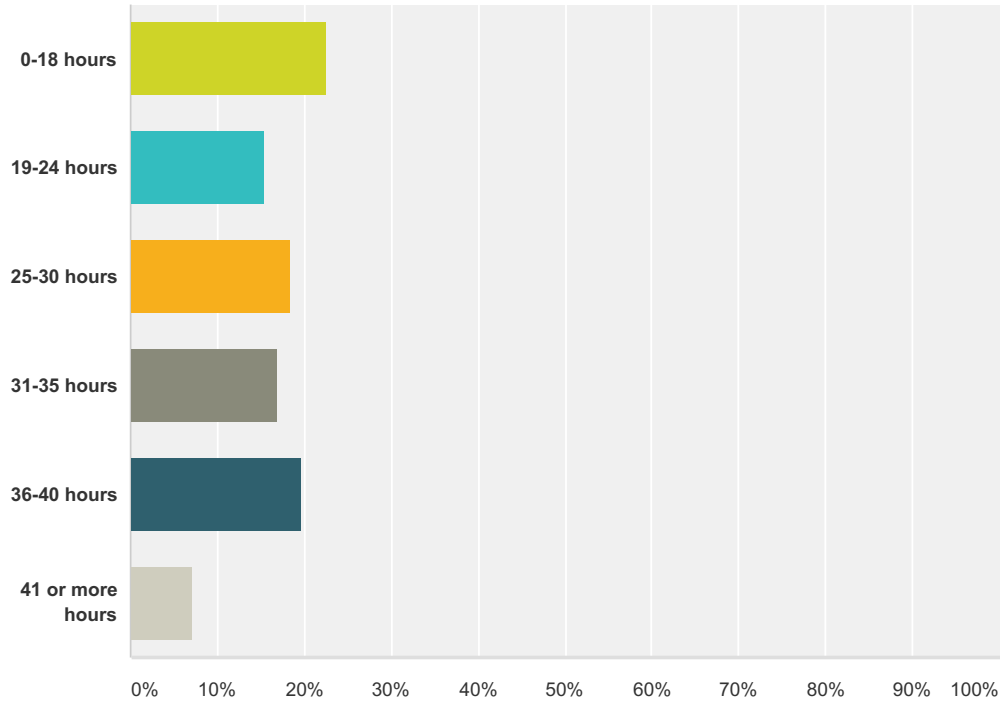
Answered: 71 Skipped: 6



Answer Choices	Responses	
0-18 hours	32.39%	23
19-24 hours	12.68%	9
25-30 hours	42.25%	30
31-35 hours	7.04%	5
36 or more hours	5.63%	4
<b>Total</b>		<b>71</b>

**Q35 How many total credit hours did you teach in 2013 - 2014? (include Fall, Spring, Summer and overloads)**

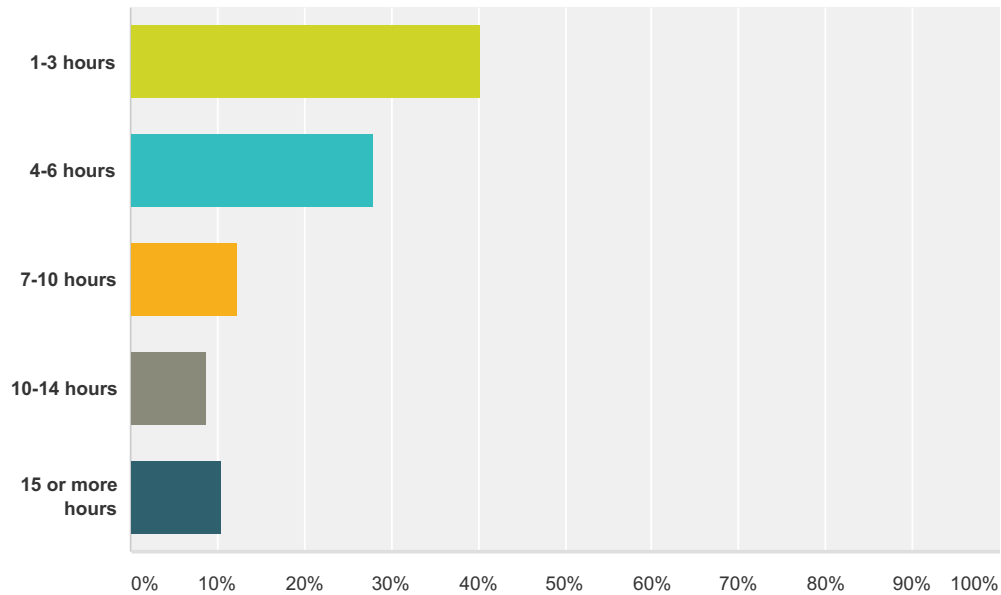
Answered: 71 Skipped: 6



Answer Choices	Responses	
0-18 hours	22.54%	16
19-24 hours	15.49%	11
25-30 hours	18.31%	13
31-35 hours	16.90%	12
36-40 hours	19.72%	14
41 or more hours	7.04%	5
<b>Total</b>		<b>71</b>

**Q36 How many total hours of release credit hours did you have in 2013-2014? (include Fall, Spring and Summer)**

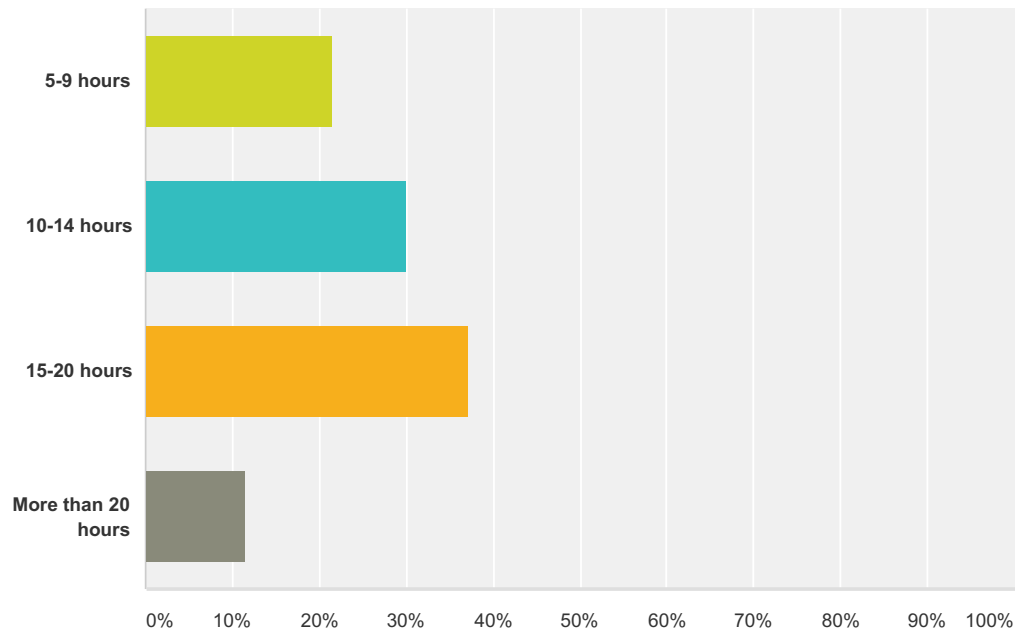
Answered: 57 Skipped: 20



Answer Choices	Responses	
1-3 hours	40.35%	23
4-6 hours	28.07%	16
7-10 hours	12.28%	7
10-14 hours	8.77%	5
15 or more hours	10.53%	6
<b>Total</b>		<b>57</b>

**Q37 On average, how many hours per week do you spend on classroom teaching?**

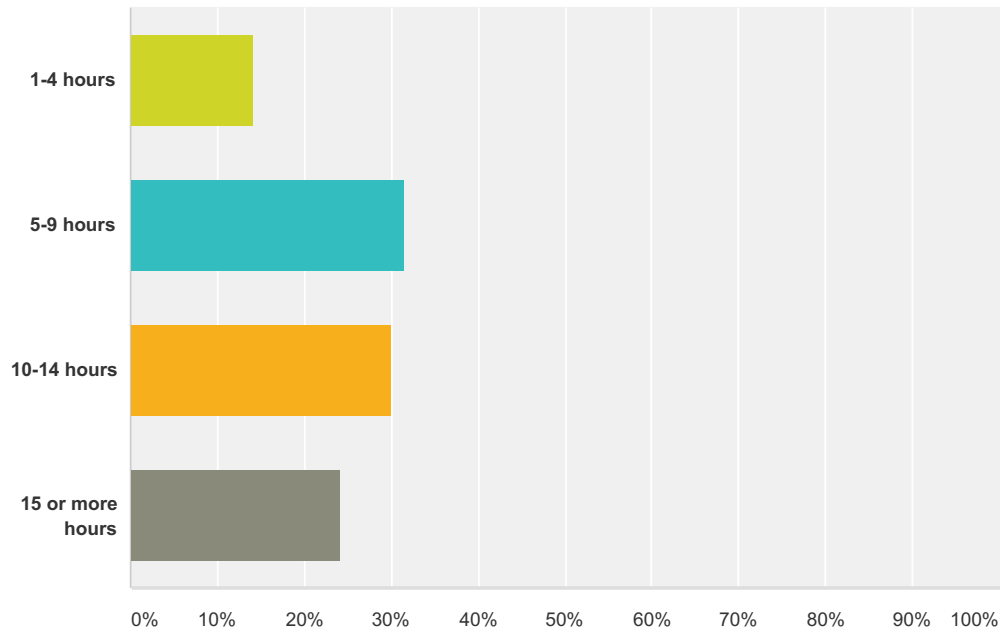
Answered: 70 Skipped: 7



Answer Choices	Responses	
5-9 hours	21.43%	15
10-14 hours	30.00%	21
15-20 hours	37.14%	26
More than 20 hours	11.43%	8
<b>Total</b>		<b>70</b>

**Q38 On average, how many hours per week do you spend on instructional preparation/planning?**

Answered: 70 Skipped: 7

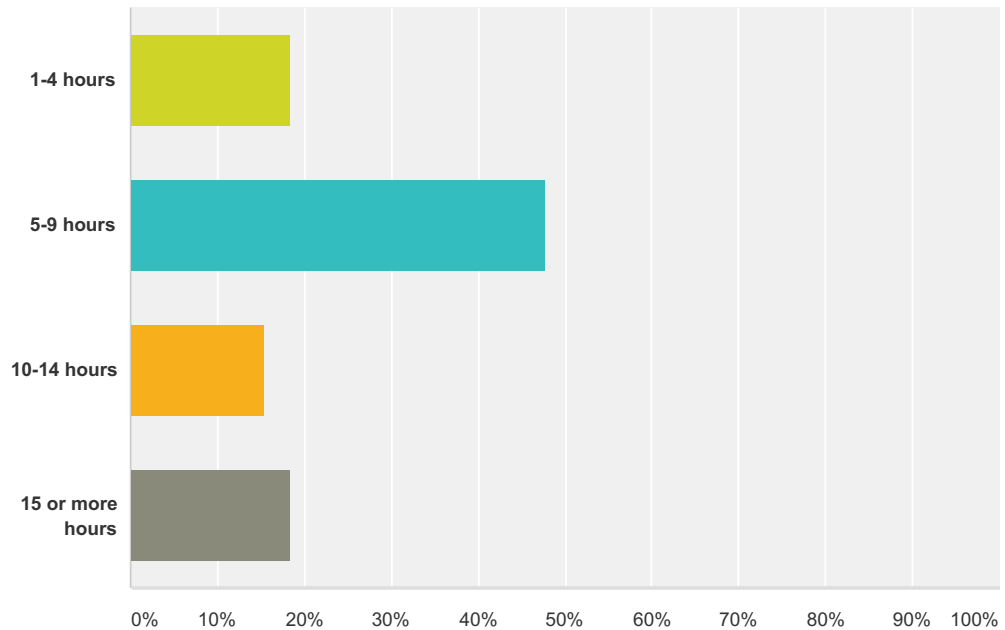


Answer Choices	Responses	
1-4 hours	14.29%	10
5-9 hours	31.43%	22
10-14 hours	30.00%	21
15 or more hours	24.29%	17
<b>Total</b>		<b>70</b>



**Q39 On average, how many hours per week do you spend on student grading/assessment?**

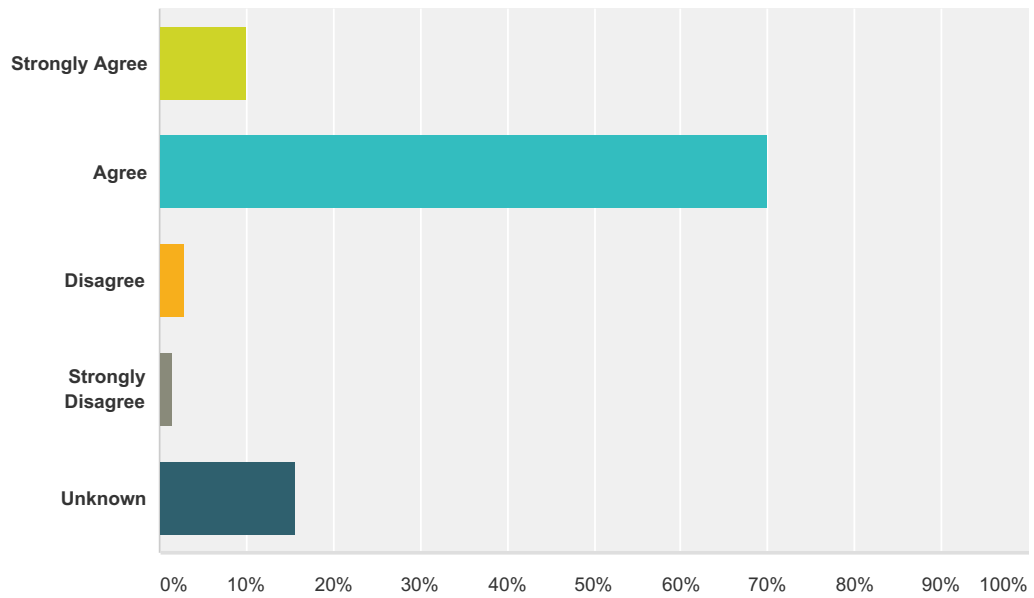
Answered: 71 Skipped: 6



Answer Choices	Responses	
1-4 hours	18.31%	13
5-9 hours	47.89%	34
10-14 hours	15.49%	11
15 or more hours	18.31%	13
<b>Total</b>		<b>71</b>

### Q40 My student advising responsibilities are reasonable.

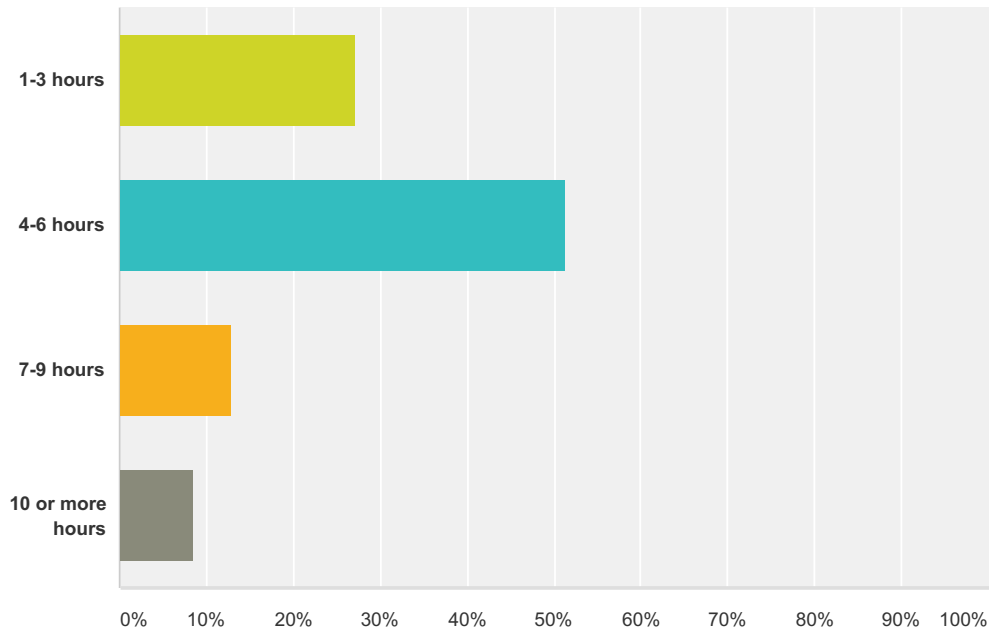
Answered: 70 Skipped: 7



Answer Choices	Responses
Strongly Agree	10.00% 7
Agree	70.00% 49
Disagree	2.86% 2
Strongly Disagree	1.43% 1
Unknown	15.71% 11
<b>Total</b>	<b>70</b>

**Q41 On average, how many hours per week do you spend outside of the classroom on student advising/counseling/office hours?**

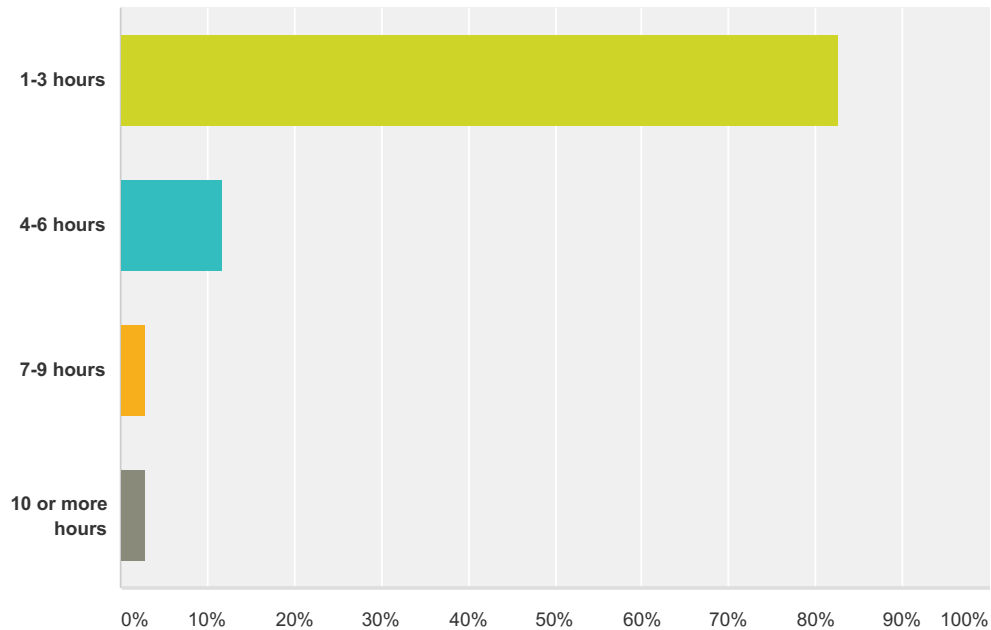
Answered: 70 Skipped: 7



Answer Choices	Responses	
1-3 hours	27.14%	19
4-6 hours	51.43%	36
7-9 hours	12.86%	9
10 or more hours	8.57%	6
<b>Total</b>		<b>70</b>

**Q42 On average, how many hours per week do you spend outside of the classroom working with student activities/clubs?**

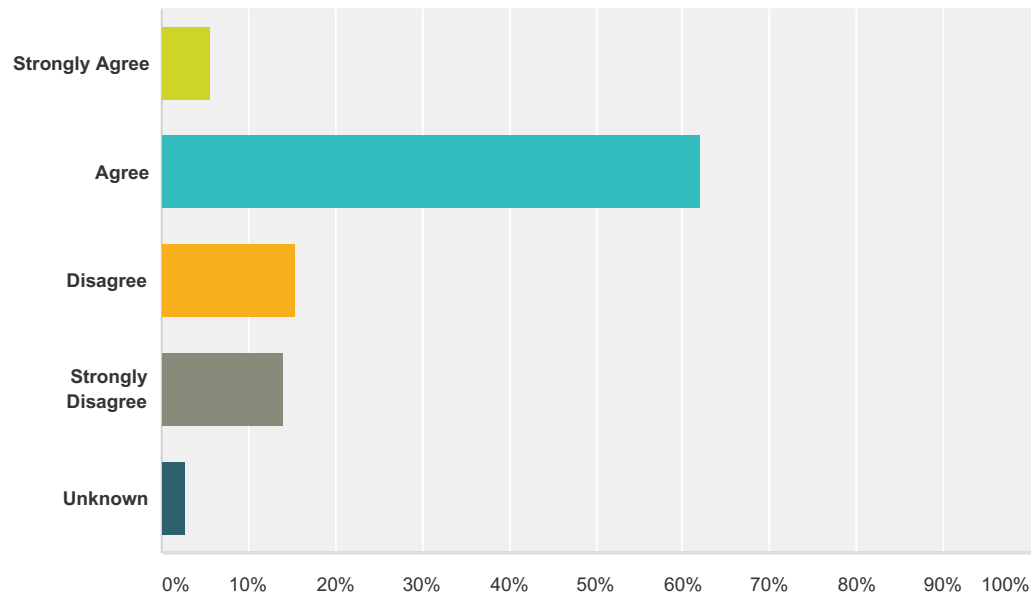
Answered: 69 Skipped: 8



Answer Choices	Responses	
1-3 hours	82.61%	57
4-6 hours	11.59%	8
7-9 hours	2.90%	2
10 or more hours	2.90%	2
<b>Total</b>		<b>69</b>

### Q43 My administrative responsibilities are reasonable.

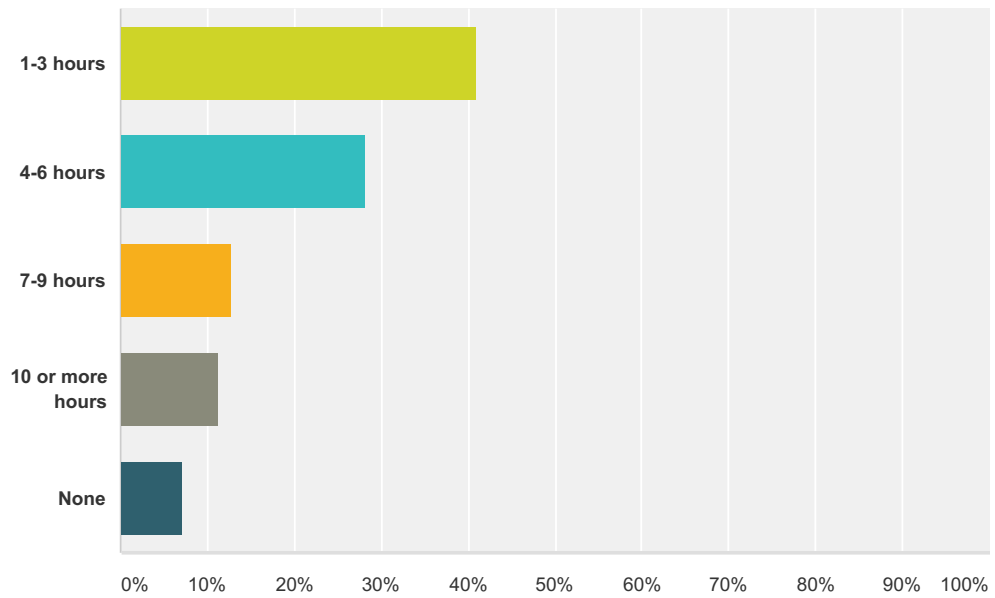
Answered: 71 Skipped: 6



Answer Choices	Responses	
Strongly Agree	5.63%	4
Agree	61.97%	44
Disagree	15.49%	11
Strongly Disagree	14.08%	10
Unknown	2.82%	2
<b>Total</b>		<b>71</b>

### Q44 On average, how many hours per week do you spend on committee work?

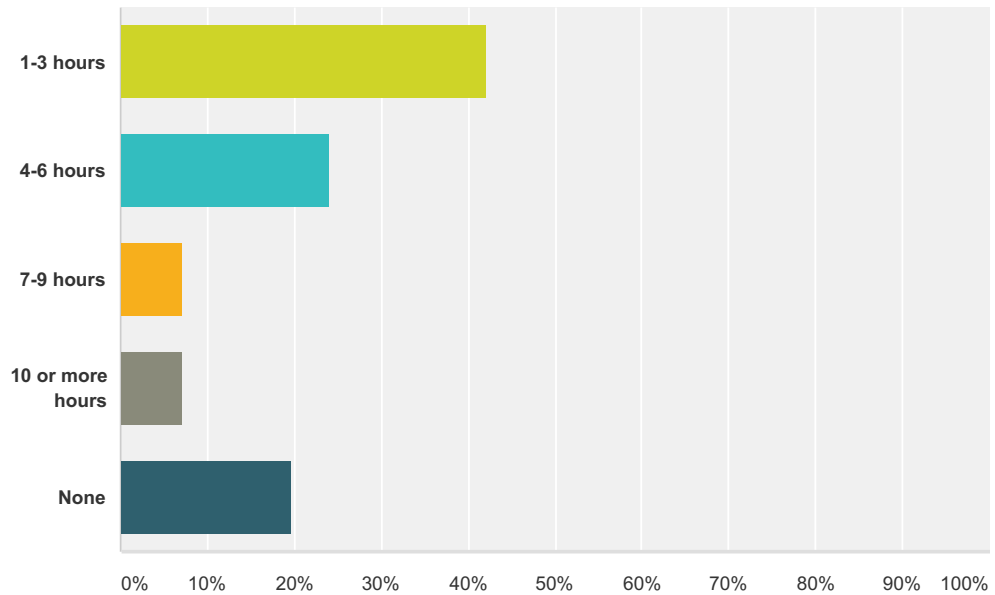
Answered: 71 Skipped: 6



Answer Choices	Responses	
1-3 hours	40.85%	29
4-6 hours	28.17%	20
7-9 hours	12.68%	9
10 or more hours	11.27%	8
None	7.04%	5
<b>Total</b>		<b>71</b>

**Q45 On average, how many hours per week do you spend supervising/mentoring adjunct faculty?**

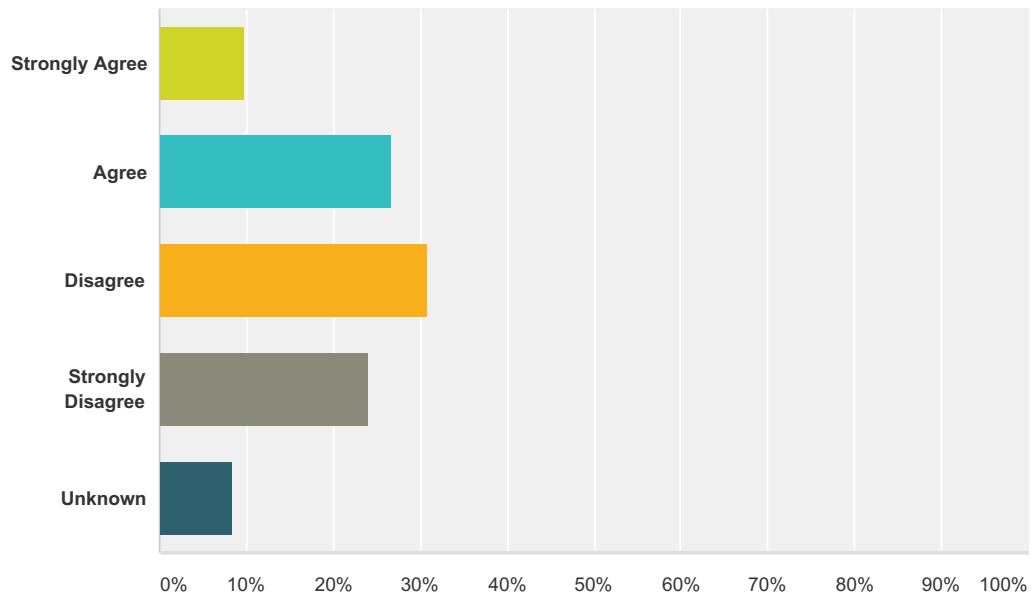
Answered: 71 Skipped: 6



Answer Choices	Responses	
1-3 hours	42.25%	30
4-6 hours	23.94%	17
7-9 hours	7.04%	5
10 or more hours	7.04%	5
None	19.72%	14
<b>Total</b>		<b>71</b>

**Q46 The full-time/part-time faculty ratio in my academic area is appropriate.**

Answered: 71 Skipped: 6

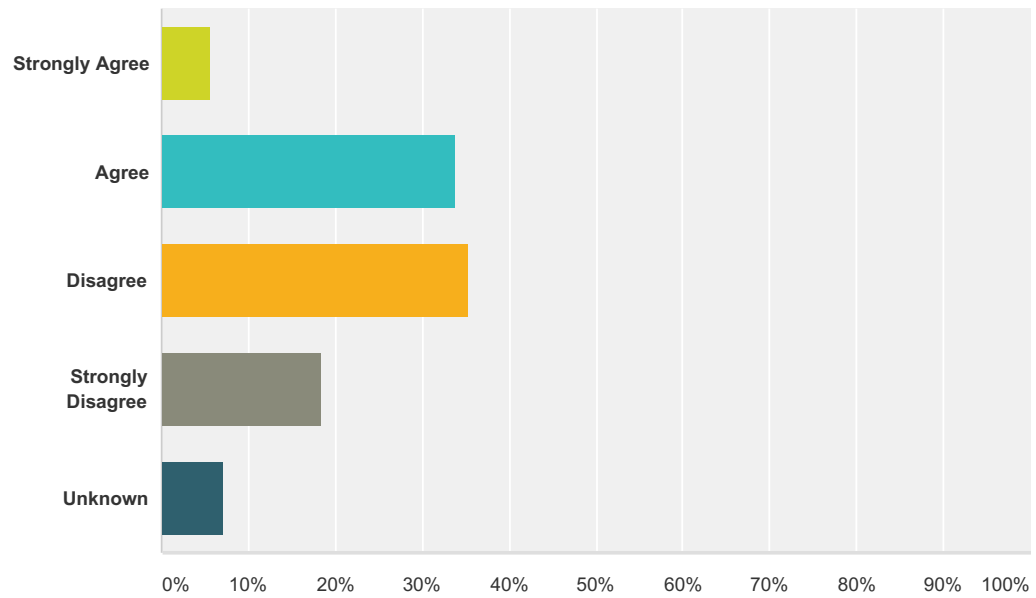


Answer Choices	Responses	
Strongly Agree	9.86%	7
Agree	26.76%	19
Disagree	30.99%	22
Strongly Disagree	23.94%	17
Unknown	8.45%	6
<b>Total</b>		<b>71</b>



### Q47 My college provides adequate training and support for part-time, adjunct faculty.

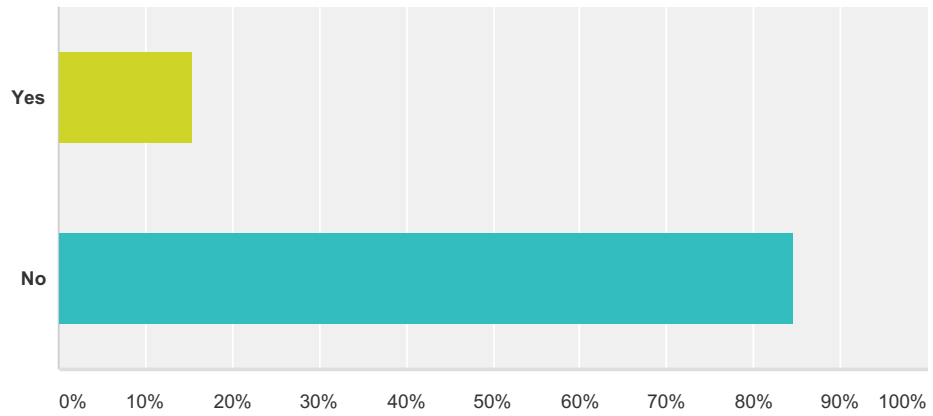
Answered: 71 Skipped: 6



Answer Choices	Responses	
Strongly Agree	5.63%	4
Agree	33.80%	24
Disagree	35.21%	25
Strongly Disagree	18.31%	13
Unknown	7.04%	5
<b>Total</b>		<b>71</b>

**Q48 Are you currently employed at another institution as an adjunct faculty member?**

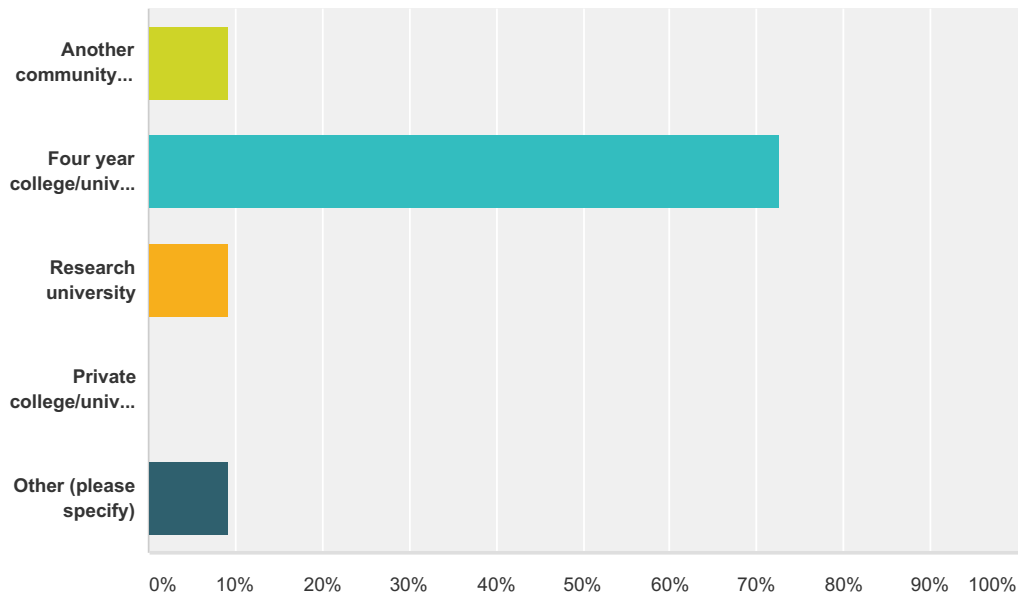
Answered: 71 Skipped: 6



Answer Choices	Responses	
Yes	15.49%	11
No	84.51%	60
<b>Total</b>		<b>71</b>

**Q49 If yes to question #49 above, please indicate where you are also employed.**

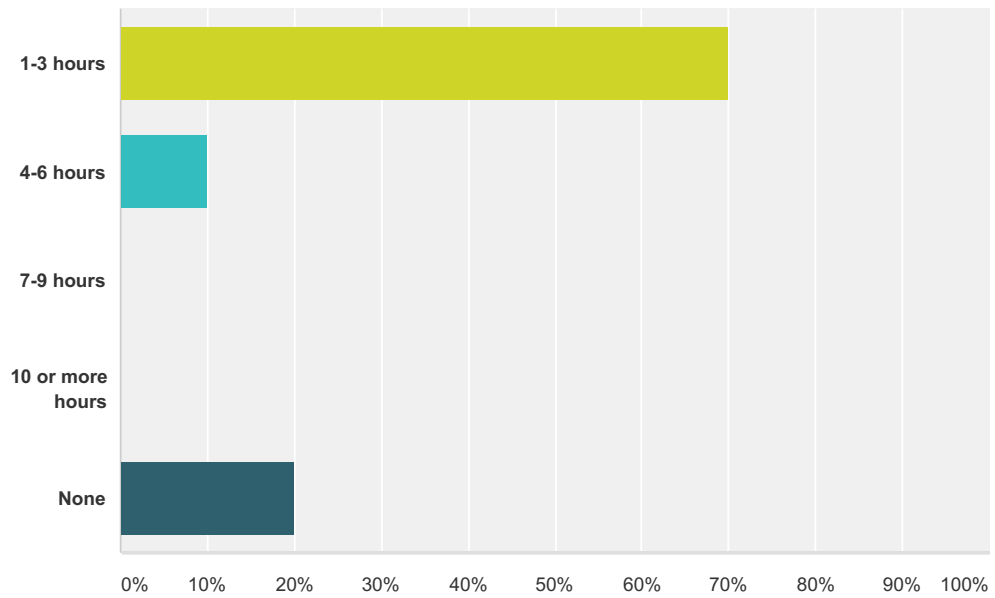
Answered: 11 Skipped: 66



Answer Choices	Responses	
Another community college	9.09%	1
Four year college/university	72.73%	8
Research university	9.09%	1
Private college/university	0.00%	0
Other (please specify)	9.09%	1
Total Respondents: 11		

**Q50 On average, how many hours per week do you spend on department meetings?**

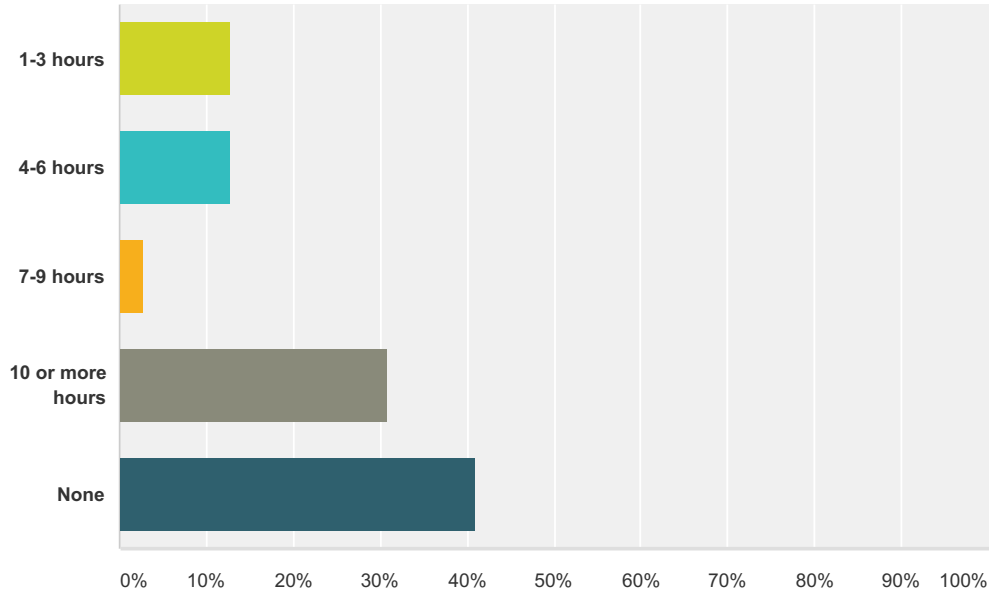
Answered: 70 Skipped: 7



Answer Choices	Responses	
1-3 hours	70.00%	49
4-6 hours	10.00%	7
7-9 hours	0.00%	0
10 or more hours	0.00%	0
None	20.00%	14
<b>Total</b>		<b>70</b>

**Q51 On average, how many hours per week do you spend on duties as a discipline chair/lead/coordinator?**

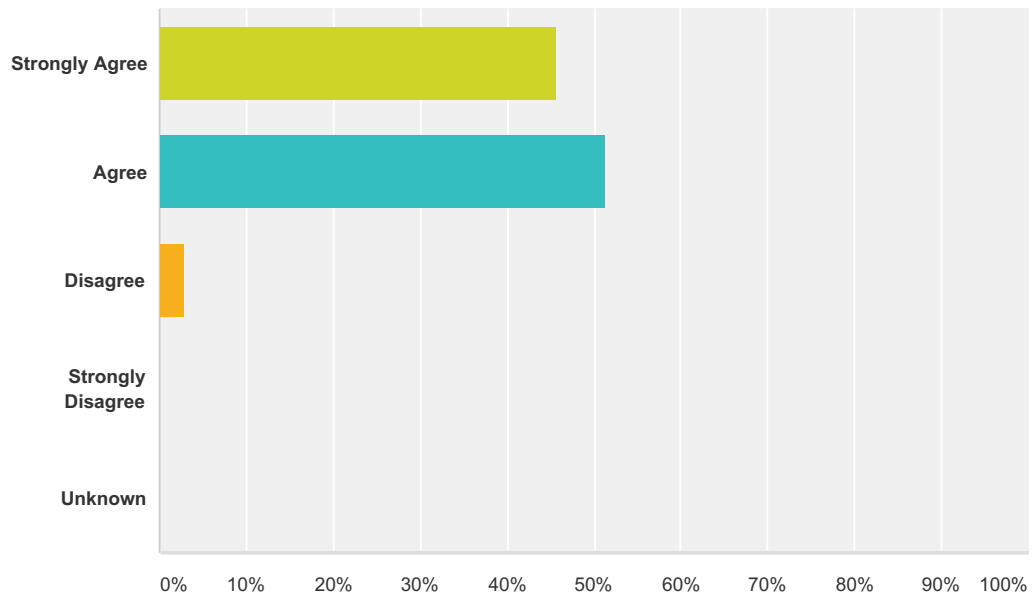
Answered: 71 Skipped: 6



Answer Choices	Responses	
1-3 hours	12.68%	9
4-6 hours	12.68%	9
7-9 hours	2.82%	2
10 or more hours	30.99%	22
None	40.85%	29
<b>Total</b>		<b>71</b>

**Q52 I am satisfied with the types of courses  
I am assigned to teach.**

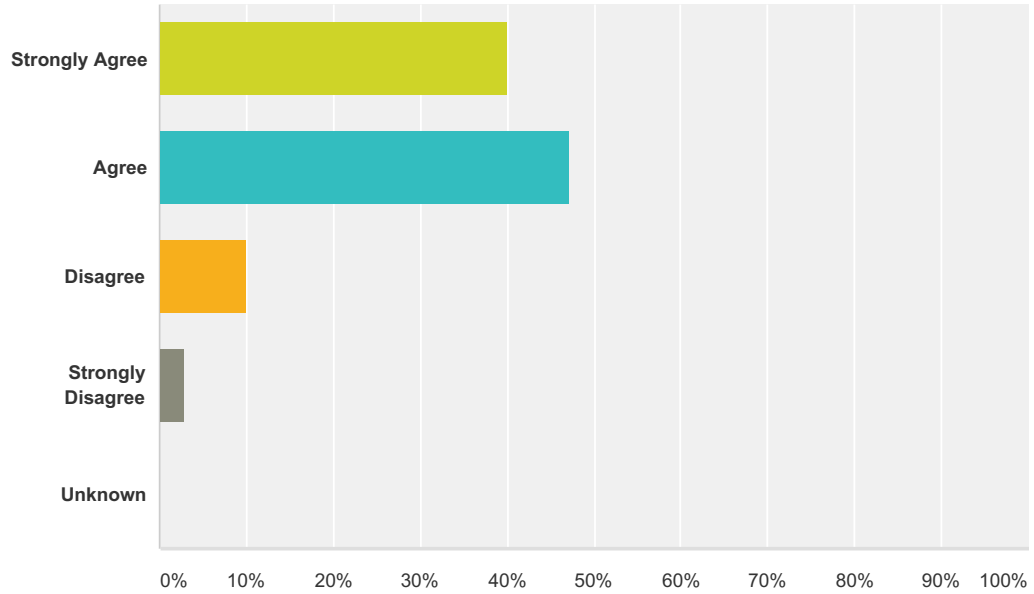
Answered: 70 Skipped: 7



Answer Choices	Responses	
Strongly Agree	45.71%	32
Agree	51.43%	36
Disagree	2.86%	2
Strongly Disagree	0.00%	0
Unknown	0.00%	0
<b>Total</b>		<b>70</b>

**Q53 I am satisfied with the level of independence that I have in how I teach my classes.**

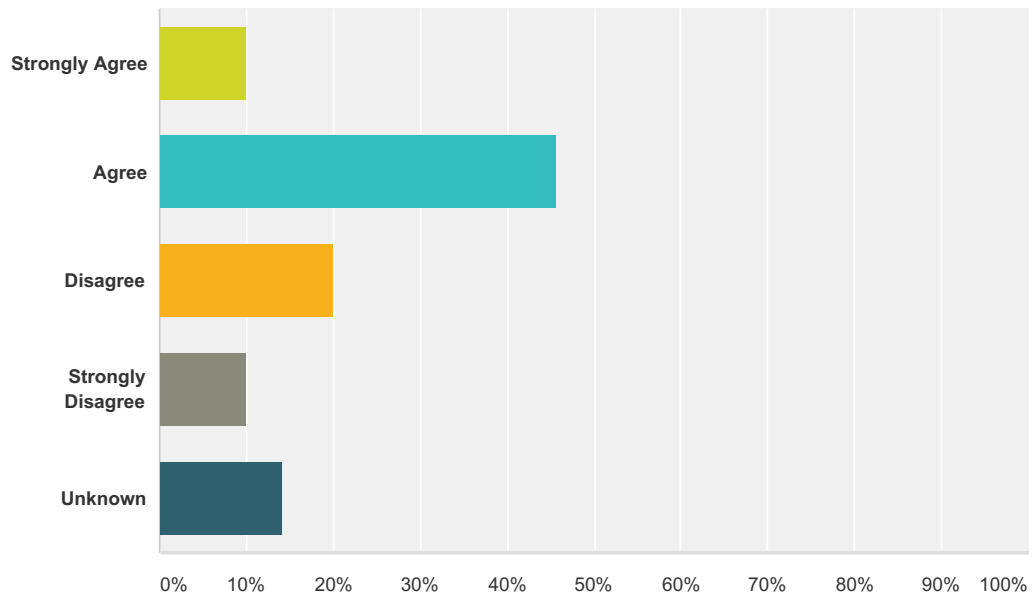
Answered: 70 Skipped: 7



Answer Choices	Responses	
Strongly Agree	40.00%	28
Agree	47.14%	33
Disagree	10.00%	7
Strongly Disagree	2.86%	2
Unknown	0.00%	0
<b>Total</b>		<b>70</b>

### Q54 There is an equitable distribution of resources among faculty in my college.

Answered: 70 Skipped: 7

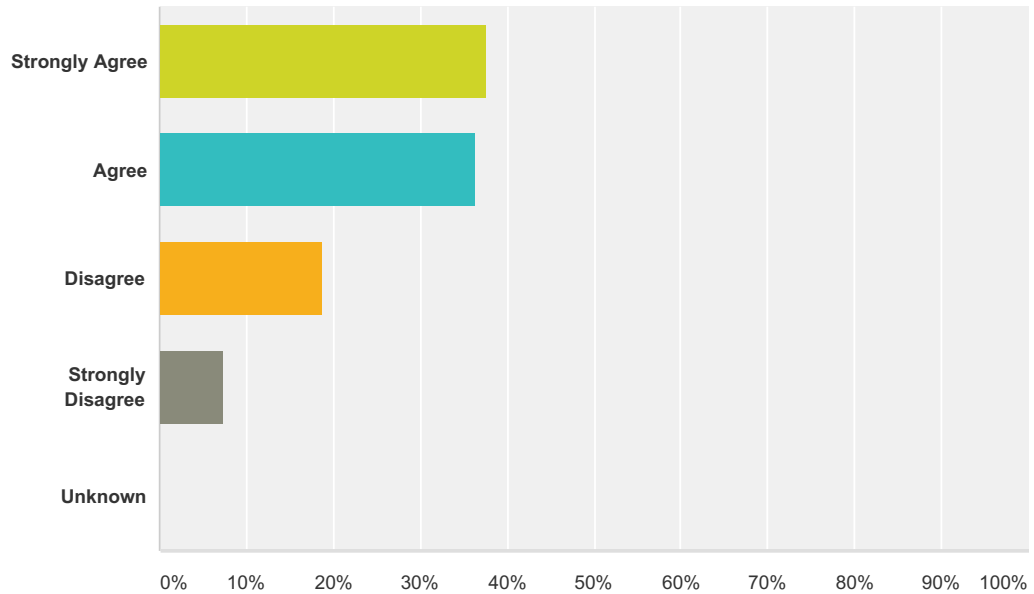


Answer Choices	Responses	
Strongly Agree	10.00%	7
Agree	45.71%	32
Disagree	20.00%	14
Strongly Disagree	10.00%	7
Unknown	14.29%	10
<b>Total</b>		<b>70</b>



## Q55 I get the support I need from my Dean.

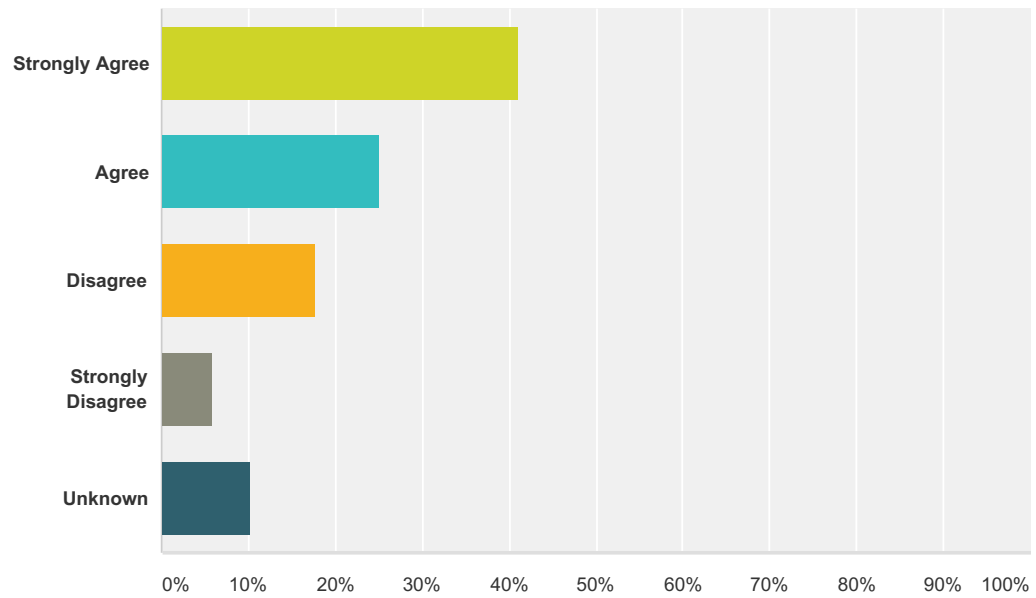
Answered: 69 Skipped: 8



Answer Choices	Responses	
Strongly Agree	37.68%	26
Agree	36.23%	25
Disagree	18.84%	13
Strongly Disagree	7.25%	5
Unknown	0.00%	0
<b>Total</b>		<b>69</b>

## Q56 I get the support I need from my Department Chair.

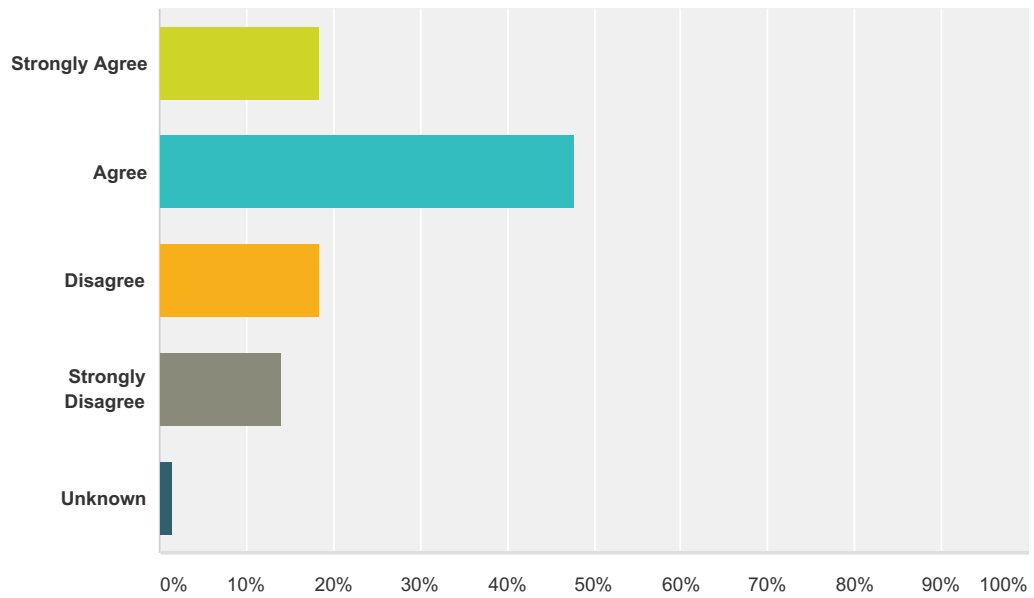
Answered: 68 Skipped: 9



Answer Choices	Responses	
Strongly Agree	41.18%	28
Agree	25.00%	17
Disagree	17.65%	12
Strongly Disagree	5.88%	4
Unknown	10.29%	7
<b>Total</b>		<b>68</b>

### Q57 My college values academic excellence.

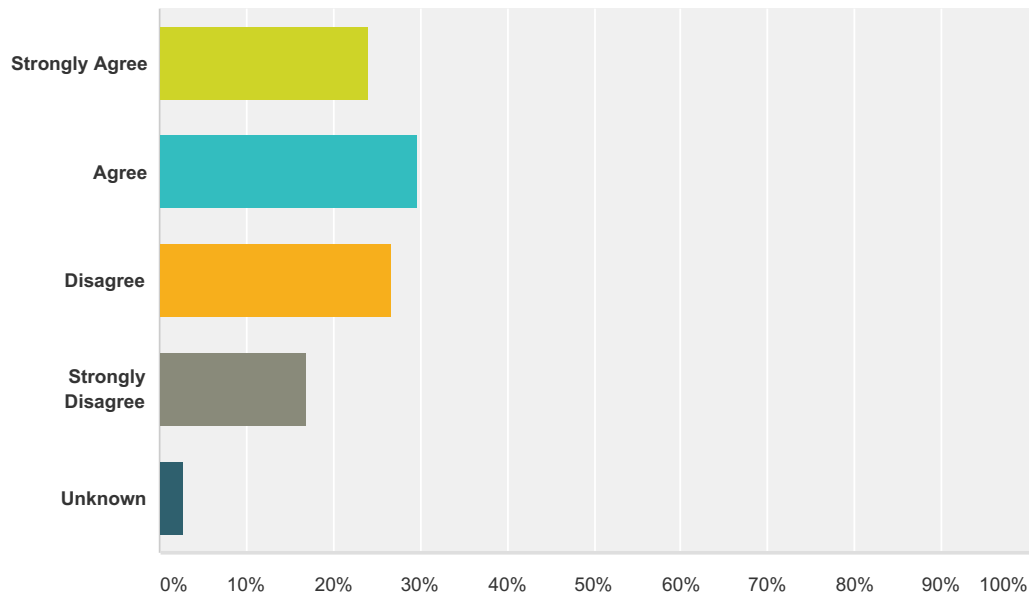
Answered: 71 Skipped: 6



Answer Choices	Responses	
Strongly Agree	18.31%	13
Agree	47.89%	34
Disagree	18.31%	13
Strongly Disagree	14.08%	10
Unknown	1.41%	1
<b>Total</b>		<b>71</b>

### Q58 Students and student success are a top priority at my college.

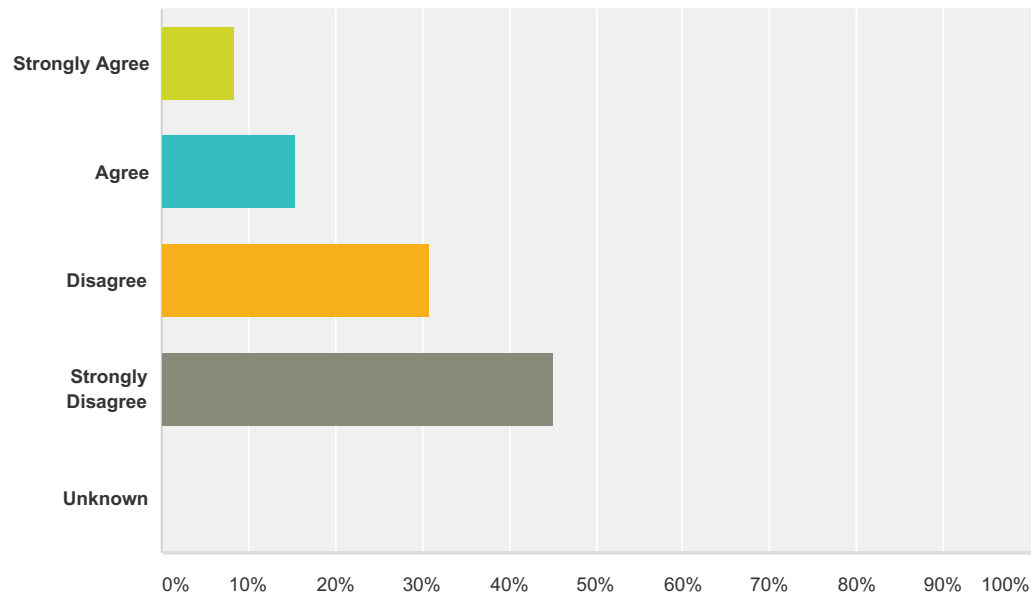
Answered: 71 Skipped: 6



Answer Choices	Responses	
Strongly Agree	23.94%	17
Agree	29.58%	21
Disagree	26.76%	19
Strongly Disagree	16.90%	12
Unknown	2.82%	2
<b>Total</b>		<b>71</b>

**Q59 At my college, two-way communication between faculty and administrators is good.**

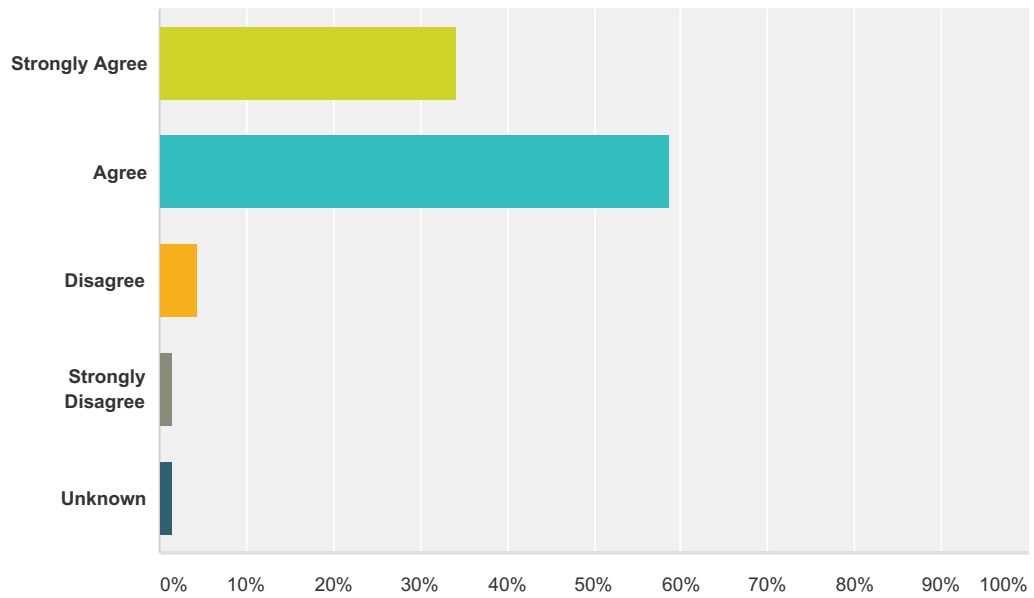
Answered: 71 Skipped: 6



Answer Choices	Responses	
Strongly Agree	8.45%	6
Agree	15.49%	11
Disagree	30.99%	22
Strongly Disagree	45.07%	32
Unknown	0.00%	0
<b>Total</b>		<b>71</b>

**Q60 At my college, faculty respect one another.**

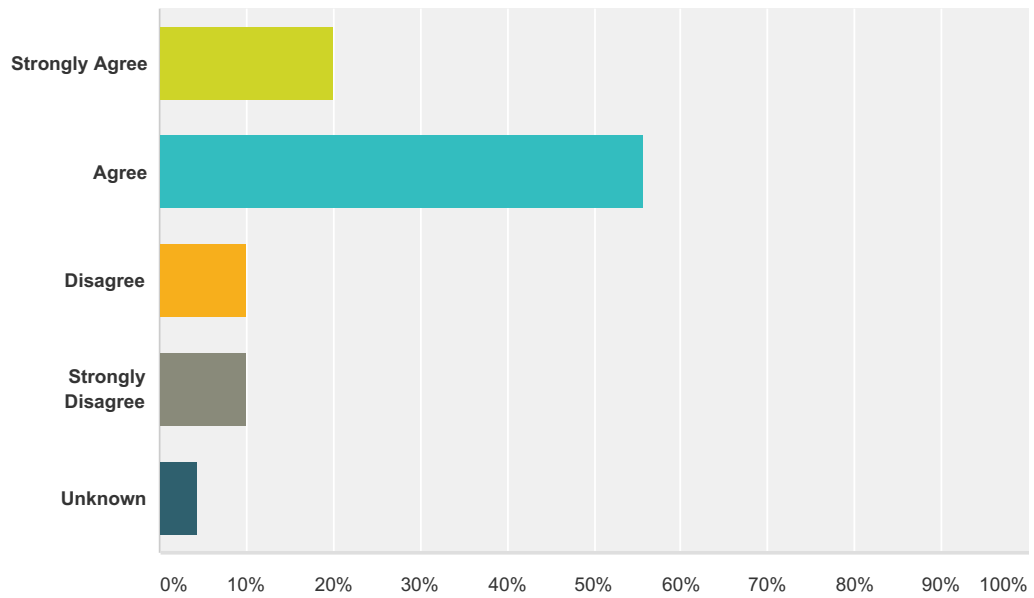
Answered: 70 Skipped: 7



Answer Choices	Responses	
Strongly Agree	34.29%	24
Agree	58.57%	41
Disagree	4.29%	3
Strongly Disagree	1.43%	1
Unknown	1.43%	1
<b>Total</b>		<b>70</b>

## Q61 I have a voice in decision making within my department.

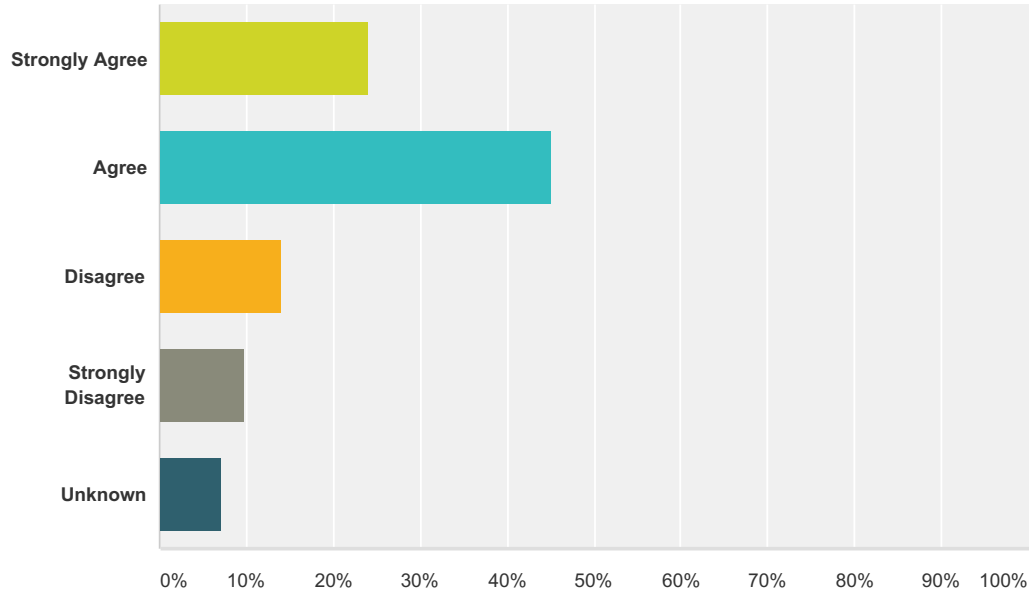
Answered: 70 Skipped: 7



Answer Choices	Responses	
Strongly Agree	20.00%	14
Agree	55.71%	39
Disagree	10.00%	7
Strongly Disagree	10.00%	7
Unknown	4.29%	3
<b>Total</b>		<b>70</b>

**Q62 I have opportunity to participate in search and selection processes for new faculty.**

Answered: 71 Skipped: 6

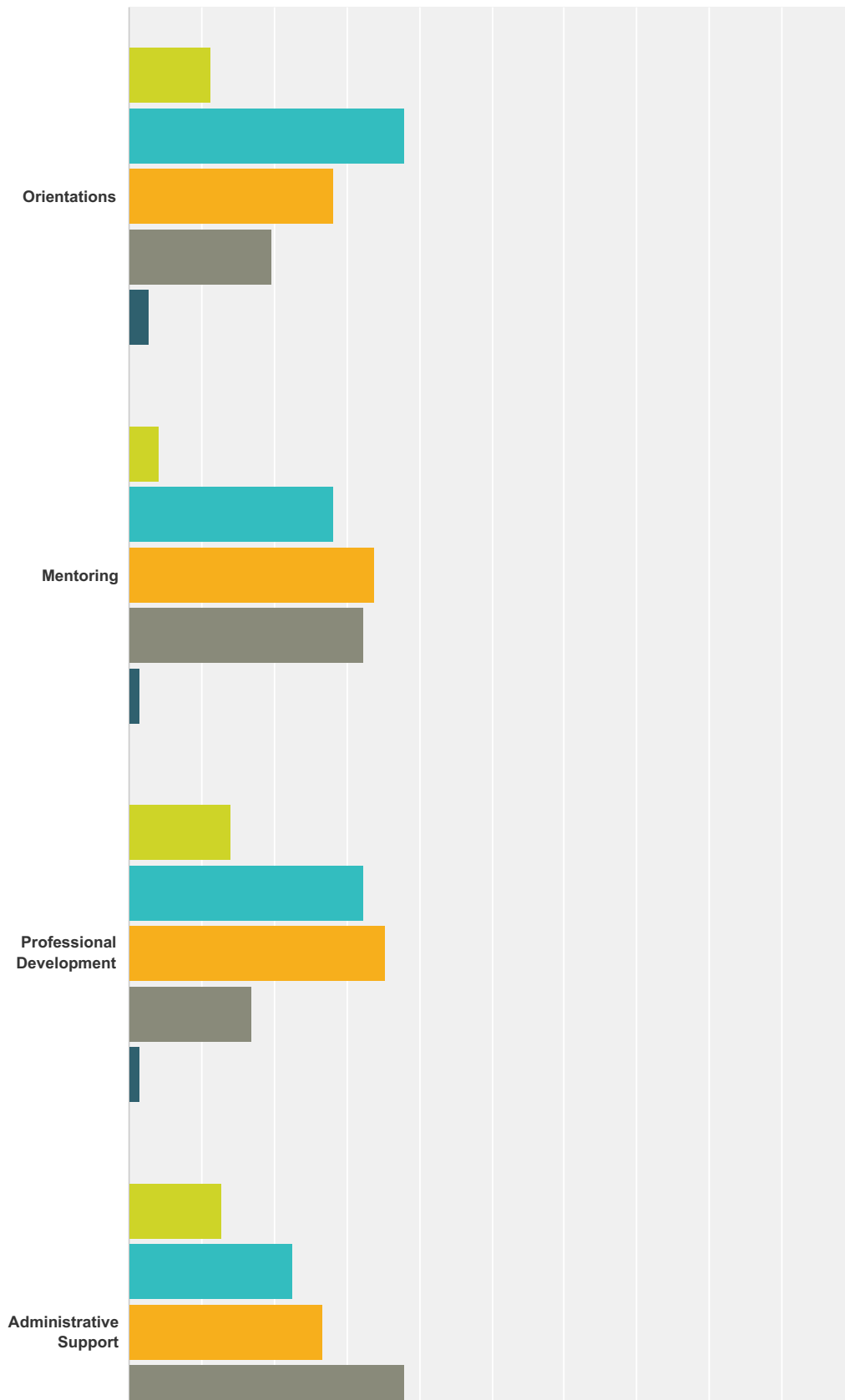


Answer Choices	Responses	
Strongly Agree	23.94%	17
Agree	45.07%	32
Disagree	14.08%	10
Strongly Disagree	9.86%	7
Unknown	7.04%	5
<b>Total</b>		<b>71</b>

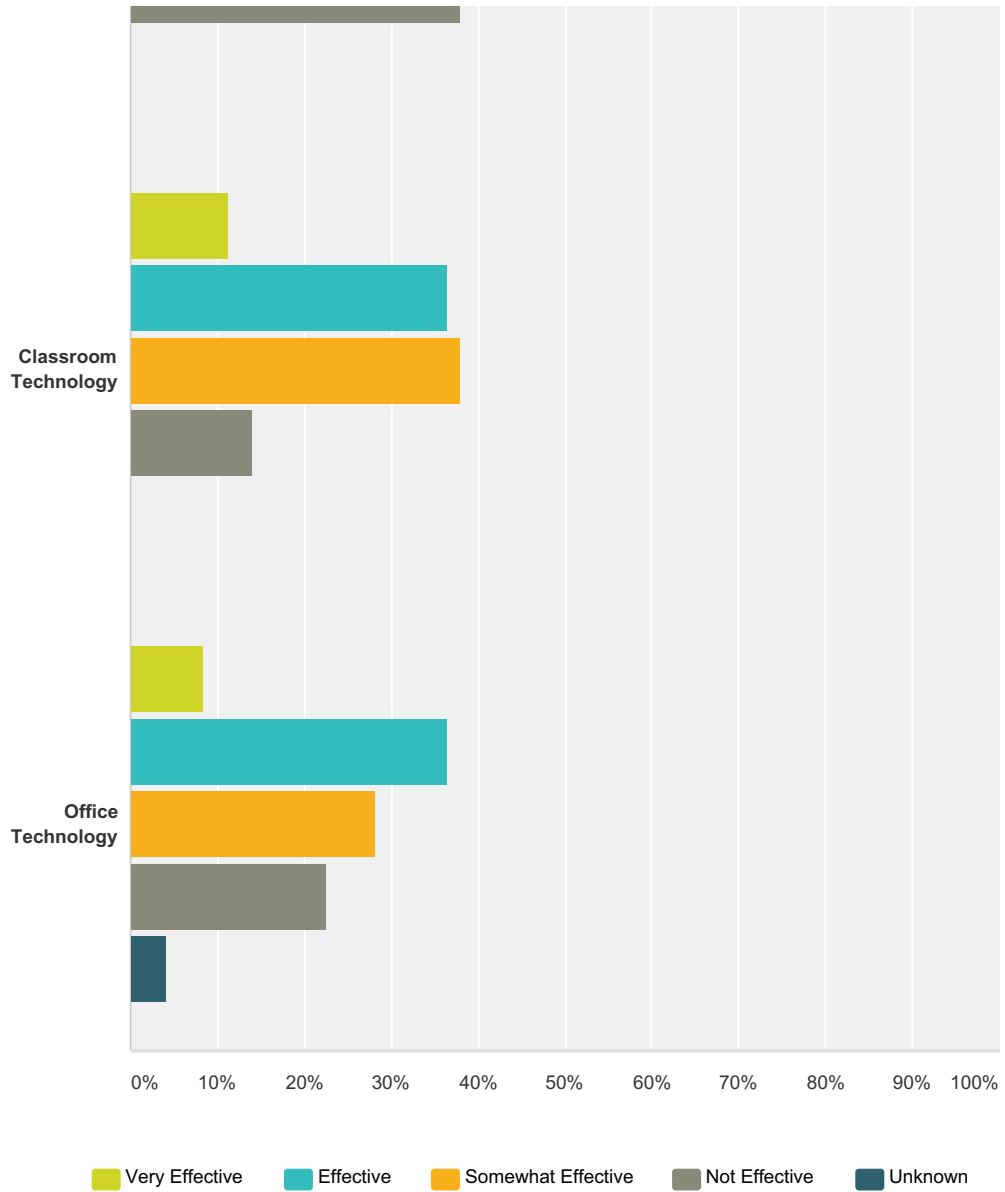


### Q63 How effective is your college in providing the following for faculty?

Answered: 71 Skipped: 6



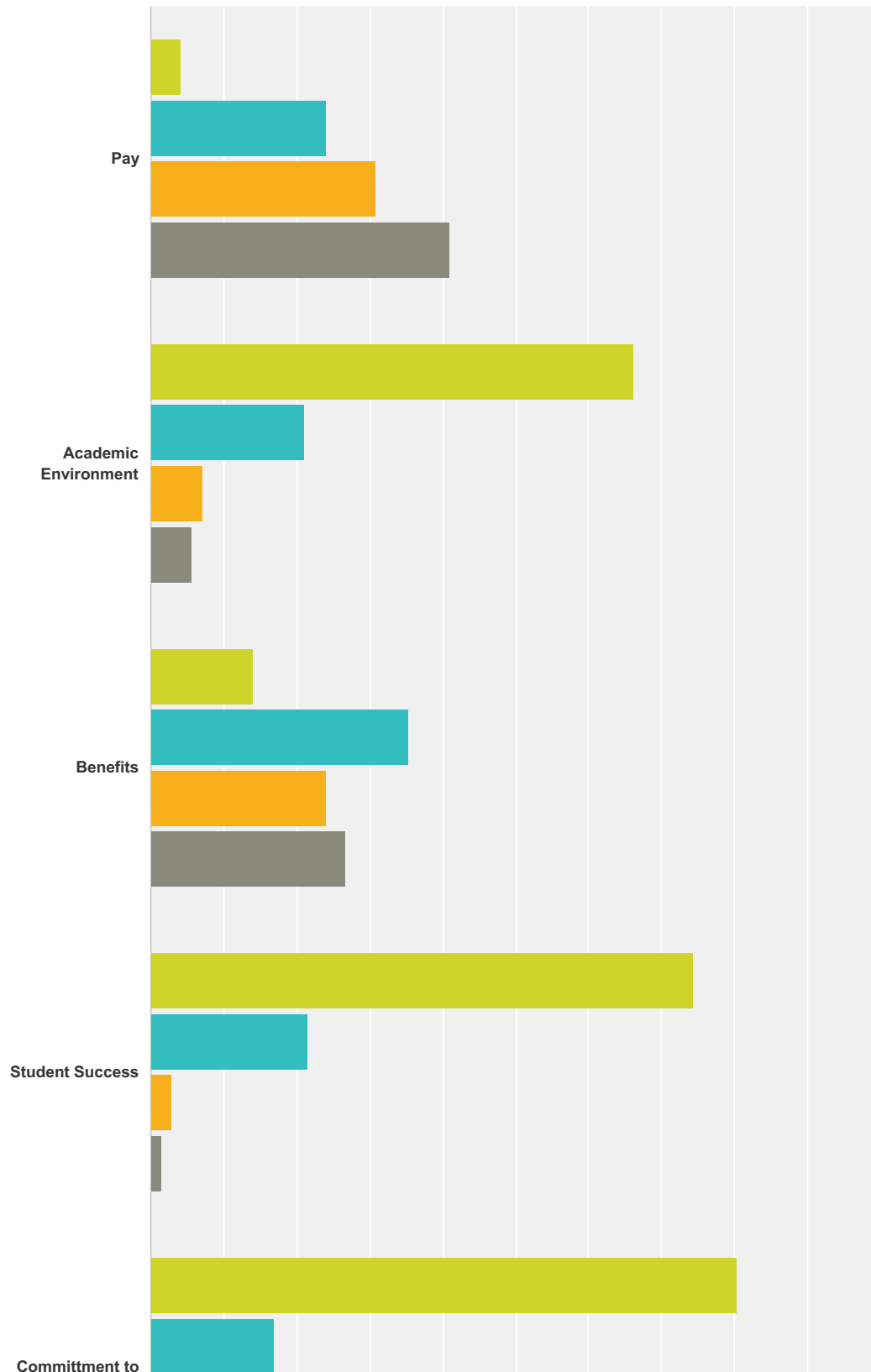
## 2014 CCCS Employee Climate Survey-Faculty



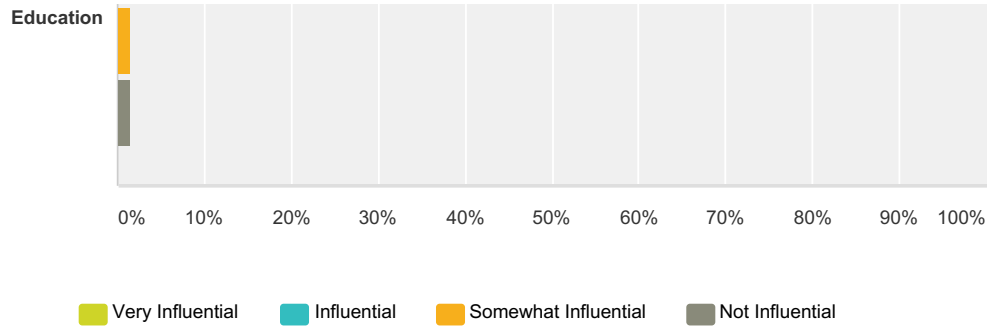
	Very Effective	Effective	Somewhat Effective	Not Effective	Unknown	Total
Orientations	11.27% 8	38.03% 27	28.17% 20	19.72% 14	2.82% 2	71
Mentoring	4.23% 3	28.17% 20	33.80% 24	32.39% 23	1.41% 1	71
Professional Development	14.08% 10	32.39% 23	35.21% 25	16.90% 12	1.41% 1	71
Administrative Support	12.68% 9	22.54% 16	26.76% 19	38.03% 27	0.00% 0	71
Classroom Technology	11.27% 8	36.62% 26	38.03% 27	14.08% 10	0.00% 0	71
Office Technology	8.45% 6	36.62% 26	28.17% 20	22.54% 16	4.23% 3	71

**Q64 Which of the following factors were most influential in motivating you to be in the teaching profession?**

Answered: 71 Skipped: 6



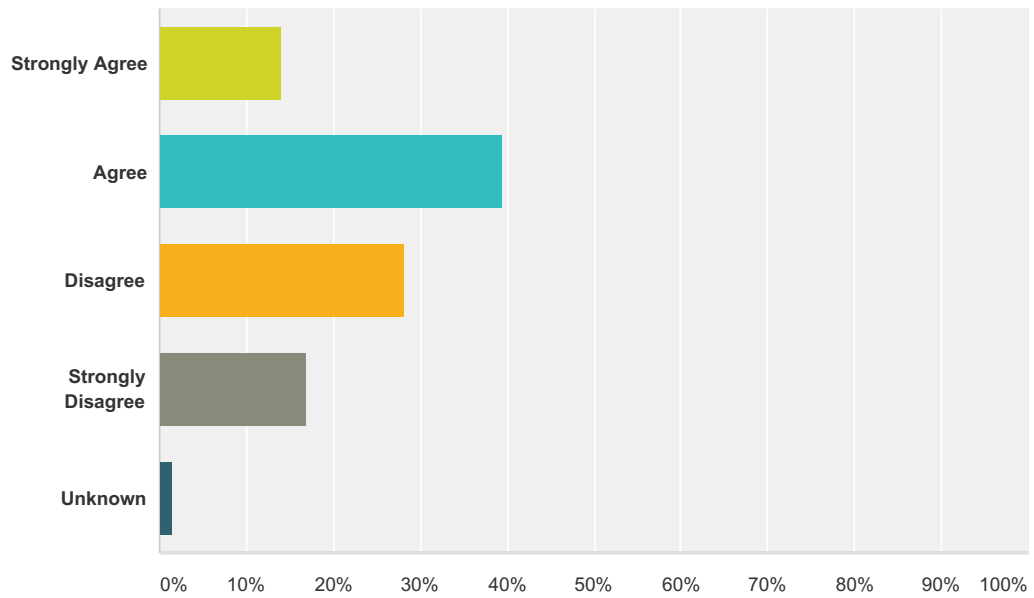
## 2014 CCCS Employee Climate Survey-Faculty



	Very Influential	Influential	Somewhat Influential	Not Influential	Total
Pay	4.23% 3	23.94% 17	30.99% 22	40.85% 29	71
Academic Environment	66.20% 47	21.13% 15	7.04% 5	5.63% 4	71
Benefits	14.08% 10	35.21% 25	23.94% 17	26.76% 19	71
Student Success	74.29% 52	21.43% 15	2.86% 2	1.43% 1	70
Commitment to Education	80.28% 57	16.90% 12	1.41% 1	1.41% 1	71

### Q65 I understand how pay rates are determined.

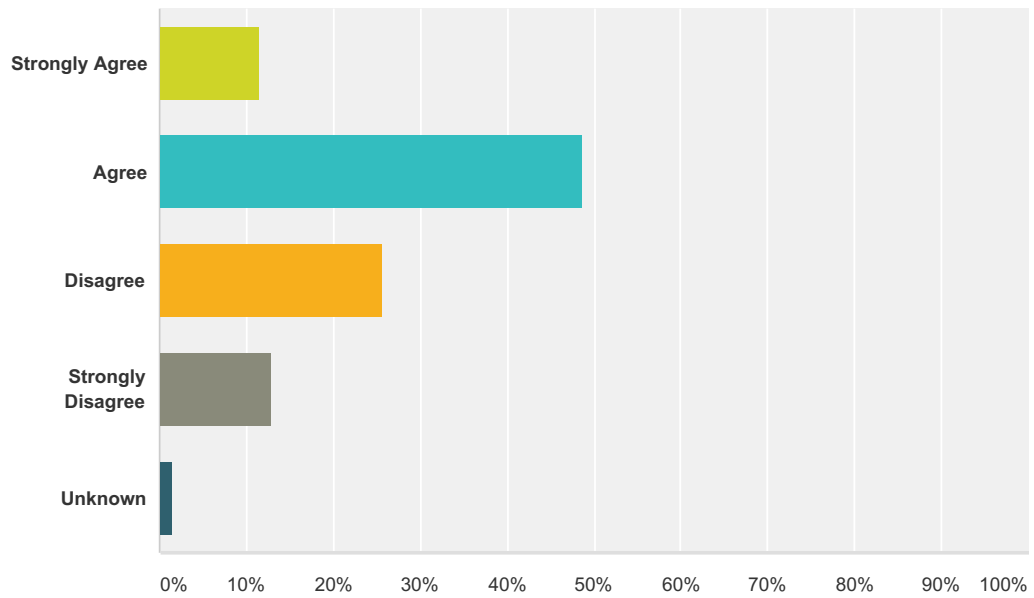
Answered: 71 Skipped: 6



Answer Choices	Responses	
Strongly Agree	14.08%	10
Agree	39.44%	28
Disagree	28.17%	20
Strongly Disagree	16.90%	12
Unknown	1.41%	1
<b>Total</b>		<b>71</b>

### Q66 I understand how job titles are assigned.

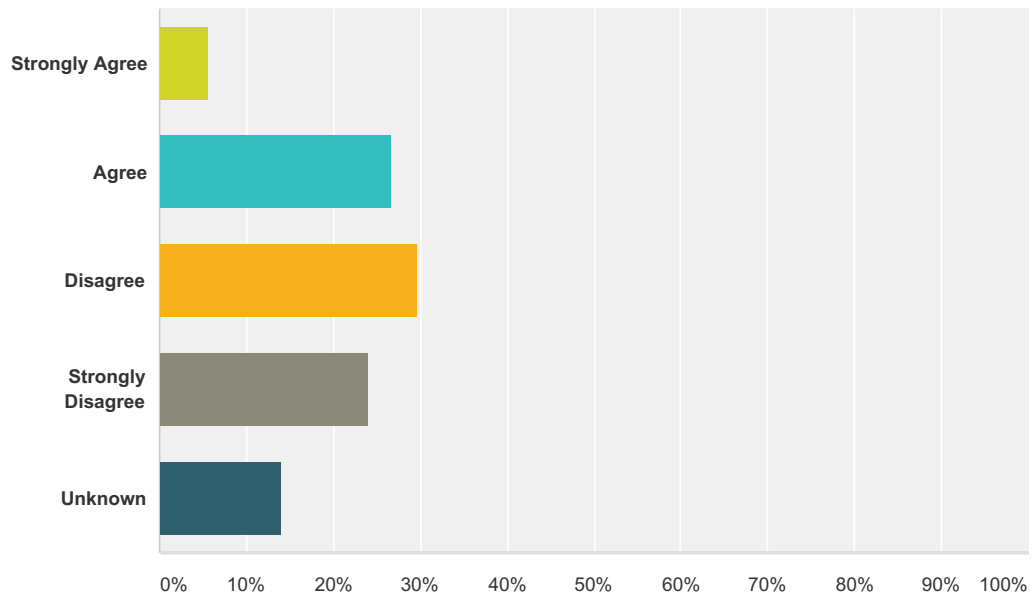
Answered: 70 Skipped: 7



Answer Choices	Responses	
Strongly Agree	11.43%	8
Agree	48.57%	34
Disagree	25.71%	18
Strongly Disagree	12.86%	9
Unknown	1.43%	1
<b>Total</b>		<b>70</b>

**Q67 I believe that our college/system pay policies are administered fairly.**

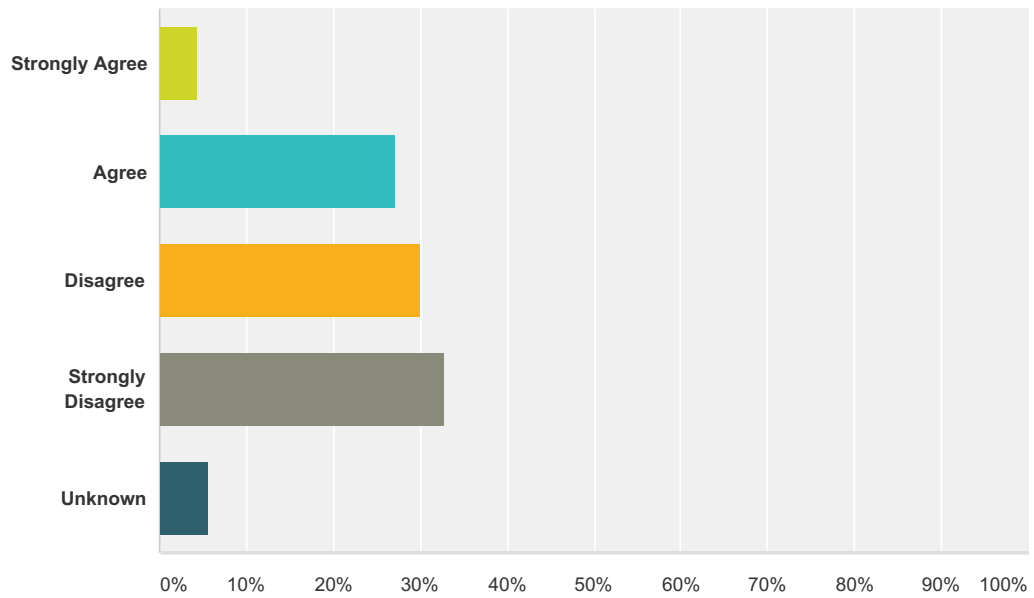
Answered: 71 Skipped: 6



Answer Choices	Responses	
Strongly Agree	5.63%	4
Agree	26.76%	19
Disagree	29.58%	21
Strongly Disagree	23.94%	17
Unknown	14.08%	10
<b>Total</b>		<b>71</b>

**Q68 I am appropriately paid for the work I do at my college.**

Answered: 70 Skipped: 7

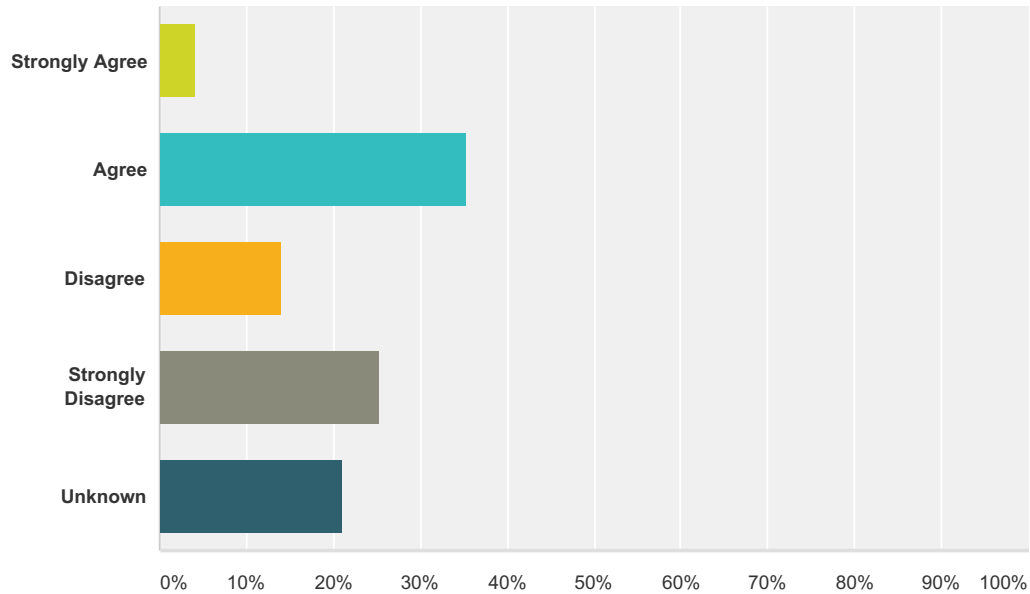


Answer Choices	Responses	
Strongly Agree	4.29%	3
Agree	27.14%	19
Disagree	30.00%	21
Strongly Disagree	32.86%	23
Unknown	5.71%	4
<b>Total</b>		<b>70</b>



**Q69 I am appropriately paid compared with others doing similar work, with similar levels of education and experience at my college.**

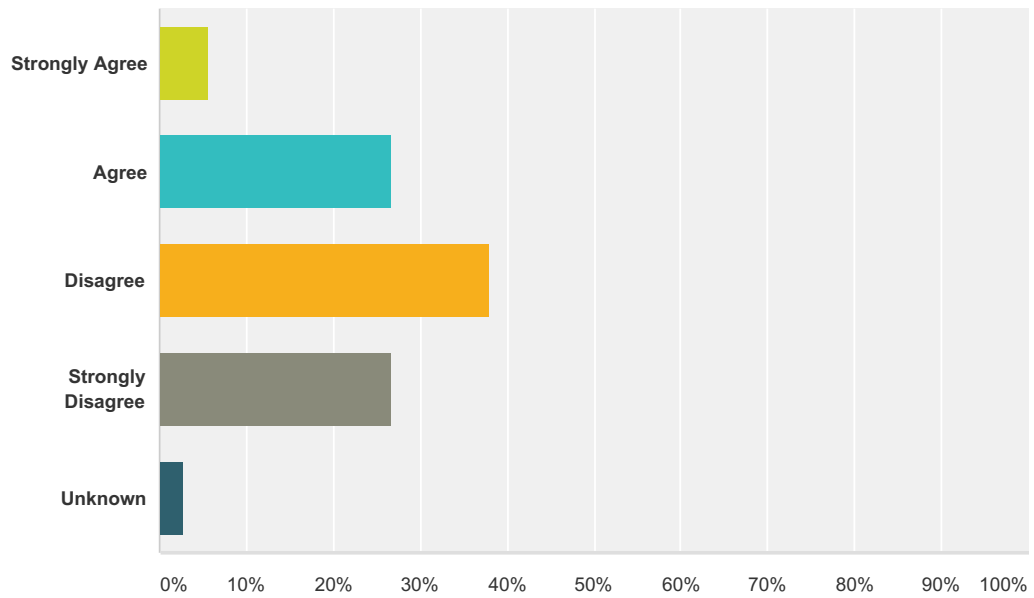
Answered: 71 Skipped: 6



Answer Choices	Responses	
Strongly Agree	4.23%	3
Agree	35.21%	25
Disagree	14.08%	10
Strongly Disagree	25.35%	18
Unknown	21.13%	15
<b>Total</b>		<b>71</b>

## Q70 My salary reflects my performance and contribution to the college.

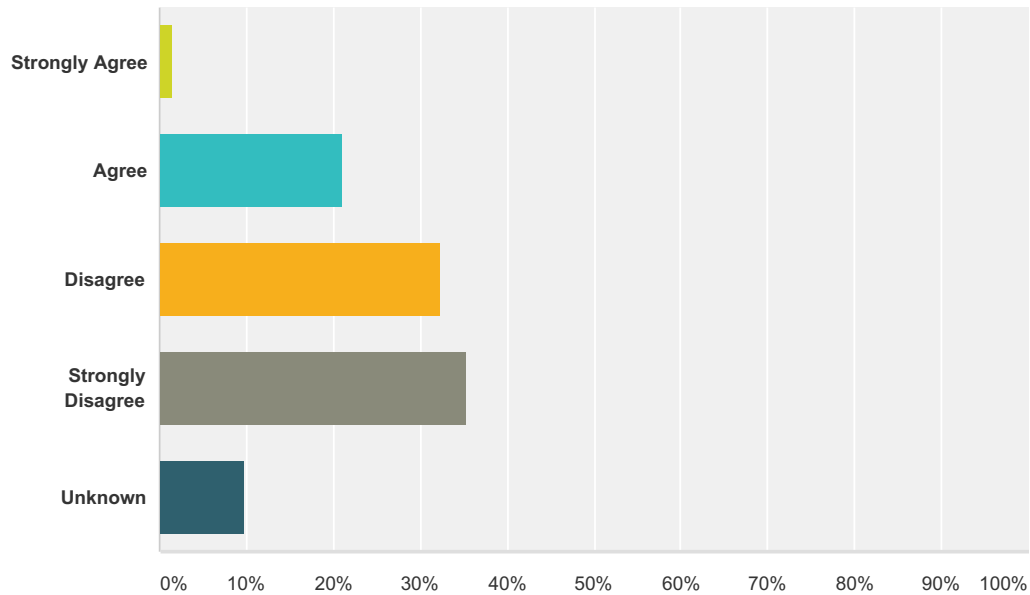
Answered: 71 Skipped: 6



Answer Choices	Responses	
Strongly Agree	5.63%	4
Agree	26.76%	19
Disagree	38.03%	27
Strongly Disagree	26.76%	19
Unknown	2.82%	2
<b>Total</b>		<b>71</b>

**Q71 I believe that my salary is competitive compared to other employers in the area where I could perform similar work.**

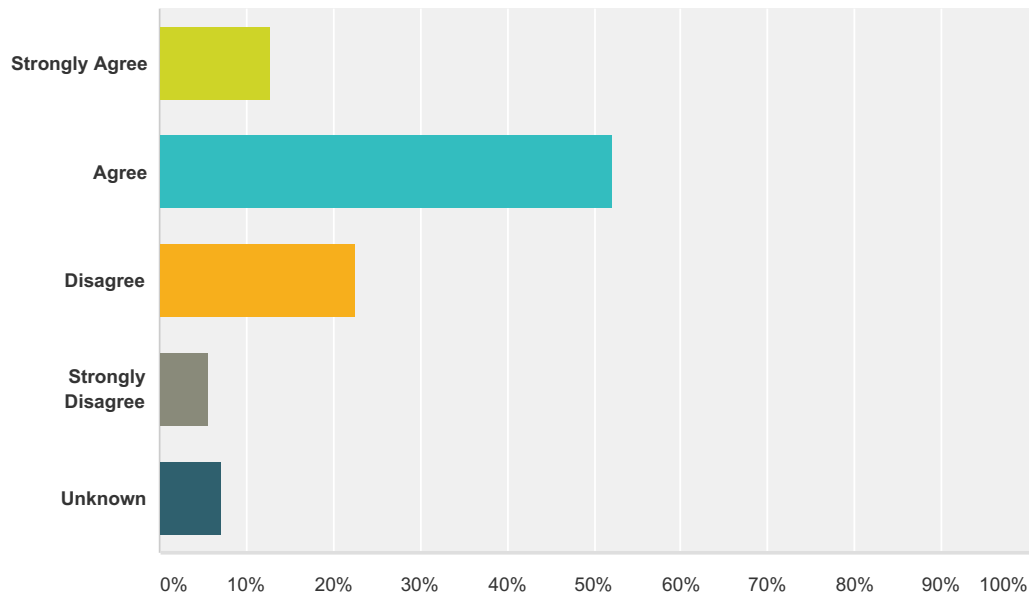
Answered: 71 Skipped: 6



Answer Choices	Responses	
Strongly Agree	1.41%	1
Agree	21.13%	15
Disagree	32.39%	23
Strongly Disagree	35.21%	25
Unknown	9.86%	7
<b>Total</b>		<b>71</b>

**Q72 I believe that pay increases should be based primarily on performance.**

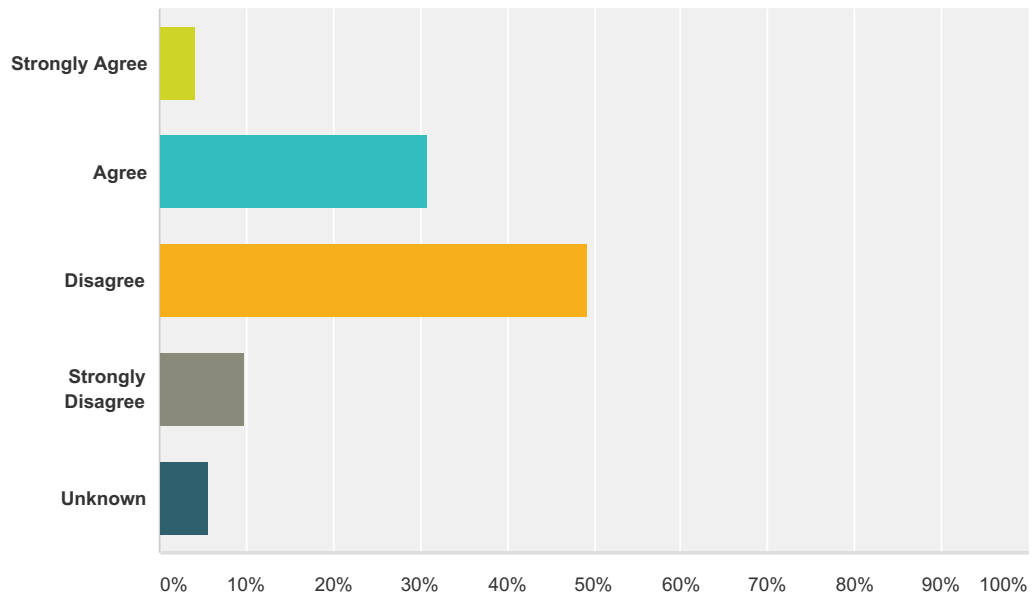
Answered: 71 Skipped: 6



Answer Choices	Responses	
Strongly Agree	12.68%	9
Agree	52.11%	37
Disagree	22.54%	16
Strongly Disagree	5.63%	4
Unknown	7.04%	5
<b>Total</b>		<b>71</b>

**Q73 I believe that pay increases should be based primarily on length of service.**

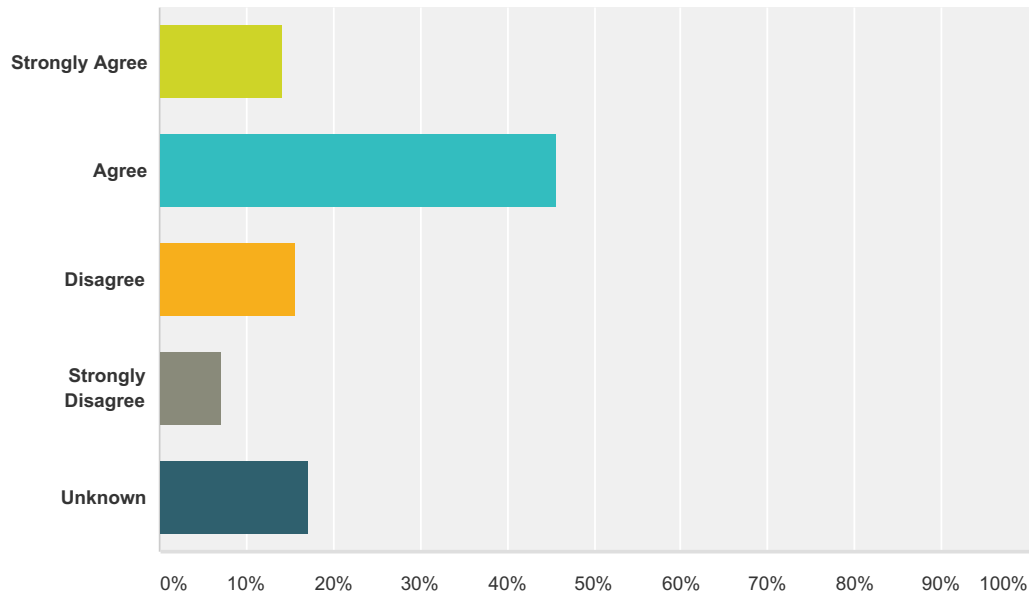
Answered: 71 Skipped: 6



Answer Choices	Responses	
Strongly Agree	4.23%	3
Agree	30.99%	22
Disagree	49.30%	35
Strongly Disagree	9.86%	7
Unknown	5.63%	4
<b>Total</b>		<b>71</b>

**Q74 I believe our health benefits (medical, dental, vision) compare well with those offered by other employers in the area.**

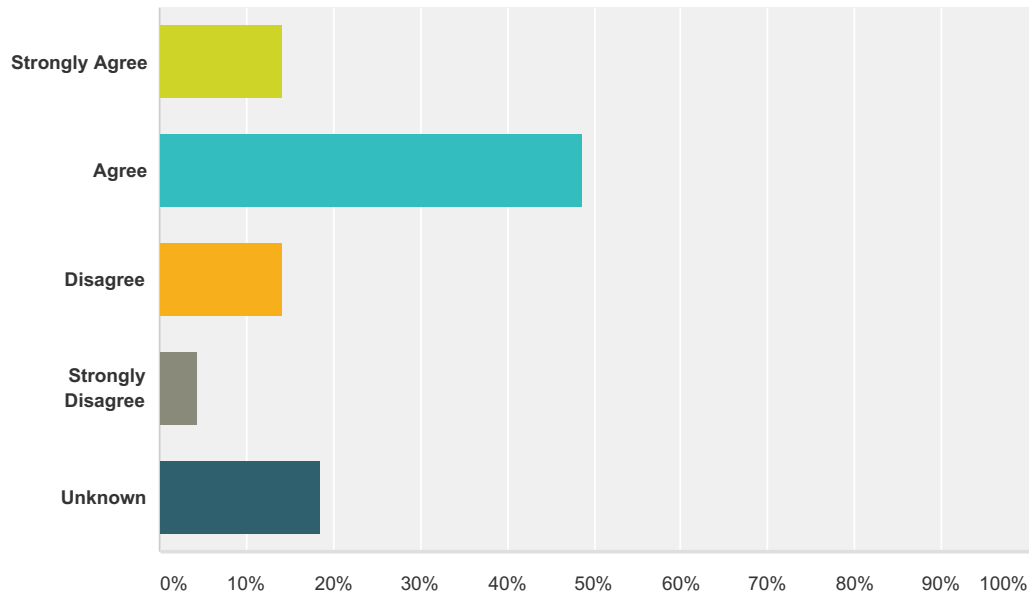
Answered: 70 Skipped: 7



Answer Choices	Responses	
Strongly Agree	14.29%	10
Agree	45.71%	32
Disagree	15.71%	11
Strongly Disagree	7.14%	5
Unknown	17.14%	12
<b>Total</b>		<b>70</b>

**Q75 I believe our leave policies (vacation, sick leave, etc.) compare well with those offered by other employers in the area.**

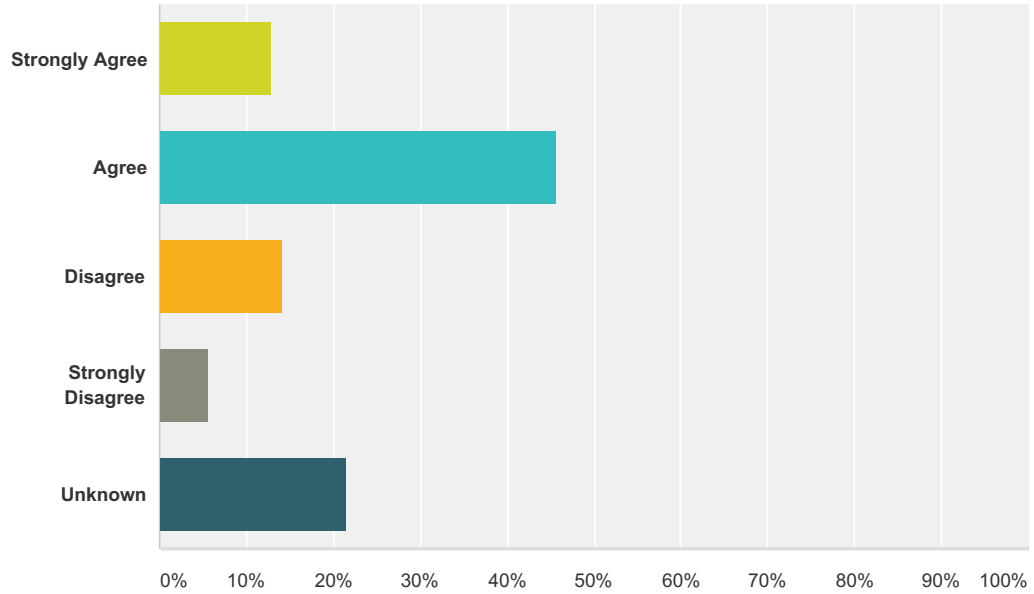
Answered: 70 Skipped: 7



Answer Choices	Responses	
Strongly Agree	14.29%	10
Agree	48.57%	34
Disagree	14.29%	10
Strongly Disagree	4.29%	3
Unknown	18.57%	13
<b>Total</b>		<b>70</b>

**Q76 I believe our retirement benefits compare well with those offered by other employers in the area.**

Answered: 70 Skipped: 7

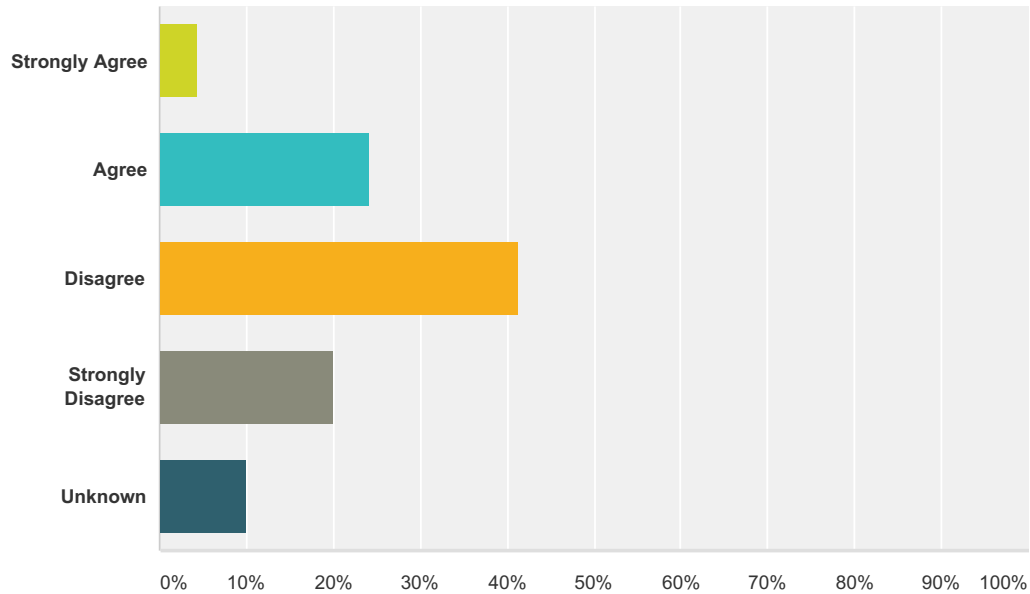


Answer Choices	Responses	
Strongly Agree	12.86%	9
Agree	45.71%	32
Disagree	14.29%	10
Strongly Disagree	5.71%	4
Unknown	21.43%	15
<b>Total</b>		<b>70</b>



**Q77 Our retirement benefits give me confidence that I will have enough money when I retire to maintain my current standard of living.**

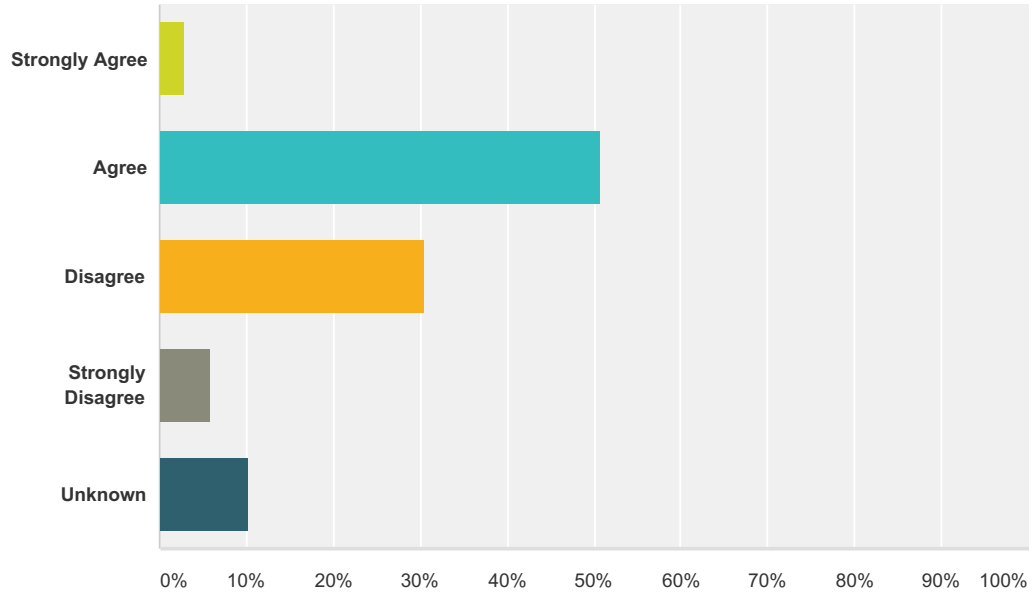
Answered: 70 Skipped: 7



Answer Choices	Responses	
Strongly Agree	4.29%	3
Agree	24.29%	17
Disagree	41.43%	29
Strongly Disagree	20.00%	14
Unknown	10.00%	7
<b>Total</b>		<b>70</b>

**Q78 The amount of money that I must contribute toward the cost of my benefits is reasonable.**

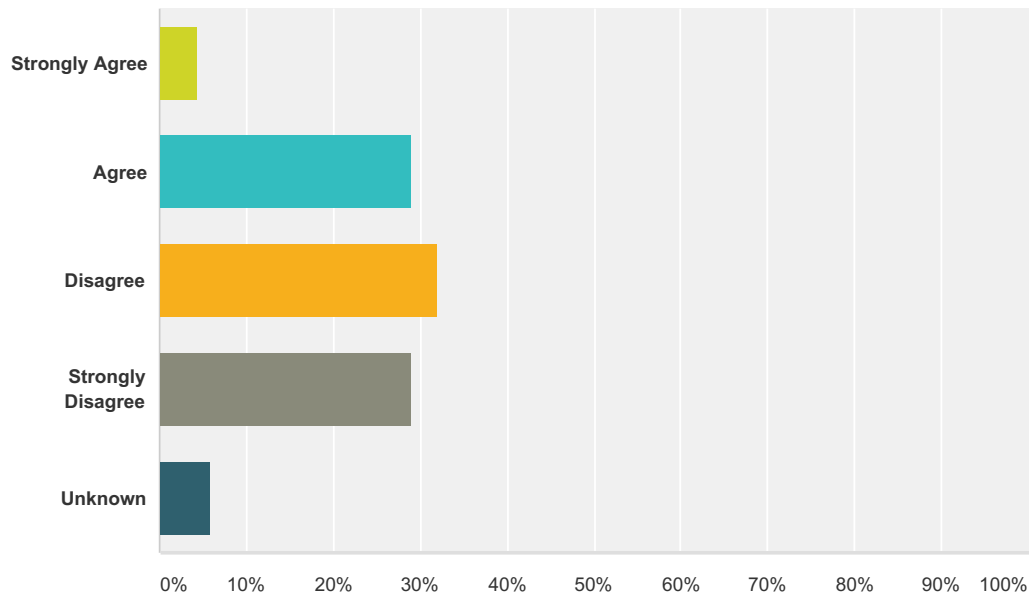
Answered: 69 Skipped: 8



Answer Choices	Responses	
Strongly Agree	2.90%	2
Agree	50.72%	35
Disagree	30.43%	21
Strongly Disagree	5.80%	4
Unknown	10.14%	7
<b>Total</b>		<b>69</b>

**Q79 The culture and policies of the college support a healthy work/life balance.**

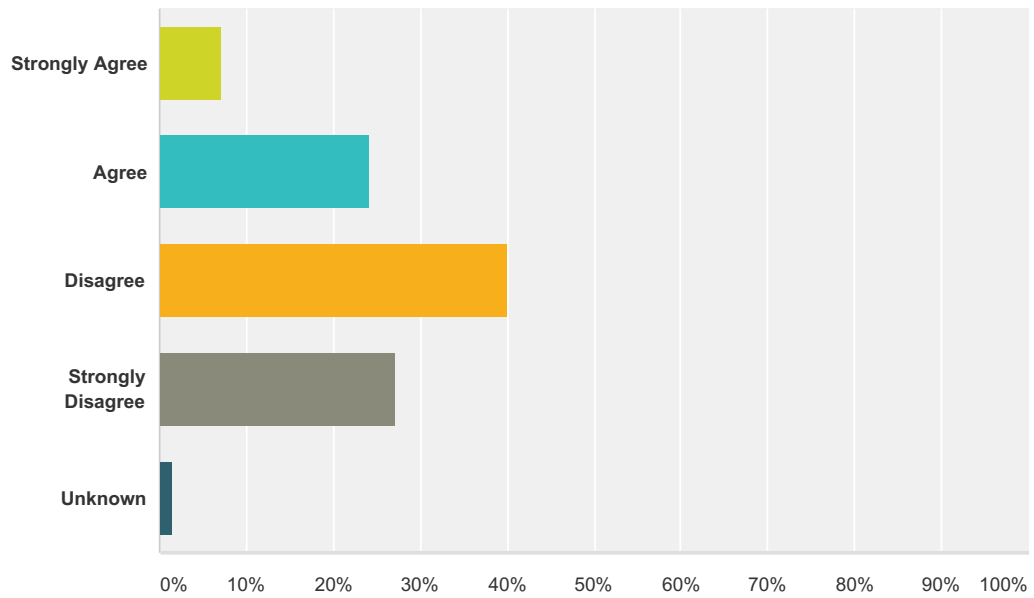
Answered: 69 Skipped: 8



Answer Choices	Responses	
Strongly Agree	4.35%	3
Agree	28.99%	20
Disagree	31.88%	22
Strongly Disagree	28.99%	20
Unknown	5.80%	4
<b>Total</b>		<b>69</b>

## Q80 I feel like I know what is going on at the college.

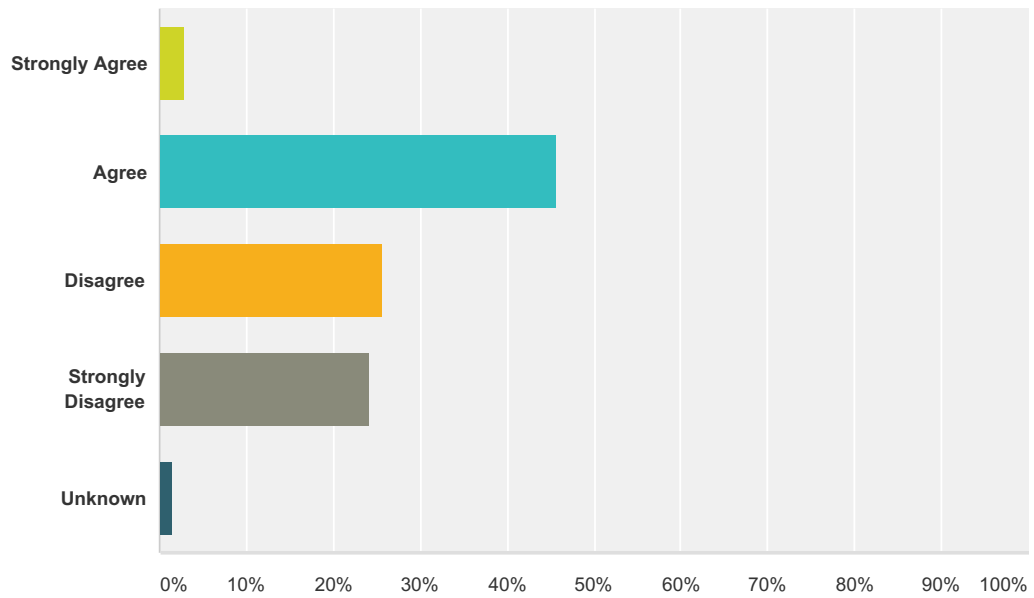
Answered: 70 Skipped: 7



Answer Choices	Responses	
Strongly Agree	7.14%	5
Agree	24.29%	17
Disagree	40.00%	28
Strongly Disagree	27.14%	19
Unknown	1.43%	1
<b>Total</b>		<b>70</b>

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

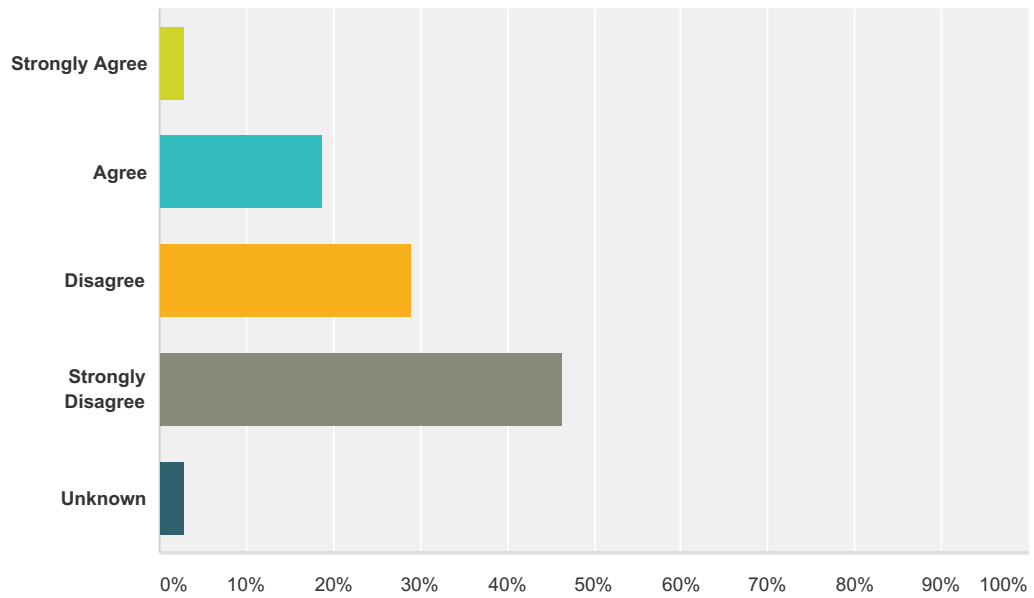
Answered: 70 Skipped: 7



Answer Choices	Responses	
Strongly Agree	2.86%	2
Agree	45.71%	32
Disagree	25.71%	18
Strongly Disagree	24.29%	17
Unknown	1.43%	1
<b>Total</b>		<b>70</b>

**Q82 I get the kind of information that I need from senior management.**

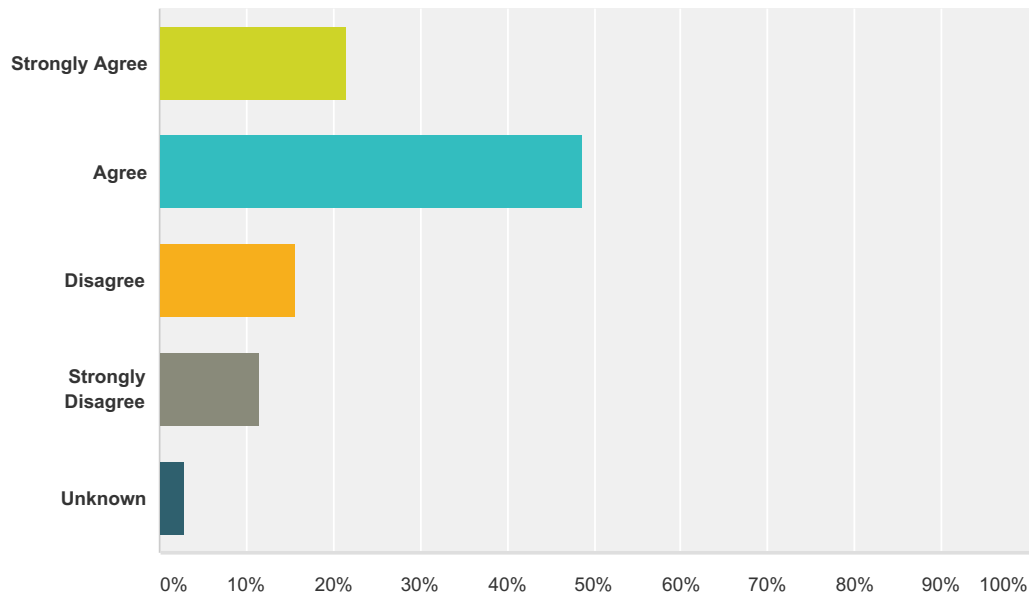
Answered: 69 Skipped: 8



Answer Choices	Responses	
Strongly Agree	2.90%	2
Agree	18.84%	13
Disagree	28.99%	20
Strongly Disagree	46.38%	32
Unknown	2.90%	2
<b>Total</b>		<b>69</b>

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

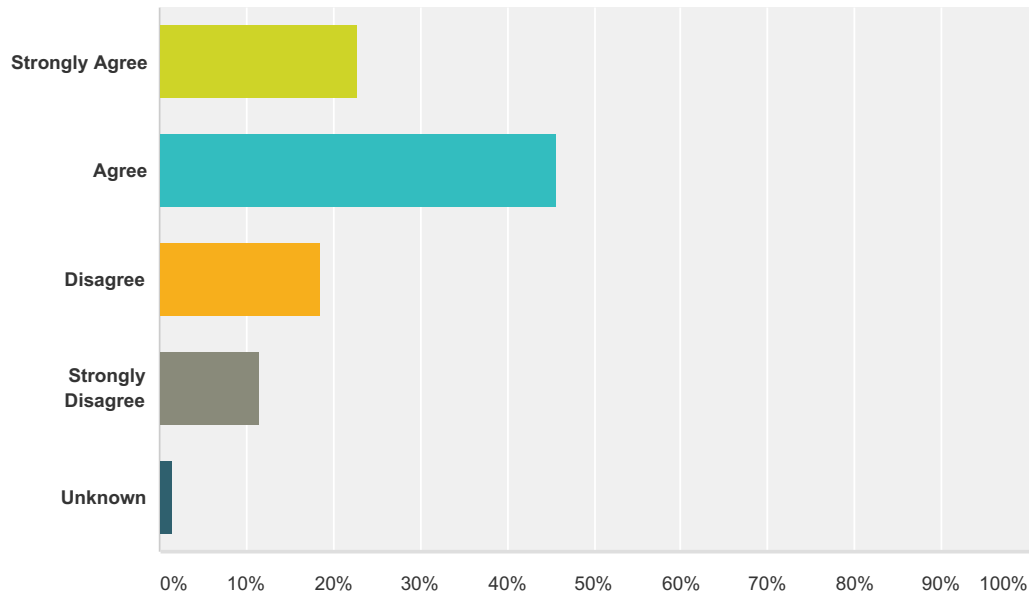
Answered: 70 Skipped: 7



Answer Choices	Responses	
Strongly Agree	21.43%	15
Agree	48.57%	34
Disagree	15.71%	11
Strongly Disagree	11.43%	8
Unknown	2.86%	2
<b>Total</b>		<b>70</b>

**Q84 I feel encouraged to find new and better ways of doing my job and improving processes.**

Answered: 70 Skipped: 7

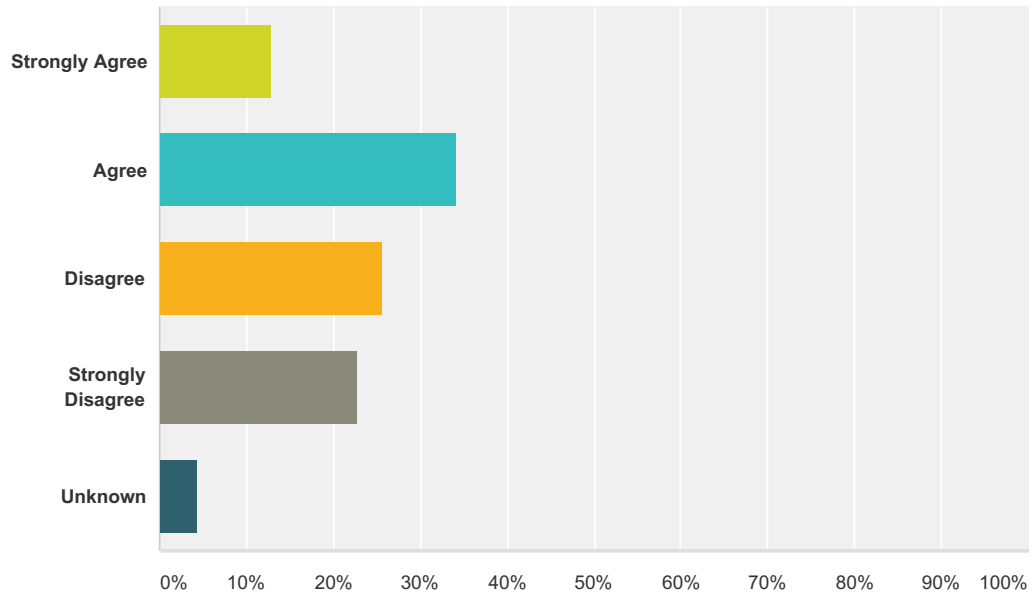


Answer Choices	Responses	
Strongly Agree	22.86%	16
Agree	45.71%	32
Disagree	18.57%	13
Strongly Disagree	11.43%	8
Unknown	1.43%	1
<b>Total</b>		<b>70</b>



## Q85 My opinion at work seems to count.

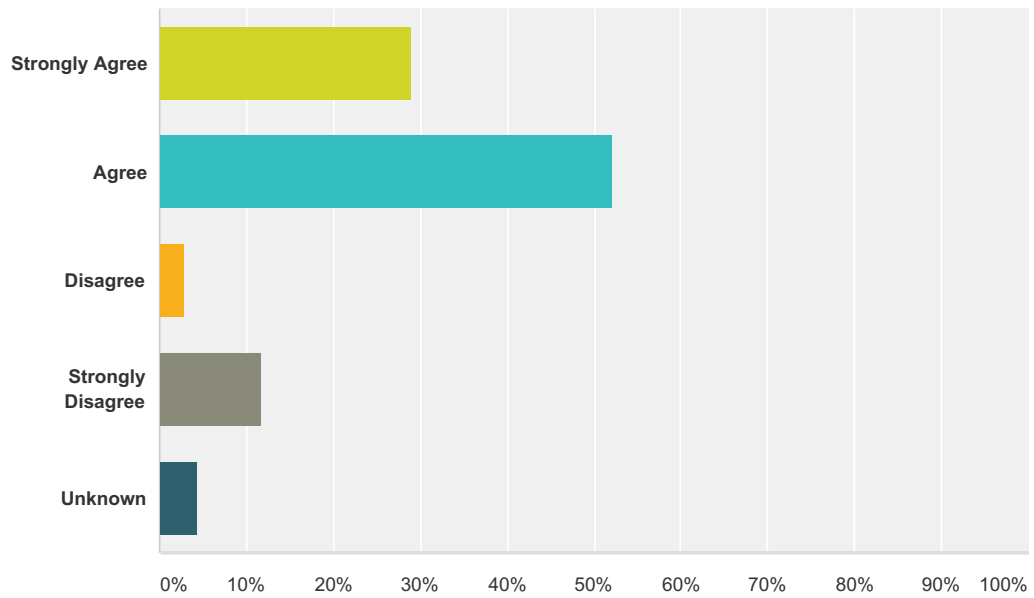
Answered: 70 Skipped: 7



Answer Choices	Responses	
Strongly Agree	12.86%	9
Agree	34.29%	24
Disagree	25.71%	18
Strongly Disagree	22.86%	16
Unknown	4.29%	3
<b>Total</b>		<b>70</b>

## Q86 My most recent performance evaluation was fair.

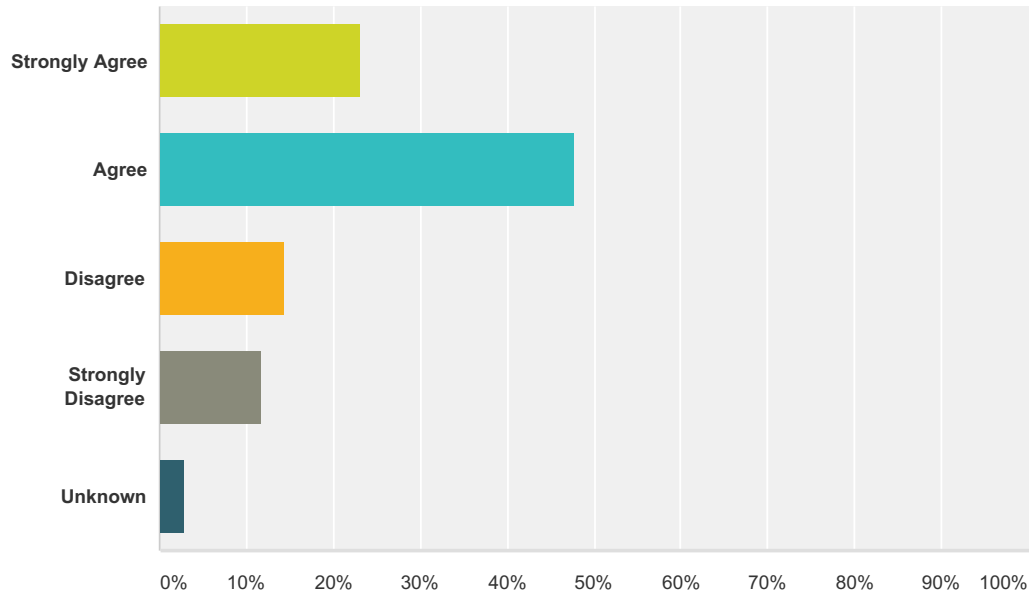
Answered: 69 Skipped: 8



Answer Choices	Responses	
Strongly Agree	28.99%	20
Agree	52.17%	36
Disagree	2.90%	2
Strongly Disagree	11.59%	8
Unknown	4.35%	3
<b>Total</b>		<b>69</b>

**Q87 The feedback I received during my most recent performance evaluation was meaningful and has helped me to improve my work.**

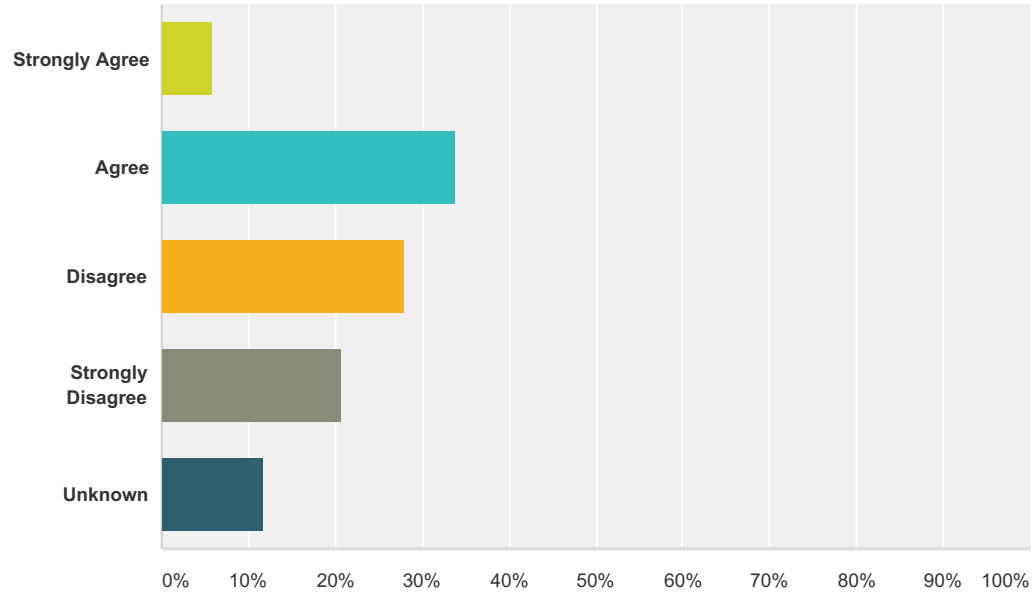
Answered: 69 Skipped: 8



Answer Choices	Responses	
Strongly Agree	23.19%	16
Agree	47.83%	33
Disagree	14.49%	10
Strongly Disagree	11.59%	8
Unknown	2.90%	2
<b>Total</b>		<b>69</b>

**Q88 I am satisfied that my college's faculty pay-for-performance process is fairly applied.**

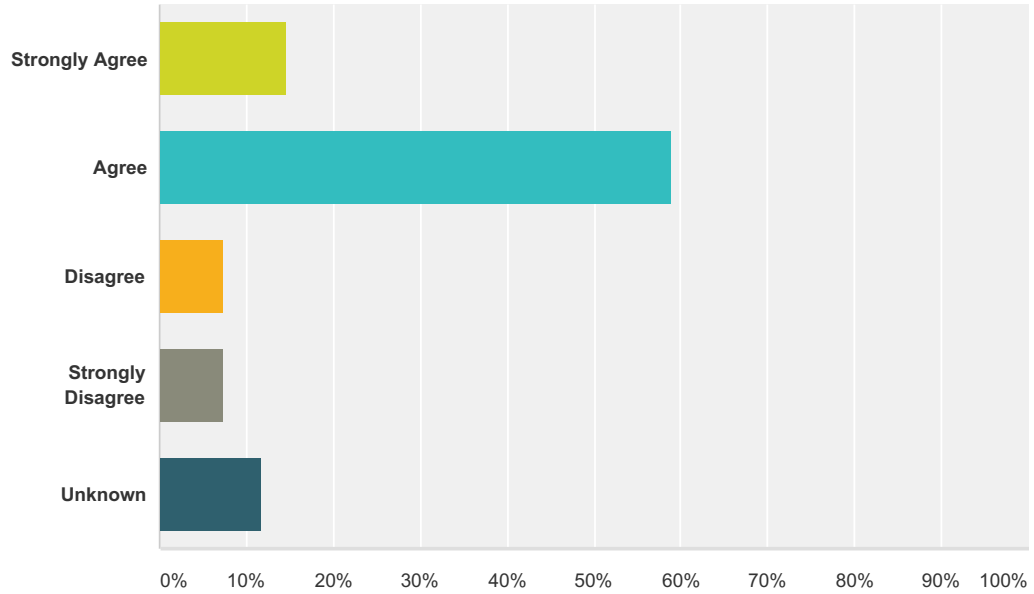
Answered: 68 Skipped: 9



Answer Choices	Responses	
Strongly Agree	5.88%	4
Agree	33.82%	23
Disagree	27.94%	19
Strongly Disagree	20.59%	14
Unknown	11.76%	8
<b>Total</b>		<b>68</b>

**Q89 I understand the revised faculty evaluation process as defined in System President Procedure 3-31.**

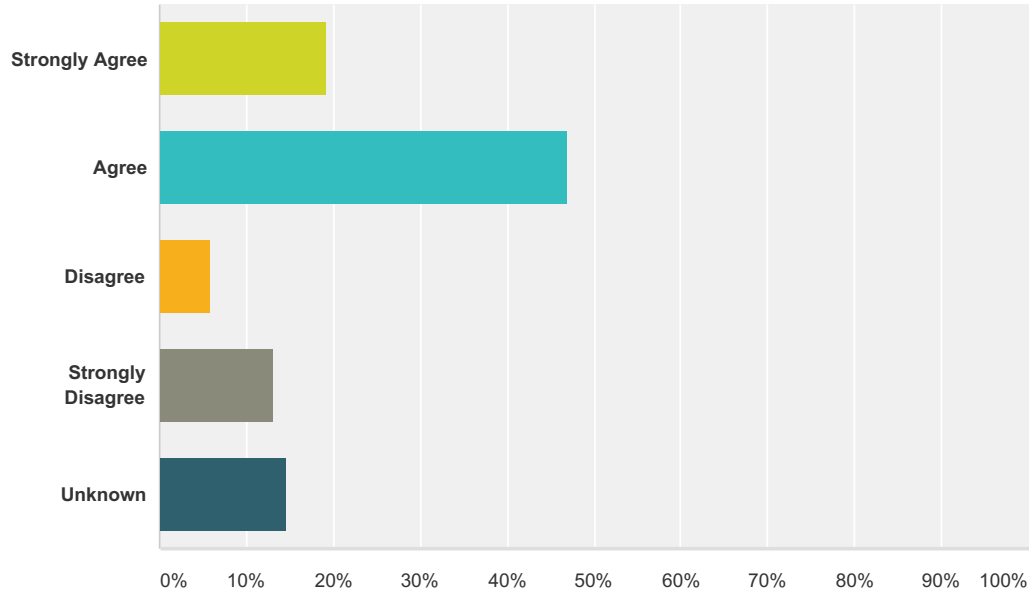
Answered: 68 Skipped: 9



Answer Choices	Responses	
Strongly Agree	14.71%	10
Agree	58.82%	40
Disagree	7.35%	5
Strongly Disagree	7.35%	5
Unknown	11.76%	8
<b>Total</b>		<b>68</b>

**Q90 I believe that my supervisor appropriately applied the revised faculty evaluation process.**

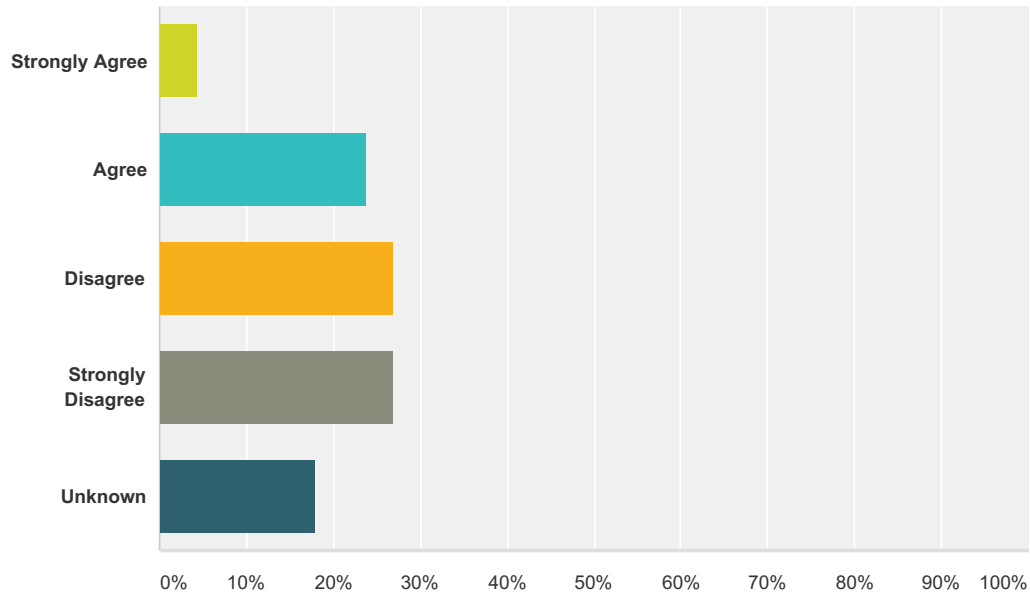
Answered: 68 Skipped: 9



Answer Choices	Responses	
Strongly Agree	19.12%	13
Agree	47.06%	32
Disagree	5.88%	4
Strongly Disagree	13.24%	9
Unknown	14.71%	10
<b>Total</b>		<b>68</b>

**Q91 I believe that the changes made to the faculty evaluation process will lead to consistency in evaluating performance across my college.**

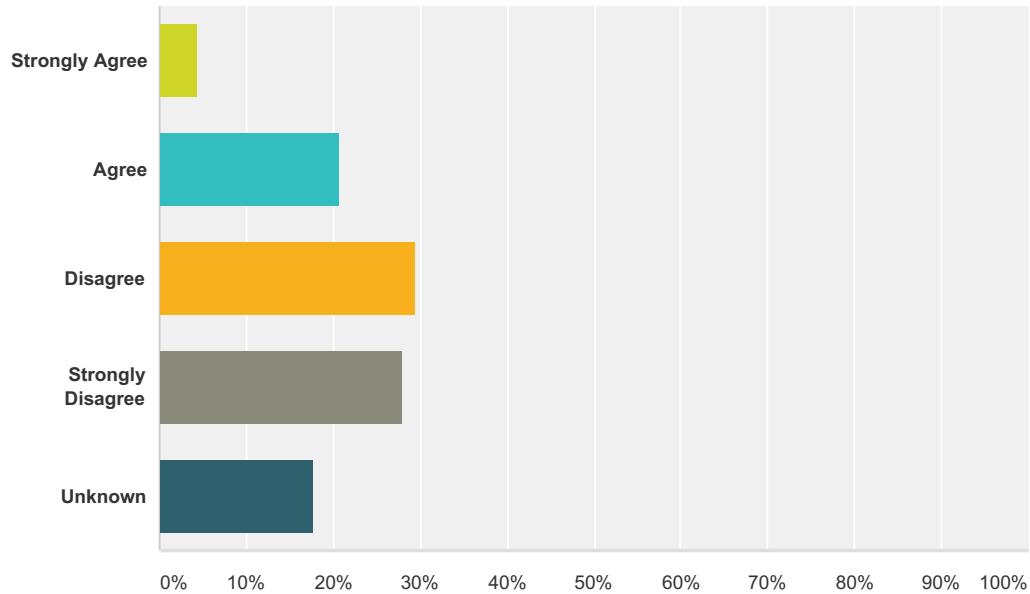
Answered: 67 Skipped: 10



Answer Choices	Responses	
Strongly Agree	4.48%	3
Agree	23.88%	16
Disagree	26.87%	18
Strongly Disagree	26.87%	18
Unknown	17.91%	12
<b>Total</b>		<b>67</b>

**Q92 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: 68 Skipped: 9

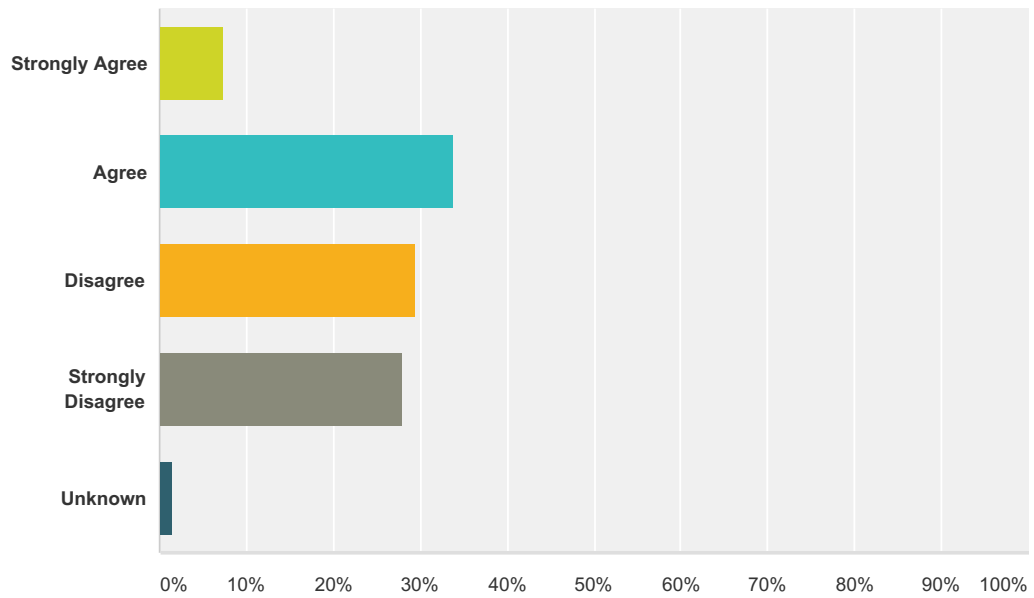


Answer Choices	Responses
Strongly Agree	4.41% 3
Agree	20.59% 14
Disagree	29.41% 20
Strongly Disagree	27.94% 19
Unknown	17.65% 12
<b>Total</b>	<b>68</b>



### Q93 I feel I have good job security at my college.

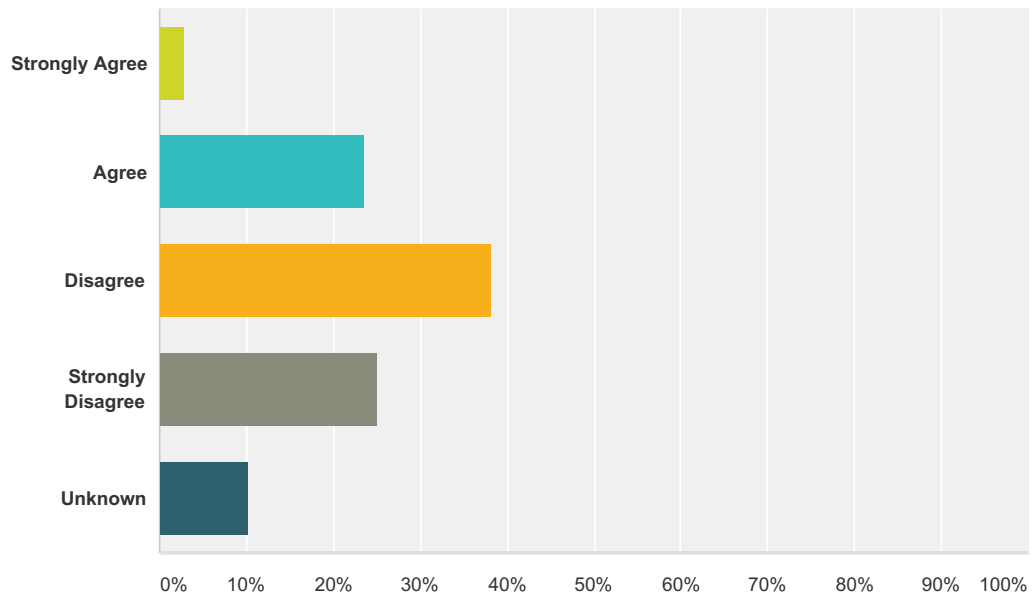
Answered: 68 Skipped: 9



Answer Choices	Responses	
Strongly Agree	7.35%	5
Agree	33.82%	23
Disagree	29.41%	20
Strongly Disagree	27.94%	19
Unknown	1.47%	1
<b>Total</b>		<b>68</b>

**Q94 I feel I have good career advancement opportunities at my college.**

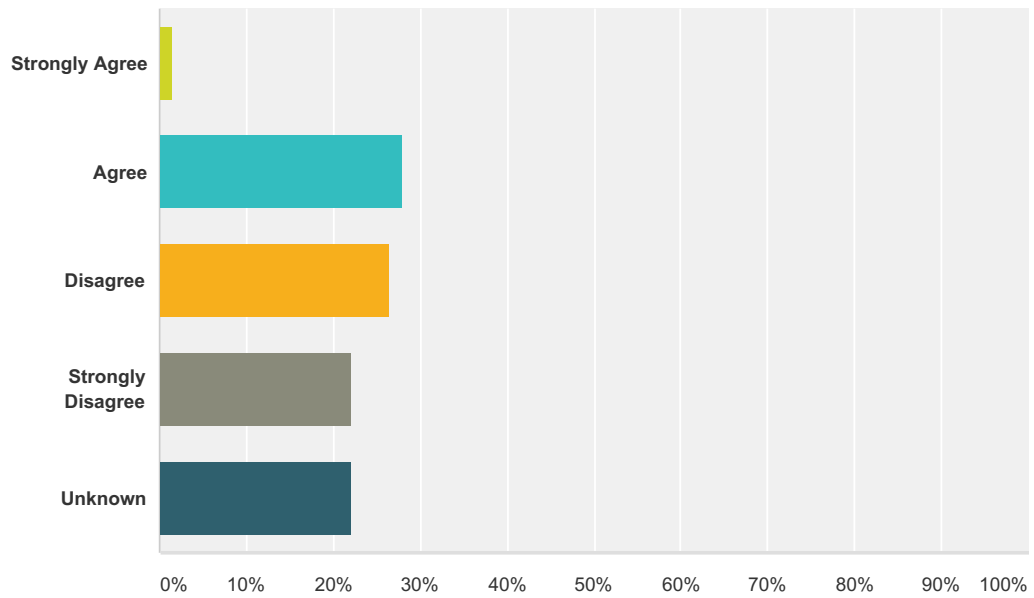
Answered: 68 Skipped: 9



Answer Choices	Responses	
Strongly Agree	2.94%	2
Agree	23.53%	16
Disagree	38.24%	26
Strongly Disagree	25.00%	17
Unknown	10.29%	7
<b>Total</b>		<b>68</b>

### Q95 Promotions in my department and college are determined based upon merit.

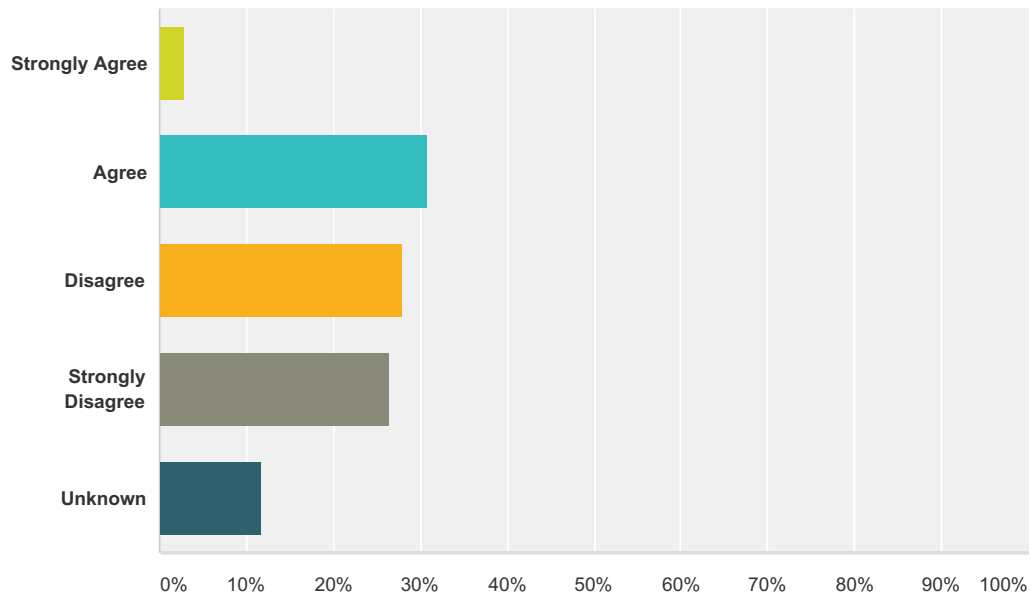
Answered: 68 Skipped: 9



Answer Choices	Responses	
Strongly Agree	1.47%	1
Agree	27.94%	19
Disagree	26.47%	18
Strongly Disagree	22.06%	15
Unknown	22.06%	15
<b>Total</b>		<b>68</b>

**Q96 I am optimistic about my future opportunities at the college.**

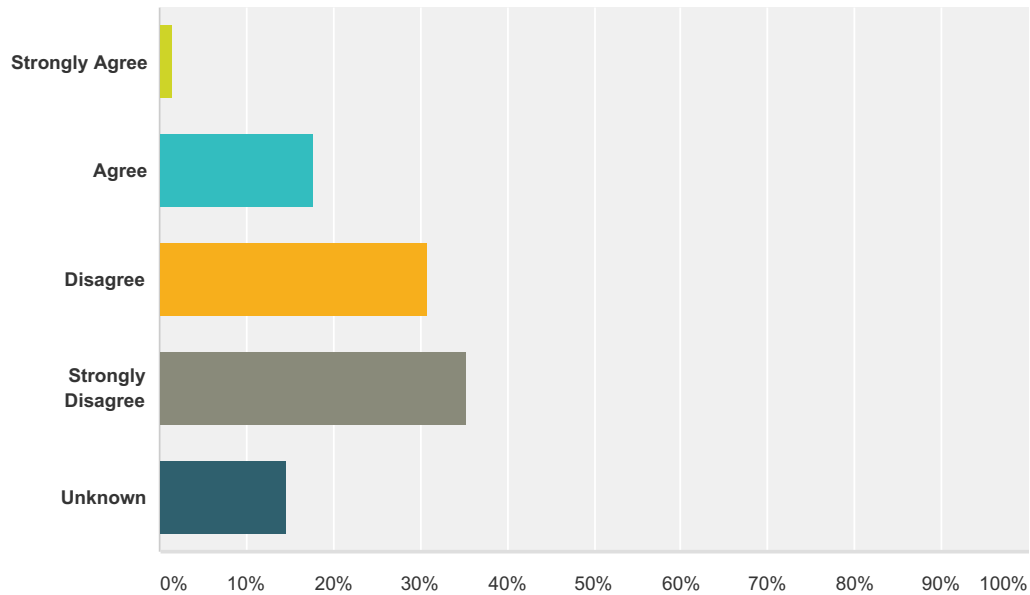
Answered: 68 Skipped: 9



Answer Choices	Responses	
Strongly Agree	2.94%	2
Agree	30.88%	21
Disagree	27.94%	19
Strongly Disagree	26.47%	18
Unknown	11.76%	8
<b>Total</b>		<b>68</b>

**Q97 The college does a good job of developing employees for job opportunities and advancement in the organization.**

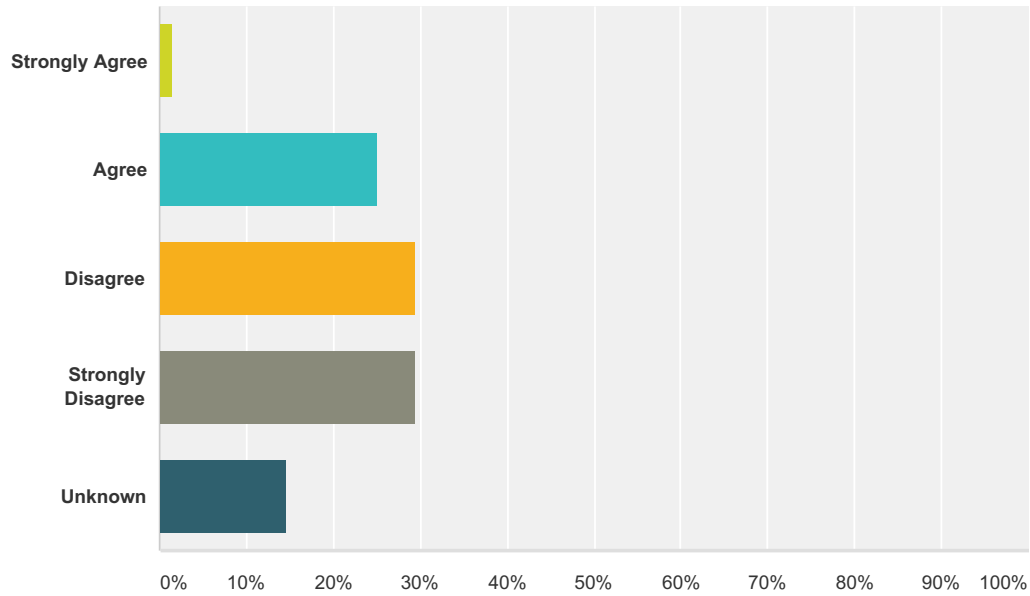
Answered: 68 Skipped: 9



Answer Choices	Responses	
Strongly Agree	1.47%	1
Agree	17.65%	12
Disagree	30.88%	21
Strongly Disagree	35.29%	24
Unknown	14.71%	10
<b>Total</b>		<b>68</b>

**Q98 At my college, employees that work hard and do a good job will have opportunities for promotions and advancement.**

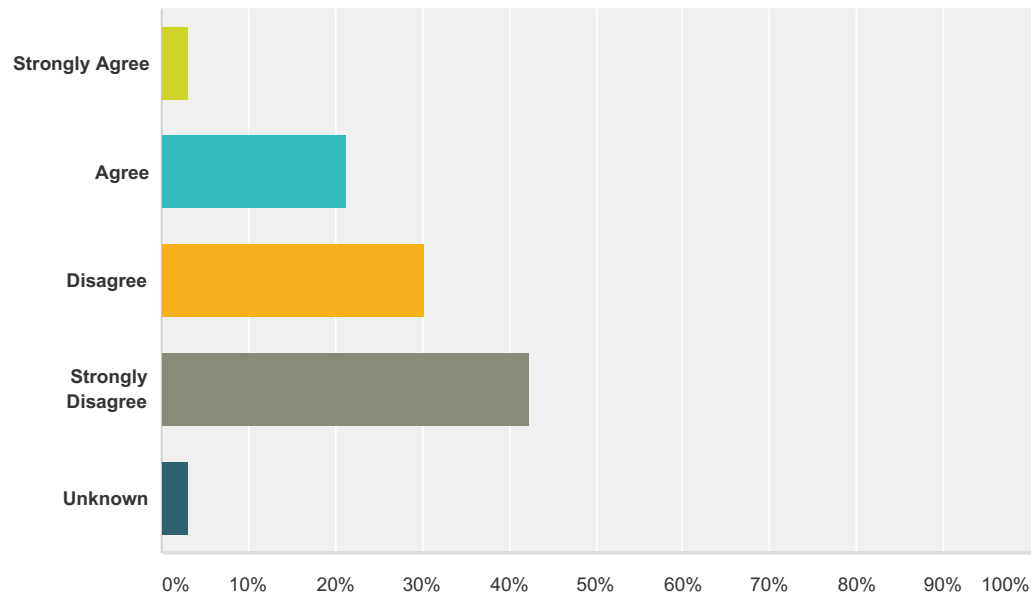
Answered: 68 Skipped: 9



Answer Choices	Responses	
Strongly Agree	1.47%	1
Agree	25.00%	17
Disagree	29.41%	20
Strongly Disagree	29.41%	20
Unknown	14.71%	10
<b>Total</b>		<b>68</b>

**Q99 Overall, I believe that my college is a well-run organization.**

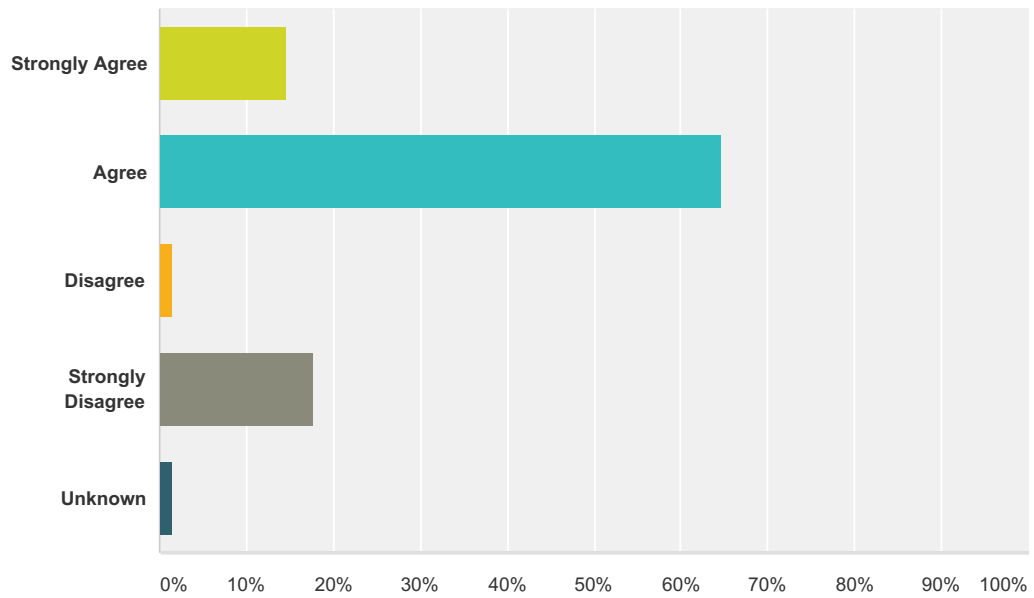
Answered: 66 Skipped: 11



Answer Choices	Responses	
Strongly Agree	3.03%	2
Agree	21.21%	14
Disagree	30.30%	20
Strongly Disagree	42.42%	28
Unknown	3.03%	2
<b>Total</b>		<b>66</b>

**Q100 I know the mission, vision and goals that have been set by my college.**

Answered: 68 Skipped: 9

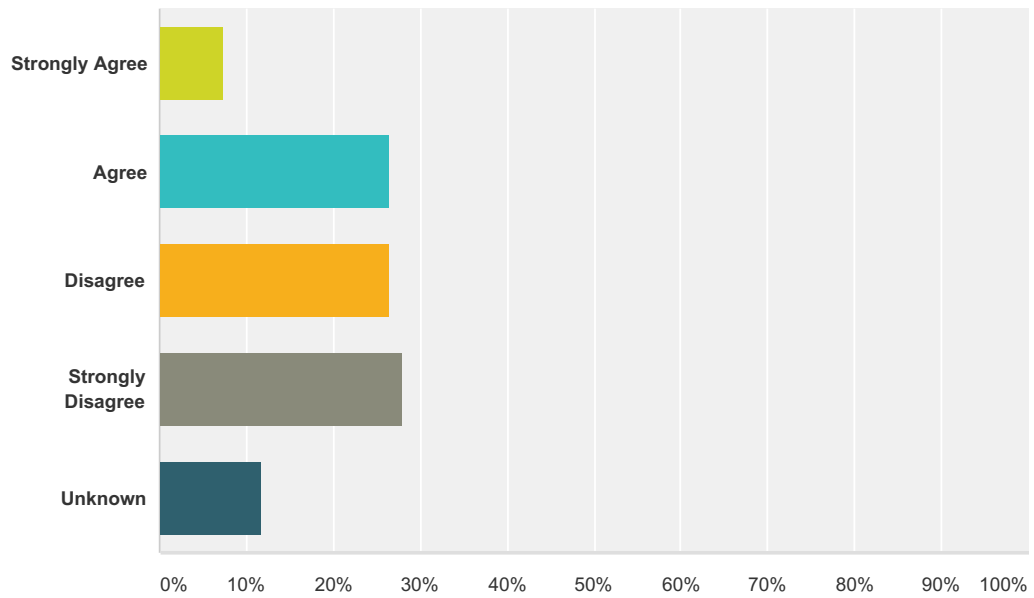


Answer Choices	Responses	
Strongly Agree	14.71%	10
Agree	64.71%	44
Disagree	1.47%	1
Strongly Disagree	17.65%	12
Unknown	1.47%	1
<b>Total</b>		<b>68</b>



**Q101 I believe that the college is achieving its mission, vision and goals.**

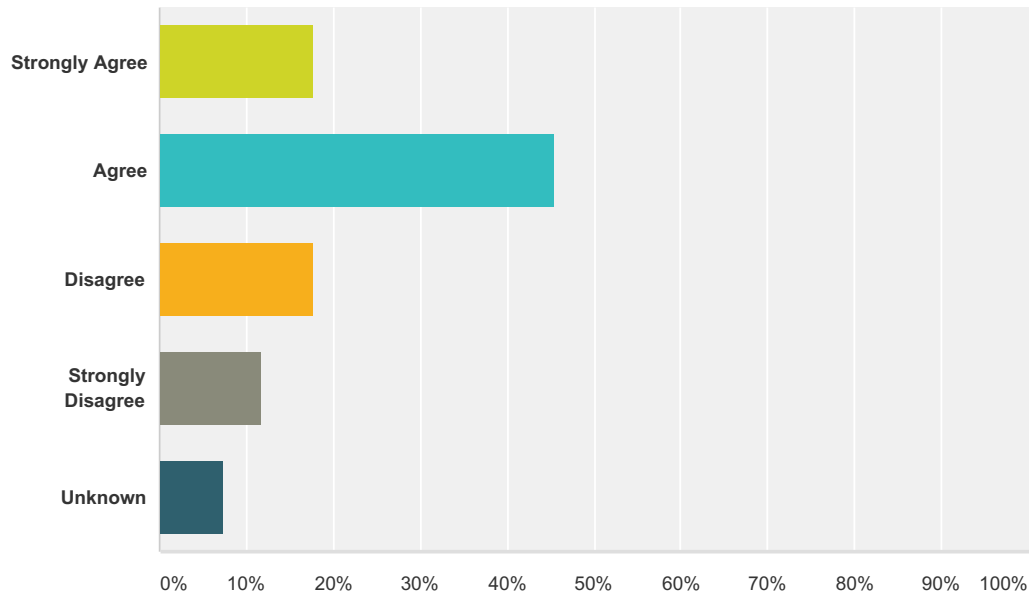
Answered: 68 Skipped: 9



Answer Choices	Responses	
Strongly Agree	7.35%	5
Agree	26.47%	18
Disagree	26.47%	18
Strongly Disagree	27.94%	19
Unknown	11.76%	8
<b>Total</b>		<b>68</b>

**Q102 I understand how to do my part in helping the college to achieve its mission, vision and goals.**

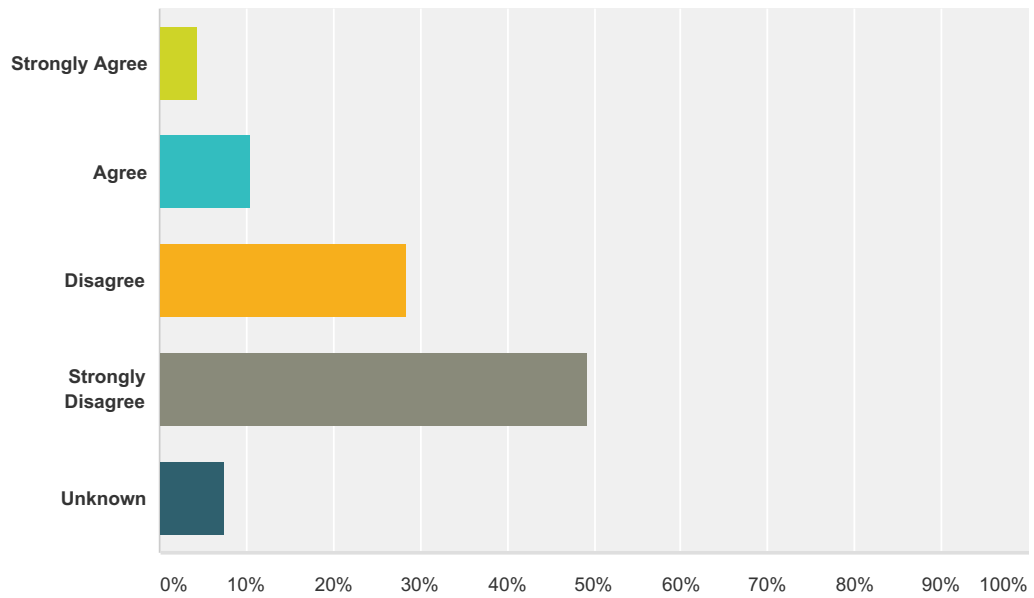
Answered: 68 Skipped: 9



Answer Choices	Responses	
Strongly Agree	17.65%	12
Agree	45.59%	31
Disagree	17.65%	12
Strongly Disagree	11.76%	8
Unknown	7.35%	5
<b>Total</b>		<b>68</b>

### Q103 I have trust and confidence in the leadership of the college.

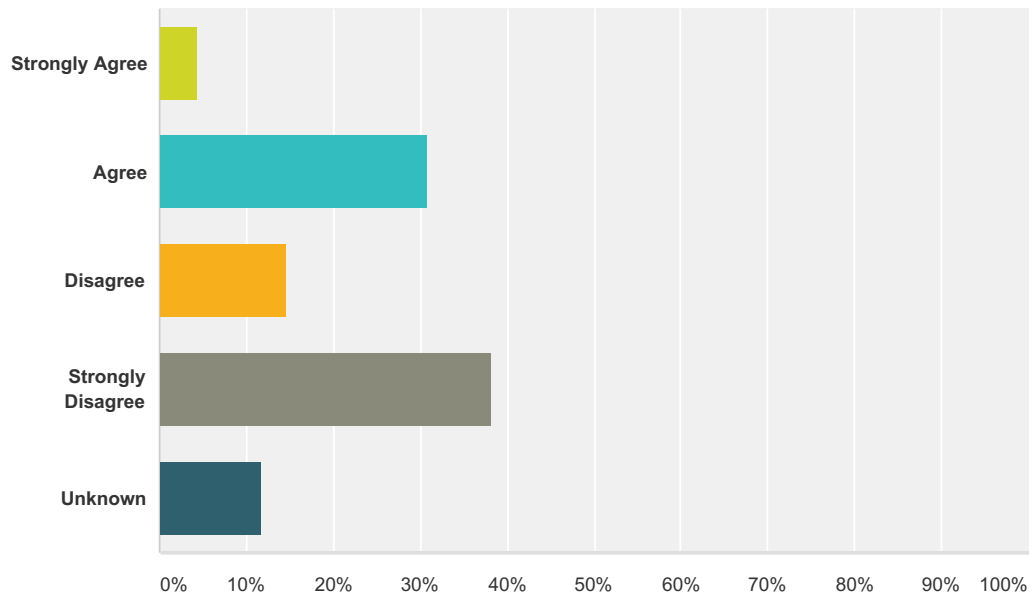
Answered: 67 Skipped: 10



Answer Choices	Responses	
Strongly Agree	4.48%	3
Agree	10.45%	7
Disagree	28.36%	19
Strongly Disagree	49.25%	33
Unknown	7.46%	5
<b>Total</b>		<b>67</b>

### Q104 My college is headed in the right direction.

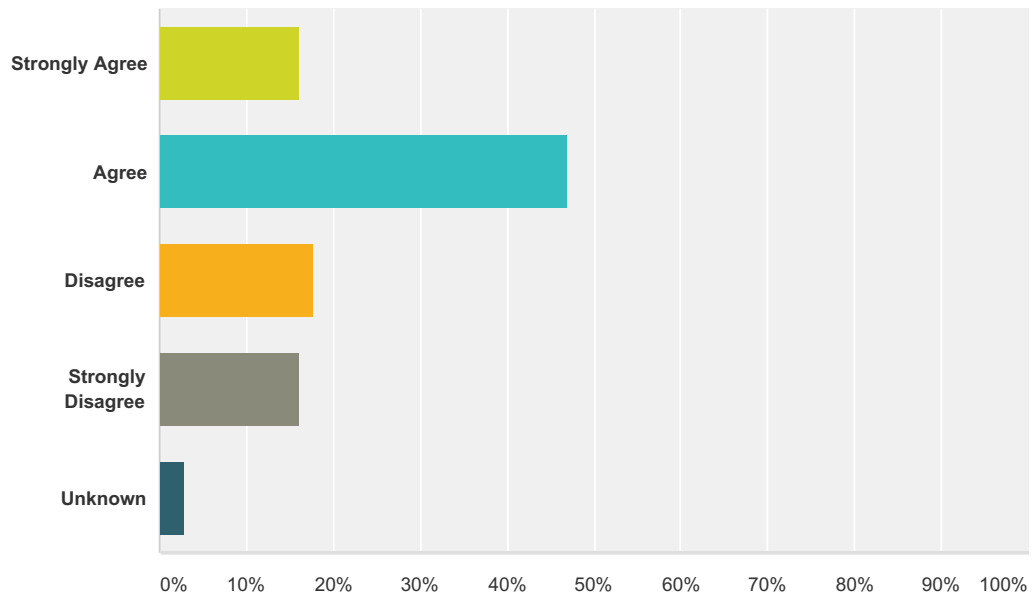
Answered: 68 Skipped: 9



Answer Choices	Responses	
Strongly Agree	4.41%	3
Agree	30.88%	21
Disagree	14.71%	10
Strongly Disagree	38.24%	26
Unknown	11.76%	8
<b>Total</b>		<b>68</b>

## Q105 I am proud to tell others that I work for this college.

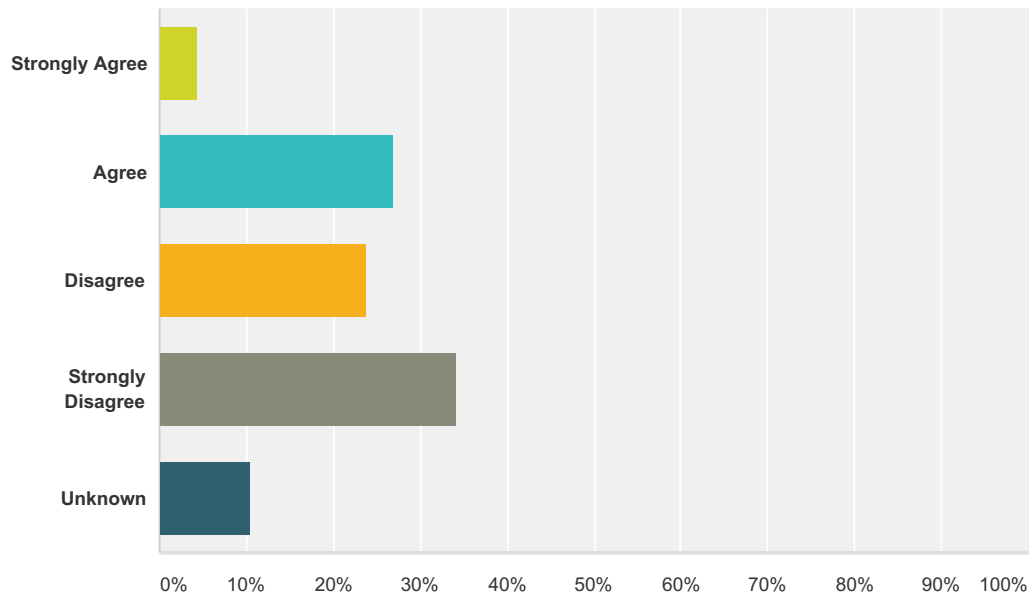
Answered: 68 Skipped: 9



Answer Choices	Responses	
Strongly Agree	16.18%	11
Agree	47.06%	32
Disagree	17.65%	12
Strongly Disagree	16.18%	11
Unknown	2.94%	2
<b>Total</b>		<b>68</b>

### Q106 I feel that the college cares about its employees.

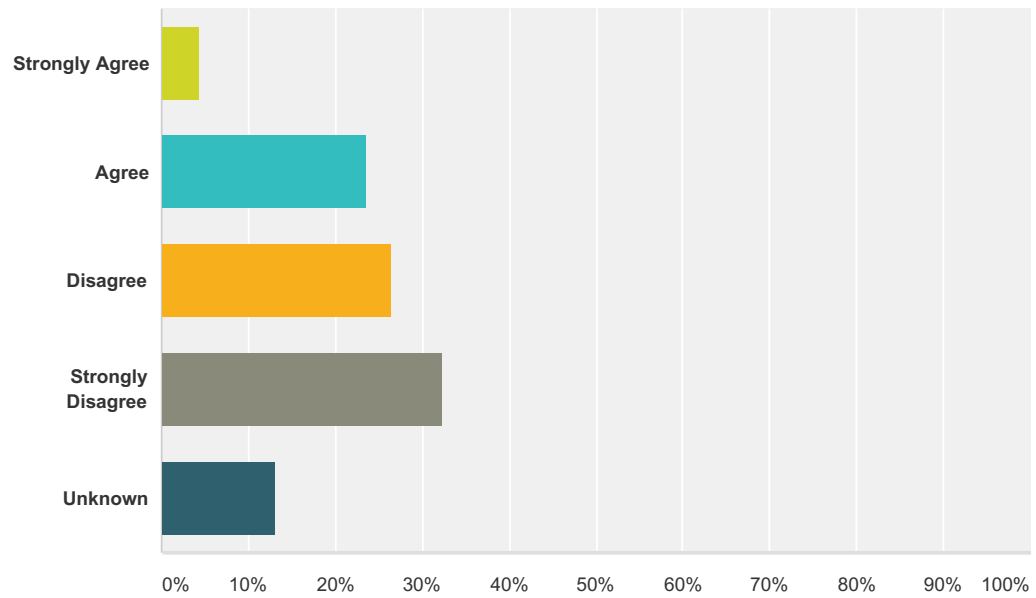
Answered: 67 Skipped: 10



Answer Choices	Responses	
Strongly Agree	4.48%	3
Agree	26.87%	18
Disagree	23.88%	16
Strongly Disagree	34.33%	23
Unknown	10.45%	7
<b>Total</b>		<b>67</b>

## Q107 Employees at this college are treated well and fairly.

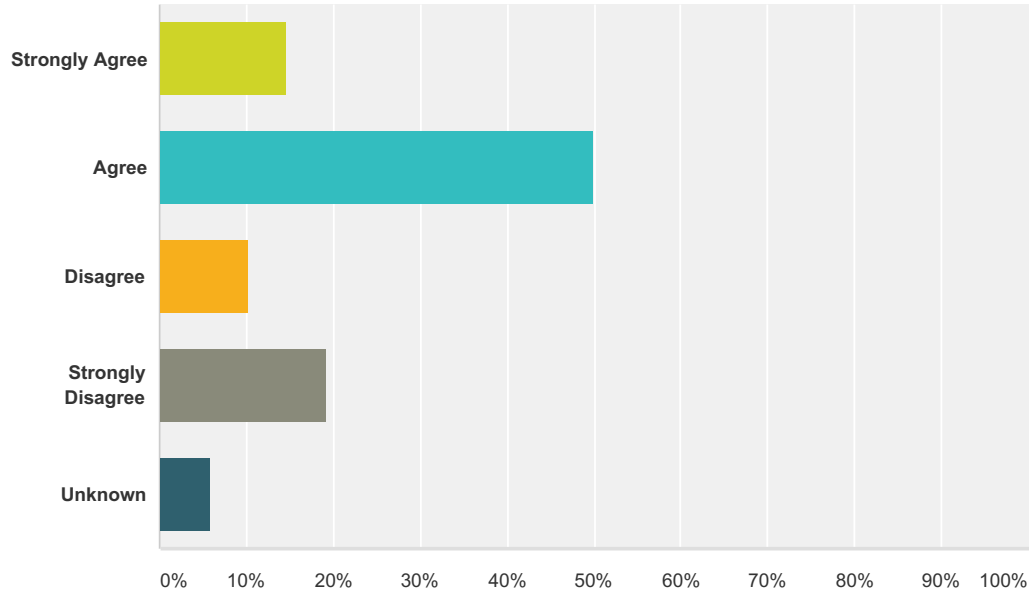
Answered: 68 Skipped: 9



Answer Choices	Responses	
Strongly Agree	4.41%	3
Agree	23.53%	16
Disagree	26.47%	18
Strongly Disagree	32.35%	22
Unknown	13.24%	9
<b>Total</b>		<b>68</b>

**Q108 I believe that my college is an inclusive environment that fosters appreciation for diversity.**

Answered: 68 Skipped: 9

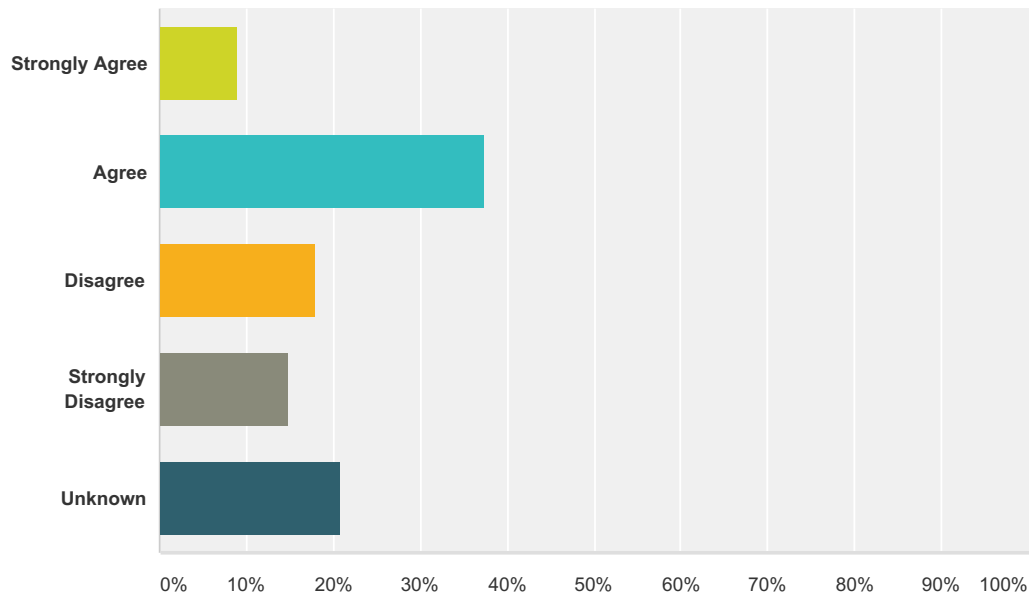


Answer Choices	Responses	
Strongly Agree	14.71%	10
Agree	50.00%	34
Disagree	10.29%	7
Strongly Disagree	19.12%	13
Unknown	5.88%	4
<b>Total</b>		<b>68</b>



### Q109 My college has a good reputation in the community.

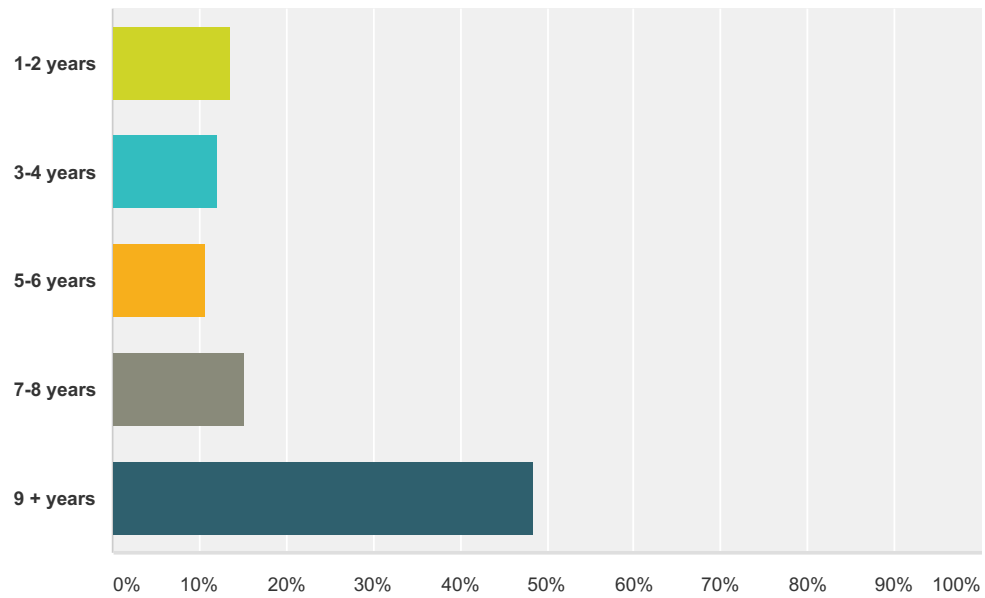
Answered: 67 Skipped: 10



Answer Choices	Responses	
Strongly Agree	8.96%	6
Agree	37.31%	25
Disagree	17.91%	12
Strongly Disagree	14.93%	10
Unknown	20.90%	14
<b>Total</b>		<b>67</b>

### Q110 I plan to work for my college for the next \_\_\_\_ years.

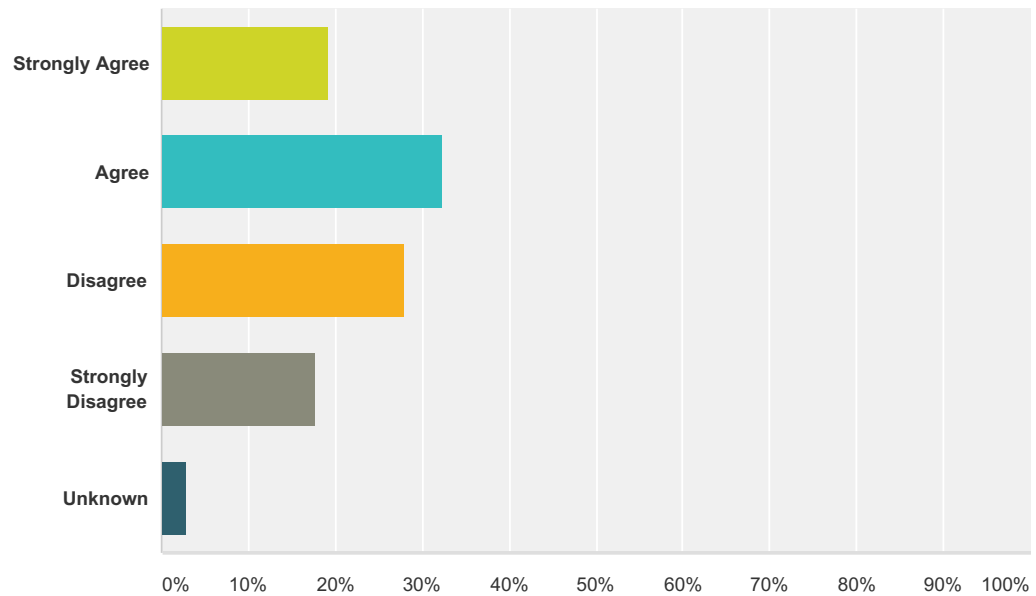
Answered: 66 Skipped: 11



Answer Choices	Responses
1-2 years	13.64% 9
3-4 years	12.12% 8
5-6 years	10.61% 7
7-8 years	15.15% 10
9 + years	48.48% 32
<b>Total</b>	<b>66</b>

### Q111 I rarely think about quitting.

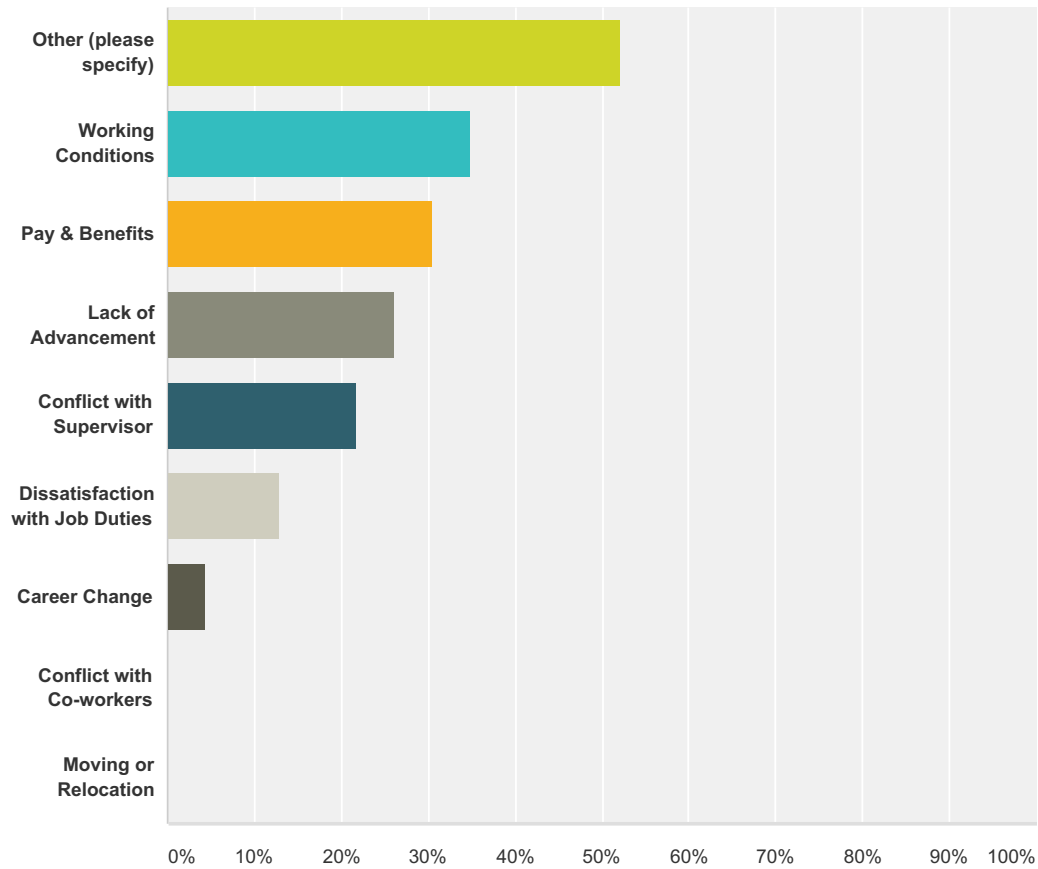
Answered: 68 Skipped: 9



Answer Choices	Responses	
Strongly Agree	19.12%	13
Agree	32.35%	22
Disagree	27.94%	19
Strongly Disagree	17.65%	12
Unknown	2.94%	2
<b>Total</b>		<b>68</b>

**Q112 If you are planning to leave your current employment, please indicate the reason(s) why.**

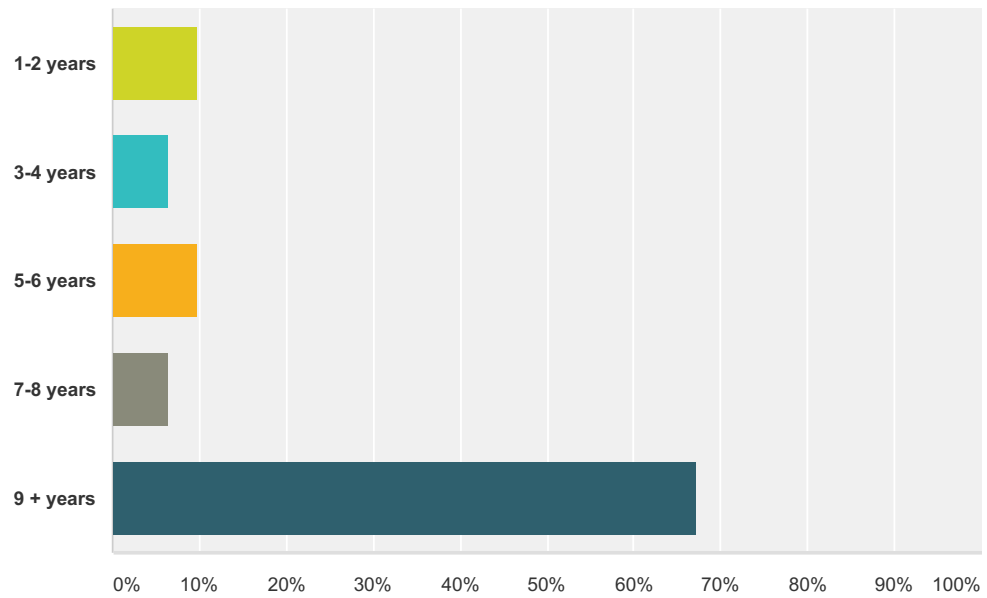
Answered: 23 Skipped: 54



Answer Choices	Responses	
Other (please specify)	52.17%	12
Working Conditions	34.78%	8
Pay & Benefits	30.43%	7
Lack of Advancement	26.09%	6
Conflict with Supervisor	21.74%	5
Dissatisfaction with Job Duties	13.04%	3
Career Change	4.35%	1
Conflict with Co-workers	0.00%	0
Moving or Relocation	0.00%	0
Total Respondents: 23		

### Q113 I am eligible for and plan to retire in the next \_\_\_\_ years.

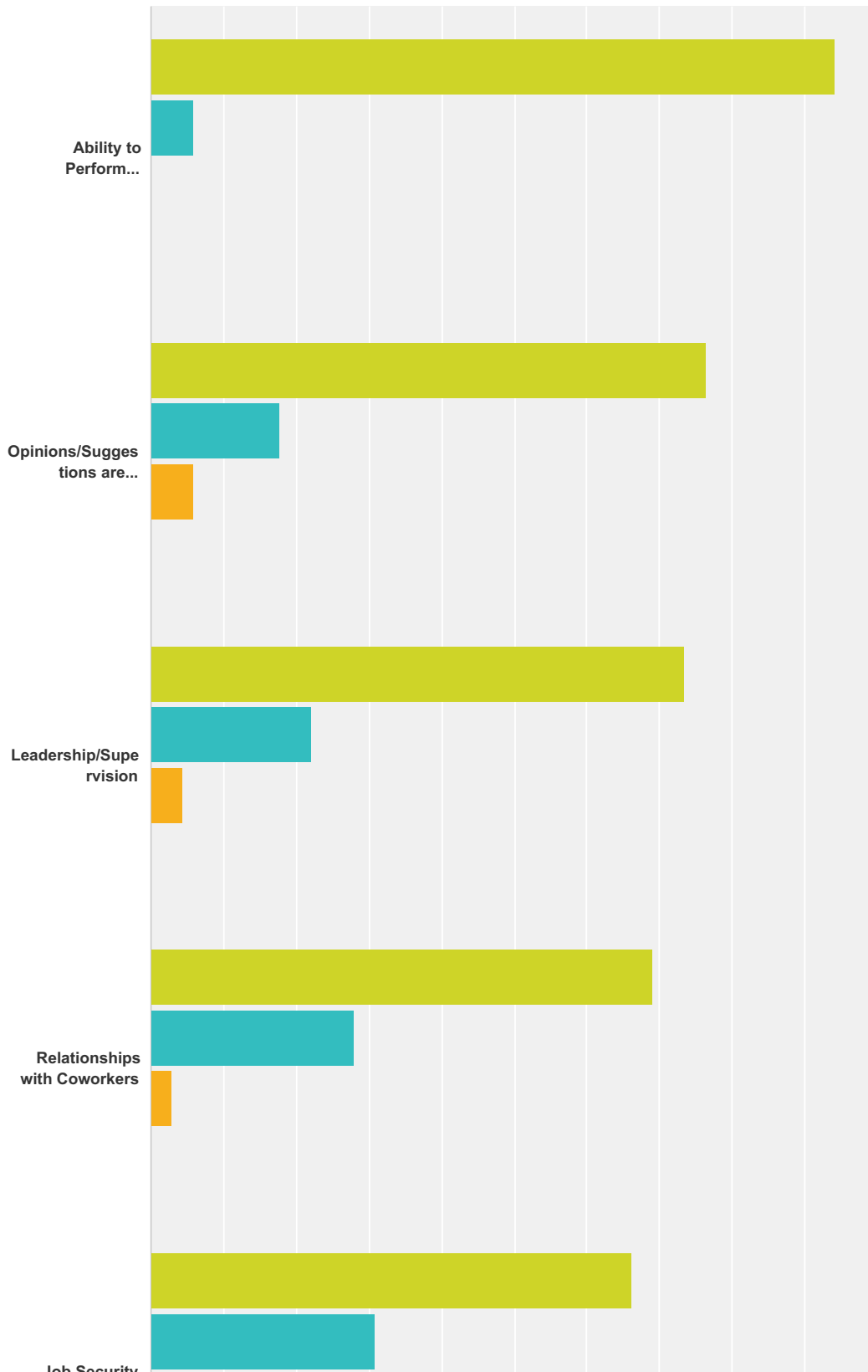
Answered: 61 Skipped: 16



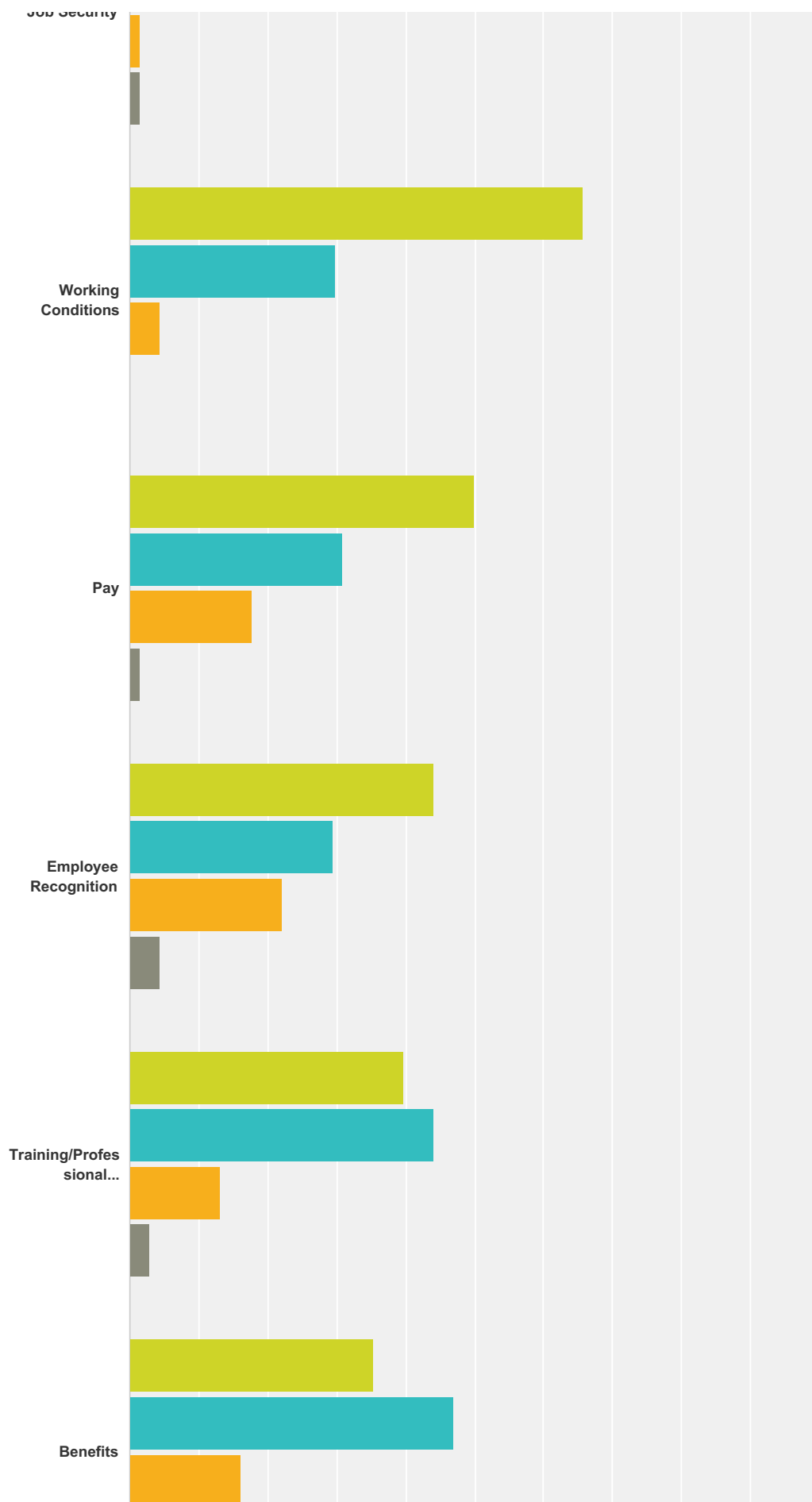
Answer Choices	Responses
1-2 years	9.84% 6
3-4 years	6.56% 4
5-6 years	9.84% 6
7-8 years	6.56% 4
9 + years	67.21% 41
<b>Total</b>	<b>61</b>

**Q114 Please rate the following factors in terms of their importance to you as they contribute to your personal job satisfaction.**

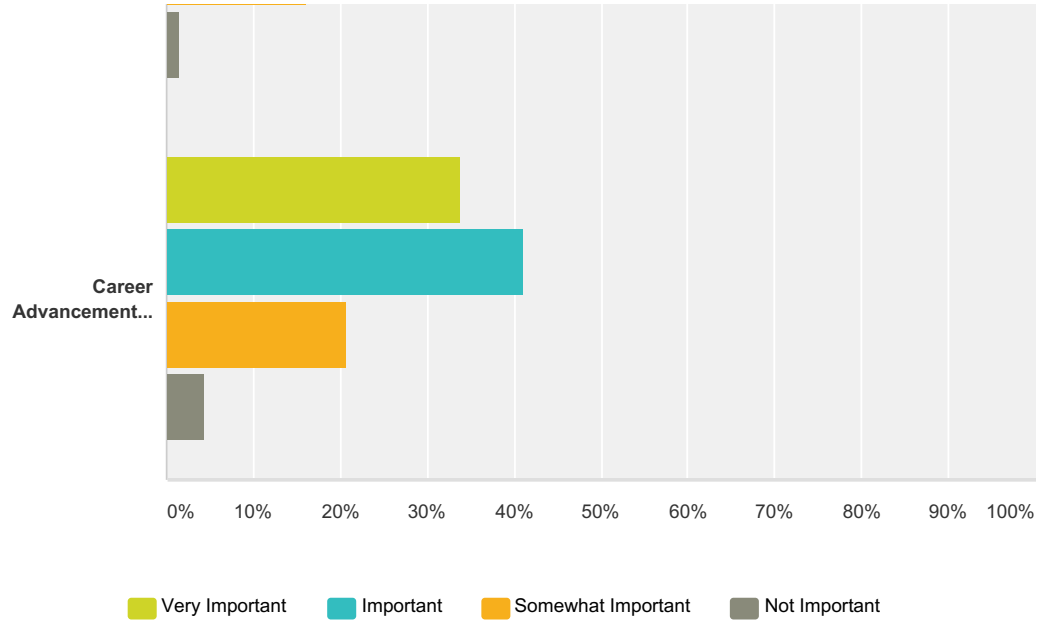
Answered: 68 Skipped: 9



# 2014 CCCS Employee Climate Survey-Faculty



## 2014 CCCS Employee Climate Survey-Faculty

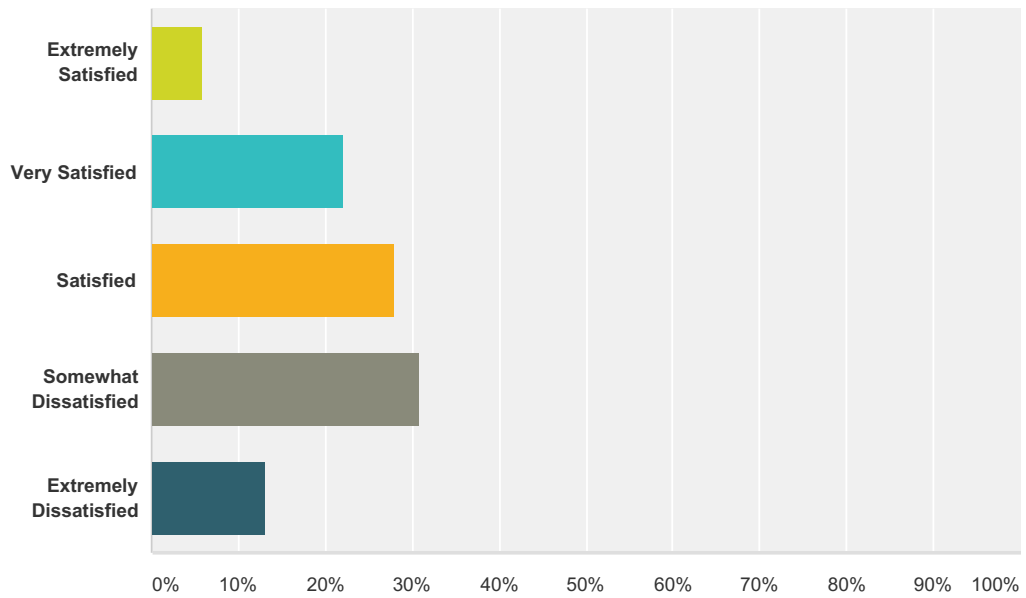


	Very Important	Important	Somewhat Important	Not Important	Total
Ability to Perform Meaningful Work	94.12% 64	5.88% 4	0.00% 0	0.00% 0	68
Opinions/Suggestions are Valued	76.47% 52	17.65% 12	5.88% 4	0.00% 0	68
Leadership/Supervision	73.53% 50	22.06% 15	4.41% 3	0.00% 0	68
Relationships with Coworkers	69.12% 47	27.94% 19	2.94% 2	0.00% 0	68
Job Security	66.18% 45	30.88% 21	1.47% 1	1.47% 1	68
Working Conditions	65.67% 44	29.85% 20	4.48% 3	0.00% 0	67
Pay	50.00% 34	30.88% 21	17.65% 12	1.47% 1	68
Employee Recognition	44.12% 30	29.41% 20	22.06% 15	4.41% 3	68
Training/Professional Development	39.71% 27	44.12% 30	13.24% 9	2.94% 2	68
Benefits	35.29% 24	47.06% 32	16.18% 11	1.47% 1	68
Career Advancement Opportunities	33.82% 23	41.18% 28	20.59% 14	4.41% 3	68



## Q115 Overall, how satisfied are you with your current employment situation?

Answered: 68 Skipped: 9



Answer Choices	Responses	
Extremely Satisfied	5.88%	4
Very Satisfied	22.06%	15
Satisfied	27.94%	19
Somewhat Dissatisfied	30.88%	21
Extremely Dissatisfied	13.24%	9
<b>Total</b>		<b>68</b>

**Q116 Please provide any comments that you feel are relevant to the questions asked in the survey.**

Answered: 33 Skipped: 44