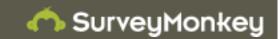
## 2010 CCCS Employee Climate Survey



1. What is your occupational grou	up?	
	Response Percent	Response Count
Administration or Professional/Technical	60.4%	721
Classified Staff	39.6%	473
	answered question	1,194
	skipped question	2

2. What is the highest level of edu	cation you have attained?	
	Response Percent	Response Count
Some High School	0.3%	3
High School Diploma or G.E.D.	3.9%	46
Apprenticeship or Training in a Skilled Trade	1.6%	19
Some College	16.3%	193
Associates Degree	17.2%	204
Bachelor's Degree	27.1%	321
Master's Degree	30.4%	361
Doctorate	3.3%	39
	answered question	1,186
	skipped question	10

3. What is your age group?		
	Response Percent	Response Count
Under 30 years	9.5%	112
30 - 39 years	20.1%	236
40 - 49 years	26.0%	306
50 - 59 years	32.4%	381
60 - 69 years	11.1%	130
70 + years	0.9%	11
	answered question	1,176
	skipped question	20

4. What is your gender?		
	Response Percent	Response Count
Female	73.0%	842
Male	27.0%	312
	answered question	1,154
	skipped question	42

5. What is your ethnicity?			
		Response Percent	Response Count
American Indian or Alaskan Native		0.8%	9
Asian		1.0%	12
Black or African American		3.3%	38
Hispanic		11.9%	139
Native Hawaiian or Pacific Islander	0	0.3%	3
White		77.8%	907
Two or more races		3.6%	42
Other (please specify)		1.4%	16
		answered question	1,166
		skipped question	30

6. At which institution do you wo	rk? (If more than one, please list your primary place of employment.)	
	Response Percent	Response Count
Arapahoe Community College	6.4%	76
Colorado Community College System	9.4%	112
Colorado Northwestern Community College	2.4%	29
Community College of Aurora	5.4%	64
Community College of Denver	11.3%	135
Front Range Community College - Westminster	10.5%	125
Front Range Community College - Boulder/Longmont	2.6%	31
Front Range Community College - Larimer	7.3%	87
Lamar Community College	2.0%	24
Morgan Communty College	2.9%	35
Northeastern Junior College	3.3%	39
Otero Junior College	3.2%	38
Pikes Peak Community College	11.7%	140
Pueblo Community College	9.5%	113
Red Rocks Community College	7.0%	83
Trinidad State Junior College	5.3%	63
	answered question	1,194
	skipped question	2

7. How long have you worked at t	he institution you checked in question #6 above?	
	Response Percent	Response Count
Less than 2 years	18.5%	221
2-4 years	27.1%	324
5-9 years	20.9%	249
10-14 years	16.3%	195
15-19 years	9.2%	110
20-24 years	6.0%	72
25-29 years	0.9%	11
30 + years	1.0%	12
	answered question	1,194
	skipped question	2

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	15.3%	104
2-4 years	22.8%	155
5-9 years	22.9%	156
10-14 years	18.1%	123
15-19 years	10.3%	70
20-24 years	7.2%	49
25-29 years	2.1%	14
30 + years	1.3%	9
	answered question	680
	skipped question	516

9. The work I do is meaningful to	me.	
	Response Percent	Response Count
Strongly Agree	56.3%	655
Agree	39.8%	463
Disagree	2.8%	33
Strongly Disagree	0.6%	7
Unknown	0.4%	5
	answered question	1,163
	skipped question	33

10. Overall, I like the work I do.		
	Response Percent	Response Count
Strongly Agree	47.2%	547
Agree	47.7%	553
Disagree	3.8%	44
Strongly Disagree	1.1%	13
Unknown	0.2%	2
	answered question	1,159
	skipped question	37

11. My work is sufficiently challen	ging for me.	
	Response Percent	Response Count
Strongly Agree	40.6%	470
Agree	46.5%	538
Disagree	10.2%	118
Strongly Disagree	2.6%	30
Unknown	0.2%	2
	answered question	1,158
	skipped question	38

12. Doing my job well gives me a sense of personal satisfaction and accomplishment.		
	Response Percent	Response Count
Strongly Agree	64.2%	745
Agree	32.8%	381
Disagree	1.9%	22
Strongly Disagree	0.9%	10
Unknown	0.3%	3
	answered question	1,161
	skipped question	35

13. My workload is reasonable.		
	Response Percent	Response Count
Strongly Agree	13.9%	160
Agree	51.0%	588
Disagree	22.5%	260
Strongly Disagree	12.2%	141
Unknown	0.3%	4
	answered question	1,153
	skipped question	43

14. My job duties and priorities are clear.		
	Response Percent	Response Count
Strongly Agree	22.9%	264
Agree	57.5%	662
Disagree	13.7%	158
Strongly Disagree	5.6%	64
Unknown	0.3%	3
	answered question	1,151
	skipped question	45

15. My college gives me the traini	ng I need to do my job well.	
	Response Percent	Response Count
Strongly Agree	12.6%	144
Agree	52.8%	603
Disagree	22.4%	256
Strongly Disagree	9.8%	112
Unknown	2.3%	26
	answered question	1,141
	skipped question	55

16. I have the tools and resources I need to do my job well.		
	Response Percent	Response Count
Strongly Agree	13.7%	157
Agree	57.9%	665
Disagree	20.3%	233
Strongly Disagree	7.5%	86
Unknown	0.6%	7
	answered question	1,148
	skipped question	48

17. I feel motivated to do a good	ob.	
	Response Percent	Response Count
Strongly Agree	40.8%	468
Agree	46.6%	534
Disagree	7.9%	90
Strongly Disagree	4.0%	46
Unknown	0.7%	8
	answered question	1,146
	skipped question	50

18. I seldom feel 'burnt out' by my	y job.	
	Response Percent	Response Count
Strongly Agree	10.6%	122
Agree	40.8%	471
Disagree	34.1%	393
Strongly Disagree	14.1%	162
Unknown	0.4%	5
	answered question	1,153
	skipped question	43

19. I feel that my coworkers are m	notivated to do a good job.	
	Response Percent	Response Count
Strongly Agree	14.3%	163
Agree	57.2%	651
Disagree	19.3%	220
Strongly Disagree	7.1%	81
Unknown	2.1%	24
	answered question	1,139
	skipped question	57

20. I work in an environment that supports team work.		
	Response Percent	Response Count
Strongly Agree	24.5%	281
Agree	48.5%	557
Disagree	16.4%	188
Strongly Disagree	9.5%	109
Unknown	1.1%	13
	answered question	1,148
	skipped question	48

21. In my work unit, we have enough	ugh people to get the work done.	
	Response Percent	Response Count
Strongly Agree	7.7%	87
Agree	37.6%	425
Disagree	35.7%	403
Strongly Disagree	17.4%	197
Unknown	1.6%	18
	answered question	1,130
	skipped question	66

22. In my work unit, we have the	right people to do the work.	
	Response Percent	Response Count
Strongly Agree	15.7%	180
Agree	55.2%	633
Disagree	19.1%	219
Strongly Disagree	7.9%	90
Unknown	2.1%	24
	answered question	1,146
	skipped question	50

23. Duties are distributed fairly in my work unit.		
	Response Percent	Response Count
Strongly Agree	11.6%	132
Agree	55.5%	633
Disagree	21.4%	244
Strongly Disagree	8.9%	102
Unknown	2.6%	30
	answered question	1,141
	skipped question	55

24. People in my work unit cooperate with one another.		
	Response Percent	Response Count
Strongly Agree	24.6%	284
Agree	57.7%	667
Disagree	12.1%	140
Strongly Disagree	5.0%	58
Unknown	0.5%	6
	answered question	1,155
	skipped question	41

25. I enjoy working with my colleagues.		
	Response Percent	Response Count
Strongly Agree	35.3%	406
Agree	55.6%	640
Disagree	5.9%	68
Strongly Disagree	1.7%	20
Unknown	1.5%	17
	answered question	1,151
	skipped question	45

26. I respect my supervisor.		
	Response Percent	Response Count
Strongly Agree	47.2%	539
Agree	37.3%	426
Disagree	9.1%	104
Strongly Disagree	4.7%	54
Unknown	1.7%	20
	answered question	1,143
	skipped question	53

27. My supervisor treats people fa	irly.	
	Response Percent	Response Count
Strongly Agree	42.1%	481
Agree	38.1%	436
Disagree	10.8%	123
Strongly Disagree	6.2%	71
Unknown	2.8%	32
	answered question	1,143
	skipped question	53

28. My supervisor shows respect	to his/her staff.	
	Response Percent	Response Count
Strongly Agree	44.5%	506
Agree	38.2%	435
Disagree	9.1%	103
Strongly Disagree	5.7%	65
Unknown	2.5%	29
	answered question	1,138
	skipped question	58

29. My most recent performance e	valuation was fair.	
	Response Percent	Response Count
Strongly Agree	34.1%	392
Agree	46.5%	534
Disagree	5.6%	64
Strongly Disagree	2.9%	33
Unknown	10.9%	125
	answered question	1,148
	skipped question	48

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
	250
answered question	250
skipped question	946

31. I understand how pay rates are determined.		
	Response Percent	Response Count
Strongly Agree	9.6%	109
Agree	48.2%	550
Disagree	28.8%	329
Strongly Disagree	8.3%	95
Unknown	5.1%	58
	answered question	1,141
	skipped question	55

32. I understand how job titles are assigned.		
	Response Percent	Response Count
Strongly Agree	8.5%	97
Agree	50.4%	574
Disagree	29.5%	336
Strongly Disagree	6.9%	79
Unknown	4.7%	54
	answered question	1,140
	skipped question	56

33. I believe that our college/syste	em pay policies are administered fairly.	
	Response Percent	Response Count
Strongly Agree	5.2%	59
Agree	36.0%	410
Disagree	32.9%	374
Strongly Disagree	13.5%	154
Unknown	12.4%	141
	answered question	1,138
	skipped question	58

34. I am appropriately paid for the	∍ work I do at my college.	
	Response Percent	Response Count
Strongly Agree	4.8%	55
Agree	38.6%	440
Disagree	35.9%	409
Strongly Disagree	17.6%	200
Unknown	3.1%	35
	answered question	1,139
	skipped question	57

35. I am appropriately paid compa	ared with others doing similar work, with similar levels of education a	and
	Response Percent	Response Count
Strongly Agree	5.6%	64
Agree	34.2%	389
Disagree	28.2%	321
Strongly Disagree	14.5%	165
Unknown	17.6%	200
	answered question	1,139
	skipped question	57

36. My salary reflects my perform	ance and contribution to the college.	
	Response Percent	Response Count
Strongly Agree	5.0%	57
Agree	30.7%	349
Disagree	40.0%	454
Strongly Disagree	18.9%	215
Unknown	5.4%	61
	answered question	1,136
	skipped question	60

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	4.3%	49
Agree	29.3%	333
Disagree	35.8%	407
Strongly Disagree	17.8%	203
Unknown	12.8%	146
	answered question	1,138
	skipped question	58

38. I believe that pay increases sl	nould be based primarily on performance.	
	Response Percent	Response Count
Strongly Agree	23.0%	261
Agree	52.3%	594
Disagree	18.9%	215
Strongly Disagree	2.6%	29
Unknown	3.3%	37
	answered question	1,136
	skipped question	60

39. I believe that pay increases sh	nould be based primarily on length of service.	
	Response Percent	Response Count
Strongly Agree	3.3%	38
Agree	22.8%	260
Disagree	55.9%	636
Strongly Disagree	14.7%	167
Unknown	3.3%	37
	answered question	1,138
	skipped question	58

40. Please include any additional comments that you feel are relevant to the questions asked in section 4 of this survey above.	
	Response Count
	237
answered question	237
skipped question	959

41. I believe our health benefits (I the area.	nedical, dental, vision) compare well with those offered by other emp	loyers in
	Response Percent	Response Count
Strongly Agree	12.7%	145
Agree	47.2%	539
Disagree	18.2%	208
Strongly Disagree	7.2%	82
Unknown	14.6%	167
	answered question	1,141
	skipped question	55

42. I believe our leave policies (vacation, sick leave, etc.) compare well with those offered by other employers in the area.		oloyers in
	Response Percent	Response Count
Strongly Agree	27.3%	311
Agree	56.8%	647
Disagree	5.2%	59
Strongly Disagree	1.4%	16
Unknown	9.4%	107
	answered question	1,140
	skipped question	56

43. I believe our retirement benefits compare well with those offered by other employers in the area.		
	Response Percent	Response Count
Strongly Agree	17.1%	195
Agree	54.3%	618
Disagree	10.9%	124
Strongly Disagree	2.5%	28
Unknown	15.2%	173
	answered question	1,138
	skipped question	58

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	4.9%	56
Agree	32.0%	364
Disagree	35.9%	408
Strongly Disagree	12.1%	137
Unknown	15.1%	171
	answered question	1,136
	skipped question	60

45. The amount of money that I must contribute toward the cost of my benefits is reasonable.		
	Response Percent	Response Count
Strongly Agree	5.6%	64
Agree	51.8%	589
Disagree	26.9%	306
Strongly Disagree	7.2%	82
Unknown	8.4%	95
	answered question	1,136
	skipped question	60

46. The culture and policies of the	e college support a healthy work/life balance.	
	Response Percent	Response Count
Strongly Agree	7.6%	86
Agree	52.9%	597
Disagree	25.4%	287
Strongly Disagree	10.5%	119
Unknown	3.5%	40
	answered question	1,129
	skipped question	67

47. Please include any additional comments that you feel are relevant to the questions asked in section 5 of this survey above.	
	Response Count
	199
answered question	199
skipped question	997

48. I feel like I know what is going on at the college.			
		Response Percent	Response Count
Strongly Agree		10.4%	118
Agree		54.7%	619
Disagree		24.4%	276
Strongly Disagree		7.9%	89
Unknown		2.6%	29
		answered question	1,131
		skipped question	65

49. I know generally who is respo	onsible for doing what in my college.		
		Response Percent	Response Count
Strongly Agree		12.9%	145
Agree		64.0%	722
Disagree		16.0%	180
Strongly Disagree		5.9%	67
Unknown		1.2%	14
		answered question	1,128
		skipped question	68

50. I get the kind of information the	nat I need from senior management.	
	Response Percent	Response Count
Strongly Agree	11.5%	130
Agree	53.3%	602
Disagree	22.5%	254
Strongly Disagree	10.4%	117
Unknown	2.3%	26
	answered question	1,129
	skipped question	67

51. My supervisor keeps me inform	ned about issues that affect me.	
	Response Percent	Response Count
Strongly Agree	24.9%	282
Agree	52.2%	592
Disagree	14.8%	168
Strongly Disagree	6.3%	72
Unknown	1.8%	20
	answered question	1,134
	skipped question	62

52. I feel encouraged to find new and better ways of doing my job and improving processes.		
	Response Percent	Response Count
Strongly Agree	25.4%	289
Agree	54.7%	622
Disagree	14.2%	162
Strongly Disagree	4.6%	52
Unknown	1.1%	12
	answered question	1,137
	skipped question	59

53. My opinion at work seems to o	count.	
	Response Percent	Response Count
Strongly Agree	18.8%	213
Agree	50.0%	567
Disagree	17.6%	199
Strongly Disagree	10.4%	118
Unknown	3.2%	36
	answered question	1,133
	skipped question	63

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	18.6%	210
Agree	48.8%	551
Disagree	15.0%	169
Strongly Disagree	5.5%	62
Unknown	12.1%	137
	answered question	1,129
	skipped question	67

55. Please include any additional comments that you feel are relevant to the questions asked in section 6 of this survey above.	
	Response Count
	151
answered question	151
skipped question	1,045

56. I feel I have good job security	at my college.	
	Response Percent	Response Count
Strongly Agree	11.8%	133
Agree	53.9%	610
Disagree	20.5%	232
Strongly Disagree	7.0%	79
Unknown	6.8%	77
	answered question	1,131
	skipped question	65

57. I feel I have good career adva	ncement opportunities at my college.	
	Response Percent	Response Count
Strongly Agree	5.0%	57
Agree	30.9%	350
Disagree	37.8%	428
Strongly Disagree	17.9%	203
Unknown	8.3%	94
	answered question	1,132
	skipped question	64

58. Promotions in my department	and college are determined based upon merit.	
	Response Percent	Response Count
Strongly Agree	3.2%	36
Agree	24.8%	280
Disagree	29.5%	332
Strongly Disagree	16.1%	181
Unknown	26.4%	298
	answered question	1,127
	skipped question	69

59. I am optimistic about my futur	e opportunities at the college.	
	Response Percent	Response Count
Strongly Agree	7.2%	81
Agree	39.2%	442
Disagree	29.1%	328
Strongly Disagree	12.4%	140
Unknown	12.1%	136
	answered question	1,127
	skipped question	69

60. The college does a good job of developing employees for job opportunities and advancement in the organization.		
	Response Percent	Response Count
Strongly Agree	4.5%	51
Agree	29.1%	329
Disagree	33.7%	381
Strongly Disagree	16.7%	189
Unknown	16.0%	181
	answered question	1,131
	skipped question	65

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	4.5%	51
Agree	27.0%	304
Disagree	32.4%	365
Strongly Disagree	18.0%	203
Unknown	18.1%	204
	answered question	1,127
	skipped question	69

62. Please include any additional comments that you feel are relevant to the questions asked in section 7 of this survey above.	
	Response Count
	172
answered question	172
skipped question	1,024

63. Overall, I believe that my colle	ge is a well-run organization.	
	Response Percent	Response Count
Strongly Agree	12.3%	139
Agree	59.0%	665
Disagree	18.6%	210
Strongly Disagree	7.2%	81
Unknown	2.8%	32
	answered question	1,127
	skipped question	69

64. I know the mission, vision and goals that have been set by my college.		
	Response Percent	Response Count
Strongly Agree	18.9%	213
Agree	66.8%	751
Disagree	8.8%	99
Strongly Disagree	3.3%	37
Unknown	2.2%	25
	answered question	1,125
	skipped question	71

65. I believe that the college is achieving its mission, vision and goals.		
	Response Percent	Response Count
Strongly Agree	14.3%	161
Agree	59.2%	665
Disagree	12.1%	136
Strongly Disagree	3.6%	41
Unknown	10.8%	121
	answered question	1,124
	skipped question	72

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		20.7%	231
Agree		65.0%	726
Disagree		6.3%	70
Strongly Disagree		3.0%	33
Unknown		5.1%	57
		answered question	1,117
		skipped question	79

67. I have trust and confidence in	the leadership of the college.	
	Response Percent	Response Count
Strongly Agree	17.4%	195
Agree	48.7%	546
Disagree	16.8%	189
Strongly Disagree	9.4%	106
Unknown	7.7%	86
	answered question	1,122
	skipped question	74

68. My college is headed in the right direction.			
	Response Percent	Response Count	
Strongly Agree	17.6%	197	
Agree	52.9%	591	
Disagree	11.2%	125	
Strongly Disagree	5.5%	61	
Unknown	12.8%	143	
	answered question	1,117	
	skipped question	79	

69. I am proud to tell others that I	work for this college.	
	Response Percent	Response Count
Strongly Agree	32.4%	361
Agree	53.2%	593
Disagree	7.7%	86
Strongly Disagree	2.9%	32
Unknown	3.8%	42
	answered question	1,114
	skipped question	82

70. I feel that the college cares about its employees.		
	Response Percent	Response Count
Strongly Agree	15.4%	172
Agree	49.6%	554
Disagree	19.7%	220
Strongly Disagree	9.7%	108
Unknown	5.6%	62
	answered question	1,116
	skipped question	80

71. Employees at this college are	treated well and fairly.	
	Response Percent	Response Count
Strongly Agree	13.2%	146
Agree	47.7%	529
Disagree	22.8%	253
Strongly Disagree	9.0%	100
Unknown	7.4%	82
	answered question	1,110
	skipped question	86

72. My college has a good reputat	ion in the community.	
	Response Percent	Response Count
Strongly Agree	26.7%	299
Agree	55.6%	622
Disagree	7.2%	80
Strongly Disagree	2.6%	29
Unknown	7.9%	88
	answered question	1,118
	skipped question	78

73. I plan to work for my college for the next years.			
	Response Percent	Response Count	
1-2 years	21.0%	226	
3-4 years	16.4%	176	
5-6 years	16.4%	176	
7-8 years	8.1%	87	
9 + years	38.1%	409	
	answered question	1,074	
	skipped question	122	

74. I rarely think about quitting.		
	Response Percent	Response Count
Strongly Agree	23.9%	267
Agree	38.8%	433
Disagree	21.8%	243
Strongly Disagree	12.4%	138
Unknown	3.1%	35
	answered question	1,116
	skipped question	80

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	49.1%	156		
Working Conditions	37.1%	118		
Conflict with Supervisor	18.9%	60		
Conflict with Co-workers	11.6%	37		
Dissatisfaction with Job Duties	27.4%	87		
Lack of Advancement	54.1%	172		
Career Change	16.0%	51		
Moving or Relocation	6.3%	20		
Other (please specify)	28.9%	92		
	answered question	318		
	skipped question	878		

76. I am planing to retire in the ne	ext years.		
		Response Percent	Response Count
1-2 years		4.3%	45
3-4 years		7.8%	82
5-6 years		10.8%	113
7-8 years		8.0%	84
9 + years		69.2%	727
		answered question	1,051
		skipped question	145

## 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	70.7% (788)	24.5% (273)	4.3% (48)	0.4% (5)	1,114
Opinions/Suggestions are Valued	60.3% (674)	35.2% (393)	4.1% (46)	0.4% (5)	1,118
Pay	59.9% (669)	36.3% (406)	3.6% (40)	0.2% (2)	1,117
Benefits	54.4% (607)	37.5% (418)	7.1% (79)	1.1% (12)	1,116
Employee Recognition	36.8% (410)	38.7% (432)	19.6% (219)	4.8% (54)	1,115
Working Conditions	60.4% (671)	35.6% (395)	4.0% (44)	0.1% (1)	1,111
Training/Professional Development	42.7% (477)	45.3% (506)	10.6% (118)	1.4% (16)	1,117
Career Advancement Opportunities	45.1% (503)	39.1% (436)	13.6% (152)	2.2% (25)	1,116
Leadership/Supervision	61.8% (689)	32.0% (357)	5.7% (63)	0.5% (6)	1,115
Ability to Perform Meaningful Work	85.8% (959)	13.5% (151)	0.7% (8)	0.0% (0)	1,118
Relationships with Coworkers	56.3% (629)	36.4% (407)	6.4% (71)	0.9% (10)	1,117
			an	answered question	
			5	skipped question	76

78. Overall, how satisfied are you with your current employment situation?				
	Response Percent	Response Count		
Extremely Satisfied	12.4%	139		
Very Satisfied	31.1%	348		
Satisfied	32.8%	367		
Somewhat Dissatisfied	18.4%	206		
Extremely Dissatisfied	5.2%	58		
	answered question	1,118		
	skipped question	78		

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	
	207	
answered question	207	
skipped question	989	