## 2010 CCCS Employee Climate Survey

## SurveyMonkey

1. What is your occupational group?

|  | 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 education you have attained?

|  |  | Response <br> Percent | Response <br> Count |
| ---: | :--- | ---: | :--- |
| Some High School |  |  |  |

3. What is your age group?

|  |  | Response Percent | Response Count |
| :---: | :---: | :---: | :---: |
| Under 30 years | $\square$ | 9.5\% | 112 |
| 30-39 years | $\square$ | 20.1\% | 236 |
| 40-49 years | $\square$ | 26.0\% | 306 |
| 50-59 years | $\square$ | 32.4\% | 381 |
| 60-69 years | $\square$ | 11.1\% | 130 |
| 70 + years | $\square$ | 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 |



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

|  |  | Response Percent | Response Count |
| :---: | :---: | :---: | :---: |
| Less than 2 years | $\square$ | 18.5\% | 221 |
| 2-4 years | $\square$ | 27.1\% | 324 |
| 5-9 years | $\square$ | 20.9\% | 249 |
| 10-14 years |  | 16.3\% | 195 |
| 15-19 years | $\square$ | 9.2\% | 110 |
| 20-24 years | $\square$ | 6.0\% | 72 |
| 25-29 years | $\square$ | 0.9\% | 11 |
| 30 + years | $\square$ | 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 <br> Percent | Response <br> Count |
| ---: | :--- | ---: | :--- |
| Less than 2 years | $\square$ | $15.3 \%$ | 104 |
| $2-4$ years | $\square$ | $22.8 \%$ | 155 |
| $5-9$ years | $\square$ | $22.9 \%$ | 156 |
| $10-14$ years | $\square$ | $18.1 \%$ | 123 |
| $15-19$ years | $\square$ |  | $10.3 \%$ |

9. The work I do is meaningful to me.

| Strongly Agree | $\square$ | Response <br> Percent | Response <br> Count |
| ---: | ---: | ---: | ---: | ---: |
| Agree | $\square$ | $56.3 \%$ |  |

10. Overall, I like the work I do.

|  |  | Response Percent | Response Count |
| :---: | :---: | :---: | :---: |
| Strongly Agree | $\square$ | 47.2\% | 547 |
| Agree | $\square$ | 47.7\% | 553 |
| Disagree | $\square$ | 3.8\% | 44 |
| Strongly Disagree | $\square$ | 1.1\% | 13 |
| Unknown | I | 0.2\% | 2 |
|  |  | answered question | 1,159 |
|  |  | skipped question | 37 |

11. My work is sufficiently challenging for me.

|  |  | Response Percent | Response Count |
| :---: | :---: | :---: | :---: |
| Strongly Agree | $\square$ | 40.6\% | 470 |
| Agree | $\square$ | 46.5\% | 538 |
| Disagree | $\square$ | 10.2\% | 118 |
| Strongly Disagree | $\square$ | 2.6\% | 30 |
| Unknown | I | 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 | $\square$ | 32.8\% | 381 |
| Disagree | $\square$ | 1.9\% | 22 |
| Strongly Disagree | $\square$ | 0.9\% | 10 |
| Unknown | ] | 0.3\% | 3 |
|  |  | answered question | 1,161 |
|  |  | skipped question | 35 |

13. My workload is reasonable.

| Strongly Agree | $\square$ | Response <br> Percent | Response <br> Count |
| ---: | :--- | ---: | :--- |
| Agree | $\square$ | $51.0 \%$ | 160 |

14. My job duties and priorities are clear.

| Strongly Agree | $\square$ | Response <br> Percent | Response <br> Count |
| ---: | :--- | ---: | :--- |
| Agree | $\square$ | $22.9 \%$ |  |

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

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

|  |  | Response Percent | Response Count |
| :---: | :---: | :---: | :---: |
| Strongly Agree | $\square$ | 13.7\% | 157 |
| Agree | $\square$ | 57.9\% | 665 |
| Disagree | $\square$ | 20.3\% | 233 |
| Strongly Disagree | $\square$ | 7.5\% | 86 |
| Unknown | $\square$ | 0.6\% | 7 |
|  |  | d question | 1,148 |
| skipped question |  |  | 48 |

17. I feel motivated to do a good job.

|  |  | Response <br> Percent | Response <br> Count |
| ---: | :--- | ---: | :--- |
| Strongly Agree |  |  | $40.8 \%$ |

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

| Strongly Agree | $\square$ | Response <br> Percent | Response <br> Count |
| ---: | :--- | ---: | :--- |
| Agree | $\square$ | $10.6 \%$ |  |

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

|  |  | Response <br> Percent | Response <br> Count |
| ---: | :--- | ---: | :--- |
| Strongly Agree | $\square$ | $14.3 \%$ |  |

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

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

|  |  | Response Percent | Response Count |
| :---: | :---: | :---: | :---: |
| Strongly Agree | $\square$ | 7.7\% | 87 |
| Agree | - | 37.6\% | 425 |
| Disagree | $\square$ | 35.7\% | 403 |
| Strongly Disagree | $\square$ | 17.4\% | 197 |
| Unknown | $\square$ | 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 | $\square$ | 7.9\% | 90 |
| Unknown | $\square$ | 2.1\% | 24 |
|  |  | answered question | 1,146 |
|  |  | skipped question | 50 |

23. Duties are distributed fairly in my work unit.

|  |  | Response <br> Percent | Response <br> Count |
| ---: | :--- | ---: | ---: | ---: |
| Strongly Agree | $\square$ | $11.6 \%$ | 132 |

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

| Strongly Agree | $\square$ | Response <br> Percent | Response <br> Count |
| ---: | :--- | ---: | :--- |
| Agree | $\square$ | $24.6 \%$ |  |

25. I enjoy working with my colleagues.

|  |  | Response <br> Percent | Response <br> Count |
| ---: | :--- | ---: | :--- |
| Strongly Agree | $\square$ | $35.3 \%$ | 406 |
| Agree | $\square$ | $55.6 \%$ | 640 |
| Disagree | $\square$ | $5.9 \%$ | 68 |
| Strongly Disagree | $\square$ | $1.7 \%$ | 20 |
| Unknown | $\square$ | answered question | $\mathbf{1 , 1 5 1}$ |

26. I respect my supervisor.

|  |  | Response <br> Percent | Response <br> Count |
| ---: | :--- | ---: | :--- |
| Strongly Agree | $\square$ | $47.2 \%$ |  |$\quad 539$

27. My supervisor treats people fairly.

|  |  | Response Percent | Response Count |
| :---: | :---: | :---: | :---: |
| Strongly Agree | $\square$ | 42.1\% | 481 |
| Agree | $\square$ | 38.1\% | 436 |
| Disagree | - | 10.8\% | 123 |
| Strongly Disagree | $\square$ | 6.2\% | 71 |
| Unknown | $\square$ | 2.8\% | 32 |
|  |  | answered question | 1,143 |
| skipped question |  |  | 53 |

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

| Strongly Agree | $\square$ | Response <br> Percent | Response <br> Count |
| ---: | ---: | ---: | ---: | ---: |
| Agree | $\square$ | $44.5 \%$ |  |

29. My most recent performance evaluation was fair.

|  |  | Response <br> Percent | Response <br> Count |
| ---: | :--- | ---: | ---: | ---: |
| Strongly Agree | $\square$ | $34.1 \%$ | 392 |

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

|  | Response <br> Count |  |
| :---: | :---: | :---: |
|  | answered question | 250 |
|  |  |  |

31. I understand how pay rates are determined.

32. I understand how job titles are assigned.

| Strongly Agree | $\square$ | Response <br> Percent | Response <br> Count |
| ---: | ---: | ---: | ---: | ---: |
| Agree | $\square$ | $8.5 \%$ |  |

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

|  |  | Response <br> Percent | Response <br> Count |
| ---: | :--- | ---: | :--- |
| Strongly Agree | $\square$ | $5.2 \%$ | 59 |
| Agree | $\square$ | $36.0 \%$ | 410 |
| Disagree | $\square$ | $32.9 \%$ | 374 |
| Strongly Disagree | $\square$ | $13.5 \%$ | 154 |
| Unknown | $\square$ |  | $12.4 \%$ |

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

| Strongly Agree | $\square$ | Response <br> Percent | Response <br> Count |
| ---: | :--- | ---: | :--- |
| Agree | $\square$ | $4.8 \%$ |  |

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 | $\square$ | 5.6\% | 64 |
| Agree | $\square$ | 34.2\% | 389 |
| Disagree | $\square$ | 28.2\% | 321 |
| Strongly Disagree |  | 14.5\% | 165 |
| Unknown | , | 17.6\% | 200 |
|  |  | answered question | 1,139 |
| skipped question |  |  | 57 |

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

|  | Response Percent | Response Count |
| :---: | :---: | :---: |
| Strongly Agree $\quad \square$ | 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 <br> Percent | Response <br> Count |
| ---: | :--- | ---: | :--- |
| Strongly Agree | $\square$ | $4.3 \%$ | 49 |

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

| Strongly Agree | $\square$ | Response <br> Percent | Response <br> Count |
| ---: | :--- | ---: | :--- |
| Agree | $\square$ | $23.0 \%$ | 261 |

39. I believe that pay increases should be based primarily on length of service.
$\left.\begin{array}{rlrl} & & & \begin{array}{c}\text { Response } \\ \text { Percent }\end{array} \\ \text { Strongly Agree } \\ \text { Agree } \\ \text { Count }\end{array}\right\}$
40. Please include any additional comments that you feel are relevant to the questions asked in section 4 of this survey above.

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

| Strongly Agree | $\square$ | Response <br> Percent | Response <br> Count |
| ---: | :--- | ---: | :--- |
| Agree | $\square$ | $12.7 \%$ | 145 |
| Disagree | $\square$ | $47.2 \%$ |  |

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

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

|  |  | Response <br> Percent | Response <br> Count |
| ---: | :--- | ---: | :--- |
| Strongly Agree | $\square$ | $17.1 \%$ | 195 |
| Agree | $\square$ | $54.3 \%$ | 618 |
| Disagree | $\square$ | $10.9 \%$ | 124 |
| Strongly Disagree | $\square$ | $2.5 \%$ | 28 |
| Unknown | $\square$ | answered question | $\mathbf{1 , 1 3 8}$ |

44. Our retirement benefits give me confidence that I will have enough money when I retire to maintain my current standard of living.
$\left.\begin{array}{rlrl} \\ \text { Strongly Agree } & \square & \begin{array}{c}\text { Response } \\ \text { Percent }\end{array} \\ \text { Response } \\ \text { Count }\end{array}\right\}$
45. The amount of money that I must contribute toward the cost of my benefits is reasonable.
$\left.\begin{array}{rlrl} & & & \begin{array}{r}\text { Response } \\ \text { Percent }\end{array} \\ \hline \text { Response } \\ \text { Count }\end{array}\right\}$
46. The culture and policies of the college support a healthy work/life balance.

|  | Response <br> Percent | Response <br> Count |
| ---: | ---: | ---: | ---: | ---: |
| Strongly Agree | $\square$ | $7.6 \%$ |

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

## Response <br> Count

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

|  | Response <br> Percent | Response <br> Count |  |
| ---: | ---: | ---: | ---: | ---: |
| Strongly Agree | $\square$ |  | $10.4 \%$ |

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

|  |  | Response <br> Percent | Response <br> Count |
| ---: | :--- | ---: | :--- |
| Strongly Agree | $\square$ | $12.9 \%$ |  |

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

| Strongly Agree | $\square$ | Response <br> Percent | Response <br> Count |
| ---: | :--- | ---: | :--- |
| Agree | $\square$ | $11.5 \%$ |  |

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

|  |  | Response Percent | Response Count |
| :---: | :---: | :---: | :---: |
| Strongly Agree | $\square$ | 24.9\% | 282 |
| Agree |  | 52.2\% | 592 |
| Disagree | $\square$ | 14.8\% | 168 |
| Strongly Disagree | $\square$ | 6.3\% | 72 |
| Unknown | $\square$ | 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.
$\left.\begin{array}{rrrrr} & \begin{array}{c}\text { Response } \\ \text { Percent }\end{array} \\ \text { Strongly Agree } \\ \text { Count }\end{array}\right\}$
53. My opinion at work seems to count.

|  |  | Response Percent | Response Count |
| :---: | :---: | :---: | :---: |
| Strongly Agree | $\square$ | 18.8\% | 213 |
| Agree |  | 50.0\% | 567 |
| Disagree | , | 17.6\% | 199 |
| Strongly Disagree | $\square$ | 10.4\% | 118 |
| Unknown | $\square$ | 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.

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

## Response Count

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

|  | Response <br> Percent | Response <br> Count |  |
| ---: | ---: | ---: | ---: | ---: |
| Strongly Agree | $\square$ |  | $11.8 \%$ |

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

|  | Response <br> Percent | Response <br> Count |
| ---: | ---: | ---: | ---: | ---: |
| Strongly Agree | $\square$ | $5.0 \%$ |

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

| Strongly Agree | $\square$ | Response <br> Percent | Response <br> Count |
| ---: | :--- | ---: | :--- |
| Agree | $\square$ | $3.2 \%$ |  |

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

|  |  | Response Percent | Response Count |
| :---: | :---: | :---: | :---: |
| Strongly Agree | $\square$ | 7.2\% | 81 |
| Agree | $\square$ | 39.2\% | 442 |
| Disagree | $\square$ | 29.1\% | 328 |
| Strongly Disagree |  | 12.4\% | 140 |
| Unknown | $\square$ | 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 | $\square$ | 4.5\% | 51 |
| Agree |  | 29.1\% | 329 |
| Disagree | $\square$ | 33.7\% | 381 |
| Strongly Disagree | $\square$ | 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 | $\square$ | 4.5\% | 51 |
| Agree | $\square$ | 27.0\% | 304 |
| Disagree | $\square$ | 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 <br> Count |
| :--- | :--- |
|  | answered question |
|  |  |

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

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

| Strongly Agree | $\square$ | Response <br> Percent | Response <br> Count |
| ---: | :--- | ---: | :--- |
| Agree | $\square$ | $18.9 \%$ |  |

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

|  |  | Response <br> Percent | Response <br> Count |
| ---: | :--- | ---: | :--- |
| Strongly Agree | $\square$ | $14.3 \%$ | 161 |

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 | $\square$ | 20.7\% | 231 |
| Agree |  | 65.0\% | 726 |
| Disagree |  | 6.3\% | 70 |
| Strongly Disagree | $\square$ | 3.0\% | 33 |
| Unknown | $\square$ | 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 | $\square$ | 17.4\% | 195 |
| Agree |  | 48.7\% | 546 |
| Disagree | $\square$ | 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 <br> Percent | Response <br> Count |  |
| ---: | :--- | ---: | :--- |
| Strongly Agree | $\square$ | $17.6 \%$ | 197 |
| Agree | $\square$ | $52.9 \%$ |  |

69. I am proud to tell others that I work for this college.
$\left.\begin{array}{rlrl} & & & \begin{array}{c}\text { Response } \\ \text { Percent }\end{array} \\ \text { Strongly Agree } \\ \text { Response } \\ \text { Count }\end{array}\right\}$
70. I feel that the college cares about its employees.

|  | Response <br> Percent | Response <br> Count |  |
| ---: | :--- | ---: | :--- |
| Strongly Agree | $\square$ | $15.4 \%$ | 172 |
| Agree | $\square$ | $49.6 \%$ |  |

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

|  |  | Response Percent | Response Count |
| :---: | :---: | :---: | :---: |
| Strongly Agree |  | 13.2\% | 146 |
| Agree | $\square$ | 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 reputation in the community.

|  | Response <br> Percent | Response <br> Count |  |
| ---: | ---: | ---: | ---: | ---: |
| Strongly Agree | $\square$ | $26.7 \%$ | 299 |

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

| $1-2$ years | $\square$ | Response <br> Percent | Response <br> Count |
| :--- | :--- | :--- | :--- | :--- |
| $3-4$ years | $\square$ | $21.0 \%$ | $16.4 \%$ |

74. I rarely think about quitting.

| Strongly Agree | $\square$ | Response <br> Percent | Response <br> Count |
| ---: | :--- | ---: | :--- |
| Agree | $\square$ | $23.9 \%$ |  |

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

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

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 |
|  |  |  | answered question |  | 1,120 |
| skipped question |  |  |  |  | 76 |

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

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

