DRAFT

SOUTH SEATTLE COMMUNITY COLLEGE CLIMATE STUDY

(Adapted from the CESTA and PACE by George Baker)

ADMINISTRATORS

FALL 2003   N=43

The purposed of this instrument is to obtain the perceptions of administrators, faculty and staff on the college environment. No attempt will be made to attach survey responses to individual respondents.

	↑ 10% increase over Fall 1999 ↓ 10% decease over Fall 1999	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Does Not Apply or Do Not Know
	MISSION, GOALS, VALUES, FUNCTIONS						
1	The extent to which the college mission is communicated.	12%	**65%**	9%	12%	2%	0%
↑ 2	The extent to which institutional values are clearly defined.	5%	**54%**	21%	16%	5%	0%
↓ 3	Opportunities for employees to get together to discuss institutional problems, issues or goals.	5%	23%	**37%**	28%	5%	2%
4	Opportunities for employees to socialize and develop a sense of community.	12%	35%	**37%**	12%	2%	2%
5	The extent to which individual achievements are recognized.	12%	**33%**	23%	16%	12%	5%
6	The extent to which the mission is reflected in decision-making.	2%	**44%**	28%	9%	12%	5%
↑ 7	The extent to which institutional priorities are reflected in decision-making.	7%	**40%**	23%	16%	9%	5%
8	Ability of the college to respond to community needs.	9%	**42%**	23%	19%	2%	5%
9	Ability of the college to respond to new trends in the labor market.	7%	**44%**	26%	14%	5%	5%
	INSTITUTIONAL PLANNING						
10	Employee involvement in institutional planning.	16%	**33%**	33%	5%	7%	7%
11	The extent to which outcomes assessment is utilized in the planning process.	9%	35%	**30%**	7%	2%	16%
↓ 12	The extent of student involvement in institutional planning.	7%	21%	**37%**	9%	2%	23%
↑ 13	The extent of involvement of community members in institutional planning.	7%	21%	**37%**	9%	2%	23%
↓ 14	Involvement of the Board of Trustees in providing institutional planning.	5%	16%	**51%**	0%	0%	28%
15	Overall effectiveness of institutional planning.	7%	**28%**	42%	2%	9%	12%
16	The extent to which institutional planning and evaluation is continuous.	12%	**28%**	30%	14%	2%	14%
17	The extent to which institutional planning results in action plans and resource allocations.	5%	**40%**	23%	16%	5%	12%
18	The extent to which District committees result in action plans and resource allocations.	0%	14%	**30%**	19%	7%	30%
19	Broad based campus involvement in District policy development.	2%	12%	**28%**	19%	14%	26%

			Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Does Not Apply or Do Not Know
		ORGANIZATION STRUCTURE AND GOVERNANCE						
↓	20	The extent to which the organization of the college reflects institutional priorities.	5%	**33%**	30%	12%	9%	12%
	21	The extent to which college leadership is decisive and results in action.	7%	**44%**	21%	21%	5%	2%
	22	The extent to which the District framework allows college entrepreneurship.	0%	16%	28%	**35%**	7%	14%
↓	23	The effectiveness of the District Office in establishing common goals that help the college fulfill its mission.	0%	12%	33**%**	**35%**	7%	14%
	24	The effectiveness of the organizational structure of the college.	2%	**37%**	26%	23%	5%	7%
	25	The extent to which administrative responsibilities are clearly communicated.	5%	**37%**	19%	23%	9%	7%
	26	Employee involvement in policy development at the college.	7%	**37%**	16%	26%	2%	12%
	27	The extent to which employee input is sought in the decision-making process at the college.	7%	**30%**	28%	21%	5%	9%
↑	28	Communication of policies and procedures at the college.	7%	**44%**	23%	14%	7%	5%
	29	The extent to which decisions are made at the appropriate level of the organization.	2%	**28%**	23%	26%	12%	9%
↓	30	The extent to which District services provides adequate support to campus needs.	5%	9%	**33%**	26**%**	12%	16%
	31	The effectiveness of collaboration between the three colleges within the Seattle Community College District.	0%	23%	23%	**30%**	9%	14%
		RESOURCE DEVELOPMENT						
	32	Financial resources available for the college.	0%	16%	14%	**47%**	19%	5%
↓	33	The extent to which the budget reflects the college's priorities.	2%	**42%**	21%	14%	7%	14%
	34	Staff, faculty, and administrator involvement in budget preparations.	12%	**51%**	19%	7%	2%	9%
↑	35	The effectiveness of the process for monitoring the budget.	12%	**49%**	16%	12%	2%	9%
	36	Communication to employees of resource allocation decisions and revisions.	9%	**42%**	26%	16%	0%	7%
	37	The extent to which the college is involved in seeking additional sources of funding through grants and contracts.	9%	**37%**	23%	14%	0%	16%
↑	38	The ability of the college to gain financial support from outside sources such as individuals, groups, businesses, corporations, and private foundations and grants.	5%	**51%**	19%	5%	2%	19%
		INSTRUCTIONAL ENVIRONMENT						
	39	The effectiveness of student preparedness for coursework.	2%	28%	23%	12%	0%	**35%**
	40	The use of a variety of methods for evaluating performance.	2%	26%	23%	12%	0%	**37%**
	41	The extent to which curriculum development responds to the changing needs of students.	5%	**30%**	21%	12%	5%	28%
	42	The use of a variety of teaching strategies to accommodate student needs.	5%	**44%**	19%	5%	0%	28%
↓	43	The extent to which the use of innovative methods of instruction are supported.	7%	**28%**	23%	14%	0%	**28%**
	44	The level of academic standards at the college.	2%	**40%**	19**%**	19%	0%	21%
↓	45	The extent to which a systematic process for program review is in place.	7%	**26%**	26%	12**%**	5%	**26%**
↓	46	The extent to which faculty are perceived as being accountable for improving the educational program.	5%	21%	23%	**26%**	2%	23%

			Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Does Not Apply or Do Not Know
	47	The effectiveness of the process for evaluating curriculum.	5%	23%	21%	12%	0%	**40%**
↑	48	The extent to which you are satisfied with the number of instructors and staff at SSCC who are from different ethnic and cultural backgrounds.	9%	**33%**	28%	14%	9%	7%

EDUCATIONAL AND INSTRUCTIONAL SUPPORT SERVICES

			Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Does Not Apply or Do Not Know
	49	The amount and appropriateness of library resources.	7%	**37%**	30%	7%	5%	14%
↑	50	The use of library resources.	2%	**49%**	30%	0%	0%	19%
↑	51	The adequacy of audiovisual services.	9%	**44%**	26%	2%	2%	16%
↑	52	The extent to which students have access to computers.	23%	**54%**	9%	2%	2%	9%
↑	53	The extent to which staff members have access to computers.	28%	**51%**	14%	0%	0%	7%
	54	The accuracy of the student assessment and placement process.	2%	**30%**	26%	12%	2%	28%
	55	The availability of tutoring services.	14%	**56%**	7%	5%	0%	19%
	56	The availability of adequate duplicating services.	12%	**56%**	16%	5%	0%	12%

WORK ENVIRONMENT

			Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Does Not Apply or Do Not Know
	57	The extent to which information is available for me to do my job effectively.	7%	**56%**	21%	14%	2%	0%
↓	58	The extent to which information is shared.	5%	**54%**	19%	21%	2%	0%
	59	The clarity of outcomes to be achieved.	2%	**40%**	19%	28%	5%	7%
	60	The spirit of cooperation within my unit.	35%	**42%**	12%	7%	5%	0%
	61	The spirit of cooperation across different units of the college.	2%	**37%**	23%	21%	16%	0%
↓	62	The use of group problem solving employed in my unit.	**35%**	30%	21%	9%	5%	0%
↓	63	The use of group problem solving across the college.	2%	23%	**30%**	30%	12%	2%
	64	The quality of my relationship with colleagues in this organization.	30%	**54%**	12%	0%	2%	2%
↓	65	The extent to which my professional development is encouraged.	14%	**49%**	19%	9%	7%	2%
↓	66	The extent to which I am financially assisted in my professional development.	9%	**26%**	19%	**26%**	12%	9%
	67	The extent to which I am proud to be an employee of South Seattle Community College.	33%	**40%**	16%	5%	7%	0%
↓	68	The availability of orientation programs for new campus personnel.	5%	19%	**35%**	19%	16%	7%
↓	69	The extent to which my concerns are listened to.	12%	**37%**	16%	19%	12%	5%
↓	70	The extent to which my suggestions are acted upon.	9%	**35%**	19%	21%	12%	5%
	71	The extent to which staffing levels are adequate for faculty and administrative support.	0%	23%	12%	**37%**	19%	9%
	72	The extent to which the responsibilities of administrators are communicated to the rest of the college community.	2%	**28%**	23%	**28%**	14%	5%
	73	The extent to which I am satisfied in my work.	33%	**49%**	12%	5%	2%	0%
	74	The extent to which humor contributes to a positive work environment.	**44%**	42%	9%	2%	2%	0%

			Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Does Not Apply or Do Not Know
STUDENT FOCUS								
↓	75	The extent to which student needs are central to what we do.	23%	**40%**	16%	21%	0%	0%
↓	76	The value of education received by students.	16%	**56%**	14%	2%	0%	12%
	77	The extent to which the college meets the needs of its ethnically diverse student population.	14%	**42%**	26%	5%	2%	12%
	78	The extent to which the learning environment across campus is hospitable to all students.	12%	**49%**	19%	9%	2%	9%
↑	79	The extent to which the curriculum reflects a multicultural perspective.	14%	**33%**	23%	7%	5%	19%
	80	The availability of campus services and accommodations for students with disabilities.	12%	**47%**	19%	7%	0%	16%
		PHYSICAL ENVIRONMENT						
	81	The adequacy of office space.	9%	**44%**	23%	16%	7%	0%
	82	The adequacy of parking space.	5%	30%	12%	**37%**	12%	5%
	83	The adequacy of space for large group meetings and special events.	14%	**58%**	5%	14%	7%	2%
	84	The quality of buildings, sidewalks and grounds.	14%	**49%**	21%	14%	2%	0%
	85	The adequacy of recreational facilities.	2%	16%	26%	**35%**	9%	12%
↓	86	The availability of on-campus child-care for students.	23%	**42%**	14%	2%	0%	19%
↓	87	The availability of on-campus child-care for employees.	21%	**37%**	9%	0%	2%	30%
↑	88	As a consumer, to what extent are you satisfied with the food service on campus?	28%	**42%**	19%	12%	0%	0%
	89	The extent to which a healthy physical environment exists in which to work.	2%	**47%**	26%	14%	9%	2%
	90	Adequacy of ventilation in buildings.	2%	**33%**	**33%**	21%	12%	0%
↓	91	Adequacy of heating and cooling in buildings.	2%	**35%**	28%	23%	12%	0%
↓	92	Adequacy of custodial services.	14%	21%	**28%**	21%	16%	0%
↓	93	Adequacy of storage space.	7%	21%	**33%**	23%	14%	2%
	94	Effectiveness of campus safety/security	35%	**44%**	16%	5%	0%	0%
		STANDARD IV -- FACULTY						
	95	The extent to which hiring, employment, and benefit policies are clearly communicated and fairly administered.	2%	26%	19%	16%	**28%**	9%
	96	The extent to which evaluation of faculty performance is fairly administered.	2%	19%	33%	5%	0%	**42%**
↑	97	The extent to which faculty share participation and responsibility for committee work.	2%	23%	23%	21%	2%	**28%**
	98	The extent to which adequate time and resources are made available for committee and curriculum development responsibilities.	2%	23%	**33%**	14%	0%	28%
	99	The extent to which faculty-initiated and -supported projects are implemented.	2%	23%	30%	5%	0%	**40%**
	100	The extent to which faculty are supported in scholarship, research, and artistic creation.	5%	**26%**	23%	9%	0%	37%

		Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Does Not Apply or Do Not Know
	STANDARD V -- LIBRARY AND INFORMATION RESOURCES						
101	The availability of library hours.	5%	**51%**	26%	5%	2%	12%
102	The availability of library facilities, resources and services.	7%	**51%**	19%	12%	0%	12%
↑ 103	The accessibility of new and current software on campus from computer services.	12%	**58%**	16%	7%	2%	5%
↑ 104	The extent to which faculty and staff have access to technical support from computer services.	16%	**54%**	19%	5%	2%	5%
105	The extent to which faculty has access to Distance Learning support.	7%	16%	23%	7%	2%	**44%**
106	The extent to which students have access to Distance Learning support.	12%	14%	21%	5%	5%	**44%**
	STANDARD VI – GOVERANCE AND ADMINISTRATION						
107	The extent to which the role of faculty in institutional governance, planning, budgeting, and policy development is made clear and public.	2%	**49%**	21%	2%	0%	26%
108	The extent to which faculty who participate in governance, planning, budgeting, and policy development are supported.	5%	**37%**	26%	5%	0%	28%
	STANDARD VII -- FINANCE						
109	The extent to which the budget reflects the College's Mission and Goals.	7%	**42%**	30%	7%	2%	12%
	STANDARD IX -- INTEGRITY						
110	The extent to which intellectual and academic freedom is respected and upheld at the College.	9%	**40%**	21%	12%	0%	19%
111	The extent to which College abides by its stated academic standards in testing, placement and instruction.	7%	**33%**	28%	5%	0%	28%
112	The extent to which the college environment reflects the mission and goals.	5%	**47%**	30%	5%	0%	14%
	DIVERSITY AND RETENTION						
113	I feel the climate at South Seattle Community College is one that values differences.	14%	**61%**	19%	5%	2%	0%
114	Faculty are culturally sensitive in responding to students needs.	14%	**35%**	19%	9%	2%	21%
115	Staff and administrators are culturally sensitive in responding to students needs.	16%	**44%**	26%	12%	0%	2%
116	Efforts are made by faculty to increase culturally diverse student participation in the classroom.	12%	30%	**16%**	7%	2%	33%
117	Efforts are made by faculty to increase students with disabilities participation in the classroom.	7%	30%	26%	2%	2%	**33%**
118	Efforts are made by staff and administrators to increase culturally diverse student participation in College activities.	12%	**47%**	23%	5%	2%	12%
119	Efforts are made by staff and administrators to increase students with disabilities participation in College activities.	12%	26%	**30%**	5%	2%	26%
120	The College procedures on addressing instances of discrimination have been clearly communicated to me.	14%	**37%**	21%	9%	12%	7%
121	Efforts are made by faculty, staff and administrators to practice courteous behavior, respect and understanding.	12%	**49%**	26%	7%	5%	2%

DEMOGRAPHICS

122   Gender

     Male…………26%

     Female**…….…74%**

123   Do you identify with being a member of a
     traditionally under-represented group ----
     either culturally, racially or ethnically?

     Yes……37%   No……....**63%**

124   How long have you worked on this campus?

     0 to 2 Years……………………..**26%**

     3 to 4 Years……………….…23%

     5 to 9 Years……………………16%

     10 to 14 Years…...……...……..9%

     19 Years…………………...……12%

     20 OR MORE YEARS…...………14%

COMMENTS:

125.   What is your role on this campus?

PART-TIME FACULTY…………..….

FULL-TIME FACULTY……………....

ADMINISTRATION (Full or Part-Time)….

CLASSIFIED STAFF (Full or Part-Time) ….

126. If you are a full-time or part time faculty, are you

VOCATIONAL FACULTY………….. 5%

ACADEMIC FACULTY……………….. 0%

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