

SOUTH SEATTLE COMMUNITY COLLEGE CLIMATE STUDY

(Adapted from the CESTA and PACE by George Baker)

Part Time Faculty

FALL 2003 N=39

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% decrease over Fall 1999
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	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.	8%	54%	31%	5%	0%	3%
2 The extent to which institutional values are clearly defined.	8%	49%	26%	15%	0%	3%
↓ 3 Opportunities for employees to get together to discuss institutional problems, issues or goals.	5%	36%	36%	15%	5%	3%
4 Opportunities for employees to socialize and develop a sense of community.	3%	23%	49%	18%	5%	3%
5 The extent to which individual achievements are recognized.	3%	41%	23%	26%	5%	3%
↓ 6 The extent to which the mission is reflected in decision-making.	3%	18%	49%	21%	0%	10%
7 The extent to which institutional priorities are reflected in decision-making.	0%	26%	41%	18%	5%	10%
↑ 8 Ability of the college to respond to community needs.	8%	44%	28%	8%	3%	10%
9 Ability of the college to respond to new trends in the labor market.	13%	28%	28%	18%	5%	8%
INSTITUTIONAL PLANNING						
10 Employee involvement in institutional planning.	5%	26%	38%	18%	0%	13%
11 The extent to which outcomes assessment is utilized in the planning process.	3%	15%	41%	13%	0%	28%
12 The extent of student involvement in institutional planning.	3%	13%	36%	10%	3%	36%
13 The extent of involvement of community members in institutional planning.	0%	15%	31%	8%	3%	44%
14 Involvement of the Board of Trustees in providing institutional planning.	0%	15%	28%	8%	3%	46%
15 Overall effectiveness of institutional planning.	0%	23%	31%	8%	3%	36%
16 The extent to which institutional planning and evaluation is continuous.	0%	23%	28%	8%	3%	38%
17 The extent to which institutional planning results in action plans and resource allocations.	0%	10%	46%	5%	3%	36%
18 The extent to which District committees result in action plans and resource allocations.	0%	10%	38%	3%	0%	49%
19 Broad based campus involvement in District policy development.	0%	10%	31%	10%	5%	44%

**Climate Survey
Part Time Faculty
Fall 2003 N=39**

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	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Does Not Apply or Do Not Know
ORGANIZATION STRUCTURE AND GOVERNANCE						
20	5%	23%	36%	8%	3%	26%
↑ 21	5%	36%	28%	15%	3%	13%
22	0%	13%	36%	8%	5%	38%
23	0%	18%	31%	15%	8%	28%
↑ 24	5%	36%	28%	10%	8%	13%
25	5%	26%	41%	8%	8%	13%
26	0%	18%	41%	18%	5%	18%
↑ 27	5%	23%	36%	21%	5%	10%
28	8%	23%	49%	15%	3%	3%
29	5%	15%	41%	15%	3%	21%
30	0%	13%	36%	13%	13%	26%
31	0%	8%	26%	26%	13%	28%
RESOURCE DEVELOPMENT						
32	0%	18%	23%	26%	21%	13%
↓ 33	0%	8%	44%	28%	5%	15%
↓ 34	0%	13%	38%	18%	5%	26%
35	0%	10%	33%	18%	5%	33%
36	0%	26%	28%	21%	10%	15%
37	0%	31%	31%	10%	5%	23%
38	3%	18%	26%	8%	8%	38%
INSTRUCTIONAL ENVIRONMENT						
↑ 39	5%	46%	23%	13%	3%	10%
40	8%	49%	23%	8%	3%	10%
↑ 41	13%	51%	13%	15%	3%	5%
↑ 42	13%	59%	10%	13%	0%	5%
43	21%	41%	15%	8%	5%	10%
↑ 44	10%	51%	21%	10%	3%	5%
45	8%	33%	18%	10%	3%	28%
46	8%	44%	36%	8%	0%	5%

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47 The effectiveness of the process for evaluating curriculum.	8%	23%	44%	3%	5%	18%
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.	13%	38%	31%	10%	3%	5%

EDUCATIONAL AND INSTRUCTIONAL SUPPORT SERVICES

↑ 49 The amount and appropriateness of library resources.	10%	54%	18%	5%	3%	10%
↑ 50 The use of library resources.	5%	59%	18%	5%	3%	10%
↑ 51 The adequacy of audiovisual services.	10%	56%	10%	10%	3%	10%
↑ 52 The extent to which students have access to computers.	18%	56%	13%	5%	3%	5%
↑ 53 The extent to which staff members have access to computers.	10%	62%	13%	10%	3%	3%
54 The accuracy of the student assessment and placement process.	5%	36%	26%	13%	0%	21%
55 The availability of tutoring services.	18%	44%	18%	8%	0%	13%
56 The availability of adequate duplicating services.	18%	44%	15%	10%	8%	5%

WORK ENVIRONMENT

57 The extent to which information is available for me to do my job effectively.	10%	44%	26%	18%	3%	0%
58 The extent to which information is shared.	8%	46%	21%	18%	5%	3%
59 The clarity of outcomes to be achieved.	5%	46%	28%	15%	3%	3%
↑ 60 The spirit of cooperation within my unit.	28%	56%	8%	5%	3%	0%
61 The spirit of cooperation across different units of the college.	5%	28%	33%	18%	8%	8%
62 The use of group problem solving employed in my unit.	18%	51%	18%	5%	3%	5%
63 The use of group problem solving across the college.	3%	23%	33%	18%	5%	18%
↓ 64 The quality of my relationship with colleagues in this organization.	31%	31%	23%	15%	0%	0%
65 The extent to which my professional development is encouraged.	21%	41%	21%	15%	3%	0%
66 The extent to which I am financially assisted in my professional development.	5%	26%	28%	18%	10%	13%
67 The extent to which I am proud to be an employee of South Seattle Community College.	28%	51%	15%	3%	3%	0%
↑ 68 The availability of orientation programs for new campus personnel.	13%	31%	33%	8%	5%	10%
69 The extent to which my concerns are listened to.	8%	31%	33%	15%	8%	5%
70 The extent to which my suggestions are acted upon.	5%	41%	28%	15%	8%	3%
71 The extent to which staffing levels are adequate for faculty and administrative support.	8%	21%	26%	18%	13%	15%
72 The extent to which the responsibilities of administrators are communicated to the rest of the college community.	5%	21%	44%	18%	10%	3%
73 The extent to which I am satisfied in my work.	28%	51%	8%	8%	5%	0%
74 The extent to which humor contributes to a positive work environment.	33%	44%	21%	0%	3%	0%

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		Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Does Not Apply or Do Not Know
STUDENT FOCUS							
↑	75	26%	41%	18%	13%	3%	0%
↑	76	21%	62%	15%	3%	0%	0%
↑	77						
	78	28%	41%	23%	3%	0%	5%
	79	15%	46%	23%	8%	0%	8%
	80	18%	33%	28%	8%	3%	10%
↑	81	23%	36%	21%	3%	0%	18%
PHYSICAL ENVIRONMENT							
↓	82	8%	18%	28%	36%	8%	3%
↓	83	10%	21%	15%	26%	28%	0%
	84	10%	38%	23%	8%	3%	18%
	85	13%	54%	18%	13%	3%	0%
	86	8%	18%	33%	18%	3%	21%
	87	15%	13%	28%	3%	0%	41%
	88	0%	14%	31%	65	0%	49%
	89	21%	49%	21%	0%	0%	10%
↑	90	15%	41%	31%	10%	3%	0%
↑	91	10%	38%	28%	18%	5%	0%
	92	8%	33%	31%	26%	3%	0%
	93	5%	44%	28%	15%	8%	0%
	94	5%	28%	31%	18%	8%	10%
	95	15%	51%	21%	8%	0%	5%
STANDARD IV -- FACULTY							
↑	96	8%	36%	18%	31%	8%	0%
	97	8%	31%	36%	8%	3%	15%
	98	3%	28%	41%	3%	3%	23%
	99	3%	8%	31%	31%	0%	28%
↓	100	5%	23%	33%	13%	5%	21%
	101	3%	18%	28%	18%	8%	26%

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STANDARD V -- LIBRARY AND INFORMATION RESOURCES						
↑ 101 The availability of library hours.	15%	46%	23%	5%	0%	10%
102 The availability of library facilities, resources and services.	13%	49%	23%	5%	0%	10%
103 The accessibility of new and current software on campus from computer services.	8%	41%	28%	8%	5%	10%
↑ 104 The extent to which faculty and staff have access to technical support from computer services.	15%	46%	21%	13%	3%	3%
105 The extent to which faculty has access to Distance Learning support.	8%	21%	31%	10%	0%	31%
106 The extent to which students have access to Distance Learning support.	5%	18%	28%	10%	0%	38%
STANDARD VI – GOVERNANCE AND ADMINISTRATION						
107 The extent to which the role of faculty in institutional governance, planning, budgeting, and policy development is made clear and public.	0%	21%	38%	5%	0%	36%
108 The extent to which faculty who participate in governance, planning, budgeting, and policy development are supported.	0%	21%	38%	5%	0%	36%
STANDARD VII -- FINANCE						
109 The extent to which the budget reflects the College's Mission and Goals.	0%	15%	36%	18%	0%	31%
STANDARD IX -- INTEGRITY						
110 The extent to which intellectual and academic freedom is respected and upheld at the College.	10%	36%	33%	5%	3%	13%
111 The extent to which College abides by its stated academic standards in testing, placement and instruction.	3%	41%	31%	5%	0%	21%
112 The extent to which the college environment reflects the mission and goals.	3%	38%	38%	5%	0%	15%
DIVERSITY AND RETENTION						
113 I feel the climate at South Seattle Community College is one that values differences.	28%	56%	15%	0%	0%	0%
114 Faculty are culturally sensitive in responding to students needs.	26%	49%	18%	3%	0%	5%
115 Staff and administrators are culturally sensitive in responding to students needs.	23%	38%	31%	3%	0%	5%
116 Efforts are made by faculty to increase culturally diverse student participation in the classroom.	23%	38%	21%	5%	0%	13%
117 Efforts are made by faculty to increase students with disabilities participation in the classroom.	18%	38%	21%	0%	0%	23%
118 Efforts are made by staff and administrators to increase culturally diverse student participation in College activities.	26%	23%	28%	0%	0%	23%
119 Efforts are made by staff and administrators to increase students with disabilities participation in College activities.	18%	28%	26%	0%	0%	28%
120 The College procedures on addressing instances of discrimination have been clearly communicated to me.	15%	18%	31%	23%	3%	10%
121 Efforts are made by faculty, staff and administrators to practice courteous behavior, respect and understanding.	31%	38%	26%	3%	3%	0%

