

SOUTH SEATTLE COMMUNITY COLLEGE CLIMATE STUDY

(Adapted from the CESTA and PACE by George Baker)

SPRING 1999 N=141 Responses, 30% return

PERCENT DISSATISFIED

A positive change represents a DECREASE in dissatisfaction. A negative change represents an INCREASE in dissatisfaction. A percent sign in a border represents a DECREASE in DISSATISFACTION greater than or equal to 10%.

		PERCENT DISSATISFIED			
MISSION, GOALS, VALUES, FUNCTIONS		Change	Year		
		95-99	99	95	92
1.	The extent to which the college mission is communicated.	7%	10%	17%	23%
2.	The extent to which institutional values are clearly defined.	4%	20%	24%	26%
3.	Opportunities for employees to get together to discuss institutional problems, issues or goals.	8%	31%	39%	38%
4.	Opportunities for employees to socialize and develop a sense of community.	-10%	37%	27%	32%
5.	The extent to which individual achievements are recognized.	-3%	33%	30%	40%
6.	The extent to which the mission is reflected in decision-making.	18%	23%	41%	33%
7.	The extent to which institutional priorities are reflected in decision-making.	12%	21%	33%	30%
8.	Ability of the college to respond to community needs.	-5%	20%	15%	22%
9.	Ability of the college to respond to new trends in the labor market.	11%	18%	29%	27%
INSTITUTIONAL PLANNING					
10.	Employee involvement in institutional planning.	24%	22%	46%	35%
11.	The extent to which outcomes assessment is utilized in the planning process.	7%	18%	25%	19%
12.	The extent of student involvement in institutional planning.	6%	16%	22%	30%
13.	The extent of involvement of community members in institutional planning.	3%	16%	19%	11%
14.	Involvement of the Board of Trustees in providing institutional planning.	7%	7%	14%	17%
15.	Overall effectiveness of institutional planning.	6%	23%	29%	28%
16.	The extent to which institutional planning and evaluation is continuous.	1%	20%	21%	22%
17.	The extent to which institutional planning results in action plans and resource allocations.	10%	23%	33%	31%
18.	The extent to which District committees result in action plans and resource allocations.	6%	20%	26%	27%
19.	Broadbased campus involvement in District policy development.	15%	26%	41%	29%

		Change Year			
		95 to 99	99	95	92
ORGANIZATION STRUCTURE AND GOVERNANCE					
20.	The extent to which the organization of the college reflects institutional priorities.	5%	22%	27%	28%
21.	The extent to which college leadership is decisive and results in action.	3%	32%	35%	37%
22.	The extent to which the District framework allows college entrepreneurship.	2%	23%	25%	24%
23.	The effectiveness of the District Office in establishing common goals that help the college fulfill its mission.	6%	20%	26%	35%
24.	The effectiveness of the organizational structure of the college.	11%	33%	44%	39%
25.	The extent to which administrative responsibilities are clearly communicated.	11%	37%	48%	42%
26.	Employee involvement in policy development at the college.	28%	30%	58%	48%
27.	The extent to which employee input is sought in the decision-making process at the college.	19%	36%	55%	40%
28.	Communication of policies and procedures at the college.	7%	39%	46%	44%
29.	The extent to which decisions are made at the appropriate level of the organization.	14%	32%	46%	40%
30.	The extent to which District services provides adequate support to campus needs.	-2%	31%	29%	38%
31.	The effectiveness of collaboration between the three colleges within the Seattle Community College District.	9%	29%	38%	34%
RESOURCE DEVELOPMENT					
32.	Financial resources available for the college.	5%	46%	51%	56%
33.	The extent to which the budget reflects the college's priorities.	13%	25%	38%	41%
34.	Staff, faculty, and administrator involvement in budget preparations.	31%	15%	46%	43%
35.	The effectiveness of the process for monitoring the budget.	7%	26%	33%	25%
36.	Communication to employees of resource allocation decisions and revisions.	16%	30%	46%	45%
37.	The extent to which the college is involved in seeking additional sources of funding through grants and contracts.	-4%	14%	10%	10%
38.	The ability of the college to gain financial support from outside sources such as individuals, groups, businesses, corporations, private foundations and grants.	-5%	13%	8%	13%
INSTRUCTIONAL ENVIRONMENT					
39.	The effectiveness of student preparedness for coursework.	6%	23%	29%	39%
40.	The use of a variety of methods for evaluating performance.	-1%	17%	16%	21%
41.	The extent to which curriculum development responds to the changing needs of students.	2%	18%	20%	26%
42.	The use of a variety of teaching strategies to accommodate student needs.	0%	11%	11%	13%

	Change	Year		
		95 to 99	99	95
43. The extent to which the use of innovative methods of instruction are supported.	6%	12%	18%	20%
44. The level of academic standards at the college.	4%	26%	30%	32%
45. The extent to which a systematic process for program review is in place.	11%	10%	21%	24%
46. The extent to which faculty are perceived as being accountable for improving the educational program.	7%	22%	29%	25%
47. The effectiveness of the process for evaluating curriculum.	8%	15%	23%	25%
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.	0%	23%	23%	18%
EDUCATIONAL AND INSTRUCTIONAL SUPPORT SERVICES				
49. The amount and appropriateness of library resources.	-1%	24%	23%	20%
50. The use of library resources.	-2%	13%	11%	12%
51. The adequacy of audiovisual services.	1%	17%	18%	20%
52. The extent to which students have access to computers.	-1%	25%	24%	25%
53. The extent to which staff members have access to computers.	-4%	22%	18%	28%
54. The accuracy of the student assessment and placement process.	13%	19%	32%	28%
55. The availability of tutoring services.	1%	4%	5%	16%
56. The availability of adequate duplicating services.	8%	18%	26%	39%
WORK ENVIRONMENT				
57. The extent to which information is available for me to do my job effectively.	8%	24%	32%	27%
58. The extent to which information is shared.	13%	36%	49%	32%
59. The clarity of outcomes to be achieved.	9%	27%	36%	29%
60. The spirit of cooperation within my unit.	7%	18%	25%	23%
61. The spirit of cooperation across different units of the college.	-3%	34%	31%	28%
62. The use of group problem solving employed in my unit.	9%	22%	31%	26%
63. The use of group problem solving across the college.	5%	33%	38%	32%
64. The quality of my relationship with colleagues in this organization.	1%	9%	10%	9%
65. The extent to which my professional development is encouraged.	3%	19%	22%	21%
66. The extent to which I am financially assisted in my professional development.	3%	25%	28%	30%
67. The extent to which I am proud to be an employee of South Seattle Community College.	-1%	12%	11%	9%
68. The availability of orientation programs for new campus personnel.	1%	28%	29%	34%

	Change	Year		
	95 to 99	99	95	92
69. The extent to which my concerns are listened to.	5%	30%	35%	32%
70. The extent to which my suggestions are acted upon.	6%	29%	35%	33%
71. The extent to which staffing levels are adequate for faculty and administrative support.	-4%	58%	54%	53%
72. The extent to which the responsibilities of administrators are communicated to the rest of the college community.	5%	46%	51%	44%
73. The extent to which I am satisfied in my work.	0%	13%	13%	15%
74. The extent to which humor contributes to a positive work environment.	5%	7%	12%	6%
STUDENT FOCUS				
75. The extent to which student needs are central to what we do.	4%	20%	24%	23%
76. The value of education received by students.	3%	7%	10%	15%
77. The extent to which the college meets the needs of its ethnically diverse student population.	-7%	17%	10%	24%
78. The extent to which the learning environment across campus is hospitable to all students.	-4%	18%	14%	16%
79. The extent to which the curriculum reflects a multicultural perspective.	2%	13%	15%	19%
80. The availability of campus services and accommodations for students with disabilities.	0%	4%	4%	15%
PHYSICAL ENVIRONMENT				
81. The adequacy of office space.	-3%	40%	37%	52%
82. The adequacy of parking space.	20%	37%	57%	49%
83. The adequacy of space for large group meetings and special events.	-4%	15%	11%	34%
84. The quality of buildings, sidewalks and grounds.	-10%	21%	11%	20%
85. The adequacy of recreational facilities.	-11%	32%	21%	39%
86. The availability of on-campus child-care for students.	-2%	4%	2%	10%
87. The availability of on-campus child-care for employees.	4%	1%	5%	9%
88. As a consumer, to what extent are you satisfied with the food service on campus?	-11%	19%	8%	12%
89. The extent to which a healthy physical environment exists in which to work.	-5%	25%	20%	26%
90. Adequacy of ventilation in buildings.	-1%	38%	37%	48%
91. Adequacy of heating and cooling in buildings.	0%	39%	39%	49%
92. Adequacy of custodial services.	-11%	35%	24%	33%
93. Adequacy of storage space.	4%	43%	47%	53%
94. Effectiveness of campus safety/security	-4%	9%	5%	19%