**SOUTH SEATTLE COMMUNITY COLLEGE CLIMATE STUDY**

(Adapted from the CESTA and PACE by George Baker)

**FALL 2003**  N=177

The purpose 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

### MISSION, GOALS, VALUES, FUNCTIONS

<table>
<thead>
<tr>
<th></th>
<th>Very Satisfied</th>
<th>Satisfied</th>
<th>Neither Satisfied nor Dissatisfied</th>
<th>Dissatisfied</th>
<th>Very Dissatisfied</th>
<th>Does Not Apply or Do Not Know</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. The extent to which the college mission is communicated.</td>
<td>15%</td>
<td>55%</td>
<td>22%</td>
<td>5%</td>
<td>1%</td>
<td>3%</td>
</tr>
<tr>
<td>2. The extent to which institutional values are clearly defined.</td>
<td>10%</td>
<td>50%</td>
<td>24%</td>
<td>12%</td>
<td>1%</td>
<td>3%</td>
</tr>
<tr>
<td>3. Opportunities for employees to get together to discuss institutional problems, issues or goals.</td>
<td>6%</td>
<td>27%</td>
<td>32%</td>
<td>26%</td>
<td>6%</td>
<td>3%</td>
</tr>
<tr>
<td>4. Opportunities for employees to socialize and develop a sense of community.</td>
<td>7%</td>
<td>33%</td>
<td>36%</td>
<td>16%</td>
<td>6%</td>
<td>2%</td>
</tr>
<tr>
<td>5. The extent to which individual achievements are recognized.</td>
<td>6%</td>
<td>41%</td>
<td>25%</td>
<td>16%</td>
<td>8%</td>
<td>3%</td>
</tr>
<tr>
<td>6. The extent to which the mission is reflected in decision-making.</td>
<td>6%</td>
<td>36%</td>
<td>31%</td>
<td>14%</td>
<td>6%</td>
<td>7%</td>
</tr>
<tr>
<td>7. The extent to which institutional priorities are reflected in decision-making.</td>
<td>5%</td>
<td>36%</td>
<td>31%</td>
<td>15%</td>
<td>6%</td>
<td>6%</td>
</tr>
<tr>
<td>8. Ability of the college to respond to community needs.</td>
<td>12%</td>
<td>44%</td>
<td>25%</td>
<td>10%</td>
<td>3%</td>
<td>6%</td>
</tr>
<tr>
<td>9. Ability of the college to respond to new trends in the labor market.</td>
<td>13%</td>
<td>41%</td>
<td>22%</td>
<td>13%</td>
<td>5%</td>
<td>6%</td>
</tr>
</tbody>
</table>

### INSTITUTIONAL PLANNING

<table>
<thead>
<tr>
<th></th>
<th>Very Satisfied</th>
<th>Satisfied</th>
<th>Neither Satisfied nor Dissatisfied</th>
<th>Dissatisfied</th>
<th>Very Dissatisfied</th>
<th>Does Not Apply or Do Not Know</th>
</tr>
</thead>
<tbody>
<tr>
<td>10. Employee involvement in institutional planning.</td>
<td>8%</td>
<td>35%</td>
<td>29%</td>
<td>17%</td>
<td>5%</td>
<td>6%</td>
</tr>
<tr>
<td>11. The extent to which outcomes assessment is utilized in the planning process.</td>
<td>5%</td>
<td>32%</td>
<td>37%</td>
<td>10%</td>
<td>2%</td>
<td>15%</td>
</tr>
<tr>
<td>12. The extent of student involvement in institutional planning.</td>
<td>5%</td>
<td>24%</td>
<td>36%</td>
<td>11%</td>
<td>4%</td>
<td>21%</td>
</tr>
<tr>
<td>13. The extent of involvement of community members in institutional planning.</td>
<td>4%</td>
<td>24%</td>
<td>34%</td>
<td>9%</td>
<td>2%</td>
<td>27%</td>
</tr>
<tr>
<td>14. Involvement of the Board of Trustees in providing institutional planning.</td>
<td>4%</td>
<td>19%</td>
<td>39%</td>
<td>5%</td>
<td>3%</td>
<td>29%</td>
</tr>
<tr>
<td>15. Overall effectiveness of institutional planning.</td>
<td>4%</td>
<td>34%</td>
<td>32%</td>
<td>9%</td>
<td>4%</td>
<td>16%</td>
</tr>
<tr>
<td>16. The extent to which institutional planning and evaluation is continuous.</td>
<td>7%</td>
<td>35%</td>
<td>30%</td>
<td>7%</td>
<td>2%</td>
<td>18%</td>
</tr>
<tr>
<td>17. The extent to which institutional planning results in action plans and resource allocations.</td>
<td>5%</td>
<td>30%</td>
<td>33%</td>
<td>10%</td>
<td>6%</td>
<td>17%</td>
</tr>
<tr>
<td>18. The extent to which District committees result in action plans and resource allocations.</td>
<td>2%</td>
<td>15%</td>
<td>35%</td>
<td>15%</td>
<td>6%</td>
<td>27%</td>
</tr>
<tr>
<td>19. Broad based campus involvement in District policy development.</td>
<td>1%</td>
<td>12%</td>
<td>32%</td>
<td>20%</td>
<td>11%</td>
<td>24%</td>
</tr>
</tbody>
</table>
Climate Survey  
Fall 2003  N=177

ORGANIZATION STRUCTURE AND GOVERNANCE

20. The extent to which the organization of the college reflects institutional priorities.  
   Very Satisfied 36%  Satisfied 35%  Neither Satisfied nor Dissatisfied 8%  Dissatisfied 5% Does Not Apply or Do Not Know 12%

21. The extent to which college leadership is decisive and results in action.  
   Very Satisfied 37%  Satisfied 25%  Neither Satisfied nor Dissatisfied 19%  Dissatisfied 4% Does Not Apply or Do Not Know 6%

22. The extent to which the District framework allows college entrepreneurship.  
   Very Satisfied 28%  Satisfied 25%  Neither Satisfied nor Dissatisfied 7%  Dissatisfied 19% Does Not Apply or Do Not Know 7%

23. The effectiveness of the District Office in establishing common goals that help the college fulfill its mission.  
   Very Satisfied 2%  Satisfied 16%  Neither Satisfied nor Dissatisfied 31%  Dissatisfied 24% 12% Does Not Apply or Do Not Know 16%

24. The effectiveness of the organizational structure of the college.  
   Very Satisfied 34%  Satisfied 33%  Neither Satisfied nor Dissatisfied 16%  Dissatisfied 6% Does Not Apply or Do Not Know 7%

25. The extent to which administrative responsibilities are clearly communicated.  
   Very Satisfied 27%  Satisfied 33%  Neither Satisfied nor Dissatisfied 19%  Dissatisfied 8% Does Not Apply or Do Not Know 7%

26. Employee involvement in policy development at the college.  
   Very Satisfied 28%  Satisfied 29%  Neither Satisfied nor Dissatisfied 25%  Dissatisfied 7% Does Not Apply or Do Not Know 8%

27. The extent to which employee input is sought in the decision-making process at the college.  
   Very Satisfied 27%  Satisfied 29%  Neither Satisfied nor Dissatisfied 22%  Dissatisfied 11% Does Not Apply or Do Not Know 7%

28. Communication of policies and procedures at the college.  
   Very Satisfied 37%  Satisfied 34%  Neither Satisfied nor Dissatisfied 12%  Dissatisfied 7% Does Not Apply or Do Not Know 3%

29. The extent to which decisions are made at the appropriate level of the organization.  
   Very Satisfied 27%  Satisfied 29%  Neither Satisfied nor Dissatisfied 21%  Dissatisfied 8% Does Not Apply or Do Not Know 11%

30. The extent to which District services provides adequate support to campus needs.  
   Very Satisfied 14%  Satisfied 28%  Neither Satisfied nor Dissatisfied 25%  Dissatisfied 15% Does Not Apply or Do Not Know 14%

31. The effectiveness of collaboration between the three colleges within the Seattle Community College District.  
   Very Satisfied 14%  Satisfied 28%  Neither Satisfied nor Dissatisfied 25%  Dissatisfied 16% Does Not Apply or Do Not Know 16%

RESOURCES DEVELOPMENT

32. Financial resources available for the college.  
   Very Satisfied 1%  Satisfied 15%  Neither Satisfied nor Dissatisfied 20%  Dissatisfied 34% 23% 7%

33. The extent to which the budget reflects the college’s priorities.  
   Very Satisfied 2%  Satisfied 24%  Neither Satisfied nor Dissatisfied 34% 18% 10% 12%

34. Staff, faculty, and administrator involvement in budget preparations.  
   Very Satisfied 6%  Satisfied 30%  Neither Satisfied nor Dissatisfied 29% 16% 8% 11%

35. The effectiveness of the process for monitoring the budget.  
   Very Satisfied 6%  Satisfied 29%  Neither Satisfied nor Dissatisfied 24% 18% 5% 18%

36. Communication to employees of resource allocation decisions and revisions.  
   Very Satisfied 4%  Satisfied 30%  Neither Satisfied nor Dissatisfied 29% 20% 7% 10%

37. The extent to which the college is involved in seeking additional sources of funding through grants and contracts.  
   Very Satisfied 6%  Satisfied 39%  Neither Satisfied nor Dissatisfied 25% 12% 4% 14%

38. The ability of the college to gain financial support from outside sources such as individuals, groups, businesses, corporations, private foundations and grants.  
   Very Satisfied 10%  Satisfied 33%  Neither Satisfied nor Dissatisfied 26% 7% 5% 19%

INSTRUCTIONAL ENVIRONMENT

39. The effectiveness of student preparedness for coursework.  
   Very Satisfied 3%  Satisfied 34%  Neither Satisfied nor Dissatisfied 25% 17% 1% 19%

40. The use of a variety of methods for evaluating performance.  
   Very Satisfied 4%  Satisfied 39%  Neither Satisfied nor Dissatisfied 24% 12% 2% 19%

41. The extent to which curriculum development responds to the changing needs of students.  
   Very Satisfied 8%  Satisfied 42%  Neither Satisfied nor Dissatisfied 20% 13% 2% 15%

42. The use of a variety of teaching strategies to accommodate student needs.  
   Very Satisfied 9%  Satisfied 53%  Neither Satisfied nor Dissatisfied 15% 8% 1% 14%
Climate Survey  
Fall 2003  N=177

<table>
<thead>
<tr>
<th></th>
<th>Very Satisfied</th>
<th>Satisfied</th>
<th>Neither Satisfied nor Dissatisfied</th>
<th>Dissatisfied</th>
<th>Very Dissatisfied</th>
<th>Does Not Apply or Do Not Know</th>
</tr>
</thead>
<tbody>
<tr>
<td>43.</td>
<td>The extent to which the use of innovative methods of instruction are supported.</td>
<td>13%</td>
<td>37%</td>
<td>21%</td>
<td>10%</td>
<td>2%</td>
</tr>
<tr>
<td>44.</td>
<td>The level of academic standards at the college.</td>
<td>8%</td>
<td>42%</td>
<td>22%</td>
<td>15%</td>
<td>2%</td>
</tr>
<tr>
<td>45.</td>
<td>The extent to which a systematic process for program review is in place.</td>
<td>10%</td>
<td>28%</td>
<td>25%</td>
<td>12%</td>
<td>2%</td>
</tr>
<tr>
<td>46.</td>
<td>The extent to which faculty are perceived as being accountable for improving the educational program.</td>
<td>6%</td>
<td>32%</td>
<td>29%</td>
<td>16%</td>
<td>3%</td>
</tr>
<tr>
<td>47.</td>
<td>The effectiveness of the process for evaluating curriculum.</td>
<td>6%</td>
<td>29%</td>
<td>32%</td>
<td>9%</td>
<td>3%</td>
</tr>
<tr>
<td>48.</td>
<td>The extent to which you are satisfied with the number of instructors and staff at SSCC who are from different ethnic and cultural backgrounds.</td>
<td>15%</td>
<td>38%</td>
<td>24%</td>
<td>10%</td>
<td>7%</td>
</tr>
</tbody>
</table>

EDUCATIONAL AND INSTRUCTIONAL SUPPORT SERVICES

<table>
<thead>
<tr>
<th></th>
<th>Very Satisfied</th>
<th>Satisfied</th>
<th>Neither Satisfied nor Dissatisfied</th>
<th>Dissatisfied</th>
<th>Very Dissatisfied</th>
<th>Does Not Apply or Do Not Know</th>
</tr>
</thead>
<tbody>
<tr>
<td>49.</td>
<td>The amount and appropriateness of library resources.</td>
<td>13%</td>
<td>43%</td>
<td>20%</td>
<td>9%</td>
<td>3%</td>
</tr>
<tr>
<td>50.</td>
<td>The use of library resources.</td>
<td>11%</td>
<td>52%</td>
<td>20%</td>
<td>4%</td>
<td>1%</td>
</tr>
<tr>
<td>51.</td>
<td>The adequacy of audiovisual services.</td>
<td>11%</td>
<td>46%</td>
<td>19%</td>
<td>7%</td>
<td>1%</td>
</tr>
<tr>
<td>52.</td>
<td>The extent to which students have access to computers.</td>
<td>21%</td>
<td>54%</td>
<td>11%</td>
<td>3%</td>
<td>2%</td>
</tr>
<tr>
<td>53.</td>
<td>The extent to which staff members have access to computers.</td>
<td>25%</td>
<td>49%</td>
<td>14%</td>
<td>6%</td>
<td>1%</td>
</tr>
<tr>
<td>54.</td>
<td>The accuracy of the student assessment and placement process.</td>
<td>4%</td>
<td>32%</td>
<td>31%</td>
<td>12%</td>
<td>2%</td>
</tr>
<tr>
<td>55.</td>
<td>The availability of tutoring services.</td>
<td>16%</td>
<td>48%</td>
<td>15%</td>
<td>8%</td>
<td>2%</td>
</tr>
<tr>
<td>56.</td>
<td>The availability of adequate duplicating services.</td>
<td>15%</td>
<td>46%</td>
<td>20%</td>
<td>7%</td>
<td>4%</td>
</tr>
</tbody>
</table>

WORK ENVIRONMENT

<table>
<thead>
<tr>
<th></th>
<th>Very Satisfied</th>
<th>Satisfied</th>
<th>Neither Satisfied nor Dissatisfied</th>
<th>Dissatisfied</th>
<th>Very Dissatisfied</th>
<th>Does Not Apply or Do Not Know</th>
</tr>
</thead>
<tbody>
<tr>
<td>57.</td>
<td>The extent to which information is available for me to do my job effectively.</td>
<td>10%</td>
<td>50%</td>
<td>18%</td>
<td>18%</td>
<td>3%</td>
</tr>
<tr>
<td>58.</td>
<td>The extent to which information is shared.</td>
<td>6%</td>
<td>42%</td>
<td>22%</td>
<td>22%</td>
<td>6%</td>
</tr>
<tr>
<td>59.</td>
<td>The clarity of outcomes to be achieved.</td>
<td>5%</td>
<td>42%</td>
<td>25%</td>
<td>18%</td>
<td>4%</td>
</tr>
<tr>
<td>60.</td>
<td>The spirit of cooperation within my unit.</td>
<td>27%</td>
<td>44%</td>
<td>11%</td>
<td>11%</td>
<td>7%</td>
</tr>
<tr>
<td>61.</td>
<td>The spirit of cooperation across different units of the college.</td>
<td>5%</td>
<td>30%</td>
<td>28%</td>
<td>25%</td>
<td>9%</td>
</tr>
<tr>
<td>62.</td>
<td>The use of group problem solving employed in my unit.</td>
<td>22%</td>
<td>38%</td>
<td>18%</td>
<td>12%</td>
<td>7%</td>
</tr>
<tr>
<td>63.</td>
<td>The use of group problem solving across the college.</td>
<td>3%</td>
<td>23%</td>
<td>33%</td>
<td>25%</td>
<td>8%</td>
</tr>
<tr>
<td>64.</td>
<td>The quality of my relationship with colleagues in this organization.</td>
<td>30%</td>
<td>45%</td>
<td>16%</td>
<td>6%</td>
<td>2%</td>
</tr>
<tr>
<td>65.</td>
<td>The extent to which my professional development is encouraged.</td>
<td>19%</td>
<td>39%</td>
<td>20%</td>
<td>14%</td>
<td>6%</td>
</tr>
<tr>
<td>66.</td>
<td>The extent to which I am financially assisted in my professional development.</td>
<td>7%</td>
<td>28%</td>
<td>21%</td>
<td>20%</td>
<td>15%</td>
</tr>
<tr>
<td>67.</td>
<td>The extent to which I am proud to be an employee of South Seattle Community College.</td>
<td>34%</td>
<td>42%</td>
<td>14%</td>
<td>4%</td>
<td>3%</td>
</tr>
<tr>
<td>68.</td>
<td>The availability of orientation programs for new campus personnel.</td>
<td>9%</td>
<td>27%</td>
<td>34%</td>
<td>11%</td>
<td>7%</td>
</tr>
<tr>
<td>Question</td>
<td>Very Satisfied</td>
<td>Satisfied</td>
<td>Neither Satisfied nor Dissatisfied</td>
<td>Dissatisfied</td>
<td>Very Dissatisfied</td>
<td>Does Not Apply or Do Not Know</td>
</tr>
<tr>
<td>-------------------------------------------------------------------------</td>
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</tr>
<tr>
<td>69. The extent to which my concerns are listened to.</td>
<td>12%</td>
<td>36%</td>
<td>22% 15% 12% 4%</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>70. The extent to which my suggestions are acted upon.</td>
<td>8%</td>
<td>34%</td>
<td>27% 19% 9% 3%</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>71. The extent to which staffing levels are adequate for faculty and administrative support.</td>
<td>3%</td>
<td>19%</td>
<td>18% 28% 24% 8%</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>72. The extent to which the responsibilities of administrators are communicated to the rest of the college community.</td>
<td>4%</td>
<td>22%</td>
<td>33% 22% 15% 5%</td>
<td></td>
<td></td>
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</tr>
<tr>
<td>73. The extent to which I am satisfied in my work.</td>
<td></td>
<td></td>
<td>27% 49% 15% 5% 3% 1%</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>74. The extent to which humor contributes to a positive work environment.</td>
<td></td>
<td></td>
<td>37% 44% 15% 2% 2% 1%</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>STUDENT FOCUS</strong></td>
<td></td>
<td></td>
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<td></td>
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</tr>
<tr>
<td>75. The extent to which student needs are central to what we do.</td>
<td></td>
<td></td>
<td>20% 44% 19% 11% 3% 3%</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>76. The value of education received by students.</td>
<td></td>
<td></td>
<td>18% 54% 18% 3% 0% 8%</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>77. The extent to which the college meets the needs of its ethnically diverse student population.</td>
<td></td>
<td></td>
<td>24% 40% 20% 5% 2% 10%</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>78. The extent to which the learning environment across campus is hospitable to all students.</td>
<td></td>
<td></td>
<td>18% 45% 18% 11% 1% 6%</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>79. The extent to which the curriculum reflects a multicultural perspective.</td>
<td></td>
<td></td>
<td>16% 36% 24% 7% 4% 14%</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>80. The availability of campus services and accommodations for students with disabilities.</td>
<td></td>
<td></td>
<td>21% 46% 16% 4% 0% 14%</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>PHYSICAL ENVIRONMENT</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>81. The adequacy of office space.</td>
<td></td>
<td></td>
<td>9% 31% 23% 25% 10% 2%</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>82. The adequacy of parking space.</td>
<td></td>
<td></td>
<td>5% 29% 19% 25% 21% 2%</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>83. The adequacy of space for large group meetings and special events.</td>
<td></td>
<td></td>
<td>13% 45% 19% 11% 5% 6%</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>84. The quality of buildings, sidewalks and grounds.</td>
<td></td>
<td></td>
<td>15% 46% 20% 14% 5% 0%</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>85. The adequacy of recreational facilities.</td>
<td></td>
<td></td>
<td>6% 24% 28% 18% 11% 13%</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>86. The availability of on-campus child-care for students.</td>
<td></td>
<td></td>
<td>20% 28% 23% 2% 0% 27%</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>87. The availability of on-campus child-care for employees.</td>
<td></td>
<td></td>
<td>15% 27% 19% 3% 1% 36%</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>88. As a consumer, to what extent are you satisfied with the food service on campus?</td>
<td></td>
<td></td>
<td>25% 43% 19% 8% 0% 5%</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>89. The extent to which a healthy physical environment exists in which to work.</td>
<td></td>
<td></td>
<td>7% 46% 24% 15% 7% 1%</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>90. Adequacy of ventilation in buildings.</td>
<td></td>
<td></td>
<td>5% 33% 24% 24% 15% 0%</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>91. Adequacy of heating and cooling in buildings.</td>
<td></td>
<td></td>
<td>6% 33% 24% 25% 13% 0%</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>92. Adequacy of custodial services.</td>
<td></td>
<td></td>
<td>7% 32% 25% 20% 14% 2%</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>93. Adequacy of storage space.</td>
<td></td>
<td></td>
<td>5% 33% 27% 27% 20% 16%6%</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>94. Effectiveness of campus safety/security</td>
<td></td>
<td></td>
<td>24% 49% 20% 5% 0% 2%</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
### STANDARD IV -- FACULTY

95. The extent to which hiring, employment, and benefit policies are clearly communicated and fairly administered.  
   - Very Satisfied: 7%  
   - Satisfied: 33%  
   - Neither Satisfied nor Dissatisfied: 18%  
   - Dissatisfied: 20%  
   - Very Dissatisfied: 12%  
   - Does Not Apply or Do Not Know: 9%

96. The extent to which evaluation of faculty performance is fairly administered.  
   - Very Satisfied: 6%  
   - Satisfied: 33%  
   - Neither Satisfied nor Dissatisfied: 25%  
   - Dissatisfied: 9%  
   - Very Dissatisfied: 3%  
   - Does Not Apply or Do Not Know: 24%

97. The extent to which faculty share participation and responsibility for committee work.  
   - Very Satisfied: 4%  
   - Satisfied: 29%  
   - Neither Satisfied nor Dissatisfied: 26%  
   - Dissatisfied: 14%  
   - Very Dissatisfied: 5%  
   - Does Not Apply or Do Not Know: 21%

98. The extent to which adequate time and resources are made available for committee and curriculum development responsibilities.  
   - Very Satisfied: 3%  
   - Satisfied: 20%  
   - Neither Satisfied nor Dissatisfied: 31%  
   - Dissatisfied: 19%  
   - Very Dissatisfied: 3%  
   - Does Not Apply or Do Not Know: 25%

99. The extent to which faculty-initiated and -supported projects are implemented.  
   - Very Satisfied: 6%  
   - Satisfied: 27%  
   - Neither Satisfied nor Dissatisfied: 31%  
   - Dissatisfied: 8%  
   - Very Dissatisfied: 2%  
   - Does Not Apply or Do Not Know: 26%

100. The extent to which faculty are supported in scholarship, research, and artistic creation.  
   - Very Satisfied: 7%  
   - Satisfied: 25%  
   - Neither Satisfied nor Dissatisfied: 24%  
   - Dissatisfied: 13%  
   - Very Dissatisfied: 3%  
   - Does Not Apply or Do Not Know: 28%

### STANDARD V -- LIBRARY AND INFORMATION RESOURCES

101. The availability of library hours.  
   - Very Satisfied: 12%  
   - Satisfied: 55%  
   - Neither Satisfied nor Dissatisfied: 20%  
   - Dissatisfied: 3%  
   - Very Dissatisfied: 1%  
   - Does Not Apply or Do Not Know: 10%

102. The availability of library facilities, resources and services.  
   - Very Satisfied: 12%  
   - Satisfied: 54%  
   - Neither Satisfied nor Dissatisfied: 18%  
   - Dissatisfied: 6%  
   - Very Dissatisfied: 1%  
   - Does Not Apply or Do Not Know: 9%

103. The accessibility of new and current software on campus from computer services.  
   - Very Satisfied: 11%  
   - Satisfied: 44%  
   - Neither Satisfied nor Dissatisfied: 20%  
   - Dissatisfied: 11%  
   - Very Dissatisfied: 2%  
   - Does Not Apply or Do Not Know: 12%

104. The extent to which faculty and staff have access to technical support from computer services.  
   - Very Satisfied: 19%  
   - Satisfied: 46%  
   - Neither Satisfied nor Dissatisfied: 18%  
   - Dissatisfied: 9%  
   - Very Dissatisfied: 3%  
   - Does Not Apply or Do Not Know: 5%

105. The extent to which faculty has access to Distance Learning support.  
   - Very Satisfied: 8%  
   - Satisfied: 24%  
   - Neither Satisfied nor Dissatisfied: 25%  
   - Dissatisfied: 5%  
   - Very Dissatisfied: 1%  
   - Does Not Apply or Do Not Know: 37%

106. The extent to which students have access to Distance Learning support.  
   - Very Satisfied: 7%  
   - Satisfied: 22%  
   - Neither Satisfied nor Dissatisfied: 23%  
   - Dissatisfied: 6%  
   - Very Dissatisfied: 2%  
   - Does Not Apply or Do Not Know: 41%

### 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.  
   - Very Satisfied: 3%  
   - Satisfied: 34%  
   - Neither Satisfied nor Dissatisfied: 32%  
   - Dissatisfied: 6%  
   - Very Dissatisfied: 1%  
   - Does Not Apply or Do Not Know: 25%

108. The extent to which faculty who participate in governance, planning, budgeting, and policy development are supported.  
   - Very Satisfied: 4%  
   - Satisfied: 30%  
   - Neither Satisfied nor Dissatisfied: 34%  
   - Dissatisfied: 6%  
   - Very Dissatisfied: 1%  
   - Does Not Apply or Do Not Know: 25%

### STANDARD VII -- FINANCE

109. The extent to which the budget reflects the College's Mission and Goals.  
   - Very Satisfied: 5%  
   - Satisfied: 31%  
   - Neither Satisfied nor Dissatisfied: 32%  
   - Dissatisfied: 12%  
   - Very Dissatisfied: 3%  
   - Does Not Apply or Do Not Know: 17%

### STANDARD IX -- INTEGRITY

110. The extent to which intellectual and academic freedom is respected and upheld at the College.  
   - Very Satisfied: 12%  
   - Satisfied: 43%  
   - Neither Satisfied nor Dissatisfied: 23%  
   - Dissatisfied: 8%  
   - Very Dissatisfied: 2%  
   - Does Not Apply or Do Not Know: 13%

111. The extent to which College abides by its stated academic standards in testing, placement and instruction.  
   - Very Satisfied: 6%  
   - Satisfied: 40%  
   - Neither Satisfied nor Dissatisfied: 27%  
   - Dissatisfied: 5%  
   - Very Dissatisfied: 2%  
   - Does Not Apply or Do Not Know: 20%

112. The extent to which the college environment reflects the mission and goals.  
   - Very Satisfied: 5%  
   - Satisfied: 47%  
   - Neither Satisfied nor Dissatisfied: 32%  
   - Dissatisfied: 4%  
   - Very Dissatisfied: 1%  
   - Does Not Apply or Do Not Know: 11%
DIVERSITY AND RETENTION

113. I feel the climate at South Seattle Community College is one that values differences.

26% Very Satisfied
51% Satisfied
15% Neither Satisfied nor Dissatisfied
5% Dissatisfied
2% Very Dissatisfied
1% Does Not Apply or Do Not Know

114. Faculty are culturally sensitive in responding to students needs.

18% Very Satisfied
46% Satisfied
15% Neither Satisfied nor Dissatisfied
7% Dissatisfied
2% Very Dissatisfied
13% Does Not Apply or Do Not Know

115. Staff and administrators are culturally sensitive in responding to students needs.

22% Very Satisfied
43% Satisfied
21% Neither Satisfied nor Dissatisfied
7% Dissatisfied
2% Very Dissatisfied
5% Does Not Apply or Do Not Know

116. Efforts are made by faculty to increase culturally diverse student participation in the classroom.

18% Very Satisfied
36% Satisfied
16% Neither Satisfied nor Dissatisfied
6% Dissatisfied
1% Very Dissatisfied
23% Does Not Apply or Do Not Know

117. Efforts are made by faculty to increase students with disabilities participation in the classroom.

14% Very Satisfied
35% Satisfied
22% Neither Satisfied nor Dissatisfied
1% Dissatisfied
1% Very Dissatisfied
27% Does Not Apply or Do Not Know

118. Efforts are made by staff and administrators to increase culturally diverse student participation in College activities.

19% Very Satisfied
43% Satisfied
21% Neither Satisfied nor Dissatisfied
2% Dissatisfied
1% Very Dissatisfied
14% Does Not Apply or Do Not Know

119. Efforts are made by staff and administrators to increase students with disabilities participation in College activities.

17% Very Satisfied
32% Satisfied
21% Neither Satisfied nor Dissatisfied
1% Dissatisfied
2% Very Dissatisfied
22% Does Not Apply or Do Not Know

120. The College procedures on addressing instances of discrimination have been clearly communicated to me.

14% Very Satisfied
34% Satisfied
23% Neither Satisfied nor Dissatisfied
15% Dissatisfied
5% Very Dissatisfied
9% Does Not Apply or Do Not Know

121. Efforts are made by faculty, staff and administrators to practice courteous behavior, respect and understanding.

22% Very Satisfied
49% Satisfied
18% Neither Satisfied nor Dissatisfied
5% Dissatisfied
4% Very Dissatisfied
2% Does Not Apply or Do Not Know

DEMOGRAPHICS  N=175

122. Gender

Male…………….38%
Female………….62%

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

Yes……32%  No………….68%

124. How long have you worked on this campus?

0 to 2 Years……………………………..19%
3 to 4 Years………………….21%
5 to 9 Years…………………18%
10 to 14 Years………………….15%
19 Years…………………………..10%
20 OR MORE YEARS………………..17%

125. What is your role on this campus?

PART-TIME FACULTY……………… 22%
FULL-TIME FACULTY……………… 30%
ADMINISTRATION (Full or Part-Time)…. 25%
CLASSIFIED STAFF (Full or Part-Time)…… 23%

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

N= 98

VOCATIONAL FACULTY……………… 49%
ACADEMIC FACULTY………………..51%
137. Please provide any comments that you feel may be important to the overall assessment of the college environment.

To return this page separately from the survey (to assure anonymity) tear off, fold and drop in campus mail.