



**COMPARISON OF CAMPUS CLIMATE SURVEY RESULTS
SPRING 2008 TO SPRING 2011**

RESPONDENTS:

2008

Staff 77
 Administrator 67
 Faculty 129
 Full time 259
 Part time 15

2011

Staff 90
 Administrator 54
 Faculty 121
 Full time 244
 Part time 17

ITEMS FOR COMPARISON:

NOTE: Because “very satisfied” is a value of “1” and “very unsatisfied” is a value of 5, **a lower average indicates a higher level of satisfaction.** As a result, when interpreting the differences in averages from 2008 to 2011, please note that **a minus sign (-) indicates an increase in satisfaction and a plus sign (+) indicates a decrease in satisfaction.**

NOTE: Please apply the following scale of significance when interpreting the “increase/decrease in rating average.”

- <0.1: trivial difference
- 0.1-0.3: small difference**
- 0.3-0.5: moderate difference***
- >0.5: large difference****

Table 1: Level of Satisfaction Results

Please indicate your level of satisfaction with each statement.							
Answer Options	Very Satisfied (1)	Satisfied (2)	Neutral (3)	Unsatisfied (4)	Very Unsatisfied (5)	Does Not Apply	Increase/decrease in rating average
Access to campus administrators (2008)	25.9% (68)	47.9% (126)	12.9% (34)	9.1% (24)	4.2% (11)	0.0% (0)	
(2011)	26.8% (69)	49.8% (128)	14.4% (37)	4.3% (11)	4.3% (11)	0.4% (1)	-0.07
Access to employees in other offices or areas of campus (2008)	22.8% (60)	58.6% (154)	13.7% (36)	4.2% (11)	0.8% (2)	0.0% (0)	
(2011)	21.4% (55)	60.3% (155)	13.2% (34)	3.1% (8)	1.2% (3)	0.8% (2)	+0.03

Access to my supervisor (2008)	49.0% (129)	33.1% (87)	10.6% (28)	4.9% (13)	1.5% (4)	0.8% (2)	
(2011)	56.8% (146)	26.8% (69)	5.8% (15)	5.4% (14)	5.1% (13)	0.0% (0)	-0.04
Administrative leadership of the campus (2008)	16.2% (42)	38.8% (101)	19.6% (51)	11.9% (31)	13.5% (35)	0.0% (0)	
(2011)	15.3% (39)	35.3% (90)	23.9% (61)	16.1% (41)	9.0% (23)	0.4% (1)	+0.01
Attitude of employees toward students (2008)	16.0% (42)	57.0% (150)	15.2% (40)	8.7% (23)	2.3% (6)	0.8% (2)	
(2011)	21.3% (54)	52.4% (133)	16.9% (43)	7.1% (18)	1.6% (4)	0.8% (2)	-0.09
Availability of information about activities on campus (2008)	14.9% (39)	51.5% (135)	21.8% (57)	9.5% (25)	1.9% (5)	0.4% (1)	
(2011)	24.9% (64)	52.5% (135)	14.0% (36)	7.0% (18)	1.6% (4)	0.0% (0)	-0.25**
Breadth of programs and services offered to employees (2008)	14.4% (38)	54.8% (144)	20.5% (54)	7.2% (19)	2.7% (7)	0.4% (1)	
(2011)	19.3% (49)	52.0% (132)	18.9% (48)	7.9% (20)	1.6% (4)	0.4% (1)	-0.08
Breadth of programs and services offered to students (2008)	13.7% (36)	49.8% (131)	24.7% (65)	7.2% (19)	1.9% (5)	2.7% (7)	
(2011)	22.0% (56)	52.0% (132)	14.6% (37)	4.3% (11)	0.8% (2)	6.3% (16)	-0.13**
Budgetary support for professional development activities (2008)	17.2% (45)	45.4% (119)	20.6% (54)	10.7% (28)	4.6% (12)	1.5% (4)	
(2011)	19.0% (48)	37.5% (95)	21.3% (54)	15.4% (39)	5.1% (13)	1.6% (4)	+0.1
College publications and promotional materials (2008)	14.4% (38)	42.6% (112)	26.6% (70)	12.9% (34)	3.0% (8)	0.4% (1)	
(2011)	20.7% (53)	46.9% (120)	19.9% (51)	8.6% (22)	2.7% (7)	1.2% (3)	-0.2**
College's support of distance learning initiatives (2008)	10.3% (27)	37.4% (98)	31.3% (82)	13.0% (34)	5.0% (13)	3.1% (8)	
(2011)	14.4% (36)	44.8% (112)	20.8% (52)	7.2% (18)	4.4% (11)	8.4% (21)	-0.06
Conflict resolution procedures used on campus (2008)	6.1% (16)	29.4% (77)	32.4% (85)	13.7% (36)	9.9% (26)	8.4% (22)	
(2011)	6.4% (16)	21.3% (53)	33.3% (83)	17.7% (44)	13.7% (34)	7.6% (19)	+0.17**

Employee benefits package (2008)	19.5% (51)	58.4% (153)	9.2% (24)	9.5% (25)	2.7% (7)	0.8% (2)	
(2011)	26.5% (67)	49.4% (125)	12.3% (31)	7.5% (19)	1.2% (3)	3.2% (8)	-0.03
Employee training programs on campus (2008)	7.2% (19)	44.9% (118)	28.5% (75)	12.5% (33)	5.3% (14)	1.5% (4)	
(2011)	14.3% (36)	46.0% (116)	24.6% (62)	8.3% (21)	2.0% (5)	4.8% (12)	-0.16**
Mission statement of the College (2008)	14.4% (38)	47.1% (124)	27.0% (71)	8.7% (23)	1.9% (5)	0.8% (2)	
(2011)	20.2% (51)	56.9% (144)	19.0% (48)	2.0% (5)	0.8% (2)	1.2% (3)	-0.29**
Opportunities for involvement in activities on campus (2008)	20.2% (53)	53.1% (139)	18.3% (48)	5.7% (15)	2.7% (7)	0.0% (0)	
(2011)	23.9% (61)	55.7% (142)	13.3% (34)	4.3% (11)	2.4% (6)	0.4% (1)	-0.11**
Personal security/safety on campus (2008)	28.9% (76)	49.4% (130)	9.9% (26)	9.1% (24)	2.7% (7)	0.0% (0)	
(2011)	36.3% (93)	47.7% (122)	10.2% (26)	3.1% (8)	2.3% (6)	0.4% (1)	-0.18**
Physical facilities on campus (2008)	15.2% (40)	50.2% (132)	18.6% (49)	12.5% (33)	3.4% (9)	0.0% (0)	
(2011)	24.8% (63)	49.6% (126)	16.5% (42)	6.7% (17)	1.6% (4)	0.8% (2)	-0.26**
Planning processes used on campus (2008)	8.8% (23)	35.9% (94)	29.0% (76)	14.9% (39)	9.5% (25)	1.9% (5)	
(2011)	8.0% (20)	28.4% (71)	32.8% (82)	19.6% (49)	9.6% (24)	1.6% (4)	+0.13**
Policies and procedures governing campus operations (2008)	8.0% (21)	38.0% (100)	31.9% (84)	14.4% (38)	7.6% (20)	0.0% (0)	
(2011)	7.1% (18)	36.5% (92)	31.0% (78)	17.5% (44)	7.5% (19)	0.4% (1)	+0.07
Resources and services provided by the Library (2008)	25.1% (66)	49.0% (129)	17.9% (47)	3.8% (10)	1.1% (3)	3.0% (8)	
(2011)	31.6% (80)	48.2% (122)	15.4% (39)	1.2% (3)	0.8% (2)	2.8% (7)	-0.16**
Resources and services provided by the Career Center (2008)	26.2% (69)	50.6% (133)	14.8% (39)	3.4% (9)	1.5% (4)	3.4% (9)	
(2011)	27.8% (69)	45.6% (113)	15.7% (39)	0.8% (2)	0.8% (2)	9.3% (23)	+0.15**

Technology available on campus (2008)	18.4% (48)	56.3% (147)	12.3% (32)	11.5% (30)	1.5% (4)	0.0% (0)	
(2011)	13.3% (34)	45.3% (116)	14.8% (38)	16.4% (42)	9.4% (24)	0.8% (2)	+0.45***

NOTE: Because “Strongly Agree” is a value of “1” and “Strongly Disagree” is a value of 5, a **lower average indicates a higher level of satisfaction**. As a result, when interpreting the differences in averages from 2008 to 2011, please note that a **minus sign (-) indicates an increase in satisfaction and a plus sign (+) indicates a decrease in satisfaction**.

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- >0.5: large difference****

Table 2: Level of Agreement Results

Please indicate your level of agreement with the following statements:						
Answer Options	Strongly Agree	Agree	Disagree	Strongly Disagree	No Opinion	Increase/decrease in rating average
I feel adequately represented by my Alliance (Staff, Administrative, or Faculty Senate) (2008)	15.6% (41)	49.6% (130)	19.8% (52)	7.3% (19)	7.6% (20)	
(2011)	13.8% (35)	52.2% (132)	14.2% (36)	11.5% (29)	8.3% (21)	+0.06
My employment is satisfying (2008)	35.0% (91)	51.5% (134)	8.8% (23)	2.7% (7)	1.9% (5)	
(2011)	44.1% (112)	45.3% (115)	4.7% (12)	3.5% (9)	2.4% (6)	-0.1
The salary schedule is fair and equitable (2008)	18.0% (47)	54.4% (142)	19.9% (52)	5.7% (15)	1.9% (5)	
(2011)	17.9% (45)	48.4% (122)	21.0% (53)	9.1% (23)	3.6% (9)	+0.13**
College supports employees in using technology effectively (2008)	18.4% (48)	55.2% (144)	17.2% (45)	6.5% (17)	2.7% (7)	
(2011)	13.0% (33)	54.2% (137)	19.4% (49)	8.7% (22)	4.7% (12)	+0.18**
College supports professional development activities (2008)	22.6% (59)	57.5% (150)	12.3% (32)	4.6% (12)	3.1% (8)	
(2011)	24.5% (62)	51.0% (129)	13.8% (35)	4.0% (10)	6.7% (17)	+0.09

College makes professional development activities available to all employees (2008)	15.3% (40)	47.5% (124)	22.6% (59)	6.5% (17)	8.0% (21)	
(2011)	19.5% (49)	41.0% (103)	23.9% (60)	4.4% (11)	11.2% (28)	+0.03
College supports co-curricular activities that engage employees with the external community (2008)	12.6% (33)	54.2% (142)	20.2% (53)	6.1% (16)	6.9% (18)	
(2011)	12.8% (32)	49.2% (123)	16.8% (42)	3.2% (8)	18.0% (45)	+0.24**
Administration is open to new ideas (2008)	16.0% (42)	47.3% (124)	17.6% (46)	14.9% (39)	4.2% (11)	
(2011)	13.9% (35)	40.9% (103)	24.2% (61)	13.1% (33)	7.9% (20)	+0.16**
College publicly acknowledges achievements and effectiveness (2008)	12.3% (32)	52.5% (137)	22.6% (59)	10.3% (27)	2.3% (6)	
(2011)	13.8% (35)	49.0% (124)	20.2% (51)	6.3% (16)	10.7% (27)	+0.13**
I embrace the College mission, vision, values, and goals statements (2008)	22.9% (60)	57.6% (151)	11.1% (29)	3.8% (10)	4.6% (12)	
(2011)	35.9% (90)	51.8% (130)	2.4% (6)	0.4% (1)	9.6% (24)	-0.14**