

## Background

The Campus Climate Survey is given every two years at Shasta College. The most recent survey was administered in Spring 2019. The survey typically runs in fall, but due to staffing shortages, it was delayed a semester. The survey is distributed electronically to all employees and consists of 82 questions over four themed areas: Values (Student Learning & Growth, Quality Staffing, Fiscal Integrity, Community Connection, Positive Campus Climate), Participatory Governance, Internal Processes (Program Review, Planning and Resource Allocation), and Employee Relations and Job Satisfaction. Questions specific to employee type were presented based on the survey respondent’s self-identification as part of the group. For each statement, respondents were asked to rate their level of agreement on a 4-point Likert scale, with the option to choose “unsure/no opinion.”

The survey was distributed to 848 employees and 306 participated, resulting in a response rate of 36%. This is down from the response rate of 45% in 2016. As seen in Table 1, of the respondents, 32% were full-time faculty, 18% were part-time faculty, 36% were staff, and 14% were administration. One respondent did not indicate an employee type. Although part-time faculty appear to be under-represented, it should be noted that not all part-time instructional faculty were teaching during spring 2019. Table 2 reveals that half (50%) of the respondents reported being in their position for at least five years. Within employee type, nearly 70% of full-time faculty have been in their position for five years or more, while 33% of staff reported the same (*Not illustrated in table*).

*Table 1: Employee type of survey respondents in comparison to all distributed survey*

<i>Employee Type</i>	<i>n</i>	<i>%</i>	<i>% of emp. surveyed</i>
<i>FT Faculty</i>	98	32.0%	18%
<i>PT Faculty</i>	56	18.3%	48%
<i>Staff</i>	109	35.6%	26%
<i>Administrator</i>	42	13.7%	8%
<i>Unknown</i>	1	0.3%	
<b><i>Total</i></b>	<b>306</b>	<b>100%</b>	

*Table 2: Years in Role at Shasta College of survey respondents*

<i>Years in Position at SC</i>	<i>n</i>	<i>%</i>
<i>&lt;1 year</i>	43	14.2%
<i>1 year - &lt;3 year</i>	64	21.2%
<i>3 year - &lt;5 years</i>	44	14.6%
<i>5+ years</i>	151	50.0%
<b><i>Total</i></b>	<b>302</b>	<b>100%</b>

## Summary of Findings

**Methodology.** The results of the survey were summarized in the same manner as in previous years. All responses were included in the analysis, including those who skipped questions before submitting their response. Responses of “unsure/no opinion” were excluded from the calculations of agreement (“agree” or “strongly agree”) and from the mean values in this report. Statements with at least 30% responses of “unsure/no opinion” are indicated with the agree percentage underlined in the accompanying data table.

Overall survey responses showed high agreement across the statements (78%), which is equal to that of the 2016 Climate Survey. Table 3 illustrates changes in the agreement levels of

more than 2% between the 2016 and 2019 Climate Surveys for each thematic area. Green indicates an increase and red a decrease in agreement. The area with the highest level of agreement was Core Values, with 82% agreement across all employee types. The lowest area of agreement was Governance at 71%, down 2.5% from 2016. When disaggregated by employee type, one category of employee, full-time faculty, were in disagreement with the survey statements at a greater frequency than they were in the 2016 Climate Survey. For the most part, all other employee types (part-time faculty, classified/confidential, and administrator) rated campus climate the same or better than they did in 2016. The most notable employee category for an improved campus climate is classified/confidential employees. This group showed increased levels of agreement in every thematic area, and had 81% agreement across all areas.

Table 3: Percentage responding agree or strongly agree by Thematic Area and Employee Type

	<i>Part-Time Faculty</i>	<i>Full-Time Faculty</i>	<i>Classified/ Confidential</i>	<i>Administrator</i>	<i>Total</i>
<i>Core Values</i>	83.1%	76.7%	84.5%	89.8%	82.3%
<i>Satisfaction</i>	81.2%	65.8%	79.8%	87.8%	76.5%
<i>Internal</i>	75.6%	69.7%	80.7%	91.7%	77.7%
<i>Governance</i>	65.2%	54.2%	77.9%	95.4%	70.9%

Table 4 examines the lowest and highest mean scores by question for all employee types. Strongly disagree was given a value of 1, disagree: 2, agree: 3, and strongly agree: 4. The statement “there are sufficient numbers of faculty to support the programs in my area” was the lowest scored statement at 2.33. Just above that was the statement “the District provides data that is useful for effective program decision-making in my area” at 2.40, a decrease from 2016 of 0.35. On the other end, the highest rated statements were primarily questions on self-perception, such as “I am aware of the Shasta College Mission statement” at 3.28. There was also positive perception of two student educational support services, the Library and the Tutoring and Learning Center.

Table 4: Lowest and Highest Mean Scores, 2016-2018

<i>Lowest Mean Scores</i>	<i>2019</i>	<i>2016</i>	<i>Highest Mean Scores</i>	<i>2019</i>	<i>2016</i>
<i>There are sufficient numbers of full-time faculty to support the programs in my area.</i>	2.33	2.25	<i>The tutoring services provided by the Tutoring and Learning Center are a benefit to our students' academic success.</i>	3.55	3.49
<i>The District provides data that is useful for effective program decision-making in my area.</i>	2.40	2.75	<i>I share information about support services with students.</i>	3.45	3.39
<i>Students come academically prepared to succeed in my classes.</i>	2.50	2.46	<i>The Shasta College library provides students with adequate support for their research needs.</i>	3.34	3.36
<i>Workloads are equitably assigned.</i>	2.51	2.60	<i>My area or department works to achieve the college's institutional goals and objectives.</i>	3.32	3.32
<i>Faculty have an equitable role in governing, planning, budgeting and policy</i>	2.52	2.75	<i>I am aware of the Shasta College Mission statement.</i>	3.28	3.25

Comparing statements presented to all employee types with the 2016 Climate Survey, (see accompanying data table,) reveals over half a dozen statements regarding Human Resources that increased in agreement levels, 9 percentage points on average. While there were increases across all employee types, the largest increases were that of staff, with an average increase of 20 percentage points. The statement, “Faculty are adequately prepared to document specific student learning outcomes and abilities within their respective disciplines,” asked of faculty and administration, saw an overall increase of 5 percentage points. In the 2014 and 2016 surveys, the faculty agreed with this statement at least 15 percentage points below the agreement level of administration; however in 2019, this trend reversed and faculty responded with agreement 5 percentage points above that of administration.

Some questions also reveal areas for growth; the statement “I receive information from Enrollment Services that helps me inform students” declined in agreement levels across all areas with an overall 10.5 percentage point drop in agreement. Additionally, “I know how to provide input into the college planning process” saw decreased levels of agreement across all employee types, with an overall change of -7.9 percentage points. Other statements saw decreases over 5 percentage points; these were primarily a result of full-time faculty responses. As an example, “Shasta College personnel are treated with fairness” had 39.1% agreement from full-time faculty, and an average of 81.8% agreement among all other employee types. In 2016, full-time faculty agreement with this statement was 71.1%.

*(Note: when the term average was used in the previous two paragraphs, this is an unweighted average that does not consider the population size of the employee groups.)*

## Conclusion

The result in aggregate indicates that agreeability was generally similar to the 2016 Climate Survey across all survey items. Full-time faculty were notably less agreeable on all themes, while classified/confidential employees showed substantive growth in all four survey themes. Also of note is the proportion of statements with more than 30% of responses marked “unsure/no opinion” to survey items (26% of statements). This suggests the need for increased engagement related to all four themes to improve awareness and participation in campus processes. Further examination of the results and response patterns across demographics and thematic areas will be examined to determine areas of growth and associated action items.

**Climate Survey Trends in Responses of “Agree” or “Strongly Agree”**

	2019					2016					2014				
Question	Total	Admin	Faculty FT	Faculty PT	Staff	Total	Admin	Faculty FT	Faculty PT	Staff	Total	Admin	Faculty FT	Faculty PT	Staff
<i>Please indicate your primary role as an employee at Shasta College:</i>	<b>306</b>	42	98	56	109	<b>342</b>	50	103	55	134	<b>365</b>	38	104	114	109
<i>How long have you worked in your current position at Shasta College?</i>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Less than 1 year</i>	43	6	6	7	24	62	13	9	6	34	-	-	-	-	-
<i>1 to &lt;3 years</i>	64	12	9	10	33	45	5	6	8	26	-	-	-	-	-
<i>&gt;3 to &lt;5 years</i>	44	8	14	7	15	47	14	8	8	17	-	-	-	-	-
<i>5 years or more</i>	154	16	67	32	36	162	13	71	25	53	-	-	-	-	-
<b>Please rate your agreement with the following statements:</b>															
<i>Faculty are adequately prepared to document specific student learning outcomes and abilities within their respective disciplines.</i>	65.6%	<u>78.3%</u>	82.8%	82.6%	-	<u>88.5%</u>	<u>88.5%</u>	70.2%	78.0%	-	91.3%	91.3%	76.6%	81.7%	-
<i>Decisions on class cancellations are made appropriately.</i>	<u>46.4%</u>	<u>75.0%</u>	62.7%	70.0%	-	<u>77.3%</u>	<u>77.3%</u>	65.3%	<u>78.6%</u>	-	85.7%*	85.7%*	63.3%*	64.8%*	-
<i>Shasta College actively supports faculty academic freedom.</i>	86.6%	97.1%	80.5%	89.8%	-	100%	100%	87.8%	92.3%	-	100%	100%	90.5%	87.5%	-
<i>There are sufficient numbers of full-time faculty to support the programs in my area.</i>	43.2%	<u>62.5%</u>	41.8%	36.2%	-	<u>59.1%</u>	<u>59.1%</u>	37.9%	39.5%	-	<u>61.1%</u>	<u>61.1%</u>	35.9%	42.0%	-
<i>There are sufficient numbers of part-time faculty to support the programs in my area.</i>	68.5%	<u>80.0%</u>	61.8%	75.0%	-	<u>73.9%</u>	<u>73.9%</u>	59.3%	66.7%	-	<u>66.7%</u>	<u>66.7%</u>	61.5%	77.6%	-
<i>There are sufficient numbers of permanent support staff to support the programs in my area.</i>	67.1%	73.0%	-	-	65.1%	62.5%	62.5%	-	-	65.6%	62.5%	62.5%	-	-	35.6%

**Climate Survey Trends in Responses of “Agree” or “Strongly Agree”**

Question	2019					2016					2014				
	Total	Admin	Faculty FT	Faculty PT	Staff	Total	Admin	Faculty FT	Faculty PT	Staff	Total	Admin	Faculty FT	Faculty PT	Staff
<i>Area plans are tied to resource allocation.</i>	<u>86.0%</u>	97.4%	77.0%	<u>78.3%</u>	-	95.0%	95.0%	76.6%	<u>95.0%</u>	-	89.2%*	89.2%*	80%*	89.8%*	-
<i>Program reviews are tied to resource allocation.</i>	<u>72.8%</u>	86.7%	<u>67.7%</u>	<u>68.4%</u>	-	96.9%	97.0%	<u>76.2%</u>	<u>94.4%</u>	-					
<i>Learning outcomes are considered throughout the integrated planning process.</i>	80.3%	88.9%	73.2%	87.2%	-	91.9%	91.9%	65.0%	<u>85.2%</u>	-	90.9%*	90.9%*	72.2%*	-	-
<i>The District provides data that is useful for effective program decision-making in my area.</i>	49.5%	74.3%	37.5%	-	-	78.9%	78.9%	59.2%	-	-	83.3%*	83.3%*	61.6%*	-	-
<i>Program reviews are integrated into the overall institutional evaluation and planning process.</i>	<u>80.2%</u>	90.9%	<u>70.1%</u>	<u>90.3%</u>	-	97.1%	97.1%	77.6%	<u>89.5%</u>	-	84.8%	84.8%	73.7%	90.7%	-
<i>Instructional planning results in continuous self-reflective improvement.</i>	82.3%	<u>86.2%</u>	78.8%	86.8%	-	93.6%	93.5%	72.4%	<u>90.0%</u>	-	88.9%	88.9%	76.6%	88.9%	-
<i>The institution relies upon its faculty and the Academic Senate for recommendations about student learning.</i>	82.6%	100%	74.7%	<u>83.3%</u>	-	100%	100%	74.0%	<u>95.5%</u>	-	100%	100%	86.6%	94.3%	-
<i>Faculty have an equitable role in governing, planning, budgeting and policy-making bodies.</i>	50.3%	97.0%	34.1%	45.0%	-	94.1%	94.1%	50.6%	<u>64.7%</u>	-	100%	100%	73.2%	73.0%	-
<i>Staff have an equitable role in governing, planning, budgeting and policy-making bodies.</i>	76.6%	92.5%	-	-	70.1%	87.2%	87.2%	-	-	51.5%	94.1%	97.1%	-	-	31.1%
<i>Faculty have a voice in matters relating to educational programs.</i>	78.2%	100%	73.0%	69.6%	-	100%	100%	75.0%	75.7%	-	100%	100%	85.3%	76.3%	-

**Climate Survey Trends in Responses of “Agree” or “Strongly Agree”**

Question	2019					2016					2014				
	Total	Admin	Faculty FT	Faculty PT	Staff	Total	Admin	Faculty FT	Faculty PT	Staff	Total	Admin	Faculty FT	Faculty PT	Staff
<i>Students come academically prepared to succeed in my classes.</i>	48.6%	-	47.0%	60.4%	-	-	-	50.6%	45.2%	-	-	-	45.3%	44.6%	-
<i>Shasta College demonstrates through its practices an appropriate sensitivity towards issues of equity.</i>	86.2%	97.6%	73.9%	85.7%	92.3%	87.4%	95.5%	87.4%	90.7%	82.9%	83.7%*	91.7%*	82.9%*	82.5%*	81.8%*
<i>Shasta College demonstrates through its practices an appropriate sensitivity towards issues of diversity.</i>	89.1%	95.2%	75.6%	93.8%	97.1%	93.7%	95.3%	94.3%	97.7%	96.5%					
<i>Shasta College facilitates a campus climate that supports a diverse student population.</i>	89.6%	90.0%	79.1%	79.6%	90.6%	95.8%	97.7%	85.2%	89.2%	86.7%	91.4%	91.9%	86.3%	93.8%	94.6%
<i>Shasta College effectively develops relationships with the community.</i>	84.9%	92.7%	78.4%	93.9%	94.2%	88.4%	97.7%	89.8%	92.9%	95.5%	84.4%	88.9%	79.5%	85.1%	87.0%
<i>Shasta College tailors its programs to respond to the needs of the community.</i>	83.4%	90.0%	80.7%	75.0%	93.5%	87.9%	92.9%	85.7%	88.6%	87.5%	78%*	80.6%*	73.0%*	79.1%*	80.9%*
<i>Shasta College has high ethical standards for faculty.</i>	87.5%	90.0%	87.1%	89.1%	85.7%	87.9%	88.9%	89.2%	95.2%	82.6%	84.5%*	80.6%*	90.0%*	86.8%*	77.6%*
<i>Shasta College has high ethical standards for staff.</i>	91.4%	95.0%	91.0%	94.7%	88.8%	87.5%	93.0%	87.0%	94.6%	83.0%					
<i>Shasta College has high ethical standards for students.</i>	88.4%	100%	82.4%	82.6%	92.0%	87.8%	92.5%	90.0%	88.9%	83.7%					
<i>I have had the opportunity to provide input to Shasta College's development of learning outcomes/service area outcomes.</i>	77.5%	82.9%	90.0%	72.1%	65.4%	79.5%	88.6%	96.4%	73.2%	56.3%	77.8%	75.0%	96.2%	73.2%	47.2%

**Climate Survey Trends in Responses of “Agree” or “Strongly Agree”**

Question	2019					2016					2014				
	Total	Admin	Faculty FT	Faculty PT	Staff	Total	Admin	Faculty FT	Faculty PT	Staff	Total	Admin	Faculty FT	Faculty PT	Staff
<i>I receive information from Enrollment Services that helps me inform students.</i>	65.5%	70.6%	71.4%	71.2%	55.7%	75.9%	87.1%	74.4%	76.9%	73.0%	68.2%	100%	66.7%	56.8%	81.8%
<i>I share information about support services with students.</i>	97.2%	<u>100%</u>	<u>94.3%</u>	<u>95.2%</u>	<u>91.8%</u>	94.1%	<u>95.5%</u>	<u>90.8%</u>	<u>84.2%</u>	<u>84.8%</u>	98.3%	100%	97.4%	98.2%	100%
<i>The library collection (including the electronic resources) are adequate for the curricular needs of students.</i>	<u>94.5%</u>	<u>97.4%</u>	<u>97.9%</u>	<u>98.2%</u>	<u>95.9%</u>	<u>88.5%</u>	100%	93.3%	93.3%	93.1%	90.6%	100%	89.9%	89.4%	91.7%
<i>The Shasta College library provides students with adequate support for their research needs.</i>	<u>94.9%</u>	100%	97.1%	95.3%	89.3%	<u>95.9%</u>	<u>100%</u>	<u>95.9%</u>	<u>97.3%</u>	<u>93.0%</u>	98.2%	100%	98.6%	98.0%	96.6%
<i>The Shasta College library is open an adequate number of hours.</i>	73.2%	67.7%	65.2%	84.4%	76.1%	<u>66.5%</u>	<u>71.0%</u>	<u>64.3%</u>	<u>65.7%</u>	<u>67.2%</u>	71.4%	80.0%	68.6%	64.3%	78.9%
<i>The tutoring services provided by the Tutoring and Learning Center are a benefit to our students' academic success.</i>	95.3%	100%	90.6%	95.8%	97.6%	94.8%	97.4%	90.6%	100%	95.3%	99.0%	100%	98.6%	98.1%	98.2%
<i>The current hiring process ensures the recruitment of qualified personnel.</i>	70.9%	89.7%	60.2%	68.6%	73.7%	65.7%	86.4%	65.5%	67.7%	56.9%	69.5%*	86.5%*	67.6%*	76.3%*	56.1%*
<i>The professional development programs offered to employees reflect work-related needs.</i>	73.3%	82.5%	62.7%	84.0%	72.7%	74.3%	90.5%	70.4%	81.6%	67.0%	71.3%	91.4%	66.7%	79.5%	55.3%

**Climate Survey Trends in Responses of “Agree” or “Strongly Agree”**

Question	2019					2016					2014				
	Total	Admin	Faculty FT	Faculty PT	Staff	Total	Admin	Faculty FT	Faculty PT	Staff	Total	Admin	Faculty FT	Faculty PT	Staff
<i>Shasta College has an effective method for evaluating the skills of its personnel in leadership positions.</i>	58.4%	89.5%	40.3%	65.7%	58.7%	52.1%	77.5%	44.3%	69.0%	40.0%	54.1%*	80.6%*	46.4%*	75.0%*	31.0%*
<i>The administration provides opportunities to personnel for improving job effectiveness.</i>	75.6%	85.0%	73.8%	75.6%	74.0%	71.1%	92.7%	71.8%	80.0%	57.9%	76.1%*	91.4%*	79.5%*	87.5% <sup>8</sup>	53.2%*
<i>Workloads are equitably assigned.</i>	56.1%	75.0%	42.5%	60.0%	60.2%	60.6%	75.6%	58.3%	63.6%	55.1%	58.4%	65.6%	68.1%	63.6%	35.7%
<i>Shasta College personnel are treated with fairness.</i>	67.1%	95.1%	39.1%	71.2%	79.0%	73.8%	97.7%	71.1%	80.0%	63.4%	80.4%*	94.4%*	87.8%*	86.8%*	58.1%*
<i>Shasta College personnel are treated with respect.</i>	71.9%	97.5%	45.7%	82.4%	80.4%	80.7%	97.7%	73.6%	92.5%	75.0%					
<i>My job performance is evaluated systematically.</i>	85.9%	95.0%	84.8%	92.0%	79.6%	84.5%	89.5%	93.1%	88.1%	73.2%	80.4%*	88.2%*	93.6%*	96.1%*	74.2%*
<i>Human Resources develops policies and procedures that are clearly written.</i>	88.5%	97.6%	83.9%	85.0%	90.1%	75.0%	84.1%	72.2%	90.6%	67.4%	75.9%*	78.4%*	76.6%*	82.6%*	67.9%*
<i>Human Resources develops policies and procedures that are equitably administered.</i>	82.4%	97.4%	72.7%	80.6%	85.0%	70.7%	88.6%	65.1%	85.7%	60.9%					
<i>Job descriptions are directly related to the institutional mission and goals.</i>	86.9%	92.5%	84.4%	94.7%	84.0%	77.5%	85.4%	78.4%	90.3%	68.2%	71.5%*	75.8%	83.1%	94.6%	37.3%
<i>Job descriptions accurately reflect position, duties, responsibilities and authority.</i>	68.4%	73.2%	66.3%	93.2%	57.7%	59.1%	68.2%	67.1%	83.9%	41.2%					
<i>I am satisfied with the procedures available to resolve problems I may have within the college.</i>	72.2%	91.9%	51.9%	76.7%	81.7%	63.1%	87.5%	57.1%	75.0%	50.7%	76.6%	91.4%	76.9%	84.2%	58.7%



**Climate Survey Trends in Responses of “Agree” or “Strongly Agree”**

Question	2019					2016					2014				
	Total	Admin	Faculty FT	Faculty PT	Staff	Total	Admin	Faculty FT	Faculty PT	Staff	Total	Admin	Faculty FT	Faculty PT	Staff
<i>When I need technology training, it is available.</i>	73.1%	54.1%	84.5%	88.2%	61.3%	68.4%	46.2%	74.7%	86.8%	64.2%	74.0%	63.3%	74.3%	89.3%	63.5%
<i>When I have received technology training, it has been effective.</i>	85.1%	81.8%	87.8%	87.5%	83.1%	86.6%	78.8%	92.5%	91.2%	82.1%	81.4%*	70.4%*	91.3%*	90.0%*	78.7%*
<i>When I have a technology question or issue, the Technology Department provides me with help and/or training in a timely manner.</i>	84.4%	78.0%	82.6%	92.3%	85.4%	81.4%	67.4%	83.0%	83.3%	85.0%	79.6%	70.3%	77.6%	88.2%	80.3%
<i>My workplace is safe.</i>	87.9%	97.6%	74.2%	92.2%	94.2%	88.0%	100%	82.0%	92.3%	86.5%	88%*	94.6%*	83.1%*	94.4%*	84.6%*
<i>My work contribution is appreciated.</i>	74.8%	100%	47.6%	80.0%	85.7%	82.7%	93.0%	76.3%	90.5%	80.2%	***	***	***	***	***
<i>I am satisfied with my job at Shasta College.</i>	85.3%	97.6%	70.0%	88.0%	92.2%	90.9%	97.7%	93.9%	86.7%	87.9%	***	***	***	***	***
<i>The facilities at my primary work site are well maintained.</i>	72.2%	80.5%	61.3%	74.0%	77.4%	69.3%	88.4%	54.0%	71.8%	72.8%	79.5%	86.5%	73.1%	82.4%	81.0%
<i>Parking facilities at my primary work site are adequate for my needs.</i>	77.9%	92.7%	71.1%	77.6%	78.3%	83.9%	93.2%	84.1%	87.5%	78.8%	88.7%	94.6%	83.1%	94.4%	84.6%
<i>The college President provides effective leadership.</i>	80.6%	100%	53.8%	83.3%	93.4%	79.9%	100%	77.3%	83.9%	70.6%	87.7%	97.1%	84.9%	95.3%	77.6%
<i>The college President communicates effectively with the constituencies within the college.</i>	78.9%	95.0%	53.6%	91.4%	90.1%	78.9%	97.7%	70.1%	84.8%	75.3%	87.8%	97.1%	87.0%	92.3%	79.6%
<i>I am familiar with the current institutional goals.</i>	91.4%	100%	91.3%	87.0%	90.0%	89.4%	100%	88.1%	84.2%	87.8%	93.3%	100%	94.6%	92.4%	89.6%
<i>My area or department works to achieve the college's institutional goals and objectives.</i>	97.0%	100%	96.5%	93.2%	97.8%	96.2%	100%	92.6%	97.1%	97.1%	96.3%	100%	96.6%	97.2%	93.2%

**Climate Survey Trends in Responses of “Agree” or “Strongly Agree”**

Question	2019					2016					2014				
	Total	Admin	Faculty FT	Faculty PT	Staff	Total	Admin	Faculty FT	Faculty PT	Staff	Total	Admin	Faculty FT	Faculty PT	Staff
<i>I know how to provide input in the college planning process.</i>	67.9%	95.0%	66.7%	62.5%	59.5%	77.0%	97.6%	81.0%	56.7%	70.0%	81.1%*	97.3%*	92.0%*	72.6%*	66.7%*
<i>There are clear connections between planning, budgeting and the allocation of resources.</i>	68.5%	95.0%	47.4%	69.2%	75.7%	71.8%	97.6%	64.9%	66.7%	66.2%	78.1%	92.1%	80.5%	77.1%	68.6%
<i>I am aware of the Shasta College Mission statement.</i>	93.5%	100%	92.7%	88.5%	94.1%	93.9%	100%	96.6%	88.4%	91.6%	95.2%	100%	98.8%	91.5%	92.8%
<i>I am aware of the Shasta College strategic plan.</i>	87.3%	100%	89.7%	73.2%	86.0%	85.9%	97.7%	86.7%	76.3%	83.7%	88.4%	100%	94.3%	77.3%	86.8%
<i>I am aware of the participatory planning process.</i>	76.7%	100%	83.9%	64.9%	64.4%	78.6%	95.1%	85.0%	68.8%	68.9%	79.2%	100%	92.1%	59.2%	71.6%
<i>I feel that I have a voice in the district's participatory planning process.</i>	58.2%	94.6%	55.0%	48.6%	48.6%	58.0%	87.5%	58.1%	54.5%	44.2%	65.7%	94.4%	74.1%	50.8%	53.8%
<i>The District's planning cycle is complete in that it incorporates evaluation, goal-setting, resource allocation, implementation, and re-evaluation.</i>	<u>82.4%</u>	<u>94.7%</u>	<u>75.8%</u>	<u>69.2%</u>	<u>86.8%</u>	<u>85.3%</u>	<u>95.2%</u>	<u>79.4%</u>	<u>94.4%</u>	<u>82.3%</u>	85.8%	94.4%	82.9%	88.7%	82.3%
<i>I am aware of the planning goals in my area that have been met.</i>	69.2%	91.9%	65.8%	62.9%	64.7%	73.7%	90.5%	74.4%	64.3%	67.9%	72.2%*	95.4%*	76.8%*	62.5%*	61.9%*
<i>The computer equipment available at Shasta College helps me to effectively perform my required duties.</i>	80.3%	90.2%	68.8%	70.8%	90.6%	83.5%	93.2%	75.6%	77.5%	88.0%	79.0%*	80.6%*	70.5%*	80.4%*	87.5%*
<i>I am satisfied with the systematic maintenance of the technology resources I utilize.</i>	78.6%	87.8%	66.0%	76.0%	88.9%	77.3%	84.1%	70.6%	71.4%	82.2%	69.5%*	75.7%*	54.5%*	80.0%*	75.4%*

**Climate Survey Trends in Responses of “Agree” or “Strongly Agree”**

Question	2019					2016					2014				
	Total	Admin	Faculty FT	Faculty PT	Staff	Total	Admin	Faculty FT	Faculty PT	Staff	Total	Admin	Faculty FT	Faculty PT	Staff
<i>The college has adequate replacement and maintenance plans for non-technology equipment.</i>	<u>66.8%</u>	<u>79.3%</u>	<u>53.2%</u>	<u>58.6%</u>	<u>77.3%</u>	<u>61.1%</u>	<u>69.7%</u>	<u>47.1%</u>	<u>60.9%</u>	<u>71.0%</u>	56.3%	48.3%	58.5%	74.1%	45.7%
<i>Physical resources such as facilities and equipment (non-technology) adequately support student learning.</i>	76.1%	94.3%	66.3%	64.1%	83.0%	69.6%	76.9%	63.1%	70.6%	72.5%	77.3%	86.5%	64.3%	84.4%	85.0%
<i>The equipment provided in my area meets the needs for the job I do.</i>	80.4%	97.6%	69.1%	70.6%	88.5%	80.0%	95.5%	73.6%	66.7%	84.1%	85.0%	74.6%	75.6%	84.6%	91.0%
<i>The college uses its facilities efficiently.</i>	70.4%	61.5%	62.8%	71.1%	80.5%	69.9%	73.2%	61.5%	82.4%	71.0%	80.2%*	83.3%*	74.6%*	86.1%*	80.4%*
<i>Staffing needs are adequately evaluated in the planning and development of new facilities.</i>	<u>64.0%</u>	<u>83.9%</u>	<u>46.0%</u>	<u>75.0%</u>	<u>67.3%</u>	<u>62.9%</u>	<u>87.9%</u>	<u>55.7%</u>	<u>71.4%</u>	<u>55.4%</u>	57.6%*	76.5%*	61.6%*	60.0%*	39.3%*
<i>Staffing needs are adequately evaluated in the planning and development of new academic programs.</i>	<u>65.9%</u>	<u>80.0%</u>	<u>55.9%</u>	<u>65.5%</u>	<u>70.6%</u>	<u>66.5%</u>	<u>93.3%</u>	<u>59.7%</u>	<u>63.6%</u>	<u>61.0%</u>					
<i>Staffing needs are adequately evaluated in the planning development of new student services.</i>	<u>71.5%</u>	<u>82.1%</u>	<u>60.4%</u>	<u>79.3%</u>	<u>72.7%</u>	<u>72.8%</u>	<u>88.6%</u>	<u>67.9%</u>	<u>71.4%</u>	<u>68.8%</u>					
<i>Shasta College provides sufficient resources for the Tutoring and Learning Centers.</i>	<u>85.3%</u>	<u>100%</u>	<u>72.1%</u>	<u>94.3%</u>	<u>88.5%</u>	<u>82.4%</u>	<u>87.5%</u>	<u>71.0%</u>	<u>81.8%</u>	<u>93.2%</u>	79.2%*	94.1%*	73.5%*	78.1%*	81.8%*
<i>Shasta College provides sufficient resources for the Library.</i>	<u>87.1%</u>	<u>95.8%</u>	<u>79.3%</u>	<u>90.0%</u>	<u>89.6%</u>	<u>85.8%</u>	<u>96.4%</u>	<u>83.6%</u>	<u>77.4%</u>	<u>88.0%</u>					

**Climate Survey Trends in Responses of “Agree” or “Strongly Agree”**

Question	2019					2016					2014				
	Total	Admin	Faculty FT	Faculty PT	Staff	Total	Admin	Faculty FT	Faculty PT	Staff	Total	Admin	Faculty FT	Faculty PT	Staff
<i>Financial planning at Shasta college reflects the District's values, mission, and goals.</i>	<u>77.1%</u>	<u>100%</u>	<u>49.2%</u>	<u>72.0%</u>	<u>90.8%</u>	<u>79.2%</u>	<u>97.2%</u>	<u>73.0%</u>	<u>81.0%</u>	<u>74.6%</u>	81.4%	97.0%	73.7%	87.1%	74.3%
<i>The current committee and planning structure provides for effective college-wide participation in decision-making for all segments of the campus community.</i>	<u>70.0%</u>	<u>94.4%</u>	<u>55.3%</u>	<u>66.7%</u>	<u>74.6%</u>	<u>74.4%</u>	<u>92.1%</u>	<u>68.9%</u>	<u>82.6%</u>	<u>66.7%</u>	75.8%	91.9%	79.7%	71.9%	63.8%
<i>I am satisfied with my opportunities to participate in key institutional decisions, such as those concerned with long-term planning, budgeting, goal setting, and the institutional mission.</i>	69.3%	92.1%	57.7%	69.4%	70.7%	72.7%	87.5%	64.5%	74.3%	72.2%	78.0%	97.2%	82.8%	68.8%	69.5%
<i>As a member of the Shasta College community, I feel empowered to be innovative.</i>	77.9%	97.6%	65.5%	68.1%	85.7%	75.3%	93.2%	73.4%	74.4%	68.2%	76.3%*	85.7%*	79.5%*	81.3%*	61.8%*
<i>Shasta College encourages communication throughout the college community.</i>	67.7%	92.7%	41.3%	68.9%	79.6%	74.9%	93.0%	67.1%	83.8%	69.6%	80.8%*	94.6%*	82.4%*	86.7%*	65.5%*
<i>The governing Board's policy-based governance assures the quality of instructional programs and services at Shasta College.</i>	<u>74.5%</u>	<u>97.3%</u>	<u>49.2%</u>	<u>69.0%</u>	<u>87.1%</u>	<u>81.8%</u>	<u>94.7%</u>	<u>69.6%</u>	<u>90.5%</u>	<u>82.0%</u>	71.3%*	93.1%*	57.4%*	70.8%*	75.0%*

Note: Percentages indicate those who responded “agree” or “strongly agree” on a 4-point Likert scale from “strongly disagree” to “strongly agree.”

Underlined percentages indicate that “unsure/no opinion” composed at least 30% of responses when included in denominator.

\*Question language changed in 2016

\*\*\*Question added in 2016