

Fall 2012 Faculty & Staff Climate Survey Results



Shasta College conducts Faculty & Staff “Climate” surveys on a recurring basis for various reasons, including assessment of accreditation standards and general morale. The current Faculty & Staff survey was implemented in Fall 2012. This year five new items replaced four items asked in prior years, for a total of 76 items asked in 2012.

The Fall 2012 survey was developed and distributed to all current employees (faculty and staff) via campus email. All responses were confidential and no individual responses were shared. The survey had 76 items (each asking for a rating of agreement) in addition to demographic questions on campus role and length of service. Surveys were collected between August 29 and September 13, 2012. A total of 338 responses were received or 60.4% of the 559 current staff volunteered to participate. We had excellent participation by all groups.

Preliminary results were shared with College Council on September 11, 2012 comparing the average ratings to responses from 2004 and 2010. Overall the 2012 results showed higher levels of agreement compared to similar items in previous years. College Council requested an analysis of the percent of agreement for each item by constituent group (Administrators, Classified, Fulltime Faculty, and Adjunct Faculty) similar to previous years. The following tables show the percent of agreement (strongly agree and agree) divided by all valid responses for each constituent group. Consistent with prior years, the percent of agreement excludes “Don’t Know/No Opinion” responses for each item. Five questions were directed only to faculty. Responses are grouped by the accreditation standards below. A copy of the survey instrument is attached as a separate document to this report. If readers have additional questions, please contact the office of research and planning at Shasta College.

Fall 2012 Faculty & Staff Climate Survey Results

Responses for Standard 1A

2012 Item #	Statement	2012- All Emp's	2012 Admin	2012 Classified	2012 FT Faculty	2012 PT Faculty	2010 - All Emp's	2010 Admin	2010 Classified	2010 FT Faculty	2010 PT Faculty
6	I am aware of the content of the Shasta College Mission Statement.	95.8%	100.0%	97.0%	96.5%	91.9%	86.3%	100.0%	87.0%	82.1%	79.6%
19	Shasta College communicates its mission effectively.	73.6%	89.5%	80.0%	62.7%	69.2%	43.7%	59.5%	50.0%	26.7%	41.9%
20	Shasta College develops and maintains its programs to respond to the needs of the community.	74.9%	84.2%	75.3%	69.6%	75.3%	63.3%	75.0%	72.5%	52.5%	52.2%
59	The college has adequate replacement and maintenance plans for non-technology equipment.	44.7%	37.0%	57.1%	32.1%	55.6%	42.1%	51.7%	41.2%	25.8%	54.5%
66	Financial planning at Shasta College reflects the District's values, mission and goals.	81.6%	93.8%	84.5%	73.2%	76.5%	67.8%	76.5%	82.4%	46.2%	60.0%

The above five items show higher levels of agreement for all employees, compared to results in 2010. Item #59 has the lowest increase from 42.1% in 2010, to 44.7% in 2012. The other four items show much higher gains.

On the next page results for Standard 1B include five new questions for 2012 (see items #1 to #5). There are seven questions related to this standard that were asked in 2010 and 2012. All items show increased levels of agreement compared to 2010.

Fall 2012 Faculty & Staff Climate Survey Results

Responses for Standard 1B

2012 Item #	Statement	2012- All Emp's	2012 Admin	2012 Classified	2012 FT Faculty	2012 PT Faculty	2010 - All Emp's	2010 Admin	2010 Classified	2010 FT Faculty	2010 PT Faculty
1	I am familiar with the current institutional goals.	93.1%	100.0%	93.9%	93.0%	88.2%					
2	My area or department works to achieve the college's institutional goals and objectives.	95.9%	100.0%	97.9%	92.8%	95.1%					
3	I know where to participate and provide input into the college planning process.	83.7%	94.4%	82.6%	83.5%	80.5%					
4	There are clear connections between planning, budgeting and the allocation of resources.	72.6%	80.0%	72.4%	68.0%	73.2%					
5	The current committee and planning structure provides for effective college-wide participation in decision-making for all segments of the campus community.	75.6%	78.9%	77.8%	77.8%	68.8%					
7	I am aware of the Shasta College 2009-2012 Strategic Plan.	91.3%	97.4%	93.6%	91.9%	84.1%	69.2%	97.3%	68.4%	64.6%	46.7%
8	I am aware of the Shasta College Participatory Planning Process.	82.5%	100.0%	82.6%	85.9%	69.2%	65.2%	100.0%	55.2%	71.2%	35.3%
12	The District's planning cycle is complete in that it incorporates evaluation, goal-setting, resource allocation, implementation and re-evaluation.	84.4%	83.8%	88.9%	79.5%	84.5%	50.6%	74.3%	52.4%	37.0%	42.3%
14	Instructional planning results in on-going, self-reflective continuous improvement.	89.3%	90.3%	93.0%	78.9%	96.1%	67.6%	80.6%	76.8%	52.5%	66.7%
15	I am aware of the status of planning goals for my area and know which goals are being met and which goals are not being met.	73.9%	91.9%	75.3%	75.6%	60.5%	63.4%	89.2%	64.0%	51.6%	56.8%
25	The administration provides leadership and encouragement to staff in improving job effectiveness.	73.5%	86.5%	73.5%	64.9%	76.3%	49.5%	83.3%	50.6%	33.3%	42.2%
27	Shasta College personnel present relevant information fairly and objectively to students and others.	92.2%	100.0%	93.2%	87.0%	94.0%	80.7%	93.9%	85.5%	69.8%	76.2%

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Responses for Standard 2

2012 Item #	Statement	2012- All Emp's	2012 Admin	2012 Classified	2012 FT Faculty	2012 PT Faculty	2010 - All Emp's	2010 Admin	2010 Classified	2010 FT Faculty	2010 PT Faculty
21	Shasta College promotes high ethical standards for faculty, staff and students.	84.2%	80.6%	78.8%	82.9%	92.7%	66.8%	75.7%	66.7%	64.5%	63.0%
22	Staffing needs are adequately evaluated in the planning and development of new facilities, programs and services.	56.9%	64.7%	52.8%	55.2%	59.3%	29.2%	56.3%	25.3%	21.1%	26.3%
23	Faculty are adequately prepared to document specific student learning outcomes and abilities within their respective disciplines.	85.4%	100.0%	94.9%	76.3%	85.9%	60.8%	50.0%	53.6%	65.6%	63.8%
28	Workloads are equitably assigned.	57.4%	48.4%	48.8%	63.2%	65.5%	37.9%	47.2%	30.1%	51.8%	27.3%
31	I receive information from Enrollment Services that helps me inform my students.	n/a	n/a	n/a	69.1%	73.0%	n/a	n/a	n/a	59.6%	39.5%
32	I receive information from the Transfer Center that helps me in understanding the changing transfer requirements.	n/a	n/a	n/a	57.4%	48.3%	n/a	n/a	n/a	31.0%	20.0%
34	I share information about support services with my students.	n/a	n/a	n/a	96.3%	95.1%	n/a	n/a	n/a	92.0%	91.3%
35	I am satisfied with the academic advising and counseling services provided for students by the Counseling Center.	66.5%	77.8%	65.1%	61.3%	68.9%	59.4%	80.8%	58.3%	52.6%	56.4%
68	The institution relies upon its faculty and the Academic Senate for recommendations about student learning and instructional programs and services.	91.6%	95.7%	100.0%	87.0%	90.0%	72.7%	88.0%	92.0%	56.3%	70.0%
69	Shasta College encourages discussion and communication throughout the college community.	82.7%	80.6%	84.6%	77.3%	88.1%	53.5%	80.0%	53.4%	34.5%	56.4%
76	Faculty have a substantial voice in matters relating to educational programs.	85.9%	100.0%	98.0%	79.2%	77.2%	71.9%	93.1%	87.9%	55.1%	62.9%

The above 11 items are related to standard 2. Items #31, #32, and #34 were directed to faculty only. Again, all items show a higher level of agreement in 2012 compared to 2010.

Fall 2012 Faculty & Staff Climate Survey Results

Responses for Standard 2A

2012 Item #	Statement	2012- All Emp's	2012 Admin	2012 Classified	2012 FT Faculty	2012 PT Faculty	2010 - All Emp's	2010 Admin	2010 Classified	2010 FT Faculty	2010 PT Faculty
13	Program reviews are integrated into the overall institutional evaluation and planning process.	83.2%	90.9%	87.1%	72.4%	86.7%	63.7%	87.9%	72.4%	40.4%	64.5%
24	I have had the opportunity to provide input to Shasta College's development of learning outcomes.	83.6%	88.0%	79.6%	90.2%	78.2%	64.9%	59.1%	43.2%	84.1%	62.2%
26	Shasta College actively supports faculty academic freedom.	92.2%	100.0%	97.9%	86.1%	92.8%	76.9%	100.0%	80.6%	70.2%	69.0%
29	Decisions on class cancellation are made appropriately and communicated in a timely manner.	72.1%	85.0%	73.3%	69.1%	70.4%	54.7%	77.8%	62.5%	55.3%	37.8%
30	Students come academically prepared to succeed in my classes.	n/a	n/a	n/a	35.1%	50.0%	n/a	n/a	n/a	28.0%	32.6%

Responses for Standard 2B

2012 Item #	Statement	2012- All Emp's	2012 Admin	2012 Classified	2012 FT Faculty	2012 PT Faculty	2010 - All Emp's	2010 Admin	2010 Classified	2010 FT Faculty	2010 PT Faculty
16	Shasta College demonstrates through its policies and practices an appropriate understanding of and concern for issues of equity and diversity.	87.3%	94.7%	87.2%	82.1%	88.0%	71.6%	97.4%	73.3%	63.1%	59.6%
17	Shasta College facilitates a campus climate that supports a diverse student population.	94.1%	97.4%	95.6%	87.3%	97.4%	82.0%	94.7%	86.5%	69.8%	79.6%

The above two tables show responses for standard 2A and 2B. Note that item 30 was directed to faculty only. Again, all items show a higher level of agreement for all employees compared to 2010.

Fall 2012 Faculty & Staff Climate Survey Results

Responses for Standard 2C

2012 Item #	Statement	2012- All Emp's	2012 Admin	2012 Classified	2012 FT Faculty	2012 PT Faculty	2010 - All Emp's	2010 Admin	2010 Classified	2010 FT Faculty	2010 PT Faculty
33	The library collection and electronic resources are adequate for the curricular needs of my students.	n/a	n/a	n/a	87.7%	91.3%	n/a	n/a	n/a	82.6%	78.4%
36	The Library staff at Shasta College provides adequate opportunities for collaboration with my Division.	97.3%	95.0%	100.0%	95.9%	98.4%	88.9%	88.0%	81.1%	98.0%	84.4%
37	The Shasta College Library provides students with adequate support for their research needs.	97.9%	95.2%	97.5%	97.1%	100.0%	95.0%	96.3%	100.0%	91.8%	92.1%
38	The Shasta College Library is open an adequate number of hours.	52.5%	53.8%	48.4%	42.3%	66.7%	65.3%	74.2%	69.2%	53.1%	68.3%
39	The tutoring services provided by the Learning Resource Center are a benefit to our students' academic success.	96.1%	95.8%	98.2%	93.5%	97.2%	93.2%	100.0%	100.0%	88.9%	86.0%

The above table shows results for standard 2C. Note that item #33 was directed to faculty only. Three items show higher levels of agreement compared to 2010, while item #38 (library hours) shows a lower percent of agreement for all employees compared to 2010. There was a reduction in library hours during the 2011-12 academic year.

The table on the next page shows results for standard 3A. The percent of agreement for all employees on each item is higher in 2012 compared to 2010 for all 12 items.

Fall 2012 Faculty & Staff Climate Survey Results

Responses for Standard 3A

2012 Item #	Statement	2012- All Emp's	2012 Admin	2012 Classified	2012 FT Faculty	2012 PT Faculty	2010 - All Emp's	2010 Admin	2010 Classified	2010 FT Faculty	2010 PT Faculty
40	Shasta College personnel are treated equitably with fairness and respect.	83.5%	94.1%	76.7%	80.5%	90.9%	61.5%	88.9%	63.0%	46.6%	55.8%
41	My job performance is evaluated regularly and systematically.	90.1%	85.3%	90.0%	91.7%	90.8%	81.4%	88.6%	78.6%	83.6%	78.3%
42	Human Resources develops policies and procedures that are clearly written and equitably administered.	78.7%	75.0%	76.3%	75.0%	88.3%	59.7%	69.4%	64.2%	52.6%	51.4%
43	Job descriptions are directly related to institutional mission and goals, and accurately reflect position, duties, responsibilities and authority.	73.1%	70.6%	56.2%	76.9%	94.1%	56.2%	68.6%	49.4%	58.7%	56.0%
44	Effectiveness in achieving student learning outcomes should be part of my evaluation process.	49.8%	81.8%	45.7%	25.3%	69.0%	31.6%	51.9%	27.9%	14.3%	43.8%
45	The current hiring process ensures the recruitment of qualified faculty and staff.	75.3%	81.3%	71.8%	71.1%	81.5%	64.7%	88.6%	66.7%	54.2%	53.1%
46	The professional development programs offered to employees reflect work-related needs and interests.	64.6%	78.8%	67.7%	46.1%	76.8%	51.3%	75.8%	47.9%	34.5%	62.2%
47	Shasta College has a coherent and effective method for evaluating the skills of its personnel in leadership positions.	47.5%	73.5%	52.0%	26.9%	56.3%	34.9%	67.6%	31.1%	16.0%	37.0%
48	There are sufficient numbers of full-time faculty to support the programs in my area.	34.3%	53.3%	54.3%	22.0%	31.4%	28.1%	42.1%	33.3%	22.0%	25.5%
49	There are sufficient numbers of part-time faculty to support the programs in my area.	65.7%	68.8%	79.5%	60.5%	63.0%	64.0%	77.8%	73.2%	55.9%	60.9%
50	There are sufficient numbers of permanent support staff to support the programs in my area.	52.0%	53.3%	53.8%	38.0%	66.2%	45.0%	40.0%	42.5%	47.5%	50.0%
51	I am satisfied with the procedures available to resolve problems I may have within the college.	83.5%	87.9%	82.4%	75.3%	92.9%	65.6%	88.2%	67.7%	53.2%	55.9%

Fall 2012 Faculty & Staff Climate Survey Results

Responses for Standard 3A continued

2012 Item #	Statement	2012- All Emp's	2012 Admin	2012 Classified	2012 FT Faculty	2012 PT Faculty	2010 - All Emp's	2010 Admin	2010 Classified	2010 FT Faculty	2010 PT Faculty
21	Shasta College promotes high ethical standards for faculty, staff and students.	84.2%	80.6%	78.8%	82.9%	92.7%	66.8%	75.7%	66.7%	64.5%	63.0%
22	Staffing needs are adequately evaluated in the planning and development of new facilities, programs and services.	56.9%	64.7%	52.8%	55.2%	59.3%	29.2%	56.3%	25.3%	21.1%	26.3%
25	The administration provides leadership and encouragement to staff in improving job effectiveness.	73.5%	86.5%	73.5%	64.9%	76.3%	49.5%	83.3%	50.6%	33.3%	42.2%
28	Workloads are equitably assigned.	57.4%	48.4%	48.8%	63.2%	65.5%	37.9%	47.2%	30.1%	51.8%	27.3%
35	I am satisfied with the academic advising and counseling services provided for students by the Counseling Center.	66.5%	77.8%	65.1%	61.3%	68.9%	59.4%	80.8%	58.3%	52.6%	56.4%
60	There are procedures for upgrading and replacing non-technology equipment in my area.	50.3%	44.4%	58.8%	42.6%	56.5%	40.5%	50.0%	35.6%	34.3%	50.0%

The above table shows additional results for standard 3A. Again, the percent of agreement on each item is higher in 2012 compared to 2010.

The tables on the next page show results for standard 3B and 3C. Most items show an increase in the percent of agreement for all employees compared to 2010; however three questions (item #54, #55, and #56) show slightly lower agreement in 2012. These three items are related to campus technology.

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Responses for Standard 3B

2012 Item #	Statement	2012- All Emp's	2012 Admin	2012 Classified	2012 FT Faculty	2012 PT Faculty	2010 - All Emp's	2010 Admin	2010 Classified	2010 FT Faculty	2010 PT Faculty
58	The facilities at my primary work site are well maintained.	83.6%	94.4%	83.5%	73.2%	90.3%	72.7%	77.8%	78.3%	64.3%	68.9%
61	Parking facilities at my primary work site are adequate for my needs.	89.1%	94.4%	86.7%	88.0%	90.9%	87.6%	86.1%	85.4%	92.7%	86.4%
62	Physical resources such as facilities and equipment (non-technology) adequately support student learning programs and services.	79.5%	81.5%	85.5%	69.4%	83.6%	74.9%	80.0%	86.0%	60.0%	73.3%
63	The equipment provided in my area meets the needs for the job I do.	82.7%	94.4%	87.9%	75.6%	78.7%	77.5%	86.1%	84.5%	74.5%	60.5%
64	The college uses its facilities and non-technology equipment efficiently.	80.6%	81.3%	82.2%	73.8%	86.0%	67.7%	76.5%	69.1%	65.8%	55.6%

Responses for Standard 3C

2012 Item #	Statement	2012- All Emp's	2012 Admin	2012 Classified	2012 FT Faculty	2012 PT Faculty	2010 - All Emp's	2010 Admin	2010 Classified	2010 FT Faculty	2010 PT Faculty
52	The computer hardware and software available at Shasta College help me to effectively perform my required duties.	87.3%	88.9%	89.7%	79.8%	92.9%	81.9%	91.7%	88.0%	77.2%	68.9%
53	When I need technology training, it has been available.	79.0%	75.8%	70.3%	85.1%	83.8%	67.3%	80.6%	59.7%	71.2%	64.4%
54	When I have received technology training, it has been effective and of high quality.	84.7%	87.1%	77.5%	87.5%	88.7%	84.9%	85.7%	84.8%	87.8%	80.6%
55	I am satisfied with the systematic maintenance, upgrade and replacement of the technical resources I utilize.	69.9%	80.0%	80.2%	47.6%	78.8%	71.7%	82.9%	75.6%	69.1%	57.5%
56	When I have a technology question or issue, the Technology Department provides me with help and/or training in a timely manner.	85.5%	69.4%	88.5%	87.7%	87.9%	86.6%	88.9%	85.0%	83.6%	92.1%

Fall 2012 Faculty & Staff Climate Survey Results

Responses for Standard 3D

2012 Item #	Statement	2012- All Emp's	2012 Admin	2012 Classified	2012 FT Faculty	2012 PT Faculty	2010 - All Emp's	2010 Admin	2010 Classified	2010 FT Faculty	2010 PT Faculty
18	Shasta College effectively develops relationships with the community.	85.9%	89.2%	85.2%	83.1%	87.7%	77.0%	94.6%	78.6%	65.0%	75.6%
65	Shasta College provides sufficient and consistent financial support for the effective maintenance and improvement of its information and learning resources in the Library and Tutoring Centers.	67.1%	68.8%	81.0%	53.8%	69.2%	58.8%	75.0%	76.0%	34.5%	57.1%
66	Financial planning at Shasta College reflects the District's values, mission and goals.	81.6%	93.8%	84.5%	73.2%	76.5%	67.8%	76.5%	82.4%	46.2%	60.0%

The above table shows results for standard 3D. All three items show higher levels of agreement in 2012 compared to 2010.

Fall 2012 Faculty & Staff Climate Survey Results

Responses for Standard 4A

2012 Item #	Statement	2012- All Emp's	2012 Admin	2012 Classified	2012 FT Faculty	2012 PT Faculty	2010 - All Emp's	2010 Admin	2010 Classified	2010 FT Faculty	2010 PT Faculty
9	I feel that I have a voice in the District's Participatory Planning Process.	70.5%	86.5%	71.1%	71.6%	59.5%	42.3%	84.2%	35.9%	40.3%	20.5%
10	I am satisfied with my opportunities to participate in key institutional decisions.	74.6%	81.6%	76.9%	73.8%	67.6%	50.0%	87.2%	46.8%	44.6%	30.2%
11	The District provides usable data that is both relevant and understandable for effective program decision-making in my area.	70.9%	77.8%	72.0%	67.5%	68.9%	45.3%	55.3%	64.6%	21.0%	41.7%
18	Shasta College effectively develops relationships with the community.	85.9%	89.2%	85.2%	83.1%	87.7%	77.0%	94.6%	78.6%	65.0%	75.6%
29	Decisions on class cancellation are made appropriately and communicated in a timely manner.	72.1%	85.0%	73.3%	69.1%	70.4%	54.7%	77.8%	62.5%	55.3%	37.8%
67	As a member of the Shasta College community, I feel empowered to actively participate in creating and implementing innovation.	79.3%	88.9%	81.8%	73.8%	76.8%	56.9%	82.9%	64.1%	40.7%	43.2%
68	The institution relies upon its faculty and the Academic Senate for recommendations about student learning and instructional programs and services.	91.6%	95.7%	100.0%	87.0%	90.0%	72.7%	88.0%	92.0%	56.3%	70.0%
69	Shasta College encourages discussion and communication throughout the college community.	82.7%	80.6%	84.6%	77.3%	88.1%	53.5%	80.0%	53.4%	34.5%	56.4%

The above table shows results for standard 4A. All items show a higher percent of agreement for all employees in 2012 compared to 2010.

Fall 2012 Faculty & Staff Climate Survey Results

Responses for Standard 4B

2012 Item #	Statement	2012- All Emp's	2012 Admin	2012 Classified	2012 FT Faculty	2012 PT Faculty	2010 - All Emp's	2010 Admin	2010 Classified	2010 FT Faculty	2010 PT Faculty
70	The Governing Board's policy-based governance assures the quality, integrity, and effectiveness of student learning and instructional programs and services.	81.4%	92.9%	86.5%	67.3%	87.5%	60.8%	90.3%	75.0%	28.9%	54.2%
71	The Governing Board adheres to a clear and inclusive policy for selecting and evaluating the Shasta College president.	78.6%	92.0%	78.9%	66.7%	86.2%	52.1%	83.3%	62.5%	28.6%	52.9%
72	The college president provides effective leadership.	91.9%	88.6%	94.3%	88.0%	95.0%	69.7%	85.7%	78.4%	52.8%	60.6%
73	The college president communicates effectively with the constituencies within the College.	93.3%	91.4%	96.6%	88.8%	93.8%	65.0%	85.7%	66.7%	52.0%	59.4%
74	Faculty have an equitable role in governing, planning, budgeting and policy-making bodies.	79.7%	100.0%	90.5%	67.6%	78.3%	54.0%	83.9%	76.0%	37.5%	34.3%
75	Staff have an equitable role in governing, planning, budgeting and policy-making bodies.	70.3%	82.4%	61.5%	66.0%	83.8%	46.0%	79.4%	33.3%	37.5%	42.9%
76	Faculty have a substantial voice in matters relating to educational programs.	85.9%	100.0%	98.0%	79.2%	77.2%	71.9%	93.1%	87.9%	55.1%	62.9%

The above table shows results for standard 4B. All items show a higher level of agreement for all employees in 2012 compared to 2010.

This report was prepared by Marc Beam, Director Research and Planning, Shasta College on Oct 11, 2012.