

SOUTH SEATTLE COMMUNITY COLLEGE CLIMATE STUDY

(Adapted from the CESTA and PACE by George Baker)

SPRING 1999 N=141 Responses, 30% Return

PERCENT SATISFIED

A Percent sign in a border represents an INCREASE in SATISFACTION greater than or equal to 10%.

PERCENT SATISFIED

MISSION, GOALS, VALUES, FUNCTIONS

	Change 95 to 99	Year 99	95	92
1. The extent to which the college mission is communicated.	1%	52%	51%	43%
2. The extent to which institutional values are clearly defined.	3%	46%	43%	39%
3. Opportunities for employees to get together to discuss institutional problems, issues or goals.	3%	41%	38%	33%
4. Opportunities for employees to socialize and develop a sense of community.	-19%	27%	46%	32%
5. The extent to which individual achievements are recognized.	-8%	37%	45%	29%
6. The extent to which the mission is reflected in decision-making.	14%	36%	22%	19%
7. The extent to which institutional priorities are reflected in decision-making.	15%	35%	20%	22%
8. Ability of the college to respond to community needs.	-9%	39%	48%	47%
9. Ability of the college to respond to new trends in the labor market.	0%	38%	38%	41%

INSTITUTIONAL PLANNING

10. Employee involvement in institutional planning.	20%	40%	20%	19%
11. The extent to which outcomes assessment is utilized in the planning process.	4%	30%	26%	18%
12. The extent of student involvement in institutional planning.	9%	25%	16%	11%
13. The extent of involvement of community members in institutional planning.	2%	19%	17%	24%
14. Involvement of the Board of Trustees in providing institutional planning.	7%	24%	17%	19%
15. Overall effectiveness of institutional planning.	6%	31%	25%	25%
16. The extent to which institutional planning and evaluation is continuous.	8%	34%	26%	20%
17. The extent to which institutional planning results in action plans and resource allocations.	-5%	24%	29%	15%
18. The extent to which District committees result in action plans and resource allocations.	0%	15%	15%	9%
19. Broadbased campus involvement in District policy development.	5%	16%	11%	8%

	Change	Year		
		95 to 99	99	95
ORGANIZATION STRUCTURE AND GOVERNANCE				
20. The extent to which the organization of the college reflects institutional priorities.	10%	36%	26%	26%
21. The extent to which college leadership is decisive and results in action.	-7%	30%	37%	33%
22. The extent to which the District framework allows college entrepreneurship.	0%	25%	25%	22%
23. The effectiveness of the District Office in establishing common goals that help the college fulfill its mission.	5%	21%	16%	13%
24. The effectiveness of the organizational structure of the college.	6%	28%	22%	28%
25. The extent to which administrative responsibilities are clearly communicated.	6%	28%	22%	22%
26. Employee involvement in policy development at the college.	19%	31%	12%	18%
27. The extent to which employee input is sought in the decision-making process at the college.	10%	27%	17%	21%
28. Communication of policies and procedures at the college.	4%	28%	24%	33%
29. The extent to which decisions are made at the appropriate level of the organization.	8%	27%	19%	21%
30. The extent to which District services provides adequate support to campus needs.	-2%	18%	20%	15%
31. The effectiveness of collaboration between the three colleges within the Seattle Community College District.	2%	18%	16%	13%
RESOURCE DEVELOPMENT				
32. Financial resources available for the college.	-1%	17%	18%	17%
33. The extent to which the budget reflects the college's priorities.	9%	29%	20%	12%
34. Staff, faculty, and administrator involvement in budget preparations.	18%	34%	16%	11%
35. The effectiveness of the process for monitoring the budget.	6%	20%	14%	16%
36. Communication to employees of resource allocation decisions and revisions.	21%	34%	13%	15%
37. The extent to which the college is involved in seeking additional sources of funding through grants and contracts.	-10%	43%	53%	46%
38. The ability of the college to gain financial support from outside sources such as individuals, groups, businesses, corporations, private foundations and grants.	-11%	46%	57%	40%
INSTRUCTIONAL ENVIRONMENT				
39. The effectiveness of student preparedness for coursework.	5%	31%	26%	19%
40. The use of a variety of methods for evaluating performance.	-3%	37%	40%	29%
41. The extent to which curriculum development responds to the changing needs of students.	-9%	33%	42%	32%
42. The use of a variety of teaching strategies to accommodate student needs.	-2%	42%	44%	45%

	Change	Year		
	95 to 99	99	95	92
43. The extent to which the use of innovative methods of instruction are supported.	6%	44%	38%	33%
44. The level of academic standards at the college.	-5%	31%	36%	33%
45. The extent to which a systematic process for program review is in place.	18%	38%	20%	17%
46. The extent to which faculty are perceived as being accountable for improving the educational program.	-2%	30%	32%	26%
47. The effectiveness of the process for evaluating curriculum.	11%	29%	18%	17%
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.	-5%	46%	51%	50%
EDUCATIONAL AND INSTRUCTIONAL SUPPORT SERVICES				
49. The amount and appropriateness of library resources.	-4%	32%	36%	44%
50. The use of library resources.	-2%	40%	42%	47%
51. The adequacy of audiovisual services.	3%	40%	37%	39%
52. The extent to which students have access to computers.	-3%	45%	48%	33%
53. The extent to which staff members have access to computers.	-7%	53%	60%	41%
54. The accuracy of the student assessment and placement process.	7%	39%	32%	18%
55. The availability of tutoring services.	4%	62%	58%	39%
56. The availability of adequate duplicating services.	25%	57%	32%	38%
WORK ENVIRONMENT				
57. The extent to which information is available for me to do my job effectively.	14%	55%	41%	52%
58. The extent to which information is shared.	10%	39%	29%	45%
59. The clarity of outcomes to be achieved.	5%	40%	35%	33%
60. The spirit of cooperation within my unit.	5%	63%	58%	64%
61. The spirit of cooperation across different units of the college.	-9%	33%	42%	34%
62. The use of group problem solving employed in my unit.	6%	53%	47%	41%
63. The use of group problem solving across the college.	0%	25%	25%	15%
64. The quality of my relationship with colleagues in this organization.	-1%	72%	73%	70%
65. The extent to which my professional development is encouraged.	0%	57%	57%	54%
66. The extent to which I am financially assisted in my professional development.	2%	42%	40%	38%
67. The extent to which I am proud to be an employee of South Seattle Community College.	-3%	66%	69%	70%
68. The availability of orientation programs for new campus personnel.	0%	30%	30%	32%

	Change	Year		
	95 to 99	99	95	92
69. The extent to which my concerns are listened to.	0%	44%	44%	42%
70. The extent to which my suggestions are acted upon.	5%	38%	33%	31%
71. The extent to which staffing levels are adequate for faculty and administrative support.	-6%	17%	23%	19%
72. The extent to which the responsibilities of administrators are communicated to the rest of the college community.	0%	20%	20%	19%
73. The extent to which I am satisfied in my work.	-1%	69%	70%	69%
74. The extent to which humor contributes to a positive work environment.	-7%	70%	77%	73%

STUDENT FOCUS

75. The extent to which student needs are central to what we do.	0%	54%	54%	50%
76. The value of education received by students.	0%	59%	59%	54%
77. The extent to which the college meets the needs of its ethnically diverse student population.	-2%	51%	53%	44%
78. The extent to which the learning environment across campus is hospitable to all students.	-2%	51%	53%	43%
79. The extent to which the curriculum reflects a multicultural perspective.	-5%	39%	44%	32%
80. The availability of campus services and accommodations for students with disabilities.	-2%	63%	65%	42%

PHYSICAL ENVIRONMENT

81. The adequacy of office space.	-9%	36%	45%	30%
82. The adequacy of parking space.	14%	42%	28%	35%
83. The adequacy of space for large group meetings and special events.	-4%	60%	64%	30%
84. The quality of buildings, sidewalks and grounds.	-17%	58%	75%	59%
85. The adequacy of recreational facilities.	-4%	30%	34%	18%
86. The availability of on-campus child-care for students.	2%	54%	52%	38%
87. The availability of on-campus child-care for employees.	3%	48%	45%	32%
88. As a consumer, to what extent are you satisfied with the food service on campus?	-9%	65%	74%	67%
89. The extent to which a healthy physical environment exists in which to work.	-8%	49%	57%	51%
90. Adequacy of ventilation in buildings.	-3%	36%	39%	29%
91. Adequacy of heating and cooling in buildings.	-1%	36%	37%	28%
92. Adequacy of custodial services.	-11%	41%	52%	47%
93. Adequacy of storage space.	2%	29%	27%	24%
94. Effectiveness of campus safety/security	-6%	70%	76%	53%

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