

# SOUTH SEATTLE COMMUNITY COLLEGE CLIMATE STUDY

(Adapted from the CESTA and PACE by George Baker)

SPRING 1999 N=141 Responses, 30% Return

## The Top 10 areas of greatest satisfaction in 1999

	PERCENT SATISFIED			
	Change	Year		
	95 to 99	99	95	92
64. The quality of my relationship with colleagues in this organization.	-1%	72%	73%	70%
74. The extent to which humor contributes to a positive work environment.	-7%	70%	77%	73%
94. Effectiveness of campus safety/security.	-6%	70%	76%	53%
73. The extent to which I am satisfied in my work.	-1%	69%	70%	69%
67. The extent to which I am proud to be an employee of South Seattle Community College.	-3%	66%	69%	70%
88. As a consumer, to what extent are you satisfied with the food service on campus?	-9%	65%	74%	67%
60. The spirit of cooperation within my unit.	5%	63%	58%	64%
80. The availability of campus services and accommodations for students with disabilities.	-2%	63%	65%	42%
55. The availability of tutoring services.	4%	62%	58%	39%
83. The adequacy of space for large group meetings and special events.	-4%	60%	64%	30%

## Areas of Greatest Increase in Satisfaction from 1995 to 1999 (10%+)

A percent sign in a border represents a positive change greater than 10%.

	PERCENT SATISFIED			
	Change	Year		
	95 to 99	99	95	92
56. The availability of adequate duplicating services.	25%	57%	32%	38%
36. Communication to employees of resource allocation decisions and revisions.	21%	34%	13%	15%
10. Ability of the college to respond to new trends in the labor market.	20%	40%	20%	19%
26. Employee involvement in policy development at the college.	19%	31%	12%	18%
34. Staff, faculty, and administrator involvement in budget preparations.	18%	34%	16%	11%
45. The extent to which a systematic process for program review is in place.	18%	38%	20%	17%
7. The extent to which institutional priorities are reflected in decision-making.	15%	35%	20%	22%
6. The extent to which the mission is reflected in decision-making.	14%	36%	22%	19%
57. The extent to which information is available for me to do my job effectively.	14%	55%	41%	52%
82. The adequacy of parking space.	14%	42%	28%	35%
47. The effectiveness of the process for evaluating curriculum.	11%	29%	18%	17%
20. The extent to which the organization of the college reflects institutional priorities.	10%	36%	26%	26%
27. The extent to which employee input is sought in the decision-making process at issues or goals.	10%	27%	17%	21%
58. The extent to which information is shared.	10%	39%	29%	45%

**Areas of Greatest Satisfaction in 1999 (where percent satisfied =50%+)**

A percent sign in a border represents a positive change greater than 10%.

**PERCENT SATISFIED**

Change Year  
95 to 99 99 95 92

	Change 95 to 99	Year 99	Year 95	Year 92
1. The extent to which the college mission is communicated.	1%	52%	51%	43%
53. The extent to which staff members have access to computers.	-7%	53%	60%	41%
55. The availability of tutoring services.	4%	62%	58%	39%
56. The availability of adequate duplicating services.	<b>25%</b>	57%	32%	38%
57. The extent to which information is available for me to do my job effectively.	<b>14%</b>	55%	41%	52%
60. The spirit of cooperation within my unit.	5%	63%	58%	64%
62. The use of group problem solving employed in my unit.	6%	53%	47%	41%
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%
67. The extent to which I am proud to be an employee of South Seattle Community College.	-3%	66%	69%	70%
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%
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%
80. The availability of campus services and accommodations for students with disabilities.	-2%	63%	65%	42%
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%
86. The availability of on-campus child-care for students.	2%	54%	52%	38%
88. As a consumer, to what extent are you satisfied with the food service on campus?	-9%	65%	74%	67%
94. Effectiveness of campus safety/security.	-6%	70%	76%	53%
106. The availability of library hours.		52%		
107. The availability of library resources in your subject area.		51%		