

## 2016 College Climate Survey – Executive Summary

**DATE:** February 20<sup>th</sup>, 2017

**TO:** The Staff and Faculty of South Seattle College

**FROM:** Greg Dempsey, Jr., Chief Data and Strategy Officer

**RE:** *Executive Summary – 2016 College Climate Survey*

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### ***Introduction***

The overall purpose of South's annual *College Climate* survey is to gather data related to the institutional climate, cultural and work-life. This assessment allows the College community to be better informed about the working and experiential conditions of our students, staff and faculty.

The survey was designed to assess and inform the College on how well we address the needs of the campus community through the following key areas:

- *Mission and Core Themes*
- *Planning and Communication*
- *Human Resources*
- *Seattle Colleges District – Policy and Service*
- *Resources*
- *Instructional Environment*
- *Instructional Support Services*
- *Work Environment*
- *Professional Development*
- *Physical Environment*
- *Equity, Diversity and Inclusion*

South's administrative team uses the findings of the College Climate Survey to prioritize planning and initiatives surrounding our commitment to improving the overall experience of our students, staff and faculty by ensuring a comfortable, safe and productive environment.

## *2016 College Climate Survey – Executive Summary*

### ***Survey Design***

In collaboration with SPARC's (Strategic Planning Assessment and Research Committee) Research Roundtable, the Office of Planning and Research (OPR) took the lead on developing and restructuring the existing College Climate survey instrument. Through six months of meetings and discussions, the OPR staff gathered information and data to inform and guide the development and restructure of the survey instrument. The President's Cabinet also informed the Chief Data and Strategy Officer through feedback on the instrument related to specific needs and areas of focus that were of interest in moving the College forward.

The 2016 College Climate Survey consisted of 87 items, including an opportunity at the end to provide additional comments and feedback. The survey was available from June 1<sup>st</sup>, 2016, through July 31<sup>st</sup>, 2016, via a unique url provided by Qualtrics – our survey software. Responses were kept confidential and untraceable to the respondent. Responses were securely stored via a Qualtrics server and only accessible via a secure log-in by the Associate Director of Institutional Research and the Chief Data and Strategy Officer.

### ***Survey Distribution***

The Office of Planning Research compiled and analyzed the results throughout September 2016. Once key findings around areas of strength and challenges were identified, the Associate Director of Institutional Research presented the results to several College groups between October 2016 – January 2017. These groups included the following:

- President's Cabinet
- MOSS (Managers of Student Services)
- IC (Instructional Council)
- Administrative Services
- The Center for International Education
- College Council

It was determined that after these presentations took place, the Office of Planning and Research would send out a campus-wide executive summary. The executive summary and results will also be posted on the Office of Planning and Research's webpage.

## 2016 College Climate Survey – Executive Summary

### **Participant Overview**

2015-2016 South Seattle College staff and faculty members (*total population = 998*) completed 268 surveys for an overall responses rate of 27%. Response rates varied based on constituent group:

- 16% for Full-Time Faculty (*n = 43*)
- 21% for Part-Time Faculty (*n = 56*)
- 29% for Classified Staff (*n = 78*)
- 34% for Exempt Staff (*n = 91*)

Pages 4-7, of the attached PPT, highlight some of the demographic characteristics of the survey respondents.

### **Findings**

The 2016 College Climate survey responses and findings are disaggregated by key areas of interest in the attached PowerPoint presentation.

Overall, the findings indicate and reflect a positive tone towards the College's climate, work conditions and experiences. Of the 82 questions that used a basic Likert scale for the responses, 73% scored higher in the agreed / strongly agreed category. Based on the format of our scale and questions asked, this would support the notation that the College's staff and faculty are currently comfortable and supportive of the climate and work conditions at South Seattle College. However, as reflected in the findings, there is also opportunity for further reflection and investigation into specific areas of challenge or concern.

As a reminder, this is the first year using this new instrument, structure and format. The Office of Planning and Research anticipates administering the survey annually with minor tweaks and adjustments. This annual approach will give the College a more accurate and real-time assessment of our climate and culture while also being able to more closely monitor trends and changes.

The findings from the 2016 survey will guide OPR and the Research Roundtable in discussions around benchmark metrics that will provide a consistent approach to measuring, and reflecting on, progress from the findings of this instrument.

## *2016 College Climate Survey – Executive Summary*

### ***Conclusion***

South Seattle College's 2016 Climate Survey results provide an awareness to baseline data and information on the overall institutional climate and culture within our staff and faculty. These findings will provide South with an opportunity to build upon our strengths while also developing and deepening our awareness of our challenges.

In conjunction with our planning efforts, this Climate Survey assessment will assist in guiding decision-making surrounding policies and procedures; however, it is important to recognize and mention that year-to-year internal and external influences will need to be considered and evaluated when determining next steps around actions and activities.



# 2016 Climate Survey Results

*Office of Planning & Research*

 **SOUTH SEATTLE COLLEGE**  
*One of the Seattle Colleges*

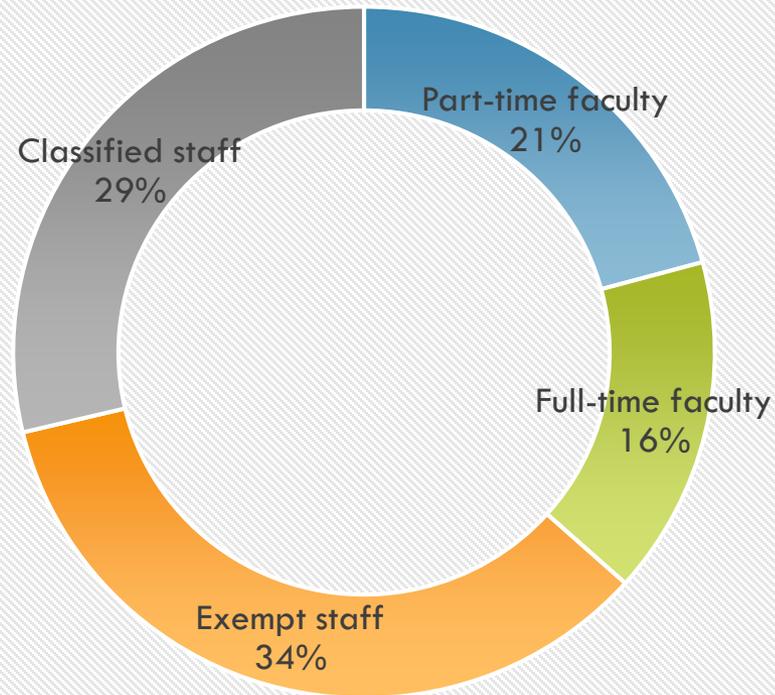
# Structure

- Old Climate Survey: 100+ questions
- New Climate Survey: 87 questions
  - Development:
    - Office of Planning and Research led discussions with Research Roundtable
    - President's Cabinet provided feedback and recommendations
  - Goals:
    - Increase responses
    - Reflect current culture and needs
    - Reduce number of items in order to administer more frequently

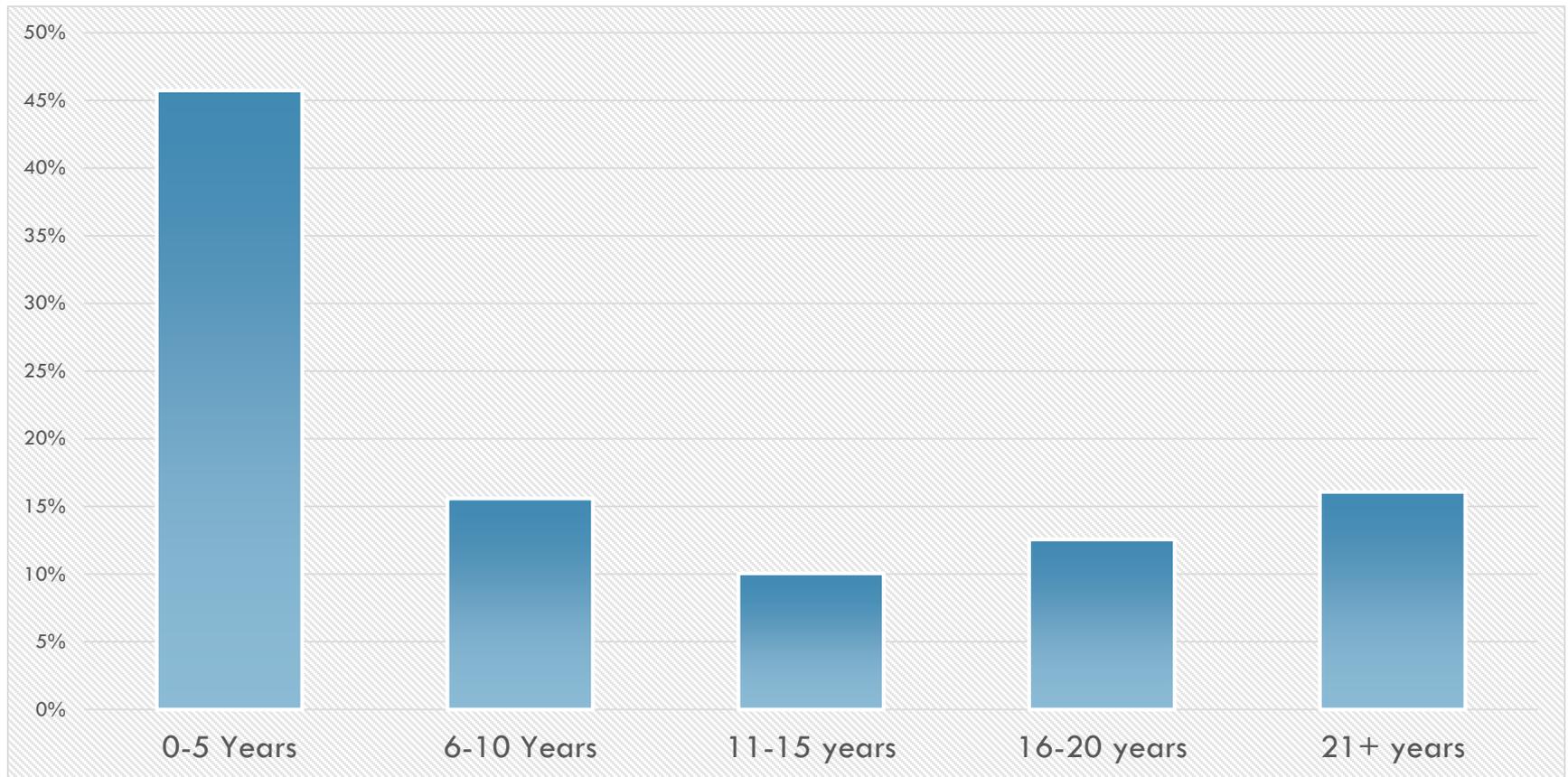
# Who Took the Survey?

- All South Seattle College employees were invited via email
- Of the 998 South Seattle College employees emailed, **268** responded to the survey
- Survey was open from June 1<sup>st</sup> 2016 – July 31<sup>st</sup> 2016

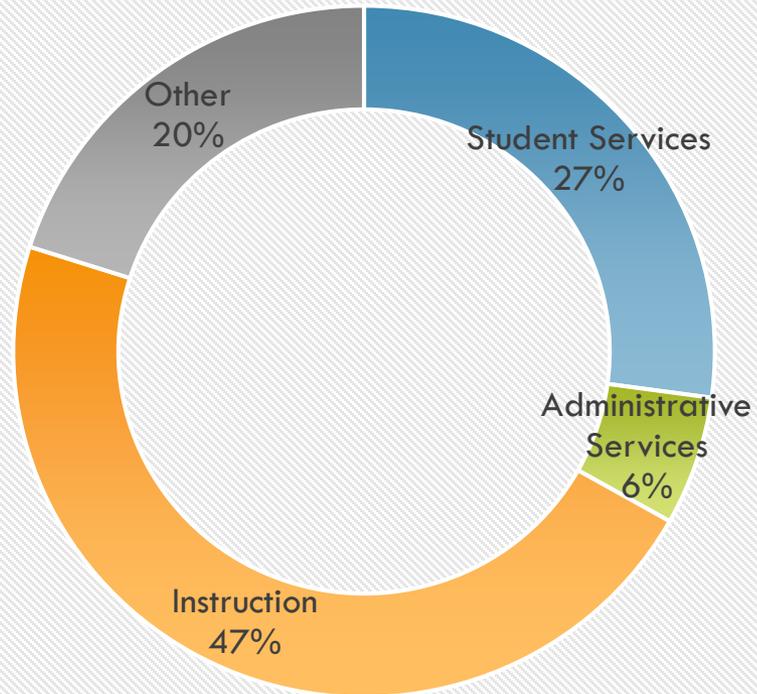
# What is your primary role on this campus?



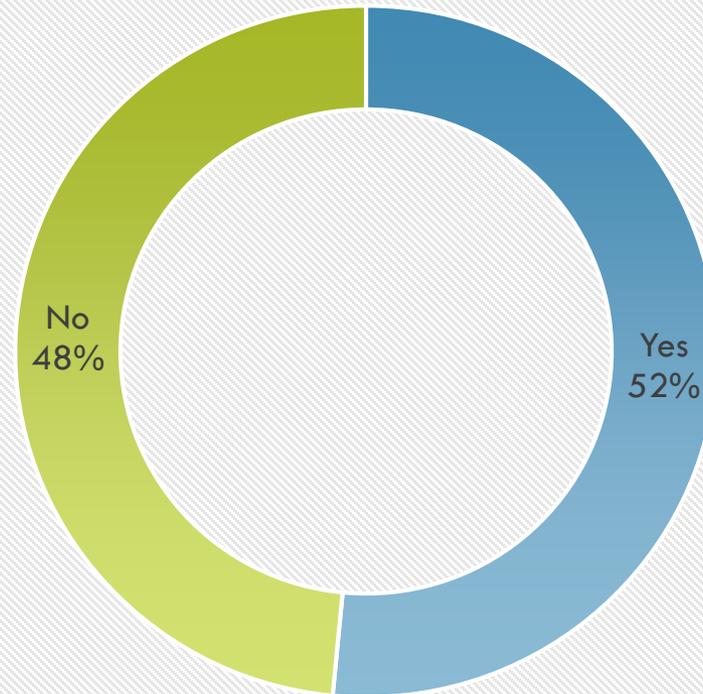
# How long have you worked on this campus?



# Where do you work?



Do you identify with being a member of a traditionally under-represented/marginalized group?



## Key to Slides 9 - 25

- Satisfied / Very Satisfied =



- Nether Satisfied / Dissatisfied =

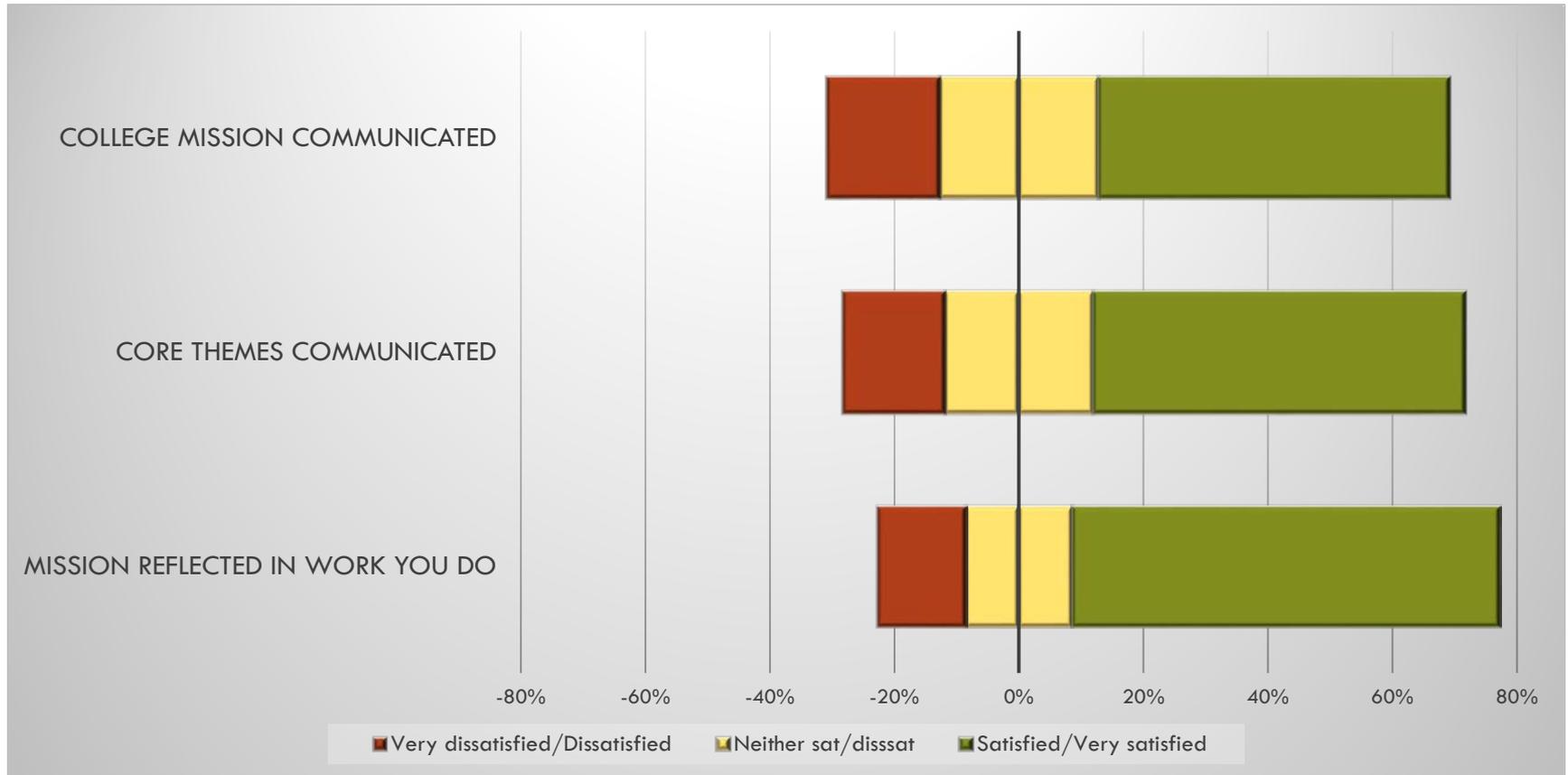


- Very Dissatisfied / Dissatisfied =

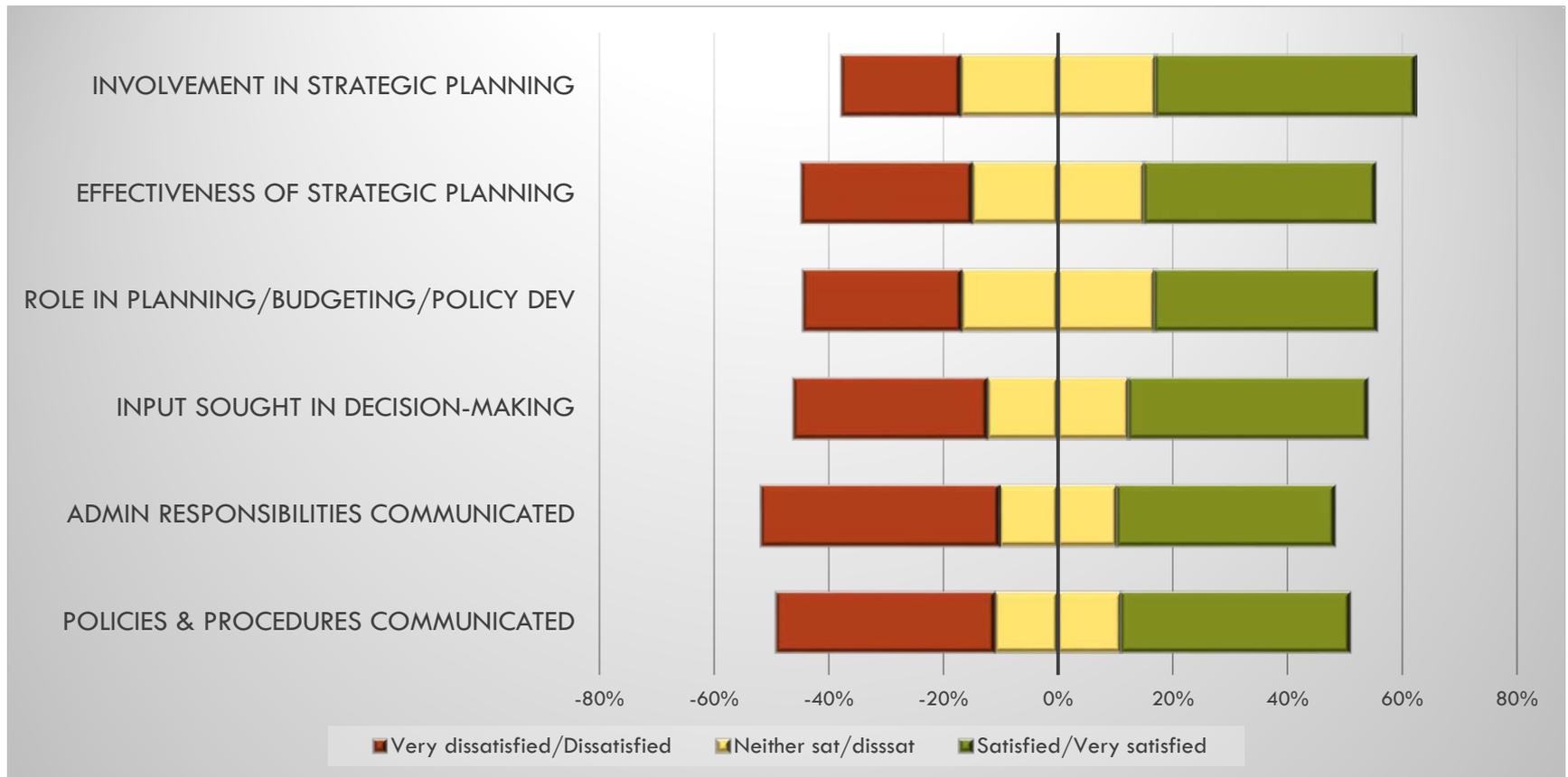


***\*Slide 25 – the colors have been reversed based on the question and desired outcome\****

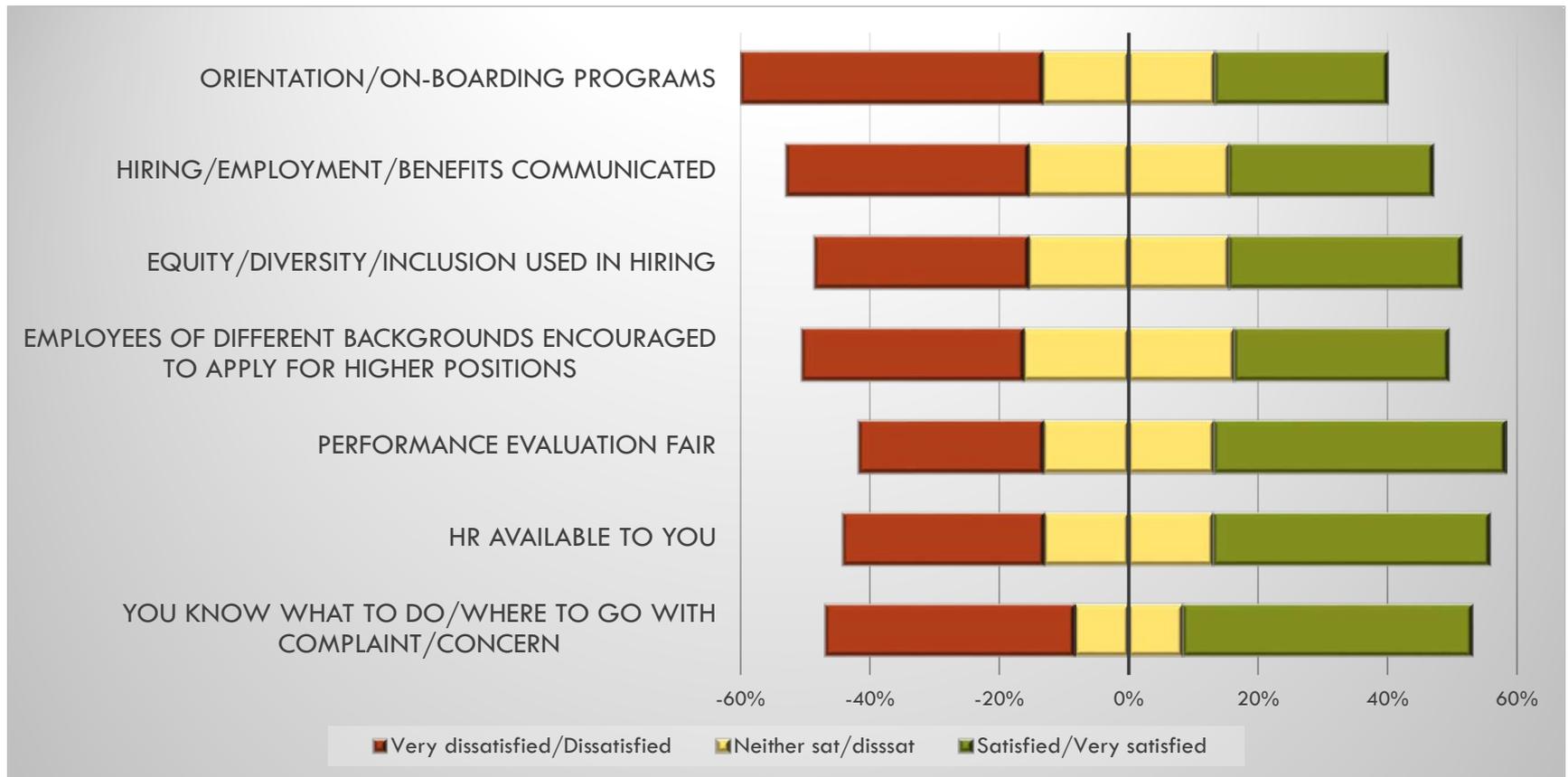
# MISSION/CORE THEMES



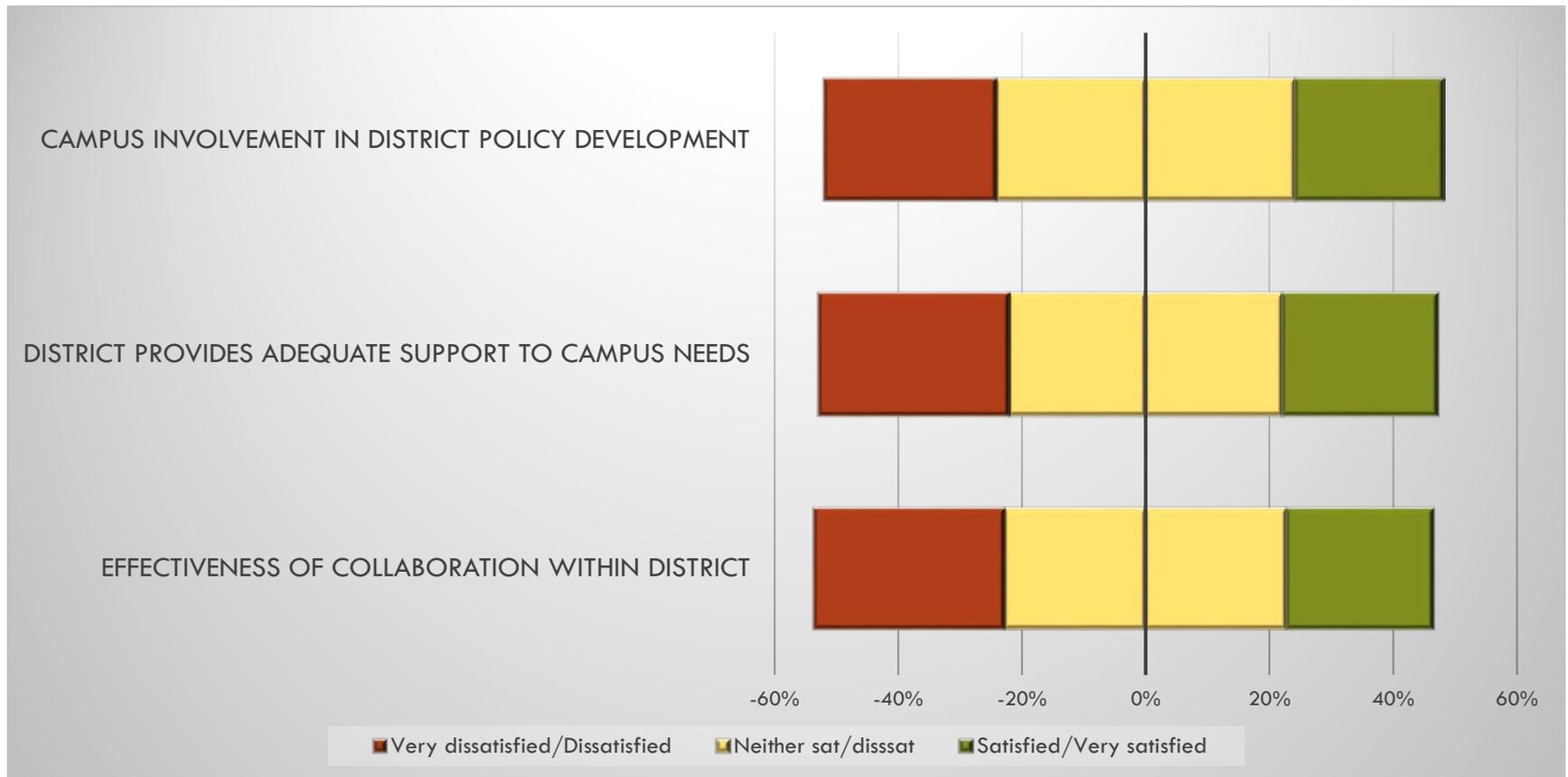
# PLANNING & COMMUNICATION



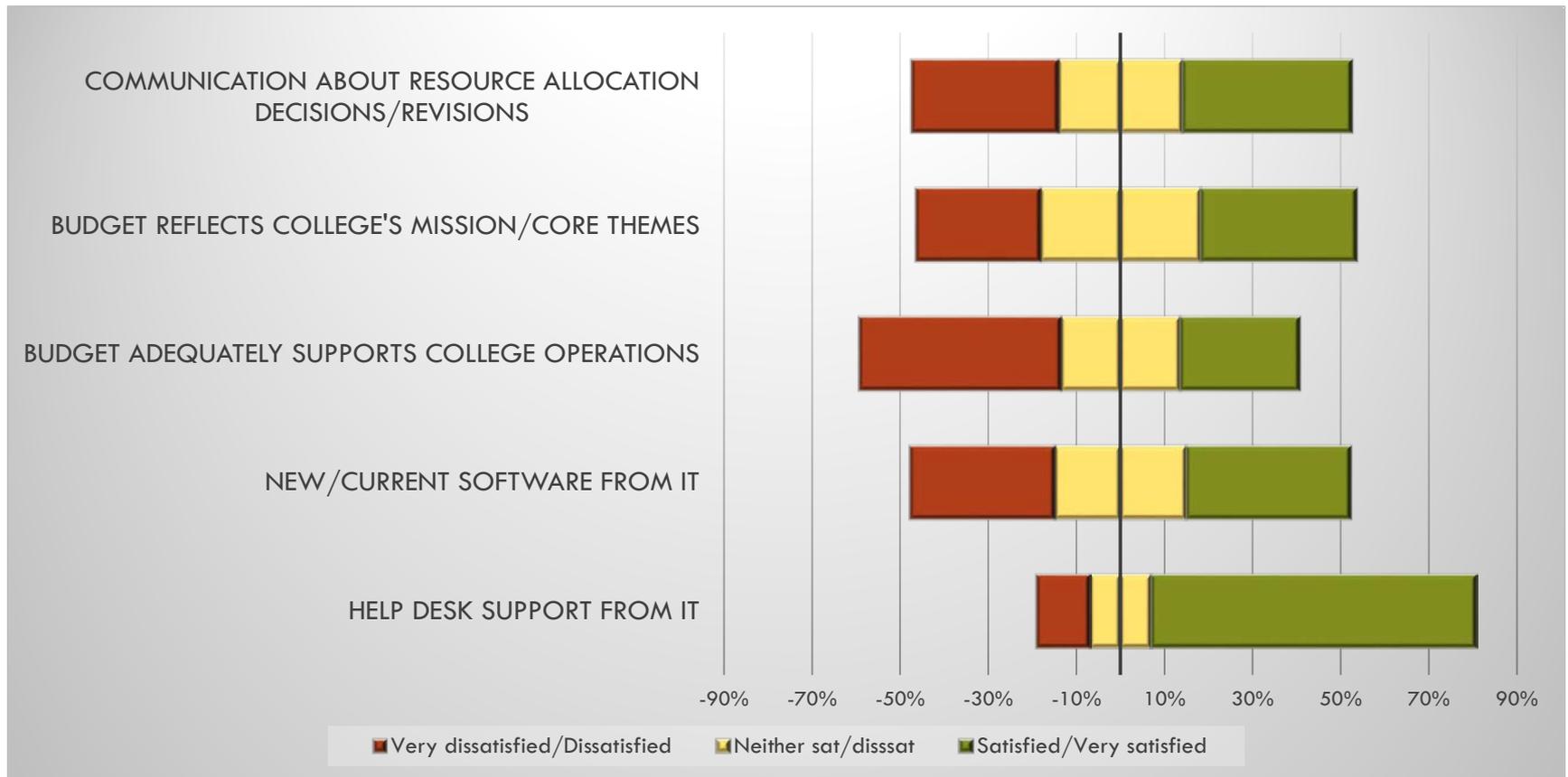
# HUMAN RESOURCES



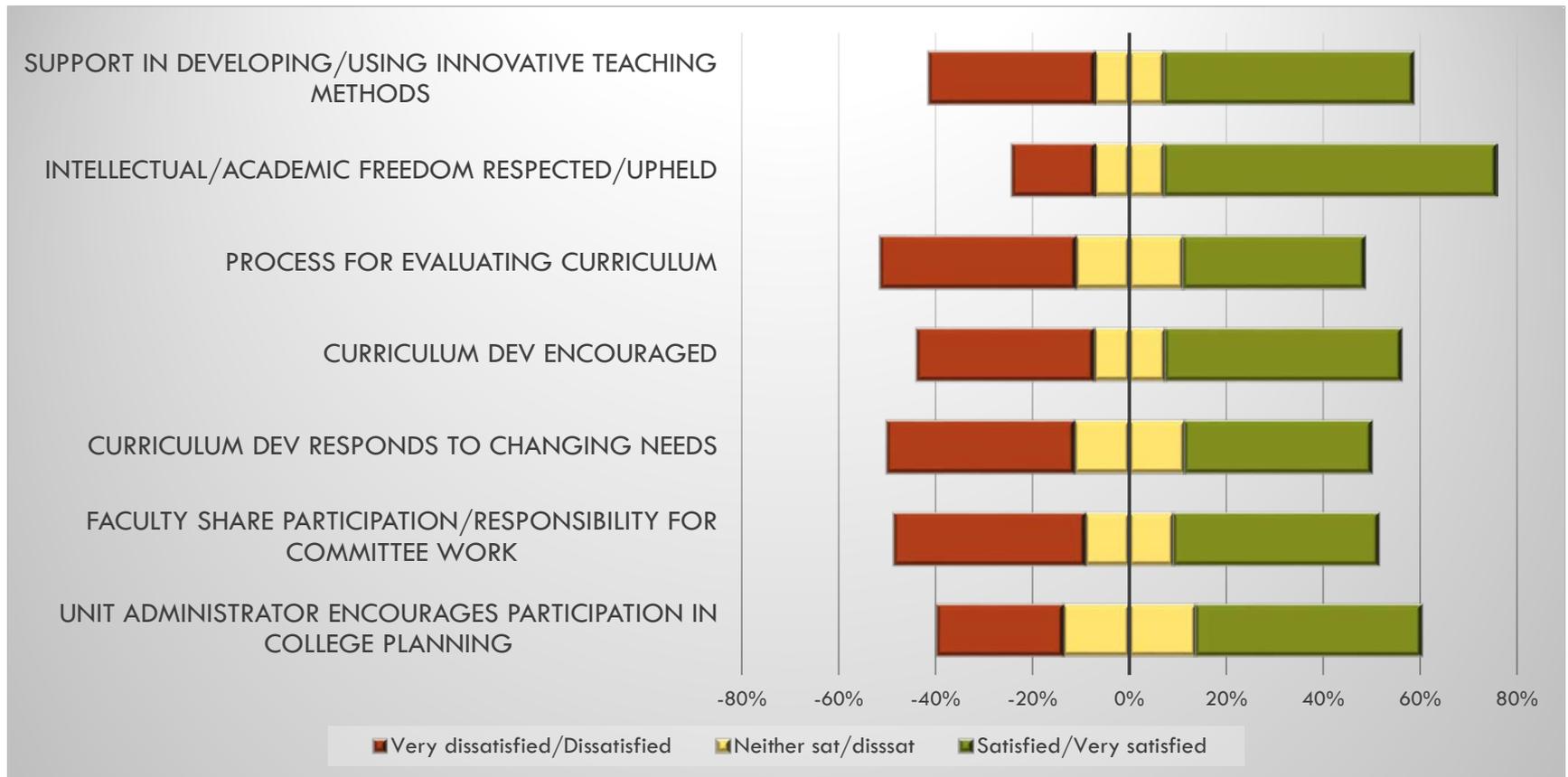
# DISTRICT



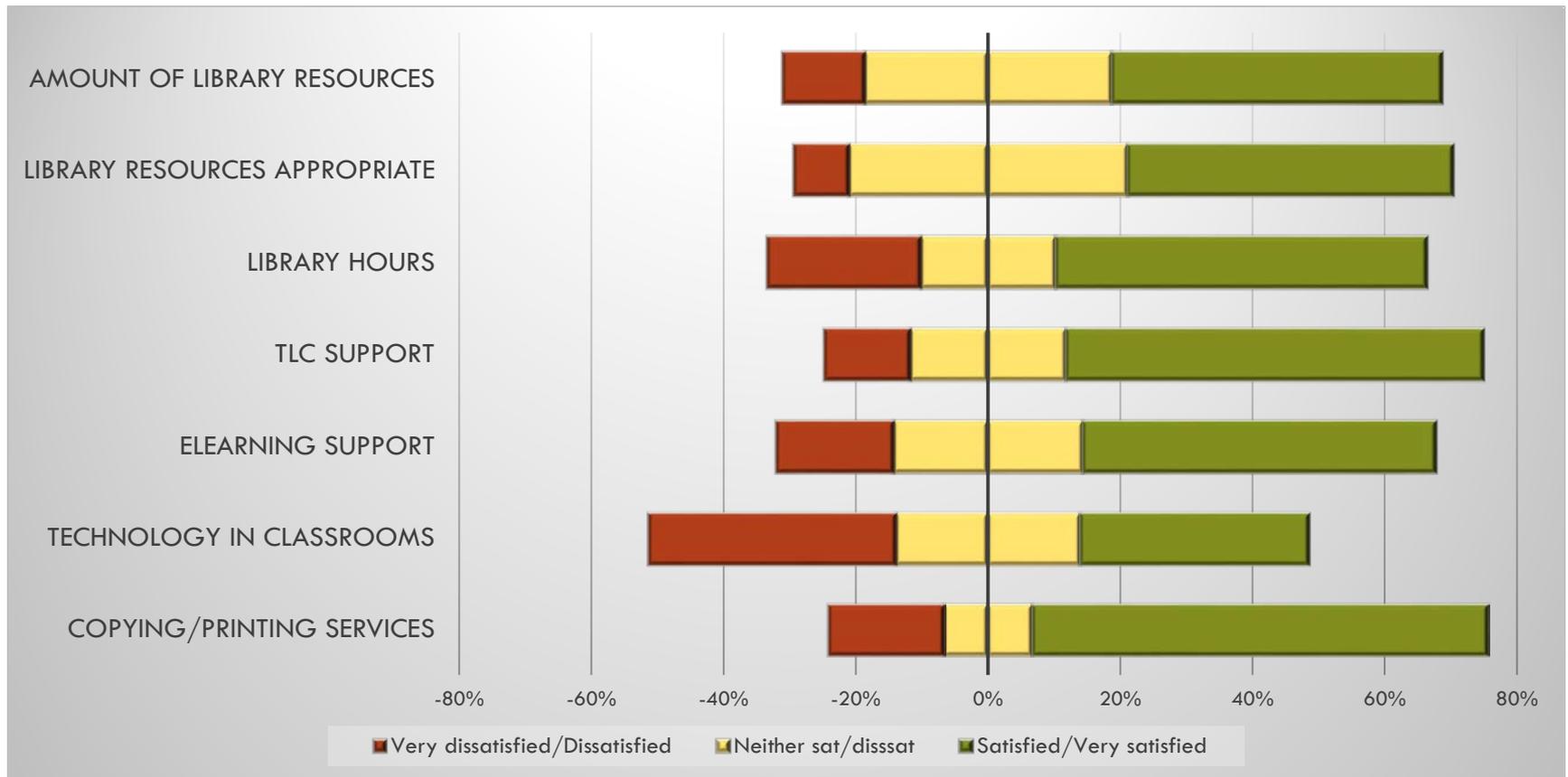
# RESOURCES



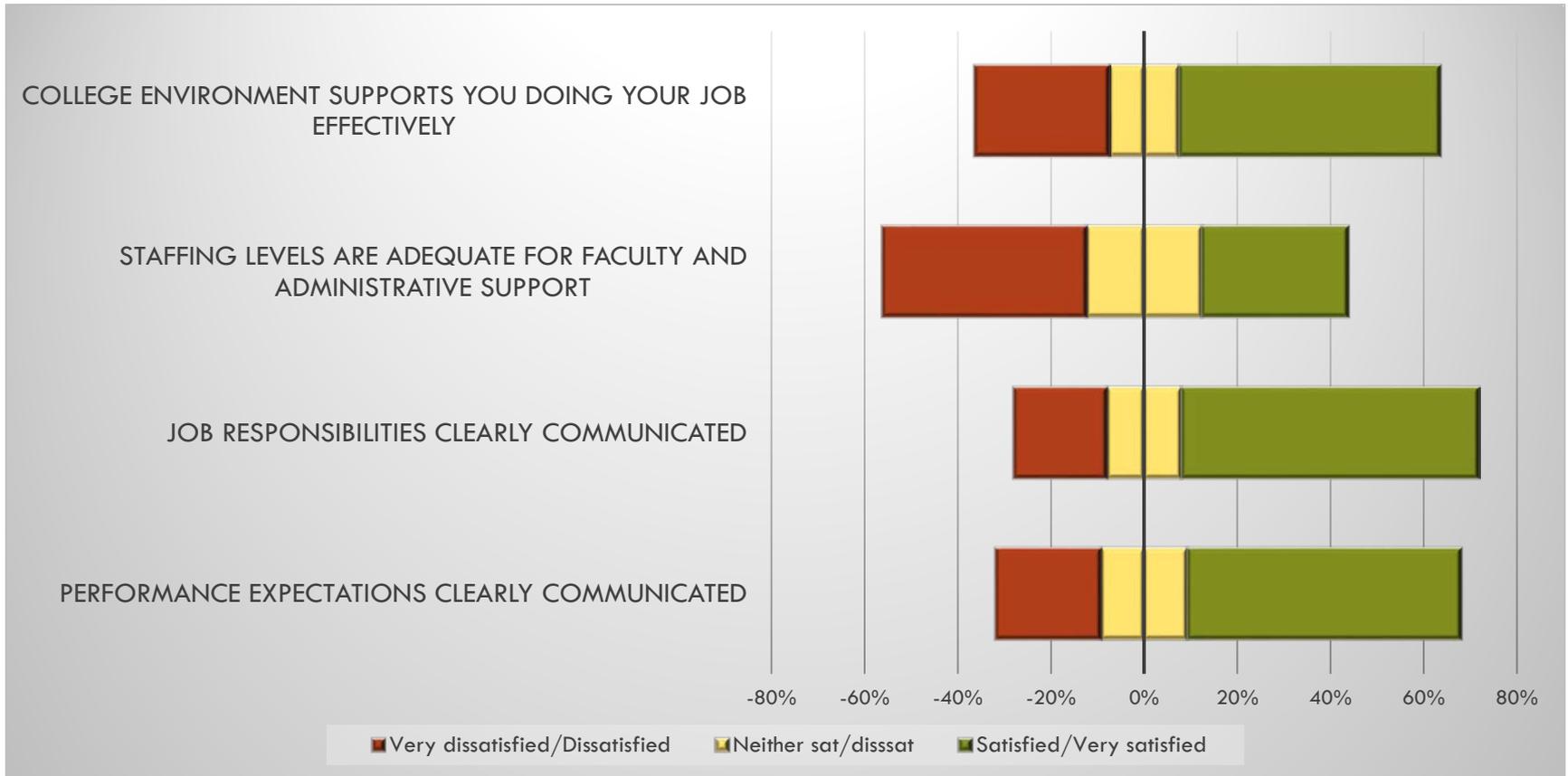
# INSTRUCTIONAL ENVIRONMENT [FACULTY ONLY]



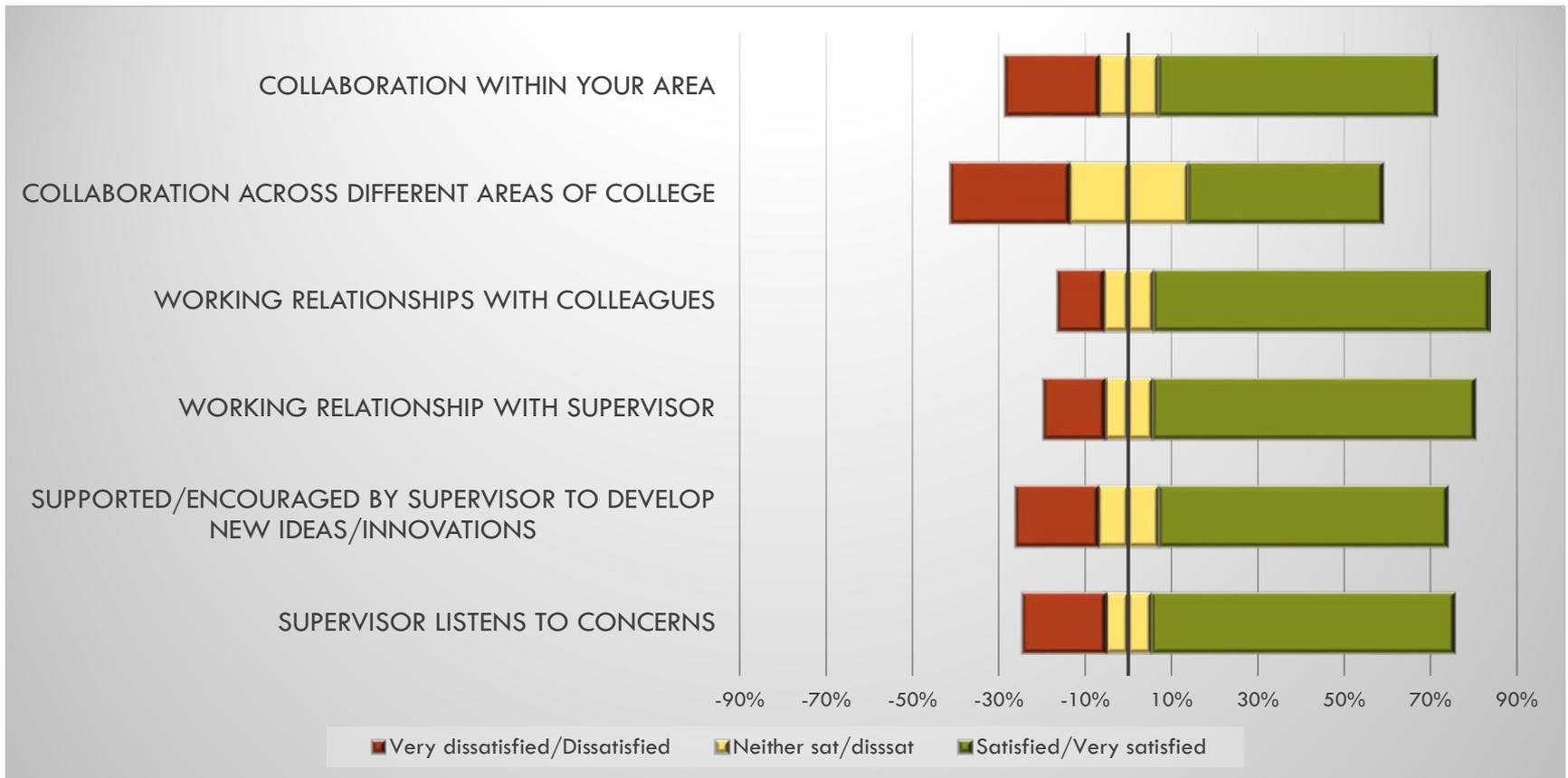
# INSTRUCTIONAL SUPPORT SERVICES [FACULTY ONLY]



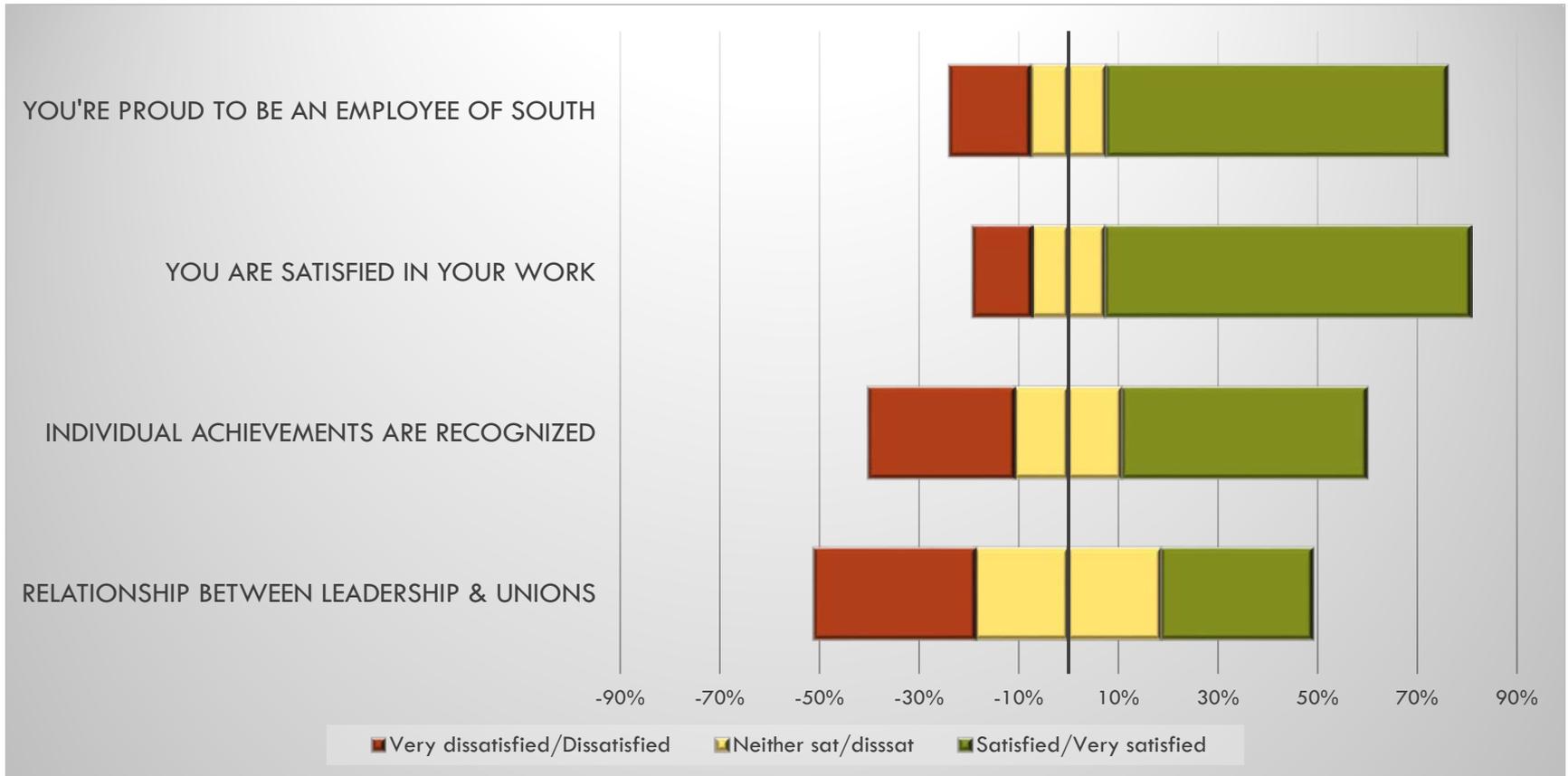
# WORK ENVIRONMENT 1



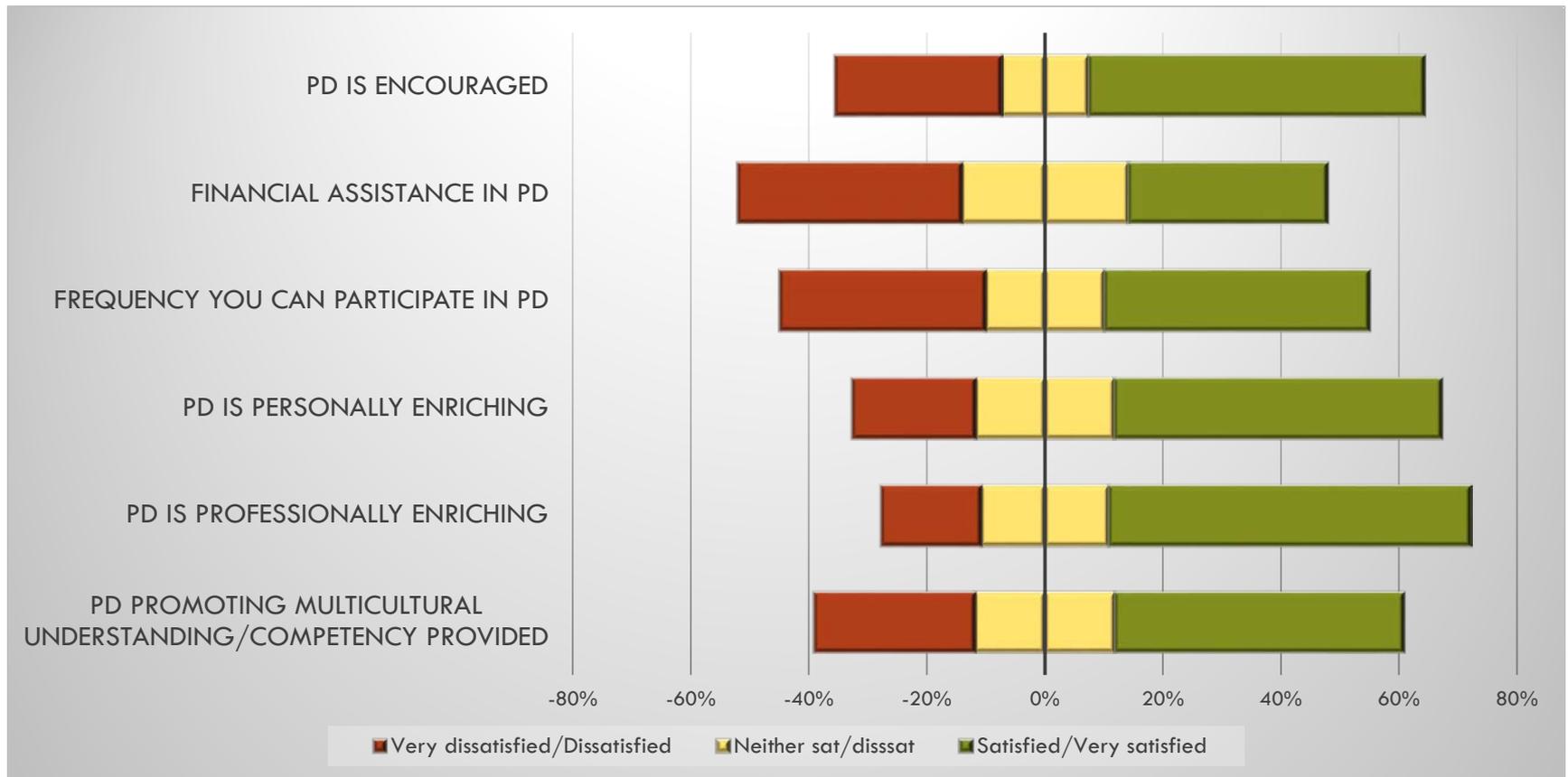
# WORK ENVIRONMENT 2



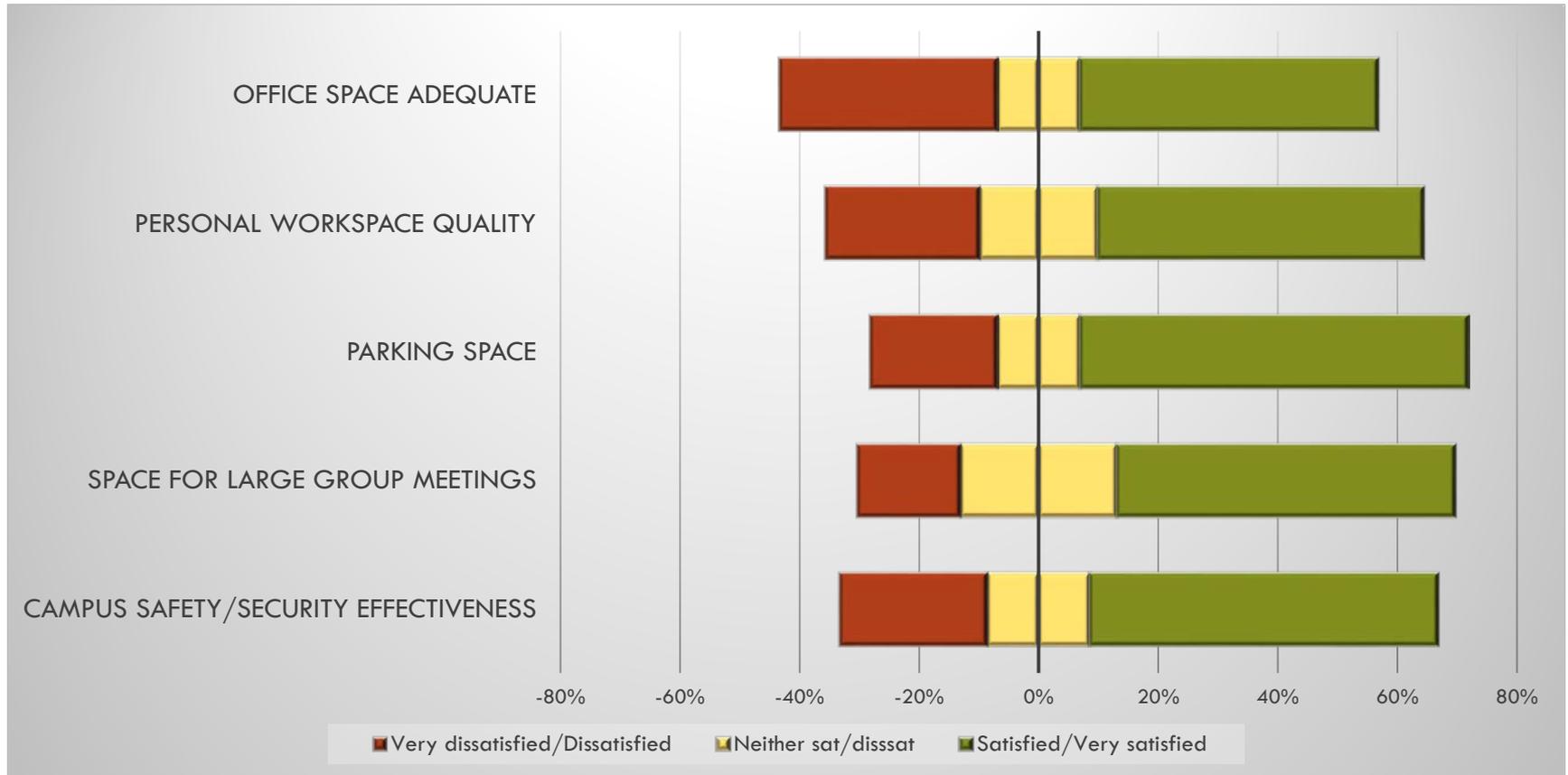
# WORK ENVIRONMENT 3



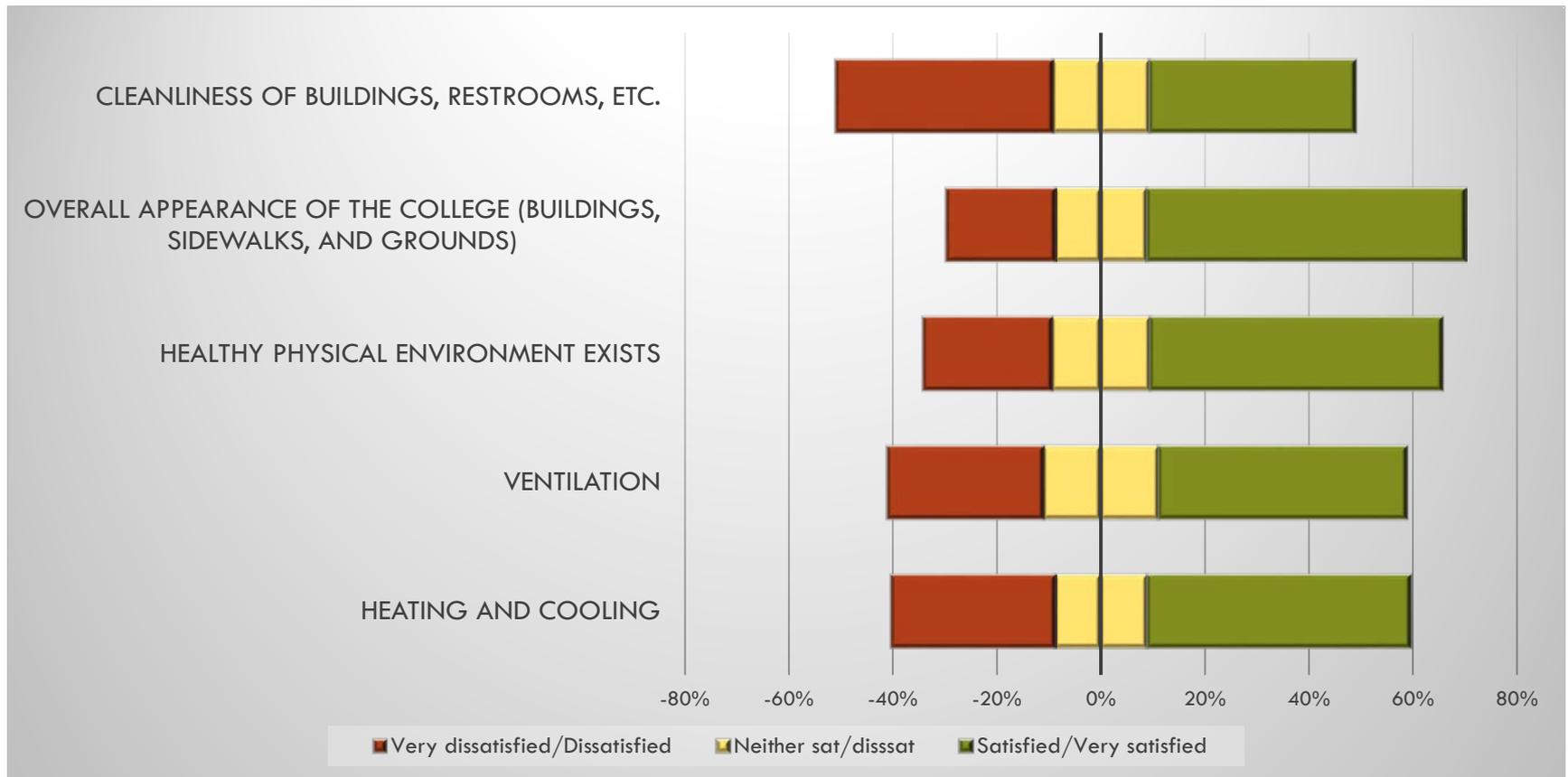
# PROFESSIONAL DEVELOPMENT



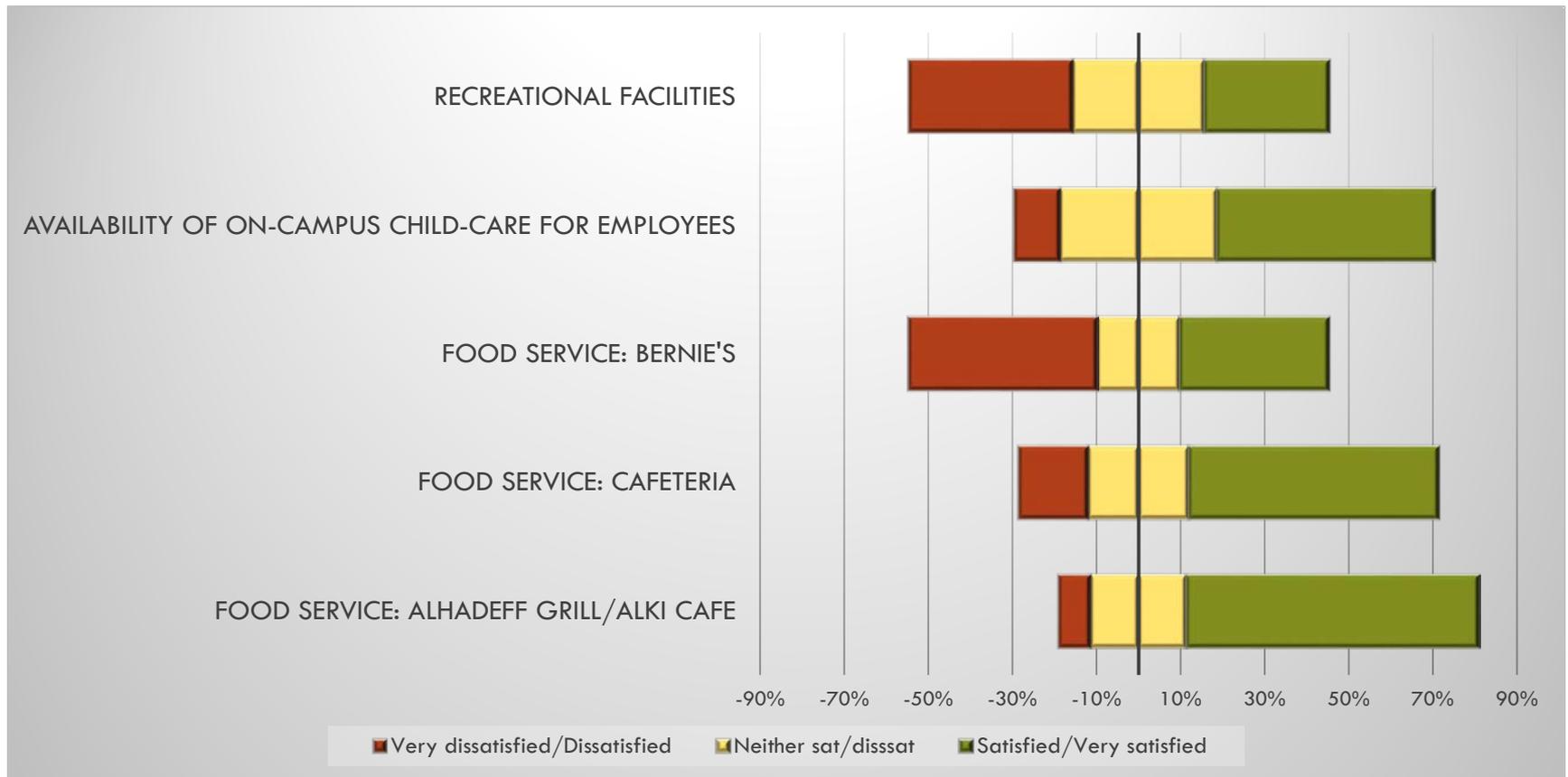
# PHYSICAL ENVIRONMENT 1



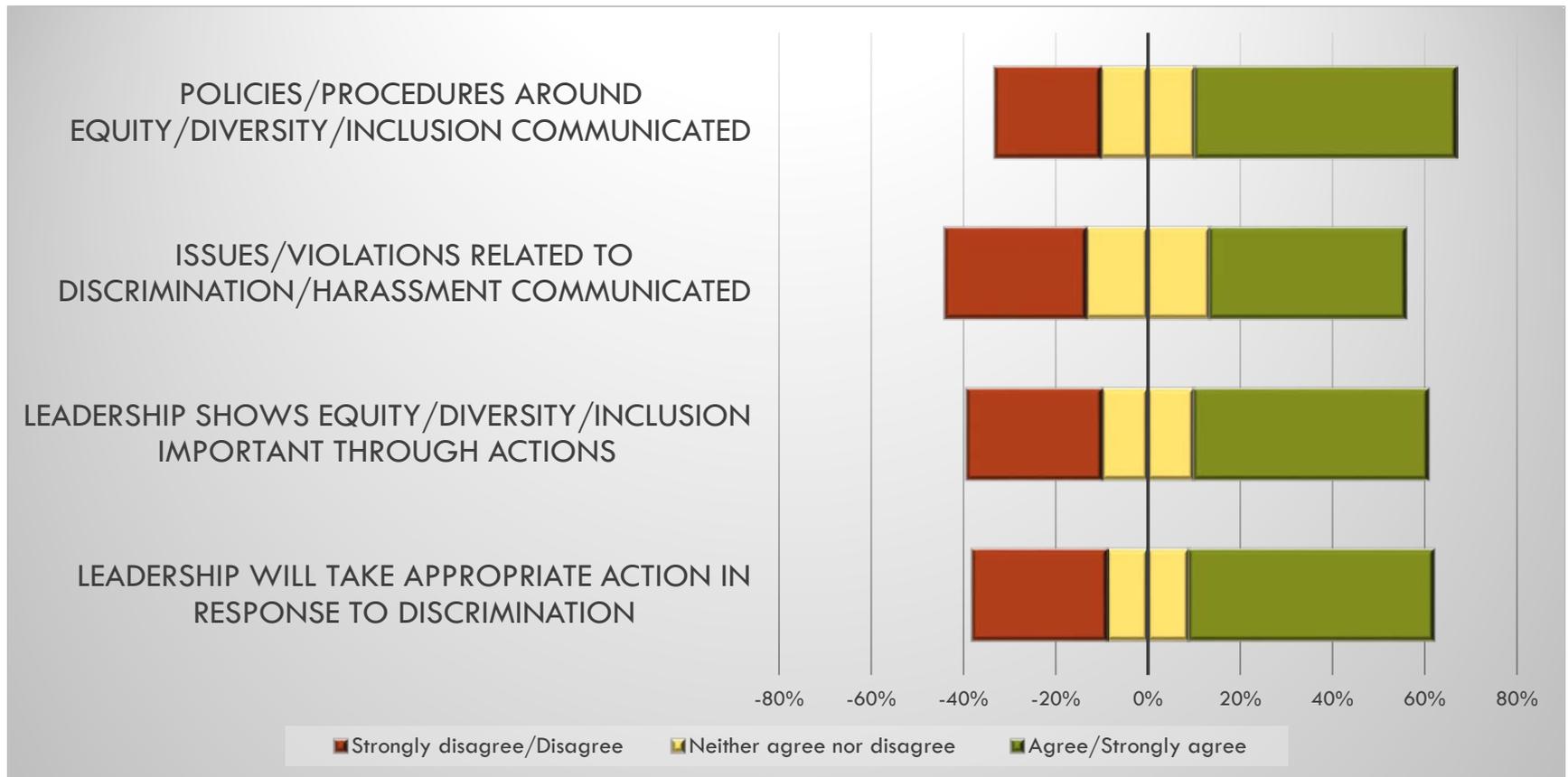
# PHYSICAL ENVIRONMENT 2



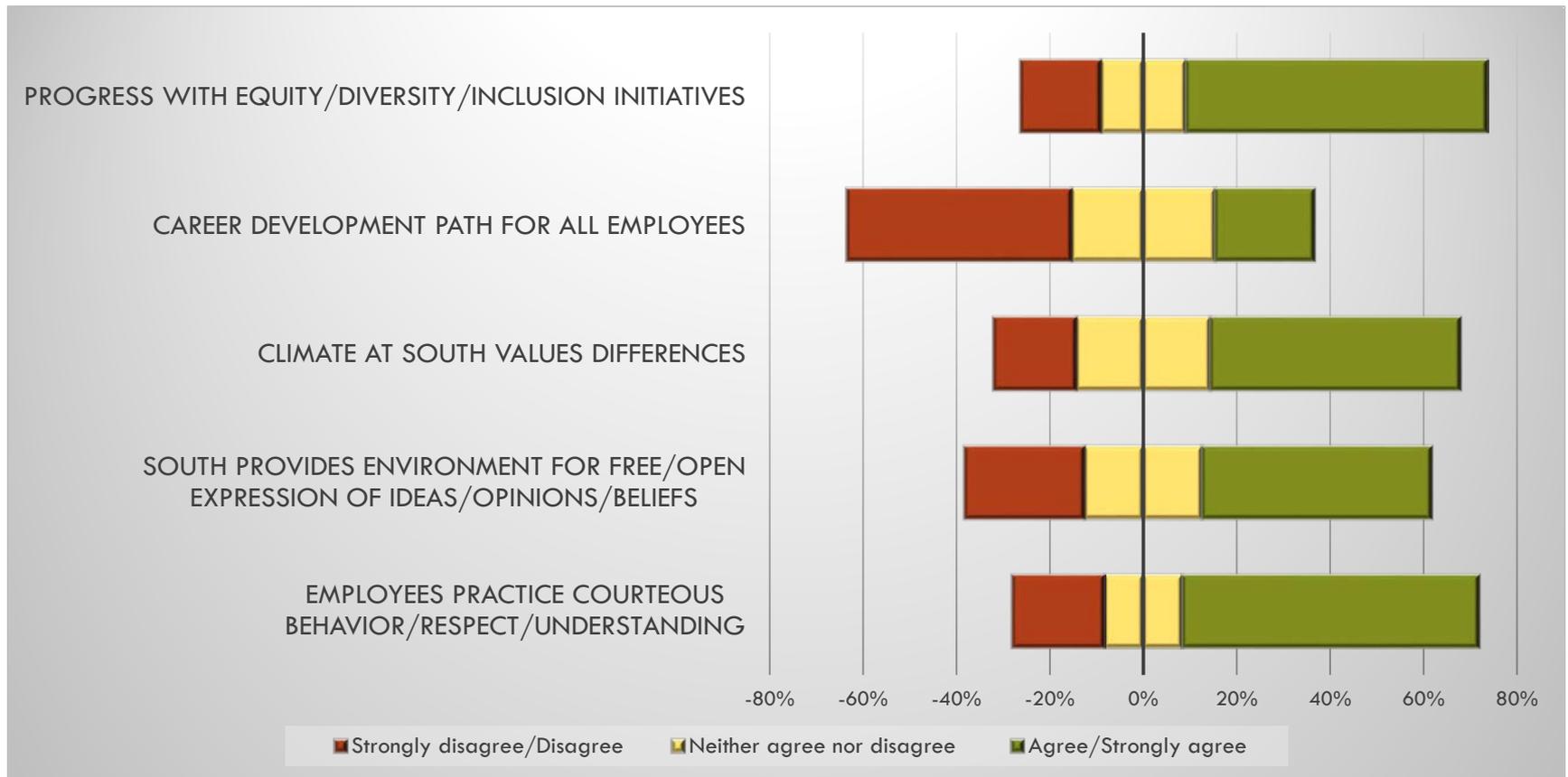
# PHYSICAL ENVIRONMENT 3



# EQUITY, DIVERSITY, & INCLUSION 1



# EQUITY, DIVERSITY, & INCLUSION 2



# EQUITY, DIVERSITY, & INCLUSION 3

*\*the colors have been reversed based on the question and desired outcome\**

