

SOUTH SEATTLE COMMUNITY COLLEGE CLIMATE STUDY

(Adapted from the CESTA and PACE by George Baker)

FALL 2003 N=177

The purposed of this instrument is to obtain the perceptions of administrators, faculty and staff on the college environment. No attempt will be made to attach survey responses to individual respondents.

† 10% increase over Fall 1999

Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Does Not Apply or Do Not Know
----------------	-----------	---------------------------------------	--------------	-------------------	----------------------------------

MISSION, GOALS, VALUES, FUNCTIONS

	1.	The extent to which the college mission is communicated.	15%	55%	22%	5%	1%	3%
†	2.	The extent to which institutional values are clearly defined.	10%	50%	24%	12%	1%	3%
	3.	Opportunities for employees to get together to discuss institutional problems, issues or goals.	6%	27%	32%	26%	6%	3%
	4.	Opportunities for employees to socialize and develop a sense of community.	7%	33%	36%	16%	6%	2%
†	5.	The extent to which individual achievements are recognized.	6%	41%	25%	16%	8%	3%
	6.	The extent to which the mission is reflected in decision-making.	6%	36%	31%	14%	6%	7%
	7.	The extent to which institutional priorities are reflected in decision-making.	5%	36%	31%	15%	6%	6%
†	8.	Ability of the college to respond to community needs.	12%	44%	25%	10%	3%	6%
†	9.	Ability of the college to respond to new trends in the labor market.	13%	41%	22%	13%	5%	6%

INSTITUTIONAL PLANNING

	10.	Employee involvement in institutional planning.	8%	35%	29%	17%	5%	6%
	11.	The extent to which outcomes assessment is utilized in the planning process.	5%	32%	37%	10%	2%	15%
	12.	The extent of student involvement in institutional planning.	5%	24%	36%	11%	4%	21%
	13.	The extent of involvement of community members in institutional planning.	4%	24%	34%	9%	2%	27%
	14.	Involvement of the Board of Trustees in providing institutional planning.	4%	19%	39%	5%	3%	29%
	15.	Overall effectiveness of institutional planning.	4%	34%	32%	9%	4%	16%
	16.	The extent to which institutional planning and evaluation is continuous.	7%	35%	30%	7%	2%	18%
	17.	The extent to which institutional planning results in action plans and resource allocations.	5%	30%	33%	10%	6%	17%
	18.	The extent to which District committees result in action plans and resource allocations.	2%	15%	35%	15%	6%	27%
	19.	Broad based campus involvement in District policy development.	1%	12%	32%	20%	11%	24%

**Climate Survey
Fall 2003 N=177**

Very Satisfied
Satisfied
Neither Satisfied
nor Dissatisfied
Dissatisfied
Very Dissatisfied
Does Not Apply or
Do Not Know

ORGANIZATION STRUCTURE AND GOVERNANCE

	20. The extent to which the organization of the college reflects institutional priorities.	4%	36%	35%	8%	5%	12%
	21. The extent to which college leadership is decisive and results in action.	10%	37%	25%	19%	4%	6%
	22. The extent to which the District framework allows college entrepreneurship.	2%	19%	28%	25%	7%	19%
	23. The effectiveness of the District Office in establishing common goals that help the college fulfill its mission.	2%	16%	31%	24%	12%	16%
	24. The effectiveness of the organizational structure of the college.	5%	34%	33%	16%	6%	7%
	25. The extent to which administrative responsibilities are clearly communicated.	5%	27%	33%	19%	8%	7%
	26. Employee involvement in policy development at the college.	3%	28%	29%	25%	7%	8%
	27. The extent to which employee input is sought in the decision-making process at the college.	4%	27%	29%	22%	11%	7%
†	28. Communication of policies and procedures at the college.	6%	37%	34%	12%	7%	3%
	29. The extent to which decisions are made at the appropriate level of the organization.	5%	27%	29%	21%	8%	11%
	30. The extent to which District services provides adequate support to campus needs.	2%	14%	29%	25%	15%	14%
	31. The effectiveness of collaboration between the three colleges within the Seattle Community College District.	1%	14%	28%	25%	16%	16%

RESOURCE DEVELOPMENT

	32. Financial resources available for the college.	1%	15%	20%	34%	23%	7%
	33. The extent to which the budget reflects the college's priorities.	2%	24%	34%	18%	10%	12%
	34. Staff, faculty, and administrator involvement in budget preparations.	6%	30%	29%	16%	8%	11%
†	35. The effectiveness of the process for monitoring the budget.	6%	29%	24%	18%	5%	18%
	36. Communication to employees of resource allocation decisions and revisions.	4%	30%	29%	20%	7%	10%
	37. The extent to which the college is involved in seeking additional sources of funding through grants and contracts.	6%	39%	25%	12%	4%	14%
	38. The ability of the college to gain financial support from outside sources such as individuals, groups, businesses, corporations, private foundations and grants.	10%	33%	26%	7%	5%	19%

INSTRUCTIONAL ENVIRONMENT

	39. The effectiveness of student preparedness for coursework.	3%	34%	25%	17%	1%	19%
	40. The use of a variety of methods for evaluating performance.	4%	39%	24%	12%	2%	19%
†	41. The extent to which curriculum development responds to the changing needs of students.	8%	42%	20%	13%	2%	15%
†	42. The use of a variety of teaching strategies to accommodate student needs.	9%	53%	15%	8%	1%	14%

**Climate Survey
Fall 2003 N=177**

		Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Does Not Apply or Do Not Know
†	43. The extent to which the use of innovative methods of instruction are supported.	13%	37%	21%	10%	2%	17%
	44. The level of academic standards at the college.	8%	42%	22%	15%	2%	11%
	45. The extent to which a systematic process for program review is in place.	10%	28%	25%	12%	2%	21%
	46. The extent to which faculty are perceived as being accountable for improving the educational program.	6%	32%	29%	16%	3%	14%
	47. The effectiveness of the process for evaluating curriculum.	6%	29%	32%	9%	3%	21%
	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.	15%	38%	24%	10%	7%	6%
EDUCATIONAL AND INSTRUCTIONAL SUPPORT SERVICES							
†	49. The amount and appropriateness of library resources.	13%	43%	20%	9%	3%	12%
†	50. The use of library resources.	11%	52%	20%	4%	1%	12%
†	51. The adequacy of audiovisual services.	11%	46%	19%	7%	1%	16%
†	52. The extent to which students have access to computers.	21%	54%	11%	3%	2%	8%
†	53. The extent to which staff members have access to computers.	25%	49%	14%	6%	1%	6%
	54. The accuracy of the student assessment and placement process.	4%	32%	31%	12%	2%	18%
	55. The availability of tutoring services.	16%	48%	15%	8%	2%	12%
	56. The availability of adequate duplicating services.	15%	46%	20%	7%	4%	8%
WORK ENVIRONMENT							
	57. The extent to which information is available for me to do my job effectively.	10%	50%	18%	18%	3%	1%
†	58. The extent to which information is shared.	6%	42%	22%	22%	6%	2%
†	59. The clarity of outcomes to be achieved.	5%	42%	25%	18%	4%	6%
†	60. The spirit of cooperation within my unit.	27%	44%	11%	11%	7%	2%
	61. The spirit of cooperation across different units of the college.	5%	30%	28%	25%	9%	3%
	62. The use of group problem solving employed in my unit.	22%	38%	18%	12%	7%	3%
	63. The use of group problem solving across the college.	3%	23%	33%	25%	8%	7%
	64. The quality of my relationship with colleagues in this organization.	30%	45%	16%	6%	2%	2%
	65. The extent to which my professional development is encouraged.	19%	39%	20%	14%	6%	2%
	66. The extent to which I am financially assisted in my professional development.	7%	28%	21%	20%	15%	9%
	67. The extent to which I am proud to be an employee of South Seattle Community College.	34%	42%	14%	4%	3%	2%
	68. The availability of orientation programs for new campus personnel.	9%	27%	34%	11%	7%	12%

**Climate Survey
Fall 2003 N=177**

	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Does Not Apply or Do Not Know
69. The extent to which my concerns are listened to.	12%	36%	22%	15%	12%	4%
70. The extent to which my suggestions are acted upon.	8%	34%	27%	19%	9%	3%
71. The extent to which staffing levels are adequate for faculty and administrative support.	3%	19%	18%	28%	24%	8%
72. The extent to which the responsibilities of administrators are communicated to the rest of the college community.	4%	22%	33%	22%	15%	5%
73. The extent to which I am satisfied in my work.	27%	49%	15%	5%	3%	1%
74. The extent to which humor contributes to a positive work environment.	37%	44%	15%	2%	2%	1%
STUDENT FOCUS						
75. The extent to which student needs are central to what we do.	20%	44%	19%	11%	3%	3%
76. The value of education received by students.	18%	54%	18%	3%	0%	8%
† 77. The extent to which the college meets the needs of its ethnically diverse student population.	24%	40%	20%	5%	2%	10%
78. The extent to which the learning environment across campus is hospitable to all students.	18%	45%	18%	11%	1%	6%
79. The extent to which the curriculum reflects a multicultural perspective.	16%	36%	24%	7%	4%	14%
80. The availability of campus services and accommodations for students with disabilities.	21%	46%	16%	4%	0%	14%
PHYSICAL ENVIRONMENT						
81. The adequacy of office space.	9%	31%	23%	25%	10%	2%
82. The adequacy of parking space.	5%	29%	19%	25%	21%	2%
83. The adequacy of space for large group meetings and special events.	13%	45%	19%	11%	5%	6%
84. The quality of buildings, sidewalks and grounds.	15%	46%	20%	14%	5%	0%
85. The adequacy of recreational facilities.	6%	24%	28%	18%	11%	13%
86. The availability of on-campus child-care for students.	20%	28%	23%	2%	0%	27%
87. The availability of on-campus child-care for employees.	15%	27%	19%	3%	1%	36%
88. As a consumer, to what extent are you satisfied with the food service on campus?	25%	43%	19%	8%	0%	5%
89. The extent to which a healthy physical environment exists in which to work.	7%	46%	24%	15%	7%	1%
90. Adequacy of ventilation in buildings.	5%	33%	24%	24%	15%	0%
91. Adequacy of heating and cooling in buildings.	6%	33%	24%	25%	13%	0%
92. Adequacy of custodial services.	7%	32%	25%	20%	14%	2%
93. Adequacy of storage space.	5%	27%	27%	20%	16%	6%
94. Effectiveness of campus safety/security	24%	49%	20%	5%	0%	2%

**Climate Survey
Fall 2003 N=177**

		Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Does Not Apply or Do Not Know
STANDARD IV -- FACULTY							
	95. The extent to which hiring, employment, and benefit policies are clearly communicated and fairly administered.	7%	33%	18%	20%	12%	9%
	96. The extent to which evaluation of faculty performance is fairly administered.	6%	33%	25%	9%	3%	24%
†	97. The extent to which faculty share participation and responsibility for committee work.	4%	29%	26%	14%	5%	21%
	98. The extent to which adequate time and resources are made available for committee and curriculum development responsibilities.	3%	20%	31%	19%	3%	25%
	99. The extent to which faculty-initiated and -supported projects are implemented.	6%	27%	31%	8%	2%	26%
	100. The extent to which faculty are supported in scholarship, research, and artistic creation.	7%	25%	24%	13%	3%	28%
STANDARD V -- LIBRARY AND INFORMATION RESOURCES							
†	101. The availability of library hours.	12%	55%	20%	3%	1%	10%
	102. The availability of library facilities, resources and services.	12%	54%	18%	6%	1%	9%
	103. The accessibility of new and current software on campus from computer services.	11%	44%	20%	11%	2%	12%
†	104. The extent to which faculty and staff have access to technical support from computer services.	19%	46%	18%	9%	3%	5%
	105. The extent to which faculty has access to Distance Learning support.	8%	24%	25%	5%	1%	37%
	106. The extent to which students have access to Distance Learning support.	7%	22%	23%	6%	2%	41%
STANDARD VI -- GOVERNANCE AND ADMINISTRATION							
	107. The extent to which the role of faculty in institutional governance, planning, budgeting, and policy development is made clear and public.	3%	34%	32%	6%	1%	25%
	108. The extent to which faculty who participate in governance, planning, budgeting, and policy development are supported.	4%	30%	34%	6%	1%	25%
STANDARD VII -- FINANCE							
	109. The extent to which the budget reflects the College's Mission and Goals.	5%	31%	32%	12%	3%	17%
STANDARD IX -- INTEGRITY							
†	110. The extent to which intellectual and academic freedom is respected and upheld at the College.	12%	43%	23%	8%	2%	13%
N=176							
	111. The extent to which College abides by its stated academic standards in testing, placement and instruction.	6%	40%	27%	5%	2%	20%
	112. The extent to which the college environment reflects the mission and goals.	5%	47%	32%	4%	1%	11%

**Climate Survey
Fall 2003 N=177**

DIVERSITY AND RETENTION

	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Does Not Apply or Do Not Know
113. I feel the climate at South Seattle Community College is one that values differences.	26%	51%	15%	5%	2%	1%
114. Faculty are culturally sensitive in responding to students needs.	18%	46%	15%	7%	2%	13%
115. Staff and administrators are culturally sensitive in responding to students needs.	22%	43%	21%	7%	2%	5%
116. Efforts are made by faculty to increase culturally diverse student participation in the classroom.	18%	36%	16%	6%	1%	23%
117. Efforts are made by faculty to increase students with disabilities participation in the classroom.	14%	35%	22%	1%	1%	27%
118. Efforts are made by staff and administrators to increase culturally diverse student participation in College activities.	19%	43%	21%	2%	1%	14%
119. Efforts are made by staff and administrators to increase students with disabilities participation in College activities.	17%	32%	26%	3%	1%	22%
120. The College procedures on addressing instances of discrimination have been clearly communicated to me.	14%	34%	23%	15%	5%	9%
121. Efforts are made by faculty, staff and administrators to practice courteous behavior, respect and understanding.	22%	49%	18%	5%	4%	2%

DEMOGRAPHICS N=175

122. Gender
 Male.....38%
 Female.....**62%**
123. Do you identify with being a member of a traditionally under-represented group ---- either culturally, racially or ethnically?
 Yes.....32% No.....**68%**
124. How long have you worked on this campus?
 0 to 2 Years.....19%
 3 to 4 Years.....**21%**
 5 to 9 Years.....18%
 10 to 14 Years.....15%
 19 Years.....10%
 20 OR MORE YEARS.....17%

125. What is your role on this campus?
 PART-TIME FACULTY..... 22%
 FULL-TIME FACULTY..... **30%**
 ADMINISTRATION (Full or Part-Time).... 25%
 CLASSIFIED STAFF (Full or Part-Time) 23%
126. If you are a full-time or part time faculty, are you
N= 98
 VOCATIONAL FACULTY..... **49%**
 ACADEMIC FACULTY.....51%

