

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 dissatisfaction in 1999.

A percent sign in a border represents a decrease in dissatisfaction greater than 10%.

	PERCENT DISSATISFIED			
	Change	Year		
	95 to 99	99	95	92
71. The extent to which staffing levels are adequate for faculty and administrative support.	-4%	58%	54%	53%
32. Financial resources available for the college.	5%	46%	51%	56%
72. The extent to which the responsibilities of administrators are communicated to the rest of the college community.	5%	46%	51%	44%
93. Adequacy of storage space.	4%	43%	47%	53%
81. The adequacy of office space.	-3%	40%	37%	52%
28. Communication of policies and procedures at the college.	7%	39%	46%	44%
91. Adequacy of heating and cooling in buildings.	0%	39%	39%	49%
90. Adequacy of ventilation in buildings.	-1%	38%	37%	48%
4. Opportunities for employees to socialize and develop a sense of community.	-10%	37%	27%	32%
25. The extent to which administrative responsibilities are clearly communicated.	11%	37%	48%	42%

Areas of Greatest Increase in Dissatisfaction from 1995 to 1999 (5%+)

	PERCENT DISSATISFIED			
	Change	Year		
	95 to 99	99	95	92
85. The adequacy of recreational facilities.	-11%	32%	21%	39%
88. As a consumer, to what extent are you satisfied with the food service on campus?	-11%	19%	8%	12%
92. Adequacy of custodial services.	-11%	35%	24%	33%
84. The quality of buildings, sidewalks and grounds.	-10%	21%	11%	20%
4. Opportunities for employees to socialize and develop a sense of community.	-10%	37%	27%	32%
77. The extent to which the college meets the needs of its ethnically diverse student	-7%	17%	10%	24%
8. Ability of the college to respond to community needs.	-5%	20%	15%	22%
38. The ability of the college to gain financial support from outside sources such as individuals, groups, businesses, corporations, private foundations and grants.	-5%	13%	8%	13%
89. The extent to which a healthy physical environment exists in which to work.	-5%	25%	20%	26%

Areas of Greatest Dissatisfaction in 1999 (greater than or equal to 25% dissatisfaction)

A percent sign in a border represents a decrease in dissatisfaction greater than 10%.

		PERCENT DISSATISFIED			
		Change	Year		
		95 to 99	99	95	92
3.	Opportunities for employees to get together to discuss institutional problems issues or goals.	8%	31%	39%	38%
4.	Opportunities for employees to socialize and develop a sense of community.	-10%	37%	27%	32%
5.	The extent to which individual achievements are recognized.	-3%	33%	30%	40%
19.	Broadbased campus involvement in District policy development.	15%	26%	41%	29%
21.	The extent to which college leadership is decisive and results in action.	3%	32%	35%	37%
24.	The effectiveness of the organizational structure of the college.	11%	33%	44%	39%
25.	The extent to which administrative responsibilities are clearly communicated.	11%	37%	48%	42%
26.	Employee involvement in policy development at the college.	28%	30%	58%	48%
27.	The extent to which employee input is sought in the decision-making process at the college.	19%	36%	55%	40%
28.	Communication of policies and procedures at the college.	7%	39%	46%	44%
29.	The extent to which decisions are made at the appropriate level of the organization.	14%	32%	46%	40%
30.	The extent to which District services provides adequate support to campus needs.	-2%	31%	29%	38%
31.	The effectiveness of collaboration between the three colleges within the Seattle Community College District.	9%	29%	38%	34%
32.	Financial resources available for the college.	5%	46%	51%	56%
33.	The extent to which the budget reflects the college's priorities.	13%	25%	38%	41%
35.	The effectiveness of the process for monitoring the budget.	7%	26%	33%	25%
36.	Communication to employees of resource allocation decisions and revisions.	15%	30%	46%	45%
44.	The level of academic standards at the college.	4%	26%	30%	32%
49.	The amount and appropriateness of library resources.	-1%	24%	23%	20%
58.	The extent to which information is shared.	13%	36%	49%	32%
59.	The clarity of outcomes to be achieved.	9%	27%	36%	29%
61.	The spirit of cooperation across different units of the college.	-3%	34%	31%	28%
63.	The use of group problem solving across the college.	5%	33%	38%	32%
66.	The extent to which I am financially assisted in my professional development.	3%	25%	28%	30%
68.	The availability of orientation programs for new campus personnel.	1%	28%	29%	34%
69.	The extent to which my concerns are listened to.	5%	30%	35%	32%
70.	The extent to which my suggestions are acted upon.	6%	29%	35%	33%
71.	The extent to which staffing levels are adequate for faculty and administrative support.	-4%	58%	54%	53%
72.	The extent to which the responsibilities of administrators are communicated to the rest of the college community.	5%	46%	51%	44%

81.	The adequacy of office space.	-3%	40%	37%	52%
82.	The adequacy of parking space.	20%	37%	57%	49%
85.	The adequacy of recreational facilities.	-11%	32%	21%	39%
89.	The extent to which a healthy physical environment exists in which to work.	-5%	25%	20%	26%
90.	Adequacy of ventilation in buildings.	-1%	38%	37%	48%
91.	Adequacy of heating and cooling in buildings.	0%	39%	39%	49%
92.	Adequacy of custodial services.	-11%	35%	24%	33%
93.	Adequacy of storage space.	4%	43%	47%	53%