Fall 2013 Employee Survey Results

PBC 2014
Fall 2013 employee survey

• Survey was opened on November 25th, 2014 and closed on December 6th, 2014.
• Survey was emailed as a link to approximately 400 Mendocino College Employees.
• 131 employees took the survey, of which 124 were completed. An increase of 63% from Fall 2012.
• Results were tabulated via Qualtrics software.
• Results were anonymous
• The employee survey was completed by 124 employees representing all four constituency groups, who represent approximately 56% of permanent employees (which includes Faculty, Classified and Management) and 44% of part-time employees (which includes part-time faculty, temporary staff and student workers).
Respondent Demographics – Employee groups

- Full-time Faculty: 23%
- Part-time Faculty: 37%
- Classified Staff: 19%
- Temporary Classified Staff: 5%
- Management-Confidential: 15%
- Supervisory: 5%
- Student Worker: 1%
Respondent demographics – years of employment

- Part-Time Faculty
- M/S/C
- Full-Time Faculty
- Classified

- 1 year or less
- 2-5 years
- 6-10 years
- 11-15 years
- 16-20 years
- 21 year or more
Respondent demographics – ethnicity

Ethnicity

- American Indian: 3%
- African American: 2%
- Hispanic/Latino: 10%
- White: 71%
- Asian/Pacific Islander: 13%
- Other: 1%
- Decline to state: 0%

Legend:
- American Indian
- African American
- Hispanic/Latino
- White
- Asian/Pacific Islander
- Other
- Decline to state
I am familiar with the Mendocino College mission statement.

The way in which the mission statement is developed, approved and communicated is effective.

The Mendocino College mission statement is central to planning and decision making in my department or area.

I am familiar with the Mendocino College strategic goals and objectives.

Mendocino College evaluates its effectiveness in achieving its strategic goals and objectives.

I am familiar with the Mendocino College planning process.

The college budget reflects Mendocino College's goals and priorities.

<table>
<thead>
<tr>
<th>Statement</th>
<th>Strongly Agree/Agree</th>
<th>Disagree/Strongly Disagree</th>
</tr>
</thead>
<tbody>
<tr>
<td>I am familiar with the Mendocino College mission statement.</td>
<td>100%</td>
<td>0%</td>
</tr>
<tr>
<td>The way in which the mission statement is developed, approved and</td>
<td>83%</td>
<td>17%</td>
</tr>
<tr>
<td>communicated is effective.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>The Mendocino College mission statement is central to planning and</td>
<td>85%</td>
<td>15%</td>
</tr>
<tr>
<td>decision making in my department or area.</td>
<td></td>
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</tr>
<tr>
<td>I am familiar with the Mendocino College strategic goals and objectives.</td>
<td>91%</td>
<td>9%</td>
</tr>
<tr>
<td>Mendocino College evaluates its effectiveness in achieving its strategic</td>
<td>80%</td>
<td>20%</td>
</tr>
<tr>
<td>goals and objectives.</td>
<td></td>
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</tr>
<tr>
<td>I am familiar with the Mendocino College planning process.</td>
<td>80%</td>
<td>20%</td>
</tr>
<tr>
<td>The college budget reflects Mendocino College's goals and priorities.</td>
<td>77%</td>
<td>23%</td>
</tr>
</tbody>
</table>

Strongly Agree/Agree  Disagree/Strongly Disagree
Statements regarding assessment and evaluation

- 93% Strongly Agree/Agree
- 83% Strongly Agree/Agree
- 83% Strongly Agree/Agree
- 87% Strongly Agree/Agree
- 90% Strongly Agree/Agree
- 91% Strongly Agree/Agree
- 85% Strongly Agree/Agree
- 64% Strongly Agree/Agree
- 56% Strongly Agree/Agree
- 7% Strongly Disagree/Disagree
- 17% Strongly Disagree/Disagree
- 17% Strongly Disagree/Disagree
- 13% Strongly Disagree/Disagree
- 10% Strongly Disagree/Disagree
- 9% Strongly Disagree/Disagree
- 15% Strongly Disagree/Disagree
- 36% Strongly Disagree/Disagree
- 44% Strongly Disagree/Disagree

I have participated in program review for my department or area.
Program review results have been taken into account when considering changes in my department or area.
I use SLO’s and SLO assessment results to inform my approach to teaching.
I have used SLO/SAO assessment results to justify resource requests.
I have participated in developing student learning outcomes (SLOs) or service area outcomes (SAOs) for my department or area.
I understand the SLO/SAO assessment process.
SLO/SAO assessment results have been used to inform changes in my department or area.
I have found it relatively easy to connect my resources requests to SLO/SAO assessment results.
Creating and assessing SLOs/SAOs has made me a better teacher/employee.
Needed data are available for planning purposes. (67% Strongly Agree/Agree, 33% Strongly Disagree/Disagree)

Needed data are analyzed and interpreted for easy understanding. (56% Strongly Agree/Agree, 44% Strongly Disagree/Disagree)

Data and information are used in the decision making process at Mendocino College. (80% Strongly Agree/Agree, 20% Strongly Disagree/Disagree)
Statements regarding work environment and governance

- I am adequately represented or I have sufficient opportunity to participate in key institutional decisions, such as long-term planning, budget and mission. (69% Strongly Agree/Agree, 31% Strongly Disagree/Disagree)
- I have sufficient opportunity to participate in dialogue about the improvement of student learning. (73% Strongly Agree/Agree, 27% Strongly Disagree/Disagree)
- I feel empowered to actively participate in the improvement of institutional processes. (77% Strongly Agree/Agree, 23% Strongly Disagree/Disagree)
- Given current financial circumstances, I have sufficient resources to fulfill my job responsibilities. (68% Strongly Agree/Agree, 32% Strongly Disagree/Disagree)
- All constituencies have an equitable role in governing, planning, budgeting and policy-making. (50% Strongly Agree/Agree, 50% Strongly Disagree/Disagree)
- Mendocino College leaders create an environment that supports innovation, equity, and overall excellence. (76% Strongly Agree/Agree, 24% Strongly Disagree/Disagree)
- I have sufficient professional development opportunities. (62% Strongly Agree/Agree, 38% Strongly Disagree/Disagree)
- There is effective (clear, current and widely available) communication at Mendocino College. (61% Strongly Agree/Agree, 39% Strongly Disagree/Disagree)
- Mendocino College, through its policies and practices, demonstrates an appropriate understanding of and concern for issues of equity and diversity. (82% Strongly Agree/Agree, 18% Strongly Disagree/Disagree)
Statements regarding Technology and facilities

I am satisfied with the maintenance, upgrade and replacement of technological resources I use at work.

The computer software and hardware available at Mendocino College allow me to effectively perform my job duties.

The spaces I utilize (office, classroom, etc.) are adequate for my job duties.

I am satisfied with the maintenance and upkeep of the facilities at Mendocino College.
Statements regarding overall college climate/environment

For Students
- Excellent/Very Good/Good: 93%
- Fair: 7%
- Poor: 0%

For Employees
- Excellent/Very Good/Good: 74%
- Fair: 15%
- Poor: 11%