PARKLAND COLLEGE
FACULTY/STAFF/ADMINISTRATOR CLIMATE SURVEY
Spring 2012

The Parkland College Faculty/Staff/Administrator Climate survey was administered on-line in spring 2012 by the Office of Institutional Accountability and Research. The survey has been administered every other year from 2003 to 2012. The first three survey administrations used the conventional paper method and in 2007 was changed to on-line. However, the 2007 results were incomplete due to technical difficulties so those data were not available.

The current survey instrument is similar to the 2005 version but with some additional topics and questions. The aim of the new topics was to collect information beneficial for Parkland's HLC Self-Study in October 2012. It was decided to retain a similar format for comparative purposes across years. The 2012 survey was sent via email to all (full-time and part-time) faculty, professional support staff, and administrators (n = 883) in February 2012. Four-hundred ninety three (493) surveys were returned resulting in a *55.8% response rate*. The response rates (total returned) for the last three surveys are as follows: **2003**: 27.4% (241); **2005**: 27.8% (271); and **2010**: 50.3% (456).

This report presents only the current year's survey results. Below are some observations when looking at the general demographics of the survey respondents and comparing these with Parkland's employee population.

➢ Parkland's *employee population* is made-up of 54% full-time and 46% part-time employees. The *respondent distribution* was skewed more towards full-time employees with 74.3%. Hence, full-time employees were over-sampled in the survey.

➢ The *gender* of survey respondents is mostly female (64.2%) which also characterizes the employee population with 56.2%. However, the females were over-sampled while the males are under-sampled.

➢ The distribution of *job categories* within the employee population is: Administration 4.8%, Staff 30.9%, and Faculty 64.3%. The survey over-sampled administration (6.8%) and staff (43.6%) while under-sampling faculty (49.6%).

➢ The *ethnic diversity* of the respondents showed the sample was somewhat representative of the employee population (of those who indicate ethnicity). The American Indian/Alaska Native, Asian, Hispanic, and Non-resident alien categories within the employee population were similar to the survey sample. African Americans were under-sampled and White employees were over-sampled. About five percent did not respond to this question.

➢ The majority of those responding were affiliated with Academic Services (62.3%) followed by Student Services (16.9%), Administrative Services (8.5%), Institutional Advancement (6.8%), and the President (5.5%).

➢ Over half (54.6%) of respondents have worked at Parkland less than 10 years. One-third (33.4%) have worked at Parkland less than five years while 45.4% percent have been there 11 or more years.

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Note: The percentages in the demographic questions are *valid percentages only*- the percent of only those responding to the question. The "N" is the total number of respondents answering the question. The "NR" is the total not responding to the question from the entire sample. For example, when looking at the first question regarding employment status, 486 people answered this question and seven people did not.

- What is your **employment status**?
  - Full-Time: **74.3%**
  - Part-Time: **25.7%**
  - (N= 486; NR=7)

- What is your **job classification**?
  - Administration: **6.8%**
  - Staff: **43.6%**
  - Faculty: **49.6%**
  - (N =484 ; NR=9)

- What is your **gender**?
  - Male: **35.8%**
  - Female: **64.2%**
  - (N=475; NR=18)

- What is your **ethnic/racial background**?
  - American Indian/Alaskan Native: **0.6%**
  - Asian: **2.1%**
  - Black/African American: **5.7%**
  - Hispanic of any race: **1.3%**
  - Native Hawaiian/Other Pacific Islander: **0%**
  - White: **87.2%**
  - Two or more races: **3.1%**
  - (N=470; NR=23)

- Is English your **native (first) language**?
  - Yes: **97.3%**
  - No: **2.7%**
  - (N=477; NR=16)

- What is your **sexual orientation**?
  - Heterosexual: **90.9%**
  - Gay/Lesbian: **6.6%**
  - Bi-Sexual: **2.5%**
  - (N=453; NR=40)

- How many years have you been **employed at Parkland**?
  - Less than a year: **8.6%**
  - 1-5 years: **24.8%**
  - 6-10 years: **21.2%**
  - 11-20 years: **32.4%**
  - 20+ years: **13.0%**
  - (N =476; NR=17)

- What **area of the college** are you *affiliated* with? Note: Please refer to the list below to see what departments fall into each administrative area.
  - President: **5.5%**
  - Academic Services: **62.3%**
  - Administrative Services: **8.5%**
  - Institutional Advancement: **6.8%**
  - Student Services: **16.9%**
  - (N=472; NR=21)

  Administrative Areas:
  - **President:** (Assistant to President/Board of Trustees, Board of Trustees, Community Relations, Marketing & Creative Services, Parkland College Foundation, Physical Plant)
  - **Academic Services**: (Academic Services, Business & Agri-Industries, Career Programs, Center for Academic Success, Center for Excellence, Computer Science & Information Technology, Engineering Science & Technologies, Fine & Applied Arts, Health Professions, Humanities, Library, Mathematics, Natural Sciences, Planetarium, Social Sciences & Human Services)
  - **Administrative Services**: (Bookstore, Business Office, Campus Technologies, Child Development Center, Human Resources)
  - **Institutional Advancement:** (Adult Basic Education, Business Training, Distance/Virtual Learning, Grants/Contracts, Institutional Accountability/Research, International Education, Workforce Development)
  - **Student Services:** (Admissions & Enrollment Management, Adult Re-entry, Assessment, Athletics, Career Center, Community Education, Counseling & Advising Center, Dean of Students, Disability Services, Financial Aid, Public Safety, Student Life, Student Support Services)

- Please rate your level of **satisfaction and importance** with each of the following:

Statement:		Importance			Satisfaction			
Presence of other faculty, staff, and administrators who…	**N**	**Very Important/ Important**	**Not Important**	**N**	**Too Few**	**Just Right**	**Too Many**	**Don't Know/ NA**
are of various racial/ethnic groups.	469	72.9%	27.1%	465	29.9%	49.7%	1.3%	19.1%
are women.	466	68.5%	31.5%	464	3.0%	74.1%	6.0%	16.9%
are men.	463	64.8%	35.2%	464	7.3%	72.4%	2.6%	17.7%
are physically different or have disabilities.	465	62.8%	37.2%	463	27.9%	34.3%	0.0%	37.8%
have different religious affiliations.	465	46.0%	54.0%	466	6.0%	29.2%	0.6%	64.2%
have different sexual orientations.	463	43.8%	56.2%	465	4.9%	36.1%	4.1%	54.9%

- Have you been **treated unfairly or harassed at Parkland College** in the past five years because of race, gender, sexual orientation, religion, age, accent, or disability?
  - Yes: **10.9%**
  - No: **89.1%**
  - (N=470; NR = 23)

- If answered yes, **how often has this occurred**?
  - Very Often: 16.1**%**
  - Often: 16.1**%**
  - Sometimes: 41.1**%**
  - Rarely/Seldom: 26.8**%**
  - (N=56; NR=437)

- Please rate your **perceptions of how Parkland has changed** on the following items from now compared to three years ago:

Your perception of…	Compared to 3 years ago					Likelihood of change in the next 3 to 5 years			
	N	Better	About the same	Worse	Do not Know/ NA	N	Better	About the same	Worse
The quality of education and services	463	31.1%	47.1%	7.3%	14.5%	449	51.0%	42.3%	6.7%
The workload	465	4.7%	47.3%	34.6%	13.3%	449	12.2%	59.0%	28.7%
Commitment to diversity	461	23.6%	52.5%	8.0%	15.8%	442	29.6%	65.8%	4.5%
Hiring practices	463	13.6%	50.1%	13.4%	22.%	442	19.7%	68.6%	11.8%
Organizational structure	461	13.2%	53.1%	14.8%	18.9%	446	19.5%	70.6%	9.9%
Leadership	463	24.2%	45.4%	16.2%	14.3%	444	26.1%	63.1%	10.8%
Mentoring	462	12.6%	45.7%	12.3%	29.4%	433	21.5%	71.6%	6.9%

- Using the adjectives below, please check the number you feel most **characterizes the atmosphere** at Parkland.

Adjective	N	1	2	3	4	5	Mean	Adjective
Tense	465	7.3%%	13.3%	**30.5%**	**35.1%**	13.8%	3.35	Relaxed
Hostile	465	3.4%	8.4%	21.3%	**37.8%**	**29.0%**	3.81	Friendly
Socially Separated	464	10.3%	16.8%	**34.5%**	**27.2%**	11.2%	3.12	Socially Integrated
Indifferent	463	6.5%	10.4%	**29.8%**	**33.9%**	19.4%	3.49	Concerned
Exclusive	463	8.2%	12.3%	**27.9%**	**33.9%**	17.7%	3.40	Inclusive
Insensitive	464	5.2%	9.9%	**30.4%**	**34.9%**	19.6%	3.54	Sensitive
Racially Intolerant	463	1.9%	5.4%	21.6%	**35.9%**	**35.2%**	3.97	Racially Tolerant
Unsupportive	464	6.3%	10.3%	23.1%	**33.2%**	**27.2%**	3.65	Supportive
Close-Minded	461	6.9%	11.3%	**25.4%**	**34.3%**	22.1%	3.53	Open-minded
Competitive	461	6.5%	10.4%	**30.6%**	**31.9%**	20.6%	3.50	Cooperative

- Please indicate the extent to which you are **familiar** with each of the following:

Parkland Unit	N	Very Familiar	Somewhat Familiar	Somewhat Unfamiliar	Not at all Familiar
Academic Scheduling	464	26.5%	46.8%	13.1%	13.6%
Adult Re-Entry Center	464	18.5%	39.7%	23.9%	17.9%
Art Gallery	465	22.2%	44.7%	20.4%	12.7%
Center for Academic Success	465	41.1%	41.9%	10.3%	6.7%
CAS: Peer Tutoring	462	29.7%	39.6%	17.5%	13.2%
CAS: Writing Lab	462	27.1%	40.0%	19.9%	13.0%
Child Development Center	459	13.5%	32.9%	24.2%	29.4%
Dental Hygiene Clinic	462	18.0%	32.3%	26.6%	23.2%
Disability Services	461	34.9%	44.7%	12.8%	7.6%
Distance and Virtual Learning	461	37.1%	38.0%	13.9%	11.1%
Institutional Accountability and Research	462	17.3%	39.6%	21.9%	21.2%
Parkland College Radio Station (WPCD)	464	14.7%	34.9%	30.2%	20.2%
Parkland College Television Station (PCTV)	464	17.3%	34.7%	29.5%	18.5%
Planetarium	464	31.7%	46.3%	15.3%	6.7%
Theater	459	32.5%	44.0%	15.9%	7.6%
Wellness Center	462	11.9%	36.6%	32.5%	19.0%

- How **familiar** are you with the following:

Familiar with…	N	Very + Somewhat Familiar	Very Familiar	Somewhat Familiar	Somewhat Unfamiliar	Not at all Familiar
Parkland's Mission Statement	464	**93.1%**	70.0%	23.1%	5.0%	1.9%
Parkland's Core Values	464	**92.2%**	59.4%	32.8%	5.8%	1.9%
Parkland's Master Plan (i.e. construction)	464	**83.8%**	37.7%	46.1%	12.7%	3.4%
Parkland's Performance Indicators	464	**58.2%**	16.6%	41.6%	29.1%	12.7%
Parkland's General Education Objectives	460	**76.7%**	35.4%	41.3%	15.4%	7.8%

- Please rate how **important** the following campus department/units are in doing your job and how **satisfied** you are with each:

Campus Department/ Unit:	Importance			Satisfaction			
	N	Very Important/ Important	Not Important	N	*Experience with unit*: **Very Satisfied/ Satisfied**	*Experience with unit*: **Very Dissatisfied / Dissatisfied**	*All Sample*: **No Experience with unit**
Academic Scheduling	445	84.7%	15.3%	451	87.7%	12.3%	19.1%
Admissions and Enrollment Management	444	86.9%	13.1%	448	84.9%	15.1%	17.0%
Adult Basic Education	440	51.1%	48.9%	448	97.8%	2.2%	49.1%
Adult Re-Entry	438	54.1%	45.9%	446	99.2%	0.8%	44.6%
Assessment Center	440	78.2%	21.8%	450	89.2%	10.8%	28.0%
Athletics	440	31.8%	68.2%	449	96.5%	3.5%	35.6%
Bookstore	444	75.2%	24.8%	453	92.4%	7.6%	7.3%
Business Office/ Purchasing	443	76.3%	23.7%	451	81.7%	18.3%	25.9%
Business Training	439	41.0%	59.0%	447	92.1%	7.9%	43.6%
Campus Mail Services	443	84.9%	15.1%	451	94.9%	5.1%	8.9%
Campus Tech: Micro- Computer/ Tech Support	443	92.1%	7.9%	451	87.8%	12.2%	7.1%
Campus Tech: Network Support Services	445	91.5%	8.5%	450	86.4%	13.6%	10.0%
Campus Tech: Programming Services	441	82.5%	17.5%	450	87.5%	12.5%	25.3%
Career Center	439	57.4%	42.6%	449	96.2%	3.8%	35.4%
Center for Excellence in Teaching and Learning	444	79.1%	20.9%	450	93.1%	6.9%	9.3%

Campus Department/ Unit:	Importance			Satisfaction			
	N	Very Important/ Important	Not Important	N	*Experience with unit*: Very Satisfied/ Satisfied	*Experience with unit*: Very Dissatisfied / Dissatisfied	*All Sample*: No Experience with unit
Child Development Center	440	29.3%	70.7%	449	96.0%	4.0%	61.2%
Community Education	438	50.2%	49.8%	447	96.1%	3.9%	30.6%
Counseling / Advising	443	83.7%	16.3%	447	78.2%	21.8%	16.8%
Disability Services	440	78.4%	21.6%	445	96.6%	3.4%	19.6%
Distance & Virtual Learning	438	77.9%	22.1%	444	92.8%	7.2%	18.5%
Financial Aid & Veteran Services	442	73.8%	26.2%	446	90.3%	9.7%	35.4%
Grants and Contracts	440	54.5%	45.5%	442	87.9%	12.1%	51.4%
Human Resources	443	82.8%	17.2%	449	84.7%	15.3%	5.1%
Institutional Accountability & Research	439	63.8%	36.2%	447	88.1%	11.9%	37.8%
International Education	438	52.3%	47.7%	442	91.1%	8.9%	51.8%
Library	442	76.5%	23.5%	448	97.8%	2.2%	9.6%
Marketing & Public Relations	442	74.0%	26.0%	448	80.4%	19.6%	23.7%
Parkland College Foundation	440	57.7%	42.3%	449	86.9%	13.1%	32.1%
Physical Plant: Custodial Services	444	85.4%	14.6%	451	72.1%	27.9%	7.1%
Physical Plant: Grounds	442	71.9%	28.1%	450	78.6%	21.4%	9.8%
Physical Plant: Maintenance	493	83.9%	16.1%	445	80.3%	19.7%	8.8%
Public Safety	444	91.4%	8.6%	450	96.3%	3.7%	3.3%
Reprographics (Print Shop)	443	88.0%	12.0%	452	97.8%	2.2%	10.0%
Student Life	440	64.8%	35.2%	448	93.6%	6.4%	22.8%
Student Support Services (TRiO)	440	56.8%	43.2%	448	88.2%	11.8%	43.3%
Workforce Development	425	41.9%	58.1%	447	85.1%	14.9%	61.1%

- Please rate how **important** the following campus groups/entities are in doing your job and how **satisfied** you are with each:

Parkland Entity/Group:	N	Very Important/ Important	Not Important	N	Experience with group: Very Satisfied / Satisfied	Experience with group: Very Dissatisfied / Dissatisfied	All Sample: No Experience with group
		Importance			**Satisfaction**		
Academic Assessment	423	70.4%	29.6%	437	92.8%	7.2%	42.8%
Board of Trustees	422	79.1%	20.9%	434	89.8%	10.2%	27.6%
Curriculum Committee	423	73.5%	26.5%	436	91.2%	8.8%	42.4%
Diversity Committee	419	55.1%	44.9%	435	88.7%	11.3%	49.2%
Enrollment Mgt. Team	419	67.5%	32.5%	432	88.4%	11.6%	56.3%
Executive Team	421	73.9%	26.1%	433	83.5%	16.5%	38.6%
Support Assessment	416	59.6%	40.4%	434	95.6%	4.4%	57.8%
College Planning Comm.	417	73.6%	26.4%	434	93.1%	6.9%	43.3%
Parkland College Assoc.	418	71.1%	28.9%	435	94.3%	5.7%	32.0%
Sustainable Campus Comm.	418	55.7%	44.3%	435	89.3%	10.7%	41.8%
Strategic Planning	417	73.6%	26.4%	435	88.5%	11.5%	40.0%

- Please rate how **important** the following *job satisfaction contributors* are in doing your job & how **satisfied** you are with each:

Job Satisfaction Contributor:	N	Very Important/ Important	Not Important	N	Those with experience: Very Satisfied/ Satisfied	Those with experience: Very Dissatisfied/ Dissatisfied	All Sample: Not applicable
		Importance			**Satisfaction**		
Teaching & learning relationships	435	90.3%	9.7%	440	92.6%	7.4%	10.7%
Colleagues and collaborators support	438	97.3%	2.7%	440	82.7%	17.3%	3.0%
Salary	438	96.3%	3.7%	440	75.4%	24.6%	1.1%
Benefits	436	93.3%	6.7%	439	89.2%	10.8%	7.3%
Union representation/ collective bargaining	435	80.9%	19.1%	438	81.1%	18.9%	13.0%
Sabbatical leave	430	34.7%	65.3%	438	78.2%	21.8%	64.4%
Rewards & recognition	436	67.4%	32.6%	436	70.6%	29.4%	15.8%
Personal choice & empowerment	434	94.2%	5.8%	438	79.4%	20.6%	8.0%
Work-life balance	437	97.0%	3.0%	440	78.1%	21.9%	4.3%
Growth through training and development	436	96.3%	3.7%	439	80.3%	19.7%	6.2%

- Please rate how **important** the following statements are to you and to the extent to which you **agree or disagree** with each:

Statements:	Importance			Extent of Agreement			
	N	Very Important/ Important	Not Important	N	*Those with experience: Strongly Agree/ Agree*	*Those with experience: Strongly Disagree/ Disagree*	*All Sample: No experience*
My supervisor meets with me as appropriate to discuss my performance, career, and/or promotions.	493	93.3%	6.7%	434	82.1%	17.9%	2.1%
I feel that I have received adequate guidance/mentoring from colleagues	493	93.5%	6.5%	433	84.7%	15.3%	1.6%
Faculty or staff who are openly critical of Parkland have no cause to fear retribution.	426	94.4%	5.6%	435	63.7%	36.3%	13.3%
Expectations concerning promotions and career advancement are made clear.	428	95.8%	4.2%	433	69.0%	31.0%	9.2%
My department holds regularly scheduled staff meetings.	428	89.5%	10.5%	434	82.9%	17.1%	3.5%
Career advancement and salary decisions are made fairly.	429	98.4%	1.6%	432	75.4%	24.6%	14.4%
Search committees have made a serious effort to hire racial/ethnic minorities and women.	427	83.6%	16.4%	431	90.2%	9.8%	18.8%
There is a desire among my colleagues to enhance diversity.	429	82.1%	17.9%	427	84.7%	15.3%	15.9%
There is a desire for teamwork and for balancing personal well-being with concern for others.	429	97.4%	2.6%	428	86.9%	13.1%	3.3%
I have good interactions with my colleagues.	429	99.3%	0.7%	435	93.4%	6.6%	0.5%
There is a commitment to quality at Parkland.	430	99.3%	0.7%	434	91.8%	8.2%	0.5%
My colleagues care about Parkland students	431	99.1%	0.9%	436	95.3%	4.7%	0.5%
I feel that my workload is appropriate.	431	98.8%	1.2%	433	81.9%	18.1%	0.5%

- Please rate how **important** the following statements are to you and to the extent to which you **agree or disagree** with each:

Statements:	N	Satisfaction		
		Those with experience: **Strongly Agree/ Agree**	*Those with experience:* **Strongly Disagree/ Disagree**	*All Sample*: **No experience/ NA**
I feel overwhelmed	433	39.8%	60.2%	0.7%
The college treats all employees fairly	436	60.3%	39.7%	6.9%
Morale is increasing among my colleagues	434	44.3%	55.7%	6.5%
If I had to do it over again, I would take a job at Parkland.	435	93.5%	6.5%	1.1%
I've looked for other employment inside academia	434	45.5%	54.5%	15.4%
I've looked for other employment outside academia	432	34.4%	65.6%	13.9%

- Please rate how **important** the following statements are to you and to the extent to which you **agree or disagree** with each:

Statements:	N	Importance		N	Extent of Agreement		
		Very Important/ Important	**Not Important**		*Those with experience:* **Strongly Agree/ Agree**	*Those with experience:* **Strongly Disagree/ Disagree**	*All Sample*: **No experience**
Parkland's fiscal resources are managed responsibly.	421	98.8%	1.2%	428	89.0%	11.0%	11.0%
Information about Parkland's fiscal condition (i.e. budget) is communicated effectively.	420	97.9%	2.1%	426	82.3%	17.7%	7.3%
There is a common institutional direction and focus.	420	97.6%	2.4%	423	83.3%	16.7%	7.8%
I have a clear understanding of Parkland's planning process.	420	91.9%	8.1%	426	68.2%	31.8%	10.6%
Units are working toward common institutional goals.	417	96.4%	3.6%	424	75.1%	24.9%	13.0%
Data and information is used effectively to identify and solve institutional problems.	421	97.6%	2.4%	424	69.7%	30.3%	18.2%
The planning process includes representatives from the community and local businesses.	417	92.3%	7.7%	422	86.0%	14.0%	44.3%
The planning process has made a difference in how my unit operates.	416	90.9%	9.1%	422	67.5%	32.5%	39.6%
The planning process includes consideration for the need for improved facilities.	416	95.9%	4.1%	422	90.7%	9.3%	25.8%

Statements:	N	Importance		N	Extent of Agreement		
		Very Important/ Important	Not Important		*Those with experience:* **Strongly Agree/ Agree**	*Those with experience:* **Strongly Disagree/ Disagree**	*All Sample:* **No experience**
Opportunities exist to provide input into the departmental planning process.	420	95.5%	4.5%	422	78.2%	21.8%	18.5%
The annual plan ranking process is a fair method allocating discretionary dollars.	416	92.5%	7.5%	422	83.1%	16.9%	38.2%
I play a role in the planning process.	414	79.5%	20.5%	422	55.6%	44.4%	28.4%

The open comments will not be publicly distributed for purposes of confidentiality. A summary of the comments by topic area/theme will be posted soon.

- What is the first thing that comes to mind when you think of Parkland? 324total responses (66% response rate)

- What do you think are Parkland's top priorities? 307total responses (62% response rate)

- Please provide feedback on your experiences, satisfaction, and suggestions you have had at Parkland. 202 total responses (41% response rate)