

SECTION 1: Campus culture and policies

Parkland College - Fall 2014 - Comparison to 2 year schools

RATE IMPORTANCE (1 = "Not important at all" / 5 = "Very important") AND SATISFACTION (1 = "Not satisfied at all" / 5 = "Very satisfied")	Parkland College			Comparison group			IMP Sign diff	SAT Sign diff
	IMP Mean	SAT Mean	GAP	IMP Mean	SAT Mean	GAP		
Faculty take pride in their work	4.66	3.96	0.71	4.67	3.91	0.76	NS	NS
This institution is well-respected in the community	4.66	3.92	0.74	4.64	3.72	0.92	NS	***
Administrators take pride in their work	4.58	3.88	0.70	4.60	3.75	0.84	NS	*
This institution promotes excellent employee-student relationships	4.63	3.85	0.79	4.62	3.74	0.88	NS	
This institution does a good job of meeting the needs of administrators	4.17	3.82	0.35	4.22	3.70	0.52	NS	*
This institution treats students as its top priority	4.69	3.80	0.88	4.70	3.68	1.02	NS	*
This institution does a good job of meeting the needs of students	4.71	3.79	0.92	4.67	3.63	1.04	NS	***
Staff take pride in their work	4.61	3.78	0.83	4.62	3.82	0.80	NS	NS
Most employees are generally supportive of the mission, purpose, and values of this institution	4.41	3.75	0.66	4.37	3.59	0.78	NS	***
The mission, purpose, and values of this institution are well understood by most employees	4.37	3.72	0.64	4.35	3.52	0.82	NS	***
The goals and objectives of this institution are consistent with its mission and values	4.51	3.66	0.85	4.43	3.60	0.83	*	NS
Administration clearly communicates information about Parkland's fiscal condition (i.e. budget)	4.47	3.66	0.81	NA	NA	NA	NA	NA
This institution consistently follows clear processes for selecting new employees	4.44	3.47	0.97	4.39	3.20	1.19	NS	***
This institution does a good job of meeting the needs of its faculty	4.39	3.43	0.96	4.43	3.28	1.15	NS	**
The reputation of this institution continues to improve	4.50	3.43	1.07	4.59	3.51	1.08	**	NS
Administration clearly communicates the strategic planning process	4.13	3.36	0.77	NA	NA	NA	NA	NA
The leadership of this institution has a clear sense of purpose	4.61	3.36	1.25	4.59	3.37	1.22	NS	NS
Efforts to improve quality are paying off at this institution	4.46	3.36	1.11	4.49	3.41	1.07	NS	NS
I understand the strategic planning process	4.00	3.34	0.66	NA	NA	NA	NA	NA
The goals in the strategic plan are moving the college in the right direction	4.38	3.27	1.11	NA	NA	NA	NA	NA
This institution involves its employees in planning for the future	4.43	3.24	1.19	4.41	3.08	1.33	NS	**
This institution does a good job of meeting the needs of staff	4.43	3.23	1.20	4.41	3.16	1.25	NS	NS
This institution consistently follows clear processes for recognizing employee achievements	4.20	3.22	0.97	4.24	3.16	1.08	NS	NS
This institution plans carefully	4.54	3.21	1.33	4.51	3.18	1.33	NS	NS
This institution consistently follows clear processes for orienting and training new employees	4.45	3.19	1.25	4.41	3.17	1.24	NS	NS
There is good communication between the faculty and the administration at this institution	4.47	3.18	1.28	4.47	3.10	1.37	NS	NS
Administration clearly communicates institutional change to faculty and staff	4.53	3.14	1.39	NA	NA	NA	NA	NA
Administrators share information regularly with faculty and staff	4.54	3.12	1.41	4.47	3.11	1.36	NS	NS
This institution has written procedures that clearly define who is responsible for each operation and service	4.35	3.12	1.24	4.33	3.17	1.15	NS	NS
There is a spirit of teamwork and cooperation at this institution	4.60	3.09	1.51	4.57	3.07	1.50	NS	NS
This institution makes sufficient budgetary resources available to achieve important objectives	4.45	3.09	1.37	4.47	3.23	1.24	NS	*
There is good communication between staff and the administration at this institution	4.45	3.08	1.38	4.43	3.10	1.33	NS	NS
This institution makes sufficient staff resources available to achieve important objectives	4.42	3.05	1.37	4.40	3.14	1.26	NS	NS
Employee suggestions are used to improve our institution	4.39	3.00	1.39	4.35	3.02	1.33	NS	NS
There are effective lines of communication between departments	4.40	2.81	1.59	NA	NA	NA	NA	NA
The key-performance indicators (KPI) are well understood by most employees	3.98	2.74	1.24	NA	NA	NA	NA	NA

COLLEGE EMPLOYEE SATISFACTION SURVEY RESULTS

Section 2: Institutional Goals

RATE: IMPORTANCE (1 = "Not important at all / 5 = "Very important")	Parkland College Mean	Comparison group Mean	Sign diff
B) Retain more of its current students to graduation	4.64	4.67	NS
A) Increase the enrollment of new students	4.54	4.28	***
I) Improve employee morale	4.53	4.56	NS
G) Improve the quality of existing academic programs	4.47	4.53	NS
C) Improve the academic ability of entering student classes	4.28	4.40	**
F) Develop new academic programs	3.66	3.96	***
E) Increase the diversity of racial and ethnic groups represented among the student body	3.64	3.58	NS
H) Improve the appearance of campus buildings and grounds	3.48	3.85	***
D) Recruit students from new geographic markets	3.43	3.58	*

TOTAL "VOTES" FOR EACH GOAL	Parkland College TOTAL	Parkland College PERCENT	Comparison group TOTAL	Comparison group PERCENT
A) Increase the enrollment of new students	270	25.6%	5,599	16.6%
B) Retain more of its current students to graduation	281	26.6%	8,534	25.3%
C) Improve the academic ability of entering student classes	97	9.2%	3,732	11.1%
D) Recruit students from new geographic markets	28	2.7%	582	1.7%
E) Increase the diversity of racial and ethnic groups represented among the student body	23	2.2%	628	1.9%
F) Develop new academic programs	44	4.2%	2,758	8.2%
G) Improve the quality of existing academic programs	163	15.5%	5,715	17.0%
H) Improve the appearance of campus buildings and grounds	4	0.4%	1,052	3.1%
I) Improve employee morale	145	13.7%	5,114	15.2%
All responses	1055	100.0%	33,714	100.0%

COLLEGE EMPLOYEE SATISFACTION SURVEY RESULTS

Section 3: Involvement in planning and decision-making

RATE: INVOLVEMENT (1 = "Not enough involvement" / 3 = "Just the right involvement" / 5 = "Too much involvement")	Parkland College Mean	Comparison group Mean	Sign diff
How involved are: Faculty	2.99	2.59	***
How involved are: Staff	2.31	2.33	NS
How involved are: Deans or directors of administrative units	3.48	3.34	**
How involved are: Deans or chairs of academic units	3.35	3.28	NS
How involved are: Senior administrators (VP, Provost level or above)	3.78	3.72	NS
How involved are: Students	2.28	2.32	NS
How involved are: Trustees	3.41	3.24	***
How involved are: Alumni	2.44	2.52	NS

Significance levels: NS = no significant difference; * = p < .05; ** = p < .01; *** = p < .001

COLLEGE EMPLOYEE SATISFACTION SURVEY RESULTS

Section 4: Work environment

RATE IMPORTANCE (1 = "Not important at all" / 5 = "Very important") AND SATISFACTION (1 = "Not satisfied at all" / 5 = "Very satisfied")	Parkland College			Comparison group			IMP Sign Diff	SAT Sign diff
	IMP Mean	SAT Mean	GAP	IMP Mean	SAT Mean	GAP		
It is easy for me to get information at this institution	4.56	3.27	1.29	4.47	3.32	1.15	**	NS
I learn about important campus events in a timely manner	4.16	3.46	0.69	4.20	3.56	0.63	NS	NS
I am empowered to resolve problems quickly	4.41	3.33	1.08	4.40	3.41	0.99	NS	NS
I am comfortable answering student questions about institutional policies and procedures	4.15	3.48	0.67	4.22	3.54	0.68	NS	NS
I have the information I need to do my job well	4.67	3.69	0.98	4.60	3.66	0.94	*	NS
My job responsibilities are communicated clearly to me	4.60	3.76	0.84	4.57	3.73	0.84	NS	NS
My supervisor pays attention to what I have to say	4.60	3.79	0.82	4.58	3.89	0.69	NS	NS
My supervisor helps me improve my job performance	4.38	3.56	0.83	4.43	3.75	0.68	NS	**
My department or work unit has written, up-to-date objectives	4.19	3.41	0.77	4.23	3.61	0.62	NS	**
My department meets as a team to plan and coordinate work	4.30	3.45	0.85	4.31	3.67	0.64	NS	***
My department has the budget needed to do its job well	4.54	2.80	1.74	4.49	3.13	1.35	NS	***
My department has the staff needed to do its job well	4.62	2.82	1.80	4.54	3.11	1.42	*	***
I am paid fairly for the work I do	4.55	3.59	0.96	4.55	3.14	1.40	NS	***
The employee benefits available to me are valuable	4.61	3.94	0.67	4.57	3.81	0.76	NS	*
I have adequate opportunities for advancement	4.14	3.18	0.97	4.21	3.06	1.15	NS	NS
I have adequate opportunities for training to improve my skills	4.34	3.49	0.85	4.38	3.42	0.96	NS	NS
I have adequate opportunities for professional development	4.35	3.50	0.85	4.35	3.44	0.90	NS	NS
The type of work I do on most days is personally rewarding	4.56	4.01	0.55	4.55	4.11	0.44	NS	NS
The work I do is appreciated by my supervisor	4.40	3.83	0.57	4.44	3.89	0.55	NS	NS
The work I do is valuable to the institution	4.54	3.92	0.62	4.55	3.99	0.56	NS	NS
I am proud to work at this institution	4.56	4.14	0.42	4.56	4.13	0.43	NS	NS

COLLEGE EMPLOYEE SATISFACTION SURVEY RESULTS

Overall satisfaction	Parkland College Mean	Comparison group Mean	Sign diff
Rate your overall satisfaction with your employment here so far:	4.00	3.89	*

Section 5: Demographics

<i>How long have you worked at this institution?</i>	Parkland College Count	Parkland College Percent	Comparison group Count	Comparison group Percent
Less than 1 year	25	6.8%	943	7.8%
1 to 5 years	78	21.3%	3,680	30.6%
6 to 10 years	87	23.7%	2,828	23.5%
11 to 20 years	126	34.3%	2,981	24.8%
More than 20 years	51	13.9%	1,583	13.2%
All responses	367	100.0%	12,015	100.0%

<i>Is your position:</i>	Parkland College Count	Parkland College Percent	Comparison group Count	Comparison group Percent
Full-time	292	78.9%	9,190	83.6%
Part-time	78	21.1%	1,807	16.4%
All responses	370	100.0%	10,997	100.0%

<i>Is your position:</i>	Parkland College Count	Parkland College Percent	Comparison group Count	Comparison group Percent
Faculty	182	50.3%	5,066	44.2%
Staff	151	41.7%	5,175	45.1%
Administrator	29	8.0%	1,230	10.7%
All responses	362	100.0%	11,471	100.0%