

PARKLAND COLLEGE
College Climate Survey
Comparative Report (2003, 2005, 2010, and 2012)

Table 1: Survey Response Rates

Response Rate	2003	2005	2010	2012
Employee population:*	878	976	907	883
Returned surveys:	241	271	456	493
Response rate:	27.4%	27.8%	50.3%	55.8%
Method of administration:	Paper	Paper	On-line	On-line

* Note: The employee population is derived from the C1 dataset.

Table 2: Survey Demographics:

Demographic	2003	2005	2010*	2012*	Demographic	2003	2005	2010*	2012
<u>Employment Status:</u>					<u>Sexual Orientation:</u>				
Full - Time	71.8%	68.3%	73.4%	74.3%	Heterosexual	88.0%	86.7%	92.2%	90.9%
Part - Time	23.7%	27.7%	26.6%	25.7%	Gay/Lesbian	3.3%	4.4%	6.1%	6.6%
No response	4.5%	4.0%	1.0%	1.4%	Bi-Sexual	1.7%	1.5%	1.7%	2.5%
<u>Job Classification:</u>					Other	0.0%	1.1%	0.0%	0.0%
Administration	10.4%	7.7%	8.5%	6.8%	No Response	7.0%	6.3%	9.9%	8.1%
Staff	39.8%	39.5%	40.9%	43.6%	<u>Years employed at Parkland:</u>				
Faculty	43.6%	48.7%	50.6%	49.6%	Less than a year	8.3%	8.5%	8.1%	8.6%
No response	6.2%	4.1%	2.0%	1.8%	1 - 5 years	30.7%	30.3%	29.0%	24.8%
<u>Gender:</u>					6 - 10 years	20.3%	24.0%	26.5%	21.2%
Male	32.4%	31.7%	35.8%	35.8%	11 - 20 years	24.5%	22.1%	24.7%	32.4%
Female	64.7%	66.1%	63.9%	64.2%	20 + years	14.9%	13.7%	11.8%	13.0%
No response	2.9%	2.2%	3.3%	3.7%	No response	1.3%	1.4%	3.1%	3.4%
<u>Ethnicity:</u>					<u>Area of the College:</u>				
American Indian/Alaska Native	0.4%	0.4%	0.5%	0.6%	President	NA	0.7%	3.9%	5.5%
Asian	1.7%	2.6%	1.8%	2.1%	Academic Services	8.7%	66.4%	65.0%	62.3%
Black/African American	5.4%	5.5%	3.0%	5.7%	Administrative Services	NA	12.2%	9.5%	8.5%
Hispanic of any race	0.4%	0.4%	1.6%	1.3%	Institutional Advancement	NA	NA	7.0%	6.8%
Native Hawaiian/Pacific Islander	0.0%	0.0%	0.0%	0.0%	Student Services	14.9%	17.3%	14.5%	16.9%
White	90.5%	87.4%	90.2%	87.2%	Adult/Continuing Education	7.1%	NA	NA	NA
Two or more races	NA	NA	3.0%	3.1%	Information Services	5.8%	NA	NA	NA
Non-Resident Alien	0.4%	0.7%	0.0%	0.0%	Business Office	5.0%	NA	NA	NA
No response	1.2%	3.0%	3.5%	4.7%	Academic Departments	43.2%	NA	NA	NA
<u>English as native language:</u>					Human Resources	5.0%	NA	NA	NA
Yes	97.1%	97.0%	97.1%	97.3%	Other	2.5%	NA	NA	NA
No	2.1%	1.8%	2.9%	2.7%	Not Reported	7.8%	3.4%	3.5%	4.3%
No response	0.8%	1.2%	3.3%	3.2%					

* The 2010 and 2012 demographic questions are *valid percents*- percent of only those responding to the question. "No Response" is the total not responding to the question from the entire sample. For example, when looking at "employment status," the Full-Time and Part-Time categories will add to 100% for 2010 and 2012. Hence, the totals for 2003 and 2005 will add to 100% which includes the "No Response"

Table 3: Please rate your level of importance with each of the following:

Level of IMPORTANCE with each of the following:	2003			2005			2010			2012		
	N	Very Important/ Important	Not Important	N	Very Important/ Important	Not Important	N	Very Important/ Important	Not Important	N	Very Important/ Important	Not Important
Presence of other faculty, staff, and administrators who...												
are of various racial/ethnic groups.	233	79.4%	20.6%	262	75.7%	24.3%	432	69.0%	31.0%	469	72.9%	27.1%
are women.	233	78.5%	21.5%	261	77.8%	22.2%	431	68.4%	31.6%	466	68.5%	31.5%
are men.	232	75.9%	24.1%	259	74.9%	25.1%	426	62.9%	37.1%	463	64.8%	35.2%
are physically different or have disabilities.	231	69.3%	30.7%	260	65.8%	34.2%	432	60.2%	39.8%	465	62.8%	37.2%
have different religious affiliations.	229	51.1%	48.9%	260	53.1%	46.9%	432	45.6%	54.4%	465	46.0%	54.0%
have different sexual orientations.	232	44.4%	55.6%	259	49.0%	51.0%	430	43.7%	56.3%	463	43.8%	56.2%

Table 4: Please rate your level of satisfaction with each of the following:

Level of SATISFACTION with each of the following:	2003					2005					2010					2012				
	N	Too Few	Just Right	Too Many	Don't Know/ NA	N	Too Few	Just Right	Too Many	Don't Know/ NA	N	Too Few	Just Right	Too Many	Don't Know/ NA	N	Too Few	Just Right	Too Many	Don't Know/ NA
Presence of other faculty, staff, and administrators who...																				
are of various racial/ethnic groups.	229	25.8%	44.5%	1.3%	28.4%	252	27.4%	40.9%	2.0%	29.7%	431	30.6%	46.2%	1.2%	22.0%	465	29.9%	49.7%	1.3%	19.1%
are women.	229	8.7%	62.0%	4.8%	24.5%	252	5.2%	64.7%	4.8%	25.4%	429	5.6%	68.8%	6.1%	19.6%	464	3.0%	74.1%	6.0%	16.9%
are men.	228	5.7%	59.6%	9.2%	25.5%	253	5.9%	63.2%	4.3%	26.5%	430	7.4%	67.0%	5.3%	20.2%	464	7.3%	72.4%	2.6%	17.7%
are physically different or have disabilities.	225	26.7%	28.0%	0.0%	45.3%	252	29.0%	28.6%	0.0%	42.4%	429	24.5%	38.7%	0.2%	36.6%	463	27.9%	34.3%	0.0%	37.8%
have different religious affiliations.	227	7.0%	28.2%	0.0%	64.7%	251	6.4%	29.5%	0.4%	63.7%	429	8.4%	32.2%	0.5%	59.0%	466	6.0%	29.2%	0.6%	64.2%
have different sexual orientations.	229	3.1%	24.9%	11.4%	60.7%	251	2.8%	30.3%	9.2%	57.7%	429	4.4%	36.1%	5.6%	53.8%	465	4.9%	36.1%	4.1%	54.9%

Table 5: Please rate your perceptions of how Parkland has changed on the following items from now compared to three years ago:

Your perception of...	2003					2005					2010					2012				
	Compared to three years ago					Compared to three years ago					Compared to three years ago					Compared to three years ago				
	N	Better	About the same	Worse	Don't know/ NA	N	Better	About the same	Worse	Don't know/ NA	N	Better	About the same	Worse	Don't know/ NA	N	Better	About the same	Worse	Don't know/ NA
The quality of education & services	233	36.9%	38.2%	6.4%	18.5%	254	36.6%	40.6%	7.1%	15.7%	425	31.3%	41.6%	7.5%	19.5%	463	31.1%	47.1%	7.3%	14.5%
The workload	232	6.5%	39.7%	34.9%	19.0%	255	3.9%	52.5%	28.6%	14.9%	425	4.2%	44.7%	32.0%	19.0%	465	4.7%	47.3%	34.6%	13.3%
Commitment to diversity	232	22.4%	55.2%	3.0%	19.4%	256	23.8%	53.9%	5.1%	17.2%	422	28.0%	44.3%	6.4%	21.3%	461	23.6%	52.5%	8.0%	15.8%
Hiring practices	233	9.4%	50.6%	15.5%	24.5%	257	7.4%	54.1%	16.3%	22.2%	425	17.2%	44.5%	13.4%	24.9%	463	13.6%	50.1%	13.4%	22.9%
Organizational structure	232	13.4%	51.3%	13.8%	21.6%	255	16.5%	49.8%	14.9%	18.8%	423	13.4%	51.3%	13.8%	21.6%	461	13.2%	53.1%	14.8%	18.9%
Leadership	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	423	29.8%	32.4%	17.5%	20.3%	463	24.2%	45.4%	16.2%	14.3%
Mentoring	230	17.4%	47.4%	4.3%	22.3%	254	16.9%	46.5%	6.3%	22.4%	423	14.7%	44.4%	12.5%	28.4%	462	12.6%	45.7%	12.3%	29.4%

Table 6: Please rate your perceptions of the likelihood of change in the next three to five years:

Your perception of...	2003					2005					2010					2012				
	Likelihood of change in the next 3 to 5 years					Likelihood of change in the next 3 to 5 years					Likelihood of change in the next 3 to 5 years					Likelihood of change in the next 3 to 5 years				
	N	Better	About the same	Worse	Don't know/ NA	N	Better	About the same	Worse	Don't know/ NA	N	Better	About the same	Worse	Don't know/ NA	N	Better	About the same	Worse	Don't know/ NA
The quality of education & services	217	36.4%	37.3%	7.8%	18.4%	241	34.9%	39.8%	8.7%	16.6%	419	51.6%	39.4%	9.1%	NA	449	51.0%	42.3%	6.7%	NA
The workload	218	3.2%	43.1%	31.2%	22.5%	241	5.4%	49.8%	25.7%	19.1%	418	15.3%	51.2%	33.5%	NA	449	12.2%	59.0%	28.7%	NA
Commitment to diversity	219	20.1%	57.5%	2.3%	20.1%	242	19.8%	56.6%	5.4%	18.2%	412	41.5%	53.9%	4.6%	NA	442	29.6%	65.8%	4.5%	NA
Hiring practices	219	12.3%	51.6%	11.4%	24.7%	242	10.3%	58.7%	9.5%	21.5%	415	32.3%	59.0%	8.7%	NA	442	19.7%	68.6%	11.8%	NA
Organizational structure	219	11.9%	46.1%	12.3%	29.7%	240	12.5%	55.4%	8.3%	23.8%	414	28.0%	60.4%	11.6%	NA	446	19.5%	70.6%	9.9%	NA
Leadership	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	410	32.7%	54.4%	12.9%	NA	444	26.1%	63.1%	10.8%	NA
Mentoring	218	13.8%	51.4%	4.1%	30.7%	241	14.5%	51.9%	2.9%	30.7%	410	26.1%	66.6%	7.3%	NA	433	21.5%	71.6%	6.9%	NA

Note: The percentages in 2003 and 2005 include the “Don’t know/NA” category. The 2010 and 2012 surveys do not include this category.

• **Table 7: Please indicate the extent to which you are familiar with each of the Parkland services and programs below:**

Parkland Unit	2003					2005					2010					2012				
	N	Very Familiar	Somewhat Familiar	Somewhat Unfamiliar	Not at all Familiar	N	Very Familiar	Somewhat Familiar	Somewhat Unfamiliar	Not at all Familiar	N	Very Familiar	Somewhat Familiar	Somewhat Unfamiliar	Not at all Familiar	N	Very Familiar	Somewhat Familiar	Somewhat Unfamiliar	Not at all Familiar
Academic Scheduling	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	426	23.7%	46.2%	16.4%	13.6%	464	26.5%	46.8%	13.1%	13.6%
Adult Re-Entry Center	234	13.2%	39.3%	23.5%	23.9%	262	22.1%	40.8%	17.2%	19.8%	422	16.6%	40.8%	19.4%	23.2%	464	18.5%	39.7%	23.9%	17.9%
Art Gallery	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	422	24.2%	44.1%	20.4%	11.4%	465	22.2%	44.7%	20.4%	12.7%
Center for Academic Success	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	423	38.1%	45.9%	10.2%	5.9%	465	41.1%	41.9%	10.3%	6.7%
CAS: Peer Tutoring	235	23.8%	40.9%	19.6%	15.7%	263	25.5%	41.4%	23.2%	9.9%	424	28.3%	44.1%	16.3%	11.3%	462	29.7%	39.6%	17.5%	13.2%
CAS: Writing Lab	235	17.9%	42.6%	20.0%	19.6%	262	28.6%	38.9%	18.7%	13.7%	423	27.4%	40.9%	20.8%	10.9%	462	27.1%	40.0%	19.9%	13.0%
Child Development Center	236	13.6%	35.2%	24.6%	26.7%	263	17.1%	30.4%	27.4%	25.1%	419	17.9%	32.0%	25.8%	24.3%	459	13.5%	32.9%	24.2%	29.4%
Dental Hygiene Clinic	235	19.6%	36.2%	21.7%	22.6%	263	18.3%	37.3%	27.8%	16.7%	423	14.4%	36.6%	25.5%	23.4%	462	18.0%	32.3%	26.6%	23.2%
Disability Services	234	24.8%	41.0%	16.7%	17.5%	262	29.8%	43.9%	15.6%	10.7%	421	33.7%	43.7%	15.0%	7.6%	461	34.9%	44.7%	12.8%	7.6%
Distance and Virtual Learning	235	17.0%	43.0%	20.0%	20.0%	263	32.3%	39.2%	15.2%	13.3%	421	37.8%	34.4%	18.5%	9.3%	461	37.1%	38.0%	13.9%	11.1%
Parkland College Radio Station (WPCD)	235	14.0%	37.4%	24.7%	23.8%	263	10.6%	38.4%	26.6%	24.3%	420	14.0%	36.9%	28.1%	21.0%	464	14.7%	34.9%	30.2%	20.2%
Parkland College Television Station (PCTV)	235	18.3%	37.0%	26.0%	18.7%	262	14.9%	43.5%	23.7%	17.9%	421	17.8%	36.6%	27.6%	18.1%	464	17.3%	34.7%	29.5%	18.5%
Planetarium	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	420	31.0%	47.4%	13.6%	8.1%	464	31.7%	46.3%	15.3%	6.7%
Theater	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	421	30.6%	46.8%	13.5%	9.0%	459	32.5%	44.0%	15.9%	7.6%
Wellness Center	234	10.3%	27.4%	29.5%	32.9%	261	10.0%	31.0%	32.2%	26.8%	419	15.0%	32.2%	30.5%	22.2%	462	11.9%	36.6%	32.5%	19.0%

Table 8: Please rate how important the following campus departments are in doing your job and how satisfied you are with each:

Level of IMPORTANCE with each of the following: Campus Department/Unit:	2003			2005			2010			2012		
	N	Very Important/ Important	Not Important	N	Very Important/ Important	Not Important	N	Very Important/ Important	Not Important	N	Very Important/ Important	Not Important
Admissions/Enrollment Management	234	86.8%	13.2%	266	89.8%	10.2%	417	86.6%	13.4%	444	86.9%	13.1%
Adult Basic Education	231	68.0%	32.0%	263	64.6%	35.0%	415	54.5%	45.5%	440	51.1%	48.9%
Assessment Center	229	72.5%	27.5%	263	78.3%	21.7%	415	72.3%	27.7%	440	78.2%	21.8%
Bookstore	232	84.1%	15.9%	264	82.2%	17.8%	416	77.4%	22.6%	444	75.2%	24.8%
Business Training	229	53.7%	46.6%	262	42.4%	57.6%	412	42.5%	57.5%	439	41.0%	59.0%
Business Office/ Purchasing	232	87.1%	12.9%	263	81.0%	19.0%	417	73.6%	26.4%	443	76.3%	23.7%
Campus Mail Services	233	97.9%	2.1%	265	92.5%	7.5%	418	82.5%	9.2%	443	84.9%	15.1%
Campus Technologies	234	94.4%	5.6%	264	97.0%	3.0%	417	97.6%	2.4%	NA	NA	NA
Career Center	230	67.0%	33.0%	259	67.2%	32.8%	415	57.3%	42.7%	439	57.4%	42.6%
Counseling/Advising	232	75.0%	25.0%	262	80.9%	19.1%	417	79.9%	20.1%	443	83.7%	16.3%
Center for Excellence in Teaching & Learning	235	66.8%	33.2%	264	83.3%	16.7%	417	76.7%	23.3%	444	79.1%	20.9%
Financial Aid and Veteran Services	232	73.7%	26.3%	260	78.5%	21.5%	416	68.3%	31.7%	442	73.8%	26.2%
Grants and Contracts	NA	NA	NA	NA	NA	NA	417	60.4%	39.6%	440	54.5%	45.5%
Human Resources	233	92.3%	7.7%	265	91.3%	8.7%	417	83.9%	16.1%	443	82.8%	17.2%
Instit. Accountability and Research	232	69.0%	31.0%	258	68.6%	31.4%	417	63.3%	36.7%	439	63.8%	36.2%
Library	232	84.1%	15.9%	267	84.3%	15.7%	415	75.2%	24.8%	442	76.5%	23.5%
Marketing and Creative Services	232	77.2%	22.8%	261	75.9%	24.1%	413	70.5%	29.5%	442	74.0%	26.0%
Parkland College Foundation	233	66.1%	33.9%	260	67.3%	32.7%	414	57.2%	42.8%	440	57.7%	42.3%
Physical Plant	NA	NA	NA	NA	NA	NA	417	87.8%	12.2%	NA	NA	NA
Public Safety	236	94.1%	5.9%	266	95.5%	4.5%	417	90.4%	9.6%	444	91.4%	8.6%
Student Life	NA	NA	NA	261	73.6%	26.4%	411	75.7%	24.3%	440	64.8%	35.2%

Note: In 2012, Campus Technologies and Physical Plant were split into intradepartmental entities. Please see 2012 report for results.

Table 9: Please rate how satisfied you are with the following campus departments:

Level of SATISFACTION with each of the following:	2003				2005				2010				2012			
	Parkland Unit	N	Experience with: Very satisfied/satisfied	Experience with: Very dissatisfied/dissatisfied	All Sample: No Experience with	N	Experience with: Very satisfied/satisfied	Experience with: Very dissatisfied/dissatisfied	All Sample: No Experience with	N	Experience with: Very satisfied/satisfied	Experience with: Very dissatisfied/dissatisfied	All Sample: No Experience with	N	Experience with: Very satisfied/satisfied	Experience with: Very dissatisfied/dissatisfied
Admissions	234	92.9%	7.1%	10.3%	265	91.7%	8.3%	9.4%	415	88.1%	11.9%	14.7%	448	84.9%	15.1%	17.0%
Adult Bas. Ed.	225	96.7%	3.3%	32.0%	256	92.3%	7.7%	44.5%	419	97.9%	2.1%	42.7%	448	97.8%	2.2%	49.1%
Assessment Ctr.	231	92.0%	8.0%	24.2%	261	84.7%	15.3%	22.2%	419	91.0%	9.0%	25.8%	450	89.2%	10.8%	28.0%
Bookstore	229	97.6%	2.4%	7.9%	263	94.5%	5.5%	10.3%	417	92.0%	9.0%	25.8%	453	92.4%	7.6%	7.3%
Business Training	230	84.4%	15.6%	38.7%	255	89.2%	10.8%	49.0%	419	93.9%	6.1%	41.5%	447	92.1%	7.9%	43.6%
Business Office/ Purchasing	233	92.2%	7.8%	17.2%	262	96.0%	4.0%	23.3%	415	85.7%	14.3%	30.8%	451	81.7%	18.3%	25.9%
Campus Mail Services	236	96.9%	3.1%	4.7%	265	96.4%	3.6%	5.3%	417	93.8%	6.2%	7.2%	451	94.9%	5.1%	8.9%
Campus Technologies	230	92.0%	8.0%	7.8%	264	87.8%	12.2%	3.8%	418	90.4%	9.6%	2.6%	NA	NA	NA	NA
Career Center	229	98.7%	1.3%	32.8%	256	96.5%	3.5%	33.2%	419	95.0%	5.0%	33.7%	449	96.2%	3.8%	35.4%
Counseling/Advising	230	83.9%	16.1%	24.3%	261	81.9%	18.1%	19.5%	416	84.6%	15.4%	15.9%	447	78.2%	21.8%	16.8%
Center for Excellence in Teaching & Learning	230	92.7%	7.3%	23.0%	263	96.0%	4.0%	13.7%	420	93.9%	6.1%	9.8%	450	93.1%	6.9%	9.3%
Financial Aid and Veteran Services	231	96.4%	3.6%	27.7%	261	95.3%	4.7%	26.4%	417	95.1%	4.9%	40.0%	446	90.3%	9.7%	35.4%
Grants and Contracts	NA	NA	NA	NA	NA	NA	NA	NA	418	91.0%	9.0%	22.8%	442	87.9%	12.1%	51.4%
Human Resources	231	89.9%	10.1%	6.1%	264	90.5%	9.5%	4.2%	420	87.7%	12.3%	3.1%	449	84.7%	15.3%	5.1%
Institutional Accountability and Research	230	91.2%	8.8%	26.1%	260	86.9%	13.1%	32.7%	418	92.6%	7.4%	38.3%	447	88.1%	11.9%	37.8%
Library	231	97.6%	2.4%	8.2%	266	98.7%	1.3%	12.4%	416	98.5%	1.5%	6.5%	448	97.8%	2.2%	9.6%
Marketing and Creative Services	231	88.8%	11.2%	18.6%	259	88.4%	11.6%	27.0%	417	75.1%	24.9%	24.9%	448	80.4%	19.6%	23.7%
Parkland College Foundation	230	86.6%	13.4%	28.7%	260	85.7%	14.3%	35.4%	415	89.2%	10.8%	35.4%	449	86.9%	13.1%	32.1%
Physical Plant	NA	NA	NA	NA	NA	NA	NA	NA	415	75.4%	24.6%	15.7%	NA	NA	NA	NA
Public Safety	233	100.0%	0.0%	5.6%	266	98.5%	1.5%	2.3%	418	97.3%	2.7%	2.6%	450	96.3%	3.7%	3.3%
Student Life	NA	NA	NA	NA	262	93.8%	6.2%	25.6%	413	94.4%	5.6%	18.2%	448	93.6%	6.4%	22.8%

Note: In 2012, Campus Technologies and Physical Plant were split into intradepartmental entities. Please see 2012 report for results.

Table 10: Please rate how important the following campus groups/entities are in doing your job:

Level of IMPORTANCE with each of the following: Parkland group/entity:	2003			2005			2010			2012		
	N	Very Important/ Important	Not Important	N	Very Important/ Important	Not Important	N	Very Important/ Important	Not Important	N	Very Important/ Important	Not Important
Academic Assessment	222	70.3%	29.7%	253	74.7%	25.3%	400	74.5%	25.5%	423	70.4%	29.6%
Board of Trustees	225	79.1%	20.9%	253	80.2%	19.8%	398	75.6%	24.4%	422	79.1%	20.9%
Curriculum Committee	225	68.9%	31.1%	250	75.6%	24.4%	399	70.2%	29.8%	423	73.5%	26.5%
Diversity Committee	NA	NA	NA	NA	NA	NA	399	55.1%	44.9%	419	55.1%	44.9%
Enrollment Management Team	219	63.9%	36.1%	245	66.5%	33.5%	396	60.4%	39.6%	419	67.5%	32.5%
Executive Team	218	75.7%	24.3%	247	76.1%	23.9%	399	69.7%	30.3%	421	73.9%	26.1%
Support Assessment	NA	NA	NA	NA	NA	NA	394	59.6%	40.4%	416	59.6%	40.4%
Parkland College Association	222	66.2%	33.8%	248	70.6%	29.4%	396	60.4%	39.6%	418	71.1%	28.9%
Sustainable Campus Comm.	NA	NA	NA	NA	NA	NA	397	53.4%	46.6%	418	55.7%	44.3%
Strategic Planning	223	76.2%	23.8%	246	76.4%	23.6%	396	72.7%	27.3%	417	73.6%	26.4%

Table 11: Please rate how satisfied you are with the following campus groups/entities:

Level of SATISFACTION with each of the following:	2003				2005				2010				2012			
	Parkland Unit	N	Experience with: Very satisfied/	Experience with: Very	All Sample: No Experience with	N	Experience with: Very satisfied/	Experience with: Very	All Sample: No Experience with	N	Experience with: Very satisfied/ satisfied	Experience with: Very dissatisfied/ dissatisfied	All Sample: No Experience with	N	Experience with: Very satisfied/ satisfied	Experience with: Very dissatisfied/ dissatisfied
Academic Assessment	229	91.8%	8.2%	30.6%	257	83.6%	16.4%	31.1%	411	90.3%	9.7%	32.4%	437	92.8%	7.2%	42.8%
Board of Trustees	230	92.1%	7.9%	34.3%	254	89.3%	10.7%	29.9%	412	84.7%	15.3%	31.8%	434	89.8%	10.2%	27.6%
Curriculum Committee	228	95.0%	5.0%	38.6%	257	92.9%	7.1%	34.6%	413	94.9%	5.1%	42.6%	436	91.2%	8.8%	42.4%
Enrollment Management Team	228	88.8%	11.2%	49.1%	251	93.0%	7.0%	49.0%	414	86.4%	13.6%	60.9%	432	88.4%	11.6%	56.3%
Executive Team	229	86.0%	14.0%	37.6%	252	84.8%	15.2%	34.5%	411	75.4%	24.6%	44.5%	433	83.5%	16.5%	38.6%
Support Assessment	NA	NA	NA	NA	NA	NA	NA	NA	412	97.0%	3.0%	59.7%	434	95.6%	4.4%	57.8%
Parkland College Association	228	87.9%	12.1%	38.6%	90	89.5%	10.5%	32.4%	413	94.1%	5.9%	38.7%	435	94.3%	5.7%	32.0%
Sustainable Campus Comm.	NA	NA	NA	NA	NA	NA	NA	NA	414	92.2%	7.8%	38.4%	435	89.3%	10.7%	41.8%
Strategic Planning	228	86.8%	13.2%	33.3%	251	85.9%	14.1%	35.1%	411	86.8%	13.2%	44.8%	435	88.5%	11.5%	40.0%

Table12: Please rate how important the following job satisfaction contributors are in doing your job:

Level of IMPORTANCE with each of the following:	2003			2005			2010			2012		
	N	Very Important/ Important	Not Important	N	Very Important/ Important	Not Important	N	Very Important/ Important	Not Important	N	Very Important/ Important	Not Important
Parkland group/entity:												
Teaching & Learning relationships	232	86.2%	13.8%	267	88.8%	11.2%	407	92.1%	7.9%	435	90.3%	9.7%
Colleagues and collaborators support	235	94.9%	5.1%	267	96.3%	3.7%	409	98.5%	1.5%	438	97.3%	2.7%
Salary*	236	97.9%	2.1%	267	98.9%	1.1%	407	96.6%	3.4%	438	96.3%	3.7%
Benefits*	NA	NA	NA	NA	NA	NA	404	93.3%	6.7%	436	93.3%	6.7%
Union Representation	234	84.2%	15.8%	267	87.3%	12.7%	408	84.3%	15.7%	435	80.9%	19.1%
Sabbatical Leave	231	59.3%	40.7%	261	42.9%	57.1%	407	35.9%	64.1%	430	34.7%	65.3%
Rewards and recognition	233	73.8%	26.2%	266	69.5%	30.5%	407	67.6%	32.4%	436	67.4%	32.6%
Personal choice & empowerment	232	85.8%	14.2%	262	94.7%	5.3%	407	93.4%	6.6%	434	94.2%	5.8%
Work-life balance	234	92.3%	7.7%	265	95.1%	4.9%	407	97.8%	2.2%	437	97.0%	3.0%
Growth through training & development	233	92.7%	7.3%	266	95.1%	4.9%	406	96.8%	3.2%	436	96.3%	3.7%

* Note: The salary and benefits categories were combined in 2003 / 2005 and were spilt out in 2010 / 2012.

Table 13: Please rate how satisfied you are with the following campus groups/entities:

Level of SATISFACTION with each of the following:	2003				2005				2010				2012			
	N	Experience with: Very satisfied/satisfied	Experience with: Very dissatisfied/dissatisfied	All Sample: Not Applicable	N	Experience with: Very satisfied/satisfied	Experience with: Very dissatisfied/dissatisfied	All Sample: Not Applicable	N	Experience with: Very satisfied/satisfied	Experience with: Very dissatisfied/dissatisfied	All Sample: Not Applicable	N	Experience with: Very satisfied/satisfied	Experience with: Very dissatisfied/dissatisfied	All Sample: Not Applicable
Teaching & Learning relationships	224	91.3%	8.7%	12.5%	266	95.4%	4.6%	10.9%	408	91.7%	8.3%	8.6%	440	92.6%	7.4%	10.7%
Colleagues and collaborators support	213	85.9%	14.1%	4.8%	269	85.8%	14.2%	5.9%	408	84.9%	15.1%	1.2%	440	82.7%	17.3%	3.0%
Salary*	231	81.2%	18.8%	0.9%	264	81.7%	18.3%	0.8%	407	78.7%	21.3%	0.7%	440	75.4%	24.6%	1.1%
Benefits*	NA	NA	NA	NA	NA	NA	NA	NA	409	87.6%	12.4%	7.3%	439	89.2%	10.8%	7.3%
Union Representation	233	82.0%	18.0%	14.2%	265	89.7%	10.3%	12.1%	404	87.9%	12.1%	9.9%	438	81.1%	18.9%	13.0%
Sabbatical Leave	230	75.7%	24.3%	67.8%	259	82.4%	17.6%	67.2%	409	79.1%	20.9%	66.0%	438	78.2%	21.8%	64.4%
Rewards and recognition	231	61.9%	38.1%	30.7%	263	68.3%	31.7%	30.4%	406	69.7%	30.3%	20.4%	436	70.6%	29.4%	15.8%
Personal choice & empowerment	231	79.0%	21.0%	21.6%	260	80.5%	19.5%	13.1%	403	80.9%	19.1%	7.9%	438	79.4%	20.6%	8.0%
Work-life balance	233	75.5%	24.5%	12.4%	263	80.0%	20.0%	6.8%	407	46.0%	24.0%	2.7%	440	78.1%	21.9%	4.3%
Growth through training & development	232	84.5%	15.5%	11.2%	266	86.9%	13.1%	5.6%	403	78.9%	21.1%	6.0%	439	80.3%	19.7%	6.2%

* Note: The salary and benefits categories were combined in 2003 and 2005 and were spilt out in 2010.

Table 14: Please rate how important the following statements are to you:

Level of IMPORTANCE with each of the following: Statement:	2003			2005			2010			2012		
	N	Very Important/ Important	Not Important	N	Very Important/ Important	Not Important	N	Very Important/ Important	Not Important	N	Very Important/ Important	Not Important
My supervisor meets with me as appropriate to discuss my performance, career, and/or promotions.	234	95.7%	4.3%	268	94.8%	5.2%	406	92.4%	7.6%	493	93.3%	6.7%
I feel that I have received adequate guidance/mentoring from colleagues	236	97.0%	3.0%	266	94.7%	5.3%	406	94.6%	5.4%	493	93.5%	6.5%
Faculty or staff who are openly critical of Parkland have no cause to fear retribution.	229	93.0%	7.0%	263	92.4%	7.6%	405	93.3%	6.7%	426	94.4%	5.6%
Expectations concerning promotions and career advancement are made clear.	234	96.6%	3.4%	261	95.0%	5.0%	404	95.0%	5.0%	428	95.8%	4.2%
My department holds regularly scheduled staff meetings.	NA	NA	NA	NA	NA	NA	403	87.6%	12.4%	428	89.5%	10.5%
Career advancement and salary decisions are made fairly.	234	98.3%	1.7%	266	99.2%	0.8%	401	98.5%	1.5%	429	98.4%	1.6%
Search committees have made a serious effort to hire racial/ethnic minorities and women.	236	86.0%	14.0%	266	83.8%	16.2%	401	82.0%	18.0%	427	83.6%	16.4%
There is a desire among my colleagues to enhance diversity.	235	84.3%	15.7%	264	81.1%	18.9%	402	80.6%	19.4%	429	82.1%	17.9%
There is a desire for teamwork and for balancing personal well-being with concern for others.	236	96.6%	3.4%	267	97.4%	2.6%	405	97.5%	2.5%	429	97.4%	2.6%
I have good interactions with my colleagues.	240	100.0%	0.0%	268	99.6%	0.4%	404	99.0%	1.0%	429	99.3%	0.7%
There is a commitment to quality at Parkland.	240	99.6%	0.4%	268	100.0%	0.0%	403	99.5%	0.5%	430	99.3%	0.7%
My colleagues care about Parkland students	240	97.9%	2.1%	267	100.0%	0.0%	402	99.5%	0.5%	431	99.1%	0.9%
I feel that my workload is appropriate.	240	99.6%	0.4%	268	99.6%	0.4%	404	99.0%	1.0%	431	98.8%	1.2%

Table 15: Please rate your level of agreement as to whether you agree or disagree with the following statements:

Level of AGREEMENT with each of the following:	2003				2005				2010				2012			
	N	Experience with: Strongly Agree/ Agree	Experience with: Strongly Disagree/ Disagree	All Sample: No Experience with	N	Experience with: Strongly Agree/ Agree	Experience with: Strongly Disagree/ Disagree	All Sample: No Experience with	N	Experience with: Strongly Agree/ Agree	Experience with: Strongly Disagree/ Disagree	All Sample: No Experience with	N	Experience with: Strongly Agree/ Agree	Experience with: Strongly Disagree/ Disagree	All Sample: No Experience with
My supervisor meets with me as appropriate to discuss my performance, career, and/or promotions.	231	79.4%	20.6%	3.5%	264	82.5%	17.5%	2.7%	405	73.3%	26.7%	2.0%	434	82.1%	17.9%	2.1%
I feel that I have received adequate guidance/ mentoring from colleagues	234	80.5%	19.5%	3.4%	265	83.2%	16.8%	3.4%	403	77.8%	22.2%	1.5%	433	84.7%	15.3%	1.6%
Faculty or staff who is openly critical of Parkland have no cause to fear retribution.	231	51.1%	48.9%	17.7%	263	48.6%	51.4%	20.9%	404	50.2%	49.8%	18.1%	435	63.7%	36.3%	13.3%
Expectations concerning promotions and career advancement are made clear.	234	59.3%	40.7%	10.7%	263	63.5%	36.5%	11.4%	405	55.6%	44.4%	13.3%	433	69.0%	31.0%	9.2%
My department holds regularly scheduled staff meetings.	NA	NA	NA	NA	NA	NA	NA	NA	403	78.9%	21.1%	3.5%	434	82.9%	17.1%	3.5%
Career advancement and salary decisions are made fairly.	228	55.7%	44.3%	14.9%	265	57.1%	42.9%	14.7%	403	58.5%	41.5%	15.6%	432	75.4%	24.6%	14.4%
Search committees have made a serious effort to hire racial/ethnic minorities and women.	234	88.2%	11.8%	20.1%	265	85.8%	14.2%	20.0%	405	82.8%	17.2%	19.8%	431	90.2%	9.8%	18.8%

Level of AGREEMENT	2003				2005				2010				2012				
	Statement:	N	Experience with: Strongly Agree/ Agree	Experience with: Strongly Disagree/ Disagree	All Sample: No Experience with	N	Experience with: Strongly Agree/ Agree	Experience with: Strongly Disagree/ Disagree	All Sample: No Experience with	N	Experience with: Strongly Agree/ Agree	Experience with: Strongly Disagree/ Disagree	All Sample: No Experience with	N	Experience with: Strongly Agree/ Agree	Experience with: Strongly Disagree/ Disagree	All Sample: No Experience with
	There is a desire among my colleagues to enhance diversity.	231	81.2%	18.8%	12.6%	264	82.3%	17.7%	16.7%	400	79.8%	20.2%	14.8%	427	84.7%	15.3%	15.9%
	There is a desire for teamwork and for balancing personal well-being with concern for others.	230	80.6%	19.4%	3.5%	267	79.6%	20.7%	4.1%	404	75.6%	24.4%	3.5%	428	86.9%	13.1%	3.3%
	I have good interactions with my colleagues.	233	93.9%	6.1%	0.9%	269	94.4%	5.6%	0.0%	406	91.3%	8.7%	0.5%	435	93.4%	6.6%	0.5%
	There is a commitment to quality at Parkland.	235	86.6%	13.4%	1.7%	268	86.5%	13.5%	0.7%	403	87.1%	12.9%	0.0%	434	91.8%	8.2%	0.5%
	My colleagues care about Parkland students	235	92.7%	7.3%	0.9%	267	93.2%	6.8%	0.4%	403	93.8%	6.2%	0.0%	436	95.3%	4.7%	0.5%
	I feel that my workload is appropriate.	230	73.6%	26.4%	1.3%	268	79.5%	20.5%	0.0%	403	76.1%	23.9%	0.5%	433	81.9%	18.1%	0.5%

Table 16: Please rate your level of agreement as to whether you agree or disagree with the following statements:

Level of AGREEMENT with each of the following:	2003				2005				2010				2012			
	N	Experience with: Strongly Agree/ Agree	Experience with: Strongly Disagree/ Disagree	All Sample: No Experience with	N	Experience with: Strongly Agree/ Agree	Experience with: Strongly Disagree/ Disagree	All Sample: No Experience with	N	Experience with: Strongly Agree/ Agree	Experience with: Strongly Disagree/ Disagree	All Sample: No Experience with	N	Experience with: Strongly Agree/ Agree	Experience with: Strongly Disagree/ Disagree	All Sample: No Experience with
I feel overwhelmed.	225	36.9%	63.1%	4.9%	262	28.2%	71.8%	5.3%	392	39.1%	60.9%	1.5%	433	39.8%	60.2%	0.7%
The college treats all employees fairly.	231	50.0%	50.0%	7.4%	261	56.3%	43.7%	8.8%	377	58.4%	41.6%	5.7%	436	60.3%	39.7%	6.9%
Morale is increasing among my colleagues.	221	48.5%	51.5%	8.6%	262	51.7%	48.3%	8.4%	376	39.1%	60.9%	5.5%	434	44.3%	55.7%	6.5%
If I had to do it over again, I would take a job at Parkland.	233	93.6%	6.4%	3.0%	263	95.4%	4.6%	0.4%	399	92.5%	7.5%	0.7%	435	93.5%	6.5%	1.1%
I've looked for other employment inside academia.	NA	NA	NA	NA	NA	NA	NA	NA	340	45.2%	54.8%	13.6%	434	45.5%	54.5%	15.4%
I've looked for other employment outside academia.	NA	NA	NA	NA	NA	NA	NA	NA	339	35.7%	64.3%	13.2%	432	34.4%	65.6%	13.9%

Table 17: Please rate how important the following statements are to you:

Level of IMPORTANCE with each of the following:	2003			2005			2010			2010		
	N	Very Important/ Important	Not Important	N	Very Important/ Important	Not Important	N	Very Important/ Important	Not Important	N	Very Important/ Important	Not Important
Parkland's fiscal resources are managed responsibly.	NA	NA	NA	NA	NA	NA	390	98.5%	1.5%	421	98.8%	1.2%
Information about Parkland's fiscal condition (i.e. budget) is communicated effectively.	NA	NA	NA	NA	NA	NA	391	96.9%	3.1%	420	97.9%	2.1%
There is a common institutional direction and focus.	231	95.2%	4.8%	262	96.9%	3.1%	387	98.4%	1.6%	420	97.6%	2.4%
I have a clear understanding of Parkland's planning process.	226	86.7%	13.3%	262	9.9%	90.1%	387	90.7%	9.3%	420	91.9%	8.1%
Units are working toward common institutional goals.	226	93.4%	6.6%	260	95.8%	4.2%	383	97.7%	2.3%	417	96.4%	3.6%
Data and information is used effectively to identify and solve institutional problems.	224	93.8%	6.3%	256	97.6%	2.7%	387	96.9%	3.1%	421	97.6%	2.4%
The planning process includes representatives from the community and local businesses.	210	90.0%	10.0%	249	90.8%	9.2%	383	89.6%	10.4%	417	92.3%	7.7%
The planning process has made a difference in how my unit operates.	207	87.0%	13.0%	235	86.0%	14.0%	383	87.2%	12.8%	416	90.9%	9.1%
The planning process includes consideration for the need for improved facilities.	NA	NA	NA	NA	NA	NA	384	95.3%	4.7%	416	95.9%	4.1%
Opportunities exist to provide input into the departmental planning process.	NA	NA	NA	NA	NA	NA	385	95.3%	4.7%	420	95.5%	4.5%
The annual plan ranking process is a fair method allocating discretionary dollars.	207	91.3%	8.7%	239	94.6%	5.4%	383	91.4%	8.6%	416	92.5%	7.5%
I play a role in the planning process.	212	78.8%	21.2%	238	77.7%	22.3%	383	78.6%	21.4%	414	79.5%	20.5%

Table 18: Please rate your level of agreement as to whether you agree or disagree with the following statements:

Level of AGREEMENT with each of the following:	2003				2005				2010				2012			
	N	Experience with: Strongly Agree/ Agree	Experience with: Strongly Disagree/ Disagree	All Sample: No Experience with	N	Experience with: Strongly Agree/ Agree	Experience with: Strongly Disagree/ Disagree	All Sample: No Experience with	N	Experience with: Strongly Agree/ Agree	Experience with: Strongly Disagree/ Disagree	All Sample: No Experience with	N	Experience with: Strongly Agree/ Agree	Experience with: Strongly Disagree/ Disagree	All Sample: No Experience with
Parkland's fiscal resources are managed responsibly.	NA	NA	NA	NA	NA	NA	NA	NA	398	88.1%	11.9%	11.6%	428	89.0%	11.0%	11.0%
Information about Parkland's fiscal condition (i.e. budget) is communicated effectively.	NA	NA	NA	NA	NA	NA	NA	NA	396	85.8%	14.2%	7.6%	426	82.3%	17.7%	7.3%
There is a common institutional direction and focus.	230	85.2%	14.8%	9.1%	258	77.4%	22.6%	9.3%	396	85.8%	14.2%	7.6%	423	83.3%	16.7%	7.8%
I have a clear understanding of Parkland's planning process.	229	65.6%	34.4%	16.2%	260	56.4%	43.6%	16.2%	395	78.7%	21.3%	7.3%	426	68.2%	31.8%	10.6%
Units are working toward common institutional goals.	226	74.5%	25.5%	16.8%	257	72.0%	28.0%	15.2%	395	66.7%	33.3%	9.6%	424	75.1%	24.9%	13.0%
Data and information is used effectively to identify and solve institutional problems.	228	76.9%	23.1%	24.1%	256	67.7%	32.3%	25.0%	395	73.1%	26.9%	22.0%	424	69.7%	30.3%	18.2%
The planning process includes representatives from the community and local businesses.	223	94.6%	5.4%	41.7%	255	90.4%	9.6%	38.8%	392	85.0%	15.0%	42.3%	422	86.0%	14.0%	44.3%
The planning process has made a difference in how my unit operates.	222	79.4%	20.6%	38.7%	253	70.6%	29.4%	39.5%	392	60.5%	39.5%	41.8%	422	67.5%	32.5%	39.6%
The planning process includes consideration for the need for improved facilities.	NA	NA	NA	NA	NA	NA	NA	NA	390	92.5%	7.5%	24.9%	422	90.7%	9.3%	25.8%
Opportunities exist to provide input into the departmental planning process.	NA	NA	NA	NA	NA	NA	NA	NA	394	81.0%	19.0%	17.3%	422	78.2%	21.8%	18.5%
The annual plan ranking process is a fair method allocating discretionary dollars.	223	75.7%	24.3%	39.0%	254	73.3%	26.7%	32.3%	393	74.6%	25.4%	35.9%	422	83.1%	16.9%	38.2%
I play a role in the planning process.	219	64.6%	35.4%	34.2%	252	63.1%	36.9%	33.3%	389	55.8%	44.2%	33.7%	422	55.6%	44.4%	28.4%

Table 19: 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?

Treated unfairly or Harassed at Parkland?	2003		2005		2010		2012	
	N	Response	N	Response	N	Response	N	Response
Yes	NA	NA	27	10.4%	46	10.7%	51	10.9%
No	NA	NA	231	89.6%	385	89.3%	419	89.1%
No Response	NA	NA	13	4.8%	25	5.5%	23	4.7%

Note: The “yes” and “no” responses are valid responses only.

Table 20: If answered yes from the question above, how often has this occurred?

Frequency of occurrence:	2003		2005		2010		2012	
	N	Response	N	Response	N	Response	N	Response
Very Often	NA	NA	4	14.8%	6	12.8%	9	16.1%
Often	NA	NA	3	11.1%	13	27.7%	9	16.1%
Sometimes	NA	NA	11	40.7%	10	21.4%	23	41.1%
Rarely/Seldom	NA	NA	9	33.3%	18	38.3%	15	26.8%
Total	NA	NA	27	~100%	47	~100%	56	~100.0%

Table 21: How familiar are you with the following?

Level of familiarity of each:	2003			2005			2010			2012		
	NA	Very /Somewhat Familiar	Somewhat / Not at all Familiar	N	Very /Somewhat Familiar	Somewhat / Not at all Familiar	N	Very /Somewhat Familiar	Somewhat / Not at all Familiar	N	Very /Somewhat Familiar	Somewhat / Not at all Familiar
Parkland's Mission Statement	NA	NA	NA	NA	NA	NA	426	94.1%	5.9%	464	93.1%	6.9%
Parkland's Core Value	NA	NA	NA	NA	NA	NA	422	92.4%	7.6%	464	92.2%	7.8%
Parkland's Master Plan (regarding construction)	NA	NA	NA	NA	NA	NA	424	84.0%	16.0%	464	83.8%	16.2%
Parkland's Performance Indicators	NA	NA	NA	NA	NA	NA	NA	NA	NA	464	58.2%	41.8%
Parkland's General Education Objectives	NA	NA	NA	NA	NA	NA	NA	NA	NA	460	76.7%	23.3%

Table 22 (a-d): Using the adjectives below, please check the number you feel most characterizes the atmosphere at Parkland.

a:

2003 Results							
Adjective	N	1	2	3	4	5	Adjective
Tense	235	2.1%	11.5%	27.2%	41.3%	17.9%	Relaxed
Hostile	235	1.7%	4.3%	18.3%	43.8%	31.9%	Friendly
Socially Separated	234	9.0%	13.2%	35.0%	29.9%	12.8%	Socially Integrated
Indifferent	235	3.8%	8.9%	25.1%	43.8%	18.3%	Concerned
Exclusive	234	4.3%	12.0%	26.9%	41.0%	15.8%	Inclusive
Insentive	234	3.0%	7.7%	26.9%	42.7%	19.7%	Sensitive
Racially Intolerant	235	1.3%	3.8%	18.7%	42.1%	34.0%	Racially Tolerant
Unsupportive	235	3.8%	7.7%	23.0%	37.9%	27.7%	Supportive
Close-Minded	234	3.0%	17.5%	30.3%	34.6%	14.5%	Open-Minded
Competitive	234	3.0%	10.7%	42.3%	29.5%	14.5%	Cooperative

b:

2005 Results							
Adjective	N	1	2	3	4	5	Adjective
Tense	262	2.3%	13.0%	19.1%	45.0%	20.6%	Relaxed
Hostile	261	2.3%	6.1%	13.0%	43.7%	34.9%	Friendly
Socially Separated	263	4.2%	17.5%	39.5%	25.1%	13.7%	Socially Integrated
Indifferent	259	1.9%	9.3%	25.1%	43.6%	20.1%	Concerned
Exclusive	263	4.6%	10.6%	24.7%	43.3%	16.7%	Inclusive
Insentive	263	3.4%	6.1%	27.8%	44.1%	18.6%	Sensitive
Racially Intolerant	261	0.8%	1.5%	18.0%	44.8%	34.9%	Racially Tolerant
Unsupportive	263	4.2%	8.7%	17.9%	43.7%	25.5%	Supportive
Close-Minded	261	4.2%	16.1%	23.8%	44.1%	11.9%	Open-Minded
Competitive	261	3.4%	16.5%	31.4%	34.9%	13.8%	Cooperative

c:

2010 Results							
Adjective	N	1	2	3	4	5	Adjective
Tense	425	9.2%	14.6%	24.7%	36.5%	15.1%	Relaxed
Hostile	427	4.0%	7.5%	21.1%	37.2%	30.2%	Friendly
Socially Separated	424	8.5%	18.2%	37.3%	22.4%	13.7%	Socially Integrated
Indifferent	425	7.5%	9.2%	29.9%	37.2%	16.2%	Concerned
Exclusive	426	8.0%	12.9%	28.6%	30.8%	19.7%	Inclusive
Insentive	424	6.6%	10.6%	28.5%	36.6%	17.7%	Sensitive
Racially Intolerant	424	1.9%	4.2%	25.5%	33.0%	35.4%	Racially Tolerant
Unsupportive	425	7.8%	8.9%	23.8%	24.4%	25.2%	Supportive
Close-Minded	425	4.9%	10.8%	29.4%	34.6%	20.2%	Open-Minded
Competitive	426	6.1%	9.9%	30.8%	34.3%	19.0%	Cooperative

d:

2012 Results							
Adjective	N	1	2	3	4	5	Adjective
Tense	465	7.3%	13.3%	30.5%	35.1%	13.8%	Relaxed
Hostile	465	3.4%	8.4%	21.3%	37.8%	29.0%	Friendly
Socially Separated	464	10.3%	16.8%	34.5%	27.2%	11.2%	Socially Integrated
Indifferent	463	6.5%	10.4%	29.8%	33.9%	19.4%	Concerned
Exclusive	463	8.2%	12.3%	27.9%	33.9%	17.7%	Inclusive
Insentive	464	5.2%	9.9%	30.4%	34.9%	19.6%	Sensitive
Racially Intolerant	463	1.9%	5.4%	21.6%	35.9%	35.2%	Racially Tolerant
Unsupportive	464	6.3%	10.3%	23.1%	33.2%	27.2%	Supportive
Close-Minded	461	6.9%	11.3%	25.4%	34.3%	22.1%	Open-Minded
Competitive	461	6.5%	10.4%	30.6%	31.9%	20.6%	Cooperative