



**PLEASE RATE BOTH YOUR LEVEL OF IMPORTANCE AND SATISFACTION WITH EACH OF THE FOLLOWING:**

	IMPORTANCE			SATISFACTION					
	Very Important Or Important	Not Important	N	N	Too Few	Just Right	Too Many	Don't Know	Not Applicable
<b>Presence of other faculty, staff and administrators who...</b>									
are of various racial/ethnic groups.....	79.4%	20.6%	233	229	25.8%	44.5%	1.3%	21.4%	7.0%
are women.....	78.5%	21.5%	233	229	8.7%	62.0%	4.8%	17.5%	7.0%
are men.....	75.9%	24.1%	232	228	5.7%	59.6%	9.2%	18.0%	7.5%
are physically different or have disabilities .....	69.3%	30.7%	231	225	26.7%	28.0%	0.0%	36.0%	9.3%
have different religious affiliations.....	51.1%	48.9%	229	227	7.0%	28.2%	0.0%	49.3%	15.4%
have different sexual orientations.....	44.4%	55.6%	232	229	3.1%	24.9%	11.4%	45.9%	14.8%

	FREQUENCY					
	N	Very Often	Often	Some-times	Rarely/ Seldom	Never
<b>How often 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?</b>						
	232	2.6%	2.2%	8.6%	16.8%	69.8%

If you checked anything other than a never please elaborate. Remember, your results are anonymous.

**Forty-six** respondents provided comments in eleven categories:

- 19 cited gender
- 10 cited ethnicity/race
- 9 cited sexual orientation
- 5 cited religion
- 4 each cited age, students, and work environment
- 2 each cited political views and sexual harassment
- 1 each cited part-time status and single parenthood

	COMPARED TO THREE YEARS AGO...					LIKELIHOOD OF CHANGE IN THE NEXT THREE TO FIVE YEARS...				
	Better	About The same	Worse	Don=t Know	N	N	Better	About The same	Worse	Don=t Know
<b>RATE YOUR PERCEPTIONS OF HOW THE CAMPUS HAS CHANGED ON THE FOLLOWING ITEMS.</b>										
The quality of education and services.....	36.9%	38.2%	6.4%	18.5%	233	217	36.4%	37.3%	7.8%	18.4%
The workload.....	6.5%	39.7%	34.9%	19.0%	232	218	3.2%	43.1%	31.2%	22.5%
Commitment to diversity.....	22.4%	55.2%	3.0%	19.4%	232	219	20.1%	57.5%	2.3%	20.1%
Hiring practices.....	9.4%	50.6%	15.5%	24.5%	233	219	12.3%	51.6%	11.4%	24.7%
Organizational structure.....	13.4%	51.3%	13.8%	21.6%	232	219	11.9%	46.1%	12.3%	29.7%
Mentoring.....	17.4%	47.4%	4.3%	30.9%	230	218	13.8%	51.4%	4.1%	30.7%
Career Advancement.....	6.4%	56.7%	14.6%	22.3%	233	220	10.9%	54.5%	9.5%	25.0%

**CIRCLE THE NUMBER CLOSEST TO THE ADJECTIVE THAT YOU FEEL  
BEST CHARACTERIZES THE ATMOSPHERE AT PARKLAND:**

	N	*	*	*	*	*	
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
Insensitive	234	3.0%	7.7%	26.9%	42.7%	19.7%	Sensitive
Conservative	235	3.0%	5.5%	52.3%	23.4%	15.7%	Liberal
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
Open-minded	234	14.5%	34.6%	30.3%	17.5%	3.0%	Close-minded
Cooperative	234	14.5%	29.5%	42.3%	10.7%	3.0%	Competitive

**PLEASE INDICATE THE EXTENT TO WHICH YOU ARE FAMILIAR WITH EACH OF THE PARKLAND SERVICES AND PROGRAMS LISTED BELOW:**

	N	FAMILIARITY			
		Very Familiar	Somewhat Familiar	Somewhat Unfamiliar	Not at all Familiar
Center for Virtual Learning.....	235	17.0%	43.0%	20.0%	20.0%
Child Development Center.....	236	13.6%	35.2%	24.6%	26.7%
Writing Center.....	235	17.9%	42.6%	20.0%	19.6%
Learning Lab.....	235	22.6%	39.6%	18.3%	19.6%
Peer Tutoring.....	235	23.8%	40.9%	19.6%	15.7%
Adult Degree Completion Center.....	234	13.2%	39.3%	23.5%	23.9%
Parkland College Television Station (PCETV).....	235	18.3%	37.0%	26.0%	18.7%
Parkland College Radio Station (WPCD).....	235	14.0%	37.4%	24.7%	23.8%
Dental Hygiene Clinic.....	235	19.6%	36.2%	21.7%	22.6%
Disability Services.....	234	24.8%	41.0%	16.7%	17.5%
Academic Development Center.....	235	17.0%	30.6%	26.0%	26.4%
Wellness Center.....	234	10.3%	27.4%	29.5%	32.9%

**PLEASE RATE HOW IMPORTANT THE FOLLOWING CAMPUS UNITS ARE TO YOU AND TO DOING YOUR JOB AND HOW SATISFIED YOU ARE WITH THEM:**

	IMPORTANCE			SATISFACTION			
	Very Important Or Important	Not Important	N	N	No Experience	For those with Experience	
						Very Satisfied/	Dissatisfied/ Very
Institutional Research and Evaluation.....	69.0%	31.0%	232	230	26.1%	91.2%	8.8%
Reprographics.....	92.3%	7.7%	235	234	6.8%	97.7%	2.3%
Marketing and Creative Services.....	77.2%	22.8%	232	231	18.6%	88.8%	11.2%
Bookstore.....	84.1%	15.9%	232	229	7.9%	97.6%	2.4%
Library.....	84.1%	15.9%	232	231	8.2%	97.6%	2.4%
Business Office/Purchasing.....	87.1%	12.9%	232	233	17.2%	92.2%	7.8%
Admissions & Records.....	86.8%	13.2%	234	234	10.3%	92.9%	7.1%

**PLEASE RATE HOW IMPORTANT THE FOLLOWING CAMPUS UNITS ARE TO YOU AND TO DOING YOUR JOB AND HOW SATISFIED YOU ARE WITH THEM:**

	IMPORTANCE			SATISFACTION			
	Very Important Or Important	Not Important	N	N	No Experience	For those with Experience Very Satisfied/	Dissatisfied/ Very
Advising.....	75.0%	25.0%	232	230	24.3%	83.9%	16.1%
Assessment.....	72.5%	27.5%	229	231	24.2%	92.0%	8.0%
Career Center.....	67.0%	33.0%	230	229	32.8%	98.7%	1.3%
Counseling.....	76.7%	23.3%	232	231	22.1%	88.3%	11.7%
Financial Aid.....	73.7%	26.3%	232	231	27.7%	96.4%	3.6%
Campus Technologies.....	94.4%	5.6%	234	230	7.8%	92.0%	8.0%
Adult/Continuing Education.....	68.0%	32.0%	231	225	32.0%	96.7%	3.3%
Human Resources.....	92.3%	7.7%	233	231	6.1%	89.9%	10.1%
Public Safety.....	94.1%	5.9%	236	233	5.6%	100.0%	0.0%
Center for Excellence in Teaching and Learning.....	66.8%	33.2%	235	230	23.0%	92.7%	7.3%
Office of Women=s	41.8%	58.2%	232	229	43.7%	83.7%	16.3%
Parkland College Foundation.....	66.1%	33.9%	233	230	28.7%	86.6%	13.4%
College Development.....	64.3%	35.7%	227	229	44.1%	93.8%	6.3%
Campus Mail Services.....	97.9%	2.1%	233	236	4.7%	96.9%	3.1%
Business Development Center.....	53.7%	46.3%	229	230	38.7%	84.4%	15.6%

**PLEASE RATE HOW IMPORTANT THE FOLLOWING CAMPUS PROCESSES AND COMMITTEES ARE TO YOU AND TO DOING YOUR JOB AND HOW SATISFIED YOU ARE WITH THEM:**

	IMPORTANCE			SATISFACTION			
	Very Important Or Important	Not Important	N	N	No Experience	For those with Experience Very Satisfied/	Dissatisfied/ Very
Academic Assessment.....	70.3%	29.7%	222	229	30.6%	91.8%	8.2%
Institutional Effectiveness.....	72.3%	27.7%	224	228	35.1%	91.9%	8.1%
Parkland College Association.....	66.2%	33.8%	222	228	38.6%	87.9%	12.1%
Operational Planning.....	77.0%	23.0%	226	228	31.6%	86.5%	13.5%
Strategic Planning.....	76.2%	23.8%	223	228	33.3%	86.8%	13.2%
Curriculum Committee.....	68.9%	31.1%	225	228	38.6%	95.0%	5.0%
Enrollment Management Team.....	63.9%	36.1%	219	228	49.1%	88.8%	11.2%
Senior Administration (AE-team@).....	75.7%	24.3%	218	229	37.6%	86.0%	14.0%
Board of Trustees.....	79.1%	20.9%	225	230	34.3%	92.1%	7.9%
Respectful Workplace Training .....	80.4%	19.6%	224	229	34.9%	84.6%	15.4%

**PLEASE RATE HOW IMPORTANT THE FOLLOWING JOB SATISFACTION CONTRIBUTORS ARE TO YOU AND DOING YOUR JOB AND HOW SATISFIED YOU ARE WITH THEM:**

	IMPORTANCE			SATISFACTION			
	Very Important Or Important	Not Important	N	N	No Experience	For those with Experience Very Satisfied/	Dissatisfied/ Very Dissatisfied
Teaching and Learning relationships.....	86.2%	13.8%	232	224	12.5%	91.3%	8.7%
Colleagues and collaborators support.....	94.9%	5.1%	235	231	4.8%	85.9%	14.1%
Salary and Benefits.....	97.9%	2.1%	236	231	0.9%	81.2%	18.8%
Union Representation/Collective Bargaining.....	84.2%	15.8%	234	233	14.2%	82.0%	18.0%
Sabbatical Leave.....	40.7%	59.3%	231	230	67.8%	75.7%	24.3%
Rewards and Recognition.....	73.8%	26.2%	233	231	30.7%	61.9%	38.1%
Personal Choice and Empowerment.....	85.8%	14.2%	232	231	21.6%	79.0%	21.0%
Work-Life Balance.....	92.3%	7.7%	234	233	12.4%	75.5%	24.5%
Growth through Training and Development.....	92.7%	7.3%	233	232	11.2%	84.5%	15.5%

**INDICATE HOW IMPORTANT THE FOLLOWING STATEMENTS ARE TO YOU AND THE EXTENT TO WHICH YOU AGREE OR DISAGREE:**

	IMPORTANCE			EXTENT OF AGREEMENT			
	Very Important Or Important	Not Important	N	N	No Experience	For those with Experience Strongly Agree Or Agree	Disagree Or Strongly Disagree
My supervisor meets with me as appropriate to discuss my performance, career, and/or promotions.....	95.7%	4.3%	234	231	3.5%	79.4%	20.6%
I feel that I have received adequate guidance/ mentoring from colleagues.....	97.0%	3.0%	236	234	3.4%	80.5%	19.5%
Faculty or staff who are openly critical of Parkland have no cause to fear retribution.....	93.0%	7.0%	229	231	17.7%	51.1%	48.9%
Expectations concerning promotions and career advancement are made clear.....	96.6%	3.4%	234	234	10.7%	59.3%	40.7%
Career advancement and salary decisions are made fairly.....	98.3%	1.7%	234	228	14.9%	55.7%	44.3%
Search committees have made a serious effort to hire racial/ethnic minorities and women.....	86.0%	14.0%	236	234	20.1%	88.2%	11.8%
There is a desire among my colleagues to enhance diversity.....	84.3%	15.7%	235	231	12.6%	81.2%	18.8%
There is a desire for team work and for balancing personal well-being with concern for others.....	96.6%	3.4%	236	230	3.5%	80.6%	19.4%
I have good interactions with my colleagues.....	100.0%	0.0%	240	233	0.9%	93.9%	6.1%
There is a commitment to quality at Parkland.....	99.6%	0.4%	240	235	1.7%	86.6%	13.4%
My colleagues care about Parkland students.....	97.9%	2.1%	240	235	0.9%	92.7%	7.3%
I feel that my workload is appropriate.....	99.6%	0.4%	240	230	1.3%	73.6%	26.4%
I feel overwhelmed.....	83.3%	16.7%	215	225	4.9%	36.9%	63.1%
The College treats all employees fairly.....	99.6%	0.4%	233	231	7.4%	50.0%	50.0%
Morale is increasing among my colleagues.....	98.7%	1.3%	229	221	8.6%	48.5%	51.5%
If I had to do it over again, I would take a job at Parkland.....				233	3.0%	93.6%	6.4%

**INDICATE HOW IMPORTANT THE FOLLOWING STATEMENTS ARE TO YOU AND THE EXTENT TO WHICH YOU AGREE OR DISAGREE:**

	IMPORTANCE			EXTENT OF AGREEMENT			
	Very Important Or Important	Not Important	N	N	No Experience	For those with Experience Strongly Agree Or Agree	Disagree Or Strongly Disagree
There is a common institutional direction and focus.....	95.2%	4.8%	231	230	9.1%	85.2%	14.8%
I have a clear understanding of Parkland=s planning process.....	86.7%	13.3%	226	229	16.2%	65.6%	34.4%
Units are working toward common institutional goals.....	93.4%	6.6%	226	226	16.8%	74.5%	25.5%
Data and information are used effectively to identify and solve institutional problems.....	93.8%	6.3%	224	228	24.1%	76.9%	23.1%
Parkland implements its plans.....	98.7%	1.3%	224	226	19.0%	89.1%	10.9%
The focused Futures Conferences were effective ways to identify new and emerging trends of which the College needs to be aware.....	86.3%	13.7%	211	225	47.1%	94.1%	5.9%
My unit is using feedback from these focused Future Conferences to develop more effective operational plans.....	71.7%	28.3%	205	224	56.3%	75.5%	24.5%
The planning process includes representatives from the community and local businesses.....	90.0%	10.0%	210	223	41.7%	94.6%	5.4%
The planning process has made a difference in how my unit operates.....	87.0%	13.0%	207	222	38.7%	79.4%	20.6%
The operational plan ranking process is a fair method for allocating discretionary dollars.....	91.3%	8.7%	207	223	39.0%	75.7%	24.3%
I play a role in the planning process.....	78.8%	21.2%	212	219	34.2%	64.6%	35.4%

WHAT IS THE FIRST THING THAT COMES TO YOUR MIND WHEN YOU THINK OF PARKLAND?

SPRING 2003 FACULTY/STAFF/ADMINISTRATION CLIMATE THINK SUMMARY 241 Surveys completed 156 Employees wrote comments (64.7%) "What is the first thing that comes to your mind when you think of Parkland?"												
TOPIC	COMPLIMENTARY			NEUTRAL			NEEDS IMPROVEMENT			TOTAL		
	Count	Percent of Topic	Percent of staff surveyed	Count	Percent of Topic	Percent of staff surveyed	Count	Percent of Topic	Percent of staff surveyed	Count	Percent of Comments	Percent of staff surveyed
Assessment				1	100.0%	0.4%				1	1.2%	0.4%
Colleagues	2	100.0%	0.8%							2	2.4%	0.8%
Commitment	1	100.0%	0.4%							1	1.2%	0.4%
Community/Family/Friendliness	17	94.4%	7.1%	1	5.6%	0.4%				18	21.2%	7.5%
Diversity	2	40.0%	0.8%	2	40.0%	0.8%	1	20.0%	0.4%	5	5.9%	2.1%
Dr. Harris				2	100.0%	0.8%				2	2.4%	0.8%
<b>Education</b>	<b>63</b>	<b>86.3%</b>	<b>26.1%</b>	<b>8</b>	<b>11.0%</b>	<b>3.3%</b>	<b>2</b>	<b>2.7%</b>	<b>0.8%</b>	<b>73</b>	<b>85.9%</b>	<b>30.3%</b>
<i>Accessibility</i>	4	100.0%	1.7%							4	4.7%	1.7%
<i>Adult Education</i>	1	50.0%	0.4%	1	50.0%	0.4%				2	2.4%	0.8%
<i>Affordability</i>	6	100.0%	2.5%							6	7.1%	2.5%
<i>Career</i>	1	100.0%	0.4%							1	1.2%	0.4%
<i>Flexibility</i>	4	100.0%	1.7%							4	4.7%	1.7%
<i>General</i>				5	100.0%	2.1%				5	5.9%	2.1%
<i>Quality</i>	44	95.7%	18.3%				2	4.3%	0.8%	46	54.1%	19.1%
<i>Transfer</i>	3	60.0%	1.2%	2	40.0%	0.8%				5	5.9%	2.1%
Environment-General	2	100.0%	0.8%							2	2.4%	0.8%
Environment-Physical	3	60.0%	1.2%	1	20.0%	0.4%	1	20.0%	0.4%	5	5.9%	2.1%
Faculty	9	100.0%	3.7%							9	10.6%	3.7%
Opportunity/Equal Opportunity	5	100.0%	2.1%							5	5.9%	2.1%
Others	2	33.3%	0.8%	1	16.7%	0.4%	3	50.0%	1.2%	6	7.1%	2.5%
Parkland Administration	1	11.1%	0.4%				8	88.9%	3.3%	9	10.6%	3.7%
Place to Work	18	81.8%	7.5%	1	4.5%	0.4%	3	13.6%	1.2%	22	25.9%	9.1%
Reputation/Place in Community	10	100.0%	4.1%							10	11.8%	4.1%
Retirement				1	100.0%	0.4%				1	1.2%	0.4%
Salary/Benefits							1	100.0%	0.4%	1	1.2%	0.4%
Staff	6	100.0%	2.5%							6	7.1%	2.5%
<b>Students</b>	<b>32</b>	<b>84.2%</b>	<b>13.3%</b>	<b>4</b>	<b>10.5%</b>	<b>1.7%</b>	<b>2</b>	<b>5.3%</b>	<b>0.8%</b>	<b>38</b>	<b>44.7%</b>	<b>15.8%</b>
<i>Concern for</i>	25	96.2%	10.4%	1	3.8%	0.4%				26	30.6%	10.8%
<i>General</i>	2	33.3%	0.8%	3	50.0%	1.2%	1	16.7%	0.4%	6	7.1%	2.5%
<i>Self-Improvement</i>	4	100.0%	1.7%							4	4.7%	1.7%
<i>Underprepared</i>	1	50.0%	0.4%				1	50.0%	0.4%	2	2.4%	0.8%
Teaching	6	85.7%	2.5%	1	14.3%	0.4%				7	8.2%	2.9%
Technology				1	50.0%	0.4%	1	50.0%	0.4%	2	2.4%	0.8%
Theatre	1	100.0%	0.4%							1	1.2%	0.4%
Workload							1	100.0%	0.4%	1	1.2%	0.4%
<b>TOTAL</b>	<b>180</b>	<b>79.3%</b>		<b>24</b>	<b>10.6%</b>		<b>23</b>	<b>10.1%</b>		<b>227</b>	<b>100.0%</b>	

GENERAL/OTHER COMMENTS

SPRING 2003 FACULTY/STAFF/ADMINISTRATION CLIMATE COMMENT SUMMARY												
241 Surveys completed												
59 Employees wrote comments (24.5%)												
TOPIC	COMPLIMENTARY			NEUTRAL			NEEDS IMPROVEMENT			TOTAL		
	Count	Percent of Topic	Percent of staff surveyed	Count	Percent of Topic	Percent of staff surveyed	Count	Percent of Topic	Percent of staff surveyed	Count	Percent of Comments	Percent of staff surveyed
Job Satisfaction Contributors	8	36.4%	3.3%				14	63.6%	5.8%	22	25.9%	9.1%
<i>Colleagues and Collaborators Support</i>	4	80.0%	1.7%				1	20.0%	0.4%	5	5.9%	2.1%
<i>Rewards and Recognition</i>							2	100.0%	0.8%	2	2.4%	0.8%
<i>Salary and Benefits</i>	1	20.0%	0.4%				4	80.0%	1.7%	5	5.9%	2.1%
<i>Teaching and Learning Relationships</i>	3	50.0%	1.2%				3	50.0%	1.2%	6	7.1%	2.5%
<i>Union Representation/Collective Bargaining</i>							2	100.0%	0.8%	2	2.4%	0.8%
<i>Work-Life Balance</i>							2	100.0%	0.8%	2	2.4%	0.8%
Administration Support/Leadership	3	21.4%	1.2%				11	78.6%	4.6%	14	16.5%	5.8%
Atmosphere	2	100.0%	0.8%							2	2.4%	0.8%
Communication/Chain of Command-Employees							3	100.0%	1.2%	3	3.5%	1.2%
Communication/Chain of Command-Students							1	100.0%	0.4%	1	1.2%	0.4%
Discrimination/Harassment	1	33.3%	0.4%				2	66.7%	0.8%	3	3.5%	1.2%
Diversity							6	100.0%	2.5%	6	7.1%	2.5%
Hiring/Dismissal Process							6	100.0%	2.5%	6	7.1%	2.5%
Others							2	100.0%	0.8%	2	2.4%	0.8%
Overall Experience	5	83.3%	2.1%	1	16.7%	0.4%				6	7.1%	2.5%
Physical Environment							1	100.0%	0.4%	1	1.2%	0.4%
Process and Committees							3	100.0%	1.2%	3	3.5%	1.2%
Services/Programs/Units	1	12.5%	0.4%				7	87.5%	2.9%	8	9.4%	3.3%
<i>Academic Scheduling</i>							1	100.0%	0.4%	1	1.2%	0.4%
<i>Campus Technologies</i>							1	100.0%	0.4%	1	1.2%	0.4%
<i>Center for Excellence in Teaching and Learning</i>	1	100.0%	0.4%							1	1.2%	0.4%
<i>Faculty</i>							2	100.0%	0.8%	2	2.4%	0.8%
<i>Food Services</i>							1	100.0%	0.4%	1	1.2%	0.4%
<i>General</i>							1	100.0%	0.4%	1	1.2%	0.4%
<i>Marketing</i>							1	100.0%	0.4%	1	1.2%	0.4%
Survey	1	25.0%	0.4%	1	25.0%	0.4%	2	50.0%	0.8%	4	4.7%	1.7%
Workload							4	100.0%	1.7%	4	4.7%	1.7%
<b>TOTAL</b>	<b>21</b>	<b>24.7%</b>		<b>2</b>	<b>2.4%</b>		<b>62</b>	<b>72.9%</b>		<b>85</b>	<b>100.0%</b>	