

PARKLAND COLLEGE FACULTY/STAFF/ADMINISTRATOR CLIMATE SURVEY

The *Parkland College Faculty/Staff/Administrator Climate Survey* was distributed by the Office of Institutional Research and Evaluation to campus units during the Spring 2005 semester. The survey was given to all faculty, support staff, and administrators (n=976) who were employed at the college as of March 17, 2005. The survey yielded **271 respondents, 27.7%** of the employee population.

In comparing the demographic and employment data from the survey respondents to the employee population, the following was found:

- 32% of the respondents were male, which under-sampled the 46% male population. Females were over-sampled (66%) relative to the employee population (54%).
- The sampling of the ethnic groups was representative. Three percent of the respondents did not indicate their ethnic background.
- The majority of the respondents were full-time employees (68.3%), which over-samples this segment of the employee population. The employee population is estimated to be 54.5% full-time by headcount. Four percent of the respondents did not indicate their status.
- There was a slight over-sampling of administrators (7.7%) and support staff (39.5%) compared to the employee population (4.5% for administrators, and 31% for staff). Faculty was under-sampled; 48.7% of the respondents were faculty compared to their population estimate of 64.6%. Four percent did not indicate their job classification.
- 97% of the respondents spoke English as their first (native) language and only less than 2% of the respondents spoke English as their second or foreign language.

When not listed N=271

WHAT IS YOUR **EMPLOYMENT STATUS**? **68.3%** Full-time **27.7%** Part-time **4.1%** Not reported

WHAT IS YOUR **JOB CLASSIFICATION**? **7.7%** Administration **39.5%** Staff (Confidential, Professional Support, Public Safety)
48.7% Faculty **4.1%** Not reported

WHAT AREA ARE YOU **AFFILIATED WITH**? (Check one.)

0.7% President: *Assistant to President, Assistant to President/Board of Trustees, Board of Trustees, Parkland College Foundation*
66.4% Academic Services: *Academic Development Center, Adult & Workforce Education, Business & Agri-Industries, Career Programs, Center for Excellence/Distance & Virtual Learning, Computer Science & Information Technology, Cooperative Learning Center, Engineering Science & Technologies, English & Critical Studies, Fine & Applied Arts, Health Professions, International Education, Library, Mathematics, Natural Sciences, Planetarium, Social Sciences & Human Services, Title III*
12.2% Administrative Services: *Bookstore, Business Development Center, Business Office, Campus Technologies, Child Development Center, College Development, Human Resources, Institutional Research, Evaluation & Planning, Physical Plant, Public Safety*
17.3% Student Services: *Admissions & Enrollment Management, Adult Re-entry, Assessment, Athletics, Career Center, Community Education, Counseling & Advising Center, Financial Aid, Marketing & Creative Services, Student Life, Student Support Services, Talent Search*
0.0% Other (specify)
3.3% Not Reported

WHAT IS YOUR **GENDER**? **66.1%** 1. Female **31.7%** 2. Male **2.2%** Not reported

WHAT IS YOUR **ETHNIC/RACIAL** BACKGROUND?

2.6% 1. Asian/Pacific Islander **0.4%** 2. American Indian/Alaskan Native **5.5%** 3. Black, Non-Hispanic
0.4% 4. Hispanic **87.5%** 5. White, non-Hispanic **0.7%** 6. Non-resident Alien **3.0%** Not reported

IS **ENGLISH** YOUR NATIVE (FIRST) LANGUAGE? **97.0%** 1. Yes **1.8%** 2. No **1.1%** Not reported

WHAT IS YOUR **SEXUAL ORIENTATION**? **86.7%** 1. Heterosexual **4.4%** 2. Gay/Lesbian **1.5%** 3. Bisexual
0.0% 4. Transgendered **1.1%** 5. Other **6.3%** Not reported

HOW MANY YEARS HAVE YOU BEEN EMPLOYED AT PARKLAND?

8.5% Less than 1 year **30.3%** 1-5 years **24.0%** 6-10 years **22.1%** 11-20 years **13.7%** Over 20 years
1.5% Not reported

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

Presence of other faculty, staff and administrators who...	IMPORTANCE			SATISFACTION					
	Very Important Or Important	Not Important	N	N	Too Few	Just Right	Too Many	Don't Know	Not Applicable
are of various racial/ethnic groups.....	75.7%	24.3%	263	252	27.4%	40.9%	2.0%	21.8%	7.9%
are women.....	77.8%	22.2%	261	252	5.2%	64.7%	4.8%	18.7%	6.7%
are men.....	74.9%	25.1%	259	253	5.9%	63.2%	4.3%	19.4%	7.1%
are physically different or have disabilities	65.8%	34.2%	260	252	29.0%	28.6%	0.0%	32.9%	9.5%
have different religious affiliations.....	53.1%	46.9%	260	251	6.4%	29.5%	0.4%	48.2%	15.5%
have different sexual orientations.....	49.0%	51.0%	259	251	2.8%	30.3%	9.2%	43.4%	14.3%

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? **10.0%** 1 Yes **85.6%** 2 No **4.4%** Not reported

IF YOU ANSWERED YES, **HOW OFTEN** HAS THIS OCCURRED? **N=27** **14.8%** 1 Very often **11.1%** 2 Often **40.7%** 3 Sometimes **33.3%** 4 Rarely/Seldom

PLEASE ELABORATE. REMEMBER, YOUR RESULTS ARE ANONYMOUS.

Twenty-four respondents provided comments in **fourteen** categories:

- 4 cited age
- 3 each cited religion and reverse discrimination
- 2 each cited ethnicity, gender, sexual harassment and sexual orientation
- 2 said they did not want to comment further, one stating it was too risky
- 2 said qualifications were most important
- 1 each cited education level, language, political views and weight
- 1 said they weren't easily harassed.

RATE YOUR PERCEPTIONS OF HOW THE CAMPUS HAS CHANGED ON THE FOLLOWING ITEMS.	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
The quality of education and services.....	36.6%	40.6%	7.1%	15.7%	254	241	34.9%	39.8%	8.7%	16.6%
The workload.....	3.9%	52.5%	28.6%	14.9%	255	241	5.4%	49.8%	25.7%	19.1%
Commitment to diversity.....	23.8%	53.9%	5.1%	17.2%	256	242	19.8%	56.6%	5.4%	18.2%
Hiring practices.....	7.4%	54.1%	16.3%	22.2%	257	242	10.3%	58.7%	9.5%	21.5%
Organizational structure.....	16.5%	49.8%	14.9%	18.8%	255	240	12.5%	55.4%	8.3%	23.8%
Mentoring.....	16.9%	46.5%	6.7%	29.9%	254	241	14.5%	51.9%	2.9%	30.7%
Career Advancement.....	6.7%	57.5%	13.4%	22.4%	254	240	10.8%	51.3%	13.8%	24.2%

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

	N	*	*	*	*	*	
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
Insensitive	263	3.4%	6.1%	27.8%	44.1%	18.6%	Sensitive
Conservative	260	2.3%	5.8%	45.4%	31.9%	14.6%	Liberal
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
Open-minded	261	11.9%	44.1%	23.8%	16.1%	4.2%	Close-minded
Cooperative	261	13.8%	34.9%	31.4%	16.5%	3.4%	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
Academic Development Center.....	262	22.1%	40.8%	17.2%	19.8%
Adult Re-Entry Center.....	262	12.2%	32.8%	25.2%	29.8%
Child Development Center.....	263	17.1%	30.4%	27.4%	25.1%
Dental Hygiene Clinic.....	263	18.3%	37.3%	27.8%	16.7%
Disability Services.....	262	29.8%	43.9%	15.6%	10.7%
Distance & Virtual Learning	263	32.3%	39.2%	15.2%	13.3%
Learning Lab.....	260	25.4%	38.1%	23.5%	13.1%
Parkland College Radio Station (WPCD).....	263	10.6%	38.4%	26.6%	24.3%
Parkland College Television Station (PCETV).....	262	14.9%	43.5%	23.7%	17.9%
Peer Tutoring.....	263	25.5%	41.4%	23.2%	9.9%
Tony Noel Ag Tech Center	263	13.7%	26.2%	25.9%	34.2%
Wellness Center.....	261	10.0%	31.0%	32.2%	26.8%
Writing Center.....	262	28.6%	38.9%	18.7%	13.7%

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 Dissatisfied
Admissions & Records.....	89.8%	10.2%	266	265	9.4%	91.7%	8.3%
Adult Education/Literacy	64.6%	35.4%	263	256	44.5%	92.3%	7.7%
Assessment.....	78.3%	21.7%	263	261	22.2%	84.7%	15.3%
Bookstore	82.2%	17.8%	264	263	10.3%	94.5%	5.5%
Business Development Center	42.4%	57.6%	262	255	49.0%	89.2%	10.8%
Business Office/Purchasing.....	81.0%	19.0%	263	262	23.3%	96.0%	4.0%
Campus Mail Services.....	92.5%	7.5%	265	265	5.3%	96.4%	3.6%
Campus Technologies.....	97.0%	3.0%	264	264	3.8%	87.8%	12.2%
Career Center.....	67.2%	32.8%	259	256	33.2%	96.5%	3.5%
Center for Excellence in Teaching and Learning.....	83.3%	16.7%	264	263	13.7%	96.0%	4.0%
College Development.....	65.9%	34.1%	258	257	45.9%	93.5%	6.5%
Counseling/Advising	80.9%	19.1%	262	261	19.5%	81.9%	18.1%
Financial Aid	78.5%	21.5%	260	261	26.4%	95.3%	4.7%
Human Resources.....	91.3%	8.7%	265	264	4.2%	90.5%	9.5%
Institutional Research and Evaluation	68.6%	31.4%	258	260	32.7%	86.9%	13.1%
Library	84.3%	15.7%	267	266	12.4%	98.7%	1.3%
Marketing and Creative Services.....	75.9%	24.1%	261	259	27.0%	88.4%	11.6%
Parkland College Foundation	67.3%	32.7%	260	260	35.4%	85.7%	14.3%
Public Safety	95.5%	4.5%	266	266	2.3%	98.5%	1.5%
Reprographics	91.7%	8.3%	266	266	9.0%	95.9%	4.1%
Student Life	73.6%	26.4%	261	262	25.6%	93.8%	6.2%

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 Dissatisfied
Academic Assessment.....	74.7%	25.3%	253	257	31.1%	83.6%	16.4%
Board of Trustees.....	80.2%	19.8%	253	254	29.9%	89.3%	10.7%
Curriculum Committee.....	75.6%	24.4%	250	257	34.6%	92.9%	7.1%
Enrollment Management Team.....	66.5%	33.5%	245	251	49.0%	93.0%	7.0%
Executive team.....	76.1%	23.9%	247	252	34.5%	84.8%	15.2%
Institutional Effectiveness	72.2%	27.8%	248	252	40.1%	90.1%	9.9%
Operational Planning	81.2%	18.8%	250	253	30.8%	81.7%	18.3%
Parkland College Association	70.6%	29.4%	248	253	32.4%	89.5%	10.5%
Strategic Planning	76.4%	23.6%	246	251	35.1%	85.9%	14.1%

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	<u>For those with Experience</u> Very Satisfied/ Satisfied	Very Dissatisfied/ Dissatisfied
Teaching and Learning relationships.....	88.8%	11.2%	267	266	10.9%	95.4%	4.6%
Colleagues and collaborators support.....	96.3%	3.7%	267	269	5.9%	85.8%	14.2%
Salary and Benefits.....	98.9%	1.1%	267	264	0.8%	81.7%	18.3%
Union Representation/Collective Bargaining.....	87.3%	12.7%	267	265	12.1%	89.7%	10.3%
Sabbatical Leave.....	42.9%	57.1%	261	259	67.2%	82.4%	17.6%
Rewards and Recognition.....	69.5%	30.5%	266	263	30.4%	68.3%	31.7%
Personal Choice and Empowerment.....	94.7%	5.3%	262	260	13.1%	80.5%	19.5%
Work-Life Balance.....	95.1%	4.9%	265	263	6.8%	80.0%	20.0%
Growth through Training and Development.....	95.1%	4.9%	266	266	5.6%	86.9%	13.1%

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	<u>For those with Experience</u> Strongly Agree Or Agree	Disagree Or Strongly Disagree
My supervisor meets with me as appropriate to discuss my performance, career, and/or promotions.....	94.8%	5.2%	268	264	2.7%	82.5%	17.5%
I feel that I have received adequate guidance/ mentoring from colleagues.....	94.7%	5.3%	266	265	3.4%	83.2%	16.8%
Faculty or staff who are openly critical of Parkland have no cause to fear retribution.....	92.4%	7.6%	263	263	20.9%	48.6%	51.4%
Expectations concerning promotions and career advancement are made clear.....	95.0%	5.0%	261	263	11.4%	63.5%	36.5%
Career advancement and salary decisions are made fairly.....	99.2%	0.8%	266	265	14.7%	57.1%	42.9%
Search committees have made a serious effort to hire racial/ethnic minorities and women.....	83.8%	16.2%	266	265	20.0%	85.8%	14.2%
There is a desire among my colleagues to enhance diversity.....	81.1%	18.9%	264	264	16.7%	82.3%	17.7%
There is a desire for team work and for balancing personal well-being with concern for others.....	97.4%	2.6%	267	267	4.1%	79.3%	20.7%
I have good interactions with my colleagues.....	99.6%	0.4%	268	269	0.0%	94.4%	5.6%
There is a commitment to quality at Parkland.....	100.0%	0.0%	268	268	0.7%	86.5%	13.5%
My colleagues care about Parkland students.....	100.0%	0.0%	267	267	0.4%	93.2%	6.8%
I feel that my workload is appropriate.....	99.6%	0.4%	268	268	0.0%	79.5%	20.5%
I feel overwhelmed.....	79.1%	20.9%	249	262	5.3%	28.2%	71.8%
The College treats all employees fairly.....	99.6%	0.4%	264	261	8.8%	56.3%	43.7%
Morale is increasing among my colleagues.....	98.5%	1.5%	259	262	8.4%	51.7%	48.3%
If I had to do it over again, I would take a job at Parkland.....				263	0.4%	95.4%	4.6%

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.....	96.9%	3.1%	262	258	9.3%	77.4%	22.6%
I have a clear understanding of Parkland=s planning process.....	90.1%	9.9%	262	260	16.2%	56.4%	43.6%
Units are working toward common institutional goals.....	95.8%	4.2%	260	257	15.2%	72.0%	28.0%
Data and information are used effectively to identify and solve institutional problems.....	97.3%	2.7%	256	256	25.0%	67.7%	32.3%
Parkland implements its plans.....	98.4%	1.6%	257	255	20.8%	86.1%	13.9%
The focused Futures Conferences were effective ways to identify new and emerging trends of which the College needs to be aware.....	82.0%	18.0%	239	255	46.3%	86.1%	13.9%
My unit is using feedback from these focused Future Conferences to develop more effective operational plans.....	72.3%	27.7%	231	251	55.0%	60.2%	39.8%
The planning process includes representatives from the community and local businesses.....	90.8%	9.2%	249	255	38.8%	90.4%	9.6%
The planning process has made a difference in how my unit operates.....	86.0%	14.0%	235	253	39.5%	70.6%	29.4%
The operational plan ranking process is a fair method for allocating discretionary dollars.....	94.6%	5.4%	239	254	32.3%	73.3%	26.7%
I play a role in the planning process.....	77.7%	22.3%	238	252	33.3%	63.1%	36.9%

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

SPRING 2005 FACULTY/STAFF/ADMINISTRATION CLIMATE THINK SUMMARY												
271 Surveys completed												
184 Employees wrote comments (67.9%)												
"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												
Colleagues	5	100.0%	1.8%							5	1.8%	1.8%
Commitment												
Community/Family/Friendliness	11	45.8%	4.1%	10	41.7%	3.7%	3	12.5%	1.1%	24	8.9%	8.9%
Diversity	2	18.2%	0.7%	6	54.5%	2.2%	3	27.3%	1.1%	11	4.1%	4.1%
Dr. Harris				1	50.0%	0.4%	1	50.0%	0.4%	2	0.7%	0.7%
Education	43	72.9%	15.9%	10	16.9%	3.7%	6	10.2%	2.2%	59	21.8%	21.8%
<i>Accessibility</i>	4	44.4%	1.5%	5	55.6%	1.8%				9	3.3%	3.3%
<i>Adult Education</i>	1	100.0%	0.4%							1	0.4%	0.4%
<i>Affordability</i>	8	100.0%	3.0%							8	3.0%	3.0%
<i>Career</i>												
<i>Flexibility</i>	1	33.3%	0.4%	2	66.7%	0.7%				3	1.1%	1.1%
<i>General</i>	3	30.0%	1.1%	2	20.0%	0.7%	5	50.0%	1.8%	10	3.7%	3.7%
<i>Quality</i>	23	92.0%	8.5%	1	4.0%	0.4%	1	4.0%	0.4%	25	9.2%	9.2%
<i>Transfer</i>	3	100.0%	1.1%							3	1.1%	1.1%
Environment-General	22	95.7%	8.1%	1	4.3%	0.4%				23	8.5%	8.5%
Environment-Physical	1	25.0%	0.4%	2	50.0%	0.7%	1	25.0%	0.4%	4	1.5%	1.5%
Faculty	5	83.3%	1.8%				1	16.7%	0.4%	6	2.2%	2.2%
Opportunity/Equal Opportunity				5	83.3%	1.8%	1	16.7%	0.4%	6	2.2%	2.2%
Others (Other comments)	5	62.5%	1.8%	3	37.5%	1.1%				8	3.0%	3.0%
Parkland Administration	1	25.0%	0.4%				3	75.0%	1.2%	4	1.5%	1.5%
Place to Work	22	84.6%	8.1%	1	3.8%	0.4%	3	11.5%	1.2%	26	9.6%	9.6%
Reputation/Place in Community	20	76.9%	7.4%	2	7.7%	0.7%	4	15.4%	1.5%	26	9.6%	9.6%
Retirement												
Salary/Benefits	2	33.3%	0.7%	3	50.0%	1.1%	1	16.7%	0.4%	6	2.2%	2.2%
Staff	2	100.0%	0.7%							2	0.7%	0.7%
Students	43	79.6%	15.9%	11	20.4%	4.1%				54	19.9%	19.9%
<i>Concern for</i>	22	100.0%	8.1%							22	8.1%	8.1%
<i>General</i>	5	33.3%	1.8%	10	66.7%	3.7%				15	5.5%	5.5%
<i>Self-Improvement</i>	4	100.0%	1.5%							4	1.5%	1.5%
<i>Underprepared</i>	4	80.0%	1.5%	1	20.0%	0.4%				5	1.8%	1.8%
Teaching	8	88.9%	3.0%	1	11.1%	0.4%				9	3.3%	3.3%
Technology												
Theatre												
Workload				1	25.0%	0.4%	3	75.0%	1.1%	4	1.5%	1.5%
TOTAL	184	67.9%	67.9%	57	21.0%	21.0%	30	11.1%	11.1%	271	100.0%	100.0%

PLEASE COMMENT ON ANY EXPERIENCES YOU HAVE HAD AT PARKLAND OF WHICH WE SHOULD BE AWARE. ALL RESPONSES WILL BE KEPT CONFIDENTIAL.

SPRING 2005 FACULTY/STAFF/ADMINISTRATION CLIMATE COMMENT SUMMARY 271 Surveys completed 83 Employees wrote comments (30.6%)											
TOPIC	COMPLIMENTARY			NEUTRAL		NEEDS IMPROVEMENT			TOTAL		
	Count	Percent of Topic	Percent of staff surveyed	Count	Percent of staff surveyed	Count	Percent of Topic	Percent of staff surveyed	Count	Percent of Comments	Percent of staff surveyed
Job Satisfaction Contributors	5	23.8%		4	19.0%	12	57.1%	4.4%	21	16.4%	7.7%
<i>Colleagues and Collaborators Support</i>	5	55.6%	1.8%			4	44.4%	1.5%	9	7.0%	3.3%
<i>Rewards and Recognition</i>				1		3	75.0%	1.1%	4	3.1%	1.5%
<i>Salary and Benefits</i>				2		1	33.3%	0.4%	3	2.3%	1.1%
<i>Teaching and Learning Relationships</i>						3	100.0%	1.1%	3	2.3%	1.1%
<i>Union Representation/Collective Bargaining</i>				1		1	50.0%	0.4%	2	1.6%	0.7%
<i>Work-Life Balance</i>									0	0.0%	0.0%
Administration Support/Leadership	3	13.0%	1.1%	3		17	73.9%	6.3%	23	18.0%	8.5%
Atmosphere	1	14.3%	0.4%	1		5	71.4%	2.1%	7	5.5%	2.6%
Communication/Chain of Command-Employees						2	100.0%	0.7%	2	1.6%	0.7%
Communication/Chain of Command-Students									0	0.0%	0.0%
Discrimination/Harassment				2		2	50.0%	0.7%	4	3.1%	1.5%
Diversity	1	12.5%	0.4%	2		5	62.5%	1.8%	8	6.3%	3.0%
Hiring/Dismissal Process				3		3	50.0%	1.1%	6	4.7%	2.2%
Others				3					3	2.3%	1.1%
Overall Experience	14	73.7%	5.2%			5	26.3%	1.8%	19	14.8%	7.0%
Physical Environment	1	16.7%	0.4%	1		4	66.7%	1.5%	6	4.7%	2.2%
Process and Committees						5	100.0%	1.8%	5	3.9%	1.8%
Services/Programs/Units	3					13	81.3%	4.8%	16	12.5%	5.9%
<i>Academic Scheduling</i>									0	0.0%	0.0%
<i>Campus Technologies</i>						3	100.0%	1.1%	3	2.3%	1.1%
<i>Center for Excellence in Teaching and Learning</i>	3	75.0%	1.1%			1	25.0%	0.4%	4	3.1%	1.5%
<i>Faculty</i>						6	100.0%	2.2%	6	4.7%	2.2%
<i>Food Services</i>						2	100.0%	0.7%	2	1.6%	0.7%
<i>General</i>									0	0.0%	0.0%
<i>Marketing</i>						1	100.0%	0.4%	1	0.8%	0.4%
Survey				2	33.3%	4	66.7%	1.5%	6	4.7%	2.2%
Workload				1		1	50.0%	0.4%	2	1.6%	0.8%
TOTAL	28	0.21875	10.3%	22	17.2%	78	60.9%	28.8%	128	100.0%	