PARKLAND COLLEGE
FACULTY/STAFF/ADMINISTRATOR CLIMATE SURVEY
SPRING 2010

The Parkland College Faculty/Staff/Administrator Climate survey was administered on-line in Spring 2010 by the Office of Institutional Accountability and Research. The survey has been administered every other year from 2001 to 2007. The first three survey administrations used the traditional paper method and in 2007 it was conducted on-line. In 2007, the results were incomplete due to technical difficulties so the most recent data available is from 2005. The current survey is similar to the 2005 version but with a few added topics and updated questions. The aim of the new topics was to collect information that would benefit Parkland's up-coming HLC Self-Study in 2012. It was decided to retain a similar format to the preceding surveys for comparative purposes to other years. The current survey was sent via email to all faculty, professional support staff, and administrators (n = 907) on May 5, 2010. Four-hundred fifty six (456) surveys were returned resulting in a 50.2% response rate. The response rates for the last two surveys were 27.4% (2003) and 27.7% (2005).

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 also comparing some these with Parkland's employee population.

➤ Parkland's *employee population* is nearly split (50%) among full-time and part-time employees. The *respondent distribution* was skewed more towards full-time employees with 73.4%. Hence, full-time employees were over-sampled in the survey.

➤ The majority of survey respondents were female (63.9%) which also characterizes the employee population with 57.3%. However, the females were over-sampled while the males are under-sampled.

➤ The distribution for job categories of the employee population is: Administration 4.6%, Staff 29.1%, and Faculty 66.2%. The survey over-sampled administration and staff while under-sampling the faculty.

➤ The ethnic diversity of the respondents showed the sample was somewhat representative of the employee population (of those who indicate ethnicity). The African American group was under-sampled as was the Asian group. Over five percent did not respond to this question.

➤ The majority of those responding were affiliated with Academic Services (65.0%) followed by Student Services (14.5%), Administrative Services (9.5%), Institutional Advancement (7.0%), and the President (3.9%).

➤ Sixty-four percent of respondents have worked at Parkland for less than 10 years. Over a third (37.1%) of those surveyed have worked at Parkland less than five years.

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Note: The percents presented in the demographic questions are *valid percents*- 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, 451 people answered this question and five people did not.

- What is your **employment status**?
    - Full-Time: **73.4%**
    - Part-Time: **26.6%**
    - (N= 451; NR=5)

- What is your **job classification**?
    - Administration: **8.5%**
    - Staff: **40.9%**
    - Faculty: **50.6%**
    - (N = 447; NR=9)

- What is your **gender**?
    - Male: **35.8%**
    - Female: **63.9%**
    - Transgendered: **0.2%**
    - (N=441; NR=15)

- What is your **ethnic/racial background**?
    - American Indian/Alaskan Native: **0.5%**
    - Asian: **1.8%**
    - Black/African American: **3.0%**
    - Hispanic of any race: **1.6%**
    - Native Hawaiian/Other Pacific Islander: **0%**
    - White: **90.2%**
    - Two or more races: **3.0%**
    - (N=440; NR=16)

- Is English your **native (first) language**?
    - Yes: **97.1%**
    - No: **2.9%**
    - (N= 441; NR=15)

- What is your **sexual orientation**?
  - Heterosexual: **92.2%**
  - Gay/Lesbian: **6.1%**
  - Bi-Sexual: **1.7%**
  - (N=411; NR=45)

- How many years have you been **employed at Parkland**?
  - Less than a year: **8.1%**
  - 1-5 years: **29.0%**
  - 6-10 years: **26.5%**
  - 11-20 years: **24.7%**
  - 20+ years: **11.8%**
  - (N =442; NR=14)

- 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: **3.9%**
  - Academic Services: **65.0%**
  - Administrative Services: **9.5%**
  - Institutional Advancement: **7.0%**
  - Student Services: **14.5%**
  - (N=440; NR=16)

  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.	432	69.0%	31.0%	431	30.6%	46.2%	1.2%	22.0%
are women.	431	68.4%	31.6%	429	5.6%	68.8%	6.1%	19.6%
are men.	426	62.9%	37.1%	430	7.4%	67.0%	5.3%	20.2%
are physically different or have disabilities.	432	60.2%	39.8%	429	24.5%	38.7%	0.2%	36.6%
have different religious affiliations.	432	45.6%	54.4%	429	8.4%	32.2%	0.5%	59.0%
have different sexual orientations.	430	43.7%	56.3%	429	4.4%	36.1%	5.6%	53.8%

- 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: **10.7%**
    - No: **89.3%**
    - (N=431; NR = 5.5%)

- If answered yes, **how often has this occurred**?
    - Very Often: **12.8%**
    - Often: **27.7%**
    - Sometimes: **21.4%**
    - Rarely/Seldom: **38.3%**
    - (N=47; NR=89.7%)

- Please **elaborate (narrative-opened ended question):** Thirty six respondents answered this question. Please see the following summary:
    - General Work Environment: 8 (22.2%)
    - Age: 5 (13.9%)
    - Race/Ethnicity: 5 (13.9%)
    - Gender/maternity: 4 (11.1%)
    - Sexual Orientation: 4 (11.1%)
    - Unknown focus/other comment: 3 (8.3%)
    - Religion: 3 (8.3%)
    - Sexual Harassment: 3 (8.3%)
    - Disability: 1 (2.8%)

- 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	425	31.3%	41.6%	7.5%	19.5%	419	51.6%	39.4%	9.1%
The workload	425	4.2%	44.7%	32.0%	19.0%	418	15.3%	51.2%	33.5%
Commitment to diversity	422	28.0%	44.3%	6.4%	21.3%	412	41.5%	53.9%	4.6%
Hiring practices	425	17.2%	44.5%	13.4%	24.9%	415	32.3%	59.0%	8.7%
Organizational structure	423	13.4%	51.3%	13.8%	21.6%	414	28.0%	60.4%	11.6%
Leadership	423	29.8%	32.4%	17.5%	20.3%	410	32.7%	54.4%	12.9%
Mentoring	423	14.7%	44.4%	12.5%	28.4%	410	26.1%	66.6%	7.3%

- 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	425	9.2%	14.6%	**24.7**	**36.5%**	15.1%	3.34	Relaxed
Hostile	427	4.0%	7.5%	21.1%	**37.2%**	**30.2%**	3.82	Friendly
Socially Separated	424	8.5%	18.2%	**37.3%**	**22.4%**	13.7%	3.15	Socially Integrated
Indifferent	425	7.5%	9.2%	**29.9%**	**37.2%**	16.2%	3.45	Concerned
Exclusive	426	8.0%	12.9%	**28.6%**	**30.8%**	19.7%	3.41	Inclusive
Insensitive	424	6.6%	10.6%	**28.5%**	**36.6%**	17.7%	3.48	Sensitive
Racially Intolerant	424	1.9%	4.2%	25.5%	**33.0%**	**35.4%**	3.96	Racially Tolerant
Unsupportive	425	7.8%	8.9%	23.8%	**24.4%**	**25.2%**	3.60	Supportive
Close-Minded	425	4.9%	10.8%	**29.4%**	**34.6%**	20.2%	3.54	Open-minded
Competitive	426	6.1%	9.9%	**30.8%**	**34.3%**	19.0%	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	426	23.7%	46.2%	16.4%	13.6%
Adult Re-Entry Center	422	16.6%	40.8%	19.4%	23.2%
Art Gallery	422	24.2%	44.1%	20.4%	11.4%
Center for Academic Success	423	38.1%	45.9%	10.2%	5.9%
CAS: Peer Tutoring	424	28.3%	44.1%	16.3%	11.3%
CAS: Writing Lab	423	27.4%	40.9%	20.8%	10.9%
Child Development Center	419	17.9%	32.0%	25.8%	24.3%
Dental Hygiene Clinic	423	14.4%	36.6%	25.5%	23.4%
Disability Services	421	33.7%	43.7%	15.0%	7.6%
Distance and Virtual Learning	421	37.8%	34.4%	18.5%	9.3%
Parkland College Radio Station (WPCD)	420	14.0%	36.9%	28.1%	21.0%
Parkland College Television Station (PCTV)	421	17.8%	36.6%	27.6%	18.1%
Planetarium	420	31.0%	47.4%	13.6%	8.1%
Theater	421	30.6%	46.8%	13.5%	9.0%
Tony Noel Ag Center	421	14.5%	35.4%	26.6%	23.5%
Wellness Center	419	15.0%	32.2%	30.5%	22.2%

- 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	426	**94.1%**	59.5%	34.6%	4.7%	1.2%
Parkland's Core Values	422	**92.4%**	55.5%	36.9%	6.4%	1.2%
Parkland's Master Plan (pertaining to construction)	424	**84.0%**	38.2%	45.8%	13.0%	3.1%

- 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**
Admissions and Enrollment Management	417	86.6%	13.4%	415	88.1%	11.9%	14.7%
Adult Basic Education	415	54.5%	45.5%	419	97.9%	2.1%	42.7%
Assessment Center	415	72.3%	27.7%	419	91.0%	9.0%	25.8%
Bookstore	416	77.4%	22.6%	417	92.0%	8.0%	3.8%
Business Training	412	42.5%	57.5%	419	93.9%	6.1%	41.5%
Business Office/ Purchasing	417	73.6%	26.4%	415	85.7%	14.3%	30.8%
Campus Mail Services	418	82.5%	9.2%	417	93.8%	6.2%	7.2%
Campus Technologies	417	97.6%	2.4%	418	90.4%	9.6%	2.6%
Career Center	415	57.3%	42.7%	419	95.0%	5.0%	33.7%
Counseling/Advising	417	79.9%	20.1%	416	84.6%	15.4%	15.9%
Center for Excellence in Teaching and Learning	417	76.7%	23.3%	420	93.9%	6.1%	9.8%
Distance and Virtual Learning	415	77.1%	22.9%	417	90.1%	9.9%	22.8%
Financial Aid and Veteran Services	416	68.3%	31.7%	414	95.1%	4.9%	40.3%
Grants and Contracts	417	60.4%	39.6%	418	91.0%	9.0%	47.1%
Human Resources	417	83.9%	16.1%	420	87.7%	12.3%	3.1%
Instit. Accountability and Research	417	63.3%	36.7%	418	92.6%	7.4%	38.3%
Library	415	75.2%	24.8%	416	98.5%	1.5%	6.5%

Continued from above…	Importance			Satisfaction			
Campus Department/ Unit	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**
Marketing and Creative Services	413	70.5%	29.5%	417	75.1%	24.9%	24.9%
Parkland College Foundation	414	57.2%	42.8%	415	89.2%	10.8%	35.4%
Physical Plant	417	87.8%	12.2%	415	75.4%	24.6%	15.7%
Public Safety	417	90.4%	9.6%	418	97.3%	2.7%	2.6%
Student Life	411	75.7%	24.3%	413	94.4%	5.6%	18.2%

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

Parkland Entity/Group:	Importance			Satisfaction			
	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**
Academic Assessment	400	74.5%	25.5%	411	90.3%	9.7%	32.4%
Board of Trustees	398	75.6%	24.4%	412	84.7%	15.3%	31.8%
Curriculum Committee	399	70.2%	29.8%	413	94.9%	5.1%	42.6%
Diversity Committee	399	55.1%	44.9%	413	87.2%	12.8%	47.0%
Enrollment Mgt. Team	396	60.4%	39.6%	414	86.4%	13.6%	60.9%
Executive Team	399	69.7%	30.3%	411	75.4%	24.6%	44.5%
Support Assessment	394	59.6%	40.4%	412	97.0%	3.0%	59.7%
Annual Planning Comm.	397	65.0%	35.0%	413	86.7%	13.3%	52.5%
Parkland College Assoc.	396	60.4%	39.6%	413	94.1%	5.9%	38.7%
Sustainable Campus Comm.	397	53.4%	46.6%	414	92.2%	7.8%	38.4%
Strategic Planning	396	72.7%	27.3%	411	86.8%	13.2%	44.8%

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

Job Satisfaction Contributor:	N	Importance		N	Satisfaction		*All Sample*: Not applicable
		Very Important/ Important	**Not Important**		*Those with experience: Very Satisfied/ Satisfied*	*Those with experience: Very Dissatisfied/ Dissatisfied*	
Teaching & learning relationships	407	92.1%	7.9%	408	91.7%	8.3%	8.6%
Colleagues and collaborators support	409	98.5%	1.5%	408	84.9%	15.1%	1.2%
Salary	407	96.6%	3.4%	407	78.7%	21.3%	0.7%
Benefits	404	93.3%	6.7%	409	87.6%	12.4%	7.3%
Union representation/ collective bargaining	408	84.3%	15.7%	404	87.9%	12.1%	9.9%
Sabbatical leave	407	35.9%	64.1%	409	79.1%	20.9%	66.0%
Rewards & recognition	407	67.6%	32.4%	406	69.7%	30.3%	20.4%
Personal choice & empowerment	407	93.4%	6.6%	403	80.9%	19.1%	7.9%
Work-life balance	407	97.8%	2.2%	407	76.0%	24.0%	2.7%
Growth through training and development	406	96.8%	3.2%	403	78.9%	21.1%	6.0%

- 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		*All Sample*: No experience
		Very Important/ Important	**Not Important**		*Those with experience: Strongly Agree/ Agree*	*Those with experience: Strongly Disagree/ Disagree*	
My supervisor meets with me as appropriate to discuss my performance, career, and/or promotions.	406	92.4%	7.6%	405	73.3%	26.7%	2.0%
I feel that I have received adequate guidance/mentoring from colleagues	406	94.6%	5.4%	403	77.8%	22.2%	1.5%
Faculty or staff who are openly critical of Parkland have no cause to fear retribution.	405	93.3%	6.7%	404	50.2%	49.8%	18.1%
Expectations concerning promotions and career advancement are made clear.	404	95.0%	5.0%	405	55.6%	44.4%	13.3%

Continued from above…	Importance			Extent of Agreement			
Statements:	**N**	**Very Important/ Important**	**Not Important**	**N**	*Those with experience:* **Strongly Agree/ Agree**	*Those with experience:* **Strongly Disagree/ Disagree**	*All Sample:* **No experience**
My department holds regularly scheduled staff meetings.	403	87.6%	12.4%	403	78.9%	21.1%	3.5%
Career advancement and salary decisions are made fairly.	401	98.5%	1.5%	403	58.5%	41.5%	15.6%
Search committees have made a serious effort to hire racial/ethnic minorities and women.	401	82.0%	18.0%	405	82.8%	17.2%	19.8%
There is a desire among my colleagues to enhance diversity.	402	80.6%	19.4%	400	79.8%	20.2%	14.8%
There is a desire for teamwork and for balancing personal well-being with concern for others.	405	97.5%	2.5%	404	75.6%	24.4%	3.5%
I have good interactions with my colleagues.	404	99.0%	1.0%	406	91.3%	8.7%	0.5%
There is a commitment to quality at Parkland.	403	99.5%	0.5%	403	87.1%	12.9%	0.0%
My colleagues care about Parkland students	402	99.5%	0.5%	403	93.8%	6.2%	0.0%
I feel that my workload is appropriate.	404	99.0%	1.0%	403	76.1%	23.9%	0.5%

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

	Satisfaction		
Statements:	**N**	*Those with experience:* **Strongly Agree/ Agree**	*Those with experience:* **Strongly Disagree/ Disagree**	*All Sample:* **No experience/ NA**
I feel overwhelmed	392	39.1%	60.9%	1.5%
The college treats all employees fairly	377	58.4%	41.7%	5.7%
Morale is increasing among my colleagues	376	39.1%	60.9%	5.5%
If I had to do it over again, I would take a job at Parkland.	399	92.5%	7.5%	0.7%
I've looked for other employment inside academia	340	45.2%	54.8%	13.6%
I've looked for other employment outside academia	339	35.7%	64.3%	13.2%

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

Statements:	N	Very Important/ Important	Not Important	N	*Those with experience: Strongly Agree/ Agree*	*Those with experience: Strongly Disagree/ Disagree*	*All Sample: No experience*
		Importance			**Extent of Agreement**		
Parkland's fiscal resources are managed responsibly.	390	98.5%	1.5%	398	88.1%	11.9%	11.6%
Information about Parkland's fiscal condition (i.e. budget) is communicated effectively.	391	96.9%	3.1%	396	85.8%	14.2%	7.6%
There is a common institutional direction and focus.	387	98.4%	1.6%	395	78.7%	21.3%	7.3%
I have a clear understanding of Parkland's planning process.	387	90.7%	9.3%	395	66.7%	33.3%	9.6%
Units are working toward common institutional goals.	383	97.7%	2.3%	396	75.2%	24.8%	13.4%
Data and information is used effectively to identify and solve institutional problems.	387	96.9%	3.1%	395	73.1%	26.9%	22.0%
The Town Hall Meetings were effective ways to identify new and emerging trends of which the college needs to be aware.	382	80.4%	19.6%	396	75.9%	24.1%	39.1%
My unit is using feedback from the Town Hall Meetings to develop more effective annual plans.	383	76.2%	23.8%	394	35.8%	64.2%	52.5%
The planning process includes representatives from the community and local businesses.	383	89.6%	10.4%	392	85.0%	15.0%	42.3%
The planning process has made a difference in how my unit operates.	383	87.2%	12.8%	392	60.5%	39.5%	41.8%
The planning process includes consideration for the need for improved facilities.	384	95.3%	4.7%	390	92.5%	7.5%	24.9%
Opportunities exist to provide input into the departmental planning process.	385	95.3%	4.7%	394	81.0%	19.0%	17.3%
The annual plan ranking process is a fair method allocating discretionary dollars.	383	91.4%	8.6%	393	74.6%	25.4%	35.9%
I play a role in the planning process.	383	78.6%	21.4%	389	55.8%	44.2%	33.7%

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? 303 total responses (66.4% response rate)

- What do you think are Parkland's top priorities? 286 total responses (62.7% response rate)

- Please provide feedback on your experiences, satisfaction, and suggestions you have had at Parkland. 206 total responses (45.1% response rate)

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
Job Satisfaction Contributors												
Commitment	3	100.0%	0.7%							3	1.0%	0.7%
Community/Family/Friendliness	31	96.9%	6.8%				1	3.1%	0.2%	32	10.6%	7.0%
Diversity	1	20.0%	0.2%	3	60.0%	0.7%	1	20.0%	0.2%	5	1.7%	1.1%
Education												
Accessibility	9	90.0%	2.0%	1	10.0%	0.2%				10	3.3%	2.2%
Affordability	22	100.0%	4.8%							22	7.3%	4.8%
General	5	38.5%	1.1%	8	61.5%	1.8%				13	4.3%	2.9%
Quality	32	100.0%	7.0%							32	10.6%	7.0%
Environmental-General	18	64.3%	3.9%	2	7.1%	0.4%	8	28.6%	1.8%	28	9.2%	6.1%
Environmental-Physical	5	71.4%	1.1%	2	28.6%	0.4%				7	2.3%	1.5%
Faculty	2	100.0%	0.4%							2	0.7%	0.4%
Opportunity/EEO	16	100.0%	3.5%							16	5.3%	3.5%
Others (Other comments)	2	16.7%	0.4%	9	75.0%	2.0%	1	8.3%	0.2%	12	4.0%	2.6%
Parkland Administration	1	25.0%	0.2%				3	75.0%	0.7%	4	1.3%	0.9%
Place to Work	36	87.8%	7.9%	4	9.8%	0.9%	1	2.4%	0.2%	41	13.5%	9.0%
Reputation/Place in Community	20	87.0%	4.4%	3	13.0%	0.7%				23	7.6%	5.0%
Salary/Benefits	8	100.0%	1.8%							8	2.6%	1.8%
Staff	2	100.0%	0.4%							2	0.7%	0.4%
Students												
Concern for	6	85.7%	1.3%	1	14.3%	0.2%				7	2.3%	1.5%
General	2	16.7%	0.4%	10	83.3%	2.2%				12	4.0%	2.6%
Self Improvement	12	100.0%	2.6%							12	4.0%	2.6%
Underprepared				1	100.0%	0.2%				1	0.3%	0.2%
Teaching	1	33.3%	0.2%	2	66.7%	0.4%				3	1.0%	0.7%
Technology							1	100.0%	0.2%	1	0.3%	0.2%
Workload							4	100.0%	0.9%	4	1.3%	0.9%
Athletics				1	100.0%	0.2%				1	0.3%	0.2%
Budget/Fiscal							2	100.0%	0.4%	2	0.7%	0.4%
TOTAL	**234**	**77.2%**	**51.3%**	**47**	**15.5%**	**10.3%**	**22**	**7.3%**	**4.8%**	**303**	**100.0%**	**66.4%**

What do you think are Parkland's top priorities?

Topic	Count	Percent	Rank
Accountability	1	0.2%	25
Accreditation/HLC	2	0.5%	24
Affordable Education	34	7.8%	4
Budget/Financial/Fiscal	31	7.1%	6
Community Learning/Education/Engagement	52	11.9%	1
Developmental/Remedial Education	3	0.7%	22
Distance/On-line Education	1	0.2%	25
Diversity	22	5.0%	9
Facilities/Master Plan/Construction/Expansion	25	5.7%	8
Faculty/Staff Development and Training and Retention	16	3.7%	10
Increase Enrollment	8	1.8%	14
Job Placement/Career Services for Students	1	0.2%	25
Mission Statement/Core Values	8	1.8%	14
New Technology/Datatel/Systems	5	1.1%	19
Opportunity/Accessibility	14	3.2%	13
Other	15	3.4%	12
PR/Reputation/Community View/Image	16	3.7%	10
Quality Education	26	6.0%	7
Safe workplace and Environment/Safety	4	0.9%	20
Salary and Benefits	1	0.2%	25
Sports/Athletics	1	0.2%	25
Student Retention	8	1.8%	14
Student Success/Learning/Engagement	43	9.9%	3
Students	48	11.0%	2
Support Services	3	0.7%	22
Teaching/New Methods of Teaching/Education (in general)	32	7.3%	5
Top Community College/Rank high	4	0.9%	20
Transfer Opportunities to a Four year/ Articulation/Degree Audit	6	1.4%	17
Vocational Training	6	1.4%	17
TOTAL	436	100.0%	

Notes:

(1)The total count exceeds the total number of people who responded to the question. This is because
of multiple "priorities" within many of the responses. When possible, responses were parsed by individual "priority."

(2) Total responses: 286; Total who answered survey: 456; Total who answered question: 62.7%

Please provide feedback on your experiences, satisfaction, and suggestions you have had a Parkland. Your input is very important to us.

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												
Colleagues and Collaborators Support	11	78.6%	2.4%				3	21.4%	0.7%	14	6.8%	3.1%
Rewards and Recognition	1	25.0%	0.2%				3	75.0%	0.7%	4	1.9%	0.9%
Salary and Benefits							5	100.0%	1.1%	5	2.4%	1.1%
Teaching and Learning Relationships	5	38.5%	1.1%	3	23.1%	0.7%	5	38.5%	1.1%	13	6.3%	2.9%
Union Representation/Collective Bargaining							4	100.0%	0.9%	4	1.9%	0.9%
Work-Life Balance							1	100.0%	0.2%	1	0.5%	0.2%
Innovation/Creativity	1	50.0%	0.2%				1	50.0%	0.2%	2	1.0%	0.4%
Promotion/Career Advancement	1	9.1%	0.2%	4	36.4%	0.9%	6	54.5%	1.3%	11	5.3%	2.4%
Administrative Support/Leadership	3	10.3%	0.7%	2	6.9%	0.4%	24	82.8%	5.3%	29	14.1%	6.4%
Atmosphere	4	40.0%	0.9%	1	10.0%	0.2%	5	50.0%	1.1%	10	4.9%	2.2%
Communication/Chain of Command-Employees				3	27.3%	0.7%	8	72.7%	1.8%	11	5.3%	2.4%
Discrimination/Harassment				1	33.3%	0.2%	2	66.7%	0.4%	3	1.5%	0.7%
Diversity	2	33.3%	0.4%	2	33.3%	0.4%	2	33.3%	0.4%	6	2.9%	1.3%
Hiring/Dismissal Process							3	100.0%	0.7%	3	1.5%	0.7%
Other Comments	2	14.3%	0.4%	9	64.3%	2.0%	3	21.4%	0.7%	14	6.8%	3.1%
Overall Experience	36	81.8%	7.9%	3	6.8%	0.7%	5	11.4%	1.1%	44	21.4%	9.6%
Physical Environment	2	33.3%	0.4%				4	66.7%	0.9%	6	2.9%	1.3%
Process and Committees	1	33.3%	0.2%				2	66.7%	0.4%	3	1.5%	0.7%
Services/Programs/Units												
CETL	1	100.0%	0.2%							1	0.5%	0.2%
General							1	100.0%	0.2%	1	0.5%	0.2%
Marketing							1	100.0%	0.2%	1	0.5%	0.2%
Theater/Planetarium	1	100.0%	0.2%							1	0.5%	0.2%
Library	2	100.0%	0.4%							2	1.0%	0.4%
Center for Academic Success	1	100.0%	0.2%							1	0.5%	0.2%
Physical Plant/Services							5	100.0%	1.1%	5	2.4%	1.1%
Survey							2	100.0%	0.4%	2	1.0%	0.4%
Workload				1	50.0%	0.2%	1	50.0%	0.2%	2	1.0%	0.4%
Datatel							3	100.0%	0.7%	3	1.5%	0.7%
Planning				1	25.0%	0.2%	3	75.0%	0.7%	4	1.9%	0.9%
TOTAL	**74**	**35.9%**	**16.2%**	**30**	**14.6%**	**6.6%**	**102**	**49.5%**	**22.4%**	**206**	**100.0%**	**45.2%**