

Dear Parkland Faculty/Staff/Administrator:

Thank you for your input as you complete this important College Climate Survey. This is an opportunity for employees to provide valuable feedback on the work environment and job satisfaction at Parkland. Your responses play an important role in making changes to develop a more positive working environment. Please give your open and honest opinions.

The survey takes about 20 minutes to complete. Your responses are anonymous - we do not obtain any identifying information that could connect you with your answers. Participation on any of these questions is voluntary and you may quit any time

If you have any questions, please contact Kevin Knott in the Office of Institutional Accountability and Research (kknott@parkland.edu). Thank you very much for your time.

Sincerely,

Kris Young, Vice President for Academic Services
Linda Moore, Vice President for Student Services
Seamus Reilly, Vice President for Institutional Advancement
Chris Randles, CFO & Vice President for Administrative Services

What is your employment status?

- Full-time
- Part-time

What is your job classification?

- Administration
- Staff (Confidential, Professional Support, Public Safety)
- Faculty

What area of the college are you affiliated with?

- President: (Assistant to President/Board of Trustees, Board of Trustees, Marketing & Public Relations, Parkland College Foundation, Physical Plant)
- Academic Services: (Academic Services, Business & Agri-Industries, Career and Transfer 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)

Other (please specify)

What is your gender?

- Female
- Male
- Transgendered

What is your racial/ethnic background?

- American Indian or Alaska Native
- Asian
- Black or African American, Non-Hispanic
- Hispanics of any race
- Native Hawaiian or Other Pacific Islander
- White, non-Hispanic
- Two or more races/ethnicities

Is English your native (first) language?

- Yes
- No

What is your sexual orientation?

- Heterosexual
- Gay/Lesbian
- Bisexual

Other (please specify)

How many years have you been employed at Parkland?

- Less than 1 year
- 1-5 years
- 6-10 years
- 11-20 years
- Over 20 years

Please rate your level of SATISFACTION with each of the following:

Presence of other faculty, staff and administrators who...

	Too few	Just right	Too Many	Don't know	Not Applicable
are of various racial/ethnic groups.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
are women.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
are men.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
are physically different or have disabilities.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
have different religious affiliations.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
have different sexual orientations.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please rate how IMPORTANT each of the following is to you:

Presence of other faculty, staff and administrators who...

	Very Important	Important	Not Important
are of various racial/ethnic groups.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
are women.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
are men.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
are physically different or have disabilities.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
have different religious affiliations.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
have different sexual orientations.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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
- No

If you answered yes, how often has this occurred?

- Very often
- Often
- Sometimes
- Rarely/Seldom

Please elaborate and remember your comments are kept strictly confidential.

Please rate your perceptions of how the campus has changed on the following items from NOW COMPARED TO THREE YEARS AGO.

	Better	About the same	Worse	Don't Know/Wasn't here
The quality of education and services.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The workload	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Commitment to diversity	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Hiring practices	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Organizational structure	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Leadership	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Mentoring	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please rate your perceptions of change in THE NEXT THREE TO FIVE YEARS on the following items:

	Better	About the same	Worse
The quality of education and services.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The workload	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Commitment to diversity	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Hiring practices	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Organizational structure	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Leadership	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Mentoring	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Using the adjectives below, please check the number you feel most characterizes the atmosphere at Parkland College.

For example, referring to the first question below, if you feel Parkland's atmosphere is "Tense" check number 1 or if it's more "Relaxed" check number 5. If you feel the atmosphere is somewhere in between, please check the number (2, 3, or 4) that mostly reflects your thoughts.

ADJECTIVE:

	1	2	3	4	5
Tense(1) / Relaxed(5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Hostile(1) / Friendly(5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Socially Separated(1) / Socially Integrated(5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Indifferent(1) / Concerned(5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Exclusive(1) / Inclusive(5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Insensitive(1) / Sensitive(5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Conservative(1) / Liberal(5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Racially Intolerant(1) / Racially Tolerant(5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Unsupportive(1) / Supportive(5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Close-minded (1) / Open-minded(5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Competitive (1) / Cooperative (5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please indicate the extent to which you are familiar with each of the following:

	Very familiar	Somewhat familiar	Somewhat unfamiliar	Not at all familiar
Academic Scheduling	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Adult Re-Entry Center	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Art Gallery	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Center for Academic Success (CAS)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
CAS: Peer Tutoring	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
CAS: Writing Lab	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Child Development Center	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Dental Hygiene Clinic	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Disability Services	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Distance and Virtual Learning	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Institutional Accountability and Research	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Parkland College Radio Station (WPCD)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Parkland College Television Station (PCTV)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Planetarium	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Theater	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Wellness Center	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

How familiar are you with the following:

	Very familiar	Somewhat familiar	Somewhat unfamiliar	Not at all familiar
Parkland's Mission Statement	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Parkland's Core Values	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Parkland's Master Plan (pertaining to construction)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Parkland's Performance Indicators	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Parkland's General Educational Objectives	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please rate how SATISFIED you are with the following campus units:

	Very Satisfied	Satisfied	Dissatisfied	Very Dissatisfied	No Experience with Unit
Academic Scheduling	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Admissions & Enrollment Management	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Adult Basic Education	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Adult Re-Entry Center	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Assessment Center	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Athletics	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Bookstore	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Business Office/Purchasing	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Business Training	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Campus Mail Services	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Campus Tech- Micro-computer/Tech Support	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Campus Tech- Network Support Services	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Campus Tech- Programming Services	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Career Center	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Center for Excellence	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Child Development Center	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Community Education	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Counseling/Advising	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Disability Services	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Distance and Virtual Learning	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Financial Aid & Veteran Services	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Grants & Contracts	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Human Resources	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Institutional Accountability & Research	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
International Education	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Library	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Marketing and Public Relations	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Parkland College Foundation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Physical Plant - Custodial Services	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Physical Plant - Grounds	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Physical Plant- Maintenance	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Public Safety	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Reprographics (Print Shop)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Student Life	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Student Support Services (TRIO)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Workforce Development	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please rate how IMPORTANT the following campus units are to doing your job:

	Very Important	Important	Not Important
Academic Scheduling	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Admissions & Enrollment Management	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Adult Basic Education	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Adult Re-Entry Center	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Assessment Center	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Athletics	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Bookstore	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Business Office/Purchasing	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Business Training	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Campus Mail Services	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Campus Tech- Micro-computer/Tech Support	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Campus Tech- Network Support Services	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Campus Tech- Programming Services	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Career Center	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Center for Excellence	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Child Development Center	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Community Education	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Counseling/Advising	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Disability Services	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Distance and Virtual Learning	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Financial Aid & Veteran Services	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Grants & Contracts	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Human Resources	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Institutional Accountability & Research	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
International Education	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Library	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Marketing and Public Relations	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Parkland College Foundation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Physical Plant - Custodial Services	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Physical Plant - Grounds	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Physical Plant- Maintenance	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Public Safety	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Reprographics (Print Shop)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Student Life	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Student Support Services (TRiO)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Workforce Development	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please rate how SATISFIED you are with the following:

	Very Satisfied	Satisfied	Dissatisfied	Very Dissatisfied	No Experience with group
Academic Assessment Committee	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Board of Trustees	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Curriculum Committee	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Diversity Committee	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Enrollment Management Team	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Executive Team	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Support Assessment Committee	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
College Planning Committee	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Parkland College Association	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Sustainable Campus Committee	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Strategic Planning	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please rate how IMPORTANT the following are to you in doing your job:

	Very Important	Important	Not Important
Academic Assessment Committee	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Board of Trustees	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Curriculum Committee	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Diversity Committee	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Enrollment Management Team	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Executive Team	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Support Assessment Committee	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
College Planning Committee	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Parkland College Association	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Sustainable Campus Committee	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Strategic Planning	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please rate how SATISFIED you are with the following Job Satisfaction Contributors:

	Very Satisfied	Satisfied	Dissatisfied	Very Dissatisfied	Not Applicable
Teaching and learning relationships	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Colleagues and collaborators support	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Salary	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Benefits	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Union representation/collective bargaining	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Sabbatical leave	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Rewards and recognition	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Personal choice and empowerment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Work-life balance	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Growth through training and development	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please rate how IMPORTANT the following Job Satisfaction Contributors are to you in doing your job:

	Very Important	Important	Not Important
Teaching and learning relationships	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Colleagues and collaborators support	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Salary	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Benefits	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Union representation/collective bargaining	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Sabbatical leave	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Rewards and recognition	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Personal choice and empowerment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Work-life balance	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Growth through training and development	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please indicate how IMPORTANT the following statements are to you and the extent to which you AGREE OR DISAGREE with each:

Please rate the extent to which you AGREE OR DISAGREE with the following statements:

	Strongly Agree	Agree	Disagree	Strongly Disagree	No Experience
My supervisor meets with me as appropriate to discuss my performance, career, and/or promotions.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel that I have received adequate guidance/mentoring from colleagues.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Faculty or staff who are openly critical of Parkland have no cause to fear retribution.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Expectations concerning promotions and career advancement are made clear.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My department holds regularly scheduled staff meetings.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Career advancement and salary decisions are made fairly.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Search committees have made a serious effort to hire racial/ethnic minorities and women.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
There is a desire among my colleagues to enhance diversity.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
There is a desire for teamwork and for balancing personal well-being with concern for others.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have good interactions with my colleagues.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
There is a commitment to quality at Parkland.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My colleagues care about Parkland students.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel that my workload is appropriate.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please rate how IMPORTANT the following statements are to you:

	Very Important	Important	Not Important
My supervisor meets with me as appropriate to discuss my performance, career, and/or promotions.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel that I have received adequate guidance/mentoring from colleagues.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Faculty or staff who are openly critical of Parkland have no cause to fear retribution.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Expectations concerning promotions and career advancement are made clear.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My department holds regularly scheduled staff meetings.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Career advancement and salary decisions are made fairly.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Search committees have made a serious effort to hire racial/ethnic minorities and women.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
There is a desire among my colleagues to enhance diversity.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
There is a desire for teamwork and for balancing personal well-being with concern for others.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have good interactions with my colleagues.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
There is a commitment to quality at Parkland.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My colleagues care about Parkland students.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel that my workload is appropriate.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please indicate the extent to which you AGREE OR DISAGREE with each of the following statements:

Please rate the extent to which you AGREE OR DISAGREE with the following statements:

	Strongly Agree	Agree	Disagree	Strongly Disagree	No Experience/ NA
I feel overwhelmed	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The college treats all employees fairly	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Morale is increasing among my colleagues	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
If I had to do it over again, I would take a job at Parkland.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I've looked for other employment inside academia	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I've looked for other employment outside academia	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please rate the extent to which you AGREE OR DISAGREE with the following statements:

	Strongly Agree	Agree	Disagree	Strongly Disagree	No Experience
Parkland's fiscal resources are managed responsibly.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Information about Parkland's fiscal condition (i.e. budget) is communicated effectively.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
There is a common institutional direction and focus.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have a clear understanding of Parkland's planning process.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Units are working toward common institutional goals.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Data and information are used effectively to identify and solve institutional problems.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The Town Hall Meetings were effective ways to identify new and emerging trends of which the College needs to be aware.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My unit is using feedback from the Town Hall Meetings to develop more effective annual plans.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The planning process includes representatives from the community and local businesses.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The planning process has made a difference in how my unit operates.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The planning process includes consideration for the need for improved facilities.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Opportunities exist to provide input into the departmental planning process.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The annual plan ranking process is a fair method for allocating discretionary dollars.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I play a role in the planning process.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please rate how IMPORTANT the following statements are to you:

	Very Important	Important	Not Important
Parkland's fiscal resources are managed responsibly.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Information about Parkland's fiscal condition (i.e. budget) is communicated effectively.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
There is a common institutional direction and focus.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have a clear understanding of Parkland's planning process.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Units are working toward common institutional goals.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Data and information are used effectively to identify and solve institutional problems.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The planning process includes representatives from the community and local businesses.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The planning process has made a difference in how my unit operates.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The planning process includes consideration for the need for improved facilities.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Opportunities exist to provide input into the departmental planning process.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The annual plan ranking process is a fair method for allocating discretionary dollars.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I play a role in the planning process.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

What is the first thing that comes to your mind when you think of Parkland?

What do you think are Parkland's top priorities?

Please provide any additional comments about your experiences at Parkland and satisfaction with Parkland. Your feedback is very important to us. All responses are kept confidential.