



Parkland College

2010 College Climate Survey Results

December 2, 2010

Center for Excellence in Teaching and Learning

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Survey Background

- Survey was conducted in 2003, 2005, 2007 and 2010
- 2003 and 2005 surveys were administered on paper
- 2007 was administered via online.
- 2007 survey results were inconclusive/ problematic due to technical difficulties
- 2010 survey was administered on-line

2010 Survey


- Survey content is similar to 2003 and 2005
- Kept similar topics for comparative purposes.
 - *Please see: IAR Data & Reports website for comparative report*
- Added additional topics for upcoming 2012 HLC Self-Study
 - Mission Statement & Core Values
 - Master Plan
 - Planning Topics
 - Budget and Fiscal
 - Top Priorities (open ended)

2010 Survey Methodology

- Survey was developed using Survey Monkey
- A link to the survey was sent to all faculty (FT & PT), staff and administrative positions via email.
- Retirees were excluded
- Survey was open 10 days for data collection
- 456 people responded to the survey
- Response rate of 50.2%

Climate Survey Response Rates

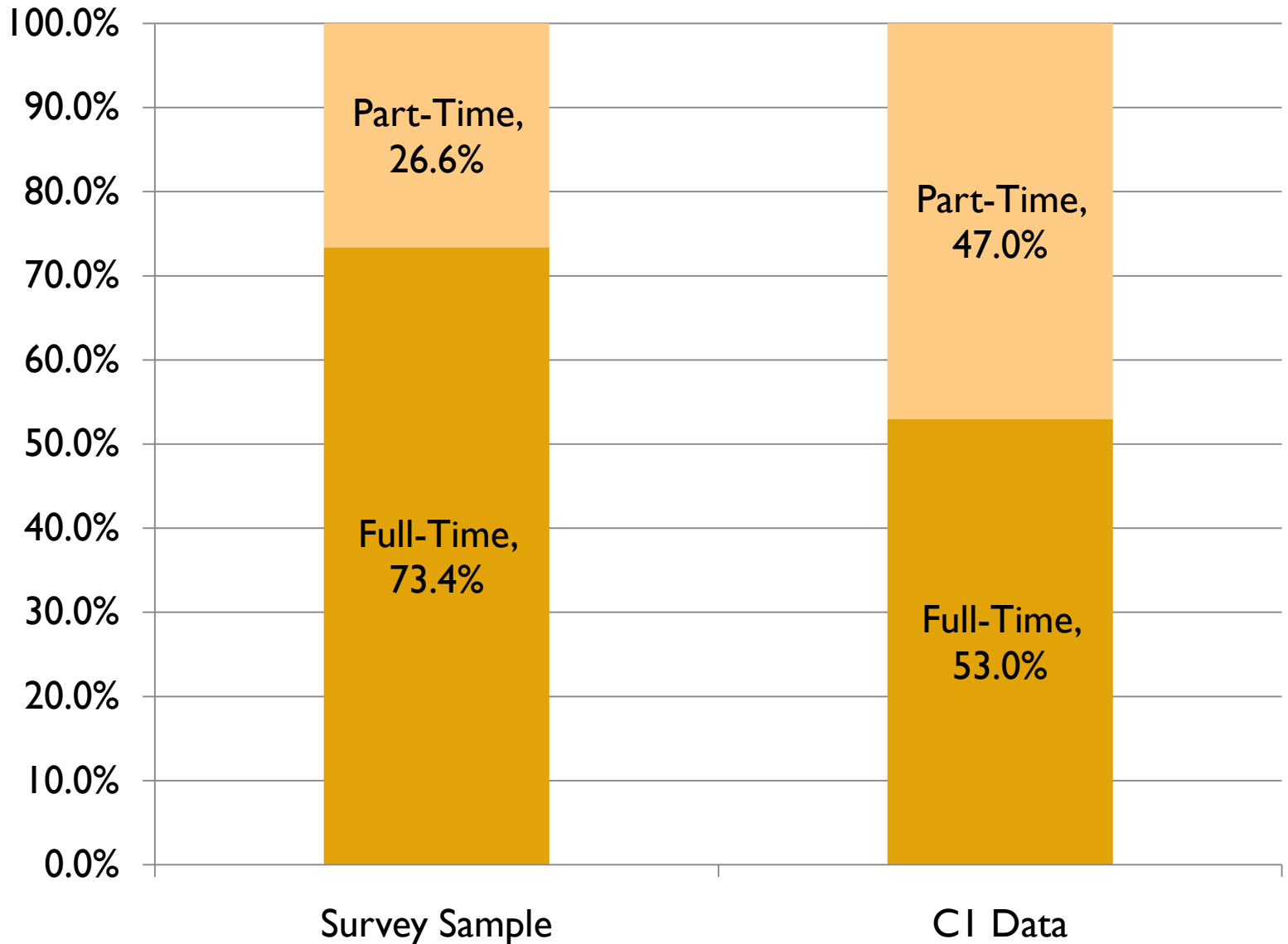
Totals/ Rate	2003	2005	2010
Total Employees (ICCB CI Data)	878 (Paper)	976 (Paper)	907 (On-line)
Returned Surveys	241	271	456
Response Rate	27.4%	27.7%	50.2%



Where has the information been shared?

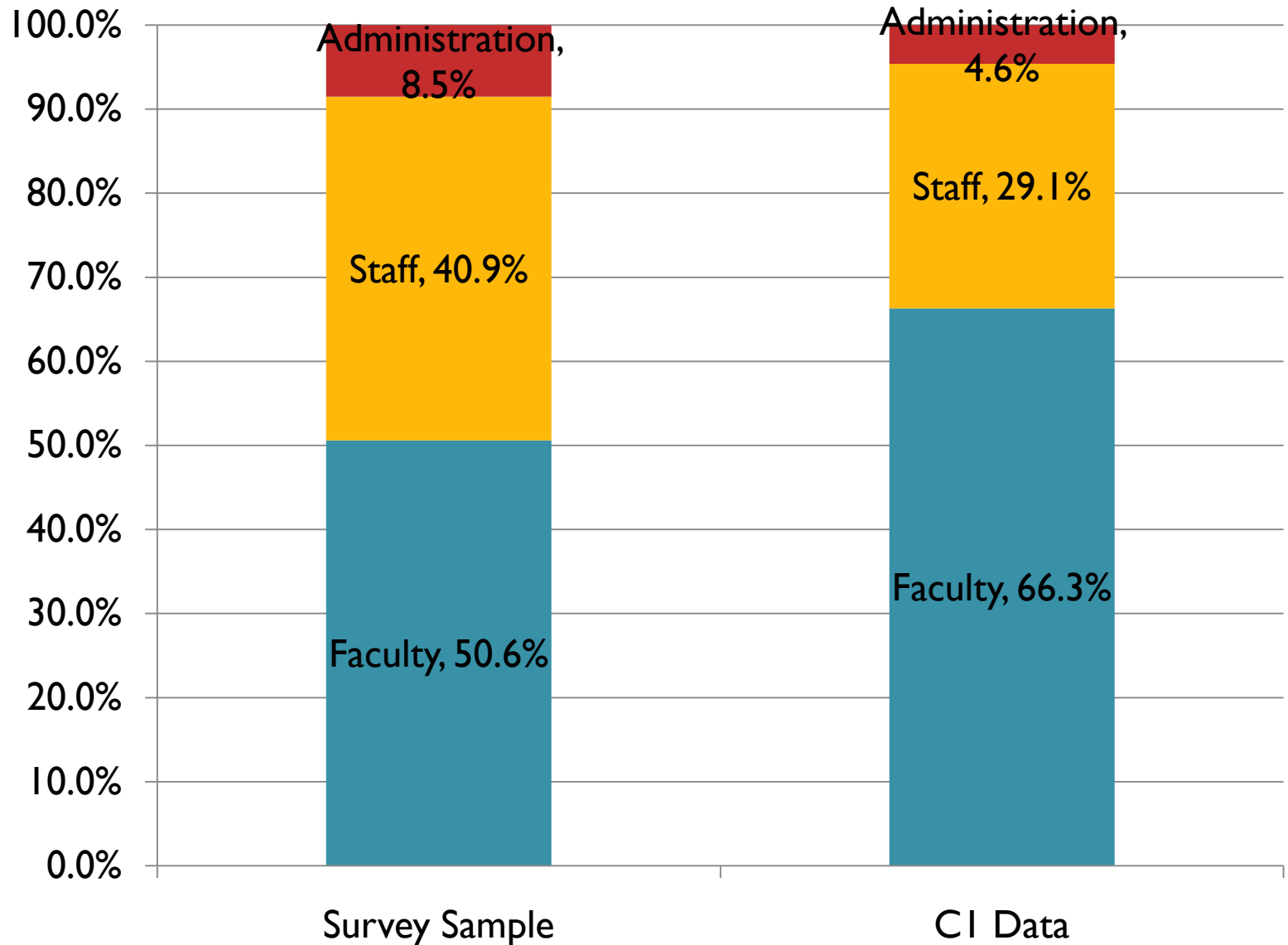
- Executive Team (E-Team)
- Parkland College Association
- Planning Committee
- HLC Criterion Teams via Portal Team Sites
- Various departments/individuals (specific inquiries)
- Performance Indicators
- Various reports/ inquiries
- Public IAR Website (Data & Reports)

Who answered the survey? Employment Status



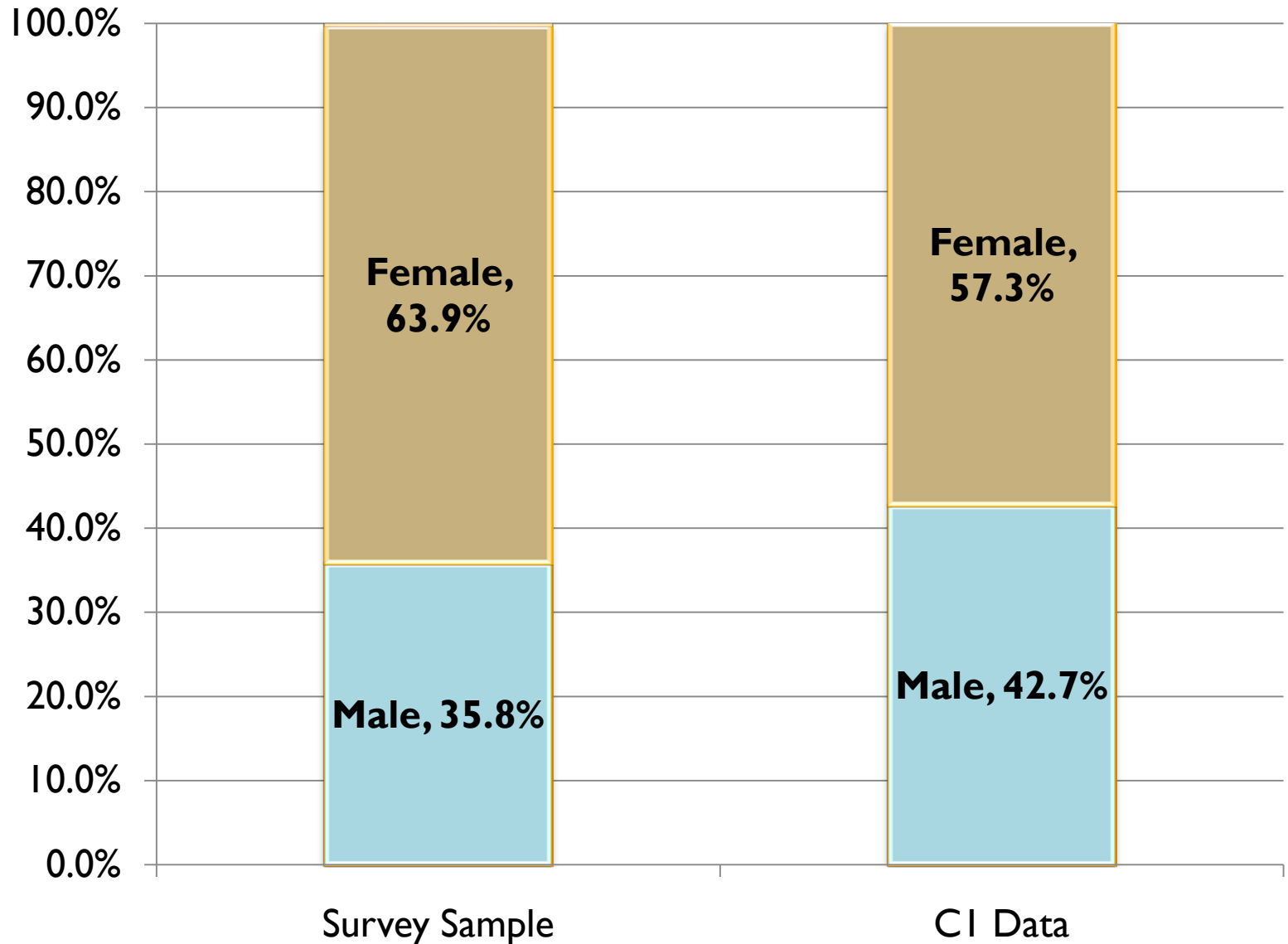
Who answered the survey?

Job Classification



Who answered the survey?

Gender

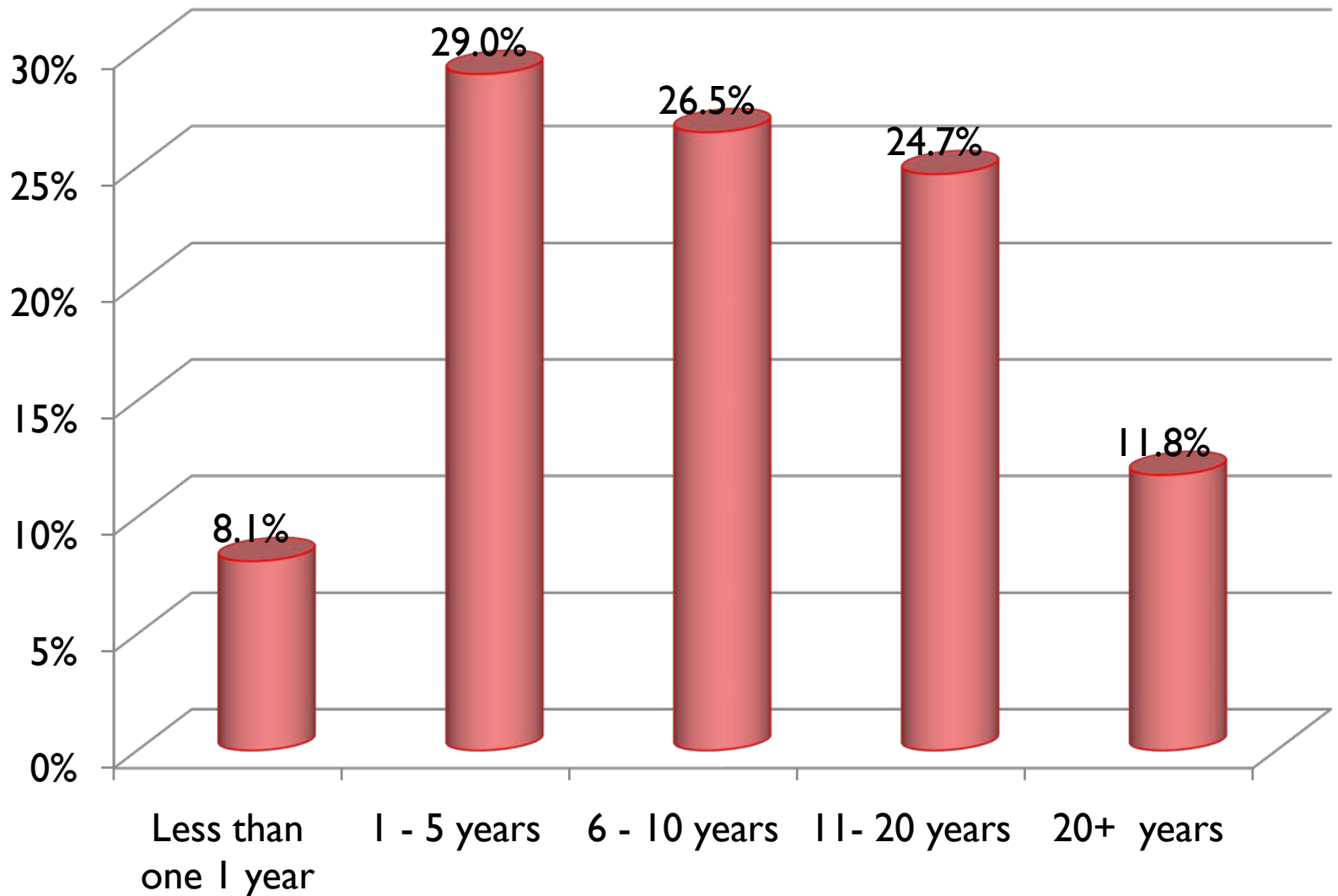


Who answered the survey?

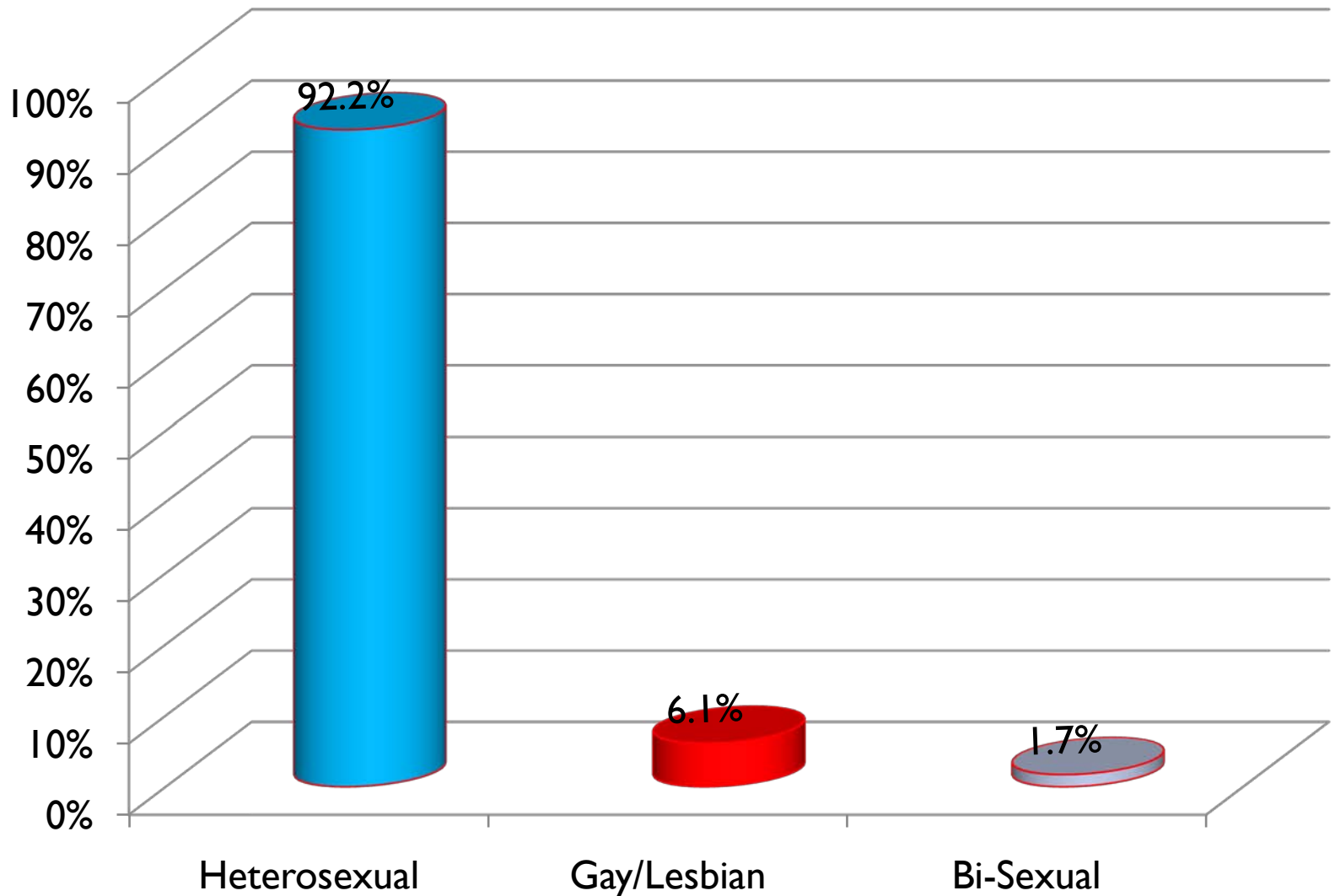
Ethnicity

Category	Survey Sample	CI Data
American Indian/ Alaskan native	0.5%	0.9%
Asian	1.8%	2.8%
Black/ African American	3.0%	6.5%
Hispanic	1.6%	1.5%
Native Hawaiian/ Pacific Islander	0.0%	NA
White	90.2%	79.6%
Two or more races	3.0%	NA

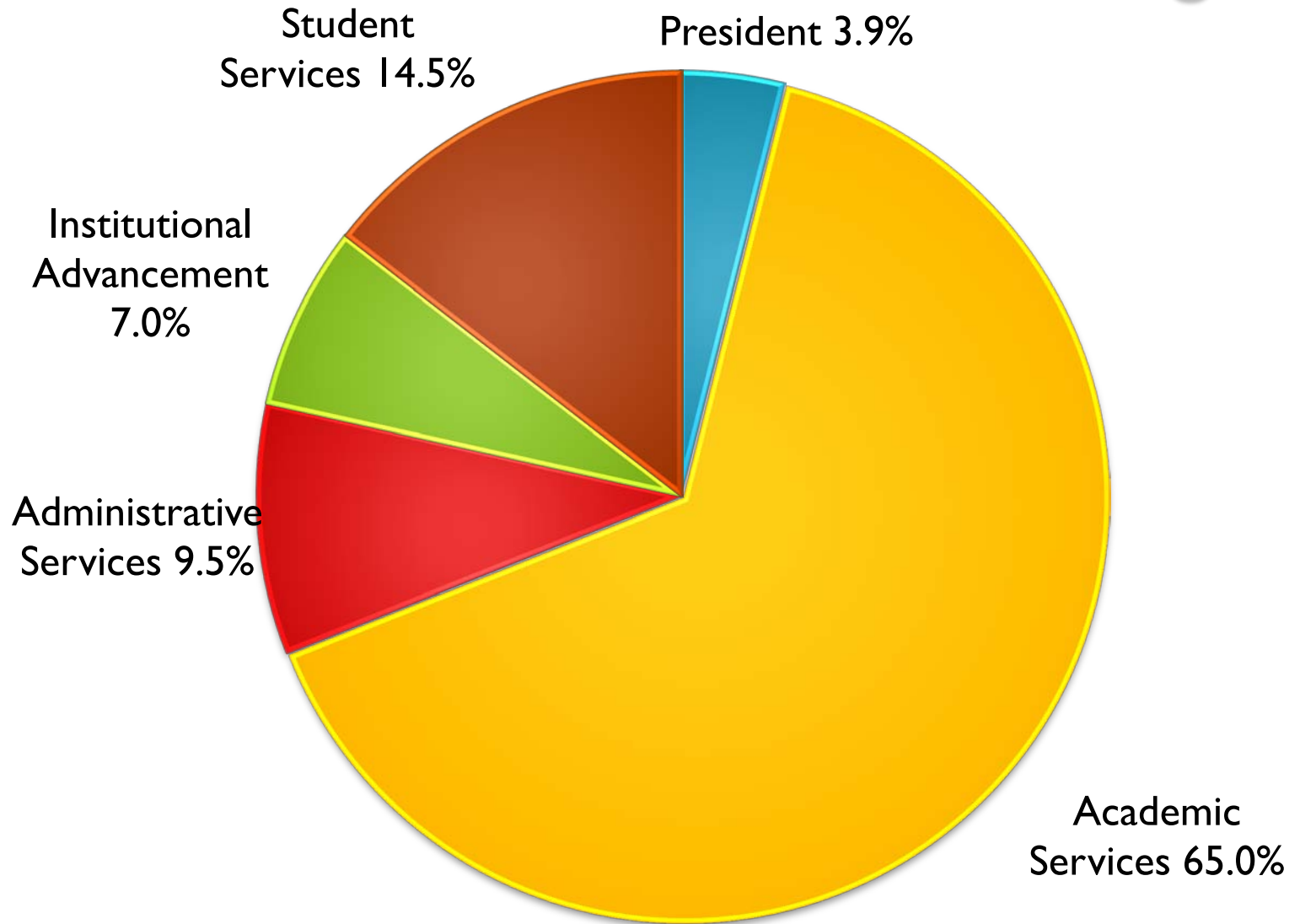
Who Answered Survey? Years Employed at Parkland



Who Answered Survey? Sexual Orientation




Who answered the survey? Administrative Area of College



Diversity: Presence of other who... “Importance”

- Majority of respondents thought it was “very important” or “important” to have a diversified workforce regarding: Race (69%), Gender (M-68%, W-63%), and those Physically Disadvantaged (60.2%).
- Importance of Religious Affiliation (46%) and Sexual Orientation (44%) were prevalent but did not score as high as the categories above (% of Very Important + Important)



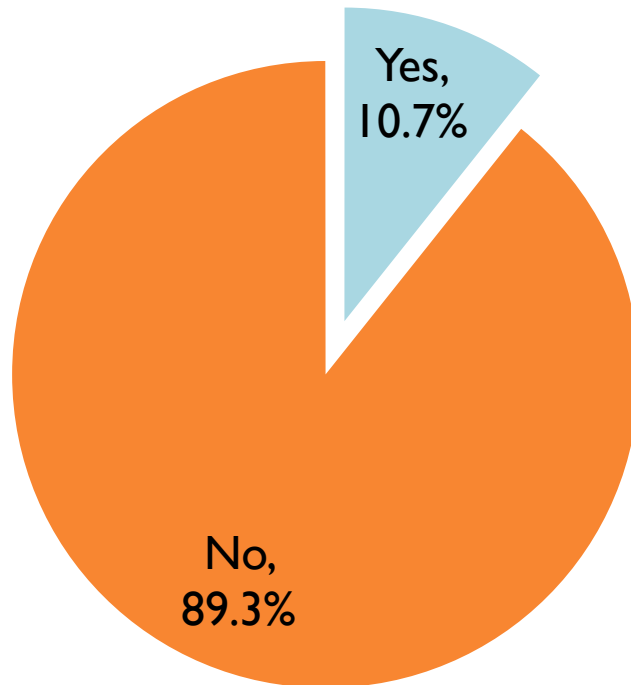
Diversity: Presence of others who...

“Satisfaction” (Excludes DK/NA)

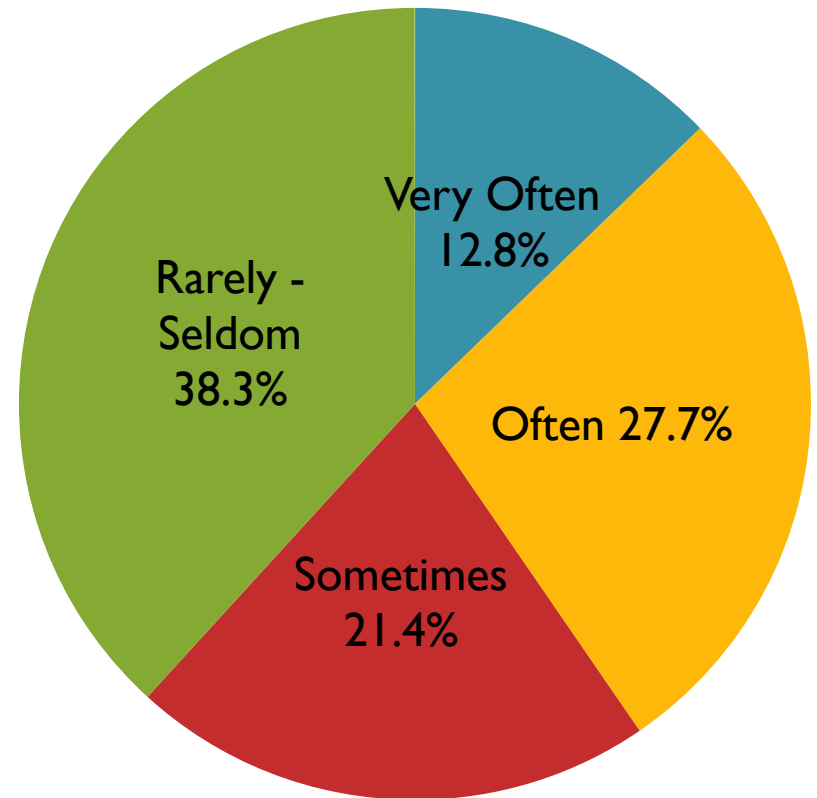
- Race/Ethnicity (39%) and Physically Disadvantaged (39%) had the highest percent of “too few.”
- Gender was nearly the same between men (85%) and women (84%) with “just right.”
- Religious affiliation (78%) and sexual orientation (78%) also had a high percent of “just right.”

Treated unfairly or harassment?

**Treated unfairly/
harassed?**



If yes, frequency? N=47



Perception of how Parkland has changed/will change....

Note: 3 years ago excludes DK and NA.

- **Education Quality:**

- 3 years ago: 39% Better 52% Same 9% Worse
- Next 3-5 Years: 52% Better 39% Same 9% Worse
- Optimistic outlook about quality of education.

- **Workload:**

- 3 years ago: 5% Better 55% Same 40% Worse
- Next 3-5 Years: 15% Better 51% Same 33% Worse
- More workload now with marginal outlook in future .

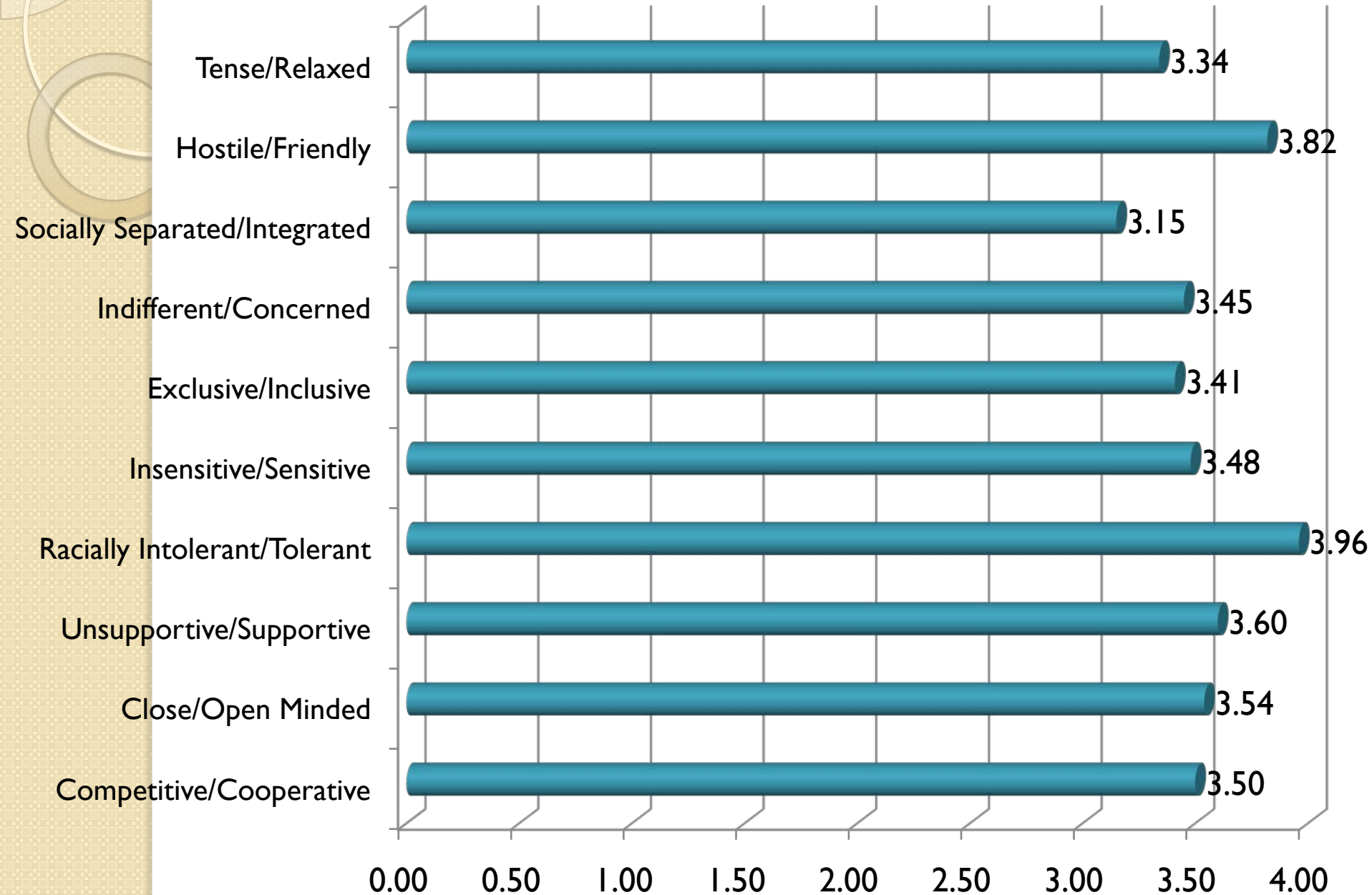
- **Leadership:**

- 3 years ago: 37% Better 41% Same 22% Worse
- Next 3-5 Years: 33% Better 55% Same 13% Worse
- More positive outlook now compared to 3 years ago and optimistic about future.

Perception of how Parkland has changed/will change...

- Note: 3 years ago excludes DK and NA.
- **Commitment to Diversity:**
 - 3 years ago: 36% Better 56% Same 8% Worse
 - Next 3-5 Years: 41% Better 54% Same 5% Worse
 - Optimistic outlook about commitment to diversity.
- **Hiring Practices**
 - 3 years ago: 23% Better 59% Same 18% Worse
 - Next 3-5 Years: 32% Better 59% Same 9% Worse
 - Positive outlook that hiring practices will improve in the future.

Atmosphere at Parkland (Median = 3.0)



Familiarity with Units (On Survey)

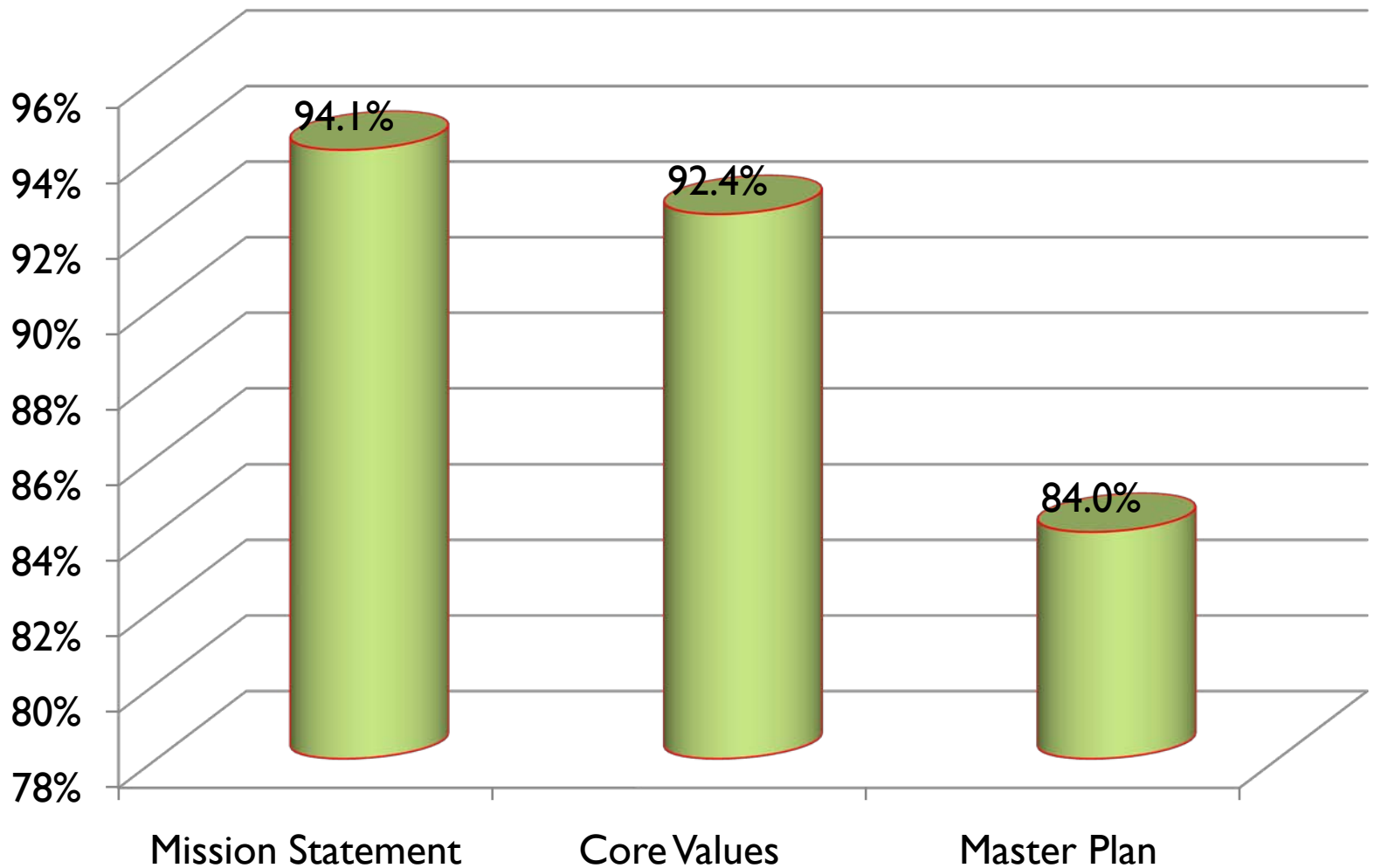
- Campus units that were most “familiar” with respondents (very + somewhat):
 - Center Academic Success (84%)
 - Planetarium (78%)
 - Theater (78%)
 - Disability Services (77%)
 - CAS: Peer Tutoring (72%)
 - Distance/Virtual Learning (72%)

Familiarity with Units (On Survey)

- Campus units that were most “unfamiliar” with respondents (Somewhat + not at all):
 - Wellness Center (53%)
 - Tony Noel Ag Center (50%)
 - Child Development Center (50%)
 - Parkland Radio-WPCD (49%)
 - Parkland TV (PCTV) (46%)

Familiar with Parkland's...

Percent of Very / Somewhat Familiar



Importance of Units (*On Survey*)

- Campus units with highest “importance” (Very important + important) rating:
 - Campus Technologies (97%)
 - Public Safety (90%)
 - Physical Plant(88%)
 - Admissions (87%)
 - Human Resources (84%)
 - Mail Services (83%)

Campus Units with 90%+ Satisfaction

Note: Experience with unit only

- Adult Ed (98%)
- Assessmnt Ctr (91%)
- Bookstore (92%)
- Bus.Training (94%)
- Campus Mail (94%)
- Campus Tech (90%)
- Career Ctr (95%)
- CETL (94%)
- DVL (90%)
- Financial Aid (95%)
- Grants/Cntrct (91%)
- IAR (93%)
- Library (98%)
- Public Safety (97%)
- Student Life (94%)

Job Satisfaction Contributors: Level of Importance

- Most of the “job satisfaction contributors” were considered “very important/important” with a percent of 90% or higher.
- The three contributors with the lowest “very important/important” percents:
 - Union representation (84%)
 - Rewards and recognition (67%)
 - Sabbatical Leave (36%)

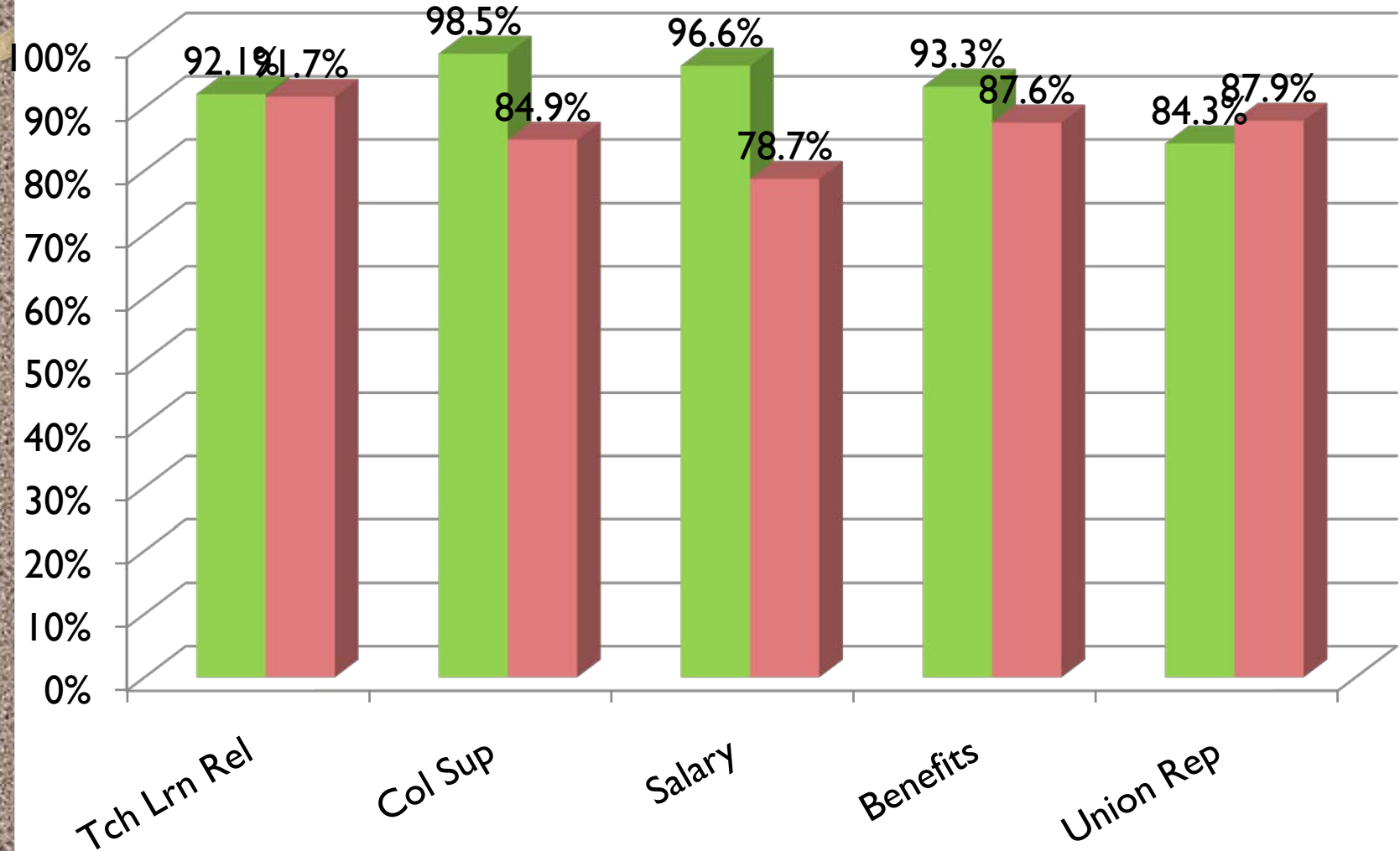
Job Satisfaction Contributors:

Level of Satisfaction

- Those with highest satisfaction were:
 - Teaching and Learning Relationships (92%)
 - Union Representation/Bargaining (88%)
 - Benefits (88%)
 - Colleagues/Collaborators support (85%)
 - Personal choice/empowerment (81%)
- Lowest Score: Rewards/Recognition (70%)

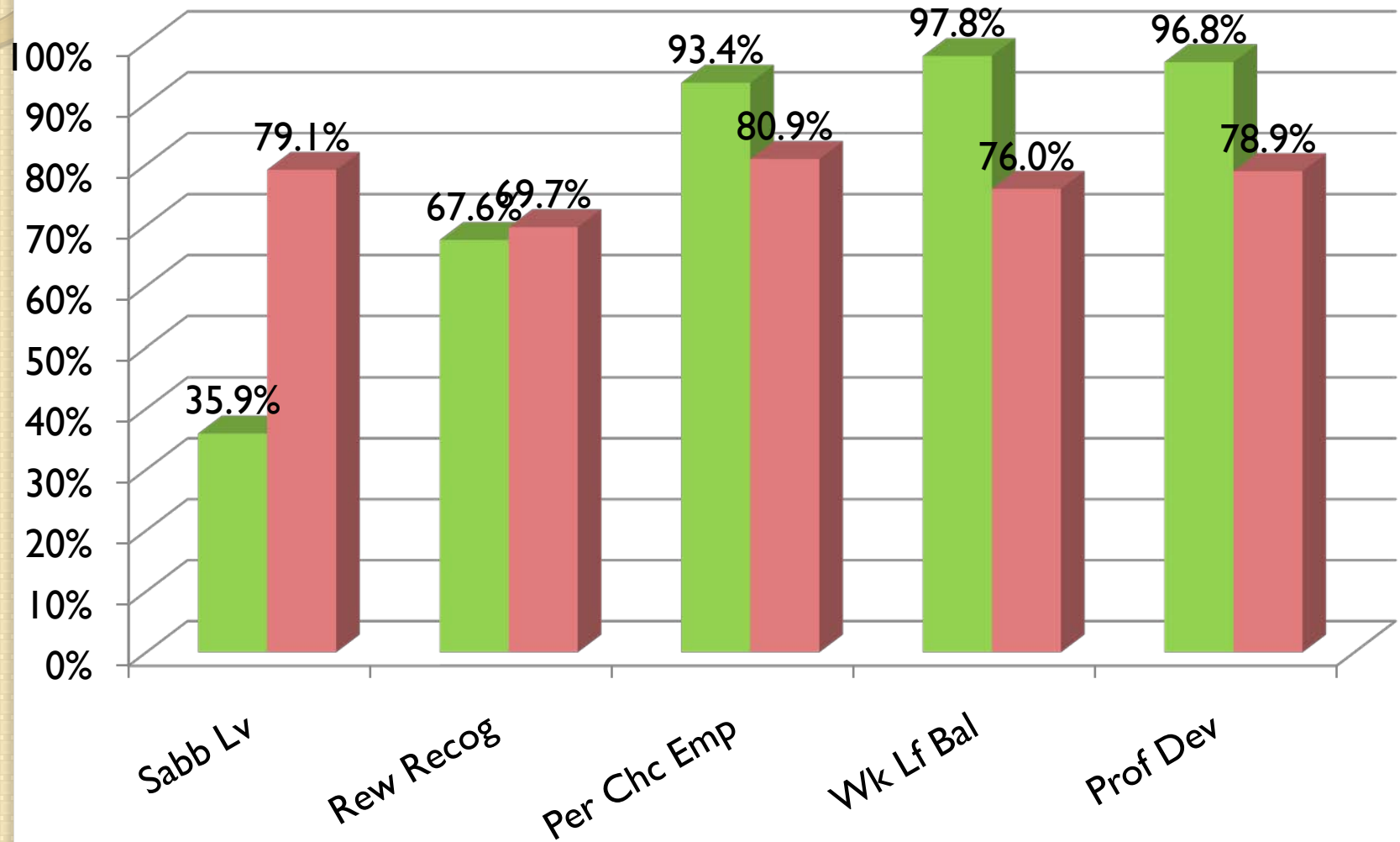
Job Satisfaction Contributors: Importance vs. Satisfaction

■ Importance ■ Satisfaction

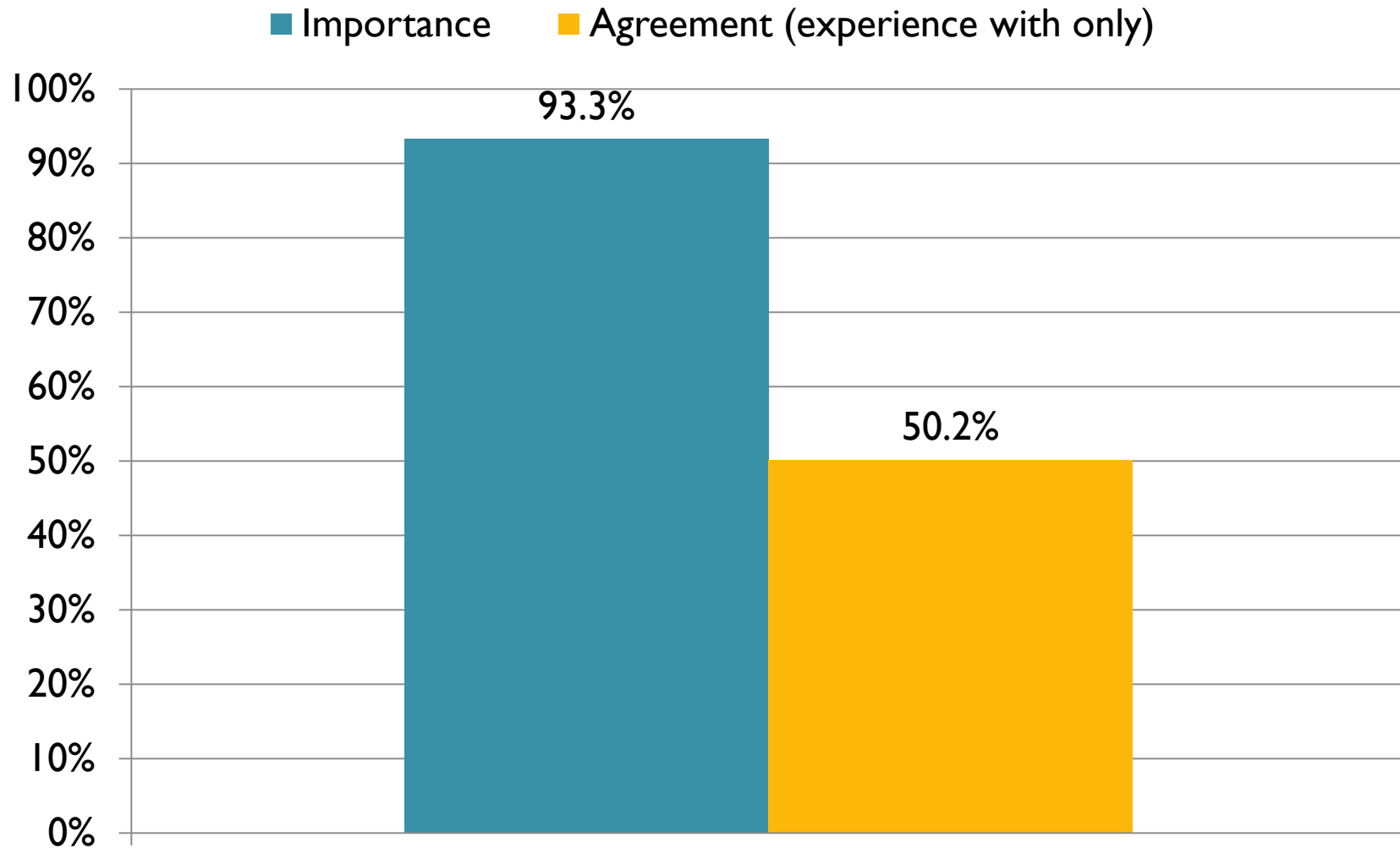


Job Satisfaction Contributors Importance vs. Satisfaction

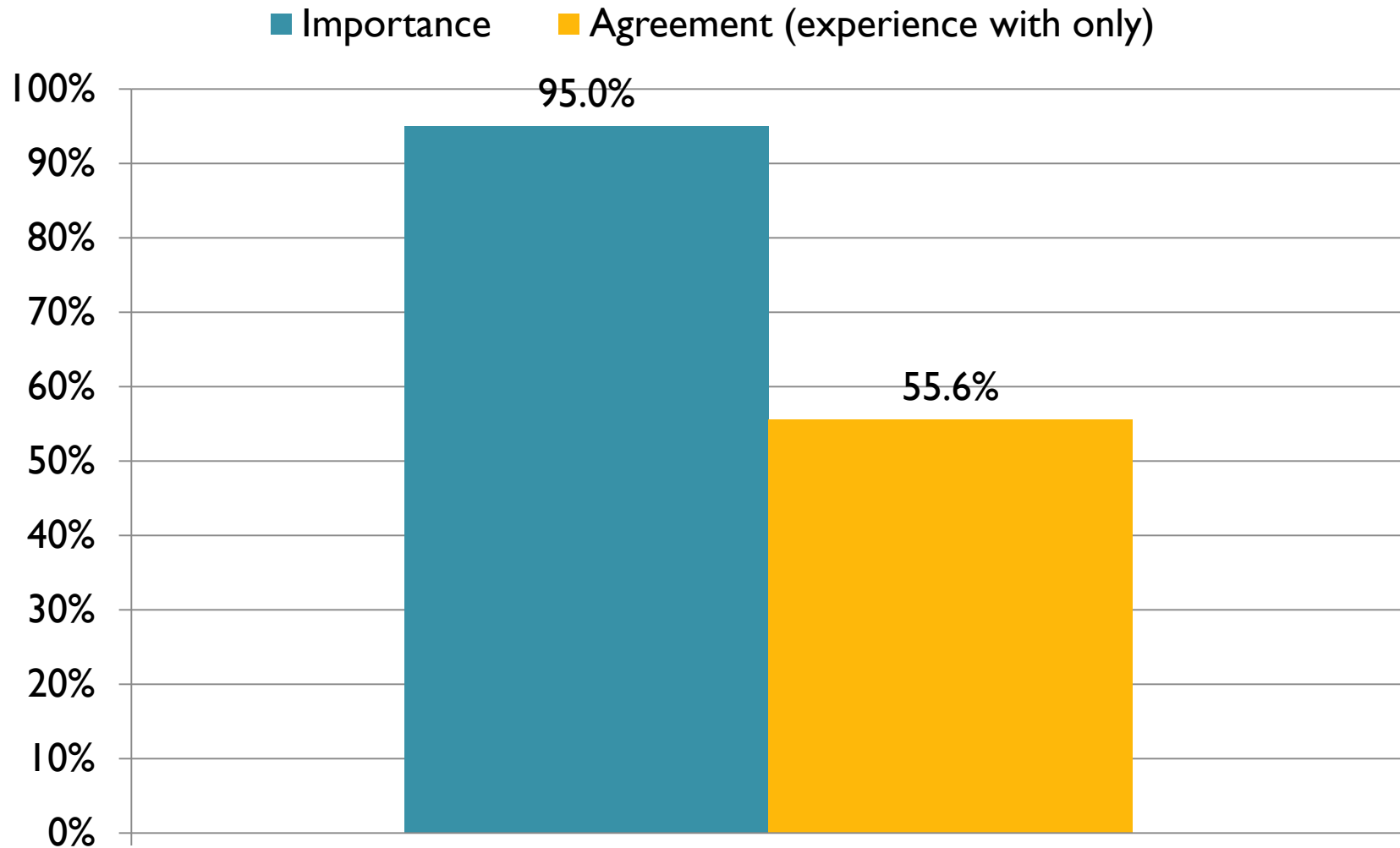
■ Importance ■ Satisfaction



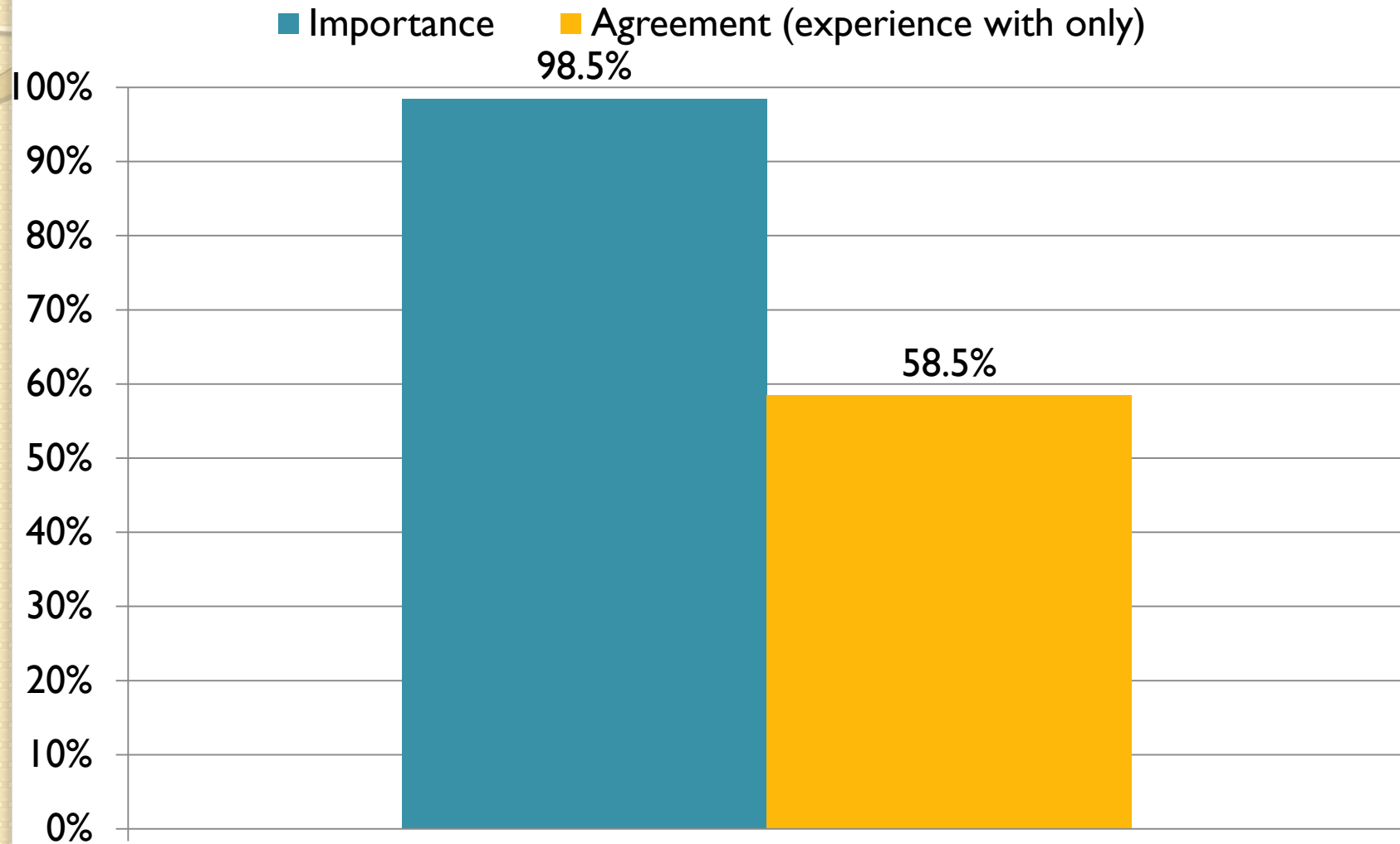
Faculty/Staff who are openly critical of Parkland have no cause to fear retribution.



Expectations concerning promotions and career advancement are made clear.



Career advancements and salary decisions are made fairly.



Agreement with the following...

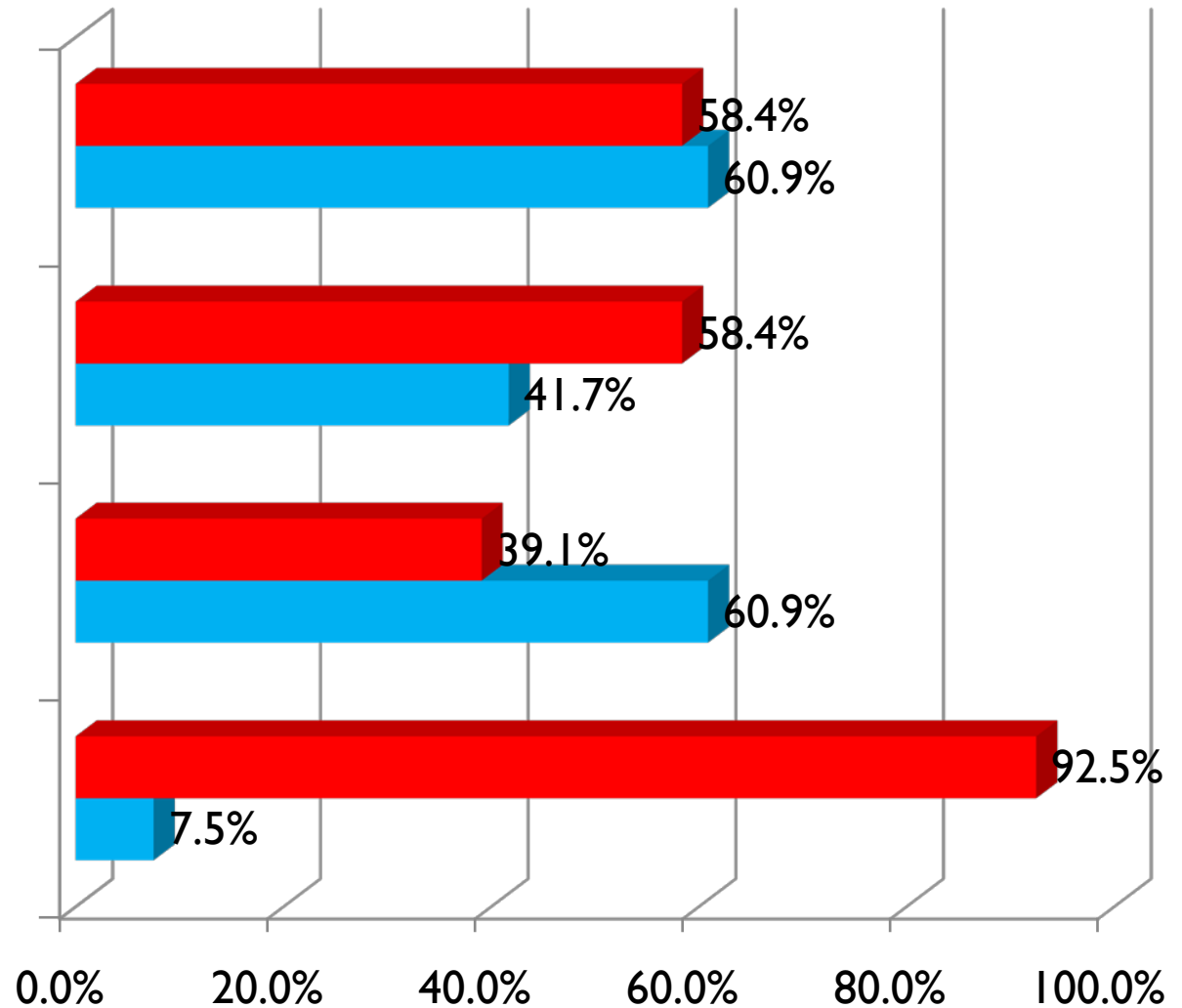
■ Agree ■ Disagree

I feel overwhelmed

PC treats
employee fairly

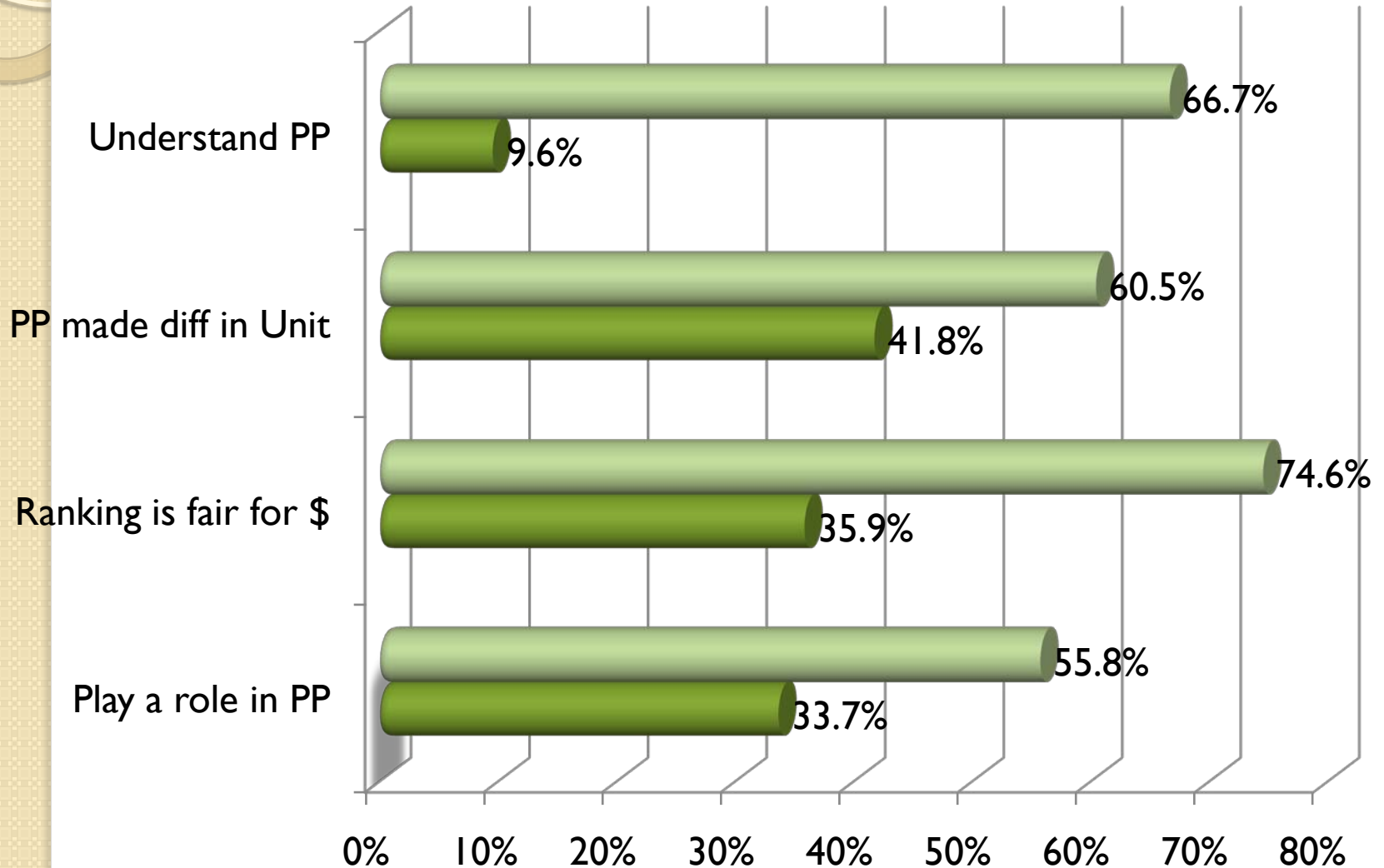
Morale is
increasing

Take job at
Parkland again



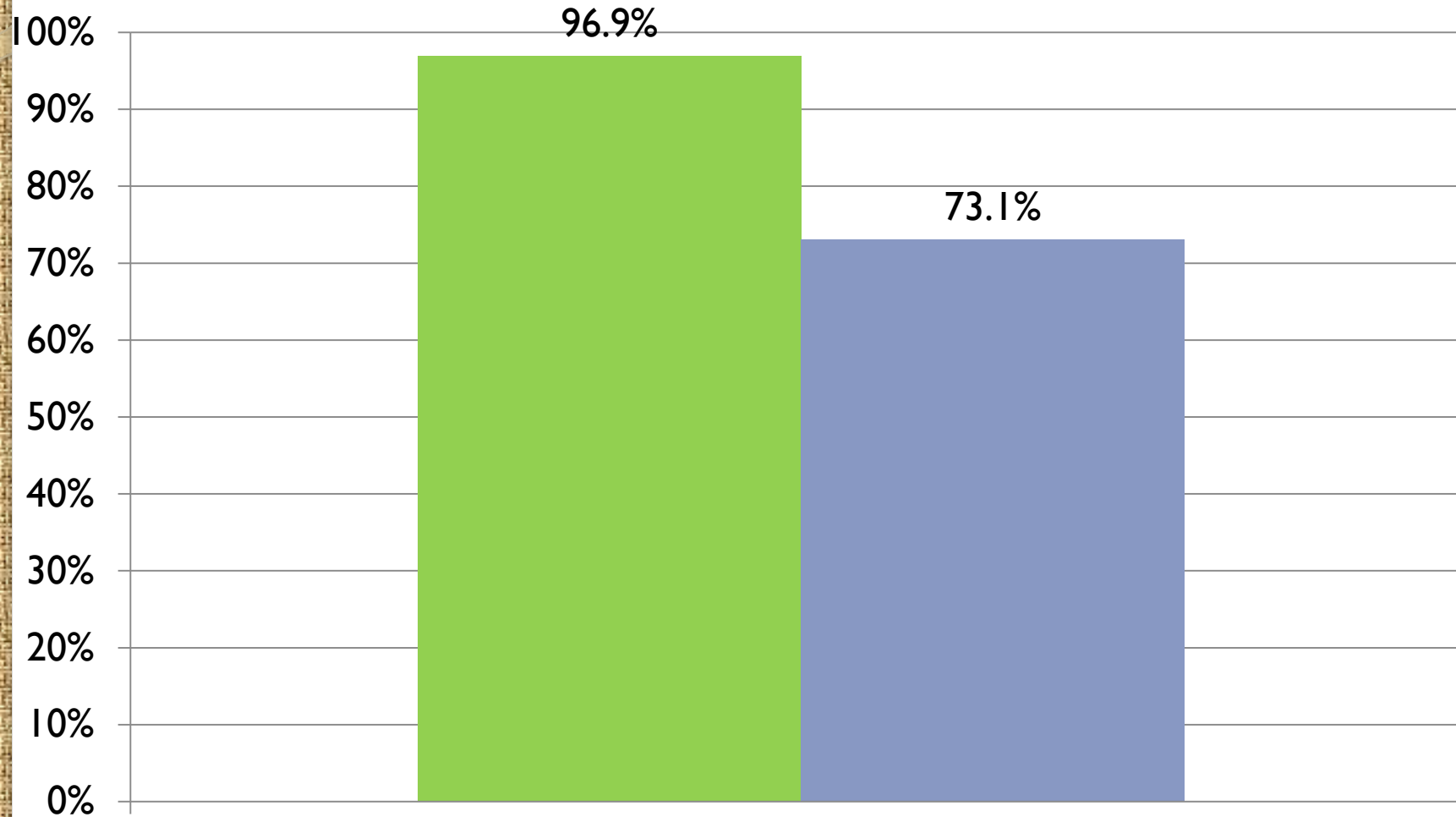
Planning Process Questions

■ Agreement (Experience with only) ■ No Experience



Data is used effectively to identify and solve institutional problems

■ Importance ■ Agreement (Experience with only)



Written Comments

- People were quite vocal (and some verbose) in what they had to say.
- Nearly 800 statements from the final three questions.
- Comments have been provided to Administration.
- Raw comments will **NOT** be made public.

What is the first thing that comes to mind when you think of Parkland? (303 Statements)

- Most Cited (% of comments):
 - “Place to work” or “Job” or “Employment (13.5%)
 - Quality Education (10.6%)
 - Community/Family/Friendliness (10.6%)
 - Environmental/Climate-General (9.2%)
 - Reputation/Place in Community (7.6%)
 - Affordable Education (7.3%)
 - Opportunity/EEO (5.3%)
- Breakdown :
 - Complimentary: 77.2% Neutral: 15.5%
 - Needs Improvement 7.3%

What do you think are Parkland's top priorities? (286 Comments/436 Priorities)

- Most Cited (% of comments):
 - Community Learning/education/engagement (11.9%)
 - “Students” (single statement) (11.0%)
 - Student Success/Learning/Engagement (9.9%)
 - Affordable Education (7.8%)
 - Teaching/New Methods/”Education” (7.3%)
 - Budget Fiscal Financial (7.1%)
 - Quality Education (6.0%)
 - Facilities/Master Plan/Construction (5.7%)
 - Mission Statement (5.7%)
 - Student Retention (5.7%)

Please provide feedback...about Parkland? (206 total statements)

- Most Cited, % Positive (% of comments) :
 - Overall Experience, 81.8% Positive (21.4%)
 - Admin/Leadership, 10.3% Positive (14.1%)
 - Colleague Support, 78.6% Positive (6.8%)
 - Teaching/Learning Relationship, 38.5% Positive (6.3%)
 - Promotion/Career, 9.1% positive (5.3%)
 - Communication-Chain of Command, 0%, (5.3%)
- Breakdown :
 - Complimentary: 35.9% Neutral: 14.6%
 - Needs Improvement 49.5%

Issues to think about?

Needing Improvement...

- Communication throughout all levels of the college.
- Planning Process-better understanding and additional communication.
- Promotion/Advancement opportunities
- Low morale and “fear of retribution”
- Doing more with less/ workload.
- Facilities needing kept up/maintained.
- Increasing diversity on campus.
- Taking on too much too fast.



Issues to think about?

On a positive note...

- An accessible quality education at an affordable price for anyone willing to try.
- Dedicated employees (all) with a focus on student success/learning/service/engagement.
- Stable employer with exceptional benefits and competitive salaries.
- The vast majority of respondents would work at Parkland again if starting over.
- Overall, a pleasant, friendly, and safe community-like atmosphere.



Improvements of the next survey:

- Build the academic departments into survey.
- Include all units within the college.
- Administer it earlier in the Spring Semester (Feb – Mar).
- Focus it more on climate issues.
- Shorten the length of survey.
- Encourage PT faculty to check Parkland email address.



Questions?

Thank you!