

# CAMPUS CLIMATE SURVEY FEBRUARY 2012

## RESPONSES / RESULTS SUMMARY

1. The following pages show disaggregated summary responses for questions 1-8, the satisfaction scale questions.
2. Disaggregations are shown only where the sample size is large enough to protect the anonymity of respondents. *Note that the sample sizes for many of the sub-categories are still quite small so use caution in drawing broad conclusions.*
3. Summary highlights of the responses are provided for each question

	RESPONDENTS SAMPLE		COLLEGE-WIDE		SAMPLE DIFF
	Number	Percent	Number	Percent	
<b>Employee Type</b>					
Classified	45	25%	111	12%	+13%
Exempt	38	21%	55	12%	+9%
Full-Time Faculty	35	19%	95	20%	-1%
Part-Time Faculty	43	24%	217	45%	-21%
(blank)	19	11%	0	0	+11%
Total	180	100%	478	100%	
<b>Race/Ethnicity</b>					
White	119	66%	363	76%	-11%
non white	40	22%	110	23%	-1%
blank	22	12%	0	0	+12%
Total	180	100%	478	99%	
<b>Gender</b>					
male	54	34%	176	37%	-3%
female	107	66%	302	63%	+3%
Total	180	100%	478	100%	

<b>Sense of cooperation across campus:</b>	<b>responses</b>	<b>dissatisfied or very dissatisfied</b>	<b>satisfied or very satisfied</b>	<b>neutral</b>	<b>blank</b>
<b>Employee Type</b>					
Classified	45	33%	42%	24%	0
Exempt	38	21%	68%	11%	0
Full time faculty	35	23%	54%	23%	0
Part time faculty	43	21%	47%	33%	0
blank	17	42%	16%	32%	11%
<b>Race/Ethnicity</b>					
white	119	25%	51%	24%	0
non white	39	26%	51%	23%	0
blank	20	36%	27%	27%	9%
<b>Gender</b>					
male	54	14%	63%	22%	0
female	107	31%	45%	24%	0
blank	17	37%	26%	26%	11%

- Differences in perception about cooperation across campus are most pronounced between males /females and certain employee types.
- A higher percentage of females feel less than satisfied compared to men.
- A higher percentage of classified staff feel less than satisfied compared to the other employee groups.
- A higher percent of Exempt staff feel satisfied or very satisfied compared to all other employee group.
- Faculty feel less than satisfied at about the same rate as exempt but a smaller percentage reported feeling actively positive and instead reported feeling neutral, when compared to exempt.
- No major differences were expressed between race/ethnic groups at the white/persons of color aggregate level.
- Respondents who left most or some of their identifying information blank responded more negatively than respondents as a whole.

<b>Satisfaction with professional development support</b>	<b>responses</b>	<b>dissatisfied or very dissatisfied</b>	<b>satisfied or very satisfied</b>	<b>neutral</b>	<b>blank</b>
	180	22%	38%	39%	2%
<b>Employee Type</b>					
Classified	45	29%	31%	40%	0%
Exempt	38	16%	37%	48%	0%
Full-Time Faculty	35	17%	49%	31%	3%
Part-Time Faculty	43	26%	35%	40%	0%
(blank)	19	16%	32%	53%	11%
<b>Race/Ethnicity</b>					
White	119	17%	42%	40%	
non white	40	34%	36%	28%	3%
blank	22	23%	18%	50%	9%
<b>Gender</b>					
male	54	13%	44%	41%	2%
female	107	26%	40%	35%	0%

- Employees of color expressed dissatisfaction with professional development support at rates considerably higher than white employees.
- Classified staff and part time faculty expressed dissatisfaction at higher rates than other employee groups.
- Full time faculty expressed the highest rate of satisfaction with professional development opportunities.
- Females expressed dissatisfaction at rates far higher than men.

<b>Feel proud to work at NSCC</b>	<b>responses</b>	<b>dissatisfied or very dissatisfied</b>	<b>satisfied or very satisfied</b>	<b>neutral</b>	<b>blank</b>
	180	4%	77%	18%	1%
<b>Employee Type</b>					
Classified	45	7%	73%	20%	0%
Exempt	38	3%	89%	8%	0%
Full-Time Faculty	35	3%	74%	23%	0%
Part-Time Faculty	43	0%	79%	19%	2%
(blank)	19	11%	58%	26%	5%
<b>Race/Ethnicity</b>					
White	119	3%	81%	16%	0%
non white	40	3%	72%	26%	0%
blank	22	9%	64%	18%	9%
<b>Gender</b>					
male	54	2%	80%	19%	0%
female	107	3%	79%	17%	1%
blank	19	16%	53%	26%	5%

- The large majority of respondents across all groups reported feeling proud to work at NSCC.
- Exempt expressed the highest percent feeling proud (89%).
- Faculty and classified staff responded feeling “neutral” at about equal rates.
- Employees of color expressed feeling neutral at a rate considerably higher than white employees, and a smaller percentage marked feeling satisfied or very satisfied compared to white employees.
- The percentage that marked feeling dissatisfied was the same across racial/ethnic groups.
- Respondents who left most or some of their identifying information blank responded more negatively than respondents as a whole.

<b>I feel my suggestions are heard</b>	<b>responses</b>	<b>dissatisfied or very dissatisfied</b>	<b>satisfied or very satisfied</b>	<b>neutral</b>	<b>blank</b>
	180	24%	39%	34%	4%
<b>Employee Type</b>					
Classified	45	26%	35%	36%	2%
Exempt	38	11%	66%	24%	0%
Full-Time Faculty	35	32%	34%	26%	9%
Part-Time Faculty	43	18%	32%	44%	5%
(blank)	19	37%	16%	42%	5%
<b>Race/Ethnicity</b>					
White	119	20%	42%	34%	3%
non white	40	28%	38%	28%	5%
blank	22	32%	23%	41%	5%
<b>Gender</b>					
male	54	15%	51%	30%	4%
female	107	25%	37%	36%	4%
blank	19	42%	16%	37%	5%

- Full time faculty reported dissatisfaction on this measure at a rate that was higher than any other employee group.
- Almost half of part time faculty reported feeling neutral on this measure.
- Exempt reported the highest satisfaction on this measure.
- Employees of color reported feeling more dissatisfied compared to white employees on this measure.
- Females reported more dissatisfaction compared to males and were less likely to answer satisfied or very satisfied compared to males.
- Respondents who left most or some of their identifying information blank responded more negatively than respondents as a whole.

<b>Extent to which resources are adequate</b>	<b>responses</b>	<b>dissatisfied or very dissatisfied</b>	<b>satisfied or very satisfied</b>	<b>neutral</b>	<b>blank</b>
	180	35%	28%	35%	2%
<b>Employee Type</b>					
Classified	45	34%	16%	51%	
Exempt	38	34%	34%	32%	
Full-Time Faculty	35	40%	35%	26%	
Part-Time Faculty	43	30%	35%	35%	
(blank)	19	42%	37%	21%	
<b>Race/Ethnicity</b>					
White	119	33%	32%	36%	
non white	40	38%	26%	33%	3%
blank	22	41%	18%	32%	9%
<b>Gender</b>					
male	54	34%	39%	28%	
female	107	34%	26%	38%	1%
blank	19	43%	11%	37%	11%

- Full time faculty reported the highest level of dissatisfaction on this measure.
- Classified reported the highest level of “neutral” on this measure but among employee groups they were the least likely to report they were satisfied on this measure.
- Employees of color reported higher rates of dissatisfaction and lower rates of satisfaction compared to whites on this measure.
- Males reported higher rates of satisfaction compared to females on this measure.
- Respondents who left most or some of their identifying information blank responded more negatively than respondents as a whole.

<b>Extent to which campus is hospitable to all persons</b>	<b>responses</b>	<b>dissatisfied or very dissatisfied</b>	<b>satisfied or very satisfied</b>	<b>neutral</b>	<b>blank</b>
	180	17%	56%	24%	4%
<b>Employee Type</b>					
Classified	45	13%	63%	24%	0%
Exempt	38	8%	60%	26%	5%
Full-Time Faculty	35	32%	52%	14%	3%
Part-Time Faculty	43	12%	60%	26%	2%
(blank)	19	27%	27%	31%	16%
<b>Race/Ethnicity</b>					
White	119	13%	65%	20%	2%
non white	40	20%	38%	36%	5%
blank	22	32%	32%	23%	14%
<b>Gender</b>					
male	54	8%	66%	24%	2%
female	107	19%	54%	23%	4%
blank	19	32%	32%	26%	11%

- Among employee groups, classified staff had the highest percentage of satisfied responses on this measure.
- Full time faculty had the lowest percentage of satisfied responses and the highest percentage of dissatisfied responses on this measure.
- Employees of color were less satisfied and more dissatisfied on this measure compared to white employees.
- Females were less satisfied and more dissatisfied on this measure compared to male employees.
- Respondents who left most or some of their identifying information blank responded more negatively than respondents as a whole.

<b>Extent to which people feel physically and emotionally safe</b>	<b>responses</b>	<b>very safe</b>	<b>somewhat</b>	<b>Not safe</b>	<b>blank</b>
	<b>180</b>	<b>41%</b>	<b>51%</b>	<b>6%</b>	<b>2%</b>
<b>Employee Type</b>					
<b>Classified</b>	<b>45</b>	<b>36%</b>	<b>62%</b>	<b>0%</b>	<b>2%</b>
<b>Exempt</b>	<b>38</b>	<b>61%</b>	<b>32%</b>	<b>5%</b>	<b>3%</b>
<b>Full-Time Faculty</b>	<b>35</b>	<b>46%</b>	<b>49%</b>	<b>6%</b>	<b>0%</b>
<b>Part-Time Faculty</b>	<b>43</b>	<b>30%</b>	<b>65%</b>	<b>5%</b>	<b>0%</b>
<b>(blank)</b>	<b>19</b>	<b>26%</b>	<b>42%</b>	<b>21%</b>	<b>11%</b>
<b>Race/Ethnicity</b>					
<b>White</b>	<b>119</b>	<b>50%</b>	<b>48%</b>	<b>2%</b>	<b>1%</b>
<b>non white</b>	<b>40</b>	<b>28%</b>	<b>64%</b>	<b>8%</b>	<b>0%</b>
<b>blank</b>	<b>22</b>	<b>14%</b>	<b>50%</b>	<b>23%</b>	<b>14%</b>
<b>Gender</b>					
<b>male</b>	<b>54</b>	<b>67%</b>	<b>32%</b>	<b>2%</b>	
<b>female</b>	<b>107</b>	<b>30%</b>	<b>63%</b>	<b>5%</b>	<b>2%</b>
<b>blank</b>	<b>19</b>	<b>26%</b>	<b>42%</b>	<b>26%</b>	<b>5%</b>

- Exempt employees had the majority of respondents reporting they felt “very safe”, the highest among all employee groups.
- The majority of all other employee groups reported feeling “somewhat safe/unsafe” (except exempt).
- Almost equal percentages of whites reported feeling “very safe” as “somewhat safe”, but among employees of color, far fewer reported feeling “very safe” and a much larger percentage reported feeling “somewhat safe/unsafe.”
- Males reported feeling “very safe” at much higher rates than females.
- Females reported feeling only “somewhat safe” at much higher rates than men.
- Respondents who left most or some of their identifying information blank responded more negatively than respondents as a whole.