

From: **Office of the Chancellor, Pima Community College** <chancellor@pima.edu>
Date: Wed, Dec 11, 2019 at 1:30 PM
Subject: 2019 Employee Satisfaction Survey
To: Pima-All <Pima-All@pima.edu>

Employees are encouraged to submit their feedback on the bi-annual Ruffalo Noel Levitz College Employee Satisfaction Survey (CESS). If you have completed the survey already, thank you, please disregard this message and do not take survey again. This survey is part of an initiative to improve the climate of the College and strengthen the level of constructive employee engagement. This survey, as part of our continuous improvement process, is to reassess employee perceptions of the College in light of the many changes made since the survey was first administered in 2013. Your participation in this survey is integral in helping the College gather important information about campus culture, institutional goals, decision-making and the employee work environment. If you see an opportunity for growth, please use the comment section to respectfully suggest your ideas that we can use to support positive change.

Please answer the questions based on your experiences at the College. For this survey, the word "campus" refers to the full College, the results are not campus-specific.

This survey is confidential and anonymous. Ruffalo Noel Levitz does not provide any information to link individual responses back to employees. After you submit the external survey, it will redirect you to a PCC survey giving you the opportunity to sign up to win one of several prizes, including a lunch with the Chancellor, massage certificate, or tickets to a PCC show for completing the employee satisfaction survey.

The survey may take about 20 minutes.

Please take the survey only once. Also, please note that the survey was prepared prior to the Dec. 2 communication about the continued work on the College's academic reorganization.

Because the survey is anonymous and administered by Ruffalo Noel Levitz, there is no way to identify and remove duplicates. Please click [here](#) to take the survey.

Please complete the survey by December 23, 2019.

Results will be distributed to groups within the College to be used to support continuous improvement and posted to the College website.

Thank you for taking the time to participate.

Lee D. Lambert
Chancellor