

COLLEGE EMPLOYEE SATISFACTION SURVEY RESULTS
Pima Community College - Fall 2019 Respondents - Faculty

Section 1: Campus Culture and Policies

RATE IMPORTANCE (1 = "Not important at all" / 5 = "Very important") AND SATISFACTION (1 = "Not satisfied at all" / 5 = "Very satisfied")	IMPORTANCE			SATISFACTION			GAP
	Mean	Standard Deviation	Valid Respondents	Mean	Standard Deviation	Valid Respondents	
This institution promotes excellent employee-student relationships	4.60	.71	256	3.49	1.08	259	1.11
This institution treats students as its top priority	4.70	.62	255	3.36	1.18	259	1.34
This institution does a good job of meeting the needs of students	4.63	.69	255	3.27	1.15	257	1.36
The mission, purpose, and values of this institution are well understood by most employees	4.22	.85	255	3.45	1.12	257	0.77
Most employees are generally supportive of the mission, purpose, and values of this institution	4.28	.85	255	3.56	1.10	257	0.72
The goals and objectives of this institution are consistent with its mission and values	4.37	.83	255	3.30	1.19	257	1.07
This institution involves its employees in planning for the future	4.48	.81	255	2.75	1.33	257	1.73
This institution plans carefully	4.49	.80	252	2.76	1.24	257	1.73
The leadership of this institution has a clear sense of purpose	4.50	.82	252	2.86	1.31	257	1.64
This institution does a good job of meeting the needs of its faculty	4.53	.81	255	2.48	1.29	258	2.05
This institution does a good job of meeting the needs of staff	4.43	.77	256	2.89	1.20	252	1.54
This institution does a good job of meeting the needs of administrators	4.04	.96	251	3.62	1.05	242	0.42
This institution makes sufficient budgetary resources available to achieve important objectives	4.42	.82	254	2.80	1.22	255	1.62
This institution makes sufficient staff resources available to achieve important objectives	4.41	.79	252	2.87	1.24	252	1.54
There are effective lines of communication between departments	4.45	.76	252	2.72	1.23	253	1.73
Administrators share information regularly with faculty and staff	4.43	.85	251	3.02	1.36	257	1.41
There is good communication between the faculty and the administration at this institution	4.47	.81	252	2.79	1.38	256	1.68
There is good communication between staff and the administration at this institution	4.36	.85	247	2.97	1.24	248	1.39
Faculty take pride in their work	4.71	.53	251	4.02	1.03	256	0.69
Staff take pride in their work	4.62	.63	247	3.87	1.03	248	0.75
Administrators take pride in their work	4.49	.83	243	3.54	1.17	248	0.95
There is a spirit of teamwork and cooperation at this institution	4.46	.78	254	2.80	1.28	253	1.66
The reputation of this institution continues to improve	4.47	.79	253	3.21	1.28	252	1.26
This institution is well-respected in the community	4.57	.70	254	3.25	1.14	254	1.32
Efforts to improve quality are paying off at this institution	4.47	.72	255	3.03	1.30	254	1.44
Employee suggestions are used to improve our institution	4.41	.79	254	2.62	1.29	253	1.79
This institution consistently follows clear processes for selecting new employees	4.37	.81	252	2.93	1.26	251	1.44
This institution consistently follows clear processes for orienting and training new employees	4.40	.75	252	3.12	1.17	249	1.28
This institution consistently follows clear processes for recognizing employee achievements	4.17	.90	251	2.94	1.29	251	1.23
This institution has written procedures that clearly define who is responsible for each operation and service	4.35	.76	253	3.03	1.16	252	1.32
My immediate supervisor provides me with information about what is going on at the college	4.56	.65	256	3.68	1.35	258	0.88
This institution does an excellent job of keeping employees informed about matters affecting us	4.48	.73	254	3.11	1.28	258	1.37
My senior administrator is held accountable for their work	4.45	.77	250	3.15	1.39	251	1.30
This institution has high performance standards	4.47	.71	251	3.10	1.27	255	1.37
I understand what my immediate supervisor expects from me	4.56	.65	255	3.83	1.29	258	0.73
I am held accountable for meeting specified job performance standards and held accountable when I do not	4.52	.65	255	3.83	1.19	253	0.69
Employees are held accountable for meeting specified job performance standards and held accountable when they do not	4.45	.66	252	3.27	1.25	253	1.18
Systems and processes are in place to address under-performing employees	4.35	.73	249	2.91	1.22	251	1.44
Under-performing employees are held accountable	4.36	.78	247	2.73	1.27	249	1.63
Efforts to improve the effectiveness of the Board of Governors' leadership are paying off at this institution	4.15	.92	246	2.92	1.17	245	1.23
Efforts to improve the integrity of Human Resources operations are paying off at this institution	4.27	.84	245	3.02	1.22	247	1.25
Efforts to improve the integrity of financial practices are paying off at this institution	4.37	.79	247	2.94	1.19	246	1.43
Efforts to improve the effectiveness of administrative leadership are paying off at this institution	4.33	.82	248	2.80	1.31	249	1.53
Pima Community College fosters an environment that is inclusive of diverse identities	4.42	.86	253	3.76	1.15	255	0.66
The institution does a good job involving employees in college planning	4.37	.84	251	2.74	1.36	254	1.63
Efforts to improve the college climate are paying off at the institution	4.42	.82	247	2.77	1.37	251	1.65

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Section 2: Institutional Goals

RATE: IMPORTANCE (1 = "Not important at all / 5 = "Very important")	Mean	Standard Deviation	Valid Respondents
Increase the enrollment of new students	4.60	0.72	258
Retain more of its current students to graduation	4.75	0.53	259
Improve the academic ability of entering student classes	4.34	0.94	259
Recruit students from new geographic markets	3.63	1.23	259
Increase the diversity of racial and ethnic groups represented among the student body	3.82	1.12	258
Develop new academic programs	3.77	0.99	258
Improve the quality of existing academic programs	4.52	0.71	257
Improve the appearance of campus buildings and grounds	3.53	1.08	258
Improve employee morale	4.61	0.69	259
Some other goal	3.43	1.51	148

(Choose three goals that you believe should be this institution's top priorities) First priority goal:	Count	Percent
Increase the enrollment of new students	83	32.2%
Retain more of its current students to graduation	50	19.4%
Improve the academic ability of entering student classes	14	5.4%
Recruit students from new geographic markets	1	0.4%
Increase the diversity of racial and ethnic groups represented among the student body	7	2.7%
Develop new academic programs	6	2.3%
Improve the quality of existing academic programs	35	13.6%
Improve the appearance of campus buildings and grounds	2	0.8%
Improve employee morale	55	21.3%
Some other goal	5	1.9%
All responses	258	100.0%

(Choose three goals that you believe should be this institution's top priorities) Second priority goal:	Count	Percent
Increase the enrollment of new students	59	22.9%
Retain more of its current students to graduation	90	34.9%
Improve the academic ability of entering student classes	25	9.7%
Recruit students from new geographic markets	4	1.6%
Increase the diversity of racial and ethnic groups represented among the student body	5	1.9%
Develop new academic programs	10	3.9%
Improve the quality of existing academic programs	37	14.3%
Improve the appearance of campus buildings and grounds	1	0.4%
Improve employee morale	21	8.1%
Some other goal	6	2.3%
All responses	258	100.0%

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(Choose three goals that you believe should be this institution's top priorities) Third priority goal:	Count	Percent
Increase the enrollment of new students	33	12.8%
Retain more of its current students to graduation	51	19.8%
Improve the academic ability of entering student classes	33	12.8%
Recruit students from new geographic markets	11	4.3%
Increase the diversity of racial and ethnic groups represented among the student body	14	5.4%
Develop new academic programs	19	7.4%
Improve the quality of existing academic programs	49	19.0%
Improve the appearance of campus buildings and grounds	9	3.5%
Improve employee morale	32	12.4%
Some other goal	7	2.7%
All responses	258	100.0%

TOTAL "VOTES" FOR EACH GOAL	First Priority	Second Priority	Third Priority	TOTAL	TOTAL PERCENT
Increase the enrollment of new students	83	59	33	175	22.6%
Retain more of its current students to graduation	50	90	51	191	24.7%
Improve the academic ability of entering student classes	14	25	33	72	9.3%
Recruit students from new geographic markets	1	4	11	16	2.1%
Increase the diversity of racial and ethnic groups represented among the student body	7	5	14	26	3.4%
Develop new academic programs	6	10	19	35	4.5%
Improve the quality of existing academic programs	35	37	49	121	15.6%
Improve the appearance of campus buildings and grounds	2	1	9	12	1.6%
Improve employee morale	55	21	32	108	14.0%
Some other goal	5	6	7	18	2.3%
All responses	258	258	258	774	100.0%

Section 3: Involvement in planning and decision-making

RATE: INVOLVEMENT (1 = "Not enough involvement" / 3 = "Just the right involvement" / 5 = "Too much involvement")	Mean	Standard Deviation	Valid Respondents
How involved are: Faculty	2.11	1.03	248
How involved are: Staff	2.31	1.00	243
How involved are: Deans or directors of administrative units	3.55	1.01	239
How involved are: Senior administrators (VP, Provost level or above)	4.12	0.87	243
How involved are: Students	2.20	0.98	245
How involved are: Alumni	2.43	1.05	233
How involved are: Board of Governors (BOG)	3.50	1.04	240

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Section 4: Work environment

RATE IMPORTANCE (1 = "Not important at all" / 5 = "Very important") AND SATISFACTION (1 = "Not satisfied at all" / 5 = "Very satisfied")	IMPORTANCE			SATISFACTION			GAP
	Mean	Standard Deviation	Valid Respondents	Mean	Standard Deviation	Valid Respondents	
It is easy for me to get information at this institution	4.49	0.64	247	3.16	1.21	249	1.33
I learn about important campus events in a timely manner	4.21	0.80	249	3.60	1.10	248	0.61
I am empowered to resolve problems quickly	4.44	0.71	248	3.13	1.30	247	1.31
I am comfortable answering student questions about institutional policies and procedures	4.23	0.77	249	3.33	1.12	249	0.90
I have the information I need to do my job well	4.54	0.62	248	3.60	1.08	250	0.94
My job responsibilities are communicated clearly to me	4.54	0.64	248	3.73	1.18	250	0.81
My supervisor pays attention to what I have to say	4.62	0.61	247	3.81	1.33	254	0.81
My supervisor helps me improve my job performance	4.51	0.68	249	3.66	1.32	250	0.85
My department or work unit has written, up-to-date objectives	4.28	0.83	245	3.57	1.25	247	0.71
My department meets as a team to plan and coordinate work	4.34	0.83	247	3.47	1.29	251	0.87
My department has the budget needed to do its job well	4.54	0.62	242	2.81	1.17	242	1.73
My department has the staff needed to do its job well	4.54	0.65	244	2.81	1.25	241	1.73
I am paid fairly for the work I do	4.64	0.57	248	2.62	1.39	251	2.02
The employee benefits available to me are valuable	4.49	0.71	247	3.12	1.30	243	1.37
I have adequate opportunities for advancement	4.23	0.98	243	2.71	1.35	244	1.52
I have adequate opportunities for training to improve my skills	4.39	0.68	248	3.48	1.24	250	0.91
I have adequate opportunities for professional development	4.44	0.73	246	3.59	1.22	249	0.85
The type of work I do on most days is personally rewarding	4.72	0.51	249	4.26	0.92	252	0.46
The work I do is appreciated by my supervisor	4.44	0.68	249	3.81	1.32	250	0.63
The work I do is valuable to the institution	4.56	0.61	245	3.76	1.25	248	0.80
I am proud to work at this institution	4.53	0.66	249	3.70	1.33	250	0.83
I have a clear understanding of the new academic structure of the college	4.15	0.86	247	2.95	1.23	248	1.20
The restructure of the academic area has improved processes and effectiveness in my area of PCC	4.17	0.88	242	2.72	1.24	244	1.45
The new academic structure is an improvement over the previous structure	4.17	0.90	240	2.79	1.24	242	1.38
The new academic structure will enable PCC to better meet the needs of students	4.24	0.87	239	2.78	1.24	240	1.46

Overall satisfaction

Rate your overall satisfaction with your employment here so far:	3.45	1.20	259
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Section 5: Demographics

<i>How long have you worked at this institution?</i>	Count	Percent
Less than 1 year	31	11.9%
1 to 5 years	63	24.2%
6 to 10 years	60	23.1%
11 to 20 years	72	27.7%
More than 20 years	34	13.1%
All responses	260	100.0%

<i>Is your position:</i>	Count	Percent
Faculty	260	100.0%
Staff	0	0.0%
Administrator	0	0.0%
All responses	260	100.0%

<i>Is your position:</i>	Count	Percent
Full-time	120	46.2%
Part-time	140	53.8%
All responses	260	100.0%