Employee Climate Survey, 2012

We want to hear from you! This survey is designed to better understand your perceptions and opinions regarding the current climate as it relates to diversity, equity, and general working conditions at Rancho Santiago Community College District (RSCCD). All information will be kept confidential. Thank you for your participation.

Please rate your level of agreement with the following statements:

ricase rate your level of agreement with the following statemen	115:					
Access and Engagement	Never	Seldom	Sometimes	Often	Always	Not Applicable
a. RSCCD actively recruits faculty & staff with diverse backgrounds.	0	0	0	0	0	0
b. I am aware of professional development opportunities.	Õ	Ö	Ö	Ö	Ö	Ö
c. I am aware of opportunities to participate in shared		•	•		0	•
governance processes.	0	0	0	0	0	0
d. I believe that if I work hard I can be successful in my job.	Ö	Ö	0	Ö	Ö	0
	0	•	0		O	0
						Not
Empleyee engagement	Never	Seldom	Sometimes	Often	Always	Applicable
Employee engagement a. I feel a strong sense of commitment to this district	_	•	•	_		_
and the state of t	0	0	0	0	0	0
and the general me requirements of my lob to help	_	_	_	_	_	_
my department/college/district succeed.	0	0	0	0	0	0
c. I am proud to work for Rancho Santiago CCD.	0	0	0	0	0	0
d. I would recommend RSCCD to others as a good place to work.	0	0	0	0	0	0
e. I believe that my department is well-managed.	0	0	0	0	0	0
f. District/college leadership does a good job of establishing	_	_	_			
clear priorities.	0	0	0	0	0	0
g. Leadership does a good job of confronting issues before						
they become major problems.	0	0	0	0	0	0
h. I believe the organization as a whole is well-lead.	0	0	0	0	0	0
i. Considering everything, I am satisfied with the direction						
of the district/my college.	0	0	0	0	0	0
	Never	Seldom	Sometimes	Often	Always	Not Applicable
Job Satisfaction						
a. I am treated with dignity and respect by my supervisors.	0	0	0	0	0	0
b. I am satisfied with the career/advancement opportunities.	0	0	0	0	0	0
c. I am satisfied with the salary/base pay.	0	0	0	0	0	0
d. I am satisfied with the healthcare coverage.	0	0	0	0	0	0
e. I am satisfied with the retirement plan that we have.	0	0	0	0	0	0
f. I have enough flexibility in my job effectively.	0	0	0	0	0	0
g. The information technology systems available to me are						
sufficient to perform my job.	0	0	0	0	0	0
h. My manager does a good job of building teamwork.	0	0	0	0	0	0

		Never	Seldom	Sometimes	Often	Always	Applicable
<u>Communication</u>		•	_	_	_	0	0
a. I have a clear vision of the future planned for my colleb. I receive accurate information about decisions affecting	ege. Ig the	0	0	0	0	0	_
college.		0	0	0	0	0	0
c. I receive information in a timely manner.		0	0	0	0	0	0
 There are opportunities for faculty and staff to engage in dialogue regarding budgeting, planning, and prog 	je gram		_		•	•	0
review processes.		0	0	0	0	0	0
e. I am able to speak up and express my views.		0	0	0	0	0	0
1		Never	Seldom	Sometimes	Often	Always	Not Applicable
Institutional Viability and Vitality		0	0	0	0	0	0
a. The district provides a safe working environment.	to support		0	0		•	•
b. The district actively pursues external funds and grants	s io suppori	0	0	0	0	0	0
new or existing programs.		Ö	Õ	Ö	Õ	Ö	Ö
c. Employees take pride in working for the district.	effectively	Ö	Õ	Ö	Ö	Ö	Ö
d. I have access to the information I need to do my job e. I have access to the equipment/tools I need to do my	ich well	Ö	Ö	Ö	Õ	Ö	Ö
e. I have access to the equipment/ tools i need to do my	lop well:		J	Ū	Ū		
		Never	Seldom	Sometimes	Often	Always	Not Applicable
<u>Decision-Making Roles and Processes</u>							
 Faculty exercises a substantial voice in matters relate educational programs, hiring of faculty, and institution 	nal policies	. 0	0	0	0	0	0
b. Classified staff exercise a substantial voice in matters to planning, budgeting and institutional policies.		0	0	0	0	0	0
 The <u>college</u> has established governance structures, pr and practices to facilitate effective communication ar 	mong staff.	0	0	0	0	0	0
d. The <u>district</u> has established governance structures, pro and practices to facilitate effective communication ar		0	0	0	0	0	0
Please answer the following questions:							
Which is your primary employment classification?	Wha	it is you	r geno	der?			
a. Classified		, Female	•				
b. Faculty	b. /						
c. Supervisory/Management							
a. cope. Hearly, Hamagemen	Who	at is you	ır ethn	icity?			
How long have you been employed at this	a.	African	Ameri	ican			
college/worksite?	b. /	Asian/F	acific	Islander			
a. less than 5 years	c. 1	Hispani	c/Latiı	no			
b. 5-10 years	d. '	White					
c. 11-19 years	е.	Other					
d. 20 or more years							
,	Who	at is you	ır prim	ary work	ksite?		
Which is your age group?		Santa A					
a. under 30				lucation (r	
b. 31-40	c.	Santia	go Car	iyon Coll	ege		
c. 41-50	d.	Orange	e Educ	ation Cer	nter		
d. 51-60	e.	District	Oper	ations			
e. over 60							
Additional comments you would like to share with	us:					,	