

**Classified Staff Campus Climate & Satisfaction Survey: Comprehensive Data**  
**Conducted June 2010 (n= 44)**

Note: Counts are listed in (parentheses). "Total Agree" includes the numbers of respondents who "Agree" + "Strongly Agree." "Total Disagree" includes the numbers of respondents who "Disagree" + "Strongly Disagree."

<b>Personal Interactions at CSM</b>	<div style="display: flex; justify-content: space-between; align-items: center;"> <span><b>Friendly</b></span> <span>←————→</span> <span><b>Unfriendly</b></span> </div>					<b># of Staff</b>
	<b>5</b>	<b>4</b>	<b>3</b>	<b>2</b>	<b>1</b>	
1. Interaction With Students	42.9% (18)	50.0% (21)	7.1% (3)	0.0% (0)	0.0% (0)	42
2. Interaction With Staff	35.7% (15)	57.1% (24)	4.8% (2)	2.4% (1)	0.0% (0)	42
3. Interaction With Faculty	28.6% (12)	54.8% (23)	14.3% (6)	2.4% (1)	0.0% (0)	42
4. Interaction With Administrators	32.5% (13)	50.0% (20)	17.5% (7)	0.0% (0)	0.0% (0)	40
5. Interaction With District Personnel	29.3% (12)	41.5% (17)	26.8% (11)	2.4% (1)	0.0% (0)	41

<b>Impressions of CSM</b>	<b>Agree Strongly</b>	<b>Agree</b>	<b>Disagree</b>	<b>Disagree Strongly</b>	<b>Total Agree</b>	<b>Total Disagree</b>	<b>Does Not Apply</b>	<b># of Staff</b>
1. CSM is....FRIENDLY	26.2% (11)	66.7% (28)	7.1% (3)	0.0% (0)	92.9% (39)	7.1% (3)	1	43
2. CSM is....WELCOMING	31.0% (13)	59.5% (25)	9.5% (4)	0.0% (0)	90.5% (38)	9.5% (4)	1	43
3. CSM is....RESPECTFUL	27.9% (12)	62.8% (27)	7.0% (3)	2.3% (1)	90.7% (39)	9.3% (4)	0	43
4. CSM is....SAFE	23.1% (9)	66.7% (26)	10.3% (4)	0.0% (0)	89.7% (35)	10.3% (4)	2	41
5. CSM is....TOLERANT OF DIVERSITY	36.6% (15)	51.2% (21)	12.2% (5)	0.0% (0)	87.8% (36)	12.2% (5)	2	43
6. CSM is....CARING	22.0% (9)	63.4% (26)	14.6% (6)	0.0% (0)	85.4% (35)	14.6% (6)	1	42
7. CSM is....IMPROVING	26.3% (10)	55.3% (21)	15.8% (6)	2.6% (1)	81.6% (31)	18.4% (7)	4	42

Question	Agree Strongly	Agree	Disagree	Disagree Strongly	Total Agree	Total Disagree	Does Not Apply	# of Staff
8. CSM is....TOLERANT OF DIFFERING PERSPECTIVES & IDEAS	22.0% (9)	53.7% (22)	22.0% (9)	2.4% (1)	75.6% (31)	24.4% (10)	2	43
9. CSM is....COOPERATIVE	11.9% (5)	73.8% (31)	14.3% (6)	0.0% (0)	85.7% (36)	14.3% (6)	1	43
10. CSM is....UP-TO-DATE	7.5% (3)	75.0% (30)	12.5% (5)	5.0% (2)	82.5% (33)	17.5% (7)	1	41
11. CSM is....CUTTING EDGE	5.0% (2)	50.0% (20)	37.5% (15)	7.5% (3)	55.0% (22)	45.0% (18)	2	42
12. CSM is....CHANGING WITH THE TIMES	9.8% (4)	73.2% (30)	17.1% (7)	0.0% (0)	82.9% (34)	17.1% (7)	1	42
13. CSM is....CONCERNED ABOUT ME AS AN INDIVIDUAL	7.9% (3)	55.3% (21)	31.6% (12)	5.3% (2)	63.2% (24)	36.8% (14)	4	42
14. CSM is....INTELLECTUALLY CHALLENGING	6.1% (2)	75.8% (25)	18.2% (6)	0.0% (0)	81.8% (27)	18.2% (6)	8	41
15. CSM is....ACADEMICALLY RIGOROUS	3.6% (1)	67.9% (19)	28.6% (8)	0.0% (0)	71.4% (20)	28.6% (8)	13	41

### Overall Attitude Toward CSM

1. I am proud to say that I am an employee of CSM.	38.1% (16)	59.5% (25)	2.4% (1)	0.0% (0)	97.6% (41)	2.4% (1)	1	43
2. I would recommend CSM to a family member or friend who is looking for a job.	37.2% (16)	51.2% (22)	9.3% (4)	2.3% (1)	88.4% (38)	11.6% (5)	0	43
3. I would recommend CSM to a family member or a friend who is a prospective student.	39.5% (17)	53.5% (23)	4.7% (2)	2.3% (1)	93.0% (40)	7.0% (3)	0	43
4. I expect that I will still be working for CSM in 5 years.	32.5% (13)	52.5% (21)	10.0% (4)	5.0% (2)	85.0% (34)	15.0% (6)	3	43
5. If I were to start over, I would choose to work at CSM.	32.6% (14)	53.5% (23)	14.0% (6)	0.0% (0)	86.0% (37)	14.0% (6)	0	43

Question	Agree Strongly	Agree	Disagree	Disagree Strongly	Total Agree	Total Disagree	Does Not Apply	# of Staff
6. Overall, I like working for CSM.	39.0% (16)	61.0% (25)	0.0% (0)	0.0% (0)	100.0% (41)	0.0% (0)	1	42

### Career Opportunities

1. My supervisor encourages me to build a career at CSM.	22.2% (8)	38.9% (14)	25.0% (9)	13.9% (5)	61.1% (22)	38.9% (14)	6	42
2. There is opportunity here for people to advance their careers.	10.5% (4)	52.6% (20)	28.9% (11)	7.9% (3)	63.2% (24)	36.8% (14)	3	41
3. Staff are evaluated in an appropriate and reasonable manner.	7.5% (3)	65.0% (26)	15.0% (6)	12.5% (5)	72.5% (29)	27.5% (11)	2	42
4. Procedures and policies for hiring staff are clearly stated.	15.0% (6)	72.5% (29)	10.0% (4)	2.5% (1)	87.5% (35)	12.5% (5)	3	43
5. I feel that excellence in my job is acknowledged.	18.6% (8)	55.8% (24)	18.6% (8)	7.0% (3)	74.4% (32)	25.6% (11)	0	43
6. Overall, supervisors listen and respond to classified staff concerns.	15.0% (6)	55.0% (22)	25.0% (10)	5.0% (2)	70.0% (28)	30.0% (12)	3	43
7. There is high respect for classified staff in my area.	14.6% (6)	65.9% (27)	14.6% (6)	4.9% (2)	80.5% (33)	19.5% (8)	2	43

Question	Agree Strongly	Agree	Disagree	Disagree Strongly	Total Agree	Total Disagree	Does Not Apply	# of Staff
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## Communication

1. There is open, two-way communication in my department/ division.	19.5% (8)	58.5% (24)	17.1% (7)	4.9% (2)	78.0% (32)	22.0% (9)	2	43
2. There is open, two-way communication between departments and/or between divisions	11.1% (4)	41.7% (15)	38.9% (14)	8.3% (3)	52.8% (19)	47.2% (17)	6	42
3. There is open, two-way communication throughout the college.	2.6% (1)	55.3% (21)	34.2% (13)	7.9% (3)	57.9% (22)	42.1% (16)	4	42
4. At CSM, conflicts are handled civilly.	5.3% (2)	78.9% (30)	13.2% (5)	2.6% (1)	84.2% (32)	15.8% (6)	5	43
5. CSM gives me information about the things I need to know.	2.4% (1)	68.3% (28)	22.0% (9)	7.3% (3)	70.7% (29)	29.3% (12)	0	41
6. Overall, I feel informed and aware of College matters that affect me.	7.3% (3)	63.4% (26)	19.5% (8)	9.8% (4)	70.7% (29)	29.3% (12)	0	41
7. I am provided with adequate information about institutional planning activities and efforts.	20.5% (8)	51.3% (20)	25.6% (10)	2.6% (1)	71.8% (28)	28.2% (11)	3	42
8. I understand my role in managing conflict.	10.3% (4)	66.7% (26)	20.5% (8)	2.6% (1)	76.9% (30)	23.1% (9)	4	43
9. CSM offers constructive avenues for managing conflict.	8.3% (3)	63.9% (23)	22.2% (8)	5.6% (2)	72.2% (26)	27.8% (10)	5	41
10. I feel that the CSM encourages the free and open discussion of controversial topics.	7.9% (3)	65.8% (25)	23.7% (9)	2.6% (1)	73.7% (28)	26.3% (10)	4	42

Question	Agree Strongly	Agree	Disagree	Disagree Strongly	Total Agree	Total Disagree	Does Not Apply	# of Staff
11. CSM regularly reviews all policies, procedures, and publications to assure accurate representation of its services.	8.1% (3)	73.0% (27)	16.2% (6)	2.7% (1)	81.1% (30)	18.9% (7)	5	42

### Co-Workers

1. I have good working relationships with my co-workers who are staff.	51.2% (22)	44.2% (19)	4.7% (2)	0.0% (0)	95.3% (41)	4.7% (2)	0	43
2. I have good working relationships with my co-workers who are faculty.	39.5% (15)	55.3% (21)	5.3% (2)	0.0% (0)	94.7% (36)	5.3% (2)	5	43
3. Employees in my work area work effectively as a team.	34.1% (14)	53.7% (22)	12.2% (5)	0.0% (0)	87.8% (36)	12.2% (5)	2	43
4. Co-workers care about each other at CSM.	31.0% (13)	61.9% (26)	4.8% (2)	2.4% (1)	92.9% (39)	7.1% (3)	0	42
5. Faculty members with whom I interact with treat me with respect.	35.0% (14)	57.5% (23)	7.5% (3)	0.0% (0)	92.5% (37)	7.5% (3)	3	43
6. Staff members with whom I interact with treat me with respect.	37.2% (16)	58.1% (25)	4.7% (2)	0.0% (0)	95.3% (41)	4.7% (2)	0	43
7. Administrators with whom I interact with treat me respect.	28.6% (12)	59.5% (25)	11.9% (5)	0.0% (0)	88.1% (37)	11.9% (5)	1	43
8. Most faculty are genuinely interested in teaching and their students.	20.6% (7)	70.6% (24)	8.8% (3)	0.0% (0)	91.2% (31)	8.8% (3)	8	42
9. Providing excellent "customer service" is valued in my area.	48.8% (21)	46.5% (20)	2.3% (1)	2.3% (1)	95.3% (41)	4.7% (2)	0	43

Question	Agree Strongly	Agree	Disagree	Disagree Strongly	Total Agree	Total Disagree	Does Not Apply	# of Staff
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### Job Attitude

1. I like my job.	51.2% (22)	44.2% (19)	2.3% (1)	2.3% (1)	95.3% (41)	4.7% (2)	0	43
2. My job gives me the opportunity to use my skills and talents.	46.5% (20)	37.2% (16)	14.0% (6)	2.3% (1)	83.7% (36)	16.3% (7)	0	43
3. I get a sense of accomplishment from my work.	48.8% (21)	41.9% (18)	7.0% (3)	2.3% (1)	90.7% (39)	9.3% (4)	0	43
4. I am given the freedom to make decisions that affect my work.	39.0% (16)	48.8% (20)	12.2% (5)	0.0% (0)	87.8% (36)	12.2% (5)	1	42
5. CSM provides an environment that encourages personal growth.	20.5% (8)	61.5% (24)	15.4% (6)	2.6% (1)	82.1% (32)	17.9% (7)	3	42
6. I have the work or office space I need to do my job effectively.	18.6% (8)	55.8% (24)	20.9% (9)	4.7% (2)	74.4% (32)	25.6% (11)	0	43
7. I have the equipment I need to do my job effectively.	23.3% (10)	65.1% (28)	11.6% (5)	0.0% (0)	88.4% (38)	11.6% (5)	0	43
8. I feel I have control over what work-related tasks I undertake.	25.6% (11)	53.5% (23)	18.6% (8)	2.3% (1)	79.1% (34)	20.9% (9)	0	43
9. My ideas for improving my unit are taken seriously.	22.0% (9)	53.7% (22)	22.0% (9)	2.4% (1)	75.6% (31)	24.4% (10)	0	41

Question	Agree Strongly	Agree	Disagree	Disagree Strongly	Total Agree	Total Disagree	Does Not Apply	# of Staff
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### Recognition

1. I am recognized when I do good work.	26.2% (11)	59.5% (25)	14.3% (6)	0.0% (0)	85.7% (36)	14.3% (6)	1	43
2. I feel valued as an individual on campus.	24.4% (10)	61.0% (25)	12.2% (5)	2.4% (1)	85.4% (35)	14.6% (6)	2	43
3. Someone else usually gets the credit for the work I've done.	5.6% (2)	5.6% (2)	63.9% (23)	25.0% (9)	11.1% (4)	88.9% (32)	5	41
4. I am appreciated when I put in extra effort.	20.0% (8)	55.0% (22)	22.5% (9)	2.5% (1)	75.0% (30)	25.0% (10)	3	43
5. I feel that CSM is genuinely concerned with my welfare	12.2% (5)	63.4% (26)	14.6% (6)	9.8% (4)	75.6% (31)	24.4% (10)	2	43

### Workload

1. My workload has increased in the last year.	46.3% (19)	46.3% (19)	7.3% (3)	0.0% (0)	92.7% (38)	7.3% (3)	2	43
2. My workload is manageable and appropriate to my assignment.	16.7% (7)	61.9% (26)	19.0% (8)	2.4% (1)	78.6% (33)	21.4% (9)	0	42
3. My job description accurately reflects what I do in my job.	17.5% (7)	47.5% (19)	35.0% (14)	0.0% (0)	65.0% (26)	35.0% (14)	2	42
4. My work unit is adequately staffed.	9.3% (4)	34.9% (15)	39.5% (17)	16.3% (7)	44.2% (19)	55.8% (24)	0	43

Question	Agree Strongly	Agree	Disagree	Disagree Strongly	Total Agree	Total Disagree	Does Not Apply	# of Staff
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### Supervision

1. My supervisor understands my work.	20.9% (9)	60.5% (26)	14.0% (6)	4.7% (2)	81.4% (35)	18.6% (8)	0	43
2. My supervisor treats me with respect.	37.2% (16)	58.1% (25)	4.7% (2)	0.0% (0)	95.3% (41)	4.7% (2)	0	43
3. My supervisor praises me when I do good work.	28.6% (12)	54.8% (23)	14.3% (6)	2.4% (1)	83.3% (35)	16.7% (7)	0	42
4. I can count on my supervisor's support when I face tough issues.	33.3% (13)	48.7% (19)	12.8% (5)	5.1% (2)	82.1% (32)	17.9% (7)	3	42
5. My supervisor provides me with feedback about the quality of my work.	28.6% (12)	47.6% (20)	23.8% (10)	0.0% (0)	76.2% (32)	23.8% (10)	0	42
6. My supervisor keeps me informed about changes that affect my work.	25.0% (10)	50.0% (20)	17.5% (7)	7.5% (3)	75.0% (30)	25.0% (10)	3	43
7. My supervisor motivates me to perform my best.	27.5% (11)	42.5% (17)	22.5% (9)	7.5% (3)	70.0% (28)	30.0% (12)	3	43

### Training & Professional Development

1. CSM makes paid time available to me for training or professional development activities.	13.2% (5)	50.0% (19)	28.9% (11)	7.9% (3)	63.2% (24)	36.8% (14)	4	42
2. I have access to training or professional development activities I choose to participate in.	13.9% (5)	41.7% (15)	36.1% (13)	8.3% (3)	55.6% (20)	44.4% (16)	5	41
3. I have received enough training and education to work effectively.	15.8% (6)	63.2% (24)	18.4% (7)	2.6% (1)	78.9% (30)	21.1% (8)	2	40



Question	Agree Strongly	Agree	Disagree	Disagree Strongly	Total Agree	Total Disagree	Does Not Apply	# of Staff
4. I am encouraged to learn new skills.	12.8% (5)	48.7% (19)	30.8% (12)	7.7% (3)	61.5% (24)	38.5% (15)	3	42
5. I have opportunities to attend conferences, workshops, or training relevant to my job.	12.8% (5)	48.7% (19)	23.1% (9)	15.4% (6)	61.5% (24)	38.5% (15)	3	42

### Work & Family/Life Balance

1. My work schedule allows time for my personal/family responsibilities.	33.3% (14)	57.1% (24)	9.5% (4)	0.0% (0)	90.5% (38)	9.5% (4)	1	43
2. I am satisfied with my schedule.	23.3% (10)	67.4% (29)	7.0% (3)	2.3% (1)	90.7% (39)	9.3% (4)	0	43
3. I can balance my personal/family responsibilities with my current workload.	27.9% (12)	65.1% (28)	7.0% (3)	0.0% (0)	93.0% (40)	7.0% (3)	0	43
4. CSM values a work/life balance.	25.6% (10)	59.0% (23)	15.4% (6)	0.0% (0)	84.6% (33)	15.4% (6)	2	41

### Diversity Awareness

1. I perceive racial or ethnic tensions on campus.	0.0% (0)	34.2% (13)	57.9% (22)	7.9% (3)	34.2% (13)	65.8% (25)	5	43
2. The right of faculty to present unpopular or controversial ideas in the classroom is valued and respected.	5.3% (1)	63.2% (12)	26.3% (5)	5.3% (1)	68.4% (13)	31.6% (6)	23	42
3. Men and women are treated equally at CSM.	15.6% (5)	62.5% (20)	18.8% (6)	3.1% (1)	78.1% (25)	21.9% (7)	7	39
4. I have confidence that CSM handles complaints of sexual harassment fairly.	19.2% (5)	73.1% (19)	3.8% (1)	3.8% (1)	92.3% (24)	7.7% (2)	11	37

Question	Agree Strongly	Agree	Disagree	Disagree Strongly	Total Agree	Total Disagree	Does Not Apply	# of Staff
5. CSM is supportive of all <u>students</u> -- regardless of ethnicity, gender, religious beliefs, lifestyle, background, age, or sexual orientation.	34.2% (13)	57.9% (22)	5.3% (2)	2.6% (1)	92.1% (35)	7.9% (3)	5	43
6. CSM is supportive of all <u>employees</u> -- regardless of ethnicity, gender, religious beliefs, lifestyle, background, age, or sexual orientation.	28.2% (11)	53.8% (21)	15.4% (6)	2.6% (1)	82.1% (32)	17.9% (7)	3	42
7. Other faculty, administrators, and staff at CSM are respectful of my background and values.	26.3% (10)	60.5% (23)	13.2% (5)	0.0% (0)	86.8% (33)	13.2% (5)	4	42
8. At times, because of my background, I feel isolated within the CSM community.	2.7% (1)	27.0% (10)	45.9% (17)	24.3% (9)	29.7% (11)	70.3% (26)	5	42
9. I think that sexual harassment is a problem at CSM.	2.9% (1)	5.7% (2)	57.1% (20)	34.3% (12)	8.6% (3)	91.4% (32)	6	41
10. I feel CSM has a culturally diverse curriculum.	12.0% (3)	56.0% (14)	20.0% (5)	12.0% (3)	68.0% (17)	32.0% (8)	15	40
11. CSM effectively accommodates students with disabilities.	27.0% (10)	56.8% (21)	13.5% (5)	2.7% (1)	83.8% (31)	16.2% (6)	5	42
12. CSM effectively accommodates employees with disabilities.	11.1% (4)	66.7% (24)	19.4% (7)	2.8% (1)	77.8% (28)	22.2% (8)	6	42
13. The College has provided me with opportunities to increase my understanding of diverse groups (i.e., different ethnicities, disabled, gender, age, alternative life styles, etc.).	21.6% (8)	59.5% (22)	16.2% (6)	2.7% (1)	81.1% (30)	18.9% (7)	5	42

Question	Agree Strongly	Agree	Disagree	Disagree Strongly	Total Agree	Total Disagree	Does Not Apply	# of Staff
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### Campus & Facilities

1. I feel safe on campus during daylight hours.	37.2% (16)	62.8% (27)	0.0% (0)	0.0% (0)	100.0% (43)	0.0% (0)	0	43
2. I feel safe on campus during the evening or at night.	17.6% (6)	61.8% (21)	14.7% (5)	5.9% (2)	79.4% (27)	20.6% (7)	8	42
3. Overall, Campus Security provides high quality services to the CSM community.	26.8% (11)	58.5% (24)	14.6% (6)	0.0% (0)	85.4% (35)	14.6% (6)	1	42
4. Campus facilities (i.e., classrooms, washrooms, offices) are adequately maintained.	9.8% (4)	48.8% (20)	24.4% (10)	17.1% (7)	58.5% (24)	41.5% (17)	2	43
5. Campus landscaping is adequately maintained.	20.9% (9)	69.8% (30)	7.0% (3)	2.3% (1)	90.7% (39)	9.3% (4)	0	43
6. Offices and classrooms are clean, neat, and conducive to learning.	10.8% (4)	67.6% (25)	18.9% (7)	2.7% (1)	78.4% (29)	21.6% (8)	5	42

Question	Agree Strongly	Agree	Disagree	Disagree Strongly	Total Agree	Total Disagree	Does Not Apply	# of Staff
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### Equipment & Technology

1. The college maintains and upgrades technology and equipment to meet instructional needs.	24.1% (7)	69.0% (20)	6.9% (2)	0.0% (0)	93.1% (27)	6.9% (2)	14	43
2. Computer equipment provided is adequate to meet my needs.	19.0% (8)	73.8% (31)	7.1% (3)	0.0% (0)	92.9% (39)	7.1% (3)	0	42
3. The college plans for and supports technology innovation.	22.9% (8)	71.4% (25)	5.7% (2)	0.0% (0)	94.3% (33)	5.7% (2)	6	41
4. CSM supports technology services to ensure that instructional needs are being met.	22.2% (6)	66.7% (18)	11.1% (3)	0.0% (0)	88.9% (24)	11.1% (3)	15	42
5. CSM maintains educational equipment and materials in good working condition.	25.0% (8)	71.9% (23)	3.1% (1)	0.0% (0)	96.9% (31)	3.1% (1)	10	42
6. When I have technical problems with equipment, I receive prompt technical support.	44.2% (19)	51.2% (22)	4.7% (2)	0.0% (0)	95.3% (41)	4.7% (2)	0	43

### Programs & Services

1. Computer labs maintain sufficient operating hours to meet the needs of students.	5.3% (1)	47.4% (9)	47.4% (9)	0.0% (0)	52.6% (10)	47.4% (9)	23	42
2. If necessary, I know where to refer students for various campus support services.	20.5% (8)	61.5% (24)	17.9% (7)	0.0% (0)	82.1% (32)	17.9% (7)	3	42

Question	Agree Strongly	Agree	Disagree	Disagree Strongly	Total Agree	Total Disagree	Does Not Apply	# of Staff
3. Overall, CSM provides high quality student support services (e.g., counseling, financial aid, health services, EOPS, etc.).	34.4% (11)	53.1% (17)	12.5% (4)	0.0% (0)	87.5% (28)	12.5% (4)	10	42
4. Adequate tutorial services are provided to meet the needs of students.	9.1% (2)	45.5% (10)	36.4% (8)	9.1% (2)	54.5% (12)	45.5% (10)	20	42
5. Curricular and instructional innovations can be readily initiated.	5.3% (1)	57.9% (11)	31.6% (6)	5.3% (1)	63.2% (12)	36.8% (7)	23	42
6. Instructional programs are consistent with the goals of CSM's mission statement.	12.0% (3)	76.0% (19)	12.0% (3)	0.0% (0)	88.0% (22)	12.0% (3)	16	41
7. CSM assesses Student Learning Outcomes and uses the results to make improvements.	18.2% (4)	59.1% (13)	22.7% (5)	0.0% (0)	77.3% (17)	22.7% (5)	18	40
8. CSM encourages the use of various teaching methodologies to accommodate the different learning styles of students.	9.1% (2)	45.5% (10)	40.9% (9)	4.5% (1)	54.5% (12)	45.5% (10)	20	42
9. Courses are offered regularly to provide students the opportunity to complete their program of study within a reasonable time.	3.4% (1)	58.6% (17)	31.0% (9)	6.9% (2)	62.1% (18)	37.9% (11)	13	42
10. Instructional programs reflect the educational needs of students and surrounding communities.	8.0% (2)	56.0% (14)	36.0% (9)	0.0% (0)	64.0% (16)	36.0% (9)	16	41

Question	Agree Strongly	Agree	Disagree	Disagree Strongly	Total Agree	Total Disagree	Does Not Apply	# of Staff
11. Student Services programs reflect the educational needs of students and surrounding communities.	15.4% (4)	61.5% (16)	23.1% (6)	0.0% (0)	76.9% (20)	23.1% (6)	16	42
12. Instructional programs are assessed, reviewed, and modified regularly.	14.3% (3)	66.7% (14)	19.0% (4)	0.0% (0)	81.0% (17)	19.0% (4)	21	42
13. Student Services programs are assessed, reviewed, and modified regularly.	17.4% (4)	65.2% (15)	17.4% (4)	0.0% (0)	82.6% (19)	17.4% (4)	19	42
14. The college provides the job and career preparation programs which its community needs.	7.1% (2)	53.6% (15)	35.7% (10)	3.6% (1)	60.7% (17)	39.3% (11)	14	42

### Governance & Planning

1. I am familiar with CSM's "College Institutional Priorities, 2008 - 2011."	6.1% (2)	63.6% (21)	27.3% (9)	3.0% (1)	69.7% (23)	30.3% (10)	10	43
2. CSM works actively toward fulfilling its mission and vision.	16.1% (5)	80.6% (25)	3.2% (1)	0.0% (0)	96.8% (30)	3.2% (1)	11	42
3. CSM mission statement guides institutional planning and decision-making.	13.3% (4)	80.0% (24)	6.7% (2)	0.0% (0)	93.3% (28)	6.7% (2)	12	42
4. Overall, the shared governance process is working well at CSM.	6.5% (2)	71.0% (22)	22.6% (7)	0.0% (0)	77.4% (24)	22.6% (7)	11	42
5. The role of all constituencies in shared governance is clearly stated and publicized.	9.4% (3)	68.8% (22)	21.9% (7)	0.0% (0)	78.1% (25)	21.9% (7)	10	42

Question	Agree Strongly	Agree	Disagree	Disagree Strongly	Total Agree	Total Disagree	Does Not Apply	# of Staff
6. All constituencies have adequate opportunity to participate in the development of financial plans and budgets.	12.9% (4)	58.1% (18)	25.8% (8)	3.2% (1)	71.0% (22)	29.0% (9)	11	42
7. College budget decisions are based upon input from all college constituencies.	16.7% (5)	50.0% (15)	30.0% (9)	3.3% (1)	66.7% (20)	33.3% (10)	12	42
8. Appropriate and timely financial information is provided regularly throughout CSM.	12.1% (4)	66.7% (22)	18.2% (6)	3.0% (1)	78.8% (26)	21.2% (7)	10	43
9. CSM actively encourages staff participation in <u>decision-making</u> processes.	5.7% (2)	42.9% (15)	42.9% (15)	8.6% (3)	48.6% (17)	51.4% (18)	8	43
10. I understand CSM's <u>decision-making</u> processes.	2.6% (1)	44.7% (17)	42.1% (16)	10.5% (4)	47.4% (18)	52.6% (20)	5	43
11. All constituency groups work collaboratively toward the achievement of "College Institutional Priorities, 2008-2011."	8.0% (2)	72.0% (18)	20.0% (5)	0.0% (0)	80.0% (20)	20.0% (5)	17	42
12. I understand the purpose(s) of the planning committees in which I participate.	6.7% (1)	93.3% (14)	0.0% (0)	0.0% (0)	100.0% (15)	0.0% (0)	25	40
13. I understand my personal role on the institutional committees in which I participate.	6.3% (1)	87.5% (14)	6.3% (1)	0.0% (0)	93.8% (15)	6.3% (1)	25	41

Question	Agree Strongly	Agree	Disagree	Disagree Strongly	Total Agree	Total Disagree	Does Not Apply	# of Staff
14. I believe the institutional <u>planning</u> process as a whole is effective.	8.0% (2)	60.0% (15)	32.0% (8)	0.0% (0)	68.0% (17)	32.0% (8)	16	41
15. Strategic planning is used to identify needed areas of improvement and set goals for institutional change.	6.9% (2)	86.2% (25)	6.9% (2)	0.0% (0)	93.1% (27)	6.9% (2)	13	42
16. The role of classified staff in shared governance is clearly stated and publicized.	6.5% (2)	51.6% (16)	32.3% (10)	9.7% (3)	58.1% (18)	41.9% (13)	10	41
17. Classified staff have a substantive and clearly defined role in institutional governance .	8.8% (3)	44.1% (15)	44.1% (15)	2.9% (1)	52.9% (18)	47.1% (16)	8	42
18. Classified staff have adequate opportunity to participate in the development of financial plans and budgets.	6.7% (2)	53.3% (16)	33.3% (10)	6.7% (2)	60.0% (18)	40.0% (12)	11	41



Question	Agree Strongly	Agree	Disagree	Disagree Strongly	Total Agree	Total Disagree	Does Not Apply	# of Staff
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### CSM's Senior Leadership

1. CSM's leadership, which includes the President, Vice Presidents and Deans, respects employees.	26.8% (11)	53.7% (22)	17.1% (7)	2.4% (1)	80.5% (33)	19.5% (8)	2	43
2. I have confidence in CSM's leadership.	24.4% (10)	51.2% (21)	22.0% (9)	2.4% (1)	75.6% (31)	24.4% (10)	2	43
3. Employees truly respect CSM's leadership.	15.4% (6)	38.5% (15)	38.5% (15)	7.7% (3)	53.8% (21)	46.2% (18)	3	42
4. CSM's leaders understand employees' concerns.	12.5% (5)	57.5% (23)	25.0% (10)	5.0% (2)	70.0% (28)	30.0% (12)	3	43
5. Overall, college administrators listen and respond to staff concerns.	12.5% (5)	52.5% (21)	30.0% (12)	5.0% (2)	65.0% (26)	35.0% (14)	3	43
6. Overall, there is a climate of mutual trust and respect among staff and administrators.	14.6% (6)	41.5% (17)	39.0% (16)	4.9% (2)	56.1% (23)	43.9% (18)	2	43

### Survey Impressions

1. This survey was easy to use.	25.6% (11)	67.4% (29)	7.0% (3)	0.0% (0)	93.0% (40)	7.0% (3)	0	43
2. This survey adequately addressed issues that are important to me.	18.6% (8)	67.4% (29)	14.0% (6)	0.0% (0)	86.0% (37)	14.0% (6)	0	43

## Demographics

1. Employment Status	Count	Percent
Full-Time Staff	41	95.3
Part-Time Staff	1	2.3
Post-Retirement or Retired	1	2.3
# of Staff	43	

2. Years Worked in SMCCCD	Count	Percent
1-5	12	27.9
6-10	10	23.3
11-20	12	27.9
21+	9	20.9
# of Staff	43	

3. Ethnicity	Count	Percent
African-American	2	4.9
Asian	9	22.0
Hispanic/Latino	2	4.9
Native American	0	0.0
Pacific Islander	0	0.0
White	24	58.5
Multi-Racial	1	2.4
Other (please specify):	3	7.3
# of Staff	41	

4. Gender	Count	Percent
Female	29	69.0
Male	13	31.0
# of Staff	42	