

COLLEGE EMPLOYEE SATISFACTION SURVEY RESULTS Pima Community College - Spring 2024 - Comparison to 2-year, Public Institutions

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")	Pima CC			Comparison group			IMP Sign diff	SAT Sign diff
	IMP Mean	SAT Mean	GAP	IMP Mean	SAT Mean	GAP		
This institution promotes excellent employee-student relationships	4.61	3.87	0.74	4.61	3.83	0.78	NS	NS
This institution treats students as its top priority	4.73	3.85	0.88	4.70	3.78	0.92	NS	*
This institution does a good job of meeting the needs of students	4.70	3.74	0.96	4.69	3.70	0.99	NS	NS
The mission, purpose, and values of this institution are well understood by most employees	4.33	3.76	0.57	4.34	3.67	0.67	NS	**
Most employees are generally supportive of the mission, purpose, and values of this institution	4.39	3.82	0.57	4.38	3.73	0.65	NS	**
The goals and objectives of this institution are consistent with its mission and values	4.47	3.77	0.70	4.43	3.71	0.72	NS	*
This institution involves its employees in planning for the future	4.45	3.41	1.04	4.43	3.18	1.25	NS	***
This institution plans carefully	4.49	3.32	1.17	4.50	3.26	1.24	NS	NS
The leadership of this institution has a clear sense of purpose	4.54	3.47	1.07	4.56	3.42	1.14	NS	NS
This institution does a good job of meeting the needs of its faculty	4.45	3.45	1.00	4.44	3.33	1.11	NS	***
This institution does a good job of meeting the needs of staff	4.50	3.45	1.05	4.47	3.21	1.26	NS	***
This institution does a good job of meeting the needs of administrators	4.18	3.83	0.35	4.24	3.70	0.54	*	***
This institution makes sufficient budgetary resources available to achieve important objectives	4.48	3.45	1.03	4.47	3.30	1.17	NS	***
This institution makes sufficient staff resources available to achieve important objectives	4.43	3.44	0.99	4.41	3.22	1.19	NS	***
There are effective lines of communication between departments	4.49	3.03	1.46	4.48	2.89	1.59	NS	***
Administrators share information regularly with faculty and staff	4.45	3.41	1.04	4.49	3.29	1.20	NS	**
There is good communication between the faculty and the administration at this institution	4.48	3.43	1.05	4.47	3.22	1.25	NS	***
There is good communication between staff and the administration at this institution	4.46	3.36	1.10	4.45	3.19	1.26	NS	***
Faculty take pride in their work	4.55	3.98	0.57	4.62	3.93	0.69	***	*
Staff take pride in their work	4.54	3.96	0.58	4.59	3.91	0.68	*	NS
Administrators take pride in their work	4.49	3.79	0.70	4.55	3.85	0.70	**	*
There is a spirit of teamwork and cooperation at this institution	4.51	3.41	1.10	4.52	3.26	1.26	NS	***
The reputation of this institution continues to improve	4.49	3.69	0.80	4.54	3.47	1.07	*	***
This institution is well-respected in the community	4.58	3.88	0.70	4.60	3.68	0.92	NS	***
Efforts to improve quality are paying off at this institution	4.51	3.63	0.88	4.47	3.44	1.03	NS	***
Employee suggestions are used to improve our institution	4.42	3.23	1.19	4.37	3.06	1.31	*	***
This institution consistently follows clear processes for selecting new employees	4.43	3.42	1.01	4.40	3.27	1.13	NS	***
This institution consistently follows clear processes for orienting and training new employees	4.47	3.54	0.93	4.43	3.13	1.30	NS	***
This institution consistently follows clear processes for recognizing employee achievements	4.24	3.31	0.93	4.25	3.25	1.00	NS	NS
This institution has written procedures that clearly define who is responsible for each operation and service	4.42	3.31	1.11	4.35	3.21	1.14	**	**

Significance levels: NS = no significant difference; * = p < .05; ** = p < .01; *** = p < .001

Section 2: Institutional Goals

RATE: IMPORTANCE (1 = "Not important at all / 5 = "Very important")	Pima CC Mean	Comparison group Mean	Sign diff
A) Increase the enrollment of new students	4.56	4.57	NS
B) Retain more of its current students to graduation	4.74	4.73	NS
C) Improve the academic ability of entering student classes	4.37	4.31	*
D) Recruit students from new geographic markets	3.85	3.84	NS
E) Increase the diversity of racial and ethnic groups represented among the student body	4.01	3.92	**
F) Develop new academic programs	4.01	3.93	**
G) Improve the quality of existing academic programs	4.61	4.52	***
H) Improve the appearance of campus buildings and grounds	3.86	3.90	NS
I) Improve employee morale	4.53	4.60	**

(Choose three goals that you believe should be this institution's top priorities) First priority goal:	Pima CC Count	Pima CC Percent	Comparison group	Comparison group
A) Increase the enrollment of new students	342	28.5%	3,960	29.3%
B) Retain more of its current students to graduation	407	33.9%	3,966	29.3%
C) Improve the academic ability of entering student classes	54	4.5%	707	5.2%
D) Recruit students from new geographic markets	8	0.7%	101	0.7%
E) Increase the diversity of racial and ethnic groups represented among the student body	16	1.3%	218	1.6%
F) Develop new academic programs	45	3.8%	435	3.2%
G) Improve the quality of existing academic programs	210	17.5%	1,667	12.3%
H) Improve the appearance of campus buildings and grounds	6	0.5%	237	1.8%
I) Improve employee morale	112	9.3%	2,225	16.5%
All responses	1,200	100.0%	13,516	100.0%

(Choose three goals that you believe should be this institution's top priorities) Second priority goal:	Pima CC Count	Pima CC Percent	Comparison group	Comparison group
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A) Increase the enrollment of new students	284	23.5%	3,336	25.0%
B) Retain more of its current students to graduation	348	28.9%	3,778	28.3%
C) Improve the academic ability of entering student classes	79	6.6%	840	6.3%
D) Recruit students from new geographic markets	15	1.2%	291	2.2%
E) Increase the diversity of racial and ethnic groups represented among the student body	44	3.6%	356	2.7%
F) Develop new academic programs	79	6.6%	751	5.6%
G) Improve the quality of existing academic programs	229	19.0%	1,964	14.7%
H) Improve the appearance of campus buildings and grounds	20	1.7%	362	2.7%
I) Improve employee morale	108	9.0%	1,651	12.4%
All responses	1,206	100.0%	13,329	100.0%

(Choose three goals that you believe should be this institution's top priorities) Third priority goal:	Pima CC Count	Pima CC Percent	Comparison group	Comparison group
A) Increase the enrollment of new students	177	14.9%	2,084	16.4%
B) Retain more of its current students to graduation	152	12.8%	2,078	16.4%
C) Improve the academic ability of entering student classes	131	11.0%	1,051	8.3%
D) Recruit students from new geographic markets	49	4.1%	551	4.3%
E) Increase the diversity of racial and ethnic groups represented among the student body	78	6.5%	688	5.4%
F) Develop new academic programs	129	10.8%	1,229	9.7%
G) Improve the quality of existing academic programs	267	22.4%	2,108	16.6%
H) Improve the appearance of campus buildings and grounds	35	2.9%	739	5.8%
I) Improve employee morale	173	14.5%	2,156	17.0%
All responses	1,191	100.0%	12,684	100.0%

TOTAL "VOTES" FOR EACH GOAL	Pima CC TOTAL	Pima CC Percent	Comparison group	Comparison group PERCENT
A) Increase the enrollment of new students	803	22.3%	9,380	23.7%
B) Retain more of its current students to graduation	907	25.2%	9,822	24.8%
C) Improve the academic ability of entering student classes	264	7.3%	2,598	6.6%
D) Recruit students from new geographic markets	72	2.0%	943	2.4%
E) Increase the diversity of racial and ethnic groups represented among the student body	138	3.8%	1,262	3.2%

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F) Develop new academic programs	253	7.0%	2,415	6.1%
G) Improve the quality of existing academic programs	706	19.6%	5,739	14.5%
H) Improve the appearance of campus buildings and grounds	61	1.7%	1,338	3.4%
I) Improve employee morale	393	10.9%	6,032	15.3%
All responses	3,597	100.0%	39,529	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")	Pima CC Mean	Comparison group Mean	Sign diff
How involved are: Faculty	2.86	2.71	***
How involved are: Staff	2.49	2.39	***
How involved are: Deans or directors of administrative units	3.42	3.34	**
How involved are: Senior administrators (VP, Provost level or above)	3.72	3.74	NS
How involved are: Students	2.34	2.33	**
How involved are: Alumni	2.50	2.58	***

Section 4: Work environment

RATE IMPORTANCE (1 = "Not important at all" / 5 = "Very important") AND SATISFACTION (1 = "Not satisfied at all" / 5 = "Very satisfied")	Pima CC			Comparison group			IMP Sign Diff	SAT Sign diff
	IMP Mean	SAT Mean	GAP	IMP Mean	SAT Mean	GAP		
It is easy for me to get information at this institution	4.50	3.42	1.08	4.50	3.32	1.18	NS	**
I learn about important campus events in a timely manner	4.21	3.68	0.53	4.22	3.57	0.65	NS	**
I am empowered to resolve problems quickly	4.46	3.59	0.87	4.41	3.52	0.89	*	*
I am comfortable answering student questions about institutional policies and procedures	4.23	3.63	0.60	4.23	3.58	0.65	NS	NS
I have the information I need to do my job well	4.62	3.83	0.79	4.61	3.75	0.86	NS	*
My job responsibilities are communicated clearly to me	4.62	3.96	0.66	4.58	3.80	0.78	*	***
My supervisor pays attention to what I have to say	4.65	4.19	0.46	4.61	4.00	0.61	*	***
My supervisor helps me improve my job performance	4.53	4.06	0.47	4.49	3.88	0.61	*	***
My department or work unit has written, up-to-date objectives	4.33	3.78	0.55	4.27	3.68	0.59	**	**
My department meets as a team to plan and coordinate work	4.41	3.88	0.53	4.37	3.82	0.55	NS	NS
My department has the budget needed to do its job well	4.54	3.43	1.11	4.53	3.26	1.27	NS	***

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My department has the staff needed to do its job well	4.59	3.32	1.27	4.59	3.06	1.53	NS	***
I am paid fairly for the work I do	4.64	3.29	1.35	4.60	3.12	1.48	NS	***
The employee benefits available to me are valuable	4.59	3.90	0.69	4.60	3.91	0.69	NS	NS
I have adequate opportunities for advancement	4.28	3.31	0.97	4.23	3.15	1.08	NS	***
I have adequate opportunities for training to improve my skills	4.45	3.86	0.59	4.39	3.54	0.85	**	***
I have adequate opportunities for professional development	4.43	3.86	0.57	4.36	3.59	0.77	***	***
The type of work I do on most days is personally rewarding	4.59	4.14	0.45	4.57	4.10	0.47	NS	NS
The work I do is appreciated by my supervisor	4.48	4.16	0.32	4.48	3.99	0.49	NS	***
The work I do is valuable to the institution	4.56	4.07	0.49	4.55	3.95	0.60	NS	***
I am proud to work at this institution	4.52	4.22	0.30	4.55	4.10	0.45	NS	***

Overall satisfaction	Pima CC Mean	Comparison group Mean	Sign diff
Rate your overall satisfaction with your employment here so far:	4.02	3.86	***

Section 5: Demographics

How long have you worked at this institution?	Pima CC Count	Pima CC Percent	Comparison group	Comparison group
Less than 1 year	141	11.7%	1416	10.0%
1 to 5 years	377	31.2%	4325	30.5%
6 to 10 years	216	17.9%	2985	21.0%
11 to 20 years	282	23.3%	3776	26.6%
More than 20 years	194	16.0%	1695	11.9%
All responses	1210	100.0%	14,197	100.0%

Is your position:	Pima CC Count	Pima CC Percent	Comparison group	Comparison group
Faculty	409	33.9%	5,927	42.3%
Staff	749	62.0%	6,692	47.8%

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Administrator	50	4.1%	1,395	10.0%
All responses	1208	100.0%	14,014	100.0%

<i>Is your position:</i>	Pima CC Count	Pima CC Percent	Comparison group	Comparison group
Full-time	837	69.4%	11,777	83.1%
Part-time	369	30.6%	2,391	16.9%
All responses	1206	100.0%	14,168	100.0%

Significance levels: NS = no significant difference; * = p < .05; ** = p < .01; *** = p < .001