

COLLEGE EMPLOYEE SATISFACTION SURVEY RESULTS Pima Community College - Spring 2024 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	4.62	.60	400	3.97	.98	399	0.65
This institution treats students as its top priority	4.74	.51	394	3.94	1.04	398	0.80
This institution does a good job of meeting the needs of students	4.70	.56	391	3.80	1.03	399	0.90
The mission, purpose, and values of this institution are well understood by most employees	4.31	.80	395	3.85	1.04	398	0.46
Most employees are generally supportive of the mission, purpose, and values of this institution	4.34	.77	390	3.93	.95	394	0.41
The goals and objectives of this institution are consistent with its mission and values	4.46	.70	394	3.84	1.03	393	0.62
This institution involves its employees in planning for the future	4.50	.70	392	3.42	1.22	397	1.08
This institution plans carefully	4.51	.69	391	3.39	1.20	395	1.12
The leadership of this institution has a clear sense of purpose	4.54	.68	389	3.49	1.20	397	1.05
This institution does a good job of meeting the needs of its faculty	4.61	.70	390	3.24	1.21	397	1.37
This institution does a good job of meeting the needs of staff	4.49	.69	394	3.55	1.02	387	0.94
This institution does a good job of meeting the needs of administrators	4.13	.93	388	3.85	.92	377	0.28
This institution makes sufficient budgetary resources available to achieve important objectives	4.48	.69	391	3.45	1.09	391	1.03
This institution makes sufficient staff resources available to achieve important objectives	4.42	.71	389	3.52	1.10	387	0.90
There are effective lines of communication between departments	4.42	.73	391	3.22	1.24	394	1.20
Administrators share information regularly with faculty and staff	4.45	.71	387	3.54	1.21	393	0.91
There is good communication between the faculty and the administration at this institution	4.58	.63	393	3.43	1.24	398	1.15
There is good communication between staff and the administration at this institution	4.48	.71	382	3.56	1.10	383	0.92
Faculty take pride in their work	4.67	.59	393	4.22	.87	398	0.45
Staff take pride in their work	4.58	.65	388	4.14	.87	389	0.44
Administrators take pride in their work	4.53	.70	385	3.90	1.07	388	0.63
There is a spirit of teamwork and cooperation at this institution	4.53	.65	395	3.52	1.21	395	1.01
The reputation of this institution continues to improve	4.51	.68	388	3.73	1.12	390	0.78
This institution is well-respected in the community	4.60	.61	390	3.92	1.00	391	0.68
Efforts to improve quality are paying off at this institution	4.54	.60	388	3.63	1.13	390	0.91
Employee suggestions are used to improve our institution	4.49	.65	389	3.26	1.27	394	1.23
This institution consistently follows clear processes for selecting new employees	4.45	.70	387	3.50	1.23	387	0.95
This institution consistently follows clear processes for orienting and training new employees	4.47	.66	393	3.61	1.10	396	0.86
This institution consistently follows clear processes for recognizing employee achievements	4.28	.85	387	3.45	1.19	393	0.83
This institution has written procedures that clearly define who is responsible for each operation and service	4.44	.66	385	3.47	1.17	393	0.97
Efforts to improve the complaints and grievance procedures are paying off at this institution	4.36	.75	380	3.46	1.19	385	0.90
My immediate supervisor provides me with information about what is going on at the college	4.54	.69	388	4.01	1.19	398	0.53
This institution does an excellent job of keeping employees informed about matters affecting us	4.54	.62	393	3.60	1.19	396	0.94
Systems and processes are in place to address under-performing employees	4.38	.78	388	3.31	1.23	385	1.07
Efforts to improve the effectiveness of the Board of Governors' leadership are paying off at this institution	4.36	.76	382	3.60	1.07	383	0.76
Efforts to improve the integrity of Human Resources operations are paying off at this institution	4.39	.76	380	3.50	1.14	382	0.89
Efforts to improve the integrity of financial practices are paying off at this institution	4.48	.64	381	3.63	1.02	375	0.85
Efforts to improve the effectiveness of administrative leadership are paying off at this institution	4.46	.67	386	3.37	1.20	384	1.09
Pima Community College fosters an environment that is inclusive of diverse identities	4.43	.87	392	4.06	1.05	394	0.37
The institution does a good job involving employees in college planning	4.38	.75	389	3.37	1.22	391	1.01
Efforts to improve the college climate are paying off at the institution	4.41	.74	389	3.52	1.17	392	0.89

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**Section 2: Institutional Goals**

<b>RATE: IMPORTANCE (1 = "Not important at all / 5 = "Very important")</b>	<b>Mean</b>	<b>Standard Deviation</b>	<b>Valid Respondents</b>
Increase the enrollment of new students	4.51	0.78	404
Retain more of its current students to graduation	4.65	0.62	404
Improve the academic ability of entering student classes	4.37	0.87	405
Recruit students from new geographic markets	3.77	1.15	405
Increase the diversity of racial and ethnic groups represented among the student body	3.92	1.14	402
Develop new academic programs	3.90	1.02	403
Improve the quality of existing academic programs	4.56	0.70	404
Improve the appearance of campus buildings and grounds	3.75	1.04	404
Improve employee morale	4.51	0.71	404
Some other goal	3.25	1.52	267

<b>(Choose three goals that you believe should be this institution's top priorities) First priority goal:</b>	<b>Count</b>	<b>Percent</b>
Increase the enrollment of new students	96	23.8%
Retain more of its current students to graduation	114	28.2%
Improve the academic ability of entering student classes	27	6.7%
Recruit students from new geographic markets	2	0.5%
Increase the diversity of racial and ethnic groups represented among the student body	10	2.5%
Develop new academic programs	19	4.7%
Improve the quality of existing academic programs	80	19.8%
Improve the appearance of campus buildings and grounds	3	0.7%
Improve employee morale	44	10.9%
Some other goal	9	2.2%
All responses	404	100.0%

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<b>(Choose three goals that you believe should be this institution's top priorities) Second priority goal:</b>	<b>Count</b>	<b>Percent</b>
Increase the enrollment of new students	104	25.8%
Retain more of its current students to graduation	102	25.3%
Improve the academic ability of entering student classes	33	8.2%
Recruit students from new geographic markets	6	1.5%
Increase the diversity of racial and ethnic groups represented among the student body	15	3.7%
Develop new academic programs	27	6.7%
Improve the quality of existing academic programs	71	17.6%
Improve the appearance of campus buildings and grounds	6	1.5%
Improve employee morale	33	8.2%
Some other goal	6	1.5%
All responses	403	100.0%

<b>(Choose three goals that you believe should be this institution's top priorities) Third priority goal:</b>	<b>Count</b>	<b>Percent</b>
Increase the enrollment of new students	58	14.4%
Retain more of its current students to graduation	48	11.9%
Improve the academic ability of entering student classes	49	12.2%
Recruit students from new geographic markets	24	6.0%
Increase the diversity of racial and ethnic groups represented among the student body	25	6.2%
Develop new academic programs	47	11.7%
Improve the quality of existing academic programs	78	19.4%
Improve the appearance of campus buildings and grounds	13	3.2%
Improve employee morale	51	12.7%
Some other goal	10	2.5%
All responses	403	100.0%

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TOTAL "VOTES" FOR EACH GOAL	First Priority	Second Priority	Third Priority	TOTAL	TOTAL PERCENT
Increase the enrollment of new students	96	104	58	258	21.3%
Retain more of its current students to graduation	114	102	48	264	21.8%
Improve the academic ability of entering student classes	27	33	49	109	9.0%
Recruit students from new geographic markets	2	6	24	32	2.6%
Increase the diversity of racial and ethnic groups represented among the student body	10	15	25	50	4.1%
Develop new academic programs	19	27	47	93	7.7%
Improve the quality of existing academic programs	80	71	78	229	18.9%
Improve the appearance of campus buildings and grounds	3	6	13	22	1.8%
Improve employee morale	44	33	51	128	10.6%
Some other goal	9	6	10	25	2.1%
All responses	404	403	403	1,210	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	2.47	0.91	396
How involved are: Staff	2.60	0.87	379
How involved are: Deans or directors of administrative units	3.41	0.84	385
How involved are: Senior administrators (VP, Provost level or above)	3.77	0.85	384
How involved are: Students	2.44	0.85	391
How involved are: Alumni	2.57	0.88	380
How involved are: Governing Board	3.34	0.83	384

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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	4.53	0.61	395	3.48	1.14	397	1.05
I learn about important campus events in a timely manner	4.23	0.80	391	3.85	1.04	393	0.38
I am empowered to resolve problems quickly	4.47	0.70	390	3.61	1.16	395	0.86
I am comfortable answering student questions about institutional policies and procedures	4.25	0.77	392	3.65	1.06	395	0.60
I have the information I need to do my job well	4.60	0.62	388	3.89	1.06	396	0.71
My job responsibilities are communicated clearly to me	4.58	0.61	395	4.03	1.02	399	0.55
My supervisor pays attention to what I have to say	4.64	0.59	394	4.21	1.12	398	0.43
My supervisor helps me improve my job performance	4.51	0.70	390	4.14	1.08	398	0.37
My department or work unit has written, up-to-date objectives	4.29	0.80	389	3.85	1.12	391	0.44
My department meets as a team to plan and coordinate work	4.33	0.80	389	3.73	1.23	396	0.60
My department has the budget needed to do its job well	4.54	0.60	388	3.37	1.15	387	1.17
My department has the staff needed to do its job well	4.54	0.63	389	3.38	1.14	389	1.16
I am paid fairly for the work I do	4.62	0.64	392	3.11	1.26	398	1.51
The employee benefits available to me are valuable	4.47	0.81	387	3.55	1.21	392	0.92
I have adequate opportunities for advancement	4.11	1.01	390	3.29	1.26	396	0.82
I have adequate opportunities for training to improve my skills	4.40	0.72	391	3.97	1.00	397	0.43
I have adequate opportunities for professional development	4.38	0.73	390	3.96	1.03	397	0.42
The type of work I do on most days is personally rewarding	4.66	0.58	389	4.31	0.90	397	0.35
The work I do is appreciated by my supervisor	4.48	0.72	384	4.16	1.10	389	0.32
The work I do is valuable to the institution	4.57	0.61	384	4.01	1.11	387	0.56
I am proud to work at this institution	4.51	0.67	383	4.19	1.03	387	0.32
Employees are evaluated fairly and consistently	4.51	0.66	380	3.67	1.15	382	0.84
Appropriate stakeholders are involved in College decisions	4.33	0.78	375	3.46	1.16	375	0.87
I am able to complete the work expected of me during my regular or contracted work hours	4.53	0.64	383	3.59	1.26	391	0.94
Information needed to do my job effectively is communicated in a clear and timely manner	4.51	0.63	379	3.83	1.16	387	0.68
I feel I can bring concerns to my supervisors or administration without retaliation	4.63	0.60	380	4.02	1.21	388	0.61
The institution supports a premier work environment for employees	4.41	0.72	385	3.52	1.19	390	0.89
The institution chooses and funds the most important priorities	4.44	0.64	375	3.24	1.15	382	1.20
This institution's policies and practices give me the flexibility to manage my work and personal life	4.54	0.62	382	3.91	1.02	392	0.63
This institution makes data-driven decisions	4.27	0.85	375	3.55	1.09	377	0.72
The Diversity, Equity and Inclusion Strategic Planning Group is affecting meaningful change	4.03	1.12	373	3.62	1.08	376	0.41
Access to technology at this institution meets my expectations	4.45	0.65	383	3.96	1.02	389	0.49
I feel I have a good work-life balance	4.59	0.59	382	3.82	1.13	395	0.77

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**Overall satisfaction**

Rate your overall satisfaction with your employment here so far:	3.95	0.97	401
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**Section 5: Demographics**

<i>How long have you worked at this institution?</i>	<b>Count</b>	<b>Percent</b>
Less than 1 year	41	10.0%
1 to 5 years	107	26.2%
6 to 10 years	79	19.4%
11 to 20 years	119	29.2%
More than 20 years	62	15.2%
All responses	408	100.0%

<i>Is your position:</i>	<b>Count</b>	<b>Percent</b>
Faculty	409	100.0%
Staff	0	0.0%
Administrator	0	0.0%
All responses	409	100.0%

<i>Is your position:</i>	<b>Count</b>	<b>Percent</b>
Full-time	177	43.4%
Part-time	231	56.6%
All responses	408	100.0%