




## MEMORANDUM

TO: CRC Colleagues

FROM: Francisco C. Rodriguez 

SUBJECT: ***2008 Employee Satisfaction Survey***

DATE: September 12, 2008

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I am pleased to provide a brief cover note to the attached Employee Satisfaction Survey results and analysis that has been prepared by the Office of College Planning and Research. I wanted to provide some context for several ways the college and district have responded to the insights and comments of the survey.

First, we had a wonderful response to the survey. Thank you for taking the time to respond and share your views regarding your college experience. Approximately 40% of CRC employees responded, where 30% of the respondents were classified employees and 65% were faculty respondents. Generally speaking, the results are very positive. The survey results indicate that a significant percentage of CRC employees get a feeling of personal satisfaction from their work, are proud to work for the district, understand how their job contributes to the mission of the college/district and think that our students receive a good, quality education.

In addition, the survey results show improvement when compared to the last survey in employee satisfaction in many key areas, including salary levels, communication and coordination, staffing levels, and trust between management and employees. The survey results, however, indicate that continued work is needed in these areas and that more work is needed to enhance career path opportunities for classified and adjunct faculty. We also need to ensure that all employees are provided with the support and training they need to be successful.

I am pleased to report that the college and district and have already responded to the information provided by survey respondents and that we will continue to do so. As a few examples, the college and district Equity Officers have developed and implemented several strategies to better support equity representatives on hiring panels. The college and district have also implemented a management leadership development series designed to strengthen our ability to provide support for and leadership to the programs and people at the college. Our Professional Development Committee has strengthened its support of adjunct faculty and classified staff through the development of new professional development offerings.

We have also implemented or strengthened several communication tools at the college. Of particular note is the creation of a Faculty and Staff Resource Guide, available at [http://www.crc.losrios.edu/Faculty\\_and\\_Staff/Faculty\\_and\\_Staff\\_Resource\\_Guide.htm](http://www.crc.losrios.edu/Faculty_and_Staff/Faculty_and_Staff_Resource_Guide.htm). We have also modified the fall and spring adjunct and convocation meetings to strengthen their relevance and to create more meaningful dialogue. Finally, we have implemented the *Inside CRC* electronic newsletter, which provides weekly updates about campus activities, division highlights, professional development opportunities, community connections, and the accomplishments of our students and employees. I will continue to provide routine updates from the President's Office to all campus staff and publish the *President's Letter* twice a year.

These are just a few examples of changes that have been implemented in response to what was we learned from the attached report. We thank you for your commitment to the college and to student success, and for making CRC such a wonderful learning environment and place to work.



## Results of the Spring 2008 Employee Survey August 2008

During spring 2008, the Los Rios Community College District (LRCCD) research office conducted an employee survey to assess employee perceptions about various aspects of the College and District operations and to gauge overall levels of employee satisfaction. The 2008 Employee Survey was sent out via Exchange email to every Los Rios employee with a valid email address. College and District responses and a District executive summary of the survey results can be found at

[http://irweb.losrios.edu/do\\_research/Employee\\_Survey\\_Reports/2008%20Survey%20Results/EmployeeSurvey\\_2008Cover.htm](http://irweb.losrios.edu/do_research/Employee_Survey_Reports/2008%20Survey%20Results/EmployeeSurvey_2008Cover.htm)

This report summarizes and analyzes the key results of the responses received from CRC employees and identifies:

- ✚ the **demographics** of respondents;
- ✚ the top ten items for which there was the highest level of **employee agreement**, an indicator of areas in which most CRC employees are satisfied;
- ✚ the top ten items for which there was the highest level of **employee disagreement**, an indicator of areas of concern to many CRC employees;
- ✚ the top issues **most strongly associated with how satisfied CRC employees are with their jobs**;
- ✚ an analysis of significant **differences** between CRC's constituency groups and between the College and District responses and **changes** over time; and
- ✚ **summary comments** and **recommendations**

### Who responded to the survey?

332 CRC employees responded to the survey (a response rate of approximately 39%):

- 325 respondents indicated their job classification
  - 100 classified staff responded (30.4% of respondents)
  - 216 faculty responded, 82 of whom indicated they were adjunct and 130 of whom indicated they were full-time permanent faculty (65.7% of respondents)
  - 9 administrators responded (2.7% of respondents)
- 327 respondents indicated their gender:
  - 192 respondents were female (58.7%)
  - 135 respondents were male (41.3%)
- 322 respondents indicated their ethnicity:
  - 24 respondents were African American (7.5%)
  - 32 of respondents were Asian (9.9%)
  - 34 respondents were Latino/Hispanic
  - 5 respondents were Native American
  - 196 respondents were White (60.9%)
  - 31 respondents indicated Other (9.6%)

## Overview of Results

Employees were first asked two general questions, followed by a series of questions related to specific job concerns. 76.4% of College respondents indicated they agreed with the first statement “**The District is headed in the right direction**”, which represents a high level of agreement amongst all College employees and a slight increase from the previous survey results in 2001 and 2006. 79.9% of College respondents also indicated they agreed or strongly agreed with the second general statement “**I am quite satisfied with my job in the District**”, which was also an increase from previous surveys.

### Issues upon Which There Is a High Level of Agreement by Employees

Employees at CRC overwhelmingly responded that they **understood how their job contributes to the general mission of the District** and that they **got a feeling of personal satisfaction from their work**, illustrated by the fact that 92.4% of respondents agreed or strongly agreed with these statements. This is followed by the 91.2% of CRC respondents who either agreed or strongly agreed that they are **proud to work for the District**, followed by the 90% of CRC respondents who indicated **that our students receive a good, quality education** and the 89.3% of CRC respondents who **understand what they are expected to do**.

### The Ten Issues with the Highest Level of Agreement by Employees at CRC (areas of strength at the College)

1. I understand how my job contributes to the general mission of the District (92.4%).
2. I get a feeling of personal satisfaction from my work (92.4%).
3. I am proud to work for this District (91.2%).
4. Our students receive a good, quality education (90%).
5. I understand what I am expected to do (89.3%).
6. I am safe from accidents at work (86.9%).
7. The District is well-regarded in the community (83.9%).
8. I am satisfied with my job in the District (79.9%).
9. I am safe from health hazards at work (79.2%).
10. My supervisor treats me fairly (79%).

### Issues upon Which There Is a High Level of Disagreement by Employees

The areas in which a substantial number of CRC employees expressed disagreement are primarily related to issues of workload; coordination, communication and trust within the organization; and sufficiency of pay and benefit packages. Disagreement levels ranged from a low 14.6% on the tenth ranked issue of **adequate medical benefits** to a high of 30.1% on the number one ranked issue of **departmental staffing**. According to research analyst Betty Glycer-Culver, who analyzed the qualitative data, “It is important to note that although there are indeed areas of disagreement by employees, in the review of open-ended comments often when employees voiced concern over a particular area many prefaced their comments with affirmatives about working for the District or their College in spite of their various comments of concern.”

### The Ten Issues with the Highest Level of Disagreement by Employees (areas that may need attention at the College)

1. My department is adequately staffed to achieve our goals (30.1%).
2. There is adequate coordination across divisions, departments and the District (26.3%).
3. There are adequate career opportunities/opportunities for promotion (24%).
4. Information is communicated quickly up, down and across the organization (20.7%).
5. My retirement package is adequate (20.7%).
6. Pay is adequately based upon responsibility of the job (19.8%).
7. There is trust between employees & management (18.3%).
8. I received an adequate orientation to my job when first hired here (17.1%).
9. I have adequate opportunities to attend training courses I need (15.2%).
10. My medical benefits are adequate (14.6%).

## What Issues Are Most Strongly Associated With Job Satisfaction at CRC?

Although the statements for which a high percentage of respondents disagree or strongly disagree provide useful information about employee perceptions and concerns, it is also helpful to identify the actual issues most strongly associated with employee job satisfaction. This can highlight the relative importance of the “top-ten” issues and can identify other issues that may need to be strengthened at the College.

The following issues were found to correlate most highly with the statement “*I am quite satisfied with my job in the District.*”

### Issues Most Strongly Associated with Job Satisfaction at CRC

#### Ranking Issue Correlation<sup>1</sup>

1. I get a feeling of personal satisfaction from my work (0.47)
2. I am proud to work for this District (0.44)
3. The District is headed in the right direction (0.43)
4. I am comfortable with the level of job security I have here (0.39)
5. I understand what I am expected to do (0.36)
6. I have opportunities to participate in decisions about how to get the job done (0.35)
6. Management values the work that I do (0.35)
6. I understand how my job contributes to the general mission of the District (0.35)
7. We work well together in my department to get the job done (0.34)
7. There are adequate career opportunities for promotion (0.34)

#### Technical Note:

<sup>1</sup> Kendall's tau-b correlation was used for this statistical analysis; all are statistically significant.

Four of these issues are also among the top-rated responses on the survey, including:

- I understand how my job contributes to the general mission of the District (92.4% agreement);
- I get a feeling of personal satisfaction from my work (92.4% agreement);
- I am proud to work for this District (91.2% agreement); and
- I understand what I am expected to do (89.3% agreement).

These are areas of strength for the College.

The belief that *the District is headed in the right direction* is ranked 3<sup>rd</sup> in terms of its association with job satisfaction at the College. Although a significant proportion of CRC employees (76.4%) agreed or strongly agreed with this statement, a sizeable proportion indicated they were neutral or didn't know (20.2%) whether they agree or disagree with this statement. This may imply the need to communicate and disseminate District and College directions more clearly, consistently and broadly at the College.

The other issues most strongly associated with job satisfaction at CRC were in the area of job security, career advancement opportunities and work environment. In particular,

- Of most concern is the fact that only 64.6% of respondents perceived that *management valued their work* (the 6<sup>th</sup> ranked issue associated with job satisfaction at the College) and only 40.1% of employees agreed that there were *adequate career opportunities for promotion* (the 7<sup>th</sup> issue associated with job satisfaction).
- 13.7% of CRC respondents indicated that they were *not comfortable with their level of job security*, which is the 4<sup>th</sup> ranked issue most strongly associated with job satisfaction at the College.
- A similar percentage of respondents (10.5%) indicated that they *did not have opportunities to participate in decisions about how to get the job done* (the 5<sup>th</sup> ranked issue most associated with job satisfaction at the College) and 11.5% of respondents indicated that *their department did not work well together*, which was the ranked 7<sup>th</sup> with respect to association with job satisfaction.

These are areas that may warrant some attention at the College.

Although not identified in the previous “top-ten” lists, the following items might also warrant attention because they are items for which fewer than 70% of the employees agreed.

### **Additional areas that might warrant attention:**

- I am given the tools that I need to do the job (66.5%)
- Deadlines are realistic (67.4%)
- I receive adequate feedback about my work (69.8%)
- I am given sufficient guidance in doing my job (69.0%)

The first two items on this list may be related to the previously identified concerns about workload and staffing levels. Similarly, the last two of items may be related to the perception by some employees that management does not value their work.

## **Key Differences**

### **Differences between the College and District Responses**

College responses were similar to the District responses in most areas. In particular:

- The top ten issues with the highest level of agreement at the College matches the District results, although there were minor differences in the ranking of the issues and the level of agreement.
- There is one difference between the College's "top-ten" list of issues of disagreement ("**I am given the tools that I need to do the job**" [District response] versus "**I have adequate opportunities to attend training courses**" [College response]) and some variation in the ranking and level of disagreement on the other nine shared items.
- The lists of issues most strongly associated with job satisfaction are also closely aligned with the following exceptions:
  - the issues of trust between management and employees, lack of gender equity, and the lack of feedback and guidance do not appear to be as important to CRC employees based on the quantitative data; and
  - the issues related to job security, career opportunities and collegiality identified in the CRC survey results did not appear on the District list.
- The list of additional items that may be important at the College, taken in tandem with the other lists in both documents, are also closely aligned with the District results

### **Differences within the College**

#### **Differences in the top-ten lists**

Classified responses to the top-ten issues with the **highest level of agreement** by employees differed from faculty responses in two areas. Note: the small number of management respondents prevents a comparison with this employee group. In particular,

- Only 68.5% of classified staff agreed or strongly **agreed that the District was headed in the right direction** compared with 78.7% of faculty respondents (a difference of -10.2%)
- 86% of classified staff agreed or strongly agreed that **they were treated fairly by their supervisor** compared with 75.5% of faculty (a difference of +10.5%)

Classified responses to the top-ten issues with the **highest level of disagreement** by employees differed from faculty responses in five areas. In particular,

**A greater proportion of classified respondents disagreed more strongly** compared with faculty on three of the issues listed in the top-ten areas of highest level of disagreement at the College. In particular,

- A greater percentage of classified staff (38%) disagreed or strongly disagreed that their department was **adequately staffed** compared with faculty (27.5%), a difference of 10.5%.
- A greater percentage of classified staff (33%) disagreed or strongly disagreed that there were **adequate career advancement opportunities** compared with faculty (20.6%), a difference of 12.4%.
- A greater percentage of classified staff (30%) disagreed or strongly disagreed that their **pay reflected their job responsibilities** compared with faculty (15.5%), a difference of 14.5%.

**A greater proportion of faculty respondents disagreed more strongly** compared with classified staff on two of the issues listed in the top-ten areas of highest level of disagreement at the College. In particular,

- A greater percentage of faculty (24.2%) disagreed or strongly disagreed that their **retirement packages were adequate** compared with classified (15%), a difference of 9.2%.
- A smaller percentage of faculty (48.1%) agreed or strongly agreed that their **medical benefits were adequate** compared with classified staff (75%), a difference of 26.9%

Classified responses were noticeably different from faculty responses in several areas not identified when examining the College as a whole.

**Other areas of greater satisfaction for classified respondents compared with faculty:**

- A greater percentage of classified (82%) agreed or strongly agreed that they had opportunities to participate in decisions about how to get the job done compared with faculty (67.1%), a difference of 14.9%.
- A smaller percentage of faculty (67.9%) agreed or strongly agreed that their level of job security was adequate compared with classified (80%), a difference of 12.1%.

**Other area of lower satisfaction for classified respondents compared with faculty:**

- A smaller percentage of classified respondents (62%) agreed or strongly agreed that their work assignments provided opportunities to learn new skills compared with faculty (78.9%), a difference of 16.9%.

Adjunct faculty responses were also noticeably different from full time faculty responses in several areas. In **addition to the expected differences in perception about job security, retirement and medical benefits that reflect the differences in the job classifications:**

**Areas of lower satisfaction for adjunct faculty compared with full-time faculty**

- A smaller percentage of adjunct faculty (54.9%) agreed or strongly agreed that they had opportunities to participate in decisions about how to get their job done compared with full-time faculty (77.2%), a difference of 22.3%.
- A smaller percentage of adjunct faculty (68%) agreed or strongly agreed that the District was headed in the right direction compared with full-time faculty (85.6%), a difference of 17.6%.
- A smaller percentage of adjunct faculty (30.9%) agreed or strongly agreed that there were adequate career opportunities compared with full-time faculty (46.9%), a difference of 16%.
- A smaller percentage of adjunct faculty (71.4%) agreed or strongly agreed that they were satisfied with their job compared with full-time faculty (87.2%), a difference of 15.8%.
- A smaller percentage of adjunct faculty (75.6%) agreed or strongly agreed that the District was well-regarded in the community compared with full-time faculty (91.3%), a difference of 15.7%.

**Areas of greater satisfaction for adjunct faculty compared with full-time faculty**

- A greater percentage of adjunct faculty (65.4%) agreed or strongly agreed that information was communicated quickly up, down and across the organization compared with full-time faculty (42.2%), a difference of 23.2%.
- A smaller percentage of adjunct faculty (18.3%) disagreed or strongly disagreed that their department staffing levels were adequate compared with full-time faculty (34.9%), a difference of 16.6%.
- A greater percentage of adjunct faculty (82.7%) agreed or strongly agreed that their supervisors treated them fairly compared with full-time faculty (70.9%), a difference of 11.8%.

**Changes Over Time**

A comparison of the trends in the average ratings over the last three survey administrations indicate that employee perceptions have improved in twenty of the thirty-four areas, have remained relatively unchanged and/or oscillated slightly in eight of the areas, and have declined in six of the areas.

**Items for which the average rating in employee perception improved by over .15 from the low point in previous survey administrations:**

- Pay is based on job responsibility (+.39)
- Information is communicated quickly up, down and across the organization (+.34)
- My department is adequately staffed (+.34)
- There is adequate coordination across divisions, departments and the District. (+.24)
- There is trust between management and employees (+.21)
- I received an adequate orientation (+.19)
- I am given the tools that I need (+.18)
- There are adequate career opportunities (+.17)
- I am safe from health hazards (+.16)
- The District is headed in the right direction (+.15)

It is encouraging that this represents strong improvement in six of the ten issues in which there is a high level of disagreement, which indicates that the college has recognized and made progress in these areas.

**There were no areas where the average rating decreased by over .15 from the high point in previous survey administrations.**

## **Summary Comments and Recommendations**

***Based upon the findings of this study, it is recommended that the College community:***

- ✚ explore, evaluate and respond to the concerns raised by a significant percentage of CRC employees (30.1%) and an even greater percentage of classified staff (38%) with respect to the staffing levels in their department and the fact that only 67.4% of CRC respondents indicated that deadlines were realistic. Written comments indicate concerns about the use of temporary staff as a long term solution to staffing needs.
- ✚ explore, evaluate and respond to the concerns raised by a significant percentage of CRC employees about coordination (26.3%) and communication (20.7%) across the College and between the College and District. According to Betty Glycer-Culver, management perceptions of communication and coordination across the District improved over the past several years. The College may wish to identify and expand strategies that have contributed to these enhanced levels of satisfaction in this employee group.
- ✚ explore, evaluate and review career path opportunities to respond to the low percentage of classified staff (33%) and adjunct faculty (30.8%) who agreed or disagreed there were sufficient promotional opportunities and the fact that this was the 7<sup>th</sup> ranked issue associated with job satisfaction at the College.
- ✚ review job responsibilities as they relate to the adequacy of pay and the provision of learning opportunities for classified staff in response to the high percentage of classified staff who disagreed or strongly disagreed that their pay reflected their responsibilities (30%) and the relatively low percentage of classified staff who agreed that their work assignments provided learning opportunities (62%).
- ✚ explore, evaluate and improve management/employee relationships in response to the fact that a significant percentage of College employees disagreed or strongly disagreed with the statement that there is trust between management and employees (18.3%) and the fact that only 64.6% of respondents indicated that management valued their work, which was the 6<sup>th</sup> ranked issues association with job satisfaction at the College. Issues identified in the written comments centered on inequitable treatment based on gender and job classification, bullying/retaliation, perceived lack of honesty/integrity, competitive atmosphere between divisions, a perceived emphasis on quantity versus quality, increasingly centralized, non-collaborative decision-making processes at the College and District, and unresponsiveness to issues and concerns that are brought forward.
- ✚ explore, evaluate and respond to the concerns raised by adjunct faculty with regard to their perceptions of the District in response to the relatively low percentage of adjunct faculty who agreed or strongly disagreed that the District was headed in the right direction (68%) and was well regarded in the community (75.6%) compared with other employee groups. Although some of this may reflect dissatisfaction with issues related to their job classification, some consideration to enhancing communication of these directions more effectively to this employee group may be warranted and the consideration of processes that may be particular barriers to this employee group.

- ✚ explore, evaluate and improve processes designed to equip employees with the skills needed to be successful. Particular areas of emphasis should include strengthening orientation (17.1% level of disagreement), providing adequate training opportunities (15.2% level of disagreement), providing the tools needed to do the job (66.5% level of agreement), and providing adequate feedback and guidance with respect to task completion (69.8% and 69% level of agreement respectively).
- ✚ work with the District to encourage the evaluation and improvement of health and retirement benefits for all employee groups.

A review of the written comments also indicates that the College may wish to:

- ✚ enhance our efforts with respect to institutionalizing cultural competence in the areas of course offerings, responding to the needs of traditionally underrepresented groups and groups experiencing achievement gaps, and hiring practices.
- ✚ explore, evaluate and respond to concerns about the availability and responsiveness of campus police and the effectiveness of the centralized call system, particularly in the evening.

This report on the **Results of the February 2008 Employee Survey** was written by Kathy McLain, Dean of College Planning and Research. The author gratefully acknowledges the assistance of Betty Glycer-Culver, LRCCD Research Analyst for her provision of the data and correlation coefficients, her collation of the written comments, and her District analysis that served as a model for this report.

# How Are We Doing Employee Survey: Spring 2008



## According to the 332 **CRC** Employees Who Responded

Response Rate = **36.6%**

### Survey Responses by All Respondents: Frequencies (%)

\*Note that frequencies are based on valid responses (those who chose not to respond were eliminated).  
The number of respondents (N) is listed next to each question.

Percents do not add up to 100.0% in all cases, due to rounding.

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know	Average Rating
<b>IN GENERAL...</b>							
1. The District is headed in the right direction N = 301	22.9%	53.5%	15.9%	3.0%	0.3%	4.3%	3.83
2. I am satisfied with my job in the district N = 318	30.5%	49.4%	11.3%	6.6%	1.6%	0.6%	3.99
<b>SPECIFIC CONCERNS ABOUT YOUR JOB...</b>							
3. I get a feeling of personal satisfaction from my work N = 329	46.5%	45.9%	3.6%	2.4%	0.9%	0.6%	4.33
4. We work well together in my department to get the job done N = 329	36.5%	39.8%	11.6%	7.9%	3.6%	0.6%	3.96
5. I understand what I am expected to do N = 329	41.6%	47.7%	6.7%	3.3%	0.6%	0.0%	4.26
6. I have opportunities to participate in decisions about how to get the job done N = 329	29.5%	43.2%	14.9%	9.7%	1.8%	0.9%	3.86
7. I am given sufficient guidance in doing my job N = 329	22.8%	46.2%	20.1%	7.6%	3.0%	0.3%	3.77
8. My work assignments provide me with opportunities to learn new skills N = 329	30.7%	43.2%	18.2%	5.2%	1.8%	0.9%	3.93
9. I receive adequate feedback about my work N = 328	21.0%	48.8%	18.0%	10.1%	1.8%	0.3%	3.76
10. My supervisor keeps me informed N = 329	31.9%	39.5%	13.7%	8.5%	5.8%	0.6%	3.81
11. My supervisor treats me fairly N = 328	41.5%	37.5%	11.9%	4.3%	4.3%	0.6%	4.06
<b>GENERAL CONCERNS THAT REACH ACROSS THE DISTRICT...</b>							
12. I am proud to work for this district N = 330	53.3%	37.9%	7.0%	0.9%	0.6%	0.3%	4.42
13. I understand how my job contributes to the general mission of the district N = 329	45.6%	46.8%	5.8%	1.2%	0.3%	0.3%	4.35
14. I received an adequate orientation to my job when first hired here N = 328	23.2%	44.2%	14.6%	11.6%	5.5%	0.9%	3.65
15. Deadlines are realistic N = 329	17.9%	49.5%	18.2%	10.0%	1.8%	2.4%	3.64
16. Information is communicated quickly up, down and across the organization N = 329	14.0%	37.1%	26.1%	16.7%	4.0%	2.1%	3.34
17. There is adequate coordination across divisions, departments and the district N=330	6.7%	25.5%	32.7%	21.8%	4.5%	8.8%	2.82
18. Management values the work that I do N = 328	21.6%	43.0%	18.6%	8.8%	4.3%	3.7%	3.58
19. There is trust between employees and management N = 328	13.1%	40.9%	24.7%	12.8%	5.5%	3.0%	3.34
20. My department is adequately staffed to achieve our goals N = 326	11.7%	39.3%	16.9%	18.1%	12.0%	2.1%	3.14
21. I am given the tools that I need to do the job N = 328	18.0%	48.5%	19.2%	11.3%	3.0%	0.0%	3.67
22. There are adequate career opportunities/opportunities for promotion N = 329	8.5%	31.6%	33.4%	14.0%	10.0%	2.4%	3.07
23. I have adequate opportunities to attend training courses that I need N = 329	19.1%	43.5%	21.3%	11.9%	3.3%	0.9%	3.60
24. Pay is adequately based upon responsibility of the job N = 329	18.2%	43.8%	16.4%	12.5%	7.3%	1.8%	3.48

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know	Average Rating
25. I am comfortable with the level of job security I have here N = 328	32.0%	39.0%	14.0%	7.9%	5.8%	1.2%	3.80
26. Employees are treated with equal respect, whether they are men or women N = 329	35.3%	41.0%	9.4%	6.1%	2.7%	5.5%	3.84
27. Employees of all ethnic backgrounds are treated with equal respect N = 328	35.1%	38.4%	14.0%	4.0%	2.1%	6.4%	3.81
28. My retirement package is adequate N = 327	7.6%	30.9%	29.1%	13.1%	7.6%	11.6%	2.83
29. My medical benefits are adequate N = 328	15.2%	41.2%	22.0%	7.6%	7.0%	7.0%	3.29
30. Our students receive a good, quality education N = 328	40.9%	49.1%	6.1%	0.9%	0.6%	2.4%	4.21
31. The district is well-regarded in the community N = 329	36.5%	47.4%	8.5%	2.4%	0.3%	4.9%	4.03
<b>CONCERNS ABOUT SAFETY...</b>							
32. I am safe from accidents at work N = 328	33.2%	53.7%	8.5%	2.7%	0.9%	0.9%	4.13
33. I am safe from health hazards at work N = 328	28.0%	51.2%	10.1%	7.3%	1.5%	1.8%	3.91
34. I feel personally safe at work N = 327	23.9%	50.8%	14.7%	8.3%	2.4%	0.0%	3.85

## DEMOGRAPHIC INFORMATION...

35. Your <b>Primary Work Area:</b>	332 responses	CRC Campus Respondents make up 16.7% of District-wide Respondents who provided their work area location.						
36. Your <b>Job Type:</b> N = 329	30.4%	Classified	65.7%	Faculty	2.7%	Manager	1.2%	Contract Employee**
** Contract employees captured some adjunct faculty members and employees who were hired in grant-funded positions; outside contractors were excluded from the analysis								
37. <b>Employment Status:</b> N = 332	69.6%	Full-Time Permanent	3.0%	Part-Time Permanent	1.8%	Temporary	25.6%	Adjunct Faculty
0.0% Contractors								
38. <b>Area of Your Work:</b> N = 306	14.7%	Administrative Support***	63.7%	Instructional Services	21.6%	Student Services	***Administrative support includes human resources, research/planning, business services, information technology and all other areas not part of instructional services or student services both at the district office and campus levels.	
39. <b>Your Gender:</b> N = 327	58.7%	Female	41.3%	Male				
40. <b>Your Ethnicity:</b> N = 322	7.5%	African American	9.9%	Asian	10.6%	Latino/Hispanic	1.6%	Native American
60.9% White 9.6% Other								
41. <b>How many years have you worked for the District?</b> N = 325	Mean = 9.80 years Median = 7.50 years							
17.8% Less than 2 years 12.0% 2-3.9 years 9.2% 4 -5.9years 12.9% 6-7.9 years								
7.7% 8-9.9 years 14.5% 10-14.9 years 12.3% 15-19.9 years 13.5% 20 or more years								

## Comments:

Categorized in separate report by primary work area location.