

## College Employee Satisfaction Survey Frequencies - All Respondents

		2007			2008		
		N	Pct	Pct Important/ Very Important or Satisfied/ Very Satisfied	N	Pct	Pct Important/ Very Important or Satisfied/ Very Satisfied
IMP: This institution promotes excellent employee-student relationships	not important at all	1	0%	93%	4	1%	91%
	not very important	3	0%		8	1%	
	somewhat important	44	6%		39	7%	
	important	206	30%		179	32%	
	very important	424	63%		334	59%	
IMP: This institution treats students as its top priority	not important at all	0	0%	95%	2	0%	95%
	not very important	10	1%		4	1%	
	somewhat important	26	4%		22	4%	
	important	156	23%		141	25%	
	very important	485	72%		393	70%	
IMP: This institution does a good job of meeting the needs of students	not important at all	2	0%	95%	1	0%	95%
	not very important	5	1%		2	0%	
	somewhat important	25	4%		24	4%	
	important	173	26%		136	24%	
	very important	458	69%		396	71%	
IMP: The role of academic advising is clearly articulated and understood -	not important at all	2	0%	91%	4	1%	91%
	not very important	8	1%		4	1%	
	somewhat important	48	8%		38	7%	
	important	211	33%		172	34%	
	very important	363	57%		290	57%	
IMP: The mission, purpose, and values of this institution are well understood by the campus community -	not important at all	3	0%	84%	3	1%	82%
	not very important	15	2%		16	3%	
	somewhat important	86	13%		83	15%	
	important	272	42%		255	46%	
	very important	275	42%		199	36%	
IMP: Most employees are generally supportive of the mission, purpose, and values of this institution -	not important at all	4	1%	88%	2	0%	87%
	not very important	9	1%		10	2%	
	somewhat important	66	10%		59	11%	
	important	290	45%		279	50%	
	very important	277	43%		203	37%	
IMP: The goals and objectives of this institution are consistent with its mission and values	not important at all	3	0%	90%	3	1%	88%
	not very important	11	2%		10	2%	
	somewhat important	48	8%		52	10%	
	important	283	46%		261	48%	
	very important	276	44%		221	40%	
IMP: This institution involves its employees in planning for the future	not important at all	5	1%	89%	2	0%	89%
	not very important	10	2%		12	2%	
	somewhat important	55	8%		48	9%	
	important	245	38%		245	45%	
	very important	338	52%		243	44%	
IMP: This institution plans carefully	not important at all	5	1%	92%	1	0%	94%
	not very important	6	1%		5	1%	
	somewhat important	39	6%		25	5%	
	important	241	38%		225	41%	
	very important	341	54%		289	53%	

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		N	Pct	Pct Important/ Very Important or Satisfied/ Very Satisfied	N	Pct	Pct Important/ Very Important or Satisfied/ Very Satisfied
IMP: The leadership of this institution has a clear sense of purpose	not important at all	3	0%	94%	2	0%	94%
	not very important	5	1%		4	1%	
	somewhat important	28	4%		28	5%	
	important	175	28%		191	35%	
	very important	420	67%		318	59%	
IMP: This institution does a good job of meeting the needs of its faculty	not important at all	4	1%	92%	1	0%	91%
	not very important	4	1%		5	1%	
	somewhat important	38	6%		41	8%	
	important	214	35%		210	41%	
	very important	346	57%		257	50%	
IMP: This institution does a good job of meeting the needs of staff	not important at all	4	1%	90%	2	0%	90%
	not very important	10	2%		11	2%	
	somewhat important	48	8%		39	7%	
	important	255	42%		244	46%	
	very important	289	48%		234	44%	
IMP: This institution does a good job of meeting the needs of administrators	not important at all	15	3%	75%	13	3%	77%
	not very important	26	5%		18	4%	
	somewhat important	94	17%		77	16%	
	important	229	42%		223	47%	
	very important	185	34%		140	30%	
IMP: This institution makes sufficient budgetary resources available to achieve important objectives	not important at all	2	0%	94%	1	0%	94%
	not very important	3	0%		8	2%	
	somewhat important	31	5%		24	5%	
	important	220	36%		227	43%	
	very important	351	58%		273	51%	
IMP: This institution makes sufficient staff resources available to achieve important objectives	not important at all	4	1%	90%	4	1%	91%
	not very important	7	1%		5	1%	
	somewhat important	50	8%		38	7%	
	important	249	41%		249	47%	
	very important	295	49%		236	44%	
IMP: There are effective lines of communication between departments	not important at all	5	1%	86%	2	0%	86%
	not very important	10	2%		13	3%	
	somewhat important	74	12%		54	11%	
	important	238	39%		237	47%	
	very important	291	47%		202	40%	
IMP: Administrators share information regularly with faculty and staff	not important at all	5	1%	90%	3	1%	94%
	not very important	11	2%		7	1%	
	somewhat important	45	7%		22	4%	
	important	265	42%		259	50%	
	very important	300	48%		222	43%	
IMP: There is good communication between the faculty and the administration at this institution	not important at all	4	1%	92%	3	1%	94%
	not very important	6	1%		6	1%	
	somewhat important	37	6%		20	4%	
	important	231	39%		218	46%	
	very important	319	53%		231	48%	

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		N	Pct	Pct Important/ Very Important or Satisfied/ Very Satisfied	N	Pct	Pct Important/ Very Important or Satisfied/ Very Satisfied
IMP: There is good communication between staff and the administration at this institution	not important at all	5	1%	88%	4	1%	90%
	not very important	11	2%		13	3%	
	somewhat important	51	9%		31	7%	
	important	248	44%		227	49%	
	very important	255	45%		193	41%	
IMP: Faculty take pride in their work	not important at all	3	1%	98%	2	0%	96%
	not very important	1	0%		0	0%	
	somewhat important	9	2%		16	3%	
	important	184	32%		152	31%	
	very important	383	66%		318	65%	
IMP: Staff take pride in their work	not important at all	1	0%	97%	1	0%	95%
	not very important	1	0%		4	1%	
	somewhat important	15	3%		21	4%	
	important	231	40%		204	42%	
	very important	336	58%		254	52%	
IMP: Administrators take pride in their work	not important at all	2	0%	93%	5	1%	93%
	not very important	6	1%		6	1%	
	somewhat important	28	5%		20	4%	
	important	199	37%		189	41%	
	very important	304	56%		239	52%	
IMP: There is a spirit of teamwork and cooperation at this institution	not important at all	5	1%	93%	2	0%	92%
	not very important	9	1%		7	1%	
	somewhat important	29	5%		30	6%	
	important	212	34%		196	38%	
	very important	365	59%		280	54%	
IMP: The reputation of this institution continues to improve	not important at all	4	1%	93%	2	0%	93%
	not very important	8	1%		3	1%	
	somewhat important	32	5%		30	6%	
	important	198	33%		207	40%	
	very important	366	60%		272	53%	
IMP: This institution is well-respected in the community	not important at all	1	0%	94%	1	0%	95%
	not very important	4	1%		2	0%	
	somewhat important	33	5%		24	5%	
	important	214	35%		218	43%	
	very important	355	58%		266	52%	
IMP: Efforts to improve quality are paying off at this institution	not important at all	1	0%	93%	2	0%	92%
	not very important	6	1%		2	0%	
	somewhat important	33	6%		34	7%	
	important	276	47%		241	49%	
	very important	270	46%		217	44%	
IMP: Employee suggestions are used to improve our institution	not important at all	6	1%	85%	3	1%	86%
	not very important	4	1%		12	3%	
	somewhat important	79	14%		54	11%	
	important	277	48%		251	53%	
	very important	211	37%		158	33%	

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		N	Pct	Pct Important/ Very Important or Satisfied/ Very Satisfied	N	Pct	Pct Important/ Very Important or Satisfied/ Very Satisfied
IMP: This institution consistently follows clear processes for selecting new employees	not important at all not very important somewhat important important very important	5 6 48 264 257	1% 1% 8% 46% 44%	90%	3 7 33 239 201	1% 1% 7% 49% 42%	91%
IMP: This institution consistently follows clear processes for orienting and training new employees	not important at all not very important somewhat important important very important	5 9 55 290 220	1% 2% 9% 50% 38%	88%	3 6 61 226 187	1% 1% 13% 47% 39%	86%
IMP: This institution consistently follows clear processes for recognizing employee achievements	not important at all not very important somewhat important important very important	4 18 89 279 198	1% 3% 15% 47% 34%	81%	3 9 70 242 179	1% 2% 14% 48% 36%	84%
IMP: This institution has written procedures that clearly define who is responsible for each operation and service	not important at all not very important somewhat important important very important	3 16 65 283 190	1% 3% 12% 51% 34%	85%	1 12 63 247 144	0% 3% 13% 53% 31%	84%
IMP: The institution does a good job evaluating its physical and technological resources and implements these items into the institutions master plan -	not important at all not very important somewhat important important very important	1 6 56 266 196	0% 1% 11% 51% 37%	88%	2 6 48 241 166	0% 1% 10% 52% 36%	88%
IMP: The institution has adopted policies regarding computing reliability, integrity, and security of data -	not important at all not very important somewhat important important very important	4 7 52 220 254	1% 1% 10% 41% 47%	88%	3 4 33 199 221	1% 1% 7% 43% 48%	91%
IMP: Academic Affairs and Student Affairs collaborate effectively and form partnerships to promote student learning	not important at all not very important somewhat important important very important	-- -- -- -- --	-- -- -- -- --	--	5 9 38 190 180	1% 2% 9% 45% 43%	88%
SAT: This institution promotes excellent employee-student relationships	not satisfied at all not very satisfied somewhat satisfied satisfied very satisfied	37 129 258 195 49	6% 19% 39% 29% 7%	37%	17 63 205 222 47	3% 11% 37% 40% 8%	49%
SAT: This institution treats students as its top priority	not satisfied at all not very satisfied somewhat satisfied satisfied very satisfied	51 151 251 168 42	8% 23% 38% 25% 6%	32%	26 68 177 234 47	5% 12% 32% 42% 9%	51%

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		N	Pct	Pct Important/ Very Important or Satisfied/ Very Satisfied	N	Pct	Pct Important/ Very Important or Satisfied/ Very Satisfied
SAT: This institution does a good job of meeting the needs of students	not satisfied at all	37	6%	26%	16	3%	42%
	not very satisfied	153	24%		73	13%	
	somewhat satisfied	290	45%		228	42%	
	satisfied	143	22%		194	36%	
	very satisfied	27	4%		34	6%	
SAT: The role of academic advising is clearly articulated and understood -	not satisfied at all	93	15%	25%	52	11%	29%
	not very satisfied	187	30%		126	26%	
	somewhat satisfied	180	29%		170	35%	
	satisfied	128	21%		123	25%	
	very satisfied	27	4%		19	4%	
SAT: The mission, purpose, and values of this institution are well understood by the campus community -	not satisfied at all	75	12%	31%	25	5%	42%
	not very satisfied	149	23%		90	16%	
	somewhat satisfied	220	34%		204	37%	
	satisfied	165	26%		189	34%	
	very satisfied	32	5%		40	7%	
SAT: Most employees are generally supportive of the mission, purpose, and values of this institution -	not satisfied at all	46	7%	39%	22	4%	48%
	not very satisfied	103	16%		67	12%	
	somewhat satisfied	238	37%		195	36%	
	satisfied	213	34%		225	41%	
	very satisfied	35	6%		35	6%	
SAT: The goals and objectives of this institution are consistent with its mission and values	not satisfied at all	56	9%	31%	21	4%	52%
	not very satisfied	132	22%		65	12%	
	somewhat satisfied	228	38%		173	32%	
	satisfied	161	27%		240	44%	
	very satisfied	28	5%		41	8%	
SAT: This institution involves its employees in planning for the future	not satisfied at all	146	23%	19%	66	12%	34%
	not very satisfied	184	29%		113	21%	
	somewhat satisfied	181	29%		179	33%	
	satisfied	96	15%		152	28%	
	very satisfied	27	4%		32	6%	
SAT: This institution plans carefully	not satisfied at all	127	21%	17%	58	11%	33%
	not very satisfied	177	29%		108	20%	
	somewhat satisfied	206	33%		190	36%	
	satisfied	91	15%		152	29%	
	very satisfied	16	3%		23	4%	
SAT: The leadership of this institution has a clear sense of purpose	not satisfied at all	158	26%	25%	55	10%	38%
	not very satisfied	154	25%		89	17%	
	somewhat satisfied	145	24%		188	35%	
	satisfied	113	18%		154	29%	
	very satisfied	43	7%		48	9%	
SAT: This institution does a good job of meeting the needs of its faculty	not satisfied at all	98	17%	25%	45	9%	39%
	not very satisfied	152	26%		92	19%	
	somewhat satisfied	183	31%		167	34%	
	satisfied	125	22%		161	33%	
	very satisfied	23	4%		30	6%	

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		N	Pct	Pct Important/ Very Important or Satisfied/ Very Satisfied	N	Pct	Pct Important/ Very Important or Satisfied/ Very Satisfied
SAT: This institution does a good job of meeting the needs of staff	not satisfied at all	79	14%	25%	36	7%	37%
	not very satisfied	154	27%		81	16%	
	somewhat satisfied	190	34%		202	40%	
	satisfied	117	21%		153	30%	
	very satisfied	27	5%		35	7%	
SAT: This institution does a good job of meeting the needs of administrators	not satisfied at all	41	8%	43%	18	4%	56%
	not very satisfied	81	16%		34	8%	
	somewhat satisfied	158	32%		141	32%	
	satisfied	153	31%		191	44%	
	very satisfied	60	12%		55	13%	
SAT: This institution makes sufficient budgetary resources available to achieve important objectives	not satisfied at all	106	18%	24%	55	11%	35%
	not very satisfied	160	27%		106	20%	
	somewhat satisfied	182	31%		178	34%	
	satisfied	123	21%		156	30%	
	very satisfied	16	3%		26	5%	
SAT: This institution makes sufficient staff resources available to achieve important objectives	not satisfied at all	92	16%	22%	55	11%	29%
	not very satisfied	177	31%		113	22%	
	somewhat satisfied	182	31%		196	38%	
	satisfied	106	18%		131	25%	
	very satisfied	23	4%		21	4%	
SAT: There are effective lines of communication between departments	not satisfied at all	110	18%	19%	50	10%	27%
	not very satisfied	189	31%		129	26%	
	somewhat satisfied	193	32%		189	38%	
	satisfied	98	16%		122	24%	
	very satisfied	16	3%		13	3%	
SAT: Administrators share information regularly with faculty and staff	not satisfied at all	120	20%	21%	37	7%	40%
	not very satisfied	169	28%		103	20%	
	somewhat satisfied	195	32%		165	33%	
	satisfied	102	17%		167	33%	
	very satisfied	24	4%		34	7%	
SAT: There is good communication between the faculty and the administration at this institution	not satisfied at all	124	21%	17%	27	6%	31%
	not very satisfied	175	30%		113	25%	
	somewhat satisfied	182	31%		174	38%	
	satisfied	83	14%		121	27%	
	very satisfied	16	3%		20	4%	
SAT: There is good communication between staff and the administration at this institution	not satisfied at all	98	18%	22%	33	7%	36%
	not very satisfied	123	23%		90	20%	
	somewhat satisfied	195	37%		168	37%	
	satisfied	105	20%		143	32%	
	very satisfied	13	2%		18	4%	
SAT: Faculty take pride in their work	not satisfied at all	17	3%	63%	9	2%	67%
	not very satisfied	41	7%		23	5%	
	somewhat satisfied	151	27%		125	26%	
	satisfied	262	46%		235	50%	
	very satisfied	96	17%		80	17%	

Data Source: Raw combined CESS results: CESS2007and2008.sav

Tables exclude missing responses.

Produced by the CCSU Office of Institutional Research and Assessment

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		2007			2008		
		N	Pct	Pct Important/ Very Important or Satisfied/ Very Satisfied	N	Pct	Pct Important/ Very Important or Satisfied/ Very Satisfied
SAT: Staff take pride in their work	not satisfied at all	20	4%	56%	13	3%	61%
	not very satisfied	64	11%		37	8%	
	somewhat satisfied	165	29%		132	28%	
	satisfied	244	44%		216	46%	
	very satisfied	67	12%		68	15%	
SAT: Administrators take pride in their work	not satisfied at all	39	8%	43%	19	4%	59%
	not very satisfied	70	14%		45	10%	
	somewhat satisfied	179	36%		115	27%	
	satisfied	168	33%		196	45%	
	very satisfied	46	9%		58	13%	
SAT: There is a spirit of teamwork and cooperation at this institution	not satisfied at all	162	26%	16%	69	14%	28%
	not very satisfied	184	30%		129	25%	
	somewhat satisfied	172	28%		169	33%	
	satisfied	80	13%		112	22%	
	very satisfied	18	3%		28	6%	
SAT: The reputation of this institution continues to improve	not satisfied at all	151	25%	23%	35	7%	43%
	not very satisfied	139	23%		69	14%	
	somewhat satisfied	169	28%		184	36%	
	satisfied	112	19%		158	31%	
	very satisfied	26	4%		59	12%	
SAT: This institution is well-respected in the community	not satisfied at all	77	13%	28%	30	6%	50%
	not very satisfied	156	26%		66	13%	
	somewhat satisfied	194	33%		154	31%	
	satisfied	143	24%		194	39%	
	very satisfied	24	4%		55	11%	
SAT: Efforts to improve quality are paying off at this institution	not satisfied at all	83	15%	23%	27	6%	43%
	not very satisfied	148	26%		75	15%	
	somewhat satisfied	207	36%		176	36%	
	satisfied	114	20%		165	34%	
	very satisfied	19	3%		41	8%	
SAT: Employee suggestions are used to improve our institution	not satisfied at all	114	20%	17%	57	13%	27%
	not very satisfied	179	32%		93	20%	
	somewhat satisfied	173	31%		184	40%	
	satisfied	80	14%		108	24%	
	very satisfied	13	2%		14	3%	
SAT: This institution consistently follows clear processes for selecting new employees	not satisfied at all	83	15%	42%	39	8%	50%
	not very satisfied	81	14%		57	12%	
	somewhat satisfied	161	29%		137	29%	
	satisfied	192	34%		171	37%	
	very satisfied	47	8%		62	13%	
SAT: This institution consistently follows clear processes for orienting and training new employees	not satisfied at all	59	11%	35%	42	9%	43%
	not very satisfied	108	19%		59	13%	
	somewhat satisfied	196	35%		165	35%	
	satisfied	164	29%		159	34%	
	very satisfied	33	6%		41	9%	

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		2007			2008		
		N	Pct	Pct Important/ Very Important or Satisfied/ Very Satisfied	N	Pct	Pct Important/ Very Important or Satisfied/ Very Satisfied
SAT: This institution consistently follows clear processes for recognizing employee achievements	not satisfied at all	81	14%	30%	51	10%	46%
	not very satisfied	127	22%		69	14%	
	somewhat satisfied	190	33%		143	29%	
	satisfied	138	24%		187	38%	
	very satisfied	34	6%		36	7%	
SAT: This institution has written procedures that clearly define who is responsible for each operation and service	not satisfied at all	73	14%	27%	37	8%	32%
	not very satisfied	134	25%		81	18%	
	somewhat satisfied	182	34%		188	42%	
	satisfied	121	23%		118	26%	
	very satisfied	21	4%		24	5%	
SAT: The institution does a good job evaluating its physical and technological resources and implements these items into the institutions master plan -	not satisfied at all	55	11%	33%	30	7%	41%
	not very satisfied	96	19%		72	16%	
	somewhat satisfied	178	36%		159	36%	
	satisfied	144	29%		161	36%	
	very satisfied	21	4%		20	5%	
SAT: The institution has adopted policies regarding computing reliability, integrity, and security of data -	not satisfied at all	17	3%	63%	20	5%	67%
	not very satisfied	47	9%		19	4%	
	somewhat satisfied	124	24%		107	24%	
	satisfied	246	48%		213	48%	
	very satisfied	80	16%		81	18%	
SAT: Academic Affairs and Student Affairs collaborate effectively and form partnerships to promote student learning	not satisfied at all	--	--	--	20	5%	41%
	not very satisfied	--	--		43	11%	
	somewhat satisfied	--	--		168	43%	
	satisfied	--	--		146	37%	
	very satisfied	--	--		17	4%	
IMP: A) Increase the enrollment of new students - Rate Importance	not important at all	57	9%	45%	33	6%	48%
	not very important	125	20%		85	16%	
	somewhat important	169	26%		156	30%	
	important	182	29%		141	27%	
	very important	105	16%		110	21%	
IMP: B) Retain more of its current students to graduation - Rate Importance	not important at all	2	0%	93%	4	1%	94%
	not very important	9	1%		6	1%	
	somewhat important	37	6%		21	4%	
	important	152	24%		123	23%	
	very important	441	69%		373	71%	
IMP: C) Improve the academic ability of entering student classes - Rate Importance	not important at all	6	1%	78%	4	1%	80%
	not very important	25	4%		16	3%	
	somewhat important	107	17%		86	17%	
	important	228	36%		174	33%	
	very important	264	42%		241	46%	
IMP: D) Recruit students from new geographic markets - Rate Importance	not important at all	51	8%	37%	41	8%	40%
	not very important	147	24%		114	22%	
	somewhat important	194	31%		161	31%	
	important	142	23%		133	25%	
	very important	89	14%		74	14%	



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		2007			2008		
		N	Pct	Pct Important/ Very Important or Satisfied/ Very Satisfied	N	Pct	Pct Important/ Very Important or Satisfied/ Very Satisfied
IMP: E) Increase the diversity of the student body - Rate Importance	not important at all	30	5%	59%	25	5%	59%
	not very important	68	11%		50	10%	
	somewhat important	164	26%		140	27%	
	important	179	28%		153	29%	
	very important	191	30%		154	30%	
IMP: F) Develop new academic programs - Rate Importance	not important at all	14	2%	48%	12	2%	53%
	not very important	71	11%		50	10%	
	somewhat important	241	38%		181	35%	
	important	195	31%		179	34%	
	very important	111	18%		100	19%	
IMP: G) Improve the quality of existing academic programs - Rate Importance	not important at all	#####		89%	1	0%	95%
	not very important	4	1%		1	0%	
	somewhat important	64	10%		22	4%	
	important	225	36%		190	36%	
	very important	340	54%		309	59%	
IMP: H) Improve the appearance of campus buildings and grounds - Rate Importance	not important at all	5	1%	68%	6	1%	66%
	not very important	34	5%		29	6%	
	somewhat important	163	26%		143	27%	
	important	243	38%		215	41%	
	very important	192	30%		133	25%	
IMP: I) Improve employee morale - Rate Importance	not important at all	2	0%	90%	1	0%	89%
	not very important	5	1%		7	1%	
	somewhat important	57	9%		49	9%	
	important	146	23%		171	32%	
	very important	430	67%		299	57%	
First priority goal	A) Increase the enrollment	--	--		27	5%	
	B) Retain more of its current students	--	--		194	38%	
	C) Improve the academic quality	--	--		56	11%	
	D) Recruit students from diverse backgrounds	--	--		2	0%	
	E) Increase the diversity of the student body	--	--		25	5%	
	F) Develop new academic programs	--	--		14	3%	
	G) Improve the quality of existing academic programs	--	--		124	24%	
	H) Improve the appearance of campus buildings and grounds	--	--		10	2%	
	I) Improve employee morale	--	--		63	12%	
Second priority goal	A) Increase the enrollment	--	--		31	6%	
	B) Retain more of its current students	--	--		135	26%	
	C) Improve the academic quality	--	--		76	15%	
	D) Recruit students from diverse backgrounds	--	--		10	2%	
	E) Increase the diversity of the student body	--	--		40	8%	
	F) Develop new academic programs	--	--		27	5%	
	G) Improve the quality of existing academic programs	--	--		114	22%	
	H) Improve the appearance of campus buildings and grounds	--	--		30	6%	
	I) Improve employee morale	--	--		51	10%	

## College Employee Satisfaction Survey Frequencies - All Respondents

		2007		2008	
		Pct Important/ Very Important or Satisfied/ Very Satisfied		Pct Important/ Very Important or Satisfied/ Very Satisfied	
		N	Pct	N	Pct
Third priority goal	A) Increase the enrollment	--	--	25	5%
	B) Retain more of its current students	--	--	71	14%
	C) Improve the academic quality	--	--	59	12%
	D) Recruit students from other areas	--	--	21	4%
	E) Increase the diversity of the student body	--	--	52	10%
	F) Develop new academic programs	--	--	50	10%
	G) Improve the quality of instruction	--	--	102	20%
	H) Improve the appeal of the college	--	--	50	10%
	I) Improve employee relations	--	--	78	15%
How involved are: Instructional faculty	not enough involvement	123	22%	74	16%
	not quite enough involvement	201	36%	138	31%
	just the right involvement	161	29%	183	41%
	more than enough involvement	48	9%	48	11%
	too much involvement	25	4%	7	2%
How involved are: Administrative faculty	not enough involvement	32	6%	34	8%
	not quite enough involvement	127	23%	85	19%
	just the right involvement	183	33%	200	45%
	more than enough involvement	111	20%	86	19%
	too much involvement	94	17%	37	8%
How involved are: Classified staff	not enough involvement	114	22%	89	21%
	not quite enough involvement	136	27%	97	23%
	just the right involvement	212	41%	195	46%
	more than enough involvement	32	6%	24	6%
	too much involvement	17	3%	16	4%
How involved are: Senior administrators (VP, Provost level or above)	not enough involvement	7	1%	8	2%
	not quite enough involvement	21	4%	16	4%
	just the right involvement	157	29%	171	40%
	more than enough involvement	172	32%	152	35%
	too much involvement	186	34%	82	19%
How involved are: Academic deans	not enough involvement	13	2%	12	3%
	not quite enough involvement	82	16%	63	15%
	just the right involvement	271	51%	225	54%
	more than enough involvement	121	23%	94	23%
	too much involvement	41	8%	19	5%
How involved are: Academic department chairs	not enough involvement	49	9%	34	8%
	not quite enough involvement	193	37%	124	30%
	just the right involvement	208	40%	204	49%
	more than enough involvement	52	10%	45	11%
	too much involvement	21	4%	11	3%
How involved are: Program or unit directors	not enough involvement	52	11%	38	10%
	not quite enough involvement	164	34%	114	30%
	just the right involvement	210	44%	184	49%
	more than enough involvement	43	9%	37	10%
	too much involvement	12	2%	6	2%

## College Employee Satisfaction Survey Frequencies - All Respondents

		2007		2008	
		Pct Important/ Very Important or Satisfied/ Very Satisfied		Pct Important/ Very Important or Satisfied/ Very Satisfied	
		N	Pct	N	Pct
How involved are: The University Senate	not enough involvement	60	12%	36	9%
	not quite enough involvement	134	26%	68	17%
	just the right involvement	216	42%	191	48%
	more than enough involvement	58	11%	74	19%
	too much involvement	43	8%	29	7%
How involved are: Students	not enough involvement	151	28%	111	26%
	not quite enough involvement	233	43%	170	40%
	just the right involvement	137	25%	123	29%
	more than enough involvement	18	3%	13	3%
	too much involvement	7	1%	10	2%
How involved are: Alumni	not enough involvement	97	20%	82	21%
	not quite enough involvement	144	29%	109	28%
	just the right involvement	191	39%	165	42%
	more than enough involvement	48	10%	24	6%
	too much involvement	12	2%	9	2%
How involved are: Trustees	not enough involvement	24	5%	16	4%
	not quite enough involvement	40	8%	28	7%
	just the right involvement	210	43%	164	43%
	more than enough involvement	114	23%	105	27%
	too much involvement	103	21%	69	18%
IMP: It is easy for me to get information at this institution	not important at all	2	0%	#####	
	not very important	5	1%	1	0%
	somewhat important	48	8%	30	6%
	important	257	44%	217	44%
	very important	266	46%	247	50%
IMP: I learn about important campus events in a timely manner	not important at all	0	0%	0	0%
	not very important	9	2%	8	2%
	somewhat important	121	21%	80	16%
	important	292	50%	260	53%
	very important	162	28%	145	29%
IMP: I am empowered to resolve problems quickly	not important at all	2	0%	2	0%
	not very important	8	1%	4	1%
	somewhat important	38	7%	34	7%
	important	294	53%	242	50%
	very important	218	39%	201	42%
IMP: I am comfortable answering student questions about institutional policies and procedures	not important at all	3	1%	4	1%
	not very important	21	4%	11	2%
	somewhat important	92	17%	67	14%
	important	256	47%	248	53%
	very important	176	32%	142	30%

## College Employee Satisfaction Survey Frequencies - All Respondents

		2007			2008		
		Pct Important/ Very Important or Satisfied/ Very Satisfied			Pct Important/ Very Important or Satisfied/ Very Satisfied		
		N	Pct		N	Pct	
IMP: I have the information I need to do my job well	not important at all	#####			1	0%	
	not very important	2	0%		#####		
	somewhat important	18	3%	97%	15	3%	97%
	important	213	37%		178	36%	
	very important	346	60%		300	61%	
IMP: My job responsibilities are communicated clearly to me	not important at all	#####			1	0%	
	not very important	4	1%		3	1%	
	somewhat important	27	5%	95%	18	4%	96%
	important	232	40%		189	39%	
	very important	315	54%		279	57%	
IMP: My supervisor pays attention to what I have to say	not important at all	1	0%		2	0%	
	not very important	5	1%		3	1%	
	somewhat important	25	4%	95%	20	4%	95%
	important	211	37%		178	36%	
	very important	323	57%		285	58%	
IMP: My supervisor helps me improve my job performance	not important at all	3	1%		6	1%	
	not very important	15	3%		12	2%	
	somewhat important	56	10%	87%	47	10%	87%
	important	216	39%		202	42%	
	very important	260	47%		217	45%	
IMP: My department or work unit has up-to-date written objectives	not important at all	4	1%		6	1%	
	not very important	22	4%		15	3%	
	somewhat important	86	16%	79%	79	17%	79%
	important	266	49%		229	48%	
	very important	163	30%		145	31%	
IMP: My department meets as a team to plan and coordinate work	not important at all	2	0%		3	1%	
	not very important	15	3%		6	1%	
	somewhat important	58	10%	87%	41	9%	90%
	important	260	47%		220	46%	
	very important	221	40%		210	44%	
IMP: My department has the budget needed to do its job well	not important at all	1	0%		1	0%	
	not very important	3	1%		3	1%	
	somewhat important	16	3%	96%	12	3%	97%
	important	224	41%		188	40%	
	very important	308	56%		266	57%	
IMP: My department has the staff needed to do its job well	not important at all	0	0%		0	0%	
	not very important	4	1%		2	0%	
	somewhat important	22	4%	95%	8	2%	98%
	important	209	37%		181	37%	
	very important	333	59%		300	61%	

## College Employee Satisfaction Survey Frequencies - All Respondents

		2007			2008		
				Pct Important/ Very Important or Satisfied/ Very Satisfied			Pct Important/ Very Important or Satisfied/ Very Satisfied
		N	Pct		N	Pct	
IMP: I am paid fairly for the work I do	not important at all	0	0%	93%	0	0%	96%
	not very important	4	1%		3	1%	
	somewhat important	38	6%		18	4%	
	important	218	37%		181	37%	
	very important	328	56%		287	59%	
IMP: The employee benefits available to me are valuable	not important at all	1	0%	95%	5	1%	96%
	not very important	2	0%		3	1%	
	somewhat important	24	4%		13	3%	
	important	160	28%		125	26%	
	very important	391	68%		339	70%	
IMP: I have adequate opportunities for advancement	not important at all	8	1%	85%	5	1%	86%
	not very important	13	2%		14	3%	
	somewhat important	63	11%		49	10%	
	important	243	43%		184	39%	
	very important	236	42%		221	47%	
IMP: I have adequate opportunities for training to improve my skills	not important at all	5	1%	88%	3	1%	89%
	not very important	8	1%		10	2%	
	somewhat important	56	10%		41	9%	
	important	259	46%		218	46%	
	very important	231	41%		203	43%	
IMP: I have adequate opportunities for professional development	not important at all	4	1%	89%	1	0%	90%
	not very important	7	1%		9	2%	
	somewhat important	53	9%		38	8%	
	important	263	47%		213	45%	
	very important	234	42%		216	45%	
IMP: The type of work I do on most days is personally rewarding	not important at all	2	0%	95%	#####		95%
	not very important	3	1%		2	0%	
	somewhat important	23	4%		20	4%	
	important	193	33%		161	33%	
	very important	362	62%		305	63%	
IMP: The work I do is appreciated by my supervisor	not important at all	6	1%	88%	6	1%	86%
	not very important	12	2%		6	1%	
	somewhat important	50	9%		58	12%	
	important	233	41%		188	39%	
	very important	265	47%		225	47%	
IMP: The work I do is valuable to the institution	not important at all	1	0%	95%	0	0%	95%
	not very important	3	1%		2	0%	
	somewhat important	28	5%		22	4%	
	important	219	38%		207	42%	
	very important	334	57%		259	53%	

## College Employee Satisfaction Survey Frequencies - All Respondents

		2007			2008		
		Pct Important/ Very Important or Satisfied/ Very Satisfied			Pct Important/ Very Important or Satisfied/ Very Satisfied		
		N	Pct		N	Pct	
IMP: I am proud to work at this institution	not important at all	2	0%	91%	#####		93%
	not very important	8	1%		6	1%	
	somewhat important	44	7%		27	6%	
	important	218	37%		190	39%	
	very important	317	54%		267	54%	
SAT: It is easy for me to get information at this institution	not satisfied at all	59	10%	39%	27	5%	47%
	not very satisfied	93	16%		70	14%	
	somewhat satisfied	201	35%		163	33%	
	satisfied	182	31%		187	38%	
	very satisfied	44	8%		48	10%	
SAT: I learn about important campus events in a timely manner	not satisfied at all	28	5%	48%	17	3%	68%
	not very satisfied	77	13%		41	8%	
	somewhat satisfied	197	34%		98	20%	
	satisfied	228	39%		235	48%	
	very satisfied	56	10%		103	21%	
SAT: I am empowered to resolve problems quickly	not satisfied at all	52	9%	38%	38	8%	50%
	not very satisfied	117	21%		68	14%	
	somewhat satisfied	179	32%		133	28%	
	satisfied	164	29%		202	42%	
	very satisfied	47	8%		41	9%	
SAT: I am comfortable answering student questions about institutional policies and procedures	not satisfied at all	30	5%	47%	25	5%	55%
	not very satisfied	89	16%		53	11%	
	somewhat satisfied	173	32%		131	28%	
	satisfied	192	35%		206	44%	
	very satisfied	62	11%		54	12%	
SAT: I have the information I need to do my job well	not satisfied at all	28	5%	58%	18	4%	60%
	not very satisfied	56	10%		45	9%	
	somewhat satisfied	158	27%		134	27%	
	satisfied	247	43%		223	45%	
	very satisfied	91	16%		73	15%	
SAT: My job responsibilities are communicated clearly to me	not satisfied at all	35	6%	63%	31	6%	65%
	not very satisfied	54	9%		42	9%	
	somewhat satisfied	127	22%		96	20%	
	satisfied	251	43%		209	43%	
	very satisfied	111	19%		110	23%	
SAT: My supervisor pays attention to what I have to say	not satisfied at all	43	8%	69%	35	7%	70%
	not very satisfied	38	7%		39	8%	
	somewhat satisfied	96	17%		70	14%	
	satisfied	164	29%		139	28%	
	very satisfied	226	40%		205	42%	

## College Employee Satisfaction Survey Frequencies - All Respondents

		2007			2008		
		N	Pct	Pct Important/ Very Important or Satisfied/ Very Satisfied	N	Pct	Pct Important/ Very Important or Satisfied/ Very Satisfied
SAT: My supervisor helps me improve my job performance	not satisfied at all	49	9%	60%	38	8%	64%
	not very satisfied	63	11%		53	11%	
	somewhat satisfied	109	20%		83	17%	
	satisfied	173	31%		166	35%	
	very satisfied	156	28%		140	29%	
SAT: My department or work unit has up-to-date written objectives	not satisfied at all	48	9%	54%	39	8%	54%
	not very satisfied	69	13%		58	12%	
	somewhat satisfied	128	24%		119	25%	
	satisfied	214	40%		182	39%	
	very satisfied	76	14%		73	15%	
SAT: My department meets as a team to plan and coordinate work	not satisfied at all	39	7%	66%	42	9%	59%
	not very satisfied	62	11%		63	13%	
	somewhat satisfied	87	16%		91	19%	
	satisfied	234	42%		172	36%	
	very satisfied	129	23%		111	23%	
SAT: My department has the budget needed to do its job well	not satisfied at all	120	22%	28%	80	17%	33%
	not very satisfied	128	23%		105	22%	
	somewhat satisfied	147	27%		129	28%	
	satisfied	120	22%		122	26%	
	very satisfied	34	6%		32	7%	
SAT: My department has the staff needed to do its job well	not satisfied at all	123	22%	34%	102	21%	36%
	not very satisfied	105	19%		100	20%	
	somewhat satisfied	144	25%		112	23%	
	satisfied	147	26%		128	26%	
	very satisfied	48	8%		48	10%	
SAT: I am paid fairly for the work I do	not satisfied at all	81	14%	50%	57	12%	56%
	not very satisfied	82	14%		54	11%	
	somewhat satisfied	135	23%		106	22%	
	satisfied	216	37%		191	39%	
	very satisfied	77	13%		81	17%	
SAT: The employee benefits available to me are valuable	not satisfied at all	17	3%	80%	26	5%	79%
	not very satisfied	28	5%		23	5%	
	somewhat satisfied	71	12%		50	10%	
	satisfied	261	45%		200	42%	
	very satisfied	198	34%		182	38%	
SAT: I have adequate opportunities for advancement	not satisfied at all	106	19%	37%	83	18%	43%
	not very satisfied	116	21%		75	16%	
	somewhat satisfied	131	23%		111	24%	
	satisfied	171	31%		161	34%	
	very satisfied	36	6%		40	9%	
SAT: I have adequate opportunities for training to improve my skills	not satisfied at all	39	7%	54%	33	7%	58%
	not very satisfied	77	14%		50	11%	
	somewhat satisfied	139	25%		116	24%	
	satisfied	212	38%		211	45%	
	very satisfied	90	16%		64	14%	

## College Employee Satisfaction Survey Frequencies - All Respondents

		2007			2008		
		N	Pct	Pct Important/ Very Important or Satisfied/ Very Satisfied	N	Pct	Pct Important/ Very Important or Satisfied/ Very Satisfied
SAT: I have adequate opportunities for professional development	not satisfied at all	46	8%	49%	33	7%	52%
	not very satisfied	90	16%		69	14%	
	somewhat satisfied	149	27%		129	27%	
	satisfied	200	36%		183	38%	
	very satisfied	74	13%		63	13%	
SAT: The type of work I do on most days is personally rewarding	not satisfied at all	21	4%	73%	9	2%	80%
	not very satisfied	31	5%		20	4%	
	somewhat satisfied	106	18%		67	14%	
	satisfied	198	34%		223	46%	
	very satisfied	226	39%		168	34%	
SAT: The work I do is appreciated by my supervisor	not satisfied at all	39	7%	70%	24	5%	72%
	not very satisfied	43	8%		37	8%	
	somewhat satisfied	90	16%		75	15%	
	satisfied	189	33%		182	38%	
	very satisfied	206	36%		166	34%	
SAT: The work I do is valuable to the institution	not satisfied at all	29	5%	64%	14	3%	75%
	not very satisfied	57	10%		31	6%	
	somewhat satisfied	126	22%		76	16%	
	satisfied	217	37%		228	47%	
	very satisfied	155	27%		137	28%	
SAT: I am proud to work at this institution	not satisfied at all	43	7%	61%	19	4%	75%
	not very satisfied	56	9%		19	4%	
	somewhat satisfied	129	22%		83	17%	
	satisfied	206	35%		199	41%	
	very satisfied	157	27%		169	35%	
SAT: Rate your overall satisfaction with your employment here so far:	not satisfied at all	12	2%	59%	12	2%	72%
	not very satisfied	61	10%		36	7%	
	somewhat satisfied	181	29%		96	19%	
	satisfied	262	42%		246	48%	
	very satisfied	110	18%		124	24%	
How long have you worked at this institution?	Less than 1 year	43	7%		52	10%	
	1 to 5 years	154	25%		142	28%	
	6 to 10 years	131	21%		110	21%	
	11 to 20 years	172	28%		124	24%	
	More than 20 years	124	20%		86	17%	
Which of the following best describes you:	Black/Afr. American	29	5%		29	6%	
	Asian/Pacific Islander	18	3%		17	3%	
	White	492	84%		411	84%	
	Hispanic/Latino	39	7%		33	7%	
	Nat Amer/Alask Nat	5	1%		1	0%	
Your gender is:	Male	257	43%		224	45%	
	Female	342	57%		275	55%	