

COLLEGE EMPLOYEE SATISFACTION SURVEY RESULTS (Custom survey)
Central Connecticut State University - Fall 2012

Section 1: Campus Culture and Policies			
RATE AGREEMENT (1 = "Completely disagree" / 5 = "Completely agree")	AGREEMENT		
	Mean	Standard Deviation	Valid Respondents
This institution promotes excellent employee-student relationships	3.89	1.00	671
This institution treats students as its top priority	3.84	1.08	652
This institution does a good job of meeting the needs of students	3.74	1.00	651
The role of academic advising is clearly articulated and understood	3.33	1.14	627
The mission, purpose, and values of this institution are well understood by the campus community	3.63	1.09	674
Most employees are generally supportive of the mission, purpose, and values of this institution	3.88	0.98	667
The goals and objectives of this institution are consistent with its mission and values	3.81	1.01	660
This institution involves its employees in planning for the future	3.20	1.24	663
This institution plans carefully	3.30	1.18	654
The leadership of this institution has a clear sense of purpose	3.44	1.25	664
This institution does a good job of meeting the needs of its faculty	3.30	1.17	646
This institution does a good job of meeting the needs of staff	3.25	1.15	649
This institution does a good job of meeting the needs of administrators	3.76	1.01	631
This institution makes sufficient budgetary resources available to achieve important objectives	3.14	1.19	649
This institution makes sufficient staff resources available to achieve important objectives	3.16	1.20	662
There are effective lines of communication between departments	3.08	1.17	635
Administrators share information regularly with faculty and staff	3.27	1.22	640
There is good communication between the faculty and the administration at this institution	3.11	1.16	624
There is good communication between staff and the administration at this institution	3.25	1.12	617
Faculty take pride in their work	4.14	0.88	626
Staff take pride in their work	4.10	0.87	625
Administrators take pride in their work	3.95	0.97	613
There is a spirit of teamwork and cooperation at this institution	3.22	1.25	651
The reputation of this institution continues to improve	3.75	1.08	648
This institution is well-respected in the community	3.84	1.02	639
Efforts to improve quality are paying off at this institution	3.69	1.09	638
Employee suggestions are used to improve our institution	3.09	1.15	624
This institution consistently follows clear processes for selecting new employees	3.47	1.19	626
This institution consistently follows clear processes for orienting and training new employees	3.42	1.15	624
This institution consistently follows clear processes for recognizing employee achievements	3.46	1.19	631
This institution has written procedures that clearly define who is responsible for each operation and service	3.35	1.09	626
The institution does a good job evaluating its physical and technological resources and implements these items into the institution's master plan	3.57	1.04	622
The institution has adopted policies regarding computing reliability, integrity, and security of data	3.94	0.97	631
Academic Affairs and Student Affairs collaborate effectively and form partnerships to promote student learning	3.54	0.99	594

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Section 2: Work environment			
RATE AGREEMENT (1 = "Completely disagree" / 5 = "Completely agree")	AGREEMENT		
	Mean	Standard Deviation	Valid Respondents
It is easy for me to get information at this institution	3.61	1.12	642
I learn about important campus events in a timely manner	3.97	1.04	635
I am empowered to resolve problems quickly	3.55	1.21	632
I am comfortable answering student questions about institutional policies and procedures	3.75	1.04	624
I have the information I need to do my job well	4.02	1.07	646
My job responsibilities are communicated clearly to me	3.97	1.17	637
My supervisor pays attention to what I have to say	4.05	1.26	638
My supervisor helps me improve my job performance	3.85	1.32	632
My department or work unit has written, up-to-date objectives	3.85	1.19	626
My department meets as a team to plan and coordinate work	3.91	1.29	633
My department has the budget needed to do its job well	3.17	1.33	637
My department has the staff needed to do its job well	3.13	1.42	632
I am paid fairly for the work I do	3.39	1.41	644
The employee benefits available to me are valuable	4.23	1.09	628
I have adequate opportunities for advancement	3.03	1.40	633
I have adequate opportunities for training to improve my skills	3.55	1.25	635
I have adequate opportunities for professional development	3.52	1.25	635
The type of work I do on most days is personally rewarding	4.34	0.90	638
The work I do is appreciated by my supervisor	4.06	1.23	639
The work I do is valuable to the institution	4.54	0.79	640
I am proud to work at this institution	4.30	0.96	643

Overall satisfaction			
RATE AGREEMENT (1 = "Completely disagree" / 5 = "Completely agree")	AGREEMENT		
	Mean	Standard Deviation	Valid Respondents
Rate your overall satisfaction with your employment here thus far: (1 = "Very unsatisfied" / 5 = "Very satisfied")	4.05	1.06	619

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Section 3: Demographics

<i>How long have you worked at this institution?</i>	Count	Percent
Less than 1 year	44	6.8%
1 to 5 years	171	26.4%
6 to 10 years	135	20.9%
11 to 20 years	166	25.7%
More than 20 years	131	20.2%
All responses	647	100.0%

<i>Is your position:</i>	Count	Percent
Part-time AAUP faculty	124	19.2%
Full-time AAUP faculty	176	27.2%
SUOAF-AFSCME administrative faculty	155	24.0%
Management / confidential staff	33	5.1%
Classified staff	91	14.1%
University Assistant	33	5.1%
Other	34	5.3%
All responses	646	100.0%

<i>Which of the following best describes you:</i>	Count	Percent
Black / African American	42	6.8%
Asian / Pacific Islander	14	2.3%
White	487	79.3%
Hispanic / Latino	48	7.8%
Native American / Alaskan Native	3	0.5%
Other (please specify)	20	3.3%
All responses	614	100.0%

<i>Your gender is:</i>	Count	Percent
Female	356	57.1%
Male	268	42.9%
All responses	624	100.0%