

COLLEGE EMPLOYEE SATISFACTION SURVEY RESULTS (Custom survey)  
Central Connecticut State University - Fall 2014

**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	3.79	1.10	543
This institution treats students as its top priority	3.74	1.18	521
This institution does a good job of meeting the needs of students	3.67	1.09	528
The role of academic advising is clearly articulated and understood	3.23	1.22	513
The mission, purpose, and values of this institution are well understood by the campus community	3.57	1.17	545
Most employees are generally supportive of the mission, purpose, and values of this institution	3.81	1.05	540
The goals and objectives of this institution are consistent with its mission and values	3.71	1.16	544
This institution involves its employees in planning for the future	3.14	1.32	539
This institution plans carefully	3.23	1.24	539
The leadership of this institution has a clear sense of purpose	3.36	1.28	538
This institution does a good job of meeting the needs of its faculty	3.26	1.26	517
This institution does a good job of meeting the needs of staff	3.19	1.22	526
This institution does a good job of meeting the needs of administrators	3.76	1.07	510
This institution makes sufficient budgetary resources available to achieve important objectives	3.01	1.29	529
This institution makes sufficient staff resources available to achieve important objectives	2.99	1.25	533
There are effective lines of communication between departments	2.99	1.20	507
Administrators share information regularly with faculty and staff	3.19	1.31	504
There is good communication between the faculty and the administration at this institution	3.05	1.24	487
There is good communication between staff and the administration at this institution	3.16	1.17	493
Faculty take pride in their work	4.05	1.00	494
Staff take pride in their work	4.04	0.98	499
Administrators take pride in their work	3.90	1.01	489
There is a spirit of teamwork and cooperation at this institution	3.10	1.32	516
The reputation of this institution continues to improve	3.61	1.20	510
This institution is well-respected in the community	3.76	1.07	506
Efforts to improve quality are paying off at this institution	3.59	1.19	509
Employee suggestions are used to improve our institution	2.97	1.22	494
This institution consistently follows clear processes for selecting new employees	3.28	1.31	503
This institution consistently follows clear processes for orienting and training new employees	3.33	1.21	505
This institution consistently follows clear processes for recognizing employee achievements	3.35	1.23	509
This institution has written procedures that clearly define who is responsible for each operation and service	3.21	1.15	494
The institution does a good job evaluating its physical and technological resources and implements these items into the institution's master plan	3.43	1.13	491
The institution has adopted policies regarding computing reliability, integrity, and security of data	3.92	1.07	501
Academic Affairs and Student Affairs collaborate effectively and form partnerships to promote student learning	3.51	1.03	477

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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	3.53	1.23	503
I learn about important campus events in a timely manner	3.88	1.11	497
I am empowered to resolve problems quickly	3.45	1.28	495
I am comfortable answering student questions about institutional policies and procedures	3.69	1.11	491
I have the information I need to do my job well	3.84	1.19	503
My job responsibilities are communicated clearly to me	3.85	1.25	501
My supervisor pays attention to what I have to say	3.95	1.35	503
My supervisor helps me improve my job performance	3.74	1.40	491
My department or work unit has written, up-to-date objectives	3.65	1.29	497
My department meets as a team to plan and coordinate work	3.74	1.36	501
My department has the budget needed to do its job well	2.85	1.35	492
My department has the staff needed to do its job well	2.90	1.43	492
I am paid fairly for the work I do	3.38	1.39	506
The employee benefits available to me are valuable	4.29	1.12	498
I have adequate opportunities for advancement	2.94	1.42	494
I have adequate opportunities for training to improve my skills	3.45	1.34	497
I have adequate opportunities for professional development	3.48	1.37	499
The type of work I do on most days is personally rewarding	4.18	1.08	504
The work I do is appreciated by my supervisor	3.98	1.32	504
The work I do is valuable to the institution	4.45	0.97	506
I am proud to work at this institution	4.18	1.11	502

**Overall satisfaction**

Rate your overall satisfaction with your employment here thus far: (1 = "Very unsatisfied" / 5 = "Very satisfied")	3.87	1.24	495
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**Section 3: Demographics**

<i>How long have you worked at this institution?</i>	<b>Count</b>	<b>Percent</b>
Less than 1 year	46	9.1%
1 to 5 years	110	21.8%
6 to 10 years	98	19.4%
11 to 20 years	138	27.4%
More than 20 years	112	22.2%
All responses	504	100.0%

<i>Is your position:</i>	<b>Count</b>	<b>Percent</b>
Part-time AAUP faculty	82	16.3%
Full-time AAUP faculty	150	29.9%
SUOAF-AFSCME administrative faculty	129	25.7%
Management / confidential staff	29	5.8%
Classified staff	71	14.1%
University Assistant	19	3.8%
Other	22	4.4%
All responses	502	100.0%

<i>Which of the following best describes you:</i>	<b>Count</b>	<b>Percent</b>
Black / African American	23	4.8%
Asian / Pacific Islander	10	2.1%
White	396	82.3%
Hispanic / Latino	33	6.9%
Native American / Alaskan Native	3	0.6%
Other (please specify)	16	3.3%
All responses	481	100.0%

<i>Your gender is:</i>	<b>Count</b>	<b>Percent</b>
Female	275	57.1%
Male	207	42.9%
All responses	482	100.0%