

COLLEGE EMPLOYEE SATISFACTION SURVEY RESULTS
Central Connecticut State University - Fall 2016 Respondents

Section 1: Campus Culture and Policies			
The following statements describe different aspects of colleges and universities. Rate your agreement with how well the statement describes your campus. RATE Agreement (1 = "Completely Disagree" / 5 = "Completely agree")	Agreement		
	Mean	Standard Deviation	Valid Respondents
This institution promotes excellent employee-student relationships	3.99	.98	428
This institution treats students as its top priority	3.95	1.12	429
This institution does a good job of meeting the needs of students	3.81	1.06	428
The role of academic advising is clearly articulated and understood	3.38	1.16	426
The mission, purpose, and values of this institution are well understood by the campus community	3.64	1.13	428
Most employees are generally supportive of the mission, purpose, and values of this institution	3.96	1.02	428
The goals and objectives of this institution are consistent with its mission and values	3.82	1.10	430
This institution involves its employees in planning for the future	3.20	1.25	427
This institution plans carefully	3.25	1.25	428
The leadership of this institution has a clear sense of purpose	3.37	1.26	429
This institution does a good job of meeting the needs of its faculty	3.24	1.24	424
This institution does a good job of meeting the needs of staff	3.26	1.12	416
This institution does a good job of meeting the needs of administrators	3.76	1.01	409
This institution makes sufficient budgetary resources available to achieve important objectives	3.00	1.27	414
This institution makes sufficient staff resources available to achieve important objectives	2.94	1.25	415
There are effective lines of communication between departments	2.91	1.22	415
Administrators share information regularly with faculty and staff	3.08	1.27	412
There is good communication between the faculty and the administration at this institution	3.08	1.20	411
There is good communication between staff and the administration at this institution	3.13	1.18	413
Faculty take pride in their work	4.17	.89	411
Staff take pride in their work	4.16	.86	413
Administrators take pride in their work	3.95	.98	412
There is a spirit of teamwork and cooperation at this institution	3.24	1.27	408
The reputation of this institution continues to improve	3.67	1.12	407
This institution is well-respected in the community	3.82	1.02	408
Efforts to improve quality are paying off at this institution	3.60	1.10	407
Employee suggestions are used to improve our institution	2.94	1.14	406
This institution consistently follows clear processes for selecting new employees	3.48	1.24	405
This institution consistently follows clear processes for orienting and training new employees	3.50	1.19	405
This institution consistently follows clear processes for recognizing employee achievements	3.34	1.24	407
This institution has written procedures that clearly define who is responsible for each operation and service	3.28	1.21	404
This institution does a good job evaluating its physical and technological resources and implements these items into the institution's master plan	3.46	1.08	405
This institution has adopted policies regarding computing reliability, integrity, and security of data	4.04	.96	405
Academic Affairs and Student Affairs collaborate effectively and form partnerships to promote student learning	3.52	1.03	405

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Section 2: Work environment			
The following statements describe conditions of your work environment as an employee at this institution. Rate your agreement with the statements about your work environment. Rate your agreement with how well the statement describes your campus. 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	3.57	1.15	407
I learn about important campus events in a timely manner	3.88	1.13	408
I am empowered to resolve problems quickly	3.46	1.32	405
I am comfortable answering student questions about institutional policies and procedures	3.77	1.08	407
I have the information I need to do my job well	3.93	1.08	407
My job responsibilities are communicated clearly to me	3.91	1.22	406
My supervisor pays attention to what I have to say	3.86	1.40	406
My supervisor helps me improve my job performance	3.62	1.46	405
My department or work unit has written, up-to-date objectives	3.64	1.30	402
My department meets as a team to plan and coordinate work	3.79	1.31	407
My department has the budget needed to do its job well	2.82	1.40	406
My department has the staff needed to do its job well	2.90	1.46	407
I am paid fairly for the work I do	3.34	1.44	406
The employee benefits available to me are valuable	4.36	0.97	407
I have adequate opportunities for advancement	2.92	1.42	407
I have adequate opportunities for training to improve my skills	3.49	1.31	406
I have adequate opportunities for professional development	3.42	1.31	406
The type of work I do on most days is personally rewarding	4.23	0.98	406
The work I do is appreciated by my supervisor	3.89	1.37	406
The work I do is valuable to the institution	4.55	0.83	406
I am proud to work at this institution	4.32	0.98	407

Overall satisfaction	Mean	Standard Deviation	Valid Respondents
Rate your overall satisfaction with your employment here so far:	3.86	1.18	404

Section 5: Demographics		
<i>How long have you worked at this institution?</i>	Count	Percent
Less than 1 year	31	7.7%
1 to 5 years	102	25.2%
6 to 10 years	71	17.6%
11 to 20 years	112	27.7%
More than 20 years	88	21.8%
All responses	404	100.0%
<i>Is your position:</i>	Count	Percent
Part-time AAUP faculty	51	12.7%
Full-time AAUP faculty	134	33.3%
SUOAF-AFSCME administrative faculty	99	24.6%
Management/Confidential professional	19	4.7%
Classified staff (Clerical, Maintenance, Police, etc.)	78	19.4%
Other	21	5.2%
All responses	402	100.0%
<i>Which of the following best describes you?</i>	Count	Percent
Black/African American	21	5.4%
Asian/Pacific Islander	12	3.1%
White	301	76.8%
Hispanic/Latino	30	7.7%
Native American/Alaskan Native	1	0.3%
Other (please specify):	27	6.9%
All responses	392	100.0%
<i>Do you identify as:</i>	Count	Percent
Female	229	57.4%
Male	164	41.1%
Other (please specify):	6	1.5%
All responses	399	100.0%