

CCSU College Employee Satisfaction Survey Results (2008)

Executive Summary

Respondent Profile

| Year | Respondents (N) | Women | Black | American Indian | Asian | Hispanic | White | No Report | Part-Time AAUP | Full-Time AAUP | SUOAF-AFSCME | Mgt./Conf. | Classified | UA/ Other PT | Other | Less than 1 year | 1 - 5 years | 6-10 years | 11-20 years | More than 20 years |
|------|-----------------|-------|-------|-----------------|-------|----------|-------|-----------|----------------|----------------|--------------|------------|------------|--------------|-------|------------------|-------------|------------|-------------|--------------------|
| 2007 | 705 | 57% | 4% | 1% | 3% | 6% | 69% | 18% | 10% | 39% | 23% | 5% | 14% | 5% | 4% | 7% | 25% | 21% | 28% | 20% |
| 2008 | 580 | 55% | 5% | <1% | 3% | 6% | 70% | 15% | 14% | 32% | 24% | 7% | 14% | 5% | 4% | 10% | 28% | 21% | 24% | 17% |

Percentages may not add due to rounding

Satisfaction was higher in 2008 than in 2007 on 53 out of 55 items; 41 were higher at statistically significant levels, and 33 were higher by more than 0.2 standard deviations

The top items on which perceptions increased significantly and most meaningfully from 2007 to 2008 were:

- The reputation of this institution continues to improve
- This institution is well-respected in the community
- Efforts to improve quality are paying off at this institution
- There is good communication between the faculty and the administration at this institution
- Administrators share information regularly with faculty and staff

Areas of strength continued to be:

- The type of work I do on most days is personally rewarding
- The employee benefits available to me are valuable
- I am proud to work at this institution
- The work I do is valuable to the institution
- My supervisor pays attention to what I have to say

Areas for improvement continued to be:

- There is a spirit of teamwork and cooperation at this institution
- My department has the budget needed to do its job well
- My department has the staff needed to do its job well
- There are effective lines of communication between departments
- Employee suggestions are used to improve our institution

Notably, all of these items except having sufficient staff showed improvement at statistically significant levels.

Areas most related to satisfaction with employment so far were:

- I am proud to work at this institution
- I have the information I need to do my job well
- This institution does a good job of meeting the needs of staff
- Efforts to improve quality are paying off at this institution
- I am empowered to resolve problems quickly