

COLLEGE EMPLOYEE SATISFACTION SURVEY RESULTS (Custom survey)  
 Central Connecticut State University  
 Fall, 2010

**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	3.86	1.01	694
This institution treats students as its top priority	3.77	1.12	700
This institution does a good job of meeting the needs of students	3.64	1.04	682
The role of academic advising is clearly articulated and understood	3.21	1.19	652
The mission, purpose, and values of this institution are well understood by the campus community	3.58	1.10	683
Most employees are generally supportive of the mission, purpose, and values of this institution	3.92	0.93	686
The goals and objectives of this institution are consistent with its mission and values	3.80	1.04	679
This institution involves its employees in planning for the future	3.37	1.21	681
This institution plans carefully	3.31	1.18	676
The leadership of this institution has a clear sense of purpose	3.58	1.19	669
This institution does a good job of meeting the needs of its faculty	3.31	1.16	656
This institution does a good job of meeting the needs of staff	3.29	1.13	633
This institution does a good job of meeting the needs of administrators	3.75	0.96	588
This institution makes sufficient budgetary resources available to achieve important objectives	3.17	1.21	663
This institution makes sufficient staff resources available to achieve important objectives	3.07	1.19	651
There are effective lines of communication between departments	2.96	1.19	631
Administrators share information regularly with faculty and staff	3.28	1.27	649
There is good communication between the faculty and the administration at this institution	3.16	1.17	607
There is good communication between staff and the administration at this institution	3.23	1.12	580
Faculty take pride in their work	4.16	0.87	624
Staff take pride in their work	4.13	0.88	611
Administrators take pride in their work	4.00	0.94	582
There is a spirit of teamwork and cooperation at this institution	3.35	1.20	648
The reputation of this institution continues to improve	3.91	1.03	650
This institution is well-respected in the community	3.85	1.01	643
Efforts to improve quality are paying off at this institution	3.75	1.01	632
Employee suggestions are used to improve our institution	3.16	1.13	609
This institution consistently follows clear processes for selecting new employees	3.47	1.26	602
This institution consistently follows clear processes for orienting and training new employees	3.36	1.19	614
This institution consistently follows clear processes for recognizing employee achievements	3.53	1.19	626
The institution does a good job evaluating its physical and technological resources and implements these items into the institution's master plan	3.43	1.06	599
The institution has adopted policies regarding computing reliability, integrity, and security of data	3.98	0.93	610
Academic Affairs and Student Affairs collaborate effectively and form partnerships to promote student learning	3.57	0.98	572

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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	3.55	1.18	645
I learn about important campus events in a timely manner	3.87	1.11	644
I am empowered to resolve problems quickly	3.51	1.23	622
I am comfortable answering student questions about institutional policies and procedures	3.69	1.13	613
I have the information I need to do my job well	4.00	1.05	648
My job responsibilities are communicated clearly to me	4.04	1.22	646
My supervisor pays attention to what I have to say	4.11	1.26	638
My supervisor helps me improve my job performance	3.87	1.30	629
My department or work unit has written, up-to-date objectives	3.81	1.26	620
My department meets as a team to plan and coordinate work	3.89	1.31	630
My department has the budget needed to do its job well	3.00	1.35	629
My department has the staff needed to do its job well	2.87	1.45	634
I am paid fairly for the work I do	3.47	1.41	644
The employee benefits available to me are valuable	4.27	1.14	626
I have adequate opportunities for advancement	3.04	1.34	622
I have adequate opportunities for training to improve my skills	3.58	1.25	630
I have adequate opportunities for professional development	3.51	1.28	621
The type of work I do on most days is personally rewarding	4.34	0.95	644
The work I do is appreciated by my supervisor	4.15	1.18	628
The work I do is valuable to the institution	4.59	0.80	641
I am proud to work at this institution	4.40	0.90	646

**Overall satisfaction**

Rate your overall satisfaction with your employment here thus far:	3.69	1.35	654
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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	70	9.8%
1 to 5 years	185	25.9%
6 to 10 years	143	20.0%
11 to 20 years	154	21.6%
More than 20 years	102	14.3%
No Response	60	8.4%
<b>Total</b>	<b>714</b>	<b>100.0%</b>

<i>Is your position:</i>	<b>Count</b>	<b>Percent</b>
Part-time AAUP faculty	119	16.7%
Full-time AAUP faculty	194	27.2%
SUOAF-AFSCME administrative faculty	147	20.6%
Management / confidential staff	31	4.3%
Classified staff	92	12.9%
University Assistant	37	5.2%
Other	33	4.6%
No Response	61	8.5%
<b>Total</b>	<b>714</b>	<b>100.0%</b>

<i>Which of the following best describes you:</i>	<b>Count</b>	<b>Percent</b>
Black / African American	40	5.6%
Asian / Pacific Islander	18	2.5%
White	503	70.4%
Hispanic / Latino	45	6.3%
Native American / Alaskan Native	7	1.0%
Other (please specify)	13	1.8%
No Response	88	12.3%
<b>Total</b>	<b>714</b>	<b>100.0%</b>

<i>Your gender is:</i>	<b>Count</b>	<b>Percent</b>
Male	286	40.1%
Female	348	48.7%
No Response	80	11.2%
<b>Total</b>	<b>714</b>	<b>100.0%</b>