

COLLEGE EMPLOYEE SATISFACTION SURVEY RESULTS
Central Connecticut State University

Section 1: Campus Culture and Policies					
RATE AGREEMENT (1 = "Completely disagree" / 5 = "Completely agree")	Mean				
	2014	2012	2010	2008	2007
This institution promotes excellent employee-student relationships	3.79	3.89	3.86	3.40	3.13
This institution treats students as its top priority	3.74	3.84	3.77	3.38	3.00
This institution does a good job of meeting the needs of students	3.67	3.74	3.64	3.29	2.95
The role of academic advising is clearly articulated and understood	3.23	3.33	3.21	2.86	2.69
The mission, purpose, and values of this institution are well understood by the campus community	3.57	3.63	3.58	3.24	2.89
Most employees are generally supportive of the mission, purpose, and values of this institution	3.81	3.88	3.92	3.34	3.14
The goals and objectives of this institution are consistent with its mission and values	3.71	3.81	3.80	3.40	2.96
This institution involves its employees in planning for the future	3.14	3.20	3.37	2.95	2.49
This institution plans carefully	3.23	3.30	3.31	2.95	2.50
The leadership of this institution has a clear sense of purpose	3.36	3.44	3.58	3.10	2.56
This institution does a good job of meeting the needs of its faculty	3.26	3.30	3.31	3.08	2.70
This institution does a good job of meeting the needs of staff	3.19	3.25	3.29	3.14	2.75
This institution does a good job of meeting the needs of administrators	3.76	3.76	3.75	3.53	3.22
This institution makes sufficient budgetary resources available to achieve important objectives	3.01	3.14	3.17	2.98	2.63
This institution makes sufficient staff resources available to achieve important objectives	2.99	3.16	3.07	2.90	2.64
There are effective lines of communication between departments	2.99	3.08	2.96	2.84	2.54
Administrators share information regularly with faculty and staff	3.19	3.27	3.28	3.11	2.58
There is good communication between the faculty and the administration at this institution	3.05	3.11	3.16	2.99	2.47
There is good communication between staff and the administration at this institution	3.16	3.25	3.23	3.05	2.65
Faculty take pride in their work	4.05	4.14	4.16	3.75	3.67
Staff take pride in their work	4.04	4.10	4.13	3.62	3.49
Administrators take pride in their work	3.9	3.95	4.00	3.53	3.22
There is a spirit of teamwork and cooperation at this institution	3.1	3.22	3.35	2.80	2.36
The reputation of this institution continues to improve	3.61	3.75	3.91	3.27	2.54
This institution is well-respected in the community	3.76	3.84	3.85	3.36	2.80
Efforts to improve quality are paying off at this institution	3.59	3.69	3.75	3.24	2.72
Employee suggestions are used to improve our institution	2.97	3.09	3.16	2.84	2.46
This institution consistently follows clear processes for selecting new employees	3.28	3.47	3.47	3.34	3.07
This institution consistently follows clear processes for orienting and training new employees	3.33	3.42	3.36	3.21	3.01
This institution consistently follows clear processes for recognizing employee achievements	3.35	3.46	3.53	3.18	2.85
This institution has written procedures that clearly define who is responsible for each operation and service	3.21	3.35	N/A	3.02	2.78
The institution does a good job evaluating its physical and technological resources and implements these items into the institution's master plan	3.43	3.57	3.43	3.16	2.96
The institution has adopted policies regarding computing reliability, integrity, and security of data	3.92	3.94	3.98	3.72	3.63
Academic Affairs and Student Affairs collaborate effectively and form partnerships to promote student learning	3.51	3.54	3.57	3.25	N/A

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Section 2: Work Environment					
RATE AGREEMENT (1 = "Completely disagree" / 5 = "Completely agree")	Mean				
	2014	2012	2010	2008	2007
It is easy for me to get information at this institution	3.53	3.61	3.55	3.32	3.10
I learn about important campus events in a timely manner	3.88	3.97	3.87	3.74	3.35
I am empowered to resolve problems quickly	3.45	3.55	3.51	3.29	3.07
I am comfortable answering student questions about institutional policies and procedures	3.69	3.75	3.69	3.45	3.31
I have the information I need to do my job well	3.84	4.02	4.00	3.58	3.55
My job responsibilities are communicated clearly to me	3.85	3.97	4.04	3.67	3.60
My supervisor pays attention to what I have to say	3.95	4.05	4.11	3.90	3.87
My supervisor helps me improve my job performance	3.74	3.85	3.87	3.66	3.59
My department or work unit has written, up-to-date objectives	3.65	3.85	3.81	3.41	3.38
My department meets as a team to plan and coordinate work	3.74	3.91	3.89	3.52	3.64
My department has the budget needed to do its job well	2.85	3.17	3.00	2.83	2.67
My department has the staff needed to do its job well	2.9	3.13	2.87	2.84	2.81
I am paid fairly for the work I do	3.38	3.39	3.47	3.38	3.21
The employee benefits available to me are valuable	4.29	4.23	4.27	4.02	4.03
I have adequate opportunities for advancement	2.94	3.03	3.04	3.00	2.85
I have adequate opportunities for training to improve my skills	3.45	3.55	3.58	3.47	3.43
I have adequate opportunities for professional development	3.48	3.52	3.51	3.36	3.30
The type of work I do on most days is personally rewarding	4.18	4.34	4.34	4.07	3.99
The work I do is appreciated by my supervisor	3.98	4.06	4.15	3.89	3.85
The work I do is valuable to the institution	4.45	4.54	4.59	3.91	3.71
I am proud to work at this institution	4.18	4.30	4.40	3.98	3.64

Overall satisfaction	Mean				
	2014	2012	2010	2008	2007
Rate your overall satisfaction with your employment here thus far: (1 = "Very unsatisfied" / 5 = "Very satisfied")	3.87	4.05	3.69	3.84	3.63