

COLLEGE EMPLOYEE SATISFACTION SURVEY RESULTS
Laramie County Community College - Spring 2016 Respondents

Section 1: Campus Culture and Policies

RATE IMPORTANCE (1 = "Not important at all" / 5 = "Very important") AND SATISFACTION (1 = "Not satisfied at all" / 5 = "Very satisfied")	IMPORTANCE			SATISFACTION			GAP
	Mean	Standard Deviation	Valid Respondents	Mean	Standard Deviation	Valid Respondents	
This institution promotes excellent employee-student relationships	4.62	.64	293	3.48	1.01	289	1.14
This institution treats students as its top priority	4.76	.51	293	3.18	1.18	289	1.58
This institution does a good job of meeting the needs of students	4.67	.53	290	3.23	1.06	287	1.45
The mission, purpose, and values of this institution are well understood by most employees	4.26	.76	291	3.19	1.08	289	1.06
Most employees are generally supportive of the mission, purpose, and values of this institution	4.36	.68	290	3.30	1.02	289	1.05
The goals and objectives of this institution are consistent with its mission and values	4.40	.67	291	3.15	1.16	289	1.25
This institution involves its employees in planning for the future	4.44	.73	290	2.68	1.23	288	1.76
This institution plans carefully	4.53	.62	290	2.67	1.20	287	1.86
The leadership of this institution has a clear sense of purpose	4.63	.61	291	2.94	1.27	289	1.68
This institution does a good job of meeting the needs of its faculty	4.44	.75	284	2.69	1.26	284	1.75
This institution does a good job of meeting the needs of staff	4.53	.62	275	2.79	1.14	271	1.74
This institution does a good job of meeting the needs of administrators	4.12	.85	271	3.68	.97	269	0.44
This institution makes sufficient budgetary resources available to achieve important objectives	4.49	.64	273	3.32	1.18	272	1.17
This institution makes sufficient staff resources available to achieve important objectives	4.39	.66	273	3.02	1.13	270	1.37
There are effective lines of communication between departments	4.58	.66	277	2.54	1.15	276	2.04
Administrators share information regularly with faculty and staff	4.56	.67	277	2.71	1.27	276	1.85
There is good communication between the faculty and the administration at this institution	4.51	.74	269	2.63	1.23	267	1.89
There is good communication between staff and the administration at this institution	4.48	.69	269	2.70	1.21	267	1.78
Faculty take pride in their work	4.64	.63	271	3.82	1.05	271	0.82
Staff take pride in their work	4.65	.60	272	3.90	.97	268	0.74
Administrators take pride in their work	4.52	.73	267	3.54	1.17	268	0.98
There is a spirit of teamwork and cooperation at this institution	4.59	.60	269	2.63	1.11	268	1.96
The reputation of this institution continues to improve	4.56	.61	268	2.99	1.26	268	1.56
This institution is well-respected in the community	4.59	.62	264	3.11	1.20	263	1.47
Efforts to improve quality are paying off at this institution	4.54	.56	266	2.96	1.25	266	1.58
Employee suggestions are used to improve our institution	4.42	.70	265	2.54	1.24	265	1.88
This institution consistently follows clear processes for selecting new employees	4.43	.69	265	3.13	1.28	265	1.30
This institution consistently follows clear processes for orienting and training new employees	4.43	.68	263	3.03	1.17	265	1.40
This institution consistently follows clear processes for recognizing employee achievements	4.25	.85	265	2.83	1.20	266	1.42
This institution has written procedures that clearly define who is responsible for each operation and service	4.36	.78	267	2.82	1.18	266	1.54
LCCC employees practice open and ethical communication	4.56	.62	266	2.95	1.18	263	1.61
LCCC manages change well	4.46	.63	264	2.59	1.19	263	1.87
I am more knowledgeable about LCCC's goals and strategies than one year ago	4.13	.84	264	3.35	1.20	262	0.79
I recognize my responsibility in making LCCC a great place to work	4.56	.66	265	4.06	1.01	265	0.50

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Section 2: Institutional Goals

RATE: IMPORTANCE (1 = "Not important at all / 5 = "Very important")	Mean	Standard Deviation	Valid Respondents
[A] Increase the enrollment of new students	4.39	0.75	269
[B] Retain more of its current students to graduation	4.58	0.67	269
[C] Improve the academic ability of entering student classes	4.23	0.83	266
[D] Recruit students from new geographic markets	3.42	1.09	267
[E] Increase the diversity of racial and ethnic groups represented among the student body	3.49	1.14	268
[F] Develop new academic programs	3.60	1.01	268
[G] Improve the quality of existing academic programs	4.51	0.63	268
[H] Improve the appearance of campus buildings and grounds	3.64	1.02	268
[I] Improve employee morale	4.61	0.72	269
[J] Some other goal	4.04	0.93	267
[K] Strengthen relationships and connections with key community partners	4.10	0.86	266
[L] Build the organizational capacity to thrive in the future	4.20	0.85	266
[M] Some other goal	3.18	1.43	188

(Choose three goals that you believe should be this institution's top priorities) First priority goal:	Count	Percent
[A] Increase the enrollment of new students	34	12.6%
[B] Retain more of its current students to graduation	63	23.3%
[C] Improve the academic ability of entering student classes	10	3.7%
[D] Recruit students from new geographic markets	2	0.7%
[E] Increase the diversity of racial and ethnic groups represented among the student body	4	1.5%
[F] Develop new academic programs	5	1.9%
[G] Improve the quality of existing academic programs	36	13.3%
[H] Improve the appearance of campus buildings and grounds	5	1.9%
[I] Improve employee morale	84	31.1%
[J] Some other goal	9	3.3%
[K] Strengthen relationships and connections with key community partners	3	1.1%
[L] Build the organizational capacity to thrive in the future	9	3.3%
[M] Some other goal	6	2.2%
All responses	270	100.0%

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(Choose three goals that you believe should be this institution's top priorities) Second priority goal:	Count	Percent
[A] Increase the enrollment of new students	47	17.4%
[B] Retain more of its current students to graduation	55	20.4%
[C] Improve the academic ability of entering student classes	20	7.4%
[D] Recruit students from new geographic markets	5	1.9%
[E] Increase the diversity of racial and ethnic groups represented among the student body	4	1.5%
[F] Develop new academic programs	9	3.3%
[G] Improve the quality of existing academic programs	34	12.6%
[H] Improve the appearance of campus buildings and grounds	6	2.2%
[I] Improve employee morale	46	17.0%
[J] Some other goal	11	4.1%
[K] Strengthen relationships and connections with key community partners	10	3.7%
[L] Build the organizational capacity to thrive in the future	14	5.2%
[M] Some other goal	9	3.3%
All responses	270	100.0%

(Choose three goals that you believe should be this institution's top priorities) Third priority goal:	Count	Percent
[A] Increase the enrollment of new students	44	16.3%
[B] Retain more of its current students to graduation	40	14.8%
[C] Improve the academic ability of entering student classes	19	7.0%
[D] Recruit students from new geographic markets	5	1.9%
[E] Increase the diversity of racial and ethnic groups represented among the student body	5	1.9%
[F] Develop new academic programs	16	5.9%
[G] Improve the quality of existing academic programs	39	14.4%
[H] Improve the appearance of campus buildings and grounds	7	2.6%
[I] Improve employee morale	35	13.0%
[J] Some other goal	13	4.8%
[K] Strengthen relationships and connections with key community partners	14	5.2%
[L] Build the organizational capacity to thrive in the future	24	8.9%
[M] Some other goal	9	3.3%
All responses	270	100.0%

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TOTAL "VOTES" FOR EACH GOAL	First Priority	Second Priority	Third Priority	TOTAL	TOTAL PERCENT
[A] Increase the enrollment of new students	34	47	44	125	15.4%
[B] Retain more of its current students to graduation	63	55	40	158	19.5%
[C] Improve the academic ability of entering student classes	10	20	19	49	6.0%
[D] Recruit students from new geographic markets	2	5	5	12	1.5%
[E] Increase the diversity of racial and ethnic groups represented among the student body	4	4	5	13	1.6%
[F] Develop new academic programs	5	9	16	30	3.7%
[G] Improve the quality of existing academic programs	36	34	39	109	13.5%
[H] Improve the appearance of campus buildings and grounds	5	6	7	18	2.2%
[I] Improve employee morale	84	46	35	165	20.4%
[J] Some other goal	9	11	13	33	4.1%
[K] Strengthen relationships and connections with key community partners	3	10	14	27	3.3%
[L] Build the organizational capacity to thrive in the future	9	14	24	47	5.8%
[M] Some other goal	6	9	9	24	3.0%
All responses	270	270	270	810	100.0%

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Section 3: Involvement in planning and decision-making

RATE: INVOLVEMENT (1 = "Not enough involvement" / 3 = "Just the right involvement" / 5 = "Too much involvement")	Mean	Standard Deviation	Valid Respondents
How involved are: Faculty	2.48	1.13	261
How involved are: Staff	2.13	0.89	260
How involved are: Deans or directors of administrative units	3.50	0.96	262
How involved are: Deans or chairs of academic units	3.37	0.95	262
How involved are: Senior administrators (VP, Provost level or above)	4.02	0.87	262
How involved are: Students	2.23	0.87	262
How involved are: Trustees	3.43	1.00	254
How involved are: Alumni	2.55	1.00	251
How Involved are: Classified Staff	2.29	0.91	255
How involved are: Professional Staff	2.41	0.96	254

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Section 4: Work environment

RATE IMPORTANCE (1 = "Not important at all" / 5 = "Very important") AND SATISFACTION (1 = "Not satisfied at all" / 5 = "Very satisfied")	IMPORTANCE			SATISFACTION			GAP
	Mean	Standard Deviation	Valid Respondents	Mean	Standard Deviation	Valid Respondents	
It is easy for me to get information at this institution	4.48	0.63	267	2.99	1.23	266	1.49
I learn about important campus events in a timely manner	4.15	0.78	266	3.11	1.17	265	1.04
I am empowered to resolve problems quickly	4.47	0.61	267	3.11	1.25	266	1.36
I am comfortable answering student questions about institutional policies and procedures	4.15	0.88	265	3.24	1.11	264	0.91
I have the information I need to do my job well	4.62	0.53	265	3.36	1.22	264	1.26
My job responsibilities are communicated clearly to me	4.59	0.54	266	3.36	1.29	266	1.23
My supervisor pays attention to what I have to say	4.62	0.57	263	3.55	1.49	263	1.07
My supervisor helps me improve my job performance	4.52	0.58	265	3.42	1.45	263	1.10
My department or work unit has written, up-to-date objectives	4.22	0.85	263	3.38	1.29	263	0.84
My department meets as a team to plan and coordinate work	4.40	0.75	264	3.62	1.36	265	0.78
My department has the budget needed to do its job well	4.55	0.55	265	3.33	1.21	264	1.22
My department has the staff needed to do its job well	4.58	0.57	264	3.02	1.28	264	1.56
I am paid fairly for the work I do	4.63	0.63	265	2.78	1.35	265	1.84
The employee benefits available to me are valuable	4.64	0.61	263	3.97	1.14	261	0.67
I have adequate opportunities for advancement	4.34	0.78	262	2.68	1.29	262	1.66
I have adequate opportunities for training to improve my skills	4.46	0.65	264	3.36	1.27	264	1.10
I have adequate opportunities for professional development	4.42	0.69	264	3.36	1.29	260	1.06
The type of work I do on most days is personally rewarding	4.68	0.54	265	3.88	1.11	264	0.80
The work I do is appreciated by my supervisor	4.43	0.64	266	3.55	1.34	265	0.87
The work I do is valuable to the institution	4.53	0.58	265	3.63	1.20	263	0.89
I am proud to work at this institution	4.50	0.63	265	3.71	1.27	264	0.79
I feel secure about my job at LCCC	4.59	0.61	266	3.29	1.33	264	1.30
I am treated with respect by my coworkers	4.56	0.62	264	3.88	1.11	262	0.68
I have sufficient information about my insurance and retirement benefits	4.34	0.74	258	4.07	1.06	258	0.26
I feel free from discrimination at LCCC	4.52	0.68	261	3.97	1.24	259	0.56
I feel free from harassment at LCCC	4.54	0.64	261	3.94	1.24	262	0.60
I am comfortable speaking my mind at LCCC	4.48	0.61	258	2.97	1.34	258	1.51
I would feel secure in filing a complaint or grievance if necessary	4.43	0.71	263	3.04	1.43	263	1.38
LCCC effectively manages compliance with external requirements, such as Title IX, accreditation, and safety guidelines	4.37	0.73	262	3.72	1.14	259	0.66
My Supervisor collaborated with me in developing Performance Objectives for this rating period	4.22	0.76	259	3.14	1.39	257	1.08
My Supervisor clearly articulated Performance Objectives for this rating period	4.26	0.74	258	3.17	1.37	256	0.56

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Overall satisfaction

Rate your overall satisfaction with your employment here so far:	3.38	1.19	266
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Section 5: Demographics

<i>How long have you worked at this institution?</i>	Count	Percent
Less than 1 year	37	14.0%
1 to 5 years	102	38.5%
6 to 10 years	65	24.5%
11 to 20 years	46	17.4%
More than 20 years	15	5.7%
All responses	265	100.0%

<i>Is your position:</i>	Count	Percent
Faculty	101	38.1%
Staff	139	52.5%
Administrator	25	9.4%
All responses	265	100.0%

<i>Is your position:</i>	Count	Percent
Full-time	222	83.5%
Part-time	44	16.5%
All responses	266	100.0%

<i>If you answered "Staff" is your position:</i>	Count	Percent
Classified Staff	65	47.4%
Professional Staff	72	52.6%
All responses	137	100.0%