
College Climate @ HCC

Subcommittee on college climate 2016-2017

Background

In fall 2016 a subcommittee of four College Council representatives and the institutional researcher on campus developed a survey to begin the (annual) process of collecting college climate data. The instrument contained 33 questions, in which respondents had a four-point *strongly agree to strongly disagree scale* (plus n/a) to measure satisfaction in various areas. From this initial baseline reading of the college climate, the intent is to prioritize those items with a high “disagree and strong disagree” for further exploration and action.



Demographics

320 surveys were sent out to faculty, staff and admin late fall via the Chancellor's Office, 151 were returned.

- **83% - 17%**. Over eighty percent are from the East side.
- **56%** Faculty (tenured, tenure-track and lecturer).
- **25%** APTs
- **41%** have worked 11 years or more.

Findings (strong)agree

Respondents
contribution to and
understanding of
college: 93-98%
(Q4-7)

I keep current
with workshops,
courses, reading,
communicating
with colleagues:
79-88%

I am effective in
serving diverse
populations/
learning styles:
88-96%

Sense of job
satisfaction:95%

Findings (strong) disagree

I have the...

“necessary tools...” (38%Q12)

“training” (33%Q14)

“Current tech” (33%Q15)

Facilities maintained (38%Q9)

I have adequate time to do my job properly (44% Q3)

Time on committee is well spent (30%)

Students have adequate:
Library (38%)
Classrooms (40%)
Facilities (55%)

Respondents' lowest satisfaction was support during tenure.

Leadership (strong) disagree

Institution creates environment for:

- empowerment (44%)
- Innovation (43%)
- excellence (40%)
- Transparency (55%)

Institution demonstrates fairness and integrity (36%)

Communicates effectively among constituents:

- Admin (34%)
- ASUH (30%)
- College
- Council (29%)

○ (mycontribution 36%)

Comments

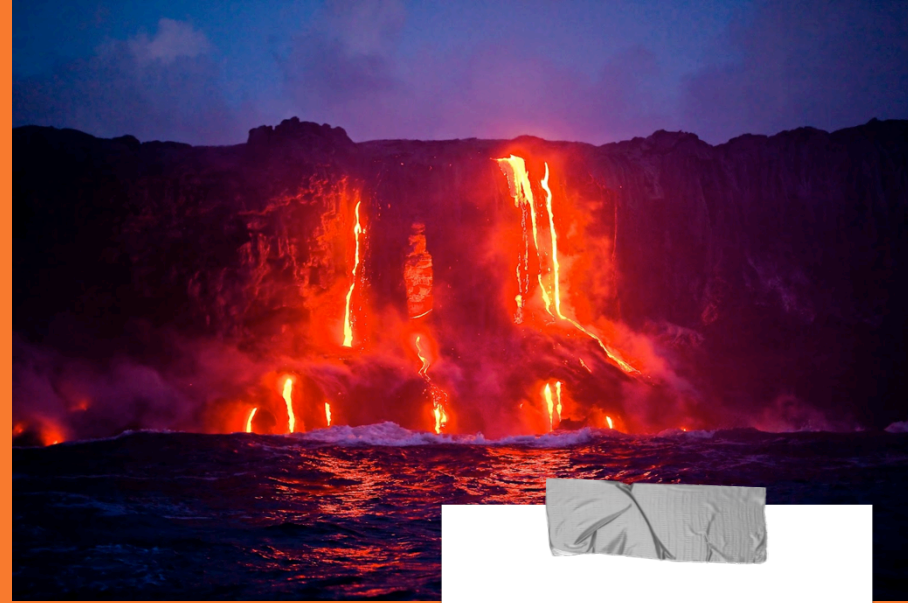
Many “leading” questions, “Why is X so Y?”

Do you feel respected by peers? Opinion and skills valued by supervisors?

How do we fix problems addressed in this survey?

Discussion While these findings show that, in general, most respondents agree with the (positive) statements most of the time, I've highlighted areas which rose above a 30% dissatisfaction rate. However, it should be noted many questions which had high rates simultaneously had high "not applicable" (tenure and ASUC for example), too.

Over 30% offered "one additional" many which reflected a perception of problems (not directly addressed covered survey)



Prioritize areas, take action to effect change and warm the climate of the college.



Recommend 1:

Subcommittee or task force meet to further explore areas of strong disagreement, create priorities.



Recommendation 2

Create a level two survey to further explore actionable areas



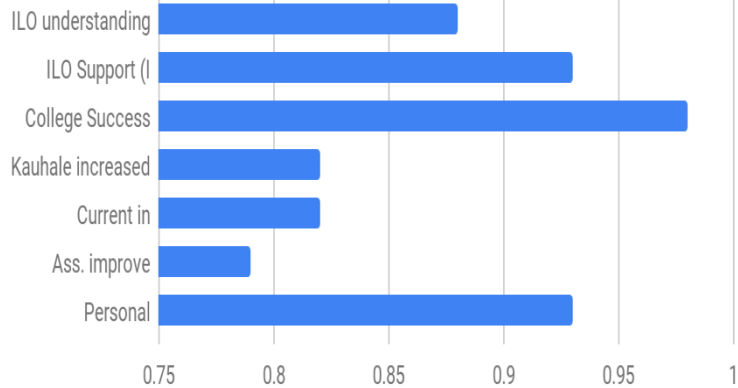
Recommendation 3:

Volunteers?

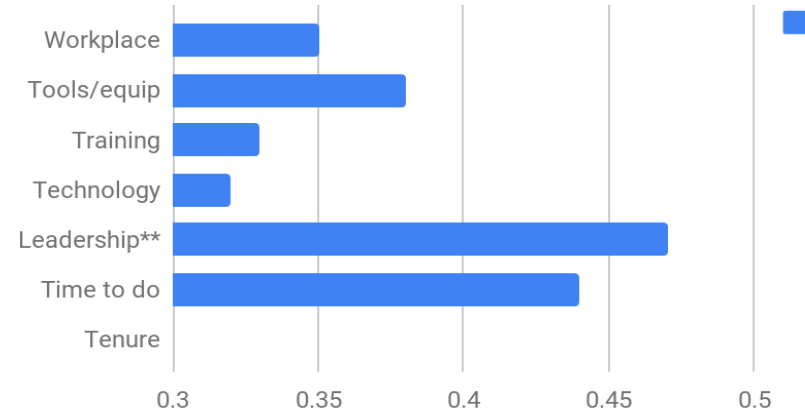
Next Steps

HOT and NOT

Highest Agree



Highest Disagree



* 77--88% through conferences, reading and talking with colleagues (no cert or degrees)

** includes empowerment, innovation, institutional excellence, transparency and fairness/integrity (40-55%)

***includes support from admin, DC, chairs, DPC and colleagues .8-1.9%
