

Contra Costa Community College District

CLIMATE SURVEY RESULTS

October 2005

Office of District Research
Contra Costa Community College District
500 Court Street
Martinez, California 94553

TABLE OF CONTENTS

Select Statistics on Climate Survey Responses	1
Select Statistics on Climate Survey Responses by Site	
Contra Costa College	2
Diablo Valley College/San Ramon Valley Center.....	3
Los Medanos College/Brentwood Center	4
District Office/Regional Training Institute.....	5
Ranking of Climate Survey Questions by Mean Response	
Districtwide Results – All Groups	6
Districtwide Results – Faculty	7
Districtwide Results – Classified/Confidential	8
Districtwide Results – Manager/Supervisor	9
Districtwide Results – Board Members	10
Contra Costa College – All Groups	11
Contra Costa College – Faculty	12
Contra Costa College – Classified/Confidential	13
Contra Costa College – Manager/Supervisor	14
Diablo Valley College/San Ramon Valley Center – All Groups.....	15
Diablo Valley College/San Ramon Valley Center – Faculty.....	16
Diablo Valley College/San Ramon Valley Center – Classified/Confidential	17
Diablo Valley College/San Ramon Valley Center – Manager/Supervisor	18
Los Medanos College/Brentwood Center – All Groups	19
Los Medanos College/Brentwood Center – Faculty	20
Los Medanos College/Brentwood Center – Classified/Confidential	21
Los Medanos College/Brentwood Center – Manager/Supervisor	22
District Office/Regional Training Institute – All Groups	23
District Office/Regional Training Institute – Classified/Confidential.....	24
District Office/Regional Training Institute – Manager/Supervisor	25

Select Statistics on Climate Survey Responses

Scale: Strongly Agree = 5, Agree = 4, Neutral = 3, Disagree = 2, Strongly Disagree = 1. Figures below are based on the median response by question and group.

Designation / (No. of Responses)	CCCCD inspires me to do my very best.	CCCCD empowers me to take risks that could result in improvements or new ideas.	I feel like I am an important part of CCCCCD.	CCCCD appropriately recognizes and respects my contributions as an individual.	Generally speaking, CCCCCD treats its employees fairly.	CCCCD employees are expected to behave ethically.	I can express my honest feelings without fear of reprisal.	Trust and respect exist between me and my manager.	I trust my manager to represent my interests even if I am not present.	People I work with are held accountable for their performance.	CCCCD has systems in place to hold people accountable for performance toward measurable goals.	My supervisor and I have agreed on what exactly is expected of me in my job.	I have an effective voice through shared governance.	The tools and resources provided by CCCCCD are sufficient to help me do a good job.	The people I work with have the skills required to do their jobs well.	I clearly understand the decision-making process in the CCCCCD.	Management responds to ideas and suggestions.	My supervisor praises people for a job well done.	I know what CCCCCD's strategic directions are.
Site	Q1	Q2	Q3	Q4	Q5	Q6	Q7	Q8	Q9	Q10	Q11	Q12	Q13	Q14	Q15	Q16	Q17	Q18	Q19
CCC (134)	4	3	4	3	3	4	3.5	4	4	3	3	4	3	3	4	3	3	4	4
DVC/SRVC (273)	3	2	2	2	2	4	2	4	3	3	3	3	2	3	4	2	2	3	3
LMC/BRT (142)	3	3	3	3	3	4	3	4	3	3	2	4	3	3	4	3	3	4	3
DO/RTI (57)	3	3	4	3	3	4	3	4	4	2	2	3	3	3	3	3	3	3	4
Classification	Q1	Q2	Q3	Q4	Q5	Q6	Q7	Q8	Q9	Q10	Q11	Q12	Q13	Q14	Q15	Q16	Q17	Q18	Q19
Faculty (278)	2	2	2	2	2	4	3	4	3	3	3	3	2	2	4	2	2	3	3
Classified/Confidential (236)	3	3	3	3	3	4	3	4	4	3	3	4	3	3	4	3	3	3.5	3
Manager/Supervisor (91)	4	4	4	3	4	4	3	4	4	3	3	4	3	3	4	4	4	4	4
Board Member (4)	3.5	3	4.5	3	4	4	3	3.5	3.5	3	2.5	3.5	3.5	3	3	2.5	3	3.5	2
Status	Q1	Q2	Q3	Q4	Q5	Q6	Q7	Q8	Q9	Q10	Q11	Q12	Q13	Q14	Q15	Q16	Q17	Q18	Q19
Full-time (512)	3	3	3	3	3	4	3	4	3	3	3	3	3	3	4	3	3	4	4
Part-time (97)	3	2	2	2	3	4	3	4	3	3	3	4	3	3	4	2	3	4	3

When asked what was the number one thing CCCCCD could do to improve morale, the response by classification is as follows:

	Faculty (278)	Classified/Confid. (236)	Manager/Supervisor (91)	Board Member (4)
Demonstrate that my professional expertise is valued	10.0% (28)	14.8% (35)	23.1% (21)	50.0% (2)
Restore salary	40.9% (114)	27.5% (65)	17.6% (16)	0.0% (0)
Increase respect and cooperation between constituency groups	12.9% (36)	19.1% (45)	34.1% (31)	25.0% (1)
Promote professional/staff development	3.6% (10)	6.4% (15)	6.6% (6)	0.0% (0)
Create an open and fair budget process	10.0% (28)	6.8% (16)	4.4% (4)	25.0% (1)
Other	22.6% (62)	25.4% (60)	14.3% (13)	0.0% (0)

Note: Several surveys without the demographic information completed were excluded from this analysis.

Source: Office of District Research, Contra Costa CCD. Based on the CCCCCD Climate Survey, October 2005.

U:\Climate Survey_Oct. 2005\Results102005.xls

Select Statistics on Climate Survey Responses by Site

Figures below are based on the median response by question and/or group.
(Scale: Strongly Agree = 5, Agree = 4, Neutral = 3, Disagree = 2, Strongly Disagree = 1)

Designation / (No. of responses)	CCCCD inspires me to do my very best.	CCCCD empowers me to take risks that could result in improvements or new ideas.	I feel like I am an important part of CCCCDD.	CCCCD appropriately recognizes and respects my contributions as an individual.	Generally speaking, CCCCDD treats its employees fairly.	CCCCD employees are expected to behave ethically.	I can express my honest feelings without fear of reprisal.	Trust and respect exist between me and my manager.	I trust my manager to represent my interests even if I am not present.	People I work with are held accountable for their performance.	CCCCD has systems in place to hold people accountable for performance toward measurable goals.	My supervisor and I have agreed on what exactly is expected of me in my job.	I have an effective voice through shared governance.	The tools and resources provided by CCCCDD are sufficient to help me do a good job.	The people I work with have the skills required to do their jobs well.	I clearly understand the decision-making process in the CCCCDD.	Management responds to ideas and suggestions.	My supervisor praises people for a job well done.	I know what CCCCDD's strategic directions are.
Site	Q1	Q2	Q3	Q4	Q5	Q6	Q7	Q8	Q9	Q10	Q11	Q12	Q13	Q14	Q15	Q16	Q17	Q18	Q19
Contra Costa College (134)	4	3	4	3	3	4	3.5	4	4	3	3	4	3	3	4	3	3	4	4
Classification	Q1	Q2	Q3	Q4	Q5	Q6	Q7	Q8	Q9	Q10	Q11	Q12	Q13	Q14	Q15	Q16	Q17	Q18	Q19
Faculty (65)	3	3	4	3	3	4	3	4	4	3	3	3	3	3	4	3	3	4	4
Classified/Confidential (54)	4	3.5	4	3	4	4	3.5	4	4	4	3	4	3	3.5	4	3	3	4	4
Manager/Supervisor (15)	5	5	5	5	4	4	4	4	4	4	4	4	4	4	4	3	4	4	4
Status	Q1	Q2	Q3	Q4	Q5	Q6	Q7	Q8	Q9	Q10	Q11	Q12	Q13	Q14	Q15	Q16	Q17	Q18	Q19
Full-time (110)	3	3	4	3	3	4	3.5	4	4	3	3	4	3	3	4	3	3	4	4
Part-time (24)	4	4	4	3	3	4	4	4	4	4	3	4	3	4	4	3	3	4	3

When asked what was the number one thing CCCCDD could do to improve morale, the response by classification is as follows:

	Faculty (65)	Classified/Confidential (54)	Manager/Supervisor (15)
Demonstrate that my professional expertise is valued	10.8% (7)	20.4% (11)	6.7% (1)
Restore salary	49.2% (32)	25.9% (14)	20.0% (3)
Increase respect and cooperation between constituency groups	6.2% (4)	22.2% (12)	66.7% (10)
Promote professional/staff development	1.5% (1)	5.6% (3)	0.0% (0)
Create an open and fair budget process	12.3% (8)	3.7% (2)	33.3% (1)
Other	20.0% (13)	22.2% (12)	0.0% (0)

Note: Several surveys without the demographic information completed were excluded from this analysis.

Select Statistics on Climate Survey Responses by Site

Figures below are based on the median response by question and/or group.
(Scale: Strongly Agree = 5, Agree = 4, Neutral = 3, Disagree = 2, Strongly Disagree = 1)

Designation / (No. of responses)	CCCCD inspires me to do my very best.	CCCCD empowers me to take risks that could result in improvements or new ideas.	I feel like I am an important part of CCCCDD.	CCCCD appropriately recognizes and respects my contributions as an individual.	Generally speaking, CCCCDD treats its employees fairly.	CCCCD employees are expected to behave ethically.	I can express my honest feelings without fear of reprisal.	Trust and respect exist between me and my manager.	I trust my manager to represent my interests even if I am not present.	People I work with are held accountable for their performance.	CCCCD has systems in place to hold people accountable for performance toward measurable goals.	My supervisor and I have agreed on what exactly is expected of me in my job.	I have an effective voice through shared governance.	The tools and resources provided by CCCCDD are sufficient to help me do a good job.	The people I work with have the skills required to do their jobs well.	I clearly understand the decision-making process in the CCCCDD.	Management responds to ideas and suggestions.	My supervisor praises people for a job well done.	I know what CCCCDD's strategic directions are.
Site	Q1	Q2	Q3	Q4	Q5	Q6	Q7	Q8	Q9	Q10	Q11	Q12	Q13	Q14	Q15	Q16	Q17	Q18	Q19
DVC/SRVC (273)	3	2	2	2	2	4	2	4	3	3	3	3	2	3	4	2	2	3	3
Classification	Q1	Q2	Q3	Q4	Q5	Q6	Q7	Q8	Q9	Q10	Q11	Q12	Q13	Q14	Q15	Q16	Q17	Q18	Q19
Faculty (153)	2	2	2	2	2	4	2	3	3	3	3	3	2	2	4	2	2	3	3
Classified/Confidential (85)	3	2	3	2	2	4	2	4	3	3	2	3	3	3	4	3	2	3	3
Manager/Supervisor (35)	3	3	3	3	3	4	2	4	4	3	3	4	3	3	4	4	3	4	4
Status	Q1	Q2	Q3	Q4	Q5	Q6	Q7	Q8	Q9	Q10	Q11	Q12	Q13	Q14	Q15	Q16	Q17	Q18	Q19
Full-time (223)	2	2	2	2	2	4	2	4	3	3	3	3	2	3	4	3	2	3	4
Part-time (50)	3	2	2	2	2	4	2	4	3	3	3	4	2	2.5	4	2	2	3	2

When asked what was the number one thing CCCCDD could do to improve morale, the response by classification is as follows:

	Faculty (153)	Classified/Confidential (85)	Manager/Supervisor (35)
Demonstrate that my professional expertise is valued	9.2% (14)	17.6% (15)	17.1% (6)
Restore salary	35.3% (54)	25.9% (22)	11.4% (4)
Increase respect and cooperation between constituency groups	18.3% (28)	14.1% (12)	34.3% (12)
Promote professional/staff development	3.3% (5)	9.4% (8)	8.6% (3)
Create an open and fair budget process	9.2% (14)	1.2% (1)	5.7% (2)
Other	24.8% (38)	31.8% (27)	22.9% (8)

Note: Several surveys without the demographic information completed were excluded from this analysis.

Source: Office of District Research, Contra Costa CCD. Based on the CCCCDD Climate Survey, October 2005.

U:\Climate Survey_Oct. 2005\Results102005.xls.

Select Statistics on Climate Survey Responses by Site

Figures below are based on the median response by question and/or group.
(Scale: Strongly Agree = 5, Agree = 4, Neutral = 3, Disagree = 2, Strongly Disagree = 1)

Designation / (No. of responses)	CCCCD inspires me to do my very best.	CCCCD empowers me to take risks that could result in improvements or new ideas.	I feel like I am an important part of CCCCDD.	CCCCD appropriately recognizes and respects my contributions as an individual.	Generally speaking, CCCCDD treats its employees fairly.	CCCCD employees are expected to behave ethically.	I can express my honest feelings without fear of reprisal.	Trust and respect exist between me and my manager.	I trust my manager to represent my interests even if I am not present.	People I work with are held accountable for their performance.	CCCCD has systems in place to hold people accountable for performance toward measurable goals.	My supervisor and I have agreed on what exactly is expected of me in my job.	I have an effective voice through shared governance.	The tools and resources provided by CCCCDD are sufficient to help me do a good job.	The people I work with have the skills required to do their jobs well.	I clearly understand the decision-making process in the CCCCDD.	Management responds to ideas and suggestions.	My supervisor praises people for a job well done.	I know what CCCCDD's strategic directions are.
Site	Q1	Q2	Q3	Q4	Q5	Q6	Q7	Q8	Q9	Q10	Q11	Q12	Q13	Q14	Q15	Q16	Q17	Q18	Q19
LMC/BRT (142)	3	3	3	3	3	4	3	4	3	3	2	4	3	3	4	3	3	4	3
Classification	Q1	Q2	Q3	Q4	Q5	Q6	Q7	Q8	Q9	Q10	Q11	Q12	Q13	Q14	Q15	Q16	Q17	Q18	Q19
Faculty (60)	3	3	2	2	2	4	3	4	3	2	2	3	3	3	4	2	2	3	3
Classified/Confidential (62)	3	3	3	2	3	4	3	4	4	3	3	4	3	3	4	3	3	4	3
Manager/Supervisor (20)	4	4	4	4	4	4	3.5	4	4	3	2	4	3	3	4	3	4	4	4
Status	Q1	Q2	Q3	Q4	Q5	Q6	Q7	Q8	Q9	Q10	Q11	Q12	Q13	Q14	Q15	Q16	Q17	Q18	Q19
Full-time (126)	3	3	3	3	3	4	3	4	3	3	2	4	3	3	4	3	3	4	3
Part-time (19)	3	2	3	3	3	4	2	4	4	3	3	3	3	3	4	2	3	3	3

When asked what was the number one thing CCCCDD could do to improve morale, the response by classification is as follows:

	Faculty (60)	Classified/Confidential (62)	Manager/Supervisor (20)
Demonstrate that my professional expertise is valued	11.7% (7)	9.7% (6)	20.0% (4)
Restore salary	46.7% (28)	32.3% (20)	15.0% (3)
Increase respect and cooperation between constituency groups	6.7% (4)	21.0% (13)	30.0% (6)
Promote professional/staff development	6.7% (4)	14.5% (9)	10.0% (2)
Create an open and fair budget process	10.0% (6)	9.7% (6)	5.0% (1)
Other	18.3% (11)	12.9% (8)	20.0% (4)

Note: Several surveys without the demographic information completed were excluded from this analysis.

Select Statistics on Climate Survey Responses by Site

Figures below are based on the median response by question and/or group.
(Scale: Strongly Agree = 5, Agree = 4, Neutral = 3, Disagree = 2, Strongly Disagree = 1)

Designation / (No. of responses)	CCCCD inspires me to do my very best.	CCCCD empowers me to take risks that could result in improvements or new ideas.	I feel like I am an important part of CCCC.D.	CCCCD appropriately recognizes and respects my contributions as an individual.	Generally speaking, CCCC.D treats its employees fairly.	CCCCD employees are expected to behave ethically.	I can express my honest feelings without fear of reprisal.	Trust and respect exist between me and my manager.	I trust my manager to represent my interests even if I am not present.	People I work with are held accountable for their performance.	CCCCD has systems in place to hold people accountable for performance toward measurable goals.	My supervisor and I have agreed on what exactly is expected of me in my job.	I have an effective voice through shared governance.	The tools and resources provided by CCCC.D are sufficient to help me do a good job.	The people I work with have the skills required to do their jobs well.	I clearly understand the decision-making process in the CCCC.D.	Management responds to ideas and suggestions.	My supervisor praises people for a job well done.	I know what CCCC.D's strategic directions are.
Site	Q1	Q2	Q3	Q4	Q5	Q6	Q7	Q8	Q9	Q10	Q11	Q12	Q13	Q14	Q15	Q16	Q17	Q18	Q19
DO/RTI (57)	3	3	4	3	3	4	3	4	4	2	2	3	3	3	3	3	3	3	4
Classification	Q1	Q2	Q3	Q4	Q5	Q6	Q7	Q8	Q9	Q10	Q11	Q12	Q13	Q14	Q15	Q16	Q17	Q18	Q19
Classified/Confidential (36)	3	3	3	3	3	4	3	4	3	2	2	3	2.5	3	3	2	2.5	3	3
Manager/Supervisor (21)	4	3	4	3	3	4	4	4	4	3	2	4	3	3	4	4	4	4	4
Status	Q1	Q2	Q3	Q4	Q5	Q6	Q7	Q8	Q9	Q10	Q11	Q12	Q13	Q14	Q15	Q16	Q17	Q18	Q19
Full-time (53)	3	3	4	3	3	4	3	4	4	3	2	4	3	3	3	3	3	4	4
Part-time (4)	3	2.5	2.5	2	3.5	3	3	2.5	2	1	1	2	2	1.5	2.5	2	2.5	2	3

When asked what was the number one thing CCCC.D could do to improve morale, the response by classification is as follows:

	Classified/Confidential (36)	Manager/Supervisor (21)
Demonstrate that my professional expertise is valued	11.1% (4)	47.6% (10)
Restore salary	25.0% (9)	28.6% (6)
Increase respect and cooperation between constituency groups	22.2% (8)	14.3% (3)
Promote professional/staff development	5.6% (2)	4.8% (1)
Create an open and fair budget process	0.0% (0)	0.0% (0)
Other	36.1% (13)	4.8% (1)

Note: Several surveys without the demographic information completed were excluded from this analysis.

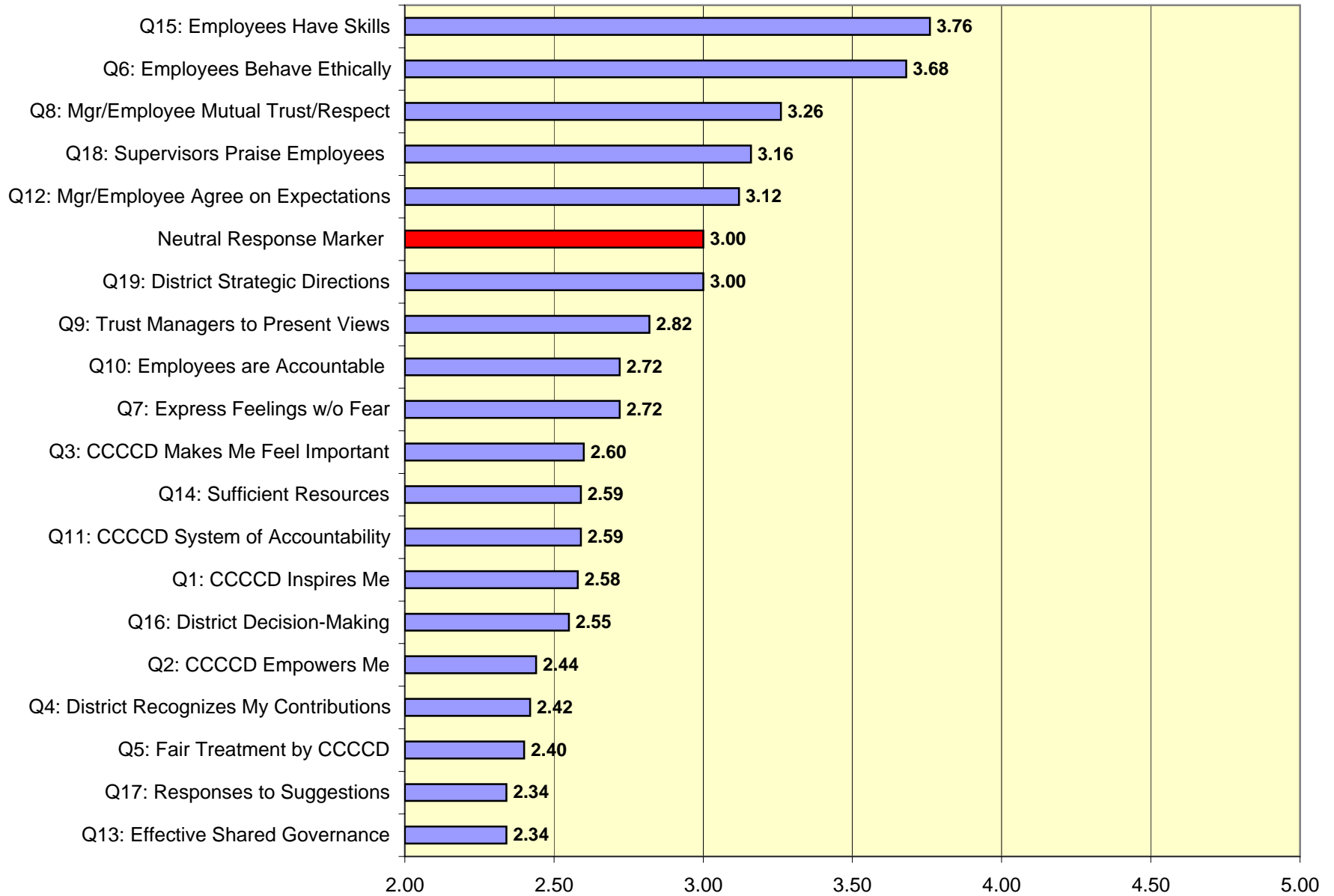
All Groups at CCCCD - Questions Ranked by Mean Response

(Scale: Strongly Agree=5, Agree=4, Neutral=3, Disagree=2, Strongly Disagree=1)



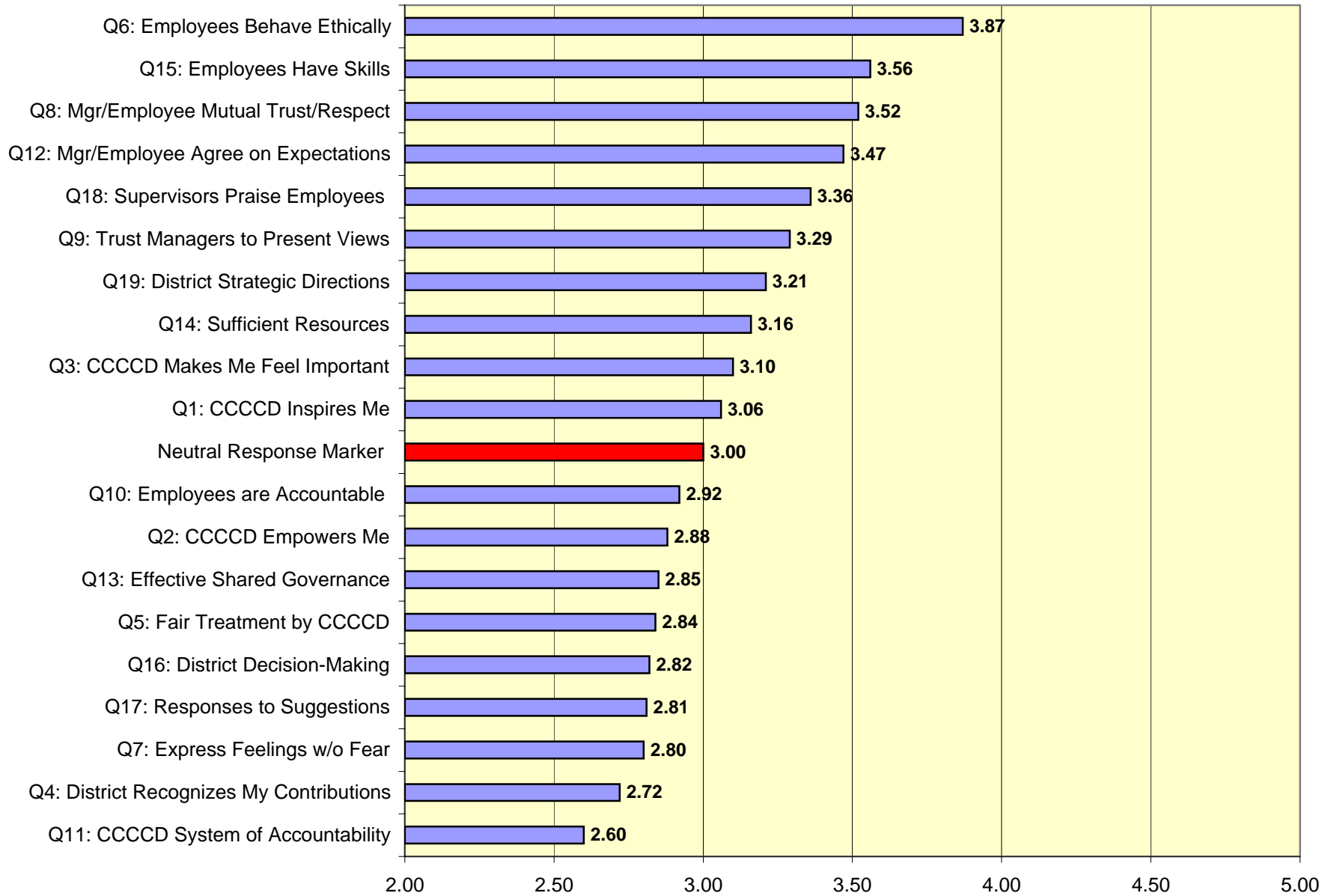
Faculty at CCCCD - Questions Ranked by Mean Response

(Scale: Strongly Agree=5, Agree=4, Neutral=3, Disagree=2, Strongly Disagree=1)



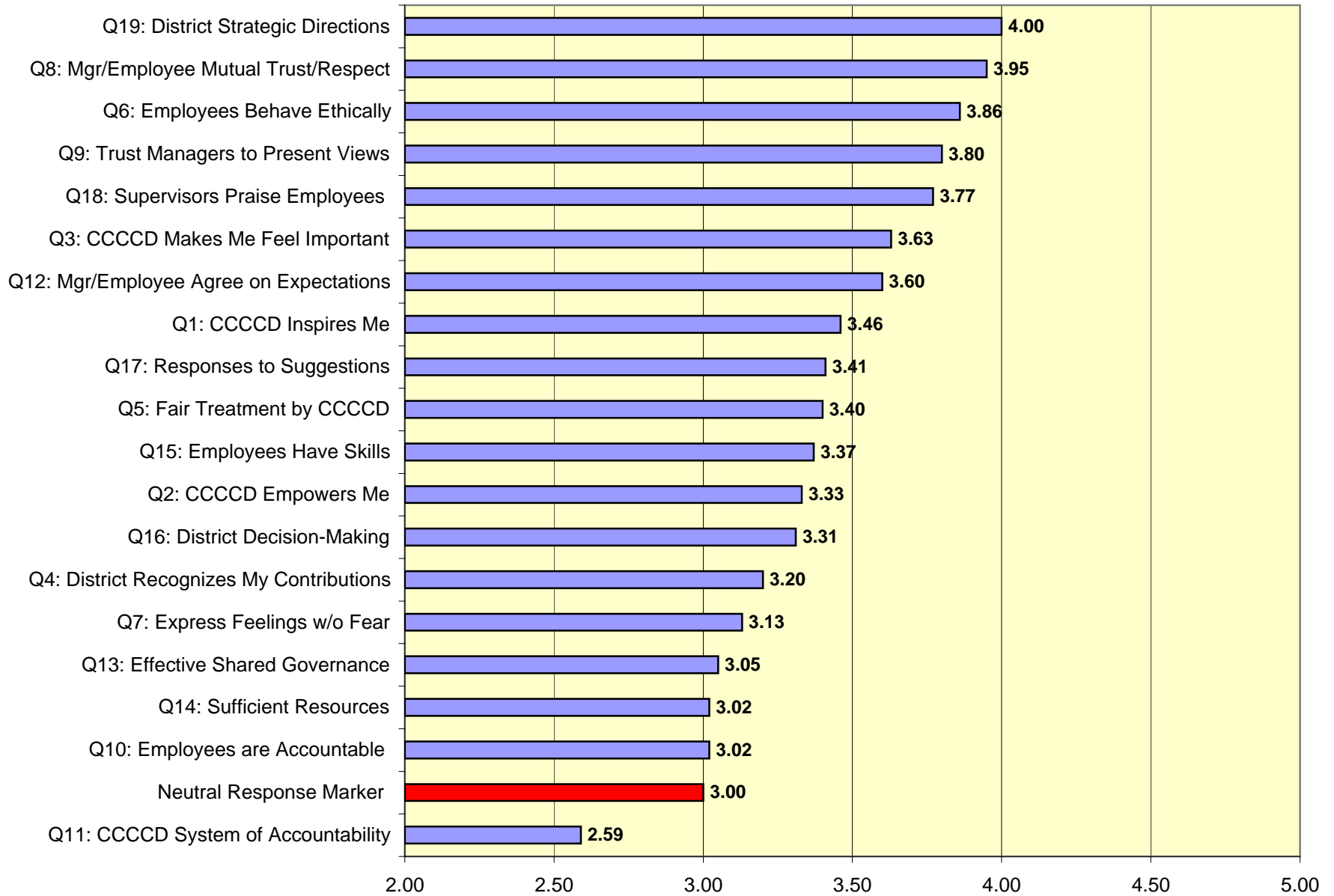
Classified/Confidential at CCCCD - Questions Ranked by Mean Response

(Scale: Strongly Agree=5, Agree=4, Neutral=3, Disagree=2, Strongly Disagree=1)



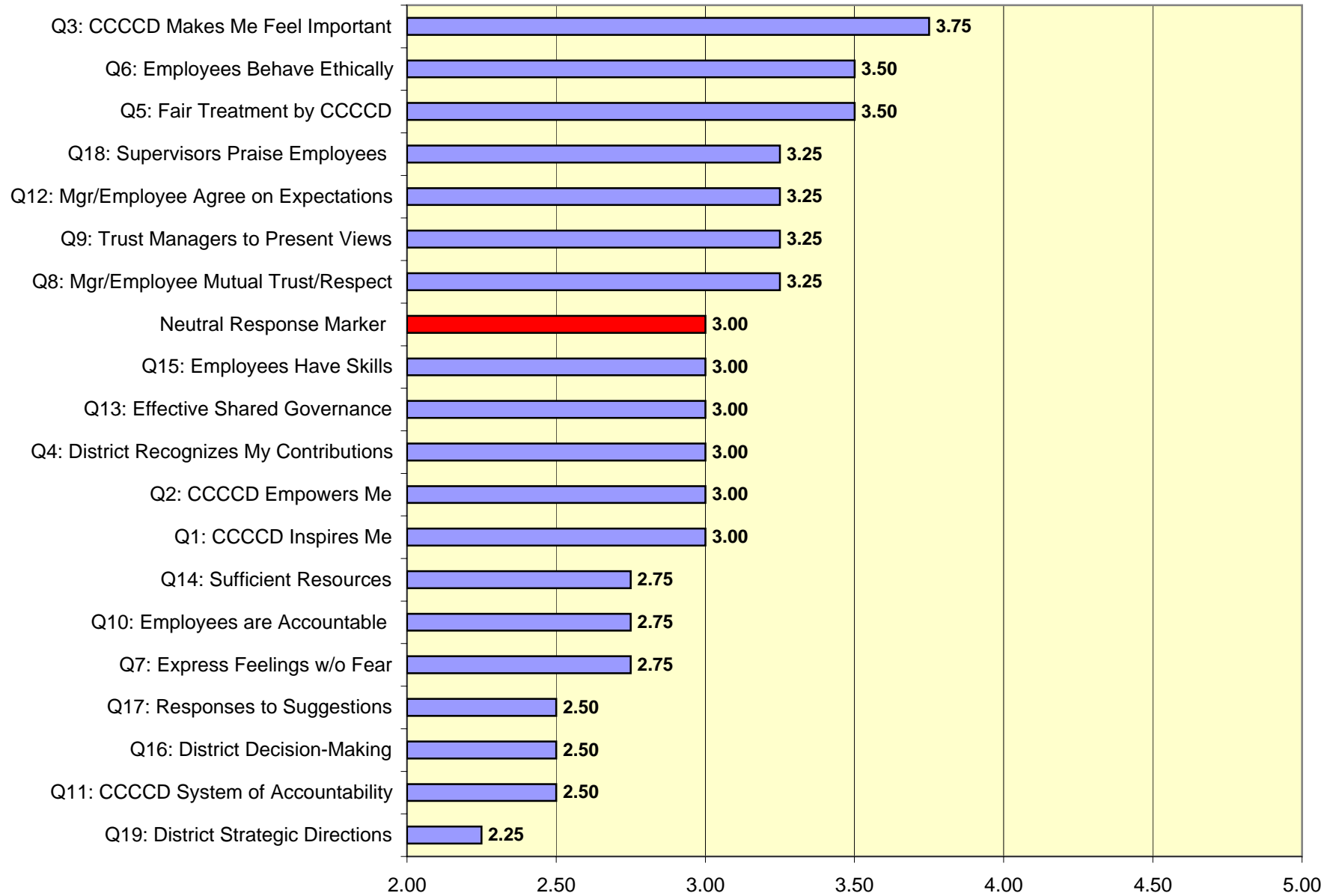
Managers/Supervisors at CCCCD - Questions Ranked by Mean Response

(Scale: Strongly Agree=5, Agree=4, Neutral=3, Disagree=2, Strongly Disagree=1)



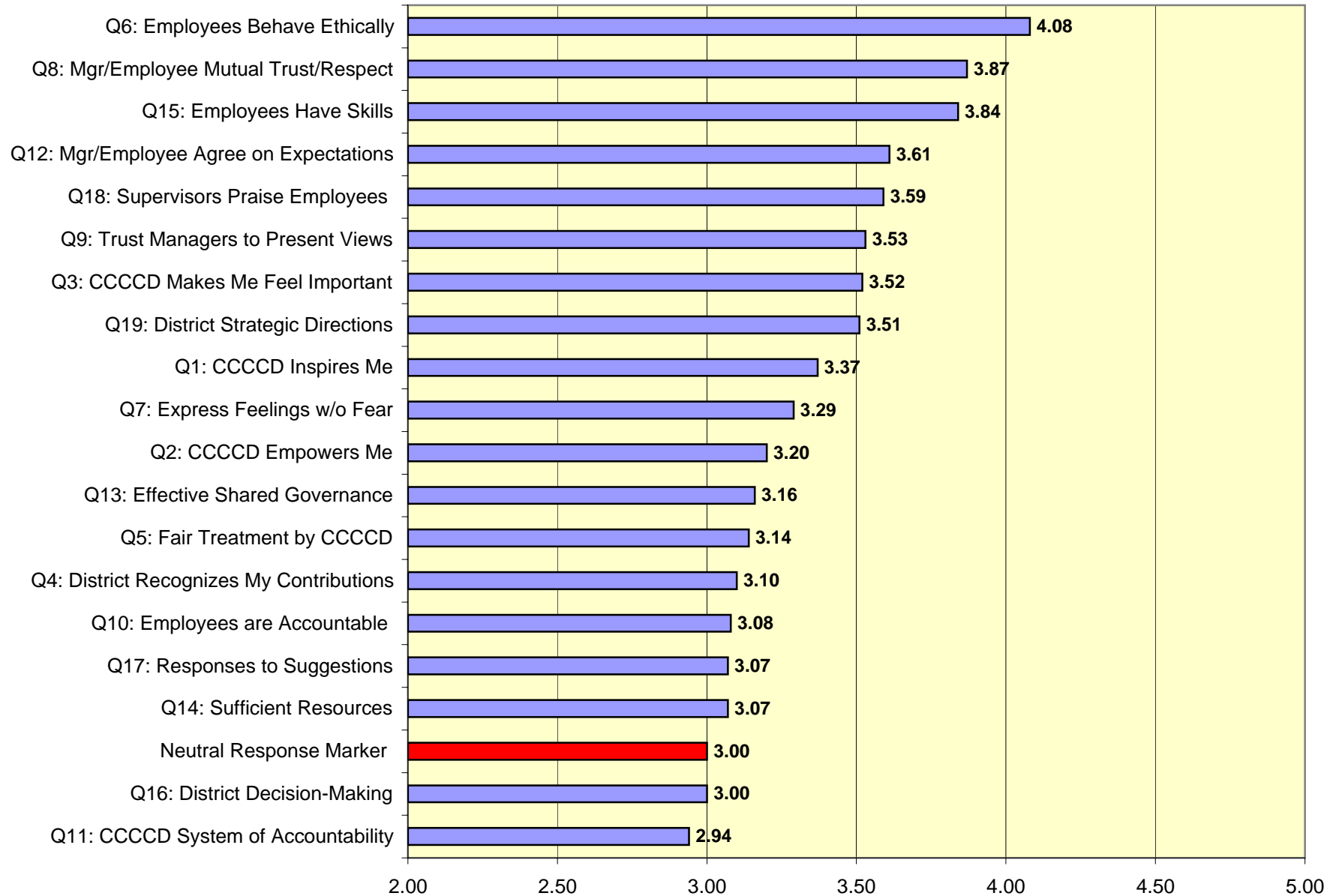
Board Members - Questions Ranked by Mean Response

(Scale: Strongly Agree=5, Agree=4, Neutral=3, Disagree=2, Strongly Disagree=1)



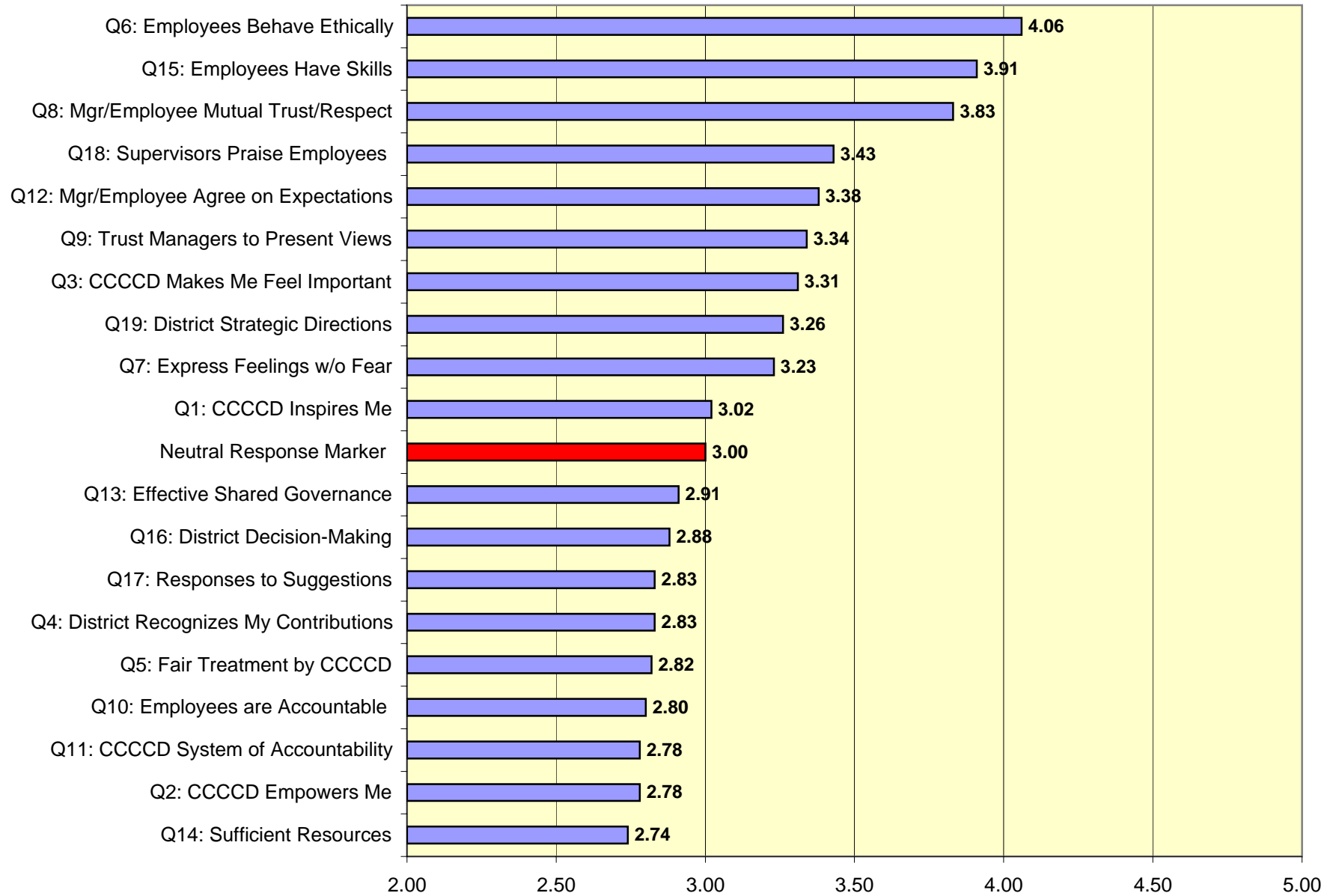
All Groups at Contra Costa College - Questions Ranked by Mean Response

(Scale: Strongly Agree=5, Agree=4, Neutral=3, Disagree=2, Strongly Disagree=1)



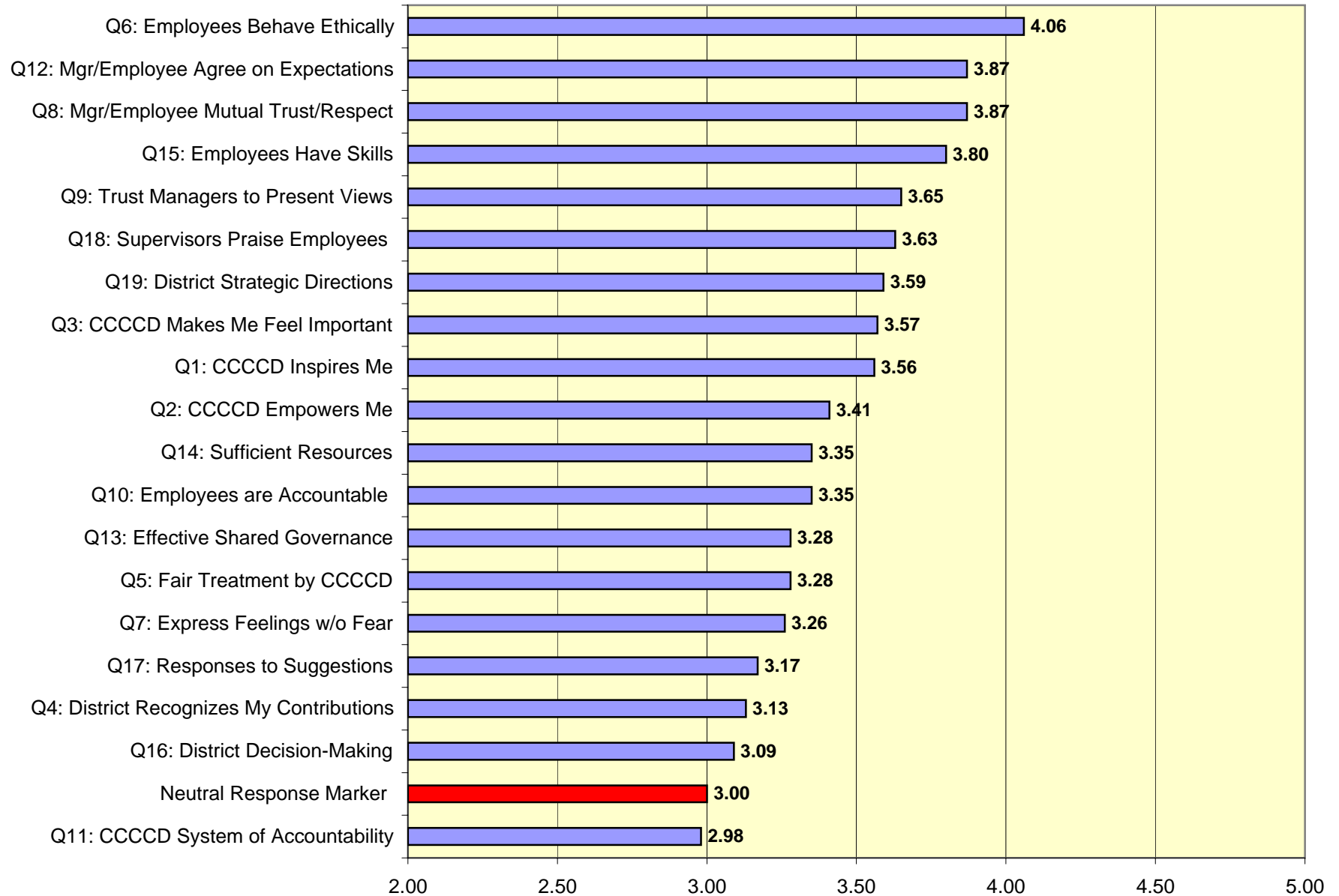
Faculty at Contra Costa College - Questions Ranked by Mean Response

(Scale: Strongly Agree=5, Agree=4, Neutral=3, Disagree=2, Strongly Disagree=1)



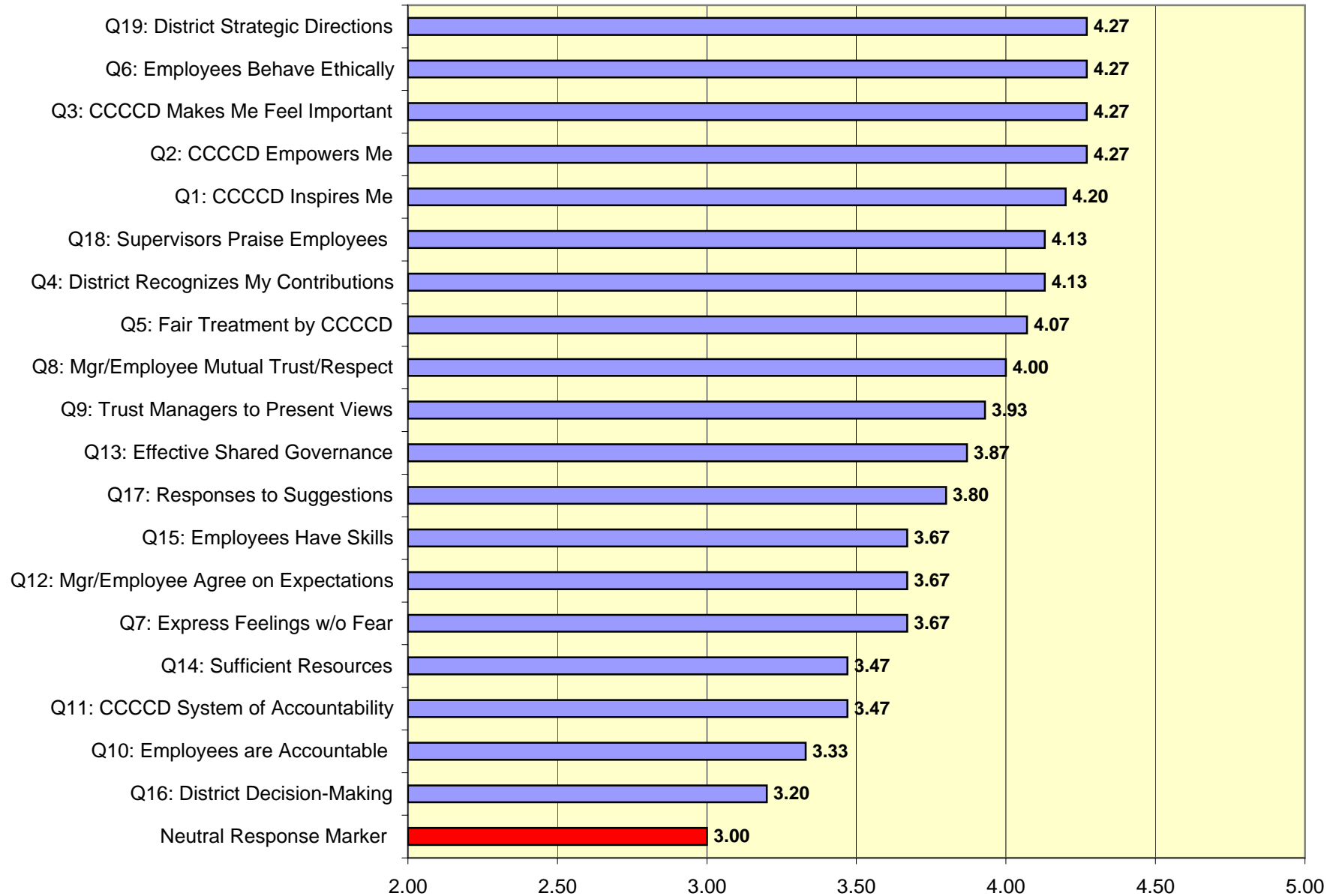
Classified/Confidential at Contra Costa College - Questions Ranked by Mean Response

(Scale: Strongly Agree=5, Agree=4, Neutral=3, Disagree=2, Strongly Disagree=1)



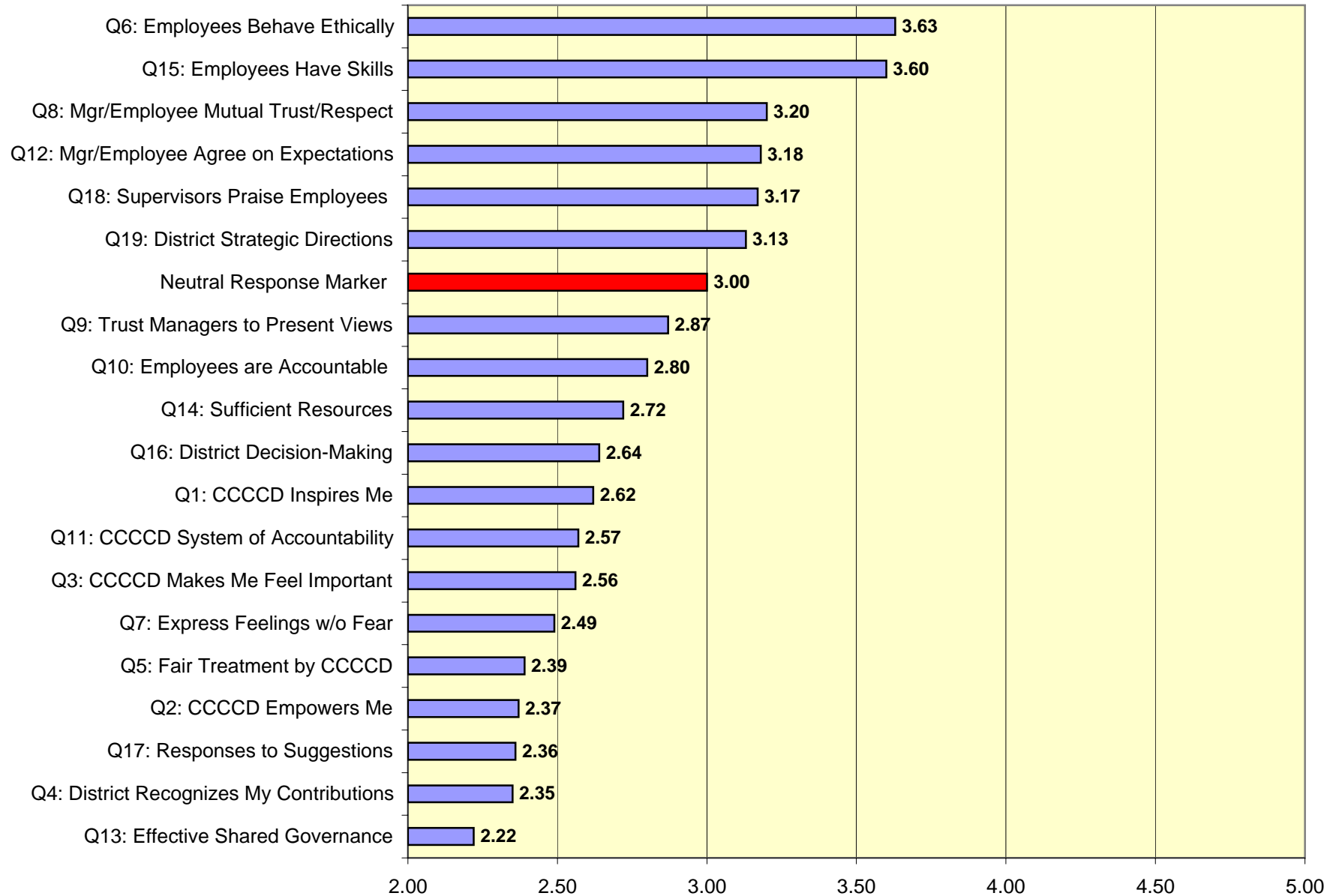
Managers/Supervisors at Contra Costa College - Questions Ranked by Mean Response

(Scale: Strongly Agree=5, Agree=4, Neutral=3, Disagree=2, Strongly Disagree=1)



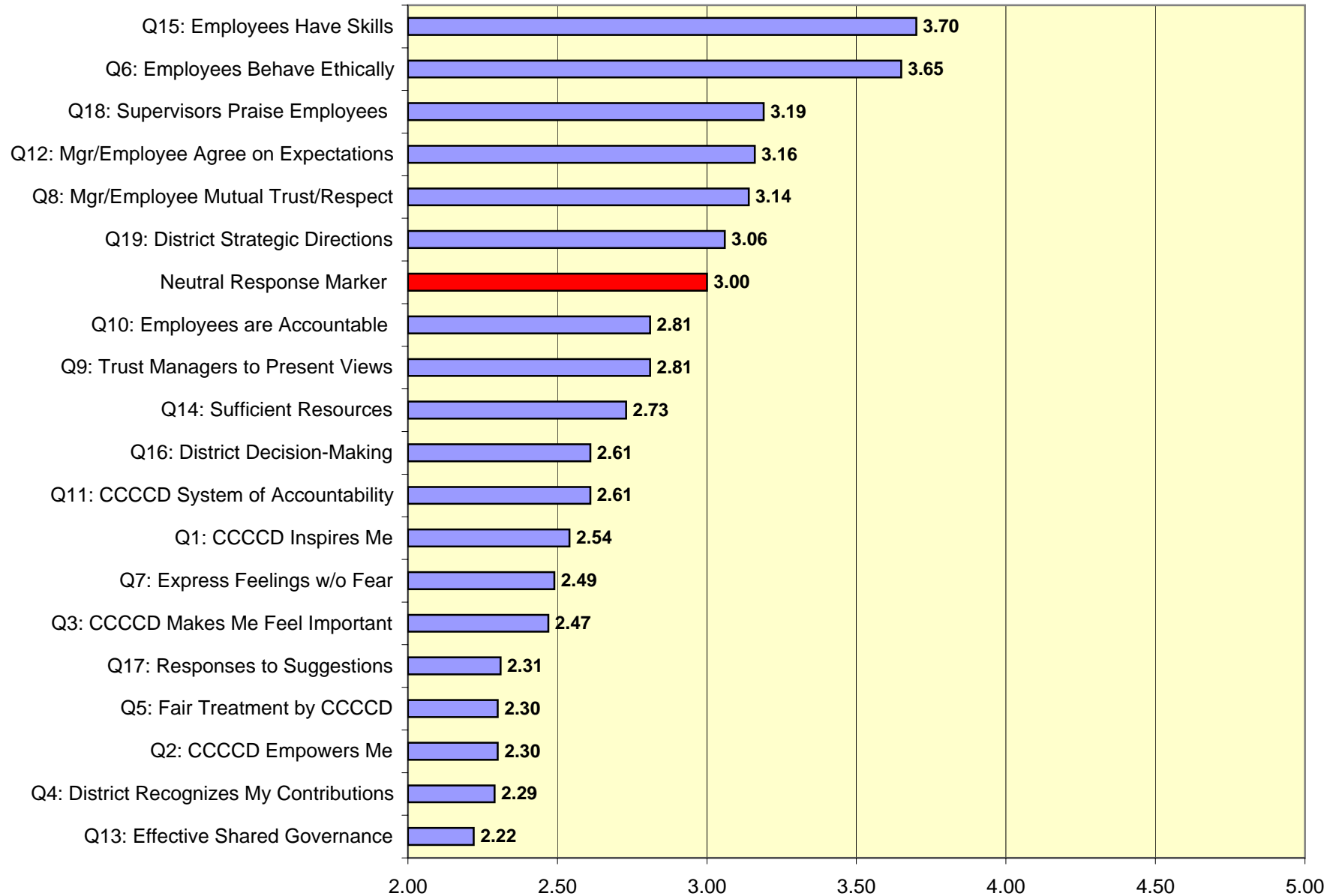
All Groups at DVC/SRVC - Questions Ranked by Mean Response

(Scale: Strongly Agree=5, Agree=4, Neutral=3, Disagree=2, Strongly Disagree=1)



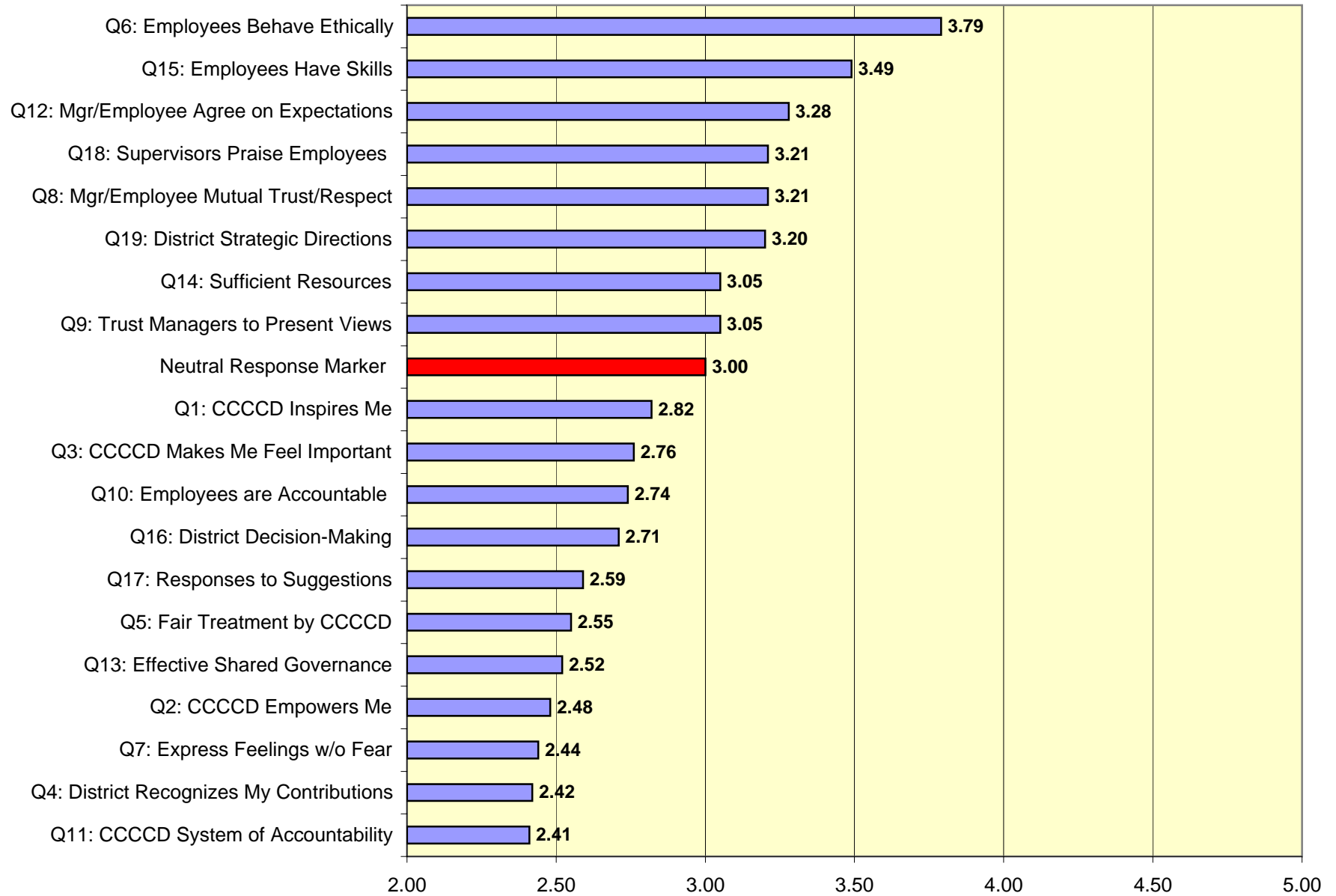
Faculty at DVC/SRVC - Questions Ranked by Mean Response

(Scale: Strongly Agree=5, Agree=4, Neutral=3, Disagree=2, Strongly Disagree=1)



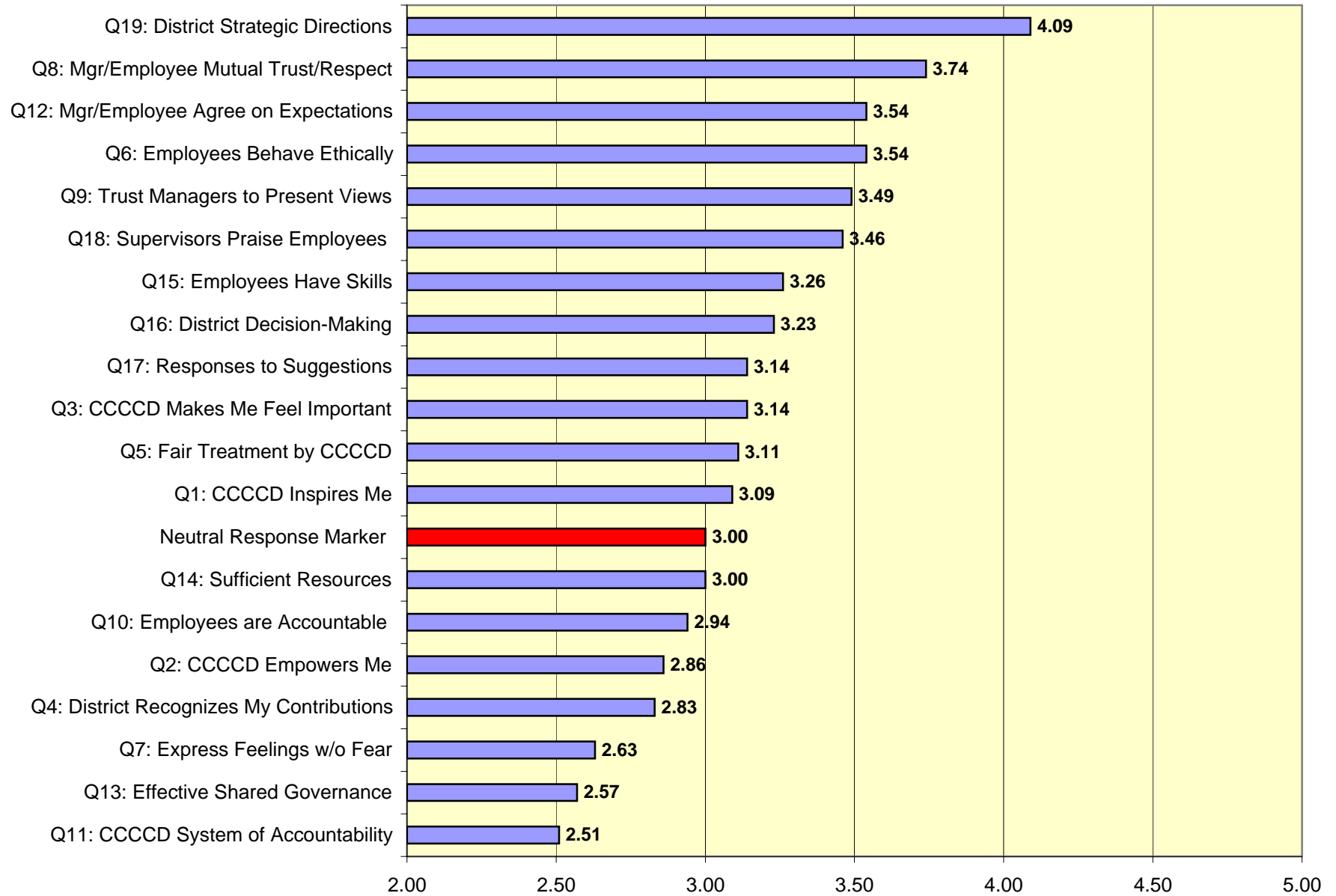
Classified/Confidential at DVC/SRVC - Questions Ranked by Mean Response

(Scale: Strongly Agree=5, Agree=4, Neutral=3, Disagree=2, Strongly Disagree=1)



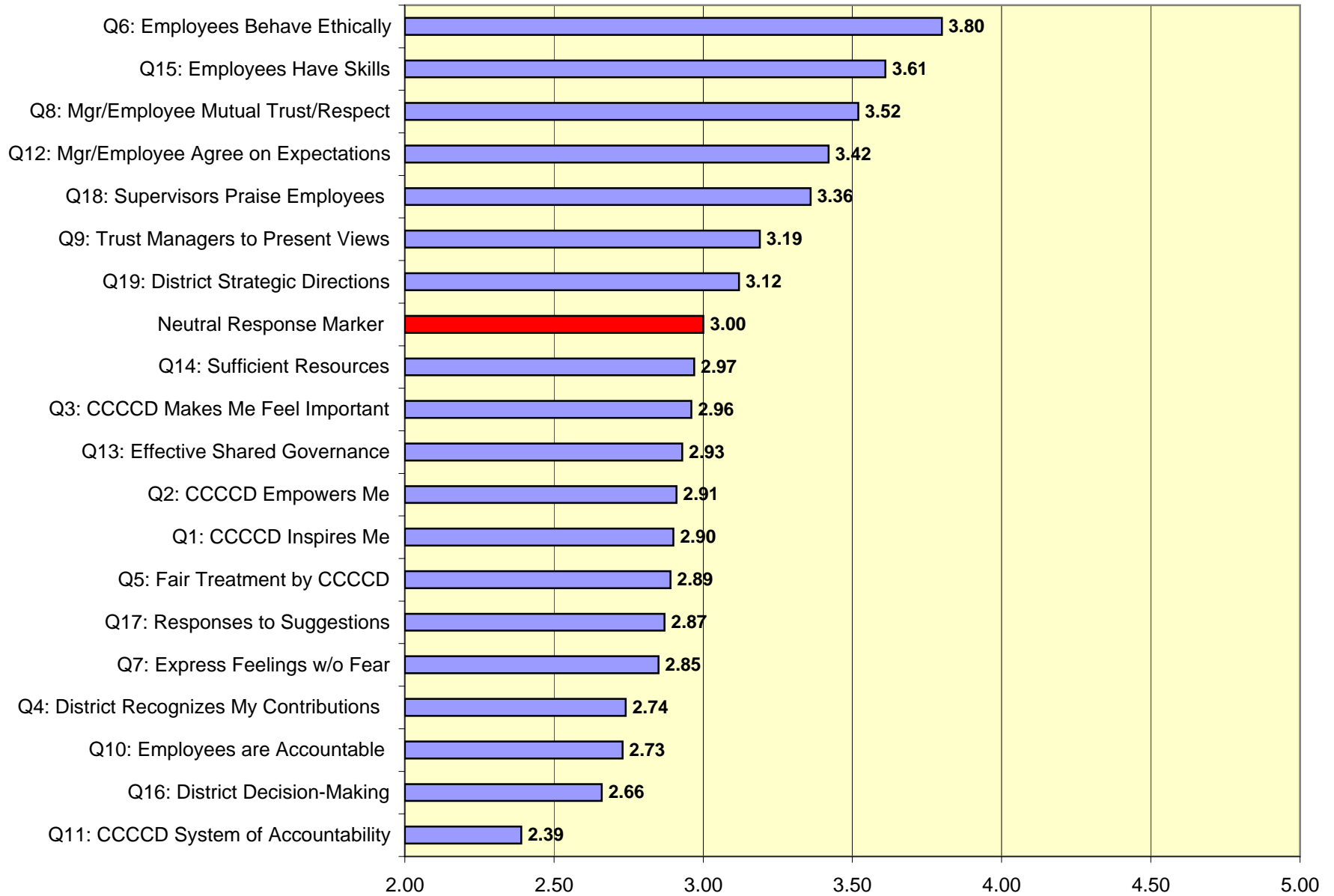
Managers/Supervisors at DVC/SRVC - Questions Ranked by Mean Response

(Scale: Strongly Agree=5, Agree=4, Neutral=3, Disagree=2, Strongly Disagree=1)



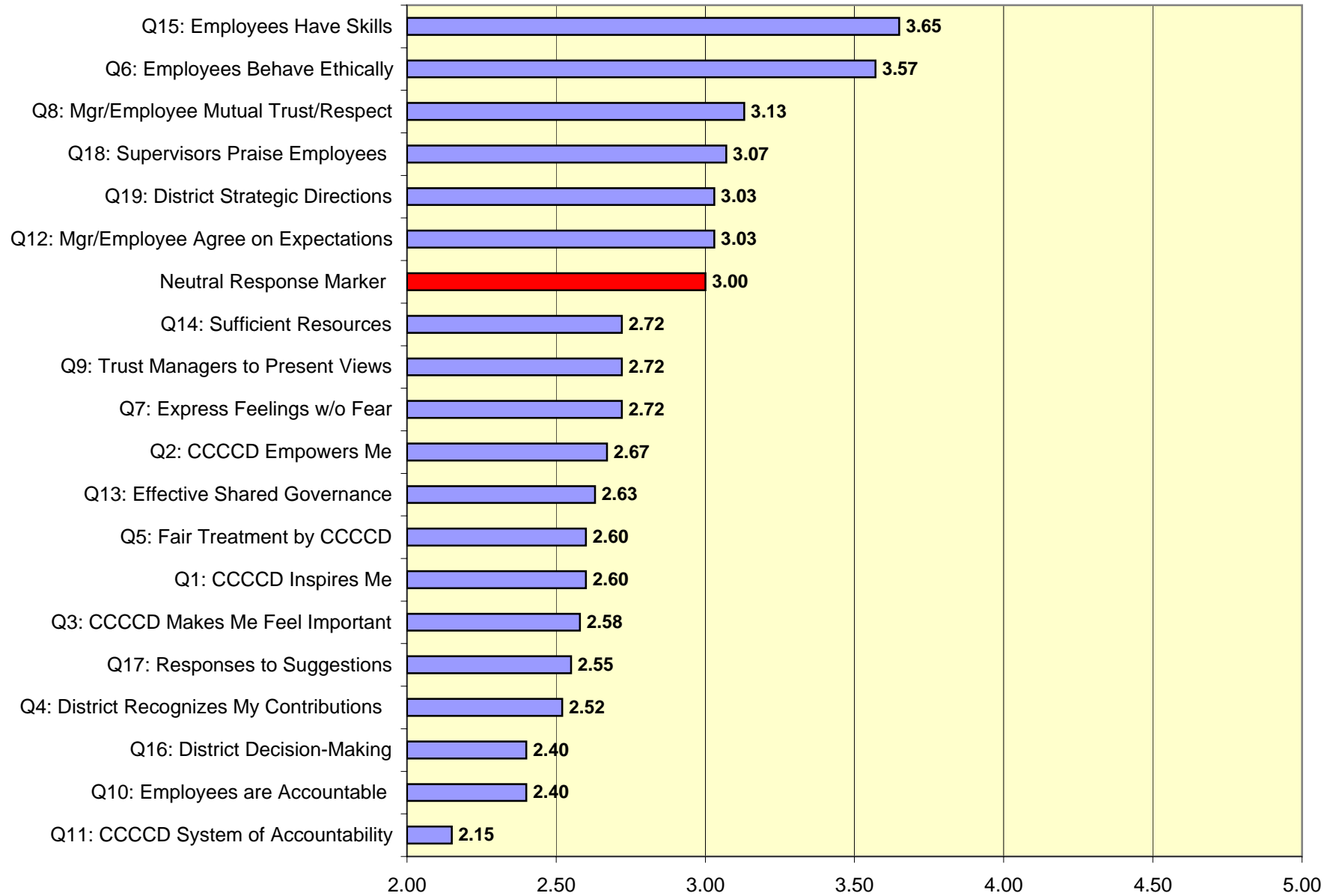
All Groups at LMC/Brentwood - Questions Ranked by Mean Response

(Scale: Strongly Agree=5, Agree=4, Neutral=3, Disagree=2, Strongly Disagree=1)



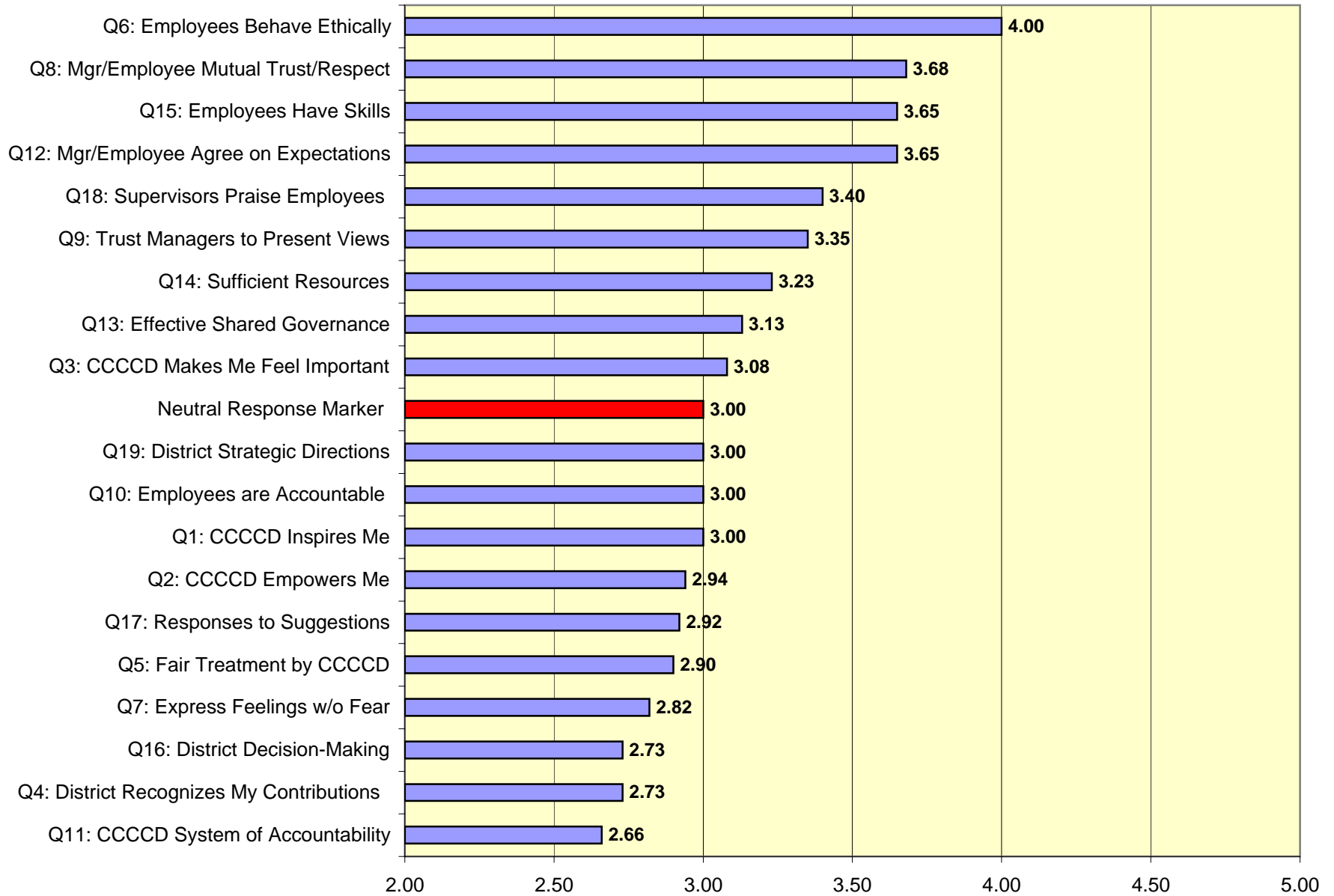
Faculty at LMC/Brentwood - Questions Ranked by Mean Response

(Scale: Strongly Agree=5, Agree=4, Neutral=3, Disagree=2, Strongly Disagree=1)



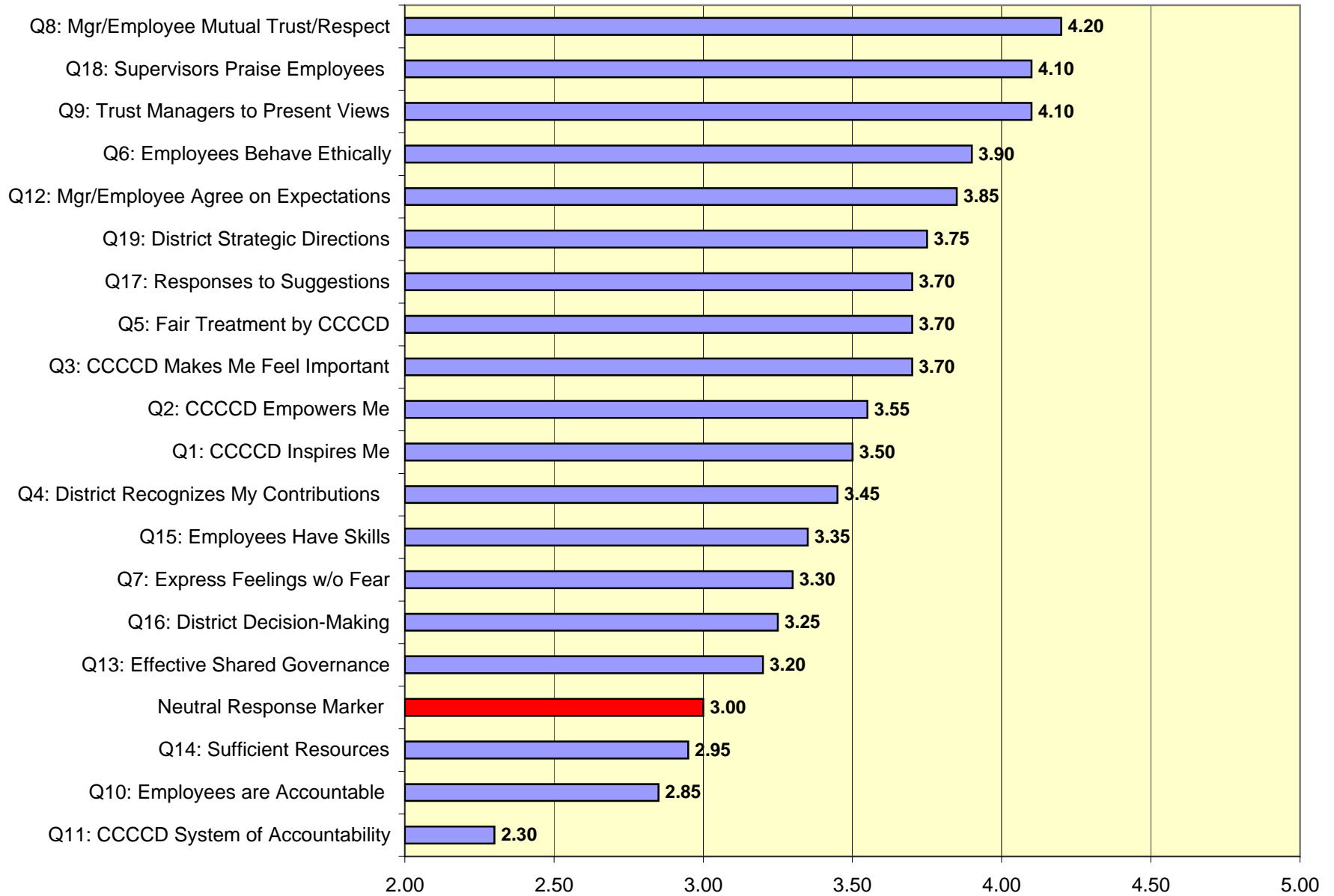
Classified/Confidential at LMC/Brentwood - Questions Ranked by Mean Response

(Scale: Strongly Agree=5, Agree=4, Neutral=3, Disagree=2, Strongly Disagree=1)



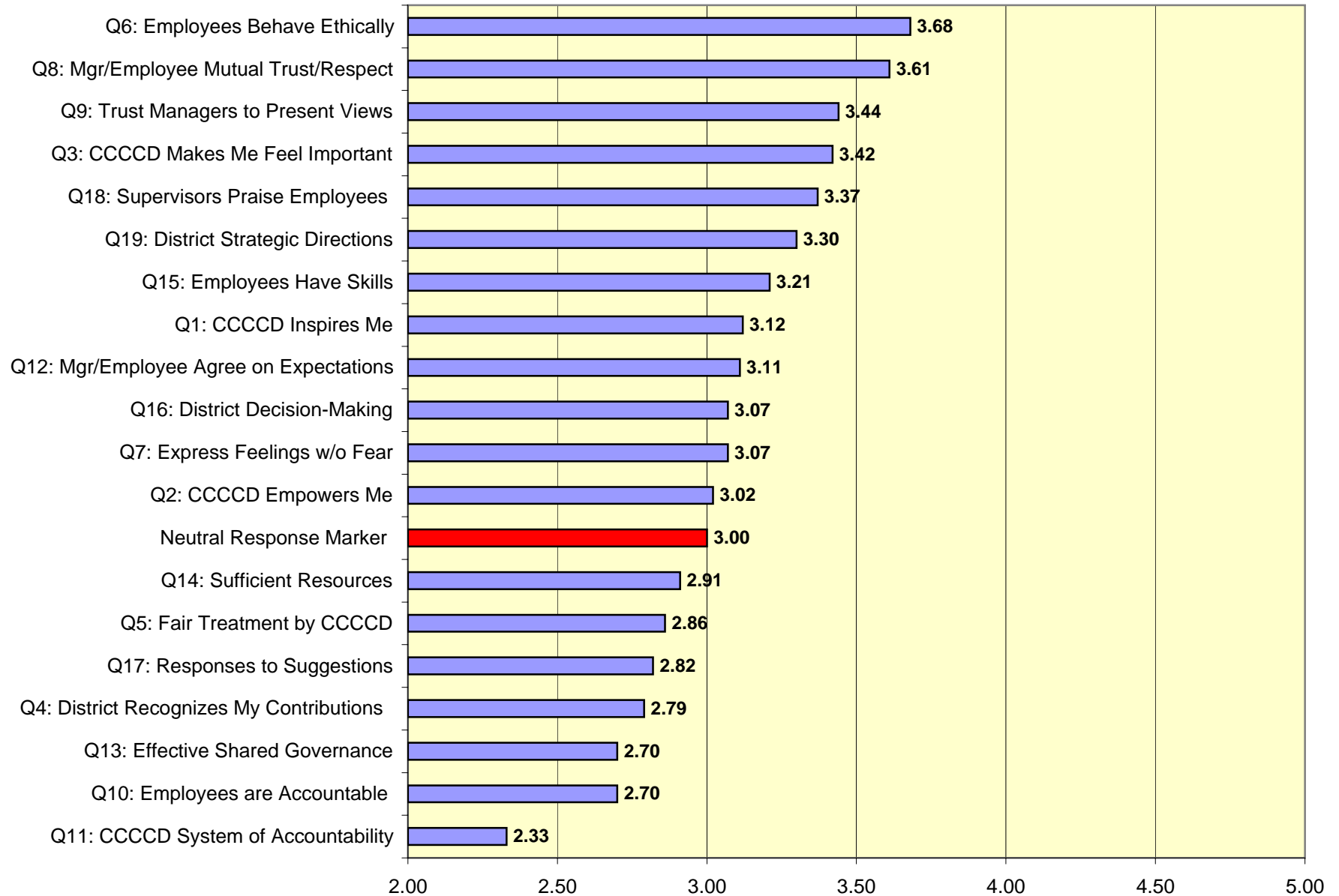
Managers/Supervisors at LMC/Brentwood - Questions Ranked by Mean Response

(Scale: Strongly Agree=5, Agree=4, Neutral=3, Disagree=2, Strongly Disagree=1)



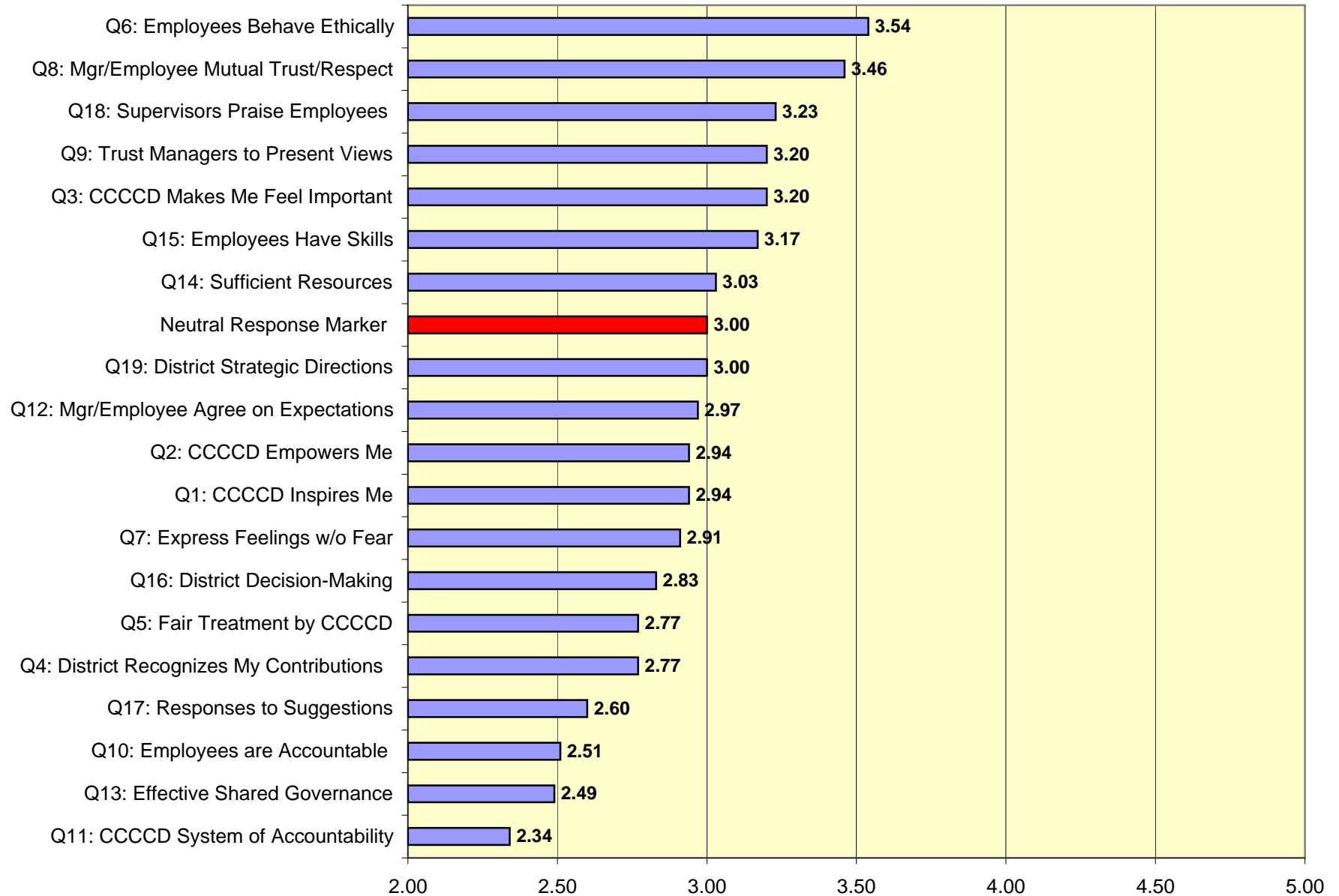
All Groups at DO/RTI - Questions Ranked by Mean Response

(Scale: Strongly Agree=5, Agree=4, Neutral=3, Disagree=2, Strongly Disagree=1)



Classified/Confidential at DO/RTI - Questions Ranked by Mean Response

(Scale: Strongly Agree=5, Agree=4, Neutral=3, Disagree=2, Strongly Disagree=1)



Managers/Supervisors at DO/RTI - Questions Ranked by Mean Response

(Scale: Strongly Agree=5, Agree=4, Neutral=3, Disagree=2, Strongly Disagree=1)

