

COLLEGE EMPLOYEE SATISFACTION SURVEY RESULTS
Yuba College - Spring 2020 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	4.44	.75	111	3.12	1.07	111	1.32
This institution treats students as its top priority	4.63	.69	111	2.98	1.24	111	1.65
This institution does a good job of meeting the needs of students	4.63	.66	111	2.93	1.11	110	1.70
The mission, purpose, and values of this institution are well understood by most employees	4.05	.92	111	2.90	1.08	111	1.15
Most employees are generally supportive of the mission, purpose, and values of this institution	4.13	.85	111	3.15	1.11	110	0.98
The goals and objectives of this institution are consistent with its mission and values	4.15	.91	110	3.07	1.10	109	1.08
This institution involves its employees in planning for the future	4.42	.80	111	2.51	1.13	111	1.91
This institution plans carefully	4.38	.85	111	2.25	1.16	111	2.13
The leadership of this institution has a clear sense of purpose	4.41	.84	111	2.52	1.25	111	1.89
This institution does a good job of meeting the needs of its faculty	4.32	.88	111	2.56	1.19	111	1.76
This institution does a good job of meeting the needs of staff	4.26	.88	105	2.38	1.13	103	1.88
This institution does a good job of meeting the needs of administrators	3.87	1.00	104	3.23	1.08	101	0.64
This institution makes sufficient budgetary resources available to achieve important objectives	4.45	.80	105	2.15	1.12	103	2.30
This institution makes sufficient staff resources available to achieve important objectives	4.37	.85	105	2.21	1.15	104	2.16
There are effective lines of communication between departments	4.29	.87	105	2.44	1.06	105	1.85
Administrators share information regularly with faculty and staff	4.33	.83	105	2.60	1.13	105	1.73
There is good communication between the faculty and the administration at this institution	4.35	.77	105	2.66	1.09	105	1.69
There is good communication between staff and the administration at this institution	4.28	.83	105	2.51	1.08	103	1.77
Faculty take pride in their work	4.48	.71	105	3.70	.93	102	0.78
Staff take pride in their work	4.41	.78	105	3.56	1.03	105	0.85
Administrators take pride in their work	4.35	.81	103	3.13	1.13	103	1.22
There is a spirit of teamwork and cooperation at this institution	4.33	.84	103	2.68	1.10	104	1.65
The reputation of this institution continues to improve	4.43	.76	102	2.47	1.13	103	1.96
This institution is well-respected in the community	4.48	.77	102	2.42	1.13	102	2.06
Efforts to improve quality are paying off at this institution	4.30	.78	101	2.58	1.09	103	1.72
Employee suggestions are used to improve our institution	4.19	.86	102	2.41	1.09	101	1.78
This institution consistently follows clear processes for selecting new employees	4.34	.78	102	2.58	1.26	102	1.76
This institution consistently follows clear processes for orienting and training new employees	4.34	.91	102	2.18	1.24	101	2.16
This institution consistently follows clear processes for recognizing employee achievements	4.01	1.06	102	2.52	1.16	103	1.49
This institution has written procedures that clearly define who is responsible for each operation and service	4.26	.87	103	2.37	1.22	104	1.89
This institution consistently follows clear processes for evaluating employee performance	4.21	.90	99	2.82	1.21	99	1.39
Student learning is a top priority at this institution	4.64	.66	99	2.98	1.10	100	1.66
This institution regularly discusses student learning outcomes (SLOs) and/or service area outcomes (SAOs) at division meetings	3.88	1.08	97	3.31	.97	98	0.57
My department consistently utilizes student learning outcomes (SLOs) and/or service area outcomes (SAOs) results to improve	3.87	1.08	98	3.35	1.01	100	0.52
This institution uses student learning outcomes (SLOs) and/or service area outcomes (SAOs) results/data in college wide decision making	3.81	1.02	97	2.86	1.08	98	0.95
Program Reviews are used in college wide decision-making	4.02	.94	97	2.73	1.14	98	1.29
Most employees at this institution trust leadership to make student focused decisions.	4.27	.95	99	2.31	1.11	100	1.96
The planning processes at this institutional are tied to the budget development process	4.04	.85	96	2.55	1.03	97	1.49
The planning process at this institution results in appropriate institutional plans	4.04	.86	95	2.43	1.04	98	1.61
Ample opportunities exist for employees to participate in the institutional budget and planning process	4.01	.92	97	2.33	1.15	96	1.68

COLLEGE EMPLOYEE SATISFACTION SURVEY RESULTS
Yuba College - Spring 2020 Respondents

Section 2: Institutional Goals

RATE: IMPORTANCE (1 = "Not important at all / 5 = "Very important")	Mean	Standard Deviation	Valid Respondents
Increase the enrollment of new students	4.43	0.75	98
Retain more of its current students to graduation	4.58	0.64	98
Improve the academic ability of entering student classes	4.08	0.90	99
Recruit students from new geographic markets	3.68	1.12	97
Increase the diversity of racial and ethnic groups represented among the student body	3.76	1.11	97
Develop new academic programs	3.67	1.11	98
Improve the quality of existing academic programs	4.49	0.73	99
Improve the appearance of campus buildings and grounds	4.30	0.93	98
Improve employee morale	4.55	0.79	99
Increase partnerships with local high schools	4.28	0.82	98
Increase partnerships with regional agencies, industry, and businesses to promote economic development	4.27	0.90	99
Improve the sense of community on campus	4.42	0.81	98
Some other goal	3.18	1.46	72

(Choose three goals that you believe should be this institution's top priorities) First priority goal:	Count	Percent
Increase the enrollment of new students	15	15.2%
Retain more of its current students to graduation	24	24.2%
Improve the academic ability of entering student classes	2	2.0%
Recruit students from new geographic markets	0	0.0%
Increase the diversity of racial and ethnic groups represented among the student body	0	0.0%
Develop new academic programs	1	1.0%
Improve the quality of existing academic programs	17	17.2%
Improve the appearance of campus buildings and grounds	12	12.1%
Improve employee morale	16	16.2%
Increase partnerships with local high schools	2	2.0%
Increase partnerships with regional agencies, industry, and businesses to promote economic development	1	1.0%
Improve the sense of community on campus	8	8.1%
Some other goal	1	1.0%
All responses	99	100.0%

COLLEGE EMPLOYEE SATISFACTION SURVEY RESULTS
Yuba College - Spring 2020 Respondents

(Choose three goals that you believe should be this institution's top priorities) Second priority goal:	Count	Percent
Increase the enrollment of new students	16	16.3%
Retain more of its current students to graduation	18	18.4%
Improve the academic ability of entering student classes	4	4.1%
Recruit students from new geographic markets	1	1.0%
Increase the diversity of racial and ethnic groups represented among the student body	3	3.1%
Develop new academic programs	5	5.1%
Improve the quality of existing academic programs	10	10.2%
Improve the appearance of campus buildings and grounds	10	10.2%
Improve employee morale	17	17.3%
Increase partnerships with local high schools	3	3.1%
Increase partnerships with regional agencies, industry, and businesses to promote economic development	5	5.1%
Improve the sense of community on campus	5	5.1%
Some other goal	1	1.0%
All responses	98	100.0%

(Choose three goals that you believe should be this institution's top priorities) Third priority goal:	Count	Percent
Increase the enrollment of new students	11	11.2%
Retain more of its current students to graduation	12	12.2%
Improve the academic ability of entering student classes	9	9.2%
Recruit students from new geographic markets	0	0.0%
Increase the diversity of racial and ethnic groups represented among the student body	2	2.0%
Develop new academic programs	2	2.0%
Improve the quality of existing academic programs	9	9.2%
Improve the appearance of campus buildings and grounds	15	15.3%
Improve employee morale	15	15.3%
Increase partnerships with local high schools	6	6.1%
Increase partnerships with regional agencies, industry, and businesses to promote economic development	8	8.2%
Improve the sense of community on campus	9	9.2%
Some other goal	0	0.0%
All responses	98	100.0%

COLLEGE EMPLOYEE SATISFACTION SURVEY RESULTS
Yuba College - Spring 2020 Respondents

TOTAL "VOTES" FOR EACH GOAL	First Priority	Second Priority	Third Priority	TOTAL	TOTAL PERCENT
Increase the enrollment of new students	15	16	11	42	14.2%
Retain more of its current students to graduation	24	18	12	54	18.3%
Improve the academic ability of entering student classes	2	4	9	15	5.1%
Recruit students from new geographic markets	0	1	0	1	0.3%
Increase the diversity of racial and ethnic groups represented among the student body	0	3	2	5	1.7%
Develop new academic programs	1	5	2	8	2.7%
Improve the quality of existing academic programs	17	10	9	36	12.2%
Improve the appearance of campus buildings and grounds	12	10	15	37	12.5%
Improve employee morale	16	17	15	48	16.3%
Increase partnerships with local high schools	2	3	6	11	3.7%
Increase partnerships with regional agencies, industry, and businesses to promote economic development	1	5	8	14	4.7%
Improve the sense of community on campus	8	5	9	22	7.5%
Some other goal	1	1	0	2	0.7%
All responses	99	98	98	295	100.0%

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	2.67	1.10	94
How involved are: Staff	2.16	1.05	92
How involved are: Deans or directors of administrative units	3.60	1.01	92
How involved are: Deans or chairs of academic units	3.44	0.98	93
How involved are: Senior administrators (VP, Provost level or above)	4.13	0.83	94
How involved are: Students	1.89	0.84	93
How involved are: Trustees	3.37	1.14	91
How involved are: Alumni	2.62	0.97	90
How involved are: Parents	2.58	1.04	91
How involved are: Community members	2.14	0.94	91
How involved are: Part-time faculty	2.03	0.86	95

COLLEGE EMPLOYEE SATISFACTION SURVEY RESULTS
Yuba College - Spring 2020 Respondents

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	4.40	0.80	95	2.41	1.08	96	1.99
I learn about important campus events in a timely manner	4.04	0.87	94	2.86	1.15	94	1.18
I am empowered to resolve problems quickly	4.23	0.80	94	2.72	1.12	96	1.51
I am comfortable answering student questions about institutional policies and procedures	4.10	0.83	93	3.12	1.09	95	0.98
I have the information I need to do my job well	4.49	0.80	95	3.23	1.19	97	1.26
My job responsibilities are communicated clearly to me	4.33	0.85	93	3.26	1.26	95	1.07
My supervisor pays attention to what I have to say	4.35	0.85	94	3.53	1.22	96	0.82
My supervisor helps me improve my job performance	4.14	0.97	93	3.45	1.26	96	0.69
My department or work unit has written, up-to-date objectives	3.97	1.03	93	3.08	1.28	95	0.89
My department meets as a team to plan and coordinate work	4.14	0.93	93	3.39	1.32	95	0.75
My department has the budget needed to do its job well	4.51	0.77	93	2.50	1.19	94	2.01
My department has the staff needed to do its job well	4.53	0.76	94	2.28	1.15	95	2.25
I am paid fairly for the work I do	4.39	0.75	94	3.19	1.30	95	1.20
The employee benefits available to me are valuable	4.48	0.73	92	3.56	1.25	93	0.92
I have adequate opportunities for advancement	4.10	0.98	94	2.91	1.34	95	1.19
I have adequate opportunities for training to improve my skills	4.24	0.83	93	3.11	1.27	94	1.13
I have adequate opportunities for professional development	4.19	0.89	93	3.31	1.24	94	0.88
The type of work I do on most days is personally rewarding	4.49	0.74	94	4.10	0.97	94	0.39
The work I do is appreciated by my supervisor	4.15	0.88	93	3.54	1.08	96	0.61
The work I do is valuable to the institution	4.31	0.79	94	3.70	1.13	96	0.61
I am proud to work at this institution	4.32	0.85	93	3.63	1.26	95	0.69
I learn about changes in policies and procedures in a timely manner	4.28	0.77	93	2.51	1.15	91	1.77
I have the support of my department to participate on college committees	3.97	0.91	91	3.77	0.95	90	0.20
I feel safe and secure on campus	4.42	0.68	93	3.60	1.07	92	0.82
I receive the training I need to do my job well	4.27	0.78	91	3.23	1.01	90	1.04
The amount of work I am expected to complete is reasonable	4.26	0.72	92	3.04	1.24	91	1.22
The facilities in which I work are maintained in good condition	4.38	0.65	91	2.46	1.28	93	1.92
The facilities in which I work are cleaned regularly	4.33	0.73	92	2.38	1.23	93	1.95
My department has the IT support it needs to do its job well	4.38	0.77	91	2.63	1.23	93	1.75
The information and services I receive from the Human Resources Department are accurate and timely	4.43	0.72	92	2.20	1.18	92	2.23
The information and services I receive from the Fiscal Services Department (payroll, purchasing, and reimbursement) are accurate and timely	4.34	0.81	91	2.79	1.20	92	1.55

COLLEGE EMPLOYEE SATISFACTION SURVEY RESULTS
Yuba College - Spring 2020 Respondents

Overall satisfaction

Rate your overall satisfaction with your employment here so far:	3.35	0.96	94
--	------	------	----

Section 5: Demographics

<i>How long have you worked at this institution?</i>	Count	Percent
Less than 1 year	3	3.2%
1 to 5 years	29	31.2%
6 to 10 years	18	19.4%
11 to 20 years	31	33.3%
More than 20 years	12	12.9%
All responses	93	100.0%

<i>Is your position:</i>	Count	Percent
Faculty	56	60.9%
Staff	29	31.5%
Administrator (Director, Dean, VP's and above)	7	7.6%
All responses	92	100.0%

<i>Is your position:</i>	Count	Percent
Full-time	66	71.0%
Part-time	26	28.0%
Temporary	1	1.1%
All responses	93	100.0%

<i>Your primary work location is:</i>	Count	Percent
Yuba College-Main Campus	85	93.4%
Yuba College-Outreach Centers (Beale/Sutter)	6	6.6%
Other Location	0	0.0%
All responses	91	100.0%

<i>Are you currently an adjunct faculty member for Yuba College?</i>	Count	Percent
No	28	30.8%
Yes	63	69.2%
All responses	91	100.0%