

COLLEGE EMPLOYEE SATISFACTION SURVEY RESULTS
Yuba College - Spring 2022 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 | 4.45 | .80 | 95 | 3.11 | .95 | 92 | 1.34 |
| This institution treats students as its top priority | 4.63 | .60 | 93 | 2.96 | 1.07 | 92 | 1.67 |
| This institution does a good job of meeting the needs of students | 4.55 | .68 | 94 | 2.74 | .92 | 93 | 1.81 |
| The mission, purpose, and values of this institution are well understood by most employees | 4.09 | .82 | 93 | 2.95 | .88 | 92 | 1.14 |
| Most employees are generally supportive of the mission, purpose, and values of this institution | 4.26 | .74 | 93 | 3.17 | 1.00 | 92 | 1.09 |
| The goals and objectives of this institution are consistent with its mission and values | 4.18 | .88 | 92 | 2.96 | 1.07 | 91 | 1.22 |
| This institution involves its employees in planning for the future | 4.48 | .70 | 92 | 2.75 | 1.17 | 89 | 1.73 |
| This institution plans carefully | 4.49 | .75 | 90 | 2.34 | 1.08 | 91 | 2.15 |
| The leadership of this institution has a clear sense of purpose | 4.45 | .78 | 92 | 2.76 | 1.24 | 90 | 1.69 |
| This institution does a good job of meeting the needs of its faculty | 4.29 | .90 | 91 | 2.77 | 1.23 | 91 | 1.52 |
| This institution does a good job of meeting the needs of staff | 4.28 | .87 | 85 | 2.46 | .96 | 84 | 1.82 |
| This institution does a good job of meeting the needs of administrators | 4.00 | .86 | 85 | 3.24 | 1.04 | 83 | 0.76 |
| This institution makes sufficient budgetary resources available to achieve important objectives | 4.29 | .87 | 85 | 2.38 | 1.03 | 84 | 1.91 |
| This institution makes sufficient staff resources available to achieve important objectives | 4.25 | .82 | 84 | 2.34 | 1.06 | 83 | 1.91 |
| There are effective lines of communication between departments | 4.28 | .70 | 85 | 2.46 | 1.01 | 84 | 1.82 |
| Administrators share information regularly with faculty and staff | 4.34 | .86 | 83 | 2.72 | 1.18 | 85 | 1.62 |
| There is good communication between the faculty and the administration at this institution | 4.29 | .95 | 85 | 2.73 | 1.23 | 84 | 1.56 |
| There is good communication between staff and the administration at this institution | 4.38 | .77 | 84 | 2.75 | 1.11 | 83 | 1.63 |
| Faculty take pride in their work | 4.36 | .94 | 85 | 3.55 | 1.16 | 83 | 0.81 |
| Staff take pride in their work | 4.48 | .70 | 85 | 3.64 | 1.04 | 85 | 0.84 |
| Administrators take pride in their work | 4.35 | .82 | 83 | 3.34 | 1.12 | 82 | 1.01 |
| There is a spirit of teamwork and cooperation at this institution | 4.29 | .78 | 82 | 2.70 | 1.07 | 81 | 1.59 |
| The reputation of this institution continues to improve | 4.37 | .73 | 81 | 2.48 | 1.09 | 82 | 1.89 |
| This institution is well-respected in the community | 4.41 | .70 | 81 | 2.49 | 1.06 | 81 | 1.92 |
| Efforts to improve quality are paying off at this institution | 4.33 | .79 | 80 | 2.61 | 1.08 | 80 | 1.72 |
| Employee suggestions are used to improve our institution | 4.27 | .77 | 81 | 2.48 | 1.10 | 82 | 1.79 |
| This institution consistently follows clear processes for selecting new employees | 4.28 | .85 | 82 | 2.70 | 1.18 | 82 | 1.58 |
| This institution consistently follows clear processes for orienting and training new employees | 4.33 | .85 | 82 | 2.13 | 1.11 | 82 | 2.20 |
| This institution consistently follows clear processes for recognizing employee achievements | 4.04 | .87 | 82 | 3.15 | 1.06 | 82 | 0.89 |
| This institution has written procedures that clearly define who is responsible for each operation and service | 4.32 | .86 | 82 | 2.50 | 1.15 | 82 | 1.82 |
| This institution consistently follows clear processes for evaluating employee performance | 4.18 | .90 | 77 | 3.01 | 1.10 | 76 | 1.17 |
| Student learning is a top priority at this institution | 4.60 | .65 | 77 | 3.03 | 1.21 | 77 | 1.57 |
| My department consistently utilizes student learning outcomes (SLOs) and/or service area outcomes (SAOs) results to improve | 3.84 | 1.08 | 77 | 3.33 | 1.12 | 76 | 0.51 |
| This institution uses student learning outcomes (SLOs) and/or service area outcomes (SAOs) results/data in college wide decision making | 3.76 | 1.08 | 76 | 2.99 | .99 | 76 | 0.77 |
| Program Reviews are used in college wide decision-making | 3.96 | .84 | 76 | 2.72 | 1.08 | 76 | 1.24 |
| Most employees at this institution trust leadership to make student focused decisions. | 4.35 | .87 | 77 | 2.32 | 1.22 | 77 | 2.03 |
| The planning processes at this institutional are tied to the budget development process | 4.10 | .84 | 73 | 2.53 | 1.09 | 70 | 1.57 |
| The planning process at this institution results in appropriate institutional plans | 4.12 | .83 | 74 | 2.59 | 1.07 | 74 | 1.53 |
| Ample opportunities exist for employees to participate in the institutional budget and planning process | 4.00 | .92 | 74 | 2.63 | 1.18 | 73 | 1.37 |
| The institution has made all employees aware of the Drug and Alcohol Abuse Prevention Program (DAAPP) | 3.56 | 1.29 | 77 | 2.70 | 1.37 | 77 | 0.86 |

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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 | 4.61 | 0.57 | 77 |
| Retain more of its current students to graduation | 4.74 | 0.57 | 77 |
| Improve the academic ability of entering student classes | 4.04 | 0.96 | 75 |
| Recruit students from new geographic markets | 3.74 | 1.06 | 77 |
| Increase the diversity of racial and ethnic groups represented among the student body | 4.08 | 1.00 | 77 |
| Develop new academic programs | 3.53 | 1.07 | 77 |
| Improve the quality of existing academic programs | 4.56 | 0.77 | 77 |
| Improve the appearance of campus buildings and grounds | 4.06 | 1.10 | 77 |
| Improve employee morale | 4.58 | 0.73 | 77 |
| Increase partnerships with local community organizations and schools | 4.36 | 0.78 | 77 |
| Increase partnerships with regional agencies, industry, and businesses to promote economic development | 4.27 | 0.79 | 77 |
| Improve the sense of community on campus | 4.44 | 0.82 | 77 |
| Some other goal | 3.45 | 1.59 | 47 |

| (Choose three goals that you believe should be this institution's top priorities) First priority goal: | Count | Percent |
|---|--------------|----------------|
| Increase the enrollment of new students | 20 | 26.7% |
| Retain more of its current students to graduation | 20 | 26.7% |
| Improve the academic ability of entering student classes | 2 | 2.7% |
| 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 | 2 | 2.7% |
| Improve the quality of existing academic programs | 11 | 14.7% |
| Improve the appearance of campus buildings and grounds | 3 | 4.0% |
| Improve employee morale | 7 | 9.3% |
| Increase partnerships with local community organizations and schools | 1 | 1.3% |
| Increase partnerships with regional agencies, industry, and businesses to promote economic development | 3 | 4.0% |
| Improve the sense of community on campus | 3 | 4.0% |
| Some other goal | 3 | 4.0% |
| All responses | 75 | 100.0% |

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| (Choose three goals that you believe should be this institution's top priorities) Second priority goal: | Count | Percent |
|---|-------|---------|
| Increase the enrollment of new students | 21 | 28.4% |
| Retain more of its current students to graduation | 12 | 16.2% |
| Improve the academic ability of entering student classes | 3 | 4.1% |
| Recruit students from new geographic markets | 3 | 4.1% |
| Increase the diversity of racial and ethnic groups represented among the student body | 5 | 6.8% |
| Develop new academic programs | 1 | 1.4% |
| Improve the quality of existing academic programs | 6 | 8.1% |
| Improve the appearance of campus buildings and grounds | 3 | 4.1% |
| Improve employee morale | 9 | 12.2% |
| Increase partnerships with local community organizations and schools | 3 | 4.1% |
| Increase partnerships with regional agencies, industry, and businesses to promote economic development | 0 | 0.0% |
| Improve the sense of community on campus | 7 | 9.5% |
| Some other goal | 1 | 1.4% |
| All responses | 74 | 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 | 6 | 8.1% |
| Retain more of its current students to graduation | 11 | 14.9% |
| Improve the academic ability of entering student classes | 2 | 2.7% |
| Recruit students from new geographic markets | 1 | 1.4% |
| Increase the diversity of racial and ethnic groups represented among the student body | 2 | 2.7% |
| Develop new academic programs | 2 | 2.7% |
| Improve the quality of existing academic programs | 12 | 16.2% |
| Improve the appearance of campus buildings and grounds | 6 | 8.1% |
| Improve employee morale | 17 | 23.0% |
| Increase partnerships with local community organizations and schools | 6 | 8.1% |
| Increase partnerships with regional agencies, industry, and businesses to promote economic development | 4 | 5.4% |
| Improve the sense of community on campus | 4 | 5.4% |
| Some other goal | 1 | 1.4% |
| All responses | 74 | 100.0% |

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| TOTAL "VOTES" FOR EACH GOAL | First Priority | Second Priority | Third Priority | TOTAL | TOTAL PERCENT |
|--|----------------|-----------------|----------------|-------|---------------|
| Increase the enrollment of new students | 20 | 21 | 6 | 47 | 21.1% |
| Retain more of its current students to graduation | 20 | 12 | 11 | 43 | 19.3% |
| Improve the academic ability of entering student classes | 2 | 3 | 2 | 7 | 3.1% |
| Recruit students from new geographic markets | 0 | 3 | 1 | 4 | 1.8% |
| Increase the diversity of racial and ethnic groups represented among the student body | 0 | 5 | 2 | 7 | 3.1% |
| Develop new academic programs | 2 | 1 | 2 | 5 | 2.2% |
| Improve the quality of existing academic programs | 11 | 6 | 12 | 29 | 13.0% |
| Improve the appearance of campus buildings and grounds | 3 | 3 | 6 | 12 | 5.4% |
| Improve employee morale | 7 | 9 | 17 | 33 | 14.8% |
| Increase partnerships with local community organizations and schools | 1 | 3 | 6 | 10 | 4.5% |
| Increase partnerships with regional agencies, industry, and businesses to promote economic development | 3 | 0 | 4 | 7 | 3.1% |
| Improve the sense of community on campus | 3 | 7 | 4 | 14 | 6.3% |
| Some other goal | 3 | 1 | 1 | 5 | 2.2% |
| All responses | 75 | 74 | 74 | 223 | 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 | 3.04 | 1.07 | 72 |
| How involved are: Staff | 2.37 | 0.83 | 72 |
| How involved are: Deans or directors of administrative units | 3.45 | 0.87 | 73 |
| How involved are: Deans or chairs of academic units | 3.31 | 0.97 | 72 |
| How involved are: Senior administrators (VP, Provost level or above) | 4.00 | 0.78 | 73 |
| How involved are: Students | 2.15 | 0.86 | 74 |
| How involved are: Trustees | 3.57 | 1.07 | 70 |
| How involved are: Alumni | 2.81 | 0.81 | 73 |
| How involved are: Parents | 2.82 | 0.97 | 72 |
| How involved are: Community members | 2.48 | 0.81 | 71 |
| How involved are: Part-time faculty | 2.18 | 0.90 | 74 |

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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 | 4.53 | 0.70 | 70 | 2.58 | 1.09 | 71 | 1.95 |
| I learn about important campus events in a timely manner | 4.14 | 0.79 | 70 | 2.97 | 1.10 | 71 | 1.17 |
| I am empowered to resolve problems quickly | 4.36 | 0.80 | 70 | 2.79 | 1.05 | 70 | 1.57 |
| I am comfortable answering student questions about institutional policies and procedures | 4.21 | 0.81 | 70 | 3.38 | 0.92 | 71 | 0.83 |
| I have the information I need to do my job well | 4.60 | 0.65 | 70 | 3.06 | 1.18 | 71 | 1.54 |
| My job responsibilities are communicated clearly to me | 4.46 | 0.67 | 70 | 3.52 | 1.11 | 71 | 0.94 |
| My supervisor pays attention to what I have to say | 4.43 | 0.75 | 70 | 3.45 | 1.27 | 71 | 0.98 |
| My supervisor helps me improve my job performance | 4.21 | 0.90 | 70 | 3.24 | 1.28 | 71 | 0.97 |
| My department or work unit has written, up-to-date objectives | 4.01 | 0.91 | 70 | 2.94 | 1.19 | 71 | 1.07 |
| My department meets as a team to plan and coordinate work | 4.29 | 0.73 | 70 | 3.52 | 1.16 | 71 | 0.77 |
| My department has the budget needed to do its job well | 4.60 | 0.57 | 70 | 2.52 | 1.22 | 71 | 2.08 |
| My department has the staff needed to do its job well | 4.58 | 0.58 | 69 | 2.23 | 1.08 | 71 | 2.35 |
| I am paid fairly for the work I do | 4.56 | 0.58 | 70 | 3.00 | 1.28 | 71 | 1.56 |
| The employee benefits available to me are valuable | 4.51 | 0.72 | 70 | 3.39 | 1.19 | 71 | 1.12 |
| I have adequate opportunities for advancement | 4.00 | 1.10 | 70 | 2.90 | 1.21 | 71 | 1.10 |
| I have adequate opportunities for training to improve my skills | 4.26 | 0.79 | 70 | 3.30 | 1.04 | 70 | 0.96 |
| I have adequate opportunities for professional development | 4.17 | 0.80 | 69 | 3.41 | 1.04 | 70 | 0.76 |
| The type of work I do on most days is personally rewarding | 4.61 | 0.55 | 70 | 3.89 | 1.01 | 71 | 0.72 |
| The work I do is appreciated by my supervisor | 4.20 | 0.91 | 70 | 3.58 | 1.25 | 71 | 0.62 |
| The work I do is valuable to the institution | 4.43 | 0.69 | 70 | 3.62 | 1.13 | 71 | 0.81 |
| I am proud to work at this institution | 4.39 | 0.80 | 70 | 3.49 | 1.14 | 71 | 0.90 |
| I learn about changes in policies and procedures in a timely manner | 4.49 | 0.68 | 69 | 2.59 | 1.06 | 69 | 1.90 |
| I feel safe and secure on campus | 4.52 | 0.61 | 69 | 3.30 | 0.94 | 70 | 1.22 |
| I receive the training I need to do my job well | 4.22 | 0.91 | 69 | 3.10 | 1.04 | 70 | 1.12 |
| I have the support of my department to participate on college committees | 4.03 | 0.88 | 68 | 3.74 | 0.90 | 69 | 0.29 |
| The amount of work I am expected to complete is reasonable | 4.41 | 0.58 | 69 | 2.79 | 1.24 | 70 | 1.62 |
| My department has the IT support it needs to do its job well | 4.58 | 0.65 | 69 | 2.41 | 1.19 | 70 | 2.17 |
| The facilities in which I work are maintained in good condition | 4.38 | 0.73 | 69 | 2.44 | 1.18 | 70 | 1.94 |
| The facilities in which I work are cleaned regularly | 4.38 | 0.69 | 69 | 2.61 | 1.31 | 70 | 1.77 |
| The information and services I receive from the Human Resources Department are accurate and timely | 4.46 | 0.76 | 68 | 2.39 | 1.15 | 70 | 2.07 |
| The information and services I receive from the Fiscal Services Department (payroll, purchasing, and reimbursement) are accurate and timely | 4.38 | 0.75 | 68 | 3.06 | 1.04 | 69 | 1.32 |

COLLEGE EMPLOYEE SATISFACTION SURVEY RESULTS
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Overall satisfaction

| | | | |
|--|------|------|----|
| Rate your overall satisfaction with your employment here so far: | 3.18 | 0.98 | 71 |
|--|------|------|----|

Section 5: Demographics

| <i>How long have you worked at this institution?</i> | Count | Percent |
|--|-------|---------|
| Less than 1 year | 6 | 8.6% |
| 1 to 5 years | 18 | 25.7% |
| 6 to 10 years | 17 | 24.3% |
| 11 to 20 years | 20 | 28.6% |
| More than 20 years | 9 | 12.9% |
| All responses | 70 | 100.0% |

| <i>Is your position:</i> | Count | Percent |
|--|-------|---------|
| Faculty | 37 | 52.1% |
| Staff | 25 | 35.2% |
| Administrator (Director, Dean, VP's and above) | 9 | 12.7% |
| All responses | 71 | 100.0% |

| <i>Is your position:</i> | Count | Percent |
|--------------------------|-------|---------|
| Full-time | 49 | 73.1% |
| Part-time | 17 | 25.4% |
| Temporary | 1 | 1.5% |
| All responses | 67 | 100.0% |

| <i>Your primary work location is:</i> | Count | Percent |
|---------------------------------------|-------|---------|
| Yuba College-Main Campus | 67 | 97.1% |
| Yuba College - Sutter County Campus | 2 | 2.9% |
| Other Location | 0 | 0.0% |
| All responses | 69 | 100.0% |

| <i>Are you currently an adjunct faculty member for Yuba College?</i> | Count | Percent |
|--|-------|---------|
| No | 53 | 74.6% |
| Yes | 18 | 25.4% |
| All responses | 71 | 100.0% |