



Did You Know?

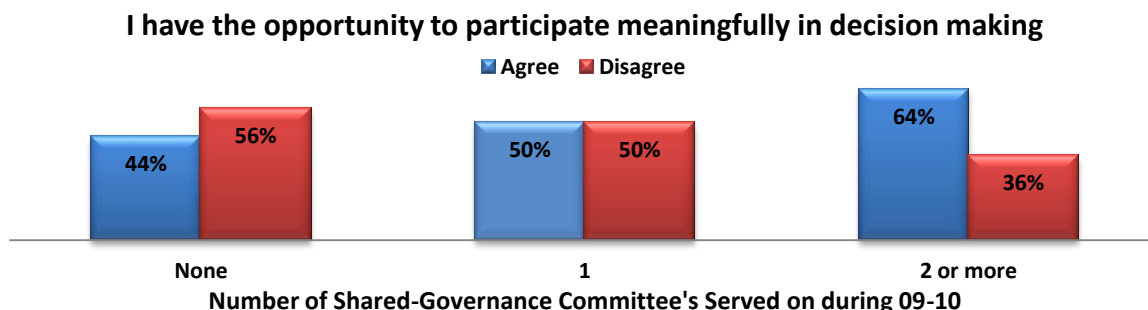
Topic: Fall 2010 CHC Campus Climate Survey Results

Overview: The CHC Campus Climate Survey was administered in the fall of 2010 to assess employee perceptions of the college's work environment and progress toward meeting goals and objectives identified in the Educational Master Plan (EMP). The following briefly summarizes a portion of the shared-governance and decision-making findings.

Summary of findings:

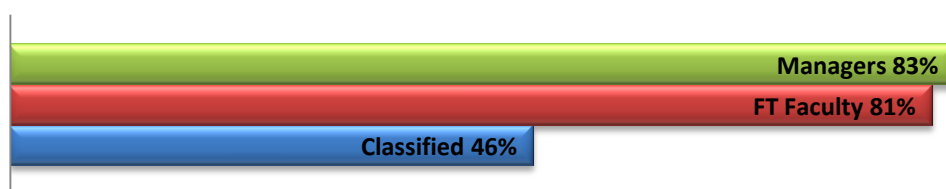
- 64% of the respondents who served on 2 or more shared-governance committees agreed that they had the opportunity to participate meaningfully in decision-making.

Figure 1: Percent of respondents who feel they have the opportunity to participate meaningfully in decision-making by the number of shared-governance committees they serve on.



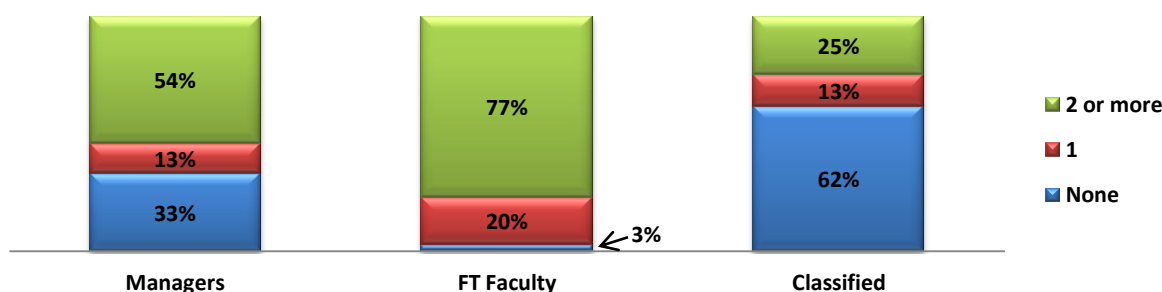
- 83% of respondents agreed that managers exercise a substantial voice in decision-making
- 81% of respondents agreed that full-time (FT) faculty exercise a substantial voice in decision-making
- 46% of respondents agreed that classified staff exercise a substantial voice in decision-making

Figure 2: Percent of respondents who feel managers, faculty, and classified staff exercise a substantial voice in decision-making.



- 33% of managers, 3% of full-time faculty, and 62% of classified staff respondents did not serve on a shared governance committee during the 2009-2010 academic year.

Figure 3: Percent of respondents by constituency and number of shared governance committees



Methodology: To provide a baseline measure of employee perceptions of the work environment the Crafton Council in collaboration with the Office of Research and Planning developed and administered a campus climate survey in fall 2010. Multiple methods of communication to share the results with the campus, gather feedback, and collect recommended strategies for improvement are being utilized. Responses were aggregated and disaggregated by constituency group.

Sample: Of the approximately 340 Crafton employees, 96 valid surveys were received. The 28% response rate provided a limited level of statistical validity and results may not be representative of all CHC employees. Respondents were more likely to be classified staff (42%) or full-time faculty (37%), work in the instructional area (52%), and have been employed at Crafton between 6-10 years (25%). Overall, the respondents were more likely female (65%), 55 years old or older (32%), and white/non-Hispanic (62%).