

This issue's topic: Comparison of 2010 and 2012 CHC Campus Climate Survey Results

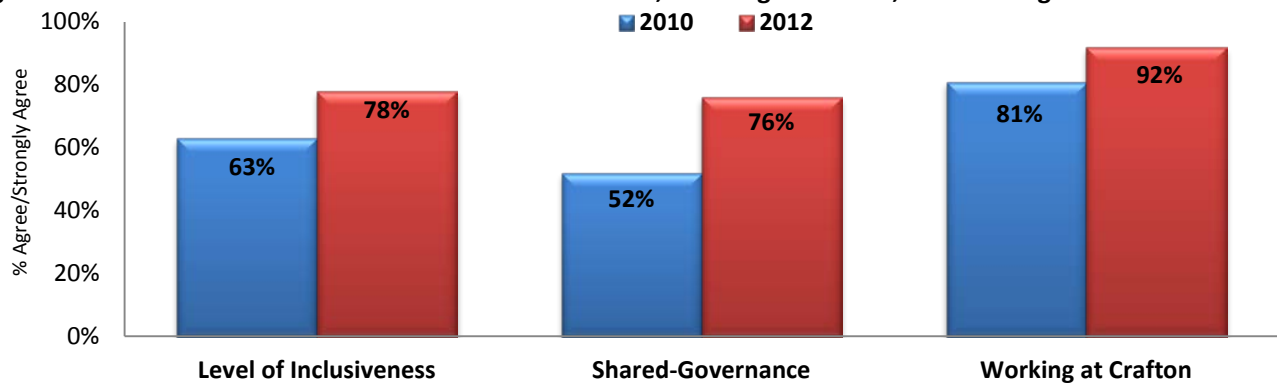
Overview: In the fall of 2010, Crafton Hills College (CHC) developed and administered a campus climate survey to assess employee perceptions of the college's work environment and progress toward meeting goals and objectives identified in the Educational Master Plan (EMP). To facilitate ongoing improvement and organizational change, the results of this survey were shared with the campus community through multiple methods of communication. Faculty, staff, and administrators discussed what the results mean to our college and identified strategies to improve the environment for working and learning on campus. The Crafton Council discussed the feedback, developed strategies for improvement, and implemented those strategies between spring 2011 and fall 2012. In fall 2012, the campus climate survey was administered to re-assess our progress. A portion of the overall improvement results are briefly summarized here.

Limitation: The response rate (approximately 28% in 2010 and 38% in 2012) provides a limited level of statistical validity and results may not be representative of all CHC employees.

Summary of findings:

- Overall satisfaction with the level of Inclusiveness increased from 63% in 2010 to 78% in 2012, a 15% increase
- Overall satisfaction with shared-governance increased from 52% in 2010 to 76% in 2012, a 24% increase
- Overall satisfaction with working at Crafton increased from 81% in 2010 to 92% in 2012, an 11% increase

Figure 1: Overall satisfaction with the level of inclusiveness, shared-governance, and working at Crafton



- Overall satisfaction with the outcomes assessment process increased from 58% in 2010 to 86% in 2012, a 28% increase
- Overall satisfaction with planning and decision-making processes increased from 49% in 2010 to 81% in 2012, a 32% increase
- Overall satisfaction with the resource allocation process increased from 50% in 2010 to 71% in 2012, a 21% increase

Figure 2: Overall satisfaction with outcomes assessment, planning and decision-making, and resource allocation processes at Crafton

