

## **STANDARD III - EMPLOYEE RESPONSES TO RESOURCES**

Survey included 22 questions

Sample suggested movement in 20 questions

Total employees expressed improvement (good/maybe good) in 14 questions.

1. Classified staff make an extra effort to assist students, faculty and other staff.

Classified = improvement (good/maybe good)

Managers = improvement (good/maybe good)

Faculty = improvement (good/maybe good)

2. Employees promote the development of a diverse educational and cultural campus environment.

Classified = improvement (good/maybe good)

Managers = improvement (good/maybe good)

Faculty = improvement (good/maybe good)

3. I am personally treated with respect at this college.

Classified = improvement (good/maybe good)

Managers = improvement (good/maybe good)

Faculty = improvement (good/maybe good)

4. Information in CCC publications is accurate.

Classified = improvement (good/maybe good)

Managers = improvement (good/maybe good)

Faculty = improvement (good/maybe good)

5. The evaluation of each category of staff is systematic and conducted at stated intervals.

Classified = improvement (good/maybe good)

Managers = improvement (good/maybe good)

Faculty = improvement (good/maybe good)

6. I am aware of how I can obtain and review personnel policies and procedures.

Classified = improvement (good/maybe good)

Managers = improvement (good/maybe good)

Faculty = improvement (good/maybe good)

7. I am satisfied that personnel records are kept confidential.

Classified = improvement (good/maybe good)

Managers = improvement (good/maybe good)

Faculty = improvement (good/maybe good)

8. The college adequately supports opportunities to increase effectiveness in my position.

Classified = improvement (good/maybe good)

Managers = improvement (good/maybe good)

Faculty = improvement (good/maybe good)

9. College building and facilities provide a healthy working environment.

Classified = improvement (good/maybe good)

Managers = improvement (good/maybe good)

Faculty = improvement (good/maybe good)

10. The amount of parking space is adequate on the campus.

Classified = no movement

Managers = slight slippage (not statistically significant)

Faculty = slight improvement

11. I am satisfied with the comfort and attractiveness of the buildings and grounds.

Classified = improvement (good/maybe good)

Managers = improvement (good/maybe good)

Faculty = improvement (good/maybe good)

12. The management, maintenance, cleanliness and operation of the physical facilities is efficient and of a quality necessary to support programs and services.

Classified = improvement (good/maybe good)

Managers = improvement (good/maybe good)

Faculty = improvement (good/maybe good)

13. How effective is CCC in promoting employee diversity?

Classified = no movement

Managers = improvement (good/maybe good)

Faculty = improvement (good/maybe good)

14. The college grounds are well maintained and manicured.

Classified = improvement (good/maybe good)  
Managers = improvement (good/maybe good)  
Faculty = improvement (good/maybe good)

Total employees expressed no movement in 2 questions.

1. How effective is CCC in promoting student diversity?

Classified = slippage (bad/maybe bad)  
Managers = improvement (good/maybe good)  
Faculty = improvement (good/maybe good)

2. The process whereby instructors obtain tenure is fair and effective.

Classified = improvement (good/maybe good)  
Managers = slippage (not statistically significant)  
Faculty = no movement

Total employees expressed slippage in 8 questions.

1. The organization for administering Contra Costa's budget and finances is clearly defined.

Classified = improvement (good/maybe good)  
Managers = improvement (good/maybe good)  
Faculty = slippage (bad/maybe bad)

2. College guidelines and processes for financial planning and budget development are clearly defined and followed.

Classified = slippage (bad/maybe bad) (not statistically significant)  
Managers = improvement (good/maybe good)  
Faculty = slippage (bad/maybe bad)

3. College guidelines and processes for financial planning and budget development are clearly defined and followed.

Classified = slight improvement (good/maybe good)  
Managers = improvement (good/maybe good)  
Faculty = slippage (bad/maybe bad)

4. The college budget reflects college priorities and planning goals.

Classified = slippage (bad/maybe bad)  
Managers = improvement (good/maybe good)

Faculty = slippage (bad/maybe bad)

5. College-wide and unit planning are linked to resource allocation at CCC.

Classified = slippage (bad/maybe bad)

Managers = improvement (good/maybe good)

Faculty = slippage (bad/maybe bad)

6. I am personally satisfied with my personal safety and security at the college.

Classified = slippage (bad/maybe bad)

Managers = improvement (good/maybe good)

Faculty = improvement (good/maybe good)