



District – Wide Employee Survey – Spring 2022

August 18, 2022



**NORTH SEATTLE
COLLEGE**

One of the Seattle Colleges

Summary

- In general, mean ratings of agreement and satisfaction have seen a decline over the three years in which this survey has been administered district – wide.
- As with prior iterations of this survey, significant predictors of the four employee engagement items include
 - Being provided the necessary resources to engage in professional development activities
 - Security when employees are at their primary work location.

Summary

- Missing demographic data remains an ongoing issue in terms of interpreting findings from this survey, especially concerning the district's strategic plan, which compares employee engagement of employees of color with employees who identify as white.

Recommendations

- If improvement is to be seen on employee survey results, action must be taken. The Chancellor's Executive Cabinet should assign a senior leader to create a task force to develop interventions and remediations to improve employee survey results, especially employee engagement items.
- Given the ongoing issues with missing data, especially regarding employee ethnicity and race, the district strategic plan – moving forward from the end of the current plan – should include multiple measures to compare employee engagement by ethnicity and race.

Top Four Predictors of Employee Engagement Items (2022)

What is your overall satisfaction with being an employee at your primary workplace? (Adjusted R ² = .353)	What is your overall satisfaction with being an employee of Seattle Colleges? (Adjusted R ² = .320)	To what extent do you agree with the following: "I would recommend my primary workplace as a place to work." (Adjusted R ² = .344)	To what extent do you agree with the following: "I would recommend Seattle Colleges as a place to work." (R ² = .359)
The climate at my primary work location ... values and supports differences of opinions and beliefs	I am provided the resources I need to engage in professional development activities ...	I am provided the resources I need to engage in professional development activities ...	I am provided the resources I need to engage in professional development activities ...
I am provided the resources I need to engage in professional development activities ...	The climate at my primary work location ... values and supports differences of opinions and beliefs.	Campus Safety/Security is effective.	Campus Safety/Security is effective.
Overall, I feel safe when I am on campus at my primary work location.	Campus Safety/Security is effective.	The climate at my primary work location ... values and supports differences of opinions and beliefs.	The climate at my primary work location ... values and supports differences of opinions and beliefs.
I am satisfied with the progress being made on equity, diversity, and inclusion (EDI) initiatives at my primary work location ...	I am satisfied with the progress being made on equity, diversity, and inclusion initiatives at my primary work location ...	Overall, I am satisfied with my professional development opportunities.	I am satisfied with the progress being made on equity, diversity, and inclusion initiatives at my primary work location ...

The leading predictor of three of four employee engagement items is "I am provided the resources I need to engage in professional development activities."

A work climate that values and supports differences in opinions and beliefs is a significant predictor of all four employee engagement items.

As with prior iterations of this survey in 2020 and 2021, security remains a significant predictor of employee engagement.

Satisfaction with the progress being made on EDI initiatives at one's primary work location is a significant predictor on three of four engagement items.

Employee Engagement – By Work Location

What is your overall satisfaction with being an employee at your primary workplace?						
Primary Work Location	Spring 2020		Spring 2021		Spring 2022	
	Mean	n	Mean	n	Mean	n
District Office	4.00	55	3.56	41	3.66	32
North Seattle	4.17	205	3.77	171	3.47	133
Seattle Central	3.82	316	3.47	254	3.23	173
South Seattle	3.96	223	3.44	171	3.50	106
Total	3.96	799	3.54	695	3.40	491

Employees who indicate their primary work is Seattle Central College have lower mean ratings of engagement than employees from other primary work locations.

Employee Engagement – By Work Location

What is your overall satisfaction with being an employee of Seattle Colleges?						
Primary Work Location	Spring 2020		Spring 2021		Spring 2022	
	Mean	n	Mean	n	Mean	n
District Office	3.96	55	3.59	41	3.75	32
North Seattle	3.75	206	3.53	171	3.00	134
Seattle Central	3.67	315	3.42	254	2.90	170
South Seattle	3.68	225	3.39	171	3.26	107
Total	3.71	801	3.45	696	3.08	490

Employee Engagement – By Work Location

To what extent do you agree with the following: "I would recommend my primary workplace as a place to work."						
Primary Work Location	Spring 2020		Spring 2021		Spring 2022	
	Mean	n	Mean	n	Mean	n
District Office	3.80	54	3.27	41	3.19	32
North Seattle	4.00	205	3.65	171	3.24	134
Seattle Central	3.60	313	3.21	253	2.87	174
South Seattle	3.72	225	3.40	171	3.37	107
Total	3.75	797	3.39	693	3.13	493

Employee Engagement – By Work Location

To what extent do you agree with the following: “I would recommend Seattle Colleges as a place to work.”						
Primary Work Location	Spring 2020		Spring 2021		Spring 2022	
	Mean	n	Mean	n	Mean	n
District Office	3.73	55	3.37	41	3.47	32
North Seattle	3.68	206	3.37	171	2.89	134
Seattle Central	3.46	315	3.31	254	2.69	173
South Seattle	3.50	226	3.25	171	3.14	107
Total	3.54	802	3.31	694	2.91	492

Employee Engagement – By Ethnicity / Race

What is your overall satisfaction with being an employee at your primary workplace?						
Ethnicity / Racial Group	Spring 2020		Spring 2021		Spring 2022	
	Mean	n	Mean	n	Mean	n
Employees of Color	4.08	225	3.60	213	3.60	115
White Employees	4.00	327	3.67	324	3.50	225
Ethnicity / Race not Indicated	3.80	245	3.21	158	3.12	126
Total	3.96	799	3.54	695	3.40	491

Employees who do not indicate their ethnicity / race (either by skipping the question or by indicating “prefer not to answer”) have lower mean ratings of engagement than employees of color and employees identifying as white.

Employee Engagement – By Ethnicity / Race

What is your overall satisfaction with being an employee of Seattle Colleges?						
Ethnicity / Racial Group	Spring 2020		Spring 2021		Spring 2022	
	Mean	n	Mean	n	Mean	n
Employees of Color	3.86	226	3.15	213	3.32	115
White Employees	3.72	329	3.56	324	3.12	225
Ethnicity / Race not Indicated	3.60	244	3.12	159	2.86	125
Total	3.71	801	3.45	696	3.08	490

Employee Engagement – By Ethnicity / Race

To what extent do you agree with the following: “I would recommend my primary workplace as a place to work.”						
Ethnicity / Racial Group	Spring 2020		Spring 2021		Spring 2022	
	Mean	n	Mean	n	Mean	n
Employees of Color	3.91	224	3.48	212	3.40	116
White Employees	3.75	326	3.52	324	3.19	226
Ethnicity / Race not Indicated	3.61	245	2.97	157	2.82	126
Total	3.75	797	3.39	693	3.13	493

Employee Engagement – By Ethnicity / Race

To what extent do you agree with the following: "I would recommend Seattle Colleges as a place to work."						
Ethnicity / Racial Group	Spring 2020		Spring 2021		Spring 2022	
	Mean	n	Mean	n	Mean	n
Employees of Color	3.74	226	3.46	213	3.32	116
White Employees	3.53	328	3.39	324	2.92	226
Ethnicity / Race not Indicated	3.38	246	2.96	157	2.58	125
Total	3.54	802	3.31	694	2.91	492

Employee Engagement – By Employee Type

What is your overall satisfaction with being an employee at your primary workplace?						
Employee Type	Spring 2020		Spring 2021		Spring 2022	
	Mean	n	Mean	n	Mean	n
Classified	3.99	183	3.47	165	3.39	114
Exempt	NA	NA	3.69	119	3.45	91
Exempt Pro Staff	NA	NA	3.75	55	3.60	47
Exempt or Professional	4.23	202	3.71	174	3.50	138
Full – Time Faculty	3.85	141	3.40	162	3.09	110
Part – Time Faculty	3.67	128	3.53	110	3.53	55
Part – Time Hourly	NA	NA	4.19	27	4.10	30
Other (please specify)	3.92	39	3.18	11	3.00	6
No Response (Blank)	3.89	106	3.46	46	3.32	38
Total	3.96	799	3.54	695	3.40	491

Among employee groups with at least 30 respondents, full – time faculty members have lower mean scores than any other employee group with at least 30 respondents.

Employee Engagement – By Employee Type

What is your overall satisfaction with being an employee of Seattle Colleges?						
Employee Type	Spring 2020		Spring 2021		Spring 2022	
	Mean	n	Mean	n	Mean	n
Classified	3.91	186	3.44	165	3.11	114
Exempt	NA	NA	3.57	119	3.15	91
Exempt Pro Staff	NA	NA	3.71	55	3.23	47
Exempt or Professional	3.87	203	3.61	174	3.18	138
Full – Time Faculty	3.39	141	3.19	162	2.57	108
Part – Time Faculty	3.51	129	3.42	110	3.36	56
Part – Time Hourly	NA	NA	4.11	27	3.93	30
Other (please specify)	3.82	39	3.45	11	3.33	6
No Response (Blank)	3.71	103	3.49	47	2.95	38
Total	3.71	801	3.45	696	3.08	490

Employee Engagement – By Employee Type

To what extent do you agree with the following: "I would recommend my primary workplace as a place to work."						
Employee Type	Spring 2020		Spring 2021		Spring 2022	
	Mean	n	Mean	n	Mean	n
Classified	3.77	183	3.21	165	3.08	114
Exempt	NA	NA	3.59	119	3.16	91
Exempt Pro Staff	NA	NA	3.56	55	3.27	48
Exempt or Professional	4.00	201	3.58	174	3.20	139
Full – Time Faculty	3.64	141	3.27	161	2.89	110
Part – Time Faculty	3.52	129	3.43	110	3.13	56
Part – Time Hourly	NA	NA	3.93	27	3.80	30
Other (please specify)	3.74	39	3.27	11	3.50	6
No Response (Blank)	3.70	104	3.31	45	3.13	38
Total	3.75	797	3.39	693	3.13	493

Employee Engagement – By Employee Type

To what extent do you agree with the following: "I would recommend Seattle Colleges as a place to work."						
Employee Type	Spring 2020		Spring 2021		Spring 2022	
	Mean	n	Mean	n	Mean	n
Classified	3.70	184	3.27	165	2.91	114
Exempt	NA	NA	3.39	119	3.00	91
Exempt Pro Staff	NA	NA	3.69	55	3.13	48
Exempt or Professional	3.72	204	3.49	174	3.04	139
Full – Time Faculty	3.27	141	3.06	162	2.45	110
Part – Time Faculty	3.38	129	3.30	110	3.04	56
Part – Time Hourly	NA	NA	3.93	27	3.70	30
Other (please specify)	3.62	39	3.27	11	3.67	6
No Response (Blank)	3.48	105	3.38	45	2.84	37
Total	3.54	802	3.31	694	2.91	492

Employee Engagement – By Years Employed

What is your overall satisfaction with being an employee at your primary workplace?						
Range of Years Employed	Spring 2020		Spring 2021		Spring 2022	
	Mean	n	Mean	n	Mean	n
Less than One Year	4.12	51	4.00	29	3.83	41
One to Three Years	4.10	123	3.65	124	3.60	70
Four or Five Years	3.90	86	3.60	79	3.30	63
Six to Nine Years	3.94	117	3.64	116	3.34	90
Ten or More Years	3.90	284	3.44	280	3.30	176
No Response (Blank)	3.95	138	3.89	67	3.35	51
Total	3.96	799	3.54	695	3.40	491

Mean ratings on engagement items have declined on this survey across its three years of administration, regardless of the range of years in which they have been employed at their primary workplace.

Employee Engagement – By Years Employed

What is your overall satisfaction with being an employee of Seattle Colleges?						
Range of Years Employed	Spring 2020		Spring 2021		Spring 2022	
	Mean	n	Mean	n	Mean	n
Less than One Year	4.14	51	3.93	29	3.66	41
One to Three Years	3.89	123	3.69	124	3.39	70
Four or Five Years	3.53	86	3.42	79	3.00	62
Six to Nine Years	3.55	119	3.38	116	2.96	90
Ten or More Years	3.65	286	3.37	280	2.93	176
No Response (Blank)	3.77	136	3.29	68	3.04	51
Total	3.71	801	3.45	696	3.08	490

Employee Engagement – By Years Employed

To what extent do you agree with the following: "I would recommend my primary workplace as a place to work."						
Range of Years Employed	Spring 2020		Spring 2021		Spring 2022	
	Mean	n	Mean	n	Mean	n
Less than One Year	4.06	51	3.90	29	3.54	41
One to Three Years	3.93	121	3.50	123	3.34	70
Four or Five Years	3.66	87	3.43	79	3.03	63
Six to Nine Years	3.69	118	3.52	116	3.21	90
Ten or More Years	3.69	284	3.26	280	2.95	178
No Response (Blank)	3.74	136	3.21	66	3.12	51
Total	3.71	801	3.45	696	3.08	490

Employee Engagement – By Years Employed

To what extent do you agree with the following: “I would recommend Seattle Colleges as a place to work.”						
Range of Years Employed	Spring 2020		Spring 2021		Spring 2022	
	Mean	n	Mean	n	Mean	n
Less than One Year	3.92	51	3.86	29	3.76	41
One to Three Years	3.81	123	3.56	124	3.24	70
Four or Five Years	3.23	87	3.30	79	2.86	63
Six to Nine Years	3.46	118	3.27	116	2.87	90
Ten or More Years	3.50	286	3.20	280	2.65	178
No Response (Blank)	3.54	137	3.20	66	2.86	50
Total	3.54	802	3.31	694	2.91	492

Diversity – By Primary Work Location

I am satisfied with the progress being made on equity, diversity, and inclusion (EDI) initiatives at my primary work location.						
Primary Work Location	Spring 2020		Spring 2021		Spring 2022	
	Mean	n	Mean	n	Mean	n
District Office	3.65	46	3.43	42	3.32	32
North Seattle	3.75	189	3.68	171	3.56	131
Seattle Central	3.62	276	3.54	253	3.36	170
South Seattle	3.66	207	3.22	171	3.21	103
Primary not Indicated ¹	NA	NA	NA	0	3.35	17
Total	3.67	718	3.49	637	3.41	453

¹ The 2020 survey began with a required question (“forced choice”) in which respondents had to indicate their primary work location.

Across the three years of the administration of this survey, mean ratings on diversity items have declined overall, or at best remained flat.

Diversity – By Primary Work Location

As a result of attending one or more of the equity, diversity, and inclusion (EDI) activities, I have some new skills that I apply in my day to day work. ¹

Primary Work Location	Spring 2020		Spring 2021		Spring 2022	
	Mean	n	Mean	n	Mean	n
District Office	3.77	43	3.62	37	3.55	31
North Seattle	3.77	175	3.80	154	3.66	124
Seattle Central	3.62	243	3.51	240	3.52	164
South Seattle	3.69	196	3.44	161	3.43	96
Primary not Indicated ²	NA	NA	NA	0	3.63	16
Total	3.69	657	3.57	592	3.55	431

¹ For this survey item, respondents could choose “Not applicable.”
² The 2020 survey began with a required question (“forced choice”) in which respondents had to indicate their primary work location.

Diversity – By Primary Work Location

How satisfied are you with the extent to which employees of different backgrounds are encouraged to apply for higher positions in the Seattle College District?						
Primary Work Location	Spring 2020		Spring 2021		Spring 2022	
	Mean	n	Mean	n	Mean	n
District Office	3.53	47	3.71	42	3.63	32
North Seattle	3.42	187	3.39	168	3.43	132
Seattle Central	3.39	274	3.37	254	3.23	174
South Seattle	3.53	206	3.13	169	3.36	107
Primary not Indicated ¹	NA	NA	3.23	22	3.59	17
Total	3.45	714	3.33	655	3.36	462

¹ The 2020 survey began with a required question (“forced choice”) in which respondents had to indicate their primary work location.

Diversity – By Work Location

The climate at my primary work location values and supports differences of opinions and beliefs.

Primary Work Location	Spring 2020		Spring 2021		Spring 2022	
	Mean	n	Mean	n	Mean	n
District Office	4.02	47	3.67	42	3.69	32
North Seattle	3.75	187	3.66	169	3.32	133
Seattle Central	3.58	273	3.46	254	3.33	174
South Seattle	3.66	208	3.26	171	3.31	107
Primary not Indicated ¹	NA	NA	3.45	22	3.12	17
Total	3.68	715	4.02	658	3.34	463

¹ The 2020 survey began with a required question (“forced choice”) in which respondents had to indicate their primary work location.

Diversity – By Work Location

I am contributing to the progress our college is making in realizing our commitment of creating a more equitable, diverse, and inclusive workplace.						
Primary Work Location	Spring 2020		Spring 2021		Spring 2022	
	Mean	n	Mean	n	Mean	n
District Office	4.06	47	4.02	42	4.00	32
North Seattle	4.09	188	4.09	170	3.99	134
Seattle Central	4.04	278	4.04	252	3.99	174
South Seattle	4.13	210	3.97	171	3.82	107
Primary not Indicated ¹	NA	NA	3.57	23	3.35	17
Total	4.08	723	4.02	658	3.92	464

¹ The 2020 survey began with a required question (“forced choice”) in which respondents had to indicate their primary work location.

Diversity – By Primary Work Location

Within the current academic year, have you felt discriminated against at work, i.e. based on race / ethnicity, gender, class, religious belief, etc.?

Primary Work Location	Spring 2020		Spring 2021		Spring 2022	
	% "Yes"	Denominator	% "Yes"	Denominator	% "Yes"	Denominator
District Office	21.3 %	47	26.2 %	42	30.0 %	30
North Seattle	25.9 %	189	16.5 %	170	22.7 %	132
Seattle Central	29.4 %	272	23.8 %	252	28.9 %	163
South Seattle	25.7 %	202	35.9 %	170	33.0 %	107
Primary not Indicated ¹	NA	NA	18.2 %	22	31.3 %	16
Total	26.9 %	710	25.0 %	656	27.4 %	460

Across the three years of the administration of this survey, approximately one in four respondents overall report having felt discriminated during the academic year at work.

¹ The 2020 survey began with a required question ("forced choice") in which respondents had to indicate their primary work location.

Professional Development – By Work Location

Overall, I am satisfied with my professional development opportunities.						
Primary Work Location	Spring 2020		Spring 2021		Spring 2022	
	Mean	n	Mean	n	Mean	n
District Office	3.65	54	3.57	42	3.28	32
North Seattle	3.65	197	3.67	171	3.47	133
Seattle Central	3.58	295	3.46	254	3.30	173
South Seattle	3.53	217	3.32	169	3.35	107
Primary not Indicated ¹	NA	NA	3.11	38	3.11	35
Total	3.59	763	3.46	674	3.34	480

¹ The 2020 survey began with a required question (“forced choice”) in which respondents had to indicate their primary work location.

Across the three years of the administration of this survey, mean ratings on professional development items have declined overall, or at best remained flat.

Professional Development – By Work Location

I am provided the resources I need to engage in professional development activities, i.e. stipends, release time, flexible scheduling, opportunities to serve on committees etc.

Primary Work Location	Spring 2020		Spring 2021		Spring 2022	
	Mean	n	Mean	n	Mean	n
District Office	3.83	54	3.43	42	3.65	31
North Seattle	3.60	195	3.38	168	3.50	134
Seattle Central	3.32	293	3.27	253	3.20	173
South Seattle	3.23	216	3.12	171	3.28	107
Primary not Indicated ¹	NA	NA	3.05	38	2.85	33
Total	3.40	758	3.25	671	3.30	476

¹ The 2020 survey began with a required question (“forced choice”) in which respondents had to indicate their primary work location.

Professional Development – By Work Location

The professional development activities that I have participated in promoted multicultural understanding / competency, equity, diversity, or inclusion.						
Primary Work Location	Spring 2020		Spring 2021		Spring 2022	
	Mean	n	Mean	n	Mean	n
District Office	4.08	53	3.90	42	3.88	32
North Seattle	3.96	196	4.01	168	3.98	134
Seattle Central	3.73	289	3.88	252	3.75	173
South Seattle	3.89	215	3.83	170	3.74	105
Primary not Indicated ¹	NA	NA	3.57	37	3.57	35
Total	3.86	753	3.88	669	3.81	479

¹ The 2020 survey began with a required question (“forced choice”) in which respondents had to indicate their primary work location.

Safety – By Work Location

I feel physically safe when I am ON CAMPUS at my primary work location.						
Primary Work Location	Spring 2020		Spring 2021		Spring 2022	
	Mean	n	Mean	n	Mean	n
District Office	3.71	48	3.33	40	3.67	30
North Seattle	3.89	194	3.80	157	3.41	131
Seattle Central	3.38	279	3.02	236	3.11	167
South Seattle	3.92	212	3.74	156	3.61	98
Primary not Indicated ¹	NA	NA	3.34	29	3.58	26
Total	3.69	733	3.43	618	3.37	452

¹ The 2020 survey began with a required question (“forced choice”) in which respondents had to indicate their primary work location.

Across the three years of the administration of this survey, mean ratings on physical safety items have declined overall.

Safety – By Work Location

I feel physically safe IN CLASSROOMS on campus at my primary work location.						
Primary Work Location	Spring 2020		Spring 2021		Spring 2022	
	Mean	n	Mean	n	Mean	n
District Office	4.00	20	3.42	19	3.58	12
North Seattle	3.93	161	3.83	128	3.37	98
Seattle Central	3.63	231	3.52	196	3.33	123
South Seattle	3.92	183	3.77	135	3.83	64
Primary not Indicated ¹	NA	NA	3.39	23	3.70	20
Total	3.81	595	3.65	501	3.47	317

¹ The 2020 survey began with a required question (“forced choice”) in which respondents had to indicate their primary work location.

Safety – By Work Location

I feel physically safe IN HALLWAYS on campus at my primary work location.						
Primary Work Location	Spring 2020		Spring 2021		Spring 2022	
	Mean	n	Mean	n	Mean	n
District Office	4.07	44	3.65	37	3.65	26
North Seattle	3.94	190	3.78	152	3.59	128
Seattle Central	3.48	279	3.41	233	3.30	165
South Seattle	4.01	211	3.79	154	3.73	96
Primary not Indicated ¹	NA	NA	3.52	27	3.60	25
Total	3.79	724	3.62	603	3.52	440

¹ The 2020 survey began with a required question (“forced choice”) in which respondents had to indicate their primary work location.

Safety – By Work Location

I feel physically safe IN RESTROOMS on campus at my primary work location.						
Primary Work Location	Spring 2020		Spring 2021		Spring 2022	
	Mean	n	Mean	n	Mean	n
District Office	3.98	48	3.62	37	3.77	30
North Seattle	3.70	192	3.53	154	3.25	130
Seattle Central	3.25	276	3.26	232	3.24	164
South Seattle	3.81	211	3.62	156	3.56	100
Primary not Indicated ¹	NA	NA	3.52	29	3.46	26
Total	3.58	727	3.46	608	3.36	450

¹ The 2020 survey began with a required question (“forced choice”) in which respondents had to indicate their primary work location.

Safety – By Work Location

I feel physically safe IN MY OFFICE SPACE on campus at my primary work location.						
Primary Work Location	Spring 2020		Spring 2021		Spring 2022	
	Mean	n	Mean	n	Mean	n
District Office	4.15	48	3.82	39	3.97	30
North Seattle	3.98	182	3.94	144	3.85	124
Seattle Central	3.81	270	3.71	224	3.67	163
South Seattle	4.02	206	3.85	151	3.80	95
Primary not Indicated ¹	NA	NA	3.85	26	4.04	26
Total	3.94	706	3.82	584	3.79	438

¹ The 2020 survey began with a required question (“forced choice”) in which respondents had to indicate their primary work location.

Safety – By Work Location

I feel physically safe IN PARKING LOTS / GARAGES on campus at my primary work location.						
Primary Work Location	Spring 2020		Spring 2021		Spring 2022	
	Mean	n	Mean	n	Mean	n
District Office	3.16	45	2.78	37	3.07	27
North Seattle	3.61	191	3.46	151	3.20	122
Seattle Central	2.90	261	2.49	218	2.40	146
South Seattle	3.72	206	3.57	152	3.57	98
Primary not Indicated ¹	NA	NA	2.93	28	2.95	22
Total	3.35	703	3.06	586	2.99	415

¹ The 2020 survey began with a required question (“forced choice”) in which respondents had to indicate their primary work location.

Safety – By Work Location

I feel physically safe when I am OUTSIDE my primary work location building(s).						
Primary Work Location	Spring 2020		Spring 2021		Spring 2022	
	Mean	n	Mean	n	Mean	n
District Office	3.04	50	2.90	40	2.81	31
North Seattle	3.84	191	3.65	156	3.55	130
Seattle Central	2.99	282	2.71	236	2.60	168
South Seattle	3.89	211	3.72	155	3.61	101
Primary not Indicated ¹	NA	NA	3.13	30	3.04	26
Total	3.47	734	3.23	617	3.13	456

¹ The 2020 survey began with a required question (“forced choice”) in which respondents had to indicate their primary work location.

Safety – By Work Location

Campus Safety / Security is effective.						
Primary Work Location	Spring 2020		Spring 2021		Spring 2022	
	Mean	n	Mean	n	Mean	n
District Office	3.65	49	3.46	39	3.47	30
North Seattle	3.76	193	3.56	157	3.41	130
Seattle Central	3.59	272	3.24	237	3.31	167
South Seattle	3.75	208	3.60	162	3.83	101
Primary not Indicated ¹	NA	NA	3.61	28	3.92	24
Total	3.68	722	3.45	623	3.50	452

¹ The 2020 survey began with a required question (“forced choice”) in which respondents had to indicate their primary work location.

Missing Data: 2020 to 2022

Missing Demographic Data	2020	2021	2022
	% Missing Data ¹	% Missing Data ¹	% Missing Data ¹
What employee type best describes the work you do?	13.9 %	7.2 %	7.9 %
Ethnicity / Race ²	31.8 %	23.0 %	25.8 %
Gender Identity ²	31.6 %	23.2 %	24.0 %
Sexual Orientation ²	38.0 %	33.9 %	30.0 %
Years Worked at Seattle Colleges (range)	18.0 %	10.2 %	10.7 %
Respondent Age (range)	29.4 %	20.6 %	24.0 %
¹ Percent of respondents indicating “prefer not to answer” <u>or</u> providing no answer at all			
² In 2022, these questions were changed from “select all” to “select one” to facilitate analysis.			

Across the three years in which the Seattle Colleges has fielded a district – wide employee survey, missing demographic data remains a barrier to conducting meaningful by – group analyses of survey results.