



District – Wide Employee Survey – Spring 2020

September 10, 2020



**NORTH SEATTLE
COLLEGE**

One of the Seattle Colleges

Background

- In the spring of 2020, the Seattle College District launched its first – ever district – wide employee survey.
- Respondents were asked to respond to a common set of items, as well as campus – specific items for employees of North Seattle, Seattle Central College, and South Seattle College.
- A total of 813 employees responded to the survey across all primary work locations.
- However, not all of these respondents provided a response to all of the common items.

Missing Data

Demographic Data	Percent Missing Data ¹
What employee type best describes the work you do?	13.9 %
Ethnicity / Race	31.8 %
Gender Identity	31.6 %
Sexual Orientation	38.0 %
Years Worked at Seattle Colleges (range)	18.0 %
Respondent Age (range)	29.4 %
¹ Percent of respondents indicating “prefer not to answer” <u>or</u> providing no answer at all	

Large percentages of respondents chose to either indicate “prefer not to answer” or provided no answer at all for demographic questions.

This makes it challenging to conduct meaningful statistical analyses by these demographic variables.

Interpretive Guidelines

- For items that use a five – point rating scale, the following guidelines can be used as benchmarks of good performance for comparing item statistics:
 - Means equal to or greater than 4.0
 - Top two most positive response frequencies equal to or greater than 80.0 %
- Missing Data – Results of items with more than 3 % missing data should be interpreted with caution.
- Sample Size – Results of items with sample sizes less than 30 respondents should be interpreted with caution.

Respondents by Primary Work Location

Primary Work Location			Total Employee Headcount – Winter 2020 ¹	% of Total Employees	Survey Response Rate
Response	% of Total Respondents	n	N	%	
District Office	6.9 %	56	123	7.0 %	45.5 %
North Seattle College	25.8 %	210	472	26.7 %	44.5 %
Seattle Central College	39.4 %	320	729	41.3 %	43.9 %
South Seattle College	27.9 %	227	442	25.0 %	51.4 %
Total	100.0 %	813	1,766	100.0 %	46.0 %

¹ Most recently available official data from SBCTC.
 Source: <https://www.sbctc.edu/colleges-staff/research/data-public/faculty-and-staff-data-dashboard.aspx>

Respondents to the 2020 Seattle College District employee survey are represented roughly proportionally to their composition of the overall district employee base.

South Seattle College has the highest survey response rate at 51.4 % of its employees responding to this survey.

Top Four Predictors of Engagement Items (Adjusted R²)

What is your overall satisfaction with being an employee at your primary work place? (R ² = .384)	What is your overall satisfaction with being an employee of Seattle Colleges? (R ² = .321)	To what extent do you agree with the following: "I would recommend my as a place to work." (R ² = .400)	To what extent do you agree with the following: "I would recommend Seattle Colleges as a place to work." (R ² = .346)
The climate at my primary work location ... values and supports differences of opinions and beliefs.	How satisfied are you with the overall effectiveness of strategic planning?	The climate at my primary work location ... values and supports differences of opinions and beliefs.	How satisfied are you with the overall effectiveness of strategic planning?
Overall, I am satisfied with professional development opportunities.	I am provided the resources I need to engage in professional development activities.	Physical safety when on campus	I am provided the resources I need to engage in professional development activities.
Physical safety when on campus	The climate at my primary work location ... values and supports differences of opinions and beliefs.	Overall, I am satisfied with professional development opportunities.	The climate at my primary work location ... values and supports differences of opinions and beliefs.
How satisfied are you with the extent to which the mission is reflected in the work that you do?	Physical safety when on campus	How satisfied are you with the extent to which the mission is reflected in the work that you do?	Physical safety in classrooms

Based on stepwise multiple linear regression analysis, the top predictor of both overall satisfaction with one's primary work location and the likelihood to recommend one's primary work place is the extent to which the climate value and supports differences of opinion and beliefs.

Based on stepwise multiple linear regression analysis, the top predictor of both overall satisfaction with being an employee of the Seattle College District and the likelihood to recommend the Seattle Colleges as a place to work is satisfaction with the effectiveness of strategic planning.

Recommendations

- **Predictors of Engagement Items** – The Seattle Colleges and its constituent institutions should conduct additional research to operationalize the variables that have been identified as key predictors of engagement items. Once these predictors are operationalized, interventions should be implemented to increase satisfaction with these variables.
- **Missing Data** – Large percentages of missing data on demographic variables makes it difficult to conduct meaningful analyses to identify differences by subgroup. Efforts should be made to increase the percentage of employee respondents who respond meaningfully to demographic variables.
- **Power of Predictive Models** – The R^2 (r – square) is a statistic that indicates the predictive power of a given linear model. The values of R^2 range from 0 (zero) to 1 (one). The closer an R^2 is to 1.0, the greater the percentage of variance in an outcome it predicts. Additional research should be conducted to determine what other factors are predictive of the engagement variables measured in this survey.
- **Frequency of Administration of this Survey** – This survey should be administered again in Spring 2021 to measure any changes that have occurred in the variables measured in this survey.

Executive Summary

- Overall Comment: Mean ratings by primary work location typically do not meet or exceed 4.0 on a five - point scale across items on this survey.
- Employee Engagement
 - Employees tended to give higher engagement ratings to their own work location than to the Seattle College District overall.
 - Mean ratings of engagement by employees of North Seattle College were significantly higher than those at Seattle Central College on the following items:
 - Satisfaction with being an employee of one's primary work location
 - Likelihood to recommend one's primary work location as a place to work

Executive Summary – Continued

- Professional Development
 - There are no statistically significant differences in mean satisfaction with professional development opportunities by primary work location.
 - Mean ratings are significantly higher for employees of North Seattle College than either Seattle Central College or South Seattle College on the following aspects of professional development:
 - The opportunity to take part in formal professional development activities
 - Being provided the resources I need to engage in professional development activities

Executive Summary – Continued

- Employee Safety
- Mean ratings for employees of both North Seattle College and South Seattle College are statistically significantly greater than Seattle Central College on the following aspects of physical safety:
 - While on campus
 - In classrooms
 - In hallways
 - In restrooms
 - Parking lots and garages
 - Outside of one's primary work location

Executive Summary – Continued

- Equity, Diversity, and Inclusion (EDI)
- Across all respondents, more than one in four employees (26.9 %) report having felt discriminated against within the current academic year.
- There are no statistically significant mean differences by primary work location regarding the following aspects of equity, diversity, and inclusion:
 - Satisfaction with the use Inclusion Advocates in the hiring process
 - Satisfaction with the progress being made on equity, diversity, and inclusion (EDI) initiatives at one's work location
 - Being able to apply new skills acquired at EDI activities to one's day to day work
 - One's own contributions to the progress their college is making in realizing its commitment of creating a more equitable, diverse, and inclusive workplace

Executive Summary – Continued

- Mission and Goals
- Mean ratings of employees of the district office are significantly greater than those of employees of Seattle Central College on the following aspects of mission and goals:
 - Having a good understanding of the mission and goals of the Seattle Colleges
 - Understanding how one’s work directly contributes to the overall success of the Seattle Colleges
 - Satisfaction with the extent to which the mission is communicated
- Strategic Planning
- Mean ratings of employees of the district office are significantly greater than those of employees of both North Seattle College and Seattle Central College on the following aspects of strategic planning:
 - Satisfaction with one’s involvement in strategic planning
 - Satisfaction with the overall effectiveness of strategic planning
- Mean ratings of North Seattle College employees are significantly greater than those of employees of both Seattle Central College and South Seattle College on the following aspects of strategic planning:
 - Encouragement by one’s unit administrator to participate in college-wide planning activities
 - Faculty sharing participation and responsibility for committee work

Executive Summary – Continued

- Faculty
- Mean ratings by North Seattle College respondents are significantly greater than those of Seattle Central College regarding the degree of agreement with following aspects of curriculum and instruction:
 - Support for faculty in developing and using innovative teaching methods.
 - Effectiveness of the process for evaluating curriculum
- Canvas
- Prior to March 2020, the most frequently cited ways that Canvas had been utilized were for the following:
 - Communicating with students
 - Making course materials available
- Mean ratings by respondents from North Seattle College are significantly greater than both Seattle Central College and South Seattle College on the following:
 - Satisfaction with the reliability of classroom technology
 - Satisfaction with the support provided by the Teaching and Learning Center (TLC)
 - Satisfaction with the adequacy of classroom technology

Employee Engagement – Summary

Survey Item	District Office (A)		North Seattle College (B)		Seattle Central College (C)		South Seattle College (D)		Total Respondents	
	Mean	n	Mean	n	Mean	n	Mean	n	Mean	n
What is your overall satisfaction with being an employee at your primary work place?	4.00	55	4.17 (C)	205	3.82 (B)	316	3.96	223	3.96	799
What is your overall satisfaction with being an employee of Seattle Colleges?	3.96	55	3.75	206	3.67	315	3.68	225	3.71	801
To what extent do you agree with the following: "I would recommend my as a place to work."	3.80	54	4.00 (C)(D)	205	3.60 (B)	313	3.72 (B)	225	3.75	797
To what extent do you agree with the following: "I would recommend Seattle Colleges as a place to work."	3.73	55	3.68	206	3.46	315	3.50	226	3.54	802

Mean ratings of employee engagement by primary work location tended to be below 4.0 on a five-point scale.

Employee Engagement – Employees of Color and White Employees

Survey Item	Employees of Color		White Employees	
	Mean	n	Mean	n
What is your overall satisfaction with being an employee at your primary work place?	4.08	225	4.00	327
What is your overall satisfaction with being an employee of Seattle Colleges?	3.86	226	3.72	329
To what extent do you agree with the following: "I would recommend my as a place to work."	3.91	224	3.75	326
To what extent do you agree with the following: "I would recommend Seattle Colleges as a place to work."	3.74	226	3.53	328

Note: Over three in ten respondents (31.8 %) either indicated "prefer not to answer" or provided no answer at all for their ethnicity / race.

The only statistically significant mean difference on measures of employee engagement between employees of color (3.74) and white employees (3.53) is in terms of their likelihood to recommend the Seattle Colleges as a place to work.

However, this conclusion should be viewed with caution because of the large percentage of respondents (31.8 %) who did not indicate their race / ethnicity.

Employee Engagement – Summary – By Years Employed

Survey Item	Less than One Year (A)		One to Three Years (B)		Four or Five (C)		Six to Nine (D)		10 or More (E)	
	Mean	n	Mean	n	Mean	n	Mean	n	Mean	n
What is your overall satisfaction with being an employee at your primary work place?	4.12	51	4.10	123	3.90	86	3.94	117	3.90	284
What is your overall satisfaction with being an employee of Seattle Colleges?	4.14 (C)(D)(E)	51	3.89	123	3.53 (A)	86	3.55 (A)	119	3.65 (A)	286
To what extent do you agree with the following: "I would recommend my as a place to work."	4.06	51	3.93	121	3.66	87	3.69	118	3.69	284
To what extent do you agree with the following: "I would recommend Seattle Colleges as a place to work."	3.92 (C)	51	3.81 (C)(E)	123	3.23 (A)(B)	87	3.46	118	3.50 (B)	286

Note: Nearly one in five respondents (18.0 %) either provided no answer to the range of years they have been employed in the Seattle College District.

There are no statistically significant mean differences by years employed within the Seattle College District on either satisfaction with being an employee of one's primary work place or in terms of likelihood to recommend the their primary work location as a place to work.

Statistically significant differences by year employed are noted above in red ovals with respondent satisfaction with being an employee of the Seattle College District and with respondent likelihood to recommend the Seattle Colleges as a place to work.

Employee Engagement

What is your overall satisfaction with being an employee at your primary place (North, Central, South, or District Office)?										
Response	District Office		North Seattle College		Seattle Central College		South Seattle College		Total Respondents	
	Percent	n	Percent	n	Percent	n	Percent	n	Percent	n
Very Dissatisfied	1.8 %	1	3.4 %	7	3.5 %	11	1.3 %	3	2.8 %	22
Dissatisfied	10.9 %	6	1.0 %	2	9.5 %	30	10.3 %	23	7.6 %	61
Neither	5.5 %	3	8.3 %	17	12.3 %	39	10.3 %	23	10.3 %	82
Satisfied	49.1 %	27	50.2 %	103	51.3 %	162	47.1 %	105	49.7 %	397
Very Satisfied	32.7 %	18	37.1 %	76	23.4 %	74	30.9 %	69	29.7 %	237
	(A)		(B)		(C)		(D)			
Mean	4.00	55	4.17 (C)	205	3.82 (B)	316	3.96	223	3.96	799
F = 5.442, Significance = .001										

The mean rating of satisfaction with being an employee at one's primary place of work is significantly higher at North Seattle College (4.17) than at Seattle Central College (3.82).

Employee Engagement

What is your overall satisfaction with being an employee of Seattle Colleges?										
Response	District Office		North Seattle College		Seattle Central College		South Seattle College		Total Respondents	
	Percent	n	Percent	n	Percent	n	Percent	n	Percent	n
Very Dissatisfied	1.8 %	1	2.4 %	5	3.5 %	11	2.2 %	5	2.7 %	22
Dissatisfied	9.1 %	5	8.7 %	18	11.7 %	37	15.1 %	34	11.7 %	94
Neither	7.3 %	4	18.9 %	39	17.8 %	56	15.6 %	35	16.7 %	134
Satisfied	54.5 %	30	51.5 %	106	48.6 %	153	46.2 %	104	49.1 %	393
Very Satisfied	27.3 %	15	18.4 %	38	18.4 %	58	20.9 %	47	19.7 %	158
	(A)		(B)		(C)		(D)			
Mean	3.96	55	3.75	206	3.67	315	3.68	225	3.71	801
F = 1.523, Significance = .207										

There are no statistically significant differences in mean rating of satisfaction with being an employee of the Seattle Colleges by primary work location.

Employee Engagement

To what extent do you agree with the following: "I would recommend my college (North, Central, South, District Office) as a place to work."

Response	District Office		North Seattle College		Seattle Central College		South Seattle College		Total Respondents	
	Percent	n	Percent	n	Percent	n	Percent	n	Percent	n
Strongly Disagree	3.7 %	2	2.9 %	6	6.4 %	20	4.9 %	11	4.9 %	39
Disagree	14.8 %	8	5.4 %	11	9.3 %	29	12.0 %	27	9.4 %	75
Neither	7.4 %	4	12.7 %	26	20.4 %	64	13.8 %	31	15.7 %	125
Agree	46.3 %	25	45.9 %	94	45.4 %	142	44.9 %	101	45.4 %	362
Strongly Agree	27.8 %	15	33.2 %	68	18.5 %	58	24.4 %	55	24.6 %	196
	(A)		(B)		(C)		(D)			
Mean	3.80	54	4.00 (C)(D)	205	3.60 (B)	313	3.72 (B)	225	3.75	797

F = 6.096, Significance = .000

The mean rating of agreement that one would recommend one's primary work location as a place to work is statistically greater at North Seattle College (4.00) than Seattle Central College (3.60) and South Seattle College (3.72).

Employee Engagement

To what extent do you agree with the following: "I would recommend Seattle Colleges as a place to work."										
Response	District Office		North Seattle College		Seattle Central College		South Seattle College		Total Respondents	
	Percent	n	Percent	n	Percent	n	Percent	n	Percent	n
Strongly Disagree	5.5 %	3	5.3 %	11	6.3 %	20	6.2 %	14	6.0 %	48
Disagree	12.7 %	7	7.3 %	15	12.4 %	39	13.3 %	30	11.3 %	91
Neither	10.9 %	6	22.8 %	47	24.4 %	77	19.9 %	45	21.8 %	175
Agree	45.5 %	25	42.7 %	88	42.9 %	135	46.0 %	104	43.9 %	352
Strongly Agree	25.5 %	14	21.8 %	45	14.0 %	44	14.6 %	33	17.0 %	136
	(A)		(B)		(C)		(D)			
Mean	3.73	55	3.68	206	3.46	315	3.50	226	3.54	802
F = 2.516, Significance = .057										

There are no statistically significant mean differences in rating of agreement that one would recommend the Seattle Colleges as a place to work by primary work location.

Professional Development – Summary

Survey Item	District Office (A)		North Seattle College (B)		Seattle Central College (C)		South Seattle College (D)		Total Respondents	
	Mean	n	Mean	n	Mean	n	Mean	n	Mean	n
Overall, I am satisfied with professional development opportunities.	3.65	54	3.65	197	3.58	295	3.53	217	3.59	763
I am given the opportunity to take part in FORMAL professional development activities...	3.93	54	3.96 (C)(D)	196	3.73 (B)	295	3.71 (B)	217	3.80	762
I am given the opportunity to take part in INFORMAL professional development activities...	3.98	53	4.03 (C)	197	3.68 (B)	294	3.84	215	3.84	759
I am provided the resources I need to engage in professional development activities...	3.83 (C)(D)	54	3.60 (C)(D)	195	3.32 (A)(B)	293	3.23 (A)(B)	216	3.40	758
The professional development activities that I have participated in promoted multicultural understanding / competency, equity, diversity, or inclusion.	4.08	53	3.96 (C)	196	3.73 (B)	289	3.89	215	3.86	753

Professional Development

Overall, I am satisfied with professional development opportunities.										
Response	District Office		North Seattle College		Seattle Central College		South Seattle College		Total Respondents	
	Percent	n	Percent	n	Percent	n	Percent	n	Percent	n
Strongly Disagree	3.7 %	2	4.6 %	9	2.7 %	8	1.8 %	4	3.0 %	23
Disagree	11.1 %	6	10.2 %	20	12.5 %	37	12.9 %	28	11.9 %	91
Neither	20.4 %	11	20.8 %	41	22.0 %	65	27.2 %	59	23.1 %	176
Agree	46.3 %	25	44.7 %	88	49.8 %	147	46.1 %	100	47.2 %	360
Strongly Agree	18.5 %	10	19.8 %	39	12.9 %	38	12.0 %	26	14.8 %	113
	(A)		(B)		(C)		(D)			
Mean	3.65	54	3.65	197	3.58	295	3.53	217	3.59	763
F = 0.557, Significance = .643										

There are no statistically significant mean differences in rating of agreement that respondents are satisfied with their professional development activities.

Professional Development

I am given the opportunity to take part in FORMAL professional development activities, i.e. courses, seminars, conferences, etc										
Response	District Office		North Seattle College		Seattle Central College		South Seattle College		Total Respondents	
	Percent	n	Percent	n	Percent	n	Percent	n	Percent	n
Strongly Disagree	3.7 %	2	4.1 %	8	2.7 %	8	2.3 %	5	3.0 %	23
Disagree	5.6 %	3	5.6 %	11	10.5 %	31	11.1 %	24	9.1 %	69
Neither	13.0 %	7	12.2 %	24	18.3 %	54	18.0 %	39	16.3 %	124
Agree	50.0 %	27	45.4 %	89	48.1 %	142	50.7 %	110	48.3 %	368
Strongly Agree	27.8 %	15	32.7 %	64	20.3 %	60	18.0 %	39	23.4 %	178
	(A)		(B)		(C)		(D)			
Mean	3.93	54	3.96 (C)(D)	196	3.73 (B)	295	3.71 (B)	217	3.80	762
F = 3.307, Significance = .020										

The mean rating of agreement that one is given the opportunity to take part in formal professional development activities is statistically greater at North Seattle College (3.96) than Seattle Central College (3.73) and South Seattle College (3.71).

Professional Development

I am given the opportunity to take part in INFORMAL professional development activities, i.e. taking on new work responsibilities, more challenging assignments, leading teams, etc.

Response	District Office		North Seattle College		Seattle Central College		South Seattle College		Total Respondents	
	Percent	n	Percent	n	Percent	n	Percent	n	Percent	n
Strongly Disagree	3.8 %	2	2.5 %	5	5.4 %	16	2.8 %	6	3.8 %	29
Disagree	7.5 %	4	3.6 %	7	10.2 %	30	7.4 %	16	7.5 %	57
Neither	11.3 %	6	18.3 %	36	16.3 %	48	17.2 %	37	16.7 %	127
Agree	41.5 %	22	40.1 %	79	46.9 %	138	48.4 %	104	45.2 %	343
Strongly Agree	35.8 %	19	35.5 %	70	21.1 %	62	24.2 %	52	26.7 %	203
	(A)		(B)		(C)		(D)			
Mean	3.98	53	4.03 (C)	197	3.68 (B)	294	3.84	215	3.84	759

F = 4.921, Significance = .002

The mean rating of agreement that opportunities are provided for informal professional development activities is significantly higher at North Seattle College (4.03) than at Seattle Central College (3.68).

Professional Development

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.

Response	District Office		North Seattle College		Seattle Central College		South Seattle College		Total Respondents	
	Percent	n	Percent	n	Percent	n	Percent	n	Percent	n
Strongly Disagree	1.9 %	1	7.7 %	15	6.8 %	20	7.4 %	16	6.9 %	52
Disagree	9.3 %	5	10.8 %	21	19.5 %	57	19.9 %	43	16.6 %	126
Neither	16.7 %	9	17.9 %	35	22.5 %	66	26.9 %	58	22.2 %	168
Agree	48.1 %	26	41.0 %	80	36.9 %	108	34.3 %	74	38.0 %	288
Strongly Agree	24.1 %	13	22.6 %	44	14.3 %	42	11.6 %	25	16.4 %	124
	(A)		(B)		(C)		(D)			
Mean	3.83 (C)(D)	54	3.60 (C)(D)	195	3.32 (A)(B)	293	3.23 (A)(B)	216	3.40	758

F = 6.771, Significance = .000

Mean agreement that employees are provided needed resources to engage in professional development opportunities is significantly higher at the District Office (3.83) and North Seattle College (3.60) than either Seattle Central College (3.32) or South Seattle College (3.23).

Professional Development

The professional development activities that I have participated in promoted multicultural understanding / competency, equity, diversity, or inclusion.

Response	District Office		North Seattle College		Seattle Central College		South Seattle College		Total Respondents	
	Percent	n	Percent	n	Percent	n	Percent	n	Percent	n
Strongly Disagree	1.9 %	1	2.0 %	4	2.4 %	7	2.3 %	5	2.3 %	17
Disagree	0.0 %	0	2.6 %	5	7.6 %	22	3.3 %	7	4.5 %	34
Neither	20.8 %	11	17.3 %	34	25.3 %	73	21.9 %	47	21.9 %	165
Agree	43.4 %	23	53.6 %	105	43.9 %	127	47.9 %	103	47.5 %	358
Strongly Agree	34.0 %	18	24.5 %	48	20.8 %	60	24.7 %	53	23.8 %	179
	(A)		(B)		(C)		(D)			
Mean	4.08	53	3.96 (C)	196	3.73 (B)	289	3.89	215	3.86	753

F = 3.895, Significance = .009

Mean agreement that employee professional development activities promote multicultural understanding and competency is significantly higher at North Seattle College (3.96) than at Seattle Central College (3.73).

Inclusion Advocates

I am satisfied with Inclusion Advocates in the hiring process.										
Response	District Office		North Seattle College		Seattle Central College		South Seattle College		Total Respondents	
	Percent	n	Percent	n	Percent	n	Percent	n	Percent	n
Strongly Disagree	6.0 %	3	5.7 %	10	4.6 %	11	4.1 %	8	4.8 %	32
Disagree	10.0 %	5	11.4 %	20	10.8 %	26	12.3 %	24	11.3 %	75
Neither	28.0 %	14	22.2 %	39	40.7 %	98	33.3 %	65	32.6 %	216
Agree	38.0 %	19	39.2 %	69	29.5 %	71	36.4 %	71	34.7 %	230
Strongly Agree	18.0 %	9	21.6 %	38	14.5 %	35	13.8 %	27	16.5 %	109
	(A)		(B)		(C)		(D)			
Mean	3.52	50	3.60	176	3.39	241	3.44	195	3.47	662
F = 1.484, Significance = .218										

There are no statistically significant mean differences in rating of agreement that respondents are satisfied with Inclusion Advocates in the hiring process by primary work location.

Physical Safety – Summary

Survey Item: At my primary work location I feel physically safe	District Office (A)		North Seattle College (B)		Seattle Central College (C)		South Seattle College (D)		Total Respondents	
	Mean	n	Mean	n	Mean	n	Mean	n	Mean	n
... when I am ON CAMPUS ...	3.71	48	3.89 (C)	194	3.38 (B)(D)	279	3.92 (C)	212	3.69	733
... IN CLASSROOMS ...	4.00	20	3.93 (C)	161	3.63 (B)(D)	231	3.92 (C)	183	3.81	595
... IN HALLWAYS ...	4.07 (C)	44	3.94 (C)	190	3.48 (A)(B)(D)	279	4.01 (C)	211	3.79	724
... IN RESTROOMS ...	3.98 (C)	48	3.70 (C)	192	3.25 (A)(B)(D)	276	3.81 (C)	211	3.58	727
... IN MY OFFICE SPACE ...	4.15	48	3.98	182	3.81	270	4.02	206	3.94	706
... IN PARKING LOTS / GARAGES ...	3.16 (D)	45	3.61 (C)	191	2.90 (B)(D)	261	3.72 (A)(C)	206	3.35	703
... when I am OUTSIDE ...	3.04 (B)(D)	50	3.84 (A)(C)	191	2.99 (B)(D)	282	3.89 (A)(C)	211	3.47	734
Campus Safety / Security is effective.	3.65	49	3.76	193	3.59	272	3.75	208	3.68	722

Physical Safety

I feel physically safe when I am ON CAMPUS at my primary work location.										
Response	District Office		North Seattle College		Seattle Central College		South Seattle College		Total Respondents	
	Percent	n	Percent	n	Percent	n	Percent	n	Percent	n
Strongly Disagree	2.1 %	1	2.6 %	5	7.9 %	22	2.8 %	6	4.6 %	34
Disagree	18.8 %	9	9.3 %	18	18.3 %	51	9.0 %	19	13.2 %	97
Neither	8.3 %	4	11.3 %	22	13.3 %	37	9.4 %	20	11.3 %	83
Agree	47.9 %	23	50.0 %	97	49.5 %	138	50.5 %	107	49.8 %	365
Strongly Agree	22.9 %	11	26.8 %	52	11.1 %	31	28.3 %	60	21.0 %	154
	(A)		(B)		(C)		(D)			
Mean	3.71	48	3.89 (C)	194	3.38 (B)(D)	279	3.92 (C)	212	3.69	733
F = 14.019, Significance = .000										

Mean agreement that employees feel physically safe when on campus is statistically greater at North Seattle College (3.89) and South Seattle College (3.92) than Seattle Central College (3.38).

Physical Safety

I feel physically safe IN CLASSROOMS on campus at my primary work location.										
Response	District Office		North Seattle College		Seattle Central College		South Seattle College		Total Respondents	
	Percent	n	Percent	n	Percent	n	Percent	n	Percent	n
Strongly Disagree	0.0 %	0	1.2 %	2	6.9 %	16	2.7 %	5	3.9 %	23
Disagree	5.0 %	1	7.5 %	12	9.5 %	22	8.2 %	15	8.4 %	50
Neither	15.0 %	3	16.1 %	26	13.4 %	31	13.1 %	24	14.1 %	84
Agree	55.0 %	11	47.8 %	77	54.1 %	125	46.4 %	85	50.1 %	298
Strongly Agree	25.0 %	5	27.3 %	44	16.0 %	37	29.5 %	54	23.5 %	140
	(A)		(B)		(C)		(D)			
Mean	4.00	20	3.93 (C)	161	3.63 (B)(D)	231	3.92 (C)	183	3.81	595
F = 4.185, Significance = .006										

Mean agreement that employees feel physically safe in classrooms on campus is statistically greater at North Seattle College (3.93) and South Seattle College (3.92) than Seattle Central College (3.63).

Physical Safety

I feel physically safe IN HALLWAYS on campus at my primary work location.										
Response	District Office		North Seattle College		Seattle Central College		South Seattle College		Total Respondents	
	Percent	n	Percent	n	Percent	n	Percent	n	Percent	n
Strongly Disagree	0.0 %	0	0.5 %	1	7.2 %	20	1.9 %	4	3.5 %	25
Disagree	4.5 %	2	7.4 %	14	12.2 %	34	3.8 %	8	8.0 %	58
Neither	6.8 %	3	14.7 %	28	16.8 %	47	12.8 %	27	14.5 %	105
Agree	65.9 %	29	52.1 %	99	53.4 %	149	54.5 %	115	54.1 %	392
Strongly Agree	22.7 %	10	25.3 %	48	10.4 %	29	27.0 %	57	19.9 %	144
	(A)		(B)		(C)		(D)			
Mean	4.07 (C)	44	3.94 (C)	190	3.48 (A)(B)(D)	279	4.01 (C)	211	3.79	724
F = 17.311, Significance = .000										

Mean agreement that employees feel physically safe in hallways on campus is statistically greater at all other primary work locations than Seattle Central College (3.48).

Physical Safety

I feel physically safe IN RESTROOMS on campus at my primary work location.										
Response	District Office		North Seattle College		Seattle Central College		South Seattle College		Total Respondents	
	Percent	n	Percent	n	Percent	n	Percent	n	Percent	n
Strongly Disagree	4.2 %	2	1.6 %	3	9.8 %	27	2.4 %	5	5.1 %	37
Disagree	4.2 %	2	12.5 %	24	19.9 %	55	9.5 %	20	13.9 %	101
Neither	6.3 %	3	21.9 %	42	14.9 %	41	13.3 %	28	15.7 %	114
Agree	60.4 %	29	42.7 %	82	46.4 %	128	55.0 %	116	48.8 %	355
Strongly Agree	25.0 %	12	21.4 %	41	9.1 %	25	19.9 %	42	16.5 %	120
	(A)		(B)		(C)		(D)			
Mean	3.98 (C)	48	3.70 (C)	192	3.25 (A)(B)(D)	276	3.81 (C)	211	3.58	727
F = 15.589, Significance = .000										

Mean agreement that employees feel physically safe in restrooms on campus is statistically greater at all other primary work locations than Seattle Central College (3.25).

Physical Safety

I feel physically safe IN MY OFFICE SPACE on campus at my primary work location.										
Response	District Office		North Seattle College		Seattle Central College		South Seattle College		Total Respondents	
	Percent	n	Percent	n	Percent	n	Percent	n	Percent	n
Strongly Disagree	2.1 %	1	2.7 %	5	3.7 %	10	3.9 %	8	3.4 %	24
Disagree	6.3 %	3	8.2 %	15	9.3 %	25	4.9 %	10	7.5 %	53
Neither	4.2 %	2	9.9 %	18	10.4 %	28	9.2 %	19	9.5 %	67
Agree	50.0 %	24	46.7 %	85	55.6 %	150	49.5 %	102	51.1 %	361
Strongly Agree	37.5 %	18	32.4 %	59	21.1 %	57	32.5 %	67	28.5 %	201
	(A)		(B)		(C)		(D)			
Mean	4.15	48	3.98	182	3.81	270	4.02	206	3.94	706
F = 2.759, Significance = .041										

While ANOVA (Analysis of Variance) indicated that statistically significant differences did exist by primary work location in terms of mean agreement regarding feeling physically safe in one's office space, post – hoc analysis did not indicate which differences there were.

Physical Safety

I feel physically safe IN PARKING LOTS / GARAGES on campus at my primary work location.										
Response	District Office		North Seattle College		Seattle Central College		South Seattle College		Total Respondents	
	Percent	n	Percent	n	Percent	n	Percent	n	Percent	n
Strongly Disagree	8.9 %	4	4.2 %	8	15.3 %	40	2.4 %	5	8.1 %	57
Disagree	20.0 %	9	10.5 %	20	23.8 %	62	10.7 %	22	16.1 %	113
Neither	20.0 %	9	22.0 %	42	21.1 %	55	18.4 %	38	20.5 %	144
Agree	48.9 %	22	46.6 %	89	34.9 %	91	49.0 %	101	43.1 %	303
Strongly Agree	2.2 %	1	16.8 %	32	5.0 %	13	19.4 %	40	12.2 %	86
	(A)		(B)		(C)		(D)			
Mean	3.16 (D)	45	3.61 (C)	191	2.90 (B)(D)	261	3.72 (A)(C)	206	3.35	703
F = 27.621, Significance = .000										

Mean agreement that employees feel physically safe in parking lots and garages on campus is statistically greater at North Seattle College (3.61) and South Seattle College (3.72) than Seattle Central College (2.90).

Physical Safety

I feel physically safe when I am OUTSIDE my primary work location building(s).										
Response	District Office		North Seattle College		Seattle Central College		South Seattle College		Total Respondents	
	Percent	n	Percent	n	Percent	n	Percent	n	Percent	n
Strongly Disagree	6.0 %	3	1.6 %	3	9.9 %	28	1.4 %	3	5.0 %	37
Disagree	26.0 %	13	6.3 %	12	24.1 %	68	6.6 %	14	14.6 %	107
Neither	34.0 %	17	18.3 %	35	27.7 %	78	16.1 %	34	22.3 %	164
Agree	26.0 %	13	53.9 %	103	33.7 %	95	53.1 %	112	44.0 %	323
Strongly Agree	8.0 %	4	19.9 %	38	4.6 %	13	22.7 %	48	14.0 %	103
	(A)		(B)		(C)		(D)			
Mean	3.04 (B)(D)	50	3.84 (A)(C)	191	2.99 (B)(D)	282	3.89 (A)(C)	211	3.47	734
F = 49.023, Significance = .000										

Mean agreement that employees feel physically safe when outside their primary work location is statistically greater at North Seattle College (3.84) and South Seattle College (3.89) than Seattle Central College (2.99) and the District Office (3.04).

Campus Safety and Security

Campus Safety / Security is effective.										
Response	District Office		North Seattle College		Seattle Central College		South Seattle College		Total Respondents	
	Percent	n	Percent	n	Percent	n	Percent	n	Percent	n
Strongly Disagree	0.0 %	0	2.6 %	5	5.5 %	15	4.3 %	9	4.0 %	29
Disagree	12.2 %	6	6.7 %	13	8.5 %	23	7.2 %	15	7.9 %	57
Neither	22.4 %	11	23.3 %	45	23.5 %	64	18.8 %	39	22.0 %	159
Agree	53.1 %	26	46.6 %	90	46.7 %	127	49.0 %	102	47.8 %	345
Strongly Agree	12.2 %	6	20.7 %	40	15.8 %	43	20.7 %	43	18.3 %	132
	(A)		(B)		(C)		(D)			
Mean	3.65	49	3.76	193	3.59	272	3.75	208	3.68	722
F = 1.525, Significance = .207										

There are no statistically significant mean differences by primary work location regarding the effectiveness of campus safety and security.

Equity, Diversity, and Inclusion – Summary

Survey Item	District Office (A)		North Seattle College (B)		Seattle Central College (C)		South Seattle College (D)		Total Respondents	
	Mean	n	Mean	n	Mean	n	Mean	n	Mean	n
I am satisfied with the progress being made on equity, diversity, and inclusion (EDI) initiatives at my location ...	3.65	46	3.75	189	3.63	276	3.66	207	3.67	718
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.	3.77	43	3.77	175	3.62	243	3.69	196	3.69	657
How satisfied are you with the extent to which employees of different backgrounds are encouraged to apply for higher positions?	3.57	47	3.42	187	3.39	274	3.53	206	3.45	714
The climate at my primary work location ... values and supports differences of opinions and beliefs.	4.02 (C)	47	3.75	187	3.58 (A)	273	3.66	208	3.68	715
I am contributing to the progress our college is making in realizing our commitment of creating a more equitable, diverse, and inclusive workplace.	4.09	47	4.12	188	4.04	278	4.13	210	4.09	723

Equity, Diversity, and Inclusion

I am satisfied with the progress being made on equity, diversity, and inclusion (EDI) initiatives at my location (North, Central, South, District Office).										
Response	District Office		North Seattle College		Seattle Central College		South Seattle College		Total Respondents	
	Percent	n	Percent	n	Percent	n	Percent	n	Percent	n
Strongly Disagree	0.0 %	0	4.2 %	8	4.0 %	11	4.3 %	9	3.9 %	28
Disagree	13.0 %	6	9.5 %	18	8.0 %	22	8.7 %	18	8.9 %	64
Neither	26.1 %	12	16.4 %	31	23.6 %	65	19.8 %	41	20.8 %	149
Agree	43.5 %	20	46.6 %	88	50.4 %	139	50.7 %	105	49.0 %	352
Strongly Agree	17.4 %	8	23.3 %	44	14.1 %	39	16.4 %	34	17.4 %	125
	(A)		(B)		(C)		(D)			
Mean	3.65	46	3.75	189	3.63	276	3.66	207	3.67	718
F = 0.607, Significance = .611										

There are no statistically significant mean differences by primary work location regarding satisfaction with the progress being made on equity, diversity, and inclusion (EDI) initiatives.

Equity, Diversity, and Inclusion

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.

Response	District Office		North Seattle College		Seattle Central College		South Seattle College		Total Respondents	
	Percent	n	Percent	n	Percent	n	Percent	n	Percent	n
Strongly Disagree	0.0 %	0	2.3 %	4	2.9 %	7	2.0 %	4	2.3 %	15
Disagree	11.6 %	5	5.7 %	10	6.2 %	15	7.7 %	15	6.8 %	45
Neither	18.6 %	8	26.9 %	47	30.5 %	74	25.0 %	49	27.1 %	178
Agree	51.2 %	22	42.9 %	75	46.9 %	114	49.5 %	97	46.9 %	308
Strongly Agree	18.6 %	8	22.3 %	39	13.6 %	33	15.8 %	31	16.9 %	111
	(A)		(B)		(C)		(D)			
Mean	3.77	43	3.77	175	3.62	243	3.69	196	3.69	657

F = 1.033, Significance: .377

There are no statistically significant mean differences by primary work location regarding new skills employees have been able to apply to their daily work.

Equity, Diversity, and Inclusion

Within the current academic year, have you felt discriminated against?										
Response	District Office		North Seattle College		Seattle Central College		South Seattle College		Total Respondents	
	Percent	n	Percent	n	Percent	n	Percent	n	Percent	n
Yes	21.3 %	10	25.9 %	49	29.4 %	80	25.7 %	52	26.9 %	191
No	78.7 %	37	74.1 %	140	70.6 %	192	74.3 %	150	73.1 %	519
Total	100.0 %	47	100.0 %	189	100.0 %	272	100.0 %	202	100.0 %	710
Chi – Square = 1.857, significance = .603; 0 (zero) cells have an expected frequency of less than five										

Over one in four respondents (26.9 %) report feeling discriminated against within the current academic year.

There are no statistically significant differences by primary work location in terms of the percentage of respondents reporting have felt discriminated against with the current academic year.

Equity, Diversity, and Inclusion

How satisfied are you with the extent to which employees of different backgrounds are encouraged to apply for higher positions?										
Response	District Office		North Seattle College		Seattle Central College		South Seattle College		Total Respondents	
	Percent	n	Percent	n	Percent	n	Percent	n	Percent	n
Very Dissatisfied	8.5 %	4	5.3 %	10	5.8 %	16	3.4 %	7	5.2 %	37
Dissatisfied	6.4 %	3	9.1 %	17	12.4 %	34	9.7 %	20	10.4 %	74
Neither	25.5 %	12	36.9 %	69	33.2 %	91	32.5 %	67	33.5 %	239
Satisfied	42.6 %	20	35.3 %	66	33.9 %	93	38.8 %	80	36.3 %	259
Very Satisfied	17.0 %	8	13.4 %	25	14.6 %	40	15.5 %	32	14.7 %	105
	(A)		(B)		(C)		(D)			
Mean	3.57	47	3.42	187	3.39	274	3.53	206	3.45	714
F = 0.904, Significance = .439										

There are no statistically significant mean differences by primary work location regarding satisfaction with the extent to which employees of different backgrounds are encouraged to apply for higher positions.

Equity, Diversity, and Inclusion

The climate at my primary work location (North, Central, South, District Office) values and supports differences of opinions and beliefs.

Response	District Office		North Seattle College		Seattle Central College		South Seattle College		Total Respondents	
	Percent	n	Percent	n	Percent	n	Percent	n	Percent	n
Strongly Disagree	0.0 %	0	5.3 %	10	4.0 %	11	6.7 %	14	4.9 %	35
Disagree	4.3 %	2	9.1 %	17	14.3 %	39	10.6 %	22	11.2 %	80
Neither	19.1 %	9	15.0 %	28	16.1 %	44	12.5 %	26	15.0 %	107
Agree	46.8 %	22	46.0 %	86	51.3 %	140	50.0 %	104	49.2 %	352
Strongly Agree	29.8 %	14	24.6 %	46	14.3 %	39	20.2 %	42	19.7 %	141
	(A)		(B)		(C)		(D)			
Mean	4.02 (C)	47	3.75	187	3.58 (A)	273	3.66	208	3.68	715

F = 2.834, Significance = .037

Mean agreement that the climate at a respondent's primary work location values and supports differences of opinions and beliefs is statistically greater among district office employees (4.02) than employees of Seattle Central College (3.58).

Equity, Diversity, and Inclusion

I am contributing to the progress our college is making in realizing our commitment of creating a more equitable, diverse, and inclusive workplace.

Response	District Office		North Seattle College		Seattle Central College		South Seattle College		Total Respondents	
	Percent	n	Percent	n	Percent	n	Percent	n	Percent	n
Strongly Disagree	0.0 %	0	1.1 %	2	0.7 %	2	0.5 %	1	0.7 %	5
Disagree	2.1 %	1	2.7 %	5	0.7 %	2	0.5 %	1	1.2 %	9
Neither	19.1 %	9	12.8 %	24	20.1 %	56	13.3 %	28	16.2 %	117
Agree	46.8 %	22	50.5 %	95	50.4 %	140	56.7 %	119	52.0 %	376
Strongly Agree	31.9 %	15	33.0 %	62	28.1 %	78	29.0 %	61	29.9 %	216
	(A)		(B)		(C)		(D)			
Mean	4.09	47	4.12	188	4.04	278	4.13	210	4.09	723
F = .672, Significance = .569										

There are no statistically significant mean differences by primary work location regarding agreement that respondents are contributing to the progress work location is making in realizing its commitment of creating a more equitable, diverse, and inclusive workplace.

Mission and Goals – Summary

Survey Item	District Office (A)		North Seattle College (B)		Seattle Central College (C)		South Seattle College (D)		Total Respondents	
	Mean	n	Mean	n	Mean	n	Mean	n	Mean	n
I have a good understanding of the mission and goals of the Seattle Colleges.	4.38 (C)(D)	48	4.14	183	4.00 (A)	267	4.02 (A)	207	4.07	705
I understand how my work directly contributes to the overall success of the Seattle Colleges.	4.56 (C)	48	4.38	184	4.25 (A)	267	4.28	207	4.32	706
How satisfied are you with the extent to which the MISSION is communicated?	3.96 (C)	48	3.60	182	3.55 (A)	266	3.67	206	3.63	702
How satisfied are you with the extent to which the CORE THEMES are communicated?	3.65	48	3.60	183	3.42 (D)	266	3.68 (C)	205	3.56	702
How satisfied are you with the extent to which the mission is reflected in the work that you do?	4.00	48	3.99	183	3.87	264	3.90	207	3.92	702

Mission and Goals

I have a good understanding of the mission and goals of the Seattle Colleges.										
Response	District Office		North Seattle College		Seattle Central College		South Seattle College		Total Respondents	
	Percent	n	Percent	n	Percent	n	Percent	n	Percent	n
Strongly Disagree	0.0 %	0	0.5 %	1	1.4 %	4	0.5 %	1	0.9 %	6
Disagree	2.1 %	1	3.3 %	6	4.9 %	13	4.3 %	9	4.1 %	29
Neither	6.3 %	3	12.6 %	23	10.5 %	28	11.6 %	24	11.1 %	78
Agree	43.8 %	21	49.2 %	90	58.8 %	157	59.9 %	124	55.6 %	392
Strongly Agree	47.9 %	23	34.4 %	63	24.3 %	65	23.7 %	49	28.4 %	200
	(A)		(B)		(C)		(D)			
Mean	4.38 (C)(D)	48	4.14	183	4.00 (A)	267	4.02 (A)	207	4.07	705
F = 3.867, Significance = .009										

Mean agreement that respondents have a good understanding of the mission and goals of the Seattle Colleges is significantly greater among district office employees (4.38) than either employees of Seattle Central College (4.00) or South Seattle College (4.02).

Mission and Goals

I understand how my work directly contributes to the overall success of the Seattle Colleges.										
Response	District Office		North Seattle College		Seattle Central College		South Seattle College		Total Respondents	
	Percent	n	Percent	n	Percent	n	Percent	n	Percent	n
Strongly Disagree	0.0 %	0	1.1 %	2	0.4 %	1	0.0 %	0	0.4 %	3
Disagree	2.1 %	1	3.3 %	6	2.6 %	7	3.4 %	7	3.0 %	21
Neither	2.1 %	1	1.6 %	3	5.2 %	14	6.3 %	13	4.4 %	31
Agree	33.3 %	16	44.6 %	82	54.7 %	146	49.3 %	102	49.0 %	346
Strongly Agree	62.5 %	30	49.5 %	91	37.1 %	99	41.1 %	85	43.2 %	305
	(A)		(B)		(C)		(D)			
Mean	4.56 (C)	48	4.38	184	4.25 (A)	267	4.28	207	4.32	706
F = 3.117, Significance = .026										

Mean agreement that respondents understand how their work directly contributes to the overall success of the Seattle Colleges is significantly greater among district office employees (4.56) than employees of Seattle Central College (4.25).

Mission and Goals

How satisfied are you with the extent to which the MISSION is communicated?										
Response	District Office		North Seattle College		Seattle Central College		South Seattle College		Total Respondents	
	Percent	n	Percent	n	Percent	n	Percent	n	Percent	n
Very Dissatisfied	4.2 %	2	1.6 %	3	2.3 %	6	1.5 %	3	2.0 %	14
Dissatisfied	6.3 %	3	11.5 %	21	10.2 %	27	8.7 %	18	9.8 %	69
Neither	10.4 %	5	24.7 %	45	29.7 %	79	24.8 %	51	25.6 %	180
Satisfied	47.9 %	23	48.9 %	89	45.9 %	122	51.9 %	107	48.6 %	341
Very Satisfied	31.3 %	15	13.2 %	24	12.0 %	32	13.1 %	27	14.0 %	98
	(A)		(B)		(C)		(D)			
Mean	3.96 (C)	48	3.60	182	3.55 (A)	266	3.67	206	3.63	702
F = 2.885, Significance = .035										

Mean satisfaction with the extent to which the mission is communicated is significantly greater among district office employees (3.96) than employees of Seattle Central College (3.55).

Mission and Goals

How satisfied are you with the extent to which the CORE THEMES are communicated?										
Response	District Office		North Seattle College		Seattle Central College		South Seattle College		Total Respondents	
	Percent	n	Percent	n	Percent	n	Percent	n	Percent	n
Very Dissatisfied	4.2%	2	1.1 %	2	3.0 %	8	1.0 %	2	2.0 %	14
Dissatisfied	6.3 %	3	11.5 %	21	11.7 %	31	7.3 %	15	10.0 %	70
Neither	29.2 %	14	27.3 %	50	36.1 %	96	26.8 %	55	30.6 %	215
Satisfied	41.7 %	20	47.0 %	86	38.7 %	103	52.7 %	108	45.2 %	317
Very Satisfied	18.8 %	9	13.1 %	24	10.5 %	28	12.2 %	25	12.3 %	86
	(A)		(B)		(C)		(D)			
Mean	3.65	48	3.60	183	3.42 (D)	266	3.68 (C)	205	3.56	702
F = 3.557; Significance = .014										

Mean satisfaction with the extent to which the core themes are communicated is significantly greater among South Seattle College employees (3.68) than employees of Seattle Central College (3.42).

Mission and Goals

How satisfied are you with the extent to which the mission is reflected in the work that you do?										
Response	District Office		North Seattle College		Seattle Central College		South Seattle College		Total Respondents	
	Percent	n	Percent	n	Percent	n	Percent	n	Percent	n
Very Dissatisfied	4.2 %	2	1.6 %	3	1.1 %	3	0.0 %	0	1.1 %	8
Dissatisfied	6.3 %	3	5.5 %	10	4.5 %	12	5.3 %	11	5.1 %	36
Neither	12.5 %	6	14.8 %	27	20.1 %	53	18.8 %	39	17.8 %	125
Satisfied	39.6 %	19	48.6 %	89	54.5 %	144	56.5 %	117	52.6 %	369
Very Satisfied	37.5 %	18	29.5 %	54	19.7 %	52	19.3 %	40	23.4 %	164
	(A)		(B)		(C)		(D)			
Mean	4.00	48	3.99	183	3.87	264	3.90	207	3.92	702
F = .888, Significance = .447										

There are no statistically significant mean differences by primary work location regarding satisfaction with the extent to which the mission is reflected in the work that employees do.

Strategic Planning – Summary

Survey Item	District Office (A)		North Seattle College (B)		Seattle Central College (C)		South Seattle College (D)		Total Respondents	
	Mean	n	Mean	n	Mean	n	Mean	n	Mean	n
How satisfied are you with your involvement in strategic planning?	3.63 (B)(C)	48	3.21 (A)	181	3.12 (A)	264	3.32	206	3.23	699
To what extent do you agree with the following: "My unit administrator encourages me to participate in college-wide planning activities."	3.94	48	3.90 (C)(D)	183	3.56 (B)	266	3.59 (B)	206	3.68	703
How satisfied are you with the overall effectiveness of strategic planning?	3.60 (B)(C)(D)	47	3.20 (A)	183	3.17 (A)	265	3.12 (A)	203	3.19	698

Strategic Planning

How satisfied are you with your involvement in strategic planning?										
Response	District Office		North Seattle College		Seattle Central College		South Seattle College		Total Respondents	
	Percent	n	Percent	n	Percent	n	Percent	n	Percent	n
Very Dissatisfied	4.2 %	2	7.7 %	14	5.3 %	14	4.4 %	9	5.6 %	39
Dissatisfied	12.5 %	6	11.0 %	20	13.6 %	36	10.2 %	21	11.9 %	83
Neither	22.9 %	11	43.6 %	79	51.1 %	135	40.3 %	83	44.1 %	308
Satisfied	37.5 %	18	27.6 %	50	23.9 %	63	39.8 %	82	30.5 %	213
Very Satisfied	22.9 %	11	9.9 %	18	6.1 %	16	5.3 %	11	8.0 %	56
	(A)		(B)		(C)		(D)			
Mean	3.63 (B)(C)	48	3.21 (A)	181	3.12 (A)	264	3.32	206	3.23	699
F = 4.595, Significance = .003										

Mean satisfaction with one's involvement in strategic planning is significantly greater among District Office employees (3.63) than either employees of North Seattle College (3.21) or employees of Seattle Central College (3.12).

Strategic Planning

To what extent do you agree with the following: "My unit administrator encourages me to participate in college-wide planning activities."										
Response	District Office		North Seattle College		Seattle Central College		South Seattle College		Total Respondents	
	Percent	n	Percent	n	Percent	n	Percent	n	Percent	n
Strongly Disagree	4.2 %	2	4.9 %	9	5.6 %	15	5.3 %	11	5.3 %	37
Disagree	8.3 %	4	6.0 %	11	12.0 %	32	10.2 %	21	9.7 %	68
Neither	20.8 %	10	18.0 %	33	24.4 %	65	26.2 %	54	23.0 %	162
Agree	22.9 %	11	36.6 %	67	36.5 %	97	36.9 %	76	35.7 %	251
Strongly Agree	43.8 %	21	34.4 %	63	21.4 %	57	21.4 %	44	26.3 %	185
	(A)		(B)		(C)		(D)			
Mean	3.94	48	3.90 (C)(D)	183	3.56 (B)	266	3.59 (B)	206	3.68	703
F = 4.675, Significance = .003										

Mean agreement that unit administrators encourage employees to participate in college – wide planning activities is significantly greater among North Seattle College respondents (3.90) than either employees of South Seattle College (3.59) or employees of Seattle Central College (3.56).

Strategic Planning

How satisfied are you with the overall effectiveness of strategic planning?										
Response	District Office		North Seattle College		Seattle Central College		South Seattle College		Total Respondents	
	Percent	n	Percent	n	Percent	n	Percent	n	Percent	n
Very Dissatisfied	4.3 %	2	3.3 %	6	3.8 %	10	5.4 %	11	4.2 %	29
Dissatisfied	10.6 %	5	12.6 %	23	14.3 %	38	15.8 %	32	14.0 %	98
Neither	19.1 %	9	50.8 %	93	47.5 %	126	44.3 %	90	45.6 %	318
Satisfied	53.2 %	25	27.3 %	50	29.4 %	78	30.0 %	61	30.7 %	214
Very Satisfied	12.8 %	6	6.0 %	11	4.9 %	13	4.4 %	9	5.6 %	39
	(A)		(B)		(C)		(D)			
Mean	3.60 (B)(C)(D)	47	3.20 (A)	183	3.17 (A)	265	3.12 (A)	203	3.19	698
F = 3.679, Significance = .012										

Mean satisfaction with the overall effectiveness of strategic planning is significantly greater among District Office employees (3.60) than the other three primary work locations.

Faculty – Summary

Survey Item	District Office (A)		North Seattle College (B)		Seattle Central College (C)		South Seattle College (D)		Total Respondents	
	Mean	n	Mean	n	Mean	n	Mean	n	Mean	n
To what extent do you agree with the following: "Faculty share participation and responsibility for committee work."	3.76	33	3.72 (C)(D)	152	3.40 (B)	217	3.34 (B)	173	3.49	575
How satisfied are you with the availability of course and / or student level data disaggregated by race / ethnicity to help inform decisions about how to address achievement gaps?	3.52 (C)(D)	33	3.03	153	2.96 (A)	223	3.24 (A)	179	3.09	588

Faculty – Summary - Continued

Survey Item: To what extent do you agree with the following:	District Office ¹ (A)		North Seattle College (B)		Seattle Central College (C)		South Seattle College (D)		Total Respondents	
	Mean	n	Mean	n	Mean	n	Mean	n	Mean	n
Faculty are supported in developing and using innovative teaching methods.	4.20	5	3.89 (C)	73	3.46 (B)	129	3.52	90	3.60	297
Intellectual and academic freedom are respected and upheld.	4.00	5	4.11	74	3.80	128	3.96	90	3.93	297
The process for evaluating curriculum is effective.	4.20	5	3.59 (C)(D)	73	3.06 (B)	126	3.00 (B)	89	3.19	293
Curriculum development is encouraged.	4.40	5	3.73	73	3.43	127	3.38	90	3.50	295
Curriculum development responds to the changing needs of students.	4.40	5	3.67	73	3.34	125	3.41	90	3.46	293

¹ District Office excluded from statistical analysis because of very small sample size.

Faculty Participation

To what extent do you agree with the following: "Faculty share participation and responsibility for committee work."										
Response	District Office		North Seattle College		Seattle Central College		South Seattle College		Total Respondents	
	Percent	n	Percent	n	Percent	n	Percent	n	Percent	n
Strongly Disagree	3.0 %	1	4.6 %	7	6.5 %	14	6.4 %	11	5.7 %	33
Disagree	3.0 %	1	7.2 %	11	12.0 %	26	16.2 %	28	11.5 %	66
Neither	27.3 %	9	23.0 %	35	28.1 %	61	24.9 %	43	25.7 %	148
Agree	48.5 %	16	41.4 %	63	42.4 %	92	42.8 %	74	42.6 %	245
Strongly Agree	18.2 %	6	23.7 %	36	11.1 %	24	9.8 %	17	14.4 %	83
	(A)		(B)		(C)		(D)			
Mean	3.76	33	3.72 (C)(D)	152	3.40 (B)	217	3.34 (B)	173	3.49	575
F = 5.102, Significance = .002										

Mean agreement that faculty share participation and responsibility for committee work is significantly greater among North Seattle College respondents (3.72) than either employees of South Seattle College (3.34) or employees of Seattle Central College (3.40).

Availability of Disaggregated Data

How satisfied are you with the availability of course and / or student level data disaggregated by race / ethnicity to help inform decisions about how to address achievement gaps?

Response	District Office		North Seattle College		Seattle Central College		South Seattle College		Total Respondents	
	Percent	n	Percent	n	Percent	n	Percent	n	Percent	n
Very Dissatisfied	0.0 %	0	7.8 %	12	10.8 %	24	7.8 %	14	8.5 %	50
Dissatisfied	9.1 %	3	18.8 %	29	17.5 %	39	15.6 %	28	16.8 %	99
Neither	36.4 %	12	42.9 %	65	40.4 %	90	33.5 %	60	38.6 %	227
Satisfied	48.5 %	16	23.4 %	36	28.3 %	63	30.7 %	55	28.9 %	170
Very Satisfied	6.1 %	2	7.1 %	11	3.1 %	7	12.3 %	22	7.1 %	42
	(A)		(B)		(C)		(D)			
Mean	3.52 (C)(D)	33	3.03	153	2.96 (A)	223	3.24 (A)	179	3.09	588

F = 4.590, Significance = .003

Mean satisfaction with the availability of course and / or student level data disaggregated by race / ethnicity to help inform decisions about how to address achievement gaps is significantly greater among District Office employees (3.52) than either Seattle Central College and South Seattle College (3.24).

Enrollment and Retention Activities

How many enrollment and retention activities have you been involved in during the past 12 months at your primary work location (North, Central, South, District Office)?										
Response	District Office		North Seattle College		Seattle Central College		South Seattle College		Total Respondents	
	Percent	n	Percent	n	Percent	n	Percent	n	Percent	n
None	55.3 %	26	30.9 %	56	40.3 %	104	31.0 %	62	36.2 %	248
1	12.8 %	6	17.1 %	31	16.3 %	42	16.0 %	32	16.2 %	111
2	6.4 %	3	12.7 %	23	15.1 %	39	16.0 %	32	14.1 %	97
3	4.3 %	2	10.5 %	19	7.8 %	20	8.0 %	16	8.3 %	57
4 or More	21.3 %	10	28.7 %	52	20.5 %	53	29.0 %	58	25.2 %	173
Total	100.0 %	47	100.0 %	181	100.0 %	258	100.0 %	200	100.0 %	686

Over one – third of respondents (36.2 %) report having not been involved in any enrollment and retention activities during the past 12 months at their primary work location.

Respondent Demographics

What employee type best describes the work you do:										
Response	District Office		North Seattle College		Seattle Central College		South Seattle College		Total Respondents	
	Percent	n	Percent	n	Percent	n	Percent	n	Percent	n
Classified	16.1 %	9	21.9 %	46	24.4 %	78	23.8 %	54	23.0 %	187
Exempt or Professional	58.9 %	33	27.6 %	58	16.6 %	53	26.4 %	60	25.1 %	204
Full – Time Faculty	3.6 %	2	16.2 %	34	19.1 %	61	19.4 %	44	17.3 %	141
Part – Time Faculty	1.8 %	1	15.2 %	32	18.8 %	60	15.9 %	36	15.9 %	129
Other (please specify)	1.8 %	1	5.2 %	11	4.7 %	15	5.3 %	12	4.8 %	39
No Response (Blank)	17.9 %	10	13.8 %	29	16.6 %	53	9.3 %	21	13.9 %	113
Total	100.0 %	56	100.0 %	210	100.0 %	320	100.0 %	227	100.0 %	813

More than one in ten respondents (13.9 %) did not indicate the employee type that best describes the work they do.

Faculty

To what extent do you agree with the following: "Faculty are supported in developing and using innovative teaching methods."										
Response	District Office ¹		North Seattle College		Seattle Central College		South Seattle College		Total Respondents	
	Percent	n	Percent	n	Percent	n	Percent	n	Percent	n
Strongly Disagree	0.0 %	0	4.1 %	3	6.2 %	8	5.6 %	5	5.4 %	16
Disagree	0.0 %	0	6.8 %	5	15.5 %	20	14.4 %	13	12.8 %	38
Neither	0.0 %	0	15.1 %	11	20.2 %	26	20.0 %	18	18.5 %	55
Agree	80.0 %	4	43.8 %	32	42.6 %	55	42.2 %	38	43.4 %	129
Strongly Agree	20.0 %	1	30.1 %	22	15.5 %	20	17.8 %	16	19.9 %	59
	(A)		(B)		(C)		(D)			
Mean	4.20	5	3.89 (C)	73	3.46 (B)	129	3.52	90	3.60	297
F = 3.830, Significance = .023										
<small>¹ District Office excluded from statistical analysis because of very small sample size.</small>										

Mean agreement that faculty are supported in developing and using innovative teaching methods is significantly greater at North Seattle College (3.89) than for Seattle Central College (3.46).

Faculty

To what extent do you agree with the following: "Intellectual and academic freedom are respected and upheld."										
Response	District Office ¹		North Seattle College		Seattle Central College		South Seattle College		Total Respondents	
	Percent	n	Percent	n	Percent	n	Percent	n	Percent	n
Strongly Disagree	0.0 %	0	2.7 %	2	3.1 %	4	3.3 %	3	3.0 %	9
Disagree	0.0 %	0	6.8 %	5	7.8 %	10	6.7 %	6	7.1 %	21
Neither	0.0 %	0	6.8 %	5	15.6 %	20	12.2 %	11	12.1 %	36
Agree	100.0 %	5	44.6 %	33	53.1 %	68	46.7 %	42	49.8 %	148
Strongly Agree	0.0 %	0	39.2 %	29	20.3 %	26	31.1 %	28	27.9 %	83
	(A)		(B)		(C)		(D)			
Mean	4.00	5	4.11	74	3.80	128	3.96	90	3.93	297
F = 2.428, Significance = .090										
¹ District Office excluded from statistical analysis because of very small sample size.										

There are no statistically significant mean differences by primary work location regarding agreement that intellectual and academic freedom are respected and upheld.

Faculty

To what extent do you agree with the following: "The process for evaluating curriculum is effective."										
Response	District Office ¹		North Seattle College		Seattle Central College		South Seattle College		Total Respondents	
	Percent	n	Percent	n	Percent	n	Percent	n	Percent	n
Strongly Disagree	0.0 %	0	1.4 %	1	8.7 %	11	7.9 %	7	6.5 %	19
Disagree	0.0 %	0	12.3 %	9	15.9 %	20	24.7 %	22	17.4 %	51
Neither	20.0 %	1	28.8 %	21	42.1 %	53	36.0 %	32	36.5 %	107
Agree	40.0 %	2	41.1 %	30	27.8 %	35	22.5 %	20	29.7 %	87
Strongly Agree	40.0 %	2	16.4 %	12	5.6 %	7	9.0 %	8	9.9 %	29
	(A)		(B)		(C)		(D)			
Mean	4.20	5	3.59 (C)(D)	73	3.06 (B)	126	3.00 (B)	89	3.19	293
F = 8.250, Significance = .000										
<small>¹ District Office excluded from statistical analysis because of very small sample size.</small>										

Mean agreement that the process for evaluating curriculum is effective is significantly greater at North Seattle College (3.59) than for either Seattle Central College (3.06) and South Seattle College (3.00).

Faculty

To what extent do you agree with the following: "Curriculum development is encouraged."										
Response	District Office ¹		North Seattle College		Seattle Central College		South Seattle College		Total Respondents	
	Percent	n	Percent	n	Percent	n	Percent	n	Percent	n
Strongly Disagree	0.0 %	0	4.1 %	3	6.3 %	8	5.6 %	5	5.4 %	16
Disagree	0.0 %	0	8.2 %	6	13.4 %	17	13.3 %	12	11.9 %	35
Neither	0.0 %	0	21.9 %	16	25.2 %	32	28.9 %	26	25.1 %	74
Agree	60.0 %	3	42.5 %	31	41.7 %	53	42.2 %	38	42.4 %	125
Strongly Agree	40.0 %	2	23.3 %	17	13.4 %	17	10.0 %	9	15.3 %	45
	(A)		(B)		(C)		(D)			
Mean	4.40	5	3.73	73	3.43	127	3.38	90	3.50	295
F = 2.580, Significance = .078										
¹ District Office excluded from statistical analysis because of very small sample size.										

There are no statistically significant mean differences by primary work location regarding agreement that curriculum development is encouraged.

Faculty

To what extent do you agree with the following: "Curriculum development responds to the changing needs of students."										
Response	District Office ¹		North Seattle College		Seattle Central College		South Seattle College		Total Respondents	
	Percent	n	Percent	n	Percent	n	Percent	n	Percent	n
Strongly Disagree	0.0 %	0	4.1 %	3	6.4 %	8	3.3 %	3	4.8 %	14
Disagree	0.0 %	0	12.3 %	9	18.4 %	23	18.9 %	17	16.7 %	49
Neither	0.0 %	0	21.9 %	16	25.6 %	32	24.4 %	22	23.9 %	70
Agree	60.0 %	3	35.6 %	26	33.6 %	42	40.0 %	36	36.5 %	107
Strongly Agree	40.0 %	2	26.0 %	19	16.0 %	20	13.3 %	12	18.1 %	53
	(A)		(B)		(C)		(D)			
Mean	4.40	5	3.67	73	3.34	125	3.41	90	3.46	293
F = 2.081, Significance = .127										
¹ District Office excluded from statistical analysis because of very small sample size.										

There are no statistically significant mean differences by primary work location regarding agreement that curriculum development responds to the changing needs of students.

Faculty

***Prior to March 2020 and the start of the COVID-19 pandemic* Indicate the modalities in which you have taught classes (check all that apply):**

Response	District Office	North Seattle	Seattle Central	South Seattle	Total Respondents
	Count	Count	Count	Count	Count
Face to face (F2F)	2	61	109	76	248
Fully online	2	32	38	28	100
Hybrid	3	37	71	35	146

Prior to March 2020 and the start of the COVID-19 pandemic, the most frequently indicated modality in which respondents had taught was Face to Face (F2F).

Canvas Usage Prior to March 2020

***Prior to March 2020 and the start of the COVID-19 pandemic* Indicate the ways in which you have used Canvas this academic year (check all that apply):**

Response	District Office	North Seattle	Seattle Central	South Seattle	Total Respondents
	Count	Count	Count	Count	Count
Teaching a fully online class	2	30	37	29	98
Teaching a hybrid class	2	31	60	27	120
Teaching a Face to Face (F2F) class	2	45	71	46	164
Communicating with students	4	54	84	63	205
Making course resources available	4	56	83	60	203
Grading	4	50	75	57	186
None of the above	0	9	20	12	41
Other	0	8	9	10	27

Prior to March 2020 and the start of the COVID-19 pandemic, respondents indicated that they most frequently used Canvas for Communicating with students and Making course resources available.

Canvas – Summary

Survey Item: If you have used Canvas, please indicate your level of satisfaction ...	District Office (A)		North Seattle College (B)		Seattle Central College (C)		South Seattle College (D)		Total Respondents	
	Mean	n	Mean	n	Mean	n	Mean	n	Mean	n
Teaching a fully online class	4.33	3	4.02	49	3.93	71	4.11	53	4.02	176
Teaching a hybrid class	4.33	3	3.95	40	4.04	74	4.20	44	4.07	161
Teaching a Face to Face (F2F) class	4.00	4	4.28	53	4.26	92	4.46	59	4.32	208
Communicating with students	4.00	4	4.10	60	4.05	100	4.14	70	4.09	234
Making course resources available	4.25	4	4.34	61	4.27	100	4.41	68	4.33	233
Grading	4.25	4	4.07	57	3.90 (D)	93	4.34 (C)	61	4.08	215

Satisfaction with Usage of Canvas

If you have used Canvas, please indicate your level of satisfaction - Teaching a fully online class										
Response	District Office ¹		North Seattle College		Seattle Central College		South Seattle College		Total Respondents	
	Percent	n	Percent	n	Percent	n	Percent	n	Percent	n
Very Dissatisfied	0.0 %	0	2.0 %	1	5.6 %	4	1.9 %	1	3.4 %	6
Dissatisfied	0.0 %	0	6.1 %	3	7.0 %	5	11.3 %	6	8.0 %	14
Neither	0.0 %	0	6.1 %	3	9.9 %	7	3.8 %	2	6.8 %	12
Satisfied	66.7 %	2	59.2 %	29	43.7 %	31	39.6 %	21	47.2 %	83
Very Satisfied	33.3 %	1	26.5 %	13	33.8 %	24	43.4 %	23	34.7 %	61
	(A)		(B)		(C)		(D)			
Mean	4.33	3	4.02	49	3.93	71	4.11	53	4.02	176
F = .483, Significance = .618										
¹ District Office excluded from statistical analysis because of very small sample size.										

There are no statistically significant mean differences by primary work location regarding satisfaction with using Canvas in teaching a fully online class.

Satisfaction with Usage of Canvas

If you have used Canvas, please indicate your level of satisfaction - Teaching a hybrid class										
Response	District Office ¹		North Seattle College		Seattle Central College		South Seattle College		Total Respondents	
	Percent	n	Percent	n	Percent	n	Percent	n	Percent	n
Very Dissatisfied	0.0 %	0	2.5 %	1	4.1 %	3	0.0 %	0	2.5 %	4
Dissatisfied	0.0 %	0	10.0 %	4	2.7 %	2	9.1 %	4	6.2 %	10
Neither	0.0 %	0	5.0 %	2	8.1 %	6	6.8 %	3	6.8 %	11
Satisfied	66.7 %	2	55.0 %	22	55.4 %	41	38.6 %	17	50.9 %	82
Very Satisfied	33.3 %	1	27.5 %	11	29.7 %	22	45.5 %	20	33.5 %	54
	(A)		(B)		(C)		(D)			
Mean	4.33	3	3.95	40	4.04	74	4.20	44	4.07	161
F = .803, Significance = .450										
¹ District Office excluded from statistical analysis because of very small sample size.										

There are no statistically significant mean differences by primary work location regarding satisfaction with using Canvas in teaching a hybrid class.

Satisfaction with Usage of Canvas

If you have used Canvas, please indicate your level of satisfaction - Teaching a Face to Face (F2F) class										
Response	District Office ¹		North Seattle College		Seattle Central College		South Seattle College		Total Respondents	
	Percent	n	Percent	n	Percent	n	Percent	n	Percent	n
Very Dissatisfied	0.0 %	0	0.0 %	0	1.1 %	1	0.0 %	0	0.5 %	1
Dissatisfied	0.0 %	0	3.8 %	2	0.0 %	0	1.7 %	1	1.4 %	3
Neither	0.0 %	0	5.7 %	3	10.9 %	10	0.0 %	0	6.3 %	13
Satisfied	100.0 %	4	49.1 %	26	47.8 %	44	49.2 %	29	49.5 %	103
Very Satisfied	0.0 %	0	45.1 %	22	40.2 %	37	49.2 %	29	42.3 %	88
	(A)		(B)		(C)		(D)			
Mean	4.00	4	4.28	53	4.26	92	4.46	59	4.32	208
F = 1.530, Significance = .219										
¹ District Office excluded from statistical analysis because of very small sample size.										

There are no statistically significant mean differences by primary work location regarding satisfaction with using Canvas to teach a Face to Face class.

Satisfaction with Usage of Canvas

If you have used Canvas, please indicate your level of satisfaction - Communicating with students										
Response	District Office ¹		North Seattle College		Seattle Central College		South Seattle College		Total Respondents	
	Percent	n	Percent	n	Percent	n	Percent	n	Percent	n
Very Dissatisfied	0.0 %	0	1.7 %	1	3.0 %	3	0.0 %	0	1.7 %	4
Dissatisfied	0.0 %	0	8.3 %	5	5.0 %	5	11.4 %	8	7.7 %	18
Neither	0.0 %	0	6.7 %	4	9.0 %	9	4.3 %	3	6.8 %	16
Satisfied	100.0 %	4	45.0 %	27	50.0 %	50	42.9 %	30	47.4 %	111
Very Satisfied	0.0 %	0	38.3 %	23	33.0 %	33	41.4 %	29	36.3 %	85
	(A)		(B)		(C)		(D)			
Mean	4.00	4	4.10	60	4.05	100	4.14	70	4.09	234
F = .198, Significance = .820										
¹ District Office excluded from statistical analysis because of very small sample size.										

There are no statistically significant mean differences by primary work location regarding satisfaction with using Canvas for communicating with students.

Satisfaction with Usage of Canvas

If you have used Canvas, please indicate your level of satisfaction - Making course resources available										
Response	District Office ¹		North Seattle College		Seattle Central College		South Seattle College		Total Respondents	
	Percent	n	Percent	n	Percent	n	Percent	n	Percent	n
Very Dissatisfied	0.0 %	0	0.0 %	0	1.0 %	1	0.0 %	0	0.4 %	1
Dissatisfied	0.0 %	0	4.9 %	3	0.0 %	0	2.9 %	2	2.4 %	5
Neither	0.0 %	0	3.3 %	2	9.0 %	9	1.5 %	1	5.2 %	12
Satisfied	75.0 %	3	44.3 %	27	51.0 %	51	47.1 %	32	48.5 %	113
Very Satisfied	25.0 %	1	47.5 %	29	39.0 %	39	48.5 %	33	43.8 %	102
	(A)		(B)		(C)		(D)			
Mean	4.25	4	4.34	61	4.27	100	4.41	68	4.33	233
F = .805, Significance = .448										
¹ District Office excluded from statistical analysis because of very small sample size.										

There are no statistically significant mean differences by primary work location regarding satisfaction with using Canvas for making course materials available for students.

Satisfaction with Usage of Canvas

If you have used Canvas, please indicate your level of satisfaction - Grading										
Response	District Office ¹		North Seattle College		Seattle Central College		South Seattle College		Total Respondents	
	Percent	n	Percent	n	Percent	n	Percent	n	Percent	n
Very Dissatisfied	0.0 %	0	1.8 %	1	4.3 %	4	1.6 %	1	2.8 %	6
Dissatisfied	0.0 %	0	10.5 %	6	8.6 %	8	1.6 %	1	7.0 %	15
Neither	0.0 %	0	8.8 %	5	12.9 %	12	4.9 %	3	9.3 %	20
Satisfied	75.0 %	3	36.8 %	21	40.9 %	38	44.3 %	27	41.4 %	89
Very Satisfied	25.0 %	1	42.1 %	24	33.3 %	31	47.5 %	29	39.5 %	85
	(A)		(B)		(C)		(D)			
Mean	4.25	4	4.07	57	3.90 (D)	93	4.34 (C)	61	4.08	215
F = 3.556, Significance = .030										
<small>¹ District Office excluded from statistical analysis because of very small sample size.</small>										

Mean satisfaction with using Canvas for grading is significantly greater at South Seattle College (4.34) than at Seattle Central College (3.90).

Instructional Support – Summary

Survey Item	District Office (A)		North Seattle College (B)		Seattle Central College (C)		South Seattle College (D)		Total Respondents	
	Mean	n	Mean	n	Mean	n	Mean	n	Mean	n
To what extent are you satisfied with: the reliability of the technology in your classroom?	3.50	4	3.67 (C)	67	3.21 (B)	118	3.28	85	3.35	274
To what extent are you satisfied with: the support that the Teaching and Learning Center (TLC) provides?	4.00	3	4.36 (C)(D)	70	3.93 (B)	101	3.82 (B)	78	4.02	252
To what extent are you satisfied with: the access you have to eLearning support?	4.00	3	4.42 (D)	67	4.19 (D)	108	3.68 (B)(C)	80	4.09	258
To what extent are you satisfied with: the adequacy of technology in the classrooms?	3.50	4	3.62 (C)(D)	66	3.17 (B)	116	3.13 (B)	88	3.27	274

Instructional Technology

To what extent are you satisfied with: the reliability of the technology in your classroom?										
Response	District Office ¹		North Seattle College		Seattle Central College		South Seattle College		Total Respondents	
	Percent	n	Percent	n	Percent	n	Percent	n	Percent	n
Very Dissatisfied	0.0 %	0	3.0 %	2	8.5 %	10	5.9 %	5	6.2 %	17
Dissatisfied	25.0 %	1	11.9 %	8	21.2 %	25	20.0 %	17	18.6 %	51
Neither	0.0 %	0	11.9 %	8	17.8 %	21	22.4 %	19	17.5 %	48
Satisfied	75.0 %	3	61.2 %	41	45.8 %	54	43.5 %	37	49.3 %	135
Very Satisfied	0.0 %	0	11.9 %	8	6.8 %	8	8.2 %	7	8.4 %	23
	(A)		(B)		(C)		(D)			
Mean	3.50	4	3.67 (C)	67	3.21 (B)	118	3.28	85	3.35	274
F = 4.263, Significance = .015										
<small>¹ District Office excluded from statistical analysis because of very small sample size.</small>										

Mean satisfaction with the reliability of technology in a respondent's classroom is significantly greater at North Seattle College (3.67) than at Seattle Central College (3.21).

Teaching and Learning Center

To what extent are you satisfied with: the support that the Teaching and Learning Center (TLC) provides?										
Response	District Office ¹		North Seattle College		Seattle Central College		South Seattle College		Total Respondents	
	Percent	n	Percent	n	Percent	n	Percent	n	Percent	n
Very Dissatisfied	0.0 %	0	1.4 %	1	1.0 %	1	9.0 %	7	3.6 %	9
Dissatisfied	0.0 %	0	2.9 %	2	5.9 %	6	6.4 %	5	5.2 %	13
Neither	0.0 %	0	8.6 %	6	22.8 %	23	14.1 %	11	15.9 %	40
Satisfied	100.0 %	3	32.9 %	23	39.6 %	40	34.6 %	27	36.9 %	93
Very Satisfied	0.0 %	0	54.3 %	38	30.7 %	31	35.9 %	28	38.5 %	97
	(A)		(B)		(C)		(D)			
Mean	4.00	3	4.36 (C)(D)	70	3.93 (B)	101	3.82 (B)	78	4.02	252
F = 5.654, Significance = .004										
¹ District Office excluded from statistical analysis because of very small sample size.										

Mean satisfaction with the support that the Teaching and Learning Center (TLC) provides is significantly greater at North Seattle College (4.36) than at either Seattle Central College (3.93) or South Seattle College (3.82).

Detailed Findings – eLearning Support

To what extent are you satisfied with: the access you have to eLearning support?										
Response	District Office ¹		North Seattle College		Seattle Central College		South Seattle College		Total Respondents	
	Percent	n	Percent	n	Percent	n	Percent	n	Percent	n
Very Dissatisfied	0.0 %	0	0.0 %	0	0.0 %	0	6.3 %	5	1.9 %	5
Dissatisfied	0.0 %	0	3.0 %	2	4.0 %	5	13.8 %	11	7.0 %	18
Neither	0.0 %	0	6.0 %	4	16.7 %	18	13.8 %	11	12.8 %	33
Satisfied	100.0 %	3	37.3 %	25	34.3 %	37	38.8 %	31	37.2 %	96
Very Satisfied	0.0 %	0	53.7 %	36	44.4 %	48	27.5 %	22	41.1 %	106
	(A)		(B)		(C)		(D)			
Mean	4.00	3	4.42 (D)	67	4.19 (D)	108	3.68 (B)(C)	80	4.09	258
F = 11.918; Significance = .000										
<small>¹ District Office excluded from statistical analysis because of very small sample size.</small>										

Mean satisfaction with access to eLearning support is significantly greater at North Seattle College (4.42) and at Seattle Central College (4.19) than at South Seattle College (3.68).

Instructional Technology

To what extent are you satisfied with: the adequacy of technology in the classrooms?										
Response	District Office ¹		North Seattle College		Seattle Central College		South Seattle College		Total Respondents	
	Percent	n	Percent	n	Percent	n	Percent	n	Percent	n
Very Dissatisfied	0.0 %	0	3.0 %	2	7.8 %	9	9.1 %	8	6.9 %	19
Dissatisfied	25.0 %	1	13.6 %	9	22.4 %	26	23.9 %	21	20.8 %	57
Neither	0.0 %	0	12.1 %	8	21.6 %	25	18.2 %	16	17.9 %	49
Satisfied	75.0 %	3	60.6 %	40	41.4 %	48	43.2 %	38	47.1 %	129
Very Satisfied	0.0 %	0	10.6 %	7	6.9 %	8	5.7 %	5	7.3 %	20
	(A)		(B)		(C)		(D)			
Mean	3.50	4	3.62 (C)(D)	66	3.17 (B)	116	3.13 (B)	88	3.27	274
F = 4.813, Significance = .009										
<small>¹ District Office excluded from statistical analysis because of very small sample size.</small>										

Mean satisfaction with adequacy of classroom technology is significantly greater at North Seattle College (3.62) than at Seattle Central College (3.17) and South Seattle College (3.13).

Demographics – Ethnicity - Race

Employee Ethnicity / Race										
Response	District Office		North		Central		South		Total Respondents	
	Percent	n	Percent	n	Percent	n	Percent	n	Percent	n
American Indian, Native American, or Alaskan Native	0.0 %	0	0.5 %	1	0.6 %	2	0.4 %	1	0.5 %	4
Asian or Asian American	17.9 %	10	10.5 %	22	7.8 %	25	11.9 %	27	10.3 %	84
Black or African American	3.6 %	2	1.0 %	2	8.4 %	27	4.0 %	9	4.9 %	40
Hispanic, Latino or Latinx	1.8 %	1	8.1 %	17	5.3 %	17	5.7 %	13	5.9 %	48
Middle Eastern or North African	0.0 %	0	1.0 %	2	0.9 %	3	0.4 %	1	0.7 %	6
Multiracial	1.8 %	1	7.1 %	15	3.4 %	11	7.0 %	16	5.3 %	43
Native Hawaiian or Pacific Islander	0.0 %	0	0.0 %	0	0.3 %	1	0.0 %	0	0.1 %	1
Subtotal: Employees of Color	25.0 %	14	28.1 %	59	26.9 %	86	29.5 %	67	27.8 %	226
White or European American	41.1 %	23	42.4 %	89	35.6 %	114	45.4 %	103	40.5 %	329
Prefer not to answer	10.7 %	6	13.3 %	28	14.4 %	46	14.1 %	32	13.8 %	112
No Response Provided	23.2 %	13	16.2 %	34	23.1 %	74	11.0 %	25	18.0 %	146
Total	100 %	56	100 %	210	100 %	320	100 %	227	100.0 %	813

More than 3 in ten respondents (31.8 %) did not indicate their race / ethnicity.

Demographics – Gender Identity

Employee Gender Identity										
Response	District Office		North		Central		South		Total Respondents	
	Percent	n	Percent	n	Percent	n	Percent	n	Percent	n
Cisgender	0.0 %	0	2.4 %	5	0.3 %	1	0.9 %	2	1.0 %	8
Cisgender Female	8.9 %	5	10.0 %	21	8.4 %	27	5.7 %	13	8.1 %	66
Cisgender Male	1.8 %	1	2.9 %	6	1.3 %	4	5.3 %	12	2.8 %	23
Female or Woman	39.3 %	22	36.7 %	77	31.9 %	102	42.7 %	97	36.7 %	298
Male or Man	16.1 %	9	17.6 %	37	17.2 %	55	17.6 %	40	17.3 %	141
More than One	0.0 %	0	1.4 %	3	1.9 %	6	1.8 %	4	1.6 %	13
Non - Binary	0.0 %	0	0.5 %	1	0.3 %	1	0.4 %	1	0.4 %	3
Transgender	0.0 %	0	0.0 %	0	0.0 %	0	0.9 %	2	0.2 %	2
Transgender Female	0.0 %	0	0.5 %	1	0.0 %	0	0.0 %	0	0.1 %	1
Two - Spirit	0.0 %	0	0.5 %	1	0.0 %	0	0.0 %	0	0.1 %	1
Prefer not to answer	10.7 %	6	11.9 %	25	14.4 %	46	12.8 %	29	13.0 %	106
No response provided	23.2 %	13	15.7 %	33	24.4 %	78	11.9 %	27	18.6 %	151
Total	100.0 %	56	100.0 %	210	100.0 %	320	100.0 %	227	100.0 %	813

More than 3 in ten respondents (31.6 %) did not indicate their gender identity.

Demographics – Sexual Orientation

Employee Sexual Orientation										
Response	District Office		North		Central		South		Total Respondents	
	Percent	n	Percent	n	Percent	n	Percent	n	Percent	n
Asexual	0.0 %	0	0.5 %	1	2.5 %	8	2.6 %	6	1.8 %	15
Bisexual	3.6 %	2	1.9 %	4	2.8 %	9	4.0 %	9	3.0 %	24
Gay	7.1 %	4	2.4 %	5	3.4 %	11	4.8 %	11	3.8 %	31
Heterosexual	41.1 %	23	48.6 %	102	40.0 %	128	51.1 %	116	45.4 %	369
Lesbian	3.6 %	2	1.9 %	4	1.9 %	6	1.3 %	3	1.8 %	15
More than One	3.6 %	2	3.3 %	7	0.9 %	3	1.8 %	4	2.0 %	16
Pansexual	0.0 %	0	0.5 %	1	0.9 %	3	0.9 %	2	0.7 %	6
Queer	0.0 %	0	1.4 %	3	3.8 %	12	1.3 %	3	2.2 %	18
Two - Spirit	1.8 %	1	0.5 %	1	0.3 %	1	0.4 %	1	0.5 %	4
A gender identity not previously listed	0.0 %	0	1.0 %	2	0.9 %	3	0.4 %	1	0.7 %	6
Prefer not to answer	12.5 %	7	19.0 %	40	19.7 %	63	18.5 %	42	18.7 %	152
No Response (Blank)	26.8 %	15	19.0 %	40	22.8 %	73	12.8 %	29	19.3 %	157
Total	100.0 %	56	100.0 %	210	100.0 %	320	100.0 %	227	100.0 %	813

Nearly four in ten respondents (38.0 %) did not indicate their sexual orientation.

Demographics – Years Worked at Seattle Colleges

Number of Years Employed at Seattle Colleges										
Response	District Office		North Seattle College		Seattle Central College		South Seattle College		Total Respondents	
	Percent	n	Percent	n	Percent	n	Percent	n	Percent	n
Less than one year	7.1 %	4	5.7 %	12	6.9 %	22	5.7 %	13	6.3 %	51
One to three years	19.6 %	11	11.9 %	25	13.4 %	43	19.4 %	44	15.1 %	123
Four or five years	16.1 %	9	10.0 %	21	9.4 %	30	11.9 %	27	10.7 %	87
Six to nine years	12.5 %	7	17.1 %	36	11.9 %	38	16.7 %	38	14.6 %	119
10 or more years	21.4 %	12	38.6 %	81	35.9 %	115	34.8 %	79	35.3 %	287
No Response (Blank)	23.2 %	13	16.7 %	35	22.5 %	72	11.5 %	26	18.0 %	146
Total	100.0 %	56	100.0 %	210	100.0 %	320	100.0 %	227	100.0 %	813

When asked to indicate the number of years they have been employed at the Seattle Colleges, almost two in ten respondents (18.0 %) did not provide a response.

Demographics – Age Range

Respondent Age Range										
Response	District Office		North Seattle College		Seattle Central College		South Seattle College		Total Respondents	
	Percent	n	Percent	n	Percent	n	Percent	n	Percent	n
Under 25	0.0 %	0	1.4 %	3	0.0 %	0	0.9 %	2	0.6 %	5
25 to 34	12.5 %	7	10.5 %	22	9.7 %	31	12.8 %	29	10.9 %	89
35 to 44	14.3 %	8	17.6 %	37	14.7 %	47	18.9 %	43	16.6 %	135
45 to 54	16.1 %	9	17.1 %	36	21.9 %	70	15.0 %	34	18.3 %	149
55 to 64	16.1 %	9	20.5 %	43	16.3 %	52	18.9 %	43	18.1 %	147
65 or Over	7.1 %	4	5.2 %	11	3.8 %	12	9.7 %	22	6.0 %	49
Prefer not to Answer	10.7 %	6	10.5 %	22	11.3 %	36	12.3 %	28	11.3 %	92
No Response (Blank)	23.2 %	13	17.1 %	36	22.5 %	72	11.5 %	26	18.1 %	147
Total	100.0 %	56	100.0 %	210	100.0 %	320	100.0 %	227	100.0 %	813

29.4 %

When asked to indicate into which age range their age fell, almost three in ten respondents (29.4 %) chose to indicate “prefer not to answer” or did not provide a response.

Demographics – Veteran Status

Are you a military veteran?										
Response	District Office		North Seattle College		Seattle Central College		South Seattle College		Total Respondents	
	Percent	n	Percent	n	Percent	n	Percent	n	Percent	n
Yes	0.0 %	0	5.7 %	10	5.3 %	13	3.5 %	7	4.5 %	30
No	100.0 %	40	94.3 %	165	94.7 %	233	96.5 %	192	95.5 %	630
Total	100.0 %	40	100.0 %	175	100.0 %	246	100.0 %	199	100.0 %	660

Less than 5 % of respondents (4.5 %) to the 2020 district – wide employee survey indicated they are a military veteran.

Detailed Findings – South Seattle

I use data (i.e. department, division, college and/or district level) to inform my work and progress.		
Response	Percent	n
Strongly Disagree	1.6 %	3
Disagree	7.9 %	15
Neither agree nor disagree	19.0 %	36
Agree	47.1 %	89
Strongly agree	24.3 %	46
Mean	3.85	189

72.4 %

Over seven in ten of respondents (72.4 %) at South Seattle College either “agree” or “strongly agree” that they use data to inform their work and progress.

I am satisfied with the availability of data to help inform my work.		
Response	Percent	n
Strongly Disagree	5.3 %	10
Disagree	13.8 %	26
Neither agree nor disagree	29.1 %	55
Agree	40.2 %	76
Strongly agree	11.6 %	22
Mean	3.39	189

51.8 %

Over half of respondents (51.8 %) at South Seattle College either “agree” or “strongly agree” that they are satisfied with the availability of data to help inform their work.

Detailed Findings – South Seattle

I use course and / or student level data disaggregated by race/ethnicity to help inform decisions about how to address achievement gaps.		
Response	Percent	n
Strongly Disagree	4.3 %	8
Disagree	11.9 %	22
Neither agree nor disagree	45.4 %	84
Agree	28.1 %	52
Strongly agree	10.3 %	19
Mean	3.28	185

38.4 %

Nearly four in ten respondents (38.4 %) at South Seattle College either “agree” or “strongly agree” that they use data to help inform decisions about how to address achievement gaps.

I would like to increase my skills in analyzing data and/or making data informed decisions.		
Response	Percent	n
Strongly Disagree	0.5 %	1
Disagree	4.3 %	8
Neither agree nor disagree	30.9 %	58
Agree	41.5 %	78
Strongly agree	22.9 %	43
Mean	3.82	188

64.4 %

Nearly two – thirds of respondents (64.4 %) at South Seattle College either “agree” or “strongly agree” that they would like to increase their skills in analyzing data for making data informed decisions.

Detailed Findings – South Seattle

I recognize that Guided Pathway efforts are intended to result in deep institutional change, including changes to the ways in which we have typically done business.

Response	Percent	n
Strongly Disagree	1.1 %	2
Disagree	5.3 %	10
Neither agree nor disagree	28.6 %	54
Agree	36.5 %	69
Strongly agree	28.6 %	54
Mean	3.62	189

55.1 %

Over half of respondents (55.1 %) at South Seattle College either “agree” or “strongly agree” that they recognize that Guided Pathway efforts are intended to result in deep institutional change.

I believe Guided Pathway reforms will have positive and long - lasting impacts for students at South.

Response	Percent	n
Strongly Disagree	2.1 %	4
Disagree	10.1 %	19
Neither agree nor disagree	36.0 %	68
Agree	32.8 %	62
Strongly agree	19.0 %	36
Mean	3.57	189

41.8 %

Over four in ten respondents (41.8 %) either “agree” or “strongly agree” that they believe Guided Pathway reforms will have positive and long - lasting impacts for students at South Seattle College.

Detailed Findings – South Seattle

It is clear that Guided Pathway reforms align with our college’s mission fulfillment.		
Response	Percent	n
Strongly Disagree	1.1 %	2
Disagree	8.5 %	16
Neither agree nor disagree	34.6 %	65
Agree	34.6 %	65
Strongly agree	21.3 %	40
Mean	3.66	188

55.9 %

Over half of respondents (55.9 %) at South Seattle College either “agree” or “strongly agree” that it is clear that Guided Pathway reforms align with our college’s mission fulfillment.

The extent to which the college environment supports you doing your job effectively.		
Response	Percent	n
Strongly Disagree	4.2 %	8
Disagree	15.8 %	30
Neither agree nor disagree	14.2 %	27
Agree	56.3 %	107
Strongly agree	9.5 %	18
Mean	3.51	190

65.8 %

Nearly two – thirds of respondents (65.8 %) at South Seattle College either “agree” or “strongly agree” that the college environment supports them doing their job effectively.

Detailed Findings – South Seattle

The current facilities on campus meets our educational needs.

Response	Percent	n
Strongly Disagree	4.8 %	9
Disagree	21.2 %	40
Neither agree nor disagree	31.2 %	59
Agree	38.1 %	72
Strongly agree	4.8 %	9
Mean	3.17	189

42.9 %

Over four in ten respondents (42.9 %) at South Seattle College either “agree” or “strongly agree” that the current facilities on campus meets our educational needs.

The extent to which your job responsibilities are clearly communicated.

Response	Percent	n
Very Dissatisfied	1.1 %	2
Dissatisfied	7.4 %	14
Neither satisfied nor dissatisfied	11.6 %	22
Satisfied	56.8 %	108
Very Satisfied	23.2 %	44
Mean	3.94	190

80.0 %

Eight in ten respondents (80.0 %) at South Seattle College are either “satisfied” or “very satisfied” with the extent to which their job responsibilities are clearly communicated.

Detailed Findings – South Seattle

The extent to which your performance expectations are clearly communicated.		
Response	Percent	n
Very Dissatisfied	1.1 %	2
Dissatisfied	5.8 %	11
Neither satisfied nor dissatisfied	17.5 %	33
Satisfied	53.4 %	101
Very Satisfied	22.2 %	42
Mean	3.90	189

75.6 %

Over seven in ten respondents (75.6 %) at South Seattle College are either “satisfied” or “very satisfied” with the extent to which their performance expectations are clearly communicated.

Your working relationship with your immediate supervisor.		
Response	Percent	n
Very Dissatisfied	2.1 %	4
Dissatisfied	7.9 %	15
Neither satisfied nor dissatisfied	11.1 %	21
Satisfied	35.3 %	67
Very Satisfied	43.7 %	83
Mean	4.11	190

79.0 %

Nearly eight in ten respondents (79.0 %) at South Seattle College are either “satisfied” or “very satisfied” with their working relationship with their immediate supervisor.

Detailed Findings – South Seattle

The extent to which you feel supported and encouraged by your immediate supervisor to develop new ideas and innovations.		
Response	Percent	n
Very Dissatisfied	3.2 %	6
Dissatisfied	8.4 %	16
Neither satisfied nor dissatisfied	16.8 %	32
Satisfied	30.0 %	57
Very Satisfied	41.6 %	79
Mean	3.98	190

71.6 %

Over seven in ten respondents (71.6 %) at South Seattle College are either “satisfied” or “very satisfied” with the extent to which they feel supported and encouraged by their immediate supervisor to develop new ideas and innovations.

The extent to which your immediate supervisor listens to your concerns		
Response	Percent	n
Very Dissatisfied	2.6 %	5
Dissatisfied	10.1 %	19
Neither satisfied nor dissatisfied	13.2 %	25
Satisfied	33.9 %	64
Very Satisfied	40.2 %	76
Mean	3.99	189

74.1 %

Over seven in ten respondents (74.1 %) at South Seattle College are either “satisfied” or “very satisfied” with the extent to which their immediate supervisor listens to their concerns.

Detailed Findings – North Seattle

Please indicate your level of agreement with the statement: "North Seattle College is welcoming to all persons."		
Response	Percent	n
Strongly Disagree	2.9 %	5
Disagree	5.8 %	10
Neither Agree Nor Disagree	8.2 %	14
Agree	48.5 %	83
Strongly Agree	34.5 %	59
Mean	4.06	171

83.0 %

Over eight in ten of respondents (83.0 %) either "agree" or "strongly agree" that North Seattle College is welcoming to all persons.

Please indicate your level of agreement with the statement: "I have been able to apply new knowledge I obtained through professional development activities to my work at North Seattle College."		
Response	Percent	n
Strongly Disagree	2.9 %	5
Disagree	7.1 %	12
Neither Agree Nor Disagree	10.0 %	17
Agree	45.9 %	78
Strongly Agree	34.1 %	58
Mean	4.01	170

80.0 %

Eight in ten of respondents (80.0 %) either "agree" or "strongly agree" that have been able to apply new knowledge they obtained through professional development activities to their work at North Seattle College.

Detailed Findings – North Seattle

Please indicate your level of satisfaction with the following: Diversity efforts at North Seattle College		
Response	Percent	n
Very Dissatisfied	3.6 %	6
Dissatisfied	5.9 %	10
Neither satisfied nor dissatisfied	20.7 %	35
Satisfied	40.2 %	68
Very Satisfied	29.6 %	50
Mean	3.87	169

69.8 %



Approximately seven in ten of North Seattle College respondents (69.8 %) indicate that they are either “satisfied” or “very satisfied” with diversity efforts at North Seattle College.

Please indicate your level of satisfaction with the following: North Seattle College's commitment to diversity in hiring.		
Response	Percent	n
Very Dissatisfied	3.0 %	5
Dissatisfied	8.9 %	15
Neither satisfied nor dissatisfied	29.6 %	50
Satisfied	35.5 %	60
Very Satisfied	23.1 %	39
Mean	3.67	169

58.6 %



Nearly six in ten of North Seattle College respondents (58.6 %) indicate that they are either “satisfied” or “very satisfied” with the college’s commitment to diversity in hiring.

Detailed Findings – North Seattle

Please indicate your level of satisfaction with ... Current availability of food services and attempts to provide food service options to campus		
Response	Percent	n
Very Dissatisfied	19.4 %	31
Dissatisfied	29.4 %	47
Neither satisfied nor dissatisfied	21.3 %	34
Satisfied	23.8 %	38
Very Satisfied	6.3 %	10
Mean	2.68	160

30.1 %



Approximately three in ten of North Seattle College respondents (30.1 %) indicate that they are either “satisfied” or “very satisfied” with current availability of food services and attempts to provide food service options to campus.

Please indicate your level of satisfaction with ... Access to and distribution of information about Department of Transportation projects that impact campus		
Response	Percent	n
Very Dissatisfied	2.5 %	4
Dissatisfied	8.1 %	13
Neither satisfied nor dissatisfied	20.5 %	33
Satisfied	46.0 %	74
Very Satisfied	23.0 %	37
Mean	3.79	161

69.0 %



Nearly seven in ten of North Seattle College respondents (69.0 %) indicate that they are either “satisfied” or “very satisfied” with Access to and distribution of information about Department of Transportation projects that impact the campus.

Detailed Findings – North Seattle

Please indicate your level of satisfaction with ... Campus-specific crisis communication (including inclement weather and local/state/federal emergencies)		
Response	Percent	n
Very Dissatisfied	4.3 %	7
Dissatisfied	7.9 %	13
Neither satisfied nor dissatisfied	17.7 %	29
Satisfied	41.5 %	68
Very Satisfied	28.7 %	47
Mean	3.82	164

70.2 %

Over seven in ten of North Seattle College respondents (70.2 %) indicate that they are either “satisfied” or “very satisfied” with campus - specific crisis communication.

Please indicate your level of satisfaction with ... Current campus wayfinding (directions and signs)		
Response	Percent	n
Very Dissatisfied	21.7 %	36
Dissatisfied	39.2 %	65
Neither satisfied nor dissatisfied	18.1 %	30
Satisfied	16.3 %	27
Very Satisfied	4.8 %	8
Mean	2.43	166

21.1 %

Over two in ten of North Seattle College respondents (21.1 %) indicate that they are either “satisfied” or “very satisfied” with current campus wayfinding.

Detailed Findings – North Seattle

Please indicate your level of satisfaction with ... The process and communication related to campus wayfinding improvement (directions and signs)		
Response	Percent	n
Very Dissatisfied	10.1 %	16
Dissatisfied	31.0 %	49
Neither satisfied nor dissatisfied	27.2 %	43
Satisfied	24.7 %	39
Very Satisfied	7.0 %	11
Mean	2.87	158

31.7 %

Over three in ten of North Seattle College respondents (31.7 %) indicate that they are either “satisfied” or “very satisfied” with the process and communication related to campus wayfinding

Please indicate your level of satisfaction with ... Knowledge about how to access district policies and procedures		
Response	Percent	n
Very Dissatisfied	6.7 %	11
Dissatisfied	20.7 %	34
Neither satisfied nor dissatisfied	30.5 %	50
Satisfied	32.3 %	53
Very Satisfied	9.8 %	16
Mean	3.18	164

42. %

Over four in ten of North Seattle College respondents (42.1 %) indicate that they are either “satisfied” or “very satisfied” with their ... knowledge about how to access district policies and procedures

Detailed Findings – North Seattle

Please indicate your level of satisfaction with ... Guidance in how district policies and procedures impact your job		
Response	Percent	n
Very Dissatisfied	8.5 %	14
Dissatisfied	24.8 %	41
Neither satisfied nor dissatisfied	32.1 %	53
Satisfied	25.5 %	42
Very Satisfied	9.1 %	15
Mean	3.02	165

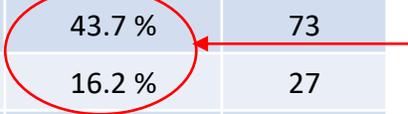
34.6 %



Over one third of North Seattle College respondents (34.6 %) indicate that they are either “satisfied” or “very satisfied” with the guidance they receive on how district policies and procedures impact their job.

I am aware of the breadth of services provided by and location of Department of Social and Health Services (DSHS) services available on the NSC campus.		
Response	Percent	n
Strongly Disagree	4.2 %	7
Disagree	16.8 %	28
Neither Agree nor Disagree	19.2 %	32
Agree	43.7 %	73
Strongly Agree	16.2 %	27
Mean	3.51	167

59.9 %



Nearly six in ten of North Seattle College respondents (59.9 %) indicate that they are either “agree” or “strongly agree” that they are aware of the breadth of services provided by and location of Department of Social and Health Services (DSHS) services available on the NSC campus .

Detailed Findings – North Seattle

Approximately how many community-building activities have you engaged in during the current academic year (i.e. Trivia in The Grove, department potlucks, attending a performance in Stage One, and other events that are not professional development or equity, diversity, and inclusion related)?

Response	Percent	n
None	20.7 %	35
One to Three	46.7 %	79
Four to Six	18.3 %	31
Seven to Nine	8.9 %	15
10 or More	5.3 %	9
Total	100.0 %	169

79.3 %

Nearly eight in ten respondents (79.3 %) indicate that they have engaged in at least one community – building activity during the current academic year at North Seattle College.

Have your job responsibilities and task expectations remained stable or have you taken on additional duties and responsibilities in the past 12 months?

Response	Percent	n
I have taken on additional duties and responsibilities.	65.5 %	108
My job responsibilities and task expectations have remained stable.	34.5 %	57
Total	100.0 %	165

Nearly two – thirds of respondents (65.5 %) indicate that they have taken on additional duties and responsibilities in the past 12 months at North Seattle College.

Detailed Findings – Seattle Central

How familiar are you with Seattle (Guided) Pathways?		
Response	Percent	n
Very Unfamiliar	9.2 %	20
Somewhat Unfamiliar	16.1 %	35
Somewhat Familiar	53.5 %	116
Very Familiar	21.2 %	46
Total	100.0 %	217

74.7 %

Nearly three in four respondents (74.7 %) at Seattle Central College indicate that they are either “somewhat familiar” or “very familiar” with Seattle (Guided) Pathways.

How satisfied were you with professional development opportunities offered by Seattle Central over the past year?		
Response	Percent	n
Very Dissatisfied	2.6 %	6
Dissatisfied	11.2 %	26
Neutral	38.8 %	90
Satisfied	37.5 %	87
Very Satisfied	9.9 %	23
Mean	3.41	232

47.4 %

Nearly half of respondents (47.4 %) at Seattle Central College indicate that they are either “satisfied” or “very satisfied” with professional development opportunities offered by Seattle Central over the past year.

Detailed Findings – Seattle Central

How familiar are you with the role of Inclusion Advocates (IAs) in the hiring process?		
Response	Percent	n
Very Unfamiliar	18.5 %	38
Somewhat Unfamiliar	18.5 %	38
Somewhat Familiar	38.0 %	78
Very Familiar	24.9 %	51
Total	100.0 %	205

62.9 %

Over six in ten respondents (62.9 %) at Seattle Central College indicate that they are either “somewhat familiar” or “very familiar” with the role of Inclusion Advocates (IAs) in the hiring process.

To what extent are you satisfied with the use of Inclusion Advocates (IAs) in the hiring process?		
Response	Percent	n
Very Dissatisfied	3.8 %	5
Dissatisfied	4.5 %	6
Neutral	45.9 %	61
Satisfied	33.1 %	44
Very Satisfied	12.8 %	17
Mean	3.47	133

45.9 %

Over four in ten (45.9 %) at Seattle Central College indicate that they are either “satisfied” or “very satisfied” with the use of Inclusion Advocates (IAs) in the hiring process.

Detailed Findings – Seattle Central

Belief about Inclusion Advocate - leading to diversifying the workforce on our campus?		
Response	Percent	n
Strongly Disagree	5.9 %	6
Somewhat Disagree	10.9 %	11
Somewhat Agree	55.4 %	56
Strongly Agree	27.7 %	28
Total	100.0 %	101

83.1 %

Over eight in ten respondents (83.1 %) at Seattle Central College indicate that they are either “somewhat agree” or “strongly agree” that the use of Inclusion Advocates (IAs) in the hiring process is leading to diversifying the work force.

Belief about Inclusion Advocate - making the hiring process more equitable?		
Response	Percent	n
Strongly Disagree	5.7 %	6
Somewhat Disagree	9.5%	10
Somewhat Agree	48.6 %	51
Strongly Agree	36.2 %	38
Total	100.0 %	105

84.8 %

Over eight in ten respondents (84.8 %) at Seattle Central College indicate that they are either “somewhat agree” or “strongly agree” that the use of Inclusion Advocates (IAs) in the hiring process is making the hiring process more equitable.

Detailed Findings – Seattle Central

Satisfaction with communications received via email - Communication from the college President		
Response	Percent	n
Very Dissatisfied	1.7 %	4
Dissatisfied	5.2 %	12
Neutral	16.6 %	38
Satisfied	47.6 %	109
Very Satisfied	28.8 %	66
Mean	3.97	229

76.4 %

Over three in four respondents (76.4 %) at Seattle Central College indicate that they are either “satisfied” or “very satisfied” with the communications they receive from the college President.

Satisfaction with communications received via email - Communication from your supervisor		
Response	Percent	n
Very Dissatisfied	3.9 %	9
Dissatisfied	7.9 %	18
Neutral	17.5 %	40
Satisfied	33.6 %	77
Very Satisfied	37.1 %	85
Mean	3.92	229

70.7 %

Over seven in ten respondents (70.7 %) at Seattle Central College indicate that they are either “satisfied” or “very satisfied” with the communications they receive from their supervisor.

Detailed Findings – Seattle Central

Satisfaction with communications received via email - Communication from other employees		
Response	Percent	n
Very Dissatisfied	4.8 %	11
Dissatisfied	5.3 %	12
Neutral	26.9 %	61
Satisfied	45.8 %	104
Very Satisfied	17.2 %	39
Mean	3.65	227

63.0 %

Over six in ten respondents (63.0 %) at Seattle Central College indicate that they are either “satisfied” or “very satisfied” with the communications they receive from other employees.

Satisfaction with communications received via email - Communication from the campus Public Information Office		
Response	Percent	n
Very Dissatisfied	2.6 %	6
Dissatisfied	7.5 %	17
Neutral	34.6 %	79
Satisfied	40.4 %	92
Very Satisfied	14.9 %	34
Mean	3.57	228

55.3 %

Over half of respondents (55.3 %) at Seattle Central College indicate that they are either “satisfied” or “very satisfied” with the communications they receive from the campus public information officer.

Detailed Findings – Seattle Central

Ranked Preference for getting information		
Response	Mean Rank	n
College email	1.36	200
Website	2.69	188
E-newsletter	3.07	181
Print newsletter	4.87	180
Text message	4.06	183
Social media	4.90	184

The channel of communication for getting information that received the highest mean rating among Seattle Central College respondents was “college email.”

How many times per week would you like to get communications ... from the college? (check one)		
Response	Percent	n
Daily	6.6 %	15
Semi - weekly	18.6 %	42
Weekly	48.7 %	110
Whenever there is news	26.1 %	59
Total	100.0 %	226

The most preferred frequency for receiving communication from Seattle Central College was “weekly.”