

CENTRAL OREGON COMMUNITY COLLEGE
CAMPUS CLIMATE SURVEY
 2005, 2007, 2009, 2011 and 2013

The Campus Climate Survey is administered by the Organizational Development Committee every other year. The survey was disseminated in a paper format prior to Spring 2005 when the survey was revised and disseminated online.

**Ratings for all five survey years provided on a 6 point scale with 6 being the strongest agreement.
 Percentages based on total number responding to each question**

RESPONDENTS

	2005	2007	2009	2011	2013
Total Respondents	141	156	181	157	220
Response Rate	34.2%	34.5%	33.5%	27.3%	35.0%
Primary Role					
Faculty/Instructor	57 (40.4%)	59 (37.8%)	35 (26.1%)	28 (28.0%)	100 (45.5%)
Administrator	29 (20.6%)	41 (26.3%)	40 (29.9%)	32 (32.0%)	59 (26.9%)
Classified	55 (39.0%)	50 (32.1%)	59 (44.0%)	40 (40.0%)	61 (27.7%)
Did Not Identify	0 (0.0%)	6 (3.8%)			
Full-Time / Part-Time					
Full-Time	114 (80.9%)	114 (73.1%)	104 (77.0%)	79 (78.2%)	141 (64.1%)
Part-Time	19 (13.5%)	29 (18.6%)	22 (16.3%)	21 (20.8%)	49 (22.3%)
Part-Time / no benefits	8 (5.7%)	7 (4.5%)	9 (6.7%)	1 (1.0%)	30 (13.6%)
Did Not Identify	0 (0.0%)	6 (3.8%)			
Number of Years at COCC					
Less than 1 year	15 (10.6%)	20 (12.8%)	20 (14.8%)	9 (8.9%)	18 (8.2%)
1 to 5 years	39 (27.7%)	45 (28.8%)	52 (38.5%)	41 (40.6%)	93 (42.3%)
6 to 10 years	41 (29.1%)	39 (25.0%)	29 (21.5%)	23 (22.8%)	52 (23.6%)
11 to 20 years	35 (24.8%)	31 (19.9%)	25 (18.5%)	20 (19.8%)	44 (20.0%)
More than 20 years	11 (7.8%)	13 (8.3%)	9 (6.7%)	8 (7.9%)	13 (5.9%)
Did Not Identify	0 (0.0%)	8 (5.1%)			

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FEELING VALUED

Feeling Valued - Overall Rating

RATE (6pt.)	2005	2007	2009	2011	2013
	4.85	4.95	5.04	4.81	4.78

(1) I receive adequate recognition from my department for doing a good job

Year	RATE (6pt.)	Strongly Agree	Agree	Mildly Agree	Mildly Disagree	Disagree	Strongly Disagree
2005	4.70	34 (24.5%)	63 (45.3%)	24 (17.3%)	6 (4.3%)	8 (5.8%)	4 (2.9%)
2007	4.85	50 (32.5%)	67 (43.5%)	19 (12.3%)	6 (3.9%)	6 (3.9%)	6 (3.9%)
2009	2.00	61 (33.7%)	73 (40.3%)	23 (12.7%)	9 (5.0%)	8 (4.4%)	7 (3.9%)
2011	4.00	40 (25.6%)	56 (35.9%)	30 (19.2%)	14 (9.0%)	8 (5.1%)	8 (5.1%)
2013	4.54	61 (28.1%)	82 (37.8%)	31 (14.3%)	17 (7.8%)	10 (4.6%)	15 (6.9%)

(2) I regularly recognize (congratulate) my coworkers for doing their job well.

Year	RATE (6pt.)	Strongly Agree	Agree	Mildly Agree	Mildly Disagree	Disagree	Strongly Disagree
2005	4.96	32 (23.2%)	75 (54.3%)	27 (19.6%)	2 (1.4%)	2 (1.4%)	0 (0.0%)
2007	4.93	36 (23.7%)	81 (53.3%)	26 (17.1%)	6 (3.9%)	3 (2.0%)	0 (0.0%)
2009	5.03	47 (26.3%)	97 (54.2%)	29 (16.2%)	5 (2.8%)	1 (.6%)	0 (0.0%)
2011	5.01	38 (24.4%)	87 (55.8%)	27 (17.3%)	2 (1.3%)	2 (1.3%)	0 (0.0%)
2013	4.90	59 (27.2%)	110 (50.7%)	35 (16.1%)	3 (1.4%)	5 (2.3%)	1 (0.5%)

(3) I am satisfied with my job.

Year	RATE (6pt.)	Strongly Agree	Agree	Mildly Agree	Mildly Disagree	Disagree	Strongly Disagree
2005	4.75	35 (24.8%)	66 (46.8%)	22 (15.6%)	8 (5.7%)	8 (5.7%)	2 (1.4%)
2007	4.88	43 (27.9%)	73 (47.4%)	23 (14.9%)	9 (5.8%)	3 (1.9%)	3 (1.9%)
2009	4.99	64 (35.4%)	76 (42.0%)	26 (14.4%)	6 (3.3%)	8 (4.4%)	1 (0.6%)
2011	4.69	39 (25.0%)	67 (42.9%)	28 (17.9%)	11 (7.1%)	7 (4.5%)	4 (2.6%)
2013	4.75	65 (30.0%)	85 (39.2%)	37 (17.1%)	15 (6.9%)	9 (4.1%)	5 (2.3%)

Ratings for all five survey years provided on a 6 point scale with 6 being the strongest agreement.
 Percentages based on total number responding to each question

FEELING VALUED (continued)

(4) I feel COCC is a good place to work.

Year	RATE (6pt.)	Strongly Agree	Agree	Mildly Agree	Mildly Disagree	Disagree	Strongly Disagree
2005	4.98	46 (32.6%)	60 (42.6%)	27 (19.1%)	3 (2.1%)	4 (2.8%)	1 (0.7%)
2007	5.14	64 (41.6%)	63 (40.9%)	18 (11.7%)	3 (1.9%)	5 (3.2%)	1 (0.6%)
2009	5.31	89 (49.4%)	68 (37.8%)	16 (8.9%)	5.0 (2.8%)	1 (.6%)	1 (0.6%)
2011	5.03	64 (41.0%)	58 (37.2%)	18 (11.5%)	8 (5.1%)	7 (4.5%)	1 (0.6%)
2013	5.04	85 (39.4%)	82 (38.0%)	30 (13.9%)	13 (6.0%)	4 (1.9%)	2 (0.9%)

(5) Diverse backgrounds and perspectives are valued at COCC

Year	RATE (6pt.)	Strongly Agree	Agree	Mildly Agree	Mildly Disagree	Disagree	Strongly Disagree
2005							
2007							
2009							
2011							
2013	4.80	59 (27.3%)	99 (45.8%)	36 (16.7%)	11 (5.1%)	5 (2.3%)	5 (2.3%)

(6) My direct supervisor recognizes and values the diversity that exists in our unit

Year	RATE (6pt.)	Strongly Agree	Agree	Mildly Agree	Mildly Disagree	Disagree	Strongly Disagree
2005							
2007							
2009							
2011							
2013	4.67	73 (33.8%)	81 (37.5%)	32 (14.8%)	7 (3.2%)	5 (2.3%)	11 (5.1%)

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SENSE OF CONNECTION

Sense of Connection - Overall Rating

RATE (6pt.)	2005	2007	2009	2011	2013
	4.31	4.54	4.57	4.52	4.45

(7) I understand and support the mission of COCC.

Year	RATE (6pt.)	Strongly Agree	Agree	Mildly Agree	Mildly Disagree	Disagree	Strongly Disagree
2005	5.07	43 (31.4%)	71 (51.8%)	18 (13.1%)	2 (1.5%)	0 (0.0%)	3 (2.2%)
2007	5.13	53 (34.2%)	78 (50.3%)	18 (11.6%)	3 (1.9%)	3 (1.9%)	0 (0.0%)
2009	5.25	69 (38.5%)	92 (51.4)	15 (8.4%)	0 (0.0%)	2 (1.1%)	1 (0.6%)
2011	5.23	58 (37.4%)	78 (50.3%)	16 (10.3%)	2 (1.3%)	1 (.6%)	0 (0.0%)
2013	5.28	88 (41.1%)	102 (47.7%)	20 (9.3%)	3 (1.4%)	1 (0.5%)	0 (0.0%)

(8) I am well informed about changes at COCC.

Year	RATE (6pt.)	Strongly Agree	Agree	Mildly Agree	Mildly Disagree	Disagree	Strongly Disagree
2005	4.41	15 (10.8%)	60 (43.2%)	42 (30.2%)	14 (10.1%)	5 (3.6%)	3 (2.2%)
2007	4.62	25 (16.0%)	76 (48.7%)	32 (20.5%)	17 (10.9%)	5 (3.2%)	1 (0.6%)
2009	4.62	32 (17.7%)	82 (45.3%)	46 (25.4%)	11 (6.1%)	7 (3.9%)	3 (1.7%)
2011	4.62	28 (17.9%)	70 (44.9%)	39 (25.0%)	11 (7.1%)	6 (3.8%)	2 (1.3%)
2013	4.55	36 (16.8%)	92 (43.0%)	59 (27.6%)	12 (5.6%)	10 (4.7%)	5 (2.3%)

(9) Information about the changes at COCC is readily available.

Year	RATE (6pt.)	Strongly Agree	Agree	Mildly Agree	Mildly Disagree	Disagree	Strongly Disagree
2005	4.37	20 (14.5%)	51 (37.0%)	43 (31.2%)	12 (8.7%)	8 (5.8%)	4 (2.9%)
2007	4.66	26 (16.9%)	77 (50.0%)	30 (19.5%)	16 (10.4%)	4 (2.6%)	1 (0.6%)
2009	4.64	35 (19.6%)	80 (44.7%)	40 (22.3%)	14 (7.8%)	9 (5.0%)	1 (0.6%)
2011	4.53	27 (17.3%)	61 (39.1%)	46 (29.5%)	12 (7.7%)	9 (5.8%)	1 (0.6%)
2013	4.42	30 (14.2%)	85 (40.1%)	67 (31.6%)	11 (5.2%)	14 (6.6%)	4 (1.9%)

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SENSE OF CONNECTION (continued)

(10) "Outlook" allows me to feel connected to the College.

Year	RATE (6pt.)	Strongly Agree	Agree	Mildly Agree	Mildly Disagree	Disagree	Strongly Disagree
2005	4.65	30 (21.6%)	61 (43.9%)	32 (23.0%)	7 (5.0%)	4 (2.9%)	5 (3.6%)
2007	4.76	40 (26.5%)	61 (40.4%)	35 (23.2%)	8 (5.3%)	3 (2.0%)	4 (2.6%)
2009	4.86	43 (25.1%)	84 (49.1%)	30 (17.5%)	8 (4.7%)	3 (1.8%)	3 (1.8%)
2011	4.78	37 (24.2%)	71 (46.4%)	29 (19.0%)	7 (4.6%)	8 (5.2%)	1 (0.7%)
2013	4.53	40 (18.9%)	85 (40.1%)	58 (27.4%)	15 (7.1%)	8 (3.8%)	3 (1.4%)

(11) The administration encourages teamwork between departments.

Year	RATE (6pt.)	Strongly Agree	Agree	Mildly Agree	Mildly Disagree	Disagree	Strongly Disagree
2005	3.78	8 (6.0%)	32 (24.1%)	45 (33.8%)	26 (19.5%)	15 (11.3%)	7 (5.3%)
2007	4.04	12 (8.0%)	53 (35.3%)	40 (26.7%)	25 (16.7%)	14 (9.3%)	6 (4.0%)
2009	4.16	21 (12.4%)	53 (31.2%)	54 (31.8%)	24 (14.1%)	11 (6.5%)	7 (4.1%)
2011	4.01	17 (12.0%)	38 (26.8%)	47 (33.1%)	19 (13.4%)	12 (8.5%)	9 (6.3%)
2013	3.69	21 (9.9%)	53 (25.0%)	68 (32.1%)	25 (11.8%)	16 (7.5%)	15 (7.1%)

(12) The College offers campus wide activities that promote a sense of community.

Year	RATE (6pt.)	Strongly Agree	Agree	Mildly Agree	Mildly Disagree	Disagree	Strongly Disagree
2005	3.95	10 (7.2%)	43 (31.2%)	40 (29.0%)	25 (18.1%)	15 (10.9%)	5 (3.6%)
2007	4.23	10 (6.6%)	63 (41.7%)	47 (31.1%)	18 (11.9%)	9 (6.0%)	4 (2.6%)
2009	4.31	27 (15.4%)	56 (32.0%)	60 (34.3%)	14 (8.0%)	12 (6.9%)	6 (3.4%)
2011	4.32	15 (9.7%)	62 (40.3%)	52 (33.8%)	15 (9.7%)	3 (1.9%)	7 (4.5%)
2013	4.41	36 (17.0%)	91 (42.9%)	50 (23.6%)	16 (7.5%)	8 (3.8%)	5 (2.4%)

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SENSE OF CONNECTION (continued)

(13) I have opportunities to participate in the programs sponsored by COCC (diversity, wellness, professional development, etc.)

Year	RATE (6pt.)	Strongly Agree	Agree	Mildly Agree	Mildly Disagree	Disagree	Strongly Disagree
2005							
2007							
2009							
2011							
2013	4.67	58 (27.4%)	83 (39.2%)	41 (19.63%)	13 (6.1%)	7 (3.3%)	9 (4.2%)

(14) I would feel comfortable and safe bringing forward a complaint (i.e.:harassment, safety issues, policy violations, etc.)

Year	RATE (6pt.)	Strongly Agree	Agree	Mildly Agree	Mildly Disagree	Disagree	Strongly Disagree
2005							
2007							
2009							
2011							
2013	4.35	53 (25.0%)	72 (34.0%)	41 (19.3%)	16 (7.5%)	11 (5.2%)	19 (9.0%)

(15) There are processes in place for me to be involved in decision making and problem solving.

Year	RATE (6pt.)	Strongly Agree	Agree	Mildly Agree	Mildly Disagree	Disagree	Strongly Disagree
2005	4.02	14 (10.1%)	49 (35.3%)	36 (25.9%)	16 (11.5%)	14 (10.1%)	10 (7.2%)
2007	4.38	19 (12.4%)	61 (39.9%)	45 (29.4%)	18 (11.8%)	7 (4.6%)	3 (2.0%)
2009	4.21	21 (11.7%)	65 (36.3%)	56 (31.3%)	17 (9.5%)	7 (3.9%)	13 (7.3%)
2011	4.15	20 (12.9%)	54 (34.8%)	42 (27.1%)	17 (11.0%)	13 (8.4%)	9 (5.8%)
2013	4.13	33 (15.6%)	71 (33.5%)	56 (26.4%)	19 (9.0%)	16 (7.5%)	13 (6.1%)

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VIBRANT INNOVATIVE CLIMATE

Vibrant Innovative Climate - Overall Rating

RATE (6pt.)	2005	2007	2009	2011	2013
	4.38	4.64	4.64	4.34	4.46

(16) The College encourages innovation and the exchange of ideas.

Year	RATE (6pt.)	Strongly Agree	Agree	Mildly Agree	Mildly Disagree	Disagree	Strongly Disagree
2005	4.18	14 (10.3%)	49 (36.0%)	40 (29.4%)	19 (14.0%)	9 (6.6%)	5 (3.7%)
2007	4.39	19 (12.3%)	65 (41.9%)	48 (31.0%)	10 (6.5%)	6 (3.9%)	7 (4.5%)
2009	4.37	19 (10.6%)	78 (43.6%)	48 (26.8%)	22 (12.3%)	9 (5.0%)	3 (1.7%)
2011	4.21	16 (10.4%)	63 (40.9%)	39 (25.3%)	18 (11.7%)	10 (6.5%)	8 (5.2%)
2013	4.32	25 (11.8%)	90 (42.5%)	59 (27.8%)	15 (7.1%)	14 (6.6%)	7 (3.3%)

(17) I am comfortable communicating within my department in an open and honest manner.

Year	RATE (6pt.)	Strongly Agree	Agree	Mildly Agree	Mildly Disagree	Disagree	Strongly Disagree
2005	4.84	54 (38.3%)	50 (35.5%)	15 (10.6%)	9 (6.4%)	8 (5.7%)	5 (3.5%)
2007	4.94	62 (39.7%)	56 (35.9%)	19 (12.2%)	9 (5.8%)	5 (3.2%)	5 (3.2%)
2009	4.99	77 (42.5%)	59 (32.6%)	26 (14.4%)	9 (5.0%)	5 (2.8%)	5 (2.8%)
2011	4.72	53 (34.0%)	54 (34.6%)	20 (12.8%)	16 (10.3%)	8 (5.1%)	5 (3.2%)
2013	4.83	76 (35.5%)	81 (37.9%)	26 (12.1%)	13 (6.1%)	12 (5.6%)	6 (2.8%)

(18) My department receives sufficient resources to do our best work.

Year	RATE (6pt.)	Strongly Agree	Agree	Mildly Agree	Mildly Disagree	Disagree	Strongly Disagree
2005	3.93	12 (8.6%)	46 (32.9%)	35 (25.0%)	21 (15.0%)	19 (13.6%)	7 (5.0%)
2007	4.24	13 (8.5%)	72 (47.1%)	34 (22.2%)	14 (9.2%)	13 (8.5%)	7 (4.6%)
2009	4.27	18 (10.0%)	76 (42.2%)	48 (26.7%)	19 (10.6%)	12 (6.7%)	7 (3.9%)
2011	3.87	12 (7.8%)	55 (35.9%)	37 (24.2%)	13 (8.5%)	22 (14.4%)	14 (9.2%)
2013	3.95	23 (10.7%)	74 (34.6%)	48 (22.4%)	30 (14.0%)	22 (10.3%)	12 (5.6%)

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VIBRANT INNOVATIVE CLIMATE (continued)

(19) I feel supported and allowed to be innovative.

Year	RATE (6pt.)	Strongly Agree	Agree	Mildly Agree	Mildly Disagree	Disagree	Strongly Disagree
2005	4.44	31 (22.1%)	47 (33.6%)	32 (22.9%)	18 (12.9%)	6 (4.3%)	6 (4.3%)
2007	4.72	38 (24.5%)	73 (47.1%)	24 (15.5%)	8 (5.2%)	7 (4.5%)	5 (3.2%)
2009	4.74	52 (28.9%)	70 (38.9%)	35 (19.4%)	11 (6.1%)	6 (3.3%)	6 (3.3%)
2011	4.33	31 (19.9%)	58 (37.2%)	33 (21.2%)	11 (7.1%)	12 (7.7%)	11 (7.1%)
2013	4.46	51 (24.1%)	78 (36.8%)	37 (17.5%)	21 (9.9%)	15 (7.1%)	8 (3.8%)

(20) I am given enough flexibility to be innovative and perform my job well.

Year	RATE (6pt.)	Strongly Agree	Agree	Mildly Agree	Mildly Disagree	Disagree	Strongly Disagree
2005	4.51	34 (24.3%)	49 (35.0%)	31 (22.1%)	13 (9.3%)	7 (5.0%)	6 (4.3%)
2007	4.86	45 (29.0%)	71 (45.8%)	25 (16.1%)	4 (2.6%)	7 (4.5%)	3 (1.9%)
2009	4.83	55 (30.4%)	78 (43.1%)	26 (14.4%)	11 (6.1%)	6 (3.3%)	5 (2.8%)
2011	4.55	41 (26.5%)	61 (39.4%)	26 (16.8%)	9 (5.8%)	6 (3.9%)	12 (7.7%)
2013	4.73	68 (32.1%)	73 (34.4%)	42 (19.8%)	18 (8.5%)	6 (2.8%)	6 (2.8%)

OPPORTUNITY FOR GROWTH

Opportunity for Growth - Overall Rating

RATE (6pt.)	2005	2007	2009	2011	2013
	4.43	4.72	4.73	4.42	4.37

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 Percentages based on total number responding to each question

OPPORTUNITY FOR GROWTH (continued)

(21) I feel encouraged to learn and grow at COCC

Year	RATE (6pt.)	Strongly Agree	Agree	Mildly Agree	Mildly Disagree	Disagree	Strongly Disagree
2005	4.49	28 (20.0%)	57 (40.7%)	24 (17.1%)	20 (14.3%)	9 (6.4%)	2 (1.4%)
2007	4.8	37 (23.9%)	77 (49.7%)	27 (17.4%)	3 (1.9%)	9 (5.8%)	2 (1.3%)
2009	4.84	52 (29.1%)	79 (44.1%)	27 (15.1%)	10 (5.5%)	10 (5.5%)	1 (0.6%)
2011	4.50	37 (23.6%)	63 (40.1%)	24 (15.3%)	17 (10.8%)	7 (4.5%)	9 (5.7%)
2013	4.57	51 (23.9%)	81 (38.0%)	46 (21.6%)	14 (6.6%)	15 (7.0%)	6 (2.8%)

(22) I receive appropriate (adequate) training to do my work.

Year	RATE (6pt.)	Strongly Agree	Agree	Mildly Agree	Mildly Disagree	Disagree	Strongly Disagree
2005	4.37	23 (16.5%)	54 (38.8%)	34 (24.5%)	12 (8.6%)	11 (7.9%)	5 (3.6%)
2007	4.71	27 (17.5%)	86 (55.8%)	24 (15.6%)	7 (4.5%)	6 (3.9%)	4 (2.6%)
2009	4.65	33 (18.3%)	87 (48.3%)	35 (19.4%)	16 (8.9%)	7 (3.9%)	2 (1.1%)
2011	4.29	18 (11.8%)	65 (42.5%)	41 (26.8%)	12 (7.8%)	7 (4.6%)	10 (6.5%)
2013	4.39	36 (17.0%)	87 (41.0%)	48 (22.6%)	17 (8.0%)	15 (7.1%)	7 (3.3%)

(23) I access available opportunities for training and growth.

Year	RATE (6pt.)	Strongly Agree	Agree	Mildly Agree	Mildly Disagree	Disagree	Strongly Disagree
2005	4.49	21 (15.0%)	60 (42.9%)	36 (25.7%)	13 (9.3%)	10 (7.1%)	0 (0.0%)
2007	4.82	31 (20.1%)	82 (53.2%)	31 (20.1%)	6 (3.9%)	0 (0.0%)	4 (2.6%)
2009	4.83	45 (25.6%)	81 (46.0%)	32 (18.2%)	13 (7.4%)	3 (1.7%)	2 (1.1%)
2011	4.68	28 (18.7%)	67 (44.7%)	44 (29.3%)	4 (2.7%)	4 (2.7%)	3 (2.0%)
2013	4.66	41 (19.3%)	98 (46.2%)	50 (23.6%)	11 (5.2%)	9 (4.2%)	1 (0.5%)

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 Percentages based on total number responding to each question

OPPORTUNITY FOR GROWTH (continued)

(24) My last evaluation provided information that helped me improve (my work) and grow.

Year	RATE (6pt.)	Strongly Agree	Agree	Mildly Agree	Mildly Disagree	Disagree	Strongly Disagree
2005	4.35	19 (14.6%)	52 (40.0%)	32 (24.6%)	15 (11.5%)	7 (5.4%)	5 (3.8%)
2007	4.52	20 (14.7%)	69 (50.7%)	25 (18.4%)	10 (7.4%)	8 (5.9%)	4 (2.9%)
2009	4.54	29 (18.6%)	64 (41.0%)	40 (25.6%)	14 (9.0%)	4 (2.6%)	5 (3.2%)
2011	4.15	18 (13.1%)	50 (36.5%)	34 (24.8%)	14 (10.2%)	12 (8.8%)	9 (6.6%)
2013	3.87	28 (13.2%)	77 (36.3%)	43 (20.3%)	22 (10.4%)	11 (5.2%)	7 (3.3%)