

2017 SVC Employee Vision Survey Results

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Fall quarter 2017 employee survey respondent demographics are reported in the first table of this document. Descriptive survey results are then grouped by question category on the following pages. Finally, a summary of the open ended responses for questions 12 through 15 is presented. Contact the SVC Office of Institutional Planning and Effectiveness (Evan.Picton@skagit.edu) for a selection of additional breakouts and views of 2017 employee survey results.

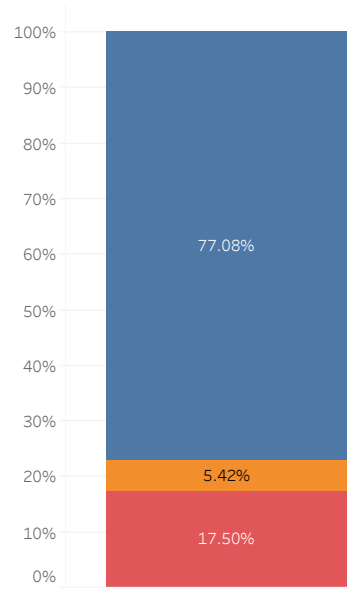
Respondent Demographics
Questions 1-11, College Vision and Mission Achievement
Question 12, Staff and Faculty - Diversity
Question 13, Staff and Faculty - Equity and Inclusion
Question 14, Work Environment
Question 15, Student Diversity
Question 16, Job Related Exclusion
Questions 12 -15, Summary of Text Box Comment Responses

2017 SVC Employee Vision Survey - Demographics of Respondents

Total Number of Respondents

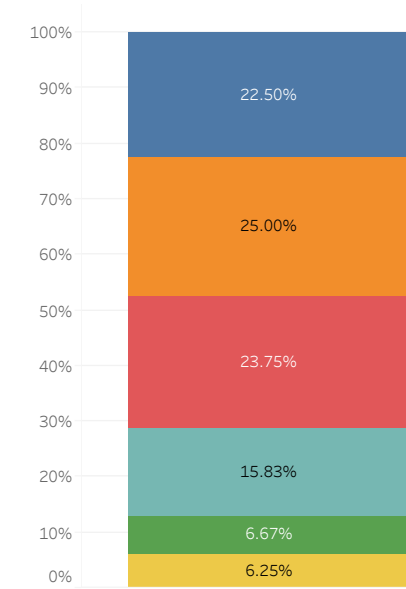
240

Worksite



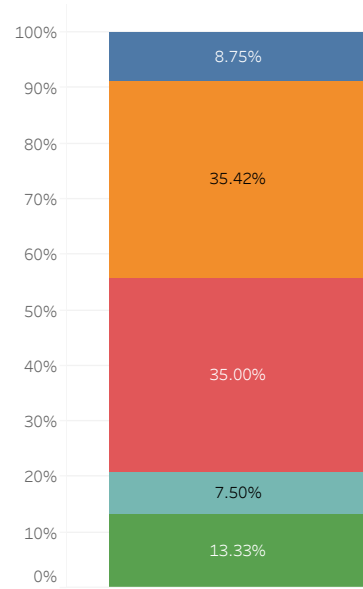
Primary worksite
 ■ Mount Vernon campus
 ■ No Response
 ■ Whidbey Island campus/Centers

Job Classification



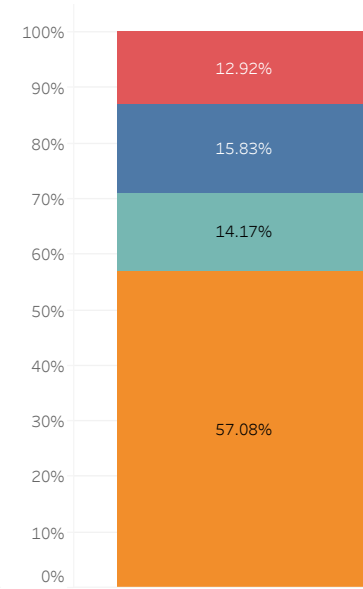
Job Classification
 ■ Administrative or professional exempt
 ■ Classified Staff
 ■ Faculty Full-Time
 ■ Faculty Part-Time
 ■ Hourly
 ■ No Response

Age



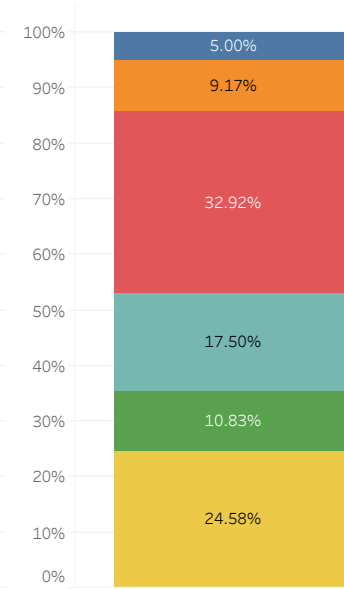
Age
 ■ 18-29
 ■ 30-49
 ■ 50-64
 ■ 65 or older
 ■ No response

Race



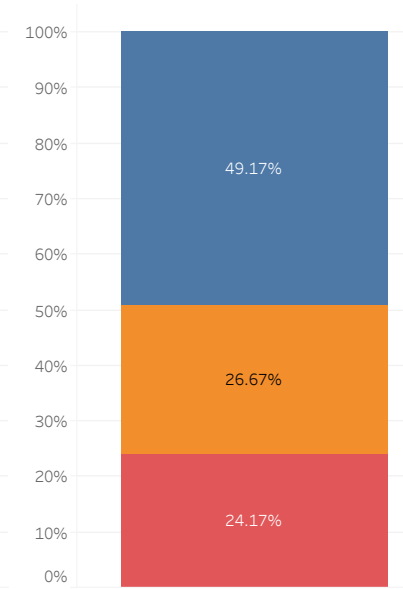
Race - White vs Other
 ■ No response
 ■ Other
 ■ Prefer not to say
 ■ White

Years Employed



Years employed
 ■ No Response
 ■ Less than 1 year
 ■ 1-5 years
 ■ 6-10 years
 ■ 11-15 years
 ■ More than 15 years

Gender



Gender- Male/Female/Other
 ■ Female
 ■ Male
 ■ Other

2017 Employee Survey Results Breakout Percentage and Count - Questions 1-11

Question	Demo Detail	Response_Categories				
		Very Poorly	Poorly	OK	Well	Very Well
1. Being dedicated to the success of our students?			4.3% 10	24.3% 57	40.4% 95	30.6% 72
2. Our work guided by a set of shared principles?		3.5% 8	6.1% 14	36.5% 84	35.7% 82	18.3% 42
3. Making decisions based on strategy and evidence?		4.5% 10	9.4% 21	38.8% 87	32.6% 73	14.7% 33
4. Being committed to quality?		3.0% 7	4.3% 10	33.3% 78	38.5% 90	20.9% 49
5. Being committed to innovation?		1.7% 4	7.0% 16	37.0% 85	37.0% 85	17.4% 40
6. Being committed to equity?		2.6% 6	7.8% 18	25.1% 58	36.4% 84	28.1% 65
7. Being committed to lifelong learning of students?		1.3% 3	3.6% 8	30.9% 69	40.4% 90	23.8% 53
8. Being committed to lifelong learning of employees?		5.3% 12	12.7% 29	32.5% 74	31.1% 71	18.4% 42
9. Providing opportunities for students to pursue their educational and employment goals?			5.4% 12	26.8% 60	42.9% 96	24.1% 54
10. Contributing to the economic enrichment of our communities?		1.5% 3	4.9% 10	26.5% 54	46.1% 94	21.1% 43
11. Contributing to the cultural enrichment of our communities?		1.4% 3	4.1% 9	36.4% 79	38.2% 83	19.8% 43

Choose Questions

- Questions 1-11
- Question 12
- Question 13
- Question 14
- Question 15
- Question 16

% of Total Shareable Count of Respondents



Choose Demo Breakout

- Race
- Gender
- Sexual Orientation
- Race - White vs Other vs No Response
- Gender Male Vs Female Vs Other
- Years Employed
- Age
- Primary Work Classification
- Disability Status
- Primary Worksite
- No Breakout

Question

All

Response

Multiple values

Cells with less than 3 respondents in them are redacted in order to insure that the respondents remain anonymous and to filter out irrelevant results.

2017 Employee Survey Results Breakout Percentage and Count - Question 12

Question	Demo Detail	Response_Categories				
		Never	Not Usually	Sometimes	Most of the Time	Always
12. A culture that embraces diversity in sexual orientation.			3.8% 8	18.8% 39	41.3% 86	36.1% 75
12. A culture that embraces gender diversity.			3.7% 8	20.2% 44	42.7% 93	33.0% 72
12. A culture that embraces racial/ethnic diversity.			4.8% 11	18.5% 42	43.2% 98	33.0% 75
12. A culture that supports individuals with disabilities.			3.7% 8	15.9% 34	46.7% 100	33.6% 72
12. A positive atmosphere for political differences.		7.0% 15	11.3% 24	30.0% 64	38.0% 81	13.6% 29
12. A positive atmosphere for religious differences.		3.1% 6	11.3% 22	20.6% 40	44.8% 87	20.1% 39
12. An overall welcoming sense of community.		1.3% 3	9.9% 23	26.7% 62	44.4% 103	17.7% 41

Choose Questions

- Questions 1-11
- Question 12
- Question 13
- Question 14
- Question 15
- Question 16

% of Total Shareable Count of Respondents



Choose Demo Breakout

- Race
- Gender
- Sexual Orientation
- Race - White vs Other vs No Response
- Gender Male Vs Female Vs Other
- Years Employed
- Age
- Primary Work Classification
- Disability Status
- Primary Worksite
- No Breakout

Question

All

Response

Multiple values

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2017 Employee Survey Results Breakout Percentage and Count - Question 13

Question	Demo Detail	Response_Categories				
		Never	Not Usually	Sometimes	Most of the Time	Always
13. Administrators at SVC are committed to promoting a climate of equity and inclusion.		3.0% 7	9.1% 21	25.4% 59	38.4% 89	24.1% 56
13. Classified Staff at SVC are committed to promoting a climate of equity and inclusion.			2.5% 5	14.4% 29	60.9% 123	22.3% 45
13. Exempt Staff are committed to promoting a climate of equity and inclusion.			3.3% 6	14.7% 27	58.7% 108	23.4% 43
13. Faculty at SVC are committed to promoting a climate of equity and inclusion.			4.8% 10	19.1% 40	53.1% 111	22.5% 47
13. I feel comfortable discussing issues of equity and inclusion with other faculty and staff at SVC.		4.3% 10	15.2% 35	23.8% 55	33.3% 77	23.4% 54
13. I feel comfortable discussing issues of equity and inclusion with students at SVC.		3.7% 8	6.5% 14	18.1% 39	42.8% 92	28.8% 62
13. Regardless of race/ethnicity, gender, sexual orientation, or ability, everyone has an opportunity to succeed at SVC.			4.8% 11	18.1% 41	40.5% 92	35.7% 81

Choose Questions

- Questions 1-11
- Question 12
- Question 13
- Question 14
- Question 15
- Question 16

% of Total Shareable Count of Respondents



Choose Demo Breakout

- Race
- Gender
- Sexual Orientation
- Race - White vs Other vs No Response
- Gender Male Vs Female Vs Other
- Years Employed
- Age
- Primary Work Classification
- Disability Status
- Primary Worksite
- No Breakout

Question

All

Response

Multiple values

Cells with less than 3 respondents in them are redacted in order to insure that the respondents remain anonymous and to filter out irrelevant results.

2017 Employee Survey Results Breakout Percentage and Count - Question 14

Question	Demo Detail	Response_Categories				
		Never	Not Usually	Sometimes	Most of the Time	Always
14. I am asked to participate in college committees outside of my job duties.		9.2% 21	19.3% 44	32.5% 74	21.1% 48	18.0% 41
14. I am considered for promotions and more leadership responsibilities.		17.4% 35	20.9% 42	23.9% 48	23.9% 48	13.9% 28
14. I am provided mentorship and guidance to continue to grow professionally.		11.6% 27	21.1% 49	30.2% 70	23.3% 54	13.8% 32
14. I am viewed and treated as competent in my work.			5.5% 13	16.9% 40	44.9% 106	32.6% 77
14. I believe I would be missed if I took another position or had to leave my job.		7.8% 17	11.5% 25	19.7% 43	30.7% 67	30.3% 66
14. I feel confident and comfortable among my peers.			6.4% 15	18.2% 43	45.8% 108	29.7% 70

Choose Questions

- Questions 1-11
- Question 12
- Question 13
- Question 14
- Question 15
- Question 16

% of Total Shareable Count of Respondents

5.51%  45.76%

Choose Demo Breakout

- Race
- Gender
- Sexual Orientation
- Race - White vs Other vs No Response
- Gender Male Vs Female Vs Other
- Years Employed
- Age
- Primary Work Classification
- Disability Status
- Primary Worksite
- No Breakout

Question

All

Response

Multiple values

Cells with less than 3 respondents in them are redacted in order to insure that the respondents remain anonymous and to filter out irrelevant results.

2017 Employee Survey Results Breakout Percentage and Count - Question 15

Question	Demo Detail	Response_Categories				
		Never	Not Usually	Sometimes	Most of the Time	Always
15. SVC accurately reflects the diversity of its student body in publications (e.g. website, brochures, posters, etc.).			3.3% 7	16.7% 35	51.7% 108	27.8% 58
15. SVC encourages students to have a public voice and share their ideas openly.			1.4% 3	22.8% 49	45.6% 98	29.8% 64
15. SVC fosters a sense of belonging for all students.			1.4% 3	27.6% 59	46.7% 100	23.4% 50
15. SVC promotes the appreciation of cultural differences.			1.3% 3	16.4% 37	48.7% 110	33.2% 75

Choose Questions

- Questions 1-11
- Question 12
- Question 13
- Question 14
- Question 15
- Question 16

% of Total Shareable Count of Respondents

1.33%  51.67%

Choose Demo Breakout

- Race
- Gender
- Sexual Orientation
- Race - White vs Other vs No Response
- Gender Male Vs Female Vs Other
- Years Employed
- Age
- Primary Work Classification
- Disability Status
- Primary Worksite
- No Breakout

Question

All

Response

Multiple values

Cells with less than 3 respondents in them are redacted in order to insure that the respondents remain anonymous and to filter out irrelevant results.

2017 Employee Survey Results Breakout Percentage and Count - Question 16

Question	Demo Detail	Response_Categories	
		No Response	Experienced Job Related Exclusion
16. Job-related exclusion: age		89.2% 214	10.8% 26
16. Job-related exclusion: disability		97.5% 234	2.5% 6
16. Job-related exclusion: gender		92.1% 221	7.9% 19
16. Job-related exclusion: political views		95.8% 230	4.2% 10
16. Job-related exclusion: race/ethnicity		94.6% 227	5.4% 13
16. Job-related exclusion: religious beliefs		96.7% 232	3.3% 8
16. Job-related exclusion: sexual orientation		98.8% 237	1.3% 3
16. Job-related exclusion: socioeconomic status		97.9% 235	2.1% 5

Choose Questions

- Questions 1-11
- Question 12
- Question 13
- Question 14
- Question 15
- Question 16

% of Total Shareable Count of Respondents

1.25%  98.75%

Choose Demo Breakout

- Race
- Gender
- Sexual Orientation
- Race - White vs Other vs No Response
- Gender Male Vs Female Vs Other
- Years Employed
- Age
- Primary Work Classification
- Disability Status
- Primary Worksite
- No Breakout

Question

All

Response

All

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Fall 2017 Employee Vision Survey: Climate
Text Box Comment Themes

**To what extent do you agree with SVC's role in
Q12 fostering the following for staff and faculty**

Themes	Frequency*
Political conservatism not deemed acceptable at SVC	28%

Q13 Promotion of equity climate by employee type

Themes	Frequency*
Lack of clear equity & Inclusion understanding/definitions	28%

Q14 Workplace Focused Items

Themes	Frequency*
Feel overlooked and unappreciated by peers	29%

Q15 Sense of belonging

Themes	Frequency*
Do not believe students have a positive sense of belonging	34%

*Frequency percentages are based off of 240 total survey respondents