

# LATTC Climate Survey Spring 2009

## Q1 Job type

Answered: 120 Skipped: 1

Answer Choices	Responses	
Faculty (regular)	29.17%	35
Faculty (adjunct)	18.33%	22
Classified	45.00%	54
Administrator	9.17%	11
<b>Total Respondents: 120</b>		

## Q2 Which Division are you part of?

Answered: 117 Skipped: 4

Answer Choices	Responses	
Academic Affairs	29.06%	34
Student Services	31.62%	37
Administrative Services	14.53%	17
Other	26.50%	31
<b>Total Respondents: 117</b>		

## Q3 How many years have you worked at LATTC?

Answered: 118 Skipped: 3

Answer Choices	Responses	
0 - 3 years	17.80%	21
4 - 9 years	34.75%	41
10 - 14 years	11.86%	14
15 - 25 years	20.34%	24
25 or more years	16.10%	19
<b>Total Respondents: 118</b>		

## Q4 Age

Answered: 119 Skipped: 2

Answer Choices	Responses	
18 - 25	0.84%	1
26 - 35	11.76%	14

# LATTC Climate Survey Spring 2009

36 - 45	27.73%	33
46 - 55	24.37%	29
56 and over	35.29%	42
<b>Total Respondents: 119</b>		

## Q5 Ethnicity

Answered: 117 Skipped: 4

Answer Choices	Responses	
African American / Black	29.91%	35
Asian	11.97%	14
Filipino	3.42%	4
Latino / Hispanic	23.93%	28
Native American	0.85%	1
White	23.08%	27
Other	6.84%	8
<b>Total Respondents: 117</b>		

## Q6 Sex

Answered: 118 Skipped: 3

Answer Choices	Responses	
Male	31.36%	37
Female	68.64%	81
<b>Total Respondents: 118</b>		

## Q7 Please rate the following

Answered: 108 Skipped: 13

	Very Dissatisfied	Somewhat Dissatisfied	Somewhat Satisfied	Very Satisfied	Does not Apply	Total	Weighted Average
Morale on campus	12.04% 13	33.33% 36	43.52% 47	10.19% 11	0.93% 1	108	2.55
Sense of cooperation among members of the campus community	14.56% 15	27.18% 28	43.69% 45	13.59% 14	0.97% 1	103	2.59
Level of trust that exists within the campus community	22.22% 24	33.33% 36	35.19% 38	8.33% 9	0.93% 1	108	2.32
Extent to which resource allocation among programs/departments is equitable and fair	18.87% 20	34.91% 37	33.96% 36	8.49% 9	3.77% 4	106	2.43

## LATTC Climate Survey Spring 2009

Your involvement in decisions that relate to your job	<b>14.02%</b> 15	<b>19.63%</b> 21	<b>39.25%</b> 42	<b>26.17%</b> 28	<b>0.93%</b> 1	107	2.80
Your involvement in decisions that relate to the college	<b>18.87%</b> 20	<b>29.25%</b> 31	<b>36.79%</b> 39	<b>9.43%</b> 10	<b>5.66%</b> 6	106	2.54
Communication among Divisions within the college	<b>18.69%</b> 20	<b>32.71%</b> 35	<b>37.38%</b> 40	<b>6.54%</b> 7	<b>4.67%</b> 5	107	2.46
Communication with the District Office	<b>14.81%</b> 16	<b>19.44%</b> 21	<b>45.37%</b> 49	<b>8.33%</b> 9	<b>12.04%</b> 13	108	2.83
Dissemination of information to the campus community	<b>13.08%</b> 14	<b>25.23%</b> 27	<b>44.86%</b> 48	<b>13.08%</b> 14	<b>3.74%</b> 4	107	2.69
Support from the District Office	<b>14.02%</b> 15	<b>26.17%</b> 28	<b>44.86%</b> 48	<b>6.54%</b> 7	<b>8.41%</b> 9	107	2.69
Hiring procedures	<b>23.08%</b> 24	<b>30.77%</b> 32	<b>32.69%</b> 34	<b>6.73%</b> 7	<b>6.73%</b> 7	104	2.43
LATTC shared governance process	<b>19.42%</b> 20	<b>23.30%</b> 24	<b>38.83%</b> 40	<b>8.74%</b> 9	<b>9.71%</b> 10	103	2.66
The success of LATTC in serving its students	<b>8.65%</b> 9	<b>24.04%</b> 25	<b>39.42%</b> 41	<b>26.92%</b> 28	<b>0.96%</b> 1	104	2.88
The availability of parking	<b>7.41%</b> 8	<b>17.59%</b> 19	<b>32.41%</b> 35	<b>36.11%</b> 39	<b>6.48%</b> 7	108	3.17
Security on campus	<b>13.08%</b> 14	<b>22.43%</b> 24	<b>39.25%</b> 42	<b>24.30%</b> 26	<b>0.93%</b> 1	107	2.78

### Q8 Comments:

Answered: 10 Skipped: 111

#	Responses	Date
1	All to often there is no process when the President appoints people to administrative positions.	2/18/2009 3:14 PM
2	The sheriff department needs to have a better plan to help our students, we dont need our campus with more cops. We need to support our students, not criminilize them. They need to be more sensitive to student needs!!! They need to stop being so racist..More resources for our students, less police!!	2/18/2009 9:53 AM
3	The hiring procedure is fine but we should have more full time profs.	2/17/2009 7:25 PM
4	Campus needs to communicate better We cannot close classes and keep hiring Administrators, i.e. VPs.	2/17/2009 4:10 PM
5	shard governance not followed	2/17/2009 3:32 PM
6	As much as I love the teaching part of my job, it's troubling to see many people who do not take into consideration for the best interest of students when making decisions and taking actions that will impact many people we serve.	2/8/2009 2:32 PM
7	Shared gover. is not democracy, nor does it make sure that committees are reflective of responsibility. Example: hiring committees are set up based on constituencies without any overseeing--regard to make sure that committee as a whole makes sense. It's more like a federation. Need some overseeing. Example: 2 hiring committees for Learning Skills set up over the last 3 years without anyone from English on committee. Does this make sense? Yet mandated bodies were satisfied.	2/7/2009 7:54 PM
8	overall I am pleased with the progress we have made.	2/6/2009 6:26 AM
9	We should have more efficient, knowledgeable and more competent administrators. Some of the administrators are not qualified and incompetent	2/5/2009 8:36 PM

# LATTC Climate Survey Spring 2009

10	The practice of "Nepotism" is alive and well here at LATTC. It has shown itself on many instances. Hiring people here at LATTC because they are friends or relatives of someone only prevents LATTC from providing its students with the best quality of service available.	2/5/2009 12:36 PM
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## Q9 Please rate the importance of each of the following

Answered: 96 Skipped: 25

	Not at all Important	Somewhat Unimportant	Somewhat Important	Very Important	Does not Apply	Total	Weighted Average
Morale on campus	1.04% 1	2.08% 2	7.29% 7	89.58% 86	0.00% 0	96	3.85
Sense of cooperation among members of the campus community	2.11% 2	0.00% 0	11.58% 11	86.32% 82	0.00% 0	95	3.82
Level of trust that exists within the campus community	2.08% 2	0.00% 0	8.33% 8	88.54% 85	1.04% 1	96	3.86
Extent to which resource allocation among programs/departments is equitable and fair	1.04% 1	1.04% 1	20.83% 20	77.08% 74	0.00% 0	96	3.74
Your involvement in decisions that relate to your job	1.04% 1	0.00% 0	23.96% 23	73.96% 71	1.04% 1	96	3.74
Your involvement in decisions that relate to the college	1.04% 1	5.21% 5	38.54% 37	52.08% 50	3.13% 3	96	3.51
Communication among Divisions within the college	1.04% 1	1.04% 1	19.79% 19	76.04% 73	2.08% 2	96	3.77
Communication with the District Office	1.05% 1	2.11% 2	30.53% 29	63.16% 60	3.16% 3	95	3.65
Dissemination of information to the campus community	1.04% 1	2.08% 2	12.50% 12	82.29% 79	2.08% 2	96	3.82
Support from the District Office	1.06% 1	2.13% 2	20.21% 19	75.53% 71	1.06% 1	94	3.73
Hiring procedures	2.08% 2	2.08% 2	9.38% 9	79.17% 76	7.29% 7	96	3.88
LATTC shared governance process	2.11% 2	2.11% 2	14.74% 14	76.84% 73	4.21% 4	95	3.79
The success of LATTC in serving its students	1.04% 1	0.00% 0	4.17% 4	86.46% 83	8.33% 8	96	4.01
The availability of parking	1.04% 1	2.08% 2	13.54% 13	77.08% 74	6.25% 6	96	3.85
Security on campus	1.05% 1	1.05% 1	8.42% 8	82.11% 78	7.37% 7	95	3.94

## Q10 Comments:

Answered: 6 Skipped: 115

#	Responses	Date
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## LATTC Climate Survey Spring 2009

1	Students first, thats why we are here. Forget all the petty drama between faculty and administration. We need educators who care about our students, not treat them like numbers. Our priority is the students.. Please remind the everyone that message, it seems like we forget that. Student are not viewed as a priority..	2/18/2009 9:55 AM
2	I think there needs to be greater dialogue between sheriff staff and staff, faculty and students to create a much more positive relationship rather than antagonistic. The general perception from some students is that the sheriff's are not there to help them but hassle them.	2/18/2009 9:47 AM
3	graffiti and scratched and broken glass should be taken care of first...	2/17/2009 5:20 PM
4	ALL of these rate a high degree of importance.	2/6/2009 6:28 AM
5	All of these things are very important factors when dealing with the Staff, faculty, and Administration at any institution, be it an Academic, or other type of institution.	2/5/2009 12:43 PM
6	The LATTC administration routinely and flagrantly violates signed agreements between them and the faculty. "Shared governance" is in name only. Standard 4A will be problematic in the accreditation process.	2/5/2009 9:42 AM

### Q11 Please rate your satisfaction with the following support services. If you have not used a service, please indicate "Does not Apply"

Answered: 98 Skipped: 23

	Very Dissatisfied	Somewhat Dissatisfied	Somewhat Satisfied	Very Satisfied	Does not Apply	Total	Weighted Average
Academic Affairs	6.32% 6	9.47% 9	34.74% 33	27.37% 26	22.11% 21	95	3.49
Admissions and Records	3.13% 3	12.50% 12	37.50% 36	33.33% 32	13.54% 13	96	3.42
Assessment Center	2.11% 2	7.37% 7	28.42% 27	28.42% 27	33.68% 32	95	3.84
Bookstore	8.42% 8	16.84% 16	37.89% 36	31.58% 30	5.26% 5	95	3.08
Business Office	3.09% 3	17.53% 17	36.08% 35	32.99% 32	10.31% 10	97	3.30
Career Center	2.08% 2	10.42% 10	22.92% 22	14.58% 14	50.00% 48	96	4.00
Copy Center	1.03% 1	9.28% 9	23.71% 23	55.67% 54	10.31% 10	97	3.65
Custodial Operations	14.58% 14	19.79% 19	36.46% 35	27.08% 26	2.08% 2	96	2.82
Information Technology	1.04% 1	16.67% 16	31.25% 30	36.46% 35	14.58% 14	96	3.47
Library	3.16% 3	10.53% 10	36.84% 35	20.00% 19	29.47% 28	95	3.62
Learning Skills Center	5.15% 5	5.15% 5	23.71% 23	24.74% 24	41.24% 40	97	3.92
Media Services	3.19% 3	10.64% 10	25.53% 24	37.23% 35	23.40% 22	94	3.67
Office of Research and Planning	5.21% 5	6.25% 6	22.92% 22	16.67% 16	48.96% 47	96	3.98

## LATTC Climate Survey Spring 2009

Payroll / Personnel	<b>6.25%</b> 6	<b>6.25%</b> 6	<b>25.00%</b> 24	<b>60.42%</b> 58	<b>2.08%</b> 2	96	3.46
Plant Facilities	<b>8.25%</b> 8	<b>12.37%</b> 12	<b>40.21%</b> 39	<b>35.05%</b> 34	<b>4.12%</b> 4	97	3.14
Purchasing	<b>4.12%</b> 4	<b>8.25%</b> 8	<b>29.90%</b> 29	<b>26.80%</b> 26	<b>30.93%</b> 30	97	3.72
Sheriff's Office	<b>4.17%</b> 4	<b>13.54%</b> 13	<b>33.33%</b> 32	<b>43.75%</b> 42	<b>5.21%</b> 5	96	3.32
Staff Development	<b>10.64%</b> 10	<b>11.70%</b> 11	<b>29.79%</b> 28	<b>20.21%</b> 19	<b>27.66%</b> 26	94	3.43

### Q12 Comments:

Answered: 8 Skipped: 113

#	Responses	Date
1	What about chairs??	2/19/2009 3:29 AM
2	We need updated books in our library.. the resources there are shameful. If we are a world class education center, our library should reflect that. Please work on this.. Our student need resources and dthe library needs new books.. Go and step into other college campuses and compare our library. It's so sad... Our poor students!! Payroll is horrible.. Everything gets lost and nothig gets done. What do they do all day? Get rid of the sheriffs or teach them how to be more cordial and appropriate with our students, they need to stop scaring our students away. They need to stop being so racist.	2/18/2009 9:59 AM
3	The bookstore should be non-profit. My students find the texts much cheaper in other places and this year we are having an exam and the text is not in yet. The custodial services are good but the campus community is not educated to take care of the facilities. There should be campaigns on how to keep them clean, e.g the restrooms are sometimes so dirty.	2/17/2009 7:30 PM
4	Our copy center needs more machines and larger space for the amount of faculty and staff who use it.	2/17/2009 4:14 PM
5	staff development has been basically abolished	2/17/2009 3:37 PM
6	The dean of the academic affairs and the former vp of the academic affairs are incompetent and unqualified to the jobs.They should be evaluated by faculty and staff.	2/5/2009 8:41 PM
7	I would love to say that I am very satisfied with everything here at LATTC, but the fact of the matter is, I am not. Everything seems to be operating and functioning just enough and not really be doing much of anything. At LATTC, the mode of operation seems to be "too not do much of anything, unless you really have too"! I dont think many employee's here actually know what the scope of their duties are, as we see alot of passing the buck around, with staff and students. I have worked at many places, public and private, and I received the proper training and was given materials necessary to be successful at my job. Here at LATTC, since being hired I have seen new staff come into the workplace and be just as confused about things 2 yrs later, as they were when they were first hired. It also seems to be this way with the Instructors as well. How about "Empowering" the staff a little bit, and really explaining what people should be doing.	2/5/2009 12:56 PM
8	My office is never clean. The floor is nasty, the dust is thick and the staff is always ill because of it.	2/5/2009 10:08 AM

### Q13 Please rate the importance of the following support services.

Answered: 96 Skipped: 25

	Not at all Important	Somewhat Unimportant	Somewhat Important	Very Important	Does not Apply	Total	Weighted Average
Academic Affairs	<b>0.00%</b> 0	<b>0.00%</b> 0	<b>14.58%</b> 14	<b>80.21%</b> 77	<b>5.21%</b> 5	96	3.91

## LATTC Climate Survey Spring 2009

Admissions and Records	0.00% 0	0.00% 0	3.19% 3	93.62% 88	3.19% 3	94	4.00
Assessment Center	0.00% 0	4.26% 4	11.70% 11	75.53% 71	8.51% 8	94	3.88
Bookstore	0.00% 0	1.06% 1	12.77% 12	84.04% 79	2.13% 2	94	3.87
Business Office	0.00% 0	2.13% 2	8.51% 8	84.04% 79	5.32% 5	94	3.93
Career Center	0.00% 0	3.26% 3	16.30% 15	69.57% 64	10.87% 10	92	3.88
Copy Center	0.00% 0	2.13% 2	14.89% 14	80.85% 76	2.13% 2	94	3.83
Custodial Operations	0.00% 0	0.00% 0	8.60% 8	88.17% 82	3.23% 3	93	3.95
Information Technology	0.00% 0	1.08% 1	11.83% 11	84.95% 79	2.15% 2	93	3.88
Library	0.00% 0	5.38% 5	13.98% 13	75.27% 70	5.38% 5	93	3.81
Learning Skills Center	2.15% 2	4.30% 4	15.05% 14	72.04% 67	6.45% 6	93	3.76
Media Services	0.00% 0	4.26% 4	22.34% 21	70.21% 66	3.19% 3	94	3.72
Office of Research and Planning	3.19% 3	6.38% 6	27.66% 26	53.19% 50	9.57% 9	94	3.60
Payroll / Personnel	1.06% 1	0.00% 0	9.57% 9	87.23% 82	2.13% 2	94	3.89
Plant Facilities	0.00% 0	0.00% 0	17.02% 16	80.85% 76	2.13% 2	94	3.85
Purchasing	0.00% 0	1.06% 1	20.21% 19	67.02% 63	11.70% 11	94	3.89
Sheriff's Office	1.08% 1	0.00% 0	5.38% 5	91.40% 85	2.15% 2	93	3.94
Staff Development	1.06% 1	3.19% 3	21.28% 20	70.21% 66	4.26% 4	94	3.73

### Q14 Comments:

Answered: 3 Skipped: 118

#	Responses	Date
1	In the late 70s, this school had an enrollment in excess of 26,000 students with much less administration. The emphasis is on administration and not classified who have direct contact with the students.	2/18/2009 6:40 AM
2	It is great to come to school and find excellent people doing their work at their best. I do not want to mention names because I am afraid I can omit someone but I love when I need something and it just gets solved right away. Thank you all!	2/17/2009 7:33 PM
3	No one service is any more important than the other. All these departments should be working together to ensure that everything on campus functions as it should with no problems.	2/5/2009 12:59 PM

# LATTC Climate Survey Spring 2009

## Q15 Indicate your Satisfaction with the following aspects of your job.

Answered: 93 Skipped: 28

	Very Dissatisfied	Somewhat Dissatisfied	Somewhat Satisfied	Very Satisfied	Does not Apply	Total	Weighted Average
Duties and responsibilities of your job	7.78% 7	6.67% 6	26.67% 24	58.89% 53	0.00% 0	90	3.37
Opportunities for creativity in professional responsibilities	12.09% 11	12.09% 11	30.77% 28	43.96% 40	1.10% 1	91	3.10
Opportunities to pursue innovation on the job	14.44% 13	12.22% 11	27.78% 25	42.22% 38	3.33% 3	90	3.08
Workload distribution	18.89% 17	14.44% 13	31.11% 28	33.33% 30	2.22% 2	90	2.86
The extent to which job openings are advertised	11.24% 10	19.10% 17	34.83% 31	19.10% 17	15.73% 14	89	3.09
Amount of space you have to do your job	15.38% 14	17.58% 16	31.87% 29	35.16% 32	0.00% 0	91	2.87
Quality of your work environment	14.29% 13	30.77% 28	30.77% 28	24.18% 22	0.00% 0	91	2.65
Degree to which you can receive help from your supervisor	11.11% 10	6.67% 6	40.00% 36	40.00% 36	2.22% 2	90	3.16
Level of college support for professional growth	10.00% 9	23.33% 21	41.11% 37	24.44% 22	1.11% 1	90	2.83
Recognition received for a job well done	26.37% 24	20.88% 19	31.87% 29	18.68% 17	2.20% 2	91	2.49
Recognition from peers	10.00% 9	20.00% 18	35.56% 32	27.78% 25	6.67% 6	90	3.01
Relationship with peers in your department or program	7.69% 7	10.99% 10	35.16% 32	46.15% 42	0.00% 0	91	3.20
Relationship with your supervisor	11.49% 10	5.75% 5	27.59% 24	52.87% 46	2.30% 2	87	3.29
Competency level of colleagues / co-workers	7.78% 7	16.67% 15	40.00% 36	33.33% 30	2.22% 2	90	3.06
Flow of information between campus activities and campus community	10.99% 10	23.08% 21	49.45% 45	10.99% 10	5.49% 5	91	2.77
Overall, how would you rate your satisfaction with LATTC as an employee at the present time?	8.79% 8	16.48% 15	40.66% 37	34.07% 31	0.00% 0	91	3.00

## Q16 Comments:

Answered: 8 Skipped: 113

#	Responses	Date
1	More activities for all to get to know each other, even just a coffee.. Just to be able to interact and meet other like minded people	2/18/2009 10:18 AM



## LATTC Climate Survey Spring 2009

2	It appears that public relations takes precedence over the accomplishments of the students. We have far too many remedial classes. What does it mean when a student completes the maze of remedial classes? Can this student pass the CHSEE? If not we are spending millions for teachers and administrators that may be hurting instead of helping this situation?	2/18/2009 6:57 AM
3	lack of space and resources limit our programs. We are in the process of planning new facilities so at least the space will change : )	2/17/2009 7:35 PM
4	I am not too thrilled about the cubicles for office. Things missing in office and locked draws are open when I get back to the office. Need private offices where janitors do not have access to. Hopefully that might reduce the theft and security issues we have.	2/10/2009 12:38 PM
5	I feel that people who are competent always get everything dumped on their laps, but nobody ever recognize their hard work and take everything for granted.	2/8/2009 2:38 PM
6	No recognition for competent people on this campus. Instead it is quite often they are harassed, intimidated and discriminated. The whole campus should be overhauled with better administrator in charge. Of course, some of them are good but those bad apples should be removed for the morale of faculty and the benefit of the students.	2/5/2009 8:48 PM
7	I could go on and on here! The flow of communication is awful. "E_MAIL IS RELIED UPON TOO MUCH AS A RELIABLE SOURCE OF COMMUNICATION"! Recognition is given on a case by case basis (See Nepotism). I could question the competency level of many people around this campus, but I will just chalk it up too "Passing the Buck", or plain old fashion lazyness.	2/5/2009 1:08 PM
8	"Communication" is a concept, not a reality.	2/5/2009 9:46 AM

### Q17 Please rate the importance of the following aspects of your job.

Answered: 86 Skipped: 35

	Not at all Important	Somewhat Unimportant	Somewhat Important	Very Important	Does not Apply	Total	Weighted Average
Duties and responsibilities of your job	0.00% 0	1.16% 1	6.98% 6	91.86% 79	0.00% 0	86	3.91
Opportunities for creativity in professional responsibilities	0.00% 0	2.38% 2	15.48% 13	82.14% 69	0.00% 0	84	3.80
Opportunities to pursue innovation on the job	0.00% 0	2.35% 2	14.12% 12	83.53% 71	0.00% 0	85	3.81
Workload distribution	0.00% 0	0.00% 0	12.94% 11	87.06% 74	0.00% 0	85	3.87
The extent to which job openings are advertised	0.00% 0	10.71% 9	22.62% 19	57.14% 48	9.52% 8	84	3.65
Amount of space you have to do your job	0.00% 0	0.00% 0	27.06% 23	72.94% 62	0.00% 0	85	3.73
Quality of your work environment	1.18% 1	0.00% 0	12.94% 11	85.88% 73	0.00% 0	85	3.84
Degree to which you can receive help from your supervisor	1.18% 1	1.18% 1	12.94% 11	84.71% 72	0.00% 0	85	3.81
Level of college support for professional growth	0.00% 0	4.71% 4	25.88% 22	69.41% 59	0.00% 0	85	3.65
Recognition received for a job well done	3.53% 3	8.24% 7	24.71% 21	62.35% 53	1.18% 1	85	3.49

## LATTC Climate Survey Spring 2009

Recognition from peers	<b>2.35%</b> 2	<b>15.29%</b> 13	<b>31.76%</b> 27	<b>49.41%</b> 42	<b>1.18%</b> 1	85	3.32
Relationship with peers in your department or program	<b>0.00%</b> 0	<b>4.76%</b> 4	<b>22.62%</b> 19	<b>72.62%</b> 61	<b>0.00%</b> 0	84	3.68
Relationship with your supervisor	<b>0.00%</b> 0	<b>3.53%</b> 3	<b>15.29%</b> 13	<b>81.18%</b> 69	<b>0.00%</b> 0	85	3.78
Competency level of colleagues / co-workers	<b>0.00%</b> 0	<b>1.18%</b> 1	<b>14.12%</b> 12	<b>84.71%</b> 72	<b>0.00%</b> 0	85	3.84
Flow of information between campus activities and campus community	<b>0.00%</b> 0	<b>3.53%</b> 3	<b>28.24%</b> 24	<b>65.88%</b> 56	<b>2.35%</b> 2	85	3.67
Overall, how would you rate your satisfaction with LATTC as an employee at the present time?	<b>1.20%</b> 1	<b>3.61%</b> 3	<b>20.48%</b> 17	<b>73.49%</b> 61	<b>1.20%</b> 1	83	3.70

### Q18 Comments:

Answered: 2 Skipped: 119

#	Responses	Date
1	The last question does not match the answers.	2/5/2009 8:51 PM
2	Job satisfaction = average Resources are inadequate and are distributed inequitably.	2/5/2009 9:50 AM