

1. Please rate your Satisfaction with & Importance of the following items

Satisfaction				
	Very Satisfied	Somewhat Satisfied	Somewhat Dissatisfied	Very Dissatisfied
Morale on campus	15.5% (17)	32.7% (36)	31.8% (35)	19.1% (21)
Sense of cooperation among members of the campus community	14.5% (16)	37.3% (41)	32.7% (36)	14.5% (16)
Level of trust that exists within the campus community	7.3% (8)	40.0% (44)	26.4% (29)	25.5% (28)
Extent to which resource allocation among programs/departments is equitable and fair	19.1% (21)	32.7% (36)	24.5% (27)	18.2% (20)
Your involvement in decisions that relate to your job	31.8% (35)	39.1% (43)	13.6% (15)	11.8% (13)
Your involvement in decisions that relate to the college	16.4% (18)	39.1% (43)	25.5% (28)	10.0% (11)
Communication among Divisions within the college	8.2% (9)	36.4% (40)	30.0% (33)	16.4% (18)
Communication with the District Office	9.1% (10)	44.5% (49)	15.5% (17)	7.3% (8)
Dissemination of information to the campus community	29.1% (32)	42.7% (47)	20.0% (22)	7.3% (8)
Support from the District Office	9.1% (10)	36.4% (40)	23.6% (26)	8.2% (9)
Hiring procedures	11.8% (13)	26.4% (29)	24.5% (27)	27.3% (30)
LATTC shared governance process	16.4% (18)	42.7% (47)	20.9% (23)	11.8% (13)
The success of LATTC in serving its students	19.1% (21)	52.7% (58)	19.1% (21)	9.1% (10)
The availability of parking	43.6% (48)	36.4% (40)	10.0% (11)	8.2% (9)

Security on campus	38.2% (42)	40.9% (45)	17.3% (19)	3.6% (4)
Importance				
	Very Important	Somewhat Important	Somewhat Unimportant	Not Important
Morale on campus	90.9% (100)	9.1% (10)	0.0% (0)	0.0% (0)
Sense of cooperation among members of the campus community	91.8% (101)	8.2% (9)	0.0% (0)	0.0% (0)
Level of trust that exists within the campus community	84.5% (93)	14.5% (16)	0.0% (0)	0.0% (0)
Extent to which resource allocation among programs/departments is equitable and fair	77.3% (85)	20.0% (22)	0.0% (0)	0.0% (0)
Your involvement in decisions that relate to your job	78.2% (86)	20.0% (22)	0.0% (0)	0.0% (0)
Your involvement in decisions that relate to the college	50.0% (55)	40.0% (44)	4.5% (5)	0.9% (1)
Communication among Divisions within the college	64.5% (71)	22.7% (25)	3.6% (4)	0.0% (0)
Communication with the District Office	39.4% (43)	37.6% (41)	7.3% (8)	1.8% (2)
Dissemination of information to the campus community	75.5% (83)	20.9% (23)	2.7% (3)	0.0% (0)
Support from the District Office	50.9% (56)	33.6% (37)	3.6% (4)	0.0% (0)
Hiring procedures	73.6% (81)	16.4% (18)	1.8% (2)	0.9% (1)
LATTC shared governance process	67.9% (74)	24.8% (27)	1.8% (2)	0.0% (0)
The success of LATTC in serving its students	93.6% (103)	6.4% (7)	0.0% (0)	0.0% (0)
The availability of parking	57.8% (63)	36.7% (40)	3.7% (4)	0.9% (1)
Security on campus	87.3% (96)	11.8% (13)	0.0% (0)	0.9% (1)

2. Comments:

	Response Count
--	-------------------

	10
--	----

answered question	10
-------------------	----

skipped question	102
------------------	-----

3. Please rate your Satisfaction with & Importance of the following support services. If you have not used a service, indicate "N/A"

Satisfaction

	Very Satisfied	Somewhat Satisfied	Somewhat Dissatisfied	Very Dissatisfied
Academic Affairs	18.9% (20)	45.3% (48)	8.5% (9)	3.8% (4)
Admissions and Records	26.4% (28)	35.8% (38)	13.2% (14)	7.5% (8)
Assessment Center	17.9% (19)	38.7% (41)	3.8% (4)	0.9% (1)
Bookstore	24.5% (26)	32.1% (34)	12.3% (13)	15.1% (16)
Business Office	25.5% (27)	36.8% (39)	11.3% (12)	1.9% (2)
Career Center	12.3% (13)	25.5% (27)	7.5% (8)	2.8% (3)
Copy Center	45.3% (48)	36.8% (39)	4.7% (5)	0.9% (1)
Custodial Operations	20.8% (22)	43.4% (46)	18.9% (20)	14.2% (15)
Information Technology	28.3% (30)	40.6% (43)	17.0% (18)	10.4% (11)
Institutional Research	19.8% (21)	33.0% (35)	5.7% (6)	2.8% (3)
Library	16.0% (17)	42.5% (45)	4.7% (5)	2.8% (3)
Learning Skills Center	21.7% (23)	31.1% (33)	9.4% (10)	3.8% (4)
Media Services	38.7% (41)	30.2% (32)	7.5% (8)	0.9% (1)
Payroll / Personnel	44.3% (47)	39.6% (42)	7.5% (8)	1.9% (2)
Plant Facilities	36.8% (39)	41.5% (44)	13.2% (14)	2.8% (3)
Purchasing	26.4% (28)	28.3% (30)	7.5% (8)	4.7% (5)
Sheriff's Office	37.7% (40)	42.5% (45)	11.3% (12)	0.9% (1)
Staff Development	10.4% (11)	26.4% (28)	18.9% (20)	16.0% (17)

Importance

	Very Important	Somewhat Important	Somewhat Unimportant	Not Important
--	-----------------------	---------------------------	-----------------------------	----------------------

Academic Affairs	66.0% (68)	16.5% (17)	1.0% (1)	0.0% (0)
Admissions and Records	73.5% (75)	14.7% (15)	1.0% (1)	0.0% (0)
Assessment Center	56.0% (56)	16.0% (16)	3.0% (3)	0.0% (0)
Bookstore	52.5% (53)	33.7% (34)	4.0% (4)	1.0% (1)
Business Office	60.0% (60)	21.0% (21)	2.0% (2)	0.0% (0)
Career Center	37.4% (37)	23.2% (23)	2.0% (2)	0.0% (0)
Copy Center	56.4% (57)	33.7% (34)	1.0% (1)	1.0% (1)
Custodial Operations	75.5% (77)	19.6% (20)	2.0% (2)	0.0% (0)
Information Technology	77.5% (79)	18.6% (19)	0.0% (0)	0.0% (0)
Institutional Research	43.0% (43)	26.0% (26)	2.0% (2)	0.0% (0)
Library	51.0% (51)	25.0% (25)	2.0% (2)	2.0% (2)
Learning Skills Center	59.0% (59)	18.0% (18)	1.0% (1)	0.0% (0)
Media Services	48.0% (48)	33.0% (33)	4.0% (4)	0.0% (0)
Payroll / Personnel	73.5% (75)	22.5% (23)	0.0% (0)	0.0% (0)
Plant Facilities	68.6% (70)	24.5% (25)	1.0% (1)	0.0% (0)
Purchasing	52.5% (53)	20.8% (21)	3.0% (3)	0.0% (0)
Sheriff's Office	83.3% (85)	12.7% (13)	0.0% (0)	0.0% (0)
Staff Development	53.0% (53)	25.0% (25)	3.0% (3)	1.0% (1)

4. Comments:

	Response Count
	9
answered question	9
skipped question	103

5. Indicate your Satisfaction with & Importance of the following aspects of your job.

Satisfaction

	Very Satisfied	Somewhat Satisfied	Somewhat Dissatisfied	Very Dissatisfied
Duties and responsibilities of your job	56.9% (58)	34.3% (35)	7.8% (8)	1.0% (1)
Opportunities for creativity in professional responsibilities	40.2% (41)	33.3% (34)	12.7% (13)	12.7% (13)
Opportunities to pursue innovation on the job	33.3% (34)	38.2% (39)	15.7% (16)	10.8% (11)
Workload distribution	31.4% (32)	31.4% (32)	19.6% (20)	16.7% (17)
The extent to which job openings are advertised	24.5% (25)	35.3% (36)	15.7% (16)	7.8% (8)
Amount of space you have to do your job	48.0% (49)	21.6% (22)	11.8% (12)	15.7% (16)
Quality of your work environment	35.3% (36)	33.3% (34)	21.6% (22)	8.8% (9)
Degree to which you can receive help from your supervisor	53.9% (55)	22.5% (23)	12.7% (13)	8.8% (9)
Level of college support for professional growth	18.6% (19)	39.2% (40)	22.5% (23)	15.7% (16)
Recognition received for a job well done	29.4% (30)	30.4% (31)	15.7% (16)	19.6% (20)
Recognition from peers	33.3% (34)	37.3% (38)	12.7% (13)	3.9% (4)

Relationship with peers in your department or program	43.1% (44)	39.2% (40)	10.8% (11)	4.9% (5)
Relationship with your supervisor	57.8% (59)	23.5% (24)	11.8% (12)	5.9% (6)
Competency level of colleagues / co-workers	35.3% (36)	36.3% (37)	18.6% (19)	8.8% (9)
Flow of information between campus activities and campus community	25.5% (26)	42.2% (43)	18.6% (19)	5.9% (6)
Overall, how would you rate your satisfaction with LATTC as an employee at the present time?	37.3% (38)	37.3% (38)	21.6% (22)	3.9% (4)

Importance

	Very Important	Somewhat Important	Somewhat Unimportant	Not Important
Duties and responsibilities of your job	87.8% (86)	12.2% (12)	0.0% (0)	0.0% (0)
Opportunities for creativity in professional responsibilities	73.2% (71)	25.8% (25)	0.0% (0)	0.0% (0)
Opportunities to pursue innovation on the job	76.3% (74)	20.6% (20)	2.1% (2)	0.0% (0)
Workload distribution	71.1% (69)	27.8% (27)	0.0% (0)	0.0% (0)
The extent to which job openings are advertised	52.6% (51)	32.0% (31)	3.1% (3)	1.0% (1)
Amount of space you have to do your job	73.2% (71)	19.6% (19)	3.1% (3)	0.0% (0)
Quality of your work environment	81.4% (79)	16.5% (16)	1.0% (1)	0.0% (0)
Degree to which you can receive help from your supervisor	84.5% (82)	10.3% (10)	3.1% (3)	1.0% (1)
Level of college support for professional growth	69.1% (67)	26.8% (26)	2.1% (2)	0.0% (0)
Recognition received for a job well done	59.8% (58)	23.7% (23)	6.2% (6)	7.2% (7)
Recognition from peers	41.2% (40)	28.9% (28)	11.3% (11)	7.2% (7)

Relationship with peers in your department or program	64.9% (63)	30.9% (30)	2.1% (2)	0.0% (0)
Relationship with your supervisor	81.4% (79)	16.5% (16)	1.0% (1)	0.0% (0)
Competency level of colleagues / co-workers	85.6% (83)	11.3% (11)	0.0% (0)	1.0% (1)
Flow of information between campus activities and campus community	61.9% (60)	30.9% (30)	2.1% (2)	0.0% (0)
Overall, how would you rate your satisfaction with LATTC as an employee at the present time?	78.4% (76)	16.5% (16)	3.1% (3)	2.1% (2)

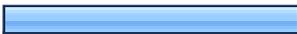
6. Comments:

	Response Count
	9
answered question	9
skipped question	103

7. Job type

		Response Percent	Response Count
Faculty (regular)		42.6%	43
Faculty (adjunct)		17.8%	18
Classified		36.6%	37
Administrator		7.9%	8
answered question			101
skipped question			11

8. Which Division are you part of?

		Response Percent	Response Count
Academic Affairs		44.3%	43
Student Services		22.7%	22
Administrative Services		7.2%	7
Other		26.8%	26
answered question			97
skipped question			15

9. How many years have you worked at LATTC?

		Response Percent	Response Count
0 - 3 years		14.9%	15
4 - 9 years		31.7%	32
10 - 14 years		23.8%	24
15 - 25 years		20.8%	21
25 or more years		8.9%	9
answered question			101
skipped question			11

10. Age

		Response Percent	Response Count
18 - 25		1.1%	1
26 - 35		8.4%	8
36 - 45		17.9%	17
46 - 55		31.6%	30
56 and over		41.1%	39
answered question			95
skipped question			17

11. Ethnicity

		Response Percent	Response Count
African American / Black		18.1%	17
Asian		10.6%	10
Filipino		4.3%	4
Latino / Hispanic		21.3%	20
Native American		2.1%	2
White		27.7%	26
Other		19.1%	18
		answered question	94
		skipped question	18

12. Sex

		Response Percent	Response Count
Male		46.4%	45
Female		54.6%	53
		answered question	97
		skipped question	15

Page 2, Q2. Comments:

1	the campus doesn't need to be a police fortress	Jul 17, 2011 1:07 PM
2	It is very sad to work on a campus and see new hires come on knowing you should be given the opportunity to work full time when and if you want a full time opportunity. Most employers promote within. I think you still need connections to get a job within the district. The system is still based on who you know not what you know.	Jul 13, 2011 9:53 AM

Page 2, Q2. Comments:

3	I have no idea what goes on with the district office and much of the administration. I'm here to teach and it takes up my time and effort.	Jul 12, 2011 4:41 PM
4	Too often, we receive directives from the District Office which indicate a lack of understanding of faculty responsibilities, ignorance of basic elements of English grammar and spelling, and far too much free time. The directives which we've received in regard to the class syllabus, for instance, were riddled with spelling and grammatical errors, and miss the point that the purpose of a syllabus is to provide students with information specific to their class, not to regurgitate the Catalog to them. If this continues, we'll end up with syllabuses that run on for 100 pages, and resemble something written by a committee of mentally retarded monkeys. We have had three retirements in our department in the last few years, and only one position is even in the process of being filled.	Jul 12, 2011 10:55 AM
5	There are too many gatekeepers who wish to control their little turf and not collaborate with other instructors, departments, divisions. Academic Senate refuses to work with AFT which prevents the hiring process from moving forward and the trickle down effect of that is fewer classes for students which hinders their options for success. People with tenure cannot acknowledge that they are complicit in the failures of the past because they are afraid that they will be accused/singled out; hence, they are slow to engage in the possibility of trying something new before they retire and they set up roadblocks. Full-timers try to argue that they should get release time for taking on more work, yet they do not complete their original assignments and thus they prevent Adjuncts who have lost teaching assignments from the opportunity of taking on projects that will help their survival. Full-timers regard Adjuncts as inferior as evidenced by their consistent questioning of minimum qualifications (which they of course have, otherwise they could not even teach as Adjuncts) and also evidenced by the fact that our Academic Rank committee continues to perpetuate a hierarchical culture and divide by denying Adjuncts the opportunity to obtain Rank, yet they want us to go to committee meetings for them when they are busy. A proposal from a TBA S-Team for "Community Conversations" was made in the Fal of 2010 and it was either ignored/tabled. Until we have conversations outside of governance or committees (because this is not about business, it's about people) that acknowledge/ address our culture, LATTTC will not move forward. We'll talk a good game about student success, but the students will know differently and our community reputation will remain scared. Our "machine" can only be healthy when our "people" are healthy. It is not that people do not engage in change because they are indifferent, it is because they are traumatized.....hence, the victims become victimizers. I don't know why a resident from from South Central LA who has assuredly been traumatized as data has shown, would want to come here and continue to be traumatized. Yet, they do come. The evidence is Orientation enrollment. I believe it is because they have hope. We must re-inspire hope & diminish the fears of those who work here, from the Janitors to the President, so that we can meet the students in right relationship.....so that we, as a "COMMUNITY" college can understand, experience, realize, that the success of students is inherently wrapped up in our success and therefore, work diligently to clean up our act.	May 23, 2011 12:56 PM
6	Need Administrator listen from everyone, especialy at the bootom employee. AFT administrator needs improve and modify the changes.	May 23, 2011 8:51 AM
7	Student first culture must be number 1	May 23, 2011 8:47 AM
8	Regarding campus security, there are too many thefts on campus, and many of them remain unresolved.	May 23, 2011 7:48 AM

Page 2, Q2. Comments:

9	While I do see more collaboration among faculty and staff, I still see many individuals making decisions based on personal interests and biases. I still see too much of power struggle and micro-management among certain faculty members who are on official positions. Faculty are over-whelmed by the amount of work that is asked of them and the continous budget cut. It is an extremely stressful environment.	May 23, 2011 7:46 AM
10	To be able to answer these questions effectively the individual should be involved. Most faculty and staff are not involved.	May 23, 2011 6:39 AM

Page 3, Q2. Comments:

1	Staff Development activities at Convocation should be more interesting and less filler time.	Jul 17, 2011 1:14 PM
2	We need access to a three whole punch and computer access in the copy room. We also need a printer that would allow us to scan documents to our USB port. When I teach on Saturdays we need support in the copy center. For example could someone just make sure toner is in the machines before leaving on Friday?	Jul 13, 2011 9:59 AM
3	I was on the staff development committee for 15 strait years. I'm still on it. However there were no meetings last year as these was no chairperson and the administrator who 'took it over' never called a meeting.	Jul 12, 2011 4:47 PM
4	What Staff Development?	Jul 12, 2011 4:04 PM
5	The copy center needs to get it together sometimes. At times there would be teen boys at the front window (about 3-4) just sitting there and conversing and rarely helping. When you call physical plant to get something done it would take anywhere from 2 hours to 1 day before you see someone come out. The person who answers says their getting someone for it but it can take forever.	Jul 12, 2011 11:59 AM
6	Too many observations to share.... One recommendation I would offer is to have each area go through an evaluation process from both students and staff.	May 23, 2011 1:02 PM
7	There are nothing happen in Staff Development at all. We need training for MOS Certification. There are no organization for staff or faculty.	May 23, 2011 8:54 AM
8	We have too many services that are "just there" but do not do whole lot. I have sent students to admissions and records and learning skills center, but not much help was offered.	May 23, 2011 7:50 AM
9	Some areas are improving in their provision of service while other areas still lag on how to best interact with individuals.	May 23, 2011 7:21 AM

Page 4, Q2. Comments:

1	The budget woes in Sacramento has affected campus morale.	Jul 13, 2011 10:02 AM
---	---	-----------------------

Page 4, Q2. Comments:

2	I love my job	Jul 12, 2011 5:12 PM
3	Even with all the problems and bad economy I LOVE TRADE TECH	May 26, 2011 7:49 AM
4	Love my job - the problem is that we do not have sufficient staff therefore making it difficult to take breaks, etc. The amount of students coming in for help is overwhelming.	May 25, 2011 3:55 PM
5	Regarding the last statement (overall satisfaction with LATTC as an employee at his time) - I was very hopeful in the Fall of 2010, but the winds of change appear to have stopped or the institutional quagmire has really, really slowed them down. I feel like I did a tremendous amount of work for free and I am left questioning whether any of it was worth it. I am exhausted and my heart aches. Yet, I still believe in the possibilities of education to help this community. The gap between my belief and my reality as an employee here, leads me to question whether my roll in community change/social justice is really at LATTC, but the thought of leaving and letting the gatekeepers continue to inflict more trauma on this community also breaks my heart. I don't know how much longer I can stand this inequitable culture and often wish for stronger leadership to show up so that I don't feel so alone.... but my sense is that I am not alone in this disappointment. There are many wounded people here and the cycle seems never ending.	May 23, 2011 1:22 PM
6	The administrator has no clue what going on in each department, they should spend time go around adn asking the same questions in this survey, because some time the employee affraid of the boss.	May 23, 2011 9:08 AM
7	Regarding workload distribution, it sometimes feels as if we could use more employees who can handle confidential materials. Student workers can't do that.	May 23, 2011 7:55 AM
8	As I already mentioned, too much work load and not enough support. It is hard to have creativity in professional responsibilities while certain officials micro-manage the programs.	May 23, 2011 7:55 AM
9	Trade has become an even better place to work over the past year. While there is some work to be done in workload distribution, there is a sense that together with shared vision and effort quite a bit can be accomplished.	May 23, 2011 7:24 AM