



CLIMATE SURVEY 2015 – Executive Summary

November 2015

Overview

Palm Beach State College conducted a Climate Survey to understand the employees' perspectives of the College's work environment. Questions were categorized within 10 different themes: ***Mission, Student Success and Satisfaction, The Culture at PBSC, Communications, Physical Environment, Safety & Security, Technology, My Job, Governance, and The Future.*** The survey was open to all PBSC employees from October 16, 2015 through November 03, 2015, during which time 1,008 employees responded. A separate **Statistical Report** consists of two sections: **Section A** includes demographics and aggregated results with mean scores reported on a 5-point scale. **Section B** includes the responses by job classification. This **Executive Summary** provides highlights of key findings for all employees at all campuses.

Findings - Overall

The greatest percentage (38%) of survey participants were in the 46-60 age category, followed by those who were over 60 (19%). Employees under the age of 25 had the lowest representation among respondents at 2%. Over half of the respondents were White (56%), while 13% were Black and 12% were Hispanic.

Most survey participants were from the Lake Worth Campus, which includes District employees. Palm Beach State College administrators and staff accounted for nearly half of the responses. Responses based on length of service were similar among employees who have been with the College for at least one year (24%-36% in each of three categories), and 11% of respondents have been employed for less than one year.

Overall, most of the responses were favorable; however, the survey accomplished the purpose to identify areas of strength and of concern. It should be noted that a large percentage of responses were neutral (neither agree or disagree) on many questions.

Results indicated that a statistically significant relationship exists between an employee's position at PBSC and his/her response to a number of questions. As such, detail of responses for each question by position are presented in individual tables in **Section B** of the **Statistical Report**. Colored shading indicates questions where a one or more job positions differ significantly in their responses from others.

Findings - Themes

Mission:

- Most participants agree that they understand (87%) and support (89%) the mission of PBSC.
- 79% agree that their supervisor and fellow employees also support the mission of the College.

Student Success and Satisfaction:

- Overall, participants (96%) believe student success and satisfaction are of primary importance.
- 71% of employees agree that students are satisfied with their educational experience at PBSC, and only 5% disagree and 24% are neutral.

The Culture at PBSC:

- 97% of employees express confidence in or are neutral about the new College President (confidence = 69%, neutral = 28%).
 - Confidence in senior administrators is not quite as strong, with 78% expressing confidence in or are neutral. (confidence = 57%, neutral = 22%).
 - The relationship between administration and faculty appears to need attention with 44% of FT faculty not agreeing that the relationship is good.
- Only 43% of employees agree that PBSC thinks of itself as “one college,” while 37% disagree and 20% are neutral.
 - More critical, 58% of administrators and 46% of FT Faculty disagreed that “one college” is their perception. Related to this, 62% agreed that the campuses are autonomous, and 50% of the administrators did not agree that there is a good working relationship between district administration and campus management.
- Similarly, only 40% of employees agree there is a “team spirit” at PBSC, 35% disagree and 26% are neutral.
- 91% of employees either agreed or are neutral as to the ability of the College to become a “Gold College.” (Agree=59% 31% = neutral.)



Findings – Themes (continued)

Communications:

- 52% of employees agree that College leadership does a good job of communicating, with another 23% being neutral. However, 25% disagree.
 - Of note, faculty have a lower rate of agreeing (45%), with 19% being neutral and 37% disagreeing.
- Most participants agree (81%) that they have a means of communicating with their supervisor during off hours.
- Over 72% feel they are able to communicate freely with other employees. 78% feel they are able to communicate freely with their supervisor, although only 69% of FT faculty feel that way and 22% disagree that is the case.
- 83% of the respondents agree that their supervisor keeps them informed about important issues, although a smaller percentage of FT faculty (62%) agree.
- FT and adjunct faculty both agree at over 71% that students have a convenient means of communicating with the College, while administrators and staff agreement is lower (55%-57%).

Physical Environment:

- 72% of employees are generally happy with their work space at PBSC. However, over 62% of administrators disagreed that there is adequate office space on their campus. FT Faculty feel more positive, with 59% agreeing that office space is adequate.
- Approximately 80% agree that their campus is well maintained and they are proud of the appearance of their campus.
- Student parking is a concern, as over 40% disagreed that it is adequate. FT faculty disagreed at a higher rate, at 47%.



Findings – Themes (continued)

Safety and Security:

- 77% of PBSC employees agree that they feel safe working on campus and that students also feel safe. Only 9% disagree that they feel safe and only 4% disagree that students feel safe.
- 63% also agree that the crime rate on their campus is low.
- Over 87% agree that there is an adequate emergency management system on their campus, and 91% know agree that they know what to do in an emergency.

Technology:

- Overall in this section, a high percentage of participants chose “neither agree nor disagree” (neutral) on questions about technology.
- 86% agree or are neutral as it relates to the administration having the data and information needed (agree=45%, neutral=41%), but only 68% of administrators agreed or were neutral.
- 74% of employees agree that they have technology to adequately do their job, but only 62% of administrators agreed.
- Only 47% agree that current technology is adequate to support the future needs of the College, and only 37% of administrators agree and 45% of them disagree.
- Overall, 65% agree that information and instructional technology is adequately supported, but only 47% of administrators agree and 29% disagree.



Findings – Themes (continued)

My Job:

- 89% of employees agree and strongly agree that they like their jobs, and 54% strongly agree.
- Nearly 77% agree that they are well placed in their positions on campus.
- 51% disagree that they are adequately compensated for their jobs. Especially notable, nearly 66% of faculty disagree.
- Employees disagree (37%) that the career advancement process is adequate and transparent, and administrators disagree at 51%.
- 85% of the employees agree they get along well with their supervisor and 93% agrees that they get along with their fellow employees.

Governance:

- Most participants (43%) are neutral on the questions in this area, including 55% who are neutral related to the relationship between the Board, the President and other senior administrators.
- 87% agree or are neutral as it relates to the Board of Trustees considering student success and satisfaction as primary importance (44%= agree, 44% = neutral).

The Future:

- 83% of employees agree that PBSC has a great future.
- Most participants (39%) disagree or are neutral (36%) that PBSC is a “stepping stone” to a better job at another institution or company.
- Over 79% agree that they can see themselves working at PBSC until retirement.

