

Spring 2023 MJC Employee Climate Survey Items

1. In which area do you primarily work at Modesto Junior College?
 - a. School of Agriculture
 - b. School of Art, Performance, & the Humanities
 - c. School of Behavioral and Social Sciences
 - d. School of Business & Computing
 - e. School of Fitness & Health Professions
 - f. School of Industry & Trades
 - g. School of Language Arts & Education
 - h. School of Public Safety
 - i. School of Science, Engineering, & Mathematics
 - j. Library & Learning Center
 - k. Academic Counseling, Admissions & Records, Financial Aid
 - l. Career Services, Campus Life, Dining Services, Health/Psychological Services, Special Programs
 - m. External Affairs (e.g. Access & Outreach, Public Relations, Foundation, Community Engagement/Partnerships, Workforce Development)
 - n. Administration (e.g. Instruction Office, College Administrative Services, President's Office, Vice President of Student Services Office)
2. Please indicate your gender.
 - a. Male
 - b. Female
 - c. Non-Binary
3. Please indicate your age.

- a. (sliding scale from 0-100)
4. Please indicate your ethnicity.
 - a. African-American
 - b. American Indian/Alaskan Native
 - c. Asian
 - d. Filipino
 - e. Hispanic
 - f. Two or more
 - g. Pacific Islander
 - h. White
5. Please indicate your highest level of education.
 - a. Did not complete high school
 - b. High school diploma or GED
 - c. Some college, but no degree
 - d. Associate's Degree
 - e. Bachelor's Degree
 - f. Some graduate work, but no graduate degree
 - g. Master's Degree
 - h. Doctorate or Professional Degree
6. How long have you been employed at Modesto Junior College?
 - a. (Sliding scale from 0-50 years)
7. What is your professional role at Modesto Junior College?
 - a. Senior Administrator (i.e. President, Vice-President, Dean)

- b. Mid-Level Administrator (i.e. Associate/Assistant Dean, Director)
 - c. Classified Professional
 - i. (if selected): I am a:
 - 1. Full-Time Classified Professional
 - 2. Part-Time Classified Professional
 - 3. Temporary/Contract Classified Professional
 - d. Faculty Member
 - i. (if selected): I am:
 - 1. Full-Time Faculty
 - 2. Part-Time Faculty
8. Within the next year, how likely are you to leave: (1-Extremely Unlikely, 5-Extremely Likely)
- a. Your Current Position
 - b. Modesto Junior College
9. Please indicate the extent to which you agree or disagree with each of the following statements related to leadership at MJC. (1- Strongly Disagree, 5- Strongly Agree)
- a. In general, policies are applied fairly and consistently.
 - b. MJC is constantly seeking new and better ways of doing things.
 - c. The current structure (levels of management) allows me to be effective as an employee.
 - d. MJC values and promotes creativity and innovation.
 - e. Communication between employees and management is effective.
 - f. Communication between levels of management is effective.

- g. MJC cares about its employees.
 - h. MJC values the many different opinions of its employees.
 - i. MJC's leadership knows what is going on in the institution.
 - j. MJC's leadership is making effective changes to help the institution be successful.
 - k. MJC's leadership communicates a clear vision for the institution.
 - l. MJC's leadership builds effective relationships with all employees.
10. Please indicate the extent to which you agree or disagree with each of the following statements related to your manager at MJC. (1- Strongly Disagree, 5- Strongly Agree)
- a. I am satisfied with my opportunities for growth and development at MJC.
 - b. I am encouraged to come up with new ideas and suggestions for improving our work.
 - c. I am consulted on important matters that affect my job.
 - d. My manager expects a high quality of work from everyone.
 - e. My performance is assessed against clear and measurable objectives.
 - f. I receive regular training to do my job to the best of my ability.
 - g. I can speak openly without fear of victimization.
 - h. I clearly understand what my manager expects of me in my job.
 - i. My manager distributes work evenly among our team.
 - j. My manager is easily available/accessible to me.
 - k. My manager listens to me and is responsive to my concerns.
 - l. My manager creates an environment of support and trust.
 - m. My manager regularly recognizes me for doing a good job.
 - n. My manager gives me regular feedback on how I am doing.

- o. My manager helps me develop my skills and abilities.

11. Please indicate the extent to which you agree or disagree with each of the following statements. (1- Strongly Disagree, 5- Strongly Agree)

- a. MJC has clear strategic priorities and goals.
- b. I am willing to go the extra mile when necessary.
- c. Overall, I am committed to doing my best work at MJC.
- d. I clearly understand the college's vision, mission, and values.

12. Please indicate the extent to which you agree or disagree with each of the following statements. (1- Strongly Disagree, 5- Strongly Agree)

- a. I feel supported by other employees even in the face of challenging situations.
- b. Communication amongst members of my department is effective.
- c. I enjoy working with the people in my team.
- d. The people I work with treat me with respect.
- e. People within my department collaborate with each other and work as a team.
- f. The people I work with help each other when needed.

13. Please indicate the extent to which you agree or disagree with each of the following statements. (1- Strongly Disagree, 5- Strongly Agree)

- a. We have the right employees in job roles that fit their experience, skills, and career goals.
- b. We attract and hire talented employees at MJC.
- c. Meeting the aspirations and expectations of our students is a top priority at MJC.
- d. MJC appreciates and understands the aspirations of our students with regard to their education.

- e. MJC maintains very high standards of quality education.

14. Please rate your satisfaction with Modesto Junior College in the following areas. (1-

Extremely dissatisfied, 5- Extremely satisfied)

- a. Racial/Ethnic diversity of FACULTY
- b. Racial/Ethnic diversity of CLASSIFIED PROFESSIONALS
- c. Racial/Ethnic diversity of ADMINISTRATORS
- d. Gender diversity of FACULTY
- e. Gender diversity of CLASSIFIED PROFESSIONALS
- f. Gender diversity of ADMINISTRATORS
- g. Atmosphere for sexual orientation differences
- h. Atmosphere for political differences
- i. Atmosphere for religious differences
- j. Atmosphere for gender differences
- k. Atmosphere for racial/ethnic differences
- l. Atmosphere for individuals with disabilities

15. Please indicate the extent to which you agree or disagree with each of the following statements. (1- Strongly disagree, 5- Strongly agree)

- a. Employee concerns are considered when making policy.
- b. I feel respected by other employees in my professional role (faculty, classified professional, administrator)
- c. I feel respected by senior administrators.

16. This institution: (1- Strongly disagree, 5- Strongly agree)

- a. Encourages employees to have a public voice and share their ideas openly.

- b. Encourages students to have a public voice and share their ideas openly.
 - c. Has campus administrators who regularly speak about the value of diversity.
 - d. Promotes the appreciation of cultural differences.
 - e. Provides the campus community with opportunities to share feelings about issues of concern.
 - f. Has effective practices and policies that increase employee diversity.
 - g. Has a lot of racial tension.
17. Please indicate the extent to which you agree or disagree with each of the following statements. (1- Strongly disagree, 5- Strongly agree)
- a. I feel unsafe on campus.
 - b. I feel my contributions are valued by my department.
 - c. I feel my contributions are valued by my direct supervisor.
 - d. I feel my contributions are valued by my senior administrators.
 - e. I feel my contributions are valued by students.
 - f. My professional skills are effectively put to use in this position.
 - g. My job duties are clearly defined.
 - h. My workload is manageable given the hours I am scheduled to work.
 - i. I achieve a healthy balance between my personal and professional life.
 - j. I have at least one professional mentor I can turn to for guidance.
 - k. I feel a sense of belonging to this campus.
18. How often in the past year at Modesto Junior College have you: (1- Never, 5- Very Often)
- a. Challenged others on issues of discrimination.

- b. Educated yourself about individuals who are different from you.
 - c. Participated in a coalition of different groups to address social justice issues.
 - d. Attended programs focused on diversity (e.g. presentations, performances, etc.)
19. Please indicate how often at Modesto Junior College you have: (1- Never, 5- Very Often; 6- Decline to state)
- a. Assisted a student with a problem about discrimination.
 - b. Assisted another employee with a problem about discrimination.
 - c. Witnessed discrimination.
 - d. Reported an incident of discrimination to a campus authority.
 - e. Been sexually harassed.
 - f. Reported an incident of sexual harassment to a campus authority.
 - g. Felt my ideas were dismissed by my colleagues.
 - h. Felt I did not receive due credit for my ideas or work.
20. How often have you heard insensitive or disparaging remarks about race/ethnicity or gender from: (1- Never, 5- Very Often; 6- Decline to state)
- a. Faculty
 - b. Classified Professionals
 - c. Students
 - d. Mid-Level Administrators
 - e. Senior Administrators
21. At Modesto Junior College, how often have you been discriminated against or excluded from activities because of your: (1- Never, 5- Very Often; 6- Decline to state)
- a. Ability/Disability Status

- b. Age
- c. Citizenship Status
- d. Gender/Gender Identity
- e. Job Classification
- f. Level of Education
- g. Political Beliefs
- h. Race/Ethnicity
- i. Religious/Spiritual Beliefs
- j. Sexual Orientation
- k. Socioeconomic Status
- l. Parent/Guardian Status