Cuesta College Climate Survey 2024

Presented to the Board of Trustees

January 8, 2025

Board President, Dr. Debra Stakes and Board Vice President, Danna Stroud

Overview

Benchmark

▶ Establish baseline campus climate metrics

▶ Highlight areas of success

▶ Identify areas for improvement

Overview

Review of Aggregate Results

▶ Multiple survey tools reviewed

▶ Survey designed by Carroll College

▶ Design supports anonymity

▶ Third-party survey administration

▶ Full data set attached to agenda and posted on the Institutional Research webpage

General Campus Climate

- **High:** Cuesta College places a high priority on student success   78% agree/strongly agree

- **Low:** Cuesta College supports new ideas and creative problem solving   33% agree/strongly agree

Diversity, Equity, and Inclusion on Campus

- **High:** Cuesta College supports students with disabilities
  67% agree/strongly agree

- **Low:** I feel a sense of belonging at Cuesta College
  44% agree/strongly agree

Job Satisfaction

- **High:** Performance evaluation process provides necessary feedback to understand my work effectiveness and how to improve

  54% agree/strongly agree

- **Low:** Recognition and rewards for doing a good job
  26% agree/strongly agree

Overall Job Satisfaction

- 49% agree/strongly agree
- 7.1% very dissatisfied

Supervisor Satisfaction

▶ **High:** My supervisor treats me respectfully, provides encouragement, and motivates me to excel. Works to solve problems rather than place blame

67% agree/strongly agree

▶ **Low:** My supervisor considers my current workload before assigning new responsibilities

49% agree/strongly agree

College Leadership

- **High:** Shares timely and relevant communication with the campus community

  41% agree/strongly agree

- **Low:** Builds a climate of trust and openness
  18% agree/strongly agree

Campus Engagement

- **High:** My campus engagement contributes to student success

  81% agree/strongly agree

- **Low:** My campus engagement advances equity aligned with the Institutional Goals

  64% agree/strongly agree

Respondents

Classification	# Employees	# Participants	% Participated	% total survey response
Faculty	414	177	42.75%	48.40%
Classified Professionals	219	117	53.42%	32.00%
Management/ Confidential	56	30	53.57%	8.20%
Prefer not to Respond		42		11.50%
Total	689	366	53.12%	100%

Next steps

- Dr. Stearns will convene advisory groups of the three employee classifications to review the disaggregated data, identify priority areas to address, and collaborate on design for improvement.