All Respondents

Construct: College Climate

Cuesta College.....	Strongly Agree %	N	Agree %	N	Neither Agree nor Disagree %	N	Disagree %	N	Strongly Disagree %	N	No Basis to Judge %	N	Total %	N	Average (Excludes NBTJ) Mean	% Agree+ Strongly Agree	% Disagree + Strongly Disagree
places a high priority on student success.	27.4%	101	50.8%	187	11.7%	43	7.3%	27	1.4%	5	1.4%	5	100.0%	368	4.0	78.2%	8.7%
supports the freedom to ask questions and provide feedback.	11.2%	41	29.2%	107	16.7%	61	24.6%	90	17.8%	65	0.5%	2	100.0%	366	2.9	40.4%	42.4%
has policies and practices that give me the flexibility to manage my work and personal life.	13.3%	49	34.7%	128	19.8%	73	18.7%	69	12.7%	47	0.8%	3	100.0%	369	3.2	48.0%	31.4%
fosters a welcoming and inclusive working and learning environment.	15.5%	57	28.6%	105	19.6%	72	23.2%	85	12.8%	47	0.3%	1	100.0%	367	3.1	44.1%	36.0%
provides a safe, clean, and comfortable work and learning environment.	16.5%	61	47.8%	177	14.3%	53	14.6%	54	6.5%	24	0.3%	1	100.0%	370	3.5	64.3%	21.1%
sets fair procedures for and expectations of employees.	9.6%	35	28.5%	104	17.8%	65	27.1%	99	16.4%	60	0.5%	2	100.0%	365	2.9	38.1%	43.5%
supports new ideas and creative problem-solving.	8.4%	31	25.1%	93	21.1%	78	25.4%	94	18.4%	68	1.6%	6	100.0%	370	2.8	33.5%	43.8%
provides opportunities/activities that foster employee comradery.	7.6%	28	27.4%	101	23.8%	88	20.9%	77	19.5%	72	0.8%	3	100.0%	369	2.8	35.0%	40.4%
is a great place to work.	15.5%	57	30.2%	111	27.8%	102	18.3%	67	7.6%	28	0.5%	2	100.0%	367	3.3	45.7%	25.9%

Construct: Diversity, Equity, and Inclusion

Cuesta College.....	Strongly Agree %	N	Agree %	N	Neither Agree nor Disagree %	N	Disagree %	N	Strongly Disagree %	N	No Basis to Judge %	N	Total %	N	Average (Excludes NBTJ) Mean	% Agree+ Strongly Agree	% Disagree + Strongly Disagree
Cuesta College provides the resources and personnel necessary to support its commitment to diversity and inclusion	12.3%	45	34.3%	126	22.6%	83	18.5%	68	8.2%	30	4.1%	15	100.0%	367	3.3	46.6%	26.7%
Cuesta College supports students and employees with disabilities.	18.8%	69	48.2%	177	15.5%	57	6.5%	24	3.0%	11	7.9%	29	100.0%	367	3.8	67.0%	9.5%
I've been the object of negative stereotypes at work or on campus, either in person or virtually.	9.3%	34	19.1%	70	16.1%	59	24.3%	89	20.8%	76	10.4%	38	100.0%	366	2.7	28.4%	45.1%
I have witnessed others experience prejudice or discrimination at work or on campus, either in person or virtually.	14.7%	54	28.1%	103	14.4%	53	20.7%	76	16.3%	60	5.7%	21	100.0%	367	3.0	42.8%	37.0%
I feel a sense of belonging at Cuesta College	10.4%	38	34.1%	125	25.3%	93	18.5%	68	11.4%	42	0.3%	1	100.0%	367	3.1	44.5%	29.9%

Construct: Job Satisfaction

Cuesta College.....	Very Satisfied %	N	Satisfied %	N	Neutral %	N	Dissatisfied %	N	Very Dissatisfied %	N	No Basis to Judge %	N	Total %	N	Average (Excludes NBTJ) Mean	% Agree+ Strongly Agree	% Disagree + Strongly Disagree
Total compensation (salary, leave package, and healthcare benefits)	5.4%	20	30.6%	113	21.4%	79	29.3%	108	13.0%	48	0.3%	1	100%	369	2.9	36.0%	42.3%
Employee orientation/onboarding	3.8%	14	23.1%	85	32.9%	121	21.7%	80	13.9%	51	4.6%	17	100%	368	2.8	26.9%	35.6%
Resources, training, and support provided for me to perform my job effectively	7.9%	29	32.5%	120	23.0%	85	24.4%	90	12.2%	45	0.0%	0	100%	369	3.0	40.4%	36.6%
Opportunities and avenues available to participate in college governance	9.8%	36	42.4%	156	30.2%	111	6.8%	25	4.6%	17	6.3%	23	100%	368	3.5	52.2%	11.4%
Performance evaluation process provides necessary feedback to understand my work effectiveness and how to improve	10.6%	39	43.1%	159	22.2%	82	14.1%	52	8.7%	32	1.4%	5	100%	369	3.3	53.7%	22.8%
Recognition and rewards for doing a good job	3.3%	12	22.5%	83	32.2%	119	19.5%	72	18.7%	69	3.8%	14	100%	369	2.7	25.8%	38.2%
Personal enrichment opportunities through college-sponsored learning and cultural experiences	7.4%	27	30.0%	110	33.0%	121	17.4%	64	8.2%	30	4.1%	15	100%	367	3.1	37.4%	25.6%
Overall job satisfaction	8.4%	31	40.6%	149	27.2%	100	16.6%	61	7.1%	26	0%	0	100%	367	3.3	49.0%	23.7%

Construct: Supervisor Satisfaction

My Supervisor...	Strongly Agree %	N	Agree %	N	Neither Agree nor Disagree %	N	Disagree %	N	Strongly Disagree %	N	No Basis to Judge %	N	Total %	N	Average (Excludes NBTJ) Mean	% Agree+ Strongly Agree	% Disagree + Strongly Disagree
sets clear expectations for my work performance and the direction of our department.	20.9%	77	35.6%	131	17.9%	66	13.3%	49	12.0%	44	0.3%	1	100%	368	3.4	56.5%	25.3%
provides open and timely communication about the decisions and needs of the department/College.	22.8%	84	34.8%	128	13.3%	49	13.9%	51	14.9%	55	0.3%	1	100%	368	3.4	57.6%	28.8%
welcomes my input and suggestions in departmental procedures and decisions, including dissenting opinions.	27.8%	102	38.4%	141	11.2%	41	11.4%	42	10.1%	37	1.1%	4	100%	367	3.6	66.2%	21.5%
supports a healthy work/life balance.	26.2%	96	38.8%	142	16.9%	62	8.5%	31	7.9%	29	1.6%	6	100%	366	3.7	65.0%	16.4%
considers my current workload before assigning new responsibilities or projects.	22.0%	81	27.2%	100	19.6%	72	16.3%	60	10.9%	40	4.1%	15	100%	368	3.3	49.2%	27.2%
treats me respectfully, provides encouragement, and motivates me to excel. Works to solve problems rather than place blame.	36.5%	134	30.8%	113	15.0%	55	9.0%	33	8.2%	30	0.5%	2	100%	367	3.8	67.3%	17.2%

Construct: College Leadership

College Leadership...	Strongly Agree %	N	Agree %	N	Neither Agree nor Disagree %	N	Disagree %	N	Strongly Disagree %	N	No Basis to Judge %	N	Total %	N	Average (Excludes NBTJ) Mean	% Agree+ Strongly Agree	% Disagree + Strongly Disagree
shares timely and relevant communication with the campus community.	7.1%	26	34.2%	125	18.4%	67	25.2%	92	14.5%	53	0.5%	2	100%	365	2.9	41.3%	39.7%
is visible and approachable.	6.0%	22	21.9%	80	15.6%	57	26.8%	98	28.4%	104	1.4%	5	100%	366	2.5	27.9%	55.2%
shares information I need to do my job.	6.0%	22	27.3%	100	26.5%	97	21.6%	79	15.3%	56	3.3%	12	100%	366	2.9	33.3%	36.9%
shows confidence in employees to do excellent work.	6.3%	23	21.5%	79	21.0%	77	22.9%	84	26.2%	96	2.2%	8	100%	367	2.6	27.8%	49.1%
encourages creative and innovative thinking.	4.9%	18	17.2%	63	24.8%	91	26.7%	98	22.1%	81	4.4%	16	100%	367	2.5	22.1%	48.8%
encourages collaboration between coworkers/departments.	6.3%	23	20.2%	74	24.8%	91	23.7%	87	21.3%	78	3.8%	14	100%	367	2.7	26.5%	45.0%
welcomes and values input and feedback.	6.0%	22	15.8%	58	18.9%	69	23.8%	87	31.4%	115	4.1%	15	100%	366	2.4	21.8%	55.2%
builds a climate of trust and openness.	4.6%	17	13.1%	48	15.3%	56	24.9%	91	39.3%	144	2.7%	10	100%	366	2.2	17.7%	64.2%
provides a shared vision and clear direction for the future.	5.7%	21	18.3%	67	25.4%	93	22.7%	83	25.1%	92	2.7%	10	100%	366	2.6	24.0%	47.8%
provides effective institutional leadership.	6.6%	24	16.1%	59	21.6%	79	20.8%	76	32.0%	117	3.0%	11	100%	366	2.4	22.7%	52.8%

Construct: Campus Engagement

My campus engagement....	Strongly Agree %	N	Agree %	N	Neither Agree nor Disagree %	N	Disagree %	N	Strongly Disagree %	N	No Basis to Judge %	N	Total %	N	Average (Excludes NBTJ) Mean	% Agree+ Strongly Agree	% Disagree + Strongly Disagree
contributes to student success.	34.5%	126	47.7%	174	12.1%	44	1.6%	6	1.1%	4	3.0%	11	100%	365	4.2	82.2%	2.7%
fosters an inclusive environment.	33.4%	122	46.0%	168	11.8%	43	3.0%	11	1.6%	6	4.1%	15	100%	365	4.1	79.4%	4.6%
welcomes and values input and feedback.	29.7%	108	44.0%	160	12.4%	45	6.0%	22	4.1%	15	3.8%	14	100%	364	3.9	73.7%	10.1%
advances equity aligned with the Institutional Goals.	25.7%	93	38.7%	140	22.9%	83	3.9%	14	1.9%	7	6.9%	25	100%	362	3.9	64.4%	5.8%
supports innovation and expanded opportunity for students.	25.5%	93	45.6%	166	18.7%	68	4.1%	15	1.6%	6	4.4%	16	100%	364	3.9	71.1%	5.7%
encourages student engagement.	32.4%	118	42.6%	155	16.5%	60	2.5%	9	1.4%	5	4.7%	17	100%	364	4.1	75.0%	3.9%

Job Classification	Total %	N
Administration/Management	8.2%	30
Classified	32.0%	117
Faculty	48.4%	177
Prefer not to respond	11.5%	42

Demographics	Race/Ethnicity	Total %	N
	American Indian or Alaska Native	1.4%	5
	Asian	0.3%	1
	Black or African American	0.0%	0
	Hispanic/Latinx	9.3%	34
	Native Hawaiian or Pacific Islander	0.5%	2
	White	59.6%	218
	Two or More Races	6.3%	23
	Other	4.4%	16
	Prefer Not to Respond	25.4%	93

Note 1: Other write in responses included: American, Christian, Hispanic/Latino/a not x, Jewish, Mexican American, Why does it matter, Prefer not to respond because lack of diversity would identify me immediately!
Note 2: Additionally, 7 individuals used the 'Other' race open textbox to provide insights/feedback about the college broadly.

% Agree + % Strongly Agree

Construct: College Climate

Cuesta College.....	Administration/ Management (n~30)		Classified (n~117)		Faculty (n~177)		Prefer not to respond (n~42)	
	%	N	%	N	%	N	%	N
places a high priority on student success.	80.0%	24	82.1%	96	78.3%	137	69.0%	29
supports the freedom to ask questions and provide feedback.	53.6%	15	49.6%	58	38.6%	68	14.3%	6
has policies and practices that give me the flexibility to manage my work and personal life.	60.0%	18	48.7%	57	49.2%	87	31.0%	13
fosters a welcoming and inclusive working and learning environment.	63.3%	19	55.2%	64	39.0%	69	22.0%	9
provides a safe, clean, and comfortable work and learning environment.	80.0%	24	60.7%	71	65.0%	115	61.9%	26
sets fair procedures for and expectations of employees.	53.3%	16	42.6%	49	37.9%	66	58.3%	7
supports new ideas and creative problem-solving.	46.7%	14	38.5%	45	31.6%	56	19.0%	8
provides opportunities/activities that foster employee comradery.	46.7%	14	37.6%	44	37.3%	66	9.5%	4
is a great place to work.	65.5%	19	47.9%	56	47.7%	84	19.0%	8

Construct: Diversity, Equity, and Inclusion

	Administration/ Management (n~30)		Classified (n~117)		Faculty (n~177)		Prefer not to respond (n~42)	
	%	N	%	N	%	N	%	N
Cuesta College provides the resources and personnel necessary to support its commitment to diversity and inclusion.	56.7%	17	47.8%	55	48.6%	86	28.6%	12
Cuesta College supports students and employees with disabilities.	80.0%	24	72.4%	84	63.8%	113	58.5%	24
I've been the object of negative stereotypes at work or on campus, either in person or virtually.	31.0%	9	24.3%	28	27.1%	48	40.5%	17
I have witnessed others experience prejudice or discrimination at work or on campus, either in person or virtually.	41.4%	12	37.9%	44	42.4%	75	57.1%	24
I feel a sense of belonging at Cuesta College	60.0%	18	44.8%	52	45.2%	80	29.3%	12

Construct: Job Satisfaction

Cuesta College.....	Administration/ Management (n~30)		Classified (n~117)		Faculty (n~177)		Prefer not to respond (n~42)	
	%	N	%	N	%	N	%	N
Total compensation (salary, leave package, and healthcare benefits)	60.0%	18	28.2%	33	40.1%	71	23.8%	10
Employee orientation/onboarding	36.7%	11	25.0%	29	29.4%	52	14.3%	6
Resources, training, and support provided for me to perform my job effectively	43.3%	13	32.5%	38	49.7%	88	21.4%	9
Opportunities and avenues available to participate in college governance	70.0%	21	37.1%	43	63.3%	112	35.7%	15
Performance evaluation process provides necessary feedback to understand my work effectiveness and how to improve	53.3%	16	44.4%	52	63.3%	112	40.5%	17
Recognition and rewards for doing a good job	46.7%	14	23.9%	28	27.7%	49	9.5%	4
Personal enrichment opportunities through college-sponsored learning and cultural experiences	58.6%	17	26.5%	31	45.5%	80	19.0%	8
Overall job satisfaction	70.0%	21	45.2%	52	54.8%	97	21.4%	9

Construct: Supervisor Satisfaction

My Supervisor...	Administration/ Management (n~30)		Classified (n~117)		Faculty (n~177)		Prefer not to respond (n~42)	
	%	N	%	N	%	N	%	N
sets clear expectations for my work performance and the direction of our department.	73.3%	22	53.8%	63	57.4%	101	50.0%	21
provides open and timely communication about the decisions and needs of the department/College.	76.7%	23	57.3%	67	57.4%	101	47.6%	20
welcomes my input and suggestions in departmental procedures and decisions, including dissenting opinions.	89.7%	26	70.1%	82	62.5%	110	57.1%	24
supports a healthy work/life balance.	72.4%	21	70.9%	83	61.1%	107	61.9%	26
considers my current workload before assigning new responsibilities or projects.	60.0%	18	46.2%	54	51.7%	91	40.5%	17
treats me respectfully, provides encouragement, and motivates me to excel. Works to solve problems rather than place blame.	86.7%	26	73.5%	86	64.6%	113	50.0%	21

Construct: College Leadership

College Leadership...	Administration/ Management (n~30)		Classified (n~117)		Faculty (n~177)		Prefer not to respond (n~42)	
	%	N	%	N	%	N	%	N
shares timely and relevant communication with the campus community.	53.3%	16	39.3%	46	44.3%	77	28.6%	12
is visible and approachable.	46.7%	14	30.2%	35	27.4%	48	11.9%	5
shares information I need to do my job.	43.3%	13	35.0%	41	35.4%	62	12.2%	5
shows confidence in employees to do excellent work.	56.7%	17	36.8%	43	22.3%	39	7.1%	3
encourages creative and innovative thinking.	53.3%	16	23.9%	28	20.0%	35	4.8%	2
encourages collaboration between coworkers/departments.	53.3%	16	34.2%	40	18.9%	33	19.0%	8
welcomes and values input and feedback.	53.3%	16	25.6%	30	18.3%	32	4.9%	2
builds a climate of trust and openness.	36.7%	11	18.1%	21	18.3%	32	2.4%	1
provides a shared vision and clear direction for the future.	40.0%	12	29.3%	34	21.7%	38	9.5%	4
provides effective institutional leadership.	50.0%	15	23.3%	27	22.3%	39	4.8%	2

Construct: Campus Engagement

My campus engagement....	Administration/ Management (n~30)		Classified (n~117)		Faculty (n~177)		Prefer not to respond (n~42)	
	%	N	%	N	%	N	%	N
contributes to student success.	86.2%	25	80.3%	94	85.6%	149	71.4%	30
fosters an inclusive environment.	86.2%	25	74.4%	87	83.3%	145	73.8%	31
welcomes and values input and feedback.	92.9%	26	71.8%	84	75.9%	132	57.1%	24
advances equity aligned with the Institutional Goals.	78.6%	22	61.2%	71	69.4%	120	45.2%	19
supports innovation and expanded opportunity for students.	79.3%	23	70.1%	82	75.3%	131	50.0%	21
encourages student engagement.	75.9%	22	67.5%	79	83.8%	145	59.5%	25