

Report for SMC Employee Survey 2022

Response Counts

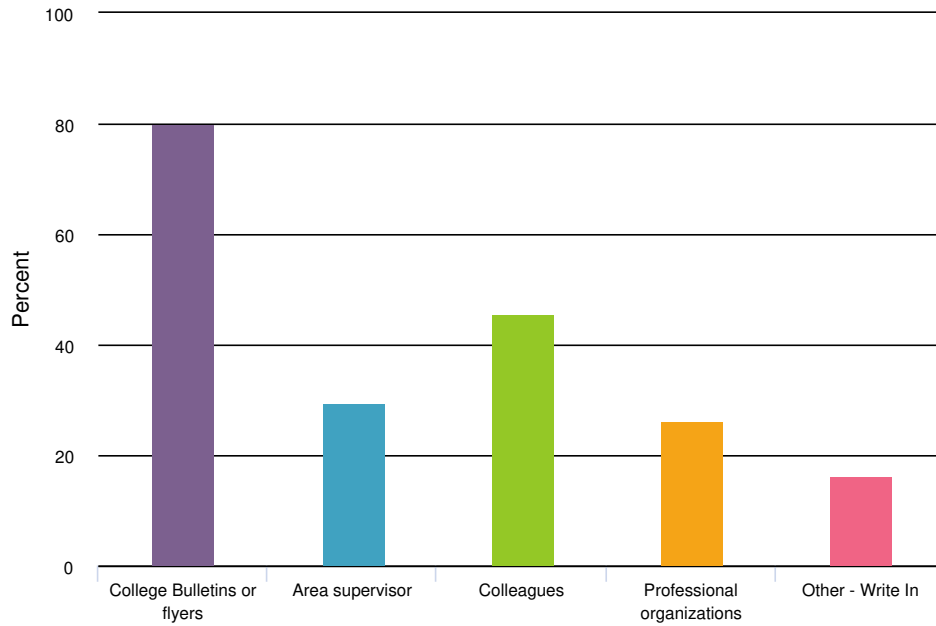


Totals: 713

1. Rate the extent to which you agree with the following statements:

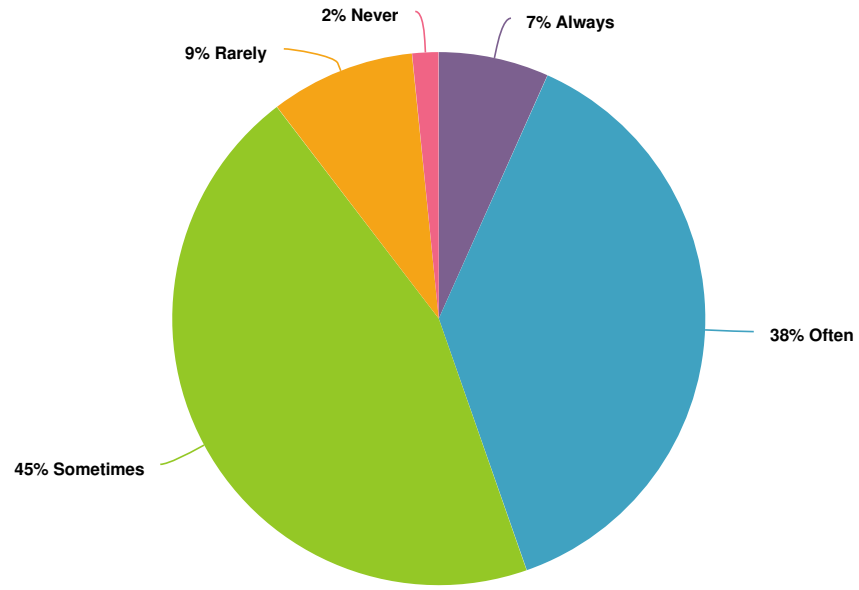
	Strongly Agree	Agree	Somewhat Agree	Somewhat Disagree	Disagree	Strongly Disagree	Responses
I feel I have all the skills necessary to do my job effectively Count Row %	220 38.5%	226 39.5%	84 14.7%	30 5.2%	11 1.9%	1 0.2%	572
I feel my manager/supervisor supports my participation in trainings and professional development Count Row %	290 51.0%	171 30.1%	61 10.7%	20 3.5%	17 3.0%	10 1.8%	569
I feel SMC, in general, supports the professional development of its employees Count Row %	176 31.1%	187 33.0%	108 19.1%	57 10.1%	24 4.2%	14 2.5%	566
I feel well-informed about training and professional development opportunities at SMC Count Row %	153 26.9%	211 37.1%	130 22.9%	47 8.3%	19 3.3%	8 1.4%	568
My supervisor and I regularly discuss a professional development plan to strengthen my work skills or connection to the mission of SMC Count Row %	72 12.6%	123 21.6%	139 24.4%	65 11.4%	99 17.4%	72 12.6%	570
Totals Total Responses							572

2. How do you learn about professional development and training opportunities at SMC?
Check all that apply.



Value	Percent	Responses
College Bulletins or flyers	80.1%	460
Area supervisor	29.4%	169
Colleagues	45.5%	261
Professional organizations	26.3%	151
Other - Write In	16.2%	93

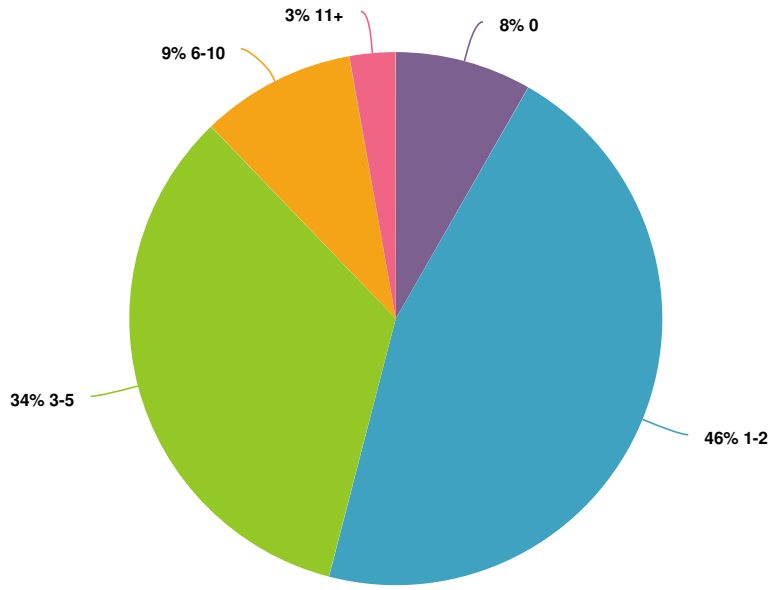
3. When professional development and training opportunities are recommended to you by others, how often do you participate?



Value	Percent	Responses
Always	6.7%	38
Often	38.0%	217
Sometimes	45.0%	257
Rarely	8.8%	50
Never	1.6%	9

Totals: 571

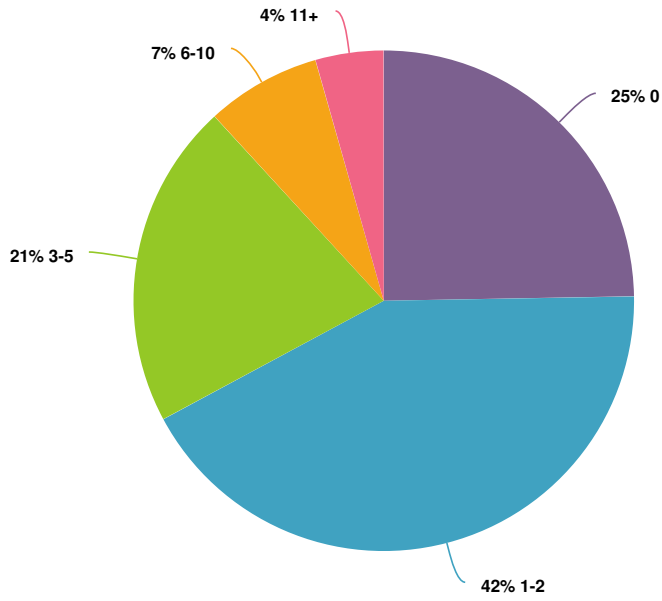
4. On average, how many trainings offered by Santa Monica College do you attend in an academic year?



Value	Percent	Responses
0	8.3%	45
1-2	45.8%	248
3-5	33.8%	183
6-10	9.4%	51
11+	2.8%	15

Totals: 542

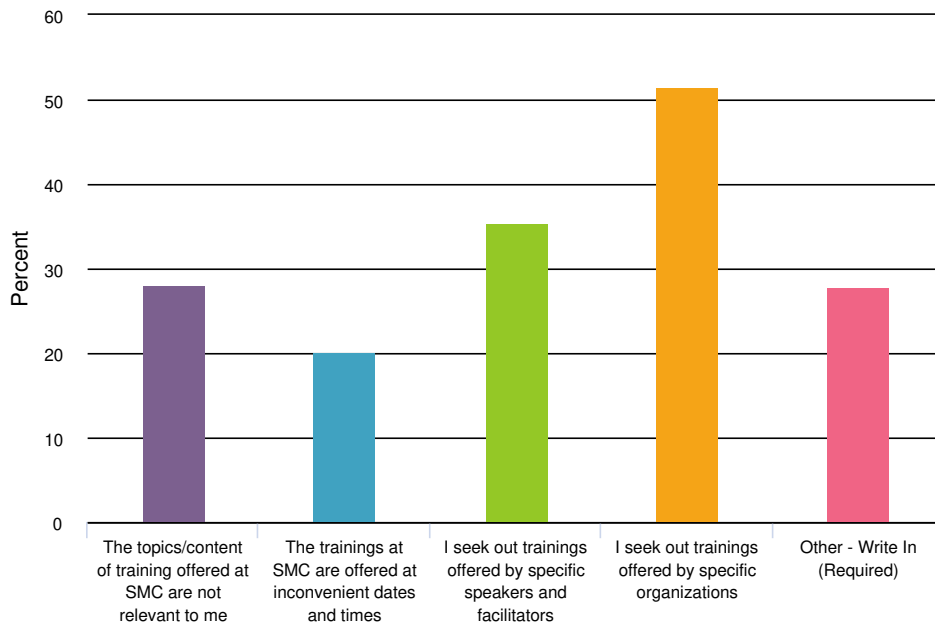
5. On average, how many trainings offered by organizations outside of Santa Monica College do you attend in an academic year?



Value	Percent	Responses
0	24.7%	134
1-2	42.4%	230
3-5	21.0%	114
6-10	7.4%	40
11+	4.4%	24

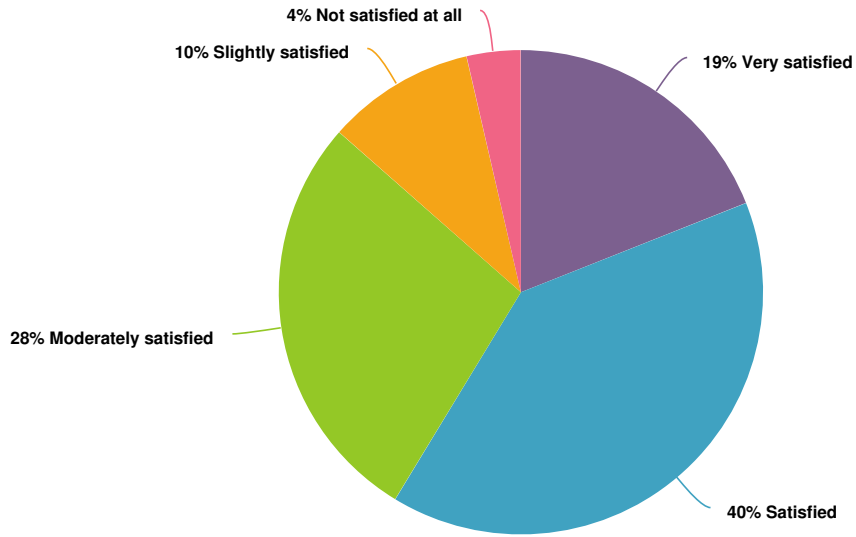
Totals: 542

6. What reason(s) do you seek out training from external organizations?



Value	Percent	Responses
The topics/content of training offered at SMC are not relevant to me	28.1%	113
The trainings at SMC are offered at inconvenient dates and times	20.1%	81
I seek out trainings offered by specific speakers and facilitators	35.3%	142
I seek out trainings offered by specific organizations	51.5%	207
Other - Write In (Required)	27.9%	112

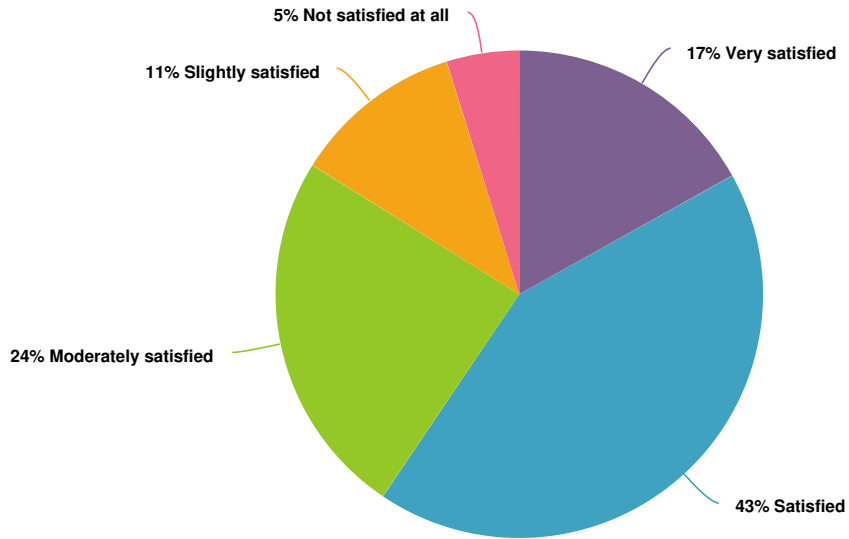
7. How satisfied are you with the quality of training you receive at Santa Monica College?



Value	Percent	Responses
Very satisfied	19.0%	94
Satisfied	39.7%	197
Moderately satisfied	27.8%	138
Slightly satisfied	9.9%	49
Not satisfied at all	3.6%	18

Totals: 496

8. Overall, how satisfied are you with the amount of training offerings at Santa Monica College?



Value	Percent	Responses
Very satisfied	16.9%	84
Satisfied	42.5%	211
Moderately satisfied	24.4%	121
Slightly satisfied	11.3%	56
Not satisfied at all	4.8%	24

Totals: 496

9. Rate the extent to which you agree with the following statements. Trainings at SMC...

	Strongly Aagree	Agree	Somewhat Agree	Somewhat Disagree	Disagree	Strongly Disagree	Responses
Are accessible for employees like me Count Row %	147 27.3%	218 40.5%	90 16.7%	38 7.1%	23 4.3%	22 4.1%	538
Are relevant to my job Count Row %	80 15.0%	163 30.5%	145 27.1%	77 14.4%	34 6.4%	36 6.7%	535
Include offerings for participants with different skill levels and experiences Count Row %	77 14.4%	184 34.5%	153 28.7%	67 12.6%	34 6.4%	18 3.4%	533
Provide practical information I can apply to my daily work Count Row %	71 13.3%	182 34.1%	144 27.0%	72 13.5%	35 6.6%	30 5.6%	534
Totals Total Responses							538

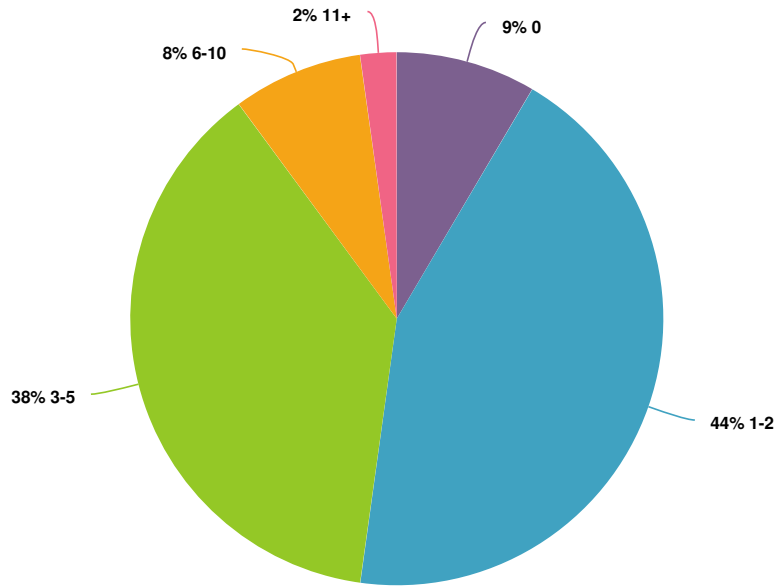
10. Rate your level of interest in future training topics at SMC:

	Extremely Interested	Interested	Moderately Interested	Slightly Interested	Not Interested At All	Responses
College policies and procedures (accreditation, program review, Board policies, etc.) Count Row %	84 15.7%	142 26.5%	150 28.0%	83 15.5%	76 14.2%	535
Data collection and analysis Count Row %	79 14.8%	160 30.0%	145 27.2%	83 15.6%	66 12.4%	533
Conflict resolution Count Row %	99 18.6%	173 32.5%	143 26.8%	73 13.7%	45 8.4%	533
Management strategies (time, project, people) Count Row %	105 19.9%	163 30.9%	124 23.5%	64 12.1%	71 13.5%	527
Mental health Count Row %	112 21.1%	184 34.7%	117 22.0%	72 13.6%	46 8.7%	531
Pedagogy and curriculum development Count Row %	143 26.9%	145 27.3%	102 19.2%	67 12.6%	75 14.1%	532
Safety Count Row %	84 15.9%	147 27.8%	139 26.3%	104 19.7%	55 10.4%	529
Supporting specific student populations Count Row %	187 35.1%	177 33.2%	97 18.2%	42 7.9%	30 5.6%	533
Technology tools (Canvas, AdobeSign, Microsoft Teams, etc.) Count Row %	173 32.3%	212 39.6%	87 16.3%	43 8.0%	20 3.7%	535
Programs, departments, and services at SMC Count Row %	131 24.6%	210 39.5%	119 22.4%	57 10.7%	15 2.8%	532
Totals Total Responses						535

11. How likely are you to attend a training offered in the following format?

	Extremely Likely	Likely	Somewhat Likely	Slightly Likely	Not at all likely	Responses
In-person workshops (one session per topic) Count Row %	92 17.2%	140 26.1%	135 25.2%	95 17.7%	74 13.8%	536
Virtual (live) workshops (one session per topic) Count Row %	195 36.3%	230 42.8%	71 13.2%	28 5.2%	13 2.4%	537
Seminar or conference (multiple session, multiple topics) Count Row %	86 16.0%	201 37.5%	142 26.5%	64 11.9%	43 8.0%	536
Intensive training experience (multiple days) Count Row %	80 15.0%	146 27.4%	147 27.6%	79 14.8%	81 15.2%	533
Pre-recorded or online streaming on-demand "how to" videos Count Row %	145 27.1%	173 32.3%	93 17.4%	82 15.3%	42 7.9%	535
Online repository of self-guided reading and other training materials Count Row %	109 20.2%	173 32.1%	115 21.3%	82 15.2%	60 11.1%	539
Totals Total Responses						539

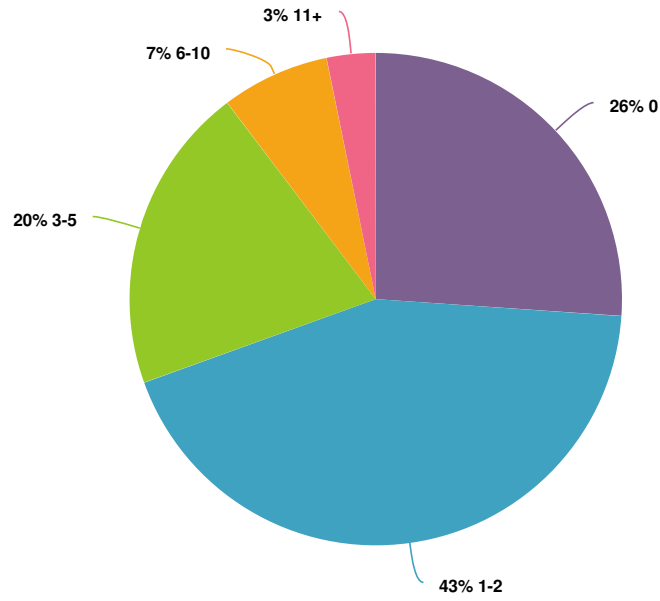
12. On average, how many professional development (PD) experiences organized by Santa Monica College do you attend in an academic year (PD series count as one)? Some examples include Opening Day, March Professional Development Day, and Equitizing Gateway Courses (EGC)



Value	Percent	Responses
0	8.5%	43
1-2	43.7%	221
3-5	37.7%	191
6-10	7.9%	40
11+	2.2%	11

Totals: 506

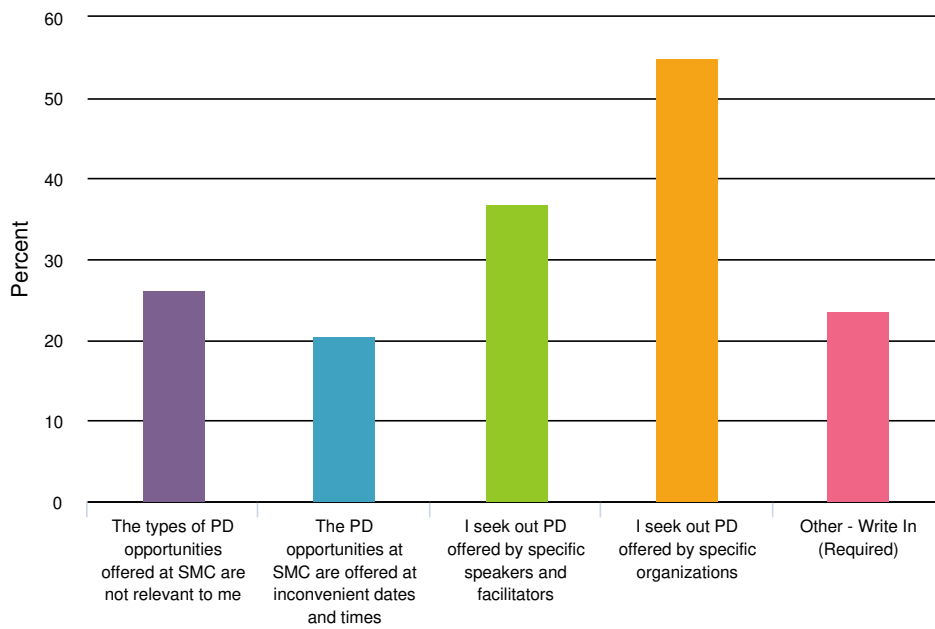
13. On average, how many professional development (PD) experiences offered by organizations outside of Santa Monica College do you attend in an academic year?



Value	Percent	Responses
0	26.1%	132
1-2	43.4%	219
3-5	20.2%	102
6-10	7.1%	36
11+	3.2%	16

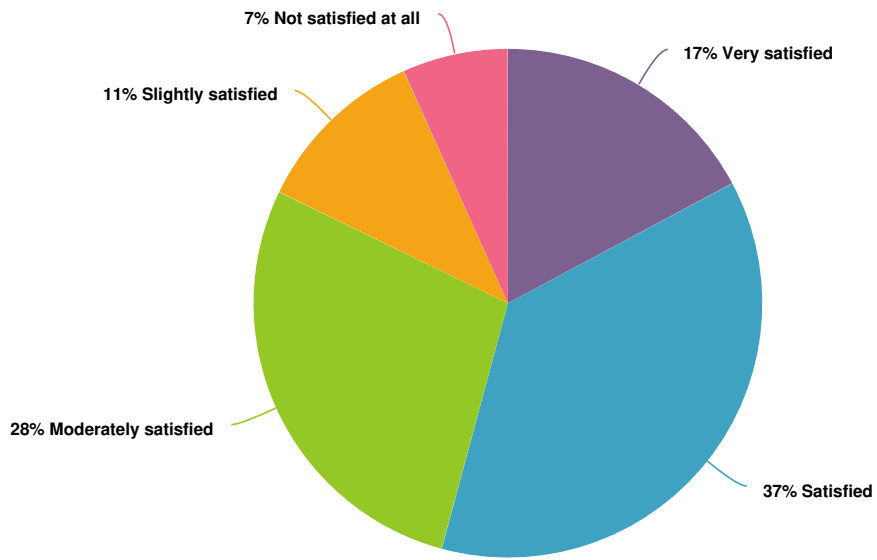
Totals: 505





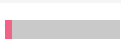
14. What reason(s) do you seek out PD from external organizations?



Value	Percent	Responses
The types of PD opportunities offered at SMC are not relevant to me	26.2%	97
The PD opportunities at SMC are offered at inconvenient dates and times	20.5%	76
I seek out PD offered by specific speakers and facilitators	36.8%	136
I seek out PD offered by specific organizations	54.9%	203
Other - Write In (Required)	23.5%	87

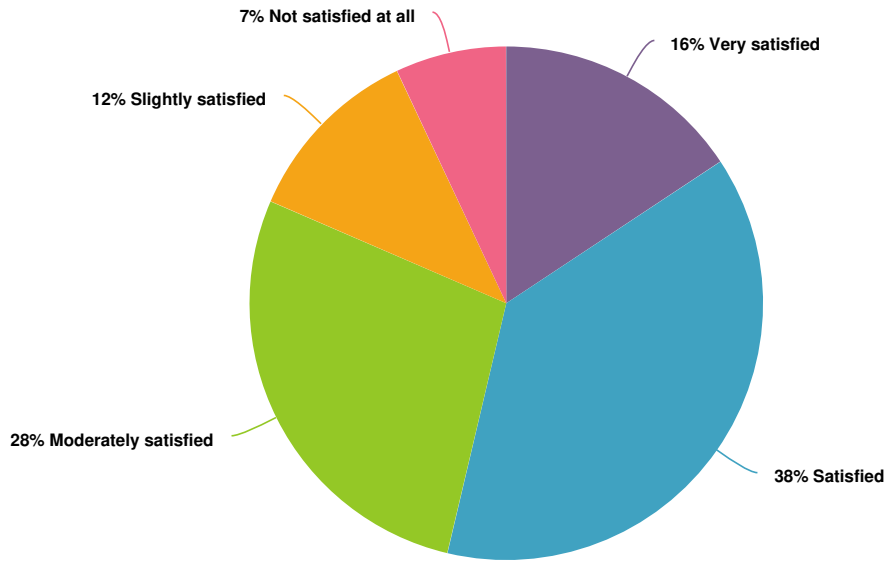
15. How satisfied are you with the quality of PD you receive at Santa Monica College?



Value		Percent	Responses
Very satisfied		17.2%	79
Satisfied		37.0%	170
Moderately satisfied		28.0%	129
Slightly satisfied		11.1%	51
Not satisfied at all		6.7%	31

Totals: 460

16. Overall, how satisfied are you with the amount of PD opportunities offered at Santa Monica College?



Value	Percent	Responses
Very satisfied	15.7%	72
Satisfied	38.0%	175
Moderately satisfied	27.8%	128
Slightly satisfied	11.5%	53
Not satisfied at all	7.0%	32

Totals: 460

17. Rate the extent to which you agree with the following statements:

	Strongly Agree	Agree	Somewhat Agree	Somewhat Disagree	Disagree	Strongly Disagree	Responses
Access to new learning and professional development opportunities is important to me as an employee Count Row %	222 44.4%	197 39.4%	65 13.0%	9 1.8%	3 0.6%	4 0.8%	500
The impact of participating in professional development is positive and lasting Count Row %	156 31.0%	212 42.1%	112 22.3%	13 2.6%	7 1.4%	3 0.6%	503
I know the steps I need to take in order to access professional development Count Row %	93 18.5%	219 43.5%	134 26.6%	40 8.0%	8 1.6%	9 1.8%	503
Professional development is an integral part of SMC's culture Count Row %	111 22.2%	179 35.7%	111 22.2%	50 10.0%	31 6.2%	19 3.8%	501
Professional development is an integral part of my department's culture Count Row %	110 21.9%	177 35.3%	115 22.9%	50 10.0%	26 5.2%	24 4.8%	502
I share resources and what I've learned from professional development experiences with others Count Row %	128 25.5%	200 39.9%	118 23.6%	31 6.2%	12 2.4%	12 2.4%	501
I have the opportunity to apply what I have learned in PD to my work/teaching Count Row %	116 23.2%	205 40.9%	113 22.6%	36 7.2%	17 3.4%	14 2.8%	501
Totals Total Responses							503

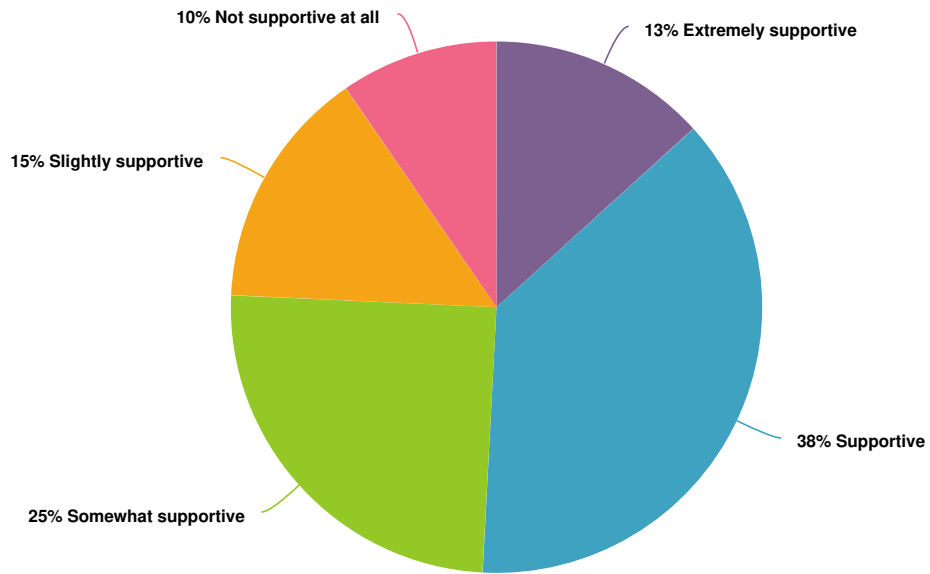
18. Rate your level of interest in future PD topics at SMC:

	Extremely Interested	Interested	Moderately Interested	Slightly Interested	Not Interested At All	Responses
Creating an inclusive classroom Count Row %	142 28.2%	157 31.2%	90 17.9%	51 10.1%	63 12.5%	503
Cultural empathy (competency) Count Row %	181 36.0%	182 36.2%	80 15.9%	34 6.8%	26 5.2%	503
Culturally responsive and relevant pedagogy Count Row %	170 33.9%	165 32.9%	83 16.5%	44 8.8%	40 8.0%	502
Engaging in productive conversations about race and racial equity Count Row %	187 37.3%	151 30.1%	81 16.1%	50 10.0%	33 6.6%	502
Inter-cultural communication and collaboration Count Row %	189 37.6%	169 33.6%	80 15.9%	36 7.2%	29 5.8%	503
Inquiry to address racial equity gaps Count Row %	193 38.4%	170 33.9%	71 14.1%	37 7.4%	31 6.2%	502
Goal setting and monitoring Count Row %	126 25.2%	189 37.8%	115 23.0%	38 7.6%	32 6.4%	500
Leadership Count Row %	155 30.8%	155 30.8%	118 23.5%	42 8.3%	33 6.6%	503
Mentorship Count Row %	143 28.5%	179 35.7%	111 22.1%	34 6.8%	35 7.0%	502
Networking Count Row %	130 26.1%	166 33.3%	103 20.6%	56 11.2%	44 8.8%	499
Totals Total Responses						503

19. Rate the extent to which you agree with the following statements:

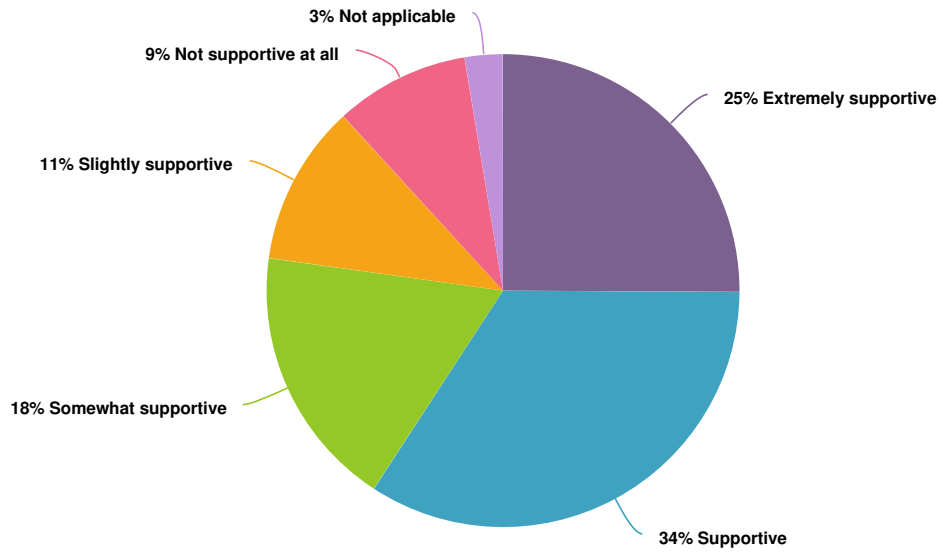
	Strongly Agree	Agree	Somewhat Agree	Somewhat Disagree	Disagree	Strongly Disagree	Not Applicable	Responses
My promotion and career path is clear to me Count Row %	100 20.1%	141 28.4%	88 17.7%	49 9.9%	42 8.5%	50 10.1%	27 5.4%	497
I am progressing in my personal and professional development at SMC Count Row %	84 16.9%	143 28.8%	127 25.6%	56 11.3%	35 7.0%	38 7.6%	14 2.8%	497
I feel like SMC utilizes my talents and skills in my job effectively Count Row %	81 16.3%	150 30.2%	119 24.0%	53 10.7%	35 7.1%	54 10.9%	4 0.8%	496
I have opportunities to showcase or use my talents and skills in my department Count Row %	98 19.8%	173 34.9%	115 23.2%	44 8.9%	24 4.8%	36 7.3%	6 1.2%	496
My roles, responsibilities, and expectations are clearly defined Count Row %	117 23.5%	189 38.0%	100 20.1%	45 9.0%	20 4.0%	25 5.0%	2 0.4%	498
Totals Total Responses								498

20. How well does SMC support you in exploring your professional interests and goals?



Value	Percent	Responses
Extremely supportive	13.3%	66
Supportive	37.6%	187
Somewhat supportive	24.9%	124
Slightly supportive	14.7%	73
Not supportive at all	9.6%	48
		Totals: 498

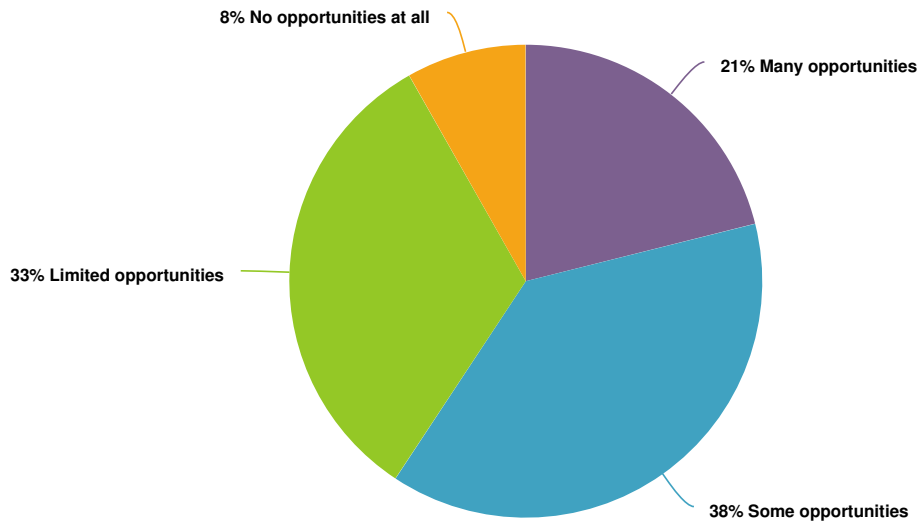
21. How well does your department support you in exploring your professional interests and goals?



Value	Percent	Responses
Extremely supportive	25.1%	125
Supportive	34.1%	170
Somewhat supportive	18.0%	90
Slightly supportive	11.0%	55
Not supportive at all	9.2%	46
Not applicable	2.6%	13

Totals: 499

22. How many opportunities do you have for professional growth at SMC?



Value	Percent	Responses
Many opportunities	21.1%	105
Some opportunities	38.2%	190
Limited opportunities	32.5%	162
No opportunities at all	8.2%	41

Totals: 498

23. Rate the extent to which you agree with the following statements about your relationship with colleagues at SMC:

	Strongly Agree	Agree	Somewhat Agree	Somewhat Disagree	Disagree	Strongly Disagree	Not Applicable	Responses
I feel respected by faculty Count Row %	137 28.0%	185 37.8%	94 19.2%	29 5.9%	13 2.7%	12 2.4%	20 4.1%	490
I feel respected by staff members Count Row %	167 34.2%	228 46.6%	67 13.7%	12 2.5%	6 1.2%	6 1.2%	3 0.6%	489
I feel respected by students Count Row %	184 37.6%	215 43.9%	54 11.0%	10 2.0%	2 0.4%	1 0.2%	24 4.9%	490
I feel respected by management Count Row %	94 19.3%	165 33.8%	111 22.7%	47 9.6%	22 4.5%	36 7.4%	13 2.7%	488
Colleagues in my department care about my well-being Count Row %	175 35.8%	182 37.2%	81 16.6%	20 4.1%	14 2.9%	12 2.5%	5 1.0%	489
I have at least one professional mentor I can turn to for guidance Count Row %	145 29.7%	133 27.2%	81 16.6%	44 9.0%	31 6.3%	43 8.8%	12 2.5%	489
I have friendly relationships with colleagues in my department Count Row %	224 45.7%	182 37.1%	61 12.4%	9 1.8%	6 1.2%	5 1.0%	3 0.6%	490

	Strongly Agree	Agree	Somewhat Agree	Somewhat Disagree	Disagree	Strongly Disagree	Not Applicable	Responses
I have friendly relationships with colleagues outside of my department at this institution Count Row %	164 33.5%	167 34.1%	77 15.7%	21 4.3%	22 4.5%	20 4.1%	19 3.9%	490
I feel a sense of belonging to this campus Count Row %	129 26.4%	147 30.1%	131 26.8%	33 6.7%	21 4.3%	26 5.3%	2 0.4%	489
Totals Total Responses								490

24. Rate the extent to which you agree with the following statements about how SMC handles employee concerns:

	Strongly Agree	Agree	Somewhat Agree	Somewhat Disagree	Disagree	Strongly Disagree	Not Applicable	Responses
Employee concerns are considered when making policy Count Row %	44 9.0%	108 22.1%	146 29.9%	70 14.3%	38 7.8%	63 12.9%	20 4.1%	489
SMC encourages employees to have a public voice and share their ideas Count Row %	45 9.2%	137 28.1%	139 28.5%	69 14.2%	36 7.4%	47 9.7%	14 2.9%	487
SMC provides the campus community with opportunities to share feelings about issues of concern Count Row %	54 11.1%	122 25.1%	148 30.5%	59 12.1%	45 9.3%	43 8.8%	15 3.1%	486
Leadership in my department/division at SMC seriously listen to what people at my level have to say Count Row %	111 22.8%	153 31.4%	96 19.7%	41 8.4%	30 6.2%	51 10.5%	5 1.0%	487
At SMC, employees are not afraid to say what they really think Count Row %	54 11.1%	101 20.7%	124 25.4%	72 14.8%	50 10.2%	74 15.2%	13 2.7%	488
Totals Total Responses								489

25. Rate the extent to which you agree with the following statements about communication at SMC:

	Strongly Agree	Agree	Somewhat Agree	Somewhat Disagree	Disagree	Strongly Disagree	Not Applicable	Responses
Changes to policies and procedures that affect my daily work are communicated to me effectively Count Row %	63 13.0%	157 32.4%	133 27.4%	43 8.9%	43 8.9%	43 8.9%	3 0.6%	485
My supervisor provides me with feedback that assists me in performing my job responsibilities Count Row %	119 24.5%	153 31.5%	98 20.2%	42 8.6%	26 5.3%	37 7.6%	11 2.3%	486
The information I get from management/chairs arrives in time to help me do my job Count Row %	102 21.0%	164 33.8%	109 22.5%	48 9.9%	16 3.3%	40 8.2%	6 1.2%	485
I have enough information to do my job well Count Row %	107 22.1%	208 42.9%	109 22.5%	29 6.0%	15 3.1%	16 3.3%	1 0.2%	485
The information I get from management/chairs is accurate Count Row %	127 26.1%	173 35.6%	108 22.2%	33 6.8%	16 3.3%	20 4.1%	9 1.9%	486
I feel comfortable asking questions when I do not know how to approach a job-related task Count Row %	178 36.9%	183 38.0%	75 15.6%	19 3.9%	9 1.9%	15 3.1%	3 0.6%	482
Totals Total Responses								486

26. Rate the extent to which you agree with the following statements about your contributions at SMC:

	Strongly Agree	Agree	Somewhat Agree	Somewhat Disagree	Disagree	Strongly Disagree	Not Applicable	Responses
I feel my contributions are valued by my department Count Row %	152 31.2%	164 33.7%	101 20.7%	24 4.9%	14 2.9%	28 5.7%	4 0.8%	487
I feel my contributions are valued by my direct supervisor/chair Count Row %	170 35.0%	166 34.2%	72 14.8%	30 6.2%	15 3.1%	27 5.6%	6 1.2%	486
I feel my contributions are valued by senior administrators Count Row %	65 13.3%	121 24.8%	114 23.4%	69 14.1%	33 6.8%	50 10.2%	36 7.4%	488
My work gives me a feeling of personal accomplishment Count Row %	196 40.3%	162 33.3%	85 17.5%	22 4.5%	6 1.2%	13 2.7%	2 0.4%	486
I am less productive than I used to be Count Row %	36 7.4%	55 11.2%	65 13.3%	56 11.5%	114 23.3%	146 29.9%	17 3.5%	489
At SMC, we stick with the old ways of doing things Count Row %	86 17.6%	69 14.1%	110 22.5%	72 14.8%	91 18.6%	44 9.0%	16 3.3%	488
At SMC, people get recognition for how well they do their jobs Count Row %	25 5.1%	92 18.9%	146 29.9%	89 18.2%	62 12.7%	64 13.1%	10 2.0%	488

	Strongly Agree	Agree	Somewhat Agree	Somewhat Disagree	Disagree	Strongly Disagree	Not Applicable	Responses
I am given a real opportunity to improve my skills at SMC Count Row %	57 11.7%	130 26.7%	157 32.2%	69 14.2%	32 6.6%	39 8.0%	3 0.6%	487
I feel I have to work harder than my colleagues to be perceived as a competent employee Count Row %	58 12.0%	59 12.2%	77 15.9%	93 19.2%	99 20.4%	67 13.8%	32 6.6%	485
My role is important to the overall success of my department Count Row %	152 31.2%	203 41.7%	92 18.9%	15 3.1%	7 1.4%	12 2.5%	6 1.2%	487
I am aware of the goals and strategic priorities of the College Count Row %	79 16.3%	202 41.7%	130 26.9%	32 6.6%	19 3.9%	20 4.1%	2 0.4%	484
Totals Total Responses								489

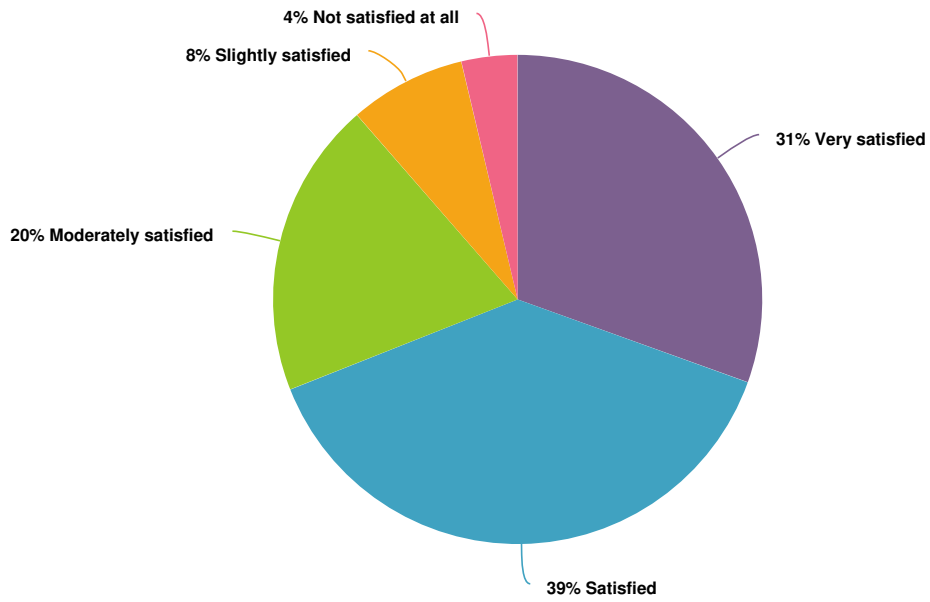
27. Rate the extent to which you are satisfied with the following SMC benefits:

	Extremely Satisfied	Satisfied	Moderately Satisfied	Slightly Satisfied	Not Satisfied At All	Does Not Apply To Me	Responses
Quality of health benefits Count Row %	182 37.3%	180 36.9%	45 9.2%	26 5.3%	18 3.7%	37 7.6%	488
Retirement benefits Count Row %	146 30.0%	195 40.1%	64 13.2%	33 6.8%	21 4.3%	27 5.6%	486
Salary Count Row %	77 15.8%	169 34.8%	119 24.5%	65 13.4%	54 11.1%	2 0.4%	486
Extended leave policies (i.e., family leave, medical leave) Count Row %	88 18.4%	195 40.7%	76 15.9%	37 7.7%	23 4.8%	60 12.5%	479
Amount of paid vacation days Count Row %	92 19.0%	176 36.3%	60 12.4%	28 5.8%	28 5.8%	101 20.8%	485
Amount of paid sick days Count Row %	123 25.3%	222 45.6%	68 14.0%	36 7.4%	17 3.5%	21 4.3%	487
Totals Total Responses							488

28. Rate the extent to which you are satisfied with the following aspects of your job:

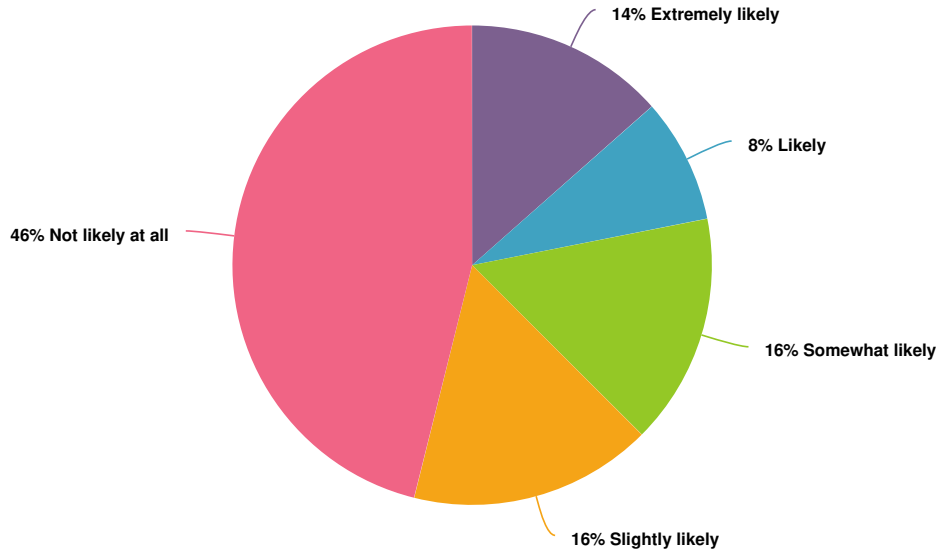
	Extremely Satisfied	Satisfied	Moderately Satisfied	Slightly Satisfied	Not Satisfied At All	Does Not Apply To Me	Responses
Autonomy and independence Count Row %	200 40.7%	226 46.0%	38 7.7%	16 3.3%	9 1.8%	2 0.4%	491
Collegiality among employees Count Row %	143 29.1%	215 43.8%	70 14.3%	38 7.7%	21 4.3%	4 0.8%	491
Competence of coworkers Count Row %	119 24.2%	219 44.6%	82 16.7%	45 9.2%	19 3.9%	7 1.4%	491
Departmental support for work-life balance Count Row %	116 23.7%	198 40.4%	72 14.7%	46 9.4%	41 8.4%	17 3.5%	490
Institutional support for work-life balance Count Row %	64 13.1%	164 33.5%	107 21.8%	56 11.4%	74 15.1%	25 5.1%	490
Flexibility in relation to family matters or emergencies Count Row %	125 25.5%	219 44.6%	75 15.3%	31 6.3%	18 3.7%	23 4.7%	491
Job security Count Row %	145 29.5%	193 39.3%	71 14.5%	36 7.3%	40 8.1%	6 1.2%	491
Physical workspace on campus Count Row %	94 19.1%	179 36.5%	88 17.9%	51 10.4%	54 11.0%	25 5.1%	491
Opportunities for career advancement Count Row %	42 8.6%	104 21.2%	95 19.4%	73 14.9%	121 24.7%	55 11.2%	490
Totals Total Responses							491

29. Overall, how satisfied are you in your job at SMC?



Value	Percent	Responses
Very satisfied	30.5%	150
Satisfied	38.5%	189
Moderately satisfied	19.6%	96
Slightly satisfied	7.7%	38
Not satisfied at all	3.7%	18
		Totals: 491

30. How likely are you to look for another job outside SMC in the next year?



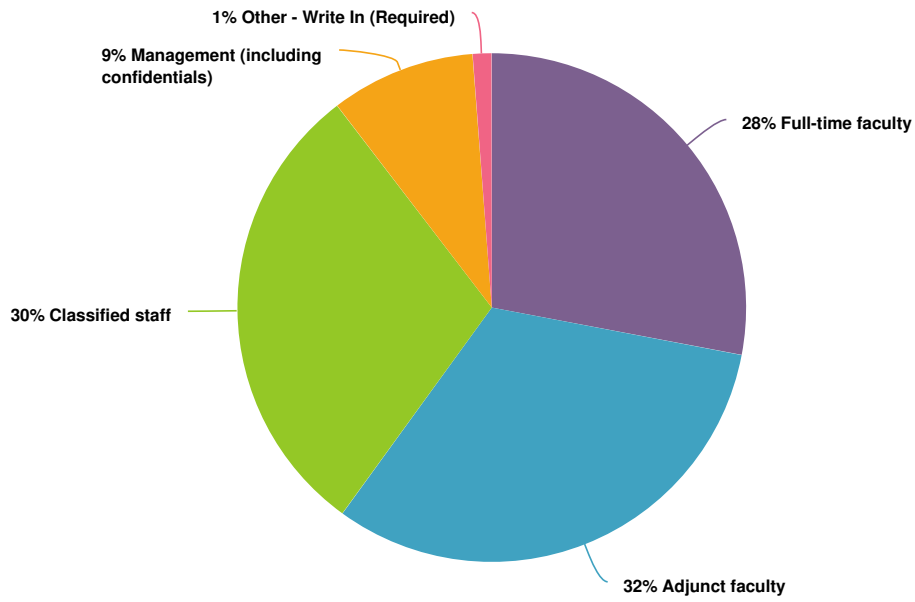
Value	Percent	Responses
Extremely likely	13.5%	66
Likely	8.4%	41
Somewhat likely	15.6%	76
Slightly likely	16.4%	80
Not likely at all	46.1%	225






Totals: 488

31. How likely are you to recommend that a friend apply for a job:

	Extremely Likely	Likely	Somewhat Likely	Slightly Likely	Not Likely at All	Responses
In your current department	188	144	65	35	58	490
Count	38.4%	29.4%	13.3%	7.1%	11.8%	
Row %						
At this institution	180	179	76	31	21	487
Count	37.0%	36.8%	15.6%	6.4%	4.3%	
Row %						
Totals						
Total Responses						490

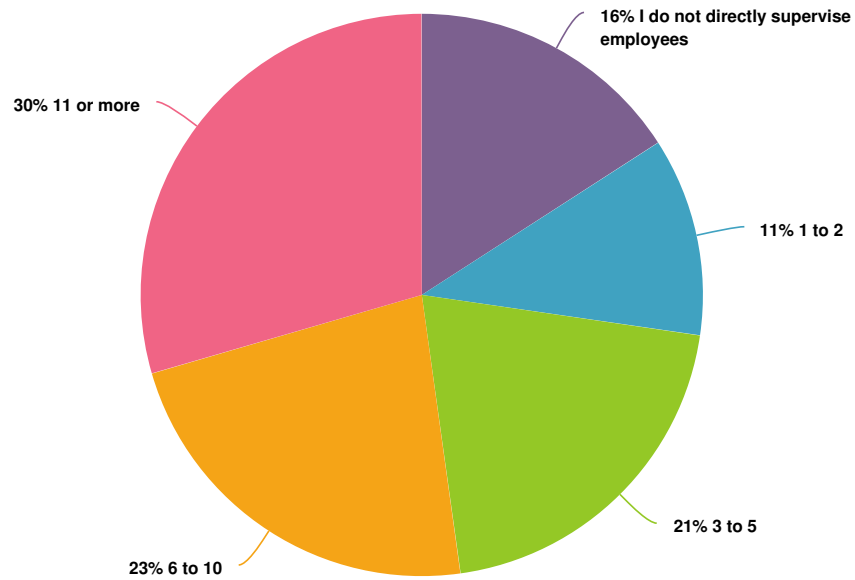
32. What is your job classification at SMC?








Value		Percent	Responses
Full-time faculty		28.0%	137
Adjunct faculty		32.0%	157
Classified staff		29.6%	145
Management (including confidentials)		9.2%	45
Other - Write In (Required)		1.2%	6

Totals: 490

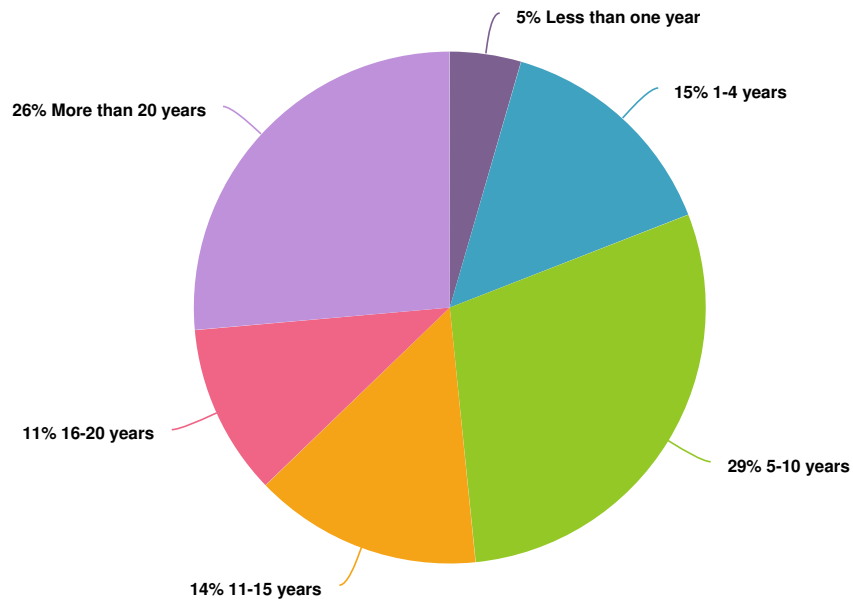
33. How many employees/direct reports (excluding student workers) do you supervise?



Value		Percent	Responses
I do not directly supervise employees		15.9%	7
1 to 2		11.4%	5
3 to 5		20.5%	9
6 to 10		22.7%	10
11 or more		29.5%	13

Totals: 44

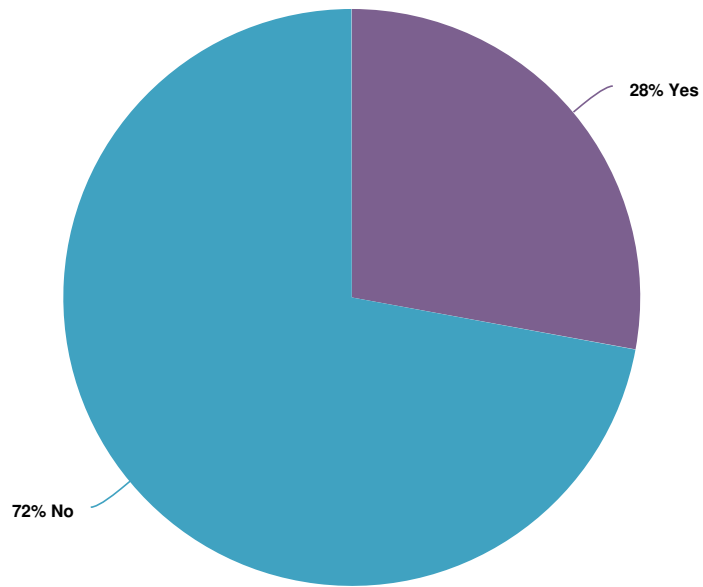
34. Overall, how many years have you been employed at SMC?



Value	Percent	Responses
Less than one year	4.5%	22
1-4 years	14.6%	72
5-10 years	29.3%	144
11-15 years	14.4%	71
16-20 years	10.8%	53
More than 20 years	26.4%	130

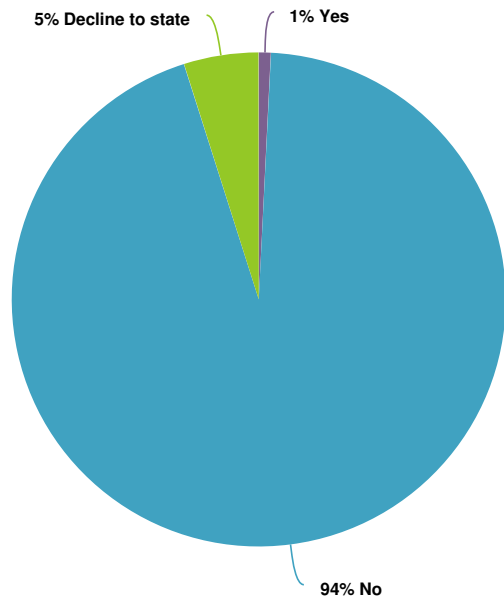
Totals: 492

35. Are you a counselor, librarian, or related faculty?



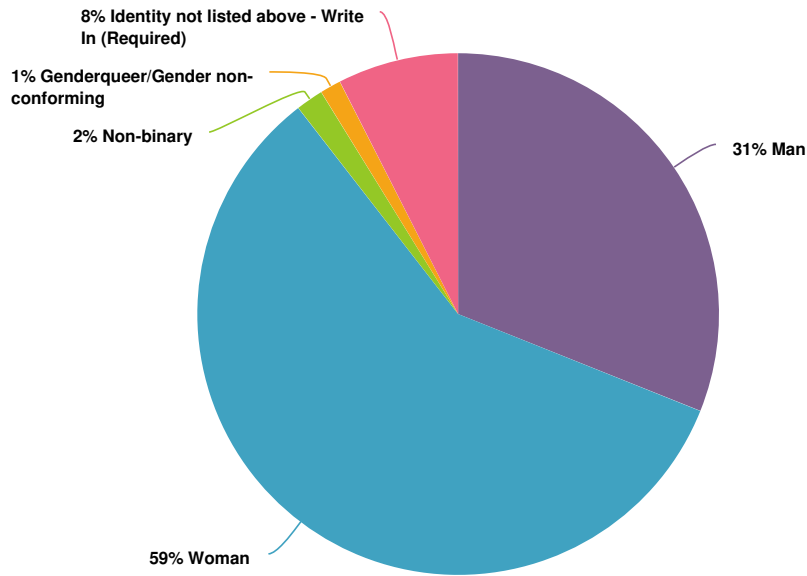
Value	Percent	Responses
Yes	27.9%	82
No	72.1%	212
		Totals: 294

36. Do you identify as transgender?



Value	Percent	Responses
Yes	0.8%	4
No	94.3%	459
Decline to state	4.9%	24
Totals:		487

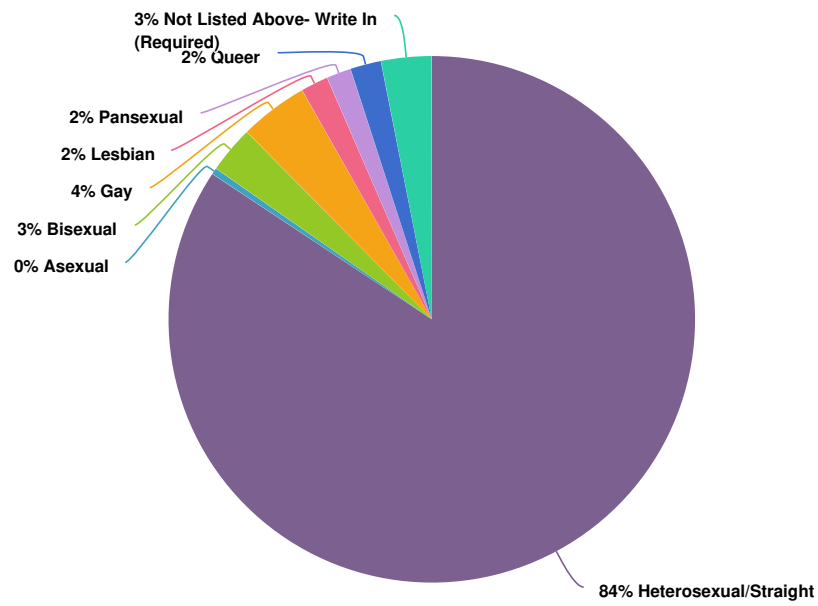
37. What is your current gender identity?



Value	Percent	Responses
Man	31.1%	149
Woman	58.5%	280
Non-binary	1.7%	8
Genderqueer/Gender non-conforming	1.3%	6
Identity not listed above - Write In (Required)	7.5%	36

Totals: 479

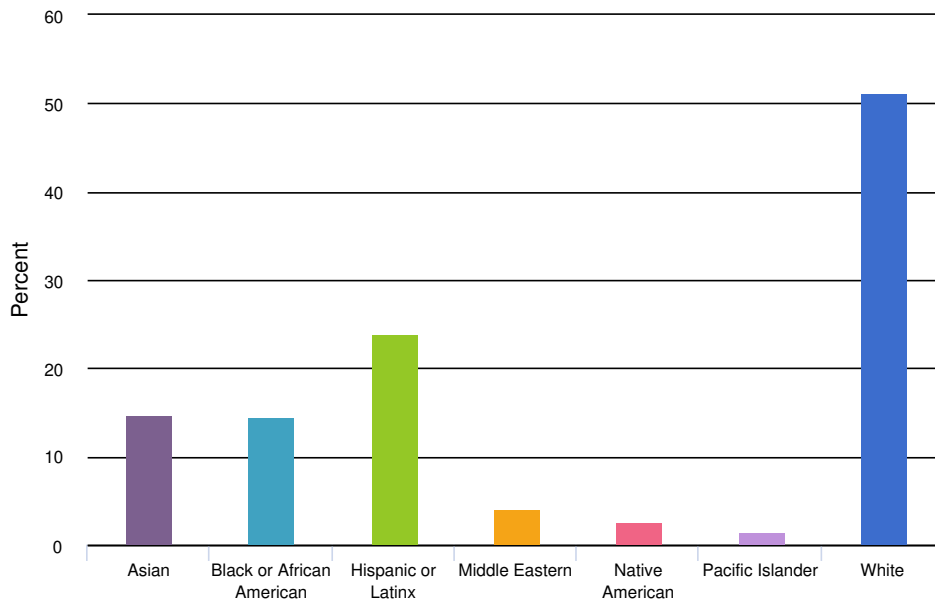
38. How do you self-identify?



Value	Percent	Responses
Heterosexual/Straight	84.4%	405
Asexual	0.4%	2
Bisexual	2.9%	14
Gay	4.2%	20
Lesbian	1.7%	8
Pansexual	1.5%	7
Queer	1.9%	9
Not Listed Above- Write In (Required)	3.1%	15

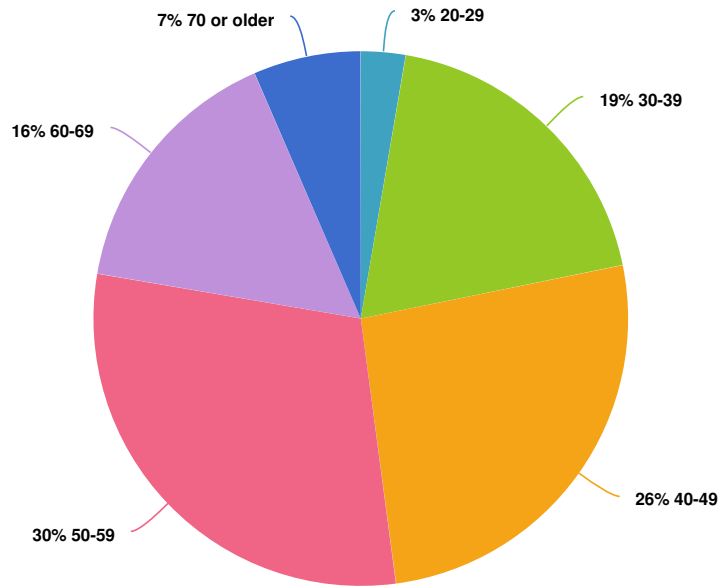
Totals: 480

39. How do you self-identify? (Select all that apply)



Value	Percent	Responses
Asian	14.7%	69
Black or African American	14.5%	68
Hispanic or Latinx	23.9%	112
Middle Eastern	4.1%	19
Native American	2.6%	12
Pacific Islander	1.5%	7
White	51.2%	240

40. What is your age?



Value	Percent	Responses
20-29	2.7%	13
30-39	19.1%	91
40-49	26.1%	124
50-59	29.8%	142
60-69	15.8%	75
70 or older	6.5%	31

Totals: 476

41. Are there any additional thoughts or feedback you'd like to share about working at SMC or your needs as an employee at SMC?

