

# Report for SMC Employee Survey 2023

## Response Counts



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Totals: 597

1. 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 %	101 19.7%	132 25.8%	97 18.9%	46 9.0%	48 9.4%	63 12.3%	25 4.9%	512
I am progressing in my personal and professional development at SMC Count Row %	105 20.7%	175 34.4%	110 21.7%	34 6.7%	44 8.7%	30 5.9%	10 2.0%	508
I feel like SMC utilizes my talents and skills in my job effectively Count Row %	99 19.4%	172 33.7%	105 20.6%	40 7.8%	47 9.2%	42 8.2%	5 1.0%	510
I have opportunities to showcase or use my talents and skills in my department Count Row %	129 25.4%	200 39.4%	96 18.9%	30 5.9%	28 5.5%	21 4.1%	4 0.8%	508
My roles, responsibilities, and expectations are clearly defined Count Row %	122 23.9%	188 36.9%	114 22.4%	36 7.1%	22 4.3%	25 4.9%	3 0.6%	510
Totals Total Responses								512

2. 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 have friendly relationships with colleagues in my department Count Row %	226 47.0%	176 36.6%	54 11.2%	9 1.9%	6 1.2%	4 0.8%	6 1.2%	481
I have friendly relationships with colleagues outside of my department at this institution Count Row %	157 32.7%	183 38.1%	77 16.0%	25 5.2%	11 2.3%	6 1.3%	21 4.4%	480
I feel a sense of belonging to this campus Count Row %	127 26.5%	152 31.7%	112 23.4%	38 7.9%	25 5.2%	20 4.2%	5 1.0%	479
Totals Total Responses								481

3. 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 %	42 8.7%	112 23.3%	103 21.4%	79 16.4%	58 12.1%	64 13.3%	23 4.8%	481
SMC encourages employees to have a public voice and share their ideas Count Row %	53 11.2%	121 25.5%	139 29.3%	45 9.5%	51 10.7%	54 11.4%	12 2.5%	475
SMC provides the campus community with opportunities to share feelings about issues of concern Count Row %	48 10.0%	125 26.1%	138 28.8%	60 12.5%	53 11.1%	39 8.1%	16 3.3%	479
Leadership in my department/division at SMC seriously listen to what people at my level have to say Count Row %	145 30.3%	120 25.1%	89 18.6%	33 6.9%	39 8.1%	45 9.4%	8 1.7%	479
At SMC, employees are not afraid to say what they really think Count Row %	45 9.4%	94 19.5%	117 24.3%	74 15.4%	51 10.6%	83 17.3%	17 3.5%	481
Totals Total Responses								481

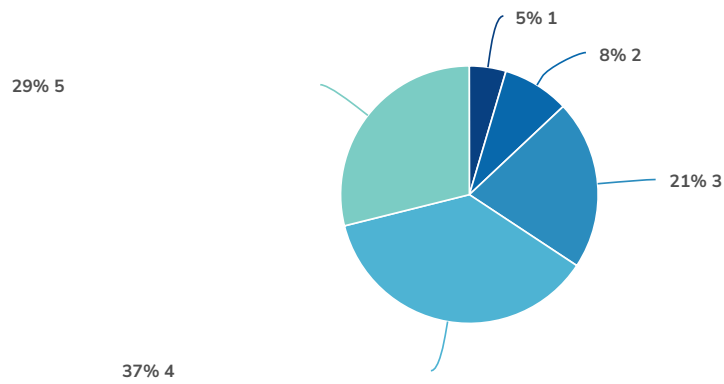
4. Rate the extent to which you agree with the following statements about communication at SMC:

	<b>Strongly Agree</b>	<b>Agree</b>	<b>Somewhat Agree</b>	<b>Somewhat Disagree</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Not Applicable</b>	<b>Responses</b>
Changes to policies and procedures that affect my daily work are communicated to me effectively Count Row %	65 13.7%	137 28.8%	114 24.0%	61 12.8%	38 8.0%	55 11.6%	5 1.1%	475
My supervisor or chair provides me with feedback that assists me in performing my job responsibilities Count Row %	160 33.6%	138 29.0%	69 14.5%	29 6.1%	32 6.7%	34 7.1%	14 2.9%	476
I have enough information to do my job well Count Row %	114 24.1%	198 41.8%	94 19.8%	38 8.0%	14 3.0%	13 2.7%	3 0.6%	474
<b>Totals</b> Total Responses								476

5. 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
At SMC, people get recognition for how well they do their jobs Count Row %	35 7.3%	98 20.5%	163 34.0%	64 13.4%	50 10.4%	52 10.9%	17 3.5%	479
I am given a real opportunity to improve my skills at SMC Count Row %	59 12.4%	159 33.4%	132 27.7%	43 9.0%	38 8.0%	31 6.5%	14 2.9%	476
I feel I have to work harder than my colleagues to be perceived as a competent employee Count Row %	51 10.6%	61 12.7%	85 17.7%	86 18.0%	120 25.1%	47 9.8%	29 6.1%	479
I am aware of the goals and strategic priorities of the College Count Row %	57 11.9%	157 32.9%	137 28.7%	40 8.4%	50 10.5%	27 5.7%	9 1.9%	477
Totals Total Responses								479

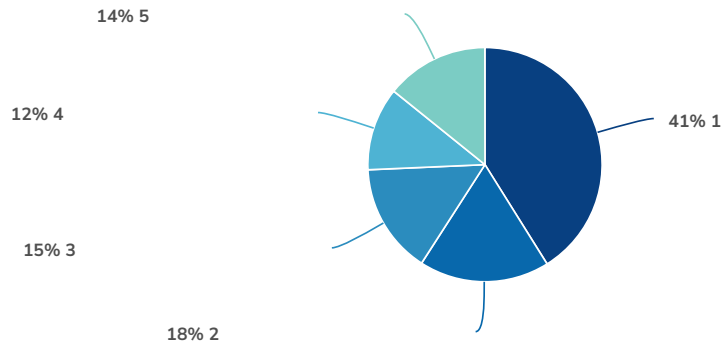
6. Using a scale of 1 to 5 (5 indicating "very satisfied"), rate how satisfied are you in your job at SMC.



Value	Percent	Responses
1	4.6%	22
2	8.4%	40
3	21.3%	102
4	36.8%	176
5	28.9%	138

Totals: 478

7. Using a scale of 1 to 5 (5 indicating "very likely"), rate how likely are you to look for another job outside SMC in the next year.

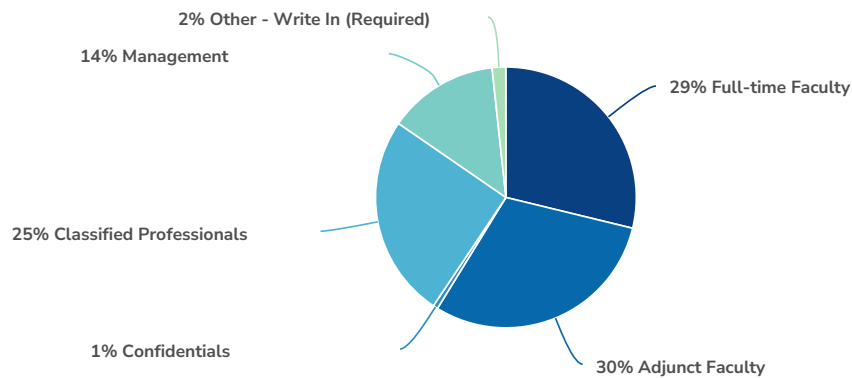


Value	Percent	Responses
1	41.1%	197
2	18.0%	86
3	15.2%	73
4	11.5%	55
5	14.2%	68

Totals: 479



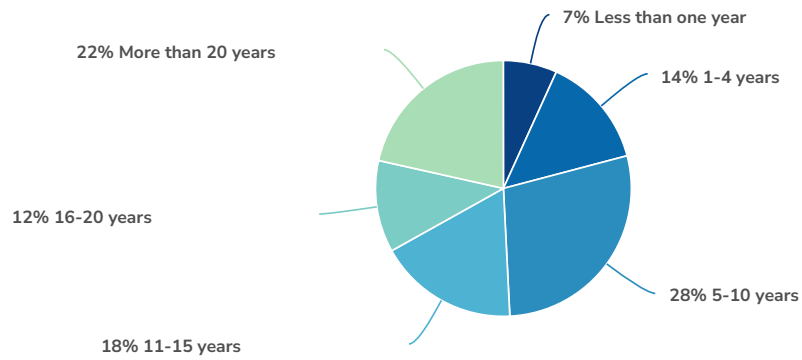
## 8. What is your job classification at SMC?



Value	Percent	Responses
Full-time Faculty	28.8%	136
Adjunct Faculty	30.0%	142
Confidentials	0.6%	3
Classified Professionals	25.2%	119
Management	13.7%	65
Other - Write In (Required)	1.7%	8

**Totals: 473**

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



Value	Percent	Responses
Less than one year	6.8%	32
1-4 years	14.1%	67
5-10 years	28.3%	134
11-15 years	17.7%	84
16-20 years	11.6%	55
More than 20 years	21.5%	102

**Totals: 474**