

Report for SMC Employee Survey 2023

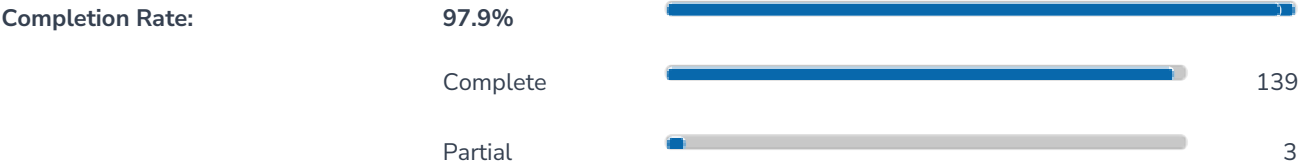
Response Counts

Full-time Faculty



Totals: 136

Adjunct Faculty



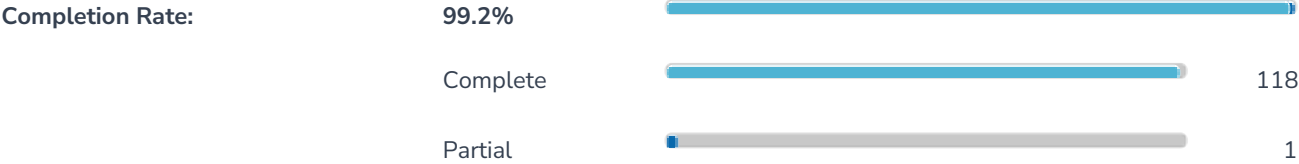
Totals: 142

Confidentials



Totals: 3

Classified Professionals



Totals: 119

Management



Totals: 65

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								
<div style="display: flex; align-items: center;"> <div style="width: 15px; height: 15px; background-color: #004a87; margin-right: 5px;"></div> Full-time Faculty </div>	51 37.5%	41 30.1%	19 14.0%	9 6.6%	6 4.4%	4 2.9%	6 4.4%	136
<div style="display: flex; align-items: center;"> <div style="width: 15px; height: 15px; background-color: #004a87; margin-right: 5px;"></div> Adjunct Faculty </div>	17 12.1%	29 20.6%	31 22.0%	13 9.2%	13 9.2%	31 22.0%	7 5.0%	141
<div style="display: flex; align-items: center;"> <div style="width: 15px; height: 15px; background-color: #004a87; margin-right: 5px;"></div> Confidentials </div>	0 0.0%	0 0.0%	0 0.0%	0 0.0%	2 66.7%	0 0.0%	1 33.3%	3
<div style="display: flex; align-items: center;"> <div style="width: 15px; height: 15px; background-color: #00838f; margin-right: 5px;"></div> Classified Professionals </div>	16 13.4%	28 23.5%	22 18.5%	14 11.8%	15 12.6%	19 16.0%	5 4.2%	119
<div style="display: flex; align-items: center;"> <div style="width: 15px; height: 15px; background-color: #00838f; margin-right: 5px;"></div> Management </div>	13 20.0%	19 29.2%	12 18.5%	6 9.2%	6 9.2%	7 10.8%	2 3.1%	65
Totals								
Total Responses								

I am progressing in my personal and professional development at SMC

<div style="display: flex; align-items: center;"> <div style="width: 15px; height: 15px; background-color: #004a87; margin-right: 5px;"></div> Full-time Faculty </div>	48 35.6%	54 40.0%	19 14.1%	4 3.0%	4 3.0%	4 3.0%	2 1.5%	135
<div style="display: flex; align-items: center;"> <div style="width: 15px; height: 15px; background-color: #004a87; margin-right: 5px;"></div> Adjunct Faculty </div>	20 14.3%	43 30.7%	37 26.4%	10 7.1%	17 12.1%	8 5.7%	5 3.6%	140
<div style="display: flex; align-items: center;"> <div style="width: 15px; height: 15px; background-color: #004a87; margin-right: 5px;"></div> Confidentials </div>	0 0.0%	0 0.0%	1 33.3%	1 33.3%	1 33.3%	0 0.0%	0 0.0%	3
<div style="display: flex; align-items: center;"> <div style="width: 15px; height: 15px; background-color: #00838f; margin-right: 5px;"></div> Classified Professionals </div>	18 15.1%	35 29.4%	29 24.4%	9 7.6%	14 11.8%	12 10.1%	2 1.7%	119




	Strongly Agree	Agree	Somewhat Agree	Somewhat Disagree	Disagree	Strongly Disagree	Not Applicable	Responses
Management Count Row %	11 16.9%	26 40.0%	12 18.5%	6 9.2%	5 7.7%	5 7.7%	0 0.0%	65
Totals Total Responses								

I feel like SMC utilizes my talents and skills in my job effectively






Full-time Faculty Count Row %	28 20.6%	44 32.4%	31 22.8%	8 5.9%	14 10.3%	10 7.4%	1 0.7%	136
Adjunct Faculty Count Row %	26 18.6%	51 36.4%	24 17.1%	10 7.1%	14 10.0%	13 9.3%	2 1.4%	140
Confidentials Count Row %	0 0.0%	0 0.0%	1 33.3%	1 33.3%	1 33.3%	0 0.0%	0 0.0%	3
Classified Professionals Count Row %	21 17.6%	38 31.9%	26 21.8%	15 12.6%	10 8.4%	8 6.7%	1 0.8%	119
Management Count Row %	13 20.0%	22 33.8%	15 23.1%	1 1.5%	5 7.7%	9 13.8%	0 0.0%	65
Totals Total Responses								

I have opportunities to showcase or use my talents and skills in my department

Full-time Faculty Count Row %	47 34.6%	52 38.2%	18 13.2%	6 4.4%	7 5.1%	6 4.4%	0 0.0%	136
Adjunct Faculty Count Row %	24 17.3%	51 36.7%	33 23.7%	12 8.6%	9 6.5%	8 5.8%	2 1.4%	139

	Strongly Agree	Agree	Somewhat Agree	Somewhat Disagree	Disagree	Strongly Disagree	Not Applicable	Responses
 Confidential Count Row %	0 0.0%	0 0.0%	2 66.7%	1 33.3%	0 0.0%	0 0.0%	0 0.0%	3
 Classified Professionals Count Row %	25 21.0%	48 40.3%	26 21.8%	6 5.0%	6 5.0%	7 5.9%	1 0.8%	119
 Management Count Row %	22 33.8%	30 46.2%	7 10.8%	1 1.5%	4 6.2%	0 0.0%	1 1.5%	65
Totals Total Responses								



My roles, responsibilities, and expectations are clearly defined

 Full-time Faculty Count Row %	37 27.2%	52 38.2%	28 20.6%	9 6.6%	4 2.9%	6 4.4%	0 0.0%	136
 Adjunct Faculty Count Row %	38 27.0%	57 40.4%	31 22.0%	5 3.5%	3 2.1%	7 5.0%	0 0.0%	141
 Confidential Count Row %	0 0.0%	1 33.3%	1 33.3%	1 33.3%	0 0.0%	0 0.0%	0 0.0%	3
 Classified Professionals Count Row %	29 24.4%	40 33.6%	23 19.3%	10 8.4%	9 7.6%	7 5.9%	1 0.8%	119
 Management Count Row %	10 15.4%	24 36.9%	16 24.6%	5 7.7%	6 9.2%	4 6.2%	0 0.0%	65
Totals Total Responses								






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								
<div style="display: flex; align-items: center;"> <div style="width: 15px; height: 15px; background-color: #004a87; margin-right: 5px;"></div> Full-time Faculty </div>	67 49.3%	52 38.2%	12 8.8%	2 1.5%	3 2.2%	0 0.0%	0 0.0%	136
<div style="display: flex; align-items: center;"> <div style="width: 15px; height: 15px; background-color: #0072bc; margin-right: 5px;"></div> Adjunct Faculty </div>	61 43.0%	49 34.5%	21 14.8%	5 3.5%	1 0.7%	1 0.7%	4 2.8%	142
<div style="display: flex; align-items: center;"> <div style="width: 15px; height: 15px; background-color: #0099cc; margin-right: 5px;"></div> Confidential </div>	0 0.0%	2 66.7%	1 33.3%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	3
<div style="display: flex; align-items: center;"> <div style="width: 15px; height: 15px; background-color: #00c0c0; margin-right: 5px;"></div> Classified Professionals </div>	57 47.9%	39 32.8%	17 14.3%	1 0.8%	2 1.7%	2 1.7%	1 0.8%	119
<div style="display: flex; align-items: center;"> <div style="width: 15px; height: 15px; background-color: #00d0c0; margin-right: 5px;"></div> Management </div>	32 50.0%	27 42.2%	2 3.1%	1 1.6%	0 0.0%	1 1.6%	1 1.6%	64
Totals								
Total Responses								

I have friendly relationships with colleagues outside of my department at this institution								
<div style="display: flex; align-items: center;"> <div style="width: 15px; height: 15px; background-color: #004a87; margin-right: 5px;"></div> Full-time Faculty </div>	44 32.6%	58 43.0%	24 17.8%	3 2.2%	4 3.0%	2 1.5%	0 0.0%	135
<div style="display: flex; align-items: center;"> <div style="width: 15px; height: 15px; background-color: #0072bc; margin-right: 5px;"></div> Adjunct Faculty </div>	30 21.3%	39 27.7%	33 23.4%	12 8.5%	7 5.0%	3 2.1%	17 12.1%	141
<div style="display: flex; align-items: center;"> <div style="width: 15px; height: 15px; background-color: #0099cc; margin-right: 5px;"></div> Confidential </div>	0 0.0%	2 66.7%	1 33.3%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	3

	Strongly Agree	Agree	Somewhat Agree	Somewhat Disagree	Disagree	Strongly Disagree	Not Applicable	Responses
 Classified Professionals Count Row %	50 42.0%	46 38.7%	13 10.9%	6 5.0%	0 0.0%	1 0.8%	3 2.5%	119
 Management Count Row %	29 44.6%	29 44.6%	5 7.7%	2 3.1%	0 0.0%	0 0.0%	0 0.0%	65
Totals Total Responses								



I feel a sense of belonging to this campus

 Full-time Faculty Count Row %	36 26.9%	47 35.1%	25 18.7%	12 9.0%	10 7.5%	4 3.0%	0 0.0%	134
 Adjunct Faculty Count Row %	36 25.5%	39 27.7%	32 22.7%	16 11.3%	8 5.7%	7 5.0%	3 2.1%	141
 Confidentials Count Row %	0 0.0%	0 0.0%	2 66.7%	1 33.3%	0 0.0%	0 0.0%	0 0.0%	3
 Classified Professionals Count Row %	33 27.7%	37 31.1%	31 26.1%	4 3.4%	6 5.0%	6 5.0%	2 1.7%	119
 Management Count Row %	20 30.8%	22 33.8%	16 24.6%	3 4.6%	1 1.5%	3 4.6%	0 0.0%	65
Totals Total Responses								






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								
Full-time Faculty Count Row %	4 2.9%	30 22.1%	30 22.1%	27 19.9%	20 14.7%	22 16.2%	3 2.2%	136
Adjunct Faculty Count Row %	16 11.3%	25 17.7%	27 19.1%	24 17.0%	18 12.8%	17 12.1%	14 9.9%	141
Confidentials Count Row %	0 0.0%	1 33.3%	0 0.0%	1 33.3%	1 33.3%	0 0.0%	0 0.0%	3
Classified Professionals Count Row %	10 8.4%	31 26.1%	29 24.4%	16 13.4%	11 9.2%	16 13.4%	6 5.0%	119
Management Count Row %	10 15.4%	18 27.7%	14 21.5%	10 15.4%	7 10.8%	6 9.2%	0 0.0%	65
Totals Total Responses								


SMC encourages employees to have a public voice and share their ideas								
Full-time Faculty Count Row %	5 3.7%	30 22.4%	42 31.3%	18 13.4%	20 14.9%	18 13.4%	1 0.7%	134
Adjunct Faculty Count Row %	25 18.1%	37 26.8%	34 24.6%	11 8.0%	11 8.0%	16 11.6%	4 2.9%	138
Confidentials Count Row %	0 0.0%	1 33.3%	0 0.0%	0 0.0%	2 66.7%	0 0.0%	0 0.0%	3

	Strongly Agree	Agree	Somewhat Agree	Somewhat Disagree	Disagree	Strongly Disagree	Not Applicable	Responses
 Classified Professionals	16 13.4%	25 21.0%	37 31.1%	10 8.4%	10 8.4%	14 11.8%	7 5.9%	119
 Management	6 9.4%	19 29.7%	24 37.5%	4 6.3%	7 10.9%	4 6.3%	0 0.0%	64
Totals								
Total Responses								

SMC provides the campus community with opportunities to share feelings about issues of concern

 Full-time Faculty	7 5.1%	27 19.9%	46 33.8%	20 14.7%	21 15.4%	12 8.8%	3 2.2%	136
 Adjunct Faculty	19 13.7%	43 30.9%	32 23.0%	14 10.1%	12 8.6%	11 7.9%	8 5.8%	139
 Confidentials	0 0.0%	0 0.0%	0 0.0%	1 33.3%	2 66.7%	0 0.0%	0 0.0%	3
 Classified Professionals	14 11.8%	29 24.4%	36 30.3%	13 10.9%	12 10.1%	10 8.4%	5 4.2%	119
 Management	7 10.8%	19 29.2%	20 30.8%	10 15.4%	4 6.2%	5 7.7%	0 0.0%	65
Totals								
Total Responses								

Leadership in my department/division at SMC seriously listen to what people at my level have to say

 Full-time Faculty	47 34.6%	31 22.8%	22 16.2%	10 7.4%	14 10.3%	11 8.1%	1 0.7%	136
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	Strongly Agree	Agree	Somewhat Agree	Somewhat Disagree	Disagree	Strongly Disagree	Not Applicable	Responses
Adjunct Faculty Count Row %	55 39.3%	32 22.9%	22 15.7%	5 3.6%	10 7.1%	12 8.6%	4 2.9%	140
Confessionals Count Row %	0 0.0%	0 0.0%	2 66.7%	0 0.0%	1 33.3%	0 0.0%	0 0.0%	3
Classified Professionals Count Row %	27 22.9%	28 23.7%	26 22.0%	12 10.2%	7 5.9%	15 12.7%	3 2.5%	118
Management Count Row %	14 21.5%	22 33.8%	12 18.5%	6 9.2%	6 9.2%	5 7.7%	0 0.0%	65
Totals Total Responses								



At SMC, employees are not afraid to say what they really think

Full-time Faculty Count Row %	6 4.4%	20 14.7%	43 31.6%	21 15.4%	16 11.8%	27 19.9%	3 2.2%	136
Adjunct Faculty Count Row %	20 14.2%	31 22.0%	29 20.6%	16 11.3%	18 12.8%	18 12.8%	9 6.4%	141
Confessionals Count Row %	0 0.0%	1 33.3%	0 0.0%	0 0.0%	0 0.0%	2 66.7%	0 0.0%	3
Classified Professionals Count Row %	11 9.2%	23 19.3%	25 21.0%	23 19.3%	9 7.6%	23 19.3%	5 4.2%	119
Management Count Row %	7 10.8%	17 26.2%	14 21.5%	11 16.9%	6 9.2%	10 15.4%	0 0.0%	65
Totals Total Responses								






4. 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								
Full-time Faculty Count Row %	12 8.9%	32 23.7%	34 25.2%	23 17.0%	15 11.1%	18 13.3%	1 0.7%	135
Adjunct Faculty Count Row %	26 18.8%	49 35.5%	33 23.9%	9 6.5%	8 5.8%	10 7.2%	3 2.2%	138
Confidentials Count Row %	0 0.0%	0 0.0%	2 66.7%	0 0.0%	0 0.0%	1 33.3%	0 0.0%	3
Classified Professionals Count Row %	17 14.4%	34 28.8%	23 19.5%	18 15.3%	7 5.9%	18 15.3%	1 0.8%	118
Management Count Row %	8 12.5%	17 26.6%	17 26.6%	9 14.1%	6 9.4%	7 10.9%	0 0.0%	64
Totals Total Responses								

My supervisor or chair provides me with feedback that assists me in performing my job responsibilities								
Full-time Faculty Count Row %	56 41.5%	34 25.2%	17 12.6%	6 4.4%	11 8.1%	9 6.7%	2 1.5%	135
Adjunct Faculty Count Row %	52 37.4%	44 31.7%	14 10.1%	6 4.3%	10 7.2%	7 5.0%	6 4.3%	139
Confidentials Count Row %	0 0.0%	1 33.3%	2 66.7%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	3

	Strongly Agree	Agree	Somewhat Agree	Somewhat Disagree	Disagree	Strongly Disagree	Not Applicable	Responses
 Classified Professionals Count Row %	29 24.6%	35 29.7%	23 19.5%	9 7.6%	8 6.8%	10 8.5%	4 3.4%	118
 Management Count Row %	18 28.1%	19 29.7%	10 15.6%	7 10.9%	2 3.1%	7 10.9%	1 1.6%	64
Totals Total Responses								



I have enough information to do my job well

 Full-time Faculty Count Row %	33 24.4%	58 43.0%	24 17.8%	10 7.4%	3 2.2%	6 4.4%	1 0.7%	135
 Adjunct Faculty Count Row %	46 33.3%	65 47.1%	18 13.0%	6 4.3%	2 1.4%	1 0.7%	0 0.0%	138
 Confidentials Count Row %	0 0.0%	2 66.7%	1 33.3%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	3
 Classified Professionals Count Row %	22 18.8%	43 36.8%	24 20.5%	16 13.7%	6 5.1%	4 3.4%	2 1.7%	117
 Management Count Row %	11 17.2%	22 34.4%	22 34.4%	5 7.8%	2 3.1%	2 3.1%	0 0.0%	64
Totals Total Responses								






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								
Full-time Faculty Count Row %	5 3.7%	23 16.9%	56 41.2%	22 16.2%	14 10.3%	15 11.0%	1 0.7%	136
Adjunct Faculty Count Row %	15 10.7%	33 23.6%	40 28.6%	16 11.4%	9 6.4%	14 10.0%	13 9.3%	140
Confidentials Count Row %	0 0.0%	0 0.0%	2 66.7%	0 0.0%	1 33.3%	0 0.0%	0 0.0%	3
Classified Professionals Count Row %	9 7.6%	22 18.5%	41 34.5%	15 12.6%	16 13.4%	14 11.8%	2 1.7%	119
Management Count Row %	6 9.2%	17 26.2%	17 26.2%	8 12.3%	8 12.3%	8 12.3%	1 1.5%	65
Totals Total Responses								


I am given a real opportunity to improve my skills at SMC								
Full-time Faculty Count Row %	19 14.1%	52 38.5%	39 28.9%	10 7.4%	6 4.4%	9 6.7%	0 0.0%	135
Adjunct Faculty Count Row %	21 15.1%	50 36.0%	36 25.9%	8 5.8%	10 7.2%	5 3.6%	9 6.5%	139
Confidentials Count Row %	0 0.0%	2 66.7%	0 0.0%	0 0.0%	0 0.0%	1 33.3%	0 0.0%	3





	Strongly Agree	Agree	Somewhat Agree	Somewhat Disagree	Disagree	Strongly Disagree	Not Applicable	Responses
 Classified Professionals	12 10.2%	29 24.6%	40 33.9%	11 9.3%	12 10.2%	11 9.3%	3 2.5%	118
 Management	7 10.8%	19 29.2%	13 20.0%	11 16.9%	8 12.3%	5 7.7%	2 3.1%	65
Totals								
Total Responses								

I feel I have to work harder than my colleagues to be perceived as a competent employee

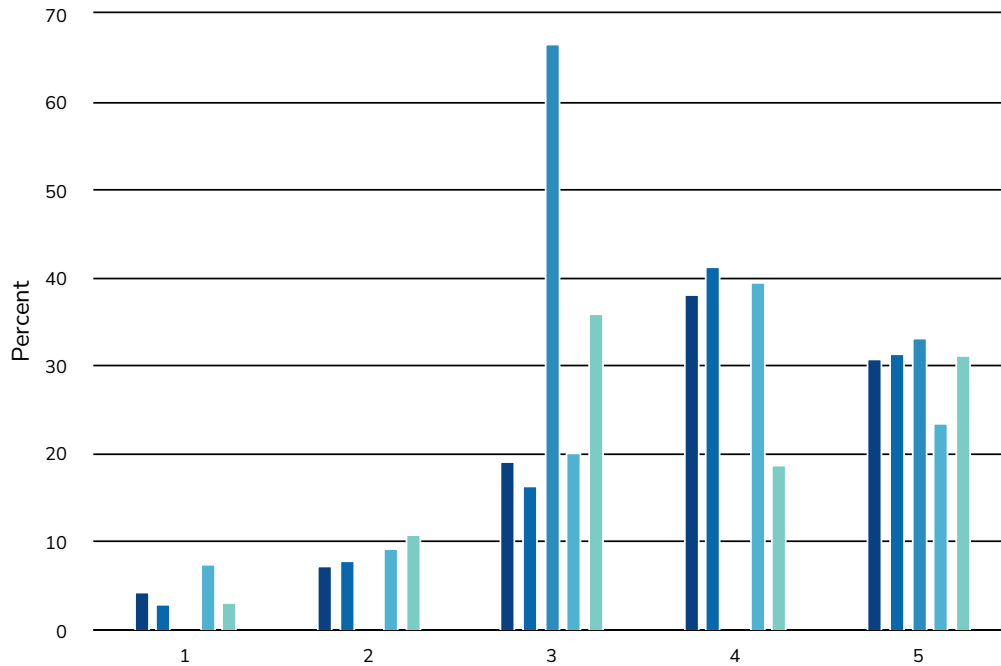
 Full-time Faculty	15 11.0%	11 8.1%	24 17.6%	28 20.6%	42 30.9%	12 8.8%	4 2.9%	136
 Adjunct Faculty	8 5.7%	15 10.7%	21 15.0%	24 17.1%	38 27.1%	20 14.3%	14 10.0%	140
 Confidential	0 0.0%	2 66.7%	1 33.3%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	3
 Classified Professionals	14 11.8%	15 12.6%	25 21.0%	25 21.0%	24 20.2%	7 5.9%	9 7.6%	119
 Management	13 20.0%	14 21.5%	10 15.4%	8 12.3%	11 16.9%	8 12.3%	1 1.5%	65
Totals								
Total Responses								

I am aware of the goals and strategic priorities of the College

 Full-time Faculty	8 5.9%	44 32.4%	37 27.2%	11 8.1%	20 14.7%	15 11.0%	1 0.7%	136
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	Strongly Agree	Agree	Somewhat Agree	Somewhat Disagree	Disagree	Strongly Disagree	Not Applicable	Responses
 Adjunct Faculty Count Row %	18 12.9%	40 28.8%	48 34.5%	12 8.6%	13 9.4%	7 5.0%	1 0.7%	139
 Confidential Count Row %	0 0.0%	1 33.3%	1 33.3%	0 0.0%	1 33.3%	0 0.0%	0 0.0%	3
 Classified Professionals Count Row %	15 12.8%	41 35.0%	31 26.5%	10 8.5%	10 8.5%	4 3.4%	6 5.1%	117
 Management Count Row %	15 23.1%	25 38.5%	16 24.6%	5 7.7%	3 4.6%	1 1.5%	0 0.0%	65
Totals Total Responses								

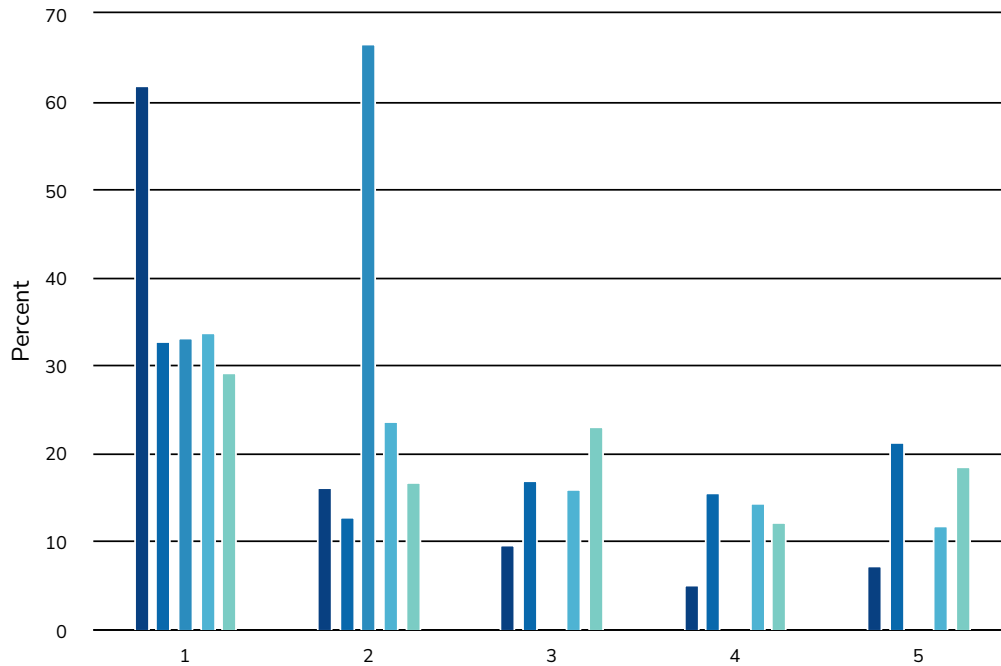
6. Using a scale of 1 to 5 (5 indicating "very satisfied"), rate how satisfied are you in your job at SMC.



Segment	Value	Percent	% of Total	Responses
Full-time Faculty	1	4.4%	1.3%	6
	2	7.4%	2.2%	10
	3	19.1%	5.6%	26
	4	38.2%	11.3%	52
	5	30.9%	9.1%	42
	Total Responses			29.5%
Adjunct Faculty	1	2.9%	0.9%	4
	2	7.9%	2.4%	11
	3	16.4%	5%	23
	4	41.4%	12.6%	58
	5	31.4%	9.5%	44
	Total Responses			30.4%
Confidentialials	1	0%	0%	0
	2	0%	0%	0
	3	66.7%	0.4%	2

Segment	Value	Percent	% of Total	Responses
	4	0%	0%	0
	5	33.3%	0.2%	1
	Total Responses		0.6%	3
Classified Professionals	1	7.6%	1.9%	9
	2	9.2%	2.4%	11
	3	20.2%	5.2%	24
	4	39.5%	10.2%	47
	5	23.5%	6.1%	28
	Total Responses		25.8%	119
Management	1	3.1%	0.4%	2
	2	10.9%	1.5%	7
	3	35.9%	5%	23
	4	18.8%	2.6%	12
	5	31.3%	4.3%	20
	Total Responses		13.8%	64

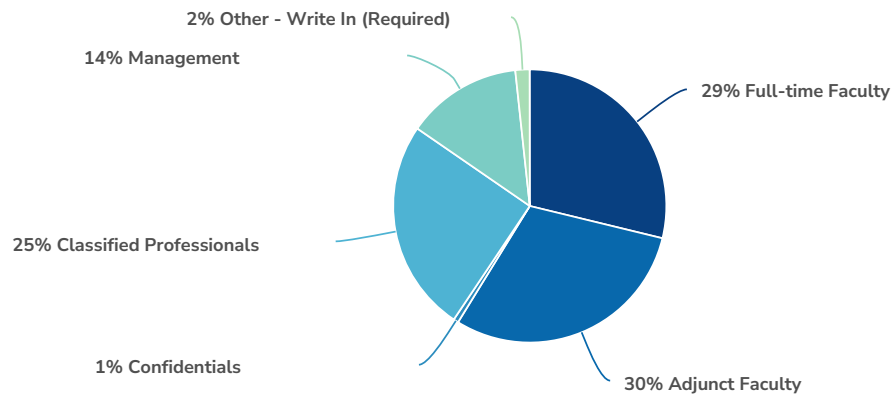
7. Using a scale of 1 to 5 (5 indicating "very likely"), rate how likely are you to look for another job outside SMC in the next year.



Segment	Value	Percent	% of Total	Responses
Full-time Faculty	1	61.8%	18.2%	84
	2	16.2%	4.8%	22
	3	9.6%	2.8%	13
	4	5.1%	1.5%	7
	5	7.4%	2.2%	10
	Total Responses			29.5%
Adjunct Faculty	1	32.9%	10%	46
	2	12.9%	3.9%	18
	3	17.1%	5.2%	24
	4	15.7%	4.8%	22
	5	21.4%	6.5%	30
	Total Responses			30.4%
Confidential	1	33.3%	0.2%	1
	2	66.7%	0.4%	2
	3	0%	0%	0

Segment	Value	Percent	% of Total	Responses
	4	0%	0%	0
	5	0%	0%	0
	Total Responses		0.6%	3
Classified Professionals	1	33.9%	8.7%	40
	2	23.7%	6.1%	28
	3	16.1%	4.1%	19
	4	14.4%	3.7%	17
	5	11.9%	3%	14
	Total Responses		25.6%	118
Management	1	29.2%	4.1%	19
	2	16.9%	2.4%	11
	3	23.1%	3.2%	15
	4	12.3%	1.7%	8
	5	18.5%	2.6%	12
	Total Responses		14%	65

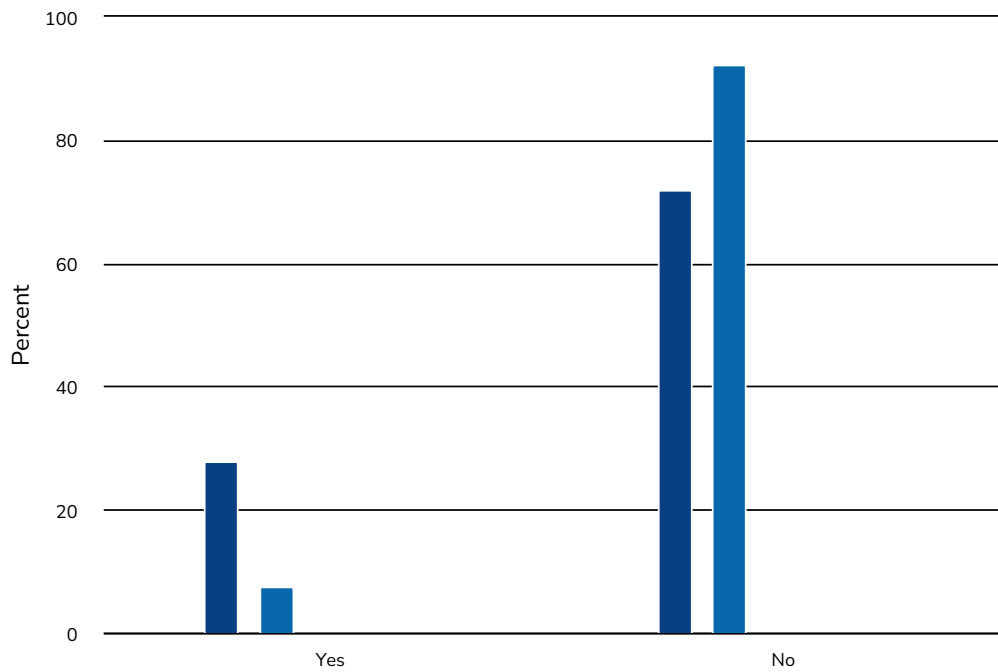
8. What is your job classification at SMC?



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

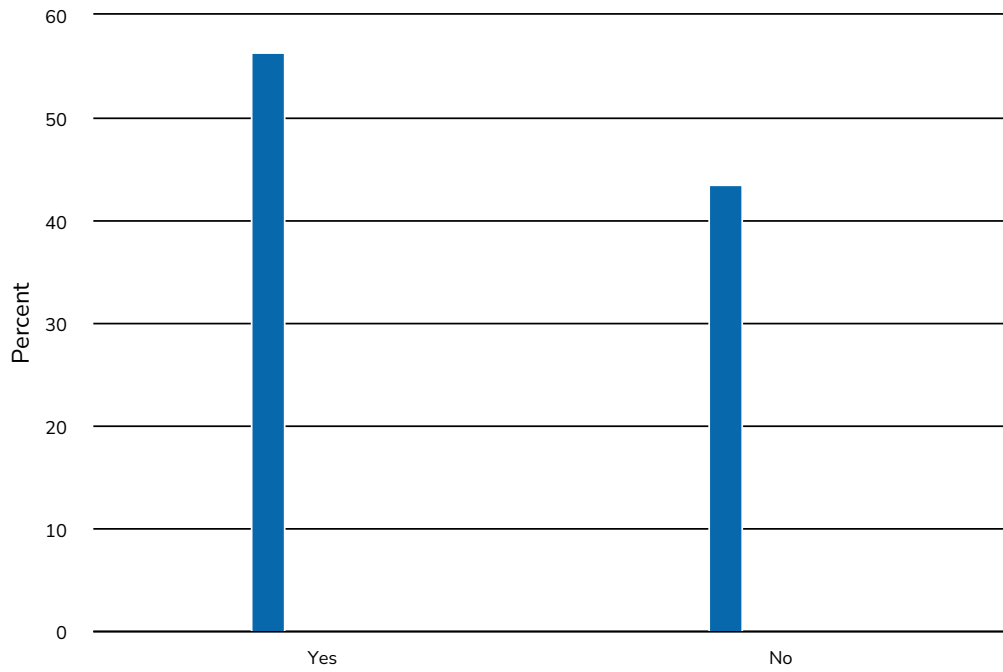
Totals: 473

9. Do you serve in a program leader role?



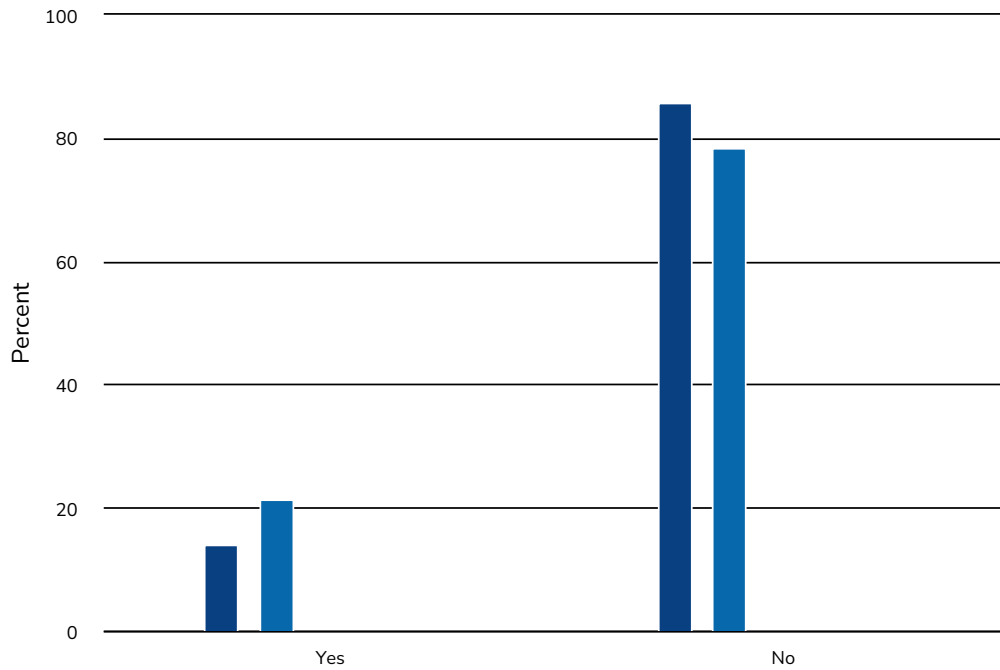
Segment	Value	Percent	% of Total	Responses
Full-time Faculty	Yes	28.1%	13.7%	38
	No	71.9%	35%	97
	Total Responses		48.7%	135
Adjunct Faculty	Yes	7.7%	4%	11
	No	92.3%	47.3%	131
	Total Responses		51.3%	142
Confidentials	Yes	0%	0%	0
	No	0%	0%	0
	Total Responses		0%	0
Classified Professionals	Yes	0%	0%	0
	No	0%	0%	0
	Total Responses		0%	0
Management	Yes	0%	0%	0
	No	0%	0%	0
	Total Responses		0%	0

10. Do you have associate faculty status?



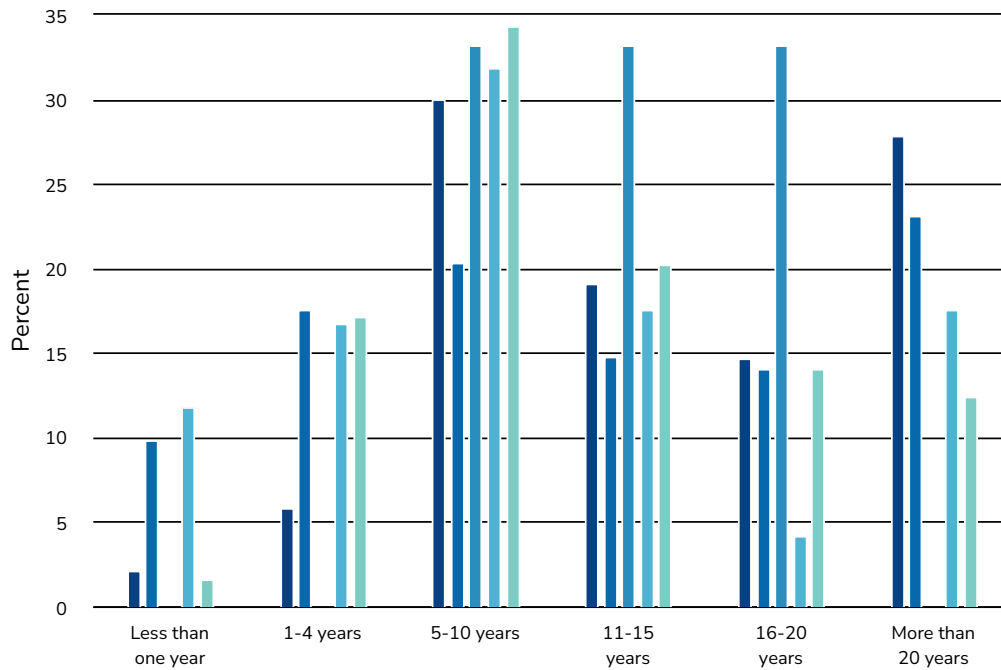
Segment	Value	Percent	% of Total	Responses
Full-time Faculty	Yes	0%	0%	0
	No	0%	0%	0
	Total Responses		0%	0
Adjunct Faculty	Yes	56.4%	56.4%	79
	No	43.6%	43.6%	61
	Total Responses		100%	140
Confidentials	Yes	0%	0%	0
	No	0%	0%	0
	Total Responses		0%	0
Classified Professionals	Yes	0%	0%	0
	No	0%	0%	0
	Total Responses		0%	0
Management	Yes	0%	0%	0
	No	0%	0%	0
	Total Responses		0%	0

11. Are you a counselor, librarian, or other non-instructional faculty?



Segment	Value	Percent	% of Total	Responses
Full-time Faculty	Yes	14.2%	6.9%	19
	No	85.8%	42%	115
	Total Responses		48.9%	134
Adjunct Faculty	Yes	21.4%	10.9%	30
	No	78.6%	40.1%	110
	Total Responses		51%	140
Confidentials	Yes	0%	0%	0
	No	0%	0%	0
	Total Responses		0%	0
Classified Professionals	Yes	0%	0%	0
	No	0%	0%	0
	Total Responses		0%	0
Management	Yes	0%	0%	0
	No	0%	0%	0
	Total Responses		0%	0

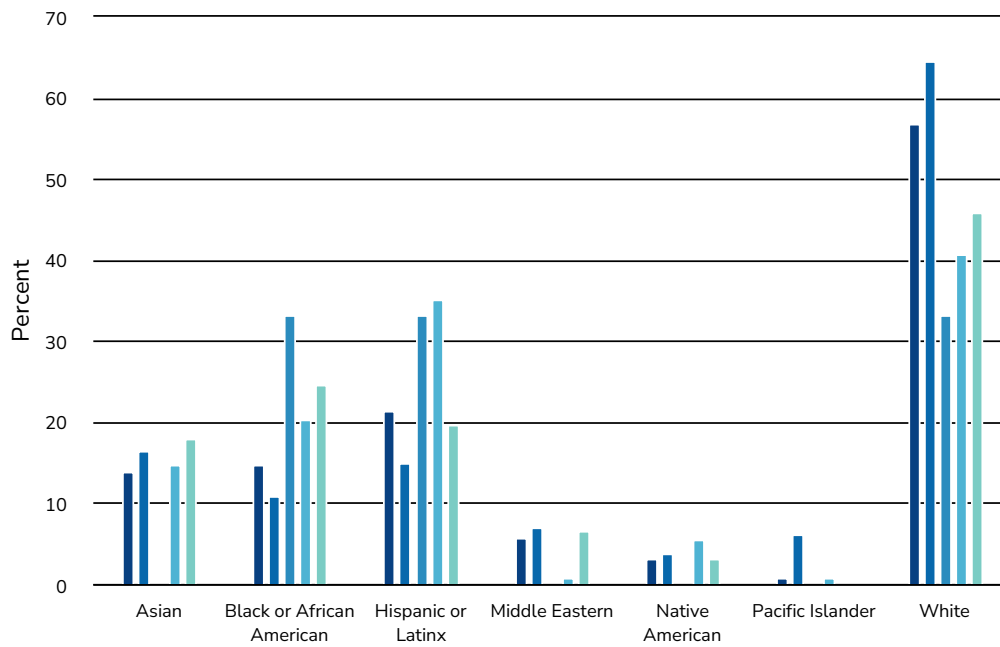
12. Overall, how many years have you been employed at SMC?



Segment	Value	Percent	% of Total	Responses
Full-time Faculty	Less than one year	2.2%	0.6%	3
	1-4 years	5.9%	1.7%	8
	5-10 years	30.1%	8.8%	41
	11-15 years	19.1%	5.6%	26
	16-20 years	14.7%	4.3%	20
	More than 20 years	27.9%	8.2%	38
	Total Responses			29.2%
Adjunct Faculty	Less than one year	9.9%	3%	14
	1-4 years	17.6%	5.4%	25
	5-10 years	20.4%	6.3%	29
	11-15 years	14.8%	4.5%	21
	16-20 years	14.1%	4.3%	20
	More than 20 years	23.2%	7.1%	33
	Total Responses			30.6%
Confidentials	Less than one year	0%	0%	0
	1-4 years	0%	0%	0

Segment	Value	Percent	% of Total	Responses
	5-10 years	33.3%	0.2%	1
	11-15 years	33.3%	0.2%	1
	16-20 years	33.3%	0.2%	1
	More than 20 years	0%	0%	0
	Total Responses		0.6%	3
Classified Professionals	Less than one year	11.8%	3%	14
	1-4 years	16.8%	4.3%	20
	5-10 years	31.9%	8.2%	38
	11-15 years	17.6%	4.5%	21
	16-20 years	4.2%	1.1%	5
	More than 20 years	17.6%	4.5%	21
	Total Responses		25.6%	119
Management	Less than one year	1.6%	0.2%	1
	1-4 years	17.2%	2.4%	11
	5-10 years	34.4%	4.7%	22
	11-15 years	20.3%	2.8%	13
	16-20 years	14.1%	1.9%	9
	More than 20 years	12.5%	1.7%	8
	Total Responses		13.7%	64

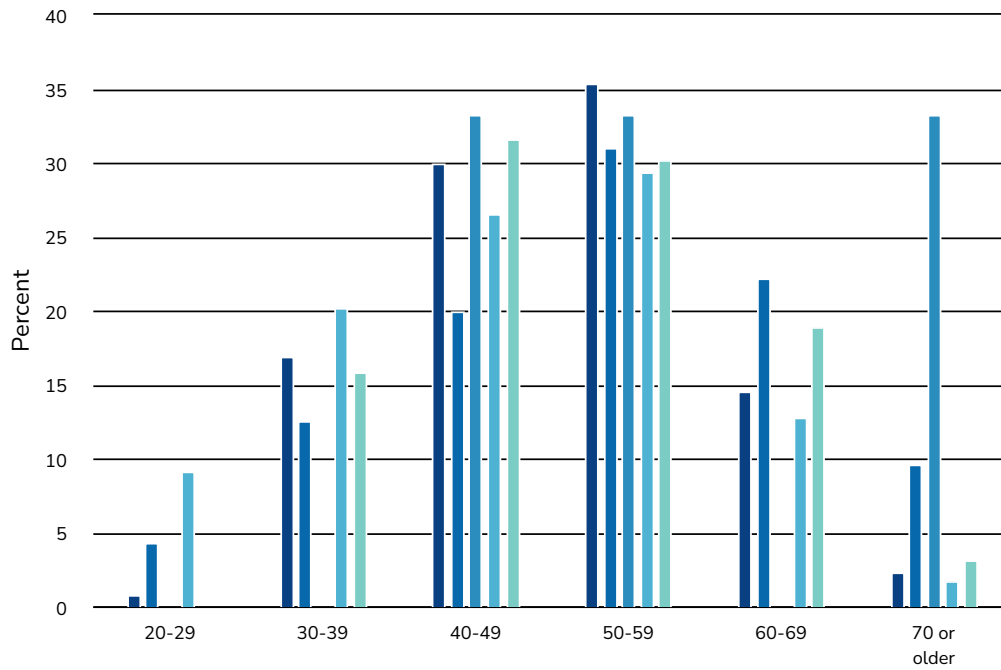
13. How do you self-identify? (Select all that apply)



Segment	Value	Percent	% of Total	Responses
■ Full-time Faculty	Asian	14%	4%	17
	Black or African American	14.9%	4.3%	18
	Hispanic or Latinx	21.5%	6.2%	26
	Middle Eastern	5.8%	1.7%	7
	Native American	3.3%	1%	4
	Pacific Islander	0.8%	0.2%	1
	White	57%	16.4%	69
	Total Responses		33.8%	121
■ Adjunct Faculty	Asian	16.5%	5%	21
	Black or African American	11%	3.3%	14
	Hispanic or Latinx	15%	4.5%	19
	Middle Eastern	7.1%	2.1%	9
	Native American	3.9%	1.2%	5
	Pacific Islander	6.3%	1.9%	8
	White	64.6%	19.5%	82
	Total Responses		37.5%	127

Segment	Value	Percent	% of Total	Responses
Confidentials	Asian	0%	0%	0
	Black or African American	33.3%	0.2%	1
	Hispanic or Latinx	33.3%	0.2%	1
	Middle Eastern	0%	0%	0
	Native American	0%	0%	0
	Pacific Islander	0%	0%	0
	White	33.3%	0.2%	1
	Total Responses		0.6%	3
Classified Professionals	Asian	14.8%	3.8%	16
	Black or African American	20.4%	5.2%	22
	Hispanic or Latinx	35.2%	9%	38
	Middle Eastern	0.9%	0.2%	1
	Native American	5.6%	1.4%	6
	Pacific Islander	0.9%	0.2%	1
	White	40.7%	10.5%	44
	Total Responses		30.3%	108
Management	Asian	18%	2.6%	11
	Black or African American	24.6%	3.6%	15
	Hispanic or Latinx	19.7%	2.9%	12
	Middle Eastern	6.6%	1%	4
	Native American	3.3%	0.5%	2
	Pacific Islander	0%	0%	0
	White	45.9%	6.7%	28
	Total Responses		17.3%	61

14. What is your age?



Segment	Value	Percent	% of Total	Responses
Full-time Faculty	20-29	0.8%	0.2%	1
	30-39	16.9%	5%	22
	40-49	30%	8.9%	39
	50-59	35.4%	10.5%	46
	60-69	14.6%	4.3%	19
	70 or older	2.3%	0.7%	3
	Total Responses			29.6%
Adjunct Faculty	20-29	4.4%	1.4%	6
	30-39	12.6%	3.9%	17
	40-49	20%	6.1%	27
	50-59	31.1%	9.5%	42
	60-69	22.2%	6.8%	30
	70 or older	9.6%	3%	13
	Total Responses			30.7%
Confidentials	20-29	0%	0%	0
	30-39	0%	0%	0

Segment	Value	Percent	% of Total	Responses
	40-49	33.3%	0.2%	1
	50-59	33.3%	0.2%	1
	60-69	0%	0%	0
	70 or older	33.3%	0.2%	1
	Total Responses		0.6%	3
Classified Professionals	20-29	9.2%	2.3%	10
	30-39	20.2%	5%	22
	40-49	26.6%	6.6%	29
	50-59	29.4%	7.3%	32
	60-69	12.8%	3.2%	14
	70 or older	1.8%	0.5%	2
	Total Responses		24.9%	109
Management	20-29	0%	0%	0
	30-39	15.9%	2.3%	10
	40-49	31.7%	4.5%	20
	50-59	30.2%	4.3%	19
	60-69	19%	2.7%	12
	70 or older	3.2%	0.5%	2
	Total Responses		14.3%	63