

STATEMENT	FT Faculty	Classified	Admin Prof/Tech	Admin	Averages (without Adjuncts)	Adjunct	Averages (with Adjuncts)
# of Repondents	40	35	32	13		58	
Total Count in Group	50	48	50	14	82.98%	183	83.23%
Response Percentage	80%	73%	64%	93%		32%	
I know Edison's mission statement (what we are trying to accomplish)	92%	100%	97%	100%	97%	90%	96%
Edison encourages creative and innovative ideas.	69%	100%	89%	100%	89%	87%	89%
Edison's Cabinet members exhibit leadership that enhances the campus climate.	54%	90%	74%	67%	71%	88%	74%
Edison's President exhibits leadership that enhances the campus climate.	61%	100%	85%	78%	81%	87%	82%
Edison's Cabinet members foster a student-oriented approach in programs and services.	70%	90%	85%	69%	79%	87%	80%
My immediate supervisor shares important information that I need to do my job.	89%	90%	90%	82%	88%	86%	87%
My immediate supervisor involves me in decisions that affect me personally.	83%	93%	87%	73%	84%	80%	83%
Sufficient opportunities are available for me to communicate with my immediate supervisor.	95%	94%	100%	100%	97%	90%	96%
Sufficient opportunities are available to communicate with the Vice President of my area.	79%	88%	76%	100%	86%	74%	84%
Sufficient opportunities are available to communicate with Edison's President.	81%	90%	77%	82%	82%	76%	81%
I have sufficient opportunities to be informed about what is going on at Edison.	84%	97%	89%	85%	89%	92%	89%
Edison's President communicates and informs me about what is going on at Edison.	63%	100%	75%	67%	76%	89%	79%
I have sufficient opportunities to be informed about Edison's strategic direction.	77%	86%	89%	73%	81%	96%	84%
Edison's Cabinet members are responsive to my and my colleagues' needs.	63%	89%	74%	69%	74%	67%	72%
Edison's President is responsive to my and my colleagues' needs.	76%	96%	83%	78%	83%	73%	81%
Edison's Cabinet members empower employees.	54%	84%	68%	75%	70%	78%	72%
Edison's Cabinet members promote professionalism in the workplace.	75%	91%	85%	75%	82%	97%	85%
Edison's President promotes professionalism in the workplace.	81%	96%	96%	70%	86%	95%	88%
Institutional policies and procedures have been clearly communicated to me.	82%	93%	92%	64%	83%	86%	83%
Edison does a good job of communicating budget resource allocation decisions to employees.	48%	72%	54%	75%	62%	73%	64%
I feel well informed about what is going on in my department.	92%	90%	86%	92%	90%	71%	86%
I have sufficient information to perform my job.	97%	94%	93%	85%	92%	98%	93%
Decisions are made in a timely fashion.	70%	84%	70%	90%	78%	83%	79%
Edison's President makes decisions are made in a timely fashion.	76%	100%	94%	67%	84%	93%	86%
Decisions are made in an informed fashion.	61%	83%	74%	70%	72%	82%	74%
Edison's President makes decisions in an informed fashion.	73%	100%	75%	58%	77%	83%	78%
I understand how Edison develops policies and procedures.	53%	96%	75%	73%	74%	65%	72%
Employee input is utilized in decision-making at Edison.	52%	92%	72%	73%	72%	75%	73%
I am encouraged to participate in departmental decision-making.	89%	92%	79%	92%	88%	79%	86%
We use continuous quality improvement tools when processes need to be improved.	84%	96%	100%	100%	95%	92%	94%
Overall, there have been positive changes in the Edison environment in the past two years.	62%	93%	91%	78%	81%	75%	80%
Edison is open to change.	77%	97%	93%	91%	89%	93%	90%
Communication and collaboration among departments and managers maximize program effectiveness.	76%	92%	76%	80%	81%	85%	82%
The actions of Edison's decision-makers reflect ECC's mission.	77%	96%	95%	90%	90%	89%	90%
Edison has high standards and ethics	83%	88%	92%	82%	86%	91%	87%
I want to be working at Edison three years from now.	74%	100%	92%	73%	85%	94%	87%
Edison is innovative.	65%	97%	83%	64%	77%	83%	78%
Strategic plans and initiatives have been clearly communicated to me.	76%	88%	73%	67%	76%	82%	77%
I know the primary functions of my department.	100%	100%	100%	100%	100%	92%	98%
I know the primary strategic plans and goals of my department.	86%	97%	93%	91%	92%	85%	90%
I understand how my department fits into Edison's strategic plan initiatives.	85%	100%	93%	100%	94%	72%	90%
I am given the opportunity to promote innovative ideas or initiatives.	81%	90%	86%	73%	82%	80%	82%
Edison sets organizational goals with clear criteria.	70%	93%	81%	40%	71%	85%	74%
Edison sets organizational goals with measureable outcomes.	70%	96%	96%	45%	77%	91%	80%
I have opportunity to express my thoughts, and am asked for my opinion.	70%	91%	82%	89%	83%	77%	82%
I am satisfied with the freedom I have to openly express my viewpoint.	63%	90%	87%	58%	74%	84%	76%
Job performance expectations have been clearly communicated to me.	83%	100%	72%	70%	81%	87%	83%

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It is safe for me to share questions, concerns, and ideas with my colleagues.	70%	93%	82%	64%	77%	84%	79%
There is a positive working relationship between the Edison faculty and staff.	86%	100%	81%	88%	89%	83%	88%
There is a positive working relationship between Edison's staff and administration.	76%	97%	86%	80%	85%	83%	84%
There is a positive working relationship between Edison's administration and faculty.	53%	100%	79%	63%	74%	73%	74%
There is a positive working relationship between Edison's President and other administration.	83%	100%	83%	75%	85%	79%	84%
There is a positive working relationship between Edison's President and faculty.	66%	100%	85%	71%	80%	69%	78%
There is a positive working relationship between Edison's President and staff.	77%	96%	89%	78%	85%	81%	84%
Overall, I feel valued as an employee of the college.	67%	88%	78%	67%	75%	80%	76%
Edison is a good place to work.	88%	100%	96%	90%	94%	96%	94%
Overall, there is a spirit of cooperation among Edison employees.	88%	97%	92%	92%	92%	93%	93%
Job satisfaction is a priority of the Edison administration.	50%	88%	64%	55%	64%	72%	66%
New ideas for improving the quality of my work environment are encouraged.	74%	97%	91%	70%	83%	88%	84%
Edison provides opportunities to explore alternative work schedules appropriate to my position.	81%	72%	79%	56%	72%	85%	75%
I am recognized for doing a good job.	82%	93%	79%	64%	79%	73%	78%
I receive regular performance feedback on how I do my job, either formal or informal.	83%	92%	64%	75%	79%	69%	77%
My co-workers respect diversity.	97%	96%	96%	83%	93%	93%	93%
I know how my job fits into the mission of the college.	95%	100%	100%	100%	99%	87%	96%
I have a safe environment.	89%	100%	96%	91%	94%	94%	94%
My supervisor and my organization care about me.	70%	94%	93%	75%	83%	91%	84%
Edison supports job-related training.	67%	100%	81%	77%	81%	95%	84%
Edison places a high priority on professional development.	43%	100%	67%	58%	67%	87%	71%
My supervisor supports my professional development efforts.	86%	97%	93%	83%	90%	86%	89%
I can rely on my colleagues/co-workers when needed to get the job done.	89%	97%	90%	83%	90%	93%	91%
My immediate work environment enhances my ability to perform my job well.	95%	94%	93%	82%	91%	89%	90%
I have the technology I need to successfully do my job.	89%	97%	90%	92%	92%	86%	91%
Overall Average	76%	94%	85%	77%	83%	84%	83%

