

Staff Economic Climate 2009 - Response Summary

Total Survey: 293 (100%)

1. Until the current economic situation improves, you would be most willing to:

answered question 292

skipped question 1

	Response Percent	Response Count
Remain working the same amount and freeze your salary excluding an annual cost of living.	32.2%	94
Remain working the same amount and freeze your salary along with cost of living increases.	27.7%	81
Remain working the same amount and decrease/stop college contributions to your retirement fund.	9.2%	27
Remain working same amount and take a decrease in pay.	4.1%	12
Reduce hours matching corresponding pay cut.	9.9%	29
Other (please specify)	16.8%	49

2. Any changes made to your work schedule/compensation, you are willing to do for:

answered question 285

skipped question 8

	Response Percent	Response Count
Up to 3 years, covering the budget reduction time frame we are working in.	74.0%	211
Longer than 3 years but not indefinitely.	9.1%	26
Permanently.	2.1%	6
Other (please specify)	14.7%	42

3. If you took any reduction, you would want that savings to go for (please rank):

answered question 278

skipped question 15

	1st choice	2nd choice	3rd choice	4th choice	5th choice	Rating Average	Response Count
staff salary pool	54.1% (132)	18.0% (44)	13.1% (32)	11.1% (27)	3.7% (9)	1.92	244
operations budget	9.3% (22)	41.4% (98)	32.9% (78)	13.9% (33)	2.5% (6)	2.59	237
capital expenses	2.2% (5)	4.4% (10)	21.8% (49)	36.9% (83)	34.7% (78)	3.97	225
financial aid	21.7% (53)	29.5% (72)	23.4% (57)	15.2% (37)	10.2% (25)	2.63	244
whatever the college admin. deem	26.1% (64)	6.9% (17)	9.0% (22)	17.1% (42)	40.8% (100)	3.40	245
Other (please specify)							28

4. If you were to take a reduction, it would be best if it was:

answered question 274
 skipped question 19

	Response Percent	Response Count
Financial compensation -- from earnings and/or salary freezes.	22.3%	61
Decrease/stoppage of college's contribution to your retirement fund.	28.8%	79
Furloughs and decreases in hours worked.	29.9%	82
Non-salary benefits.	8.0%	22
Combination - please explain below.	10.9%	30
Other (please specify)		54

5. Many higher education institutions are pro-rating salaries such that people at various salaries levels have different ratios applied to their compensation. For example employees earning over \$250,000 take a 5% cut, over \$125,000 a 2.5% cut while lowest earners may see an increase in pay. The college should look into this option.

answered question 287
 skipped question 6

	Strongly disagree	Disagree	Neutral	Agree	Strongly agree	Response Count
	8.7% (25)	4.9% (14)	12.2% (35)	27.9% (80)	46.3% (133)	287

6. You would be willing to alter your work hours (please rank):

answered question 262
 skipped question 31

	1st choice	2nd choice	3rd choice	4th choice	5th choice	6th choice	Rating Average	Response Count
Not at all.	54.0% (114)	5.2% (11)	5.2% (11)	7.1% (15)	11.4% (24)	17.1% (36)	2.68	211
Decrease over the course of the entire year.	20.3% (42)	30.9% (64)	22.2% (46)	18.4% (38)	5.8% (12)	2.4% (5)	2.66	207
Decrease with summer off, work full time during school year.	15.1% (30)	26.1% (52)	30.2% (60)	19.1% (38)	6.5% (13)	3.0% (6)	2.85	199
Decrease with specified times off such as summer, winter and spring breaks, etc.	16.7% (36)	31.0% (67)	30.1% (65)	18.5% (40)	2.8% (6)	0.9% (2)	2.63	216
To the minimum hours needed (1400+) to receive full benefits.	18.8% (37)	10.2% (20)	9.1% (18)	21.8% (43)	38.6% (76)	1.5% (3)	3.56	197
To less than 1400 hours.	1.2% (2)	0.0% (0)	1.2% (2)	2.3% (4)	22.5% (39)	72.8% (126)	5.64	173
Other (please specify)								59

7. If a position is eliminated, you feel the person in that job should:

answered question 280

skipped question 13

	Response Percent	Response Count
Leave the day they receive that notice.	4.3%	12
Have at least 2 weeks notice.	15.0%	42
Have 2-4 weeks notice.	27.5%	77
Have at the least 4 weeks notice.	53.2%	149
Other (please specify)		48

8. When an employee is let go, what do you feel would be adequate severance? (The components of the Voluntary Separation Program serves as an example.)

answered question 228

skipped question 65

Response Count
228

9. If let go, you would like to be notified of job openings at the college in the future.

answered question 289

skipped question 4

	Response Percent	Response Count
Yes	84.8%	245
No	9.0%	26
Other (please specify)	6.2%	18

10. You willing to move to another position at the college if the job you do is eliminated.

answered question 288

skipped question 5

	Response Percent	Response Count
Yes	82.3%	237
No	3.8%	11
Other (please specify)	13.9%	40

11. You would be willing to split your work between more than one department. (One example might be for paraprofessionals to serve multiple departments.)

answered question 286

skipped question 7

	Response Percent	Response Count
Yes	73.1%	209
No	14.3%	41
Other (please specify)	12.6%	36

12. The level of communication on the budget situation you feel has been:

answered question 292

skipped question 1

	Response Percent	Response Count
enough	40.4%	118
too much	1.7%	5
not enough	30.5%	89
Other (please specify)	27.4%	80

13. Please address any additional thoughts, provide additional clarification, or state any comments and concerns you have.

answered question 117

skipped question 176