

prepared for college-level courses to acquire the skills they need to succeed in those courses.

...Harper prepares students to transfer successfully into bachelor degree programs at other colleges and universities.

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...Harper identifies and secures outside funding and partnerships for programs and activities.

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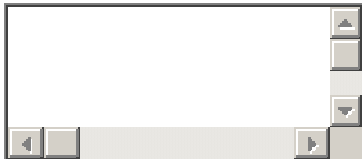
...Harper demonstrates to taxpayers that it's an effective investment of public funds.

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
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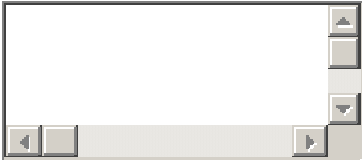
...I have an opportunity for involvement with carrying out Harper's Strategic Plan .

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Considering the questions you have answered on the climate survey, please expand on the areas you find **least** favorable. You may give examples and explanation, but please refrain from identifying specific individuals. This is a confidential survey.



Considering the questions you have answered on the climate survey, please expand on the areas you find **most** favorable. You may give examples and explanation, but please refrain from identifying specific individuals. This is a confidential survey.



What is your personnel classification?

- Administrator
- Classified
- Managerial/Supervisory/Confidential
- Full-time Faculty
- Adjunct Faculty
- Professional Technical
- Campus Operations (service employees or campus police)

Your status at this institution is:

- Full time
- Part time

What gender are you:

- Male
- Female

0% 100%

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If you need to leave the survey press "Save & Go to Next Page" and then close your browser. Click the link in your invitation email to return to where you left off.

Please select the race/ethnicity that best describes you:

- Hispanic or Latino, of any race
- American Indian or Alaska Native, not Hispanic or Latino
- Asian, not Hispanic or Latino
- Black, not Hispanic or Latino
- Native Hawaiian or Other Pacific Islander, not Hispanic or Latino
- White, not Hispanic or Latino
- Two or more races, not Hispanic or Latino

How long have you been employed at Harper College?

- Less than 1 year
- 1-4 years
- 5-9 years
- 10-14 years
- 15 or more years

Your responses are important and have the potential to contribute to research about organizational climate in community colleges in the United States.

NILIE would appreciate if you would fill out the following demographic questions in order to assist us in our research efforts.

Again, this information is confidential and will not be associated with you in any way.

Information that is collected below will not be reported out to your school.

Thank you for your participation!

*This survey is administered by the [National Initiative for Leadership and Institutional Effectiveness](#) (NILIE), a third party provider not associated with your school. NILIE will average your responses with other responses received. Your school will not see your individual responses nor will anyone from the institution know if you have taken the survey.

What is your personnel classification?

- Faculty
- Administrator
- Staff

What is the highest degree you have earned?

- First Professional degree (e.g., M.D., D.D.S., J.D., D.V.M.)
- Doctoral degree (e.g., Ph.D., Ed.D.)
- Master's degree
- Bachelor's degree
- Associate's degree
- High School diploma or GED
- no diploma or degree

How many years have you worked at this institution? (If less than 1 year put zero)

How many years have you worked in higher education? (If less than 1 year put zero)

You were born in **19**

We thank you for your time spent taking this survey.
Your response has been recorded.