FLC Campus Climate Survey 2016
Classified Employees Summary Report

Survey Design

Folsom Lake College surveyed employees to solicit feedback regarding the campus climate. For the purposes of this survey, campus climate was defined as the current attitudes, behaviors, and standards of faculty, staff, administrators, and students concerning the access for, inclusion of, and level of respect for individual and group needs, abilities and potential. The survey link was emailed to all FLC employees, followed by two reminder emails.

- Dates Administered: March 7, 2016 – March 25, 2016
- Total Survey Responses: 176
- Total Classified Employee Responses: 57

Overview

This report provides a summary of the campus climate survey questions and responses for those employees who reported being Classified. Given that the survey design did not include a random sampling of survey participants, it is not appropriate to generalize the survey results to the entire FLC Classified employee population. However, the demographic features of the employees who participated in the survey closely mirror the overall employee population demographics, so we feel confident that information gathered through this survey well represents the opinions of FLC Classified employees (see page 11 for demographic data). Additionally, the overall response rate was very high, with 40% of all employees and 48% of Classified employees participating in the survey.

Campus Climate for Classified – Identified Strengths:
- 88%: feel comfortable sharing ideas with their colleagues
- 79%: feel the type of work they do on most days is personally rewarding
- 79%: feel proud to work at FLC
- 79%: feel the work they do is appreciated by their supervisors
- 79%: feel comfortable with the climate in their department / work unit
- 77%: feel comfortable with the climate of their primary work site
- 75%: feel comfortable with the campus climate at FLC

Campus Climate for Classified –Areas to Address:
- 62%: feel they could not go directly to the District Office with their ideas
- 46%: feel that they don't have adequate opportunities for advancement
- 42%: feel they could not go directly to Executive Leadership with their ideas
- 40%: have seriously considering leaving FLC within the past year
- 39%: experienced exclusionary, intimidating, offensive, and/or hostile behavior at FLC in the past year
- 37%: feel that are not paid fairly for the work they do
- 31%: feel they don't have adequate opportunities for training and professional development

Overall Campus Climate

Employees were asked a series of questions about their perception of the campus climate. The majority of Classified employees (75%) reported being very or somewhat comfortable with the campus overall, and 18% of Classified employees reported being somewhat or very uncomfortable. When asked about their level of comfort with the climate at their primary work site, 77% of Classified employees reported being comfortable at their primary work site and 19% of Classified employees reported being uncomfortable.

Table 1. Overall, how comfortable are you with the campus climate at Folsom Lake College?

	% of Classified Employees (n=57)	% of All Other Respondents (n=115)
Very Comfortable	38.6%	38.3%
Somewhat Comfortable	36.8%	33.9%
Neutral	7.0%	10.4%
Somewhat Uncomfortable	12.3%	13.0%
Very Uncomfortable	5.3%	4.3%

Table 2: Overall, how comfortable are you with the climate at your primary work site?

	% of Classified Employees (n=57)	% of All Other Respondents (n=115)
Very Comfortable	50.9%	47.8%
Somewhat Comfortable	26.3%	31.3%
Neutral	3.5%	9.6%
Somewhat Uncomfortable	10.5%	8.7%
Very Uncomfortable	8.8%	2.6%

The majority of Classified employees (79%) reported being very or somewhat comfortable with the climate in their department/work unit, and 18% of Classified employees reported being somewhat or very uncomfortable. When asked if they have seriously considered leaving FLC within the past year, 40% of Classified employees reported yes.

Table 3: Overall, how comfortable are you with the climate in your department/work unit?

	% of Classified Respondents (n=57)	% of All Other Respondents (n=114)
Very Comfortable	56.1%	53.5%
Somewhat Comfortable	22.8%	27.2%
Neutral	3.5%	4.4%
Somewhat Uncomfortable	7.0%	9.6%
Very Uncomfortable	10.5%	5.3%

Table 4: In the past year, have seriously considered leaving Folsom Lake College?

	% of Classified Respondents (n=57)	% of All Other Respondents (n=116)
Yes	40.4%	26.7%
No	59.8%	73.3%

Activities that Affect the Campus Climate

Employees were provided with a list of activities that a college campus might engage in to affect the campus climate, and they were asked to rank how they felt each activity would influence that campus climate. More than 65% of Classified employees reported that each activity listed might positively influence climate, and only a small minority of employees reported that any activity listed might negatively influence the climate. The activities that Classified employees felt would most positively influence the campus climate were: *Providing a person to address student complaints of classroom inequity* (86%), p*roviding diversity training for faculty* (82%), and *providing diversity training for staff* (81%).

Table 5: How does each of the following affect the climate at Folsom Lake College?

	# of Respondents	Positively Influences Climate	Neutral/ No Influence on Climate	Negatively Influences Climate
Providing a person to address student complaints of classroom inequity.	43	86.0%	14.0%	0.0%
Providing diversity training for faculty.	44	81.8%	15.9%	2.3%
Providing diversity training for staff.	47	80.9%	17.0%	2.1%
Increasing opportunities for cross-cultural dialogue between faculty, staff and students.	45	80.0%	20.0%	0.0%
Increasing opportunities for cross-cultural dialogue among students.	46	78.3%	21.7%	0.0%
Increasing the diversity of the student body.	44	77.3%	20.5%	2.3%
Providing diversity training for students.	57	76.9%	20.5%	2.6%
Increasing the diversity of the faculty and staff.	46	69.6%	28.3%	2.2%
Incorporating issues of diversity and cross-cultural competence more effectively into the curriculum.	47	66.0%	29.8%	4.3%

Communication

Effective communication involves getting the right message to the right people at the right time in ways that are easy to understand, accurate, accessible and appealing. With that in mind, employees were asked to review a list of issues and rank how well they think FLC is doing overall in effectively communicating with them about those topics. Classified employees reported that FLC is *good* or *excellent* at communicating with them about the following issues: *campus events* (82%), *alerts about emergencies* (69%), and *student news and achievements* (31%). Classified employees reported that FLC is *poor* or *very poor* at communicating with them about the following issues: *higher education legislation* (34%), *area department or unit changes and/or new initiatives* (31%), and *State Chancellor's Office policy changes and/or new initiatives (29%)*.

Table 6: Please review that following list of communication topics and rank how well you think FLC is doing overall in effectively communicating with you about these issues:

	# of Respondents	Excellent	Good	Fair	Poor	Very Poor
Campus events	57	26.3%	56.1%	17.5%	0.0%	0.0%
Initiatives to improve student success (i.e. SSSP/SEP projects, tutoring etc.)	56	21.4%	37.5%	32.1%	7.1%	1.8%
Alerts about emergency situations	57	21.1%	47.4%	19.3%	10.5%	1.8%
Faculty/staff news and achievements	57	19.3%	40.4%	33.3%	7.0%	0.0%
Strategic planning	57	14.0%	43.9%	29.8%	8.8%	3.5%
Data reporting student success (i.e. KPIs, Scorecard, IEPIs, etc.)	55	10.9%	32.7%	50.9%	5.5%	0.0%
Student news and achievements	57	10.7%	50.0%	26.8%	12.5%	0.0%
Changes within the organization	57	10.5%	33.3%	40.4%	12.3%	3.5%
State Chancellor's Office policy changes and/or new initiatives	56	8.9%	17.9%	44.6%	25.0%	3.6%
Updates on FLC finances/budgetary issues	56	8.9%	25.0%	42.9%	19.6%	3.6%
Updates on FLC facility improvements/changes	57	8.8%	31.6%	43.9%	15.8%	0.0%
Higher education legislation(State & Federal	56	7.1%	16.1%	42.9%	28.6%	5.4%
District Office policy changes and/or new initiatives	56	7.1%	25.0%	41.1%	23.2%	3.6%
Area Department or Unit changes and/or new initiatives	55	5.5%	32.7%	30.9%	25.5%	5.5%
FLC initiated policy change and/or new initiatives	56	5.4%	33.9%	46.4%	12.5%	1.8%

Still thinking about overall campus communications, employees were asked to rank their level of agreement with a list of communication elements. Classified employees were most likely to agree with the following statements: *Decision-making processes of participatory governance groups are transparent (53%)* and *most information I receive from FLC Deans is detailed, easy to understand, and timely* (51%).

Classified employees were mostly likely to disagree with the following statements: *Decision-making processes of FLC Deans are transparent* (42%), decision-*making processes of FLC Executive Leadership (President and VPs) are transparent* (36%), and *decision-making processes of Department Chairs are transparent* (32%).

Table 7: Still thinking about overall campus communication, please rank your level of agreement with the following statements:

	# of Respondents	Strongly Agree	Somewhat Agree	Neutral	Somewhat Disagree	Strongly Disagree
Most information I receive from my FLC Executive Leadership is detailed, easy to understand, and timely.	55	14.5%	32.7%	25.5%	16.4%	10.9%
Most information I receive from my Department Chair is detailed, easy to understand, and timely.	30	13.3%	13.3%	46.7%	23.3%	3.3%
Most information I receive from participatory governance groups is detailed, easy to understand, and timely.	52	7.7%	40.4%	38.5%	9.6%	3.8%
Decision-making processes of participatory governance groups are transparent.	53	7.5%	45.3%	34.0%	9.4%	3.8%
Decision-making processes of FLC Executive Leadership (President and VPs) are transparent.	55	7.3%	20.0%	36.4%	21.8%	14.5%
Most information I receive from FLC Deans is detailed, easy to understand, and timely.	43	7.0%	44.2%	18.6%	16.3%	14.0%
Overall, the campus culture supports and practices open communication.	56	5.4%	32.1%	37.5%	17.9%	7.1%
Decision-making processes of FLC Deans are transparent.	43	2.3%	32.6%	23.3%	30.2%	11.6%
Decision-making processes of Department Chairs are transparent.	34	0.0%	26.5%	41.2%	17.6%	14.7%

To communicate effectively, there must be an open flow of communication in and around the college (upward, downward and horizontally). With that in mind, employees were asked to think about their own personal experiences with the flow of communication at FLC and to then rank a series of statements. Classified employees were most likely to agree with the statements: *I feel comfortable sharing ideas with my colleagues (88%)* and *I feel comfortable sharing ideas with those I supervise or mentor* (81%). Classified employees were most likely to disagree with the statements: *I feel I could go directly to the District Office with my ideas (62%)* and *I feel I could go directly to Executive Leadership with my ideas (42%).*

Table 8: Please think about your personal experiences with the flow of communication at FLC and rank the following statements bellow:

	# of Respondents	Strongly Agree	Somewhat Agree	Neutral	Somewhat Disagree	Strongly Disagree
I feel comfortable sharing ideas with those I supervise or mentor(formally or informally).	43	69.8%	11.6%	9.3%	4.7%	4.7%
I feel comfortable sharing ideas with my supervisor/manager.	57	63.2%	15.8%	5.3%	8.8%	7.0%
I feel comfortable sharing ideas with my colleagues .	57	50.9%	36.8%	3.5%	8.8%	0.0%
I feel comfortable sharing ideas within committee meetings.	47	25.5%	40.4%	23.4%	10.6%	0.0%
I feel that participatory governance process enhances the flow of information across the campus.	54	18.5%	35.2%	29.6%	11.1%	5.6%
I feel I could go directly to Executive Leadership with my Ideas.	55	16.4%	29.1%	12.7%	21.8%	20.0%
Overall, I feel that my ideas and opinions are included in decision-making processes.	54	13.0%	31.5%	24.1%	16.7%	14.8%
I feel I could go directly to the District Office with my ideas.	53	9.4%	7.5%	20.8%	24.5%	37.7%
I feel that my ideas are frequently passed on to Executive Leadership.	56	8.9%	37.5%	28.6%	10.7%	14.3%

There are a number of different communication methods used to share information. Employees were asked to consider a list of communication methods and identify how often they use/access/read information from that source. Classified employees reported most often using email (93%), the *In Touch* newsletter (66%), and the *Bird's Eye View* newsletter (63%), and *rarely* or *never* using the State Chancellor's Office website (83%), the District Office website (59%), and the EDC Newsletter (49%).

Table 9: Please consider each communication method listed below and identify how often you use/access/read information from that source:

	# of Respondents	Often	Sometimes	Rarely	Never
Email	57	92.7%	3.6%	1.8%	1.8%
"In Touch" (bi-weekly newsletter)	56	66.1%	26.8%	3.6%	3.6%
"Bird's Eye View" (monthly newsletter)	57	63.2%	22.8%	10.5%	3.5%
"The Falcon Report" (bi-annual newsletter)	32	56.1%	23.6%	12.3%	5.3%
Website: FLC (public site)	57	43.9%	38.6%	10.5%	7.0%
RCC Outlook (newsletter)	55	40.0%	27.3%	21.8%	10.9%
Word of Mouth/Grapevine	56	39.3%	51.8%	7.1%	1.8%
Website: FLC Insider	56	37.5%	48.2%	8.9%	5.4%
Department/Unit Meetings	55	27.3%	41.8%	20.0%	10.9%
Agendas/Meeting Minutes	57	22.8%	42.1%	28.1%	7.0%
EDC Newsletter	57	21.1%	29.8%	24.6%	24.6%
Website: Harris Center	57	21.1%	38.6%	23.6%	14.0%
Website: District office	56	12.5%	28.6%	42.9%	16.1%
Website: State Chancellor's Office	57	0.0%	17.5%	42.1%	40.4%

Satisfaction

Employees were provided with a list of statements that describe the different goals and values of the college, and they were asked to rate how satisfied they are that FLC is meeting those value statements. Classified employees reported being most satisfied that: *FLC treats students as its top priority* (86%) and *FLC promotes excellent employee-student relationships* (79%). Classified employees reported low levels of satisfaction with: *Employee suggestions are used to improve our college* (30%) and *there is a spirit of teamwork and cooperation at FLC (30%).*

Table 10: To what extent are you satisfied that FLC is meeting these value statements:

	# of Respondents	Very Satisfied	Somewhat Satisfied	Neutral	Somewhat Dissatisfied	Strongly Dissatisfied
FLC promotes excellent employee-student relationships.	56	41.1%	37.5%	17.9%	3.6%	0.0%
FLC treats students as its top priority .	55	38.2%	47.3%	7.3%	3.6%	3.6%
The goals and objectives of FLC are consistent with its mission and values.	56	37.5%	39.3%	17.9%	3.6%	1.8%
There is a spirit of teamwork and cooperation at FLC.	56	30.4%	28.6%	10.7%	21.4%	8.9%
FLC involves it employee in planning for the future.	56	23.2%	33.9%	23.2%	10.7%	8.9%
The leadership of FLC has a clear sense of purpose.	56	21.4%	33.9%	25.0%	12.5%	7.1%
Employee suggestions are used to improve our college.	56	10.7%	32.1%	26.8%	19.6%	10.7%

Employees were provided with a list of statements that describe conditions of their work environment at FLC, and they were asked to what extent they are satisfied with that aspect of their work environment. Classified employees were most satisfied with the statements: *The type of work I do on most days is personally rewarding (79%),* and *I am proud to work at Folsom Lake College* (79%). Classified employees were most dissatisfied with the statements: *I have adequate opportunities for advancement* (46%), *I am paid fairly for the work I do* (37%), and *I have adequate opportunities for training and professional development* (32%),

Table 11: To what extent do you are satisfied with this aspect of your work environment:

	# of Respondents	Very Satisfied	Somewhat Agree	Neutral	Somewhat Disagree	Strongly Disagree
The work I do is appreciated by my supervisor.	56	67.9%	10.7%	3.6%	1.8%	16.1%
I am proud to work at Folsom Lake College.	57	64.9%	14.0%	12.3%	3.5%	5.3%
My supervisor helps me improve my job performance.	56	55.4%	14.3%	8.9%	10.7%	10.7%
The employee benefits available to me are valuable.	57	54.4%	17.5%	12.3%	7.0%	8.8%
The type of work I do on most days is personally rewarding.	57	47.4%	31.6%	7.0%	7.0%	7.0%
My workplace fosters an environment of ethical behavior.	57	47.4%	19.3%	17.5%	3.5%	12.3%
I am empowered to resolve problems quickly.	57	45.6%	31.6%	7.0%	5.3%	10.5%
I have the information I need to do my job well.	57	36.8%	36.8%	3.5%	17.5%	5.3%
My department or work unit has written, up-to-date objectives .	57	35.1%	21.1%	24.6%	14.0%	5.3%
I have adequate opportunities for training and professional development.	57	24.6%	28.1%	15.8%	19.3%	12.3%
I am paid fairly for a work I do.	57	22.8%	22.8%	17.5%	26.3%	10.5%
I have adequate opportunities for advancement.	57	7.0%	24.6%	22.8%	24.6%	21.1%

Exclusionary, Intimidating, Offensive, and/or Hostile Behavior

Employees were asked if they had personally experienced any exclusionary, intimidating, offensive, and/or hostile behavior at FLC in the past year (e.g. shunned, ignored, bullied, harassed, etc.). A total of 39% of Classified employees reported experiencing untoward behavior within the past year. Of those Classified employees experiencing untoward behavior (n=22), the majority reported that the experience interfered with their ability to work.

Table 12: In the past year, have you personally experienced any exclusionary, intimidating, offensive, and/or hostile behavior at FLC?

	% of Classified Respondents (n=57)	% of All Survey Respondents (n=171)
Yes, and the experience interfered with my ability to work	24.6%	21.8%
Yes, but the experience did not interfere with my ability to work	14.0%	14.9%
No	61.4%	63.2%

Classified employees who reported that they had personally experienced untoward behavior at FLC in the past year (n=22) were asked a series of follow-up questions related to that experience. Employees were asked what they believe the untoward experience was based upon; they were provided with a list of 11 attributes with the option to select all that applied. On average, Classified employees identified 4 different attributes that they believe the untoward behavior was based upon. Table 13a reflects the multiple responses of the 22 classified employees who experienced untoward behavior in the past year. Classified employees who experienced untoward behavior were most likely to report that the untoward experience was based upon *position* (91%), *age* (59%), and/or *gender identity/gender expression* (50%).

Table 13a: What do you believe the experience was based upon?

	% of Classified Who Experienced Untoward Behavior (n=22)	% of All Survey Respondents Who Experienced Untoward Behavior (n=64)	% of All Survey Respondents (n= 176)
Position (staff; faculty; administrator)	90.9%	79.7%	29.0%
Age	59.1%	43.8%	15.9%
Gender Identity / Gender Expression	50.0%	42.2%	15.3%
Socioeconomic Status	45.5%	35.9%	13.1%
Philosophical/Political/Religious View	40.9%	43.8%	15.9%
Ancestry	40.9%	34.9%	12.5%
Ethnicity/Race	36.4%	42.2%	15.3%
Sexual Orientation	36.4%	26.6%	9.7%
Disability	36.4%	26.6%	9.7%
Military/Veteran Status	27.3%	17.2%	6.3%
Other	13.6%	15.6%	5.7%

When asked how often the untoward experienced happened, Classified employees were most likely to report the experience as happening often or very often based on *position* (71%) and *ethnicity /race* (24%). Classified employees were least likely or never to report that the untoward experience was based upon *disability* (89%), *military status (84%), and/or sexual orientation (83%).*

Table 13b: How often did it happen?

	Very Often	Often	Sometimes	Seldom	Not Applicable
Position (staff; faculty; administrator)	47.6%	23.8%	19.0%	4.8%	4.8%
Socioeconomic Status	16.7%	0.0%	5.6%	33.3%	44.4%
Philosophical/Political/Religious View	16.7%	0.0%	11.1%	22.2%	50.0%
Ethnicity/Race	11.8%	11.8%	0.0%	23.5%	52.9%
Disability	5.6%	0.0%	5.6%	33.3%	55.6%
Military / Veteran Status	5.3%	5.3%	5.3%	15.8%	68.4%
Age	0.0%	10.5%	47.4%	10.5%	31.6%
Ancestry	0.0%	16.7%	5.6%	27.8%	50.0%
Gender Identity / Gender Expression	0.0%	11.1%	11.1%	38.9%	38.9%
Sexual Orientation	0.0%	5.6%	11.1%	27.8%	55.6%

Employees who reported that they had personally experienced exclusionary, intimidating, offensive, and/or hostile behavior at FLC in the past year were asked how they felt about the experience, with the option to select all statements that applied. Classified employees were most likely to report: *I felt intimated/bullied* (86%). When asked where the experienced occurred, the majority of classified employees reported that the experience occurred *on campus, not in a classroom or lab* (72%). When asked who/what was the source of the experience, classified employees primarily reported the source as administrators (64%) and/or other Classified staff (55%).

Table 14: How did you feel about the experience?

	% of Classified Who Experienced Untoward Behavior (n=22)	% of All Survey Respondents Who Experienced Untoward Behavior (n=64)
I felt intimidated/bullied.	86.4%	62.5%
I felt I was deliberately ignored, excluded and/or isolated.	50.0%	45.3%
I felt singled out as the spokesperson for my identity group.	18.2%	12.5%
Other	4.5%	21.9%

Table 15: Where did this experience occur?

	% of Classified Who Experienced Untoward Behavior (n=22)	% of All Survey Respondents Who Experienced Untoward Behavior (n=64)
On campus, not in a classroom or lab	81.8%	71.9%
Other	27.3%	28.1%
In a classroom or lab	18.2%	17.2%
On social networking sites (Facebook; Twitter; cell phone; other communication technology)	9.1%	9.4%
Off campus	4.5%	7.8%

Table 16: Who/what was the source of this experience?

	% of Classified Who Experienced Untoward Behavior (n=22)	% of All Survey Respondents Who Experienced Untoward Behavior (n=64)
Administrator	63.6%	49.2%
Classified Staff	54.5%	31.7%
Other	22.7%	19.0%
Student	9.1%	7.9%
Faculty (Full Time)	4.5%	41.3%
Faculty (Part Time)	0.0%	7.9%

Unwanted Sexual Contact

Employees were asked if they had experienced unwanted sexual contact at FLC within the last 5 years. Two percent of Classified employees reported experiencing unwanted sexual contact at FLC.

Table 17: Within the last 5 years, have you experienced unwanted sexual contact at FLC?

	% of Classified Respondents (n=57)	% of All Survey Respondents (n=173)
Yes	1.8%	2.9%
No	96.5%	96.5%
Decline to State	1.8%	0.6%

Demographics

Employees were asked a series of demographic questions[1]. When compared to the college-wide demographics for all employees[2], those participating in the survey were fairly representative of the total population of FLC employees. Administrators, classified, and full-time faculty were more likely to participate in the survey compared to part-time faculty. Survey respondents were proportionally similar to the college-wide statistics for age and ethnic/racial identity.

Table 18: What is your employment classification?

	# of All Respondents (n=137)	% of All Respondents (n=137)	College-Wide Comparison Data (N=441)
Administrator	*	4.4%	2.5%
Classified	57	41.6%	27.0%
Faculty: Full Time	47	34.3%	25.2%
Faculty: Part Time	27	19.7%	45.3%

Table 19: What is your age?

	% of Classified Respondents (n=51)	% of All Survey Respondents (n=126)	College-Wide Comparison Data (N=441)
20-39	33.3%	23.1%	21.3%
40-49	19.6%	27.8%	28.8%
50-59	35.3%	32.5%	30.4%
60+	11.8%	16.7%	19.5%

Table 20: What category best represents your ethnic/racial identity?

	% of Classified Respondents (n=52)	% of All Survey Respondents (n=130)	College-Wide Comparison Data (N=441)
African American	5.8%	3.1%	3.6%
American Indian/ Alaska Native	1.9%	0.8%	0.7%
Asian	3.8%	2.3%	8.8%
Hispanic/Latino	7.7%	7.7%	9.8%
Multi-Ethnic	5.8%	5.4%	4.3%
Pacific Islander	0.0%	n/a	0.5%
White(non-Hispanic)	75.0%	80.8%	67.6%
Other (Unknown)	n/a	n/a	4.8%

[1] Note: About 30 employees stopped answering survey questions prior to reaching the demographic questions, and another 10 employees skipped some or all of the demographics questions. The 10 employees who skipped some or all of the demographic questions were significantly more likely to have reported experiencing untoward behavior in the past year (approximately 80% vs. 37%).
[2] College-wide employee demographic data pulled from CCCCO DataMart: Fall 2015.

The demographic questions in the survey related to gender identity were worded differently than the college-wide data, making a comparison less clear but likely still valuable. In the survey, employees were asked to identify what sex there were assigned at birth and how they describe themselves, while the college-wide gender variable has *female/male* options only and a category for *Unknown*. Employees who identify as female were more likely to participate in the survey.

Table 21: What sex were you assigned at birth, on your original birth certificate?

	% of Classified Respondents (n=52)	% of All Survey Respondents (n=133)
Female	82.7%	69.9%
Male	17.3%	30.1%

Table 22: How do you describe yourself?

	% of Classified Respondents (n=52)	% of All Survey Respondents (n=133)	College-Wide Comparison Classified Only (N=119)	College-Wide Comparison Data ALL (N=441)
Female	82.7%	69.9%	67.2%	56.0%
Male	17.3%	27.8%	32.8%	44.0%
Transgender	0.0%	0.8%	n/a	n/a
Do not identify as female, male or transgender	0.0%	1.5%	n/a	n/a

Classified employees were most likely to report working most of the time at the FLC main campus (86%). The majority of Classified employees reported being employed at FLC for less than 5 years (53%).

Table 23: Where do you work most of the time?

	% of Classified Respondents (n=55)	% of All Survey Respondents (n=135)
EDC: El Dorado Center	9.1%	11.1%
FLC: Main Campus- Folsom	85.5%	82.2%
RCC-Rancho Cordova Center	5.5%	6.7%

Table 24: How many years have you been employed at Folsom Lake College?

	% of Classified Respondents (n=53)	% of All Survey Respondents (n=130)
Less than 5 years	52.8%	39.2%
5-10 years	22.6%	25.4%
More than 10 years	24.5%	35.4%

All Classified employees who participated in the survey speak English at home. Classified employees were most likely to identify their sexual orientation as straight/heterosexual (90%), with 10% identifying as bisexual, questioning, or other. The majority of Classified employees describe their belief system as Christian (62%), Agnostic (12%), and Atheist (6%). Six percent of Classified employees self-identify as having a disabling condition.

Table 25: What language do you speak at home?

	% of Classified Respondents (n=52)	% of All Survey Respondents (n=131)
English	100%	96.6%
Spanish	0.0%	1.5%
Other	0.0%	1.5%

Table 26: What is your sexual orientation?

	% of Classified Respondents (n=49)	% of All Survey Respondents (n=129)
Bisexual	4.1%	1.6%
Gay	0.0%	0.8%
Lesbian	0.0%	2.3%
Questioning	2.0%	0.8%
Straight/Heterosexual	89.8%	89.9%
Other	4.1%	4.7%

Table 27: What best describes your belief system?

	% of Classified Respondents (n=50)	% of All Survey Respondents (n=125)
Agnostic	12.0%	12.8%
Atheist	6.0%	15.2%
Buddhist	2.0%	1.6%
Christian	62.0%	52.0%
Jewish	0.0%	2.4%
Muslim	0.0%	1.6%
Pagan	0.0%	0.8%
Other	18.0%	13.6%

Table 28: Do you self-identify as having a disabling condition?

	% of Classified Respondents (n=54)	% of All Survey Respondents (n=133)
Yes	5.6%	9.0%
No	94.4%	91.0%