

PHOENIX COLLEGE
Demographic Area Summary - Section A

Category Average/ Demographic Area	Average Score	<u>Frequencies of Ratings - College</u>				
		Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
<u>Morale & Trust</u>						
<u>Position in College:</u>						
faculty	2.3	27.1%	38.6%	15.2%	10.6%	8.5%
non-faculty	2.6	21.0%	34.2%	19.6%	14.2%	11.0%
<u>Age:</u>						
18 - 35	2.3	25.9%	38.0%	18.6%	11.2%	6.3%
36 - 45	2.3	25.5%	38.5%	18.4%	11.1%	6.5%
46 - 55	2.5	26.0%	35.6%	15.3%	11.4%	11.6%
55 - 65+	2.3	25.7%	40.9%	16.3%	9.9%	7.2%
<u>Ethnicity:</u>						
caucasian	2.4	24.7%	39.9%	17.5%	10.3%	7.6%
non-caucasian	2.4	31.0%	31.6%	14.7%	11.3%	11.4%
<u>Gender:</u>						
male	2.6	19.6%	38.2%	17.9%	12.3%	12.0%
female	2.3	29.3%	37.3%	16.2%	10.0%	7.1%
<u>Years of Service:</u>						
0 - 1	1.9	38.1%	40.0%	15.9%	4.2%	1.8%
2 - 5	2.3	26.0%	39.7%	19.0%	8.9%	6.5%
6 - 10	2.6	21.2%	35.4%	16.2%	16.1%	11.2%
11 - 15	2.6	21.4%	35.9%	17.0%	15.0%	10.7%
16 - 20	2.7	20.2%	35.6%	15.0%	12.4%	16.9%
>20	2.5	23.9%	39.0%	14.1%	10.9%	12.1%
Overall Average	2.4	24.9%	36.7%	16.6%	12.1%	9.7%

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Category Average/ Demographic Area	Average Score	<u>Frequencies of Ratings - College</u>				
		Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
<u>Management Support</u>						
<u>Position in College:</u>						
faculty	2.4	21.9%	40.6%	19.9%	9.9%	7.6%
non-faculty	2.8	12.8%	35.1%	20.5%	17.4%	14.2%
<u>Age:</u>						
18 - 35	2.5	19.2%	38.2%	22.2%	12.4%	8.0%
36 - 45	2.5	17.5%	41.0%	21.7%	10.8%	9.0%
46 - 55	2.6	20.5%	37.5%	18.1%	12.7%	11.1%
55 - 65+	2.5	19.5%	40.7%	20.8%	11.9%	7.2%
<u>Ethnicity:</u>						
caucasian	2.5	18.5%	41.5%	21.1%	11.1%	7.9%
non-caucasian	2.6	23.4%	33.5%	18.6%	12.1%	12.5%
<u>Gender:</u>						
male	2.8	12.8%	39.2%	20.6%	14.7%	12.7%
female	2.4	22.0%	39.2%	20.7%	10.3%	7.7%
<u>Years of Service:</u>						
0 - 1	2.1	30.8%	40.9%	21.0%	3.4%	3.9%
2 - 5	2.5	19.2%	40.8%	22.6%	9.8%	7.6%
6 - 10	2.8	12.4%	37.3%	22.0%	17.0%	11.3%
11 - 15	2.6	15.9%	41.9%	17.9%	13.5%	10.8%
16 - 20	2.9	15.1%	33.6%	17.9%	15.1%	18.2%
>20	2.6	20.3%	35.9%	17.2%	16.4%	10.3%
Overall Average	2.6	18.8%	37.9%	19.8%	13.1%	10.4%

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Category Average/ Demographic Area	Average Score	<u>Frequencies of Ratings - College</u>				
		Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
<u>Performance Feedback/Perf. Mgmt.</u>						
<u>Position in College:</u>						
faculty	2.5	19.4%	38.3%	25.6%	9.7%	7.0%
non-faculty	2.9	13.5%	30.7%	25.6%	16.9%	13.3%
<u>Age:</u>						
18 - 35	2.6	17.9%	33.8%	27.2%	14.0%	7.1%
36 - 45	2.6	15.8%	38.6%	27.1%	10.5%	8.0%
46 - 55	2.5	20.6%	34.2%	24.3%	11.5%	9.4%
55 - 65+	2.6	15.6%	38.1%	26.9%	12.4%	7.0%
<u>Ethnicity:</u>						
caucasian	2.5	16.8%	38.9%	26.9%	9.7%	7.6%
non-caucasian	2.6	20.9%	31.6%	22.2%	15.2%	10.1%
<u>Gender:</u>						
male	2.8	10.0%	37.9%	27.2%	14.0%	10.9%
female	2.5	21.8%	35.3%	25.3%	10.4%	7.3%
<u>Years of Service:</u>						
0 - 1	2.1	28.4%	43.1%	21.9%	3.6%	3.0%
2 - 5	2.1	18.4%	37.2%	26.0%	11.9%	6.6%
6 - 10	2.8	10.3%	35.5%	28.7%	15.9%	9.6%
11 - 15	2.7	15.5%	31.7%	31.4%	11.1%	10.3%
16 - 20	2.9	15.9%	32.8%	16.4%	10.9%	23.9%
>20	2.7	17.1%	30.1%	29.0%	17.1%	6.7%
Overall Average	2.6	16.9%	34.7%	25.2%	12.9%	10.2%

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Category Average/ Demographic Area	Average Score	<u>Frequencies of Ratings - College</u>				
		Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
<u>Communication & Empowerment</u>						
<u>Position in College:</u>						
faculty	2.7	16.9%	32.0%	27.8%	12.8%	10.6%
non-faculty	3.0	13.1%	26.9%	24.3%	19.9%	15.8%
<u>Age:</u>						
18 - 35	2.8	16.0%	27.5%	31.8%	14.4%	10.3%
36 - 45	2.6	14.9%	37.0%	25.8%	13.3%	8.9%
46 - 55	2.8	18.3%	26.3%	23.2%	16.8%	15.4%
55 - 65+	2.7	13.8%	32.5%	30.7%	13.1%	10.0%
<u>Ethnicity:</u>						
caucasian	2.7	14.7%	31.5%	28.8%	14.8%	10.1%
non-caucasian	2.7	20.6%	28.3%	22.8%	14.8%	13.5%
<u>Gender:</u>						
male	3.0	11.1%	28.6%	27.9%	17.8%	14.5%
female	2.7	18.7%	31.1%	26.6%	13.7%	9.9%
<u>Years of Service:</u>						
0 - 1	2.2	27.9%	34.9%	29.2%	5.4%	3.0%
2 - 5	2.7	14.8%	32.1%	30.3%	13.1%	9.7%
6 - 10	3.0	11.9%	28.1%	23.9%	20.7%	15.5%
11 - 15	2.9	15.4%	29.3%	25.6%	14.7%	15.0%
16 - 20	3.0	12.9%	26.1%	27.3%	13.2%	20.6%
>20	3.0	12.1%	28.7%	23.1%	24.1%	12.1%
Overall Average	2.8	15.7%	29.4%	25.6%	16.3%	13.1%