

Grossmont College Accreditation Surveys 2006

Respondent Characteristics

Faculty Survey Results

109. Gender

	Frequency	Percent
Male	136	48.7
Female	143	51.3
Total	279	100.0
No Response	1	
Total	280	

110. Ethnicity

	Frequency	Percent
Asian	6	2.2
Black	4	1.5
Filipino	5	1.8
Hispanic	30	11.0
Native American	4	1.5
Pacific Islander	1	.4
Middle Eastern	4	1.5
White, non-Hispanic and not of Middle Eastern descent	197	72.4
Other	21	7.7
Total	272	100.0
No Response	8	
Total	280	

110. Ethnicity (specified other)

	Frequency
Multi-ethnic	1
Total	1

111. What is your position at the College?

	Frequency	Percent
Full-Time Faculty	146	52.5
Part-Time Faculty	126	45.3
Other	6	2.2
Total	278	100.0
No Response	2	
Total	280	

Note. Calculations of mean ratings reflect a scale of 1 = *Strongly Disagree* to 5 = *Strongly Agree*. Responses of *Don't Know/NA* have been excluded from these calculations.

111. What is your position at the College? (specified other)

	Frequency
Adjunct	2
Total	2

112. How long have you been working at the College?

	Frequency	Percent
Less than 1 year	19	6.9
1 to 3 years	47	17.0
Between 3 and 7 years	59	21.3
7 years or longer	152	54.9
Total	277	100.0
No Response	3	
Total	280	

Survey type

	Frequency	Percent
Online	129	46.1
Paper	151	53.9
Total	280	100.0

Note. Calculations of mean ratings reflect a scale of 1 = *Strongly Disagree* to 5 = *Strongly Agree*. Responses of *Don't Know/NA* have been excluded from these calculations.

College Staff Survey Results

77. Gender

	Frequency	Percent
Male	31	21.2
Female	115	78.8
Total	146	100.0
No Response	2	
Total	148	

78. Ethnicity

	Frequency	Percent
Asian	9	6.3
Black	4	2.8
Hispanic	11	7.6
Native American	2	1.4
Pacific Islander	1	.7
Middle Eastern	2	1.4
White, non-Hispanic and not of Middle Eastern descent	105	72.9
Other	10	6.9
Total	144	100.0
No Response	4	
Total	148	

78. Ethnicity (specified other)

	Frequency
Hispanic and White	1
Total	1

79. What is your position at the College?

	Frequency	Percent
Administrator	20	13.9
Full-Time Classified	102	70.8
Part-Time Classified	19	13.2
Other	3	2.1
Total	144	100.0
No Response	4	
Total	148	

Note. Calculations of mean ratings reflect a scale of 1 = *Strongly Disagree* to 5 = *Strongly Agree*. Responses of *Don't Know/NA* have been excluded from these calculations.

79. What is your position at the College? (specified other)

	Frequency
Adjunct Counselor	1
L.D. Specialist	1
Part time Certificated*	1
Total	3

*note: Position indicated as Part-Time Classified.

80. How long have you been working at the College?

	Frequency	Percent
Less than 1 year	13	8.8
1 to 3 years	11	7.5
Between 3 and 7 years	38	25.9
7 years or longer	85	57.8
Total	147	100.0
No Response	1	
Total	148	

Survey type

	Frequency	Percent
Online	100	67.6
Paper	48	32.4
Total	148	100.0

Note. Calculations of mean ratings reflect a scale of 1 = *Strongly Disagree* to 5 = *Strongly Agree*. Responses of *Don't Know/NA* have been excluded from these calculations.

District Staff Survey Results

39. Gender

	Frequency	Percent
Male	23	43.4
Female	30	56.6
Total	53	100.0

40. Ethnicity

	Frequency	Percent
Asian	3	5.9
Black	1	2.0
Filipino	1	2.0
Hispanic	6	11.8
Native American	2	3.9
Middle Eastern	1	2.0
White, non-Hispanic and not of Middle Eastern descent	31	60.8
Other	6	11.8
Total	51	100.0
No Response	2	
Total	53	

41. What is your position at the District Offices?

	Frequency	Percent
Administrator	10	18.9
Full-Time Classified	37	69.8
Part-Time Classified	4	7.5
Other	2	3.8
Total	53	100.0

41. What is your position at the District Offices? (specified other)

	Frequency
Contractor	1
Supervisor	1
Total	2

Note. Calculations of mean ratings reflect a scale of 1 = *Strongly Disagree* to 5 = *Strongly Agree*. Responses of *Don't Know/NA* have been excluded from these calculations.

42. How long have you been working at the District Offices?

	Frequency	Percent
Less than 1 year	10	18.9
1 to 3 years	7	13.2
Between 3 and 7 years	11	20.8
7 years or longer	25	47.2
Total	53	100.0

Survey type

	Frequency	Percent
Online	33	62.3
Paper	20	37.7
Total	53	100.0

Note. Calculations of mean ratings reflect a scale of 1 = *Strongly Disagree* to 5 = *Strongly Agree*. Responses of *Don't Know/NA* have been excluded from these calculations.

Grossmont College Accreditation Surveys 2006

STANDARD II

Faculty Survey Results

2. Faculty foster an open environment for student-teacher discussion of ideas related to course content.

	Frequency	Percent
Strongly Agree	153	55.8
Agree	105	38.3
Neutral	11	4.0
Disagree	3	1.1
Strongly Disagree	2	.7
Total	274	100.0
Don't Know, N/A	5	
No Response	1	
Total	280	

3. External college publications (e.g., class schedule, student handbook, catalog) provide accurate information.

	Frequency	Percent
Strongly Agree	127	45.8
Agree	134	48.4
Neutral	12	4.3
Disagree	3	1.1
Strongly Disagree	1	.4
Total	277	100.0
Don't Know, N/A	3	
Total	280	

4. Internal college publications (e.g., shared governance handbook, faculty handbook, staff development handbook) provide accurate information.

	Frequency	Percent
Strongly Agree	78	29.9
Agree	140	53.6
Neutral	29	11.1
Disagree	13	5.0
Strongly Disagree	1	.4
Total	261	100.0
Don't Know, N/A	18	
No Response	1	
Total	280	

Note. Calculations of mean ratings reflect a scale of 1 = *Strongly Disagree* to 5 = *Strongly Agree*. Responses of *Don't Know/NA* have been excluded from these calculations.

5. This College, as a whole, supports academic freedom.

	Frequency	Percent
Strongly Agree	86	31.5
Agree	122	44.7
Neutral	40	14.7
Disagree	18	6.6
Strongly Disagree	7	2.6
Total	273	100.0
Don't Know, N/A	7	
Total	280	

8. Program review is effective in evaluating the strengths and weaknesses of individual programs of the College.

	Frequency	Percent
Strongly Agree	66	27.6
Agree	109	45.6
Neutral	44	18.4
Disagree	13	5.4
Strongly Disagree	7	2.9
Total	239	100.0
Don't Know, N/A	40	
No Response	1	
Total	280	

9. The College provides sufficient technological resources to support its educational programs.

	Frequency	Percent
Strongly Agree	60	22.0
Agree	136	49.8
Neutral	25	9.2
Disagree	38	13.9
Strongly Disagree	14	5.1
Total	273	100.0
Don't Know, N/A	7	
Total	280	

Note. Calculations of mean ratings reflect a scale of 1 = *Strongly Disagree* to 5 = *Strongly Agree*. Responses of *Don't Know/NA* have been excluded from these calculations.

10. The College provides sufficient human resources to support its educational programs.

	Frequency	Percent
Strongly Agree	27	10.2
Agree	105	39.8
Neutral	43	16.3
Disagree	52	19.7
Strongly Disagree	37	14.0
Total	264	100.0
Don't Know, N/A	15	
No Response	1	
Total	280	

11. Course outlines and syllabi clearly specify the subject matter to be covered, the skills to be acquired by the students, and the methods of evaluation used by faculty.

	Frequency	Percent
Strongly Agree	123	45.2
Agree	133	48.9
Neutral	12	4.4
Disagree	3	1.1
Strongly Disagree	1	.4
Total	272	100.0
Don't Know, N/A	8	
Total	280	

12. The College has clearly defined curricular processes for developing its educational programs.

	Frequency	Percent
Strongly Agree	73	30.5
Agree	112	46.9
Neutral	44	18.4
Disagree	8	3.3
Strongly Disagree	2	.8
Total	239	100.0
Don't Know, N/A	41	
Total	280	

Note. Calculations of mean ratings reflect a scale of 1 = *Strongly Disagree* to 5 = *Strongly Agree*. Responses of *Don't Know/NA* have been excluded from these calculations.

13. The College has clearly defined program review processes for evaluating its educational programs.

	Frequency	Percent
Strongly Agree	71	29.6
Agree	108	45.0
Neutral	47	19.6
Disagree	10	4.2
Strongly Disagree	4	1.7
Total	240	100.0
Don't Know, N/A	39	
No Response	1	
Total	280	

14. The faculty is sufficiently involved in developing the plan for general education through the Curriculum Committee.

	Frequency	Percent
Strongly Agree	53	23.0
Agree	108	47.0
Neutral	47	20.4
Disagree	18	7.8
Strongly Disagree	4	1.7
Total	230	100.0
Don't Know, N/A	50	
Total	280	

15. Procedures for developing curricula at this College are faculty-driven.

	Frequency	Percent
Strongly Agree	65	26.4
Agree	123	50.0
Neutral	35	14.2
Disagree	18	7.3
Strongly Disagree	5	2.0
Total	246	100.0
Don't Know, N/A	34	
Total	280	

Note. Calculations of mean ratings reflect a scale of 1 = *Strongly Disagree* to 5 = *Strongly Agree*. Responses of *Don't Know/NA* have been excluded from these calculations.

16. Processes for evaluating the College's student services programs help improve the quality of services.

	Frequency	Percent
Strongly Agree	41	21.4
Agree	87	45.3
Neutral	55	28.6
Disagree	4	2.1
Strongly Disagree	5	2.6
Total	192	100.0
Don't Know, N/A	87	
No Response	1	
Total	280	

17. I refer students to the various support services available on campus (e.g., Counseling, DSP&S, Tutoring, Health Services, Financial Ais, EOPS).

	Frequency	Percent
Strongly Agree	147	52.7
Agree	114	40.9
Neutral	15	5.4
Disagree	2	.7
Strongly Disagree	1	.4
Total	279	100.0
Don't Know, N/A	1	
Total	280	

18. This College provides adequate support services to its students regardless of service location or delivery method.

	Frequency	Percent
Strongly Agree	60	24.6
Agree	136	55.7
Neutral	29	11.9
Disagree	14	5.7
Strongly Disagree	5	2.0
Total	244	100.0
Don't Know, N/A	35	
No Response	1	
Total	280	

Note. Calculations of mean ratings reflect a scale of 1 = *Strongly Disagree* to 5 = *Strongly Agree*. Responses of *Don't Know/NA* have been excluded from these calculations.

19. The College supports extra-curricular activities that promote lifelong learning for its students.

	Frequency	Percent
Strongly Agree	56	23.3
Agree	115	47.9
Neutral	50	20.8
Disagree	15	6.3
Strongly Disagree	4	1.7
Total	240	100.0
Don't Know, N/A	40	
Total	280	

20. The equipment in the LRC (e.g., VCRs, DVD players, CD ROM players, televisions) is properly maintained.

	Frequency	Percent
Strongly Agree	82	35.0
Agree	97	41.5
Neutral	39	16.7
Disagree	12	5.1
Strongly Disagree	4	1.7
Total	234	100.0
Don't Know, N/A	44	
No Response	2	
Total	280	

21. The LRC's collection, such as books, periodicals, media resources, and online databases, is adequate to meet the needs of my educational program.

	Frequency	Percent
Strongly Agree	44	17.5
Agree	128	50.8
Neutral	33	13.1
Disagree	38	15.1
Strongly Disagree	9	3.6
Total	252	100.0
Don't Know, N/A	27	
No Response	1	
Total	280	

Note. Calculations of mean ratings reflect a scale of 1 = *Strongly Disagree* to 5 = *Strongly Agree*. Responses of *Don't Know/NA* have been excluded from these calculations.

24. As a group, the members of my department stay current in their field of expertise.

	Frequency	Percent
Strongly Agree	136	50.2
Agree	102	37.6
Neutral	21	7.7
Disagree	8	3.0
Strongly Disagree	4	1.5
Total	271	100.0
Don't Know, N/A	6	
No Response	3	
Total	280	

25. Faculty evaluation procedures are effective in improving the quality of instruction.

	Frequency	Percent
Strongly Agree	47	17.9
Agree	114	43.5
Neutral	55	21.0
Disagree	30	11.5
Strongly Disagree	16	6.1
Total	262	100.0
Don't Know, N/A	16	
No Response	2	
Total	280	

32. The College's financial planning supports institutional goals and student learning outcomes.

	Frequency	Percent
Strongly Agree	21	9.5
Agree	59	26.8
Neutral	70	31.8
Disagree	46	20.9
Strongly Disagree	24	10.9
Total	220	100.0
Don't Know, N/A	58	
No Response	2	
Total	280	

Note. Calculations of mean ratings reflect a scale of 1 = *Strongly Disagree* to 5 = *Strongly Agree*. Responses of *Don't Know/NA* have been excluded from these calculations.

41. The College clearly states the role of faculty in institutional governance.

	Frequency	Percent
Strongly Agree	36	14.9
Agree	120	49.6
Neutral	52	21.5
Disagree	22	9.1
Strongly Disagree	12	5.0
Total	242	100.0
Don't Know, N/A	37	
No Response	1	
Total	280	

45. Faculty exercise a substantial voice in establishing College-level procedures.

	Frequency	Percent
Strongly Agree	34	13.4
Agree	109	42.9
Neutral	50	19.7
Disagree	31	12.2
Strongly Disagree	30	11.8
Total	254	100.0
Don't Know, N/A	26	
Total	280	

47. The College is committed to continuous improvement of the student learning process.

	Frequency	Percent
Strongly Agree	98	35.8
Agree	135	49.3
Neutral	30	10.9
Disagree	7	2.6
Strongly Disagree	4	1.5
Total	274	100.0
Don't Know, N/A	6	
Total	280	

48. Faculty members are primarily responsible for developing instructional courses and programs.

	Frequency	Percent
Strongly Agree	119	43.8
Agree	130	47.8
Neutral	16	5.9
Disagree	5	1.8
Strongly Disagree	2	.7
Total	272	100.0
Don't Know, N/A	8	
Total	280	

Note. Calculations of mean ratings reflect a scale of 1 = *Strongly Disagree* to 5 = *Strongly Agree*. Responses of *Don't Know/NA* have been excluded from these calculations.

49. College Strategic and Master Plans are regularly assessed and results are shared with College constituencies.

	Frequency	Percent
Strongly Agree	43	20.0
Agree	84	39.1
Neutral	58	27.0
Disagree	17	7.9
Strongly Disagree	13	6.0
Total	215	100.0
Don't Know, N/A	65	
Total	280	

54. College planning processes are effective in identifying areas of development, growth, and improvement.

	Frequency	Percent
Strongly Agree	25	10.7
Agree	122	52.4
Neutral	62	26.6
Disagree	16	6.9
Strongly Disagree	8	3.4
Total	233	100.0
Don't Know, N/A	47	
Total	280	

57. I have the opportunity to participate in dialogue with colleagues about how to improve student learning and institutional processes.

	Frequency	Percent
Strongly Agree	84	31.5
Agree	134	50.2
Neutral	25	9.4
Disagree	16	6.0
Strongly Disagree	8	3.0
Total	267	100.0
Don't Know, N/A	12	
No Response	1	
Total	280	

Note. Calculations of mean ratings reflect a scale of 1 = *Strongly Disagree* to 5 = *Strongly Agree*. Responses of *Don't Know/NA* have been excluded from these calculations.

58. College institutional planning decisions are driven by research data.

	Frequency	Percent
Strongly Agree	18	9.5
Agree	61	32.1
Neutral	72	37.9
Disagree	21	11.1
Strongly Disagree	18	9.5
Total	190	100.0
Don't Know, N/A	88	
No Response	2	
Total	280	

59. The resources from the District Institutional Research and Planning Office (e.g., website, research reports, presentations, individual research requests) help provide me with the information I need.

	Frequency	Percent
Strongly Agree	20	9.0
Agree	84	38.0
Neutral	69	31.2
Disagree	24	10.9
Strongly Disagree	24	10.9
Total	221	100.0
Don't Know, N/A	58	
No Response	1	
Total	280	

70. The College has clearly defined general education requirements for all of its academic and vocational degree programs.

	Frequency	Percent
Strongly Agree	95	35.8
Agree	146	55.1
Neutral	19	7.2
Disagree	3	1.1
Strongly Disagree	2	.8
Total	265	100.0
Don't Know, N/A	12	
No Response	3	
Total	280	

Note. Calculations of mean ratings reflect a scale of 1 = *Strongly Disagree* to 5 = *Strongly Agree*. Responses of *Don't Know/NA* have been excluded from these calculations.

72. Procedures for incorporating student learning outcomes into the curriculum are faculty driven.

	Frequency	Percent
Strongly Agree	52	20.4
Agree	137	53.7
Neutral	41	16.1
Disagree	17	6.7
Strongly Disagree	8	3.1
Total	255	100.0
Don't Know, N/A	20	
No Response	5	
Total	280	

74. Faculty routinely incorporate student learning outcomes into their courses.

	Frequency	Percent
Strongly Agree	59	24.2
Agree	131	53.7
Neutral	36	14.8
Disagree	14	5.7
Strongly Disagree	4	1.6
Total	244	100.0
Don't Know, N/A	33	
No Response	3	
Total	280	

80. Faculty have significant roles in evaluating courses and programs.

	Frequency	Percent
Strongly Agree	76	29.5
Agree	130	50.4
Neutral	32	12.4
Disagree	12	4.7
Strongly Disagree	8	3.1
Total	258	100.0
Don't Know, N/A	19	
No Response	3	
Total	280	

Note. Calculations of mean ratings reflect a scale of 1 = *Strongly Disagree* to 5 = *Strongly Agree*. Responses of *Don't Know/NA* have been excluded from these calculations.

82. Staff development opportunities are generally available on student learning needs and pedagogical approaches.

	Frequency	Percent
Strongly Agree	58	21.7
Agree	144	53.9
Neutral	39	14.6
Disagree	15	5.6
Strongly Disagree	11	4.1
Total	267	100.0
Don't Know, N/A	10	
No Response	3	
Total	280	

89. I am satisfied with the means of communication at the College such as mail, email, voice mail, meetings, newsletters, websites, and forums.

	Frequency	Percent
Strongly Agree	70	25.6
Agree	142	52.0
Neutral	32	11.7
Disagree	17	6.2
Strongly Disagree	12	4.4
Total	273	100.0
Don't Know, N/A	3	
No Response	4	
Total	280	

91. Diversity in regard to age, gender and ethnicity at this College is actively promoted.

	Frequency	Percent
Strongly Agree	90	34.1
Agree	117	44.3
Neutral	33	12.5
Disagree	15	5.7
Strongly Disagree	9	3.4
Total	264	100.0
Don't Know, N/A	12	
No Response	4	
Total	280	

Note. Calculations of mean ratings reflect a scale of 1 = *Strongly Disagree* to 5 = *Strongly Agree*. Responses of *Don't Know/NA* have been excluded from these calculations.

92. Excellence in teaching is expected at this College.

	Frequency	Percent
Strongly Agree	149	53.8
Agree	104	37.5
Neutral	12	4.3
Disagree	5	1.8
Strongly Disagree	7	2.5
Total	277	100.0
No Response	3	
Total	280	

93. Faculty on this campus incorporate values, ethics, civic responsibility, and diverse perspectives into their courses.

	Frequency	Percent
Strongly Agree	115	43.6
Agree	129	48.9
Neutral	15	5.7
Disagree	2	.8
Strongly Disagree	3	1.1
Total	264	100.0
Don't Know, N/A	13	
No Response	3	
Total	280	

94. The College is committed to high standards of teaching.

	Frequency	Percent
Strongly Agree	141	51.3
Agree	109	39.6
Neutral	11	4.0
Disagree	7	2.5
Strongly Disagree	7	2.5
Total	275	100.0
Don't Know, N/A	2	
No Response	3	
Total	280	

Note. Calculations of mean ratings reflect a scale of 1 = *Strongly Disagree* to 5 = *Strongly Agree*. Responses of *Don't Know/NA* have been excluded from these calculations.

107a. In the courses that you teach, to what extent do you integrate the following: Written communication skills

	Frequency	Percent
To a great extent	143	53.4
To a moderate extent	87	32.5
To a small extent	37	13.8
To no extent	1	.4
Total	268	100.0
Don't Know, N/A	11	
No Response	1	
Total	280	

107b. In the courses that you teach, to what extent do you integrate the following: Oral communication skills

	Frequency	Percent
To a great extent	131	48.9
To a moderate extent	93	34.7
To a small extent	43	16.0
To no extent	1	.4
Total	268	100.0
Don't Know, N/A	11	
No Response	1	
Total	280	

107c. In the courses that you teach, to what extent do you integrate the following: Critical thinking/problem solving skills

	Frequency	Percent
To a great extent	222	82.8
To a moderate extent	34	12.7
To a small extent	11	4.1
To no extent	1	.4
Total	268	100.0
Don't Know, N/A	10	
No Response	2	
Total	280	

107d. In the courses that you teach, to what extent do you integrate the following: Math/quantitative skills

	Frequency	Percent
To a great extent	48	22.5
To a moderate extent	51	23.9
To a small extent	67	31.5
To no extent	47	22.1
Total	213	100.0
Don't Know, N/A	65	
No Response	2	
Total	280	

Note. Calculations of mean ratings reflect a scale of 1 = *Strongly Disagree* to 5 = *Strongly Agree*. Responses of *Don't Know/NA* have been excluded from these calculations.

107e. In the courses that you teach, to what extent do you integrate the following: Appreciation of cultural diversity

	Frequency	Percent
To a great extent	139	54.7
To a moderate extent	63	24.8
To a small extent	41	16.1
To no extent	11	4.3
Total	254	100.0
Don't Know, N/A	24	
No Response	2	
Total	280	

107f. In the courses that you teach, to what extent do you integrate the following: Development of intellectual curiosity and desire for lifelong learning

	Frequency	Percent
To a great extent	220	81.5
To a moderate extent	47	17.4
To a small extent	3	1.1
Total	270	100.0
Don't Know, N/A	9	
No Response	1	
Total	280	

107g. In the courses that you teach, to what extent do you integrate the following: Development of personal and civic responsibility

	Frequency	Percent
To a great extent	132	49.4
To a moderate extent	93	34.8
To a small extent	35	13.1
To no extent	7	2.6
Total	267	100.0
Don't Know, N/A	12	
No Response	1	
Total	280	

Descriptive Statistics

	N	Mean
2. Faculty foster an open environment for student-teacher discussion of ideas related to course content.	274	4.47
3. External college publications (e.g., class schedule, student handbook, catalog) provide accurate information.	277	4.38
4. Internal college publications (e.g., shared governance handbook, faculty handbook, staff development handbook) provide accurate information.	261	4.08
5. This College, as a whole, supports academic freedom.	273	3.96
8. Program review is effective in evaluating the strengths and weaknesses of individual programs of the College.	239	3.90

Note. Calculations of mean ratings reflect a scale of 1 = *Strongly Disagree* to 5 = *Strongly Agree*. Responses of *Don't Know/NA* have been excluded from these calculations.

Descriptive Statistics

	N	Mean
9. The College provides sufficient technological resources to support its educational programs.	273	3.70
10. The College provides sufficient human resources to support its educational programs.	264	3.13
11. Course outlines and syllabi clearly specify the subject matter to be covered, the skills to be acquired by the students, and the methods of evaluation used by faculty.	272	4.37
12. The College has clearly defined curricular processes for developing its educational programs.	239	4.03
13. The College has clearly defined program review processes for evaluating its educational programs.	240	3.97
14. The faculty is sufficiently involved in developing the plan for general education through the Curriculum Committee.	230	3.82
15. Procedures for developing curricula at this College are faculty-driven.	246	3.91
16. Processes for evaluating the College's student services programs help improve the quality of services.	192	3.81
17. I refer students to the various support services available on campus (e.g., Counseling, DSP&S, Tutoring, Health Services, Financial Aid, EOPS).	279	4.45
18. This College provides adequate support services to its students regardless of service location or delivery method.	244	3.95
19. The College supports extra-curricular activities that promote lifelong learning for its students.	240	3.85
20. The equipment in the LRC (e.g., VCRs, DVD players, CD ROM players, televisions) is properly maintained.	234	4.03
21. The LRC's collection, such as books, periodicals, media resources, and online databases, is adequate to meet the needs of my educational program.	252	3.63
24. As a group, the members of my department stay current in their field of expertise.	271	4.32
25. Faculty evaluation procedures are effective in improving the quality of instruction.	262	3.56
32. The College's financial planning supports institutional goals and student learning outcomes.	220	3.03
41. The College clearly states the role of faculty in institutional governance.	242	3.60
45. Faculty exercise a substantial voice in establishing College-level procedures.	254	3.34
47. The College is committed to continuous improvement of the student learning process.	274	4.15
48. Faculty members are primarily responsible for developing instructional courses and programs.	272	4.32
49. College Strategic and Master Plans are regularly assessed and results are shared with College constituencies.	215	3.59
54. College planning processes are effective in identifying areas of development, growth, and improvement.	233	3.60
57. I have the opportunity to participate in dialogue with colleagues about how to improve student learning and institutional processes.	267	4.01
58. College institutional planning decisions are driven by research data.	190	3.21
59. The resources from the District Institutional Research and Planning Office (e.g., website, research reports, presentations, individual research requests) help provide me with the information I need.	221	3.24
70. The College has clearly defined general education requirements for all of its academic and vocational degree programs.	265	4.24
72. Procedures for incorporating student learning outcomes into the curriculum are faculty driven.	255	3.82
74. Faculty routinely incorporate student learning outcomes into their courses.	244	3.93
80. Faculty have significant roles in evaluating courses and programs.	258	3.98
82. Staff development opportunities are generally available on student learning needs and pedagogical approaches.	267	3.84
89. I am satisfied with the means of communication at the College such as mail, email, voice mail, meetings, newsletters, websites, and forums.	273	3.88
91. Diversity in regard to age, gender and ethnicity at this College is actively promoted.	264	4.00

Note. Calculations of mean ratings reflect a scale of 1 = *Strongly Disagree* to 5 = *Strongly Agree*. Responses of *Don't Know/NA* have been excluded from these calculations.

Descriptive Statistics

	N	Mean
92. Excellence in teaching is expected at this College.	277	4.38
93. Faculty on this campus incorporate values, ethics, civic responsibility, and diverse perspectives into their courses.	264	4.33
94. The College is committed to high standards of teaching.	275	4.35

Note. Calculations of mean ratings reflect a scale of 1 = *Strongly Disagree* to 5 = *Strongly Agree*. Responses of *Don't Know/NA* have been excluded from these calculations.

College Staff Survey Results

2. Internal college publications (e.g., shared governance handbook, faculty handbook, staff development handbook) provide accurate information.

	Frequency	Percent
Strongly Agree	25	19.4
Agree	70	54.3
Neutral	15	11.6
Disagree	16	12.4
Strongly Disagree	3	2.3
Total	129	100.0
Don't Know, N/A	19	
Total	148	

5. Program review is effective in evaluating the strengths and weaknesses of individual programs of the College.

	Frequency	Percent
Strongly Agree	18	14.3
Agree	63	50.0
Neutral	25	19.8
Disagree	14	11.1
Strongly Disagree	6	4.8
Total	126	100.0
Don't Know, N/A	22	
Total	148	

6. Processes for evaluating the College's student services programs help improve the quality of services.

	Frequency	Percent
Strongly Agree	17	14.0
Agree	58	47.9
Neutral	26	21.5
Disagree	11	9.1
Strongly Disagree	9	7.4
Total	121	100.0
Don't Know, N/A	27	
Total	148	

Note. Calculations of mean ratings reflect a scale of 1 = *Strongly Disagree* to 5 = *Strongly Agree*. Responses of *Don't Know/NA* have been excluded from these calculations.

7. I refer students to the various support services available on campus (e. g., Counseling, DSP&S, Tutoring, Health Services, Financial Aid, EOPS).

	Frequency	Percent
Strongly Agree	85	60.7
Agree	50	35.7
Neutral	4	2.9
Strongly Disagree	1	.7
Total	140	100.0
Don't Know, N/A	8	
Total	148	

10. As a group, the members of my department/office stay current in their field of expertise.

	Frequency	Percent
Strongly Agree	65	43.9
Agree	60	40.5
Neutral	11	7.4
Disagree	10	6.8
Strongly Disagree	2	1.4
Total	148	100.0

16. The College's financial planning supports institutional goals and student learning outcomes.

	Frequency	Percent
Strongly Agree	16	13.1
Agree	38	31.1
Neutral	45	36.9
Disagree	11	9.0
Strongly Disagree	12	9.8
Total	122	100.0
Don't Know, N/A	26	
Total	148	

25. The College clearly states the role of staff in institutional governance.

	Frequency	Percent
Strongly Agree	12	9.4
Agree	59	46.1
Neutral	32	25.0
Disagree	18	14.1
Strongly Disagree	7	5.5
Total	128	100.0
Don't Know, N/A	19	
No Response	1	
Total	148	

Note. Calculations of mean ratings reflect a scale of 1 = *Strongly Disagree* to 5 = *Strongly Agree*. Responses of *Don't Know/NA* have been excluded from these calculations.

29. The College is committed to continuous improvement of the student learning process.

	Frequency	Percent
Strongly Agree	42	29.8
Agree	55	39.0
Neutral	26	18.4
Disagree	5	3.5
Strongly Disagree	13	9.2
Total	141	100.0
Don't Know, N/A	6	
No Response	1	
Total	148	

30. College Strategic and Master Plans are regularly assessed and results shared with constituencies.

	Frequency	Percent
Strongly Agree	23	19.5
Agree	51	43.2
Neutral	31	26.3
Disagree	6	5.1
Strongly Disagree	7	5.9
Total	118	100.0
Don't Know, N/A	30	
Total	148	

35. College planning processes are effective in identifying areas of development, growth, and improvement.

	Frequency	Percent
Strongly Agree	22	17.2
Agree	62	48.4
Neutral	28	21.9
Disagree	8	6.3
Strongly Disagree	8	6.3
Total	128	100.0
Don't Know, N/A	20	
Total	148	

Note. Calculations of mean ratings reflect a scale of 1 = *Strongly Disagree* to 5 = *Strongly Agree*. Responses of *Don't Know/NA* have been excluded from these calculations.

38. I have the opportunity to participate in dialogue with colleagues about how to improve student learning and institutional processes.

	Frequency	Percent
Strongly Agree	31	23.1
Agree	46	34.3
Neutral	33	24.6
Disagree	18	13.4
Strongly Disagree	6	4.5
Total	134	100.0
Don't Know, N/A	14	
Total	148	

39. College institutional planning decisions are driven by research data.

	Frequency	Percent
Strongly Agree	6	6.2
Agree	41	42.3
Neutral	38	39.2
Disagree	7	7.2
Strongly Disagree	5	5.2
Total	97	100.0
Don't Know, N/A	49	
No Response	2	
Total	148	

40. The resources from the District Institutional Research and Planning Office (e.g., website, research reports, presentations, individual research requests) help provide me with the information I need.

	Frequency	Percent
Strongly Agree	11	9.8
Agree	41	36.6
Neutral	45	40.2
Disagree	8	7.1
Strongly Disagree	7	6.3
Total	112	100.0
Don't Know, N/A	36	
Total	148	

Note. Calculations of mean ratings reflect a scale of 1 = *Strongly Disagree* to 5 = *Strongly Agree*. Responses of *Don't Know/NA* have been excluded from these calculations.

63. I am satisfied with the means of communication at the College such as mail, email, voice mail, meetings, newsletters, websites, and forums.

	Frequency	Percent
Strongly Agree	36	24.7
Agree	74	50.7
Neutral	18	12.3
Disagree	7	4.8
Strongly Disagree	11	7.5
Total	146	100.0
Don't Know, N/A	2	
Total	148	

67. Diversity in regard to age, gender and ethnicity at this College is actively promoted.

	Frequency	Percent
Strongly Agree	41	29.7
Agree	61	44.2
Neutral	22	15.9
Disagree	9	6.5
Strongly Disagree	5	3.6
Total	138	100.0
Don't Know, N/A	8	
No Response	2	
Total	148	

Note. Calculations of mean ratings reflect a scale of 1 = *Strongly Disagree* to 5 = *Strongly Agree*. Responses of *Don't Know/NA* have been excluded from these calculations.

Descriptive Statistics

	N	Mean
2. Internal college publications (e.g., shared governance handbook, faculty handbook, staff development handbook) provide accurate information.	129	3.76
5. Program review is effective in evaluating the strengths and weaknesses of individual programs of the College.	126	3.58
6. Processes for evaluating the College's student services programs help improve the quality of services.	121	3.52
7. I refer students to the various support services available on campus (e.g., Counseling, DSP&S, Tutoring, Health Services, Financial Aid, EOPS).	140	4.56
10. As a group, the members of my department/office stay current in their field of expertise.	148	4.19
16. The College's financial planning supports institutional goals and student learning outcomes.	122	3.29
25. The College clearly states the role of staff in institutional governance.	128	3.40
29. The College is committed to continuous improvement of the student learning process.	141	3.77
30. College Strategic and Master Plans are regularly assessed and results shared with constituencies.	118	3.65
35. College planning processes are effective in identifying areas of development, growth, and improvement.	128	3.64
38. I have the opportunity to participate in dialogue with colleagues about how to improve student learning and institutional processes.	134	3.58
39. College institutional planning decisions are driven by research data.	97	3.37
40. The resources from the District Institutional Research and Planning Office (e.g., website, research reports, presentations, individual research requests) help provide me with the information I need.	112	3.37
63. I am satisfied with the means of communication at the College such as mail, email, voice mail, meetings, newsletters, websites, and forums.	146	3.80
67. Diversity in regard to age, gender and ethnicity at this College is actively promoted.	138	3.90

Note. Calculations of mean ratings reflect a scale of 1 = *Strongly Disagree* to 5 = *Strongly Agree*. Responses of *Don't Know/NA* have been excluded from these calculations.

District Staff Survey Results

3. As a group, the members of my department/office stay current in their field of expertise.

	Frequency	Percent
Strongly Agree	13	25.5
Agree	22	43.1
Neutral	5	9.8
Disagree	9	17.6
Strongly Disagree	2	3.9
Total	51	100.0
Don't Know, N/A	2	
Total	53	

15. The resources from the District Institutional Research and Planning Office help provide me with the information I need.

	Frequency	Percent
Strongly Agree	6	13.0
Agree	14	30.4
Neutral	21	45.7
Disagree	3	6.5
Strongly Disagree	2	4.3
Total	46	100.0
Don't Know, N/A	7	
Total	53	

25. I am satisfied with the means of communication at the District, such as mail, email, voice mail, meetings, newsletters, websites, and forums.

	Frequency	Percent
Strongly Agree	15	30.0
Agree	23	46.0
Neutral	4	8.0
Disagree	5	10.0
Strongly Disagree	3	6.0
Total	50	100.0
Don't Know, N/A	3	
Total	53	

Note. Calculations of mean ratings reflect a scale of 1 = *Strongly Disagree* to 5 = *Strongly Agree*. Responses of *Don't Know/NA* have been excluded from these calculations.

29. Diversity in regard to age, gender and ethnicity at the District actively promoted.

	Frequency	Percent
Strongly Agree	11	22.4
Agree	25	51.0
Neutral	9	18.4
Disagree	2	4.1
Strongly Disagree	2	4.1
Total	49	100.0
Don't Know, N/A	4	
Total	53	

Descriptive Statistics

	N	Mean
3. As a group, the members of my department/office stay current in their field of expertise.	51	3.69
15. The resources from the District Institutional Research and Planning Office help provide me with the information I need.	46	3.41
25. I am satisfied with the means of communication at the District, such as mail, email, voice mail, meetings, newsletters, websites, and forums.	50	3.84
29. Diversity in regard to age, gender and ethnicity at the District actively promoted.	49	3.84

Note. Calculations of mean ratings reflect a scale of 1 = *Strongly Disagree* to 5 = *Strongly Agree*. Responses of *Don't Know/NA* have been excluded from these calculations.

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Additional Items

Faculty Survey Results

104. College administrators treat me and my co-workers fairly.

	Frequency	Percent
Strongly Agree	60	22.6
Agree	132	49.8
Neutral	33	12.5
Disagree	21	7.9
Strongly Disagree	19	7.2
Total	265	100.0
Don't Know, N/A	12	
No Response	3	
Total	280	

105. Overall, I am satisfied with my job.

	Frequency	Percent
Strongly Agree	87	31.4
Agree	133	48.0
Neutral	37	13.4
Disagree	13	4.7
Strongly Disagree	7	2.5
Total	277	100.0
No Response	3	
Total	280	

106. This College provides a positive work environment for all employees.

	Frequency	Percent
Strongly Agree	53	19.7
Agree	118	43.9
Neutral	50	18.6
Disagree	33	12.3
Strongly Disagree	15	5.6
Total	269	100.0
Don't Know, N/A	8	
No Response	3	
Total	280	

Note. Calculations of mean ratings reflect a scale of 1 = *Strongly Disagree* to 5 = *Strongly Agree*. Responses of *Don't Know/NA* have been excluded from these calculations.

Descriptive Statistics

	N	Mean
104. College administrators treat me and my co-workers fairly.	265	3.73
105. Overall, I am satisfied with my job.	277	4.01
106. This College provides a positive work environment for all employees.	269	3.60

Note. Calculations of mean ratings reflect a scale of 1 = *Strongly Disagree* to 5 = *Strongly Agree*. Responses of *Don't Know/NA* have been excluded from these calculations.

College Staff Survey Results

62. College administrators treat me and my co-workers fairly.

	Frequency	Percent
Strongly Agree	37	25.9
Agree	60	42.0
Neutral	21	14.7
Disagree	11	7.7
Strongly Disagree	14	9.8
Total	143	100.0
Don't Know, N/A	5	
Total	148	

65. Overall, I am satisfied with my job.

	Frequency	Percent
Strongly Agree	51	35.2
Agree	60	41.4
Neutral	22	15.2
Disagree	8	5.5
Strongly Disagree	4	2.8
Total	145	100.0
Don't Know, N/A	2	
No Response	1	
Total	148	

66. This College provides a positive work environment for all employees.

	Frequency	Percent
Strongly Agree	32	22.5
Agree	48	33.8
Neutral	24	16.9
Disagree	25	17.6
Strongly Disagree	13	9.2
Total	142	100.0
Don't Know, N/A	5	
No Response	1	
Total	148	

Descriptive Statistics

	N	Mean
62. College administrators treat me and my co-workers fairly.	143	3.66
65. Overall, I am satisfied with my job.	145	4.01
66. This College provides a positive work environment for all employees.	142	3.43

Note. Calculations of mean ratings reflect a scale of 1 = *Strongly Disagree* to 5 = *Strongly Agree*. Responses of *Don't Know/NA* have been excluded from these calculations.

District Staff Survey Results

24. District administrators treat me and my co-workers fairly.

	Frequency	Percent
Strongly Agree	9	18.0
Agree	20	40.0
Neutral	6	12.0
Disagree	6	12.0
Strongly Disagree	9	18.0
Total	50	100.0
No Response	1	
Don't Know, N/A	2	
Total	53	

27. Overall, I am satisfied with my job.

	Frequency	Percent
Strongly Agree	12	23.1
Agree	23	44.2
Neutral	8	15.4
Disagree	7	13.5
Strongly Disagree	2	3.8
Total	52	100.0
Don't Know, N/A	1	
Total	53	

28. The District Offices provide a positive work environment for all employees.

	Frequency	Percent
Strongly Agree	8	15.4
Agree	18	34.6
Neutral	6	11.5
Disagree	10	19.2
Strongly Disagree	10	19.2
Total	52	100.0
Don't Know, N/A	1	
Total	53	

Descriptive Statistics

	N	Mean
24. District administrators treat me and my co-workers fairly.	50	3.28
27. Overall, I am satisfied with my job.	52	3.69
28. The District Offices provide a positive work environment for all employees.	52	3.08

Note. Calculations of mean ratings reflect a scale of 1 = *Strongly Disagree* to 5 = *Strongly Agree*. Responses of *Don't Know/NA* have been excluded from these calculations.