

# Grossmont College Accreditation Surveys 2006

## Respondent Characteristics

### Faculty Survey Results

#### 109. Gender

	Frequency	Percent
Male	136	48.7
Female	143	51.3
<b>Total</b>	<b>279</b>	<b>100.0</b>
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
<b>Total</b>	<b>272</b>	<b>100.0</b>
No Response	8	
Total	280	

#### 110. Ethnicity (specified other)

	Frequency
Multi-ethnic	1
<b>Total</b>	<b>1</b>

#### 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
<b>Total</b>	<b>278</b>	<b>100.0</b>
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
<b>Total</b>	<b>2</b>

**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
<b>Total</b>	<b>277</b>	<b>100.0</b>
No Response	3	
Total	280	

**Survey type**

	Frequency	Percent
Online	129	46.1
Paper	151	53.9
<b>Total</b>	<b>280</b>	<b>100.0</b>

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
<b>Total</b>	<b>146</b>	<b>100.0</b>
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
<b>Total</b>	<b>144</b>	<b>100.0</b>
No Response	4	
Total	148	

## 78. Ethnicity (specified other)

	Frequency
Hispanic and White	1
<b>Total</b>	<b>1</b>

## 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
<b>Total</b>	<b>144</b>	<b>100.0</b>
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
<b>Total</b>	<b>3</b>

\*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
<b>Total</b>	<b>147</b>	<b>100.0</b>
No Response	1	
Total	148	

**Survey type**

	Frequency	Percent
Online	100	67.6
Paper	48	32.4
<b>Total</b>	<b>148</b>	<b>100.0</b>

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
<b>Total</b>	<b>53</b>	<b>100.0</b>

### 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
<b>Total</b>	<b>51</b>	<b>100.0</b>
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
<b>Total</b>	<b>53</b>	<b>100.0</b>

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

	Frequency
Contractor	1
Supervisor	1
<b>Total</b>	<b>2</b>

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
<b>Total</b>	<b>53</b>	<b>100.0</b>

**Survey type**

	Frequency	Percent
Online	33	62.3
Paper	20	37.7
<b>Total</b>	<b>53</b>	<b>100.0</b>

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 IV

### Faculty Survey Results

33. The Governing Board provides the support necessary to effectively manage the GCCCD.

	Frequency	Percent
Strongly Agree	3	1.3
Agree	18	7.6
Neutral	31	13.1
Disagree	32	13.6
Strongly Disagree	152	64.4
<b>Total</b>	<b>236</b>	<b>100.0</b>
Don't Know, N/A	42	
No Response	2	
Total	280	

34. The Governing Board's decision-making processes are consistent with its mission statement and policies.

	Frequency	Percent
Strongly Agree	4	1.8
Agree	15	6.7
Neutral	26	11.6
Disagree	31	13.8
Strongly Disagree	149	66.2
<b>Total</b>	<b>225</b>	<b>100.0</b>
Don't Know, N/A	53	
No Response	2	
Total	280	

35. The District Offices are structured to provide effective management.

	Frequency	Percent
Strongly Agree	5	2.2
Agree	37	16.6
Neutral	54	24.2
Disagree	28	12.6
Strongly Disagree	99	44.4
<b>Total</b>	<b>223</b>	<b>100.0</b>
Don't Know, N/A	55	
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.

**36. The District Offices are staffed to provide effective management.**

	Frequency	Percent
Strongly Agree	8	3.6
Agree	50	22.3
Neutral	52	23.2
Disagree	24	10.7
Strongly Disagree	90	40.2
<b>Total</b>	<b>224</b>	<b>100.0</b>
Don't Know, N/A	54	
No Response	2	
Total	280	

**37. The District Offices are managed effectively.**

	Frequency	Percent
Strongly Agree	7	3.2
Agree	34	15.4
Neutral	55	24.9
Disagree	25	11.3
Strongly Disagree	100	45.2
<b>Total</b>	<b>221</b>	<b>100.0</b>
Don't Know, N/A	57	
No Response	2	
Total	280	

**38. The District Offices ensure the implementation of statutes, regulations, and Board policies.**

	Frequency	Percent
Strongly Agree	7	3.4
Agree	38	18.4
Neutral	56	27.1
Disagree	27	13.0
Strongly Disagree	79	38.2
<b>Total</b>	<b>207</b>	<b>100.0</b>
Don't Know, N/A	71	
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.

**39. There are clear divisions of authority and responsibility between and among the Governing Board, District Offices, and College.**

	Frequency	Percent
Strongly Agree	9	4.1
Agree	33	15.1
Neutral	46	21.0
Disagree	40	18.3
Strongly Disagree	91	41.6
<b>Total</b>	<b>219</b>	<b>100.0</b>
Don't Know, N/A	61	
Total	280	

**40. The Chancellor fosters appropriate communication among the Governing Board, College personnel, and students.**

	Frequency	Percent
Strongly Agree	4	1.7
Agree	15	6.5
Neutral	24	10.3
Disagree	23	9.9
Strongly Disagree	166	71.6
<b>Total</b>	<b>232</b>	<b>100.0</b>
Don't Know, N/A	48	
Total	280	

**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
<b>Total</b>	<b>242</b>	<b>100.0</b>
Don't Know, N/A	37	
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.

**42. The College administration is structured to provide effective management.**

	Frequency	Percent
Strongly Agree	31	12.1
Agree	120	46.9
Neutral	57	22.3
Disagree	28	10.9
Strongly Disagree	20	7.8
<b>Total</b>	<b>256</b>	<b>100.0</b>
Don't Know, N/A	24	
Total	280	

**43. The College administration is staffed to provide effective management.**

	Frequency	Percent
Strongly Agree	28	10.9
Agree	104	40.5
Neutral	69	26.8
Disagree	26	10.1
Strongly Disagree	30	11.7
<b>Total</b>	<b>257</b>	<b>100.0</b>
Don't Know, N/A	22	
No Response	1	
Total	280	

**44. The College is managed effectively.**

	Frequency	Percent
Strongly Agree	35	13.3
Agree	96	36.5
Neutral	64	24.3
Disagree	30	11.4
Strongly Disagree	38	14.4
<b>Total</b>	<b>263</b>	<b>100.0</b>
Don't Know, N/A	15	
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.

**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
<b>Total</b>	<b>254</b>	<b>100.0</b>
Don't Know, N/A	26	
Total	280	

**46. The Academic Senate effectively meets its responsibilities concerning academic and professional matters.**

	Frequency	Percent
Strongly Agree	98	38.7
Agree	96	37.9
Neutral	38	15.0
Disagree	13	5.1
Strongly Disagree	8	3.2
<b>Total</b>	<b>253</b>	<b>100.0</b>
Don't Know, N/A	27	
Total	280	

**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
<b>Total</b>	<b>215</b>	<b>100.0</b>
Don't Know, N/A	65	
Total	280	

**50. I understand the College's goals and the extent to which they are achieved.**

	Frequency	Percent
Strongly Agree	43	16.4
Agree	125	47.7
Neutral	51	19.5
Disagree	26	9.9
Strongly Disagree	17	6.5
<b>Total</b>	<b>262</b>	<b>100.0</b>
Don't Know, N/A	18	
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.

**60. I can clearly describe my role in helping the College achieve its goals.**

	Frequency	Percent
Strongly Agree	76	27.9
Agree	122	44.9
Neutral	42	15.4
Disagree	20	7.4
Strongly Disagree	12	4.4
<b>Total</b>	<b>272</b>	<b>100.0</b>
Don't Know, N/A	6	
No Response	2	
Total	280	

**62. Faculty members have timely access to the information they need to make informed decisions or recommendations on GCCCD matters.**

	Frequency	Percent
Strongly Agree	9	3.7
Agree	59	24.2
Neutral	55	22.5
Disagree	64	26.2
Strongly Disagree	57	23.4
<b>Total</b>	<b>244</b>	<b>100.0</b>
Don't Know, N/A	33	
No Response	3	
Total	280	

**63. Faculty members have timely access to the information they need to make informed decisions or recommendations on College matters.**

	Frequency	Percent
Strongly Agree	20	8.1
Agree	97	39.4
Neutral	66	26.8
Disagree	45	18.3
Strongly Disagree	18	7.3
<b>Total</b>	<b>246</b>	<b>100.0</b>
Don't Know, N/A	31	
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.

**66. The President uses established mechanisms to ensure a faculty voice in matters of shared concern.**

	Frequency	Percent
Strongly Agree	81	35.8
Agree	85	37.6
Neutral	42	18.6
Disagree	9	4.0
Strongly Disagree	9	4.0
<b>Total</b>	<b>226</b>	<b>100.0</b>
Don't Know, N/A	50	
No Response	4	
Total	280	

**67. The Chancellor uses established mechanisms to ensure a faculty voice in matters of shared concern.**

	Frequency	Percent
Strongly Agree	3	1.3
Agree	23	9.7
Neutral	23	9.7
Disagree	29	12.3
Strongly Disagree	158	66.9
<b>Total</b>	<b>236</b>	<b>100.0</b>
Don't Know, N/A	41	
No Response	3	
Total	280	

**68. The College encourages faculty to take the initiative in improving practices in their area of responsibility.**

	Frequency	Percent
Strongly Agree	57	21.4
Agree	137	51.5
Neutral	38	14.3
Disagree	21	7.9
Strongly Disagree	13	4.9
<b>Total</b>	<b>266</b>	<b>100.0</b>
Don't Know, N/A	10	
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.

**69. Formal arrangements exist for regular, reciprocal communication of views and concerns between faculty and the Governing Board.**

	Frequency	Percent
Strongly Agree	6	2.5
Agree	49	20.5
Neutral	38	15.9
Disagree	33	13.8
Strongly Disagree	113	47.3
<b>Total</b>	<b>239</b>	<b>100.0</b>
Don't Know, N/A	38	
No Response	3	
Total	280	

**71. District services are regularly evaluated with regard to their support of College missions and functions.**

	Frequency	Percent
Strongly Agree	5	3.0
Agree	73	43.5
Neutral	40	23.8
Disagree	28	16.7
Strongly Disagree	22	13.1
<b>Total</b>	<b>168</b>	<b>100.0</b>
Don't Know, N/A	109	
No Response	3	
Total	280	

**73. Districtwide resources are distributed based on an objective assessment of the needs of each College.**

	Frequency	Percent
Strongly Agree	3	1.3
Agree	21	9.2
Neutral	30	13.2
Disagree	47	20.6
Strongly Disagree	127	55.7
<b>Total</b>	<b>228</b>	<b>100.0</b>
Don't Know, N/A	49	
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.

**75. The GCCCD provides sufficient and accurate information about GCCCD issues and Governing Board actions that have an impact on this College.**

	Frequency	Percent
Strongly Agree	11	4.7
Agree	36	15.4
Neutral	52	22.2
Disagree	37	15.8
Strongly Disagree	98	41.9
<b>Total</b>	<b>234</b>	<b>100.0</b>
Don't Know, N/A	41	
No Response	5	
Total	280	

**81. The GCCCD supports academic freedom.**

	Frequency	Percent
Strongly Agree	40	15.3
Agree	88	33.7
Neutral	54	20.7
Disagree	32	12.3
Strongly Disagree	47	18.0
<b>Total</b>	<b>261</b>	<b>100.0</b>
Don't Know, N/A	16	
No Response	3	
Total	280	

**90. College administrators encourage me to develop creative and innovative ideas to serve students and solve problems.**

	Frequency	Percent
Strongly Agree	60	22.4
Agree	123	45.9
Neutral	44	16.4
Disagree	31	11.6
Strongly Disagree	10	3.7
<b>Total</b>	<b>268</b>	<b>100.0</b>
Don't Know, N/A	8	
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.

**102. I am satisfied with the opportunities for faculty to participate in shared governance.**

	Frequency	Percent
Strongly Agree	19	7.9
Agree	56	23.3
Neutral	55	22.9
Disagree	49	20.4
Strongly Disagree	61	25.4
<b>Total</b>	<b>240</b>	<b>100.0</b>
Don't Know, N/A	33	
No Response	7	
Total	280	

**103. District administrators respond to faculty concerns.**

	Frequency	Percent
Strongly Agree	6	2.5
Agree	27	11.2
Neutral	35	14.5
Disagree	35	14.5
Strongly Disagree	138	57.3
<b>Total</b>	<b>241</b>	<b>100.0</b>
Don't Know, N/A	35	
No Response	4	
Total	280	

**108. I use the following to facilitate my understanding of College issues and decisions (mark all that apply)**

	Frequency	Percent
Talking to colleagues	245	90.4
Collegewide emails	225	83.0
Newsletters from the President and other College entities	194	71.6
Information provided by my supervisor	182	67.2
Districtwide emails	176	64.9
Newsletters from the District administration	139	51.3
Participation on formal committees	138	50.9
Other	35	12.9

Note: Since respondents are able to select more than one option, the total percent may not equal 100. Percentages are based on the total number of faculty responding to this item (i.e. 271).

**108. I use the following to facilitate my understanding of College issues and decisions (specified other)**

	Frequency
Local media	5
Academic Senate	4
Department meetings	3
Adjustment information group	1
Board meetings	1
Compare it to other colleges	1
Feedback from students	1
Handbooks, contracts, etc.	1
Information provided by United Faculty	1
Meetings	1
No committee work is available to part-timers	1
Online resources	1
Phone	1
Relevant professional publications	1
Student newspaper	1
Too much info overload	1
<b>Total</b>	<b>25</b>

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
33. The Governing Board provides the support necessary to effectively manage the GCCCD.	236	1.68
34. The Governing Board's decision-making processes are consistent with its mission statement and policies.	225	1.64
35. The District Offices are structured to provide effective management.	223	2.20
36. The District Offices are staffed to provide effective management.	224	2.38
37. The District Offices are managed effectively.	221	2.20
38. The District Offices ensure the implementation of statutes, regulations, and Board policies.	207	2.36
39. There are clear divisions of authority and responsibility between and among the Governing Board, District Offices, and College.	219	2.22
40. The Chancellor fosters appropriate communication among the Governing Board, College personnel, and students.	232	1.57
41. The College clearly states the role of faculty in institutional governance.	242	3.60
42. The College administration is structured to provide effective management.	256	3.45
43. The College administration is staffed to provide effective management.	257	3.29
44. The College is managed effectively.	263	3.23
45. Faculty exercise a substantial voice in establishing College-level procedures.	254	3.34
46. The Academic Senate effectively meets its responsibilities concerning academic and professional matters.	253	4.04
49. College Strategic and Master Plans are regularly assessed and results are shared with College constituencies.	215	3.59
50. I understand the College's goals and the extent to which they are achieved.	262	3.58
60. I can clearly describe my role in helping the College achieve its goals.	272	3.85
62. Faculty members have timely access to the information they need to make informed decisions or recommendations on GCCCD matters.	244	2.59
63. Faculty members have timely access to the information they need to make informed decisions or recommendations on College matters.	246	3.23
66. The President uses established mechanisms to ensure a faculty voice in matters of shared concern.	226	3.97
67. The Chancellor uses established mechanisms to ensure a faculty voice in matters of shared concern.	236	1.66
68. The College encourages faculty to take the initiative in improving practices in their area of responsibility.	266	3.77
69. Formal arrangements exist for regular, reciprocal communication of views and concerns between faculty and the Governing Board.	239	2.17
71. District services are regularly evaluated with regard to their support of College missions and functions.	168	3.07
73. Districtwide resources are distributed based on an objective assessment of the needs of each College.	228	1.80
75. The GCCCD provides sufficient and accurate information about GCCCD issues and Governing Board actions that have an impact on this College.	234	2.25
81. The GCCCD supports academic freedom.	261	3.16
90. College administrators encourage me to develop creative and innovative ideas to serve students and solve problems.	268	3.72
102. I am satisfied with the opportunities for faculty to participate in shared governance.	240	2.68
103. District administrators respond to faculty concerns.	241	1.87

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

17. The Governing Board provides the support necessary to effectively manage the GCCCD.

	Frequency	Percent
Strongly Agree	2	1.6
Agree	7	5.4
Neutral	21	16.3
Disagree	26	20.2
Strongly Disagree	73	56.6
<b>Total</b>	<b>129</b>	<b>100.0</b>
Don't Know, N/A	19	
Total	148	

18. The Governing Board's decision-making processes are consistent with its mission statement and policies.

	Frequency	Percent
Strongly Agree	1	.8
Agree	10	7.9
Neutral	20	15.7
Disagree	27	21.3
Strongly Disagree	69	54.3
<b>Total</b>	<b>127</b>	<b>100.0</b>
Don't Know, N/A	21	
Total	148	

19. The District Offices are structured to provide effective management.

	Frequency	Percent
Strongly Agree	3	2.5
Agree	26	21.8
Neutral	26	21.8
Disagree	22	18.5
Strongly Disagree	42	35.3
<b>Total</b>	<b>119</b>	<b>100.0</b>
Don't Know, N/A	29	
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.

**20. The District Offices are staffed to provide effective management.**

	Frequency	Percent
Strongly Agree	7	5.7
Agree	28	23.0
Neutral	33	27.0
Disagree	19	15.6
Strongly Disagree	35	28.7
<b>Total</b>	<b>122</b>	<b>100.0</b>
Don't Know, N/A	26	
Total	148	

**21. The District Offices are managed effectively.**

	Frequency	Percent
Strongly Agree	2	1.7
Agree	18	15.3
Neutral	32	27.1
Disagree	23	19.5
Strongly Disagree	43	36.4
<b>Total</b>	<b>118</b>	<b>100.0</b>
Don't Know, N/A	30	
Total	148	

**22. The District Offices ensure the implementation of statutes, regulations, and Board policies.**

	Frequency	Percent
Strongly Agree	4	3.4
Agree	22	19.0
Neutral	34	29.3
Disagree	19	16.4
Strongly Disagree	37	31.9
<b>Total</b>	<b>116</b>	<b>100.0</b>
Don't Know, N/A	31	
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.

**23. There are clear divisions of authority and responsibility between and among the Governing Board, District Offices, and College.**

	Frequency	Percent
Strongly Agree	12	10.0
Agree	24	20.0
Neutral	29	24.2
Disagree	21	17.5
Strongly Disagree	34	28.3
<b>Total</b>	<b>120</b>	<b>100.0</b>
Don't Know, N/A	28	
Total	148	

**24. The Chancellor fosters appropriate communication among the Governing Board, College personnel, and students.**

	Frequency	Percent
Strongly Agree	1	.8
Agree	8	6.1
Neutral	26	19.7
Disagree	30	22.7
Strongly Disagree	67	50.8
<b>Total</b>	<b>132</b>	<b>100.0</b>
Don't Know, N/A	16	
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
<b>Total</b>	<b>128</b>	<b>100.0</b>
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.

**26. The College administration is structured to provide effective management.**

	Frequency	Percent
Strongly Agree	21	16.0
Agree	58	44.3
Neutral	24	18.3
Disagree	13	9.9
Strongly Disagree	15	11.5
<b>Total</b>	<b>131</b>	<b>100.0</b>
Don't Know, N/A	17	
Total	148	

**27. The College administration is staffed to provide effective management.**

	Frequency	Percent
Strongly Agree	16	12.2
Agree	56	42.7
Neutral	24	18.3
Disagree	18	13.7
Strongly Disagree	17	13.0
<b>Total</b>	<b>131</b>	<b>100.0</b>
Don't Know, N/A	17	
Total	148	

**28. The College is managed effectively.**

	Frequency	Percent
Strongly Agree	24	17.6
Agree	46	33.8
Neutral	23	16.9
Disagree	19	14.0
Strongly Disagree	24	17.6
<b>Total</b>	<b>136</b>	<b>100.0</b>
Don't Know, N/A	12	
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
<b>Total</b>	<b>118</b>	<b>100.0</b>
Don't Know, N/A	30	
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.

**31. I understand the College's goals and the extent to which they are achieved.**

	Frequency	Percent
Strongly Agree	22	15.9
Agree	74	53.6
Neutral	30	21.7
Disagree	7	5.1
Strongly Disagree	5	3.6
<b>Total</b>	<b>138</b>	<b>100.0</b>
Don't Know, N/A	10	
Total	148	

**41. I can clearly describe my role in helping the College achieve its goals.**

	Frequency	Percent
Strongly Agree	44	31.7
Agree	60	43.2
Neutral	18	12.9
Disagree	13	9.4
Strongly Disagree	4	2.9
<b>Total</b>	<b>139</b>	<b>100.0</b>
Don't Know, N/A	9	
Total	148	

**43. College staff members have timely access to the information they need to make informed decisions or recommendations on GCCCD matters.**

	Frequency	Percent
Strongly Agree	2	1.6
Agree	38	29.9
Neutral	39	30.7
Disagree	29	22.8
Strongly Disagree	19	15.0
<b>Total</b>	<b>127</b>	<b>100.0</b>
Don't Know, N/A	21	
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.

**44. College staff members have timely access to the information they need to make informed decisions or recommendations on College matters.**

	Frequency	Percent
Strongly Agree	11	8.5
Agree	56	43.4
Neutral	32	24.8
Disagree	18	14.0
Strongly Disagree	12	9.3
<b>Total</b>	<b>129</b>	<b>100.0</b>
Don't Know, N/A	18	
No Response	1	
Total	148	

**47. The College encourages College staff to take the initiative in improving practices in their area of responsibility.**

	Frequency	Percent
Strongly Agree	25	18.5
Agree	62	45.9
Neutral	29	21.5
Disagree	9	6.7
Strongly Disagree	10	7.4
<b>Total</b>	<b>135</b>	<b>100.0</b>
Don't Know, N/A	13	
Total	148	

**48. Formal arrangements exist for regular, reciprocal communication of views and concerns between staff and the Governing Board.**

	Frequency	Percent
Strongly Agree	3	2.4
Agree	27	21.6
Neutral	28	22.4
Disagree	18	14.4
Strongly Disagree	49	39.2
<b>Total</b>	<b>125</b>	<b>100.0</b>
Don't Know, N/A	23	
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.

**49. District services are regularly evaluated with regard to their support of College missions and functions.**

	Frequency	Percent
Strongly Agree	2	2.0
Agree	21	21.4
Neutral	25	25.5
Disagree	15	15.3
Strongly Disagree	35	35.7
<b>Total</b>	<b>98</b>	<b>100.0</b>
Don't Know, N/A	50	
Total	148	

**50. Districtwide resources are distributed based on an objective assessment of the needs of each College.**

	Frequency	Percent
Strongly Agree	1	.9
Agree	15	13.9
Neutral	20	18.5
Disagree	22	20.4
Strongly Disagree	50	46.3
<b>Total</b>	<b>108</b>	<b>100.0</b>
Don't Know, N/A	40	
Total	148	

**51. The GCCCD provides sufficient and accurate information about GCCCD issues and Governing Board actions that have an impact on this College.**

	Frequency	Percent
Strongly Agree	2	1.6
Agree	26	20.3
Neutral	24	18.8
Disagree	28	21.9
Strongly Disagree	48	37.5
<b>Total</b>	<b>128</b>	<b>100.0</b>
Don't Know, N/A	20	
Total	148	

**64. College administrators encourage me to develop creative and innovative ideas to serve students and solve problems.**

	Frequency	Percent
Strongly Agree	34	24.3
Agree	56	40.0
Neutral	29	20.7
Disagree	13	9.3
Strongly Disagree	8	5.7
<b>Total</b>	<b>140</b>	<b>100.0</b>
Don't Know, N/A	8	
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.

**74. I am satisfied with the opportunities for College staff to participate in shared governance.**

	Frequency	Percent
Strongly Agree	18	13.7
Agree	39	29.8
Neutral	40	30.5
Disagree	17	13.0
Strongly Disagree	17	13.0
<b>Total</b>	<b>131</b>	<b>100.0</b>
Don't Know, N/A	15	
No Response	2	
Total	148	

**75. College administrators respond to College staff concerns.**

	Frequency	Percent
Strongly Agree	23	16.5
Agree	50	36.0
Neutral	36	25.9
Disagree	12	8.6
Strongly Disagree	18	12.9
<b>Total</b>	<b>139</b>	<b>100.0</b>
Don't Know, N/A	8	
No Response	1	
Total	148	

**76. I use the following to facilitate my understanding of College issues and decisions (mark all that apply).**

	Frequency	Percent
Talking to colleagues	122	84.7
Districtwide emails	122	84.7
Collegewide emails	114	79.2
Newsletters from the President and other College entities	110	76.4
Information provided by my supervisor	100	69.4
Newsletters from the District administration	95	66.0
Participation on formal committees	77	53.5
Other	31	21.5

Note: Since respondents are able to select more than one option, the total percent may not equal 100. Percentages are based on the total number of students responding to this item (i.e., 144).

**76. I use the following to facilitate my understanding of College issues and decisions (specified other).**

	Frequency
local media	2
journals	1
<b>Total</b>	<b>3</b>

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
17. The Governing Board provides the support necessary to effectively manage the GCCCD.	129	1.75
18. The Governing Board's decision-making processes are consistent with its mission statement and policies.	127	1.80
19. The District Offices are structured to provide effective management.	119	2.38
20. The District Offices are staffed to provide effective management.	122	2.61
21. The District Offices are managed effectively.	118	2.26
22. The District Offices ensure the implementation of statutes, regulations, and Board policies.	116	2.46
23. There are clear divisions of authority and responsibility between and among the Governing Board, District Offices, and College.	120	2.66
24. The Chancellor fosters appropriate communication among the Governing Board, College personnel, and students.	132	1.83
25. The College clearly states the role of staff in institutional governance.	128	3.40
26. The College administration is structured to provide effective management.	131	3.44
27. The College administration is staffed to provide effective management.	131	3.27
28. The College is managed effectively.	136	3.20
30. College Strategic and Master Plans are regularly assessed and results shared with constituencies.	118	3.65
31. I understand the College's goals and the extent to which they are achieved.	138	3.73
41. I can clearly describe my role in helping the College achieve its goals.	139	3.91
43. College staff members have timely access to the information they need to make informed decisions or recommendations on GCCCD matters.	127	2.80
44. College staff members have timely access to the information they need to make informed decisions or recommendations on College matters.	129	3.28
47. The College encourages College staff to take the initiative in improving practices in their area of responsibility.	135	3.61
48. Formal arrangements exist for regular, reciprocal communication of views and concerns between staff and the Governing Board.	125	2.34
49. District services are regularly evaluated with regard to their support of College missions and functions.	98	2.39
50. Districtwide resources are distributed based on an objective assessment of the needs of each College.	108	2.03
51. The GCCCD provides sufficient and accurate information about GCCCD issues and Governing Board actions that have an impact on this College.	128	2.27
64. College administrators encourage me to develop creative and innovative ideas to serve students and solve problems.	140	3.68
74. I am satisfied with the opportunities for College staff to participate in shared governance.	131	3.18
75. College administrators respond to College staff concerns.	139	3.35

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.

## District Staff Survey Results

### 8. The Governing Board provides the support necessary to effectively manage the GCCCD.

	Frequency	Percent
Strongly Agree	9	18.8
Agree	13	27.1
Neutral	9	18.8
Disagree	5	10.4
Strongly Disagree	12	25.0
<b>Total</b>	<b>48</b>	<b>100.0</b>
Don't Know, N/A	5	
Total	53	

### 9. The Governing Board's decision-making processes are consistent with its mission statement and policies.

	Frequency	Percent
Strongly Agree	8	16.3
Agree	16	32.7
Neutral	9	18.4
Disagree	6	12.2
Strongly Disagree	10	20.4
<b>Total</b>	<b>49</b>	<b>100.0</b>
Don't Know, N/A	4	
Total	53	

### 10. The District Offices are structured to provide effectively management.

	Frequency	Percent
Strongly Agree	7	13.7
Agree	16	31.4
Neutral	16	31.4
Disagree	4	7.8
Strongly Disagree	8	15.7
<b>Total</b>	<b>51</b>	<b>100.0</b>
Don't Know, N/A	2	
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.

**11. The District Offices are staffed to provide effective management.**

	Frequency	Percent
Strongly Agree	3	5.8
Agree	23	44.2
Neutral	13	25.0
Disagree	8	15.4
Strongly Disagree	5	9.6
<b>Total</b>	<b>52</b>	<b>100.0</b>
Don't Know, N/A	1	
Total	53	

**12. The District Offices are managed effectively.**

	Frequency	Percent
Strongly Agree	4	7.7
Agree	21	40.4
Neutral	12	23.1
Disagree	9	17.3
Strongly Disagree	6	11.5
<b>Total</b>	<b>52</b>	<b>100.0</b>
Don't Know, N/A	1	
Total	53	

**13. The District Offices ensure the implementation of statutes, regulations, and Board policies.**

	Frequency	Percent
Strongly Agree	7	14.6
Agree	19	39.6
Neutral	10	20.8
Disagree	8	16.7
Strongly Disagree	4	8.3
<b>Total</b>	<b>48</b>	<b>100.0</b>
Don't Know, N/A	5	
Total	53	

**14. There are clear divisions of authority and responsibility.**

	Frequency	Percent
Strongly Agree	7	14.3
Agree	18	36.7
Neutral	12	24.5
Disagree	7	14.3
Strongly Disagree	5	10.2
<b>Total</b>	<b>49</b>	<b>100.0</b>
Don't Know, N/A	4	
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.

**16. I can clearly describe my role in helping the District Offices achieve their goals.**

	Frequency	Percent
Strongly Agree	10	19.6
Agree	23	45.1
Neutral	9	17.6
Disagree	6	11.8
Strongly Disagree	3	5.9
<b>Total</b>	<b>51</b>	<b>100.0</b>
Don't Know, N/A	2	
Total	53	

**17. District staff members have timely access to the information they need to make informed decisions or recommendations on GCCCD matters.**

	Frequency	Percent
Strongly Agree	4	8.2
Agree	22	44.9
Neutral	9	18.4
Disagree	9	18.4
Strongly Disagree	5	10.2
<b>Total</b>	<b>49</b>	<b>100.0</b>
Don't Know, N/A	4	
Total	53	

**18. Formal arrangements exist for regular, reciprocal, communication of views and concerns between District staff and the Governing Board.**

	Frequency	Percent
Strongly Agree	3	7.1
Agree	15	35.7
Neutral	11	26.2
Disagree	7	16.7
Strongly Disagree	6	14.3
<b>Total</b>	<b>42</b>	<b>100.0</b>
Don't Know, N/A	11	
Total	53	

**19. District services are regularly evaluated with regard to their support of college missions and functions.**

	Frequency	Percent
Strongly Agree	3	6.8
Agree	13	29.5
Neutral	17	38.6
Disagree	9	20.5
Strongly Disagree	2	4.5
<b>Total</b>	<b>44</b>	<b>100.0</b>
Don't Know, N/A	9	
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.

**20. Districtwide resources are distributed based on an objective assessment of the needs of each College.**

	Frequency	Percent
Strongly Agree	3	6.8
Agree	13	29.5
Neutral	16	36.4
Disagree	6	13.6
Strongly Disagree	6	13.6
<b>Total</b>	<b>44</b>	<b>100.0</b>
Don't Know, N/A	9	
Total	53	

**26. District administrators encourage me to develop creative and innovative ideas to solve problems.**

	Frequency	Percent
Strongly Agree	10	20.0
Agree	14	28.0
Neutral	10	20.0
Disagree	8	16.0
Strongly Disagree	8	16.0
<b>Total</b>	<b>50</b>	<b>100.0</b>
Don't Know, N/A	3	
Total	53	

**36. I am satisfied with the opportunities for District staff to participate in shared governance.**

	Frequency	Percent
Strongly Agree	8	17.4
Agree	17	37.0
Neutral	10	21.7
Disagree	6	13.0
Strongly Disagree	5	10.9
<b>Total</b>	<b>46</b>	<b>100.0</b>
No Response	1	
Don't Know, N/A	6	
Total	53	

**37. District administrators respond to District staff concerns.**

	Frequency	Percent
Strongly Agree	7	13.7
Agree	21	41.2
Neutral	7	13.7
Disagree	9	17.6
Strongly Disagree	7	13.7
<b>Total</b>	<b>51</b>	<b>100.0</b>
Don't Know, N/A	2	
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.

**38. I use the following to facilitate my understanding of GCCCD issues and decisions (mark all that apply).**

	Frequency	Percent
Districtwide emails	46	88.5
Talking to colleagues	42	80.8
Collegewide emails	41	78.8
Newsletters from the President and other College entities	36	69.2
Newsletters from the District administration	33	63.5
Participation on formal committees	21	40.4
Information provided by my supervisor	30	57.7
Other	6	11.5

Note: Since respondents are able to select more than one option, the total percent may not equal 100. Percentages are based on the total number of students responding to this item (i.e., 52).

**Descriptive Statistics**

	N	Mean
8. The Governing Board provides the support necessary to effectively manage the GCCCD.	48	3.04
9. The Governing Board's decision-making processes are consistent with its mission statement and policies.	49	3.12
10. The District Offices are structured to provide effectively management.	51	3.20
11. The District Offices are staffed to provide effective management.	52	3.21
12. The District Offices are managed effectively.	52	3.15
13. The District Offices ensure the implementation of statutes, regulations, and Board policies.	48	3.35
14. There are clear divisions of authority and responsibility.	49	3.31
16. I can clearly describe my role in helping the District Offices achieve their goals.	51	3.61
17. District staff members have timely access to the information they need to make informed decisions or recommendations on GCCCD matters.	49	3.22
18. Formal arrangements exist for regular, reciprocal, communication of views and concerns between District staff and the Governing Board.	42	3.05
19. District services are regularly evaluated with regard to their support of college missions and functions.	44	3.14
20. Districtwide resources are distributed based on an objective assessment of the needs of each College.	44	3.02
26. District administrators encourage me to develop creative and innovative ideas to solve problems.	50	3.20
36. I am satisfied with the opportunities for District staff to participate in shared governance.	46	3.37
37. District administrators respond to District staff concerns.	51	3.24

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

## 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
<b>Total</b>	<b>265</b>	<b>100.0</b>
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
<b>Total</b>	<b>277</b>	<b>100.0</b>
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
<b>Total</b>	<b>269</b>	<b>100.0</b>
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
<b>Total</b>	<b>143</b>	<b>100.0</b>
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
<b>Total</b>	<b>145</b>	<b>100.0</b>
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
<b>Total</b>	<b>142</b>	<b>100.0</b>
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
<b>Total</b>	<b>50</b>	<b>100.0</b>
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
<b>Total</b>	<b>52</b>	<b>100.0</b>
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
<b>Total</b>	<b>52</b>	<b>100.0</b>
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.