

**Grossmont College
Staff Accreditation Survey
Spring 2000**

| | Agree | | Neutral | | Disagree | | Total | |
|---|-------|-------|---------|-------|----------|-------|-------|--------|
| | Count | % | Count | % | Count | % | Count | % |
| Q1: Approp opportunities participate in dev. financial plans/budgets | 32 | 36.0% | 31 | 34.8% | 26 | 29.2% | 89 | 100.0% |
| Q2: College planning guided by college mission statement | 47 | 50.5% | 36 | 38.7% | 10 | 10.8% | 93 | 100.0% |
| Q3: Governing board provides support to effectively manage district | 29 | 31.9% | 35 | 38.5% | 27 | 29.7% | 91 | 100.0% |
| Q4: College defines/disseminates its planning process adequately | 33 | 35.5% | 36 | 38.7% | 24 | 25.8% | 93 | 100.0% |
| Q5: College clearly states/publicizes staff role in governance | 37 | 38.5% | 32 | 33.3% | 27 | 28.1% | 96 | 100.0% |
| Q6: Assigned workspace adequate to carry out my job | 43 | 43.0% | 13 | 13.0% | 44 | 44.0% | 100 | 100.0% |
| Q7: Procedure for hiring all personnel clearly stated | 38 | 38.4% | 24 | 24.2% | 37 | 37.4% | 99 | 100.0% |
| Q8: College plans/evaluates adequacy of LRC | 36 | 49.3% | 25 | 34.2% | 12 | 16.4% | 73 | 100.0% |
| Q9: College administration structured/staffed provide effective management | 39 | 41.5% | 28 | 29.8% | 27 | 28.7% | 94 | 100.0% |
| Q10: Safety hazards are removed promptly | 33 | 34.7% | 23 | 24.2% | 39 | 41.1% | 95 | 100.0% |
| Q11: Board ensures institutional practices consistent with mission/policies | 25 | 32.5% | 34 | 44.2% | 18 | 23.4% | 77 | 100.0% |

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| | Count | % | Count | % | Count | % | Count | % |
| Q12: Process for evaluating student services effective in improving | 39 | 48.1% | 25 | 30.9% | 17 | 21.0% | 81 | 100.0% |
| Q13: District structured to provide effective management | 19 | 21.3% | 27 | 30.3% | 43 | 48.3% | 89 | 100.0% |
| Q14: District structured to ensure implementation of statutes, regulations | 33 | 39.3% | 27 | 32.1% | 24 | 28.6% | 84 | 100.0% |
| Q15: Research integrated with planning and evaluation | 41 | 53.2% | 28 | 36.4% | 8 | 10.4% | 77 | 100.0% |
| Q16: Computers adequate to meet needs of my work function | 70 | 68.6% | 9 | 8.8% | 23 | 22.5% | 102 | 100.0% |
| Q17: Clear division of authority between board, district, and college | 37 | 42.5% | 33 | 37.9% | 17 | 19.5% | 87 | 100.0% |
| Q18: College involves segments of college community in planning | 42 | 48.3% | 26 | 29.9% | 19 | 21.8% | 87 | 100.0% |
| Q19: Procedure for hiring all personnel equitably administered | 20 | 20.6% | 21 | 21.6% | 56 | 57.7% | 97 | 100.0% |
| Q20: Research documents helpful in planning and evaluation | 55 | 65.5% | 22 | 26.2% | 7 | 8.3% | 84 | 100.0% |
| Q21: Chancellor fosters approp communication with board, college, students | 48 | 53.9% | 33 | 37.1% | 8 | 9.0% | 89 | 100.0% |
| Q22: I refer students to support services available on campus | 92 | 92.9% | 6 | 6.1% | 1 | 1.0% | 99 | 100.0% |

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| | Count | % | Count | % | Count | % | Count | % |
| Q23: Performance evaluations conducted according to contract/handbook | 58 | 59.8% | 18 | 18.6% | 21 | 21.6% | 97 | 100.0% |
| Q24: Members of department stay current in field of expertise | 75 | 74.3% | 12 | 11.9% | 14 | 13.9% | 101 | 100.0% |
| Q25: Adequate parking on campus for staff | 52 | 51.5% | 9 | 8.9% | 40 | 39.6% | 101 | 100.0% |

**Grossmont College
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| | Agree | | Neutral | | Disagree | | Total | |
|---|-------|-------|---------|-------|----------|-------|-------|--------|
| | Count | % | Count | % | Count | % | Count | % |
| CC1: Relationship with other staff conducive to professional dev. | 75 | 75.0% | 17 | 17.0% | 8 | 8.0% | 100 | 100.0% |
| CC2: I feel safe on campus during daylight hours | 97 | 95.1% | 4 | 3.9% | 1 | 1.0% | 102 | 100.0% |
| CC3: Campus administrators treat me/my co-workers fairly, equally | 61 | 60.4% | 18 | 17.8% | 22 | 21.8% | 101 | 100.0% |
| CC4: Satisfied with opportunities for staff in shared governance | 41 | 43.2% | 24 | 25.3% | 30 | 31.6% | 95 | 100.0% |
| CC5: Student given respect/responsibility of adults | 73 | 71.6% | 18 | 17.6% | 11 | 10.8% | 102 | 100.0% |

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| | Count | % | Count | % | Count | % | Count | % |
| CC6: I feel safe on campus during the evening or at night | 62 | 67.4% | 16 | 17.4% | 14 | 15.2% | 92 | 100.0% |
| CC7: Diversity on campus beneficial/should be promoted | 76 | 76.8% | 19 | 19.2% | 4 | 4.0% | 99 | 100.0% |
| CC8: Dept contributions recognized by others | 56 | 56.0% | 19 | 19.0% | 25 | 25.0% | 100 | 100.0% |
| CC9: Follow-up to performance evaluations occur in timely fashion | 40 | 41.2% | 30 | 30.9% | 27 | 27.8% | 97 | 100.0% |
| CC10: I find my work challenging and rewarding | 81 | 79.4% | 18 | 17.6% | 3 | 2.9% | 102 | 100.0% |
| CC11: Physical facilities adequately maintained | 23 | 22.8% | 16 | 15.8% | 62 | 61.4% | 101 | 100.0% |
| CC12: Campus is equally supportive of women and men | 63 | 63.0% | 22 | 22.0% | 15 | 15.0% | 100 | 100.0% |
| CC13: Satisfied with systems to facilitate communication | 68 | 67.3% | 23 | 22.8% | 10 | 9.9% | 101 | 100.0% |
| CC14: Lighting at college adequately provided | 73 | 73.0% | 16 | 16.0% | 11 | 11.0% | 100 | 100.0% |
| CC15: Supervisor good at communicating about matters that affect me | 60 | 58.8% | 15 | 14.7% | 27 | 26.5% | 102 | 100.0% |
| CC16: Satisfied with opportunities for staff to interact informally | 52 | 52.0% | 28 | 28.0% | 20 | 20.0% | 100 | 100.0% |
| CC17: Materials in campus media increase understanding of diverse groups | 40 | 41.2% | 35 | 36.1% | 22 | 22.7% | 97 | 100.0% |
| CC18: Satisfied with support/maintenance of computer hardware | 65 | 67.0% | 14 | 14.4% | 18 | 18.6% | 97 | 100.0% |

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| | Count | % | Count | % | Count | % | Count | % |
| CC19: Campus equally supportive of all racial/ethnic groups | 61 | 62.2% | 21 | 21.4% | 16 | 16.3% | 98 | 100.0% |
| CC20: Campus administrators encourage develop creative/innovative ideas | 50 | 50.0% | 24 | 24.0% | 26 | 26.0% | 100 | 100.0% |
| CC21: Amount of info. received sufficient to support job performance | 59 | 59.0% | 20 | 20.0% | 21 | 21.0% | 100 | 100.0% |
| CC22: I feel sense of community/belonging to my dept | 76 | 76.0% | 9 | 9.0% | 15 | 15.0% | 100 | 100.0% |
| CC23: The landscaping is adequately maintained | 67 | 67.0% | 17 | 17.0% | 16 | 16.0% | 100 | 100.0% |
| CC24: Campus administrators willing share important information | 36 | 36.7% | 26 | 26.5% | 36 | 36.7% | 98 | 100.0% |
| CC25: Campus making progress creating better work environ. for all | 57 | 57.0% | 25 | 25.0% | 18 | 18.0% | 100 | 100.0% |
| CC26: I feel sense of community/belonging at this campus | 68 | 68.7% | 19 | 19.2% | 12 | 12.1% | 99 | 100.0% |
| CC27: Adequate opportunity to meet with my supervisor | 80 | 80.8% | 8 | 8.1% | 11 | 11.1% | 99 | 100.0% |
| CC28: Campus administrators listen, respond to faculty concerns | 41 | 43.6% | 24 | 25.5% | 29 | 30.9% | 94 | 100.0% |

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| | Count | % | Count | % | Count | % | Count | % |
| CC29: College provides opportunities for continued professional development | 57 | 57.0% | 21 | 21.0% | 22 | 22.0% | 100 | 100.0% |
| CC30: Overall, I am satisfied with my job | 89 | 88.1% | 7 | 6.9% | 5 | 5.0% | 101 | 100.0% |

Q27: How long at this site

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------------|-----------|---------|---------------|--------------------|
| Valid | < 1 year | 5 | 4.9 | 5.0 | 5.0 |
| | 1 - 3 years | 12 | 11.8 | 11.9 | 16.8 |
| | 3.1 - 5 years | 10 | 9.8 | 9.9 | 26.7 |
| | 5.1 - 10 years | 23 | 22.5 | 22.8 | 49.5 |
| | 10.1 - 15 years | 20 | 19.6 | 19.8 | 69.3 |
| | > 15 years | 31 | 30.4 | 30.7 | 100.0 |
| | Total | 101 | 99.0 | 100.0 | |
| Missing | System | 1 | 1.0 | | |
| Total | | 102 | 100.0 | | |

Q28: Gender

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|--------|-----------|---------|---------------|--------------------|
| Valid | Male | 28 | 27.5 | 27.7 | 27.7 |
| | Female | 73 | 71.6 | 72.3 | 100.0 |
| | Total | 101 | 99.0 | 100.0 | |
| Missing | System | 1 | 1.0 | | |
| Total | | 102 | 100.0 | | |

Q29: Work status

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|-----------|---------|---------------|--------------------|
| Valid | Full-time | 95 | 93.1 | 94.1 | 94.1 |
| | Part-time | 6 | 5.9 | 5.9 | 100.0 |
| | Total | 101 | 99.0 | 100.0 | |
| Missing | System | 1 | 1.0 | | |
| Total | | 102 | 100.0 | | |

Q30: Racial/ethnic group

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|------------------------|-----------|---------|---------------|--------------------|
| Valid | Asian | 4 | 3.9 | 4.2 | 4.2 |
| | Black | 2 | 2.0 | 2.1 | 6.3 |
| | Hispanic | 9 | 8.8 | 9.5 | 15.8 |
| | Other | 6 | 5.9 | 6.3 | 22.1 |
| | Pacific Isldr | 1 | 1.0 | 1.1 | 23.2 |
| | White | 71 | 69.6 | 74.7 | 97.9 |
| | Amer. Ind/Alas. Native | 2 | 2.0 | 2.1 | 100.0 |
| | Total | 95 | 93.1 | 100.0 | |
| Missing | System | 7 | 6.9 | | |
| Total | | 102 | 100.0 | | |

Q31: Work classification

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-------------------------|-----------|---------|---------------|--------------------|
| Valid | Manager | 16 | 15.7 | 16.2 | 16.2 |
| | General Classified | 70 | 68.6 | 70.7 | 86.9 |
| | Confidential/Supervisor | 13 | 12.7 | 13.1 | 100.0 |
| | Total | 99 | 97.1 | 100.0 | |
| Missing | System | 3 | 2.9 | | |
| Total | | 102 | 100.0 | | |