

Accreditation Survey 2006 Cuyamaca Staff

N = 85

1. The College's mission statement guides institutional planning and institutional decision-making.

	Frequency	Percent
Strongly Agree	20	26.0
Agree	44	57.1
Neutral	6	7.8
Disagree	5	6.5
Strongly Disagree	2	2.6
Total	77	100.0
Don't Know, N/A	8	
Total	85	

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

	Frequency	Percent
Strongly Agree	14	18.2
Agree	44	57.1
Neutral	15	19.5
Disagree	3	3.9
Strongly Disagree	1	1.3
Total	77	100.0
Don't Know, N/A	8	
Total	85	

3. The College has an effective planning process.

	Frequency	Percent
Strongly Agree	23	29.5
Agree	35	44.9
Neutral	10	12.8
Disagree	9	11.5
Strongly Disagree	1	1.3
Total	78	100.0
Don't Know, N/A	7	
Total	85	

4. The College involves appropriate segments of the College community in institutional planning.

	Frequency	Percent
Strongly Agree	21	28.8
Agree	27	37.0
Neutral	18	24.7
Disagree	5	6.8
Strongly Disagree	2	2.7
Total	73	100.0
Don't Know, N/A	12	
Total	85	

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

	Frequency	Percent
Strongly Agree	15	20.8
Agree	35	48.6
Neutral	13	18.1
Disagree	6	8.3
Strongly Disagree	3	4.2
Total	72	100.0
Don't Know, N/A	13	
Total	85	

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

	Frequency	Percent
Strongly Agree	17	25.0
Agree	32	47.1
Neutral	10	14.7
Disagree	6	8.8
Strongly Disagree	3	4.4
Total	68	100.0
Don't Know, N/A	17	
Total	85	

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	36	43.4
Agree	42	50.6
Neutral	3	3.6
Disagree	1	1.2
Strongly Disagree	1	1.2
Total	83	100.0
Don't Know, N/A	2	
Total	85	

8. The College adheres to the GCCCD written policies for hiring and employment procedures.

	Frequency	Percent
Strongly Agree	15	19.5
Agree	27	35.1
Neutral	11	14.3
Disagree	14	18.2
Strongly Disagree	10	13.0
Total	77	100.0
Don't Know, N/A	8	
Total	85	

9. Performance evaluations have been conducted according to my contract/handbook.

	Frequency	Percent
Strongly Agree	14	18.4
Agree	31	40.8
Neutral	15	19.7
Disagree	11	14.5
Strongly Disagree	5	6.6
Total	76	100.0
Don't Know, N/A	9	
Total	85	

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

	Frequency	Percent
Strongly Agree	27	33.3
Agree	35	43.2
Neutral	14	17.3
Disagree	2	2.5
Strongly Disagree	3	3.7
Total	81	100.0
Don't Know, N/A	4	
Total	85	

11. My assigned workspace is adequate for me to carry out my job.

	Frequency	Percent
Strongly Agree	21	25.0
Agree	40	47.6
Neutral	7	8.3
Disagree	9	10.7
Strongly Disagree	7	8.3
Total	84	100.0
Don't Know, N/A	1	
Total	85	

12. Safety hazards are removed promptly.

	Frequency	Percent
Strongly Agree	23	28.0
Agree	39	47.6
Neutral	9	11.0
Disagree	10	12.2
Strongly Disagree	1	1.2
Total	82	100.0
Don't Know, N/A	3	
Total	85	

13. Computer equipment is adequate to meet the needs of my work function.

	Frequency	Percent
Strongly Agree	19	22.6
Agree	35	41.7
Neutral	12	14.3
Disagree	13	15.5
Strongly Disagree	5	6.0
Total	84	100.0
Don't Know, N/A	1	
Total	85	

14. In general, there is adequate parking on campus for staff.

	Frequency	Percent
Strongly Agree	12	14.3
Agree	34	40.5
Neutral	6	7.1
Disagree	19	22.6
Strongly Disagree	13	15.5
Total	84	100.0
No Response	1	
Total	85	

15. College staff have sufficient opportunities to participate in the development of College financial plans and budgets.

	Frequency	Percent
Strongly Agree	13	17.3
Agree	20	26.7
Neutral	29	38.7
Disagree	8	10.7
Strongly Disagree	5	6.7
Total	75	100.0
Don't Know, N/A	10	
Total	85	

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

	Frequency	Percent
Strongly Agree	14	19.7
Agree	27	38.0
Neutral	24	33.8
Disagree	4	5.6
Strongly Disagree	2	2.8
Total	71	100.0
Don't Know, N/A	14	
Total	85	

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

	Frequency	Percent
Strongly Agree	14	18.4
Agree	24	31.6
Neutral	20	26.3
Disagree	10	13.2
Strongly Disagree	8	10.5
Total	76	100.0
Don't Know, N/A	9	
Total	85	

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

	Frequency	Percent
Strongly Agree	14	18.7
Agree	22	29.3
Neutral	23	30.7
Disagree	9	12.0
Strongly Disagree	7	9.3
Total	75	100.0
Don't Know, N/A	9	
No Response	1	
Total	85	

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

	Frequency	Percent
Strongly Agree	9	13.0
Agree	23	33.3
Neutral	18	26.1
Disagree	11	15.9
Strongly Disagree	8	11.6
Total	69	100.0
Don't Know, N/A	15	
No Response	1	
Total	85	

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

	Frequency	Percent
Strongly Agree	13	18.8
Agree	18	26.1
Neutral	18	26.1
Disagree	14	20.3
Strongly Disagree	6	8.7
Total	69	100.0
Don't Know, N/A	14	
No Response	2	
Total	85	

21. The District Offices are managed effectively.

	Frequency	Percent
Strongly Agree	9	12.9
Agree	16	22.9
Neutral	22	31.4
Disagree	18	25.7
Strongly Disagree	5	7.1
Total	70	100.0
Don't Know, N/A	14	
No Response	1	
Total	85	

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

	Frequency	Percent
Strongly Agree	11	15.1
Agree	27	37.0
Neutral	21	28.8
Disagree	7	9.6
Strongly Disagree	7	9.6
Total	73	100.0
Don't Know, N/A	11	
No Response	1	
Total	85	

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

	Frequency	Percent
Strongly Agree	9	13.0
Agree	31	44.9
Neutral	17	24.6
Disagree	6	8.7
Strongly Disagree	6	8.7
Total	69	100.0
Don't Know, N/A	15	
No Response	1	
Total	85	

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

	Frequency	Percent
Strongly Agree	11	15.5
Agree	30	42.3
Neutral	17	23.9
Disagree	6	8.5
Strongly Disagree	7	9.9
Total	71	100.0
Don't Know, N/A	12	
No Response	2	
Total	85	

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

	Frequency	Percent
Strongly Agree	10	13.9
Agree	30	41.7
Neutral	19	26.4
Disagree	10	13.9
Strongly Disagree	3	4.2
Total	72	100.0
Don't Know, N/A	12	
No Response	1	
Total	85	

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

	Frequency	Percent
Strongly Agree	13	17.1
Agree	24	31.6
Neutral	22	28.9
Disagree	13	17.1
Strongly Disagree	4	5.3
Total	76	100.0
Don't Know, N/A	7	
No Response	2	
Total	85	

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

	Frequency	Percent
Strongly Agree	10	13.0
Agree	24	31.2
Neutral	19	24.7
Disagree	19	24.7
Strongly Disagree	5	6.5
Total	77	100.0
Don't Know, N/A	7	
No Response	1	
Total	85	

28. The College is managed effectively.

	Frequency	Percent
Strongly Agree	21	26.3
Agree	18	22.5
Neutral	23	28.8
Disagree	12	15.0
Strongly Disagree	6	7.5
Total	80	100.0
Don't Know, N/A	4	
No Response	1	
Total	85	

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

	Frequency	Percent
Strongly Agree	26	32.9
Agree	37	46.8
Neutral	11	13.9
Disagree	2	2.5
Strongly Disagree	3	3.8
Total	79	100.0
Don't Know, N/A	5	
No Response	1	
Total	85	

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

	Frequency	Percent
Strongly Agree	18	27.7
Agree	32	49.2
Neutral	11	16.9
Disagree	2	3.1
Strongly Disagree	2	3.1
Total	65	100.0
Don't Know, N/A	18	
No Response	2	
Total	85	

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

	Frequency	Percent
Strongly Agree	17	21.5
Agree	40	50.6
Neutral	15	19.0
Disagree	5	6.3
Strongly Disagree	2	2.5
Total	79	100.0
Don't Know, N/A	5	
No Response	1	
Total	85	

32. I am aware of the College's mission, vision, and values.

	Frequency	Percent
Strongly Agree	20	25.3
Agree	47	59.5
Neutral	10	12.7
Disagree	1	1.3
Strongly Disagree	1	1.3
Total	79	100.0
Don't Know, N/A	5	
No Response	1	
Total	85	

33. The College's planned activities are aligned with its mission, vision, and values.

	Frequency	Percent
Strongly Agree	15	19.5
Agree	41	53.2
Neutral	16	20.8
Disagree	3	3.9
Strongly Disagree	2	2.6
Total	77	100.0
Don't Know, N/A	7	
No Response	1	
Total	85	

34. The College is making progress in carrying out its planned activities.

	Frequency	Percent
Strongly Agree	18	23.1
Agree	37	47.4
Neutral	20	25.6
Disagree	1	1.3
Strongly Disagree	2	2.6
Total	78	100.0
Don't Know, N/A	6	
No Response	1	
Total	85	

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

	Frequency	Percent
Strongly Agree	17	22.4
Agree	31	40.8
Neutral	18	23.7
Disagree	8	10.5
Strongly Disagree	2	2.6
Total	76	100.0
Don't Know, N/A	8	
No Response	1	
Total	85	

36. College planning processes are effective in addressing areas of development, growth, and improvement.

	Frequency	Percent
Strongly Agree	14	18.7
Agree	30	40.0
Neutral	19	25.3
Disagree	10	13.3
Strongly Disagree	2	2.7
Total	75	100.0
Don't Know, N/A	9	
No Response	1	
Total	85	

37. I have the opportunity to participate in the College's planning processes, either directly or through representatives.

	Frequency	Percent
Strongly Agree	17	23.3
Agree	28	38.4
Neutral	16	21.9
Disagree	8	11.0
Strongly Disagree	4	5.5
Total	73	100.0
Don't Know, N/A	11	
No Response	1	
Total	85	

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

	Frequency	Percent
Strongly Agree	15	21.1
Agree	31	43.7
Neutral	15	21.1
Disagree	7	9.9
Strongly Disagree	3	4.2
Total	71	100.0
Don't Know, N/A	13	
No Response	1	
Total	85	

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

	Frequency	Percent
Strongly Agree	6	11.5
Agree	19	36.5
Neutral	20	38.5
Disagree	3	5.8
Strongly Disagree	4	7.7
Total	52	100.0
Don't Know, N/A	31	
No Response	2	
Total	85	

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	12	18.8
Agree	24	37.5
Neutral	19	29.7
Disagree	7	10.9
Strongly Disagree	2	3.1
Total	64	100.0
Don't Know, N/A	20	
No Response	1	
Total	85	

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

	Frequency	Percent
Strongly Agree	21	27.6
Agree	44	57.9
Neutral	7	9.2
Disagree	3	3.9
Strongly Disagree	1	1.3
Total	76	100.0
Don't Know, N/A	8	
No Response	1	
Total	85	

42. I am aware of the College's annual planning activities.

	Frequency	Percent
Strongly Agree	12	15.8
Agree	40	52.6
Neutral	18	23.7
Disagree	5	6.6
Strongly Disagree	1	1.3
Total	76	100.0
Don't Know, N/A	8	
No Response	1	
Total	85	

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	7	9.0
Agree	31	39.7
Neutral	26	33.3
Disagree	10	12.8
Strongly Disagree	4	5.1
Total	78	100.0
Don't Know, N/A	7	
Total	85	

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	13	16.7
Agree	32	41.0
Neutral	19	24.4
Disagree	11	14.1
Strongly Disagree	3	3.8
Total	78	100.0
Don't Know, N/A	7	
Total	85	

45. The College receives adequate financial support to effectively carry out its mission.

	Frequency	Percent
Strongly Agree	4	5.4
Agree	17	23.0
Neutral	12	16.2
Disagree	28	37.8
Strongly Disagree	13	17.6
Total	74	100.0
Don't Know, N/A	11	
Total	85	

46. The College seeks out appropriate alternate funding resources to enhance its educational programs and services.

	Frequency	Percent
Strongly Agree	9	13.4
Agree	33	49.3
Neutral	12	17.9
Disagree	12	17.9
Strongly Disagree	1	1.5
Total	67	100.0
Don't Know, N/A	18	
Total	85	

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

	Frequency	Percent
Strongly Agree	13	16.0
Agree	35	43.2
Neutral	18	22.2
Disagree	8	9.9
Strongly Disagree	7	8.6
Total	81	100.0
Don't Know, N/A	4	
Total	85	

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

	Frequency	Percent
Strongly Agree	9	13.0
Agree	25	36.2
Neutral	19	27.5
Disagree	11	15.9
Strongly Disagree	5	7.2
Total	69	100.0
Don't Know, N/A	16	
Total	85	

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

	Frequency	Percent
Strongly Agree	5	8.5
Agree	13	22.0
Neutral	27	45.8
Disagree	9	15.3
Strongly Disagree	5	8.5
Total	59	100.0
Don't Know, N/A	26	
Total	85	

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

	Frequency	Percent
Strongly Agree	9	14.1
Agree	22	34.4
Neutral	13	20.3
Disagree	12	18.8
Strongly Disagree	8	12.5
Total	64	100.0
Don't Know, N/A	21	
Total	85	

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	12	15.6
Agree	24	31.2
Neutral	20	26.0
Disagree	13	16.9
Strongly Disagree	8	10.4
Total	77	100.0
Don't Know, N/A	7	
No Response	1	
Total	85	

52. The College fosters an environment of ethical behavior.

	Frequency	Percent
Strongly Agree	14	18.2
Agree	32	41.6
Neutral	16	20.8
Disagree	8	10.4
Strongly Disagree	7	9.1
Total	77	100.0
Don't Know, N/A	7	
No Response	1	
Total	85	

53. College staff have sufficient opportunities to participate in facilities planning and development.

	Frequency	Percent
Strongly Agree	13	18.1
Agree	26	36.1
Neutral	15	20.8
Disagree	12	16.7
Strongly Disagree	6	8.3
Total	72	100.0
Don't Know, N/A	12	
No Response	1	
Total	85	

54. The College Facilities Master Plan is effective at guiding long-range institutional planning.

	Frequency	Percent
Strongly Agree	11	15.9
Agree	38	55.1
Neutral	13	18.8
Disagree	6	8.7
Strongly Disagree	1	1.4
Total	69	100.0
Don't Know, N/A	15	
No Response	1	
Total	85	

55. College staff are given the opportunity to participate in Collegewide technology planning.

	Frequency	Percent
Strongly Agree	11	15.9
Agree	30	43.5
Neutral	14	20.3
Disagree	7	10.1
Strongly Disagree	7	10.1
Total	69	100.0
Don't Know, N/A	15	
No Response	1	
Total	85	

56. The College uses objective assessment when planning for resource utilization.

	Frequency	Percent
Strongly Agree	8	11.6
Agree	27	39.1
Neutral	20	29.0
Disagree	11	15.9
Strongly Disagree	3	4.3
Total	69	100.0
Don't Know, N/A	16	
Total	85	

57. The District Offices control their expenditures to ensure adequate funding for both Colleges.

	Frequency	Percent
Strongly Agree	5	7.8
Agree	26	40.6
Neutral	13	20.3
Disagree	10	15.6
Strongly Disagree	10	15.6
Total	64	100.0
Don't Know, N/A	20	
No Response	1	
Total	85	

58. The College provides appropriate and timely financial information to College staff.

	Frequency	Percent
Strongly Agree	10	13.3
Agree	27	36.0
Neutral	19	25.3
Disagree	12	16.0
Strongly Disagree	7	9.3
Total	75	100.0
Don't Know, N/A	10	
Total	85	

59. The District Offices provide appropriate and timely financial information to College staff.

	Frequency	Percent
Strongly Agree	7	9.5
Agree	24	32.4
Neutral	20	27.0
Disagree	17	23.0
Strongly Disagree	6	8.1
Total	74	100.0
Don't Know, N/A	11	
Total	85	

60. The GCCCD identifies resources for future obligations before committing to those obligations.

	Frequency	Percent
Strongly Agree	11	17.7
Agree	23	37.1
Neutral	15	24.2
Disagree	7	11.3
Strongly Disagree	6	9.7
Total	62	100.0
Don't Know, N/A	23	
Total	85	

61. The GCCCD provides adequate opportunities for all constituencies to participate in the development of Districtwide financial plans and budgets.

	Frequency	Percent
Strongly Agree	6	9.2
Agree	24	36.9
Neutral	24	36.9
Disagree	7	10.8
Strongly Disagree	4	6.2
Total	65	100.0
Don't Know, N/A	20	
Total	85	

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

	Frequency	Percent
Strongly Agree	21	25.3
Agree	30	36.1
Neutral	15	18.1
Disagree	11	13.3
Strongly Disagree	6	7.2
Total	83	100.0
Don't Know, N/A	2	
Total	85	

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	19	22.9
Agree	45	54.2
Neutral	15	18.1
Disagree	3	3.6
Strongly Disagree	1	1.2
Total	83	100.0
Don't Know, N/A	2	
Total	85	

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

	Frequency	Percent
Strongly Agree	17	21.8
Agree	34	43.6
Neutral	12	15.4
Disagree	9	11.5
Strongly Disagree	6	7.7
Total	78	100.0
Don't Know, N/A	7	
Total	85	

65. Overall, I am satisfied with my job.

	Frequency	Percent
Strongly Agree	24	28.6
Agree	43	51.2
Neutral	12	14.3
Disagree	1	1.2
Strongly Disagree	4	4.8
Total	84	100.0
Don't Know, N/A	1	
Total	85	

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

	Frequency	Percent
Strongly Agree	20	23.8
Agree	30	35.7
Neutral	16	19.0
Disagree	11	13.1
Strongly Disagree	7	8.3
Total	84	100.0
Don't Know, N/A	1	
Total	85	

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

	Frequency	Percent
Strongly Agree	20	24.7
Agree	38	46.9
Neutral	15	18.5
Disagree	5	6.2
Strongly Disagree	3	3.7
Total	81	100.0
Don't Know, N/A	4	
Total	85	

68. I feel safe on campus during daylight hours.

	Frequency	Percent
Strongly Agree	32	38.1
Agree	45	53.6
Neutral	6	7.1
Strongly Disagree	1	1.2
Total	84	100.0
No Response	1	
Total	85	

69. I feel safe on campus during evening hours.

	Frequency	Percent
Strongly Agree	22	26.8
Agree	40	48.8
Neutral	11	13.4
Disagree	8	9.8
Strongly Disagree	1	1.2
Total	82	100.0
Don't Know, N/A	3	
Total	85	

70. The physical facilities (e.g., restrooms, offices, classrooms, buildings) are adequately maintained.

	Frequency	Percent
Strongly Agree	19	22.4
Agree	46	54.1
Neutral	9	10.6
Disagree	8	9.4
Strongly Disagree	3	3.5
Total	85	100.0

71. The lighting at the College is adequately provided at appropriate times.

	Frequency	Percent
Strongly Agree	11	13.3
Agree	38	45.8
Neutral	14	16.9
Disagree	20	24.1
Total	83	100.0
Don't Know, N/A	1	
No Response	1	
Total	85	

72. I am satisfied with the support and maintenance of computer hardware and software.

	Frequency	Percent
Strongly Agree	16	19.3
Agree	40	48.2
Neutral	10	12.0
Disagree	14	16.9
Strongly Disagree	3	3.6
Total	83	100.0
Don't Know, N/A	2	
Total	85	

73. The landscaping is adequately maintained.

	Frequency	Percent
Strongly Agree	32	38.6
Agree	38	45.8
Neutral	6	7.2
Disagree	4	4.8
Strongly Disagree	3	3.6
Total	83	100.0
Don't Know, N/A	2	
Total	85	

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

	Frequency	Percent
Strongly Agree	11	13.9
Agree	38	48.1
Neutral	18	22.8
Disagree	6	7.6
Strongly Disagree	6	7.6
Total	79	100.0
Don't Know, N/A	5	
No Response	1	
Total	85	

75. College administrators respond to College staff concerns.

	Frequency	Percent
Strongly Agree	16	20.3
Agree	34	43.0
Neutral	11	13.9
Disagree	13	16.5
Strongly Disagree	5	6.3
Total	79	100.0
Don't Know, N/A	6	
Total	85	

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

	Frequency	Percent
Collegewide emails	71	85.5
Districtwide emails	71	85.5
Talking to colleagues	71	85.5
Newsletters from the President and other College entities	67	80.7
Information provided by my supervisor	60	72.3
Newsletters from the District administration	58	69.9
Participation on formal committees	40	48.2
Other	10	12.0

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., 83).

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

	Frequency
Staff development week	1
Active member of the Classified Senate and CSEA	1
Total	2

77. Gender

	Frequency	Percent
Male	30	35.3
Female	55	64.7
Total	85	100.0

78. Ethnicity

	Frequency	Percent
Asian	2	2.4
Black	1	1.2
Filipino	2	2.4
Hispanic	17	20.5
Native American	1	1.2
Pacific Islander	1	1.2
Middle Eastern	2	2.4
White, non-Hispanic and not of Middle Eastern descent	51	61.4
Other	6	7.2
Total	83	100.0
No Response	2	
Total	85	

79. What is your position at the College?

	Frequency	Percent
Administrator	10	11.9
Full-Time Classified	57	67.9
Part-Time Classified	14	16.7
Other	3	3.6
Total	84	100.0
No Response	1	
Total	85	

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

	Frequency
Consultant	2
Total	2

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

	Frequency	Percent
Less than 1 year	5	6.0
1 to 3 years	11	13.1
Between 3 and 7 years	21	25.0
7 years or longer	47	56.0
Total	84	100.0
No Response	1	
Total	85	

Survey type

	Frequency	Percent
Online	44	51.8
Paper	41	48.2
Total	85	100.0

Descriptive Statistics

	N	Mean ^a
1. The College's mission statement guides institutional planning and institutional decision-making.	77	3.97
2. Internal college publications (e.g., shared governance handbook, faculty handbook, staff development handbook) provide accurate information.	77	3.87
3. The College has an effective planning process.	78	3.90
4. The College involves appropriate segments of the College community in institutional planning.	73	3.82
5. Program review is effective in evaluating the strengths and weaknesses of individual programs of the College.	72	3.74
6. Processes for evaluating the College's student services programs help improve the quality of services.	68	3.79
7. I refer students to the various support services available on campus (e.g., Counseling, DSP&S, Tutoring, Health Services, Financial Aid, EOPS).	83	4.34
8. The College adheres to the GCCCD written policies for hiring and employment procedures.	77	3.30
9. Performance evaluations have been conducted according to my contract/handbook.	76	3.50
10. As a group, the members of my department/office stay current in their field of expertise.	81	4.00
11. My assigned workspace is adequate for me to carry out my job.	84	3.70
12. Safety hazards are removed promptly.	82	3.89
13. Computer equipment is adequate to meet the needs of my work function.	84	3.60
14. In general, there is adequate parking on campus for staff.	84	3.15
15. College staff have sufficient opportunities to participate in the development of College financial plans and budgets.	75	3.37
16. The College's financial planning supports institutional goals and student learning outcomes.	71	3.66
17. The Governing Board provides the support necessary to effectively manage the GCCCD.	76	3.34
18. The Governing Board's decision-making processes are consistent with its mission statement and policies.	75	3.36
19. The District Offices are structured to provide effective management.	69	3.20
20. The District Offices are staffed to provide effective management.	69	3.26
21. The District Offices are managed effectively.	70	3.09
22. The District Offices ensure the implementation of statutes, regulations, and Board policies.	73	3.38
23. There are clear divisions of authority and responsibility between and among the Governing Board, District Offices, and College.	69	3.45
24. The Chancellor fosters appropriate communication among the Governing Board, College personnel, and students.	71	3.45
25. The College clearly states the role of staff in institutional governance.	72	3.47
26. The College administration is structured to provide effective management.	76	3.38
27. The College administration is staffed to provide effective management.	77	3.19
28. The College is managed effectively.	80	3.45
29. The College is committed to continuous improvement of the student learning process.	79	4.03

Descriptive Statistics

	N	Mean ^a
30. College Strategic and Master Plans are regularly assessed and results shared with constituencies.	65	3.95
31. I understand the College's goals and the extent to which they are achieved.	79	3.82
32. I am aware of the College's mission, vision, and values.	79	4.06
33. The College's planned activities are aligned with its mission, vision, and values.	77	3.83
34. The College is making progress in carrying out its planned activities.	78	3.87
35. College planning processes are effective in identifying areas of development, growth, and improvement.	76	3.70
36. College planning processes are effective in addressing areas of development, growth, and improvement.	75	3.59
37. I have the opportunity to participate in the College's planning processes, either directly or through representatives.	73	3.63
38. I have the opportunity to participate in dialogue with colleagues about how to improve student learning and institutional processes.	71	3.68
39. College institutional planning decisions are driven by research data.	52	3.38
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.	64	3.58
41. I can clearly describe my role in helping the College achieve its goals.	76	4.07
42. I am aware of the College's annual planning activities.	76	3.75
43. College staff members have timely access to the information they need to make informed decisions or recommendations on GCCCD matters.	78	3.35
44. College staff members have timely access to the information they need to make informed decisions or recommendations on College matters.	78	3.53
45. The College receives adequate financial support to effectively carry out its mission.	74	2.61
46. The College seeks out appropriate alternate funding resources to enhance its educational programs and services.	67	3.55
47. The College encourages College staff to take the initiative in improving practices in their area of responsibility.	81	3.48
48. Formal arrangements exist for regular, reciprocal communication of views and concerns between staff and the Governing Board.	69	3.32
49. District services are regularly evaluated with regard to their support of College missions and functions.	59	3.07
50. Districtwide resources are distributed based on an objective assessment of the needs of each College.	64	3.19
51. The GCCCD provides sufficient and accurate information about GCCCD issues and Governing Board actions that have an impact on this College.	77	3.25
52. The College fosters an environment of ethical behavior.	77	3.49
53. College staff have sufficient opportunities to participate in facilities planning and development.	72	3.39
54. The College Facilities Master Plan is effective at guiding long-range institutional planning.	69	3.75
55. College staff are given the opportunity to participate in Collegewide technology planning.	69	3.45
56. The College uses objective assessment when planning for resource utilization.	69	3.38
57. The District Offices control their expenditures to ensure adequate funding for both Colleges.	64	3.09
58. The College provides appropriate and timely financial information to College staff.	75	3.28
59. The District Offices provide appropriate and timely financial information to College staff.	74	3.12
60. The GCCCD identifies resources for future obligations before committing to those obligations.	62	3.42

Descriptive Statistics

	N	Mean ^a
61. The GCCCD provides adequate opportunities for all constituencies to participate in the development of Districtwide financial plans and budgets.	65	3.32
62. College administrators treat me and my co-workers fairly.	83	3.59
63. I am satisfied with the means of communication at the College such as mail, email, voice mail, meetings, newsletters, websites, and forums.	83	3.94
64. College administrators encourage me to develop creative and innovative ideas to serve students and solve problems.	78	3.60
65. Overall, I am satisfied with my job.	84	3.98
66. This College provides a positive work environment for all employees.	84	3.54
67. Diversity in regard to age, gender and ethnicity at this College is actively promoted.	81	3.83
68. I feel safe on campus during daylight hours.	84	4.27
69. I feel safe on campus during evening hours.	82	3.90
70. The physical facilities (e.g., restrooms, offices, classrooms, buildings) are adequately maintained.	85	3.82
71. The lighting at the College is adequately provided at appropriate times.	83	3.48
72. I am satisfied with the support and maintenance of computer hardware and software.	83	3.63
73. The landscaping is adequately maintained.	83	4.11
74. I am satisfied with the opportunities for College staff to participate in shared governance.	79	3.53
75. College administrators respond to College staff concerns.	79	3.54

a. 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.