

Fullerton College

Faculty and Staff Accreditation Survey Report Spring 2004

Office of Institutional Research
Kenneth A. Meehan, Ph.D.



INTRODUCTION

Fullerton College undertook the task of creating and administering an Accreditation Survey for Faculty and Staff in the spring semester of the 2003-2004 academic year. Items for the survey were compiled by the Accreditation Steering Committee, using the Standards of the Accrediting Commission for Community and Junior Colleges of the Western Association of Schools and Colleges as a guide. Additional items were incorporated from the accreditation surveys of several local colleges, who generously provided their surveys. Each of the value groups of the Accreditation Steering Committee identified items for the accreditation survey.

The survey was administered through the Fullerton College web site. A letter from the president went to all faculty and staff, inviting them to complete the survey..

METHOD

Participants

The Fullerton College Accreditation Survey for Faculty and Staff was administered during the spring 2004 semester on the Fullerton College web site. Responses were automatically compiled into a data base and subsequently analyzed. The survey was responded to by 183 faculty and staff. .

Instrument

The Fullerton College Accreditation Survey for Faculty and Staff was developed by the Accreditation Steering Committee, with items developed to reflect the college's core values and the AACJC accreditation standards. Additional items were extracted from previously completed surveys at other local community colleges.

Procedure

The Accreditation Survey for Faculty and Staff was administered through the Fullerton College web site. An email from the president was sent to all faculty and staff at the college inviting them to reply to the survey. Responses were automatically compiled into a database and subsequently analyzed using the Statistical Package for the Social Sciences, version 11.5.

RESULTS

Demographic and Educational Characteristics

The Fullerton College Accreditation Survey for Faculty and Staff was completed by 183 faculty and staff during the spring semester of the 2003-2004 academic year. Tables 1 through 5 present the demographic characteristics of the respondents.

Table 1. Gender of Respondents

Gender	Percentage
Female	56.8%
Male	43.2%

Table 2. Age of Respondents

Age	Percentage
20-29	5.1%
30-39	13.7%
40-49	29.7%
50-59	38.3%
60 and older	13.1%

Table 3. Race/Ethnicity of Respondents

Ethnicity	Percentage
American Indian/Alaskan Native	2.2%
African-American	2.2%
Asian/Pacific Islander	4.4%
Hispanic	9.8%
White	65.0%
Other	16.4%

Table 4. Employment Classification

Years	Percentage
Classified	23.0%
Full-time Faculty	57.4%
Part-time Faculty	8.2%
Management	11.5%

Table 5. Years Employed at Fullerton College

Years	Percentage
1 – 5 years	27.9%
6 - 10 years	22.4%
11 – 15 years	14.8%
16 - 20 years	16.9%
21 or more years	18.0%

1. Fullerton College actively pursues the goal of student equity and cultural diversity in its programs and services.

Response	Percentage
Strongly Agree	33.3%
Agree	57.4%
Disagree	6.0%
Strongly Disagree	1.6%
Not Applicable	1.6%

2. Fullerton College provides an inviting and supportive environment for staff of diverse cultural, racial, ethnic, religious, sexual orientation, and other backgrounds.

Response	Percentage
Strongly Agree	28.4%
Agree	56.8%
Disagree	12.0%
Strongly Disagree	1.6%
Not Applicable	1.1%

3. Fullerton College pays adequate attention to employment equity in its hiring practices.

Response	Percentage
Strongly Agree	27.3%
Agree	52.5%
Disagree	13.7%
Strongly Disagree	3.8%
Not Applicable	2.7%

4. The general Fullerton College climate is one of respect for differences in job classification or teaching discipline.

Response	Percentage
Strongly Agree	19.7%
Agree	48.6%
Disagree	19.1%
Strongly Disagree	9.8%
Not Applicable	2.7%

5. There is a climate of trust among all constituency groups at Fullerton College.

Response	Percentage
Strongly Agree	5.5%
Agree	20.2%
Disagree	48.6%
Strongly Disagree	21.3%
Not Applicable	4.4%

6. Differing viewpoints are generally encouraged at Fullerton College

Response	Percentage
Strongly Agree	8.7%
Agree	51.4%
Disagree	28.4%
Strongly Disagree	9.3%
Not Applicable	2.2%

7. Fullerton College creates and maintains appropriate programs, practices, and services to support its faculty and staff of diverse cultural, racial, ethnic, religious, sexual orientation, and other backgrounds.

Response	Percentage
Strongly Agree	17.5%
Agree	55.7%
Disagree	18.6%
Strongly Disagree	4.9%
Not Applicable	3.3%

8. The quality of classroom instruction at Fullerton College is excellent.

Response	Percentage
Strongly Agree	24.0%
Agree	62.8%
Disagree	3.8%
Strongly Disagree	0.5%
Not Applicable	8.7%

9. Counseling provides clear and accurate information about courses, prerequisites, course sequences, programs, degrees and certificates to its students.

Response	Percentage
Strongly Agree	10.9%
Agree	41.0%
Disagree	21.3%
Strongly Disagree	12.6%
Not Applicable	14.2%

10. Fullerton College provides programs and services that allow students to be competitive individuals achieving professional goals.

Response	Percentage
Strongly Agree	20.8%
Agree	66.1%
Disagree	4.4%
Strongly Disagree	4.4%
Not Applicable	4.4%

11. Technology and other educational equipment used at Fullerton College enhance learning in the classroom.

Response	Percentage
Strongly Agree	22.4%
Agree	50.8%
Disagree	15.3%
Strongly Disagree	6.6%
Not Applicable	4.9%

12. Fullerton College programs are offered in a variety of modes that meet student needs.

Response	Percentage
Strongly Agree	20.8%
Agree	66.1%
Disagree	8.7%
Strongly Disagree	1.1%
Not Applicable	3.3%

13. Resources in the Fullerton College library reflect the needs of students.

Response	Percentage
Strongly Agree	10.9%
Agree	52.5%
Disagree	15.8%
Strongly Disagree	2.2%
Not Applicable	18.6%

14. The published Fullerton College course schedule provides clear and accurate information.

Response	Percentage
Strongly Agree	15.8%
Agree	57.9%
Disagree	18.6%
Strongly Disagree	6.6%
Not Applicable	1.1%

15. Fullerton College decision-making processes for curriculum and program development ensure the creation of high quality instructional programs.

Response	Percentage
Strongly Agree	14.2%
Agree	51.4%
Disagree	13.7%
Strongly Disagree	10.9%
Not Applicable	9.8%

16. Systematic processes are used at Fullerton College to assure effective discussion, planning and implementation of policy making.

Response	Percentage
Strongly Agree	8.7%
Agree	43.7%
Disagree	26.8%
Strongly Disagree	11.5%
Not Applicable	9.3%

17. The results of program and service reviews are used to improve Fullerton College programs and support services.

Response	Percentage
Strongly Agree	5.5%
Agree	46.4%
Disagree	21.9%
Strongly Disagree	17.5%
Not Applicable	8.7%

18. Fullerton College uses relevant data in institutional decision-making processes.

Response	Percentage
Strongly Agree	5.5%
Agree	42.1%
Disagree	21.9%
Strongly Disagree	14.8%
Not Applicable	15.8%

19. Fullerton College communicates assessment results (data) to the appropriate parties to bring about change and improvement.

Response	Percentage
Strongly Agree	8.2%
Agree	35.5%
Disagree	31.7%
Strongly Disagree	12.0%
Not Applicable	12.6%

20. Employees are given an opportunity for involvement in the review or evaluation of the Fullerton College Mission Statement.

Response	Percentage
Strongly Agree	10.9%
Agree	55.2%
Disagree	16.9%
Strongly Disagree	9.8%
Not Applicable	7.1%

21. Fullerton College has an effective decision-process for planning, implementing, and evaluating recommendations to improve student support services.

Response	Percentage
Strongly Agree	8.7%
Agree	38.8%
Disagree	28.4%
Strongly Disagree	11.5%
Not Applicable	12.6%

22. Fullerton College prioritizes needs based on the Mission Statement when making budgetary decisions.

Response	Percentage
Strongly Agree	4.4%
Agree	31.1%
Disagree	33.9%
Strongly Disagree	13.7%
Not Applicable	16.9%

23. Fullerton College demonstrates the use of long-term fiscal planning and priorities in institutional decisions.

Response	Percentage
Strongly Agree	5.5%
Agree	44.3%
Disagree	24.0%
Strongly Disagree	13.1%
Not Applicable	13.1%

24. The Chancellor incorporates the shared governance process into budget decisions.

Response	Percentage
Strongly Agree	6.0%
Agree	27.3%
Disagree	24.0%
Strongly Disagree	16.9%
Not Applicable	25.7%

25. The shared governance process is incorporated into Fullerton College budget planning decisions.

Response	Percentage
Strongly Agree	6.6%
Agree	37.7%
Disagree	26.2%
Strongly Disagree	13.1%
Not Applicable	16.4%

26. Fullerton College leaders support and use a decision making process which involves the persons who will be affected.

	Percentage
Strongly Agree	8.2%
Agree	37.7%
Disagree	27.3%
Strongly Disagree	17.5%
Not Applicable	9.3%

27. Faculty, staff and students have effective mechanisms and organizations for providing input into institutional decisions.

Response	Percentage
Strongly Agree	8.7%
Agree	49.2%
Disagree	21.9%
Strongly Disagree	14.8%
Not Applicable	5.5%

28. The Board of Trustees considers the needs of the college's student support services when making budget decisions.

Response	Percentage
Strongly Agree	4.4%
Agree	30.6%
Disagree	24.6%
Strongly Disagree	12.6%
Not Applicable	27.9%

29. The Board of Trustees uses reliable sources of information to learn about the needs of the college's student support services.

Response	Percentage
Strongly Agree	4.4%
Agree	26.2%
Disagree	21.9%
Strongly Disagree	13.1%
Not Applicable	34.4%

30. The Board of Trustees considers the needs of the college's instructional programs when making budget decisions.

Response	Percentage
Strongly Agree	4.9%
Agree	34.4%
Disagree	25.7%
Strongly Disagree	11.5%
Not Applicable	23.5%

31. The Board of Trustees effectively uses the shared governance process to make district-wide decisions.

Response	Percentage
Strongly Agree	4.4%
Agree	29.0%
Disagree	26.2%
Strongly Disagree	18.0%
Not Applicable	22.4%

32. The Board of Trustees, the District and Fullerton College act as mutually supporting yet independent and self-governing units.

Response	Percentage
Strongly Agree	4.4%
Agree	34.4%
Disagree	29.0%
Strongly Disagree	13.1%
Not Applicable	19.1%

33. The Chancellor allows the college president to implement decisions according to college processes and procedures.

Response	Percentage
Strongly Agree	4.4%
Agree	44.3%
Disagree	12.0%
Strongly Disagree	2.7%
Not Applicable	36.6%

34. The Fullerton College president makes decisions that are consistent with the college's mission.

Response	Percentage
Strongly Agree	9.8%
Agree	49.2%
Disagree	7.1%
Strongly Disagree	1.6%
Not Applicable	32.2%

35. The Fullerton College president informs all constituency groups in a timely manner of significant college-wide issues.

Response	Percentage
Strongly Agree	12.0%
Agree	52.5%
Disagree	5.5%
Strongly Disagree	4.4%
Not Applicable	25.7%

36. The Fullerton College vice-presidents establish expectations that promote educational and service excellence

Response	Percentage
Strongly Agree	10.9%
Agree	53.6%
Disagree	14.8%
Strongly Disagree	9.3%
Not Applicable	11.5%

37. The shared governance process is incorporated into Fullerton College budget planning decisions.

Response	Percentage
Strongly Agree	5.5%
Agree	42.1%
Disagree	21.9%
Strongly Disagree	14.2%
Not Applicable	16.4%

38. I am satisfied with the amount of opportunity I have to participate in college-wide planning.

Response	Percentage
Strongly Agree	13.1%
Agree	45.9%
Disagree	24.6%
Strongly Disagree	12.6%
Not Applicable	3.8%

39. The shared governance process is working well at the college level.

Response	Percentage
Strongly Agree	6.0%
Agree	32.2%
Disagree	35.0%
Strongly Disagree	14.2%
Not Applicable	12.6%

40. Fullerton College ensures that criteria, qualifications, and procedures for selection of all personnel are clearly and publicly stated.

Response	Percentage
Strongly Agree	21.3%
Agree	60.1%
Disagree	11.5%
Strongly Disagree	4.4%
Not Applicable	2.7%

41. Fullerton College's mission and core values are reflected in all job descriptions.

Response	Percentage
Strongly Agree	12.6%
Agree	50.8%
Disagree	18.6%
Strongly Disagree	4.4%
Not Applicable	13.7%

42. Fullerton College ensures fair employment procedures for all personnel.

Response	Percentage
Strongly Agree	21.3%
Agree	56.3%
Disagree	14.2%
Strongly Disagree	4.9%
Not Applicable	3.3%

43. The evaluation processes used by Fullerton College seek to assess effectiveness and encourage improvement.

Response	Percentage
Strongly Agree	11.5%
Agree	59.0%
Disagree	18.6%
Strongly Disagree	8.2%
Not Applicable	2.7%

44. Fullerton College maintains safe and adequate physical resources.

Response	Percentage
Strongly Agree	7.1%
Agree	55.7%
Disagree	24.6%
Strongly Disagree	7.7%
Not Applicable	4.9%

45. The Board of Trustees acts in a manner consistent with its policies and bylaws.

Response	Percentage
Strongly Agree	6.6%
Agree	45.9%
Disagree	11.5%
Strongly Disagree	2.7%
Not Applicable	33.3%

46. The college president provides effective leadership for Fullerton College.

Response	Percentage
Strongly Agree	16.4%
Agree	48.1%
Disagree	6.0%
Strongly Disagree	0.5%
Not Applicable	29.0%

47. The district provides necessary services that support Fullerton College's mission.

Response	Percentage
Strongly Agree	7.7%
Agree	39.3%
Disagree	32.2%
Strongly Disagree	10.9%
Not Applicable	9.8%

48. The chancellor gives full responsibility and authority to the president to implement and administer delegated district and system policies for the college.

Response	Percentage
Strongly Agree	4.9%
Agree	37.7%
Disagree	13.1%
Strongly Disagree	4.9%
Not Applicable	39.3%

49. Fullerton College leaders support and use a decision-making process that involves the persons who will be affected.

Response	Percentage
Strongly Agree	6.0%
Agree	44.3%
Disagree	26.2%
Strongly Disagree	13.1%
Not Applicable	10.4%

50. The Board of Trustees provides effective leadership and governance.

Response	Percentage
Strongly Agree	6.0%
Agree	35.0%
Disagree	24.0%
Strongly Disagree	10.4%
Not Applicable	24.6%

51. The Fullerton College planning process is linked to resource allocation and budget.

Response	Percentage
Strongly Agree	7.7%
Agree	51.4%
Disagree	14.2%
Strongly Disagree	8.7%
Not Applicable	18.0%

52. Fullerton College ensures alignment of program or course purpose and the needs of the student population when establishing instructional programs.

Response	Percentage
Strongly Agree	10.9%
Agree	52.5%
Disagree	18.6%
Strongly Disagree	5.5%
Not Applicable	12.6%

53. Fullerton College ensures alignment of program purpose and the needs of the student population when establishing student services programs.

Response	Percentage
Strongly Agree	8.7%
Agree	54.6%
Disagree	18.6%
Strongly Disagree	4.4%
Not Applicable	13.7%

54. Business policies and procedures (budgets, contracts, audit, etc.) used at Fullerton College are effectively communicated to appropriate staff.

Response	Percentage
Strongly Agree	6.0%
Agree	41.0%
Disagree	27.9%
Strongly Disagree	13.1%
Not Applicable	12.0%

55. Fullerton College offers high quality instructional programs in recognized and emerging fields of study, which leads to degrees, certificates, employment or transfer to other institution of higher education.

Response	Percentage
Strongly Agree	29.0%
Agree	59.6%
Disagree	4.9%
Strongly Disagree	1.1%
Not Applicable	5.5%

56. Students are adequately prepared to apply skills (e.g., *oral and written communication, information competency, computer literacy, etc.*) to subsequent coursework, employment, or other endeavors.

Response	Percentage
Strongly Agree	11.5%
Agree	60.1%
Disagree	19.1%
Strongly Disagree	3.8%
Not Applicable	5.5%

57. Fullerton College demonstrates that student support services provide support for student learning.

Response	Percentage
Strongly Agree	18.6%
Agree	61.2%
Disagree	12.0%
Strongly Disagree	2.7%
Not Applicable	5.5%

58. Fullerton College staff, faculty, administrators and students are encouraged to take initiative in improving college practices, programs and services.

Response	Percentage
Strongly Agree	12.0%
Agree	59.6%
Disagree	18.0%
Strongly Disagree	7.1%
Not Applicable	3.3%

59. Fullerton College leaders create an environment for improvement, empowerment, innovation and institutional excellence.

Response	Percentage
Strongly Agree	10.4%
Agree	54.6%
Disagree	19.1%
Strongly Disagree	12.6%
Not Applicable	3.3%

60. Fullerton College plans professional development activities to meet the needs of its personnel.

Response	Percentage
Strongly Agree	8.7%
Agree	50.3%
Disagree	27.9%
Strongly Disagree	10.4%
Not Applicable	2.7%

61. Fullerton College utilizes delivery systems and modes of instruction compatible with the objectives of the curriculum.

Response	Percentage
Strongly Agree	11.5%
Agree	63.4%
Disagree	11.5%
Strongly Disagree	1.1%
Not Applicable	12.6%

62. Fullerton College’s student support services contribute appropriately to student learning outcomes.

Response	Percentage
Strongly Agree	16.9%
Agree	59.6%
Disagree	12.6%
Strongly Disagree	2.7%
Not Applicable	8.2%

63. Fullerton College and district personnel policies and procedures are equitably and consistently administered.

Response	Percentage
Strongly Agree	6.6%
Agree	54.6%
Disagree	21.9%
Strongly Disagree	7.7%
Not Applicable	9.3%

64. Fullerton College planners provide the materials needed for staff, faculty and administrators to perform their jobs effectively.

Response	Percentage
Strongly Agree	6.0%
Agree	48.1%
Disagree	30.1%
Strongly Disagree	10.9%
Not Applicable	4.9%

65. The District provides fair distribution of resources adequate to support the effective operations of the college.

Response	Percentage
Strongly Agree	4.9%
Agree	32.8%
Disagree	35.5%
Strongly Disagree	16.9%
Not Applicable	9.8%

66. I feel comfortable expressing my opinions about issues on campus without fear of reprisal.

Response	Percentage
Strongly Agree	14.2%
Agree	49.7%
Disagree	24.0%
Strongly Disagree	10.4%
Not Applicable	1.6%

67. I would feel comfortable reporting an observed incident of unethical behavior.

Response	Percentage
Strongly Agree	24.6%
Agree	48.1%
Disagree	18.0%
Strongly Disagree	7.7%
Not Applicable	1.6%

68. There are consequences for unethical behavior among students.

Response	Percentage
Strongly Agree	13.7%
Agree	48.6%
Disagree	21.3%
Strongly Disagree	6.6%
Not Applicable	9.8%

69. I have observed faculty fostering ethical behavior among students.

Response	Percentage
Strongly Agree	15.8%
Agree	57.9%
Disagree	8.2%
Strongly Disagree	1.6%
Not Applicable	16.4%

70. Fullerton College ensures that what students learn is geared toward developing good ethics and effective citizenship.

Response	Percentage
Strongly Agree	10.4%
Agree	57.4%
Disagree	19.1%
Strongly Disagree	1.1%
Not Applicable	12.0%

71. Fullerton College provides adequate instructional delivery technology to support its educational programs.

Response	Percentage
Strongly Agree	10.4%
Agree	53.6%
Disagree	23.0%
Strongly Disagree	7.7%
Not Applicable	5.5%

72. Physical access and safety at Fullerton College are adequate and effectively managed.

Response	Percentage
Strongly Agree	8.2%
Agree	62.8%
Disagree	19.1%
Strongly Disagree	9.8%
Not Applicable	0.0%

73. Fullerton College is effective in establishing and maintaining partnerships with the community.

Response	Percentage
Strongly Agree	8.7%
Agree	55.7%
Disagree	20.8%
Strongly Disagree	4.9%
Not Applicable	9.8%

74. Fullerton College ensures an environment of empowerment, innovation and institutional excellence.

Response	Percentage
Strongly Agree	7.1%
Agree	57.9%
Disagree	21.3%
Strongly Disagree	8.2%
Not Applicable	5.5%

75. Fullerton College demonstrates institutional commitment to free pursuit and dissemination of knowledge.

Response	Percentage
Strongly Agree	13.7%
Agree	64.5%
Disagree	12.6%
Strongly Disagree	8.2%
Not Applicable	6.6%