

Shasta College Staff/Faculty Survey for the Self Study

- Job Classification?
 - How long have you been employed at Shasta College?

 - Strongly Agree– (numerical value of 4)
 - Agree– (numerical value of 3)
 - Disagree– (numerical value of 2)
 - Strongly Disagree – (numerical value of 1)
 - Don't Know / NA – (numerical value of 0)
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1. Shasta College actively supports the faculty's academic freedom.
 2. Shasta College personnel present relevant information fairly and objectively to students and others.
 3. Shasta College demonstrates through its policies and practices an appropriate understanding of and concern for issues of equity and diversity.
 4. I am satisfied with my opportunities to participate in periodic reviews of our institutional purpose (mission, philosophy, goals).
 5. I am satisfied with my opportunities to participate in key institutional decision, such as those concerned with long-term planning, budget, mission and goals.
 6. Faculty are current in their fields of expertise.
 7. Workloads are equitably assigned.
 8. The administration provides leadership and encouragement to staff in improving job effectiveness.
 9. The administration provides leadership and encouragement to faculty in improving instruction.
 10. Shasta College effectively develops relationships with the community.
 11. Shasta College communicates its mission to the community effectively.
 12. Shasta College promotes high ethical standards for faculty, staff and students.
 13. Staffing needs are adequately evaluated in the planning and development of new facilities, programs and services.
 14. The technology planning process is clearly connected to teaching and learning outcomes.
 15. I have had the opportunity to provide input to Shasta College's development of institutional abilities and learning outcomes.

16. Faculty are adequately prepared to document specific student learning outcomes and abilities within their respective disciplines.
17. I am satisfied with the academic and counseling services provided for students by the Counseling Center.
18. I receive information from the Counseling Center that helps me advise students.
19. I am satisfied with the services provided by the Learning Resource Center.
20. I am satisfied with the Student Employment services.
21. I receive information from the University Transfer Consulting Center that helps me in understanding the changing transfer requirements.
22. The number of support staff is sufficient to provide effective support services for students.
23. I share information about support services with my students.
24. Decision on class cancellation are made appropriately and communicated in a timely manner.
25. The LRC staff at Shasta College provides adequate opportunities for collaboration with my Center.
26. The LRC at Shasta College provide the students with adequate support for their research needs.
27. I am satisfied with the online library resources available.
28. The LRC at Shasta College is open an adequate number of hours.
29. Shasta College personnel are treated equitably with fairness and respect.
30. My job performance is evaluated regularly and systematically.
31. My job performance evaluations are conducted in an equitable and constructive manner.
32. Human Resources develops policies and procedures that are clearly written and equitably administered.
33. Job descriptions are directly related to institutional mission and goals, and accurately reflect position, duties, responsibilities and authority.
34. Effectiveness in achieving student learning outcomes should be part of my evaluation process.
35. The current hiring process ensures the recruitment of qualified faculty and staff.
36. The current ratio of full-time to part-time faculty provides for optimum student learning.
37. There is sufficient number of staff to serve the needs of the college.

38. The professional development programs offered to employees reflect work-related needs and interests.
39. Shasta College has a coherent and effective method for evaluation the skills of its personnel in leadership positions.
40. I am satisfied with the procedures available to resolve problems I may have within the college.
41. Physical resources such as facilities and equipment adequately support student learning programs and services.
42. The facilities at my primary work site are well maintained.
43. The college uses its facilities and equipment effectively.
44. The college has adequate replacement and maintenance plans for equipment.
45. Parking facilities at my primary work site are adequate for my needs.
46. The computer hardware and software available at Shasta College help me to effectively perform my required duties.
47. When I need technology training, it has been available.
48. When I have received technology training, it has been effective and of high quality.
49. I am satisfied with the systematic maintenance, upgrade and replacement of the technical resources I utilize.
50. When technology is required for me to perform my duties, it is available at appropriate times.
51. When I have a technology question or issue the Help Desk provides me with help and/or training in a timely manner.
52. I have adequate access to the information and/or data I need to do my job.
53. Shasta College provides sufficient and consistent financial support for the effective maintenance and improvement of its information and learning resources.
54. Financial planning reflects Shasta College's philosophy, mission and goals.
55. Learning outcomes are considered throughout the budgeting and planning process.
56. Timely and accurate financial information is available to me.
57. As a member of the Shasta College community, I feel empowered to actively participate in creating and implementing innovation.
58. The institution relies primarily on its faculty and the Academic Senate for recommendations about student learning program and services.

59. Shasta College encourages discussion and communication throughout the college community.
60. The Governing Board's policy-based governance assures the quality, integrity, and effectiveness of student learning programs and services.
61. The Governing Board adheres to a clear and inclusive policy for selecting and evaluating the Shasta College president.
62. The college president provides effective leadership.
63. The college president communicates effectively the constituencies within the College.
64. Faculty have an equitable role in governing, planning, budgeting and policy-making bodies.
65. Staff have an equitable role in governing, planning, budgeting and policy-making bodies.
66. Faculty have a substantial voice in matters relating to educational programs.
67. Faculty have a substantial voice in matters relating to other areas of their responsibilities (e.g. professional growth, flex credit, committee assignments, etc.)