

CABRILLO ACCREDITATION SURVEY -- STAFF (Fall 2003)

Absolute Confidentiality: Please do not write your name anywhere on the questionnaire. We sincerely want your honest responses to these questions that are arranged based on the new accreditation standards. **Please return completed survey to the "STAFF/ FACULTY SURVEY" collection box in the Mail Room or the "PLANNING & RESEARCH OFFICE (PRO) mail box by Tuesday, September 2, 2003.** Please use either pen or pencil. If you have questions, please call Judy Cassada at 479-5720.

I primarily work for: Business Services Instruction President's Office Student Services

On a scale of 1 through 5, with 1 being **Strongly Disagree** and 5 being **Strongly Agree**, please rate your perceptions of Cabrillo College by checking the appropriate box:

1	2	3	4	5	
Strongly Disagree	Somewhat Disagree	Neither Agree Nor Disagree	Somewhat Agree	Strongly Agree	Strongly Disagree <====> Strongly Agree

Accreditation Standard I: Improving Institutional Effectiveness					
1. Cabrillo's mission statement guides institutional planning.	①	②	③	④	⑤
2. Cabrillo is committed to continuous improvements of the student learning process.	①	②	③	④	⑤
3. College Master Plan goals are regularly assessed and results shared with campus constituencies.	①	②	③	④	⑤
4. Planning processes are reviewed to identify needed areas of improvement.	①	②	③	④	⑤
5. Institutional planning decisions are based on research data.	①	②	③	④	⑤
6. Institutional planning decisions are based on personal opinion.	①	②	③	④	⑤
7. The information from the Planning and Research Office (Fact Book, Web site, and planning and research reports) is helpful in getting the information I need.	①	②	③	④	⑤
Accreditation Standard II: Student Learning Programs and Services					
8. Faculty present information fairly and objectively to students and others.	①	②	③	④	⑤
9. College staff present information fairly and objectively to students and others.	①	②	③	④	⑤
10. Academic freedom is upheld by Cabrillo College.	①	②	③	④	⑤
11. Cabrillo provides clear and accurate information about courses, programs, degrees, and certificates to its students.	①	②	③	④	⑤
12. During the average school year, how often do you refer students to the various student support services on campus? <i>[Please circle one.]</i>	0-4	5-10	11-20		
	21-40	41-60	60+		
13. Student support services make significant contributions to student success (e.g., retention, transfers).	①	②	③	④	⑤
14. Information on all of the programs available to students at Cabrillo should be listed in one college publication. <i>[If you agree, please write the name of publication (online or offline) you recommend here:]</i>	①	②	③	④	⑤
15. Cabrillo evaluates the learning support needs of its students based upon learner outcomes to provide services and programs to address those needs.	①	②	③	④	⑤
16. Cabrillo provides programs and services that enhance understanding and appreciation of diversity on campus.	①	②	③	④	⑤
17. Tutoring services support the attainment of student learner outcomes.	①	②	③	④	⑤
18. Cabrillo provides technology development and training for faculty and staff on a regular basis.	①	②	③	④	⑤
Accreditation Standard III: Resources					
19. There are sufficient numbers of qualified faculty to support college programs.	①	②	③	④	⑤
20. There are sufficient numbers of qualified staff to support college services.	①	②	③	④	⑤

Continued on back. →

STAFF SURVEY, continued

☹ 😊 ☺
 Strongly Disagree <====> Strongly Agree

21. Personnel search and selection processes are fair to all applicants.	① ② ③ ④ ⑤
22. Search and selection processes are likely to result in hiring personnel who will effectively advance the mission of Cabrillo College.	① ② ③ ④ ⑤
23. Evaluation processes are effective in improving the quality of job performance of staff.	① ② ③ ④ ⑤
24. Evaluation processes are effective in improving the quality of job performance of faculty.	① ② ③ ④ ⑤
25. Evaluation processes are effective in improving the quality of job performance of administrators.	① ② ③ ④ ⑤
26. Cabrillo provides sufficient opportunities for professional development.	① ② ③ ④ ⑤
27. The college's policies and practices demonstrate appropriate concern for issues of equity and diversity.	① ② ③ ④ ⑤
28. Cabrillo links staffing decisions to its institutional planning.	① ② ③ ④ ⑤
29. College budget priorities are determined by systematic planning.	① ② ③ ④ ⑤
30. The college has adequate physical accommodations for people with disabilities.	① ② ③ ④ ⑤
31. I feel safe on campus during the day.	① ② ③ ④ ⑤
32. I feel safe on campus at night.	① ② ③ ④ ⑤
33. Overall, the campus buildings provide a safe and healthy environment in which to work and learn. <i>[Please list examples of any campus facility that is not a safe and/or healthy environment.]</i>	① ② ③ ④ ⑤
34. Overall, the campus landscaped areas are attractive and safe. <i>[Please list any examples of landscaped areas that are not safe or attractive, other than temporary construction activities.]</i>	① ② ③ ④ ⑤
35. In my office, the equipment, software and network connections used to support my work are adequate and well maintained.	① ② ③ ④ ⑤
36. Computing Resources responds to service requests with adequate speed.	① ② ③ ④ ⑤
37. The work of the Cabrillo Foundation supports the goals of the College Master Plan.	① ② ③ ④ ⑤
38. Cabrillo uses resources wisely and fairly.	① ② ③ ④ ⑤
39. Appropriate and timely budgetary information is provided regularly throughout Cabrillo.	① ② ③ ④ ⑤
Accreditation Standard IV: Leadership and Governance	
40. The College Planning Council (CPC) is an effective channel for staff ideas regarding institutional decision-making.	① ② ③ ④ ⑤
41. The SEIU representation on CPC is effective in making recommendations with respect to compensation and workload issues.	① ② ③ ④ ⑤
42. The SEIU effectively communicates decisions and discussions taking place in the CPC.	① ② ③ ④ ⑤
43. On average, I spend ___ hour(s) per week on shared governance activities (reading minutes, memos, newsletters, attending meetings, etc.). <i>[Please circle one.]</i>	0 hrs. 1 hr. 2 hrs. 3 hrs. 4 hrs. > 4 hrs.
44. Staff members are encouraged to take initiative in improving the services in which they are involved.	① ② ③ ④ ⑤
45. The Student Senate has a defined role in institutional governance.	① ② ③ ④ ⑤
46. Governing board policies support the quality, integrity and effectiveness of student learning programs and services.	① ② ③ ④ ⑤
47. The president provides effective leadership for Cabrillo.	① ② ③ ④ ⑤

Thank you for making this staff survey possible, and for your excellent work and spirit!