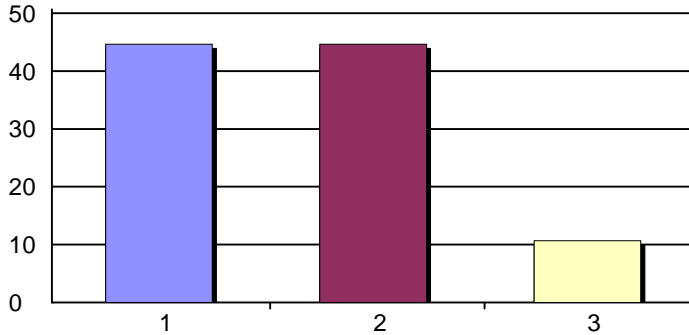


# Fall 2011 Faculty/Staff Survey Report

Creation Date: 11/28/2011  
 Time Interval: 11/9/2011 to 11/25/2011  
 Total Respondents: 191  
 Return Rate: 48%

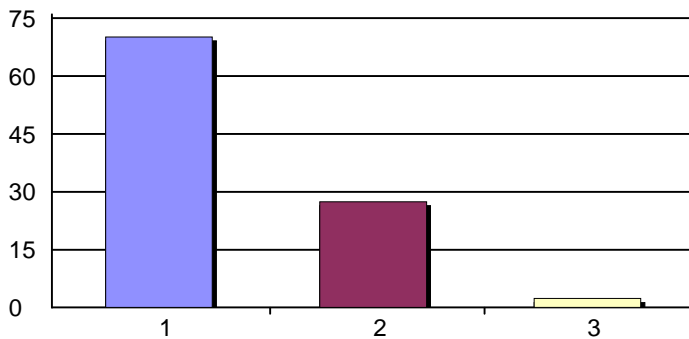
Top 10 High Scores: (Highest first) #25, 43, 35, 45, 47,  
 54, 32, 44, 55, and 53.  
 Bottom 10 Low Scores: (Lowest first) #39, 8, 52, 28, 31,  
 27, 51, 10, 17, and 24.

1. I am a(n)



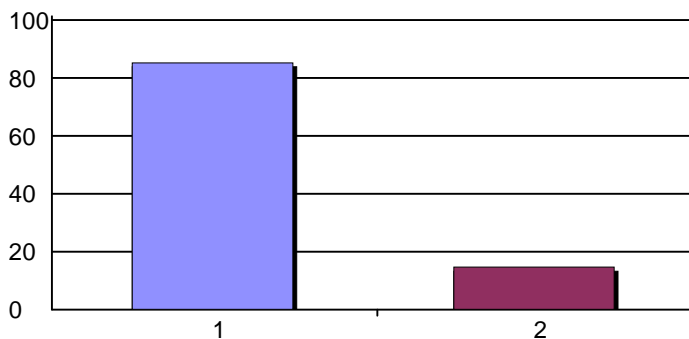
1. Faculty Member	75	45%
2. Classified Professional	75	45%
3. Administrator	18	11%
Total Responses:	168	

2. I am a



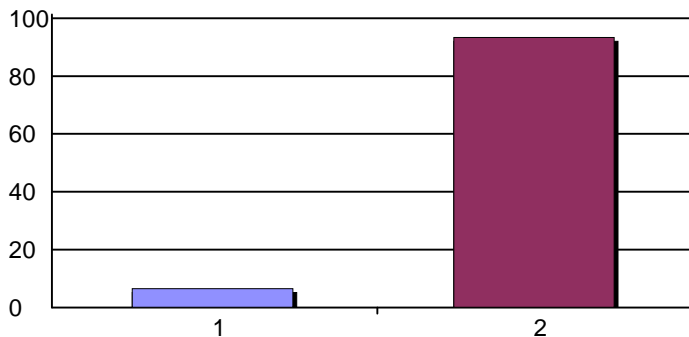
1. Full-time employee	120	70%
2. Part-time employee	47	27%
3. Other	4	2%
Total Responses:	171	

3. Primary Campus: (Choose one)




1. Kentfield Campus	145	85%
2. Indian Valley Campus	25	15%
Total Responses:	170	

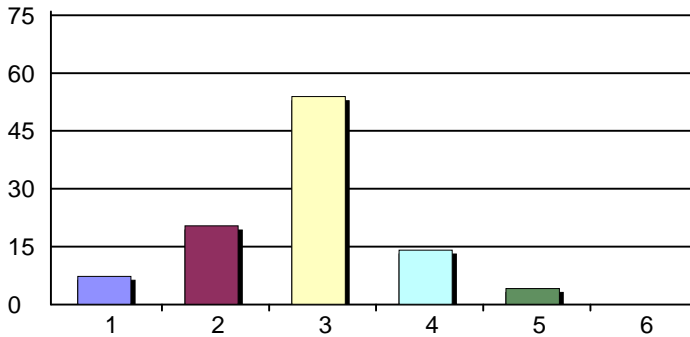
4. I teach (an) online course(s)



1. Yes	10	7%
2. No	142	93%
Total Responses:	152	
Mean: 1.93	Standard Deviation: 0.25	

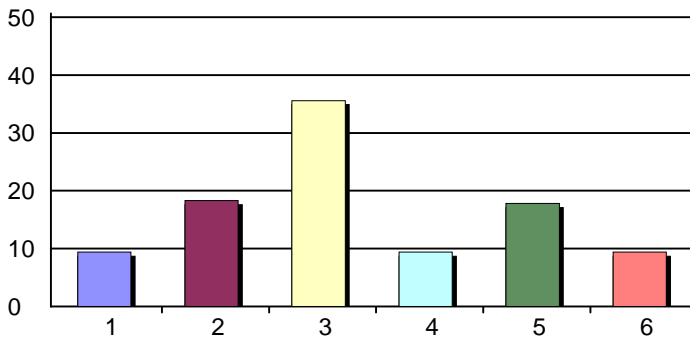
# Fall 2011 Faculty/Staff Survey Report

5. The College website is user-friendly. 



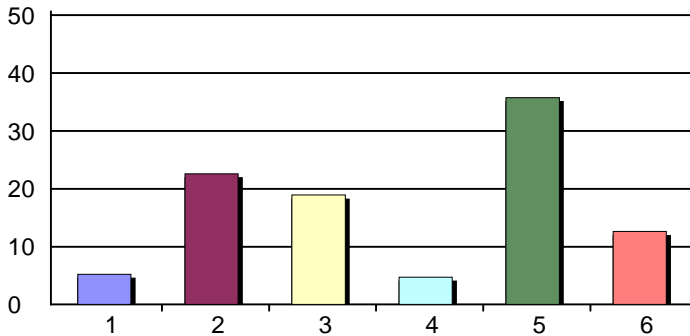
1. Strongly Disagree	14	7%
2. Disagree	39	20%
3. Agree	103	54%
4. Strongly Agree	27	14%
5. Do not know/No opinion	8	4%
6. Not applicable	0	0%
Total Responses:	191	
Mean: 2.78	Standard Deviation: 0.79	

6. The College's MyCom Portal is user-friendly.




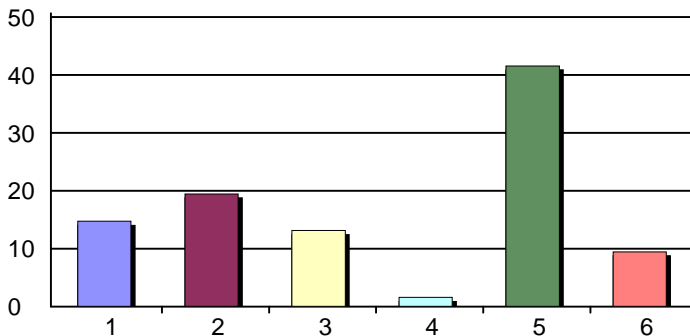
1. Strongly Disagree	18	9%
2. Disagree	35	18%
3. Agree	68	36%
4. Strongly Agree	18	9%
5. Do not know/No opinion	34	18%
6. Not applicable	18	9%
Total Responses:	191	
Mean: 2.62	Standard Deviation: 0.87	

7. The registration process is user-friendly.



1. Strongly Disagree	10	5%
2. Disagree	43	23%
3. Agree	36	19%
4. Strongly Agree	9	5%
5. Do not know/No opinion	68	36%
6. Not applicable	24	13%
Total Responses:	190	
Mean: 2.45	Standard Deviation: 0.80	

8. Matriculation services (placement, orientation and counseling) are adequate for new students. 



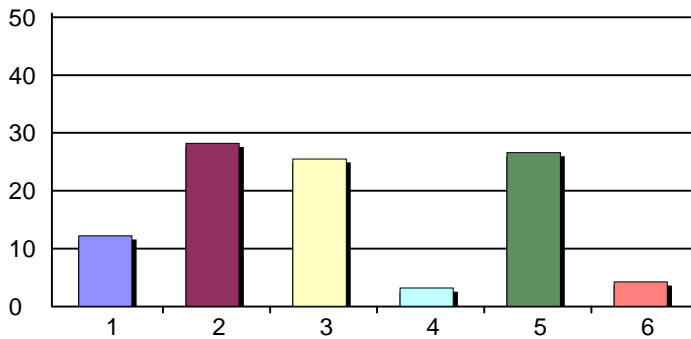
1. Strongly Disagree	28	15%
2. Disagree	37	19%
3. Agree	25	13%
4. Strongly Agree	3	2%
5. Do not know/No opinion	79	42%
6. Not applicable	18	9%
Total Responses:	190	
Mean: 2.03	Standard Deviation: 0.84	

2



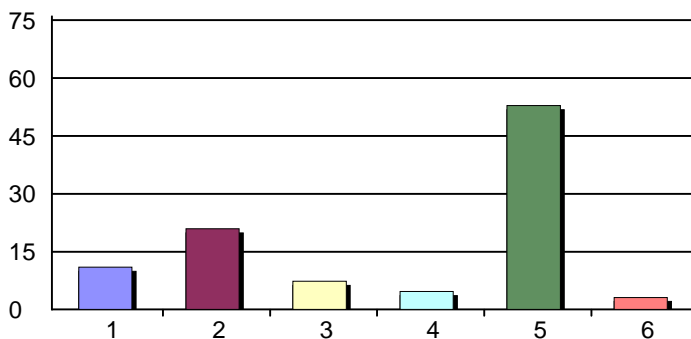
# Fall 2011 Faculty/Staff Survey Report

9. Students are able to enroll in classes when they need them.



1. Strongly Disagree	23	12%
2. Disagree	53	28%
3. Agree	48	26%
4. Strongly Agree	6	3%
5. Do not know/No opinion	50	27%
6. Not applicable	8	4%
Total Responses:	188	
Mean: 2.28	Standard Deviation: 0.81	

10. Given the level of stress in our students' lives, the College provides adequate mental health counseling services for students.

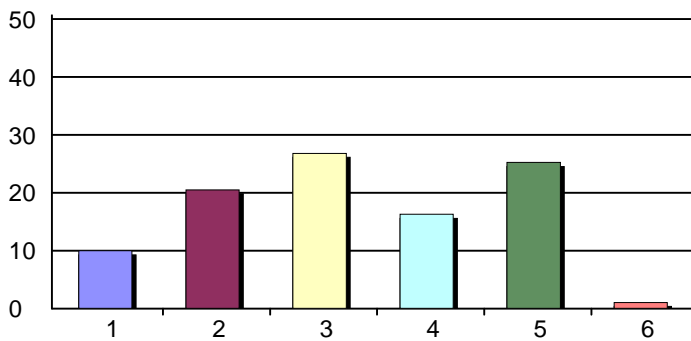


1. Strongly Disagree	21	11%
2. Disagree	40	21%
3. Agree	14	7%
4. Strongly Agree	9	5%
5. Do not know/No opinion	101	53%
6. Not applicable	6	3%
Total Responses:	191	
Mean: 2.13	Standard Deviation: 0.92	

8

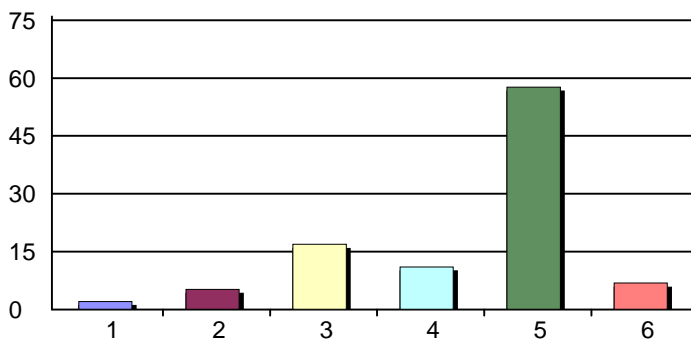


11. The College provides adequate physical accommodations for people with disabilities.



1. Strongly Disagree	19	10%
2. Disagree	39	21%
3. Agree	51	27%
4. Strongly Agree	31	16%
5. Do not know/No opinion	48	25%
6. Not applicable	2	1%
Total Responses:	190	
Mean: 2.67	Standard Deviation: 0.97	

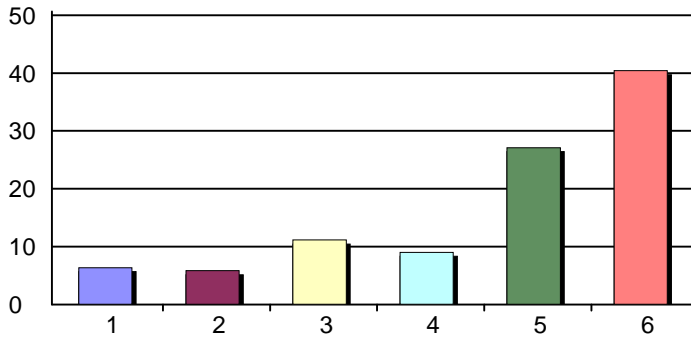
12. The bookstore's textbook rental program has helped students reduce expenses for textbooks.



1. Strongly Disagree	4	2%
2. Disagree	10	5%
3. Agree	32	17%
4. Strongly Agree	21	11%
5. Do not know/No opinion	109	58%
6. Not applicable	13	7%
Total Responses:	189	
Mean: 3.04	Standard Deviation: 0.84	

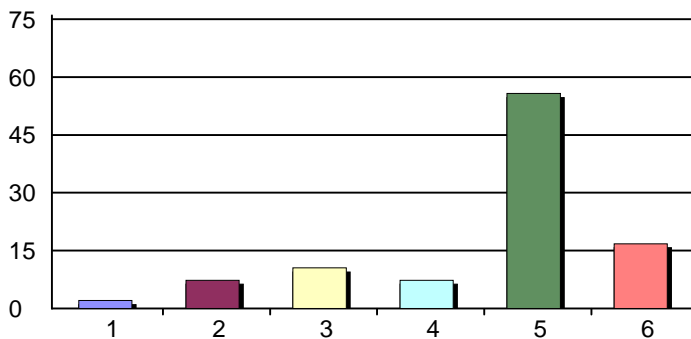
# Fall 2011 Faculty/Staff Survey Report

13. The textbook for your class has been made available to students in the library's reserve shelf.



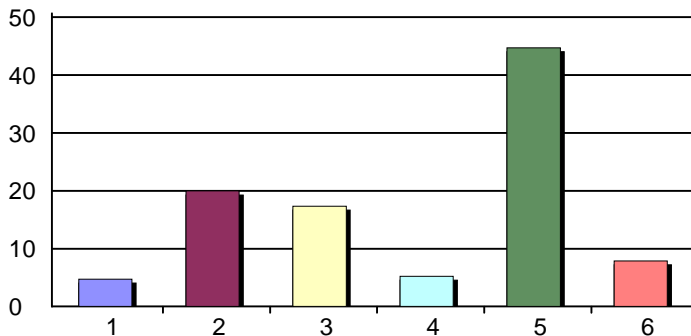
1. Strongly Disagree	12	6%
2. Disagree	11	6%
3. Agree	21	11%
4. Strongly Agree	17	9%
5. Do not know/No opinion	51	27%
6. Not applicable	76	40%
Total Responses:	188	
Mean: 2.70	Standard Deviation: 1.09	

14. Faculty offer multiple textbook formats to reduce textbook cost.



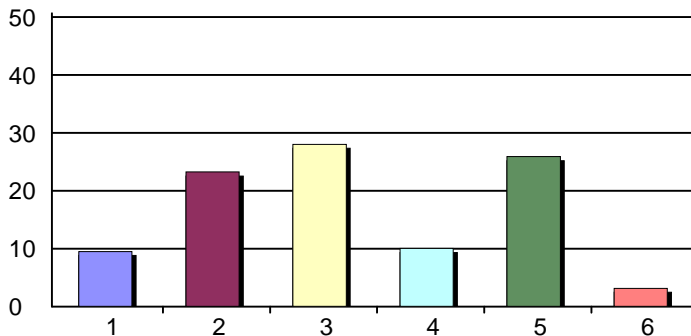
1. Strongly Disagree	4	2%
2. Disagree	14	7%
3. Agree	20	11%
4. Strongly Agree	14	7%
5. Do not know/No opinion	106	56%
6. Not applicable	32	17%
Total Responses:	190	
Mean: 2.85	Standard Deviation: 0.92	

15. The College provides adequate distance education offerings.



1. Strongly Disagree	9	5%
2. Disagree	38	20%
3. Agree	33	17%
4. Strongly Agree	10	5%
5. Do not know/No opinion	85	45%
6. Not applicable	15	8%
Total Responses:	190	
Mean: 2.49	Standard Deviation: 0.82	

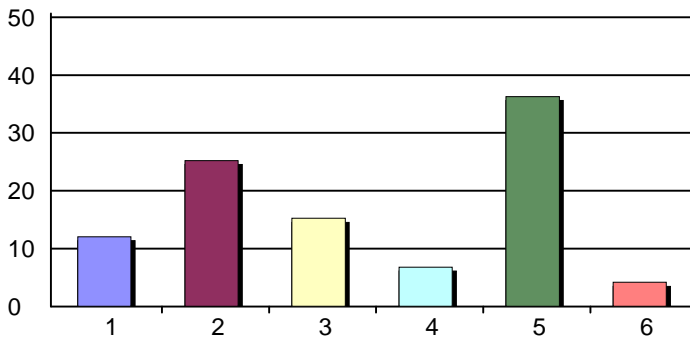
16. The College provides adequate evening classes so students can complete their studies in a timely manner.



1. Strongly Disagree	18	10%
2. Disagree	44	23%
3. Agree	53	28%
4. Strongly Agree	19	10%
5. Do not know/No opinion	49	26%
6. Not applicable	6	3%
Total Responses:	189	
Mean: 2.54	Standard Deviation: 0.90	

# Fall 2011 Faculty/Staff Survey Report

17. The College provides adequate classes on weekends so students can complete their studies in a timely manner.

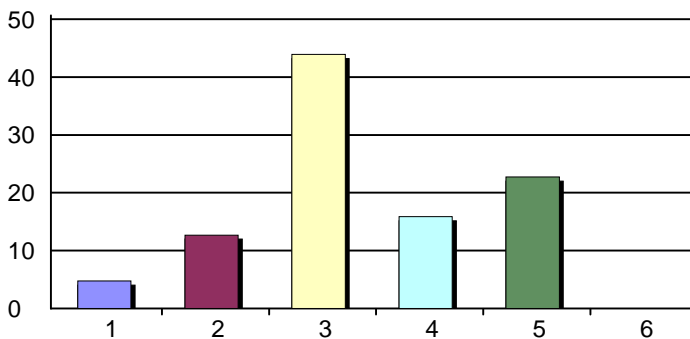


1. Strongly Disagree	23	12%
2. Disagree	48	25%
3. Agree	29	15%
4. Strongly Agree	13	7%
5. Do not know/No opinion	69	36%
6. Not applicable	8	4%
Total Responses:	190	
Mean: 2.28	Standard Deviation: 0.92	

9

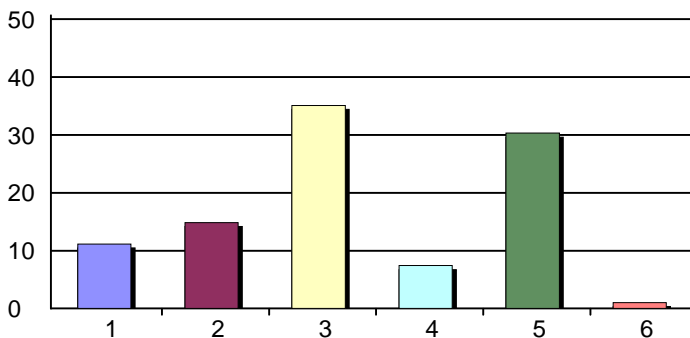


18. The College's mission statement guides its institutional planning.



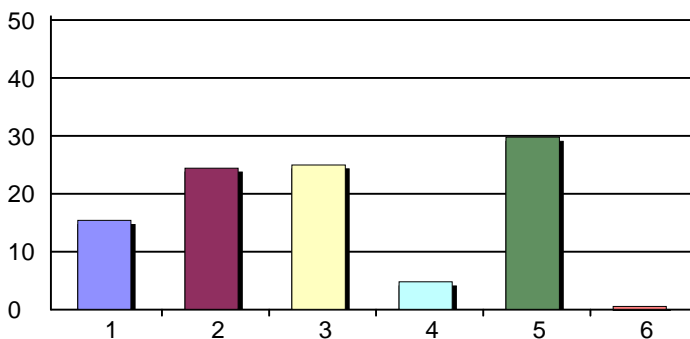
1. Strongly Disagree	9	5%
2. Disagree	24	13%
3. Agree	83	44%
4. Strongly Agree	30	16%
5. Do not know/No opinion	43	23%
6. Not applicable	0	0%
Total Responses:	189	
Mean: 2.92	Standard Deviation: 0.78	

19. The Program Review process is used to determine departmental staffing needs.



1. Strongly Disagree	21	11%
2. Disagree	28	15%
3. Agree	66	35%
4. Strongly Agree	14	7%
5. Do not know/No opinion	57	30%
6. Not applicable	2	1%
Total Responses:	188	
Mean: 2.57	Standard Deviation: 0.89	

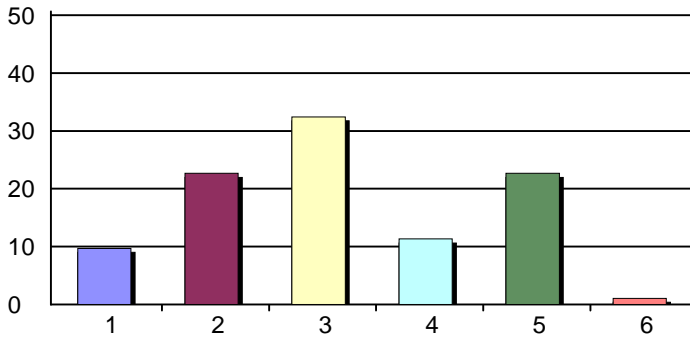
20. The College's budget priorities are determined by systematic planning.



1. Strongly Disagree	29	15%
2. Disagree	46	24%
3. Agree	47	25%
4. Strongly Agree	9	5%
5. Do not know/No opinion	56	30%
6. Not applicable	1	1%
Total Responses:	188	
Mean: 2.27	Standard Deviation: 0.89	

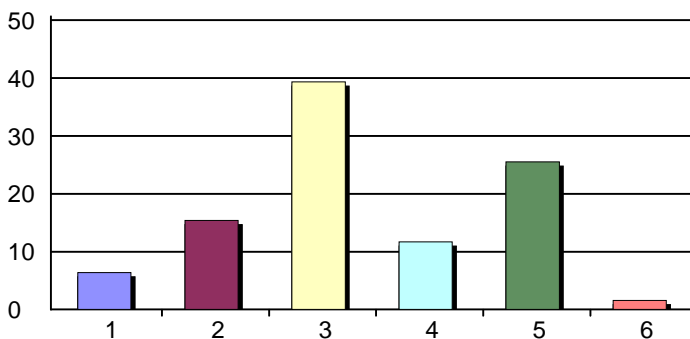
# Fall 2011 Faculty/Staff Survey Report

21. The College's governance process is an effective channel for faculty/staff ideas regarding institutional decision-making.



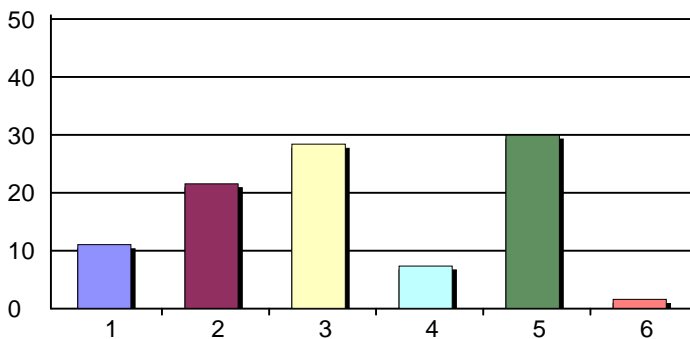
1. Strongly Disagree	18	10%
2. Disagree	42	23%
3. Agree	60	32%
4. Strongly Agree	21	11%
5. Do not know/No opinion	42	23%
6. Not applicable	2	1%
<b>Total Responses:</b>	<b>185</b>	
<b>Mean:</b>	<b>2.60</b>	<b>Standard Deviation: 0.89</b>

22. Planning processes, such as program review, are evaluated to identify ways to improve the process.



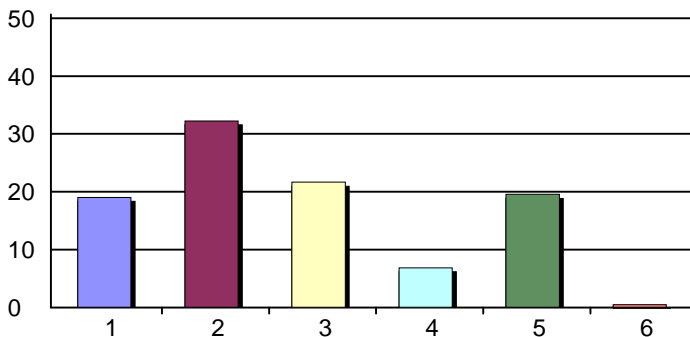
1. Strongly Disagree	12	6%
2. Disagree	29	15%
3. Agree	74	39%
4. Strongly Agree	22	12%
5. Do not know/No opinion	48	26%
6. Not applicable	3	2%
<b>Total Responses:</b>	<b>188</b>	
<b>Mean:</b>	<b>2.77</b>	<b>Standard Deviation: 0.82</b>

23. Institutional planning decisions are based on data and research.



1. Strongly Disagree	21	11%
2. Disagree	41	22%
3. Agree	54	28%
4. Strongly Agree	14	7%
5. Do not know/No opinion	57	30%
6. Not applicable	3	2%
<b>Total Responses:</b>	<b>190</b>	
<b>Mean:</b>	<b>2.47</b>	<b>Standard Deviation: 0.89</b>

24. Appropriate and timely budgetary information is provided regularly to the members of the College community.



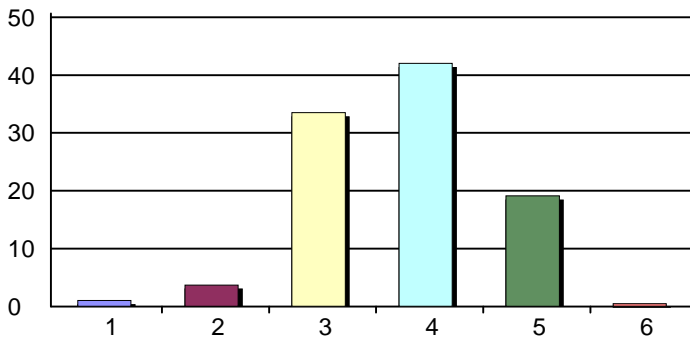
1. Strongly Disagree	36	19%
2. Disagree	61	32%
3. Agree	41	22%
4. Strongly Agree	13	7%
5. Do not know/No opinion	37	20%
6. Not applicable	1	1%
<b>Total Responses:</b>	<b>189</b>	
<b>Mean:</b>	<b>2.21</b>	<b>Standard Deviation: 0.90</b>

10



# Fall 2011 Faculty/Staff Survey Report

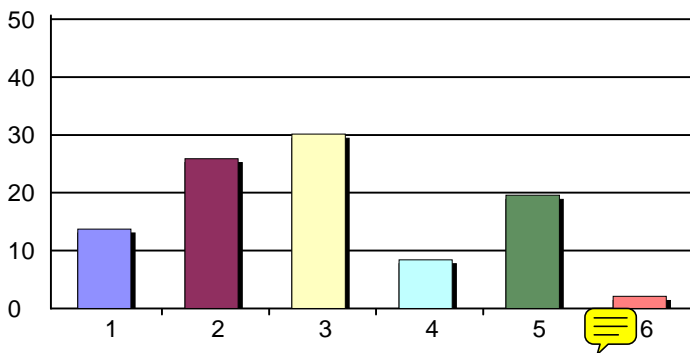
25. The superintendent/president provides effective leadership to achieve the mission of the College.



1. Strongly Disagree	2	1%
2. Disagree	7	4%
3. Agree	63	34%
4. Strongly Agree	79	42%
5. Do not know/No opinion	36	19%
6. Not applicable	1	1%
Total Responses:	188	
Mean: 3.45	Standard Deviation: 0.65	

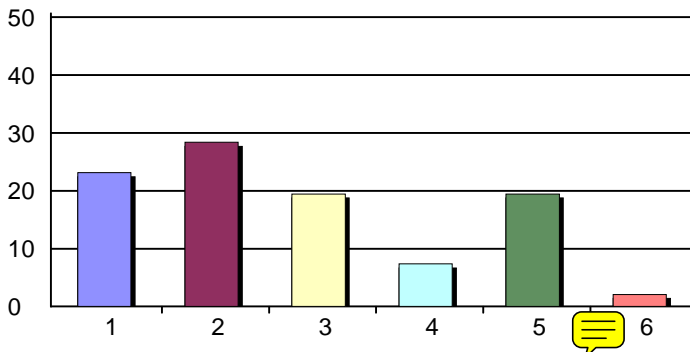


26. Managers have clear roles and responsibilities.



1. Strongly Disagree	26	14%
2. Disagree	49	26%
3. Agree	57	30%
4. Strongly Agree	16	8%
5. Do not know/No opinion	37	20%
6. Not applicable	4	2%
Total Responses:	189	
Mean: 2.43	Standard Deviation: 0.90	

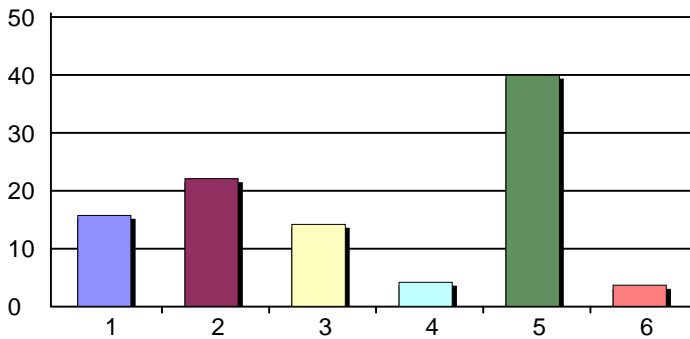
27. Managers are held accountable for their work.



1. Strongly Disagree	44	23%
2. Disagree	54	28%
3. Agree	37	19%
4. Strongly Agree	14	7%
5. Do not know/No opinion	37	19%
6. Not applicable	4	2%
Total Responses:	190	
Mean: 2.14	Standard Deviation: 0.95	



28. Managers receive adequate training and professional development opportunities.

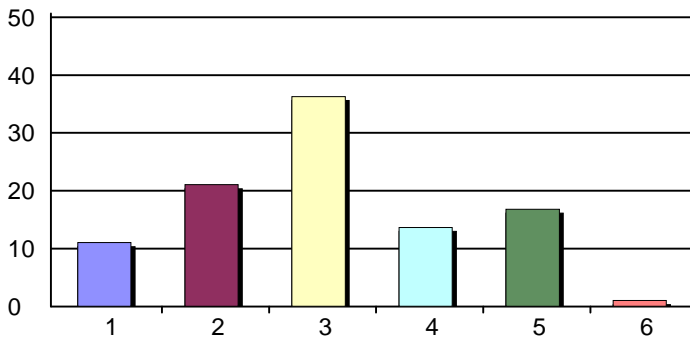


1. Strongly Disagree	30	16%
2. Disagree	42	22%
3. Agree	27	14%
4. Strongly Agree	8	4%
5. Do not know/No opinion	76	40%
6. Not applicable	7	4%
Total Responses:	190	
Mean: 2.12	Standard Deviation: 0.91	



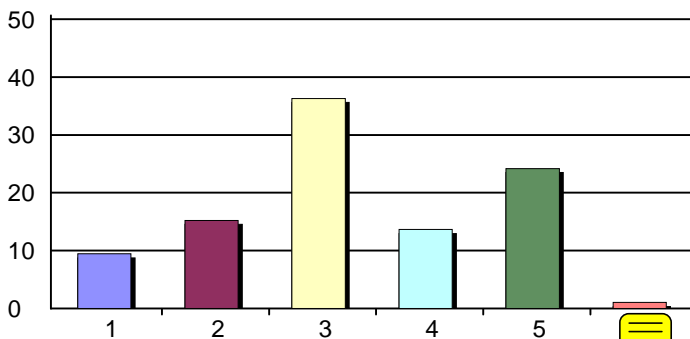
# Fall 2011 Faculty/Staff Survey Report

29. Classified professionals have clear roles and responsibilities.



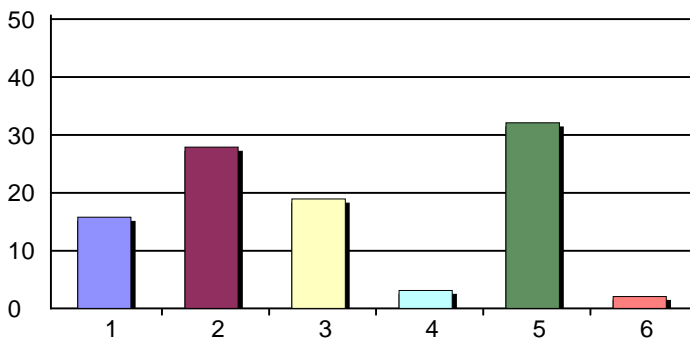
1. Strongly Disagree	21	11%
2. Disagree	40	21%
3. Agree	69	36%
4. Strongly Agree	26	14%
5. Do not know/No opinion	32	17%
6. Not applicable	2	1%
Total Responses:	190	
Mean: 2.64	Standard Deviation: 0.92	

30. Classified professionals are held accountable for their work.



1. Strongly Disagree	18	9%
2. Disagree	29	15%
3. Agree	69	36%
4. Strongly Agree	26	14%
5. Do not know/No opinion	46	24%
6. Not applicable	2	1%
Total Responses:	190	
Mean: 2.73	Standard Deviation: 0.91	

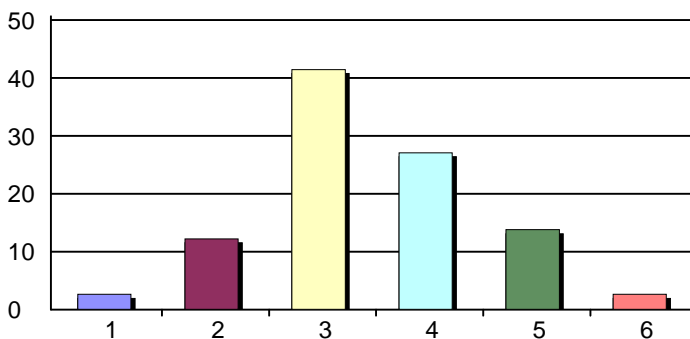
31. Classified professionals receive adequate training and professional development opportunities.



1. Strongly Disagree	30	16%
2. Disagree	53	28%
3. Agree	36	19%
4. Strongly Agree	6	3%
5. Do not know/No opinion	61	32%
6. Not applicable	4	2%
Total Responses:	190	
Mean: 2.14	Standard Deviation: 0.84	



32. Faculty have clear roles and responsibilities.



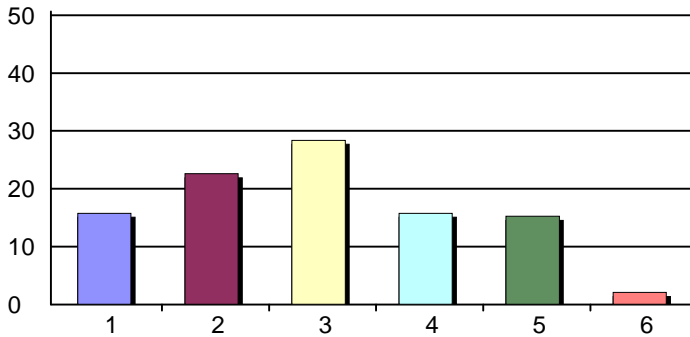
1. Strongly Disagree	5	3%
2. Disagree	23	12%
3. Agree	78	41%
4. Strongly Agree	51	27%
5. Do not know/No opinion	26	14%
6. Not applicable	5	3%
Total Responses:	188	
Mean: 3.11	Standard Deviation: 0.77	





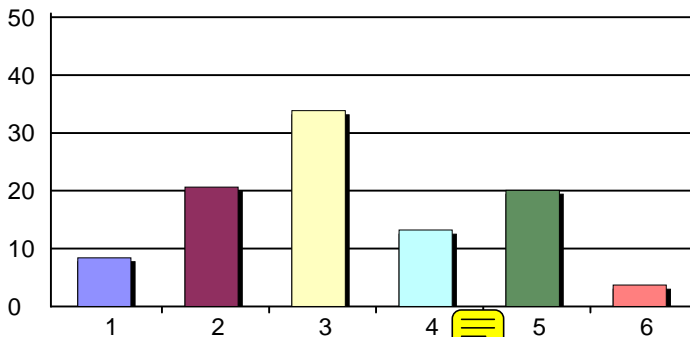
# Fall 2011 Faculty/Staff Survey Report

33. Faculty are held accountable for their work.



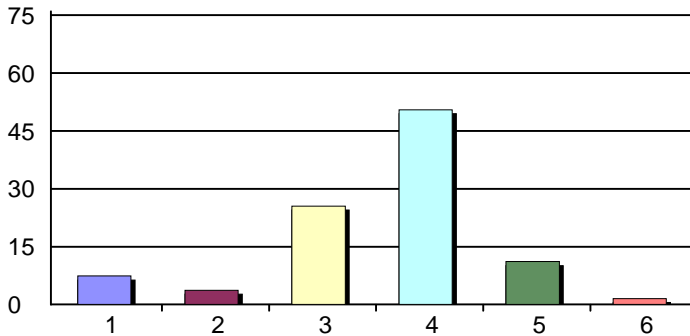
1. Strongly Disagree	30	16%
2. Disagree	43	23%
3. Agree	54	28%
4. Strongly Agree	30	16%
5. Do not know/No opinion	29	15%
6. Not applicable	4	2%
Total Responses:	190	
Mean: 2.54	Standard Deviation: 1.01	

34. Faculty receive adequate training and professional development opportunities.



1. Strongly Disagree	16	8%
2. Disagree	39	21%
3. Agree	64	34%
4. Strongly Agree	25	13%
5. Do not know/No opinion	38	20%
6. Not applicable	7	4%
Total Responses:	189	
Mean: 2.68	Standard Deviation: 0.89	

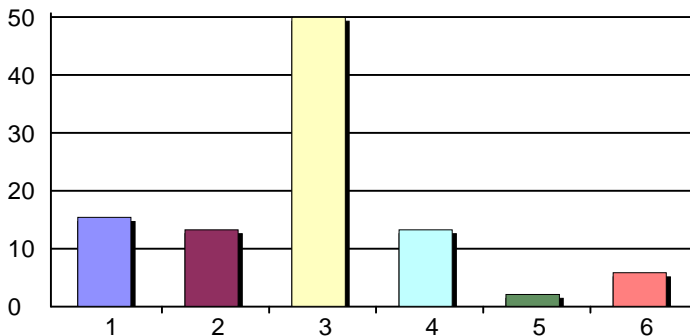
35. Making Banner (i.e. Finance, HR) work more effectively should be a College priority.



1. Strongly Disagree	14	7%
2. Disagree	7	4%
3. Agree	48	26%
4. Strongly Agree	95	51%
5. Do not know/No opinion	21	11%
6. Not applicable	3	2%
Total Responses:	188	
Mean: 3.37	Standard Deviation: 0.91	



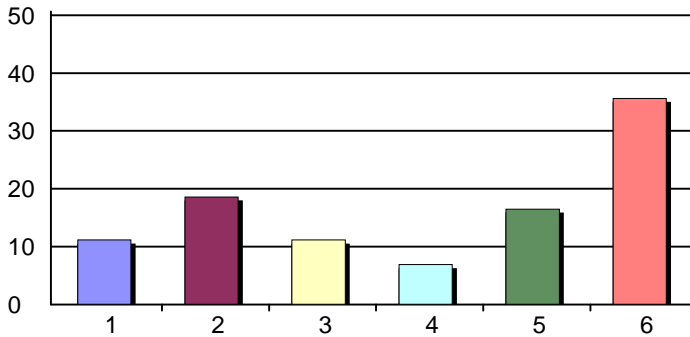
36. In my office, the technology is appropriate to do my job efficiently.



1. Strongly Disagree	29	15%
2. Disagree	25	13%
3. Agree	94	50%
4. Strongly Agree	25	13%
5. Do not know/No opinion	4	2%
6. Not applicable	11	6%
Total Responses:	188	
Mean: 2.66	Standard Deviation: 0.92	

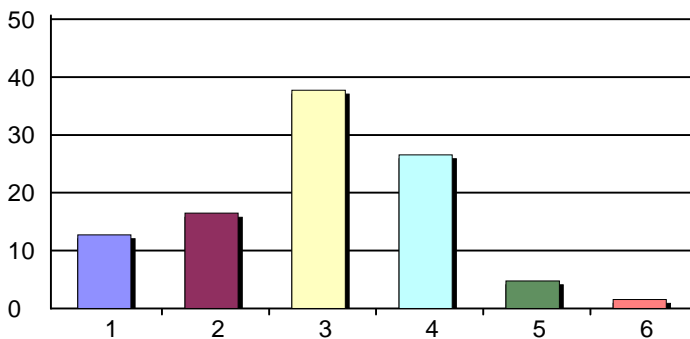
# Fall 2011 Faculty/Staff Survey Report

37. In my classroom, the technology is appropriate to do my job efficiently.



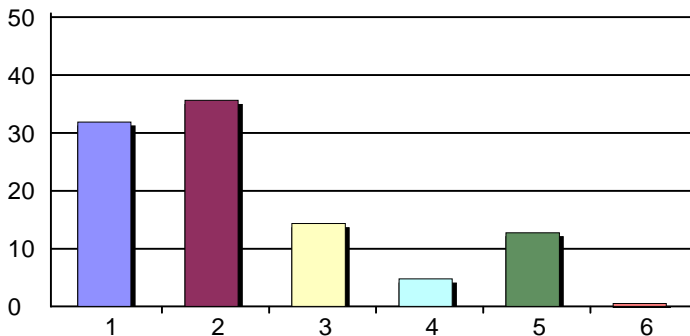
1. Strongly Disagree	21	11%
2. Disagree	35	19%
3. Agree	21	11%
4. Strongly Agree	13	7%
5. Do not know/No opinion	31	16%
6. Not applicable	67	36%
Total Responses:	188	
Mean: 2.29	Standard Deviation: 0.99	

38. Photocopy machines are easily accessible.



1. Strongly Disagree	24	13%
2. Disagree	31	16%
3. Agree	71	38%
4. Strongly Agree	50	27%
5. Do not know/No opinion	9	5%
6. Not applicable	3	2%
Total Responses:	188	
Mean: 2.84	Standard Deviation: 0.99	

39. The College provides adequate resources to maintain its new and existing facilities.

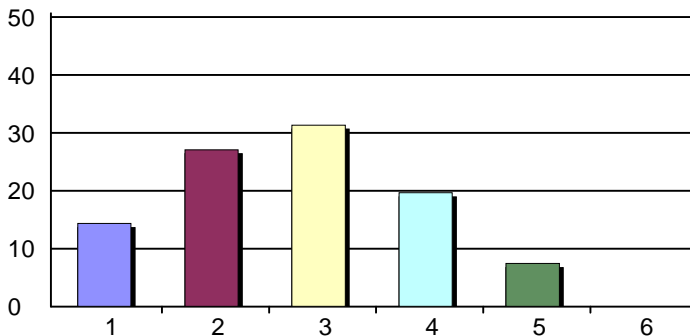


1. Strongly Disagree	60	32%
2. Disagree	67	36%
3. Agree	27	14%
4. Strongly Agree	9	5%
5. Do not know/No opinion	24	13%
6. Not applicable	1	1%
Total Responses:	188	
Mean: 1.91	Standard Deviation: 0.87	

1



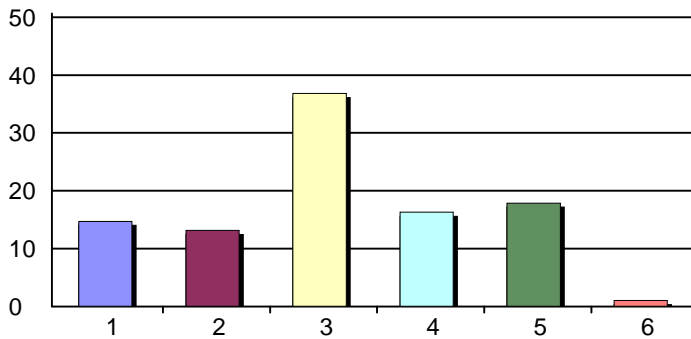
40. I know my responsibilities as a state worker when a major emergency on campus arises (i.e. earthquake or fire).



1. Strongly Disagree	27	14%
2. Disagree	51	27%
3. Agree	59	31%
4. Strongly Agree	37	20%
5. Do not know/No opinion	14	7%
6. Not applicable	0	0%
Total Responses:	188	
Mean: 2.61	Standard Deviation: 0.99	

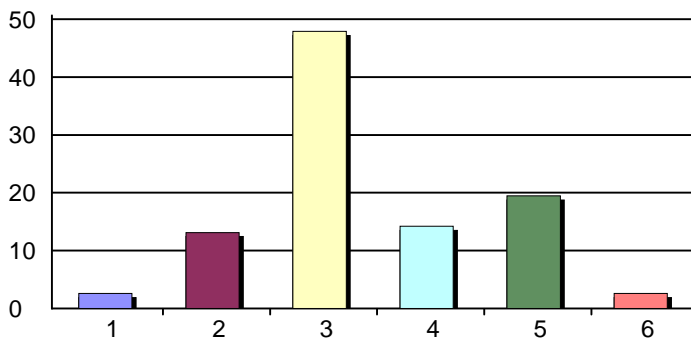
# Fall 2011 Faculty/Staff Survey Report

41. The Human Resources personnel selection processes are fair to all applicants.



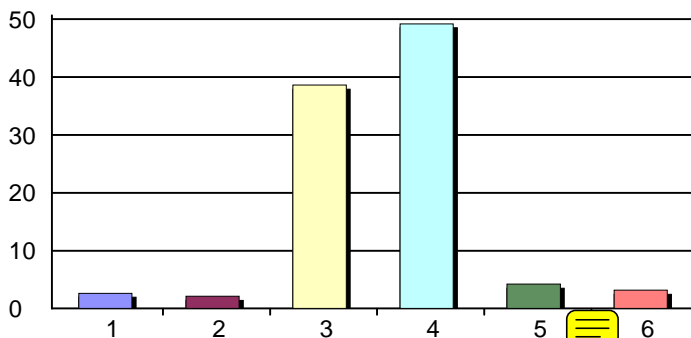
1. Strongly Disagree	28	15%
2. Disagree	25	13%
3. Agree	70	37%
4. Strongly Agree	31	16%
5. Do not know/No opinion	34	18%
6. Not applicable	2	1%
Total Responses:	190	
Mean: 2.68	Standard Deviation: 1.00	

42. The College's policies and practices demonstrate appropriate concern/focus for issues of diversity.



1. Strongly Disagree	5	3%
2. Disagree	25	13%
3. Agree	91	48%
4. Strongly Agree	27	14%
5. Do not know/No opinion	37	19%
6. Not applicable	5	3%
Total Responses:	190	
Mean: 2.95	Standard Deviation: 0.70	

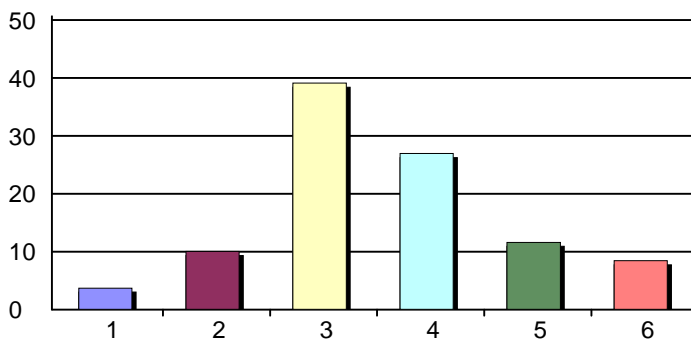
43. I feel safe on the Kentfield campus during the day.



1. Strongly Disagree	5	3%
2. Disagree	4	2%
3. Agree	73	39%
4. Strongly Agree	93	49%
5. Do not know/No opinion	8	4%
6. Not applicable	6	3%
Total Responses:	189	
Mean: 3.45	Standard Deviation: 0.68	



44. I feel safe on the Kentfield campus during the night.

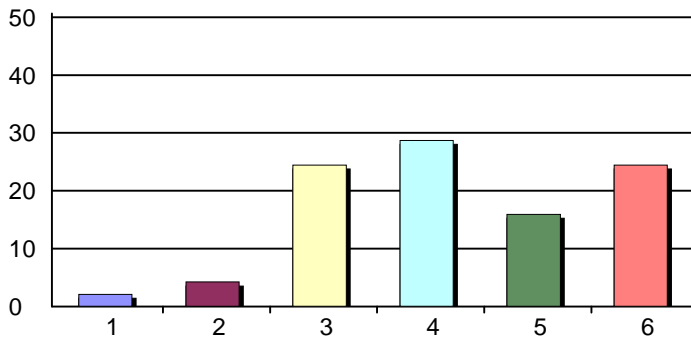


1. Strongly Disagree	7	4%
2. Disagree	19	10%
3. Agree	74	39%
4. Strongly Agree	51	27%
5. Do not know/No opinion	22	12%
6. Not applicable	16	8%
Total Responses:	189	
Mean: 3.12	Standard Deviation: 0.80	



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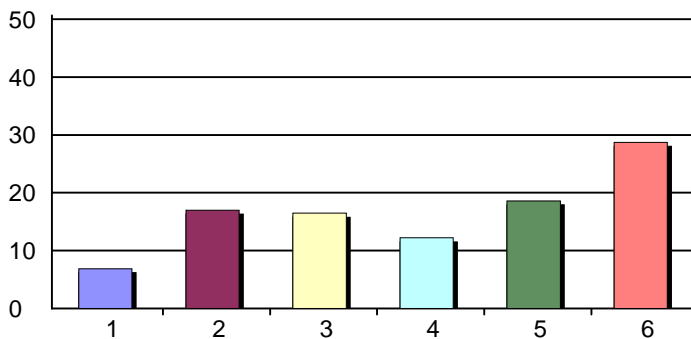
45. I feel safe on the Indian Valley campus during the day.



1. Strongly Disagree	4	2%
2. Disagree	8	4%
3. Agree	46	24%
4. Strongly Agree	54	29%
5. Do not know/No opinion	30	16%
6. Not applicable	46	24%
Total Responses:	188	
Mean: 3.34	Standard Deviation: 0.77	

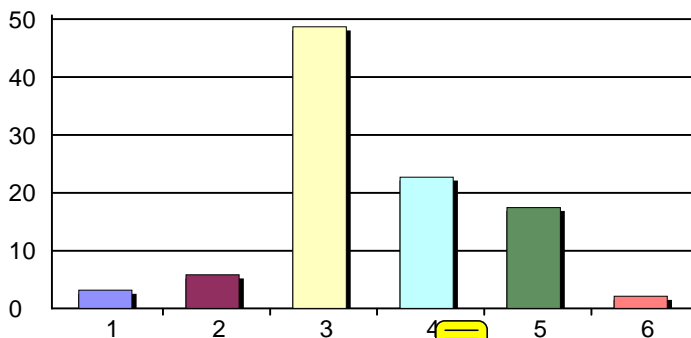


46. I feel safe on the Indian Valley campus during the night.



1. Strongly Disagree	13	7%
2. Disagree	32	17%
3. Agree	31	16%
4. Strongly Agree	23	12%
5. Do not know/No opinion	35	19%
6. Not applicable	54	29%
Total Responses:	188	
Mean: 2.65	Standard Deviation: 0.98	

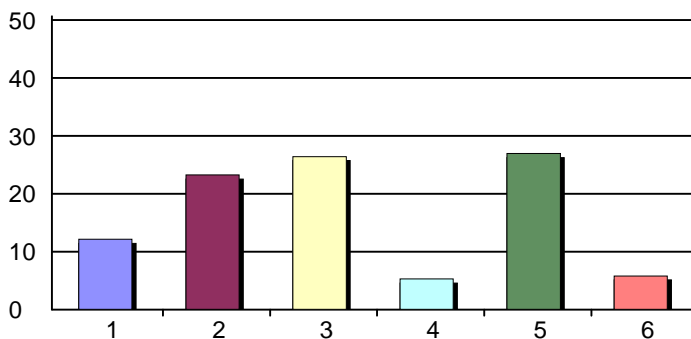
47. The College supports academic freedom.



1. Strongly Disagree	6	3%
2. Disagree	11	6%
3. Agree	92	49%
4. Strongly Agree	43	23%
5. Do not know/No opinion	33	17%
6. Not applicable	4	2%
Total Responses:	189	
Mean: 3.13	Standard Deviation: 0.71	



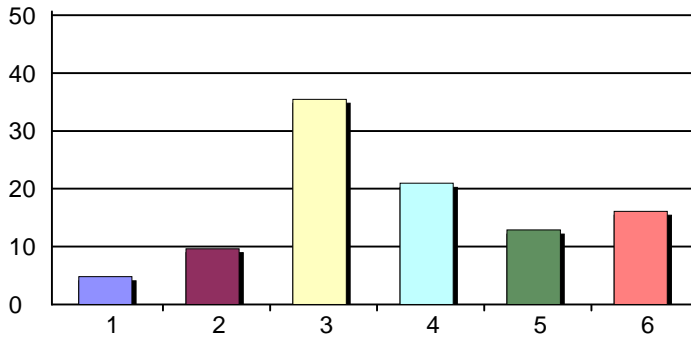
48. The College provides sufficient support for its adjunct faculty.



1. Strongly Disagree	23	12%
2. Disagree	44	23%
3. Agree	50	26%
4. Strongly Agree	10	5%
5. Do not know/No opinion	51	27%
6. Not applicable	11	6%
Total Responses:	189	
Mean: 2.37	Standard Deviation: 0.87	

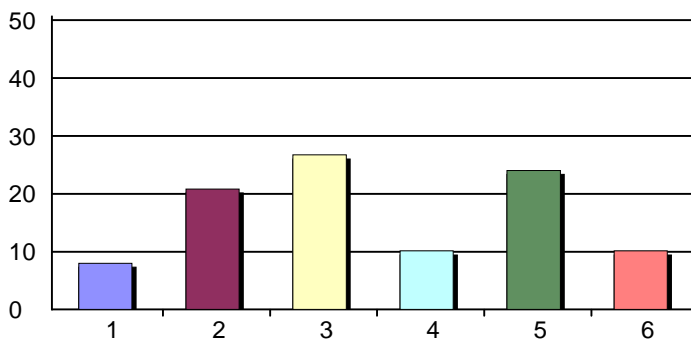
# Fall 2011 Faculty/Staff Survey Report

49. My department has discussed our SLOs' (Student Learning Outcomes') assessment to make improvements to programs.



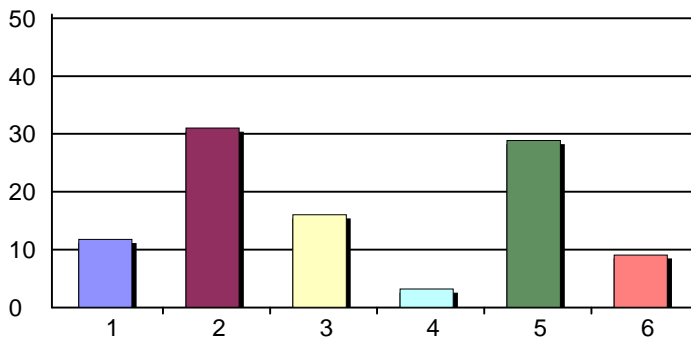
1. Strongly Disagree	9	5%
2. Disagree	18	10%
3. Agree	66	35%
4. Strongly Agree	39	21%
5. Do not know/No opinion	24	13%
6. Not applicable	30	16%
<b>Total Responses:</b>	<b>186</b>	
<b>Mean: 3.02</b>	<b>Standard Deviation: 0.84</b>	

50. The College has provided adequate support and training in SLOs' assessment.



1. Strongly Disagree	15	8%
2. Disagree	39	21%
3. Agree	50	27%
4. Strongly Agree	19	10%
5. Do not know/No opinion	45	24%
6. Not applicable	19	10%
<b>Total Responses:</b>	<b>187</b>	
<b>Mean: 2.59</b>	<b>Standard Deviation: 0.89</b>	

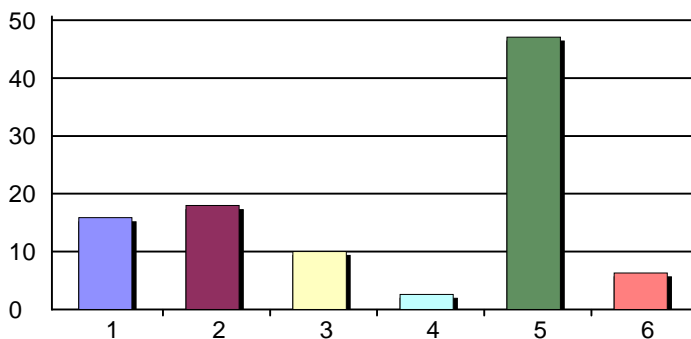
51. Counselors and instructors communicate with each other to make sure that students receive accurate information about courses and programs.



1. Strongly Disagree	22	12%
2. Disagree	58	31%
3. Agree	30	16%
4. Strongly Agree	6	3%
5. Do not know/No opinion	54	29%
6. Not applicable	17	9%
<b>Total Responses:</b>	<b>187</b>	
<b>Mean: 2.17</b>	<b>Standard Deviation: 0.79</b>	

7

52. The College monitors at-risk students and provides early intervention.

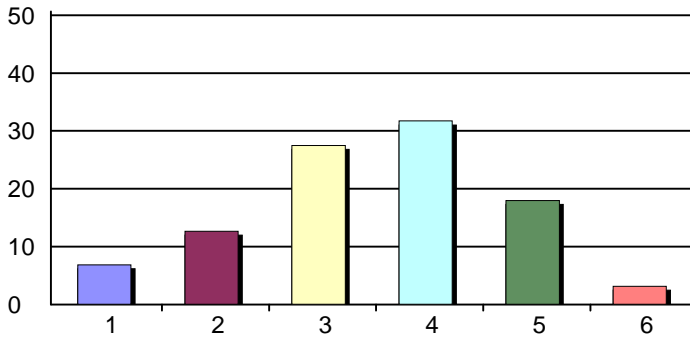


1. Strongly Disagree	30	16%
2. Disagree	34	18%
3. Agree	19	10%
4. Strongly Agree	5	3%
5. Do not know/No opinion	89	47%
6. Not applicable	12	6%
<b>Total Responses:</b>	<b>189</b>	
<b>Mean: 1.99</b>	<b>Standard Deviation: 0.89</b>	

3

# Fall 2011 Faculty/Staff Survey Report

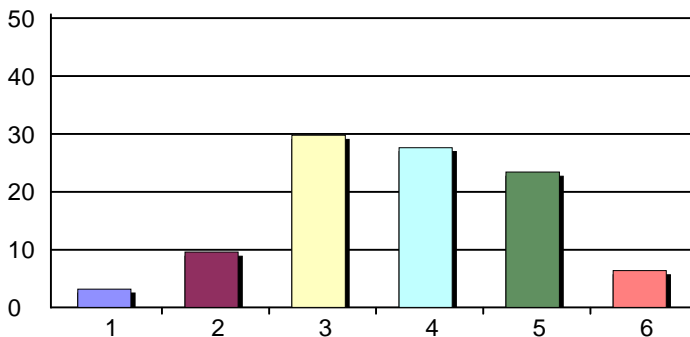
53. New students should be required to take student success classes during their first semester.



1. Strongly Disagree	13	7%
2. Disagree	24	13%
3. Agree	52	28%
4. Strongly Agree	60	32%
5. Do not know/No opinion	34	18%
6. Not applicable	6	3%
Total Responses:	189	
Mean: 3.07	Standard Deviation: 0.96	



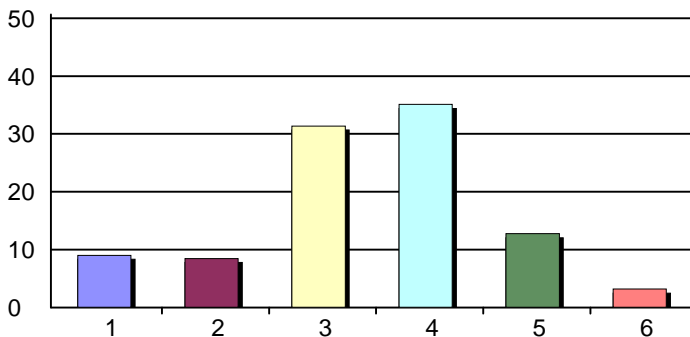
54. Content classes that require writing essays should be paired with English, English Skills or ESL classes to provide additional support for basic skills students.



1. Strongly Disagree	6	3%
2. Disagree	18	10%
3. Agree	56	30%
4. Strongly Agree	52	28%
5. Do not know/No opinion	44	23%
6. Not applicable	12	6%
Total Responses:	188	
Mean: 3.17	Standard Deviation: 0.83	



55. Given the rate of new students testing into basic skills English and math, I believe the College should prioritize resources that would support best practices and innovative solutions to address this issue.



1. Strongly Disagree	17	9%
2. Disagree	16	9%
3. Agree	59	31%
4. Strongly Agree	66	35%
5. Do not know/No opinion	24	13%
6. Not applicable	6	3%
Total Responses:	188	
Mean: 3.10	Standard Deviation: 0.97	

