1. I am a(n)

- Faculty Member: 75 (45%)
- Classified Professional: 75 (45%)
- Administrator: 18 (11%)

Total Responses: 168

2. I am a

- Full-time employee: 120 (70%)
- Part-time employee: 47 (27%)
- Other: 4 (2%)

Total Responses: 171

3. Primary Campus: (Choose one)

- Kentfield Campus: 145 (85%)
- Indian Valley Campus: 25 (15%)

Total Responses: 170

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

- Yes: 107 (68%)
- No: 142 (93%)

Mean: 1.93  Standard Deviation: 0.25
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
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 15 8%
Total Responses: 191
Mean: 2.13 Standard Deviation: 0.92

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
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
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

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

<table>
<thead>
<tr>
<th>Strongly Disagree</th>
<th>Disagree</th>
<th>Agree</th>
<th>Strongly Agree</th>
<th>Do not know/No opinion</th>
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<td>42</td>
<td>60</td>
<td>21</td>
<td>42</td>
<td>2</td>
</tr>
</tbody>
</table>

Total Responses: 185
Mean: 2.60  Standard Deviation: 0.89

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

<table>
<thead>
<tr>
<th>Strongly Disagree</th>
<th>Disagree</th>
<th>Agree</th>
<th>Strongly Agree</th>
<th>Do not know/No opinion</th>
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<tr>
<td>12</td>
<td>29</td>
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<td>22</td>
<td>48</td>
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</table>

Total Responses: 188
Mean: 2.77  Standard Deviation: 0.82

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

<table>
<thead>
<tr>
<th>Strongly Disagree</th>
<th>Disagree</th>
<th>Agree</th>
<th>Strongly Agree</th>
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<th>Not applicable</th>
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<td>41</td>
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<td>14</td>
<td>57</td>
<td>3</td>
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</tbody>
</table>

Total Responses: 190
Mean: 2.47  Standard Deviation: 0.89

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

<table>
<thead>
<tr>
<th>Strongly Disagree</th>
<th>Disagree</th>
<th>Agree</th>
<th>Strongly Agree</th>
<th>Do not know/No opinion</th>
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</tr>
</tbody>
</table>

Total Responses: 189
Mean: 2.21  Standard Deviation: 0.90
25. The superintendent/president provides effective leadership to achieve the mission of the College.

<table>
<thead>
<tr>
<th>Response</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Strongly Disagree</td>
<td>1%</td>
</tr>
<tr>
<td>Disagree</td>
<td>4%</td>
</tr>
<tr>
<td>Agree</td>
<td>34%</td>
</tr>
<tr>
<td>Strongly Agree</td>
<td>42%</td>
</tr>
<tr>
<td>Do not know/No opinion</td>
<td>19%</td>
</tr>
<tr>
<td>Not applicable</td>
<td>1%</td>
</tr>
</tbody>
</table>

Total Responses: 188
Mean: 3.45   Standard Deviation: 0.65

26. Managers have clear roles and responsibilities.

<table>
<thead>
<tr>
<th>Response</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Strongly Disagree</td>
<td>14%</td>
</tr>
<tr>
<td>Disagree</td>
<td>26%</td>
</tr>
<tr>
<td>Agree</td>
<td>30%</td>
</tr>
<tr>
<td>Strongly Agree</td>
<td>8%</td>
</tr>
<tr>
<td>Do not know/No opinion</td>
<td>20%</td>
</tr>
<tr>
<td>Not applicable</td>
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</table>

Total Responses: 189
Mean: 2.43   Standard Deviation: 0.90

27. Managers are held accountable for their work.

<table>
<thead>
<tr>
<th>Response</th>
<th>Percentage</th>
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</thead>
<tbody>
<tr>
<td>Strongly Disagree</td>
<td>23%</td>
</tr>
<tr>
<td>Disagree</td>
<td>28%</td>
</tr>
<tr>
<td>Agree</td>
<td>19%</td>
</tr>
<tr>
<td>Strongly Agree</td>
<td>7%</td>
</tr>
<tr>
<td>Do not know/No opinion</td>
<td>19%</td>
</tr>
<tr>
<td>Not applicable</td>
<td>2%</td>
</tr>
</tbody>
</table>

Total Responses: 190
Mean: 2.14   Standard Deviation: 0.95

28. Managers receive adequate training and professional development opportunities.

<table>
<thead>
<tr>
<th>Response</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Strongly Disagree</td>
<td>16%</td>
</tr>
<tr>
<td>Disagree</td>
<td>22%</td>
</tr>
<tr>
<td>Agree</td>
<td>14%</td>
</tr>
<tr>
<td>Strongly Agree</td>
<td>4%</td>
</tr>
<tr>
<td>Do not know/No opinion</td>
<td>40%</td>
</tr>
<tr>
<td>Not applicable</td>
<td>4%</td>
</tr>
</tbody>
</table>

Total Responses: 190
Mean: 2.12   Standard Deviation: 0.91
29. Classified professionals have clear roles and responsibilities.

<table>
<thead>
<tr>
<th>Option</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Strongly Disagree</td>
<td>11%</td>
</tr>
<tr>
<td>Disagree</td>
<td>21%</td>
</tr>
<tr>
<td>Agree</td>
<td>36%</td>
</tr>
<tr>
<td>Strongly Agree</td>
<td>14%</td>
</tr>
<tr>
<td>Do not know/No opinion</td>
<td>17%</td>
</tr>
<tr>
<td>Not applicable</td>
<td>1%</td>
</tr>
<tr>
<td><strong>Total Responses:</strong></td>
<td><strong>190</strong></td>
</tr>
<tr>
<td><strong>Mean:</strong></td>
<td><strong>2.64</strong></td>
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<tr>
<td><strong>Standard Deviation:</strong></td>
<td><strong>0.92</strong></td>
</tr>
</tbody>
</table>

30. Classified professionals are held accountable for their work.

<table>
<thead>
<tr>
<th>Option</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Strongly Disagree</td>
<td>9%</td>
</tr>
<tr>
<td>Disagree</td>
<td>15%</td>
</tr>
<tr>
<td>Agree</td>
<td>36%</td>
</tr>
<tr>
<td>Strongly Agree</td>
<td>14%</td>
</tr>
<tr>
<td>Do not know/No opinion</td>
<td>24%</td>
</tr>
<tr>
<td>Not applicable</td>
<td>1%</td>
</tr>
<tr>
<td><strong>Total Responses:</strong></td>
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</tr>
<tr>
<td><strong>Mean:</strong></td>
<td><strong>2.73</strong></td>
</tr>
<tr>
<td><strong>Standard Deviation:</strong></td>
<td><strong>0.91</strong></td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th>Option</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Strongly Disagree</td>
<td>16%</td>
</tr>
<tr>
<td>Disagree</td>
<td>28%</td>
</tr>
<tr>
<td>Agree</td>
<td>19%</td>
</tr>
<tr>
<td>Strongly Agree</td>
<td>32%</td>
</tr>
<tr>
<td>Do not know/No opinion</td>
<td>2%</td>
</tr>
<tr>
<td>Not applicable</td>
<td>32%</td>
</tr>
<tr>
<td><strong>Total Responses:</strong></td>
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</tr>
<tr>
<td><strong>Mean:</strong></td>
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</tr>
<tr>
<td><strong>Standard Deviation:</strong></td>
<td><strong>0.84</strong></td>
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</tbody>
</table>

32. Faculty have clear roles and responsibilities.

<table>
<thead>
<tr>
<th>Option</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Strongly Disagree</td>
<td>3%</td>
</tr>
<tr>
<td>Disagree</td>
<td>12%</td>
</tr>
<tr>
<td>Agree</td>
<td>41%</td>
</tr>
<tr>
<td>Strongly Agree</td>
<td>27%</td>
</tr>
<tr>
<td>Do not know/No opinion</td>
<td>14%</td>
</tr>
<tr>
<td>Not applicable</td>
<td>3%</td>
</tr>
<tr>
<td><strong>Total Responses:</strong></td>
<td><strong>188</strong></td>
</tr>
<tr>
<td><strong>Mean:</strong></td>
<td><strong>3.11</strong></td>
</tr>
<tr>
<td><strong>Standard Deviation:</strong></td>
<td><strong>0.77</strong></td>
</tr>
</tbody>
</table>
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
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 32 16%
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 50 27%
5. Do not know/No opinion 9 5%
6. Not applicable 1 1%
Total Responses: 188
Mean: 1.91 Standard Deviation: 0.87

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
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 53 28%
2. Disagree 42 22%
3. Agree 91 48%
4. Strongly Agree 27 14%
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 74 40%
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
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
49. My department has discussed our SLOs' (Student Learning Outcomes') assessment to make improvements to programs.

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

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

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