

CAMPUS VIEWS 2012

RESULTS OF THE FALL 2012 FACULTY/STAFF SURVEY



Key Findings

The Fall 2012 faculty/staff survey was conducted between November 26 and December 7. Note that the survey was conducted after the passage of Proposition 30 (“Temporary Taxes to Fund Education”) on November 6, 2012. The total number of respondents to the survey was 388. See the Appendix on page 39 for details about procedure and response rates. The 2012 survey had the following key findings.

Governance

- Most employees were positive about governance, with 70% saying that governance works effectively.
- The number of employees saying that faculty, staff, administrators, and the Board work together for the good of the college has declined in recent years, from 79% in 2010 to 61% in 2012.
- Employees were positive about the Interim Superintendent/President. Most survey items showed increases from 2011.
- Most items about the Board of Trustees did not show positive results. While the most positive Board item (the Board adheres to its primary role of policy development) had 53% agreement, the most negative Board item (the Board treats all constituency and community groups equitably and fairly) had only 36% agreement.
- Awareness of student learning outcomes was high (94%), as was awareness of program review (92%).
- Respondents were not as positive about effective enrollment management as they were about other aspects of instruction and student services.
- While employees indicated they are aware of counseling and support services, their perception of student awareness of counseling and support services was considerably lower (97% for employees and 69% for student awareness).

Mission and Institutional Effectiveness

- Most employees said they were aware of the college mission statement (94%), and most said they participated in discussions of the mission statement (61%).

Educational Programs

- Employees were positive about instructional and student services programs.

Resources

- While most human resources items had positive responses, employees were somewhat less positive than

average about evaluation procedures for the Board and administrators.

- Employees were very positive about the safety and attractiveness of both the Main Campus and the Garfield Campus. However, only 53% agreed that GCC's facilities are clean.
- Employees indicated awareness of emergency planning procedures. Of all employees, 75% said they know where to access an Emergency Procedures Guide, 59% said they know where to access the college's Annual Security Report, and 58% said they know where the primary evacuation locations are.
- Respondents indicated that technology at GCC meets the college's needs for communication and sharing information.

- Following a historical pattern, employees were less positive about fiscal resources than about other resources. While most respondents (59%) indicated they understand the budget process, only 37% indicated that the budget process is effective.

Communication

- Respondents believed that GCC has a higher degree of satisfaction than other community colleges and that the public understands the importance of GCC in the community. However, only 51% agreed that the Main Campus and the Garfield Campus communicate effectively, and 55% agreed that the college administration communicates effectively with constituent groups.

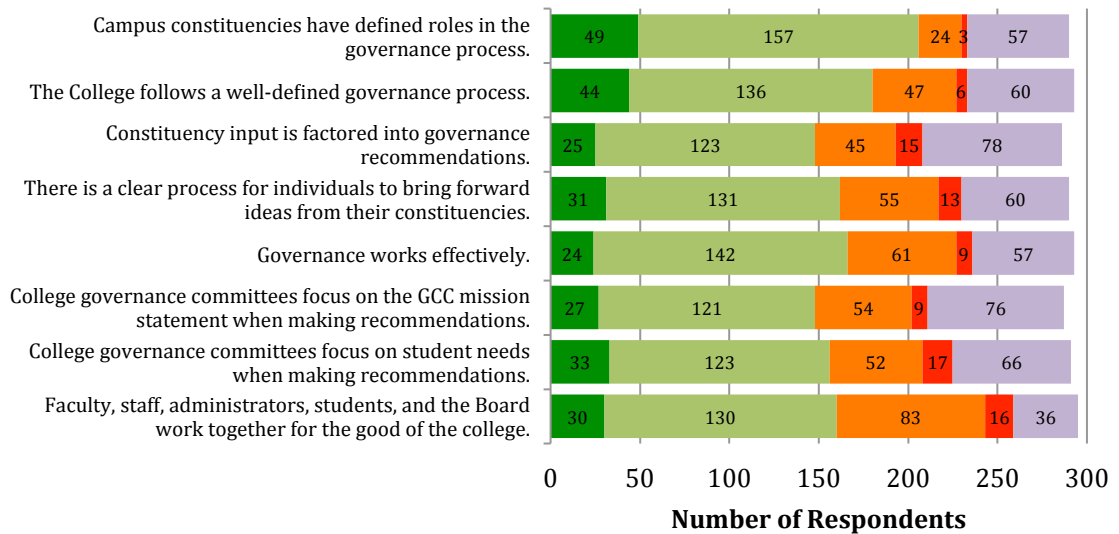
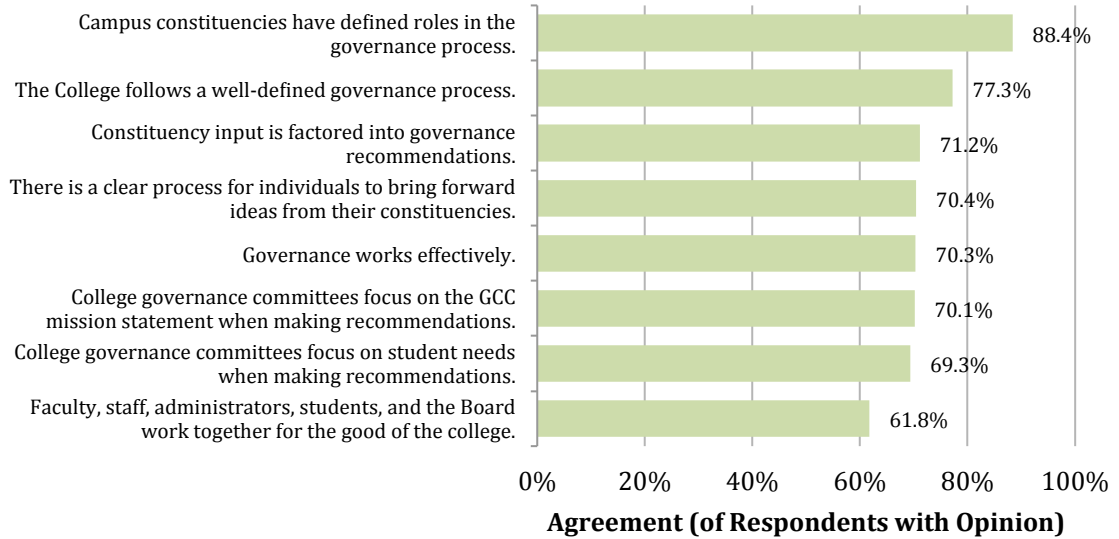
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Part 1. Governance and Leadership Items

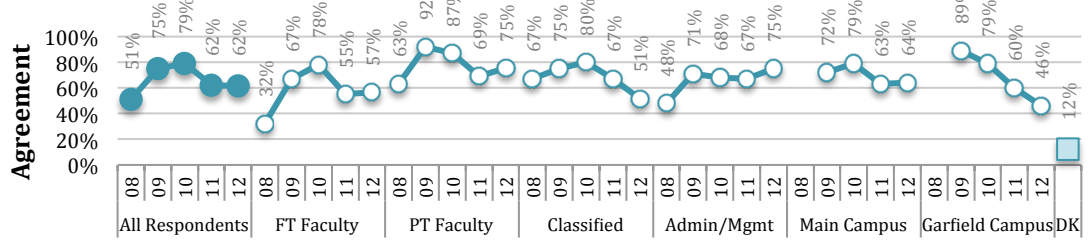
The graphs below show agreement with statements about governance. The top graph shows agreement rates, the percent of respondents with an opinion who marked “Strongly Agree” or “Agree” to each statement. The bottom graph shows the number of respondents marking each possible response.

Governance Items

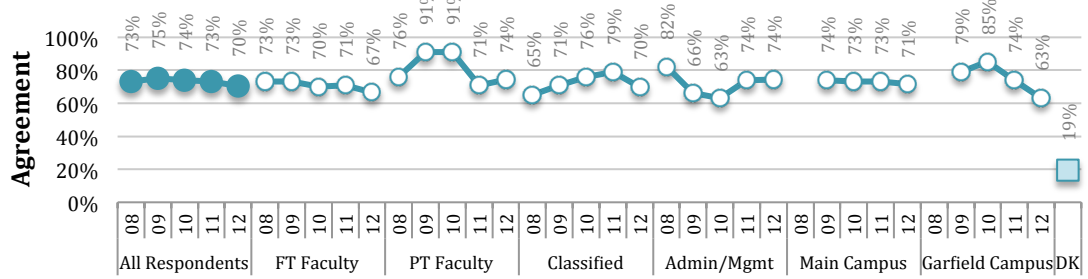


■ Strongly Agree
 ■ Agree
 ■ Disagree
 ■ Strongly Disagree
 ■ I Don't Know/ Not Applicable

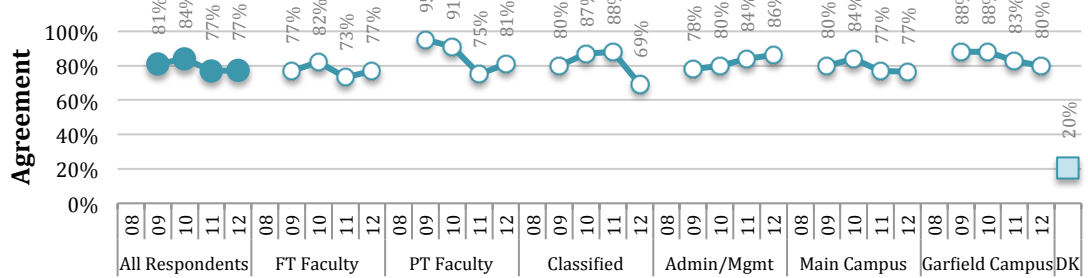
Faculty, staff, administrators, students, and the Board work together for the good of the college.



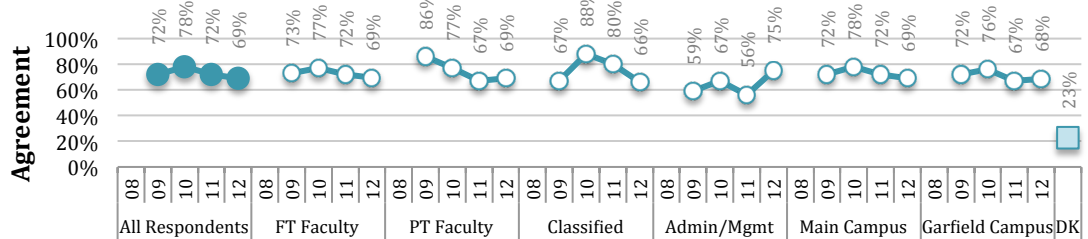
Governance works effectively.



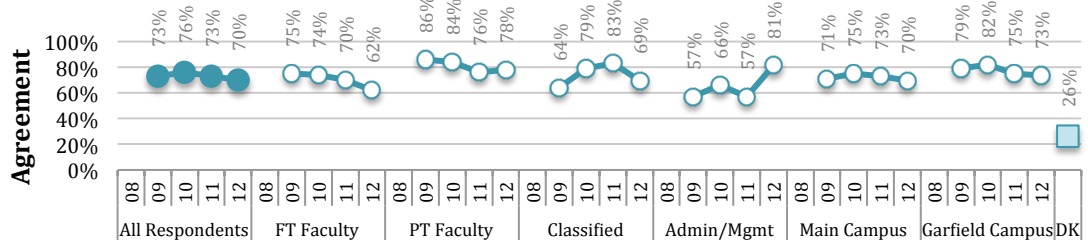
The College follows a well-defined governance process.

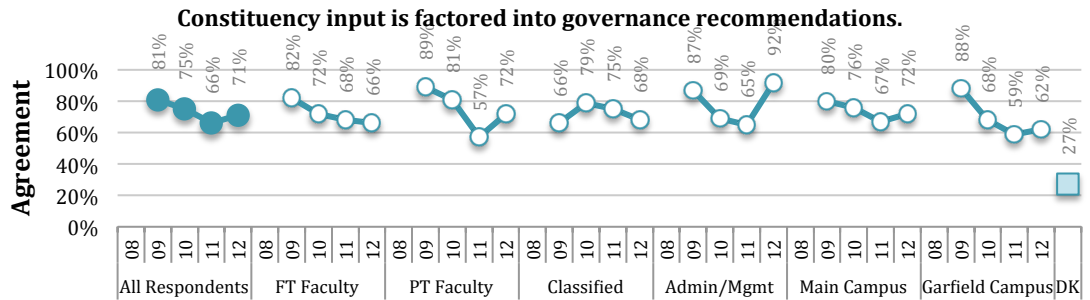
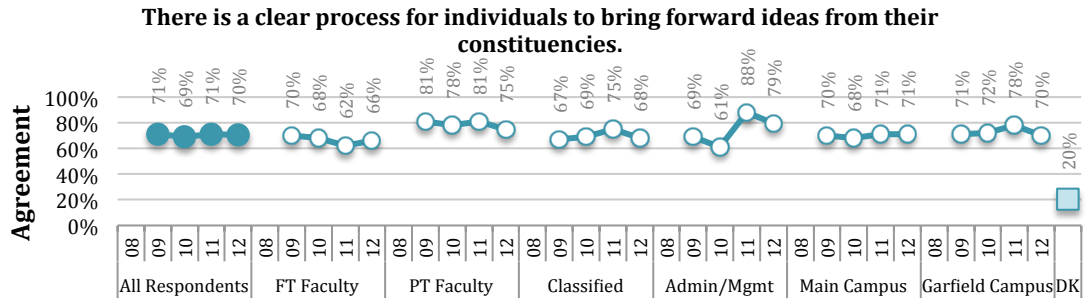
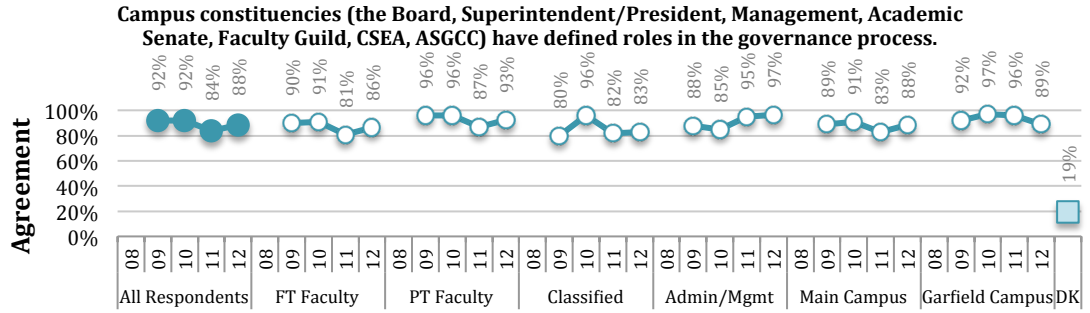


College governance committees focus on student needs when making recommendations.

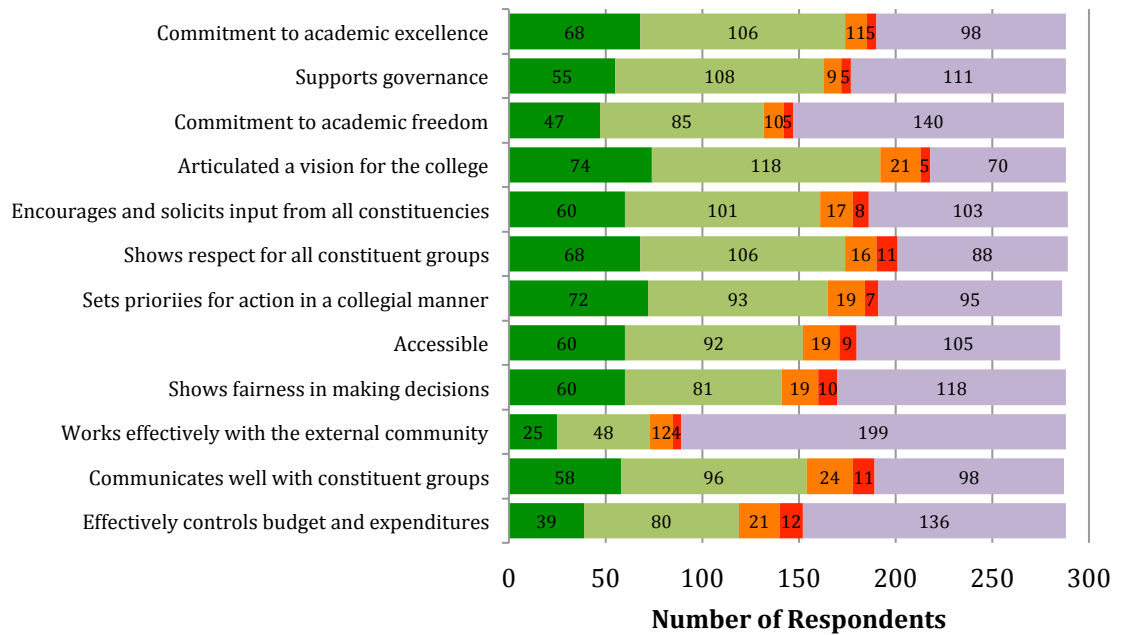
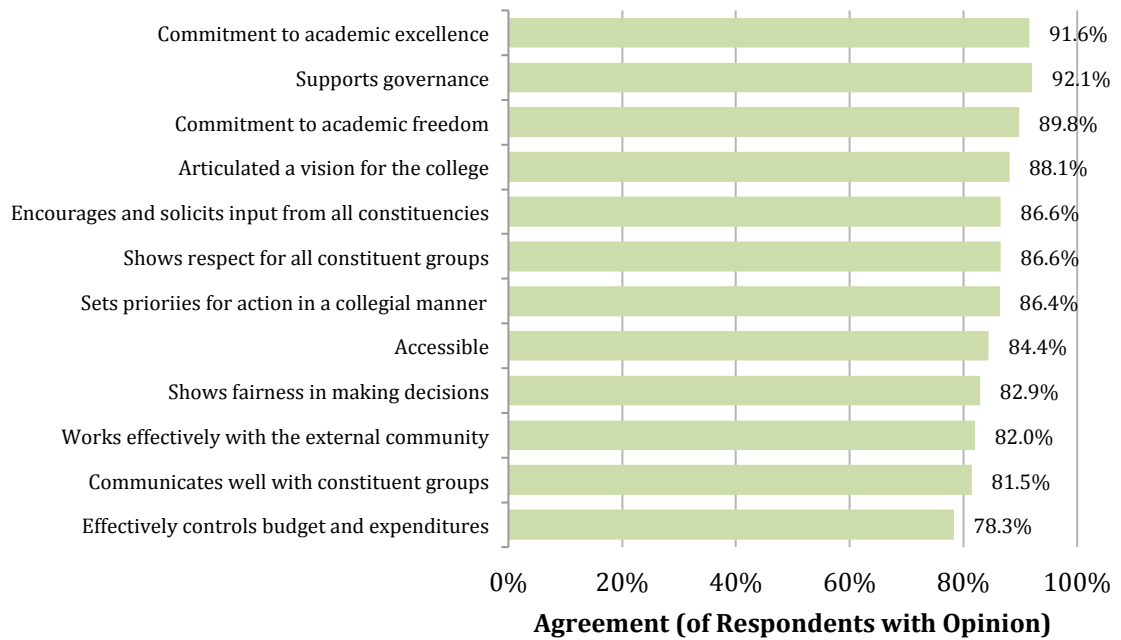


College governance committees focus on the GCC mission statement when making recommendations.

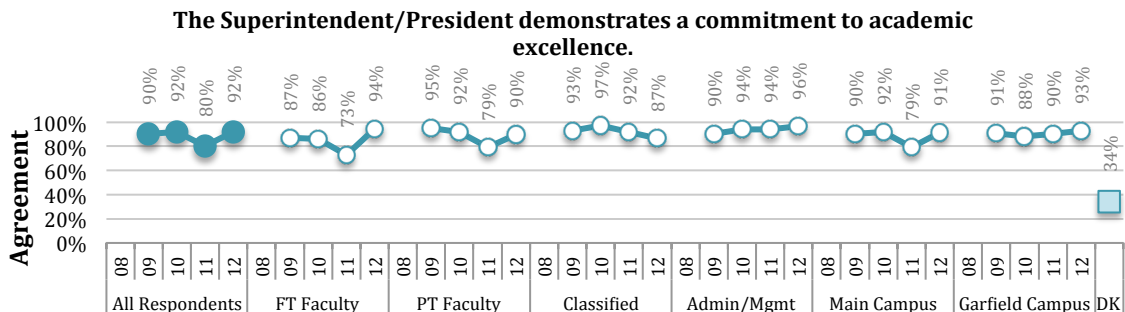
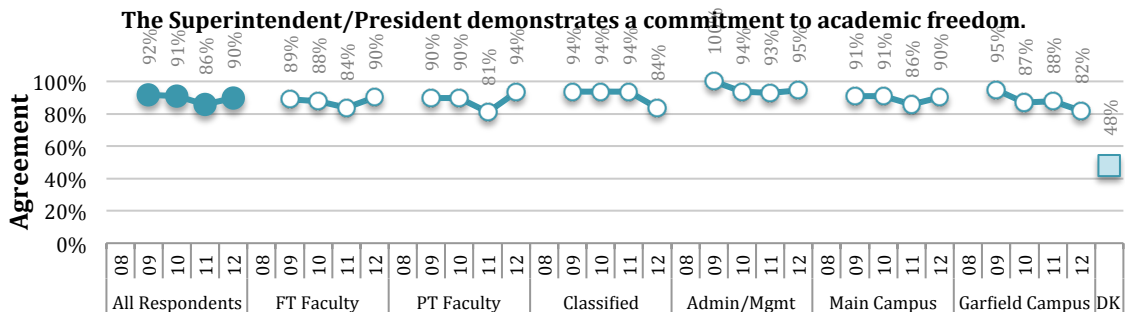
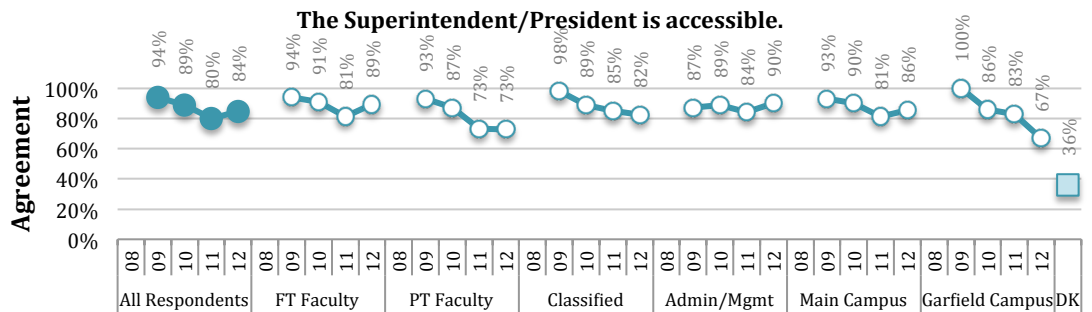
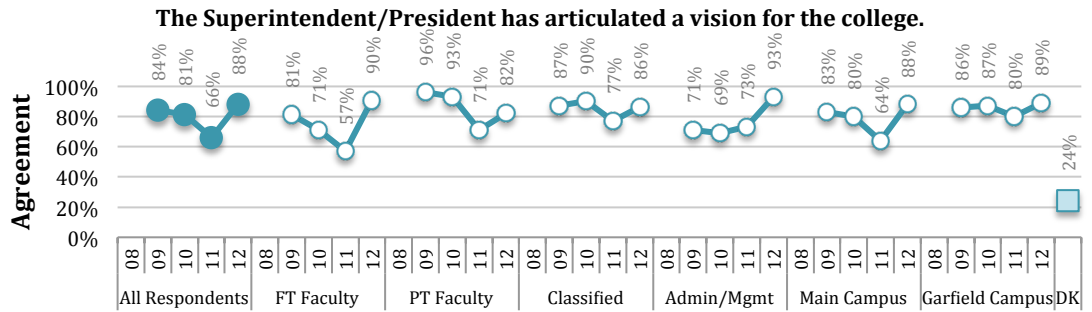
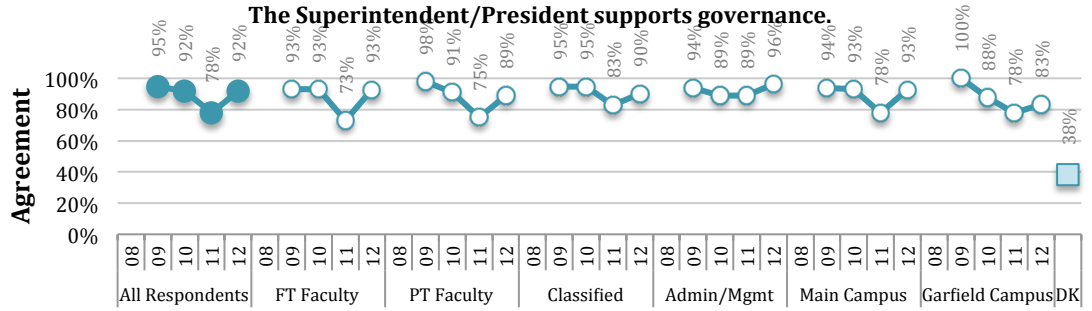


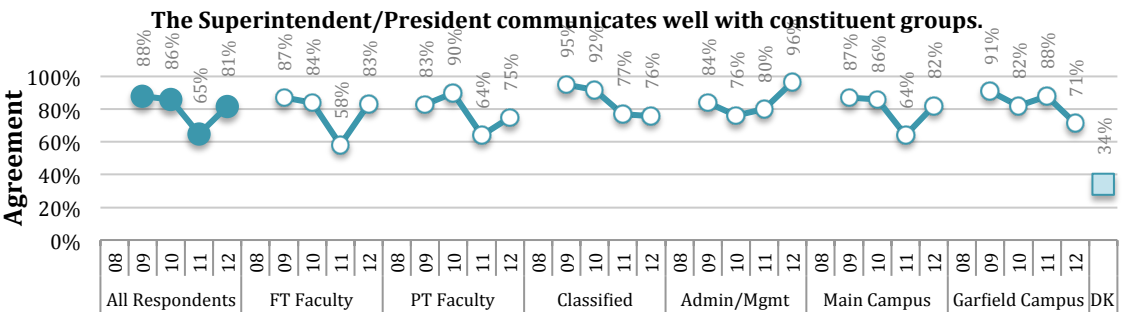
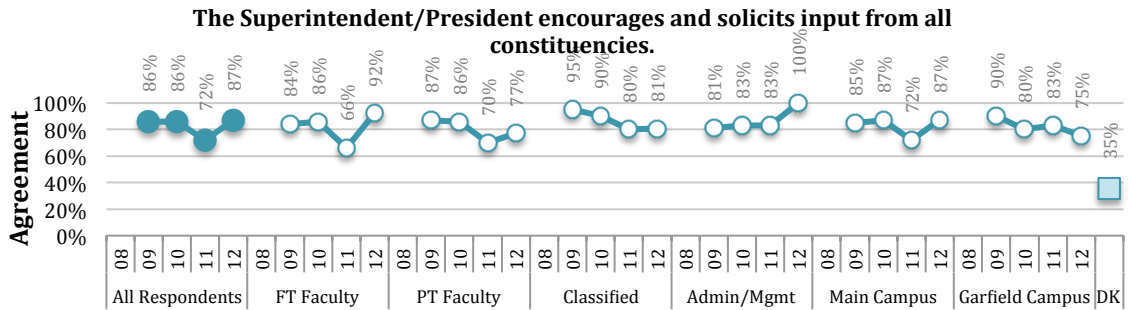
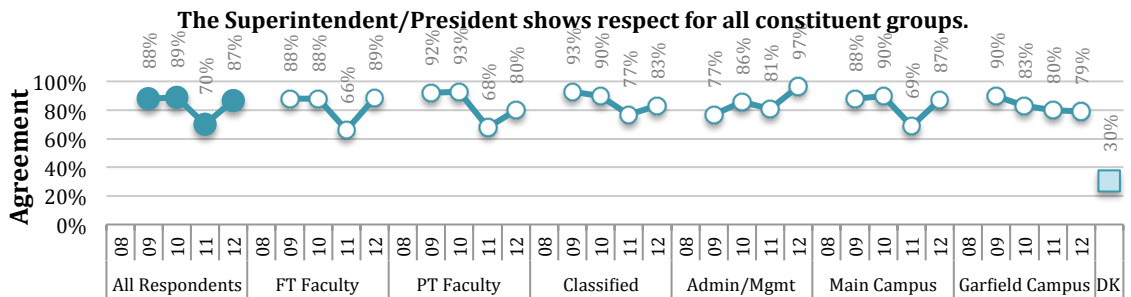
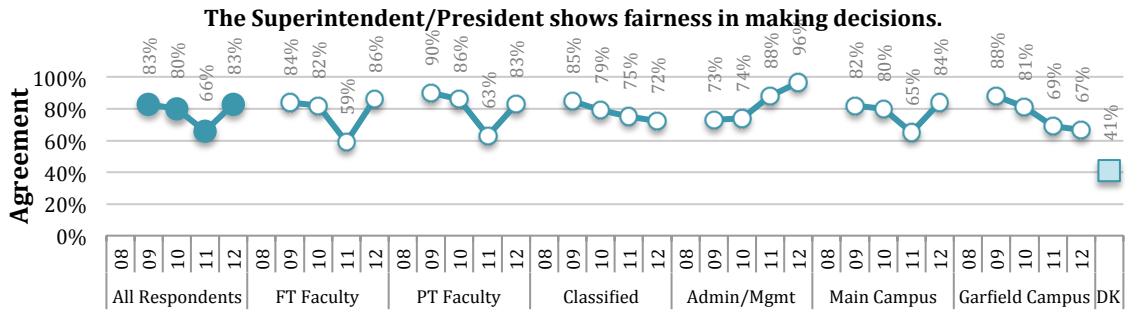
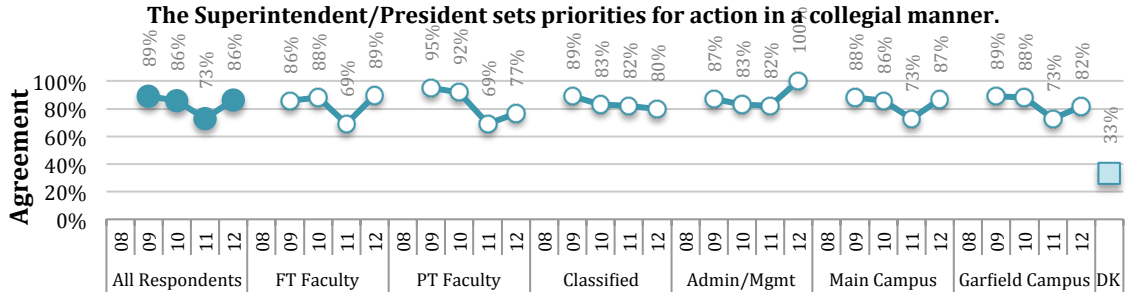


Superintendent/President Items

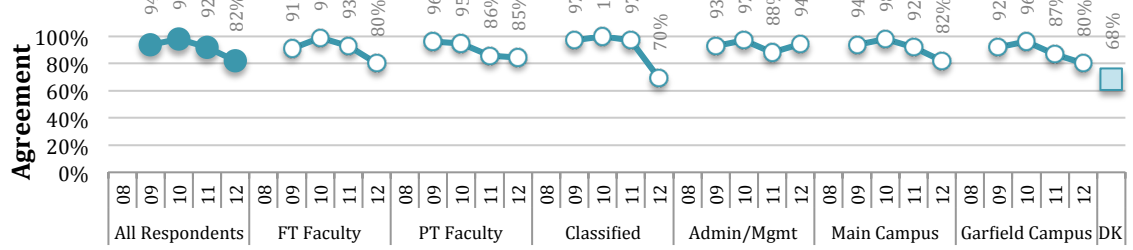


■ Strongly Agree
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 ■ Strongly Disagree
 ■ I Don't Know/ Not Applicable

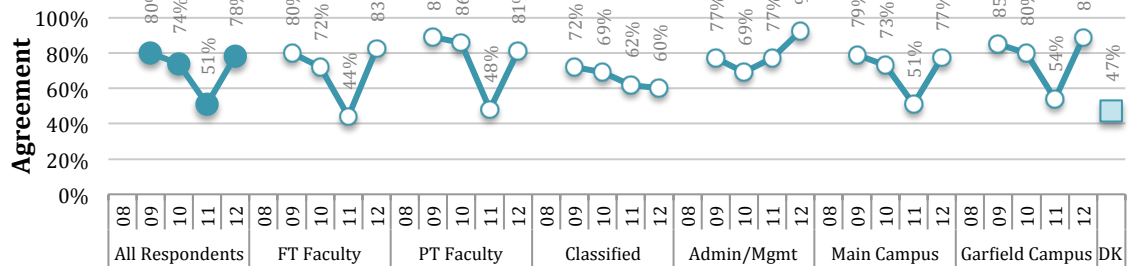




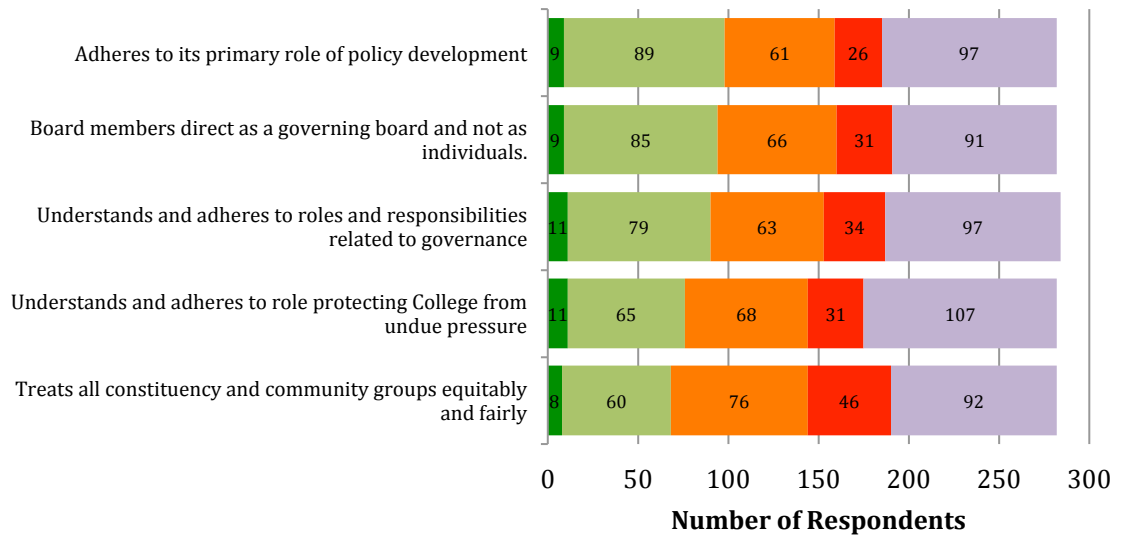
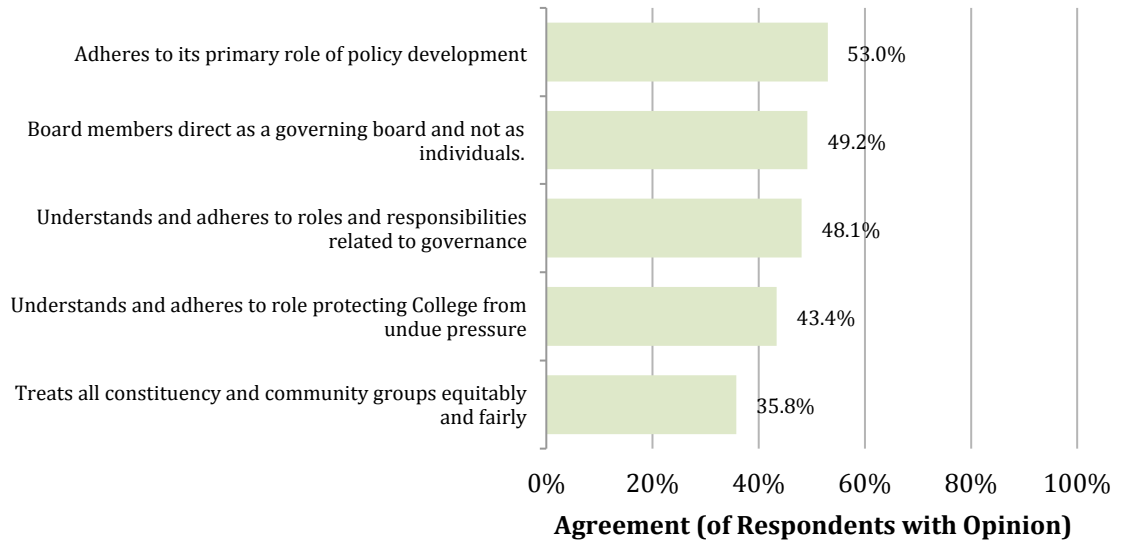
The Superintendent/President works effectively with the external community.



The Superintendent/President effectively controls budget and expenditures.

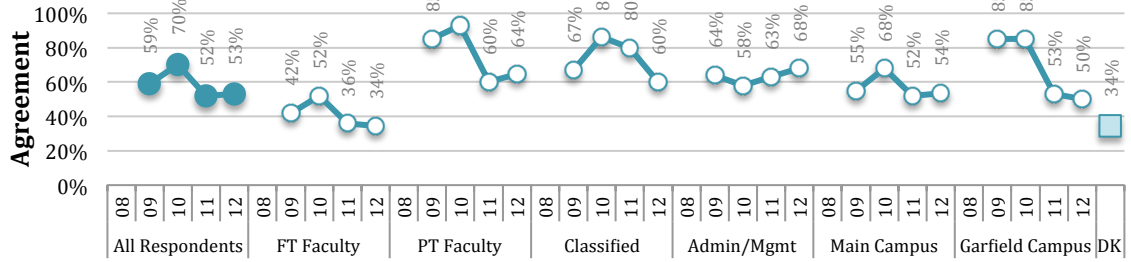


Board of Trustees Items

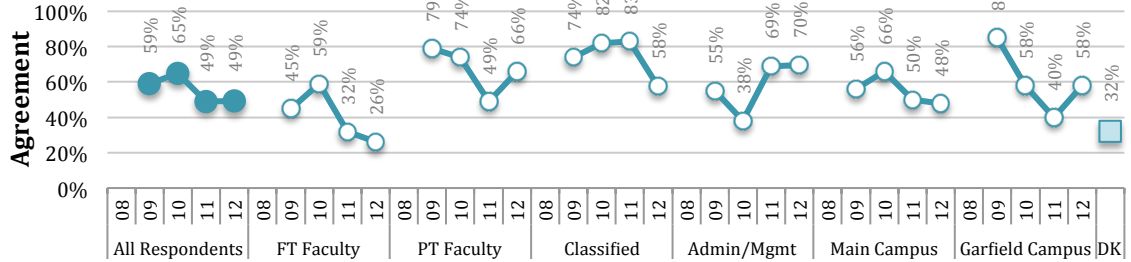


■ Strongly Agree
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 ■ Strongly Disagree
 ■ I Don't Know/ Not Applicable

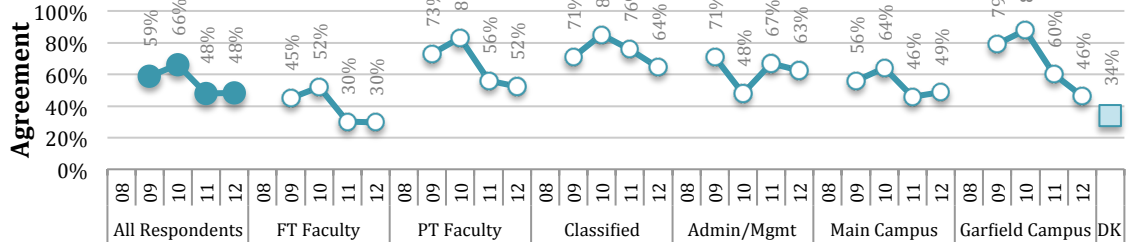
The Board adheres to its primary role of policy development.



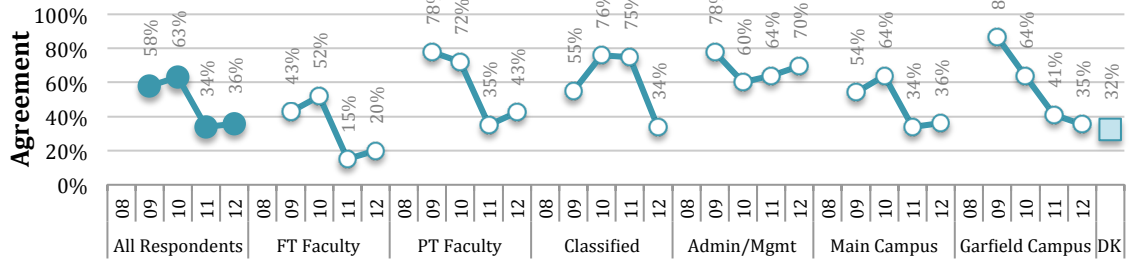
Board members direct as a governing board and not as individuals.



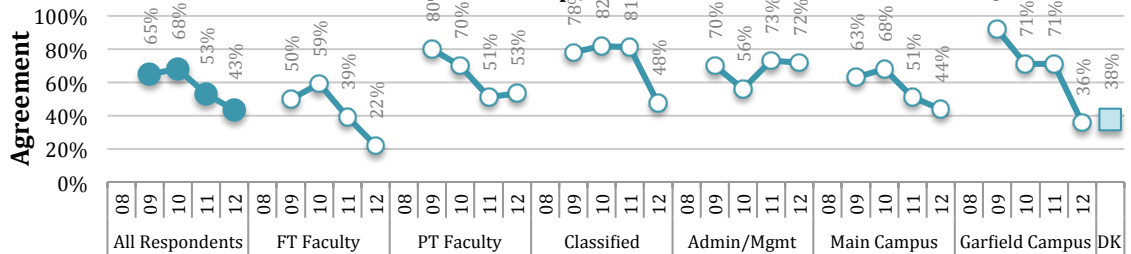
The Board understands and adheres to its roles and responsibilities related to governance.



The Board treats all constituency and community groups equitably and fairly.

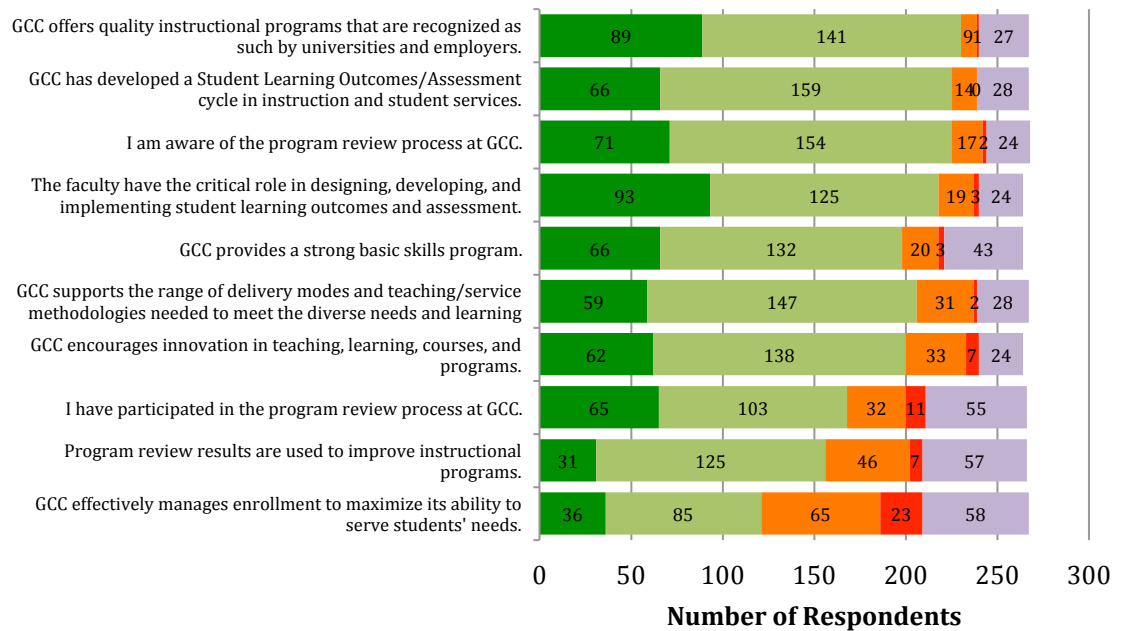
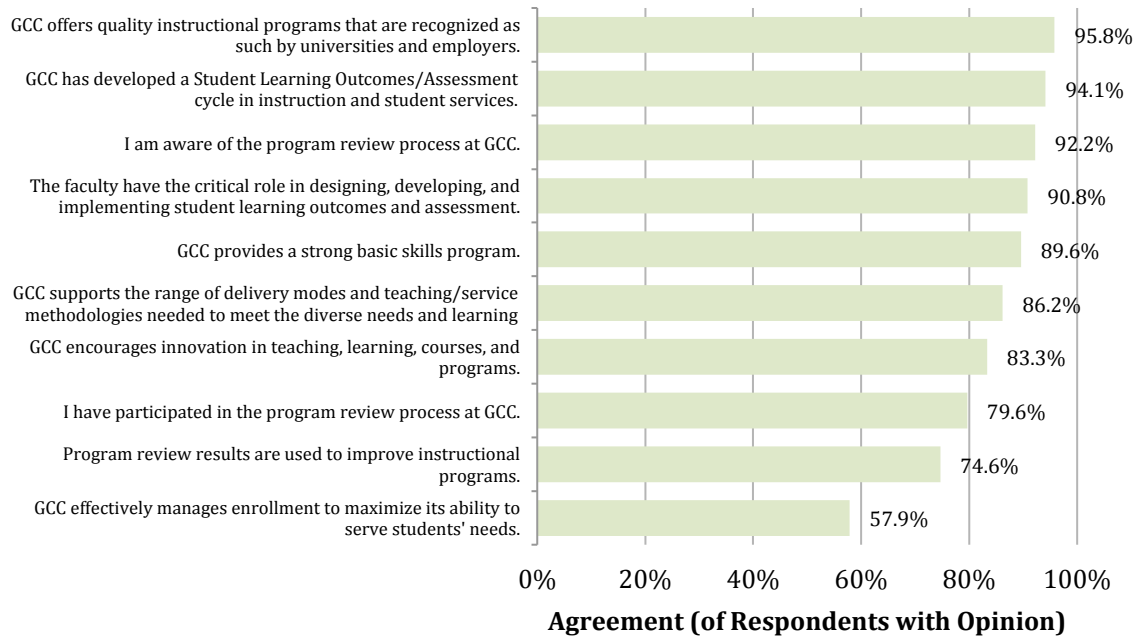


The Board understands and adheres to its role in protecting the College from undue pressure.

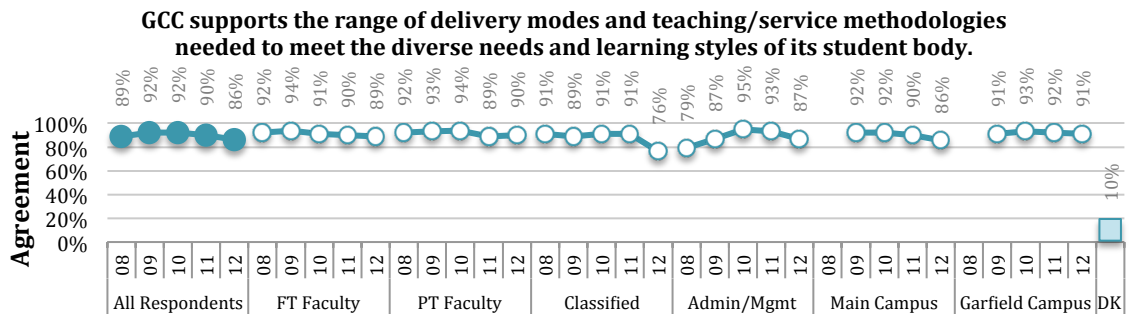
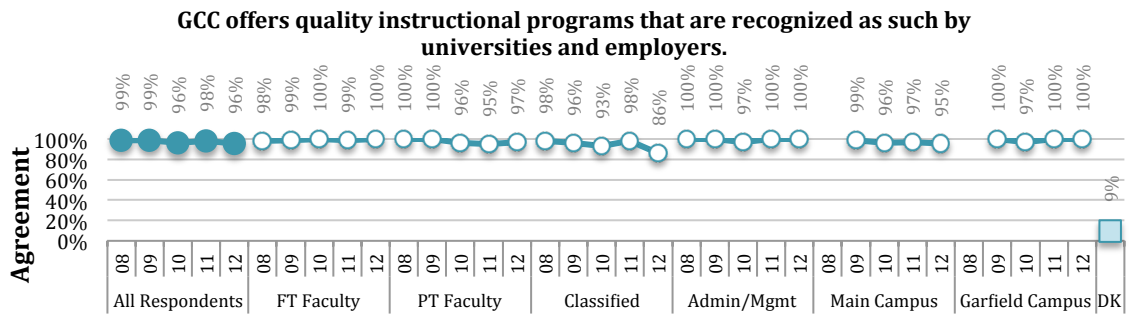
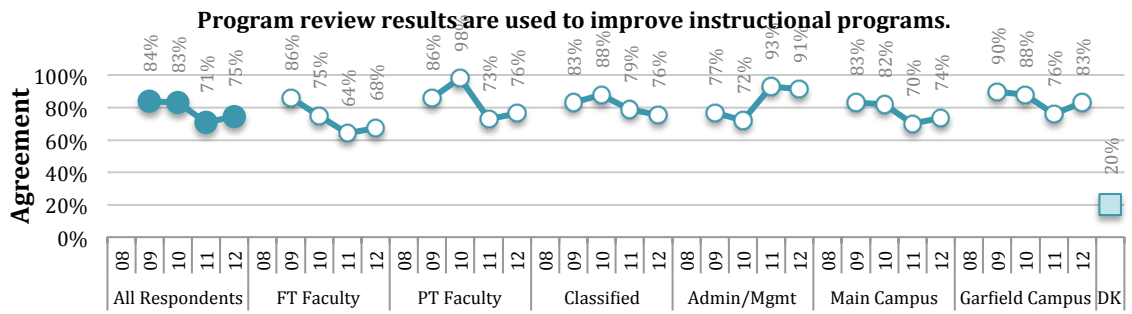
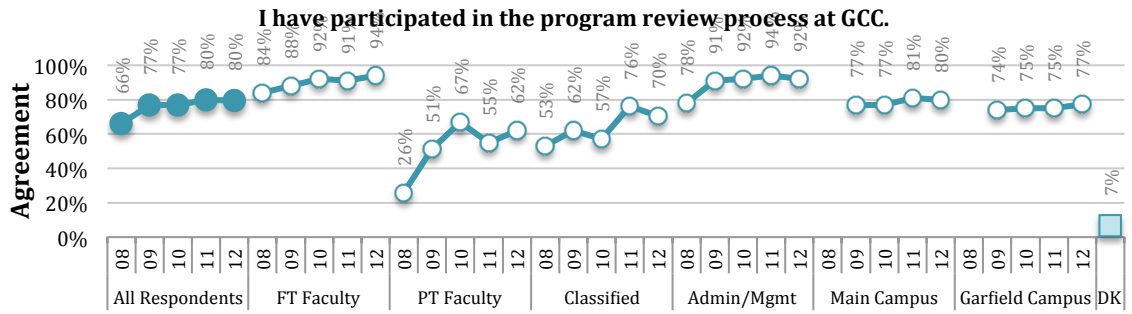
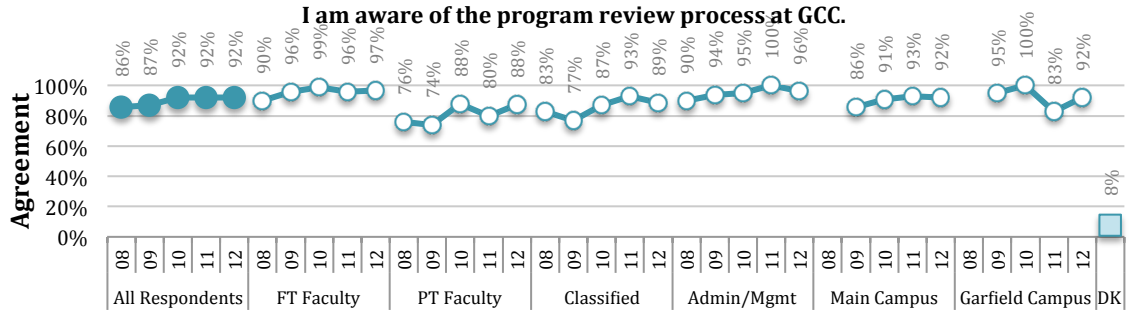


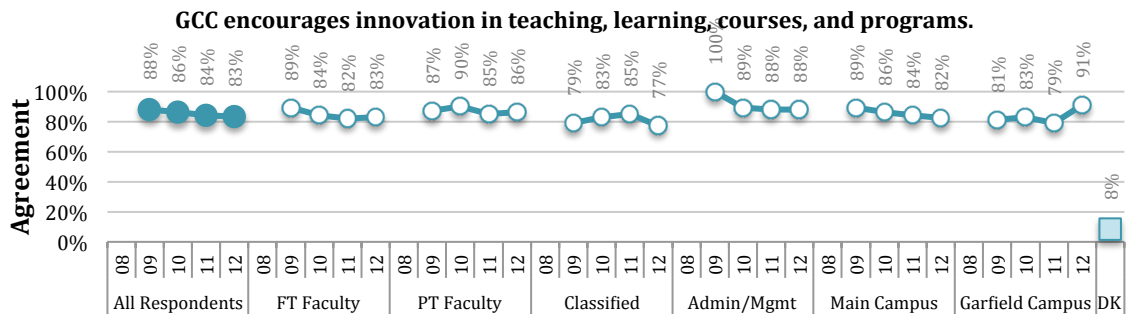
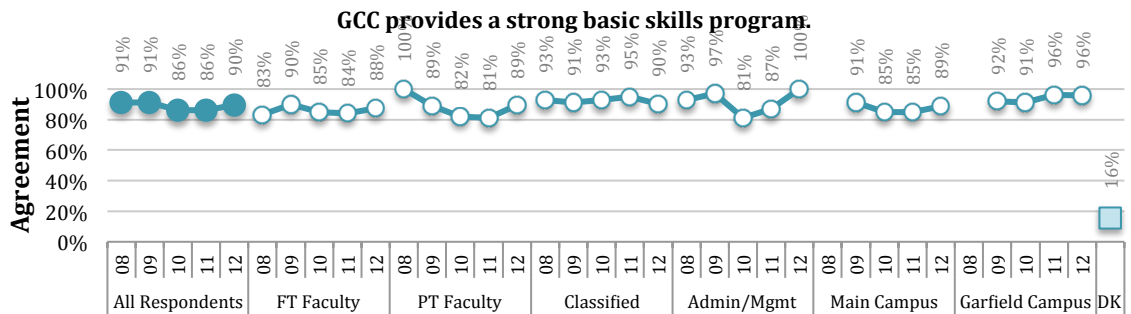
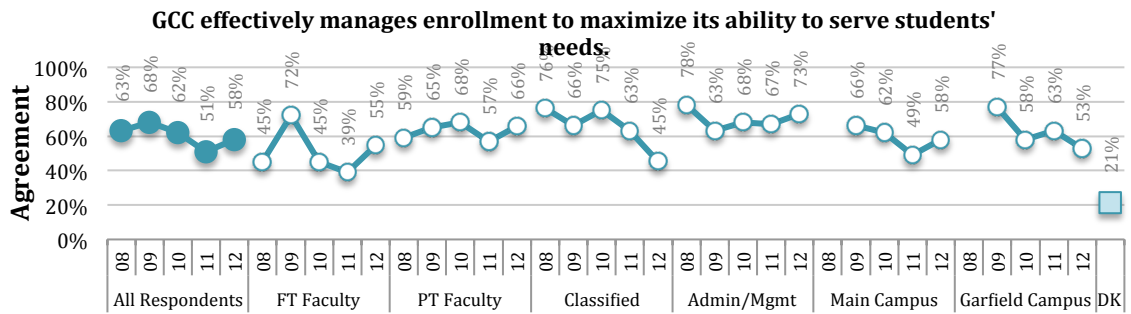
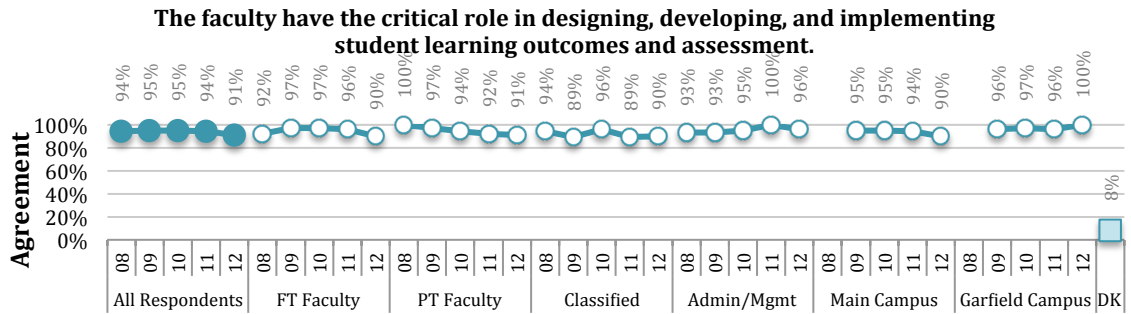
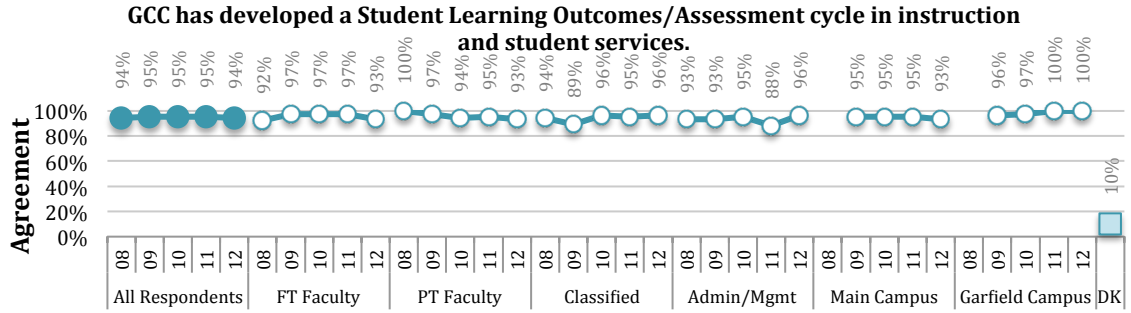
Part 2. Educational Programs and Services Items

Instruction Items

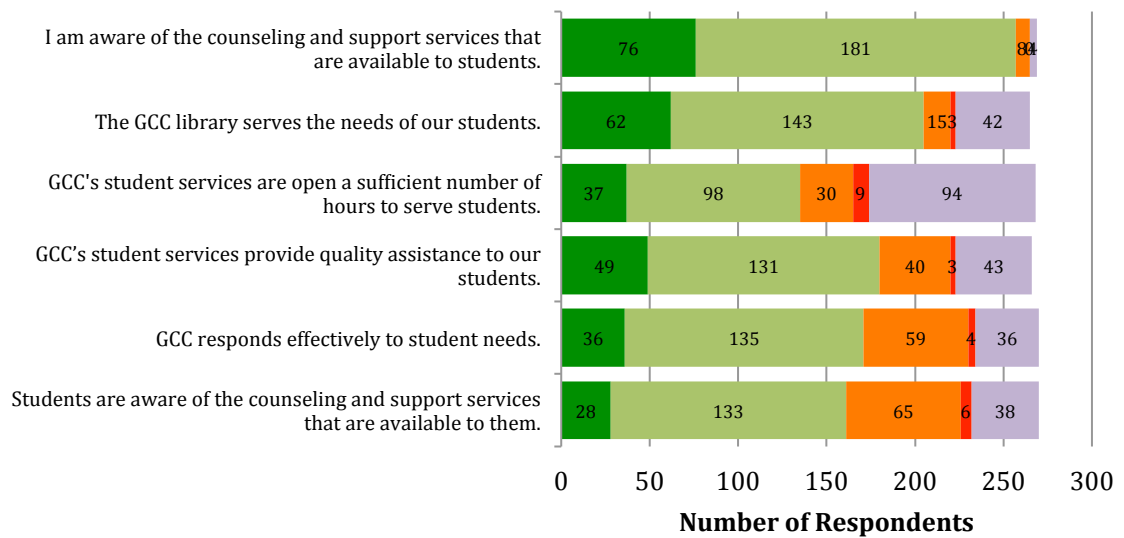
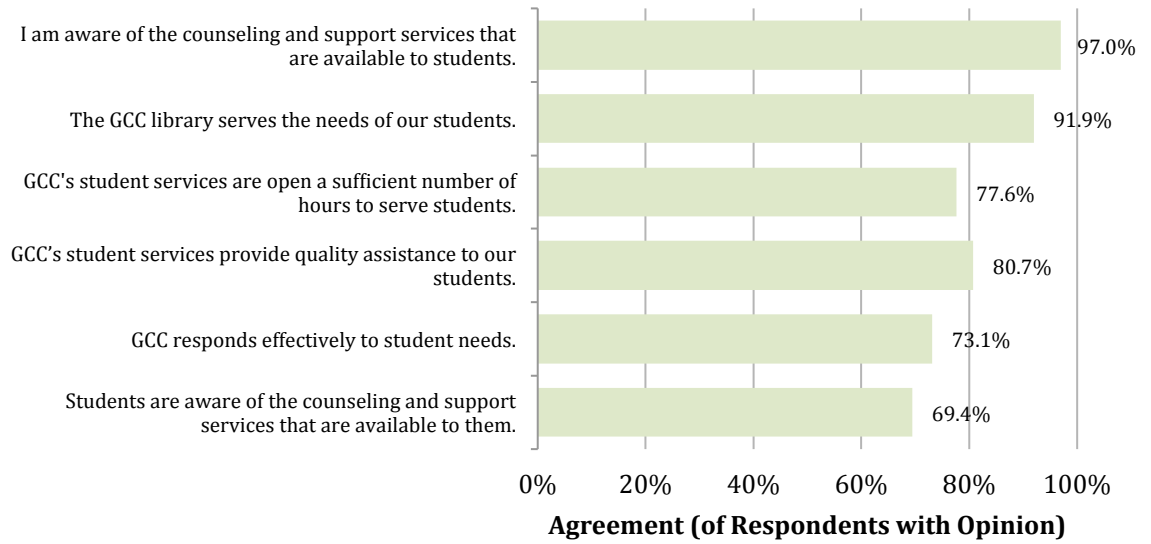


■ Strongly Agree
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 ■ Disagree
 ■ Strongly Disagree
 ■ I Don't Know/ Not Applicable



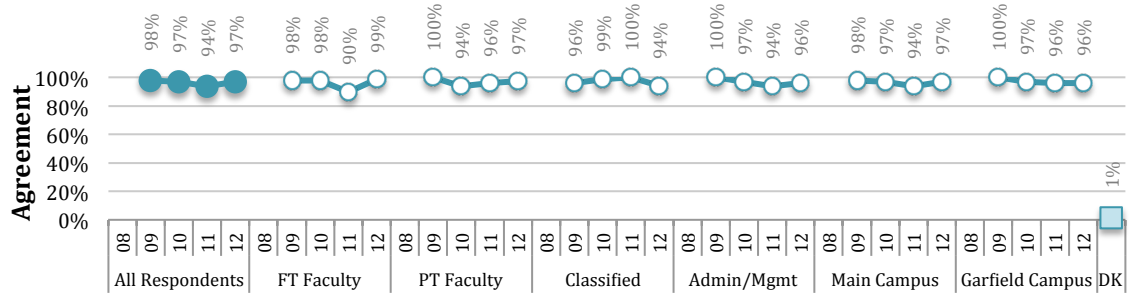


Student Services Items

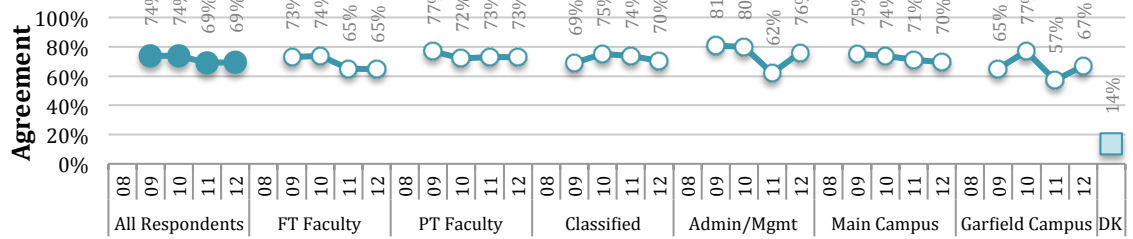


■ Strongly Agree
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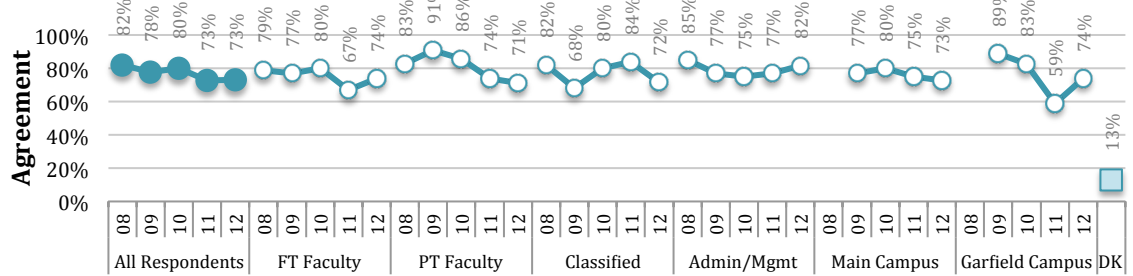
I am aware of the counseling and support services that are available to students.



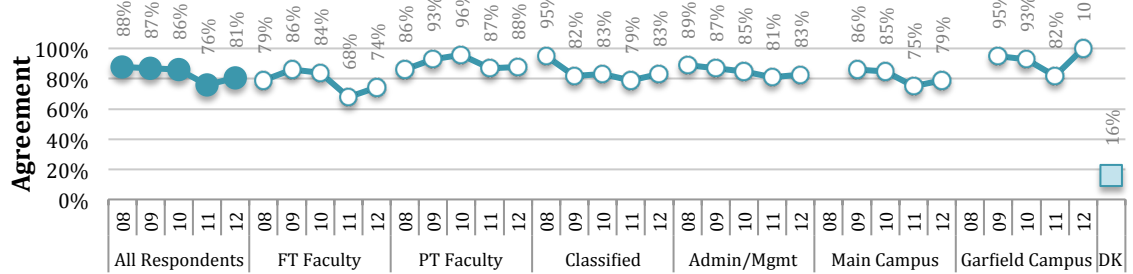
Students are aware of the counseling and support services that are available to them.



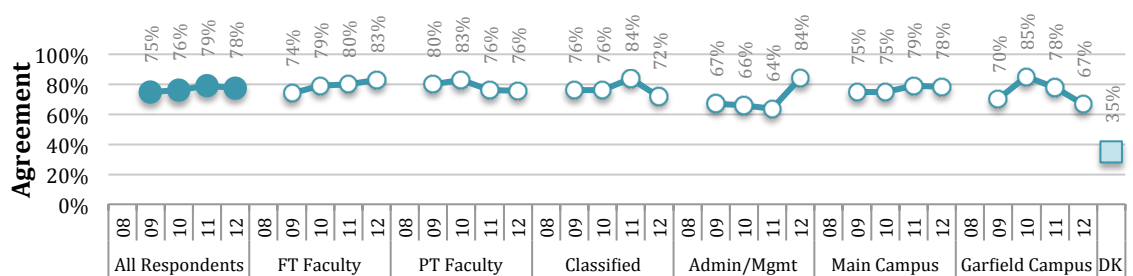
GCC responds effectively to student needs.



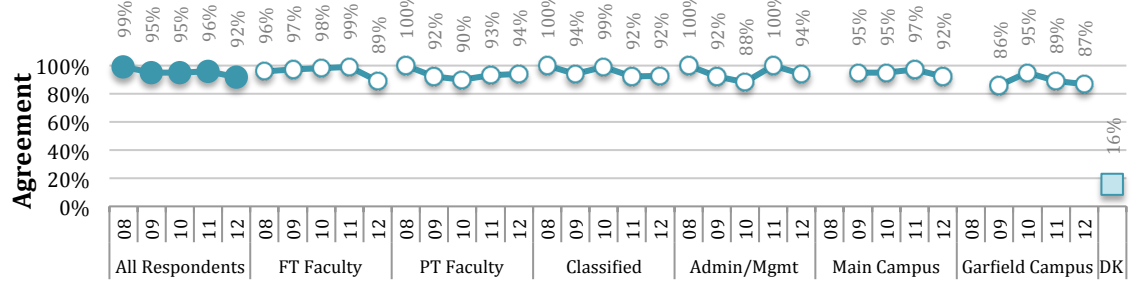
GCC's student services provide quality assistance to our students.



GCC's student services are open a sufficient number of hours to serve students.

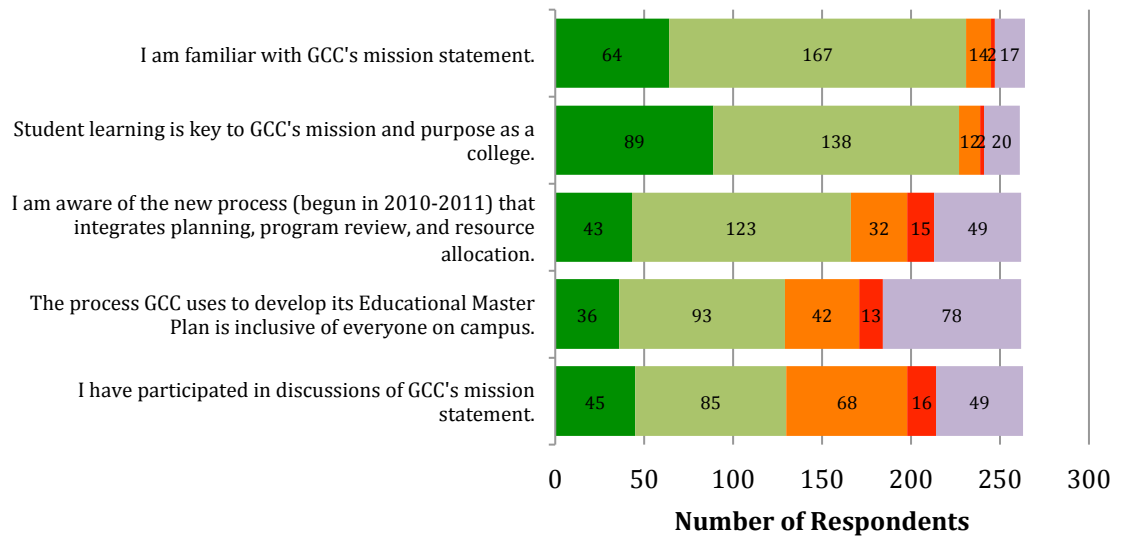
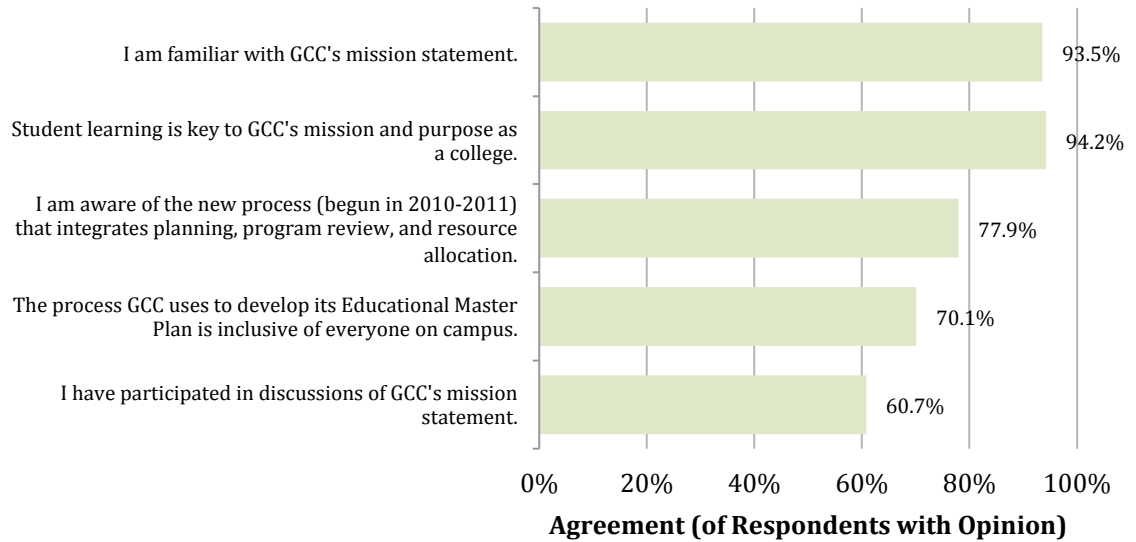


The GCC library serves the needs of our students.

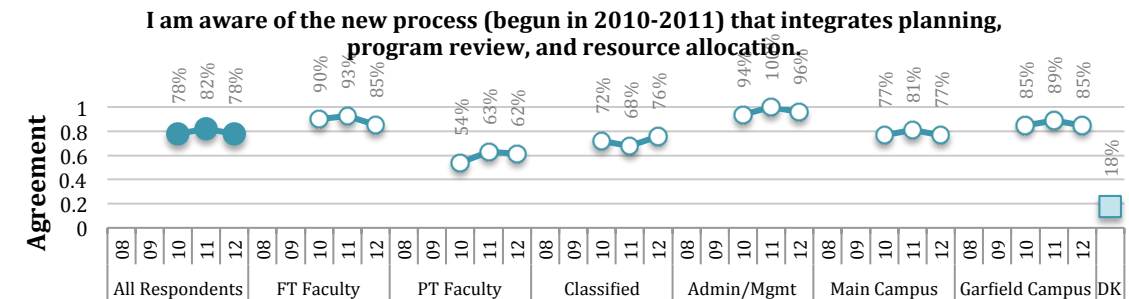
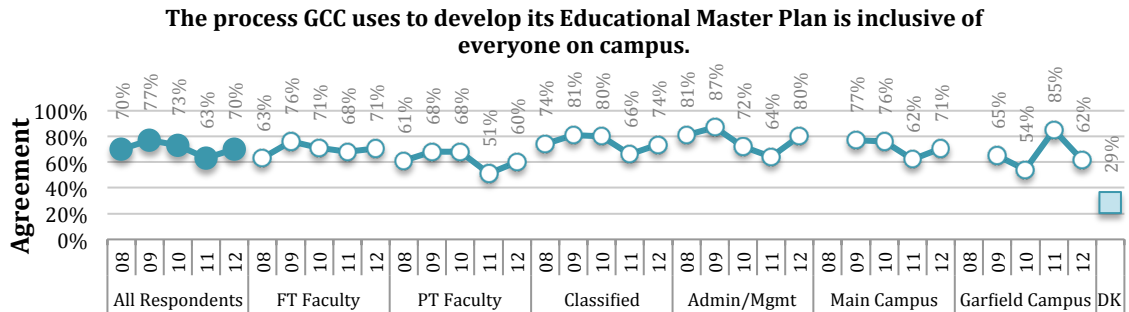
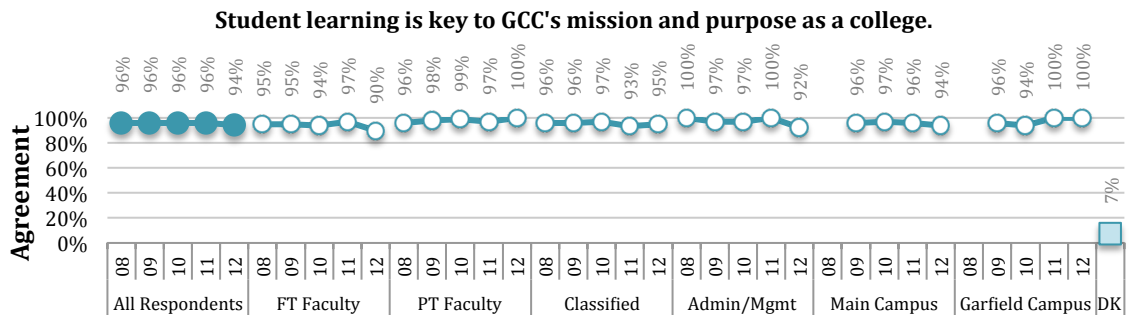
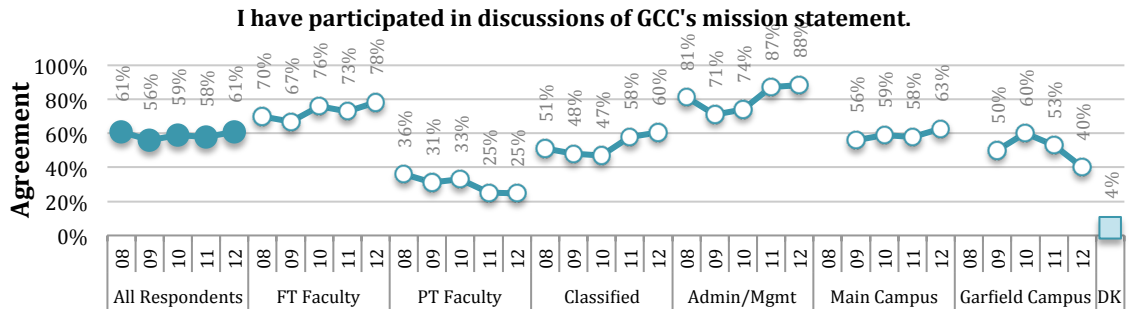
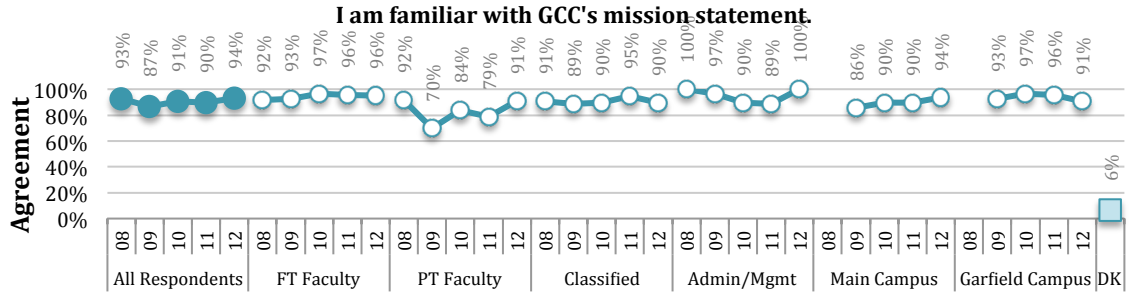


Part 3. Mission and Institutional Effectiveness Items

Mission and Institutional Effectiveness Items

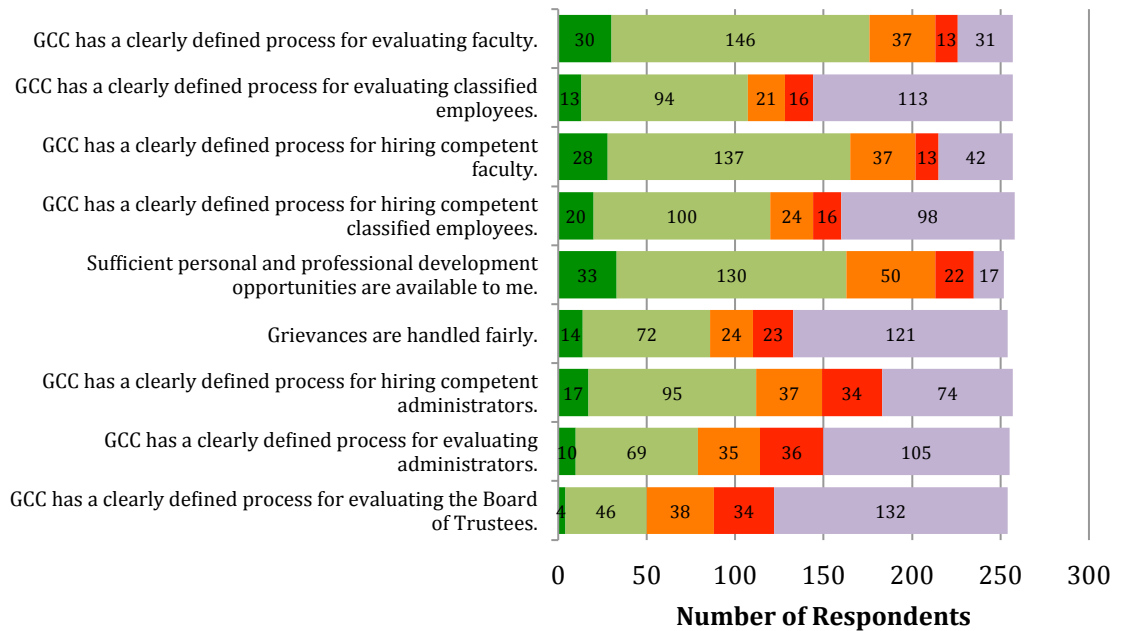
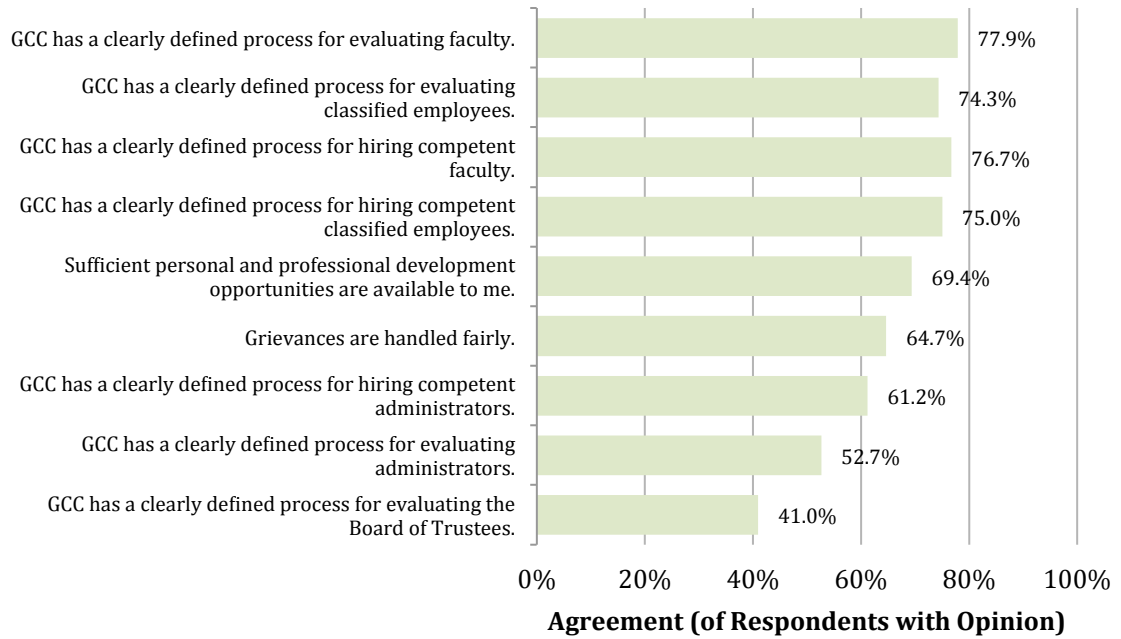


■ Strongly Agree
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 ■ I Don't Know/ Not Applicable



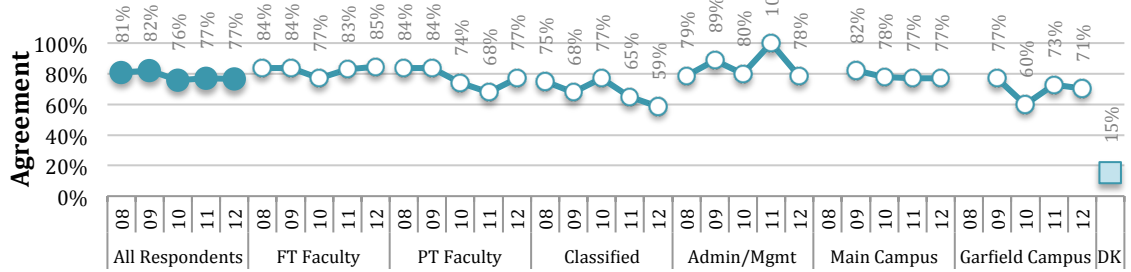
Part 4. Resources Items

Human Resources Items

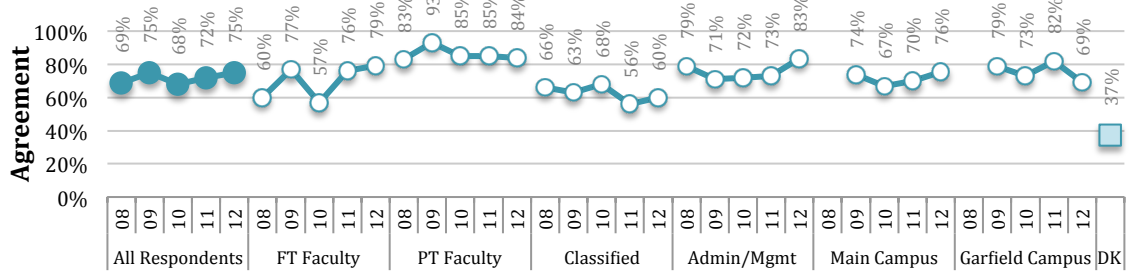


■ Strongly Agree
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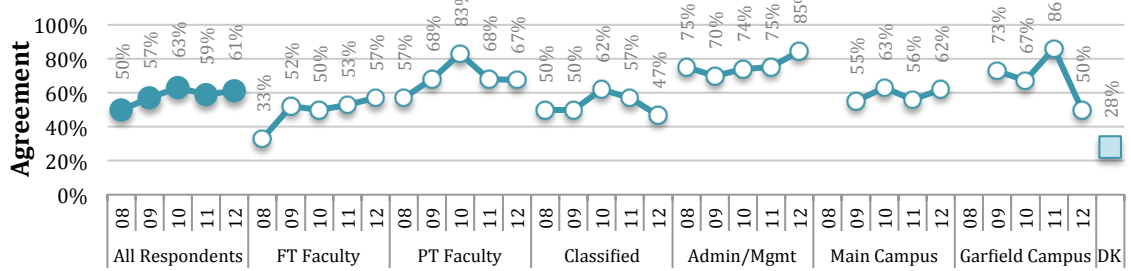
GCC has a clearly defined process for hiring competent faculty.



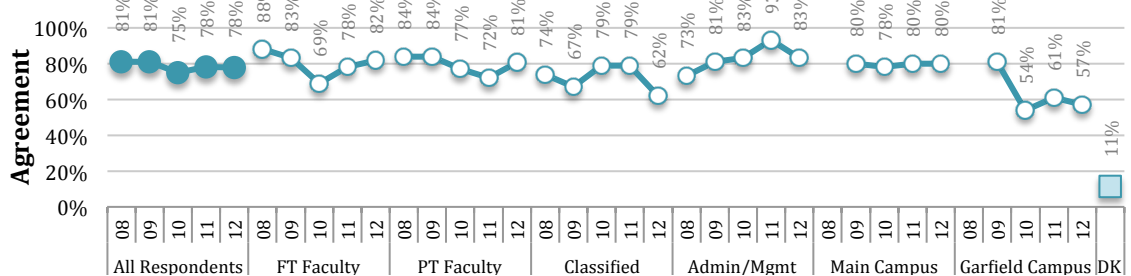
GCC has a clearly defined process for hiring competent classified employees.



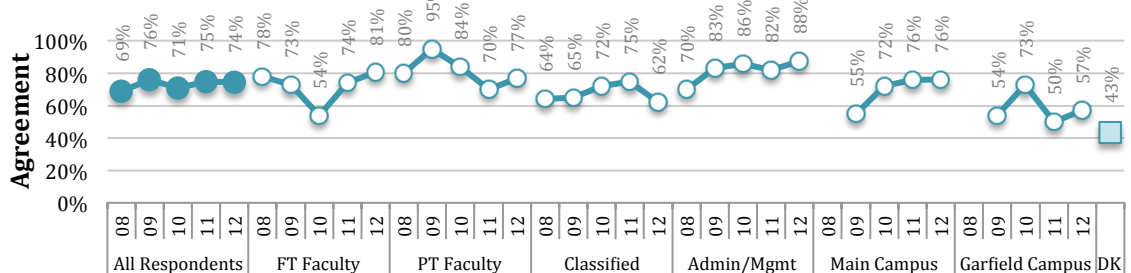
GCC has a clearly defined process for hiring competent administrators.



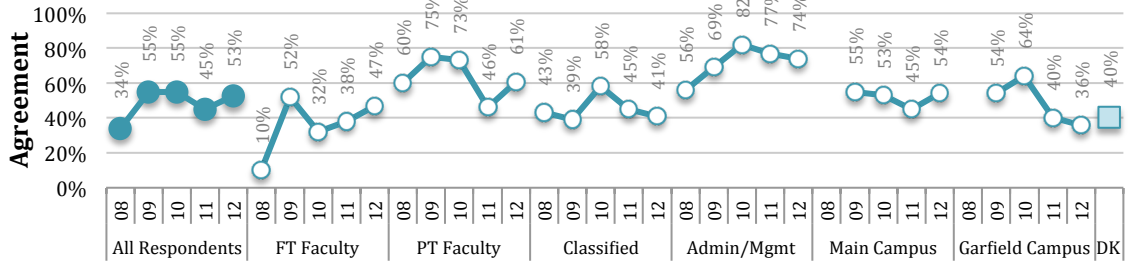
GCC has a clearly defined process for evaluating faculty.



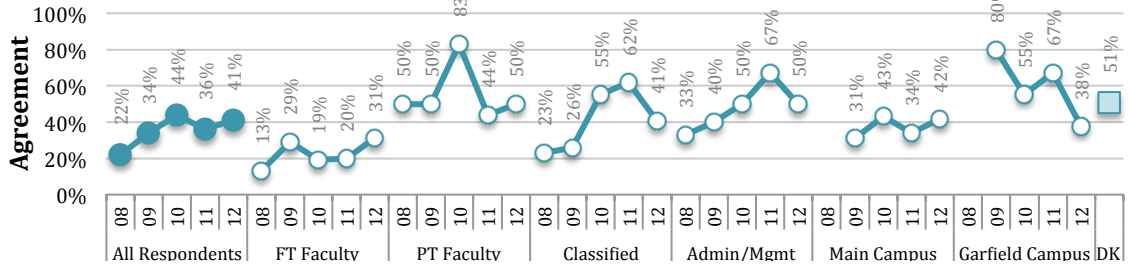
GCC has a clearly defined process for evaluating classified employees.



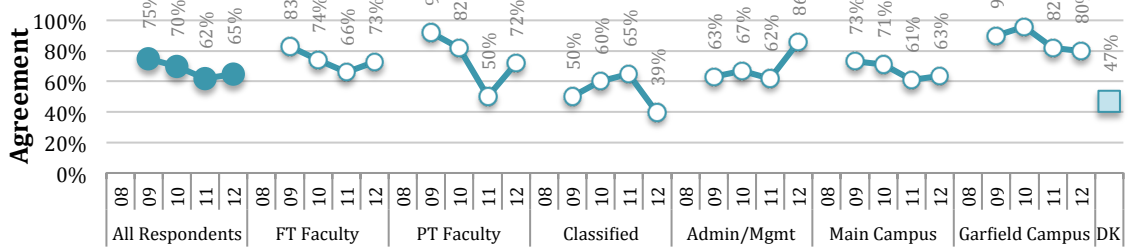
GCC has a clearly defined process for evaluating administrators.



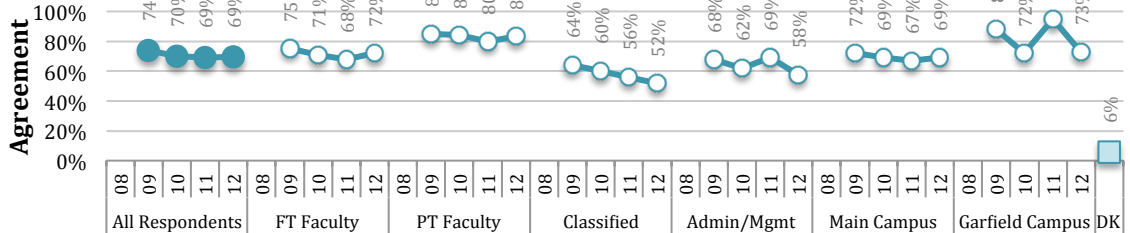
GCC has a clearly defined process for evaluating the Board of Trustees.



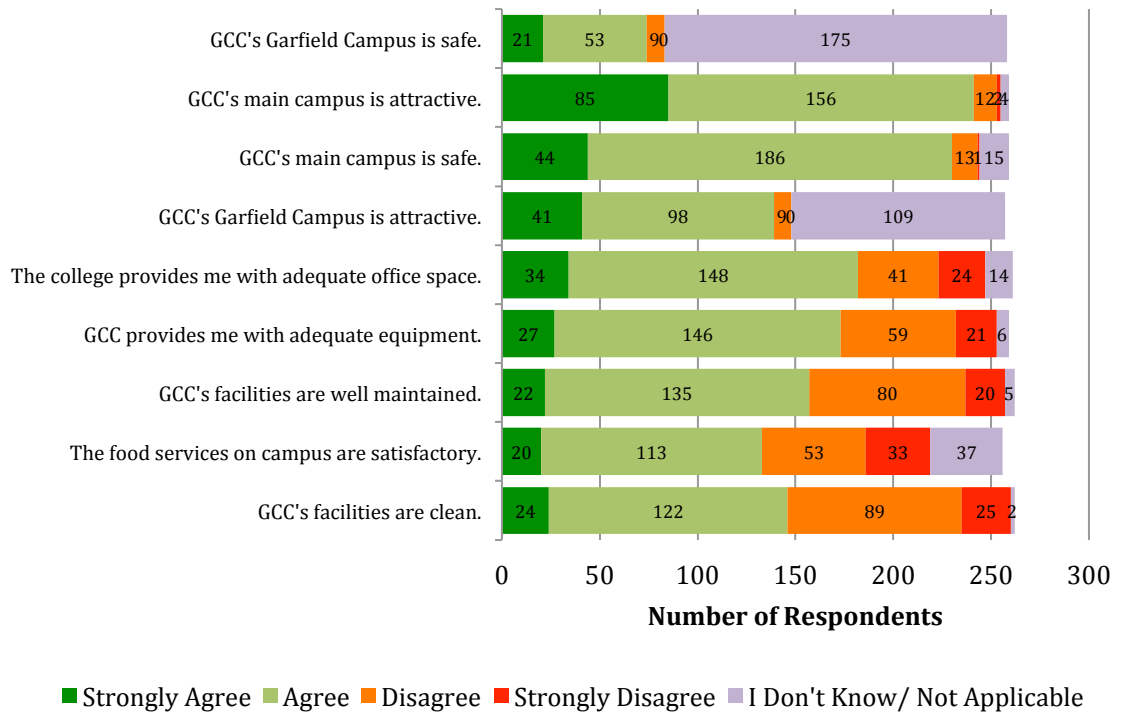
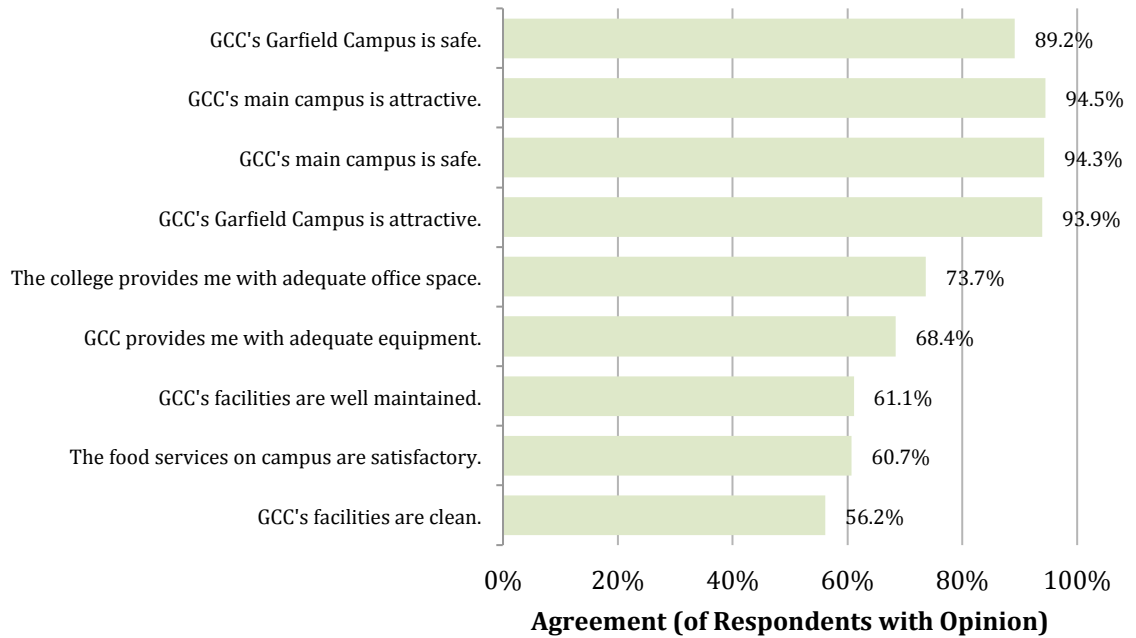
Grievances are handled fairly.

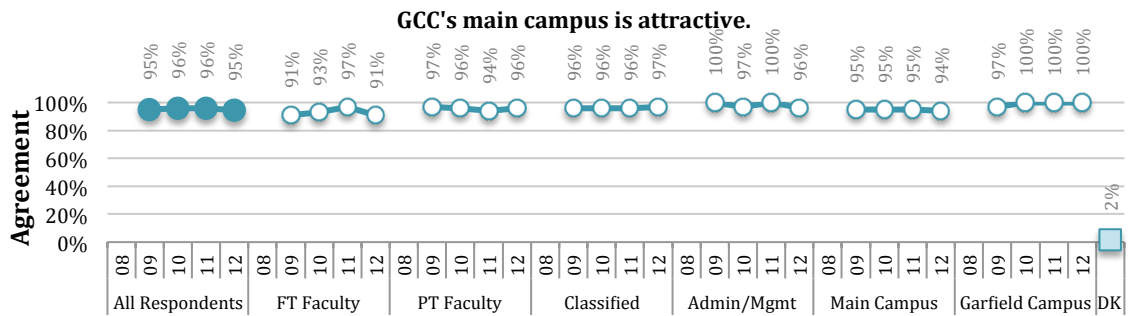
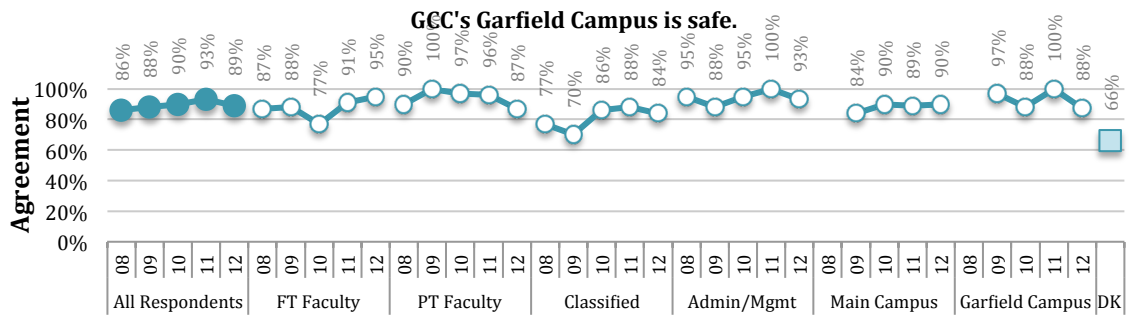
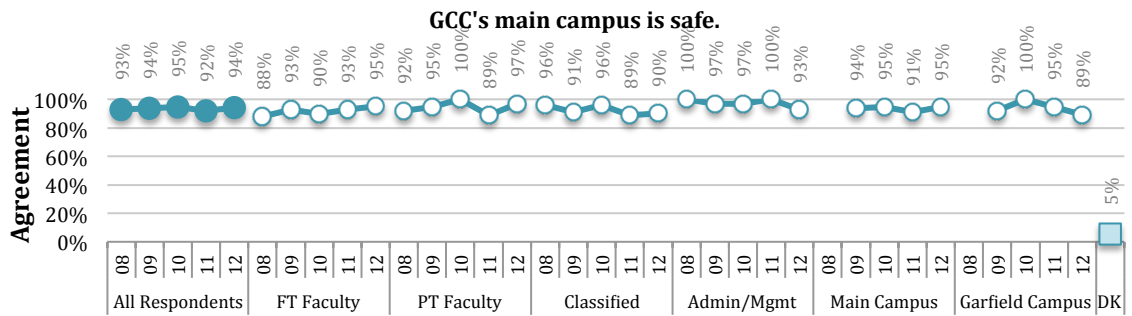
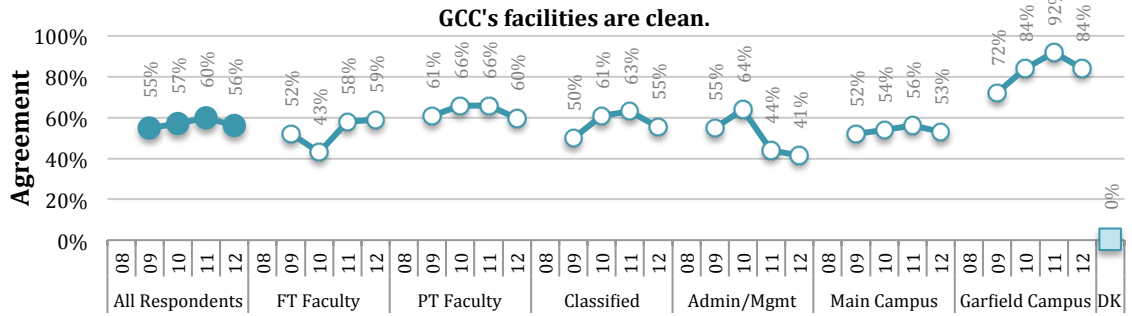
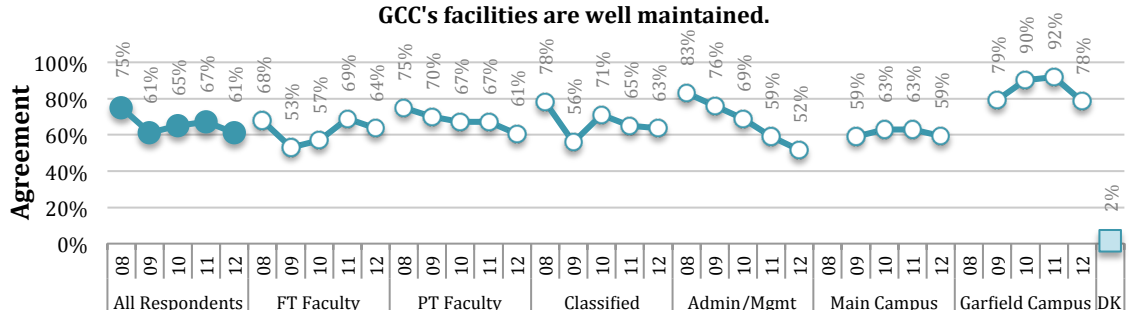


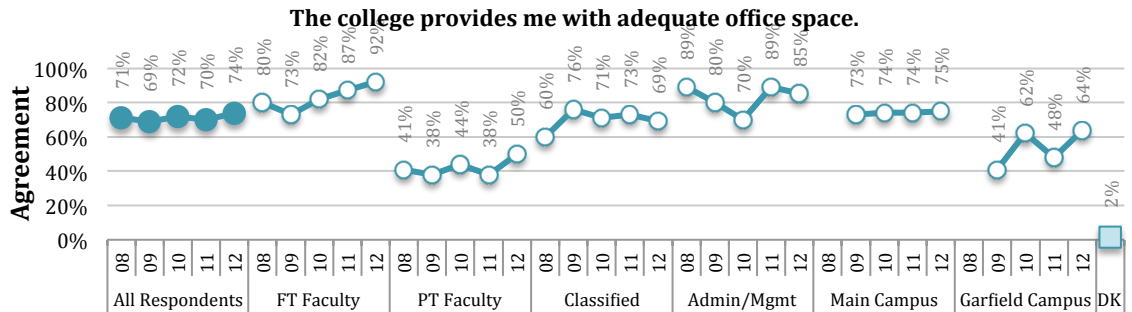
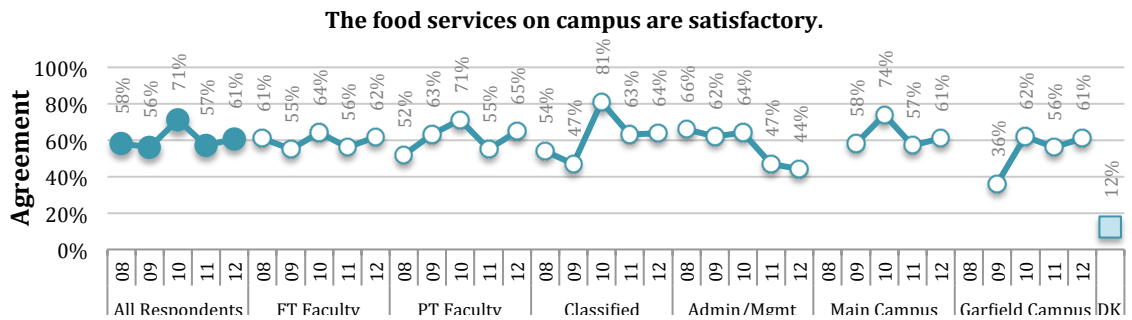
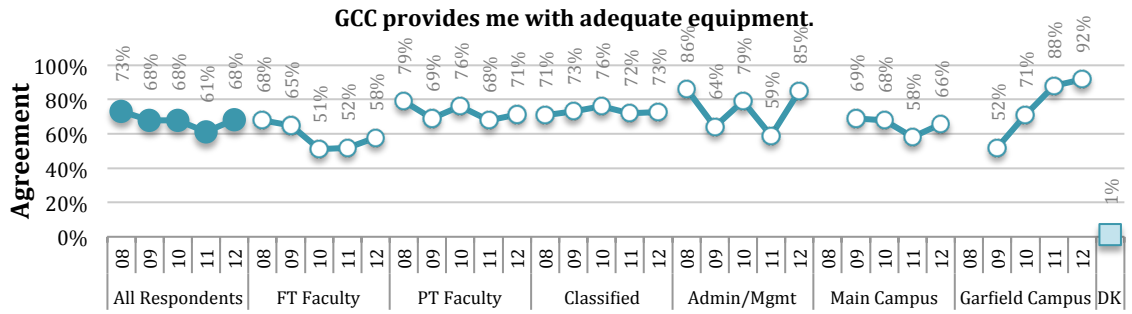
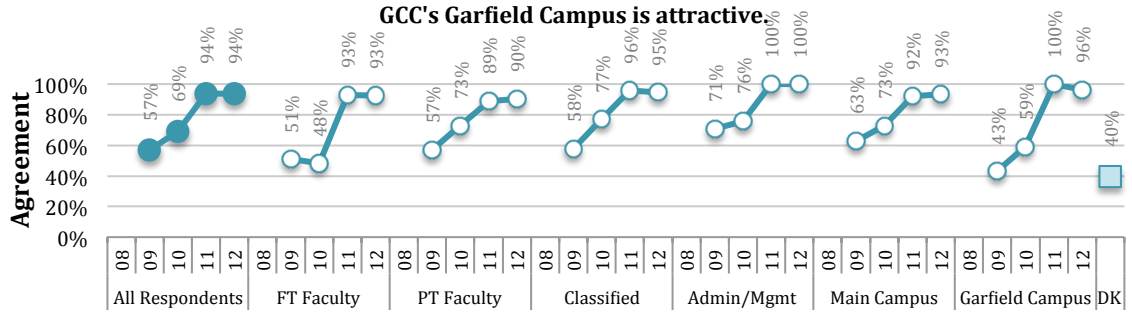
Sufficient personal and professional development opportunities are available to me.



Facilities Items

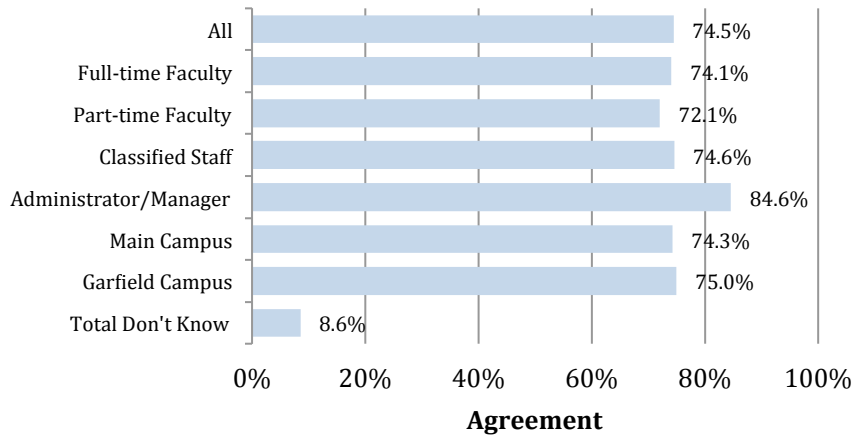




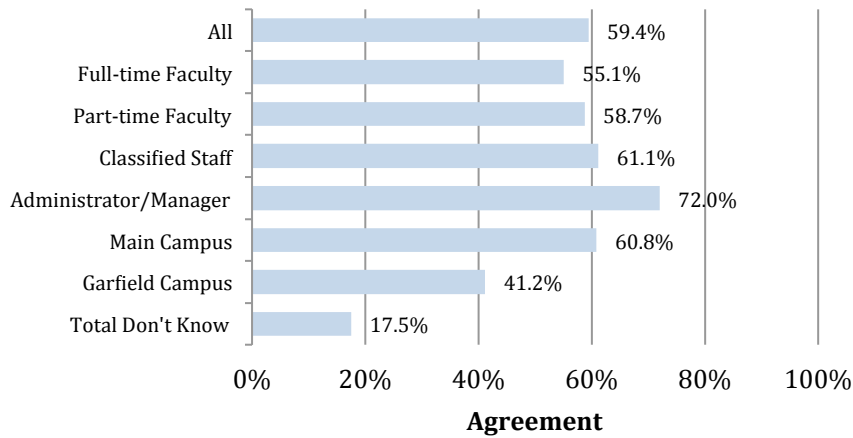


The 2012 survey included three new questions about emergency planning.

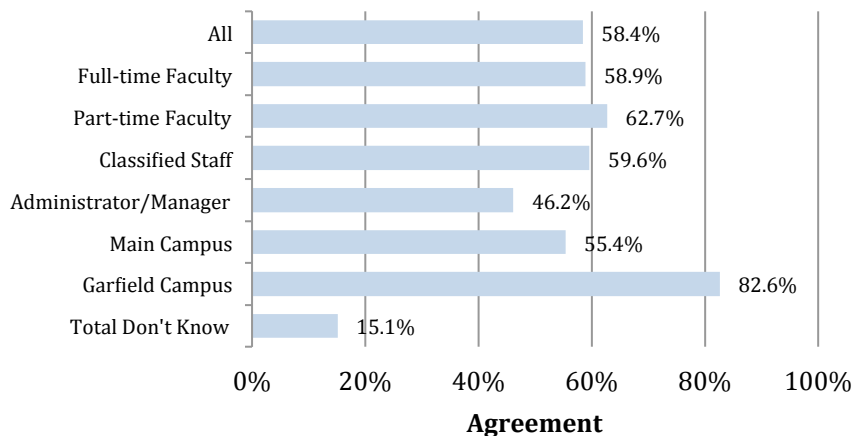
I know where to access an Emergency Procedures Guide.



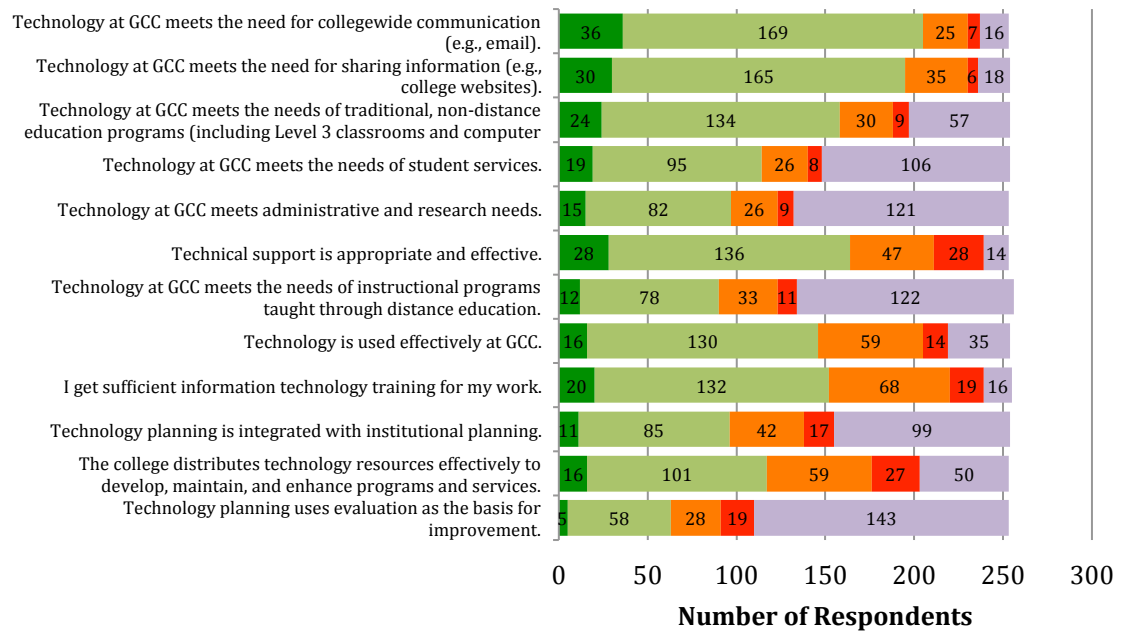
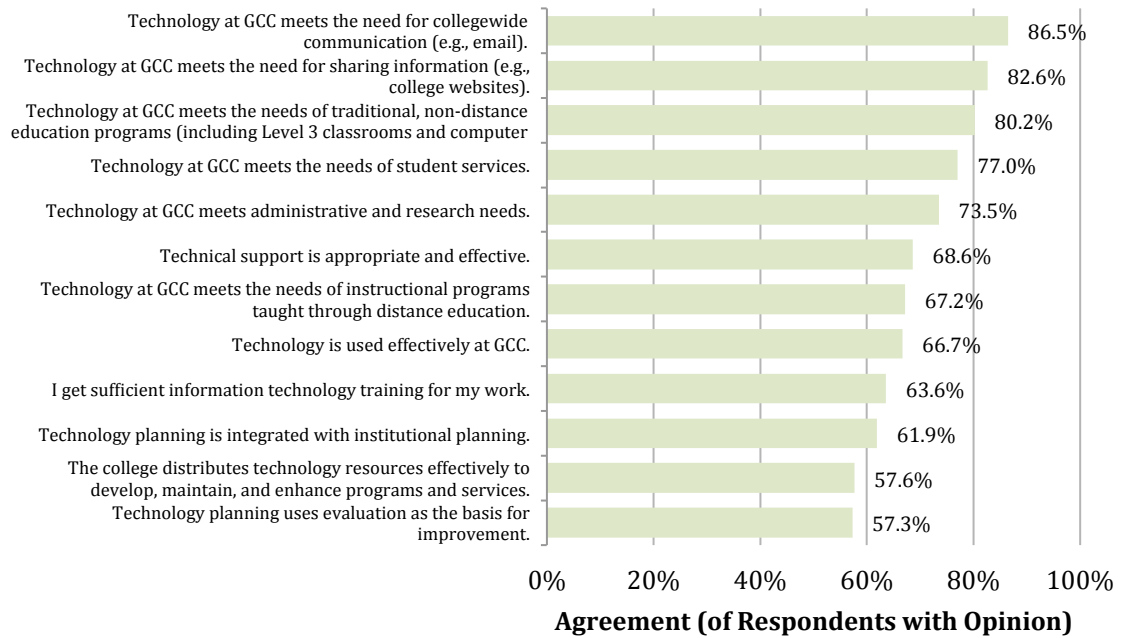
I know where to access the college's Annual Security Report.



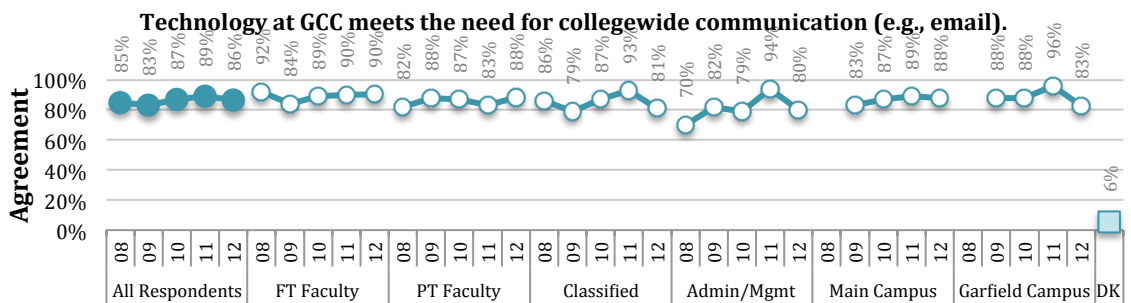
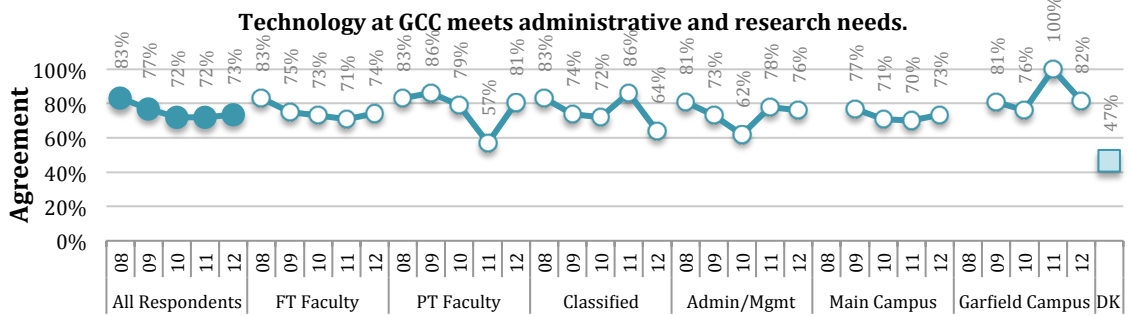
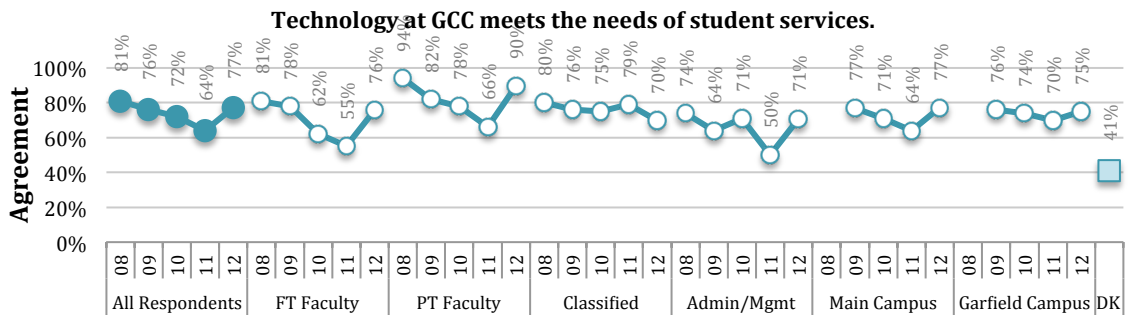
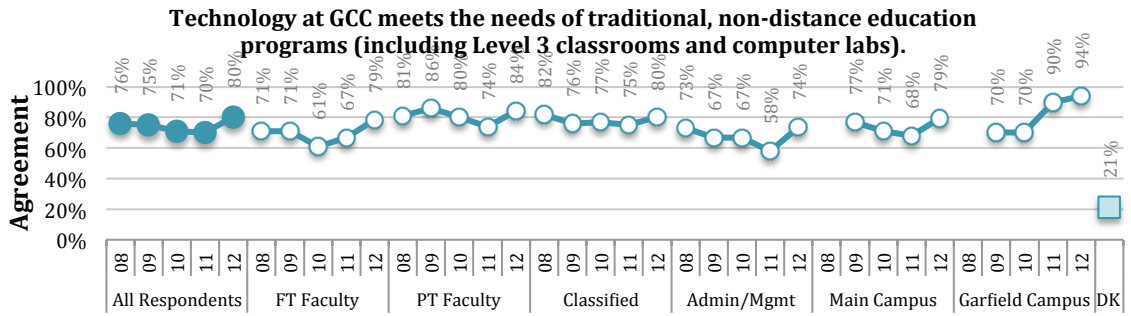
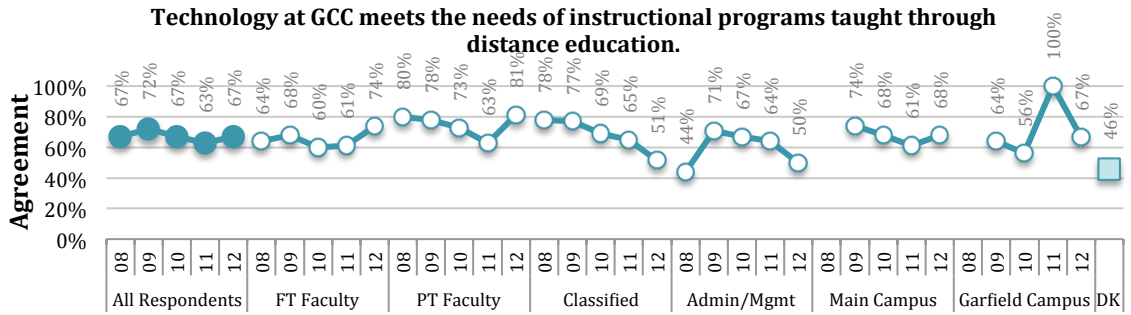
I know where the primary evacuation locations are for my campus (Main Campus, Garfield Campus, PDC, CDC)



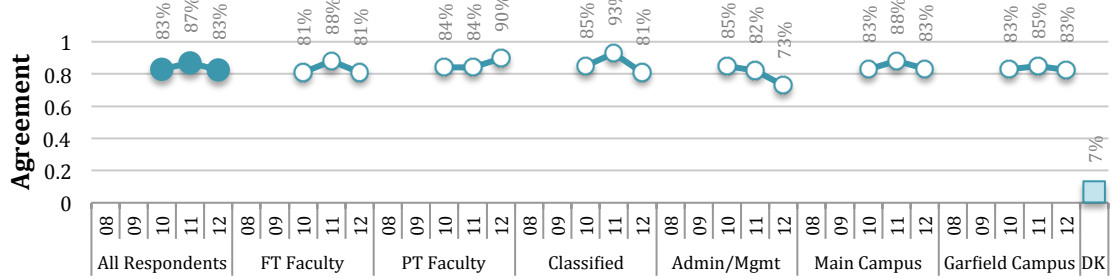
Technology Items



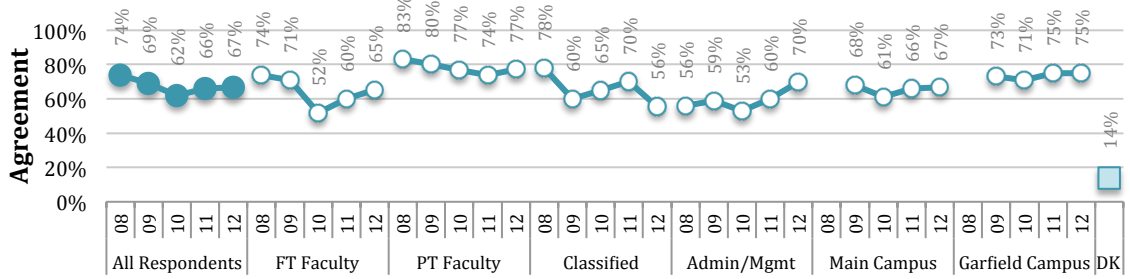
■ Strongly Agree ■ Agree ■ Disagree ■ Strongly Disagree ■ I Don't Know/ Not Applicable



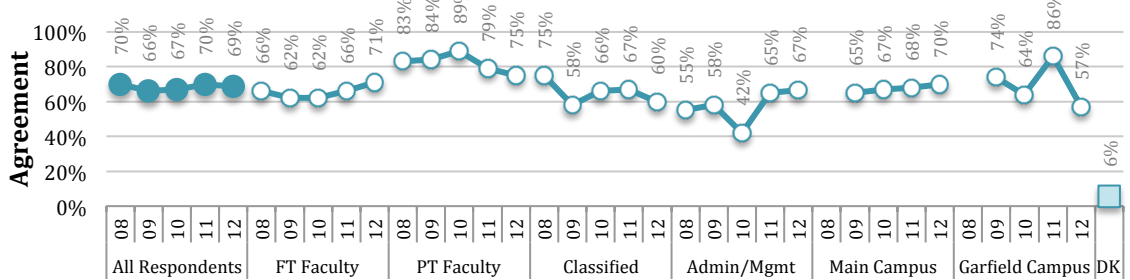
Technology at GCC meets the need for sharing information (e.g., college websites).



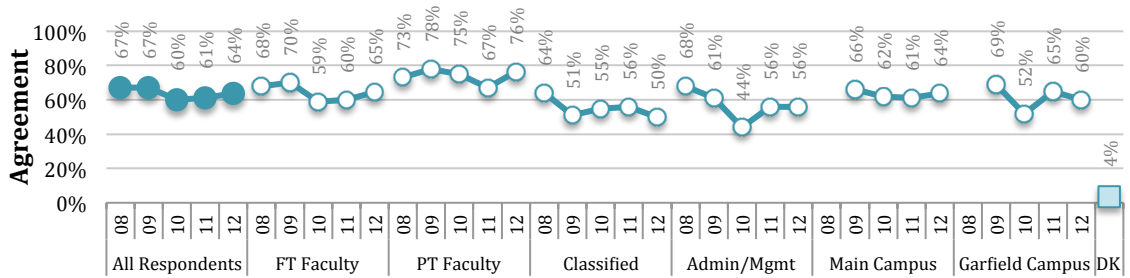
Technology is used effectively at GCC.



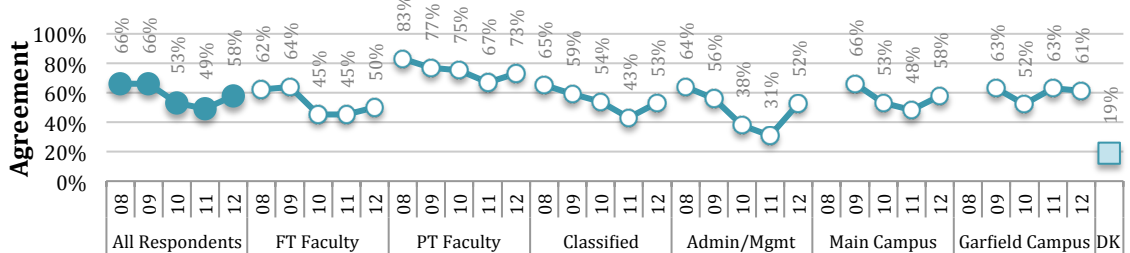
Technical support is appropriate and effective.



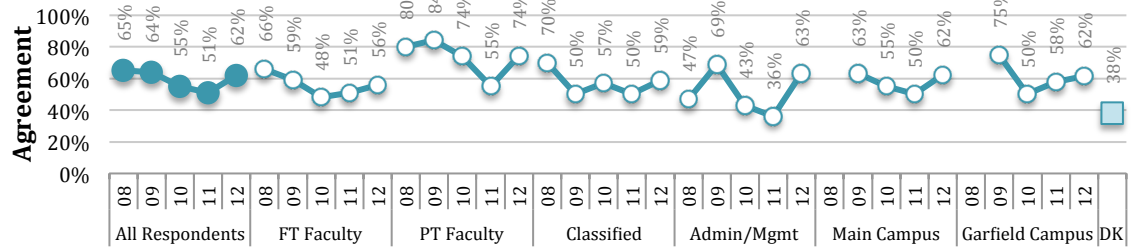
I get sufficient information technology training for my work.



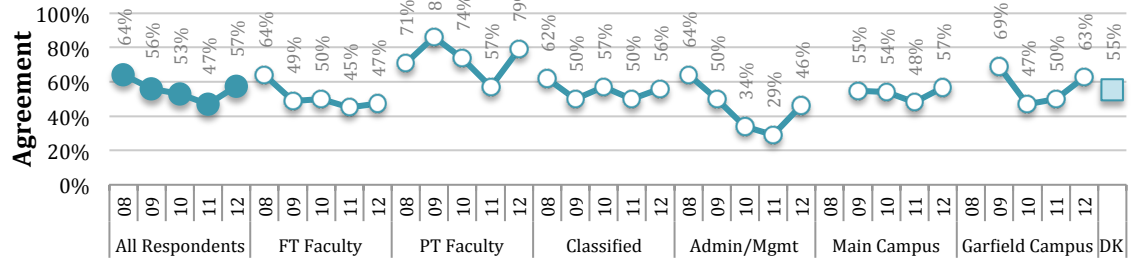
The college distributes technology resources effectively to develop, maintain, and enhance programs and services.



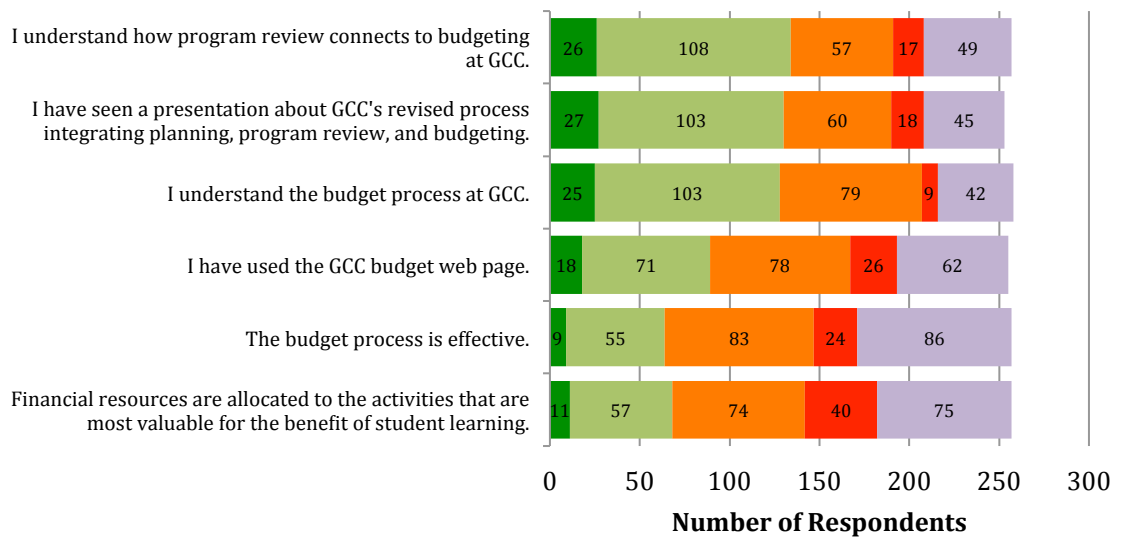
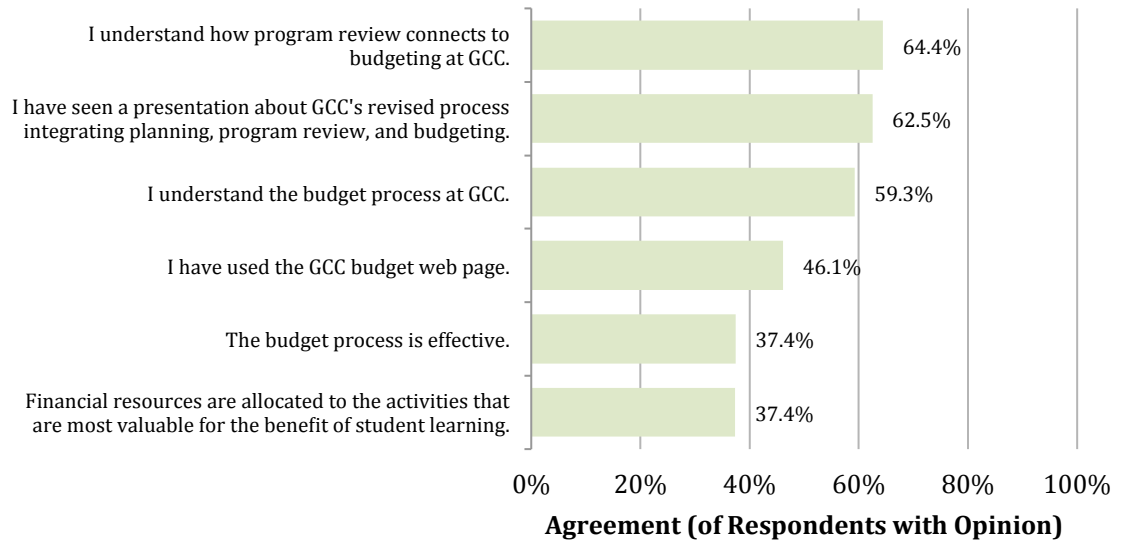
Technology planning is integrated with institutional planning.



Technology planning uses evaluation as the basis for improvement.

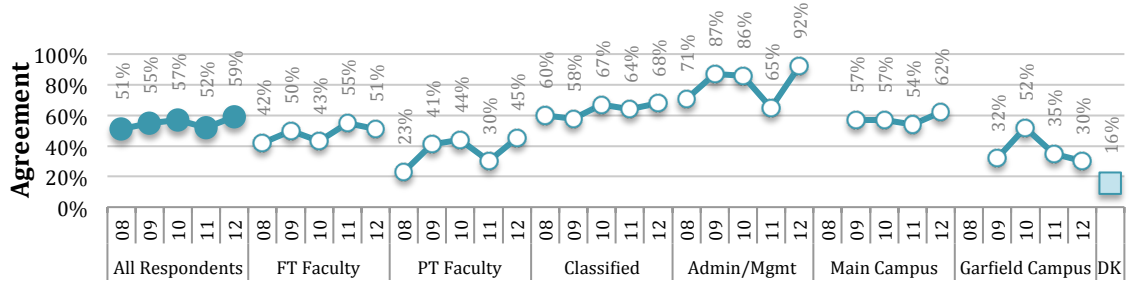


Fiscal Items

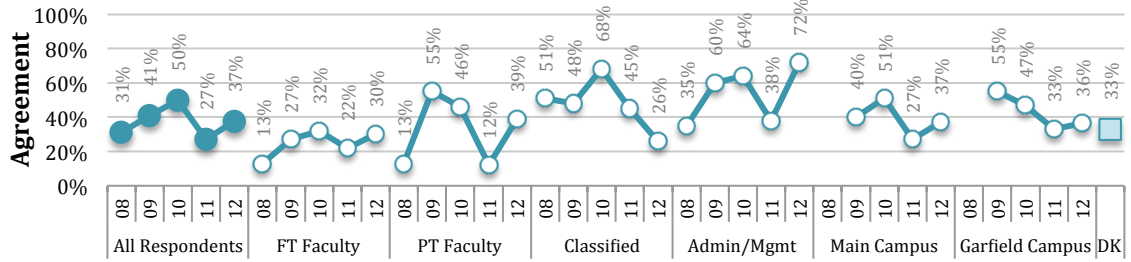


■ Strongly Agree
 ■ Agree
 ■ Disagree
 ■ Strongly Disagree
 ■ I Don't Know/ Not Applicable

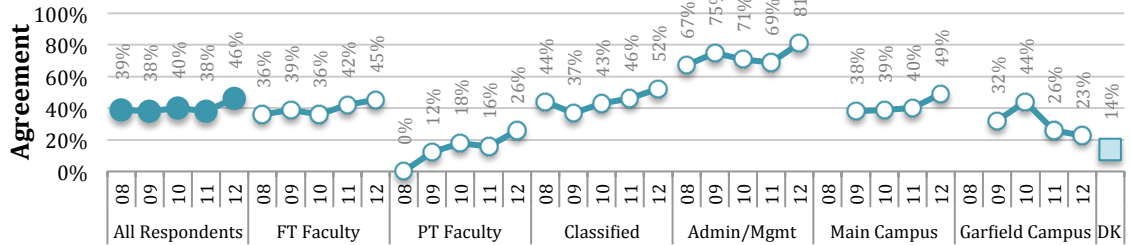
I understand the budget process at GCC.



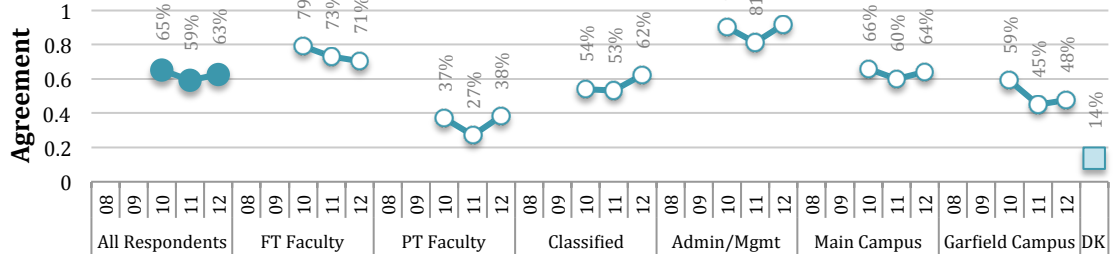
The budget process is effective.



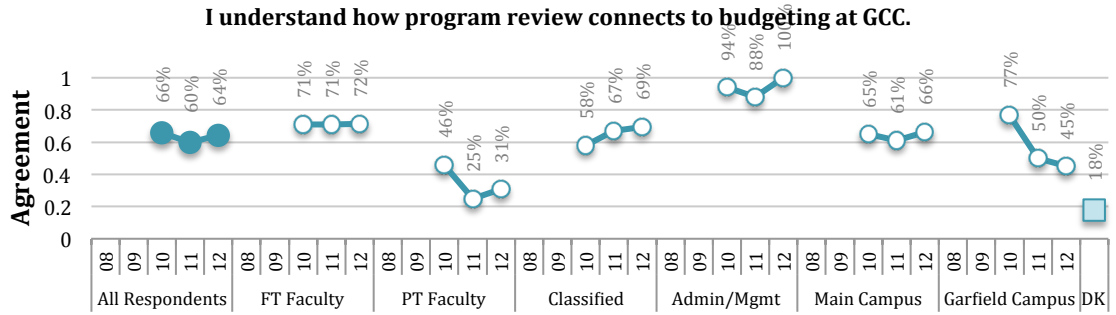
I have used the GCC budget web page.



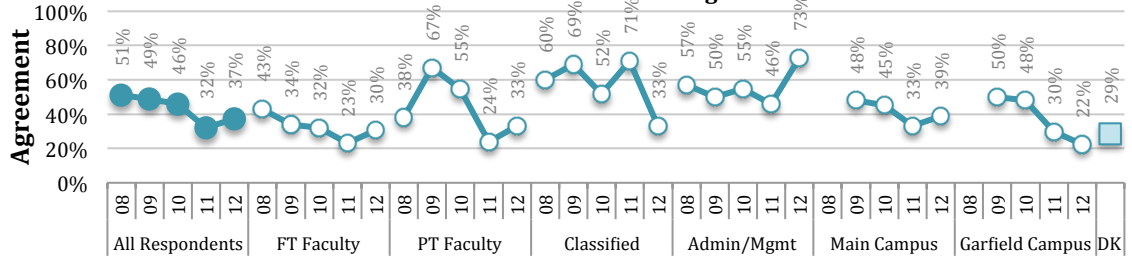
I have seen a presentation about GCC's revised process integrating planning, program review, and budgeting.



I understand how program review connects to budgeting at GCC.

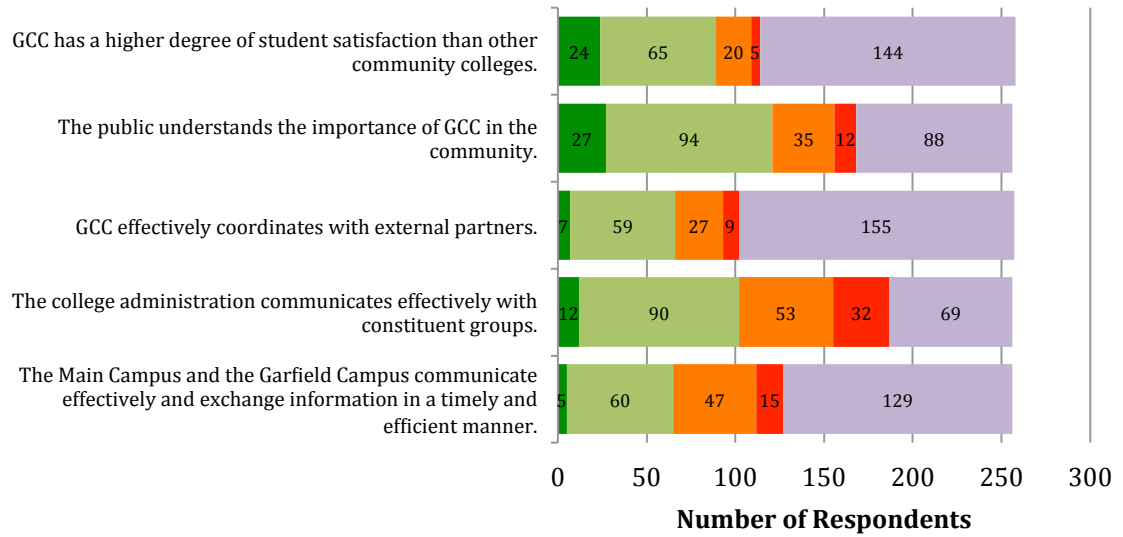
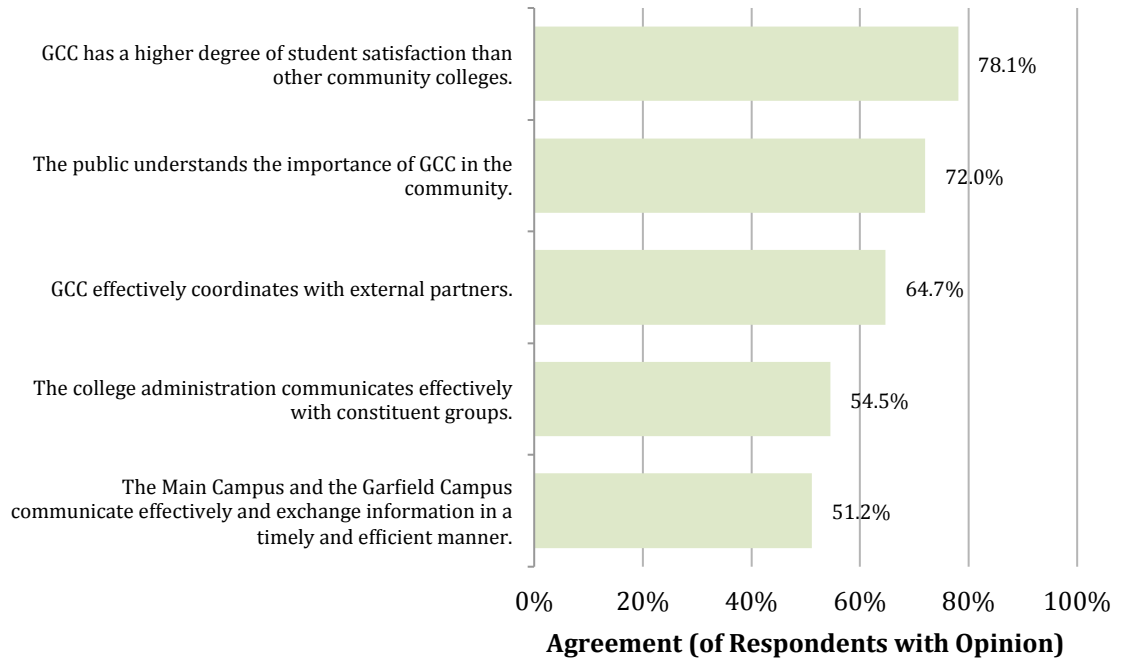


Financial resources are allocated to the activities that are most valuable for the benefit of student learning.



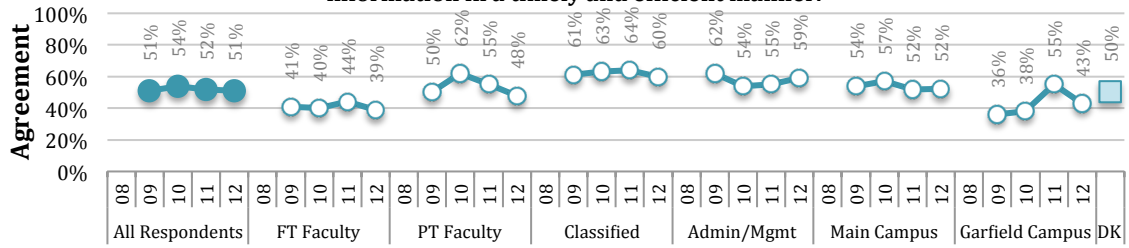
Part 5. Communication Items

Communication Items

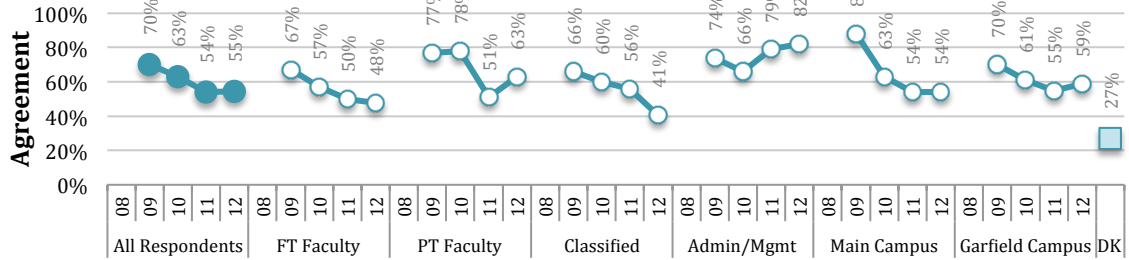


■ Strongly Agree
 ■ Agree
 ■ Disagree
 ■ Strongly Disagree
 ■ I Don't Know/ Not Applicable

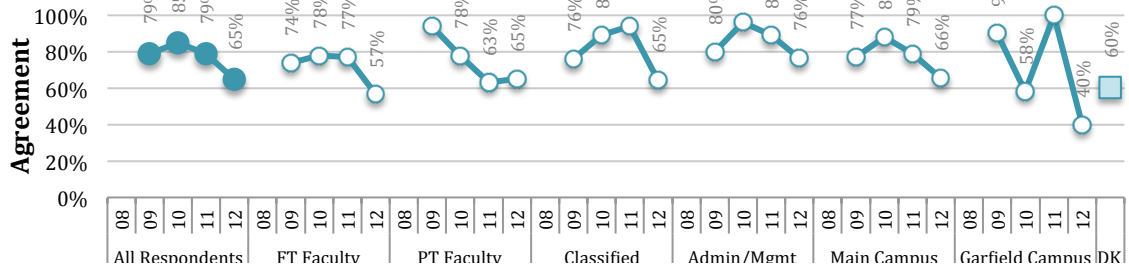
The Main Campus and the Garfield Campus communicate effectively and exchange information in a timely and efficient manner.



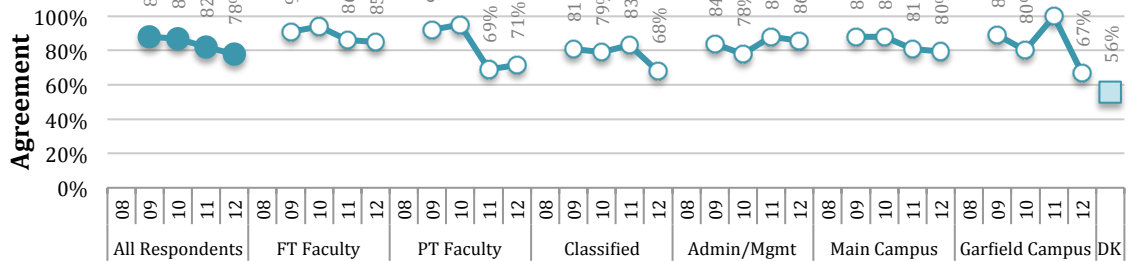
The college administration communicates effectively with constituent groups.



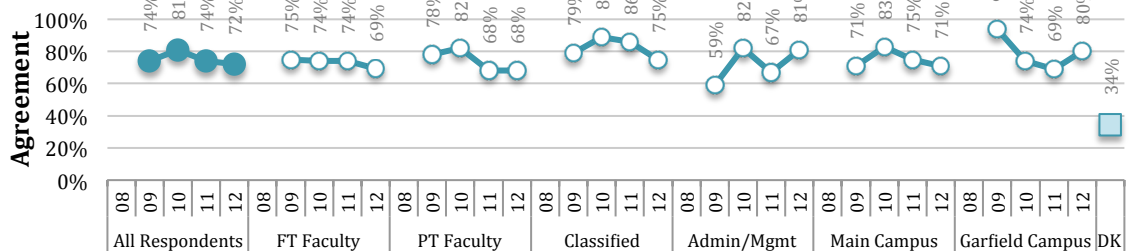
GCC effectively coordinates with external partners.



GCC has a higher degree of student satisfaction than other community colleges.



The public understands the importance of GCC in the community.



Appendix. Survey Method and Response Rates

In 2012, the faculty/staff survey was conducted between Monday, November 26 and Friday, December 7. Note that the entire survey was conducted after the November 6 election in which the voters passed Proposition 30 (“Temporary Taxes to Fund Education”). The survey was an online survey using the SurveyMonkey service.

Responses were received from 388 respondents: 114 full-time faculty members, 116 part-time faculty members, 119 classified staff members, 34 administrators and managers, 4 others. One respondent did not indicate an employee group. Response rates were approximately 50% for full-time faculty members, 22% for part-time faculty members, 38% for classified staff members, and 61% for administrators and managers. The overall response rate was 34%. The table below shows historical response counts by employee group.

Group	2008	2009	2010	2011	2012
Full-Time Faculty	84	139	104	125	114
Part-Time Faculty	47	109	96	123	116
Classified Staff	114	89	123	75	119
Administrators/Managers	33	41	44	25	34
Other	6	5	3	3	4
Main Campus	not asked	332	321	302	338
Garfield Campus	not asked	43	45	39	44
No Response	not asked	8	5	10	6
Total	283	383	370	351	388

Historically, faculty/staff surveys were conducted in advance of accreditation self studies. These surveys were conducted in 1986, 1990, 1997, and 2002. The survey questions were originally developed in 1986 by nine committees working on the accreditation self study. The 2007 faculty/staff survey represented a different approach, with mostly new items. Since 2007, faculty/staff surveys have been conducted annually in the Fall semester.