

# COLLEGE VIEWS 2021

## Results of the Fall 2021 Faculty/Staff Survey

The Faculty/Staff Survey is conducted in the Fall semester every year. The table below shows the history of the past five years of the survey. The graphs on the following pages show response trends for the past five years by item category.

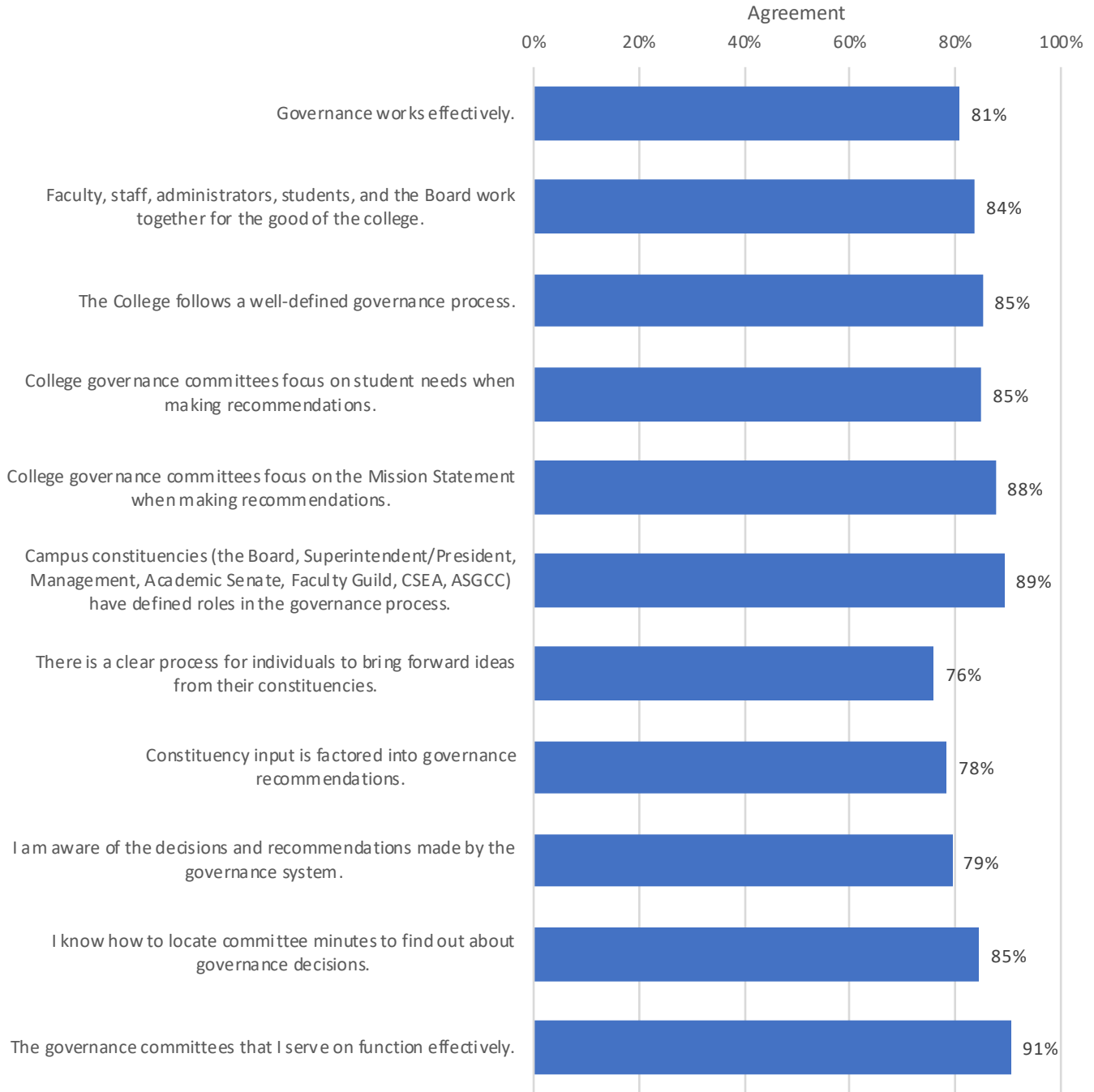
<i>Number of Respondents</i>							
<b>Survey Year</b>	<b>Full-Time Faculty</b>	<b>Part-Time Faculty</b>	<b>Admin / Managers / Confidential</b>	<b>Classified Staff</b>	<b>Verdugo Campus</b>	<b>Garfield Campus</b>	<b>Total</b>
2017	102	126	98	62	337	47	393
2018	109	105	58	35	265	37	307
2019	110	87	99	34	291	36	333
2020	100	91	111	37	299	41	339
2021	117	115	30	110	321	33	373

Most items reported in the graphs are **agreement items** in which respondents were given the response choices Strongly Agree, Agree, Disagree, or Strongly Disagree. The agreement percentage reported in the graphs is the number of respondents marking Strongly Agree or Agree divided by the total marking any of these four responses. Respondents could also mark I Don't Know or Not Applicable for many of the questions, but these responses are not included in the numerator or denominator of the calculation.

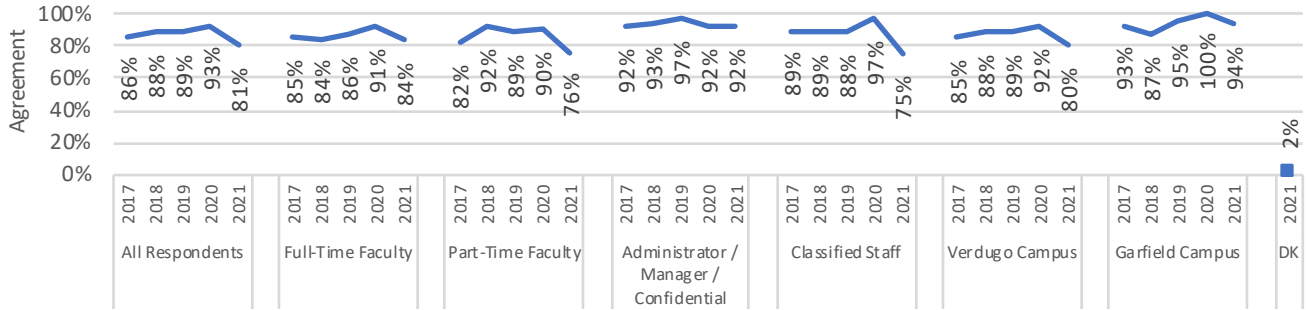
Several items reported in the graphs are **satisfaction items** in which respondents were given the response choices Very Satisfied, Satisfied, Neutral, Dissatisfied, or Very Dissatisfied. The satisfaction percentage reported in the graphs is the number of respondents marking Very Satisfied or Satisfied divided by the total marking any of these five responses. Note that Neutral is not included in the numerator but is included in the denominator.

# GOVERNANCE ITEMS

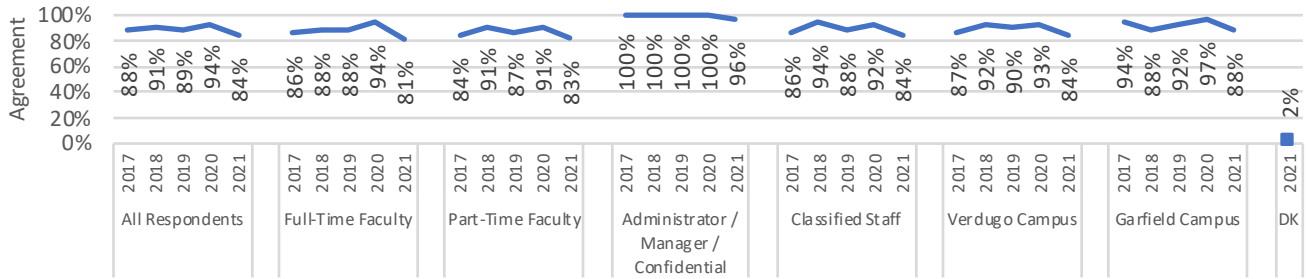
## 2021 Survey Results



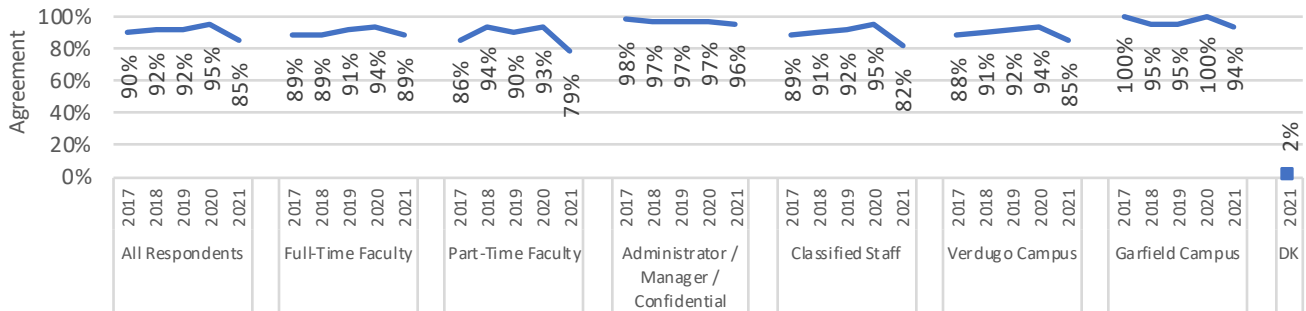
### Governance works effectively.



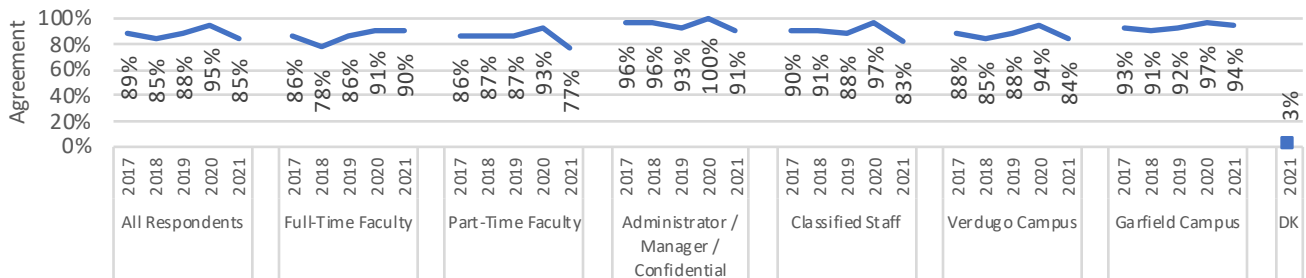
### Faculty, staff, administrators, students, and the Board work together for the good of the college.



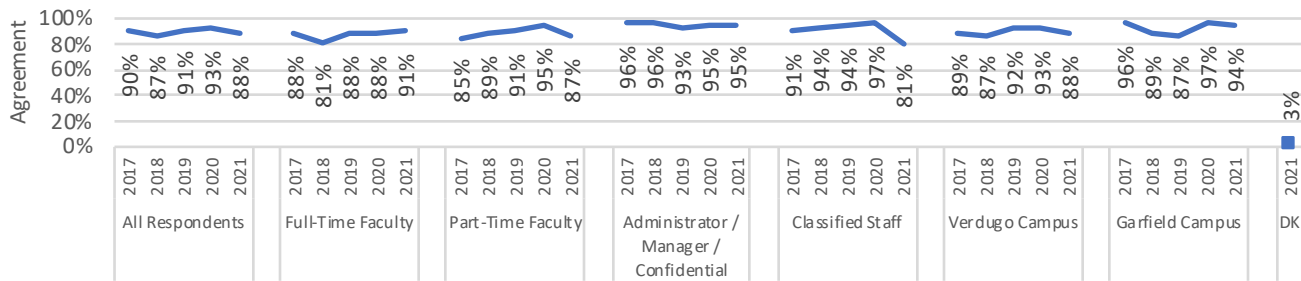
### The College follows a well-defined governance process.



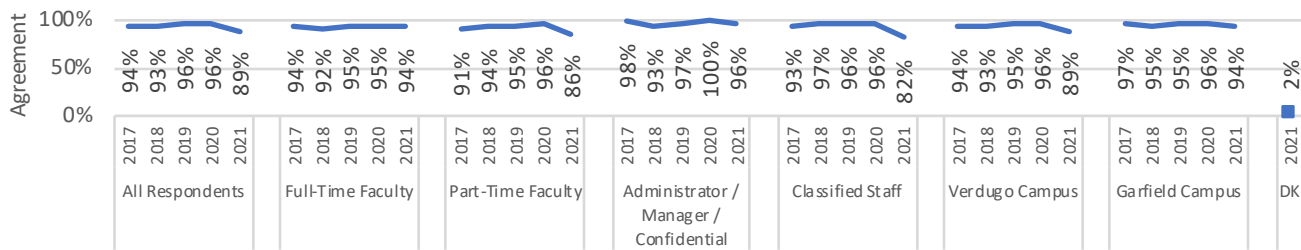
### College governance committees focus on student needs when making recommendations.



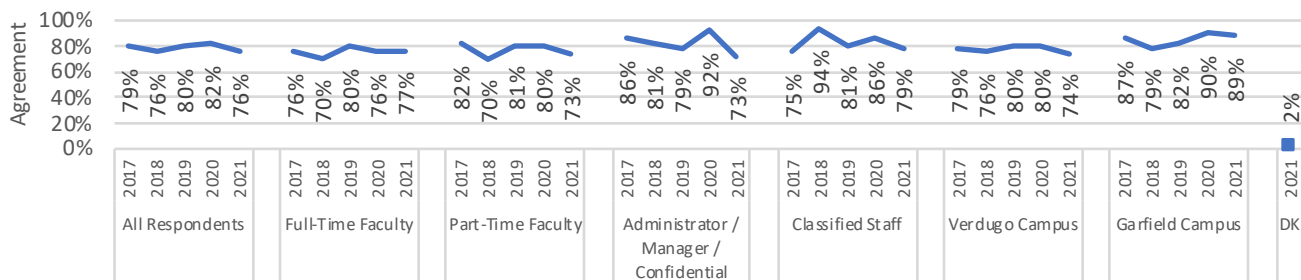
**College governance committees focus on the Mission Statement when making recommendations.**



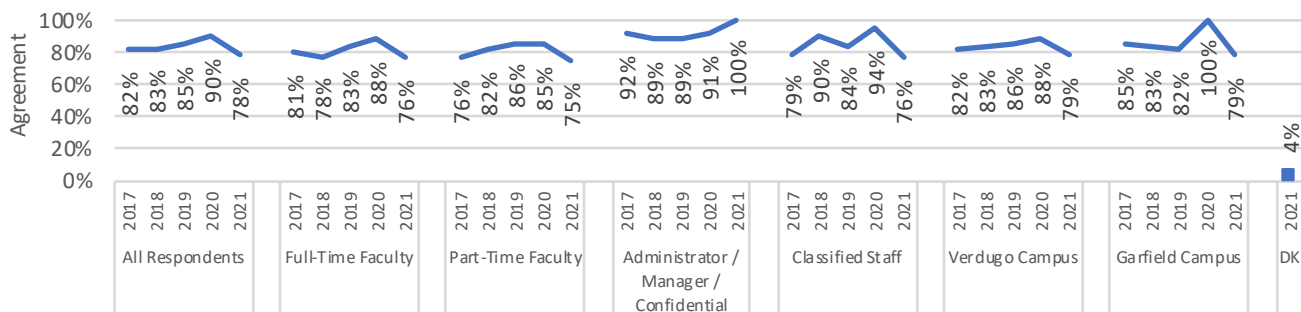
**Campus constituencies (the Board, Superintendent/President, Management, Academic Senate, Faculty Guild, CSEA, ASGCC) have defined roles in the governance process.**



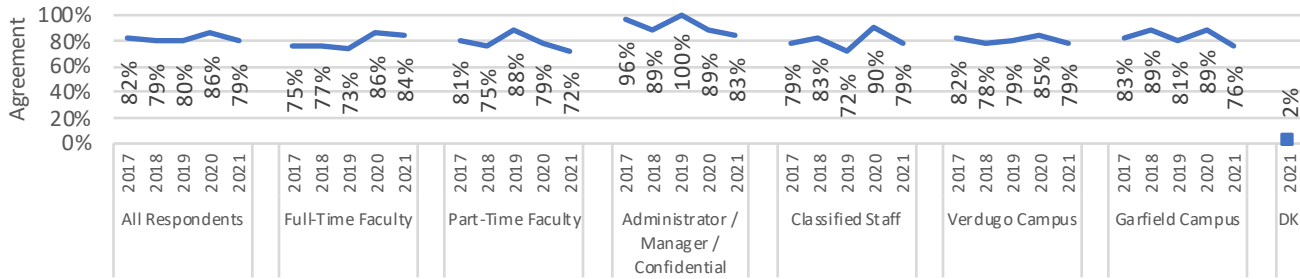
**There is a clear process for individuals to bring forward ideas from their constituencies.**



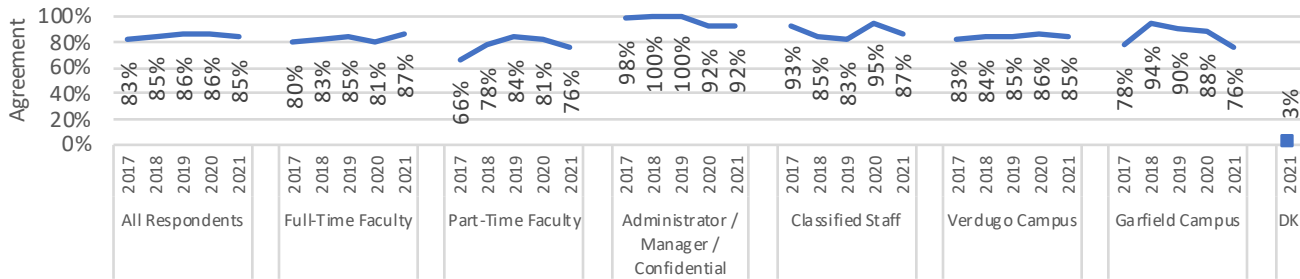
**Constituency input is factored into governance recommendations.**



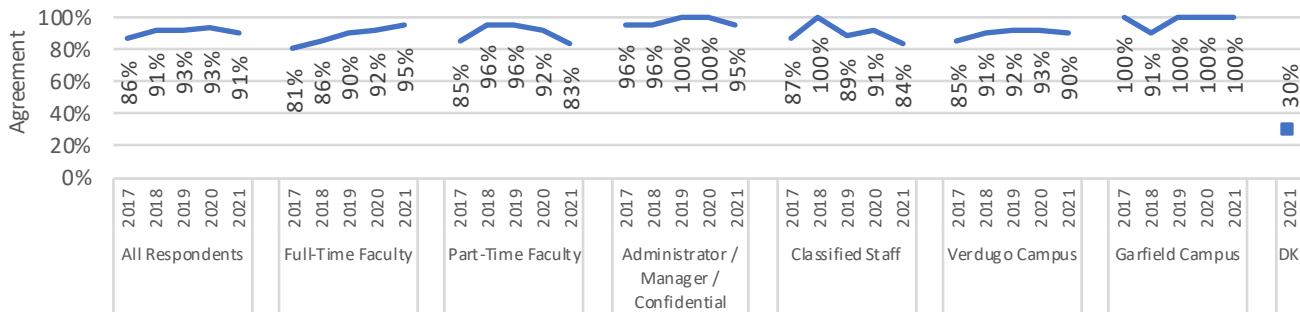
### I am aware of the decisions and recommendations made by the governance system.



### I know how to locate committee minutes to find out about governance decisions.

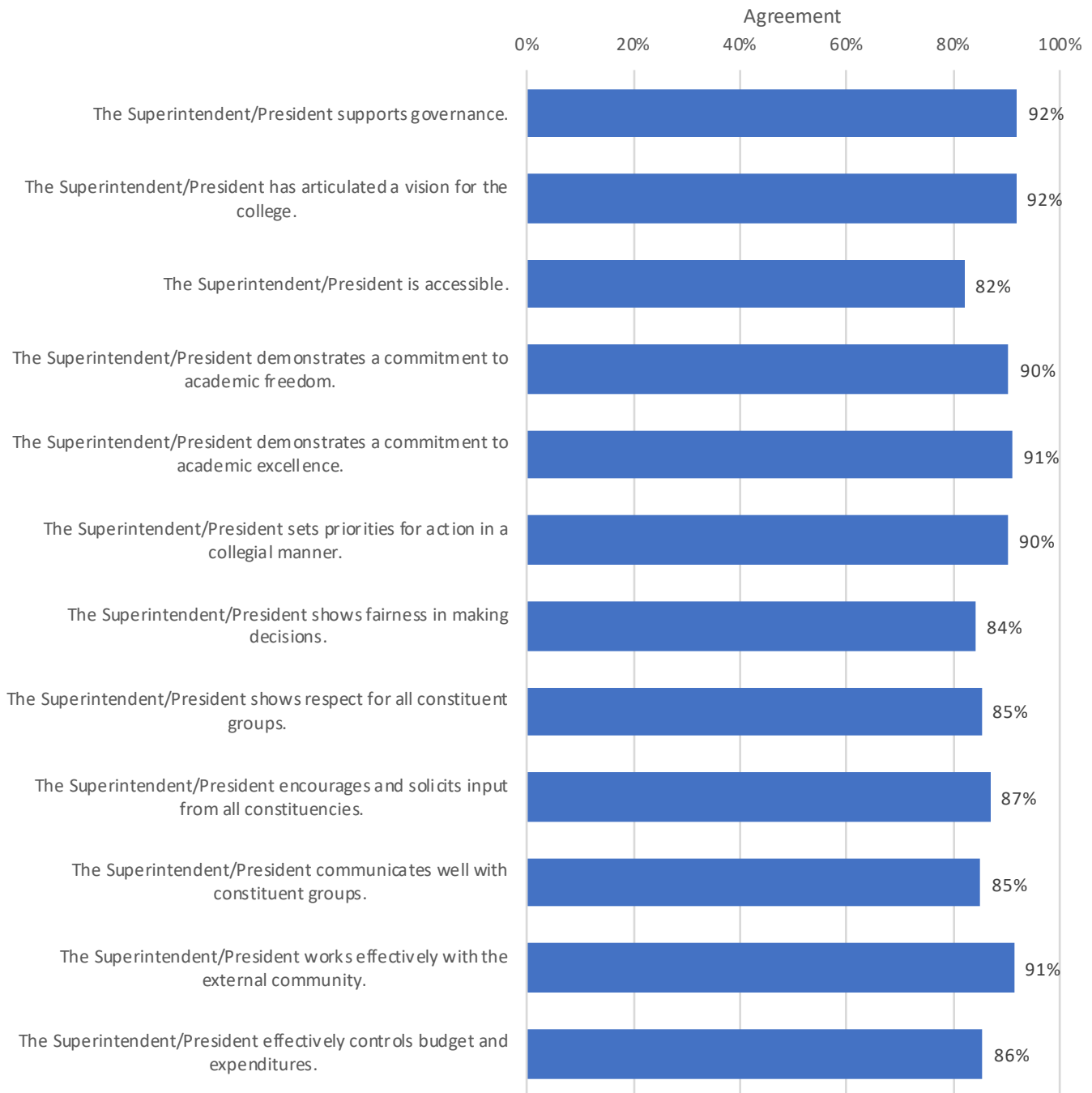


### The governance committees that I serve on function effectively.

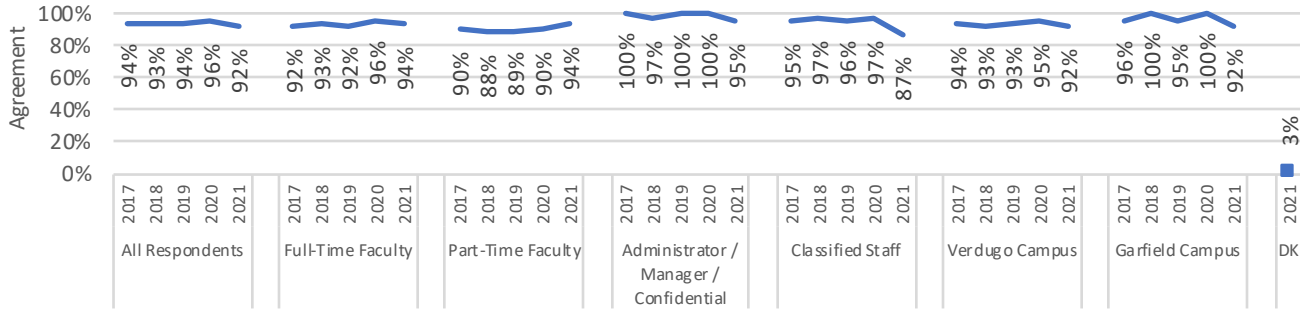


# SUPERINTENDENT/PRESIDENT ITEMS

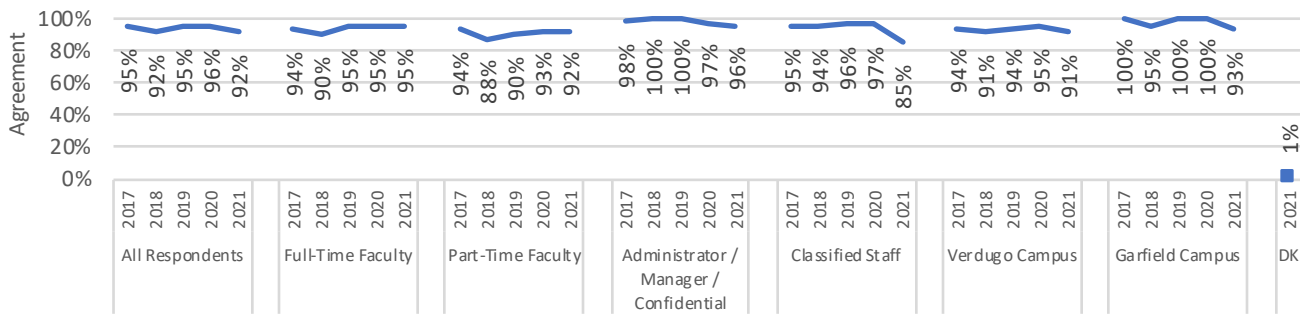
## 2021 Survey Results



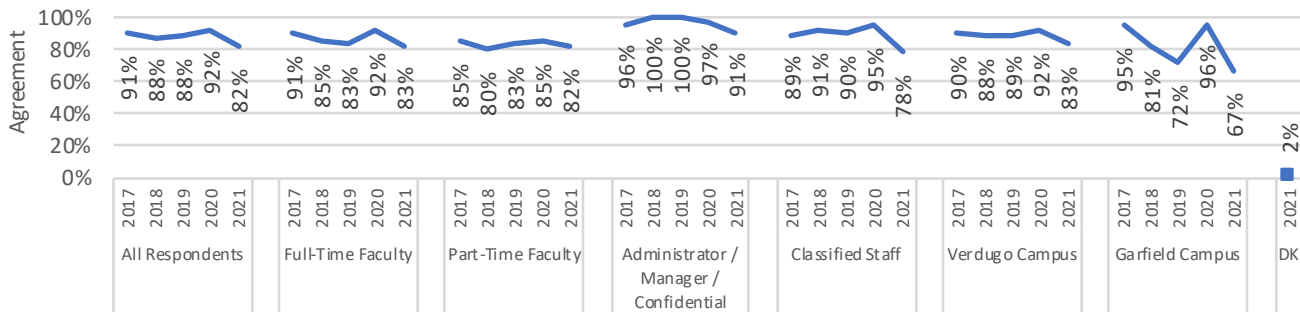
### The Superintendent/President supports governance.



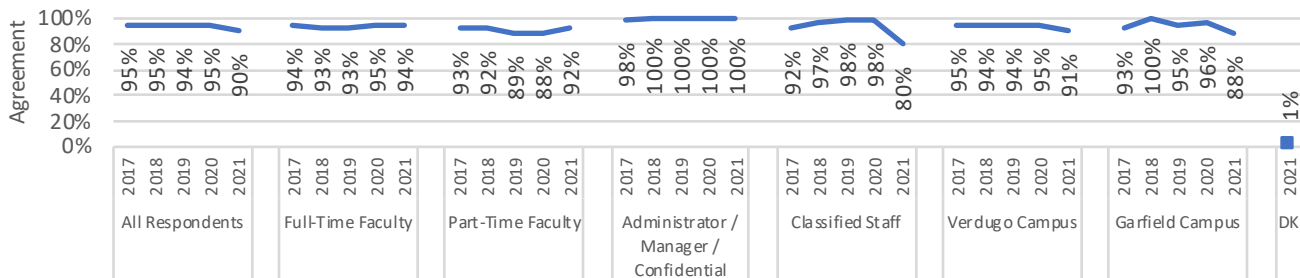
### The Superintendent/President has articulated a vision for the college.



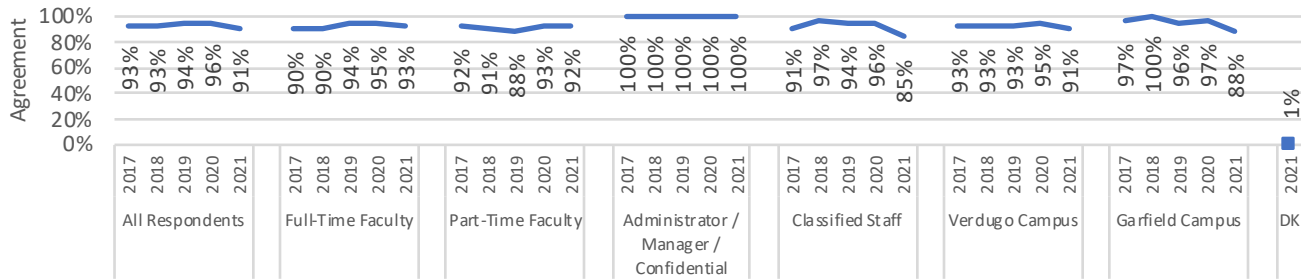
### The Superintendent/President is accessible.



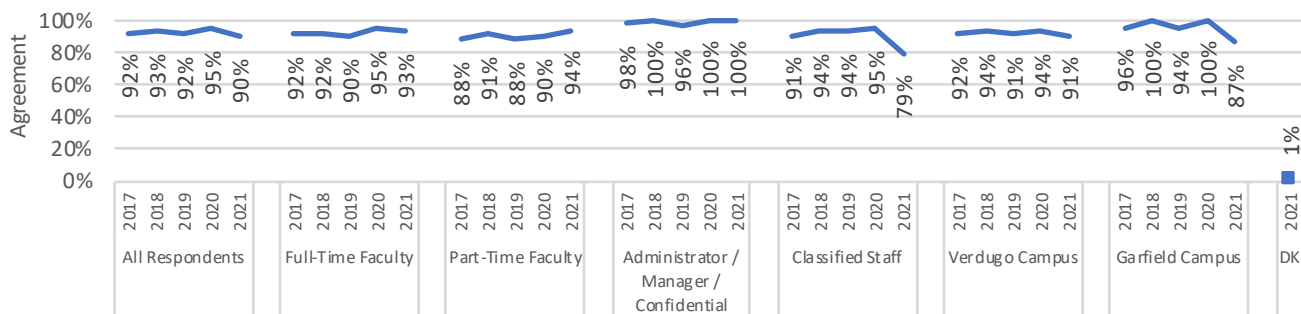
### The Superintendent/President demonstrates a commitment to academic freedom.



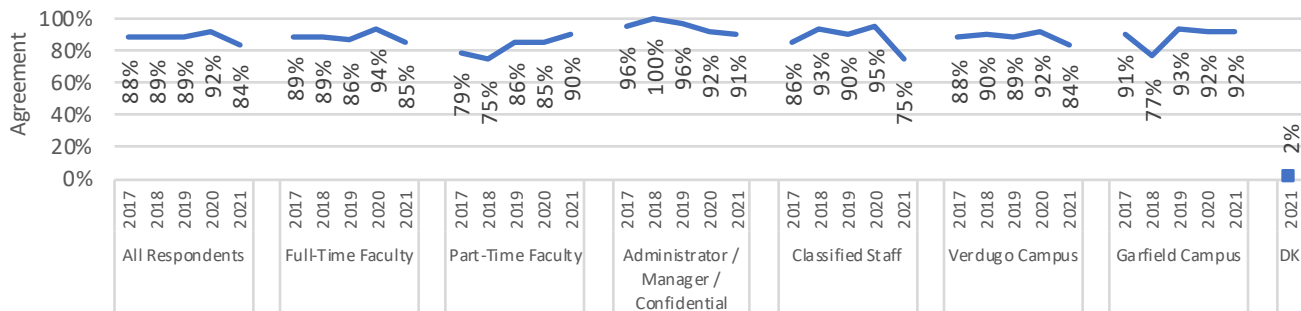
### The Superintendent/President demonstrates a commitment to academic excellence.



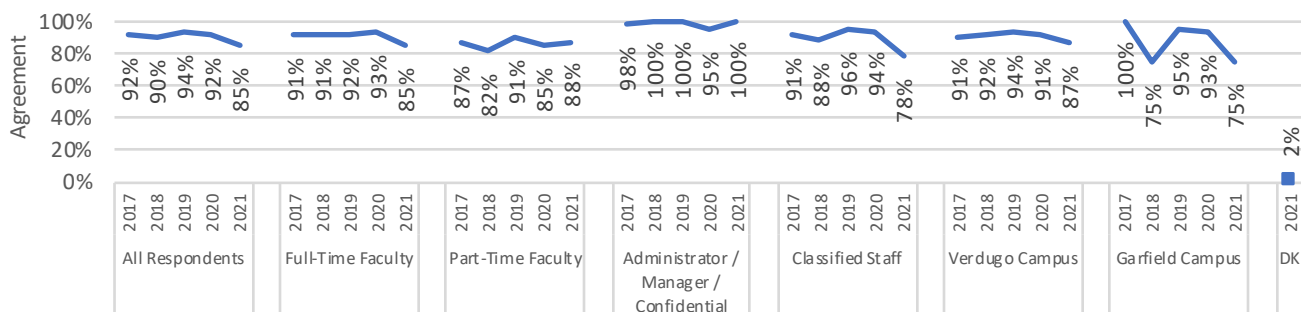
### The Superintendent/President sets priorities for action in a collegial manner.



### The Superintendent/President shows fairness in making decisions.

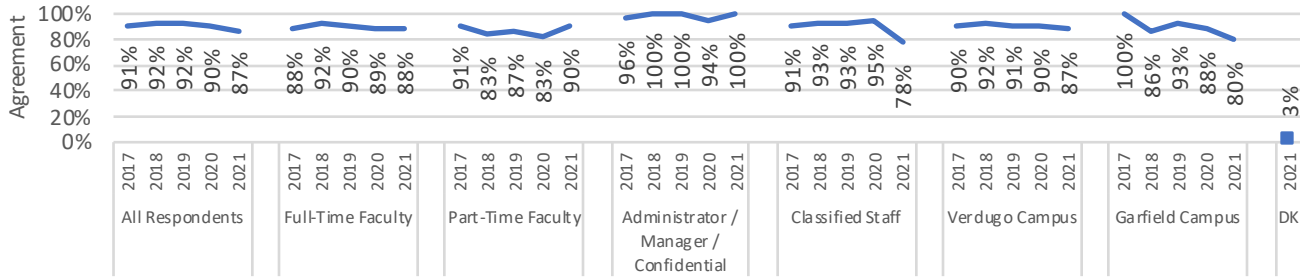


### The Superintendent/President shows respect for all constituent groups.

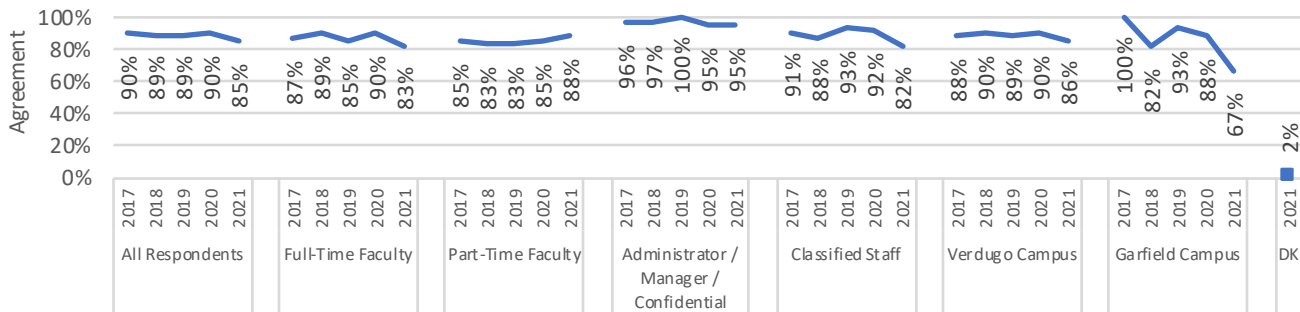




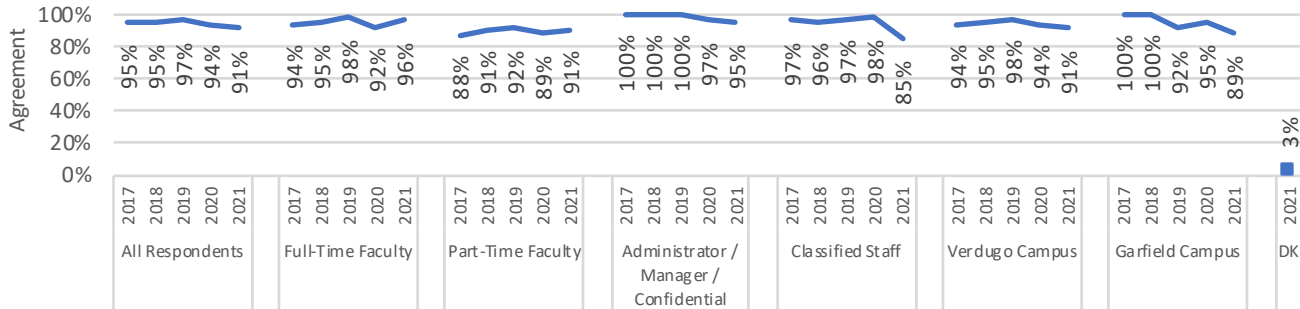
**The Superintendent/President encourages and solicits input from all constituencies.**



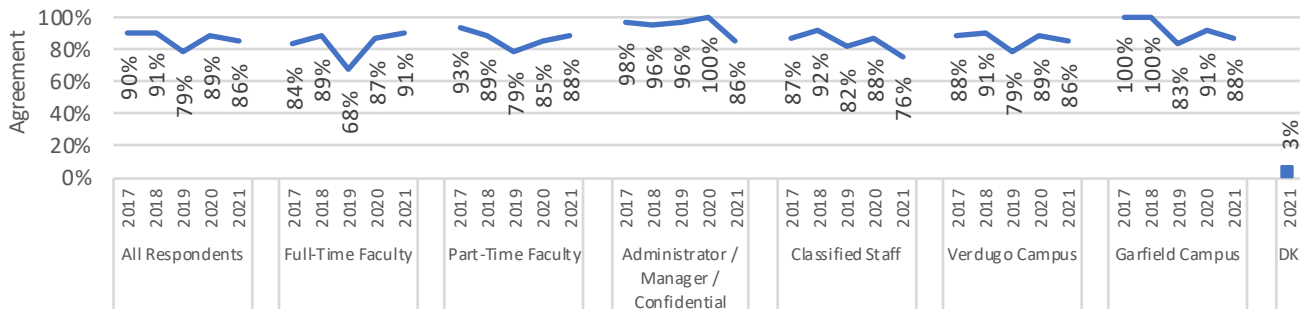
**The Superintendent/President communicates well with constituent groups.**



**The Superintendent/President works effectively with the external community.**

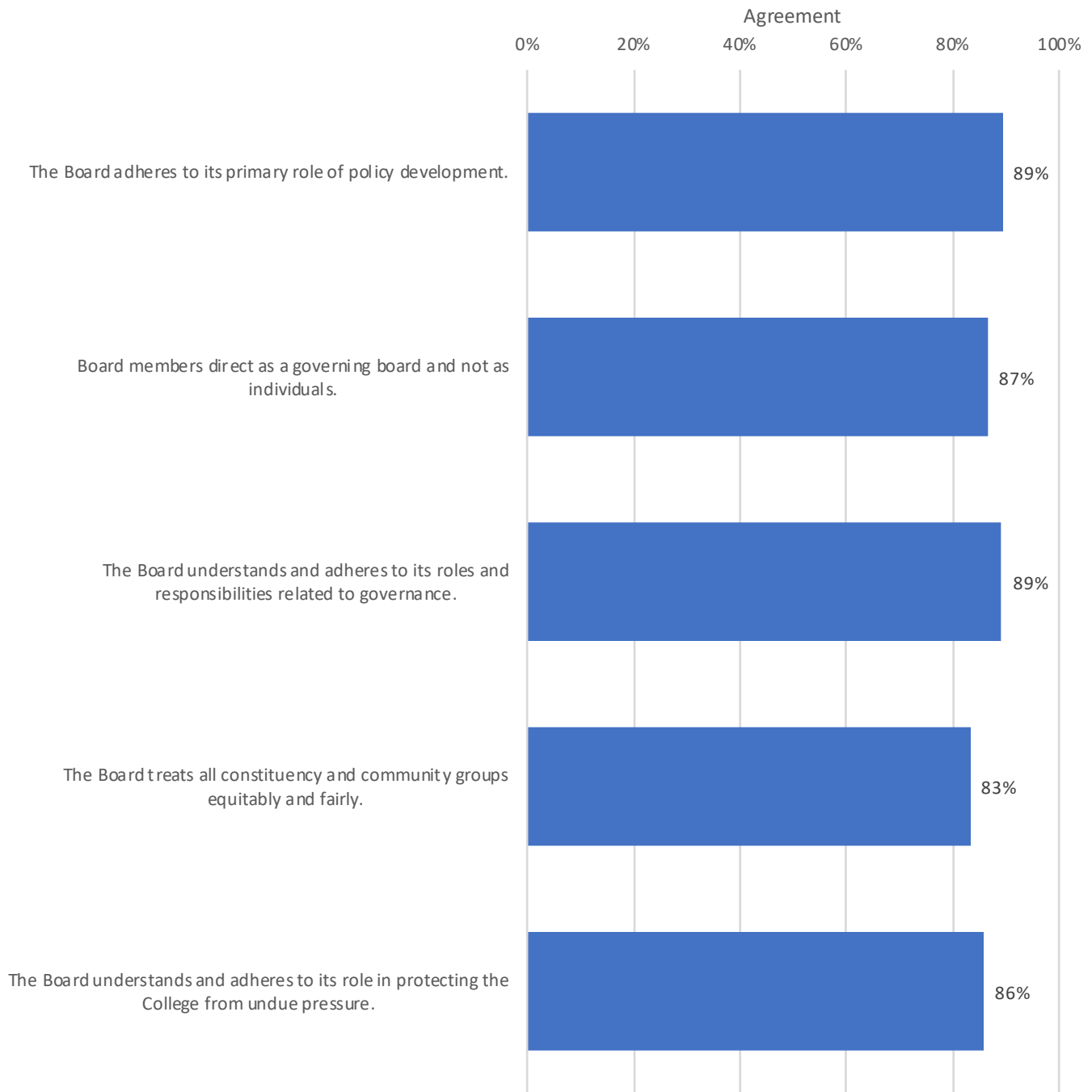


**The Superintendent/President effectively controls budget and expenditures.**

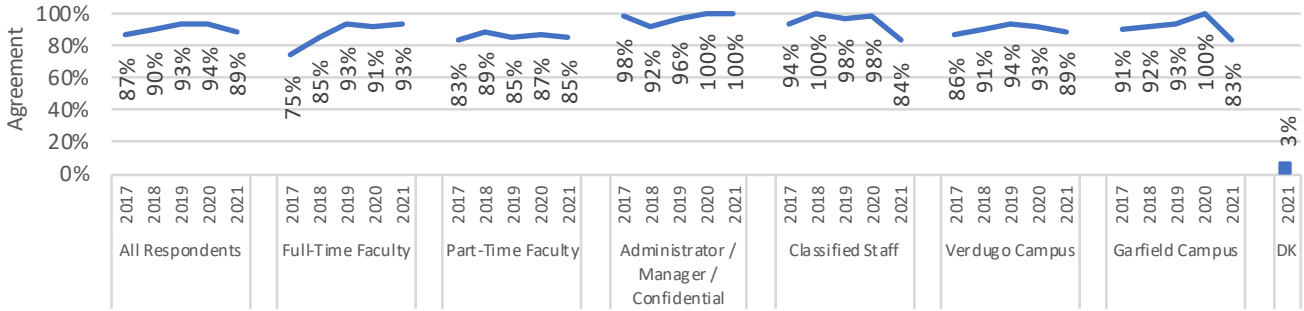


# BOARD OF TRUSTEES ITEMS

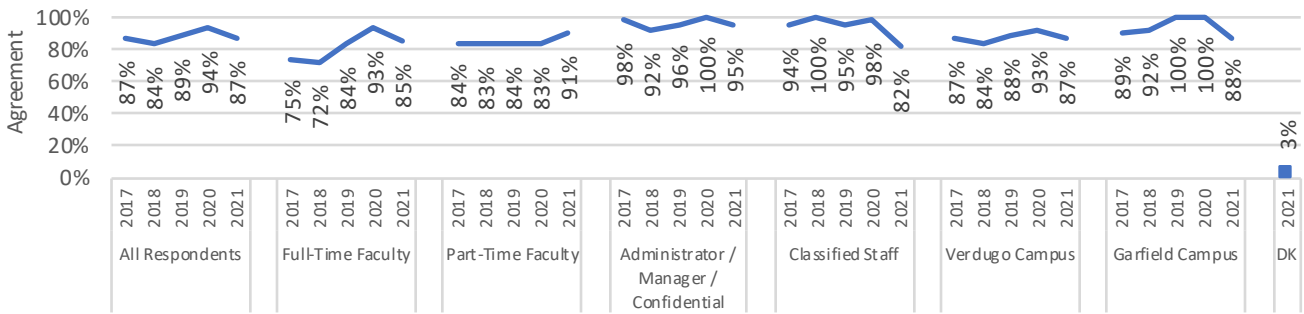
## 2021 Survey Results



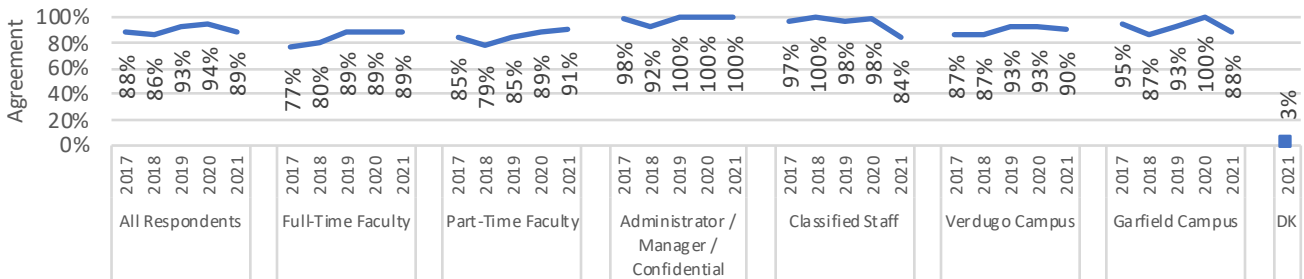
**The Board adheres to its primary role of policy development.**



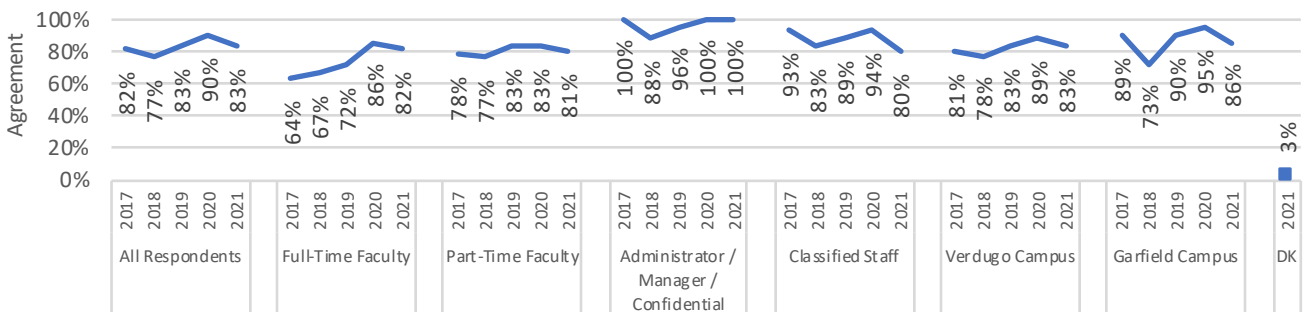
**Board members direct as a governing board and not as individuals.**



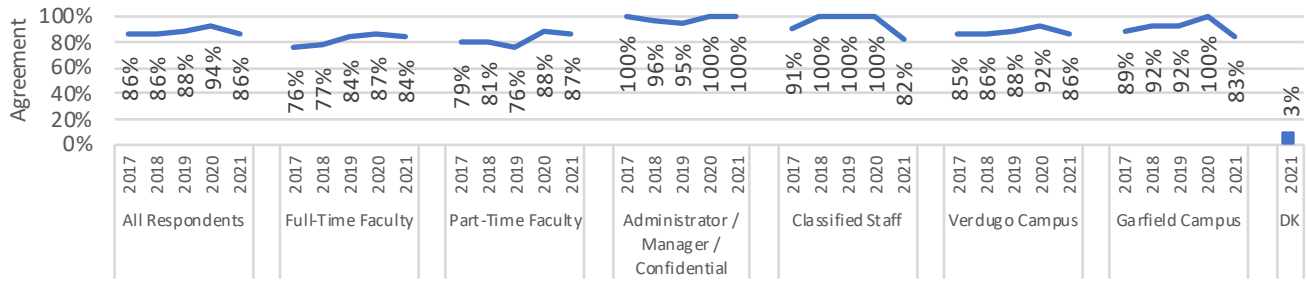
**The Board understands and adheres to its roles and responsibilities related to governance.**



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

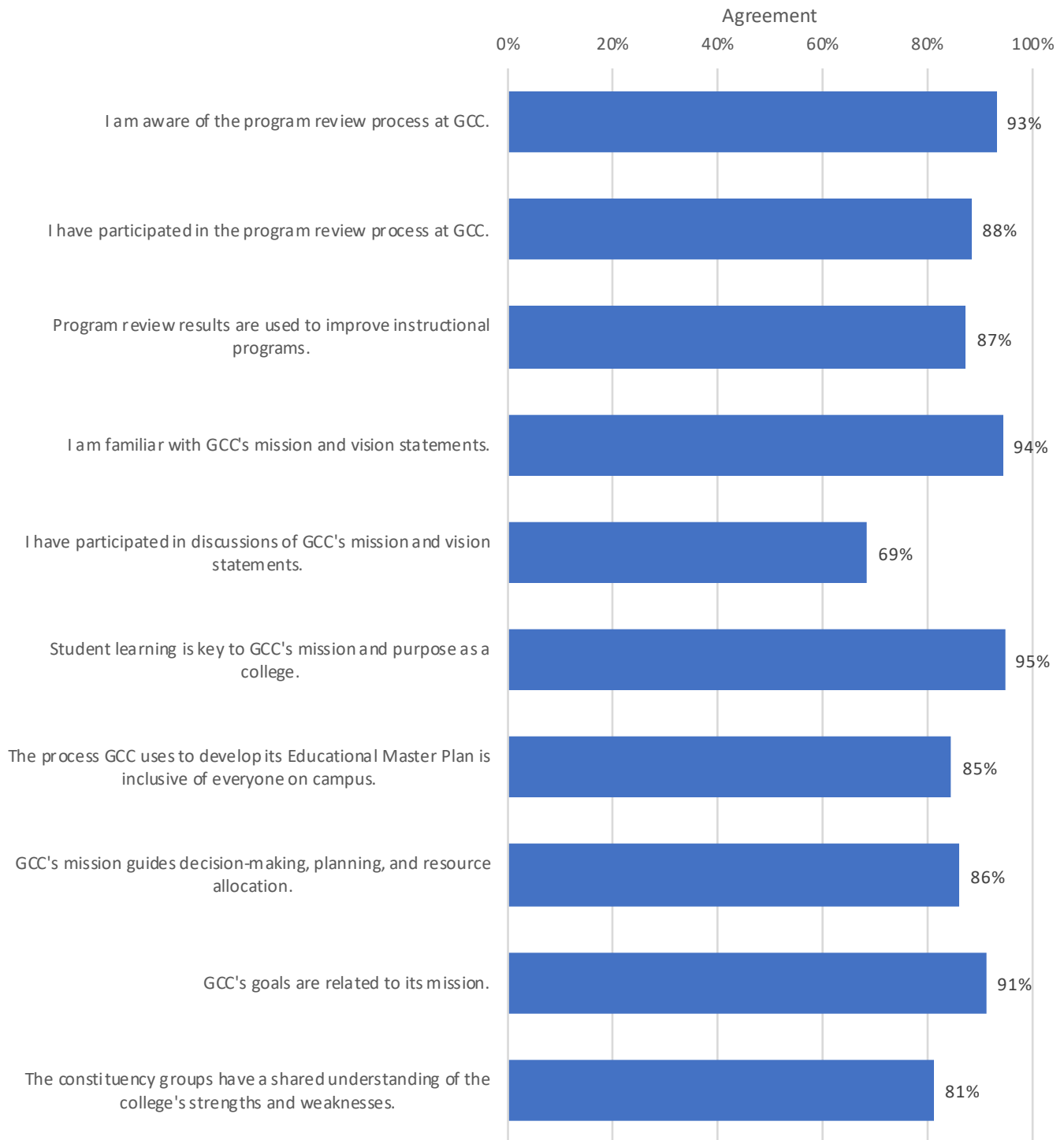


The Board understands and adheres to its role in protecting the College from undue pressure.

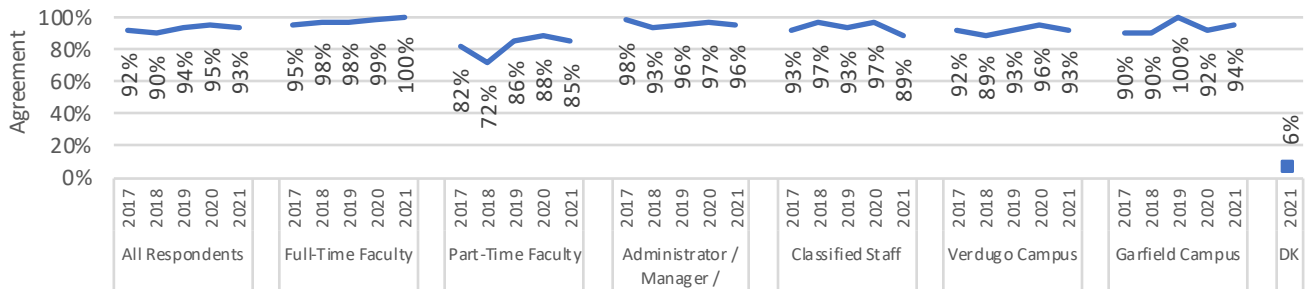


## MISSION AND INSTITUTIONAL EFFECTIVENESS ITEMS

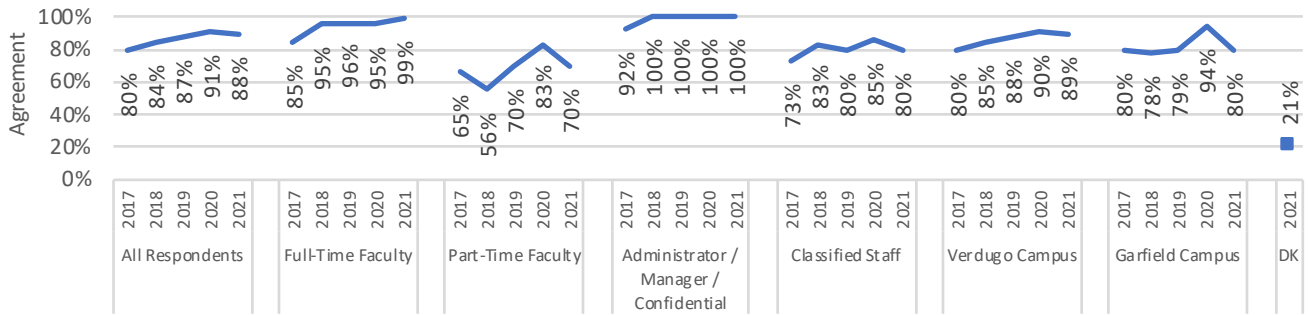
### 2021 Survey Results



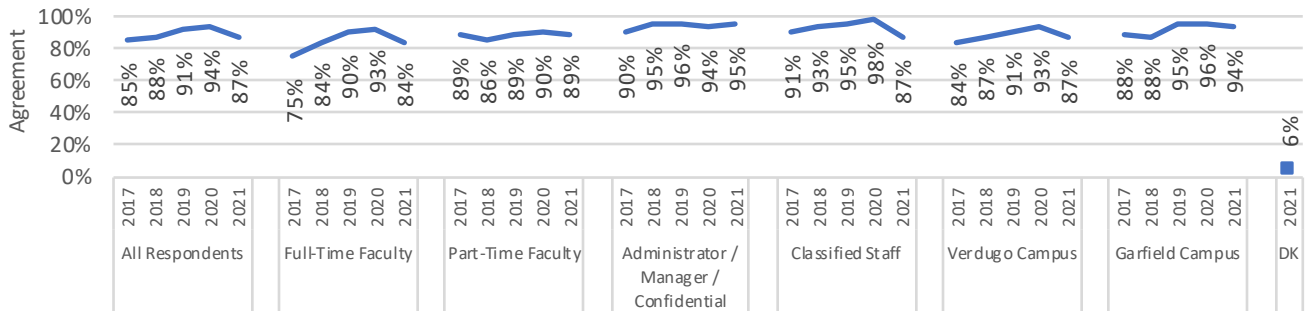
### I am aware of the program review process at GCC.



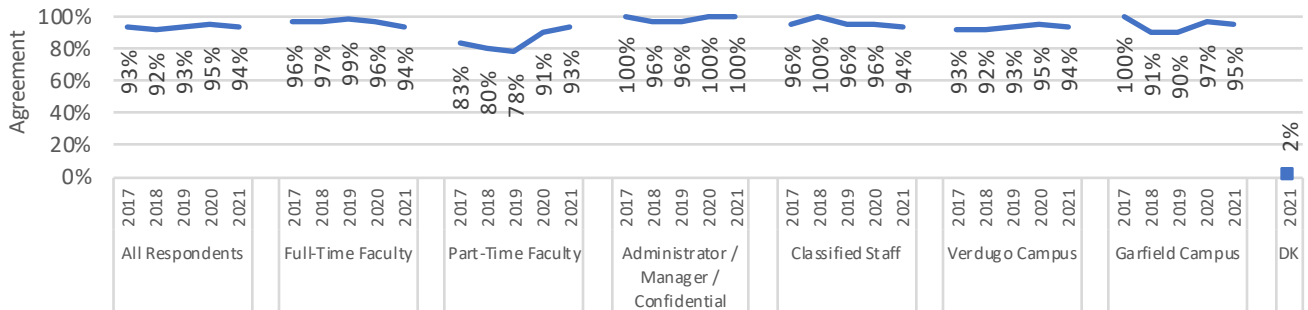
### I have participated in the program review process at GCC.



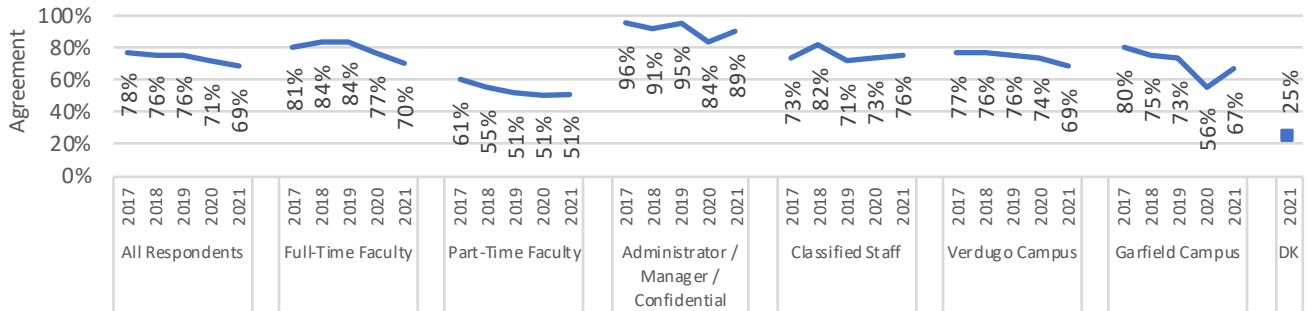
### Program review results are used to improve instructional programs.



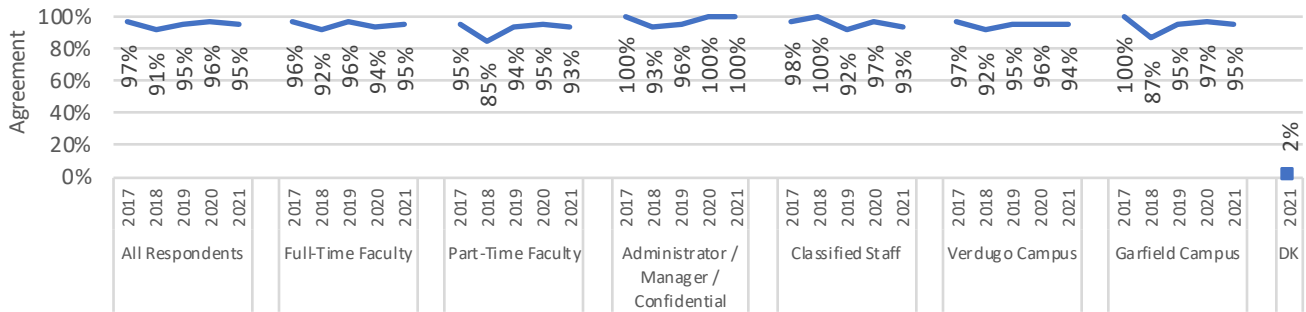
### I am familiar with GCC's mission and vision statements.



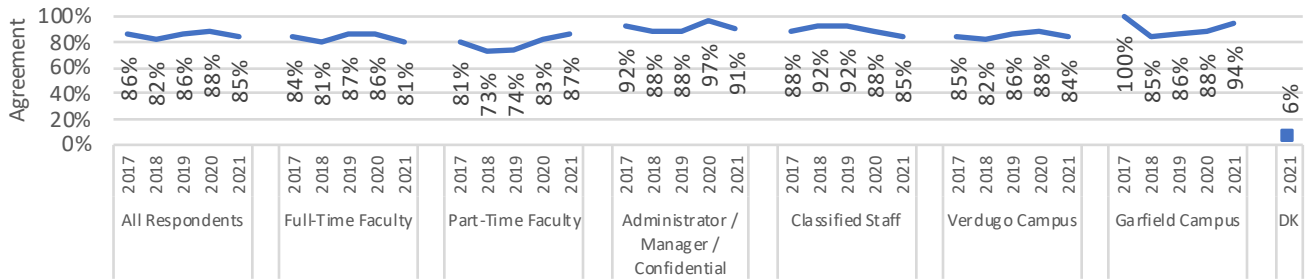
### I have participated in discussions of GCC's mission and vision statements.



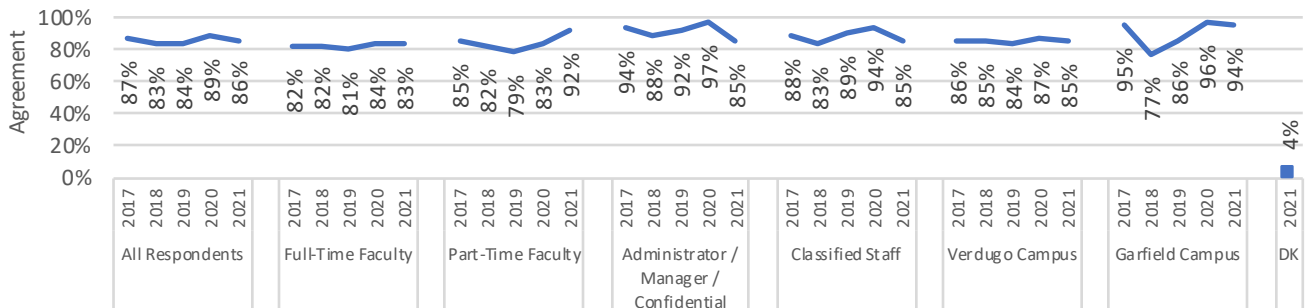
### Student learning is key to GCC's mission and purpose as a college.



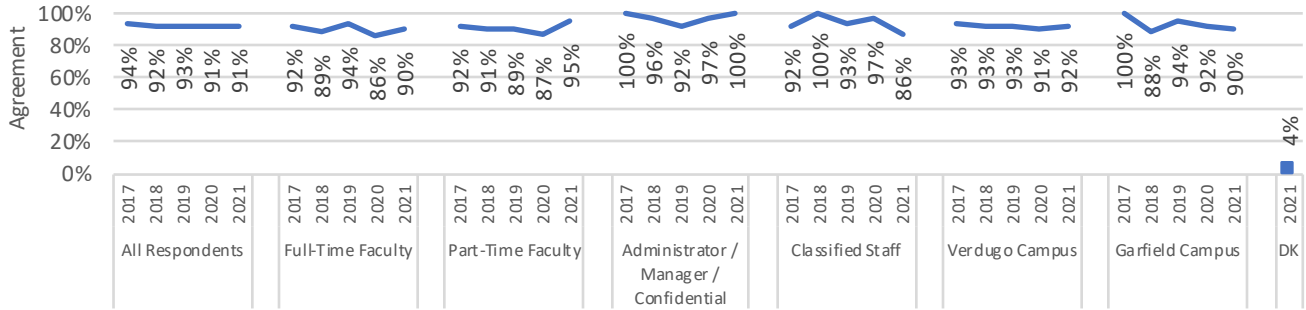
### The process GCC uses to develop its Educational Master Plan is inclusive of everyone on campus.



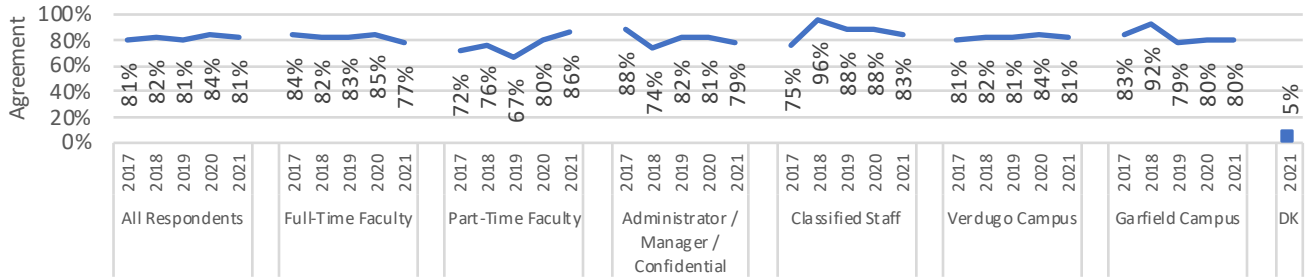
### GCC's mission guides decision-making, planning, and resource allocation.



### GCC's goals are related to its mission.



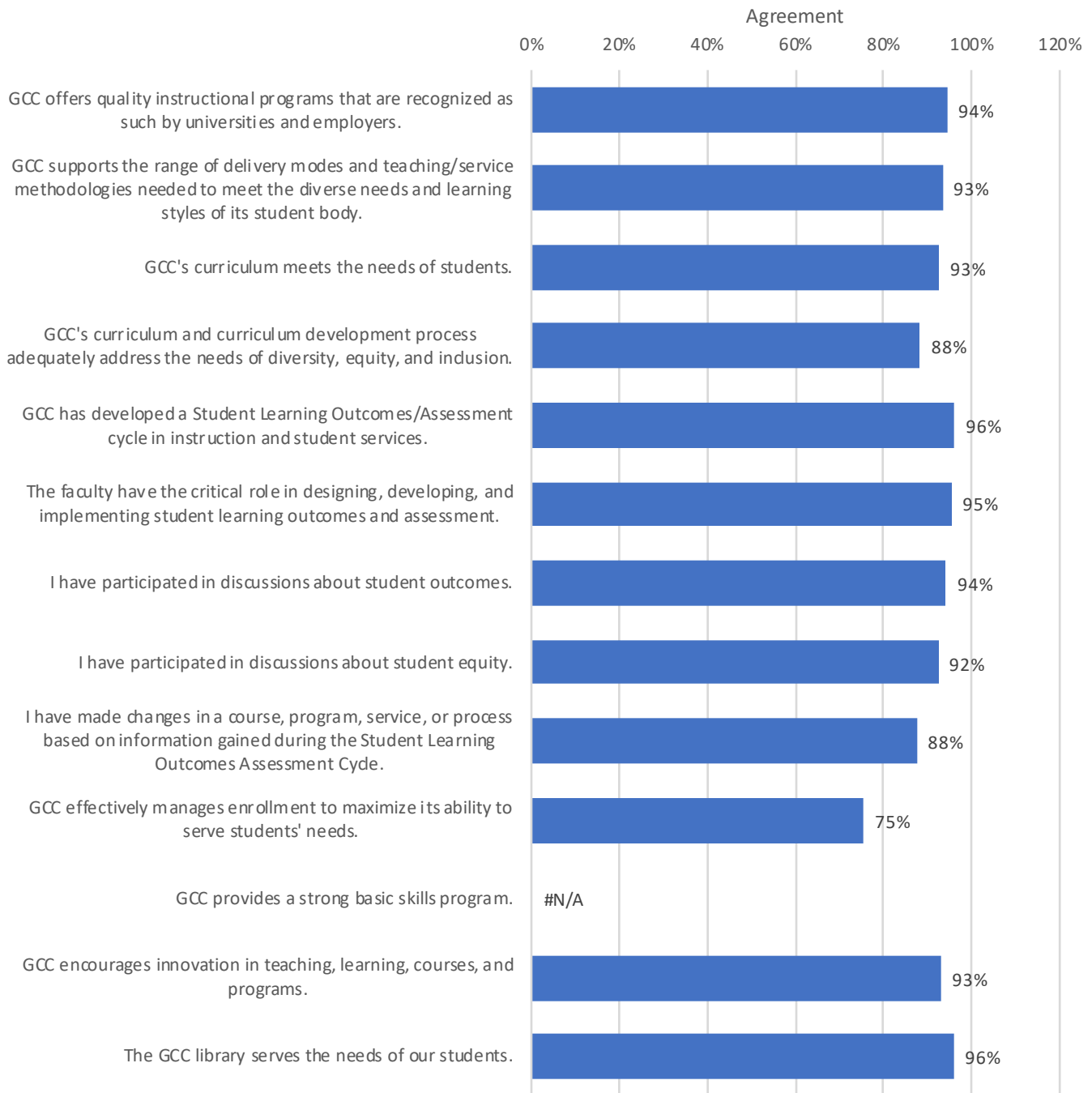
### The constituency groups have a shared understanding of the college's strengths and weaknesses.



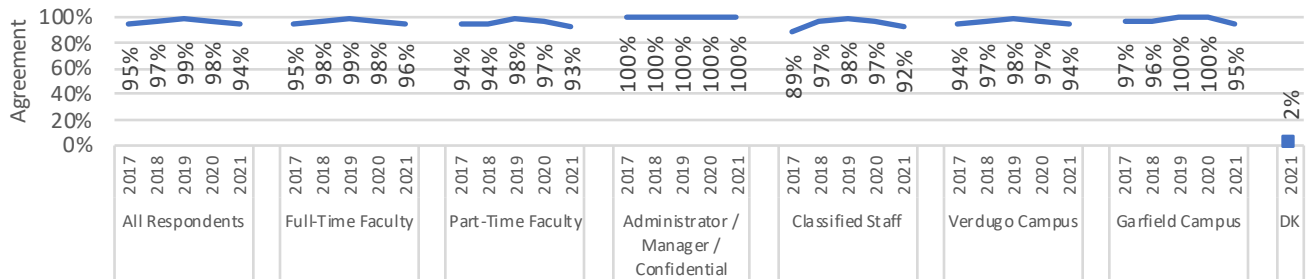


# INSTRUCTION ITEMS

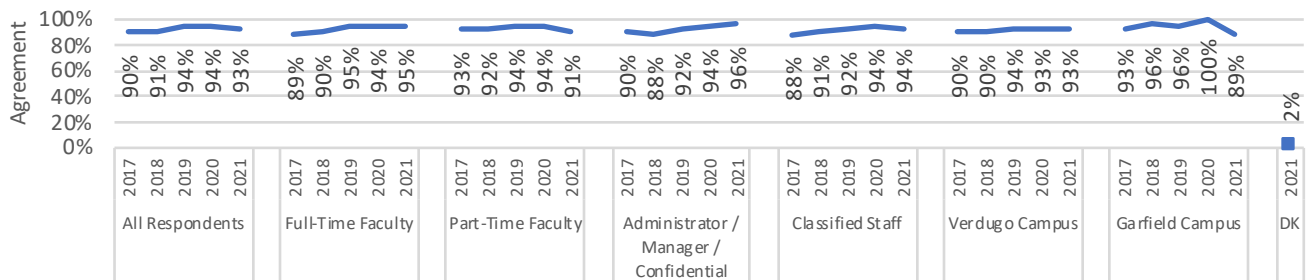
## 2021 Survey Results



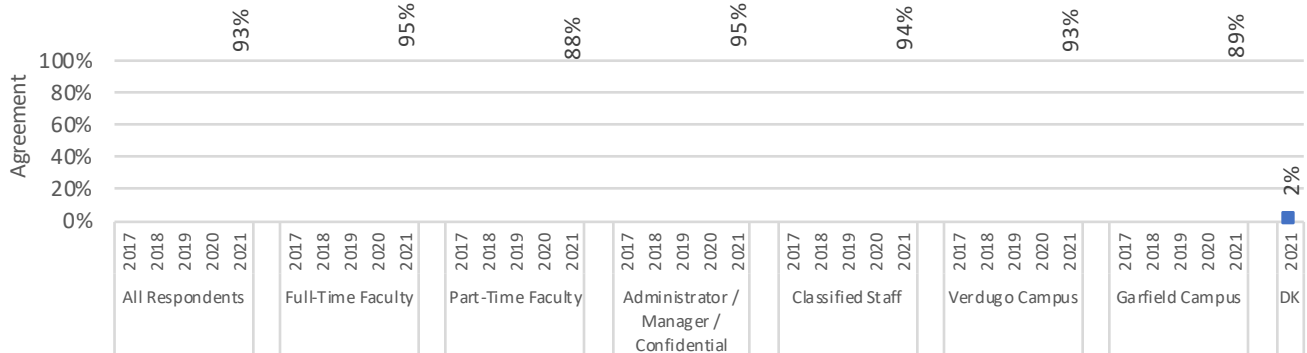
**GCC offers quality instructional programs that are recognized as such by universities and employers.**



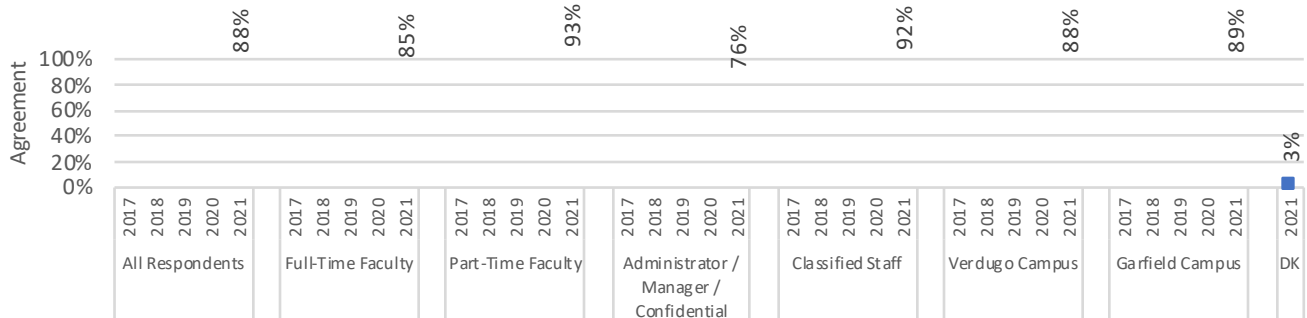
**GCC supports the range of delivery modes and teaching/service methodologies needed to meet the diverse needs and learning styles of its student body.**



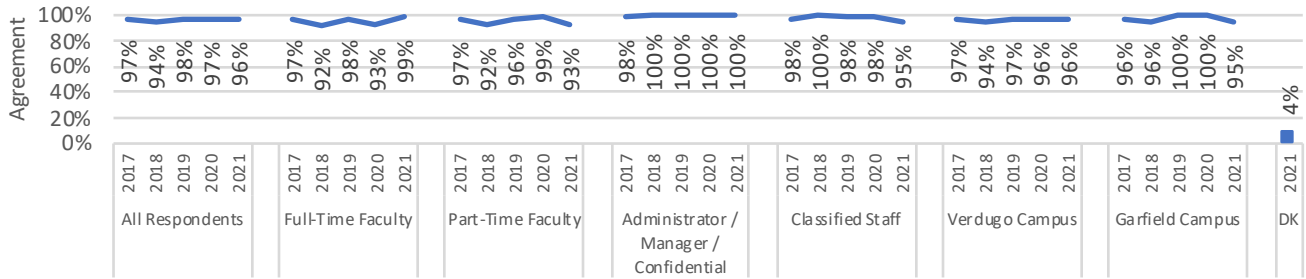
**GCC's curriculum meets the needs of students.**



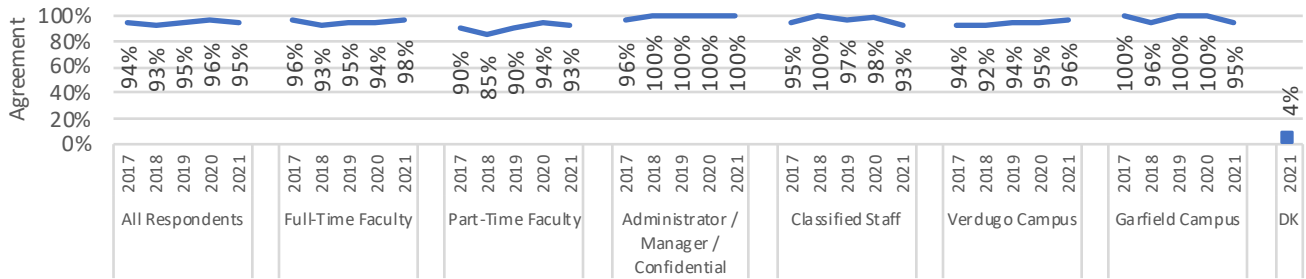
**GCC's curriculum and curriculum development process adequately address the needs of diversity, equity, and inclusion.**



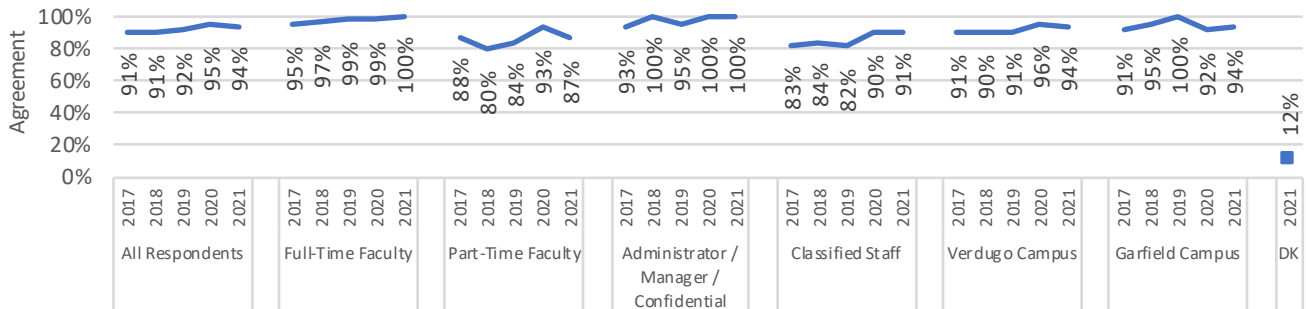
**GCC has developed a Student Learning Outcomes/Assessment cycle in instruction and student services.**



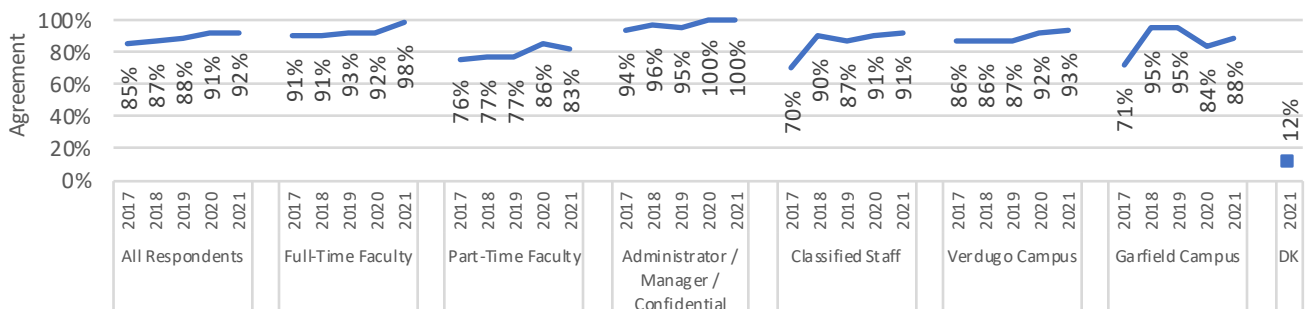
**The faculty have the critical role in designing, developing, and implementing student learning outcomes and assessment.**



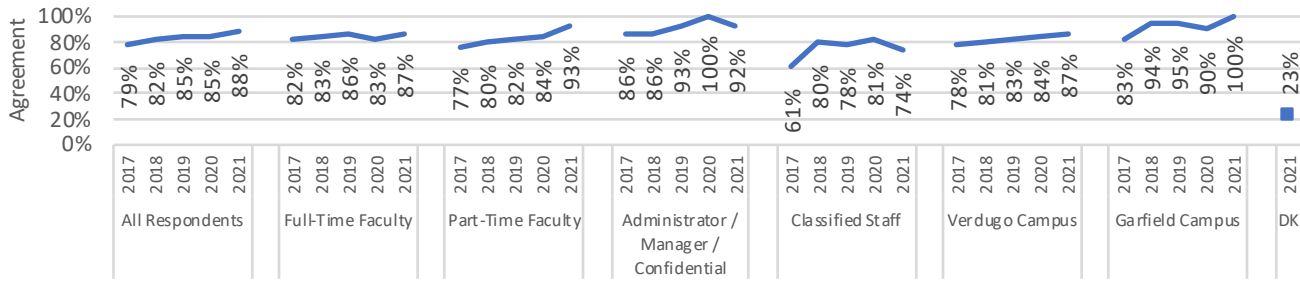
**I have participated in discussions about student outcomes.**



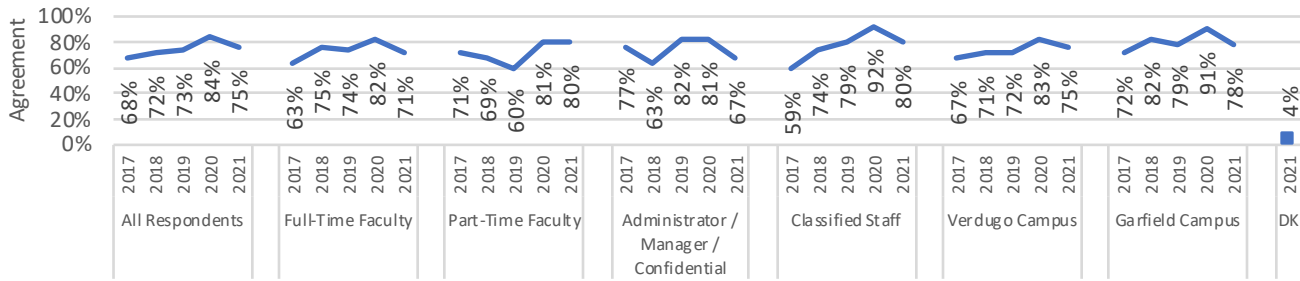
**I have participated in discussions about student equity.**



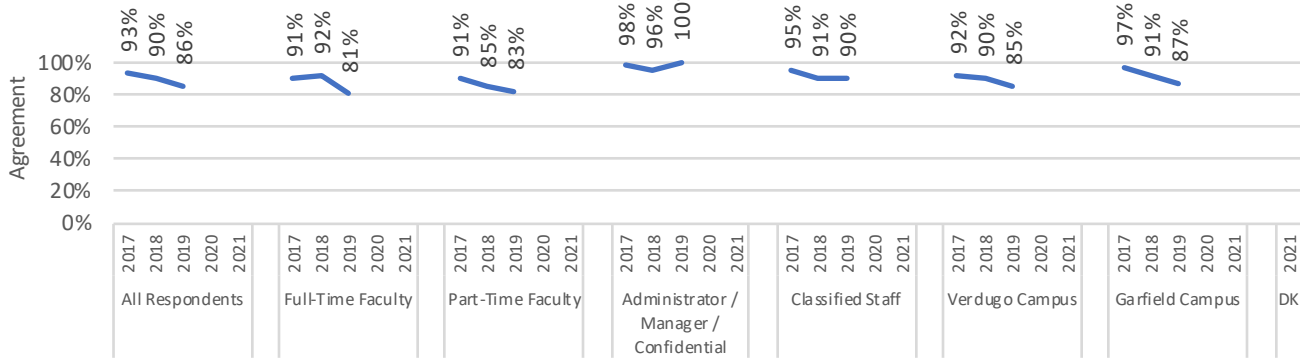
**I have made changes in a course, program, service, or process based on information gained during the Student Learning Outcomes Assessment Cycle.**



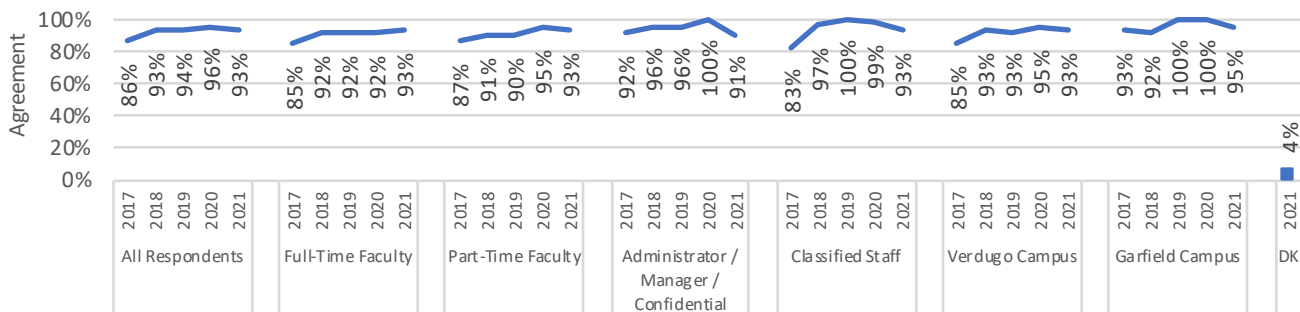
**GCC effectively manages enrollment to maximize its ability to serve students' needs.**



**GCC provides a strong basic skills program.**

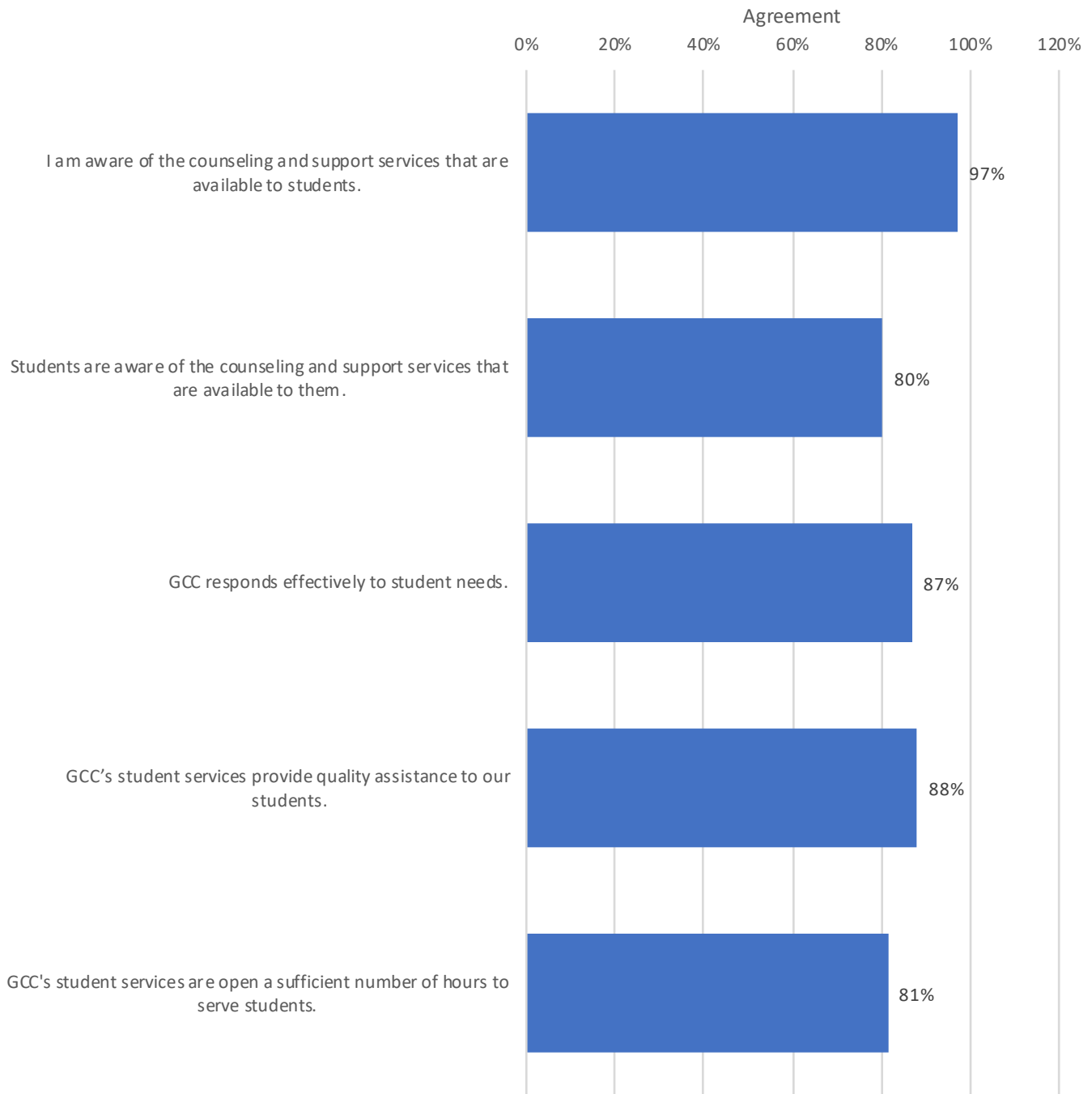


**GCC encourages innovation in teaching, learning, courses, and programs.**

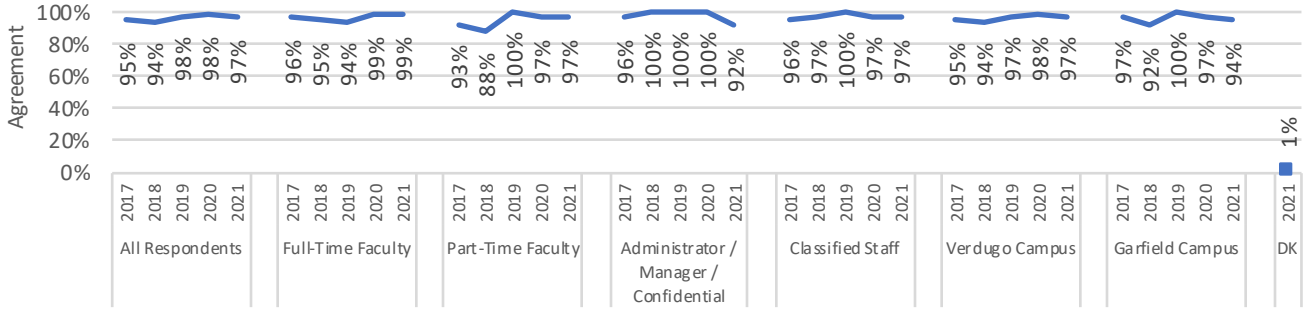


# STUDENT SERVICES ITEMS

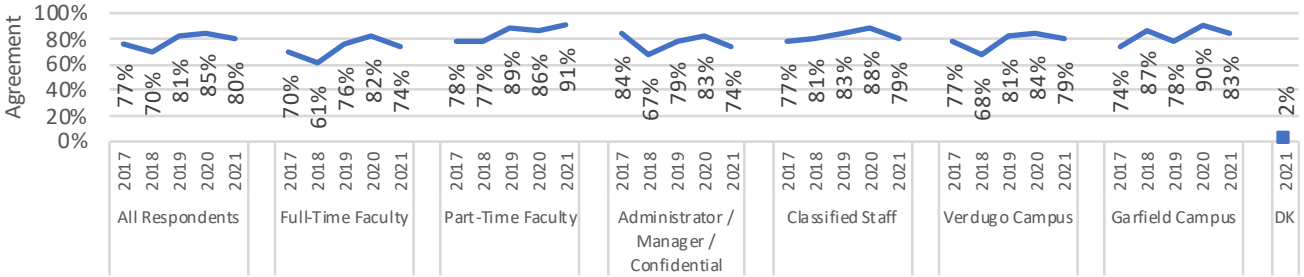
## 2021 Survey Results



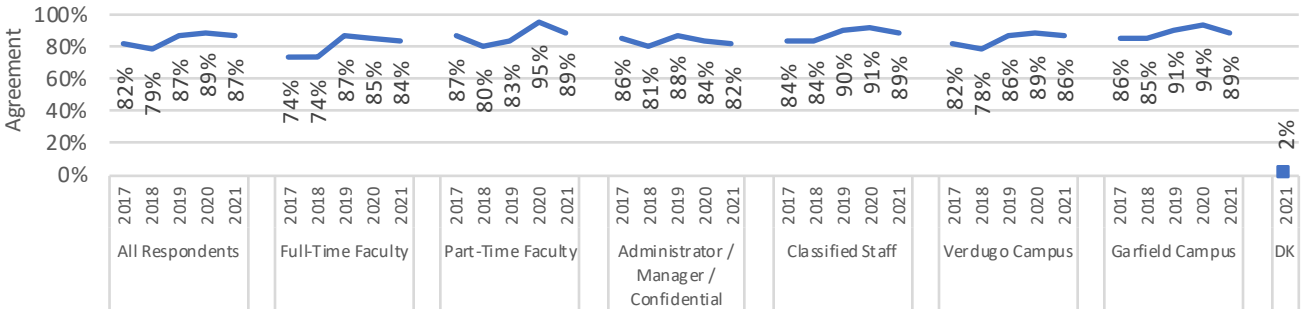
**I am aware of the counseling and support services that are available to students.**



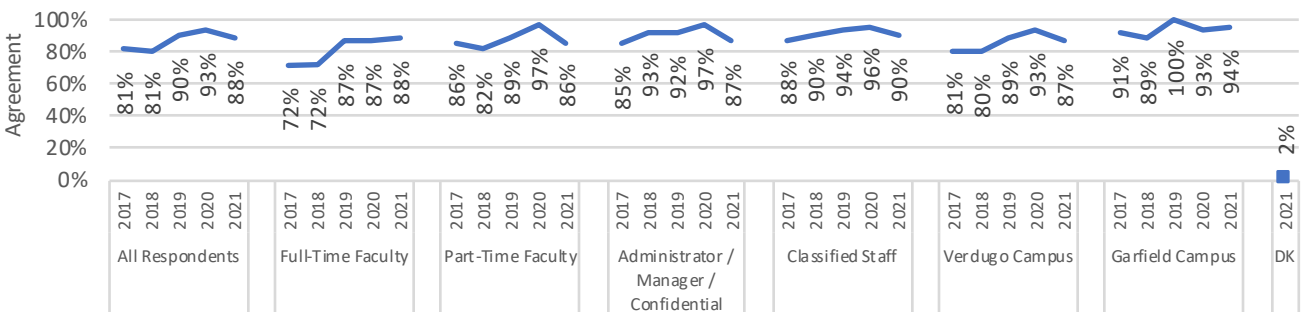
**Students are aware of the counseling and support services that are available to them.**



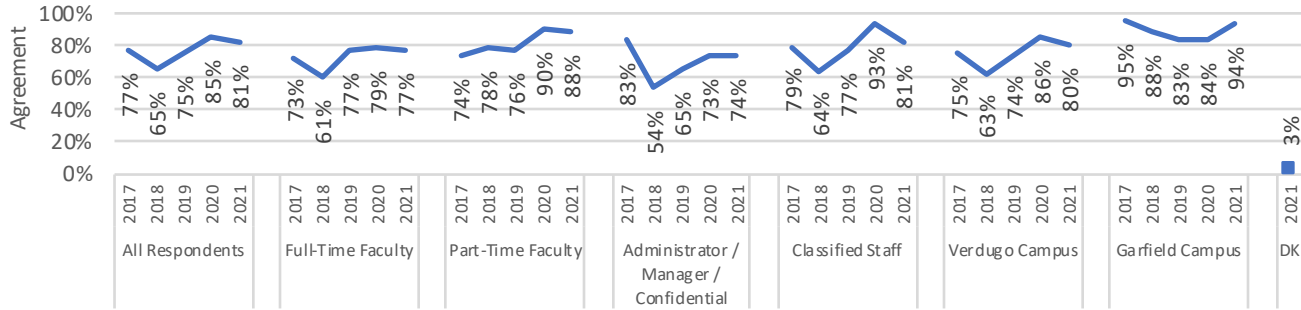
**GCC responds effectively to student needs.**



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

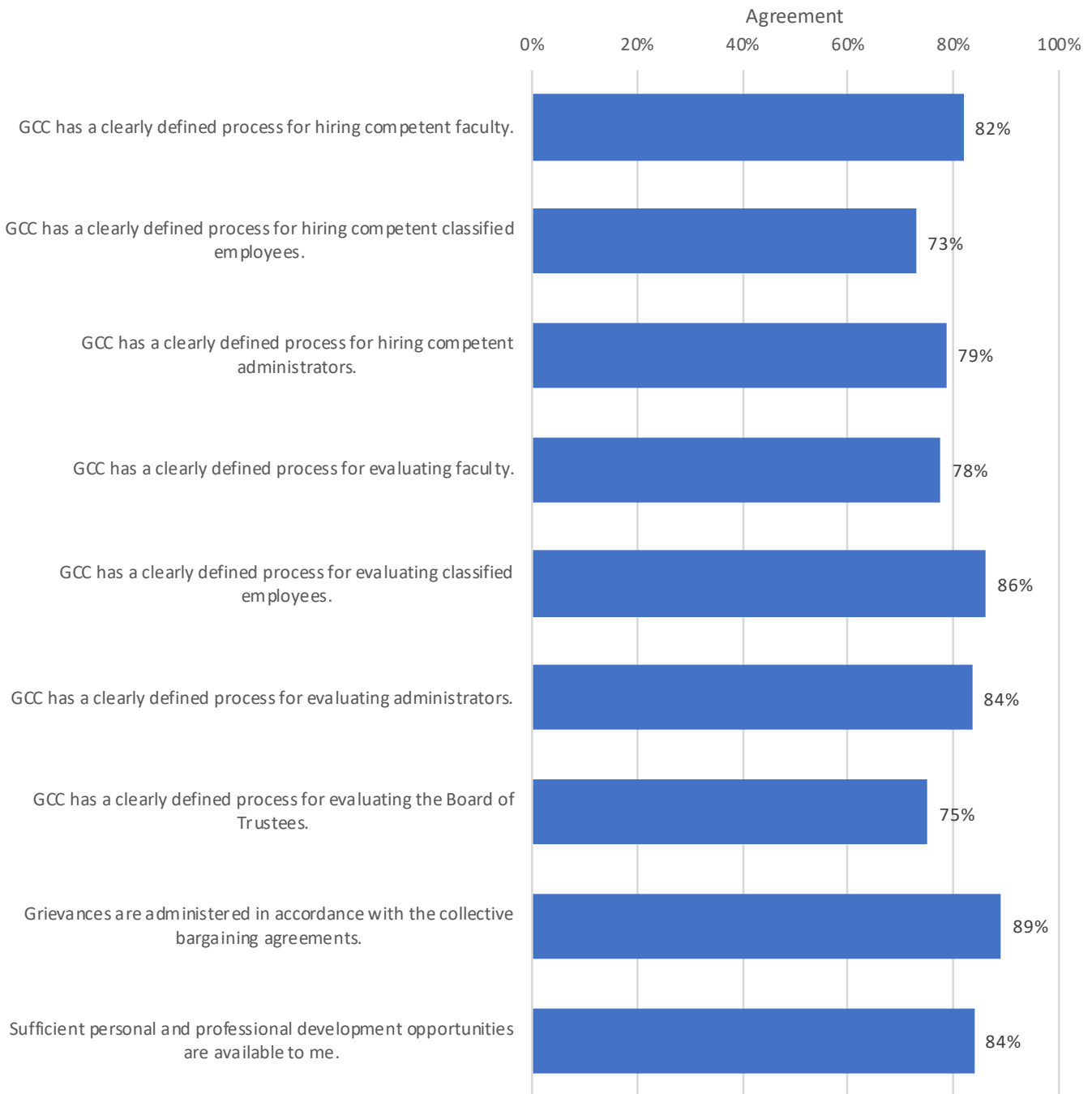


**GCC's student services are open a sufficient number of hours to serve students.**



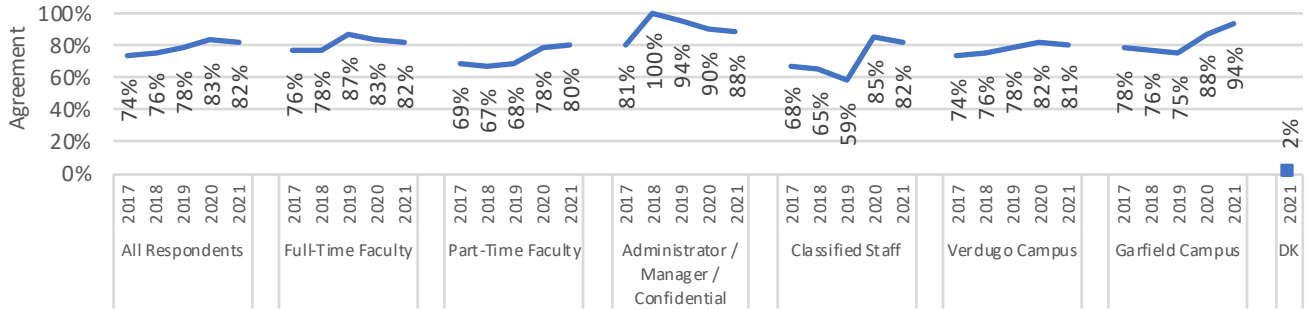
# HUMAN RESOURCES ITEMS

## 2021 Survey Results

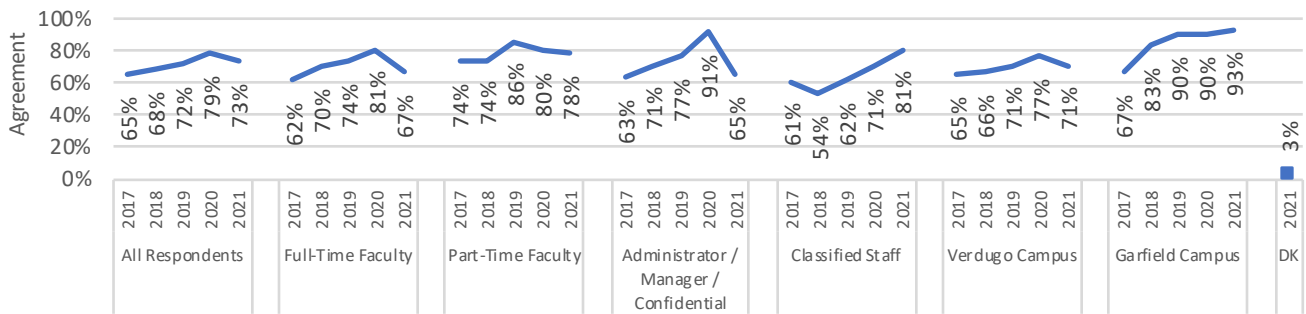




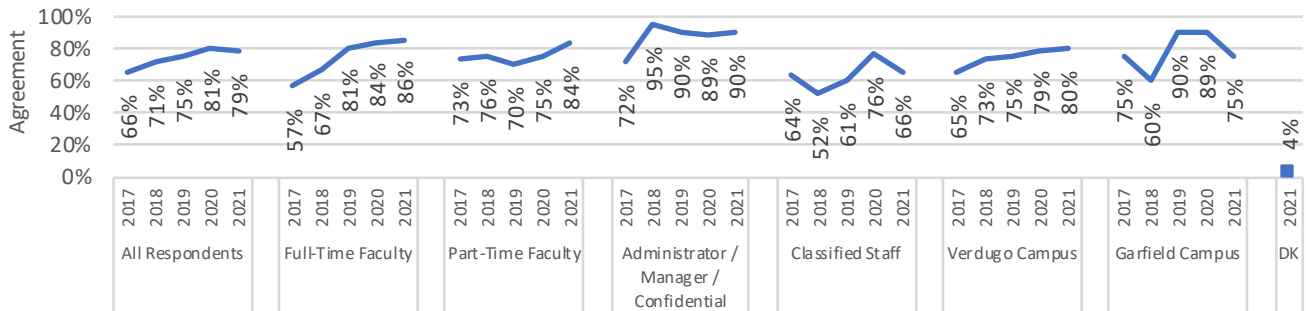
### GCC has a clearly defined process for hiring competent faculty.



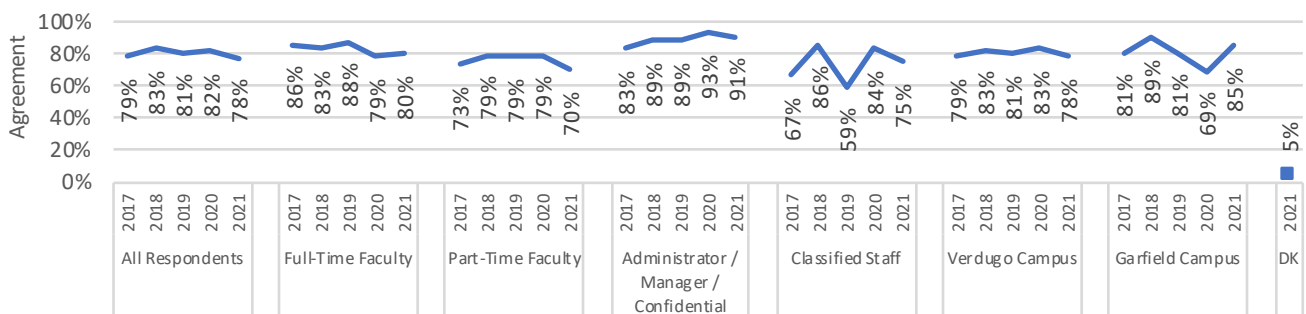
### GCC has a clearly defined process for hiring competent classified employees.



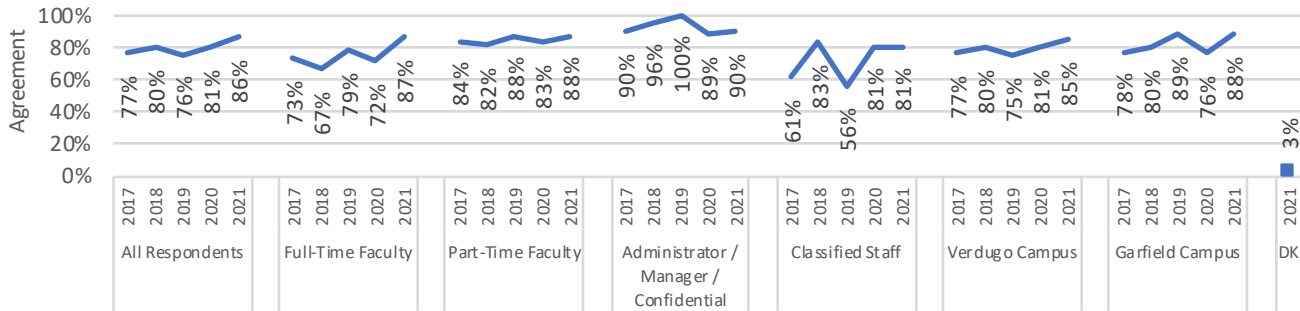
### GCC has a clearly defined process for hiring competent administrators.



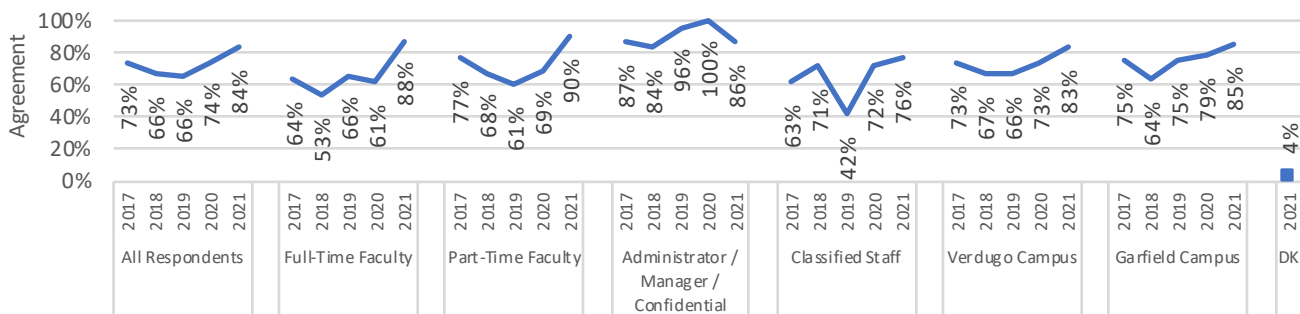
### GCC has a clearly defined process for evaluating faculty.



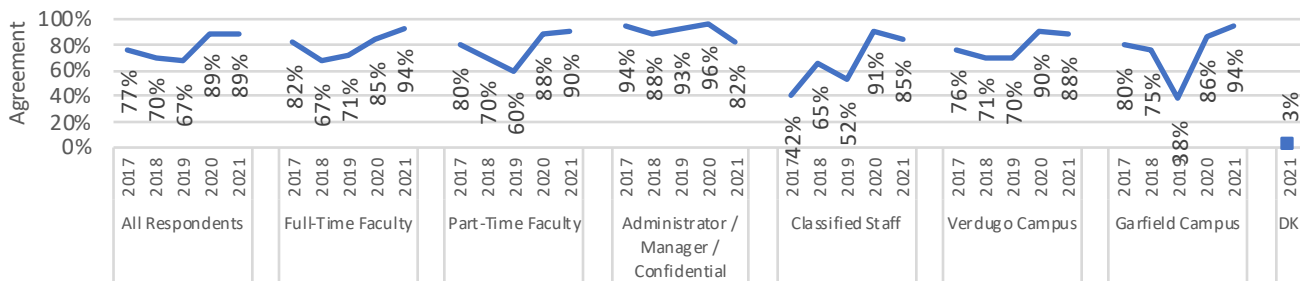
**GCC has a clearly defined process for evaluating classified employees.**



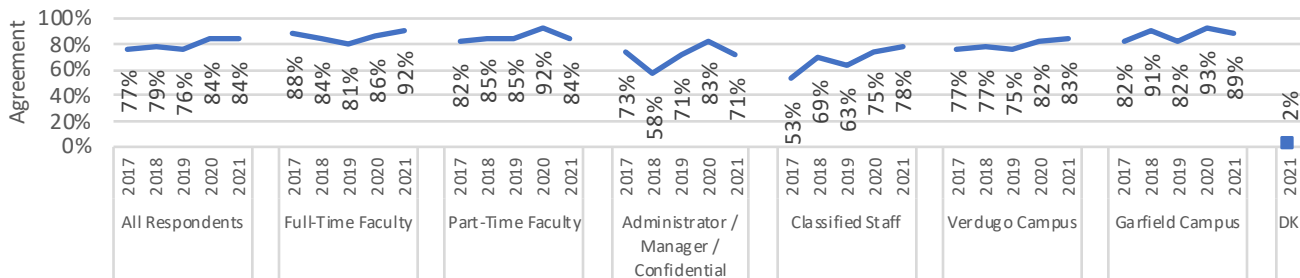
**GCC has a clearly defined process for evaluating administrators.**



**Grievances are administered in accordance with the collective bargaining agreements.**

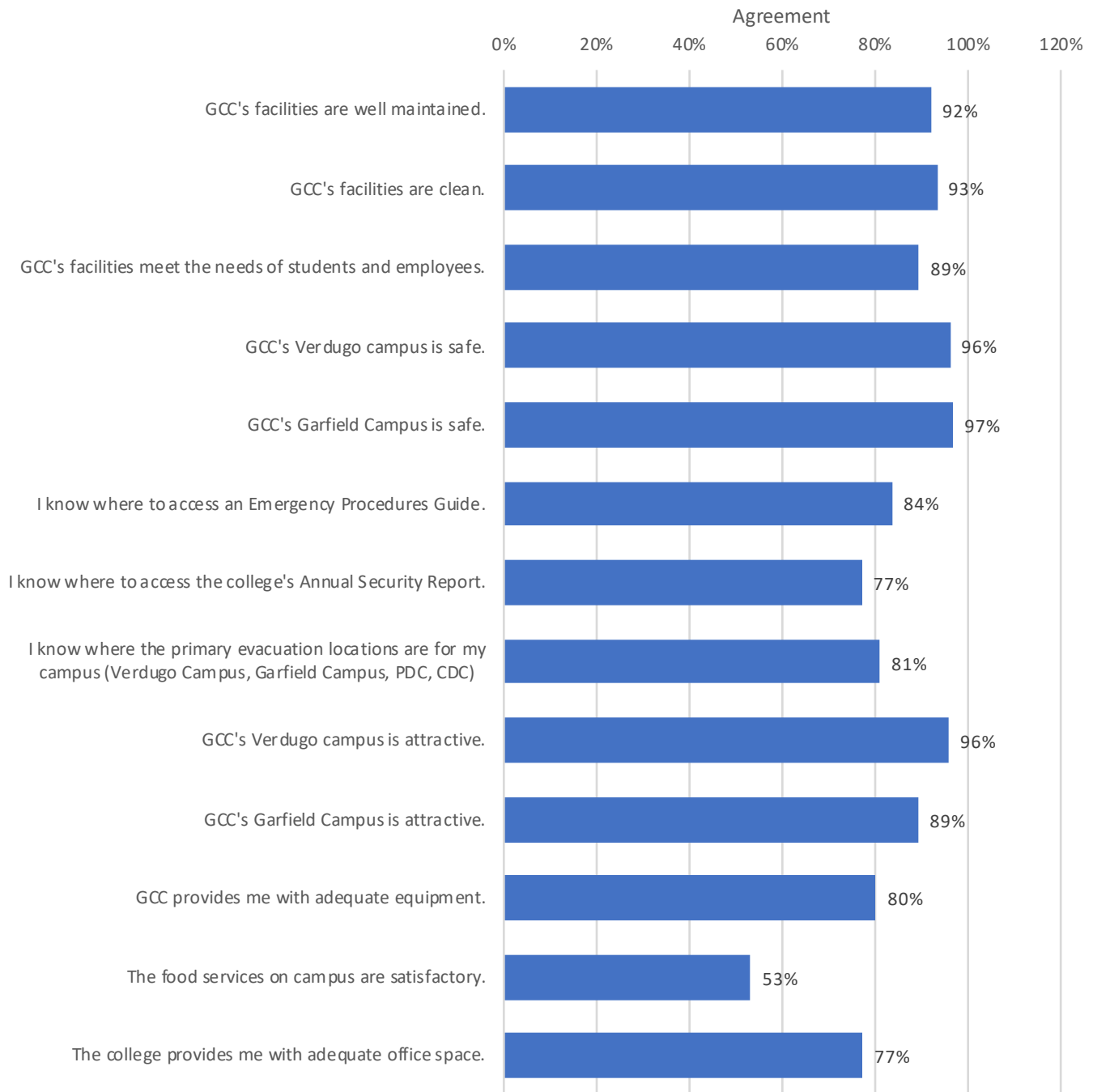


**Sufficient personal and professional development opportunities are available to me.**

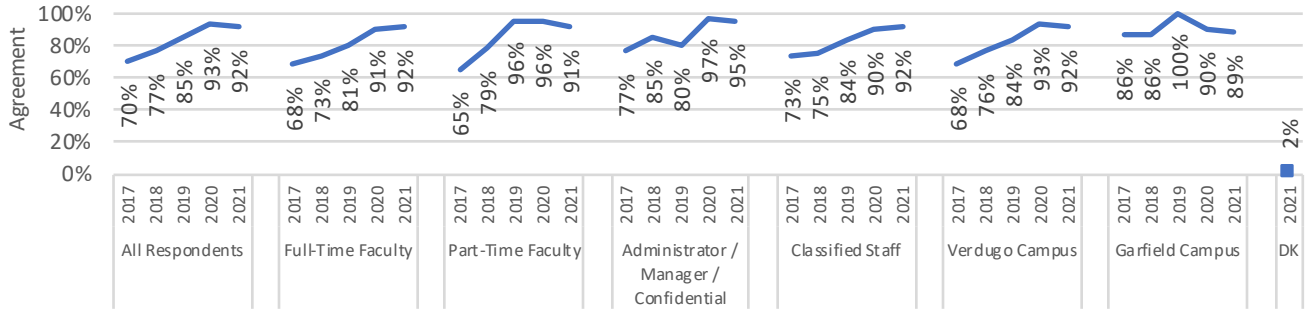


## PHYSICAL RESOURCES ITEMS

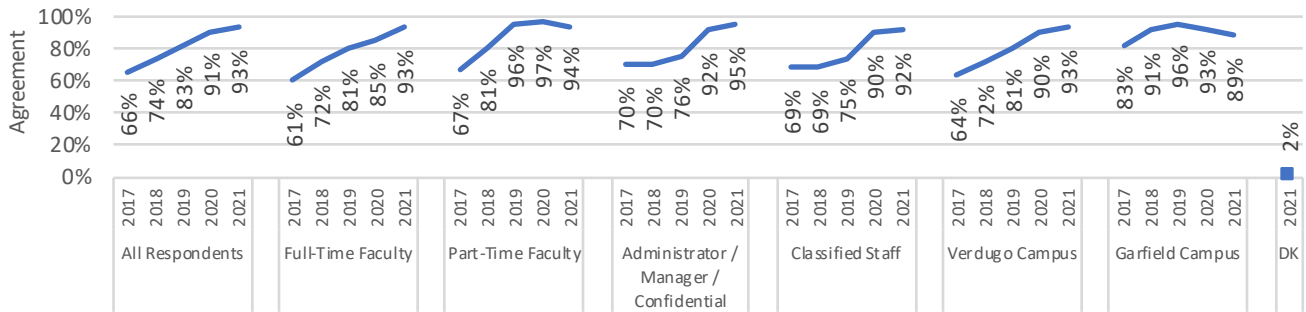
### 2021 Survey Results



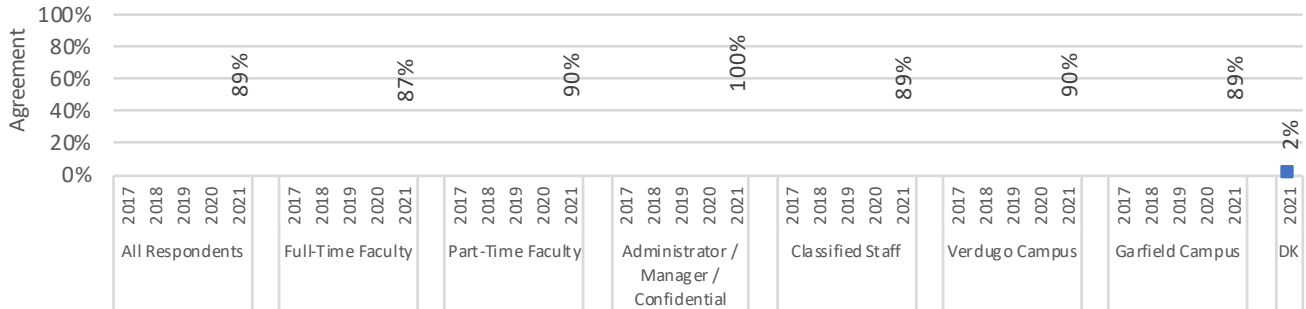
### GCC's facilities are well maintained.



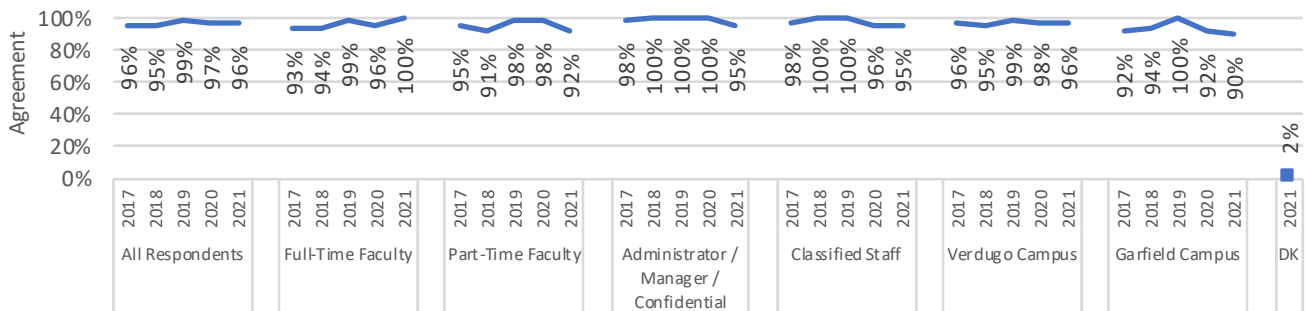
### GCC's facilities are clean.



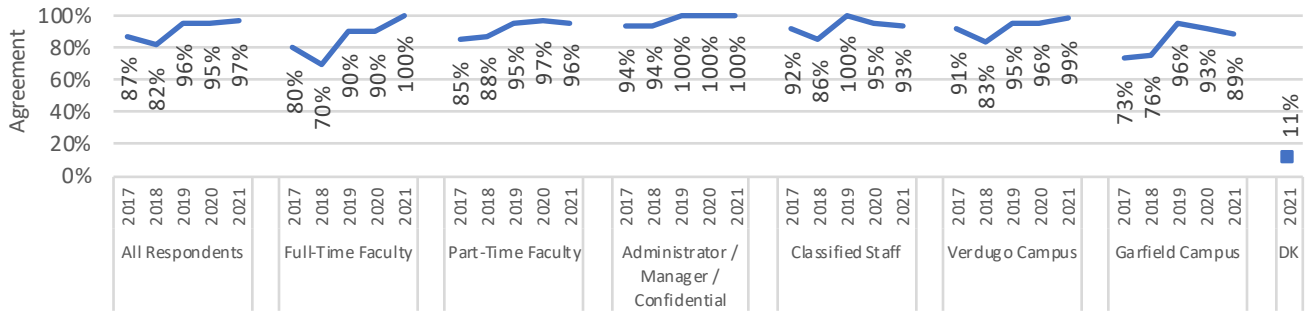
### GCC's facilities meet the needs of students and employees.



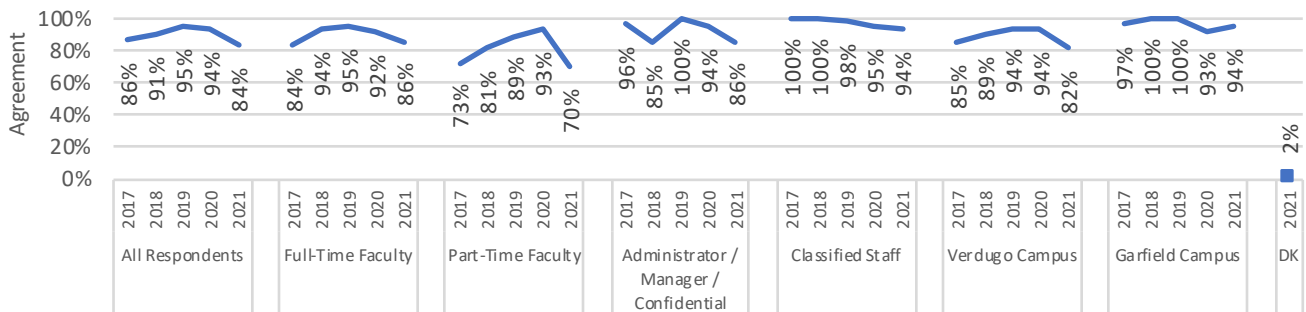
### GCC's Verdugo campus is safe.



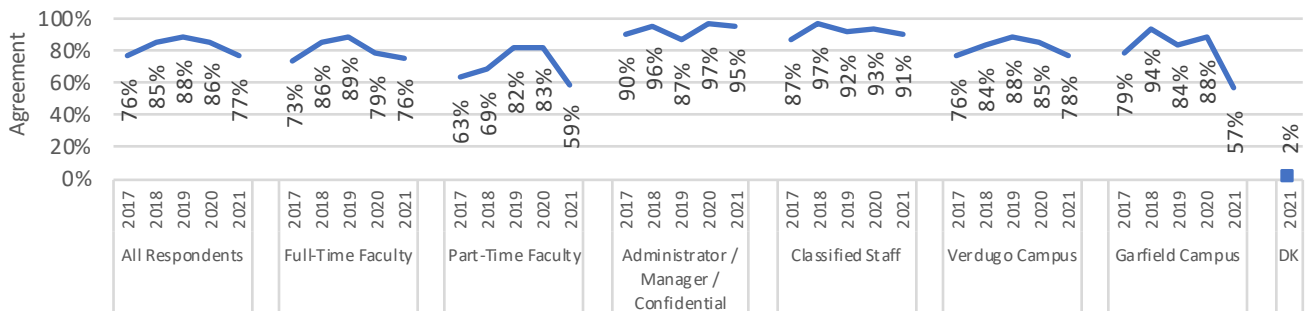
### GCC's Garfield Campus is safe.



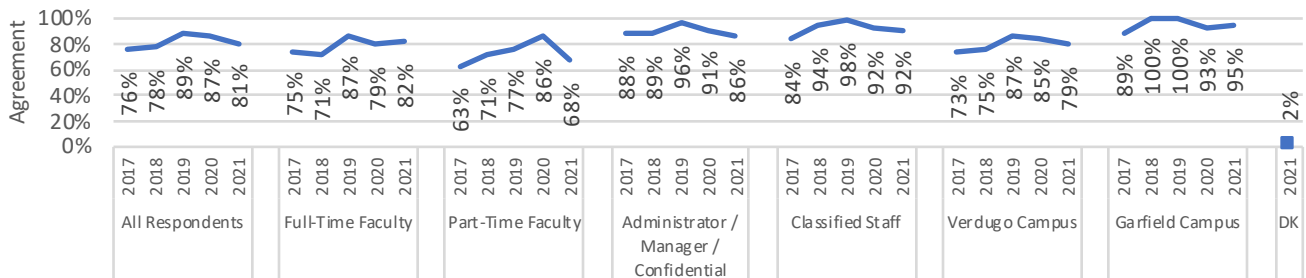
### I know where to access an Emergency Procedures Guide.



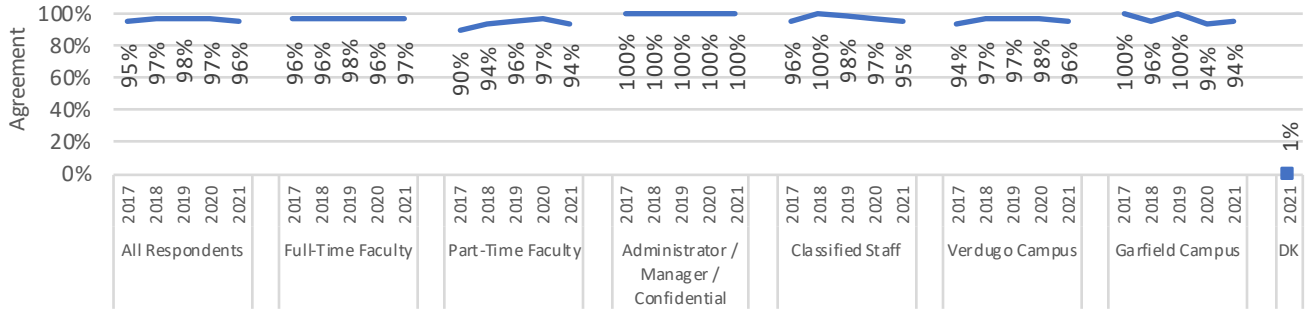
### I know where to access the college's Annual Security Report.



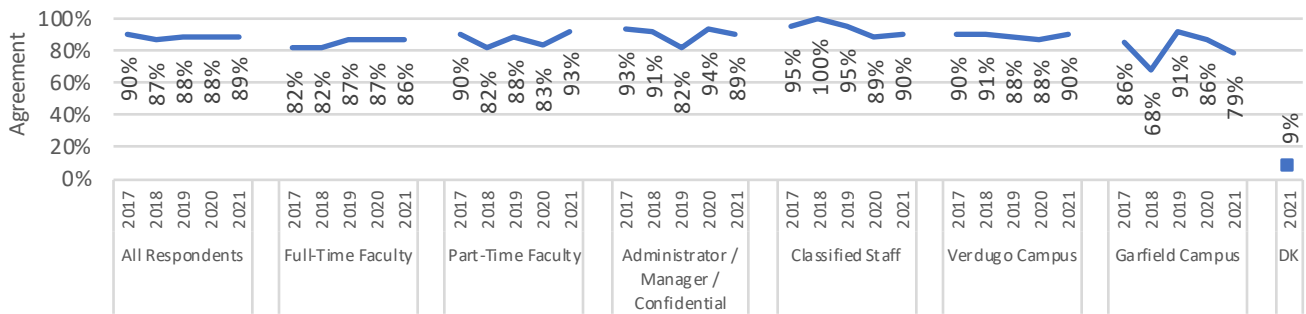
### I know where the primary evacuation locations are for my campus (Verdugo Campus, Garfield Campus, PDC, CDC)



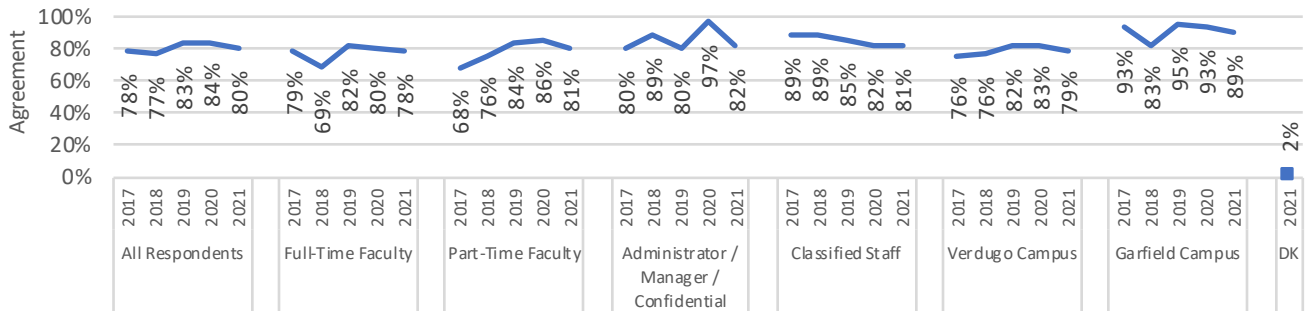
### GCC's Verdugo campus is attractive.



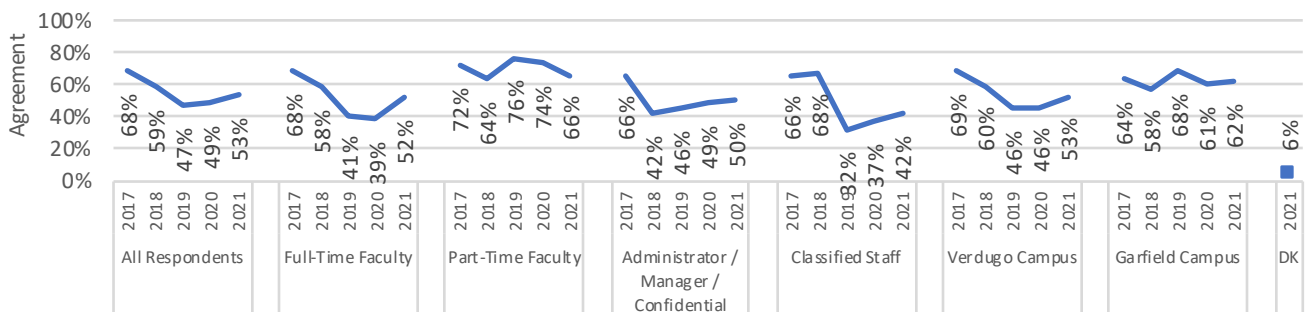
### GCC's Garfield Campus is attractive.



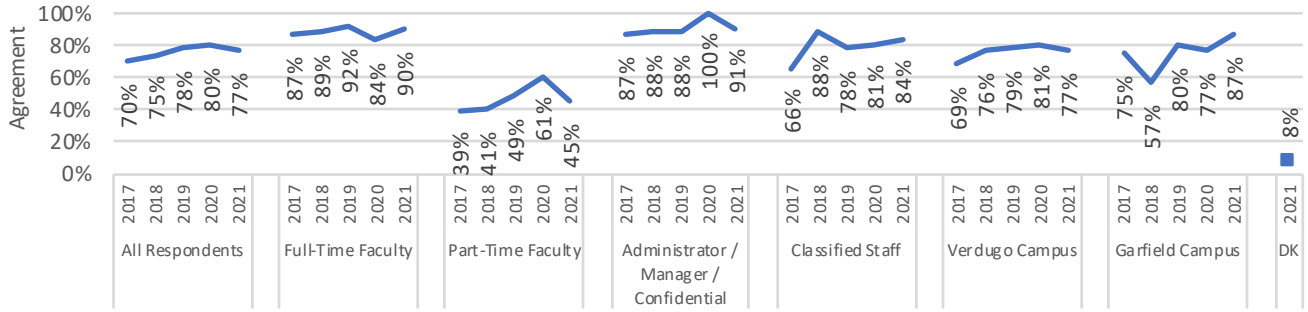
### GCC provides me with adequate equipment.



### The food services on campus are satisfactory.

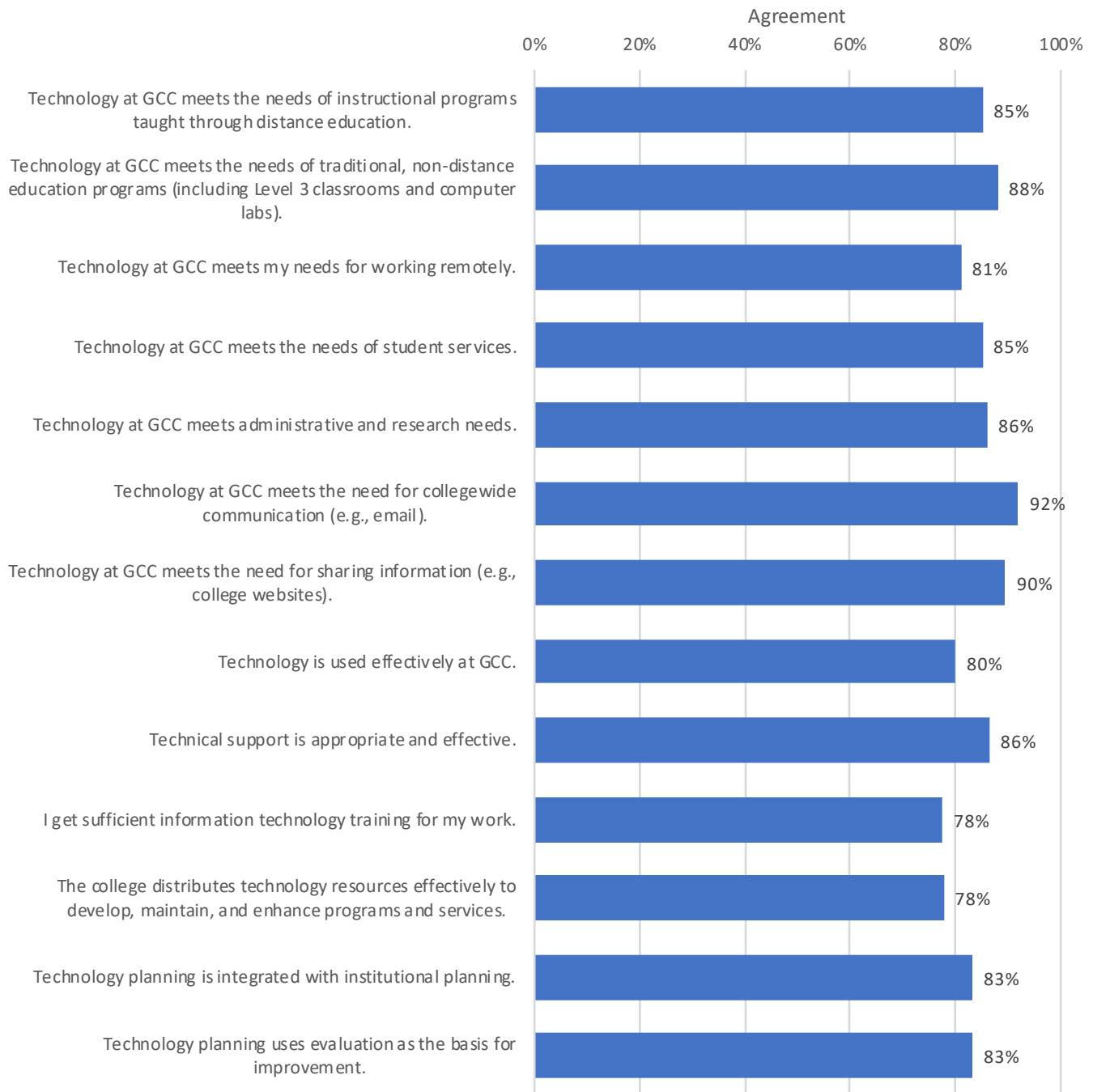


### The college provides me with adequate office space.



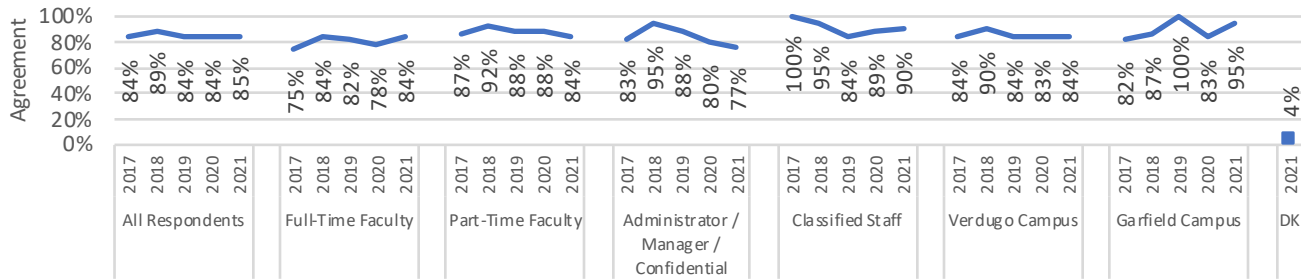
# TECHNOLOGY RESOURCE ITEMS

## 2021 Survey Results

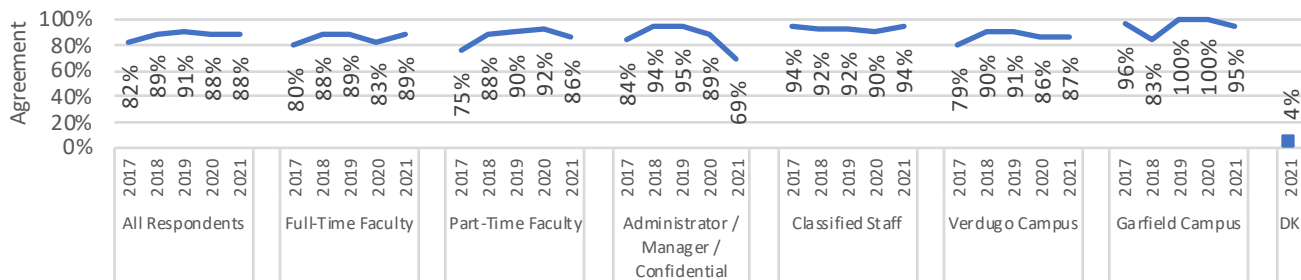




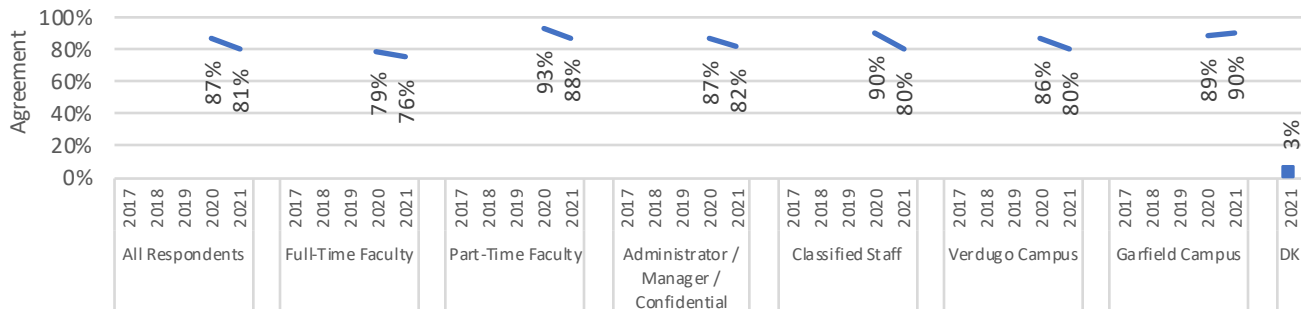
### Technology at GCC meets the needs of instructional programs taught through distance education.



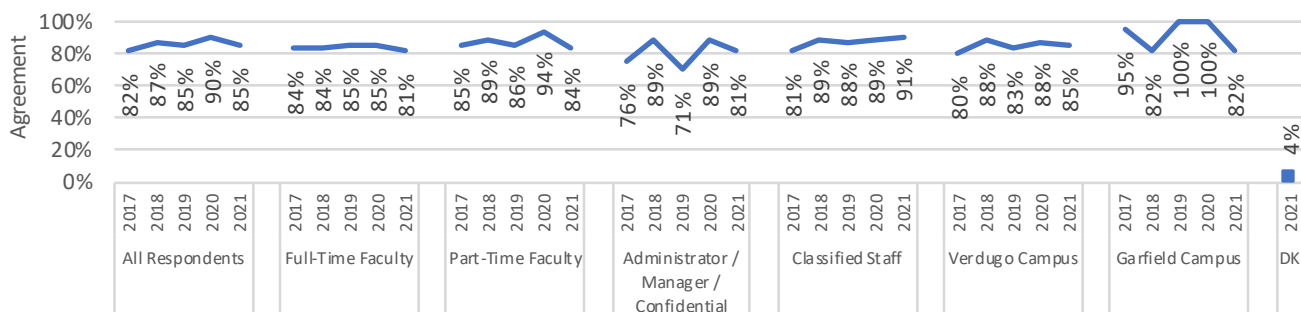
### Technology at GCC meets the needs of traditional, non-distance education programs (including Level 3 classrooms and computer labs).



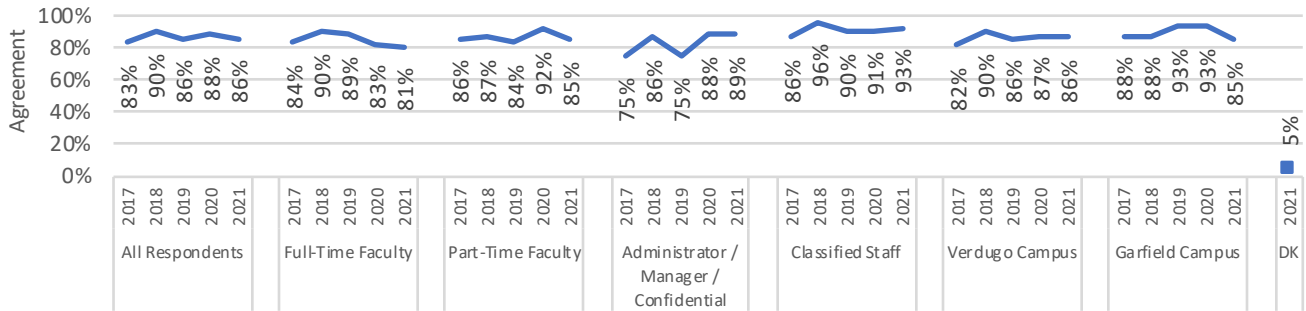
### Technology at GCC meets my needs for working remotely.



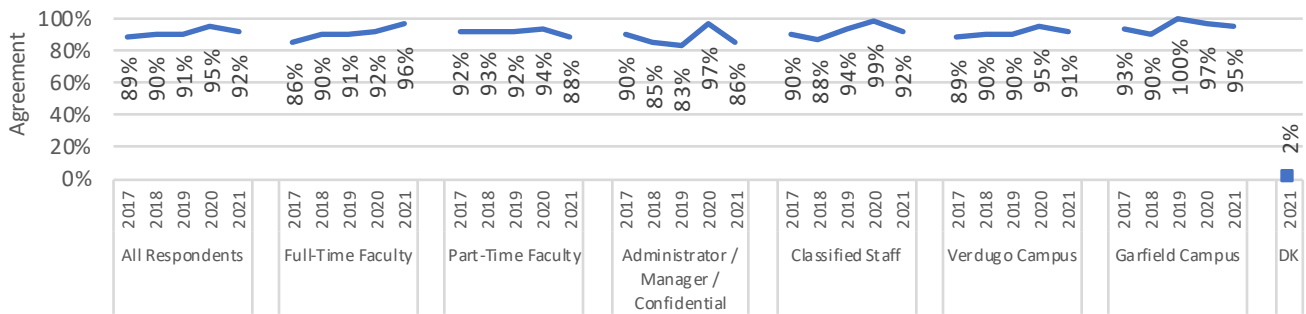
### Technology at GCC meets the needs of student services.



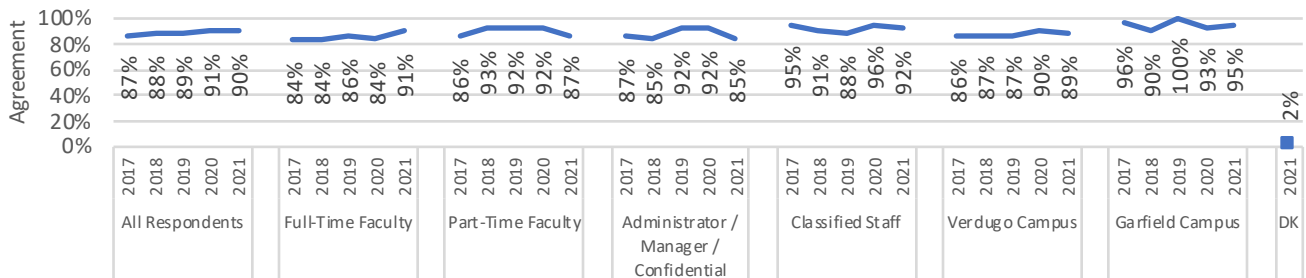
### Technology at GCC meets administrative and research needs.



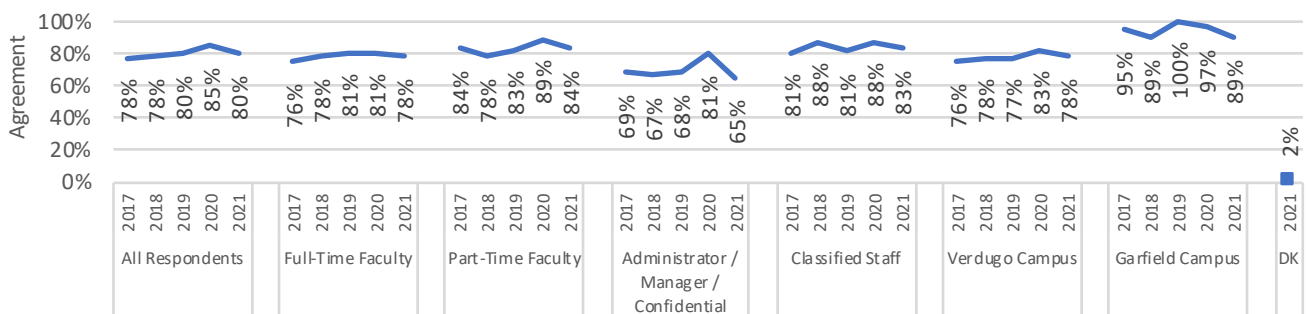
### Technology at GCC meets the need for collegewide communication (e.g., email).



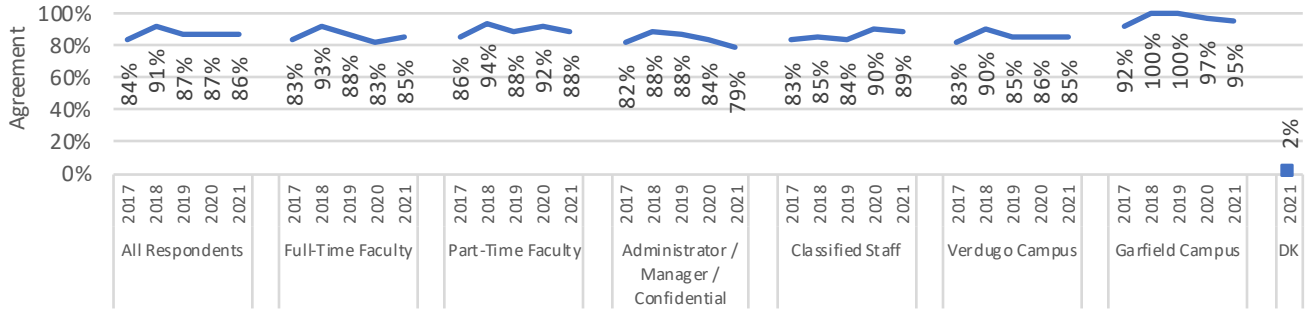
### Technology at GCC meets the need for sharing information (e.g., college websites).



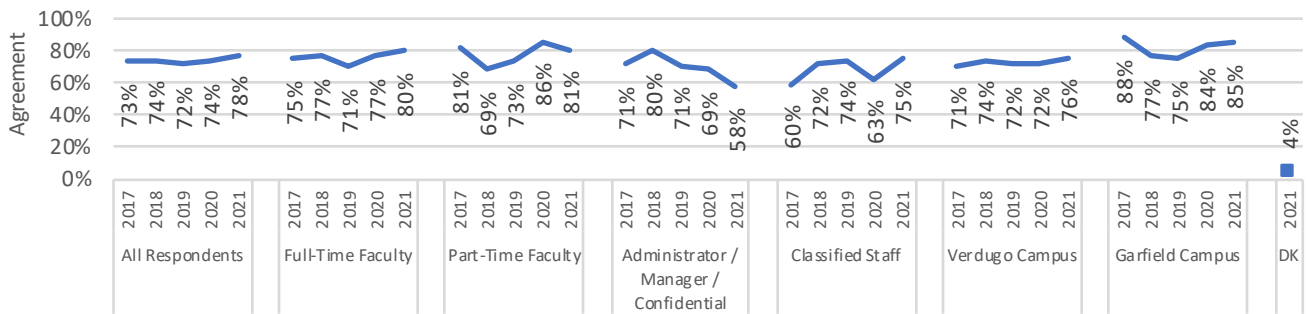
### Technology is used effectively at GCC.



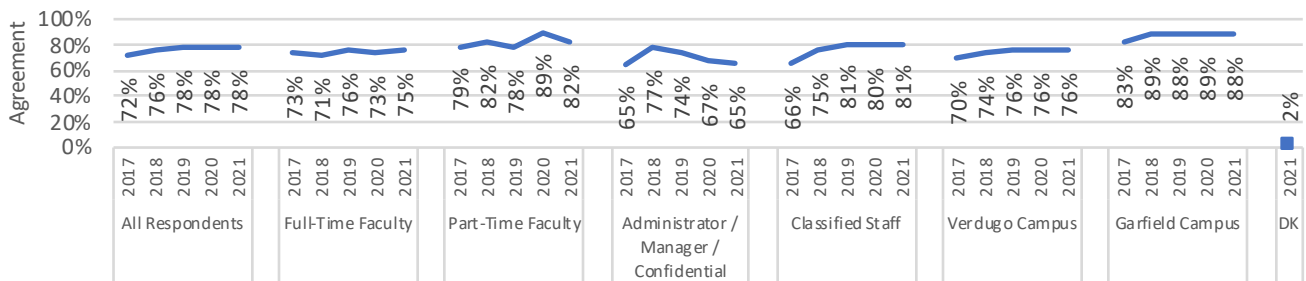
**Technical support is appropriate and effective.**



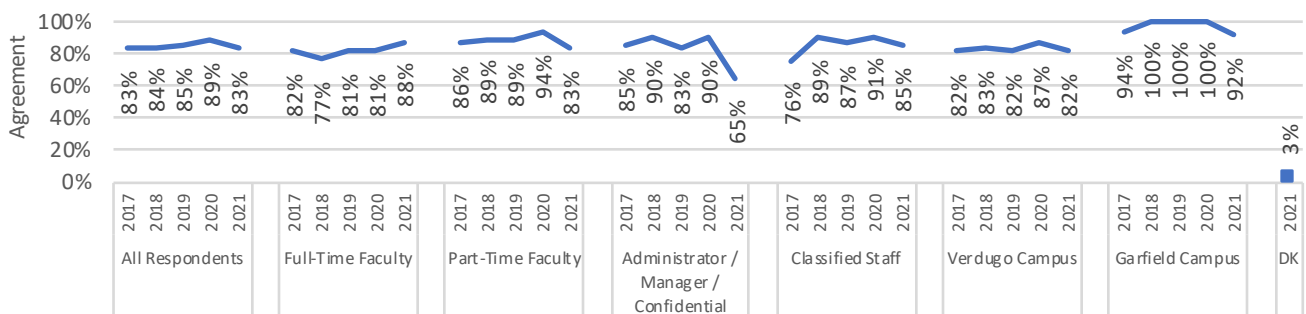
**I get sufficient information technology training for my work.**



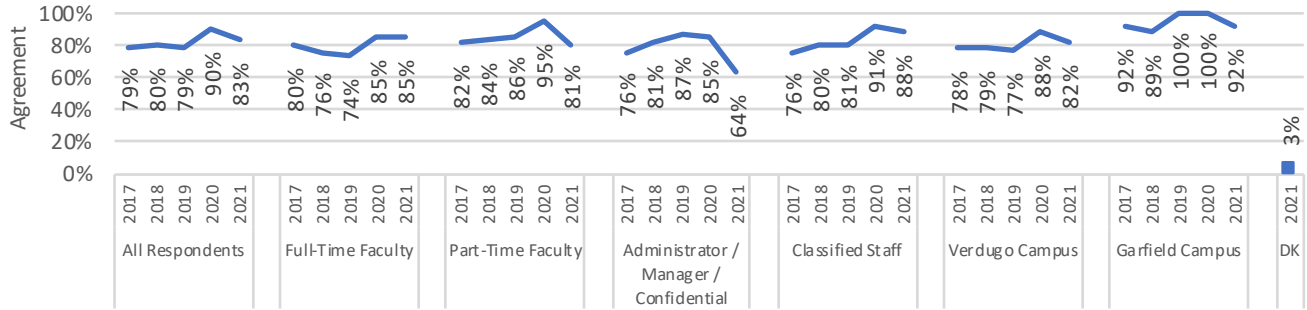
**The college distributes technology resources effectively to develop, maintain, and enhance programs and services.**



**Technology planning is integrated with institutional planning.**

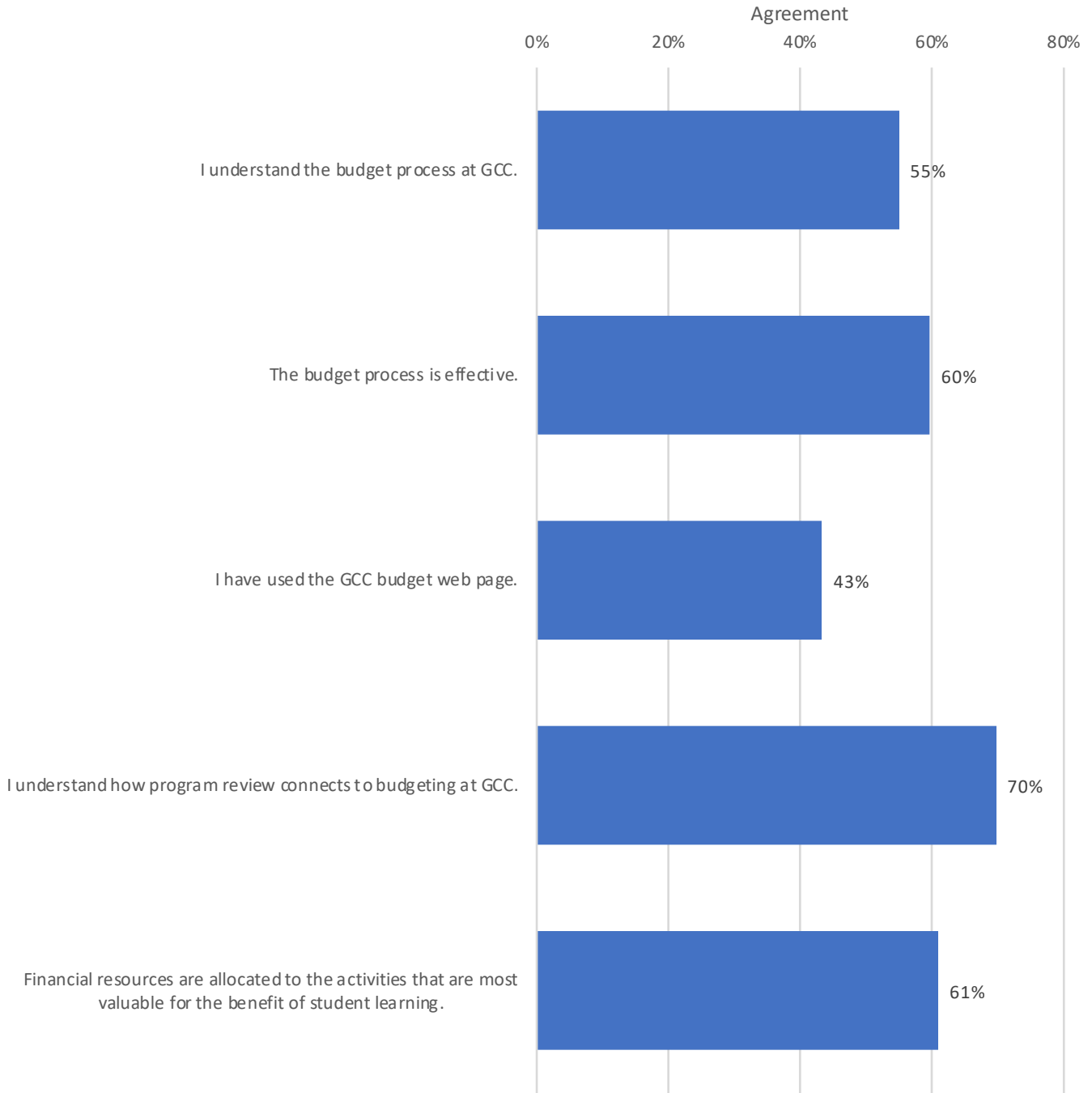


### Technology planning uses evaluation as the basis for improvement.

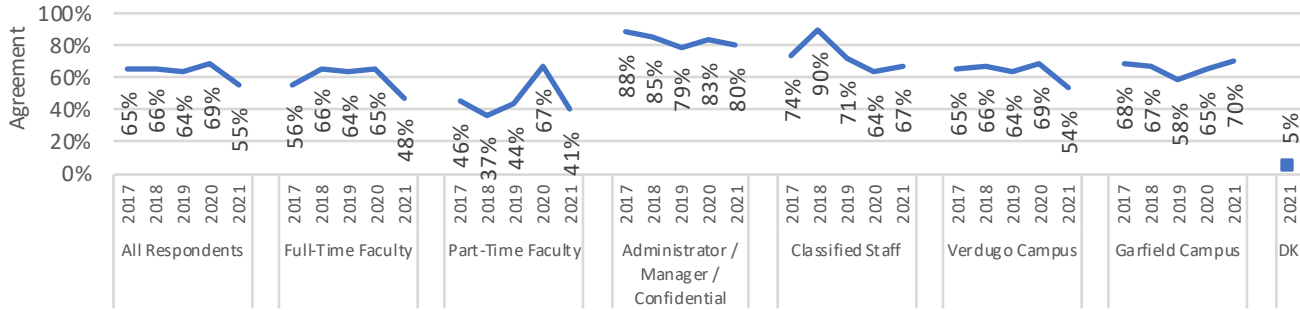


# FISCAL RESOURCES ITEMS

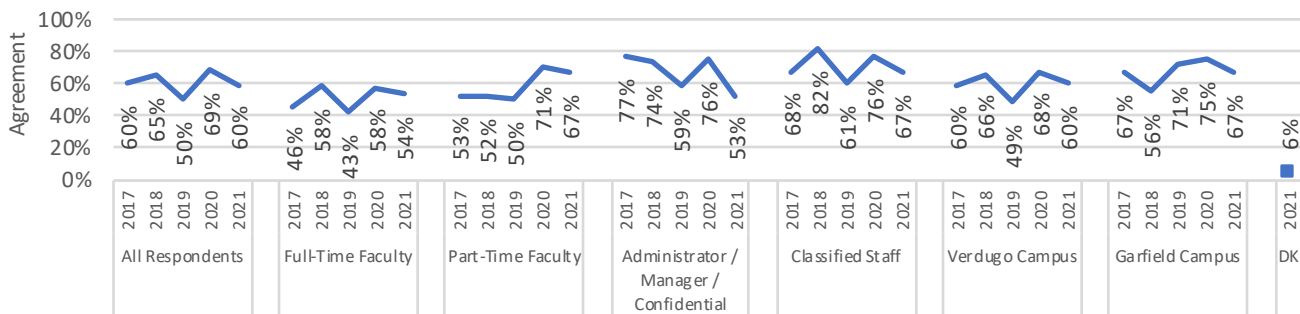
## 2021 Survey Results



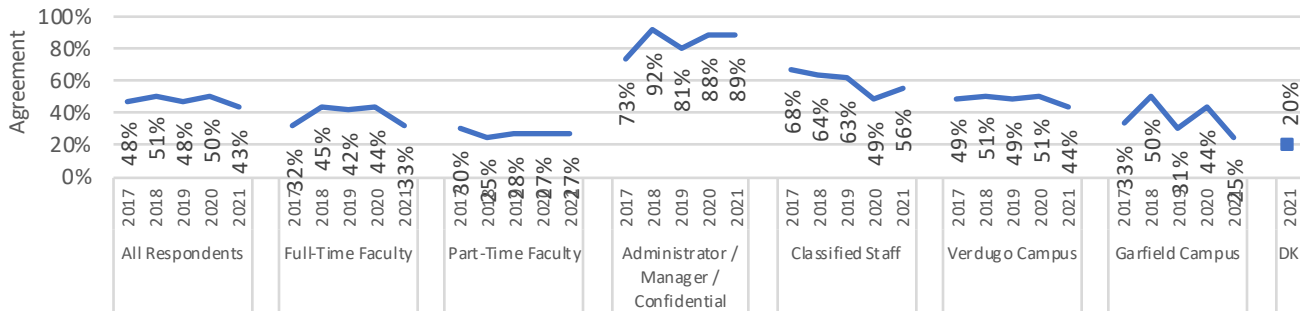
### I understand the budget process at GCC.



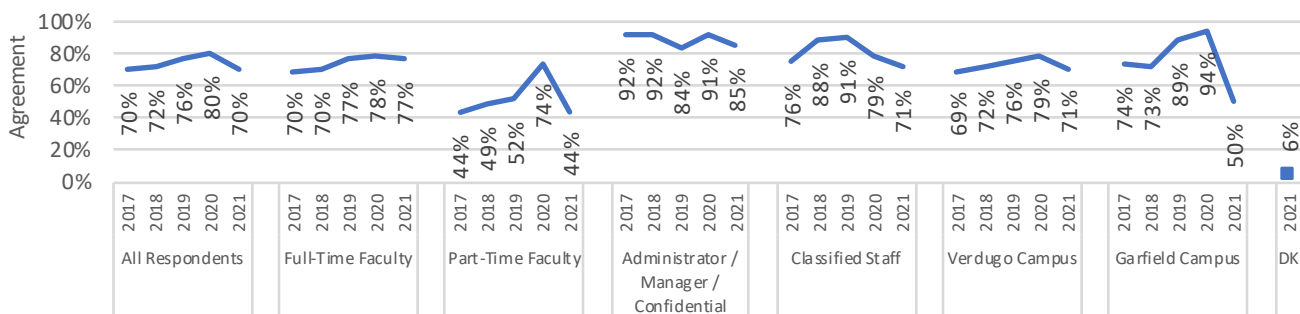
### The budget process is effective.



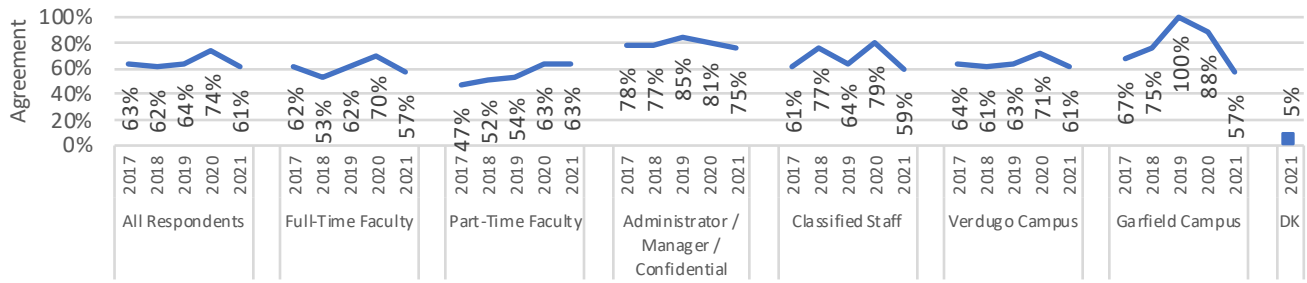
### I have used the GCC budget web page.



### I understand how program review connects to budgeting at GCC.

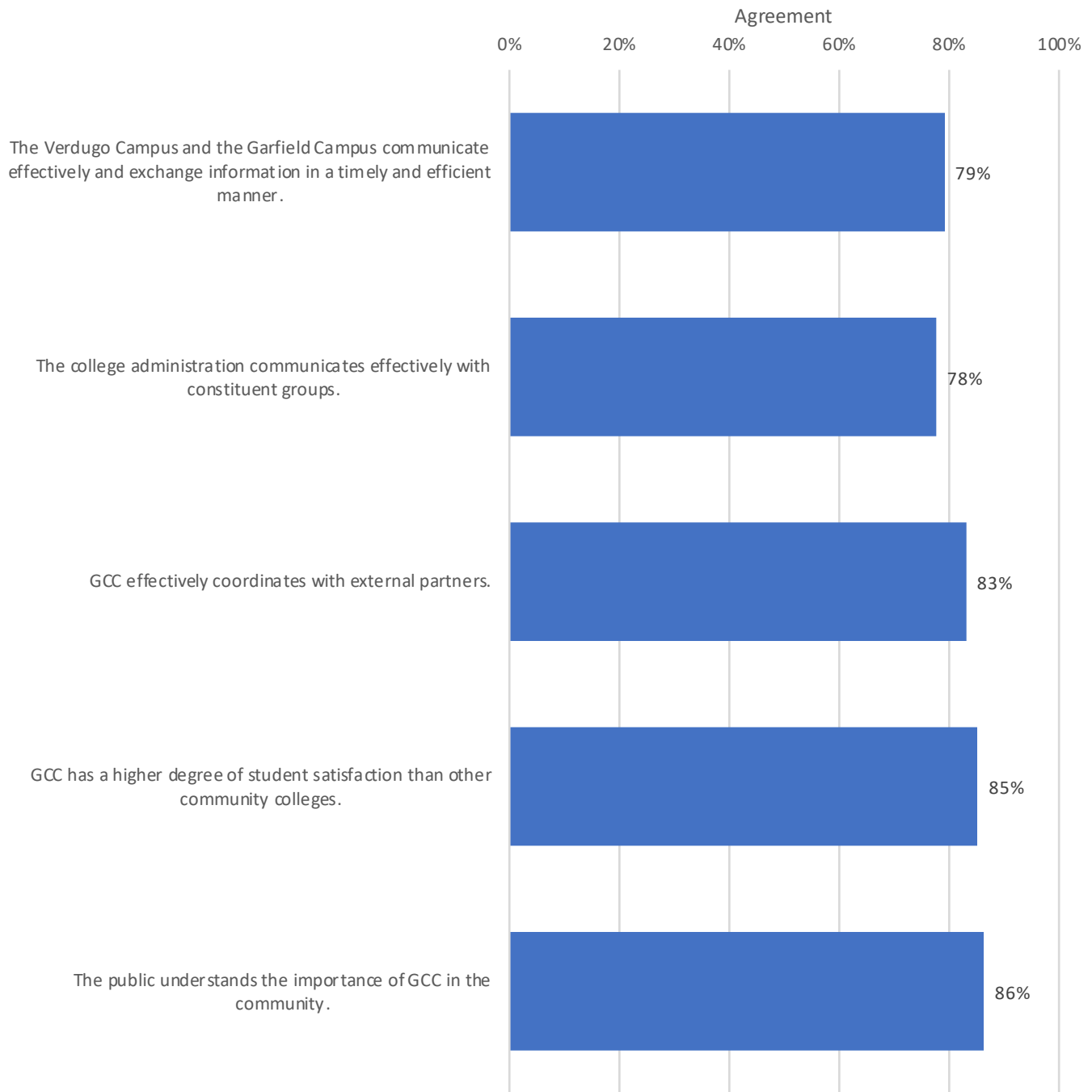


**Financial resources are allocated to the activities that are most valuable for the benefit of student learning.**



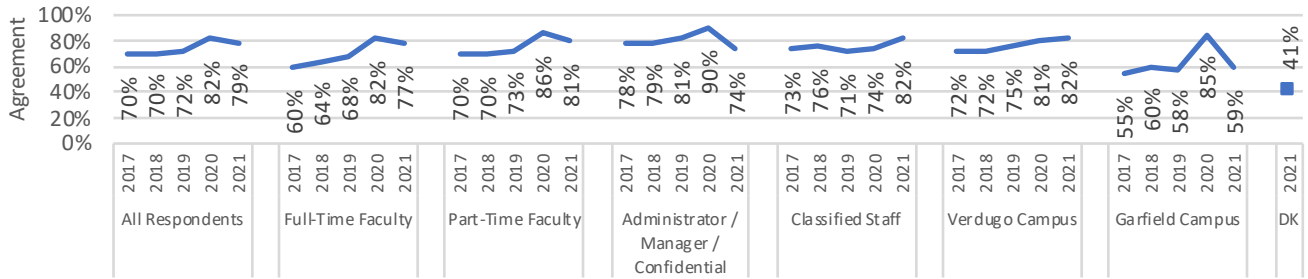
# COMMUNICATION ITEMS

## 2021 Survey Results

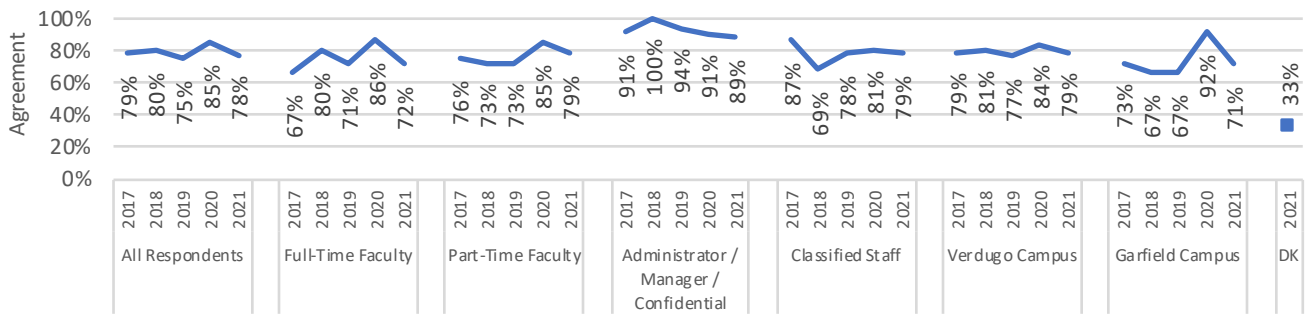




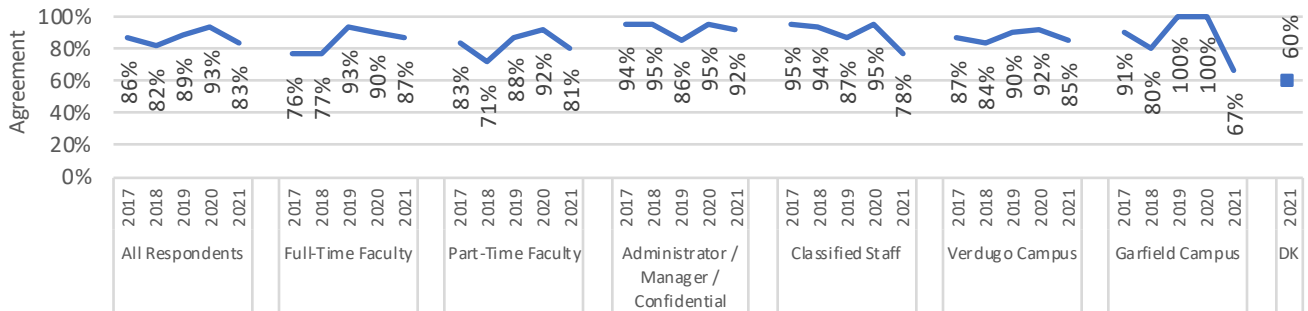
**The Verdugo Campus and the Garfield Campus communicate effectively and exchange information in a timely and efficient manner.**



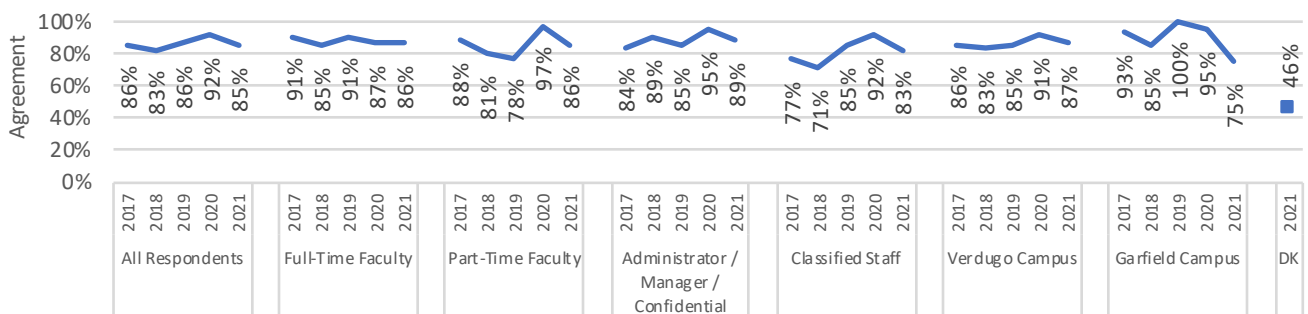
**The college administration communicates effectively with constituent groups.**



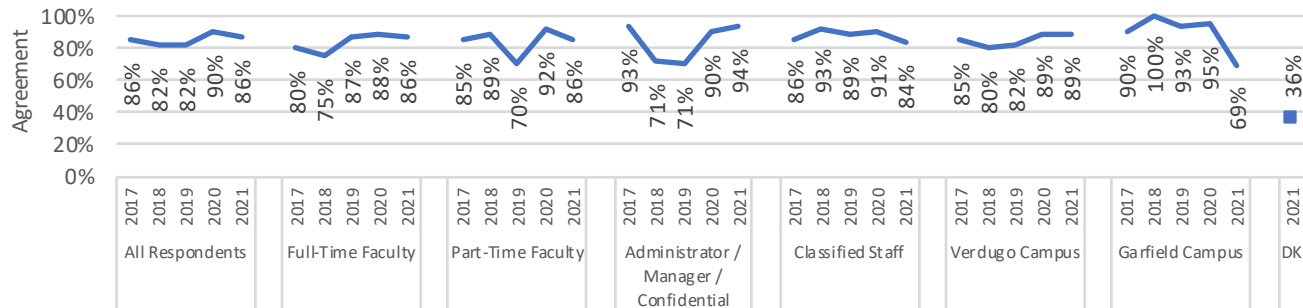
**GCC effectively coordinates with external partners.**



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

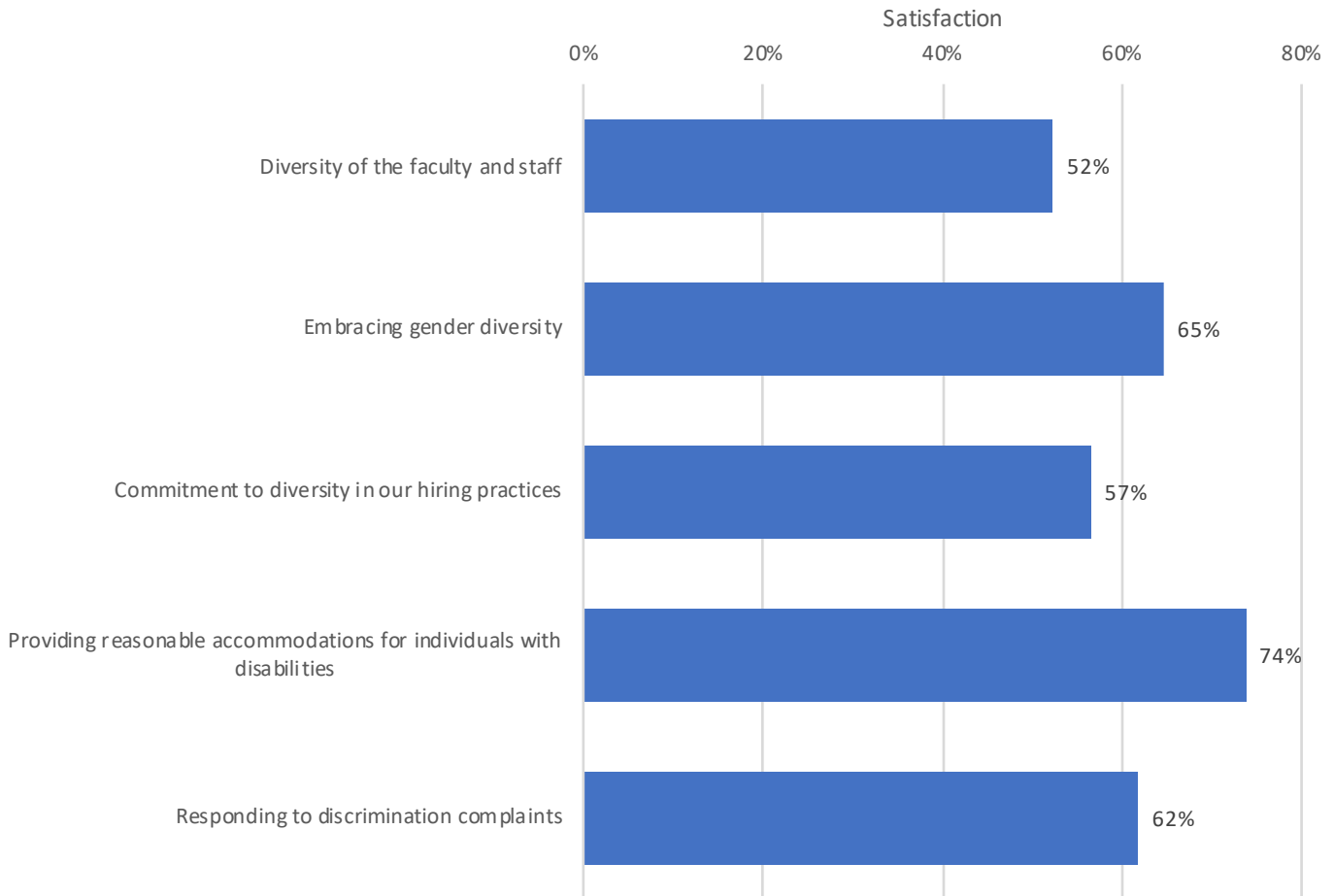


### The public understands the importance of GCC in the community.

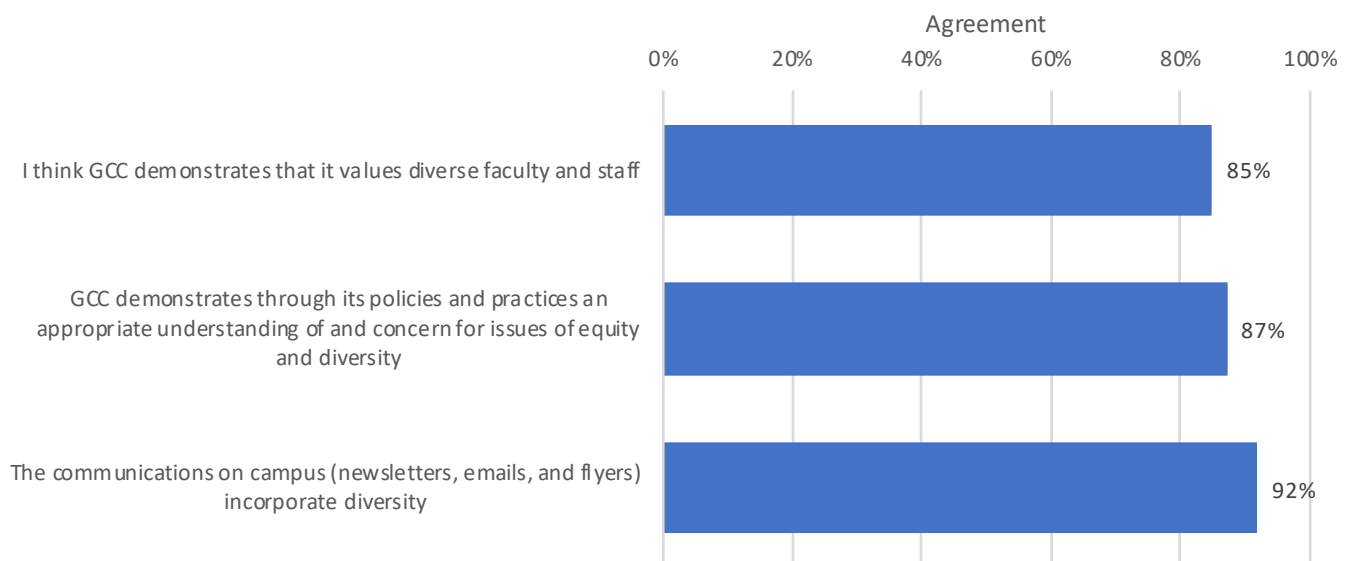


## FACULTY AND STAFF DIVERSITY ITEMS

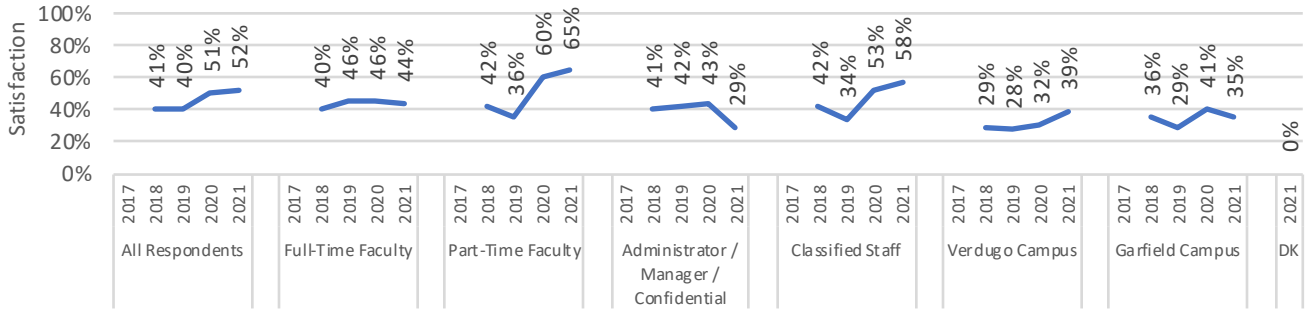
### 2021 Survey Results: Satisfaction Items



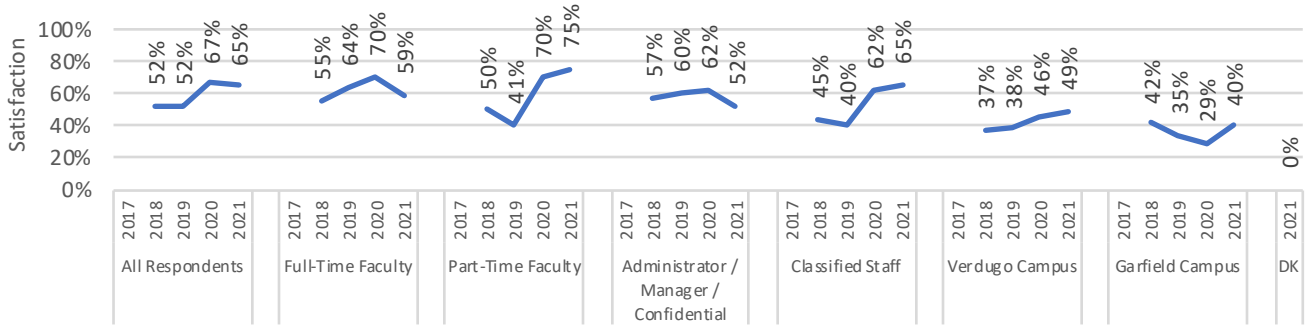
### 2021 Survey Results: Agreement Items



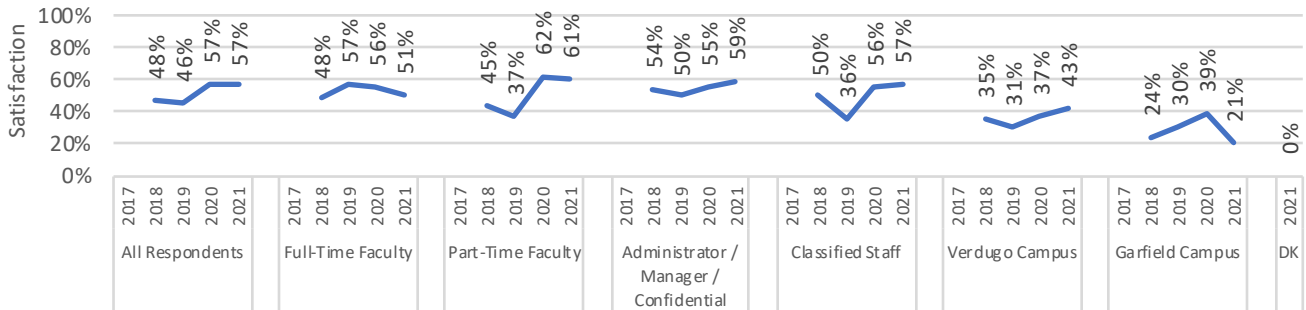
## Diversity of the faculty and staff



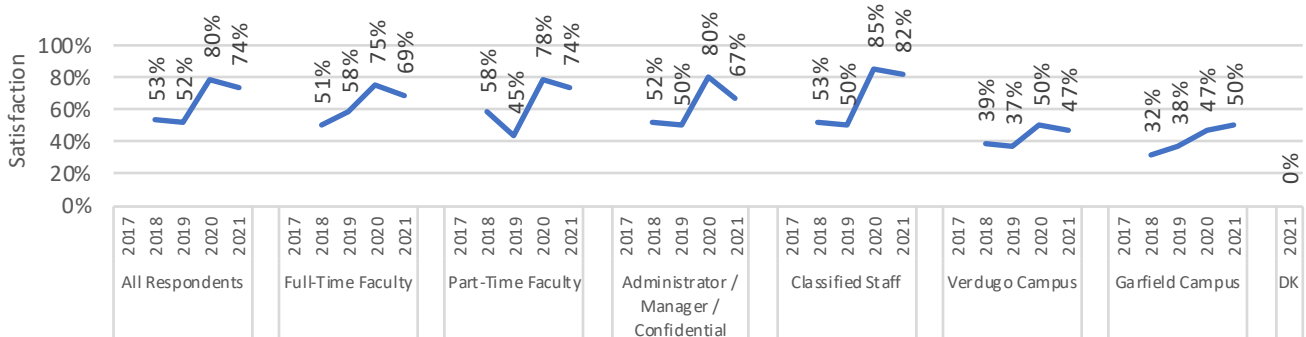
## Embracing gender diversity



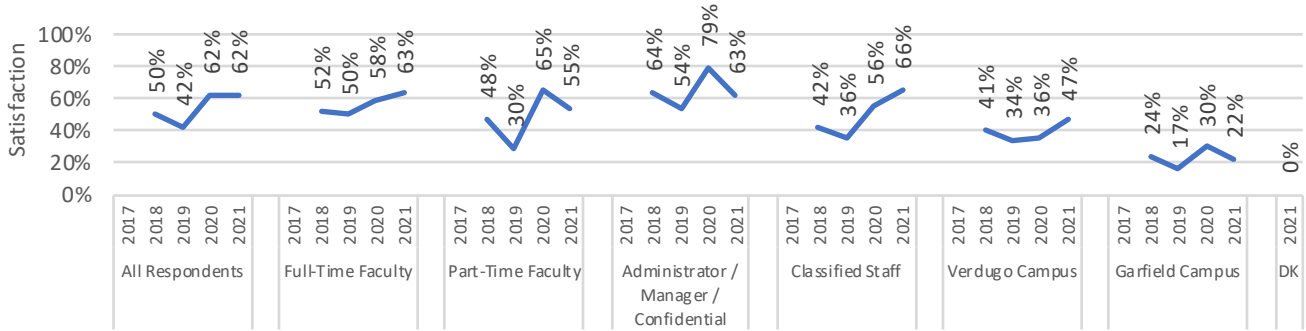
## Commitment to diversity in our hiring practices



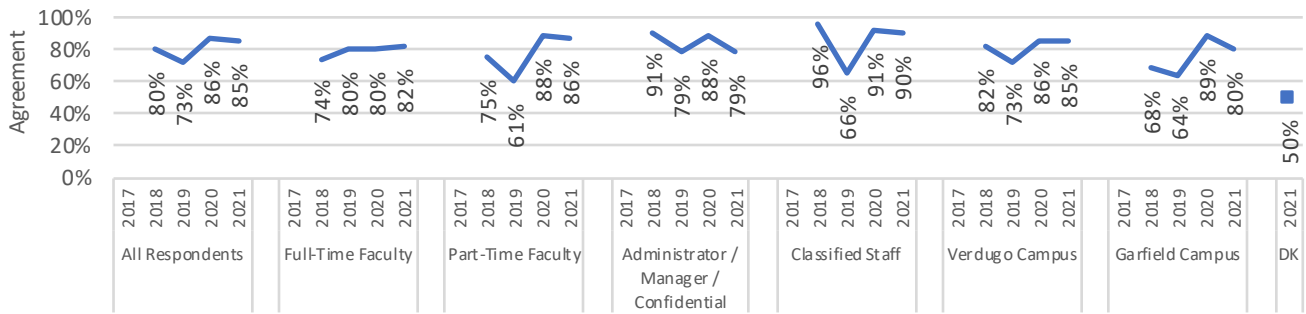
## Providing reasonable accommodations for individuals with disabilities



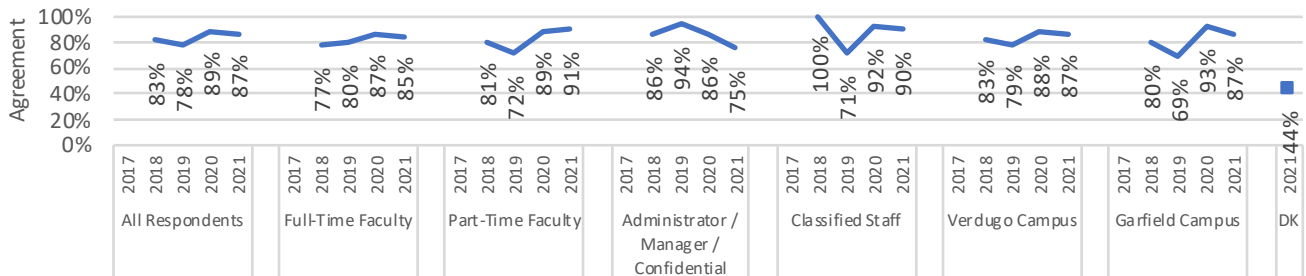
### Responding to discrimination complaints



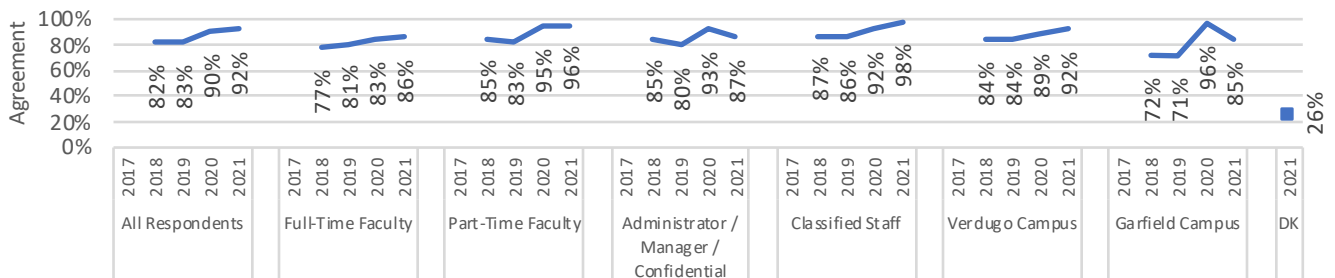
### I think GCC demonstrates that it values diverse faculty and staff



### GCC demonstrates through its policies and practices an appropriate understanding of and concern for issues of equity and diversity



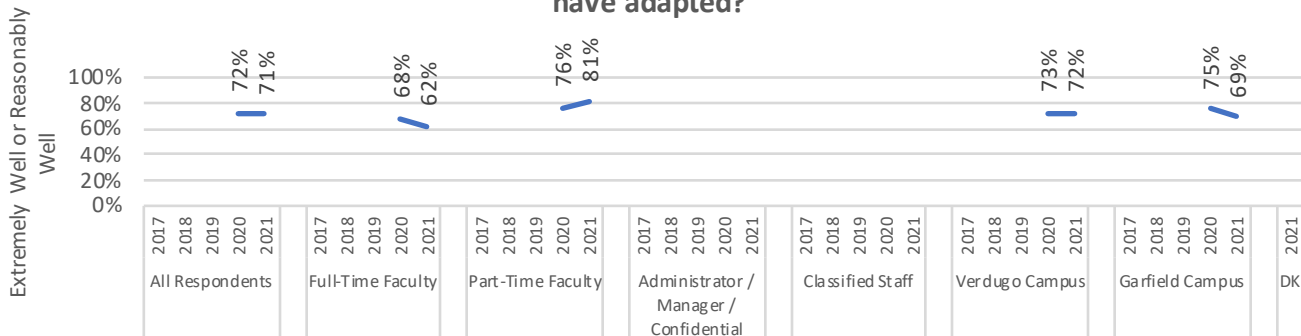
### The communications on campus (newsletters, emails, and flyers) incorporate diversity



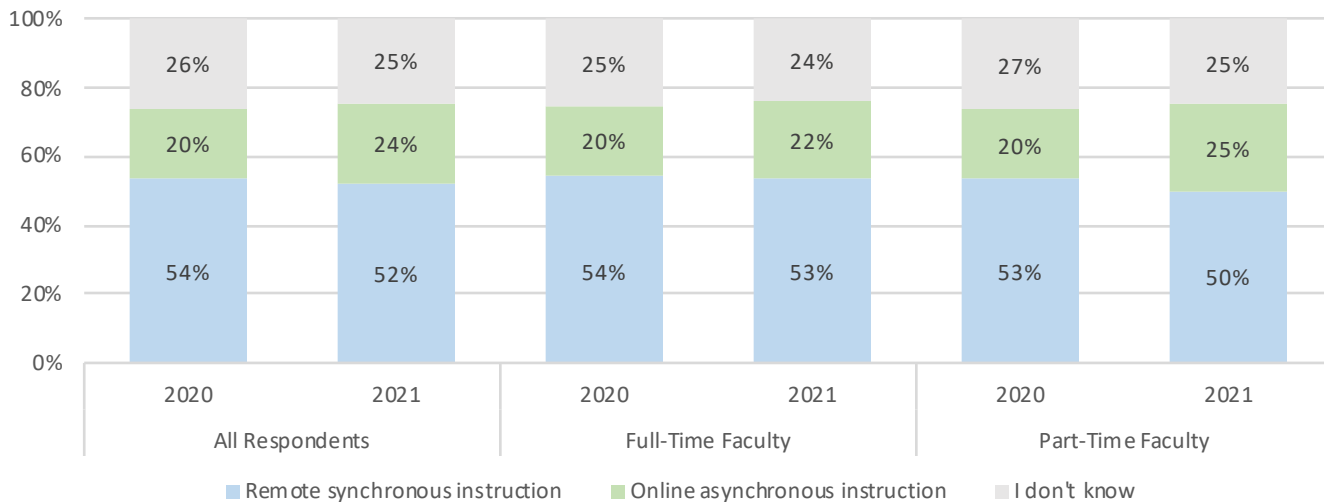
## PANDEMIC-RELATED ITEMS

For the item below, respondents could mark "extremely well," "reasonably well," "struggling somewhat," or "struggling a great deal."

**Based on your experience with remote instruction, how would you say students have adapted?**

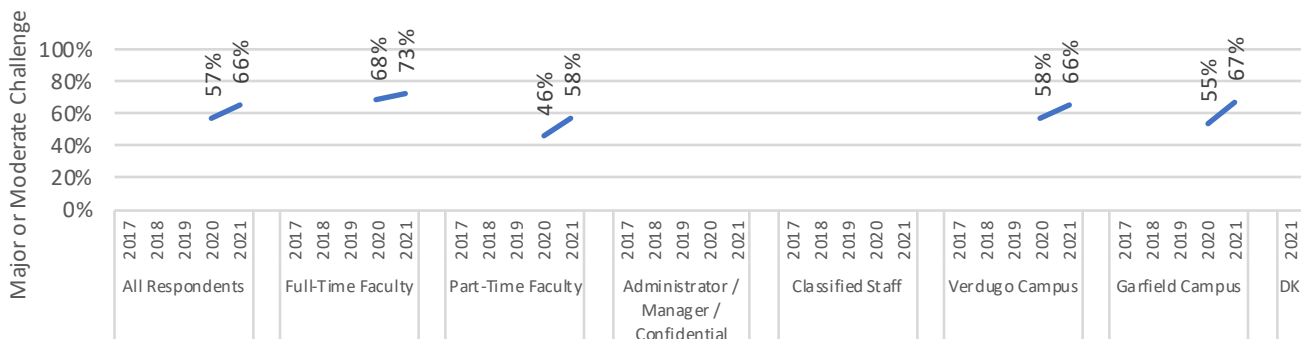


**Which type of remote instruction do you think students prefer?**

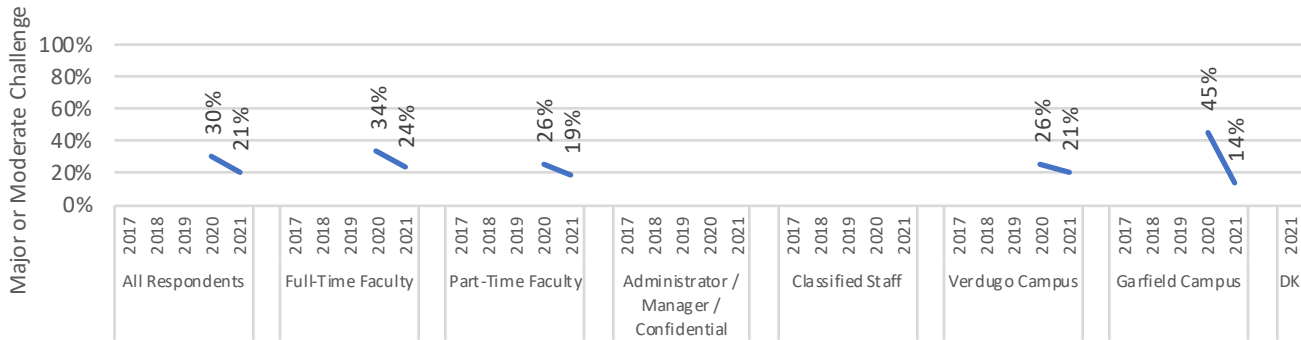


The following items asked faculty members to indicate the major challenges students have in a remote environment. Respondents could respond with "a major challenge," "a moderate challenge," "a slight challenge," or "not a challenge."

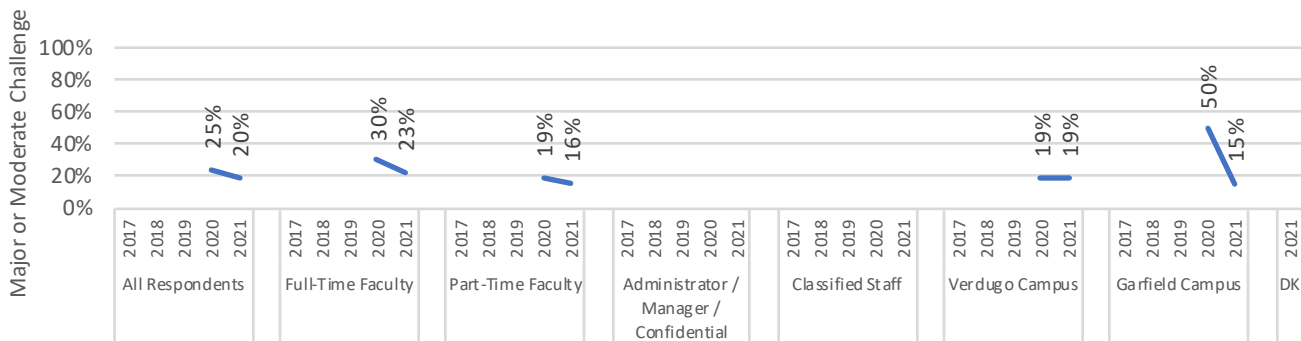
**Students' inability to engage at a sufficient level**



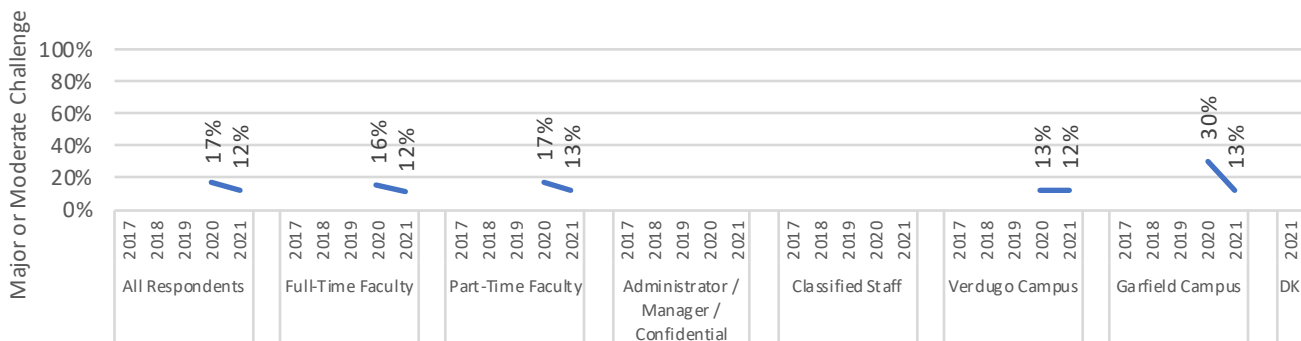
### Students' lack of access to library resources



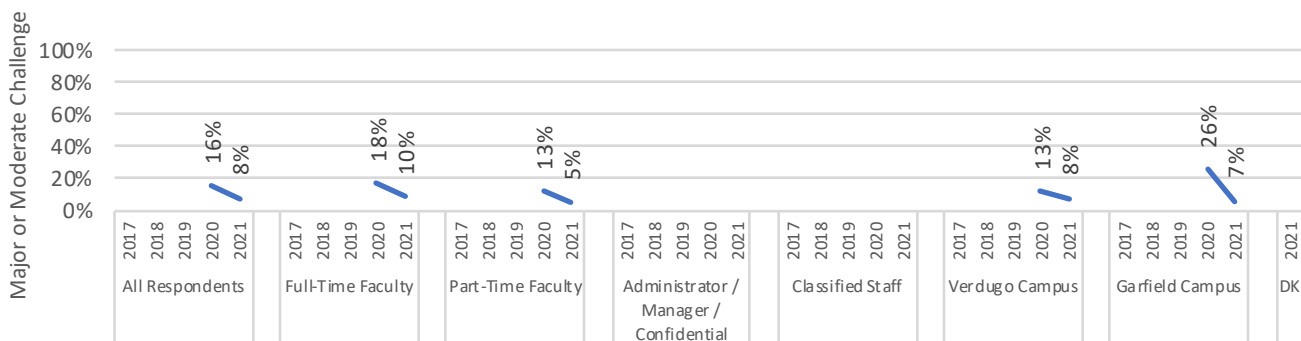
### Students' difficulty getting textbooks



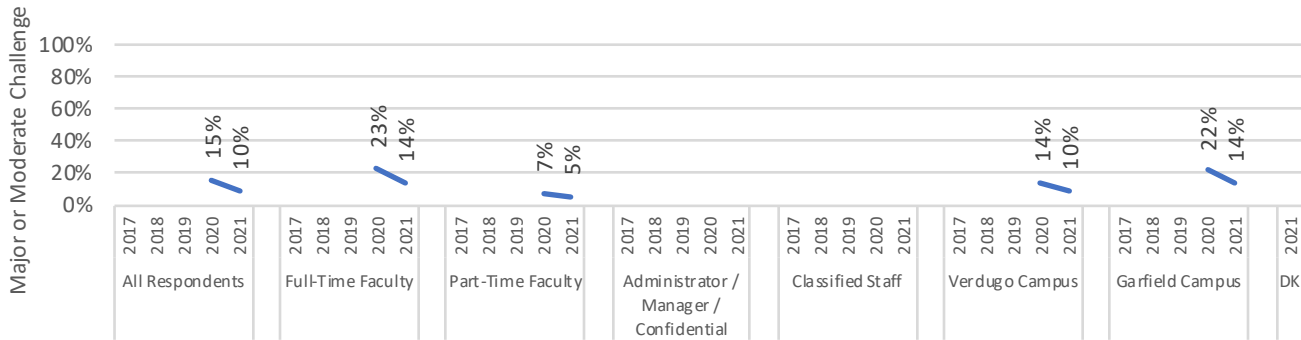
### My unfamiliarity with software (e.g., Canvas, Zoom)



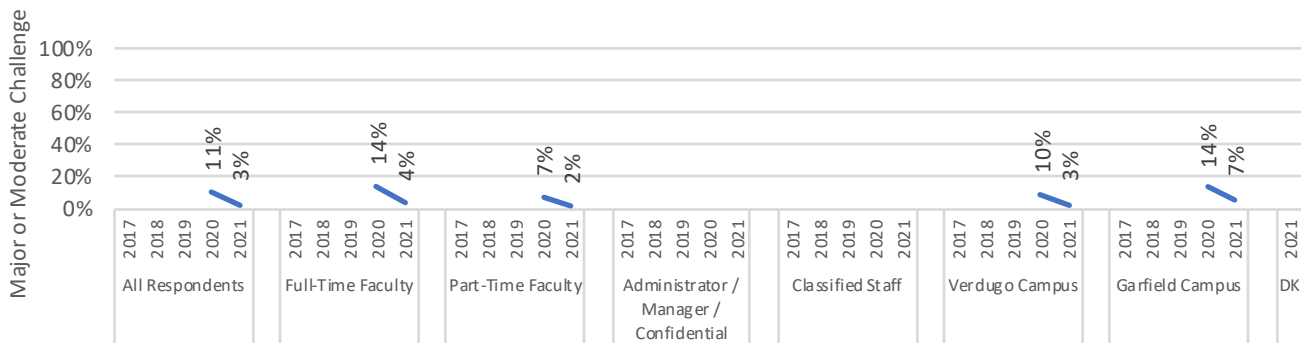
### My lack of access to specialized software for my specific courses



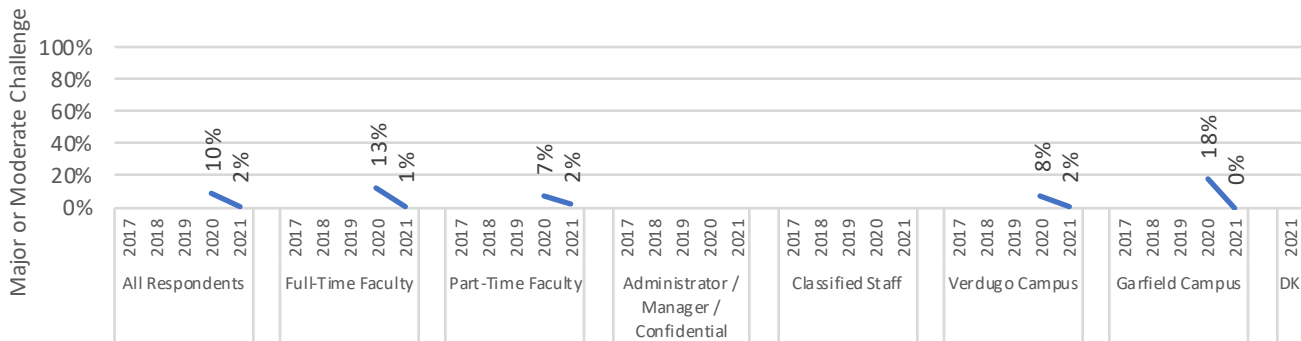
### My lack of access to reliable internet



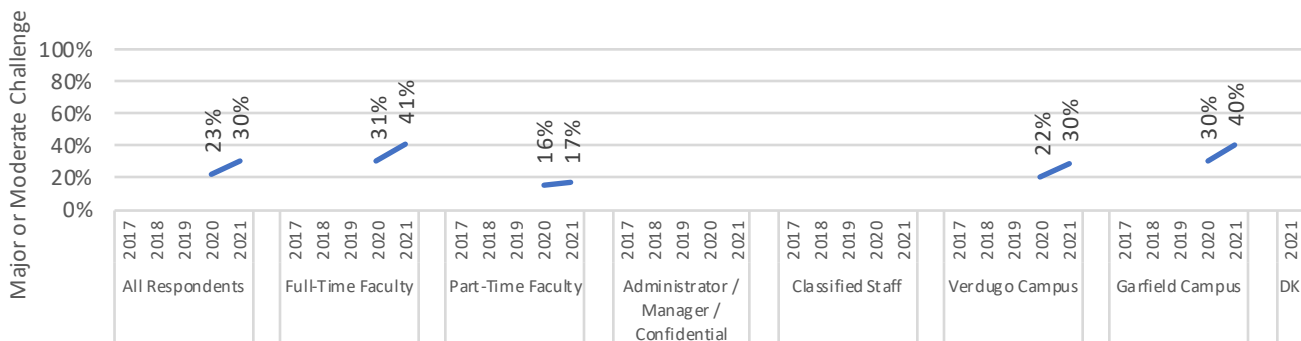
### My lack of access to library materials



### My difficulty getting textbooks

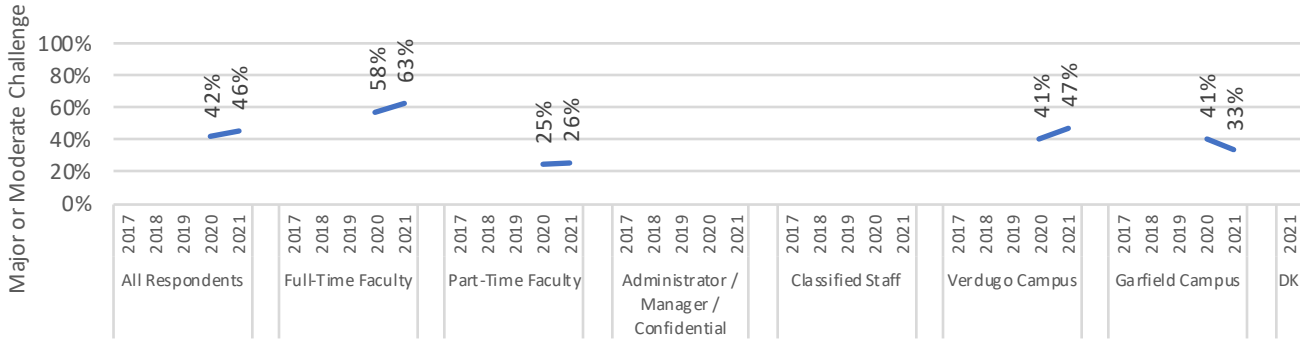


### Difficulties communicating with students

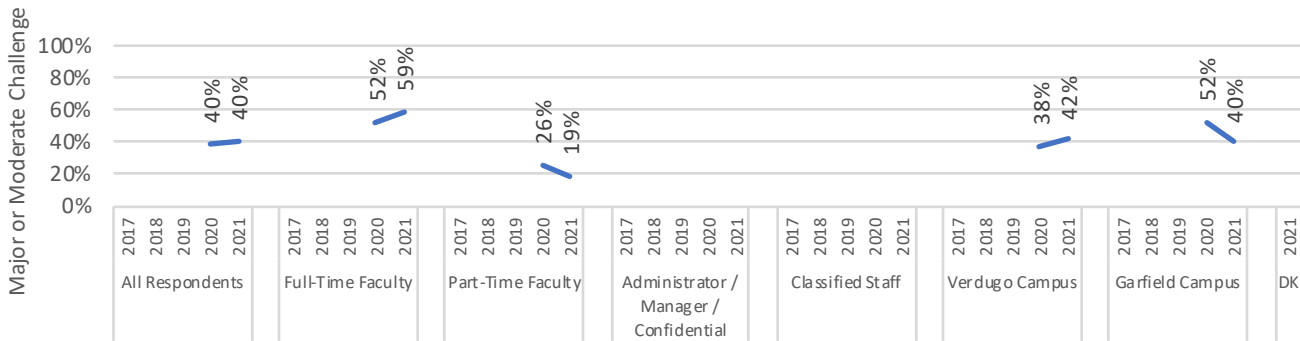




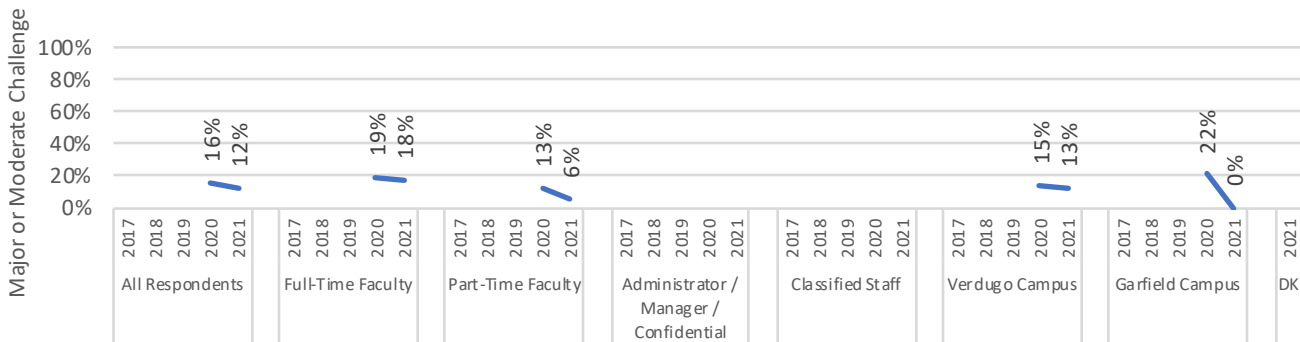
### Isolation from students affecting the quality of my instruction



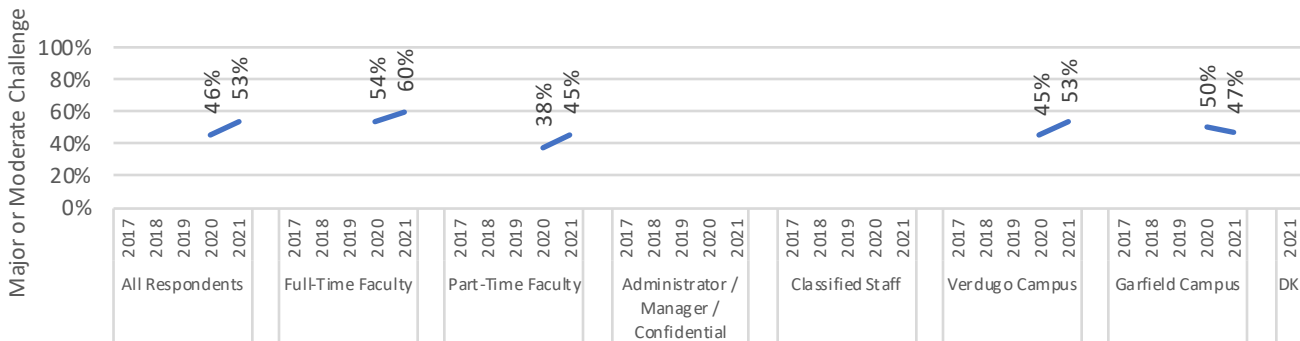
### Translating lessons and activities to a remote environment



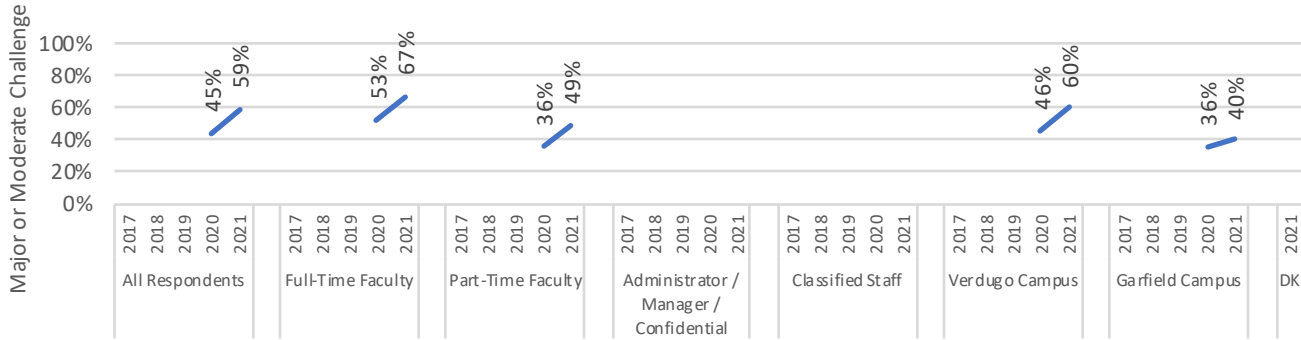
### Conducting office hours in a remote environment



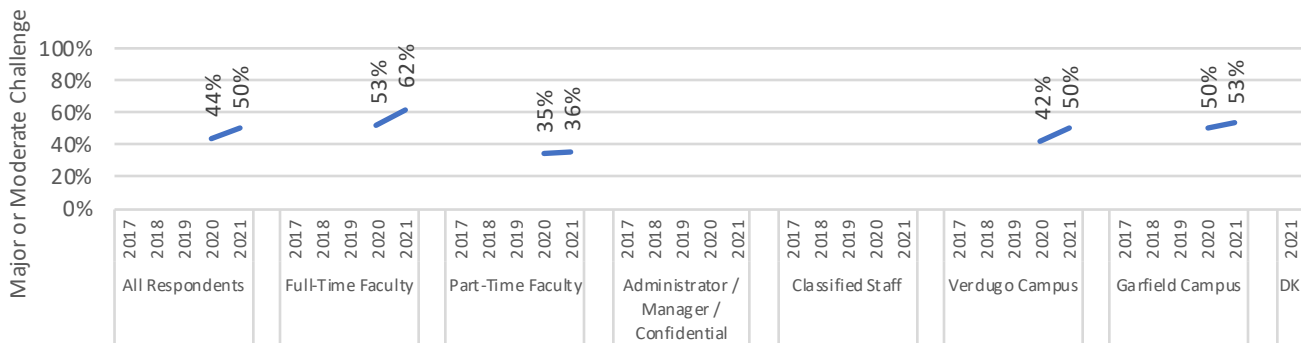
### Security of online exams and assignments



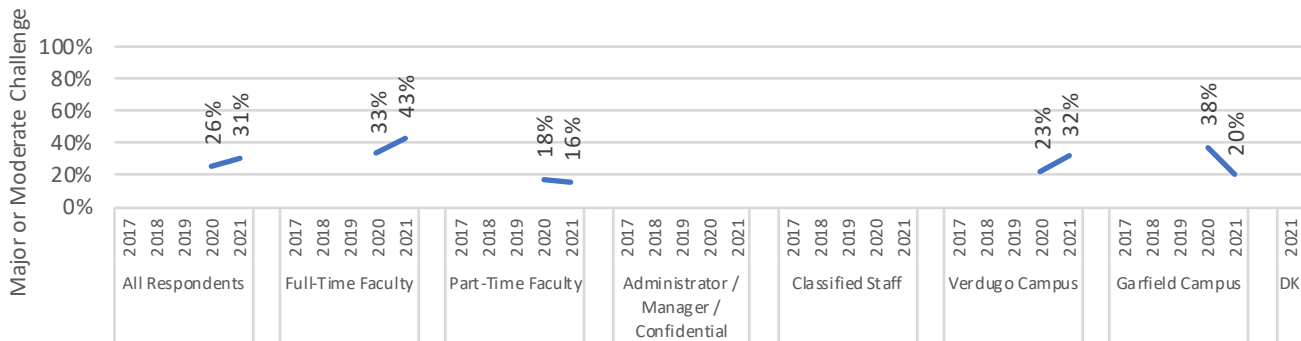
### My ability to enforce student honesty in an online environment



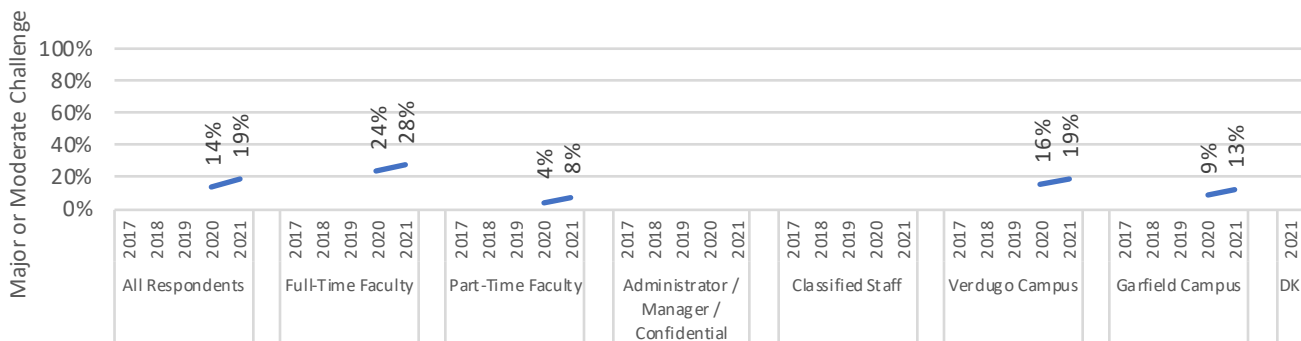
### Diminished student learning in an online environment



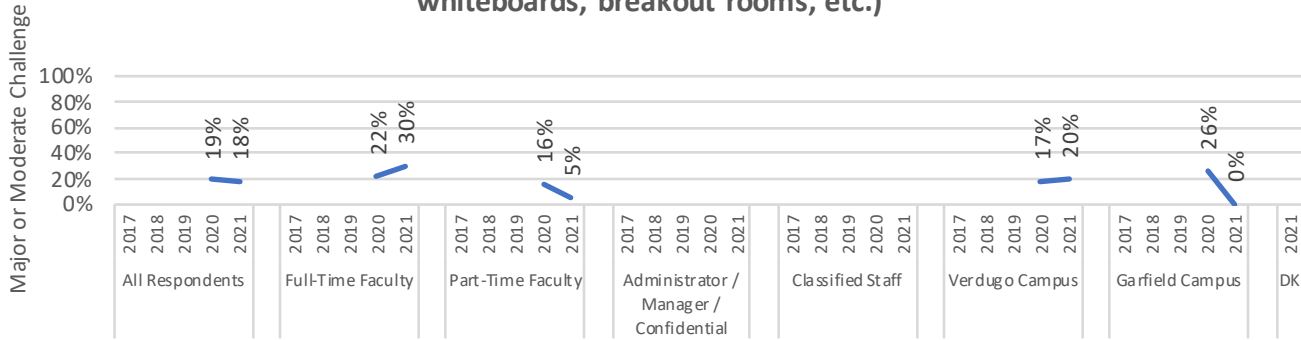
### Difficulties adapting my discipline to remote instruction



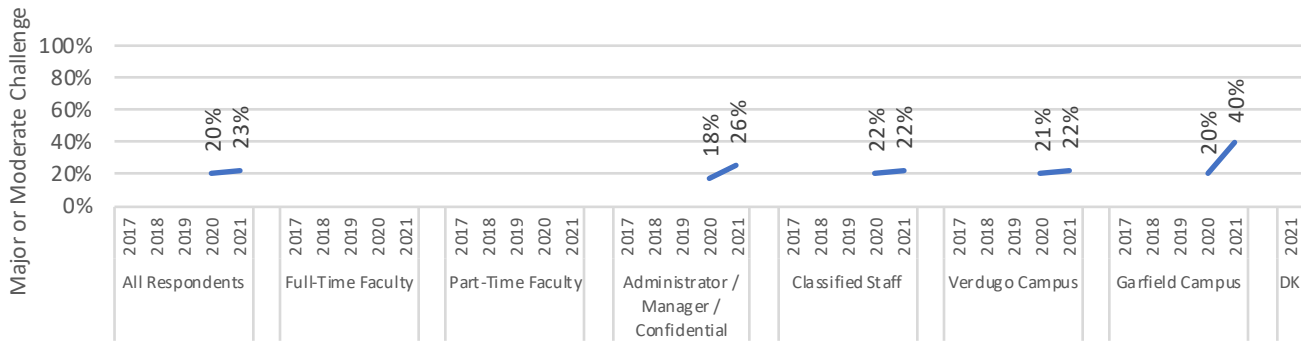
### My courses/programs cannot be conducted online



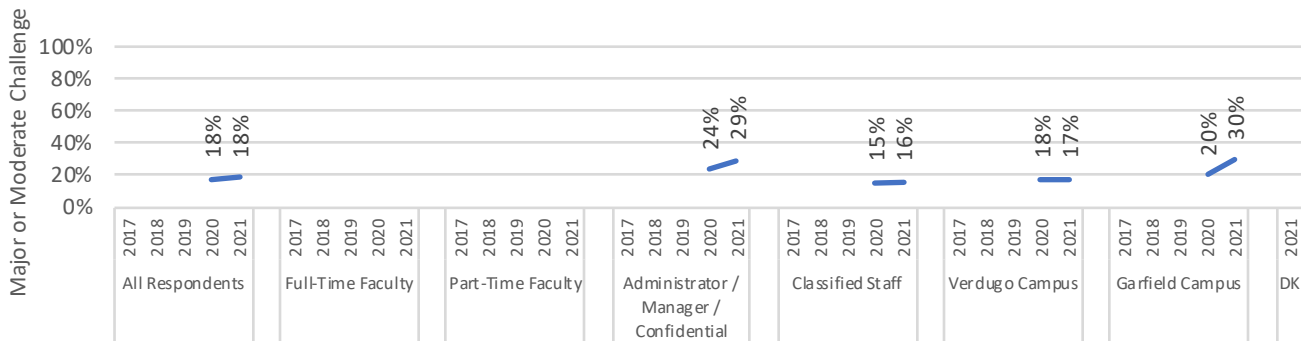
### Inadequate digital alternatives for face-to-face collaboration tools (e.g., whiteboards, breakout rooms, etc.)



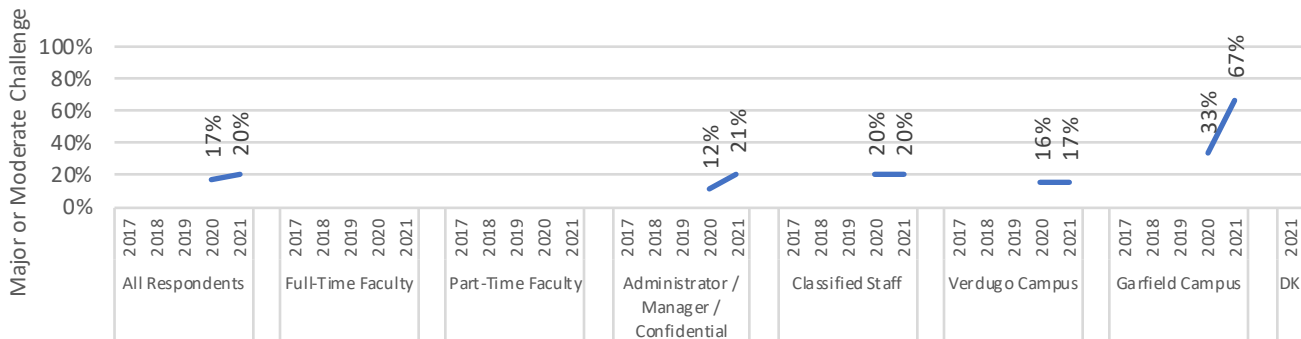
### My access to hardware (computer, laptop, webcam, etc.) to perform my work



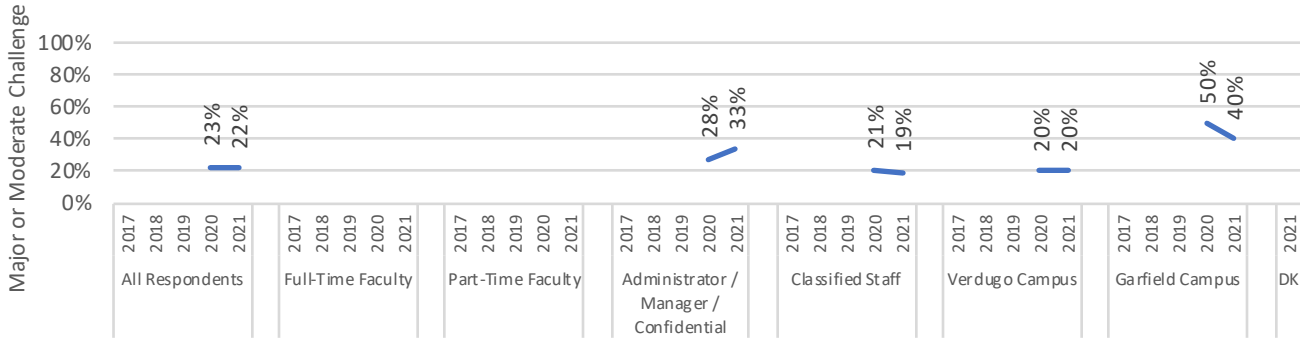
### My access to software to perform my work



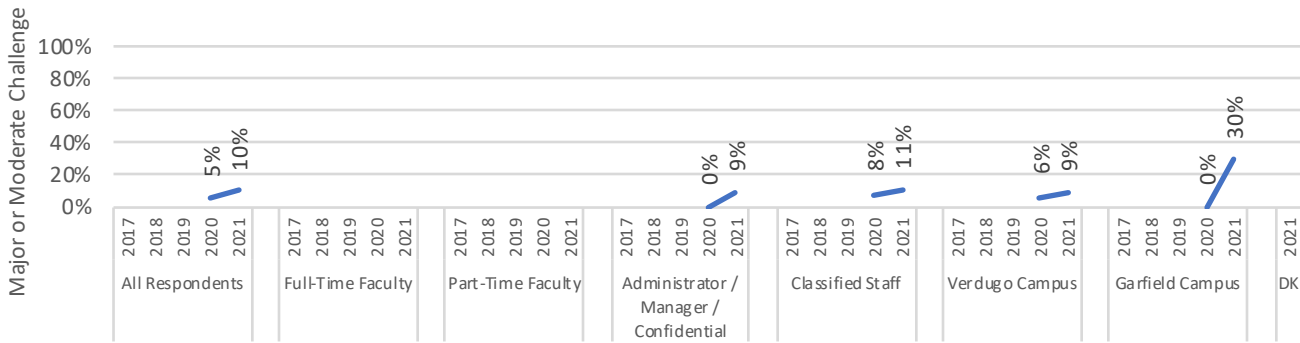
### My internet access



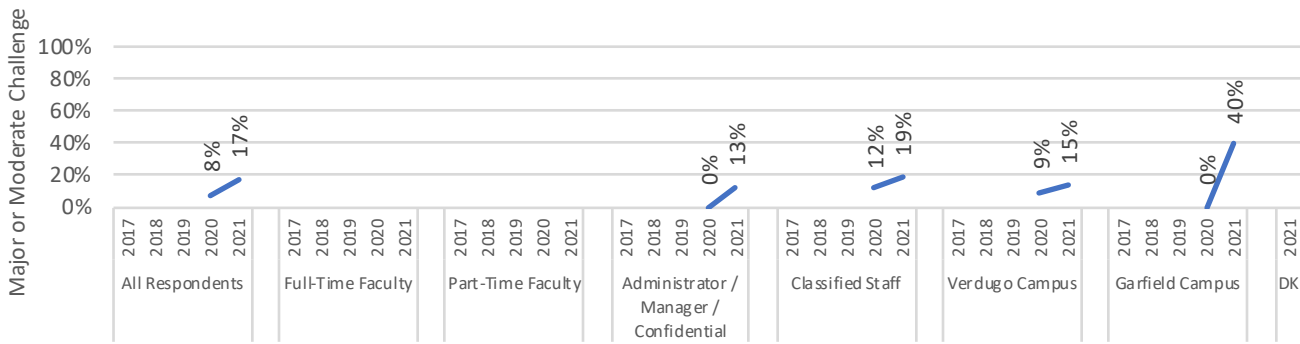
### My access to other equipment and supplies to perform my work



### Support from my supervisor for working remotely



### Support from GCC for working remotely



### Access to technology training to support remote work

