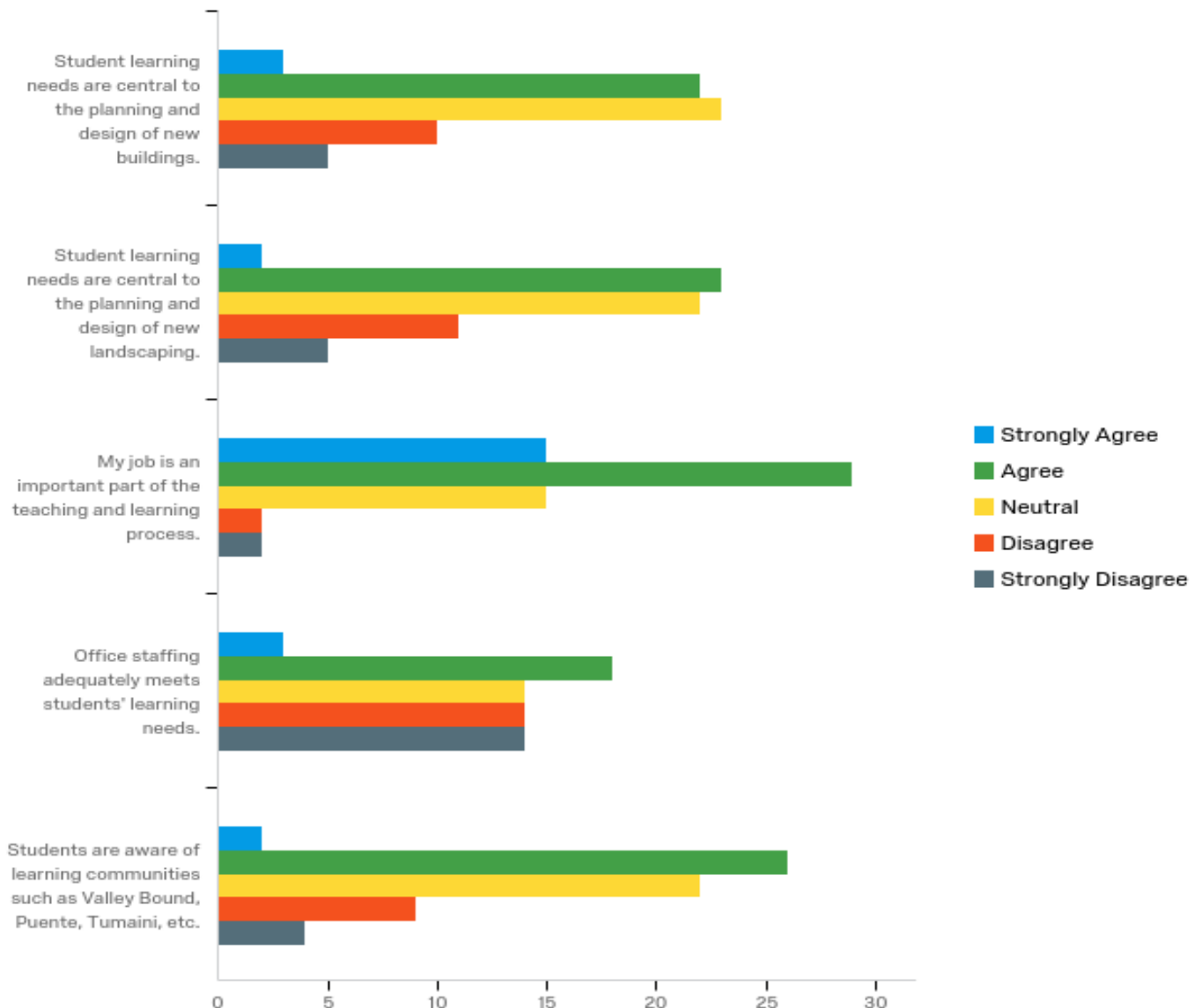# Classified Campus Climate Survey - 2018-2019

Standard I - Institutional Effectiveness

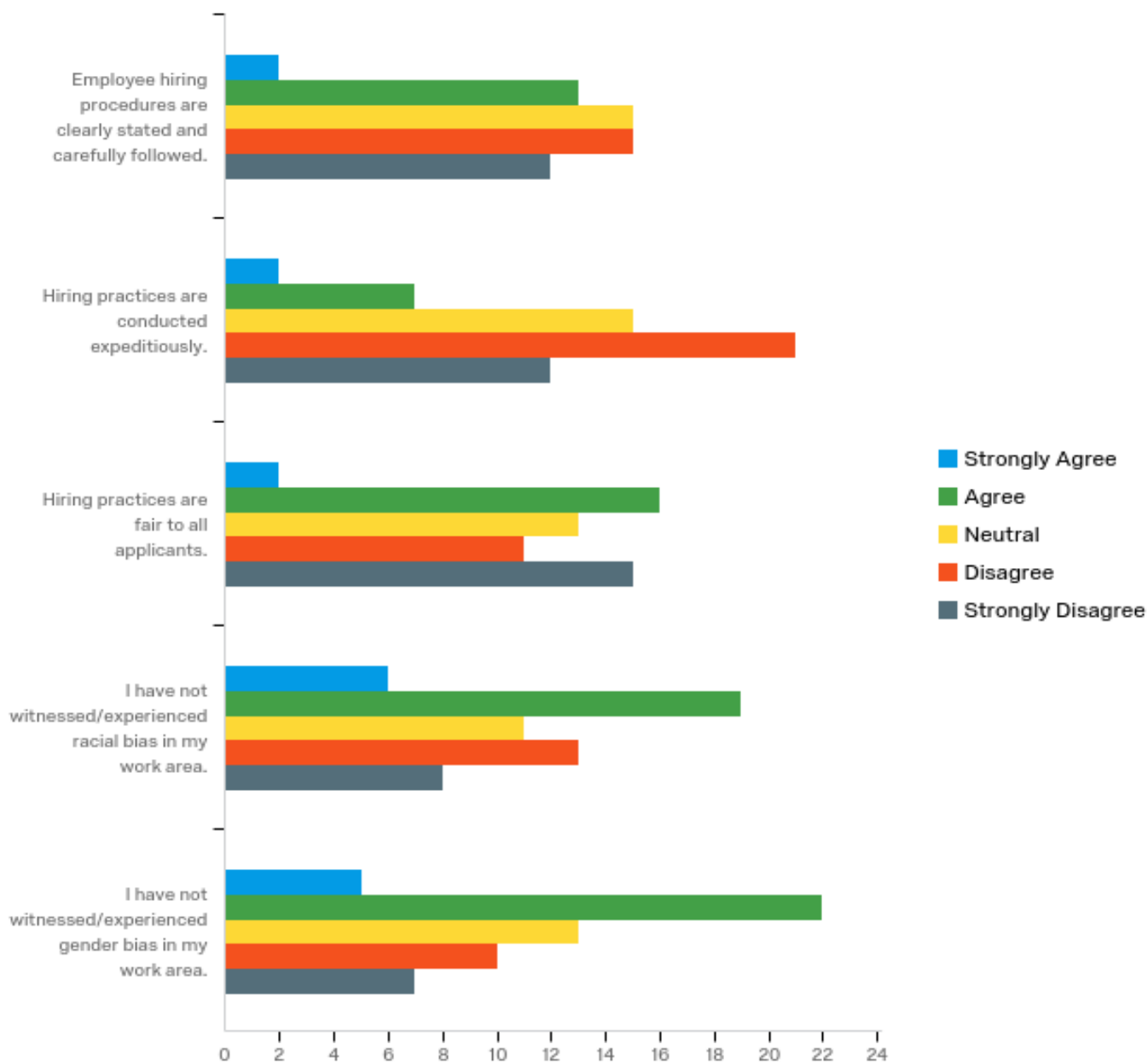| Question	Strongly Agree		Agree		Neutral		Disagree		Strongly Disagree		Total
I am familiar with the SBVC mission.	21.21%	14	60.61%	40	13.64%	9	3.03%	2	1.52%	1	66
I am familiar with the SBVC vision.	18.18%	12	56.06%	37	19.70%	13	4.55%	3	1.52%	1	66
My job contributes to the SBVC mission and vision.	31.82%	21	50.00%	33	13.64%	9	1.52%	1	3.03%	2	66
SBVC sets goals to continuously improve effectiveness.	13.64%	9	43.94%	29	22.73%	15	13.64%	9	6.06%	4	66
Institutional effectiveness is valued throughout SBVC.	9.09%	6	34.85%	23	34.85%	23	15.15%	10	6.06%	4	66
SBVC has an ongoing and systematic cycle of evaluation and improvement.	4.55%	3	37.88%	25	25.76%	17	21.21%	14	10.61%	7	66
Representatives from all employee groups are involved in the planning process.	4.55%	3	27.27%	18	24.24%	16	27.27%	18	16.67%	11	66
I would recommend SBVC to my friends and colleagues as a good place to work.	15.15%	10	45.45%	30	22.73%	15	10.61%	7	6.06%	4	66
SBVC has a good reputation in the community.	9.09%	6	45.45%	30	28.79%	19	9.09%	6	7.58%	5	66
Now that I know the nature of this job, I would apply for it again.	30.30%	20	36.36%	24	16.67%	11	10.61%	7	6.06%	4	66
I am personally treated with respect at this college.	15.15%	10	43.94%	29	21.21%	14	12.12%	8	7.58%	5	66
Employee morale is high at SBVC.	3.03%	2	12.12%	8	30.30%	20	33.33%	22	21.21%	14	66
I feel appreciated at SBVC.	9.09%	6	34.85%	23	22.73%	15	19.70%	13	13.64%	9	66
SBVC is free of racial bias.	9.09%	6	25.76%	17	33.33%	22	15.15%	10	16.67%	11	66
SBVC is free of gender bias.	9.09%	6	31.82%	21	37.88%	25	12.12%	8	9.09%	6	66

Standard II - Learning Programs and Services

Question	Strongly Agree		Agree		Neutral		Disagree		Strongly Disagree		Total
Student learning needs are central to the planning and design of new buildings.	4.76%	3	34.92%	22	36.51%	23	15.87%	10	7.94%	5	63
Student learning needs are central to the planning and design of new landscaping.	3.17%	2	36.51%	23	34.92%	22	17.46%	11	7.94%	5	63
My job is an important part of the teaching and learning process.	23.81%	15	46.03%	29	23.81%	15	3.17%	2	3.17%	2	63
Office staffing adequately meets students' learning needs.	4.76%	3	28.57%	18	22.22%	14	22.22%	14	22.22%	14	63
Students are aware of learning communities such as Valley Bound, Puente, Tumaini, etc.	3.17%	2	41.27%	26	34.92%	22	14.29%	9	6.35%	4	63

Standard III – Resources

Human Resources

Question	Strongly Agree		Agree		Neutral		Disagree		Strongly Disagree		Total
Employee hiring procedures are clearly stated and carefully followed.	3.51%	2	22.81%	13	26.32%	15	26.32%	15	21.05%	12	57
Hiring practices are conducted expeditiously.	3.51%	2	12.28%	7	26.32%	15	36.84%	21	21.05%	12	57
Hiring practices are fair to all applicants.	3.51%	2	28.07%	16	22.81%	13	19.30%	11	26.32%	15	57
I have not witnessed/experienced racial bias in my work area.	10.53%	6	33.33%	19	19.30%	11	22.81%	13	14.04%	8	57
I have not witnessed/experienced gender bias in my work area.	8.77%	5	38.60%	22	22.81%	13	17.54%	10	12.28%	7	57

Question	Yes		No		Total
Have your performance evaluations been conducted according to your contract/handbook guidelines?	85.11%	40	14.89%	7	47
Have you received a formal performance evaluation in the past three years?	90.74%	49	9.26%	5	54
Have you had the opportunity to evaluate managers and supervisors in your work area?	64.29%	36	35.71%	20	56
Do new staff members receive orientation to their job duties?	60.00%	27	40.00%	18	45
HR addresses my concerns in a thorough and time-efficient manner.	56.82%	25	43.18%	19	44
Have you ever accessed your employee file in Human Resources?	19.23%	10	80.77%	42	52

Physical Resources

Question	Strongly Agree		Agree		Neutral		Disagree		Strongly Disagree		Total
The District's resource allocation process effectively supports college programs and services.	3.51%	2	21.05%	12	43.86%	25	19.30%	11	12.28%	7	57
Sustainability is central to the planning and design of new buildings.	8.77%	5	22.81%	13	43.86%	25	12.28%	7	12.28%	7	57
The exterior lighting of the college is adequate and kept in working order.	8.77%	5	40.35%	23	24.56%	14	17.54%	10	8.77%	5	57
The college systematically reviews the conditions of its physical resources to assure access, safety, security, and a healthful learning and working environment.	5.26%	3	31.58%	18	40.35%	23	12.28%	7	10.53%	6	57
The grounds are pleasing and maintained, despite the impact of construction.	22.81%	13	42.11%	24	19.30%	11	12.28%	7	3.51%	2	57
The campus practices sustainability with regard to resources.	5.26%	3	24.56%	14	50.88%	29	10.53%	6	8.77%	5	57
I am satisfied with the availability of parking on campus.	1.75%	1	19.30%	11	10.53%	6	40.35%	23	28.07%	16	57
The SBVC budget reflects college priorities and planning goals.	3.51%	2	21.05%	12	36.84%	21	24.56%	14	14.04%	8	57
The budget process is a direct result of program review and/or planning activities.	1.75%	1	15.79%	9	49.12%	28	14.04%	8	19.30%	11	57

Statement	%	n	%	n	%	n	%	n	%	n	Total
There are sufficient police and security staff on campus.	7.02%	4	33.33%	19	24.56%	14	26.32%	15	8.77%	5	57
I feel safe on campus.	8.77%	5	36.84%	21	29.82%	17	19.30%	11	5.26%	3	57
In the case of an emergency, procedures are clearly communicated and followed.	12.28%	7	35.09%	20	24.56%	14	21.05%	12	7.02%	4	57
The restrooms in my building are clean and well maintained.	8.77%	5	29.82%	17	19.30%	11	26.32%	15	15.79%	9	57
Campus signage is clear and visible.	5.26%	3	40.35%	23	21.05%	12	24.56%	14	8.77%	5	57
The exterior features of the campus buildings are well maintained.	7.02%	4	49.12%	28	24.56%	14	10.53%	6	8.77%	5	57
Electricity use via lighting is conserved in my office.	5.26%	3	54.39%	31	28.07%	16	3.51%	2	8.77%	5	57
The interior of the classrooms and offices are well maintained.	3.51%	2	36.84%	21	35.09%	20	14.04%	8	10.53%	6	57
Digital archiving is used in my department as a way to reduce paper usage.	15.79%	9	42.11%	24	26.32%	15	8.77%	5	7.02%	4	57
The temperature in my office is comfortable (adequate heating and cooling).	15.79%	9	36.84%	21	21.05%	12	17.54%	10	8.77%	5	57
Recycling is encouraged on campus.	8.77%	5	38.60%	22	14.04%	8	22.81%	13	15.79%	9	57
Paper is conserved in my office.	14.04%	8	36.84%	21	33.33%	19	8.77%	5	7.02%	4	57

Technology

Question	Strongly Agree		Agree		Neutral		Disagree		Strongly Disagree		Total
Technology development is included in campus planning.	7.02%	4	50.88%	29	31.58%	18	5.26%	3	5.26%	3	57
I am satisfied with the email system.	15.79%	9	66.67%	38	15.79%	9	0.00%	0	1.75%	1	57
I am satisfied with the help desk services.	15.79%	9	57.89%	33	15.79%	9	3.51%	2	7.02%	4	57
The college systematically reviews and updates its technological infrastructure and equipment to meet the needs of campus programs.	10.53%	6	47.37%	27	33.33%	19	3.51%	2	5.26%	3	57
Computers and software are sufficiently available for me to do my job.	28.07%	16	54.39%	31	10.53%	6	0.00%	0	7.02%	4	57
I can easily navigate the campus website.	12.28%	7	40.35%	23	17.54%	10	12.28%	7	17.54%	10	57
I am satisfied with the technical support I receive from campus staff.	31.58%	18	54.39%	31	8.77%	5	1.75%	1	3.51%	2	57
Online resources improve student access to services.	15.79%	9	45.61%	26	28.07%	16	5.26%	3	5.26%	3	57

Standard IV - Leadership and Governance

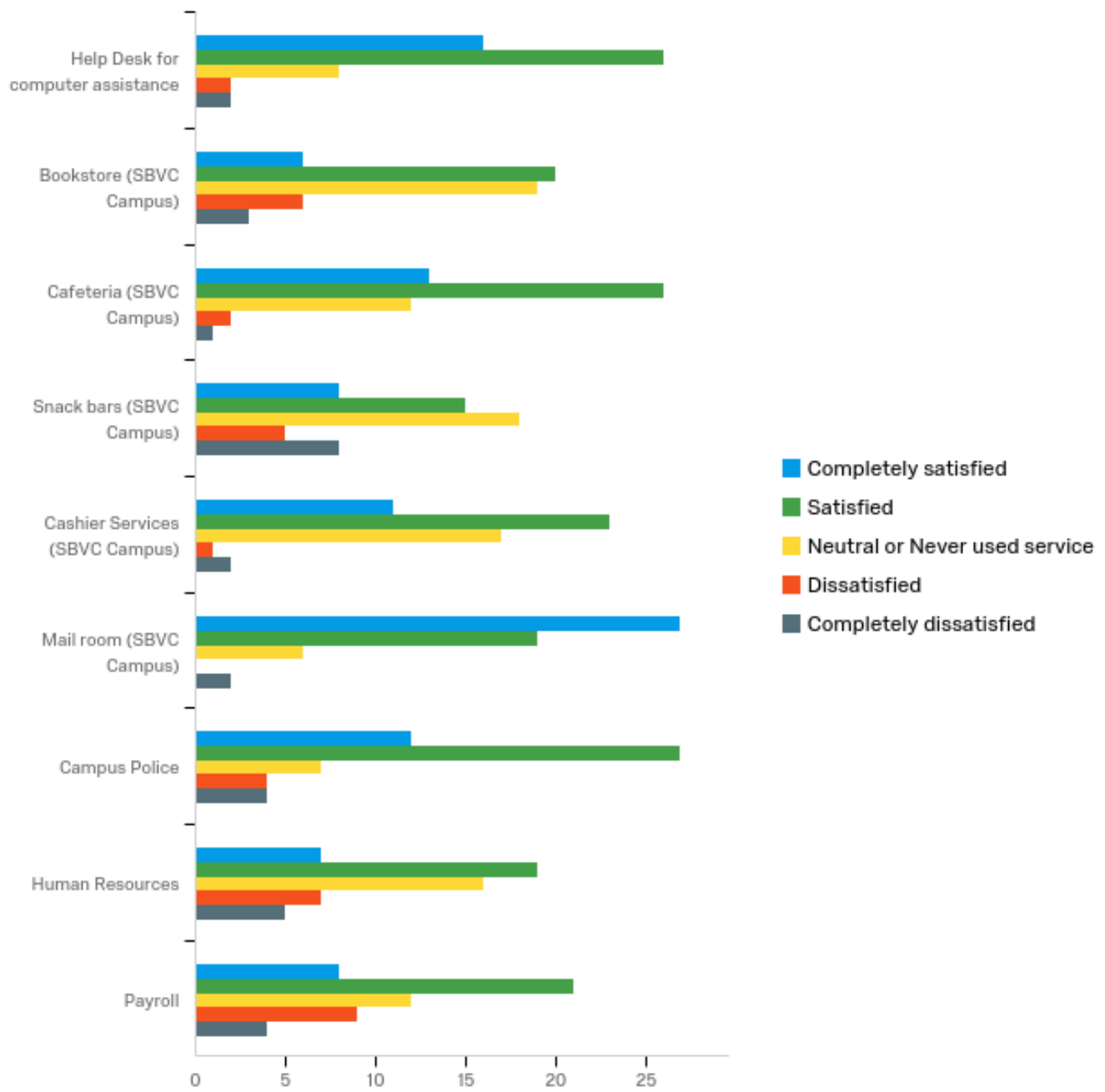| Question	Strongly Agree		Agree		Neutral		Disagree		Strongly Disagree		Total
College administrators encourage all members of the college community to participate in the improvement of institutional effectiveness.	9.26%	5	29.63%	16	25.93%	14	14.81%	8	20.37%	11	54
My supervisor seeks and values my opinion.	24.07%	13	37.04%	20	16.67%	9	7.41%	4	14.81%	8	54
My supervisor supports my participation in campus events.	27.78%	15	42.59%	23	20.37%	11	3.70%	2	5.56%	3	54
There has been sufficient management stability (low turnover) in my department over the past five years.	16.67%	9	37.04%	20	22.22%	12	12.96%	7	11.11%	6	54
Safety concerns are taken seriously by my supervisor.	29.63%	16	29.63%	16	25.93%	14	5.56%	3	9.26%	5	54
Staff involvement on committees assures that they have a voice in college policy making.	16.67%	9	40.74%	22	24.07%	13	7.41%	4	11.11%	6	54
My supervisor encourages me to participate in professional development activities and/or professional organizations.	27.78%	15	40.74%	22	16.67%	9	11.11%	6	3.70%	2	54
I have access to campus activities that promote personal growth.	24.07%	13	48.15%	26	16.67%	9	7.41%	4	3.70%	2	54
The Board of Trustees establishes policies to assure the institutional effectiveness of the institution.	7.41%	4	29.63%	16	44.44%	24	5.56%	3	12.96%	7	54
If I encounter a problem at work, I feel comfortable discussing it with my supervisor.	29.63%	16	20.37%	11	16.67%	9	20.37%	11	12.96%	7	54

Campus Services and Communication

Question	Strongly Agree		Agree		Neutral		Disagree		Strongly Disagree		Total
My suggestions to improve institutional effectiveness are valued.	7.41%	4	20.37%	11	48.15%	26	12.96%	7	11.11%	6	54
Employees communicate respectfully and openly with one another.	9.26%	5	31.48%	17	16.67%	9	25.93%	14	16.67%	9	54
I am satisfied with the staff development opportunities and training offered at SBVC.	5.56%	3	40.74%	22	27.78%	15	9.26%	5	16.67%	9	54
I am satisfied with the level of customer service at SBVC.	7.41%	4	24.07%	13	40.74%	22	16.67%	9	11.11%	6	54
The District has established and utilized effective methods of communication with classified staff.	5.56%	3	16.67%	9	42.59%	23	18.52%	10	16.67%	9	54
The college has established and utilized effective methods of communication with classified staff.	5.56%	3	25.93%	14	38.89%	21	14.81%	8	14.81%	8	54
I receive regular information about major campus issues or events.	7.41%	4	40.74%	22	31.48%	17	12.96%	7	7.41%	4	54
The District office personnel clearly communicate their responsibilities to the college.	3.70%	2	18.52%	10	42.59%	23	16.67%	9	18.52%	10	54
In general, I am aware of the staff's role in planning at the college.	5.56%	3	35.19%	19	31.48%	17	18.52%	10	9.26%	5	54
In general, I am aware of the staff's role in budgeting at the college and am informed about the college and District budgets.	3.70%	2	25.93%	14	37.04%	20	20.37%	11	12.96%	7	54
Budget information is accessible to all SBVC staff.	3.70%	2	27.78%	15	37.04%	20	20.37%	11	11.11%	6	54
I am informed about campus planning and make a contribution to college policy making.	1.85%	1	16.67%	9	48.15%	26	16.67%	9	16.67%	9	54
The college's governance structures, processes, and practices lead to effective communication among all campus constituencies.	1.85%	1	24.07%	13	35.19%	19	20.37%	11	18.52%	10	54

I am aware of the campus events that are open to the public.	5.56%	3	44.44%	24	20.37%	11	16.67%	9	12.96%	7	54
The college's administrative structure is organized and efficiently staffed to reflect the institution's purpose, size, and complexity.	1.85%	1	29.63%	16	40.74%	22	9.26%	5	18.52%	10	54
There are regular staff events that enhance my personal growth and fulfillment.	7.41%	4	33.33%	18	35.19%	19	9.26%	5	14.81%	8	54
I have easy access to the professional development calendar.	9.26%	5	44.44%	24	25.93%	14	9.26%	5	11.11%	6	54

To what extent are you satisfied with the following District and campus services?

Question	Completely satisfied		Satisfied		Neutral or Never used service		Dissatisfied		Completely dissatisfied		Total
Help Desk for computer assistance	29.63%	16	48.15%	26	14.81%	8	3.70%	2	3.70%	2	54
Bookstore (SBVC Campus)	11.11%	6	37.04%	20	35.19%	19	11.11%	6	5.56%	3	54
Cafeteria (SBVC Campus)	24.07%	13	48.15%	26	22.22%	12	3.70%	2	1.85%	1	54
Snack bars (SBVC Campus)	14.81%	8	27.78%	15	33.33%	18	9.26%	5	14.81%	8	54
Cashier Services (SBVC Campus)	20.37%	11	42.59%	23	31.48%	17	1.85%	1	3.70%	2	54
Mail room (SBVC Campus)	50.00%	27	35.19%	19	11.11%	6	0.00%	0	3.70%	2	54
Campus Police	22.22%	12	50.00%	27	12.96%	7	7.41%	4	7.41%	4	54
Human Resources	12.96%	7	35.19%	19	29.63%	16	12.96%	7	9.26%	5	54
Payroll	14.81%	8	38.89%	21	22.22%	12	16.67%	9	7.41%	4	54

	Completely satisfied	Satisfied	Neutral or Never used service	Dissatisfied	Completely dissatisfied
Help Desk for computer assistance	16	26	8	2	2
Bookstore (SBVC Campus)	6	20	19	6	3
Cafeteria (SBVC Campus)	13	26	12	2	1
Snack bars (SBVC Campus)	8	15	18	5	8
Cashier Services (SBVC Campus)	11	23	17	1	2
Mail room (SBVC Campus)	27	19	6		2
Campus Police	12	27	7	4	4
Human Resources	7	19	16	7	5
Payroll	8	21	12	9	4

How long have you worked for San Bernardino Valley College?

Answer	%	Count
Less than 2 years	5.88%	3
Between 2 and 5 years	29.41%	15
Between 5 and 10 years	19.61%	10
Between 10 and 20 years	33.33%	17
Between 20 and 30 years	9.80%	5
More than 30 years	1.96%	1
Total	100%	51

Which gender do you identify with?

Answer	%	Count
Female	68.63%	35
Male	19.61%	10
Prefer to self-describe	0.00%	0
Prefer not to say	11.76%	6
Total	100%	51

Select your ethnicity? (You may choose more than one if multi-ethnic).

Answer	%	Count
African American/Black	9.09%	5
Asian	0.00%	0
Caucasian/White	34.55%	19
Filipino	0.00%	0
Hispanic	32.73%	18
Native American/Alaskan Native	5.45%	3
Pacific Islander	0.00%	0
Prefer not to say	18.18%	10
Total	100%	55