

Managers Campus Climate Survey - 2019-2020

Q1 - Standard I - Mission & Institutional Effectiveness

| # | Question | Strongly Agree | | Agree | | Neutral | | Disagree | | Strongly Disagree | | Total |
|----|--|----------------|---|--------|---|---------|---|----------|---|-------------------|---|-------|
| 1 | SBVC programs, services, and planning are consistent with the mission of the college. | 40.00% | 4 | 50.00% | 5 | 0.00% | 0 | 10.00% | 1 | 0.00% | 0 | 10 |
| 2 | Improvement in institutional effectiveness is valued throughout the college. | 50.00% | 5 | 40.00% | 4 | 0.00% | 0 | 10.00% | 1 | 0.00% | 0 | 10 |
| 3 | The college facilitates an ongoing dialogue about improving student learning and institutional processes. | 40.00% | 4 | 40.00% | 4 | 20.00% | 2 | 0.00% | 0 | 0.00% | 0 | 10 |
| 4 | The college's planning process is broad-based, offering opportunities for input by all constituencies. | 50.00% | 5 | 20.00% | 2 | 0.00% | 0 | 30.00% | 3 | 0.00% | 0 | 10 |
| 5 | Student learning outcomes (SLOs) and service area outcomes (SAOs) are reviewed in program review and institutional planning. | 40.00% | 4 | 50.00% | 5 | 10.00% | 1 | 0.00% | 0 | 0.00% | 0 | 10 |
| 6 | The program review process is effective in the evaluation of program and service efficacy. | 30.00% | 3 | 40.00% | 4 | 20.00% | 2 | 10.00% | 1 | 0.00% | 0 | 10 |
| 7 | The college embeds its strategic initiatives in its planning processes (e.g., access, campus climate and culture, institutional effectiveness, communication, technology, partnerships). | 40.00% | 4 | 40.00% | 4 | 10.00% | 1 | 10.00% | 1 | 0.00% | 0 | 10 |
| 8 | I encourage my employees to participate in professional development opportunities. | 90.00% | 9 | 0.00% | 0 | 10.00% | 1 | 0.00% | 0 | 0.00% | 0 | 10 |
| 9 | As a group, the members of my department stay current in their fields of expertise. | 90.00% | 9 | 0.00% | 0 | 10.00% | 1 | 0.00% | 0 | 0.00% | 0 | 10 |
| 10 | The quality of customer service in SBVC offices positively affects student success. | 40.00% | 4 | 50.00% | 5 | 0.00% | 0 | 10.00% | 1 | 0.00% | 0 | 10 |

Q2 - Standard II - Student Learning and Outcomes Instructional Programs

| # | Question | Strongly Agree | | Agree | | Neutral | | Disagree | | Strongly Disagree | | Total |
|----|--|----------------|---|--------|---|---------|---|----------|---|-------------------|---|-------|
| 1 | The college supports academic freedom while maintaining best practices for student learning. | 40.00% | 4 | 20.00% | 2 | 30.00% | 3 | 10.00% | 1 | 0.00% | 0 | 10 |
| 2 | SBVC maintains a good reputation in the area of academic advancement. | 30.00% | 3 | 50.00% | 5 | 20.00% | 2 | 0.00% | 0 | 0.00% | 0 | 10 |
| 3 | SBVC maintains a good reputation in the area of career and technical training. | 70.00% | 7 | 20.00% | 2 | 0.00% | 0 | 10.00% | 1 | 0.00% | 0 | 10 |
| 4 | Office staffing adequately meets students' learning needs. | 40.00% | 4 | 30.00% | 3 | 30.00% | 3 | 0.00% | 0 | 0.00% | 0 | 10 |
| 5 | Official college publications, such as the catalog and class schedule, are specific, accurate, and current. | 30.00% | 3 | 20.00% | 2 | 50.00% | 5 | 0.00% | 0 | 0.00% | 0 | 10 |
| 6 | Students are provided with a syllabus that specifies SLOs consistent with the approved course outlines. | 30.00% | 3 | 20.00% | 2 | 50.00% | 5 | 0.00% | 0 | 0.00% | 0 | 10 |
| 7 | Faculty members are fair and objective in their presentation and grading of course material. | 20.00% | 2 | 40.00% | 4 | 30.00% | 3 | 10.00% | 1 | 0.00% | 0 | 10 |
| 8 | The college recognizes the central role of its faculty in assuring quality of instruction. | 30.00% | 3 | 50.00% | 5 | 20.00% | 2 | 0.00% | 0 | 0.00% | 0 | 10 |
| 9 | The quality of teaching and instruction at SBVC promotes student success. | 40.00% | 4 | 40.00% | 4 | 20.00% | 2 | 0.00% | 0 | 0.00% | 0 | 10 |
| 10 | The college identifies and seeks to meet the diverse educational needs of its students through diverse programs. | 50.00% | 5 | 30.00% | 3 | 10.00% | 1 | 10.00% | 1 | 0.00% | 0 | 10 |
| 11 | The curriculum process has improved in recent years. | 30.00% | 3 | 30.00% | 3 | 40.00% | 4 | 0.00% | 0 | 0.00% | 0 | 10 |
| 12 | Course offerings allow a clear path to achieve a certificate/degree or transfer. | 30.00% | 3 | 30.00% | 3 | 40.00% | 4 | 0.00% | 0 | 0.00% | 0 | 10 |
| 13 | Curriculum is continuously evaluated to appropriately | 20.00% | 2 | 50.00% | 5 | 30.00% | 3 | 0.00% | 0 | 0.00% | 0 | 10 |

meet local communities' needs.

Q2.1 - Student Learning

| # | Question | Strongly Agree | Agree | Neutral | Disagree | Strongly Disagree | Total |
|---|---|----------------|-------------|-------------|-------------|-------------------|-------|
| 1 | The improvement of SLOs/SAOs is continuous. | 40.00% 4 | 10.00% 1 | 30.00% 3 | 10.00% 1 | 10.00% 1 | 10 |
| 2 | The college continuously uses both qualitative and quantitative data to identify student learning needs and assess progress toward achieving the objectives of SLOs/SAOs. | 40.00% 4 | 10.00% 1 | 50.00% 5 | 0.00% 0 | 0.00% 0 | 10 |
| 3 | I promote SBVC's learning communities when possible. | 60.00% 6 | 20.00% 2 | 20.00% 2 | 0.00% 0 | 0.00% 0 | 10 |
| 4 | Student learning measures are accessible and discussed during curriculum decision-making. | 20.00% 2 | 40.00% 4 | 40.00% 4 | 0.00% 0 | 0.00% 0 | 10 |
| 5 | The campus environment is conducive to personal, aesthetic, and intellectual development of the student population. | 50.00% 5 | 30.00% 3 | 0.00% 0 | 20.00% 2 | 0.00% 0 | 10 |
| 6 | Instructors use delivery modes and teaching methodologies that reflect the diverse needs and learning styles of the students. | 30.00% 3 | 20.00% 2 | 30.00% 3 | 20.00% 2 | 0.00% 0 | 10 |

Q.2.2 - Student Support Services

| # | Question | Strongly Agree | | Agree | | Neutral | | Disagree | | Strongly Disagree | | Total |
|----|--|----------------|---|--------|---|---------|---|----------|---|-------------------|---|-------|
| 1 | The staffing plan in my department contributes to student success. | 60.00% | 6 | 30.00% | 3 | 10.00% | 1 | 0.00% | 0 | 0.00% | 0 | 10 |
| 2 | In general, SBVC provides good customer service in all campus offices. | 40.00% | 4 | 50.00% | 5 | 0.00% | 0 | 10.00% | 1 | 0.00% | 0 | 10 |
| 3 | In general, student support services at this college promote student success. | 50.00% | 5 | 40.00% | 4 | 0.00% | 0 | 10.00% | 1 | 0.00% | 0 | 10 |
| 4 | The college designs and implements programs, practices, and services that enhance student understanding and appreciation of diversity. | 50.00% | 5 | 30.00% | 3 | 10.00% | 1 | 10.00% | 1 | 0.00% | 0 | 10 |
| 5 | Student Services at this college have sufficient staff and resources to meet student needs. | 20.00% | 2 | 30.00% | 3 | 20.00% | 2 | 20.00% | 2 | 10.00% | 1 | 10 |
| 6 | Student Services at this college have sufficient facilities to meet student needs. | 20.00% | 2 | 20.00% | 2 | 20.00% | 2 | 40.00% | 4 | 0.00% | 0 | 10 |
| 7 | For library and other learning support services, the college relies on the expertise of discipline faculty in selection and maintenance of books, periodicals, and other learning resources. | 30.00% | 3 | 20.00% | 2 | 50.00% | 5 | 0.00% | 0 | 0.00% | 0 | 10 |
| 8 | The college library hours are sufficient to meet student needs. | 40.00% | 4 | 20.00% | 2 | 40.00% | 4 | 0.00% | 0 | 0.00% | 0 | 10 |
| 9 | Policies and practices of the college clearly demonstrate commitment to issues of equity and diversity. | 40.00% | 4 | 30.00% | 3 | 20.00% | 2 | 0.00% | 0 | 10.00% | 1 | 10 |
| 10 | I refer students to the various services available on campus (e.g., DSPS, Tutoring, Health Services, Financial Aid, EOPS, etc.) | 80.00% | 8 | 10.00% | 1 | 10.00% | 1 | 0.00% | 0 | 0.00% | 0 | 10 |

Q3 - Standard III - Resources - Human Resources

| # | Question | Strongly Agree | | Agree | | Neutral | | Disagree | | Strongly Disagree | | Total |
|----|---|----------------|---|--------|---|---------|---|----------|---|-------------------|---|-------|
| 1 | Hiring practices are conducted expeditiously. | 10.00% | 1 | 60.00% | 6 | 10.00% | 1 | 10.00% | 1 | 10.00% | 1 | 10 |
| 2 | The criteria, qualifications, and procedures for hiring employees are clearly stated and followed. | 20.00% | 2 | 60.00% | 6 | 20.00% | 2 | 0.00% | 0 | 0.00% | 0 | 10 |
| 3 | The criteria for hiring faculty include knowledge of subject matter or services to be performed, teaching ability, and the potential to contribute to the mission of the institution. | 30.00% | 3 | 50.00% | 5 | 20.00% | 2 | 0.00% | 0 | 0.00% | 0 | 10 |
| 4 | There are current job descriptions on the Human Resource website for all SBVC employees I supervise. | 40.00% | 4 | 60.00% | 6 | 0.00% | 0 | 0.00% | 0 | 0.00% | 0 | 10 |
| 5 | I am personally treated with respect at this college. | 60.00% | 6 | 30.00% | 3 | 0.00% | 0 | 0.00% | 0 | 10.00% | 1 | 10 |
| 6 | I have not witnessed/experienced racial bias in my work area. | 50.00% | 5 | 30.00% | 3 | 10.00% | 1 | 0.00% | 0 | 10.00% | 1 | 10 |
| 7 | I have not witnessed/experienced gender bias in my work area. | 50.00% | 5 | 20.00% | 2 | 10.00% | 1 | 10.00% | 1 | 10.00% | 1 | 10 |
| 8 | I was sufficiently trained when beginning my position. | 40.00% | 4 | 40.00% | 4 | 0.00% | 0 | 10.00% | 1 | 10.00% | 1 | 10 |
| 9 | Job descriptions accompany evaluations for managers. | 50.00% | 5 | 50.00% | 5 | 0.00% | 0 | 0.00% | 0 | 0.00% | 0 | 10 |
| 10 | Performance evaluations have been conducted according to my contract/handbook guidelines? | 60.00% | 6 | 40.00% | 4 | 0.00% | 0 | 0.00% | 0 | 0.00% | 0 | 10 |
| 11 | When attempted, I was able to access my employee file in Human Resources. | 30.00% | 3 | 20.00% | 2 | 50.00% | 5 | 0.00% | 0 | 0.00% | 0 | 10 |

Q3.1 - Physical Resources

| # | Question | Strongly Agree | | Agree | | Neutral | | Disagree | | Strongly Disagree | | Total |
|----|---|----------------|---|--------|---|---------|---|----------|---|-------------------|---|-------|
| 1 | Systematic assessment of effective use of physical resources is integrated into institutional planning and followed. | 30.00% | 3 | 40.00% | 4 | 20.00% | 2 | 10.00% | 1 | 0.00% | 0 | 10 |
| 2 | Student learning is central to the planning, development, and design of new facilities. | 40.00% | 4 | 30.00% | 3 | 20.00% | 2 | 10.00% | 1 | 0.00% | 0 | 10 |
| 3 | The college systematically maintains and upgrades its physical resources to support its programs and services. | 40.00% | 4 | 30.00% | 3 | 20.00% | 2 | 10.00% | 1 | 0.00% | 0 | 10 |
| 4 | My office's temperature is comfortable (adequate heating and cooling). | 40.00% | 4 | 20.00% | 2 | 10.00% | 1 | 20.00% | 2 | 10.00% | 1 | 10 |
| 5 | Paper is conserved in my office, and digital archiving is used in my department. | 30.00% | 3 | 40.00% | 4 | 20.00% | 2 | 10.00% | 1 | 0.00% | 0 | 10 |
| 6 | Recycling is encouraged on campus. | 40.00% | 4 | 40.00% | 4 | 10.00% | 1 | 10.00% | 1 | 0.00% | 0 | 10 |
| 7 | Parking is adequate. | 20.00% | 2 | 10.00% | 1 | 20.00% | 2 | 30.00% | 3 | 20.00% | 2 | 10 |
| 8 | Campus signage is clear and visible. | 10.00% | 1 | 40.00% | 4 | 20.00% | 2 | 20.00% | 2 | 10.00% | 1 | 10 |
| 9 | The college systematically reviews the conditions of its physical resources to assure access, safety, security, and a healthful learning and working environment. | 40.00% | 4 | 40.00% | 4 | 10.00% | 1 | 10.00% | 1 | 0.00% | 0 | 10 |
| 10 | Safety hazards are addressed promptly. | 50.00% | 5 | 20.00% | 2 | 10.00% | 1 | 20.00% | 2 | 0.00% | 0 | 10 |
| 11 | The interior of the classrooms and offices are adequately maintained. | 50.00% | 5 | 40.00% | 4 | 0.00% | 0 | 10.00% | 1 | 0.00% | 0 | 10 |
| 12 | The grounds are pleasing, climate appropriate, and maintained, despite the impact of construction. | 60.00% | 6 | 20.00% | 2 | 0.00% | 0 | 20.00% | 2 | 0.00% | 0 | 10 |
| 13 | The restrooms in my building are clean and maintained. | 40.00% | 4 | 40.00% | 4 | 0.00% | 0 | 10.00% | 1 | 10.00% | 1 | 10 |
| 14 | The exterior features of the campus buildings are well maintained. | 50.00% | 5 | 20.00% | 2 | 0.00% | 0 | 20.00% | 2 | 10.00% | 1 | 10 |

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|----|--|--------|---|--------|---|--------|---|--------|---|-------|---|----|
| 15 | The exterior lighting of the college is adequate and kept in working order. | 30.00% | 3 | 50.00% | 5 | 0.00% | 0 | 20.00% | 2 | 0.00% | 0 | 10 |
| 16 | Electricity use via lighting is conserved in my office. | 50.00% | 5 | 40.00% | 4 | 10.00% | 1 | 0.00% | 0 | 0.00% | 0 | 10 |
| 17 | The campus practices sustainability with regard to resources. | 30.00% | 3 | 30.00% | 3 | 30.00% | 3 | 10.00% | 1 | 0.00% | 0 | 10 |
| 18 | The district's resource allocation process effectively supports college programs and services. | 10.00% | 1 | 50.00% | 5 | 40.00% | 4 | 0.00% | 0 | 0.00% | 0 | 10 |

Q3.2 - Technical and Financial Resources

| # | Question | Strongly Agree | | Agree | | Neutral | | Disagree | | Strongly Disagree | | Total |
|----|---|----------------|---|--------|---|---------|---|----------|---|-------------------|---|-------|
| 1 | Technological improvement is integrated with institutional planning. | 50.00% | 5 | 40.00% | 4 | 10.00% | 1 | 0.00% | 0 | 0.00% | 0 | 10 |
| 2 | The availability of computers, software, multimedia, and other technologies is sufficient to support teaching and learning. | 50.00% | 5 | 30.00% | 3 | 20.00% | 2 | 0.00% | 0 | 0.00% | 0 | 10 |
| 3 | Online resources at SBVC improve student access. | 50.00% | 5 | 30.00% | 3 | 20.00% | 2 | 0.00% | 0 | 0.00% | 0 | 10 |
| 4 | The college systematically reviews and updates its technological infrastructure and equipment to meet program and service needs. | 30.00% | 3 | 40.00% | 4 | 20.00% | 2 | 10.00% | 1 | 0.00% | 0 | 10 |
| 5 | Budget information is accessible by all employees throughout the college. | 40.00% | 4 | 40.00% | 4 | 20.00% | 2 | 0.00% | 0 | 0.00% | 0 | 10 |
| 6 | The college budget reflects college priorities and planning goals. | 30.00% | 3 | 30.00% | 3 | 30.00% | 3 | 10.00% | 1 | 0.00% | 0 | 10 |
| 7 | College guidelines and processes for financial planning and budget development are clearly defined and followed. | 30.00% | 3 | 40.00% | 4 | 10.00% | 1 | 10.00% | 1 | 10.00% | 1 | 10 |
| 8 | Faculty and staff have appropriate opportunities to participate in budget development for the college through collegial consultation. | 40.00% | 4 | 50.00% | 5 | 10.00% | 1 | 0.00% | 0 | 0.00% | 0 | 10 |
| 9 | The district resource allocation process is appropriate to support college programs and services. | 30.00% | 3 | 50.00% | 5 | 20.00% | 2 | 0.00% | 0 | 0.00% | 0 | 10 |
| 10 | The college systematically assesses the effective use of its financial resources. | 40.00% | 4 | 30.00% | 3 | 20.00% | 2 | 10.00% | 1 | 0.00% | 0 | 10 |
| 11 | The college uses the results of financial assessment as the basis for institutional improvement. | 30.00% | 3 | 40.00% | 4 | 30.00% | 3 | 0.00% | 0 | 0.00% | 0 | 10 |

| | | | | | | | | | | | | |
|----|---|--------|---|--------|---|--------|---|--------|---|-------|---|----|
| 12 | The budget process is a direct result of program review and/or planning activities. | 20.00% | 2 | 10.00% | 1 | 60.00% | 6 | 10.00% | 1 | 0.00% | 0 | 10 |
| 13 | Technology support is readily accessible. | 40.00% | 4 | 30.00% | 3 | 30.00% | 3 | 0.00% | 0 | 0.00% | 0 | 10 |
| 14 | I explore grant opportunities regularly. | 30.00% | 3 | 20.00% | 2 | 40.00% | 4 | 10.00% | 1 | 0.00% | 0 | 10 |

Q4 - Standard IV: Leadership and Governance

| # | Question | Strongly Agree | | Agree | | Neutral | | Disagree | | Strongly Disagree | | Total |
|----|--|----------------|---|--------|---|---------|---|----------|---|-------------------|---|-------|
| 1 | I promote community and/or educational partnerships. | 88.89% | 8 | 0.00% | 0 | 0.00% | 0 | 11.11% | 1 | 0.00% | 0 | 9 |
| 2 | I play an active role in promoting a sense of community and solidarity within the campus. | 77.78% | 7 | 11.11% | 1 | 0.00% | 0 | 11.11% | 1 | 0.00% | 0 | 9 |
| 3 | All committee minutes are current and available on the campus website. | 55.56% | 5 | 33.33% | 3 | 11.11% | 1 | 0.00% | 0 | 0.00% | 0 | 9 |
| 4 | Policy and practice updates are collaboratively communicated between departments. | 44.44% | 4 | 11.11% | 1 | 22.22% | 2 | 22.22% | 2 | 0.00% | 0 | 9 |
| 5 | I am able to gain access to the data necessary to make data-informed decisions. | 44.44% | 4 | 22.22% | 2 | 0.00% | 0 | 22.22% | 2 | 11.11% | 1 | 9 |
| 6 | The college administrators encourage all members of the college communities to take initiative in improving institutional effectiveness. | 55.56% | 5 | 11.11% | 1 | 22.22% | 2 | 0.00% | 0 | 11.11% | 1 | 9 |
| 7 | The faculty and staff exercise a substantial voice in matters related to hiring faculty and other personnel. | 44.44% | 4 | 22.22% | 2 | 22.22% | 2 | 11.11% | 1 | 0.00% | 0 | 9 |
| 8 | The faculty and staff exercise a substantial voice in matters related to planning and developing educational programs. | 55.56% | 5 | 11.11% | 1 | 11.11% | 1 | 22.22% | 2 | 0.00% | 0 | 9 |
| 9 | Staff involvement on committees is an effective way for them to have a meaningful voice in college policy making. | 66.67% | 6 | 33.33% | 3 | 0.00% | 0 | 0.00% | 0 | 0.00% | 0 | 9 |
| 10 | I receive ongoing leadership training. | 44.44% | 4 | 44.44% | 4 | 0.00% | 0 | 0.00% | 0 | 11.11% | 1 | 9 |
| 11 | In general, I am aware of the faculty and staff roles in planning and budgeting at the college. | 44.44% | 4 | 33.33% | 3 | 22.22% | 2 | 0.00% | 0 | 0.00% | 0 | 9 |
| 12 | In general, I am aware of the faculty and staff roles in policy making at the college. | 44.44% | 4 | 22.22% | 2 | 33.33% | 3 | 0.00% | 0 | 0.00% | 0 | 9 |
| 13 | The college establishes governance structures, | 55.56% | 5 | 33.33% | 3 | 0.00% | 0 | 0.00% | 0 | 11.11% | 1 | 9 |

| | | | | | | | | | | | | |
|----|--|--------|---|--------|---|--------|---|--------|---|--------|---|---|
| | processes, and practices to facilitate effective communication among the institution's constituencies. | | | | | | | | | | | |
| 14 | My leadership role is regularly evaluated. | 55.56% | 5 | 33.33% | 3 | 11.11% | 1 | 0.00% | 0 | 0.00% | 0 | 9 |
| 15 | The decision-making structures and processes are regularly evaluated, and the results are widely communicated to all members of the college community. | 44.44% | 4 | 11.11% | 1 | 33.33% | 3 | 0.00% | 0 | 11.11% | 1 | 9 |
| 16 | The governing board's decision-making reflects the public interest. | 44.44% | 4 | 22.22% | 2 | 22.22% | 2 | 0.00% | 0 | 11.11% | 1 | 9 |
| 17 | The governing board's decision-making is data-informed and done with student success in mind. | 44.44% | 4 | 22.22% | 2 | 11.11% | 1 | 22.22% | 2 | 0.00% | 0 | 9 |
| 18 | The college's administrative structure is organized and efficiently staffed to reflect the institution's purpose, size and complexity. | 44.44% | 4 | 33.33% | 3 | 11.11% | 1 | 0.00% | 0 | 11.11% | 1 | 9 |

Q4.1 - There is a clear delineation of authority and operational responsibility between and among . . .

| # | Question | Strongly Agree | Agree | Neutral | Disagree | Strongly Disagree | Total | | | | | |
|---|-------------------------------------|----------------|-------|---------|----------|-------------------|-------|--------|---|--------|---|---|
| 1 | Governing Board and District Office | 33.33% | 3 | 33.33% | 3 | 11.11% | 1 | 11.11% | 1 | 9 | | |
| 2 | Governing Board and the colleges | 33.33% | 3 | 33.33% | 3 | 11.11% | 1 | 11.11% | 1 | 9 | | |
| 3 | District Office and the colleges | 44.44% | 4 | 33.33% | 3 | 11.11% | 1 | 0.00% | 0 | 11.11% | 1 | 9 |
| 4 | Between the colleges | 66.67% | 6 | 11.11% | 1 | 0.00% | 0 | 11.11% | 1 | 11.11% | 1 | 9 |

Q4.2 - There is a clear delineation of authority and operational responsibility between and among the District office and college

| # | Question | Strongly agree | | Agree | | Neutral | | Disagree | | Strongly disagree | | Total |
|---|------------------------|----------------|---|--------|---|---------|---|----------|---|-------------------|---|-------|
| 1 | Business Services | 55.56% | 5 | 11.11% | 1 | 11.11% | 1 | 22.22% | 2 | 0.00% | 0 | 9 |
| 2 | Facilities Services | 55.56% | 5 | 11.11% | 1 | 0.00% | 0 | 33.33% | 3 | 0.00% | 0 | 9 |
| 3 | Human Resources | 44.44% | 4 | 22.22% | 2 | 11.11% | 1 | 11.11% | 1 | 11.11% | 1 | 9 |
| 4 | Instructional Services | 55.56% | 5 | 11.11% | 1 | 33.33% | 3 | 0.00% | 0 | 0.00% | 0 | 9 |
| 5 | Instructional Services | 55.56% | 5 | 11.11% | 1 | 33.33% | 3 | 0.00% | 0 | 0.00% | 0 | 9 |

Q5 - How long have you worked for San Bernardino Valley College?

| # | Answer | % | Count |
|---|-------------------------|--------|-------|
| 1 | Less than 2 years | 0.00% | 0 |
| 2 | Between 2 and 5 years | 44.44% | 4 |
| 3 | Between 5 and 10 years | 33.33% | 3 |
| 4 | Between 10 and 20 years | 0.00% | 0 |
| 5 | Between 20 and 30 years | 22.22% | 2 |
| 6 | More than 30 years | 0.00% | 0 |
| | Total | 100% | 9 |