

Managers Campus Climate Survey - 2018-2019

Q1 - Standard I - Mission & Institutional Effectiveness

Question	Strongly Agree		Agree		Neutral		Disagree		Strongly Disagree		Total
SBVC programs, services, and planning are consistent with the mission of the college.	31.25%	5	50.00%	8	12.50%	2	6.25%	1	0.00%	0	16
Improvement in institutional effectiveness is valued throughout the college.	18.75%	3	43.75%	7	31.25%	5	6.25%	1	0.00%	0	16
The college facilitates an ongoing dialogue about improving student learning and institutional processes.	25.00%	4	62.50%	10	12.50%	2	0.00%	0	0.00%	0	16
The college's planning process is broad-based, offering opportunities for input by all constituencies.	12.50%	2	50.00%	8	25.00%	4	12.50%	2	0.00%	0	16
Student learning outcomes (SLOs) and service area outcomes (SAOs) are reviewed in program review and institutional planning.	18.75%	3	56.25%	9	25.00%	4	0.00%	0	0.00%	0	16
The program review process is effective in the evaluation of program and service efficacy.	12.50%	2	50.00%	8	25.00%	4	12.50%	2	0.00%	0	16
The college embeds its strategic initiatives in its planning processes (e.g., access, campus climate and culture, institutional effectiveness, communication, technology, partnerships).	25.00%	4	62.50%	10	12.50%	2	0.00%	0	0.00%	0	16
I encourage my employees to participate in professional development opportunities.	68.75%	11	25.00%	4	6.25%	1	0.00%	0	0.00%	0	16
As a group, the members of my department stay current in their fields of expertise.	50.00%	8	31.25%	5	18.75%	3	0.00%	0	0.00%	0	16
The quality of customer service in SBVC offices positively affects student success.	50.00%	8	18.75%	3	25.00%	4	6.25%	1	0.00%	0	16

Q2 - Standard II - Student Learning and Outcomes Instructional Programs

Question	Strongly Agree		Agree		Neutral		Disagree		Strongly Disagree		Total
The college supports academic freedom while maintaining best practices for student learning.	6.67%	1	53.33%	8	33.33%	5	6.67%	1	0.00%	0	15
SBVC maintains a good reputation in the area of academic advancement.	0.00%	0	40.00%	6	60.00%	9	0.00%	0	0.00%	0	15
SBVC maintains a good reputation in the area of career and technical training.	20.00%	3	46.67%	7	33.33%	5	0.00%	0	0.00%	0	15
Office staffing adequately meets students' learning needs.	0.00%	0	26.67%	4	46.67%	7	26.67%	4	0.00%	0	15
Official college publications, such as the catalog and class schedule, are specific, accurate, and current.	6.67%	1	60.00%	9	26.67%	4	6.67%	1	0.00%	0	15
Students are provided with a syllabus that specifies SLOs consistent with the approved course outlines.	20.00%	3	20.00%	3	60.00%	9	0.00%	0	0.00%	0	15
Faculty members are fair and objective in their presentation and grading of course material.	0.00%	0	46.67%	7	53.33%	8	0.00%	0	0.00%	0	15
The college recognizes the central role of its faculty in assuring quality of instruction.	46.67%	7	33.33%	5	20.00%	3	0.00%	0	0.00%	0	15
The quality of teaching and instruction at SBVC promotes student success.	13.33%	2	46.67%	7	33.33%	5	6.67%	1	0.00%	0	15
The college identifies and seeks to meet the diverse educational needs of its students through diverse programs.	20.00%	3	46.67%	7	33.33%	5	0.00%	0	0.00%	0	15
The curriculum process has improved in recent years.	6.67%	1	26.67%	4	66.67%	10	0.00%	0	0.00%	0	15
Course offerings allow a clear path to achieve a certificate/degree or transfer.	0.00%	0	60.00%	9	33.33%	5	6.67%	1	0.00%	0	15
Curriculum is continuously evaluated to appropriately meet local communities' needs.	6.67%	1	26.67%	4	60.00%	9	6.67%	1	0.00%	0	15

Q2.1 - Student Learning

Question	Strongly Agree		Agree		Neutral		Disagree		Strongly Disagree		Total
The improvement of SLOs/SAOs is continuous.	13.33%	2	46.67%	7	33.33%	5	6.67%	1	0.00%	0	15
The college continuously uses both qualitative and quantitative data to identify student learning needs and assess progress toward achieving the objectives of SLOs/SAOs.	13.33%	2	53.33%	8	33.33%	5	0.00%	0	0.00%	0	15
I promote SBVC's learning communities when possible.	40.00%	6	53.33%	8	6.67%	1	0.00%	0	0.00%	0	15
Student learning measures are accessible and discussed during curriculum decision-making.	13.33%	2	40.00%	6	46.67%	7	0.00%	0	0.00%	0	15
The campus environment is conducive to personal, aesthetic, and intellectual development of the student population.	20.00%	3	40.00%	6	26.67%	4	13.33%	2	0.00%	0	15
Instructors use delivery modes and teaching methodologies that reflect the diverse needs and learning styles of the students.	6.67%	1	40.00%	6	46.67%	7	6.67%	1	0.00%	0	15

Q.2.2 - Student Support Services

Question	Strongly Agree		Agree		Neutral		Disagree		Strongly Disagree		Total
The staffing plan in my department contributes to student success.	21.43%	3	35.71%	5	21.43%	3	21.43%	3	0.00%	0	14
In general, SBVC provides good customer service in all campus offices.	0.00%	0	64.29%	9	21.43%	3	14.29%	2	0.00%	0	14
In general, student support services at this college promote student success.	28.57%	4	57.14%	8	14.29%	2	0.00%	0	0.00%	0	14
The college designs and implements programs, practices, and services that enhance student understanding and appreciation of diversity.	14.29%	2	57.14%	8	28.57%	4	0.00%	0	0.00%	0	14
Student Services at this college have sufficient staff and resources to meet student needs.	7.14%	1	28.57%	4	42.86%	6	21.43%	3	0.00%	0	14
Student Services at this college have sufficient facilities to meet student needs.	7.14%	1	14.29%	2	28.57%	4	42.86%	6	7.14%	1	14
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.	21.43%	3	35.71%	5	42.86%	6	0.00%	0	0.00%	0	14
The college library hours are sufficient to meet student needs.	14.29%	2	42.86%	6	42.86%	6	0.00%	0	0.00%	0	14
Policies and practices of the college clearly demonstrate commitment to issues of equity and diversity.	7.14%	1	57.14%	8	35.71%	5	0.00%	0	0.00%	0	14
I refer students to the various services available on campus (e.g., DSPS, Tutoring, Health Services, Financial Aid, EOPS, etc.)	57.14%	8	21.43%	3	21.43%	3	0.00%	0	0.00%	0	14

Q3 - Standard III - Resources - Human Resources

Question	Strongly Agree		Agree		Neutral		Disagree		Strongly Disagree		Total
Hiring practices are conducted expeditiously.	0.00%	0	28.57%	4	21.43%	3	42.86%	6	7.14%	1	14
The criteria, qualifications, and procedures for hiring employees are clearly stated and followed.	0.00%	0	42.86%	6	35.71%	5	21.43%	3	0.00%	0	14
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.	0.00%	0	57.14%	8	42.86%	6	0.00%	0	0.00%	0	14
There are current job descriptions on the Human Resource website for all SBVC employees I supervise.	7.14%	1	71.43%	10	14.29%	2	7.14%	1	0.00%	0	14
I am personally treated with respect at this college.	14.29%	2	64.29%	9	14.29%	2	7.14%	1	0.00%	0	14
I have not witnessed/experienced racial bias in my work area.	35.71%	5	35.71%	5	14.29%	2	14.29%	2	0.00%	0	14
I have not witnessed/experienced gender bias in my work area.	35.71%	5	28.57%	4	14.29%	2	21.43%	3	0.00%	0	14
I was sufficiently trained when beginning my position.	14.29%	2	21.43%	3	28.57%	4	28.57%	4	7.14%	1	14
Job descriptions accompany evaluations for managers.	21.43%	3	50.00%	7	21.43%	3	7.14%	1	0.00%	0	14
Performance evaluations have been conducted according to my contract/handbook guidelines?	21.43%	3	50.00%	7	28.57%	4	0.00%	0	0.00%	0	14
When attempted, I was able to access my employee file in Human Resources.	0.00%	0	14.29%	2	85.71%	12	0.00%	0	0.00%	0	14

Q3.1 - Physical Resources

Question	Strongly Agree		Agree		Neutral		Disagree		Strongly Disagree		Total
Systematic assessment of effective use of physical resources is integrated into institutional planning and followed.	7.69%	1	61.54%	8	30.77%	4	0.00%	0	0.00%	0	13
Student learning is central to the planning, development, and design of new facilities.	23.08%	3	53.85%	7	23.08%	3	0.00%	0	0.00%	0	13
The college systematically maintains and upgrades its physical resources to support its programs and services.	7.69%	1	38.46%	5	38.46%	5	7.69%	1	7.69%	1	13
My office's temperature is comfortable (adequate heating and cooling).	23.08%	3	38.46%	5	15.38%	2	15.38%	2	7.69%	1	13
Paper is conserved in my office, and digital archiving is used in my department.	23.08%	3	46.15%	6	30.77%	4	0.00%	0	0.00%	0	13
Recycling is encouraged on campus.	23.08%	3	30.77%	4	7.69%	1	30.77%	4	7.69%	1	13
Parking is adequate.	7.69%	1	7.69%	1	23.08%	3	46.15%	6	15.38%	2	13
Campus signage is clear and visible.	7.69%	1	30.77%	4	30.77%	4	23.08%	3	7.69%	1	13
The college systematically reviews the conditions of its physical resources to assure access, safety, security, and a healthful learning and working environment.	7.69%	1	61.54%	8	30.77%	4	0.00%	0	0.00%	0	13
Safety hazards are addressed promptly.	30.77%	4	53.85%	7	15.38%	2	0.00%	0	0.00%	0	13
The interior of the classrooms and offices are adequately maintained.	7.69%	1	61.54%	8	30.77%	4	0.00%	0	0.00%	0	13
The grounds are pleasing, climate appropriate, and maintained, despite the impact of construction.	23.08%	3	53.85%	7	15.38%	2	0.00%	0	7.69%	1	13
The restrooms in my building are clean and maintained.	23.08%	3	38.46%	5	15.38%	2	23.08%	3	0.00%	0	13
The exterior features of the campus buildings are well maintained.	23.08%	3	53.85%	7	15.38%	2	7.69%	1	0.00%	0	13

The exterior lighting of the college is adequate and kept in working order.	23.08%	3	61.54%	8	15.38%	2	0.00%	0	0.00%	0	13
Electricity use via lighting is conserved in my office.	15.38%	2	76.92%	10	7.69%	1	0.00%	0	0.00%	0	13
The campus practices sustainability with regard to resources.	30.77%	4	23.08%	3	38.46%	5	7.69%	1	0.00%	0	13
The district's resource allocation process effectively supports college programs and services.	7.69%	1	15.38%	2	61.54%	8	15.38%	2	0.00%	0	13

Q3.2 - Technical and Financial Resources

Question	Strongly Agree		Agree		Neutral		Disagree		Strongly Disagree		Total
Technological improvement is integrated with institutional planning.	8.33%	1	66.67%	8	25.00%	3	0.00%	0	0.00%	0	12
The availability of computers, software, multimedia, and other technologies is sufficient to support teaching and learning.	16.67%	2	66.67%	8	16.67%	2	0.00%	0	0.00%	0	12
Online resources at SBVC improve student access.	8.33%	1	75.00%	9	16.67%	2	0.00%	0	0.00%	0	12
The college systematically reviews and updates its technological infrastructure and equipment to meet program and service needs.	8.33%	1	66.67%	8	25.00%	3	0.00%	0	0.00%	0	12
Budget information is accessible by all employees throughout the college.	8.33%	1	41.67%	5	41.67%	5	8.33%	1	0.00%	0	12
The college budget reflects college priorities and planning goals.	16.67%	2	25.00%	3	50.00%	6	8.33%	1	0.00%	0	12
College guidelines and processes for financial planning and budget development are clearly defined and followed.	8.33%	1	41.67%	5	25.00%	3	25.00%	3	0.00%	0	12
Faculty and staff have appropriate opportunities to participate in budget development for the college through collegial consultation.	16.67%	2	25.00%	3	33.33%	4	25.00%	3	0.00%	0	12
The district resource allocation process is appropriate to support college programs and services.	8.33%	1	25.00%	3	33.33%	4	33.33%	4	0.00%	0	12
The college systematically assesses the effective use of its financial resources.	16.67%	2	33.33%	4	41.67%	5	8.33%	1	0.00%	0	12
The college uses the results of financial assessment as the basis for institutional improvement.	16.67%	2	33.33%	4	41.67%	5	8.33%	1	0.00%	0	12
The budget process is a direct result of program review and/or planning activities.	8.33%	1	25.00%	3	50.00%	6	16.67%	2	0.00%	0	12
Technology support is readily accessible.	25.00%	3	58.33%	7	16.67%	2	0.00%	0	0.00%	0	12
I explore grant opportunities regularly.	16.67%	2	0.00%	0	66.67%	8	16.67%	2	0.00%	0	12

Q4 - Standard IV: Leadership and Governance

Question	Strongly Agree		Agree		Neutral		Disagree		Strongly Disagree		Total
I promote community and/or educational partnerships.	27.27%	3	45.45%	5	27.27%	3	0.00%	0	0.00%	0	11
I play an active role in promoting a sense of community and solidarity within the campus.	27.27%	3	36.36%	4	36.36%	4	0.00%	0	0.00%	0	11
All committee minutes are current and available on the campus website.	0.00%	0	27.27%	3	63.64%	7	9.09%	1	0.00%	0	11
Policy and practice updates are collaboratively communicated between departments.	0.00%	0	36.36%	4	54.55%	6	9.09%	1	0.00%	0	11
I am able to gain access to the data necessary to make data-informed decisions.	9.09%	1	54.55%	6	36.36%	4	0.00%	0	0.00%	0	11
The college administrators encourage all members of the college communities to take initiative in improving institutional effectiveness.	18.18%	2	54.55%	6	27.27%	3	0.00%	0	0.00%	0	11
The faculty and staff exercise a substantial voice in matters related to hiring faculty and other personnel.	18.18%	2	45.45%	5	27.27%	3	9.09%	1	0.00%	0	11
The faculty and staff exercise a substantial voice in matters related to planning and developing educational programs.	9.09%	1	45.45%	5	45.45%	5	0.00%	0	0.00%	0	11
Staff involvement on committees is an effective way for them to have a meaningful voice in college policy making.	18.18%	2	45.45%	5	36.36%	4	0.00%	0	0.00%	0	11
I receive ongoing leadership training.	18.18%	2	27.27%	3	45.45%	5	9.09%	1	0.00%	0	11
In general, I am aware of the faculty and staff roles in planning and budgeting at the college.	18.18%	2	54.55%	6	9.09%	1	18.18%	2	0.00%	0	11
In general, I am aware of the faculty and staff roles in policy making at the college.	27.27%	3	45.45%	5	9.09%	1	18.18%	2	0.00%	0	11
The college establishes governance structures, processes, and practices to facilitate effective	9.09%	1	45.45%	5	36.36%	4	9.09%	1	0.00%	0	11

communication among the institution's constituencies.											
My leadership role is regularly evaluated.	27.27%	3	27.27%	3	45.45%	5	0.00%	0	0.00%	0	11
The decision-making structures and processes are regularly evaluated, and the results are widely communicated to all members of the college community.	18.18%	2	27.27%	3	36.36%	4	18.18%	2	0.00%	0	11
The governing board's decision-making reflects the public interest.	9.09%	1	36.36%	4	54.55%	6	0.00%	0	0.00%	0	11
The governing board's decision-making is data-informed and done with student success in mind.	9.09%	1	45.45%	5	45.45%	5	0.00%	0	0.00%	0	11
The college's administrative structure is organized and efficiently staffed to reflect the institution's purpose, size and complexity.	18.18%	2	27.27%	3	54.55%	6	0.00%	0	0.00%	0	11

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

Question	Strongly Agree		Agree		Neutral		Disagree		Strongly Disagree		Total
Governing Board and District Office	18.18%	2	36.36%	4	45.45%	5	0.00%	0	0.00%	0	11
Governing Board and the colleges	9.09%	1	45.45%	5	27.27%	3	18.18%	2	0.00%	0	11
District Office and the colleges	9.09%	1	18.18%	2	45.45%	5	18.18%	2	9.09%	1	11
Between the colleges	9.09%	1	45.45%	5	36.36%	4	9.09%	1	0.00%	0	11

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
Business Services	18.18%	2	36.36%	4	27.27%	3	18.18%	2	0.00%	0	11
Facilities Services	18.18%	2	45.45%	5	36.36%	4	0.00%	0	0.00%	0	11
Human Resources	18.18%	2	27.27%	3	36.36%	4	18.18%	2	0.00%	0	11
Instructional Services	18.18%	2	45.45%	5	36.36%	4	0.00%	0	0.00%	0	11
Instructional Services	18.18%	2	36.36%	4	45.45%	5	0.00%	0	0.00%	0	11

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

Answer	%	Count
Less than 2 years	18.18%	2
Between 2 and 5 years	36.36%	4
Between 5 and 10 years	27.27%	3
Between 10 and 20 years	0.00%	0
Between 20 and 30 years	18.18%	2
More than 30 years	0.00%	0
Total	100%	11