Campus Climate Survey - Managers 2017-18

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.	50.00%	6	41.67%	5	8.33%	1	0.00%	0	0.00%	0	12
2	Improvement in institutional effectiveness is valued throughout the college.	41.67%	5	41.67%	5	0.00%	0	16.67%	2	0.00%	0	12
3	The college facilitates an ongoing dialogue about improving student learning and institutional processes.	33.33%	4	41.67%	5	25.00%	3	0.00%	0	0.00%	0	12
4	The college's planning process is broad-based, offering opportunities for input by all constituencies.	33.33%	4	41.67%	5	16.67%	2	0.00%	0	8.33%	1	12
5	Student learning outcomes (SLOs) and service area outcomes (SAOs) are reviewed in program review and institutional planning.	50.00%	6	16.67%	2	33.33%	4	0.00%	0	0.00%	0	12
6	The program review process is effective in the evaluation of program and service efficacy.	16.67%	2	50.00%	6	16.67%	2	8.33%	1	8.33%	1	12
7	The college embeds its strategic initiatives in its planning processes. (e.g., access, campus climate and culture, institutional effectiveness, communication, technology, partnerships).	41.67%	5	33.33%	4	25.00%	3	0.00%	0	0.00%	0	12
8	I encourage my employees to participate in professional development opportunities.	58.33%	7	25.00%	3	16.67%	2	0.00%	0	0.00%	0	12
9	As a group, the members of my department stay current in their fields of expertise.	41.67%	5	41.67%	5	16.67%	2	0.00%	0	0.00%	0	12
10	The quality of customer service in SBVC offices positively affects student success.	25.00%	3	41.67%	5	25.00%	3	8.33%	1	0.00%	0	12

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.	33.33%	3	44.44%	4	11.11%	1	11.11%	1	0.00%	0	9
2	SBVC maintains a good reputation in the area of academic advancement.	22.22%	2	66.67%	6	11.11%	1	0.00%	0	0.00%	0	9
3	SBVC maintains a good reputation in the area of career and technical training.	55.56%	5	44.44%	4	0.00%	0	0.00%	0	0.00%	0	9
4	Office staffing adequately meets students' learning needs.	11.11%	1	44.44%	4	22.22%	2	22.22%	2	0.00%	0	9
5	Official college publications, such as the catalog and class schedule, are specific, accurate, and current.	11.11%	1	55.56%	5	33.33%	3	0.00%	0	0.00%	0	9
6	Students are provided with a syllabus that specifies SLOs consistent with the approved course outlines.	22.22%	2	11.11%	1	66.67%	6	0.00%	0	0.00%	0	9
7	Faculty members are fair and objective in their presentation and grading of course material.	0.00%	0	44.44%	4	44.44%	4	11.11%	1	0.00%	0	9
8	The college recognizes the central role of its faculty in assuring quality of instruction.	44.44%	4	22.22%	2	33.33%	3	0.00%	0	0.00%	0	9
9	The quality of teaching and instruction at SBVC promotes student success.	11.11%	1	77.78%	7	11.11%	1	0.00%	0	0.00%	0	9
10	The college identifies and seeks to meet the diverse educational needs of its students through diverse programs.	33.33%	3	55.56%	5	11.11%	1	0.00%	0	0.00%	0	9
11	The curriculum process has improved in recent years.	11.11%	1	22.22%	2	55.56%	5	0.00%	0	11.11%	1	9
12	Course offerings allow a clear path to achieve a certificate/degree or transfer.	22.22%	2	33.33%	3	11.11%	1	22.22%	2	11.11%	1	9

#	Question	Strongly agree		Agree		Neutral		Disagree		Strongly disagree		Total
13	Curriculum is continuously evaluated to appropriately meet local communities' needs.	11.11%	1	33.33%	3	33.33%	3	0.00%	0	22.22%	2	9

Q2.1 - Student Learning

#	Question	Strongly agree		Agree		Neutral		Disagree		Strongly disagree		Total
1	The improvement of SLOs/SAOs is continuous.	11.11%	1	44.44%	4	33.33%	3	11.11%	1	0.00%	0	9
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.	0.00%	0	66.67%	6	33.33%	3	0.00%	0	0.00%	0	9
3	I promote SBVC's learning communities when possible.	66.67%	6	22.22%	2	11.11%	1	0.00%	0	0.00%	0	9
4	Student learning measures are accessible and discussed during curriculum decision-making.	11.11%	1	44.44%	4	44.44%	4	0.00%	0	0.00%	0	9
5	The campus environment is conducive to personal, aesthetic, and intellectual development of the student population.	33.33%	3	66.67%	6	0.00%	0	0.00%	0	0.00%	0	9
6	Instructors use delivery modes and teaching methodologies that reflect the diverse needs and learning styles of the students.	11.11%	1	44.44%	4	44.44%	4	0.00%	0	0.00%	0	9

Q2.2 - Student Support Services

#	Question	Strongly agree		Agree		Neutral		Disagree		Strongly disagree		Total
1	The staffing plan in my department contributes to student success.	55.56%	5	33.33%	3	11.11%	1	0.00%	0	0.00%	0	9
2	In general, SBVC provides good customer service in all campus offices.	22.22%	2	44.44%	4	22.22%	2	11.11%	1	0.00%	0	9
3	In general, student support services at this college promote student success.	44.44%	4	55.56%	5	0.00%	0	0.00%	0	0.00%	0	9
4	The college designs and implements programs, practices, and services that enhance student understanding and appreciation of diversity.	33.33%	3	55.56%	5	11.11%	1	0.00%	0	0.00%	0	9
5	Student Services at this college have sufficient staff and resources to meet student needs.	22.22%	2	22.22%	2	33.33%	3	22.22%	2	0.00%	0	9
6	Student Services at this college have sufficient facilities to meet student needs.	11.11%	1	55.56%	5	11.11%	1	22.22%	2	0.00%	0	9
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.	11.11%	1	55.56%	5	33.33%	3	0.00%	0	0.00%	0	9
8	The college library hours are sufficient to meet student needs.	22.22%	2	55.56%	5	11.11%	1	11.11%	1	0.00%	0	9
9	Policies and practices of the college clearly demonstrate commitment to issues of equity and diversity.	22.22%	2	55.56%	5	22.22%	2	0.00%	0	0.00%	0	9
10	I refer students to the various services available on campus (e.g., DSPS, Tutoring, Health Services, Financial Aid, EOPS, etc.)	55.56%	5	44.44%	4	0.00%	0	0.00%	0	0.00%	0	9

Q3 - Standard III - Resources - Human Resources

#	Question	Strongly agree		Agree		Neutral		Disagree		Strongly disagree		Total
1	Hiring practices are conducted expeditiously.	0.00%	0	12.50%	1	25.00%	2	62.50%	5	0.00%	0	8
2	The criteria, qualifications, and procedures for hiring employees are clearly stated and followed.	0.00%	0	25.00%	2	50.00%	4	25.00%	2	0.00%	0	8
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.	25.00%	2	12.50%	1	62.50%	5	0.00%	0	0.00%	0	8
4	There are current job descriptions on the Human Resource website for all SBVC employees I supervise.	25.00%	2	62.50%	5	12.50%	1	0.00%	0	0.00%	0	8
5	I am personally treated with respect at this college.	37.50%	3	37.50%	3	25.00%	2	0.00%	0	0.00%	0	8
6	I have not witnessed/experienced racial bias in my work area.	37.50%	3	25.00%	2	25.00%	2	12.50%	1	0.00%	0	8
7	I have not witnessed/experienced gender bias in my work area.	37.50%	3	25.00%	2	25.00%	2	12.50%	1	0.00%	0	8
8	I was sufficiently trained when beginning my position.	12.50%	1	50.00%	4	25.00%	2	12.50%	1	0.00%	0	8
9	Job descriptions accompany evaluations for managers.	50.00%	4	12.50%	1	37.50%	3	0.00%	0	0.00%	0	8
10	Performance evaluations have been conducted according to my contract/handbook guidelines?	50.00%	4	25.00%	2	25.00%	2	0.00%	0	0.00%	0	8
11	When attempted, I was able to access my employee file in Human Resources.	12.50%	1	12.50%	1	75.00%	6	0.00%	0	0.00%	0	8

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.	12.50%	1	37.50%	3	50.00%	4	0.00%	0	0.00%	0	8
2	Student learning is central to the planning, development, and design of new facilities.	25.00%	2	37.50%	3	37.50%	3	0.00%	0	0.00%	0	8
3	The college systematically maintains and upgrades its physical resources to support its programs and services.	37.50%	3	25.00%	2	37.50%	3	0.00%	0	0.00%	0	8
4	My office's temperature is comfortable (adequate heating and cooling).	25.00%	2	25.00%	2	25.00%	2	25.00%	2	0.00%	0	8
5	Paper is conserved in my office, and digital archiving is used in my department.	50.00%	4	25.00%	2	25.00%	2	0.00%	0	0.00%	0	8
6	Recycling is encouraged on campus.	25.00%	2	25.00%	2	37.50%	3	0.00%	0	12.50%	1	8
7	Parking is adequate.	0.00%	0	0.00%	0	37.50%	3	50.00%	4	12.50%	1	8
8	Campus signage is clear and visible.	12.50%	1	0.00%	0	75.00%	6	12.50%	1	0.00%	0	8
9	The college systematically reviews the conditions of its physical resources to assure access, safety, security, and a healthful learning and working environment.	25.00%	2	50.00%	4	25.00%	2	0.00%	0	0.00%	0	8
10	Safety hazards are addressed promptly.	37.50%	3	50.00%	4	12.50%	1	0.00%	0	0.00%	0	8
11	The interior of the classrooms and offices are adequately maintained.	12.50%	1	37.50%	3	37.50%	3	12.50%	1	0.00%	0	8
12	The grounds are pleasing, climate appropriate, and maintained, despite the impact of construction.	25.00%	2	62.50%	5	12.50%	1	0.00%	0	0.00%	0	8
13	The restrooms in my building are clean and maintained.	0.00%	0	62.50%	5	12.50%	1	12.50%	1	12.50%	1	8
14	The exterior features of the campus buildings are well maintained.	25.00%	2	37.50%	3	12.50%	1	12.50%	1	12.50%	1	8

15	The exterior lighting of the college is adequate and kept in working order.	50.00%	4	37.50%	3	0.00%	0	0.00%	0	12.50%	1	8
16	Electricity use via lighting is conserved in my office.	25.00%	2	37.50%	3	12.50%	1	0.00%	0	25.00%	2	8
17	The campus practices sustainability with regard to resources.	25.00%	2	37.50%	3	12.50%	1	0.00%	0	25.00%	2	8
18	The District's resource allocation process effectively supports college programs and services.	0.00%	0	37.50%	3	25.00%	2	25.00%	2	12.50%	1	8

Q3.2 - Technical and Financial Resources

#	Question	Strongly agree		Agree		Neutral		Disagree		Strongly disagree		Total
1	Technological improvement is integrated with institutional planning.	37.50%	3	37.50%	3	25.00%	2	0.00%	0	0.00%	0	8
2	The availability of computers, software, multimedia, and other technologies is sufficient to support teaching and learning.	37.50%	3	37.50%	3	12.50%	1	12.50%	1	0.00%	0	8
3	Online resources at SBVC improve student access.	37.50%	3	25.00%	2	25.00%	2	12.50%	1	0.00%	0	8
4	The college systematically reviews and updates its technological infrastructure and equipment to meet program and service needs.	37.50%	3	37.50%	3	12.50%	1	12.50%	1	0.00%	0	8
6	Budget information is accessible by all employees throughout the college.	25.00%	2	25.00%	2	12.50%	1	25.00%	2	12.50%	1	8
7	The college budget reflects college priorities and planning goals.	25.00%	2	25.00%	2	25.00%	2	25.00%	2	0.00%	0	8
8	College guidelines and processes for financial planning and budget development are clearly defined and followed.	12.50%	1	37.50%	3	37.50%	3	12.50%	1	0.00%	0	8
10	Faculty and staff have appropriate opportunities to participate in budget development for the college through collegial consultation.	25.00%	2	25.00%	2	37.50%	3	12.50%	1	0.00%	0	8
11	The District resource allocation process is appropriate to support college programs and services.	12.50%	1	37.50%	3	12.50%	1	25.00%	2	12.50%	1	8
12	The college systematically assesses the effective use of its financial resources.	12.50%	1	62.50%	5	12.50%	1	12.50%	1	0.00%	0	8
13	The college uses the results of financial assessment as the basis for institutional improvement.	25.00%	2	25.00%	2	50.00%	4	0.00%	0	0.00%	0	8
14	The budget process is a direct result of program review and/or planning activities.	25.00%	2	25.00%	2	25.00%	2	12.50%	1	12.50%	1	8

15	Technology support is readily accessible.	37.50%	3	62.50%	5	0.00%	0	0.00%	0	0.00%	0	8
16	I explore grant opportunities regularly.	12.50%	1	50.00%	4	25.00%	2	12.50%	1	0.00%	0	8

Q4 - Standard IV: Leadership and Governance

#	Question	Strongly agree		Agree		Neutral		Disagree		Strongly disagree		Total
1	I promote community and/or educational partnerships.	50.00%	4	50.00%	4	0.00%	0	0.00%	0	0.00%	0	8
2	I play an active role in promoting a sense of community and solidarity within the campus.	37.50%	3	37.50%	3	25.00%	2	0.00%	0	0.00%	0	8
3	All committee minutes are current and available on the campus website.	0.00%	0	37.50%	3	25.00%	2	25.00%	2	12.50%	1	8
4	Policy and practice updates are collaboratively communicated between departments.	12.50%	1	25.00%	2	50.00%	4	12.50%	1	0.00%	0	8
5	I am able to gain access to the data necessary to make data-informed decisions.	0.00%	0	87.50%	7	12.50%	1	0.00%	0	0.00%	0	8
6	The college administrators encourage all members of the college communities to take initiative in improving institutional effectiveness.	25.00%	2	37.50%	3	37.50%	3	0.00%	0	0.00%	0	8
7	The faculty and staff exercise a substantial voice in matters related to hiring faculty and other personnel.	50.00%	4	25.00%	2	12.50%	1	12.50%	1	0.00%	0	8
8	The faculty and staff exercise a substantial voice in matters related to planning and developing educational programs.	50.00%	4	25.00%	2	12.50%	1	12.50%	1	0.00%	0	8
10	Staff involvement on committees is an effective way for them to have a meaningful voice in college policy making.	37.50%	3	25.00%	2	37.50%	3	0.00%	0	0.00%	0	8
11	I receive ongoing leadership training.	37.50%	3	50.00%	4	0.00%	0	12.50%	1	0.00%	0	8
12	In general, I am aware of the faculty and staff roles in planning and budgeting at the college.	25.00%	2	50.00%	4	25.00%	2	0.00%	0	0.00%	0	8
13	In general, I am aware of the faculty and staff roles in policy making at the college.	25.00%	2	62.50%	5	12.50%	1	0.00%	0	0.00%	0	8
14	The college establishes governance structures,	25.00%	2	62.50%	5	12.50%	1	0.00%	0	0.00%	0	8

#	Question	Strongly agree		Agree		Neutral		Disagree		Strongly disagree		Total
	processes, and practices to facilitate effective communication among the institution's constituencies.											
15	My leadership role is regularly evaluated.	62.50%	5	25.00%	2	12.50%	1	0.00%	0	0.00%	0	8
16	The decision-making structures and processes are regularly evaluated, and the results are widely communicated to all members of the college community.	12.50%	1	37.50%	3	25.00%	2	25.00%	2	0.00%	0	8
17	The governing board's decision-making reflects the public interest.	0.00%	0	37.50%	3	37.50%	3	12.50%	1	12.50%	1	8
18	The governing board's decision-making is data-informed and done with student success in mind.	0.00%	0	37.50%	3	25.00%	2	12.50%	1	25.00%	2	8
19	The college's administrative structure is organized and efficiently staffed to reflect the institution's purpose, size and complexity.	0.00%	0	37.50%	3	12.50%	1	25.00%	2	25.00%	2	8

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	12.50%	1	50.00%	4	37.50%	3	0.00%	0	0.00%	0	8
2	Governing Board and the colleges	12.50%	1	50.00%	4	25.00%	2	12.50%	1	0.00%	0	8
3	District Office and the colleges	12.50%	1	37.50%	3	25.00%	2	12.50%	1	12.50%	1	8
4	Between the colleges	37.50%	3	25.00%	2	37.50%	3	0.00%	0	0.00%	0	8

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	12.50%	1	37.50%	3	37.50%	3	12.50%	1	0.00%	0	8
2	Facilities Services	12.50%	1	37.50%	3	50.00%	4	0.00%	0	0.00%	0	8
3	Human Resources	12.50%	1	50.00%	4	37.50%	3	0.00%	0	0.00%	0	8
4	Instructional Services	12.50%	1	37.50%	3	50.00%	4	0.00%	0	0.00%	0	8
6	Instructional Services	12.50%	1	37.50%	3	50.00%	4	0.00%	0	0.00%	0	8

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

#	Answer	%	Count
1	Less than 2 years	12.50%	1
2	Between 2 and 5 years	37.50%	3
3	Between 5 and 10 years	0.00%	0
4	Between 10 and 20 years	37.50%	3
5	Between 20 and 30 years	12.50%	1
6	More than 30 years	0.00%	0
	Total	100%	8

Q6 - (Optional) Please include any additional comments you'd like to make (1200 character limit).

(Optional) Please include any additional comments you'd like to make (1200 character limit).

There continues to be a perceived lack of trust and understanding of job roles between the District and college.