

Cañada College Employee Accreditation Survey

September, 2006

	Question & Theme	Mean	N	1	2	3	4	5	6
	<u>Institutional Commitment</u>								
1	Cañada actively works toward fulfilling its vision and mission.	4.13	136	4	1	14	72	45	
2	District policies provide effective management of campus programs and services.	3.77	128	5	7	29	58	29	
3	The District Office provides fair distribution of resources.	3.17	127	11	20	49	31	16	
4	The District Office provides necessary services that support Cañada's mission.	3.58	125	3	13	37	52	20	
5	I believe the classified employee evaluation is an effective process.	3.67	100	5	8	27	35	25	
6	My supervisor encourages me to do high quality work.	4.37	140	4	5	11	35	85	
7	I feel that extra effort on my part would be acknowledged.	3.82	141	10	12	24	42	53	
8	Providing excellent service to students is acknowledged in my area.	4.19	135	3	6	19	42	65	
9	I believe that the opinions of classified staff are given appropriate weight in matters of institutional importance.	3.64	120	5	9	35	46	25	
10	I am encouraged to be creative and come up with new ideas and improvements.	4.03	143	7	6	23	46	61	
11	All in all, I am satisfied with my current assignment.	4.35	140	3	3	9	52	73	
	<u>Dialogue</u>								
12	Results of college goals are regularly shared with campus constituencies.	3.64	135	6	12	36	52	29	
13	I am comfortable in bringing up problems with my direct supervisor.	4.31	141	5	5	8	46	77	
14	My supervisor keeps me informed of matters that affect me.	4.22	142	5	5	15	46	71	
15	Effective communication between co-workers is encouraged in my area.	4.16	140	6	4	10	62	58	
16	Classified staff is aware of the support services available for students.	4.10	115	3	1	15	59	37	
17	I have seen materials in campus media that increased my understanding of diverse groups.	3.70	135	5	11	33	56	30	
18	I feel that classified staff is provided adequate opportunities to participate on important college councils and committees.	4.06	119	4	5	14	53	43	
19	I would recommend Cañada as a good place to work.	4.37	141	2	3	14	44	78	
	<u>Evaluation, Planning and Improvement</u>								
20	A consultative planning process is used to identify needed areas of improvement.	3.64	125	5	8	38	50	24	
21	Staff has adequate opportunities to participate in the development of financial plans and budgets.	3.36	126	12	11	39	48	16	
22	All constituency groups work collaboratively towards the achievement of college goals.	3.63	126	4	10	34	58	20	
23	College budget decisions are based upon input from all college constituencies.	3.33	121	7	17	42	39	16	
24	My ideas for improving my unit are taken seriously.	4.01	131	6	6	17	54	48	

25	I am satisfied with the amount of opportunity I have to participate in college-wide planning.	3.92	130	6	5	20	62	37
26	The program review process helps to promote positive change on campus.	3.69	125	6	11	28	51	29
27	Cañada provides adequate opportunities for training in technology related to my area of responsibility.	3.73	131	4	13	31	49	34
28	The college provides sufficient opportunities for continued professional staff development.	3.57	134	9	15	26	58	26
	<u>Institutional Integrity</u>							
29	The role of staff in shared governance is clearly stated and publicized.	3.87	126	3	11	18	61	33
30	The procedures for hiring employees are clearly stated.	3.84	134	4	10	26	58	36
31	The District Office acts in a manner consistent with Board policies, statutes and regulations.	3.91	115	4	3	22	56	30
32	The college deals with students in a fair and ethical way.	4.18	134	4	2	13	62	53
33	The campus is equally supportive of men and women.	4.24	137	4	5	9	55	64
34	The campus is equally supportive of all racial/ethnic groups.	4.05	141	6	12	14	46	63
35	The campus is equally supportive of all lifestyles.	4.16	140	1	11	13	55	60
36	Diversity (in regard to gender, ethnicity and age) is actively promoted on campus.	4.04	138	3	6	26	51	52
37	I believe that the climate at Cañada is one of appreciation of differences.	4.12	139	2	6	23	50	58
38	Cañada provides sufficient opportunities for promotion.	3.49	124	10	9	37	46	22
39	Procedures and policies for hiring personnel are fair.	3.66	126	9	6	29	57	25
40	There is high respect for all in my area.	4.12	131	4	10	13	43	61
41	Policies and practices of the college clearly demonstrate commitment to issues of employee equity and diversity.	3.95	123	4	5	23	52	39
42	Cañada encourages staff and faculty participation in the decision-making process.	3.91	129	2	7	29	53	38
43	Staff has a substantive and clearly defined role in institutional governance.	3.83	115	3	7	23	56	26
44	The technical support services for my technology issues are adequate.	3.81	131	7	7	22	63	32
45	I believe there is sufficient data and information available to assess the quality and effectiveness of my program or area.	3.43	129	12	20	23	48	26
46	Overall, the shared governance process is working well at Cañada.	3.73	121	5	8	26	58	24
	<u>Organization</u>							
47	The District Office adheres to clearly defined policies consistent with the mission	3.77	103	4	3	23	56	17
48	The facilities (i.e., classroom and office space) adequately meet my needs.	3.52	133	11	13	32	50	27
49	My assigned workspace is adequate for me to carry out my job.	3.66	134	9	16	22	52	35
50	I am satisfied with the handicapped access on campus for employees.	3.79	109	6	10	15	48	30
51	Campus facilities (i.e., classrooms, washrooms and offices) are adequately maintained.	3.74	133	9	11	24	50	39
52	There is adequate parking on campus for staff.	3.48	134	9	21	33	39	32

53	There are clear divisions of authority and responsibility between and among the District Office, Governing Board and Cañada.	3.66	101	5	6	23	51	16	
54	I have access to enough information about crime and accident prevention.	3.43	127	11	13	31	54	18	
55	I have access to enough information about disaster preparedness.	3.63	128	4	12	32	60	20	
56	The security officers are able to answer my questions about safety and security issues at the college.	3.62	117	7	8	27	56	19	
57	I am confident that the security officers conduct criminal investigations in a professional manner.	3.82	114	6	5	19	58	26	
58	Overall, I feel safe on campus.	4.16	137	3	5	12	64	53	
<u>Student Learning Outcomes</u>									
59	If necessary, I know where to refer students to various support services on campus (e.g., Financial Aid and DSPS).	4.29	135	1	3	12	59	60	
60	I have been given adequate opportunity to participate in the student learning outcomes and assessment process at Cañada.	4.05	119	5	2	20	47	45	
61	Cañada college has provided sufficient training in student learning outcomes and assessment.	3.86	121	5	8	22	50	36	
62	I believe that Cañada has made student learning outcomes and assessment a focus for the college.	3.91	124	4	5	26	52	37	
63	I have been given sufficient information on the purpose and value of student learning outcomes and assessment at Cañada college.	3.78	123	8	10	19	50	36	
64	I believe that Cañada is taking a positive approach toward implementing student learning outcomes and assessment.	4.00	121	4	4	22	49	42	
65	Overall, Cañada provides a high quality learning experience for students.	4.36	130	1	4	9	49	67	
<u>Tell us about you...</u>									
66	What is your gender? 1:Male, 2:Female		130	41	88	1	0	0	
67	Which best describes the area of the college where you work? 1:Instruction, faculty & classified, 2:Student Services, faculty & classified, 3:Administration/Management, 4:Other		132	85	31	8	8	0	
68	How many years have you worked at Cañada College? 1:Less than 1 year, 2: 1-2 years, 3: 3-5 years, 4: 6-10 years, 5: More than 10 years		130	14	10	27	30	49	
69	What is your employment status? 1: Full-time classified, 2: Part-time classified, 3: Full-time faculty, 4: Part-time faculty, 5: Administrator		129	51	15	29	26	8	
70	Which ethnic group do you most identify with? 1: African American, 2: Asian, 3: Filipino, 4: Hispanic, 5: White, 6: Other		119	3	7	6	24	68	11