

**Classified**  
**Campus Climate Survey**  
**2019-2020**

**Survey Results**

## Standard I - Institutional Effectiveness

#	Question	Strongly Agree		Agree		Neutral		Disagree		Strongly Disagree		Total
1	I am familiar with the SBVC mission.	29.17%	14	66.67%	32	4.17%	2	0.00%	0	0.00%	0	48
2	I am familiar with the SBVC vision.	20.83%	10	68.75%	33	6.25%	3	4.17%	2	0.00%	0	48
3	My job contributes to the SBVC mission and vision.	47.92%	23	52.08%	25	0.00%	0	0.00%	0	0.00%	0	48
4	SBVC sets goals to continuously improve effectiveness.	16.67%	8	47.92%	23	29.17%	14	4.17%	2	2.08%	1	48
5	Institutional effectiveness is valued throughout SBVC.	12.50%	6	35.42%	17	43.75%	21	8.33%	4	0.00%	0	48
6	SBVC has an ongoing and systematic cycle of evaluation and improvement.	14.58%	7	31.25%	15	35.42%	17	16.67%	8	2.08%	1	48
7	Representatives from all employee groups are involved in the planning process.	6.25%	3	35.42%	17	33.33%	16	16.67%	8	8.33%	4	48
8	I would recommend SBVC to my friends and colleagues as a good place to work.	22.92%	11	47.92%	23	20.83%	10	4.17%	2	4.17%	2	48
9	SBVC has a good reputation in the community.	12.50%	6	45.83%	22	31.25%	15	8.33%	4	2.08%	1	48
10	Now that I know the nature of this job, I would apply for it again.	45.83%	22	37.50%	18	6.25%	3	4.17%	2	6.25%	3	48
11	I am personally treated with respect at this college.	25.00%	12	43.75%	21	18.75%	9	6.25%	3	6.25%	3	48
12	Employee morale is high at SBVC.	2.08%	1	22.92%	11	35.42%	17	29.17%	14	10.42%	5	48
13	I feel appreciated at SBVC.	14.58%	7	43.75%	21	16.67%	8	16.67%	8	8.33%	4	48
14	SBVC is free of racial bias.	10.42%	5	20.83%	10	31.25%	15	14.58%	7	22.92%	11	48
15	SBVC is free of gender bias.	10.42%	5	33.33%	16	31.25%	15	10.42%	5	14.58%	7	48

## Standard II - Learning Programs and Services

#	Question	Strongly Agree		Agree		Neutral		Disagree		Strongly Disagree		Total
1	Student learning needs are central to the planning and design of new buildings.	4.26%	2	40.43%	19	31.91%	15	21.28%	10	2.13%	1	47
2	Student learning needs are central to the planning and design of new landscaping.	0.00%	0	29.79%	14	51.06%	24	14.89%	7	4.26%	2	47
3	My job is an important part of the teaching and learning process.	25.53%	12	38.30%	18	27.66%	13	8.51%	4	0.00%	0	47
4	Office staffing adequately meets students' learning needs.	4.26%	2	40.43%	19	27.66%	13	21.28%	10	6.38%	3	47
5	Students are aware of learning communities such as Valley Bound, Puente, Tumaini, etc.	4.26%	2	21.28%	10	42.55%	20	27.66%	13	4.26%	2	47

## Standard III – Resources

### Human Resources

#	Question	Strongly Agree		Agree		Neutral		Disagree		Strongly Disagree		Total
1	Employee hiring procedures are clearly stated and carefully followed.	7.14%	3	35.71%	15	23.81%	10	26.19%	11	7.14%	3	42
2	Hiring practices are conducted expeditiously.	0.00%	0	21.43%	9	33.33%	14	35.71%	15	9.52%	4	42
3	Hiring practices are fair to all applicants.	7.14%	3	21.43%	9	38.10%	16	19.05%	8	14.29%	6	42
4	I have not witnessed/experienced racial bias in my work area.	14.29%	6	28.57%	12	14.29%	6	19.05%	8	23.81%	10	42
5	I have not witnessed/experienced gender bias in my work area.	14.29%	6	35.71%	15	16.67%	7	16.67%	7	16.67%	7	42

## Standard III – Resources

### Human Resources

#	Question	Yes		No		Total
1	Have your performance evaluations been conducted according to your contract/handbook guidelines?	80.00%	32	20.00%	8	40
2	Have you received a formal performance evaluation in the past three years?	90.48%	38	9.52%	4	42
3	Have you had the opportunity to evaluate managers and supervisors in your work area?	60.98%	25	39.02%	16	41
4	Do new staff members receive orientation to their job duties?	48.39%	15	51.61%	16	31
5	HR addresses my concerns in a thorough and time-efficient manner.	72.50%	29	27.50%	11	40
6	Have you ever accessed your employee file in Human Resources?	23.08%	9	76.92%	30	39

## Standard III – Resources

### Physical Resources

#	Question	Strongly Agree		Agree		Neutral		Disagree		Strongly Disagree		Total
1	The District's resource allocation process effectively supports college programs and services.	2.38%	1	33.33%	14	47.62%	20	11.90%	5	4.76%	2	42
2	Sustainability is central to the planning and design of new buildings.	2.38%	1	28.57%	12	47.62%	20	19.05%	8	2.38%	1	42
3	The exterior lighting of the college is adequate and kept in working order.	11.90%	5	50.00%	21	19.05%	8	11.90%	5	7.14%	3	42
4	The college systematically reviews the conditions of its physical resources to assure access, safety, security, and a healthful learning and working environment.	7.14%	3	40.48%	17	30.95%	13	16.67%	7	4.76%	2	42
5	The grounds are pleasing and maintained, despite the impact of construction.	16.67%	7	45.24%	19	16.67%	7	19.05%	8	2.38%	1	42
6	The campus practices sustainability with regard to resources.	4.76%	2	38.10%	16	42.86%	18	9.52%	4	4.76%	2	42
7	I am satisfied with the availability of parking on campus.	7.14%	3	26.19%	11	14.29%	6	33.33%	14	19.05%	8	42
8	The SBVC budget reflects college priorities and planning goals.	2.38%	1	28.57%	12	45.24%	19	19.05%	8	4.76%	2	42
9	The budget process is a direct result of program review and/or planning activities.	0.00%	0	28.57%	12	50.00%	21	16.67%	7	4.76%	2	42
10	There are sufficient police and security staff on campus.	7.14%	3	35.71%	15	26.19%	11	19.05%	8	11.90%	5	42
11	I feel safe on campus.	14.29%	6	42.86%	18	21.43%	9	11.90%	5	9.52%	4	42
12	In the case of an emergency, procedures are clearly communicated and followed.	7.14%	3	23.81%	10	23.81%	10	30.95%	13	14.29%	6	42

## Standard III – Resources

### Physical Resources

13	The restrooms in my building are clean and well maintained.	4.76%	2	33.33%	14	23.81%	10	23.81%	10	14.29%	6	42
14	Campus signage is clear and visible.	14.29%	6	45.24%	19	19.05%	8	16.67%	7	4.76%	2	42
15	The exterior features of the campus buildings are well maintained.	11.90%	5	47.62%	20	23.81%	10	14.29%	6	2.38%	1	42
16	Electricity use via lighting is conserved in my office.	14.29%	6	54.76%	23	23.81%	10	7.14%	3	0.00%	0	42
17	The interior of the classrooms and offices are well maintained.	7.14%	3	50.00%	21	33.33%	14	7.14%	3	2.38%	1	42
18	Digital archiving is used in my department as a way to reduce paper usage.	4.76%	2	54.76%	23	28.57%	12	7.14%	3	4.76%	2	42
19	The temperature in my office is comfortable (adequate heating and cooling).	4.76%	2	42.86%	18	16.67%	7	23.81%	10	11.90%	5	42
20	Recycling is encouraged on campus.	9.52%	4	38.10%	16	11.90%	5	23.81%	10	16.67%	7	42
21	Paper is conserved in my office.	4.76%	2	47.62%	20	23.81%	10	14.29%	6	9.52%	4	42

**Standard III – Resources  
Technology**

#	Question	Strongly Agree		Agree		Neutral		Disagree		Strongly Disagree		Total
1	Technology development is included in campus planning.	9.52%	4	40.48%	17	42.86%	18	7.14%	3	0.00%	0	42
2	I am satisfied with the email system.	11.90%	5	76.19%	32	11.90%	5	0.00%	0	0.00%	0	42
3	I am satisfied with the help desk services.	21.43%	9	57.14%	24	14.29%	6	7.14%	3	0.00%	0	42
4	The college systematically reviews and updates its technological infrastructure and equipment to meet the needs of campus programs.	11.90%	5	54.76%	23	26.19%	11	7.14%	3	0.00%	0	42
5	Computers and software are sufficiently available for me to do my job.	28.57%	12	57.14%	24	4.76%	2	9.52%	4	0.00%	0	42
6	I can easily navigate the campus website.	23.81%	10	35.71%	15	23.81%	10	14.29%	6	2.38%	1	42
7	I am satisfied with the technical support I receive from campus staff.	45.24%	19	47.62%	20	4.76%	2	2.38%	1	0.00%	0	42
8	Online resources improve student access to services.	14.29%	6	47.62%	20	28.57%	12	7.14%	3	2.38%	1	42



## Standard IV - Leadership and Governance

#	Question	Strongly Agree		Agree		Neutral		Disagree		Strongly Disagree		Total
1	College administrators encourage all members of the college community to participate in the improvement of institutional effectiveness.	2.50%	1	45.00%	18	27.50%	11	12.50%	5	12.50%	5	40
2	My supervisor seeks and values my opinion.	37.50%	15	30.00%	12	17.50%	7	5.00%	2	10.00%	4	40
3	My supervisor supports my participation in campus events.	40.00%	16	37.50%	15	10.00%	4	10.00%	4	2.50%	1	40
4	There has been sufficient management stability (low turnover) in my department over the past five years.	22.50%	9	35.00%	14	15.00%	6	10.00%	4	17.50%	7	40
5	Safety concerns are taken seriously by my supervisor.	37.50%	15	32.50%	13	17.50%	7	5.00%	2	7.50%	3	40
6	Staff involvement on committees assures that they have a voice in college policy making.	15.00%	6	52.50%	21	12.50%	5	15.00%	6	5.00%	2	40
7	My supervisor encourages me to participate in professional development activities and/or professional organizations.	35.00%	14	32.50%	13	15.00%	6	7.50%	3	10.00%	4	40
8	I have access to campus activities that promote personal growth.	30.00%	12	45.00%	18	17.50%	7	0.00%	0	7.50%	3	40
9	The Board of Trustees establishes policies to assure the institutional effectiveness of the institution.	2.50%	1	45.00%	18	47.50%	19	2.50%	1	2.50%	1	40
10	If I encounter a problem at work, I feel comfortable discussing it with my supervisor.	32.50%	13	27.50%	11	15.00%	6	10.00%	4	15.00%	6	40

## Campus Services and Communication

#	Question	Strongly Agree		Agree		Neutral		Disagree		Strongly Disagree		Total
1	My suggestions to improve institutional effectiveness are valued.	2.50%	1	27.50%	11	42.50%	17	17.50%	7	10.00%	4	40
2	Employees communicate respectfully and openly with one another.	5.00%	2	32.50%	13	32.50%	13	15.00%	6	15.00%	6	40
3	I am satisfied with the staff development opportunities and training offered at SBVC.	12.50%	5	42.50%	17	30.00%	12	7.50%	3	7.50%	3	40
4	I am satisfied with the level of customer service at SBVC.	5.00%	2	52.50%	21	27.50%	11	12.50%	5	2.50%	1	40
5	The District has established and utilized effective methods of communication with classified staff.	0.00%	0	40.00%	16	35.00%	14	17.50%	7	7.50%	3	40
6	The college has established and utilized effective methods of communication with classified staff.	0.00%	0	47.50%	19	30.00%	12	15.00%	6	7.50%	3	40
7	I receive regular information about major campus issues or events.	15.00%	6	42.50%	17	22.50%	9	12.50%	5	7.50%	3	40
8	The District office personnel clearly communicate their responsibilities to the college.	0.00%	0	27.50%	11	45.00%	18	17.50%	7	10.00%	4	40
9	In general, I am aware of the staff's role in planning at the college.	0.00%	0	35.00%	14	40.00%	16	17.50%	7	7.50%	3	40
10	In general, I am aware of the staff's role in budgeting at the college and am informed about the college and District budgets.	0.00%	0	22.50%	9	50.00%	20	17.50%	7	10.00%	4	40
11	Budget information is accessible to all SBVC staff.	0.00%	0	35.00%	14	35.00%	14	17.50%	7	12.50%	5	40

## Campus Services and Communication

12	I am informed about campus planning and make a contribution to college policy making.	0.00%	0	30.00%	12	35.00%	14	17.50%	7	17.50%	7	40
13	The college's governance structures, processes, and practices lead to effective communication among all campus constituencies.	0.00%	0	22.50%	9	37.50%	15	22.50%	9	17.50%	7	40
14	I am aware of the campus events that are open to the public.	7.50%	3	45.00%	18	22.50%	9	12.50%	5	12.50%	5	40
15	The college's administrative structure is organized and efficiently staffed to reflect the institution's purpose, size, and complexity.	0.00%	0	32.50%	13	37.50%	15	22.50%	9	7.50%	3	40
16	There are regular staff events that enhance my personal growth and fulfillment.	10.00%	4	32.50%	13	30.00%	12	7.50%	3	20.00%	8	40
17	I have easy access to the professional development calendar.	7.50%	3	50.00%	20	22.50%	9	15.00%	6	5.00%	2	40

**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
1	Help Desk for computer assistance	50.00%	20	40.00%	16	7.50%	3	2.50%	1	0.00%	0	40
2	Bookstore (SBVC Campus)	25.00%	10	35.00%	14	30.00%	12	2.50%	1	7.50%	3	40
3	Cafeteria (SBVC Campus)	40.00%	16	50.00%	20	10.00%	4	0.00%	0	0.00%	0	40
4	Snack bars (SBVC Campus)	22.50%	9	42.50%	17	22.50%	9	10.00%	4	2.50%	1	40
5	Cashier Services (SBVC Campus)	27.50%	11	42.50%	17	27.50%	11	2.50%	1	0.00%	0	40
6	Mail room (SBVC Campus)	42.50%	17	40.00%	16	17.50%	7	0.00%	0	0.00%	0	40
7	Campus Police	27.50%	11	45.00%	18	20.00%	8	7.50%	3	0.00%	0	40
8	Human Resources	15.00%	6	55.00%	22	22.50%	9	5.00%	2	2.50%	1	40
9	Payroll	22.50%	9	52.50%	21	17.50%	7	5.00%	2	2.50%	1	40

**How long have you worked for San Bernardino Valley College?**

#	Answer	%	Count
1	Less than 2 years	20.00%	8
2	Between 2 and 5 years	15.00%	6
3	Between 5 and 10 years	15.00%	6
4	Between 10 and 20 years	32.50%	13
5	Between 20 and 30 years	15.00%	6
6	More than 30 years	2.50%	1
	Total	100%	40

### Which gender do you identify with?

#	Answer	%	Count
1	Female	70.00%	28
2	Male	22.50%	9
3	Prefer to self describe	0.00%	0
4	Prefer not to say	7.50%	3
	Total	100%	40

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

#	Answer	%	Count
1	African-American/Black	14.63%	6
2	Asian	2.44%	1
3	Caucasian/White	31.71%	13
4	Filipino	0.00%	0
5	Hispanic	31.71%	13
6	Native American/Alaskan Native	7.32%	3
7	Pacific Islander	0.00%	0
8	Prefer not to say	12.20%	5
	Total	100%	41

