

Campus Climate Survey - Classified 2017-18

Q1 - Standard I - Institutional Effectiveness

#	Question	Strongly agree		Agree		Neutral		Disagree		Strongly Disagree		Total
1	I am familiar with the SBVC mission.	37.8%	14	56.8%	21	2.7%	1	2.7%	1	0.0%	0	37
2	I am familiar with the SBVC vision.	32.4%	12	51.4%	19	13.5%	5	2.7%	1	0.0%	0	37
3	My job contributes to the SBVC mission and vision.	40.5%	15	51.4%	19	8.1%	3	0.0%	0	0.0%	0	37
4	SBVC sets goals to continuously improve effectiveness.	16.2%	6	40.5%	15	29.7%	11	2.7%	1	10.8%	4	37
5	Institutional effectiveness is valued throughout SBVC.	16.2%	6	40.5%	15	27.0%	10	2.7%	1	13.5%	5	37
6	SBVC has an ongoing and systematic cycle of evaluation and improvement.	10.8%	4	40.5%	15	24.3%	9	18.9%	7	5.4%	2	37
7	Representatives from all employee groups are involved in the planning process.	2.7%	1	35.1%	13	24.3%	9	27.0%	10	10.8%	4	37
8	I would recommend SBVC to my friends and colleagues as a good place to work.	21.6%	8	43.2%	16	21.6%	8	8.1%	3	5.4%	2	37
9	SBVC has a good reputation in the community.	10.8%	4	40.5%	15	29.7%	11	18.9%	7	0.0%	0	37
10	Now that I know the nature of this job, I would apply for it again.	29.7%	11	43.2%	16	13.5%	5	10.8%	4	2.7%	1	37
11	I am personally treated with respect at this college.	13.5%	5	40.5%	15	21.6%	8	10.8%	4	13.5%	5	37
12	Employee morale is high at SBVC.	5.4%	2	16.2%	6	27.0%	10	24.3%	9	27.0%	10	37
13	I feel appreciated at SBVC.	13.5%	5	29.7%	11	24.3%	9	8.1%	3	24.3%	9	37
14	SBVC is free of racial bias.	10.8%	4	27.0%	10	24.3%	9	18.9%	7	18.9%	7	37
15	SBVC is free of gender bias.	10.8%	4	35.1%	13	37.8%	14	10.8%	4	5.4%	2	37

Q2 - 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.	8.33%	3	27.78%	10	36.11%	13	16.67%	6	11.11%	4	36
2	Student learning needs are central to the planning and design of new landscaping.	2.78%	1	41.67%	15	44.44%	16	5.56%	2	5.56%	2	36
3	My job is an important part of the teaching and learning process.	38.89%	14	25.00%	9	30.56%	11	2.78%	1	2.78%	1	36
4	Office staffing adequately meets students' learning needs.	13.89%	5	19.44%	7	25.00%	9	36.11%	13	5.56%	2	36
5	Students are aware of learning communities such as Valley Bound, Puente, Tumaini, etc.	8.33%	3	30.56%	11	36.11%	13	19.44%	7	5.56%	2	36

Q3 - Standard III - Human Resources

#	Question	Strongly agree		Agree		Neutral		Disagree		Strongly Disagree		Total
1	Employee hiring procedures are clearly stated and carefully followed.	3.03%	1	18.18%	6	30.30%	10	33.33%	11	15.15%	5	33
2	Hiring practices are conducted expeditiously.	0.00%	0	12.12%	4	24.24%	8	21.21%	7	42.42%	14	33
3	Hiring practices are fair to all applicants.	3.03%	1	27.27%	9	24.24%	8	18.18%	6	27.27%	9	33
4	I have not witnessed/experienced racial bias in my work area.	24.24%	8	27.27%	9	12.12%	4	12.12%	4	24.24%	8	33
5	I have not witnessed/experienced gender bias in my work area.	18.18%	6	39.39%	13	27.27%	9	9.09%	3	6.06%	2	33

Q4 – Human Resources Continued

#	Question	Yes		No		Total
1	Have your performance evaluations been conducted according to your contract/handbook guidelines?	75.76%	25	24.24%	8	33
2	Have you received a formal performance evaluation in the past three years?	84.85%	28	15.15%	5	33
3	Have you had the opportunity to evaluate managers and supervisors in your work area?	57.58%	19	42.42%	14	33
4	Do new staff members receive orientation to their job duties?	48.48%	16	51.52%	17	33
5	HR addresses my concerns in a thorough and time-efficient manner.	54.55%	18	45.45%	15	33
6	Have you ever accessed your employee file in Human Resources?	18.18%	6	81.82%	27	33

Q5 - Physical Resources

#	Question	Strongly agree		Agree		Neutral		Disagree		Strongly Disagree		Total
1	The District's resource allocation process effectively supports college programs and services.	6.06%	2	21.21%	7	48.48%	16	18.18%	6	6.06%	2	33
2	Sustainability is central to the planning and design of new buildings.	3.03%	1	33.33%	11	48.48%	16	6.06%	2	9.09%	3	33
3	The exterior lighting of the college is adequate and kept in working order.	6.06%	2	51.52%	17	30.30%	10	9.09%	3	3.03%	1	33
4	The college systematically reviews the conditions of its physical resources to assure access, safety, security, and a healthful learning and working environment.	6.06%	2	36.36%	12	33.33%	11	15.15%	5	9.09%	3	33
5	The grounds are pleasing and maintained, despite the impact of construction.	18.18%	6	48.48%	16	9.09%	3	21.21%	7	3.03%	1	33
6	The campus practices sustainability with regard to resources.	6.06%	2	24.24%	8	60.61%	20	3.03%	1	6.06%	2	33
7	I am satisfied with the availability of parking on campus.	3.03%	1	27.27%	9	21.21%	7	30.30%	10	18.18%	6	33
8	The SBVC budget reflects college priorities and planning goals.	3.03%	1	24.24%	8	48.48%	16	18.18%	6	6.06%	2	33
10	The budget process is a direct result of program review and/or planning activities.	0.00%	0	18.18%	6	51.52%	17	21.21%	7	9.09%	3	33
11	There are sufficient police and security staff on campus.	6.06%	2	39.39%	13	21.21%	7	27.27%	9	6.06%	2	33
12	I feel safe on campus.	3.03%	1	45.45%	15	33.33%	11	12.12%	4	6.06%	2	33
13	In the case of an emergency, procedures are clearly communicated and followed.	12.12%	4	48.48%	16	21.21%	7	12.12%	4	6.06%	2	33

14	The restrooms in my building are clean and well maintained.	6.06%	2	21.21%	7	27.27%	9	27.27%	9	18.18%	6	33
15	Campus signage is clear and visible.	9.09%	3	48.48%	16	24.24%	8	15.15%	5	3.03%	1	33
16	The exterior features of the campus buildings are well maintained.	6.06%	2	45.45%	15	27.27%	9	21.21%	7	0.00%	0	33
17	Electricity use via lighting is conserved in my office.	9.09%	3	36.36%	12	42.42%	14	12.12%	4	0.00%	0	33
18	The interior of the classrooms and offices are well maintained.	6.06%	2	30.30%	10	45.45%	15	12.12%	4	6.06%	2	33
19	Digital archiving is used in my department as a way to reduce paper usage.	9.09%	3	42.42%	14	27.27%	9	12.12%	4	9.09%	3	33
20	The temperature in my office is comfortable (adequate heating and cooling).	0.00%	0	39.39%	13	15.15%	5	36.36%	12	9.09%	3	33
21	Recycling is encouraged on campus.	6.06%	2	42.42%	14	15.15%	5	18.18%	6	18.18%	6	33
22	Paper is conserved in my office.	6.06%	2	57.58%	19	18.18%	6	12.12%	4	6.06%	2	33

Q6 - Technology

#	Question	Strongly agree		Agree		Neutral		Disagree		Strongly Disagree		Total
1	Technology development is included in campus planning.	15.15%	5	39.39%	13	36.36%	12	3.03%	1	6.06%	2	33
2	I am satisfied with the email system.	18.18%	6	54.55%	18	21.21%	7	3.03%	1	3.03%	1	33
3	I am satisfied with the help desk services.	18.18%	6	42.42%	14	30.30%	10	3.03%	1	6.06%	2	33
4	The college systematically reviews and updates its technological infrastructure and equipment to meet the needs of campus programs.	12.12%	4	42.42%	14	39.39%	13	3.03%	1	3.03%	1	33
5	Computers and software are sufficiently available for me to do my job.	18.18%	6	66.67%	22	9.09%	3	6.06%	2	0.00%	0	33
6	I can easily navigate the campus website.	12.12%	4	57.58%	19	24.24%	8	6.06%	2	0.00%	0	33
7	I am satisfied with the technical support I receive from campus staff.	30.30%	10	54.55%	18	15.15%	5	0.00%	0	0.00%	0	33
8	Online resources improve student access to services.	15.15%	5	33.33%	11	51.52%	17	0.00%	0	0.00%	0	33

Q7 - 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.	13.33%	4	20.00%	6	30.00%	9	23.33%	7	13.33%	4	30
2	My supervisor seeks and values my opinion.	20.00%	6	23.33%	7	26.67%	8	6.67%	2	23.33%	7	30
3	My supervisor supports my participation in campus events.	26.67%	8	43.33%	13	16.67%	5	3.33%	1	10.00%	3	30
4	There has been sufficient management stability (low turnover) in my department over the past five years.	13.33%	4	26.67%	8	26.67%	8	13.33%	4	20.00%	6	30
5	Safety concerns are taken seriously by my supervisor.	23.33%	7	40.00%	12	20.00%	6	3.33%	1	13.33%	4	30
6	Staff involvement on committees assures that they have a voice in college policy making.	3.33%	1	53.33%	16	23.33%	7	6.67%	2	13.33%	4	30
7	My supervisor encourages me to participate in professional development activities and/or professional organizations.	10.00%	3	43.33%	13	23.33%	7	10.00%	3	13.33%	4	30
8	I have access to campus activities that promote personal growth.	10.00%	3	50.00%	15	30.00%	9	6.67%	2	3.33%	1	30
9	The Board of Trustees establishes policies to assure the institutional effectiveness of the institution.	3.33%	1	26.67%	8	56.67%	17	6.67%	2	6.67%	2	30
10	If I encounter a problem at work, I feel comfortable discussing it with my supervisor.	16.67%	5	30.00%	9	16.67%	5	6.67%	2	30.00%	9	30

Q8 - Campus Services and Communication

#	Question	Strongly agree		Agree		Neutral		Disagree		Strongly Disagree		Total
1	My suggestions to improve institutional effectiveness are valued.	3.33%	1	23.33%	7	50.00%	15	3.33%	1	20.00%	6	30
2	Employees communicate respectfully and openly with one another.	6.67%	2	26.67%	8	26.67%	8	20.00%	6	20.00%	6	30
3	I am satisfied with the staff development opportunities and training offered at SBVC.	0.00%	0	40.00%	12	33.33%	10	10.00%	3	16.67%	5	30
4	I am satisfied with the level of customer service at SBVC.	0.00%	0	36.67%	11	33.33%	10	20.00%	6	10.00%	3	30
5	The District has established and utilized effective methods of communication with classified staff.	0.00%	0	30.00%	9	30.00%	9	23.33%	7	16.67%	5	30
6	The college has established and utilized effective methods of communication with classified staff.	3.33%	1	36.67%	11	26.67%	8	20.00%	6	13.33%	4	30
7	I receive regular information about major campus issues or events.	3.33%	1	73.33%	22	16.67%	5	0.00%	0	6.67%	2	30
8	The District office personnel clearly communicate their responsibilities to the college.	0.00%	0	23.33%	7	46.67%	14	13.33%	4	16.67%	5	30
9	In general, I am aware of the staff's role in planning at the college.	3.33%	1	36.67%	11	30.00%	9	23.33%	7	6.67%	2	30
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.	6.67%	2	33.33%	10	30.00%	9	16.67%	5	13.33%	4	30
11	Budget information is accessible to all SBVC staff.	6.67%	2	26.67%	8	53.33%	16	0.00%	0	13.33%	4	30
12	I am informed about campus planning and make a contribution to college policy making.	3.33%	1	30.00%	9	33.33%	10	23.33%	7	10.00%	3	30

13	The college's governance structures, processes, and practices lead to effective communication among all campus constituencies.	3.33%	1	33.33%	10	43.33%	13	10.00%	3	10.00%	3	30
14	I am aware of the campus events that are open to the public.	3.33%	1	60.00%	18	23.33%	7	6.67%	2	6.67%	2	30
15	The college's administrative structure is organized and efficiently staffed to reflect the institution's purpose, size, and complexity.	6.67%	2	30.00%	9	26.67%	8	13.33%	4	23.33%	7	30
16	There are regular staff events that enhance my personal growth and fulfillment.	3.33%	1	46.67%	14	20.00%	6	13.33%	4	16.67%	5	30
17	I have easy access to the professional development calendar.	6.67%	2	53.33%	16	30.00%	9	6.67%	2	3.33%	1	30

Q9 - 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	26.67%	8	50.00%	15	23.33%	7	0.00%	0	0.00%	0	30
2	Bookstore (SBVC Campus)	13.33%	4	40.00%	12	36.67%	11	6.67%	2	3.33%	1	30
3	Cafeteria (SBVC Campus)	26.67%	8	46.67%	14	16.67%	5	3.33%	1	6.67%	2	30
4	Snack bars (SBVC Campus)	16.67%	5	43.33%	13	26.67%	8	6.67%	2	6.67%	2	30
5	Cashier Services (SBVC Campus)	30.00%	9	36.67%	11	33.33%	10	0.00%	0	0.00%	0	30
6	Mail room (SBVC Campus)	53.33%	16	36.67%	11	10.00%	3	0.00%	0	0.00%	0	30
7	Campus Police	30.00%	9	50.00%	15	10.00%	3	10.00%	3	0.00%	0	30
8	Human Resources	16.67%	5	26.67%	8	10.00%	3	23.33%	7	23.33%	7	30
9	Payroll	13.33%	4	33.33%	10	23.33%	7	26.67%	8	3.33%	1	30

Q10 - How long have you worked for San Bernardino Valley College?

#	Answer	%	Count
1	Less than 2 years	10.71%	3
2	Between 2 and 5 years	21.43%	6
3	Between 5 and 10 years	21.43%	6
4	Between 10 and 20 years	28.57%	8
5	Between 20 and 30 years	17.86%	5
6	More than 30 years	0.00%	0
	Total	100%	28

Q11 - Which gender do you identify with?

#	Answer	%	Count
1	Female	78.57%	22
2	Male	10.71%	3
3	Prefer to self-describe	0.00%	0
4	Prefer not to say	10.71%	3
	Total	100%	28

Q12 - Select your ethnicity? (You may choose more than one if multi-ethnic).

#	Answer	%	Count
1	African-American/Black	11.76%	4
2	Asian	5.88%	2
3	Caucasian/White	35.29%	12
4	Filipino	2.94%	1
5	Hispanic	29.41%	10
6	Native American/Alaskan Native	8.82%	3
7	Pacific Islander	0.00%	0
8	Prefer not to say	5.88%	2
	Total	100%	34