
LMC 2021 EMPLOYEE ENGAGEMENT SURVEY QUESTIONS

I. To what extent do you agree or disagree with the following statements regarding the general direction and planning processes of Los Medanos College? (Insert College Mission Statement) (SGC, President's Cabinet)

Q1 The mission statement of the College accurately reflects the college's educational purposes, its intended student population, the types of degrees offered and its commitment to student learning and achievement. *(EMP Goal #2, ACCJC Standard IA1)*

Q2 The College uses data to determine how effectively it is accomplishing its mission. *(EMP Goals #1-#5, ACCJC Standard IA2)*

Q3 The College evaluates accomplishment of its mission through Program Review goals, Educational Master Plan Goals, objectives, student learning outcomes, and student achievement. *(EMP Goals #1 and #2; ACCJC Standard IB5)*

Q4 I am given the opportunity to participate in activities that relate to program review, planning, and resource allocation. *(EMP Goals #1 and #5; ACCJC Standards IB1, IB9)*

Q5 The College uses disaggregated data for the purposes of decision- making, planning, and evaluation. *(EMP Goals #1, #2, and #5; ACCJC Standard IB6)*

Q6 The College uses data and organizes its processes to support student learning and student achievement. *(EMP Goals #1, #2, and #4; ACCJC Standard IB4)*

Q7 The College's program/unit review process is effective and useful in improving instruction, student support services, and student learning. (EMP Goals #1 and #2; ACCJC Standards IB5, IB7)

**Note-please respond to this question only as it pertains to the program/unit review process. Evaluation of the assessment process will be requested in Section III.*

Q8 The College broadly communicates the results of its evaluation activities so that the campus community has a shared understanding of its strengths and weaknesses and sets appropriate priorities. (EMP Goals #1 and #5; ACCJC Standard IB8)

Q9 I have collaborated with or provided services and support to another College program/unit. (EMP Goals #1, #3, and #4; ACCJC Standard IB9)

Q10 The District Office provides effective direction and support to the College. (EMP Goal #5, ACCJC Standard IVD1)

Q11 Comment for Planning Processes

II. To what extent do you agree with the following statements about shared governance – the Shared Governance Council (SGC) and its sub-committees – at LMC? (Including senates) (SGC, Academic Senate, Classified Senate, Business Services Office)

Q12 The College has an effective shared governance model. *(EMP Goals #1 and #5; ACCJC Standard IVA3)*

Q13 Members of the campus community have an opportunity to bring forth their ideas, suggestions, and feedback through the shared governance committee structure and process. *(EMP Goals #1 and #5; ACCJC Standards IB9, IVB3)*

Q14 The RAP decision-making process at the College is transparent and the outcomes are equitable. *(EMP Goals #1, #2, #3 and #5; ACCJC Standards IB9, IVB3)*

Q15 The College regularly evaluates its leadership roles, governance and decision-making processes to ensure their integrity and effectiveness. *(EMP Goals #1 and #5; ACCJC Standard IVA7)*

Q16 The College widely communicates the results of these evaluations and uses them as the basis for improvement. *(EMP Goals #1 and #5; ACCJC Standard IVA7)*

Q17 Comment on Shared Governance Council and its Subcommittees

**III. To what extent do you agree or disagree with the following statements in the area of teaching and student learning?
(VPI/Office of Instruction/Instructional Deans, TLC, Curriculum Committee)**

Q18 The College supports academic freedom and responsibility.
(EMP Goals #1, #2 and #3; ACCJC Standard IC4)

Q19 The College fosters integrity of the teaching/learning process.
(EMP Goals #1, #2 and #3; ACCJC Standard IC1)

Q20 The College effectively identifies the diverse learning styles of our students.
(EMP Goals #1, #2, and #3; ACCJC Standards IIA2, IIA7)

Q21 Student learning outcomes are effectively emphasized in the College's programs and courses. (EMP Goals #2 and #5; ACCJC Standards IB2, IC3, IIA3, IIA11)

Q22 Faculty and other college personnel regularly engage in dialogue about the continuous improvement of student learning. (EMP Goals #1, #2, and #5; ACCJC Standards IB1, IB3)

Q23 The College provides effective and high-quality student support services.
(EMP Goals #1, #2, #4 and #5; ACCJC Standard IIC)

Q24 Effective and adequate information, coaching, and training are available to assist me in the development of my Course Outline of Record (COOR).
(EMP Goals #1, #2 and #3; ACCJC Standard IIA3)

Q25 Effective and adequate content review, coaching and/or resources have been readily available and clearly identified to assist me in getting a course or program approved. *(EMP Goals #1 and #2; ACCJC Standard IIA3)*

Q26 The College's curriculum approval process is effective and meets the needs of my department/program to effectively design and deliver courses. *(EMP Goals #1, #2, #4 and #5; ACCJC Standards IIA4, IIA12)*

Q27 Teaching methods and pedagogy have been influenced by the outcomes of assessment in my department/program. *(EMP Goals #1 and #2; ACCJC Standard IIIA14)*

Q28 Department dialogue and changes to course outlines of record have occurred as a result of the assessment process. *(EMP Goals #1 and #2; ACCJC Standard IB)*

Q29 I regularly use assessment and survey results to make improvements in my unit and to identify any professional development needs. *(EMP Goals #1, #2, #4 and #5; ACCJC Standards IA2, IB4, IB8 and IIC2)*

Q30 The College has expanded and increased the number of Distance Education course offerings and online degrees. *(EMP Goals #1, #2 and #5; ACCJC Standards IIA1, IIA2)*

Q31 The College has created institutional changes to support the integration of the state-mandated initiatives AB705 and Guided Pathways. *(EMP Goals #1-#5; ACCJC Standards IB, IIA)*

Q32 Comment on Teaching and Student Learning

IV. To what extent do you agree with the following statements about the work environment in the college? (Equity and Diversity)
(Office of Equity & Inclusion, IDEA, EEO)

Q33 I feel my ideas, opinions, and concerns are respectfully listened to or acknowledged in College committees. *(EMP Goal #1; ACCJC Standard IVA5)*

Q34 College personnel understand and are committed to issues of equity and diversity. *(EMP Goal #1 and #2; ACCJC Standards IB1, IIA7 and IIIA12)*

Q35 The College demonstrates a commitment to recruiting and maintaining a diverse workforce in all employee groups – faculty, classified professional, and management. *(EMP Goal #1; ACCJC Standards IIA11, IIIA12)*

Q36 The College actively promotes respect for diverse backgrounds, identities, and perspectives among students, faculty, classified professional, and administrators. *(EMP Goals #1 and #2; ACCJC Standards IIA7, IIA11 and IIIA12)*

Q37 My department/program/unit actively engages in addressing issues related to equity and achievement of equitable outcomes. *(EMP Goals #1 and #2; ACCJC Standards IB5, IB6)*

Q38 I feel I have been discriminated against as an employee at LMC based on one or more of the following – age, race, ethnicity, gender, sexual orientation, family status, religion, national origin, disability status, political perspectives, educational level, socio-economic status or immigrant status. *(EMP Goals #1, #2 and #5; ACCJC Standards IIA7, IIA11, IIIA12)*

Q39 Through its policies and practices, the College creates and maintains appropriate programs, practices, and services that support its diverse personnel. *(EMP Goals #1, #2 and #5; ACCJC Standard IIIA12)*

Q40 The College regularly assesses its record in employment equity and diversity consistent with its mission. *(EMP Goals #1 and #5; ACCJC Standard IIIA12)*

Q41 In the past year, I have participated in at least one professional development opportunity related to diversity and/or equity.
(EMP Goals #1 and #5; ACCJC Standard IIIA12)

Q42 Comment on Equity and Diversity

**V. To what extent do you agree or disagree with the following statements in the area of professional development? (IIIA Professional Development)
(Office of Equity & Inclusion, PDAC, TLC)**

Q43 The College provides ample and effective professional development activities for faculty, staff and administrators to participate in. *(EMP Goals #1, #2 and #5; ACCJC Standard IIIA14)*

Q44 There are a number of professional development opportunities available regarding the assessment of student learning. *(EMP Goals #1, #2, and #5; ACCJC Standard IIIA14)*

Q45 As a result of my participation in professional development activities, I have made changes in my curriculum, pedagogy and/or strategies in working with students. *(EMP Goals #1, #2, #3 and #5; ACCJC Standards IB1, IIA16)*

Q46 My participation in professional development activities regarding technology has increased and/or improved my effective use of technology *(EMP Goals ACCJC Standard IIIA14)*

Q47 My supervisor supports and encourages me to attend professional development activities. *(EMP Goals #1 and #5; ACCJC Standard IIIA8)*

Q48 The College's professional development opportunities increase my engagement and collaboration with colleagues across campus. *(EMP Goals #1-#5; ACCJC Standard IIIA14)*

Q60 I have participated in professional development activities that have enhanced my personal and professional skills. *(EMP Goals #1, #2 and #3; ACCJC Standard IIIA14)*

Q49 As a result of my participation in professional development activities, I feel like I have a positive effect (directly or indirectly) on the success of students. *(EMP Goals #1-#4; ACCJC Standard IIIA14)*

Q50 Comment on Professional Development

VI. To what extent do you agree with the following aspects of the college? (IIIB Physical Resources) (Business Services Office, Sustainability Committee)

Q51 The College ensures adequate physical resources at all locations including the maintenance of its facilities and equipment on a regular basis. (EMP Goal #2 and #5; ACCJC Standard IIIB1 and IIIB3)

Q52 The College buildings, classrooms, programs, and services are physically accessible. (EMP Goals #1, #2 and #5; ACCJC Standard IIIB1)

Q53 The College elevators are accessible and operational. (EMP Goals #1, #2 and #5; ACCJC Standards IIIB2, IIIB3)

Q54 The College provides an adequate amount of parking including parking for individuals with disabilities. (EMP Goals #1, #2 and #5; ACCJC Standards IIIB1, IIIB2)

Q55 The College provides adequate non-instructional space (i.e. office space, conference rooms, furniture, etc.). (EMP Goals #1, #2, #3 and #5; ACCJC Standards IIIB1, IIIB2 and IIIB3)

Q56 The College provides adequate instructional space (i.e., classrooms, furniture, labs, etc.) (EMP Goals #1, #2, #3 and #5; ACCJC Standards IIIB1, IIIB2)

Q57 The College provides adequate interior lighting for learning (i.e., classroom, bathroom, hallway, offices, etc.). (EMP Goals #1, #2 and #5; ACCJC Standards IIIB1, IIIB2)

Q58 The campus interior spaces are clean and welcoming (i.e., classrooms, hallway, bathroom, office, etc.). (EMP Goals #1 and #5; ACCJC Standard IIIB1)

Q59 The campus exterior space is clean and welcoming (i.e. grounds, landscaping, etc.). (EMP Goals #1 and #5; ACCJC Standards IIIB1, IIIB2)

Q60 Comment on Physical Resources/Facilities

VII. To what extent do you agree with the following statements related to campus safety/security (Business Services Office, Police Services, President's Office)

Q61 The College ensures safety at all locations where it offers courses, programs, and learning support services. *(EMP Goals #1 and #5; ACCJC Standard IIIB1)*

Q62 I feel safe when I am working at the College. *(EMP Goals #1 and #5; ACCJC Standard IIIB1)*

Q63 Police Services regularly patrols the campus and parking lots to ensure safety. *(EMP Goals #1 and #5; ACCJC Standard IIIB1)*

Q64 The College provides exterior lighting (i.e. parking spaces, parking lots) that is adequate, in good condition and makes me feel safe. *(EMP Goals #1 and #5; ACCJC Standards IIIB1, IIIB2)*

Q65 Comment on Campus Safety and Security

VIII. To what extent do you agree with the following statements related to college resources? (IIC Technology Resources)
(IT, TAG, Media & Marketing Department, Instructional Technology, Distance Ed Committee)

Q66 The College provides adequate maintenance of instructional equipment in the classroom (i.e., instructional technology, audio-visual media equipment, computers).
(EMP Goals #1, #2 and #5; ACCJC Standard IIC3)

Q67 The College provides adequate **remote** technology services and resources to carry out my job duties.

**Please use the comment box at the end of this section to provide additional comments and/or information related to remote technology resources.*

(EMP Goals #1, #2 and #5; ACCJC Standards IIC1, IIC2 and IIC3)

Q68 The computer software at LMC enable me to carry out my job duties.

(EMP Goals #1, #2 and #5; ACCJC Standards IIC1, IIC2 and IIC3)

Q69 The computer hardware at LMC enable me to carry out my job duties.

(EMP Goals #1, #2 and #5; ACCJC Standards IIC1, IIC2 and IIC3)

Q70 The number of computers and the software installed in the instructional lab and student computer lab facilities are adequate. (i.e., math, nursing, ETEC, PTEC, English, recording arts, etc.)

(EMP Goals #1, #2 and #5; ACCJC Standards IIC1, IIC2 and IIC3)

Q71 When I am on campus the College/District Wi-Fi network is accessible and provides sufficient speed to do my work.

(EMP Goals #1, #2 and #5; ACCJC Standards IIC1, IIC3)

Q72 The College provides me with the software applications I need to efficiently serve students. (EMP Goals #1, #2 and #5; ACCJC Standard IIC1)

Q73 The InSite resources, services and functions are accessible, easy to utilize and provide me with accurate information.

(EMP Goals #1, #2 and #5; ACCJC Standard IIIC1)

Q74 I am pleased with the access and functionality of Canvas for the delivery of instructional materials and/or assignments to my students.

(EMP Goals #1, #2, #3 and #5; ACCJC Standard IIIC3)

Q75 I am pleased with the access and functionality of Starfish to identify students needing additional support and connecting them with resources.

(EMP Goals #1, #2 and #4; ACCJC Standards IIIC1, IIIC2)

Q76 I am pleased with the access and functionality of Ellucian to manage and deliver accurate information. *(EMP Goals #1, #2, #4 and #5; ACCJC Standard IIIC1)*

Q77 The library resources are adequate. (i.e., books, DVDs, computers, etc.)

(EMP Goals #1 and #2; ACCJC Standards IIB1, IIB2 and IIB3)

Q78 The College publications and website are accurate and of high quality.

(EMP Goals #1, #2, #4 and #5; ACCJC Standards IC1 and IC8)

Q79 The College conducts a regular review of the information it publishes to ensure its clarity, accuracy, and integrity. *(EMP Goals #1, #2, #4 and #5; ACCJC Standard IC1)*

Q80 Comment on Technology Resources & Publications and Website

VIV. The following questions are optional. Responses will be confidential.

Q81 Which employee group do you belong to for your primary assignment at the College? *(EMP Goals #1 and #5)*

Q82 Are you full-time or part-time? *(EMP Goals #1 and #5)*

Q83 Which LMC campus are you primarily located (more than 50% of the time)? *(EMP Goals #1, #2 and #5)*

Q84 Please check the race/ethnicity that best represents you. *(EMP Goals #1 and #2)*

Q85 Please check the gender that best represents you. *(EMP Goals #1 and #2)*

Q86 Are you currently disabled? *(EMP Goals #1, #2 and #5)*

Q87 Are you currently serving on one of the following shared governance committees: Shared Governance Council, EEO Committee, Sustainability Committee, Teaching & Learning Committee, IDEA, Planning Committee, Professional Development Advisory Committee, Safety Committee, Technology Advisory Group, Academic Senate, Classified Senate and/or LMC Associated Students? *(EMP Goals #1 and #5)*

Q88 If you answered yes to Question #102, which Governance Committee(s) do you currently serve? (Check all that apply.)

Q89 Comment