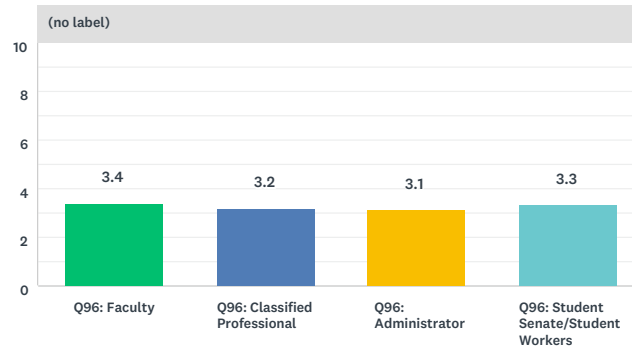


LMC Employee Engagement Survey 2019

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. (ACCJC Standard IA1)

Answered: 152 Skipped: 2

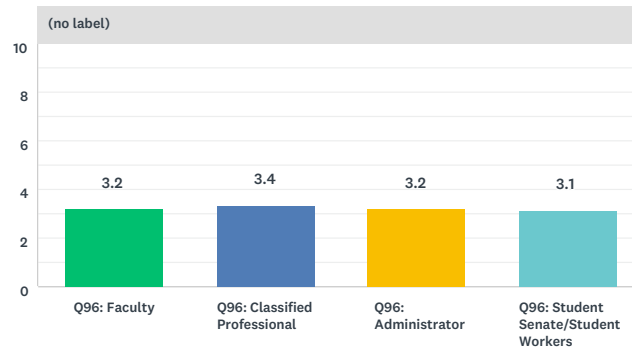


(no label)							
	STRONGLY DISAGREE	DISAGREE	AGREE	STRONGLY AGREE	NA/DON'T KNOW	TOTAL	WEIGHTED AVERAGE
Q96: Faculty	0.00% 0	4.62% 3	47.69% 31	44.62% 29	3.08% 2	42.76% 65	3.41
Q96: Classified Professional	2.86% 1	11.43% 4	42.86% 15	37.14% 13	5.71% 2	23.03% 35	3.21
Q96: Administrator	0.00% 0	18.75% 3	50.00% 8	31.25% 5	0.00% 0	10.53% 16	3.13
Q96: Student Senate/Student Workers	8.33% 3	0.00% 0	38.89% 14	50.00% 18	2.78% 1	23.68% 36	3.34

LMC Employee Engagement Survey 2019

Q2 The College uses data to determine how effectively it is accomplishing its mission. (ACCJC Standard IA2)

Answered: 150 Skipped: 4

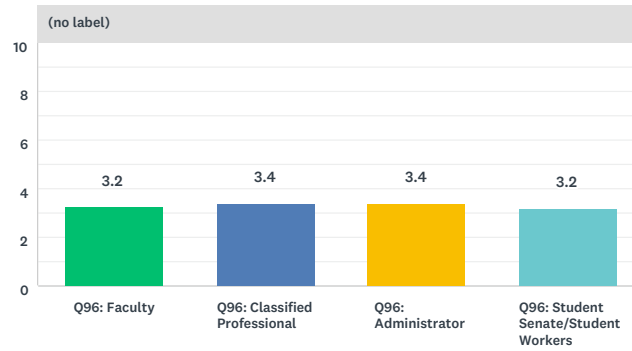


(no label)								
	STRONGLY DISAGREE	DISAGREE	AGREE	STRONGLY AGREE	NA/DON'T KNOW	TOTAL	WEIGHTED AVERAGE	
Q96: Faculty	0.00% 0	12.70% 8	46.03% 29	28.57% 18	12.70% 8	42.00% 63		3.18
Q96: Classified Professional	0.00% 0	2.86% 1	48.57% 17	34.29% 12	14.29% 5	23.33% 35		3.37
Q96: Administrator	0.00% 0	12.50% 2	50.00% 8	31.25% 5	6.25% 1	10.67% 16		3.20
Q96: Student Senate/Student Workers	5.56% 2	0.00% 0	41.67% 15	19.44% 7	33.33% 12	24.00% 36		3.13

LMC Employee Engagement Survey 2019

Q3 The College evaluates accomplishment of its mission through Program Review goals, Strategic Plan Goals, objectives, student learning outcomes, and student achievement. (ACCJC Standard IB5)

Answered: 152 Skipped: 2

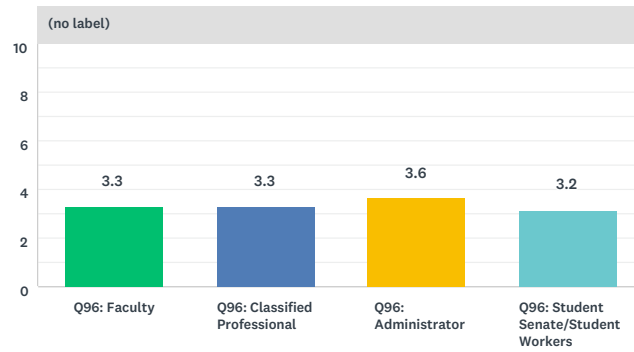


(no label)							
	STRONGLY DISAGREE	DISAGREE	AGREE	STRONGLY AGREE	NA/DON'T KNOW	TOTAL	WEIGHTED AVERAGE
Q96: Faculty	0.00% 0	15.38% 10	43.08% 28	36.92% 24	4.62% 3	42.76% 65	3.23
Q96: Classified Professional	0.00% 0	0.00% 0	54.29% 19	37.14% 13	8.57% 3	23.03% 35	3.41
Q96: Administrator	0.00% 0	6.25% 1	43.75% 7	43.75% 7	6.25% 1	10.53% 16	3.40
Q96: Student Senate/Student Workers	5.56% 2	5.56% 2	44.44% 16	36.11% 13	8.33% 3	23.68% 36	3.21

LMC Employee Engagement Survey 2019

Q4 I am given the opportunity to participate in activities that relate to program review, planning, and resource allocation. (ACCJC Standards IB1, IB9)

Answered: 152 Skipped: 2

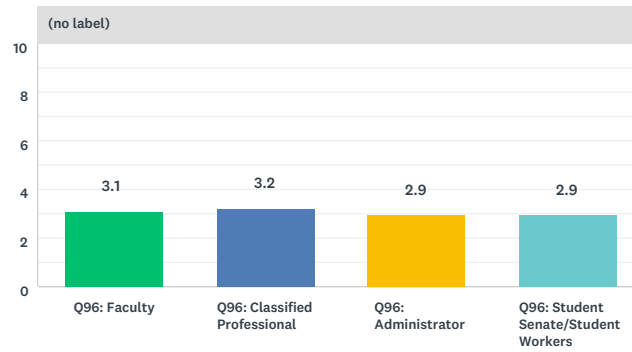


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	STRONGLY DISAGREE	DISAGREE	AGREE	STRONGLY AGREE	NA/DON'T KNOW	TOTAL	WEIGHTED AVERAGE
Q96: Faculty	4.62% 3	7.69% 5	35.38% 23	47.69% 31	4.62% 3	42.76% 65	3.32
Q96: Classified Professional	2.86% 1	5.71% 2	42.86% 15	40.00% 14	8.57% 3	23.03% 35	3.31
Q96: Administrator	0.00% 0	0.00% 0	37.50% 6	62.50% 10	0.00% 0	10.53% 16	3.63
Q96: Student Senate/Student Workers	5.56% 2	8.33% 3	27.78% 10	30.56% 11	27.78% 10	23.68% 36	3.15

LMC Employee Engagement Survey 2019

Q5 The College uses disaggregated data for the purposes of decision-making, planning, and evaluation. (ACCJC Standard IB6)

Answered: 152 Skipped: 2

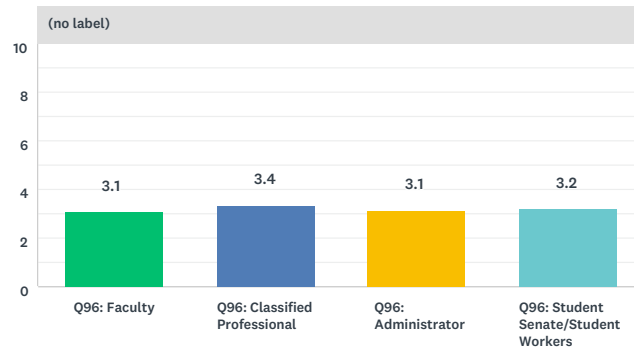


(no label)							
	STRONGLY DISAGREE	DISAGREE	AGREE	STRONGLY AGREE	NA/DON'T KNOW	TOTAL	WEIGHTED AVERAGE
Q96: Faculty	0.00% 0	10.77% 7	35.38% 23	16.92% 11	36.92% 24	42.76% 65	3.10
Q96: Classified Professional	0.00% 0	2.78% 1	27.78% 10	11.11% 4	58.33% 21	23.68% 36	3.20
Q96: Administrator	6.25% 1	25.00% 4	31.25% 5	31.25% 5	6.25% 1	10.53% 16	2.93
Q96: Student Senate/Student Workers	5.71% 2	8.57% 3	20.00% 7	17.14% 6	48.57% 17	23.03% 35	2.94

LMC Employee Engagement Survey 2019

Q6 The College uses data and organizes its processes to support student learning and student achievement. (ACCJC Standard IB4)

Answered: 152 Skipped: 2

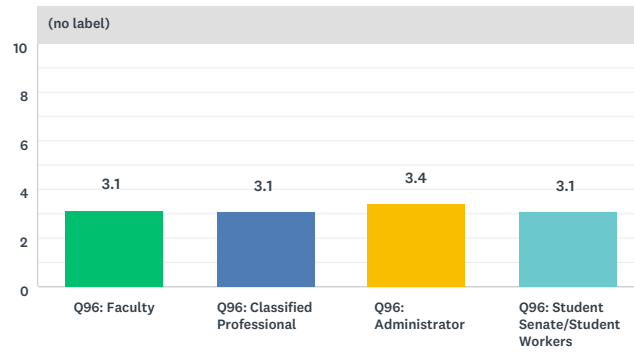


(no label)							
	STRONGLY DISAGREE	DISAGREE	AGREE	STRONGLY AGREE	NA/DON'T KNOW	TOTAL	WEIGHTED AVERAGE
Q96: Faculty	1.54% 1	12.31% 8	47.69% 31	23.08% 15	15.38% 10	42.76% 65	3.09
Q96: Classified Professional	0.00% 0	0.00% 0	52.78% 19	30.56% 11	16.67% 6	23.68% 36	3.37
Q96: Administrator	0.00% 0	13.33% 2	53.33% 8	26.67% 4	6.67% 1	9.87% 15	3.14
Q96: Student Senate/Student Workers	5.56% 2	2.78% 1	41.67% 15	27.78% 10	22.22% 8	23.68% 36	3.18

LMC Employee Engagement Survey 2019

Q7 I personally use data that I receive for purposes of decision-making, planning and evaluation. (ACCJC Standard IA2)

Answered: 150 Skipped: 4

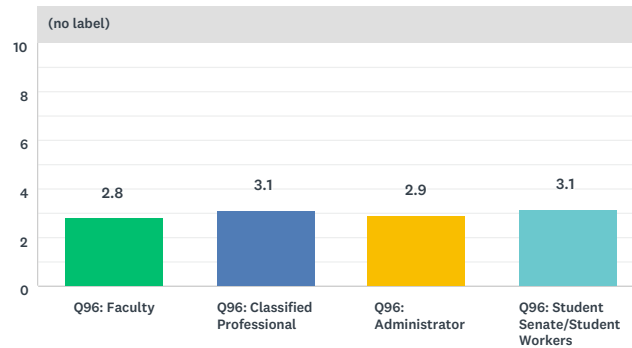


(no label)									
	STRONGLY DISAGREE	DISAGREE	AGREE	STRONGLY AGREE	NA/DON'T KNOW	TOTAL	WEIGHTED AVERAGE		
Q96: Faculty	4.69% 3	7.81% 5	48.44% 31	29.69% 19	9.38% 6	42.67% 64	3.14		
Q96: Classified Professional	2.94% 1	20.59% 7	29.41% 10	35.29% 12	11.76% 4	22.67% 34	3.10		
Q96: Administrator	0.00% 0	6.25% 1	43.75% 7	43.75% 7	6.25% 1	10.67% 16	3.40		
Q96: Student Senate/Student Workers	2.78% 1	11.11% 4	27.78% 10	22.22% 8	36.11% 13	24.00% 36	3.09		

LMC Employee Engagement Survey 2019

Q8 The College's program/unit review process is effective and useful in improving instruction, student support services, and student learning. (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.

Answered: 154 Skipped: 0

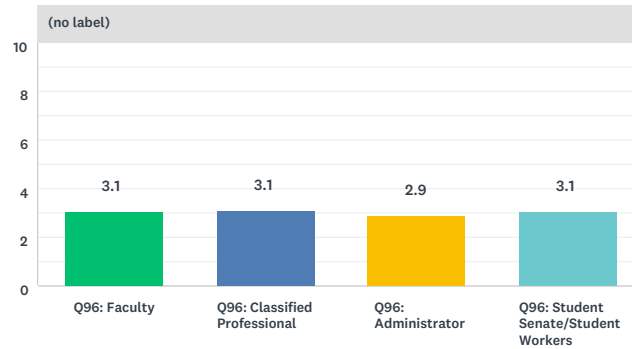


(no label)									
	STRONGLY DISAGREE	DISAGREE	AGREE	STRONGLY AGREE	NA/DON'T KNOW	TOTAL	WEIGHTED AVERAGE		
Q96: Faculty	6.06% 4	16.67% 11	42.42% 28	13.64% 9	21.21% 14	42.86% 66	2.81		
Q96: Classified Professional	2.78% 1	11.11% 4	30.56% 11	25.00% 9	30.56% 11	23.38% 36	3.12		
Q96: Administrator	0.00% 0	25.00% 4	62.50% 10	12.50% 2	0.00% 0	10.39% 16	2.88		
Q96: Student Senate/Student Workers	5.56% 2	0.00% 0	36.11% 13	19.44% 7	38.89% 14	23.38% 36	3.14		

LMC Employee Engagement Survey 2019

Q9 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. (ACCJC Standard IB8)

Answered: 153 Skipped: 1

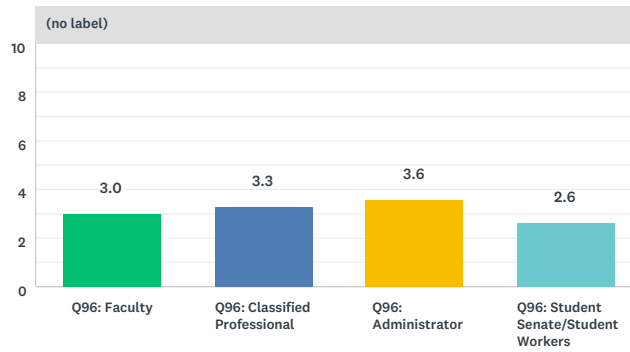


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	STRONGLY DISAGREE	DISAGREE	AGREE	STRONGLY AGREE	NA/DON'T KNOW	TOTAL	WEIGHTED AVERAGE
Q9: Faculty	1.54% 1	16.92% 11	46.15% 30	24.62% 16	10.77% 7	42.48% 65	3.05
Q9: Classified Professional	0.00% 0	19.44% 7	38.89% 14	27.78% 10	13.89% 5	23.53% 36	3.10
Q9: Administrator	0.00% 0	37.50% 6	37.50% 6	25.00% 4	0.00% 0	10.46% 16	2.88
Q9: Student Senate/Student Workers	5.56% 2	5.56% 2	50.00% 18	22.22% 8	16.67% 6	23.53% 36	3.07

LMC Employee Engagement Survey 2019

Q10 I have collaborated with or provided services and support to another College program/unit. (ACCJC Standard IB9)

Answered: 151 Skipped: 3

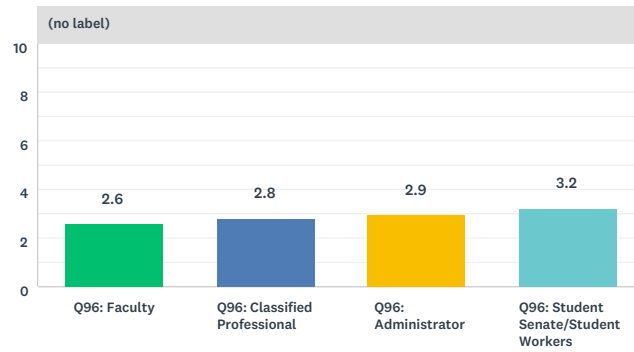


(no label)								
	STRONGLY DISAGREE	DISAGREE	AGREE	STRONGLY AGREE	NA/DON'T KNOW	TOTAL	WEIGHTED AVERAGE	
Q96: Faculty	4.62% 3	12.31% 8	46.15% 30	23.08% 15	13.85% 9	43.05% 65		3.02
Q96: Classified Professional	5.71% 2	5.71% 2	31.43% 11	40.00% 14	17.14% 6	23.18% 35		3.28
Q96: Administrator	0.00% 0	0.00% 0	40.00% 6	60.00% 9	0.00% 0	9.93% 15		3.60
Q96: Student Senate/Student Workers	16.67% 6	11.11% 4	22.22% 8	19.44% 7	30.56% 11	23.84% 36		2.64

LMC Employee Engagement Survey 2019

Q11 The District Office provides effective direction and support to the College. (ACCJC Standard IVD1)

Answered: 151 Skipped: 3



(no label)									
	STRONGLY DISAGREE	DISAGREE	AGREE	STRONGLY AGREE	NA/DON'T KNOW	TOTAL	WEIGHTED AVERAGE		
Q96: Faculty	9.38% 6	18.75% 12	29.69% 19	10.94% 7	31.25% 20	42.38% 64	2.61		
Q96: Classified Professional	5.56% 2	13.89% 5	36.11% 13	11.11% 4	33.33% 12	23.84% 36	2.79		
Q96: Administrator	6.25% 1	12.50% 2	62.50% 10	18.75% 3	0.00% 0	10.60% 16	2.94		
Q96: Student Senate/Student Workers	8.57% 3	2.86% 1	28.57% 10	34.29% 12	25.71% 9	23.18% 35	3.19		

LMC Employee Engagement Survey 2019

Q12 Comment for Planning Processes

Answered: 35 Skipped: 119

	COMMENT FOR PLANNING PROCESSES	TOTAL
Q96: Faculty	100.00% 14	40.00% 14
Q96: Classified Professional	100.00% 7	20.00% 7
Q96: Administrator	100.00% 2	5.71% 2
Q96: Student Senate/Student Workers	100.00% 12	34.29% 12
Total Respondents	35	35

#	Q96: FACULTY	DATE
1	Overall the planning process with regards to instruction has been communicated well and uses data efficiently. I do not think that the district office nor the business office communicate very well with those they work with. Dave vigo has been very good however with communication in the business office. It also feels like we should be setting stronger goals and communicating them to the college.	3/11/2019 11:46 AM
2	It has been my experience that program review/assessment is claimed to be important, but its mostly obligatory in practice. That is, we want it to be meaningful, but the culture of the campus either doesn't know how to make meaning from it or doesn't have the resources to make meaningful changes.	2/26/2019 11:13 AM
3	Although I am part time faculty I feel that the planning processes are thorough and reflect input from many different sources within the college.	2/21/2019 5:59 PM
4	KEEP FUNDING OUR PROGRAM.	2/20/2019 10:17 PM
5	I am a relatively new adjunct, and haven't participated a great deal in college-wide evaluations.	2/20/2019 9:35 PM
6	I do not think the mission statement is discussed when planning occurs. Hence I cannot say that processes are designed to support the mission statement. We are given data about the college, but that does not necessarily lead to change. We come up with great initiatives and ideas, but there is no follow-through and no adoption of these by the college.	2/11/2019 12:48 PM
7	petition the state to get rid of assessments and program review. They are a waste of time.	2/1/2019 2:21 PM
8	I have no comment about planning processes at this time.	1/23/2019 9:59 AM
9	I think program review has come a long way! It's so helpful to have something more compact and thoughtful to work with... gives us a greater chance to make meaning when we're not bogged down by a lot of questions	1/18/2019 12:58 PM
10	I appreciate the trend in recent years to streamline processes and reduce paperwork/busy work	1/17/2019 11:10 PM
11	As an adjunct, perhaps it's just me, but I do not receive much of this information.	1/16/2019 9:31 AM
12	I know the increasing demands for all this reporting and data must be somewhat hard for admin. as well, and of course we do need to be accredited. But, it feels increasingly time-consuming, disconnected from actual classroom practice, and that we are confusing data with knowledge. Intrusive. Admin. need to have classroom experience to understand how demanding teaching is, even without all the extra reports.... just now you made it harder/more work to add students during the first two weeks of school, without any warning changing the system-- you took away faculty ability to look up student phone numbers, which is putting up a block to communication. Neither of these are huge things, but every time you make teachers spend more time on administrative tasks, you are taking a little wind out of our sails. We need to spend as much time thinking about how to streamline these processes (admin. should be writing the reports and, yes they can ask for help!) as we do setting up plans, goals, and filling out forms with columns.	1/16/2019 9:26 AM
13	We may want to expand our current college mission to reflect more clearly our commitment to the equity and inclusion of our community of color. The mission should also include reference to our innovative curricula. The knowledge and ability to apply advanced technology skills will be vital to our students' future employment preparation.	1/15/2019 5:23 PM
14	It's very hard to tell which practices--program review, assessments, use of data, various committees--have the best effect on student learning.	1/15/2019 4:36 PM

#	Q96: CLASSIFIED PROFESSIONAL	DATE
1	I think that with anything that the college is requiring an employee to create (such as program plans, etc.) there should ALWAYS be an example to show us, so we can work from that. Examples are very helpful for us that don't have support, and is required to do some of these planning reports, etc and a lot of the time it is our first time doing so, and it is hard to know what it should look like.	2/27/2019 10:05 AM
2	changes in terms of ab705 need to embraced and supported by institutional planning and restructuring as a whole	2/26/2019 8:32 AM
3	District presence is needed more on the campuses to explain the direction of supporting the colleges.	2/13/2019 11:10 AM
4	NA	2/11/2019 12:14 PM
5	First, we are doing really good for our community and district! observation - This part of the mission is no longer supported through the state, "By focusing on student learning and success as our first priorities, we aim to help students build their abilities and competencies as lifelong learners. " We only serve new and returning students that have a certificate or degree in mind. I think we need to expand our communications beyond the campus community ind into the local city planning offices and surrounding stakeholders.	2/11/2019 11:41 AM
6	Using data from similar socioeconomic/disadvantaged areas/institutions that would better predict the needs/desired outcomes of student success, preparation and engagement/enrichment.	2/11/2019 10:28 AM
7	Mission statement needs to be more explicit regarding the diverse community it serves.	1/16/2019 8:26 AM

#	Q96: ADMINISTRATOR	DATE
1	The college looks at a lot of data, but I don't necessarily see it changing or influencing practice or process. As for disaggregation, it is done at the program review level, but I think the data used at that level is not necessarily data that can be used for effective change. It simply shows what is not happening. Program review does not direct the programs toward taking a hard look at performance or a strategic view, or effective tools that challenge the units to set their goals toward addressing gaps in performance.	2/21/2019 3:02 PM
2	Data is extremely difficult to access. Reports that are populated in Insite are not comprehensive. There is not an enrollment management process that properly informs scheduling of courses.	2/11/2019 10:03 AM

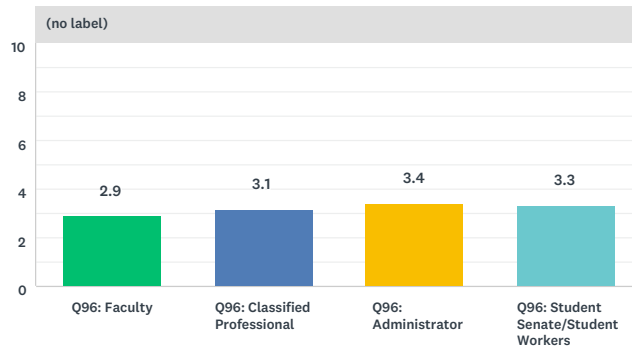
LMC Employee Engagement Survey 2019

#	Q96: STUDENT SENATE/STUDENT WORKERS	DATE
1	None	2/28/2019 8:16 PM
2	N/A	2/28/2019 8:03 PM
3	Allow students to help with the planning processes.	2/22/2019 4:04 PM
4	we don't often get surveys asking for student opinions but I do happen to be on commities that allow student imput.	2/22/2019 8:34 AM
5	n/a	2/20/2019 7:08 PM
6	They are really good planning processes for the students at lmc	2/20/2019 5:29 PM
7	N/A	2/20/2019 4:38 PM
8	Random selection of students to attend a planning process is recommended. Please contact them through their insite e-mail. Providing incentive is also recommended.	2/20/2019 12:31 PM
9	Not Applicable	2/20/2019 11:09 AM
10	N/A	2/20/2019 10:45 AM
11	n/a	2/14/2019 8:39 AM
12	Some demographics seem to be overlooked in support of others	2/12/2019 12:41 PM

LMC Employee Engagement Survey 2019

Q13 The College has an effective shared governance model. (ACCJC Standard IVA3)

Answered: 154 Skipped: 0

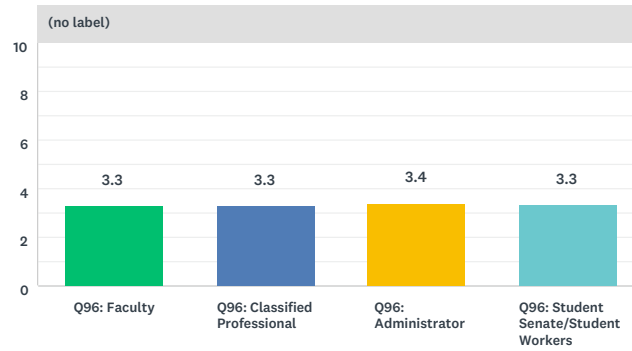


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	STRONGLY DISAGREE	DISAGREE	AGREE	STRONGLY AGREE	NA/DON'T KNOW	TOTAL	WEIGHTED AVERAGE
Q96: Faculty	3.03% 2	12.12% 8	46.97% 31	12.12% 8	25.76% 17	42.86% 66	2.92
Q96: Classified Professional	0.00% 0	8.33% 3	50.00% 18	19.44% 7	22.22% 8	23.38% 36	3.14
Q96: Administrator	0.00% 0	0.00% 0	62.50% 10	37.50% 6	0.00% 0	10.39% 16	3.38
Q96: Student Senate/Student Workers	2.78% 1	2.78% 1	36.11% 13	27.78% 10	30.56% 11	23.38% 36	3.28

LMC Employee Engagement Survey 2019

Q14 Members of the campus community have an opportunity to bring forth their ideas, suggestions, and feedback through the shared governance committee structure and process. (ACCJC Standard IVA2)

Answered: 152 Skipped: 2

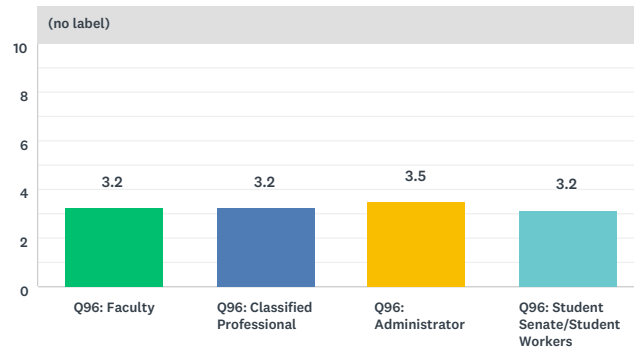


(no label)							
	STRONGLY DISAGREE	DISAGREE	AGREE	STRONGLY AGREE	NA/DON'T KNOW	TOTAL	WEIGHTED AVERAGE
Q96: Faculty	0.00% 0	7.69% 5	46.15% 30	33.85% 22	12.31% 8	42.76% 65	3.30
Q96: Classified Professional	2.86% 1	2.86% 1	48.57% 17	37.14% 13	8.57% 3	23.03% 35	3.31
Q96: Administrator	0.00% 0	0.00% 0	62.50% 10	37.50% 6	0.00% 0	10.53% 16	3.38
Q96: Student Senate/Student Workers	5.56% 2	0.00% 0	33.33% 12	36.11% 13	25.00% 9	23.68% 36	3.33

LMC Employee Engagement Survey 2019

Q15 Regularly scheduled campus-wide meetings provide opportunities for engagement and dialogue around significant policies, issues, and ideas. (ACCJC Standard IVA5)

Answered: 154 Skipped: 0

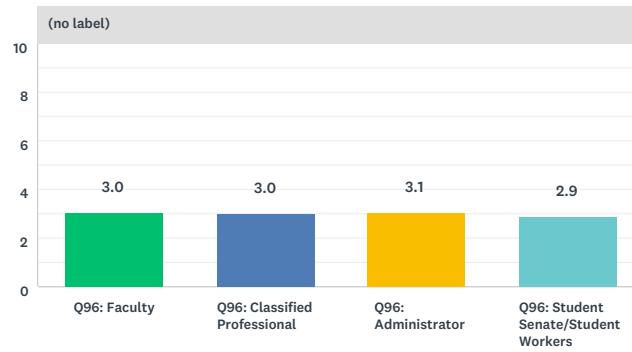


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	STRONGLY DISAGREE	DISAGREE	AGREE	STRONGLY AGREE	NA/DON'T KNOW	TOTAL	WEIGHTED AVERAGE
Q96: Faculty	3.03% 2	4.55% 3	53.03% 35	31.82% 21	7.58% 5	42.86% 66	3.23
Q96: Classified Professional	2.78% 1	13.89% 5	38.89% 14	41.67% 15	2.78% 1	23.38% 36	3.23
Q96: Administrator	0.00% 0	0.00% 0	50.00% 8	50.00% 8	0.00% 0	10.39% 16	3.50
Q96: Student Senate/Student Workers	8.33% 3	5.56% 2	22.22% 8	33.33% 12	30.56% 11	23.38% 36	3.16

LMC Employee Engagement Survey 2019

Q16 Information regarding the work of shared governance committees is regularly communicated to the campus community. (ACCJC Standard IVA6)

Answered: 153 Skipped: 1

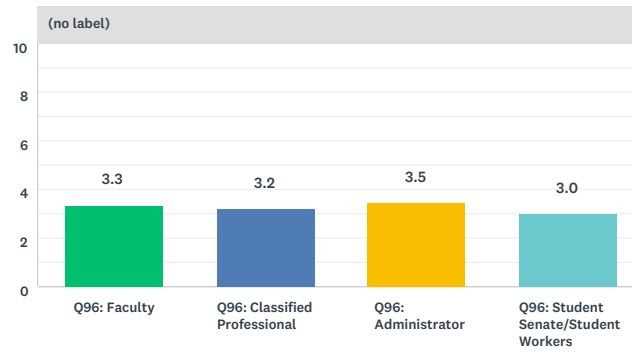


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	STRONGLY DISAGREE	DISAGREE	AGREE	STRONGLY AGREE	NA/DON'T KNOW	TOTAL	WEIGHTED AVERAGE
Q96: Faculty	3.03% 2	12.12% 8	50.00% 33	21.21% 14	13.64% 9	43.14% 66	3.04
Q96: Classified Professional	0.00% 0	17.14% 6	45.71% 16	17.14% 6	20.00% 7	22.88% 35	3.00
Q96: Administrator	0.00% 0	18.75% 3	56.25% 9	25.00% 4	0.00% 0	10.46% 16	3.06
Q96: Student Senate/Student Workers	11.11% 4	5.56% 2	30.56% 11	22.22% 8	30.56% 11	23.53% 36	2.92

LMC Employee Engagement Survey 2019

Q17 I am given the opportunity to participate actively in shared governance committees and/or other College committees. (ACCJC Standards IVA5, IVA6)

Answered: 154 Skipped: 0

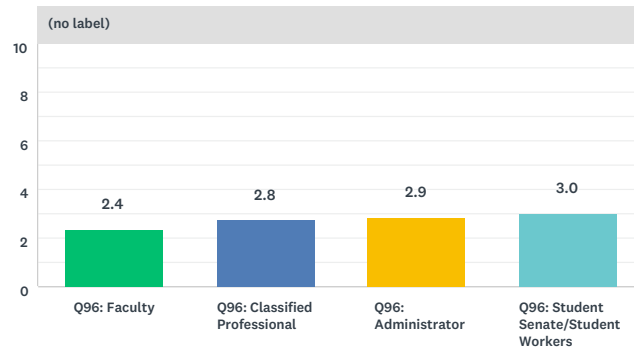


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	STRONGLY DISAGREE	DISAGREE	AGREE	STRONGLY AGREE	NA/DON'T KNOW	TOTAL	WEIGHTED AVERAGE
Q96: Faculty	1.52% 1	6.06% 4	45.45% 30	39.39% 26	7.58% 5	42.86% 66	3.33
Q96: Classified Professional	2.78% 1	5.56% 2	50.00% 18	27.78% 10	13.89% 5	23.38% 36	3.19
Q96: Administrator	0.00% 0	0.00% 0	50.00% 8	43.75% 7	6.25% 1	10.39% 16	3.47
Q96: Student Senate/Student Workers	5.56% 2	11.11% 4	30.56% 11	22.22% 8	30.56% 11	23.38% 36	3.00

LMC Employee Engagement Survey 2019

Q18 The Resource Allocation Process (RAP) and forms at the College are clear and easily accessible. (ACCJC Standards IB9, IVB3)

Answered: 151 Skipped: 3

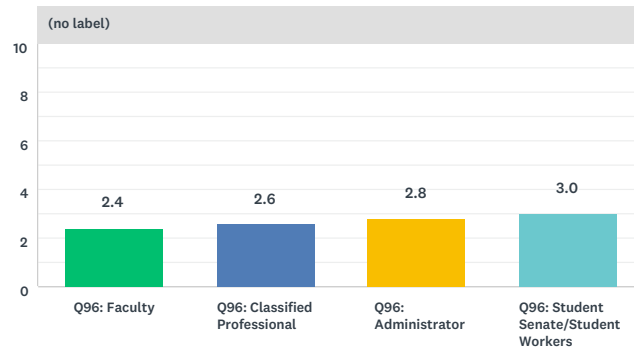


(no label)								
	STRONGLY DISAGREE	DISAGREE	AGREE	STRONGLY AGREE	NA/DON'T KNOW	TOTAL	WEIGHTED AVERAGE	
Q96: Faculty	10.94% 7	21.88% 14	26.56% 17	3.13% 2	37.50% 24	42.38% 64		2.35
Q96: Classified Professional	2.78% 1	22.22% 8	33.33% 12	11.11% 4	30.56% 11	23.84% 36		2.76
Q96: Administrator	0.00% 0	26.67% 4	60.00% 9	13.33% 2	0.00% 0	9.93% 15		2.87
Q96: Student Senate/Student Workers	5.56% 2	5.56% 2	25.00% 9	16.67% 6	47.22% 17	23.84% 36		3.00

LMC Employee Engagement Survey 2019

Q19 The RAP decision-making process at the College is transparent. (ACCJC Standards IB9, IVB3)

Answered: 153 Skipped: 1

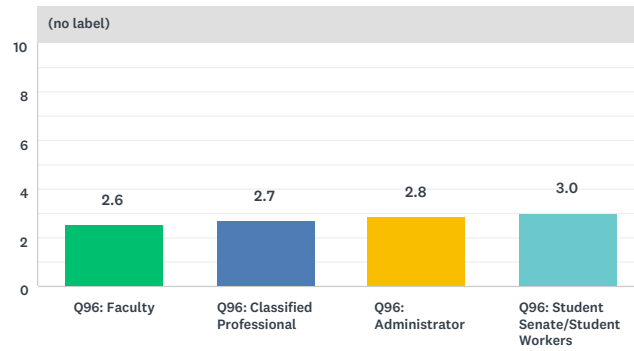


(no label)							
	STRONGLY DISAGREE	DISAGREE	AGREE	STRONGLY AGREE	NA/DON'T KNOW	TOTAL	WEIGHTED AVERAGE
Q96: Faculty	9.23% 6	24.62% 16	23.08% 15	4.62% 3	38.46% 25	42.48% 65	2.38
Q96: Classified Professional	2.78% 1	27.78% 10	22.22% 8	8.33% 3	38.89% 14	23.53% 36	2.59
Q96: Administrator	6.25% 1	12.50% 2	68.75% 11	6.25% 1	6.25% 1	10.46% 16	2.80
Q96: Student Senate/Student Workers	5.56% 2	0.00% 0	19.44% 7	11.11% 4	63.89% 23	23.53% 36	3.00

LMC Employee Engagement Survey 2019

Q20 The RAP results and outcomes are equitable. (ACCJC Standards IB9, IVB3)

Answered: 152 Skipped: 2

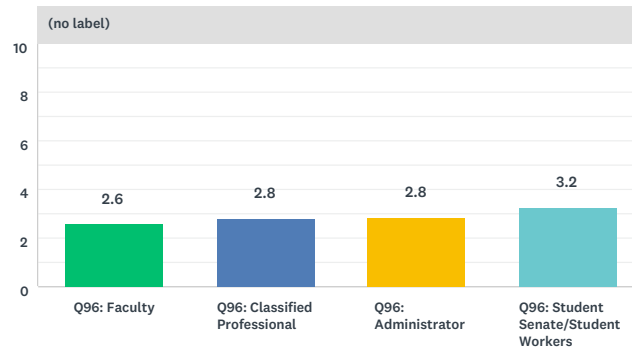


(no label)							
	STRONGLY DISAGREE	DISAGREE	AGREE	STRONGLY AGREE	NA/DON'T KNOW	TOTAL	WEIGHTED AVERAGE
Q96: Faculty	6.15% 4	10.77% 7	20.00% 13	4.62% 3	58.46% 38	42.76% 65	2.56
Q96: Classified Professional	2.86% 1	11.43% 4	20.00% 7	5.71% 2	60.00% 21	23.03% 35	2.71
Q96: Administrator	0.00% 0	18.75% 3	50.00% 8	6.25% 1	25.00% 4	10.53% 16	2.83
Q96: Student Senate/Student Workers	2.78% 1	0.00% 0	22.22% 8	5.56% 2	69.44% 25	23.68% 36	3.00

LMC Employee Engagement Survey 2019

Q21 The College regularly evaluates its leadership roles, governance and decision-making processes to ensure their integrity and effectiveness. (ACCJC Standard IVA7)

Answered: 152 Skipped: 2

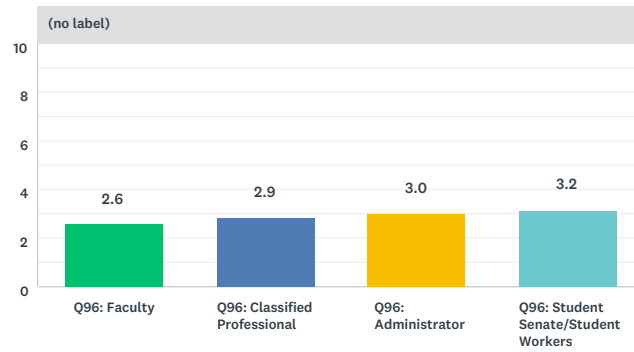


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	STRONGLY DISAGREE	DISAGREE	AGREE	STRONGLY AGREE	NA/DON'T KNOW	TOTAL	WEIGHTED AVERAGE
Q96: Faculty	6.15% 4	24.62% 16	21.54% 14	12.31% 8	35.38% 23	42.76% 65	2.62
Q96: Classified Professional	5.71% 2	14.29% 5	22.86% 8	14.29% 5	42.86% 15	23.03% 35	2.80
Q96: Administrator	0.00% 0	31.25% 5	25.00% 4	18.75% 3	25.00% 4	10.53% 16	2.83
Q96: Student Senate/Student Workers	2.78% 1	5.56% 2	33.33% 12	27.78% 10	30.56% 11	23.68% 36	3.24

LMC Employee Engagement Survey 2019

Q22 The College widely communicates the results of these evaluations and uses them as the basis for improvement. (ACCJC Standard IVA7)

Answered: 153 Skipped: 1



(no label)							
	STRONGLY DISAGREE	DISAGREE	AGREE	STRONGLY AGREE	NA/DON'T KNOW	TOTAL	WEIGHTED AVERAGE
Q96: Faculty	6.15% 4	23.08% 15	24.62% 16	10.77% 7	35.38% 23	42.48% 65	2.62
Q96: Classified Professional	2.78% 1	16.67% 6	22.22% 8	13.89% 5	44.44% 16	23.53% 36	2.85
Q96: Administrator	0.00% 0	25.00% 4	31.25% 5	25.00% 4	18.75% 3	10.46% 16	3.00
Q96: Student Senate/Student Workers	2.78% 1	2.78% 1	30.56% 11	16.67% 6	47.22% 17	23.53% 36	3.16

LMC Employee Engagement Survey 2019

Q23 Comment on Shared Governance Council and its Subcommittees

Answered: 32 Skipped: 122

	COMMENT ON SHARED GOVERNANCE COUNCIL AND ITS SUBCOMMITTEES	TOTAL
Q96: Faculty	100.00% 13	40.63% 13
Q96: Classified Professional	100.00% 4	12.50% 4
Q96: Administrator	100.00% 4	12.50% 4
Q96: Student Senate/Student Workers	100.00% 11	34.38% 11
Total Respondents	32	32

#	Q96: FACULTY	DATE
1	The new changes to the RAP process have been ineffective. At least when we used to present our RAP requests faculty and staff could be there to answer questions. Now it has removed any advocacy from employees and management has total control. The new changes are not efficient at completing the process, not transparent in how it is achieved, and the business office has not been good at all about communicating either what is needed, what was awarded, or filling the awarded requests.	3/11/2019 11:53 AM
2	There are a lot of committees, but the purposes of these committees is not entirely clear.	2/26/2019 11:15 AM
3	We don't have bidirectional communication between SGC, the senates and the SGC committees	2/22/2019 5:49 PM
4	While the meetings are open, getting things through each process is daunting and not useful. It took years to get one resolution through. It should not take that long.	2/22/2019 4:12 PM
5	I don't have much to add to my responses above.	2/21/2019 6:01 PM
6	Still learning about the committee	2/20/2019 10:18 PM
7	I do not feel like I know what kind of evaluation processes are undertaken by the leadership. Some decisions are made with seemingly little input from the college. This may feel that way because my input was not requested, nonetheless that is my perspective. Some pockets within the college seem to have more influence than others.	2/11/2019 12:51 PM
8	I have no comment on shared governance council and its Subcommittees at this time.	1/23/2019 10:02 AM
9	The RAP process changed significantly this year. The form is new, and I haven't used it yet, but I plan to do so soon. It is too early to evaluate.	1/17/2019 11:14 PM
10	It is unclear how hiring decisions are made. In particular, since the new president has taken leadership, only faculty retirement positions have been approved because of "budget limitations". Yet, management positions have continued to be approved -NEW deans, NEW layers of management. These decisions seem to come unilaterally from the President. HE decides. I don't feel any sense of "shared decision-making" regarding how new positions are allocated!!	1/16/2019 7:24 PM
11	This information appears to be meant for full time employees	1/16/2019 9:31 AM
12	I had several comments written down just erased them or timed out!! and this survey basically erased them. Now I feel less diplomatic and annoyed. RAP isn't clear at all right now, and this is stressful. What we had before was cumbersome but at least we knew where to start. Shared Gov. basically works. There's the same old folks that show up and talk, it gets repetitive, but that's the way it works, a lot of folks don't show up but that's the way it works. I don't feel excluded, I feel busy writing reports.	1/16/2019 9:31 AM
13	Final decision making falls mostly to administration.. it is important that there be more faculty equity in this process.	1/15/2019 5:26 PM

#	Q96: CLASSIFIED PROFESSIONAL	DATE
1	While I can consciously remember "call" for RAPs, I do not recall any indication of WHAT has been submitted and WHY some RAPs were approved or not.	2/27/2019 12:13 PM
2	N/A	2/27/2019 10:07 AM
3	Classified staff aren't always given the opportunity participate in campus-wide meetings (no flexibility to leave their work area to attend said meetings).	2/26/2019 9:53 AM
4	We have good leaders, our processes, policies, and communication of leadership's direction is unclear. Leadership is a mystery at LMC, we know decisions are made, but our direction is unclear across campus. If you ask the following question to students, staff, and faculty, you may get various answers that are not aligned. "What does LMC's leadership value? Where do you think our management see LMC in 10 years?"	2/11/2019 11:46 AM

#	Q96: ADMINISTRATOR	DATE
1	The college has an established meeting structure of shared governance with constituent representation. The structure is discussed, but I don't think it is analyzed for effectiveness. As for RAP, this assessment is based on the historical RAP process, which was cumbersome and ineffective. A metric at each level of approval should be established, so that by the time it gets to SGC, it comes with some level of approval "points" to indicate the strength of the proposal and alignment to the college's strategic vision/plan.	2/21/2019 3:03 PM
2	There is much work to be done in terms of evaluating the need for change in our current structure. There is much duplication and many committees that could potentially be combined.	2/13/2019 11:14 AM
3	As a new Dean at LMC, my participation on Shared Governance Committees has not be discussed. Am I supposed to be assigned to one? Strategically, there needs to be more communication as to what are the expectation of the Deans attending these meetings.	2/11/2019 10:07 AM
4	Attendance at college assemblies is the same people. Participation on shared governance is also a small group of people. Sending copies of minutes out to the campus community isn't always the most effective way to communicate with the campus community.	1/16/2019 6:09 PM

#	Q96: STUDENT SENATE/STUDENT WORKERS	DATE
1	Have not heard of or know anything about the resource allocation program	2/28/2019 8:19 PM
2	N/A	2/28/2019 8:05 PM
3	from a student's perspective we seem to have a good flow of shared government. we know to turn to each other for help.	2/22/2019 8:38 AM
4	I haven't actively sought these out so I don't know much about these. I've only had a few instances where I interacted with LMCAS to go a trip.	2/21/2019 8:54 PM

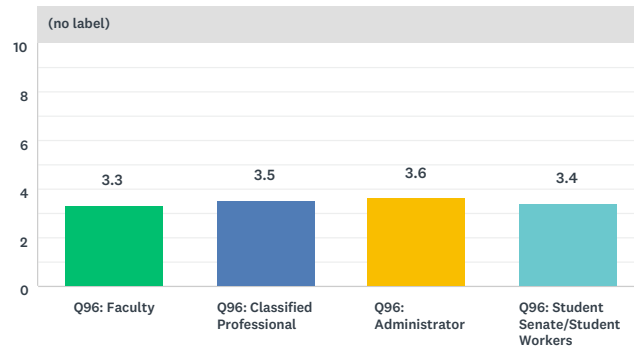
LMC Employee Engagement Survey 2019

5	n/a	2/20/2019 7:10 PM
6	Everyone gets a fair voice on how to improve issues or topics in the school	2/20/2019 5:31 PM
7	No comment.	2/20/2019 12:32 PM
8	Not applicable	2/20/2019 11:10 AM
9	N/A	2/20/2019 10:46 AM
10	n/a	2/14/2019 8:41 AM
11	I've been to the meetings and President Bob conducts the meeting wonderfully	2/11/2019 11:18 AM

LMC Employee Engagement Survey 2019

Q24 The College supports academic freedom and responsibility. (ACCJC Standard IC4)

Answered: 154 Skipped: 0

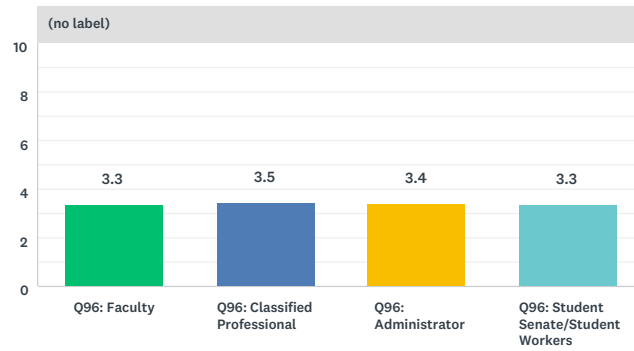


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	STRONGLY DISAGREE	DISAGREE	AGREE	STRONGLY AGREE	NA/DON'T KNOW	TOTAL	WEIGHTED AVERAGE
Q96: Faculty	0.00% 0	7.58% 5	53.03% 35	39.39% 26	0.00% 0	42.86% 66	3.32
Q96: Classified Professional	0.00% 0	0.00% 0	47.22% 17	44.44% 16	8.33% 3	23.38% 36	3.48
Q96: Administrator	0.00% 0	0.00% 0	37.50% 6	62.50% 10	0.00% 0	10.39% 16	3.63
Q96: Student Senate/Student Workers	2.78% 1	2.78% 1	44.44% 16	47.22% 17	2.78% 1	23.38% 36	3.40

LMC Employee Engagement Survey 2019

Q25 The College fosters integrity of the teaching/learning process. (ACCJC Standard IC1)

Answered: 153 Skipped: 1

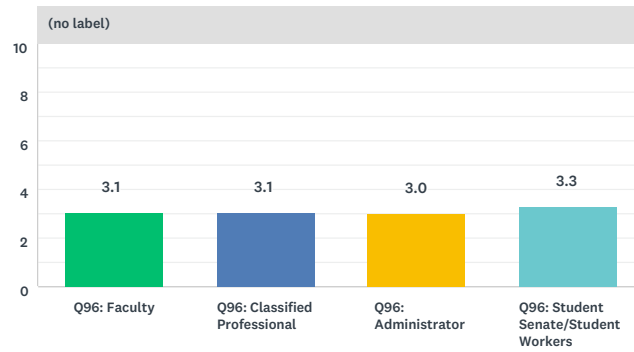


(no label)							
	STRONGLY DISAGREE	DISAGREE	AGREE	STRONGLY AGREE	NA/DON'T KNOW	TOTAL	WEIGHTED AVERAGE
Q96: Faculty	3.08% 2	3.08% 2	49.23% 32	43.08% 28	1.54% 1	42.48% 65	3.34
Q96: Classified Professional	0.00% 0	2.78% 1	41.67% 15	41.67% 15	13.89% 5	23.53% 36	3.45
Q96: Administrator	0.00% 0	6.25% 1	50.00% 8	43.75% 7	0.00% 0	10.46% 16	3.38
Q96: Student Senate/Student Workers	2.78% 1	5.56% 2	44.44% 16	44.44% 16	2.78% 1	23.53% 36	3.34

LMC Employee Engagement Survey 2019

Q26 The College effectively identifies the diverse learning styles of our students. (ACCJC Standards IIA2, IIA7)

Answered: 151 Skipped: 3

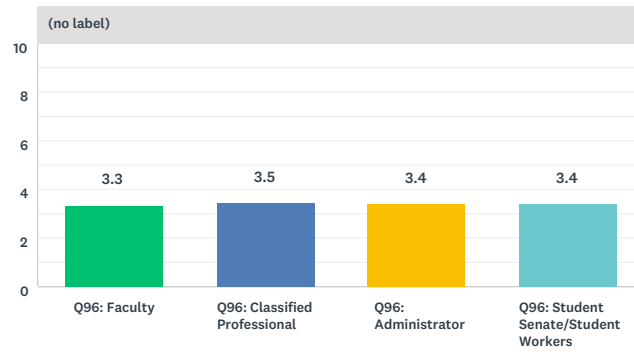


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	STRONGLY DISAGREE	DISAGREE	AGREE	STRONGLY AGREE	NA/DON'T KNOW	TOTAL	WEIGHTED AVERAGE
Q96: Faculty	1.56% 1	15.63% 10	46.88% 30	23.44% 15	12.50% 8	42.38% 64	3.05
Q96: Classified Professional	5.56% 2	11.11% 4	36.11% 13	27.78% 10	19.44% 7	23.84% 36	3.07
Q96: Administrator	0.00% 0	20.00% 3	53.33% 8	20.00% 3	6.67% 1	9.93% 15	3.00
Q96: Student Senate/Student Workers	8.33% 3	2.78% 1	36.11% 13	47.22% 17	5.56% 2	23.84% 36	3.29

LMC Employee Engagement Survey 2019

Q27 Student learning outcomes are effectively emphasized in the College's programs and courses. (ACCJC Standards IB2, IC3, IIA3, IIA11)

Answered: 154 Skipped: 0

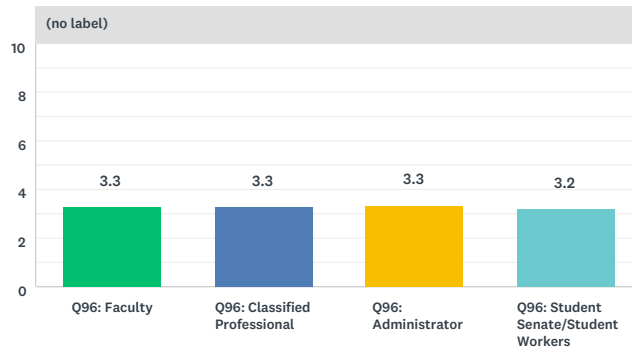


(no label)							
	STRONGLY DISAGREE	DISAGREE	AGREE	STRONGLY AGREE	NA/DON'T KNOW	TOTAL	WEIGHTED AVERAGE
Q96: Faculty	1.52% 1	1.52% 1	56.06% 37	36.36% 24	4.55% 3	42.86% 66	3.33
Q96: Classified Professional	0.00% 0	2.78% 1	41.67% 15	41.67% 15	13.89% 5	23.38% 36	3.45
Q96: Administrator	0.00% 0	6.25% 1	50.00% 8	43.75% 7	0.00% 0	10.39% 16	3.38
Q96: Student Senate/Student Workers	2.78% 1	0.00% 0	44.44% 16	44.44% 16	8.33% 3	23.38% 36	3.42

LMC Employee Engagement Survey 2019

Q28 Faculty and other college personnel regularly engage in dialogue about the continuous improvement of student learning. (ACCJC Standards IB1, IB3)

Answered: 153 Skipped: 1

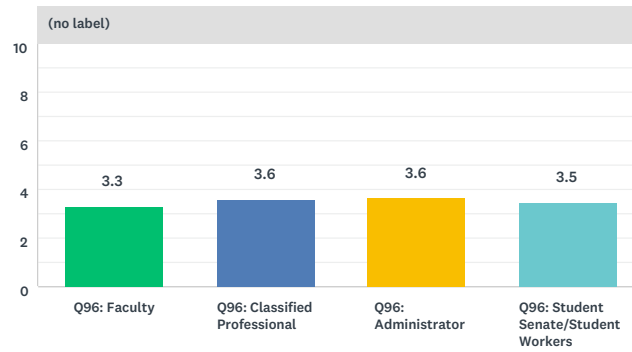


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	STRONGLY DISAGREE	DISAGREE	AGREE	STRONGLY AGREE	NA/DON'T KNOW	TOTAL	WEIGHTED AVERAGE
Q96: Faculty	1.54% 1	7.69% 5	49.23% 32	41.54% 27	0.00% 0	42.48% 65	3.31
Q96: Classified Professional	0.00% 0	2.78% 1	50.00% 18	25.00% 9	22.22% 8	23.53% 36	3.29
Q96: Administrator	0.00% 0	0.00% 0	62.50% 10	31.25% 5	6.25% 1	10.46% 16	3.33
Q96: Student Senate/Student Workers	8.33% 3	2.78% 1	30.56% 11	36.11% 13	22.22% 8	23.53% 36	3.21

LMC Employee Engagement Survey 2019

Q29 The College provides effective and high-quality student support services. (ACCJC Standard IIC)

Answered: 154 Skipped: 0

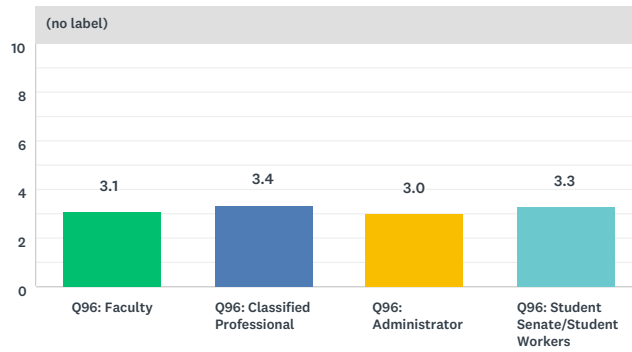


(no label)							
	STRONGLY DISAGREE	DISAGREE	AGREE	STRONGLY AGREE	NA/DON'T KNOW	TOTAL	WEIGHTED AVERAGE
Q96: Faculty	1.52% 1	3.03% 2	51.52% 34	34.85% 23	9.09% 6	42.86% 66	3.32
Q96: Classified Professional	0.00% 0	5.56% 2	27.78% 10	63.89% 23	2.78% 1	23.38% 36	3.60
Q96: Administrator	0.00% 0	0.00% 0	37.50% 6	62.50% 10	0.00% 0	10.39% 16	3.63
Q96: Student Senate/Student Workers	2.78% 1	2.78% 1	38.89% 14	55.56% 20	0.00% 0	23.38% 36	3.47

LMC Employee Engagement Survey 2019

Q30 Effective and adequate information, coaching, and training are available to assist me in the development of my course outline of record. (ACCJC Standard IIA3)

Answered: 153 Skipped: 1

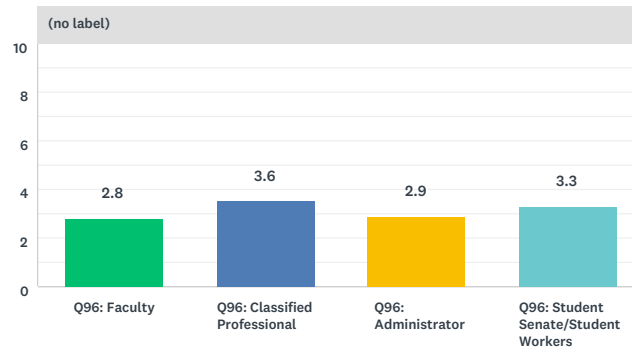


(no label)							
	STRONGLY DISAGREE	DISAGREE	AGREE	STRONGLY AGREE	NA/DON'T KNOW	TOTAL	WEIGHTED AVERAGE
Q96: Faculty	6.15% 4	9.23% 6	43.08% 28	29.23% 19	12.31% 8	42.48% 65	3.09
Q96: Classified Professional	0.00% 0	2.78% 1	25.00% 9	19.44% 7	52.78% 19	23.53% 36	3.35
Q96: Administrator	0.00% 0	12.50% 2	37.50% 6	12.50% 2	37.50% 6	10.46% 16	3.00
Q96: Student Senate/Student Workers	5.56% 2	0.00% 0	41.67% 15	33.33% 12	19.44% 7	23.53% 36	3.28

LMC Employee Engagement Survey 2019

Q31 Effective and adequate content review and/or coaching have been provided to assist me with getting a course approved. (ACCJC Standard IIA3)

Answered: 151 Skipped: 3

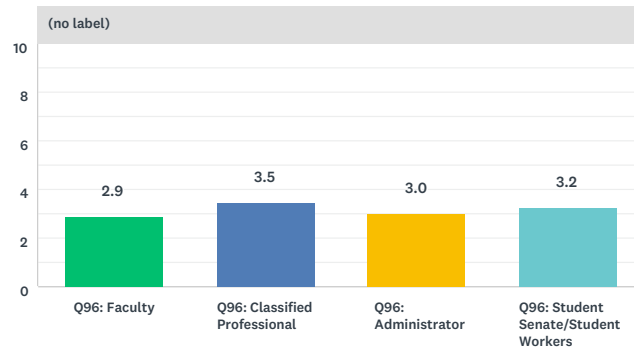


(no label)							
	STRONGLY DISAGREE	DISAGREE	AGREE	STRONGLY AGREE	NA/DON'T KNOW	TOTAL	WEIGHTED AVERAGE
Q96: Faculty	7.81% 5	9.38% 6	35.94% 23	12.50% 8	34.38% 22	42.38% 64	2.81
Q96: Classified Professional	0.00% 0	0.00% 0	11.43% 4	14.29% 5	74.29% 26	23.18% 35	3.56
Q96: Administrator	0.00% 0	12.50% 2	37.50% 6	6.25% 1	43.75% 7	10.60% 16	2.89
Q96: Student Senate/Student Workers	2.78% 1	0.00% 0	38.89% 14	27.78% 10	30.56% 11	23.84% 36	3.32

LMC Employee Engagement Survey 2019

Q32 Resources are readily available and clearly identified to assist me in getting a course or a program approved. (ACCJC Standards IIA5, IIA16 and IVA4)

Answered: 154 Skipped: 0

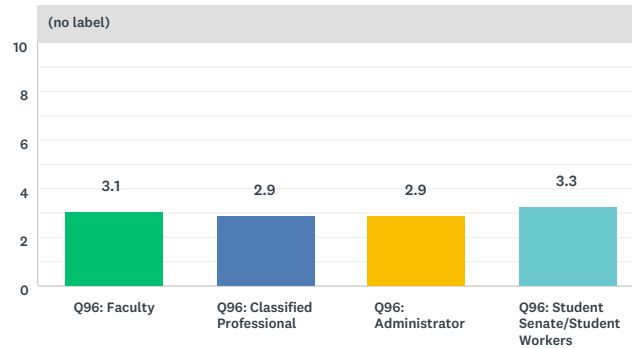


(no label)								
	STRONGLY DISAGREE	DISAGREE	AGREE	STRONGLY AGREE	NA/DON'T KNOW	TOTAL	WEIGHTED AVERAGE	
Q96: Faculty	6.06%	10.61%	39.39%	16.67%	27.27%	42.86%		
	4	7	26	11	18	66		2.92
Q96: Classified Professional	0.00%	0.00%	16.67%	13.89%	69.44%	23.38%		
	0	0	6	5	25	36		3.45
Q96: Administrator	0.00%	6.25%	43.75%	6.25%	43.75%	10.39%		
	0	1	7	1	7	16		3.00
Q96: Student Senate/Student Workers	2.78%	2.78%	38.89%	25.00%	30.56%	23.38%		
	1	1	14	9	11	36		3.24

LMC Employee Engagement Survey 2019

Q33 The College's curriculum approval process is effective and meets the needs of my department/program to effectively design and deliver courses. (ACCJC Standards IIA4, IIA12)

Answered: 153 Skipped: 1

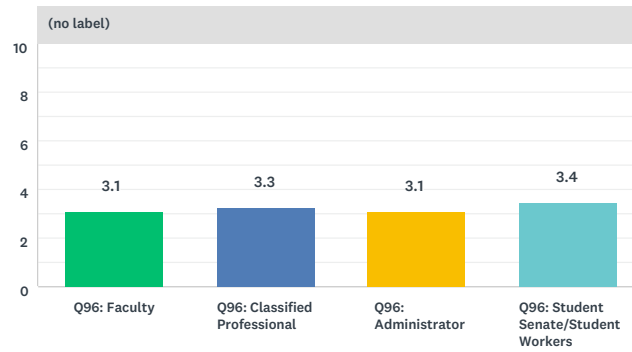


(no label)									
	STRONGLY DISAGREE	DISAGREE	AGREE	STRONGLY AGREE	NA/DON'T KNOW	TOTAL	WEIGHTED AVERAGE		
Q96: Faculty	1.54% 1	9.23% 6	41.54% 27	15.38% 10	32.31% 21	42.48% 65			3.05
Q96: Classified Professional	2.78% 1	2.78% 1	16.67% 6	5.56% 2	72.22% 26	23.53% 36			2.90
Q96: Administrator	0.00% 0	12.50% 2	43.75% 7	6.25% 1	37.50% 6	10.46% 16			2.90
Q96: Student Senate/Student Workers	0.00% 0	5.56% 2	33.33% 12	22.22% 8	38.89% 14	23.53% 36			3.27

LMC Employee Engagement Survey 2019

Q34 Teaching methods and pedagogy have been influenced by the outcomes of assessment in my department/program. (ACCJC Standard IIIA14)

Answered: 154 Skipped: 0

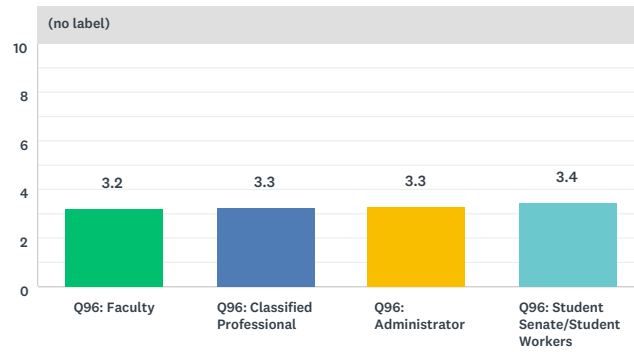


(no label)							
	STRONGLY DISAGREE	DISAGREE	AGREE	STRONGLY AGREE	NA/DON'T KNOW	TOTAL	WEIGHTED AVERAGE
Q96: Faculty	3.03% 2	10.61% 7	50.00% 33	27.27% 18	9.09% 6	42.86% 66	3.12
Q96: Classified Professional	0.00% 0	2.78% 1	19.44% 7	11.11% 4	66.67% 24	23.38% 36	3.25
Q96: Administrator	6.25% 1	0.00% 0	37.50% 6	18.75% 3	37.50% 6	10.39% 16	3.10
Q96: Student Senate/Student Workers	0.00% 0	2.78% 1	27.78% 10	27.78% 10	41.67% 15	23.38% 36	3.43

LMC Employee Engagement Survey 2019

Q35 Department dialogue and changes to course outlines of record have occurred as a result of the assessment process. (ACCJC Standard IB)

Answered: 153 Skipped: 1

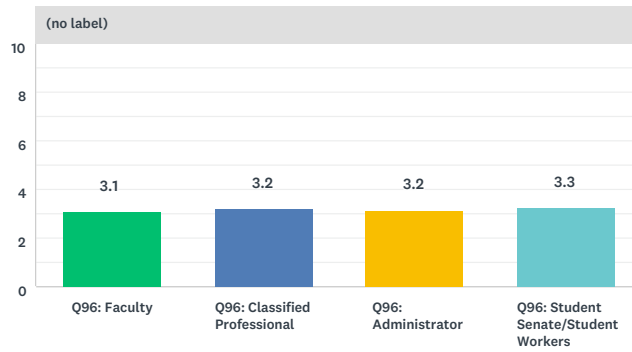


(no label)							
	STRONGLY DISAGREE	DISAGREE	AGREE	STRONGLY AGREE	NA/DON'T KNOW	TOTAL	WEIGHTED AVERAGE
Q96: Faculty	1.54% 1	6.15% 4	46.15% 30	23.08% 15	23.08% 15	42.48% 65	3.18
Q96: Classified Professional	0.00% 0	0.00% 0	25.00% 9	8.33% 3	66.67% 24	23.53% 36	3.25
Q96: Administrator	0.00% 0	0.00% 0	43.75% 7	18.75% 3	37.50% 6	10.46% 16	3.30
Q96: Student Senate/Student Workers	0.00% 0	2.78% 1	22.22% 8	25.00% 9	50.00% 18	23.53% 36	3.44

LMC Employee Engagement Survey 2019

Q36 Assessment outcome information has resulted in the need for professional development. (ACCJC Standards IB4, IB8 and IIC2)

Answered: 152 Skipped: 2

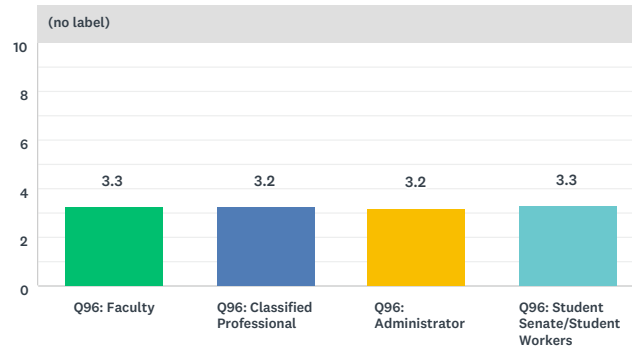


(no label)									
	STRONGLY DISAGREE	DISAGREE	AGREE	STRONGLY AGREE	NA/DON'T KNOW	TOTAL	WEIGHTED AVERAGE		
Q96: Faculty	1.56% 1	9.38% 6	46.88% 30	18.75% 12	23.44% 15	42.11% 64			3.08
Q96: Classified Professional	2.78% 1	0.00% 0	27.78% 10	13.89% 5	55.56% 20	23.68% 36			3.19
Q96: Administrator	0.00% 0	6.25% 1	50.00% 8	18.75% 3	25.00% 4	10.53% 16			3.17
Q96: Student Senate/Student Workers	2.78% 1	0.00% 0	33.33% 12	19.44% 7	44.44% 16	23.68% 36			3.25

LMC Employee Engagement Survey 2019

Q37 I regularly use the results of assessment and surveys to make improvements in my unit (student services, instructional or administrative) or in my courses and programs. (ACCJC Standard IA2)

Answered: 153 Skipped: 1

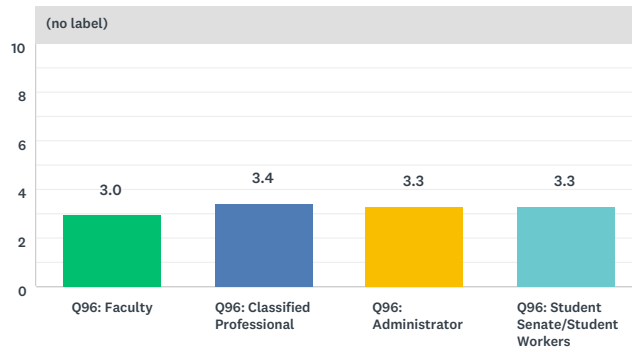


(no label)							
	STRONGLY DISAGREE	DISAGREE	AGREE	STRONGLY AGREE	NA/DON'T KNOW	TOTAL	WEIGHTED AVERAGE
Q96: Faculty	0.00% 0	7.58% 5	54.55% 36	31.82% 21	6.06% 4	43.14% 66	3.26
Q96: Classified Professional	0.00% 0	8.57% 3	31.43% 11	22.86% 8	37.14% 13	22.88% 35	3.23
Q96: Administrator	0.00% 0	6.25% 1	56.25% 9	25.00% 4	12.50% 2	10.46% 16	3.21
Q96: Student Senate/Student Workers	2.78% 1	2.78% 1	22.22% 8	22.22% 8	50.00% 18	23.53% 36	3.28

LMC Employee Engagement Survey 2019

Q38 The College should expand and increase the number of distance education course offerings and online degrees. (ACCJC Standards IIA1, IIA2)

Answered: 154 Skipped: 0

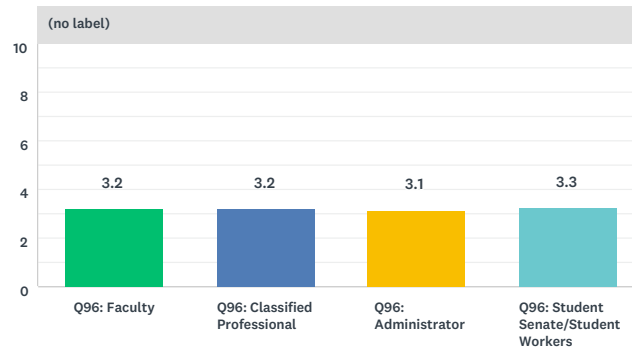


(no label)							
	STRONGLY DISAGREE	DISAGREE	AGREE	STRONGLY AGREE	NA/DON'T KNOW	TOTAL	WEIGHTED AVERAGE
Q96: Faculty	9.09% 6	15.15% 10	33.33% 22	28.79% 19	13.64% 9	42.86% 66	2.95
Q96: Classified Professional	2.78% 1	2.78% 1	30.56% 11	36.11% 13	27.78% 10	23.38% 36	3.38
Q96: Administrator	6.25% 1	0.00% 0	43.75% 7	37.50% 6	12.50% 2	10.39% 16	3.29
Q96: Student Senate/Student Workers	5.56% 2	2.78% 1	36.11% 13	38.89% 14	16.67% 6	23.38% 36	3.30

LMC Employee Engagement Survey 2019

Q39 The College has created institutional changes to support the integration of the state-mandated initiatives AB705 and Guided Pathways. (ACCJC Standards IB, IIA)

Answered: 154 Skipped: 0



(no label)							
	STRONGLY DISAGREE	DISAGREE	AGREE	STRONGLY AGREE	NA/DON'T KNOW	TOTAL	WEIGHTED AVERAGE
Q96: Faculty	3.03% 2	1.52% 1	45.45% 30	24.24% 16	25.76% 17	42.86% 66	3.22
Q96: Classified Professional	2.78% 1	5.56% 2	30.56% 11	22.22% 8	38.89% 14	23.38% 36	3.18
Q96: Administrator	0.00% 0	12.50% 2	56.25% 9	25.00% 4	6.25% 1	10.39% 16	3.13
Q96: Student Senate/Student Workers	2.78% 1	0.00% 0	25.00% 9	16.67% 6	55.56% 20	23.38% 36	3.25

LMC Employee Engagement Survey 2019

Q40 Comment on Teaching and Student Learning

Answered: 30 Skipped: 124

	COMMENT ON TEACHING AND STUDENT LEARNING	TOTAL
Q96: Faculty	100.00% 12	40.00% 12
Q96: Classified Professional	100.00% 4	13.33% 4
Q96: Administrator	100.00% 3	10.00% 3
Q96: Student Senate/Student Workers	100.00% 11	36.67% 11
Total Respondents	30	30

#	Q96: FACULTY	DATE
1	Most assessment is just extra paper work and doesn't really change anything. Teachers regularly evaluate how things are going in class and make changes based on how students are learning anyway. The assessment process is onerous and drains teacher energy and enthusiasm strictly for the sake of documentation.	2/27/2019 6:19 AM
2	I think our college is doing a tremendous job in researching a variety of areas in order to pinpoint areas that we need to improve to help our students.	2/21/2019 6:05 PM
3	It's a continuously evolving process.	2/20/2019 10:20 PM
4	There are some roadblocks for Departments to develop and get new course approved...Administration/Vice President of Instruction has provided challenges in getting new courses approved with a non-approval.	2/19/2019 3:39 PM
5	Most of the rooms are set up in a configuration that supports lecture but not student interaction. Exception is Child Development.	2/11/2019 10:35 AM
6	I have no comment on teaching and student learning at this time.	1/23/2019 10:05 AM
7	The College is horrible about providing mentorship, basic information for all new coming employees. Many do not even know pay scale, COORs etc. Huge deficit in educating the educators.	1/19/2019 7:06 PM
8	The SLO process is full of jargon,cumbersome, and not as intuitive as it should be. But it is basically working. We need to adapt the process more to the fact that in our department we are constantly talking about how to improve and reach students better. Don't underestimate the power of a simple word document or conversation that can be had with an administrator or within departments. It doesn't make me feel like a trusted professional....	1/16/2019 9:39 AM
9	I'm concerned about the inconsistency of teaching standards among faculty. I do not think that a percentage of faculty realize the importance of setting a college standard that prepares students for 4 year institutions	1/16/2019 9:31 AM
10	To move ahead in the area of Distance Ed, the chair/s of the DE Committee should receive a stipend or release time.	1/15/2019 5:29 PM
11	The best way to enhance student learning is to hire more full-time faculty. Our reliance on adjunct faculty is a liability.	1/15/2019 4:44 PM
12	I am a long standing PT faculty member who has always been involved with the campus and dept. I have brought forth suggestions to add a variety of classes that can be taught through different methods (i.e.: online, face to face). When I brought these suggestions to my dept. about adding classes, I was told they would most likely be a waste of my time to pursue as it wouldn't be approved any way and I got the sense that classes wouldn't be added because of the risk of being cancelled. We now have one of those suggestions being used by another instructor. I have been part of this community for many years and have really enjoyed what I do to help students; I've also enjoyed working with my colleagues. However, several semesters ago this enthusiasm and enjoyment was absolutely crushed. The campus environment seems to have changed. As a result, I now feel even more under appreciated and wanting less involvement with the department. It's very unfortunate to have choices made by the few that affect others (especially PTers). Decisions made by the dept. have affected me as a PTER but I have continued over the semesters and years because of the wonderful students at this campus and my desire to help them be successful and enjoy their time here. So, less involvement with the dept. but much more emphasis on helping my students succeed!	1/15/2019 4:44 PM

#	Q96: CLASSIFIED PROFESSIONAL	DATE
1	N/A	2/27/2019 10:13 AM
2	institutional changes to support the integration of the state-mandated initiatives AB705, should be a college wise initiative and not relying heavily on departmental push for approval in terms of degree units	2/26/2019 8:38 AM
3	Student support services have expanded, maintenance of IT and facilities have not matched the growth of instructions space or FTES.	2/11/2019 11:49 AM
4	There needs to be more support from the institution in terms of unit allocation, articulation and degree units to departments that are redeveloping courses and prep courses aligning with AB705	2/11/2019 10:35 AM

#	Q96: ADMINISTRATOR	DATE
1	The adoption of a more efficient tool for curriculum and assessment will be very helpful. I think the tech review process for courses needs to be examined so that it is more transparent and more eyes are looking at a course before it makes it to the Curriculum Committee.	2/21/2019 3:05 PM
2	LMC has definitely engaged in the much needed work to enhance this particular area. The work is ongoing, and the positive impact is already evident.	2/13/2019 11:17 AM
3	For course offerings, it seems LMC has only done semester to semester planning rather than planning the entire pathway. Moving to an annual plan of courses offered or even a 2 year plan of courses to be offered would be more aligned with Guided Pathways.	1/16/2019 6:16 PM

#	Q96: STUDENT SENATE/STUDENT WORKERS	DATE
1	As a student I'm not fully aware of the goings in regards to the different departments or course creation.	2/28/2019 8:24 PM
2	N/A	2/28/2019 8:08 PM
3	This college should implement an online system for students who cannot get into a class due to class conflicts.	2/22/2019 3:39 PM
4	This is a really good school but I would love more online courses	2/22/2019 8:54 AM
5	n/a	2/20/2019 7:15 PM
6	This section is a very important part that makes a school function equally and fairly	2/20/2019 5:33 PM
7	n/A	2/20/2019 4:41 PM

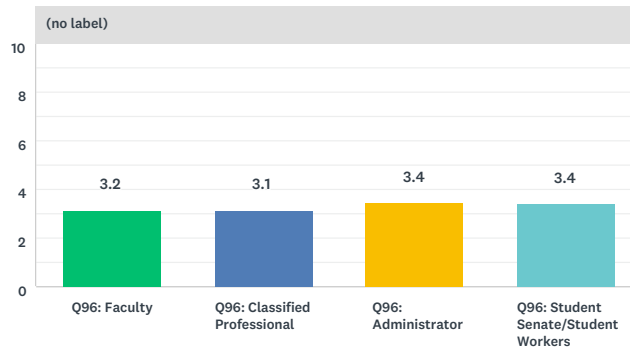
LMC Employee Engagement Survey 2019

8	There should be at least 5 peer tutors and in-class tutors in every department. Thank you.	2/20/2019 12:37 PM
9	Not applicable	2/20/2019 11:13 AM
10	N/A	2/20/2019 10:49 AM
11	n/a	2/14/2019 8:43 AM

LMC Employee Engagement Survey 2019

Q41 I feel my ideas, opinions, and concerns are respectfully listened to or acknowledged in College committees. (ACCJC Standard IVA5)

Answered: 152 Skipped: 2

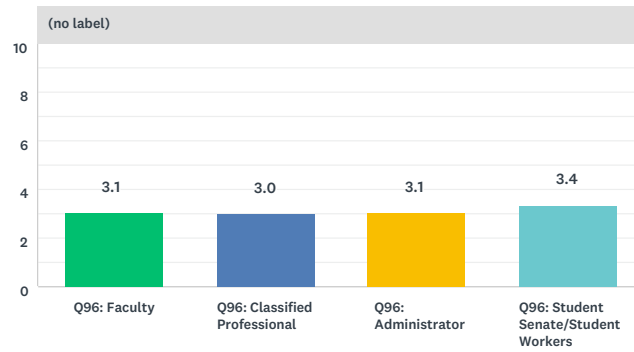


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	STRONGLY DISAGREE	DISAGREE	AGREE	STRONGLY AGREE	NA/DON'T KNOW	TOTAL	WEIGHTED AVERAGE		
Q96: Faculty	3.13% 2	10.94% 7	46.88% 30	31.25% 20	7.81% 5	42.11% 64	3.15		
Q96: Classified Professional	5.56% 2	5.56% 2	38.89% 14	27.78% 10	22.22% 8	23.68% 36	3.14		
Q96: Administrator	0.00% 0	0.00% 0	56.25% 9	43.75% 7	0.00% 0	10.53% 16	3.44		
Q96: Student Senate/Student Workers	2.78% 1	0.00% 0	36.11% 13	33.33% 12	27.78% 10	23.68% 36	3.38		

LMC Employee Engagement Survey 2019

Q42 College personnel understand issues of equity and diversity. (ACCJC Standards IB1, IIA7 and IIIA12)

Answered: 152 Skipped: 2

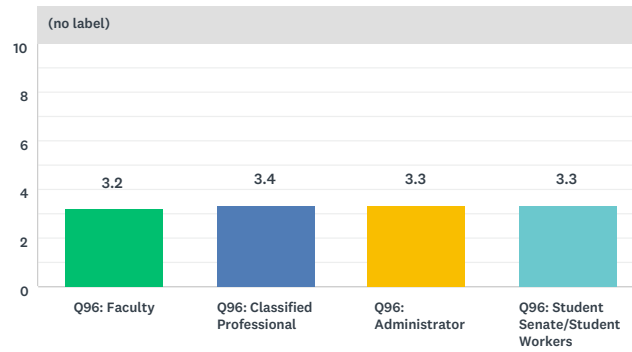


(no label)									
	STRONGLY DISAGREE	DISAGREE	AGREE	STRONGLY AGREE	NA/DON'T KNOW	TOTAL	WEIGHTED AVERAGE		
Q96: Faculty	3.13% 2	10.94% 7	56.25% 36	21.88% 14	7.81% 5	42.11% 64	3.05		
Q96: Classified Professional	2.78% 1	22.22% 8	41.67% 15	27.78% 10	5.56% 2	23.68% 36	3.00		
Q96: Administrator	0.00% 0	25.00% 4	37.50% 6	31.25% 5	6.25% 1	10.53% 16	3.07		
Q96: Student Senate/Student Workers	2.78% 1	0.00% 0	52.78% 19	38.89% 14	5.56% 2	23.68% 36	3.35		

LMC Employee Engagement Survey 2019

Q43 College personnel are committed to issues of equity and diversity. (ACCJC Standards IB1, IIA7 and IIIA12)

Answered: 153 Skipped: 1

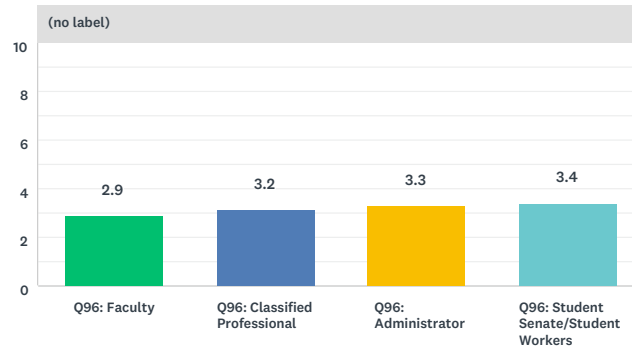


(no label)							
	STRONGLY DISAGREE	DISAGREE	AGREE	STRONGLY AGREE	NA/DON'T KNOW	TOTAL	WEIGHTED AVERAGE
Q96: Faculty	3.08% 2	9.23% 6	44.62% 29	32.31% 21	10.77% 7	42.48% 65	3.19
Q96: Classified Professional	0.00% 0	11.11% 4	36.11% 13	44.44% 16	8.33% 3	23.53% 36	3.36
Q96: Administrator	0.00% 0	12.50% 2	37.50% 6	43.75% 7	6.25% 1	10.46% 16	3.33
Q96: Student Senate/Student Workers	2.78% 1	2.78% 1	47.22% 17	38.89% 14	8.33% 3	23.53% 36	3.33

LMC Employee Engagement Survey 2019

Q44 The College demonstrates a commitment to recruiting and maintaining a diverse workforce in all employee groups – faculty, classified professional, and management. (ACCJC Standards IIA11, IIIA12)

Answered: 153 Skipped: 1

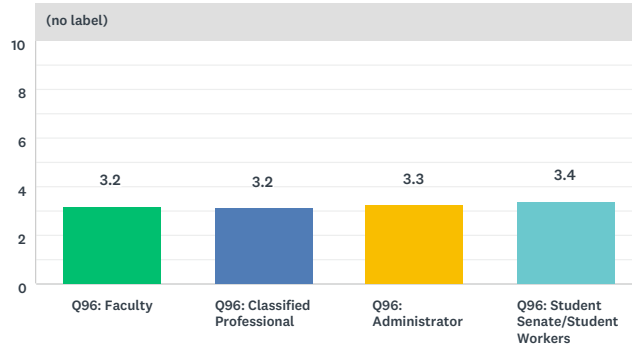


(no label)							
	STRONGLY DISAGREE	DISAGREE	AGREE	STRONGLY AGREE	NA/DON'T KNOW	TOTAL	WEIGHTED AVERAGE
Q96: Faculty	7.69% 5	13.85% 9	47.69% 31	21.54% 14	9.23% 6	42.48% 65	2.92
Q96: Classified Professional	2.78% 1	11.11% 4	41.67% 15	30.56% 11	13.89% 5	23.53% 36	3.16
Q96: Administrator	0.00% 0	12.50% 2	43.75% 7	43.75% 7	0.00% 0	10.46% 16	3.31
Q96: Student Senate/Student Workers	2.78% 1	0.00% 0	41.67% 15	41.67% 15	13.89% 5	23.53% 36	3.42

LMC Employee Engagement Survey 2019

Q45 The College actively promotes respect for diverse backgrounds, identities, and perspectives among students, faculty, classified professional, and administrators. (ACCJC Standards IIA7, IIA11 and IIIA12)

Answered: 153 Skipped: 1

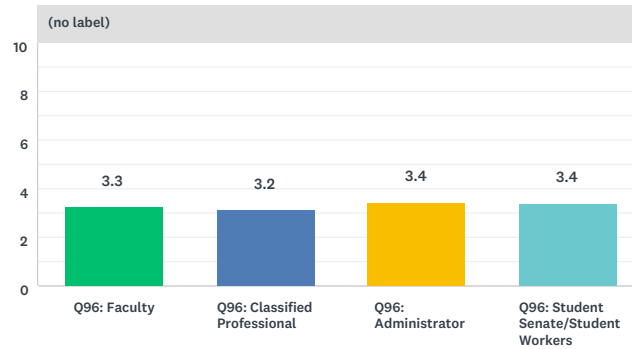


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	STRONGLY DISAGREE	DISAGREE	AGREE	STRONGLY AGREE	NA/DON'T KNOW	TOTAL	WEIGHTED AVERAGE
Q96: Faculty	3.08% 2	3.08% 2	61.54% 40	30.77% 20	1.54% 1	42.48% 65	3.22
Q96: Classified Professional	5.56% 2	8.33% 3	47.22% 17	33.33% 12	5.56% 2	23.53% 36	3.15
Q96: Administrator	6.25% 1	6.25% 1	43.75% 7	43.75% 7	0.00% 0	10.46% 16	3.25
Q96: Student Senate/Student Workers	2.78% 1	2.78% 1	41.67% 15	44.44% 16	8.33% 3	23.53% 36	3.39

LMC Employee Engagement Survey 2019

Q46 My department/program/unit actively engages in addressing issues related to equity and achievement of equitable outcomes when completing Program/Unit Review and Planning processes. (ACCJC Standards IB5, IB6)

Answered: 153 Skipped: 1

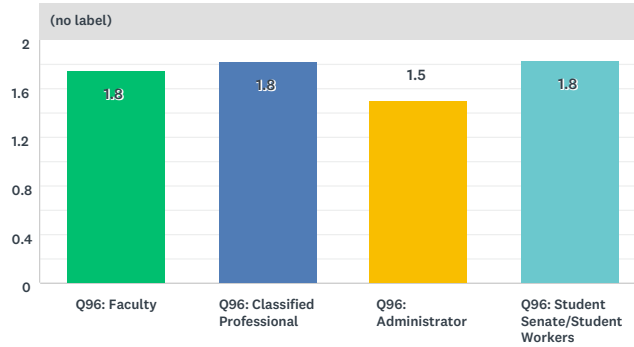


(no label)							
	STRONGLY DISAGREE	DISAGREE	AGREE	STRONGLY AGREE	NA/DON'T KNOW	TOTAL	WEIGHTED AVERAGE
Q96: Faculty	3.08% 2	4.62% 3	49.23% 32	35.38% 23	7.69% 5	42.48% 65	3.27
Q96: Classified Professional	2.78% 1	13.89% 5	30.56% 11	33.33% 12	19.44% 7	23.53% 36	3.17
Q96: Administrator	0.00% 0	0.00% 0	56.25% 9	43.75% 7	0.00% 0	10.46% 16	3.44
Q96: Student Senate/Student Workers	2.78% 1	2.78% 1	25.00% 9	36.11% 13	33.33% 12	23.53% 36	3.42

LMC Employee Engagement Survey 2019

Q47 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. (ACCJC Standards IIA7, IIA11, IIIA12)

Answered: 153 Skipped: 1

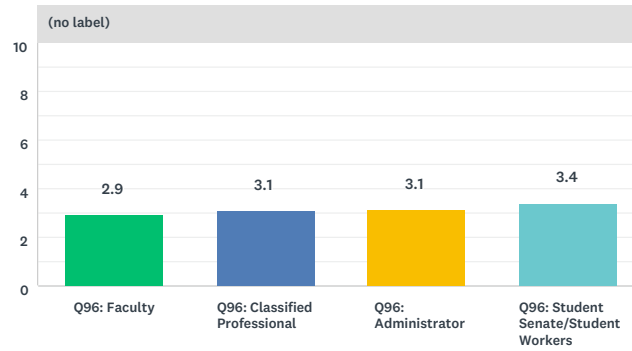


(no label)									
	STRONGLY DISAGREE	DISAGREE	AGREE	STRONGLY AGREE	NA/DON'T KNOW	TOTAL	WEIGHTED AVERAGE		
Q96: Faculty	49.23% 32	33.85% 22	6.15% 4	9.23% 6	1.54% 1	42.48% 65	1.75		
Q96: Classified Professional	38.89% 14	36.11% 13	16.67% 6	2.78% 1	5.56% 2	23.53% 36	1.82		
Q96: Administrator	62.50% 10	31.25% 5	0.00% 0	6.25% 1	0.00% 0	10.46% 16	1.50		
Q96: Student Senate/Student Workers	44.44% 16	36.11% 13	11.11% 4	8.33% 3	0.00% 0	23.53% 36	1.83		

LMC Employee Engagement Survey 2019

Q48 Through its policies and practices, the College creates and maintains appropriate programs, practices, and services that support its diverse personnel. (ACCJC Standard IIIA12)

Answered: 151 Skipped: 3

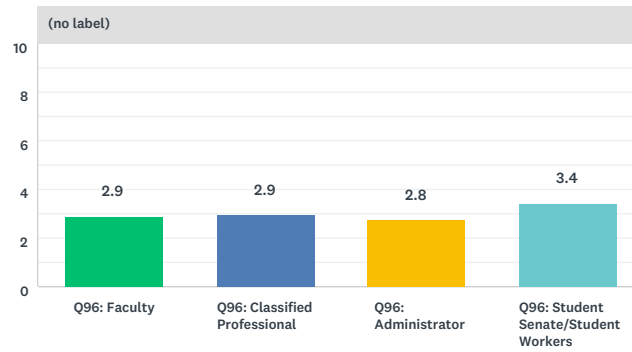


(no label)									
	STRONGLY DISAGREE	DISAGREE	AGREE	STRONGLY AGREE	NA/DON'T KNOW	TOTAL	WEIGHTED AVERAGE		
Q96: Faculty	4.69% 3	9.38% 6	56.25% 36	14.06% 9	15.63% 10	42.38% 64	2.94		
Q96: Classified Professional	2.86% 1	14.29% 5	42.86% 15	28.57% 10	11.43% 4	23.18% 35	3.10		
Q96: Administrator	0.00% 0	12.50% 2	56.25% 9	25.00% 4	6.25% 1	10.60% 16	3.13		
Q96: Student Senate/Student Workers	2.78% 1	0.00% 0	41.67% 15	41.67% 15	13.89% 5	23.84% 36	3.42		

LMC Employee Engagement Survey 2019

Q49 The College regularly assesses its record in employment equity and diversity consistent with its mission. (ACCJC Standard IIIA12)

Answered: 153 Skipped: 1

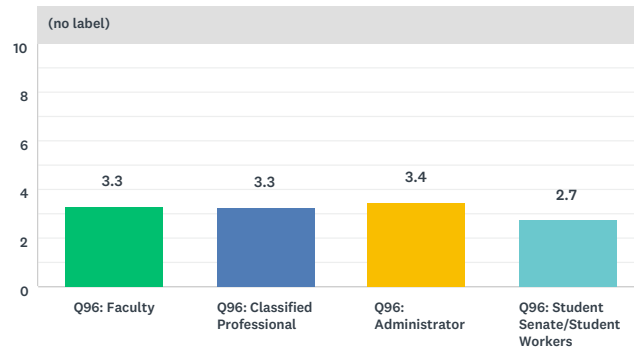


(no label)								
	STRONGLY DISAGREE	DISAGREE	AGREE	STRONGLY AGREE	NA/DON'T KNOW	TOTAL	WEIGHTED AVERAGE	
Q96: Faculty	3.08% 2	7.69% 5	21.54% 14	9.23% 6	58.46% 38	42.48% 65		2.89
Q96: Classified Professional	5.56% 2	5.56% 2	25.00% 9	13.89% 5	50.00% 18	23.53% 36		2.94
Q96: Administrator	6.25% 1	12.50% 2	50.00% 8	6.25% 1	25.00% 4	10.46% 16		2.75
Q96: Student Senate/Student Workers	2.78% 1	0.00% 0	19.44% 7	25.00% 9	52.78% 19	23.53% 36		3.41

LMC Employee Engagement Survey 2019

Q50 In the last year, I have participated in at least one professional development opportunity related to diversity and/or equity. (ACCJC Standard IIIA12)

Answered: 153 Skipped: 1



(no label)							
	STRONGLY DISAGREE	DISAGREE	AGREE	STRONGLY AGREE	NA/DON'T KNOW	TOTAL	WEIGHTED AVERAGE
Q96: Faculty	3.08% 2	7.69% 5	41.54% 27	43.08% 28	4.62% 3	42.48% 65	3.31
Q96: Classified Professional	2.78% 1	8.33% 3	41.67% 15	38.89% 14	8.33% 3	23.53% 36	3.27
Q96: Administrator	0.00% 0	12.50% 2	31.25% 5	56.25% 9	0.00% 0	10.46% 16	3.44
Q96: Student Senate/Student Workers	13.89% 5	11.11% 4	27.78% 10	19.44% 7	27.78% 10	23.53% 36	2.73

LMC Employee Engagement Survey 2019

Q51 Comment on Equity and Diversity

Answered: 30 Skipped: 124

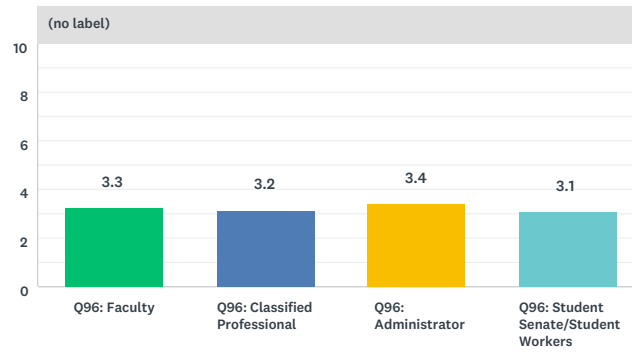
	COMMENT ON EQUITY AND DIVERSITY	TOTAL
Q96: Faculty	100.00% 10	33.33% 10
Q96: Classified Professional	100.00% 5	16.67% 5
Q96: Administrator	100.00% 4	13.33% 4
Q96: Student Senate/Student Workers	100.00% 11	36.67% 11
Total Respondents	30	30

#	Q96: FACULTY	DATE
1	Although the college supports equity and diversity in it's programs, because it has to, I believe we have gone to far in trying to accomodate everyone for everything. I do not believe it is a wise use of resources, and I believe we would better serve the majority of our students and employees if those resources were directed into better education outcomes.	2/28/2019 7:45 AM
2	I agree with the concept, but resent the intrusion of watchdog personnel into the hiring process	2/27/2019 6:21 AM
3	A small number of people are committed to equity and diversity. I think more of a campus movement needs to happen.	2/22/2019 4:17 PM
4	I can't comment on all aspects but I know my department is very aware of these issues. To my knowledge and in my experience, I feel our college is very sensitive to all of the above named issues.	2/21/2019 6:10 PM
5	I think that Los Medanos does a great job of incorporating equity and diversity into its overall mission.	1/23/2019 10:08 AM
6	Being an Adjunct, I feel a bit "out of the loop" on some of the issues, but I joined the FAM group from the outset and feel it is a great support program.	1/22/2019 9:40 AM
7	Adjunct faculty is a huge part of the College and are treated like second class educators even at times when they have more Academic experience and education.	1/19/2019 7:08 PM
8	I thought the training on Diversity in Hiring was excellent! I think all faculty members on a hiring committee should attend this program in teams, and I would love to see some work time incorporated into this training so all these important facets can be actually implemented in the hiring process	1/18/2019 1:01 PM
9	We still need more work in this area.	1/15/2019 5:32 PM
10	AB 705 creates equitable access, but the jury is still our regarding outcomes. It puts enormous pressure on faculty, and may lead to lowering our standards in order to have high grad and transfer rates.	1/15/2019 4:48 PM
#	Q96: CLASSIFIED PROFESSIONAL	DATE
1	There's many of us that would like to see additional programs for other minorities such as the Latinos. At this time, there are multiple programs/services/resources etc. for African-Americans, specifically males students (BOEP etc) but what about the Latinos? The only time I can recall seeing anything regarding Latinos was when students were afraid to come to school because they didn't want to be deported.	2/27/2019 11:05 AM
2	cuts made to dsps learning skills courses and downsizing of individual lab have impacted students/faculty learning environment and support.	2/26/2019 8:41 AM
3	This is a cultural shift that will take longer than a 5 year stint. We currently do not have clear structure or regular dialogue regarding diversity in hiring, services or in practice.	2/11/2019 11:53 AM
4	Increased support is needed for non native speakers as well those that are not college ready as a result of k-12 or first gen backgrounds. There is also limited services for differently abled students (technology, learning skills courses, Ada accessibility)	2/11/2019 10:50 AM
5	LMC does not have an especially inclusive campus culture. It is one that tends to reemphasize the status quo such that diversity is not fully embraced. It is my perception that all groups do not experience similar levels of service, support, and/or acknowledgement.	1/16/2019 8:36 AM
#	Q96: ADMINISTRATOR	DATE
1	I think LMC is very cognizant of diversity and working to ensure it is in our programs and hiring practices. I do see where classified staff would benefit from more PD around this topic, as well as all campus involvement around the subject. It is not something you visit once and wait three years to train again.	2/21/2019 3:08 PM
2	We have a long way to go as a college in terms of developing a clear understanding of equity and diversity. It is definitely a work in progress and can only be enhanced as we make it one of our college priorities.	2/13/2019 11:20 AM
3	I think there's a lot of opportunities to engage about equity and diversity. I still see lots of pockets of concerns about only one or another equity category rather than embracing all of our students' equity needs.	1/16/2019 6:19 PM
4	The school has a long way to go, many people in different roles and departments have spoken of disenfranchisement. Leadership seems very white at the college	1/15/2019 3:38 PM
#	Q96: STUDENT SENATE/STUDENT WORKERS	DATE
1	None	2/28/2019 8:26 PM
2	N/A	2/28/2019 8:10 PM
3	There is none shown	2/22/2019 4:08 PM
4	It has been a blast at LMC. I've had zero problems in terms of equity and respect.	2/22/2019 3:44 PM
5	the school is doing well to make the campuses as welcoming as possible and I do appreciate that.	2/22/2019 9:12 AM
6	n/a	2/20/2019 7:19 PM
7	Very good	2/20/2019 5:33 PM
8	n/a	2/20/2019 4:43 PM
9	The college has programs for all	2/20/2019 11:15 AM
10	N/A	2/20/2019 10:51 AM

LMC Employee Engagement Survey 2019

Q52 The College provides ample opportunities for faculty, staff and administrators to participate in professional development activities. (ACCJC Standard IIIA14)

Answered: 152 Skipped: 2

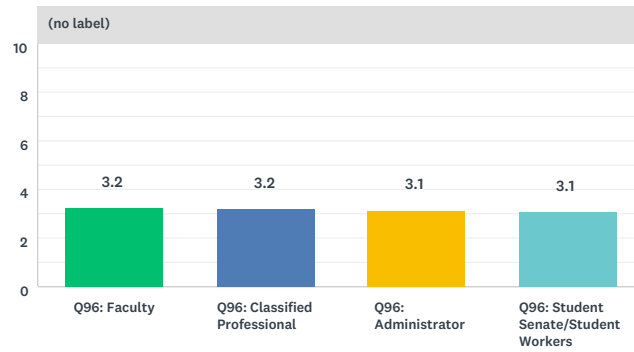


(no label)							
	STRONGLY DISAGREE	DISAGREE	AGREE	STRONGLY AGREE	NA/DON'T KNOW	TOTAL	WEIGHTED AVERAGE
Q96: Faculty	0.00% 0	13.85% 9	46.15% 30	38.46% 25	1.54% 1	42.76% 65	3.25
Q96: Classified Professional	2.78% 1	16.67% 6	38.89% 14	36.11% 13	5.56% 2	23.68% 36	3.15
Q96: Administrator	0.00% 0	0.00% 0	56.25% 9	37.50% 6	6.25% 1	10.53% 16	3.40
Q96: Student Senate/Student Workers	5.71% 2	5.71% 2	37.14% 13	22.86% 8	28.57% 10	23.03% 35	3.08

LMC Employee Engagement Survey 2019

Q53 The College provides effective professional development activities for faculty, staff and administrators. (ACCJC Standard IIIA14)

Answered: 152 Skipped: 2

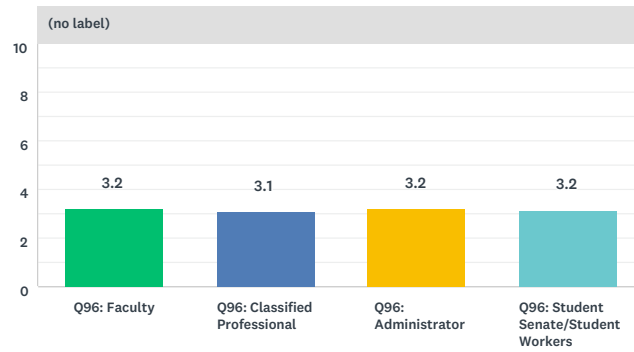


(no label)							
	STRONGLY DISAGREE	DISAGREE	AGREE	STRONGLY AGREE	NA/DON'T KNOW	TOTAL	WEIGHTED AVERAGE
Q96: Faculty	3.08% 2	6.15% 4	53.85% 35	35.38% 23	1.54% 1	42.76% 65	3.23
Q96: Classified Professional	0.00% 0	13.89% 5	47.22% 17	30.56% 11	8.33% 3	23.68% 36	3.18
Q96: Administrator	0.00% 0	6.25% 1	68.75% 11	18.75% 3	6.25% 1	10.53% 16	3.13
Q96: Student Senate/Student Workers	5.71% 2	5.71% 2	31.43% 11	22.86% 8	34.29% 12	23.03% 35	3.09

LMC Employee Engagement Survey 2019

Q54 There are a number of professional development opportunities available regarding the assessment of student learning. (ACCJC Standard IIIA14)

Answered: 151 Skipped: 3

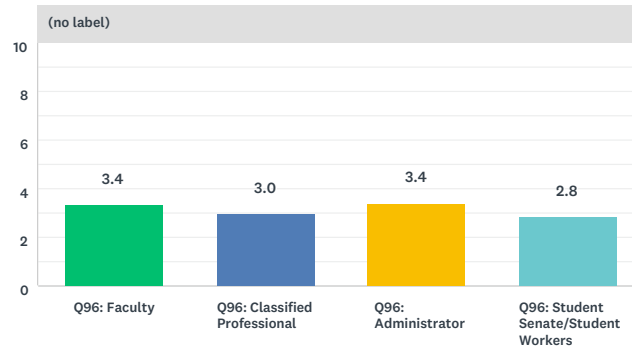


(no label)							
	STRONGLY DISAGREE	DISAGREE	AGREE	STRONGLY AGREE	NA/DON'T KNOW	TOTAL	WEIGHTED AVERAGE
Q96: Faculty	1.54% 1	10.77% 7	43.08% 28	32.31% 21	12.31% 8	43.05% 65	3.21
Q96: Classified Professional	0.00% 0	13.89% 5	30.56% 11	19.44% 7	36.11% 13	23.84% 36	3.09
Q96: Administrator	0.00% 0	6.25% 1	62.50% 10	25.00% 4	6.25% 1	10.60% 16	3.20
Q96: Student Senate/Student Workers	5.88% 2	2.94% 1	26.47% 9	23.53% 8	41.18% 14	22.52% 34	3.15

LMC Employee Engagement Survey 2019

Q55 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. (ACCJC Standards IB1, IIA16)

Answered: 152 Skipped: 2

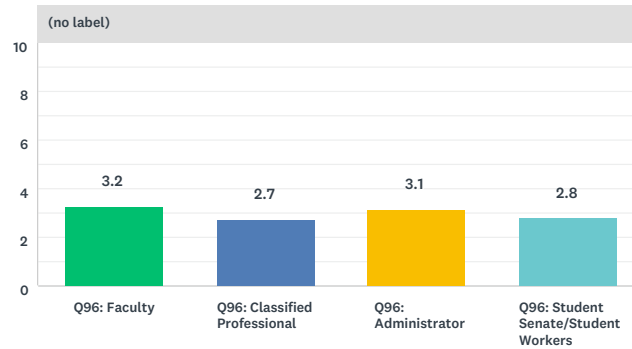


(no label)							
	STRONGLY DISAGREE	DISAGREE	AGREE	STRONGLY AGREE	NA/DON'T KNOW	TOTAL	WEIGHTED AVERAGE
Q96: Faculty	0.00% 0	4.62% 3	52.31% 34	38.46% 25	4.62% 3	42.76% 65	3.35
Q96: Classified Professional	0.00% 0	8.33% 3	33.33% 12	8.33% 3	50.00% 18	23.68% 36	3.00
Q96: Administrator	0.00% 0	0.00% 0	50.00% 8	31.25% 5	18.75% 3	10.53% 16	3.38
Q96: Student Senate/Student Workers	5.71% 2	11.43% 4	20.00% 7	14.29% 5	48.57% 17	23.03% 35	2.83

LMC Employee Engagement Survey 2019

Q56 My participation in professional development activities regarding educational technology has increased and/or improved my effective use of technology in the classroom. (ACCJC Standard IIIA14)

Answered: 151 Skipped: 3

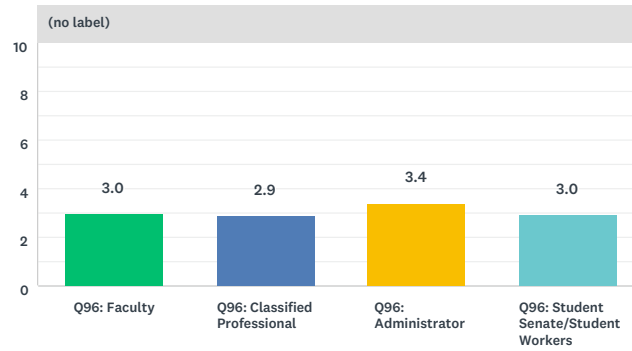


(no label)									
	STRONGLY DISAGREE	DISAGREE	AGREE	STRONGLY AGREE	NA/DON'T KNOW	TOTAL	WEIGHTED AVERAGE		
Q96: Faculty	0.00% 0	10.77% 7	46.15% 30	32.31% 21	10.77% 7	43.05% 65	3.24		
Q96: Classified Professional	2.86% 1	5.71% 2	20.00% 7	2.86% 1	68.57% 24	23.18% 35	2.73		
Q96: Administrator	0.00% 0	0.00% 0	37.50% 6	6.25% 1	56.25% 9	10.60% 16	3.14		
Q96: Student Senate/Student Workers	14.29% 5	0.00% 0	22.86% 8	17.14% 6	45.71% 16	23.18% 35	2.79		

LMC Employee Engagement Survey 2019

Q57 My participation in professional development activities regarding technology has increased and/or improved my use of technology in areas of my job (other than in the classroom). (ACCJC Standards IIIA14, IIC4)

Answered: 152 Skipped: 2

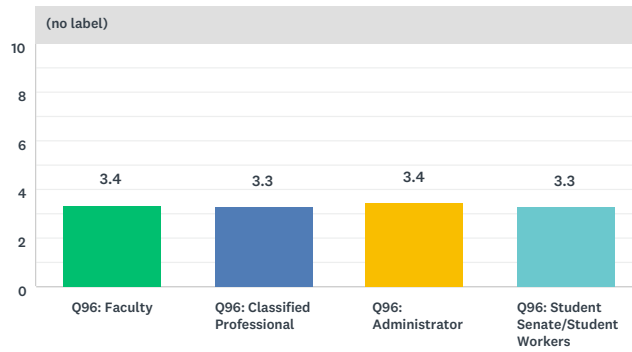


(no label)									
	STRONGLY DISAGREE	DISAGREE	AGREE	STRONGLY AGREE	NA/DON'T KNOW	TOTAL	WEIGHTED AVERAGE		
Q96: Faculty	3.08% 2	13.85% 9	47.69% 31	20.00% 13	15.38% 10	42.76% 65	3.00		
Q96: Classified Professional	2.86% 1	20.00% 7	31.43% 11	17.14% 6	28.57% 10	23.03% 35	2.88		
Q96: Administrator	0.00% 0	0.00% 0	50.00% 8	31.25% 5	18.75% 3	10.53% 16	3.38		
Q96: Student Senate/Student Workers	8.33% 3	0.00% 0	38.89% 14	13.89% 5	38.89% 14	23.68% 36	2.95		

LMC Employee Engagement Survey 2019

Q58 My supervisor supports and encourages me to attend professional development activities. (ACCJC Standard IIIA8)

Answered: 152 Skipped: 2

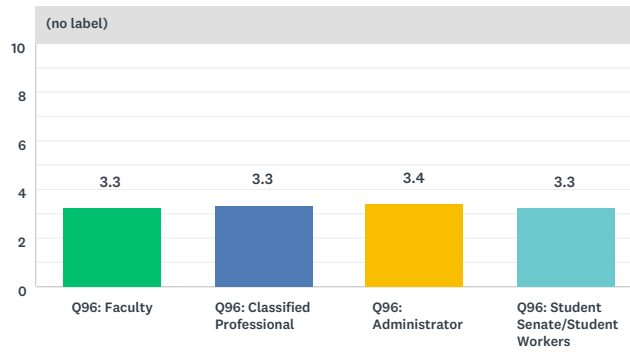


(no label)								
	STRONGLY DISAGREE	DISAGREE	AGREE	STRONGLY AGREE	NA/DON'T KNOW	TOTAL	WEIGHTED AVERAGE	
Q96: Faculty	3.13% 2	4.69% 3	40.63% 26	43.75% 28	7.81% 5	42.11% 64		3.36
Q96: Classified Professional	5.56% 2	5.56% 2	41.67% 15	44.44% 16	2.78% 1	23.68% 36		3.29
Q96: Administrator	0.00% 0	12.50% 2	31.25% 5	56.25% 9	0.00% 0	10.53% 16		3.44
Q96: Student Senate/Student Workers	2.78% 1	5.56% 2	25.00% 9	30.56% 11	36.11% 13	23.68% 36		3.30

LMC Employee Engagement Survey 2019

Q59 The College's professional development opportunities increase my engagement and collaboration with colleagues across campus. (ACCJC Standard IIIA14)

Answered: 153 Skipped: 1

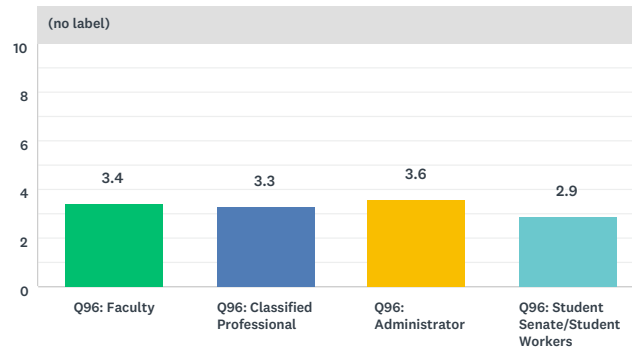


(no label)							
	STRONGLY DISAGREE	DISAGREE	AGREE	STRONGLY AGREE	NA/DON'T KNOW	TOTAL	WEIGHTED AVERAGE
Q96: Faculty	1.54% 1	9.23% 6	43.08% 28	36.92% 24	9.23% 6	42.48% 65	3.27
Q96: Classified Professional	0.00% 0	8.33% 3	44.44% 16	38.89% 14	8.33% 3	23.53% 36	3.33
Q96: Administrator	0.00% 0	0.00% 0	56.25% 9	37.50% 6	6.25% 1	10.46% 16	3.40
Q96: Student Senate/Student Workers	2.78% 1	5.56% 2	25.00% 9	27.78% 10	38.89% 14	23.53% 36	3.27

LMC Employee Engagement Survey 2019

Q60 I have participated in professional development activities that have enhanced my personal and professional skills. (ACCJC Standard IIIA14)

Answered: 153 Skipped: 1

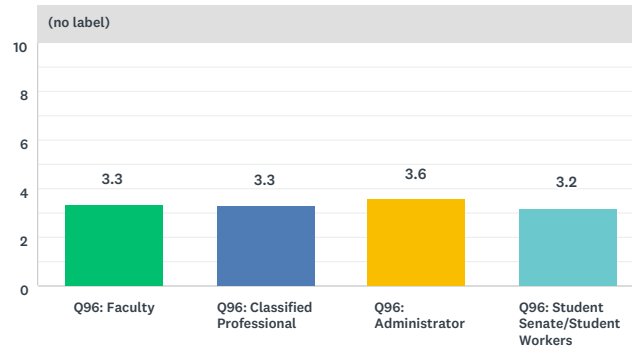


(no label)							
	STRONGLY DISAGREE	DISAGREE	AGREE	STRONGLY AGREE	NA/DON'T KNOW	TOTAL	WEIGHTED AVERAGE
Q96: Faculty	0.00% 0	3.08% 2	52.31% 34	43.08% 28	1.54% 1	42.48% 65	3.41
Q96: Classified Professional	0.00% 0	8.33% 3	44.44% 16	36.11% 13	11.11% 4	23.53% 36	3.31
Q96: Administrator	0.00% 0	0.00% 0	37.50% 6	56.25% 9	6.25% 1	10.46% 16	3.60
Q96: Student Senate/Student Workers	11.11% 4	5.56% 2	38.89% 14	19.44% 7	25.00% 9	23.53% 36	2.89

LMC Employee Engagement Survey 2019

Q61 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. (ACCJC Standard IIIA14)

Answered: 153 Skipped: 1



(no label)							
	STRONGLY DISAGREE	DISAGREE	AGREE	STRONGLY AGREE	NA/DON'T KNOW	TOTAL	WEIGHTED AVERAGE
Q96: Faculty	0.00% 0	6.15% 4	50.77% 33	38.46% 25	4.62% 3	42.48% 65	3.34
Q96: Classified Professional	0.00% 0	2.78% 1	52.78% 19	27.78% 10	16.67% 6	23.53% 36	3.30
Q96: Administrator	0.00% 0	0.00% 0	37.50% 6	56.25% 9	6.25% 1	10.46% 16	3.60
Q96: Student Senate/Student Workers	2.78% 1	2.78% 1	38.89% 14	22.22% 8	33.33% 12	23.53% 36	3.21

LMC Employee Engagement Survey 2019

Q62 Comment on Professional Development

Answered: 32 Skipped: 122

	COMMENT ON PROFESSIONAL DEVELOPMENT	TOTAL
Q96: Faculty	100.00% 12	37.50% 12
Q96: Classified Professional	100.00% 6	18.75% 6
Q96: Administrator	100.00% 3	9.38% 3
Q96: Student Senate/Student Workers	100.00% 11	34.38% 11
Total Respondents	32	32

#	Q96: FACULTY	DATE
1	I believe the college does an outstanding job of supporting professional development	2/28/2019 7:47 AM
2	This process is truly faculty-centered/driven, which might explain why I think its so effective.	2/26/2019 11:20 AM
3	I enjoy the professional development activities. I meet a lot of people I don't have the opportunity to engage with otherwise. I always learn a lot about upcoming changes, different strategies for teaching and things I need to learn for the future.	2/21/2019 6:14 PM
4	I would like to attend more PD in my field.	2/20/2019 10:22 PM
5	The LMC Dean of Counseling, Jeffrey Benford, has blocked many Counselors from professional development involvement and professional networking. An example: needing to providence evidence of why the Counseling Department would like to be present at the High School Counselor's Conference coordinated by LMC's Outreach Dept.	2/19/2019 3:47 PM
6	Los Medanos is very supportive in regards to professional development. I feel that I've grown both personally and professionally during my time working at Los Medanos.	1/23/2019 10:28 AM
7	As an adjunct teaching only 1 class, I was under the impression that there are no funds for professional development other than FLEX, nor even business cards.	1/22/2019 9:48 AM
8	Best practices and current processes are not often present at these activities. Antiquated.	1/19/2019 7:10 PM
9	One important experience I'd like to share that relates to 58 above is that while my dean strongly encourages PD, my department does not. In fact, PD is looked at as something that detracts from department work and faculty duties. As a newer faculty member (recently tenured), I've really been caught in this uncomfortable place of administrators encouraging new faculty to engage in PD (and take on leadership - not quite in this survey category), and my department members looking down on me for doing so. Not sure how to address this aspect of our culture or if it's specific to my department, but I thought it could be worth representing this perspective to think about ways to reduce stresses on newer faculty and promote a culture of learning from the get-go.	1/18/2019 1:07 PM
10	I feel this is a real strength of our institution. We have many excellent opportunities for professional growth and collegial collaboration.	1/16/2019 7:29 PM
11	We need to secure more funding for faculty training in Distance Education if we move to the OEI	1/15/2019 5:35 PM
12	We need extra support for adjunct faculty, whose pay and working conditions are unfair.	1/15/2019 4:51 PM
#	Q96: CLASSIFIED PROFESSIONAL	DATE
1	At this time, the past two years, I have not participated in any committees and I actually use to be a part of 3 of the committees related to classified professionals, but because I am now in a position where I am completely alone (no help/student workers/hourly's/staff) I cannot participate in these types of engagements due to no staff to cover me while I am gone and of course I do not have the band width to do any additional activities, etc.	2/27/2019 11:14 AM
2	many opportunities for staff are offered at the same time when faculty returns. often staff must decide between participation in activities or the support of faculty during peak week. many opportunists are missed as work loads can be affected by an absence during this time	2/26/2019 8:45 AM
3	PD at LMC has been a great resource.	2/11/2019 11:55 AM
4	Professional dev should be offered to classified during non peak times. It was noticed that faculty support provided by classified is limited during flex week or that classified could not participate as much as they would like to as it would increase work demands if absent during peak times.	2/11/2019 10:54 AM
5	LMC is very good in this area; I've had the opportunity to participate in a number of professional development activities over the past few years.	1/16/2019 8:38 AM
6	for us classifieds, professional developments are usually on a work day which means that sometimes if we want to attend a professional development, we cant because we have to stay in the office and work or the office is short staff that someone has to be left behind in the office.	1/15/2019 4:02 PM
#	Q96: ADMINISTRATOR	DATE
1	We are very fortunate to have a culture that values PD and fiscal resources to support participation.	2/21/2019 3:10 PM
2	Currently our professional development practices check the box so to speak. It is time to reevaluate our current Professional Development structure in order to support inclusion and transparency in the process of providing this service to our faculty, staff, and administrators.	2/13/2019 11:22 AM
3	I think classified staff are not always supported in attending conferences or leadership development activities	1/16/2019 6:20 PM
#	Q96: STUDENT SENATE/STUDENT WORKERS	DATE
1	None.	2/28/2019 8:29 PM
2	N/A	2/28/2019 8:12 PM
3	New ideas and knowledge	2/22/2019 4:14 PM
4	I haven't attended or am not aware of what qualifies as "Professional Development".	2/22/2019 3:52 PM
5	I am not faculty or staff but I answered as best I could	2/22/2019 9:21 AM
6	I have not attended any professional development activities	2/20/2019 11:13 PM
7	What Professional Development is offered for student workers/employees? I would be nice if there was workshops for improving work skills for student employees, so they can build their resumes.	2/20/2019 7:23 PM

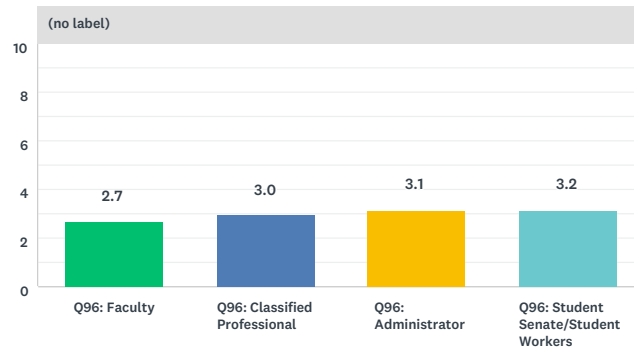
LMC Employee Engagement Survey 2019

8	Very good process	2/20/2019 5:34 PM
9	n/a	2/20/2019 4:45 PM
10	My professional development experiences have been limited to tutoring trainings but they've been very useful	2/20/2019 10:55 AM
11	n/a	2/14/2019 8:57 AM

LMC Employee Engagement Survey 2019

Q63 The College ensures adequate physical resources at all locations. (ACCJC Standard IIB1)

Answered: 154 Skipped: 0

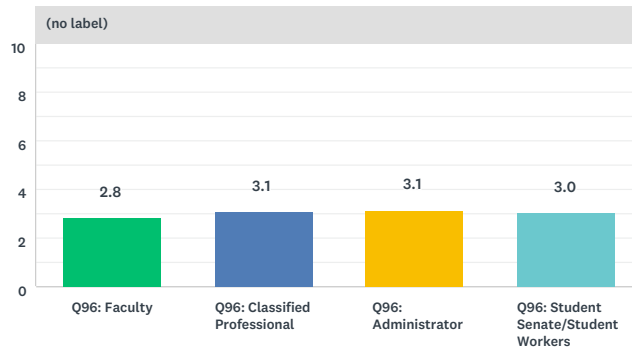


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	STRONGLY DISAGREE	DISAGREE	AGREE	STRONGLY AGREE	NA/DON'T KNOW	TOTAL	WEIGHTED AVERAGE
Q96: Faculty	7.58% 5	24.24% 16	39.39% 26	15.15% 10	13.64% 9	42.86% 66	2.72
Q96: Classified Professional	2.78% 1	16.67% 6	44.44% 16	19.44% 7	16.67% 6	23.38% 36	2.97
Q96: Administrator	6.25% 1	6.25% 1	56.25% 9	31.25% 5	0.00% 0	10.39% 16	3.13
Q96: Student Senate/Student Workers	5.56% 2	5.56% 2	47.22% 17	30.56% 11	11.11% 4	23.38% 36	3.16

LMC Employee Engagement Survey 2019

Q64 The College maintains its facilities and equipment on a regular basis. (ACCJC Standard IIIB3)

Answered: 153 Skipped: 1

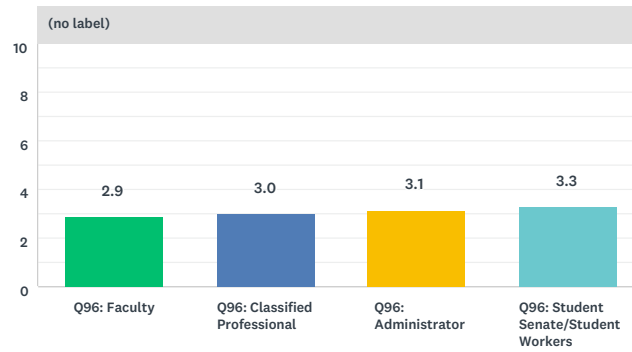


(no label)							
	STRONGLY DISAGREE	DISAGREE	AGREE	STRONGLY AGREE	NA/DON'T KNOW	TOTAL	WEIGHTED AVERAGE
Q96: Faculty	7.69% 5	13.85% 9	63.08% 41	13.85% 9	1.54% 1	42.48% 65	2.84
Q96: Classified Professional	2.78% 1	11.11% 4	55.56% 20	25.00% 9	5.56% 2	23.53% 36	3.09
Q96: Administrator	0.00% 0	12.50% 2	62.50% 10	25.00% 4	0.00% 0	10.46% 16	3.13
Q96: Student Senate/Student Workers	2.78% 1	13.89% 5	55.56% 20	22.22% 8	5.56% 2	23.53% 36	3.03

LMC Employee Engagement Survey 2019

Q65 The College buildings, classrooms, programs, and services are physically accessible. (ACCJC Standard IIIB1)

Answered: 153 Skipped: 1

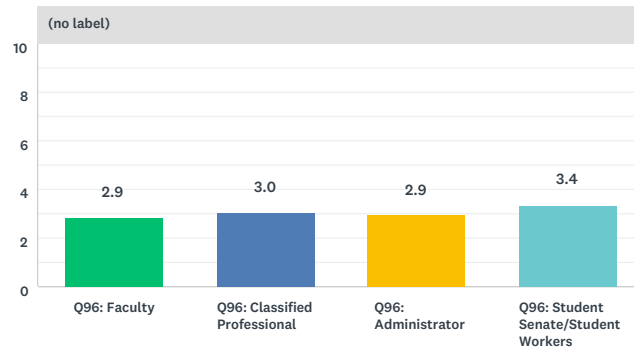


(no label)							
	STRONGLY DISAGREE	DISAGREE	AGREE	STRONGLY AGREE	NA/DON'T KNOW	TOTAL	WEIGHTED AVERAGE
Q96: Faculty	6.15% 4	12.31% 8	64.62% 42	15.38% 10	1.54% 1	42.48% 65	2.91
Q96: Classified Professional	5.56% 2	13.89% 5	52.78% 19	25.00% 9	2.78% 1	23.53% 36	3.00
Q96: Administrator	0.00% 0	0.00% 0	75.00% 12	12.50% 2	12.50% 2	10.46% 16	3.14
Q96: Student Senate/Student Workers	2.78% 1	0.00% 0	61.11% 22	36.11% 13	0.00% 0	23.53% 36	3.31

LMC Employee Engagement Survey 2019

Q66 The College elevators are accessible and operational. (ACCJC Standards IIB2, IIB3)

Answered: 152 Skipped: 2

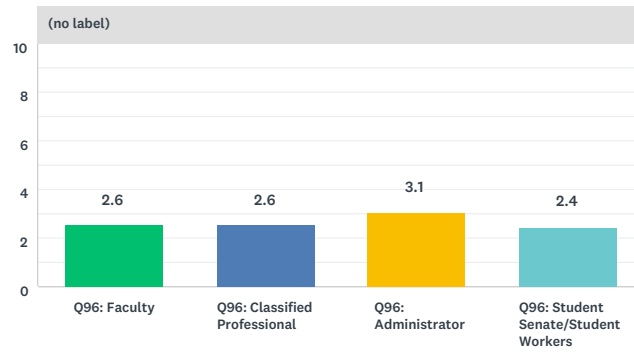


(no label)								
	STRONGLY DISAGREE	DISAGREE	AGREE	STRONGLY AGREE	NA/DON'T KNOW	TOTAL	WEIGHTED AVERAGE	
Q96: Faculty	6.25% 4	10.94% 7	53.13% 34	12.50% 8	17.19% 11	42.11% 64		2.87
Q96: Classified Professional	0.00% 0	16.67% 6	55.56% 20	19.44% 7	8.33% 3	23.68% 36		3.03
Q96: Administrator	6.25% 1	6.25% 1	68.75% 11	12.50% 2	6.25% 1	10.53% 16		2.93
Q96: Student Senate/Student Workers	2.78% 1	2.78% 1	47.22% 17	44.44% 16	2.78% 1	23.68% 36		3.37

LMC Employee Engagement Survey 2019

Q67 The College provides an adequate amount of parking spaces. (ACCJC Standards IIB1, IIB2)

Answered: 152 Skipped: 2

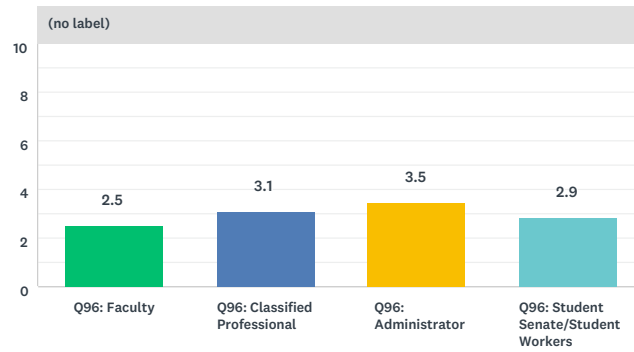


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	STRONGLY DISAGREE	DISAGREE	AGREE	STRONGLY AGREE	NA/DON'T KNOW	TOTAL	WEIGHTED AVERAGE
Q96: Faculty	15.38% 10	21.54% 14	49.23% 32	9.23% 6	4.62% 3	42.76% 65	2.55
Q96: Classified Professional	5.71% 2	40.00% 14	40.00% 14	8.57% 3	5.71% 2	23.03% 35	2.55
Q96: Administrator	0.00% 0	12.50% 2	68.75% 11	18.75% 3	0.00% 0	10.53% 16	3.06
Q96: Student Senate/Student Workers	19.44% 7	22.22% 8	36.11% 13	11.11% 4	11.11% 4	23.68% 36	2.44

LMC Employee Engagement Survey 2019

Q68 The College provides adequate parking for individuals with disabilities. (ACCJC Standards IIIB1, IIIB2)

Answered: 153 Skipped: 1

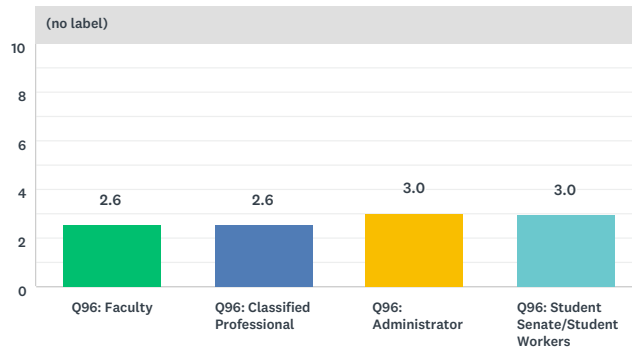


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	STRONGLY DISAGREE	DISAGREE	AGREE	STRONGLY AGREE	NA/DON'T KNOW	TOTAL	WEIGHTED AVERAGE
Q96: Faculty	6.15% 4	13.85% 9	24.62% 16	3.08% 2	52.31% 34	42.48% 65	2.52
Q96: Classified Professional	0.00% 0	5.56% 2	41.67% 15	11.11% 4	41.67% 15	23.53% 36	3.10
Q96: Administrator	0.00% 0	0.00% 0	37.50% 6	31.25% 5	31.25% 5	10.46% 16	3.45
Q96: Student Senate/Student Workers	11.11% 4	11.11% 4	36.11% 13	22.22% 8	19.44% 7	23.53% 36	2.86

LMC Employee Engagement Survey 2019

Q69 The College provides adequate non-instructional space (i.e., office space, conference rooms, furniture, etc.). (ACCJC Standards IIIB1, IIIB2 and IIIB3)

Answered: 154 Skipped: 0



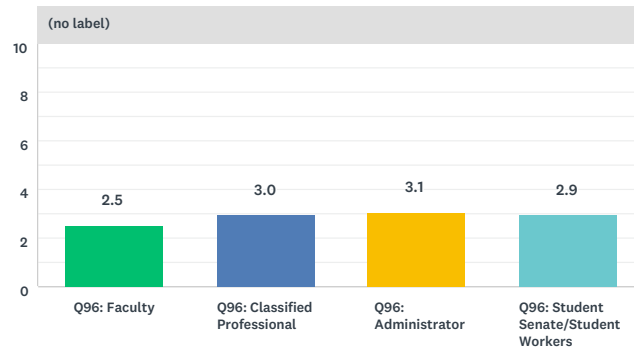
(no label)

	STRONGLY DISAGREE	DISAGREE	AGREE	STRONGLY AGREE	NA/DON'T KNOW	TOTAL	WEIGHTED AVERAGE
Q96: Faculty	7.58% 5	31.82% 21	48.48% 32	6.06% 4	6.06% 4	42.86% 66	2.56
Q96: Classified Professional	11.11% 4	33.33% 12	38.89% 14	13.89% 5	2.78% 1	23.38% 36	2.57
Q96: Administrator	0.00% 0	18.75% 3	56.25% 9	18.75% 3	6.25% 1	10.39% 16	3.00
Q96: Student Senate/Student Workers	8.33% 3	11.11% 4	36.11% 13	25.00% 9	19.44% 7	23.38% 36	2.97

LMC Employee Engagement Survey 2019

Q70 The College provides adequate instructional space (i.e., classrooms, furniture, labs, etc.) (ACCJC Standards IIIB1, IIIB2)

Answered: 153 Skipped: 1

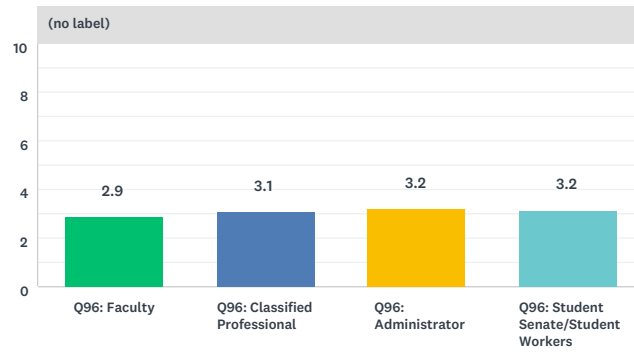


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	STRONGLY DISAGREE	DISAGREE	AGREE	STRONGLY AGREE	NA/DON'T KNOW	TOTAL	WEIGHTED AVERAGE	
Q96: Faculty	10.61% 7	25.76% 17	53.03% 35	3.03% 2	7.58% 5	43.14% 66		2.52
Q96: Classified Professional	2.86% 1	14.29% 5	57.14% 20	17.14% 6	8.57% 3	22.88% 35		2.97
Q96: Administrator	0.00% 0	12.50% 2	62.50% 10	18.75% 3	6.25% 1	10.46% 16		3.07
Q96: Student Senate/Student Workers	5.56% 2	19.44% 7	50.00% 18	25.00% 9	0.00% 0	23.53% 36		2.94

LMC Employee Engagement Survey 2019

Q71 Interior lighting (i.e., classroom, bathroom, hallway, offices, etc.) are adequate for learning. (ACCJC Standards IIB1, IIB2)

Answered: 153 Skipped: 1

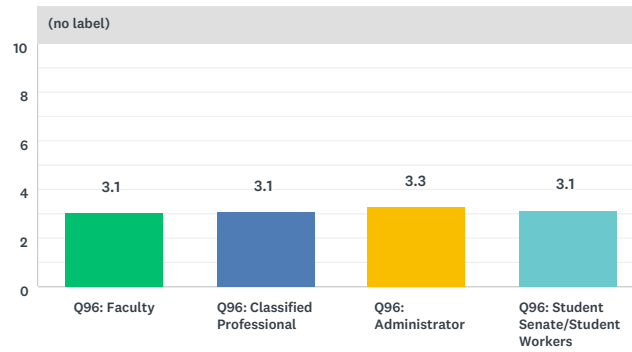


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	STRONGLY DISAGREE	DISAGREE	AGREE	STRONGLY AGREE	NA/DON'T KNOW	TOTAL	WEIGHTED AVERAGE
Q96: Faculty	3.08% 2	13.85% 9	69.23% 45	12.31% 8	1.54% 1	42.48% 65	2.92
Q96: Classified Professional	0.00% 0	11.11% 4	63.89% 23	19.44% 7	5.56% 2	23.53% 36	3.09
Q96: Administrator	0.00% 0	6.25% 1	68.75% 11	25.00% 4	0.00% 0	10.46% 16	3.19
Q96: Student Senate/Student Workers	2.78% 1	16.67% 6	41.67% 15	38.89% 14	0.00% 0	23.53% 36	3.17

LMC Employee Engagement Survey 2019

Q72 The campus interior spaces are clean and welcoming (i.e., classrooms, hallway, bathroom, office, etc.). (ACCJC Standard IIIB1)

Answered: 154 Skipped: 0

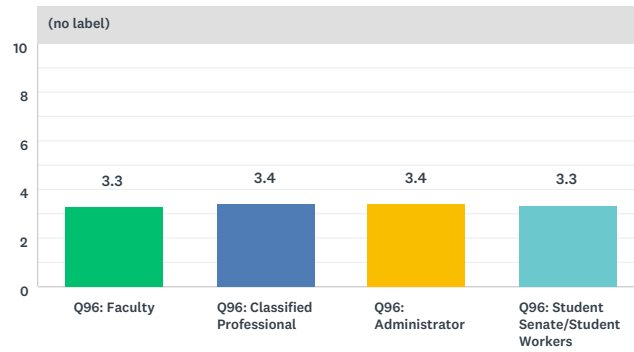


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	STRONGLY DISAGREE	DISAGREE	AGREE	STRONGLY AGREE	NA/DON'T KNOW	TOTAL	WEIGHTED AVERAGE
Q96: Faculty	0.00% 0	10.61% 7	72.73% 48	15.15% 10	1.52% 1	42.86% 66	3.05
Q96: Classified Professional	2.78% 1	11.11% 4	55.56% 20	27.78% 10	2.78% 1	23.38% 36	3.11
Q96: Administrator	0.00% 0	0.00% 0	68.75% 11	31.25% 5	0.00% 0	10.39% 16	3.31
Q96: Student Senate/Student Workers	2.78% 1	13.89% 5	50.00% 18	33.33% 12	0.00% 0	23.38% 36	3.14

LMC Employee Engagement Survey 2019

Q73 The campus exterior space is clean and welcoming (i.e. grounds, landscaping, etc.).
(ACCJC Standards IIIB1, IIIB2)

Answered: 154 Skipped: 0

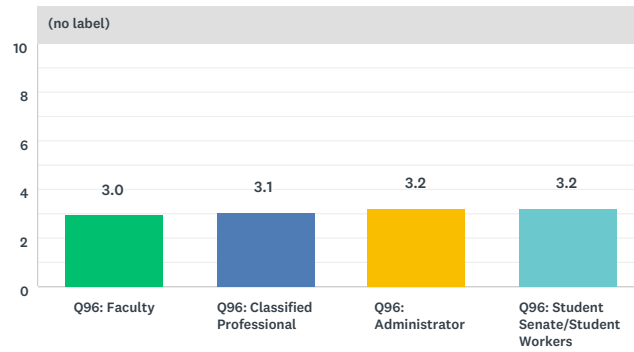


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	STRONGLY DISAGREE	DISAGREE	AGREE	STRONGLY AGREE	NA/DON'T KNOW	TOTAL	WEIGHTED AVERAGE
Q96: Faculty	0.00% 0	6.06% 4	57.58% 38	34.85% 23	1.52% 1	42.86% 66	3.29
Q96: Classified Professional	0.00% 0	0.00% 0	58.33% 21	38.89% 14	2.78% 1	23.38% 36	3.40
Q96: Administrator	0.00% 0	0.00% 0	62.50% 10	37.50% 6	0.00% 0	10.39% 16	3.38
Q96: Student Senate/Student Workers	2.78% 1	5.56% 2	47.22% 17	44.44% 16	0.00% 0	23.38% 36	3.33

LMC Employee Engagement Survey 2019

Q74 The College ensures safety at all locations where it offers courses, programs, and learning support services. (ACCJC Standard IIIB1)

Answered: 150 Skipped: 4

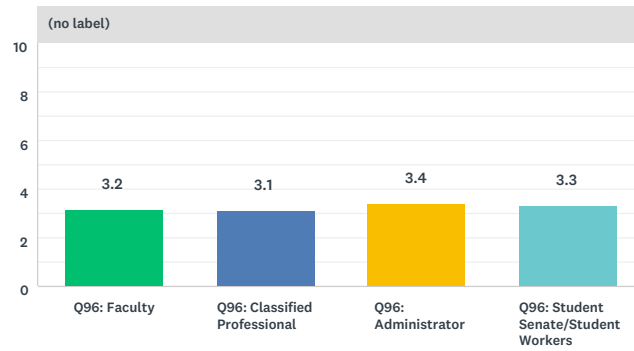


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	STRONGLY DISAGREE	DISAGREE	AGREE	STRONGLY AGREE	NA/DON'T KNOW	TOTAL	WEIGHTED AVERAGE
Q96: Faculty	1.54% 1	18.46% 12	52.31% 34	16.92% 11	10.77% 7	43.33% 65	2.95
Q96: Classified Professional	2.86% 1	8.57% 3	57.14% 20	20.00% 7	11.43% 4	23.33% 35	3.06
Q96: Administrator	0.00% 0	0.00% 0	81.25% 13	18.75% 3	0.00% 0	10.67% 16	3.19
Q96: Student Senate/Student Workers	2.94% 1	8.82% 3	50.00% 17	35.29% 12	2.94% 1	22.67% 34	3.21

LMC Employee Engagement Survey 2019

Q75 I feel safe when I am working at the College. (ACCJC Standard IIIB1)

Answered: 153 Skipped: 1

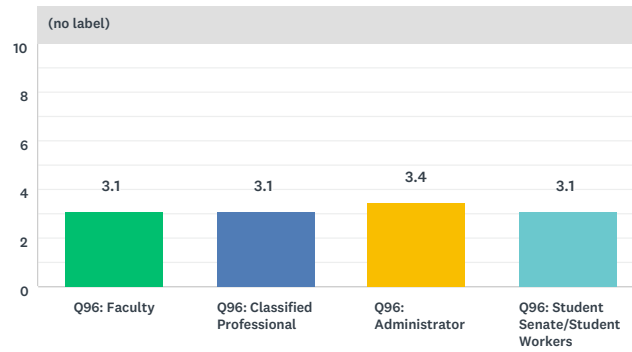


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	STRONGLY DISAGREE	DISAGREE	AGREE	STRONGLY AGREE	NA/DON'T KNOW	TOTAL	WEIGHTED AVERAGE
Q96: Faculty	0.00% 0	12.12% 8	57.58% 38	27.27% 18	3.03% 2	43.14% 66	3.16
Q96: Classified Professional	2.78% 1	5.56% 2	66.67% 24	19.44% 7	5.56% 2	23.53% 36	3.09
Q96: Administrator	0.00% 0	0.00% 0	62.50% 10	37.50% 6	0.00% 0	10.46% 16	3.38
Q96: Student Senate/Student Workers	5.71% 2	8.57% 3	37.14% 13	48.57% 17	0.00% 0	22.88% 35	3.29

LMC Employee Engagement Survey 2019

Q76 Police Services regularly patrols the campus and parking lots to ensure safety. (ACCJC Standard IIIB1)

Answered: 154 Skipped: 0

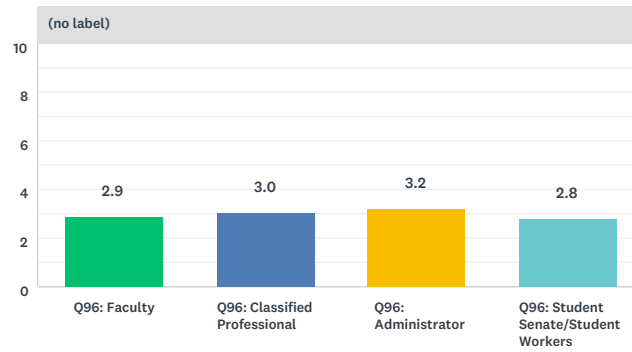


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	STRONGLY DISAGREE	DISAGREE	AGREE	STRONGLY AGREE	NA/DON'T KNOW	TOTAL	WEIGHTED AVERAGE
Q96: Faculty	3.03% 2	6.06% 4	59.09% 39	21.21% 14	10.61% 7	42.86% 66	3.10
Q96: Classified Professional	0.00% 0	11.11% 4	61.11% 22	19.44% 7	8.33% 3	23.38% 36	3.09
Q96: Administrator	0.00% 0	6.25% 1	43.75% 7	50.00% 8	0.00% 0	10.39% 16	3.44
Q96: Student Senate/Student Workers	5.56% 2	11.11% 4	44.44% 16	33.33% 12	5.56% 2	23.38% 36	3.12

LMC Employee Engagement Survey 2019

Q77 The condition and lighting of parking spaces is adequate. (ACCJC Standards IIB1, IIB2)

Answered: 152 Skipped: 2

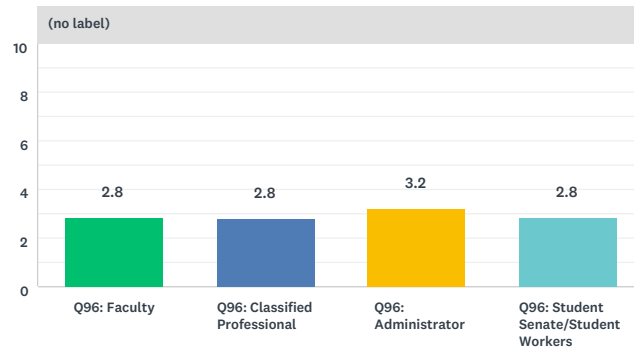


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	STRONGLY DISAGREE	DISAGREE	AGREE	STRONGLY AGREE	NA/DON'T KNOW	TOTAL	WEIGHTED AVERAGE	
Q96: Faculty	4.69% 3	15.63% 10	56.25% 36	15.63% 10	7.81% 5	42.11% 64		2.90
Q96: Classified Professional	0.00% 0	13.89% 5	61.11% 22	16.67% 6	8.33% 3	23.68% 36		3.03
Q96: Administrator	0.00% 0	0.00% 0	81.25% 13	18.75% 3	0.00% 0	10.53% 16		3.19
Q96: Student Senate/Student Workers	8.33% 3	25.00% 9	41.67% 15	22.22% 8	2.78% 1	23.68% 36		2.80

LMC Employee Engagement Survey 2019

Q78 Exterior lighting (i.e., parking lots) is adequate and makes me feel safe. (ACCJC Standards IIIB1, IIIB2)

Answered: 154 Skipped: 0



(no label)							
	STRONGLY DISAGREE	DISAGREE	AGREE	STRONGLY AGREE	NA/DON'T KNOW	TOTAL	WEIGHTED AVERAGE
Q96: Faculty	4.55% 3	18.18% 12	57.58% 38	12.12% 8	7.58% 5	42.86% 66	2.84
Q96: Classified Professional	2.78% 1	19.44% 7	63.89% 23	8.33% 3	5.56% 2	23.38% 36	2.82
Q96: Administrator	0.00% 0	0.00% 0	81.25% 13	18.75% 3	0.00% 0	10.39% 16	3.19
Q96: Student Senate/Student Workers	8.33% 3	27.78% 10	36.11% 13	27.78% 10	0.00% 0	23.38% 36	2.83

LMC Employee Engagement Survey 2019

Q79 Comment on Physical Resources and Campus Safety and Security

Answered: 52 Skipped: 102

	COMMENT ON PHYSICAL RESOURCES AND CAMPUS SAFETY AND SECURITY	TOTAL
Q96: Faculty	100.00% 27	51.92% 27
Q96: Classified Professional	100.00% 10	19.23% 10
Q96: Administrator	100.00% 3	5.77% 3
Q96: Student Senate/Student Workers	100.00% 12	23.08% 12
Total Respondents	52	52

#	Q96: FACULTY	DATE
1	Our buildings and grounds and custodial have done an Incredible job. However they are severely understaffed and as our campus grow management keeps adding management positions rather than expanding hires in IT, Buildings and Grounds, and Custodial.	3/11/2019 12:04 PM
2	Some of the areas of campus are looking a little old and worn, but based on the age and use and available resources the staff does a pretty good job of staying on top of things	2/28/2019 7:51 AM
3	Never enough classrooms. Seating in many of them is old and falling apart. Cabinetry hardware is of poor quality and many latches/locks no longer work but replacement is a paperwork hassle (RAP Process) so it is just left the way it is. Repair should be upon request, not a huge paper work nightmare.	2/27/2019 6:26 AM
4	The CC building is pretty inadequate. The elevator doesn't work consistently. One wheelchair-bound student can't access the elevator alone because he doesn't have the dexterity to press the call button. So, he waits for someone to push the button for him. English offices were supposed to be renovated two summers ago. That hasn't happened. We have one computer lab to serve 300+ students in a given semester. That computer lab seats 28 and our class sizes average 30.	2/26/2019 11:23 AM
5	In my opinion the mission of the police services department is not focused in the right areas. Too often there are classrooms that are not unlocked when requested, or issues with homeless, vandalism, etc that are unattended. But also too often there are issues with if a car is incorrectly parked out of a stall, or without a pass on a day of the week and time that the lot is not being used to anywhere near capacity (even though there are parking areas where you cannot purchase passes or they do not function). If the objective of the police services department is to generate funds through violations that is fine it should just be communicated as such, but if the goal is to maintain an operational campus and a safe environment I believe priorities need to be adjusted.	2/26/2019 10:13 AM
6	Leaving the campus at night can be scary	2/22/2019 5:59 PM
7	I think each campus has a few issues. Last fall semester the light by the child development center didn't come on for a very long time...or the parking area near that. It was extremely dark and perhaps the timing was off with the change of seasons.	2/21/2019 6:19 PM
8	There could be more lighting on campus and in the parking lots.	2/21/2019 4:16 PM
9	ok	2/20/2019 10:24 PM
10	Poor lighting in classrooms in the core building. Classrooms are often too cold, and sometimes too hot. Noisy air circulation and it often feels like a small hurricane is blowing through my office. There have been several office robberies in my department and there are not any video cameras to record the thieves.	2/20/2019 10:44 AM
11	-Counseling Office space at Brentwood is VERY limited -It would be nice for the new Brentwood location to offer students more space to study -As an Employee, I have felt safe at both Pittsburg and Brentwood locations. However, I have had female students share that they do not feel safe at the Brentwood parking lot when they receive various "cat calls" and verbal harassment from males (who are not students) in the parking lot.	2/19/2019 3:55 PM
12	Campus police/parking attendants fail to do their jobs on multiple occasions: ie; not unlocking rooms when suppose to, not patrolling the parking lots adequately which result in many car break ins, placing the wrong Class cancellation signs on the incorrect doors, and spending too much time on areas that don't need to be looked over while other areas on campus are never secured.	2/15/2019 8:00 PM
13	There have been times an elevator has not been turned on or has been turned off early leaving students with disabilities stranded. Often a broken automatic door won't work. There needs to be diligence on making sure the campus is accessible. Not all physical disabilities are visible and it's important to make sure the campus is accessible.	2/12/2019 10:13 AM
14	Construction is impacting our cleanliness and image.	2/11/2019 11:36 AM
15	Bathrooms on 3rd floor (womans), seems to get pretty disgusting at times. Could use more frequent cleaning. Concerned about double doors in lab with outside lock. Is there a device to put over them in the event of a active shooter? This may be worth looking into. .	2/11/2019 10:18 AM
16	One door of double door sets leading from the outside are constantly locked so that when you hit the button to open them, it does not work.	2/2/2019 10:54 AM
17	It takes maintenance a long time to complete works requests. Please give them the resources or oversight to accomplish their work.	2/1/2019 2:41 PM
18	The staff of Los Medanos takes appropriate measures to ensure safety on the campus.	1/23/2019 10:34 AM
19	The elevator in the CCC building has been out of order a few times in the last couple years. I have a heavy rolling briefcase that I can't carry up 3 flights of stairs. I found a way to go outside the building and around that didn't involve AS many stairs, but it was still difficult and extremely inconvenient.	1/22/2019 9:56 AM
20	There is little to no space for faculty, especially adjuncts. Many classrooms/restrooms are filthy, the Campus police are usually gathered in the parking lots, "hanging out" not patrolling.	1/19/2019 7:12 PM

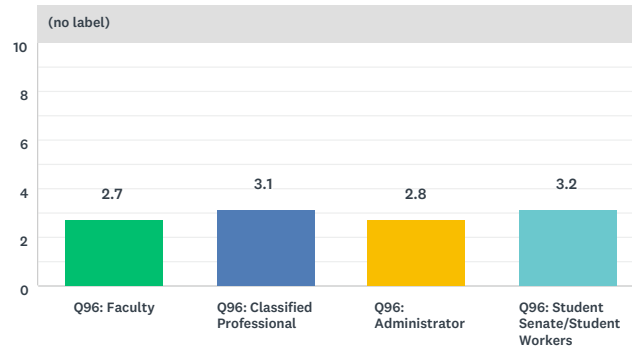
LMC Employee Engagement Survey 2019

21	Disparate comments: It would be nice to make the Nature Preserve more accessible. Our offices in the Science Building never get vacuumed. Parking is a nightmare for students, staff, and faculty. If you get on campus past 10am, there is no chance of parking close to the buildings. As a science instructor who shuffles a lot of materials, it is not fun to lug things all the way across campus. I can imagine it's worse for adjuncts who are in a rush and have to schlep all their materials in/out of their cars. Taking students on field trips with equipment is an even bigger nightmare. Feels irresponsible to leave them with no parking spots when we return to campus, and it's hard to engage students in helping to transport equipment. Thank you to Custodial for maintaining such clean bathrooms. Thank you to Facilities for keeping us safe with good lighting and happy with great landscaping. I have experienced trauma as a woman at night in a parking lot, so I personally don't feel safe walking to my car at night, especially after the student was raped in the bathroom a few years ago. I imagine it will be better now that the Police Station is right next to the front lot, but I don't ever park far away in the back lot and circle and circle the front lot to look for spots, just because I don't want to walk back there by myself at night.	1/18/2019 1:14 PM
22	Although adequate, this whole section is an area in need of improvement. We can do better.	1/17/2019 11:23 PM
23	I feel the campus is generally safe except the parking lot areas and exterior walkways. Much more and brighter lighting is needed for night students to travel SAFELY to their vehicles.	1/16/2019 7:36 PM
24	Lighting is being worked on, I realize... some classrooms are still pretty dim. Parking lots are better, but C was messed up for a while! Improvement will hopefully continue	1/16/2019 9:46 AM
25	Campus interior is way too dark.	1/16/2019 9:34 AM
26	In the Science Bldg., I feel the classrooms are not as clean and in good repair as they use to be. The walls in the new buildings where desks have rubbed have large holes and dry wall on the floor; a simple fix of wall/dry wall guards to prevent this would make the classroom seem cleaner and more welcoming rather than show a picture of a run down or unkept building. Also, in the Science Bldg., vending machines were scraped across the floor and large puddle of water from the condensing units have left unsightly messes.	1/15/2019 5:02 PM
27	Will be much better with new Brentwood campus.	1/15/2019 4:54 PM
#	Q96: CLASSIFIED PROFESSIONAL	DATE
1	Parking lighting could be better/more extensive/brighter in the far end of Lot A and along the exit street in Lot B and Lot C. Lighting is often dim and spaced far apart in these areas.	2/27/2019 12:32 PM
2	There's not enough offices, or office space. I have been told the past two years that I could not get any student workers/hourly because we don't have room in our shared office space.	2/27/2019 11:19 AM
3	The exterior lighting is adequate, but I do not feel safe walking by myself on campus at night.	2/26/2019 10:07 AM
4	with technological increases it is difficult to find computer lab space for class activities. this is also in relation to condensed calendar and block courses using the same day/times.	2/26/2019 8:49 AM
5	The good - The service personnel at LMC are great to work with! The bad - Some of the contract work on the exterior lighting is not functional and there are several lights not in service. In short personnel for facilities, custodial, grounds and IT are understaffed. They are asked to do too much. All of our hiring has been focused on the "front of the house", we now have more students, more facilities and roughly the same or less in support staff.	2/11/2019 12:00 PM
6	Main college complex is dark and lights on motion sensors are located in dark isolated places. Police aides are noted in parking lots and in newer parts of the building but are rarely noticed in college complex. Police services also changed locations to the other side of campus and appear to have less of a presence in college complex.	2/11/2019 10:59 AM
7	I only see officer Howe patrolling.	1/16/2019 11:31 AM
8	The college does a great job in this area.	1/16/2019 8:40 AM
9	The problems where safety is concerned is not during the daytime... Its a concern for people who work overnight. there are not precautions in place.	1/15/2019 5:06 PM
10	Bathrooms in Brentwood smells and toilets are dirty. Carpets are not vacuumed.	1/15/2019 4:06 PM
#	Q96: ADMINISTRATOR	DATE
1	My responses are middle of the road, because it represents a hit and miss in all of the categories. That said, some of it requires a rethinking of how we use existing space. Before asking for more, we should always ask how we can do more with existing. As for safety, we have some walkways that lend themselves to dark spaces (walk way between CC2 and Child Development and the walkway from Art to parking lot B). As for cleanliness, it depends on the person's area that is tasked with keeping it clean. 2nd floor CC is immaculate, but 4th floor SS (bathrooms) do not reflect details of cleanliness. The grounds, however, are beautiful. Persistent leaks in Voc Tech need long-term fix, such as fixing the roof.	2/21/2019 3:16 PM
2	LMC has a beautiful campus and is committed to providing a safe environment. My concern is surrounding available space for the continued growth within the college. As we strive to meet student needs it is always a challenge to consider future growth as well as a potential decline if our funding changes. It would be helpful to have a space to discuss needs for space in a more transparent and inclusive way.	2/13/2019 11:26 AM
3	We are have a clear lack of conference rooms or other flexible space to meet our growing needs. Our student services area also has storage needs that are unmet.	1/16/2019 6:23 PM
#	Q96: STUDENT SENATE/STUDENT WORKERS	DATE
1	None	2/28/2019 8:31 PM
2	N/A	2/28/2019 8:14 PM
3	Need more security during all hours of the day.	2/22/2019 4:16 PM
4	There is alot to say about the safety issues on campus. there steps that need to be taken to ensure a better enviroment especially for students that are on campus late	2/22/2019 10:09 AM
5	The back parking lots could use more lights.	2/20/2019 11:15 PM
6	It would be nice to see more police/patrol in each building, especially during the begging of the semester when people tend to get robbed.	2/20/2019 7:29 PM
7	I feel safe and secure while at school and working	2/20/2019 5:37 PM
8	n/a	2/20/2019 4:46 PM
9	Please install light posts at the parking lots especially on Parking Lot C for it is near the lake. A security person posted by the lake is also recommended.	2/20/2019 12:48 PM
10	Need more parking.	2/20/2019 11:09 AM
11	The bathrooms sometimes have water pooling on the floor, and parking is a real menace	2/20/2019 10:57 AM
12	n/a	2/14/2019 8:59 AM

LMC Employee Engagement Survey 2019

Q80 The maintenance of instructional equipment in the classroom (i.e., instructional technology, audio-visual media equipment, computers) is adequate. (ACCJC Standard IIC3)

Answered: 154 Skipped: 0

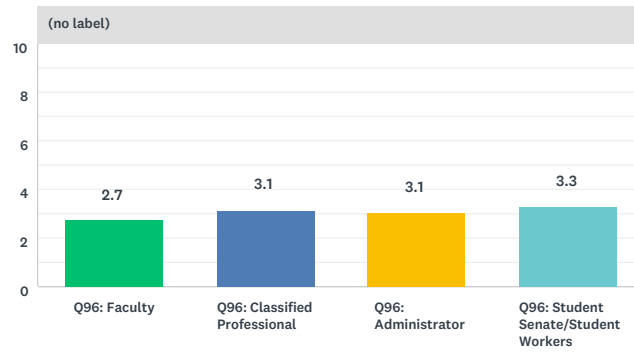


(no label)							
	STRONGLY DISAGREE	DISAGREE	AGREE	STRONGLY AGREE	NA/DON'T KNOW	TOTAL	WEIGHTED AVERAGE
Q96: Faculty	7.58% 5	21.21% 14	57.58% 38	10.61% 7	3.03% 2	42.86% 66	2.73
Q96: Classified Professional	0.00% 0	8.33% 3	38.89% 14	16.67% 6	36.11% 13	23.38% 36	3.13
Q96: Administrator	0.00% 0	18.75% 3	56.25% 9	0.00% 0	25.00% 4	10.39% 16	2.75
Q96: Student Senate/Student Workers	2.78% 1	2.78% 1	66.67% 24	25.00% 9	2.78% 1	23.38% 36	3.17

LMC Employee Engagement Survey 2019

Q81 The computer resources at LMC enable me to carry out my job duties. (ACCJC Standards IIIC1, IIIC2 and IIIC3)

Answered: 153 Skipped: 1

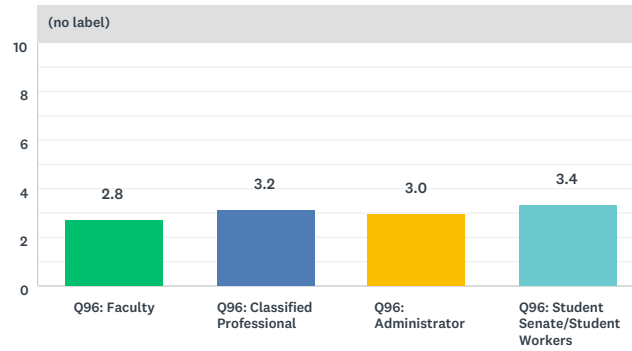


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	STRONGLY DISAGREE	DISAGREE	AGREE	STRONGLY AGREE	NA/DON'T KNOW	TOTAL	WEIGHTED AVERAGE		
Q96: Faculty	6.06%	27.27%	53.03%	13.64%	0.00%	43.14%			
	4	18	35	9	0	66			2.74
Q96: Classified Professional	0.00%	5.71%	68.57%	17.14%	8.57%	22.88%			
	0	2	24	6	3	35			3.13
Q96: Administrator	0.00%	12.50%	68.75%	18.75%	0.00%	10.46%			
	0	2	11	3	0	16			3.06
Q96: Student Senate/Student Workers	2.78%	2.78%	44.44%	36.11%	13.89%	23.53%			
	1	1	16	13	5	36			3.32

LMC Employee Engagement Survey 2019

Q82 Computers and software in the instructional lab facilities are adequate. (i.e., math, nursing, ETEC, PTEC, English, recording arts, etc.) (ACCJC Standards IIIC1, IIIC2 and IIIC3)

Answered: 153 Skipped: 1

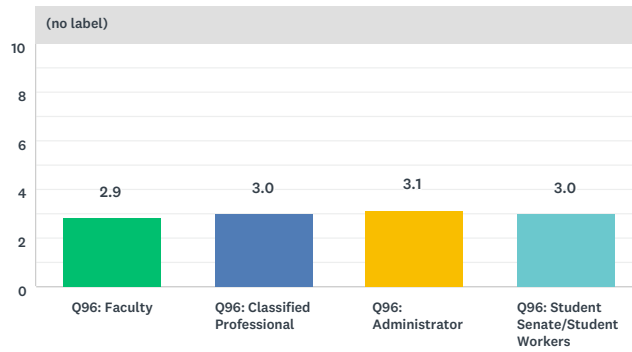


(no label)							
	STRONGLY DISAGREE	DISAGREE	AGREE	STRONGLY AGREE	NA/DON'T KNOW	TOTAL	WEIGHTED AVERAGE
Q96: Faculty	6.15% 4	13.85% 9	38.46% 25	9.23% 6	32.31% 21	42.48% 65	2.75
Q96: Classified Professional	2.78% 1	0.00% 0	19.44% 7	11.11% 4	66.67% 24	23.53% 36	3.17
Q96: Administrator	0.00% 0	12.50% 2	31.25% 5	12.50% 2	43.75% 7	10.46% 16	3.00
Q96: Student Senate/Student Workers	5.56% 2	0.00% 0	41.67% 15	44.44% 16	8.33% 3	23.53% 36	3.36

LMC Employee Engagement Survey 2019

Q83 I can access the College/District Wi-Fi network when I am on campus. (ACCJC Standards IIIC1, IIIC3)

Answered: 153 Skipped: 1

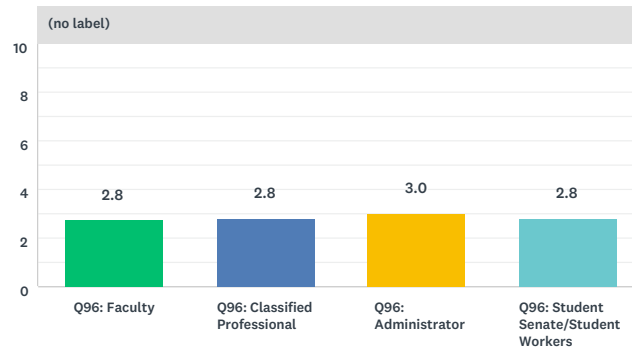


(no label)							
	STRONGLY DISAGREE	DISAGREE	AGREE	STRONGLY AGREE	NA/DON'T KNOW	TOTAL	WEIGHTED AVERAGE
Q96: Faculty	4.62% 3	20.00% 13	53.85% 35	15.38% 10	6.15% 4	42.48% 65	2.85
Q96: Classified Professional	5.56% 2	8.33% 3	58.33% 21	19.44% 7	8.33% 3	23.53% 36	3.00
Q96: Administrator	0.00% 0	12.50% 2	62.50% 10	25.00% 4	0.00% 0	10.46% 16	3.13
Q96: Student Senate/Student Workers	5.56% 2	19.44% 7	44.44% 16	30.56% 11	0.00% 0	23.53% 36	3.00

LMC Employee Engagement Survey 2019

Q84 The campus Wi-Fi has sufficient speed to do my work. (ACCJC Standards IIIC1, IIIC3)

Answered: 154 Skipped: 0

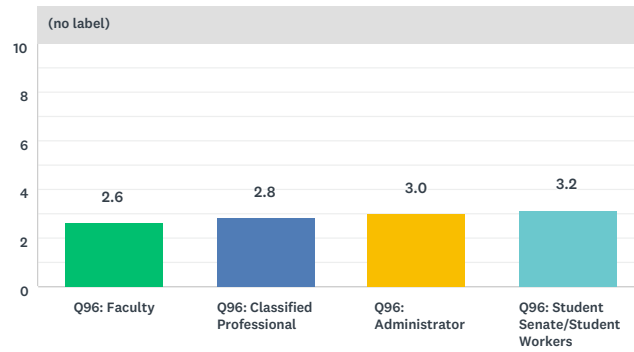


(no label)							
	STRONGLY DISAGREE	DISAGREE	AGREE	STRONGLY AGREE	NA/DON'T KNOW	TOTAL	WEIGHTED AVERAGE
Q96: Faculty	9.09% 6	18.18% 12	43.94% 29	15.15% 10	13.64% 9	42.86% 66	2.75
Q96: Classified Professional	2.78% 1	22.22% 8	55.56% 20	11.11% 4	8.33% 3	23.38% 36	2.82
Q96: Administrator	0.00% 0	25.00% 4	50.00% 8	25.00% 4	0.00% 0	10.39% 16	3.00
Q96: Student Senate/Student Workers	11.11% 4	22.22% 8	33.33% 12	27.78% 10	5.56% 2	23.38% 36	2.82

LMC Employee Engagement Survey 2019

Q85 The number of computers in the student computer labs is adequate. (ACCJC Standards IIIC1, IIIC2)

Answered: 152 Skipped: 2

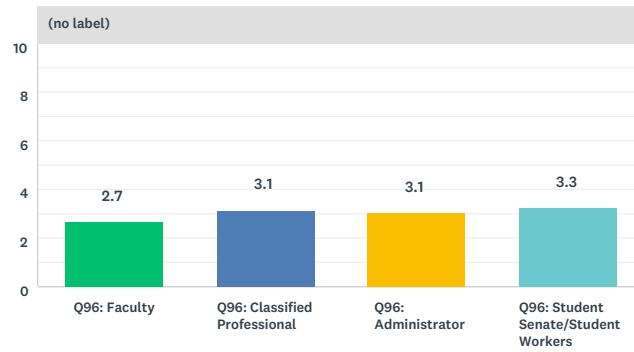


(no label)									
	STRONGLY DISAGREE	DISAGREE	AGREE	STRONGLY AGREE	NA/DON'T KNOW	TOTAL	WEIGHTED AVERAGE		
Q96: Faculty	6.25%	18.75%	31.25%	7.81%	35.94%	42.11%	2.63		
	4	12	20	5	23	64			
Q96: Classified Professional	8.33%	0.00%	36.11%	8.33%	47.22%	23.68%	2.84		
	3	0	13	3	17	36			
Q96: Administrator	0.00%	6.25%	37.50%	6.25%	50.00%	10.53%	3.00		
	0	1	6	1	8	16			
Q96: Student Senate/Student Workers	2.78%	11.11%	52.78%	33.33%	0.00%	23.68%	3.17		
	1	4	19	12	0	36			

LMC Employee Engagement Survey 2019

Q86 The College provides me with the software applications I need to efficiently serve students. (ACCJC Standard IIC1)

Answered: 153 Skipped: 1

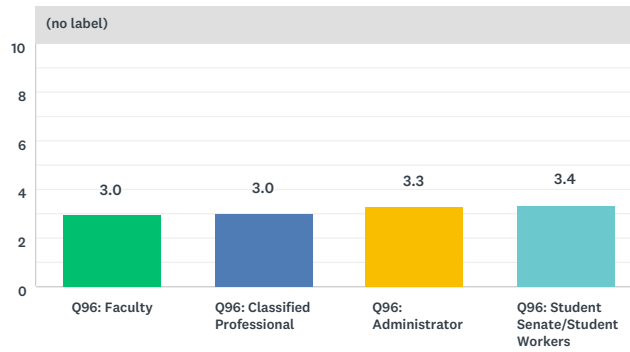


(no label)							
	STRONGLY DISAGREE	DISAGREE	AGREE	STRONGLY AGREE	NA/DON'T KNOW	TOTAL	WEIGHTED AVERAGE
Q96: Faculty	12.31% 8	13.85% 9	55.38% 36	10.77% 7	7.69% 5	42.48% 65	2.70
Q96: Classified Professional	0.00% 0	8.33% 3	55.56% 20	19.44% 7	16.67% 6	23.53% 36	3.13
Q96: Administrator	6.25% 1	0.00% 0	68.75% 11	18.75% 3	6.25% 1	10.46% 16	3.07
Q96: Student Senate/Student Workers	2.78% 1	5.56% 2	38.89% 14	30.56% 11	22.22% 8	23.53% 36	3.25

LMC Employee Engagement Survey 2019

Q87 The InSite resources, services and functions are accessible, easy to utilize and provide me with accurate information. (ACCJC Standard IIIC1)

Answered: 154 Skipped: 0

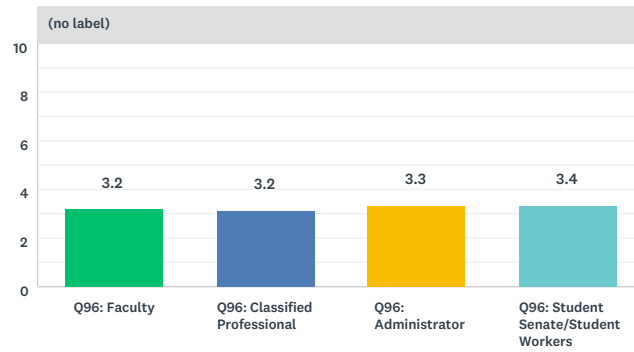


(no label)							
	STRONGLY DISAGREE	DISAGREE	AGREE	STRONGLY AGREE	NA/DON'T KNOW	TOTAL	WEIGHTED AVERAGE
Q96: Faculty	7.58% 5	12.12% 8	56.06% 37	22.73% 15	1.52% 1	42.86% 66	2.95
Q96: Classified Professional	5.56% 2	11.11% 4	52.78% 19	22.22% 8	8.33% 3	23.38% 36	3.00
Q96: Administrator	0.00% 0	0.00% 0	68.75% 11	31.25% 5	0.00% 0	10.39% 16	3.31
Q96: Student Senate/Student Workers	2.78% 1	0.00% 0	52.78% 19	38.89% 14	5.56% 2	23.38% 36	3.35

LMC Employee Engagement Survey 2019

Q88 I am pleased with the access and functionality of Canvas for delivery of instructional materials and/or assignments to my students. (ACCJC Standard IIIC3)

Answered: 153 Skipped: 1

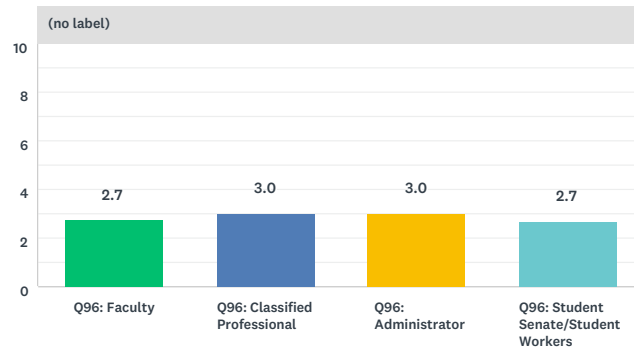


(no label)							
	STRONGLY DISAGREE	DISAGREE	AGREE	STRONGLY AGREE	NA/DON'T KNOW	TOTAL	WEIGHTED AVERAGE
Q96: Faculty	0.00% 0	6.06% 4	60.61% 40	25.76% 17	7.58% 5	43.14% 66	3.21
Q96: Classified Professional	0.00% 0	5.56% 2	19.44% 7	11.11% 4	63.89% 23	23.53% 36	3.15
Q96: Administrator	0.00% 0	0.00% 0	13.33% 2	6.67% 1	80.00% 12	9.80% 15	3.33
Q96: Student Senate/Student Workers	2.78% 1	2.78% 1	30.56% 11	33.33% 12	30.56% 11	23.53% 36	3.36

LMC Employee Engagement Survey 2019

Q89 I am pleased with the access and functionality of Starfish to identify students needing additional support and connecting them with resources. (ACCJC Standards IIIC1, IIIC2)

Answered: 154 Skipped: 0

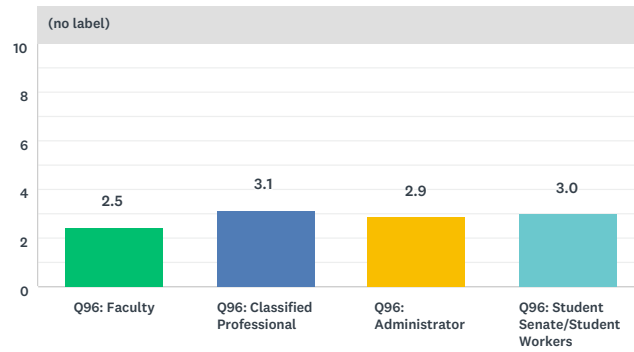


(no label)							
	STRONGLY DISAGREE	DISAGREE	AGREE	STRONGLY AGREE	NA/DON'T KNOW	TOTAL	WEIGHTED AVERAGE
Q96: Faculty	4.55% 3	13.64% 9	33.33% 22	7.58% 5	40.91% 27	42.86% 66	2.74
Q96: Classified Professional	0.00% 0	5.56% 2	13.89% 5	5.56% 2	75.00% 27	23.38% 36	3.00
Q96: Administrator	0.00% 0	6.25% 1	31.25% 5	6.25% 1	56.25% 9	10.39% 16	3.00
Q96: Student Senate/Student Workers	5.56% 2	2.78% 1	2.78% 1	8.33% 3	80.56% 29	23.38% 36	2.71

LMC Employee Engagement Survey 2019

Q90 I am pleased with the access and functionality of Ellucian to manage and deliver accurate information. (ACCJC Standard IIIC1)

Answered: 153 Skipped: 1

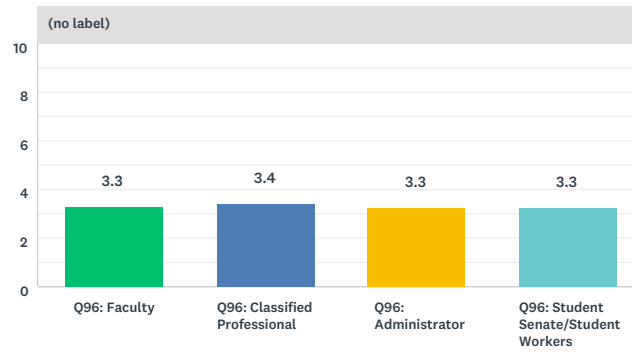


(no label)								
	STRONGLY DISAGREE	DISAGREE	AGREE	STRONGLY AGREE	NA/DON'T KNOW	TOTAL	WEIGHTED AVERAGE	
Q96: Faculty	1.54% 1	7.69% 5	6.15% 4	1.54% 1	83.08% 54	42.48% 65		2.45
Q96: Classified Professional	2.78% 1	2.78% 1	22.22% 8	13.89% 5	58.33% 21	23.53% 36		3.13
Q96: Administrator	0.00% 0	6.25% 1	43.75% 7	0.00% 0	50.00% 8	10.46% 16		2.88
Q96: Student Senate/Student Workers	2.78% 1	2.78% 1	5.56% 2	8.33% 3	80.56% 29	23.53% 36		3.00

LMC Employee Engagement Survey 2019

Q91 The library resources are adequate. (i.e., books, DVDs, computers, etc.) (ACCJC Standards IIB1, IIB2 and IIB3)

Answered: 154 Skipped: 0

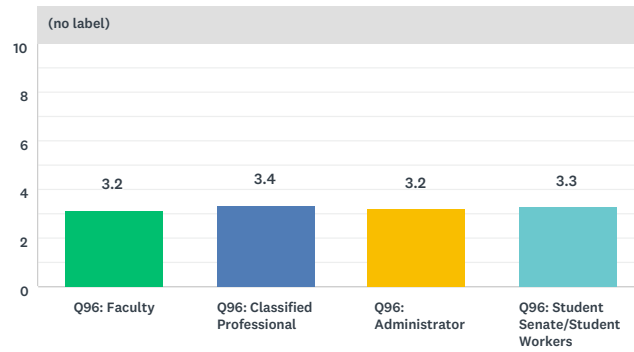


(no label)							
	STRONGLY DISAGREE	DISAGREE	AGREE	STRONGLY AGREE	NA/DON'T KNOW	TOTAL	WEIGHTED AVERAGE
Q96: Faculty	1.52% 1	1.52% 1	43.94% 29	27.27% 18	25.76% 17	42.86% 66	3.31
Q96: Classified Professional	0.00% 0	2.78% 1	36.11% 13	33.33% 12	27.78% 10	23.38% 36	3.42
Q96: Administrator	0.00% 0	0.00% 0	50.00% 8	18.75% 3	31.25% 5	10.39% 16	3.27
Q96: Student Senate/Student Workers	2.78% 1	0.00% 0	61.11% 22	30.56% 11	5.56% 2	23.38% 36	3.26

LMC Employee Engagement Survey 2019

Q92 The College publications are accurate and of high quality. (ACCJC Standards IC1, IC8)

Answered: 152 Skipped: 2

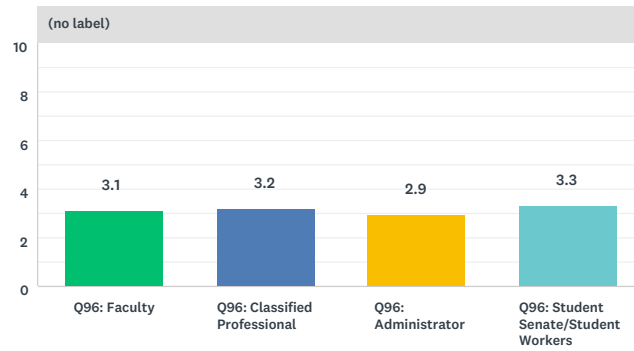


(no label)							
	STRONGLY DISAGREE	DISAGREE	AGREE	STRONGLY AGREE	NA/DON'T KNOW	TOTAL	WEIGHTED AVERAGE
Q96: Faculty	0.00% 0	6.25% 4	48.44% 31	18.75% 12	26.56% 17	42.11% 64	3.17
Q96: Classified Professional	0.00% 0	0.00% 0	41.67% 15	22.22% 8	36.11% 13	23.68% 36	3.35
Q96: Administrator	0.00% 0	0.00% 0	75.00% 12	18.75% 3	6.25% 1	10.53% 16	3.20
Q96: Student Senate/Student Workers	2.78% 1	2.78% 1	44.44% 16	30.56% 11	19.44% 7	23.68% 36	3.28

LMC Employee Engagement Survey 2019

Q93 The College website is accurate and of high quality. (ACCJC Standards IC1, IC8)

Answered: 151 Skipped: 3

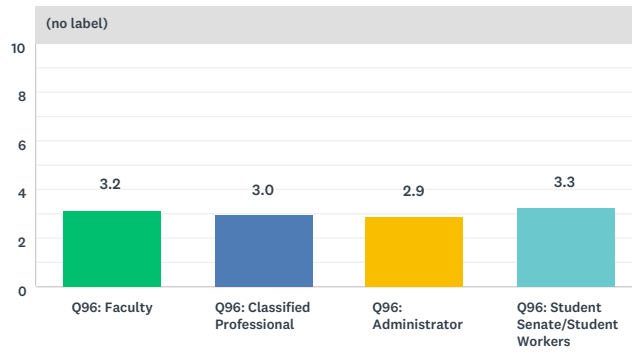


(no label)							
	STRONGLY DISAGREE	DISAGREE	AGREE	STRONGLY AGREE	NA/DON'T KNOW	TOTAL	WEIGHTED AVERAGE
Q96: Faculty	3.17% 2	6.35% 4	61.90% 39	23.81% 15	4.76% 3	41.72% 63	3.12
Q96: Classified Professional	0.00% 0	13.89% 5	50.00% 18	33.33% 12	2.78% 1	23.84% 36	3.20
Q96: Administrator	0.00% 0	18.75% 3	68.75% 11	12.50% 2	0.00% 0	10.60% 16	2.94
Q96: Student Senate/Student Workers	2.78% 1	0.00% 0	58.33% 21	36.11% 13	2.78% 1	23.84% 36	3.31

LMC Employee Engagement Survey 2019

Q94 The College conducts a regular review of the information it publishes to ensure its clarity, accuracy, and integrity. (ACCJC Standard IC1)

Answered: 153 Skipped: 1



(no label)									
	STRONGLY DISAGREE	DISAGREE	AGREE	STRONGLY AGREE	NA/DON'T KNOW	TOTAL	WEIGHTED AVERAGE		
Q96: Faculty	0.00% 0	7.58% 5	24.24% 16	15.15% 10	53.03% 35	43.14% 66			3.16
Q96: Classified Professional	0.00% 0	14.29% 5	28.57% 10	11.43% 4	45.71% 16	22.88% 35			2.95
Q96: Administrator	0.00% 0	18.75% 3	50.00% 8	12.50% 2	18.75% 3	10.46% 16			2.92
Q96: Student Senate/Student Workers	0.00% 0	5.56% 2	33.33% 12	22.22% 8	38.89% 14	23.53% 36			3.27

LMC Employee Engagement Survey 2019

Q95 Comment on Technology Resources and Publications/Website

Answered: 37 Skipped: 117

	COMMENT ON TECHNOLOGY RESOURCES AND PUBLICATIONS/WEBSITE	TOTAL
Q96: Faculty	100.00% 21	56.76% 21
Q96: Classified Professional	100.00% 4	10.81% 4
Q96: Administrator	100.00% 2	5.41% 2
Q96: Student Senate/Student Workers	100.00% 10	27.03% 10
Total Respondents	37	37

#	Q96: FACULTY	DATE
1	Again our IT department has been doing an incredible job but there are only 4 people maintaining every computer on campus and each needs regular maintenance. Management again keeps adding managers rather than much needed support staff.	3/1/2019 12:08 PM
2	My experience with the technology department has been that they are not as responsive as they could be. The support for Canvas via the hotline is outstanding	2/28/2019 7:56 AM
3	Projectors and "smart equipment" breaks down regularly or needs replacement. The projector in my main classroom is so old that the image is nearly impossible for the students to see. I have been told by IT that it will not be replaced until it actually no longer functions, so we have to live with it this way until then. This is simply unacceptable. No IT person on duty in the evening is a nightmare for adjunct staff when projectors don't work, which is becoming more and more frequent. Just last night I was working later than usual and was asked to see if I could get a projector up and running so a teacher could start his class. I'm usually pretty good with this as I have learned just about all the tricks to get them running, but failed after several attempts. We were able to find him another class room, but this wasted student and teacher time and makes the college/faculty seem pretty incompetent to the students.	2/27/2019 6:36 AM
4	The Wifi connection on campus is very unreliable, especially anywhere further than the science building (on all athletics side of the campus).	2/26/2019 10:17 AM
5	InSite does not function they way we need it to the first weeks of school. Students and faculty can't get on, students can't accurately choose units for variable unit courses. Takes faculty way to long to give permission to studnets as InSite is too slow and can't handle the user capacity. Students, faculty, admissions are frustrated and it becomes a barriers. It took me over an hour and a half to try to give 30 students permission to add during the first week of school. Not a good use of my time.	2/22/2019 6:04 PM
6	In my experience, the computers already installed in the classrooms always work perfectly. I think the problem is sometimes with the carts in Brentwood. People attach and don't reattach cords etc. and it seems to sometimes take another 15 min or more to get your laptops, viewer and speaker organized and working. They are maintained well but it the constant movement and rearranging of things that cause delays. I like InSite and I am ok with most of the changes except my email. I used to easily email my students from my roster with one click now it is different.	2/21/2019 6:27 PM
7	Computers at the Brentwood campus are dysfunctional and slow. The faculty have to rely on their own technology and computers in the classroom.	2/20/2019 1:45 PM
8	I have found outdated contact information or the wrong contact information for services and employees on the website. The wifi is often slow or doesn't connect properly.	2/12/2019 11:46 AM
9	Computers are slow. Software updates take a long time to accomplish campus-wide.	2/11/2019 1:01 PM
10	I have no comment on the technology resources or publications at Los Medanos College at this time.	1/23/2019 10:41 AM
11	Computers in the library need to have the Dlashplayer updated so that my students can do their online homework. I have requested before, but response was it's not possible. Sometime the same problem occurs in the computer in the classroom so that I can't play listening exercises.	1/22/2019 10:02 AM
12	College servers, resources, software and hardware are all antiquated. The IT dept works hard, however it's difficult to use old tools with current technology. The Library and CORE do not have enough computers and operating hours effective for all learners. I.e. library closes at 2pm on Fridays and weekends, not enough hours for all students.	1/19/2019 7:16 PM
13	Love the new LMC website - thank you, Eloine! Is there anything we can do about the drop-down menu showing up when you mouse over anything on any page? The smart station computers are slow. It takes 12 minutes to boot up a computer and load a powerpoint in the mornings (in the Science Building). It shouldn't take this long. Thus, I never use the computers provided. We are not provided with laptops as full-time faculty. I realize this is not unique to our college, but having some support for Mac users would seem responsible and reasonable given that we are not provided laptops. I would love to pilot educational technology, but it's a pain to have to toggle between my laptop and smart station to get something to work (for instance, iClicker). Student computer labs should have at least 40 work stations. Given that our class sizes are on average 32, we need computer labs that can actually fit that many students. Or have a cart with laptops we can check out. Rashaad, Elaine, and Jim are all wonderful employees who go out of their way to help instructors - thank you to them! Also Courtney is amazing, innovative, and helpful.	1/18/2019 1:21 PM
14	Our IT department is understaffed. Many computers need software and hardware updates. Our Maintenance department is underfunded (and understaffed?) I know of several things in need of repair and updating that have been reported but not attended to yet.	1/17/2019 11:28 PM
15	I wish faculty were given stronger faster desktops--particularly if they are teaching courses online. I do most of the online work at my home where the internet speed and computer processing speed are much better.	1/16/2019 7:39 PM
16	I cannot access WiFi in my office (along the corridor in CC2). I have reported the issue multiple times with no response.	1/16/2019 9:55 AM
17	Not too happy with insite, we've lost some tools like to be able to look up student contacts. Canvas is OK, generally better than D2L. Please don't switch again, it was de-motivating to go from Blackboard to D2L to Canvas in a few years, and I'm still wary. I don't think computers replace classroom teaching and interpersonal communication, being there is still the only way a lot of our students are going to have a shot at learning. The classroom smart tech is generally OK and getting better, maintaining all the computers labs and keeping them upgraded is A LOT of work and deserves more resources and care, we are getting more dependent on them and that needs to be accordingly increased and the process made more clear and predictable. I still have the same old computer of 10 years ago on my desk, but I'm fine with Word Docs anyways, just don't expect fancy reports but that's fine with me, Canvas works OK.	1/16/2019 9:54 AM
18	The inability to use cell phones and wifi unless you are full time faculty os annoying	1/16/2019 9:37 AM

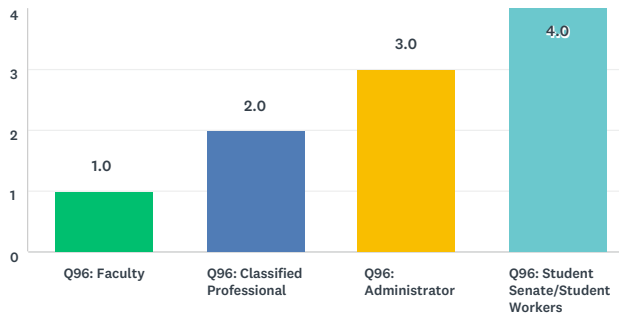
LMC Employee Engagement Survey 2019

19	It would be nice if students could borrow laptops in the library, the laptops are about 200. each and could be checked out when all computers are being used... especially with online courses.	1/15/2019 5:40 PM
20	WiFi: Brentwood campus computers tend to be very slow - not sure if this is WiFi or just the computer. IT dept. help (Rashaad, Courtney, District help line) have been tremendous! Unfortunately, there are too many people using the Smart Stations who don't know how to properly use them or make adjustments that affect others. The IT dept. tries their best but too few of good help like above, make it difficult to keep up with all the problems. Starfish: It can be difficult to use and maneuver around in; frustrating at times and difficult to get help right away while in the program.	1/15/2019 5:11 PM
21	Many English instructors want to bring their classes to a computer lab, and we have just one lab, which is severely impacted. We have laptops on a cart, but they can only get to 3 rooms. I think we need far greater access to laptops on carts, and it should be IT/Media Services that manages and delivers the carts, not the English lab coordinator.	1/15/2019 4:59 PM
#	Q96: CLASSIFIED PROFESSIONAL	DATE
1	IT/Media/Marketing depts are doing amazing!	2/27/2019 11:22 AM
2	labs do not have enough computers to meet student faculty need. ESL has out grown their lab and has to reserve labs throughout campus. technology is part of their SLO/curriculum and needs must be met.	2/26/2019 8:52 AM
3	Technology Resources and equipment for SMART podiums and labs are inconsistent throughout LMC, some labs get refreshed, others do not. The L-109 / community room is our "first impression" to any outside organization". It is not treated as the premiere SMART room for our community organizations. If we rent this space out, it should be better than our classroom technology. (controlled lighting, bright projector, controllable mics, and easy hook ups for older and newer laptops.) We really need a commitment on the technology refresh plan, this should be public and accessible to employees and the tax payers.	2/11/2019 12:07 PM
4	There are not enough computer labs on campus. Condensed calendar has created a need for technology within the same time blocks.	2/11/2019 11:24 AM
#	Q96: ADMINISTRATOR	DATE
1	I think website review by department should be as part of Program Review. The program area certifies they have reviewed their site for accuracy or broken links, etc.	2/21/2019 3:19 PM
2	It is important to consider that much of the technology is a work in progress. It is critical that we continue to evaluate and enhance the current tools available before exploring alternative options.	2/13/2019 11:29 AM
#	Q96: STUDENT SENATE/STUDENT WORKERS	DATE
1	None	2/28/2019 8:34 PM
2	N/A	2/28/2019 8:17 PM
3	N/A	2/22/2019 4:17 PM
4	we have good resources	2/22/2019 10:11 AM
5	Not applicable.	2/20/2019 11:17 PM
6	n/a	2/20/2019 7:32 PM
7	The technology at the school is very good	2/20/2019 5:39 PM
8	n/a	2/20/2019 4:48 PM
9	The college website could be a bit easier to use	2/20/2019 10:59 AM
10	n/a	2/14/2019 9:01 AM

LMC Employee Engagement Survey 2019

Q96 Which employee group do you belong to for your primary assignment at the College?

Answered: 154 Skipped: 0

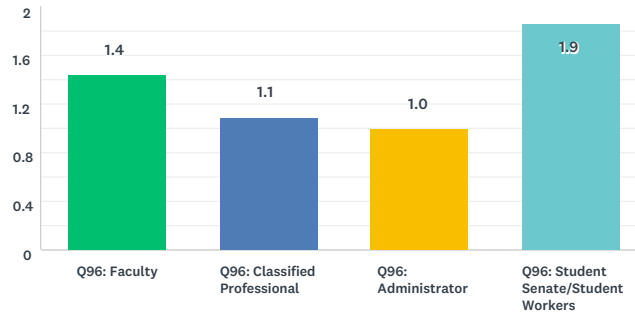


	FACULTY	CLASSIFIED PROFESSIONAL	ADMINISTRATOR	STUDENT SENATE/STUDENT WORKERS	TOTAL
Q96: Faculty	100.00% 66	0.00% 0	0.00% 0	0.00% 0	42.86% 66
Q96: Classified Professional	0.00% 0	100.00% 36	0.00% 0	0.00% 0	23.38% 36
Q96: Administrator	0.00% 0	0.00% 0	100.00% 16	0.00% 0	10.39% 16
Q96: Student Senate/Student Workers	0.00% 0	0.00% 0	0.00% 0	100.00% 36	23.38% 36
Total Respondents	66	36	16	36	154

LMC Employee Engagement Survey 2019

Q97 Are you full-time or part-time?

Answered: 152 Skipped: 2

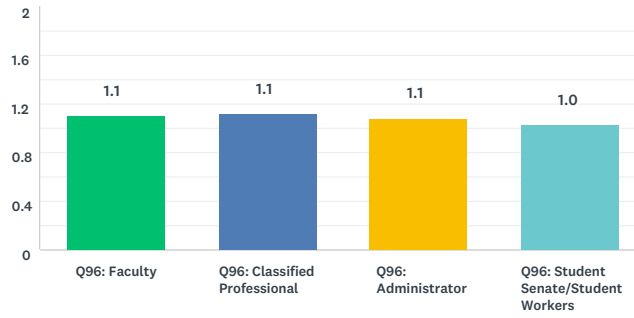


	FULL-TIME	PART-TIME	TOTAL
Q96: Faculty	56.06% 37	43.94% 29	43.42% 66
Q96: Classified Professional	91.43% 32	8.57% 3	23.03% 35
Q96: Administrator	100.00% 16	0.00% 0	10.53% 16
Q96: Student Senate/Student Workers	14.29% 5	85.71% 30	23.03% 35
Total Respondents	90	62	152

LMC Employee Engagement Survey 2019

Q98 Which LMC campus are you primarily located (more than 50% of the time)?

Answered: 128 Skipped: 26

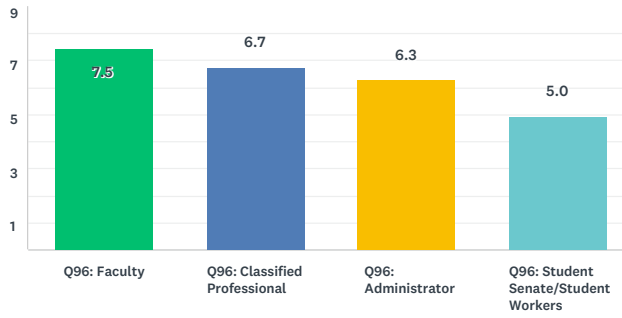


	PITTSBURG CAMPUS	BRENTWOOD CENTER	TOTAL
Q96: Faculty	88.89% 48	11.11% 6	42.19% 54
Q96: Classified Professional	88.00% 22	12.00% 3	19.53% 25
Q96: Administrator	92.31% 12	7.69% 1	10.16% 13
Q96: Student Senate/Student Workers	97.22% 35	2.78% 1	28.13% 36
Total Respondents	117	11	128

LMC Employee Engagement Survey 2019

Q99 Please check the race/ethnicity that best represents you.

Answered: 147 Skipped: 7

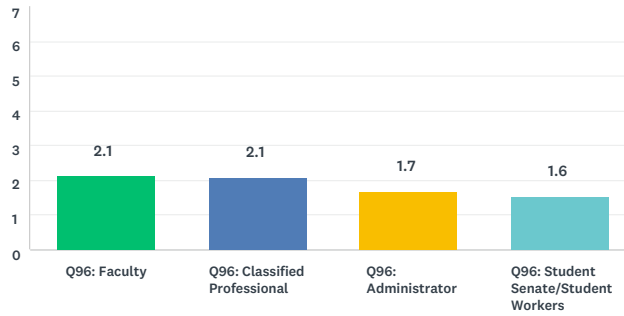


	AFRICAN-AMERICAN NON-HISPANIC	AMERICAN INDIAN/ALASKAN NATIVE	ASIAN	FILIPINO	HISPANIC	MULTI-ETHNICITY	PACIFIC ISLANDER	WHITE NON-HISPANIC	DECLINE TO STATE	TOTAL
Q96: Faculty	4.92% 3	0.00% 0	0.00% 0	3.28% 2	6.56% 4	4.92% 3	0.00% 0	57.38% 35	22.95% 14	41.50% 61
Q96: Classified Professional	5.71% 2	0.00% 0	8.57% 3	2.86% 1	8.57% 3	14.29% 5	0.00% 0	37.14% 13	22.86% 8	23.81% 35
Q96: Administrator	12.50% 2	0.00% 0	6.25% 1	6.25% 1	12.50% 2	0.00% 0	0.00% 0	50.00% 8	12.50% 2	10.88% 16
Q96: Student Senate/Student Workers	17.14% 6	0.00% 0	5.71% 2	20.00% 7	17.14% 6	14.29% 5	0.00% 0	20.00% 7	5.71% 2	23.81% 35
Total Respondents	13	0	6	11	15	13	0	63	26	147

LMC Employee Engagement Survey 2019

Q100 Please check the gender that best represents you.

Answered: 148 Skipped: 6



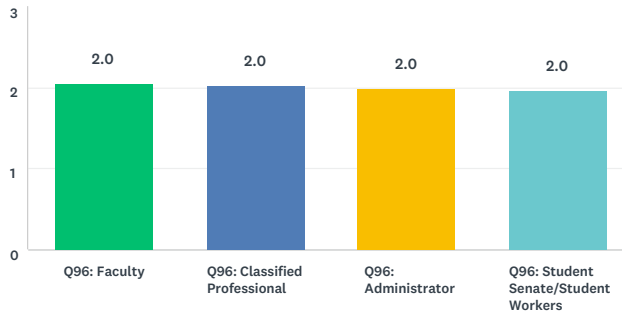
	FEMALE	MALE	TRANS MALE/TRANS MAN	TRANS FEMALE/TRANS WOMAN	GENDERQUEER/GENDER NON-CONFORMING	PREFER NOT TO STATE	AN OPTION NOT LISTED (FILL-IN)	TOTAL
Q96: Faculty	45.90% 28	39.34% 24	0.00% 0	0.00% 0	0.00% 0	13.11% 8	1.64% 1	41.22% 61
Q96: Classified Professional	57.14% 20	22.86% 8	2.86% 1	0.00% 0	2.86% 1	14.29% 5	0.00% 0	23.65% 35
Q96: Administrator	56.25% 9	37.50% 6	0.00% 0	0.00% 0	0.00% 0	6.25% 1	0.00% 0	10.81% 16
Q96: Student Senate/Student Workers	66.67% 24	25.00% 9	0.00% 0	2.78% 1	5.56% 2	0.00% 0	0.00% 0	24.32% 36
Total Respondents	81	47	1	1	3	14	1	148

#	Q96: FACULTY	DATE
1	This type of question irritates me. Why not spend our time and resources on teaching out students and less on who we are, or think we are.	2/28/2019 8:00 AM
#	Q96: CLASSIFIED PROFESSIONAL	DATE
	There are no responses.	
#	Q96: ADMINISTRATOR	DATE
	There are no responses.	
#	Q96: STUDENT SENATE/STUDENT WORKERS	DATE
	There are no responses.	

LMC Employee Engagement Survey 2019

Q101 Are you currently disabled?

Answered: 150 Skipped: 4

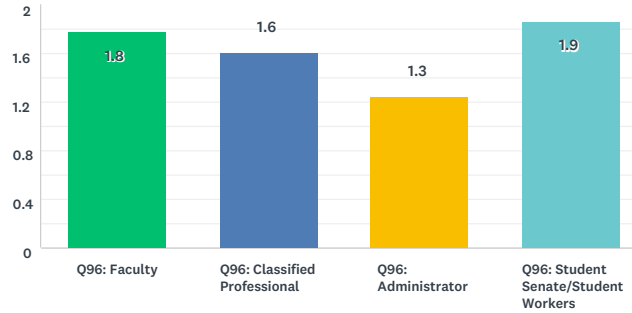


	YES	NO	DECLINE TO STATE	TOTAL
Q96: Faculty	4.76% 3	85.71% 54	9.52% 6	42.00% 63
Q96: Classified Professional	8.57% 3	80.00% 28	11.43% 4	23.33% 35
Q96: Administrator	6.25% 1	87.50% 14	6.25% 1	10.67% 16
Q96: Student Senate/Student Workers	11.11% 4	80.56% 29	8.33% 3	24.00% 36
Total Respondents	11	125	14	150

LMC Employee Engagement Survey 2019

Q102 Are you currently serving on one of these 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?

Answered: 148 Skipped: 6

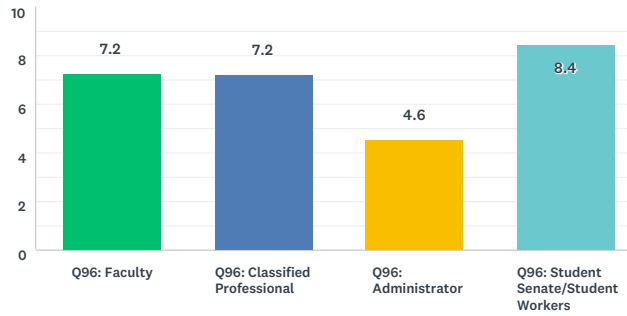


	YES	NO	TOTAL
Q96: Faculty	21.67% 13	78.33% 47	40.54% 60
Q96: Classified Professional	38.89% 14	61.11% 22	24.32% 36
Q96: Administrator	75.00% 12	25.00% 4	10.81% 16
Q96: Student Senate/Student Workers	13.89% 5	86.11% 31	24.32% 36
Total Respondents	44	104	148

LMC Employee Engagement Survey 2019

Q103 If you answered yes to Question #101, which Governance Committee(s) do you currently serve? (Check all that apply.)

Answered: 39 Skipped: 115



	SHARED GOVERNANCE COUNCIL	EQUAL EMPLOYMENT OPPORTUNITY (EEO) COMMITTEE	INSTITUTIONAL DEVELOPMENT FOR EQUITY AND ACCESS (IDEA) COMMITTEE	PLANNING COMMITTEE	PROFESSIONAL DEVELOPMENT ADVISORY COMMITTEE (PDAC)	SAFETY COMMITTEE	SUSTAINABILITY COMMITTEE	TEACHING AND LEARNING COMMITTEE (TLC)	TECHNOLOGY ADVISORY GROUP (TAG)	A S C
Q96: Faculty	0.00% 0	15.38% 2	15.38% 2	15.38% 2	0.00% 0	7.69% 1	7.69% 1	30.77% 4	7.69% 1	
Q96: Classified Professional	0.00% 0	0.00% 0	11.11% 1	33.33% 3	22.22% 2	22.22% 2	0.00% 0	0.00% 0	11.11% 1	
Q96: Administrator	20.00% 2	20.00% 2	10.00% 1	20.00% 2	30.00% 3	30.00% 3	10.00% 1	20.00% 2	0.00% 0	
Q96: Student Senate/Student Workers	14.29% 1	14.29% 1	14.29% 1	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	
Total Respondents	3	5	5	7	5	6	2	6	2	9

LMC Employee Engagement Survey 2019

Q104 Comment

Answered: 18 Skipped: 136

	COMMENT	TOTAL
Q96: Faculty	100.00% 6	33.33% 6
Q96: Classified Professional	100.00% 1	5.56% 1
Q96: Administrator	100.00% 2	11.11% 2
Q96: Student Senate/Student Workers	100.00% 9	50.00% 9
Total Respondents	18	18

#	Q96: FACULTY	DATE
1	Have gone to a few SGC meetings, would like to join some committee's in fall.	2/11/2019 10:22 AM
2	I have no comment.	1/23/2019 10:47 AM
3	Many Adjuncts want to serve on these panels, however cannot afford to and must work at several campuses.	1/19/2019 7:17 PM
4	I think you meant for #103, "if you answered yes to question 102". You could have obtained the same information by just asking one question: which of the following committees do you currently serve on? In general, I thought the questions were extremely clear and simple to read and understand. Great job with the survey.	1/16/2019 4:32 PM
5	There is no way to keep this confidential if you are on a committee Lol!!	1/16/2019 9:39 AM
6	Thank you!	1/15/2019 5:42 PM

#	Q96: CLASSIFIED PROFESSIONAL	DATE
1	Please notice above, in question #103 it refers back to "question #101" BUT it should actually refer to questions #102. (typo)	2/27/2019 11:25 AM

#	Q96: ADMINISTRATOR	DATE
1	I think LMC is an outstanding place to work. We are moving from a small organization to a large organization. As we do so, we'll need to formalize processes that were once more casual when we were smaller and had fewer people.	2/21/2019 3:22 PM
2	I don't know if I serve on any Committees. I just show up to as many as I can since this is the only way I get information as to what is happening at LMC and District.	2/11/2019 10:17 AM

#	Q96: STUDENT SENATE/STUDENT WORKERS	DATE
1	N/A	2/28/2019 8:19 PM
2	N/A	2/22/2019 4:20 PM
3	thank you for sending this survey.	2/22/2019 10:21 AM
4	No comment.	2/20/2019 11:18 PM
5	n/a	2/20/2019 7:34 PM
6	Thank you	2/20/2019 5:41 PM
7	n/a	2/20/2019 4:50 PM
8	Thank you.	2/20/2019 12:50 PM
9	n/a	2/14/2019 9:02 AM