

# Employee Satisfaction Survey



## 1. To what extent do you agree or disagree with the following statements regarding the general direction and planning processes of Los Medanos College?

	Strongly Agree	Moderately Agree	Moderately Disagree	Strongly Disagree	Don't Know/Not Applicable	Rating Average	Rating Count
a. The mission statement of the college accurately reflects the general objectives the college seeks to fulfill.	33.3% (36)	<b>45.4% (49)</b>	8.3% (9)	0.9% (1)	12.0% (13)	3.26	108
b. The college's Interim Strategic Priorities are clearly defined.	21.3% (23)	<b>47.2% (51)</b>	4.6% (5)	2.8% (3)	24.1% (26)	3.15	108
c. The institution analyzes the extent to which the college's Interim Strategic Priorities are met.	13.0% (14)	<b>38.9% (42)</b>	11.1% (12)	5.6% (6)	31.5% (34)	2.86	108
d. I participate in activities that relate to achieving the college's Interim Strategic Priorities.	28.3% (30)	<b>37.7% (40)</b>	3.8% (4)	6.6% (7)	23.6% (25)	3.15	106
e. The campus generally uses data for purposes of decision-making, planning and evaluation.	15.2% (16)	<b>51.4% (54)</b>	8.6% (9)	4.8% (5)	20.0% (21)	2.96	105
f. I get sufficient research data for purposes of planning and evaluation.	14.8% (16)	<b>36.1% (39)</b>	17.6% (19)	12.0% (13)	19.4% (21)	2.67	108
g. I have sufficient knowledge to use data once I receive it.	22.4% (24)	<b>35.5% (38)</b>	17.8% (19)	8.4% (9)	15.9% (17)	2.86	107

h. I personally use data that I receive for purposes of decision-making, planning and evaluation.	29.0% (31)	<b>36.4% (39)</b>	12.1% (13)	2.8% (3)	19.6% (21)	3.14	107
i. I participate in program/unit review and planning processes.	<b>50.5% (54)</b>	28.0% (30)	5.6% (6)	3.7% (4)	12.1% (13)	3.43	107
j. LMC's Program/Unit Review process is effective: useful in improving instruction, student support services, and student learning.	12.1% (13)	<b>41.1% (44)</b>	18.7% (20)	12.1% (13)	15.9% (17)	2.63	107
k. The resource allocation process and forms at LMC are clear and easily accessible.	14.8% (16)	<b>38.9% (42)</b>	22.2% (24)	4.6% (5)	19.4% (21)	2.79	108
l. The resource allocation (RAP) decision-making process at the college is transparent.	10.2% (11)	<b>41.7% (45)</b>	15.7% (17)	13.0% (14)	19.4% (21)	2.61	108
m. The resource allocation (RAP) results and outcomes are equitable.	11.3% (12)	<b>37.7% (40)</b>	19.8% (21)	5.7% (6)	25.5% (27)	2.73	106
n. There is room for improvement in the services we provide to each other's units/programs within the college.	<b>43.0% (46)</b>	39.3% (42)	4.7% (5)	0.9% (1)	12.1% (13)	3.41	107
o. The District Office provides effective direction and support to the college.	4.6% (5)	<b>40.7% (44)</b>	21.3% (23)	14.8% (16)	18.5% (20)	2.43	108
<b>answered question</b>							<b>108</b>
<b>skipped question</b>							<b>0</b>

## 2. To what extent do you agree with the following statements about shared governance – the Shared Governance Committee (SGC) and its sub-committees – at LMC?

	Strongly Agree	Moderately Agree	Moderately Disagree	Strongly Disagree	Don't Know/Not Applicable	Rating Average	Rating Count
a. LMC has an effective shared governance model.	12.0% (13)	<b>54.6% (59)</b>	6.5% (7)	5.6% (6)	21.3% (23)	2.93	108
b. Members of the campus community have an opportunity to bring forth their ideas, suggestions and feedback through the shared governance committee structure and process.	25.0% (27)	<b>43.5% (47)</b>	10.2% (11)	3.7% (4)	17.6% (19)	3.09	108
c. Regularly scheduled campus-wide meetings provide opportunities for engagement and dialogue around significant policies, issues and ideas.	28.7% (31)	<b>42.6% (46)</b>	12.0% (13)	4.6% (5)	12.0% (13)	3.08	108
d. Information regarding the work of shared governance committees are regularly communicated to the campus community.	15.7% (17)	<b>47.2% (51)</b>	16.7% (18)	5.6% (6)	14.8% (16)	2.86	108
e. I participate actively in shared governance committees and/or other college committees.	<b>36.4% (39)</b>	29.0% (31)	11.2% (12)	8.4% (9)	15.0% (16)	3.10	107
<b>answered question</b>							<b>108</b>
<b>skipped question</b>							<b>0</b>

### 3. To what extent do you agree or disagree with the following statements in the area of teaching and student learning?

	Strongly Agree	Moderately Agree	Moderately Disagree	Strongly Disagree	Don't Know/Not Applicable	Rating Average	Rating Count
a. The institution supports academic freedom and responsibility.	<b>42.6% (46)</b>	39.8% (43)	10.2% (11)	1.9% (2)	5.6% (6)	3.30	108
b. The institution fosters integrity of the teaching/learning process.	37.7% (40)	<b>44.3% (47)</b>	6.6% (7)	4.7% (5)	6.6% (7)	3.23	106
c. The college effectively identifies the diverse learning styles of our students.	17.9% (19)	<b>41.5% (44)</b>	26.4% (28)	7.5% (8)	6.6% (7)	2.75	106
d. Student learning outcomes are effectively emphasized in the college's programs and courses.	<b>41.1% (44)</b>	37.4% (40)	11.2% (12)	4.7% (5)	5.6% (6)	3.22	107
e. Faculty and other college personnel regularly engage in dialogue about the continuous improvement of student learning.	36.4% (39)	<b>43.0% (46)</b>	13.1% (14)	5.6% (6)	1.9% (2)	3.12	107
f. The college provides effective and high quality student support services.	30.8% (33)	<b>52.3% (56)</b>	8.4% (9)	4.7% (5)	3.7% (4)	3.14	107
g. Effective and adequate information, coaching, and training are available to assist me in the development of my course outline of record.	20.0% (21)	25.7% (27)	12.4% (13)	6.7% (7)	<b>35.2% (37)</b>	2.91	105
h. Effective and adequate content							

review and/or coaching have been provided to assist me with getting a course approved.	15.0% (16)	25.2% (27)	8.4% (9)	6.5% (7)	<b>44.9% (48)</b>	2.88	107
i. Resources are readily available and clearly identified to assist me in getting a course or a program approved.	10.3% (11)	29.9% (32)	13.1% (14)	4.7% (5)	<b>42.1% (45)</b>	2.79	107
j. LMC's curriculum approval process is effective and meets the needs of my department/program to effectively design and deliver courses.	8.7% (9)	28.8% (30)	17.3% (18)	4.8% (5)	<b>40.4% (42)</b>	2.69	104
k. Teaching methods and pedagogy have been influenced by the outcomes of assessment in my department/program.	17.9% (19)	30.2% (32)	7.5% (8)	7.5% (8)	<b>36.8% (39)</b>	2.93	106
l. Department dialogue and changes to course outlines of record have occurred as a result of the assessment process.	21.7% (23)	32.1% (34)	7.5% (8)	3.8% (4)	<b>34.9% (37)</b>	3.10	106
m. Assessment outcome information has resulted in the need for professional development.	22.9% (24)	29.5% (31)	11.4% (12)	3.8% (4)	<b>32.4% (34)</b>	3.06	105
n. 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.	30.2% (32)	<b>33.0% (35)</b>	11.3% (12)	3.8% (4)	21.7% (23)	3.14	106
o. The college should expand distance education courses and	25.7% (27)	<b>28.6% (30)</b>	15.2% (16)	18.1% (19)	12.4% (13)	2.71	105

offer online degrees.

answered question 108

skipped question 0

#### 4. To what extent do you agree with the following statements about the work environment in the college?

	Strongly Agree	Moderately Agree	Moderately Disagree	Strongly Disagree	Don't Know/Not Applicable	Rating Average	Rating Count
a. I feel my ideas, opinions, and concerns are respectfully listened to or acknowledged in college committees.	<b>39.8% (43)</b>	37.0% (40)	11.1% (12)	8.3% (9)	3.7% (4)	3.13	108
b. College personnel understand issues of equity and diversity.	26.9% (29)	<b>42.6% (46)</b>	16.7% (18)	11.1% (12)	2.8% (3)	2.88	108
c. LMC demonstrates a commitment to recruiting and maintaining a diverse workforce in all employee groups – faculty, classified staff and management.	30.6% (33)	<b>35.2% (38)</b>	11.1% (12)	14.8% (16)	8.3% (9)	2.89	108
d. LMC actively promotes respect for diverse racial, ethnic and cultural identities among students, faculty, classified staff, and administrators.	<b>40.2% (43)</b>	37.4% (40)	6.5% (7)	12.1% (13)	3.7% (4)	3.10	107
e. 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.	<b>37.4% (40)</b>	35.5% (38)	6.5% (7)	5.6% (6)	15.0% (16)	3.23	107

<p>f. I believe 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.</p>	10.2% (11)	6.5% (7)	10.2% (11)	<b>64.8% (70)</b>	8.3% (9)	1.59	108
<p>g. In the last year, I have participated in at least one professional development opportunity related to diversity and/or equity.</p>	<b>55.6% (60)</b>	17.6% (19)	2.8% (3)	13.0% (14)	11.1% (12)	3.30	108
						<b>answered question</b>	<b>108</b>
						<b>skipped question</b>	<b>0</b>

## 5. To what extent do you agree or disagree with the following statements in the area of professional development?

	Strongly Agree	Moderately Agree	Moderately Disagree	Strongly Disagree	Don't Know/Not Applicable	Rating Average	Rating Count
a. LMC provides effective opportunities for faculty, staff and administrators to participate in professional development activities.	35.2% (38)	<b>42.6% (46)</b>	12.0% (13)	6.5% (7)	3.7% (4)	3.11	108
b. There are adequate professional development opportunities available regarding the assessment of student learning.	21.3% (23)	<b>34.3% (37)</b>	22.2% (24)	6.5% (7)	15.7% (17)	2.84	108
c. 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.	25.9% (28)	<b>45.4% (49)</b>	5.6% (6)	1.9% (2)	21.3% (23)	3.21	108
d. My participation in professional development activities regarding educational technology has increased and/or improved my effective use of technology in the classroom.	15.9% (17)	27.1% (29)	13.1% (14)	7.5% (8)	<b>36.4% (39)</b>	2.81	107
e. 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).	17.6% (19)	<b>29.6% (32)</b>	23.1% (25)	10.2% (11)	19.4% (21)	2.68	108
f. My supervisor supports and							

encourages me to attend professional development activities.	<b>47.7% (51)</b>	26.2% (28)	4.7% (5)	11.2% (12)	10.3% (11)	3.23	107
g. LMC professional development opportunities increase my engagement and collaboration with colleagues across campus.	39.8% (43)	<b>43.5% (47)</b>	8.3% (9)	3.7% (4)	4.6% (5)	3.25	108
h. I have participated in professional development activities that have enhanced my personal and professional skills.	<b>43.5% (47)</b>	42.6% (46)	4.6% (5)	4.6% (5)	4.6% (5)	3.31	108
i. 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 LMC students.	<b>43.5% (47)</b>	38.9% (42)	10.2% (11)	3.7% (4)	3.7% (4)	3.27	108
<b>answered question</b>							<b>108</b>
<b>skipped question</b>							<b>0</b>

## 6. To what extent to you agree with the following aspects of the college?

	Strongly Agree	Moderately Agree	Moderately Disagree	Strongly Disagree	Don't Know/Not Applicable	Rating Average	Rating Count
a. The parking facilities are adequate.	36.1% (39)	<b>38.9% (42)</b>	17.6% (19)	5.6% (6)	1.9% (2)	3.08	108
b. The lighting in the parking lot is adequate.	25.9% (28)	<b>32.4% (35)</b>	20.4% (22)	18.5% (20)	2.8% (3)	2.68	108
c. The lighting in the hallways is adequate.	26.2% (28)	<b>47.7% (51)</b>	15.0% (16)	8.4% (9)	2.8% (3)	2.94	107
d. The cleanliness of the campus, including classrooms and restrooms, is adequate.	22.2% (24)	<b>47.2% (51)</b>	21.3% (23)	8.3% (9)	0.9% (1)	2.84	108
e. The appearance of the landscaping of campus is adequate.	<b>57.4% (62)</b>	28.7% (31)	9.3% (10)	1.9% (2)	2.8% (3)	3.46	108
f. The safety at the college is adequate.	17.6% (19)	<b>38.0% (41)</b>	30.6% (33)	11.1% (12)	2.8% (3)	2.64	108
g. The aesthetics of the campus is adequate.	30.6% (33)	<b>49.1% (53)</b>	12.0% (13)	5.6% (6)	2.8% (3)	3.08	108
h. College publications and the website are accurate and of high quality.	25.2% (27)	<b>56.1% (60)</b>	12.1% (13)	4.7% (5)	1.9% (2)	3.04	107
<b>answered question</b>							<b>108</b>
<b>skipped question</b>							<b>0</b>

## 7. To what extent to you agree with the adequacy of following college resources?

	Strongly Agree	Moderately Agree	Moderately Disagree	Strongly Disagree	Don't Know/Not Applicable	Rating Average	Rating Count
a. The classroom facilities –size and equipment – are adequate.	9.3% (10)	<b>33.3% (36)</b>	32.4% (35)	18.5% (20)	6.5% (7)	2.36	108
If you disagree, please state briefly what is needed and where:							53
b. The maintenance of equipment in the classroom – instructional technology, audio-visual media equipment, furniture – are adequate.	7.5% (8)	<b>43.0% (46)</b>	18.7% (20)	19.6% (21)	11.2% (12)	2.43	107
If you disagree, please state briefly what is needed and where:							40
c. Computer resources for employees at LMC are adequate to enable you to carry out your job duties.	11.4% (12)	<b>35.2% (37)</b>	17.1% (18)	<b>35.2% (37)</b>	1.0% (1)	2.23	105
If you disagree, please state briefly what is needed and where:							50
d. The quality of technology (other than computers) available to employees on campus is adequate.	9.3% (10)	<b>40.7% (44)</b>	19.4% (21)	19.4% (21)	11.1% (12)	2.45	108
If you disagree, please state briefly what is needed and where:							35
e. The instructional lab facilities – size, computer and program							

specific equipment - are adequate. (Examples of labs are math, nursing, ETEC, PTEC, English, recording arts, etc.)	13.1% (14)	30.8% (33)	8.4% (9)	14.0% (15)	<b>33.6% (36)</b>	2.65	107
If you disagree, please state briefly what is needed and where:							21
f. The availability of computers in student computer labs is adequate.	15.0% (16)	<b>32.7% (35)</b>	10.3% (11)	11.2% (12)	30.8% (33)	2.74	107
If you disagree, please state briefly what is needed and where:							19
g. The library resources – books, DVDs, computers etc. – available are adequate.	20.6% (22)	<b>39.3% (42)</b>	5.6% (6)	0.9% (1)	33.6% (36)	3.20	107
If you disagree, please state briefly what is needed and where:							8
						<b>answered question</b>	<b>108</b>
						<b>skipped question</b>	<b>0</b>

### 8. How satisfied are you with the availability of needed materials in the LMC Library?

	Very Satisfied	Satisfied	Dissatisfied	Very Dissatisfied	Not applicable	Rating Average	Rating Count
	18.5% (20)	37.0% (40)	4.6% (5)	0.9% (1)	<b>38.9% (42)</b>	3.20	108
						<b>answered question</b>	<b>108</b>
						<b>skipped question</b>	<b>0</b>

**9. Which LMC Library resources do you use for your own reading/viewing? Check ALL that apply.**

		Response Percent	Response Count
Books		25.0%	27
Electronic books (eBooks)		18.5%	20
DVDs		15.7%	17
Streaming videos		12.0%	13
Online article databases		28.7%	31
Print journals of newspapers		15.7%	17
<b>I don't use the LMC Library resources.</b>		<b>56.5%</b>	<b>61</b>
Other (please specify)		5.6%	6
		<b>answered question</b>	<b>108</b>
		<b>skipped question</b>	<b>0</b>

**10. If you don't use LMC's Library resources, why not? Check ALL that apply.**

		Response Percent	Response Count
I thought library resources were only for students.		4.6%	5
I want to use the library, but they don't have the materials I need.		8.3%	9
I want to use the library, but I haven't had the time to look into it.		24.1%	26
Everything I need is on the Internet.		36.1%	39
<b>Other (please specify)</b>		<b>38.9%</b>	<b>42</b>
		<b>answered question</b>	<b>108</b>
		<b>skipped question</b>	<b>0</b>

**11. Which of the following workshop topics do you think the LMC Library should offer to employees? Check ALL that apply.**

		Response Percent	Response Count
Finding materials in the library.		33.3%	36
Identifying and avoiding plagiarism include the use of MLA/APA citation formats.		31.5%	34
<b>Effective online search strategies.</b>		<b>46.3%</b>	<b>50</b>
Evaluating information and its sources critically.		27.8%	30
Locating information sources that are appropriate to career development (core journal titles, trade organizations).		43.5%	47
Other (please specify)		15.7%	17
		<b>answered question</b>	<b>108</b>
		<b>skipped question</b>	<b>0</b>

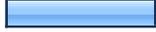
**12. Which employee group do you belong to for your primary assignment at LMC?**

		Response Percent	Response Count
Faculty		61.1%	66
Administrator		12.0%	13
Classified		26.9%	29
		<b>answered question</b>	<b>108</b>
		<b>skipped question</b>	<b>0</b>

### 13. What is your ethnic group?

		Response Percent	Response Count
African-American Non-Hispanic		1.9%	2
American Indian/Alaskan Native		0.9%	1
Asian		1.9%	2
Filipino		0.9%	1
Hispanic		10.2%	11
Multi-Ethnicity		6.5%	7
Pacific Islander		0.0%	0
<b>White Non-Hispanic</b>		<b>52.8%</b>	<b>57</b>
Unknown		0.0%	0
Decline to state		25.0%	27
		<b>answered question</b>	<b>108</b>
		<b>skipped question</b>	<b>0</b>

## 14. What is your gender?

		Response Percent	Response Count
Female		55.6%	60
Male		31.5%	34
Decline to state		13.0%	14
		<b>answered question</b>	<b>108</b>
		<b>skipped question</b>	<b>0</b>