THE 2010 AND 2014 LMC EMPLOYEE SATISFACTION SURVEY

CROSSWALK – LEGEND

- In the columns titled *2010 Data* and *2014 Data* the category(s) with the most responses was selected for each employee group.

- The red tinted font indicates different verbiage used in the question than in the question in the other year. (i.e. on page 1 question #2 in the 2010 survey and question #3 in the 2014 survey).

- The yellow highlighted boxes indicate there was not a matching question(s) in one year for that question in the other year. (i.e. on page 1 question #3g in 2014 did not have a question that matched in 2010)

2010 LMC Employee Survey Questions	2010 Data *(The category with the most responses was selected for each employee group)*	2014 LMC Employee Survey Questions	2014 Data *(The category with the most responses was selected for each employee group)*
1.) To what extent do you agree or disagree of the following about "The College General Direction and Planning processes?"		**1.)** To what extent do you agree or disagree with the following statements regarding the general direction and planning process of Los Medanos College?	
1a.) The mission of the college accurately defines the general objectives the college seeks to fulfill.	44.7% - Moderately Agree(F) 53.3%-Strongly Agree(M) 48.9%-Strongly Agree(C)	**1a.)** The mission statement of the college accurately reflects the general objectives the college seeks to fulfill	40.9%-Moderately Agree(F) 61.5%-Strongly Agree(M) 58.6%-Moderately Agree(C)
1b.) The college goals are clearly defined	46.1%-Moderately Agree(F) 53.3%-Strongly Agree(M) 44.7%-Strongly Agree(C)	**1b.)** The college's Interim Strategic Priorities are clearly defined	47.0%-Moderately Agree(F) 69.2%-Moderately Agree(M) 37.9%-Moderately Agree(C)
1c.) College priorities are adequately defined	35.6%-Moderately Agree(F) 53.3%-Moderately Agree(M) 34.0%-Moderately Agree(C)		
1d.) The institution has a culture of using research information for purposes of evaluation and planning.	34.7%-Moderately Agree(F) 40.0%-Moderately Agree(M) 38.3%-Moderately Agree(C)	**1e.)** The campus generally uses data for purposes of decision-making, planning and evaluation	42.9%-Moderately Agree(F) 76.9%-Moderately Agree(M) 58.6%-Moderately Agree(C)
		1f.) I get sufficient data for purposes of planning and evaluation.	36.4%-Moderately Agree(F) 53.8%-Moderately Agree(M) 34.5%-Don't Know/NotApplic(C)
1e.) I have used information for purposes of evaluation and planning.	42.7%-Moderately Agree(F) 53.3%-Strongly Agree(M) 40.0%-Moderately Agree(C)	**1g.)** I have sufficient knowledge to use data once I receive it.	36.4%-Moderately Agree(F) 58.3%-Moderately Agree(M) 27.6%-Don't Know/NotApplic(C)
		1h.) I personally use data that I receive for purposes of decision-making, planning and evaluation.	36.4%-Moderately Agree(F) 53.8%-Strongly Agree(M) 35.7%-Don't Know/NotApplic(C)
1f.) The institution measures the extent to which the college goals are met.	35.5%-Moderately Agree(F) 46.7%-Moderately Agree(M) 41.3%-Strongly Agree(C)	**1c.)** The institution analyzes the extent to which the college's Interim Strategic Priorities are met.	37.9%-Don't Know/NotApplic(F) 61.5%-Moderately Agree(M) 37.9%-Moderately Agree(C)
1g.) There is a broad participation from LMC personnel in planning processes	34.2%-Moderately Agree(F) 46.7%-Strongly Agree(M) 36.2%-Moderately Agree(C)	**1i.)** I participate in program/unit review and planning processes.	51.5%-Strongly Agree(F) 83.3%-Strongly Agree(M) 34.5%-Strongly Agree(C)

2010 LMC Employee Survey Questions	2010 Data (The category with the most responses was selected for each employee group)	2014 LMC Employee Survey Questions	2014 Data (The category with the most responses was selected for each employee group)
1h.) The college gives students adequate opportunities to participate in planning processes.	35.5%-Don't Know(F) 53.3%-Strongly Agree(M) 30.4%-Moderately Agree(C)	**2b.)** Members of the campus community have an opportunity to bring forth their ideas, suggestions and feedback through the shared governance committee structure and process.	47.0%-Moderately Agree(F) 53.8%-Strongly Agree(M) 34.5%-Strongly Agree(C) 34.5%-Moderately Agree(C)
		2c.) Regularly scheduled campus-wide meetings provide opportunities for engagement and dialogue around significant policies, issues and ideas	45.5%-Moderately Agree(F) 61.5%-Strongly Agree(M) 41.4%-Moderately Agree(C)
1i.) LMC's Program Review model has been effective: useful in improving student learning and teaching	30.3%-Moderately Agree(F) 40.0%-Moderately Agree(M) 30.4%-Strongly Agree(C)	**1j.)** LMC's Program/Unit Review process is effective: useful in improving instruction, student support services and student learning.	36.4%-Moderately Agree(F) 75.0%-Moderately Agree(M) 37.9%-Moderately Agree(C)
1j.) The resource allocation process at LMC is effective	42.7%-Moderately Agree(F) 66.7%-Strongly Agree(M) 41.3%-Moderately Agree(C)	**1k.)** The resource allocation process and forms at LMC are clear and easily accessible.	36.4%-Moderately Agree(F) 69.2%-Moderately Agree(M) 34.5%-Moderately Disagree(C)
		1l.) The resource allocation (RAP) decision-making process at the college is transparent.	36.4%-Moderately Agree(F) 69.2%-Moderately Agree(M) 41.4%-Moderately Agree(C)
		1m.) The resource allocation (RAP) results and outcomes are equitable.	35.9%-Don't Know/NotApplic(F) 69.2%-Moderately Agree(M) 37.9%-Moderately Agree(C)
1k.) The leadership of the institution encourages personnel to improve their services to the public.	32.9%-Moderately Agree(F) 66.7%-Strongly Agree(M) 46.8%-Strongly Agree(C)	**1n.)** There is room for improvement in the services we provide to each other's units/programs within the college.	43.1%-Moderately Agree(F) 38.5%-Strongly Agree(M) 38.5%-Moderately Agree(M) 58.6%-Strongly Agree(C)
1l.) My concerns and ideas are listened to in college committees.	38.7%-Moderately Agree(F) 53.3%-Strongly Agree(M) 46.8%-Moderately Agree(C)	**2b.)** Members of the campus community have an opportunity to bring forth their ideas, suggestions and feedback through the shared governance committee structure and process.	47.0%-Moderately Agree(F) 53.8%-Strongly Agree(M) 34.5%-Strongly Agree(C) 34.5%-Moderately Agree(C)
		2e.) I participate actively in shared governance committees and/or other college committees	30.3%-Strongly Agree(F) 30.3%-Moderately Agree(F) 83.3%-Strongly Agree(M) 31.0%-Strongly Agree(C) 31.0%-Moderately Agree(C)

2010 LMC Employee Survey Questions	2010 Data *(The category with the most responses was selected for each employee group)*	2014 LMC Employee Survey Questions	2014 Data *(The category with the most responses was selected for each employee group)*
		4a.) I feel my ideas, opinions and concerns are respectfully listened to or acknowledged in college committees.	43.9%-Moderately Agree(F) 76.9%-Strongly Agree(M) 34.5%-Strongly Agree(C)
1m.) I participate in collaborative activities that relate to the college direction.	59.2%-Moderately Agree(F) 73.3%-Strongly Agree(M) 45.7%-Moderately Agree(C)	**1d.)** I participate in activities that relate to achieving the college's Interim Strategic Priorities.	40.0%-Moderately Agree(F) 76.9%-Strongly Agree(M) 39.3%-Moderately Agree(C)
1n.) The Governing Board is effective in carrying out its responsibilities.	36.8%-Don't Know(F) 66.7%-Moderately Agree(M) 38.3%-Moderately Agree(C)		
1o.) The District Office provides effective services.	30.3%-Don't Know(F) 60.0%-Moderately Agree(M) 51.1%-Moderately Agree(C)	**1o.)** The District Office provides effective direction and support to the college.	31.8%-Moderately Agree(F) 61.5%-Moderately Agree(M) 51.7%-Moderately Agree(C)

2010 LMC Employee Survey Questions	2010 Data (The category with the most responses was selected for each employee group)	2014 LMC Employee Survey Questions	2014 Data (The category with the most responses was selected for each employee group)
		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?	
		2a.) LMC has an effective shared governance model.	54.5%-Moderately Agree(F) 92.3%-Moderately Agree(M) 37.9%-Moderately Agree(C)
1h.) The college gives students adequate opportunities to participate in planning processes.	35.5%-Don't Know(F) 53.3%-Strongly Agree(M) 30.4%-Moderately Agree(C)	2b.) Members of the campus community have an opportunity to bring forth their ideas, suggestions and feedback through the shared governance committee structure and process.	47.0%-Moderately Agree(F) 53.8%-Strongly Agree(M) 34.5%-Strongly Agree(C) 34.5%-Moderately Agree(C)
		2c.) Regularly scheduled campus-wide meetings provide opportunities for engagement and dialogue around significant policies, issues and ideas	45.5%-Moderately Agree(F) 61.5%-Strongly Agree(M) 41.4%-Moderately Agree(C)
		2d.) Information regarding the work of shared governance committees are regularly communicated to the campus community.	48.5%-Moderately Agree(F) 46.5%-Moderately Agree(M) 44.8%-Moderately Agree(C)
1l.) My concerns and ideas are listened to in college committees.	38.7%-Moderately Agree(F) 53.3%-Strongly Agree(M) 46.8%-Moderately Agree(C)	2e.) I participate actively in shared governance committees and/or other college committees	30.3%-Strongly Agree(F) 30.3%-Moderately Agree(F) 83.3%-Strongly Agree(M) 31.0%-Strongly Agree(C) 31.0%-Moderately Agree(C)

2010 LMC Employee Survey Questions	2010 Data (The category with the most responses was selected for each employee group)	2014 LMC Employee Survey Questions	2014 Data (The category with the most responses was selected for each employee group)
2.) To what extent do you agree or disagree of the following in the area of "Faculty, Teaching and Student Learning?"		**3.)** To what extent do you agree or disagree with the following statements in the area of teaching and student learning?	
2a.) The institution supports academic freedom and responsibility.	47.4%-Moderately Agree(F) 93.3%-Strongly Agree(M) 38.3%-Strongly Agree(C) 38.3%-Moderately Agree(C)	**3a.)** The institution supports academic freedom and responsibility.	47.0%-Moderately Agree(F) 76.9%-Strongly Agree(M) 34.5%-Strongly Agree(C) 34.5%-Moderately Agree(C)
2b.) The institution fosters the integrity of the teaching/learning process.	40.8%-Moderately Agree(F) 57.1%-Strongly Agree(M) 39.1%-Strongly Agree(C)	**3b.)** The institution fosters integrity of the teaching/learning process.	46.2%-Moderately Agree(F) 53.8%-Strongly Agree(M) 39.3%-Moderately Agree(C)
2c.) The college identifies the learning needs of students.	46.1%-Moderately Agree(F) 46.7%-Strongly Agree(M) 36.2%-Strongly Agree(C)	**3c.)** The college effectively identifies the diverse learning styles of our students.	40.9%-Moderately Agree(F) 53.8%-Moderately Agree(M) 37.0%-Moderately Agree(C)
2d.) Faculty emphasize in the curriculum student learning outcomes.	42.7%-Moderately Agree(F) 46.7%-Strongly Agree(M) 34.0%-Don't Know(C)	**3d.)** Student learning outcomes are effectively emphasized in the college's programs and courses.	39.4%-Moderately Agree(F) 53.8%-Moderately Agree(M) 46.4%-Strongly Agree(C)
2e.) Faculty and other college personnel engage on a dialogue about the continuous improvement of student learning.	38.7%-Moderately Agree(F) 53.3%-Strongly Agree(M) 42.6%-Moderately Agree(C)	**3e.)** Faculty and other college personnel regularly engage in dialogue about the continuous improvement of student learning.	40.9%-Moderately Agree(F) 69.2%-Moderately Agree(M) 35.7%-Moderately Agree(C)
2f.) LMC's efforts have improved Student Learning.	39.5%-Moderately Agree(F) 40.0%-Moderately Agree(M) 31.9%-Strongly Agree(C)	**3n.)** 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.	42.4%-Moderately Agree(F) 46.2%-Strongly Agree(M) 48.1%-Don't Know/NotApplic(C)
2g.) Faculty understand issues on equity and diversity.	26.7%-Strongly Agree(F) 26.7%-Moderately Agree(F) 53.3%-Moderately Agree(M) 38.3%-Moderately Agree(C)	**4b.)** College personnel understand issues of equity and diversity.	43.9%-Moderately Agree(F) 61.5%-Moderately Agree(M) 31.0%-Strongly Agree(C) 31.0%-Moderately Agree(C)
2h.) The college provides quality student support services.	49.3%-Moderately Agree(F) 46.7%-Strongly Agree(M) 38.3%-Moderately Agree(C)	**3f.)** The college provides effective and high quality student support services.	56.1%-Moderately Agree(F) 53.8%-Moderately Agree(M) 42.9%-Moderately Agree(C)
		3g.) Effective and adequate information, coaching and training are available to assist me in the development of my course outline of record.	37.5%-Moderately Agree(F) 69.2%-Don't Know/NotApplic(M) 75.0%-Don't Know/NotApplic(C)

2010 LMC Employee Survey Questions	2010 Data *(The category with the most responses was selected for each employee group)*	2014 LMC Employee Survey Questions	2014 Data *(The category with the most responses was selected for each employee group)*
		3h.) Effective and adequate content review and/or coaching have been provided to assist me with getting a course approved.	34.8%-Moderately Agree(F) 76.9%-Don't Know/NotApplic(M) 78.6%-Don't Know/NotApplic(C)
		3i.) Resources are readily available and clearly identified to assist me in getting a course or a program approved.	36.4%-Moderately Agree(F) 61.5%-Don't Know/NotApplic(M) 78.6%-Don't Know/NotApplic(C)
		3j.) LMC's curriculum approval process is effective and meets the needs of my department/program to effectively design and deliver courses.	36.5%-Moderately Agree(F) 53.8%-Don't Know/NotApplic(M) 78.6%-Don't Know/NotApplic(C)
		3k.) Teaching methods and pedagogy have been influenced by the outcomes of assessment in my department/program	39.4%-Moderately Agree(F) 76.9%-Don't Know/NotApplic(M) 77.8%-Don't Know/NotApplic(C)
		3l.) Department dialogue and changes to course outlines of record have occurred as a result of the assessment process.	37.9%-Moderately Agree(F) 61.5%-Don't Know/NotApplic(M) 66.7%-Don't Know/NotApplic(C)
		3m.) Assessment outcome information has resulted in the need for professional development.	33.8%-Moderately Agree(F) 38.5%-Don't Know/NotApplic(M) 59.3%-Don't Know/NotApplic(C)
		3o.) The college should expand distance education courses and offer online degrees.	24.6%-Strongly Disagree(F) 46.2%-Moderately Agree(M) 33.3%-Moderately Agree(C)

2010 LMC Employee Survey Questions	2010 Data (The category with the most responses was selected for each employee group)	2014 LMC Employee Survey Questions	2014 Data (The category with the most responses was selected for each employee group)
		4.) To what extent do you agree with the following statements about the work environment in the college?	
1l.) My concerns and ideas are listened to in college committees.	38.7%-Moderately Agree(F) 53.3%-Strongly Agree(M) 46.8%-Moderately Agree(C)	**4a.)** I feel my ideas, opinions and concerns are respectfully listened to or acknowledged in college committees.	43.9%-Moderately Agree(F) 76.9%-Strongly Agree(M) 34.5%-Strongly Agree(C)
2g.) Faculty understand issues on equity and diversity.	26.7%-Strongly Agree(F) 26.7%-Moderately Agree(F) 53.3%-Moderately Agree(M) 38.3%-Moderately Agree(C)	**4b.)** College personnel understand issues of equity and diversity.	43.9%-Moderately Agree(F) 61.5%-Moderately Agree(M) 31.0%-Strongly Agree(C) 31.0%-Moderately Agree(C)
		4c.) LMC demonstrates a commitment to recruiting and maintaining a diverse workforce in all employee groups - faculty, classified staff and management.	42.4%-Moderately Agree(F) 53.8%-Strongly Agree(M) 34.5%-Strongly Agree(C)
		4d.) LMC actively promotes respect for diverse racial, ethnic and cultural identities among students, faculty, classified staff and administrators.	39.4%-Moderately Agree(F) 69.2%-Strongly Agree(M) 35.7%-Moderately Agree(C)
		4e.) 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.	36.9%-Strongly Agree(F) 46.2%-Strongly Agree(M) 34.5%-Strongly Agree(C)
		4f.) 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.	66.7%-Strongly Disagree(F) 84.6%-Strongly Disagree(M) 51.7%-Strongly Disagree(C)
3e.) I have participated in activities or events on Student Diversity.	40.8%-Strongly Agree(F) 40.0%-Strongly Agree(M) 32.6%-Strongly Agree(C)	**4g.)** In the last year, I have participated in at least one professional development opportunity related to diversity and/or equity.	53.0%-Strongly Agree(F) 84.6%-Strongly Agree(M) 48.3%-Strongly Agree©

2010 LMC Employee Survey Questions	2010 Data (The category with the most responses was selected for each employee group)	2014 LMC Employee Survey Questions	2014 Data (The category with the most responses was selected for each employee group)
3.) To what extent do you agree or disagree of the following in the area of "Professional Development"?		**5.)** To what extent do you agree or disagree with the following statements in the area of professional development?	
3a.) LMC provides opportunities for faculty, staff and administrators to participate in professional development activities.	47.4%-Moderately Agree(F) 60.0%-Moderately Agree(M) 47.8%-Moderately Agree(C)	**5a.)** LMC provides effective opportunities for faculty, staff and administrators to participate in professional development activities.	48.5%-Moderately Agree(F) 69.2%-Strongly Agree(M) 41.4%-Moderately Agree(C)
3b.) Most faculty participate in professional development activities on the Assessment of Student Learning.	36.8%-Moderately Agree(F) 46.7%-Moderately Agree(M) 55.3%-Don't Know/NotApplic(C)	**5b.)** There are adequate professional development opportunities available regarding the assessment of student learning.	37.9%-Moderately Agree(F) 30.8%-Moderately Agree(M) 34.5%-Don't Know/NotApplic(C)
3c.) I have participated in professional development activities in the area of Student Learning.	61.8%-Strongly Agree(F) 46.7%-Moderately Agree(M) 38.3%-Moderately Agree(C)		
3d.) Based on the information I have received from attending professional development activities on Student Learning, I have made changes to my curriculum and/or have developed strategies for teaching.	44.6%-Strongly Agree(F) 71.4%-Don't Know/NotApplic(M) 53.3%-Don't Know/NotApplic(C)	**5c.)** 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.	47.0%-Moderately Agree(F) 46.2%-Moderately Agree(M) 51.7%-Don't Know/NotApplic(C)
3e.) I have participated in activities or events on Student Diversity.	40.8%-Strongly Agree(F) 40.0%-Strongly Agree(M) 32.6%-Strongly Agree(C)	**4g.)** In the last year, I have participated in at least one professional development opportunity related to diversity and/or equity.	53.0%-Strongly Agree(F) 84.6%-Strongly Agree(M) 48.3%-Strongly Agree(C)
3f.) I have participated in training on usage of technology.	47.4%-Strongly Agree(F) 60.0%-Moderately Agree(M) 50.0%-Strongly Agree(C)	**5d.)** My participation in professional development activities regarding educational technology has increased and/or improved my effective use of technology in the classroom.	31.8%-Moderately Agree(F) 84.6%-Don't Know/NotApplic(M) 67.9%-Don't Know/NotApplic(C)
3g.) I am proficient in the use of technology as it relates to my job.	56.6%-Strongly Agree(F) 60.0%-Moderately Agree(M) 59.6%-Strongly Agree(C)		
3f.) I have participated in training on usage of technology.	47.4%-Strongly Agree(F) 60.0%-Moderately Agree(M) 50.0%-Strongly Agree(C)	**5e.)** 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).	25.8%-Moderately Agree(F) 25.8%-Moderately Disagree(F) 46.2%-Moderately Agree(M) 31.0%-Moderately Agree(C) 31.0%-Don't Know/NotApplic(C)
3g.) I am proficient in the use of technology as it relates to my job.	56.6%-Strongly Agree(F) 60.0%-Moderately Agree(M) 59.6%-Strongly Agree(C)		

2010 LMC Employee Survey Questions	2010 Data *(The category with the most responses was selected for each employee group)*	2014 LMC Employee Survey Questions	2014 Data *(The category with the most responses was selected for each employee group)*
3h.) I have attended training workshops that have enhanced my professional skills.	51.3%-Strongly Agree(F) 53.3%-Strongly Agree(M) 53.2%-Strongly Agree(C)	**5h.)** I have participated in professional development activities that have enhanced my personal and professional skills.	48.5%-Moderately Agree(F) 69.2%-Strongly Agree(M) 37.9%-Strongly Agree(C) 37.9%-Moderately Agree(C)
		5f.) My supervisor supports and encourages me to attend professional development activities.	40.0%-Strongly Agree(F) 69.2%-Strongly Agree(M) 55.2%-Strongly Agree(C)
		5g.) LMC professional development opportunities increase my engagement and collaboration with colleagues across campus.	47.0%-Moderately Agree(F) 76.9%-Strongly Agree(M) 48.3%-Strongly Agree(C)
		5i.) 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.	42.4%-Strongly Agree(F) 53.8%-Strongly Agree(M) 41.4%-Strongly Agree(C)
3i.) The opportunities for LMC personnel for continued professional development are adequate.	46.1%-Moderately Agree(F) 53.3%-Moderately Agree(M) 40.4%-Moderately Agree(C)		

2010 LMC Employee Survey Questions	2010 Data (The category with the most responses was selected for each employee group)	2014 LMC Employee Survey Questions	2014 Data (The category with the most responses was selected for each employee group)
4.) How adequate are the following aspects of the institution?		**6.)** To what extent do you agree with the following aspects of the college?	
4a.) The parking facilities.	46.7%-Very Adequate(F) 86.7%-Very Adequate(M) 53.2%-Very Adequate(C)	**6a.)** The parking facilities are adequate.	51.5%-Moderately Agree(F) 61.5%-Strongly Agree(M) 34.5%-Strongly Agree(C)
4b.) The lighting of parking.	42.5%-Very Adequate(F) 60.0%-Very Adequate(M) 34.0%-Very Adequate(C)	**6b.)** The lighting in the parking lot is adequate.	28.8%-Strongly Agree(F) 28.8%-Moderately Agree(F) 53.8%-Moderately Agree(M) 34.5%-Strongly Disagree(C)
4c.) The lighting of the hallways.	43.4%-Moderately Adequate(F) 60.0%-Moderately Adequate(M) 40.4%-Very Adequate(C) 40.4%-Moderately Adequate(C)	**6c.)** The lighting in the hallways is adequate.	50.8%-Moderately Agree(F) 46.2%-Moderately Agree(M) 41.4%-Moderately Agree(C)
4i.) The cleanliness of the campus.	50.0%-Very Adequate(F) 53.3%-Very Adequate(M) 63.8%-Very Adequate(C)	**6d.)** The cleanliness of the campus, including classrooms and restrooms is adequate.	48.5%-Moderately Agree(F) 61.5%-Moderately Agree(M) 37.9%-Moderately Agree(C)
4j.) The appearance of the landscaping at LMC.	73.3%-Very Adequate(F) 100.0%-Very Adequate(M) 80.4%-Very Adequate(C)	**6e.)** The appearance of the landscaping of campus is adequate.	51.5%-Strongly Agree(F) 76.9%-Strongly Agree(M) 62.1%-Strongly Agree(C)
4k.) The safety at the college.	40.8%-Moderately Adequate(F) 66.7%-Moderately Adequate(M) 48.9%-Moderately Adequate(C)	**6f.)** The safety at the college is adequate.	42.4%-Moderately Agree(F) 38.5%-Moderately Agree(M) 38.5%-Moderately Disagree(M) 37.9%-Moderately Disagree(C)
		6g.) The aesthetics of the campus is adequate.	48.5%-Moderately Agree(F) 46.2%-Strongly Agree(M) 46.2%-Moderately Agree(M) 51.7%-Moderately Agree(C)
4n.) College publications (e.g. class schedule, catalog).	44.0%-Very Adequate(F) 44.0%-Moderately Adequate(F) 80.0%-Very Adequate(M) 66.0%-Very Adequate(C)	**6h.)** College publications and the website are accurate and of high quality.	49.2%-Moderately Agree(F) 53.8%-Moderately Agree(M) 72.4%-Moderately Agree(C)

2010 LMC Employee Survey Questions	2010 Data (The category with the most responses was selected for each employee group)	2014 LMC Employee Survey Questions	2014 Data (The category with the most responses was selected for each employee group)
4.) How adequate are the following aspects of the institution?		**7.)** To what extent do you agree with the adequacy of following college resources?	
4d.) The classroom facilities - size and equipment	46.7%-Moderately Adequate(F) 33.3%-Moderately Adequate(M) 44.7%-Moderately Adequate(C)	**7a.)** The classroom facilities - size and equipment - are adequate.	33.3%-Moderately Disagree(F) 46.2%-Moderately Disagree(M) 44.8%-Moderately Agree(C)
4e.) The maintenance of the classroom equipment.	50.0%-Moderately Adequate(F) 53.3%-Moderately Adequate(M) 31.9%-Don't Know(C)	**7b.)** The maintenance of equipment in the classroom - instructional technology, audio-visual media equipment, furniture - are adequate.	45.5%-Moderately Agree(F) 38.5%-Moderately Agree(M) 39.3%-Moderately Agree(C)
4f.) The equipment available to you to carry out your job duties.	44.0%-Moderately Adequate(F) 53.3%-Very Adequate(M) 53.3%-Very Adequate(C)	**7c.)** Computer resources for employees at LMC are adequate to enable you to carry out your job duties.	42.2%-Strongly Disagree(F) 33.3%-Moderately Disagree(M) 41.4%-Moderately Agree(C)
4l.) The quality of technology resources available to personnel.	46.1%-Moderately Adequate(F) 53.3%-Moderately Adequate(M) 40.4%-Moderately Adequate(C)	**7d.)** The quality of technology (other than computers) available to employees on campus is adequate.	37.9%-Moderately Agree(F) 46.2%-Moderately Agree(M) 44.8%-Moderately Agree(C)
4g.) The instructional labs (e.g. math, business)	37.3%-Very Adequate(F) 50.0%-Don't Know(M) 40.4%-Don't Know(C)	**7e.)** The instructional lab facilities - size, computer and program specific equipment - are adequate. (Examples of labs are math, nursing, ETEC, PTEC, English, recording arts, etc.)	33.3%-Moderately Agree(F) 30.8%-Don't Know/NotApplic(M) 50.0%-Don't Know/NotApplic(C)
4h.) The student computer lab.	51.3%-Very Adequate(F) 46.7%-Very Adequate(M) 47.8%-Very Adequate(C)	**7f.)** The availability of computers in student computer labs is adequate.	30.3%-Moderately Agree(F) 30.8%-Moderately Agree(M) 30.8%-Don't Know/NotApplic(M) 39.3%-Moderately Agree(C) 39.3%-Don't Know/NotApplic(C)
4m.) Library resources.	51.3%-Very Adequate(F) 46.7%-Very Adequate(M) 48.9%-Very Adequate(C)	**7g.)** The library resources - books, DVDs, computers, etc. - available are adequate.	42.4%-Moderately Agree(F) 38.5%-Moderately Agree(M) 53.6%-Don't Know/NotApplic(C)

2010 LMC Employee Survey Questions	2010 Data (The category with the most responses was selected for each employee group)	2014 LMC Employee Survey Questions	2014 Data (The category with the most responses was selected for each employee group)
		8.) How satisfied are you with the availability of needed materials in the LMC Library?	34.8%-Satisfied(F) 34.8%-Not Applicable(F) 38.5%-Satisfied(M) 38.5%-Not Applicable(M) 48.3%-Not Applicable(C)
		9.) Which LMC Library resources do you use for your own reading/viewing? Check all that apply.	53.0%-Don't Use(F) 53.8%-Don't Use(M) 65.5%-Don't Use(C)
		10.) If you don't use LMC's Library resources, why not? Check all that apply.	34.8%-Other See Comments(F) 38.5%-Other See Comments(M) 37.9%-Everything Internet(C)
		11.) Which of the following workshop topics do you think the LMC Library should offer to employees? Check all that apply.	50.0%-Loc CarDev Info Sources(F) 53.8%-Effctv Online Search(M) 41.4%-Effctv Online Search(C)

2010 LMC Employee Survey Questions	2010 Data *(The category with the most responses was selected for each employee group)*	2014 LMC Employee Survey Questions	2014 Data *(The category with the most responses was selected for each employee group)*
5.) Are you?	76-Faculty 15-Management 47-Classified	**12.)** Which employee group do you belong to for your primary assignment at LMC?	66-Faculty 13-Management 29-Classified

2010 LMC Employee Survey Questions	2010 Data *(The category with the most responses was selected for each employee group)*	2014 LMC Employee Survey Questions	2014 Data *(The category with the most responses was selected for each employee group)*
6.) What is your ethnic group?	64.9%-White(F) 53.3%-White(M) 55.3%-White(C)	**13.)** What is your ethnic group?	51.5%-White(F) 30.3%-Decline to State(F) 61.5%-White(M) 15.4%-Hispanic(M) 15.4%-Decline to State(M) 51.7%-White(C) 17.2%-Decline to State(C)

2010 LMC Employee Survey Questions	2010 Data (The category with the most responses was selected for each employee group)	2014 LMC Employee Survey Questions	2014 Data (The category with the most responses was selected for each employee group)
7.) What is your gender?	50.7%-Female(F) 60.0%-Female(M) 74.5%-Female(C)	14.) What is your gender?	50.0%-Female(F) 61.5%-Female(M) 65.5%-Female(C)