

# **Personnel Survey Results**

## **Los Medanos College**

**Spring 2007**

**Summary**



Prepared by

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## Acknowledgements

A sincere appreciation is given to all LMC personnel who took time from their busy schedule to complete the survey. Also, I am grateful to Helen Lee for her dedicated assistance in preparing the data for analysis and to Bruce Cutler for his constructive editorial comments.

*Humberto Sale*

## Background

A short questionnaire was constructed through SurveyMonkey™ and administered through the campus email system to all college employees. The purpose of this survey was to get an understanding of the opinions of LMC personnel on some areas of the institution. The areas covered in the survey are:

- College Direction and Planning
- Effectiveness of Program Review and Resource Allocation Models
- Participation and Professional Development
- College Leadership, the Board and the District Office
- Faculty, Teaching and Student Learning
- Equity and Diversity
- Student Support Services
- Adequacy of Facilities
- Adequacy of Publications

The Respondents: Of the 425 LMC employees, 120 responded (15 administrators, 43 Classified and 59 Faculty – 3 were Unknown). This response rate is not surprising for LMC. For institutional surveys, about 120 to 130 is the response rate for Los Medanos College.

Results: In the following pages, statistical tables are provided with some general observations. Although the statistical tables have results by constituency groups only general findings for ALL personnel as one group are provided. However, where differences are observed by constituency groups, the findings are presented.

## COLLEGE DIRECTION AND PLANNING

- Most personnel perceive congruency between the mission and the goals: 85% of personnel AGREED that “*the mission of the college accurately defines the broad-base objectives the college seeks to fulfill.*” With respect to the clarity of the college goals, 87% AGREED that the “college goals are clearly defined” -- In this area, Administrators are more likely to STRONGLY AGREE (53%) than Faculty (18%).
- With regards to college priorities, 67% AGREED that the college priorities are adequately defined.
- More variation on the levels of agreement was found in the question about using research for evaluation and planning; 68% of LMC personnel agreed that “*the institution uses research information for purposes of evaluation and planning*” (19% STRONGLY AGREED and 49% MODERATELY AGREED); 24% DISAGREED (when examined by constituencies, Faculty are more likely to DISAGREE - 41% VS 7% for Administrators and Classified).
- In terms of measuring the extent to which the college goals are met, 57% of personnel AGREED 30%, DISAGREED and 12% DON'T KNOW. Classified had more STRONGLY AGREE responses than other groups (21% VS 7% for administrators and 4% for Faculty).

-- SEE TABLE ON NEXT PAGE --

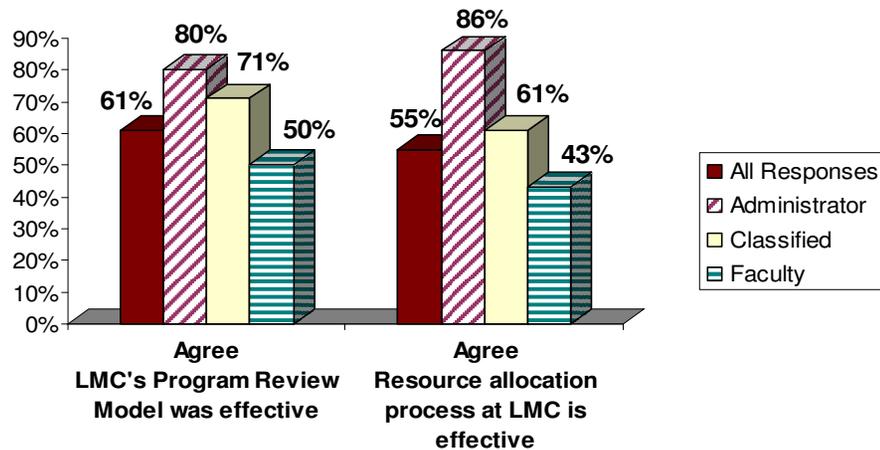
## College Direction and Planning

		Strongly Agree		Moderately Agree		Moderately Disagree		Strongly Disagree		Don't Know		N/A		Total	
		N	%	N	%	N	%	N	%	N	%	N	%	N	%
<b>The mission of the college accurately defines the broad-base objectives the college seeks to fulfill.</b>	Administrator	5	33	9	60	1	7	0	0	0	0	0	0	15	13%
	Classified	19	45	19	45	0	0	1	2	3	7	0	0	42	37%
	Faculty	16	28	29	51	7	12	0	0	5	9	0	0	57	50%
	<b>TOTAL</b>	<b>4-0</b>	<b>35%</b>	<b>57</b>	<b>50%</b>	<b>8</b>	<b>7%</b>	<b>1</b>	<b>1%</b>	<b>8</b>	<b>7%</b>	<b>0</b>	<b>0%</b>	<b>114</b>	<b>100%</b>
<b>The college goals are clearly defined.</b>	Administrator	8	53	7	47	0	0	0	0	0	0	0	0	15	13%
	Classified	16	37	22	51	2	5	0	0	3	7	0	0	43	37%
	Faculty	10	18	37	65	8	14	1	2	1	2	0	0	57	50%
	<b>TOTAL</b>	<b>34</b>	<b>30%</b>	<b>66</b>	<b>57%</b>	<b>10</b>	<b>9%</b>	<b>1</b>	<b>1%</b>	<b>4</b>	<b>3%</b>	<b>0</b>	<b>0%</b>	<b>115</b>	<b>100%</b>
<b>College priorities are adequately identified.</b>	Administrator	3	20	9	60	3	20	0	0	0	0	0	0	15	13%
	Classified	9	21	20	47	8	19	0	0	6	14	0	0	43	37%
	Faculty	7	12	28	49	15	26	5	9	2	4	0	0	57	50%
	<b>TOTAL</b>	<b>19</b>	<b>17%</b>	<b>57</b>	<b>50%</b>	<b>26</b>	<b>23%</b>	<b>5</b>	<b>4%</b>	<b>8</b>	<b>7%</b>	<b>0</b>	<b>0%</b>	<b>115</b>	<b>100%</b>
<b>The institution uses research information for purposes of evaluation and planning.</b>	Administrator	5	33	9	60	1	7	0	0	0	0	0	0	15	13%
	Classified	14	33	22	51	2	5	1	2	4	9	0	0	43	37%
	Faculty	3	5	26	45	17	29	7	12	5	9	0	0	58	50%
	<b>TOTAL</b>	<b>22</b>	<b>19%</b>	<b>57</b>	<b>49%</b>	<b>20</b>	<b>17%</b>	<b>8</b>	<b>7%</b>	<b>9</b>	<b>8%</b>	<b>0</b>	<b>0%</b>	<b>116</b>	<b>100%</b>
<b>The institution measures the extent to which the college goals are met.</b>	Administrator	1	7	10	67	3	20	1	7	0	0	0	0	15	13%
	Classified	9	21	21	49	5	12	0	0	8	19	0	0	43	37%
	Faculty	2	4	23	40	19	33	7	12	6	11	0	0	57	50%
	<b>TOTAL</b>	<b>12</b>	<b>10%</b>	<b>54</b>	<b>47%</b>	<b>27</b>	<b>23%</b>	<b>8</b>	<b>7%</b>	<b>14</b>	<b>12%</b>	<b>0</b>	<b>0%</b>	<b>115</b>	<b>100%</b>

## EFFECTIVENESS OF PROGRAM REVIEW AND RESOURCE ALLOCATION MODELS

- With regards to the general question about effectiveness of the program review model, 61% of personnel AGREED that “*LMC’s Program Review Model was effective*” However, the responses by constituency varied: with Administrators 80% AGREED and 20% DON’T KNOW; with Classified 71% AGREED and 26% DON’T KNOW; and with Faculty, 50% AGREED, 38% DISAGREED and 12% DON’T KNOW.
- About effectiveness of Resource Allocation, 55% AGREED, 28% DISAGREED and 17% DON’T KNOW that “*the resource allocation process at LMC is effective.*” However, the responses by constituency varied: with Administrators 86% AGREED and 7% DISAGREED; with Classified 61% AGREED, 16% DISAGREED and 23% DON’T KNOW; and with Faculty, 43% AGREED, 42% DISAGREED and 15% DON’T KNOW.

		Strongly Agree		Moderately Agree		Moderately Disagree		Strongly Disagree		Don’t Know		N/A		Total	
		N	%	N	%	N	%	N	%	N	%	N	%	N	%
<b>LMC’s Program Review model was effective.</b>	Administrator	7	47	5	33	0	0	0	0	3	20	0	0	15	13%
	Classified	13	31	17	40	1	2	0	0	8	19	3	7	42	37%
	Faculty	7	12	22	38	10	17	12	21	7	12	0	0	58	50%
	<b>TOTAL</b>	<b>27</b>	<b>23%</b>	<b>44</b>	<b>38%</b>	<b>11</b>	<b>10%</b>	<b>12</b>	<b>10%</b>	<b>18</b>	<b>16%</b>	<b>3</b>	<b>3%</b>	<b>115</b>	<b>100%</b>
<b>The resource allocation process at LMC is effective.</b>	Administrator	8	53	5	33	0	0	1	7	1	7	0	0	15	13%
	Classified	6	14	20	47	6	14	1	2	10	23	0	0	43	37%
	Faculty	7	12	18	31	15	25	10	17	9	15	0	0	59	50%
	<b>TOTAL</b>	<b>21</b>	<b>18%</b>	<b>43</b>	<b>37%</b>	<b>21</b>	<b>18%</b>	<b>12</b>	<b>10%</b>	<b>20</b>	<b>17%</b>	<b>0</b>	<b>0%</b>	<b>117</b>	<b>100%</b>



## PARTICIPATION AND PROFESSIONAL DEVELOPMENT

- Regarding participation in planning processes, while 56% of personnel AGREED that “*there is broad participation from LMC personnel in planning processes*”, 35% DISAGREED (Administrators and Classified were more likely to STRONGLY AGREE than were Faculty); 59% of personnel AGREED that “*the college gives students adequate opportunities to participate in planning processes.*”
- When it comes to the opportunities for continued professional development, 46% AGREED and 53% DISAGREED that “*the opportunities for LMC personnel for continued professional development are adequate.*” However, while 64% of Administrators AGREED, 56% of classified and 55% faculty DISAGREED on this issue.
- 64% AGREED that their “*concerns and ideas are listened to in college committees*”; 25% DISAGREED. Differences were found between groups on this issue. While 100% of Administrators AGREED, 41% of Faculty DISAGREED.

		Strongly Agree		Moderately Agree		Moderately Disagree		Strongly Disagree		Don't Know		N/A		Total	
		N	%	N	%	N	%	N	%	N	%	N	%	N	%
<b>There is broad participation from LMC personnel in planning processes.</b>	Administrator	7	47	5	33	3	20	0	0	0	0	0	0	15	13%
	Classified	12	28	12	28	10	23	3	7	5	12	1	2	43	37%
	Faculty	7	12	23	40	15	26	10	17	3	5	0	0	58	50%
	<b>TOTAL</b>	<b>26</b>	<b>22%</b>	<b>40</b>	<b>34%</b>	<b>28</b>	<b>24%</b>	<b>13</b>	<b>11%</b>	<b>8</b>	<b>7%</b>	<b>1</b>	<b>1%</b>	<b>116</b>	<b>100%</b>
<b>The college gives students adequate opportunities to participate in planning processes.</b>	Administrator	6	40	5	33	4	27	0	0	0	0	0	0	15	13%
	Classified	8	19	19	44	4	9	2	5	8	19	2	5	43	37%
	Faculty	3	5	27	47	11	19	6	10	11	19	0	0	58	50%
	<b>TOTAL</b>	<b>17</b>	<b>15%</b>	<b>51</b>	<b>44%</b>	<b>19</b>	<b>16%</b>	<b>8</b>	<b>7%</b>	<b>19</b>	<b>16%</b>	<b>2</b>	<b>2%</b>	<b>116</b>	<b>100%</b>
<b>The opportunities for LMC personnel for continued professional development are adequate.</b>	Administrator	0	0	9	64	2	14	3	21	0	0	0	0	14	13%
	Classified	4	9	15	35	17	40	7	16	0	0	0	0	43	37%
	Faculty	4	7	21	36	18	31	14	24	2	3	0	0	59	50%
	<b>TOTAL</b>	<b>8</b>	<b>7%</b>	<b>45</b>	<b>39%</b>	<b>37</b>	<b>32%</b>	<b>24</b>	<b>21%</b>	<b>2</b>	<b>2%</b>	<b>0</b>	<b>0%</b>	<b>116</b>	<b>100%</b>
<b>My concerns and ideas are listened to in college committees.</b>	Administrator	7	47	8	53	0	0	0	0	0	0	0	0	15	13%
	Classified	10	23	19	44	4	9	2	5	1	2	7	16	43	37%
	Faculty	8	14	23	39	14	24	10	17	3	5	1	2	59	50%
	<b>TOTAL</b>	<b>25</b>	<b>21%</b>	<b>50</b>	<b>43%</b>	<b>18</b>	<b>15%</b>	<b>12</b>	<b>10%</b>	<b>4</b>	<b>3%</b>	<b>8</b>	<b>7%</b>	<b>117</b>	<b>100%</b>

## COLLEGE LEADERSHIP, THE BOARD AND THE DISTRICT OFFICE

- About encouragement from the institution’s leadership, 62% of all personnel AGREED that the “*leadership of the institution encourages personnel to improve their services to the public,*” while 32% DISAGREED. Faculty is more likely to DISAGREE (42% VS 20% for Administrators and 23% for Classified).
- With regards to the Board and its responsibilities, 50% AGREED that “*the governing board is effective in carrying out its responsibilities,*” 25% disagreed and 23% don’t know. Classified and Faculty are more likely not to know (28% and 24% respectively).
- As far as the District Office providing effective services, the responses are mixed: 43% AGREED, 43% DISAGREED and 14% DON’T KNOW.

		Strongly Agree		Moderately Agree		Moderately Disagree		Strongly Disagree		Don’t Know		N/A		Total	
		N	%	N	%	N	%	N	%	N	%	N	%	N	%
<b>The leadership of the institution encourages personnel to improve their services to the public.</b>	Administrator	4	27	8	53	2	13	1	7	0	0	0	0	15	13%
	Classified	13	30	19	44	9	21	1	2	1	2	0	0	43	37%
	Faculty	6	10	22	38	9	16	15	26	6	10	0	0	58	50%
	<b>TOTAL</b>	<b>23</b>	<b>20%</b>	<b>49</b>	<b>42%</b>	<b>20</b>	<b>17%</b>	<b>17</b>	<b>15%</b>	<b>7</b>	<b>6%</b>	<b>0</b>	<b>0%</b>	<b>116</b>	<b>100%</b>
<b>The Governing Board is effective in carrying out its responsibilities.</b>	Administrator	1	7	10	67	3	20	0	0	1	7	0	0	15	13%
	Classified	5	12	21	49	4	9	0	0	12	28	1	2	43	37%
	Faculty	3	5	18	31	14	24	8	14	14	24	1	2	58	50%
	<b>TOTAL</b>	<b>9</b>	<b>8%</b>	<b>49</b>	<b>42%</b>	<b>21</b>	<b>18%</b>	<b>8</b>	<b>7%</b>	<b>27</b>	<b>23%</b>	<b>2</b>	<b>2%</b>	<b>116</b>	<b>100%</b>
<b>The District Office provides effective services.</b>	Administrator	0	0	6	40	9	60	0	0	0	0	0	0	15	13%
	Classified	3	7	18	42	15	35	3	7	4	9	0	0	43	37%
	Faculty	4	7	19	33	12	21	11	19	12	21	0	0	58	50%
	<b>TOTAL</b>	<b>7</b>	<b>6%</b>	<b>43</b>	<b>37%</b>	<b>36</b>	<b>31%</b>	<b>14</b>	<b>12%</b>	<b>16</b>	<b>14%</b>	<b>0</b>	<b>0%</b>	<b>116</b>	<b>100%</b>

## TEACHING AND STUDENT LEARNING

- With regards to academic freedom, 79% AGREED that the “*institution supports academic freedom and responsibility.*” Administrators AGREED to this item (73%), Faculty and Classified AGREED (54% and 44% respectively.)
- About fostering integrity, 71% AGREED that “*the institution fosters the integrity of the teaching/learning process.*” All groups, though were more likely to MODERATELY AGREE than STRONGLY AGREE.
- Regarding learning needs, 60% AGREED that the “*college identifies the learning needs of students*” All groups, though were more likely to MODERATELY AGREE than STRONGLY AGREE.
- In terms of learning outcomes in the curriculum, 60% AGREED that “*Faculty emphasizes in the curriculum student learning outcomes.*” All groups, though were more likely to MODERATELY AGREE than STRONGLY AGREE.
- In terms of student learning dialogue, 70% AGREED that the “*college engages on a dialogue about the continuous improvement of Student Learning.*” All groups, though were more likely to MODERATELY AGREE than STRONGLY AGREE.

### Teaching and Student Learning

		Strongly Agree		Moderately Agree		Moderately Disagree		Strongly Disagree		Don't Know		N/A		Total	
		N	%	N	%	N	%	N	%	N	%	N	%	N	%
<b>The institution supports academic freedom and responsibility.</b>	Administrator	11	73	4	27	0	0	0	0	0	0	0	0	15	13%
	Classified	13	30	19	44	3	7	1	2	4	9	3	7	43	37%
	Faculty	12	20	32	54	9	15	4	7	2	3	0	0	57	50%
	<b>TOTAL</b>	<b>36</b>	<b>31%</b>	<b>55</b>	<b>48%</b>	<b>12</b>	<b>10%</b>	<b>5</b>	<b>4%</b>	<b>6</b>	<b>5%</b>	<b>3</b>	<b>3%</b>	<b>115</b>	<b>100%</b>
<b>The institution fosters the integrity of the teaching/learning process.</b>	Administrator	7	47	7	47	1	7	0	0	0	0	0	0	15	13%
	Classified	14	33	15	35	4	9	0	0	6	14	4	9	43	37%
	Faculty	9	16	30	52	14	24	4	7	1	2	0	0	58	50%
	<b>TOTAL</b>	<b>30</b>	<b>26%</b>	<b>52</b>	<b>45%</b>	<b>19</b>	<b>16%</b>	<b>4</b>	<b>3%</b>	<b>7</b>	<b>6%</b>	<b>4</b>	<b>3%</b>	<b>116</b>	<b>100%</b>

		Strongly Agree		Moderately Agree		Moderately Disagree		Strongly Disagree		Don't Know		N/A		Total	
		N	%	N	%	N	%	N	%	N	%	N	%	N	%
The college identifies the learning needs of students.	Administrator	4	27	7	47	3	20	0	0	1	7	0	0	15	13%
	Classified	6	14	24	56	5	12	1	2	3	7	4	9	43	37%
	Faculty	2	3	28	47	18	31	8	14	3	5	0	0	59	50%
	<b>TOTAL</b>	<b>12</b>	<b>10%</b>	<b>59</b>	<b>50%</b>	<b>26</b>	<b>22%</b>	<b>9</b>	<b>8%</b>	<b>7</b>	<b>6%</b>	<b>4</b>	<b>3%</b>	<b>117</b>	<b>100%</b>
Faculty emphasizes in the curriculum student learning outcomes.	Administrator	2	13	8	53	4	27	0	0	1	7	0	0	15	13%
	Classified	9	21	14	33	3	7	1	2	11	26	5	12	43	37%
	Faculty	6	10	31	53	13	22	3	5	5	8	1	2	59	50%
	<b>TOTAL</b>	<b>17</b>	<b>15%</b>	<b>53</b>	<b>45%</b>	<b>20</b>	<b>17%</b>	<b>4</b>	<b>3%</b>	<b>17</b>	<b>15%</b>	<b>6</b>	<b>5%</b>	<b>117</b>	<b>100%</b>
The college engages on a dialogue about the continuous improvement of student learning.	Administrator	3	20	9	60	3	20	0	0	0	0	0	0	15	13%
	Classified	15	35	18	42	1	2	1	2	5	12	3	7	43	37%
	Faculty	6	10	30	51	12	20	8	14	3	5	0	0	59	50%
	<b>TOTAL</b>	<b>24</b>	<b>21%</b>	<b>57</b>	<b>49%</b>	<b>16</b>	<b>14%</b>	<b>9</b>	<b>8%</b>	<b>8</b>	<b>7%</b>	<b>3</b>	<b>3%</b>	<b>117</b>	<b>100%</b>

## EQUITY AND DIVERSITY

- 65% AGREED that the institution understands issues on equity and diversity. While about one third of Classified and Administrators gave “STRONGLY AGREED” responses, 14% of faculty did.

		Strongly Agree		Moderately Agree		Moderately Disagree		Strongly Disagree		Don't Know		N/A		Total	
		N	%	N	%	N	%	N	%	N	%	N	%	N	%
The institution understands issues on equity and diversity.	Administrator	5	33	7	47	3	20	0	0	0	0	0	0	15	13%
	Classified	15	35	13	30	6	14	3	7	4	9	2	5	43	37%
	Faculty	8	14	28	47	11	19	9	15	3	5	0	0	59	50%
	<b>TOTAL</b>	<b>28</b>	<b>24%</b>	<b>48</b>	<b>41%</b>	<b>20</b>	<b>17%</b>	<b>12</b>	<b>10%</b>	<b>7</b>	<b>6%</b>	<b>2</b>	<b>2%</b>	<b>117</b>	<b>100%</b>

## STUDENT SUPPORT SERVICES

- 68% AGREED that the institution provides quality student support services. All groups, though were more likely to MODERATELY AGREE than STRONGLY AGREE.

		Strongly Agree		Moderately Agree		Moderately Disagree		Strongly Disagree		Don't Know		N/A		Total	
		N	%	N	%	N	%	N	%	N	%	N	%	N	%
<b>The college provides quality student support services.</b>	Administrator	1	7	9	60	4	27	1	7	0	0	0	0	15	13%
	Classified	12	28	20	47	6	14	2	5	1	2	2	5	43	37%
	Faculty	3	5	34	58	12	20	7	12	3	5	0	0	59	50%
	<b>TOTAL</b>	<b>16</b>	<b>14%</b>	<b>63</b>	<b>54%</b>	<b>22</b>	<b>19%</b>	<b>10</b>	<b>9%</b>	<b>4</b>	<b>3%</b>	<b>2</b>	<b>2%</b>	<b>117</b>	<b>100%</b>

## ADEQUACY OF FACILITIES

The ratings for facilities given by most personnel fell under the category of MODERATELY. Below is the list of their responses. In the following page, detailed statistics are provided.

- **Parking facilities** -- 50% MODERATELY and 25% VERY
- **Lighting of parking** – 50% MODERATELY and 32% SLIGHTLY
- **The lighting of hallways** – 46% MODERATELY and 27% SLIGHTLY
- **The classroom facilities** – 47% MODERATELY and 26% SLIGHTLY
- **The maintenance of the classroom equipment** – 42% MODERATELY, 21% VERY and 21% SLIGHTLY
- **The equipment available to carry out job responsibilities** – 37% MODERATELY and 31% VERY
- **The instructional labs** (e.g., math, business) – 38% DON'T KNOW, 26% MODERATELY and 24% VERY
- **The student computer lab** (LRC1) – 38% DON'T KNOW, 26% MODERATELY and 25% VERY
- **The cleanliness of the campus** -- 47% MODERATELY and 32% VERY
- **The appearance of the landscaping** – 55% VERY and 34% MODERATELY
- **The safety at the college** – 50% MODERATELY and 33% VERY
- **The quality of technology resources available to personnel** — 43% MODERATELY and 26% SLIGHTLY
- **Library resources** -- 37% MODERATELY and 23% DON'T KNOW

-- SEE TABLE NEXT PAGE --

## Adequacy of Facilities

		Not At All		Slightly		Moderately		Very		Don't Know		Total	
		N	%	N	%	N	%	N	%	N	%	N	%
<b>The parking facilities</b>	Administrator	1	7	2	13	5	33	7	47	0	0	15	13%
	Classified	3	7	10	23	24	56	6	14	0	0	43	37%
	Faculty	5	8	7	12	30	51	16	27	1	2	59	50%
	<b>TOTAL</b>	<b>9</b>	<b>8%</b>	<b>19</b>	<b>16%</b>	<b>59</b>	<b>50%</b>	<b>29</b>	<b>25%</b>	<b>1</b>	<b>1%</b>	<b>117</b>	<b>100%</b>
<b>The lighting of parking</b>	Administrator	0	0	5	33	8	53	2	13	0	0	15	13%
	Classified	2	5	14	33	22	51	4	9	1	2	43	37%
	Faculty	2	3	18	31	29	49	8	14	2	3	59	50%
	<b>TOTAL</b>	<b>4</b>	<b>3%</b>	<b>37</b>	<b>32%</b>	<b>59</b>	<b>50%</b>	<b>14</b>	<b>12%</b>	<b>3</b>	<b>3%</b>	<b>117</b>	<b>100%</b>
<b>The lighting of hallways</b>	Administrator	1	7	4	27	6	40	3	20	1	7	15	13%
	Classified	2	5	11	26	19	44	10	23	1	2	43	37%
	Faculty	1	2	16	28	28	49	12	21	0	0	57	50%
	<b>TOTAL</b>	<b>4</b>	<b>3%</b>	<b>31</b>	<b>27%</b>	<b>53</b>	<b>46%</b>	<b>25</b>	<b>22%</b>	<b>2</b>	<b>2%</b>	<b>115</b>	<b>100%</b>
<b>The classroom facilities -- size and equipment</b>	Administrator	0	0	3	20	10	67	1	7	1	7	15	13%
	Classified	5	12	7	16	24	56	3	7	4	9	43	37%
	Faculty	5	9	20	34	21	36	10	17	2	3	58	50%
	<b>TOTAL</b>	<b>10</b>	<b>9%</b>	<b>30</b>	<b>26%</b>	<b>55</b>	<b>47%</b>	<b>14</b>	<b>12%</b>	<b>7</b>	<b>6%</b>	<b>116</b>	<b>100%</b>
<b>The maintenance of the classroom equipment</b>	Administrator	0	0	2	13	7	47	2	13	4	27	15	13%
	Classified	2	5	8	19	13	30	10	23	10	23	43	37%
	Faculty	2	3	15	25	29	49	12	20	1	2	59	50%
	<b>TOTAL</b>	<b>4</b>	<b>3%</b>	<b>25</b>	<b>21%</b>	<b>49</b>	<b>42%</b>	<b>24</b>	<b>21%</b>	<b>15</b>	<b>13%</b>	<b>117</b>	<b>100%</b>
<b>The equipment available to you to carry out your job duties</b>	Administrator	0	0	1	7	5	33	8	53	1	7	15	13%
	Classified	2	5	9	21	13	31	14	33	4	10	42	37%
	Faculty	4	7	16	27	25	42	14	24	0	0	59	50%
	<b>TOTAL</b>	<b>6</b>	<b>5%</b>	<b>26</b>	<b>22%</b>	<b>43</b>	<b>37%</b>	<b>36</b>	<b>31%</b>	<b>5</b>	<b>4%</b>	<b>116</b>	<b>100%</b>
<b>The instructional labs (e.g., math, business)</b>	Administrator	0	0	1	7	4	27	2	13	8	53	15	13%
	Classified	1	2	2	5	11	26	12	28	17	40	43	37%
	Faculty	3	5	7	12	16	27	14	24	19	32	59	50%
	<b>TOTAL</b>	<b>4</b>	<b>3%</b>	<b>10</b>	<b>9%</b>	<b>31</b>	<b>26%</b>	<b>28</b>	<b>24%</b>	<b>44</b>	<b>38%</b>	<b>117</b>	<b>100%</b>
<b>The student computer</b>	Administrator	0	0	2	13	4	27	2	13	7	47	15	13%

		Not At All		Slightly		Moderately		Very		Don't Know		Total	
		N	%	N	%	N	%	N	%	N	%	N	%
lab (LRC1)	Classified	0	0	5	12	8	19	11	26	19	44	43	37%
	Faculty	1	2	5	8	18	31	16	27	19	32	59	50%
	<b>TOTAL</b>	<b>1</b>	<b>1%</b>	<b>12</b>	<b>10%</b>	<b>30</b>	<b>26%</b>	<b>29</b>	<b>25%</b>	<b>45</b>	<b>38%</b>	<b>117</b>	<b>100%</b>
The cleanliness of the campus	Administrator	0	0	1	7	8	53	6	40	0	0	15	13%
	Classified	5	12	8	19	14	33	16	37	0	0	43	37%
	Faculty	4	7	5	8	33	56	16	27	1	2	59	50%
	<b>TOTAL</b>	<b>9</b>	<b>8%</b>	<b>14</b>	<b>12%</b>	<b>55</b>	<b>47%</b>	<b>38</b>	<b>32%</b>	<b>1</b>	<b>1%</b>	<b>117</b>	<b>100%</b>
The appearance of the landscaping at LMC	Administrator	0	0	1	7	5	33	9	60	0	0	15	13%
	Classified	1	1	6	14	11	26	24	57	0	0	42	37%
	Faculty	2	3	3	5	23	39	31	53	0	0	59	50%
	<b>TOTAL</b>	<b>3</b>	<b>3%</b>	<b>10</b>	<b>9%</b>	<b>39</b>	<b>34%</b>	<b>64</b>	<b>55%</b>	<b>0</b>	<b>0%</b>	<b>116</b>	<b>100%</b>
The safety at the college	Administrator	0	0	0	0	6	43	7	50	1	7	14	13%
	Classified	2	2	5	12	24	56	11	26	1	2	43	37%
	Faculty	0	0	10	17	28	47	20	34	1	2	59	50%
	<b>TOTAL</b>	<b>2</b>	<b>2%</b>	<b>15</b>	<b>13%</b>	<b>58</b>	<b>50%</b>	<b>38</b>	<b>33%</b>	<b>3</b>	<b>3%</b>	<b>116</b>	<b>100%</b>
The quality of technology resources available to personnel	Administrator	1	7	4	27	6	40	3	20	1	7	15	13%
	Classified	1	1	8	19	19	45	11	26	3	7	42	37%
	Faculty	10	17	18	31	25	42	5	8	1	2	59	50%
	<b>TOTAL</b>	<b>12</b>	<b>10%</b>	<b>30</b>	<b>26%</b>	<b>50</b>	<b>43%</b>	<b>19</b>	<b>16%</b>	<b>5</b>	<b>4%</b>	<b>116</b>	<b>100%</b>
Library resources	Administrator	0	0	3	20	6	40	0	0	6	40	15	13%
	Classified	3	3	7	17	11	26	7	17	14	33	42	37%
	Faculty	9	16	10	17	25	43	8	14	6	10	58	50%
	<b>TOTAL</b>	<b>12</b>	<b>10%</b>	<b>20</b>	<b>17%</b>	<b>42</b>	<b>37%</b>	<b>15</b>	<b>13%</b>	<b>26</b>	<b>23%</b>	<b>115</b>	<b>100%</b>

## ADEQUACY OF PUBLICATIONS

With regards to college publications (e.g., class schedule, catalog), 44% of personnel felt that the publications were MODERATELY ADEQUATE and 42% felt that they were VERY ADEQUATE. When examined by Constituency group, almost 50% of Administrators and Classified felt that the publications are VERY adequate.

		Not At All		Slightly		Moderately		Very		Don't Know		Total	
		N	%	N	%	N	%	N	%	N	%	N	%
<b>College publications (e.g., class schedule, catalog)</b>	Administrator	0	0	0	0	6	40	7	47	2	13	15	13%
	Classified	2	2	4	9	14	33	21	49	2	5	43	37%
	Faculty	2	3	3	5	32	54	21	36	1	2	59	50%
	<b>TOTAL</b>	<b>4</b>	<b>3%</b>	<b>7</b>	<b>6%</b>	<b>52</b>	<b>44%</b>	<b>49</b>	<b>42%</b>	<b>5</b>	<b>4%</b>	<b>117</b>	<b>100%</b>

## APPENDIX A

### LMC Personnel Opinions Survey

[Exit this survey >>](#)

#### 1. Personnel Opinions about Los Medanos College

The purpose of this survey is to get an understanding of the opinions of LMC personnel on some areas of the institution. The areas covered in the survey range from your understanding of the direction of the college, to the adequacy levels of various aspects of LMC. This study is conducted every five years for purposes of gauging the status of LMC. The results will also be used to respond to the accreditation review. A summary of results will be available at the end of the semester. THANK YOU in advance for your cooperation to this effort.

[Next >>](#)

**1. To what extent do you agree or disagree of the following about the COLLEGE GENERAL DIRECTION AND PLANNING PROCESSES?**

	Strongly Agree	Moderately Agree	Moderately Disagree	Strongly Disagree	Don't Know	Not Applicable
a. The mission of the college accurately defines the broad-base objectives the college seeks to fulfill.	<input type="radio"/>					
b. The college goals are clearly defined.	<input type="radio"/>					
c. College priorities are adequately identified.	<input type="radio"/>					
d. The institution uses research information for purposes of evaluation and planning.	<input type="radio"/>					
e. The institution measures the extent to which the college goals are met.	<input type="radio"/>					

f. There is broad participation from LMC personnel in planning processes.

g. The college gives students adequate opportunities to participate in planning processes.

h. LMC's Program Review model was effective.

i. The opportunities for LMC personnel for continued professional development are adequate.

j. The resource allocation process at LMC is effective.

k. The leadership of the institution encourages personnel to improve their services to the public.

l. My concerns and ideas are listened to in college committees.

m. The Governing Board is effective in carrying out its responsibilities

<input type="radio"/>								
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n. The District Office provides effective services.

<input type="radio"/>								
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**2. To what extent do you agree or disagree of the following in the area of FACULTY, TEACHING AND STUDENT LEARNING?**

Strongly Agree    Moderately Agree    Moderately Disagree    Strongly Disagree    I Don't Know    Not Applicable

a. The institution supports academic freedom and responsibility.

<input type="radio"/>						
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b. The institution fosters the integrity of the teaching/learning process.

<input type="radio"/>						
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c. The college identifies the learning needs of students.

<input type="radio"/>						
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d. Faculty emphasize in the curriculum student learning outcomes.	<input type="radio"/>						
e. The college engages on a dialogue about the continuous improvement of student learning.	<input type="radio"/>						
f. The institution understands issues on equity and diversity	<input type="radio"/>						
g. The college provides quality student support services.	<input type="radio"/>						

**3. How adequate are the following aspects of the institution?**

	Not at All	Slightly	Moderately	Very	Don't Know
a. The parking facilities.	<input type="radio"/>				
b. The lighting of parking.	<input type="radio"/>				
c. The lighting of hallways.	<input type="radio"/>				
d. The classroom facilities -- size and equipment.	<input type="radio"/>				
e. The maintenance of the classroom equipment.	<input type="radio"/>				
f. The equipment available to you to carry out your job duties.	<input type="radio"/>				

g. The instructional labs (e.g., math, business).	<input type="radio"/>				
h. The student computer lab (LRC1).	<input type="radio"/>				
i. The cleanliness of the campus.	<input type="radio"/>				
j. The appearance of the landscaping at LMC.	<input type="radio"/>				
k. The safety at the college.	<input type="radio"/>				
l. The quality of technology resources available to personnel.	<input type="radio"/>				
m. Library resources.	<input type="radio"/>				
n. College publications (e.g., class schedule, catalog).	<input type="radio"/>				

**4. Are you?**

Faculty

Administrator

Classified