

Faculty & Staff Climate Survey Results - Fall 2014

Background

Shasta College conducts Faculty and Staff Climate surveys on a recurring basis for various reasons, including the assessment of accreditation standards and general morale. The current Faculty and Staff survey was implemented in fall 2014 using virtually identical items in previous surveys given in 2010 and 2012.

The 2014 survey was distributed by email to all current employees via campus email. All responses were confidential and no individual responses were shared. The survey has 81 items each asking for a rating of agreement, in addition to demographic questions on campus role, and length of service. Surveys were collected between September 2 and 21, 2014, with email reminders sent to non-responders each week.

In 2012, 559 employees were sent the survey and 338 responded, but 47 did not participate past the first few questions. This resulted in a participation rate of 60.4%, with 86% of respondents completing the entire survey. In 2014, 594 employees were sent the survey and 365 responded, but 120 did not participate beyond the first few questions. This resulted in a participation rate of 61.4% with 67% completing the entire survey.

Preliminary results were shared with the President’s Cabinet comparing the percent agree and strongly agree combined for each item overall, excluding the Don’t Know/No Opinion responses. The President has requested the following comparison of similar items from 2014 and 2012 by constituent group (Administrators, Classified, Full Time Faculty, Part Time Faculty).The following tables compare the percent of agreement (strongly agree and agree combined) divided by all valid responses, excluding “don’t know/no opinion” and any blank/skipped responses. Note that items 10-13 were not asked in 2012. Item #65 was a repeat of item #14 and therefore is not shown in the results.

Results

1. What is your primary role at Shasta College?		
Answer Options	Response	Response
	Percent	Count
Full Time Faculty	28.5%	104
Part Time Faculty	31.2%	114
Classified and Confidential Staff	29.9%	109
Administrator (Dean, Directors, Executives)	10.4%	38
answered question		365

2. How long have you worked at Shasta College?		
Answer Options	Response	Response
	Percent	Count
Less than twelve months	13.4%	49
Twelve to 23 months	13.4%	49
Twenty-four months to 35	6.3%	23
Three years or longer	66.8%	244
answered question		365

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Item #	QUESTION	2014 All Emp's	2012 All Emp's	2014 Admin	2012 Admin	2014 Classified	2012 Classified	2014 PT Faculty	2012 PT Faculty	2014 FT Faculty	2012 FT Faculty
1	I am familiar with the current institutional goals.	93.3%	92.8%	100.0%	100.0%	89.6%	93.9%	92.4%	88.2%	94.6%	93.0%
2	My area or department works to achieve the college's institutional goals and objectives.	96.3%	95.9%	100.0%	100.0%	93.2%	97.9%	97.2%	95.1%	96.6%	92.8%
3	I know where to participate and provide input into the college planning process.	81.1%	83.7%	97.3%	94.4%	66.7%	82.6%	72.6%	80.5%	92.0%	83.5%
4	There are clear connections between planning, budgeting and the allocation of resources.	78.1%	72.3%	92.1%	80.0%	68.6%	72.4%	77.1%	73.2%	80.5%	68.0%
5	The current committee and planning structure provides for effective college-wide participation in decision-making for all segments of the campus community.	75.8%	75.7%	91.9%	78.9%	63.8%	77.8%	71.9%	68.8%	79.7%	77.8%
6	I am aware of the Shasta College Mission statement.	95.2%	95.8%	100.0%	100.0%	92.8%	97.0%	91.5%	91.9%	98.9%	96.5%
7	I am aware of the Shasta College Strategic Plan.	88.4%	91.0%	100.0%	97.4%	86.8%	93.6%	77.3%	84.1%	94.3%	91.9%
8	I am aware of the Participatory Planning process.	79.2%	82.3%	100.0%	100.0%	71.6%	82.6%	59.2%	69.2%	92.1%	85.9%
9	I feel that I have a voice in the district's participatory planning process.	65.7%	70.2%	94.4%	86.5%	53.8%	71.1%	50.8%	59.5%	74.1%	71.6%
10	Despite fluctuations in State funding, Shasta College strives to manage its resources to maintain stability in programs and services.	89.3%	NA	100.0%	NA	88.5%	NA	89.7%	NA	85.1%	NA
11	Timely and accurate financial information is available to me.	80.4%	NA	100.0%	NA	75.8%	NA	75.4%	NA	78.8%	NA
12	Departmental planning and program review are tied to resource allocation.	82.8%	NA	89.2%	NA	76.8%	NA	89.8%	NA	80.0%	NA
13	Learning outcomes are considered throughout the budgeting and planning process.	79.8%	NA	90.9%	NA	79.2%	NA	84.0%	NA	72.2%	NA
14	There are procedures for upgrading and replacing non-technology equipment in my area.	72.9%	50.3%	77.1%	44.4%	69.0%	58.8%	75.0%	56.5%	72.6%	42.6%
15	I am satisfied with my opportunities to participate in key institutional decisions, such as those concerned with long-term planning, budgeting, goal setting, and the institutional mission.	78.0%	74.4%	97.2%	81.6%	69.5%	76.9%	68.8%	67.6%	82.8%	73.8%
16	The District provides usable data that is both relevant and understandable for effective program decision-making in my area.	71.2%	70.6%	83.3%	77.8%	66.0%	72.0%	81.6%	68.9%	61.6%	67.5%
17	The District's planning cycle is complete in that it incorporates evaluation, goal-setting, resource allocation, implementation, and re-evaluation.	85.8%	84.1%	94.4%	83.8%	81.5%	88.9%	88.7%	84.5%	82.9%	79.5%
18	Program reviews are integrated into the overall institutional evaluation and planning process.	80.8%	82.8%	84.8%	90.9%	78.4%	87.1%	90.7%	86.7%	73.7%	72.4%
19	Instructional planning results in on-going, self-reflective continuous improvement.	82.0%	89.4%	88.9%	90.3%	79.2%	93.0%	88.9%	96.1%	76.6%	78.9%
20	I am aware of the status of planning goals for my area and know which goals are being met and which goals are not being met.	72.2%	73.6%	94.4%	91.9%	61.9%	75.3%	62.5%	60.5%	76.8%	75.6%

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Item #	QUESTION	2014 All Emp's	2012 All Emp's	2014 Admin	2012 Admin	2014 Classified	2012 Classified	2014 PT Faculty	2012 PT Faculty	2014 FT Faculty	2012 FT Faculty
21	Shasta College demonstrates through its policies and practices an appropriate understanding of and concern for issues of equity and diversity.	83.7%	87.0%	91.7%	94.7%	81.8%	87.2%	82.5%	88.0%	82.9%	82.1%
22	Shasta College facilitates a campus climate that supports a diverse student population.	91.4%	94.1%	91.9%	97.4%	94.6%	95.6%	93.8%	97.4%	86.3%	87.3%
23	Shasta College effectively develops relationships with the community.	84.4%	85.9%	88.9%	89.2%	87.0%	85.2%	85.1%	87.7%	79.5%	83.1%
24	Shasta College communicates its mission effectively.	81.1%	73.6%	89.2%	89.5%	82.6%	80.0%	87.3%	69.2%	70.8%	62.7%
25	Shasta College develops and maintains its programs to respond to the needs of the community.	78.0%	74.9%	80.6%	84.2%	80.9%	75.3%	79.1%	75.3%	73.0%	69.6%
26	Shasta College promotes high ethical standards for faculty, staff and students.	84.5%	84.2%	80.6%	80.6%	77.6%	78.8%	86.8%	92.7%	90.0%	82.9%
27	Staffing needs are adequately evaluated in the planning and development of new facilities, programs and services.	57.6%	56.9%	76.5%	64.7%	39.3%	52.8%	60.0%	59.3%	61.6%	55.2%
28	Faculty are adequately prepared to document specific student learning outcomes and abilities within their respective disciplines.	82.3%	85.5%	91.3%	100.0%	92.3%	94.9%	81.7%	85.9%	76.6%	76.3%
29	I have had the opportunity to provide input to Shasta College's development of learning outcomes.	77.8%	83.7%	75.0%	88.0%	47.2%	79.6%	73.2%	78.2%	96.2%	90.2%
30	The administration provides leadership and encouragement to staff in improving job effectiveness.	76.1%	73.6%	91.4%	86.5%	53.2%	73.5%	87.5%	76.3%	79.5%	64.9%
31	Shasta College actively supports faculty academic freedom.	91.9%	92.2%	100.0%	100.0%	96.2%	97.9%	87.5%	92.8%	90.5%	86.1%
32	Shasta College personnel present relevant information fairly and objectively to students and others.	90.4%	92.2%	86.7%	100.0%	87.0%	93.2%	96.2%	94.0%	90.0%	87.0%
33	Workloads are equitably assigned.	58.4%	57.1%	65.6%	48.4%	35.7%	48.8%	66.7%	65.5%	68.1%	63.2%
34	Decisions on class cancellation are made appropriately and communicated in a timely manner.	65.3%	72.1%	85.7%	85.0%	56.3%	73.3%	64.8%	70.4%	63.3%	69.1%
35	Students come academically prepared to succeed in my classes.	44.8%	45.1%	50.0%	71.4%	33.3%	56.3%	44.6%	50.0%	45.3%	35.1%
36	I receive information from Enrollment Services that helps me inform my students.	68.2%	74.2%	100.0%	100.0%	81.8%	88.2%	56.8%	73.0%	66.7%	69.1%
37	I receive information from the Transfer Center that helps me in understanding the changing transfer requirements.	65.1%	57.1%	75.0%	90.0%	71.4%	66.7%	58.0%	48.3%	67.1%	57.4%
38	The library collection and electronic resources are adequate for the curricular needs of my students.	90.6%	89.8%	100.0%	92.3%	91.7%	90.5%	89.4%	91.3%	89.9%	87.7%
39	I share information about support services with my students.	98.3%	96.8%	100.0%	100.0%	100.0%	100.0%	98.2%	95.1%	97.4%	96.3%
40	I am satisfied with the academic advising and counseling services provided by the Counseling Center.	62.1%	66.5%	85.7%	77.8%	57.6%	65.1%	56.8%	68.9%	60.6%	61.3%
41	The library staff at Shasta College provide adequate opportunities for collaboration with my division.	98.1%	97.3%	100.0%	95.0%	90.0%	100.0%	100.0%	98.4%	98.6%	95.9%
42	The Shasta College library provides students with adequate support for their research needs.	98.2%	97.9%	100.0%	95.2%	96.6%	97.5%	98.0%	100.0%	98.6%	97.1%
43	The Shasta College library is open an adequate number of hours.	71.4%	52.2%	80.0%	53.8%	78.9%	48.4%	64.3%	66.7%	68.6%	42.3%
44	The tutoring services provided by the Learning Resource Center are a benefit to our students' academic success.	99.0%	96.1%	100.0%	95.8%	100.0%	98.2%	98.1%	97.2%	98.6%	93.5%
45	Shasta College personnel are treated equitably with fairness and respect.	80.4%	83.5%	94.4%	94.1%	58.1%	76.7%	86.8%	90.9%	87.8%	80.5%

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		Emp's	Emp's	Admin	Admin	Classified	Classified	Faculty	Faculty	Faculty	Faculty
46	My job performance is evaluated regularly and systematically.	87.8%	90.1%	88.2%	85.3%	74.2%	90.0%	96.1%	90.8%	93.6%	91.7%
47	Human Resources develops policies and procedures that are clearly written and equitably administered.	75.9%	78.7%	78.4%	75.0%	67.9%	76.3%	82.6%	88.3%	76.6%	75.0%
48	Job descriptions are directly related to the institutional mission and goals, and accurately reflect position, duties, responsibilities and authority.	71.5%	73.1%	75.8%	70.6%	37.3%	56.2%	94.6%	94.1%	83.1%	76.9%
49	Effectiveness in achieving student learning outcomes should be part of my evaluation process.	47.6%	50.0%	76.9%	81.8%	45.9%	45.7%	55.8%	69.0%	32.4%	25.3%
50	The current hiring process ensures the recruitment of qualified faculty and staff.	69.5%	75.0%	86.5%	81.3%	56.1%	71.8%	76.3%	81.5%	67.6%	71.1%
51	The professional development programs offered to employees reflect work-related needs and interests.	71.3%	64.3%	91.4%	78.8%	55.3%	67.7%	79.5%	76.8%	66.7%	46.1%
52	Shasta College has a coherent and effective method for evaluating the skills of its personnel in leadership positions.	54.1%	47.5%	80.6%	73.5%	31.0%	52.0%	75.0%	56.3%	46.4%	26.9%
53	There are sufficient numbers of full-time faculty to support the programs in my area.	41.7%	34.3%	61.1%	53.3%	44.1%	54.3%	42.0%	31.4%	35.9%	22.0%
54	There are sufficient numbers of part-time faculty to support the programs in my area.	68.5%	65.9%	66.7%	68.8%	72.7%	79.5%	77.6%	63.0%	61.5%	60.5%
55	There are sufficient numbers of permanent support staff to support the programs in my area.	57.6%	52.1%	62.5%	53.3%	35.6%	53.8%	75.5%	66.2%	61.0%	38.0%
56	I am satisfied with the procedures available to resolve problems I may have within the college.	76.6%	83.5%	91.4%	87.9%	58.7%	82.4%	84.2%	92.9%	76.9%	75.3%
57	The computer hardware and software available at Shasta College help me to effectively perform my required duties.	79.0%	87.4%	80.6%	88.9%	87.5%	89.7%	80.4%	92.9%	70.5%	79.8%
58	When I need technology training, it has been available.	74.0%	79.1%	63.3%	75.8%	63.5%	70.3%	89.3%	83.8%	74.3%	85.1%
59	When I have received technology training, it has been effective and of high quality.	81.4%	84.7%	70.4%	87.1%	78.7%	77.5%	90.0%	88.7%	81.3%	87.5%
60	I am satisfied with the systematic maintenance, upgrade and replacement of the technology resources I utilize.	69.5%	69.9%	75.7%	80.0%	75.4%	80.2%	80.0%	78.8%	54.5%	47.6%
61	When I have a technology question or issue, the Technology Department provides me with help and/or training in a timely manner.	79.6%	85.6%	70.3%	69.4%	80.3%	88.5%	88.2%	87.9%	77.6%	87.7%
62	My workplace is safe, healthful and secure.	88.0%	89.7%	94.6%	100.0%	84.6%	86.7%	94.4%	95.9%	83.1%	82.9%
63	The facilities at my primary work site are well maintained.	79.5%	83.6%	86.5%	94.4%	81.0%	83.5%	82.4%	90.3%	73.1%	73.2%
64	The college has adequate replacement and maintenance plans for non-technology equipment.	56.3%	44.7%	48.3%	37.0%	45.7%	57.1%	74.1%	55.6%	58.5%	32.1%
66	Parking facilities at my primary work site are adequate for my needs.	88.7%	89.2%	94.6%	94.4%	86.4%	86.7%	83.7%	90.9%	91.0%	88.0%
67	Physical resources such as facilities and equipment (non-technology) adequately support student learning programs and services.	77.3%	79.5%	86.7%	81.5%	85.0%	85.5%	84.4%	83.6%	64.3%	69.4%
68	The equipment provided in my area meets the needs for the job I do.	85.0%	82.7%	94.6%	94.4%	91.0%	87.9%	84.6%	78.7%	75.6%	75.6%
69	The college uses its facilities and non-technology equipment efficiently.	80.2%	80.6%	83.3%	81.3%	80.4%	82.2%	86.1%	86.0%	74.6%	73.8%
70	Shasta College provides sufficient and consistent financial support for the effective maintenance and improvement of its information and learning resources in the Library and Tutoring Centers.	79.2%	67.1%	94.1%	68.8%	81.8%	81.0%	78.1%	69.2%	73.5%	53.8%

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Item #	QUESTION	2014 All Emp's	2012 All Emp's	2014 Admin	2012 Admin	2014 Classified	2012 Classified	2014 PT Faculty	2012 PT Faculty	2014 FT Faculty	2012 FT Faculty
71	Financial planning at Shasta College reflects the District's values, mission and goals.	81.4%	81.1%	97.0%	93.8%	74.3%	84.5%	87.1%	76.5%	73.7%	73.2%
72	As a member of the Shasta College community, I feel empowered to actively participate in creating and implementing innovation.	76.3%	79.0%	85.7%	88.9%	61.8%	81.8%	81.3%	76.8%	79.5%	73.8%
73	The institution relies upon its faculty and the Academic Senate for recommendations about student learning and instructional programs and services.	90.4%	91.7%	100.0%	95.7%	86.7%	100.0%	94.3%	90.0%	86.6%	87.0%
74	Shasta College encourages discussion and communication throughout the college community.	80.8%	82.8%	94.6%	80.6%	65.5%	84.6%	86.7%	88.1%	82.4%	77.3%
75	The governing Board's policy-based governance assures the quality, integrity, and effectiveness of student learning and instructional programs and services.	71.3%	81.4%	93.1%	92.9%	75.0%	86.5%	70.8%	87.5%	57.4%	67.3%
76	The governing Board adheres to a clear and inclusive policy for selecting and evaluating the Shasta College President.	73.5%	78.6%	93.1%	92.0%	65.2%	78.9%	76.2%	86.2%	63.6%	66.7%
77	The college President provides effective leadership.	87.1%	91.9%	97.1%	88.6%	77.6%	94.3%	95.3%	95.0%	84.9%	88.0%
78	The college President communicates effectively with the constituencies within the college.	87.8%	92.9%	97.1%	91.4%	79.6%	96.6%	92.3%	93.8%	87.0%	88.8%
79	Faculty have an equitable role in governing, planning, budgeting and policy-making bodies.	78.3%	79.7%	100.0%	100.0%	77.8%	90.5%	73.0%	78.3%	73.2%	67.6%
80	Staff have an equitable role in governing, planning, budgeting and policy-making bodies.	65.4%	70.3%	94.1%	82.4%	31.1%	61.5%	76.9%	83.8%	70.8%	66.0%
81	Faculty have a substantial voice in matters relating to educational programs.	84.9%	85.5%	100.0%	100.0%	81.5%	98.0%	76.3%	77.2%	85.3%	79.2%

Item #	QUESTION	2014 All Emp's	2012 All Emp's	2010 - All Emp's
1	I am familiar with the current institutional goals.	93.3%	92.8%	NA
2	My area or department works to achieve the college's institutional goals and objectives.	96.3%	95.9%	NA
3	I know where to participate and provide input into the college planning process.	81.1%	83.7%	NA
4	There are clear connections between planning, budgeting and the allocation of resources.	78.1%	72.3%	NA
5	The current committee and planning structure provides for effective college-wide participation in decision-making for all segments of the campus community.	75.8%	75.7%	NA
6	I am aware of the Shasta College Mission statement.	95.2%	95.8%	86.3%
7	I am aware of the Shasta College Strategic Plan.	88.4%	91.0%	69.2%
8	I am aware of the Participatory Planning process.	79.2%	82.3%	65.2%
9	I feel that I have a voice in the district's participatory planning process.	65.7%	70.2%	42.3%
10	Despite fluctuations in State funding, Shasta College strives to manage its resources to maintain stability in programs and services.	89.3%	NA	85.0%
11	Timely and accurate financial information is available to me.	80.4%	NA	78.3%
12	Departmental planning and program review are tied to resource allocation.	82.8%	NA	67.5%
13	Learning outcomes are considered throughout the budgeting and planning process.	79.8%	NA	65.0%
14	There are procedures for upgrading and replacing non-technology equipment in my area.	72.9%	50.3%	40.5%
15	I am satisfied with my opportunities to participate in key institutional decisions, such as those concerned with long-term planning, budgeting, goal setting, and the institutional mission.	78.0%	74.4%	50.0%

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16	The District provides usable data that is both relevant and understandable for effective program decision-making in my area.	71.2%	70.6%	45.3%
17	The District's planning cycle is complete in that it incorporates evaluation, goal-setting, resource allocation, implementation, and re-evaluation.	85.8%	84.1%	50.6%
18	Program reviews are integrated into the overall institutional evaluation and planning process.	80.8%	82.8%	63.7%
19	Instructional planning results in on-going, self-reflective continuous improvement.	82.0%	89.4%	67.6%
20	I am aware of the status of planning goals for my area and know which goals are being met and which goals are not being met.	72.2%	73.6%	63.4%
21	Shasta College demonstrates through its policies and practices an appropriate understanding of and concern for issues of equity and diversity.	83.7%	87.0%	71.6%
22	Shasta College facilitates a campus climate that supports a diverse student population.	91.4%	94.1%	82.0%
23	Shasta College effectively develops relationships with the community.	84.4%	85.9%	77.0%
24	Shasta College communicates its mission effectively.	81.1%	73.6%	43.7%
25	Shasta College develops and maintains its programs to respond to the needs of the community.	78.0%	74.9%	63.3%
26	Shasta College promotes high ethical standards for faculty, staff and students.	84.5%	84.2%	66.8%
27	Staffing needs are adequately evaluated in the planning and development of new facilities, programs and services.	57.6%	56.9%	29.2%
28	Faculty are adequately prepared to document specific student learning outcomes and abilities within their respective disciplines.	82.3%	85.5%	60.8%
29	I have had the opportunity to provide input to Shasta College's development of learning outcomes.	77.8%	83.7%	64.9%
30	The administration provides leadership and encouragement to staff in improving job effectiveness.	76.1%	73.6%	49.5%
31	Shasta College actively supports faculty academic freedom.	91.9%	92.2%	76.9%
32	Shasta College personnel present relevant information fairly and objectively to students and others.	90.4%	92.2%	80.7%
33	Workloads are equitably assigned.	58.4%	57.1%	37.9%
34	Decisions on class cancellation are made appropriately and communicated in a timely manner.	65.3%	72.1%	54.7%
35	Students come academically prepared to succeed in my classes.	44.8%	45.1%	31.0%
36	I receive information from Enrollment Services that helps me inform my students.	68.2%	74.2%	51.1%
37	I receive information from the Transfer Center that helps me in understanding the changing transfer requirements.	65.1%	57.1%	27.8%
38	The library collection and electronic resources are adequate for the curricular needs of my students.	90.6%	89.8%	80.5%
39	I share information about support services with my students.	98.3%	96.8%	91.9%
40	I am satisfied with the academic advising and counseling services provided by the Counseling Center.	62.1%	66.5%	59.4%
41	The library staff at Shasta College provide adequate opportunities for collaboration with my division.	98.1%	97.3%	88.9%
42	The Shasta College library provides students with adequate support for their research needs.	98.2%	97.9%	95.0%
43	The Shasta College library is open an adequate number of hours.	71.4%	52.2%	65.3%
44	The tutoring services provided by the Learning Resource Center are a benefit to our students' academic success.	99.0%	96.1%	93.2%
45	Shasta College personnel are treated equitably with fairness and respect.	80.4%	83.5%	61.5%
46	My job performance is evaluated regularly and systematically.	87.8%	90.1%	81.4%
47	Human Resources develops policies and procedures that are clearly written and equitably administered.	75.9%	78.7%	59.7%
48	Job descriptions are directly related to the institutional mission and goals, and accurately reflect position, duties, responsibilities and authority.	71.5%	73.1%	56.2%
49	Effectiveness in achieving student learning outcomes should be part of my evaluation process.	47.6%	50.0%	31.6%
50	The current hiring process ensures the recruitment of qualified faculty and staff.	69.5%	75.0%	64.7%

Faculty & Staff Climate Survey Results - Fall 2014

Item #	QUESTION	2014 All Emp's	2012 All Emp's	2010 - All Emp's
51	The professional development programs offered to employees reflect work-related needs and interests.	71.3%	64.3%	51.3%
52	Shasta College has a coherent and effective method for evaluating the skills of its personnel in leadership positions.	54.1%	47.5%	34.9%
53	There are sufficient numbers of full-time faculty to support the programs in my area.	41.7%	34.3%	28.1%
54	There are sufficient numbers of part-time faculty to support the programs in my area.	68.5%	65.9%	64.0%
55	There are sufficient numbers of permanent support staff to support the programs in my area.	57.6%	52.1%	45.0%
56	I am satisfied with the procedures available to resolve problems I may have within the college.	76.6%	83.5%	65.6%
57	The computer hardware and software available at Shasta College help me to effectively perform my required duties.	79.0%	87.4%	81.9%
58	When I need technology training, it has been available.	74.0%	79.1%	67.3%
59	When I have received technology training, it has been effective and of high quality.	81.4%	84.7%	84.9%
60	I am satisfied with the systematic maintenance, upgrade and replacement of the technology resources I utilize.	69.5%	69.9%	71.7%
61	When I have a technology question or issue, the Technology Department provides me with help and/or training in a timely manner.	79.6%	85.6%	86.6%
62	My workplace is safe, healthful and secure.	88.0%	89.7%	77.2%
63	The facilities at my primary work site are well maintained.	79.5%	83.6%	72.7%
64	The college has adequate replacement and maintenance plans for non-technology equipment.	56.3%	44.7%	42.1%
66	Parking facilities at my primary work site are adequate for my needs.	88.7%	89.2%	87.6%
67	Physical resources such as facilities and equipment (non-technology) adequately support student learning programs and services.	77.3%	79.5%	74.9%
68	The equipment provided in my area meets the needs for the job I do.	85.0%	82.7%	77.5%
69	The college uses its facilities and non-technology equipment efficiently.	80.2%	80.6%	67.7%
70	Shasta College provides sufficient and consistent financial support for the effective maintenance and improvement of its information and learning resources in the Library and Tutoring Centers.	79.2%	67.1%	58.8%
71	Financial planning at Shasta College reflects the District's values, mission and goals.	81.4%	81.1%	67.8%
72	As a member of the Shasta College community, I feel empowered to actively participate in creating and implementing innovation.	76.3%	79.0%	56.9%
73	The institution relies upon its faculty and the Academic Senate for recommendations about student learning and instructional programs and services.	90.4%	91.7%	72.7%
74	Shasta College encourages discussion and communication throughout the college community.	80.8%	82.8%	53.5%
75	The governing Board's policy-based governance assures the quality, integrity, and effectiveness of student learning and instructional programs and services.	71.3%	81.4%	60.8%
76	The governing Board adheres to a clear and inclusive policy for selecting and evaluating the Shasta College President.	73.5%	78.6%	52.1%
77	The college President provides effective leadership.	87.1%	91.9%	69.7%
78	The college President communicates effectively with the constituencies within the college.	87.8%	92.9%	65.0%
79	Faculty have an equitable role in governing, planning, budgeting and policy-making bodies.	78.3%	79.7%	54.0%
80	Staff have an equitable role in governing, planning, budgeting and policy-making bodies.	65.4%	70.3%	46.0%
81	Faculty have a substantial voice in matters relating to educational programs.	84.9%	85.5%	71.9%

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