

PAGE: INSTITUTIONAL EFFECTIVENESS

1. The institution maintains an ongoing, collegial self-reflective dialog about the continuous improvement of student learning and institutional processes.

	Agree	Somewhat Agree	Somewhat Disagree	Disagree	No Opinion	Response Count
Faculty, staff, and administrators engage in collegial discussions about student learning.	46.3% (63)	36.0% (49)	9.6% (13)	5.1% (7)	2.9% (4)	136
I understand the purpose and role of the College Council.	34.6% (47)	38.2% (52)	15.4% (21)	7.4% (10)	4.4% (6)	136
I understand the decision making process at Bakersfield College.	29.6% (40)	34.8% (47)	15.6% (21)	14.8% (20)	5.2% (7)	135
						answered question
						137
						skipped question
						10

2. The institution sets goals to improve its effectiveness consistent with its stated purposes. The institution articulates its goals and states the objectives derived from them in measurable terms so that the degree to which they are achieved can be determined and widely discussed. The institutional members understand these goals and work collaboratively toward their achievement.

	Agree	Somewhat Agree	Somewhat Disagree	Disagree	No Opinion	Response Count
Bakersfield College is committed to continuous improvements of the student learning process.	53.7% (72)	32.8% (44)	7.5% (10)	3.7% (5)	2.2% (3)	134
Assessment of Bakersfield College's annual goals is regular, with results shared through campus constituencies.	33.6% (45)	36.6% (49)	14.2% (19)	9.0% (12)	6.7% (9)	134
I participate in the creation of my departmental Annual Program Review.	56.7% (76)	20.1% (27)	6.0% (8)	7.5% (10)	9.7% (13)	134
My department aligns its goals with Bakersfield College's annual goals.	67.7% (90)	22.6% (30)	1.5% (2)	1.5% (2)	6.8% (9)	133
My employee role supports the achievement of Bakersfield College's annual goals.	70.7% (94)	23.3% (31)	1.5% (2)	1.5% (2)	3.0% (4)	133
						answered question
						134
						skipped question
						13

3. The institution assesses progress toward achieving its stated goals and makes decisions regarding the improvement of institutional effectiveness in an ongoing and systematic cycle of evaluation, integrating planning, resource allocation, implementation and re-evaluation. Evaluation is based on analyses of both quantitative and qualitative data.

	Agree	Somewhat Agree	Somewhat Disagree	Disagree	No Opinion	Response Count
The college researches and identifies the learning needs of its student population, and provides appropriate programs and support services to address those needs.	34.3% (46)	32.1% (43)	17.2% (23)	10.4% (14)	6.0% (8)	134
The college continuously evaluates all courses and programs through ongoing systematic reviews.	47.4% (63)	31.6% (42)	11.3% (15)	3.0% (4)	6.8% (9)	133

answered question 134

skipped question 13

4. The institution provides evidence that the planning process is broad based, offers opportunities for input by appropriate constituencies, allocates necessary resources, and leads to improvement of institutional effectiveness.

	Agree	Somewhat Agree	Somewhat Disagree	Disagree	No Opinion	Response Count
The planning process at Bakersfield College is broad based.	33.6% (45)	35.8% (48)	7.5% (10)	9.0% (12)	14.2% (19)	134
Bakersfield College allocates necessary resources that lead to improvement of institutional effectiveness.	19.7% (26)	32.6% (43)	17.4% (23)	19.7% (26)	10.6% (14)	132

answered question 134

skipped question 13

5. The institution uses documented assessment results to communicate matters of quality assurance to appropriate constituencies.

	Agree	Somewhat Agree	Somewhat Disagree	Disagree	No Opinion	Response Count
Bakersfield College uses assessment results to improve teaching and learning.	34.8% (46)	36.4% (48)	10.6% (14)	7.6% (10)	10.6% (14)	132

answered question 132

skipped question 15

6. The institution assures the effectiveness of its ongoing planning and resource allocation processes by systematically reviewing and modifying, as appropriate, all parts of the cycle, including institutional and other research efforts.

	Agree	Somewhat Agree	Somewhat Disagree	Disagree	No Opinion	Response Count
The annual Bakersfield College Goal Setting process through College Council is effective.	17.2% (23)	32.1% (43)	14.2% (19)	9.7% (13)	26.9% (36)	134
Resource allocation is according to the priorities of the annual College Goals through the Program Review process.	23.1% (31)	25.4% (34)	10.4% (14)	13.4% (18)	27.6% (37)	134
Research data inform institutional planning decisions.	18.8% (25)	39.1% (52)	12.0% (16)	5.3% (7)	24.8% (33)	133
I understand the major planning processes (e.g., budget allocation, enrollment management, program review, etc.)	23.1% (31)	41.0% (55)	19.4% (26)	10.4% (14)	6.0% (8)	134

answered question 134

skipped question 13

7. The institution assesses its evaluation mechanisms through a systematic review of their effectiveness in improving instructional programs, student support services, library, and other learning support services.

Agree	Somewhat	Somewhat	Disagree	No	Response
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		Agree	Disagree		Opinion	Count
The Program Review process leads to improvements in programs and services	25.6% (34)	36.8% (49)	12.0% (16)	15.8% (21)	9.8% (13)	133
Bakersfield College regularly evaluates the effectiveness of its improvement processes	29.3% (39)	29.3% (39)	14.3% (19)	12.0% (16)	15.0% (20)	133
				answered question		134
				skipped question		13

PAGE: MISSION STATEMENT

1. It is important for BC to have a Mission Statement.

	Response Percent	Response Count
Strongly Agree	53.2%	74
Agree	33.8%	47
Somewhat Agree	6.5%	9
Somewhat Disagree	3.6%	5
Disagree	2.2%	3
No Opinion	0.7%	1
	answered question	139
	skipped question	8

2. I understand the BC Mission Statement.

	Response Percent	Response Count
Strongly Agree	37.2%	51
Agree	47.4%	65
Somewhat Agree	11.7%	16
Somewhat Disagree	0.7%	1
Disagree	2.2%	3
No Opinion	0.7%	1
	answered question	137
	skipped question	10

3. The Mission Statement is relevant to my work at BC.

	Response	Response

	Percent	Count
Strongly Agree	30.9%	43
Agree	43.9%	61
Somewhat Agree	15.8%	22
Somewhat Disagree	5.0%	7
Disagree	3.6%	5
No Opinion	0.7%	1
	answered question	139
	skipped question	8

4. How many times have you heard the college mission statement referred to in the last 6 months?

	Response Percent	Response Count
Over 6 times	24.5%	34
5-6 times	15.1%	21
3-4 times	12.9%	18
1-2 times	36.0%	50
None	11.5%	16
	answered question	139
	skipped question	8

PAGE: LIBRARY AND LEARNING SUPPORT

1. Are you aware there is a Tutoring Center on Campus at Bakersfield College?

	Response Percent	Response Count
Yes	100.0%	135
No	0.0%	0
	answered question	135
	skipped question	12

2. Are you aware that tutoring at the BC Tutoring Center is free to currently enrolled students?

	Response Percent	Response Count
Yes	96.3%	130

No	3.7%	5
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answered question	135
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skipped question	12
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3. The BC Tutoring Center is located:

	Response Percent	Response Count
In the Campus Center	0.8%	1
In the Learning Center of the SS Building	88.0%	117
In the Levinson Center	0.8%	1
In the Library on the 2nd floor	1.5%	2
I don't know	9.0%	12

answered question	133
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skipped question	14
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4. What Library Services do you find useful to your classes? (Choose all that apply)

	Response Percent	Response Count
Assignment-related orientations	41.3%	43
Library research workshops for students	64.4%	67
A reserve desk where students can access course materials	73.1%	76
Useful databases for student research	67.3%	70
Student handouts such as MLA Guide, APA Guide, "Great Reads" list	52.9%	55

answered question	104
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skipped question	43
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5. List any other library services you find useful (i.e. purchases the books I recommend, personal research, author visits, etc.)

	Response Count
Show replies	40
answered question	40
skipped question	107

6. Do the library hours meet the research needs of your students?

	Response Percent	Response Count
Yes	75.2%	82
No	24.8%	27
	answered question	109
	skipped question	38

7. If your answer was no, please indicate what days and hours you think the library should be open.

	Response Count
Show replies	30
	answered question
	30
	skipped question
	117

8. I have referred students to this service in the Student Success Lab ACDV B 201 (PLATO for units)

	Response Percent	Response Count
Reading	62.5%	25
Writing	90.0%	36
	answered question	40
	skipped question	107

9. I have referred students to this service in the Student Success Lab ACDV B281 (PLATO for NO units)

	Response Percent	Response Count
Reading	48.8%	21
Writing	76.7%	33
Math	46.5%	20
	answered question	43
	skipped question	104

10. I have enrolled a full class in ACDV B281 for a required assignment or for extra credit in:

	Response Percent	Response Count
Reading	54.5%	6
Writing	90.9%	10

Math	45.5%	5
<hr/>		
	answered question	11
	skipped question	136

11. I have referred students to the proofreading course(s) in the Student Success Lab

	Response Percent	Response Count
Many times	39.5%	32
Sometimes	23.5%	19
Rarely	8.6%	7
Never	28.4%	23
<hr/>		
	answered question	81
	skipped question	66

12. What are the course(s) you teach in which students received help in the Student Success Lab?

	Response Count
Show replies	41
<hr/>	
	answered question
	skipped question

13. Describe how the services provided in the Student Success Lab helped your students to be more successful in the course(s)

	Response Count
Show replies	39
<hr/>	
	answered question
	skipped question

14. If you have not referred your students to the Student Success Lab, did this survey spark your interest in doing so?

	Response Percent	Response Count
Yes	64.1%	41
No	35.9%	23
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	answered question	64
	skipped question	83

15. Bakersfield College provides adequate resources for training me to use technology effectively in teaching students or at my workplace

	Response Percent	Response Count
Strongly Agree	14.4%	18
Agree	36.0%	45
Somewhat Agree	32.0%	40
Disagree	8.8%	11
No Opinion	8.8%	11
	answered question	125
	skipped question	22

16. Bakersfield College provides resources at convenient times for training me to use technology effectively in teaching students or at my workplace

	Response Percent	Response Count
Strongly Agree	11.8%	15
Agree	33.1%	42
Somewhat Agree	33.9%	43
Disagree	12.6%	16
No Opinion	8.7%	11
	answered question	127
	skipped question	20

17. Please list the areas of technology usage in your classroom/workplace in which you feel you need further training:

	Response Count
Show replies	46
answered question	46
skipped question	101

PAGE: PROFESSIONAL DEVELOPMENT

1. If you had a weakness in your evaluation, were you offered applicable training to help with the identified weak area(s)?

	Response Percent	Response Count
Yes	63.9%	53
No	36.1%	30

answered question 83
skipped question 64

2. Professional Development at Bakersfield College is based upon campus needs.

	Response Percent	Response Count
Strongly Agree	10.4%	14
Agree	43.7%	59
Somewhat Agree	23.7%	32
Disagree	11.9%	16
No Opinion	10.4%	14
	answered question	135
	skipped question	12

PAGE: HUMAN RESOURCES

1. Have you participated in a screening committee in the past three years? (If "No", skip to question 4)

	Response Percent	Response Count
Yes	54.8%	69
No	45.2%	57
	answered question	126
	skipped question	21

2. Respond to the following statements based upon your experiences on a screening committee:

	Strongly Agree	Agree	Somewhat Agree	Somewhat Disagree	Strongly Disagree	No opinion	Response Count
The interview questions reflected diversity as it relates to the job for which you were screening.	42.7% (32)	38.7% (29)	9.3% (7)	4.0% (3)	2.7% (2)	2.7% (2)	75
The interview questions reflected competence in the area for which you were interviewing.	49.3% (37)	32.0% (24)	8.0% (6)	2.7% (2)	5.3% (4)	2.7% (2)	75
Critical time lines were adhered to in the screening process.	36.0% (27)	42.7% (32)	12.0% (9)	2.7% (2)	4.0% (3)	2.7% (2)	75
The hiring process did not take too long from start to finish.	22.7% (17)	38.7% (29)	16.0% (12)	10.7% (8)	9.3% (7)	2.7% (2)	75
Confidentiality requirements were adhered to.	54.7% (41)	33.3% (25)	4.0% (3)	0.0% (0)	5.3% (4)	2.7% (2)	75
The hiring decision was not made prior to	54.7%	30.7%	1.3% (1)	4.0% (3)	6.7% (5)	2.7%	75

the interview process.	(41)	(23)				(2)	
Preferential treatment was not given to someone in the department.	56.0% (42)	25.3% (19)	6.7% (5)	4.0% (3)	4.0% (3)	4.0% (3)	75
All committee members were committed to the screening process.	47.3% (35)	33.8% (25)	8.1% (6)	2.7% (2)	5.4% (4)	2.7% (2)	74
The requirements for participating on the screening committee were not too cumbersome or strict.	37.3% (28)	46.7% (35)	4.0% (3)	2.7% (2)	5.3% (4)	4.0% (3)	75
The requirements to participate on a screening committee did not deter me from wanting to participate again.	38.7% (29)	42.7% (32)	8.0% (6)	1.3% (1)	6.7% (5)	2.7% (2)	75
There were no irregularities in the screening process.	37.8% (28)	37.8% (28)	5.4% (4)	5.4% (4)	10.8% (8)	2.7% (2)	74
The process did not culminate in a less than ideal applicant being hired out of fear that the position would not be filled or the screening process have to start over.	44.0% (33)	41.3% (31)	2.7% (2)	2.7% (2)	5.3% (4)	4.0% (3)	75
The pool of applicants was sufficient to select a qualified candidate.	44.0% (33)	32.0% (24)	13.3% (10)	5.3% (4)	2.7% (2)	2.7% (2)	75
The information and support provided by Human Resources was satisfactory during the screening process.	29.3% (22)	38.7% (29)	16.0% (12)	6.7% (5)	6.7% (5)	2.7% (2)	75
						answered question	76
						skipped question	71

3. If you answered "Disagree" or "Strongly Disagree" to any section of question 2, please explain.

	Response Count
Show replies	25
answered question	25
skipped question	122

4. Personnel policies and procedures are consistently applied.

	Response Percent	Response Count
Strongly Agree	11.3%	15
Agree	33.1%	44
Somewhat Agree	21.1%	28
Somewhat Disagree	9.8%	13
Disagree	11.3%	15
No Opinion	13.5%	18

answered question 133
 skipped question 14

5. If not, Please explain:

	Response Count
Show replies	22
answered question	22
skipped question	125

6. Are employees treated fairly?

	Response Percent	Response Count
Yes	62.6%	82
No	37.4%	49
answered question		131
skipped question		16

PAGE: PHYSICAL RESOURCES

1. Bakersfield College assures that physical resources (buildings, grounds, equipment) at all locations are constructed and maintained to assure:

	Strongly Agree	Agree	Somewhat Agree	Somewhat Disagree	Disagree	No Opinion	Response Count
Accommodations exist for people with physical disabilities	27.0% (37)	40.1% (55)	21.2% (29)	7.3% (10)	3.6% (5)	0.7% (1)	137
A safe environment	19.0% (26)	45.3% (62)	22.6% (31)	5.1% (7)	7.3% (10)	0.7% (1)	137
My personal security	20.4% (28)	45.3% (62)	18.2% (25)	6.6% (9)	8.8% (12)	0.7% (1)	137
A healthful learning and working environment	16.2% (22)	35.3% (48)	21.3% (29)	13.2% (18)	13.2% (18)	0.7% (1)	136
A visually appealing and clean environment	6.6% (9)	15.3% (21)	20.4% (28)	27.0% (37)	29.9% (41)	0.7% (1)	137
Properly functioning tools, equipment, or classroom resources	8.8% (12)	24.3% (33)	27.9% (38)	22.1% (30)	14.0% (19)	2.9% (4)	136
answered question							137
skipped question							10

2. If you indicated Disagree or Strongly Disagree for any item in the question above, please list any locations and type(s) of issues that exist that need improvement.

	Response Count
Show replies	64
answered question	64
skipped question	83

3. Rate the following Physical Resources services:

	Strongly Agree	Agree	Somewhat Agree	Somewhat Disagree	Disagree	No Opinion	Response Count
Maintenance and Operations responds to service requests with adequate speed and resolves problems to my satisfaction.	10.3% (14)	22.8% (31)	32.4% (44)	21.3% (29)	8.8% (12)	4.4% (6)	136
Campus security responds to requests with adequate speed and resolves problems to my satisfaction.	27.7% (38)	41.6% (57)	18.2% (25)	3.6% (5)	2.2% (3)	6.6% (9)	137
I know the proper form, procedure, or contact that is required to fix a problem with a campus resource (buildings, grounds or equipment).	38.7% (53)	41.6% (57)	10.9% (15)	2.9% (4)	5.1% (7)	0.7% (1)	137
							answered question
							137
							skipped question
							10

PAGE: TECHNOLOGY

1. Rate the following statements concerning Technology at Bakersfield College:

	Strongly Agree	Agree	Somewhat Agree	Somewhat Disagree	Disagree	No Opinion	Response Count
Technology accommodates the college's curricular commitments for Distance Education.	14.6% (20)	30.7% (42)	11.7% (16)	2.2% (3)	2.2% (3)	38.7% (53)	137
The institution gives sufficient consideration to equipment selected for Distance Education.	11.7% (16)	25.5% (35)	12.4% (17)	1.5% (2)	2.2% (3)	46.7% (64)	137
In my office, the equipment, software, and network connections used to support teaching and office work are adequate and well maintained.	20.3% (28)	43.5% (60)	15.9% (22)	4.3% (6)	11.6% (16)	4.3% (6)	138
In my classroom, the equipment, software, and network connections used to support teaching are adequate and well maintained.	17.3% (23)	26.3% (35)	14.3% (19)	10.5% (14)	12.0% (16)	19.5% (26)	133
Information Services responds to service requests with adequate speed.	41.3% (57)	32.6% (45)	16.7% (23)	5.1% (7)	2.2% (3)	2.2% (3)	138
Media Services responds to service requests with adequate speed.	37.2% (51)	39.4% (54)	10.9% (15)	2.9% (4)	1.5% (2)	8.0% (11)	137
Faculty are sufficiently involved in the selection of educational equipment.	13.2% (18)	28.7% (39)	11.8% (16)	8.8% (12)	9.6% (13)	27.9% (38)	136

answered question 138
 skipped question 9

PAGE: BOARD AND ADMINISTRATION ORGANIZATION

1. The President provides effective leadership.

	Response Percent	Response Count
Yes	72.9%	94
No	27.1%	35

answered question 129
 skipped question 18

2. Comments from previous answer:

	Response Count
Show replies	61

answered question 61
 skipped question 86

3. The District clearly delineates the operational responsibilities and functions of the District from those of the College.

	Response Percent	Response Count
Strongly Agree	2.2%	3
Agree	12.2%	17
Somewhat Agree	26.6%	37
Somewhat Disagree	12.2%	17
Disagree	28.1%	39
No Opinion	18.7%	26

answered question 139
 skipped question 8

4. The District clearly delineates the operational functions of the District from those of the colleges.

	Response Percent	Response Count
Strongly Agree	2.2%	3

Agree	15.1%	21
Somewhat Agree	26.6%	37
Somewhat Disagree	11.5%	16
Disagree	25.9%	36
No Opinion	18.7%	26
answered question		139
skipped question		8

5. The District provides effective services that support the colleges in their missions and functions.

	Response Percent	Response Count
Strongly Agree	3.6%	5
Agree	16.1%	22
Somewhat Agree	26.3%	36
Somewhat Disagree	18.2%	25
Disagree	24.1%	33
No Opinion	11.7%	16
answered question		137
skipped question		10

6. The District effectively controls its expenditures.

	Response Percent	Response Count
Strongly Agree	7.2%	10
Agree	16.7%	23
Somewhat Agree	15.2%	21
Somewhat Disagree	10.9%	15
Disagree	34.1%	47
No Opinion	15.9%	22
answered question		138
skipped question		9

7. The District and colleges effectively communicate.

	Response	Response
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	Percent	Count
Strongly Agree	2.9%	4
Agree	9.4%	13
Somewhat Agree	20.1%	28
Somewhat Disagree	15.1%	21
Disagree	38.8%	54
No Opinion	13.7%	19
	answered question	139
	skipped question	8

8. The District and the colleges exchange information in a timely manner.

	Response Percent	Response Count
Strongly Agree	2.9%	4
Agree	11.6%	16
Somewhat Agree	18.8%	26
Somewhat Disagree	13.0%	18
Disagree	31.9%	44
No Opinion	21.7%	30
	answered question	138
	skipped question	9

PAGE: GENERAL EMPLOYEE QUESTIONS

1. Where is your primary work location?

	Response Percent	Response Count
A. Panorama Campus	96.2%	128
B. Delano	2.3%	3
C. Online	1.5%	2
D. Other	0.0%	0
	answered question	133
	skipped question	14

2. What is your employee role?

	Response Percent	Response Count
Classified	18.3%	24
Faculty	61.8%	81
Adjunct Faculty	9.9%	13
Administrator	9.9%	13
	answered question	131
	skipped question	16

3. What, if any, is your primary employee governance role?

	Response Percent	Response Count
College Council Member	8.6%	11
Department Chair	9.4%	12
Other Governance Committee member	27.3%	35
None	59.4%	76
	answered question	128
	skipped question	19

1. The institution maintains an ongoing, collegial self-reflective dialog about the continuous improvement of student learning and institutional processes.

		Where is your primary work location?				
		A. Panorama Campus	B. Delano	C. Online	D. Other	Response Totals
Faculty, staff, and administrators engage in collegial discussions about student learning.	Agree	45.6% (57)	66.7% (2)	100.0% (2)	0.0% (0)	
	Somewhat Agree	37.6% (47)	0.0% (0)	0.0% (0)	0.0% (0)	
	Somewhat Disagree	8.0% (10)	33.3% (1)	0.0% (0)	0.0% (0)	
	Disagree	5.6% (7)	0.0% (0)	0.0% (0)	0.0% (0)	
	No Opinion	3.2% (4)	0.0% (0)	0.0% (0)	0.0% (0)	
		125	3	2	0	130
I understand the purpose and role of the College Council.	Agree	32.8% (41)	33.3% (1)	100.0% (2)	0.0% (0)	
	Somewhat Agree	40.0% (50)	33.3% (1)	0.0% (0)	0.0% (0)	
	Somewhat Disagree	15.2% (19)	33.3% (1)	0.0% (0)	0.0% (0)	
	Disagree	7.2% (9)	0.0% (0)	0.0% (0)	0.0% (0)	
	No Opinion	4.8% (6)	0.0% (0)	0.0% (0)	0.0% (0)	
		125	3	2	0	130
I understand the decision making process at Bakersfield College.	Agree	28.5% (35)	33.3% (1)	100.0% (2)	0.0% (0)	

	Somewhat Agree	34.1% (42)	66.7% (2)	0.0% (0)	0.0% (0)	
	Somewhat Disagree	16.3% (20)	0.0% (0)	0.0% (0)	0.0% (0)	
	Disagree	16.3% (20)	0.0% (0)	0.0% (0)	0.0% (0)	
	No Opinion	4.9% (6)	0.0% (0)	0.0% (0)	0.0% (0)	
		123	3	2	0	128
answered question		125	3	2	0	130
skipped question						1

2. The institution sets goals to improve its effectiveness consistent with its stated purposes. The institution articulates its goals and states the objectives derived from them in measurable terms so that the degree to which they are achieved can be determined and widely discussed. The institutional members understand these goals and work collaboratively toward their achievement.

		Where is your primary work location?				
		A. Panorama Campus	B. Delano	C. Online	D. Other	Response Totals
Bakersfield College is committed to continuous improvements of the student learning process.	Agree	51.6% (64)	100.0% (3)	50.0% (1)	0.0% (0)	
	Somewhat Agree	33.9% (42)	0.0% (0)	50.0% (1)	0.0% (0)	
	Somewhat Disagree	8.1% (10)	0.0% (0)	0.0% (0)	0.0% (0)	
	Disagree	4.0% (5)	0.0% (0)	0.0% (0)	0.0% (0)	
	No Opinion	2.4% (3)	0.0% (0)	0.0% (0)	0.0% (0)	
		124	3	2	0	129
Assessment of Bakersfield College's annual goals is regular, with results shared through campus constituencies.	Agree	32.3% (40)	66.7% (2)	50.0% (1)	0.0% (0)	
	Somewhat Agree	35.5% (44)	33.3% (1)	50.0% (1)	0.0% (0)	
	Somewhat Disagree	15.3% (19)	0.0% (0)	0.0% (0)	0.0% (0)	
	Disagree	9.7% (12)	0.0% (0)	0.0% (0)	0.0% (0)	
	No Opinion	7.3% (9)	0.0% (0)	0.0% (0)	0.0% (0)	
		124	3	2	0	129
I participate in the creation of my departmental Annual Program Review.	Agree	58.1% (72)	33.3% (1)	0.0% (0)	0.0% (0)	

	Somewhat Agree	20.2% (25)	0.0% (0)	0.0% (0)	0.0% (0)	
	Somewhat Disagree	5.6% (7)	33.3% (1)	0.0% (0)	0.0% (0)	
	Disagree	8.1% (10)	0.0% (0)	0.0% (0)	0.0% (0)	
	No Opinion	8.1% (10)	33.3% (1)	100.0% (2)	0.0% (0)	
		124	3	2	0	129
My department aligns its goals with Bakersfield College's annual goals.	Agree	67.5% (83)	66.7% (2)	100.0% (2)	0.0% (0)	
	Somewhat Agree	22.0% (27)	33.3% (1)	0.0% (0)	0.0% (0)	
	Somewhat Disagree	1.6% (2)	0.0% (0)	0.0% (0)	0.0% (0)	
	Disagree	1.6% (2)	0.0% (0)	0.0% (0)	0.0% (0)	
	No Opinion	7.3% (9)	0.0% (0)	0.0% (0)	0.0% (0)	
		123	3	2	0	128
My employee role supports the achievement of Bakersfield College's annual goals.	Agree	69.9% (86)	100.0% (3)	50.0% (1)	0.0% (0)	
	Somewhat Agree	23.6% (29)	0.0% (0)	50.0% (1)	0.0% (0)	
	Somewhat Disagree	1.6% (2)	0.0% (0)	0.0% (0)	0.0% (0)	
	Disagree	1.6% (2)	0.0% (0)	0.0% (0)	0.0% (0)	
	No Opinion	3.3% (4)	0.0% (0)	0.0% (0)	0.0% (0)	
		123	3	2	0	128
	answered question	124	3	2	0	129

3. The institution assesses progress toward achieving its stated goals and makes decisions regarding the improvement of institutional effectiveness in an ongoing and systematic cycle of evaluation, integrating planning, resource allocation, implementation and re-evaluation. Evaluation is based on analyses of both quantitative and qualitative data.

		Where is your primary work location?				
		A. Panorama Campus	B. Delano	C. Online	D. Other	Response Totals
The college researches and identifies the learning needs of its student population, and provides appropriate programs and support services to address those needs.	Agree	33.9% (42)	66.7% (2)	0.0% (0)	0.0% (0)	
	Somewhat Agree	32.3% (40)	0.0% (0)	100.0% (2)	0.0% (0)	
	Somewhat Disagree	16.9% (21)	33.3% (1)	0.0% (0)	0.0% (0)	
	Disagree	11.3% (14)	0.0% (0)	0.0% (0)	0.0% (0)	
	No Opinion	5.6% (7)	0.0% (0)	0.0% (0)	0.0% (0)	
		124	3	2	0	129
The college continuously evaluates all courses and programs through ongoing systematic reviews.	Agree	47.2% (58)	66.7% (2)	50.0% (1)	0.0% (0)	
	Somewhat Agree	30.9% (38)	33.3% (1)	50.0% (1)	0.0% (0)	
	Somewhat Disagree	11.4% (14)	0.0% (0)	0.0% (0)	0.0% (0)	
	Disagree	3.3% (4)	0.0% (0)	0.0% (0)	0.0% (0)	
	No Opinion	7.3% (9)	0.0% (0)	0.0% (0)	0.0% (0)	
		123	3	2	0	128

answered question	124	3	2	0	129
skipped question					2

4. The institution provides evidence that the planning process is broad based, offers opportunities for input by appropriate constituencies, allocates necessary resources, and leads to improvement of institutional effectiveness.

		Where is your primary work location?				
		A. Panorama Campus	B. Delano	C. Online	D. Other	Response Totals
The planning process at Bakersfield College is broad based.	Agree	33.1% (41)	66.7% (2)	50.0% (1)	0.0% (0)	
	Somewhat Agree	35.5% (44)	33.3% (1)	50.0% (1)	0.0% (0)	
	Somewhat Disagree	7.3% (9)	0.0% (0)	0.0% (0)	0.0% (0)	
	Disagree	9.7% (12)	0.0% (0)	0.0% (0)	0.0% (0)	
	No Opinion	14.5% (18)	0.0% (0)	0.0% (0)	0.0% (0)	
		124	3	2	0	129
Bakersfield College allocates necessary resources that lead to improvement of institutional effectiveness.	Agree	18.7% (23)	33.3% (1)	100.0% (1)	0.0% (0)	
	Somewhat Agree	33.3% (41)	33.3% (1)	0.0% (0)	0.0% (0)	
	Somewhat Disagree	17.1% (21)	0.0% (0)	0.0% (0)	0.0% (0)	
	Disagree	20.3% (25)	33.3% (1)	0.0% (0)	0.0% (0)	
	No Opinion	10.6% (13)	0.0% (0)	0.0% (0)	0.0% (0)	
		123	3	1	0	127

answered question	124	3	2	0	129
skipped question					2

5. The institution uses documented assessment results to communicate matters of quality assurance to appropriate constituencies.

		Where is your primary work location?				
		A. Panorama Campus	B. Delano	C. Online	D. Other	Response Totals
Bakersfield College uses assessment results to improve teaching and learning.	Agree	34.4% (42)	33.3% (1)	50.0% (1)	0.0% (0)	
	Somewhat Agree	36.1% (44)	66.7% (2)	50.0% (1)	0.0% (0)	
	Somewhat Disagree	10.7% (13)	0.0% (0)	0.0% (0)	0.0% (0)	
	Disagree	8.2% (10)	0.0% (0)	0.0% (0)	0.0% (0)	
	No Opinion	10.7% (13)	0.0% (0)	0.0% (0)	0.0% (0)	
		122	3	2	0	127
answered question		122	3	2	0	127
skipped question					4	

6. The institution assures the effectiveness of its ongoing planning and resource allocation processes by systematically reviewing and modifying, as appropriate, all parts of the cycle, including institutional and other research efforts.

		Where is your primary work location?				
		A. Panorama Campus	B. Delano	C. Online	D. Other	Response Totals
The annual Bakersfield College Goal Setting process through College Council is effective.	Agree	16.9% (21)	33.3% (1)	50.0% (1)	0.0% (0)	
	Somewhat Agree	31.5% (39)	33.3% (1)	50.0% (1)	0.0% (0)	
	Somewhat Disagree	12.9% (16)	33.3% (1)	0.0% (0)	0.0% (0)	
	Disagree	9.7% (12)	0.0% (0)	0.0% (0)	0.0% (0)	
	No Opinion	29.0% (36)	0.0% (0)	0.0% (0)	0.0% (0)	
		124	3	2	0	129
Resource allocation is according to the priorities of the annual College Goals through the Program Review process.	Agree	22.6% (28)	33.3% (1)	50.0% (1)	0.0% (0)	
	Somewhat Agree	25.0% (31)	33.3% (1)	50.0% (1)	0.0% (0)	
	Somewhat Disagree	9.7% (12)	0.0% (0)	0.0% (0)	0.0% (0)	
	Disagree	13.7% (17)	33.3% (1)	0.0% (0)	0.0% (0)	
	No Opinion	29.0% (36)	0.0% (0)	0.0% (0)	0.0% (0)	
		124	3	2	0	129
Research data inform institutional planning decisions.	Agree	17.9% (22)	33.3% (1)	50.0% (1)	0.0% (0)	
	Somewhat Agree	39.0% (48)	33.3% (1)	50.0% (1)	0.0% (0)	

	Somewhat Disagree	11.4% (14)	33.3% (1)	0.0% (0)	0.0% (0)	
	Disagree	5.7% (7)	0.0% (0)	0.0% (0)	0.0% (0)	
	No Opinion	26.0% (32)	0.0% (0)	0.0% (0)	0.0% (0)	
		123	3	2	0	128
I understand the major planning processes (e.g., budget allocation, enrollment management, program review, etc.)	Agree	23.4% (29)	0.0% (0)	0.0% (0)	0.0% (0)	
	Somewhat Agree	38.7% (48)	100.0% (3)	100.0% (2)	0.0% (0)	
	Somewhat Disagree	20.2% (25)	0.0% (0)	0.0% (0)	0.0% (0)	
	Disagree	11.3% (14)	0.0% (0)	0.0% (0)	0.0% (0)	
	No Opinion	6.5% (8)	0.0% (0)	0.0% (0)	0.0% (0)	
		124	3	2	0	129
	answered question	124	3	2	0	129
skipped question						2

7. The institution assesses its evaluation mechanisms through a systematic review of their effectiveness in improving instructional programs, student support services, library, and other learning support services.

		Where is your primary work location?				
		A. Panorama Campus	B. Delano	C. Online	D. Other	Response Totals
The Program Review process leads to improvements in programs and services	Agree	26.0% (32)	33.3% (1)	50.0% (1)	0.0% (0)	
	Somewhat Agree	36.6% (45)	33.3% (1)	50.0% (1)	0.0% (0)	
	Somewhat Disagree	10.6% (13)	0.0% (0)	0.0% (0)	0.0% (0)	
	Disagree	16.3% (20)	33.3% (1)	0.0% (0)	0.0% (0)	
	No Opinion	10.6% (13)	0.0% (0)	0.0% (0)	0.0% (0)	
		123	3	2	0	128
Bakersfield College regularly evaluates the effectiveness of its improvement processes	Agree	27.4% (34)	66.7% (2)	50.0% (1)	0.0% (0)	
	Somewhat Agree	28.2% (35)	33.3% (1)	50.0% (1)	0.0% (0)	
	Somewhat Disagree	15.3% (19)	0.0% (0)	0.0% (0)	0.0% (0)	
	Disagree	12.9% (16)	0.0% (0)	0.0% (0)	0.0% (0)	
	No Opinion	16.1% (20)	0.0% (0)	0.0% (0)	0.0% (0)	
		124	3	2	0	129
answered question		124	3	2	0	129
skipped question						2

8. It is important for BC to have a Mission Statement.

	Where is your primary work location?				
	A. Panorama Campus	B. Delano	C. Online	D. Other	Response Totals
Strongly Agree	52.4% (66)	100.0% (3)	50.0% (1)	0.0% (0)	53.4% (70)
Agree	34.1% (43)	0.0% (0)	50.0% (1)	0.0% (0)	33.6% (44)
Somewhat Agree	7.1% (9)	0.0% (0)	0.0% (0)	0.0% (0)	6.9% (9)
Somewhat Disagree	3.2% (4)	0.0% (0)	0.0% (0)	0.0% (0)	3.1% (4)
Disagree	2.4% (3)	0.0% (0)	0.0% (0)	0.0% (0)	2.3% (3)
No Opinion	0.8% (1)	0.0% (0)	0.0% (0)	0.0% (0)	0.8% (1)
answered question	126	3	2	0	131
skipped question					0

9. I understand the BC Mission Statement.

	Where is your primary work location?				
	A. Panorama Campus	B. Delano	C. Online	D. Other	Response Totals
Strongly Agree	35.2% (44)	66.7% (2)	100.0% (2)	0.0% (0)	36.9% (48)
Agree	49.6% (62)	33.3% (1)	0.0% (0)	0.0% (0)	48.5% (63)
Somewhat Agree	11.2% (14)	0.0% (0)	0.0% (0)	0.0% (0)	10.8% (14)
Somewhat Disagree	0.8% (1)	0.0% (0)	0.0% (0)	0.0% (0)	0.8% (1)
Disagree	2.4% (3)	0.0% (0)	0.0% (0)	0.0% (0)	2.3% (3)
No Opinion	0.8% (1)	0.0% (0)	0.0% (0)	0.0% (0)	0.8% (1)
answered question	125	3	2	0	130
skipped question					1

10. The Mission Statement is relevant to my work at BC.

	Where is your primary work location?				
	A. Panorama Campus	B. Delano	C. Online	D. Other	Response Totals
Strongly Agree	28.6% (36)	66.7% (2)	100.0% (2)	0.0% (0)	30.5% (40)
Agree	43.7% (55)	33.3% (1)	0.0% (0)	0.0% (0)	42.7% (56)
Somewhat Agree	17.5% (22)	0.0% (0)	0.0% (0)	0.0% (0)	16.8% (22)
Somewhat Disagree	5.6% (7)	0.0% (0)	0.0% (0)	0.0% (0)	5.3% (7)
Disagree	4.0% (5)	0.0% (0)	0.0% (0)	0.0% (0)	3.8% (5)
No Opinion	0.8% (1)	0.0% (0)	0.0% (0)	0.0% (0)	0.8% (1)
answered question	126	3	2	0	131
skipped question					0

11. How many times have you heard the college mission statement referred to in the last 6 months?

	Where is your primary work location?				
	A. Panorama Campus	B. Delano	C. Online	D. Other	Response Totals
Over 6 times	25.4% (32)	0.0% (0)	0.0% (0)	0.0% (0)	24.4% (32)
5-6 times	15.9% (20)	0.0% (0)	50.0% (1)	0.0% (0)	16.0% (21)
3-4 times	11.1% (14)	33.3% (1)	50.0% (1)	0.0% (0)	12.2% (16)
1-2 times	35.7% (45)	66.7% (2)	0.0% (0)	0.0% (0)	35.9% (47)
None	11.9% (15)	0.0% (0)	0.0% (0)	0.0% (0)	11.5% (15)
answered question	126	3	2	0	131
skipped question					0

12. Are you aware there is a Tutoring Center on Campus at Bakersfield College?

	Where is your primary work location?				
	A. Panorama Campus	B. Delano	C. Online	D. Other	Response Totals
Yes	100.0% (123)	100.0% (3)	100.0% (2)	0.0% (0)	100.0% (128)
No	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)
answered question	123	3	2	0	128
skipped question					3

13. Are you aware that tutoring at the BC Tutoring Center is free to currently enrolled students?

Where is your primary work location?					
	A. Panorama Campus	B. Delano	C. Online	D. Other	Response Totals
Yes	96.7% (119)	100.0% (3)	100.0% (2)	0.0% (0)	96.9% (124)
No	3.3% (4)	0.0% (0)	0.0% (0)	0.0% (0)	3.1% (4)
answered question	123	3	2	0	128
skipped question					3

14. The BC Tutoring Center is located:

Where is your primary work location?					
	A. Panorama Campus	B. Delano	C. Online	D. Other	Response Totals
In the Campus Center	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)
In the Learning Center of the SS Building	90.9% (110)	66.7% (2)	0.0% (0)	0.0% (0)	88.9% (112)
In the Levinson Center	0.8% (1)	0.0% (0)	0.0% (0)	0.0% (0)	0.8% (1)
In the Library on the 2nd floor	0.8% (1)	33.3% (1)	0.0% (0)	0.0% (0)	1.6% (2)
I don't know	7.4% (9)	0.0% (0)	100.0% (2)	0.0% (0)	8.7% (11)
answered question	121	3	2	0	126
skipped question					5

15. What Library Services do you find useful to your classes? (Choose all that apply)

	Where is your primary work location?				
	A. Panorama Campus	B. Delano	C. Online	D. Other	Response Totals
Assignment-related orientations	40.4% (38)	50.0% (1)	0.0% (0)	0.0% (0)	39.8% (39)
Library research workshops for students	64.9% (61)	100.0% (2)	0.0% (0)	0.0% (0)	64.3% (63)
A reserve desk where students can access course materials	77.7% (73)	0.0% (0)	0.0% (0)	0.0% (0)	74.5% (73)
Useful databases for student research	64.9% (61)	100.0% (2)	100.0% (2)	0.0% (0)	66.3% (65)
Student handouts such as MLA Guide, APA Guide, "Great Reads" list	51.1% (48)	100.0% (2)	0.0% (0)	0.0% (0)	51.0% (50)
answered question	94	2	2	0	98
skipped question					33

16. List any other library services you find useful (i.e. purchases the books I recommend, personal research, author visits, etc.)

	Where is your primary work location?				
	A. Panorama Campus	B. Delano	C. Online	D. Other	Response Count
	37 replies	2 replies	0 replies	0 replies	39
answered question	37	2	0	0	39
skipped question					92

17. Do the library hours meet the research needs of your students?

	Where is your primary work location?				
	A. Panorama Campus	B. Delano	C. Online	D. Other	Response Totals
Yes	74.7% (74)	66.7% (2)	100.0% (2)	0.0% (0)	75.0% (78)
No	25.3% (25)	33.3% (1)	0.0% (0)	0.0% (0)	25.0% (26)
answered question	99	3	2	0	104
skipped question					27

18. If your answer was no, please indicate what days and hours you think the library should be open.

	Where is your primary work location?				
	A. Panorama Campus	B. Delano	C. Online	D. Other	Response Count
	28 replies	1 reply	0 replies	0 replies	29
answered question	28	1	0	0	29
skipped question					102

19. I have referred students to this service in the Student Success Lab ACDV B 201 (PLATO for units)

	Where is your primary work location?				
	A. Panorama Campus	B. Delano	C. Online	D. Other	Response Totals
Reading	61.5% (24)	0.0% (0)	0.0% (0)	0.0% (0)	61.5% (24)
Writing	89.7% (35)	0.0% (0)	0.0% (0)	0.0% (0)	89.7% (35)
answered question	39	0	0	0	39
skipped question					92

20. I have referred students to this service in the Student Success Lab ACDV B281 (PLATO for NO units)

	Where is your primary work location?				
	A. Panorama Campus	B. Delano	C. Online	D. Other	Response Totals
Reading	47.6% (20)	0.0% (0)	0.0% (0)	0.0% (0)	47.6% (20)
Writing	76.2% (32)	0.0% (0)	0.0% (0)	0.0% (0)	76.2% (32)
Math	45.2% (19)	0.0% (0)	0.0% (0)	0.0% (0)	45.2% (19)
answered question	42	0	0	0	42
skipped question					89

21. I have enrolled a full class in ACDV B281 for a required assignment or for extra credit in:

	Where is your primary work location?				
	A. Panorama Campus	B. Delano	C. Online	D. Other	Response Totals
Reading	50.0% (5)	0.0% (0)	0.0% (0)	0.0% (0)	50.0% (5)
Writing	90.0% (9)	0.0% (0)	0.0% (0)	0.0% (0)	90.0% (9)
Math	40.0% (4)	0.0% (0)	0.0% (0)	0.0% (0)	40.0% (4)
answered question	10	0	0	0	10
skipped question					121

22. I have referred students to the proofreading course(s) in the Student Success Lab

	Where is your primary work location?				
	A. Panorama Campus	B. Delano	C. Online	D. Other	Response Totals
Many times	39.7% (29)	33.3% (1)	0.0% (0)	0.0% (0)	39.0% (30)
Sometimes	21.9% (16)	33.3% (1)	0.0% (0)	0.0% (0)	22.1% (17)
Rarely	9.6% (7)	0.0% (0)	0.0% (0)	0.0% (0)	9.1% (7)
Never	28.8% (21)	33.3% (1)	100.0% (1)	0.0% (0)	29.9% (23)
answered question	73	3	1	0	77
skipped question					54

23. What are the course(s) you teach in which students received help in the Student Success Lab?

	Where is your primary work location?				
	A. Panorama Campus	B. Delano	C. Online	D. Other	Response Count
	37 replies	2 replies	0 replies	0 replies	39
answered question	37	2	0	0	39
skipped question					92

24. Describe how the services provided in the Student Success Lab helped your students to be more successful in the course(s)

	Where is your primary work location?				
	A. Panorama Campus	B. Delano	C. Online	D. Other	Response Count
	36 replies	1 reply	0 replies	0 replies	37
answered question	36	1	0	0	37
skipped question					94

25. If you have not referred your students to the Student Success Lab, did this survey spark your interest in doing so?

	Where is your primary work location?				
	A. Panorama Campus	B. Delano	C. Online	D. Other	Response Totals
Yes	62.1% (36)	50.0% (1)	100.0% (2)	0.0% (0)	62.9% (39)
No	37.9% (22)	50.0% (1)	0.0% (0)	0.0% (0)	37.1% (23)
answered question	58	2	2	0	62
skipped question					69

26. Bakersfield College provides adequate resources for training me to use technology effectively in teaching students or at my workplace

	Where is your primary work location?				
	A. Panorama Campus	B. Delano	C. Online	D. Other	Response Totals
Strongly Agree	13.0% (15)	33.3% (1)	50.0% (1)	0.0% (0)	14.2% (17)
Agree	36.5% (42)	33.3% (1)	0.0% (0)	0.0% (0)	35.8% (43)
Somewhat Agree	31.3% (36)	33.3% (1)	50.0% (1)	0.0% (0)	31.7% (38)
Disagree	9.6% (11)	0.0% (0)	0.0% (0)	0.0% (0)	9.2% (11)
No Opinion	9.6% (11)	0.0% (0)	0.0% (0)	0.0% (0)	9.2% (11)
answered question	115	3	2	0	120
skipped question					11

27. Bakersfield College provides resources at convenient times for training me to use technology effectively in teaching students or at my workplace

	Where is your primary work location?				
	A. Panorama Campus	B. Delano	C. Online	D. Other	Response Totals
Strongly Agree	10.3% (12)	33.3% (1)	50.0% (1)	0.0% (0)	11.5% (14)
Agree	33.3% (39)	33.3% (1)	0.0% (0)	0.0% (0)	32.8% (40)
Somewhat Agree	33.3% (39)	33.3% (1)	50.0% (1)	0.0% (0)	33.6% (41)
Disagree	13.7% (16)	0.0% (0)	0.0% (0)	0.0% (0)	13.1% (16)
No Opinion	9.4% (11)	0.0% (0)	0.0% (0)	0.0% (0)	9.0% (11)
answered question	117	3	2	0	122
skipped question					9

28. Please list the areas of technology usage in your classroom/workplace in which you feel you need further training:

	Where is your primary work location?				
	A. Panorama Campus	B. Delano	C. Online	D. Other	Response Count
	42 replies	1 reply	0 replies	0 replies	43
answered question	42	1	0	0	43
skipped question					88

29. If you had a weakness in your evaluation, were you offered applicable training to help with the identified weak area(s)?

	Where is your primary work location?				
	A. Panorama Campus	B. Delano	C. Online	D. Other	Response Totals
Yes	67.1% (49)	50.0% (1)	50.0% (1)	0.0% (0)	66.2% (51)
No	32.9% (24)	50.0% (1)	50.0% (1)	0.0% (0)	33.8% (26)
answered question	73	2	2	0	77
skipped question					54

30. Professional Development at Bakersfield College is based upon campus needs.

	Where is your primary work location?				
	A. Panorama Campus	B. Delano	C. Online	D. Other	Response Totals
Strongly Agree	9.8% (12)	33.3% (1)	0.0% (0)	0.0% (0)	10.2% (13)
Agree	41.8% (51)	66.7% (2)	100.0% (2)	0.0% (0)	43.3% (55)
Somewhat Agree	23.8% (29)	0.0% (0)	0.0% (0)	0.0% (0)	22.8% (29)
Disagree	13.1% (16)	0.0% (0)	0.0% (0)	0.0% (0)	12.6% (16)
No Opinion	11.5% (14)	0.0% (0)	0.0% (0)	0.0% (0)	11.0% (14)
answered question	122	3	2	0	127
skipped question					4

31. Have you participated in a screening committee in the past three years? (If "No", skip to question 4)

		Where is your primary work location?				
		A. Panorama Campus	B. Delano	C. Online	D. Other	Response Totals
Yes		56.5% (65)	0.0% (0)	0.0% (0)	0.0% (0)	54.2% (65)
No		43.5% (50)	100.0% (3)	100.0% (2)	0.0% (0)	45.8% (55)
answered question		115	3	2	0	120
skipped question						11

32. Respond to the following statements based upon your experiences on a screening committee:

		Where is your primary work location?				
		A. Panorama Campus	B. Delano	C. Online	D. Other	Response Totals
The interview questions reflected diversity as it relates to the job for which you were screening.	Strongly Agree	39.4% (28)	0.0% (0)	0.0% (0)	0.0% (0)	
	Agree	40.8% (29)	0.0% (0)	0.0% (0)	0.0% (0)	
	Somewhat Agree	9.9% (7)	0.0% (0)	0.0% (0)	0.0% (0)	
	Somewhat Disagree	4.2% (3)	0.0% (0)	0.0% (0)	0.0% (0)	
	Strongly Disagree	2.8% (2)	0.0% (0)	0.0% (0)	0.0% (0)	
	No opinion	2.8% (2)	0.0% (0)	0.0% (0)	0.0% (0)	
		71	0	0	0	71
The interview questions reflected competence in the area for which you were interviewing.	Strongly Agree	47.9% (34)	0.0% (0)	0.0% (0)	0.0% (0)	
	Agree	32.4% (23)	0.0% (0)	0.0% (0)	0.0% (0)	
	Somewhat Agree	8.5% (6)	0.0% (0)	0.0% (0)	0.0% (0)	
	Somewhat Disagree	2.8% (2)	0.0% (0)	0.0% (0)	0.0% (0)	
	Strongly Disagree	5.6% (4)	0.0% (0)	0.0% (0)	0.0% (0)	
	No opinion	2.8% (2)	0.0% (0)	0.0% (0)	0.0% (0)	
		71	0	0	0	71

Critical time lines were adhered to in the screening process.	Strongly Agree	32.4% (23)	0.0% (0)	0.0% (0)	0.0% (0)	
	Agree	45.1% (32)	0.0% (0)	0.0% (0)	0.0% (0)	
	Somewhat Agree	12.7% (9)	0.0% (0)	0.0% (0)	0.0% (0)	
	Somewhat Disagree	2.8% (2)	0.0% (0)	0.0% (0)	0.0% (0)	
	Strongly Disagree	4.2% (3)	0.0% (0)	0.0% (0)	0.0% (0)	
	No opinion	2.8% (2)	0.0% (0)	0.0% (0)	0.0% (0)	
		71	0	0	0	71
The hiring process did not take too long from start to finish.	Strongly Agree	21.1% (15)	0.0% (0)	0.0% (0)	0.0% (0)	
	Agree	38.0% (27)	0.0% (0)	0.0% (0)	0.0% (0)	
	Somewhat Agree	16.9% (12)	0.0% (0)	0.0% (0)	0.0% (0)	
	Somewhat Disagree	11.3% (8)	0.0% (0)	0.0% (0)	0.0% (0)	
	Strongly Disagree	9.9% (7)	0.0% (0)	0.0% (0)	0.0% (0)	
	No opinion	2.8% (2)	0.0% (0)	0.0% (0)	0.0% (0)	
		71	0	0	0	71
Confidentiality requirements were adhered to.	Strongly Agree	53.5% (38)	0.0% (0)	0.0% (0)	0.0% (0)	
	Agree	33.8% (24)	0.0% (0)	0.0% (0)	0.0% (0)	
	Somewhat Agree	4.2% (3)	0.0% (0)	0.0% (0)	0.0% (0)	
	Somewhat Disagree	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	

	Disagree	(0)	(0)	(0)	(0)	
	Strongly Disagree	5.6% (4)	0.0% (0)	0.0% (0)	0.0% (0)	
	No opinion	2.8% (2)	0.0% (0)	0.0% (0)	0.0% (0)	
		71	0	0	0	71
The hiring decision was not made prior to the interview process.	Strongly Agree	53.5% (38)	0.0% (0)	0.0% (0)	0.0% (0)	
	Agree	32.4% (23)	0.0% (0)	0.0% (0)	0.0% (0)	
	Somewhat Agree	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	
	Somewhat Disagree	4.2% (3)	0.0% (0)	0.0% (0)	0.0% (0)	
	Strongly Disagree	7.0% (5)	0.0% (0)	0.0% (0)	0.0% (0)	
	No opinion	2.8% (2)	0.0% (0)	0.0% (0)	0.0% (0)	
		71	0	0	0	71
Preferential treatment was not given to someone in the department.	Strongly Agree	56.3% (40)	0.0% (0)	0.0% (0)	0.0% (0)	
	Agree	25.4% (18)	0.0% (0)	0.0% (0)	0.0% (0)	
	Somewhat Agree	5.6% (4)	0.0% (0)	0.0% (0)	0.0% (0)	
	Somewhat Disagree	4.2% (3)	0.0% (0)	0.0% (0)	0.0% (0)	
	Strongly Disagree	4.2% (3)	0.0% (0)	0.0% (0)	0.0% (0)	
	No opinion	4.2% (3)	0.0% (0)	0.0% (0)	0.0% (0)	
		71	0	0	0	71

All committee members were committed to the screening process.	Strongly Agree	45.1% (32)	0.0% (0)	0.0% (0)	0.0% (0)	
	Agree	35.2% (25)	0.0% (0)	0.0% (0)	0.0% (0)	
	Somewhat Agree	8.5% (6)	0.0% (0)	0.0% (0)	0.0% (0)	
	Somewhat Disagree	2.8% (2)	0.0% (0)	0.0% (0)	0.0% (0)	
	Strongly Disagree	5.6% (4)	0.0% (0)	0.0% (0)	0.0% (0)	
	No opinion	2.8% (2)	0.0% (0)	0.0% (0)	0.0% (0)	
		71	0	0	0	71
The requirements for participating on the screening committee were not too cumbersome or strict.	Strongly Agree	36.6% (26)	0.0% (0)	0.0% (0)	0.0% (0)	
	Agree	46.5% (33)	0.0% (0)	0.0% (0)	0.0% (0)	
	Somewhat Agree	4.2% (3)	0.0% (0)	0.0% (0)	0.0% (0)	
	Somewhat Disagree	2.8% (2)	0.0% (0)	0.0% (0)	0.0% (0)	
	Strongly Disagree	5.6% (4)	0.0% (0)	0.0% (0)	0.0% (0)	
	No opinion	4.2% (3)	0.0% (0)	0.0% (0)	0.0% (0)	
		71	0	0	0	71
The requirements to participate on a screening committee did not deter me from wanting to participate again.	Strongly Agree	38.0% (27)	0.0% (0)	0.0% (0)	0.0% (0)	
	Agree	42.3% (30)	0.0% (0)	0.0% (0)	0.0% (0)	
	Somewhat Agree	8.5% (6)	0.0% (0)	0.0% (0)	0.0% (0)	
	Somewhat	1.4%	0.0%	0.0%	0.0%	

	Disagree	(1)	(0)	(0)	(0)	
	Strongly Disagree	7.0% (5)	0.0% (0)	0.0% (0)	0.0% (0)	
	No opinion	2.8% (2)	0.0% (0)	0.0% (0)	0.0% (0)	
		71	0	0	0	71
There were no irregularities in the screening process.	Strongly Agree	35.7% (25)	0.0% (0)	0.0% (0)	0.0% (0)	
	Agree	38.6% (27)	0.0% (0)	0.0% (0)	0.0% (0)	
	Somewhat Agree	5.7% (4)	0.0% (0)	0.0% (0)	0.0% (0)	
	Somewhat Disagree	5.7% (4)	0.0% (0)	0.0% (0)	0.0% (0)	
	Strongly Disagree	11.4% (8)	0.0% (0)	0.0% (0)	0.0% (0)	
	No opinion	2.9% (2)	0.0% (0)	0.0% (0)	0.0% (0)	
		70	0	0	0	70
The process did not culminate in a less than ideal applicant being hired out of fear that the position would not be filled or the screening process have to start over.	Strongly Agree	40.8% (29)	0.0% (0)	0.0% (0)	0.0% (0)	
	Agree	43.7% (31)	0.0% (0)	0.0% (0)	0.0% (0)	
	Somewhat Agree	2.8% (2)	0.0% (0)	0.0% (0)	0.0% (0)	
	Somewhat Disagree	2.8% (2)	0.0% (0)	0.0% (0)	0.0% (0)	
	Strongly Disagree	5.6% (4)	0.0% (0)	0.0% (0)	0.0% (0)	
	No opinion	4.2% (3)	0.0% (0)	0.0% (0)	0.0% (0)	
		71	0	0	0	71

The pool of applicants was sufficient to select a qualified candidate.	Strongly Agree	43.7% (31)	0.0% (0)	0.0% (0)	0.0% (0)	
	Agree	32.4% (23)	0.0% (0)	0.0% (0)	0.0% (0)	
	Somewhat Agree	12.7% (9)	0.0% (0)	0.0% (0)	0.0% (0)	
	Somewhat Disagree	5.6% (4)	0.0% (0)	0.0% (0)	0.0% (0)	
	Strongly Disagree	2.8% (2)	0.0% (0)	0.0% (0)	0.0% (0)	
	No opinion	2.8% (2)	0.0% (0)	0.0% (0)	0.0% (0)	
		71	0	0	0	71
The information and support provided by Human Resources was satisfactory during the screening process.	Strongly Agree	25.4% (18)	0.0% (0)	0.0% (0)	0.0% (0)	
	Agree	40.8% (29)	0.0% (0)	0.0% (0)	0.0% (0)	
	Somewhat Agree	16.9% (12)	0.0% (0)	0.0% (0)	0.0% (0)	
	Somewhat Disagree	7.0% (5)	0.0% (0)	0.0% (0)	0.0% (0)	
	Strongly Disagree	7.0% (5)	0.0% (0)	0.0% (0)	0.0% (0)	
	No opinion	2.8% (2)	0.0% (0)	0.0% (0)	0.0% (0)	
		71	0	0	0	71
answered question		72	0	0	0	72
skipped question						59

33. If you answered "Disagree" or "Strongly Disagree" to any section of question 2, please explain.

	Where is your primary work location?				
	A. Panorama Campus	B. Delano	C. Online	D. Other	Response Count
	25 replies	0 replies	0 replies	0 replies	25
answered question	25	0	0	0	25
skipped question					106

34. Personnel policies and procedures are consistently applied.

	Where is your primary work location?				
	A. Panorama Campus	B. Delano	C. Online	D. Other	Response Totals
Strongly Agree	10.7% (13)	0.0% (0)	0.0% (0)	0.0% (0)	10.2% (13)
Agree	33.6% (41)	66.7% (2)	0.0% (0)	0.0% (0)	33.9% (43)
Somewhat Agree	20.5% (25)	0.0% (0)	50.0% (1)	0.0% (0)	20.5% (26)
Somewhat Disagree	9.8% (12)	0.0% (0)	0.0% (0)	0.0% (0)	9.4% (12)
Disagree	11.5% (14)	33.3% (1)	0.0% (0)	0.0% (0)	11.8% (15)
No Opinion	13.9% (17)	0.0% (0)	50.0% (1)	0.0% (0)	14.2% (18)
answered question	122	3	2	0	127
skipped question					4

35. If not, Please explain:

	Where is your primary work location?				
	A. Panorama Campus	B. Delano	C. Online	D. Other	Response Count
	20 replies	1 reply	0 replies	0 replies	21
answered question	20	1	0	0	21
skipped question					110

36. Are employees treated fairly?

	Where is your primary work location?				
	A. Panorama Campus	B. Delano	C. Online	D. Other	Response Totals
Yes	60.8% (73)	66.7% (2)	100.0% (2)	0.0% (0)	61.6% (77)
No	39.2% (47)	33.3% (1)	0.0% (0)	0.0% (0)	38.4% (48)
answered question	120	3	2	0	125
skipped question					6

37. Bakersfield College assures that physical resources (buildings, grounds, equipment) at all locations are constructed and maintained to assure:

		Where is your primary work location?				
		A. Panorama Campus	B. Delano	C. Online	D. Other	Response Totals
Accommodations exist for people with physical disabilities	Strongly Agree	26.6% (33)	66.7% (2)	0.0% (0)	0.0% (0)	
	Agree	41.9% (52)	0.0% (0)	50.0% (1)	0.0% (0)	
	Somewhat Agree	21.0% (26)	0.0% (0)	0.0% (0)	0.0% (0)	
	Somewhat Disagree	7.3% (9)	0.0% (0)	0.0% (0)	0.0% (0)	
	Disagree	3.2% (4)	33.3% (1)	0.0% (0)	0.0% (0)	
	No Opinion	0.0% (0)	0.0% (0)	50.0% (1)	0.0% (0)	
		124	3	2	0	129
A safe environment	Strongly Agree	20.2% (25)	0.0% (0)	0.0% (0)	0.0% (0)	
	Agree	45.2% (56)	66.7% (2)	0.0% (0)	0.0% (0)	
	Somewhat Agree	22.6% (28)	33.3% (1)	50.0% (1)	0.0% (0)	
	Somewhat Disagree	4.8% (6)	0.0% (0)	0.0% (0)	0.0% (0)	
	Disagree	7.3% (9)	0.0% (0)	0.0% (0)	0.0% (0)	
	No Opinion	0.0% (0)	0.0% (0)	50.0% (1)	0.0% (0)	
		124	3	2	0	129

My personal security	Strongly Agree	21.8% (27)	0.0% (0)	0.0% (0)	0.0% (0)	
	Agree	44.4% (55)	66.7% (2)	50.0% (1)	0.0% (0)	
	Somewhat Agree	18.5% (23)	33.3% (1)	0.0% (0)	0.0% (0)	
	Somewhat Disagree	6.5% (8)	0.0% (0)	0.0% (0)	0.0% (0)	
	Disagree	8.9% (11)	0.0% (0)	0.0% (0)	0.0% (0)	
	No Opinion	0.0% (0)	0.0% (0)	50.0% (1)	0.0% (0)	
		124	3	2	0	129
A healthful learning and working environment	Strongly Agree	15.4% (19)	33.3% (1)	0.0% (0)	0.0% (0)	
	Agree	35.8% (44)	33.3% (1)	50.0% (1)	0.0% (0)	
	Somewhat Agree	22.0% (27)	0.0% (0)	0.0% (0)	0.0% (0)	
	Somewhat Disagree	13.0% (16)	33.3% (1)	0.0% (0)	0.0% (0)	
	Disagree	13.8% (17)	0.0% (0)	0.0% (0)	0.0% (0)	
	No Opinion	0.0% (0)	0.0% (0)	50.0% (1)	0.0% (0)	
		123	3	2	0	128
A visually appealing and clean environment	Strongly Agree	6.5% (8)	0.0% (0)	0.0% (0)	0.0% (0)	
	Agree	14.5% (18)	66.7% (2)	0.0% (0)	0.0% (0)	
	Somewhat Agree	20.2% (25)	0.0% (0)	50.0% (1)	0.0% (0)	
	Somewhat	29.0%	0.0%	0.0%	0.0%	

	Disagree	(36)	(0)	(0)	(0)	
	Disagree	29.8% (37)	33.3% (1)	0.0% (0)	0.0% (0)	
	No Opinion	0.0% (0)	0.0% (0)	50.0% (1)	0.0% (0)	
		124	3	2	0	129
Properly functioning tools, equipment, or classroom resources	Strongly Agree	9.8% (12)	0.0% (0)	0.0% (0)	0.0% (0)	
	Agree	23.6% (29)	66.7% (2)	0.0% (0)	0.0% (0)	
	Somewhat Agree	26.8% (33)	33.3% (1)	50.0% (1)	0.0% (0)	
	Somewhat Disagree	23.6% (29)	0.0% (0)	0.0% (0)	0.0% (0)	
	Disagree	14.6% (18)	0.0% (0)	0.0% (0)	0.0% (0)	
	No Opinion	1.6% (2)	0.0% (0)	50.0% (1)	0.0% (0)	
		123	3	2	0	128
	answered question	124	3	2	0	129
skipped question						2

38. If you indicated Disagree or Strongly Disagree for any item in the question above, please list any locations and type(s) of issues that exist that need improvement.

	Where is your primary work location?				
	A. Panorama Campus	B. Delano	C. Online	D. Other	Response Count
	61 replies	1 reply	0 replies	0 replies	62
answered question	61	1	0	0	62
skipped question					69

39. Rate the following Physical Resources services:

		Where is your primary work location?				
		A. Panorama Campus	B. Delano	C. Online	D. Other	Response Totals
Maintenance and Operations responds to service requests with adequate speed and resolves problems to my satisfaction.	Strongly Agree	9.8% (12)	33.3% (1)	0.0% (0)	0.0% (0)	
	Agree	21.1% (26)	0.0% (0)	50.0% (1)	0.0% (0)	
	Somewhat Agree	32.5% (40)	66.7% (2)	0.0% (0)	0.0% (0)	
	Somewhat Disagree	23.6% (29)	0.0% (0)	0.0% (0)	0.0% (0)	
	Disagree	8.9% (11)	0.0% (0)	0.0% (0)	0.0% (0)	
	No Opinion	4.1% (5)	0.0% (0)	50.0% (1)	0.0% (0)	
		123	3	2	0	128
Campus security responds to requests with adequate speed and resolves problems to my satisfaction.	Strongly Agree	27.4% (34)	0.0% (0)	50.0% (1)	0.0% (0)	
	Agree	40.3% (50)	100.0% (3)	0.0% (0)	0.0% (0)	
	Somewhat Agree	19.4% (24)	0.0% (0)	0.0% (0)	0.0% (0)	
	Somewhat Disagree	4.0% (5)	0.0% (0)	0.0% (0)	0.0% (0)	
	Disagree	2.4% (3)	0.0% (0)	0.0% (0)	0.0% (0)	
	No Opinion	6.5% (8)	0.0% (0)	50.0% (1)	0.0% (0)	
		124	3	2	0	129
I know the proper form, procedure, or	Strongly	38.7%	66.7%	50.0%	0.0%	

contact that is required to fix a problem with a campus resource (buildings, grounds or equipment).	Agree	(48)	(2)	(1)	(0)	
	Agree	41.9% (52)	0.0% (0)	0.0% (0)	0.0% (0)	
	Somewhat Agree	11.3% (14)	0.0% (0)	0.0% (0)	0.0% (0)	
	Somewhat Disagree	2.4% (3)	33.3% (1)	0.0% (0)	0.0% (0)	
	Disagree	5.6% (7)	0.0% (0)	0.0% (0)	0.0% (0)	
	No Opinion	0.0% (0)	0.0% (0)	50.0% (1)	0.0% (0)	
		124	3	2	0	129
answered question		124	3	2	0	129
skipped question						2

40. Rate the following statements concerning Technology at Bakersfield College:

		Where is your primary work location?				
		A. Panorama Campus	B. Delano	C. Online	D. Other	Response Totals
Technology accommodates the college's curricular commitments for Distance Education.	Strongly Agree	13.7% (17)	33.3% (1)	50.0% (1)	0.0% (0)	
	Agree	31.5% (39)	33.3% (1)	50.0% (1)	0.0% (0)	
	Somewhat Agree	11.3% (14)	0.0% (0)	0.0% (0)	0.0% (0)	
	Somewhat Disagree	2.4% (3)	0.0% (0)	0.0% (0)	0.0% (0)	
	Disagree	2.4% (3)	0.0% (0)	0.0% (0)	0.0% (0)	
	No Opinion	38.7% (48)	33.3% (1)	0.0% (0)	0.0% (0)	
		124	3	2	0	129
The institution gives sufficient consideration to equipment selected for Distance Education.	Strongly Agree	11.3% (14)	0.0% (0)	50.0% (1)	0.0% (0)	
	Agree	25.8% (32)	0.0% (0)	50.0% (1)	0.0% (0)	
	Somewhat Agree	12.9% (16)	33.3% (1)	0.0% (0)	0.0% (0)	
	Somewhat Disagree	1.6% (2)	0.0% (0)	0.0% (0)	0.0% (0)	
	Disagree	2.4% (3)	0.0% (0)	0.0% (0)	0.0% (0)	
	No Opinion	46.0% (57)	66.7% (2)	0.0% (0)	0.0% (0)	
		124	3	2	0	129
In my office, the equipment, software, and	Strongly	19.2%	33.3%	0.0%	0.0%	

network connections used to support teaching and office work are adequate and well maintained.	Agree	(24)	(1)	(0)	(0)	
	Agree	46.4% (58)	33.3% (1)	0.0% (0)	0.0% (0)	
	Somewhat Agree	15.2% (19)	0.0% (0)	0.0% (0)	0.0% (0)	
	Somewhat Disagree	4.8% (6)	0.0% (0)	0.0% (0)	0.0% (0)	
	Disagree	12.0% (15)	0.0% (0)	0.0% (0)	0.0% (0)	
	No Opinion	2.4% (3)	33.3% (1)	100.0% (2)	0.0% (0)	
		125	3	2	0	130
In my classroom, the equipment, software, and network connections used to support teaching are adequate and well maintained.	Strongly Agree	16.7% (20)	33.3% (1)	0.0% (0)	0.0% (0)	
	Agree	26.7% (32)	66.7% (2)	0.0% (0)	0.0% (0)	
	Somewhat Agree	15.0% (18)	0.0% (0)	0.0% (0)	0.0% (0)	
	Somewhat Disagree	10.8% (13)	0.0% (0)	0.0% (0)	0.0% (0)	
	Disagree	12.5% (15)	0.0% (0)	0.0% (0)	0.0% (0)	
	No Opinion	18.3% (22)	0.0% (0)	100.0% (2)	0.0% (0)	
		120	3	2	0	125
Information Services responds to service requests with adequate speed.	Strongly Agree	39.2% (49)	66.7% (2)	50.0% (1)	0.0% (0)	
	Agree	32.8% (41)	33.3% (1)	50.0% (1)	0.0% (0)	
	Somewhat Agree	18.4% (23)	0.0% (0)	0.0% (0)	0.0% (0)	
	Somewhat Disagree	4.8% (6)	0.0% (0)	0.0% (0)	0.0% (0)	

	Disagree	2.4% (3)	0.0% (0)	0.0% (0)	0.0% (0)	
	No Opinion	2.4% (3)	0.0% (0)	0.0% (0)	0.0% (0)	
		125	3	2	0	130
Media Services responds to service requests with adequate speed.	Strongly Agree	36.3% (45)	33.3% (1)	0.0% (0)	0.0% (0)	
	Agree	40.3% (50)	33.3% (1)	100.0% (2)	0.0% (0)	
	Somewhat Agree	12.1% (15)	0.0% (0)	0.0% (0)	0.0% (0)	
	Somewhat Disagree	2.4% (3)	0.0% (0)	0.0% (0)	0.0% (0)	
	Disagree	1.6% (2)	0.0% (0)	0.0% (0)	0.0% (0)	
	No Opinion	7.3% (9)	33.3% (1)	0.0% (0)	0.0% (0)	
		124	3	2	0	129
Faculty are sufficiently involved in the selection of educational equipment.	Strongly Agree	13.8% (17)	0.0% (0)	0.0% (0)	0.0% (0)	
	Agree	29.3% (36)	0.0% (0)	0.0% (0)	0.0% (0)	
	Somewhat Agree	11.4% (14)	33.3% (1)	0.0% (0)	0.0% (0)	
	Somewhat Disagree	9.8% (12)	0.0% (0)	0.0% (0)	0.0% (0)	
	Disagree	9.8% (12)	0.0% (0)	0.0% (0)	0.0% (0)	
	No Opinion	26.0% (32)	66.7% (2)	100.0% (2)	0.0% (0)	
		123	3	2	0	128
answered question		125	3	2	0	130

skipped question

1

41. The President provides effective leadership.

		Where is your primary work location?				
		A. Panorama Campus	B. Delano	C. Online	D. Other	Response Totals
Yes		72.6% (85)	100.0% (2)	100.0% (2)	0.0% (0)	73.6% (89)
No		27.4% (32)	0.0% (0)	0.0% (0)	0.0% (0)	26.4% (32)
answered question		117	2	2	0	121
skipped question						10

42. Comments from previous answer:

		Where is your primary work location?				
		A. Panorama Campus	B. Delano	C. Online	D. Other	Response Count
		57 replies	0 replies	0 replies	0 replies	57
answered question		57	0	0	0	57
skipped question						74

43. The District clearly delineates the operational responsibilities and functions of the District from those of the College.

	Where is your primary work location?				
	A. Panorama Campus	B. Delano	C. Online	D. Other	Response Totals
Strongly Agree	2.4% (3)	0.0% (0)	0.0% (0)	0.0% (0)	2.3% (3)
Agree	11.2% (14)	0.0% (0)	0.0% (0)	0.0% (0)	10.8% (14)
Somewhat Agree	26.4% (33)	33.3% (1)	0.0% (0)	0.0% (0)	26.2% (34)
Somewhat Disagree	11.2% (14)	33.3% (1)	0.0% (0)	0.0% (0)	11.5% (15)
Disagree	31.2% (39)	0.0% (0)	0.0% (0)	0.0% (0)	30.0% (39)
No Opinion	17.6% (22)	33.3% (1)	100.0% (2)	0.0% (0)	19.2% (25)
answered question	125	3	2	0	130
skipped question					1

44. The District clearly delineates the operational functions of the District from those of the colleges.

	Where is your primary work location?				
	A. Panorama Campus	B. Delano	C. Online	D. Other	Response Totals
Strongly Agree	2.4% (3)	0.0% (0)	0.0% (0)	0.0% (0)	2.3% (3)
Agree	14.4% (18)	0.0% (0)	0.0% (0)	0.0% (0)	13.8% (18)
Somewhat Agree	24.8% (31)	66.7% (2)	0.0% (0)	0.0% (0)	25.4% (33)
Somewhat Disagree	11.2% (14)	33.3% (1)	0.0% (0)	0.0% (0)	11.5% (15)
Disagree	28.8% (36)	0.0% (0)	0.0% (0)	0.0% (0)	27.7% (36)
No Opinion	18.4% (23)	0.0% (0)	100.0% (2)	0.0% (0)	19.2% (25)
answered question	125	3	2	0	130
skipped question					1

45. The District provides effective services that support the colleges in their missions and functions.

	Where is your primary work location?				
	A. Panorama Campus	B. Delano	C. Online	D. Other	Response Totals
Strongly Agree	3.3% (4)	0.0% (0)	0.0% (0)	0.0% (0)	3.1% (4)
Agree	15.4% (19)	33.3% (1)	0.0% (0)	0.0% (0)	15.6% (20)
Somewhat Agree	26.8% (33)	0.0% (0)	50.0% (1)	0.0% (0)	26.6% (34)
Somewhat Disagree	18.7% (23)	0.0% (0)	0.0% (0)	0.0% (0)	18.0% (23)
Disagree	24.4% (30)	33.3% (1)	0.0% (0)	0.0% (0)	24.2% (31)
No Opinion	11.4% (14)	33.3% (1)	50.0% (1)	0.0% (0)	12.5% (16)
answered question	123	3	2	0	128
skipped question					3

46. The District effectively controls its expenditures.

	Where is your primary work location?				Response Totals
	A. Panorama Campus	B. Delano	C. Online	D. Other	
Strongly Agree	8.1% (10)	0.0% (0)	0.0% (0)	0.0% (0)	7.8% (10)
Agree	15.3% (19)	0.0% (0)	0.0% (0)	0.0% (0)	14.7% (19)
Somewhat Agree	16.1% (20)	0.0% (0)	50.0% (1)	0.0% (0)	16.3% (21)
Somewhat Disagree	10.5% (13)	33.3% (1)	0.0% (0)	0.0% (0)	10.9% (14)
Disagree	35.5% (44)	0.0% (0)	0.0% (0)	0.0% (0)	34.1% (44)
No Opinion	14.5% (18)	66.7% (2)	50.0% (1)	0.0% (0)	16.3% (21)
answered question	124	3	2	0	129
skipped question					2

47. The District and colleges effectively communicate.

	Where is your primary work location?				
	A. Panorama Campus	B. Delano	C. Online	D. Other	Response Totals
Strongly Agree	2.4% (3)	0.0% (0)	0.0% (0)	0.0% (0)	2.3% (3)
Agree	8.0% (10)	0.0% (0)	50.0% (1)	0.0% (0)	8.5% (11)
Somewhat Agree	20.8% (26)	33.3% (1)	0.0% (0)	0.0% (0)	20.8% (27)
Somewhat Disagree	16.8% (21)	0.0% (0)	0.0% (0)	0.0% (0)	16.2% (21)
Disagree	38.4% (48)	33.3% (1)	0.0% (0)	0.0% (0)	37.7% (49)
No Opinion	13.6% (17)	33.3% (1)	50.0% (1)	0.0% (0)	14.6% (19)
answered question	125	3	2	0	130
skipped question					1

48. The District and the colleges exchange information in a timely manner.

	Where is your primary work location?				
	A. Panorama Campus	B. Delano	C. Online	D. Other	Response Totals
Strongly Agree	3.2% (4)	0.0% (0)	0.0% (0)	0.0% (0)	3.1% (4)
Agree	10.5% (13)	0.0% (0)	50.0% (1)	0.0% (0)	10.9% (14)
Somewhat Agree	18.5% (23)	0.0% (0)	0.0% (0)	0.0% (0)	17.8% (23)
Somewhat Disagree	14.5% (18)	0.0% (0)	0.0% (0)	0.0% (0)	14.0% (18)
Disagree	31.5% (39)	33.3% (1)	0.0% (0)	0.0% (0)	31.0% (40)
No Opinion	21.8% (27)	66.7% (2)	50.0% (1)	0.0% (0)	23.3% (30)
answered question	124	3	2	0	129
skipped question					2

49. Where is your primary work location?

	Where is your primary work location?				
	A. Panorama Campus	B. Delano	C. Online	D. Other	Response Totals
A. Panorama Campus	100.0% (126)	0.0% (0)	0.0% (0)	0.0% (0)	96.2% (126)
B. Delano	0.0% (0)	100.0% (3)	0.0% (0)	0.0% (0)	2.3% (3)
C. Online	0.0% (0)	0.0% (0)	100.0% (2)	0.0% (0)	1.5% (2)
D. Other	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)
answered question	126	3	2	0	131
skipped question					0

50. What is your employee role?

	Where is your primary work location?				
	A. Panorama Campus	B. Delano	C. Online	D. Other	Response Totals
Classified	18.5% (23)	0.0% (0)	0.0% (0)	0.0% (0)	17.8% (23)
Faculty	63.7% (79)	33.3% (1)	0.0% (0)	0.0% (0)	62.0% (80)
Adjunct Faculty	7.3% (9)	66.7% (2)	100.0% (2)	0.0% (0)	10.1% (13)
Administrator	10.5% (13)	0.0% (0)	0.0% (0)	0.0% (0)	10.1% (13)
answered question	124	3	2	0	129
skipped question					2

51. What, if any, is your primary employee governance role?

	Where is your primary work location?				
	A. Panorama Campus	B. Delano	C. Online	D. Other	Response Totals
College Council Member	9.1% (11)	0.0% (0)	0.0% (0)	0.0% (0)	8.7% (11)
Department Chair	9.9% (12)	0.0% (0)	0.0% (0)	0.0% (0)	9.5% (12)
Other Governance Committee member	28.9% (35)	0.0% (0)	0.0% (0)	0.0% (0)	27.8% (35)
None	57.0% (69)	100.0% (3)	100.0% (2)	0.0% (0)	58.7% (74)
answered question	121	3	2	0	126
skipped question					5

1. The institution maintains an ongoing, collegial self-reflective dialog about the continuous improvement of student learning and institutional processes.

		What is your employee role?				
		Classified	Faculty	Adjunct Faculty	Administrator	Response Totals
Faculty, staff, and administrators engage in collegial discussions about student learning.	Agree	30.4% (7)	44.3% (35)	92.3% (12)	46.2% (6)	
	Somewhat Agree	39.1% (9)	36.7% (29)	7.7% (1)	53.8% (7)	
	Somewhat Disagree	13.0% (3)	10.1% (8)	0.0% (0)	0.0% (0)	
	Disagree	8.7% (2)	6.3% (5)	0.0% (0)	0.0% (0)	
	No Opinion	8.7% (2)	2.5% (2)	0.0% (0)	0.0% (0)	
		23	79	13	13	128
I understand the purpose and role of the College Council.	Agree	30.4% (7)	30.4% (24)	30.8% (4)	69.2% (9)	
	Somewhat Agree	43.5% (10)	43.0% (34)	23.1% (3)	15.4% (2)	
	Somewhat Disagree	13.0% (3)	13.9% (11)	30.8% (4)	15.4% (2)	
	Disagree	4.3% (1)	10.1% (8)	0.0% (0)	0.0% (0)	
	No Opinion	8.7% (2)	2.5% (2)	15.4% (2)	0.0% (0)	
		23	79	13	13	128
I understand the decision making process at Bakersfield College.	Agree	22.7% (5)	25.6% (20)	38.5% (5)	53.8% (7)	

	Somewhat Agree	27.3% (6)	35.9% (28)	38.5% (5)	30.8% (4)	
	Somewhat Disagree	18.2% (4)	15.4% (12)	23.1% (3)	7.7% (1)	
	Disagree	18.2% (4)	19.2% (15)	0.0% (0)	7.7% (1)	
	No Opinion	13.6% (3)	3.8% (3)	0.0% (0)	0.0% (0)	
		22	78	13	13	126
answered question		23	79	13	13	128
skipped question						1

2. The institution sets goals to improve its effectiveness consistent with its stated purposes. The institution articulates its goals and states the objectives derived from them in measurable terms so that the degree to which they are achieved can be determined and widely discussed. The institutional members understand these goals and work collaboratively toward their achievement.

		What is your employee role?				
		Classified	Faculty	Adjunct Faculty	Administrator	Response Totals
Bakersfield College is committed to continuous improvements of the student learning process.	Agree	60.9% (14)	44.9% (35)	76.9% (10)	69.2% (9)	
	Somewhat Agree	34.8% (8)	38.5% (30)	15.4% (2)	15.4% (2)	
	Somewhat Disagree	0.0% (0)	7.7% (6)	7.7% (1)	15.4% (2)	
	Disagree	0.0% (0)	6.4% (5)	0.0% (0)	0.0% (0)	
	No Opinion	4.3% (1)	2.6% (2)	0.0% (0)	0.0% (0)	
		23	78	13	13	127
Assessment of Bakersfield College's annual goals is regular, with results shared through campus constituencies.	Agree	43.5% (10)	28.2% (22)	69.2% (9)	15.4% (2)	
	Somewhat Agree	30.4% (7)	37.2% (29)	23.1% (3)	46.2% (6)	
	Somewhat Disagree	21.7% (5)	15.4% (12)	0.0% (0)	7.7% (1)	
	Disagree	0.0% (0)	10.3% (8)	0.0% (0)	30.8% (4)	
	No Opinion	4.3% (1)	9.0% (7)	7.7% (1)	0.0% (0)	
		23	78	13	13	127
I participate in the creation of my departmental Annual Program Review.	Agree	26.1% (6)	71.8% (56)	7.7% (1)	76.9% (10)	

	Somewhat Agree	39.1% (9)	17.9% (14)	7.7% (1)	0.0% (0)	
	Somewhat Disagree	13.0% (3)	2.6% (2)	15.4% (2)	0.0% (0)	
	Disagree	13.0% (3)	5.1% (4)	15.4% (2)	7.7% (1)	
	No Opinion	8.7% (2)	2.6% (2)	53.8% (7)	15.4% (2)	
		23	78	13	13	127
My department aligns its goals with Bakersfield College's annual goals.	Agree	43.5% (10)	72.7% (56)	76.9% (10)	84.6% (11)	
	Somewhat Agree	43.5% (10)	19.5% (15)	15.4% (2)	0.0% (0)	
	Somewhat Disagree	0.0% (0)	1.3% (1)	0.0% (0)	0.0% (0)	
	Disagree	0.0% (0)	1.3% (1)	0.0% (0)	7.7% (1)	
	No Opinion	13.0% (3)	5.2% (4)	7.7% (1)	7.7% (1)	
		23	77	13	13	126
My employee role supports the achievement of Bakersfield College's annual goals.	Agree	60.9% (14)	70.1% (54)	76.9% (10)	92.3% (12)	
	Somewhat Agree	26.1% (6)	24.7% (19)	23.1% (3)	0.0% (0)	
	Somewhat Disagree	4.3% (1)	1.3% (1)	0.0% (0)	0.0% (0)	
	Disagree	4.3% (1)	0.0% (0)	0.0% (0)	7.7% (1)	
	No Opinion	4.3% (1)	3.9% (3)	0.0% (0)	0.0% (0)	
		23	77	13	13	126
answered question		23	78	13	13	127

3. The institution assesses progress toward achieving its stated goals and makes decisions regarding the improvement of institutional effectiveness in an ongoing and systematic cycle of evaluation, integrating planning, resource allocation, implementation and re-evaluation. Evaluation is based on analyses of both quantitative and qualitative data.

		What is your employee role?				
		Classified	Faculty	Adjunct Faculty	Administrator	Response Totals
The college researches and identifies the learning needs of its student population, and provides appropriate programs and support services to address those needs.	Agree	43.5% (10)	25.6% (20)	69.2% (9)	38.5% (5)	
	Somewhat Agree	34.8% (8)	34.6% (27)	23.1% (3)	30.8% (4)	
	Somewhat Disagree	13.0% (3)	20.5% (16)	7.7% (1)	7.7% (1)	
	Disagree	0.0% (0)	15.4% (12)	0.0% (0)	15.4% (2)	
	No Opinion	8.7% (2)	3.8% (3)	0.0% (0)	7.7% (1)	
		23	78	13	13	127
The college continuously evaluates all courses and programs through ongoing systematic reviews.	Agree	43.5% (10)	49.4% (38)	69.2% (9)	30.8% (4)	
	Somewhat Agree	34.8% (8)	27.3% (21)	30.8% (4)	46.2% (6)	
	Somewhat Disagree	8.7% (2)	14.3% (11)	0.0% (0)	7.7% (1)	
	Disagree	0.0% (0)	3.9% (3)	0.0% (0)	7.7% (1)	
	No Opinion	13.0% (3)	5.2% (4)	0.0% (0)	7.7% (1)	
		23	77	13	13	126

answered question	23	78	13	13	127
skipped question					2

4. The institution provides evidence that the planning process is broad based, offers opportunities for input by appropriate constituencies, allocates necessary resources, and leads to improvement of institutional effectiveness.

		What is your employee role?				
		Classified	Faculty	Adjunct Faculty	Administrator	Response Totals
The planning process at Bakersfield College is broad based.	Agree	21.7% (5)	33.3% (26)	53.8% (7)	46.2% (6)	
	Somewhat Agree	39.1% (9)	34.6% (27)	38.5% (5)	30.8% (4)	
	Somewhat Disagree	8.7% (2)	7.7% (6)	0.0% (0)	7.7% (1)	
	Disagree	4.3% (1)	11.5% (9)	0.0% (0)	15.4% (2)	
	No Opinion	26.1% (6)	12.8% (10)	7.7% (1)	0.0% (0)	
		23	78	13	13	127
Bakersfield College allocates necessary resources that lead to improvement of institutional effectiveness.	Agree	13.6% (3)	15.4% (12)	50.0% (6)	30.8% (4)	
	Somewhat Agree	40.9% (9)	32.1% (25)	33.3% (4)	30.8% (4)	
	Somewhat Disagree	13.6% (3)	17.9% (14)	0.0% (0)	23.1% (3)	
	Disagree	4.5% (1)	26.9% (21)	8.3% (1)	15.4% (2)	
	No Opinion	27.3% (6)	7.7% (6)	8.3% (1)	0.0% (0)	
		22	78	12	13	125

answered question	23	78	13	13	127
skipped question					2

5. The institution uses documented assessment results to communicate matters of quality assurance to appropriate constituencies.

		What is your employee role?				
		Classified	Faculty	Adjunct Faculty	Administrator	Response Totals
Bakersfield College uses assessment results to improve teaching and learning.	Agree	39.1% (9)	27.3% (21)	66.7% (8)	38.5% (5)	
	Somewhat Agree	34.8% (8)	41.6% (32)	25.0% (3)	30.8% (4)	
	Somewhat Disagree	13.0% (3)	11.7% (9)	0.0% (0)	0.0% (0)	
	Disagree	0.0% (0)	9.1% (7)	0.0% (0)	23.1% (3)	
	No Opinion	13.0% (3)	10.4% (8)	8.3% (1)	7.7% (1)	
		23	77	12	13	125
answered question		23	77	12	13	125
skipped question					4	

6. The institution assures the effectiveness of its ongoing planning and resource allocation processes by systematically reviewing and modifying, as appropriate, all parts of the cycle, including institutional and other research efforts.

		What is your employee role?				
		Classified	Faculty	Adjunct Faculty	Administrator	Response Totals
The annual Bakersfield College Goal Setting process through College Council is effective.	Agree	26.1% (6)	14.1% (11)	23.1% (3)	23.1% (3)	
	Somewhat Agree	43.5% (10)	30.8% (24)	38.5% (5)	15.4% (2)	
	Somewhat Disagree	4.3% (1)	12.8% (10)	7.7% (1)	30.8% (4)	
	Disagree	0.0% (0)	12.8% (10)	0.0% (0)	15.4% (2)	
	No Opinion	26.1% (6)	29.5% (23)	30.8% (4)	15.4% (2)	
		23	78	13	13	127
Resource allocation is according to the priorities of the annual College Goals through the Program Review process.	Agree	30.4% (7)	14.1% (11)	46.2% (6)	46.2% (6)	
	Somewhat Agree	30.4% (7)	25.6% (20)	23.1% (3)	23.1% (3)	
	Somewhat Disagree	4.3% (1)	10.3% (8)	7.7% (1)	7.7% (1)	
	Disagree	4.3% (1)	16.7% (13)	0.0% (0)	23.1% (3)	
	No Opinion	30.4% (7)	33.3% (26)	23.1% (3)	0.0% (0)	
		23	78	13	13	127
Research data inform institutional planning decisions.	Agree	17.4% (4)	11.7% (9)	53.8% (7)	30.8% (4)	
	Somewhat Agree	52.2% (12)	36.4% (28)	38.5% (5)	38.5% (5)	

	Somewhat Disagree	8.7% (2)	10.4% (8)	0.0% (0)	30.8% (4)	
	Disagree	0.0% (0)	9.1% (7)	0.0% (0)	0.0% (0)	
	No Opinion	21.7% (5)	32.5% (25)	7.7% (1)	0.0% (0)	
		23	77	13	13	126
I understand the major planning processes (e.g., budget allocation, enrollment management, program review, etc.)	Agree	17.4% (4)	17.9% (14)	7.7% (1)	76.9% (10)	
	Somewhat Agree	43.5% (10)	41.0% (32)	61.5% (8)	7.7% (1)	
	Somewhat Disagree	21.7% (5)	21.8% (17)	15.4% (2)	7.7% (1)	
	Disagree	4.3% (1)	14.1% (11)	7.7% (1)	7.7% (1)	
	No Opinion	13.0% (3)	5.1% (4)	7.7% (1)	0.0% (0)	
		23	78	13	13	127
	answered question	23	78	13	13	127
		skipped question				2

7. The institution assesses its evaluation mechanisms through a systematic review of their effectiveness in improving instructional programs, student support services, library, and other learning support services.

		What is your employee role?				
		Classified	Faculty	Adjunct Faculty	Administrator	Response Totals
The Program Review process leads to improvements in programs and services	Agree	47.8% (11)	18.2% (14)	46.2% (6)	23.1% (3)	
	Somewhat Agree	30.4% (7)	39.0% (30)	46.2% (6)	30.8% (4)	
	Somewhat Disagree	8.7% (2)	10.4% (8)	0.0% (0)	15.4% (2)	
	Disagree	4.3% (1)	22.1% (17)	0.0% (0)	23.1% (3)	
	No Opinion	8.7% (2)	10.4% (8)	7.7% (1)	7.7% (1)	
		23	77	13	13	126
Bakersfield College regularly evaluates the effectiveness of its improvement processes	Agree	43.5% (10)	21.8% (17)	61.5% (8)	15.4% (2)	
	Somewhat Agree	21.7% (5)	32.1% (25)	30.8% (4)	23.1% (3)	
	Somewhat Disagree	13.0% (3)	16.7% (13)	0.0% (0)	15.4% (2)	
	Disagree	0.0% (0)	14.1% (11)	0.0% (0)	38.5% (5)	
	No Opinion	21.7% (5)	15.4% (12)	7.7% (1)	7.7% (1)	
		23	78	13	13	127
answered question		23	78	13	13	127
skipped question						2

8. It is important for BC to have a Mission Statement.

	What is your employee role?				
	Classified	Faculty	Adjunct Faculty	Administrator	Response Totals
Strongly Agree	34.8% (8)	51.3% (41)	76.9% (10)	76.9% (10)	53.5% (69)
Agree	39.1% (9)	37.5% (30)	15.4% (2)	23.1% (3)	34.1% (44)
Somewhat Agree	21.7% (5)	3.8% (3)	7.7% (1)	0.0% (0)	7.0% (9)
Somewhat Disagree	4.3% (1)	3.8% (3)	0.0% (0)	0.0% (0)	3.1% (4)
Disagree	0.0% (0)	2.5% (2)	0.0% (0)	0.0% (0)	1.6% (2)
No Opinion	0.0% (0)	1.3% (1)	0.0% (0)	0.0% (0)	0.8% (1)
answered question	23	80	13	13	129
skipped question					0

9. I understand the BC Mission Statement.

	What is your employee role?				
	Classified	Faculty	Adjunct Faculty	Administrator	Response Totals
Strongly Agree	21.7% (5)	35.4% (28)	53.8% (7)	53.8% (7)	36.7% (47)
Agree	52.2% (12)	51.9% (41)	46.2% (6)	30.8% (4)	49.2% (63)
Somewhat Agree	17.4% (4)	8.9% (7)	0.0% (0)	15.4% (2)	10.2% (13)
Somewhat Disagree	4.3% (1)	0.0% (0)	0.0% (0)	0.0% (0)	0.8% (1)
Disagree	0.0% (0)	3.8% (3)	0.0% (0)	0.0% (0)	2.3% (3)
No Opinion	4.3% (1)	0.0% (0)	0.0% (0)	0.0% (0)	0.8% (1)
answered question	23	79	13	13	128
skipped question					1

10. The Mission Statement is relevant to my work at BC.

	What is your employee role?				
	Classified	Faculty	Adjunct Faculty	Administrator	Response Totals
Strongly Agree	26.1% (6)	27.5% (22)	46.2% (6)	46.2% (6)	31.0% (40)
Agree	43.5% (10)	42.5% (34)	46.2% (6)	38.5% (5)	42.6% (55)
Somewhat Agree	17.4% (4)	18.8% (15)	7.7% (1)	7.7% (1)	16.3% (21)
Somewhat Disagree	13.0% (3)	5.0% (4)	0.0% (0)	0.0% (0)	5.4% (7)
Disagree	0.0% (0)	5.0% (4)	0.0% (0)	7.7% (1)	3.9% (5)
No Opinion	0.0% (0)	1.3% (1)	0.0% (0)	0.0% (0)	0.8% (1)
answered question	23	80	13	13	129
skipped question					0

11. How many times have you heard the college mission statement referred to in the last 6 months?

	What is your employee role?				
	Classified	Faculty	Adjunct Faculty	Administrator	Response Totals
Over 6 times	17.4% (4)	26.3% (21)	0.0% (0)	53.8% (7)	24.8% (32)
5-6 times	13.0% (3)	20.0% (16)	7.7% (1)	7.7% (1)	16.3% (21)
3-4 times	4.3% (1)	13.8% (11)	15.4% (2)	15.4% (2)	12.4% (16)
1-2 times	47.8% (11)	31.3% (25)	53.8% (7)	23.1% (3)	35.7% (46)
None	17.4% (4)	8.8% (7)	23.1% (3)	0.0% (0)	10.9% (14)
answered question	23	80	13	13	129
skipped question					0

12. Are you aware there is a Tutoring Center on Campus at Bakersfield College?

	What is your employee role?				
	Classified	Faculty	Adjunct Faculty	Administrator	Response Totals
Yes	100.0% (22)	100.0% (78)	100.0% (13)	100.0% (13)	100.0% (126)
No	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)
answered question	22	78	13	13	126
skipped question					3

13. Are you aware that tutoring at the BC Tutoring Center is free to currently enrolled students?

		What is your employee role?				
		Classified	Faculty	Adjunct Faculty	Administrator	Response Totals
Yes		90.9% (20)	100.0% (78)	100.0% (13)	84.6% (11)	96.8% (122)
No		9.1% (2)	0.0% (0)	0.0% (0)	15.4% (2)	3.2% (4)
answered question		22	78	13	13	126
skipped question						3

14. The BC Tutoring Center is located:

		What is your employee role?				
		Classified	Faculty	Adjunct Faculty	Administrator	Response Totals
In the Campus Center		0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)
In the Learning Center of the SS Building		100.0% (22)	89.6% (69)	69.2% (9)	84.6% (11)	88.8% (111)
In the Levinson Center		0.0% (0)	0.0% (0)	7.7% (1)	0.0% (0)	0.8% (1)
In the Library on the 2nd floor		0.0% (0)	1.3% (1)	7.7% (1)	0.0% (0)	1.6% (2)
I don't know		0.0% (0)	9.1% (7)	15.4% (2)	15.4% (2)	8.8% (11)
answered question		22	77	13	13	125
skipped question						4

15. What Library Services do you find useful to your classes? (Choose all that apply)

	What is your employee role?				
	Classified	Faculty	Adjunct Faculty	Administrator	Response Totals
Assignment-related orientations	50.0% (5)	38.6% (27)	38.5% (5)	25.0% (1)	39.2% (38)
Library research workshops for students	70.0% (7)	64.3% (45)	61.5% (8)	50.0% (2)	63.9% (62)
A reserve desk where students can access course materials	70.0% (7)	82.9% (58)	46.2% (6)	25.0% (1)	74.2% (72)
Useful databases for student research	70.0% (7)	64.3% (45)	76.9% (10)	50.0% (2)	66.0% (64)
Student handouts such as MLA Guide, APA Guide, "Great Reads" list	60.0% (6)	54.3% (38)	46.2% (6)	0.0% (0)	51.5% (50)
answered question	10	70	13	4	97
skipped question					32

16. List any other library services you find useful (i.e. purchases the books I recommend, personal research, author visits, etc.)

	What is your employee role?				
	Classified	Faculty	Adjunct Faculty	Administrator	Response Count
	5 replies	28 replies	4 replies	2 replies	39
answered question	5	28	4	2	39
skipped question					90

17. Do the library hours meet the research needs of your students?

	What is your employee role?				
	Classified	Faculty	Adjunct Faculty	Administrator	Response Totals
Yes	81.8% (9)	71.6% (53)	84.6% (11)	80.0% (4)	74.8% (77)
No	18.2% (2)	28.4% (21)	15.4% (2)	20.0% (1)	25.2% (26)
answered question	11	74	13	5	103
skipped question					26

18. If your answer was no, please indicate what days and hours you think the library should be open.

	What is your employee role?				
	Classified	Faculty	Adjunct Faculty	Administrator	Response Count
	3 replies	23 replies	2 replies	1 reply	29
answered question	3	23	2	1	29
skipped question					100

19. I have referred students to this service in the Student Success Lab ACDV B 201 (PLATO for units)

		What is your employee role?				
		Classified	Faculty	Adjunct Faculty	Administrator	Response Totals
Reading		66.7% (4)	57.1% (16)	75.0% (3)	100.0% (1)	61.5% (24)
Writing		100.0% (6)	85.7% (24)	100.0% (4)	100.0% (1)	89.7% (35)
answered question		6	28	4	1	39
skipped question						90

20. I have referred students to this service in the Student Success Lab ACDV B281 (PLATO for NO units)

		What is your employee role?				
		Classified	Faculty	Adjunct Faculty	Administrator	Response Totals
Reading		50.0% (2)	42.4% (14)	75.0% (3)	100.0% (1)	47.6% (20)
Writing		75.0% (3)	72.7% (24)	100.0% (4)	100.0% (1)	76.2% (32)
Math		75.0% (3)	42.4% (14)	25.0% (1)	100.0% (1)	45.2% (19)
answered question		4	33	4	1	42
skipped question						87

21. I have enrolled a full class in ACDV B281 for a required assignment or for extra credit in:

	What is your employee role?				
	Classified	Faculty	Adjunct Faculty	Administrator	Response Totals
Reading	100.0% (2)	42.9% (3)	0.0% (0)	0.0% (0)	50.0% (5)
Writing	50.0% (1)	100.0% (7)	100.0% (1)	0.0% (0)	90.0% (9)
Math	50.0% (1)	42.9% (3)	0.0% (0)	0.0% (0)	40.0% (4)
answered question	2	7	1	0	10
skipped question					119

22. I have referred students to the proofreading course(s) in the Student Success Lab

	What is your employee role?				
	Classified	Faculty	Adjunct Faculty	Administrator	Response Totals
Many times	40.0% (2)	37.3% (22)	50.0% (5)	50.0% (1)	39.5% (30)
Sometimes	20.0% (1)	20.3% (12)	30.0% (3)	50.0% (1)	22.4% (17)
Rarely	0.0% (0)	11.9% (7)	0.0% (0)	0.0% (0)	9.2% (7)
Never	40.0% (2)	30.5% (18)	20.0% (2)	0.0% (0)	28.9% (22)
answered question	5	59	10	2	76
skipped question					53

23. What are the course(s) you teach in which students received help in the Student Success Lab?

	What is your employee role?				
	Classified	Faculty	Adjunct Faculty	Administrator	Response Count
	2 replies	30 replies	6 replies	1 reply	39
answered question	2	30	6	1	39
skipped question					90

24. Describe how the services provided in the Student Success Lab helped your students to be more successful in the course(s)

	What is your employee role?				
	Classified	Faculty	Adjunct Faculty	Administrator	Response Count
	3 replies	28 replies	5 replies	1 reply	37
answered question	3	28	5	1	37
skipped question					92

25. If you have not referred your students to the Student Success Lab, did this survey spark your interest in doing so?

		What is your employee role?				
		Classified	Faculty	Adjunct Faculty	Administrator	Response Totals
Yes		66.7% (4)	58.3% (28)	100.0% (7)	0.0% (0)	62.9% (39)
No		33.3% (2)	41.7% (20)	0.0% (0)	100.0% (1)	37.1% (23)
answered question		6	48	7	1	62
skipped question						67

26. Bakersfield College provides adequate resources for training me to use technology effectively in teaching students or at my workplace

		What is your employee role?				
		Classified	Faculty	Adjunct Faculty	Administrator	Response Totals
Strongly Agree		11.1% (2)	11.5% (9)	25.0% (3)	30.0% (3)	14.4% (17)
Agree		5.6% (1)	46.2% (36)	33.3% (4)	20.0% (2)	36.4% (43)
Somewhat Agree		44.4% (8)	29.5% (23)	33.3% (4)	20.0% (2)	31.4% (37)
Disagree		11.1% (2)	10.3% (8)	0.0% (0)	10.0% (1)	9.3% (11)
No Opinion		27.8% (5)	2.6% (2)	8.3% (1)	20.0% (2)	8.5% (10)
answered question		18	78	12	10	118
skipped question						11

27. Bakersfield College provides resources at convenient times for training me to use technology effectively in teaching students or at my workplace

	What is your employee role?				
	Classified	Faculty	Adjunct Faculty	Administrator	Response Totals
Strongly Agree	11.1% (2)	7.7% (6)	23.1% (3)	27.3% (3)	11.7% (14)
Agree	5.6% (1)	39.7% (31)	46.2% (6)	18.2% (2)	33.3% (40)
Somewhat Agree	38.9% (7)	35.9% (28)	15.4% (2)	27.3% (3)	33.3% (40)
Disagree	16.7% (3)	12.8% (10)	7.7% (1)	18.2% (2)	13.3% (16)
No Opinion	27.8% (5)	3.8% (3)	7.7% (1)	9.1% (1)	8.3% (10)
answered question	18	78	13	11	120
skipped question					9

28. Please list the areas of technology usage in your classroom/workplace in which you feel you need further training:

	What is your employee role?				
	Classified	Faculty	Adjunct Faculty	Administrator	Response Count
	8 replies	29 replies	3 replies	3 replies	43
answered question	8	29	3	3	43
skipped question					86

29. If you had a weakness in your evaluation, were you offered applicable training to help with the identified weak area(s)?

	What is your employee role?				
	Classified	Faculty	Adjunct Faculty	Administrator	Response Totals
Yes	60.0% (9)	73.2% (30)	58.3% (7)	62.5% (5)	67.1% (51)
No	40.0% (6)	26.8% (11)	41.7% (5)	37.5% (3)	32.9% (25)
answered question	15	41	12	8	76
skipped question					53

30. Professional Development at Bakersfield College is based upon campus needs.

	What is your employee role?				
	Classified	Faculty	Adjunct Faculty	Administrator	Response Totals
Strongly Agree	4.5% (1)	11.7% (9)	15.4% (2)	7.7% (1)	10.4% (13)
Agree	36.4% (8)	44.2% (34)	53.8% (7)	46.2% (6)	44.0% (55)
Somewhat Agree	9.1% (2)	29.9% (23)	15.4% (2)	7.7% (1)	22.4% (28)
Disagree	22.7% (5)	10.4% (8)	0.0% (0)	15.4% (2)	12.0% (15)
No Opinion	27.3% (6)	3.9% (3)	15.4% (2)	23.1% (3)	11.2% (14)
answered question	22	77	13	13	125
skipped question					4

31. Have you participated in a screening committee in the past three years? (If "No", skip to question 4)

		What is your employee role?				
		Classified	Faculty	Adjunct Faculty	Administrator	Response Totals
Yes		76.2% (16)	49.3% (36)	0.0% (0)	100.0% (12)	54.2% (64)
No		23.8% (5)	50.7% (37)	100.0% (12)	0.0% (0)	45.8% (54)
answered question		21	73	12	12	118
skipped question						11

32. Respond to the following statements based upon your experiences on a screening committee:

		What is your employee role?				
		Classified	Faculty	Adjunct Faculty	Administrator	Response Totals
The interview questions reflected diversity as it relates to the job for which you were screening.	Strongly Agree	11.8% (2)	46.2% (18)	0.0% (0)	66.7% (8)	
	Agree	64.7% (11)	33.3% (13)	100.0% (1)	25.0% (3)	
	Somewhat Agree	23.5% (4)	5.1% (2)	0.0% (0)	8.3% (1)	
	Somewhat Disagree	0.0% (0)	7.7% (3)	0.0% (0)	0.0% (0)	
	Strongly Disagree	0.0% (0)	5.1% (2)	0.0% (0)	0.0% (0)	
	No opinion	0.0% (0)	2.6% (1)	0.0% (0)	0.0% (0)	
		17	39	1	12	69
The interview questions reflected competence in the area for which you were interviewing.	Strongly Agree	11.1% (2)	53.8% (21)	0.0% (0)	83.3% (10)	
	Agree	61.1% (11)	25.6% (10)	0.0% (0)	16.7% (2)	
	Somewhat Agree	22.2% (4)	5.1% (2)	0.0% (0)	0.0% (0)	
	Somewhat Disagree	5.6% (1)	2.6% (1)	0.0% (0)	0.0% (0)	
	Strongly Disagree	0.0% (0)	10.3% (4)	0.0% (0)	0.0% (0)	
	No opinion	0.0% (0)	2.6% (1)	0.0% (0)	0.0% (0)	
		18	39	0	12	69

Critical time lines were adhered to in the screening process.	Strongly Agree	11.1% (2)	33.3% (13)	0.0% (0)	66.7% (8)	
	Agree	50.0% (9)	51.3% (20)	0.0% (0)	16.7% (2)	
	Somewhat Agree	38.9% (7)	5.1% (2)	0.0% (0)	0.0% (0)	
	Somewhat Disagree	0.0% (0)	2.6% (1)	0.0% (0)	8.3% (1)	
	Strongly Disagree	0.0% (0)	5.1% (2)	0.0% (0)	8.3% (1)	
	No opinion	0.0% (0)	2.6% (1)	0.0% (0)	0.0% (0)	
		18	39	0	12	69
The hiring process did not take too long from start to finish.	Strongly Agree	5.6% (1)	28.2% (11)	0.0% (0)	25.0% (3)	
	Agree	50.0% (9)	35.9% (14)	0.0% (0)	25.0% (3)	
	Somewhat Agree	33.3% (6)	12.8% (5)	0.0% (0)	8.3% (1)	
	Somewhat Disagree	5.6% (1)	10.3% (4)	0.0% (0)	25.0% (3)	
	Strongly Disagree	5.6% (1)	10.3% (4)	0.0% (0)	16.7% (2)	
	No opinion	0.0% (0)	2.6% (1)	0.0% (0)	0.0% (0)	
		18	39	0	12	69
Confidentiality requirements were adhered to.	Strongly Agree	22.2% (4)	64.1% (25)	0.0% (0)	75.0% (9)	
	Agree	55.6% (10)	28.2% (11)	0.0% (0)	16.7% (2)	
	Somewhat Agree	16.7% (3)	0.0% (0)	0.0% (0)	0.0% (0)	
	Somewhat Disagree	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	

	Disagree	(0)	(0)	(0)	(0)	
	Strongly Disagree	5.6% (1)	5.1% (2)	0.0% (0)	8.3% (1)	
	No opinion	0.0% (0)	2.6% (1)	0.0% (0)	0.0% (0)	
		18	39	0	12	69
The hiring decision was not made prior to the interview process.	Strongly Agree	27.8% (5)	59.0% (23)	0.0% (0)	83.3% (10)	
	Agree	61.1% (11)	23.1% (9)	0.0% (0)	16.7% (2)	
	Somewhat Agree	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	
	Somewhat Disagree	11.1% (2)	2.6% (1)	0.0% (0)	0.0% (0)	
	Strongly Disagree	0.0% (0)	12.8% (5)	0.0% (0)	0.0% (0)	
	No opinion	0.0% (0)	2.6% (1)	0.0% (0)	0.0% (0)	
		18	39	0	12	69
Preferential treatment was not given to someone in the department.	Strongly Agree	22.2% (4)	66.7% (26)	0.0% (0)	83.3% (10)	
	Agree	44.4% (8)	20.5% (8)	0.0% (0)	8.3% (1)	
	Somewhat Agree	11.1% (2)	2.6% (1)	0.0% (0)	8.3% (1)	
	Somewhat Disagree	16.7% (3)	0.0% (0)	0.0% (0)	0.0% (0)	
	Strongly Disagree	5.6% (1)	5.1% (2)	0.0% (0)	0.0% (0)	
	No opinion	0.0% (0)	5.1% (2)	0.0% (0)	0.0% (0)	
		18	39	0	12	69

All committee members were committed to the screening process.	Strongly Agree	16.7% (3)	46.2% (18)	0.0% (0)	91.7% (11)	
	Agree	55.6% (10)	33.3% (13)	0.0% (0)	8.3% (1)	
	Somewhat Agree	22.2% (4)	5.1% (2)	0.0% (0)	0.0% (0)	
	Somewhat Disagree	5.6% (1)	2.6% (1)	0.0% (0)	0.0% (0)	
	Strongly Disagree	0.0% (0)	10.3% (4)	0.0% (0)	0.0% (0)	
	No opinion	0.0% (0)	2.6% (1)	0.0% (0)	0.0% (0)	
		18	39	0	12	69
The requirements for participating on the screening committee were not too cumbersome or strict.	Strongly Agree	16.7% (3)	35.9% (14)	0.0% (0)	75.0% (9)	
	Agree	72.2% (13)	43.6% (17)	0.0% (0)	16.7% (2)	
	Somewhat Agree	11.1% (2)	2.6% (1)	0.0% (0)	0.0% (0)	
	Somewhat Disagree	0.0% (0)	5.1% (2)	0.0% (0)	0.0% (0)	
	Strongly Disagree	0.0% (0)	7.7% (3)	0.0% (0)	8.3% (1)	
	No opinion	0.0% (0)	5.1% (2)	0.0% (0)	0.0% (0)	
		18	39	0	12	69
The requirements to participate on a screening committee did not deter me from wanting to participate again.	Strongly Agree	11.1% (2)	43.6% (17)	0.0% (0)	66.7% (8)	
	Agree	66.7% (12)	35.9% (14)	0.0% (0)	25.0% (3)	
	Somewhat Agree	11.1% (2)	10.3% (4)	0.0% (0)	0.0% (0)	
	Somewhat Disagree	5.6% (1)	0.0% (0)	0.0% (0)	0.0% (0)	

	Disagree	(1)	(0)	(0)	(0)	
	Strongly Disagree	5.6% (1)	7.7% (3)	0.0% (0)	8.3% (1)	
	No opinion	0.0% (0)	2.6% (1)	0.0% (0)	0.0% (0)	
		18	39	0	12	69
There were no irregularities in the screening process.	Strongly Agree	17.6% (3)	38.5% (15)	0.0% (0)	58.3% (7)	
	Agree	58.8% (10)	35.9% (14)	0.0% (0)	16.7% (2)	
	Somewhat Agree	11.8% (2)	2.6% (1)	0.0% (0)	8.3% (1)	
	Somewhat Disagree	5.9% (1)	5.1% (2)	0.0% (0)	8.3% (1)	
	Strongly Disagree	5.9% (1)	15.4% (6)	0.0% (0)	8.3% (1)	
	No opinion	0.0% (0)	2.6% (1)	0.0% (0)	0.0% (0)	
		17	39	0	12	68
The process did not culminate in a less than ideal applicant being hired out of fear that the position would not be filled or the screening process have to start over.	Strongly Agree	16.7% (3)	46.2% (18)	0.0% (0)	66.7% (8)	
	Agree	72.2% (13)	35.9% (14)	0.0% (0)	25.0% (3)	
	Somewhat Agree	11.1% (2)	0.0% (0)	0.0% (0)	0.0% (0)	
	Somewhat Disagree	0.0% (0)	5.1% (2)	0.0% (0)	0.0% (0)	
	Strongly Disagree	0.0% (0)	7.7% (3)	0.0% (0)	8.3% (1)	
	No opinion	0.0% (0)	5.1% (2)	0.0% (0)	0.0% (0)	
		18	39	0	12	69

The pool of applicants was sufficient to select a qualified candidate.	Strongly Agree	16.7% (3)	51.3% (20)	0.0% (0)	66.7% (8)	
	Agree	55.6% (10)	25.6% (10)	0.0% (0)	16.7% (2)	
	Somewhat Agree	22.2% (4)	12.8% (5)	0.0% (0)	0.0% (0)	
	Somewhat Disagree	5.6% (1)	5.1% (2)	0.0% (0)	8.3% (1)	
	Strongly Disagree	0.0% (0)	2.6% (1)	0.0% (0)	8.3% (1)	
	No opinion	0.0% (0)	2.6% (1)	0.0% (0)	0.0% (0)	
		18	39	0	12	69
The information and support provided by Human Resources was satisfactory during the screening process.	Strongly Agree	11.1% (2)	25.6% (10)	0.0% (0)	50.0% (6)	
	Agree	61.1% (11)	35.9% (14)	0.0% (0)	25.0% (3)	
	Somewhat Agree	16.7% (3)	20.5% (8)	0.0% (0)	8.3% (1)	
	Somewhat Disagree	11.1% (2)	5.1% (2)	0.0% (0)	8.3% (1)	
	Strongly Disagree	0.0% (0)	10.3% (4)	0.0% (0)	8.3% (1)	
	No opinion	0.0% (0)	2.6% (1)	0.0% (0)	0.0% (0)	
		18	39	0	12	69
answered question		18	39	1	12	70
skipped question						59

33. If you answered "Disagree" or "Strongly Disagree" to any section of question 2, please explain.

	What is your employee role?				
	Classified	Faculty	Adjunct Faculty	Administrator	Response Count
	5 replies	15 replies	0 replies	5 replies	25
answered question	5	15	0	5	25
skipped question					104

34. Personnel policies and procedures are consistently applied.

	What is your employee role?				
	Classified	Faculty	Adjunct Faculty	Administrator	Response Totals
Strongly Agree	4.8% (1)	11.4% (9)	0.0% (0)	25.0% (3)	10.4% (13)
Agree	33.3% (7)	32.9% (26)	46.2% (6)	33.3% (4)	34.4% (43)
Somewhat Agree	38.1% (8)	12.7% (10)	38.5% (5)	25.0% (3)	20.8% (26)
Somewhat Disagree	14.3% (3)	8.9% (7)	0.0% (0)	0.0% (0)	8.0% (10)
Disagree	4.8% (1)	16.5% (13)	0.0% (0)	8.3% (1)	12.0% (15)
No Opinion	4.8% (1)	17.7% (14)	15.4% (2)	8.3% (1)	14.4% (18)
answered question	21	79	13	12	125
skipped question					4

35. If not, Please explain:

	What is your employee role?				
	Classified	Faculty	Adjunct Faculty	Administrator	Response Count
	3 replies	17 replies	0 replies	1 reply	21
answered question	3	17	0	1	21
skipped question					108

36. Are employees treated fairly?

	What is your employee role?				
	Classified	Faculty	Adjunct Faculty	Administrator	Response Totals
Yes	36.4% (8)	64.5% (49)	84.6% (11)	75.0% (9)	62.6% (77)
No	63.6% (14)	35.5% (27)	15.4% (2)	25.0% (3)	37.4% (46)
answered question	22	76	13	12	123
skipped question					6

37. Bakersfield College assures that physical resources (buildings, grounds, equipment) at all locations are constructed and maintained to assure:

		What is your employee role?				
		Classified	Faculty	Adjunct Faculty	Administrator	Response Totals
Accommodations exist for people with physical disabilities	Strongly Agree	13.0% (3)	26.6% (21)	61.5% (8)	25.0% (3)	
	Agree	52.2% (12)	36.7% (29)	30.8% (4)	50.0% (6)	
	Somewhat Agree	34.8% (8)	21.5% (17)	0.0% (0)	8.3% (1)	
	Somewhat Disagree	0.0% (0)	10.1% (8)	0.0% (0)	8.3% (1)	
	Disagree	0.0% (0)	5.1% (4)	0.0% (0)	8.3% (1)	
	No Opinion	0.0% (0)	0.0% (0)	7.7% (1)	0.0% (0)	
		23	79	13	12	127
A safe environment	Strongly Agree	8.7% (2)	16.5% (13)	46.2% (6)	33.3% (4)	
	Agree	47.8% (11)	46.8% (37)	30.8% (4)	33.3% (4)	
	Somewhat Agree	43.5% (10)	21.5% (17)	15.4% (2)	8.3% (1)	
	Somewhat Disagree	0.0% (0)	6.3% (5)	0.0% (0)	8.3% (1)	
	Disagree	0.0% (0)	8.9% (7)	0.0% (0)	16.7% (2)	
	No Opinion	0.0% (0)	0.0% (0)	7.7% (1)	0.0% (0)	
		23	79	13	12	127

My personal security	Strongly Agree	8.7% (2)	20.3% (16)	46.2% (6)	25.0% (3)	
	Agree	34.8% (8)	45.6% (36)	38.5% (5)	58.3% (7)	
	Somewhat Agree	39.1% (9)	17.7% (14)	7.7% (1)	0.0% (0)	
	Somewhat Disagree	17.4% (4)	5.1% (4)	0.0% (0)	0.0% (0)	
	Disagree	0.0% (0)	11.4% (9)	0.0% (0)	16.7% (2)	
	No Opinion	0.0% (0)	0.0% (0)	7.7% (1)	0.0% (0)	
		23	79	13	12	127
A healthful learning and working environment	Strongly Agree	8.7% (2)	12.7% (10)	46.2% (6)	18.2% (2)	
	Agree	30.4% (7)	34.2% (27)	46.2% (6)	36.4% (4)	
	Somewhat Agree	39.1% (9)	21.5% (17)	0.0% (0)	9.1% (1)	
	Somewhat Disagree	13.0% (3)	15.2% (12)	0.0% (0)	18.2% (2)	
	Disagree	8.7% (2)	16.5% (13)	0.0% (0)	18.2% (2)	
	No Opinion	0.0% (0)	0.0% (0)	7.7% (1)	0.0% (0)	
		23	79	13	11	126
A visually appealing and clean environment	Strongly Agree	8.7% (2)	3.8% (3)	23.1% (3)	0.0% (0)	
	Agree	13.0% (3)	12.7% (10)	23.1% (3)	25.0% (3)	
	Somewhat Agree	21.7% (5)	15.2% (12)	30.8% (4)	33.3% (4)	
	Somewhat Disagree	26.1% (6)	32.9% (26)	15.4% (12)	16.7% (13)	

	Disagree	(6)	(26)	(2)	(2)	
	Disagree	30.4% (7)	35.4% (28)	0.0% (0)	25.0% (3)	
	No Opinion	0.0% (0)	0.0% (0)	7.7% (1)	0.0% (0)	
		23	79	13	12	127
Properly functioning tools, equipment, or classroom resources	Strongly Agree	9.1% (2)	6.3% (5)	23.1% (3)	16.7% (2)	
	Agree	31.8% (7)	21.5% (17)	23.1% (3)	25.0% (3)	
	Somewhat Agree	27.3% (6)	25.3% (20)	38.5% (5)	25.0% (3)	
	Somewhat Disagree	22.7% (5)	26.6% (21)	7.7% (1)	16.7% (2)	
	Disagree	4.5% (1)	20.3% (16)	0.0% (0)	8.3% (1)	
	No Opinion	4.5% (1)	0.0% (0)	7.7% (1)	8.3% (1)	
		22	79	13	12	126
	answered question	23	79	13	12	127
skipped question						2

38. If you indicated Disagree or Strongly Disagree for any item in the question above, please list any locations and type(s) of issues that exist that need improvement.

	What is your employee role?				
	Classified	Faculty	Adjunct Faculty	Administrator	Response Count
	9 replies	48 replies	0 replies	5 replies	62
answered question	9	48	0	5	62
skipped question					67

39. Rate the following Physical Resources services:

		What is your employee role?				
		Classified	Faculty	Adjunct Faculty	Administrator	Response Totals
Maintenance and Operations responds to service requests with adequate speed and resolves problems to my satisfaction.	Strongly Agree	8.7% (2)	6.4% (5)	30.8% (4)	8.3% (1)	
	Agree	17.4% (4)	19.2% (15)	38.5% (5)	16.7% (2)	
	Somewhat Agree	43.5% (10)	33.3% (26)	7.7% (1)	41.7% (5)	
	Somewhat Disagree	26.1% (6)	25.6% (20)	0.0% (0)	25.0% (3)	
	Disagree	4.3% (1)	11.5% (9)	0.0% (0)	8.3% (1)	
	No Opinion	0.0% (0)	3.8% (3)	23.1% (3)	0.0% (0)	
		23	78	13	12	126
Campus security responds to requests with adequate speed and resolves problems to my satisfaction.	Strongly Agree	17.4% (4)	25.3% (20)	30.8% (4)	50.0% (6)	
	Agree	47.8% (11)	39.2% (31)	53.8% (7)	25.0% (3)	
	Somewhat Agree	21.7% (5)	20.3% (16)	0.0% (0)	25.0% (3)	
	Somewhat Disagree	4.3% (1)	5.1% (4)	0.0% (0)	0.0% (0)	
	Disagree	8.7% (2)	1.3% (1)	0.0% (0)	0.0% (0)	
	No Opinion	0.0% (0)	8.9% (7)	15.4% (2)	0.0% (0)	
		23	79	13	12	127
I know the proper form, procedure, or	Strongly	34.8%	39.2%	30.8%	58.3%	

contact that is required to fix a problem with a campus resource (buildings, grounds or equipment).	Agree	(8)	(31)	(4)	(7)	
	Agree	52.2% (12)	36.7% (29)	46.2% (6)	33.3% (4)	
	Somewhat Agree	8.7% (2)	15.2% (12)	0.0% (0)	0.0% (0)	
	Somewhat Disagree	0.0% (0)	3.8% (3)	7.7% (1)	0.0% (0)	
	Disagree	4.3% (1)	5.1% (4)	7.7% (1)	8.3% (1)	
	No Opinion	0.0% (0)	0.0% (0)	7.7% (1)	0.0% (0)	
		23	79	13	12	127
answered question		23	79	13	12	127
skipped question						2

40. Rate the following statements concerning Technology at Bakersfield College:

		What is your employee role?				
		Classified	Faculty	Adjunct Faculty	Administrator	Response Totals
Technology accommodates the college's curricular commitments for Distance Education.	Strongly Agree	9.1% (2)	12.7% (10)	23.1% (3)	30.8% (4)	
	Agree	50.0% (11)	29.1% (23)	30.8% (4)	23.1% (3)	
	Somewhat Agree	9.1% (2)	11.4% (9)	0.0% (0)	15.4% (2)	
	Somewhat Disagree	4.5% (1)	2.5% (2)	0.0% (0)	0.0% (0)	
	Disagree	4.5% (1)	2.5% (2)	0.0% (0)	0.0% (0)	
	No Opinion	22.7% (5)	41.8% (33)	46.2% (6)	30.8% (4)	
		22	79	13	13	127
The institution gives sufficient consideration to equipment selected for Distance Education.	Strongly Agree	13.6% (3)	7.6% (6)	15.4% (2)	30.8% (4)	
	Agree	27.3% (6)	25.3% (20)	30.8% (4)	23.1% (3)	
	Somewhat Agree	13.6% (3)	12.7% (10)	0.0% (0)	23.1% (3)	
	Somewhat Disagree	4.5% (1)	1.3% (1)	0.0% (0)	0.0% (0)	
	Disagree	4.5% (1)	2.5% (2)	0.0% (0)	0.0% (0)	
	No Opinion	36.4% (8)	50.6% (40)	53.8% (7)	23.1% (3)	
		22	79	13	13	127
In my office, the equipment, software,	Strongly	17.4%	20.3%	7.7%	30.8%	

and network connections used to support teaching and office work are adequate and well maintained.	Agree	(4)	(16)	(1)	(4)	
	Agree	52.2% (12)	41.8% (33)	30.8% (4)	61.5% (8)	
	Somewhat Agree	17.4% (4)	15.2% (12)	23.1% (3)	0.0% (0)	
	Somewhat Disagree	0.0% (0)	7.6% (6)	0.0% (0)	0.0% (0)	
	Disagree	8.7% (2)	15.2% (12)	7.7% (1)	0.0% (0)	
	No Opinion	4.3% (1)	0.0% (0)	30.8% (4)	7.7% (1)	
		23	79	13	13	128
In my classroom, the equipment, software, and network connections used to support teaching are adequate and well maintained.	Strongly Agree	14.3% (3)	18.2% (14)	15.4% (2)	16.7% (2)	
	Agree	9.5% (2)	36.4% (28)	23.1% (3)	8.3% (1)	
	Somewhat Agree	4.8% (1)	14.3% (11)	38.5% (5)	0.0% (0)	
	Somewhat Disagree	0.0% (0)	15.6% (12)	7.7% (1)	0.0% (0)	
	Disagree	14.3% (3)	15.6% (12)	0.0% (0)	0.0% (0)	
	No Opinion	57.1% (12)	0.0% (0)	15.4% (2)	75.0% (9)	
		21	77	13	12	123
Information Services responds to service requests with adequate speed.	Strongly Agree	26.1% (6)	45.6% (36)	30.8% (4)	30.8% (4)	
	Agree	52.2% (12)	25.3% (20)	38.5% (5)	46.2% (6)	
	Somewhat Agree	17.4% (4)	19.0% (15)	15.4% (2)	15.4% (2)	
	Somewhat Disagree	0.0% (0)	6.3% (5)	0.0% (0)	7.7% (1)	

	Disagree	4.3% (1)	2.5% (2)	0.0% (0)	0.0% (0)	
	No Opinion	0.0% (0)	1.3% (1)	15.4% (2)	0.0% (0)	
		23	79	13	13	128
Media Services responds to service requests with adequate speed.	Strongly Agree	17.4% (4)	41.0% (32)	23.1% (3)	38.5% (5)	
	Agree	60.9% (14)	32.1% (25)	46.2% (6)	61.5% (8)	
	Somewhat Agree	4.3% (1)	15.4% (12)	15.4% (2)	0.0% (0)	
	Somewhat Disagree	4.3% (1)	2.6% (2)	0.0% (0)	0.0% (0)	
	Disagree	0.0% (0)	2.6% (2)	0.0% (0)	0.0% (0)	
	No Opinion	13.0% (3)	6.4% (5)	15.4% (2)	0.0% (0)	
		23	78	13	13	127
Faculty are sufficiently involved in the selection of educational equipment.	Strongly Agree	14.3% (3)	15.2% (12)	0.0% (0)	15.4% (2)	
	Agree	23.8% (5)	29.1% (23)	23.1% (3)	30.8% (4)	
	Somewhat Agree	4.8% (1)	13.9% (11)	23.1% (3)	0.0% (0)	
	Somewhat Disagree	0.0% (0)	13.9% (11)	7.7% (1)	0.0% (0)	
	Disagree	4.8% (1)	13.9% (11)	0.0% (0)	0.0% (0)	
	No Opinion	52.4% (11)	13.9% (11)	46.2% (6)	53.8% (7)	
		21	79	13	13	126
answered question		23	79	13	13	128

skipped question

1

41. The President provides effective leadership.

		What is your employee role?				
		Classified	Faculty	Adjunct Faculty	Administrator	Response Totals
Yes		76.2% (16)	68.9% (51)	91.7% (11)	83.3% (10)	73.9% (88)
No		23.8% (5)	31.1% (23)	8.3% (1)	16.7% (2)	26.1% (31)
answered question		21	74	12	12	119
skipped question						10

42. Comments from previous answer:

		What is your employee role?				
		Classified	Faculty	Adjunct Faculty	Administrator	Response Count
		10 replies	39 replies	2 replies	4 replies	55
answered question		10	39	2	4	55
skipped question						74

43. The District clearly delineates the operational responsibilities and functions of the District from those of the College.

	What is your employee role?				
	Classified	Faculty	Adjunct Faculty	Administrator	Response Totals
Strongly Agree	4.3% (1)	1.3% (1)	0.0% (0)	7.7% (1)	2.3% (3)
Agree	8.7% (2)	7.6% (6)	23.1% (3)	23.1% (3)	10.9% (14)
Somewhat Agree	34.8% (8)	25.3% (20)	7.7% (1)	38.5% (5)	26.6% (34)
Somewhat Disagree	17.4% (4)	13.9% (11)	0.0% (0)	0.0% (0)	11.7% (15)
Disagree	26.1% (6)	34.2% (27)	0.0% (0)	30.8% (4)	28.9% (37)
No Opinion	8.7% (2)	17.7% (14)	69.2% (9)	0.0% (0)	19.5% (25)
answered question	23	79	13	13	128
skipped question					1

44. The District clearly delineates the operational functions of the District from those of the colleges.

	What is your employee role?				
	Classified	Faculty	Adjunct Faculty	Administrator	Response Totals
Strongly Agree	4.3% (1)	1.3% (1)	0.0% (0)	7.7% (1)	2.3% (3)
Agree	26.1% (6)	10.1% (8)	23.1% (3)	7.7% (1)	14.1% (18)
Somewhat Agree	30.4% (7)	24.1% (19)	15.4% (2)	38.5% (5)	25.8% (33)
Somewhat Disagree	13.0% (3)	13.9% (11)	0.0% (0)	7.7% (1)	11.7% (15)
Disagree	17.4% (4)	31.6% (25)	0.0% (0)	38.5% (5)	26.6% (34)
No Opinion	8.7% (2)	19.0% (15)	61.5% (8)	0.0% (0)	19.5% (25)
answered question	23	79	13	13	128
skipped question					1

45. The District provides effective services that support the colleges in their missions and functions.

	What is your employee role?				
	Classified	Faculty	Adjunct Faculty	Administrator	Response Totals
Strongly Agree	4.3% (1)	1.3% (1)	7.7% (1)	7.7% (1)	3.2% (4)
Agree	17.4% (4)	7.8% (6)	46.2% (6)	30.8% (4)	15.9% (20)
Somewhat Agree	39.1% (9)	26.0% (20)	15.4% (2)	23.1% (3)	27.0% (34)
Somewhat Disagree	17.4% (4)	18.2% (14)	0.0% (0)	30.8% (4)	17.5% (22)
Disagree	13.0% (3)	32.5% (25)	7.7% (1)	7.7% (1)	23.8% (30)
No Opinion	8.7% (2)	14.3% (11)	23.1% (3)	0.0% (0)	12.7% (16)
answered question	23	77	13	13	126
skipped question					3

46. The District effectively controls its expenditures.

	What is your employee role?				
	Classified	Faculty	Adjunct Faculty	Administrator	Response Totals
Strongly Agree	0.0% (0)	6.3% (5)	7.7% (1)	30.8% (4)	7.9% (10)
Agree	22.7% (5)	11.4% (9)	15.4% (2)	23.1% (3)	15.0% (19)
Somewhat Agree	13.6% (3)	13.9% (11)	15.4% (2)	30.8% (4)	15.7% (20)
Somewhat Disagree	13.6% (3)	12.7% (10)	7.7% (1)	0.0% (0)	11.0% (14)
Disagree	31.8% (7)	43.0% (34)	7.7% (1)	7.7% (1)	33.9% (43)
No Opinion	18.2% (4)	12.7% (10)	46.2% (6)	7.7% (1)	16.5% (21)
answered question	22	79	13	13	127
skipped question					2

47. The District and colleges effectively communicate.

	What is your employee role?				
	Classified	Faculty	Adjunct Faculty	Administrator	Response Totals
Strongly Agree	0.0% (0)	2.5% (2)	7.7% (1)	0.0% (0)	2.3% (3)
Agree	13.0% (3)	3.8% (3)	15.4% (2)	23.1% (3)	8.6% (11)
Somewhat Agree	30.4% (7)	13.9% (11)	30.8% (4)	38.5% (5)	21.1% (27)
Somewhat Disagree	17.4% (4)	17.7% (14)	0.0% (0)	15.4% (2)	15.6% (20)
Disagree	34.8% (8)	45.6% (36)	7.7% (1)	23.1% (3)	37.5% (48)
No Opinion	4.3% (1)	16.5% (13)	38.5% (5)	0.0% (0)	14.8% (19)
answered question	23	79	13	13	128
skipped question					1

48. The District and the colleges exchange information in a timely manner.

	What is your employee role?				
	Classified	Faculty	Adjunct Faculty	Administrator	Response Totals
Strongly Agree	4.3% (1)	2.5% (2)	7.7% (1)	0.0% (0)	3.1% (4)
Agree	13.0% (3)	5.1% (4)	38.5% (5)	16.7% (2)	11.0% (14)
Somewhat Agree	21.7% (5)	17.7% (14)	0.0% (0)	25.0% (3)	17.3% (22)
Somewhat Disagree	26.1% (6)	11.4% (9)	0.0% (0)	25.0% (3)	14.2% (18)
Disagree	21.7% (5)	39.2% (31)	0.0% (0)	25.0% (3)	30.7% (39)
No Opinion	13.0% (3)	24.1% (19)	53.8% (7)	8.3% (1)	23.6% (30)
answered question	23	79	13	12	127
skipped question					2

49. Where is your primary work location?

	What is your employee role?				
	Classified	Faculty	Adjunct Faculty	Administrator	Response Totals
A. Panorama Campus	100.0% (23)	98.8% (79)	69.2% (9)	100.0% (13)	96.1% (124)
B. Delano	0.0% (0)	1.3% (1)	15.4% (2)	0.0% (0)	2.3% (3)
C. Online	0.0% (0)	0.0% (0)	15.4% (2)	0.0% (0)	1.6% (2)
D. Other	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)
answered question	23	80	13	13	129
skipped question					0

50. What is your employee role?

	What is your employee role?				
	Classified	Faculty	Adjunct Faculty	Administrator	Response Totals
Classified	100.0% (23)	0.0% (0)	0.0% (0)	0.0% (0)	17.8% (23)
Faculty	0.0% (0)	100.0% (80)	0.0% (0)	0.0% (0)	62.0% (80)
Adjunct Faculty	0.0% (0)	0.0% (0)	100.0% (13)	0.0% (0)	10.1% (13)
Administrator	0.0% (0)	0.0% (0)	0.0% (0)	100.0% (13)	10.1% (13)
answered question	23	80	13	13	129
skipped question					0

51. What, if any, is your primary employee governance role?

	What is your employee role?				Response Totals
	Classified	Faculty	Adjunct Faculty	Administrator	
College Council Member	13.6% (3)	3.9% (3)	0.0% (0)	38.5% (5)	8.8% (11)
Department Chair	0.0% (0)	15.6% (12)	0.0% (0)	0.0% (0)	9.6% (12)
Other Governance Committee member	13.6% (3)	32.5% (25)	0.0% (0)	46.2% (6)	27.2% (34)
None	77.3% (17)	54.5% (42)	100.0% (13)	15.4% (2)	59.2% (74)
answered question	22	77	13	13	125
skipped question					4

1. The institution maintains an ongoing, collegial self-reflective dialog about the continuous improvement of student learning and institutional processes.

		What, if any, is your primary employee governance role?				
		College Council Member	Department Chair	Other Governance Committee member	None	Response Totals
Faculty, staff, and administrators engage in collegial discussions about student learning.	Agree	72.7% (8)	50.0% (6)	31.4% (11)	49.3% (36)	
	Somewhat Agree	18.2% (2)	41.7% (5)	60.0% (21)	30.1% (22)	
	Somewhat Disagree	0.0% (0)	0.0% (0)	5.7% (2)	9.6% (7)	
	Disagree	0.0% (0)	8.3% (1)	2.9% (1)	6.8% (5)	
	No Opinion	9.1% (1)	0.0% (0)	0.0% (0)	4.1% (3)	
		11	12	35	73	125
I understand the purpose and role of the College Council.	Agree	90.9% (10)	50.0% (6)	45.7% (16)	21.9% (16)	
	Somewhat Agree	0.0% (0)	25.0% (3)	42.9% (15)	42.5% (31)	
	Somewhat Disagree	0.0% (0)	16.7% (2)	8.6% (3)	19.2% (14)	
	Disagree	0.0% (0)	8.3% (1)	2.9% (1)	9.6% (7)	
	No Opinion	9.1% (1)	0.0% (0)	0.0% (0)	6.8% (5)	
		11	12	35	73	125

I understand the decision making process at Bakersfield College.	Agree	90.9% (10)	33.3% (4)	34.3% (12)	21.1% (15)	
	Somewhat Agree	0.0% (0)	41.7% (5)	34.3% (12)	35.2% (25)	
	Somewhat Disagree	0.0% (0)	8.3% (1)	22.9% (8)	15.5% (11)	
	Disagree	0.0% (0)	16.7% (2)	8.6% (3)	21.1% (15)	
	No Opinion	9.1% (1)	0.0% (0)	0.0% (0)	7.0% (5)	
		11	12	35	71	123
answered question		11	12	35	73	125
skipped question						1

2. The institution sets goals to improve its effectiveness consistent with its stated purposes. The institution articulates its goals and states the objectives derived from them in measurable terms so that the degree to which they are achieved can be determined and widely discussed. The institutional members understand these goals and work collaboratively toward their achievement.

		What, if any, is your primary employee governance role?				
		College Council Member	Department Chair	Other Governance Committee member	None	Response Totals
Bakersfield College is committed to continuous improvements of the student learning process.	Agree	100.0% (11)	50.0% (6)	50.0% (17)	49.3% (36)	
	Somewhat Agree	0.0% (0)	41.7% (5)	23.5% (8)	39.7% (29)	
	Somewhat Disagree	0.0% (0)	0.0% (0)	20.6% (7)	4.1% (3)	
	Disagree	0.0% (0)	8.3% (1)	2.9% (1)	4.1% (3)	
	No Opinion	0.0% (0)	0.0% (0)	2.9% (1)	2.7% (2)	
		11	12	34	73	124
Assessment of Bakersfield College's annual goals is regular, with results shared through campus constituencies.	Agree	54.5% (6)	25.0% (3)	26.5% (9)	34.2% (25)	
	Somewhat Agree	45.5% (5)	50.0% (6)	32.4% (11)	34.2% (25)	
	Somewhat Disagree	0.0% (0)	16.7% (2)	20.6% (7)	13.7% (10)	
	Disagree	0.0% (0)	8.3% (1)	17.6% (6)	6.8% (5)	
	No Opinion	0.0% (0)	0.0% (0)	2.9% (1)	11.0% (8)	
		11	12	34	73	124

I participate in the creation of my departmental Annual Program Review.	Agree	63.6% (7)	100.0% (12)	64.7% (22)	46.6% (34)	
	Somewhat Agree	18.2% (2)	0.0% (0)	14.7% (5)	21.9% (16)	
	Somewhat Disagree	0.0% (0)	0.0% (0)	2.9% (1)	9.6% (7)	
	Disagree	9.1% (1)	0.0% (0)	11.8% (4)	8.2% (6)	
	No Opinion	9.1% (1)	0.0% (0)	5.9% (2)	13.7% (10)	
		11	12	34	73	124
My department aligns its goals with Bakersfield College's annual goals.	Agree	81.8% (9)	75.0% (9)	75.8% (25)	63.0% (46)	
	Somewhat Agree	9.1% (1)	25.0% (3)	9.1% (3)	26.0% (19)	
	Somewhat Disagree	0.0% (0)	0.0% (0)	3.0% (1)	1.4% (1)	
	Disagree	0.0% (0)	0.0% (0)	3.0% (1)	1.4% (1)	
	No Opinion	9.1% (1)	0.0% (0)	9.1% (3)	8.2% (6)	
		11	12	33	73	123
My employee role supports the achievement of Bakersfield College's annual goals.	Agree	100.0% (11)	75.0% (9)	70.6% (24)	69.4% (50)	
	Somewhat Agree	0.0% (0)	16.7% (2)	23.5% (8)	23.6% (17)	
	Somewhat Disagree	0.0% (0)	0.0% (0)	0.0% (0)	2.8% (2)	
	Disagree	0.0% (0)	0.0% (0)	2.9% (1)	1.4% (1)	
	No Opinion	0.0% (0)	8.3% (1)	2.9% (1)	2.8% (2)	

	11	12	34	72	123
answered question	11	12	34	73	124
skipped question					2

3. The institution assesses progress toward achieving its stated goals and makes decisions regarding the improvement of institutional effectiveness in an ongoing and systematic cycle of evaluation, integrating planning, resource allocation, implementation and re-evaluation. Evaluation is based on analyses of both quantitative and qualitative data.

		What, if any, is your primary employee governance role?				
		College Council Member	Department Chair	Other Governance Committee member	None	Response Totals
The college researches and identifies the learning needs of its student population, and provides appropriate programs and support services to address those needs.	Agree	45.5% (5)	25.0% (3)	23.5% (8)	35.6% (26)	
	Somewhat Agree	45.5% (5)	33.3% (4)	29.4% (10)	35.6% (26)	
	Somewhat Disagree	9.1% (1)	33.3% (4)	20.6% (7)	15.1% (11)	
	Disagree	0.0% (0)	8.3% (1)	23.5% (8)	6.8% (5)	
	No Opinion	0.0% (0)	0.0% (0)	2.9% (1)	6.8% (5)	
		11	12	34	73	124
The college continuously evaluates all courses and programs through ongoing systematic reviews.	Agree	36.4% (4)	33.3% (4)	41.2% (14)	52.8% (38)	
	Somewhat Agree	63.6% (7)	33.3% (4)	29.4% (10)	29.2% (21)	
	Somewhat Disagree	0.0% (0)	25.0% (3)	14.7% (5)	9.7% (7)	
	Disagree	0.0% (0)	8.3% (1)	5.9% (2)	1.4% (1)	

	No Opinion	0.0% (0)	0.0% (0)	8.8% (3)	6.9% (5)	
		11	12	34	72	123
	answered question	11	12	34	73	124
		skipped question				2

4. The institution provides evidence that the planning process is broad based, offers opportunities for input by appropriate constituencies, allocates necessary resources, and leads to improvement of institutional effectiveness.

		What, if any, is your primary employee governance role?				
		College Council Member	Department Chair	Other Governance Committee member	None	Response Totals
The planning process at Bakersfield College is broad based.	Agree	72.7% (8)	33.3% (4)	32.4% (11)	31.5% (23)	
	Somewhat Agree	18.2% (2)	41.7% (5)	38.2% (13)	37.0% (27)	
	Somewhat Disagree	0.0% (0)	16.7% (2)	8.8% (3)	6.8% (5)	
	Disagree	0.0% (0)	8.3% (1)	11.8% (4)	9.6% (7)	
	No Opinion	9.1% (1)	0.0% (0)	8.8% (3)	15.1% (11)	
		11	12	34	73	124
Bakersfield College allocates necessary resources that lead to improvement of institutional effectiveness.	Agree	36.4% (4)	8.3% (1)	17.6% (6)	21.1% (15)	
	Somewhat Agree	45.5% (5)	50.0% (6)	23.5% (8)	36.6% (26)	
	Somewhat Disagree	9.1% (1)	16.7% (2)	29.4% (10)	11.3% (8)	

	Disagree	0.0% (0)	25.0% (3)	23.5% (8)	19.7% (14)	
	No Opinion	9.1% (1)	0.0% (0)	5.9% (2)	11.3% (8)	
		11	12	34	71	122
	answered question	11	12	34	73	124
		skipped question				2

5. The institution uses documented assessment results to communicate matters of quality assurance to appropriate constituencies.

		What, if any, is your primary employee governance role?				
		College Council Member	Department Chair	Other Governance Committee member	None	Response Totals
Bakersfield College uses assessment results to improve teaching and learning.	Agree	63.6% (7)	27.3% (3)	26.5% (9)	33.3% (24)	
	Somewhat Agree	27.3% (3)	45.5% (5)	35.3% (12)	38.9% (28)	
	Somewhat Disagree	0.0% (0)	18.2% (2)	14.7% (5)	8.3% (6)	
	Disagree	0.0% (0)	9.1% (1)	14.7% (5)	5.6% (4)	
	No Opinion	9.1% (1)	0.0% (0)	8.8% (3)	13.9% (10)	
		11	11	34	72	122
	answered question	11	11	34	72	122
		skipped question				4

6. The institution assures the effectiveness of its ongoing planning and resource allocation processes by systematically reviewing and modifying, as appropriate, all parts of the cycle, including institutional and other research efforts.

		What, if any, is your primary employee governance role?				
		College Council Member	Department Chair	Other Governance Committee member	None	Response Totals
The annual Bakersfield College Goal Setting process through College Council is effective.	Agree	54.5% (6)	16.7% (2)	14.7% (5)	13.7% (10)	
	Somewhat Agree	36.4% (4)	50.0% (6)	32.4% (11)	32.9% (24)	
	Somewhat Disagree	9.1% (1)	8.3% (1)	20.6% (7)	11.0% (8)	
	Disagree	0.0% (0)	16.7% (2)	17.6% (6)	5.5% (4)	
	No Opinion	0.0% (0)	8.3% (1)	14.7% (5)	37.0% (27)	
		11	12	34	73	124
Resource allocation is according to the priorities of the annual College Goals through the Program Review process.	Agree	54.5% (6)	8.3% (1)	14.7% (5)	24.7% (18)	
	Somewhat Agree	27.3% (3)	25.0% (3)	29.4% (10)	26.0% (19)	
	Somewhat Disagree	0.0% (0)	16.7% (2)	14.7% (5)	5.5% (4)	
	Disagree	9.1% (1)	25.0% (3)	26.5% (9)	8.2% (6)	
	No Opinion	9.1% (1)	25.0% (3)	14.7% (5)	35.6% (26)	
		11	12	34	73	124
Research data inform institutional planning decisions.	Agree	36.4% (4)	18.2% (2)	8.8% (3)	19.2% (14)	

	Somewhat Agree	54.5% (6)	45.5% (5)	41.2% (14)	38.4% (28)	
	Somewhat Disagree	0.0% (0)	18.2% (2)	23.5% (8)	8.2% (6)	
	Disagree	0.0% (0)	9.1% (1)	11.8% (4)	2.7% (2)	
	No Opinion	9.1% (1)	9.1% (1)	14.7% (5)	31.5% (23)	
		11	11	34	73	123
I understand the major planning processes (e.g., budget allocation, enrollment management, program review, etc.)	Agree	81.8% (9)	33.3% (4)	38.2% (13)	11.0% (8)	
	Somewhat Agree	9.1% (1)	25.0% (3)	38.2% (13)	43.8% (32)	
	Somewhat Disagree	0.0% (0)	25.0% (3)	8.8% (3)	26.0% (19)	
	Disagree	0.0% (0)	16.7% (2)	8.8% (3)	12.3% (9)	
	No Opinion	9.1% (1)	0.0% (0)	5.9% (2)	6.8% (5)	
		11	12	34	73	124
	answered question	11	12	34	73	124
		skipped question				2

7. The institution assesses its evaluation mechanisms through a systematic review of their effectiveness in improving instructional programs, student support services, library, and other learning support services.

		What, if any, is your primary employee governance role?				
		College Council Member	Department Chair	Other Governance Committee member	None	Response Totals
The Program Review process leads to improvements in programs and services	Agree	45.5% (5)	8.3% (1)	27.3% (9)	24.7% (18)	
	Somewhat Agree	27.3% (3)	41.7% (5)	21.2% (7)	42.5% (31)	
	Somewhat Disagree	9.1% (1)	25.0% (3)	21.2% (7)	5.5% (4)	
	Disagree	9.1% (1)	16.7% (2)	27.3% (9)	13.7% (10)	
	No Opinion	9.1% (1)	8.3% (1)	3.0% (1)	13.7% (10)	
		11	12	33	73	123
Bakersfield College regularly evaluates the effectiveness of its improvement processes	Agree	36.4% (4)	8.3% (1)	20.6% (7)	32.9% (24)	
	Somewhat Agree	18.2% (2)	50.0% (6)	20.6% (7)	28.8% (21)	
	Somewhat Disagree	36.4% (4)	8.3% (1)	29.4% (10)	8.2% (6)	
	Disagree	0.0% (0)	25.0% (3)	26.5% (9)	6.8% (5)	
	No Opinion	9.1% (1)	8.3% (1)	2.9% (1)	23.3% (17)	
		11	12	34	73	124
answered question		11	12	34	73	124

8. It is important for BC to have a Mission Statement.

	What, if any, is your primary employee governance role?				
	College Council Member	Department Chair	Other Governance Committee member	None	Response Totals
Strongly Agree	54.5% (6)	66.7% (8)	54.3% (19)	52.7% (39)	54.8% (69)
Agree	36.4% (4)	25.0% (3)	31.4% (11)	33.8% (25)	32.5% (41)
Somewhat Agree	9.1% (1)	8.3% (1)	2.9% (1)	9.5% (7)	7.1% (9)
Somewhat Disagree	0.0% (0)	0.0% (0)	5.7% (2)	2.7% (2)	3.2% (4)
Disagree	0.0% (0)	0.0% (0)	5.7% (2)	0.0% (0)	1.6% (2)
No Opinion	0.0% (0)	0.0% (0)	0.0% (0)	1.4% (1)	0.8% (1)
answered question	11	12	35	74	126
skipped question					0

9. I understand the BC Mission Statement.

	What, if any, is your primary employee governance role?				
	College Council Member	Department Chair	Other Governance Committee member	None	Response Totals
Strongly Agree	54.5% (6)	33.3% (4)	42.9% (15)	32.9% (24)	36.8% (46)
Agree	36.4% (4)	50.0% (6)	42.9% (15)	50.7% (37)	48.0% (60)
Somewhat Agree	9.1% (1)	8.3% (1)	14.3% (5)	11.0% (8)	11.2% (14)
Somewhat Disagree	0.0% (0)	0.0% (0)	0.0% (0)	1.4% (1)	0.8% (1)
Disagree	0.0% (0)	8.3% (1)	0.0% (0)	2.7% (2)	2.4% (3)
No Opinion	0.0% (0)	0.0% (0)	0.0% (0)	1.4% (1)	0.8% (1)
answered question	11	12	35	73	125
skipped question					1

10. The Mission Statement is relevant to my work at BC.

	What, if any, is your primary employee governance role?				
	College Council Member	Department Chair	Other Governance Committee member	None	Response Totals
Strongly Agree	63.6% (7)	25.0% (3)	20.0% (7)	32.4% (24)	31.0% (39)
Agree	36.4% (4)	33.3% (4)	54.3% (19)	40.5% (30)	42.1% (53)
Somewhat Agree	0.0% (0)	33.3% (4)	14.3% (5)	16.2% (12)	16.7% (21)
Somewhat Disagree	0.0% (0)	0.0% (0)	5.7% (2)	6.8% (5)	5.6% (7)
Disagree	0.0% (0)	8.3% (1)	5.7% (2)	2.7% (2)	4.0% (5)
No Opinion	0.0% (0)	0.0% (0)	0.0% (0)	1.4% (1)	0.8% (1)
answered question	11	12	35	74	126
skipped question					0

11. How many times have you heard the college mission statement referred to in the last 6 months?

	What, if any, is your primary employee governance role?				
	College Council Member	Department Chair	Other Governance Committee member	None	Response Totals
Over 6 times	54.5% (6)	58.3% (7)	34.3% (12)	14.9% (11)	24.6% (31)
5-6 times	9.1% (1)	16.7% (2)	17.1% (6)	13.5% (10)	15.1% (19)
3-4 times	18.2% (2)	8.3% (1)	14.3% (5)	12.2% (9)	12.7% (16)
1-2 times	18.2% (2)	8.3% (1)	34.3% (12)	41.9% (31)	36.5% (46)
None	0.0% (0)	8.3% (1)	0.0% (0)	17.6% (13)	11.1% (14)
answered question	11	12	35	74	126
skipped question					0

12. Are you aware there is a Tutoring Center on Campus at Bakersfield College?

	What, if any, is your primary employee governance role?				
	College Council Member	Department Chair	Other Governance Committee member	None	Response Totals
Yes	100.0% (11)	100.0% (12)	100.0% (32)	100.0% (74)	100.0% (123)
No	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)
answered question	11	12	32	74	123
skipped question					3

13. Are you aware that tutoring at the BC Tutoring Center is free to currently enrolled students?

	What, if any, is your primary employee governance role?				
	College Council Member	Department Chair	Other Governance Committee member	None	Response Totals
Yes	100.0% (11)	100.0% (12)	96.9% (31)	95.9% (71)	96.7% (119)
No	0.0% (0)	0.0% (0)	3.1% (1)	4.1% (3)	3.3% (4)
answered question	11	12	32	74	123
skipped question					3

14. The BC Tutoring Center is located:

	What, if any, is your primary employee governance role?				
	College Council Member	Department Chair	Other Governance Committee member	None	Response Totals
In the Campus Center	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)
In the Learning Center of the SS Building	100.0% (11)	75.0% (9)	93.3% (28)	86.5% (64)	88.4% (107)
In the Levinson Center	0.0% (0)	0.0% (0)	0.0% (0)	1.4% (1)	0.8% (1)
In the Library on the 2nd floor	0.0% (0)	8.3% (1)	0.0% (0)	1.4% (1)	1.7% (2)
I don't know	0.0% (0)	16.7% (2)	6.7% (2)	10.8% (8)	9.1% (11)
answered question	11	12	30	74	121
skipped question					5

15. What Library Services do you find useful to your classes? (Choose all that apply)

	What, if any, is your primary employee governance role?				Response Totals
	College Council Member	Department Chair	Other Governance Committee member	None	
Assignment-related orientations	33.3% (1)	33.3% (3)	40.7% (11)	40.0% (24)	40.0% (38)
Library research workshops for students	33.3% (1)	44.4% (4)	74.1% (20)	61.7% (37)	64.2% (61)
A reserve desk where students can access course materials	100.0% (3)	88.9% (8)	70.4% (19)	71.7% (43)	73.7% (70)
Useful databases for student research	100.0% (3)	77.8% (7)	81.5% (22)	58.3% (35)	66.3% (63)
Student handouts such as MLA Guide, APA Guide, "Great Reads" list	33.3% (1)	33.3% (3)	48.1% (13)	55.0% (33)	50.5% (48)
answered question	3	9	27	60	95
skipped question					31

16. List any other library services you find useful (i.e. purchases the books I recommend, personal research, author visits, etc.)

	What, if any, is your primary employee governance role?				
	College Council Member	Department Chair	Other Governance Committee member	None	Response Count
	1 reply	5 replies	14 replies	21 replies	38
answered question	1	5	14	21	38
skipped question					88

17. Do the library hours meet the research needs of your students?

	What, if any, is your primary employee governance role?				
	College Council Member	Department Chair	Other Governance Committee member	None	Response Totals
Yes	75.0% (3)	80.0% (8)	70.4% (19)	76.6% (49)	75.2% (76)
No	25.0% (1)	20.0% (2)	29.6% (8)	23.4% (15)	24.8% (25)
answered question	4	10	27	64	101
skipped question					25

18. If your answer was no, please indicate what days and hours you think the library should be open.

	What, if any, is your primary employee governance role?				
	College Council Member	Department Chair	Other Governance Committee member	None	Response Count
	1 reply	2 replies	9 replies	16 replies	27
answered question	1	2	9	16	27
skipped question					99

19. I have referred students to this service in the Student Success Lab ACDV B 201 (PLATO for units)

	What, if any, is your primary employee governance role?				
	College Council Member	Department Chair	Other Governance Committee member	None	Response Totals
Reading	100.0% (1)	0.0% (0)	66.7% (6)	61.5% (16)	60.5% (23)
Writing	100.0% (1)	100.0% (2)	100.0% (9)	84.6% (22)	89.5% (34)
answered question	1	2	9	26	38
skipped question					88

20. I have referred students to this service in the Student Success Lab ACDV B281 (PLATO for NO units)

		What, if any, is your primary employee governance role?				
		College Council Member	Department Chair	Other Governance Committee member	None	Response Totals
Reading		100.0% (1)	0.0% (0)	63.6% (7)	40.7% (11)	46.3% (19)
Writing		100.0% (1)	66.7% (2)	81.8% (9)	74.1% (20)	75.6% (31)
Math		100.0% (1)	33.3% (1)	27.3% (3)	48.1% (13)	43.9% (18)
answered question		1	3	11	27	41
skipped question						85

21. I have enrolled a full class in ACDV B281 for a required assignment or for extra credit in:

	What, if any, is your primary employee governance role?				
	College Council Member	Department Chair	Other Governance Committee member	None	Response Totals
Reading	0.0% (0)	0.0% (0)	66.7% (2)	42.9% (3)	50.0% (5)
Writing	0.0% (0)	0.0% (0)	100.0% (3)	85.7% (6)	90.0% (9)
Math	0.0% (0)	0.0% (0)	33.3% (1)	42.9% (3)	40.0% (4)
answered question	0	0	3	7	10
skipped question					116

22. I have referred students to the proofreading course(s) in the Student Success Lab

	What, if any, is your primary employee governance role?				
	College Council Member	Department Chair	Other Governance Committee member	None	Response Totals
Many times	66.7% (2)	0.0% (0)	42.9% (9)	38.3% (18)	38.7% (29)
Sometimes	0.0% (0)	28.6% (2)	28.6% (6)	19.1% (9)	21.3% (16)
Rarely	33.3% (1)	28.6% (2)	9.5% (2)	8.5% (4)	9.3% (7)
Never	0.0% (0)	42.9% (3)	19.0% (4)	34.0% (16)	30.7% (23)
answered question	3	7	21	47	75
skipped question					51

23. What are the course(s) you teach in which students received help in the Student Success Lab?

	What, if any, is your primary employee governance role?				
	College Council Member	Department Chair	Other Governance Committee member	None	Response Count
	0 replies	4 replies	11 replies	24 replies	38
answered question	0	4	11	24	38
skipped question					88

24. Describe how the services provided in the Student Success Lab helped your students to be more successful in the course(s)

	What, if any, is your primary employee governance role?				
	College Council Member	Department Chair	Other Governance Committee member	None	Response Count
	0 replies	4 replies	10 replies	23 replies	36
answered question	0	4	10	23	36
skipped question					90

25. If you have not referred your students to the Student Success Lab, did this survey spark your interest in doing so?

	What, if any, is your primary employee governance role?				
	College Council Member	Department Chair	Other Governance Committee member	None	Response Totals
Yes	50.0% (1)	44.4% (4)	60.0% (9)	65.0% (26)	62.3% (38)
No	50.0% (1)	55.6% (5)	40.0% (6)	35.0% (14)	37.7% (23)
answered question	2	9	15	40	61
skipped question					65

26. Bakersfield College provides adequate resources for training me to use technology effectively in teaching students or at my workplace

	What, if any, is your primary employee governance role?				
	College Council Member	Department Chair	Other Governance Committee member	None	Response Totals
Strongly Agree	22.2% (2)	8.3% (1)	16.1% (5)	13.0% (9)	14.8% (17)
Agree	33.3% (3)	50.0% (6)	25.8% (8)	40.6% (28)	35.7% (41)
Somewhat Agree	33.3% (3)	33.3% (4)	35.5% (11)	30.4% (21)	32.2% (37)
Disagree	0.0% (0)	8.3% (1)	16.1% (5)	5.8% (4)	8.7% (10)
No Opinion	11.1% (1)	0.0% (0)	6.5% (2)	10.1% (7)	8.7% (10)
answered question	9	12	31	69	115
skipped question					11

27. Bakersfield College provides resources at convenient times for training me to use technology effectively in teaching students or at my workplace

	What, if any, is your primary employee governance role?				
	College Council Member	Department Chair	Other Governance Committee member	None	Response Totals
Strongly Agree	22.2% (2)	8.3% (1)	12.5% (4)	10.0% (7)	12.0% (14)
Agree	22.2% (2)	41.7% (5)	31.3% (10)	34.3% (24)	32.5% (38)
Somewhat Agree	44.4% (4)	33.3% (4)	34.4% (11)	34.3% (24)	34.2% (40)
Disagree	0.0% (0)	16.7% (2)	15.6% (5)	11.4% (8)	12.8% (15)
No Opinion	11.1% (1)	0.0% (0)	6.3% (2)	10.0% (7)	8.5% (10)
answered question	9	12	32	70	117
skipped question					9

28. Please list the areas of technology usage in your classroom/workplace in which you feel you need further training:

	What, if any, is your primary employee governance role?				
	College Council Member	Department Chair	Other Governance Committee member	None	Response Count
	2 replies	4 replies	17 replies	22 replies	42
answered question	2	4	17	22	42
skipped question					84

29. If you had a weakness in your evaluation, were you offered applicable training to help with the identified weak area(s)?

	What, if any, is your primary employee governance role?				
	College Council Member	Department Chair	Other Governance Committee member	None	Response Totals
Yes	83.3% (5)	83.3% (5)	76.5% (13)	59.2% (29)	65.8% (50)
No	16.7% (1)	16.7% (1)	23.5% (4)	40.8% (20)	34.2% (26)
answered question	6	6	17	49	76
skipped question					50

30. Professional Development at Bakersfield College is based upon campus needs.

	What, if any, is your primary employee governance role?				
	College Council Member	Department Chair	Other Governance Committee member	None	Response Totals
Strongly Agree	0.0% (0)	8.3% (1)	12.5% (4)	11.0% (8)	10.7% (13)
Agree	63.6% (7)	41.7% (5)	37.5% (12)	42.5% (31)	43.4% (53)
Somewhat Agree	9.1% (1)	33.3% (4)	28.1% (9)	19.2% (14)	21.3% (26)
Disagree	0.0% (0)	16.7% (2)	12.5% (4)	15.1% (11)	13.1% (16)
No Opinion	27.3% (3)	0.0% (0)	9.4% (3)	12.3% (9)	11.5% (14)
answered question	11	12	32	73	122
skipped question					4

31. Have you participated in a screening committee in the past three years? (If "No", skip to question 4)

	What, if any, is your primary employee governance role?				
	College Council Member	Department Chair	Other Governance Committee member	None	Response Totals
Yes	100.0% (11)	91.7% (11)	66.7% (20)	36.8% (25)	53.0% (61)
No	0.0% (0)	8.3% (1)	33.3% (10)	63.2% (43)	47.0% (54)
answered question	11	12	30	68	115
skipped question					11

32. Respond to the following statements based upon your experiences on a screening committee:

		What, if any, is your primary employee governance role?				
		College Council Member	Department Chair	Other Governance Committee member	None	Response Totals
The interview questions reflected diversity as it relates to the job for which you were screening.	Strongly Agree	54.5% (6)	36.4% (4)	42.9% (9)	31.0% (9)	
	Agree	36.4% (4)	45.5% (5)	42.9% (9)	37.9% (11)	
	Somewhat Agree	9.1% (1)	0.0% (0)	4.8% (1)	20.7% (6)	
	Somewhat Disagree	0.0% (0)	9.1% (1)	9.5% (2)	3.4% (1)	
	Strongly Disagree	0.0% (0)	9.1% (1)	0.0% (0)	3.4% (1)	
	No opinion	0.0% (0)	0.0% (0)	0.0% (0)	3.4% (1)	
		11	11	21	29	66
The interview questions reflected competence in the area for which you were interviewing.	Strongly Agree	72.7% (8)	36.4% (4)	71.4% (15)	27.6% (8)	
	Agree	27.3% (3)	54.5% (6)	19.0% (4)	37.9% (11)	
	Somewhat Agree	0.0% (0)	0.0% (0)	4.8% (1)	17.2% (5)	
	Somewhat Disagree	0.0% (0)	0.0% (0)	4.8% (1)	3.4% (1)	
	Strongly Disagree	0.0% (0)	9.1% (1)	0.0% (0)	10.3% (3)	
	No opinion	0.0% (0)	0.0% (0)	0.0% (0)	3.4% (1)	

		11	11	21	29	66
Critical time lines were adhered to in the screening process.	Strongly Agree	63.6% (7)	27.3% (3)	42.9% (9)	17.2% (5)	
	Agree	18.2% (2)	72.7% (8)	42.9% (9)	51.7% (15)	
	Somewhat Agree	9.1% (1)	0.0% (0)	9.5% (2)	17.2% (5)	
	Somewhat Disagree	9.1% (1)	0.0% (0)	0.0% (0)	3.4% (1)	
	Strongly Disagree	0.0% (0)	0.0% (0)	4.8% (1)	6.9% (2)	
	No opinion	0.0% (0)	0.0% (0)	0.0% (0)	3.4% (1)	
		11	11	21	29	66
The hiring process did not take too long from start to finish.	Strongly Agree	45.5% (5)	18.2% (2)	19.0% (4)	17.2% (5)	
	Agree	27.3% (3)	54.5% (6)	33.3% (7)	44.8% (13)	
	Somewhat Agree	18.2% (2)	18.2% (2)	19.0% (4)	13.8% (4)	
	Somewhat Disagree	0.0% (0)	0.0% (0)	23.8% (5)	6.9% (2)	
	Strongly Disagree	9.1% (1)	9.1% (1)	4.8% (1)	13.8% (4)	
	No opinion	0.0% (0)	0.0% (0)	0.0% (0)	3.4% (1)	
		11	11	21	29	66
Confidentiality requirements were adhered to.	Strongly Agree	81.8% (9)	45.5% (5)	52.4% (11)	44.8% (13)	
	Agree	18.2% (2)	45.5% (5)	47.6% (10)	31.0% (9)	
	Somewhat	0.0%	0.0%	0.0%	10.3%	

	Agree	(0)	(0)	(0)	(3)	
	Somewhat Disagree	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	
	Strongly Disagree	0.0% (0)	9.1% (1)	0.0% (0)	10.3% (3)	
	No opinion	0.0% (0)	0.0% (0)	0.0% (0)	3.4% (1)	
		11	11	21	29	66
The hiring decision was not made prior to the interview process.	Strongly Agree	72.7% (8)	45.5% (5)	57.1% (12)	44.8% (13)	
	Agree	27.3% (3)	27.3% (3)	33.3% (7)	37.9% (11)	
	Somewhat Agree	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	
	Somewhat Disagree	0.0% (0)	9.1% (1)	4.8% (1)	6.9% (2)	
	Strongly Disagree	0.0% (0)	18.2% (2)	4.8% (1)	6.9% (2)	
	No opinion	0.0% (0)	0.0% (0)	0.0% (0)	3.4% (1)	
		11	11	21	29	66
Preferential treatment was not given to someone in the department.	Strongly Agree	63.6% (7)	54.5% (6)	61.9% (13)	48.3% (14)	
	Agree	18.2% (2)	27.3% (3)	28.6% (6)	24.1% (7)	
	Somewhat Agree	18.2% (2)	0.0% (0)	4.8% (1)	6.9% (2)	
	Somewhat Disagree	0.0% (0)	0.0% (0)	0.0% (0)	10.3% (3)	
	Strongly Disagree	0.0% (0)	18.2% (2)	4.8% (1)	3.4% (1)	
	No opinion	0.0% (0)	0.0% (0)	0.0% (0)	6.9% (2)	

		11	11	21	29	66
All committee members were committed to the screening process.	Strongly Agree	63.6% (7)	45.5% (5)	52.4% (11)	34.5% (10)	
	Agree	36.4% (4)	45.5% (5)	42.9% (9)	27.6% (8)	
	Somewhat Agree	0.0% (0)	0.0% (0)	4.8% (1)	17.2% (5)	
	Somewhat Disagree	0.0% (0)	0.0% (0)	0.0% (0)	6.9% (2)	
	Strongly Disagree	0.0% (0)	9.1% (1)	0.0% (0)	10.3% (3)	
	No opinion	0.0% (0)	0.0% (0)	0.0% (0)	3.4% (1)	
		11	11	21	29	66
The requirements for participating on the screening committee were not too cumbersome or strict.	Strongly Agree	63.6% (7)	27.3% (3)	52.4% (11)	24.1% (7)	
	Agree	36.4% (4)	72.7% (8)	42.9% (9)	44.8% (13)	
	Somewhat Agree	0.0% (0)	0.0% (0)	0.0% (0)	10.3% (3)	
	Somewhat Disagree	0.0% (0)	0.0% (0)	4.8% (1)	3.4% (1)	
	Strongly Disagree	0.0% (0)	0.0% (0)	0.0% (0)	13.8% (4)	
	No opinion	0.0% (0)	0.0% (0)	0.0% (0)	3.4% (1)	
		11	11	21	29	66
The requirements to participate on a screening committee did not deter me from wanting to participate again.	Strongly Agree	45.5% (5)	36.4% (4)	42.9% (9)	27.6% (8)	
	Agree	54.5% (6)	45.5% (5)	47.6% (10)	41.4% (12)	
	Somewhat	0.0%	9.1%	4.8%	10.3%	

	Agree	(0)	(1)	(1)	(3)	
	Somewhat Disagree	0.0% (0)	0.0% (0)	0.0% (0)	3.4% (1)	
	Strongly Disagree	0.0% (0)	9.1% (1)	4.8% (1)	13.8% (4)	
	No opinion	0.0% (0)	0.0% (0)	0.0% (0)	3.4% (1)	
		11	11	21	29	66
There were no irregularities in the screening process.	Strongly Agree	45.5% (5)	27.3% (3)	33.3% (7)	35.7% (10)	
	Agree	27.3% (3)	36.4% (4)	38.1% (8)	39.3% (11)	
	Somewhat Agree	18.2% (2)	9.1% (1)	4.8% (1)	3.6% (1)	
	Somewhat Disagree	9.1% (1)	9.1% (1)	14.3% (3)	0.0% (0)	
	Strongly Disagree	0.0% (0)	18.2% (2)	9.5% (2)	17.9% (5)	
	No opinion	0.0% (0)	0.0% (0)	0.0% (0)	3.6% (1)	
		11	11	21	28	65
The process did not culminate in a less than ideal applicant being hired out of fear that the position would not be filled or the screening process have to start over.	Strongly Agree	63.6% (7)	36.4% (4)	38.1% (8)	34.5% (10)	
	Agree	36.4% (4)	45.5% (5)	47.6% (10)	44.8% (13)	
	Somewhat Agree	0.0% (0)	0.0% (0)	0.0% (0)	6.9% (2)	
	Somewhat Disagree	0.0% (0)	0.0% (0)	9.5% (2)	0.0% (0)	
	Strongly Disagree	0.0% (0)	18.2% (2)	4.8% (1)	6.9% (2)	
	No opinion	0.0% (0)	0.0% (0)	0.0% (0)	6.9% (2)	

		11	11	21	29	66
The pool of applicants was sufficient to select a qualified candidate.	Strongly Agree	72.7% (8)	54.5% (6)	38.1% (8)	34.5% (10)	
	Agree	18.2% (2)	18.2% (2)	28.6% (6)	41.4% (12)	
	Somewhat Agree	9.1% (1)	18.2% (2)	14.3% (3)	13.8% (4)	
	Somewhat Disagree	0.0% (0)	9.1% (1)	14.3% (3)	3.4% (1)	
	Strongly Disagree	0.0% (0)	0.0% (0)	4.8% (1)	3.4% (1)	
	No opinion	0.0% (0)	0.0% (0)	0.0% (0)	3.4% (1)	
		11	11	21	29	66
The information and support provided by Human Resources was satisfactory during the screening process.	Strongly Agree	45.5% (5)	18.2% (2)	38.1% (8)	17.2% (5)	
	Agree	36.4% (4)	54.5% (6)	14.3% (3)	44.8% (13)	
	Somewhat Agree	18.2% (2)	9.1% (1)	23.8% (5)	20.7% (6)	
	Somewhat Disagree	0.0% (0)	9.1% (1)	9.5% (2)	6.9% (2)	
	Strongly Disagree	0.0% (0)	9.1% (1)	14.3% (3)	6.9% (2)	
	No opinion	0.0% (0)	0.0% (0)	0.0% (0)	3.4% (1)	
		11	11	21	29	66
	answered question	11	11	21	30	67
		skipped question				59

33. If you answered "Disagree" or "Strongly Disagree" to any section of question 2, please explain.

	What, if any, is your primary employee governance role?				
	College Council Member	Department Chair	Other Governance Committee member	None	Response Count
	2 replies	4 replies	9 replies	13 replies	25
answered question	2	4	9	13	25
skipped question					101

34. Personnel policies and procedures are consistently applied.

	What, if any, is your primary employee governance role?				
	College Council Member	Department Chair	Other Governance Committee member	None	Response Totals
Strongly Agree	27.3% (3)	25.0% (3)	9.1% (3)	6.9% (5)	9.8% (12)
Agree	54.5% (6)	33.3% (4)	24.2% (8)	34.7% (25)	33.6% (41)
Somewhat Agree	9.1% (1)	16.7% (2)	15.2% (5)	23.6% (17)	20.5% (25)
Somewhat Disagree	9.1% (1)	8.3% (1)	18.2% (6)	5.6% (4)	9.0% (11)
Disagree	0.0% (0)	16.7% (2)	15.2% (5)	12.5% (9)	12.3% (15)
No Opinion	0.0% (0)	0.0% (0)	18.2% (6)	16.7% (12)	14.8% (18)
answered question	11	12	33	72	122
skipped question					4

35. If not, Please explain:

	What, if any, is your primary employee governance role?				
	College Council Member	Department Chair	Other Governance Committee member	None	Response Count
	0 replies	1 reply	8 replies	13 replies	21
answered question	0	1	8	13	21
skipped question					105

36. Are employees treated fairly?

	What, if any, is your primary employee governance role?				
	College Council Member	Department Chair	Other Governance Committee member	None	Response Totals
Yes	81.8% (9)	66.7% (8)	59.4% (19)	60.6% (43)	62.5% (75)
No	18.2% (2)	33.3% (4)	40.6% (13)	39.4% (28)	37.5% (45)
answered question	11	12	32	71	120
skipped question					6

37. Bakersfield College assures that physical resources (buildings, grounds, equipment) at all locations are constructed and maintained to assure:

		What, if any, is your primary employee governance role?				
		College Council Member	Department Chair	Other Governance Committee member	None	Response Totals
Accommodations exist for people with physical disabilities	Strongly Agree	45.5% (5)	25.0% (3)	24.2% (8)	28.4% (21)	
	Agree	36.4% (4)	33.3% (4)	36.4% (12)	41.9% (31)	
	Somewhat Agree	18.2% (2)	25.0% (3)	18.2% (6)	21.6% (16)	
	Somewhat Disagree	0.0% (0)	8.3% (1)	15.2% (5)	4.1% (3)	
	Disagree	0.0% (0)	8.3% (1)	6.1% (2)	2.7% (2)	
	No Opinion	0.0% (0)	0.0% (0)	0.0% (0)	1.4% (1)	
		11	12	33	74	124
A safe environment	Strongly Agree	45.5% (5)	33.3% (4)	9.1% (3)	18.9% (14)	
	Agree	36.4% (4)	41.7% (5)	45.5% (15)	48.6% (36)	
	Somewhat Agree	18.2% (2)	16.7% (2)	18.2% (6)	24.3% (18)	
	Somewhat Disagree	0.0% (0)	0.0% (0)	9.1% (3)	4.1% (3)	
	Disagree	0.0% (0)	8.3% (1)	18.2% (6)	2.7% (2)	
	No Opinion	0.0% (0)	0.0% (0)	0.0% (0)	1.4% (1)	

		11	12	33	74	124
My personal security	Strongly Agree	45.5% (5)	25.0% (3)	6.1% (2)	24.3% (18)	
	Agree	45.5% (5)	58.3% (7)	45.5% (15)	44.6% (33)	
	Somewhat Agree	9.1% (1)	8.3% (1)	21.2% (7)	18.9% (14)	
	Somewhat Disagree	0.0% (0)	0.0% (0)	6.1% (2)	6.8% (5)	
	Disagree	0.0% (0)	8.3% (1)	21.2% (7)	4.1% (3)	
	No Opinion	0.0% (0)	0.0% (0)	0.0% (0)	1.4% (1)	
		11	12	33	74	124
A healthful learning and working environment	Strongly Agree	40.0% (4)	16.7% (2)	3.0% (1)	18.9% (14)	
	Agree	10.0% (1)	33.3% (4)	33.3% (11)	39.2% (29)	
	Somewhat Agree	20.0% (2)	25.0% (3)	24.2% (8)	21.6% (16)	
	Somewhat Disagree	20.0% (2)	16.7% (2)	24.2% (8)	5.4% (4)	
	Disagree	10.0% (1)	8.3% (1)	15.2% (5)	13.5% (10)	
	No Opinion	0.0% (0)	0.0% (0)	0.0% (0)	1.4% (1)	
		10	12	33	74	123
A visually appealing and clean environment	Strongly Agree	0.0% (0)	0.0% (0)	3.0% (1)	9.5% (7)	
	Agree	36.4% (4)	16.7% (2)	0.0% (0)	17.6% (13)	
	Somewhat	18.2%	16.7%	24.2%	20.3%	

	Agree	(2)	(2)	(8)	(15)	
	Somewhat Disagree	36.4% (4)	41.7% (5)	36.4% (12)	21.6% (16)	
	Disagree	9.1% (1)	25.0% (3)	36.4% (12)	29.7% (22)	
	No Opinion	0.0% (0)	0.0% (0)	0.0% (0)	1.4% (1)	
		11	12	33	74	124
Properly functioning tools, equipment, or classroom resources	Strongly Agree	27.3% (3)	0.0% (0)	6.1% (2)	9.6% (7)	
	Agree	27.3% (3)	25.0% (3)	24.2% (8)	26.0% (19)	
	Somewhat Agree	9.1% (1)	25.0% (3)	27.3% (9)	28.8% (21)	
	Somewhat Disagree	9.1% (1)	33.3% (4)	21.2% (7)	21.9% (16)	
	Disagree	9.1% (1)	16.7% (2)	21.2% (7)	12.3% (9)	
	No Opinion	18.2% (2)	0.0% (0)	0.0% (0)	1.4% (1)	
		11	12	33	73	123
	answered question	11	12	33	74	124
		skipped question				2

38. If you indicated Disagree or Strongly Disagree for any item in the question above, please list any locations and type(s) of issues that exist that need improvement.

	What, if any, is your primary employee governance role?				
	College Council Member	Department Chair	Other Governance Committee member	None	Response Count
	4 replies	7 replies	21 replies	32 replies	59
answered question	4	7	21	32	59
skipped question					67

39. Rate the following Physical Resources services:

		What, if any, is your primary employee governance role?				
		College Council Member	Department Chair	Other Governance Committee member	None	Response Totals
Maintenance and Operations responds to service requests with adequate speed and resolves problems to my satisfaction.	Strongly Agree	18.2% (2)	0.0% (0)	3.1% (1)	12.2% (9)	
	Agree	27.3% (3)	8.3% (1)	21.9% (7)	24.3% (18)	
	Somewhat Agree	45.5% (5)	41.7% (5)	28.1% (9)	27.0% (20)	
	Somewhat Disagree	9.1% (1)	41.7% (5)	28.1% (9)	23.0% (17)	
	Disagree	0.0% (0)	8.3% (1)	18.8% (6)	5.4% (4)	
	No Opinion	0.0% (0)	0.0% (0)	0.0% (0)	8.1% (6)	
		11	12	32	74	123
Campus security responds to requests with adequate speed and resolves problems to my satisfaction.	Strongly Agree	54.5% (6)	16.7% (2)	18.2% (6)	25.7% (19)	
	Agree	36.4% (4)	50.0% (6)	42.4% (14)	45.9% (34)	
	Somewhat Agree	9.1% (1)	16.7% (2)	24.2% (8)	13.5% (10)	
	Somewhat Disagree	0.0% (0)	8.3% (1)	6.1% (2)	2.7% (2)	
	Disagree	0.0% (0)	0.0% (0)	0.0% (0)	4.1% (3)	
	No Opinion	0.0% (0)	8.3% (1)	9.1% (3)	8.1% (6)	

		11	12	33	74	124
I know the proper form, procedure, or contact that is required to fix a problem with a campus resource (buildings, grounds or equipment).	Strongly Agree	63.6% (7)	41.7% (5)	39.4% (13)	36.5% (27)	
	Agree	27.3% (3)	25.0% (3)	39.4% (13)	43.2% (32)	
	Somewhat Agree	9.1% (1)	16.7% (2)	15.2% (5)	9.5% (7)	
	Somewhat Disagree	0.0% (0)	8.3% (1)	3.0% (1)	2.7% (2)	
	Disagree	0.0% (0)	8.3% (1)	3.0% (1)	6.8% (5)	
	No Opinion	0.0% (0)	0.0% (0)	0.0% (0)	1.4% (1)	
		11	12	33	74	124
	answered question	11	12	33	74	124
		skipped question				2

40. Rate the following statements concerning Technology at Bakersfield College:

		What, if any, is your primary employee governance role?				
		College Council Member	Department Chair	Other Governance Committee member	None	Response Totals
Technology accommodates the college's curricular commitments for Distance Education.	Strongly Agree	10.0% (1)	0.0% (0)	14.7% (5)	17.6% (13)	
	Agree	50.0% (5)	33.3% (4)	20.6% (7)	32.4% (24)	
	Somewhat Agree	10.0% (1)	16.7% (2)	8.8% (3)	10.8% (8)	
	Somewhat Disagree	0.0% (0)	0.0% (0)	2.9% (1)	2.7% (2)	
	Disagree	0.0% (0)	8.3% (1)	0.0% (0)	2.7% (2)	
	No Opinion	30.0% (3)	41.7% (5)	52.9% (18)	33.8% (25)	
		10	12	34	74	124
The institution gives sufficient consideration to equipment selected for Distance Education.	Strongly Agree	10.0% (1)	8.3% (1)	11.8% (4)	12.2% (9)	
	Agree	60.0% (6)	33.3% (4)	20.6% (7)	23.0% (17)	
	Somewhat Agree	10.0% (1)	8.3% (1)	14.7% (5)	13.5% (10)	
	Somewhat Disagree	0.0% (0)	0.0% (0)	2.9% (1)	1.4% (1)	
	Disagree	0.0% (0)	8.3% (1)	0.0% (0)	2.7% (2)	
	No Opinion	20.0% (2)	41.7% (5)	50.0% (17)	47.3% (35)	

		10	12	34	74	124
In my office, the equipment, software, and network connections used to support teaching and office work are adequate and well maintained.	Strongly Agree	27.3% (3)	8.3% (1)	11.8% (4)	21.6% (16)	
	Agree	63.6% (7)	58.3% (7)	50.0% (17)	40.5% (30)	
	Somewhat Agree	0.0% (0)	8.3% (1)	14.7% (5)	14.9% (11)	
	Somewhat Disagree	0.0% (0)	8.3% (1)	5.9% (2)	5.4% (4)	
	Disagree	0.0% (0)	16.7% (2)	17.6% (6)	10.8% (8)	
	No Opinion	9.1% (1)	0.0% (0)	0.0% (0)	6.8% (5)	
		11	12	34	74	125
In my classroom, the equipment, software, and network connections used to support teaching are adequate and well maintained.	Strongly Agree	11.1% (1)	9.1% (1)	15.2% (5)	17.8% (13)	
	Agree	22.2% (2)	45.5% (5)	33.3% (11)	24.7% (18)	
	Somewhat Agree	0.0% (0)	9.1% (1)	9.1% (3)	17.8% (13)	
	Somewhat Disagree	0.0% (0)	27.3% (3)	12.1% (4)	9.6% (7)	
	Disagree	0.0% (0)	9.1% (1)	12.1% (4)	13.7% (10)	
	No Opinion	66.7% (6)	0.0% (0)	18.2% (6)	16.4% (12)	
		9	11	33	73	121
Information Services responds to service requests with adequate speed.	Strongly Agree	36.4% (4)	41.7% (5)	38.2% (13)	37.8% (28)	
	Agree	54.5% (6)	50.0% (6)	35.3% (12)	29.7% (22)	
	Somewhat Agree	9.1% (1)	8.3% (1)	17.6% (6)	20.3% (15)	

	Somewhat Disagree	0.0% (0)	0.0% (0)	8.8% (3)	4.1% (3)	
	Disagree	0.0% (0)	0.0% (0)	0.0% (0)	4.1% (3)	
	No Opinion	0.0% (0)	0.0% (0)	0.0% (0)	4.1% (3)	
		11	12	34	74	125
Media Services responds to service requests with adequate speed.	Strongly Agree	36.4% (4)	58.3% (7)	35.3% (12)	31.5% (23)	
	Agree	54.5% (6)	41.7% (5)	50.0% (17)	38.4% (28)	
	Somewhat Agree	0.0% (0)	0.0% (0)	14.7% (5)	12.3% (9)	
	Somewhat Disagree	0.0% (0)	0.0% (0)	0.0% (0)	4.1% (3)	
	Disagree	0.0% (0)	0.0% (0)	0.0% (0)	2.7% (2)	
	No Opinion	9.1% (1)	0.0% (0)	0.0% (0)	11.0% (8)	
		11	12	34	73	124
Faculty are sufficiently involved in the selection of educational equipment.	Strongly Agree	20.0% (2)	16.7% (2)	11.8% (4)	12.3% (9)	
	Agree	40.0% (4)	50.0% (6)	26.5% (9)	27.4% (20)	
	Somewhat Agree	10.0% (1)	8.3% (1)	8.8% (3)	12.3% (9)	
	Somewhat Disagree	0.0% (0)	8.3% (1)	14.7% (5)	9.6% (7)	
	Disagree	0.0% (0)	16.7% (2)	11.8% (4)	8.2% (6)	
	No Opinion	30.0% (3)	0.0% (0)	26.5% (9)	30.1% (22)	

	10	12	34	73	123
answered question	11	12	34	74	125
skipped question					1

41. The President provides effective leadership.

		What, if any, is your primary employee governance role?				
		College Council Member	Department Chair	Other Governance Committee member	None	Response Totals
Yes		100.0% (11)	66.7% (8)	56.3% (18)	79.4% (54)	74.4% (87)
No		0.0% (0)	33.3% (4)	43.8% (14)	20.6% (14)	25.6% (30)
answered question		11	12	32	68	117
skipped question					9	

42. Comments from previous answer:

		What, if any, is your primary employee governance role?				
		College Council Member	Department Chair	Other Governance Committee member	None	Response Count
		3 replies	5 replies	18 replies	29 replies	52
answered question		3	5	18	29	52
skipped question					74	

43. The District clearly delineates the operational responsibilities and functions of the District from those of the College.

	What, if any, is your primary employee governance role?				
	College Council Member	Department Chair	Other Governance Committee member	None	Response Totals
Strongly Agree	0.0% (0)	0.0% (0)	5.9% (2)	1.4% (1)	2.4% (3)
Agree	36.4% (4)	8.3% (1)	2.9% (1)	12.2% (9)	11.2% (14)
Somewhat Agree	45.5% (5)	8.3% (1)	23.5% (8)	27.0% (20)	26.4% (33)
Somewhat Disagree	9.1% (1)	41.7% (5)	14.7% (5)	5.4% (4)	10.4% (13)
Disagree	0.0% (0)	33.3% (4)	47.1% (16)	27.0% (20)	30.4% (38)
No Opinion	9.1% (1)	8.3% (1)	5.9% (2)	27.0% (20)	19.2% (24)
answered question	11	12	34	74	125
skipped question					1

44. The District clearly delineates the operational functions of the District from those of the colleges.

	What, if any, is your primary employee governance role?				
	College Council Member	Department Chair	Other Governance Committee member	None	Response Totals
Strongly Agree	0.0% (0)	0.0% (0)	5.9% (2)	1.4% (1)	2.4% (3)
Agree	27.3% (3)	8.3% (1)	5.9% (2)	17.6% (13)	14.4% (18)
Somewhat Agree	45.5% (5)	8.3% (1)	20.6% (7)	27.0% (20)	25.6% (32)
Somewhat Disagree	18.2% (2)	41.7% (5)	17.6% (6)	5.4% (4)	11.2% (14)
Disagree	0.0% (0)	25.0% (3)	44.1% (15)	23.0% (17)	27.2% (34)
No Opinion	9.1% (1)	16.7% (2)	5.9% (2)	25.7% (19)	19.2% (24)
answered question	11	12	34	74	125
skipped question					1

45. The District provides effective services that support the colleges in their missions and functions.

	What, if any, is your primary employee governance role?				
	College Council Member	Department Chair	Other Governance Committee member	None	Response Totals
Strongly Agree	0.0% (0)	0.0% (0)	2.9% (1)	4.2% (3)	3.3% (4)
Agree	45.5% (5)	16.7% (2)	2.9% (1)	18.1% (13)	16.3% (20)
Somewhat Agree	18.2% (2)	25.0% (3)	26.5% (9)	30.6% (22)	26.8% (33)
Somewhat Disagree	27.3% (3)	8.3% (1)	38.2% (13)	9.7% (7)	18.7% (23)
Disagree	0.0% (0)	41.7% (5)	23.5% (8)	22.2% (16)	22.8% (28)
No Opinion	9.1% (1)	8.3% (1)	5.9% (2)	15.3% (11)	12.2% (15)
answered question	11	12	34	72	123
skipped question					3

46. The District effectively controls its expenditures.

	What, if any, is your primary employee governance role?				
	College Council Member	Department Chair	Other Governance Committee member	None	Response Totals
Strongly Agree	20.0% (2)	0.0% (0)	11.8% (4)	5.4% (4)	8.1% (10)
Agree	40.0% (4)	25.0% (3)	8.8% (3)	14.9% (11)	15.3% (19)
Somewhat Agree	30.0% (3)	25.0% (3)	14.7% (5)	14.9% (11)	16.1% (20)
Somewhat Disagree	0.0% (0)	0.0% (0)	11.8% (4)	13.5% (10)	11.3% (14)
Disagree	0.0% (0)	25.0% (3)	41.2% (14)	33.8% (25)	33.1% (41)
No Opinion	10.0% (1)	25.0% (3)	11.8% (4)	17.6% (13)	16.1% (20)
answered question	10	12	34	74	124
skipped question					2

47. The District and colleges effectively communicate.

	What, if any, is your primary employee governance role?				
	College Council Member	Department Chair	Other Governance Committee member	None	Response Totals
Strongly Agree	0.0% (0)	0.0% (0)	0.0% (0)	4.1% (3)	2.4% (3)
Agree	45.5% (5)	8.3% (1)	5.9% (2)	5.4% (4)	8.8% (11)
Somewhat Agree	18.2% (2)	0.0% (0)	20.6% (7)	24.3% (18)	20.8% (26)
Somewhat Disagree	27.3% (3)	16.7% (2)	32.4% (11)	9.5% (7)	16.8% (21)
Disagree	9.1% (1)	58.3% (7)	38.2% (13)	36.5% (27)	36.8% (46)
No Opinion	0.0% (0)	16.7% (2)	2.9% (1)	20.3% (15)	14.4% (18)
answered question	11	12	34	74	125
skipped question					1

48. The District and the colleges exchange information in a timely manner.

	What, if any, is your primary employee governance role?				
	College Council Member	Department Chair	Other Governance Committee member	None	Response Totals
Strongly Agree	0.0% (0)	0.0% (0)	0.0% (0)	5.4% (4)	3.2% (4)
Agree	36.4% (4)	8.3% (1)	6.1% (2)	10.8% (8)	11.3% (14)
Somewhat Agree	27.3% (3)	8.3% (1)	21.2% (7)	17.6% (13)	17.7% (22)
Somewhat Disagree	18.2% (2)	16.7% (2)	21.2% (7)	10.8% (8)	14.5% (18)
Disagree	18.2% (2)	58.3% (7)	33.3% (11)	25.7% (19)	29.8% (37)
No Opinion	0.0% (0)	8.3% (1)	18.2% (6)	29.7% (22)	23.4% (29)
answered question	11	12	33	74	124
skipped question					2

49. Where is your primary work location?

	What, if any, is your primary employee governance role?				Response Totals
	College Council Member	Department Chair	Other Governance Committee member	None	
A. Panorama Campus	100.0% (11)	100.0% (12)	100.0% (35)	93.2% (69)	96.0% (121)
B. Delano	0.0% (0)	0.0% (0)	0.0% (0)	4.1% (3)	2.4% (3)
C. Online	0.0% (0)	0.0% (0)	0.0% (0)	2.7% (2)	1.6% (2)
D. Other	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)
answered question	11	12	35	74	126
skipped question					0

50. What is your employee role?

	What, if any, is your primary employee governance role?				
	College Council Member	Department Chair	Other Governance Committee member	None	Response Totals
Classified	27.3% (3)	0.0% (0)	8.8% (3)	23.0% (17)	17.6% (22)
Faculty	27.3% (3)	100.0% (12)	73.5% (25)	56.8% (42)	61.6% (77)
Adjunct Faculty	0.0% (0)	0.0% (0)	0.0% (0)	17.6% (13)	10.4% (13)
Administrator	45.5% (5)	0.0% (0)	17.6% (6)	2.7% (2)	10.4% (13)
answered question	11	12	34	74	125
skipped question					1

51. What, if any, is your primary employee governance role?

	What, if any, is your primary employee governance role?				
	College Council Member	Department Chair	Other Governance Committee member	None	Response Totals
College Council Member	100.0% (11)	8.3% (1)	5.7% (2)	0.0% (0)	8.7% (11)
Department Chair	9.1% (1)	100.0% (12)	8.6% (3)	0.0% (0)	9.5% (12)
Other Governance Committee member	18.2% (2)	25.0% (3)	100.0% (35)	0.0% (0)	27.8% (35)
None	0.0% (0)	0.0% (0)	0.0% (0)	100.0% (74)	58.7% (74)
answered question	11	12	35	74	126
skipped question					0

1. Where is your primary location for taking courses?

Where is your primary location for taking courses?					
	Main Campus	Delano	Online	Other	Response Totals
Main Campus	100.0% (1,053)	15.5% (13)	46.0% (57)	46.7% (14)	87.8% (1,053)
Delano	1.2% (13)	100.0% (84)	5.6% (7)	3.3% (1)	7.0% (84)
Online	5.4% (57)	8.3% (7)	100.0% (124)	20.0% (6)	10.3% (124)
Other	1.3% (14)	1.2% (1)	4.8% (6)	100.0% (30)	2.5% (30)
answered question	1,053	84	124	30	1,200
skipped question					0

2. Choose the answer which best describes your opinion on the following statements:

		Where is your primary location for taking courses?				
		Main Campus	Delano	Online	Other	Response Totals
Bakersfield College publications (class schedule, student handbook, catalog, etc.) provide current and accurate information.	Strongly Agree	47.7% (504)	54.1% (46)	50.0% (62)	26.7% (8)	
	Agree	41.2% (435)	35.3% (30)	36.3% (45)	53.3% (16)	
	Somewhat Agree	6.8% (72)	8.2% (7)	7.3% (9)	10.0% (3)	
	Somewhat Disagree	1.4% (15)	1.2% (1)	3.2% (4)	3.3% (1)	
	Disagree	1.3% (14)	0.0% (0)	0.0% (0)	3.3% (1)	
	No Opinion	1.6% (17)	1.2% (1)	3.2% (4)	3.3% (1)	
		1,057	85	124	30	1,195
I know where to find information about Bakersfield College using web resources (Inside BC, Web Advisor, Moodle)	Strongly Agree	47.9% (507)	59.0% (49)	53.7% (66)	40.0% (12)	
	Agree	35.5% (376)	28.9% (24)	30.9% (38)	40.0% (12)	
	Somewhat Agree	12.0% (127)	7.2% (6)	11.4% (14)	10.0% (3)	
	Somewhat Disagree	2.5% (26)	4.8% (4)	2.4% (3)	6.7% (2)	
	Disagree	1.6% (17)	0.0% (0)	1.6% (2)	3.3% (1)	
	No Opinion	0.6% (6)	0.0% (0)	0.0% (0)	0.0% (0)	
		1,059	83	123	30	1,194

Bakersfield College web resources (Bakersfield College website, Inside BC, Moodle, etc.) provide me with current and accurate information to help me succeed.	Strongly Agree	45.9% (488)	59.8% (49)	45.2% (56)	26.7% (8)	
	Agree	35.9% (382)	29.3% (24)	38.7% (48)	50.0% (15)	
	Somewhat Agree	13.2% (140)	7.3% (6)	11.3% (14)	10.0% (3)	
	Somewhat Disagree	2.8% (30)	2.4% (2)	2.4% (3)	3.3% (1)	
	Disagree	1.4% (15)	1.2% (1)	1.6% (2)	6.7% (2)	
	No Opinion	0.8% (8)	0.0% (0)	0.8% (1)	3.3% (1)	
		1,063	82	124	30	1,195
Bakersfield College faculty members provide current and accurate information to help me reach my goals.	Strongly Agree	40.6% (430)	44.6% (37)	39.0% (48)	27.6% (8)	
	Agree	35.3% (374)	34.9% (29)	29.3% (36)	41.4% (12)	
	Somewhat Agree	15.4% (163)	18.1% (15)	17.1% (21)	10.3% (3)	
	Somewhat Disagree	4.3% (46)	0.0% (0)	4.1% (5)	10.3% (3)	
	Disagree	3.1% (33)	2.4% (2)	5.7% (7)	6.9% (2)	
	No Opinion	1.1% (12)	0.0% (0)	4.9% (6)	3.4% (1)	
		1,058	83	123	29	1,189
Bakersfield College staff provide me with current and accurate information to help me reach my goals.	Strongly Agree	34.9% (370)	39.3% (33)	33.9% (42)	26.7% (8)	
	Agree	36.6% (388)	39.3% (33)	28.2% (35)	36.7% (11)	
	Somewhat Agree	17.8% (189)	17.9% (15)	18.5% (23)	13.3% (4)	
	Somewhat	4.9%	1.2%	7.3%	6.7%	

	Disagree	(52)	(1)	(9)	(2)	
	Disagree	4.2% (44)	1.2% (1)	5.6% (7)	13.3% (4)	
	No Opinion	1.6% (17)	1.2% (1)	6.5% (8)	3.3% (1)	
		1,060	84	124	30	1,195
Bakersfield College administrators provide me with current and accurate information to help me reach my goals.	Strongly Agree	34.1% (361)	35.4% (29)	30.7% (39)	16.7% (5)	
	Agree	33.4% (353)	40.2% (33)	28.3% (36)	33.3% (10)	
	Somewhat Agree	18.1% (192)	22.0% (18)	17.3% (22)	23.3% (7)	
	Somewhat Disagree	5.5% (58)	0.0% (0)	4.7% (6)	3.3% (1)	
	Disagree	4.3% (46)	1.2% (1)	7.1% (9)	10.0% (3)	
	No Opinion	4.5% (48)	1.2% (1)	11.8% (15)	13.3% (4)	
		1,058	82	127	30	1,193
In general, instructional methods at Bakersfield College are compatible with my learning needs.	Strongly Agree	40.5% (430)	45.3% (39)	44.7% (55)	33.3% (10)	
	Agree	38.5% (409)	31.4% (27)	31.7% (39)	40.0% (12)	
	Somewhat Agree	14.5% (154)	18.6% (16)	13.8% (17)	13.3% (4)	
	Somewhat Disagree	3.5% (37)	1.2% (1)	5.7% (7)	3.3% (1)	
	Disagree	2.4% (26)	2.3% (2)	4.1% (5)	6.7% (2)	
	No Opinion	0.7% (7)	1.2% (1)	0.0% (0)	3.3% (1)	
		1,063	86	123	30	1,193

I know where to find information regarding students' rights and responsibilities.	Strongly Agree	33.6% (357)	43.4% (36)	37.7% (46)	26.7% (8)	
	Agree	29.4% (312)	31.3% (26)	36.9% (45)	16.7% (5)	
	Somewhat Agree	17.0% (180)	12.0% (10)	13.1% (16)	23.3% (7)	
	Somewhat Disagree	8.7% (92)	8.4% (7)	5.7% (7)	23.3% (7)	
	Disagree	8.6% (91)	1.2% (1)	6.6% (8)	10.0% (3)	
	No Opinion	2.7% (29)	3.6% (3)	0.0% (0)	0.0% (0)	
		1,061	83	122	30	1,187
I know where to find information concerning Bakersfield College student services, student government (SGA), etc.	Strongly Agree	34.9% (368)	41.7% (35)	39.2% (49)	20.0% (6)	
	Agree	31.2% (329)	27.4% (23)	32.0% (40)	30.0% (9)	
	Somewhat Agree	15.3% (161)	15.5% (13)	15.2% (19)	23.3% (7)	
	Somewhat Disagree	9.4% (99)	8.3% (7)	7.2% (9)	13.3% (4)	
	Disagree	7.5% (79)	3.6% (3)	4.8% (6)	13.3% (4)	
	No Opinion	1.8% (19)	3.6% (3)	1.6% (2)	0.0% (0)	
		1,055	84	125	30	1,190
Bakersfield College clearly states and publicizes the role of students in college governance.	Strongly Agree	27.1% (288)	36.1% (30)	34.9% (44)	16.7% (5)	
	Agree	30.3% (322)	31.3% (26)	27.8% (35)	36.7% (11)	
	Somewhat Agree	21.6% (229)	14.5% (12)	20.6% (26)	26.7% (8)	
	Somewhat	8.2%	12.0%	7.9%	10.0%	

	Disagree	(87)	(10)	(10)	(3)	
	Disagree	7.4% (79)	2.4% (2)	4.0% (5)	6.7% (2)	
	No Opinion	5.3% (56)	3.6% (3)	4.8% (6)	3.3% (1)	
		1,061	83	126	30	1,190
	answered question	1,051	84	124	30	1,198
		skipped question				2

3. How important is it for Bakersfield College to have a Mission Statement?

	Where is your primary location for taking courses?					
	Main Campus	Delano	Online	Other	Response Totals	
Very Important	49.0% (509)	59.5% (50)	46.3% (57)	46.7% (14)	49.8% (591)	
Important	33.4% (347)	26.2% (22)	31.7% (39)	30.0% (9)	32.5% (386)	
Somewhat Important	9.4% (98)	10.7% (9)	9.8% (12)	13.3% (4)	9.5% (113)	
Not Important	3.2% (33)	2.4% (2)	4.1% (5)	3.3% (1)	3.2% (38)	
No Opinion	6.0% (62)	3.6% (3)	11.4% (14)	10.0% (3)	6.1% (72)	
	answered question	1,039	84	123	30	1,186
		skipped question				14

1. Where is your primary location for taking courses?					
	Where is your primary location for taking courses?				
	Main Campus	Delano	Online	Other	Response Totals
Main Campus	100.0% (1,053)	15.5% (13)	46.0% (57)	46.7% (14)	87.8% (1,053)
Delano	1.2% (13)	100.0% (84)	5.6% (7)	3.3% (1)	7.0% (84)
Online	5.4% (57)	8.3% (7)	100.0% (124)	20.0% (6)	10.3% (124)
Other	1.3% (14)	1.2% (1)	4.8% (6)	100.0% (30)	2.5% (30)
answered question	1,053	84	124	30	1,200
skipped question					0

2. Choose the answer which best describes your opinion on the following statements:

		Where is your primary location for taking courses?				
		Main Campus	Delano	Online	Other	Response Totals
Bakersfield College publications (class schedule, student handbook, catalog, etc.) provide current and accurate information.	Strongly Agree	47.7% (504)	54.1% (46)	50.0% (62)	26.7% (8)	
	Agree	41.2% (435)	35.3% (30)	36.3% (45)	53.3% (16)	
	Somewhat Agree	6.8% (72)	8.2% (7)	7.3% (9)	10.0% (3)	
	Somewhat Disagree	1.4% (15)	1.2% (1)	3.2% (4)	3.3% (1)	
	Disagree	1.3% (14)	0.0% (0)	0.0% (0)	3.3% (1)	
	No Opinion	1.6% (17)	1.2% (1)	3.2% (4)	3.3% (1)	
		1,057	85	124	30	1,195
I know where to find information about Bakersfield College using web resources (Inside BC, Web Advisor, Moodle)	Strongly Agree	47.9% (507)	59.0% (49)	53.7% (66)	40.0% (12)	
	Agree	35.5% (376)	28.9% (24)	30.9% (38)	40.0% (12)	
	Somewhat Agree	12.0% (127)	7.2% (6)	11.4% (14)	10.0% (3)	
	Somewhat Disagree	2.5% (26)	4.8% (4)	2.4% (3)	6.7% (2)	
	Disagree	1.6% (17)	0.0% (0)	1.6% (2)	3.3% (1)	
	No Opinion	0.6% (6)	0.0% (0)	0.0% (0)	0.0% (0)	
		1,059	83	123	30	1,194

Bakersfield College web resources (Bakersfield College website, Inside BC, Moodle, etc.) provide me with current and accurate information to help me succeed.	Strongly Agree	45.9% (488)	59.8% (49)	45.2% (56)	26.7% (8)	
	Agree	35.9% (382)	29.3% (24)	38.7% (48)	50.0% (15)	
	Somewhat Agree	13.2% (140)	7.3% (6)	11.3% (14)	10.0% (3)	
	Somewhat Disagree	2.8% (30)	2.4% (2)	2.4% (3)	3.3% (1)	
	Disagree	1.4% (15)	1.2% (1)	1.6% (2)	6.7% (2)	
	No Opinion	0.8% (8)	0.0% (0)	0.8% (1)	3.3% (1)	
		1,063	82	124	30	1,195
Bakersfield College faculty members provide current and accurate information to help me reach my goals.	Strongly Agree	40.6% (430)	44.6% (37)	39.0% (48)	27.6% (8)	
	Agree	35.3% (374)	34.9% (29)	29.3% (36)	41.4% (12)	
	Somewhat Agree	15.4% (163)	18.1% (15)	17.1% (21)	10.3% (3)	
	Somewhat Disagree	4.3% (46)	0.0% (0)	4.1% (5)	10.3% (3)	
	Disagree	3.1% (33)	2.4% (2)	5.7% (7)	6.9% (2)	
	No Opinion	1.1% (12)	0.0% (0)	4.9% (6)	3.4% (1)	
		1,058	83	123	29	1,189
Bakersfield College staff provide me with current and accurate information to help me reach my goals.	Strongly Agree	34.9% (370)	39.3% (33)	33.9% (42)	26.7% (8)	
	Agree	36.6% (388)	39.3% (33)	28.2% (35)	36.7% (11)	
	Somewhat Agree	17.8% (189)	17.9% (15)	18.5% (23)	13.3% (4)	
	Somewhat	4.9%	1.2%	7.3%	6.7%	

	Disagree	(52)	(1)	(9)	(2)	
	Disagree	4.2% (44)	1.2% (1)	5.6% (7)	13.3% (4)	
	No Opinion	1.6% (17)	1.2% (1)	6.5% (8)	3.3% (1)	
		1,060	84	124	30	1,195
Bakersfield College administrators provide me with current and accurate information to help me reach my goals.	Strongly Agree	34.1% (361)	35.4% (29)	30.7% (39)	16.7% (5)	
	Agree	33.4% (353)	40.2% (33)	28.3% (36)	33.3% (10)	
	Somewhat Agree	18.1% (192)	22.0% (18)	17.3% (22)	23.3% (7)	
	Somewhat Disagree	5.5% (58)	0.0% (0)	4.7% (6)	3.3% (1)	
	Disagree	4.3% (46)	1.2% (1)	7.1% (9)	10.0% (3)	
	No Opinion	4.5% (48)	1.2% (1)	11.8% (15)	13.3% (4)	
		1,058	82	127	30	1,193
In general, instructional methods at Bakersfield College are compatible with my learning needs.	Strongly Agree	40.5% (430)	45.3% (39)	44.7% (55)	33.3% (10)	
	Agree	38.5% (409)	31.4% (27)	31.7% (39)	40.0% (12)	
	Somewhat Agree	14.5% (154)	18.6% (16)	13.8% (17)	13.3% (4)	
	Somewhat Disagree	3.5% (37)	1.2% (1)	5.7% (7)	3.3% (1)	
	Disagree	2.4% (26)	2.3% (2)	4.1% (5)	6.7% (2)	
	No Opinion	0.7% (7)	1.2% (1)	0.0% (0)	3.3% (1)	
		1,063	86	123	30	1,193

I know where to find information regarding students' rights and responsibilities.	Strongly Agree	33.6% (357)	43.4% (36)	37.7% (46)	26.7% (8)	
	Agree	29.4% (312)	31.3% (26)	36.9% (45)	16.7% (5)	
	Somewhat Agree	17.0% (180)	12.0% (10)	13.1% (16)	23.3% (7)	
	Somewhat Disagree	8.7% (92)	8.4% (7)	5.7% (7)	23.3% (7)	
	Disagree	8.6% (91)	1.2% (1)	6.6% (8)	10.0% (3)	
	No Opinion	2.7% (29)	3.6% (3)	0.0% (0)	0.0% (0)	
		1,061	83	122	30	1,187
I know where to find information concerning Bakersfield College student services, student government (SGA), etc.	Strongly Agree	34.9% (368)	41.7% (35)	39.2% (49)	20.0% (6)	
	Agree	31.2% (329)	27.4% (23)	32.0% (40)	30.0% (9)	
	Somewhat Agree	15.3% (161)	15.5% (13)	15.2% (19)	23.3% (7)	
	Somewhat Disagree	9.4% (99)	8.3% (7)	7.2% (9)	13.3% (4)	
	Disagree	7.5% (79)	3.6% (3)	4.8% (6)	13.3% (4)	
	No Opinion	1.8% (19)	3.6% (3)	1.6% (2)	0.0% (0)	
		1,055	84	125	30	1,190
Bakersfield College clearly states and publicizes the role of students in college governance.	Strongly Agree	27.1% (288)	36.1% (30)	34.9% (44)	16.7% (5)	
	Agree	30.3% (322)	31.3% (26)	27.8% (35)	36.7% (11)	
	Somewhat Agree	21.6% (229)	14.5% (12)	20.6% (26)	26.7% (8)	
	Somewhat	8.2%	12.0%	7.9%	10.0%	

	Disagree	(87)	(10)	(10)	(3)	
	Disagree	7.4% (79)	2.4% (2)	4.0% (5)	6.7% (2)	
	No Opinion	5.3% (56)	3.6% (3)	4.8% (6)	3.3% (1)	
		1,061	83	126	30	1,190
	answered question	1,051	84	124	30	1,198
		skipped question				2

3. How important is it for Bakersfield College to have a Mission Statement?

	Where is your primary location for taking courses?					
	Main Campus	Delano	Online	Other	Response Totals	
Very Important	49.0% (509)	59.5% (50)	46.3% (57)	46.7% (14)	49.8% (591)	
Important	33.4% (347)	26.2% (22)	31.7% (39)	30.0% (9)	32.5% (386)	
Somewhat Important	9.4% (98)	10.7% (9)	9.8% (12)	13.3% (4)	9.5% (113)	
Not Important	3.2% (33)	2.4% (2)	4.1% (5)	3.3% (1)	3.2% (38)	
No Opinion	6.0% (62)	3.6% (3)	11.4% (14)	10.0% (3)	6.1% (72)	
	answered question	1,039	84	123	30	1,186
		skipped question				14

4. What library services do you find most useful for your classes? (Check all that apply)

	Where is your primary location for taking courses?				
	Main Campus	Delano	Online	Other	Response Totals
Assignment-related orientations	39.5% (367)	45.8% (33)	34.0% (36)	39.3% (11)	39.6% (417)
Library research workshops for students	54.5% (506)	47.2% (34)	46.2% (49)	50.0% (14)	53.4% (562)
A reserve desk where students can access course materials	57.4% (533)	48.6% (35)	43.4% (46)	42.9% (12)	55.4% (583)
Useful databases for student research	67.9% (630)	69.4% (50)	67.9% (72)	71.4% (20)	67.8% (714)
Student handouts such as MLS Guide, APA Guide, "Great Reads" list	52.2% (484)	51.4% (37)	53.8% (57)	50.0% (14)	51.4% (541)
answered question	928	72	106	28	1,053
skipped question					147

5. Are you aware that there is a Tutoring Center on campus at Bakersfield College?

	Where is your primary location for taking courses?				
	Main Campus	Delano	Online	Other	Response Totals
Yes	93.2% (899)	92.3% (72)	80.5% (95)	89.3% (25)	91.9% (1,012)
No	6.8% (66)	7.7% (6)	19.5% (23)	10.7% (3)	8.1% (89)
answered question	965	78	118	28	1,101
skipped question					99

6. Are you aware that the tutoring in the BC Tutoring Center is free to currently enrolled students?

		Where is your primary location for taking courses?				
		Main Campus	Delano	Online	Other	Response Totals
Yes		87.5% (844)	92.3% (72)	73.7% (87)	78.6% (22)	86.5% (952)
No		12.5% (121)	7.7% (6)	26.3% (31)	21.4% (6)	13.5% (149)
answered question		965	78	118	28	1,101
skipped question						99

7. The BC Tutoring Center is located:

	Where is your primary location for taking courses?				
	Main Campus	Delano	Online	Other	Response Totals
In the Campus Center	2.3% (22)	3.8% (3)	2.6% (3)	0.0% (0)	2.4% (26)
In the Learning Center of the SS Building	70.1% (675)	16.7% (13)	42.7% (50)	53.6% (15)	64.2% (706)
In the Levinson Center	0.7% (7)	0.0% (0)	0.0% (0)	0.0% (0)	0.6% (7)
In the Library on the 2nd floor	1.5% (14)	2.6% (2)	1.7% (2)	0.0% (0)	1.5% (17)
In the main buiding at the Delano Center	0.3% (3)	51.3% (40)	1.7% (2)	3.6% (1)	3.7% (41)
I do not know	25.1% (242)	25.6% (20)	51.3% (60)	42.9% (12)	27.5% (302)
answered question	963	78	117	28	1,099
skipped question					101

8. Have you used the services of the Student Success Lab?

	Where is your primary location for taking courses?				
	Main Campus	Delano	Online	Other	Response Totals
Yes	36.3% (347)	14.3% (11)	18.8% (22)	32.1% (9)	33.2% (362)
No	63.7% (608)	85.7% (66)	81.2% (95)	67.9% (19)	66.8% (730)
answered question	955	77	117	28	1,092
skipped question					108

9. If yes, how did you learn about the Student Success Lab?

	Where is your primary location for taking courses?				
	Main Campus	Delano	Online	Other	Response Totals
Teacher for a specific course	27.9% (236)	10.3% (7)	12.2% (12)	13.0% (3)	25.2% (243)
Registered for the course on your own	5.9% (50)	4.4% (3)	2.0% (2)	8.7% (2)	5.7% (55)
Heard from a friend	6.4% (54)	1.5% (1)	4.1% (4)	17.4% (4)	5.9% (57)
Recommended by a counselor	3.1% (26)	0.0% (0)	2.0% (2)	0.0% (0)	2.7% (26)
Not Applicable	56.8% (481)	83.8% (57)	79.6% (78)	60.9% (14)	60.4% (582)
answered question	847	68	98	23	963
skipped question					237

10. If a teacher told you about the Student Success Lab, for what course was it?

	Where is your primary location for taking courses?				
	Main Campus	Delano	Online	Other	Response Count
	342 replies	10 replies	23 replies	8 replies	360
answered question	342	10	23	8	360
skipped question					840

11. What services have you used in the Student Success Lab?

		Where is your primary location for taking courses?				
		Main Campus	Delano	Online	Other	Response Totals
ACDV B201 (PLATO for units) Reading	Yes	16.2% (93)	2.3% (1)	4.8% (3)	22.2% (4)	
	No	83.8% (482)	97.7% (42)	95.2% (60)	77.8% (14)	
		575	43	63	18	652
ACDV B201 (PLATO for units) Math	Yes	10.0% (56)	4.7% (2)	7.7% (5)	22.2% (4)	
	No	90.0% (502)	95.3% (41)	92.3% (60)	77.8% (14)	
		558	43	65	18	637
ACDV B281A (PLATO for no units) Reading	Yes	9.1% (50)	4.8% (2)	3.2% (2)	11.1% (2)	
	No	90.9% (499)	95.2% (40)	96.8% (61)	88.9% (16)	
		549	42	63	18	625
ACDV B281B (PLATO for no units) Writing	Yes	15.0% (85)	4.5% (2)	4.8% (3)	21.1% (4)	
	No	85.0% (482)	95.5% (42)	95.2% (60)	78.9% (15)	
		567	44	63	19	644
ACDV B281C ((PLATO for no units) Math	Yes	5.8% (31)	2.3% (1)	4.7% (3)	16.7% (3)	
	No	94.2% (508)	97.7% (42)	95.3% (61)	83.3% (15)	
		539	43	64	18	617

Assignment from a teacher	Yes	30.6% (187)	14.0% (6)	9.4% (6)	22.2% (4)	
	No	69.4% (424)	86.0% (37)	90.6% (58)	77.8% (14)	
		611	43	64	18	688
Proofreading	Yes	30.3% (183)	17.0% (8)	14.7% (10)	33.3% (6)	
	No	69.7% (420)	83.0% (39)	85.3% (58)	66.7% (12)	
		603	47	68	18	682
answered question		703	48	71	20	785
skipped question						415

12. If you used the Student Success Lab for proofreading, for which course was it?

Where is your primary location for taking courses?					
	Main Campus	Delano	Online	Other	Response Count
	224 replies	9 replies	16 replies	7 replies	235
answered question	224	9	16	7	235
skipped question					965

13. For how many semesters have you used the Student Success Lab?

	Where is your primary location for taking courses?				
	Main Campus	Delano	Online	Other	Response Totals
1	23.0% (198)	9.7% (6)	11.7% (12)	14.3% (4)	20.8% (203)
2-4	16.6% (143)	6.5% (4)	7.8% (8)	7.1% (2)	15.3% (149)
5+	2.8% (24)	1.6% (1)	0.0% (0)	7.1% (2)	2.5% (24)
Not Applicable	57.7% (497)	82.3% (51)	80.6% (83)	71.4% (20)	61.5% (601)
answered question	862	62	103	28	977
skipped question					223

14. Choose the most accurate response to the following statements.

		Where is your primary location for taking courses?				
		Main Campus	Delano	Online	Other	Response Totals
The services at the Student Success Lab were helpful.	Strongly Agree	25.7% (226)	9.4% (6)	11.8% (12)	18.5% (5)	
	Agree	14.3% (126)	10.9% (7)	9.8% (10)	11.1% (3)	
	Somewhat Agree	4.4% (39)	3.1% (2)	2.9% (3)	3.7% (1)	
	Somewhat Disagree	0.6% (5)	0.0% (0)	1.0% (1)	0.0% (0)	
	Disagree	0.5% (4)	0.0% (0)	0.0% (0)	0.0% (0)	
	Not Applicable	54.5% (480)	76.6% (49)	74.5% (76)	66.7% (18)	
		880	64	102	27	996
I was more successful in my coursework after using the Student Success Lab.	Strongly Agree	20.4% (179)	12.5% (8)	10.9% (11)	14.8% (4)	
	Agree	15.0% (132)	4.7% (3)	9.9% (10)	7.4% (2)	
	Somewhat Agree	8.0% (70)	6.3% (4)	2.0% (2)	3.7% (1)	
	Somewhat Disagree	0.9% (8)	0.0% (0)	1.0% (1)	3.7% (1)	
	Disagree	0.3% (3)	0.0% (0)	2.0% (2)	0.0% (0)	
	Not Applicable	55.4% (487)	76.6% (49)	74.3% (75)	70.4% (19)	
		879	64	101	27	995

This survey has sparked my interest in using the services provided in the Student Success Lab.	Strongly Agree	17.7% (156)	15.6% (10)	16.3% (17)	18.5% (5)	
	Agree	17.8% (157)	14.1% (9)	16.3% (17)	11.1% (3)	
	Somewhat Agree	15.8% (139)	10.9% (7)	6.7% (7)	25.9% (7)	
	Somewhat Disagree	2.0% (18)	1.6% (1)	2.9% (3)	0.0% (0)	
	Disagree	4.4% (39)	0.0% (0)	1.0% (1)	3.7% (1)	
	Not Applicable	42.2% (372)	57.8% (37)	56.7% (59)	40.7% (11)	
		881	64	104	27	1,000
answered question		891	64	105	27	1,010
skipped question						190