

Citrus College All Employee Survey

Spring 07

Please use the agreement scale below to describe your opinion for statements.

[1] Strongly Agree [2] Agree [3] Disagree [4] Strongly Disagree [5] Don't know/Doesn't apply

1.0 Institutional Commitment

"Institutional Commitment" refers to the fact that as a college we are required to work collectively to achieve our mission. The ultimate goal is to provide a positive learning environment for student success. Do we have a plan to achieve our goals? And did everybody on campus participate in the process?

1. Citrus College actively works toward fulfilling its vision and mission.
2. I am aware of and support the college mission.
3. College policies support effective management of campus programs and services.
4. The College provides fair distribution of resources.
5. The College provides necessary services that support Citrus's mission.
6. The employee evaluation process is effective.
7. My area seeks to provide excellent service to students.
8. The opinions of employees are given appropriate weight in matters of institutional importance.
9. I am encouraged to be creative and come up with new ideas and improvements.
10. I am respected as a professional at Citrus College.
11. I am satisfied with my current assignment.

2.0 Dialogue

"Dialogue" refers to the requirement that all members of the college should take part in a campus-wide conversation. Are we thinking about and talking about the big question: how are we doing as a college?

1. Achievement of college goals is regularly shared with campus constituencies.
2. I am comfortable discussing concerns with my direct supervisor/dean.
3. I am informed of matters that affect me.
4. Effective communication between co-workers is encouraged in my area.
5. Employees put students first when making decisions.
6. Employees are provided adequate opportunities to participate on important college committees.
7. Citrus College provides a positive work environment for employees.

3.0 Evaluation, Planning and Improvement

This theme has to do with college's self-assessment. Are we measuring our progress? Do we have a plan for the next step in order to do a better job?

1. Employees have adequate opportunities to participate in the development of financial plans and budgets.
2. Constituency groups work collaboratively towards the achievement of college goals.
3. College budget decisions are based upon input from all college constituencies.
4. My ideas for improving my area are taken seriously.
5. I am satisfied with the opportunity I have to participate in college-wide planning.
6. The program review process helps to promote positive change on campus.
7. The program review process allows me to participate in program improvement.
8. Citrus provides adequate opportunities for training in technology related to my area of responsibility.
9. Citrus offers the opportunity for appropriate professional growth and development.
10. Citrus encourages all employees' participation in the decision-making process.
11. There is sufficient data and information available to assess the quality and effectiveness of my program.

4.0 Institutional Integrity

This theme deals with integrity and honesty. As a college, are we honest in what we do? Are we equally supportive to all people on campus?

1. The role of employees in shared governance is clearly stated and publicized.
2. The procedures for hiring employees are clearly stated.
3. The college deals with students in a fair and ethical way.
4. The campus is equally supportive of all genders.
5. The campus is equally supportive of all racial/ethnic groups.
6. The campus is equally supportive of all sexual-orientations.
7. Diversity is actively promoted on campus.
8. Citrus provides sufficient opportunities for promotion.
9. Procedures and policies for hiring personnel are fair.
10. Policies and practices of the college clearly demonstrate commitment to issues of employee equity and diversity.
11. The college fosters an environment of ethical behavior.
12. The shared governance process is working well at Citrus.

5.0 Organization

It is important that everybody on campus understands how student learning relates to themselves and their daily job. All departments on campus play a role to help students learn and succeed. What is my role to ensure student success?

1. Campus facilities adequately meet my needs.
2. My assigned workspace is adequate for my job.
3. The technology available on campus adequately meets my needs.
4. Handicapped access on campus is adequately addressed.
5. Campus facilities are adequately maintained.
6. There is adequate parking on campus.
7. I have access to information about crime and accident prevention.
8. I have access to information about disaster preparedness.
9. Security officers are able to answer my questions about safety and security issues at the college.
10. I feel safe on campus.
11. I have adequate opportunity for input on facility construction and remodeling for my area.
12. The campus lighting is adequate on walkways and in parking lots.
13. The efforts to improve facilities at Citrus are having a positive effect.

6.0 Student Learning Outcomes

This theme has to do with the requirement that student learning outcomes be at the center of the college's key processes and resources' allocation. Are we doing a good job supporting student learning?

1. I know where to refer students to various support services on campus such as Financial Aid and DSPS.
2. I have adequate opportunity to participate in the student learning outcomes and assessment process.
3. Citrus College has provided sufficient training in student learning outcomes and assessment.
4. Citrus has made student learning outcomes and assessment a focus for the college.
5. I have been given sufficient information on the purpose and value of student learning outcomes and assessment at Citrus College.
6. Citrus is taking a positive approach toward implementing student learning outcomes and assessment.
7. Citrus provides a high quality learning experience for students.

If you could IMPROVE SOMETHING at CITRUS, what would it be? Mark up to two items.

- A. Employee evaluation process
- B. Communication
- C. Quality of on-the-job training
- D. Overall workload
- E. Equipment/technology provided to do the job
- F. Immediate supervisor's management skills
- G. Resources or procedure to meet emergencies or crisis situation
- H. Other (specify:_____)
- I. There is nothing I would improve at Citrus

What are the things you like the most about working at Citrus College? Mark as many as you wish.

- A. Opportunity to make a difference in students' lives
- B. Joy of teaching
- C. The pride / opportunity to do things well
- D. Superior physical environment
- E. Quality and dedicated employees
- F. Communication
- G. Other (specify:_____)

Tell us about you...

1. Which best describes the area of the college where you work?
[1] Faculty [2] Classified Employee [3] Management [4] Confidential/Supervisory [5] Student Worker
2. What is your employment status?
[1] Full-time [2] Part-time
3. If you are a faculty member, are you
[1] Instructional, [2] non-instructional, [3] a combination of both
4. How many years have you worked at Citrus College?
[1] Less than one year [2] 1-2 years [3] 3-5 years [4] 6-9 years [5] 10-19 years [6] 20 or more
5. What time of day do you work?
[1] Mostly in the day [2] Mostly in the evening
6. How many miles do you commute to campus?
[1] 0-3 [2] 4-9 [3] 10-19 [4] 20 or more
7. What is your gender?
[1] Male [2] Female
8. With what ancestry/race do you most identify?
[1] African American [2] Asian [3] Filipino [4] Latino/Hispanic [5] White [6] Multiracial [7] Other

Comments

1. Please comment on one or two things that you like most about working at Citrus College.
2. Please comment on one or two things that you would like to see changed or improved at Citrus College.