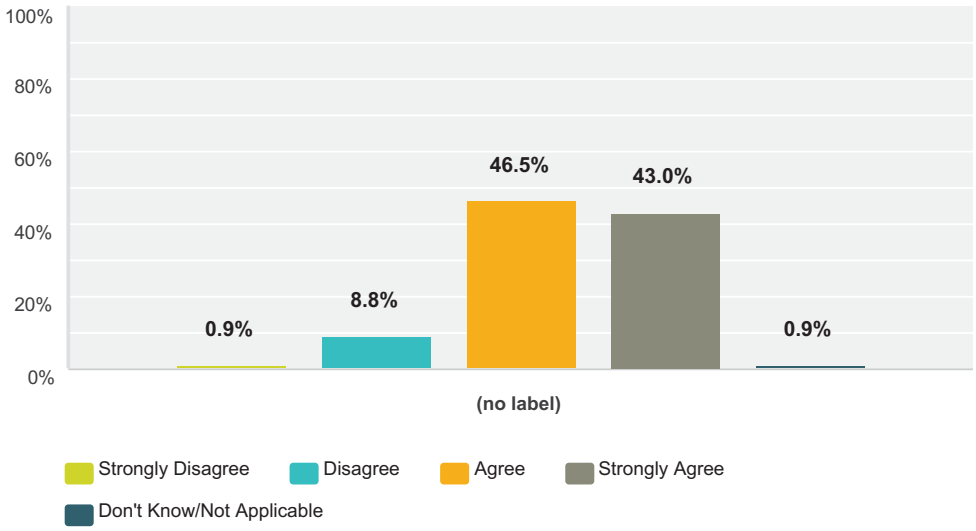
Q1 Cañada College actively works toward fulfilling its vision and mission.

Answered: 114 Skipped: 5

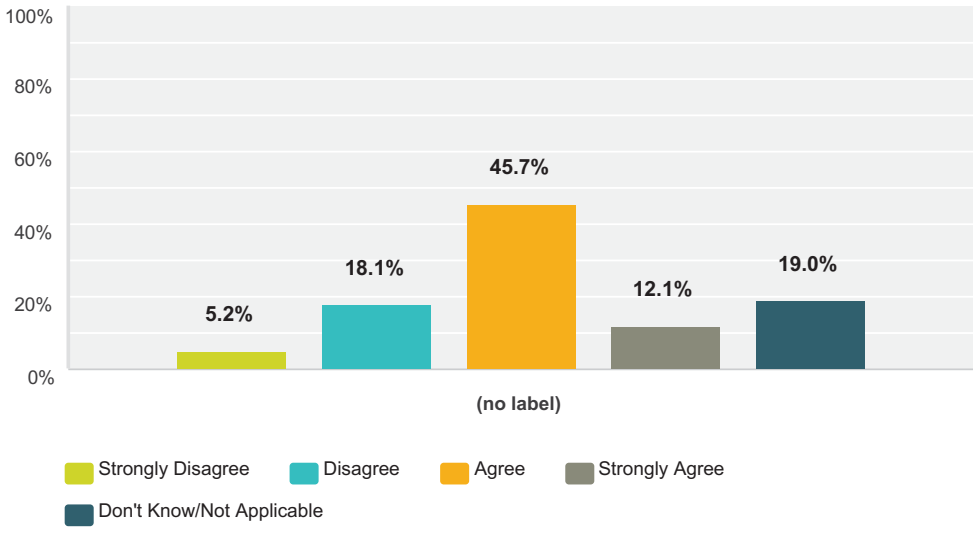


	Strongly Disagree (1)	Disagree (2)	Agree (3)	Strongly Agree (4)	Don't Know/Not Applicable	Total	Weighted Average
(no label)	**0.9%** 1	**8.8%** 10	**46.5%** 53	**43.0%** 49	**0.9%** 1	114	3.33

Basic Statistics				
Minimum 1.00	**Maximum** 4.00	**Median** 3.00	**Mean** 3.33	**Standard Deviation** 0.67

Q2 The District Office provides necessary services that support Cañada's mission.

Answered: 116 Skipped: 3

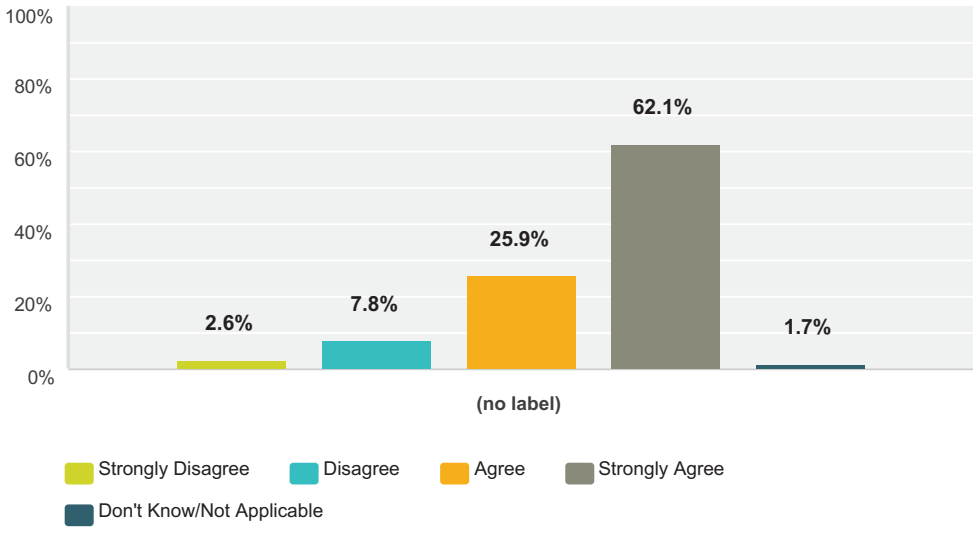


	Strongly Disagree (1)	Disagree (2)	Agree (3)	Strongly Agree (4)	Don't Know/Not Applicable	Total	Weighted Average
(no label)	**5.2%** 6	**18.1%** 21	**45.7%** 53	**12.1%** 14	**19.0%** 22	116	2.80

Basic Statistics				
Minimum 1.00	**Maximum** 4.00	**Median** 3.00	**Mean** 2.80	**Standard Deviation** 0.77

Q3 My supervisor encourages me to do high quality work.

Answered: 116 Skipped: 3

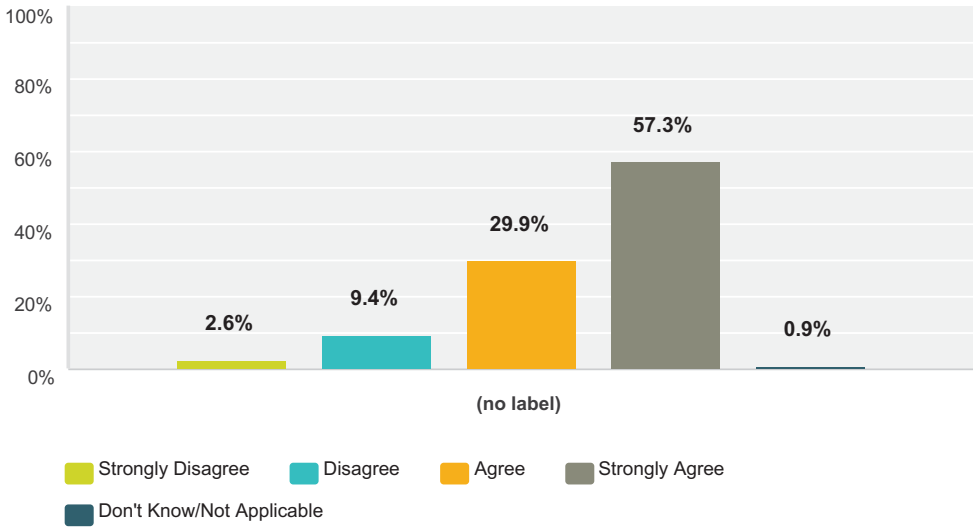


	Strongly Disagree (1)	Disagree (2)	Agree (3)	Strongly Agree (4)	Don't Know/Not Applicable	Total	Weighted Average
(no label)	**2.6%** 3	**7.8%** 9	**25.9%** 30	**62.1%** 72	**1.7%** 2	116	3.50

Basic Statistics				
Minimum 1.00	**Maximum** 4.00	**Median** 4.00	**Mean** 3.50	**Standard Deviation** 0.75

Q4 Providing excellent service to students is acknowledged in my area.

Answered: 117 Skipped: 2

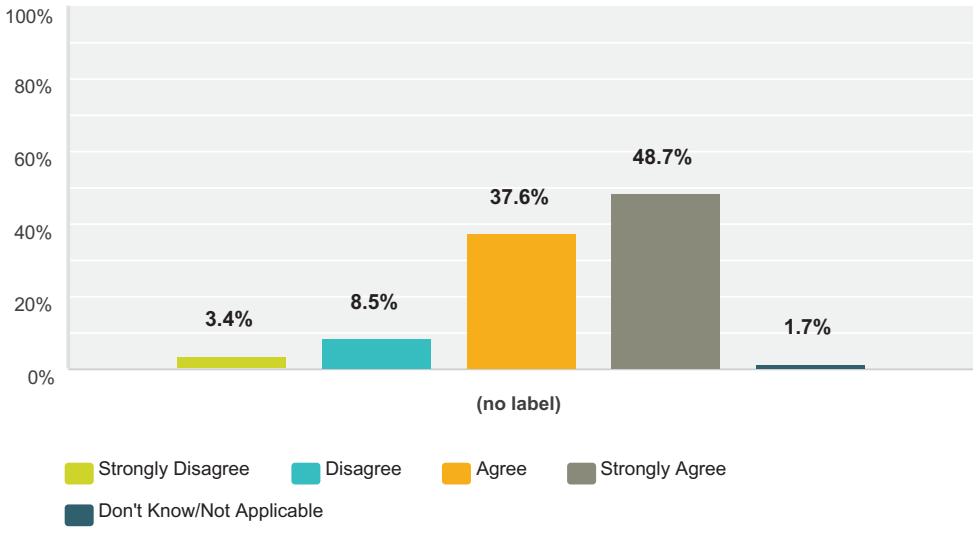


	Strongly Disagree (1)	Disagree (2)	Agree (3)	Strongly Agree (4)	Don't Know/Not Applicable	Total	Weighted Average
(no label)	**2.6%** 3	**9.4%** 11	**29.9%** 35	**57.3%** 67	**0.9%** 1	117	3.43

Basic Statistics				
Minimum 1.00	**Maximum** 4.00	**Median** 4.00	**Mean** 3.43	**Standard Deviation** 0.77

Q5 I am encouraged to be creative and come up with new ideas and improvements.

Answered: 117 Skipped: 2

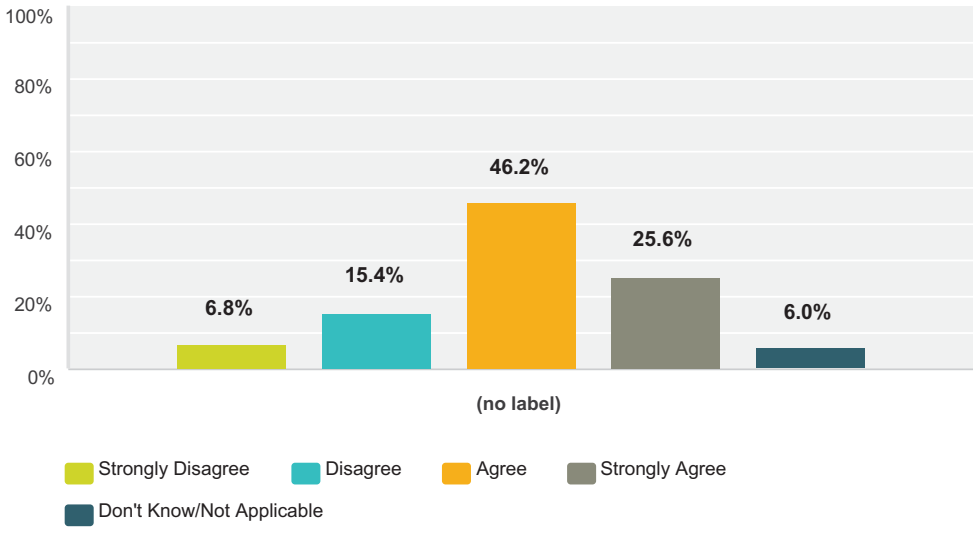


	Strongly Disagree (1)	Disagree (2)	Agree (3)	Strongly Agree (4)	Don't Know/Not Applicable	Total	Weighted Average
(no label)	**3.4%** 4	**8.5%** 10	**37.6%** 44	**48.7%** 57	**1.7%** 2	117	3.34

Basic Statistics				
Minimum 1.00	**Maximum** 4.00	**Median** 3.00	**Mean** 3.34	**Standard Deviation** 0.78

Q6 Results of college goals are regularly shared with campus constituencies.

Answered: 117 Skipped: 2

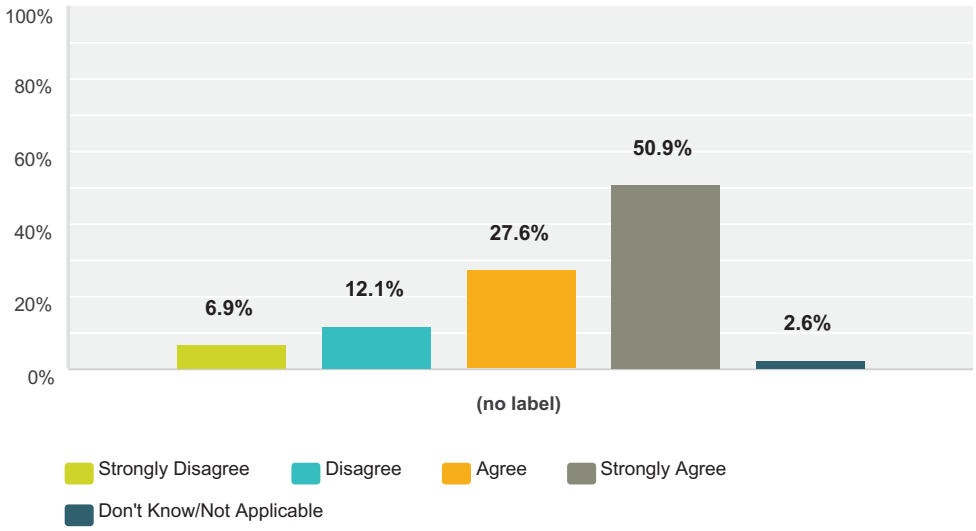


	Strongly Disagree (1)	Disagree (2)	Agree (3)	Strongly Agree (4)	Don't Know/Not Applicable	Total	Weighted Average
(no label)	**6.8%** 8	**15.4%** 18	**46.2%** 54	**25.6%** 30	**6.0%** 7	117	2.96

Basic Statistics				
Minimum 1.00	**Maximum** 4.00	**Median** 3.00	**Mean** 2.96	**Standard Deviation** 0.85

Q7 I am comfortable in bringing up problems with my direct supervisor.

Answered: 116 Skipped: 3

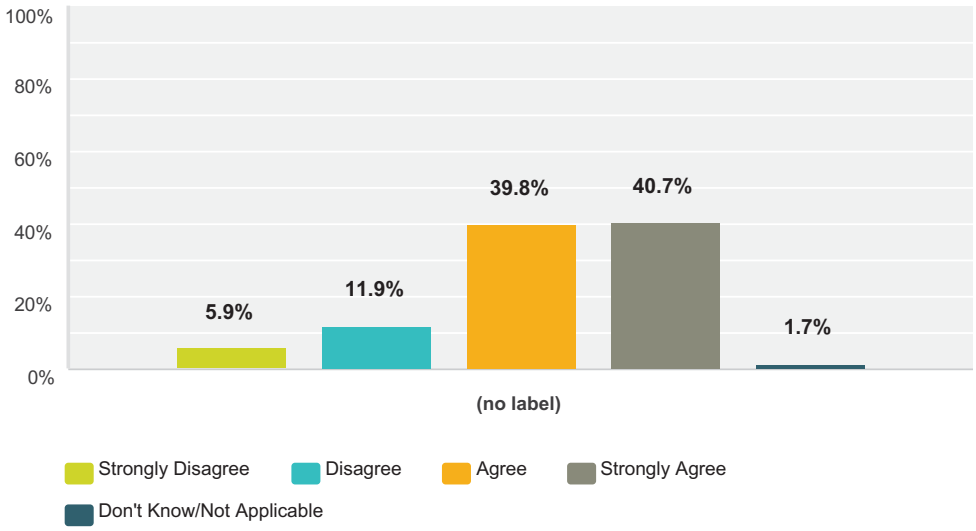


	Strongly Disagree (1)	Disagree (2)	Agree (3)	Strongly Agree (4)	Don't Know/Not Applicable	Total	Weighted Average
(no label)	**6.9%** 8	**12.1%** 14	**27.6%** 32	**50.9%** 59	**2.6%** 3	116	3.26

Basic Statistics				
Minimum 1.00	**Maximum** 4.00	**Median** 4.00	**Mean** 3.26	**Standard Deviation** 0.93

Q8 My supervisor keeps me informed of matters that affect me.

Answered: 118 Skipped: 1

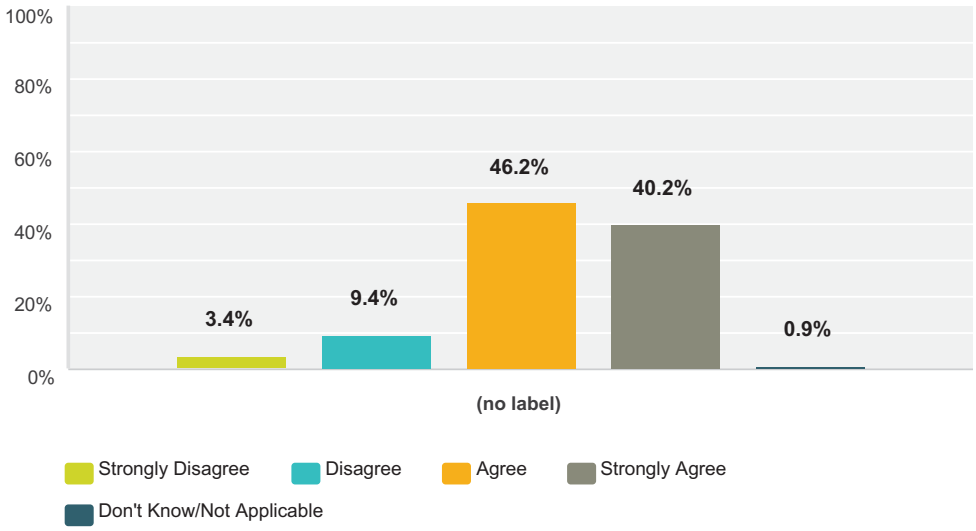


	Strongly Disagree (1)	Disagree (2)	Agree (3)	Strongly Agree (4)	Don't Know/Not Applicable	Total	Weighted Average
(no label)	**5.9%** 7	**11.9%** 14	**39.8%** 47	**40.7%** 48	**1.7%** 2	118	3.17

Basic Statistics				
Minimum 1.00	**Maximum** 4.00	**Median** 3.00	**Mean** 3.17	**Standard Deviation** 0.86

Q9 In my area, communication between co-workers is effective.

Answered: 117 Skipped: 2

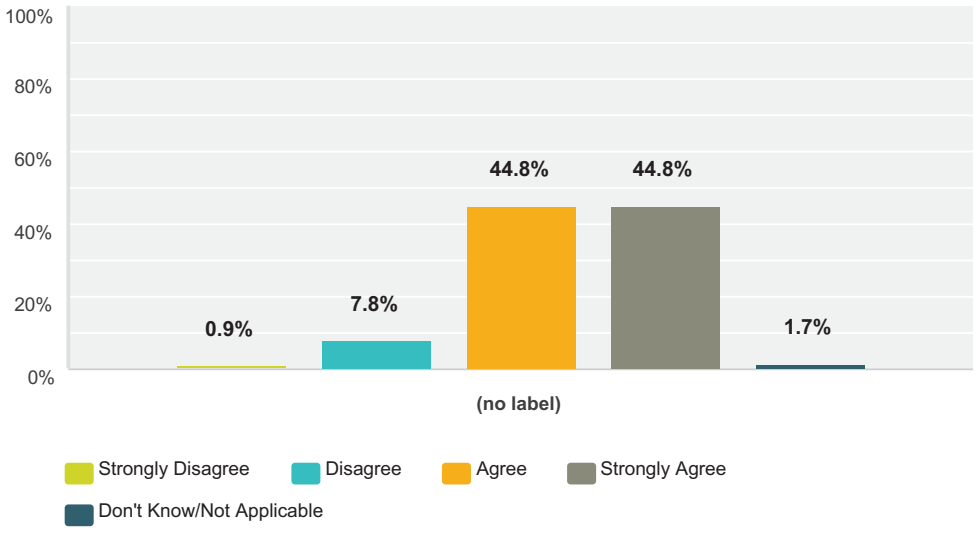


	Strongly Disagree (1)	Disagree (2)	Agree (3)	Strongly Agree (4)	Don't Know/Not Applicable	Total	Weighted Average
(no label)	**3.4%** 4	**9.4%** 11	**46.2%** 54	**40.2%** 47	**0.9%** 1	117	3.24

Basic Statistics				
Minimum 1.00	**Maximum** 4.00	**Median** 3.00	**Mean** 3.24	**Standard Deviation** 0.76

Q10 I would recommend Cañada College as a good place to work.

Answered: 116 Skipped: 3

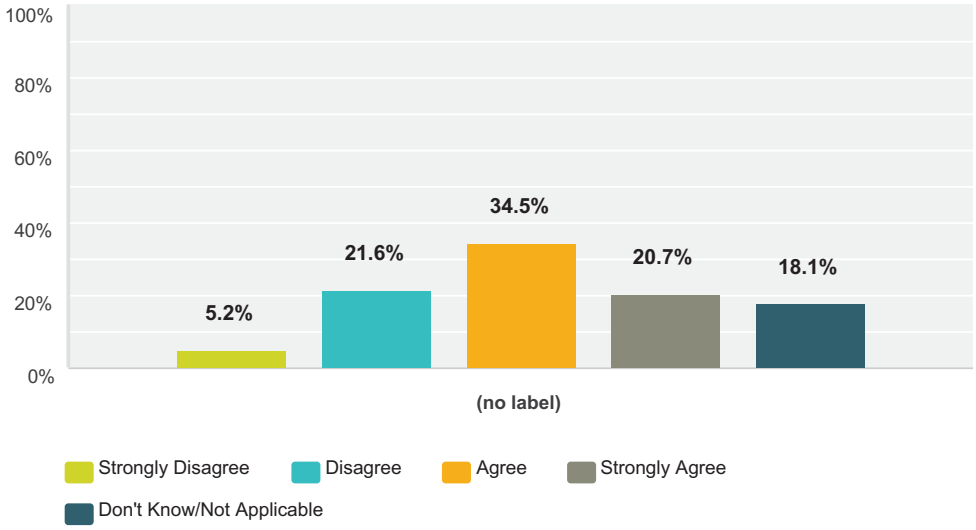


	Strongly Disagree (1)	Disagree (2)	Agree (3)	Strongly Agree (4)	Don't Know/Not Applicable	Total	Weighted Average
(no label)	**0.9%** 1	**7.8%** 9	**44.8%** 52	**44.8%** 52	**1.7%** 2	116	3.36

Basic Statistics				
Minimum 1.00	**Maximum** 4.00	**Median** 3.00	**Mean** 3.36	**Standard Deviation** 0.66

Q11 A consultative planning process is used to identify needed areas of improvement.

Answered: 116 Skipped: 3

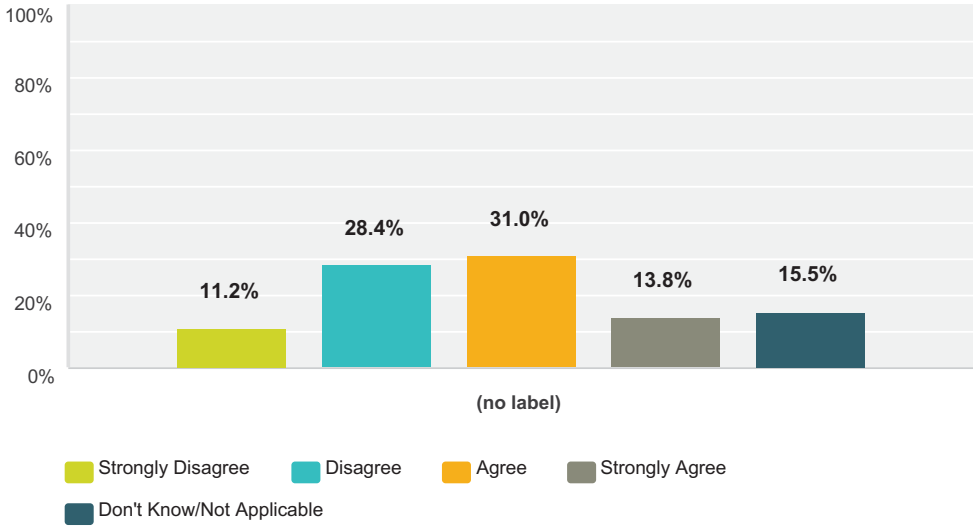


	Strongly Disagree (1)	Disagree (2)	Agree (3)	Strongly Agree (4)	Don't Know/Not Applicable	Total	Weighted Average
(no label)	**5.2%** 6	**21.6%** 25	**34.5%** 40	**20.7%** 24	**18.1%** 21	116	2.86

Basic Statistics				
Minimum 1.00	**Maximum** 4.00	**Median** 3.00	**Mean** 2.86	**Standard Deviation** 0.87

Q12 Employees have adequate opportunities to participate in the development of financial plans and budgets.

Answered: 116 Skipped: 3

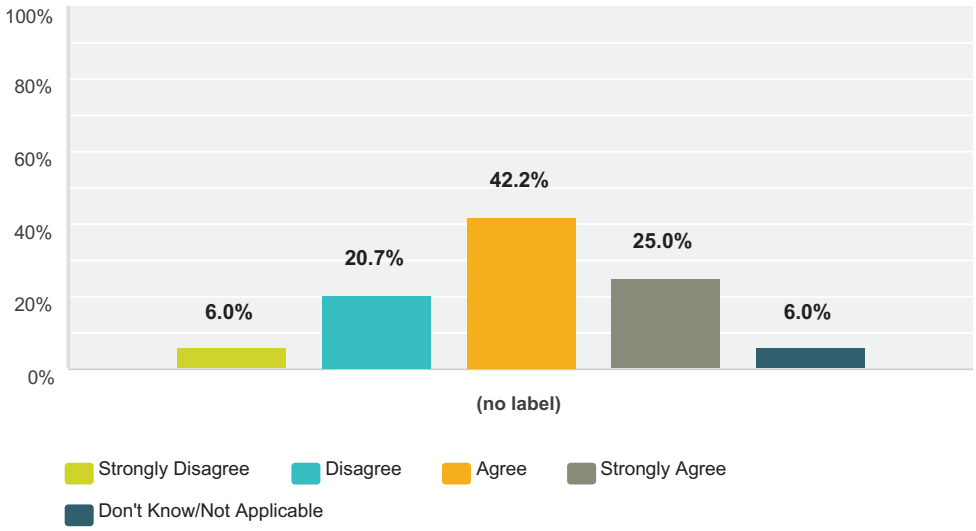


	Strongly Disagree (1)	Disagree (2)	Agree (3)	Strongly Agree (4)	Don't Know/Not Applicable	Total	Weighted Average
(no label)	**11.2%** 13	**28.4%** 33	**31.0%** 36	**13.8%** 16	**15.5%** 18	116	2.56

Basic Statistics				
Minimum 1.00	**Maximum** 4.00	**Median** 3.00	**Mean** 2.56	**Standard Deviation** 0.92

Q13 The College works collaboratively towards the achievement of college goals.

Answered: 116 Skipped: 3

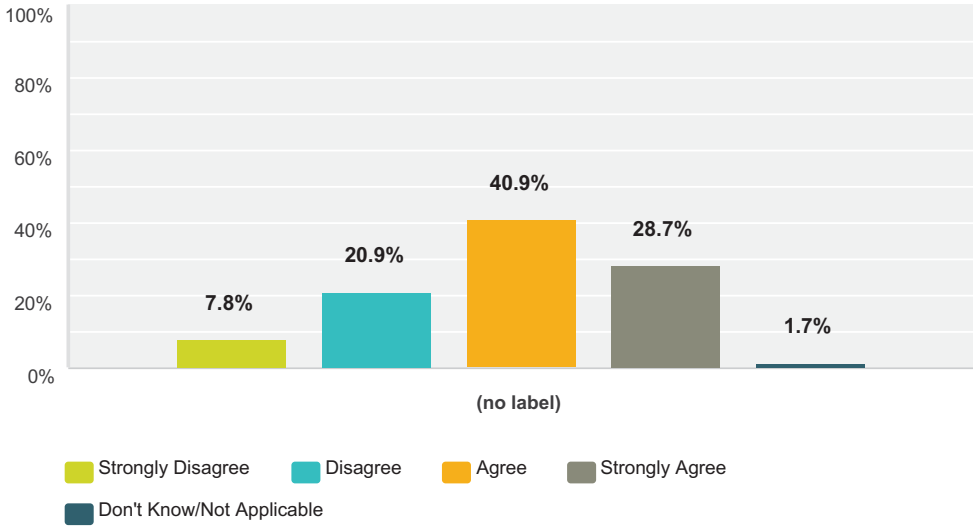


	Strongly Disagree (1)	Disagree (2)	Agree (3)	Strongly Agree (4)	Don't Know/Not Applicable	Total	Weighted Average
(no label)	**6.0%** 7	**20.7%** 24	**42.2%** 49	**25.0%** 29	**6.0%** 7	116	2.92

Basic Statistics				
Minimum 1.00	**Maximum** 4.00	**Median** 3.00	**Mean** 2.92	**Standard Deviation** 0.86

Q14 I am satisfied with the amount of opportunity I have to participate in college-wide planning.

Answered: 115 Skipped: 4

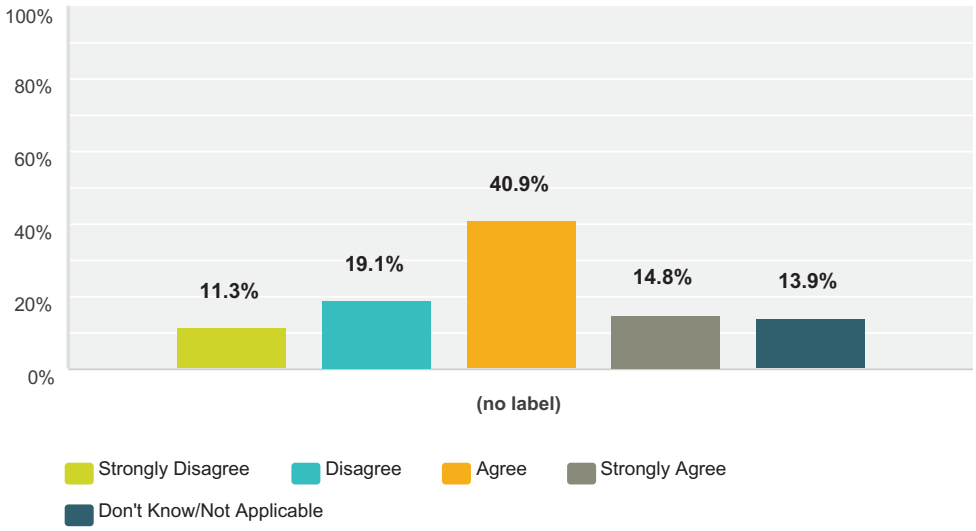


	Strongly Disagree (1)	Disagree (2)	Agree (3)	Strongly Agree (4)	Don't Know/Not Applicable	Total	Weighted Average
(no label)	**7.8%** 9	**20.9%** 24	**40.9%** 47	**28.7%** 33	**1.7%** 2	115	2.92

Basic Statistics				
Minimum 1.00	**Maximum** 4.00	**Median** 3.00	**Mean** 2.92	**Standard Deviation** 0.90

Q15 The program review process helps to promote positive change on campus.

Answered: 115 Skipped: 4

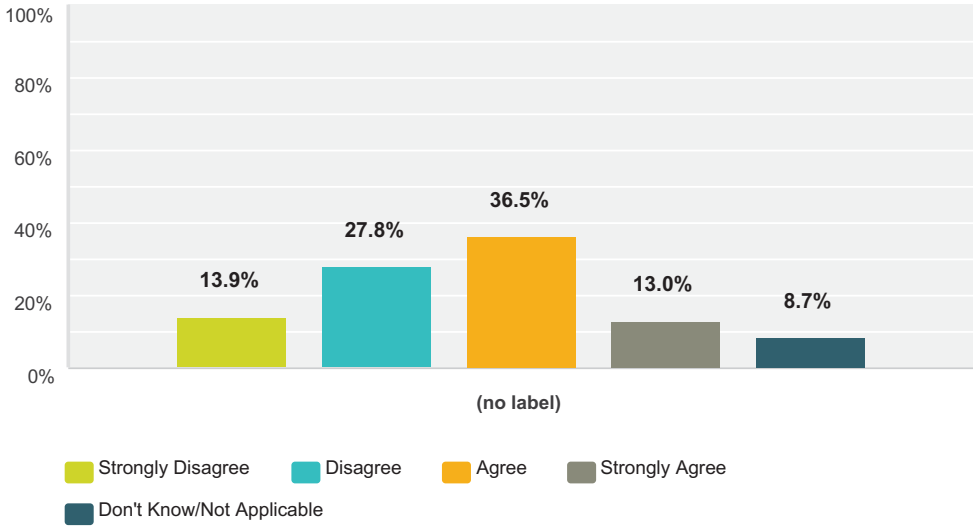


	Strongly Disagree (1)	Disagree (2)	Agree (3)	Strongly Agree (4)	Don't Know/Not Applicable	Total	Weighted Average
(no label)	**11.3%** 13	**19.1%** 22	**40.9%** 47	**14.8%** 17	**13.9%** 16	115	2.69

Basic Statistics				
Minimum 1.00	**Maximum** 4.00	**Median** 3.00	**Mean** 2.69	**Standard Deviation** 0.91

Q16 Cañada College provides adequate opportunities for training in technology related to my area of responsibility.

Answered: 115 Skipped: 4

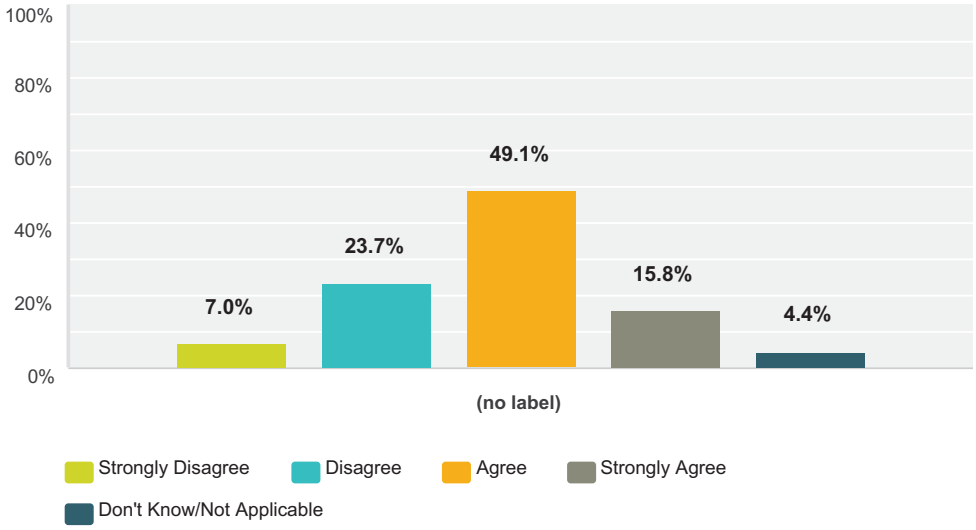


	Strongly Disagree (1)	Disagree (2)	Agree (3)	Strongly Agree (4)	Don't Know/Not Applicable	Total	Weighted Average
(no label)	**13.9%** 16	**27.8%** 32	**36.5%** 42	**13.0%** 15	**8.7%** 10	115	2.53

Basic Statistics				
Minimum	**Maximum**	**Median**	**Mean**	**Standard Deviation**
1.00	4.00	3.00	2.53	0.92

Q17 The College provides sufficient opportunities for continued professional development.

Answered: 114 Skipped: 5

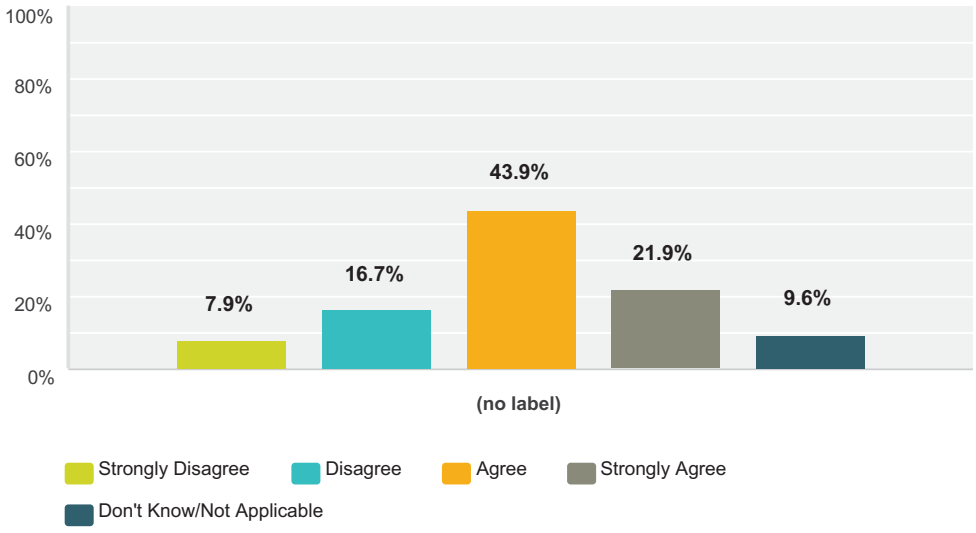


	Strongly Disagree (1)	Disagree (2)	Agree (3)	Strongly Agree (4)	Don't Know/Not Applicable	Total	Weighted Average
(no label)	**7.0%** 8	**23.7%** 27	**49.1%** 56	**15.8%** 18	**4.4%** 5	114	2.77

Basic Statistics				
Minimum 1.00	**Maximum** 4.00	**Median** 3.00	**Mean** 2.77	**Standard Deviation** 0.81

Q18 The role of employees in participatory governance is clearly stated and publicized.

Answered: 114 Skipped: 5

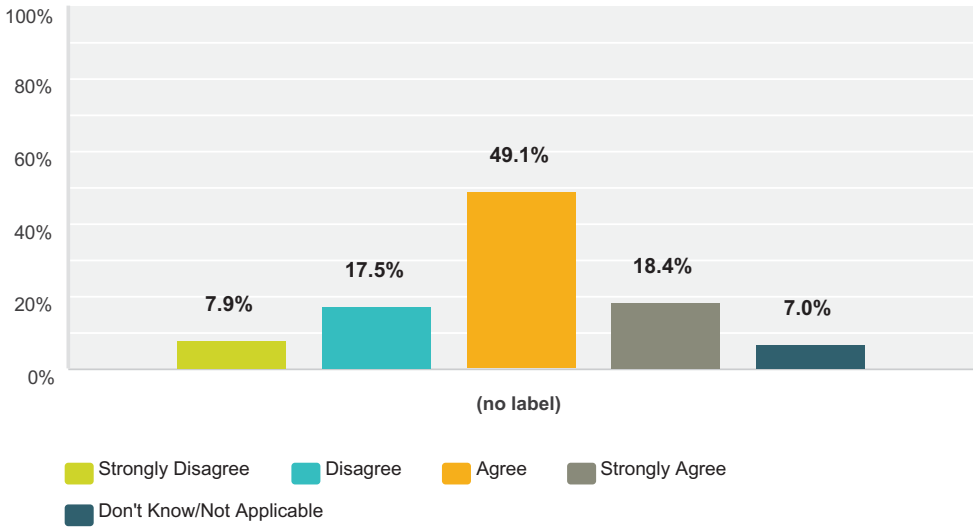


	Strongly Disagree (1)	Disagree (2)	Agree (3)	Strongly Agree (4)	Don't Know/Not Applicable	Total	Weighted Average
(no label)	**7.9%** 9	**16.7%** 19	**43.9%** 50	**21.9%** 25	**9.6%** 11	114	2.88

Basic Statistics				
Minimum 1.00	**Maximum** 4.00	**Median** 3.00	**Mean** 2.88	**Standard Deviation** 0.87

Q19 The procedures for hiring employees are clearly stated.

Answered: 114 Skipped: 5

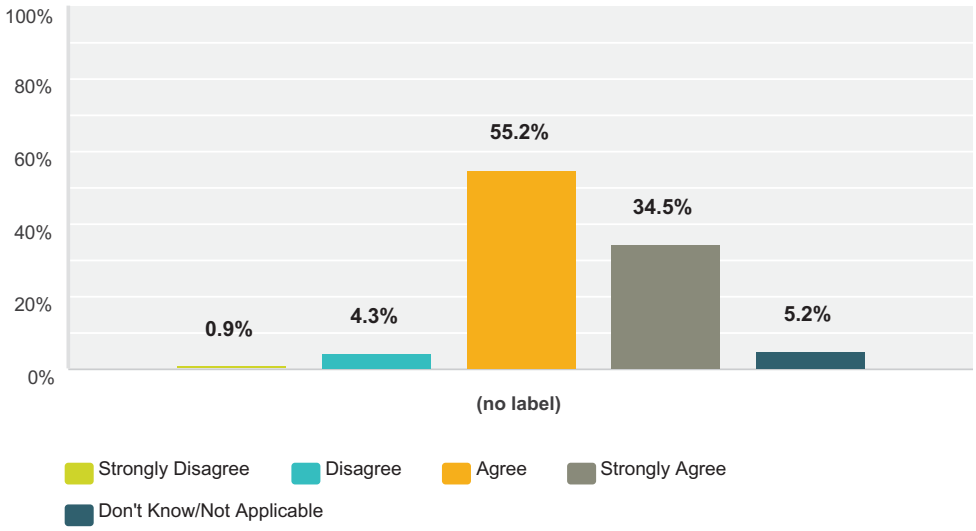


	Strongly Disagree (1)	Disagree (2)	Agree (3)	Strongly Agree (4)	Don't Know/Not Applicable	Total	Weighted Average
(no label)	**7.9%** 9	**17.5%** 20	**49.1%** 56	**18.4%** 21	**7.0%** 8	114	2.84

Basic Statistics				
Minimum 1.00	**Maximum** 4.00	**Median** 3.00	**Mean** 2.84	**Standard Deviation** 0.84

Q20 The college deals with students in a fair and ethical way.

Answered: 116 Skipped: 3

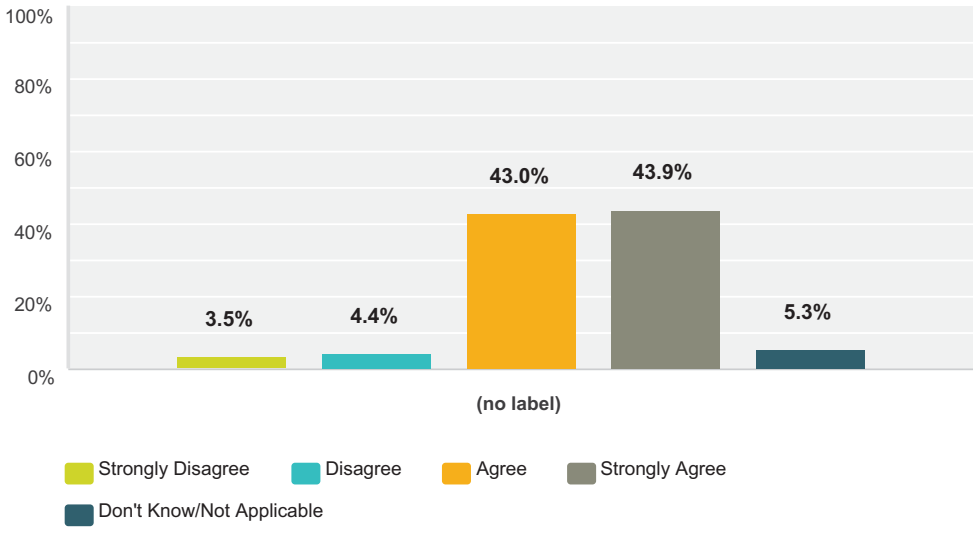


	Strongly Disagree (1)	Disagree (2)	Agree (3)	Strongly Agree (4)	Don't Know/Not Applicable	Total	Weighted Average
(no label)	**0.9%** 1	**4.3%** 5	**55.2%** 64	**34.5%** 40	**5.2%** 6	116	3.30

Basic Statistics				
Minimum 1.00	**Maximum** 4.00	**Median** 3.00	**Mean** 3.30	**Standard Deviation** 0.60

Q21 Diversity, in regard to gender, ethnicity and age, is actively promoted on campus.

Answered: 114 Skipped: 5

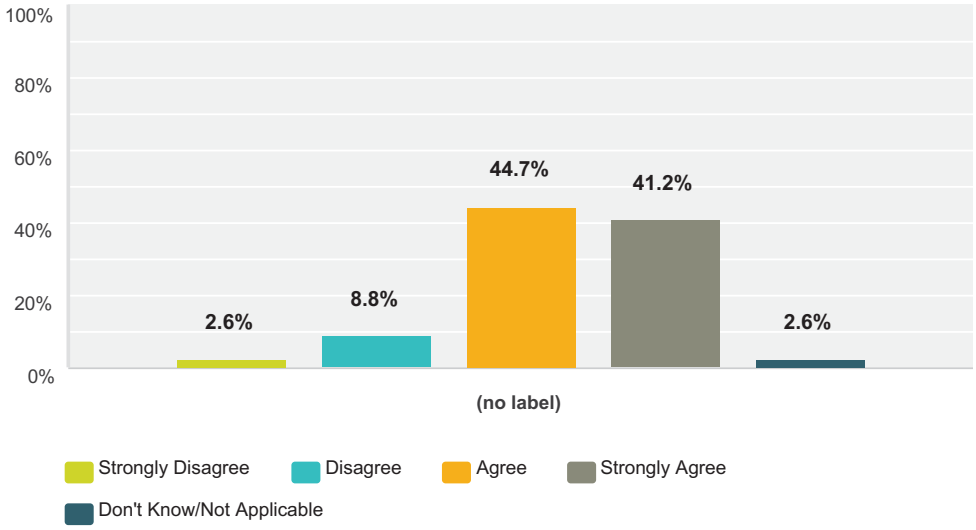


	Strongly Disagree (1)	Disagree (2)	Agree (3)	Strongly Agree (4)	Don't Know/Not Applicable	Total	Weighted Average
(no label)	**3.5%** 4	**4.4%** 5	**43.0%** 49	**43.9%** 50	**5.3%** 6	114	3.34

Basic Statistics				
Minimum 1.00	**Maximum** 4.00	**Median** 3.00	**Mean** 3.34	**Standard Deviation** 0.73

Q22 I believe that the climate at Cañada College is one of appreciation of differences.

Answered: 114 Skipped: 5

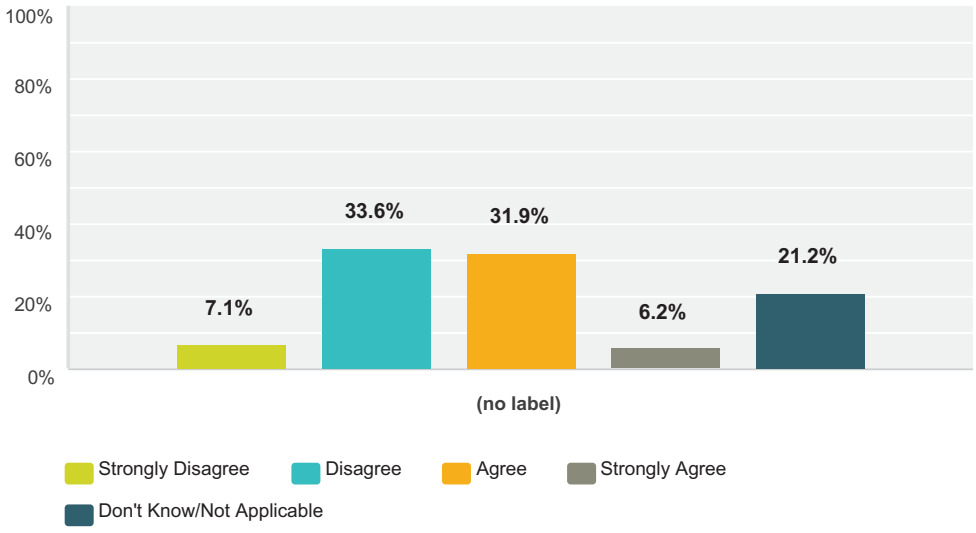


	Strongly Disagree (1)	Disagree (2)	Agree (3)	Strongly Agree (4)	Don't Know/Not Applicable	Total	Weighted Average
(no label)	**2.6%** 3	**8.8%** 10	**44.7%** 51	**41.2%** 47	**2.6%** 3	114	3.28

Basic Statistics				
Minimum 1.00	**Maximum** 4.00	**Median** 3.00	**Mean** 3.28	**Standard Deviation** 0.74

Q23 Cañada College provides sufficient opportunities for promotion.

Answered: 113 Skipped: 6

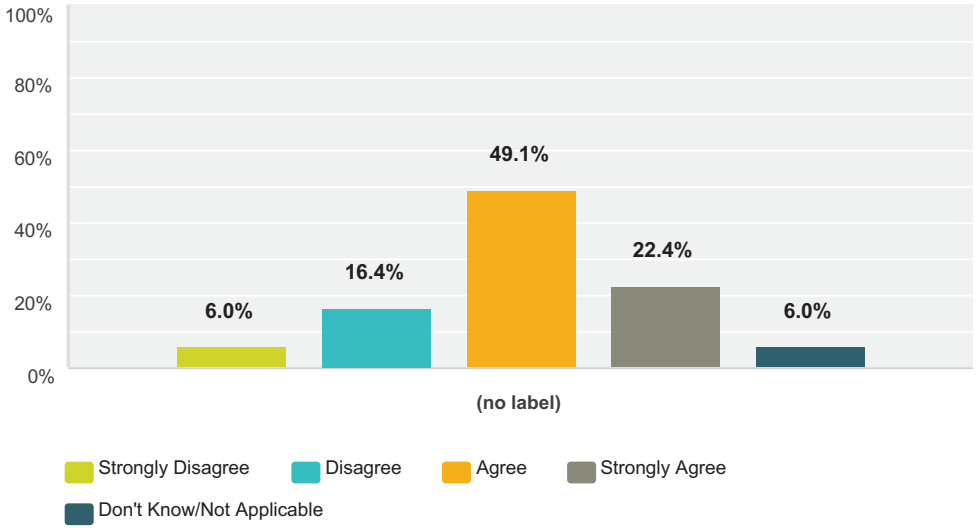


	Strongly Disagree (1)	Disagree (2)	Agree (3)	Strongly Agree (4)	Don't Know/Not Applicable	Total	Weighted Average
(no label)	**7.1%** 8	**33.6%** 38	**31.9%** 36	**6.2%** 7	**21.2%** 24	113	2.47

Basic Statistics				
Minimum 1.00	**Maximum** 4.00	**Median** 2.00	**Mean** 2.47	**Standard Deviation** 0.77

Q24 Cañada College encourages staff and faculty participation in the decision-making process.

Answered: 116 Skipped: 3

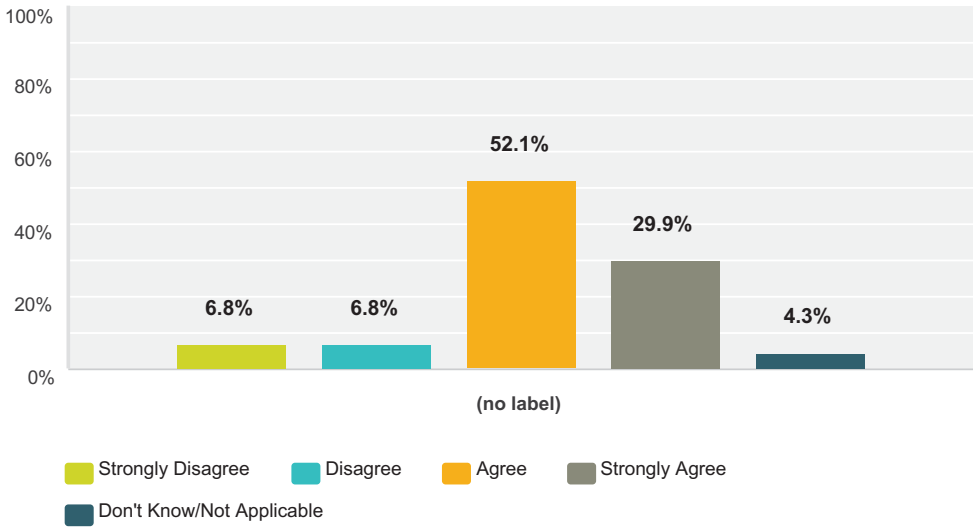


	Strongly Disagree (1)	Disagree (2)	Agree (3)	Strongly Agree (4)	Don't Know/Not Applicable	Total	Weighted Average
(no label)	**6.0%** 7	**16.4%** 19	**49.1%** 57	**22.4%** 26	**6.0%** 7	116	2.94

Basic Statistics				
Minimum 1.00	**Maximum** 4.00	**Median** 3.00	**Mean** 2.94	**Standard Deviation** 0.82

Q25 The technical support services for my technology issues are adequate.

Answered: 117 Skipped: 2

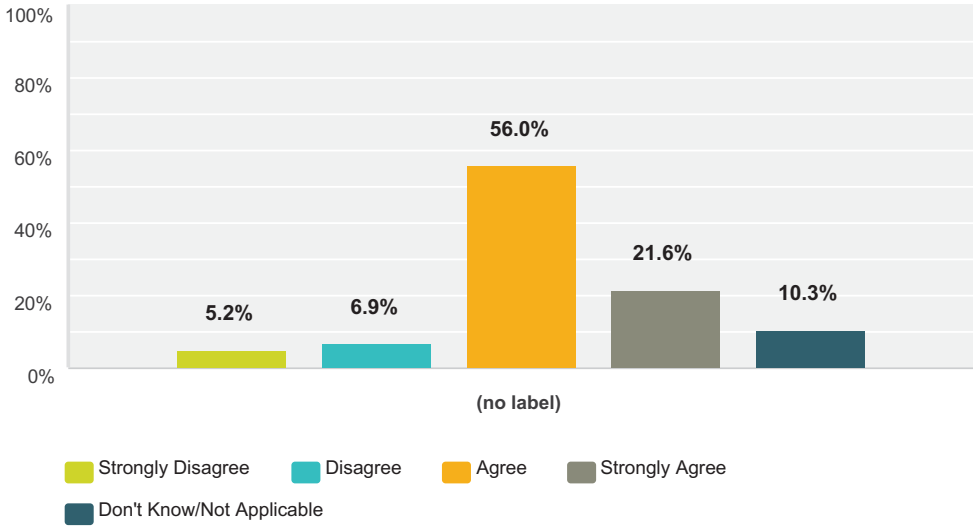


	Strongly Disagree (1)	Disagree (2)	Agree (3)	Strongly Agree (4)	Don't Know/Not Applicable	Total	Weighted Average
(no label)	**6.8%** 8	**6.8%** 8	**52.1%** 61	**29.9%** 35	**4.3%** 5	117	3.10

Basic Statistics				
Minimum 1.00	**Maximum** 4.00	**Median** 3.00	**Mean** 3.10	**Standard Deviation** 0.81

Q26 I believe there are sufficient data and information available to assess the quality and effectiveness of my program or area.

Answered: 116 Skipped: 3

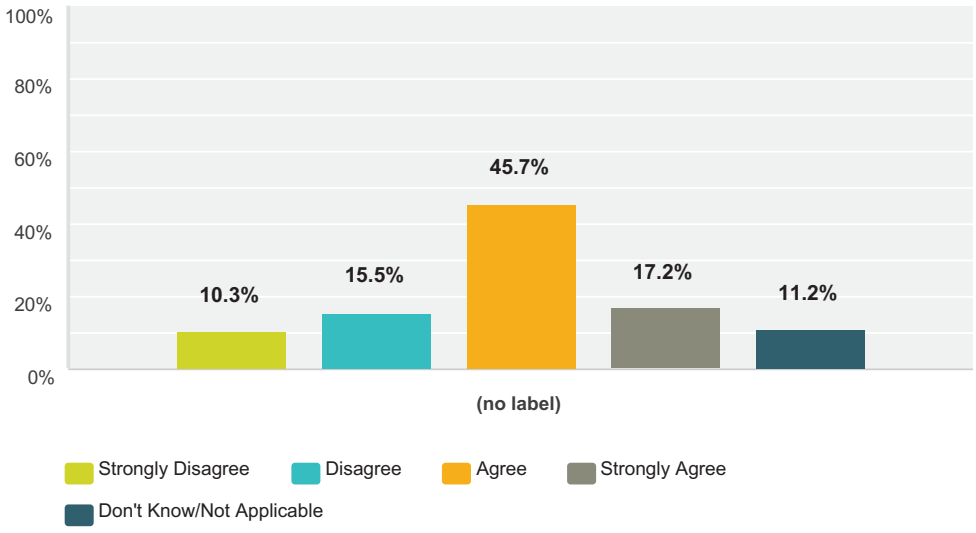


	Strongly Disagree (1)	Disagree (2)	Agree (3)	Strongly Agree (4)	Don't Know/Not Applicable	Total	Weighted Average
(no label)	**5.2%** 6	**6.9%** 8	**56.0%** 65	**21.6%** 25	**10.3%** 12	116	3.05

Basic Statistics				
Minimum 1.00	**Maximum** 4.00	**Median** 3.00	**Mean** 3.05	**Standard Deviation** 0.74

Q27 Overall, the participatory governace process is working well at Cañada.

Answered: 116 Skipped: 3

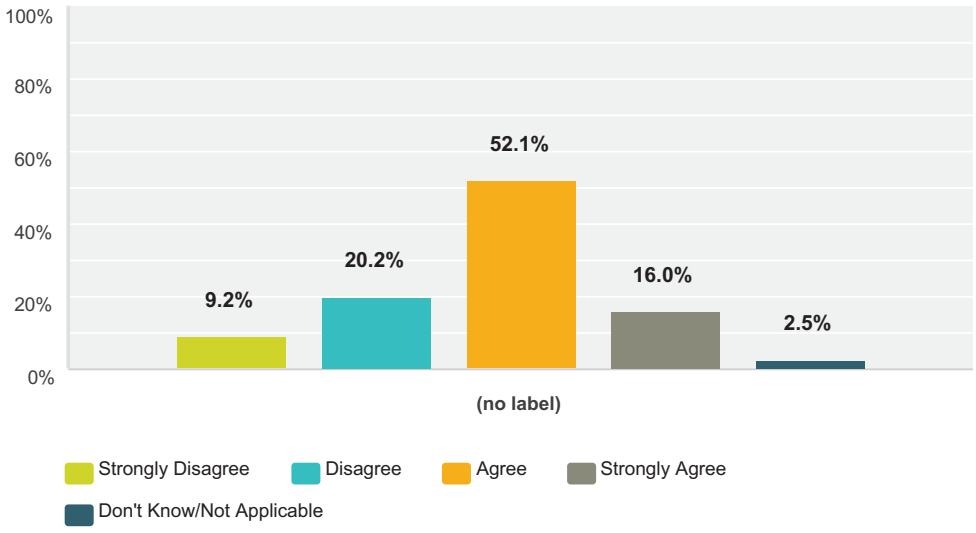


	Strongly Disagree (1)	Disagree (2)	Agree (3)	Strongly Agree (4)	Don't Know/Not Applicable	Total	Weighted Average
(no label)	**10.3%** 12	**15.5%** 18	**45.7%** 53	**17.2%** 20	**11.2%** 13	116	2.79

Basic Statistics				
Minimum 1.00	**Maximum** 4.00	**Median** 3.00	**Mean** 2.79	**Standard Deviation** 0.89

Q28 The facilties (i.e. classrooms and office space) adequately meet my needs.

Answered: 119 Skipped: 0

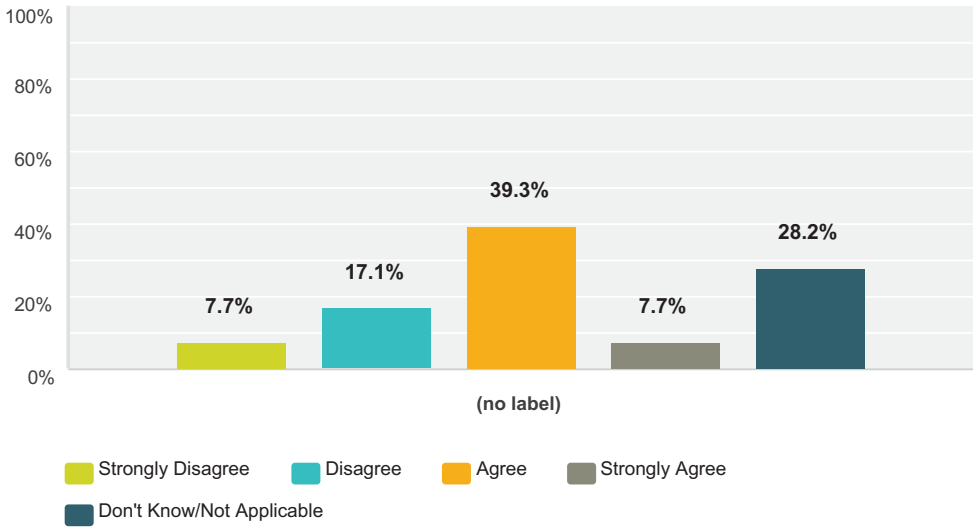


	Strongly Disagree (1)	Disagree (2)	Agree (3)	Strongly Agree (4)	Don't Know/Not Applicable	Total	Weighted Average
(no label)	**9.2%** 11	**20.2%** 24	**52.1%** 62	**16.0%** 19	**2.5%** 3	119	2.77

Basic Statistics				
Minimum 1.00	**Maximum** 4.00	**Median** 3.00	**Mean** 2.77	**Standard Deviation** 0.83

Q29 I am satisfied with the disabled access on campus.

Answered: 117 Skipped: 2

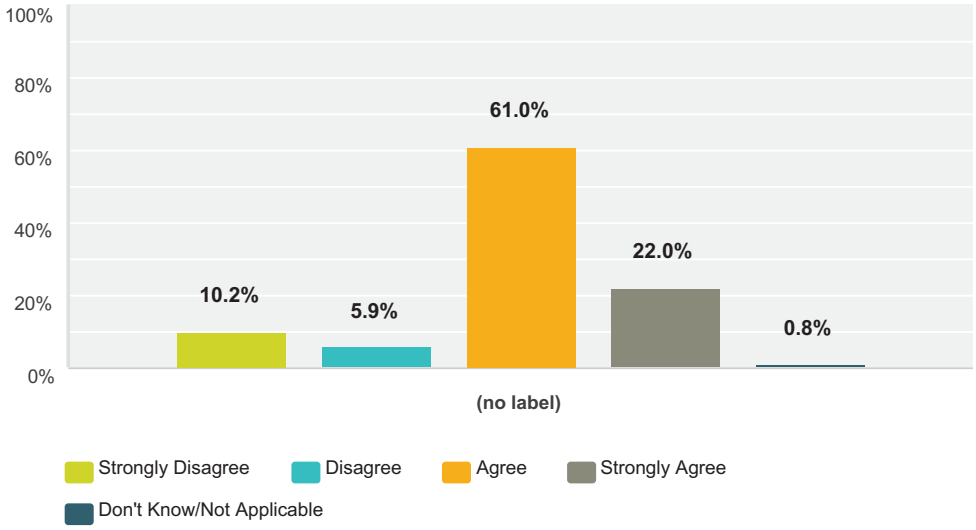


	Strongly Disagree (1)	Disagree (2)	Agree (3)	Strongly Agree (4)	Don't Know/Not Applicable	Total	Weighted Average
(no label)	**7.7%** 9	**17.1%** 20	**39.3%** 46	**7.7%** 9	**28.2%** 33	117	2.65

Basic Statistics				
Minimum 1.00	**Maximum** 4.00	**Median** 3.00	**Mean** 2.65	**Standard Deviation** 0.81

Q30 Campus facilities (i.e. classrooms, washrooms, and offices) are adequately maintained.

Answered: 118 Skipped: 1

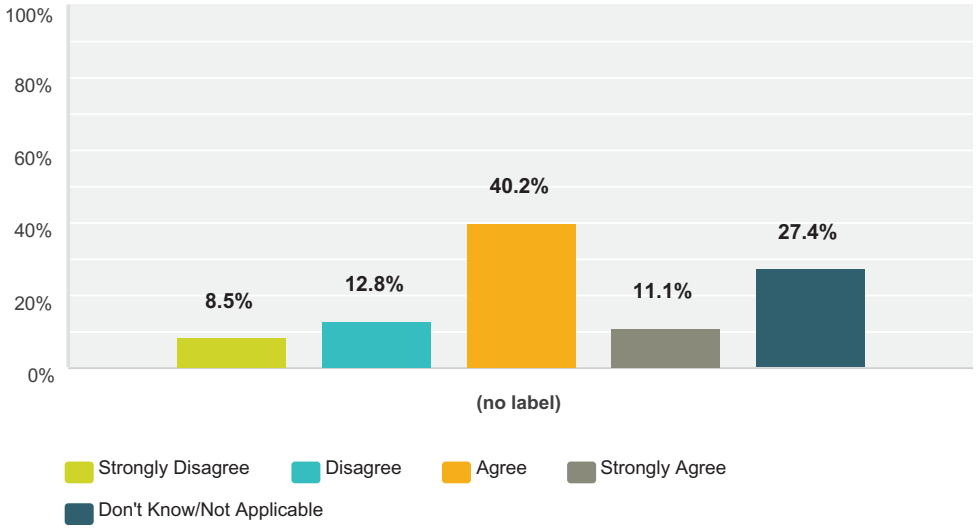


	Strongly Disagree (1)	Disagree (2)	Agree (3)	Strongly Agree (4)	Don't Know/Not Applicable	Total	Weighted Average
(no label)	**10.2%** 12	**5.9%** 7	**61.0%** 72	**22.0%** 26	**0.8%** 1	118	2.96

Basic Statistics				
Minimum 1.00	**Maximum** 4.00	**Median** 3.00	**Mean** 2.96	**Standard Deviation** 0.83

Q31 There are clear divisions of authority and responsibility between and among the District Office, the Board of Trustees, and Cañada College.

Answered: 117 Skipped: 2

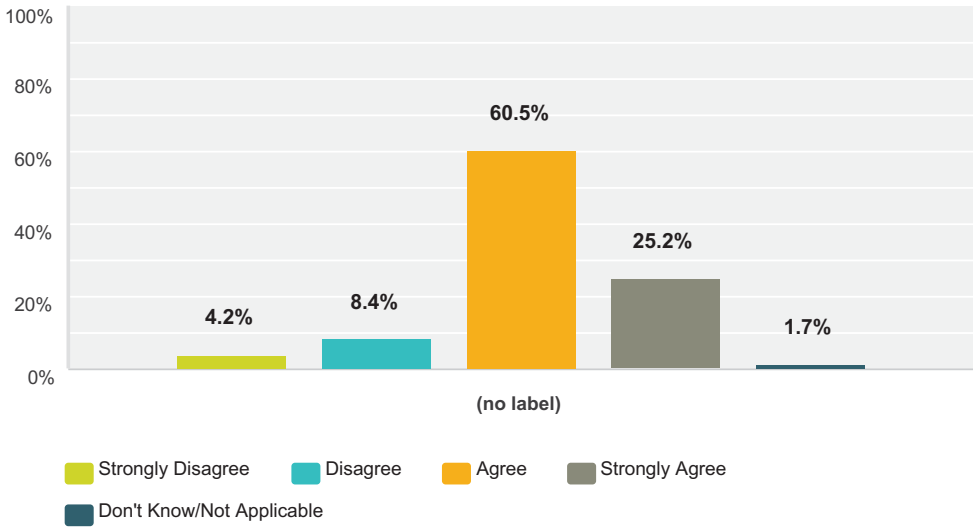


	Strongly Disagree (1)	Disagree (2)	Agree (3)	Strongly Agree (4)	Don't Know/Not Applicable	Total	Weighted Average
(no label)	**8.5%** 10	**12.8%** 15	**40.2%** 47	**11.1%** 13	**27.4%** 32	117	2.74

Basic Statistics				
Minimum 1.00	**Maximum** 4.00	**Median** 3.00	**Mean** 2.74	**Standard Deviation** 0.86

Q32 I have access to enough information about disaster preparedness.

Answered: 119 Skipped: 0

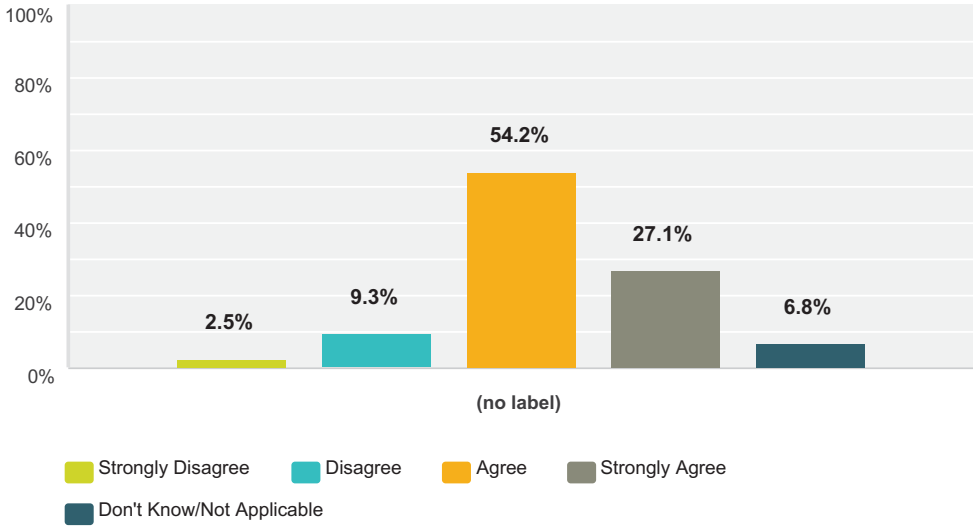


	Strongly Disagree (1)	Disagree (2)	Agree (3)	Strongly Agree (4)	Don't Know/Not Applicable	Total	Weighted Average
(no label)	**4.2%** 5	**8.4%** 10	**60.5%** 72	**25.2%** 30	**1.7%** 2	119	3.09

Basic Statistics				
Minimum 1.00	**Maximum** 4.00	**Median** 3.00	**Mean** 3.09	**Standard Deviation** 0.71

Q33 The security officers are able to answer my questions about safety and security issues at the college.

Answered: 118 Skipped: 1

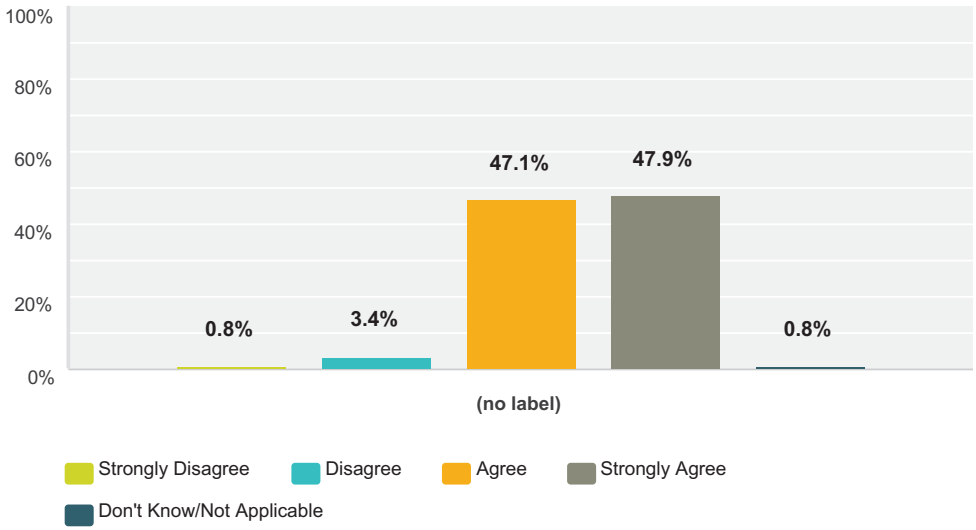


	Strongly Disagree (1)	Disagree (2)	Agree (3)	Strongly Agree (4)	Don't Know/Not Applicable	Total	Weighted Average
(no label)	**2.5%** 3	**9.3%** 11	**54.2%** 64	**27.1%** 32	**6.8%** 8	118	3.14

Basic Statistics				
Minimum 1.00	**Maximum** 4.00	**Median** 3.00	**Mean** 3.14	**Standard Deviation** 0.69

Q34 Overall, I feel safe on campus.

Answered: 119 Skipped: 0

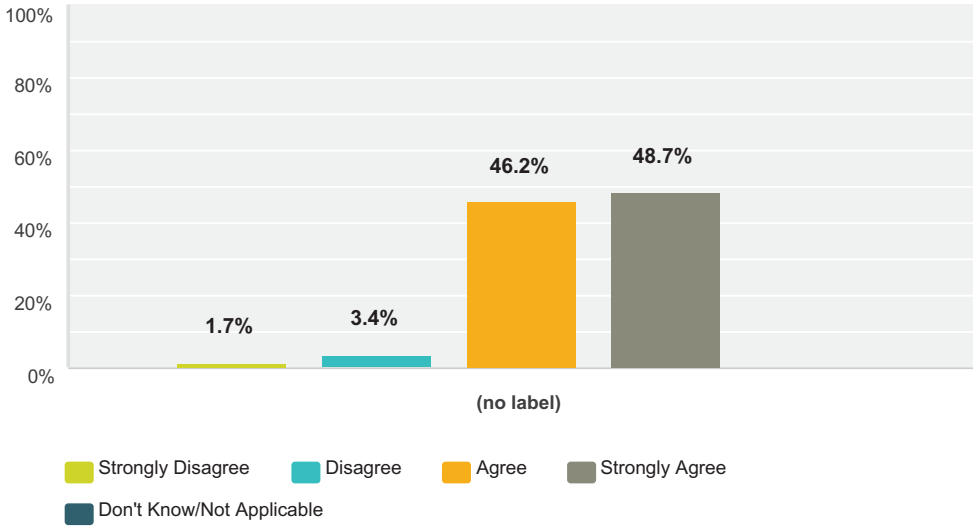


	Strongly Disagree (1)	Disagree (2)	Agree (3)	Strongly Agree (4)	Don't Know/Not Applicable	Total	Weighted Average
(no label)	**0.8%** 1	**3.4%** 4	**47.1%** 56	**47.9%** 57	**0.8%** 1	119	3.43

Basic Statistics				
Minimum 1.00	**Maximum** 4.00	**Median** 3.00	**Mean** 3.43	**Standard Deviation** 0.60

Q35 I know where to refer students to various support services on campus (e.g. financial aid, DRC, and learning center).

Answered: 119 Skipped: 0

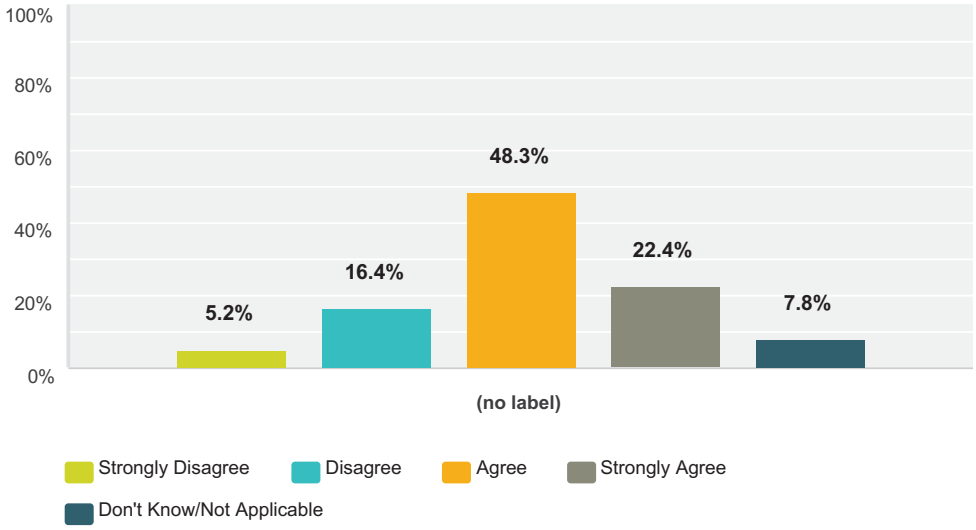


	Strongly Disagree (1)	Disagree (2)	Agree (3)	Strongly Agree (4)	Don't Know/Not Applicable	Total	Weighted Average
(no label)	**1.7%** 2	**3.4%** 4	**46.2%** 55	**48.7%** 58	**0.0%** 0	119	3.42

Basic Statistics				
Minimum 1.00	**Maximum** 4.00	**Median** 3.00	**Mean** 3.42	**Standard Deviation** 0.64

Q36 Cañada College has provided sufficient training in student and program learning outcomes and assessments.

Answered: 116 Skipped: 3

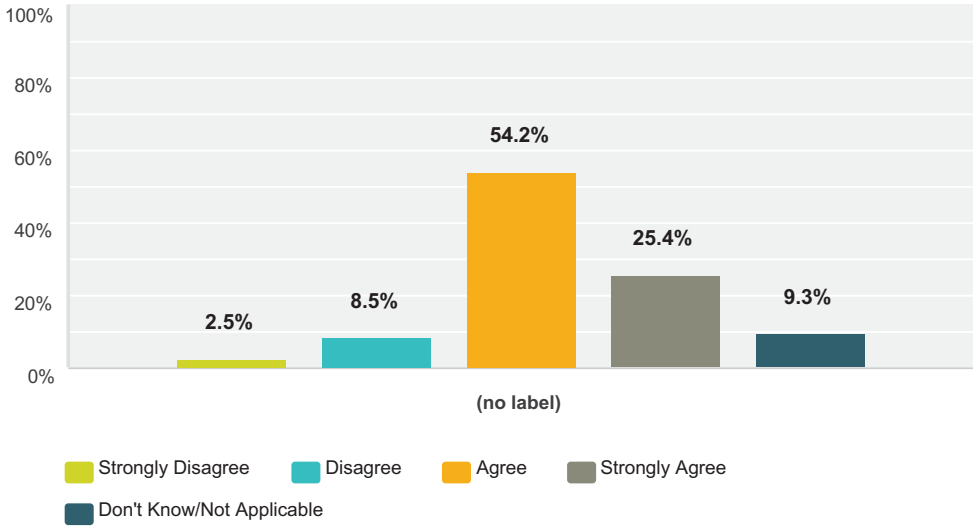


	Strongly Disagree (1)	Disagree (2)	Agree (3)	Strongly Agree (4)	Don't Know/Not Applicable	Total	Weighted Average
(no label)	**5.2%** 6	**16.4%** 19	**48.3%** 56	**22.4%** 26	**7.8%** 9	116	2.95

Basic Statistics				
Minimum 1.00	**Maximum** 4.00	**Median** 3.00	**Mean** 2.95	**Standard Deviation** 0.80

Q37 I believe that Cañada College has made student and program learning outcomes and assessment a focus for the college.

Answered: 118 Skipped: 1

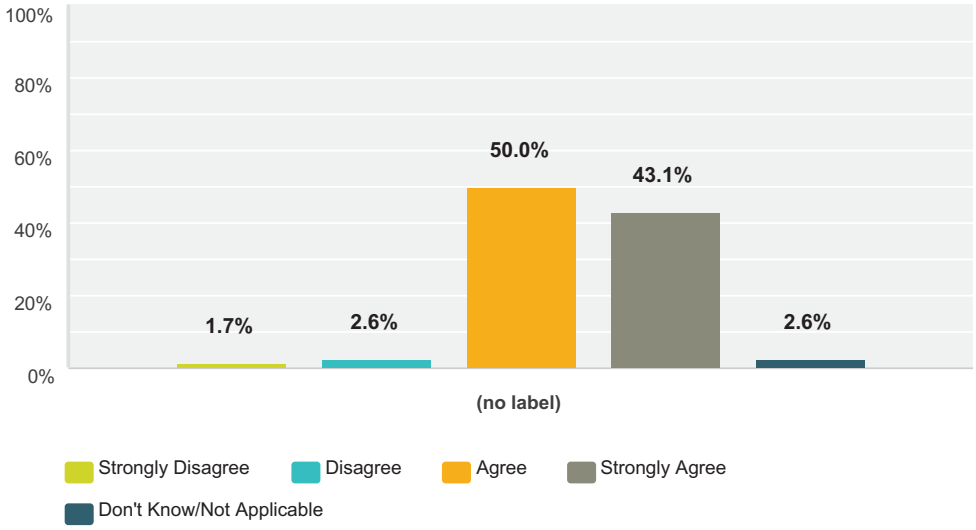


	Strongly Disagree (1)	Disagree (2)	Agree (3)	Strongly Agree (4)	Don't Know/Not Applicable	Total	Weighted Average
(no label)	**2.5%** 3	**8.5%** 10	**54.2%** 64	**25.4%** 30	**9.3%** 11	118	3.13

Basic Statistics				
Minimum 1.00	**Maximum** 4.00	**Median** 3.00	**Mean** 3.13	**Standard Deviation** 0.68

Q38 Overall, Cañada College provides a high quality learning experience for students.

Answered: 116 Skipped: 3

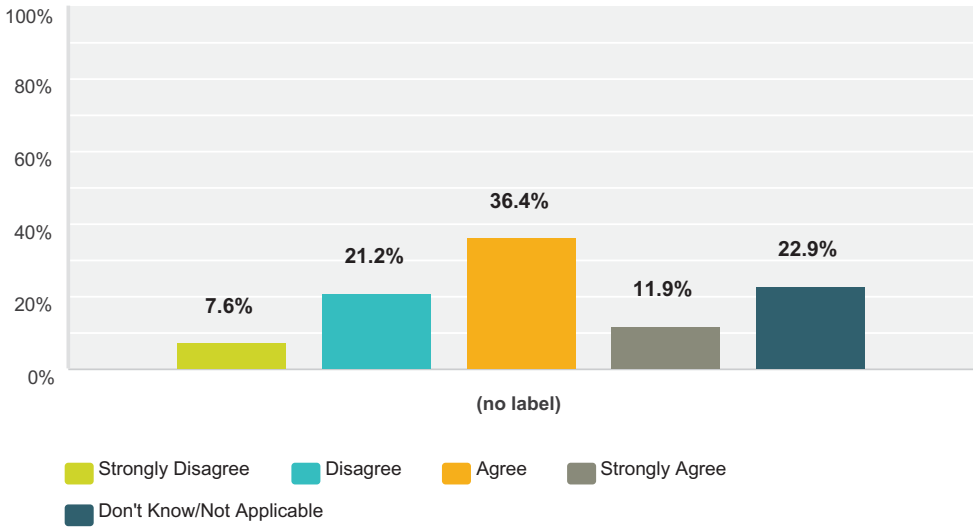


	Strongly Disagree (1)	Disagree (2)	Agree (3)	Strongly Agree (4)	Don't Know/Not Applicable	Total	Weighted Average
(no label)	**1.7%** 2	**2.6%** 3	**50.0%** 58	**43.1%** 50	**2.6%** 3	116	3.38

Basic Statistics				
Minimum 1.00	**Maximum** 4.00	**Median** 3.00	**Mean** 3.38	**Standard Deviation** 0.63

Q39 I have been given adequate time to work on my SLOs and PLOs.

Answered: 118 Skipped: 1

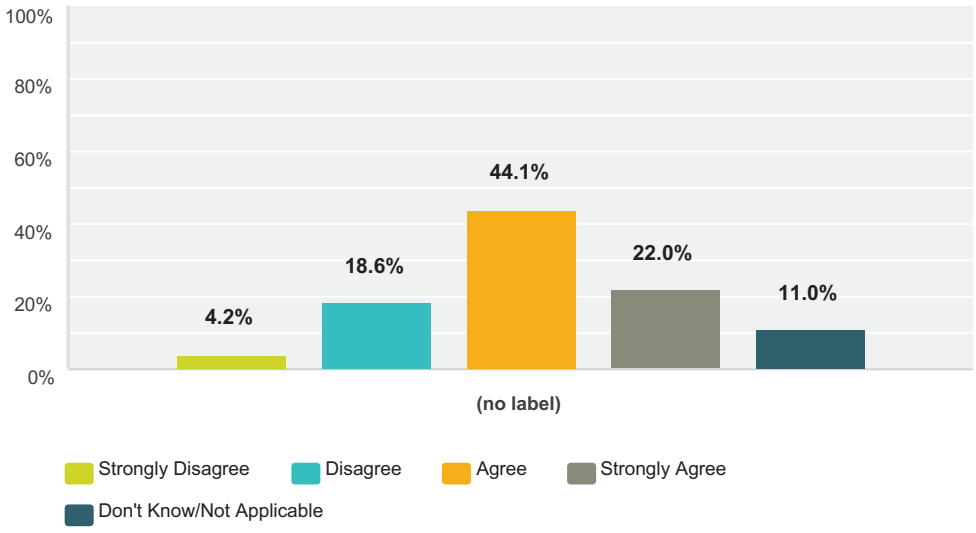


	Strongly Disagree (1)	Disagree (2)	Agree (3)	Strongly Agree (4)	Don't Know/Not Applicable	Total	Weighted Average
(no label)	**7.6%** 9	**21.2%** 25	**36.4%** 43	**11.9%** 14	**22.9%** 27	118	2.68

Basic Statistics				
Minimum 1.00	**Maximum** 4.00	**Median** 3.00	**Mean** 2.68	**Standard Deviation** 0.85

Q40 I am familiar with the institutional SLOs and their purpose.

Answered: 118 Skipped: 1

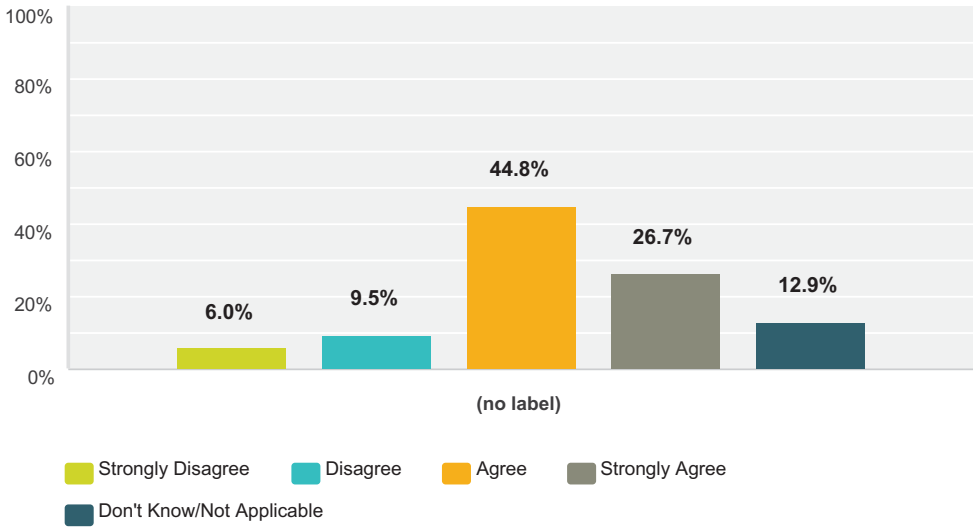


	Strongly Disagree (1)	Disagree (2)	Agree (3)	Strongly Agree (4)	Don't Know/Not Applicable	Total	Weighted Average
(no label)	**4.2%** 5	**18.6%** 22	**44.1%** 52	**22.0%** 26	**11.0%** 13	118	2.94

Basic Statistics				
Minimum 1.00	**Maximum** 4.00	**Median** 3.00	**Mean** 2.94	**Standard Deviation** 0.80

Q41 I am familiar with multiple means to assess.

Answered: 116 Skipped: 3

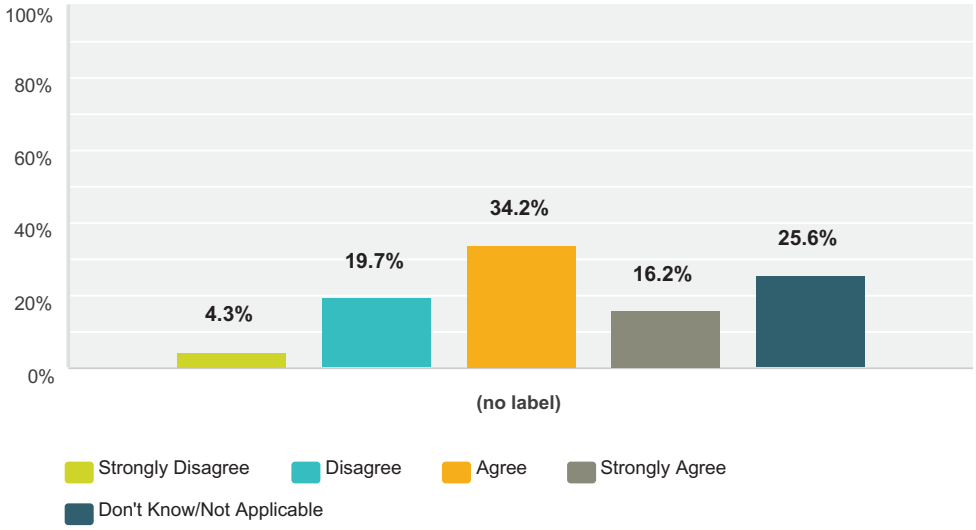


	Strongly Disagree (1)	Disagree (2)	Agree (3)	Strongly Agree (4)	Don't Know/Not Applicable	Total	Weighted Average
(no label)	**6.0%** 7	**9.5%** 11	**44.8%** 52	**26.7%** 31	**12.9%** 15	116	3.06

Basic Statistics				
Minimum 1.00	**Maximum** 4.00	**Median** 3.00	**Mean** 3.06	**Standard Deviation** 0.83

Q42 I engage other faculty in my department in dialogues about assessment results and subsequent action plans.

Answered: 117 Skipped: 2

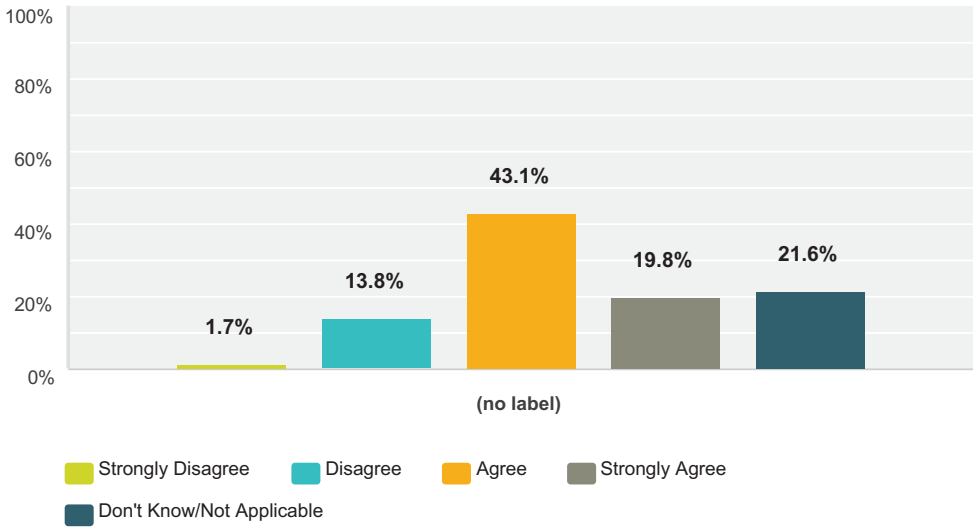


	Strongly Disagree (1)	Disagree (2)	Agree (3)	Strongly Agree (4)	Don't Know/Not Applicable	Total	Weighted Average
(no label)	**4.3%** 5	**19.7%** 23	**34.2%** 40	**16.2%** 19	**25.6%** 30	117	2.84

Basic Statistics				
Minimum 1.00	**Maximum** 4.00	**Median** 3.00	**Mean** 2.84	**Standard Deviation** 0.83

Q43 I use assessment results to inform subsequent plans.

Answered: 116 Skipped: 3

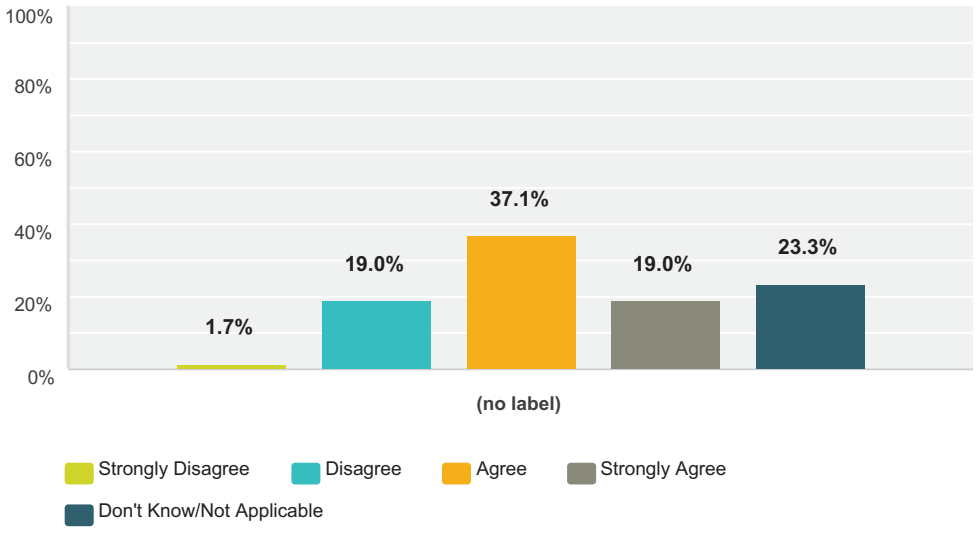


	Strongly Disagree (1)	Disagree (2)	Agree (3)	Strongly Agree (4)	Don't Know/Not Applicable	Total	Weighted Average
(no label)	**1.7%** 2	**13.8%** 16	**43.1%** 50	**19.8%** 23	**21.6%** 25	116	3.03

Basic Statistics				
Minimum 1.00	**Maximum** 4.00	**Median** 3.00	**Mean** 3.03	**Standard Deviation** 0.72

Q44 I use assessment results to inform resource requests.

Answered: 116 Skipped: 3

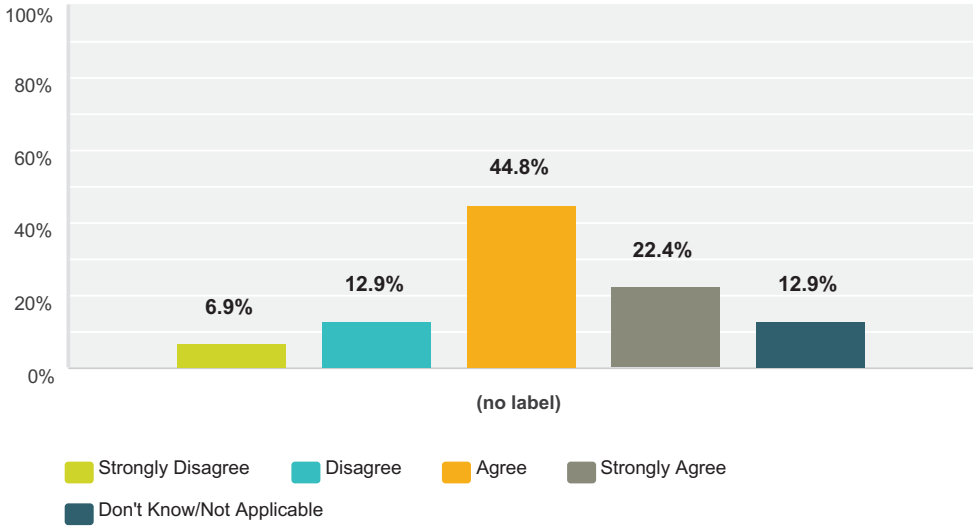


	Strongly Disagree (1)	Disagree (2)	Agree (3)	Strongly Agree (4)	Don't Know/Not Applicable	Total	Weighted Average
(no label)	**1.7%** 2	**19.0%** 22	**37.1%** 43	**19.0%** 22	**23.3%** 27	116	3.45

Basic Statistics				
Minimum 1.00	**Maximum** 4.00	**Median** 3.00	**Mean** 2.96	**Standard Deviation** 0.76

Q45 I see how assessment can inform decisions about curriculum, resource allocation, etc.

Answered: 116 Skipped: 3

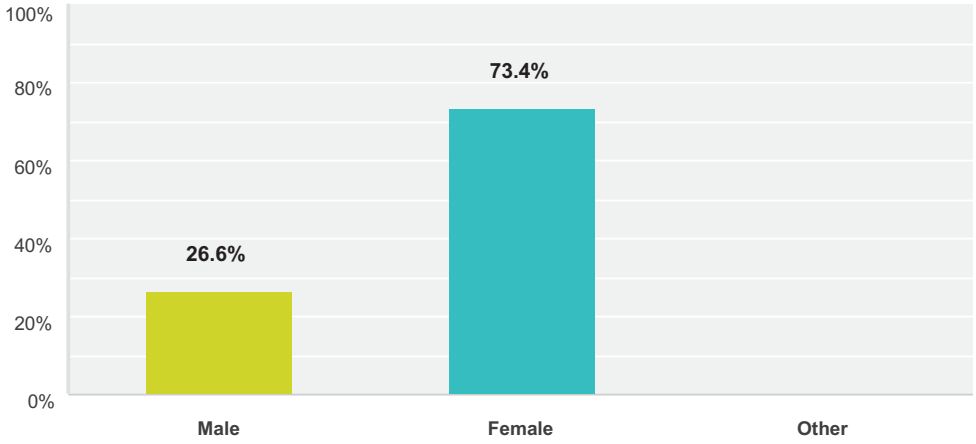


	Strongly Disagree (1)	Disagree (2)	Agree (3)	Strongly Agree (4)	Don't Know/Not Applicable	Total	Weighted Average
(no label)	**6.9%** 8	**12.9%** 15	**44.8%** 52	**22.4%** 26	**12.9%** 15	116	2.95

Basic Statistics				
Minimum 1.00	**Maximum** 4.00	**Median** 3.00	**Mean** 2.95	**Standard Deviation** 0.85

Q46 What is your gender?

Answered: 109 Skipped: 10

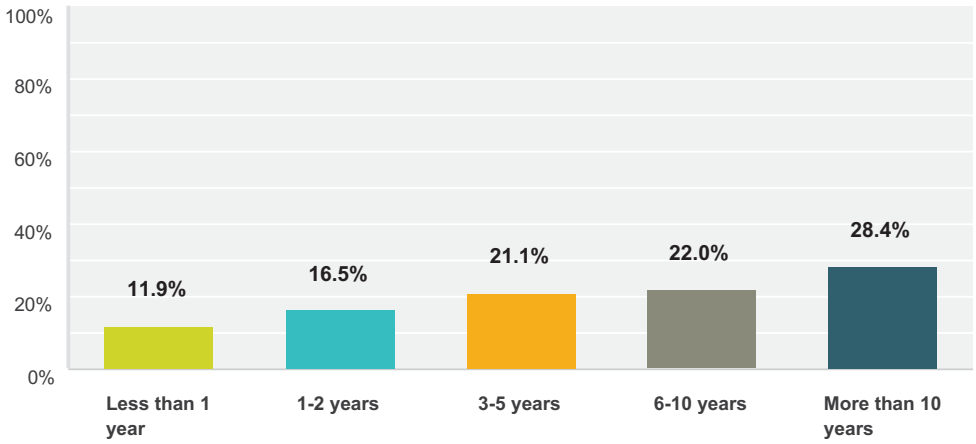


Answer Choices	Responses	
Male (1)	**26.6%**	29
Female (2)	**73.4%**	80
Other (3)	**0.0%**	0
Total		**109**

Basic Statistics				
Minimum	**Maximum**	**Median**	**Mean**	**Standard Deviation**
1.00	2.00	2.00	1.73	0.44

Q47 How many years have you been at Cañada College?

Answered: 109 Skipped: 10

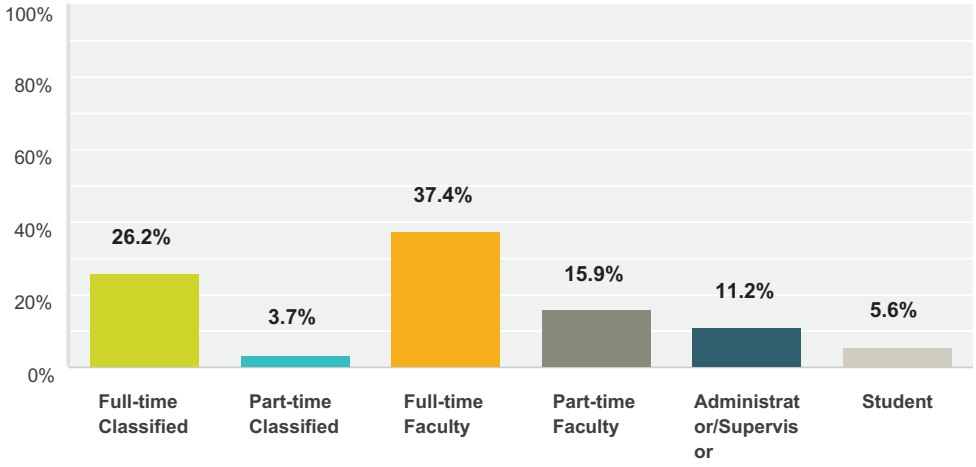


Answer Choices	Responses	
Less than 1 year (1)	**11.9%**	13
1-2 years (2)	**16.5%**	18
3-5 years (3)	**21.1%**	23
6-10 years (4)	**22.0%**	24
More than 10 years (5)	**28.4%**	31
Total		**109**

Basic Statistics				
Minimum	**Maximum**	**Median**	**Mean**	**Standard Deviation**
1.00	5.00	4.00	3.39	1.36

Q48 What is your employment status?

Answered: 107 Skipped: 12

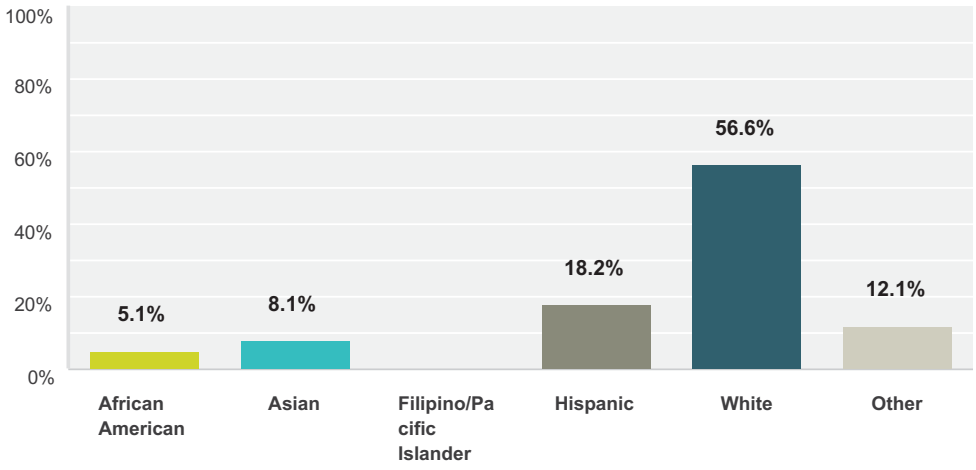


Answer Choices	Responses	
Full-time Classified (1)	26.2%	28
Part-time Classified (2)	3.7%	4
Full-time Faculty (3)	37.4%	40
Part-time Faculty (4)	15.9%	17
Administrator/Supervisor (5)	11.2%	12
Student (6)	5.6%	6
Total		**107**

Basic Statistics				
Minimum	**Maximum**	**Median**	**Mean**	**Standard Deviation**
1.00	6.00	3.00	2.99	1.48

Q49 What ethnic group do you mostly identify with?

Answered: 99 Skipped: 20

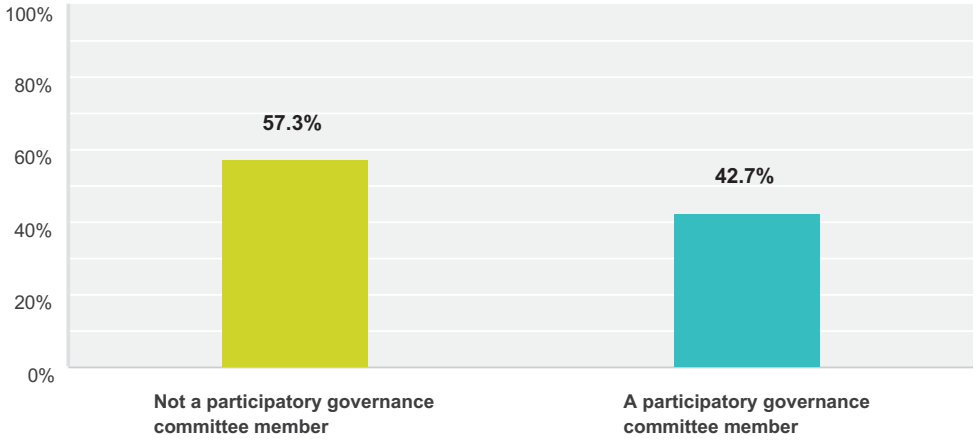


Answer Choices	Responses	
African American (1)	5.1%	5
Asian (2)	8.1%	8
Filipino/Pacific Islander (3)	0.0%	0
Hispanic (4)	18.2%	18
White (5)	56.6%	56
Other (6)	12.1%	12
Total		99

Basic Statistics				
Minimum	Maximum	Median	Mean	Standard Deviation
1.00	6.00	5.00	4.49	1.26

Q50 I am

Answered: 110 Skipped: 9

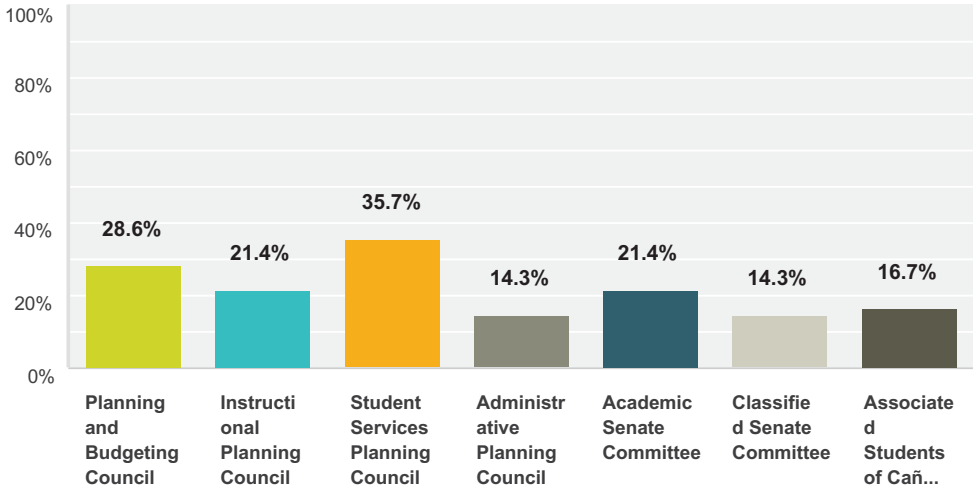


Answer Choices	Responses	
Not a participatory governance committee member (1)	**57.3%**	63
A participatory governance committee member (2)	**42.7%**	47
Total		**110**

Basic Statistics				
Minimum	**Maximum**	**Median**	**Mean**	**Standard Deviation**
1.00	2.00	1.00	1.43	0.49

Q51 If you are a participatory governance committee member, which committee(s) do you serve? (Check all that apply)

Answered: 42 Skipped: 77



Answer Choices	Responses	
Planning and Budgeting Council (1)	28.6%	12
Instructional Planning Council (2)	21.4%	9
Student Services Planning Council (3)	35.7%	15
Administrative Planning Council (4)	14.3%	6
Academic Senate Committee (5)	21.4%	9
Classified Senate Committee (6)	14.3%	6
Associated Students of Cañada College (ASCC) (7)	16.7%	7
Total Respondents: 42		

Basic Statistics				
Minimum	**Maximum**	**Median**	**Mean**	**Standard Deviation**
1.00	7.00	3.00	3.58	1.95

Q52 Do you have any comments about PARTICIPATORY GOVERNANCE at Cañada College?

Answered: 34 Skipped: 85

#	Responses	Date
1	None	5/9/2016 5:28 PM
2	I feel that most of it is hollow; we go through length processes and procedures and the results are ignored and our opinions that reflected in policy.	5/9/2016 2:29 PM
3	A). I am becoming more doubtful that the feedback given by the group-oriented hiring activity affects the hiring of faculty, especially when it seems to not match the prioritization of the Academic Senate for new faculty hires. B). The Academic Senate is also not representative of other faculty if they expect other faculty to be present to defend their hiring justification in order "to stand out" in their prioritization. Shouldn't student enrollments and the high percentage of sections taught by part-time faculty ultimately represent the need for new full-time hires?	5/9/2016 2:07 PM
4	It is extremely frustrating to go through the participatory governance system time after time and repeatedly be told by the president that we cannot hire new faculty. Yet we continue to hire new administrators and support staff, year after year.	5/9/2016 12:41 PM
5	Needs improvement	5/9/2016 12:25 PM
6	Continue to encourage improving workplace communications in order to foster better working relationships. Emphasis clear and consistent workplace communications and knowledge of the policies and procedures in order to reduce confusion and misunderstandings resulting in resentment.	5/3/2016 8:37 AM
7	Too many committees exist, new committees continue to be created, but committees never go away... there's a limited number of people to serve on committees, plus, by the way, we have work to do, so the proliferation of committees needs to stop. The Councils and Committees listed in question #51 are just a few. If the others (not listed) are not important or do not contribute to participatory governance, then why do they exist? Note: there is not an Academic Senate "committee"	5/3/2016 12:25 AM
8	Faculty and staff need to be brought into the budget process. It is not transparent. Too much is allocated to student service type programs, which causes us to cut classes and destroy academic programs. Our students are now migrating to CSM and Foothill-DeAnza. Being under the constant threat of having courses cancelled leads to a demoralized faculty and student body. No one is against the various programs we offer but we need to calculated what is cost-effective and not destroy our academic integrity.	5/2/2016 5:07 PM
9	i wish the minutes of these meetings could be posted right away, even if they are drafts. By the time the minutes are approved and posted, it's too late.	5/2/2016 5:02 PM
10	It is easy to feel very isolated from governance at Canada when you are adjunct faculty. While it is possible for adjunct faculty to participate in committees it's not without a large time cost and opportunities to participate are scheduled on the presumption that people have schedules like full time faculty, on campus 8 hours a day (with a dedicated work space), teaching in the mornings and available in the afternoons. That's certainly never been the case for me.	5/2/2016 12:43 PM
11	Participatory Governance is valued highly at Cañada College. There are multiple opportunities for sharing perspectives and providing input.	4/29/2016 6:13 PM
12	Improve having meaningful and inclusive dialogues with all constituents.	4/28/2016 8:55 AM
13	Decision-making processes could be more transparent at Cañada College. We are informed of initiatives and goals, but do not actively participate in creating those goals or metrics for those goals. In my opinion, by the time, agenda items come to these bodies, most decisions have already been made. These bodies act more like information dissemination as opposed to spaces to vet information or decisions. We really do not vote at all. I am just speaking from participating in SSPC and Classified Senate. I expect and hope this situation changes once we get a new president. Also, the fact that there has been so many transitions at the administrative level has affected us. I think we need a campus-wide retreat and trainings/tools to develop effective communication. I believe this would strengthen our community.	4/27/2016 11:34 AM
14	I would like to get more information about how to participate.	4/25/2016 3:37 PM
15	It seems like a way to make faculty and staff feel that they have some modicum of control and input into what goes on at the college, even though they really do not.	4/25/2016 12:42 PM

16	I feel like it is important to let students know that we have participatory governance meetings and it it good to have more students to attend them if they have any questions or concerns.	4/22/2016 2:10 PM
17	Employees are not clear of the various levels of administration and staff. Many do not even understand or refer to the AFT and CSEA Collective bargaining contracts - the majority of employees fall under those two groups. Read them.	4/22/2016 11:47 AM
18	Faculty have been advocates for student needs, and based their decisions on outcomes. Administration has been far too focused on raw numbers in the past few years, and beginning-of-semester enrollments. Unfortunately before each semester begins, the faculty often get their sections axed, before they can even begin advocating for the students within their sections.	4/21/2016 10:13 PM
19	I don't feel that there is a comprehensive vision coming from the Office of Instruction. Interim Pres Hughes is providing stability and leadership ... and she has created an environment that encourages communication and participation.	4/21/2016 9:05 PM
20	"Participatory governance" is about collaboration, discussion, and group consensus. It is not about administration coming into one of the many meetings, stating what they are going to do without input, and expecting the entire campus to know what went on at that one meeting. Listing minutes on a website is not full "transparency." We should be getting emails from each committee with what is going on in that group and with minutes attached and a link to the committee's website for more information. The communication should be "pushed" from the committee to all staff/faculty. Staff/faculty shouldn't be expected to set a reminder to check the minutes of PBC, etc. every other week.	4/21/2016 6:50 PM
21	The time spent on administrative requests limits the amount of time I am spending preparing classes and meeting with students. For example, the SLO process due to the software program TracDat is a waste of my time. The program is unfriendly, cumbersome and all around a pain in the A$$. I am doing multiple jobs as I am a one professor department and I am asked to complete the same amount of work as multiple professor departments. That isn't equal and when I bring the subject up in participatory meetings my comments are dismissed. In addition, there isn't the transparency from administration, for example the gallery situation. We were TOLD what was going to happen and when people complained the process was then put through the participatory governance process.	4/21/2016 5:55 PM
22	The lack of formality at some of these meetings can be slightly vexing, however, at the end of the day, decisions are made and the meetings end on time.	4/21/2016 5:23 PM
23	Great experience and opportunity.	4/21/2016 5:07 PM
24	My observation is that Cañada College has a robust participatory governance system. It allows people to express and provide input to the process. Sometimes things, priorities, and funding can shift or change rapidly; therefore, it is difficult/challenge to have the system responded to the sudden change in a timely manner.	4/21/2016 3:42 PM
25	Thank you: Can the administration connect more with the participatory governance representatives to explain hiring decisions? How are the multiple addition and salaries of administrative positions decided and how does that compare to the faculty positions that have more rarely been made? How are administrators evaluated? How does the evaluation process of administrators compare to that of faculty? What are the differences and why are the outcomes so very different? What does our research show about the impact of large class sizes on student persistence in a course and student completion of degrees/goals?	4/21/2016 2:25 PM
26	There are a few major issues I see with participatory governance (PG) at Cañada. The first is "auto-population" - the fact that holding a position in one PG group then automatically puts you on one or more other PG groups. The second is that the college currently has no plan/mechanism for developing new faculty leadership. As such, current faculty leaders are constantly being "recycled" (once your appointment to one PG group is finished, you're instantaneously appointed to another PG group) and/or are being asked to "wear multiple hats" (representing multiple constituencies within one PG group). This leads to many PG groups on campus being comprised of the same roughly-dozen faculty members and not incorporating a wide range of faculty perspectives. It also leaves this non-instructional work falling on a relatively small number of faculty (who, I assure you, have other things they would like to do with their time). Last, I am absolutely irked by the amount of "review" and "approval" of plans that happens at PG group meetings that is a bunch of rubber stamping. We are presented with campus-wide plans that are dozens of pages long, that we receive with almost no advanced warning, and for which we have NO context, and are expected to give these our approval because some overseeing agency requires that there is some manner of "faculty approval" for these plans. This offends my intelligence.	4/21/2016 1:41 PM
27	Yes, the same faculty and staff maintain positions on participatory governance committees for too long. The college does little to encourage others to participate which could bring a variety of new thought to governance at Canada College.	4/21/2016 1:32 PM
28	Mission and values not clearly stated	4/21/2016 1:17 PM
29	N/A	4/21/2016 12:28 PM
30	none	4/21/2016 12:16 PM

31	I think procedures are in place to allow participatory governance at Canada, however I think the general feeing is that though we are allowed to voice our opinions, administrators seldom take these recommendations into consideration when making decision that affect everyone on campus.	4/21/2016 12:05 PM
32	I value the ability to have input to discussions through participatory governance, but I don't feel that certain ideas and opinions are valued because of the individual presenting the idea or opinion, not the actual idea or opinion itself. In addition, it seems that decisions and processes change from what is determined during participatory governance meetings without going back through the participatory governance process. What is this process for if decisions can be seemingly arbitrarily changed?	4/21/2016 11:56 AM
33	I believe I have had every chance to participate and have served on committees in the past. I have to travel 50 miles on mass transit and have become disabled in the last eight years, so I am not able to serve on committees recently. Thanks for asking!	4/21/2016 11:45 AM
34	I don't know the role or expectation of adjunct faculty in participatory governance. I also was not aware that the different committees on campus were distinct in "governance". For example, I didn't know sustainability committee or curriculum committee were on a different level than Student Services planning or academic senate.	4/21/2016 11:40 AM

Q53 Do you have any comments about the CAMPUS CLIMATE at Cañada College?

Answered: 35 Skipped: 84

#	Responses	Date
1	None	5/9/2016 5:28 PM
2	It would be better if we had an administration that is actually committed to shared governance. I feel a great deal of solidarity with other faculty, staff, and students.	5/9/2016 2:29 PM
3	Faculty feels like we are working at odds with administrators, especially VPs.	5/9/2016 12:41 PM
4	we are currently demoralized	5/9/2016 12:38 PM
5	Needs improvement	5/9/2016 12:25 PM
6	Continue to encourage improving workplace communications in order to foster better working relationships. Emphasis clear and consistent workplace communications and knowledge of the policies and procedures in order to reduce confusion and misunderstandings.	5/3/2016 8:37 AM
7	Faculty morale is at an all-time low. Very sad.	5/3/2016 12:25 AM
8	Homophobia is rampant.	5/2/2016 5:07 PM
9	It's pretty good. Everyone genuinely wants to do the best for students.	5/2/2016 5:02 PM
10	We need a president that all employees trust, respect, and continues to make this campus a great place to work. Leadership comes from the top!!!	5/2/2016 11:43 AM
11	excellent	5/2/2016 9:23 AM
12	The campus climate is very student focused and collaborative. Staff and faculty are constantly seeking opportunities to serve and better the student experience.	4/29/2016 6:13 PM
13	Unfortunately there is a tendency for people to repeat information they hear without checking its accuracy and (as a separate issue) a fear of offering constructive criticism. It would be wonderful if we could find some creative professional development opportunities that could address these shortcomings.	4/27/2016 12:35 PM
14	I love working at Canada College. It's an interesting place. I feel while we are very diverse, issues of diversity are not discussed openly. Our work is segmented on this topic. There is ACES and lots of programs that support students that are disproportionately impacted, but we don't have a forum or committee to come together and articulate our successes and challenges. I believe this would be worthwhile to avoid duplication of services. I think we have become better at Data Collection and becoming a community of inquiry. However, more training and opportunities to analyze the data and utilize it would be welcomed and appreciated. Overall, I think the climate is good, but there is tremendous opportunity for growth.	4/27/2016 11:34 AM
15	Top heavy with administrators, program administrates, and assistants.	4/25/2016 12:42 PM
16	I think that to get good opinion about the CAMPUS CLIMATE a detailed survey on the topic should be administered each year.	4/25/2016 9:29 AM
17	I believe we need to have programs that support our diverse students - more emphasis on multi-cultural.	4/22/2016 3:12 PM
18	Experience is not respected by administrators and some new employees. We know what works and what our community needs.	4/22/2016 11:47 AM
19	The campus climate is generally collegial, though the administration's focus on "efficiency" has resulted in sometimes plotting one division against another for resources.	4/21/2016 10:13 PM
20	Communication from the Office of Instruction is sparse and punitive.	4/21/2016 9:05 PM
21	The campus has changed with the new attitude in building 8. Administrators use to stay late and be present at off-campus and on-campus events, no matter what time of day. Now everyone walks out at 4:30pm. Staff are too busy to have time for collaboration and phone calls.	4/21/2016 6:50 PM

22	The climate is chilly at best and most of the time is icy. Administration is separate from the campus in Building 8 and behave in a retaliatory manner. If an opinion is voiced in a participatory meeting that is a critique of behavior, there will be retribution down the line. It was decided that the President was the problem and he is no longer here; we still have the problems!!!!! The campus is allowing bullying - its flagrant and obvious and demoralizing. Cañada College has a zero tolerance of discrimination against students but the staff is treated differently.	4/21/2016 5:55 PM
23	I have only good things to say about the climate here at Cañada College.	4/21/2016 5:23 PM
24	N/A	4/21/2016 5:07 PM
25	The campus climate is great. Of course, there are always having some pockets that need improvement.	4/21/2016 3:42 PM
26	The campus climate is nice and friendly. And it has a more inclusive environment compared to other campus	4/21/2016 3:18 PM
27	Overall, it's been very positive and conducive to quality work. My colleagues are outstanding, hard working, and committed. Many faculty are confused about how we keep adding administrators but not faculty while our budget is doing well and our classes are getting bigger with stricter enrollment minimums and expanding enrollment maximums. We know that more full time faculty is better for students and the overall ability of our campus to deliver quality education. Why is it so slow and rare to hire full time faculty when administrative positions often paying more are so frequently added?	4/21/2016 2:25 PM
28	Yes, since the last president was removed, campus climate has improved somewhat. The previous president was clearly divisive in his position as college president which had its effect on many faculty/staff attitudes about administration at Canada.	4/21/2016 1:32 PM
29	Inadequate Collaboration space - such as meeting rooms, huddle areas - does not support creating teamwork climate.	4/21/2016 1:17 PM
30	I think it is generally positive and supportive.	4/21/2016 12:28 PM
31	not particularly welcoming if you possess a point of view that is politically moderate, conservative or have strongly held views about faith. In contrast , very welcoming if you are liberal, feel faith should be private but not public and hold views that are deemed "progressive." The phrase "hater" is too frequently employed if one holds a position inconsistent with the majority point of view.	4/21/2016 12:16 PM
32	Things have improved somewhat here since Jennifer's arrival.	4/21/2016 12:05 PM
33	The current campus climate is tenuous at best. Faculty do not feel that they receive adequate communication, nor do they feel like anyone is listening to them. This has created a lot of tension and anxiety because of uncertainty throughout campus.	4/21/2016 11:56 AM
34	Stellar.	4/21/2016 11:45 AM
35	Last semester we had a open discussion for students, faculty, and staff regarding the climate. It was hosted by Michael Hoffman and should be continued.	4/21/2016 11:40 AM

Q54 Do you have any comments about PLANNING/PROGRAM REVIEW?

Answered: 25 Skipped: 94

#	Responses	Date
1	Too often, too long.	5/9/2016 5:28 PM
2	I wish it did not feel like such a waste of time.	5/9/2016 2:29 PM
3	It's cumbersome and ineffective. I can't think of one positive outcome of the many days spend working on it, every few years (and now biannually).	5/9/2016 12:41 PM
4	Needs improvement	5/9/2016 12:25 PM
5	Continue to determine how effective our programs and services are using all available metrics and data. Continue to consider Industry standards and regulations which can be useful tools for improvement and innovation.	5/3/2016 8:37 AM
6	In two words: totally useless. The process is extremely time-consuming, and it's become ridiculously cumbersome and even more time-consuming with SPOL. It's not useful for me, and it cannot be useful for others, given that nobody reads it (there were zero comments on the last planning/program review, and only irrelevant comments in the previous one).	5/3/2016 12:25 AM
7	It doesn't need to be done every year.	5/2/2016 5:07 PM
8	it still seems like a lot of work for the results. Since equipment budget is not severely limited, most everything gets approved, regardless of what the Program review states. Personnel issues seem to be decided outside of the program review process. Both of these perceptions make the formal PRs trivial.	5/2/2016 5:02 PM
9	Keep the requirements for the program review manageable so that it is not a daunting task every couple years.	5/2/2016 11:43 AM
10	Program review is extremely useful for programs going through the process as it provides an opportunity to review accomplishments, recognize efforts and reflect on existing practices. For those not going through program review, it offers the opportunity to explore potential partnerships, collaborations and alignments as it relates to sharing resources, costs, and metrics.	4/29/2016 6:13 PM
11	It is unclear who actually reads the program reviews aside from IPC. Authors of program reviews are often encouraged to state problems and strengths of programs in their reviews, but it's unclear why this is important to do. Who reads them and why does the information on the reviews matter?	4/28/2016 8:55 AM
12	We have a long way to go. I want us to utilize these as opportunities to create meaningful change and be innovative in developing practices to support our diverse student body. In all honesty, I think some people are too busy that Program Review is just another task and not something to really make programmatic adjustments and change. I see some programs use the data and really embrace this process and other departments not so much. Of course, this is just my opinion based on my observations.	4/27/2016 11:34 AM
13	listen to what we need. We develop and run the programs. We interact with students daily. We don't ask for alot just for what we need to survive and do our jobs.	4/22/2016 11:47 AM
14	The guidelines, purpose, and evaluation criteria as imposed by the administration continue to be vague. We are held against standards that aren't clearly defined.	4/21/2016 10:13 PM
15	I think that we can improve on communication about how budgeting is based on ed planning and program review.	4/21/2016 9:05 PM
16	Make it more useful. I know edits have been made to start that process now, but make it more useful and not just another piece of busy work that wastes our time.	4/21/2016 6:50 PM
17	It is a joke. No matter how much data and thought goes into the process, the responses are the same. Do more with less. Less time, less money, less respect from those at the top.	4/21/2016 5:55 PM
18	N/A	4/21/2016 5:23 PM
19	N/A	4/21/2016 5:07 PM
20	The College consistently reviews and reflects on the planning and program review process, and makes changes based on the results.	4/21/2016 3:42 PM
21	This is important but gets added to professors ever growing responsibilities without additional pay. I especially worry about the workload for the smaller departments/one person departments.	4/21/2016 2:25 PM

22	The annual process of program review produces little benefits for faculty's effects in conducting a review if there is no change as requested for the program. Planning would be better received if faculty could prepare in incremental yearly steps to completing a program review, let's say over 5 years. Lead faculty for a program review should receive release time.	4/21/2016 1:32 PM
23	Need to have one integrated technology for planning and program review - using SPOL and TacDat is inefficient.	4/21/2016 12:28 PM
24	Too frequently required for the Workforce development people given the support for this effort. I understand the state mandates it but that doesn't make it any easier to complete.	4/21/2016 12:16 PM
25	Didn't we just go through this recently? How many times do we have go through these reviews until we get a chance to just let the programs run for a while?	4/21/2016 11:45 AM

Q55 Do you have any comments about STUDENT LEARNING OUTCOMES?

Answered: 25 Skipped: 94

#	Responses	Date
1	Not really useful.	5/9/2016 5:28 PM
2	I think they are fine, as long as they are not perceived to be limited to what is recorded on TracDat.	5/9/2016 2:29 PM
3	This is another waste of time, in my experience. We rarely have time to talk about what matters--pedagogy, curriculum, student challenges and how to meet them--because the department has to assess SLOs instead. Also TrakDat has wasted countless hours of effort, to no real purpose.	5/9/2016 12:41 PM
4	waste of time	5/9/2016 12:38 PM
5	Needs improvement	5/9/2016 12:25 PM
6	Need to emphasis the importance of a strong consistent internal structure that of course is conducive to student preparedness in becoming an acknowledgeable law abiding citizen.	5/3/2016 8:37 AM
7	Always done them, even before they came up with the label "SLO", but currently, with the reporting requirements, which are based on old data, they are a waste of time. They're useful if done in a timely fashion and with relevant data, but what's required of us has nothing to do with this.	5/3/2016 12:25 AM
8	They are the most worthless time suck idiot edukrats can devise for making us annoyed.	5/2/2016 5:07 PM
9	They can be useful at the course level, and possibly at the program level. they are useless at the institutional level, at least in the way that WASCC has required them. I think most faculty are going through the motions, but not really paying attention to the assessment results.	5/2/2016 5:02 PM
10	I tried hard to take this seriously. Who doesn't want to know if their teaching is effective? But class sizes are small enough and student make-up varies enough one class to the next that it's really impossible to get any useful statistics to tell me whether changing something about my class made any difference. I go through the motions but still personally measure success individual by individual in a way that is impossible to report in Tracdat.	5/2/2016 12:43 PM
11	unreliable/inaccurate rubrics	5/2/2016 9:23 AM
12	The quality of instruction at Canada needs to improve in certain disciplines. Also instructors must engage in pedagogy that promotes student learning. I find it unacceptable that instructors and classes are not evaluated every semester. We can do better.	4/27/2016 11:34 AM
13	I know what they are, but am confused about how the faculty is supposed to record these in tract	4/25/2016 12:42 PM
14	Similarly to the program review, the administration's expectations aren't clearly defined. We know what we want our students to learn, but worry about administration holding us against standards they haven't actually defined.	4/21/2016 10:13 PM
15	Tracdat makes it too difficult to keep our outcomes and assessments current.	4/21/2016 9:05 PM
16	There is no training on SLOs. If we have hired a researching office with multiple staff, why aren't they more actively involved in managing the process and assessing data?	4/21/2016 6:50 PM
17	I constantly change how I teach a lesson, I ask myself questions after each lecture. Did the students understand the material, how could I have presented the material better, would a change in modality help. Filling out TracDat isn't helpful, just another administrative duty that takes time away from the classroom.	4/21/2016 5:55 PM
18	N/A	4/21/2016 5:23 PM
19	N/A	4/21/2016 5:07 PM
20	The College relaxed on the professional development in student learning outcomes as well as TradDat training. The College will need to connect SLO with Teaching and Learning in a meaningful way so it is relevant to our job to support student learning!	4/21/2016 3:42 PM
21	I see that many faculty/people still confuse Student Learning Outcomes with Teaching Objectives in their syllabi.	4/21/2016 2:25 PM
22	See 54	4/21/2016 12:28 PM

23	Good intentions but a waste of time. Classic example of good intentions not necessarily leading to good outcomes. Here's my working assumption behind that last statement: The purpose of SLOs was to enhance the students learning environments the the ultimate result being reflected in measures of student success-correct? If that was the reason for SLO mplementation (or something like this) then enough time has passed to run a simple correlation and comparison analysis to see if we can see evidence of if the time, talent and treasure necessary to complete this effort is worth it.For example: why not take a sampling of classes that have existed with largely unchanged curriculum pre the adoption and implementation of SLOs and post (e.g. Calculus, philosophy 100, History 102 etc..) and see if the adoption of SLOs correlates any change in longstanding measures of student success (i.e. retention, persistence, completion). While the result of this analysis wouldn't exactly tell us for sure if they work or not it might be a starting point for a discussion about the resources currently dedicated toward this effort.	4/21/2016 12:16 PM
24	not sure we can show any actual improvements due to implementing the SLO mechanism, certainly not on the order of the vast amount of resources poured into SLOs over the years. Still seems driven by outside actors and accreditation concerns, rather than any actual documented improvements in pedagogical results.	4/21/2016 12:00 PM
25	I think the SLOs are a drain on our time as instructors, but I do know we have to assess sometimes.	4/21/2016 11:45 AM

Q56 Do you have any comments about BUDGET AND FINANCE at Cañada College?

Answered: 28 Skipped: 91

#	Responses	Date
1	None	5/9/2016 5:28 PM
2	Why don't we have enough money to do everything we want? I think that the budget is kept opaque purposefully; we have plenty of money for everything but hiring faculty and staff.	5/9/2016 2:29 PM
3	Yes. I think we are misappropriating taxpayer resources by continuing to hire more highly paid administrators while our full time faculty numbers decrease and our adjunct faculty take on a huge portion of the teaching load, which isn't good for the adjuncts or the students or the college as a whole.	5/9/2016 12:41 PM
4	Needs improvement	5/9/2016 12:25 PM
5	Where did the $1.3m go?	5/4/2016 2:43 PM
6	In order to fulfill the academic needs of the community the budget and finance play a vital part in achieving the goals and objectives of the District/Campus institutional plans, such as the Strategic and Student Equity Plans.	5/3/2016 8:37 AM
7	1) For regular college operations: Budget and finance information has to be in synch with other processes. For example, there's no reason to engage in an extended/comprehensive/participatory process to prioritize hiring, if no hiring will be done because budget and finance information is not available. 2) Too much funding is either funneled or tied to special pet projects and initiatives. How about focusing on the raison d'etre of a college, i.e., "education"? There's an increasing number of administrators, program coordinators, retention specialists, now we're getting transition specialists too... how about teachers to teach classes, with paid time to design exciting learning experiences for them and support them outside the classroom?	5/3/2016 12:25 AM
8	Yes, bring a line-item (highly detailed) budget analysis to each division. Make all budgets readily available online and updated in real time.	5/2/2016 5:07 PM
9	We seem to be adding lots of staff positions and few faculty slots. Yet the admin burden on faculty is not lessening at all. How do we evaluate whether or not these staff positions are making a difference in reaching college goals?	5/2/2016 5:02 PM
10	I appreciate the support provided by the Budget and Finance office. I couldn't do my job without their support.	4/29/2016 6:13 PM
11	There is poor communication with the entire college about what is funded and why. At the very minimum, this office should regularly be presenting to all of the PC's and not just PBC (assuming it is happening there). Additionally, there should be some sort of feedback given when making a resource request, etc., and a general report should be presented back to all of the PC's.	4/28/2016 8:55 AM
12	We are making gradual process toward improving how budgets are developed. Let's keep going!	4/27/2016 12:35 PM
13	This is tricky. I have seen bias in this process. With the previous president, if he had an idea that he strongly supported, such as transfer, resources would be allocated. Other programs that are doing amazing work and delivering results and promoted transfer struggle. It does not seem fair.	4/27/2016 11:34 AM
14	More transparency.	4/26/2016 2:34 PM
15	How transparent is the process?	4/25/2016 12:42 PM
16	I have a lot of comments, but if I were to make them, then it would be obvious who was saying them. I state them publicly on a regular basis, so I'll just leave it here: cancelling classes based on budget without regard for the importance of running the class is detrimental to the students, the faculty, the program and the college. Saying 'oh, but you can rescue the classes if you justify it' is disingenuous if you also require deans to only put forward as many classes as RAN the last equivalent semester and refuse to make exceptions for important new classes or classes that are required for graduation that haven't been taught in over a year. The surest way to make sure we can't keep students is to make it so they can't get through our program within the expected years due to classes being cancelled or not offered. Once you get a reputation of being a place you can't actually graduate, it's exponentially harder to attract serious students. As a corollary, when you forbid lifetime learners from repeating any class they've passed once, you're also cutting off one of the ways you can fill classes.	4/24/2016 6:18 PM
17	Administrators are among the highest paid in the State and seem to attend more and more "meetings" while other staff are not compensated adequately and yet continue to do more and more with less and less.	4/22/2016 11:47 AM

18	Again, the worry about administration's obsession with efficiency, there is an aura of making divisions compete against each-other, as opposed to taking one budget request on its own merits.	4/21/2016 10:13 PM
19	I think we are dangerously close to being out of balance with all of the new admin and managerial hires. We need more full time faculty in new career tech programs.	4/21/2016 9:05 PM
20	The budget is not transparent. A budget burried in meeting minutes is NOT transparency. The VP of Admin Services is responsible for presenting the budget to each relevant committee, division meetings, and opening days.	4/21/2016 6:50 PM
21	How did they spend the 1.3M Ron Galatolo gave Cañada College as one-time-funds? I have been told the money is a wash and frankly if it was used to pay for services from measure G without determining if those services were effective. Where is the data about how the money was spent? I see more administrators and less faculty and staff.	4/21/2016 5:55 PM
22	N/A	4/21/2016 5:23 PM
23	N/A	4/21/2016 5:07 PM
24	The College consistently reviews and reflects on the planning and program review process, and makes changes based on the results. The challenge is still on the budget and resource allocation. The process is still quite solo and not clearly communicated. If it was communicated, it was full of jargon. If the communication and information can be presented in a more relevant way and meaningfully to the stakeholders, it will be great!	4/21/2016 3:42 PM
25	Many people have said they requested a copy of the budget but did not get it. How can we have more transparency for that essential check and balance and shared governance?	4/21/2016 2:25 PM
26	Need more general fund support across departments for professional development training opportunities.	4/21/2016 12:28 PM
27	College is run well.	4/21/2016 12:16 PM
28	Always could use more, I guess.	4/21/2016 11:45 AM

Q57 Do you have any comments about COMMUNICATION at Cañada College?

Answered: 25 Skipped: 94

#	Responses	Date
1	None	5/9/2016 5:28 PM
2	I think there are too many newsletters, that few have time to read. While it may be a good idea to spread awareness of what's happening on campus, I'm not sure who the readership is supposed to be or if it is reaching them.	5/9/2016 12:41 PM
3	Needs a lot of improvement A lot of gossiping ??? especially majority of women ?	5/9/2016 12:25 PM
4	Continue to utilize all available communication channels. Continue to seek out new skills in order to be effective and current.	5/3/2016 8:37 AM
5	i like the weekly newsletter from Megan about campus events. Could minutes of Division meetings be posted, so that other divisions could see what their colleagues are discussing? See my comment above about PGC minutes.	5/2/2016 5:02 PM
6	Although employees do not want a lot of meetings. there is value is some meetings. All college meetings in the past have allowed the top administration to discuss issues. All attendees can listen to idea exchanges, celebrate successes, and better understand what is "going on". This is important in addition to emails about activities each week. It is important to have various means of communication.	5/2/2016 11:43 AM
7	There has been a growing visible improvement in branding of Cañada College both on and off campus. This can be seen in the videos created, the website and marketing tools.	4/29/2016 6:13 PM
8	Needs improvement and transparency. I think we have a history from previous mishaps that we must overcome.	4/27/2016 11:34 AM
9	I feel like i get too many emails from the administration regarding unimportant issues and not enough emails from my department regarding more pressing issues.	4/25/2016 12:42 PM
10	Administrators tell their pet employees things while leaving many others in the dark.	4/22/2016 11:47 AM
11	We are flooded with communication at our college, which, if anything makes it less effective, obscures important information. We are given often vague reports about various committees on areas that often don't concern us. I wouldn't mind so much communication if it was organized much better, clearly stating what changes are made, and how it will affect each area of the college. There is overcommunication of useless information that doesn't affect us, or informational-only bulletins that we cannot do anything about.	4/21/2016 10:13 PM
12	From the high participation rates at the rare all-college meetings I think that the faculty and staff are hungry for more opportunities to come together and contribute.	4/21/2016 9:05 PM
13	Communication at Cañada has deteriorated over the last few years. There are too many last minute "fires" to put out that are coming from administration.	4/21/2016 6:50 PM
14	Ha ha ha Marketing and Promotion is tiresome. We have been told that a mobile friendly website is two years away even though CSM and Skyline have one. WE have been told that something can't be done because they don't have enough people - this occurred after they weren't awarded another position.	4/21/2016 5:55 PM
15	N/A	4/21/2016 5:23 PM
16	N/A	4/21/2016 5:07 PM
17	I think we have been improving a lot of communication! Website, emails, Olive Hill Press, etc.	4/21/2016 3:42 PM
18	Going well! I think we still need one place for all faculty to easily put their ads for various events and courses so that professors do not spend hours searching through emails and copying the various messages with all the information - "What's happening at Canada is terrific." What if that were a link on the college website and on every desk top in every classroom? Then professors could just click on and display the week events to students, pointing out relevant ones. What if there were a template people could fill out to add to it-rather than everyone getting so many different emails? I think it would encourage information sharing and even attendance.	4/21/2016 2:25 PM
19	Since the college currently has an acting president, communication is very little. There is little to no information coming from the office of VPI. He name appears among membership on governance committee, however, he gives little to no communication to the campus. It's seems he does not work.	4/21/2016 1:32 PM
20	provide faculty and staff incentive to participate on existing social media outlets	4/21/2016 1:17 PM

21	N/A	4/21/2016 12:28 PM
22	Great during Tom Mohr's tenure. Not great during Larry's. Much improved with Jennifer	4/21/2016 12:16 PM
23	The effectiveness of communications at Canada vary with administrator. Some administrators try hard to be transparent while others provide no transparency at all. As mentioned above, things have improved somewhat since Jennifer has arrived.	4/21/2016 12:05 PM
24	Communication about processes and decision making would be helpful. Many don't know how to move something forward through the participatory governance process, or how decisions are made. Furthermore, communication includes hearing the voices and concerns of individuals on campus and responding to those voices and concerns. Often concerns are brushed aside and not taken as legitimate.	4/21/2016 11:56 AM
25	Adequate for my purposes.	4/21/2016 11:45 AM

Q58 Do you have any comments on OTHER areas at the college?

Answered: 30 Skipped: 89

#	Responses	Date
1	None	5/9/2016 5:28 PM
2	At Cañada, we are like a family, and it is very hard to see a general sense of unhappiness among the faculty and staff here-- one that comes as a result of not being supported as teachers and people. We have very demanding jobs that challenge us professionally, physically, and emotionally. But our craft, students, and the exchange of education that we provide is consistently reduced to numbers and making sure our budget is happier than our campus.	5/9/2016 12:51 PM
3	No.	5/9/2016 12:41 PM
4	hire more faculty--it's why students attend this college	5/9/2016 12:38 PM
5	Needs improvement	5/9/2016 12:25 PM
6	Quick and efficient is only one part of the solution, always be inclusive.	5/3/2016 8:37 AM
7	Hire more faculty and fewer administrators. Protect the academic integrity of the college so that we don't return to our second tier status and see our students migrate to Foothill.	5/2/2016 5:07 PM
8	Note that I work off-campus at a high school campus, and so much of this survey does not apply to what I do.	5/2/2016 9:24 AM
9	I am very proud to work at Cañada College. I feel that I have the support from my leadership to carry out the vision for my program and from my colleagues to engage in the day-to-day activities leading towards student success. I'm very happy to be part of the Cañada family.	4/29/2016 6:13 PM
10	More support needs to be given to faculty on all levels.	4/28/2016 8:55 AM
11	We could definitely be doing better. Also, our current administration is great, I like all the VPs and Deans. However, there is no way to hold them accountable or provide feedback on their performance. I know many are new VPs and it would be great to be able to provide them feedback, both to encourage them, but also to advise them on needed changes.	4/27/2016 11:34 AM
12	I was never officially on boarded, and wasn't informed about campus-wide new staff training. My department was focused on SLO and Program Reviews, to the detriment of the hiring process. I hope Canada is able to continue to balance its pursuit of effective programs and measurable outcomes, with the time and $ needs of departments. It would be a shame to put so much performance and reporting pressure on staff, faculty and departments, that their ability to delivery their services is impaired.	4/27/2016 11:28 AM
13	This survey is too long.	4/26/2016 2:34 PM
14	I feel like there must be some sort of honor code. The level of academic honesty among the students continues to horrify me, to say nothing about their respect for academics and the faculty teaching them.	4/25/2016 12:42 PM
15	I think that in order to increase the quality of education at Canada College there should be a move from employing part time faculty to more full time faculty. In addition, there should be faculty training in new teaching methods on regular bases.	4/25/2016 9:29 AM
16	There should be a 'neither agree nor disagree' choice for questions where you can't actually agree without being dishonest, but a 'disagree' would require an explanation or it could be misconstrued. Many of these questions are far too broad or nuanced to be answerable with a simple agree or disagree.	4/24/2016 6:18 PM
17	Communicate with others for guidance, know your boundaries, don't duplicate services and step on peoples toes	4/22/2016 11:47 AM
18	These comments apply to some or all of the categories above. Building 13 has it's mechanical/maintenance issues. As an adjunct professor participating in programs/training during the work day is not practical. As an adjunct professor there is less of a connection to the balance of the Canada community and fellow professors.	4/22/2016 5:39 AM

19	At the college, and district level there seems to be a pervasive disconnect between executive administration, and faculty. Far too many times decisions are made before input from faculty is even solicited, and then administration spends its efforts trying to convince faculty why they should accept the administration's decision. That's not shared governance. Faculty are also overwhelmed with being on committees that have an administrative role, but not one that has decision powers. In other words, administration makes the decisions, but we have to do the actual footwork. While the executives try to pass that off as "faculty driven" processes, they really are just faculty doing the work of the executives. That's not shared governance.	4/21/2016 10:13 PM
20	Administration needs to be more approachable and less on a self-made pedestal. They serve students, staff and faculty. Not the other way around.	4/21/2016 6:50 PM
21	Yes, I would like the college to focus on getting students educated. Jennifer Hughes has behaved so differently from the current vice - administration, actually talking to folks and listening rather than "behaving badly".	4/21/2016 5:55 PM
22	:)	4/21/2016 5:23 PM
23	N/A	4/21/2016 5:07 PM
24	Classrooms at Cañada are antiquated and need renovation as soon as possible.	4/21/2016 3:05 PM
25	I want to commend the excellent work of the Humanities Division Dean and faculty, ACES, Retention Specialist Monica Reynoso, ESL Coordinator Jenny Castello, EOPS, DRC (the new staff), STEM, Tech services, facilities, maintenance (except for the bathrooms in building 13), and security as well as our fabulous AFT representatives.	4/21/2016 2:25 PM
26	beautiful campus!	4/21/2016 1:17 PM
27	Need to ensure all staff have current technologies to support their job functions.	4/21/2016 12:28 PM
28	Nope.	4/21/2016 12:16 PM
29	Adjunct Faculty should have more opportunities for advancement. They are often overlooked in the hiring process when overqualified researchers apply for full time positions.	4/21/2016 12:03 PM
30	No.	4/21/2016 11:45 AM