Mission College
Employee Accreditation Climate Survey
Administered Fall 2012

1. What is your employment classification?		
Answer Options	**Response Percent**	**Response Count**
Full-time Faculty	**45.7%**	**58**
Part-time Faculty	11.0%	14
Classified Staff	30.7%	39
Administrator	12.6%	16
	answered question	**127**
	skipped question	**0**

2. How long have you worked in any capacity within the West Valley Mission Community College District?		
Answer Options	**Response Percent**	**Response Count**
0-2 years	8.7%	11
3-5 years	11.8%	15
6-9 years	22.8%	29
10 or more years	**56.7%**	**72**
	answered question	**127**
	skipped question	**0**

3. STANDARD 1: INSTITUTIONAL MISSION AND EFFECTIVENESS To what extent do you agree with the following statements?							
Answer Options	**Strongly Disagree**	**Disagree**	**Neutral**	**Agree**	**Strongly Agree**	**Don't Know / Not Applicable**	**Response Count**
Mission College has a clear and publicized mission that identifies its educational objectives.	0	6	11	50	**53**	0	120
The college's student learning programs and services are aligned with its stated purpose and student populations.	0	13	17	**56**	27	7	120
The college maintains an ongoing, collegial, self-reflective dialogue about the continuous improvement of student learning and institutional processes.	3	13	22	**49**	31	2	120
College institutional planning processes are broad-based, offer opportunities for input by appropriate constituencies, allocate necessary resources, and lead to improvement of institutional effectiveness.	5	14	23	**47**	27	4	120
Integrated planning and budgeting for instruction, student support services, facilities, staffing, and technology are based upon qualitative and quantitative data.	8	17	29	**40**	19	7	120
The college regularly updates and publishes college-wide 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 in order to improve institutional effectiveness.	3	10	24	**47**	35	1	120
						answered question	**120**
						skipped question	**7**

4. STANDARD 2: STUDENT LEARNING PROGRAMS AND SERVICES To what extent do you agree with the following statements?							
Answer Options	**Strongly Disagree**	**Disagree**	**Neutral**	**Agree**	**Strongly Agree**	**Don't Know / Not Applicable**	**Response Count**
Instructional programs, regardless of location or means of delivery, address and meet the mission of the institution and uphold its integrity.	0	7	22	**56**	23	6	114
Mission College identifies student learning outcomes for courses, programs, certificates and degrees; conducts assessments on student achievement of the outcomes, and utilizes the assessment results to improve programs.	0	5	21	**51**	29	8	114
The college encourages a productive dialogue about student learning outcome assessments in order to identify gaps and areas in need of improvement.	3	10	18	**50**	24	9	114
The college relies on faculty expertise and utilizes feedback from advisory committees as appropriate to identify competency levels and measurable student learning outcomes for courses, certificates, and programs.	5	6	17	**56**	18	12	114
The college offers high-quality instruction with appropriate breadth, depth and rigor, characterized in all programs.	3	8	21	**53**	22	7	114
The college uses delivery modes and teaching methodologies that reflect the diverse needs and learning styles of its students.	3	7	16	**51**	30	7	114
The college ensures that its programs and curricula are current.	3	8	22	**52**	20	9	114
The college provides current and prospective students with clear and accurate information about educational courses, programs, student policies, and transfer policies.	0	9	14	**58**	27	6	114
The college identifies and evaluates the learning and student support needs of its student population and provides appropriate services and programs to address those needs.	3	10	24	**64**	8	5	114
Students receive academic advising and personal counseling that support their educational and/or career goals.	2	6	11	**58**	32	5	114
The college supports the quality of its instructional programs by providing library and other learning support services that are sufficient in quantity, currency, depth and variety to facilitate educational offerings regardless of location or means of delivery.	2	7	13	**49**	40	3	114
Student services are adequately staffed to meet student needs.	11	28	22	**32**	8	13	114
The college designs and maintains appropriate programs, practices, and services that support and enhance student understanding and appreciation of diversity.	1	5	23	**52**	25	8	114
						answered question	**114**
						skipped question	**13**

5. STANDARD 3: RESOURCES To what extent do you agree with the following statements?							
Answer Options	**Strongly Disagree**	**Disagree**	**Neutral**	**Agree**	**Strongly Agree**	**Don't Know / Not Applicable**	**Response Count**
Mission College demonstrates its commitment to the significant educational role played by persons of diverse backgrounds by making positive efforts to encourage such diversity.	3	1	20	**57**	28	5	114
The college assures the effectiveness of its human resources by evaluating all personnel systematically and at stated intervals.	8	17	17	**46**	16	10	114
The institution demonstrates through policies and processes, as appropriate, understanding for issues of equity and diversity.	2	7	17	**63**	20	5	114
The college plans professional development activities to meet the needs of its personnel.	12	17	27	**43**	14	1	114
Human resource planning is integrated with institutional planning.	6	12	**36**	24	8	28	114
The physical resources (e.g., layout, lighting, temperature control, furnishings) meet and enhance learning needs.	7	26	**39**	36	6	0	114
The physical resources are constructed and maintained to assure access, safety, security, and a healthful learning and working environment.	5	22	23	**52**	11	1	114
Campus facilities are well maintained and problems are corrected promptly.	4	22	28	**49**	11	0	114
The college plans and evaluates the facilities and equipment on a regular basis, taking utilization and other relevant data into account.	1	14	33	**43**	9	14	114
The college's technology support is designed to meet the needs of learning, teaching, college-wide communication, research, and operational systems.	6	6	21	**63**	17	1	114
Financial planning is integrated with and supports institutional planning and college goals.	0	13	29	**45**	14	13	114
Institutional guidelines and processes for financial planning and budget development are clearly defined and followed.	4	16	32	**35**	11	16	114
Faculty, staff, and administrators have appropriate opportunities to participate in the development of college financial plans and budgets.	8	14	27	**41**	19	5	114
The college ensures financial integrity by using appropriate and dependable control mechanisms and by ensuring that timely financial information is widely disseminated.	5	12	**36**	34	13	14	114
						answered question	**114**
						skipped question	**13**

6. STANDARD 4: LEADERSHIP AND GOVERNANCE To what extent do you agree with the following statements?							
Answer Options	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Don't Know / Not Applicable	Response Count
There is effective (clear, current, and widely available) communication at the college.	8	16	15	**52**	20	1	112
Mission College encourages individuals from all college constituent groups to participate in improving the practices, programs, and services in which they are involved.	7	11	13	**46**	35	0	112
The college has formalized written processes that provide opportunities for faculty, staff administrators, and students to participate in decision-making processes.	7	8	17	**43**	26	11	112
Collaborative decision-making procedures are respected and followed at the college, with an emphasis on collegiality and open communication between and among all constituents.	9	16	**28**	40	18	1	112
The role of leadership and the college's governance and decision-making structures and processes are systematically evaluated and the results are utilized for improvement and widely disseminated.	6	14	30	**35**	16	11	112
As a multi-college system, the district and colleges have a clearly defined organizational structure with articulated roles of the district and the colleges.	6	13	27	**47**	8	11	112
Mission College constituencies work with the District administration and the Board of Trustees to establish district-wide goals that address quality, integrity, and effectiveness of the educational programs.	6	6	32	**39**	7	22	112
There is a clear link of college goals to district goals and alignment with district process of budget development and resource allocation.	10	19	**33**	23	7	20	112
The Chancellor fosters effective communication between the Board of Trustees, Administration, Faculty, Staff, and Students.	7	14	**45**	20	4	22	112
The Board of Trustees is an independent policy-making body that reflects the public interest in Board activities and decisions.	6	17	**40**	25	6	18	112
The Board of Trustees establishes broad institutional policies and appropriately delegates responsibility to implement them.	6	5	**45**	25	6	25	112
						answered question	112
						skipped question	15

7. If you have any additional feedback regarding Mission College or any of the four Accreditation Standards, please enter it here:	
Answer Options	**Response Count**
	15
answered question	**15**
skipped question	**112**

1.A collaborative and congenial atmosphere is missing. Simple example: room with fridge and microwave has no place for a group to sit during lunch, tho there is plenty of room. No sense of community. 2. Positive feedback is often lacking.
A great deal of change has and continues to occur, leaving survey responses in a middle of the road direction, verses one way or the other.
Budget reduction is negatively impacting everyone on campus and tension is being to build between the various units and colleges. At the same time everyone is committed to serving students.
Faculty and staff are not involved in the decision making process of department placement. When a department is moved, staff are told they will be moving and have to arrange for the placement of materials after the fact. No clear reason nor courtesy given to the staff.
I would like to see more professional development - designed to support effective practices for ALL students - basic skills through advanced. I would like to see classrooms better designed for project based collaborative learning and multi media and white board use
In spite of all of the drawbacks, the quality of the Instructional Prog. is very high. Mission is top heavy in Admin. Needs to be streamlined.
Increasing communication and improving access would greatly improve the college.
It is too early to judge the new Chancellor.
need more updated computer labs for instructional use- especially design, editing, video production
Shared governance sometimes seems to polarize factions within the college more than it brings them together. Comittee work takes too long to acheive results. In a climate where decisions need to be made within a short timeline there does not appear to be a fast track approach that can be used to reach a goal quickly.
some of the statements above have multiple parts to them and some parts i strongly agreed with but other parts that i do not agree with so it was hard to select from the scale.
The Mission College community has worked very hard to implement integrated planning and evaluation in all its programs and services. It has been hard work coupled with budget and personnel cuts. People are working harder with less, and yet they keep at what they are doing because they are dedicated to the mission of the college and to the college itself. I think that is quite admirable and inspirational.
The staff of the colleges are woefully under-represented and undervalued .
Those questions related to finances at the institution were rated neutral mainly because very little money is moving through the system due to systematic cut backs on the state level and district stresses. This is not a negative for the college but the painful realities of our current economic situation.

Within the student body, there is a lower academic level that continues to struggle and fail within Basic Skills despite all efforts put forth by the College. Doing more of the same thing expecting a different outcome is crazy. It is obvious that for this particular segment of the population something different needs to be presented to them and it does not seem to be happening.