










## 1. Which campus do you work at?

		Response Percent	Response Count
Main Campus		95.9%	467
CEC		3.5%	17
CDC		0.6%	3
answered question			487
skipped question			19

## 2. How long have you worked at PCC?

		Response Percent	Response Count
Less that 1 year		3.6%	18
1 to 5 years		26.5%	133
6 to 10 years		18.3%	92
11 to 15 years		16.5%	83
16 to 20 years		13.7%	69
21 or more years		21.3%	107
answered question			502
skipped question			4

### 3. To what extent are the College's day-to-day operations influenced by:

	Very Much	A lot	Some	A little	Not much at all	Rating Count
Employees' understanding that each one of them is a member of a community of learners	25.9% (117)	28.6% (129)	<b>30.8% (139)</b>	10.0% (45)	4.7% (21)	451
Employees' understanding that ethical behavior is a personal, institutional, and societal responsibility	<b>34.4% (154)</b>	32.8% (147)	23.9% (107)	6.0% (27)	2.9% (13)	448
Employees' understanding that a diverse community of learners enriches the educational environment	<b>36.3% (161)</b>	33.6% (149)	21.7% (96)	6.3% (28)	2.0% (9)	443
Employees' understanding that it takes the talents, skills and efforts of the entire campus community, as well as the participation of the broader community, to support students in their pursuit of learning	<b>36.6% (162)</b>	30.2% (134)	21.7% (96)	7.7% (34)	3.8% (17)	443
Employees' understanding that they draw upon the College's rich tradition of excellence and innovation in upholding the highest standard of quality for the services they provide to students and community	31.8% (142)	<b>33.4% (149)</b>	23.5% (105)	7.4% (33)	3.8% (17)	446
answered question						451
skipped question						55

#### 4. Based on your experiences at PCC, how often does the following occur on campus?

	Very often	Often	Sometimes	Rarely	Never	Rating Count
Employees are friendly with individuals they do not know	27.4% (124)	<b>42.0% (190)</b>	25.0% (113)	5.3% (24)	0.2% (1)	452
Employees treat others with respect	28.1% (126)	<b>46.1% (207)</b>	23.2% (104)	2.2% (10)	0.4% (2)	449
Employees go out of their way to create a hospitable climate	19.4% (87)	<b>39.2% (176)</b>	34.5% (155)	6.0% (27)	0.9% (4)	449
Employees work collaboratively	14.7% (66)	37.9% (170)	<b>38.1% (171)</b>	9.1% (41)	0.2% (1)	449
Employees treat others in an honest and truthful manner	19.1% (86)	<b>43.0% (194)</b>	30.6% (138)	6.4% (29)	0.9% (4)	451
Employees are asked for their ideas when important decisions are made	10.7% (48)	26.3% (118)	<b>37.9% (170)</b>	21.2% (95)	4.0% (18)	449
Employees treat others in a professional manner	19.4% (87)	<b>51.6% (231)</b>	25.9% (116)	2.2% (10)	0.9% (4)	448
Employees go out of their way to communicate information to other employees	10.1% (45)	24.6% (110)	<b>44.3% (198)</b>	19.7% (88)	1.3% (6)	447
Employees put students first when making decisions	16.9% (76)	<b>39.9% (179)</b>	34.7% (156)	7.6% (34)	0.9% (4)	449
answered question						<b>453</b>
skipped question						<b>53</b>

## 5. Please indicate the extent to which you agree or disagree with the following statements:





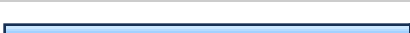

	Strongly agree	Agree	Neutral	Disagree	Strongly disagree	Rating Count
The College offers staff development opportunities to help employees do their jobs more effectively	5.9% (26)	27.2% (119)	<b>32.7% (143)</b>	26.5% (116)	7.6% (33)	437
Employees at PCC are committed to meeting the College's mission	14.2% (62)	<b>56.2% (245)</b>	24.1% (105)	4.6% (20)	0.9% (4)	436
I am given sufficient authority to carry out my responsibilities	27.7% (119)	<b>49.4% (212)</b>	14.5% (62)	4.9% (21)	3.5% (15)	429
I feel pressure to accomplish too many tasks and priorities	18.9% (82)	27.0% (117)	<b>27.9% (121)</b>	21.4% (93)	4.8% (21)	434
I enjoy the people I work with at PCC	<b>46.5% (203)</b>	40.0% (175)	11.4% (50)	1.8% (8)	0.2% (1)	437
At this point in my career, I feel my present position satisfies my professional goals and aspirations	25.6% (111)	<b>30.6% (133)</b>	18.0% (78)	17.7% (77)	8.1% (35)	434
I participate in staff development activities (workshops, conferences, etc.) at PCC to do my job more effectively	19.5% (85)	<b>37.8% (165)</b>	27.5% (120)	12.4% (54)	2.8% (12)	436
I like working at PCC	<b>58.7% (256)</b>	31.2% (136)	7.6% (33)	0.9% (4)	1.6% (7)	436
I am committed to meeting the College's mission	<b>60.0% (262)</b>	35.2% (154)	4.1% (18)	0.7% (3)	0.0% (0)	437
Opportunities are available for me to make suggestions for improvements at my department or unit level	31.4% (137)	<b>37.1% (162)</b>	19.5% (85)	7.3% (32)	4.8% (21)	437
I am aware of appropriate and effective channels for making suggestions that will be heard at the institutional level	22.4% (98)	<b>32.9% (144)</b>	25.3% (111)	13.9% (61)	5.5% (24)	438
A sense of team spirit exists at PCC	12.2% (53)	<b>37.2% (161)</b>	28.9% (125)	15.9% (69)	5.8% (25)	433
PCC is responsive to the diverse						

needs of the changing demographics of our students	16.8% (73)	<b>44.1% (192)</b>	24.6% (107)	9.9% (43)	4.6% (20)	435
I am satisfied with the opportunities for advancement at PCC	12.4% (53)	<b>29.9% (128)</b>	28.0% (120)	17.1% (73)	12.6% (54)	428
Overall, I am satisfied with my job at PCC	35.1% (153)	<b>44.5% (194)</b>	14.0% (61)	3.7% (16)	2.8% (12)	436
answered question						<b>440</b>
skipped question						<b>66</b>







## 6. To what extent.....

	Very much	A lot	Some	A little	Not at all	Rating Count
Do you understand the Accreditation Commission's (ACCJC) new Standards?	15.4% (67)	21.6% (94)	<b>40.0% (174)</b>	12.2% (53)	10.8% (47)	435
Do you understand the College's planning process?	13.2% (57)	21.5% (93)	<b>41.9% (181)</b>	15.0% (65)	8.3% (36)	432
Are the results of the College's planning process available to you?	19.0% (81)	25.8% (110)	<b>35.4% (151)</b>	11.3% (48)	8.5% (36)	426
Does the College's planning process guide decision-making?	7.5% (31)	24.2% (100)	<b>43.2% (179)</b>	15.2% (63)	9.9% (41)	414
Is the College's planning process linked to the resource allocation (budgeting) process?	11.3% (46)	22.6% (92)	<b>39.1% (159)</b>	18.2% (74)	8.8% (36)	407
Do you understand the College's program review process?	10.6% (45)	17.9% (76)	<b>39.9% (169)</b>	18.4% (78)	13.2% (56)	424
Are the results of the program review process used to inform the College's planning process?	8.6% (35)	20.0% (81)	<b>43.8% (178)</b>	18.0% (73)	9.6% (39)	406
Are you aware of the current process for the development of the College's Educational Master Plan (EMP)?	20.1% (85)	21.3% (90)	<b>33.6% (142)</b>	14.2% (60)	10.7% (45)	422
Have you contributed to the development of the College's new Educational Master Plan?	14.5% (61)	13.0% (55)	<b>34.1% (144)</b>	13.5% (57)	24.9% (105)	422
answered question						436
skipped question						70

## 7. Your ethnicity:

		Response Percent	Response Count
African American		10.2%	40
Asian		11.8%	46
Filipino		1.8%	7
Hispanic		14.6%	57
<b>White</b>		<b>60.9%</b>	<b>238</b>
American Indian		0.8%	3
Other (please specify)			29
answered question			<b>391</b>
skipped question			<b>115</b>



## 8. Please select the one job classification that best represents your assignment at PCC:

		Response Percent	Response Count
<b>Faculty (Contract)</b>		<b>40.9%</b>	<b>181</b>
Classified Staff		29.6%	131
Manager/Supervisor (classified)		5.6%	25
Educational Administrator/Manager (certificated)		6.3%	28
Faculty (Hourly)		14.7%	65
Classified Staff (hourly)		2.9%	13
answered question			<b>443</b>
skipped question			<b>63</b>

## 9. How much to you agree or disagree with the following questions:

	Strongly disagree	Disagree	Agree	Strongly agree	Don't know	Rating Count
In my opinion, faculty members view participation in the PCC Academic Senate as a worthwhile faculty responsibility.	4.6% (11)	15.4% (37)	<b>43.8% (105)</b>	15.0% (36)	21.3% (51)	240
PCC fosters shared governance by supporting faculty development of governance skills.	11.3% (27)	21.8% (52)	<b>33.9% (81)</b>	9.2% (22)	23.8% (57)	239
PCC fosters shared governance by rewarding participation in governance work.	14.8% (35)	26.6% (63)	24.9% (59)	5.1% (12)	<b>28.7% (68)</b>	237
Faculty members have timely access to the information they need to make informed decisions or recommendations on institutional matters.	6.3% (15)	28.2% (67)	<b>38.2% (91)</b>	5.0% (12)	22.3% (53)	238
Faculty representatives on campus wide shared governance committee such as C&I, Campus Technology, have adequate time to consult with their constituents before voting or making recommendations on important issues.	5.5% (13)	19.1% (45)	33.1% (78)	5.9% (14)	<b>36.4% (86)</b>	236
answered question						242
skipped question						264

## 10. Have you ever served as an Academic Senate Board representative?

		Response Percent	Response Count
Yes		23.0%	56
No		77.0%	188
answered question			244
skipped question			262



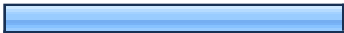


### 11. Please indicate how much you agree or disagree with the following statements.

	Strongly disagree	Disagree	Agree	Strongly Agree	Don't know	Rating Count
I am familiar with the constitution of the Management Association.	7.8% (4)	7.8% (4)	<b>41.2% (21)</b>	35.3% (18)	7.8% (4)	51
I have visited the Management Association website.	13.5% (7)	17.3% (9)	<b>40.4% (21)</b>	19.2% (10)	9.6% (5)	52
I receive regular communication from the Management Association.	7.7% (4)	13.5% (7)	30.8% (16)	<b>44.2% (23)</b>	3.8% (2)	52
I am familiar with the members of the Board of Directors; who they are and who they represent.	9.6% (5)	1.9% (1)	38.5% (20)	<b>42.3% (22)</b>	7.7% (4)	52
The Management Association is meeting my expectations in the area of shared governance.	7.8% (4)	7.8% (4)	<b>49.0% (25)</b>	23.5% (12)	11.8% (6)	51
answered question						52
skipped question						454

### 12. What do you feel is the most important role of the Management Association and are we meeting your expectations in this area?

	Response Count
	25
answered question	25
skipped question	481

### 13. Do you consider yourself an active member of the Management Association?



		Response Percent	Response Count
Yes		50.9%	27
No		17.0%	9
Somewhat		32.1%	17
		<b>answered question</b>	<b>53</b>
		<b>skipped question</b>	<b>453</b>

#### 14. Please indicate how much you agree or disagree with the following statements.

	Strongly disagree	Disagree	Agree	Strongly agree	Don't know	Rating Count
I am aware of ways the Classified Senate promotes participation in Shared Governance.	8.7% (12)	6.5% (9)	<b>55.8% (77)</b>	15.2% (21)	13.8% (19)	138
There is transparency in the Classified Senate process of shared governance committee appointments.	8.7% (12)	12.3% (17)	<b>46.4% (64)</b>	10.1% (14)	22.5% (31)	138
The Classified Senate effectively disseminates information to constituents.	10.1% (14)	16.7% (23)	<b>44.2% (61)</b>	11.6% (16)	17.4% (24)	138
The process of awarding scholarships is fair and transparent.	7.2% (10)	5.8% (8)	33.3% (46)	13.0% (18)	<b>40.6% (56)</b>	138
the process of dispersing individual conference funding is fair and transparent.	7.3% (10)	15.3% (21)	26.3% (36)	8.8% (12)	<b>42.3% (58)</b>	137
Classified staff is adequately represented by the Classified Senate in the hiring committee process.	5.8% (8)	5.1% (7)	<b>52.6% (72)</b>	9.5% (13)	27.0% (37)	137
The Classified Senate has been effective at disseminating policy information.	7.3% (10)	16.8% (23)	<b>43.1% (59)</b>	9.5% (13)	23.4% (32)	137
I am aware of campus-wide activities sponsored by the Classified Senate. Examples of these activities are: Fall Party, Spring General Meeting, Classified Days, etc.	6.5% (9)	3.6% (5)	<b>60.9% (84)</b>	25.4% (35)	3.6% (5)	138
The Classified Senate responsibly reflects the needs of classified staff in the college's budgeting and resource allocation process.	11.0% (15)	8.8% (12)	<b>35.3% (48)</b>	10.3% (14)	34.6% (47)	136
Classified staff have effectively participated in the college's accreditation activities.	5.8% (8)	9.5% (13)	<b>42.3% (58)</b>	13.1% (18)	29.2% (40)	137

Classified staff have an active role in the college's stratgic planning process.	9.4% (13)	10.9% (15)	<b>37.7% (52)</b>	10.9% (15)	31.2% (43)	138
answered question						138
skipped question						368

### 15. Have you participated in the Classified Senate as a member or representative on a shared governance committee?

		Response Percent	Response Count
Yes		31.9%	44
No		68.1%	94
answered question			138
skipped question			368

**16. Please indicate the extent to which you agree or disagree with the following statements:**

	<b>Strongly agree</b>	<b>Agree</b>	<b>Neutral</b>	<b>Disagree</b>	<b>Strongly disagree</b>	<b>Rating Count</b>
I participate meaningfully in the shared governance process at PCC	13.4% (57)	25.7% (109)	<b>39.2% (166)</b>	13.4% (57)	8.3% (35)	424
Employees participate meaningfully in a shared governance process at PCC	6.9% (29)	31.1% (131)	<b>45.4% (191)</b>	13.3% (56)	3.3% (14)	421
Opportunities are available for me to make suggestions for improvements at my department or unit level	24.5% (104)	<b>39.9% (169)</b>	20.5% (87)	10.6% (45)	4.5% (19)	424
I am aware of appropriate and effective channels for making suggestions that will be heard at the institutional level	15.2% (64)	32.1% (135)	<b>32.5% (137)</b>	14.3% (60)	5.9% (25)	421
I feel that the shared governance process at PCC is working effectively	4.7% (20)	19.9% (84)	<b>49.1% (207)</b>	17.3% (73)	9.0% (38)	422
I am aware of the role the College Coordinating Council (CCC) plays in shared governance	8.4% (35)	18.5% (77)	<b>35.3% (147)</b>	21.6% (90)	16.3% (68)	417
I am aware of the procedure for developing and approving campus-wide policies	9.5% (40)	24.6% (103)	<b>34.4% (144)</b>	21.7% (91)	9.8% (41)	419
<b>answered question</b>						<b>427</b>
<b>skipped question</b>						<b>79</b>

## 17. Please indicate how much you agree or disagree with the following questions.

	Strongly disagree	Disagree	Agree	Strongly agree	Rating Count
I have little opportunity to use my abilities here.	31.8% (134)	<b>44.8% (189)</b>	16.1% (68)	7.3% (31)	422
I'm doing something really worthwhile in my job.	3.1% (13)	2.6% (11)	36.1% (153)	<b>58.3% (247)</b>	424
I can learn a great deal in my present job.	4.7% (20)	10.1% (43)	<b>50.7% (216)</b>	34.5% (147)	426
I feel safe on campus during the evening or at night.	5.5% (23)	12.4% (52)	<b>59.1% (249)</b>	23.0% (97)	421
I believe my job is very important to the college.	3.0% (13)	3.0% (13)	38.2% (163)	<b>55.7% (238)</b>	427
They expect too much work from us around here.	14.9% (63)	<b>42.9% (181)</b>	30.8% (130)	11.4% (48)	422
The quality of work done here is excellent.	2.6% (11)	14.1% (60)	<b>59.5% (253)</b>	23.8% (101)	425
High standards of work are often abandoned under pressure.	12.5% (53)	<b>44.1% (187)</b>	33.7% (143)	9.7% (41)	424
We have up-to-date methods of getting work done here.	27.7% (117)	<b>39.2% (166)</b>	26.7% (113)	6.4% (27)	423
The college operates efficiently.	16.8% (71)	35.3% (149)	<b>43.1% (182)</b>	4.7% (20)	422
I feel safe on campus during the daylight hours.	2.6% (11)	3.5% (15)	<b>52.0% (220)</b>	41.8% (177)	423
The college moves too slow in making improvements.	3.4% (14)	23.7% (99)	<b>48.2% (201)</b>	24.7% (103)	417
answered question					429
skipped question					77

**18. Please indicate how much you agree or disagree with the following statements.**

	<b>Strongly disagree</b>	<b>Disagree</b>	<b>Agree</b>	<b>Strongly agree</b>	<b>Rating Count</b>
We are kept well informed about matters affecting us in our work.	10.1% (42)	33.7% (140)	<b>51.3% (213)</b>	4.8% (20)	415
Most of the time it is safe to say what you think around here.	12.0% (50)	28.0% (116)	<b>52.3% (217)</b>	7.7% (32)	415
People up the line generally listen to what we have to say.	13.9% (57)	27.1% (111)	<b>52.3% (214)</b>	6.6% (27)	409
We usually hear about important matters first through the grapevine.	3.4% (14)	27.8% (113)	<b>51.8% (211)</b>	17.0% (69)	407
<b>answered question</b>					<b>418</b>
<b>skipped question</b>					<b>88</b>

## 19. If you could IMPROVE TWO THINGS at PCC, which of the following items would it be?

	First Choice	Second Choice	Rating Average	Rating Count
Working conditions	<b>57.5% (23)</b>	42.5% (17)	1.43	40
Co-workers relations	33.3% (10)	<b>66.7% (20)</b>	1.67	30
Supervisor and employee relations	41.7% (15)	<b>58.3% (21)</b>	1.58	36
Level of recognition	40.0% (8)	<b>60.0% (12)</b>	1.60	20
Employee morale across the campus	<b>56.6% (30)</b>	43.4% (23)	1.43	53
The shared governance process	45.0% (18)	<b>55.0% (22)</b>	1.55	40
Promotional advancement opportunities	<b>59.3% (51)</b>	40.7% (35)	1.41	86
Management - union relations	43.9% (18)	<b>56.1% (23)</b>	1.56	41
Position review process	40.5% (15)	<b>59.5% (22)</b>	1.59	37
Employee evaluation process	36.1% (13)	<b>63.9% (23)</b>	1.64	36
Communication	<b>50.7% (34)</b>	49.3% (33)	1.49	67
Quality of on-the-job training	33.3% (16)	<b>66.7% (32)</b>	1.67	48
Overall workload	36.5% (19)	<b>63.5% (33)</b>	1.63	52
Equipment/technology provided to do the job	<b>68.1% (113)</b>	31.9% (53)	1.32	166
Immediate supervisor's management skills	<b>50.9% (27)</b>	49.1% (26)	1.49	53
There is nothing I would improve at PCC	<b>52.9% (9)</b>	47.1% (8)	1.47	17
answered question				420
skipped question				86



20. Please provide any additional comments you may have about the College.

Response Count	
138	
answered question	138
skipped question	368