

# **Hartnell College**

## **2005 Accreditation Employee Survey**

### **Final Report**

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#### **Research Study Conducted by:**

Institutional Research and Planning Office  
Christopher J. Myers, Ph.D., Director

**May 2006**



# **Hartnell College**

## **2005 Accreditation Employee Survey**

### **Final Report**

**Survey Developed by:**  
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**and Accreditation Standard Committee Chairs**

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**May 2006**



**Hartnell College**  
**2005 Accreditation Employee Survey Final Report**

**Executive Summary**

In fall 2005, the Hartnell College Accreditation Steering Committee surveyed all permanent employees and part-time faculty. The purpose of this survey was to assess employee perceptions of the degree to which the college is fulfilling the accreditation standards of the Accrediting Commission for Community and Junior Colleges (ACCJC). The results are intended to support the Accreditation Self-Study, as well as provide information that can be used for assessing and improving Hartnell College's programs and services.

Survey results provide a wealth of information concerning employee opinions and beliefs about many of the major issues impacting employees, students, and the college as a whole. Questionnaires were completed by 27% of total regular employees and part-time faculty (ranging from 10% of part-time faculty to 58% of managers). Typical (average) responses ranged from "slightly disagree" to "mostly agree" and from "good" to "very good". The majority of respondents were satisfied with how most aspects of the college are functioning. However, full-time faculty were significantly less satisfied than other employee groups in specific areas, which may reflect faculty discontent related to contract negotiations.

The following results reflect areas in which survey respondents believe Hartnell College is performing well:

1. Employees are concerned about student academic success and committed to high standards of teaching.
2. Student diversity is valued and the college is doing a very good job in promoting it.
3. The library maintains appropriate on-line resources, magazines, newspapers, and professional staff to meet the needs of its patrons.
4. Employees possess many positive attributes, such as being committed, caring, and helpful, to serve students well.

Areas identified by respondents as needing improvement include:

1. Revise administrative processes for decision making and communication to increase effectiveness.
2. Allocate resources to better reflect planning goals, priorities, and needs.
3. Board of Trustees decisions are not viewed as adequately promoting the mission and functions of the college.
4. While survey respondents as a whole rated the campus climate for employees as being "good" (2.75 on a 5-point scale), on average, the majority of full-time faculty rated campus climate as being "fair" or "poor".

Recommendations based upon survey results were also offered for consideration.



## **Acknowledgements**

We would like to acknowledge the contributions of the many persons who provided the guidance, resources, and support to make this research study possible. Through their contributions, Hartnell College will be able to better understand employee perceptions of the degree to which the college is fulfilling accreditation standards.

First, we would like to acknowledge the Hartnell College Accreditation Steering Committee, co-chaired by Drs. Allan Hoffman and Jennifer Fellguth, and the Accreditation Standard Committee Chairs, who helped design and implement this major research study. Other members of the committee and chairs include: Mr. Brian Adair, Dr. Celia Barberena, Mr. Terry Buttle, Mr. Larry Carrier, Ms. Liz Estrella, Mr. Jose Luis Fernandez, Mr. James Fitch, Mr. Mike Foudy, Dr. Charlene Frontiera, Mr. Gary Hughes, Mr. John Jackson, Ms. Sabrina Lawrence Coffelt, Ms. Cicely McCreight, Ms. Ruth McMullen, Ms. Tamberly Petrovich, Dr. Kathleen Rose, and Ms. Margie Wiebusch.

Second, our appreciation goes to the faculty, classified staff, and managers who completed the survey questionnaires. Lastly, we would like to express our gratitude to the Institutional Research and Planning staff, Dr. John Briggs, Ms. Penny Betancourt, Ms. Brenda Madrid, and Ms. Meiling Wachholz-Yee, whose excellent work provided support for this study and report.

Langston S. Johnson  
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Project Directors



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# Hartnell College

## 2005 Accreditation Employee Survey Final Report

In fall 2005, the Hartnell College Accreditation Steering Committee surveyed all permanent employees and part-time faculty. The purpose of this survey was to assess employee perceptions of the degree to which the college is fulfilling the accreditation standards of the Accrediting Commission for Community and Junior Colleges (ACCJC). The results are intended to support the Accreditation Self-Study, as well as provide information that can be used for assessing and improving Hartnell College's programs and services.

### Method

The Institutional Research and Planning Office developed the research procedures and the survey questionnaire in collaboration with the Hartnell College Accreditation Steering Committee and Accreditation Standard Committee Chairs. Both online and scannable survey questionnaires were developed. They were revised and finalized after piloting them with a sample of employees and receiving input from the Steering Committee (see Appendix J).

Employees were sent paper and e-mail memos asking them to complete either the online version of the survey or the paper version, which was sent to them via campus mail. Later, follow-up messages were sent to them, reminding them to complete the questionnaire.

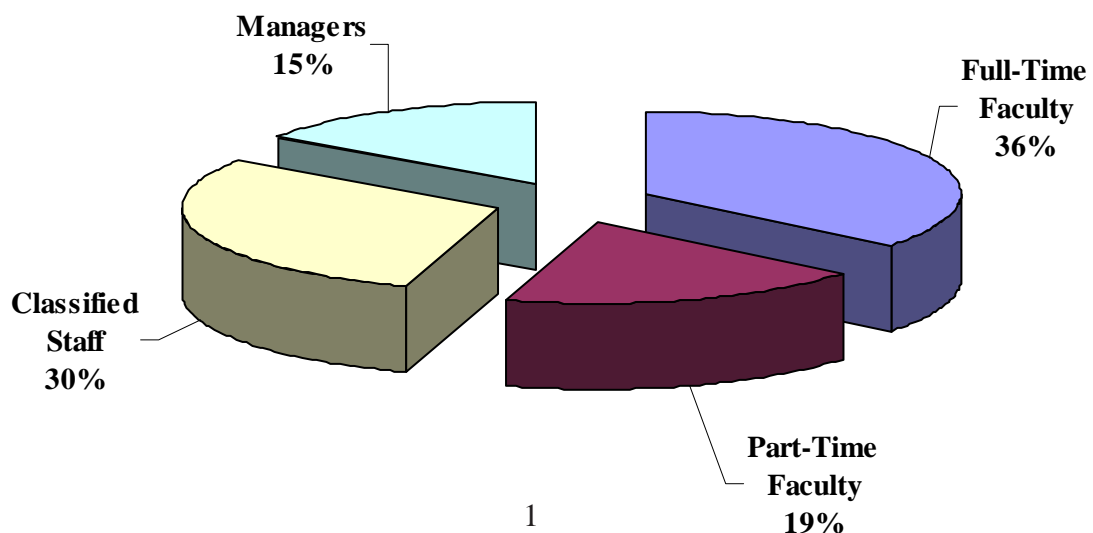
Response frequencies and average responses are reported for questions having quantitative ratings. Average responses among subgroups were also statistically compared using analysis of variance ( $p < .001$ ) and between 1999 and 2005 respondents using t-tests ( $p < .001$ ). Subgroups were considered to be significantly different from one another if the subgroup averages were (1) at least 0.5 point different (on a 5 or 6-point scale) and (2) statistically different from one another. Responses to open-ended questions were categorized and summarized. Most responses are broken down separately by employee group.

### Survey Results

#### Respondent Characteristics

As shown in Graphs 1 and Table 1, questionnaires were completed by 153 employees (approximately 27% of total regular employees and part-time faculty), including 49 full-time faculty (43% of the total full-time faculty), 26 part-time faculty (10% of the total part-time faculty), 41 classified staff (26% of the total classified staff), and 21 managers (58% of the total managers). The majority of the survey respondents were: women (66%), permanent employees (76%), not disabled (94%), White (56%), and employed at Hartnell for six or more years (57%). In addition, 88% of the respondents worked on the main campus.

**Graph 1**  
**Respondents by Employee Group**



**Table 1. 2005 Accreditation Employee Survey Respondent Characteristics**

Question <sup>1</sup>	Faculty						Classified		Managers		Total Employees <sup>2</sup>	
	Full-time		Part-time		Total		Staff					
	N	%	N	%	N	%	N	%	N	%	N	%
<b>Total Respondents</b>	49	100%	26	100%	77	100%	41	100%	21	100%	153	100%
79. Where is your primary work assignment?												
Main Campus	44	94%	21	81%	65	89%	36	90%	18	86%	125	88%
East Campus	---	---	---	---	---	---	---	---	---	---	---	---
King City Center	---	---	---	---	---	---	---	---	---	---	8	6%
Other	---	---	---	---	---	---	---	---	---	---	5	4%
81. Gender												
Male	22	46%	7	27%	29	39%	10	24%	8	38%	49	34%
Female	26	54%	19	73%	45	61%	31	76%	13	62%	94	66%
82. Employment Status												
Permanent	49	100%	---	---	49	65%	37	90%	17	89%	107	76%
Temporary	---	---	26	100%	26	35%	---	---	---	---	33	24%
83. Disability Status:												
Disabled	---	---	---	---	---	---	---	---	---	---	8	6%
Not Disabled	41	93%	25	96%	66	94%	35	90%	21	100%	135	94%
84. Ethnicity												
African American	---	---	---	---	---	---	---	---	---	---	---	---
American Indian	---	---	---	---	---	---	---	---	---	---	---	---
Asian/Pacific Islander	---	---	---	---	---	---	---	---	---	---	6	4%
Filipino	---	---	---	---	---	---	---	---	---	---	---	---
Latino	7	15%	---	---	10	14%	17	44%	5	25%	35	25%
White	34	74%	13	54%	47	67%	13	33%	13	65%	79	56%
Other	---	---	---	---	6	9%	---	---	---	---	12	9%
85. Number of Years at Hartnell College												
Less than 1 yr.	---	---	---	---	5	7%	---	---	---	---	9	6%
1-2 years	7	15%	---	---	10	14%	6	15%	---	---	21	14%
3-5 years	---	---	8	31%	12	16%	14	35%	5	25%	33	23%
6-10 years	8	17%	6	23%	14	19%	10	25%	---	---	29	20%
More than 10 years	24	51%	8	31%	32	44%	8	20%	9	45%	54	37%

Note: Percentages may not sum to 100% due to rounding.

<sup>1</sup> Question number references questionnaire.

<sup>2</sup> Total employees includes persons that did not self-designate with any employee group.

<sup>3</sup> To protect confidentiality, responses are not included when there are less than five persons in a cell.

## Overall Results

Tables 2 through 8 summarizing employee responses to most of the survey questions may be found in Appendices A-G, grouped by Accreditation standard and broken down by employee group (full-time faculty, part-time faculty, total faculty, classified staff, managers, and total employees). For each employee group, the tables show the number and percentage of responses to each response category and the typical (average) response.

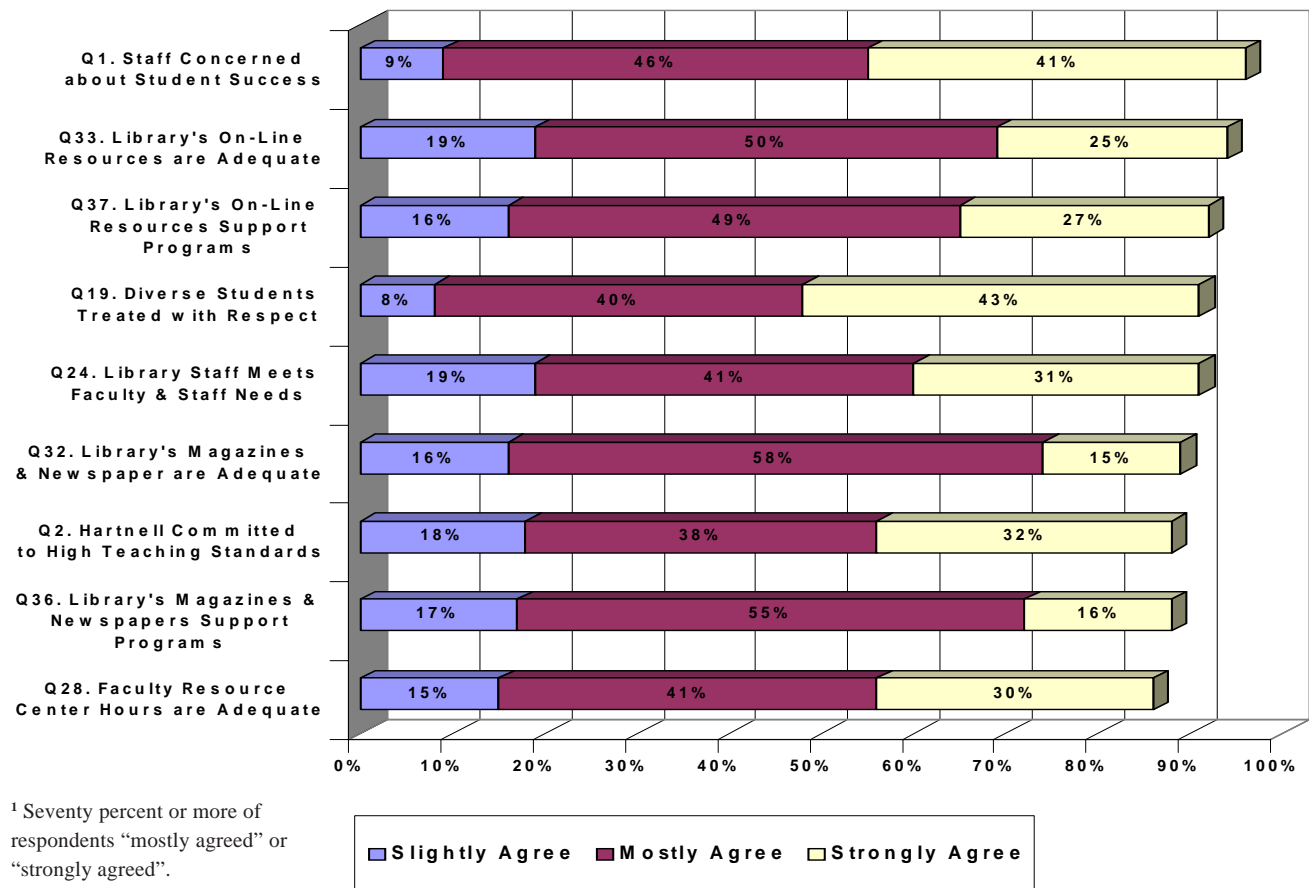
The average response to the majority (54%) of survey questions was “slightly agree.” In addition, the average response was “mostly agree” to one-third of the questions and “slightly disagree” to 13% of the questions.

**Most Agreement.** There were nine statements on the survey to which 70% or more of the respondents “mostly agreed” or “strongly agreed” as shown in Graph 2. In order of agreement, those statements are:

1. Staff is concerned about student academic success.
33. The library holdings are adequate in terms of current quality, depth of coverage, and a variety for on-line resources.

37. The library selects, acquires, organizes, and maintains an adequate and current collection of online resources to support the institution’s educational programs.
19. Students from gender and ethnic diverse backgrounds are treated with respect at Hartnell College.
24. The Hartnell College Library has sufficient professionally qualified staff to provide reference and information assistance and technical support to serve faculty and staff needs.
32. The library holdings are adequate in terms of current quality, depth of coverage, and a variety for magazines and newspapers.
2. Hartnell College is committed to high standards of teaching.
36. The library selects, acquires, organizes, and maintains an adequate and current collection of magazines and newspapers to support the institution’s educational programs.
28. The Faculty Resource Center operating hours provide me with adequate access.

**Graph 2**  
**Statements Having Greatest Agreement <sup>1</sup>**

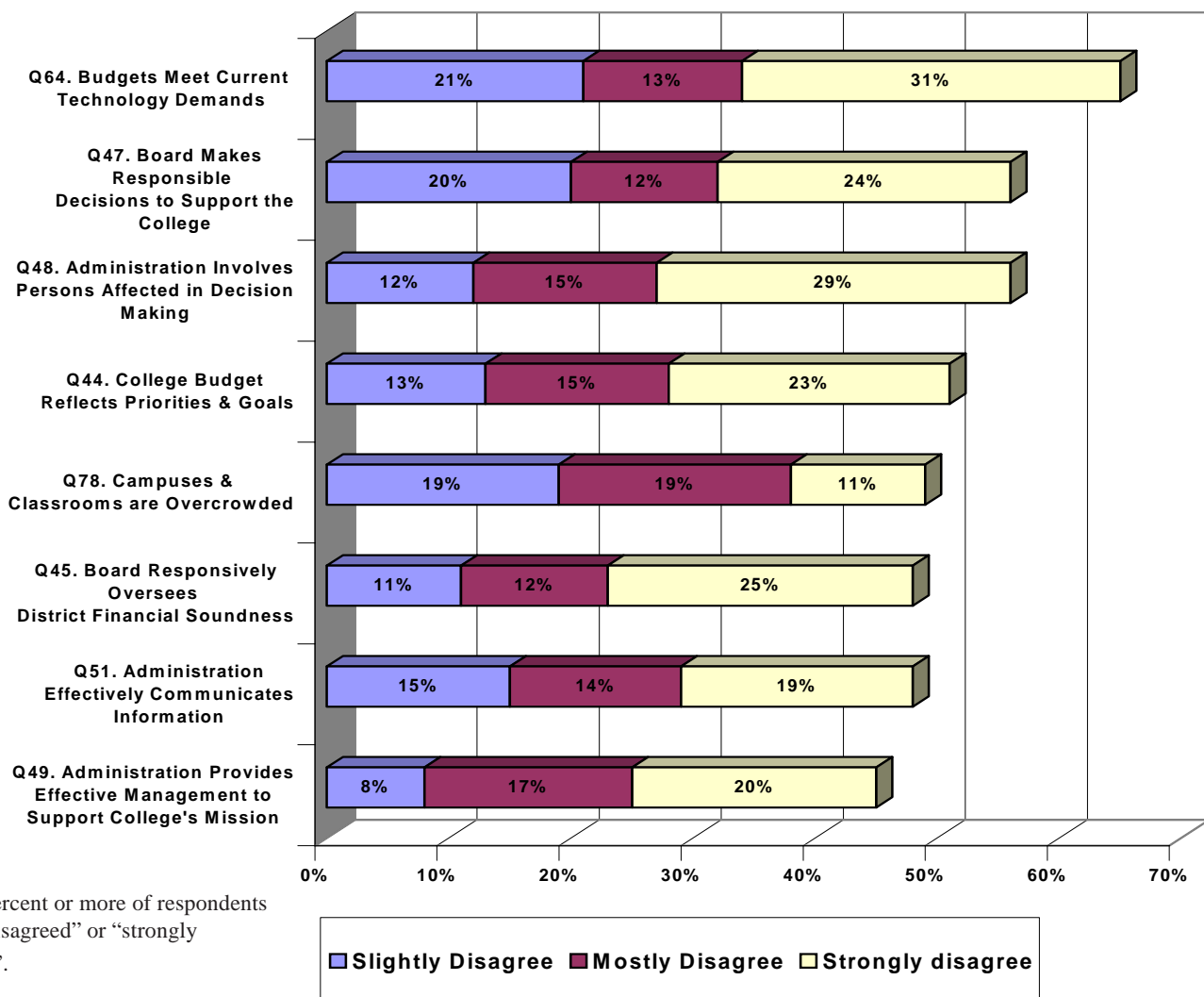


**Most Disagreement.** Conversely, there were eight survey statements to which 30% or more of the respondents “mostly disagreed” or “strongly disagreed” (see Graph 3). In order of disagreement, those statements are:

- 64. Budgets are adjusted and funding is appropriated to meet current technology demands.
- 47. The Hartnell Board of Trustees makes responsible decisions and takes responsible action that support and promote the mission and functions of the college.
- 48. The administration supports and uses a decision making process which involves the person who will be affected.

- 44. The college budget reflects college priorities and planning goals.
- 78. Campuses and classrooms are overcrowded.
- 45. The Board of Trustees has performed responsibly in overseeing the financial soundness of the district.
- 51. The administration has established and utilizes effective methods of communication to exchange information in a timely and efficient manner.
- 49. The administration provides effective and efficient learning and management which supports the college’s mission.

**Graph 3**  
**Statements Having Greatest Disagreement<sup>2</sup>**



## Campus Climate Assessment

As shown in Table 9 (Appendix H), several questions were asked about campus climate using the scale: “excellent”, “very good”, “good”, “fair”, and “poor”.

The average response to each of these questions is:

86. Overall, how would you assess the campus climate/environment at Hartnell College for employees? (Average = “good”)
87. How effective is Hartnell College in promoting employee diversity? (Average = “good”)
88. Overall, how would you assess the campus climate/environment at Hartnell College for students? (Average = “good”)
89. How effective is Hartnell College in promoting student diversity? (Average = “very good”)

### Significant Subgroup Differences

Table 10 (Appendix I) lists those questions in which the average responses between two or more subgroups were significantly different from one another. The average responses of the subgroup(s) in Group A are significantly different than those of the subgroup(s) in Group B<sup>1</sup>. The results of these analyses found that there were no significant differences between or among respondent subgroups related to: gender, disability status, employment status (permanent v. temporary), number of years worked at Hartnell College, work location (campus), or ethnicity. However, there were significant differences among employee groups on 13 survey questions.

Overall, part-time faculty and managers tended to be most positive while full-time faculty and classified staff were least positive. There were significant differences between or among employee subgroups for the following statements:

Part-time faculty, classified staff, and managers more strongly agreed than did full-time faculty that:

9. There is a positive environment in which faculty are treated with respect.

Part-time faculty and managers more strongly agreed than did full-time faculty that:

45. The Board of Trustees has performed responsibly in overseeing the financial soundness of the district.
47. The Board of Trustees makes responsible decisions and takes responsible actions that support and promote the mission and functions of the college.

50. The administration provides effective leadership to define goals, develop plans, and establish priorities for the institution.

Part-time faculty and managers more strongly agreed than did full-time faculty and classified staff that:

48. The administration supports and uses a decision-making process which involves the persons who will be affected.

Managers and part-time faculty more strongly agreed than did classified staff that:

49. The administration provides effective and efficient learning and management which supports the college’s mission.

Part-time faculty more strongly agreed than did full-time faculty that:

49. The administration provides effective and efficient learning and management which supports the college’s mission.

50. The administration provides effective leadership to define goals, develop plans, and establish priorities for the institution.

Part-time faculty more strongly agreed than did classified staff and full-time faculty that:

51. The administration has established effective methods of communication to exchange information in a timely and efficient manner.

Full-time faculty agreed more strongly than did classified staff that:

54. They are asked to participate in the review of instructional programs.

Part-time faculty agreed more strongly than did classified staff, managers, and full-time faculty that:

63. Job descriptions and duties are kept current with duties assigned as new technology is implemented on campus.

64. Budgets are adjusted and funding is appropriated to meet current technology demands.

76. There is adequate signage on and off campus to locate Hartnell College campuses, classrooms, and offices.

Managers were more positive than were full-time faculty in assessing:

86. The overall campus climate at Hartnell College for employees.

<sup>1</sup>. Average of each subgroup in Group A is statistically significant ( $p \leq .001$ ) and more than 0.5 point higher than average of each subgroup in Group B.

## Significant Differences between 1999 and 2005 Respondents

Many of the questions asked on the current survey were also asked on the 1999 Accreditation Employee Survey. Common questions were analyzed to determine if there

were significant differences<sup>1</sup> between the average responses in 1999 compared to 2005. The results of this analysis identified 10 statements that were rated significantly higher in 1999 than in 2005, as shown in Table 11.

**Table 11. Accreditation Employee Survey Responses for Questions Having Significantly Higher Responses in 1999 than in 2005<sup>1</sup>**

Question <sup>2</sup>	1999 Response	2005 Response
5. Percent of employees who strongly agree or mostly agree that Hartnell College adequately publicizes the planning process.	58%	44%
9. Percent of employees who strongly agree or mostly agree that there is a positive environment in which faculty are treated with respect at Hartnell College.	56%	45%
20. Percent of employees who strongly agree or mostly agree that the needs of the students are considered when decisions are made to add or delete programs or courses at Hartnell College.	56%	36%
27. Percent of employees who strongly agree or mostly agree that computers and software are up-to-date, in good condition, and meet students assignment needs.	68%	55%
44. Percent of employees who strongly agree or mostly agree that the college budget reflects college priorities and planning goals.	41%	34%
47. Percent of employees who strongly agree or mostly agree that the Hartnell Board of Trustees makes responsible decisions and takes responsible actions that support and promote the missions and functions of the college.	42%	31%
48. Percent of employees who strongly agree or mostly agree that the administration supports and uses a decision making process which involves the persons who will be affected.	42%	27%
49. Percent of employees who strongly agree or mostly agree that the administration provides effective and efficient learning and management which supports the college's mission.	56%	35%
50. Percent of employees who strongly agree or mostly agree that the administration provides effective leadership to define goals, develop plans, and establish priorities for the institution.	55%	37%
51. Percent of employees who strongly agree or mostly agree that the administration has established and utilizes effective methods of communication to exchange information in a timely and efficient manner.	51%	32%

<sup>1</sup> Significantly Different = average 1999 response is statistically significant ( $p = .001$ ) and more than 0.5 points higher than average 2005 response.

<sup>2</sup> Question number references 2005 questionnaire.

## Comments to Open Ended Questions

**What Are Hartnell College's Greatest Strengths?** Table 12a summarizes the respondents' comments concerning Hartnell College's greatest strengths. The largest proportion of responses (27%) related to positive attributes of Hartnell employees

(e.g., dedicated, committed, and caring). In addition, 12% of the respondents listed diversity and 9% specified the positive college environment as being strengths.

**Table 12a. Employee Comments about Hartnell College's Greatest Strengths**

Comments	N	% <sup>1</sup>
<b>Faculty, classified staff, and administrators:</b> Dedicated, committed, caring, respectful of students, enthusiastic, helpful, put students first, smart, tireless.	41	27%
<b>Diversity:</b> Student body, faculty, classified staff.	18	12%
<b>Positive environment:</b> Welcoming atmosphere, friendly, a feeling of belonging, team oriented, supportive of one another, caring, striving to improve, commitment.	14	9%
<b>Courses, curriculum and programs:</b> Bilingual programs, variety, depth and breadth, minority education, unique offerings.	9	6%
<b>Students:</b> High quality, hard workers, strongly motivated, well prepared, eager, strive to improve.	9	6%
<b>Support services:</b> Accessibility, wide variety, EOPS, CARE, CalWorks, outreach, good student clubs, recruitment.	7	5%
<b>Mission:</b> Dedicated to students earning advanced degree, educating students, commitment to student success and sensitivity, meet learning needs of community.	6	4%
<b>Community:</b> Getting bond measure passed, community is Hartnell's strength.	5	3%
<b>Location:</b> Central location of campus is good.	5	3%
<b>Technology:</b> Vision to use advanced technology, employee training in technology, promote technology, excellent technological capabilities.	5	3%
<b>Cost of education at Hartnell:</b> Very reasonably priced, fees are low, within reach of low-income students.	4	3%
<b>Other:</b> Reputation and history as a good school, good teaching and learning environment, access, delivers high standards.	9	6%

<sup>1</sup> Percent of total respondents (n=153). Some respondents made multiple responses.

**What Can Be Done to Improve Hartnell College?** As shown in Table 12b, the largest proportion of responses indicated that the college could be improved through better facilities (11% of respondents), more technology and equipment

(10%), providing better pay and more respect for faculty (9%), making administrative changes (8%), and enhancing conditions for part-time faculty (7%).

**Table 12b. Employee Comments About Improving Hartnell College**

<b>Comments</b>	<b>N</b>	<b>%<sup>1</sup></b>
<b>Improve facilities:</b> Classrooms, buildings, athletic, landscaping, child care, breakroom for staff, furniture, trash cleanup, expand East Campus.	17	11%
<b>More technology and equipment:</b> Better integration, provide the latest technology, more support, computer access for students and faculty, more online journals, more tech staff, smart classrooms, online classes.	16	10%
<b>Better pay and more respect:</b> Contract negotiations should be completed, raise faculty pay, reduce work load, listen to faculty, give faculty and staff more respect.	14	9%
<b>Improve administration:</b> Poor performance, needs to show respect to employees, hire deans and managers that are qualified, focus on fewer initiatives, administration should be a role model.	13	8%
<b>Improve status of adjunct faculty:</b> Hire more full-time faculty, paid office hours, health benefits, recognize accomplishments, treat with respect.	10	7%
<b>Classes and programs:</b> Offer more sections, continuity of programs, shorten semester, change to quarter system, more distance learning classes, offer sections when students can take them.	8	5%
<b>Improve communications:</b> Campus, interdepartmental, in the planning process.	8	5%
<b>Improve academic standards:</b> Honors club, help poorly prepared students, more advanced classes, Hartnell's image turns away qualified students.	6	4%
<b>Better community relations:</b> More funding from community, more outreach, support from local businesses.	4	3%
<b>Improve student services:</b> At night, counseling, financial aid, registration.	4	3%
<b>Other:</b> Security, diversity, student evaluations, library, timesheets, department procedures, training.	23	15%

<sup>1</sup>Percent of total respondents (n=153). Some respondents made multiple responses.

**Other Comments.** Table 12c shows that the most common miscellaneous comment was that Hartnell College is a great place to work (7% of respondents).

<b>Table 12c. Miscellaneous Employee Comments</b>		
<b>Comments</b>	<b>N</b>	<b>% <sup>1</sup></b>
<b>Hartnell is a great place to work:</b> Enjoy working here, great leadership, lots of opportunity, good relationships with everyone, Hartnell has worthwhile mission.	11	7%
<b>Faculty/staff/administration changes needed:</b> Low pay discourages hiring young faculty, encourage equal opportunity, Hartnell is poorly managed.	6	4%
<b>Change focus on diversity:</b> Too much, too little.	3	2%
<b>Need better communication:</b> Employees-management, students-faculty.	3	2%
<b>Promote Hartnell and how good it is:</b> Hartnell has many strengths, 'Ask Me Ambassadors', staff and faculty should help.	3	2%
<b>Other:</b> Shared governance, student quality, maintenance, scheduling, continuing education, survey too long.	11	7%

<sup>1</sup> Percent of total respondents (n=153). Some respondents made multiple responses.

## **Summary and Conclusions**

Survey results provide a wealth of information concerning employee opinions and beliefs about many of the major issues impacting employees, students, and the college as a whole. Questionnaires were completed by 27% of total regular employees and part-time faculty (ranging from 10% of part-time faculty to 58% of managers). Typical (average) responses ranged from “slightly disagree” to “mostly agree” and from “good” to “very good”. The majority of respondents were satisfied with how most aspects of the college are functioning. However, full-time faculty were significantly less satisfied than other employee groups in specific areas, which may reflect faculty discontent related to contract negotiations.

### **Areas of Strength**

The following results reflect areas in which survey respondents believe Hartnell College is performing well:

1. Employees are concerned about student academic success and committed to high standards of teaching.
2. Student diversity is valued and the college is doing a very good job in promoting it.
3. The library maintains appropriate on-line resources, magazines, newspapers, and professional staff to meet the needs of its patrons.
4. Employees possess many positive attributes, such as being committed, caring, and helpful, to serve students well.

### **Areas of Difference or Needing Improvement**

Areas identified by respondents as needing improvement include:

1. Revise administrative processes for decision making and communication to increase effectiveness.
2. Allocate resources to better reflect planning goals, priorities, and needs.
3. Board of Trustees decisions are not viewed as adequately promoting the mission and functions of the college.
4. While survey respondents as a whole rated the campus climate for employees as being “good” (2.75 on a 5-point scale), on average, the majority of full-time faculty rated campus climate as being “fair” or “poor”.

## **Recommendations**

Based upon survey results, the following recommendations are offered for consideration:

1. Use these survey results as one source of evidence in assessing the degree to which the college is fulfilling the accreditation standards. However, the results should be corroborated with other sources of evidence when making final judgments.
2. Celebrate areas identified as being strengths.
3. For areas showing a need for improvement and/or as being perceived very differently by various employee groups, conduct further study to assess the reasons for the discontent or differences and how improvements might be made.

## **Appendix A**

### **Table 2 - Responses by Employee Group for Standard I: Institutional Mission and Effectiveness**



**Table 2. 2005 Accreditation Employee Survey Responses by Employee Group  
for Standard I: Institutional Mission and Effectiveness**

Question <sup>1</sup>	Faculty						Classified Staff		Managers		Total Employees <sup>2</sup>	
	Full-time		Part-time		Total		N	%	N	%	N	%
	N	%	N	%	N	%						
<b>Total Respondents</b>	49	100%	26	100%	77	100%	41	100%	21	100%	153	100%
5. Hartnell College adequately publicizes the planning process.												
Strongly Agree	3	8%	6	32%	9	16%	4	12%	1	6%	16	13%
Mostly Agree	10	26%	6	32%	16	28%	12	35%	8	44%	39	31%
Slightly Agree	12	31%	2	11%	14	24%	6	18%	3	17%	30	24%
Slightly Disagree	7	18%	3	16%	10	17%	5	15%	2	11%	18	14%
Mostly Disagree	3	8%	2	11%	5	9%	5	15%	2	11%	13	10%
Strongly Disagree	4	10%	0	0%	4	7%	2	6%	2	11%	10	8%
Don't Know/No Opinion <sup>3</sup>	9	---	7	---	16	---	6	---	2	---	24	---
<b>Typical (Average) Response</b>		Slightly Agree		Mostly Agree		Slightly Agree		Slightly Agree		Slightly Agree		Slightly Agree
6. Hartnell College provides sufficient resources to conduct effective institutional research and program evaluation studies.												
Strongly Agree	4	11%	5	29%	9	16%	5	14%	2	12%	18	15%
Mostly Agree	15	39%	5	29%	20	36%	13	37%	6	35%	43	36%
Slightly Agree	5	13%	3	18%	8	15%	9	26%	4	24%	25	21%
Slightly Disagree	3	8%	3	18%	6	11%	5	14%	1	6%	12	10%
Mostly Disagree	9	24%	0	0%	9	16%	2	6%	3	18%	14	12%
Strongly Disagree	2	5%	1	6%	3	5%	1	3%	1	6%	7	6%
Don't Know/No Opinion <sup>3</sup>	11	---	8	---	19	---	5	---	4	---	32	---
<b>Typical (Average) Response</b>		Slightly Agree		Mostly Agree		Slightly Agree		Slightly Agree		Slightly Agree		Slightly Agree
7. Evaluation results from Program and Services Review are used to improve instructional programs and support services.												
Strongly Agree	2	5%	6	35%	8	14%	2	6%	0	0%	12	10%
Mostly Agree	13	33%	7	41%	20	36%	11	34%	7	39%	43	36%
Slightly Agree	12	31%	2	12%	14	25%	13	41%	5	28%	36	30%
Slightly Disagree	1	3%	2	12%	3	5%	3	9%	2	11%	8	7%
Mostly Disagree	8	21%	0	0%	8	14%	2	6%	2	11%	12	10%
Strongly Disagree	3	8%	0	0%	3	5%	1	3%	2	11%	10	8%
Don't Know/No Opinion <sup>3</sup>	9	---	9	---	18	---	8	---	3	---	30	---
<b>Typical (Average) Response</b>		Slightly Agree		Mostly Agree		Slightly Agree		Slightly Agree		Slightly Agree		Slightly Agree

Note: Percentages may not sum to 100% due to rounding.

<sup>1</sup> Question number references questionnaire.

<sup>2</sup> Total employees includes persons that did not self-designate with any employee group.

<sup>3</sup> Not included in percentage calculations.

**(continued)**

**Table 2. 2005 Accreditation Employee Survey Responses by Employee Group  
for Standard I: Institutional Mission and Effectiveness (continued)**

Question <sup>1</sup>	Faculty						Classified Staff		Managers		Total Employees <sup>2</sup>	
	Full-time		Part-time		Total		N	%	N	%	N	%
	N	%	N	%	N	%						
8. Hartnell College effectively evaluates how well it accomplishes its mission and purposes.												
Strongly Agree	3	7%	4	21%	7	11%	3	9%	3	15%	15	11%
Mostly Agree	12	29%	6	32%	18	30%	8	23%	4	20%	34	26%
Slightly Agree	12	29%	5	26%	17	28%	9	26%	7	35%	38	29%
Slightly Disagree	1	2%	3	16%	4	7%	7	20%	2	10%	13	10%
Mostly Disagree	5	12%	1	5%	6	10%	6	17%	2	10%	15	11%
Strongly Disagree	9	21%	0	0%	9	15%	2	6%	2	10%	17	13%
Don't Know/No Opinion <sup>3</sup>	7	---	7	---	14	---	6	---	1	---	21	---
<b>Typical (Average) Response</b>	Slightly Agree		Slightly Agree		Slightly Agree		Slightly Agree		Slightly Agree		Slightly Agree	
12. I have had sufficient opportunity to participate in the planning process at Hartnell College.												
Strongly Agree	6	14%	6	29%	12	18%	4	13%	9	43%	27	21%
Mostly Agree	16	36%	9	43%	25	38%	10	33%	7	33%	44	34%
Slightly Agree	10	23%	2	10%	12	18%	6	20%	5	24%	30	23%
Slightly Disagree	4	9%	2	10%	6	9%	3	10%	0	0%	9	7%
Mostly Disagree	6	14%	0	0%	6	9%	4	13%	0	0%	10	8%
Strongly Disagree	2	5%	2	10%	4	6%	3	10%	0	0%	8	6%
Don't Know/No Opinion <sup>3</sup>	5	---	5	---	10	---	10	---	0	---	22	---
<b>Typical (Average) Response</b>	Slightly Agree		Mostly Agree		Slightly Agree		Slightly Agree		Mostly Agree		Slightly Agree	
13. College-wide and unit planning are linked to resource allocation.												
Strongly Agree	2	6%	6	50%	8	18%	6	24%	3	15%	19	19%
Mostly Agree	7	21%	4	33%	11	24%	6	24%	7	35%	26	25%
Slightly Agree	8	24%	0	0%	8	18%	5	20%	3	15%	19	19%
Slightly Disagree	4	12%	1	8%	5	11%	4	16%	2	10%	14	14%
Mostly Disagree	6	18%	0	0%	6	13%	3	12%	1	5%	10	10%
Strongly Disagree	6	18%	1	8%	7	16%	1	4%	4	20%	14	14%
Don't Know/No Opinion <sup>3</sup>	16	---	14	---	30	---	16	---	1	---	49	---
<b>Typical (Average) Response</b>	Slightly Disagree		Mostly Agree		Slightly Agree		Slightly Agree		Slightly Agree		Slightly Agree	

Note: Percentages may not sum to 100% due to rounding.

<sup>1</sup> Question number references questionnaire.

<sup>2</sup> Total employees includes persons that did not self-designate with any employee group.

<sup>3</sup> Not included in percentage calculations.

**(continued)**

**Table 2. 2005 Accreditation Employee Survey Responses by Employee Group for Standard I: Institutional Mission and Effectiveness (continued)**

Question <sup>1</sup>	Faculty						Classified Staff		Managers		Total Employees <sup>2</sup>	
	Full-time		Part-time		Total		N	%	N	%	N	%
	N	%	N	%	N	%						
18. The institution identifies expected learning outcomes for its degree and certificate programs.												
Strongly Agree	7	16%	7	39%	14	23%	7	26%	4	22%	29	24%
Mostly Agree	11	26%	8	44%	19	31%	7	26%	3	17%	33	28%
Slightly Agree	10	23%	2	11%	12	20%	5	19%	6	33%	24	20%
Slightly Disagree	4	9%	1	6%	5	8%	4	15%	1	6%	12	10%
Mostly Disagree	7	16%	0	0%	7	11%	3	11%	1	6%	12	10%
Strongly Disagree	4	9%	0	0%	4	7%	1	4%	3	17%	10	8%
Don't Know/No Opinion <sup>3</sup>	5	---	8	---	13	---	14	---	3	---	30	---
<b>Typical (Average) Response</b>	Slightly Agree		Mostly Agree		Mostly Agree		Slightly Agree		Slightly Agree		Slightly Agree	
22. The college has clearly defined processes for reviewing all of its educational programs.												
Strongly Agree	5	13%	3	21%	8	15%	4	15%	5	28%	18	16%
Mostly Agree	11	28%	6	43%	17	31%	9	33%	9	50%	39	35%
Slightly Agree	12	30%	1	7%	13	24%	7	26%	3	17%	27	24%
Slightly Disagree	6	15%	4	29%	10	19%	5	19%	1	6%	17	15%
Mostly Disagree	5	13%	0	0%	5	9%	0	0%	0	0%	6	5%
Strongly Disagree	1	3%	0	0%	1	2%	2	7%	0	0%	5	4%
Don't Know/No Opinion <sup>3</sup>	8	---	12	---	20	---	13	---	3	---	38	---
<b>Typical (Average) Response</b>	Slightly Agree		Mostly Agree		Slightly Agree		Slightly Agree		Mostly Agree		Slightly Agree	
42. The faculty exercise a substantial voice in matters related to educational programs, the hiring of faculty and other personnel, and institutional policies.												
Strongly Agree	5	11%	6	40%	11	18%	4	14%	8	38%	24	20%
Mostly Agree	9	20%	3	20%	12	20%	10	36%	9	43%	32	26%
Slightly Agree	10	22%	1	7%	11	18%	5	18%	1	5%	22	18%
Slightly Disagree	8	17%	3	20%	11	18%	3	11%	1	5%	16	13%
Mostly Disagree	7	15%	0	0%	7	11%	6	21%	2	10%	16	13%
Strongly Disagree	7	15%	2	13%	9	15%	0	0%	0	0%	12	10%
Don't Know/No Opinion <sup>3</sup>	3	---	11	---	14	---	11	---	0	---	27	---
<b>Typical (Average) Response</b>	Slightly Agree		Slightly Agree		Slightly Agree		Slightly Agree		Mostly Agree		Slightly Agree	

Note: Percentages may not sum to 100% due to rounding.

<sup>1</sup> Question number references questionnaire.

<sup>2</sup> Total employees includes persons that did not self-designate with any employee group.

<sup>3</sup> Not included in percentage calculations.

**(continued)**

**Table 2. 2005 Accreditation Employee Survey Responses by Employee Group for Standard I: Institutional Mission and Effectiveness (continued)**

Question <sup>1</sup>	Faculty						Classified Staff		Managers		Total Employees <sup>2</sup>	
	Full-time		Part-time		Total		N	%	N	%	N	%
	N	%	N	%	N	%						
43. Classified staff exercise a substantial voice in matters related to the hiring of classified staff and institutional policies.												
Strongly Agree	2	9%	5	50%	7	22%	4	11%	7	35%	19	20%
Mostly Agree	6	27%	4	40%	10	31%	9	25%	8	40%	29	30%
Slightly Agree	6	27%	0	0%	6	19%	8	22%	3	15%	20	21%
Slightly Disagree	4	18%	1	10%	5	16%	6	17%	0	0%	13	13%
Mostly Disagree	3	14%	0	0%	3	9%	6	17%	1	5%	10	10%
Strongly Disagree	1	5%	0	0%	1	3%	3	8%	1	5%	6	6%
Don't Know/No Opinion <sup>3</sup>	27	---	16	---	43	---	4	---	1	---	53	---
<b>Typical (Average) Response</b>	Slightly Agree		Mostly Agree		Mostly Agree		Slightly Agree		Mostly Agree		Slightly Agree	
44. The college budget reflects college priorities and planning goals.												
Strongly Agree	2	5%	4	27%	6	11%	3	11%	4	19%	14	12%
Mostly Agree	9	22%	5	33%	14	25%	5	18%	6	29%	26	22%
Slightly Agree	5	12%	3	20%	8	14%	5	18%	3	14%	17	15%
Slightly Disagree	6	15%	0	0%	6	11%	6	21%	1	5%	15	13%
Mostly Disagree	8	20%	1	7%	9	16%	4	14%	3	14%	18	15%
Strongly Disagree	11	27%	2	13%	13	23%	5	18%	4	19%	27	23%
Don't Know/No Opinion <sup>3</sup>	7	---	11	---	18	---	13	---	0	---	33	---
<b>Typical (Average) Response</b>	Slightly Disagree		Slightly Agree		Slightly Agree		Slightly Disagree		Slightly Agree		Slightly Disagree	
49. The administration provides effective and efficient learning and management which supports the college's mission.												
Strongly Agree	2	5%	6	33%	8	14%	1	3%	4	19%	14	11%
Mostly Agree	10	24%	5	28%	15	25%	5	15%	9	43%	31	24%
Slightly Agree	9	22%	4	22%	13	22%	7	21%	3	14%	26	20%
Slightly Disagree	1	2%	1	6%	2	3%	5	15%	2	10%	10	8%
Mostly Disagree	9	22%	1	6%	10	17%	9	26%	1	5%	21	17%
Strongly Disagree	10	24%	1	6%	11	19%	7	21%	2	10%	25	20%
Don't Know/No Opinion <sup>3</sup>	7	---	8	---	15	---	6	---	0	---	22	---
<b>Typical (Average) Response</b>	Slightly Disagree		Mostly Agree		Slightly Agree		Slightly Disagree		Slightly Agree		Slightly Disagree	

Note: Percentages may not sum to 100% due to rounding.

<sup>1</sup> Question number references questionnaire.

<sup>2</sup> Total employees includes persons that did not self-designate with any employee group.

<sup>3</sup> Not included in percentage calculations.

**(continued)**

**Table 2. 2005 Accreditation Employee Survey Responses by Employee Group  
for Standard I: Institutional Mission and Effectiveness (continued)**

Question <sup>1</sup>	Faculty						Classified		Managers		Total Employees <sup>2</sup>	
	Full-time		Part-time		Total		Staff					
	N	%	N	%	N	%	N	%	N	%	N	%
50. The administration provides effective leadership to define goals, develop plans, and establish priorities for the institution.												
Strongly Agree	4	9%	8	44%	12	18%	3	9%	8	38%	24	18%
Mostly Agree	6	13%	6	33%	12	18%	6	17%	7	33%	26	19%
Slightly Agree	12	26%	1	6%	13	20%	7	20%	1	5%	27	20%
Slightly Disagree	4	9%	1	6%	5	8%	5	14%	2	10%	12	9%
Mostly Disagree	7	15%	1	6%	8	12%	7	20%	1	5%	19	14%
Strongly Disagree	14	30%	1	6%	15	23%	7	20%	2	10%	26	19%
Don't Know/No Opinion <sup>3</sup>	2	---	8	---	10	---	5	---	0	---	16	---
<b>Typical (Average) Response</b>	Slightly Disagree		Slightly Agree		Slightly Agree		Slightly Disagree		Slightly Agree		Slightly Agree	
52. Faculty articulates student learning outcomes (what students are expected to know, do or feel) for their courses.												
Strongly Agree	10	23%	6	26%	16	24%	3	11%	1	8%	23	20%
Mostly Agree	14	32%	15	65%	29	43%	10	36%	7	58%	50	43%
Slightly Agree	6	14%	2	9%	8	12%	8	29%	3	25%	20	17%
Slightly Disagree	5	11%	0	0%	5	7%	6	21%	0	0%	11	9%
Mostly Disagree	6	14%	0	0%	6	9%	1	4%	0	0%	8	7%
Strongly Disagree	3	7%	0	0%	3	4%	0	0%	1	8%	5	4%
Don't Know/No Opinion <sup>3</sup>	4	---	3	---	7	---	12	---	9	---	31	---
<b>Typical (Average) Response</b>	Slightly Agree		Mostly Agree		Mostly Agree		Slightly Disagree		Slightly Agree		Slightly Agree	
53. Faculty use student learning outcomes assessment results to influence curriculum and program development.												
Strongly Agree	5	13%	5	28%	10	17%	1	6%	0	0%	14	14%
Mostly Agree	14	35%	9	50%	23	40%	6	33%	4	36%	38	38%
Slightly Agree	7	18%	4	22%	11	19%	7	39%	4	36%	23	23%
Slightly Disagree	4	10%	0	0%	4	7%	4	22%	1	9%	9	9%
Mostly Disagree	7	18%	0	0%	7	12%	0	0%	1	9%	10	10%
Strongly Disagree	3	8%	0	0%	3	5%	0	0%	1	9%	5	5%
Don't Know/No Opinion <sup>3</sup>	7	---	7	---	14	---	23	---	10	---	49	---
<b>Typical (Average) Response</b>	Slightly Agree		Mostly Agree		Mostly Agree		Slightly Agree		Slightly Disagree		Slightly Agree	

Note: Percentages may not sum to 100% due to rounding.

<sup>1</sup> Question number references questionnaire.

<sup>2</sup> Total employees includes persons that did not self-designate with any employee group.

<sup>3</sup> Not included in percentage calculations.



## **Appendix B**

### **Table 3 - Responses by Employee Group for Standard IIA: Instructional Programs**



**Table 3. 2005 Accreditation Employee Survey Responses by Employee Group  
for Standard IIA: Instructional Programs**

Question <sup>1</sup>	Faculty						Classified Staff		Managers		Total Employees <sup>2</sup>	
	Full-time		Part-time		Total		N	%	N	%	N	%
	N	%	N	%	N	%						
<b>Total Respondents</b>	49	100%	26	100%	77	100%	41	100%	21	100%	153	100%
1. Staff is concerned about student academic												
Strongly Agree	26	53%	10	40%	36	49%	11	28%	8	38%	62	41%
Mostly Agree	15	31%	11	44%	26	35%	22	55%	13	62%	70	46%
Slightly Agree	5	10%	2	8%	7	9%	6	15%	0	0%	13	9%
Slightly Disagree	1	2%	2	8%	3	4%	1	3%	0	0%	4	3%
Mostly Disagree	1	2%	0	0%	1	1%	0	0%	0	0%	1	1%
Strongly Disagree	1	2%	0	0%	1	1%	0	0%	0	0%	1	1%
Don't Know/No Opinion <sup>3</sup>	0	---	1	---	1	---	1	---	0	---	2	---
<b>Typical (Average) Response</b>	Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree	
2. Hartnell College is committed to high standards of teaching.												
Strongly Agree	18	37%	10	42%	28	38%	11	30%	4	19%	47	32%
Mostly Agree	15	31%	9	38%	24	33%	13	35%	12	57%	56	38%
Slightly Agree	7	14%	3	13%	10	14%	9	24%	4	19%	27	18%
Slightly Disagree	3	6%	2	8%	5	7%	2	5%	1	5%	8	5%
Mostly Disagree	5	10%	0	0%	5	7%	2	5%	0	0%	7	5%
Strongly Disagree	1	2%	0	0%	1	1%	0	0%	0	0%	2	1%
Don't Know/No Opinion <sup>3</sup>	0	---	2	---	2	---	4	---	0	---	6	---
<b>Typical (Average) Response</b>	Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree	
3. Programs and courses are offered in a manner that ensures students the opportunity to complete the entire program as announced in a reasonable amount of time.												
Strongly Agree	8	17%	9	45%	17	25%	5	14%	3	18%	29	22%
Mostly Agree	17	36%	5	25%	22	33%	13	37%	9	53%	49	37%
Slightly Agree	11	23%	5	25%	16	24%	9	26%	2	12%	30	22%
Slightly Disagree	5	11%	1	5%	6	9%	5	14%	2	12%	14	10%
Mostly Disagree	4	9%	0	0%	4	6%	2	6%	1	6%	7	5%
Strongly Disagree	2	4%	0	0%	2	3%	1	3%	0	0%	5	4%
Don't Know/No Opinion <sup>3</sup>	2	---	6	---	8	---	4	---	4	---	17	---
<b>Typical (Average) Response</b>	Slightly Agree		Mostly Agree		Mostly Agree		Slightly Agree		Mostly Agree		Slightly Agree	

Note: Percentages may not sum to 100% due to rounding.

<sup>1</sup> Question number references questionnaire.

<sup>2</sup> Total employees includes persons that did not self-designate with any employee group.

<sup>3</sup> Not included in percentage calculations.

**(continued)**

**Table 3. 2005 Accreditation Employee Survey Responses by Employee Group  
for Standard IIA: Instructional Programs (continued)**

Question <sup>1</sup>	Faculty						Classified Staff		Managers		Total Employees <sup>2</sup>	
	Full-time		Part-time		Total		N	%	N	%	N	%
	N	%	N	%	N	%						
6. Hartnell College provides sufficient resources to conduct effective institutional research and program evaluation studies.												
Strongly Agree	4	11%	5	29%	9	16%	5	14%	2	12%	18	15%
Mostly Agree	15	39%	5	29%	20	36%	13	37%	6	35%	43	36%
Slightly Agree	5	13%	3	18%	8	15%	9	26%	4	24%	25	21%
Slightly Disagree	3	8%	3	18%	6	11%	5	14%	1	6%	12	10%
Mostly Disagree	9	24%	0	0%	9	16%	2	6%	3	18%	14	12%
Strongly Disagree	2	5%	1	6%	3	5%	1	3%	1	6%	7	6%
Don't Know/No Opinion <sup>3</sup>	11	---	8	---	19	---	5	---	4	---	32	---
<b>Typical (Average) Response</b>	Slightly Agree		Mostly Agree		Slightly Agree		Slightly Agree		Slightly Agree		Slightly Agree	
7. Evaluation results from Program and Services Review are used to improve instructional programs and support services.												
Strongly Agree	2	5%	6	35%	8	14%	2	6%	0	0%	12	10%
Mostly Agree	13	33%	7	41%	20	36%	11	34%	7	39%	43	36%
Slightly Agree	12	31%	2	12%	14	25%	13	41%	5	28%	36	30%
Slightly Disagree	1	3%	2	12%	3	5%	3	9%	2	11%	8	7%
Mostly Disagree	8	21%	0	0%	8	14%	2	6%	2	11%	12	10%
Strongly Disagree	3	8%	0	0%	3	5%	1	3%	2	11%	10	8%
Don't Know/No Opinion <sup>3</sup>	9	---	9	---	18	---	8	---	3	---	30	---
<b>Typical (Average) Response</b>	Slightly Agree		Mostly Agree		Slightly Agree		Slightly Agree		Slightly Agree		Slightly Agree	
8. Hartnell College effectively evaluates how well it accomplishes its mission and purposes.												
Strongly Agree	3	7%	4	21%	7	11%	3	9%	3	15%	15	11%
Mostly Agree	12	29%	6	32%	18	30%	8	23%	4	20%	34	26%
Slightly Agree	12	29%	5	26%	17	28%	9	26%	7	35%	38	29%
Slightly Disagree	1	2%	3	16%	4	7%	7	20%	2	10%	13	10%
Mostly Disagree	5	12%	1	5%	6	10%	6	17%	2	10%	15	11%
Strongly Disagree	9	21%	0	0%	9	15%	2	6%	2	10%	17	13%
Don't Know/No Opinion <sup>3</sup>	7	---	7	---	14	---	6	---	1	---	21	---
<b>Typical (Average) Response</b>	Slightly Agree		Slightly Agree		Slightly Agree		Slightly Agree		Slightly Agree		Slightly Agree	

Note: Percentages may not sum to 100% due to rounding.

<sup>1</sup> Question number references questionnaire.

<sup>2</sup> Total employees includes persons that did not self-designate with any employee group.

<sup>3</sup> Not included in percentage calculations.

**(continued)**

**Table 3. 2005 Accreditation Employee Survey Responses by Employee Group  
for Standard IIA: Instructional Programs (continued)**

Question <sup>1</sup>	Faculty						Classified		Managers		Total Employees <sup>2</sup>	
	Full-time		Part-time		Total		Staff					
	N	%	N	%	N	%	N	%	N	%	N	%
9. At Hartnell College there is a positive environment in which faculty are treated with												
Strongly Agree	4	8%	9	35%	13	17%	6	16%	4	19%	26	17%
Mostly Agree	6	12%	10	38%	16	21%	16	43%	8	38%	41	28%
Slightly Agree	6	12%	1	4%	7	9%	5	14%	3	14%	20	13%
Slightly Disagree	5	10%	2	8%	7	9%	3	8%	1	5%	13	9%
Mostly Disagree	10	20%	2	8%	12	16%	5	14%	2	10%	20	13%
Strongly Disagree	18	37%	2	8%	20	27%	2	5%	3	14%	29	19%
Don't Know/No Opinion <sup>3</sup>	0	---	0	---	0	---	3	---	0	---	3	---
<b>Typical (Average) Response</b>	Slightly Disagree		Mostly Agree		Slightly Agree		Slightly Agree		Slightly Agree		Slightly Agree	
10. The integrity of the teaching process is protected at Hartnell College.												
Strongly Agree	6	13%	10	40%	16	22%	4	12%	3	16%	27	19%
Mostly Agree	14	30%	8	32%	22	31%	19	56%	10	53%	54	39%
Slightly Agree	10	21%	4	16%	14	19%	6	18%	3	16%	24	17%
Slightly Disagree	6	13%	1	4%	7	10%	3	9%	1	5%	15	11%
Mostly Disagree	6	13%	2	8%	8	11%	2	6%	2	11%	12	9%
Strongly Disagree	5	11%	0	0%	5	7%	0	0%	0	0%	8	6%
Don't Know/No Opinion <sup>3</sup>	1	---	1	---	2	---	7	---	2	---	11	---
<b>Typical (Average) Response</b>	Slightly Agree		Mostly Agree		Slightly Agree		Mostly Agree		Mostly Agree		Slightly Agree	
11. The college is committed to high standards of teaching.												
Strongly Agree	10	22%	8	35%	18	26%	8	21%	7	33%	37	26%
Mostly Agree	12	26%	8	35%	20	29%	19	49%	9	43%	50	34%
Slightly Agree	10	22%	5	22%	15	22%	6	15%	5	24%	32	22%
Slightly Disagree	6	13%	2	9%	8	12%	4	10%	0	0%	14	10%
Mostly Disagree	4	9%	0	0%	4	6%	1	3%	0	0%	7	5%
Strongly Disagree	4	9%	0	0%	4	6%	1	3%	0	0%	5	3%
Don't Know/No Opinion <sup>3</sup>	1	---	2	---	3	---	1	---	0	---	4	---
<b>Typical (Average) Response</b>	Slightly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree	

Note: Percentages may not sum to 100% due to rounding.

<sup>1</sup> Question number references questionnaire.

<sup>2</sup> Total employees includes persons that did not self-designate with any employee group.

<sup>3</sup> Not included in percentage calculations.

**(continued)**

**Table 3. 2005 Accreditation Employee Survey Responses by Employee Group  
for Standard IIA: Instructional Programs (continued)**

Question <sup>1</sup>	Faculty						Classified Staff		Managers		Total Employees <sup>2</sup>	
	Full-time		Part-time		Total		N	%	N	%	N	%
	N	%	N	%	N	%						
14. The general education program is based on a clear philosophy and rationale.												
Strongly Agree	5	12%	9	56%	14	25%	5	16%	3	17%	24	20%
Mostly Agree	14	34%	4	25%	18	32%	17	55%	7	39%	47	40%
Slightly Agree	5	12%	1	6%	6	11%	5	16%	5	28%	19	16%
Slightly Disagree	7	17%	1	6%	8	14%	2	6%	0	0%	10	8%
Mostly Disagree	5	12%	1	6%	6	11%	2	6%	2	11%	11	9%
Strongly Disagree	5	12%	0	0%	5	9%	0	0%	1	6%	7	6%
Don't Know/No Opinion <sup>3</sup>	8	---	10	---	18	---	10	---	3	---	34	---
<b>Typical (Average) Response</b>	Slightly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Slightly Agree		Slightly Agree	
15. I am aware of Hartnell College's articulation agreements with the local high schools.												
Strongly Agree	7	17%	5	33%	12	21%	3	11%	3	15%	20	18%
Mostly Agree	13	31%	4	27%	17	30%	9	33%	6	30%	35	31%
Slightly Agree	12	29%	3	20%	15	26%	6	22%	9	45%	30	26%
Slightly Disagree	7	17%	0	0%	7	12%	5	19%	1	5%	14	12%
Mostly Disagree	1	2%	1	7%	2	4%	2	7%	0	0%	5	4%
Strongly Disagree	2	5%	2	13%	4	7%	2	7%	1	5%	10	9%
Don't Know/No Opinion <sup>3</sup>	7	---	9	---	16	---	12	---	1	---	34	---
<b>Typical (Average) Response</b>	Slightly Agree		Slightly Agree		Slightly Agree		Slightly Agree		Slightly Agree		Slightly Agree	
16. The college's processes of curriculum and program development ensure high quality instructional programs.												
Strongly Agree	8	17%	8	36%	16	24%	7	21%	1	6%	25	19%
Mostly Agree	17	37%	9	41%	26	38%	11	33%	10	63%	53	40%
Slightly Agree	14	30%	0	0%	14	21%	8	24%	3	19%	29	22%
Slightly Disagree	4	9%	3	14%	7	10%	4	12%	1	6%	13	10%
Mostly Disagree	1	2%	0	0%	1	1%	3	9%	0	0%	5	4%
Strongly Disagree	2	4%	2	9%	4	6%	0	0%	1	6%	6	5%
Don't Know/No Opinion <sup>3</sup>	3	---	4	---	7	---	8	---	5	---	21	---
<b>Typical (Average) Response</b>	Slightly Agree		Mostly Agree		Mostly Agree		Slightly Agree		Mostly Agree		Slightly Agree	

Note: Percentages may not sum to 100% due to rounding.

<sup>1</sup> Question number references questionnaire.

<sup>2</sup> Total employees includes persons that did not self-designate with any employee group.

<sup>3</sup> Not included in percentage calculations.

**(continued)**

**Table 3. 2005 Accreditation Employee Survey Responses by Employee Group  
for Standard IIA: Instructional Programs (continued)**

Question <sup>1</sup>	Faculty						Classified Staff		Managers		Total Employees <sup>2</sup>	
	Full-time		Part-time		Total		N	%	N	%	N	%
	N	%	N	%	N	%						
17. The college uses a range of delivery systems and modes of instruction compatible with student needs.												
Strongly Agree	5	10%	7	30%	12	17%	5	14%	3	16%	22	16%
Mostly Agree	22	46%	9	39%	31	44%	15	41%	14	74%	69	49%
Slightly Agree	14	29%	5	22%	19	27%	12	32%	2	11%	34	24%
Slightly Disagree	5	10%	0	0%	5	7%	2	5%	0	0%	8	6%
Mostly Disagree	1	2%	1	4%	2	3%	2	5%	0	0%	4	3%
Strongly Disagree	1	2%	1	4%	2	3%	1	3%	0	0%	4	3%
Don't Know/No Opinion <sup>3</sup>	1	---	3	---	4	---	4	---	2	---	10	---
<b>Typical (Average) Response</b>	Slightly Agree		Mostly Agree		Mostly Agree		Slightly Agree		Mostly Agree		Mostly Agree	
18. The institution identifies expected learning outcomes for its degree and certificate programs.												
Strongly Agree	7	16%	7	39%	14	23%	7	26%	4	22%	29	24%
Mostly Agree	11	26%	8	44%	19	31%	7	26%	3	17%	33	28%
Slightly Agree	10	23%	2	11%	12	20%	5	19%	6	33%	24	20%
Slightly Disagree	4	9%	1	6%	5	8%	4	15%	1	6%	12	10%
Mostly Disagree	7	16%	0	0%	7	11%	3	11%	1	6%	12	10%
Strongly Disagree	4	9%	0	0%	4	7%	1	4%	3	17%	10	8%
Don't Know/No Opinion <sup>3</sup>	5	---	8	---	13	---	14	---	3	---	30	---
<b>Typical (Average) Response</b>	Slightly Agree		Mostly Agree		Mostly Agree		Slightly Agree		Slightly Agree		Slightly Agree	
19. Students from gender and ethnic diverse backgrounds are treated with respect at Hartnell College.												
Strongly Agree	21	43%	14	58%	35	48%	13	33%	10	48%	64	43%
Mostly Agree	20	41%	8	33%	28	38%	19	49%	9	43%	59	40%
Slightly Agree	1	2%	2	8%	3	4%	5	13%	0	0%	12	8%
Slightly Disagree	1	2%	0	0%	1	1%	1	3%	1	5%	3	2%
Mostly Disagree	2	4%	0	0%	2	3%	1	3%	0	0%	4	3%
Strongly Disagree	4	8%	0	0%	4	5%	0	0%	1	5%	6	4%
Don't Know/No Opinion <sup>3</sup>	0	---	2	---	2	---	2	---	0	---	4	---
<b>Typical (Average) Response</b>	Mostly Agree		Strongly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree	

Note: Percentages may not sum to 100% due to rounding.

<sup>1</sup> Question number references questionnaire.

<sup>2</sup> Total employees includes persons that did not self-designate with any employee group.

<sup>3</sup> Not included in percentage calculations.

**(continued)**

**Table 3. 2005 Accreditation Employee Survey Responses by Employee Group  
for Standard IIA: Instructional Programs (continued)**

Question <sup>1</sup>	Faculty						Classified Staff		Managers		Total Employees <sup>2</sup>	
	Full-time		Part-time		Total		N	%	N	%	N	%
	N	%	N	%	N	%						
20. The needs of the students are considered when decisions are made to add or delete programs or courses at Hartnell College.												
Strongly Agree	5	11%	5	23%	10	15%	3	9%	4	20%	20	15%
Mostly Agree	9	20%	7	32%	16	24%	5	14%	7	35%	29	21%
Slightly Agree	5	11%	2	9%	7	10%	6	17%	6	30%	22	16%
Slightly Disagree	8	18%	4	18%	12	18%	6	17%	0	0%	19	14%
Mostly Disagree	8	18%	0	0%	8	12%	10	29%	1	5%	25	18%
Strongly Disagree	10	22%	4	18%	14	21%	5	14%	2	10%	22	16%
Don't Know/No Opinion <sup>3</sup>	4	---	4	---	8	---	5	---	1	---	14	---
<b>Typical (Average) Response</b>	Slightly Disagree		Slightly Agree		Slightly Agree		Slightly Disagree		Slightly Agree		Slightly Agree	
21. Hartnell College's off-campus programs are adequate to address the needs of students who would otherwise have difficulty attending on-campus classes.												
Strongly Agree	1	3%	3	20%	4	9%	5	17%	1	6%	12	12%
Mostly Agree	10	31%	7	47%	17	36%	10	33%	9	53%	39	38%
Slightly Agree	8	25%	3	20%	11	23%	7	23%	3	18%	22	21%
Slightly Disagree	5	16%	0	0%	5	11%	2	7%	1	6%	9	9%
Mostly Disagree	5	16%	0	0%	5	11%	5	17%	2	12%	13	13%
Strongly Disagree	3	9%	2	13%	5	11%	1	3%	1	6%	8	8%
Don't Know/No Opinion <sup>3</sup>	17	---	11	---	28	---	10	---	4	---	48	---
<b>Typical (Average) Response</b>	Slightly Agree		Slightly Agree		Slightly Agree		Slightly Agree		Slightly Agree		Slightly Agree	
22. The college has clearly defined processes for reviewing all of its educational programs.												
Strongly Agree	5	13%	3	21%	8	15%	4	15%	5	28%	18	16%
Mostly Agree	11	28%	6	43%	17	31%	9	33%	9	50%	39	35%
Slightly Agree	12	30%	1	7%	13	24%	7	26%	3	17%	27	24%
Slightly Disagree	6	15%	4	29%	10	19%	5	19%	1	6%	17	15%
Mostly Disagree	5	13%	0	0%	5	9%	0	0%	0	0%	6	5%
Strongly Disagree	1	3%	0	0%	1	2%	2	7%	0	0%	5	4%
Don't Know/No Opinion <sup>3</sup>	8	---	12	---	20	---	13	---	3	---	38	---
<b>Typical (Average) Response</b>	Slightly Agree		Mostly Agree		Slightly Agree		Slightly Agree		Mostly Agree		Slightly Agree	

Note: Percentages may not sum to 100% due to rounding.

<sup>1</sup> Question number references questionnaire.

<sup>2</sup> Total employees includes persons that did not self-designate with any employee group.

<sup>3</sup> Not included in percentage calculations.

**(continued)**

**Table 3. 2005 Accreditation Employee Survey Responses by Employee Group for Standard IIA: Instructional Programs (continued)**

Question <sup>1</sup>	Faculty						Classified Staff		Managers		Total Employees <sup>2</sup>	
	Full-time		Part-time		Total		N	%	N	%	N	%
	N	%	N	%	N	%						
23. There is sufficient knowledgeable Hartnell College staff to provide effective learning												
Strongly Agree	9	20%	8	35%	17	25%	7	19%	3	16%	31	22%
Mostly Agree	19	42%	8	35%	27	40%	11	30%	10	53%	52	37%
Slightly Agree	10	22%	1	4%	11	16%	10	27%	4	21%	29	21%
Slightly Disagree	3	7%	5	22%	8	12%	6	16%	1	5%	16	12%
Mostly Disagree	2	4%	0	0%	2	3%	2	5%	1	5%	6	4%
Strongly Disagree	2	4%	1	4%	3	4%	1	3%	0	0%	5	4%
Don't Know/No Opinion <sup>3</sup>	2	---	3	---	5	---	3	---	2	---	10	---
<b>Typical (Average) Response</b>	Mostly Agree		Mostly Agree		Mostly Agree		Slightly Agree		Mostly Agree		Mostly Agree	
24. The Hartnell College Library has sufficient professionally qualified staff to provide reference and information assistance and technical support to serve faculty and staff												
Strongly Agree	15	34%	10	45%	25	38%	6	18%	7	39%	41	31%
Mostly Agree	21	48%	7	32%	28	42%	15	44%	7	39%	54	41%
Slightly Agree	4	9%	3	14%	7	11%	9	26%	4	22%	25	19%
Slightly Disagree	2	5%	0	0%	2	3%	2	6%	0	0%	4	3%
Mostly Disagree	0	0%	2	9%	2	3%	2	6%	0	0%	5	4%
Strongly Disagree	2	5%	0	0%	2	3%	0	0%	0	0%	2	2%
Don't Know/No Opinion <sup>3</sup>	5	---	4	---	9	---	7	---	3	---	20	---
<b>Typical (Average) Response</b>	Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree	
25. Hartnell College provides adequate training, equipment, and network connectivity to access the collections of the library and computer labs.												
Strongly Agree	8	17%	7	37%	15	23%	7	22%	5	29%	29	23%
Mostly Agree	21	46%	5	26%	26	40%	13	41%	7	41%	49	39%
Slightly Agree	9	20%	1	5%	10	15%	5	16%	4	24%	22	17%
Slightly Disagree	4	9%	4	21%	8	12%	6	19%	0	0%	17	13%
Mostly Disagree	2	4%	1	5%	3	5%	1	3%	0	0%	4	3%
Strongly Disagree	2	4%	1	5%	3	5%	0	0%	1	6%	5	4%
Don't Know/No Opinion <sup>3</sup>	3	---	7	---	10	---	8	---	4	---	23	---
<b>Typical (Average) Response</b>	Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree	

Note: Percentages may not sum to 100% due to rounding.

<sup>1</sup> Question number references questionnaire.

<sup>2</sup> Total employees includes persons that did not self-designate with any employee group.

<sup>3</sup> Not included in percentage calculations.

(continued)

**Table 3. 2005 Accreditation Employee Survey Responses by Employee Group  
for Standard IIA: Instructional Programs (continued)**

Question <sup>1</sup>	Faculty						Classified Staff		Managers		Total Employees <sup>2</sup>	
	Full-time		Part-time		Total		N	%	N	%	N	%
	N	%	N	%	N	%						
26. I have adequate opportunity to recommend items to be added to the library collection.												
Strongly Agree	16	40%	8	47%	24	42%	3	14%	2	15%	30	29%
Mostly Agree	15	38%	2	12%	17	30%	7	32%	6	46%	38	37%
Slightly Agree	8	20%	1	6%	9	16%	6	27%	4	31%	20	19%
Slightly Disagree	1	3%	2	12%	3	5%	2	9%	0	0%	6	6%
Mostly Disagree	0	0%	1	6%	1	2%	2	9%	0	0%	3	3%
Strongly Disagree	0	0%	3	18%	3	5%	2	9%	1	8%	6	6%
Don't Know/No Opinion <sup>3</sup>	8	---	9	---	17	---	18	---	7	---	45	---
<b>Typical (Average) Response</b>	Mostly Agree		Slightly Agree		Mostly Agree		Slightly Agree		Mostly Agree		Mostly Agree	
27. Computers and software on campus are up-to-date, in good condition, and meet students' assignment needs.												
Strongly Agree	5	10%	7	35%	12	18%	7	21%	1	6%	21	16%
Mostly Agree	25	52%	6	30%	31	46%	10	29%	7	44%	51	39%
Slightly Agree	6	13%	2	10%	8	12%	9	26%	2	13%	24	18%
Slightly Disagree	6	13%	3	15%	9	13%	4	12%	3	19%	18	14%
Mostly Disagree	5	10%	1	5%	6	9%	1	3%	1	6%	9	7%
Strongly Disagree	1	2%	1	5%	2	3%	3	9%	2	13%	9	7%
Don't Know/No Opinion <sup>3</sup>	1	---	6	---	7	---	5	---	5	---	17	---
<b>Typical (Average) Response</b>	Slightly Agree		Mostly Agree		Slightly Agree		Slightly Agree		Slightly Agree		Slightly Agree	
28. The Faculty Resource Center operating hours provide me with adequate access.												
Strongly Agree	15	34%	9	43%	24	37%	4	15%	7	37%	37	30%
Mostly Agree	19	43%	5	24%	24	37%	12	46%	9	47%	51	41%
Slightly Agree	6	14%	2	10%	8	12%	5	19%	2	11%	18	15%
Slightly Disagree	2	5%	4	19%	6	9%	2	8%	0	0%	9	7%
Mostly Disagree	2	5%	0	0%	2	3%	2	8%	0	0%	4	3%
Strongly Disagree	0	0%	1	5%	1	2%	1	4%	1	5%	4	3%
Don't Know/No Opinion <sup>3</sup>	4	---	5	---	9	---	12	---	2	---	24	---
<b>Typical (Average) Response</b>	Mostly Agree		Mostly Agree		Mostly Agree		Slightly Agree		Mostly Agree		Mostly Agree	

Note: Percentages may not sum to 100% due to rounding.

<sup>1</sup> Question number references questionnaire.

<sup>2</sup> Total employees includes persons that did not self-designate with any employee group.

<sup>3</sup> Not included in percentage calculations.

**(continued)**

**Table 3. 2005 Accreditation Employee Survey Responses by Employee Group  
for Standard IIA: Instructional Programs (continued)**

Question <sup>1</sup>	Faculty						Classified Staff		Managers		Total Employees <sup>2</sup>	
	Full-time		Part-time		Total		N	%	N	%	N	%
	N	%	N	%	N	%						
29. The Hartnell College Library Audio-Visual Department's operating hours are sufficient to support instruction.												
Strongly Agree	14	35%	8	36%	22	35%	7	24%	1	8%	31	27%
Mostly Agree	18	45%	7	32%	25	40%	6	21%	8	62%	44	38%
Slightly Agree	4	10%	1	5%	5	8%	8	28%	1	8%	18	16%
Slightly Disagree	3	8%	4	18%	7	11%	5	17%	2	15%	15	13%
Mostly Disagree	1	3%	0	0%	1	2%	2	7%	0	0%	4	3%
Strongly Disagree	0	0%	2	9%	2	3%	1	3%	1	8%	4	3%
Don't Know/No Opinion <sup>3</sup>	6	---	4	---	10	---	11	---	8	---	30	---
<b>Typical (Average) Response</b>	Mostly Agree		Mostly Agree		Mostly Agree		Slightly Agree		Slightly Agree		Mostly Agree	
30. I am aware that materials from other institutions are available for use by Hartnell College faculty, staff, and students through interlibrary loan or on-site use.												
Strongly Agree	16	41%	9	45%	25	42%	6	20%	7	37%	41	34%
Mostly Agree	16	41%	4	20%	20	34%	10	33%	7	37%	41	34%
Slightly Agree	4	10%	2	10%	6	10%	4	13%	3	16%	15	13%
Slightly Disagree	3	8%	2	10%	5	8%	2	7%	0	0%	8	7%
Mostly Disagree	0	0%	1	5%	1	2%	3	10%	0	0%	4	3%
Strongly Disagree	0	0%	2	10%	2	3%	5	17%	2	11%	10	8%
Don't Know/No Opinion <sup>3</sup>	10	---	6	---	16	---	10	---	2	---	31	---
<b>Typical (Average) Response</b>	Mostly Agree		Mostly Agree		Mostly Agree		Slightly Agree		Mostly Agree		Mostly Agree	
31. The library's holdings are adequate in terms of current quality, depth of coverage, and variety for: Books												
Strongly Agree	2	6%	5	28%	7	13%	4	16%	1	7%	13	13%
Mostly Agree	21	60%	7	39%	28	53%	12	48%	8	53%	55	53%
Slightly Agree	8	23%	3	17%	11	21%	6	24%	5	33%	23	22%
Slightly Disagree	2	6%	1	6%	3	6%	1	4%	0	0%	5	5%
Mostly Disagree	1	3%	1	6%	2	4%	1	4%	0	0%	3	3%
Strongly Disagree	1	3%	1	6%	2	4%	1	4%	1	7%	5	5%
Don't Know/No Opinion <sup>3</sup>	13	---	7	---	20	---	16	---	6	---	44	---
<b>Typical (Average) Response</b>	Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Slightly Agree		Mostly Agree	

Note: Percentages may not sum to 100% due to rounding.

<sup>1</sup> Question number references questionnaire.

<sup>2</sup> Total employees includes persons that did not self-designate with any employee group.

<sup>3</sup> Not included in percentage calculations.

**(continued)**

**Table 3. 2005 Accreditation Employee Survey Responses by Employee Group  
for Standard IIA: Instructional Programs (continued)**

Question <sup>1</sup>	Faculty						Classified Staff		Managers		Total Employees <sup>2</sup>	
	Full-time		Part-time		Total		N	%	N	%	N	%
	N	%	N	%	N	%						
32. The library's holdings are adequate in terms of current quality, depth of coverage, and variety for: Magazines and newspapers												
Strongly Agree	4	11%	5	28%	9	17%	4	15%	2	13%	16	15%
Mostly Agree	23	64%	9	50%	32	59%	12	44%	11	69%	61	58%
Slightly Agree	3	8%	3	17%	6	11%	7	26%	2	13%	17	16%
Slightly Disagree	4	11%	0	0%	4	7%	2	7%	0	0%	6	6%
Mostly Disagree	2	6%	0	0%	2	4%	2	7%	0	0%	4	4%
Strongly Disagree	0	0%	1	6%	1	2%	0	0%	1	6%	2	2%
Don't Know/No Opinion <sup>3</sup>	12	---	7	---	19	---	13	---	5	---	41	---
<b>Typical (Average) Response</b>	Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree	
33. The library's holdings are adequate in terms of current quality, depth of coverage, and variety for: On-line resources												
Strongly Agree	7	19%	6	43%	13	26%	6	24%	3	20%	25	25%
Mostly Agree	21	58%	6	43%	27	54%	9	36%	9	60%	50	50%
Slightly Agree	5	14%	2	14%	7	14%	8	32%	3	20%	19	19%
Slightly Disagree	1	3%	0	0%	1	2%	2	8%	0	0%	3	3%
Mostly Disagree	1	3%	0	0%	1	2%	0	0%	0	0%	1	1%
Strongly Disagree	1	3%	0	0%	1	2%	0	0%	0	0%	2	2%
Don't Know/No Opinion <sup>3</sup>	11	---	10	---	21	---	14	---	6	---	45	---
<b>Typical (Average) Response</b>	Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree	
34. The library's holdings are adequate in terms of current quality, depth of coverage, and variety for: Media (e.g., videos, laser discs, CD-ROM s)												
Strongly Agree	3	9%	4	27%	7	15%	3	13%	1	7%	11	12%
Mostly Agree	18	55%	5	33%	23	48%	9	38%	8	57%	47	50%
Slightly Agree	7	21%	2	13%	9	19%	8	33%	3	21%	20	21%
Slightly Disagree	4	12%	1	7%	5	10%	2	8%	1	7%	8	9%
Mostly Disagree	1	3%	1	7%	2	4%	1	4%	0	0%	4	4%
Strongly Disagree	0	0%	2	13%	2	4%	1	4%	1	7%	4	4%
Don't Know/No Opinion <sup>3</sup>	15	---	10	---	25	---	17	---	7	---	55	---
<b>Typical (Average) Response</b>	Mostly Agree		Slightly Agree		Slightly Agree		Slightly Agree		Slightly Agree		Slightly Agree	

Note: Percentages may not sum to 100% due to rounding.

<sup>1</sup> Question number references questionnaire.

<sup>2</sup> Total employees includes persons that did not self-designate with any employee group.

<sup>3</sup> Not included in percentage calculations.

**(continued)**

**Table 3. 2005 Accreditation Employee Survey Responses by Employee Group  
for Standard IIA: Instructional Programs (continued)**

Question <sup>1</sup>	Faculty						Classified Staff		Managers		Total Employees <sup>2</sup>	
	Full-time		Part-time		Total		N	%	N	%	N	%
	N	%	N	%	N	%						
35. The library selects acquires, organizes and maintains an adequate and current collection of the following materials to support the institution's educational programs: Books												
Strongly Agree	5	14%	3	19%	8	16%	7	27%	0	0%	16	16%
Mostly Agree	21	60%	9	56%	30	59%	7	27%	9	64%	53	52%
Slightly Agree	4	11%	0	0%	4	8%	8	31%	4	29%	18	18%
Slightly Disagree	3	9%	2	13%	5	10%	1	4%	0	0%	6	6%
Mostly Disagree	1	3%	1	6%	2	4%	1	4%	0	0%	3	3%
Strongly Disagree	1	3%	1	6%	2	4%	2	8%	1	7%	6	6%
Don't Know/No Opinion <sup>3</sup>	13	---	9	---	22	---	15	---	7	---	47	---
<b>Typical (Average) Response</b>	Mostly Agree		Mostly Agree		Mostly Agree		Slightly Agree		Slightly Agree		Mostly Agree	
36. The library selects acquires, organizes and maintains an adequate and current collection of the following materials to support the institution's educational programs: Magazines												
Strongly Agree	3	9%	4	25%	7	14%	7	27%	0	0%	16	16%
Mostly Agree	24	69%	7	44%	31	61%	8	31%	11	79%	56	55%
Slightly Agree	3	9%	3	19%	6	12%	7	27%	2	14%	17	17%
Slightly Disagree	3	9%	1	6%	4	8%	2	8%	0	0%	6	6%
Mostly Disagree	1	3%	0	0%	1	2%	1	4%	0	0%	2	2%
Strongly Disagree	1	3%	1	6%	2	4%	1	4%	1	7%	4	4%
Don't Know/No Opinion <sup>3</sup>	13	---	10	---	23	---	14	---	7	---	47	---
<b>Typical (Average) Response</b>	Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree	
37. The library selects acquires, organizes and maintains an adequate and current collection of the following materials to support the institution's educational programs: On-line												
Strongly Agree	8	23%	4	33%	12	26%	8	32%	2	14%	26	27%
Mostly Agree	21	60%	6	50%	27	57%	7	28%	8	57%	47	49%
Slightly Agree	3	9%	2	17%	5	11%	7	28%	3	21%	15	16%
Slightly Disagree	1	3%	0	0%	1	2%	2	8%	1	7%	4	4%
Mostly Disagree	2	6%	0	0%	2	4%	0	0%	0	0%	2	2%
Strongly Disagree	0	0%	0	0%	0	0%	1	4%	0	0%	2	2%
Don't Know/No Opinion <sup>3</sup>	13	---	14	---	27	---	16	---	7	---	54	---
<b>Typical (Average) Response</b>	Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree	

Note: Percentages may not sum to 100% due to rounding.

<sup>1</sup> Question number references questionnaire.

<sup>2</sup> Total employees includes persons that did not self-designate with any employee group.

<sup>3</sup> Not included in percentage calculations.

**(continued)**

**Table 3. 2005 Accreditation Employee Survey Responses by Employee Group  
for Standard IIA: Instructional Programs (continued)**

Question <sup>1</sup>	Faculty						Classified Staff		Managers		Total Employees <sup>2</sup>	
	Full-time		Part-time		Total		N	%	N	%	N	%
	N	%	N	%	N	%						
38. The library selects acquires, organizes and maintains an adequate and current collection of the following materials to support the institution's educational programs: Media (e.g., videos, laser discs, CD-ROM s)												
Strongly Agree	2	6%	3	23%	5	11%	5	22%	0	0%	12	13%
Mostly Agree	18	56%	6	46%	24	53%	7	30%	8	62%	44	49%
Slightly Agree	6	19%	1	8%	7	16%	8	35%	4	31%	19	21%
Slightly Disagree	5	16%	1	8%	6	13%	2	9%	0	0%	8	9%
Mostly Disagree	1	3%	1	8%	2	4%	0	0%	0	0%	3	3%
Strongly Disagree	0	0%	1	8%	1	2%	1	4%	1	8%	3	3%
Don't Know/No Opinion <sup>3</sup>	16	---	13	---	29	---	17	---	8	---	59	---
<b>Typical (Average) Response</b>	Slightly Agree		Slightly Agree		Slightly Agree		Mostly Agree		Slightly Agree		Mostly Agree	
40. The college adequately distributes information about opportunities to learn new instructional approaches.												
Strongly Agree	8	17%	10	40%	18	25%	4	14%	3	19%	28	21%
Mostly Agree	20	43%	5	20%	25	35%	7	24%	8	50%	44	34%
Slightly Agree	8	17%	4	16%	12	17%	7	24%	3	19%	26	20%
Slightly Disagree	3	6%	2	8%	5	7%	7	24%	1	6%	15	11%
Mostly Disagree	5	11%	2	8%	7	10%	3	10%	0	0%	10	8%
Strongly Disagree	3	6%	2	8%	5	7%	1	3%	1	6%	8	6%
Don't Know/No Opinion <sup>3</sup>	1	---	1	---	2	---	11	---	5	---	18	---
<b>Typical (Average) Response</b>	Slightly Agree		Mostly Agree		Slightly Agree		Slightly Agree		Mostly Agree		Slightly Agree	
41. In general, I am aware of the faculty's role in various governing, planning, budgeting, and policy making bodies at the college.												
Strongly Agree	13	29%	8	40%	21	32%	6	19%	6	30%	36	28%
Mostly Agree	19	42%	3	15%	22	34%	12	38%	10	50%	46	35%
Slightly Agree	8	18%	5	25%	13	20%	4	13%	4	20%	27	21%
Slightly Disagree	3	7%	0	0%	3	5%	4	13%	0	0%	8	6%
Mostly Disagree	2	4%	2	10%	4	6%	3	9%	0	0%	7	5%
Strongly Disagree	0	0%	2	10%	2	3%	3	9%	0	0%	6	5%
Don't Know/No Opinion <sup>3</sup>	4	---	6	---	10	---	9	---	1	---	21	---
<b>Typical (Average) Response</b>	Mostly Agree		Slightly Agree		Mostly Agree		Slightly Agree		Mostly Agree		Mostly Agree	

Note: Percentages may not sum to 100% due to rounding.

<sup>1</sup> Question number references questionnaire.

<sup>2</sup> Total employees includes persons that did not self-designate with any employee group.

<sup>3</sup> Not included in percentage calculations.

**(continued)**

**Table 3. 2005 Accreditation Employee Survey Responses by Employee Group  
for Standard IIA: Instructional Programs (continued)**

Question <sup>1</sup>	Faculty						Classified		Managers		Total Employees <sup>2</sup>	
	Full-time		Part-time		Total		Staff					
	N	%	N	%	N	%	N	%	N	%	N	%
47. The Hartnell Board of Trustees makes responsible decisions and takes responsible actions that support and promote the missions and functions of the college.												
Strongly Agree	2	5%	5	36%	7	13%	2	6%	7	35%	16	13%
Mostly Agree	4	10%	4	29%	8	14%	5	15%	6	30%	22	18%
Slightly Agree	6	14%	1	7%	7	13%	5	15%	1	5%	15	12%
Slightly Disagree	12	29%	1	7%	13	23%	8	24%	2	10%	25	20%
Mostly Disagree	4	10%	2	14%	6	11%	7	21%	0	0%	15	12%
Strongly Disagree	14	33%	1	7%	15	27%	7	21%	4	20%	29	24%
Don't Know/No Opinion <sup>3</sup>	7	---	12	---	19	---	7	---	1	---	29	---
<b>Typical (Average) Response</b>	Slightly Disagree		Slightly Agree		Slightly Agree		Slightly Disagree		Slightly Agree		Slightly Disagree	
51. The administration has established and utilizes effective methods of communication to exchange information in a timely and efficient manner.												
Strongly Agree	2	4%	8	38%	10	15%	2	6%	2	10%	16	12%
Mostly Agree	8	18%	6	29%	14	21%	3	8%	8	38%	27	20%
Slightly Agree	10	22%	1	5%	11	17%	11	31%	3	14%	28	20%
Slightly Disagree	7	16%	2	10%	9	14%	5	14%	5	24%	21	15%
Mostly Disagree	7	16%	1	5%	8	12%	6	17%	2	10%	19	14%
Strongly Disagree	11	24%	3	14%	14	21%	9	25%	1	5%	26	19%
Don't Know/No Opinion <sup>3</sup>	1	---	5	---	6	---	4	---	0	---	10	---
<b>Typical (Average) Response</b>	Slightly Disagree		Slightly Agree		Slightly Agree		Slightly Disagree		Mostly Agree		Slightly Disagree	
54. I am asked to participate in the review of instructional programs.												
Strongly Agree	12	28%	5	24%	17	27%	2	8%	2	13%	22	19%
Mostly Agree	16	37%	4	19%	20	31%	1	4%	5	31%	29	25%
Slightly Agree	5	12%	1	5%	6	9%	3	13%	1	6%	13	11%
Slightly Disagree	5	12%	2	10%	7	11%	6	25%	1	6%	15	13%
Mostly Disagree	3	7%	4	19%	7	11%	2	8%	3	19%	12	10%
Strongly Disagree	2	5%	5	24%	7	11%	10	42%	4	25%	26	22%
Don't Know/No Opinion <sup>3</sup>	5	---	5	---	10	---	16	---	5	---	32	---
<b>Typical (Average) Response</b>	Mostly Agree		Slightly Disagree		Slightly Agree		Slightly Disagree		Mostly Agree		Slightly Agree	

Note: Percentages may not sum to 100% due to rounding.

<sup>1</sup> Question number references questionnaire.

<sup>2</sup> Total employees includes persons that did not self-designate with any employee group.

<sup>3</sup> Not included in percentage calculations.

**(continued)**

**Table 3. 2005 Accreditation Employee Survey Responses by Employee Group  
for Standard IIA: Instructional Programs (continued)**

Question <sup>1</sup>	Faculty						Classified Staff		Managers		Total Employees <sup>2</sup>	
	Full-time		Part-time		Total		N	%	N	%	N	%
	N	%	N	%	N	%						
55 Innovation and technology are valued in the classroom.												
Strongly Agree	9	19%	11	50%	20	29%	10	32%	6	40%	40	31%
Mostly Agree	15	31%	6	27%	21	30%	8	26%	5	33%	40	31%
Slightly Agree	11	23%	3	14%	14	20%	9	29%	4	27%	30	23%
Slightly Disagree	8	17%	0	0%	8	11%	2	6%	0	0%	11	8%
Mostly Disagree	2	4%	1	5%	3	4%	0	0%	0	0%	3	2%
Strongly Disagree	3	6%	1	5%	4	6%	2	6%	0	0%	6	5%
Don't Know/No Opinion <sup>3</sup>	1	---	4	---	5	---	9	---	6	---	20	---
<b>Typical (Average) Response</b>	Slightly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Slightly Agree		Mostly Agree	
56 The college provides clear and accurate information regarding the schedule and instructional programs.												
Strongly Agree	6	13%	11	44%	17	24%	3	8%	2	10%	23	16%
Mostly Agree	18	38%	9	36%	27	38%	11	30%	9	43%	53	37%
Slightly Agree	10	21%	2	8%	12	17%	12	32%	5	24%	30	21%
Slightly Disagree	3	6%	1	4%	4	6%	6	16%	4	19%	14	10%
Mostly Disagree	7	15%	0	0%	7	10%	3	8%	1	5%	13	9%
Strongly Disagree	3	6%	2	8%	5	7%	2	5%	0	0%	9	6%
Don't Know/No Opinion <sup>3</sup>	0	---	1	---	1	---	3	---	0	---	6	---
<b>Typical (Average) Response</b>	Mostly Agree		Mostly Agree		Mostly Agree		Slightly Agree		Slightly Agree		Slightly Agree	

Note: Percentages may not sum to 100% due to rounding.

<sup>1</sup> Question number references questionnaire.

<sup>2</sup> Total employees includes persons that did not self-designate with any employee group.

<sup>3</sup> Not included in percentage calculations.

## **Appendix C**

### **Table 4 - Responses by Employee Group for Standard IIB: Student Support Services**



**Table 4. 2005 Accreditation Employee Survey Responses by Employee Group  
for Standard IIB: Student Support Services**

Question <sup>1</sup>	Faculty						Classified Staff		Managers		Total Employees <sup>2</sup>	
	Full-time		Part-time		Total		N	%	N	%	N	%
	N	%	N	%	N	%						
<b>Total Respondents</b>	49	100%	26	100%	77	100%	41	100%	21	100%	153	100%
4. Hartnell College excels in the course placement of students.												
Strongly Agree	2	4%	5	25%	7	11%	3	9%	1	6%	12	9%
Mostly Agree	12	27%	6	30%	18	28%	12	36%	8	44%	42	32%
Slightly Agree	13	29%	4	20%	17	26%	9	27%	4	22%	37	28%
Slightly Disagree	9	20%	3	15%	12	18%	5	15%	3	17%	21	16%
Mostly Disagree	5	11%	1	5%	6	9%	4	12%	0	0%	12	9%
Strongly Disagree	4	9%	1	5%	5	8%	0	0%	2	11%	7	5%
Don't Know/No Opinion <sup>3</sup>	4	---	6	---	10	---	7	---	3	---	21	---
<b>Typical (Average) Response</b>												
		Slightly Agree		Slightly Agree		Slightly Agree		Slightly Agree		Slightly Agree		Slightly Agree
57. Hartnell College excels in the job placement of students.												
Strongly Agree	2	7%	3	27%	5	13%	4	15%	1	10%	10	12%
Mostly Agree	4	14%	3	27%	7	18%	3	11%	1	10%	14	16%
Slightly Agree	5	18%	1	9%	6	15%	10	37%	1	10%	19	22%
Slightly Disagree	8	29%	3	27%	11	28%	5	19%	4	40%	23	27%
Mostly Disagree	2	7%	1	9%	3	8%	4	15%	1	10%	9	10%
Strongly Disagree	7	25%	0	0%	7	18%	1	4%	2	20%	11	13%
Don't Know/No Opinion <sup>3</sup>	20	---	15	---	35	---	14	---	11	---	64	---
<b>Typical (Average) Response</b>												
		Slightly Disagree		Slightly Agree		Slightly Disagree		Slightly Agree		Slightly Disagree		Slightly Agree
58. I am aware of all Student Services offered at Hartnell College.												
Strongly Agree	9	21%	7	35%	16	26%	9	25%	10	48%	36	27%
Mostly Agree	16	38%	8	40%	24	39%	9	25%	5	24%	44	33%
Slightly Agree	10	24%	3	15%	13	21%	8	22%	4	19%	28	21%
Slightly Disagree	3	7%	1	5%	4	6%	4	11%	0	0%	10	8%
Mostly Disagree	4	10%	0	0%	4	6%	4	11%	1	5%	10	8%
Strongly Disagree	0	0%	1	5%	1	2%	2	6%	1	5%	5	4%
Don't Know/No Opinion <sup>3</sup>	6	---	6	---	12	---	5	---	0	---	17	---
<b>Typical (Average) Response</b>												
		Mostly Agree		Mostly Agree		Mostly Agree		Slightly Agree		Slightly Agree		Mostly Agree

Note: Percentages may not sum to 100% due to rounding.

<sup>1</sup> Question number references questionnaire.

<sup>2</sup> Total employees includes persons that did not self-designate with any employee group.

<sup>3</sup> Not included in percentage calculations.



## **Appendix D**

### **Table 5 - Responses by Employee Group for Standard IIC: Library and Learning Support Services**



**Table 5. 2005 Accreditation Employee Survey Responses by Employee Group  
for Standard IIC: Library and Learning Support Services**

Question <sup>1</sup>	Faculty						Classified Staff		Managers		Total Employees <sup>2</sup>	
	Full-time		Part-time		Total		N	%	N	%	N	%
	N	%	N	%	N	%						
<b>Total Respondents</b>	49	100%	26	100%	77	100%	41	100%	21	100%	153	100%
24. The Hartnell College Library has sufficient professionally qualified staff to provide reference and information assistance and technical support to serve faculty and staff												
Strongly Agree	15	34%	10	45%	25	38%	6	18%	7	39%	41	31%
Mostly Agree	21	48%	7	32%	28	42%	15	44%	7	39%	54	41%
Slightly Agree	4	9%	3	14%	7	11%	9	26%	4	22%	25	19%
Slightly Disagree	2	5%	0	0%	2	3%	2	6%	0	0%	4	3%
Mostly Disagree	0	0%	2	9%	2	3%	2	6%	0	0%	5	4%
Strongly Disagree	2	5%	0	0%	2	3%	0	0%	0	0%	2	2%
Don't Know/No Opinion <sup>3</sup>	5	---	4	---	9	---	7	---	3	---	20	---
<b>Typical (Average) Response</b>	Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree	
25. Hartnell College provides adequate training, equipment, and network connectivity to access the collections of the library and computer labs.												
Strongly Agree	8	17%	7	37%	15	23%	7	22%	5	29%	29	23%
Mostly Agree	21	46%	5	26%	26	40%	13	41%	7	41%	49	39%
Slightly Agree	9	20%	1	5%	10	15%	5	16%	4	24%	22	17%
Slightly Disagree	4	9%	4	21%	8	12%	6	19%	0	0%	17	13%
Mostly Disagree	2	4%	1	5%	3	5%	1	3%	0	0%	4	3%
Strongly Disagree	2	4%	1	5%	3	5%	0	0%	1	6%	5	4%
Don't Know/No Opinion <sup>3</sup>	3	---	7	---	10	---	8	---	4	---	23	---
<b>Typical (Average) Response</b>	Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree	
26. I have adequate opportunity to recommend items to be added to the library collection.												
Strongly Agree	16	40%	8	47%	24	42%	3	14%	2	15%	30	29%
Mostly Agree	15	38%	2	12%	17	30%	7	32%	6	46%	38	37%
Slightly Agree	8	20%	1	6%	9	16%	6	27%	4	31%	20	19%
Slightly Disagree	1	3%	2	12%	3	5%	2	9%	0	0%	6	6%
Mostly Disagree	0	0%	1	6%	1	2%	2	9%	0	0%	3	3%
Strongly Disagree	0	0%	3	18%	3	5%	2	9%	1	8%	6	6%
Don't Know/No Opinion <sup>3</sup>	8	---	9	---	17	---	18	---	7	---	45	---
<b>Typical (Average) Response</b>	Mostly Agree		Slightly Agree		Mostly Agree		Slightly Agree		Mostly Agree		Mostly Agree	

Note: Percentages may not sum to 100% due to rounding.

<sup>1</sup> Question number references questionnaire.

<sup>2</sup> Total employees includes persons that did not self-designate with any employee group.

<sup>3</sup> Not included in percentage calculations.

**(continued)**

**Table 5. 2005 Accreditation Employee Survey Responses by Employee Group  
for Standard IIC: Library and Learning Support Services (continued)**

Question <sup>1</sup>	Faculty						Classified Staff		Managers		Total Employees <sup>2</sup>	
	Full-time		Part-time		Total		N	%	N	%	N	%
	N	%	N	%	N	%						
29. The Hartnell College Library Audio-Visual Department's operating hours are sufficient to support instruction.												
Strongly Agree	14	35%	8	36%	22	35%	7	24%	1	8%	31	27%
Mostly Agree	18	45%	7	32%	25	40%	6	21%	8	62%	44	38%
Slightly Agree	4	10%	1	5%	5	8%	8	28%	1	8%	18	16%
Slightly Disagree	3	8%	4	18%	7	11%	5	17%	2	15%	15	13%
Mostly Disagree	1	3%	0	0%	1	2%	2	7%	0	0%	4	3%
Strongly Disagree	0	0%	2	9%	2	3%	1	3%	1	8%	4	3%
Don't Know/No Opinion <sup>3</sup>	6	---	4	---	10	---	11	---	8	---	30	---
<b>Typical (Average) Response</b>	Mostly Agree		Mostly Agree		Mostly Agree		Slightly Agree		Slightly Agree		Mostly Agree	
30. I am aware that materials from other institutions are available for use by Hartnell College faculty, staff, and students through interlibrary loan or on-site use.												
Strongly Agree	16	41%	9	45%	25	42%	6	20%	7	37%	41	34%
Mostly Agree	16	41%	4	20%	20	34%	10	33%	7	37%	41	34%
Slightly Agree	4	10%	2	10%	6	10%	4	13%	3	16%	15	13%
Slightly Disagree	3	8%	2	10%	5	8%	2	7%	0	0%	8	7%
Mostly Disagree	0	0%	1	5%	1	2%	3	10%	0	0%	4	3%
Strongly Disagree	0	0%	2	10%	2	3%	5	17%	2	11%	10	8%
Don't Know/No Opinion <sup>3</sup>	10	---	6	---	16	---	10	---	2	---	31	---
<b>Typical (Average) Response</b>	Mostly Agree		Mostly Agree		Mostly Agree		Slightly Agree		Mostly Agree		Mostly Agree	
31. The library's holdings are adequate in terms of current quality, depth of coverage, and variety for: Books												
Strongly Agree	2	6%	5	28%	7	13%	4	16%	1	7%	13	13%
Mostly Agree	21	60%	7	39%	28	53%	12	48%	8	53%	55	53%
Slightly Agree	8	23%	3	17%	11	21%	6	24%	5	33%	23	22%
Slightly Disagree	2	6%	1	6%	3	6%	1	4%	0	0%	5	5%
Mostly Disagree	1	3%	1	6%	2	4%	1	4%	0	0%	3	3%
Strongly Disagree	1	3%	1	6%	2	4%	1	4%	1	7%	5	5%
Don't Know/No Opinion <sup>3</sup>	13	---	7	---	20	---	16	---	6	---	44	---
<b>Typical (Average) Response</b>	Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Slightly Agree		Mostly Agree	

Note: Percentages may not sum to 100% due to rounding.

<sup>1</sup> Question number references questionnaire.

<sup>2</sup> Total employees includes persons that did not self-designate with any employee group.

<sup>3</sup> Not included in percentage calculations.

**(continued)**

**Table 5. 2005 Accreditation Employee Survey Responses by Employee Group  
for Standard IIC: Library and Learning Support Services (continued)**

Question <sup>1</sup>	Faculty						Classified Staff		Managers		Total Employees <sup>2</sup>	
	Full-time		Part-time		Total		N	%	N	%	N	%
	N	%	N	%	N	%						
32. The library's holdings are adequate in terms of current quality, depth of coverage, and variety for: Magazines and newspapers												
Strongly Agree	4	11%	5	28%	9	17%	4	15%	2	13%	16	15%
Mostly Agree	23	64%	9	50%	32	59%	12	44%	11	69%	61	58%
Slightly Agree	3	8%	3	17%	6	11%	7	26%	2	13%	17	16%
Slightly Disagree	4	11%	0	0%	4	7%	2	7%	0	0%	6	6%
Mostly Disagree	2	6%	0	0%	2	4%	2	7%	0	0%	4	4%
Strongly Disagree	0	0%	1	6%	1	2%	0	0%	1	6%	2	2%
Don't Know/No Opinion <sup>3</sup>	12	---	7	---	19	---	13	---	5	---	41	---
<b>Typical (Average) Response</b>	Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree	
33. The library's holdings are adequate in terms of current quality, depth of coverage, and variety for: On-line resources												
Strongly Agree	7	19%	6	43%	13	26%	6	24%	3	20%	25	25%
Mostly Agree	21	58%	6	43%	27	54%	9	36%	9	60%	50	50%
Slightly Agree	5	14%	2	14%	7	14%	8	32%	3	20%	19	19%
Slightly Disagree	1	3%	0	0%	1	2%	2	8%	0	0%	3	3%
Mostly Disagree	1	3%	0	0%	1	2%	0	0%	0	0%	1	1%
Strongly Disagree	1	3%	0	0%	1	2%	0	0%	0	0%	2	2%
Don't Know/No Opinion <sup>3</sup>	11	---	10	---	21	---	14	---	6	---	45	---
<b>Typical (Average) Response</b>	Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree	
34. The library's holdings are adequate in terms of current quality, depth of coverage, and variety for: Media (e.g., videos, laser discs, CD-ROMs)												
Strongly Agree	3	9%	4	27%	7	15%	3	13%	1	7%	11	12%
Mostly Agree	18	55%	5	33%	23	48%	9	38%	8	57%	47	50%
Slightly Agree	7	21%	2	13%	9	19%	8	33%	3	21%	20	21%
Slightly Disagree	4	12%	1	7%	5	10%	2	8%	1	7%	8	9%
Mostly Disagree	1	3%	1	7%	2	4%	1	4%	0	0%	4	4%
Strongly Disagree	0	0%	2	13%	2	4%	1	4%	1	7%	4	4%
Don't Know/No Opinion <sup>3</sup>	15	---	10	---	25	---	17	---	7	---	55	---
<b>Typical (Average) Response</b>	Mostly Agree		Slightly Agree		Slightly Agree		Slightly Agree		Slightly Agree		Slightly Agree	

Note: Percentages may not sum to 100% due to rounding.

<sup>1</sup> Question number references questionnaire.

<sup>2</sup> Total employees includes persons that did not self-designate with any employee group.

<sup>3</sup> Not included in percentage calculations.

**(continued)**

**Table 5. 2005 Accreditation Employee Survey Responses by Employee Group or Standard IIC: Library and Learning Support Services (continued)**

Question <sup>1</sup>	Faculty						Classified Staff		Managers		Total Employees <sup>2</sup>	
	Full-time		Part-time		Total		N	%	N	%	N	%
	N	%	N	%	N	%						
35. The library selects acquires, organizes and maintains an adequate and current collection of the following materials to support the institution's educational programs: Books												
Strongly Agree	5	14%	3	19%	8	16%	7	27%	9	64%	16	16%
Mostly Agree	21	60%	9	56%	30	59%	7	27%	4	29%	53	52%
Slightly Agree	4	11%	0	0%	4	8%	8	31%	0	0%	18	18%
Slightly Disagree	3	9%	2	13%	5	10%	1	4%	0	0%	6	6%
Mostly Disagree	1	3%	1	6%	2	4%	1	4%	0	0%	3	3%
Strongly Disagree	1	3%	1	6%	2	4%	2	8%	1	7%	6	6%
Don't Know/No Opinion <sup>3</sup>	13	---	9	---	22	---	15	---	7	---	47	---
<b>Typical (Average) Response</b>	Mostly Agree		Mostly Agree		Mostly Agree		Slightly Agree		Slightly Agree		Mostly Agree	
36. The library selects acquires, organizes and maintains an adequate and current collection of the following materials to support the institution's educational programs: Magazines												
Strongly Agree	3	9%	4	25%	7	14%	7	27%	11	79%	16	16%
Mostly Agree	24	69%	7	44%	31	61%	8	31%	2	14%	56	55%
Slightly Agree	3	9%	3	19%	6	12%	7	27%	0	0%	17	17%
Slightly Disagree	3	9%	1	6%	4	8%	2	8%	0	0%	6	6%
Mostly Disagree	1	3%	0	0%	1	2%	1	4%	0	0%	2	2%
Strongly Disagree	1	3%	1	6%	2	4%	1	4%	1	7%	4	4%
Don't Know/No Opinion <sup>3</sup>	13	---	10	---	23	---	14	---	7	---	47	---
<b>Typical (Average) Response</b>	Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree	
37. The library selects acquires, organizes and maintains an adequate and current collection of the following materials to support the institution's educational programs: On-line												
Strongly Agree	8	23%	4	33%	12	26%	8	32%	2	14%	26	27%
Mostly Agree	21	60%	6	50%	27	57%	7	28%	8	57%	47	49%
Slightly Agree	3	9%	2	17%	5	11%	7	28%	3	21%	15	16%
Slightly Disagree	1	3%	0	0%	1	2%	2	8%	1	7%	4	4%
Mostly Disagree	2	6%	0	0%	2	4%	0	0%	0	0%	2	2%
Strongly Disagree	0	0%	0	0%	0	0%	1	4%	0	0%	2	2%
Don't Know/No Opinion <sup>3</sup>	13	---	14	---	27	---	16	---	7	---	54	---
<b>Typical (Average) Response</b>	Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree	

Note: Percentages may not sum to 100% due to rounding.

<sup>1</sup>Question number references questionnaire.

<sup>2</sup>Total employees includes persons that did not self-designate with any employee group.

<sup>3</sup>Not included in percentage calculations.

(continued)

**Table 5. 2005 Accreditation Employee Survey Responses by Employee Group for Standard IIC: Library and Learning Support Services (continued)**

Question <sup>1</sup>	Faculty						Classified		Managers		Total Employees <sup>2</sup>	
	Full-time		Part-time		Total		Staff					
	N	%	N	%	N	%	N	%	N	%	N	%
38. The library selects acquires, organizes and maintains an adequate and current collection of the following materials to support the institution's educational programs: Media (e.g., videos, laser discs, CD-ROMs)												
Strongly Agree	2	6%	3	23%	5	11%	5	22%	8	62%	12	13%
Mostly Agree	18	56%	6	46%	24	53%	7	30%	4	31%	44	49%
Slightly Agree	6	19%	1	8%	7	16%	8	35%	0	0%	19	21%
Slightly Disagree	5	16%	1	8%	6	13%	2	9%	0	0%	8	9%
Mostly Disagree	1	3%	1	8%	2	4%	0	0%	0	0%	3	3%
Strongly Disagree	0	0%	1	8%	1	2%	1	4%	1	8%	3	3%
Don't Know/No Opinion <sup>3</sup>	16	---	13	---	29	---	17	---	8	---	59	---
<b>Typical (Average) Response</b>	Slightly Agree		Slightly Agree		Slightly Agree		Mostly Agree		Slightly Agree		Mostly Agree	

Note: Percentages may not sum to 100% due to rounding.

<sup>1</sup> Question number references questionnaire.

<sup>2</sup> Total employees includes persons that did not self-designate with any employee group.

<sup>3</sup> Not included in percentage calculations.



## **Appendix E**

### **Table 6 - Responses by Employee Group for Standard IIIB: Physical Resources**



**Table 6. 2005 Accreditation Employee Survey Responses by Employee Group  
for Standard IIB: Physical Resources**

Question <sup>1</sup>	Faculty						Classified Staff		Managers		Total Employees <sup>2</sup>	
	Full-time		Part-time		Total		N	%	N	%	N	%
	N	%	N	%	N	%						
<b>Total Respondents</b>	49	100%	26	100%	77	100%	41	100%	21	100%	153	100%
66. Access to the Hartnell College campuses is satisfactory.												
Strongly Agree	7	15%	8	33%	15	21%	4	10%	3	14%	25	17%
Mostly Agree	18	39%	10	42%	28	40%	23	58%	12	57%	69	48%
Slightly Agree	7	15%	2	8%	9	13%	5	13%	5	24%	23	16%
Slightly Disagree	7	15%	2	8%	9	13%	5	13%	1	5%	15	10%
Mostly Disagree	3	7%	1	4%	4	6%	1	3%	0	0%	6	4%
Strongly Disagree	4	9%	1	4%	5	7%	2	5%	0	0%	7	5%
Don't Know/No Opinion <sup>3</sup>	2	---	2	---	4	---	1	---	0	---	5	---
<b>Typical (Average) Response</b>	Slightly Agree		Mostly Agree		Slightly Agree		Slightly Agree		Mostly Agree		Slightly Agree	
67. I am satisfied with the athletic facilities on												
Strongly Agree	8	23%	6	55%	14	30%	2	6%	2	13%	22	21%
Mostly Agree	15	43%	4	36%	19	41%	19	58%	8	50%	48	45%
Slightly Agree	6	17%	1	9%	7	15%	9	27%	6	38%	26	24%
Slightly Disagree	2	6%	0	0%	2	4%	2	6%	0	0%	5	5%
Mostly Disagree	1	3%	0	0%	1	2%	0	0%	0	0%	2	2%
Strongly Disagree	3	9%	0	0%	3	7%	1	3%	0	0%	4	4%
Don't Know/No Opinion <sup>3</sup>	12	---	14	---	26	---	7	---	5	---	40	---
<b>Typical (Average) Response</b>	Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree		Mostly Agree	
68. The Hartnell College bathrooms are properly maintained and cleaned.												
Strongly Agree	3	7%	7	28%	10	14%	8	20%	3	14%	21	14%
Mostly Agree	18	39%	9	36%	27	38%	13	32%	7	33%	53	36%
Slightly Agree	8	17%	5	20%	13	18%	7	17%	6	29%	27	18%
Slightly Disagree	9	20%	1	4%	10	14%	7	17%	3	14%	24	16%
Mostly Disagree	2	4%	1	4%	3	4%	4	10%	0	0%	8	5%
Strongly Disagree	6	13%	2	8%	8	11%	2	5%	2	10%	14	10%
Don't Know/No Opinion <sup>3</sup>	3	---	1	---	4	---	0	---	0	---	4	---
<b>Typical (Average) Response</b>	Slightly Agree		Mostly Agree		Slightly Agree		Slightly Agree		Slightly Agree		Slightly Agree	

Note: Percentages may not sum to 100% due to rounding.

<sup>1</sup> Question number references questionnaire.

<sup>2</sup> Total employees includes persons that did not self-designate with any employee group.

<sup>3</sup> Not included in percentage calculations.

**(continued)**

**Table 6. 2005 Accreditation Employee Survey Responses by Employee Group  
for Standard IIB: Physical Resources (continued)**

Question <sup>1</sup>	Faculty						Classified Staff		Managers		Total Employees <sup>2</sup>	
	Full-time		Part-time		Total		N	%	N	%	N	%
	N	%	N	%	N	%						
69. Hartnell College manages its facilities efficiently.												
Strongly Agree	2	5%	7	33%	9	14%	3	8%	3	14%	17	12%
Mostly Agree	20	45%	6	29%	26	40%	13	33%	10	48%	53	39%
Slightly Agree	10	23%	4	19%	14	22%	10	26%	4	19%	30	22%
Slightly Disagree	5	11%	2	10%	7	11%	9	23%	2	10%	19	14%
Mostly Disagree	3	7%	1	5%	4	6%	3	8%	1	5%	10	7%
Strongly Disagree	4	9%	1	5%	5	8%	1	3%	1	5%	8	6%
Don't Know/No Opinion <sup>3</sup>	4	---	4	---	8	---	1	---	0	---	10	---
<b>Typical (Average) Response</b>	Slightly Agree		Mostly Agree		Slightly Agree		Slightly Agree		Slightly Agree		Slightly Agree	
70. I am satisfied with the comfort and attractiveness of the buildings and grounds.												
Strongly Agree	7	14%	9	35%	16	21%	5	13%	5	24%	30	20%
Mostly Agree	16	33%	9	35%	25	33%	12	30%	6	29%	45	30%
Slightly Agree	10	20%	3	12%	13	17%	10	25%	6	29%	31	21%
Slightly Disagree	11	22%	3	12%	14	19%	7	18%	1	5%	24	16%
Mostly Disagree	3	6%	1	4%	4	5%	4	10%	1	5%	10	7%
Strongly Disagree	2	4%	1	4%	3	4%	2	5%	2	10%	9	6%
Don't Know/No Opinion <sup>3</sup>	0	---	0	---	0	---	0	---	0	---	0	---
<b>Typical (Average) Response</b>	Slightly Agree		Mostly Agree		Slightly Agree		Slightly Agree		Slightly Agree		Slightly Agree	
71. The Hartnell College cafeteria provides a good selection of foods and beverages.												
Strongly Agree	5	11%	6	27%	11	16%	5	13%	8	38%	27	19%
Mostly Agree	19	41%	7	32%	26	38%	6	15%	6	29%	42	30%
Slightly Agree	7	15%	3	14%	10	15%	11	28%	0	0%	22	16%
Slightly Disagree	8	17%	1	5%	9	13%	10	26%	4	19%	24	17%
Mostly Disagree	4	9%	2	9%	6	9%	6	15%	0	0%	13	9%
Strongly Disagree	3	7%	3	14%	6	9%	1	3%	3	14%	12	9%
Don't Know/No Opinion <sup>3</sup>	3	---	4	---	7	---	2	---	0	---	10	---
<b>Typical (Average) Response</b>	Slightly Agree		Slightly Agree		Slightly Agree		Slightly Agree		Slightly Agree		Slightly Agree	

Note: Percentages may not sum to 100% due to rounding.

<sup>1</sup> Question number references questionnaire.

<sup>2</sup> Total employees includes persons that did not self-designate with any employee group.

<sup>3</sup> Not included in percentage calculations.

(continued)

**Table 6. 2005 Accreditation Employee Survey Responses by Employee Group  
for Standard IIB: Physical Resources (continued)**

Question <sup>1</sup>	Faculty						Classified Staff		Managers		Total Employees <sup>2</sup>	
	Full-time		Part-time		Total		N	%	N	%	N	%
	N	%	N	%	N	%						
72. I am satisfied with the furniture on the												
Strongly Agree	2	4%	6	24%	8	11%	9	23%	1	5%	10	7%
Mostly Agree	14	29%	5	20%	19	26%	0	0%	7	35%	37	25%
Slightly Agree	13	27%	3	12%	16	22%	10	25%	7	35%	35	24%
Slightly Disagree	7	15%	6	24%	13	18%	10	25%	2	10%	28	19%
Mostly Disagree	9	19%	2	8%	11	15%	4	10%	2	10%	19	13%
Strongly Disagree	3	6%	3	12%	6	8%	7	18%	1	5%	17	12%
Don't Know/No Opinion <sup>3</sup>	1	---	1	---	2	---	0	---	0	---	2	---
<b>Typical (Average) Response</b>	Slightly Agree		Slightly Agree		Slightly Agree		Slightly Disagree		Slightly Agree		Slightly Agree	
73. Hartnell College provides a healthy working environment for teaching and learning.												
Strongly Agree	5	10%	8	33%	13	18%	3	8%	4	20%	23	16%
Mostly Agree	15	31%	9	38%	24	33%	13	33%	6	30%	44	31%
Slightly Agree	5	10%	5	21%	10	14%	11	28%	7	35%	31	22%
Slightly Disagree	11	23%	1	4%	12	17%	8	21%	2	10%	24	17%
Mostly Disagree	5	10%	0	0%	5	7%	4	10%	1	5%	11	8%
Strongly Disagree	7	15%	1	4%	8	11%	0	0%	0	0%	11	8%
Don't Know/No Opinion <sup>3</sup>	1	---	1	---	2	---	2	---	1	---	5	---
<b>Typical (Average) Response</b>	Slightly Agree		Mostly Agree		Slightly Agree		Slightly Agree		Mostly Agree		Slightly Agree	
74. I am satisfied with my personal safety and security on campus.												
Strongly Agree	8	16%	4	17%	12	16%	5	13%	4	19%	23	16%
Mostly Agree	17	35%	10	42%	27	37%	13	33%	11	52%	54	37%
Slightly Agree	12	24%	6	25%	18	25%	8	21%	4	19%	32	22%
Slightly Disagree	6	12%	0	0%	6	8%	7	18%	1	5%	17	12%
Mostly Disagree	4	8%	3	13%	7	10%	3	8%	1	5%	13	9%
Strongly Disagree	2	4%	1	4%	3	4%	3	8%	0	0%	7	5%
Don't Know/No Opinion <sup>3</sup>	0	---	0	---	0	---	1	---	0	---	1	---
<b>Typical (Average) Response</b>	Slightly Agree		Slightly Agree		Slightly Agree		Slightly Agree		Mostly Agree		Slightly Agree	

Note: Percentages may not sum to 100% due to rounding.

<sup>1</sup> Question number references questionnaire.

<sup>2</sup> Total employees includes persons that did not self-designate with any employee group.

<sup>3</sup> Not included in percentage calculations.

**(continued)**

**Table 6. 2005 Accreditation Employee Survey Responses by Employee Group  
for Standard IIB: Physical Resources (continued)**

Question <sup>1</sup>	Faculty						Classified Staff		Managers		Total Employees <sup>2</sup>	
	Full-time		Part-time		Total		N	%	N	%	N	%
	N	%	N	%	N	%						
75. Security staff responds quickly in emergency situations.												
Strongly Agree	8	24%	9	60%	17	35%	5	15%	5	25%	31	27%
Mostly Agree	12	35%	3	20%	15	31%	11	33%	9	45%	39	34%
Slightly Agree	5	15%	1	7%	6	12%	7	21%	5	25%	20	17%
Slightly Disagree	5	15%	1	7%	6	12%	5	15%	0	0%	12	10%
Mostly Disagree	4	12%	1	7%	5	10%	4	12%	1	5%	11	10%
Strongly Disagree	0	0%	0	0%	0	0%	1	3%	0	0%	2	2%
Don't Know/No Opinion <sup>3</sup>	15	---	8	---	23	---	6	---	1	---	30	---
<b>Typical (Average) Response</b>	Slightly Agree		Mostly Agree		Mostly Agree		Slightly Agree		Mostly Agree		Mostly Agree	
76. There is adequate signage on and off campus to locate Hartnell College campuses, classrooms, and offices.												
Strongly Agree	4	9%	8	35%	12	17%	0	0%	1	5%	14	10%
Mostly Agree	7	15%	7	30%	14	20%	7	17%	4	19%	29	20%
Slightly Agree	14	30%	5	22%	19	27%	5	12%	2	10%	29	20%
Slightly Disagree	12	26%	2	9%	14	20%	12	29%	6	29%	33	23%
Mostly Disagree	5	11%	0	0%	5	7%	9	22%	2	10%	19	13%
Strongly Disagree	5	11%	1	4%	6	9%	8	20%	6	29%	21	14%
Don't Know/No Opinion <sup>3</sup>	2	---	3	---	5	---	0	---	0	---	5	---
<b>Typical (Average) Response</b>	Slightly Agree		Mostly Agree		Slightly Agree		Slightly Disagree		Slightly Disagree		Slightly Disagree	
77. Offices and classrooms are of adequate sizes.												
Strongly Agree	2	4%	3	12%	5	7%	0	0%	1	6%	7	5%
Mostly Agree	14	29%	12	48%	26	36%	8	22%	2	12%	38	27%
Slightly Agree	10	21%	3	12%	13	18%	12	32%	3	18%	30	22%
Slightly Disagree	7	15%	2	8%	9	12%	9	24%	7	41%	29	21%
Mostly Disagree	12	25%	2	8%	14	19%	3	8%	2	12%	21	15%
Strongly Disagree	3	6%	3	12%	6	8%	5	14%	2	12%	14	10%
Don't Know/No Opinion <sup>3</sup>	1	---	1	---	2	---	3	---	3	---	9	---
<b>Typical (Average) Response</b>	Slightly Agree		Slightly Agree		Slightly Agree		Slightly Disagree		Slightly Disagree		Slightly Agree	

Note: Percentages may not sum to 100% due to rounding.

<sup>1</sup> Question number references questionnaire.

<sup>2</sup> Total employees includes persons that did not self-designate with any employee group.

<sup>3</sup> Not included in percentage calculations.

**(continued)**

**Table 6. 2005 Accreditation Employee Survey Responses by Employee Group  
for Standard IIIB: Physical Resources (continued)**

Question <sup>1</sup>	Faculty						Classified Staff		Managers		Total Employees <sup>2</sup>	
	Full-time		Part-time		Total		N	%	N	%	N	%
	N	%	N	%	N	%						
78. Campuses and classrooms are overcrowded.												
Strongly Agree	5	11%	1	5%	6	9%	4	13%	1	6%	11	9%
Mostly Agree	8	17%	2	9%	10	14%	5	16%	6	38%	22	17%
Slightly Agree	13	28%	7	32%	20	29%	8	25%	3	19%	33	26%
Slightly Disagree	6	13%	4	18%	10	14%	7	22%	3	19%	24	19%
Mostly Disagree	9	19%	5	23%	14	20%	7	22%	3	19%	25	19%
Strongly Disagree	6	13%	3	14%	9	13%	1	3%	0	0%	14	11%
Don't Know/No Opinion <sup>3</sup>	1	---	4	---	5	---	8	---	5	---	18	---
<b>Typical (Average) Response</b>	Slightly Disagree		Slightly Disagree		Slightly Disagree		Slightly Agree		Slightly Agree		Slightly Disagree	

Note: Percentages may not sum to 100% due to rounding.

<sup>1</sup> Question number references questionnaire.

<sup>2</sup> Total employees includes persons that did not self-designate with any employee group.

<sup>3</sup> Not included in percentage calculations.



## **Appendix F**

### **Table 7 - Responses by Employee Group for Standard IIC: Technology Resources**



**Table 7. 2005 Accreditation Employee Survey Responses by Employee Group  
for Standard IIC: Technology Resources**

Question <sup>1</sup>	Faculty						Classified		Managers		Total Employees <sup>2</sup>	
	Full-time		Part-time		Total		Staff					
	N	%	N	%	N	%	N	%	N	%	N	%
<b>Total Respondents</b>	49	100%	26	100%	77	100%	41	100%	21	100%	153	100%
27. Computers and software on campus are up-to-date, in good condition, and meet students' assignment needs.												
Strongly Agree	5	10%	7	35%	12	18%	7	21%	1	6%	21	16%
Mostly Agree	25	52%	6	30%	31	46%	10	29%	7	44%	51	39%
Slightly Agree	6	13%	2	10%	8	12%	9	26%	2	13%	24	18%
Slightly Disagree	6	13%	3	15%	9	13%	4	12%	3	19%	18	14%
Mostly Disagree	5	10%	1	5%	6	9%	1	3%	1	6%	9	7%
Strongly Disagree	1	2%	1	5%	2	3%	3	9%	2	13%	9	7%
Don't Know/No Opinion <sup>3</sup>	1	---	6	---	7	---	5	---	5	---	17	---
<b>Typical (Average) Response</b>	Slightly Agree		Mostly Agree		Slightly Agree		Slightly Agree		Slightly Agree		Slightly Agree	
28. The Faculty Resource Center operating hours provide me with adequate access.												
Strongly Agree	15	34%	9	43%	24	37%	4	15%	7	37%	37	30%
Mostly Agree	19	43%	5	24%	24	37%	12	46%	9	47%	51	41%
Slightly Agree	6	14%	2	10%	8	12%	5	19%	2	11%	18	15%
Slightly Disagree	2	5%	4	19%	6	9%	2	8%	0	0%	9	7%
Mostly Disagree	2	5%	0	0%	2	3%	2	8%	0	0%	4	3%
Strongly Disagree	0	0%	1	5%	1	2%	1	4%	1	5%	4	3%
Don't Know/No Opinion <sup>3</sup>	4	---	5	---	9	---	12	---	2	---	24	---
<b>Typical (Average) Response</b>	Mostly Agree		Mostly Agree		Mostly Agree		Slightly Agree		Mostly Agree		Mostly Agree	
39. The computer labs' software and network configurations provide me with adequate access to the applications I need to support my												
Strongly Agree	8	20%	5	31%	13	23%	7	26%	1	10%	22	21%
Mostly Agree	12	29%	5	31%	17	30%	9	33%	5	50%	34	32%
Slightly Agree	7	17%	1	6%	8	14%	5	19%	4	40%	21	20%
Slightly Disagree	6	15%	3	19%	9	16%	4	15%	0	0%	13	12%
Mostly Disagree	5	12%	2	13%	7	12%	0	0%	0	0%	7	7%
Strongly Disagree	3	7%	0	0%	3	5%	2	7%	0	0%	8	8%
Don't Know/No Opinion <sup>3</sup>	7	---	10	---	17	---	14	---	11	---	45	---
<b>Typical (Average) Response</b>	Slightly Agree		Slightly Agree		Slightly Agree		Mostly Agree		Slightly Agree		Mostly Agree	

Note: Percentages may not sum to 100% due to rounding.

<sup>1</sup> Question number references questionnaire.

<sup>2</sup> Total employees includes persons that did not self-designate with any employee group.

<sup>3</sup> Not included in percentage calculations.

**(continued)**

**Table 7. 2005 Accreditation Employee Survey Responses by Employee Group  
for Standard IIC: Technology Resources (continued)**

Question <sup>1</sup>	Faculty						Classified Staff		Managers		Total Employees <sup>2</sup>	
	Full-time		Part-time		Total		N	%	N	%	N	%
	N	%	N	%	N	%						
59. Technology is up-to-date and integrated.												
Strongly Agree	3	7%	8	42%	11	17%	3	8%	3	15%	17	13%
Mostly Agree	18	39%	7	37%	25	38%	14	38%	6	30%	49	36%
Slightly Agree	12	26%	0	0%	12	18%	9	24%	4	20%	28	21%
Slightly Disagree	2	4%	1	5%	3	5%	4	11%	4	20%	13	10%
Mostly Disagree	4	9%	3	16%	7	11%	2	5%	2	10%	14	10%
Strongly Disagree	7	15%	0	0%	7	11%	5	14%	1	5%	15	11%
Don't Know/No Opinion <sup>3</sup>	3	---	7	---	10	---	3	---	1	---	14	---
<b>Typical (Average) Response</b>	Slightly Agree		Mostly Agree		Slightly Agree		Slightly Agree		Slightly Agree		Slightly Agree	
60. Technology hardware and software are kept current to meet my work needs.												
Strongly Agree	10	22%	10	50%	20	30%	5	13%	5	24%	31	22%
Mostly Agree	13	28%	5	25%	18	27%	13	34%	7	33%	44	32%
Slightly Agree	9	20%	1	5%	10	15%	8	21%	5	24%	24	17%
Slightly Disagree	4	9%	2	10%	6	9%	5	13%	0	0%	12	9%
Mostly Disagree	5	11%	2	10%	7	11%	2	5%	1	5%	12	9%
Strongly Disagree	5	11%	0	0%	5	8%	5	13%	3	14%	16	12%
Don't Know/No Opinion <sup>3</sup>	3	---	6	---	9	---	2	---	0	---	11	---
<b>Typical (Average) Response</b>	Slightly Agree		Mostly Agree		Mostly Agree		Slightly Agree		Slightly Agree		Slightly Agree	
61. Technology training is available to meet my work needs.												
Strongly Agree	13	27%	14	58%	27	38%	9	23%	6	29%	44	30%
Mostly Agree	23	48%	4	17%	27	38%	12	30%	11	52%	55	37%
Slightly Agree	7	15%	4	17%	11	15%	6	15%	3	14%	25	17%
Slightly Disagree	4	8%	1	4%	5	7%	5	13%	0	0%	11	7%
Mostly Disagree	0	0%	1	4%	1	1%	3	8%	1	5%	5	3%
Strongly Disagree	1	2%	0	0%	1	1%	5	13%	0	0%	7	5%
Don't Know/No Opinion <sup>3</sup>	1	---	2	---	3	---	0	---	0	---	3	---
<b>Typical (Average) Response</b>	Mostly Agree		Mostly Agree		Mostly Agree		Slightly Agree		Mostly Agree		Mostly Agree	

Note: Percentages may not sum to 100% due to rounding.

<sup>1</sup> Question number references questionnaire.

<sup>2</sup> Total employees includes persons that did not self-designate with any employee group.

<sup>3</sup> Not included in percentage calculations.

**(continued)**

**Table 7. 2005 Accreditation Employee Survey Responses by Employee Group  
for Standard IIC: Technology Resources (continued)**

Question <sup>1</sup>	Faculty						Classified Staff		Managers		Total Employees <sup>2</sup>	
	Full-time		Part-time		Total		N	%	N	%	N	%
	N	%	N	%	N	%						
62. There is adequate technical staff to support the use of technology on campus.												
Strongly Agree	8	17%	8	35%	16	23%	4	11%	4	20%	27	19%
Mostly Agree	17	35%	5	22%	22	31%	9	25%	8	40%	43	30%
Slightly Agree	8	17%	3	13%	11	15%	7	19%	4	20%	24	17%
Slightly Disagree	4	8%	4	17%	8	11%	6	17%	2	10%	18	13%
Mostly Disagree	1	2%	3	13%	4	6%	6	17%	0	0%	11	8%
Strongly Disagree	10	21%	0	0%	10	14%	4	11%	2	10%	18	13%
Don't Know/No Opinion <sup>3</sup>	1	---	3	---	4	---	4	---	0	---	8	---
<b>Typical (Average) Response</b>	Slightly Agree		Slightly Agree		Slightly Agree		Slightly Agree		Slightly Agree		Slightly Agree	
63. Job descriptions and duties are kept current with duties assigned as new technology is implemented on campus.												
Strongly Agree	2	7%	7	58%	9	22%	0	0%	0	0%	9	9%
Mostly Agree	8	28%	4	33%	12	29%	7	20%	5	29%	27	26%
Slightly Agree	4	14%	0	0%	4	10%	5	14%	2	12%	14	14%
Slightly Disagree	6	21%	1	8%	7	17%	8	23%	7	41%	24	23%
Mostly Disagree	2	7%	0	0%	2	5%	6	17%	0	0%	9	9%
Strongly Disagree	7	24%	0	0%	7	17%	9	26%	3	18%	20	19%
Don't Know/No Opinion <sup>3</sup>	19	---	14	---	33	---	5	---	4	---	46	---
<b>Typical (Average) Response</b>	Slightly Disagree		Mostly Agree		Slightly Agree		Slightly Disagree		Slightly Disagree		Slightly Disagree	
64. Budgets are adjusted and funding is appropriated to meet current technology												
Strongly Agree	1	3%	4	44%	5	10%	0	0%	1	6%	6	5%
Mostly Agree	5	13%	5	56%	10	20%	2	6%	0	0%	15	13%
Slightly Agree	6	15%	0	0%	6	12%	6	18%	2	12%	18	16%
Slightly Disagree	8	20%	0	0%	8	16%	10	29%	4	24%	24	21%
Mostly Disagree	5	13%	0	0%	5	10%	6	18%	3	18%	15	13%
Strongly Disagree	15	38%	0	0%	15	31%	10	29%	7	41%	35	31%
Don't Know/No Opinion <sup>3</sup>	8	---	17	---	25	---	7	---	4	---	37	---
<b>Typical (Average) Response</b>	Slightly Disagree		Mostly Agree		Slightly Agree		Slightly Disagree		Mostly Disagree		Slightly Disagree	

Note: Percentages may not sum to 100% due to rounding.

<sup>1</sup> Question number references questionnaire.

<sup>2</sup> Total employees includes persons that did not self-designate with any employee group.

<sup>3</sup> Not included in percentage calculations.

**(continued)**

**Table 7. 2005 Accreditation Employee Survey Responses by Employee Group  
for Standard IIC: Technology Resources (continued)**

Question <sup>1</sup>	Faculty						Classified Staff		Managers		Total Employees <sup>2</sup>	
	Full-time		Part-time		Total		N	%	N	%	N	%
	N	%	N	%	N	%						
65. The college seeks and dedicates resources to be a technologically advanced institution, as stated in its vision statement.												
Strongly Agree	4	9%	9	60%	13	22%	2	6%	3	15%	19	15%
Mostly Agree	12	27%	4	27%	16	27%	8	23%	5	25%	33	26%
Slightly Agree	11	25%	2	13%	13	22%	9	26%	5	25%	30	24%
Slightly Disagree	3	7%	0	0%	3	5%	7	20%	3	15%	15	12%
Mostly Disagree	2	5%	0	0%	2	3%	3	9%	2	10%	8	6%
Strongly Disagree	12	27%	0	0%	12	20%	6	17%	2	10%	22	17%
Don't Know/No Opinion <sup>3</sup>	4	---	11	---	15	---	6	---	1	---	23	---
<b>Typical (Average) Response</b>	Slightly Disagree		Mostly Agree		Slightly Agree		Slightly Disagree		Slightly Agree		Slightly Agree	

Note: Percentages may not sum to 100% due to rounding.

<sup>1</sup> Question number references questionnaire.

<sup>2</sup> Total employees includes persons that did not self-designate with any employee group.

<sup>3</sup> Not included in percentage calculations.

## **Appendix G**

### **Table 8 - Responses by Employee Group for Standard IV: Leadership and Governance**



**Table 8. 2005 Accreditation Employee Survey Responses by Employee Group  
for Standard IV: Leadership and Governance**

Question <sup>1</sup>	Faculty						Classified Staff		Managers		Total Employees <sup>2</sup>	
	Full-time		Part-time		Total		N	%	N	%	N	%
	N	%	N	%	N	%						
<b>Total Respondents</b>	49	100%	26	100%	77	100%	41	100%	21	100%	153	100%
45. The Board of Trustees has performed responsibly in overseeing the financial soundness of the district.												
Strongly Agree	2	5%	4	27%	6	12%	1	3%	6	30%	14	12%
Mostly Agree	1	3%	6	40%	7	13%	6	19%	6	30%	20	18%
Slightly Agree	12	32%	1	7%	13	25%	8	26%	4	20%	25	22%
Slightly Disagree	3	8%	2	13%	5	10%	5	16%	2	10%	12	11%
Mostly Disagree	6	16%	2	13%	8	15%	4	13%	0	0%	14	12%
Strongly Disagree	13	35%	0	0%	13	25%	7	23%	2	10%	29	25%
Don't Know/No Opinion <sup>3</sup>	10	---	11	---	21	---	10	---	1	---	35	---
<b>Typical (Average) Response</b>	Slightly Disagree		Mostly Agree		Slightly Agree		Slightly Disagree		Mostly Agree		Slightly Disagree	
46. I have a substantive role in college governance and policy-making that relate to my areas of responsibility and expertise.												
Strongly Agree	7	17%	4	24%	11	19%	3	9%	9	43%	25	20%
Mostly Agree	6	14%	2	12%	8	14%	6	19%	6	29%	21	17%
Slightly Agree	11	26%	3	18%	14	24%	10	31%	4	19%	32	26%
Slightly Disagree	5	12%	1	6%	6	10%	3	9%	0	0%	12	10%
Mostly Disagree	5	12%	3	18%	8	14%	3	9%	0	0%	11	9%
Strongly Disagree	8	19%	4	24%	12	20%	7	22%	2	10%	24	19%
Don't Know/No Opinion <sup>3</sup>	7	---	9	---	16	---	9	---	0	---	26	---
<b>Typical (Average) Response</b>	Slightly Agree		Slightly Disagree		Slightly Agree		Slightly Disagree		Mostly Agree		Slightly Agree	
47. The Hartnell Board of Trustees makes responsible decisions and takes responsible actions that support and promote the missions and functions of the college.												
Strongly Agree	2	5%	5	36%	7	13%	2	6%	7	35%	16	13%
Mostly Agree	4	10%	4	29%	8	14%	5	15%	6	30%	22	18%
Slightly Agree	6	14%	1	7%	7	13%	5	15%	1	5%	15	12%
Slightly Disagree	12	29%	1	7%	13	23%	8	24%	2	10%	25	20%
Mostly Disagree	4	10%	2	14%	6	11%	7	21%	0	0%	15	12%
Strongly Disagree	14	33%	1	7%	15	27%	7	21%	4	20%	29	24%
Don't Know/No Opinion <sup>3</sup>	7	---	12	---	19	---	7	---	1	---	29	---
<b>Typical (Average) Response</b>	Slightly Disagree		Slightly Agree		Slightly Agree		Slightly Disagree		Slightly Agree		Slightly Disagree	

Note: Percentages may not sum to 100% due to rounding.

<sup>1</sup> Question number references questionnaire.

<sup>2</sup> Total employees includes persons that did not self-designate with any employee group.

<sup>3</sup> Not included in percentage calculations.

**(continued)**

**Table 8. 2005 Accreditation Employee Survey Responses by Employee Group  
for Standard IV: Leadership and Governance (continued)**

Question <sup>1</sup>	Faculty						Classified Staff		Managers		Total Employees <sup>2</sup>	
	Full-time		Part-time		Total		N	%	N	%	N	%
	N	%	N	%	N	%						
48. The administration supports and uses a decision-making process which involves the persons who will be affected.												
Strongly Agree	1	2%	6	46%	7	13%	1	3%	7	33%	16	13%
Mostly Agree	3	7%	3	23%	6	11%	4	11%	6	29%	17	14%
Slightly Agree	11	27%	1	8%	12	22%	5	14%	1	5%	21	17%
Slightly Disagree	8	20%	0	0%	8	15%	3	9%	2	10%	15	12%
Mostly Disagree	5	12%	1	8%	6	11%	9	26%	3	14%	18	15%
Strongly Disagree	13	32%	2	15%	15	28%	13	37%	2	10%	35	29%
Don't Know/No Opinion <sup>3</sup>	7	---	13	---	20	---	5	---	0	---	26	---
<b>Typical (Average) Response</b>	Slightly Disagree		Mostly Agree		Slightly Agree		Mostly Disagree		Slightly Agree		Slightly Disagree	
49. The administration provides effective and efficient learning and management which supports the college's mission.												
Strongly Agree	2	5%	6	33%	8	14%	1	3%	4	19%	14	11%
Mostly Agree	10	24%	5	28%	15	25%	5	15%	9	43%	31	24%
Slightly Agree	9	22%	4	22%	13	22%	7	21%	3	14%	26	20%
Slightly Disagree	1	2%	1	6%	2	3%	5	15%	2	10%	10	8%
Mostly Disagree	9	22%	1	6%	10	17%	9	26%	1	5%	21	17%
Strongly Disagree	10	24%	1	6%	11	19%	7	21%	2	10%	25	20%
Don't Know/No Opinion <sup>3</sup>	7	---	8	---	15	---	6	---	0	---	22	---
<b>Typical (Average) Response</b>	Slightly Disagree		Mostly Agree		Slightly Agree		Slightly Disagree		Slightly Agree		Slightly Disagree	
50. The administration provides effective leadership to define goals, develop plans, and establish priorities for the institution.												
Strongly Agree	4	9%	8	44%	12	18%	3	9%	8	38%	24	18%
Mostly Agree	6	13%	6	33%	12	18%	6	17%	7	33%	26	19%
Slightly Agree	12	26%	1	6%	13	20%	7	20%	1	5%	27	20%
Slightly Disagree	4	9%	1	6%	5	8%	5	14%	2	10%	12	9%
Mostly Disagree	7	15%	1	6%	8	12%	7	20%	1	5%	19	14%
Strongly Disagree	14	30%	1	6%	15	23%	7	20%	2	10%	26	19%
Don't Know/No Opinion <sup>3</sup>	2	---	8	---	10	---	5	---	0	---	16	---
<b>Typical (Average) Response</b>	Slightly Disagree		Slightly Agree		Slightly Agree		Slightly Disagree		Slightly Agree		Slightly Agree	

Note: Percentages may not sum to 100% due to rounding.

<sup>1</sup> Question number references questionnaire.

<sup>2</sup> Total employees includes persons that did not self-designate with any employee group.

<sup>3</sup> Not included in percentage calculations.

**(continued)**

**Table 8. 2005 Accreditation Employee Survey Responses by Employee Group  
for Standard IV: Leadership and Governance (continued)**

Question <sup>1</sup>	Faculty						Classified Staff		Managers		Total Employees <sup>2</sup>	
	Full-time		Part-time		Total		N	%	N	%	N	%
	N	%	N	%	N	%						
51. The administration has established and utilizes effective methods of communication to exchange information in a timely and efficient manner.												
Strongly Agree	2	4%	8	38%	10	15%	2	6%	2	10%	16	12%
Mostly Agree	8	18%	6	29%	14	21%	3	8%	8	38%	27	20%
Slightly Agree	10	22%	1	5%	11	17%	11	31%	3	14%	28	20%
Slightly Disagree	7	16%	2	10%	9	14%	5	14%	5	24%	21	15%
Mostly Disagree	7	16%	1	5%	8	12%	6	17%	2	10%	19	14%
Strongly Disagree	11	24%	3	14%	14	21%	9	25%	1	5%	26	19%
Don't Know/No Opinion <sup>3</sup>	1	---	5	---	6	---	4	---	0	---	10	---
<b>Typical (Average) Response</b>	Slightly Disagree		Slightly Agree		Slightly Agree		Slightly Disagree		Mostly Agree		Slightly Disagree	

Note: Percentages may not sum to 100% due to rounding.

<sup>1</sup> Question number references questionnaire.

<sup>2</sup> Total employees includes persons that did not self-designate with any employee group.

<sup>3</sup> Not included in percentage calculations.



## **Appendix H**

### **Table 9 - Responses by Employee Group for Campus Climate Questions**



**Table 9. 2005 Accreditation Employee Survey Responses to  
Campus Climate Questions by Employee Group**

Question <sup>1</sup>	Faculty						Classified Staff		Managers		Total Employees <sup>2</sup>	
	Full-time		Part-time		Total		N	%	N	%	N	%
	N	%	N	%	N	%						
<b>Total Respondents</b>	49	100%	26	100%	77	100%	41	100%	21	100%	153	100%
86. Overall, how would you assess the campus climate/environment at Hartnell College for employees?												
Excellent	4	8%	6	27%	10	14%	0	0%	1	5%	13	9%
Very Good	6	12%	6	27%	12	17%	7	18%	8	40%	28	20%
Good	10	20%	7	32%	17	24%	16	42%	3	15%	41	29%
Fair	9	18%	3	14%	12	17%	13	34%	5	25%	32	22%
Poor	20	41%	0	0%	20	28%	2	5%	3	15%	29	20%
Don't Know/No Opinion <sup>3</sup>	0	---	0	---	0	---	1	---	0	---	3	---
<b>Typical (Average) Response</b>	Fair		Very Good		Good		Good		Good		Good	
87. How effective is Hartnell College in promoting employee diversity?												
Excellent	11	24%	5	24%	16	24%	5	15%	4	21%	28	21%
Very Good	11	24%	8	38%	19	28%	9	26%	9	47%	39	29%
Good	16	35%	6	29%	22	33%	11	32%	2	11%	40	30%
Fair	5	11%	2	10%	7	10%	9	26%	3	16%	20	15%
Poor	3	7%	0	0%	3	4%	0	0%	1	5%	6	5%
Don't Know/No Opinion <sup>3</sup>	2	---	1	---	3	---	5	---	1	---	12	---
<b>Typical (Average) Response</b>	Good		Very Good		Very Good		Good		Very Good		Good	
88. Overall, how would you assess the campus climate/environment at Hartnell College for students?												
Excellent	5	10%	6	29%	11	16%	1	3%	1	5%	15	11%
Very Good	14	29%	6	29%	20	29%	11	29%	10	50%	43	30%
Good	16	33%	8	38%	24	35%	21	55%	6	30%	57	40%
Fair	8	17%	1	5%	9	13%	3	8%	2	10%	18	13%
Poor	5	10%	0	0%	5	7%	2	5%	1	5%	8	6%
Don't Know/No Opinion <sup>3</sup>	1	---	1	---	2	---	1	---	0	---	5	---
<b>Typical (Average) Response</b>	Good		Very Good		Good		Good		Good		Good	

Note: Percentages may not sum to 100% due to rounding.

<sup>1</sup> Question number references questionnaire.

<sup>2</sup> Total employees includes persons that did not self-designate with any employee group.

<sup>3</sup> Not included in percentage calculations.

**(continued)**

**Table 9. 2005 Accreditation Employee Survey Responses to  
Campus Climate Questions by Employee Group (continued)**

Question <sup>1</sup>	Faculty						Classified Staff		Managers		Total Employees <sup>2</sup>	
	Full-time		Part-time		Total		N	%	N	%	N	%
	N	%	N	%	N	%						
89. How effective is Hartnell College in promoting student diversity?												
Excellent	10	22%	10	48%	20	30%	4	13%	5	25%	34	26%
Very Good	14	30%	5	24%	19	28%	11	34%	7	35%	39	29%
Good	13	28%	5	24%	18	27%	13	41%	4	20%	38	29%
Fair	6	13%	1	5%	7	10%	3	9%	2	10%	15	11%
Poor	3	7%	0	0%	3	4%	1	3%	2	10%	7	5%
Don't Know/No Opinion <sup>3</sup>	3	---	1	---	4	---	7	---	0	---	13	---
<b>Typical (Average) Response</b>	Good		Very Good		Very Good		Good		Very Good		Very Good	

Note: Percentages may not sum to 100% due to rounding.

<sup>1</sup> Question number references questionnaire.

<sup>2</sup> Total employees includes persons that did not self-designate with any employee group.

<sup>3</sup> Not included in percentage calculations.

## **Appendix I**

### **Table 10 - Responses for Subgroups Having Significantly Different Responses**



**Table 10. 2005 Accreditation Employee Survey Responses for Subgroups Having Significantly Different Responses <sup>1</sup>**

Question <sup>2</sup>	Group A Significantly Higher than Group B <sup>1</sup>				
	Group A			Group B	
9. Percent of employees who strongly agree or mostly agree that there is a positive environment in which faculty are treated with respect.					
Differences among Employee Groups	Part-Time Faculty	Classified	Managers	Full-Time Faculty	
	73%	59%	57%	20%	
45. Percent of employees who strongly agree or mostly agree that the Board of Trustees has performed responsively in overseeing the financial soundness of the district.					
Differences among Employee Groups		Part-Time Faculty	Managers	Full-Time Faculty	
		67%	60%	8%	
47. Percent of employees who strongly agree or mostly agree that the Board of Trustees makes responsible decisions and takes responsible actions that support and promote the missions and functions of the					
Differences among Employee Groups		Part-Time Faculty	Managers	Full-Time Faculty	
		65%	65%	15%	
48. Percent of employees who strongly agree or mostly agree that the administration supports and uses a decision-making process which involves the persons who will be affected.					
Differences among Employee Groups		Part-Time Faculty	Managers	Full-Time Faculty	Classified
		69%	62%	9%	14%

<sup>1</sup> Significantly Different = average of each subgroup in Group A is statistically significant ( $p = .001$ ) and more than 0.5 points higher than average of each subgroup in Group B.

<sup>2</sup> Question number references questionnaire.

**(continued)**

**Table 10. 2005 Accreditation Employee Survey Responses for Subgroups Having Significantly Different Responses <sup>1</sup>**

Question <sup>2</sup>	Group A Significantly Higher than Group B <sup>1</sup>				
	Group A		Group B		
49. Percent of employees who strongly agree or mostly agree that the administration provides effective and efficient learning and management which supports the college's mission.					
	Differences among Employee Groups Comparison 1	Managers	Part-Time Faculty	Classified	
		62%	61%	18%	
	Comparison 2		Part-Time Faculty	Full-Time Faculty	
			61%	9%	
50. Percent of employees who strongly agree or mostly agree that the administration provides effective leadership to define goals, develop plans and establish priorities for the institution.					
	Differences among Employee Groups Comparison 1	Part-Time Faculty	Managers	Full-Time Faculty	
		77%	71%	22%	
	Comparison 2		Part-Time Faculty	Classified	
			77%	26%	
51. Percent of employees who strongly agree or mostly agree that the administration has established effective methods of communication to exchange information in a timely and efficient manner.					
	Differences among Employee Groups		Part-Time Faculty	Classified	Full-Time Faculty
			67%	14%	22%

<sup>1</sup> Significantly Different = average of each subgroup in Group A is statistically significant ( $p = .001$ ) and more than 0.5 points higher than average of each subgroup in Group B.

<sup>2</sup> Question number references questionnaire.

**(continued)**

**Table 10. 2005 Accreditation Employee Survey Responses for Subgroups Having Significantly Different Responses <sup>1</sup>**

Question <sup>2</sup>	Group A Significantly Higher than Group B <sup>1</sup>					
	Group A			Group B		
54. Percent of employees who strongly agree or mostly agree that they are asked to participate in the review of instructional programs.						
Differences among Employee Groups			Full-Time Faculty	Classified		
			65%	12%		
63. Percent of employees who strongly agree or mostly agree that job description and duties are kept current with duties assigned as new technology is implemented on campus.						
Differences among Employee Groups			Part-Time Faculty	Classified	Managers	Full-Time Faculty
			91%	20%	29%	35%
64. Percent of employees who strongly agree or mostly agree that budgets are adjusted and funding is appropriated to meet current technology demands.						
Differences among Employee Groups			Part-Time Faculty	Classified	Managers	Full-Time Faculty
			100%	6%	6%	16%

<sup>1</sup> Significantly Different = average of each subgroup in Group A is statistically significant ( $p = .001$ ) and more than 0.5 points higher than average of each subgroup in Group B.

<sup>2</sup> Question number references questionnaire.

**(continued)**

**Table 10. 2005 Accreditation Employee Survey Responses for Subgroups Having Significantly Different Responses <sup>1</sup>**

Question <sup>2</sup>	Group A Significantly Higher than Group B <sup>1</sup>					
	Group A			Group B		
65. Percent of employees who strongly agree or mostly agree that the college seeks and dedicates resources to be a technologically advanced institution as stated in its vision statement.						
Differences among Employee Groups			Part-Time Faculty	Classified	Full-Time Faculty	
			87%	29%	36%	
76. Percent of employees who strongly agree or mostly agree that there is adequate signage on and off campus to locate Hartnell College campuses, classrooms and offices.						
Differences among Employee Groups			Part-Time Faculty	Classified	Full-Time Faculty	Managers
			65%	17%	24%	24%
86. Percent of employees who responded excellent or very good in assessing the overall campus climate at Hartnell College for employees.						
Differences among Employee Groups			Managers	Full-Time Faculty		
			45%	20%		

<sup>1</sup> Significantly Different = average of each subgroup in Group A is statistically significant ( $p = .001$ ) and more than 0.5 points higher than average of each subgroup in Group B.

<sup>2</sup> Question number references questionnaire.

**Appendix J**

**2005 Hartnell College Accreditation Self-Study  
Employee Survey Questionnaire**

