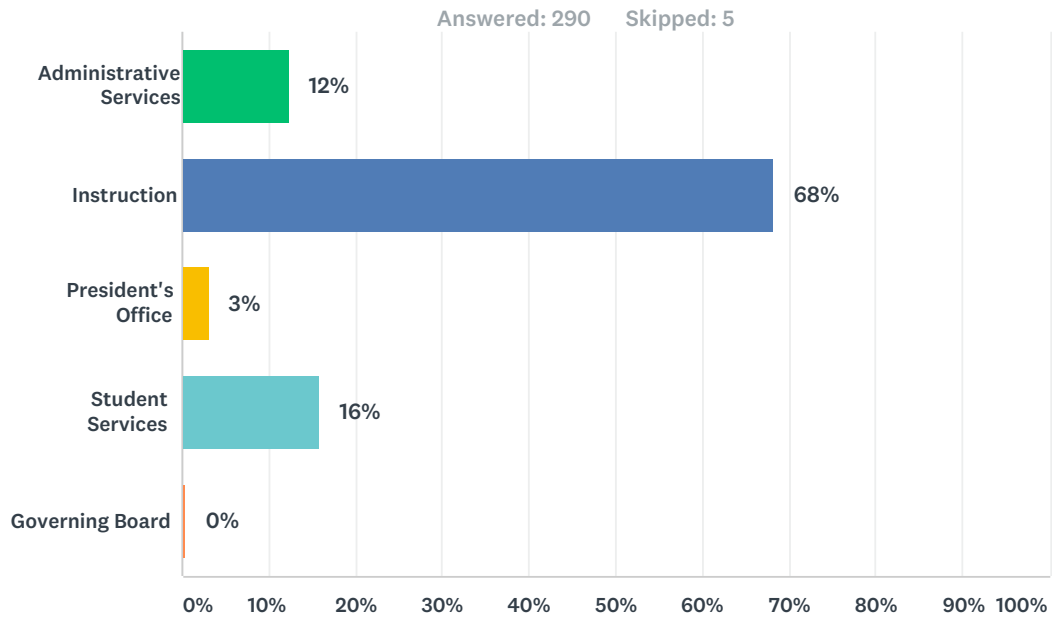
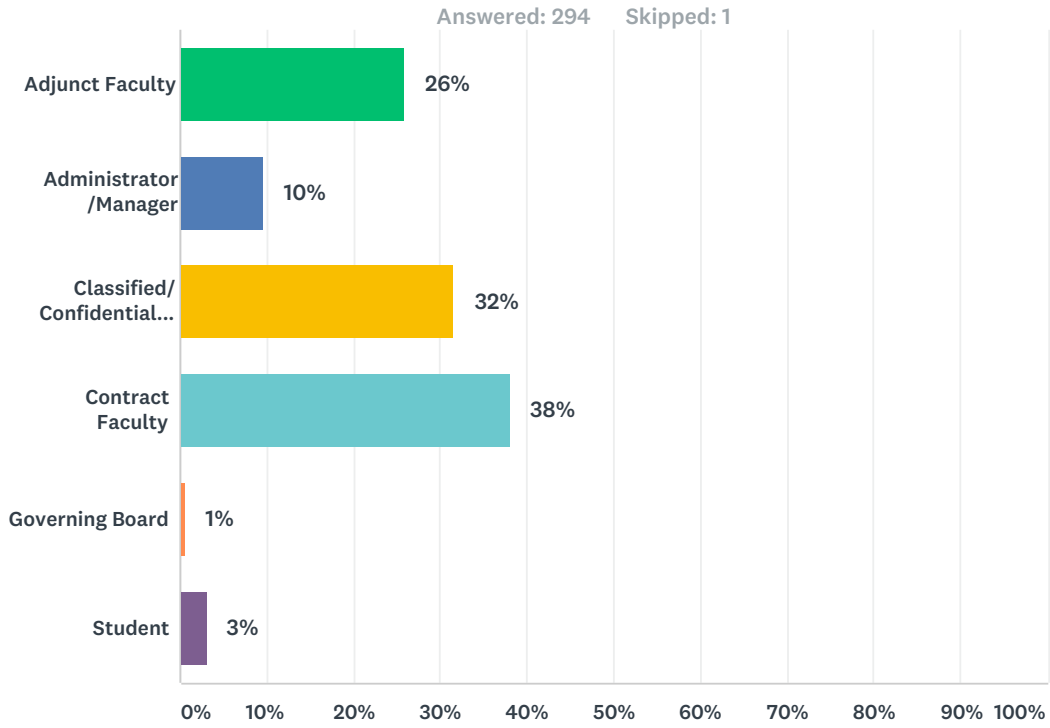


Q1 In which College component do you primarily work?



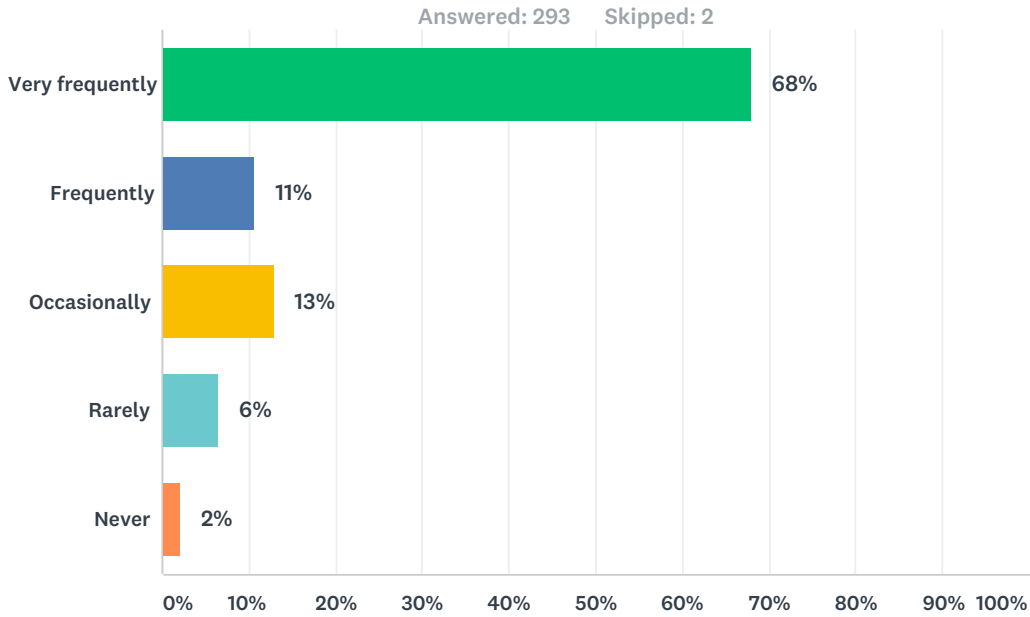
Answer Choices	Responses	
Administrative Services	12%	36
Instruction	68%	198
President's Office	3%	9
Student Services	16%	46
Governing Board	0%	1
Total		290

Q2 Please select your constituency group(s).



Answer Choices	Responses	
Adjunct Faculty	26%	76
Administrator /Manager	10%	28
Classified/ Confidential Staff	32%	93
Contract Faculty	38%	112
Governing Board	1%	2
Student	3%	9
Total Respondents: 294		

Q3 How often do you work directly with students?



Answer Choices	Responses
Very frequently	68% 199
Frequently	11% 31
Occasionally	13% 38
Rarely	6% 19
Never	2% 6
Total	293

Q4 Please rate your perceptions of Cabrillo College as they relate to Accreditation Standard I: Mission, Academic Quality and Institutional Effectiveness, and Integrity. For your reference, here is our mission statement: Cabrillo College is a dynamic, diverse, and responsive educational community dedicated to helping all students achieve their academic, career, and personal development goals.

Answered: 293 Skipped: 2

	Strongly Disagree	Disagree	Agree	Strongly Agree	Don't know	Total
Cabrillo's mission statement guides institutional planning.	4% 13	14% 41	47% 137	25% 73	10% 28	292
Cabrillo is committed to continuous improvement of the student learning process.	4% 11	8% 24	46% 134	39% 113	4% 11	293
College Strategic Plan goals, strategies and objectives are regularly assessed and the results shared with campus constituencies.	3% 10	13% 37	50% 147	20% 58	14% 41	293
Planning processes are reviewed to identify needed areas of improvement.	4% 11	11% 33	46% 135	21% 62	17% 51	292
Institutional planning decisions are based on research data.	3% 8	11% 33	48% 139	15% 45	23% 66	291
Institutional planning decisions are based on personal opinion.	2% 7	27% 77	35% 102	13% 37	23% 65	288
The information from the Planning and Research Office (Fact Book, web site, and planning and research reports) is helpful in getting the information I need.	1% 4	4% 13	42% 123	28% 83	24% 69	292

Q5 Standard I.B.1 states that, "The institution demonstrates a sustained, substantive and collegial dialogue about student outcomes, student equity, academic quality, institutional effectiveness, and continuous improvement of student learning and achievement."The commission defines "dialogue" as follows: "When a college community engages in self-reflective discussions, characterized by a free exchange of ideas without the purpose of defending or deciding on a course of action. (ACCJC Standards Glossary, 2012).In the questions below please refer to dialogue as described above.

Answered: 288 Skipped: 7

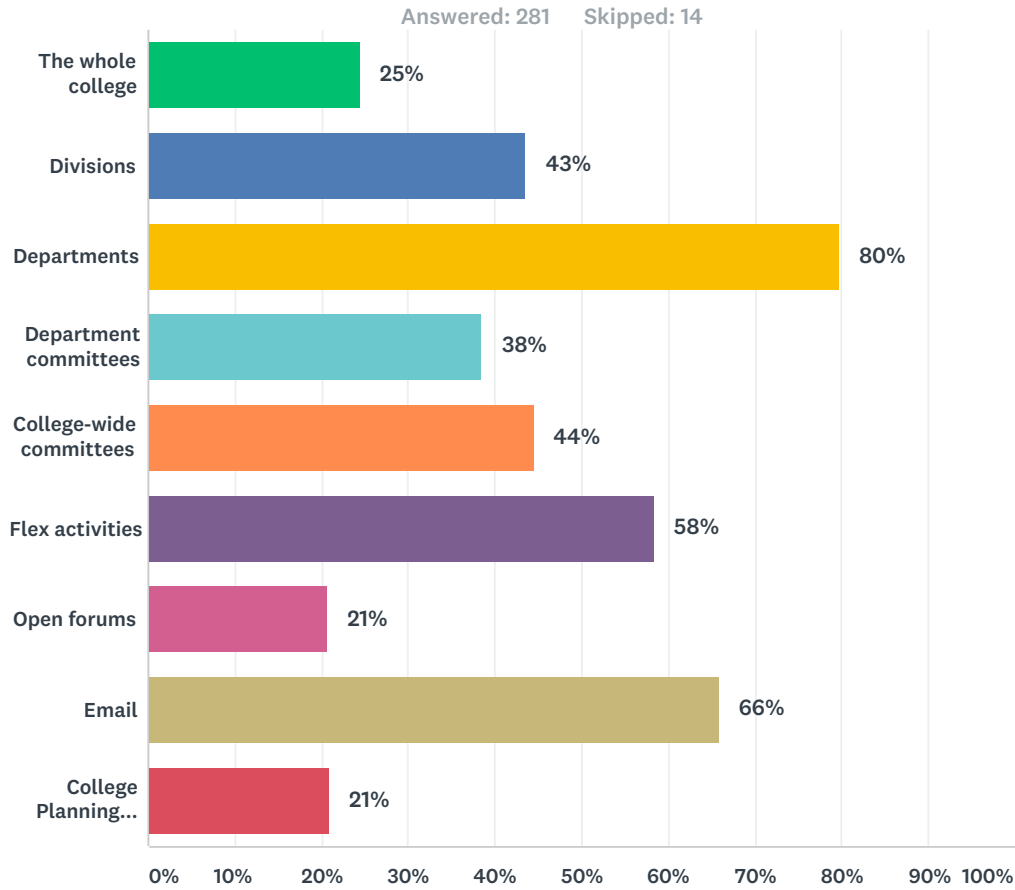
	Never	Rarely	Sometimes	Frequently	All the time	Total
When talking with your colleagues, how often does the conversation meet the definition of dialogue given above?	1% 3	11% 32	36% 102	42% 120	10% 30	287
How often do conversations with colleagues at Cabrillo prompt self-reflection about student learning and/or improving the College?	1% 2	9% 26	32% 92	48% 137	10% 30	287
How often do you engage in dialogue that is strongly evidence-based?	0% 1	9% 26	39% 112	43% 125	8% 24	288
How often does dialogue guide institutional change?	4% 10	24% 68	54% 153	17% 48	2% 6	285

Q6 How many hours per week do you spend on the following activities?

Answered: 289 Skipped: 6

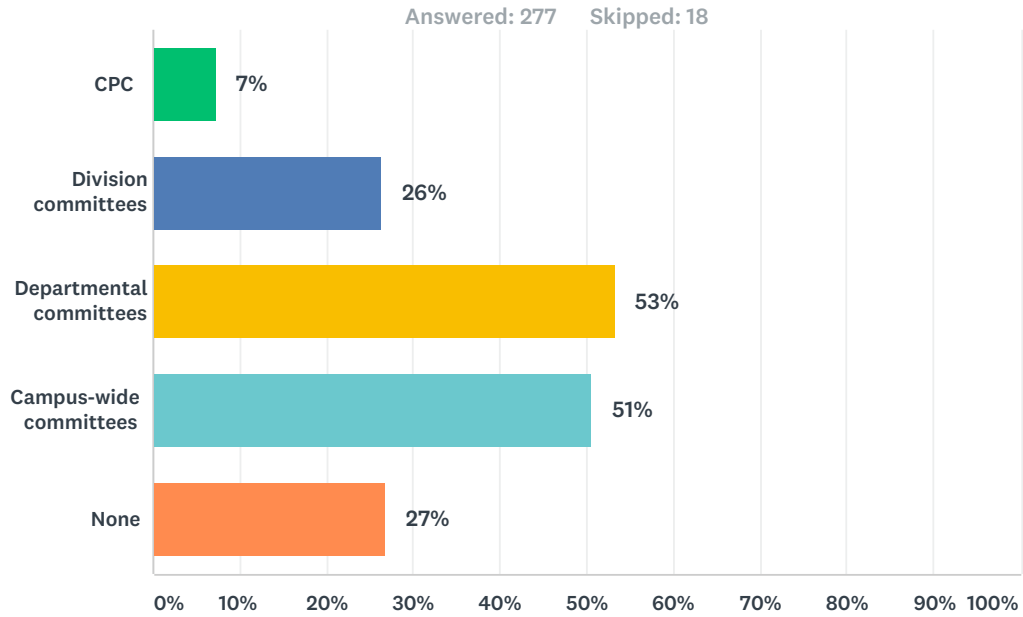
	Zero	1 to 2	3 to 4	5 to 6	7 to 8	9+	Total
In dialogue about student learning?	11% 31	45% 129	20% 57	11% 31	5% 14	9% 26	288
In dialogue about improving College processes?	13% 36	46% 133	18% 51	10% 29	7% 19	7% 20	288
On committee work (e.g., reading minutes, memos, newsletters, email, attending meetings, etc.)?	13% 38	38% 110	17% 49	11% 31	9% 25	12% 35	288

Q7 Where does dialogue take place?



Answer Choices	Responses	Count
The whole college	25%	69
Divisions	43%	122
Departments	80%	224
Department committees	38%	108
College-wide committees	44%	125
Flex activities	58%	164
Open forums	21%	58
Email	66%	185
College Planning Council (CPC)	21%	59
Total Respondents: 281		

Q8 In which campus bodies/committees are you involved?



Answer Choices	Responses
CPC	7% 20
Division committees	26% 73
Departmental committees	53% 148
Campus-wide committees	51% 140
None	27% 74
Total Respondents: 277	

Q9 Please rate your perceptions of Cabrillo College as they relate to Accreditation Standard II: Student Learning Programs and Support Services

Answered: 290 Skipped: 5

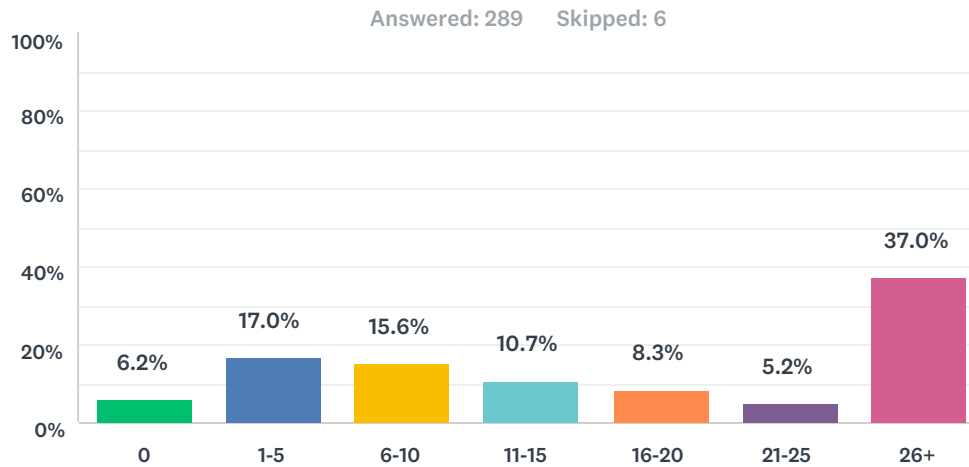
	Strongly Disagree (1)	Disagree (2)	Agree (3)	Strongly Agree (4)	Don't Know (5)	Total
Faculty present information fairly and objectively to students and others.	0.0% 0	2.8% 8	51.6% 149	31.8% 92	13.8% 40	289
College staff present information fairly and objectively to students and others.	0.3% 1	4.2% 12	59.0% 170	26.0% 75	10.4% 30	288
Academic freedom is upheld by Cabrillo College.	0.3% 1	4.5% 13	50.0% 144	36.1% 104	9.0% 26	288
Cabrillo encourages the use of different teaching methodologies as a response to learning styles of students.	0.0% 0	4.8% 14	52.8% 153	33.4% 97	9.0% 26	290
Cabrillo assesses student learning outcomes and uses the results to make improvements.	1.4% 4	9.7% 28	50.3% 146	28.6% 83	10.0% 29	290
Cabrillo relies on the faculty (and advisory committees when applicable) to determine competency levels and measurable student learning outcomes.	0.7% 2	7.6% 22	50.9% 147	25.6% 74	15.2% 44	289
Cabrillo provides clear and accurate information about courses, programs, degrees, and certificates to its students.	2.4% 7	10.7% 31	48.8% 141	33.9% 98	4.2% 12	289
Student support services make significant contributions to student success (e.g., retention, transfers).	0.7% 2	8.7% 25	41.6% 119	39.2% 112	9.8% 28	286
Cabrillo evaluates the learning support needs of its students based upon learning outcome assessments to provide services and programs to address those needs.	1.4% 4	12.6% 36	50.2% 143	14.0% 40	21.8% 62	285
Counselors and instructors communicate to make sure that students receive accurate information about courses and programs.	4.9% 14	22.3% 64	41.1% 118	15.7% 45	16.0% 46	287
Cabrillo provides programs and services that enhance understanding and appreciation of diversity on campus.	2.1% 6	13.4% 39	53.4% 155	21.4% 62	9.7% 28	290
The library's support for instructional programs contributes to student learning outcomes.	0.3% 1	2.8% 8	41.7% 121	34.5% 100	20.7% 60	290
The library collection has enough breadth to meet the needs of my students.	2.1% 6	9.4% 27	38.2% 110	18.4% 53	31.9% 92	288
In general, the library is sufficiently responsive to faculty input.	0.3% 1	1.4% 4	35.8% 103	29.9% 86	32.6% 94	288
Tutoring services provided by Cabrillo support the attainment of student learning outcomes.	0.7% 2	6.2% 18	39.0% 113	36.6% 106	17.6% 51	290
Cabrillo provides technology development and training for faculty and staff on a regular basis.	5.5% 16	15.2% 44	48.8% 141	26.0% 75	4.5% 13	289

Basic Statistics					
	Minimum	Maximum	Median	Mean	Standard Deviation
Faculty present information fairly and objectively to students and others.	2.00	5.00	3.00	3.57	0.76
College staff present information fairly and objectively to students and others.	1.00	5.00	3.00	3.42	0.75

Cabrillo Employee Campus Climate Survey - Spring 2015

Academic freedom is upheld by Cabrillo College.	1.00	5.00	3.00	3.49	0.74
Cabrillo encourages the use of different teaching methodologies as a response to learning styles of students.	2.00	5.00	3.00	3.47	0.72
Cabrillo assesses student learning outcomes and uses the results to make improvements.	1.00	5.00	3.00	3.36	0.84
Cabrillo relies on the faculty (and advisory committees when applicable) to determine competency levels and measurable student learning outcomes.	1.00	5.00	3.00	3.47	0.86
Cabrillo provides clear and accurate information about courses, programs, degrees, and certificates to its students.	1.00	5.00	3.00	3.27	0.80
Student support services make significant contributions to student success (e.g., retention, transfers).	1.00	5.00	3.00	3.49	0.81
Cabrillo evaluates the learning support needs of its students based upon learning outcome assessments to provide services and programs to address those needs.	1.00	5.00	3.00	3.42	1.01
Counselors and instructors communicate to make sure that students receive accurate information about courses and programs.	1.00	5.00	3.00	3.16	1.09
Cabrillo provides programs and services that enhance understanding and appreciation of diversity on campus.	1.00	5.00	3.00	3.23	0.87
The library's support for instructional programs contributes to student learning outcomes.	1.00	5.00	4.00	3.72	0.83
The library collection has enough breadth to meet the needs of my students.	1.00	5.00	4.00	3.69	1.08
In general, the library is sufficiently responsive to faculty input.	1.00	5.00	4.00	3.93	0.88
Tutoring services provided by Cabrillo support the attainment of student learning outcomes.	1.00	5.00	4.00	3.64	0.86
Cabrillo provides technology development and training for faculty and staff on a regular basis.	1.00	5.00	3.00	3.09	0.90

Q10 During the average school year, how many times do you refer students to the various student support services on campus?



Answer Choices	Responses	
0	6.2%	18
1-5	17.0%	49
6-10	15.6%	45
11-15	10.7%	31
16-20	8.3%	24
21-25	5.2%	15
26+	37.0%	107
Total		289

Q11 Please rate your perceptions of Cabrillo College as they relate to Accreditation Standard III: Resources

Answered: 291 Skipped: 4

	Strongly Disagree	Disagree	Agree	Strongly Agree	Don't Know	Total
There are sufficient numbers of qualified faculty to support college programs.	13.2% 38	35.1% 101	29.2% 84	8.7% 25	13.9% 40	288
There are sufficient numbers of qualified staff to support college services.	17.6% 51	42.9% 124	24.2% 70	8.0% 23	7.3% 21	289
Personnel search and selection processes are fair to all applicants.	5.9% 17	12.5% 36	52.9% 153	10.0% 29	18.7% 54	289
Search and selection processes are likely to result in hiring personnel who will effectively advance the mission of Cabrillo College.	6.6% 19	16.8% 48	49.7% 142	11.2% 32	15.7% 45	286
Evaluation processes are effective in improving the quality of job performance of staff.	10.7% 31	20.1% 58	37.0% 107	5.9% 17	26.3% 76	289
Evaluation processes are effective in improving the quality of job performance of faculty.	8.7% 25	24.7% 71	41.3% 119	8.0% 23	17.4% 50	288
Evaluation processes are effective in improving the quality of job performance of managers.	12.8% 37	24.2% 70	27.3% 79	4.2% 12	31.5% 91	289
Cabrillo provides sufficient opportunities for professional development.	8.7% 25	28.6% 82	44.6% 128	14.3% 41	3.8% 11	287
The college's policies and practices demonstrate appropriate concern for issues of equity and diversity.	5.2% 15	13.5% 39	56.9% 164	17.0% 49	7.3% 21	288
Cabrillo links staffing decisions to its institutional planning.	5.9% 17	19.5% 56	37.6% 108	4.9% 14	32.1% 92	287
The college has adequate physical accommodations for people with disabilities.	3.5% 10	13.6% 39	51.7% 148	15.4% 44	15.7% 45	286
I feel safe on campus during the day.*	1.7% 5	2.8% 8	57.8% 167	36.7% 106	1.0% 3	289
I feel safe on campus at night.*	4.5% 13	23.3% 67	44.8% 129	19.4% 56	8.0% 23	288
In my office, the equipment, software and network connections used to support teaching, are adequate.	2.8% 8	14.0% 40	55.1% 157	20.0% 57	8.1% 23	285
In my classroom, the equipment, software and network connections used to support teaching, are adequate.	4.9% 14	14.0% 40	44.1% 126	14.0% 40	23.1% 66	286
The instructional equipment used to support teaching in my classroom(s) is adequate and well maintained.	4.5% 13	17.0% 49	43.1% 124	13.9% 40	21.5% 62	288
Information Technology (I.T.) responds to service requests with adequate speed.	2.8% 8	7.3% 21	48.4% 140	40.1% 116	1.4% 4	289
Faculty are sufficiently involved in the selection of educational equipment.	3.8% 11	17.7% 51	38.5% 111	8.3% 24	31.6% 91	288
College budget priorities are determined by systematic planning.	7.0% 20	21.8% 62	34.4% 98	6.0% 17	30.9% 88	285
The work of the Cabrillo Foundation supports the goals of the College Strategic Plan.	1.4% 4	5.2% 15	41.4% 120	13.4% 39	38.6% 112	290
Cabrillo attempts to meet the needs of programs and services based on the availability of financial resources.	2.8% 8	15.0% 43	54.2% 155	12.2% 35	15.7% 45	286

Cabrillo Employee Campus Climate Survey - Spring 2015

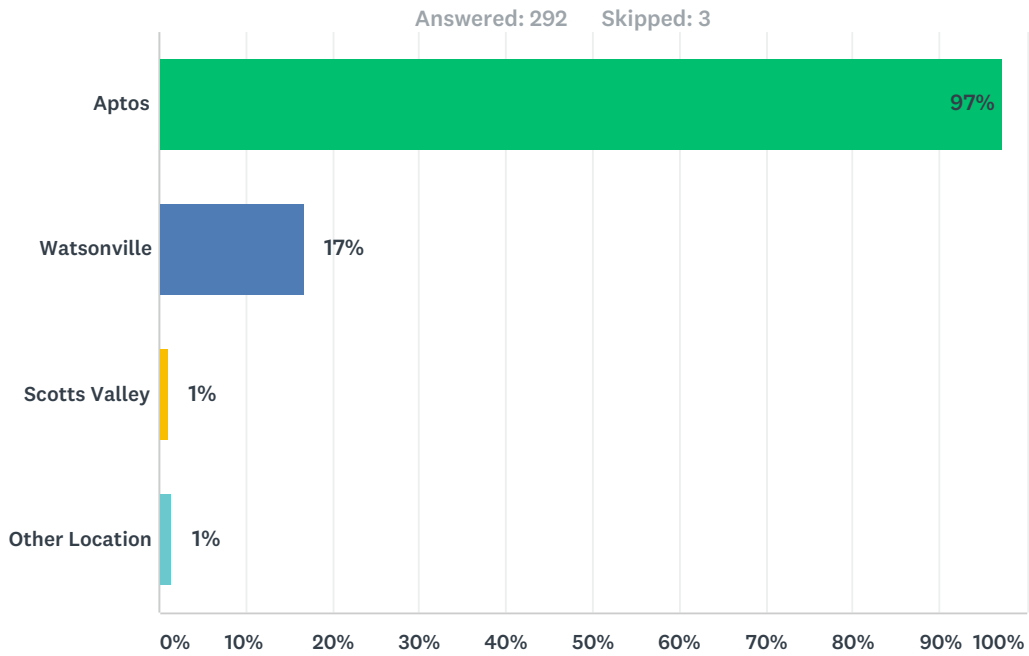
Appropriate and timely budgetary information is provided regularly throughout Cabrillo.	3.8% 11	18.1% 52	53.5% 154	11.1% 32	13.5% 39	288
Cabrillo uses its financial resources wisely and fairly.	10.9% 31	27.4% 78	33.3% 95	7.7% 22	20.7% 59	285
Overall, the campus landscaped areas are attractive and safe.*	1.0% 3	9.0% 26	60.1% 173	29.5% 85	0.3% 1	288
Overall, the campus buildings provide a safe and healthy environment in which to work and learn.*	3.5% 10	11.1% 32	66.7% 192	16.7% 48	2.1% 6	288

Q12 Please rate your perceptions of Cabrillo College as they relate to Accreditation Standard IV: Leadership and Governance

Answered: 290 Skipped: 5

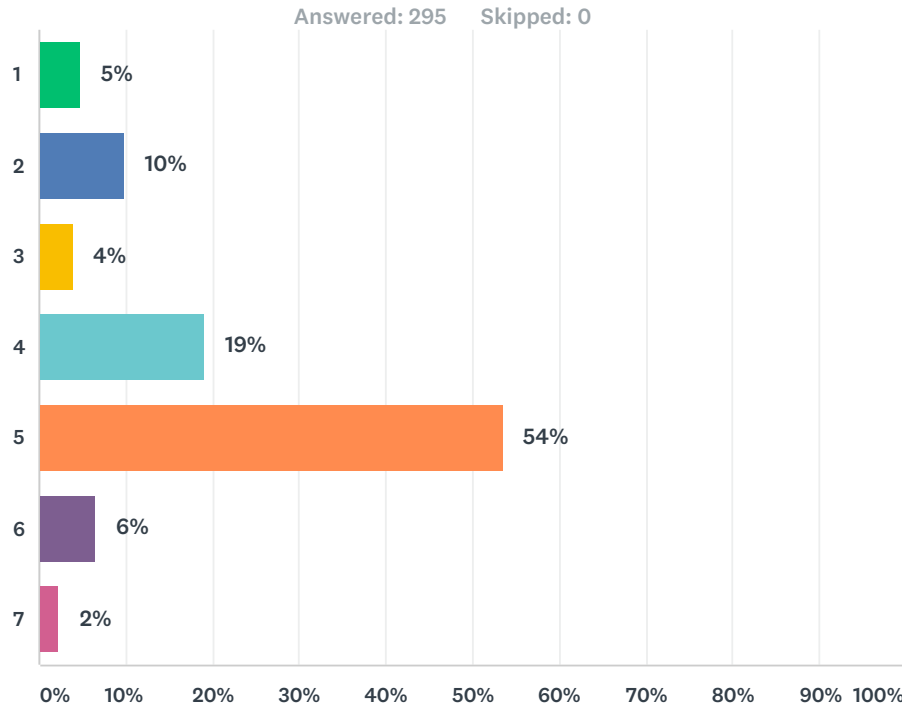
	Strongly Disagree	Disagree	Agree	Strongly Agree	Don't Know	Total
My employee bargaining unit is effective in making recommendations to the Governing Board.	2% 5	6% 17	49% 140	20% 57	24% 69	288
Representation by my bargaining unit on the College Planning Council (CPC) is effective in making recommendations with respect to budget policies and planning.	1% 4	7% 19	49% 140	16% 46	27% 79	288
The CPC is an effective channel for staff and faculty ideas regarding institutional decision-making.	3% 10	15% 43	44% 127	10% 28	28% 81	289
Those who represent my constituency group on CPC are effective in making recommendations in my best interest.	3% 8	12% 34	42% 121	15% 42	28% 81	286
The Student Senate has a defined role in participatory governance.	2% 7	7% 19	52% 149	14% 40	26% 74	289
Governing board policies support the quality, integrity and effectiveness of student learning programs and services.	4% 12	12% 34	46% 133	11% 33	27% 77	289
The administration of Cabrillo College provides effective leadership.	10% 29	20% 59	46% 133	13% 38	10% 29	288

Q14 At which locations do you currently work (check all that apply)?



Answer Choices	Responses
Aptos	97% 284
Watsonville	17% 49
Scotts Valley	1% 3
Other Location	1% 4
Total Respondents: 292	

Q15 How many days per week are you generally on campus?



Answer Choices	Responses
1	5% 14
2	10% 29
3	4% 12
4	19% 56
5	54% 158
6	6% 19
7	2% 7
Total	295

Q17 In an typical week, how do you get to Cabrillo?

Answered: 292 Skipped: 3

	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday	Total Respondents
Drive alone	85.8% 235	85.4% 234	82.8% 227	80.3% 220	67.2% 184	10.6% 29	6.2% 17	274
Carpool	68.4% 13	63.2% 12	78.9% 15	68.4% 13	52.6% 10	5.3% 1	0.0% 0	19
Vanpool	0.0% 0	100.0% 1	0.0% 0	0.0% 0	0.0% 0	0.0% 0	0.0% 0	1
Motorcycle	25.0% 1	0.0% 0	50.0% 2	75.0% 3	50.0% 2	0.0% 0	0.0% 0	4
Bus	100.0% 5	60.0% 3	100.0% 5	60.0% 3	20.0% 1	40.0% 2	20.0% 1	5
Bicycle	77.8% 14	72.2% 13	88.9% 16	77.8% 14	61.1% 11	11.1% 2	5.6% 1	18
Walk/Skate	85.7% 6	85.7% 6	71.4% 5	100.0% 7	57.1% 4	0.0% 0	0.0% 0	7
Telecommute	33.3% 2	16.7% 1	16.7% 1	33.3% 2	33.3% 2	50.0% 3	66.7% 4	6
Dropped off	0.0% 0	0.0% 0	0.0% 0	0.0% 0	100.0% 1	0.0% 0	0.0% 0	1
Online class	100.0% 10	70.0% 7	90.0% 9	70.0% 7	70.0% 7	60.0% 6	60.0% 6	10