

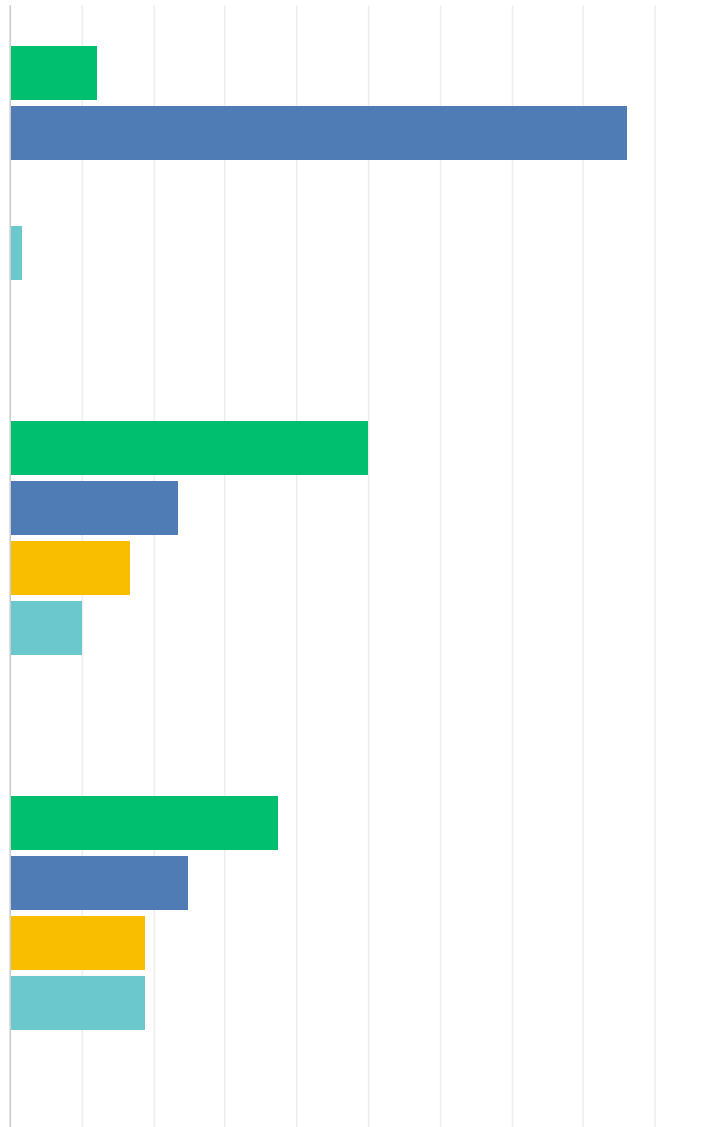
Q1 Please identify your classification as a Norco College employee:

Answered: 105 Skipped: 0

	100%		0%	0%
	58		0	55%
				58
	0%		100%	0%
	0		30	0
				29%
				30
	0%		0%	100%
	0		0	17
				16%
				17
	0%		0%	0%
	0		0	0
				0%
				0
	58	30	17	105

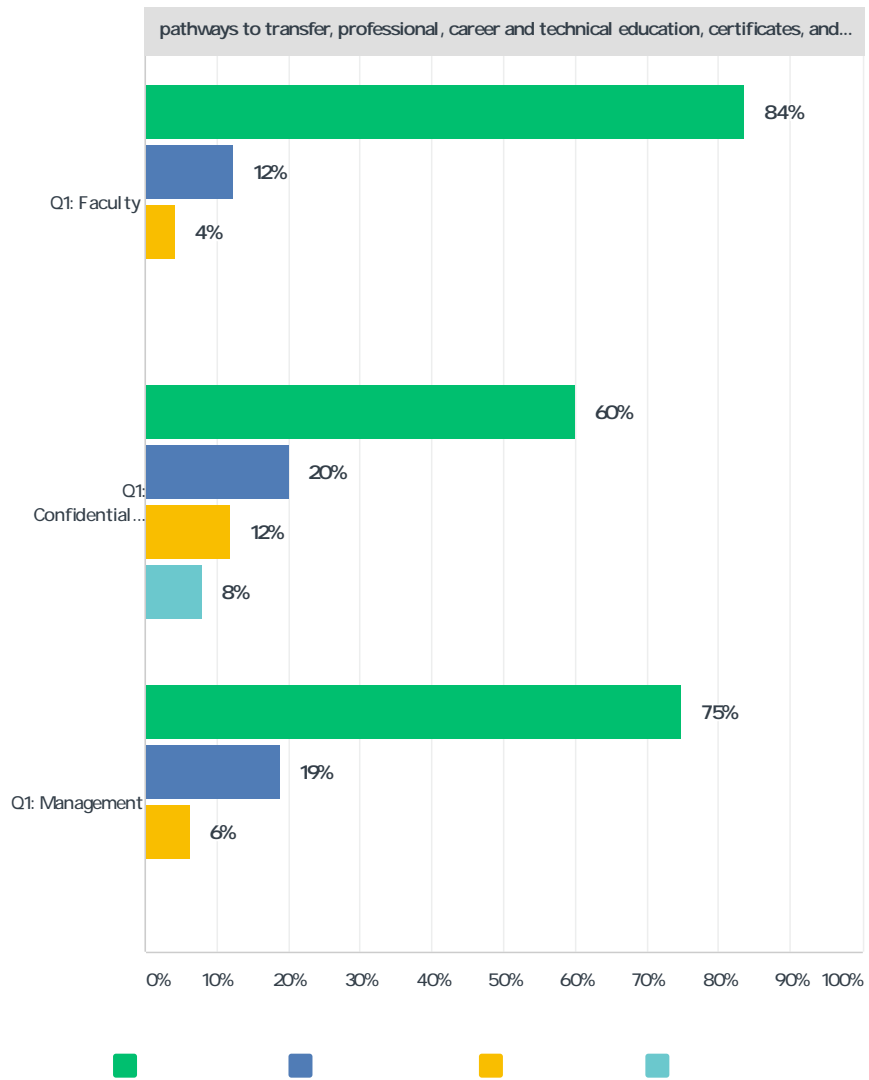
Q3 The following is my primary responsibility:

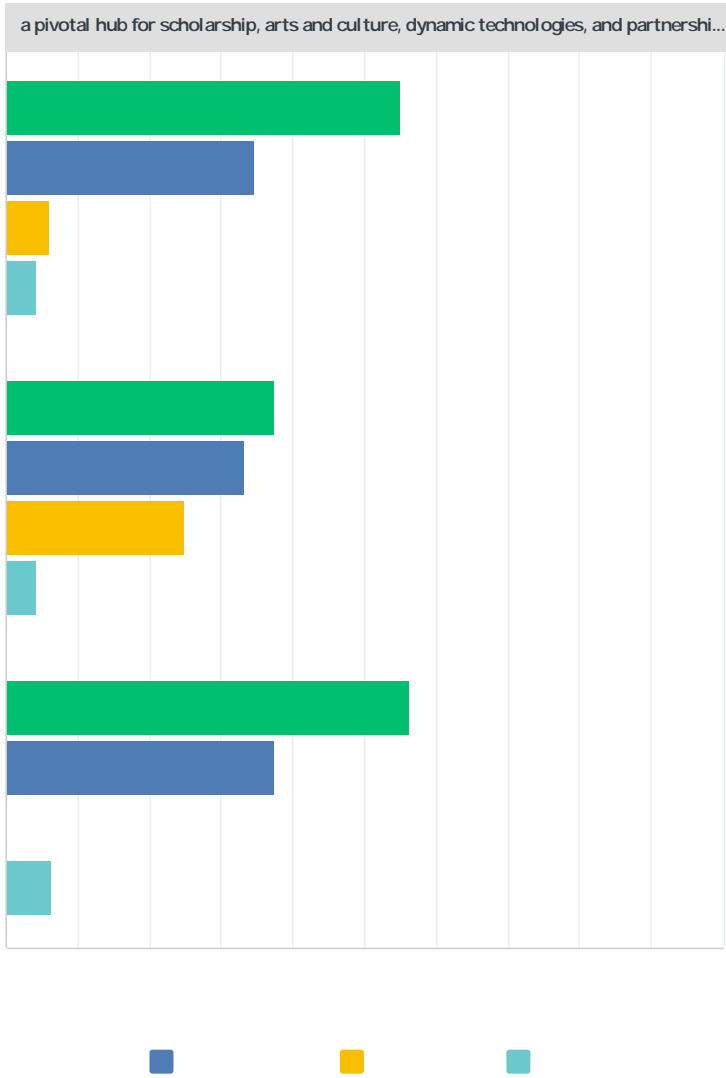
Answered: 104 Skipped: 1



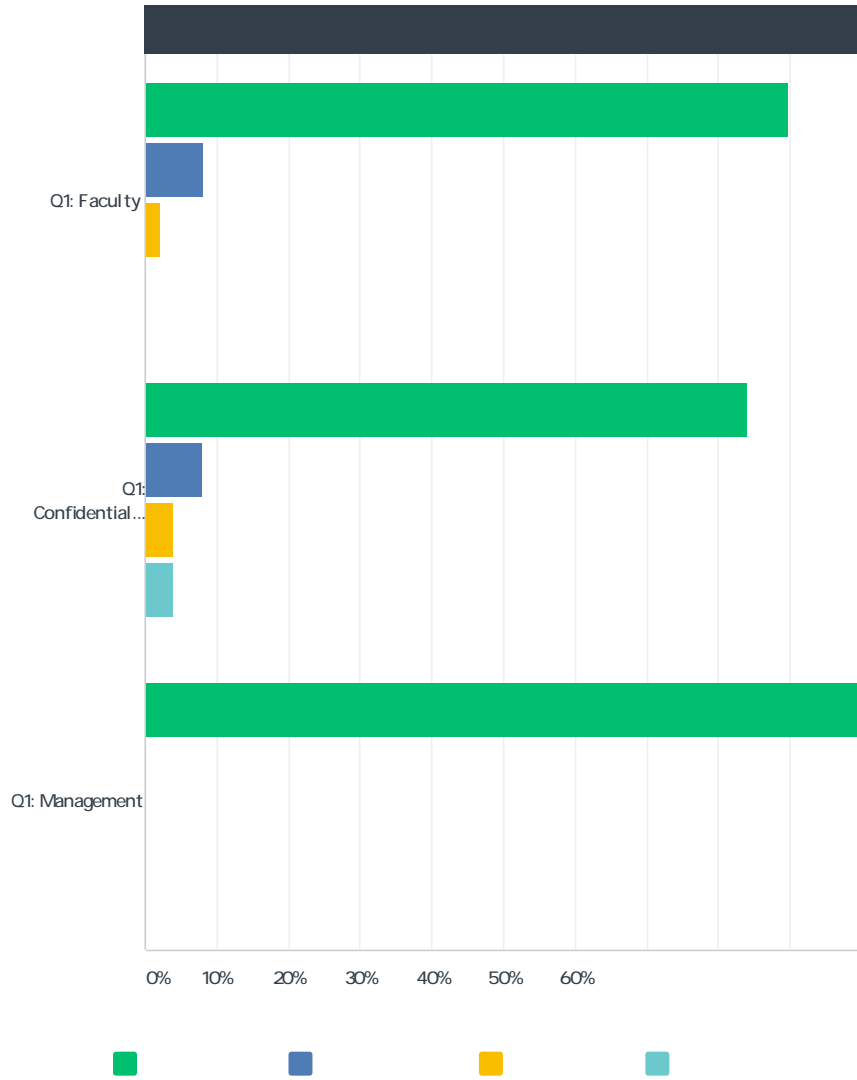
	12%	86%	0%	2%	0%	56%
	7	50	0	1	0	58
	50%	23%	17%	10%	0%	29%
	15	7	5	3	0	30
	38%	25%	19%	19%	0%	15%
	6	4	3	3	0	16
	28	61	8	7	0	104

Institutional Effectiveness and Planning Survey

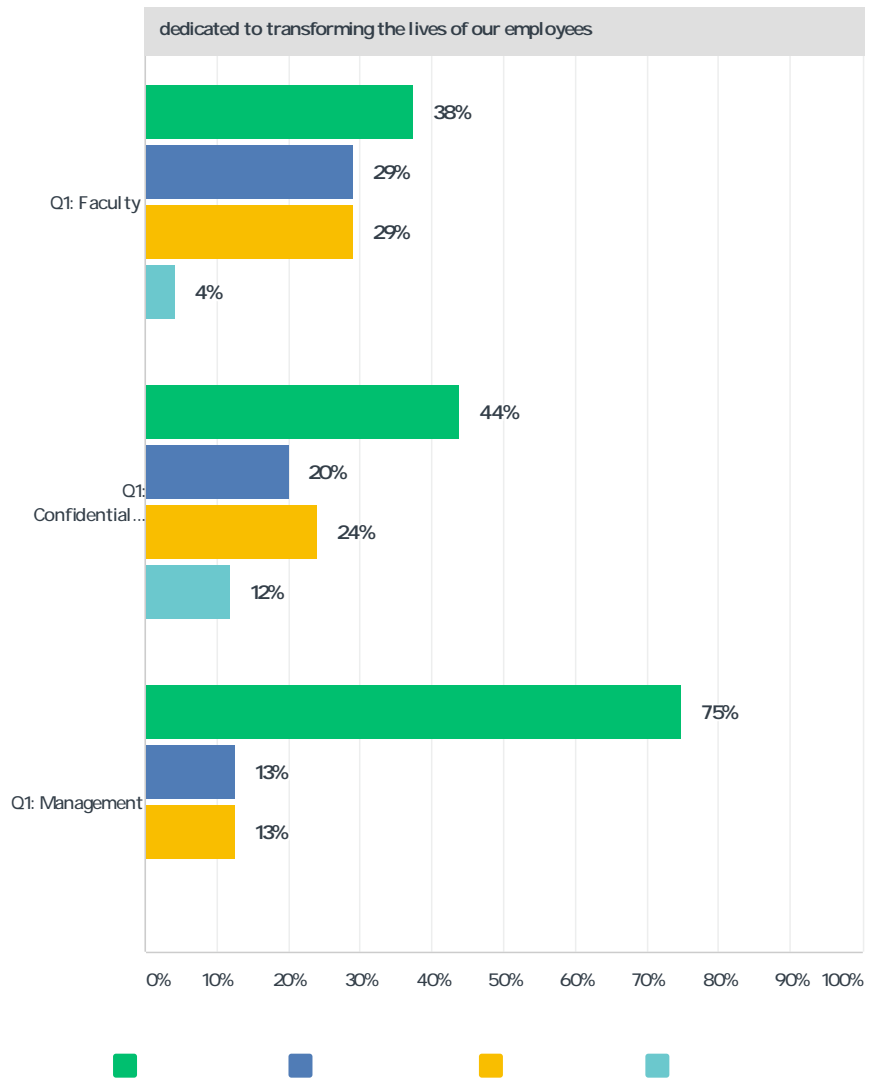




Institutional Effectiveness and Planning Survey



Institutional Effectiveness and Planning Survey

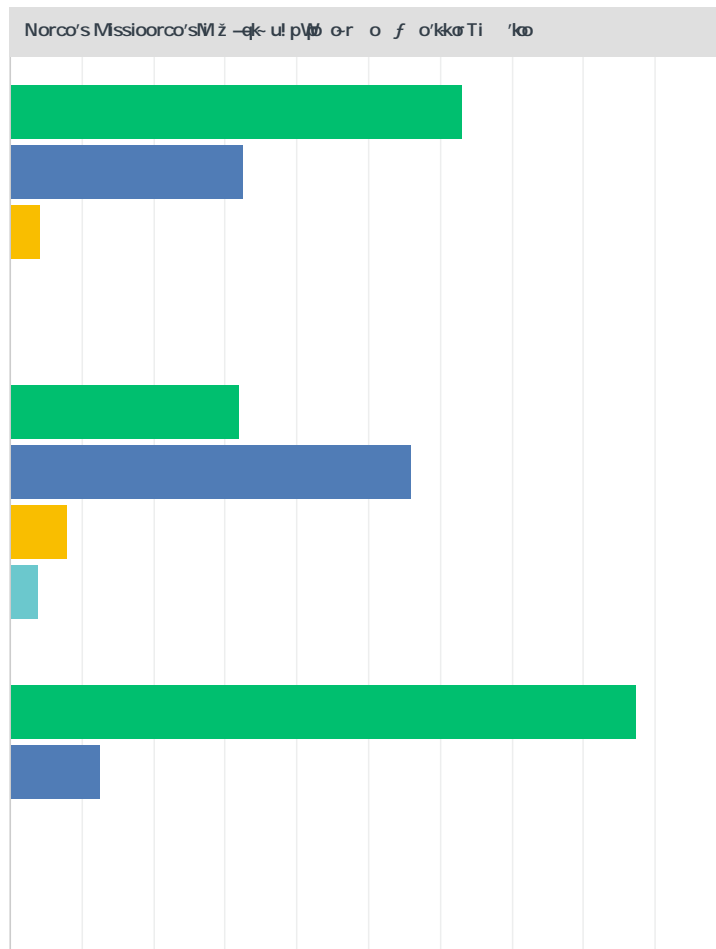


Institutional Effectiveness and Planning Survey

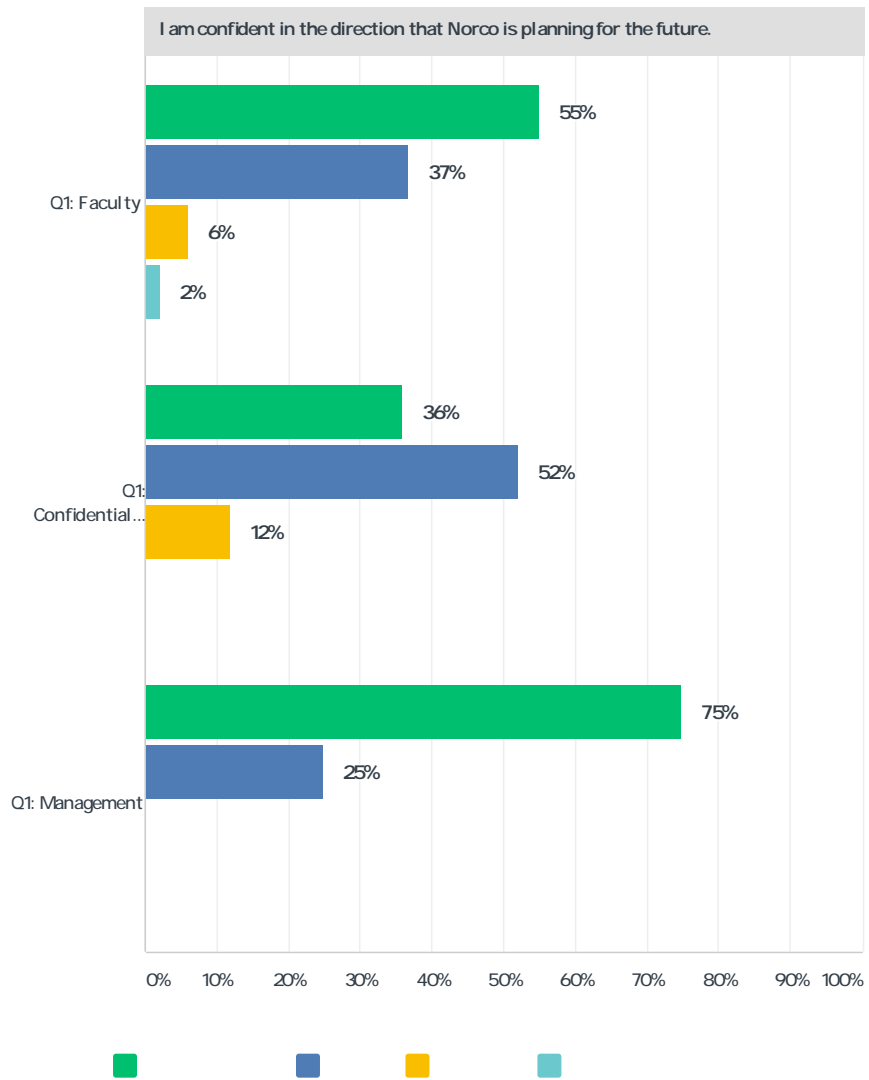
a pivotal hub for scholarship, arts and culture, dynamic technologies, and partnerships.						
	55%	35%	6%	4%	54%	2.41
	27	17	3	2	49	
	38%	33%	25%	4%	27%	2.04
	9	8	6	1	24	
	56%	38%	0%	6%	18%	2.44
	9	6	0	1	16	
promotes and fosters self-empowerment						
	67%	29%	4%	0%	54%	2.63
	33	14	2	0	49	
	52%	24%	16%	8%	28%	2.20
	13	6	4	2	25	
	69%	31%	0%	0%	18%	2.69
	11	5	0	0	16	
dedicated to transforming the lives of our students						
	90%	8%	2%	0%	54%	2.88
	44	4	1	0	49	
	84%	8%	4%	4%	28%	2.72
	21	2	1	1	25	
	100%	0%	0%	0%	18%	3.00
	16	0	0	0	16	
dedicated to transforming the lives of our employees						
	38%	29%	29%	4%	53%	2.00
	18	14	14	2	48	
	44%	20%	24%	12%	28%	1.96
	11	5	6	3	25	
	75%	13%	13%	0%	18%	2.- a6
	12	2	2	0	16	

Q6 Please select your level of agreement with the following statements

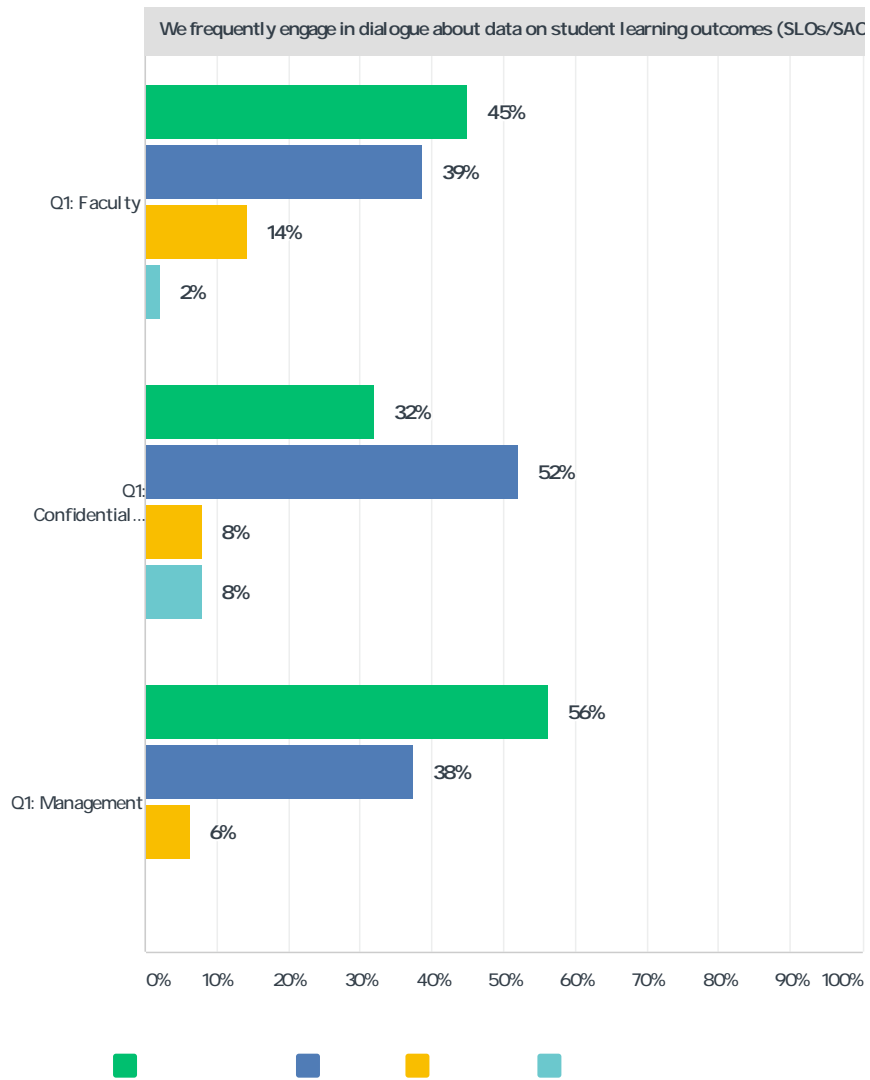
Answered: 90 Skipped: 15



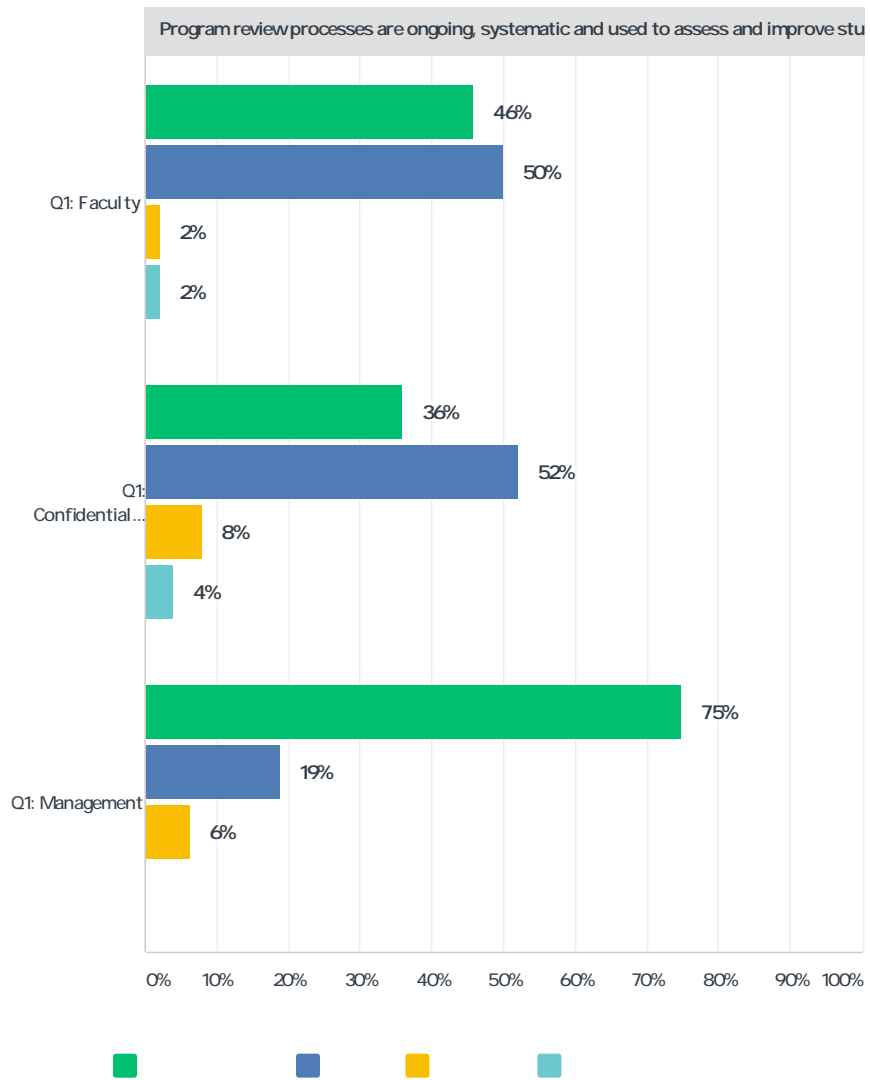
Institutional Effectiveness and Planning Survey



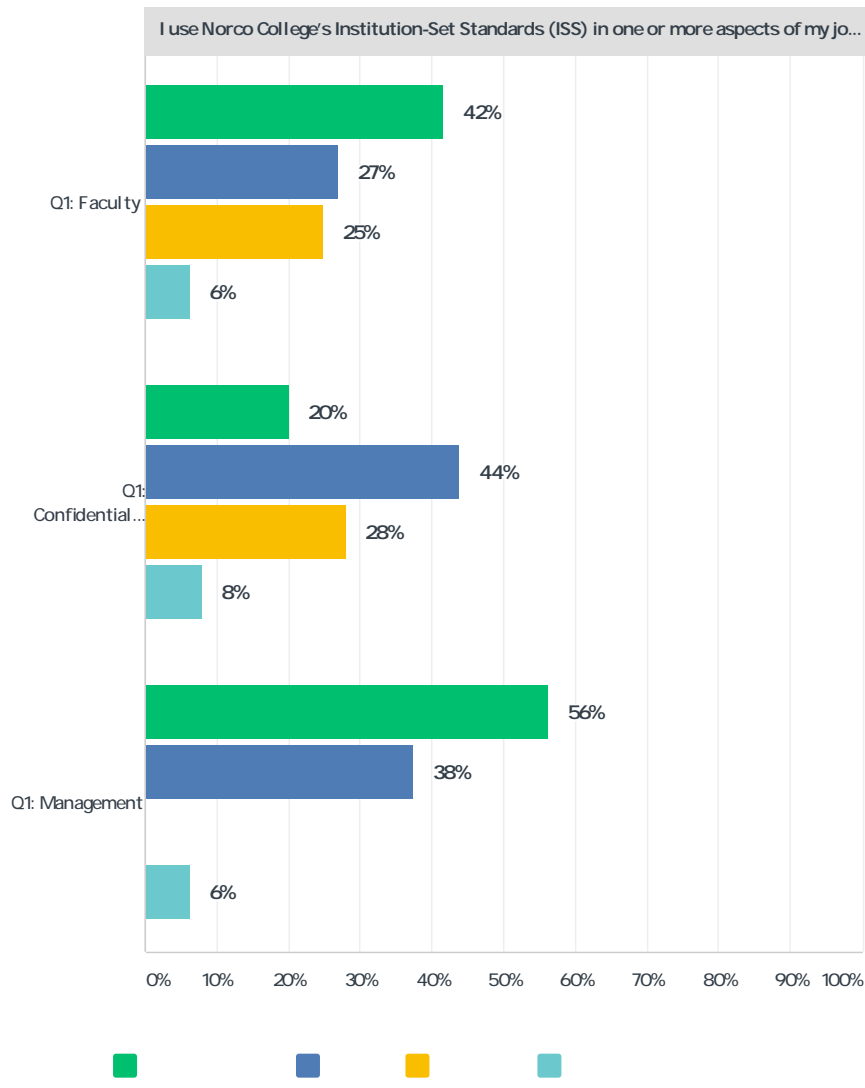
Institutional Effectiveness and Planning Survey

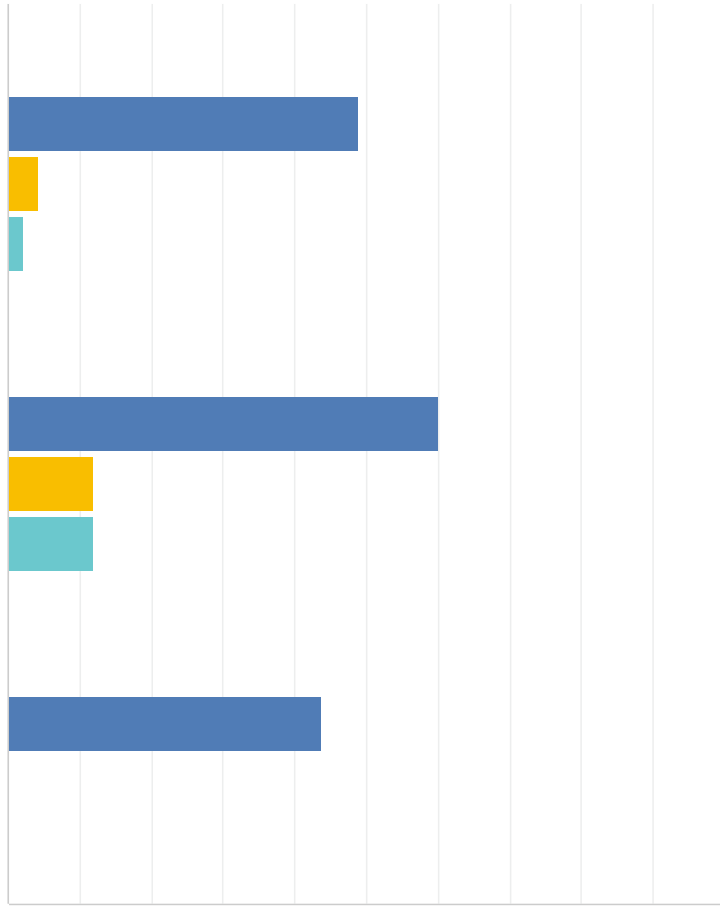


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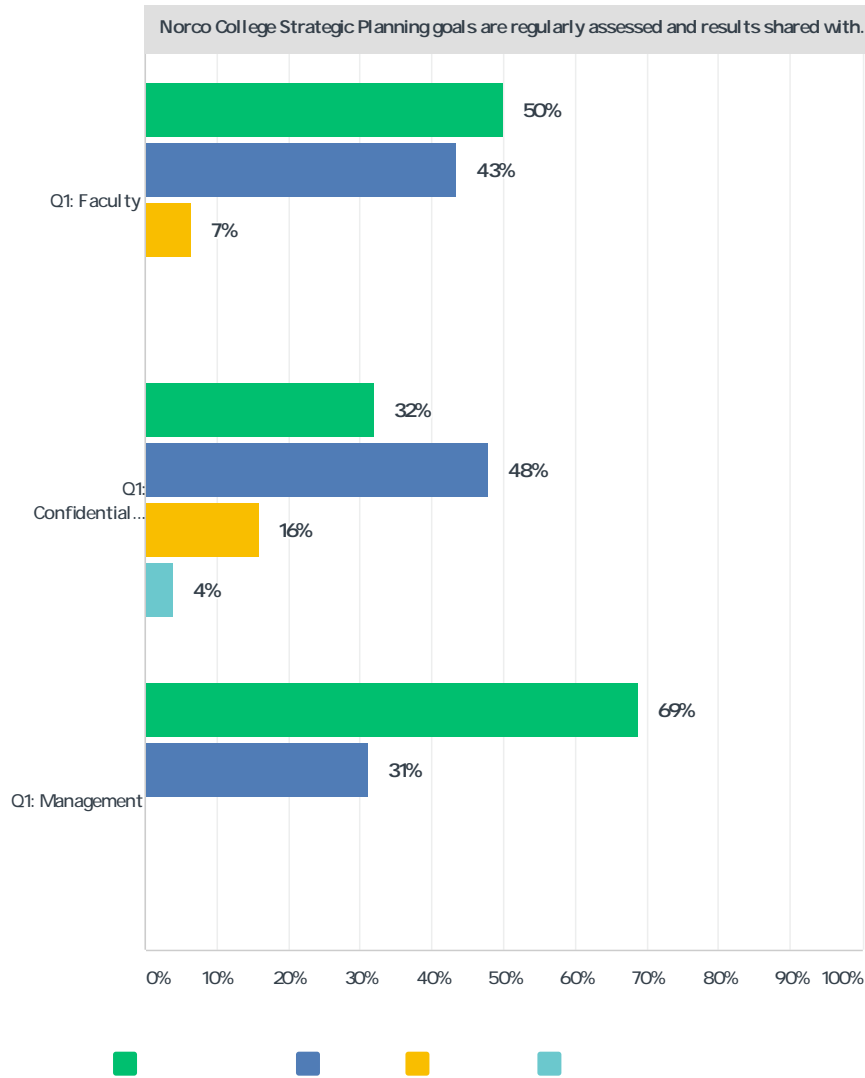


Institutional Effectiveness and Planning Survey





Institutional Effectiveness and Planning Survey



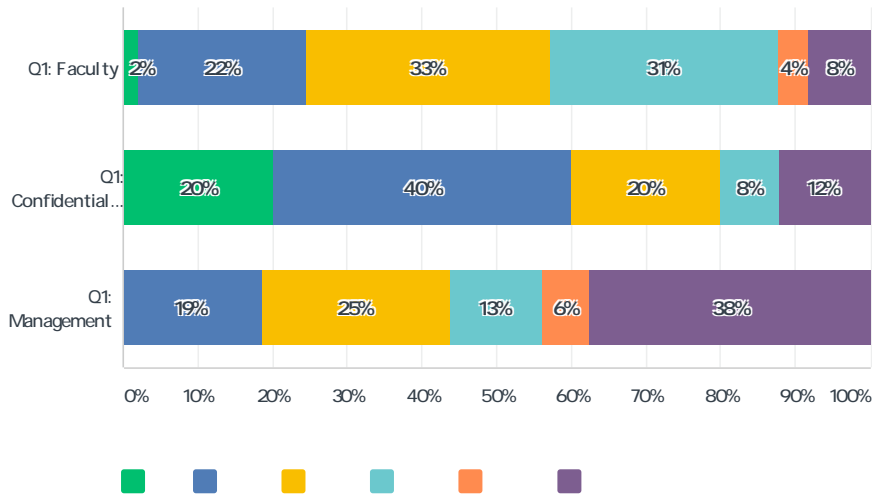
Norco's Mission Statement guides institutional planning.							
	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	TOTAL	WEIGHTED AVERAGE	
Q1: Faculty	63%	33%	4%	0%	54%		
	31	16	2	0	49		3.59
Q1: Confidential/ Classified Professional	32%	56%	8%	4%	28%		
	8	14	2	1	25		3.16
Q1: Management	88%	13%	0%	0%	18%		
	14	2	0	0	16		3.88
I believe that Norco College is achieving it's mission.							
	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	TOTAL	WEIGHTED AVERAGE	
Q1: Faculty	47%	45%	8%	0%	54%		
	23	22	4	0	49		3.39
Q1: Confidential/ Classified Professional	24%	68%	8%	0%	28%		
	6	17	2	0	25		3.16
Q1: Management	69%	31%	0%	0%	18%		
	11	5	0	0	16		3.69

Institutional Effectiveness and Planning Survey

I am confident in the direction that Norco is planning for the future.						
	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	TOTAL	WEIGHTED AVERAGE
Q1: Faculty	55% 27	37% 18	6% 3	2% 1	54% 49	3.45
Q1: Confidential/ Classified Professional	36% 9	52% 13	12% 3	0% 0	28% 25	3.24
Q1: Management	75% 12	25% 4	0% 0	0% 0	18% 16	3.75
We frequently engage in dialogue about data on student learning outcomes (SLOs/SAOs) in my area.						
	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	TOTAL	WEIGHTED AVERAGE
Q1: Faculty	45% 22	39% 19	14% 7	2% 1	54% 49	3.27
Q1: Confidential/ Classified Professional	32% 8	52% 13	8% 2	8% 2	28% 25	3.08
Q1: Management	56% 9	38% 6	6% 1	0% 0	18% 16	3.50
Assessment of SLOs/SAOs is used to improve the courses/programs/services in my area.						
	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	TOTAL	WEIGHTED AVERAGE
Q1: Faculty	52% 25	38% 18	8% 4	2% 1	53% 48	3.40
Q1: Confidential/ Classified Professional	32% 8	44% 11	16% 4	8% 2	28% 25	3.00
Q1: Management	44% 7	44% 7	13% 2	0% 0	18% 16	3.31
Assessment of SLOs/SAOs is meaningful to me.						
	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	TOTAL	WEIGHTED AVERAGE
Q1: Faculty	61% 30	31% 15	6% 3	2% 1	54% 49	3.51
Q1: Confidential/ Classified Professional	28% 7	44% 11	16% 4	12% 3	28% 25	2.88
Q1: Management	63% 10	38% 6	0% 0	0% 0	18% 16	3.63
Program review processes are ongoing, systematic and used to assess and improve student learning and achievement.						
	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	TOTAL	WEIGHTED AVERAGE
Q1: Faculty	46% 22	50% 24	2% 1	2% 1	53% 48	3.40
Q1: Confidential/ Classified Professional	36% 9	52% 13	8% 2	4% 1	28% 25	3.20
Q1: Management	75% 12	19% 3	6% 1	0% 0	18% 16	3.69
Program review is meaningful to me.						
	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	TOTAL	WEIGHTED AVERAGE
Q1: Faculty	47% 23	39% 19	14% 7	0% 0	54% 49	3.33
Q1: Confidential/ Classified Professional	32% 8	48% 12	16% 4	4% 1	28% 25	3.08
Q1: Management	63% 10	31% 5	6% 1	0% 0	18% 16	3.56

Q7 On average, I spend ____ hour(s) per week on shared governance activities (reading minutes, memos, newsletters, attending meetings, hiring committees, etc.)

Answered: 90 Skipped: 15



	0	1-2	3-5	6-8	9-11	12 OR MORE	TOTAL
	2%	22%	33%	31%	4%	8%	54%
	1	11	16	15	2	4	49
	20%	40%	20%	8%	0%	12%	28%
	5	10	5	2	0	3	25
	0%	19%	25%	13%	6%	38%	18%
	0	3	4	2	1	6	16
	6	24	25	19	3	13	90

Q8 Since the beginning of the current school year, I have experienced unfair treatment at the college.

Answered: 90

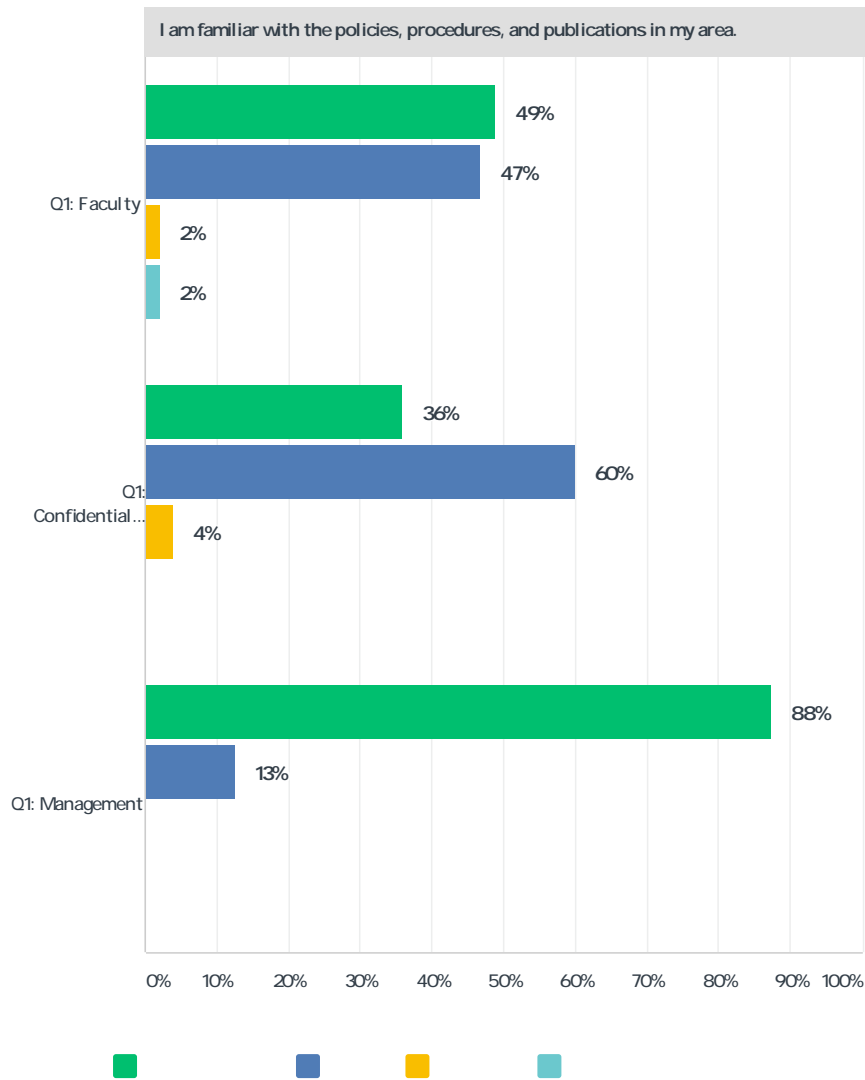
Q9 You indicated that you experienced some level of unfair treatment. Do you feel any of that treatment was due to diversity-related characteristics?

Answered: 25 Skipped: 80

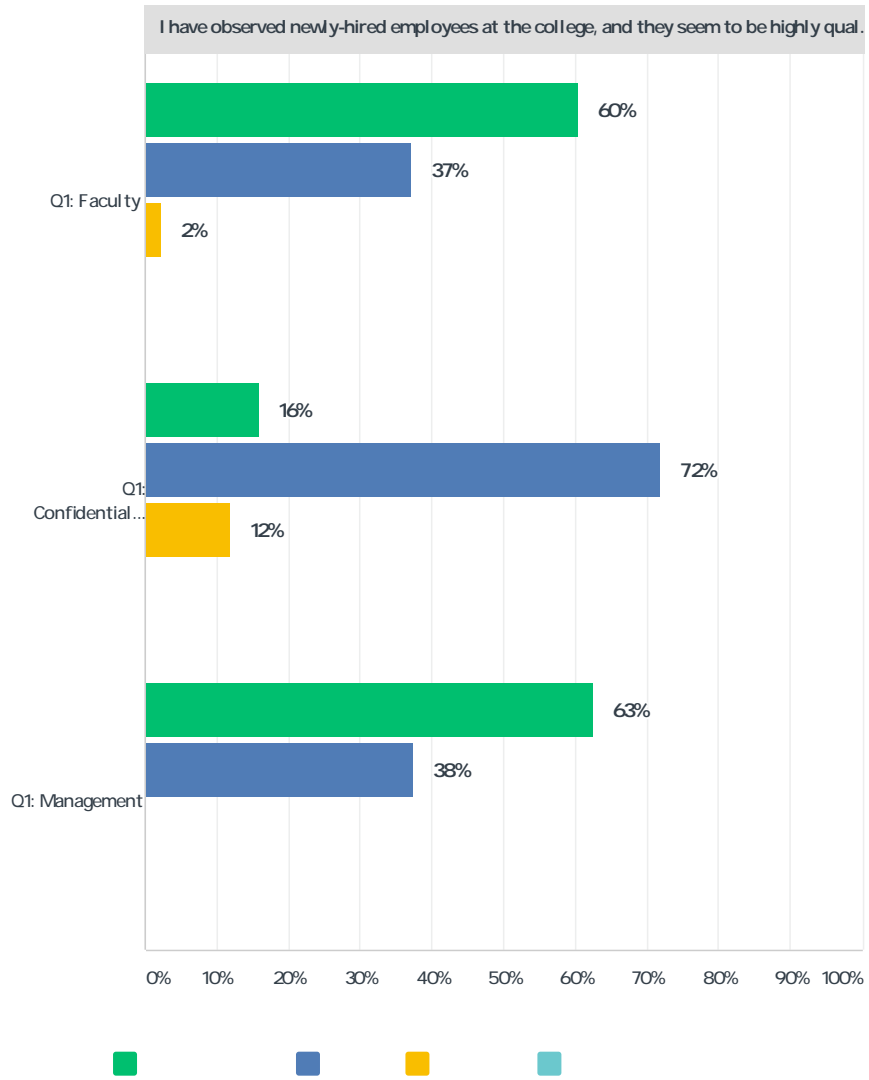
	54%	46%	52%
	7	6	13
	100%	0%	
	7		

Q10 Please rate your level of agreement with the following statements:

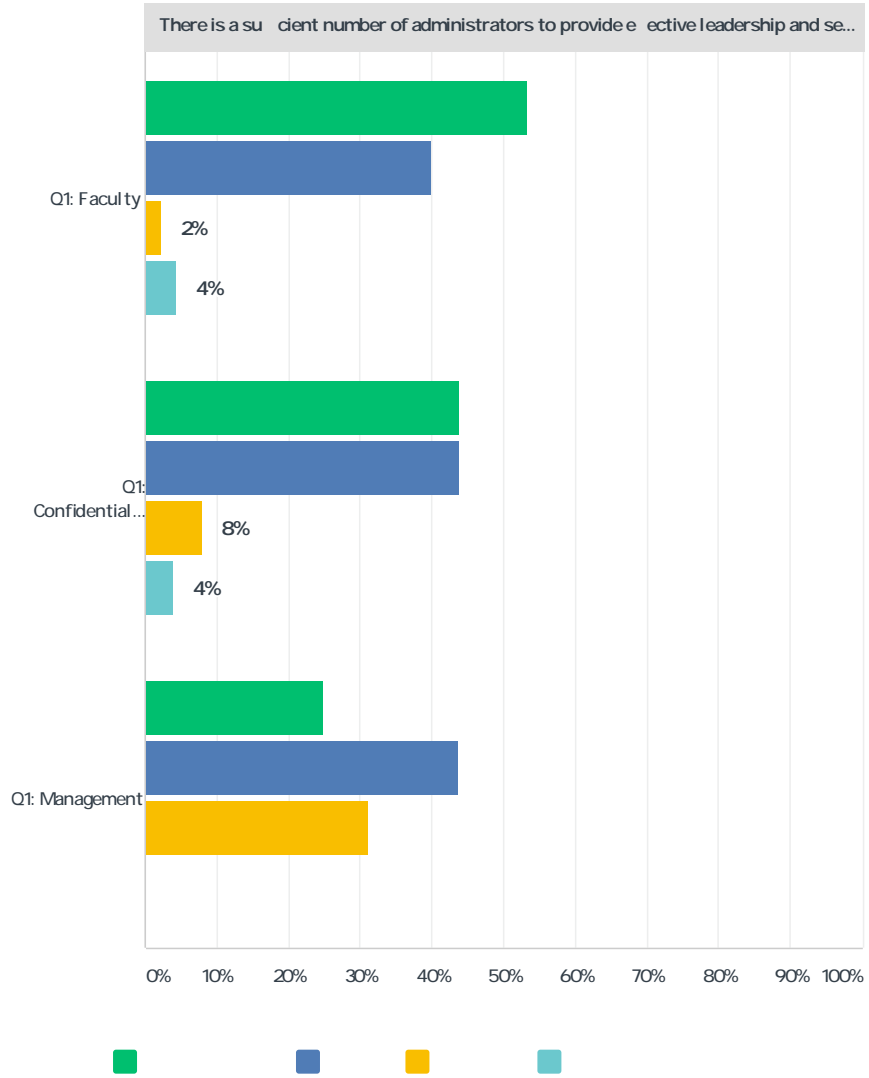
Answered: 88 Skipped: 17



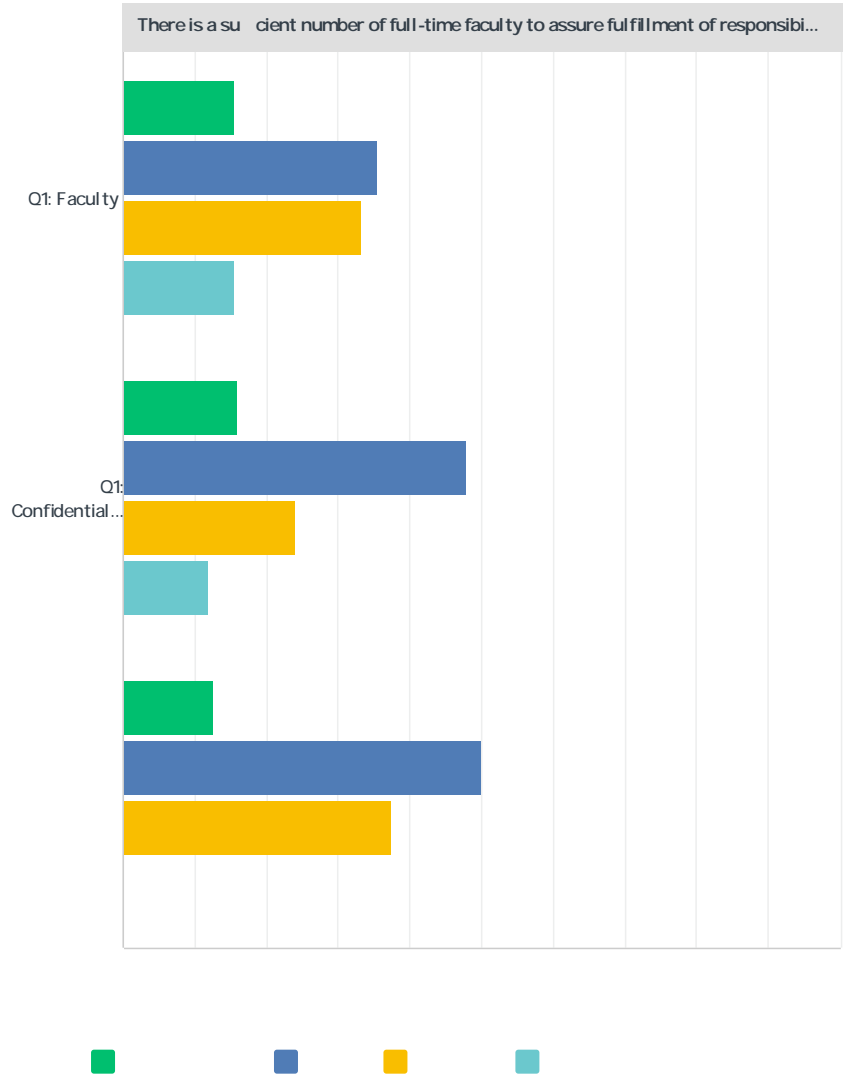
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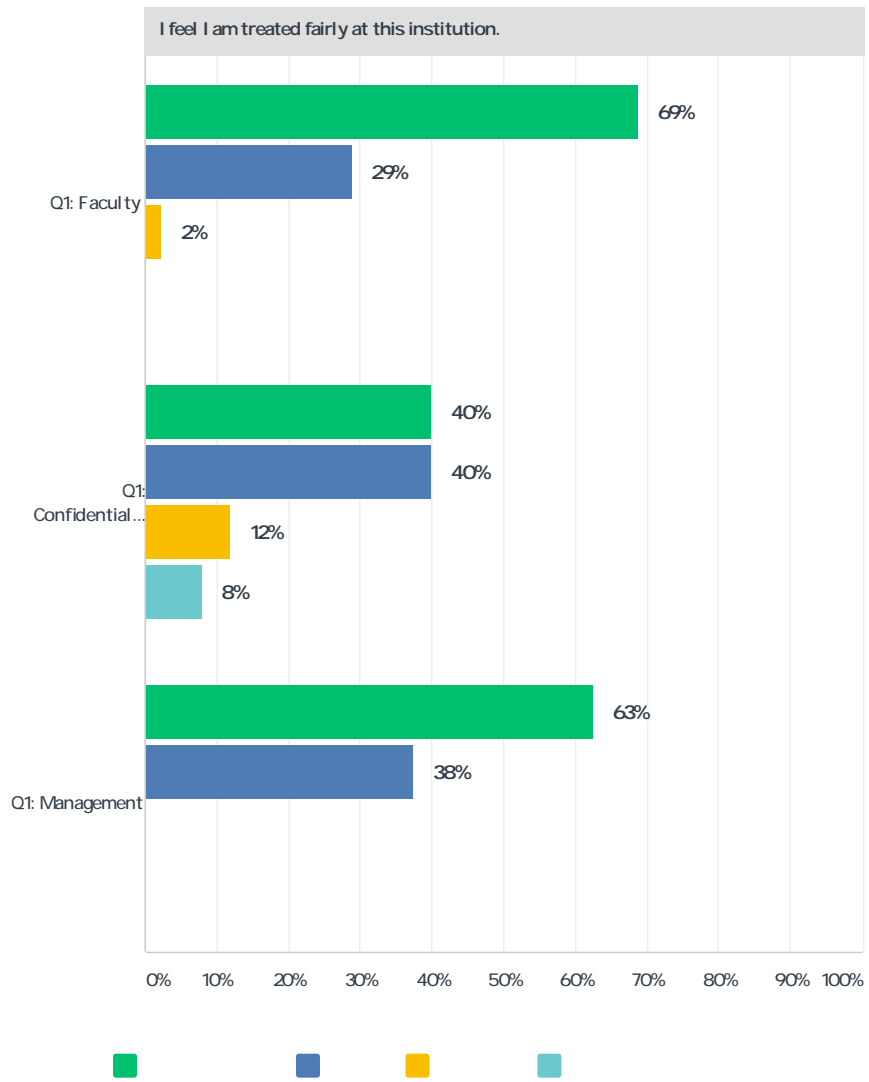
Institutional Effectiveness and Planning Survey



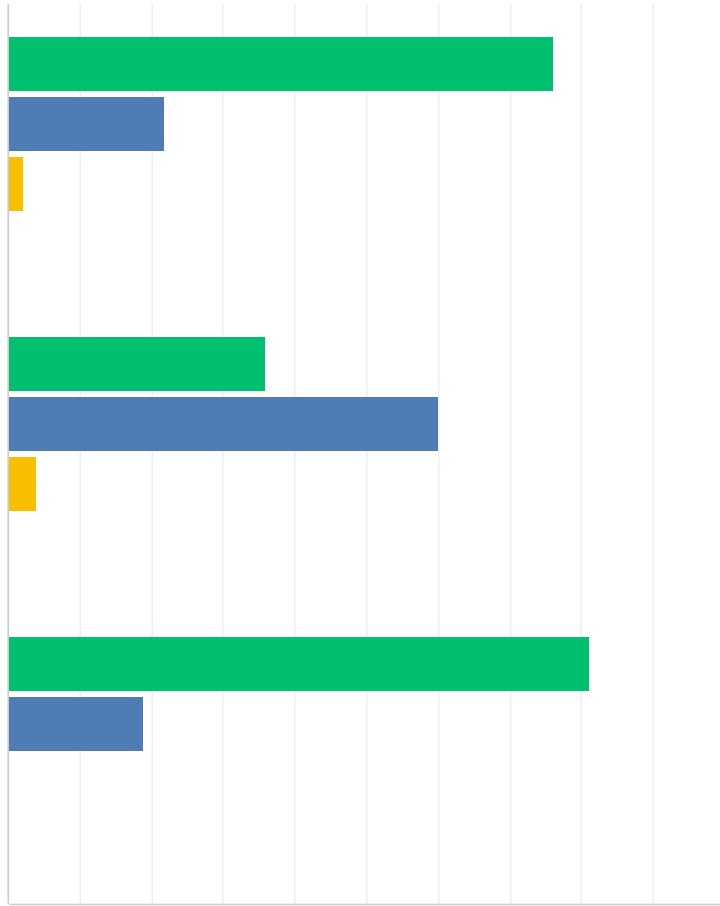
Institutional Effectiveness and Planning Survey



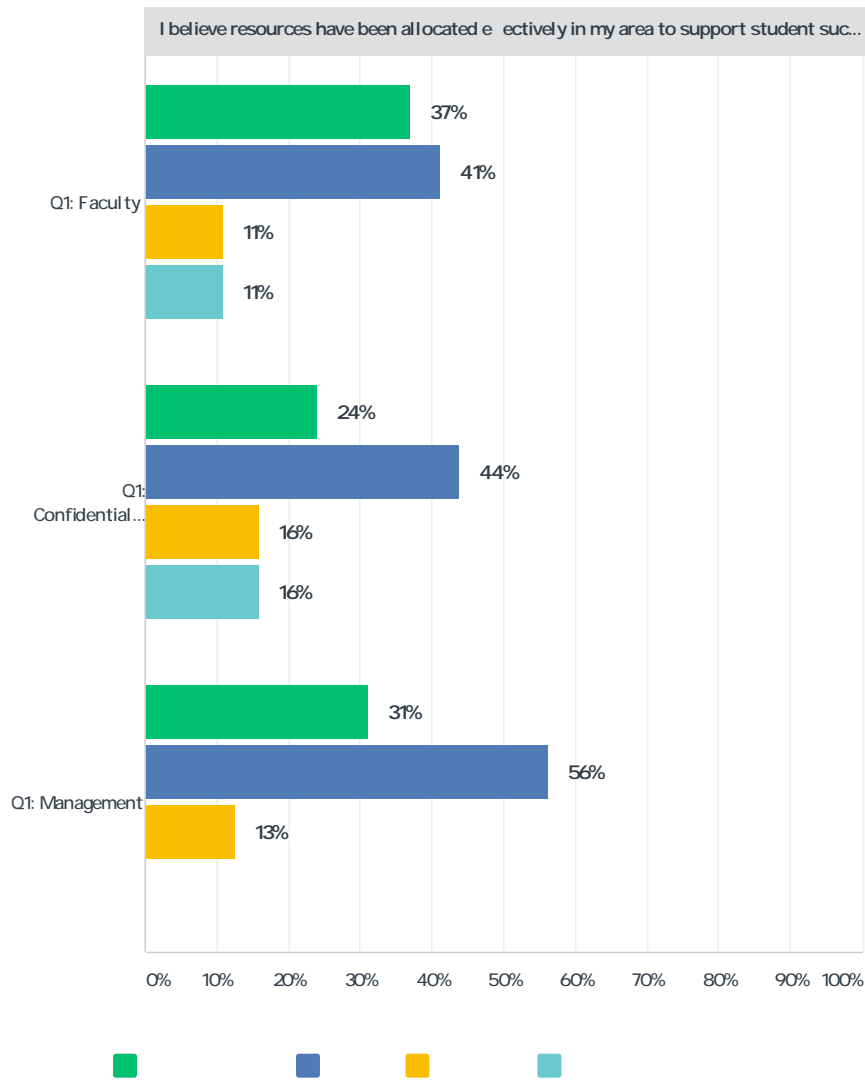
Institutional Effectiveness and Planning Survey



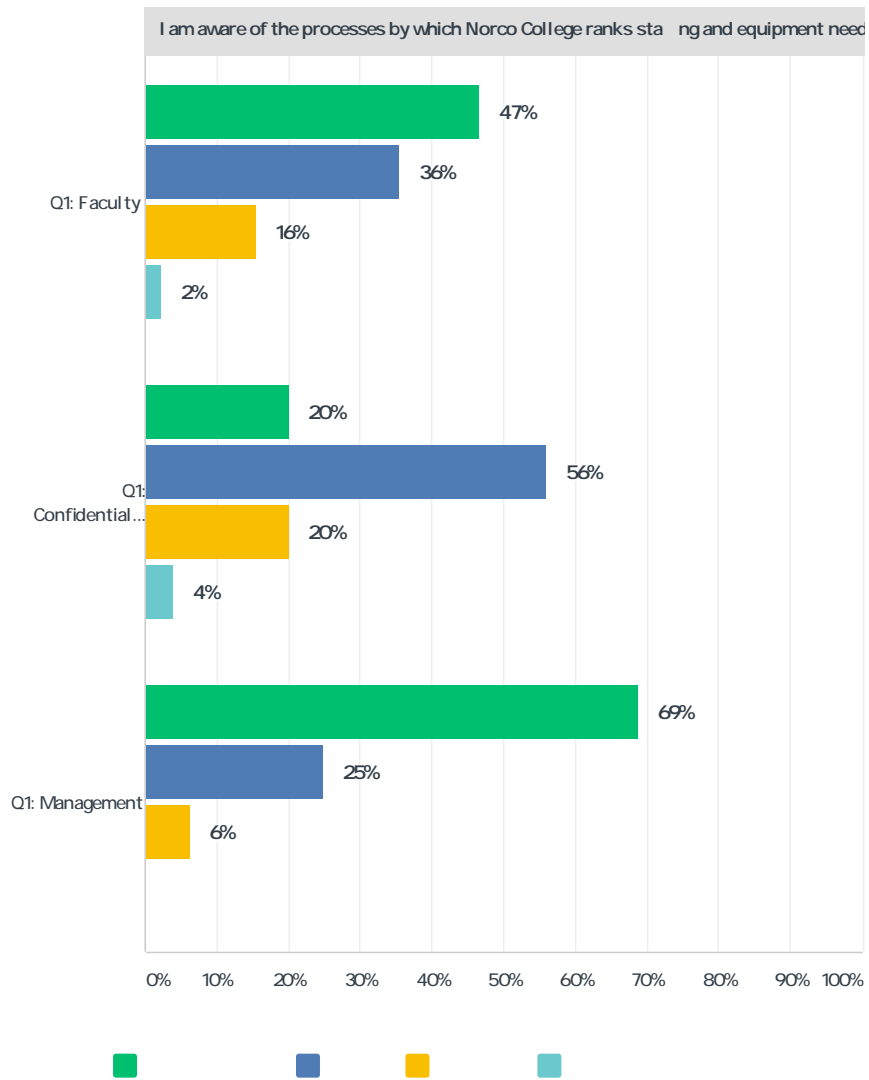
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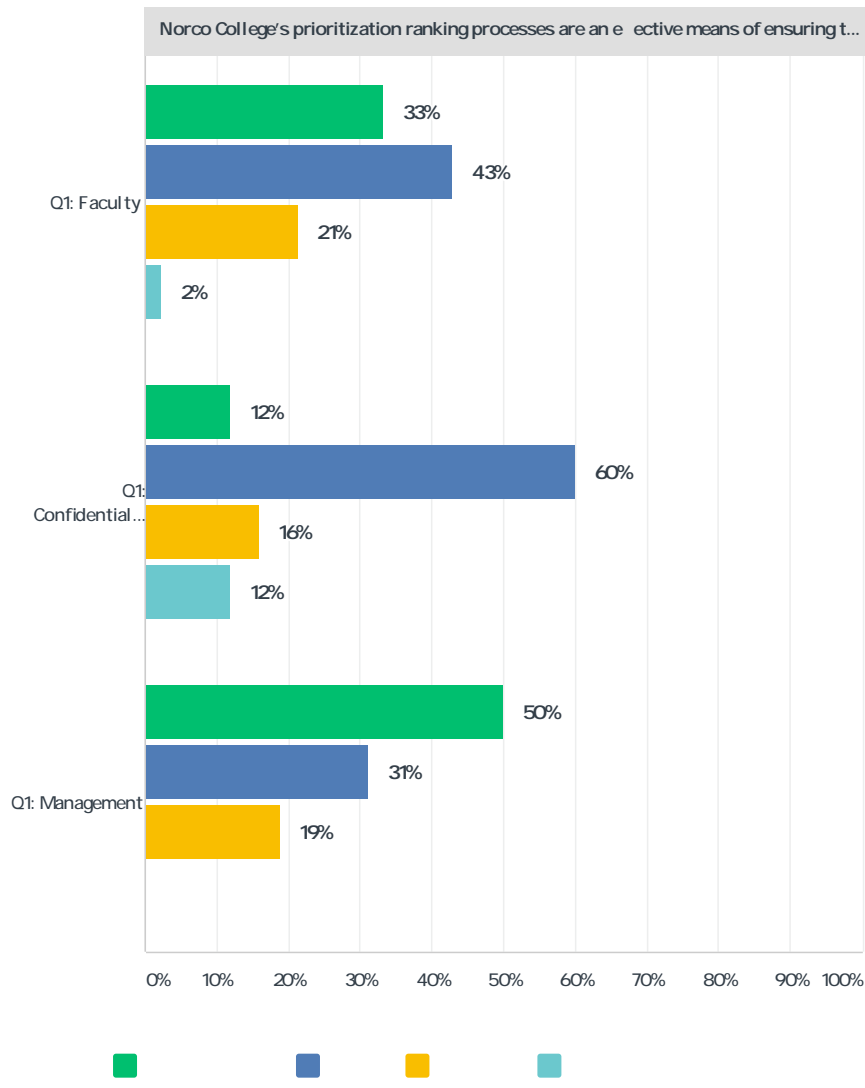
Institutional Effectiveness and Planning Survey



Institutional Effectiveness and Planning Survey



Institutional Effectiveness and Planning Survey



Institutional Effectiveness and Planning Survey

I have observed newly-hired employees at the college, and they seem to be highly qualified for their jobs.						
	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	TOTAL	WEIGHTED AVERAGE
Q1: Faculty	60% 26	37% 16	2% 1	0% 0	49% 43	3.58
Q1: Confidential/ Classified Professional	16% 4	72% 18	12% 3	0% 0	28% 25	3.04
Q1: Management	63% 10	38% 6	0% 0	0% 0	18% 16	3.63
There is a sufficient number of administrators to provide effective leadership and services that support the institution's mission and purposes.						
	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	TOTAL	WEIGHTED AVERAGE
Q1: Faculty	53% 24	40% 18	2% 1	4% 2	51% 45	3.42
Q1: Confidential/ Classified Professional	44% 11	44% 11	8% 2	4% 1	28% 25	3.28
Q1: Management	25% 4	44% 7	31% 5	0% 0	18% 16	2.94
There is a sufficient number of full-time faculty to assure fulfillment of responsibilities essential to the quality of educational programs and services that support the institutional mission and purposes						
	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	TOTAL	WEIGHTED AVERAGE
Q1: Faculty	16% 7	36% 16	33% 15	16% 7	51% 45	2.51
Q1: Confidential/ Classified Professional	16% 4	48% 12	24% 6	12% 3	28% 25	2.68
Q1: Management	13% 2	50% 8	38% 6	0% 0	18% 16	2.75
There is a sufficient number of classified professionals to support effective educational, technological, physical, and administrative operations of the institution.						
	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	TOTAL	WEIGHTED AVERAGE
Q1: Faculty	20% 9	59% 26	14% 6	7% 3	50% 44	2.93
Q1: Confidential/ Classified Professional	12% 3	28% 7	36% 9	24% 6	28% 25	2.28
Q1: Management	6% 1	44% 7	38% 6	13% 2	18% 16	2.44
I feel I am treated fairly at this institution.						
	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	TOTAL	WEIGHTED AVERAGE
Q1: Faculty	69% 31	29% 13	2% 1	0% 0	51% 45	3.67
Q1: Confidential/ Classified Professional	40% 10	40% 10	12% 3	8% 2	28% 25	3.12
Q1: Management	63% 10	38% 6	0% 0	0% 0	18% 16	3.63
Norco College provides appropriate opportunities for my continued professional development.						
	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	TOTAL	WEIGHTED AVERAGE
Q1: Faculty	54% 25	33% 15	13% 6	0% 0	52% 46	3.41
Q1: Confidential/ Classified Professional	36% 9	52% 13	4% 1	8% 2	28% 25	3.16
Q1: Management	63% 10	38% 6	0% 0	0% 0	18% 16	3.63

Institutional Effectiveness and Planning Survey

I feel safe at Norco College.

72%

Institutional Effectiveness and Planning Survey

Administrators at Norco College give consideration to priority lists approved by the planning councils in making resource allocation decisions.						
	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	TOTAL	WEIGHTED AVERAGE
Q1: Faculty	40% 17	50% 21	10% 4	0% 0	48% 42	3.31
Q1: Confidential/ Classified Professional	13% 3	63% 15	8% 2	17% 4	27% 24	2.71
Q1: Management	63% 10	31% 5	6% 1	0% 0	18% 16	3.56
Norco College's prioritization ranking processes are an effective means of ensuring that resource allocation decisions are based on documented needs identified in program reviews.						
	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	TOTAL	WEIGHTED AVERAGE
Q1: Faculty	33% 14	43% 18	21% 9	2% 1	48% 42	3.07
Q1: Confidential/ Classified Professional	12% 3	60% 15	16% 4	12% 3	28% 25	2.72
Q1: Management	50% 8	31% 5	19% 3	0% 0	18% 16	3.31
The needs of my area are addressed through Norco College's prioritization ranking processes.						
	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	TOTAL	WEIGHTED AVERAGE
Q1: Faculty	29% 12	54% 22	15% 6	2% 1	47% 41	3.10
Q1: Confidential/ Classified Professional	12% 3	48% 12	20% 5	20% 5	28% 25	2.52
Q1: Management	38% 6	44% 7	19% 3	0% 0	18% 16	3.19