



Before we enter a new academic year, please take a moment to reflect on your experiences over the past year. This survey is a way for you to express your attitudes and thoughts about the social, organizational, and academic climate of the campus. It will provide our management team with information they need to make campus improvements. Your input is important! Please take a moment to answer the questions below. You will have until 12:00 midnight on August 21, 2011, to complete the survey. Once you open the survey, you must complete it. Thank you for your cooperation.

***2011 Campus Climate Survey for Classified Staff***

**Part 1: General Overview**

	<b>Strongly Agree</b>	<b>Agree</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>No Opinion</b>
<b>a.</b> I am familiar with the SBVC mission.	41%	57%	3%	0%	0%
<b>b.</b> My job contributes to the SBVC mission and vision.	58%	39%	0%	0%	3%
<b>c.</b> The staff members in my department are committed to the improvement of SBVC.	35%	46%	16%	0%	3%
<b>d.</b> Representatives from all employee groups are involved in the planning process.	17%	31%	19%	8%	25%
<b>e.</b> I would recommend SBVC to my friends and colleagues as a good place to work.	28%	42%	17%	11%	3%
<b>f.</b> I feel appreciated at SBVC.	22%	41%	19%	16%	3%
<b>g.</b> Now that I know the nature of this job, I would apply for it again.	27%	38%	19%	11%	5%
<b>h.</b> My work area is free of racial bias.	30%	41%	11%	16%	3%
<b>i.</b> I am personally treated with respect at this college.	22%	43%	14%	16%	5%
<b>j.</b> My supervisor seeks and values my opinion.	27%	46%	11%	14%	3%
<b>k.</b> Employee morale is high at SBVC.	0%	25%	28%	31%	17%
<b>l.</b> SBVC has a good reputation in the community.	11%	43%	24%	5%	16%
<b>m.</b> I am satisfied with the availability of parking on campus despite the impact of construction.	11%	57%	11%	14%	8%

## Part 2: Human Resources

	<b>Strongly Agree</b>	<b>Agree</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>No Opinion</b>
<b>a.</b> The qualifications and procedures for hiring employees are clearly stated and followed.	11%	43%	16%	14%	16%
<b>b.</b> Hiring practices are fair to all applicants.	8%	46%	16%	16%	14%

	<b>Yes</b>	<b>No</b>	<b>Don't Know</b>
<b>c.</b> I have received a formal evaluation of my performance in the past three years.	100%	0%	0%
<b>d.</b> New staff members receive orientations related to their job duties.	43%	32%	24%
<b>e.</b> Have your performance evaluations been conducted according to your contract/handbook guidelines?	75%	8%	17%
	<b>Yes</b>	<b>No</b>	<b>Have not attempted</b>
<b>f.</b> Have you ever been able to access your employee file in Human Resources?	16%	8%	76%

### Part 3: Diversity and Respect

	<b>Strongly Agree</b>	<b>Agree</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>No Opinion</b>
<b>a.</b> SBVC staff are respectful of religious differences.	14%	54%	8%	3%	22%
<b>b.</b> SBVC staff are respectful of sexual orientation differences.	8%	57%	3%	8%	24%
<b>c.</b> SBVC is free of gender bias.	11%	38%	16%	8%	27%
<b>d.</b> Reasonable accommodations are provided for persons with disabilities.	24%	51%	8%	8%	8%
<b>e.</b> Persons of color are treated fairly at SBVC.	14%	58%	14%	6%	8%
<b>f.</b> SBVC attempts to ensure diversity on hiring committees.	14%	54%	5%	8%	19%

### Part 4: Physical Resources

	<b>Strongly Agree</b>	<b>Agree</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>No Opinion</b>
<b>a.</b> Evaluation of physical resources is integrated in the SBVC planning process.	3%	39%	11%	6%	42%
<b>b.</b> Budget information is accessible to all SBVC staff.	6%	58%	14%	8%	14%
<b>c.</b> The SBVC budget reflects college priorities and planning goals.	8%	50%	17%	8%	17%
<b>d.</b> SBVC maintains and upgrades its physical resources to support its programs and services.	6%	50%	8%	11%	25%
<b>e.</b> The grounds are pleasing and adequately maintained despite the impact of construction.	5%	62%	14%	14%	5%
<b>f.</b> The restrooms in my building are well maintained.	3%	58%	31%	8%	0%
<b>g.</b> The exterior features of the campus buildings are well maintained.	0%	78%	14%	8%	0%
<b>h.</b> The interior of the classrooms and offices are well maintained.	0%	70%	8%	11%	11%
<b>j.</b> The district resource allocation process is appropriate to support college programs and services.	3%	33%	11%	14%	39%

## **Part 5: Campus Safety**

	<b>Strongly Agree</b>	<b>Agree</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>No Opinion</b>
<b>a.</b> Safety hazards are addressed promptly.	8%	51%	19%	5%	16%
<b>b.</b> I feel safe on campus.	11%	46%	19%	11%	14%
<b>c.</b> Safety concerns are taken seriously by my supervisor.	24%	59%	3%	11%	3%
<b>d.</b> SBVC fosters a secure environment where I feel safe.	8%	53%	19%	8%	11%
<b>e.</b> I am satisfied with the amount of time it takes to address safety issues at SBVC.	11%	44%	17%	11%	17%
<b>f.</b> The exterior lighting of the college is adequate and kept in working order.	8%	57%	11%	14%	11%
<b>g.</b> I am satisfied with the helpfulness of campus police at SBVC.	19%	54%	5%	8%	14%

## Part 6: Technology

	<b>Strongly Agree</b>	<b>Agree</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>No Opinion</b>
<b>a.</b> Technology planning is integrated with institutional planning.	17%	31%	14%	6%	31%
<b>b.</b> There is adequate availability of computers and software to do my job.	22%	67%	6%	3%	3%
<b>c.</b> SBVC reviews and updates its technological infrastructure and equipment to meet the needs of programs and services.	8%	50%	8%	8%	25%

## Part 7: Campus Services and Communication

	<b>Strongly Agree</b>	<b>Agree</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>No Opinion</b>
<b>a.</b> My suggestions to improve institutional effectiveness are valued.	8%	24%	11%	19%	38%
<b>b.</b> Employees communicate respectfully and openly with one another.	5%	32%	38%	19%	5%
<b>c.</b> I am satisfied with the staff development opportunities and training offered at SBVC.	14%	38%	22%	11%	16%
<b>d.</b> I am satisfied with the level of customer service at SBVC.	0%	51%	30%	8%	11%
<b>e.</b> The District and College have established and utilized effective methods of communication with classified staff.	3%	59%	16%	5%	16%
<b>f.</b> I am satisfied with the email system.	22%	64%	11%	0%	3%
<b>g.</b> I receive regular information about major campus issues or events.	14%	78%	3%	5%	0%
<b>h.</b> The District office clearly communicates what its responsibilities are to the College.	8%	46%	11%	11%	24%
<b>i.</b> In general, I am aware of the staff's role in SBVC's planning process.	5%	57%	16%	5%	16%
<b>j.</b> In general, I am aware of the staff's role in SBVC's budgeting process.	3%	49%	30%	5%	14%
<b>k.</b> I make a contribution to SBVC's policy making.	5%	16%	27%	16%	35%
<b>l.</b> SBVC establishes governance structures, processes, and practices to facilitate effective communication among the institution's constituencies.	0%	41%	11%	11%	38%
<b>m.</b> The college's administrative structure is organized and staffed to reflect the institution's purpose, size, and complexity.	3%	38%	5%	16%	38%

**n. To what extent are you satisfied with the following District and campus services?**

	<b>Very Satisfied</b>	<b>Satisfied</b>	<b>Dissatisfied</b>	<b>Very Dissatisfied</b>	<b>No Opinion</b>
A. Payroll	47%	50%	3%	0%	0%
B. Purchasing	24%	35%	0%	5%	35%
C. Contracts	11%	41%	8%	8%	32%
D. District Computing Services	22%	49%	14%	5%	11%
E. Help Desk	16%	38%	30%	11%	5%
F. Web Design	22%	49%	5%	8%	16%
G. Print Shop	32%	30%	0%	3%	35%
H. Graphic Design	14%	44%	0%	3%	39%
I. Distributed Education	11%	40%	3%	0%	46%
J. Human Resources	22%	51%	14%	8%	5%
K. Cafeteria (SBVC Campus)	19%	68%	5%	0%	8%
L. Bookstore (SBVC Campus)	14%	68%	8%	0%	11%
M. Mailroom (SBVC Campus)	39%	53%	3%	0%	6%
N. Cashier Services (SBVC Campus)	16%	59%	0%	0%	24%
O. Campus Police	24%	43%	14%	5%	14%

	<b>Less than 2 years</b>	<b>Between 2 and 5 years</b>	<b>Between 5 and 10 years</b>	<b>Between 10 and 20 years</b>	<b>Between 20 and 30 years</b>	<b>More than 30 years</b>
<b>o. How long have you worked for San Bernardino Valley College?</b>	3%	22%	30%	38%	8%	0%

<b>p. Have you participated in any SBVC diversity events?</b>	<b>Yes</b>	<b>No</b>
	<b>53%</b>	<b>47%</b>

**If yes, please identify the event(s) from this list?**

- 36% ***Latino Graduate recognition program***
- 18% ***African American Graduate recognition program***
- 18% ***Black History month activity***
- 9% ***Women's History month activity***
- 14% ***Diversity Week workshop(s)***
- 5% ***Diversity Week Concert***
- 14% ***International Film Festival***
- 27% ***Dia De Los Muertos Art Gallery exhibit***
- 50% ***Cinco de Mayo Luncheon***
- 5% ***Book of the Month***
- 9% ***Poetry Reading***
- 27% ***Disability Awareness Fair***
- 55% ***Red Ribbon Week events***
- 5% ***Gay/Transsexual/Transgender awareness events***
- 23% ***Other***

**Please include comments here:**

Comments are limited to 1000 characters.

100%

**Thank you for your participation. We value your opinions.  
Please click on [submit] bottom at the lower left of your screen to send  
your survey.**