



Fall 2018 Employee Campus Climate Survey

Dear Faculty, Staff, and Administrators,

Please help Crafton Hills College plan for the future. The college is collecting data to help examine how well it is meeting the Educational Master Plan (EMP) goals and objectives. The survey takes approximately 15 minutes to complete. All of your responses will remain anonymous. The deadline to complete this form is Friday, November 16, 2018.

If you have any questions, please contact the Office of Institutional Effectiveness, Research, and Planning at (909) 389-3394.

What is your primary function at CHC?

- Administrator/Manager
- Classified Staff
- Full-time Faculty
- Part-time Faculty
- Confidential Staff

What Area of the College do you work in?

- Administrative Services (i.e. Facilities, Technology, etc.)
- Instruction
- President's Area
- Student Services
- Other

How many years have you been employees at CHC? (Please round to the nearest year)

- 2 years or less
- 3 - 5 years
- 6 - 10 years
- 11 - 15 years
- 16 - 20 years
- 21 or more years

How many Crafton or District-wide committees did you serve on during the 2017-2018 academic year? (Only list those groups that have voting or consensus members representing more than one constituency.)

- None
- 1-2
- 3-4
- 5-6
- 6 or more



Please indicate the extent to which you agree or disagree with the following statements about **outcomes**.

	Strongly Agree	Agree	Disagree	Strongly Disagree	Don't know / No Opinion
Student learning/service area outcomes assessment is ongoing at Crafton.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Student learning/service area outcomes are considered in program review/annual planning.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Student learning/service area outcomes are considered in College-wide planning.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Crafton uses the results from student learning/service area outcomes assessments to improve student learning.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Crafton uses the results from student learning/service area outcomes assessments to improve programs and services.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Overall, I am satisfied with the outcomes assessment process at Crafton.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

If you have comments or suggestions about **outcomes assessment**, please state them here.



Please indicate the extent to which you agree or disagree with the following statements about **inclusiveness** (i.e. taking proactive steps to assure everyone has the opportunity to be involved and each person's input is equally valued).

	Strongly Agree	Agree	Disagree	Strongly Disagree	Don't Know / No Opinion
The campus community is equally supportive of all genders.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The campus community is equally supportive of all racial/ethnic groups.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The campus community is equally supportive of all sexual-orientations.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
CHC procedures & practices clearly demonstrate commitment to issues of employee equity & diversity.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am personally treated with respect at this college.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel safe at CHC.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My manger supports my ideas for improvements.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am encouraged to be creative and come up with new ideas and improvements.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am given meaningful feedback concerning my performance.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The job expectations set for me are realistic.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
There is a fair allocation of work in my area.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
In general, CHC supervisors, managers, and administrators lead by example.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My immediate supervisor leads by example.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel that I can talk to my immediate supervisor about my concerns.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have adequate supplies/equipment necessary to complete my job.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I receive feedback on the extent to which my work contributes to the overall success of the college.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
CHC personnel are provided adequate opportunities for professional development.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

	Strongly Agree	Agree	Disagree	Strongly Disagree	Don't Know / No Opinion
I feel included in opportunities to seek professional development.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Best practices are shared effectively at CHC.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have received adequate training for my job duties.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My immediate supervisor does a good job of communicating decisions to me.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Communication across campus is timely and accurate.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
If I need information about Crafton, I know where to find it.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The Crafton campus community is doing what it needs to stay informed.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Overall, I am satisfied with the level of inclusiveness at Crafton.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

If you have any comments or suggestions about **inclusiveness**, please state them here.

Please indicate the extent to which you agree or disagree with the following statements about **planning and program review**.

	Strongly Agree	Agree	Disagree	Strongly Disagree	Don't know / No Opinion
The annual process of prioritizing objectives at CHC is transparent (<i>i.e. People are open and honest about how and why decisions are made, appropriate information is readily accessible and is shared in a timely manner</i>).	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The annual process of prioritizing objectives is integrated with the CHC Educational Master Plan.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
CHC resource allocation is directly related to the annual prioritization of objectives and the CHC Educational Master Plan.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I think that the Annual Planning and Program Review process helps the college achieve its desired goals.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am encouraged to participate in the Annual Planning and Program Review process.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The college used both qualitative and quantitative data to identify student learning needs.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Crafton utilizes the results from research studies to inform decision-making.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Data and information are used routinely to inform institutional decisions.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Overall, planning and decision-making processes at Crafton are open and easy to understand.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Overall, Planning and decision-making processes at Crafton are evidence-based (<i>i.e. Planning processes and decision making are evidence-based when they are informed by the analysis of reliable and objective evidence balanced with collective wisdom</i>).	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Overall, planning and decision-making processes at Crafton are effective (<i>i.e. produce meaningful and relevant results</i>).	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Overall, planning and decision-making processes at Crafton are efficient (<i>i.e. people adaptively and innovatively use available resources to maximize potential outcomes and productivity</i>).	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Evaluation and fine-tuning of Crafton's organizational structures and processes to support student learning is ongoing.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Overall, I am satisfied with the planning & Decision-making processes at CHC.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>



If you have any comments or suggestions about **planning and program review**, please state them here.

Please indicate the extent to which you agree or disagree with the following statements about **shared governance**.

	Strongly Agree	Agree	Disagree	Strongly Disagree	Don't Know / No Opinion
CHC's planning process offers adequate opportunities for input by appropriate constituencies.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The opinions of students are given appropriate weight in matters of institutional importance.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The opinions of classified staff are given appropriate weight in matters of institutional importance.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The opinions of managers are given appropriate weight in matters of institutional importance.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The staff exercise a substantial voice during decision-making processes.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Students exercise a substantial voice during decision-making processes.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Communication and understanding among the different employee constituency groups at Crafton (faculty, classified staff, and managers) is sufficient.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am optimistic about what the College will achieve with its current set of collegial consultation committees and processes.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Overall, planning and decision-making processes at Crafton are collaborative (i.e. people across departments, divisions, and job classifications are working together to share knowledge and build consensus toward a common purpose).	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Overall, I am satisfied with shared governance at Crafton.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

If you have any comments or suggestions about shared governance, please state them here.



Please indicate the extent to which you agree or disagree with the following statements about **resources**.

	Strongly Agree	Agree	Disagree	Strongly Disagree	Don't Know / No Opinion
Planning for human resources is integrated with the CHC Educational Master Plan and/or the program review/annual planning process.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Planning for physical resources is integrated with the CHC Educational Master Plan and/or the program review/annual planning process.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
CHC assures that physical resources at all locations are constructed and maintained to ensure access.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
CHC uses its physical resources effectively to support the programs and service at the College.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Financial planning is integrated with the CHC Educational Master Plan and/or the program review/annual planning process.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The distribution of financial resources at CHC supports student learning.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
CHC plans and manages its financial affairs in a manner that ensures financial stability.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
CHC relies upon its mission and goals as the foundation for financial planning.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
CHC regularly evaluates its financial management processes and used the results of the evaluation to improve them.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The distribution of resources from the District to CHC is adequate.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The grants that CHC seeks and/or obtains are aligned with the Educational Master Plan.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Overall, I am satisfied in my work at Crafton.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

If you have any comments or suggestions about resources, please state them here.

What is your gender?

- Male
- Female

Do you consider yourself to be transgender or gender nonconforming?

- Yes
- No
- Decline to state

Which best describes your sexual orientation?

- Straight/Heterosexual
- Lesbian/Gay/Homosexual
- Bisexual
- Other
- Decline to state

Age

- 34 years old or younger
- 35-39 years old
- 40-44 years old
- 45-49 years old
- 50-54 years old
- 55 years old or older
- Decline to state

Do you identify with multiple races and/or ethnicities?

- Yes
- No
- Decline to state

Do you identify as Hispanic, Latino(a), and/or Chicano(a)?

- Yes
- No
- Decline to state

Please select the racial and/or ethnic category or categories with which you most closely identify.

- Hispanic/Latino(a)/Chicano(a)
- Caucasian/White
- African American/Black
- Asian
- Native Hawaiian/Pacific Islander
- Native American/Alaskan
- Other
- Decline to state

If you have any additional comments or suggestions, please state them here.
