

# Crafton Hills College (CHC)

## Fall 2016, 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 35 minutes to complete. You can complete the survey on the same computer at a later time if you click on the save button first and you do not delete any cookies. All of your responses are anonymous and answering each question is optional. If you have any questions about the survey, please contact Wei Zhou, President, at (909) 389-3200; Ben Gamboa, Classified Senate President, at (909) 389-3390; or Denise Allen-Hoyt, Academic Senate President, at (909) 389-3603.

**1. What is your primary function at CHC?**

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

**2. What Area of the College do you work in?**

- Administrative Services
- Instruction
- President's Area
- Student Services

**3. How many years have you been employed 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

**4. How many Crafton or District-wide collegial consultation committees did you serve on during the 2015 - 2016 academic year? (Count only those groups that have voting or consensus members representing more than one constituency.)**

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

**Please continue to the next page!**

Recommendations remove 17 questions.

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

	<i>Strongly Agree</i>	<i>Agree</i>	<i>Disagree</i>	<i>Strongly Disagree</i>	<i>Don't Know / No Opinion</i>
a. 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"/>
b. 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"/>
c. 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"/>
d. CHC 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"/>
e. CHC 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"/>
f. Improving student learning is a priority across the college.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. Dialogue about student learning is ongoing and pervasive.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
h. CHC facilitates an ongoing dialogue about improving student learning.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
i. 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"/>

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

**Please continue to the next page!**

6. 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):

N = 46

~~Component 1 = 10~~

2 = 9  
3 = 6

C1 = 4  
5 = 3  
6 = 3

C7 = 2  
8 = 2  
9 = 1

Recommend  
REMOVE  
10 QUESTIONS.

		Strongly Agree	Agree	Disagree	Strongly Disagree	Don't Know / No Opinion
a. The campus community is equally supportive of all genders.		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. 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"/>
c. 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"/>
d. Diversity contributes to everyone's success at CHC.		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. 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"/>
f. I am personally treated with respect at this college.		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. I feel safe at CHC.		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
h. CHC administrators encourage innovation.		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
i. My manager supports my ideas for improvements.		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
j. 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"/>
k. I know what is expected of me in my job.		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
l. My position allows me to make independent decisions.		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<del>m. I feel pressure to accomplish too many tasks and priorities.</del>		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<del>n. I usually have enough time to complete my tasks and meet deadlines.</del>		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<del>o. My job requires me to learn new things.</del>		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
p. I get a feeling of personal satisfaction from my work.		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input checked="" type="radio"/> q. I am given meaningful feedback concerning my performance.	9	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input checked="" type="radio"/> r. The job expectations set for me are realistic.	13	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input checked="" type="radio"/> s. There is a fair allocation of work in my area.	5	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input checked="" type="radio"/> t. In general, CHC supervisors, managers, and administrators lead by example.	14	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input checked="" type="radio"/> u. My immediate supervisor leads by example.	15	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
v. 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"/>
<input checked="" type="radio"/> w. I am satisfied with the opportunities for advancement at CHC.	7	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input checked="" type="radio"/> x. I have adequate supplies/equipment necessary to complete my job.	4	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input checked="" type="radio"/> y. I am recognized for my good work.	3	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input checked="" type="radio"/> z. I receive feedback on the extent to which my work contributes to the overall success of the college.	10	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
aa. When I arrived at Crafton, I felt welcomed into the college community.		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
ab. I feel accepted as a member of the college community.		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
ac. CHC personnel are provided adequate opportunities for professional development.		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please continue to the next page!

		Strongl y Agree	Agree	Disagr ee	Strongl y Disa gree	Don't Know / No Opi nion
ad. I feel included in opportunities to seek professional development.		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<del>ae. Best practices are shared effectively at CHC.</del>	2	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
af. I have received adequate training for my job duties.		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<del>ag. I am informed about events/decisions in my area.</del>	12	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<del>ah. My immediate supervisor does a good job of communicating decisions to me.</del>	11	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<del>ai. Communication across campus is timely and accurate.</del>	8	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<del>aj. I know where to find committee agendas and minutes.</del>		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<del>ak. In general, committee agendas and minutes are up to date.</del>		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
al. I regularly read committee agendas and minutes to stay informed.		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<del>am. If I need information about Crafton, I know where to find it.</del>	16	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<del>an. In general, I take time to stay informed about what is happening on campus.</del>		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<del>ao. In general, I feel it is important to stay informed about what is happening on campus.</del>		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<del>ap. The Crafton campus community is doing what it needs to, to stay informed.</del>	6	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<del>aq. Things change too fast around here.</del>		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<del>ar. Changes in rules and procedures have taken me by surprise in the last twelve months.</del>		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<del>as. I am uncomfortable with the changes in my job/department that have occurred over the last 12 months.</del>		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<del>at. Overall, I am satisfied with the level of inclusiveness at Crafton.</del>	1	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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

**Please continue to the next page!**

**7. 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	DK / No Opinion
a. CHC facilitates an ongoing dialogue about improving institutional processes.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. The annual process of prioritizing objectives at CHC is transparent (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.).	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. The annual process of prioritizing objectives at CHC is easy to understand.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. CHC personnel contribute to the annual process of prioritizing objectives.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. 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"/>
f. 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"/>
<del>g. I know how to participate in the Annual Planning and Program Review process (e.g.: help to create plans, participate in decision-making, etc.).</del>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<del>h. In my area I participated in the Annual Planning and Program Review process in 2013-2014.</del>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<del>i. My participation influenced the outcome of the Annual Planning and Program Review process in my area in 2013-2014.</del>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
j. 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"/>
k. 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"/>
l. The College uses 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"/>
m. 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"/>
n. 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"/>
<del>o. I routinely collect and/or request data and information to help inform decisions that I need to make.</del>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
p. After a program or service is evaluated, improvements are made.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
q. 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"/>
r. Overall, planning and decision-making processes at Crafton are evidence-based (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.)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
s. Overall, planning and decision-making processes at Crafton are effective (i.e. produce meaningful and relevant results.)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
t. Overall, planning and decision-making processes at Crafton are efficient (i.e. people adaptively and innovatively use available resources to maximize potential outcomes and productivity.)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
u. 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"/>
v. 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"/>

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

N = 22  
 RECOMMENDS REMOVE 4 QUESTIONS.

**Please continue to the next page!**

**8. Please indicate the extent to which you agree or disagree with the following statements about shared governance (also known as collegial consultation):**

	Strongly Agree	Agree	Disagree	Strongly Disagree	DK/No Opinion
a. 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"/>
b. I have the opportunity to participate meaningfully in decision-making at CHC.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. 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"/>
d. The opinions of faculty are given appropriate weight in matters of institutional importance.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. 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"/>
f. 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"/>
<del>g. Faculty are provided adequate opportunities to participate in important college committees.</del>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
h. Classified staff are provided adequate opportunities to participate in important college committees.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<del>i. Students are provided adequate opportunities to participate in important college committees.</del>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
j. The faculty exercise a substantial voice during decision-making processes.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
k. 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"/>
<del>l. Managers exercise a substantial voice during decision-making processes.</del>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
m. Students exercise a substantial voice during decision-making processes.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
n. 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"/>
o. 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"/>
p. 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"/>
q. Overall, I feel well-informed about important issues facing the college.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
r. Overall, I am satisfied with shared governance at Crafton.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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

N=18  
 RECOMMENDS REMOVING 3 QUESTIONS

**Please continue to the next page!**

**9. 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
a. 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"/>
b. 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"/>
c. 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"/>
d. CHC assures that physical resources at all locations are constructed and maintained to ensure safety and security.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. CHC uses its physical resources effectively to support the programs and services at the College.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. Planning for technology 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"/>
g. CHC systematically maintains, and upgrades or replaces technology infrastructure and equipment to meet institutional needs.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
h. I receive effective support for my computer and technology-related problems from campus technology support staff.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
i. 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"/>
j. 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"/>
k. 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"/>
l. 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"/>
m. CHC regularly evaluates its financial management processes and uses the results of the evaluation to improve them.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
n. 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"/>
o. The distribution of resources from the District to CHC and Valley is equitable.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
p. The District Resource Allocation Model is open and easy to understand.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
q. 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"/>
r. The purpose of the funding sought by the Office of Resource Development (i.e. Foundation) is aligned with the Educational Master Plan and the goals of the college.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
s. Overall, I am satisfied with the resource allocation processes at Crafton.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
t. Overall, I am satisfied in my work at Crafton.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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

N = 20  
 RECOMMENDS TO KEEP ALL QUESTIONS.

**Please continue to the next page!**

**Employee Demographics**

**10. What was your gender at birth?**

- Female
- Male
- Decline to state

**11. Do you consider yourself to be transgender or gender nonconforming?**

- Yes
- No
- Decline to state

**12. Which best describes your sexual orientation?**

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

**13. 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

**14. Do you identify with multiple races and/or ethnicities?**

- Yes
- No
- Decline to state

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

- Yes
- No
- Decline to state

**16. 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

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

**Thank you for participating in the survey!**



**Please Click on the Submit Button or Return the Printed Survey to  
LRC-101!**