

Foothill College Faculty and Staff Accreditation Survey
Overall Observations, Foothill Research, November 2010

Survey Administration

The faculty and staff survey was developed in conjunction with De Anza College to provide evidence of employee perceptions of the colleges for the accreditation self-study process. The initial questions were based on those questions asked in the 2004 Accreditation Survey, with additions and modifications made by both Foothill and De Anza College administrators, faculty, staff, and students. Many of the modifications strove to follow the Accreditation Standards provided by the Accrediting Commission for Community and Junior Colleges (ACCJC). The Foothill College survey was reviewed and approved by the shared governance process (Academic Senate, Accreditation Committee, Administrative Council, Associated Students of Foothill College, Classified Senate, and Planning and Resource Council) in Fall 2010.

The survey was administered electronically during the last week of October 2010. An email was sent to all employees from President Judy Miner with the survey site. The shared governance organizations, such as Faculty and Classified Senates, made verbal and or electronic announcements about the survey.

- 27% of respondents disagree or strongly disagree “There is effective (clear, current, and widely available) communication at the college.”
- 26% of respondents disagree or strongly disagree that “Campus facilities are well maintained

Foothill Faculty/Staff Accreditation Survey Tables

Note: There were 203 respondents to the survey - tables listed here only give valid, non-missing responses on each question.

Table 1. Employment Classification

Classification	N	%
Full-Time Faculty	70	35%
Part-Time Faculty	71	35%
Classified	45	22%
Administrator	17	8%
Total	203	100%

Table 2. Years Worked in FHDA District

Years Worked in FHDA	N	%
0 - 2	28	14%
3 - 5	40	20%
6 - 10	41	20%
11 or more	94	46%
Total	203	100%

Table 3. Summary of Responses to Institutional Mission and Effectiveness Items

Institutional Mission and Effectiveness Item	Valid N	Mean Score	Strongly Disagree	Disagree	Agree	Strongly Agree	Do Not Know Does Not Apply N
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1. The college has a clear and

Table 4B. Summary of Responses to Student Learning Programs and Services Items, Cont.



Table 5A. Summary of Responses to Resources Items

Resources Item	Valid N	Mean Score	Strongly Disagree	Disagree	Agree	Strongly Agree	Do Not Know Does Not Apply N
1. Consistent with its mission, the college demonstrates its commitment to the significant educational role played by persons of diverse backgrounds by making positive efforts to encourage such diversity. (IIIA)	183	3.33	1%	6%	52%	42%	16
2. The college assures the effectiveness of its human resources by evaluating all personnel systematically and at stated intervals. (IIIA1b)	173	3.04	6%	11%	54%	28%	24
3. Student evaluations are used in the process to improve instruction and counseling. (IIIA1c)	164	3.12	6%	7%	56%	31%	33
4. The college creates and maintains appropriate programs, practices, and services that support its diverse personnel. (IIIA4a)	175	3.18	2%	9%	59%	31%	22
5. The college plans professional development activities to meet the needs of its personnel. (IIIA5a)	186	3.21	4%	11%	55%	33%	10
6. Human resources planning is integrated with institutional planning. (IIIA6)	109	3.02	4%	17%	51%	28%	89
7. The physical resources (e.g., layout, lighting, temperature control, furnishings) meet and enhance learning needs. (IIIB1)	189	2.93	5%	20%	50%	24%	8
8. Campus facilities are well maintained and problems are corrected promptly. (IIIB1a)	190	2.95	3%	23%	51%	24%	10
Total	203						

Note: Mean scores are calculated on SA=4, A=3, D=2, SD=1 scale.

Note 2: Mean scores are calculated using Valid Ns.

Note 3: Percentages may not add up to 100 due to rounding.

Table 6. Summary of Responses to Leadership and Governance Items

Leadership and Governance Item	Valid N	Score	Strongly Disagree	Disagree	Agree	Strongly Agree	Do Not Know Does Not Apply N
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1. There is effective (clear, current, and widely available) communication

Foothill Accreditation Survey Comparison Tables--Faculty and Staff Survey

Note: Percentages may not add up to 100 due to rounding.

Table 1. Comparison of 2004 and 2010 Faculty and Staff Survey Respondents by Employment Classification

Classification	2004		2010	
	N	%	N	%
Full-Time Faculty	75	44%	70	35%
Part-Time Faculty	27	16%	71	35%
Classified	54	31%	45	22%
Administrator	16	9%	17	8%
Total	172	100%	203	101%

Table 2. Comparison of 2004 and 2010 Faculty and Staff Survey Respondents by Years Worked in FHDA District

Years Worked in FHDA District	2004		2010	
	N	%	N	%
0 - 2	6	4%	28	14%
3 - 5	47	28%	40	20%
6 - 10	37	22%	41	20%
11 or more	80	47%	94	46%
Total	170	100%	203	100%

Table 3A. Comparison of 2004 and 2010 Faculty and Staff Survey Responses

Item	Valid N		Strongly Disagree		Disagree		Agree		Strongly Agree	
	2004	2010	2004	2010	2004	2010	2004	2010	2004	2010
1. The college has a clear and publicized mission that identifies its educational objectives. (IA)	169	195	1%	0%	5%	2%	40%	50%	55%	47%
2. Students receive academic advising and personal counseling that support their educational and/or career goals. (IIB3A)	148	164	2%	7%	9%	14%	54%	57%	35%	22%
3. Student services are adequately staffed to meet student needs. (IIB3)	142	173	7%	13%	35%	40%	45%	34%	13%	14%
4. The Library book collection is adequate for a college of this size. (IIC1)	128	141	6%	2%	17%	9%	61%	62%	16%	28%
5. Student evaluations are used in the process to improve instruction and counseling. (IIIA1c)	128	164	1%	6%	12%	7%	71%	56%	16%	31%
6. The physical resources (e.g., layout, lighting, temperature control, furnishings) meet and enhance learning needs. (IIB1)	167	189	8%	5%	40%	20%	46%	50%	6%	24%
7. Campus facilities are well maintained and problems are corrected promptly. (IIB1a)	166	190	5%	3%	22%	23%	61%	51%	11%	24%
8. Institutional guidelines and process for financial planning and budget development are clearly defined and followed. (IIID1d)	113	131	5%	5%	18%	18%	58%	56%	20%	22%
9. Financial planning is linked to college strategic planning and supports the college's goals. (IIID1d)	107	134	2%	2%	12%	9%	68%	60%	19%	28%
10. Administrators, faculty, and staff have appropriate opportunities to participate in and influence the development of college financial plans and budgets. (IIID1d)	139	153	8%	7%	26%	18%	50%	50%	16%	26%

Table 3B. Comparison of 2004 and 2010 Faculty and Staff Survey Responses, Continued

Item	2004	2010	2004	2010	2004	2010	2004	2010	2004	2010
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11. The financial management system creates appropriate control mechanisms and provides dependable and timely information for sound financial decision-making. (IIID2)	105	117	6%	6%	24%	15%	54%	61%	16%	18%
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12. There is effective (clear, current, and widely available) communication at the college. (IVA3)	168	194	6%	11%	51%	51%	51%	51%	51%	51%
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Faculty and Staff Accreditation Survey Fall 2010

Thank you for completing the 2010 Accreditation Survey.

**Standard 2:
Student Learning Programs & Services**

7.

**Strongly
Agree**

Agree

Disagree

**Strongly
Disagree**

**Know/
RV
Apply**

Standard 3: Resources	Strongly Agree	Agree	Disagree	Strongly Disagree	Know/ Apply
<p>21. Consistent with its mission, the college demonstrates its commitment to the significant educational role played by persons of diverse backgrounds by making positive efforts to encourage such diversity. (IIIA)</p>	0				

Standard 4: Leadership & Governance

**Strongly
Agree Agree Disagree**

October 8, 2010

From: Judy Miner, President
To: Faculty and Staff Members
Subject: Accreditation Survey

In preparation for our upcoming accreditation site visit in 2011, the Office of Institutional Research and Planning is conducting a faculty staff survey to inform our work on the self study document. It is critical that all faculty and staff members complete the survey to ensure the data is accurate. The information gathered from the survey will be crucial to the self study teams as they complete their first drafts this fall.

The survey will be available through Monday, Nov. 1, 2010. It should take you 15-20 minutes to complete. Your responses are anonymous, confidential, and will only be reported in the aggregate. Participation is not mandatory and you may skip questions you do not feel comfortable answering. However, your participation is crucial.

You will find the survey at the link listed below:

<http://www.research.fhda.edu/cgi-bin/rws3.pl?FORM=accreditationfh>

If you have any questions, please do not hesitate to contact Elaine Kuo, College Researcher, at kuoelaine@fhda.edu.

Thank you in advance for your participation in this very important survey.