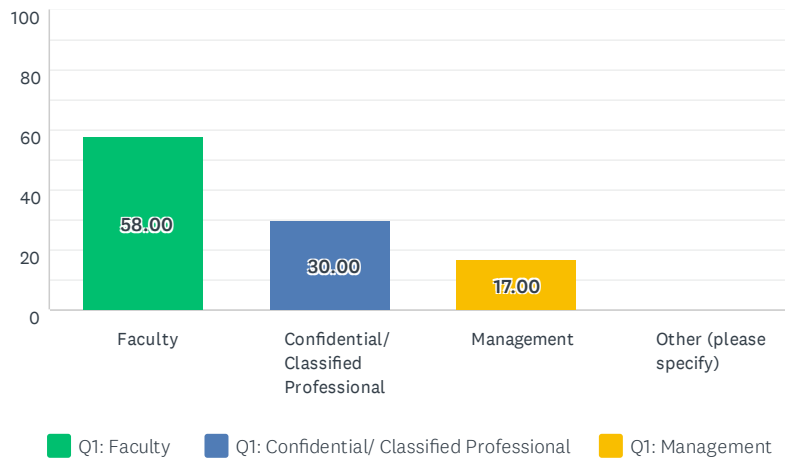


Q1 Please identify your classification as a Norco College employee:

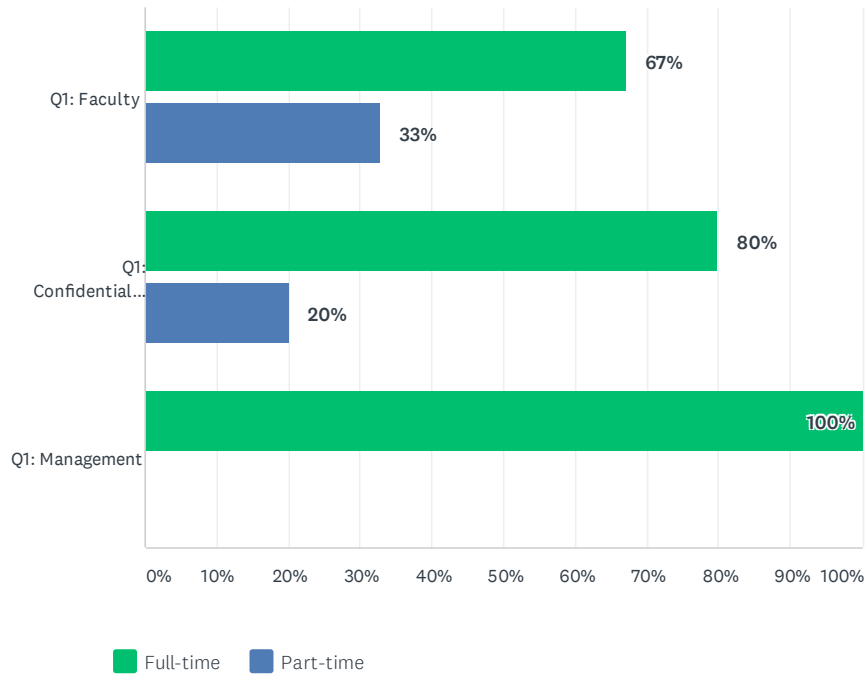
Answered: 105 Skipped: 0



	Q1: FACULTY	Q1: CONFIDENTIAL/ CLASSIFIED PROFESSIONAL	Q1: MANAGEMENT	TOTAL
Faculty	100% 58	0% 0	0% 0	55% 58
Confidential/ Classified Professional	0% 0	100% 30	0% 0	29% 30
Management	0% 0	0% 0	100% 17	16% 17
Other (please specify)	0% 0	0% 0	0% 0	0% 0
Total Respondents	58	30	17	105

Q2 My assignment at Norco College is:

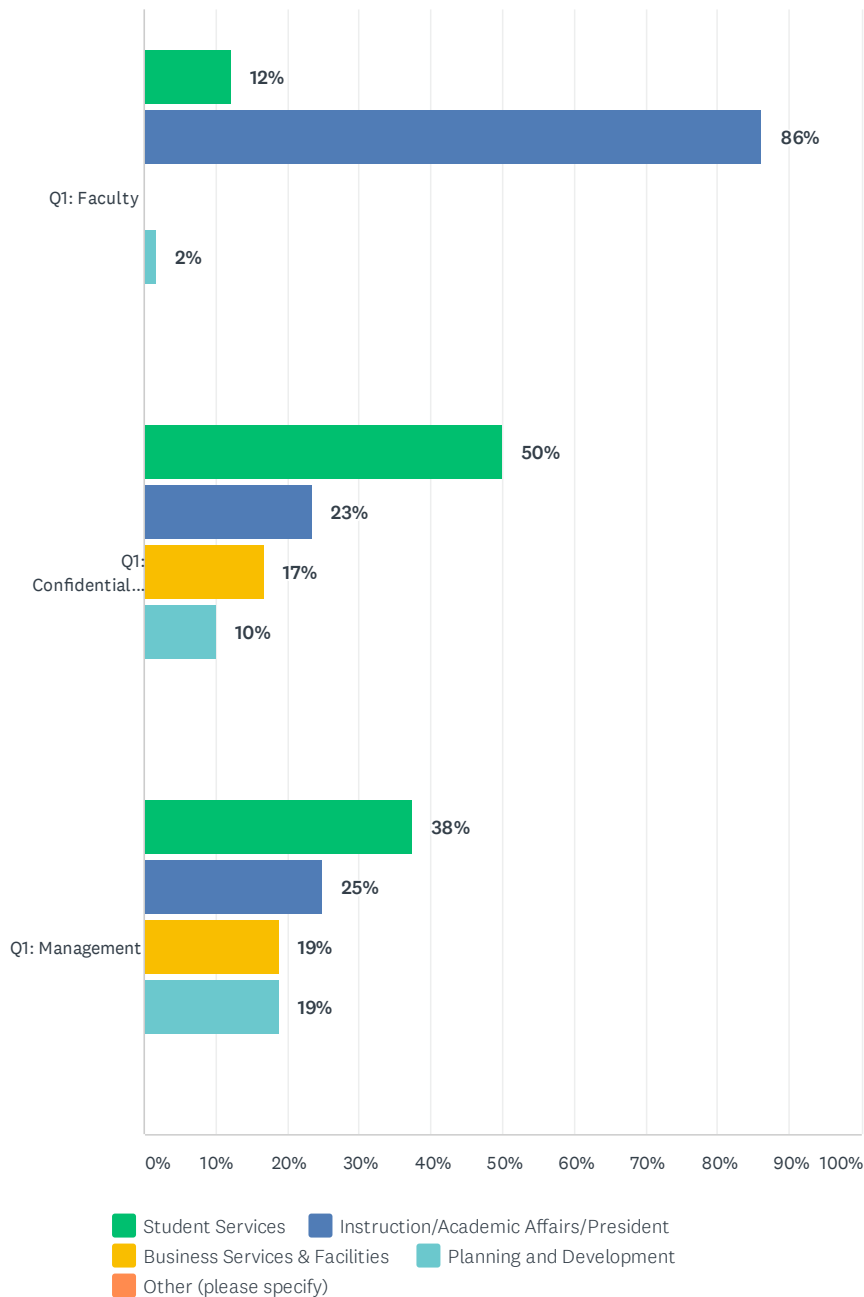
Answered: 105 Skipped: 0



	FULL-TIME	PART-TIME	TOTAL
Q1: Faculty	67% 39	33% 19	55% 58
Q1: Confidential/ Classified Professional	80% 24	20% 6	29% 30
Q1: Management	100% 17	0% 0	16% 17
Total Respondents	80	25	105

Q3 The following is my primary responsibility:

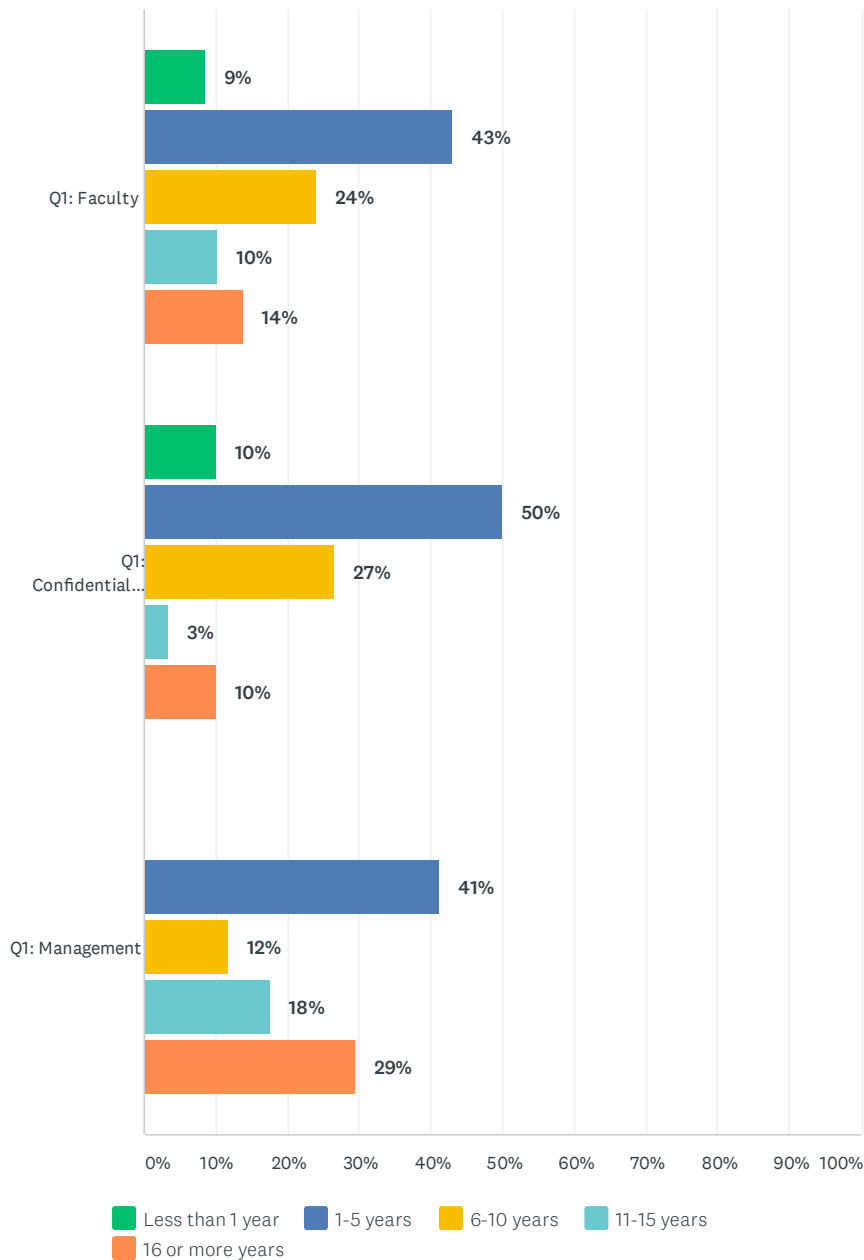
Answered: 104 Skipped: 1



	STUDENT SERVICES	INSTRUCTION/ACADEMIC AFFAIRS/PRESIDENT	BUSINESS SERVICES & FACILITIES	PLANNING AND DEVELOPMENT	OTHER (PLEASE SPECIFY)	TOTAL
Q1: Faculty	12% 7	86% 50	0% 0	2% 1	0% 0	56% 58
Q1: Confidential/ Classified Professional	50% 15	23% 7	17% 5	10% 3	0% 0	29% 30
Q1: Management	38% 6	25% 4	19% 3	19% 3	0% 0	15% 16
Total Respondents	28	61	8	7	0	104

Q4 How long have you been employed at Norco College?

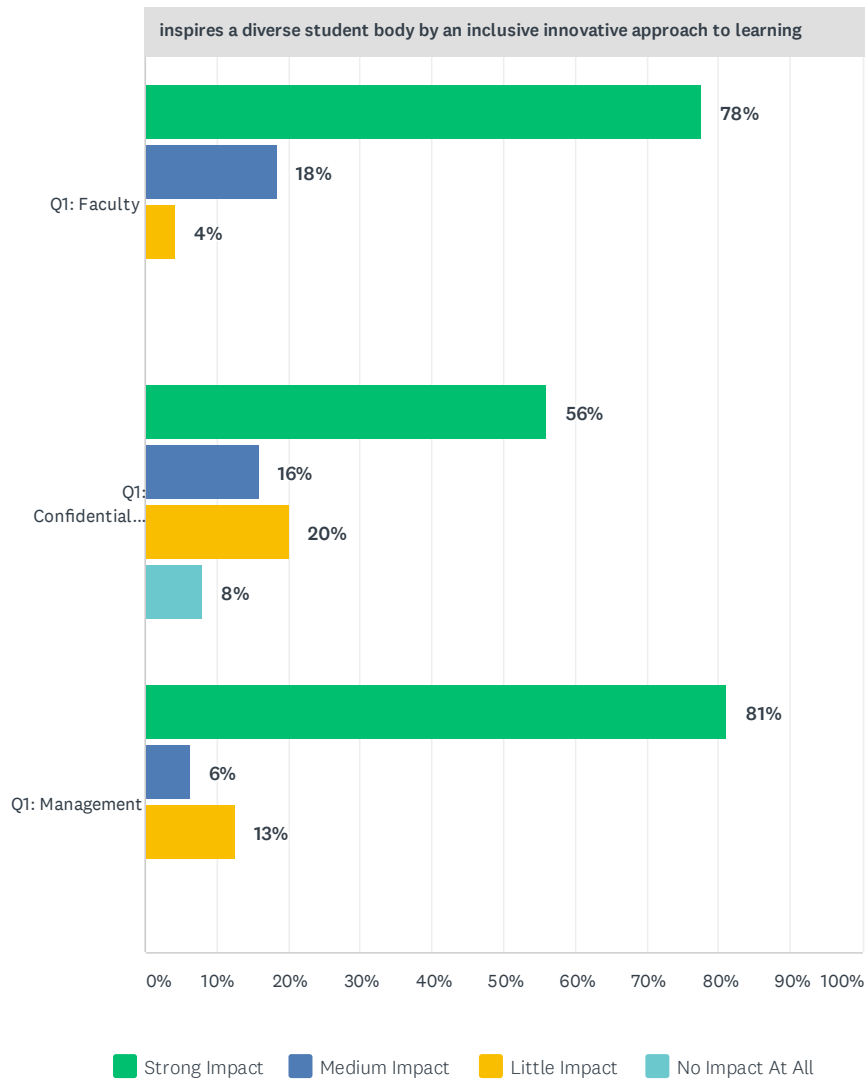
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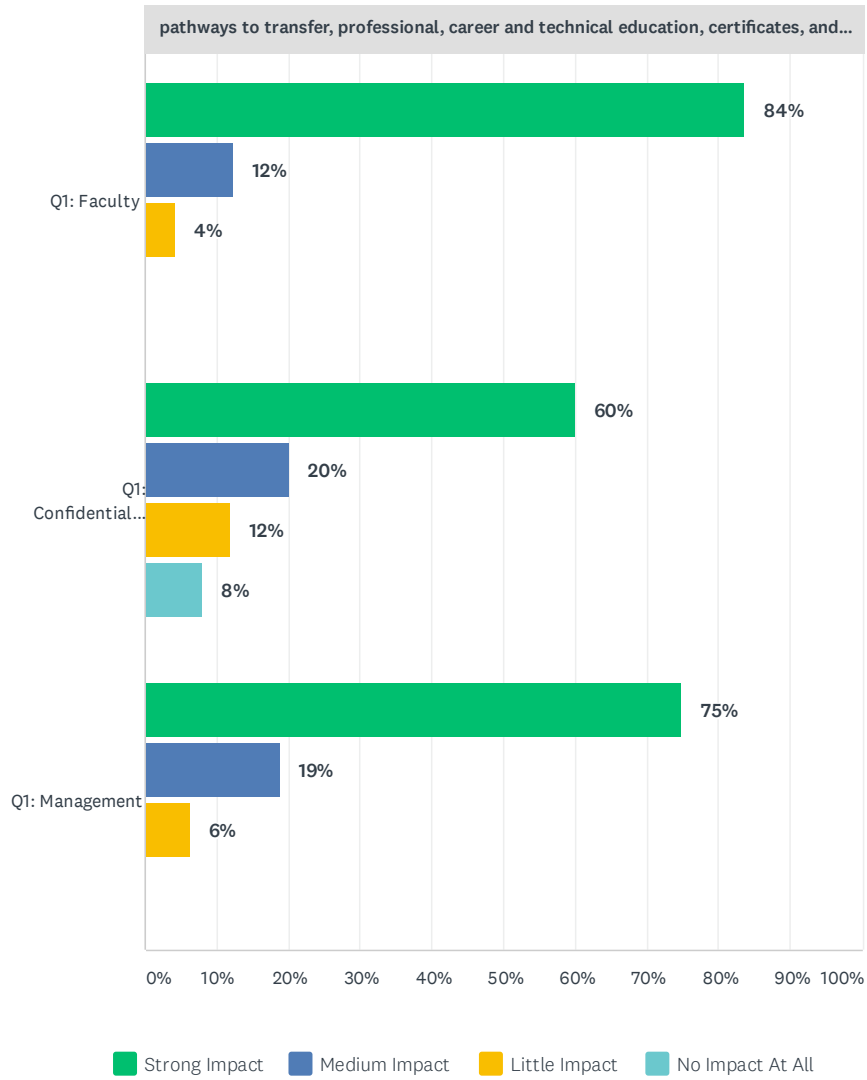
	LESS THAN 1 YEAR	1-5 YEARS	6-10 YEARS	11-15 YEARS	16 OR MORE YEARS	TOTAL
Q1: Faculty	9%	43%	24%	10%	14%	55%
	5	25	14	6	8	58
Q1: Confidential/ Classified Professional	10%	50%	27%	3%	10%	29%
	3	15	8	1	3	30
Q1: Management	0%	41%	12%	18%	29%	16%
	0	7	2	3	5	17
Total Respondents	8	47	24	10	16	105

Q5 Please select the level of impact on the following parts of the college mission made by the program/service in which you work

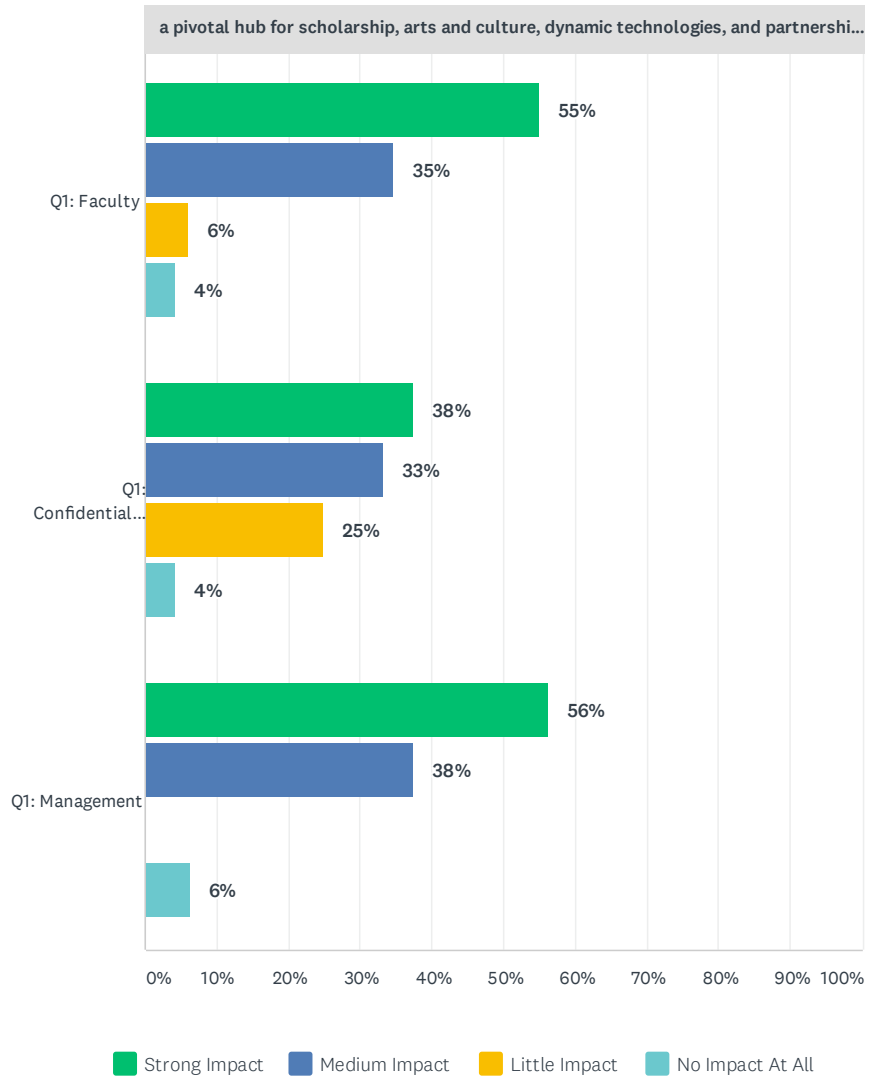
Answered: 90 Skipped: 15



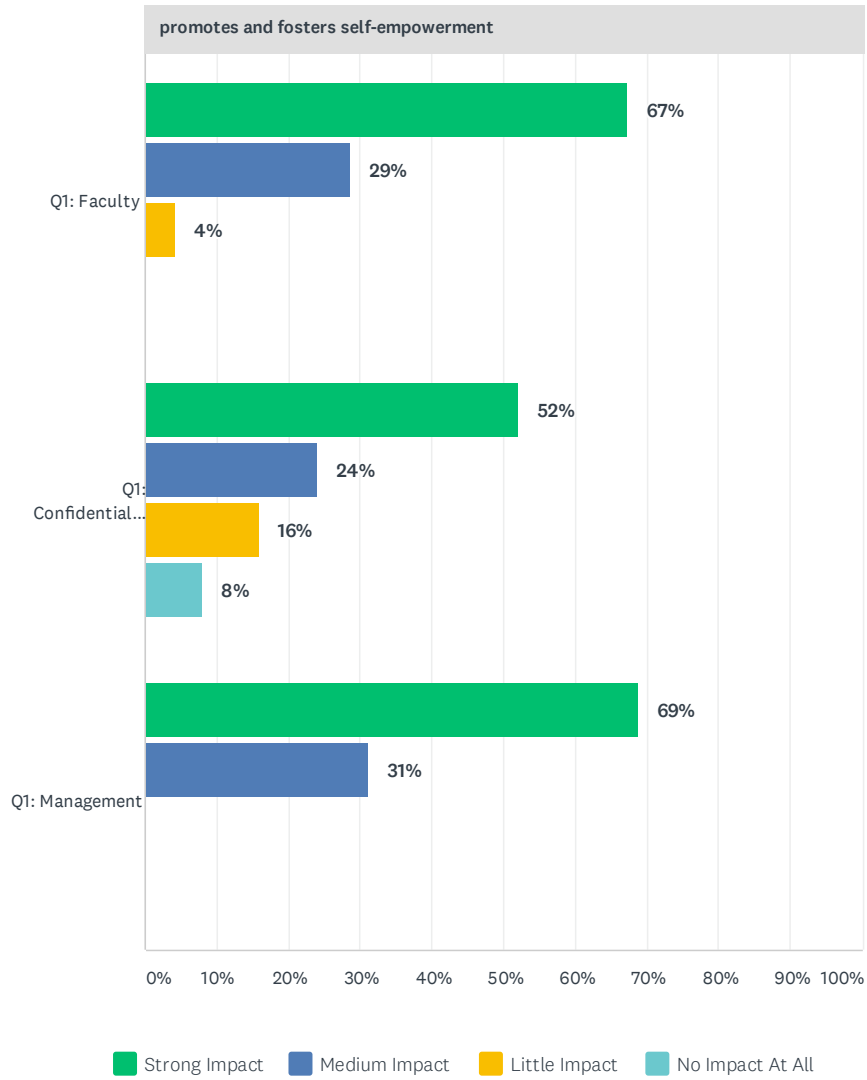
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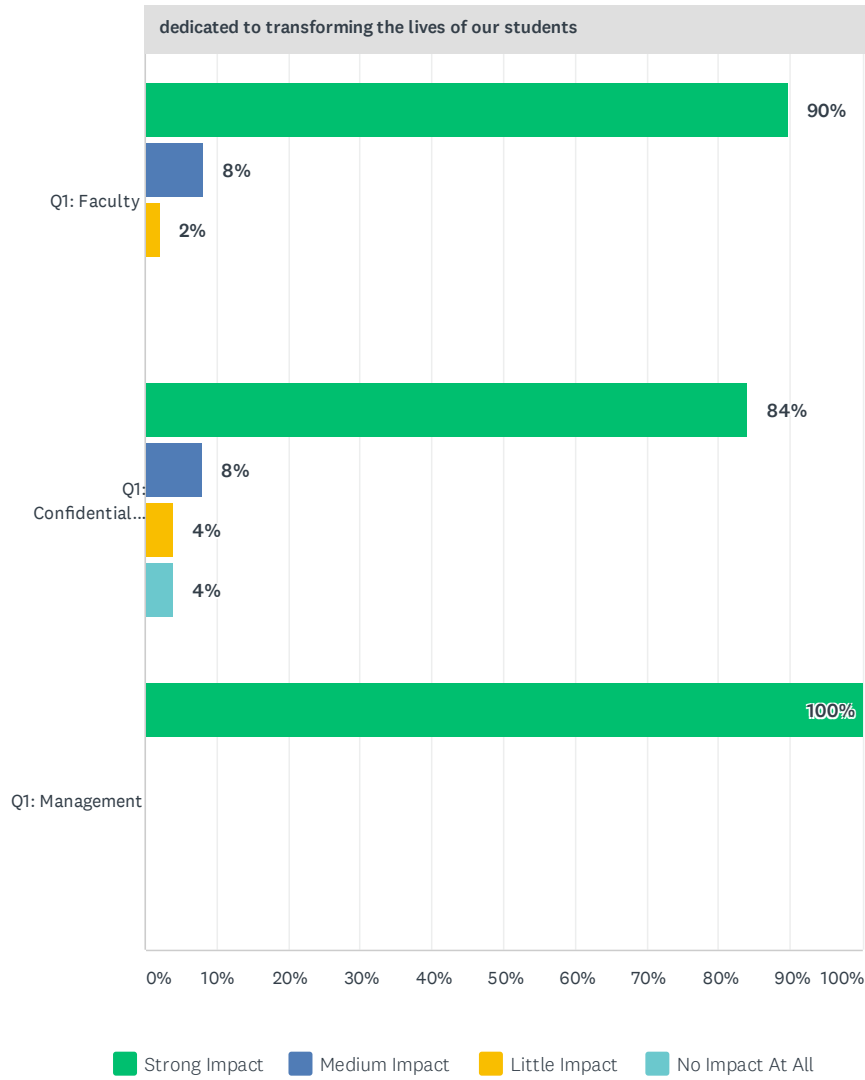
Institutional Effectiveness and Planning Survey



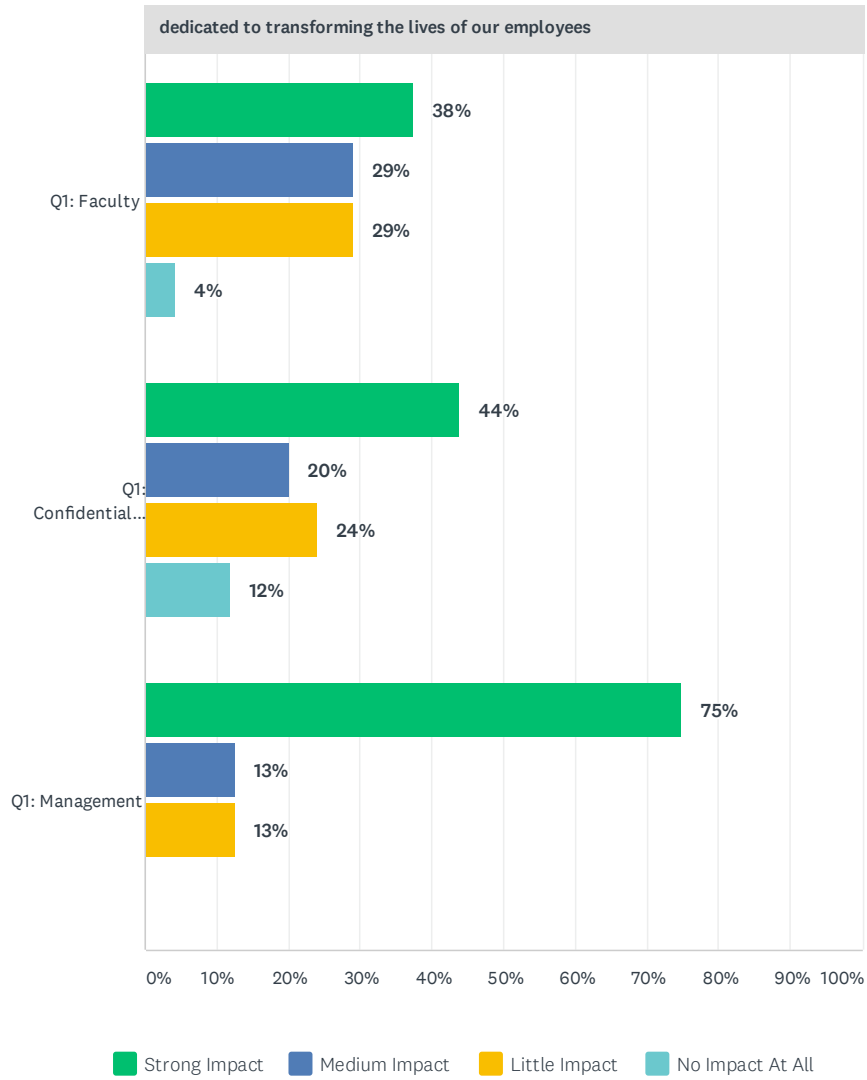
Institutional Effectiveness and Planning Survey



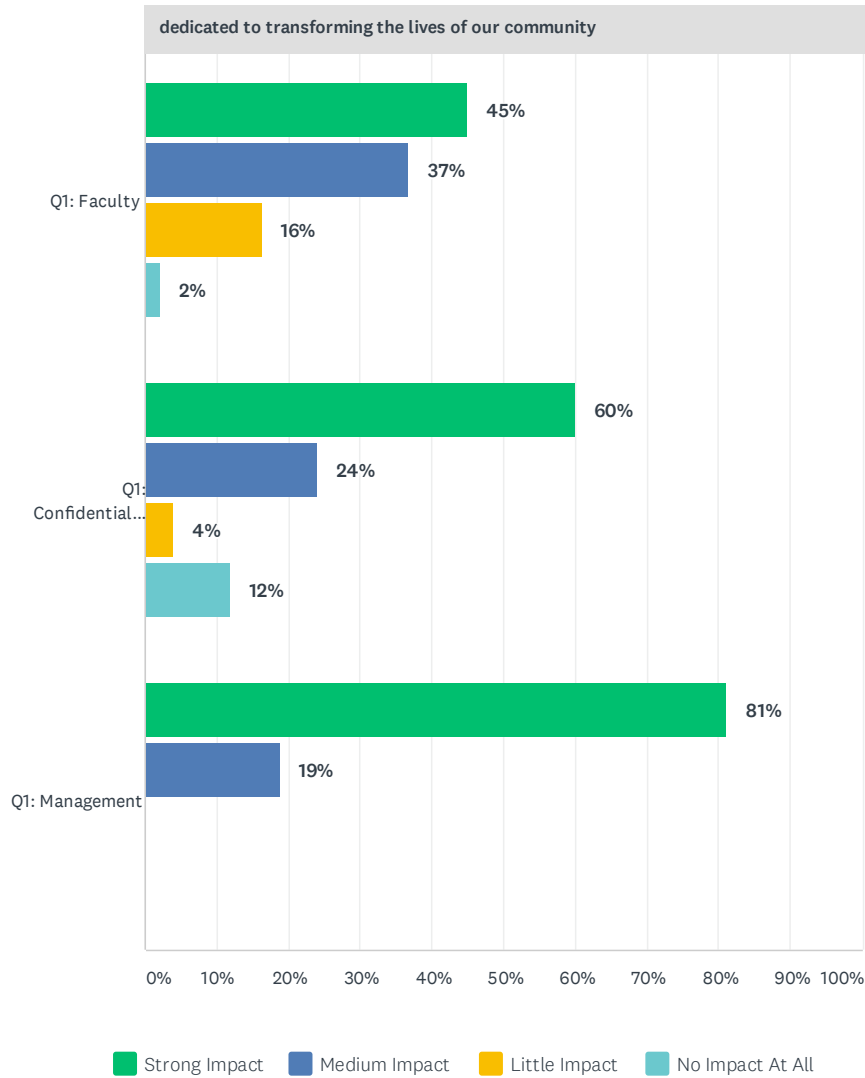
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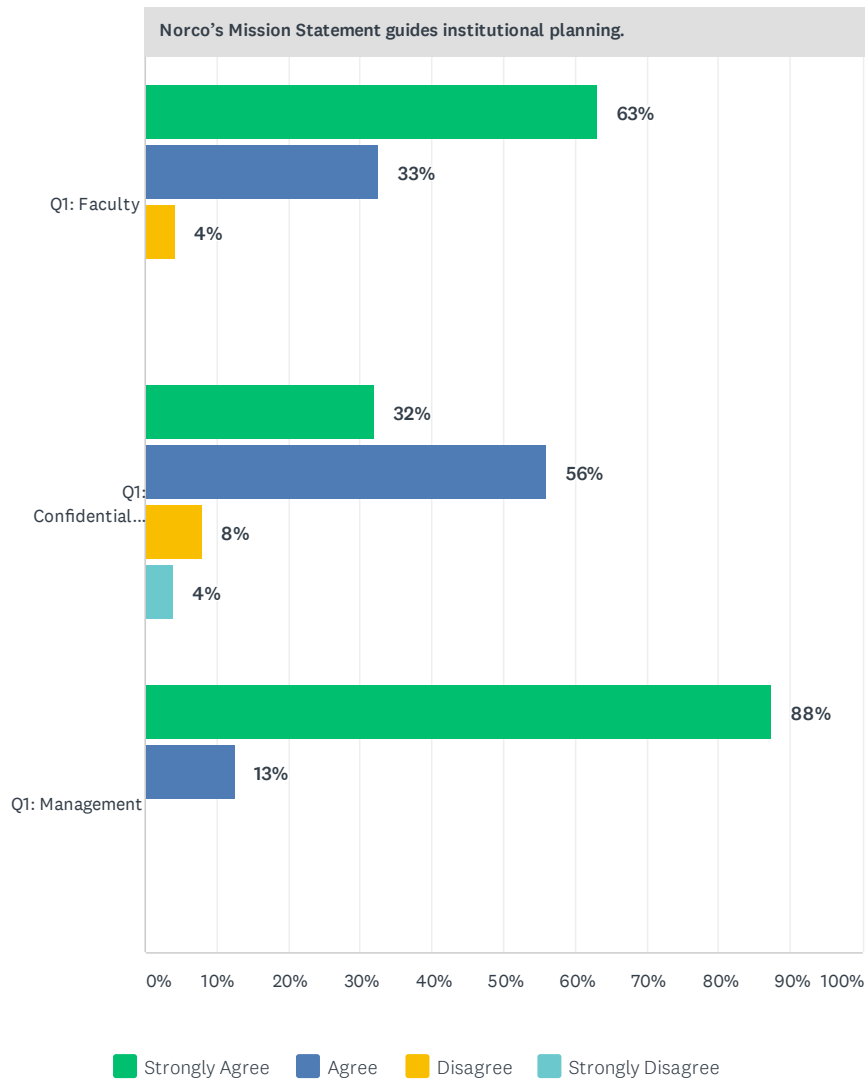
inspires a diverse student body by an inclusive innovative approach to learning						
	STRONG IMPACT	MEDIUM IMPACT	LITTLE IMPACT	NO IMPACT AT ALL	TOTAL	WEIGHTED AVERAGE
Q1: Faculty	78%	18%	4%	0%	54%	2.73
	38	9	2	0	49	
Q1: Confidential/ Classified Professional	56%	16%	20%	8%	28%	2.20
	14	4	5	2	25	
Q1: Management	81%	6%	13%	0%	18%	2.69
	13	1	2	0	16	
pathways to transfer, professional, career and technical education, certificates, and degrees						
	STRONG IMPACT	MEDIUM IMPACT	LITTLE IMPACT	NO IMPACT AT ALL	TOTAL	WEIGHTED AVERAGE
Q1: Faculty	84%	12%	4%	0%	54%	2.80
	41	6	2	0	49	
Q1: Confidential/ Classified Professional	60%	20%	12%	8%	28%	2.32
	15	5	3	2	25	
Q1: Management	75%	19%	6%	0%	18%	2.69
	12	3	1	0	16	

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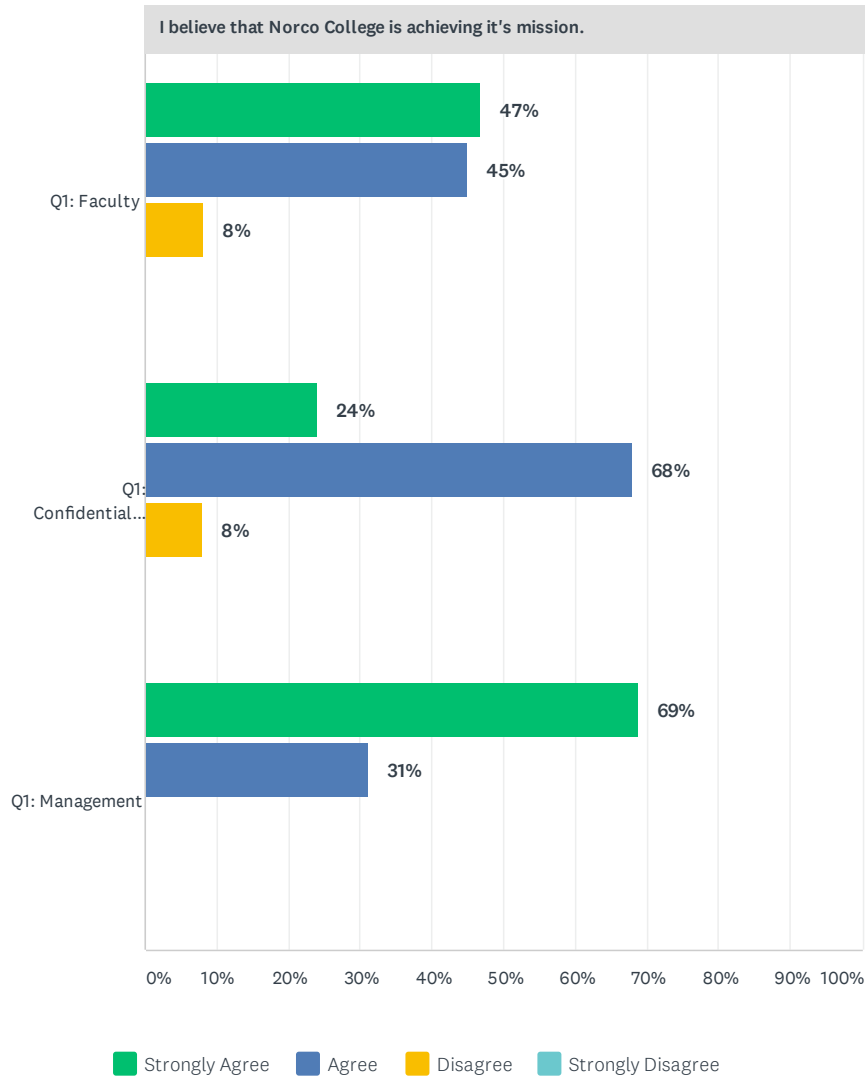
a pivotal hub for scholarship, arts and culture, dynamic technologies, and partnerships.						
	STRONG IMPACT	MEDIUM IMPACT	LITTLE IMPACT	NO IMPACT AT ALL	TOTAL	WEIGHTED AVERAGE
Q1: Faculty	55% 27	35% 17	6% 3	4% 2	54% 49	2.41
Q1: Confidential/ Classified Professional	38% 9	33% 8	25% 6	4% 1	27% 24	2.04
Q1: Management	56% 9	38% 6	0% 0	6% 1	18% 16	2.44
promotes and fosters self-empowerment						
	STRONG IMPACT	MEDIUM IMPACT	LITTLE IMPACT	NO IMPACT AT ALL	TOTAL	WEIGHTED AVERAGE
Q1: Faculty	67% 33	29% 14	4% 2	0% 0	54% 49	2.63
Q1: Confidential/ Classified Professional	52% 13	24% 6	16% 4	8% 2	28% 25	2.20
Q1: Management	69% 11	31% 5	0% 0	0% 0	18% 16	2.69
dedicated to transforming the lives of our students						
	STRONG IMPACT	MEDIUM IMPACT	LITTLE IMPACT	NO IMPACT AT ALL	TOTAL	WEIGHTED AVERAGE
Q1: Faculty	90% 44	8% 4	2% 1	0% 0	54% 49	2.88
Q1: Confidential/ Classified Professional	84% 21	8% 2	4% 1	4% 1	28% 25	2.72
Q1: Management	100% 16	0% 0	0% 0	0% 0	18% 16	3.00
dedicated to transforming the lives of our employees						
	STRONG IMPACT	MEDIUM IMPACT	LITTLE IMPACT	NO IMPACT AT ALL	TOTAL	WEIGHTED AVERAGE
Q1: Faculty	38% 18	29% 14	29% 14	4% 2	53% 48	2.00
Q1: Confidential/ Classified Professional	44% 11	20% 5	24% 6	12% 3	28% 25	1.96
Q1: Management	75% 12	13% 2	13% 2	0% 0	18% 16	2.63
dedicated to transforming the lives of our community						
	STRONG IMPACT	MEDIUM IMPACT	LITTLE IMPACT	NO IMPACT AT ALL	TOTAL	WEIGHTED AVERAGE
Q1: Faculty	45% 22	37% 18	16% 8	2% 1	54% 49	2.24
Q1: Confidential/ Classified Professional	60% 15	24% 6	4% 1	12% 3	28% 25	2.32
Q1: Management	81% 13	19% 3	0% 0	0% 0	18% 16	2.81

Q6 Please select your level of agreement with the following statements

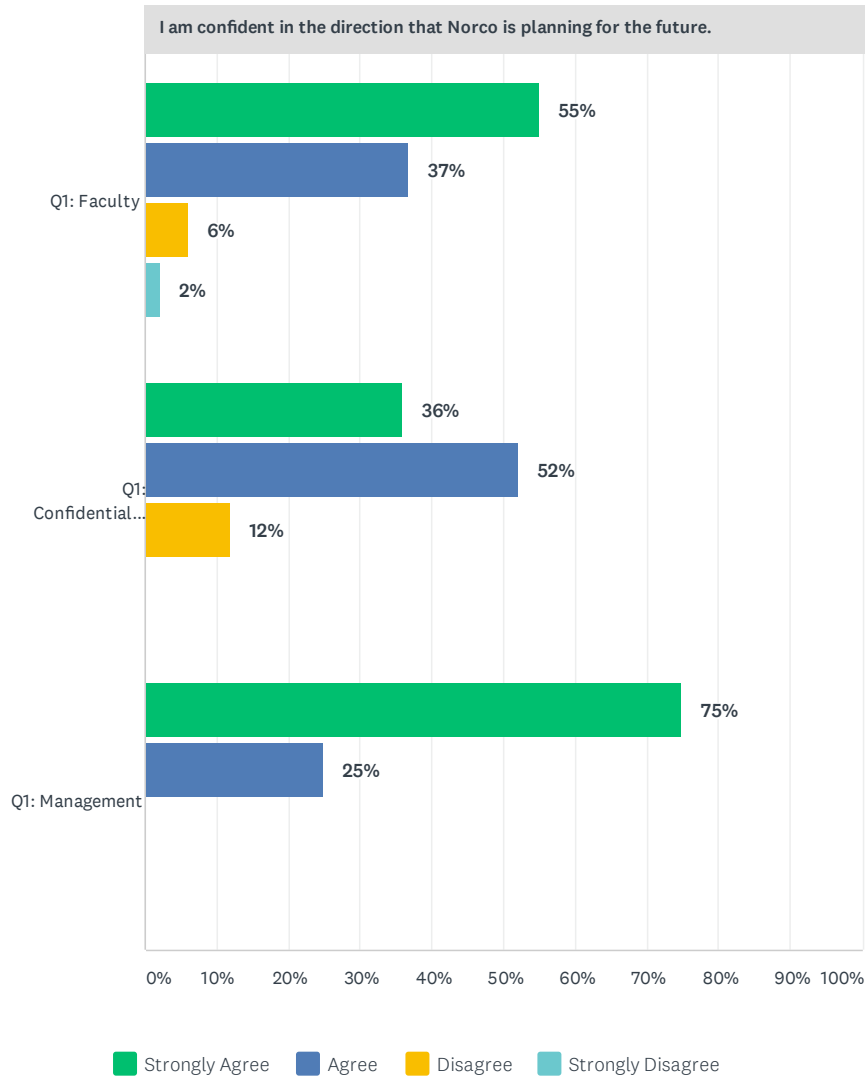
Answered: 90 Skipped: 15



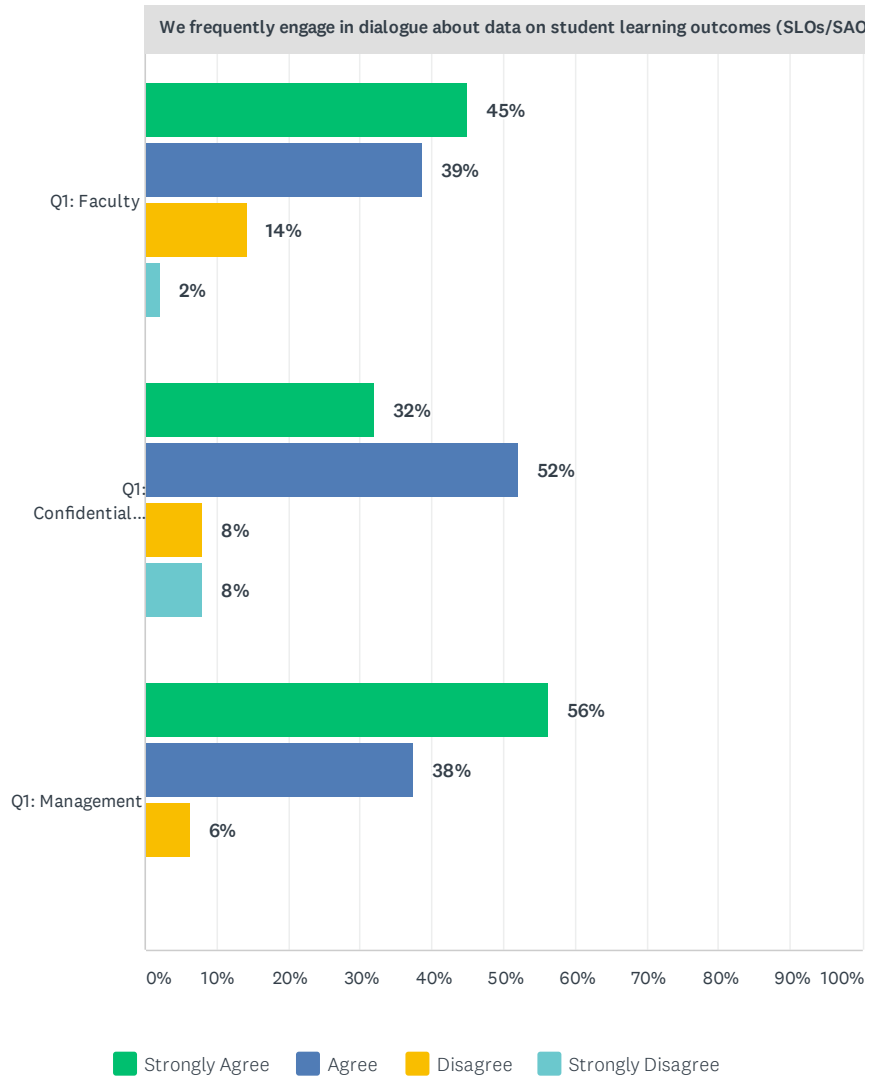
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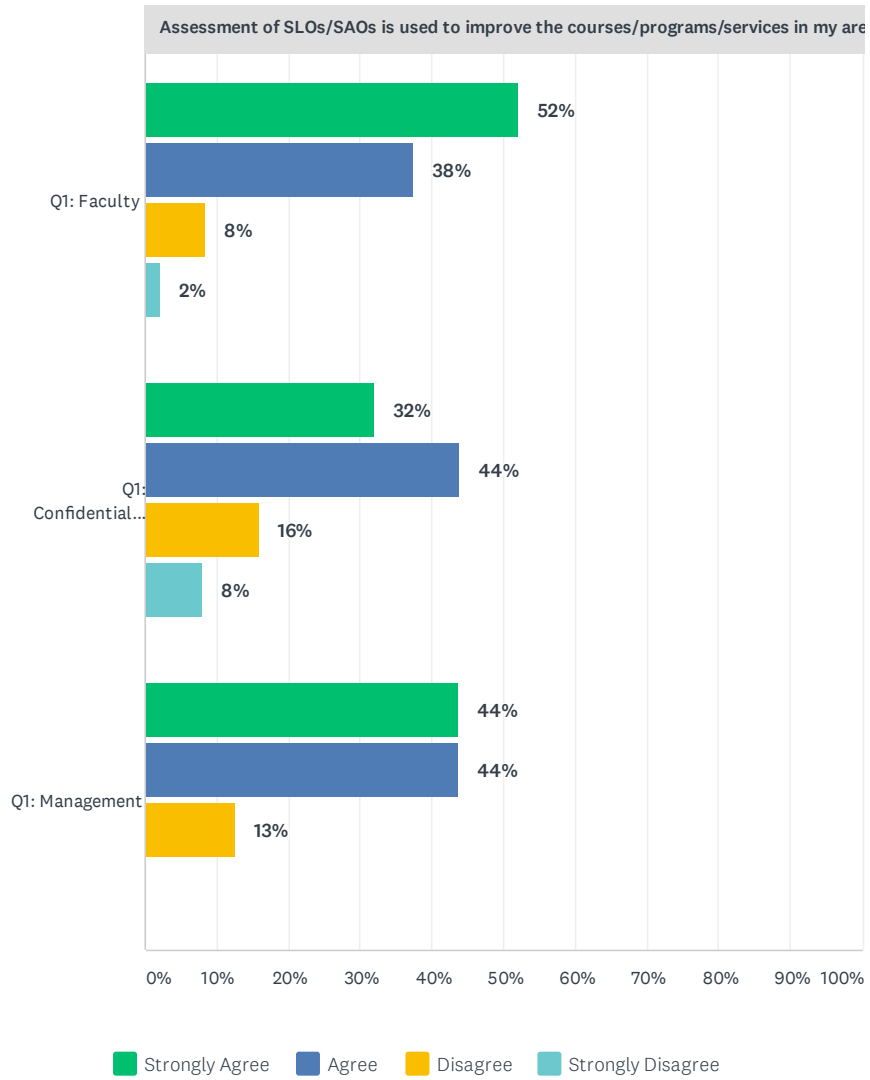
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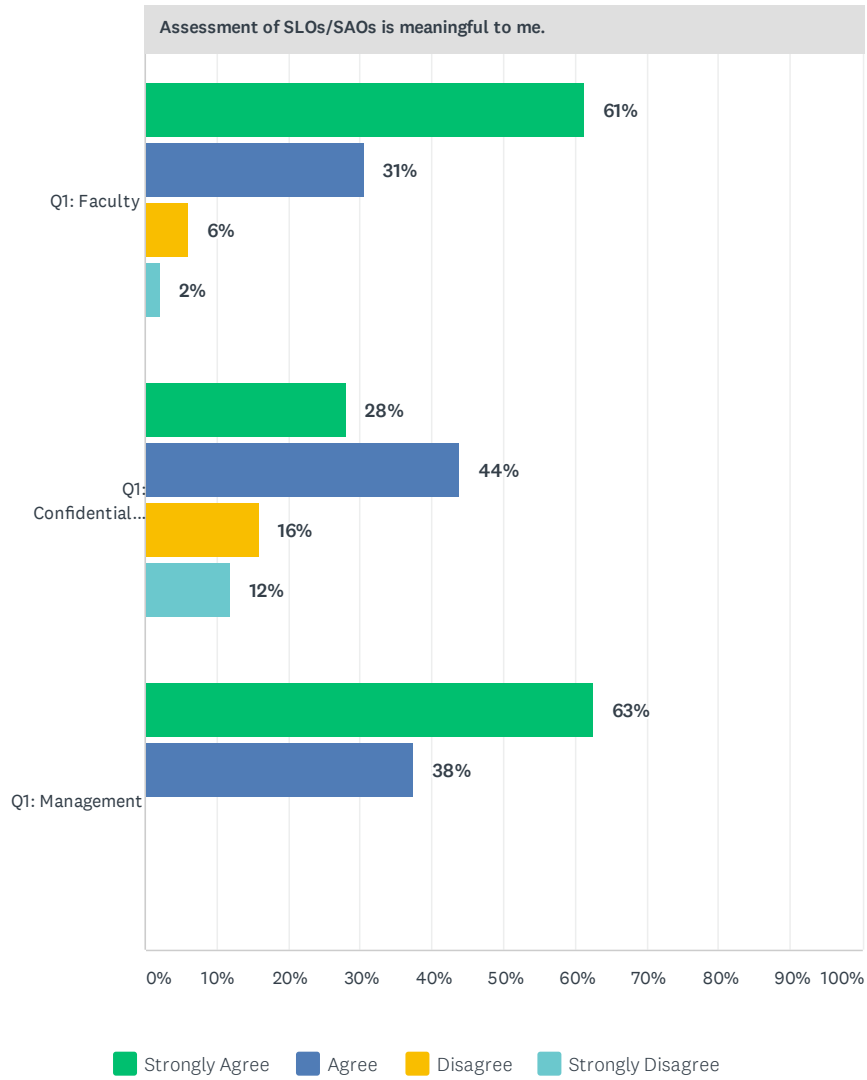
Institutional Effectiveness and Planning Survey



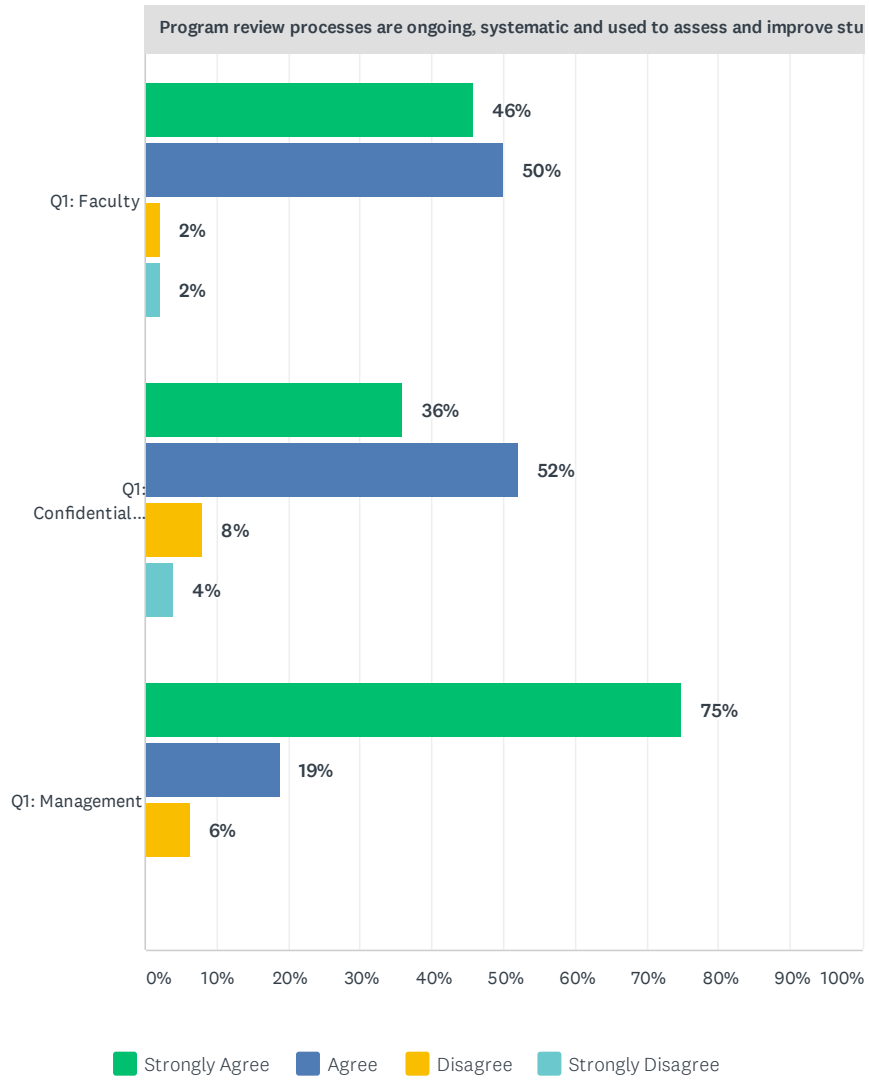
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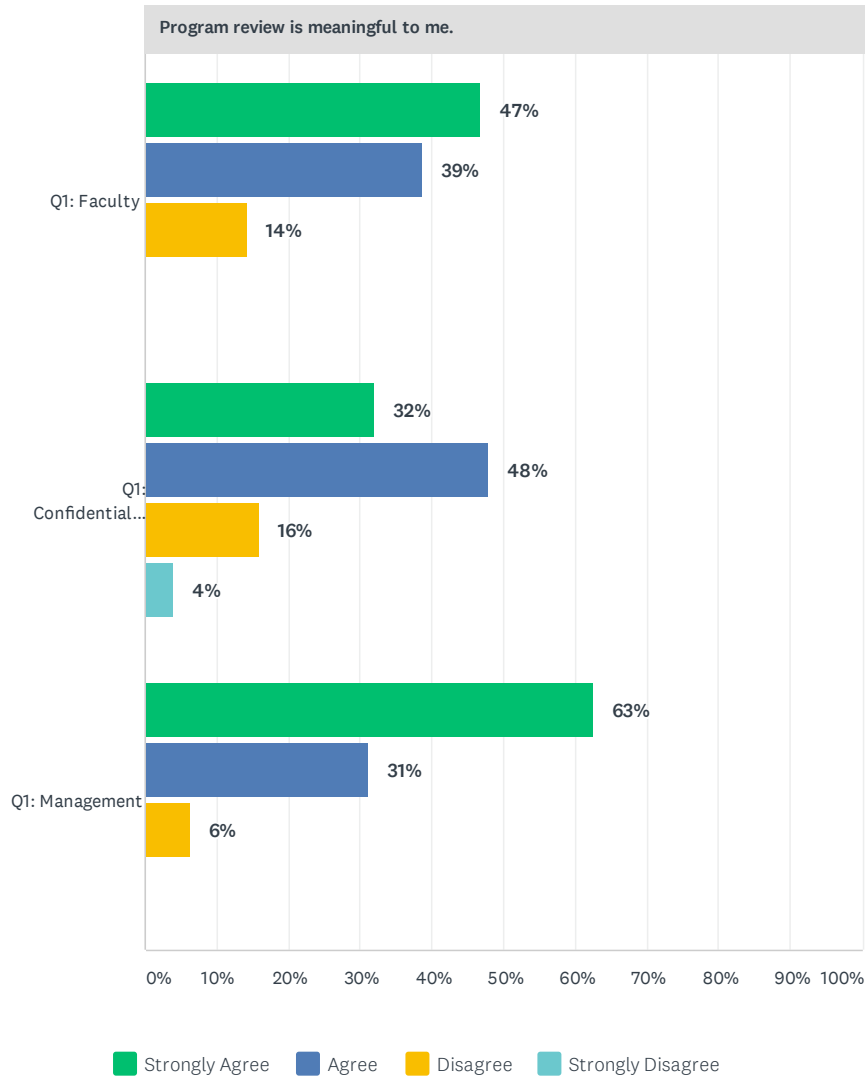
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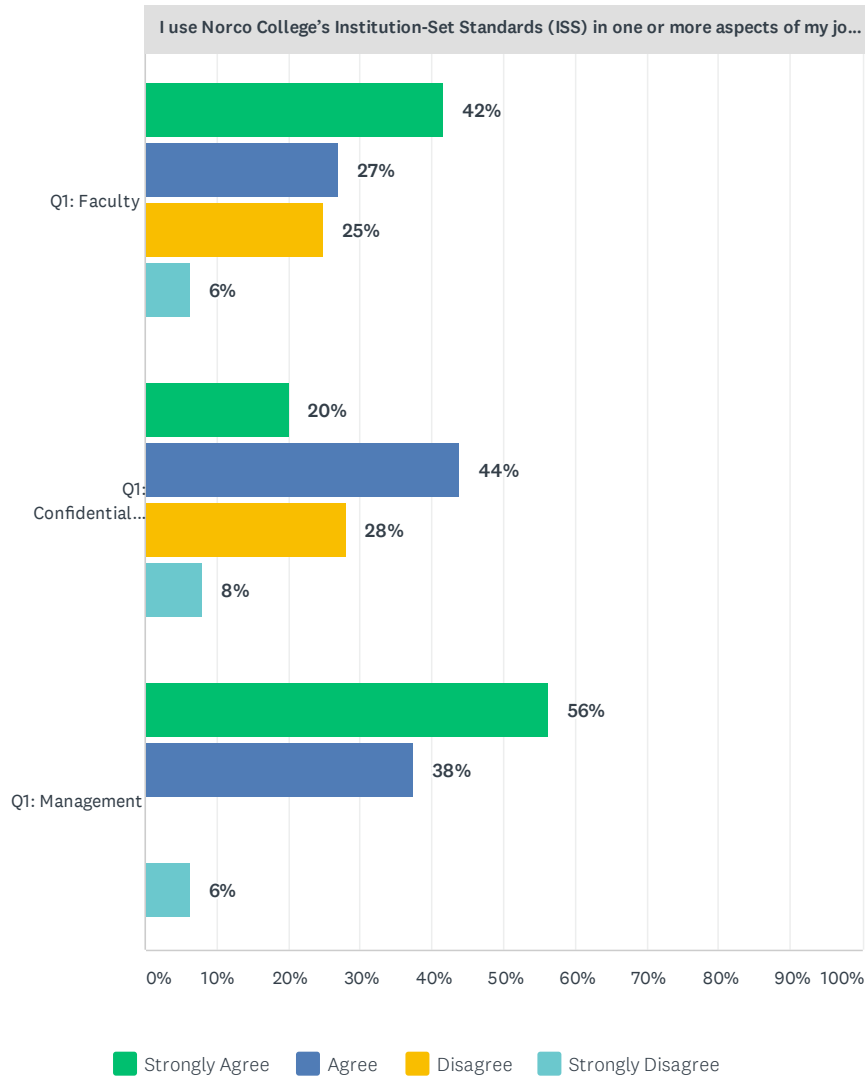
Institutional Effectiveness and Planning Survey



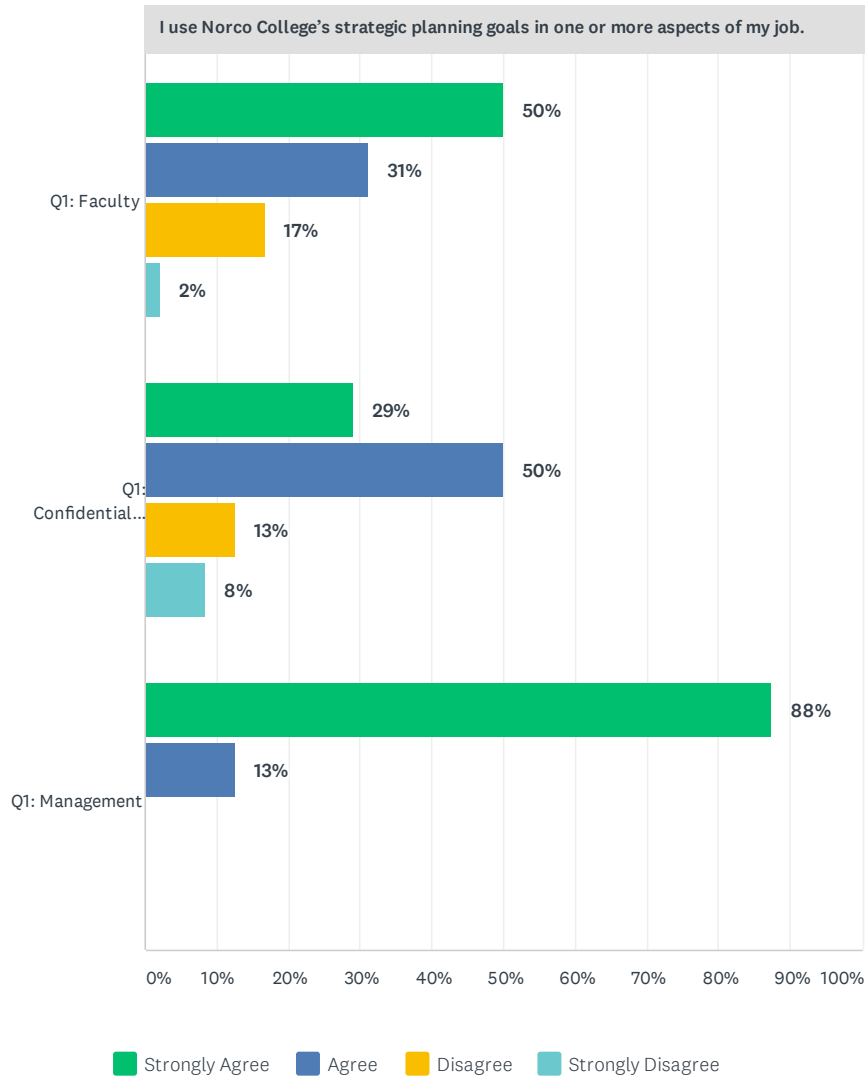
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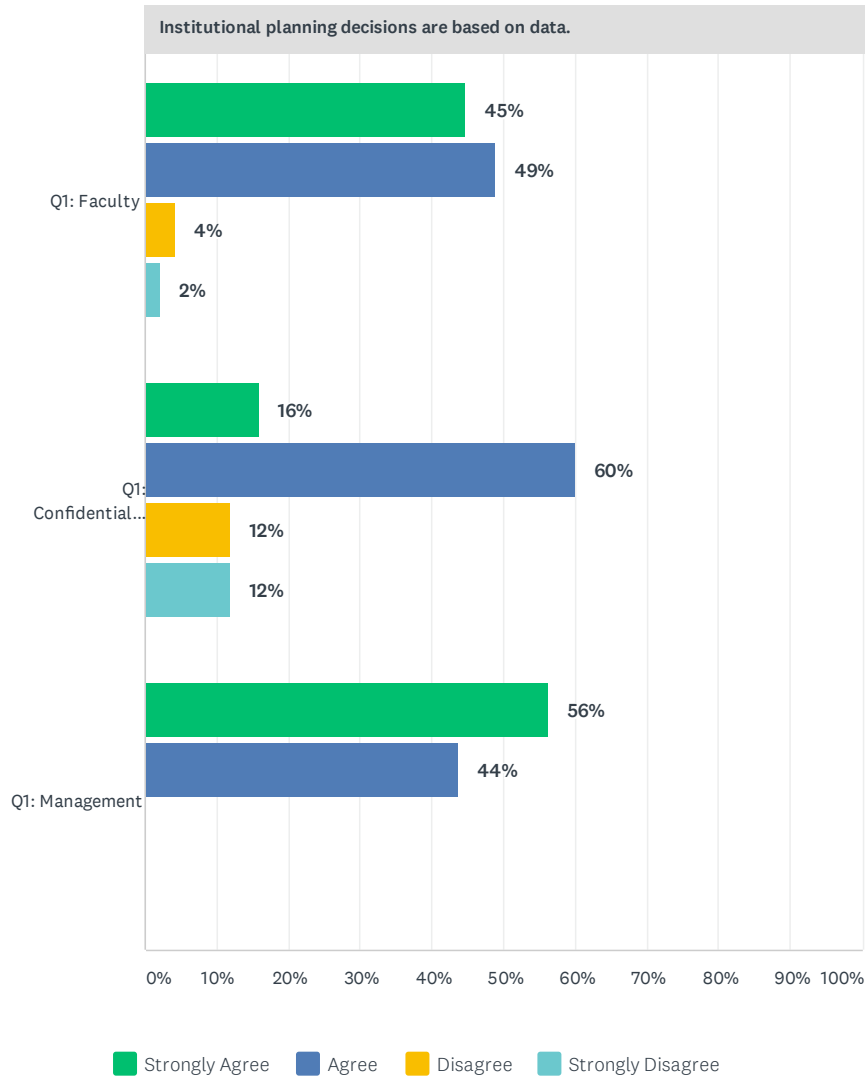
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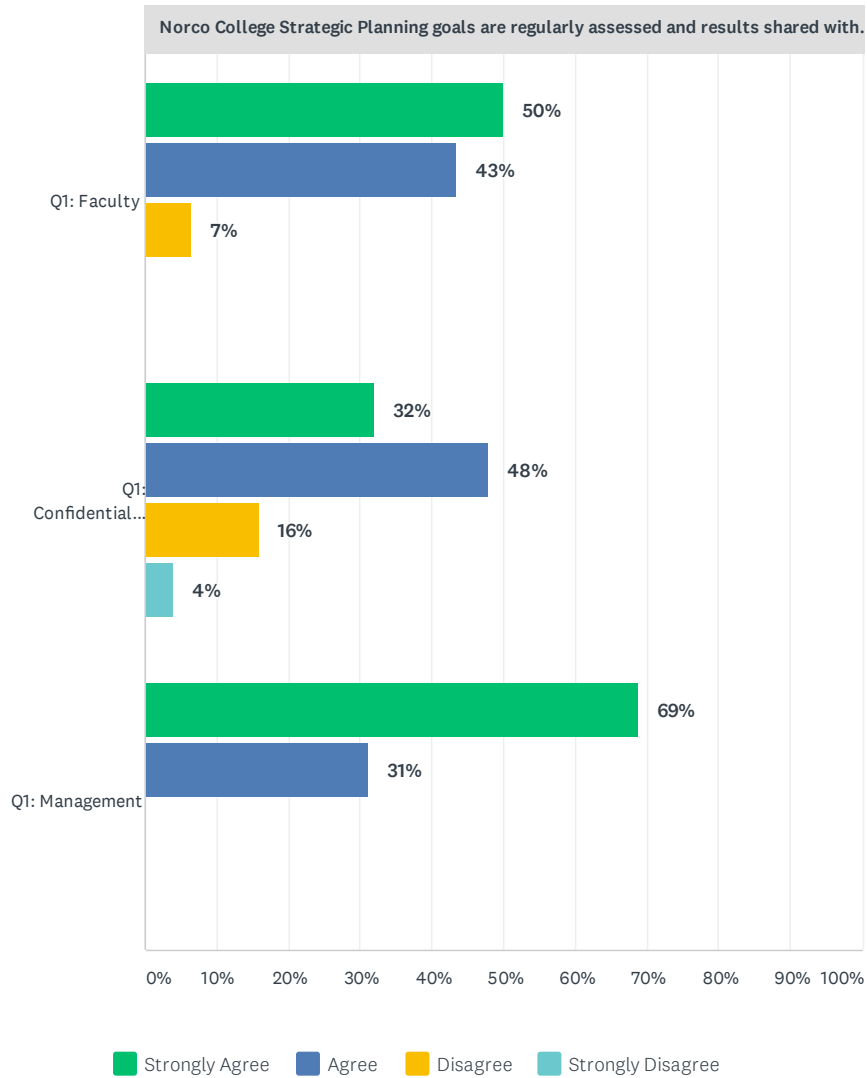
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Institutional Effectiveness and Planning Survey



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

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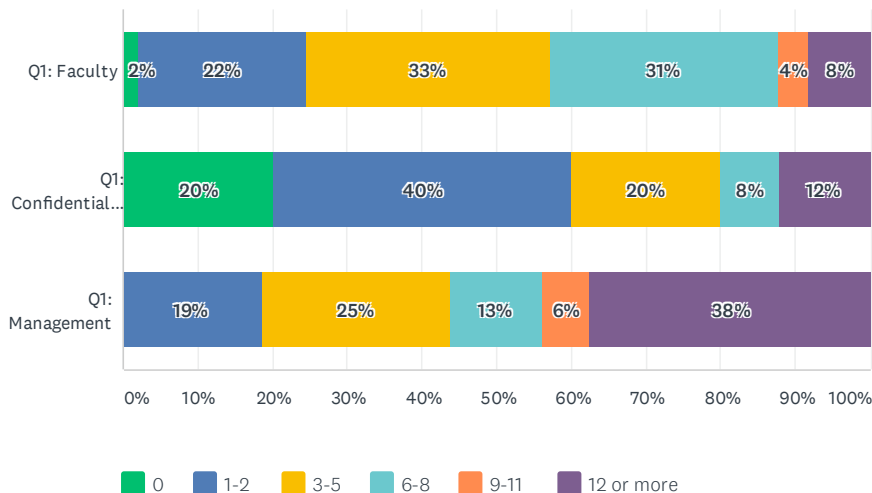
I am confident in the direction that Norco is planning for the future.						
	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	TOTAL	WEIGHTED AVERAGE
Q1: Faculty	55% 27	37% 18	6% 3	2% 1	54% 49	3.45
Q1: Confidential/ Classified Professional	36% 9	52% 13	12% 3	0% 0	28% 25	3.24
Q1: Management	75% 12	25% 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

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I use Norco College's Institution-Set Standards (ISS) in one or more aspects of my job.						
	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	TOTAL	WEIGHTED AVERAGE
Q1: Faculty	42% 20	27% 13	25% 12	6% 3	53% 48	3.04
Q1: Confidential/ Classified Professional	20% 5	44% 11	28% 7	8% 2	28% 25	2.76
Q1: Management	56% 9	38% 6	0% 0	6% 1	18% 16	3.44
I use Norco College's strategic planning goals in one or more aspects of my job.						
	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	TOTAL	WEIGHTED AVERAGE
Q1: Faculty	50% 24	31% 15	17% 8	2% 1	53% 48	3.29
Q1: Confidential/ Classified Professional	29% 7	50% 12	13% 3	8% 2	27% 24	3.00
Q1: Management	88% 14	13% 2	0% 0	0% 0	18% 16	3.88
Institutional planning decisions are based on data.						
	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	TOTAL	WEIGHTED AVERAGE
Q1: Faculty	45% 21	49% 23	4% 2	2% 1	52% 47	3.36
Q1: Confidential/ Classified Professional	16% 4	60% 15	12% 3	12% 3	28% 25	2.80
Q1: Management	56% 9	44% 7	0% 0	0% 0	18% 16	3.56
Norco College Strategic Planning goals are regularly assessed and results shared with campus constituencies.						
	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	TOTAL	WEIGHTED AVERAGE
Q1: Faculty	50% 23	43% 20	7% 3	0% 0	51% 46	3.43
Q1: Confidential/ Classified Professional	32% 8	48% 12	16% 4	4% 1	28% 25	3.08
Q1: Management	69% 11	31% 5	0% 0	0% 0	18% 16	3.69

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

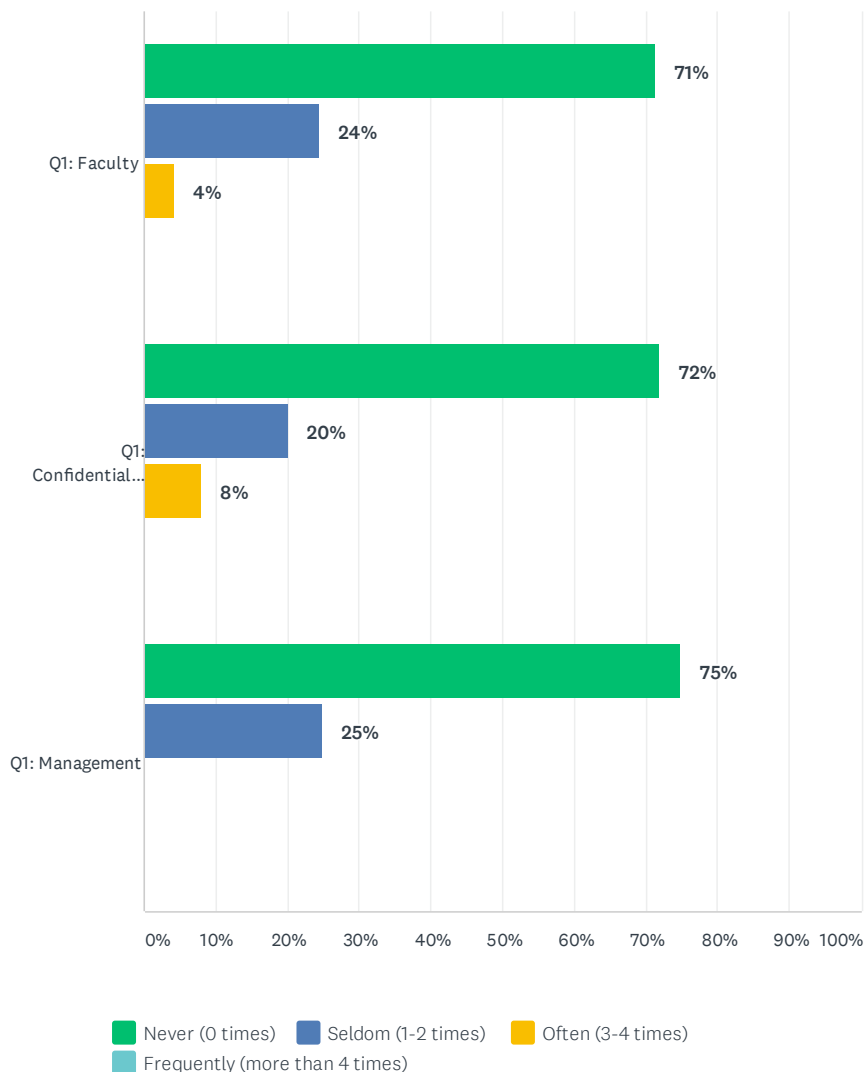
Answered: 90 Skipped: 15



	0	1-2	3-5	6-8	9-11	12 OR MORE	TOTAL
Q1: Faculty	2%	22%	33%	31%	4%	8%	54%
	1	11	16	15	2	4	49
Q1: Confidential/ Classified Professional	20%	40%	20%	8%	0%	12%	28%
	5	10	5	2	0	3	25
Q1: Management	0%	19%	25%	13%	6%	38%	18%
	0	3	4	2	1	6	16
Total Respondents	6	24	25	19	3	13	90

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

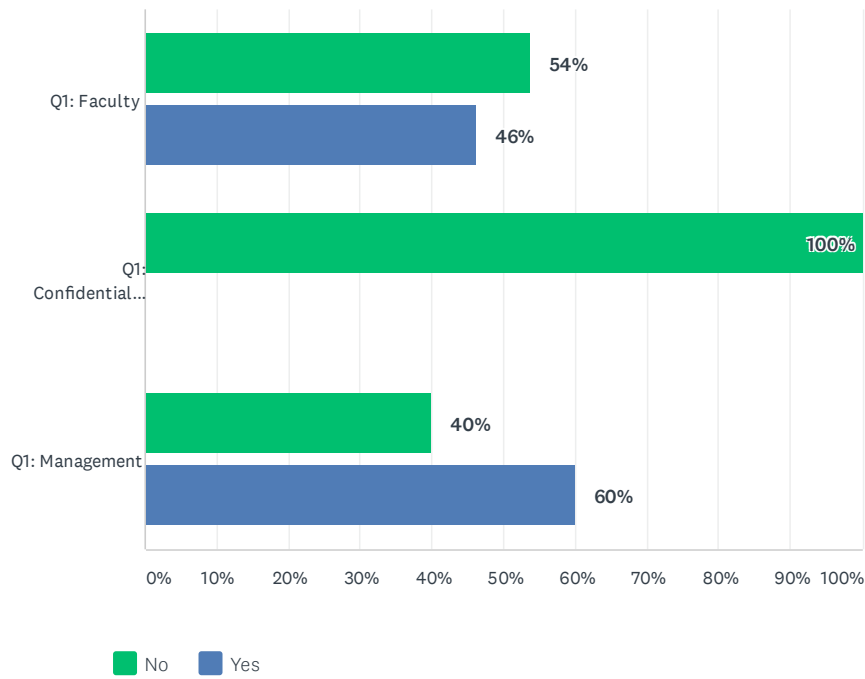
Answered: 90 Skipped: 15



	NEVER (0 TIMES)	SELDOM (1-2 TIMES)	OFTEN (3-4 TIMES)	FREQUENTLY (MORE THAN 4 TIMES)	TOTAL
Q1: Faculty	71% 35	24% 12	4% 2	0% 0	54% 49
Q1: Confidential/ Classified Professional	72% 18	20% 5	8% 2	0% 0	28% 25
Q1: Management	75% 12	25% 4	0% 0	0% 0	18% 16
Total Respondents	65	21	4	0	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?

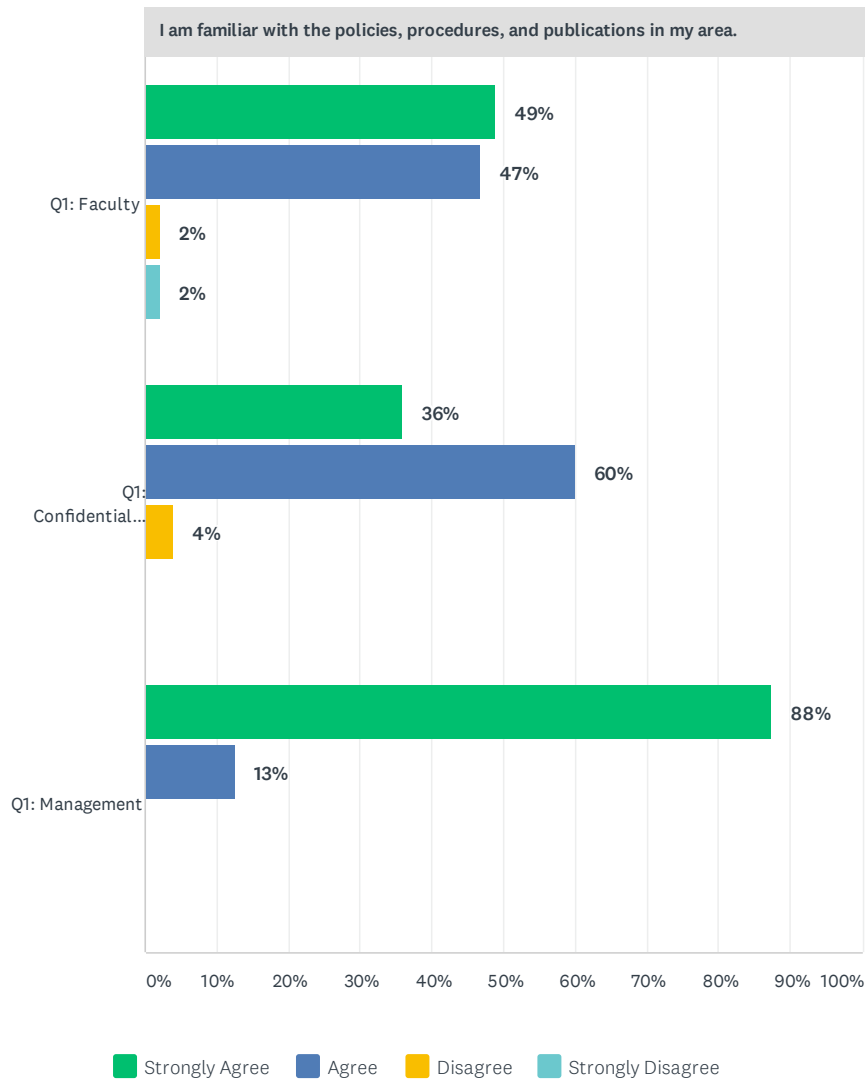
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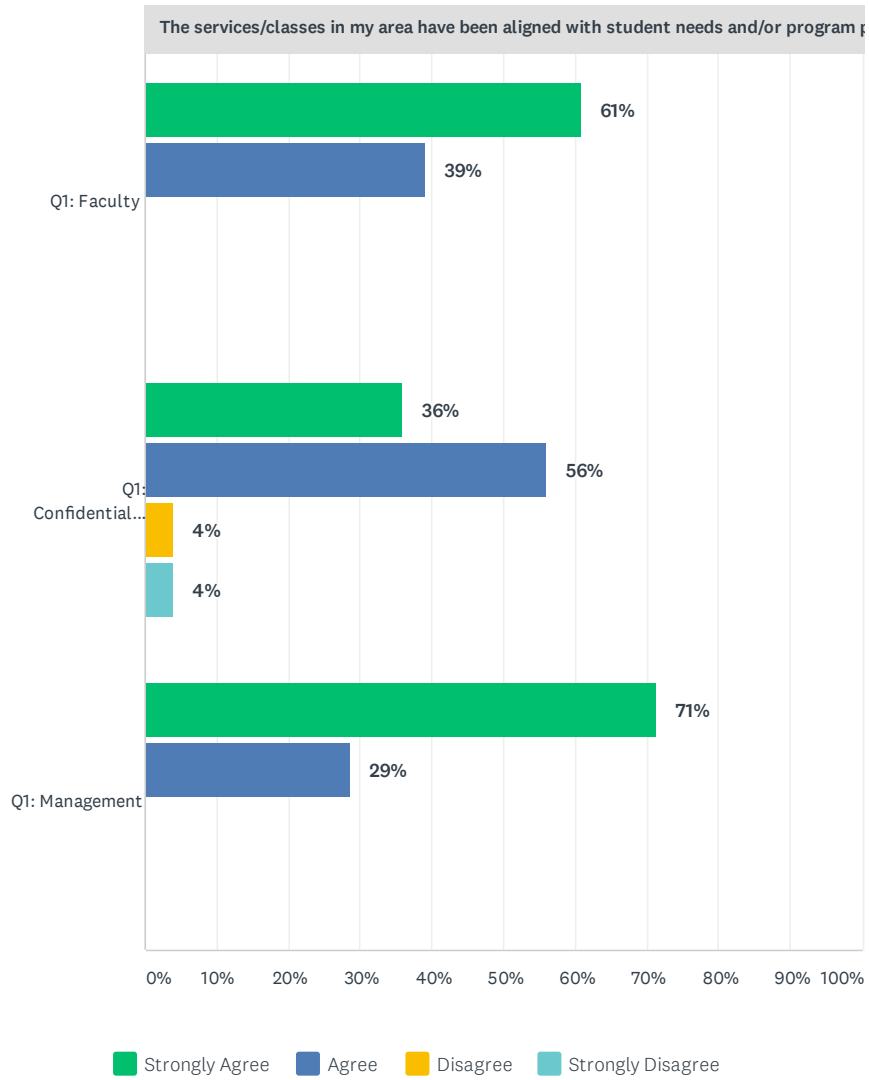
	NO	YES	TOTAL
Q1: Faculty	54%	46%	52%
	7	6	13
Q1: Confidential/ Classified Professional	100%	0%	28%
	7	0	7
Q1: Management	40%	60%	20%
	2	3	5
Total Respondents	16	9	25

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

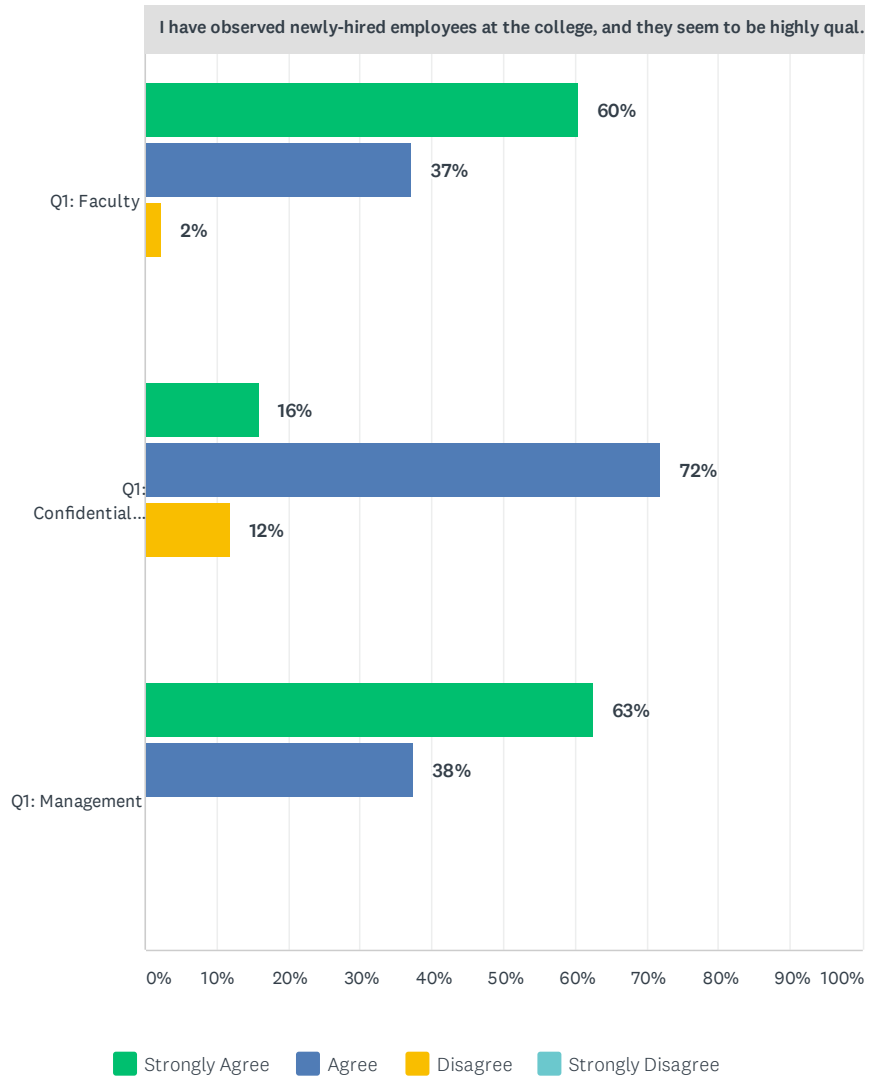
Answered: 88 Skipped: 17



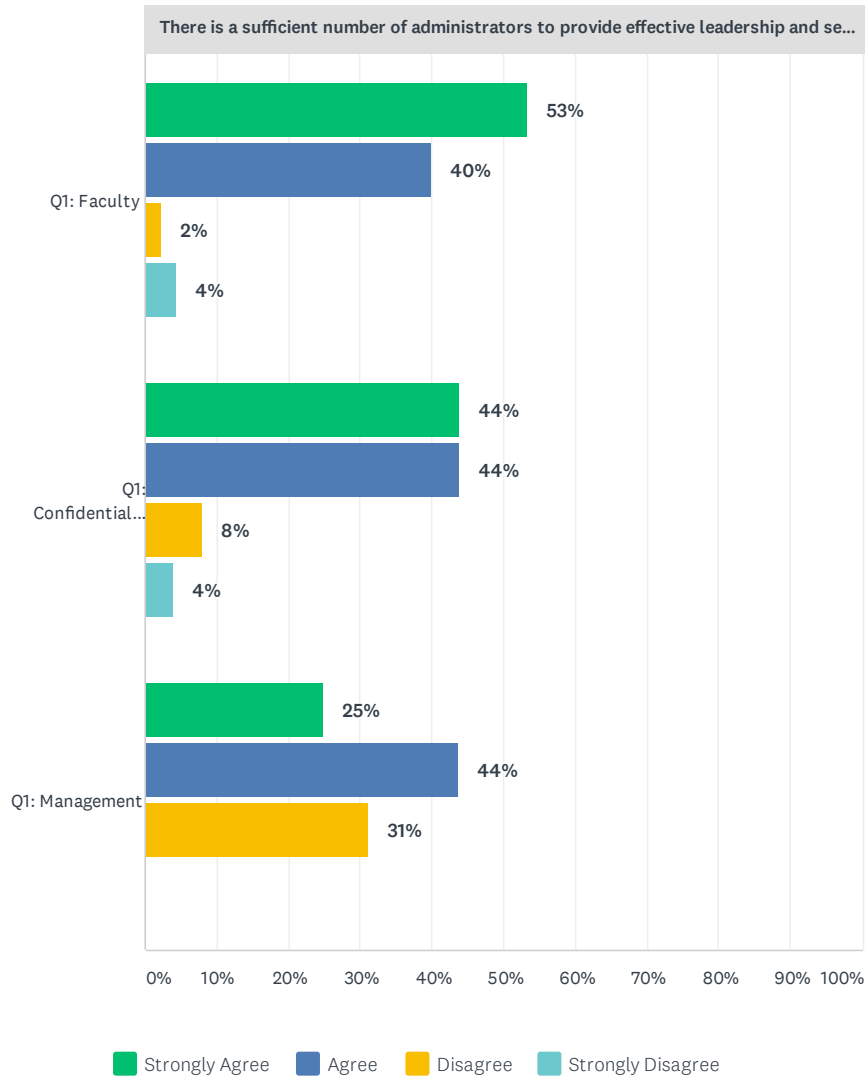
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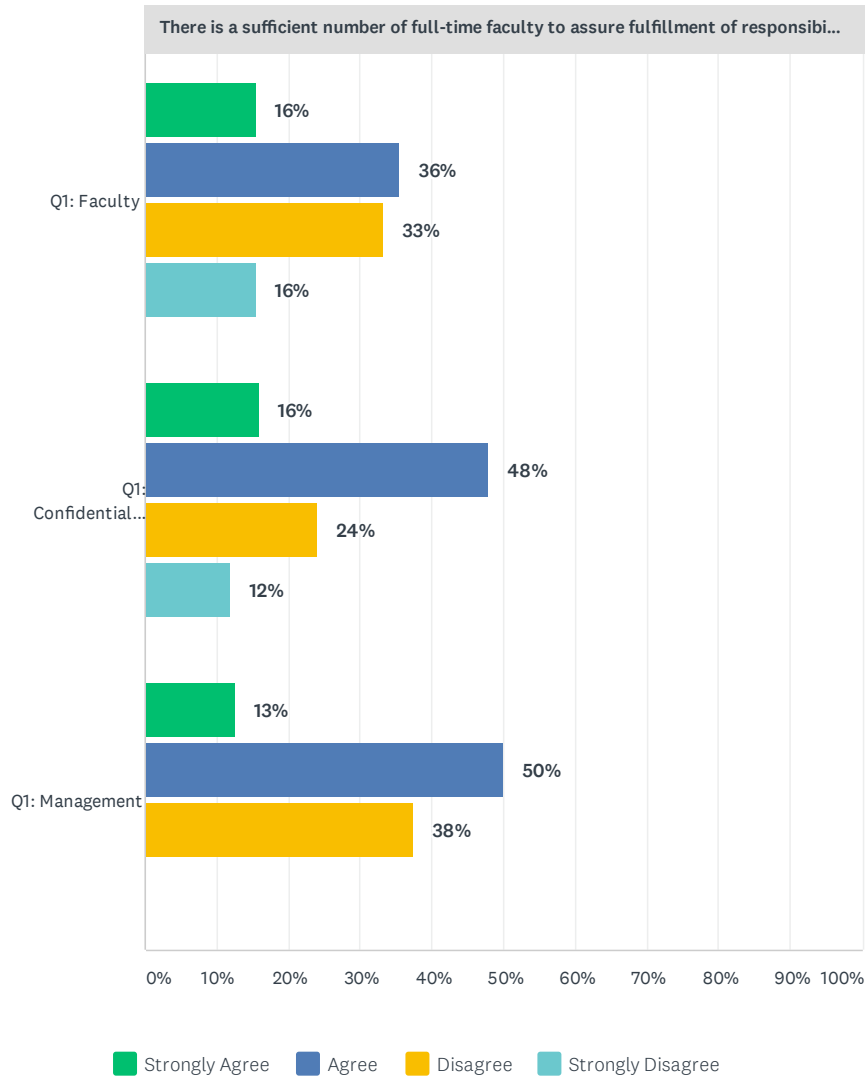
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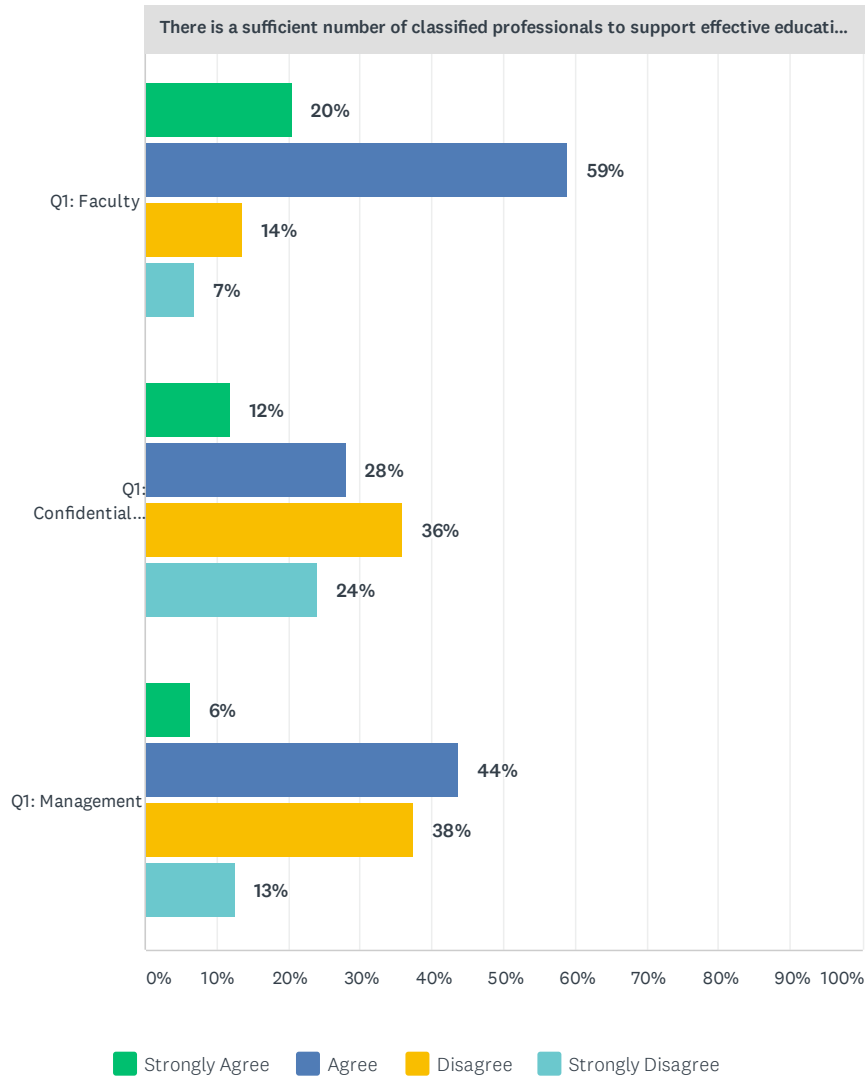
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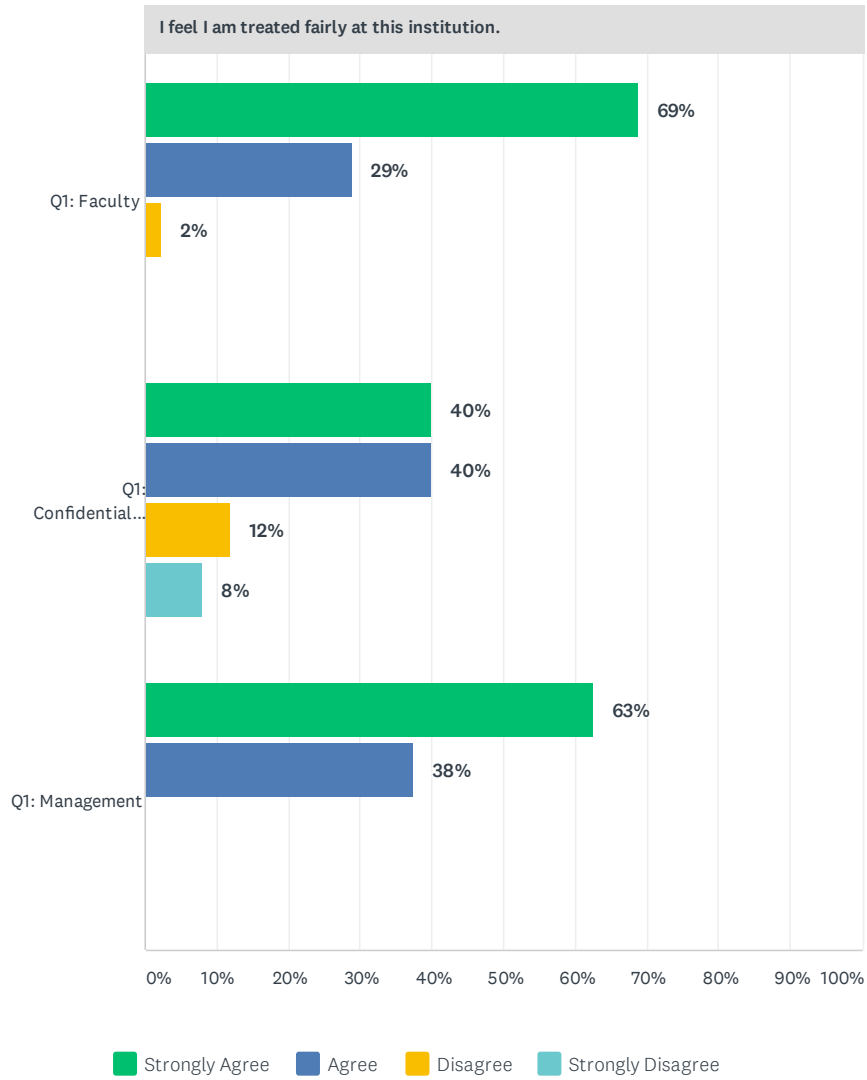
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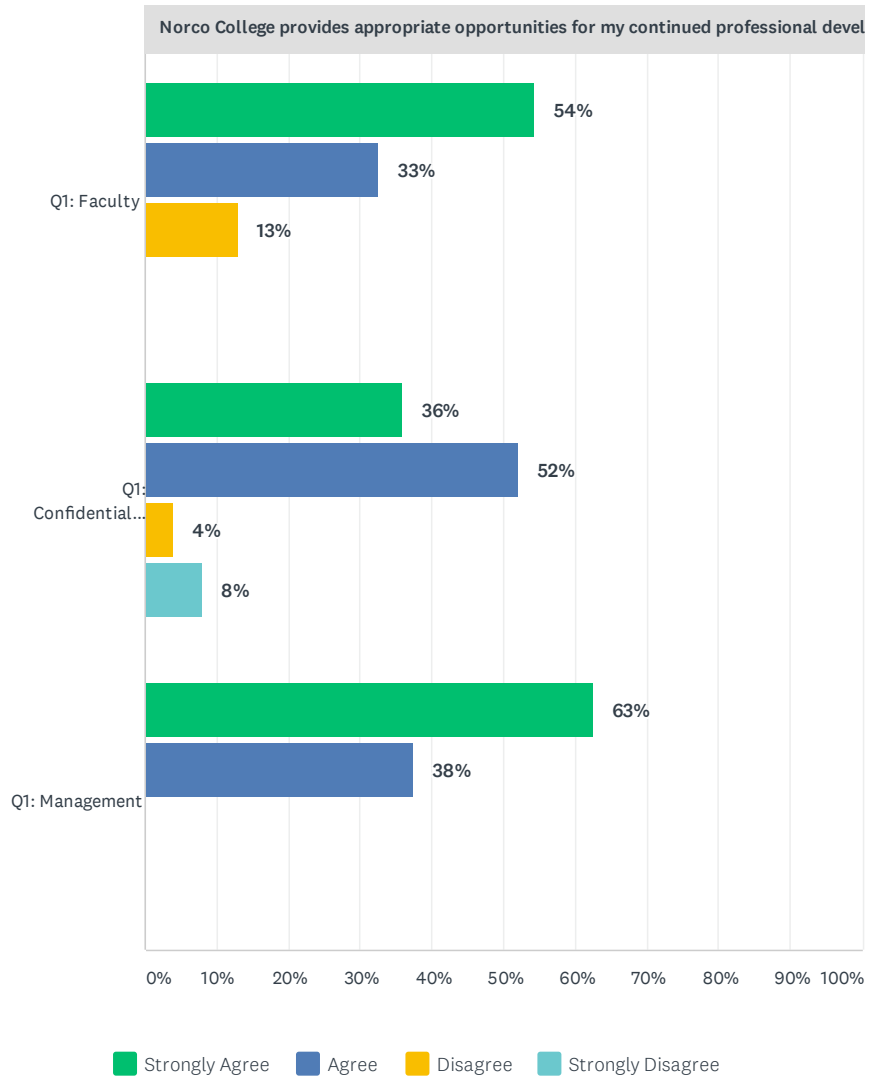
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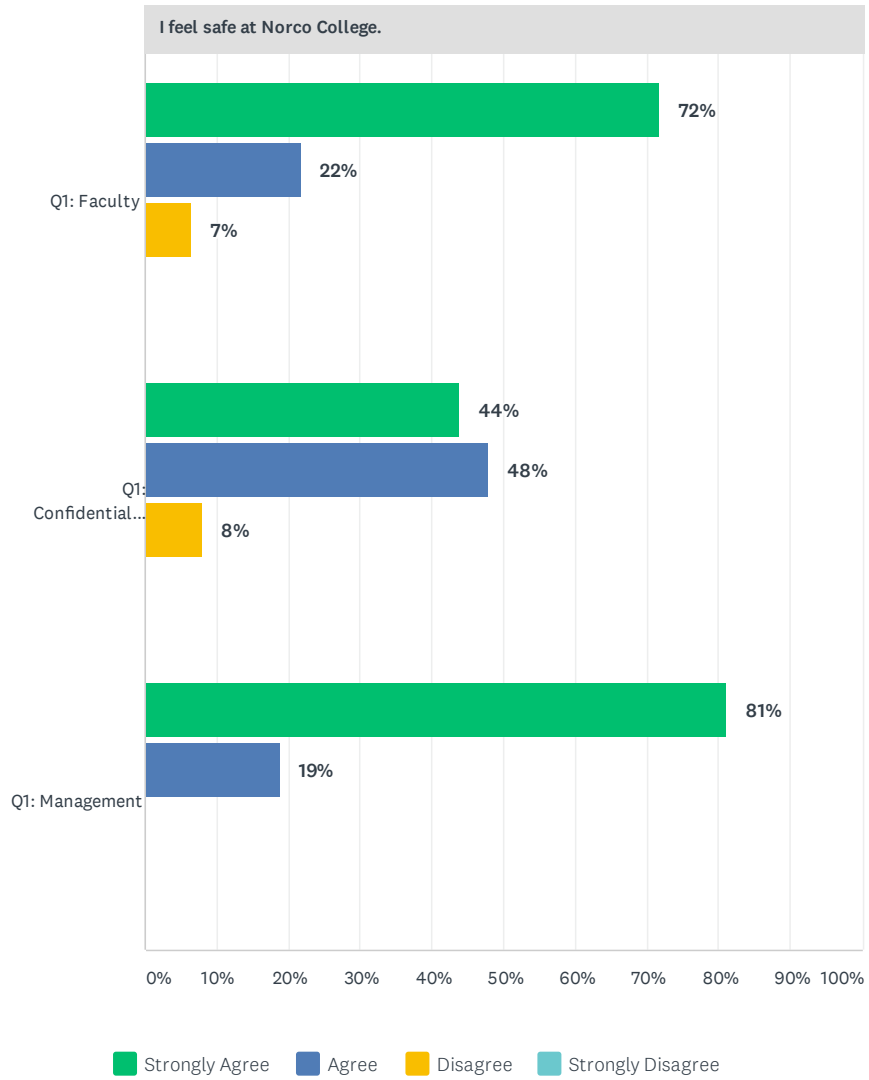
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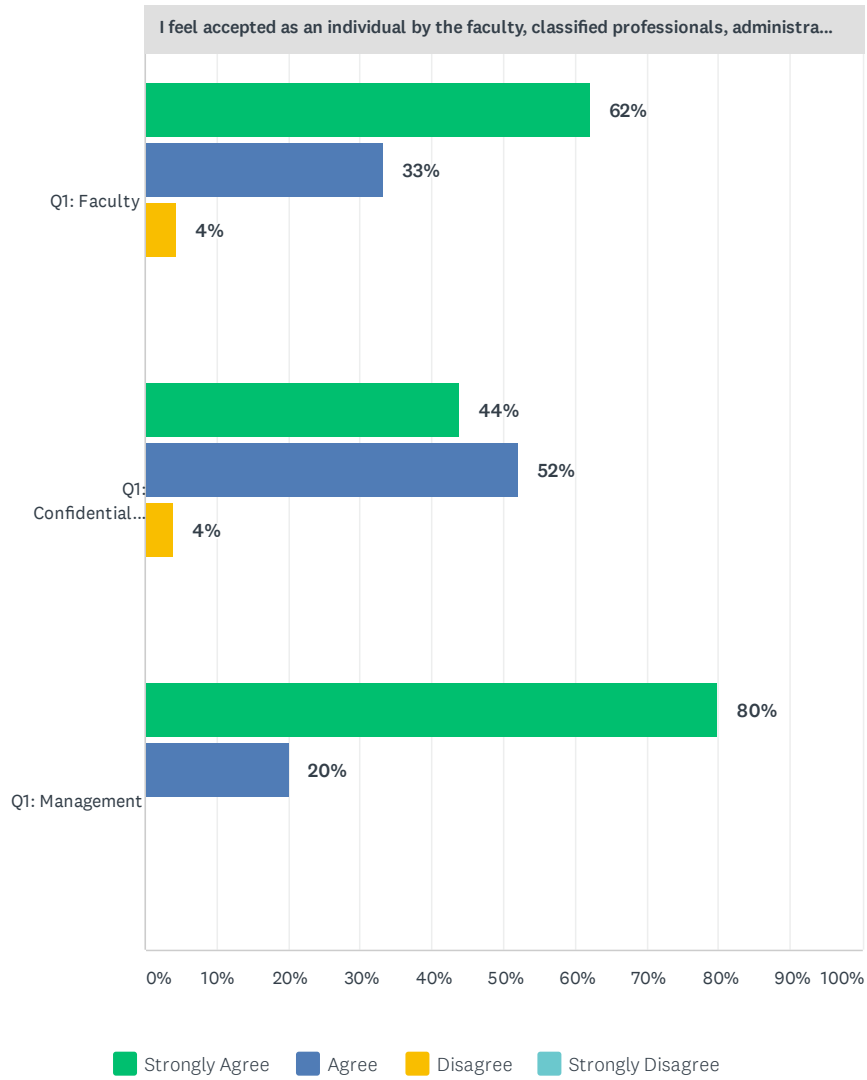
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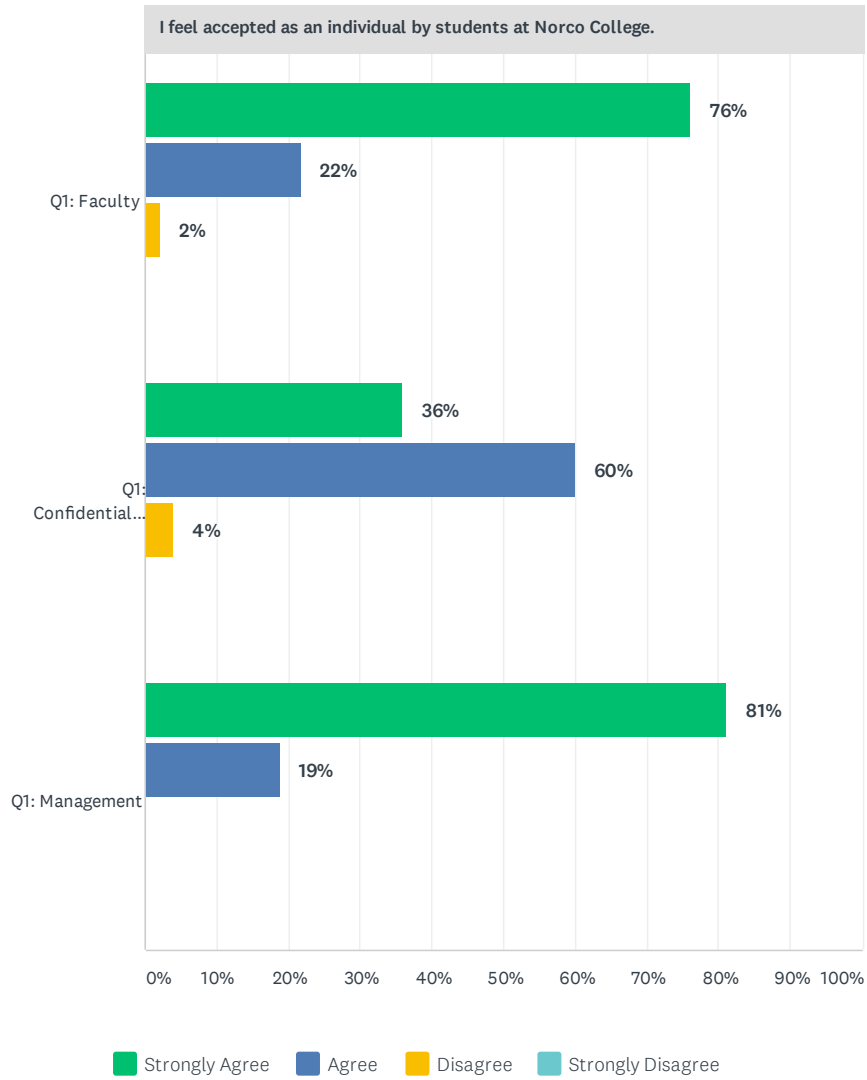
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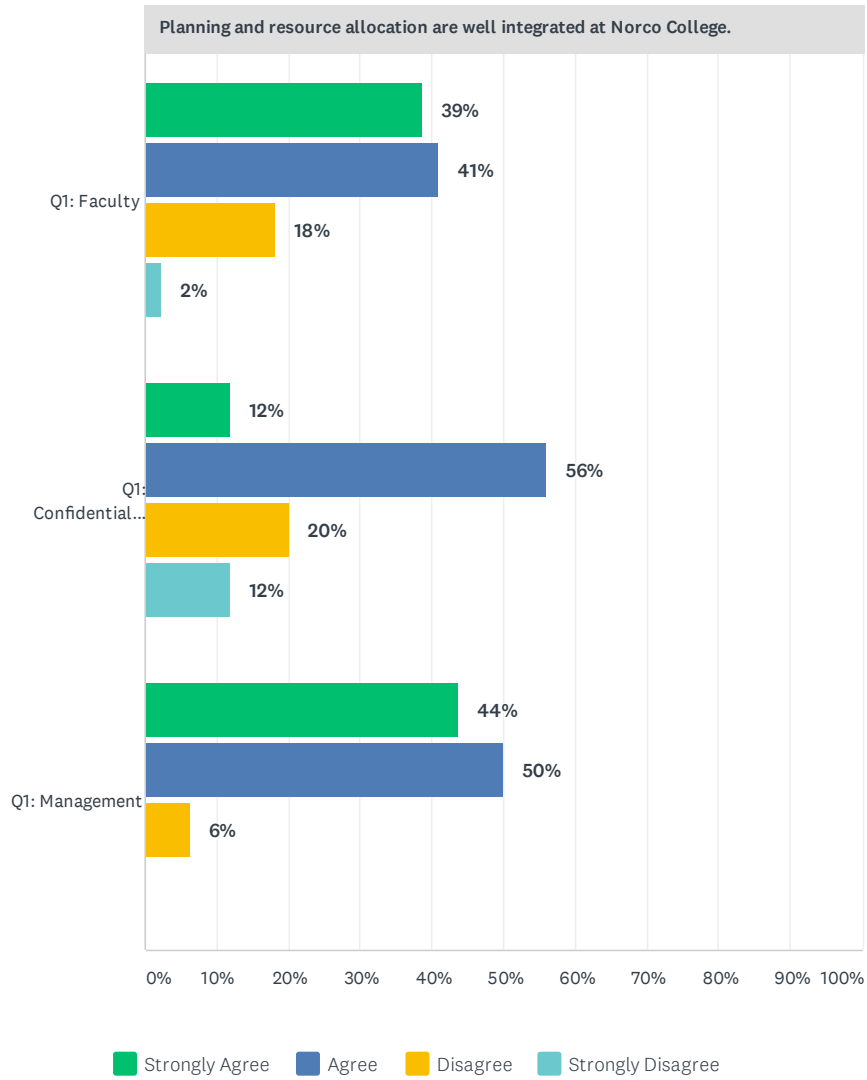
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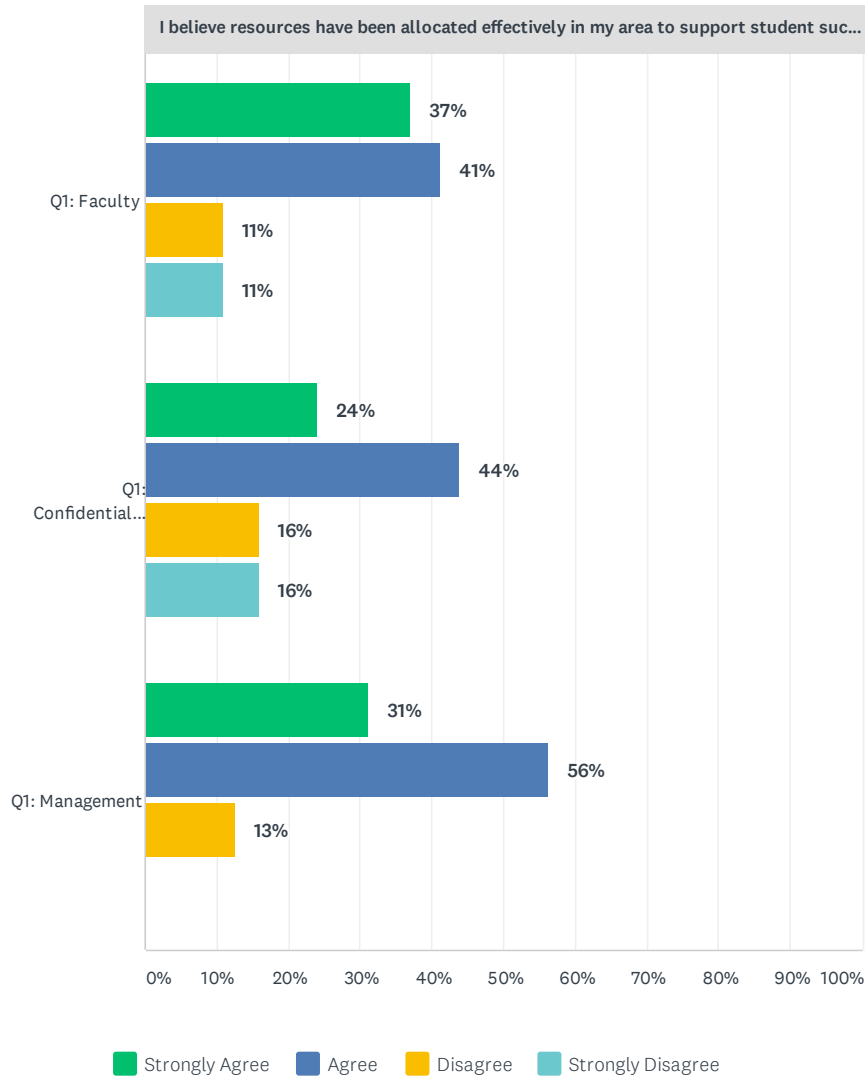
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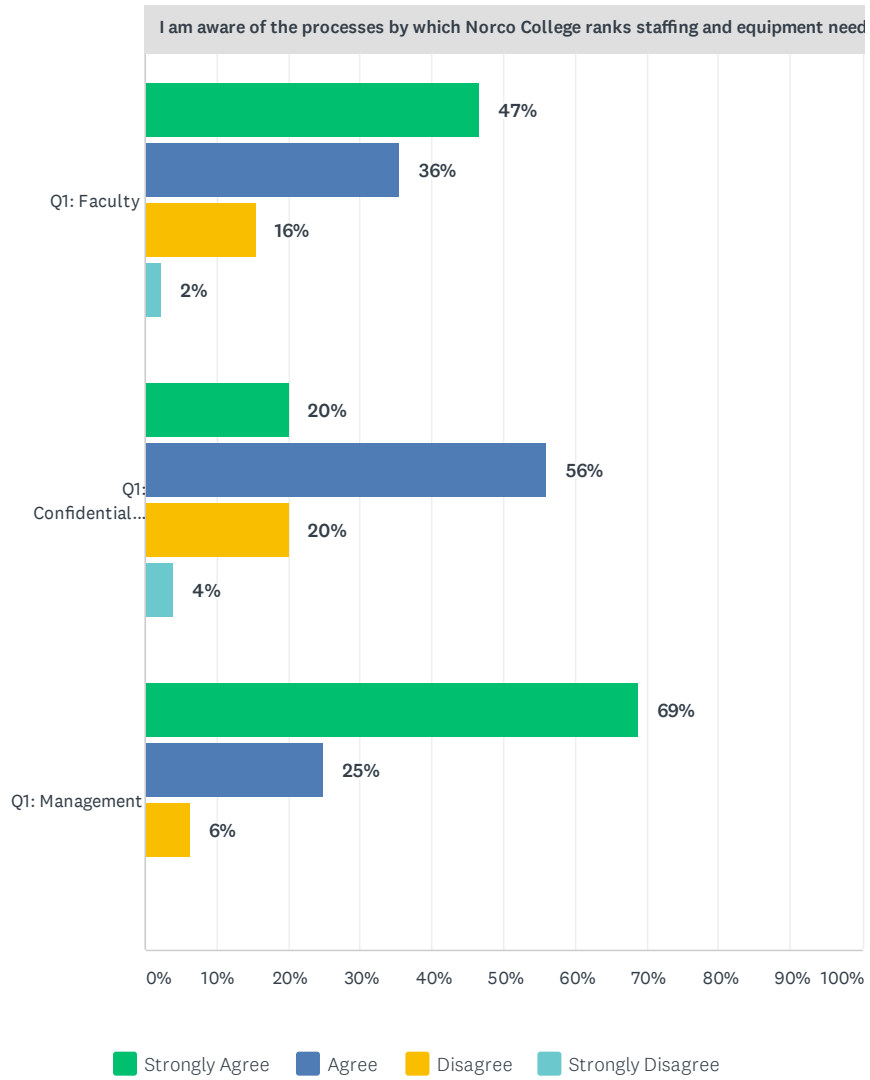
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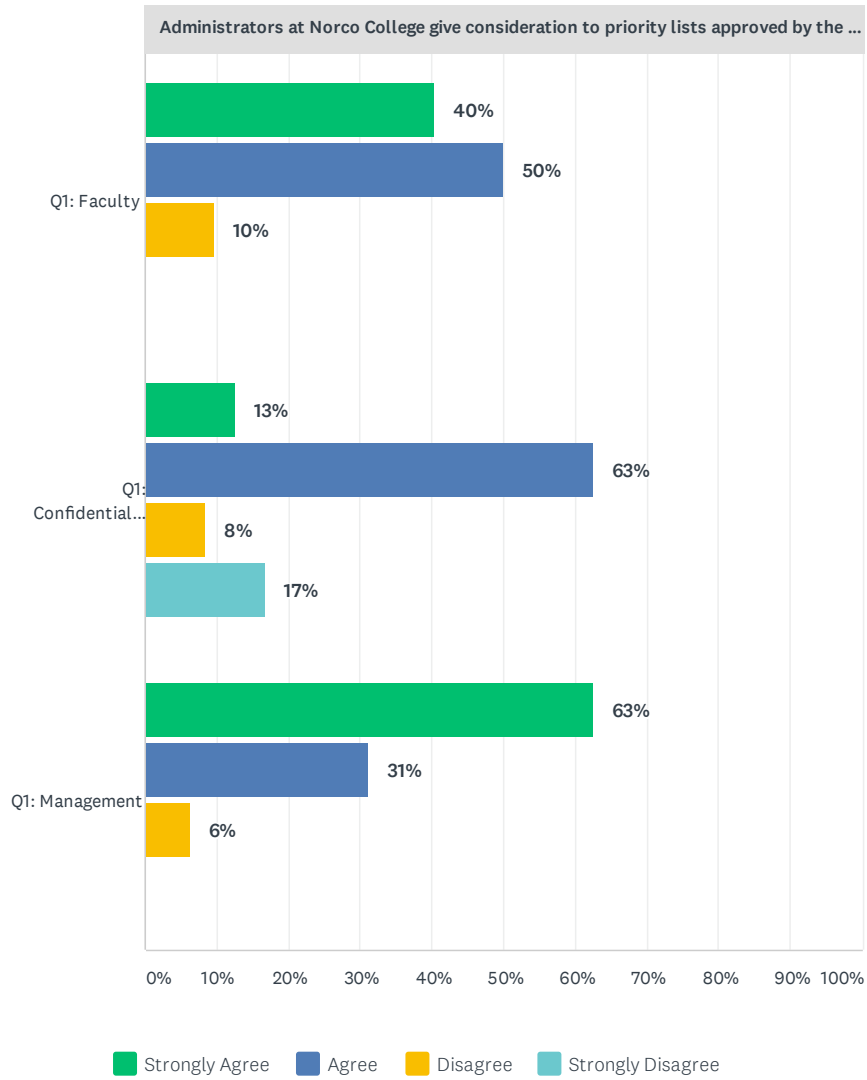
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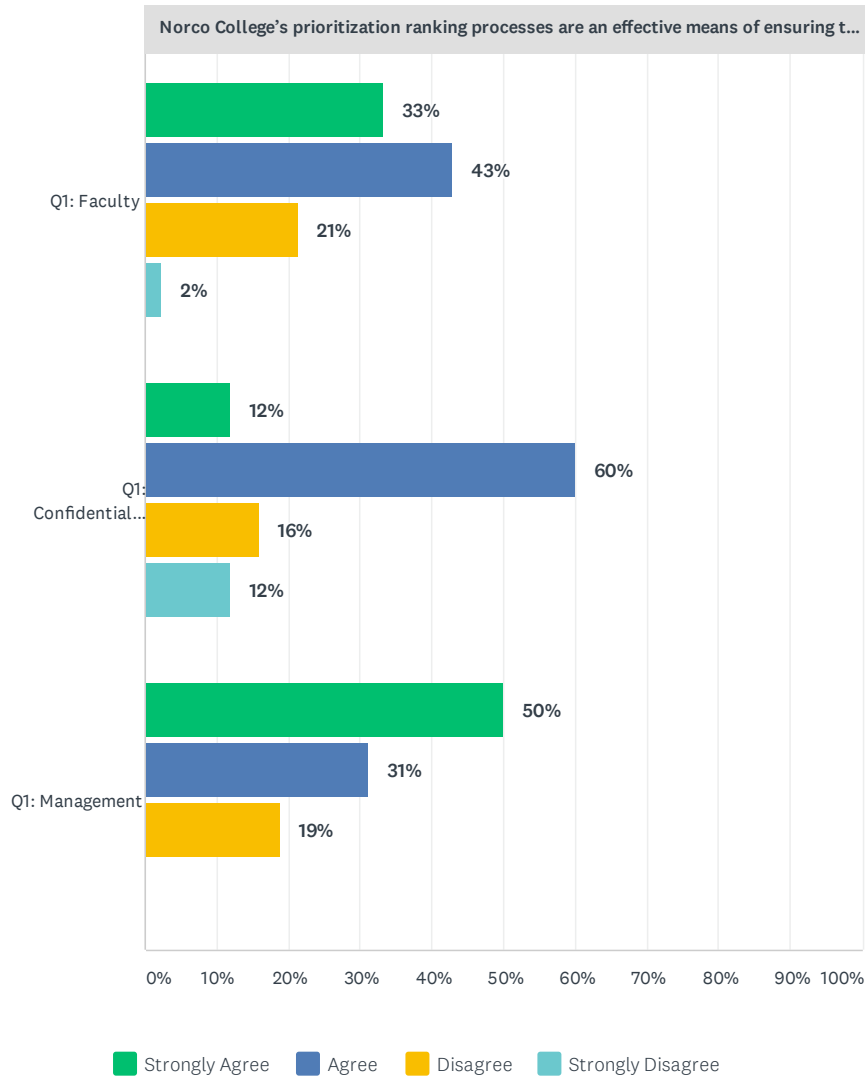
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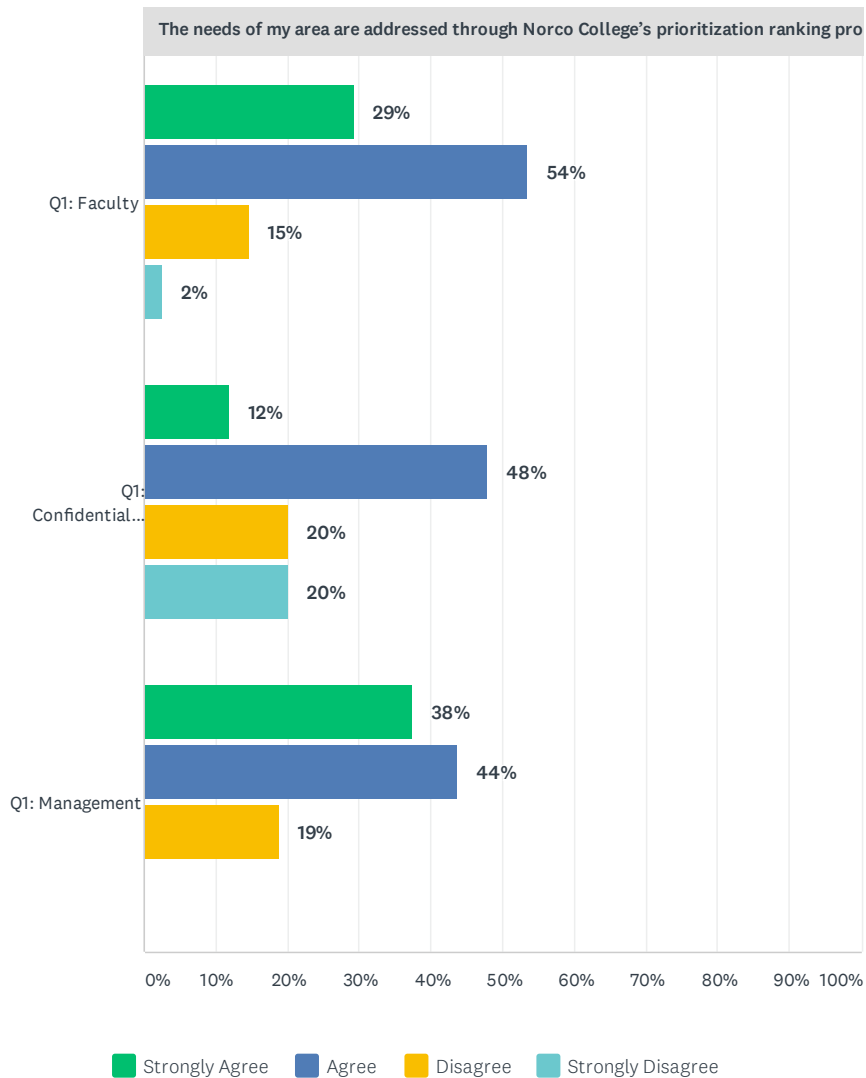
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I am familiar with the policies, procedures, and publications in my area.							
	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	TOTAL	WEIGHTED AVERAGE	
Q1: Faculty	49%	47%	2%	2%	53%		
	23	22	1	1	47	3.43	
Q1: Confidential/ Classified Professional	36%	60%	4%	0%	28%		
	9	15	1	0	25	3.32	
Q1: Management	88%	13%	0%	0%	18%		
	14	2	0	0	16	3.88	
The services/classes in my area have been aligned with student needs and/or program pathways.							
	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	TOTAL	WEIGHTED AVERAGE	
Q1: Faculty	61%	39%	0%	0%	52%		
	28	18	0	0	46	3.61	
Q1: Confidential/ Classified Professional	36%	56%	4%	4%	28%		
	9	14	1	1	25	3.24	
Q1: Management	71%	29%	0%	0%	16%		
	10	4	0	0	14	3.71	

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.						
	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	TOTAL	WEIGHTED AVERAGE
Q1: Faculty	72% 33	22% 10	7% 3	0% 0	52% 46	3.65
Q1: Confidential/ Classified Professional	44% 11	48% 12	8% 2	0% 0	28% 25	3.36
Q1: Management	81% 13	19% 3	0% 0	0% 0	18% 16	3.81
I feel accepted as an individual by the faculty, classified professionals, administrators and other employees at Norco College.						
	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	TOTAL	WEIGHTED AVERAGE
Q1: Faculty	62% 28	33% 15	4% 2	0% 0	51% 45	3.58
Q1: Confidential/ Classified Professional	44% 11	52% 13	4% 1	0% 0	28% 25	3.40
Q1: Management	80% 12	20% 3	0% 0	0% 0	17% 15	3.80
I feel accepted as an individual by students at Norco College.						
	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	TOTAL	WEIGHTED AVERAGE
Q1: Faculty	76% 35	22% 10	2% 1	0% 0	52% 46	3.74
Q1: Confidential/ Classified Professional	36% 9	60% 15	4% 1	0% 0	28% 25	3.32
Q1: Management	81% 13	19% 3	0% 0	0% 0	18% 16	3.81
Planning and resource allocation are well integrated at Norco College.						
	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	TOTAL	WEIGHTED AVERAGE
Q1: Faculty	39% 17	41% 18	18% 8	2% 1	50% 44	3.16
Q1: Confidential/ Classified Professional	12% 3	56% 14	20% 5	12% 3	28% 25	2.68
Q1: Management	44% 7	50% 8	6% 1	0% 0	18% 16	3.38
I believe resources have been allocated effectively in my area to support student success.						
	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	TOTAL	WEIGHTED AVERAGE
Q1: Faculty	37% 17	41% 19	11% 5	11% 5	52% 46	3.04
Q1: Confidential/ Classified Professional	24% 6	44% 11	16% 4	16% 4	28% 25	2.76
Q1: Management	31% 5	56% 9	13% 2	0% 0	18% 16	3.19
I am aware of the processes by which Norco College ranks staffing and equipment needs identified in program review.						
	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	TOTAL	WEIGHTED AVERAGE
Q1: Faculty	47% 21	36% 16	16% 7	2% 1	51% 45	3.27
Q1: Confidential/ Classified Professional	20% 5	56% 14	20% 5	4% 1	28% 25	2.92
Q1: Management	69% 11	25% 4	6% 1	0% 0	18% 16	3.63

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