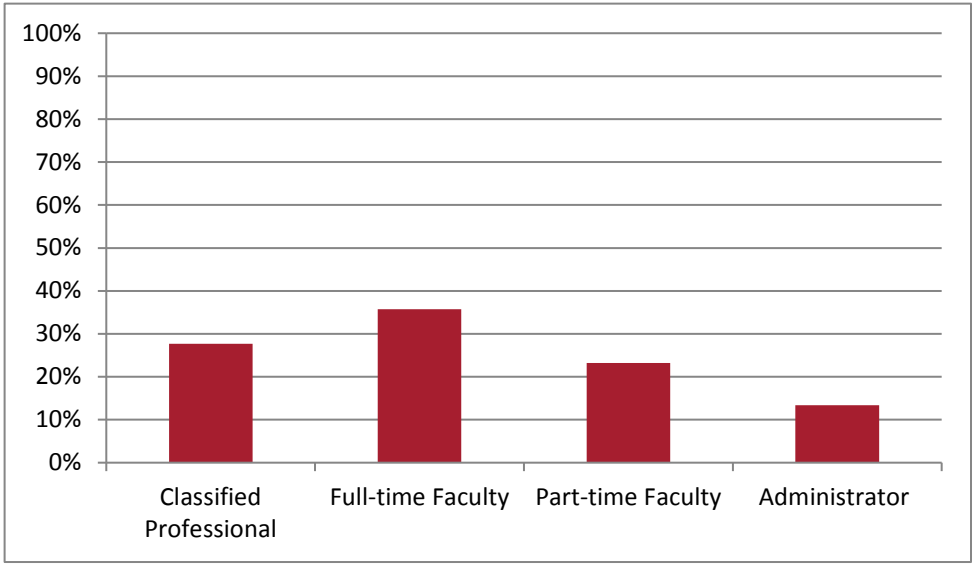
Foothill College
Employee Accreditation Survey

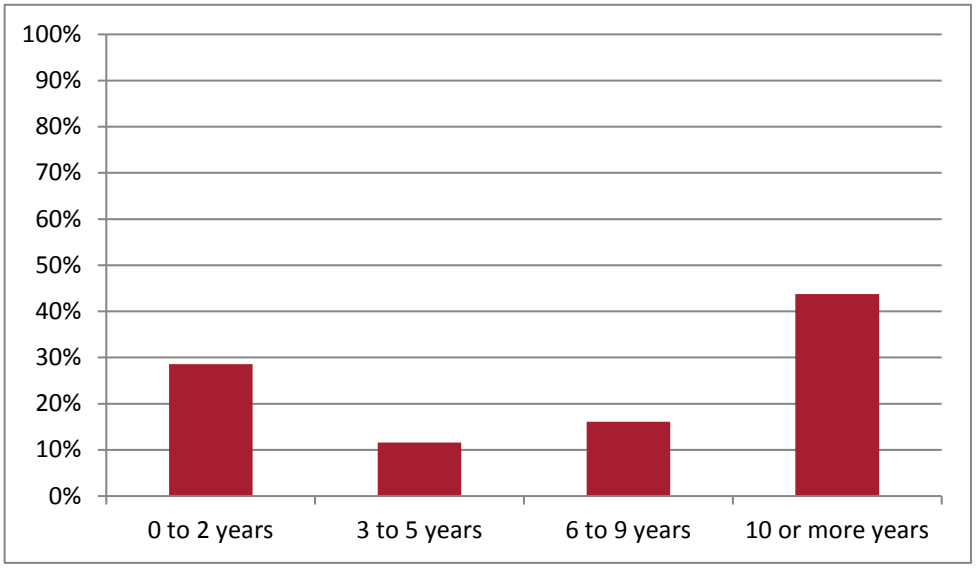
1. What is your employee classification?

Response	N	%
Classified Professional	31	28%
Full-time Faculty	40	36%
Part-time Faculty	26	23%
Administrator	15	13%
Total	112	100%



2. How long have you worked in any capacity within the FHDA District?

Response	N	%
0 to 2 years	32	29%
3 to 5 years	13	12%
6 to 9 years	18	16%
10 or more years	49	44%
Total	112	100%



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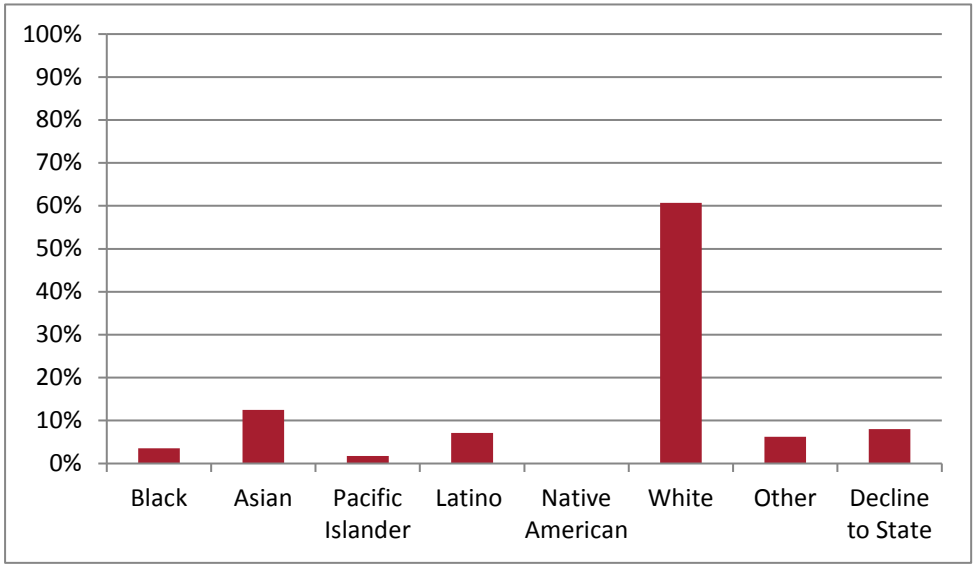
3.To which ethnic group do you MOST identify?

Response	N	%
African American/Black	4	4%
Asian	14	13%
Filipino/Pacific Islander	2	2%
Latino	8	7%
Native American	0	0%
White	68	61%
Other	7	6%
Decline to State	9	8%
Total	112	100%

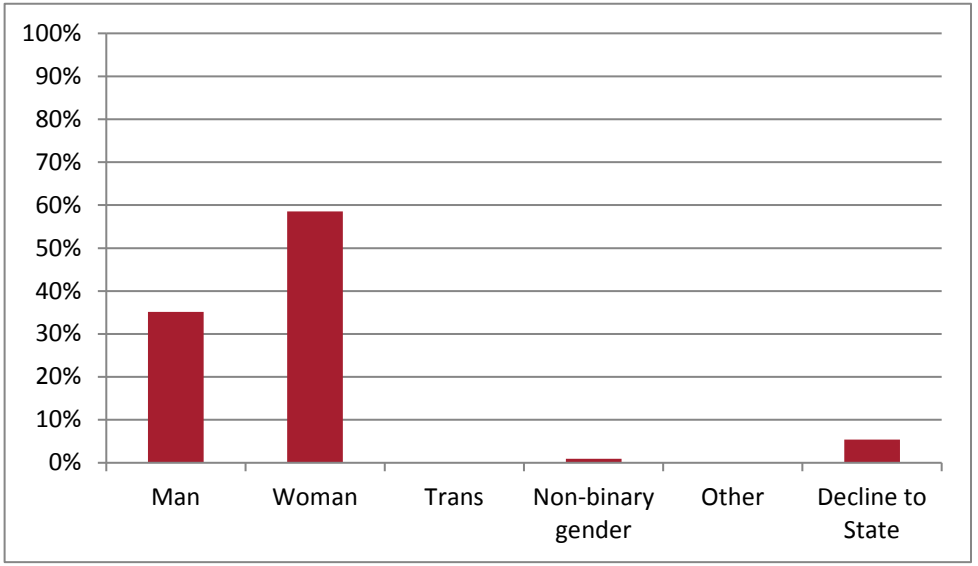
Other: European, Melting pot American, Middle Eastern, Mexican/Filipino, Greek/Swedish/Mexican/Japanese



4. To which gender do you MOST identify?

Response	N	%
Man	39	35%
Woman	65	59%
Trans	0	0%
Non-binary gender	1	1%
Other	0	0%
Decline to State	6	5%
Total	111	100%

Note: One person did not respond



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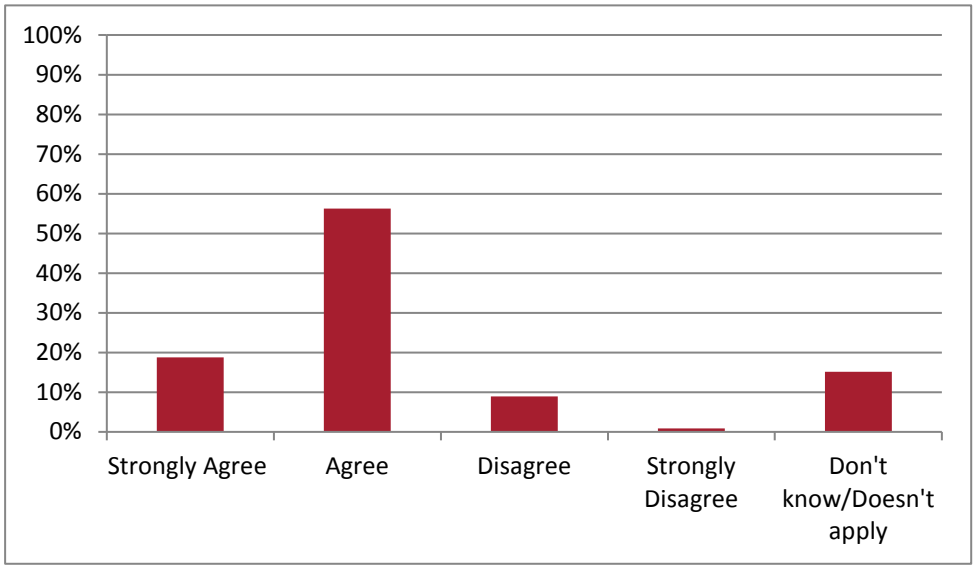
For questions 5-12, please indicate whether you agree or disagree with the following statements as it relates to each standard.
Standard 1: Mission, Academic Quality and Institutional Effectiveness, and Integrity
5. The college mission statement is used to guide institutional planning and resource prioritization

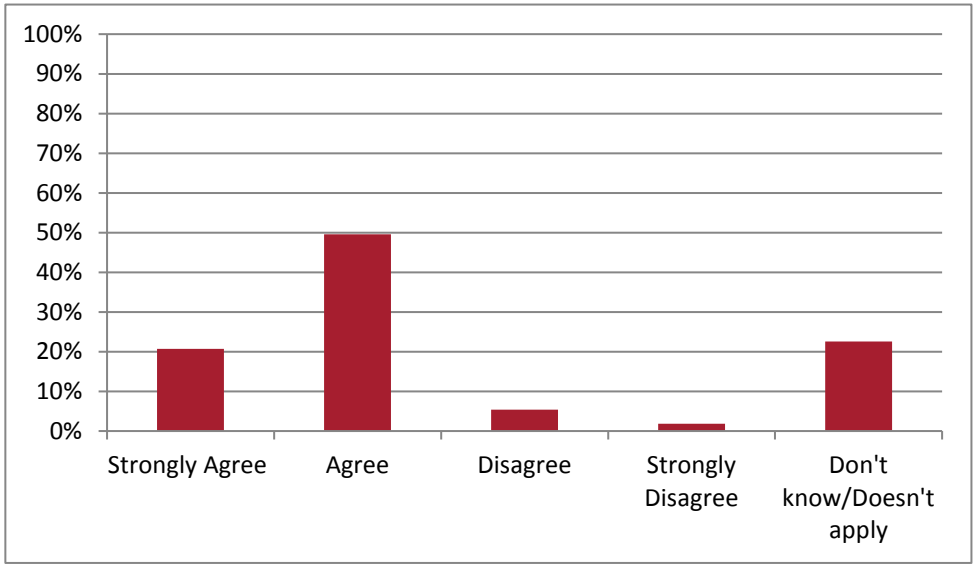
Response	N	%
Strongly Agree	21	19%
Agree	63	56%
Disagree	10	9%
Strongly Disagree	1	1%
Don't know/Doesn't apply	17	15%
Total	112	100%



6. The college mission statement is reviewed and updated as necessary

Response	N	%
Strongly Agree	23	21%
Agree	55	50%
Disagree	6	5%
Strongly Disagree	2	2%
Don't know/Doesn't apply	25	23%
Total	111	100%

Note: One person did not respond



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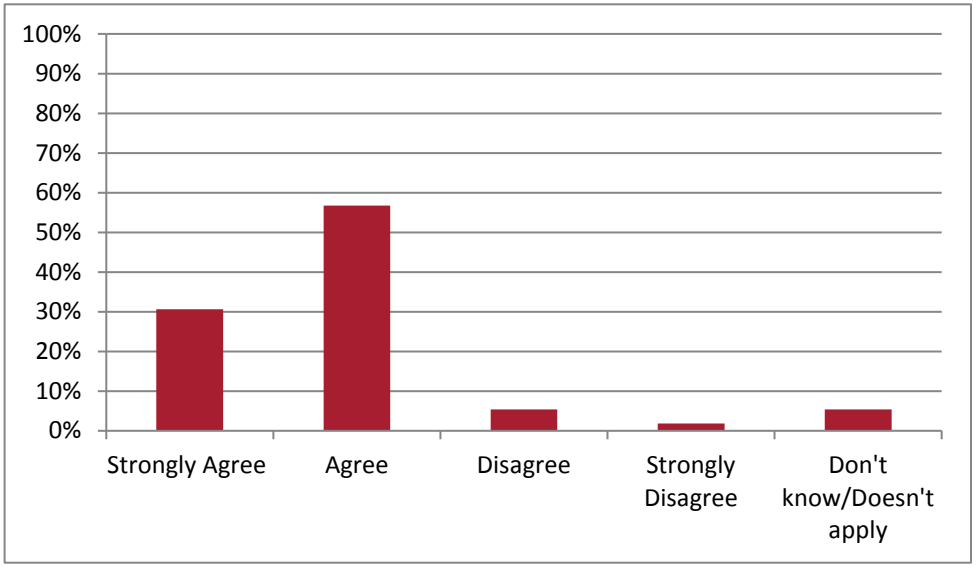
7. The college maintains ongoing dialogue about the continuous improvement of student learning and institutional processes

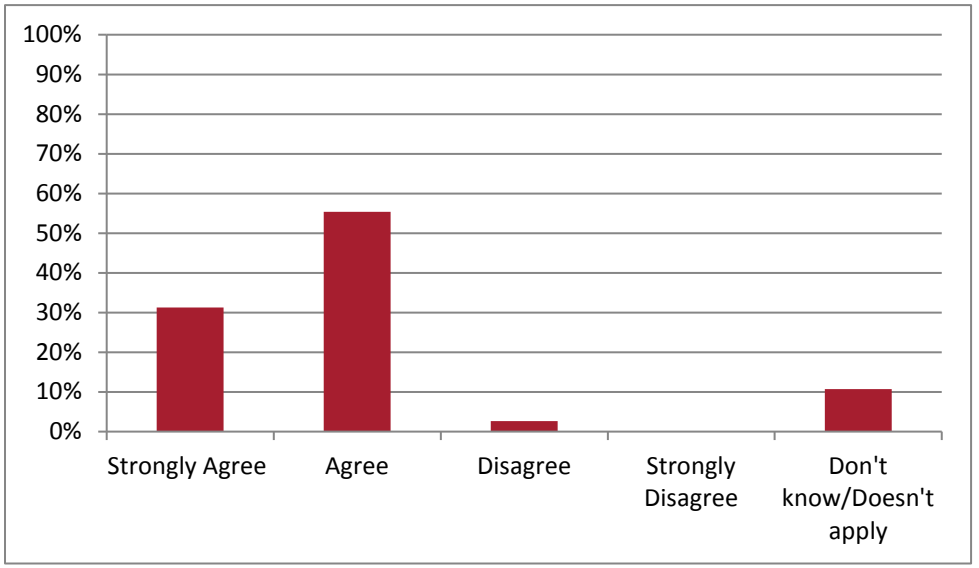
Response	N	%
Strongly Agree	34	31%
Agree	63	57%
Disagree	6	5%
Strongly Disagree	2	2%
Don't know/Doesn't apply	6	5%
Total	111	100%

Note: One person did not respond



8. The college reviews student data to identify achievement gaps

Response	N	%
Strongly Agree	35	31%
Agree	62	55%
Disagree	3	3%
Strongly Disagree	0	0%
Don't know/Doesn't apply	12	11%
Total	112	100%



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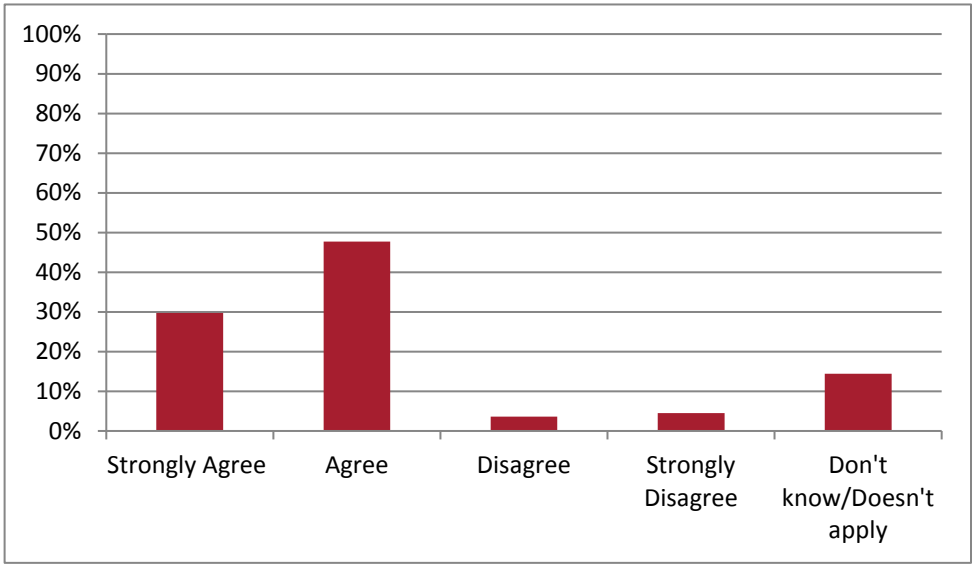
9. The college reviews data to identify and evaluate strategies promoting equity in student outcomes

Response	N	%
Strongly Agree	33	30%
Agree	53	48%
Disagree	4	4%
Strongly Disagree	5	5%
Don't know/Doesn't apply	16	14%
Total	111	100%

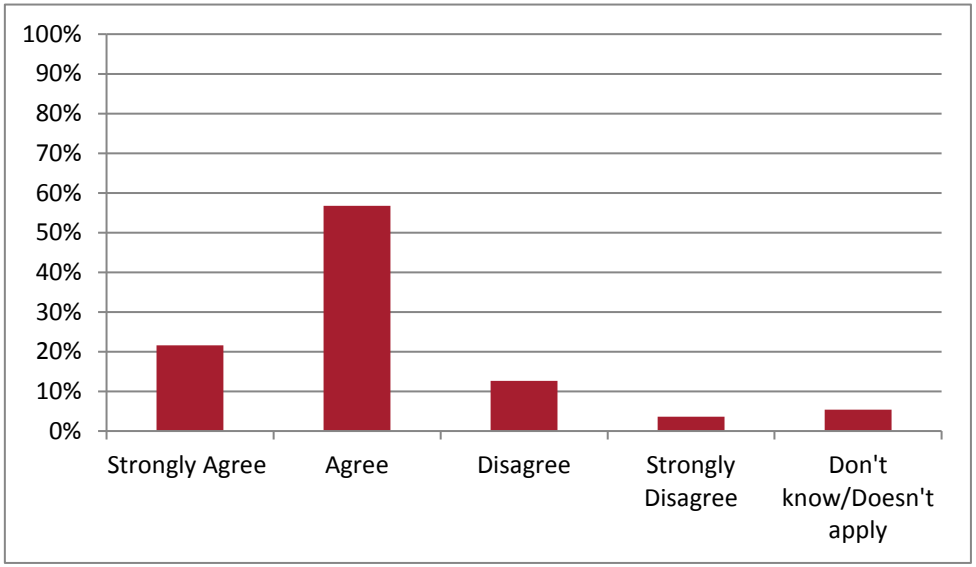
Note: One person did not respond



10. The college communicates its program review, planning, and resource prioritization processes (e.g. using website, emails, newsletters, shared governance discussions, etc.)

Response	N	%
Strongly Agree	24	22%
Agree	63	57%
Disagree	14	13%
Strongly Disagree	4	4%
Don't know/Doesn't apply	6	5%
Total	111	100%

Note: One person did not respond



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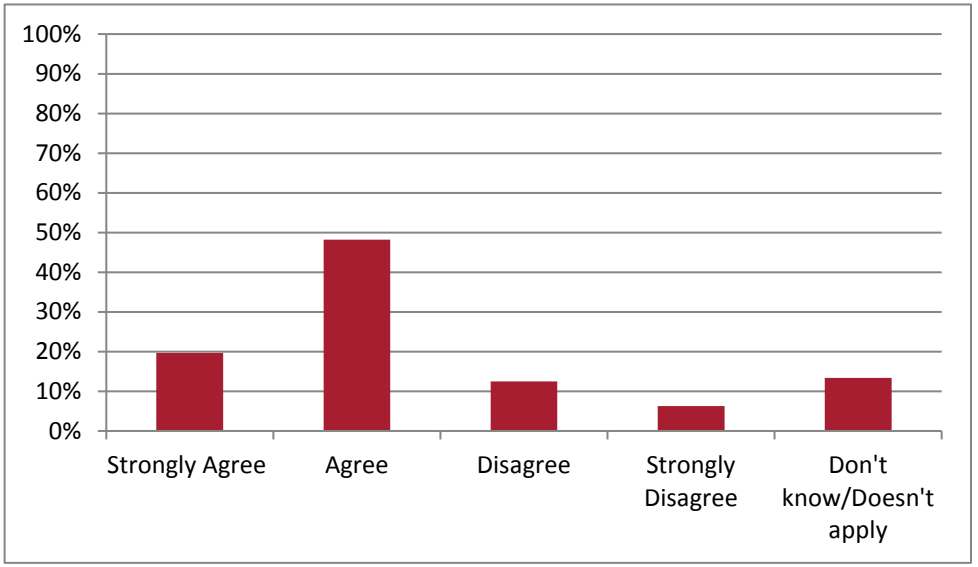
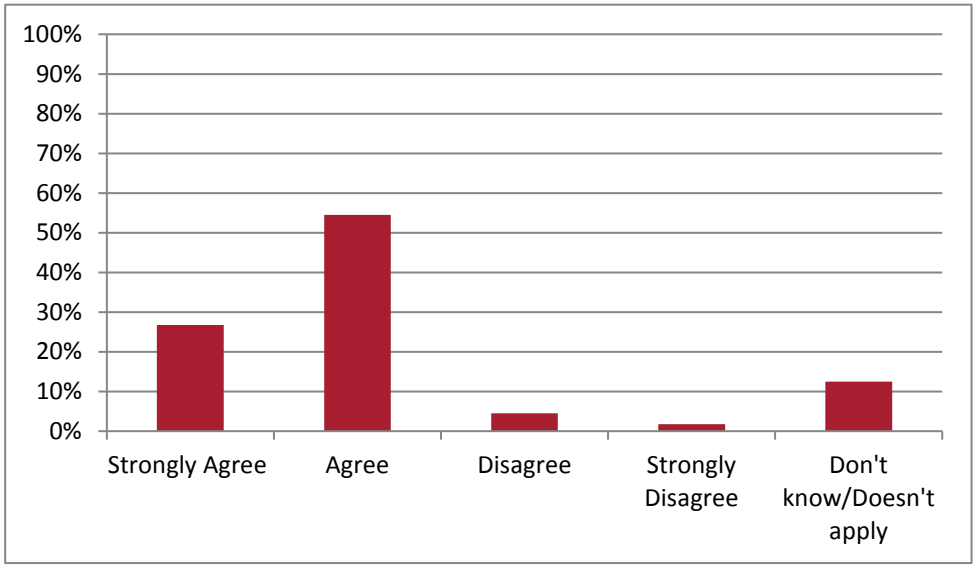
11. Program review, planning, and resource prioritization processes highlight how each program/unit serves students, and how it can serve them better (short-and long-term)

Response	N	%
Strongly Agree	22	20%
Agree	54	48%
Disagree	14	13%
Strongly Disagree	7	6%
Don't know/Doesn't apply	15	13%
Total	112	100%



12. College employees interact with students in a way that presents information in a fair and objective manner

Response	N	%
Strongly Agree	30	27%
Agree	61	54%
Disagree	5	4%
Strongly Disagree	2	2%
Don't know/Doesn't apply	14	13%
Total	112	100%



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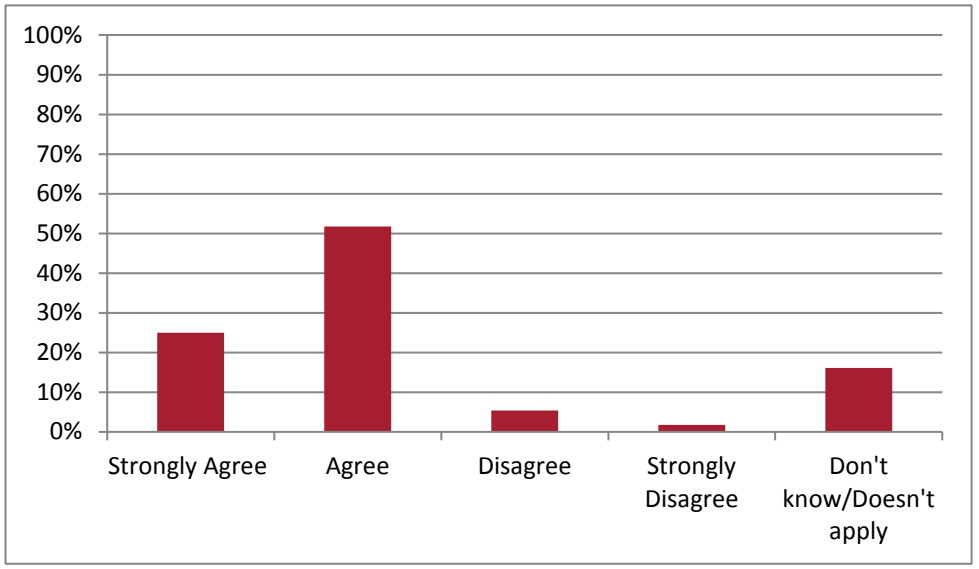
For questions 13-19, please indicate whether you agree or disagree with the following statements as it relates to each Standard
Standard 2: Student Learning Programs and Support Services

13. Educational programs are regularly reviewed (e.g. program review, program learning outcomes) for consistency with the college mission and master plan goals

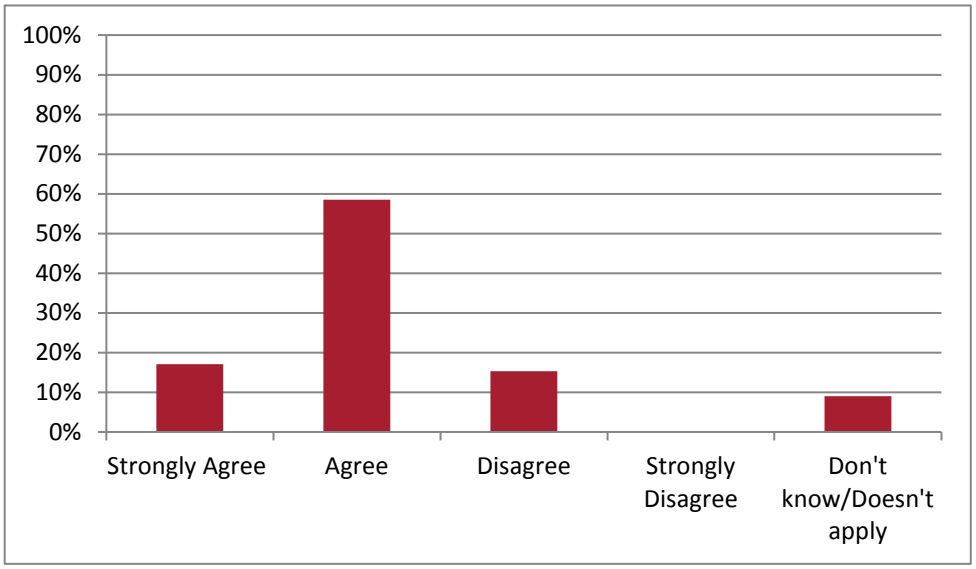
Response	N	%
Strongly Agree	28	25%
Agree	58	52%
Disagree	6	5%
Strongly Disagree	2	2%
Don't know/Doesn't apply	18	16%
Total	112	100%



14. Educational programs reflect the educational needs of students

Response	N	%
Strongly Agree	19	17%
Agree	65	59%
Disagree	17	15%
Strongly Disagree	0	0%
Don't know/Doesn't apply	10	9%
Total	111	100%

Note: One person did not respond



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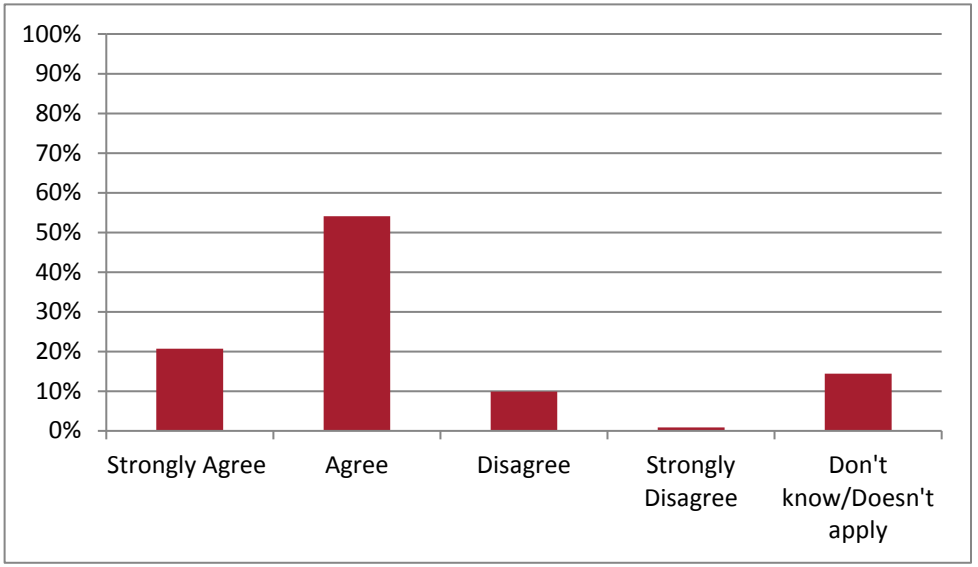
15. The college uses delivery modes and teaching methodologies appropriately to better reflect the diverse needs and learning styles of students

Response	N	%
Strongly Agree	23	21%
Agree	60	54%
Disagree	11	10%
Strongly Disagree	1	1%
Don't know/Doesn't apply	16	14%
Total	111	100%

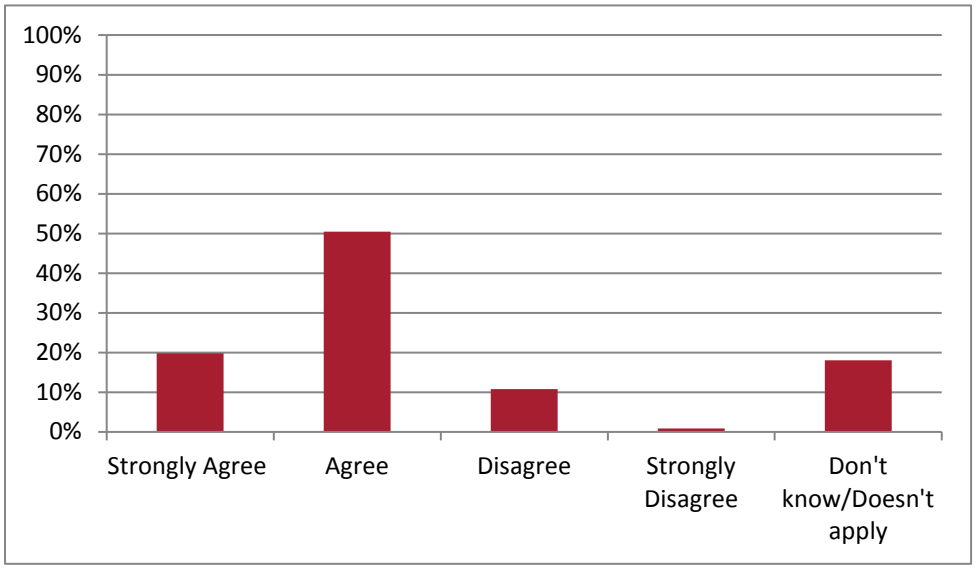
Note: One person did not respond



16. Educational programs are regularly assessed (via program review data) to better promote student success and equity

Response	N	%
Strongly Agree	22	20%
Agree	56	50%
Disagree	12	11%
Strongly Disagree	1	1%
Don't know/Doesn't apply	20	18%
Total	111	100%

Note: One person did not respond



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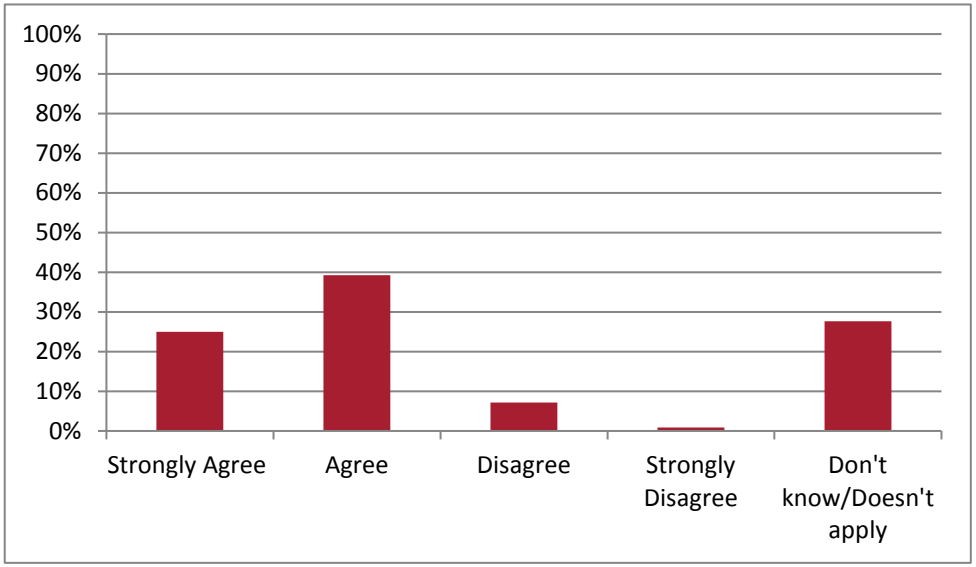
17. The college library resources are sufficient for students to complete academic assignments

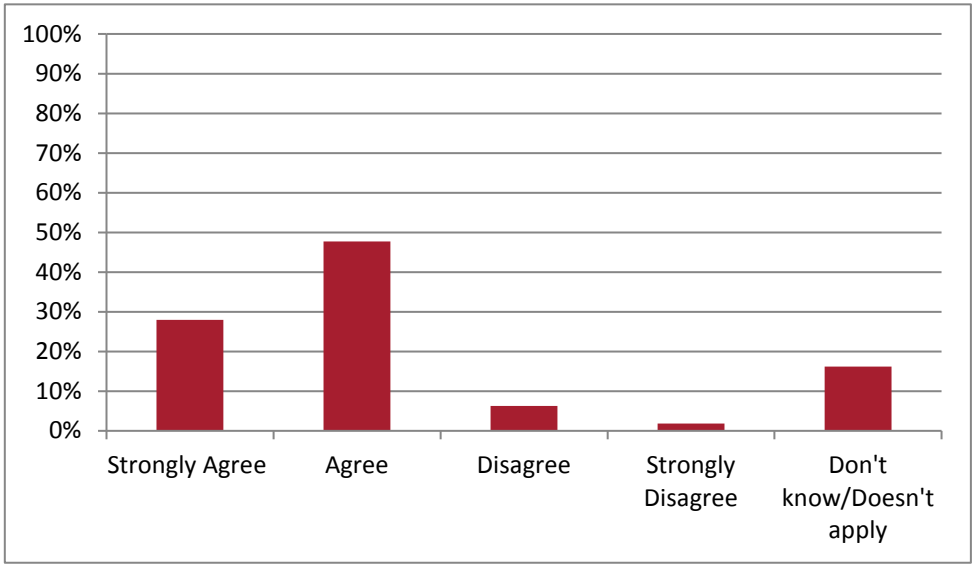
Response	N	%
Strongly Agree	28	25%
Agree	44	39%
Disagree	8	7%
Strongly Disagree	1	1%
Don't know/Doesn't apply	31	28%
Total	112	100%



18. The college provides students sufficient access to the library and other learning support services, whether face-to-face or in an online (i.e. web-based, internet) format

Response	N	%
Strongly Agree	31	28%
Agree	53	48%
Disagree	7	6%
Strongly Disagree	2	2%
Don't know/Doesn't apply	18	16%
Total	111	100%

Note: One person did not respond



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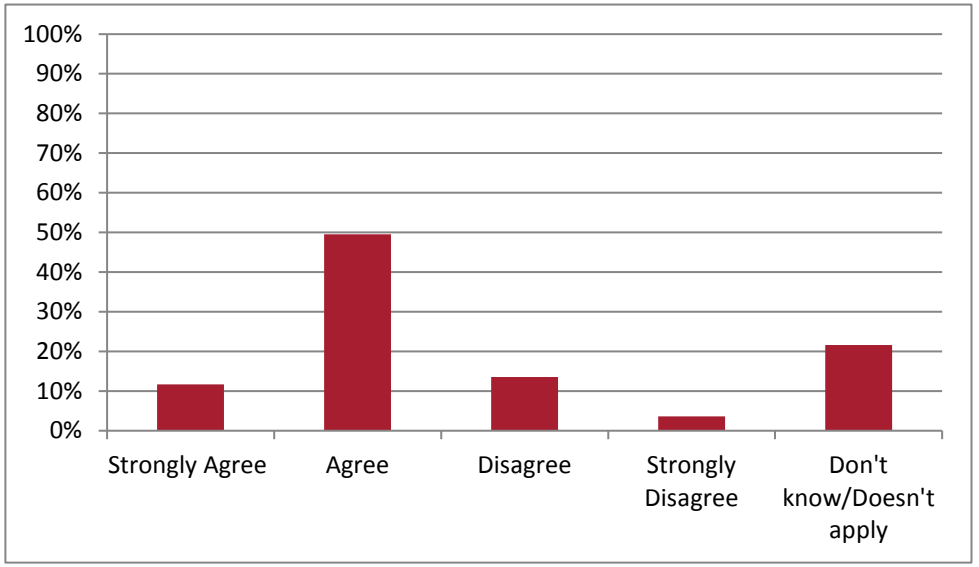
19. The college evaluates the quality of student support services to assure they meet student needs

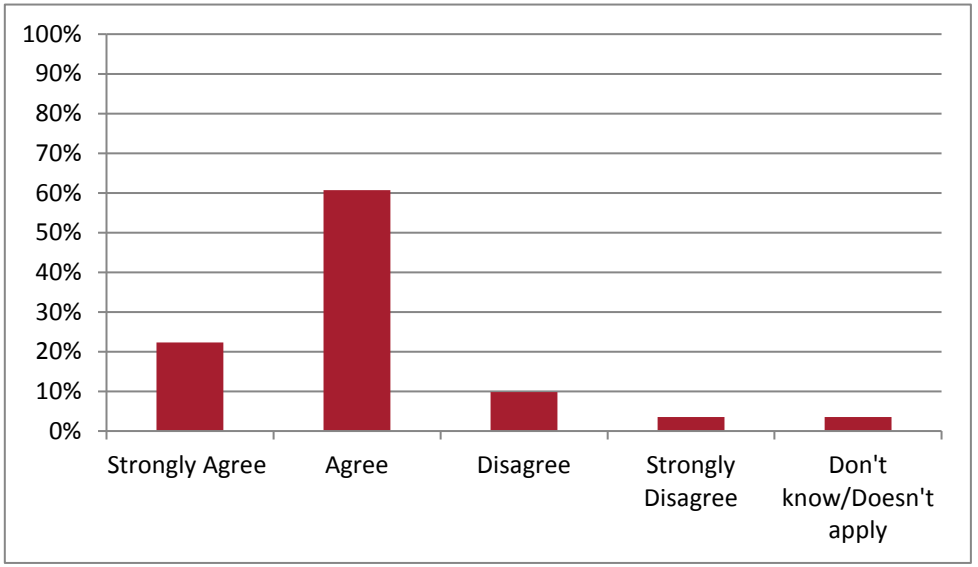
Response	N	%
Strongly Agree	13	12%
Agree	55	50%
Disagree	15	14%
Strongly Disagree	4	4%
Don't know/Doesn't apply	24	22%
Total	111	100%

Note: One person did not respond



For questions 20-30, please indicate whether you agree or disagree with the following statements as it relates to each Standard
Standard 3: Resources
20. The college employs individuals who are qualified for their position, with appropriate education, training and experience

Response	N	%
Strongly Agree	25	22%
Agree	68	61%
Disagree	11	10%
Strongly Disagree	4	4%
Don't know/Doesn't apply	4	4%
Total	112	100%



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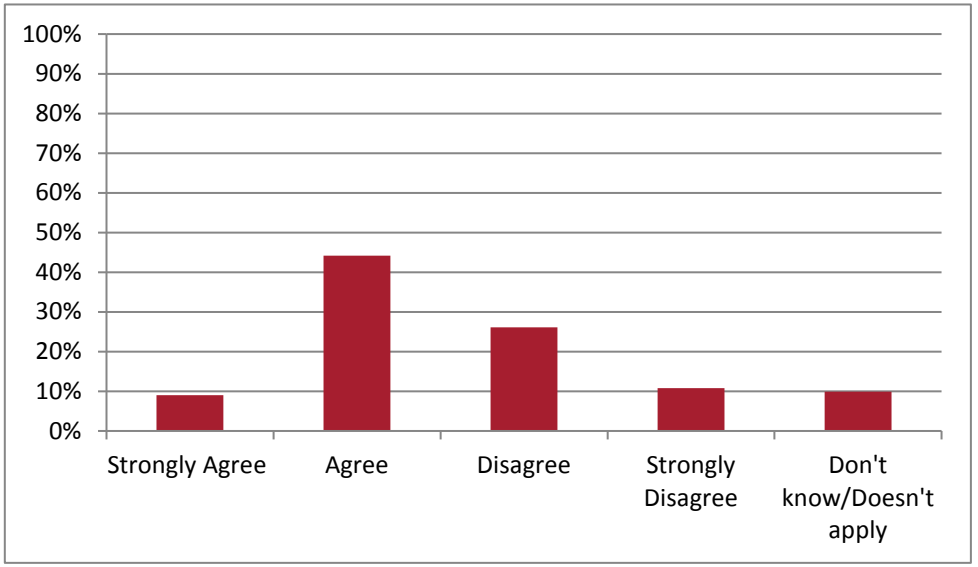
21. The college evaluates all personnel systematically and at stated intervals

Response	N	%
Strongly Agree	10	9%
Agree	49	44%
Disagree	29	26%
Strongly Disagree	12	11%
Don't know/Doesn't apply	11	10%
Total	111	100%

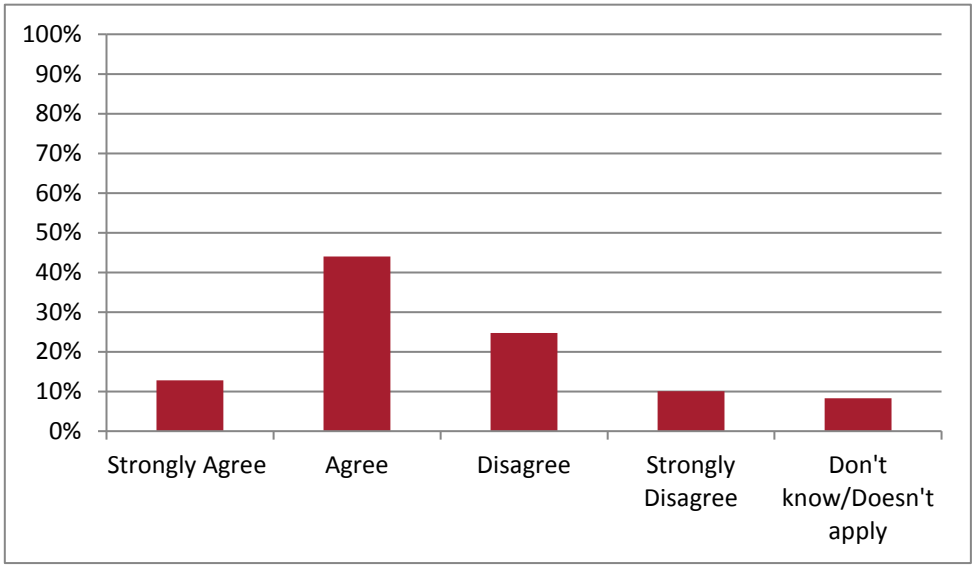
Note: One person did not respond



22. Sufficient training opportunities are provided by the college in state/federal regulations, such as Title 5 Ed Code, Title IX, and sexual harrassment

Response	N	%
Strongly Agree	14	13%
Agree	48	44%
Disagree	27	25%
Strongly Disagree	11	10%
Don't know/Doesn't apply	9	8%
Total	109	100%

Note: Three people did not respond



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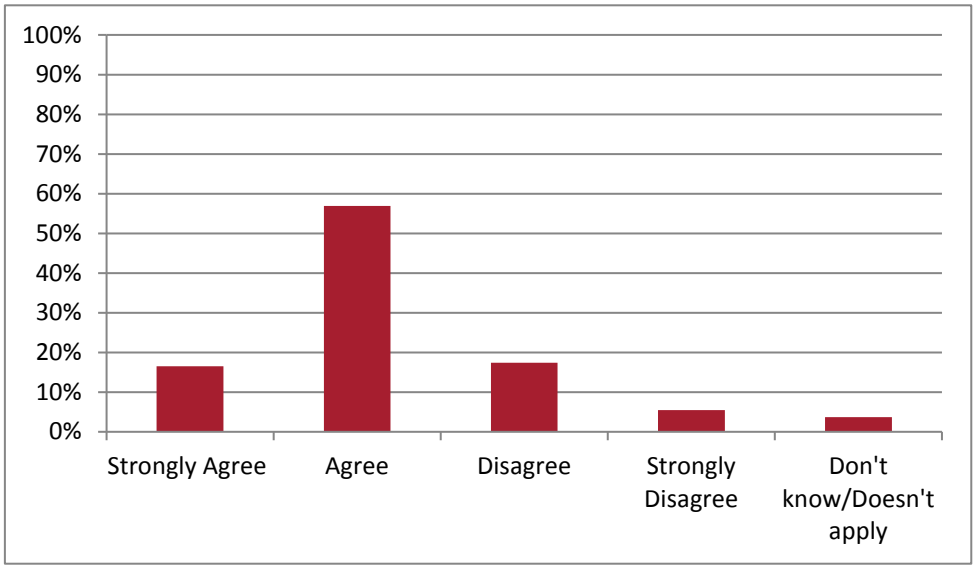
23. Sufficient training opportunities are provided by the college on health and safety issues (e.g. emergency situtation training, active shooter trainging, etc.)

Response	N	%
Strongly Agree	18	17%
Agree	62	57%
Disagree	19	17%
Strongly Disagree	6	6%
Don't know/Doesn't apply	4	4%
Total	109	100%

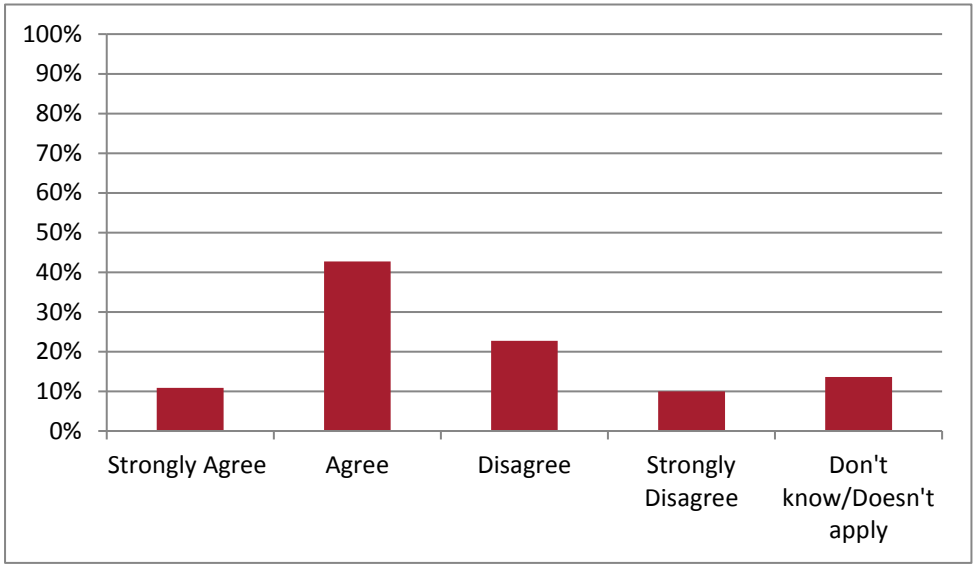
Note: Three people did not respond



24. Sufficient training opportunities are provided by the college in institutional planning, includding program review, accreditation standards, institutional standards and goals

Response	N	%
Strongly Agree	12	11%
Agree	47	43%
Disagree	25	23%
Strongly Disagree	11	10%
Don't know/Doesn't apply	15	14%
Total	110	100%

Note: Two people did not respond



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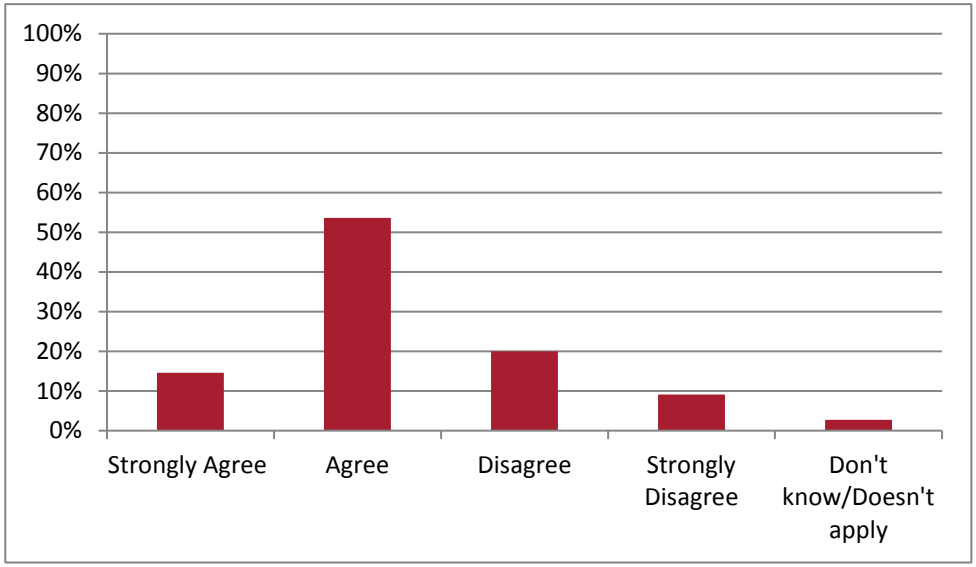
25. Facilities in my area are adequately constructed and maintaned to address safety

Response	N	%
Strongly Agree	16	15%
Agree	59	54%
Disagree	22	20%
Strongly Disagree	10	9%
Don't know/Doesn't apply	3	3%
Total	110	100%

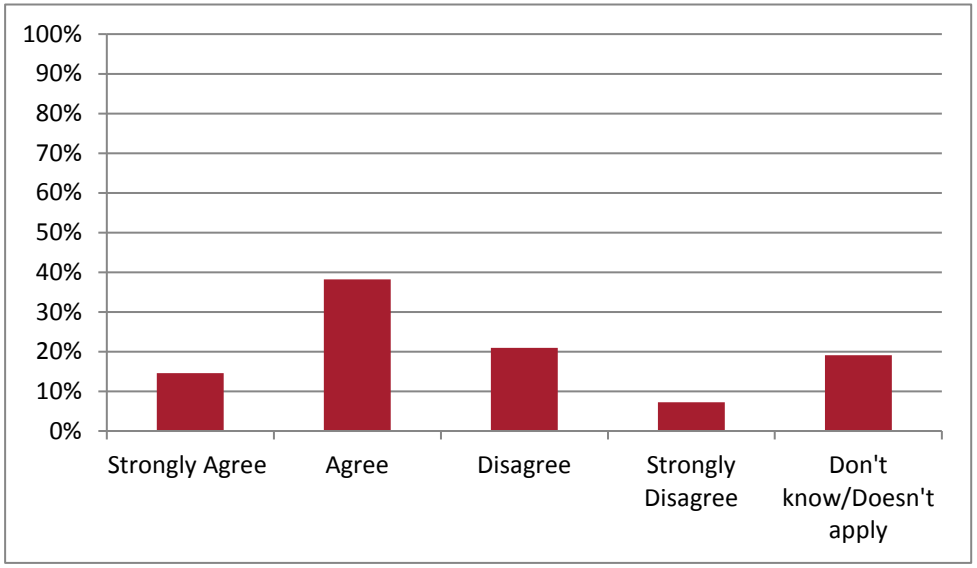
Note: Two people did not respond



26. In the planning, design, and implementation of new and remodeled facilities, the needs of my program/unit are adequately considered

Response	N	%
Strongly Agree	16	15%
Agree	42	38%
Disagree	23	21%
Strongly Disagree	8	7%
Don't know/Doesn't apply	21	19%
Total	110	100%

Note: Two people did not respond



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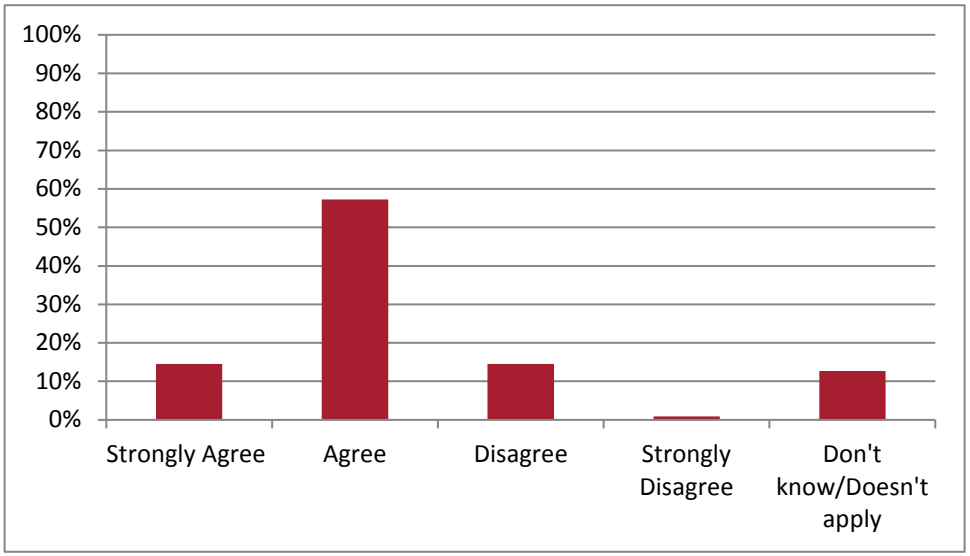
27. The college assures that any technology support it provides is designed to meet the needs of learning, teaching, college-wide communications, research, and operational systems

Response	N	%
Strongly Agree	16	15%
Agree	63	57%
Disagree	16	15%
Strongly Disagree	1	1%
Don't know/Doesn't apply	14	13%
Total	110	100%

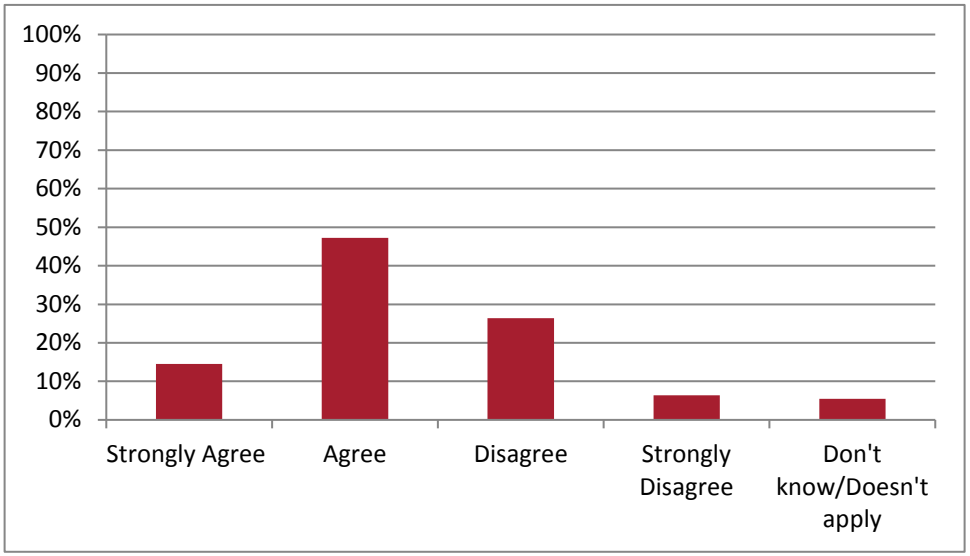
Note: Two people did not respond



28. Sufficient training in the use of technology (hardware and software) is provided to effectively carry out work responsibilities, including supporting student learning

Response	N	%
Strongly Agree	16	15%
Agree	52	47%
Disagree	29	26%
Strongly Disagree	7	6%
Don't know/Doesn't apply	6	5%
Total	110	100%

Note: Two people did not respond



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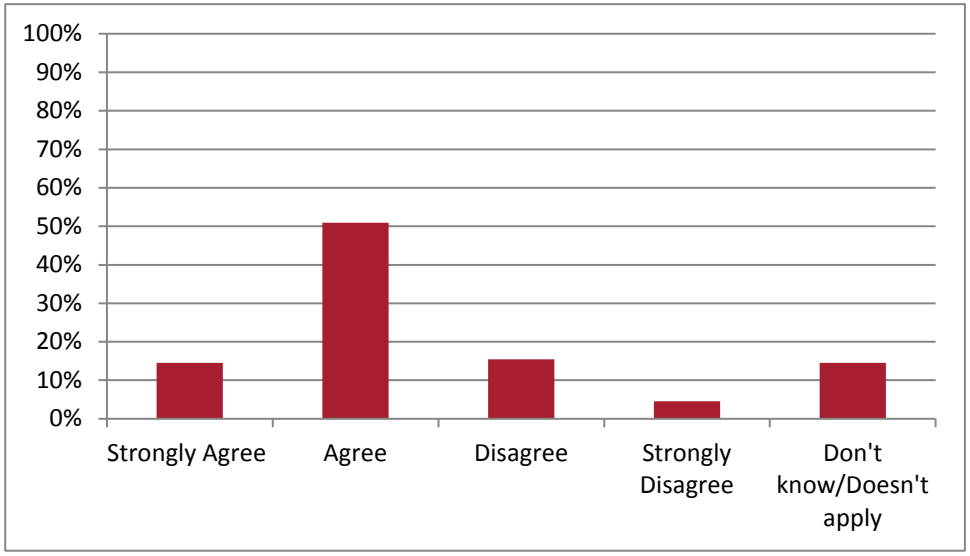
29. The college replaces and maintains technological equipment on a previously determined basis to ensure that my program/unit needs are met

Response	N	%
Strongly Agree	16	15%
Agree	56	51%
Disagree	17	15%
Strongly Disagree	5	5%
Don't know/Doesn't apply	16	15%
Total	110	100%

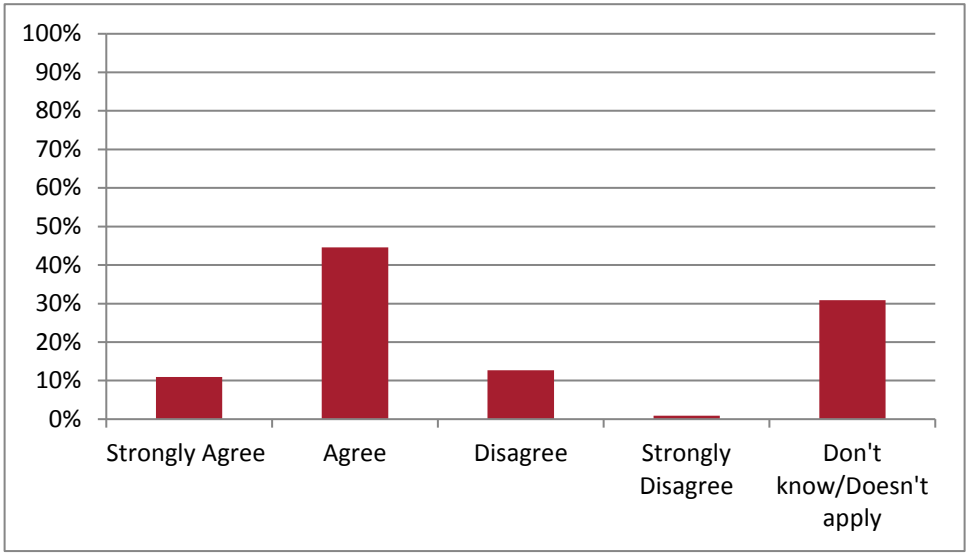
Note: Two people did not respond



30. Financial planning is linked to college mission and goals

Response	N	%
Strongly Agree	12	11%
Agree	49	45%
Disagree	14	13%
Strongly Disagree	1	1%
Don't know/Doesn't apply	34	31%
Total	110	100%

Note: Two people did not respond



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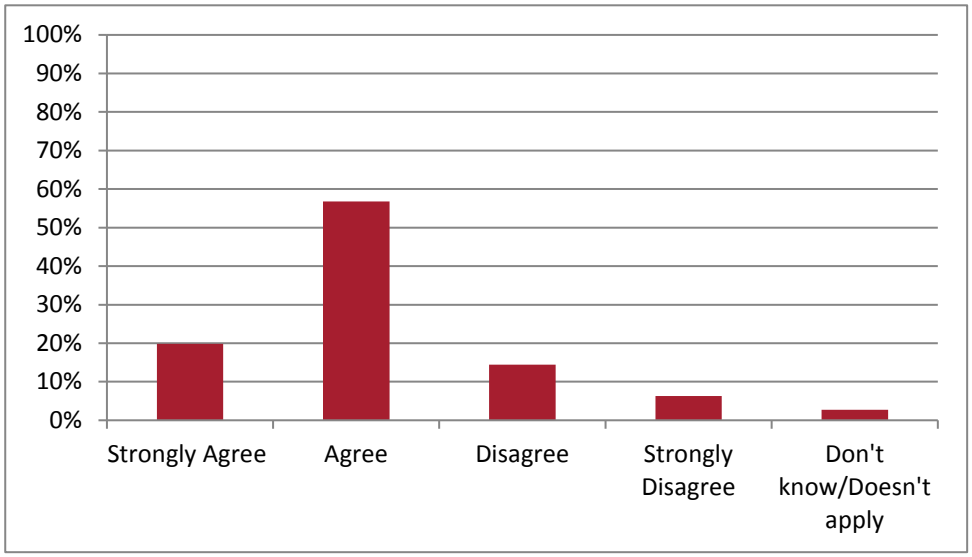
For questions 31-39, please indicate whether you agree or disagree with the following statements as it relates to each Standard
Standard 4: Leadership and Governance
31. Faculty and staff are empowered to develop programs and services that will enhance student learning

Response	N	%
Strongly Agree	22	20%
Agree	63	57%
Disagree	16	14%
Strongly Disagree	7	6%
Don't know/Doesn't apply	3	3%
Total	111	100%

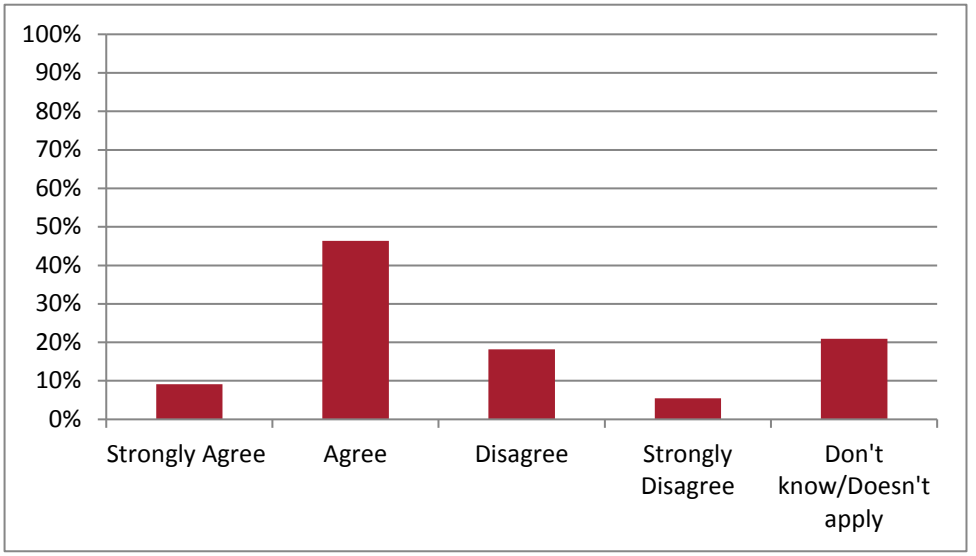
Note: One person did not respond



32. The college evaluates its governance and decision-making structures in order to identify weaknesses and to make improvements

Response	N	%
Strongly Agree	10	9%
Agree	51	46%
Disagree	20	18%
Strongly Disagree	6	5%
Don't know/Doesn't apply	23	21%
Total	110	100%

Note: Two people did not respond



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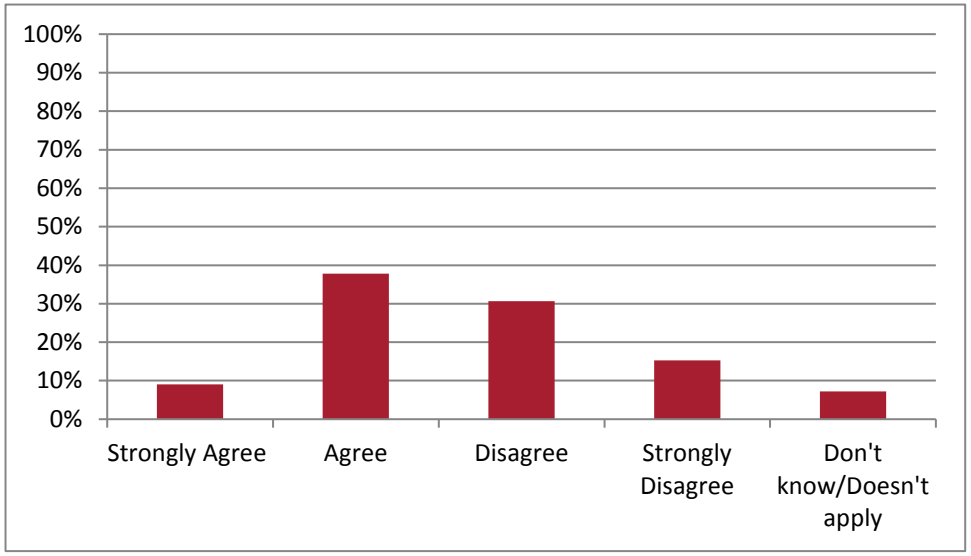
33. There is effective (i.e. clear, current, and widely available) communication at the college

Response	N	%
Strongly Agree	10	9%
Agree	42	38%
Disagree	34	31%
Strongly Disagree	17	15%
Don't know/Doesn't apply	8	7%
Total	111	100%

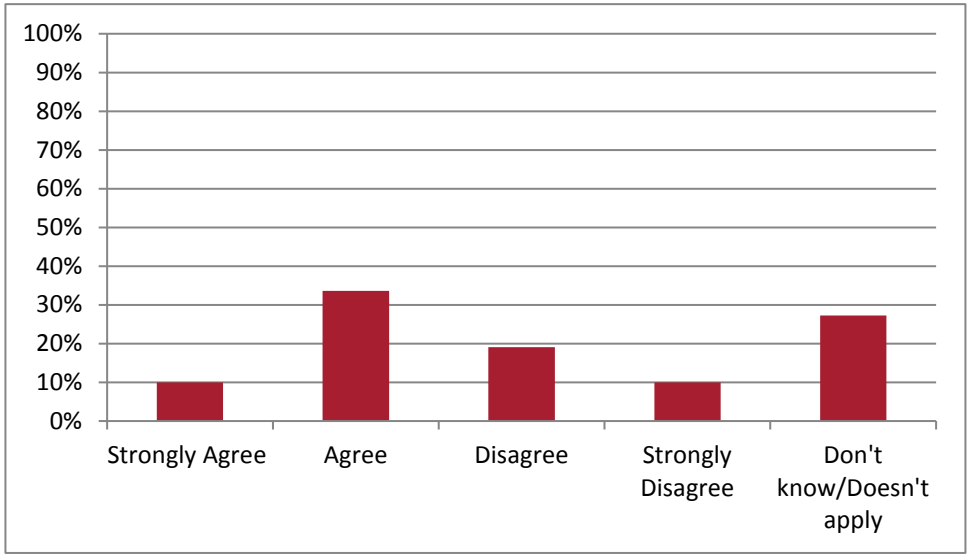
Note: One person did not respond



34. The college president provides leadership in promoting continuous improvement of the teahing and learning environment

Response	N	%
Strongly Agree	11	10%
Agree	37	34%
Disagree	21	19%
Strongly Disagree	11	10%
Don't know/Doesn't apply	30	27%
Total	110	100%

Note: Two people did not respond



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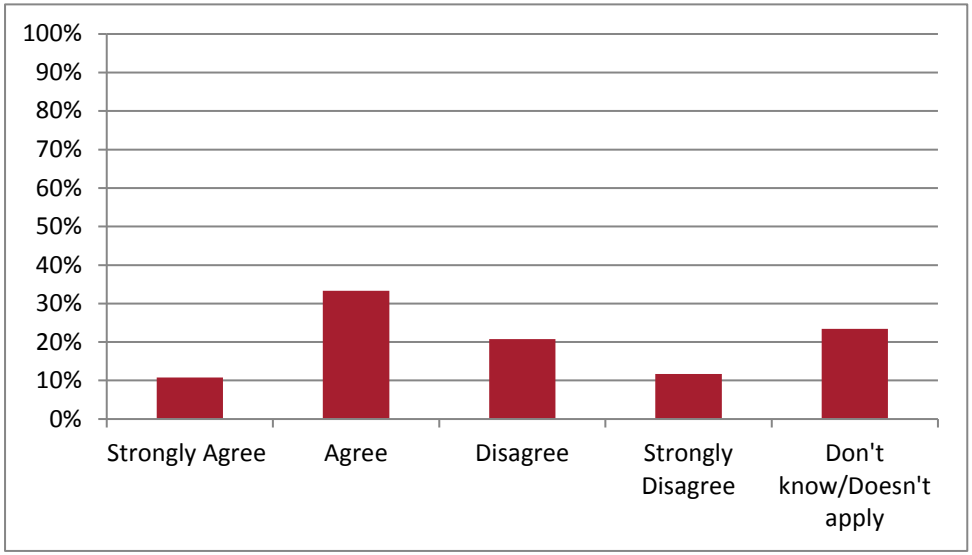
35. The college president engages in collaborative decision-making with an emphasis on collegiality and open communication between and among all constituents

Response	N	%
Strongly Agree	12	11%
Agree	37	33%
Disagree	23	21%
Strongly Disagree	13	12%
Don't know/Doesn't apply	26	23%
Total	111	100%

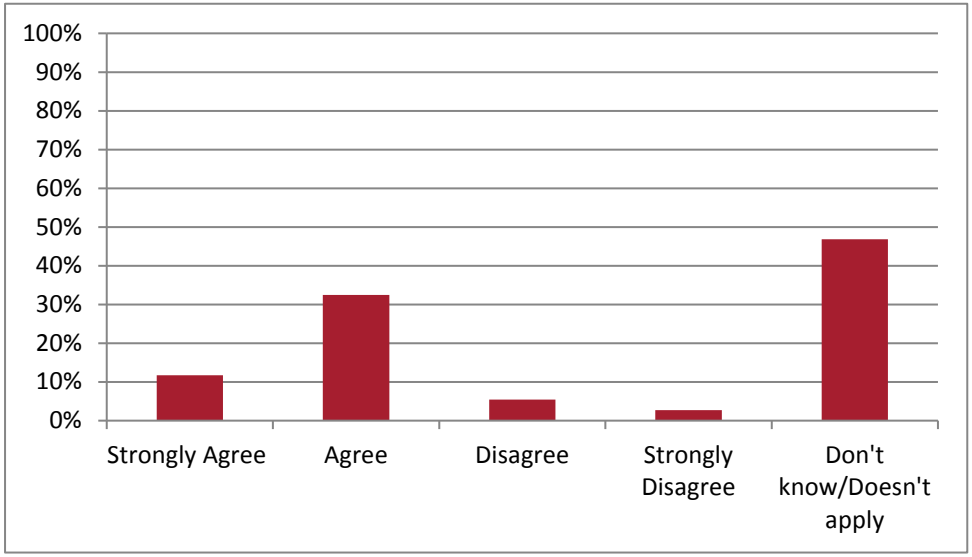
Note: One person did not respond



36. The Board of Trustees advocates for and defends the college and protects it from undue influence or pressure

Response	N	%
Strongly Agree	13	12%
Agree	36	32%
Disagree	6	5%
Strongly Disagree	3	3%
Don't know/Doesn't apply	52	47%
Total	110	100%

Note: Two people did not respond



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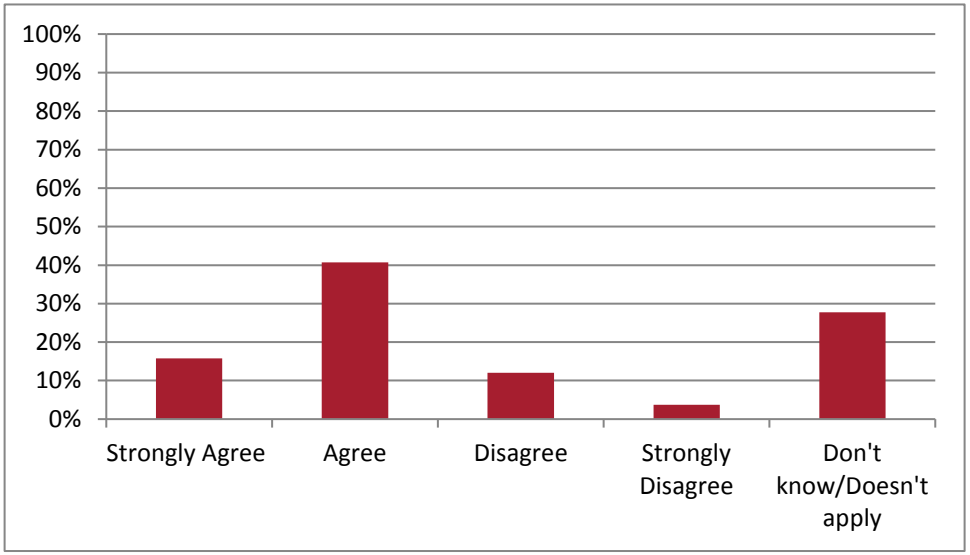
37. The direct chancellor provides leadership in setting expectations of education excellence and the support needed to sustain these efforts

Response	N	%
Strongly Agree	17	16%
Agree	44	41%
Disagree	13	12%
Strongly Disagree	4	4%
Don't know/Doesn't apply	30	28%
Total	108	100%

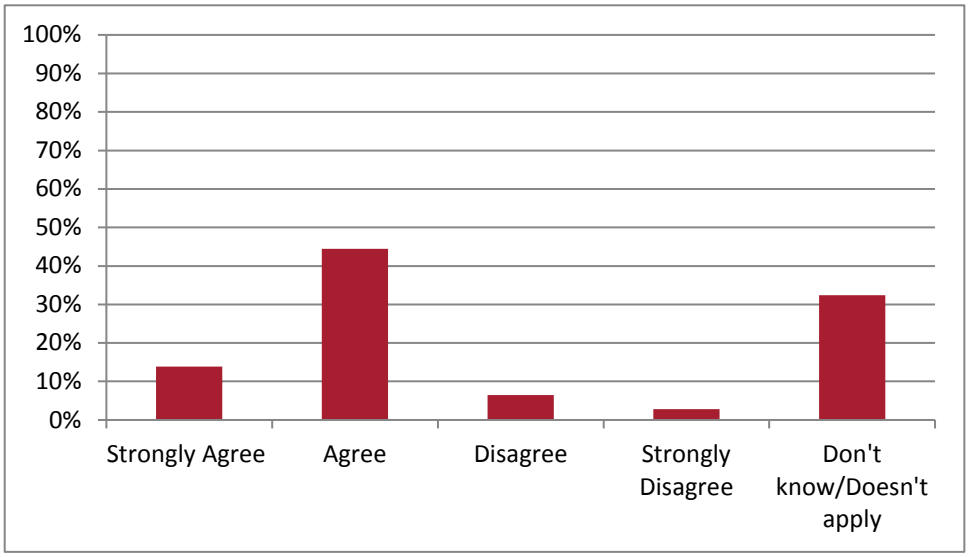
Note: Four people did not respond



38. The district chancellor ensures sufficient district support is allocated so the colleges can achieve their mission and goals

Response	N	%
Strongly Agree	15	14%
Agree	48	44%
Disagree	7	6%
Strongly Disagree	3	3%
Don't know/Doesn't apply	35	32%
Total	108	100%

Note: Four people did not respond



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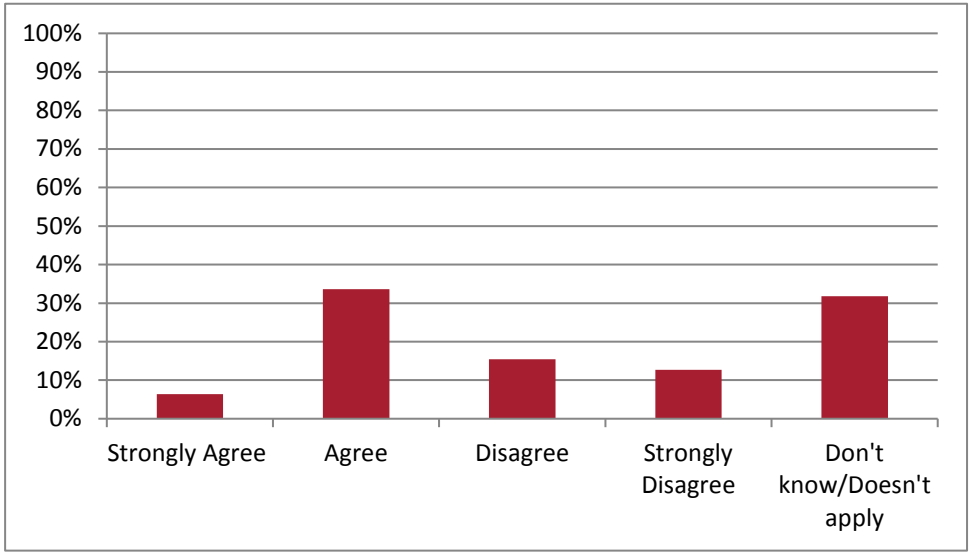
39. There is effective (i.e. clear, current, and widely available) communication between the colleges and the district, allowing the college to achieve its mission and goals

Response	N	%
Strongly Agree	7	6%
Agree	37	34%
Disagree	17	15%
Strongly Disagree	14	13%
Don't know/Doesn't apply	35	32%
Total	110	100%

Note: Two people did not respond