

The De Anza College Faculty and Staff Accreditation Survey Overall Observations, De Anza Research, November 2, 2004

Survey Administration

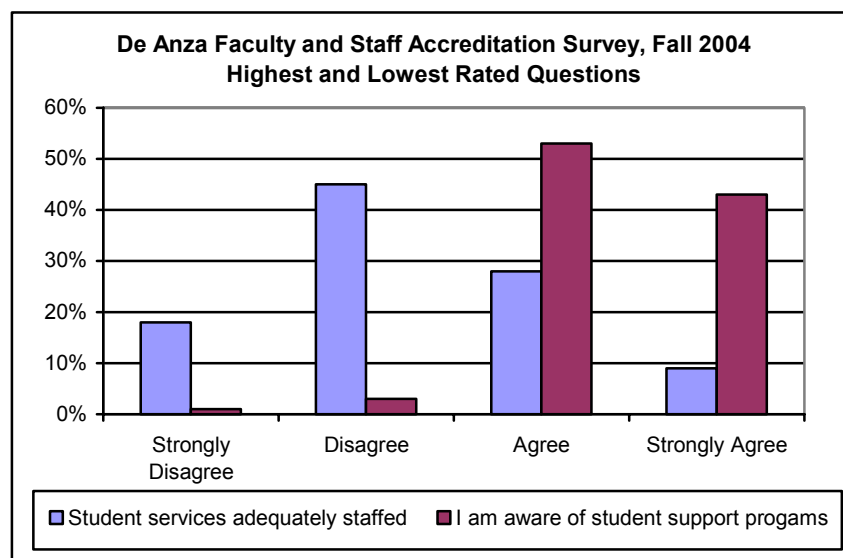
The faculty and staff survey was developed in conjunction with Foothill College to provide evidence of employee perceptions of the colleges for the accreditation self study process. The initial questions were borrowed from at least two other community colleges, with additions and modifications made by both Foothill and De Anza College staff. The De Anza College survey was reviewed and approved by the College Council in Spring 2004.

The survey was administered electronically during the month of October 2004. An email was sent to all employees from President Murphy (attached below) with a link to the survey site. A voice mail from the President was also sent after two weeks to solicit additional response. In addition, the Faculty and Classified Senates made verbal and or electronic announcements about the survey. While efforts were also made to contact part time faculty, many part time faculty do not check their campus email account, so response rates for part time faculty might be lower than otherwise expected.

General Observations

Approximately one third of De Anza College employees responded to the survey (281). Classified employees represent 43% of respondents, with full time faculty representing about 33% of respondents. About 31% of full time faculty employed at De Anza College responded to the survey. Overall, full and part time faculty represented nearly 52% of the total respondents. 67% of respondents have worked at the College for at least 6 years.

The survey had 57 questions in four sections: Mission and Institutional Effectiveness, Student Learning, Resources, and Leadership. The largest number of questions (28) related to institutional resources. Survey responses were Strongly Disagree, Disagree, Agree, Strongly Agree and Do Not Know. The Do Not Know responses were subtracted from the tallies – the difference between the reported Valid N's and the total responses (281) is the number of Do Not Know responses for a given question.



Selective Highlights

Strong “Positive” Ratings (Agree or Strongly Agree)

- The most positive rating was in response to the question relating to whether the employee was aware of student support programs on campus – 96% of respondents agreed or strongly agreed with the statement.
- 93% of respondents agreed or strongly agreed that at De Anza College “Efforts are exerted to hire persons of diverse background ...”
- 92% agree or strongly agreed that De Anza College “has a clear and publicized mission that identifies its educational objectives.”
- 92% agree or strongly agreed that De Anza College “Employees of all abilities/disabilities are respected ...” with 87% agreeing or strongly agreeing that “employees of all ethnic and cultural backgrounds are respected at De Anza.”
- About 91% of respondents agreed or strongly agreed that “The Chancellor provides effective leadership ...”

Strong “Negative” Ratings (Disagree or Strongly Disagree)

- Overall, the highest negative ratings were on questions relating to resources. 63% of respondents Strongly Disagreed or Disagreed that “Student Services were adequately staffed ...”
- 62% of respondents Strongly Disagreed or Disagreed that the resource allocation process was fair.
- 53% of respondents Strongly Disagreed or Disagreed that “Human resources planning was integrated with institutional planning.”
- 52% of respondents Strongly Disagreed or Disagreed that the Library book collection was adequate.
- Campus Physical facilities (61% Strongly Disagree or Disagree) and Parking (54% Strongly Disagree or Disagree) were considered inadequate by respondents.

Student Learning

- 92% of respondents agreed or strongly agreed that “Students who complete degrees or certificates at De Anza have received instruction and support services to assist them in mastering the competencies covering: Communication, Computation, Critical Thinking, and Citizenship.”
- 89% of respondents agreed or strongly agreed that “Diversity is integrated into the course content, curriculum and support services of the college.”
- 52% of respondents Strongly Disagreed or Disagreed that “Classrooms and labs have adequate computer equipment and technical resources to support teaching and learning.”
- 42% of respondents Strongly Disagreed or Disagreed that “The program review process for instructional and student services was adequate.”

Written Comments

The written comments are being shared with the appropriate personnel. The majority of comments referenced the lack of resources for various programs at the college.



:: Office of the President
Dr. Brian Murphy

IMPORTANT information

Dear Faculty and Staff,

In preparation for the upcoming Accreditation visit, we are asking your assessment of how well the college is doing in providing quality learning opportunities to our students.

As you know, accreditation is a status granted to an educational institution that has been found to meet or exceed stated criteria of educational quality. The accreditation process seeks to assure the quality of the institution and to assist in the improvement of the institution. My hope is that the critical discussions we engage in for the accreditation self study this fall will lead to a new strategic plan and vision that the college can follow in the years ahead.

The link below is to an online survey covering a range of issues from student learning to leadership. The information gathered from the survey will be crucial to the self study team deliberations this fall.

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

If you have any questions please do not hesitate to call **Andrew LaManque**, De Anza College Researcher at 864-8777, or e-mail lamanqueandrew@fhda.edu.

Thank you in advance for your assistance with this very important effort.

Dr. Brian Murphy
President, De Anza College

De Anza Faculty/Staff Accreditation Survey Results

Table 1. Employment Classification

Classification	N	%	Total Population	
			Estimated	%
Full-Time Faculty	94	33%	307	31%
Part-Time Faculty	51	18%	448	11%
Classified	120	43%	290	41%
Administrator	16	6%	32	50%
Total	281	100%	1077	26%

Table 2. Years Worked in FHDA District

Years Worked in FHDA	N	%
0 - 2	18	6%
3 - 5	73	26%
6 - 10	49	17%
11 or more	141	50%
Total	281	100%

De Anza Faculty/Staff Accreditation Survey Results

Table 3. Summary of Responses to Mission and Institutional Effectiveness Items						
Mission and Institutional Effectiveness Item	Valid N	Mean Score	Strongly Disagree	Disagree	Agree	Strongly Agree
1. De Anza has a clear and publicized mission that identifies its educational objectives.	271	3.27	1%	7%	58%	34%
2. De Anza has appropriate resources available to assist students in meeting their educational and career goals.	274	2.75	8%	23%	54%	15%
3. Processes for establishing and evaluating educational and support service programs are clearly defined.	234	2.65	8%	30%	51%	11%
4. Students who complete degrees or certificates at De Anza have received instruction and support services to assist them in mastering the competencies covering: Communication, Computation, Critical Thinking, and Citizenship.	223	3.10	2%	7%	70%	22%
Total	281					
Note: Mean scores are calculated on SA=4, A=3, D=2, SD=1 scale.						

Note: "Do Not Know" responses have been subtracted from the total N for each question.

Percentages may not add to 100 because of rounding.

De Anza Faculty/Staff Accreditation Survey Results

Student Learning Item	Valid N	Mean Score	Strongly Disagree	Disagree	Agree	Strongly Agree
1. De Anza supports its educational programs with adequate resources.	268	2.63	8%	31%	51%	10%
2. Students of all ethnic and cultural backgrounds are respected at De Anza.	272	3.33	1%	9%	48%	43%
3. Students of all abilities/disabilities are respected at De Anza.	275	3.34	1%	8%	47%	44%
4. Students receive academic advising and personal counseling that support their educational and/or career goals.	238	2.91	3%	19%	63%	16%
5. Student services are adequately staffed to meet student needs.	233	2.28	18%	45%	28%	9%
6. I am aware of the various student support programs on campus, such as Disabled Student Programs, Transfer Center, EOPS, and Health Services.	276	3.39	1%	3%	53%	43%
7. Student Services' communications with other departments and divisions are appropriate and effective.	223	2.65	7%	32%	50%	11%
8. The program review process for instructional and student services is effective.	174	2.59	6%	36%	51%	7%
9. The resource allocation process fairly provides for allocation of materials, resources, equipment, and personnel.	206	2.31	14%	48%	33%	6%
10. The Library book collection is adequate for a college of this size.	202	2.34	20%	32%	41%	7%
11. College web sites are effective in providing information that is easy to locate for students.	269	2.99	3%	17%	58%	22%
12. Faculty and staff are adequately supported in their efforts to utilize the web to provide and develop resources for student learning.	251	2.59	12%	27%	51%	10%
13. Learning support services (labs, tutoring, etc.) consistently evaluate student learning outcomes and adjust strategies for maximum effectiveness.	159	2.67	9%	27%	51%	13%
Total	281					

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Note: "Do Not Know" responses have been subtracted from the total N for each question.

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De Anza Faculty/Staff Accreditation Survey Results

Resources Item	Valid N	Mean Score	Strongly Disagree	Disagree	Agree	Strongly Agree
1. De Anza adequately identifies the teaching, learning and professional development needs of its faculty and staff.	248	2.55	9%	34%	50%	7%
2. Human resources planning is integrated with institutional planning.	166	2.42	12%	41%	40%	7%
3. Student input is used in the process to improve instruction and counseling.	183	2.68	6%	30%	55%	10%
4. Efforts are exerted to hire persons of diverse background for all the programs and services of the college.	253	3.27	2%	5%	56%	37%
5. Hiring and promotional/recruitment practices are fair.	243	2.88	8%	18%	54%	21%
6. The processes used to evaluate administrators are adequate.	183	2.43	15%	33%	46%	6%
7. The processes used to evaluate faculty in the tenure and review process are adequate.	166	2.78	8%	16%	65%	11%
8. De Anza provides quality professional development through continuous on-campus training that supports the College mission.	258	2.60	13%	24%	52%	11%
9. Diversity is integrated into the course content, curriculum and support services of the college.	239	3.15	4%	6%	59%	30%
10. Employees of all ethnic and cultural backgrounds are respected at De Anza.	266	3.22	3%	9%	50%	37%
11. Employees of all abilities/disabilities are respected at De Anza.	258	3.31	1%	7%	53%	40%
12. The campus food service meets student, faculty and staff needs	253	2.74	11%	21%	52%	16%
13. The Campus Center meets student, faculty and staff needs.	243	2.88	3%	19%	65%	13%
14. The Campus Bookstore meets student, faculty and staff needs.	250	2.75	9%	21%	56%	14%
15. Classroom and non-classroom facilities and environment meet the needs of staff or students with disabilities.	247	2.77	5%	24%	61%	11%
Total	281					

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De Anza Faculty/Staff Accreditation Survey Results

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Resources Item	Valid N	Mean Score	Strongly Disagree	Disagree	Agree	Strongly Agree
16. Signs on campus are readily visible and useful.	271	2.58	10%	32%	49%	10%
17. Campus parking is satisfactory.	274	2.32	19%	35%	43%	4%
18. Physical facilities such as layout, lighting, temperature control, and furnishings meet and enhance learning needs.	266	2.21	20%	41%	37%	2%
19. Campus facilities are well maintained and problems are corrected promptly.	270	2.44	10%	39%	47%	4%
20. Exterior lighting is sufficient.	263	2.45	15%	29%	53%	4%
21. The college provides adequate software, hardware, and telecommunications to each employee’s desktop.	247	2.65	9%	28%	52%	11%
22. Classrooms and labs have adequate computer equipment and technical resources to support teaching and learning.	210	2.39	13%	39%	43%	5%
23. The campus provides sufficient hardware and software training opportunities.	255	2.42	17%	31%	47%	6%
24. Technical support is available on a timely basis.	263	2.65	11%	23%	57%	9%
25. Institutional guidelines and process for financial planning and budget development are clearly defined and followed.	169	2.46	13%	33%	50%	4%
26. Financial planning is linked to college strategic planning and supports institutional goals.	166	2.51	13%	29%	55%	4%
27. Administrators, faculty, and staff have appropriate opportunities to participate in and influence the development of college financial plans and budgets.	211	2.50	14%	29%	50%	7%
28. The financial management system creates appropriate control mechanisms and provides dependable and timely information for sound financial decision-making.	161	2.45	13%	35%	46%	6%
Total	281					

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

Note: “Do Not Know” responses have been subtracted from the total N for each question.

De Anza Faculty/Staff Accreditation Survey Results

Student Learning Item	Valid N	Mean Score	Strongly Disagree	Disagree	Agree	Strongly Agree
1. De Anza's planning efforts provide adequate opportunities for participation.	229	2.79	5%	20%	67%	8%
2. There is effective (clear, current, and widely available) communication at De Anza	261	2.60	10%	27%	56%	7%
3. Collaborative decision-making procedures are respected and followed at De Anza.	226	2.61	8%	29%	57%	6%
4. De Anza's president engages in collaborative decision-making with an emphasis on collegiality and open communication among all constituents.	128	3.00	6%	6%	70%	18%
5. De Anza's vice-presidents engage in collaborative decision-making with an emphasis on collegiality and open communication among all constituents.	199	2.87	7%	15%	63%	15%
6. De Anza's deans and managers engage in collaborative decision-making with an emphasis on collegiality and open communication among all constituents.	229	2.71	7%	28%	53%	12%
7. De Anza's president is visible and accessible.	173	2.96	6%	10%	64%	19%
8. The FHDA District clearly delineates the responsibilities and functions of the District from those of the college, and consistently adheres to this delineation in practice.	157	2.67	8%	24%	63%	6%
9. The Chancellor fosters effective communication between the Board of Trustees, Administration, Faculty, Staff, and Students.	196	3.04	5%	11%	59%	25%
10. The Chancellor provides effective leadership to define goals, develop plans, and establish priorities for the District.	207	3.19	2%	6%	63%	29%
11. The Board of Trustees provides the vision necessary to lead the District effectively.	159	2.55	12%	29%	52%	8%
12. The Board of Trustees establishes broad institutional policies and appropriately delegates responsibility to implement them.	149	2.66	10%	21%	62%	7%
Total	281					

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

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