Report on Results of 1998-99 Faculty Institutional Survey

Introduction/Participation

Last December, 139 certificated staff members at Skyline participated in a national survey of faculty and administrators coordinated by the UCLA Higher Education Research Institute (HERI). The survey included 39 questions supplied by the HERI group and 13 additional questions prepared by the Research Committee of the Academic Senate. Over the summer, Skyline received a detailed 25 page report summarizing the results of our responses. A copy of the full report is available in each division office for your perusal. The report provides an enlightening and comprehensive look at our demography, values, and professional lives. Our responses to questions about Skyline provide us with some consensus about things we think we are doing well and some suggestions as to areas that may need improvement. The survey results should prove to be a valuable resource for our planning, decision-making, and governance bodies.

All certificated personnel employed during the fall 1998 semester were asked to participate in the HERI survey. Of the 139 persons who did respond, 94 were full-time faculty, 17 were part-time faculty, 11 were administrators, and 17 were non-teaching faculty. Of the total, 76 were female and 63 were male. In addition to total responses, the summary report provides a breakdown of responses by gender and employee category.

The Research Committee wishes to express our sincere appreciation to full-time staff members whose tremendous response to the survey enhances the reliability and utility of the results.

Results

Part One – Responses to 13 Supplemental Questions Prepared by the Research Committee

40. How would you evaluate the overall performance of Skyline's shared governance model?

	All Respondents	Full-time Faculty	Part-time Faculty	Administrators	Other
Excellent	3.0%	4.5%	0.0%	0.0%	0.0%
Good	15.2%	12.5%	25.0%	27.3%	11.8%
Fair	23.5%	22.7%	12.5%	45.5%	23.5%
Poor	32.6%	37.5%	6.3%	18.2%	41.2%
Not Sure	25.8%	22.7%	56.2%	9.1%	23.5%

41. How would you evaluate the effectiveness of Skyline's faculty evaluation process?

	All Respondents	Full-time Faculty	Part-time Faculty	Administrators	Other
Excellent	3.8%	4.5%	6.3%	0.0%	0.0%
Good	22.7%	23.9%	31.2%	9.1%	17.6%
Fair	25.0%	25.0%	12.5%	36.4%	35.3%
Poor	31.8%	30.7%	18.7%	27.3%	41.2%
Not Sure	16.7%	15.9%	31.2%	27.3%	5.9%

42. How would you evaluate the effectiveness of Skyline's Academic Senate?

	All Respondents	Full-time Faculty	Part-time Faculty	Administrators	Other
Excellent	3.8%	5.7%	0.0%	0.0%	0.0%
Good	17.4%	14.8%	31.2%	9.1%	23.5%
Fair	34.8%	39.8%	6.3%	36.4%	35.3%
Poor	17.4%	18.2%	6.3%	27.3%	17.6%
Not Sure	26.5%	21.6%	56.2%	27.3%	23.5%

43. How adequate are the facilities and non-computer equipment for your instructional needs?

	All Respondents	Full-time Faculty	Part-time Faculty	Administrators	Other
Excellent	6.1%	8.0%	0.0%	0.0%	5.9%
Good	24.2%	18.2%	56.2%	18.2%	29.4%
Fair	23.5%	26.1%	12.5%	27.3%	17.6%
Poor	42.4%	45.5%	18.7%	45.5%	47.1%
Not Sure/NA	3.8%	2.3%	12.5%	9.1%	0.0%

44. How would you evaluate the cleanliness of your work environment at Skyline?

	All Respondents	Full-time Faculty	Part-time Faculty	Administrators	Other
Excellent	7.6%	6.8%	18.7%	0.0%	5.9%
Good	19.7%	19.3%	31.2%	27.3%	5.9%
Fair	29.5%	30.7%	31.2%	18.2%	29.4%
Poor	42.4%	43.2%	18.7%	54.5%	52.9%
Not Sure	0.8%	0.0%	0.0%	0.0%	5.9%

45. To what extent do you believe Skyline provides opportunities for professional growth?

	All Respondents	Full-time Faculty	Part-time Faculty	Administrators	Other
Considerable	15.2%	14.8%	6.3%	27.3%	17.6%
Moderate	34.8%	31.8%	50.0%	36.4%	35.3%
Some	29.5%	31.8%	12.5%	18.2%	41.2%
Little or None	15.9%	19.3%	12.5%	18.2%	0.0%
Not Sure	4.5%	2.3%	18.7%	0.0%	5.9%

46. To what extent do you believe you are appreciated by your immediate supervisor?

	All Respondents	Full-time Faculty	Part-time Faculty	Administrators	Other
Considerable	40.9%	43.2%	37.5%	45.5%	29.4%
Moderate	23.5%	19.3%	31.2%	27.3%	35.3%
Some	20.5%	21.6%	12.5%	18.2%	23.5%
Little or None	13.6%	15.9%	12.5%	9.1%	5.9%
Not Sure	1.5%	0.0%	6.3%	0.0%	5.9%

47. If you give student assignments that involve computers/software on campus, how would you evaluate these resources as they presently exist?

	All Respondents	Full-time Faculty	Part-time Faculty	Administrators	Other
Excellent	13.8%	16.1%	12.5%	10.0%	5.9%
Good	28.5%	27.6%	37.5%	20.0%	29.4%
Fair	29.2%	25.3%	25.0%	60.0%	35.3%
Poor	6.9%	9.2%	0.0%	0.0%	5.9%
Not Sure	21.5%	21.8%	25.0%	10.0%	23.5%

48. How often have you used the Center for Teaching and Learning (CTL) over the past 12 months?

	All Respondents	Full-time Faculty	Part-time Faculty	Administrators	Other
>15 times	15.9%	19.3%	0.0%	9.1%	17.6%
10-14 times	11.4%	12.5%	6.3%	0.0%	17.6%
5-9 times	7.6%	8.0%	0.0%	18.2%	5.9%
1-5 times	28.8%	28.4%	37.5%	36.4%	17.6%
Never	36.4%	31.8%	56.2%	36.4%	41.2%

49. How much encouragement do you feel you receive from immediate management for experimenting with new approaches in doing your primary job?

	All Respondents	Full-time Faculty	Part-time Faculty	Administrators	Other
Considerable	25.8%	26.1%	25.0%	18.2%	29.4%
Moderate	27.3%	23.9%	18.7%	54.5%	35.3%
Some	17.4%	20.5%	6.3%	18.2%	11.8%
Little or None	22.7%	25.0%	31.2%	9.1%	11.8%
Not Sure	6.8%	4.5%	18.7%	0.0%	11.8%

50. How much grading consistency do you think there is among instructors teaching the same class in your discipline (e.g. an "A" final grade means close to the same degree of excellence from one instructor to the next)?

	All Respondents	Full-time Faculty	Part-time Faculty	Administrators	Other
Considerable	11.4%	12.5%	12.5%	9.1%	5.9%
Moderate	30.3%	35.2%	12.5%	36.4%	17.6%
Some	18.9%	20.5%	12.5%	9.1%	23.5%
Little or None	14.4%	15.9%	6.3%	9.1%	17.6%
Not Sure/NA	25.0%	15.9%	56.2%	36.4%	35.3%

51. How important do you think it is for all three colleges in the SMCCCD to have identical graduation requirements?

	All Respondents	Full-time Faculty	Part-time Faculty	Administrators	Other
Very Important	57.6%	60.2%	50.0%	45.5%	58.8%
Somewhat Important	25.8%	25.0%	18.7%	36.4%	29.4%
Not Important	9.1%	10.2%	6.3%	9.1%	5.9%
Not Sure	6.1%	4.5%	12.5%	9.1%	5.9%

Note: Some column totals for this question do not add up to 100 percent.

52. In what percentage of your students in your classes have you noticed nonnative speaker difficulties in dealing with course content?

	All Respondents	Full-time Faculty	Part-time Faculty	Administrators	Other
Under 10%	26.4%	27.2%	18.7%	37.5%	25.0%
10%-30%	37.2%	37.0%	43.7%	0.0%	50.0%
31%-50%	21.5%	21.0%	31.2%	25.0%	12.5%
Over 50%	11.6%	13.6%	6.3%	12.5%	6.3%
Not Sure	3.3%	1.2%	0.0%	25.0%	6.3%

Part Two – Selected Responses to Questions Prepared by HERI

Although space is too short to summarize herein the responses to the HERI portion of the survey, here is sampling of some of what we indicated.

- Most of us have more education than our parents had. Thirty-five percent of our fathers graduated college while thirty-one percent of our mothers did likewise.
- 57% of the respondents indicated they had developed a new course in the previous two years.
- 37% of the respondents indicated they had served as a paid consultant during the past two years.
- 39% of the respondents indicated they regularly spend time engaged in research and/or scholarly writing.
- 59% of the respondents were involved in community or public service.
- 47% of us indicated we were engaged in consulting or freelance work.
- 85% of the respondents use E-mail. 48% use E-mail daily.
- 77% of the respondents reported that they conduct research on the Internet.
- 36% of us indicated that we had published one or more articles in academic or professional journals. Fifteen people have published more than 5 articles. Two have published more than 20 articles and one prolific staff member has produced more than 50.
- 29% of the respondents have written one or more books, manuals, or monographs.
- 27% of the respondents have given exhibitions or performances in the fine/applied arts.
- 23% of the survey participants had used the Internet to give or collect student assignments.
- 92% of us said that computers enhance student learning.
- 93% of us said that a diverse student body enhances education.
- when asked what were sources of stress for us, we reported these as the most common: time pressures (79%), lack of personal life (74%), household responsibilities (72%), keeping up with information technology (67%), personal finances (62%), and institutional procedures and "red tape" (62%).
- 77% of the respondents said they believe that faculty are committed to the welfare of Skyline.
- 87% of us said that we should encourage students to do community service work.
- more than 90% of the respondents believe that women and faculty of color are treated fairly at Skyline.
- when questioned about which aspects of our jobs did we find very satisfactory or satisfactory, we replied:
  salary and fringe benefits – 44%
  opportunity for scholarly pursuits – 42%
  teaching load – 50%
  quality of students – 43%
  working conditions – 62%
  autonomy and independence – 84%
  professional relations w/other faculty – 68%
  social relations w/other faculty – 56%
  competency of colleagues – 66%
  visibility for jobs – 45%
  job security – 65%
  relationships with administration – 55%
  overall job satisfaction – 76%
  opportunity to develop new ideas – 69%

Want more? See the complete report in your division office.