2008 Accreditation Survey - Employee Version

Before you review this data, there are a few things to keep in mind:

□ This survey was NOT conducted via random sample. The percentages are based solely on those individuals who responded to the survey request.
□ The survey is almost identical to the one administered in 2002, the significant changes that have occurred over the past few years may have resulted wide disparities in the results.
□ Individuals were allowed to respond only once.

□ Those indicating "Don't know/Does not apply to me" are not included in the overall percentage. In some cases this proportion of responses is significant.
□ A spreadsheet that breaks out specific question by constituency is available in the same workbook as this spreadsheet.
□ If you would like to see the data arranged in a different format/manner please contact the Office of Institutional Research.

Participation

	Number of Employees	Number of Responses	Response Rate
Administrator	13	10	77%
Classified Administrator	14	5	36%
Classified Staff	244	87	36%
Full-time faculty (classroom)	130	43	33%
Full-time faculty (non-classroom)	31	20	65%
Part-Time faculty (classroom and non-classroom)	527	95	18%
Total	959	260	27%

	Number of Employees	Number of Responses	Response Rate
Administrator	12	10	83%
Classified Administrator	12	12	100%
Classified Staff	226	117	52%
Full-time faculty (classroom)	106	54	51%
Full-time faculty (non-classroom)	27	26	96%
Part-Time faculty (classroom and non-classroom)	456	59	13%
Total	839	284	34%

What is your primary job assignment?

2008

	Frequency	
Administrator	10	3.85%

2002

	Frequency	
Administrator	10	3.52%

6/24/

* = Breakout questions available for a specific constituency.

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	Classified Administrator	5	1.92%
	Classified Staff	87	33.46%
	Full-time faculty (classroom)	43	16.54%
	Full-time faculty (non-classroom)	20	7.69%
	Part-Time faculty (classroom)	84	32.31%
	Part-Time faculty (non-classroom)	11	4.23%
Valid	Total	260	

	Classified Administrator	12	4.23%
	Classified Staff	117	41.20%
	Full-time faculty (classroom)	54	19.01%
	Full-time faculty (non-classroom)	26	9.15%
	Part-Time faculty (classroom)	59	20.77%
	Part-Time faculty (non-classroom)	6	2.11%
Valid	Total	284	

Where is your primary job assignment?

2008

		Frequency	
	Oceanside Campus	189	72.97%
	San Elijo Campus	33	12.74%
	Community Learning Center	23	8.88%
	Other	14	5.41%
	Total	259	

2002

		Frequency	
	Oceanside Campus	211	74.30%
	San Elijo Campus	40	14.08%
	Community Learning Center	19	6.69%
	Other	14	4.93%
	Total	284	

How long have you been employed at MiraCosta College?

2008

		Frequency	
	Less than one year	15	5.77%
	1-2.9 years	41	15.77%
	3-5.9 years	53	20.38%
	6-9.9 years	51	19.62%
	10-14.9 years	28	10.77%
	15-19.9 years	34	13.08%
	20 or more years	38	14.62%
Valid	Total	260	

2002

		Frequency	
	Less than one year	23	8.10%
	1-2.9 years	51	17.96%
	3-5.9 years	51	17.96%
	6-9.9 years	28	9.86%
	10-14.9 years	71	25.00%
	15-19.9 years	26	9.15%
	20 or more years	34	11.97%
		284	

What is your ethnic background?

2008

		Frequency	
	American Indian/Alaska Native	4	1.54%
	Decline to State	35	13.46%
	Asian/Pacific Islander	6	2.31%
	African-American/Black	7	2.69%

2002

		Frequency	
	American Indian/Alaska Native	3	1.06%
	Decline to State	30	10.56%
	Asian	12	4.23%
	African-American/Black	8	2.82%

* = Breakout questions available for a specific constituency.

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	Hispanic/Latino	27	10.38%
	White	171	65.77%
	Mixed ethnicity/Bi-racial	8	3.08%
	Other	2	0.77%
Valid	Total	260	

	Hispanic/Latino	24	8.45%
	White	196	69.01%
	Mixed ethnicity/Bi-racial	8	2.82%
	Other	3	1.06%
Valid	Total	284	

What is your gender?

2008

		Frequency	
	Female	175	67.57%
	Male	84	32.43%
	Total	259	

2002

		Frequency	
	Female	181	63.73%
	Male	103	36.27%
	Total	284	

1. MiraCosta College actively supports the faculty's academic freedom.

2008

		Frequency		Percent Agreement
	Strongly Agree	82	32.93%	91.57%
	Agree	146	58.63%	
*	Disagree	16	6.43%	Percent Disagreement
	Strongly Disagree	5	2.01%	8.43%
	Total	249		
Valid	Don't Know (NA)	11		

2002

		Frequency		Percent Agreement
	Strongly Agree	107	44.21%	97.93%
	Agree	130	53.72%	
	Disagree	3	1.24%	Percent Disagreement
	Strongly Disagree	2	0.83%	2.07%
	Total	242		
Valid	Don't Know (NA)	41		

2. MiraCosta College personnel present relevant information fairly and objectively to students and others.

2008

		Frequency		Percent Agreement
	Strongly Agree	61	25.63%	81.93%
	Agree	134	56.30%	
	Disagree	37	15.55%	Percent Disagreement
	Strongly Disagree	6	2.52%	18.07%
	Total	238		
Valid	Don't Know (NA)	21		

2002

		Frequency		Percent Agreement
	Strongly Agree	92	34.20%	96.28%
	Agree	167	62.08%	
	Disagree	8	2.97%	Percent Disagreement
	Strongly Disagree	2	0.74%	3.72%
	Total	269		
Valid	Don't Know (NA)	15		

3. MiraCosta College demonstrates through its policies and practices an appropriate understanding of and concern for issues of equity and diversity.

2008

		Frequency		Percent Agreement
	Strongly Agree	118	46.83%	92.06%

2002

		Frequency		Percent Agreement
	Strongly Agree	111	40.81%	91.91%

6/24/

* = Breakout questions available for a specific constituency.

	Agree	114	45.24%	
	Disagree	15	5.95%	Percent Disagreement
	Strongly Disagree	5	1.98%	7.94%
	Total	252		
Valid	Don't Know (NA)	8		

	Agree	139	51.10%	
	Disagree	19	6.99%	Percent Disagreement
	Strongly Disagree	3	1.10%	8.09%
	Total	272		
Valid	Don't Know (NA)	10		

4. I am satisfied with my opportunities to participate in periodic reviews of our institutional purpose (mission, philosophy, goals).

2008

		Frequency		Percent Agreement
	Strongly Agree	50	21.93%	70.18%
	Agree	110	48.25%	
	Disagree	52	22.81%	Percent Disagreement
	Strongly Disagree	16	7.02%	29.82%
	Total	228		
Valid	Don't Know (NA)	32		

2002

		Frequency		Percent Agreement
	Strongly Agree	91	34.47%	90.53%
	Agree	148	56.06%	
	Disagree	15	5.68%	Percent Disagreement
	Strongly Disagree	10	3.79%	9.47%
	Total	264		
Valid	Don't Know (NA)	18		

5. I am satisfied with my opportunities to participate in key institutional decisions, such as those concerned with long-range planning, budget, mission and goals.

2008

		Frequency		Percent Agreement
	Strongly Agree	84	40.00%	86.67%
	Agree	98	46.67%	
	Disagree	20	9.52%	Percent Disagreement
	Strongly Disagree	8	3.81%	13.33%
	Total	210		
Valid	Don't Know (NA)	48		

2002

		Frequency		Percent Agreement
	Strongly Agree	56	22.49%	71.89%
	Agree	123	49.40%	
	Disagree	53	21.29%	Percent Disagreement
	Strongly Disagree	17	6.83%	28.11%
	Total	249		
Valid	Don't Know (NA)	34		

6. Faculty are current in their fields of expertise.

2008

		Frequency		Percent Agreement
	Strongly Agree	114	48.51%	80.43%
	Agree	75	31.91%	
*	Disagree	31	13.19%	Percent Disagreement
	Strongly Disagree	15	6.38%	19.57%
	Total	235		
6/24/ Valid	Don't Know (NA)	25		

2002

		Frequency		Percent Agreement
	Strongly Agree	69	28.87%	94.98%
	Agree	158	66.11%	
	Disagree	11	4.60%	Percent Disagreement
	Strongly Disagree	1	0.42%	5.02%
	Total	239		
Valid	Don't Know (NA)	44		

* = Breakout questions available for a specific constituency.

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7. Work loads are equitably assigned.

2008

		Frequency		Percent Agreement
	Strongly Agree	95	44.19%	91.16%
	Agree	101	46.98%	
*	Disagree	15	6.98%	Percent Disagreement
	Strongly Disagree	4	1.86%	8.84%
	Total	215		
Valid	Don't Know (NA)	45		

2002

		Frequency		Percent Agreement
	Strongly Agree	25	10.16%	58.54%
	Agree	119	48.37%	
	Disagree	80	32.52%	Percent Disagreement
	Strongly Disagree	22	8.94%	41.46%
	Total	246		
Valid	Don't Know (NA)	37		

8. The administration provides leadership and encouragement to staff in improving job effectiveness.

2008

		Frequency		Percent Agreement
	Strongly Agree	100	43.29%	95.67%
	Agree	121	52.38%	
	Disagree	7	3.03%	Percent Disagreement
	Strongly Disagree	3	1.30%	4.33%
	Total	231		
Valid	Don't Know (NA)	29		

2002

		Frequency		Percent Agreement
	Strongly Agree	56	21.62%	76.83%
	Agree	143	55.21%	
	Disagree	47	18.15%	Percent Disagreement
	Strongly Disagree	13	5.02%	23.17%
	Total	259		
Valid	Don't Know (NA)	25		

9. The administration provides leadership and encouragement to faculty in improving instruction.

2008

		Frequency		Percent Agreement
	Strongly Agree	110	45.64%	95.85%
	Agree	121	50.21%	
*	Disagree	7	2.90%	Percent Disagreement
	Strongly Disagree	3	1.24%	4.15%
	Total	241		
Valid	Don't Know (NA)	19		

2002

		Frequency		Percent Agreement
	Strongly Agree	62	29.11%	85.92%
	Agree	121	56.81%	
	Disagree	24	11.27%	Percent Disagreement
	Strongly Disagree	6	2.82%	14.08%
	Total	213		
Valid	Don't Know (NA)	70		

10. MiraCosta College effectively develops relationships with the community.

2008

		Frequency		Percent Agreement

2002

		Frequency		Percent Agreement

* = Breakout questions available for a specific constituency.

	Strongly Agree	116	46.03%	87.70%
	Agree	105	41.67%	
	Disagree	22	8.73%	Percent Disagreement
	Strongly Disagree	9	3.57%	12.30%
	Total	252		
Valid	Don't Know (NA)	8		

	Strongly Agree	82	32.93%	91.16%
	Agree	145	58.23%	
	Disagree	19	7.63%	Percent Disagreement
	Strongly Disagree	3	1.20%	8.84%
	Total	249		
Valid	Don't Know (NA)	35		

11. MiraCosta College communicates its mission to the community effectively.

2008

		Frequency		Percent Agreement
	Strongly Agree	94	40.00%	80.00%
	Agree	94	40.00%	
	Disagree	39	16.60%	Percent Disagreement
	Strongly Disagree	8	3.40%	20.00%
	Total	235		
Valid	Don't Know (NA)	21		

2002

		Frequency		Percent Agreement
	Strongly Agree	51	22.17%	83.91%
	Agree	142	61.74%	
	Disagree	33	14.35%	Percent Disagreement
	Strongly Disagree	4	1.74%	16.09%
	Total	230		
Valid	Don't Know (NA)	54		

12. MiraCosta College promotes high ethical standards for faculty, staff and students.

2008

		Frequency		Percent Agreement
	Strongly Agree	64	29.22%	68.49%
	Agree	86	39.27%	
	Disagree	51	23.29%	Percent Disagreement
	Strongly Disagree	18	8.22%	31.51%
	Total	219		
Valid	Don't Know (NA)	40		

2002

		Frequency		Percent Agreement
	Strongly Agree	90	33.71%	91.39%
	Agree	154	57.68%	
	Disagree	17	6.37%	Percent Disagreement
	Strongly Disagree	6	2.25%	8.61%
	Total	267		
Valid	Don't Know (NA)	16		

13. Staffing needs are adequately evaluated in the planning and development of new facilities, programs and services.

2008

		Frequency		Percent Agreement
	Strongly Agree	119	54.84%	95.39%
	Agree	88	40.55%	
	Disagree	7	3.23%	Percent Disagreement
	Strongly Disagree	3	1.38%	4.61%
	Total	217		

2002

		Frequency		Percent Agreement
	Strongly Agree	18	7.35%	46.12%
	Agree	95	38.78%	
	Disagree	87	35.51%	Percent Disagreement
	Strongly Disagree	45	18.37%	53.88%
	Total	245		

* = Breakout questions available for a specific constituency.

Valid	Don't Know (NA)	42			Valid	Don't Know (NA)	38	

14. The technology planning process is clearly connected to teaching and learning outcomes.

2008

		Frequency		Percent Agreement
	Strongly Agree	60	27.65%	69.59%
	Agree	91	41.94%	
	Disagree	53	24.42%	Percent Disagreement
	Strongly Disagree	13	5.99%	30.41%
	Total	217		
Valid	Don't Know (NA)	43		

2002

		Frequency		Percent Agreement
	Strongly Agree	53	23.56%	89.78%
	Agree	149	66.22%	
	Disagree	19	8.44%	Percent Disagreement
	Strongly Disagree	4	1.78%	10.22%
	Total	225		
Valid	Don't Know (NA)	58		

15. I have had the opportunity to provide input to MiraCosta College's development of student learning outcomes.

2008

		Frequency		Percent Agreement
	Strongly Agree	78	32.77%	80.67%
	Agree	114	47.90%	
	Disagree	34	14.29%	Percent Disagreement
	Strongly Disagree	12	5.04%	19.33%
	Total	238		
Valid	Don't Know (NA)	20		

2002

		Frequency		Percent Agreement
	Strongly Agree	52	21.85%	77.31%
	Agree	132	55.46%	
	Disagree	46	19.33%	Percent Disagreement
	Strongly Disagree	8	3.36%	22.69%
	Total	238		
Valid	Don't Know (NA)	45		

16. Faculty are adequately prepared to document specific student learning outcomes and abilities within their respective disciplines.

2008

		Frequency		Percent Agreement
	Strongly Agree	83	38.43%	87.50%
	Agree	106	49.07%	
*	Disagree	20	9.26%	Percent Disagreement
	Strongly Disagree	7	3.24%	12.50%
	Total	216		
Valid	Don't Know (NA)	44		

2002

		Frequency		Percent Agreement
	Strongly Agree	35	20.11%	76.44%
	Agree	98	56.32%	
	Disagree	34	19.54%	Percent Disagreement
	Strongly Disagree	7	4.02%	23.56%
	Total	174		
Valid	Don't Know (NA)	109		

17. I am satisfied with the academic and counseling services provided for students by the Counseling Department.

2008

		Frequency		Percent Agreement

2002

		Frequency		Percent Agreement

* = Breakout questions available for a specific constituency.

	Strongly Agree	64	32.16%	82.41%
	Agree	100	50.25%	
	Disagree	19	9.55%	Percent Disagreement
	Strongly Disagree	16	8.04%	17.59%
	Total	199		
Valid	Don't Know (NA)	60		

	Strongly Agree	35	15.91%	68.18%
	Agree	115	52.27%	
	Disagree	47	21.36%	Percent Disagreement
	Strongly Disagree	23	10.45%	31.82%
	Total	220		
Valid	Don't Know (NA)	64		

18. I receive information from the Counseling Department that helps me advise students.

2008

		Frequency		Percent Agreement
	Strongly Agree	54	27.14%	67.34%
	Agree	80	40.20%	
*	Disagree	49	24.62%	Percent Disagreement
	Strongly Disagree	16	8.04%	32.66%
	Total	199		
Valid	Don't Know (NA)	59		

2002

		Frequency		Percent Agreement
	Strongly Agree	30	13.82%	52.07%
	Agree	83	38.25%	
	Disagree	75	34.56%	Percent Disagreement
	Strongly Disagree	29	13.36%	47.93%
	Total	217		
Valid	Don't Know (NA)	67		

19. I am satisfied with the services provided by the Institute for International Perspectives for international students and study abroad programs.

2008

		Frequency		Percent Agreement
	Strongly Agree	53	36.55%	92.41%
	Agree	81	55.86%	
	Disagree	9	6.21%	Percent Disagreement
	Strongly Disagree	2	1.38%	7.59%
	Total	145		
Valid	Don't Know (NA)	114		

2002

		Frequency		Percent Agreement
	Strongly Agree	58	33.72%	95.93%
	Agree	107	62.21%	
	Disagree	6	3.49%	Percent Disagreement
	Strongly Disagree	1	0.58%	4.07%
	Total	172		
Valid	Don't Know (NA)	112		

20. I am satisfied with the Service Learning program.

2008

		Frequency		Percent Agreement
	Strongly Agree	91	53.53%	96.47%
	Agree	73	42.94%	
	Disagree	4	2.35%	Percent Disagreement
	Strongly Disagree	2	1.18%	3.53%
	Total	170		

2002

		Frequency		Percent Agreement
	Strongly Agree	59	36.42%	98.15%
	Agree	100	61.73%	
	Disagree	2	1.23%	Percent Disagreement
	Strongly Disagree	1	0.62%	1.85%
	Total	162		

6/24/

* = Breakout questions available for a specific constituency.

Valid	Don't Know (NA)	89	

Valid	Don't Know (NA)	120	

21. I receive information from the University Transfer Center that helps me advise students.

2008

		Frequency		Percent Agreement
	Strongly Agree	53	28.80%	75.54%
	Agree	86	46.74%	
*	Disagree	34	18.48%	Percent Disagreement
	Strongly Disagree	11	5.98%	24.46%
	Total	184		
Valid	Don't Know (NA)	75		

2002

		Frequency		Percent Agreement
	Strongly Agree	50	26.46%	66.14%
	Agree	75	39.68%	
	Disagree	57	30.16%	Percent Disagreement
	Strongly Disagree	7	3.70%	33.86%
	Total	189		
Valid	Don't Know (NA)	95		

22. The number of support staff is sufficient to provide effective support services for students.

2008

		Frequency		Percent Agreement
	Strongly Agree	65	29.95%	74.65%
	Agree	97	44.70%	
	Disagree	42	19.35%	Percent Disagreement
	Strongly Disagree	13	5.99%	25.35%
	Total	217		
Valid	Don't Know (NA)	40		

2002

		Frequency		Percent Agreement
	Strongly Agree	38	16.45%	65.80%
	Agree	114	49.35%	
	Disagree	55	23.81%	Percent Disagreement
	Strongly Disagree	24	10.39%	34.20%
	Total	231		
Valid	Don't Know (NA)	53		

23. I share information about support services with my students

2008

		Frequency		Percent Agreement
	Strongly Agree	111	51.63%	96.74%
	Agree	97	45.12%	
*	Disagree	5	2.33%	Percent Disagreement
	Strongly Disagree	2	0.93%	3.26%
	Total	215		
Valid	Don't Know (NA)	44		

2002

		Frequency		Percent Agreement
	Strongly Agree	77	34.22%	98.22%
	Agree	144	64.00%	
	Disagree	4	1.78%	Percent Disagreement
	Strongly Disagree		0.00%	1.78%
	Total	225		
Valid	Don't Know (NA)	59		

24. Decisions on class cancellation are made appropriately and communicated in a timely manner.

2008

		Frequency		Percent Agreement

2002

		Frequency		Percent Agreement

6/24/

* = Breakout questions available for a specific constituency.

	Strongly Agree	70	38.04%	82.07%
	Agree	81	44.02%	
*	Disagree	22	11.96%	**Percent Disagreement**
	Strongly Disagree	11	5.98%	17.93%
	Total	184		
Valid	Don't Know (NA)	75		

	Strongly Agree	38	19.29%	63.96%
	Agree	88	44.67%	
	Disagree	49	24.87%	**Percent Disagreement**
	Strongly Disagree	22	11.17%	36.04%
	Total	197		
Valid	Don't Know (NA)	87		

25. The librarians provide adequate opportunities for collaboration with my department.

2008

		Frequency		Percent Agreement
	Strongly Agree	102	53.68%	94.21%
	Agree	77	40.53%	
*	Disagree	9	4.74%	**Percent Disagreement**
	Strongly Disagree	2	1.05%	5.79%
	Total	190		
Valid	Don't Know (NA)	69		

2002

		Frequency		Percent Agreement
	Strongly Agree	76	37.81%	96.02%
	Agree	117	58.21%	
	Disagree	8	3.98%	**Percent Disagreement**
	Strongly Disagree		0.00%	3.98%
	Total	201		
Valid	Don't Know (NA)	82		

26. The library faculty and staff at my primary work site provide the students with adequate support for their research needs.

2008

		Frequency		Percent Agreement
	Strongly Agree	110	56.99%	97.41%
	Agree	78	40.41%	
*	Disagree	3	1.55%	**Percent Disagreement**
	Strongly Disagree	2	1.04%	2.59%
	Total	193		
Valid	Don't Know (NA)	66		

2002

		Frequency		Percent Agreement
	Strongly Agree	83	41.29%	98.51%
	Agree	115	57.21%	
	Disagree	3	1.49%	**Percent Disagreement**
	Strongly Disagree		0.00%	1.49%
	Total	201		
Valid	Don't Know (NA)	82		

27. The orientations offered by library faculty at my primary work site provide students with adequate support for their research needs.

2008

		Frequency		Percent Agreement
	Strongly Agree	100	56.50%	94.92%
	Agree	68	38.42%	
*	Disagree	6	3.39%	**Percent Disagreement**

2002

		Frequency		Percent Agreement
	Strongly Agree	77	46.95%	98.17%
	Agree	84	51.22%	
	Disagree	3	1.83%	**Percent Disagreement**

6/24/

* = Breakout questions available for a specific constituency.

	Strongly Disagree	3	1.69%	5.08%
	Total	177		
Valid	Don't Know (NA)	82		

	Strongly Disagree		0.00%	1.83%
	Total	164		
Valid	Don't Know (NA)	120		

28. I am satisfied with the online library resources available.

2008

		Frequency		Percent Agreement
	Strongly Agree	106	52.48%	94.06%
	Agree	84	41.58%	
*	Disagree	10	4.95%	Percent Disagreement
	Strongly Disagree	2	0.99%	5.94%
	Total	202		
Valid	Don't Know (NA)	58		

2002

		Frequency		Percent Agreement
	Strongly Agree	92	44.44%	97.10%
	Agree	109	52.66%	
	Disagree	5	2.42%	Percent Disagreement
	Strongly Disagree	1	0.48%	2.90%
	Total	207		
Valid	Don't Know (NA)	77		

29. The library at my primary work site is adequately supported by faculty and staff.

2008

		Frequency		Percent Agreement
	Strongly Agree	108	53.20%	96.55%
	Agree	88	43.35%	
*	Disagree	4	1.97%	Percent Disagreement
	Strongly Disagree	3	1.48%	3.45%
	Total	203		
Valid	Don't Know (NA)	57		

2002

		Frequency		Percent Agreement
	Strongly Agree	68	31.63%	92.56%
	Agree	131	60.93%	
	Disagree	11	5.12%	Percent Disagreement
	Strongly Disagree	5	2.33%	7.44%
	Total	215		
Valid	Don't Know (NA)	69		

30. The library at my primary work site is open an adequate number of hours.

2008

		Frequency		Percent Agreement
	Strongly Agree	84	39.62%	84.43%
	Agree	95	44.81%	
*	Disagree	21	9.91%	Percent Disagreement
	Strongly Disagree	12	5.66%	15.57%
	Total	212		
Valid	Don't Know (NA)	46		

2002

		Frequency		Percent Agreement
	Strongly Agree	66	27.62%	88.28%
	Agree	145	60.67%	
	Disagree	20	8.37%	Percent Disagreement
	Strongly Disagree	8	3.35%	11.72%
	Total	239		
Valid	Don't Know (NA)	45		

31. MiraCosta College personnel are treated equitably with fairness and respect.

* = Breakout questions available for a specific constituency.

2008 Accreditation Survey - Employee Version

2008

		Frequency		Percent Agreement
	Strongly Agree	75	29.76%	79.76%
	Agree	126	50.00%	
*	Disagree	38	15.08%	Percent Disagreement
	Strongly Disagree	13	5.16%	20.24%
	Total	252		
Valid	Don't Know (NA)	8		

2002

		Frequency		Percent Agreement
	Strongly Agree	80	29.41%	78.68%
	Agree	134	49.26%	
	Disagree	44	16.18%	Percent Disagreement
	Strongly Disagree	14	5.15%	21.32%
	Total	272		
Valid	Don't Know (NA)	12		

32. My job performance is evaluated regularly and systematically.

2008

		Frequency		Percent Agreement
	Strongly Agree	103	40.87%	87.30%
	Agree	117	46.43%	
*	Disagree	25	9.92%	Percent Disagreement
	Strongly Disagree	7	2.78%	12.70%
	Total	252		
Valid	Don't Know (NA)	7		

2002

		Frequency		Percent Agreement
	Strongly Agree	107	39.34%	88.24%
	Agree	133	48.90%	
	Disagree	27	9.93%	Percent Disagreement
	Strongly Disagree	5	1.84%	11.76%
	Total	272		
Valid	Don't Know (NA)	12		

33. My job performance evaluations are conducted in an equitable and constructive manner

2008

		Frequency		Percent Agreement
	Strongly Agree	97	39.27%	88.26%
	Agree	121	48.99%	
*	Disagree	24	9.72%	Percent Disagreement
	Strongly Disagree	5	2.02%	11.74%
	Total	247		
Valid	Don't Know (NA)	13		

2002

		Frequency		Percent Agreement
	Strongly Agree	112	41.33%	90.77%
	Agree	134	49.45%	
	Disagree	19	7.01%	Percent Disagreement
	Strongly Disagree	6	2.21%	9.23%
	Total	271		
Valid	Don't Know (NA)	13		

34. Human Resources develops policies and procedures that are clearly written and equitably administered.

2008

		Frequency		Percent Agreement
	Strongly Agree	73	32.59%	80.36%
	Agree	107	47.77%	

2002

		Frequency		Percent Agreement
	Strongly Agree	56	22.05%	85.83%
	Agree	162	63.78%	

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* = Breakout questions available for a specific constituency.

*	Disagree	34	15.18%	Percent Disagreement
	Strongly Disagree	10	4.46%	19.64%
	Total	224		
Valid	Don't Know (NA)	35		

	Disagree	27	10.63%	Percent Disagreement
	Strongly Disagree	9	3.54%	14.17%
	Total	254		
Valid	Don't Know (NA)	29		

35. Job descriptions are directly related to institutional mission and goals and accurately reflect position duties, responsibilities and authority.

2008

		Frequency		Percent Agreement
	Strongly Agree	79	34.65%	81.14%
	Agree	106	46.49%	
*	Disagree	33	14.47%	Percent Disagreement
	Strongly Disagree	10	4.39%	18.86%
	Total	228		
Valid	Don't Know (NA)	29		

2002

		Frequency		Percent Agreement
	Strongly Agree	62	24.90%	85.14%
	Agree	150	60.24%	
	Disagree	25	10.04%	Percent Disagreement
	Strongly Disagree	12	4.82%	14.86%
	Total	249		
Valid	Don't Know (NA)	34		

36. Effectiveness in achieving student learning outcomes should be part of my evaluation process.

2008

		Frequency		Percent Agreement
	Strongly Agree	47	20.61%	62.28%
	Agree	95	41.67%	
*	Disagree	55	24.12%	Percent Disagreement
	Strongly Disagree	31	13.60%	37.72%
	Total	228		
Valid	Don't Know (NA)	32		

2002

		Frequency		Percent Agreement
	Strongly Agree	47	20.61%	69.74%
	Agree	112	49.12%	
	Disagree	49	21.49%	Percent Disagreement
	Strongly Disagree	20	8.77%	30.26%
	Total	228		
Valid	Don't Know (NA)	56		

37. The current hiring process ensures the recruitment of qualified faculty and staff.

2008

		Frequency		Percent Agreement
	Strongly Agree	85	36.32%	79.91%
	Agree	102	43.59%	
*	Disagree	36	15.38%	Percent Disagreement
	Strongly Disagree	11	4.70%	20.09%
	Total	234		

2002

		Frequency		Percent Agreement
	Strongly Agree	54	21.86%	82.59%
	Agree	150	60.73%	
	Disagree	27	10.93%	Percent Disagreement
	Strongly Disagree	16	6.48%	17.41%
	Total	247		

6/24/

* = Breakout questions available for a specific constituency.

Valid	Don't Know (NA)	25	

Valid	Don't Know (NA)	37	

38. The current ratio of full-time to part-time faculty provides for optimum student learning.

2008

		Frequency		Percent Agreement
	Strongly Agree	31	16.67%	40.32%
	Agree	44	23.66%	
*	Disagree	71	38.17%	Percent Disagreement
	Strongly Disagree	40	21.51%	59.68%
	Total	186		
Valid	Don't Know (NA)	74		

2002

		Frequency		Percent Agreement
	Strongly Agree	15	8.29%	30.39%
	Agree	40	22.10%	
	Disagree	71	39.23%	Percent Disagreement
	Strongly Disagree	55	30.39%	69.61%
	Total	181		
Valid	Don't Know (NA)	103		

39. There is sufficient number of staff to serve the needs of the college.

2008

		Frequency		Percent Agreement
	Strongly Agree	53	24.09%	68.64%
	Agree	98	44.55%	
*	Disagree	50	22.73%	Percent Disagreement
	Strongly Disagree	19	8.64%	31.36%
	Total	220		
Valid	Don't Know (NA)	40		

2002

		Frequency		Percent Agreement
	Strongly Agree	27	11.49%	53.19%
	Agree	98	41.70%	
	Disagree	77	32.77%	Percent Disagreement
	Strongly Disagree	33	14.04%	46.81%
	Total	235		
Valid	Don't Know (NA)	49		

40. The professional development programs offered to employees reflect work-related needs and interests.

2008

		Frequency		Percent Agreement
	Strongly Agree	75	30.74%	91.39%
	Agree	148	60.66%	
*	Disagree	15	6.15%	Percent Disagreement
	Strongly Disagree	6	2.46%	8.61%
	Total	244		
Valid	Don't Know (NA)	16		

2002

		Frequency		Percent Agreement
	Strongly Agree	49	19.44%	82.54%
	Agree	159	63.10%	
	Disagree	36	14.29%	Percent Disagreement
	Strongly Disagree	8	3.17%	17.46%
	Total	252		
Valid	Don't Know (NA)	31		

41. MiraCosta College has a coherent and effective method for evaluating the skills of its personnel in leadership positions.

2008

2002

2008 Accreditation Survey - Employee Version

		Frequency		Percent Agreement
	Strongly Agree	35	18.82%	59.68%
	Agree	76	40.86%	
	Disagree	48	25.81%	Percent Disagreement
	Strongly Disagree	27	14.52%	40.32%
	Total	186		
Valid	Don't Know (NA)	74		

		Frequency		Percent Agreement
	Strongly Agree	22	11.46%	57.81%
	Agree	89	46.35%	
	Disagree	51	26.56%	Percent Disagreement
	Strongly Disagree	30	15.63%	42.19%
	Total	192		
Valid	Don't Know (NA)	91		

42. I am satisfied with the procedures available to resolve problems I may have within the college.

2008

		Frequency		Percent Agreement
	Strongly Agree	51	23.83%	74.77%
	Agree	109	50.93%	
	Disagree	37	17.29%	Percent Disagreement
	Strongly Disagree	17	7.94%	25.23%
	Total	214		
Valid	Don't Know (NA)	46		

2002

		Frequency		Percent Agreement
	Strongly Agree	22	11.46%	57.81%
	Agree	89	46.35%	
	Disagree	51	26.56%	Percent Disagreement
	Strongly Disagree	30	15.63%	42.19%
	Total	192		
Valid	Don't Know (NA)	91		

43. Physical resources such as facilities and equipment adequately support student learning programs and services.

2008

		Frequency		Percent Agreement
	Strongly Agree	92	38.33%	89.17%
	Agree	122	50.83%	
	Disagree	21	8.75%	Percent Disagreement
	Strongly Disagree	5	2.08%	10.83%
	Total	240		
Valid	Don't Know (NA)	19		

2002

		Frequency		Percent Agreement
	Strongly Agree	70	26.82%	86.97%
	Agree	157	60.15%	
	Disagree	27	10.34%	Percent Disagreement
	Strongly Disagree	7	2.68%	13.03%
	Total	261		
Valid	Don't Know (NA)	22		

44. The facilities at my primary work site are well maintained.

2008

		Frequency		Percent Agreement
	Strongly Agree	124	48.63%	93.73%
	Agree	115	45.10%	

2002

		Frequency		Percent Agreement
	Strongly Agree	101	35.94%	88.97%
	Agree	149	53.02%	

* = Breakout questions available for a specific constituency.

	Disagree	13	5.10%	Percent Disagreement
	Strongly Disagree	3	1.18%	6.27%
	Total	255		
Valid	Don't Know (NA)	3		

	Disagree	22	7.83%	Percent Disagreement
	Strongly Disagree	9	3.20%	11.03%
	Total	281		
Valid	Don't Know (NA)	2		

45. Parking facilities at my primary work site are adequate for my needs.

2008

		Frequency		Percent Agreement
	Strongly Agree	85	33.07%	80.93%
	Agree	123	47.86%	
	Disagree	34	13.23%	Percent Disagreement
	Strongly Disagree	15	5.84%	19.07%
	Total	257		
Valid	Don't Know (NA)			

2002

		Frequency		Percent Agreement
	Strongly Agree	90	31.91%	80.14%
	Agree	136	48.23%	
	Disagree	42	14.89%	Percent Disagreement
	Strongly Disagree	14	4.96%	19.86%
	Total	282		
Valid	Don't Know (NA)			

46. The computer hardware and software available at MiraCosta College help me to effectively perform my required duties.

2008

		Frequency		Percent Agreement
	Strongly Agree	139	54.30%	94.53%
	Agree	103	40.23%	
	Disagree	10	3.91%	Percent Disagreement
	Strongly Disagree	4	1.56%	5.47%
	Total	256		
Valid	Don't Know (NA)	1		

2002

		Frequency		Percent Agreement
	Strongly Agree	138	49.82%	94.58%
	Agree	124	44.77%	
	Disagree	14	5.05%	Percent Disagreement
	Strongly Disagree	1	0.36%	5.42%
	Total	277		
Valid	Don't Know (NA)	6		

47. The technology support personnel at MiraCosta College help me to effectively perform my required duties.

2008

		Frequency		Percent Agreement
	Strongly Agree	136	53.13%	92.58%
	Agree	101	39.45%	
	Disagree	11	4.30%	Percent Disagreement
	Strongly Disagree	8	3.13%	7.42%
	Total	256		

2002

		Frequency		Percent Agreement
	Strongly Agree	173	62.68%	97.46%
	Agree	96	34.78%	
	Disagree	5	1.81%	Percent Disagreement
	Strongly Disagree	2	0.72%	2.54%
	Total	276		

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* = Breakout questions available for a specific constituency.

Valid	Don't Know (NA)	2			Valid	Don't Know (NA)	7	

48. When I have needed technology training, it has been available.

2008

		Frequency		Percent Agreement
	Strongly Agree	124	49.60%	94.80%
	Agree	113	45.20%	
	Disagree	11	4.40%	Percent Disagreement
	Strongly Disagree	2	0.80%	5.20%
	Total	250		
Valid	Don't Know (NA)	9		

2002

		Frequency		Percent Agreement
	Strongly Agree	158	58.74%	96.65%
	Agree	102	37.92%	
	Disagree	6	2.23%	Percent Disagreement
	Strongly Disagree	3	1.12%	3.35%
	Total	269		
Valid	Don't Know (NA)	13		

49. When I have received technology training, it has been effective and of high quality.

2008

		Frequency		Percent Agreement
	Strongly Agree	119	48.97%	95.88%
	Agree	114	46.91%	
	Disagree	8	3.29%	Percent Disagreement
	Strongly Disagree	2	0.82%	4.12%
	Total	243		
Valid	Don't Know (NA)	16		

2002

		Frequency		Percent Agreement
	Strongly Agree	138	53.28%	98.07%
	Agree	116	44.79%	
	Disagree	5	1.93%	Percent Disagreement
	Strongly Disagree		0.00%	1.93%
	Total	259		
Valid	Don't Know (NA)	25		

50. I am satisfied with the systematic maintenance, upgrade and replacement of the technical resources I utilize.

2008

		Frequency		Percent Agreement
	Strongly Agree	123	48.43%	91.73%
	Agree	110	43.31%	
	Disagree	16	6.30%	Percent Disagreement
	Strongly Disagree	5	1.97%	8.27%
	Total	254		
Valid	Don't Know (NA)	4		

2002

		Frequency		Percent Agreement
	Strongly Agree	125	45.13%	89.17%
	Agree	122	44.04%	
	Disagree	28	10.11%	Percent Disagreement
	Strongly Disagree	2	0.72%	10.83%
	Total	277		
Valid	Don't Know (NA)	6		

51. When technology is required for me to perform my duties, it is available at appropriate times and places (on campus and/or remotely).

2008

		Frequency		Percent Agreement
	Strongly Agree	121	47.64%	92.52%

2002

		Frequency		Percent Agreement
	Strongly Agree	123	44.40%	93.14%

* = Breakout questions available for a specific constituency.

	Agree	114	44.88%	
	Disagree	15	5.91%	Percent Disagreement
	Strongly Disagree	4	1.57%	7.48%
	Total	254		
Valid	Don't Know (NA)	5		

	Agree	135	48.74%	
	Disagree	16	5.78%	Percent Disagreement
	Strongly Disagree	3	1.08%	6.86%
	Total	277		
Valid	Don't Know (NA)	6		

52. MiraCosta College provides sufficient and consistent financial support for the effective maintenance and improvement of its information and learning resources.

2008

		Frequency		Percent Agreement
	Strongly Agree	79	39.70%	93.97%
	Agree	108	54.27%	
	Disagree	7	3.52%	Percent Disagreement
	Strongly Disagree	5	2.51%	6.03%
	Total	199		
Valid	Don't Know (NA)	60		

2002

		Frequency		Percent Agreement
	Strongly Agree	83	34.73%	92.05%
	Agree	137	57.32%	
	Disagree	15	6.28%	Percent Disagreement
	Strongly Disagree	4	1.67%	7.95%
	Total	239		
Valid	Don't Know (NA)	44		

53. Financial planning reflects MiraCosta College's philosophy, mission and goals

2008

		Frequency		Percent Agreement
	Strongly Agree	61	33.70%	85.08%
	Agree	93	51.38%	
	Disagree	20	11.05%	Percent Disagreement
	Strongly Disagree	7	3.87%	14.92%
	Total	181		
Valid	Don't Know (NA)	77		

2002

		Frequency		Percent Agreement
	Strongly Agree	42	21.21%	83.84%
	Agree	124	62.63%	
	Disagree	21	10.61%	Percent Disagreement
	Strongly Disagree	11	5.56%	16.16%
	Total	198		
Valid	Don't Know (NA)	86		

54. MiraCosta College provides sufficient financial resources to support student learning programs and to improve institutional effectiveness.

2008

		Frequency		Percent Agreement
	Strongly Agree	67	34.01%	88.83%
	Agree	108	54.82%	
	Disagree	15	7.61%	Percent Disagreement
	Strongly Disagree	7	3.55%	11.17%

54. Learning outcomes are considered throughout the budgeting and planning process.

2002

		Frequency		Percent Agreement
	Strongly Agree	16	11.19%	65.03%
	Agree	77	53.85%	
	Disagree	39	27.27%	Percent Disagreement
	Strongly Disagree	11	7.69%	34.97%

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* = Breakout questions available for a specific constituency.

	Total	197			Total	143	
Valid	Don't Know (NA)	62		Valid	Don't Know (NA)	141	

55. Timely and accurate financial information is available to me.

2008

		Frequency		Percent Agreement
	Strongly Agree	41	22.65%	65.75%
	Agree	78	43.09%	
	Disagree	45	24.86%	Percent Disagreement
	Strongly Disagree	17	9.39%	34.25%
	Total	181		
Valid	Don't Know (NA)	78		

2002

		Frequency		Percent Agreement
	Strongly Agree	35	16.51%	78.77%
	Agree	132	62.26%	
	Disagree	37	17.45%	Percent Disagreement
	Strongly Disagree	8	3.77%	21.23%
	Total	212		
Valid	Don't Know (NA)	72		

56. As a member of the MiraCosta College community, I feel empowered to actively participate in creating and implementing innovation.

2008

		Frequency		Percent Agreement
	Strongly Agree	81	33.47%	83.47%
	Agree	121	50.00%	
	Disagree	32	13.22%	Percent Disagreement
	Strongly Disagree	8	3.31%	16.53%
	Total	242		
Valid	Don't Know (NA)	16		

2002

		Frequency		Percent Agreement
	Strongly Agree	63	24.51%	77.04%
	Agree	135	52.53%	
	Disagree	42	16.34%	Percent Disagreement
	Strongly Disagree	17	6.61%	22.96%
	Total	257		
Valid	Don't Know (NA)	26		

57. The institution relies primarily on its faculty and the Academic Senate for recommendations about student learning programs and services.

2008

		Frequency		Percent Agreement
	Strongly Agree	57	30.65%	92.47%
	Agree	115	61.83%	
	Disagree	9	4.84%	Percent Disagreement
	Strongly Disagree	5	2.69%	7.53%
	Total	186		
Valid	Don't Know (NA)	73		

2002

		Frequency		Percent Agreement
	Strongly Agree	38	22.22%	84.80%
	Agree	107	62.57%	
	Disagree	19	11.11%	Percent Disagreement
	Strongly Disagree	7	4.09%	15.20%
	Total	171		
Valid	Don't Know (NA)	110		

58. MiraCosta College encourages discussion and communication throughout the college community.

2008 2002

		Frequency		Percent Agreement
	Strongly Agree	68	28.10%	81.40%
	Agree	129	53.31%	
	Disagree	33	13.64%	Percent Disagreement
	Strongly Disagree	12	4.96%	18.60%
	Total	242		
Valid	Don't Know (NA)	17		

		Frequency		Percent Agreement
	Strongly Agree	79	30.50%	86.87%
	Agree	146	56.37%	
	Disagree	24	9.27%	Percent Disagreement
	Strongly Disagree	10	3.86%	13.13%
	Total	259		
Valid	Don't Know (NA)	25		

59. The Governing Board's policy-based governance assures the quality, integrity, and effectiveness of student learning programs and services.

2008

		Frequency		Percent Agreement
	Strongly Agree	20	11.43%	56.00%
	Agree	78	44.57%	
	Disagree	44	25.14%	Percent Disagreement
	Strongly Disagree	33	18.86%	44.00%
	Total	175		
Valid	Don't Know (NA)	83		

2002

		Frequency		Percent Agreement
	Strongly Agree	39	21.31%	85.79%
	Agree	118	64.48%	
	Disagree	19	10.38%	Percent Disagreement
	Strongly Disagree	7	3.83%	14.21%
	Total	183		
Valid	Don't Know (NA)	100		

60. The Governing Board adheres to a clear and inclusive policy for selecting and evaluating the MiraCosta College president.

		Frequency		Percent Agreement
	Strongly Agree	14	7.95%	29.55%
	Agree	38	21.59%	
	Disagree	66	37.50%	Percent Disagreement
	Strongly Disagree	58	32.95%	70.45%
	Total	176		
Valid	Don't Know (NA)	83		

		Frequency		Percent Agreement
	Strongly Agree	34	28.81%	84.75%
	Agree	66	55.93%	
	Disagree	8	6.78%	Percent Disagreement
	Strongly Disagree	10	8.47%	15.25%
	Total	118		
Valid	Don't Know (NA)	166		

61. The current interim college president provides effective leadership.

2008

		Frequency		Percent Agreement
	Strongly Agree	59	34.71%	94.71%
	Agree	102	60.00%	
	Disagree	3	1.76%	Percent Disagreement
	Strongly Disagree	6	3.53%	5.29%

61. The college president provides effective leadership.

2002

		Frequency		Percent Agreement
	Strongly Agree	82	32.67%	85.66%
	Agree	133	52.99%	
	Disagree	22	8.76%	Percent Disagreement
	Strongly Disagree	14	5.58%	14.34%

* = Breakout questions available for a specific constituency.

	Total	170		
Valid	Don't Know (NA)	89		

	Total	251		
Valid	Don't Know (NA)	32		

62. The current interim college president communicates effectively with constituencies within the College.

2008

		Frequency		Percent Agreement
	Strongly Agree	50	29.76%	85.71%
	Agree	94	55.95%	
	Disagree	16	9.52%	Percent Disagreement
	Strongly Disagree	8	4.76%	14.29%
	Total	168		
Valid	Don't Know (NA)	91		

62. The college president communicates effectively with constituencies within the college.

2002

		Frequency		Percent Agreement
	Strongly Agree	70	28.69%	79.92%
	Agree	125	51.23%	
	Disagree	36	14.75%	Percent Disagreement
	Strongly Disagree	13	5.33%	20.08%
	Total	244		
Valid	Don't Know (NA)	39		

63. Faculty have an equitable role in governing, planning, budgeting and policy-making bodies.

2008

		Frequency		Percent Agreement
	Strongly Agree	47	25.82%	77.47%
	Agree	94	51.65%	
*	Disagree	29	15.93%	Percent Disagreement
	Strongly Disagree	12	6.59%	22.53%
	Total	182		
Valid	Don't Know (NA)	77		

2002

		Frequency		Percent Agreement
	Strongly Agree	61	29.61%	85.44%
	Agree	115	55.83%	
	Disagree	15	7.28%	Percent Disagreement
	Strongly Disagree	15	7.28%	14.56%
	Total	206		
Valid	Don't Know (NA)	78		

64. Staff have an equitable role in governing, planning, budgeting and policy-making bodies.

2008

		Frequency		Percent Agreement
	Strongly Agree	39	23.78%	75.00%
	Agree	84	51.22%	
*	Disagree	30	18.29%	Percent Disagreement
	Strongly Disagree	11	6.71%	25.00%
	Total	164		
Valid	Don't Know (NA)	95		

2002

		Frequency		Percent Agreement
	Strongly Agree	40	20.51%	79.49%
	Agree	115	58.97%	
	Disagree	26	13.33%	Percent Disagreement
	Strongly Disagree	14	7.18%	20.51%
	Total	195		
Valid	Don't Know (NA)	88		

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65. Faculty have a substantial voice in matters relating to educational programs.

* = Breakout questions available for a specific constituency.

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2008

		Frequency		Percent Agreement
	Strongly Agree	70	34.31%	90.20%
	Agree	114	55.88%	
*	Disagree	12	5.88%	Percent Disagreement
	Strongly Disagree	8	3.92%	9.80%
	Total	204		
	Don't Know (NA)	53		

2002

		Frequency		Percent Agreement
	Strongly Agree	88	41.31%	91.55%
	Agree	107	50.23%	
	Disagree	11	5.16%	Percent Disagreement
	Strongly Disagree	7	3.29%	8.45%
	Total	213		
Valid	Don't Know (NA)	71		

66. Faculty have a substantial voice in matters relating to other areas of their responsibilities (e.g. professional growth, flex credit, committee assignments, etc.)

2008

		Frequency		Percent Agreement
	Strongly Agree	86	41.15%	91.39%
	Agree	105	50.24%	
*	Disagree	11	5.26%	Percent Disagreement
	Strongly Disagree	7	3.35%	8.61%
	Total	209		
Valid	Don't Know (NA)	50		

2002

		Frequency		Percent Agreement
	Strongly Agree	87	41.83%	94.71%
	Agree	110	52.88%	
	Disagree	6	2.88%	Percent Disagreement
	Strongly Disagree	5	2.40%	5.29%
	Total	208		
Valid	Don't Know (NA)	76		

Focused Survey Questions - 2008

The tables on these pages are additional detail as follow-up to the full summary of responses. Not all questions are included on this sheet, just those that are directed at specific consituencies. Tables contain 2008 surv data ONLY.

1. MiraCosta College actively supports the faculty's academic freedom - Faculty Only

	Full-Time Faculty		Part Time Faculty		All Faculty	
	#	%	#	%	#	%
Strongly Agree	22	35.48%	30	33.33%	52	34.21%
Agree	36	58.06%	52	57.78%	88	57.89%
Disagree	3	4.84%	5	5.56%	8	5.26%
Strongly Disagree	1	1.61%	3	3.33%	4	2.63%
Total	62		90		152	
Don't Know (NA)	1		5		6	

Includes both classroom and nonclassroom faculty.

Note: Please read the caveats on the full spreadsheet before drawing specific conclusions about these results. If you would like to see results of specifc questions broken out another way, please contact the Office of Institutional Research

2. MiraCosta College personnel personnel present relevant information fairly and objectively to students and others.

	Full-Time Faculty		Part Time Faculty		All Faculty	
	#	%	#	%	#	%
Strongly Agree	15	25.00%	24	27.59%	39	26.53%
Agree	29	48.33%	49	56.32%	78	53.06%
Disagree	14	23.33%	11	12.64%	25	17.01%
Strongly Disagree	2	3.33%	3	3.45%	5	3.40%
Total	60		87		147	
Don't Know (NA)	3		8		11	

Includes both classroom and nonclassroom faculty.

6. Faculty are current in their fields of expertise - Faculty Only

	Full-Time Faculty		Part Time Faculty		All Faculty	
	#	%	#	%	#	%
Strongly Agree	47	74.60%	43	47.25%	90	58.44%
Agree	14	22.22%	33	36.26%	47	30.52%
Disagree	2	3.17%	8	8.79%	10	6.49%
Strongly Disagree		0.00%	7	7.69%	7	4.55%
Total	63		91		154	
Don't Know (NA)			4		4	

Includes both classroom and nonclassroom faculty.

7. Work Loads are Equitably Assigned - Faculty Only

	Full-Time Faculty		Part Time Faculty		All Faculty	
	#	%	#	%	#	%

Strongly Agree	35	55.56%	41	46.59%	76	50.33%
Agree	23	36.51%	40	45.45%	63	41.72%
Disagree	4	6.35%	6	6.82%	10	6.62%
Strongly Disagree	1	1.59%	1	1.14%	2	1.32%
Total	63		88		151	
Don't Know (NA)			7		7	

Includes both classroom and nonclassroom faculty.

9. The administration provides leadership and encouragement to faculty in improving instruction.

	Full-Time Faculty		Part Time Faculty		All Faculty	
	#	%	#	%	#	%
Strongly Agree	33	55.93%	41	46.59%	74	50.34%
Agree	25	42.37%	43	48.86%	68	46.26%
Disagree		0.00%	4	4.55%	4	2.72%
Strongly Disagree	1	1.69%	0	0.00%	1	0.68%
Total	59		88		147	
Don't Know (NA)	4		7		11	

Includes both classroom and nonclassroom faculty.

15. I have had the opportunity to provide input to MiraCosta College's development of student learning outcomes.

	Full-Time Faculty		Part Time Faculty		All Faculty	
	#	%	#	%	#	%
Strongly Agree	19	31.67%	28	35.90%	47	34.06%
Agree	29	48.33%	37	47.44%	66	47.83%
Disagree	10	16.67%	10	12.82%	20	14.49%
Strongly Disagree	2	3.33%	3	3.85%	5	3.62%
Total	60		78		138	
Don't Know (NA)	3		15		18	

Includes both classroom and nonclassroom faculty.

16. Faculty are adequately prepared to document specific student learning outcomes and abilities within their respective disciplines.

	Full-Time Faculty		Part Time Faculty		All Faculty	
	#	%	#	%	#	%
Strongly Agree	23	36.51%	34	38.64%	57	37.75%
Agree	30	47.62%	41	46.59%	71	47.02%
Disagree	8	12.70%	10	11.36%	18	11.92%
Strongly Disagree	2	3.17%	3	3.41%	5	3.31%
Total	63		88		151	
Don't Know (NA)			7		7	

Includes both classroom and nonclassroom faculty.

18. I receive information from the Counseling Department that helps me advise students.

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	Full-Time Faculty		Part Time Faculty		All Faculty	
	#	%	#	%	#	%
Strongly Agree	14	24.56%	25	30.86%	39	28.26%
Agree	25	43.86%	32	39.51%	57	41.30%
Disagree	12	21.05%	19	23.46%	31	22.46%
Strongly Disagree	6	10.53%	5	6.17%	11	7.97%
Total	57		81		138	
Don't Know (NA)	6		13		19	

Includes both classroom and nonclassroom faculty.

21. I receive information from the University Transfer Center that helps me advise students.

	Full-Time Faculty		Part Time Faculty		All Faculty	
	#	%	#	%	#	%
Strongly Agree	20	33.90%	17	24.64%	37	28.91%
Agree	26	44.07%	35	50.72%	61	47.66%
Disagree	11	18.64%	13	18.84%	24	18.75%
Strongly Disagree	2	3.39%	4	5.80%	6	4.69%
Total	59		69		128	
Don't Know (NA)	4		26		30	

Includes both classroom and nonclassroom faculty.

23. I share information about support services with my students

	Full-Time Faculty		Part Time Faculty		All Faculty	
	#	%	#	%	#	%
Strongly Agree	35	55.56%	46	52.27%	81	53.64%
Agree	28	44.44%	39	44.32%	67	44.37%
Disagree		0.00%	2	2.27%	2	1.32%
Strongly Disagree		0.00%	1	1.14%	1	0.66%
Total	63		88		151	
Don't Know (NA)			7		7	

Includes both classroom and nonclassroom faculty.

24. Decisions on class cancellation are made appropriately and communicated in a timely manner.

	Full-Time Faculty		Part Time Faculty		All Faculty	
	#	%	#	%	#	%
Strongly Agree	21	37.50%	35	47.30%	56	43.08%
Agree	32	57.14%	23	31.08%	55	42.31%
Disagree	2	3.57%	9	12.16%	11	8.46%
Strongly Disagree	1	1.79%	7	9.46%	8	6.15%
Total	56		74		130	
Don't Know (NA)	7		21		28	

Includes both classroom and nonclassroom faculty.

Focused Survey Questions - 2008

25. The librarians provide adequate opportunities for collaboration with my department.

	Full-Time Faculty		Part Time Faculty		All Faculty	
	#	%	#	%	#	%
Strongly Agree	39	62.90%	39	51.32%	78	56.52%
Agree	20	32.26%	34	44.74%	54	39.13%
Disagree	3	4.84%	3	3.95%	6	4.35%
Strongly Disagree		0.00%		0.00%		0.00%
Total	62		76		138	
Don't Know (NA)	1		18		19	

Includes both classroom and nonclassroom faculty.

26. The library faculty and staff at my primary work site provide the students with adequate support for their research needs.

	Full-Time Faculty		Part Time Faculty		All Faculty	
	#	%	#	%	#	%
Strongly Agree	38	65.52%	41	52.56%	79	58.09%
Agree	20	34.48%	35	44.87%	55	40.44%
Disagree		0.00%	2	2.56%	2	1.47%
Strongly Disagree		0.00%		0.00%		0.00%
Total	58		78		136	
Don't Know (NA)	5		17		22	

Includes both classroom and nonclassroom faculty.

27. The orientations offered by library faculty at my primary work site provide students with adequate support for their research needs.

	Full-Time Faculty		Part Time Faculty		All Faculty	
	#	%	#	%	#	%
Strongly Agree	34	62.96%	38	54.29%	72	58.06%
Agree	17	31.48%	29	41.43%	46	37.10%
Disagree	2	3.70%	3	4.29%	5	4.03%
Strongly Disagree	1	1.85%	0	0.00%	1	0.81%
Total	54		70		124	
Don't Know (NA)	9		25		34	

Includes both classroom and nonclassroom faculty.

28. I am satisfied with the online library resources available.

	Full-Time Faculty		Part Time Faculty		All Faculty	
	#	%	#	%	#	%
Strongly Agree	35	57.38%	42	54.55%	77	55.80%
Agree	24	39.34%	28	36.36%	52	37.68%
Disagree	1	1.64%	7	9.09%	8	5.80%

Strongly Disagree	1	1.64%	0	0.00%	1	0.72%
Total	61		77		138	
Don't Know (NA)	2		18		20	

Includes both classroom and nonclassroom faculty.

29. The library at my primary work site is adequately supported by faculty and staff.

	Full-Time Faculty		Part Time Faculty		All Faculty	
	#	%	#	%	#	%
Strongly Agree	36	61.02%	43	58.90%	79	59.85%
Agree	21	35.59%	28	38.36%	49	37.12%
Disagree	1	1.69%	2	2.74%	3	2.27%
Strongly Disagree	1	1.69%	0	0.00%	1	0.76%
Total	59		73		132	
Don't Know (NA)	4		22		26	

Includes both classroom and nonclassroom faculty.

30. The library at my primary work site is open an adequate number of hours.

	Full-Time Faculty		Part Time Faculty		All Faculty	
	#	%	#	%	#	%
Strongly Agree	28	47.46%	30	39.47%	58	42.96%
Agree	23	38.98%	32	42.11%	55	40.74%
Disagree	3	5.08%	12	15.79%	15	11.11%
Strongly Disagree	5	8.47%	2	2.63%	7	5.19%
Total	59		76		135	
Don't Know (NA)	2		19		21	

Includes both classroom and nonclassroom faculty.

30. The library at my primary work site is open an adequate number of hours.

	Oceanside Campus		San Elijo Campus		Community Learning Center		Other		Total	
	#	%	#	%	#	%	#	%	#	%
Strongly Agree	60	37.74%	14	45.16%	5	55.56%	5	41.67%	84	39.62%
Agree	72	45.28%	17	54.84%	1	11.11%	5	41.67%	95	44.81%
Disagree	17	10.69%	0	0.00%	2	22.22%	1	8.33%	21	9.91%
Strongly Disagree	10	6.29%	0	0.00%	1	11.11%	1	8.33%	12	5.66%
Total	159		31		9		12		212	
Don't Know (NA)	30		2		12		2		46	

31. MiraCosta College personnel are treated equitably with fairness and respect.

	Full Time Faculty		Administrators		Part Time Faculty		Classified Administrators		Classified Staff		Total	
	#	%	#	%	#	%	#	%	#	%	#	%
Strongly Agree	16	26.67%	4	40.00%	35	38.46%	1	20.00%	19	22.09%	75	29.76%
Agree	32	53.33%	4	40.00%	37	40.66%	3	60.00%	50	58.14%	126	50.00%
Disagree	8	13.33%	1	10.00%	13	14.29%	1	20.00%	15	17.44%	38	15.08%
Strongly Disagree	4	6.67%	1	10.00%	6	6.59%	0	0.00%	2	2.33%	13	5.16%
Total	60		10		91		5		86		252	
Don't Know (NA)	3		0		4		0		1		8	

Includes both classroom and nonclassroom faculty.

Focused Survey Questions - 2008

32. My job performance is evaluated regularly and systematically.

	Full Time Faculty		Administrators		Part Time Faculty		Classified Administrators		Classified Staff		Total	
	#	%	#	%	#	%	#	%	#	%	#	%
Strongly Agree	34	54.84%	6	60.00%	38	42.22%	2	40.00%	23	27.06%	103	40.87%
Agree	26	41.94%	3	30.00%	43	47.78%	3	60.00%	42	49.41%	117	46.43%
Disagree	2	3.23%	1	10.00%	7	7.78%	0	0.00%	15	17.65%	25	9.92%
Strongly Disagree	0	0.00%	0	0.00%	2	2.22%	0	0.00%	5	5.88%	7	2.78%
Total	62		10		90		5		85		252	
Don't Know (NA)	0		0		5		0		2		7	

Includes both classroom and nonclassroom faculty.

33. My job performance evaluations are conducted in an equitable and constructive manner.

	Full Time Faculty		Administrators		Part Time Faculty		Classified Administrators		Classified Staff		Total	
	#	%	#	%	#	%	#	%	#	%	#	%
Strongly Agree	25	40.98%	7	70.00%	38	42.70%	2	40.00%	25	30.49%	97	39.27%
Agree	33	54.10%	3	30.00%	42	47.19%	3	60.00%	40	48.78%	121	48.99%
Disagree	2	3.28%	0	0.00%	8	8.99%	0	0.00%	14	17.07%	24	9.72%
Strongly Disagree	1	1.64%	0	0.00%	1	1.12%	0	0.00%	3	3.66%	5	2.02%
Total	61		10		89		5		82		247	
Don't Know (NA)	2		0		6		0		5		13	

Includes both classroom and nonclassroom faculty.

34. Human Resources develops policies and procedures that are clearly written and equitably administered.

	Full Time Faculty		Administrators		Part Time Faculty		Classified Administrators		Classified Staff		Total	
	#	%	#	%	#	%	#	%	#	%	#	%
Strongly Agree	20	35.09%	3	30.00%	28	37.84%	2	40.00%	20	25.64%	73	32.59%
Agree	24	42.11%	6	60.00%	36	48.65%	2	40.00%	39	50.00%	107	47.77%
Disagree	10	17.54%	0	0.00%	8	10.81%	0	0.00%	16	20.51%	34	15.18%
Strongly Disagree	3	5.26%	1	10.00%	2	2.70%	1	20.00%	3	3.85%	10	4.46%
Total	57		10		74		5		78		224	
Don't Know (NA)	6		0		21		0		8		35	

Includes both classroom and nonclassroom faculty.

35. Job descriptions are directly related to institutional mission and goals and accurately reflect position duties, responsibilities and authority.

	Full Time Faculty		Administrators		Part Time Faculty		Classified Administrators		Classified Staff		Total	
	#	%	#	%	#	%	#	%	#	%	#	%
Strongly Agree	22	37.93%	3	30.00%	33	42.31%	0	0.00%	21	27.27%	79	34.65%
Agree	28	48.28%	5	50.00%	37	47.44%	3	60.00%	33	42.86%	106	46.49%
Disagree	7	12.07%	1	10.00%	8	10.26%	1	20.00%	16	20.78%	33	14.47%
Strongly Disagree	1	1.72%	1	10.00%	0	0.00%	1	20.00%	7	9.09%	10	4.39%
Total	58		10		78		5		77		228	

Don't Know (NA)	4		0		16		0		9		29	

Includes both classroom and nonclassroom faculty.

36. Effectiveness in achieving student learning outcomes should be part of my evaluation process.

	Full Time Faculty		Administrators		Part Time Faculty		Classified Administrators		Classified Staff		Total	
	#	%	#	%	#	%	#	%	#	%	#	%
Strongly Agree	12	20.00%	3	30.00%	23	25.56%	0	0.00%	9	14.06%	47	20.61%
Agree	22	36.67%	3	30.00%	50	55.56%	2	50.00%	18	28.13%	95	41.67%
Disagree	12	20.00%	2	20.00%	14	15.56%	2	50.00%	25	39.06%	55	24.12%
Strongly Disagree	14	23.33%	2	20.00%	3	3.33%	0	0.00%	12	18.75%	31	13.60%
Total	60		10		90		4		64		228	
Don't Know (NA)	3		0		5		1		23		32	

Includes both classroom and nonclassroom faculty.

37. The current hiring process ensures the recruitment of qualified faculty and staff.

	Full Time Faculty		Administrators		Part Time Faculty		Classified Administrators		Classified Staff		Total	
	#	%	#	%	#	%	#	%	#	%	#	%
Strongly Agree	29	46.77%	7	70.00%	21	27.27%	4	80.00%	24	30.00%	85	36.32%
Agree	27	43.55%	2	20.00%	35	45.45%	1	20.00%	37	46.25%	102	43.59%
Disagree	4	6.45%	1	10.00%	15	19.48%	0	0.00%	16	20.00%	36	15.38%
Strongly Disagree	2	3.23%	0	0.00%	6	7.79%	0	0.00%	3	3.75%	11	4.70%
Total	62		10		77		5		80		234	
Don't Know (NA)	1		0		17		0		7		25	

Includes both classroom and nonclassroom faculty.

38. The current ratio of full-time to part-time faculty provides for optimum student learning.

	Full Time Faculty		Administrators		Part Time Faculty		Classified Administrators		Classified Staff		Total	
	#	%	#	%	#	%	#	%	#	%	#	%
Strongly Agree	11	18.64%	1	11.11%	10	14.49%	1	25.00%	8	17.78%	31	16.67%
Agree	8	13.56%	3	33.33%	18	26.09%	3	75.00%	12	26.67%	44	23.66%
Disagree	25	42.37%	5	55.56%	23	33.33%	0	0.00%	18	40.00%	71	38.17%
Strongly Disagree	15	25.42%	0	0.00%	18	26.09%	0	0.00%	7	15.56%	40	21.51%
Total	59		9		69		4		45		186	
Don't Know (NA)	4		1		26		1		42		74	

Includes both classroom and nonclassroom faculty.

39. There is sufficient number of staff to serve the needs of the college.

	Full Time Faculty		Administrators		Part Time Faculty		Classified Administrators		Classified Staff		Total	
	#	%	#	%	#	%	#	%	#	%	#	%
Strongly Agree	19	32.76%	3	30.00%	22	30.56%	0	0.00%	9	12.00%	53	24.09%
Agree	17	29.31%	4	40.00%	41	56.94%	2	40.00%	34	45.33%	98	44.55%
Disagree	14	24.14%	3	30.00%	7	9.72%	2	40.00%	24	32.00%	50	22.73%

Strongly Disagree	8	13.79%	0	0.00%	2	2.78%	1	20.00%	8	10.67%	19	8.64%
Total	58		10		72		5		75		220	
Don't Know (NA)	5		0		23		0		12		40	

Includes both classroom and nonclassroom faculty.

40. The professional development programs offered to employees reflect work-related needs and interests.

	Full Time Faculty		Administrators		Part Time Faculty		Classified Administrators		Classified Staff		Total	
	#	%	#	%	#	%	#	%	#	%	#	%
Strongly Agree	22	34.92%	2	20.00%	36	40.00%	0	0.00%	15	19.74%	75	30.74%
Agree	38	60.32%	7	70.00%	49	54.44%	4	80.00%	50	65.79%	148	60.66%
Disagree	3	4.76%	1	10.00%	2	2.22%	1	20.00%	8	10.53%	15	6.15%
Strongly Disagree	0	0.00%	0	0.00%	3	3.33%	0	0.00%	3	3.95%	6	2.46%
Total	63		10		90		5		76		244	
Don't Know (NA)	0		0		5		0		11		16	

Includes both classroom and nonclassroom faculty.

41. MiraCosta College has a coherent and effective method for evaluating the skills of its personnel in leadership positions.

	Full Time Faculty		Administrators		Part Time Faculty		Classified Administrators		Classified Staff		Total	
	#	%	#	%	#	%	#	%	#	%	#	%
Strongly Agree	13	22.81%	3	30.00%	11	20.75%	1	20.00%	7	11.48%	35	18.82%
Agree	15	26.32%	5	50.00%	26	49.06%	3	60.00%	27	44.26%	76	40.86%
Disagree	19	33.33%	1	10.00%	9	16.98%	1	20.00%	18	29.51%	48	25.81%
Strongly Disagree	10	17.54%	1	10.00%	7	13.21%	0	0.00%	9	14.75%	27	14.52%
Total	57		10		53		5		61		186	
Don't Know (NA)	6		0		42		0		26		74	28%

Includes both classroom and nonclassroom faculty.

44. The facilities at my primary work site are well maintained.

	Oceanside Campus		San Elijo Campus		Community Learning Center		Other		Total	
	#	%	#	%	#	%	#	%	#	%
Strongly Agree	87	47.28%	19	57.58%	13	56.52%	5	35.71%	124	48.63%
Agree	86	46.74%	12	36.36%	8	34.78%	8	57.14%	115	45.10%
Disagree	9	4.89%	2	6.06%	2	8.70%	0	0.00%	13	5.10%
Strongly Disagree	2	1.09%	0	0.00%	0	0.00%	1	7.14%	3	1.18%
Total	184		33		23		14		255	
Don't Know (NA)	3		0		0		0		3	

Includes both classroom and nonclassroom faculty.

45. Parking facilities at my primary work site are adequate for my needs.

	Oceanside Campus		San Elijo Campus		Community Learning		Other		Total	
	#	%	#	%	#	%	#	%	#	%

Strongly Agree	51	27.42%	16	48.48%	15	65.22%	3	21.43%	85	33.07%
Agree	94	50.54%	13	39.39%	8	34.78%	7	50.00%	123	47.86%
Disagree	29	15.59%	3	9.09%	0	0.00%	2	14.29%	34	13.23%
Strongly Disagree	12	6.45%	1	3.03%	0	0.00%	2	14.29%	15	5.84%
Total	186		33		23		14		257	
Don't Know (NA)	0		0		0		0		0	

Includes both classroom and nonclassroom faculty.

63. Faculty have an equitable role in governing, planning, budgeting and policy-making bodies.

	Full-Time Faculty		Part Time Faculty		All Faculty	
	#	%	#	%	#	%
Strongly Agree	10	16.39%	12	23.08%	22	19.47%
Agree	32	52.46%	23	44.23%	55	48.67%
Disagree	13	21.31%	12	23.08%	25	22.12%
Strongly Disagree	6	9.84%	5	9.62%	11	9.73%
Total	61		52		113	
Don't Know (NA)	2		42		44	

Includes both classroom and nonclassroom faculty.

64. Staff have an equitable role in governing, planning, bugeting and policy-making bodies.

	#	%
Strongly Agree	12	18.46%
Agree	39	60.00%
Disagree	10	15.38%
Strongly Disagree	4	6.15%
Total	65	
Don't Know (NA)	22	

65. Faculty have a substantial voice in matters relating to educational programs.

	Full-Time Faculty		Part Time Faculty		All Faculty	
	#	%	#	%	#	%
Strongly Agree	22	35.48%	16	23.53%	38	29.23%
Agree	36	58.06%	38	55.88%	74	56.92%
Disagree	3	4.84%	8	11.76%	11	8.46%
Strongly Disagree	1	1.61%	6	8.82%	7	5.38%
Total	62		68		130	
Don't Know (NA)	0		26		26	

Focused Survey Questions - 2008

66. Faculty have a substantial voice in matters relating to other areas of their responsibilities (e.g. professional growth, flex credit, committee assignments.)

	Full-Time Faculty		Part Time Faculty		All Faculty	
	#	%	#	%	#	%
Strongly Agree	27	42.86%	22	30.14%	49	36.03%
Agree	31	49.21%	40	54.79%	71	52.21%
Disagree	4	6.35%	6	8.22%	10	7.35%
Strongly Disagree	1	1.59%	5	6.85%	6	4.41%
Total	63		73		136	
Don't Know (NA)	0		21		21	

2008 Accreditation Survey
Employee Comments

Subject	Comment
Academic Senate	We have much work to do to get this college back on track. The full time faculty must support the PT's which they hate!
Academic Senate	I aplaude Miracosta College for the pay rate to its non-credit instructors. Although we don't have much input in the college affairs we are rewarding for our work, thus encourage to do our best. Thank you.
Academic Senate	Equity issues between part-time and full-time faculty.
Academic Senate	There is a wall between tenured and associate faculty. Associate faculty do not have the same collegial ties and are not embraced by the MiraCosta Community.
Academic Senate	Academic Senate Council needs to be more inclusive in making decisions. There is often a small group who make major decisions without adequate faculty input. Senate council representatives need more training on how to keep their constituents informed, and more commitment to representing their constituents' points of view rather than making decisions in a vacuum. Deans need to know their programs better and be more supportive of the faculty in their divisions. Too much change is happening at one time. There need to be clear written policies and procedures to implement these policies.
Academic Senate	The Academic Senate Council is too far removed from the Senate membership as a whole. There is little or no communication between the Council representatives and their constituencies, and important decisions are often made without any input from Senate members. Senate committees and committee chairs are not empowered to make decisions, or to consult with each other, without going through the Academic Senate Council and/or Senate President. This makes it very difficult for committees to work either efficiently or effectively, except on routine matters. There is a general atmosphere of distrust between the faculty and the board--that is obvious. What is not obvious, at least to most faculty, is that the fault does not lie entirely with the board. The faculty vote of no confidence in the president, while motivated by an understandable desire to register outrage, was not constructive, and was not in the best interests of the students, the college, or even of the faculty. Instead of looking to keep MiraCosta working for students in spite of the problems brought by that president, such actions by the faculty only served to make a bad situation worse. The MCC faculty are intelligent, professional and committed to helping students, and could have found better ways to protect faculty members from administrative abuses while also making the point that the president and board were out of line.
Academic Senate	It is sad to compare MCC now with MCC at our last accreditation. We have lost ground in so many areas. The Board has made enemies with the faculty and staff and amongst themselves. Leadership of the Academic Senate continues to act in secrecy, with no spirit of openness or collaboration. Most Academic Senate members are entirely disconnected from the Academic Senate Council, neither giving input nor receiving information from them. Senate Council members seem to believe they were elected to make all of their decisions in private, without representing constituents. Faculty distrust and misunderstand one another. Some of that distrust runs along racial and gender lines. Classified Senate is in constant disarray, and forgets what it has been doing from one leader to the next. Planning processes are almost entirely dismantled. On the positive side, we have high quality faculty (though far too few of them), and students are happy with the instruction we provide. We have done our best to insulate students from unrest. Within the Academic Senate we have been able to handle load, salary, sabbatical and other union issues admirably, and we have excellent service learning, career and transfer programs, and excellent faculty-led training for technology in teaching. New administration seems very capable and open up new possibilities for serving students.

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2008 Accreditation Survey
Employee Comments

Subject	Comment
Academic Senate	1. Too few are doing too much. This has to impact classroom instruction. Moreover, depending upon faculty with a full teaching load and collegial duties to perform a comprehensive self-study is not realistic. OI should fund faculty members to enable them to concentrate full time on such a study; to include consultation with outside experts to assist in the study and in developing recomendations. This process should be institutionalized every three (3) years, preferably during the summer or December/January break. We should not be afraid of such evaluation, but rather look at it as an opportunity to enhance our operation and instruction. 2. OI still needs to become a little more transparent with regard to scheduling 'deals' it may work out with individual faculty members. All such 'deals' should be announced throughout the community. In addition, OI should be communicating to all the principles upon which they base their decisions, and all faculty should be able to submit an innovative scheduling idea to OI, with a decision based upon the enunciated prnciples. 3. ASC should fully develop the concept of Real Time/Real Value insisting upon either release time or additional money for any/all additional responsibilities required of faculty. This is not just for the benefit of faculty, but also will require that the college evaluates and prioritize each such change/idea/policy/procedure more realistically. 4. Business Services should examine all operations that are suppose to service MCC employees, especially in the Payroll Office. Special attention should be given to paperwork required to be submitted by employees whose only purpose may be to make it easier on business services to satisfy the interest of entities other than the employees they are suppose to serve. Business Services should also make sure that procedures, changes, and statuses of particular actions are communicated to all relevant parties in a timely manner. 5. MCC should adopt a 'Continuing Evolution and Improvement Program' that focuses on the 'little things' that can be changed easily and with little/no expense. Such 'little suggestions' should be sought and every month (with a 'little' fanfare, a little change should be selected and implemented.
BAS	Overall, MiraCosta is a highly accomplished institution with much to be proud of. My colleagues are some of the brightest and most dedicated that I have ever worked with in fifteen years at various colleges. Most staff and faculty I know are extremely hardworking (way beyond what is required or expected), and very caring about our students and their goals. There is still some work to be done regarding the load agreements for faculty, specifically in terms of making sure departments are funded to comply with the load agreement. The budget staff need to work harder with department chairs to ensure this is all worked out as soon as possible. With enrollment increases, depts. should be funded accordingly. My greatest complaint right now is the stress caused by our mysterious budget issues that never seem to be resolved or explained by BAS in a logical manner. It is really my only concern with working for this college.
Benefits	Benefits for part-time faculty, particularly disability insurance, should be reviewed.
Board of Trustees	The board of trustees works poorly together and does not follow the collegial governance process.
Board of Trustees	The District has done an excellent job of governing by consensus in spite of the Board. I hope this will not change. While it can be slow and messy, in the long run it is the most effective and, in my opinion, is what contributes to the overall positive attitude of all District employees.
Board of Trustees	I disagree that MiraCosta personnel are treated with fairness and respect by the members of the governing board, particularly the current Board President. We are treated with fairness and respect by the president, vice president, deans, and our faculty and staff colleagues.
Board of Trustees	The Board needs to work out their problems. They're making the college look bad.
Board of Trustees	The Board of Governors has continues to provide ineffective leadership. MiraCosta urgently needs permanent hires in several key administrative positions.

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2008 Accreditation Survey
Employee Comments

Subject	Comment
Board of Trustees	The crisis of leadership here reflects the Board's misunderstanding of its governance principles. The Board has gone through the motions to document attempts at moving beyond the problems of the prior years, but it really hasn't demonstrated the sincere will to evolve. Having said that, I do feel that the interim president is giving them much better guidance. Most disturbing about the Board majority is their clear resentment of faculty and surprising disdain for higher education. We have belatedly gotten to Student Learning Outcomes, having attempted to establish them at the programmatic level first rather than classroom level. Having adapted to the later, we are moving quickly on this baleful trend. Despite all the problems, this remains a great working location. It operates on the principle of workaholism, and any agency investigating the health of the school ought to look into the general fatigue of the faculty and staff. I think stronger leadership can help here.
Board of Trustees	The Governing Board really needs to stop acting so defensive for their wrongs and start being proactive in getting MiraCosta back to the prestigious reputation that we once had. NO more majority and minority!
Board of Trustees	Since the last time, I took this survey - I find myself asking 'what happened'? MCC has been in turmoil for years' now - instead of getting better - I find that it continues to become more and more fragile and toppled. A lack of willingness by the Board to listen and create a positive change is just incredible. They need to stop micro-managing and get on with their responsibilities - policy goverance anf fiscal responsibilities!! We see how well they did that with Richarts' settlement!! ha! They should let the administration, faculty, and staff do the jobs they were hired to do. If they'd take a minute to look - we all do an excellent job around here - even with all the turmoil - How are we going to keep our accreditation if they don't stop with all the nonsense? - it's past time to forget their personal biases and personal agendas - think about what's good for the 'students'- and get off their high horses and ego/power trips.
Campus Climate	While the college may encourage open communication, I have recently noticed that some classified staff members seem to hold back questions or opinions in possible fear of retailiation for expressing honest concerns. The new Dell printers are HUGE and do not work as well as the older HP's. Currently, there seems to be no technology training. I ask co-workers or open lab staff for help when needed as there is no one else to seek assistance from.
Campus Climate	The morale at MiraCosta has improved drastically as a result of the 'change in leadership' over the past year or so. The negative energy is gone and has been replaced with an overall feeling of relief and hope. Collegiality has returned. Faculty and staff have worked hard together to refine SLO's and address accreditation standards. MiraCosta is a fantastic college and a great place to work! I am very pleased that things have turned around for the best.
Campus Climate	I am very happy to be a part of the 'MiraCosta family'!
Campus Climate	It has been a pleasure working for MiraCosta College. I am proud to be a teacher and a student as well. I actively take both credit and non-credit classes on a regular basis.
Campus Climate	The current interim president has provided excellent leadership and has helped to ease the pressure created by two and one half years of turmoil. It has been disappointing to see the Board of Trustees spend so much time on ligation and so much money on legal settlements, instead of focusing attention on service to students and on the wonderful things that faculty and staff have continued to do to improve MiraCosta College.
Campus Climate	I work at a number of local colleges. MiraCosta is by far the most professional, organized, friendly, and student-focused. It is an honor to work here.
Campus Climate	The environment created by many key administrative positions being interim is one that does not promote confidence, stability or decision making. It is difficult to optimistically move forward in an environment that is unclear and unstable. Employee confidence is difficult--if not impossible--to nuture during these times hallmarked by inconsistent leadership and the resulting effects.
Campus Climate	I have not been at MiraCosta for a long period of time, but I have to say that I love working here. I have met nothing but kind and professional people since my first day on the job. I am very happy and proud to be selected to join the MiraCosta family.

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2008 Accreditation Survey
Employee Comments

Subject	Comment
Campus Climate	Overall I am very satisfied with the quality of education at MiraCosta. I feel well-supported by the college in my teaching and I am proud to be associated with MiraCosta College.
Campus Climate	I love my job!!
Campus Climate	The issues have not been about faculty or staff. Unfortunately it took one high level administrator to gum up our wonderful institution but I am confident that we will recoup our place at the top as a role model institution. Hopefully, the board will let by gones be by gones and we can move forward. I still see some stubborness at the board meetings, itching for a fight attitude but now it is couched in softer less loud voices. But traces of it (hostility) still lingers. Fortunately, it does not get in the way of business and Students are not directly affected.
Campus Climate	MiraCosta College is overall one of the finest Colleges in the world. Faculty Staff and students have more than adequate opportunities for great educational expectancies.
Campus Climate	Facade of collegiality belies actual practice.
Campus Climate	I once worked at a special place, and felt a sense of calling, of avocation. Then came Victoria Munoz-Richart, and all the nastiness involving the Board of Trustees. Now I have a job. A well paid job, to be sure, but a job, nonetheless. Sadly.
Campus Climate	Overall MiraCosta does an excellent job of supporting the faculty with training, facilities, and support staff. I am very happy to work here. I hear mostly positive comments from my students and colleagues which makes the environment more pleasant.
Campus Climate	It would be nice and very confirming to part timers if part time faculty had a solid trusted source of support - not just a 'figure head' at MiraCosta College. When unfair policies are put into practice and employees are not treated equally or with respect by their supervisors, part timers really have no recourse other than to accept their fate.
Campus Climate	We have to go beyong thinking we are the jewel of the CC system. We can do so much better if we incorporate new innovation with pieces that have worked in the past. Our new faculty and staff in the past five years have a changed our environment for the better and challenged the staus quo to consider another way. We must have leadership that is authentic, communicative, and innovative in its thinking. Our future depends on how we tap into every member of our campus community's wisdom and lay out a formal plan that addresses the needs of California's new majority.
Campus Climate	Overall, I find MiraCosta is a very good place to work. As an associate faculty member, I have received excellent support from Tom Severance & Al Taccone, as well as from Dick Robertson, Martin Spring, Sally Foster & Alketa Wojick. I find that faculty members and staff work collaboratively together, and are very interested in providing a good learning environment for the students.
Campus Climate	MiraCosta is, and has been an ever-growing testament to education and the community. I am proud to be a member of the MiraCosta family.
Campus Climate	Sometimes I feel like I am working at Disneyland because everything done here is so Micky Mouse. No one can get along. People who are incharge of the college are underminded by teachers who think they know everything. If the got there head of their ass's this pleace would be a better place to work. If the board was replaces this place would be better place. They can't get along. It's time for them to go. The only thing good about this place is the beniftes. If the teachers at MCC looked around they would now that the classified do more work then they do. If it wasn't for the classifed this place would not excisit. I hoping in the next few years I can get out of this place and go work for a place that is not so jacked up. Let the leaders lead (bceuse that's what they get paid to to) and let the teachers teach and not lead because they are teachers. As I tell people all the time and I like to telk all the teachers that work for MCC 'Take of your dipperers and put you big boy/girl pants on and deal with it'. I can't wait to leave this place!!!
Campus Climate	MiraCosta has been through some turbulent times, but it is clear that we are now moving forward, regainng trust between our constituent groups and the Board of Trustees, and we will continue to meet the needs of our students and our community and restore our fine reputation.

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2008 Accreditation Survey
Employee Comments

Subject	Comment
Campus Climate	I feel that MiraCosta College is gradually coming back to the environment we had before all the chaos and fiasco happenings. It has taken a long time, and it's not quite the way it was, but I feel things are getting better. I still think the Governing Board should be completely replaced and that we start anew. I think much of the bad atmosphere we have experienced is due to them. I think it is THEY who were much too comfortable in their seats. I think most of us realize what a choice place we have as a workplace and we were all saddened when it was tainted. We shall overcome though -- and we'll be back as strong as ever.
Campus Climate	MiraCosta is a wonderful community college. MiraCosta could be more efficient in its operations. There could be more efficient ways of executing certain services related to students and employees. Staff should want to embrace change through innovation. Some staff demonstate unwillingness to move forward. This attitude is detramental to MiraCosta's ability to adapt to the external environment's needs and causes conflict with other departments when they all do not operate on the same level of efficiency. Change is good. Change should be embraced. Changing to be in accord with the environment is absolutely a must to survive in these ever changing times.
Campus Climate	The governing board/leadership and negative publicity that Miracosta has received has been a source of embarrassment. This is unfortunate since the quality of education at Miracosta and its student body is higher echelon. Sometimes it feels like that the entire governing board should be disbanded and reformed with new personnel and leadership to clean house. This needs to be done sometimes, especially when there is a history of bickering and bad blood that everybody (including students) are aware of.
Campus Climate	I am fairly new to MCC but have found it to be by far the best CC to work at. The faculty are dedicated and conscientious. Administration is responsive and dependable. Open communication is evident throughout the college.
Campus Climate	Thank you for providing a great place to work, patty
Campus Climate	MiraCosta College is one of my favorite places in the world. I believe that the faculty, administration and the students are admirable, even if I sometimes disagree with their policies or actions. It saddens me to look back on the last few years because I think that a lot of people were temporarily diverted from the focus of MiraCosta. I believe that this problem has been addressed, however, and that we're all refocused back on our job of serving our community. What I believe to be true, and have believed since becoming a student here twenty years ago, is that MiraCosta has a strong undercurrent of collegiality and dedication to education that can only be temporarily forgotten.
Campus Climate	In spite of the turmoil and public humiliation the college has endured over the past 2 years, it remains a terrific learning institution. Therefore, I have hope that it will survive and prosper. The upcoming elections give us an opportunity to vote in new members and vote to maintain the board members who will serve us best. The problem has been with the current board majority and definitely with the past president/superintendent.
Campus Climate	I've enjoyed working at MiraCosta very much since starting here. I'm discouraged by the seemingly inability of our leaders to demonstrate humility and move forward to do what's best for the college. A sign of the times we live in perhaps. I do not find communication in general and specifically in fiscal matters to be open and transparent. I don't know if this is due to the continuing implementation and learning of Psoft, or because of fiscal 'worries' based on the 'palm tree' issue, or because fellow MiraCostans have different perspectives based on length of employment and a changing demographic on campus, or because I'm uninformed. Maybe a little of everything and more. I continue to do my job, enjoy my colleagues and the wonderful students here at MiraCosta while waiting for leadership to show up, leading all of us to better teamwork and communication.

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2008 Accreditation Survey
Employee Comments

Subject	Comment
Campus Climate	It is sad to compare MCC now with MCC at our last accreditation. We have lost ground in so many areas. The Board has made enemies with the faculty and staff and amongst themselves. Leadership of the Academic Senate continues to act in secrecy, with no spirit of openness or collaboration. Most Academic Senate members are entirely disconnected from the Academic Senate Council, neither giving input nor receiving information from them. Senate Council members seem to believe they were elected to make all of their decisions in private, without representing constituents. Faculty distrust and misunderstand one another. Some of that distrust runs along racial and gender lines. Classified Senate is in constant disarray, and forgets what it has been doing from one leader to the next. Planning processes are almost entirely dismantled. On the positive side, we have high quality faculty (though far too few of them), and students are happy with the instruction we provide. We have done our best to insulate students from unrest. Within the Academic Senate we have been able to handle load, salary, sabbatical and other union issues admirably, and we have excellent service learning, career and transfer programs, and excellent faculty-led training for technology in teaching. New administration seems very capable and open up new possibilities for serving students.
Campus Climate	The college is recovering well from the negative environment that occured during the last president (Richart).
Campus Climate	Some of the questions were difficult to answer accurately because there is a disconnect between the faculty's and staff's opportunities to engage in the life of the college, which are considerable, and the board's willingness to value the results of that interaction. On the whole, we're worse off than we were 5 years ago, better off than we were 2 years ago, and figuring out how to make a better future.
Campus Climate	The current instability of the College makde it difficult to respond to the questions. What is true today may not be so tomorrow.
Campus Climate	I believe more instructional aids for all computer labs are needed. Faculty need to be treated with more respect by the board rather than an entity to push against. I am proud to be amongst the faculty at MiraCosta. During the last few years of political turmoil regarding legal issues, dismissal of administrators, selling of palm trees, and board conflicts the faculty worked with a steady hand and heart showing continued respect to all parties in public settings. I only wish our government's leaders could show it's citizens the respect, sensitivity and intellectual capabilities as the Academic Senate did during the last few years at MiraCosta.
Camus Climate	Associate faculty, both credit and non-credit, have sufficient opportunities for participation in college policies and major input into anticipated student learning outcomes. Good job, MiraCosta!
Camus Climate	Overall, MiraCosta is a highly accomplished institution with much to be proud of. My colleagues are some of the brightest and most dedicated that I have ever worked with in fifteen years at various colleges. Most staff and faculty I know are extremely hardworking (way beyond what is required or expected), and very caring about our students and their goals. There is still some work to be done regarding the load agreements for faculty, specifically in terms of making sure departments are funded to comply with the load agreement. The budget staff need to work harder with department chairs to ensure this is all worked out as soon as possible. With enrollment increases, depts. should be funded accordingly. My greatest complaint right now is the stress caused by our mysterious budget issues that never seem to be resolved or explained by BAS in a logical manner. It is really my only concern with working for this college.
Dissemenation of Information	I rely on email, the student newspaper and group discussions for information. I CHOOSE not to attend any type of meetings for personal reasons unrelated to the college or any college personnel.
Facilities	It seems to me that that we require a bigger maintenance budget for SEC Hub. Need repairs to floor outlet covers, our front door lock needs replacing, it took many requests before we got our staff toilet reliably repaired with a more expensive 'fix', and the sink faucet is old and leaky (although I note it hasn't been leaking lately); the energy saving light in the staff washroom was so unreliable (on and off at the wrong times; pulsing light) that it was simply disabled rather than replaced. It is quite odd that we are scimping on maintenance and repair of the facility when we have so much money for other things.

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2008 Accreditation Survey
Employee Comments

Subject	Comment
Facilities	The parking spaces at SEC are too small...like they were all designed for compact cars. There is no hot water in the library staff lounge at SEC...seems a bit unsanitary.
Facilities	For a college so concerned with aesthetics, the initial area of student contact in Admissions and Records gives a poor physical appearance and first impression to prospective students. The area, while temporary, is too cramped to be accomodating to more than 5 students at a time. The space taken up by the computers doesn't allow for privacy issues to be maintained in the close quarters and decreases the amount of students capable of being in the building at once. If they were to take out even 2 of the computers and the table, they'd be able to make counter space available and would be able to accomodate more students at once. Computer software is out of date, which causes a problem when the staff receives documents in Office 2007 instead of 2003. Simple upgrades such as Java, Flash, Adobe Acrobat and Office 2007 are not installed regularly, if at all.
Facilities	1. I do not believe that music and theatre facilities should be put before the construction of new classrooms.
Human Resiources	The school will benefit greatly from hiring more full-time faculty. The current state of affairs, wherein part-timers feel like second class citizens, yet teach half the classes, is a detriment to learning. Part timers should be included in all department meetings and departmental decision making, but should make up a much smaller percentage of faculty.
Human Resiources	Position reviews for Classified Administrators needs to be accomplished. This process has taken two years and is still not completed.The college president needs to see that this is accomplished and that other classified positions are looked at soon. The college adminsitration is doing a very good job, the faculty are top notch. The Governing board seems to be getting a little better but they need to work together and as they are the weakest link at the college by far...
Human Resiources	The Board of Governors has continues to provide ineffective leadership. MiraCosta urgently needs permanent hires in several key administrative positions.
Human Resiources	AOrt-timefaculty teach over 50% of the classes and yet they are rarely included in discussions about college governance, policy, managment etc. The resources of the college are legendary, but the allocation of these funds is atrocious. We have the highest paid FT faculty in the country..and our programs and the PT faculty are run on shoe-string budgets..this does not serve our students or the majority of our faculty well at all. The college needs to be run with the students and all faculty in mind..not just the FT faculty alone.
Human Resiources	Many excellent professional development programs are offered the week before the semester begins, that is also a very busy time for many in student services. Perhaps more flex workshops should be offered throughout the year so those depts could participate.
Human Resiources	I'd like to see more full-time faculty positions at MiraCosta. As an associate faculty member, I give the instituion my full dedication, effort and loyalty, but it can only give me a part-time career in return.

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2008 Accreditation Survey
Employee Comments

Subject	Comment
Human Resiources	I'm glad to be a member and being part of the MiraCosta Community, the thing I like the most is that we have always been promoting collegiality at our college; this is what makes our college unique and difference from other colleges. But there're always improvement can be made to enhance our efficiency on providing our services, and below are the things need to be improved as my personal observation (I'm not sure whether this input is appropriate or should be included as part of the Accreditation survey): (1)The policy of the Annual Personnel Performance Evaluation are not being enforced among departments, and I also think it should be in one standard evaluation format which is utilizing the MCC evaluation online feedback as part of the process for the evaluation which has been used by only couple of departments currently. (2) The other thing is that I feel that we should establish a strategy to empower and encourage staff/faculty for submitting their personal perception, feedback and inquiries directly to Divisional VP's and the President without the fear of being intimidation from their department Directors; such as an open communication line (for issues those couldn't be resolved within the department which impact working morale, or negatively affecting the efficiency of job performance). (3) Since we have experienced the unpleasant consequence due to the management from our former leadership (President), and I think it's so important that our President and the Board should handle their business conduct in a way of complete transparency with an objective to benefit to our college and students at large. And the President of college should ensure that he/her office is welcome to everyone (not only to the VIP's), there should be a mutual trust and comfort level to be established between our President and all colleagues at all levels in our MiraCosta Community. (4) Our Human Resources Management should ensure the equity policy for all employees across the board, and to make sure that every job positions in our college are having the accurate job descriptions to reflect their responsibilities according to the assignment of the salary range; this can prevent the situation for some staff are being forced to perform multiple jobs or responsibilities those are out of class without the proper compensation and job description (although we have the CRC committee in place, but this situation happens because the pressure and intimidation and unwillingness of the support from their department Managers; some staff bare the fear of confronting hardship in working and the jeopardy of losing their jobs if they go overboard directly to the HR and CRC without the approval and support from their Managers).
Human Resiources	MCC is not understaffed; employees are under-utilized. and 'dead wood' is allowed to remain in the stream. without a visible job opportunity growth ladder, nor any apparent freedom for lateral movement, the drones just buzz away their lives, one day at a time.
Interim President	The current interim sup/pres is doing a good job considering the challenges presented to her. The board and faculty/staff still need to find a way to come together to get beyond the past negative experiences and I'm not sure if that's going to be possible with an interim. She's trying very hard though so keep up the good work.
Library Services	Given the current political climate on campus and our soured relationship with the Board, many of these questions could not be adequately answered. Many times I wanted to say, With the exception of the Board. The library needs to open half an hour before the earliest class begins. Library orientations are uniformly too long and too detailed, even when I provide specific instructions about the content I need my students exposed to. Recently I was talking with four colleagues, all of whom, plus myself, have stopped scheduling library orientations for this very reason Our staff are wonderful and should be proud of their accomplishments. Nonetheless, when they offer orientations, the impression too often created is that they want to showcase how much they know, not focus on what the students need to learn at the moment. With the exception of the Articulation Office and University Transfer Center, both of which do superb work, counseling has regularly left my students unsure of what they need to do and lacking confidence in their educational progress.

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2008 Accreditation Survey
Employee Comments

Subject	Comment
Miscellaneous	This survey was very difficult to answer. In the current state of disruption, to say 'MiraCosta College' does x, y, or z leaves me wondering 'who' MiraCosta College is. In other words, at times, I found myself faltering between whether to answer regarding the MCC prior to the departure of President Richart, the MCC during the crisis, or the MCC that is still working to recover. I answered as honestly as possible for our 'interim-ness' but can't say that I would find results of this survey to be fully trustworthy.
Miscellaneous	*[Personnel issue related to specific current employees. Comments sent to individuals as feedback.]*
Miscellaneous	Because this is my first semester teaching, I have not had any experience with the governing board and the administration.
Miscellaneous	I teach one evening a week so my answers reflect lack on knowledge on many of the questions.
Policies and Procedures	I would like to know if a class is cancelled well before 2 - 3 days prior to the start of a semester.
Policies and Procedures	Temporary employees are not oriented properly when they arrive on campus. It would be helpful if there was an orientation that all temporary employees would go through in order to better understand how the college and their specific department and division operates and to have a procedure where they are introduced to others in their division if they will be working in that department long-term. This would allow the temporary employee to work more effectively and efficiently to reduce the learning curve through making mistakes because of lack of information at the point of hiring.
Resource Allocation	The faculty at MiraCosta continue to do outstanding work even in the midst of an extreme lack of leadership at the college. The college seems heavy on staff and still light on faculty. The fact that we are so close on the 50% law is crazy and indicative of poor leadership and planning. We need to be building classrooms and hiring more faculty. We need an effective leader in our next President, one who will not pander to the Board but instead put students first by committing to support faculty who impact these students most directly.
Resource Allocation	If the college could spend 1.6 million to buy out VMR, why can't it spend a little more to immediately complete the installation of smart boxes (computers) in all the classrooms at the CLC? How can one keep up with technology and use it as part of classroom instruction, if it isn't available? Some instructors have the luxury of a computer in the classroom while other don't. Also, the CLC is in extremely dire need of another copy machine to adequately serve the needs of the part-time faculty. Currently, the policy is a 3-copy per day per part-time instructor limit on the office copy machine. How petty is this?! When told of this policy, outsiders laugh and think it's a joke! -- No, it isn't.
Resource Allocation	At times, MiraCosta seems too rigid; however, it also seems unfair when hiring full-time faculty. It should hire from within. It only makes sense. Students with disabilities are not really getting their needs met. Now, in part it's not just MiraCosta responsibility, it's a bigger structure. Many students are not ready for college. Maybe it would be good to have a required 'how to survive college' class if they come straight from high-school with low scores. They won't be able to survive.
SLO's	I have been so disillusioned by the Outcomes juggernaut that I considered retirement. I have to believe that the college has enough smart, efficient, and creative faculty that we can jump through hoops for WASC without doing any real damage to our courses or teaching.
SLO's	Our Student Learning Outcomes and Assessment implementation has been deliberate, but thorough. This approach was intentional, to ensure sincere, robust participation by our faculty which will translate to a meaningful, lifelong learning experience for our students.

Note: Comments referring to multiple subjects are duplicated and placed in multiple categories.

2008 Accreditation Survey
Employee Comments

Subject	Comment
SLO's	The crisis of leadership here reflects the Board's misunderstanding of its governance principles. The Board has gone through the motions to document attempts at moving beyond the problems of the prior years, but it really hasn't demonstrated the sincere will to evolve. Having said that, I do feel that the interim president is giving them much better guidance. Most disturbing about the Board majority is their clear resentment of faculty and surprising disdain for higher education. We have belatedly gotten to Student Learning Outcomes, having attempted to establish them at the programmatic level first rather than classroom level. Having adapted to the later, we are moving quickly on this baleful trend. Despite all the problems, this remains a great working location. It operates on the principle of workaholism, and any agency investigating the health of the school ought to look into the general fatigue of the faculty and staff. I think stronger leadership can help here.
Student Services	Mira Costa College need to increase it services, staff numbers and programs to serve a diverse population of students, staff and faculty.
Student Services	At times, MiraCosta seems too rigid; however, it also seems unfair when hiring full-time faculty. It should hire from within. It only makes sense. Students with disabilities are not really getting their needs met. Now, in part it's not just MiraCosta responsibility, it's a bigger structure. Many students are not ready for college. Maybe it would be good to have a required 'how to survive college' class if they come straight from high-school with low scores. They won't be able to survive.
Technology	While the college may encourage open communication, I have recently noticed that some classified staff members seem to hold back questions or opinions in possible fear of retailiation for expressing honest concerns. The new Dell printers are HUGE and do not work as well as the older HP's. Currently, there seems to be no technology training. I ask co-workers or open lab staff for help when needed as there is no one else to seek assistance from.
Technology	Reinstate a training person for AIS. Since Greg Hope left, this area is lacking.
Technology	For a college so concerned with aesthetics, the initial area of student contact in Admissions and Records gives a poor physical appearance and first impression to prospective students. The area, while temporary, is too cramped to be accomodating to more than 5 students at a time. The space taken up by the computers doesn't allow for privacy issues to be maintained in the close quarters and decreases the amount of students capable of being in the building at once. If they were to take out even 2 of the computers and the table, they'd be able to make counter space available and would be able to accomodate more students at once. Computer software is out of date, which causes a problem when the staff receives documents in Office 2007 instead of 2003. Simple upgrades such as Java, Flash, Adobe Acrobat and Office 2007 are not installed regularly, if at all.
Technology	I wanted to recognize an employee that went out of her way to give me a helping hand, Karen Korstad. She took time out of her busy schedule to teach me about something that I wanted to learn about. For 45 minutes, she taught me what I needed to know. In addition, I brought my 4 year old with me that day, and she was kind and considerate to both my daughter and me. I just wanted to recognize her, because she went out of her way and it made a big difference to me. Thanks! I think we should appreciate the efforts others make more than we do now.
Technology	I believe more instructional aids for all computer labs are needed. Faculty need to be treated with more respect by the board rather than an entity to push against. I am proud to be amongst the faculty at MiraCosta. During the last few years of political turmoil regarding legal issues, dismissal of administrators, selling of palm trees, and board conflicts the faculty worked with a steady hand and heart showing continued respect to all parties in public settings. I only wish our government's leaders could show it's citizens the respect, sensitivity and intellectual capabilities as the Academic Senate did during the last few years at MiraCosta.

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