
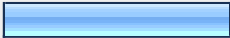
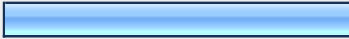









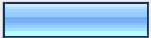
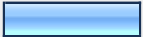
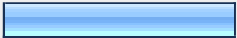
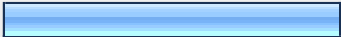


COS Accreditation Survey - Fall 2008

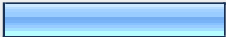

1. What is your employee group?			Response Percent	Response Count
Full-time Faculty			21.2%	29
Adjunct Faculty			24.8%	34
Classified Staff			38.0%	52
Administrative Support/Management			13.9%	19
Administration			2.2%	3
			answered question	137
			skipped question	0

2. In what area do you work?			Response Percent	Response Count
Instruction			48.9%	66
Instructional Support			11.9%	16
Student Services			27.4%	37
Administrative Services			4.4%	6
Technology			5.2%	7
Institutional Support			2.2%	3
			answered question	135
			skipped question	2

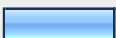
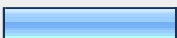
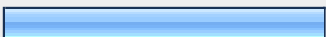
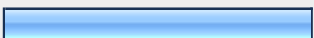
3. How many years have you worked at College of the Siskiyous?

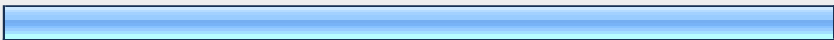

		Response Percent	Response Count
< 1 year		7.4%	10
1-2 years		15.6%	21
3-5 years		14.8%	20
6-10 years		25.2%	34
> 10 years		37.0%	50
		answered question	135
		skipped question	2

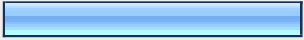
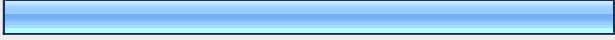
4. What is your employment status?

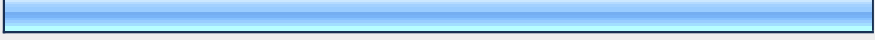

		Response Percent	Response Count
Temporary		24.1%	32
Permanent		75.9%	101
		answered question	133
		skipped question	4

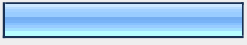
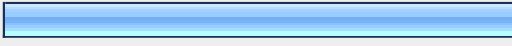


5. What is your age group?

		Response Percent	Response Count
25-34		12.0%	16
35-44		18.8%	25
45-54		35.3%	47
55+		33.8%	45
		answered question	133
		skipped question	4

6. What is your disability status?			
		Response Percent	Response Count
Not Disabled		91.8%	123
Disabled		8.2%	11
	<i>answered question</i>		134
	<i>skipped question</i>		3

7. What is your gender?			
		Response Percent	Response Count
Male		32.6%	44
Female		67.4%	91
	<i>answered question</i>		135
	<i>skipped question</i>		2

8. Are you aware of the COS mission?			
		Response Percent	Response Count
Yes		96.0%	121
No		4.0%	5
	<i>answered question</i>		126
	<i>skipped question</i>		11

9. I feel COS is committed to achieving its mission.			Response Percent	Response Count
Strongly agree			26.2%	33
Agree			56.3%	71
Neutral/No Opinion			8.7%	11
Disagree			4.0%	5
Strongly Disagree			0.8%	1
I don't know enough about this to respond			4.0%	5
Please comment on the COS mission.				22
answered question				126
skipped question				11

10. The COS mission is central to institutional planning and decision-making.			Response Percent	Response Count
Strongly agree			16.0%	20
Agree			51.2%	64
Neutral/No Opinion			21.6%	27
Disagree			3.2%	4
Strongly disagree			0.8%	1
I don't know enough about this to respond			7.2%	9
Please comment on the use of our mission in decision-making.				13
answered question				125
skipped question				12

11. I am aware of the college's planning process.

		Response Percent	Response Count
Yes		50.0%	63
Somewhat		42.9%	54
No		7.1%	9
Comments?			9
answered question			126
skipped question			11

12. The annual planning process (levels 1,2,3) offers all employees a role in planning.

		Response Percent	Response Count
Strongly agree		8.7%	11
Agree		46.8%	59
Neutral/No Opinion		17.5%	22
Disagree		11.9%	15
Strongly disagree		3.2%	4
I don't know enough about this to respond		11.9%	15
Comments			21
answered question			126
skipped question			11


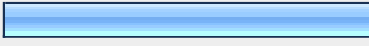
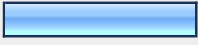
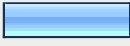


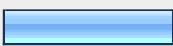
13. My employee representative group has sufficient opportunities to provide input into the college planning decisions.

		Response Percent	Response Count
Strongly agree		19.2%	24
Agree		36.8%	46
Neutral/No Opinion		19.2%	24
Disagree		7.2%	9
Strongly disagree		5.6%	7
I don't know enough about this to respond		12.0%	15
Comments?			13
answered question			125
skipped question			12


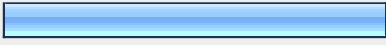
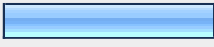
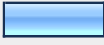

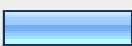
14. The 2005-2010 Strategic Master Plan has improved this institution.

		Response Percent	Response Count
Strongly agree		5.7%	7
Agree		33.3%	41
Neutral/No Opinion		38.2%	47
Disagree		5.7%	7
Strongly disagree		0.0%	0
I am not familiar with the Strategic Master Plan		17.1%	21
Please provide comments on the Strategic Master Plan.			10
answered question			123
skipped question			14


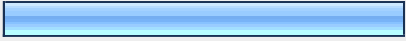
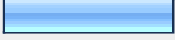


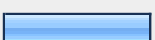
15. The COS resource allocation and budgeting processes are driven by the annual planning process.

		Response Percent	Response Count
Strongly agree		4.0%	5
Agree		40.3%	50
Neutral/No Opinion		21.0%	26
Disagree		13.7%	17
Strongly disagree		0.8%	1
Don't Know		1.6%	2
I don't know enough about this to respond		18.5%	23
Comments?			11
answered question			124
skipped question			13

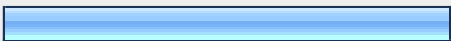
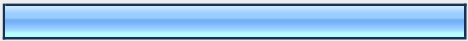
16. When COS establishes instructional programs, it is careful to ensure there is alignment of the program or course purpose and the needs of the student population.

		Response Percent	Response Count
Strongly agree		7.4%	9
Agree		42.1%	51
Neutral/No Opinion		23.1%	28
Disagree		10.7%	13
Strongly disagree		2.5%	3
I don't know enough about this to respond		14.0%	17
Comments?			15
answered question			121
skipped question			16

17. When COS establishes student service programs, it is careful to ensure there is alignment of the program purpose and the needs of the student population.

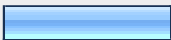




		Response Percent	Response Count
Strongly agree		11.2%	14
Agree		44.0%	55
Neutral/No Opinion		18.4%	23
Disagree		8.8%	11
Strongly disagree		1.6%	2
I don't know enough about this to respond		16.0%	20
		Comments?	8
		answered question	125
		skipped question	12

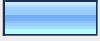
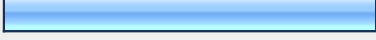


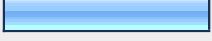
18. I know how COS defines institutional success.

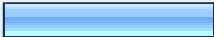
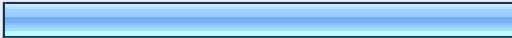
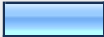



		Response Percent	Response Count
Yes		49.2%	59
No		50.8%	61
		Other (please specify)	8
		answered question	120
		skipped question	17

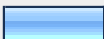

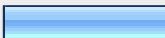


19. Do you have any overall comments on the COS mission, planning processes or assessment of effectiveness activities?

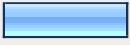
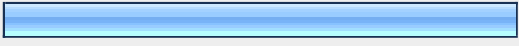
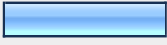



		Response Count
		19
		answered question
		19
		skipped question
		118

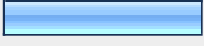
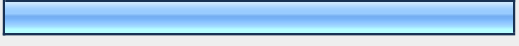
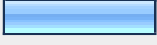


20. I feel COS is committed to high standards of teaching.				
			Response Percent	Response Count
Strongly agree			18.2%	22
Agree			60.3%	73
Neutral/No Opinion			11.6%	14
Disagree			8.3%	10
Strongly disagree			0.0%	0
I don't know enough about this to respond			1.7%	2
			Comments?	16
			<i>answered question</i>	121
			<i>skipped question</i>	16

21. COS faculty present material fairly and objectively, while distinguishing between fact and opinion.				
			Response Percent	Response Count
Strongly agree			10.0%	12
Agree			40.8%	49
Neutral/No Opinion			22.5%	27
Disagree			4.2%	5
Strongly disagree			0.0%	0
I don't know enough about this to respond			22.5%	27
			Comments	8
			<i>answered question</i>	120
			<i>skipped question</i>	17

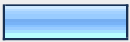
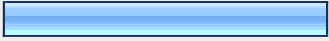
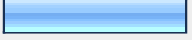


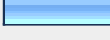

22. The general college climate is respectful and responsive to a diverse educational and cultural campus environment.			Response Percent	Response Count
Strongly agree			23.1%	28
Agree			56.2%	68
Neutral/No Opinion			10.7%	13
Disagree			7.4%	9
Strongly disagree			0.8%	1
I don't know enough about this to respond			1.7%	2
Please comment on the campus environment.				17
			answered question	121
			skipped question	16

23. COS provides educational and cultural events that serve the needs of the community.			Response Percent	Response Count
Strongly agree			10.9%	13
Agree			63.0%	75
Neutral/No Opinion			17.6%	21
Disagree			6.7%	8
Strongly disagree			0.0%	0
I don't know enough about this to respond			1.7%	2
Comments?				17
			answered question	119
			skipped question	18


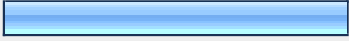
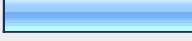

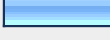

24. COS employees promote the development of a diverse educational and cultural campus environment.			Response Percent	Response Count
Strongly agree			13.3%	16
Agree			56.7%	68
Neutral/No Opinion			17.5%	21
Disagree			7.5%	9
Strongly disagree			0.8%	1
I don't know enough about this to respond			4.2%	5
Please comment on the campus environment.				9
answered question				120
skipped question				17

25. COS values the assessment of student learning.			Response Percent	Response Count
Strongly agree			21.5%	26
Agree			56.2%	68
Neutral/No Opinion			16.5%	20
Disagree			4.1%	5
Strongly disagree			0.0%	0
I don't know enough about this to respond			1.7%	2
Please comment on how well you feel the college is assessing student learning.				14
answered question				121
skipped question				16

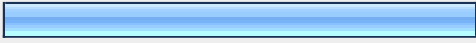


26. How effective do you feel the establishment of student learning outcomes (SLOs) has been in your course, program or area?

		Response Percent	Response Count
Very effective		13.2%	16
Somewhat effective		35.5%	43
Neutral		19.8%	24
Somewhat ineffective		6.6%	8
Very ineffective		4.1%	5
I do not have SLOs in my area		11.6%	14
I don't know enough about this to respond		9.1%	11
		Comments	16
		answered question	121
		skipped question	16


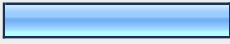
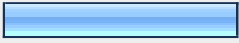
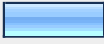

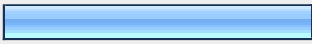
27. The assessment of SLOs has changed my behavior in my area.

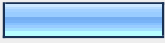
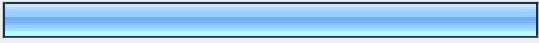




		Response Percent	Response Count
Significant change		4.2%	5
Changed somewhat		37.8%	45
Neutral/No Opinion		21.0%	25
Not changed at all		16.8%	20
I do not have SLOs in my area		11.8%	14
I don't know enough about this to respond		8.4%	10
		Comments	11
		answered question	119
		skipped question	18

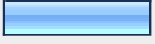
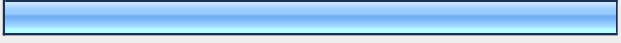




28. Student learning outcomes have been created for most COS programs.

		Response Percent	Response Count
Strongly agree		5.8%	7
Agree		52.1%	63
Neutral/No Opinion		14.0%	17
Disagree		2.5%	3
Strongly disagree		0.8%	1
I don't know enough about this to respond		24.8%	30
Comments			8
<i>answered question</i>			121
<i>skipped question</i>			16

29. Student learning outcomes have been assessed for most COS programs.

		Response Percent	Response Count
Strongly agree		0.8%	1
Agree		24.8%	30
Neutral/No Opinion		25.6%	31
Disagree		10.7%	13
Strongly disagree		4.1%	5
I don't know enough about this to respond		33.9%	41
Comments			10
<i>answered question</i>			121
<i>skipped question</i>			16


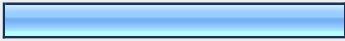



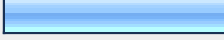
30. The student services offered at COS provide fair and ethical treatment of the entire population.			Response Percent	Response Count
Strongly agree			17.4%	21
Agree			58.7%	71
Neutral/No Opinion			11.6%	14
Disagree			4.1%	5
Strongly disagree			1.7%	2
I don't know enough about this to respond			6.6%	8
			Comments?	9
			answered question	121
			skipped question	16


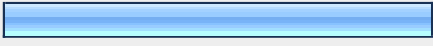
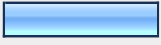



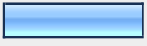
31. The services offered by COS support student learning and enhance the mission of the college.			Response Percent	Response Count
Strongly agree			15.8%	19
Agree			67.5%	81
Neutral/No Opinion			9.2%	11
Disagree			1.7%	2
Strongly disagree			0.8%	1
I don't know enough about this to respond			5.0%	6
			Comments?	6
			answered question	120
			skipped question	17

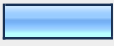
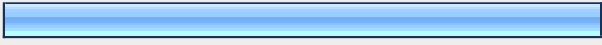




32. COS offers high quality support services to our students regardless of their location.


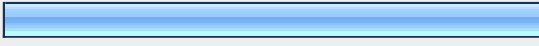
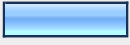

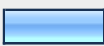
		Response Percent	Response Count
Strongly agree		11.7%	14
Agree		44.2%	53
Neutral/No Opinion		14.2%	17
Disagree		17.5%	21
Strongly disagree		0.8%	1
I don't know enough about this to respond		11.7%	14
Please comment on the support services at our various locations.			23
answered question			120
skipped question			17

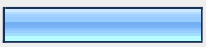
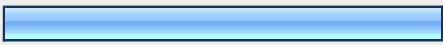
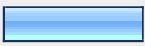

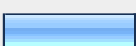
33. The evaluation results of Instructional Program Reviews are used to improve institutional programs.

		Response Percent	Response Count
Strongly agree		3.3%	4
Agree		37.5%	45
Neutral/No Opinion		28.3%	34
Disagree		4.2%	5
Strongly disagree		2.5%	3
I don't know enough about this to respond		24.2%	29
Please comment on Instructional Program Review.			12
answered question			120
skipped question			17

34. The evaluation results of program reviews in my area are used to improve services.				
			Response Percent	Response Count
Strongly agree			7.6%	9
Agree			47.1%	56
Neutral/No Opinion			16.8%	20
Disagree			2.5%	3
Strongly disagree			2.5%	3
My area does not conduct program reviews			8.4%	10
I don't know enough about this to respond			15.1%	18
Please comment on Student Services Program Review.				6
				answered question
				119
				skipped question
				18

35. The information in the COS catalog is clear and accurate.				
			Response Percent	Response Count
Strongly agree			11.7%	14
Agree			65.8%	79
Neutral/No Opinion			7.5%	9
Disagree			9.2%	11
Strongly disagree			1.7%	2
I don't know enough about this to respond			4.2%	5
What suggestions would you make for improving the catalog?				20
				answered question
				120
				skipped question
				17

36. COS provides ample distance learning opportunities to meet the needs of the community.			Response Percent	Response Count
Strongly agree			8.3%	10
Agree			59.2%	71
Neutral/No Opinion			13.3%	16
Disagree			8.3%	10
Strongly disagree			0.0%	0
I don't know enough about this to respond			10.8%	13
			Comments on Distance Learning?	19
			answered question	120
			skipped question	17


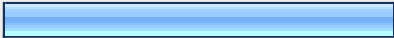
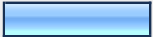
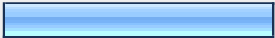


37. The COS library selects and maintains an adequate and current collection of on-line resources to support the institution's educational programs.			Response Percent	Response Count
Strongly agree			21.7%	26
Agree			48.3%	58
Neutral/No Opinion			15.0%	18
Disagree			0.8%	1
Strongly disagree			0.0%	0
I don't know enough about this to respond			14.2%	17
			Comments?	6
			answered question	120
			skipped question	17

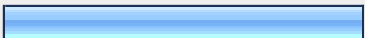




38. Library services are available to all students.

		Response Percent	Response Count
Strongly agree		41.7%	50
Agree		40.8%	49
Neutral/No Opinion		5.8%	7
Disagree		1.7%	2
Strongly disagree		0.8%	1
I don't know enough about this to respond		9.2%	11
Comments?			11
answered question			120
skipped question			17

39. Students and instructors are aware of tutoring services.

		Response Percent	Response Count
Strongly agree		18.3%	22
Agree		57.5%	69
Neutral/No Opinion		10.0%	12
Disagree		5.8%	7
Strongly disagree		0.0%	0
I don't know enough about this to respond		8.3%	10
Comments?			8
answered question			120
skipped question			17

40. The college provides sufficient professional development support for faculty and staff.			Response Percent	Response Count
Strongly agree			0.8%	1
Agree			42.9%	51
Neutral/No Opinion			16.0%	19
Disagree			29.4%	35
Strongly disagree			4.2%	5
I don't know enough about this to respond			6.7%	8
			Comments?	24
			answered question	119
			skipped question	18

41. Answer ONLY if you Teach Classes at COS: I feel I have academic freedom in my teaching.			Response Percent	Response Count
Strongly agree			39.4%	37
Agree			21.3%	20
Disagree			2.1%	2
Strongly disagree			1.1%	1
I do NOT teach classes			36.2%	34
			Comments?	4
			answered question	94
			skipped question	43

42. COS employs an adequate number of faculty with appropriate qualifications to support its educational programs and services.

		Response Percent	Response Count
Too many		2.6%	3
Just right		20.7%	24
Too few		48.3%	56
I don't know enough about this to respond		28.4%	33
Comments?			23
answered question			116
skipped question			21

43. COS employs an adequate number of staff with appropriate qualifications to support its educational programs and services.

		Response Percent	Response Count
Too many		19.3%	22
Just right		23.7%	27
Too few		28.1%	32
I don't know enough about this to respond		28.9%	33
Comments?			20
answered question			114
skipped question			23

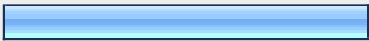
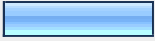
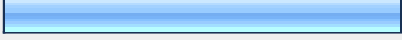
44. COS employs an adequate number of administrators with appropriate qualifications to support its educational programs and services.

		Response Percent	Response Count
Too many		38.8%	45
Just right		34.5%	40
Too few		6.0%	7
I don't know enough about this to respond		20.7%	24
Comments?			16
answered question			116
skipped question			21




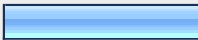
45. The evaluation of all employees is systematic and conducted at stated intervals.

		Response Percent	Response Count
Strongly agree		16.1%	19
Agree		55.9%	66
Neutral/No Opinion		9.3%	11
Disagree		4.2%	5
Strongly disagree		2.5%	3
I don't know enough about this to respond		11.9%	14
Comments?			10
answered question			118
skipped question			19

46. If your position is directly responsible for student progress toward achieving SLOs, does your evaluation include a component regarding effectiveness in producing learning outcomes?

		Response Percent	Response Count
Yes		40.2%	45
No		16.1%	18
Not applicable		43.8%	49
Other (please specify)			13
answered question			112
skipped question			25



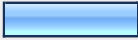


47. At COS, the hiring process is fair and objective and established policies are followed.

		Response Percent	Response Count
Yes, all of the time		42.4%	50
Yes, some of the time		31.4%	37
Not at all		5.1%	6
I don't know enough about this to respond		21.2%	25
Other (please specify)			18
answered question			118
skipped question			19


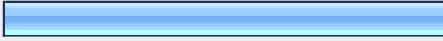




48. The hiring process ensures the individuals who are the most qualified are the ones who are hired.			Response Percent	Response Count
Yes, all of the time			18.3%	21
Yes, some of the time			42.6%	49
No			15.7%	18
I don't know enough about this to respond			23.5%	27
			Other (please specify)	21
			answered question	115
			skipped question	22

49. COS provides effective workshops and FLEX activities to support faculty and staff professional development.			Response Percent	Response Count
Strongly agree			7.6%	9
Agree			46.6%	55
Neutral/No Opinion			21.2%	25
Disagree			14.4%	17
Strongly disagree			1.7%	2
I don't know enough about this to respond			8.5%	10
			Comments?	18
			answered question	118
			skipped question	19


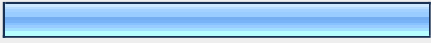

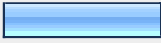


50. My immediate supervisor encourages and supports my participation in professional development activities.

		Response Percent	Response Count
Strongly agree		31.4%	37
Agree		45.8%	54
Neutral/No Opinion		14.4%	17
Disagree		6.8%	8
Strongly disagree		1.7%	2
Comments?			9
answered question			118
skipped question			19

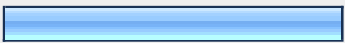
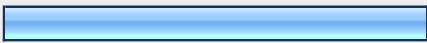



51. COS upholds a written code of ethics for employees insuring fair treatment of all employees.

		Response Percent	Response Count
Strongly agree		12.8%	15
Agree		48.7%	57
Neutral/No Opinion		7.7%	9
Disagree		8.5%	10
Strongly disagree		1.7%	2
I don't know enough about this to respond		20.5%	24
Other (please specify)			11
answered question			117
skipped question			20

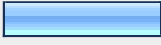
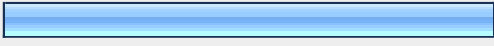

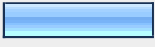

52. COS provides an adequate software program training for employees to effectively perform their job duties.

		Response Percent	Response Count
Strongly agree		8.5%	10
Agree		47.0%	55
Neutral/No Opinion		14.5%	17
Disagree		17.1%	20
Strongly disagree		5.1%	6
I don't know enough about this to respond		7.7%	9
Comments?			20
answered question			117
skipped question			20

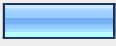
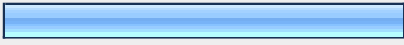
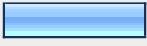
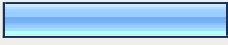

53. Technology Services provides our area with effective services with reasonable response time.

		Response Percent	Response Count
Strongly agree		37.3%	44
Agree		46.6%	55
Neutral/No Opinion		9.3%	11
Disagree		5.9%	7
Strongly disagree		0.8%	1
Comments?			17
answered question			118
skipped question			19


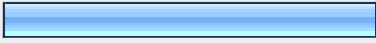




54. The COS grounds are well maintained and provide a satisfactory environment for student learning.

		Response Percent	Response Count
Strongly agree		17.1%	20
Agree		53.8%	63
Neutral/No Opinion		9.4%	11
Disagree		16.2%	19
Strongly disagree		3.4%	4
Comments?			30
answered question			117
skipped question			20

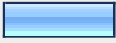
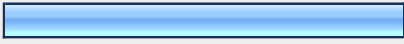
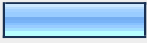


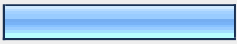
55. Maintenance Services provides my area with effective services with reasonable response time.

		Response Percent	Response Count
Strongly agree		11.9%	14
Agree		44.1%	52
Neutral/No Opinion		15.3%	18
Disagree		24.6%	29
Strongly disagree		4.2%	5
Comments?			28
answered question			118
skipped question			19


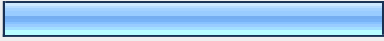
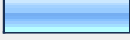
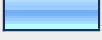

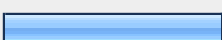
56. Financial information and reports, as they relate to my area, are easy to use.

		Response Percent	Response Count
Strongly agree		5.1%	6
Agree		41.0%	48
Neutral/No Opinion		17.9%	21
Disagree		6.0%	7
Strongly disagree		0.9%	1
I don't know enough about this to respond		29.1%	34
Comments?			7
answered question			117
skipped question			20


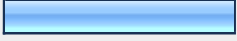

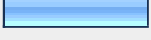

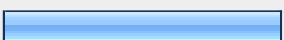
57. Financial information provided to me is accurate.

		Response Percent	Response Count
Strongly agree		11.9%	14
Agree		44.1%	52
Neutral/No Opinion		15.3%	18
Disagree		2.5%	3
Strongly disagree		0.8%	1
I don't know enough about this to respond		25.4%	30
Comments?			5
answered question			118
skipped question			19






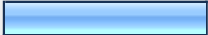
58. Business policies and procedures (budgets, contracts, audit, etc.) used at the college are effectively communicated to applicable staff.

		Response Percent	Response Count
Strongly agree		5.1%	6
Agree		41.9%	49
Neutral/No Opinion		13.7%	16
Disagree		10.3%	12
Strongly disagree		5.1%	6
I don't know enough about this to respond		23.9%	28
Comments?			14
answered question			117
skipped question			20


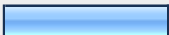
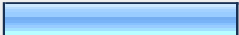


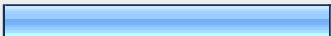
59. The relationship between institutional expenditures and the institution's stated priorities is clear and consistent.

		Response Percent	Response Count
Strongly agree		0.9%	1
Agree		25.2%	29
Neutral/No Opinion		23.5%	27
Disagree		15.7%	18
Strongly disagree		4.3%	5
I don't know enough about this to respond		30.4%	35
Comments			10
answered question			115
skipped question			22


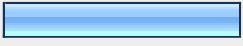
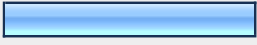
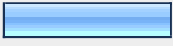

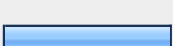
60. Final financial decisions reflect effective use of the planning process.

		Response Percent	Response Count
Strongly agree		0.9%	1
Agree		28.2%	33
Neutral/No Opinion		27.4%	32
Disagree		18.8%	22
Strongly disagree		2.6%	3
I don't know enough about this to respond		22.2%	26
Comments?			9
answered question			117
skipped question			20



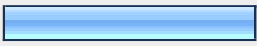
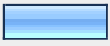


61. The institution's ongoing analysis of data informs its financial decision-making.

		Response Percent	Response Count
Strongly agree		2.6%	3
Agree		17.9%	21
Neutral/No Opinion		25.6%	30
Disagree		13.7%	16
Strongly disagree		4.3%	5
I don't know enough about this to respond		35.9%	42
Comments			13
answered question			117
skipped question			20


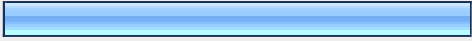
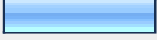
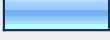


62. The Board of Trustees creates an environment for empowerment, innovation and institutional excellence.

		Response Percent	Response Count
Strongly agree		3.4%	4
Agree		25.9%	30
Neutral/No Opinion		27.6%	32
Disagree		18.1%	21
Strongly disagree		6.9%	8
I don't know enough about this to respond		18.1%	21
Please comment on how well you feel the Board promotes excellence.			22
answered question			116
skipped question			21


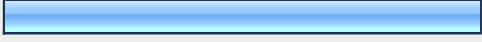



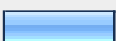
63. Overall, college administrators create an environment for empowerment, innovation and institutional excellence.

		Response Percent	Response Count
Strongly agree		3.4%	4
Agree		48.3%	56
Neutral/No Opinion		27.6%	32
Disagree		11.2%	13
Strongly disagree		1.7%	2
I don't know enough about this to respond		7.8%	9
Please comment on how well you feel the college administrators promote excellence.			17
answered question			116
skipped question			21


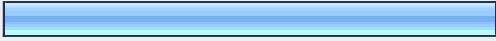
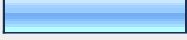



64. Overall, representative group leaders (Academic Senate President, Faculty Association President, CSEA President, ASM President) create an environment for empowerment, innovation and institutional excellence.

		Response Percent	Response Count
Strongly agree		8.7%	10
Agree		51.3%	59
Neutral/No Opinion		16.5%	19
Disagree		11.3%	13
Strongly disagree		4.3%	5
I don't know enough about this to respond		7.8%	9
Please comment on how well you feel the representative group leaders promote excellence.			15
			answered question
			115
			skipped question
			22


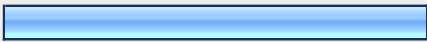
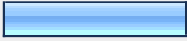
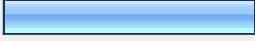

65. The College Administrators take initiative in improving the practices, programs and services in which they are involved.

		Response Percent	Response Count
Strongly agree		6.0%	7
Agree		52.6%	61
Neutral/No Opinion		19.8%	23
Disagree		7.8%	9
Strongly disagree		1.7%	2
I don't know enough about this to respond		12.1%	14
Please comment on how well you feel the administrators take initiative for improvement.			14
			answered question
			116
			skipped question
			21




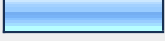


66. The representative group leaders (Academic Senate President, CSEA President, ASM President) take initiative in improving the practices, programs and services in which they are involved.

		Response Percent	Response Count
Strongly agree		10.3%	12
Agree		54.3%	63
Neutral/No Opinion		19.8%	23
Disagree		5.2%	6
Strongly disagree		1.7%	2
I don't know enough about this to respond		8.6%	10
Please comment on how well you feel the representative group leaders take initiative for improvement.			9
			answered question
			116
			skipped question
			21


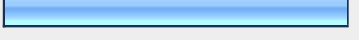
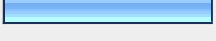
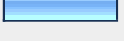

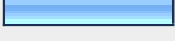
67. Communication at COS is effective and timely. I know what I need to know, when I need to know it.


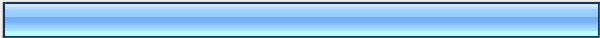
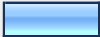

		Response Percent	Response Count
Strongly agree		2.6%	3
Agree		46.6%	54
Neutral/No Opinion		19.8%	23
Disagree		27.6%	32
Strongly disagree		3.4%	4
Please comment on how well you think effective methods of communication are used.			25
			answered question
			116
			skipped question
			21

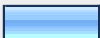

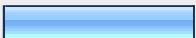



68. Overall, institutional leaders support and use a decision-making process which involves the persons who will be affected.

		Response Percent	Response Count
Strongly agree		0.9%	1
Agree		39.7%	46
Neutral/No Opinion		20.7%	24
Disagree		17.2%	20
Strongly disagree		6.0%	7
I don't know enough about this to respond		15.5%	18
Please comment on the decision-making processes at COS.			20
answered question			116
skipped question			21

69. COS does a good job of regularly evaluating itself at every level, and uses those evaluations to make changes.

		Response Percent	Response Count
Strongly Agree		5.3%	6
Agree		37.7%	43
Neutral/No Opinion		22.8%	26
Disagree		12.3%	14
Strongly Disagree		3.5%	4
I don't know enough about this to respond		18.4%	21
answered question			114
skipped question			23

70. The college has clearly defined leadership roles (i.e. people generally know who is responsible for what).			Response Percent	Response Count
Strongly agree			6.9%	8
Agree			65.5%	76
Neutral/No Opinion			10.3%	12
Disagree			12.1%	14
Strongly disagree			1.7%	2
I don't know enough about this to respond			3.4%	4
Please comment on the leadership roles.				8
answered question				116
skipped question				21

71. Overall, there is good leadership at COS.			Response Percent	Response Count
Strongly Agree			10.3%	12
Agree			56.9%	66
Neutral/No Opinion			20.7%	24
Disagree			6.9%	8
Strongly Disagree			2.6%	3
I don't know enough about this to respond			2.6%	3
answered question				116
skipped question				21