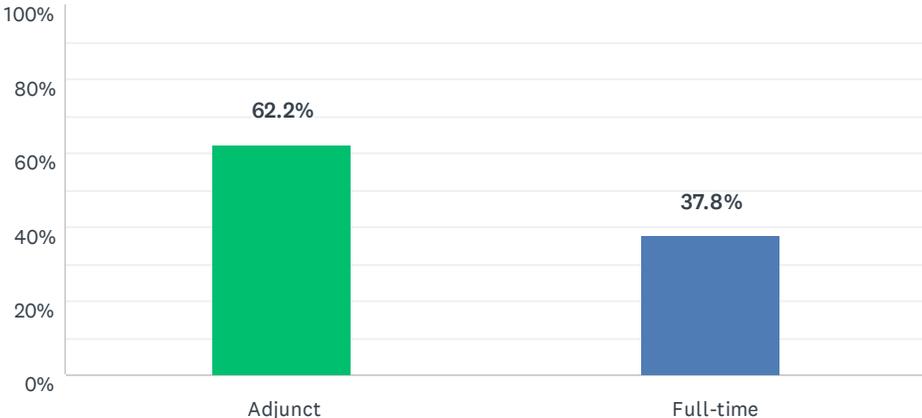


### Q1 Are you:

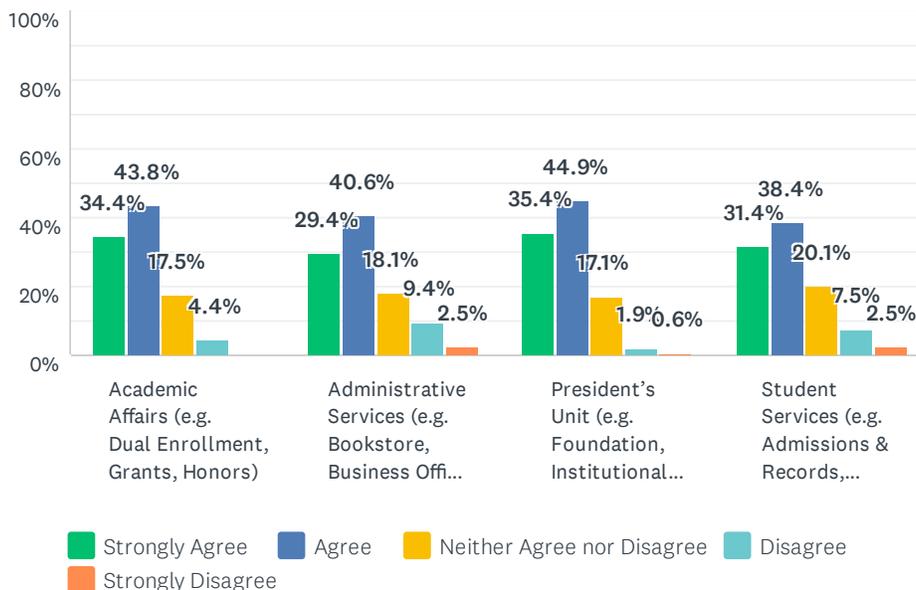
Answered: 193 Skipped: 0



ANSWER CHOICES	RESPONSES	
Adjunct	62.2%	120
Full-time	37.8%	73
TOTAL		193

## Q2 I have confidence in and respect for the following areas:

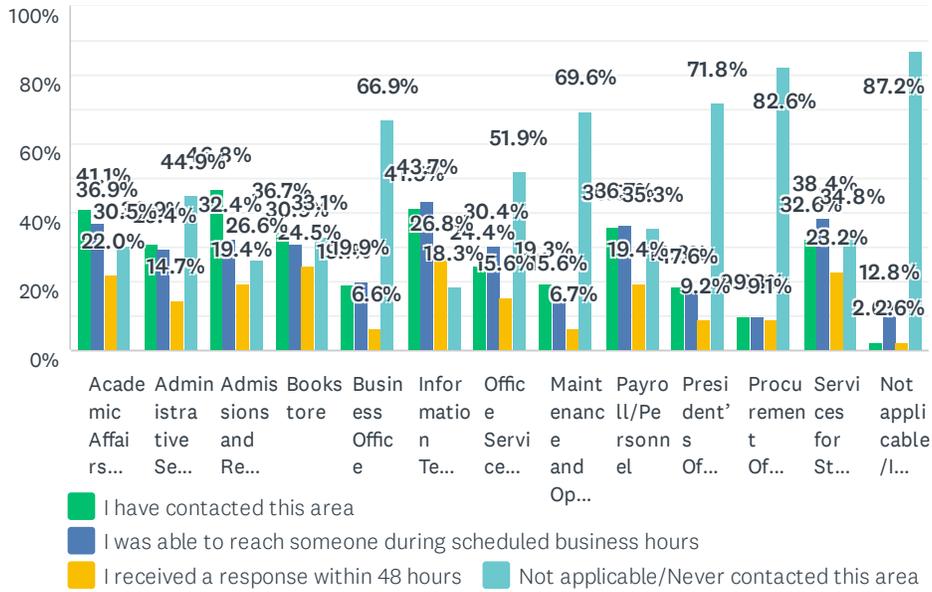
Answered: 161 Skipped: 32



	STRONGLY AGREE	AGREE	NEITHER AGREE NOR DISAGREE	DISAGREE	STRONGLY DISAGREE	TOTAL	WEIGHTED AVERAGE
Academic Affairs (e.g. Dual Enrollment, Grants, Honors)	34.4% 55	43.8% 70	17.5% 28	4.4% 7	0.0% 0	160	1.92
Administrative Services (e.g. Bookstore, Business Office, Office Services, Maintenance and Operations)	29.4% 47	40.6% 65	18.1% 29	9.4% 15	2.5% 4	160	2.15
President's Unit (e.g. Foundation, Institutional Effectiveness, Professional Development, Public Relations)	35.4% 56	44.9% 71	17.1% 27	1.9% 3	0.6% 1	158	1.87
Student Services (e.g. Admissions & Records, Counseling, Financial Aid, special programs)	31.4% 50	38.4% 61	20.1% 32	7.5% 12	2.5% 4	159	2.11

### Q3 Please choose the answer that best describes your interaction during normal business hours (check all that apply):

Answered: 146 Skipped: 47

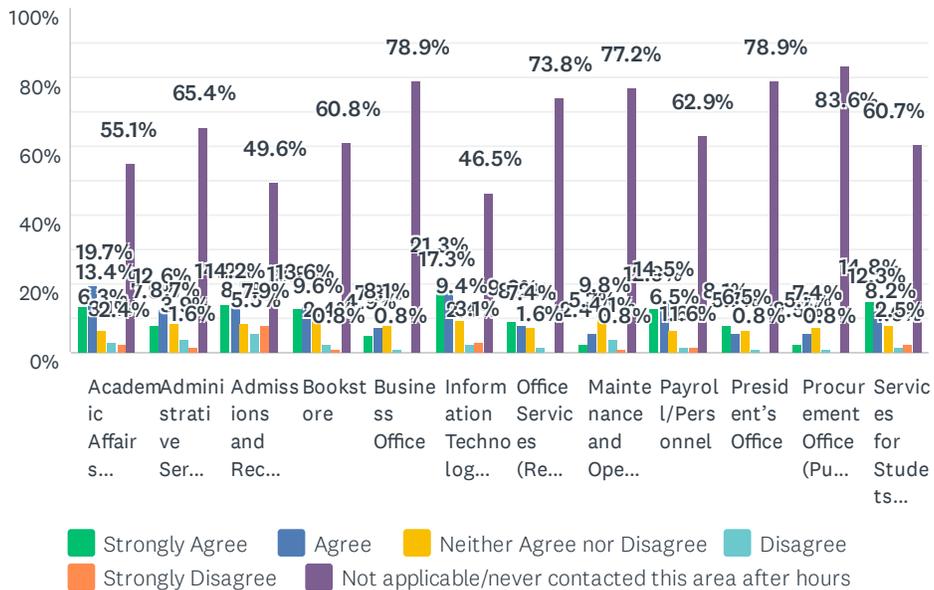


2021 Faculty Support Survey

	I HAVE CONTACTED THIS AREA	I WAS ABLE TO REACH SOMEONE DURING SCHEDULED BUSINESS HOURS	I RECEIVED A RESPONSE WITHIN 48 HOURS	NOT APPLICABLE/NEVER CONTACTED THIS AREA	TOTAL RESPONDENTS
Academic Affairs Office	41.1% 58	36.9% 52	22.0% 31	30.5% 43	141
Administrative Services Office	30.9% 42	29.4% 40	14.7% 20	44.9% 61	136
Admissions and Records	46.8% 65	32.4% 45	19.4% 27	26.6% 37	139
Bookstore	36.7% 51	30.9% 43	24.5% 34	33.1% 46	139
Business Office	19.1% 26	19.9% 27	6.6% 9	66.9% 91	136
Information Technology Services	41.5% 59	43.7% 62	26.8% 38	18.3% 26	142
Office Services (Reprographics)	24.4% 33	30.4% 41	15.6% 21	51.9% 70	135
Maintenance and Operations	19.3% 26	15.6% 21	6.7% 9	69.6% 94	135
Payroll/Personnel	36.0% 50	36.7% 51	19.4% 27	35.3% 49	139
President's Office	18.3% 24	17.6% 23	9.2% 12	71.8% 94	131
Procurement Office (Purchasing)	9.8% 13	9.8% 13	9.1% 12	82.6% 109	132
Services for Students with Disabilities	32.6% 45	38.4% 53	23.2% 32	34.8% 48	138
Not applicable/I did not contact any of these areas	2.6% 1	12.8% 5	2.6% 1	87.2% 34	39

Q4 I contacted one or more of these areas outside of normal business hours and received a timely response (e.g. 48 hours - excluding weekends and holidays).

Answered: 134 Skipped: 59

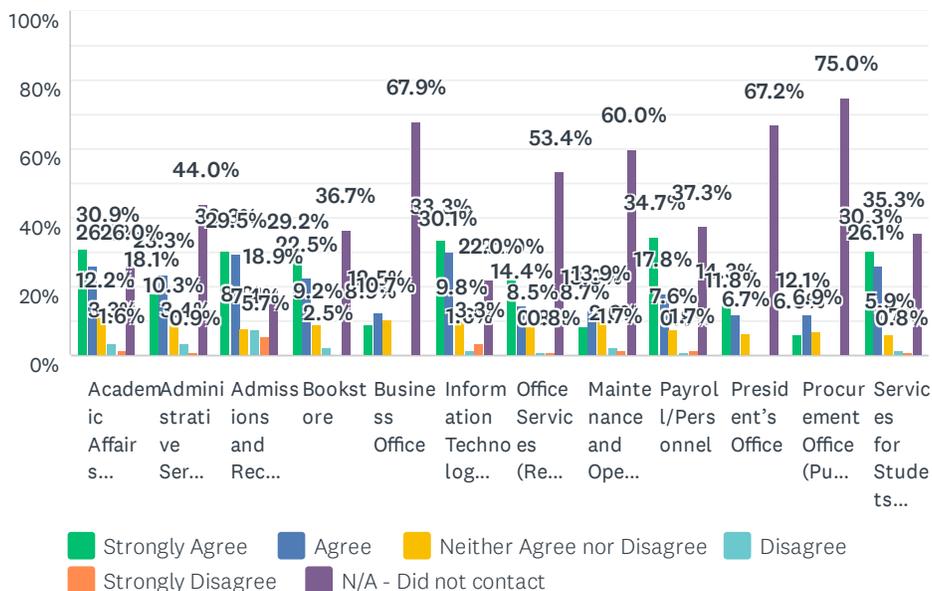


2021 Faculty Support Survey

	STRONGLY AGREE	AGREE	NEITHER AGREE NOR DISAGREE	DISAGREE	STRONGLY DISAGREE	NOT APPLICABLE/NEVER CONTACTED THIS AREA AFTER HOURS	TOTAL	WEIGHTED AVERAGE
Academic Affairs Office	13.4% 17	19.7% 25	6.3% 8	3.1% 4	2.4% 3	55.1% 70	127	2.1
Administrative Services Office	7.9% 10	12.6% 16	8.7% 11	3.9% 5	1.6% 2	65.4% 83	127	2.3
Admissions and Records	14.2% 18	14.2% 18	8.7% 11	5.5% 7	7.9% 10	49.6% 63	127	2.5
Bookstore	12.8% 16	13.6% 17	9.6% 12	2.4% 3	0.8% 1	60.8% 76	125	2.1
Business Office	4.9% 6	7.3% 9	8.1% 10	0.8% 1	0.0% 0	78.9% 97	123	2.2
Information Technology Services	21.3% 27	17.3% 22	9.4% 12	2.4% 3	3.1% 4	46.5% 59	127	2.0
Office Services (Reprographics)	9.0% 11	8.2% 10	7.4% 9	1.6% 2	0.0% 0	73.8% 90	122	2.0
Maintenance and Operations	2.4% 3	5.7% 7	9.8% 12	4.1% 5	0.8% 1	77.2% 95	123	2.7
Payroll/Personnel	12.9% 16	14.5% 18	6.5% 8	1.6% 2	1.6% 2	62.9% 78	124	2.0
President's Office	8.1% 10	5.7% 7	6.5% 8	0.8% 1	0.0% 0	78.9% 97	123	2.0
Procurement Office (Purchasing)	2.5% 3	5.7% 7	7.4% 9	0.8% 1	0.0% 0	83.6% 102	122	2.4
Services for Students with Disabilities	14.8% 18	12.3% 15	8.2% 10	1.6% 2	2.5% 3	60.7% 74	122	2.1

Q5 In my contact with one or more of the following areas, I received the information or help that I needed to resolve my issue:

Answered: 127 Skipped: 66

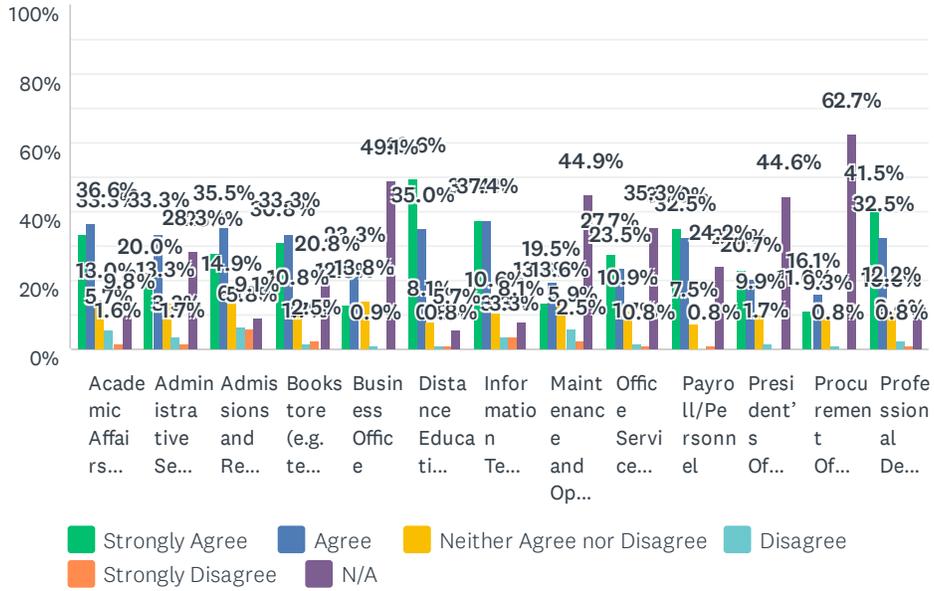


2021 Faculty Support Survey

	STRONGLY AGREE	AGREE	NEITHER AGREE NOR DISAGREE	DISAGREE	STRONGLY DISAGREE	N/A - DID NOT CONTACT	TOTAL	WEIGHTED AVERAGE
Academic Affairs Office	30.9% 38	26.0% 32	12.2% 15	3.3% 4	1.6% 2	26.0% 32	123	1.90
Administrative Services Office	18.1% 21	23.3% 27	10.3% 12	3.4% 4	0.9% 1	44.0% 51	116	2.03
Admissions and Records	30.3% 37	29.5% 36	8.2% 10	7.4% 9	5.7% 7	18.9% 23	122	2.12
Bookstore	29.2% 35	22.5% 27	9.2% 11	2.5% 3	0.0% 0	36.7% 44	120	1.76
Business Office	8.9% 10	12.5% 14	10.7% 12	0.0% 0	0.0% 0	67.9% 76	112	2.06
Information Technology Services	33.3% 41	30.1% 37	9.8% 12	1.6% 2	3.3% 4	22.0% 27	123	1.86
Office Services (Reprographics)	22.0% 26	14.4% 17	8.5% 10	0.8% 1	0.8% 1	53.4% 63	118	1.80
Maintenance and Operations	8.7% 10	13.0% 15	13.9% 16	2.6% 3	1.7% 2	60.0% 69	115	2.39
Payroll/Personnel	34.7% 41	17.8% 21	7.6% 9	0.8% 1	1.7% 2	37.3% 44	118	1.68
President's Office	14.3% 17	11.8% 14	6.7% 8	0.0% 0	0.0% 0	67.2% 80	119	1.77
Procurement Office (Purchasing)	6.0% 7	12.1% 14	6.9% 8	0.0% 0	0.0% 0	75.0% 87	116	2.03
Services for Students with Disabilities	30.3% 36	26.1% 31	5.9% 7	1.7% 2	0.8% 1	35.3% 42	119	1.71

### Q6 As a faculty, I have adequate support from:

Answered: 126 Skipped: 67

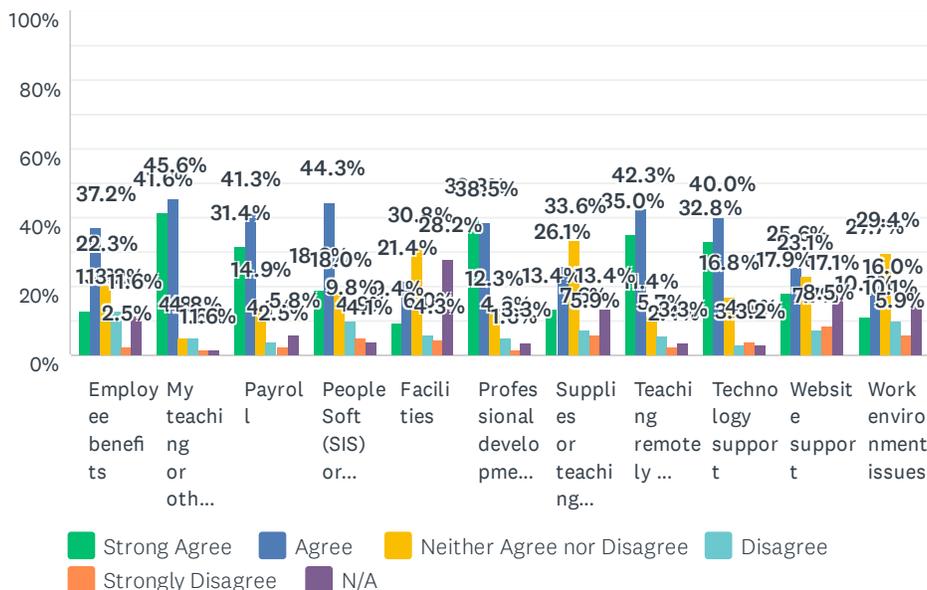


## 2021 Faculty Support Survey

	STRONGLY AGREE	AGREE	NEITHER AGREE NOR DISAGREE	DISAGREE	STRONGLY DISAGREE	N/A	TOTAL	WEIGHTED AVERAGE
Academic Affairs Office	33.3% 41	36.6% 45	13.0% 16	5.7% 7	1.6% 2	9.8% 12	123	1.95
Administrative Services Office	20.0% 24	33.3% 40	13.3% 16	3.3% 4	1.7% 2	28.3% 34	120	2.07
Admissions and Records	28.1% 34	35.5% 43	14.9% 18	6.6% 8	5.8% 7	9.1% 11	121	2.19
Bookstore (e.g. textbook orders)	30.8% 37	33.3% 40	10.8% 13	1.7% 2	2.5% 3	20.8% 25	120	1.88
Business Office	12.9% 15	23.3% 27	13.8% 16	0.9% 1	0.0% 0	49.1% 57	116	2.05
Distance Education (e.g. Canvas)	49.6% 61	35.0% 43	8.1% 10	0.8% 1	0.8% 1	5.7% 7	123	1.60
Information Technology Services	37.4% 46	37.4% 46	10.6% 13	3.3% 4	3.3% 4	8.1% 10	123	1.88
Maintenance and Operations	13.6% 16	19.5% 23	13.6% 16	5.9% 7	2.5% 3	44.9% 53	118	2.35
Office Services (Reprographics)	27.7% 33	23.5% 28	10.9% 13	1.7% 2	0.8% 1	35.3% 42	119	1.83
Payroll/Personnel	35.0% 42	32.5% 39	7.5% 9	0.0% 0	0.8% 1	24.2% 29	120	1.67
President's Office	23.1% 28	20.7% 25	9.9% 12	1.7% 2	0.0% 0	44.6% 54	121	1.82
Procurement Office (Purchasing)	11.0% 13	16.1% 19	9.3% 11	0.8% 1	0.0% 0	62.7% 74	118	2.00
Professional Development	41.5% 51	32.5% 40	10.6% 13	2.4% 3	0.8% 1	12.2% 15	123	1.73

### Q7 The process is clear when I have a need, question, or concern about:

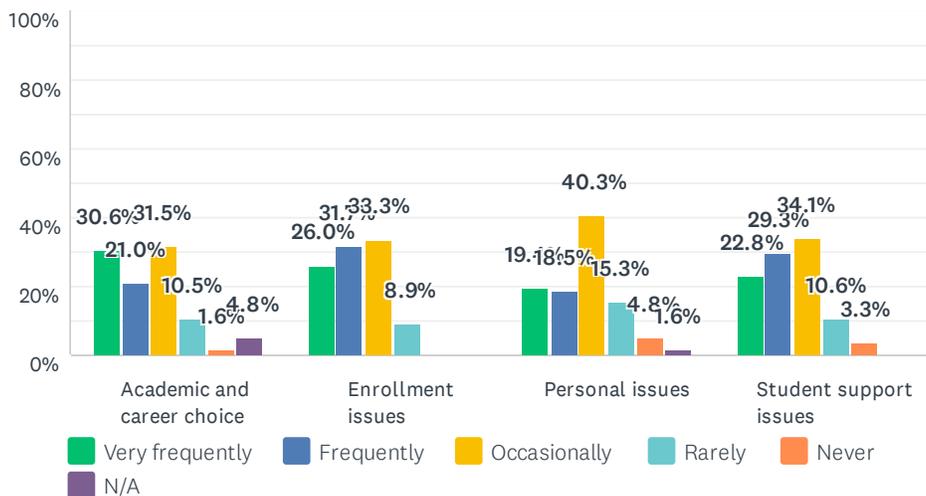
Answered: 125 Skipped: 68



	STRONG AGREE	AGREE	NEITHER AGREE NOR DISAGREE	DISAGREE	STRONGLY DISAGREE	N/A	TOTAL	WEIGHTED AVERAGE
Employee benefits	13.2% 16	37.2% 45	22.3% 27	13.2% 16	2.5% 3	11.6% 14	121	2.49
My teaching or other assignment	41.6% 52	45.6% 57	4.8% 6	4.8% 6	1.6% 2	1.6% 2	125	1.77
Payroll	31.4% 38	41.3% 50	14.9% 18	4.1% 5	2.5% 3	5.8% 7	121	1.99
PeopleSoft (SIS) or portal	18.9% 23	44.3% 54	18.0% 22	9.8% 12	4.9% 6	4.1% 5	122	2.35
Facilities	9.4% 11	21.4% 25	30.8% 36	6.0% 7	4.3% 5	28.2% 33	117	2.64
Professional development opportunities	39.3% 48	38.5% 47	12.3% 15	4.9% 6	1.6% 2	3.3% 4	122	1.87
Supplies or teaching materials	13.4% 16	26.1% 31	33.6% 40	7.6% 9	5.9% 7	13.4% 16	119	2.61
Teaching remotely or online	35.0% 43	42.3% 52	11.4% 14	5.7% 7	2.4% 3	3.3% 4	123	1.95
Technology support	32.8% 41	40.0% 50	16.8% 21	3.2% 4	4.0% 5	3.2% 4	125	2.02
Website support	17.9% 21	25.6% 30	23.1% 27	7.7% 9	8.5% 10	17.1% 20	117	2.56
Work environment issues	10.9% 13	27.7% 33	29.4% 35	10.1% 12	5.9% 7	16.0% 19	119	2.67

## Q8 Students contact me for assistance with:

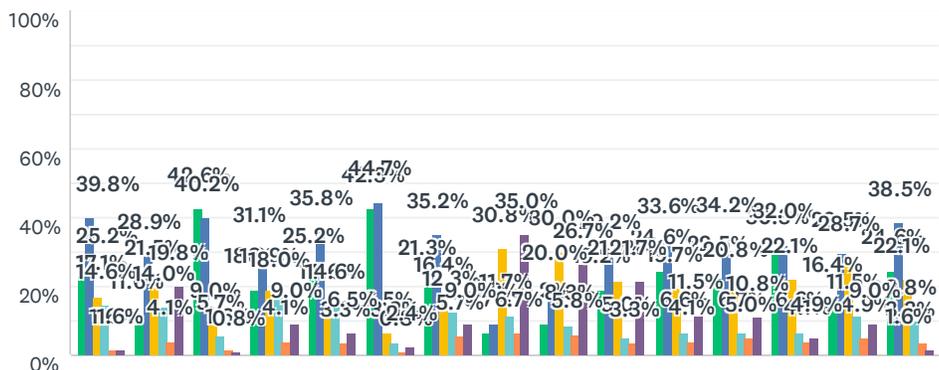
Answered: 124 Skipped: 69



	VERY FREQUENTLY	FREQUENTLY	OCCASIONALLY	RARELY	NEVER	N/A	TOTAL	WEIGHTED AVERAGE
Academic and career choice	30.6% 38	21.0% 26	31.5% 39	10.5% 13	1.6% 2	4.8% 6	124	1.84
Enrollment issues	26.0% 32	31.7% 39	33.3% 41	8.9% 11	0.0% 0	0.0% 0	123	1.62
Personal issues	19.4% 24	18.5% 23	40.3% 50	15.3% 19	4.8% 6	1.6% 2	124	2.30
Student support issues	22.8% 28	29.3% 36	34.1% 42	10.6% 13	3.3% 4	0.0% 0	123	1.84

### Q9 The process for the following is clear:

Answered: 124 Skipped: 69



How ar... Prep... Provi... Reins... Compl... Submi... Submi... Budge... Parti... Progr... Sched... Shari... Stude... Stude... Supp...  
 nts... te... stude... g... cours... cours... grade... grade... resou... ory... revie... class... depar... learn... disci... for...  
 ar... pe... nt... st... e... s... ch... rc... go... w... es... tm... in... pline... st...

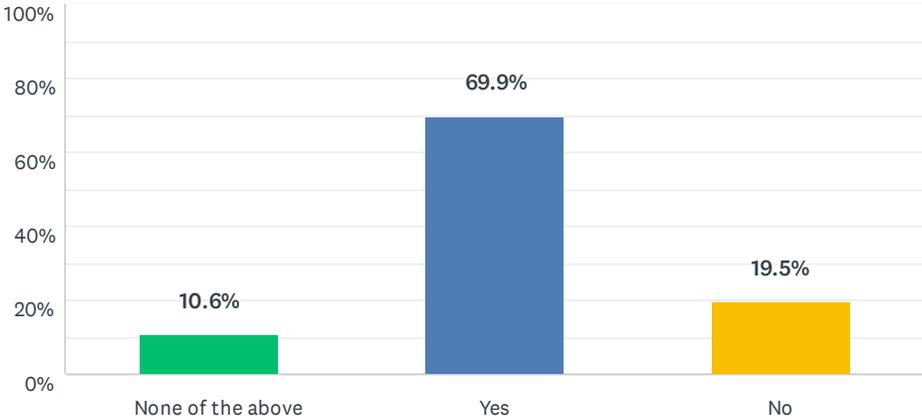


2021 Faculty Support Survey

	STRONGLY AGREE	AGREE	NEITHER AGREE NOR DISAGREE	DISAGREE	STRONGLY DISAGREE	I DON'T KNOW	TOTAL	WEIGHTED AVERAGE
How students are added from the waitlist	25.2% 31	39.8% 49	17.1% 21	14.6% 18	1.6% 2	1.6% 2	123	2.26
Prerequisite petitions	11.6% 14	28.9% 35	21.5% 26	14.0% 17	4.1% 5	19.8% 24	121	2.63
Providing students permission numbers to add classes (after the start date)	42.6% 52	40.2% 49	9.0% 11	5.7% 7	1.6% 2	0.8% 1	122	1.83
Reinstating students if dropped in error	18.9% 23	31.1% 38	18.9% 23	18.0% 22	4.1% 5	9.0% 11	122	2.53
Completing course exclusions	25.2% 31	35.8% 44	14.6% 18	14.6% 18	3.3% 4	6.5% 8	123	2.30
Submitting grades	42.3% 52	44.7% 55	6.5% 8	3.3% 4	0.8% 1	2.4% 3	123	1.73
Submitting grade changes	21.3% 26	35.2% 43	16.4% 20	12.3% 15	5.7% 7	9.0% 11	122	2.41
Budgeting/resource allocation	6.7% 8	9.2% 11	30.8% 37	11.7% 14	6.7% 8	35.0% 42	120	3.04
Participatory governance/ decision-making	9.2% 11	20.0% 24	30.0% 36	8.3% 10	5.8% 7	26.7% 32	120	2.75
Program review/ evaluation	19.2% 23	29.2% 35	21.7% 26	5.0% 6	3.3% 4	21.7% 26	120	2.29
Scheduling classes	24.6% 30	33.6% 41	19.7% 24	6.6% 8	4.1% 5	11.5% 14	122	2.23
Sharing department/program events	22.5% 27	34.2% 41	20.8% 25	6.7% 8	5.0% 6	10.8% 13	120	2.30
Student learning outcomes assessment	30.3% 37	32.0% 39	22.1% 27	6.6% 8	4.1% 5	4.9% 6	122	2.18
Student discipline	16.4% 20	29.5% 36	28.7% 35	11.5% 14	4.9% 6	9.0% 11	122	2.55
Support for students	24.6% 30	38.5% 47	22.1% 27	9.8% 12	3.3% 4	1.6% 2	122	2.27

### Q10 I would like to have the option to add students prior to the start of the term.

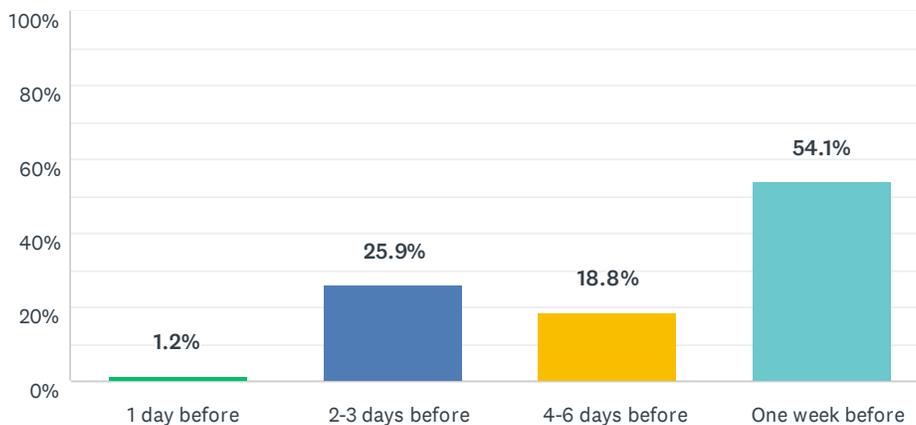
Answered: 123 Skipped: 70



ANSWER CHOICES	RESPONSES	
None of the above	10.6%	13
Yes	69.9%	86
No	19.5%	24
TOTAL		123

### Q11 When would be an ideal time period to add students prior to the start of the term?

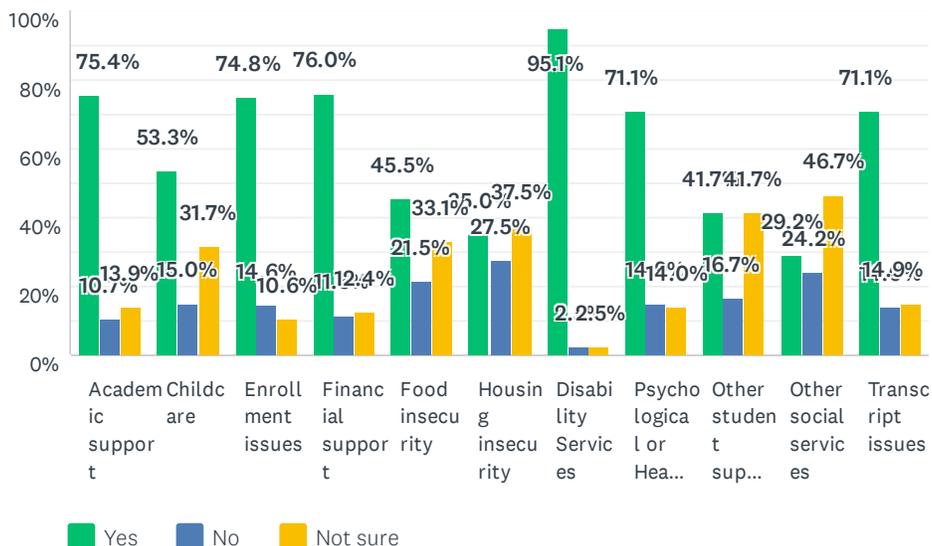
Answered: 85 Skipped: 108



ANSWER CHOICES	RESPONSES	
1 day before	1.2%	1
2-3 days before	25.9%	22
4-6 days before	18.8%	16
One week before	54.1%	46
TOTAL		85

### Q12 It is clear where to refer students for:

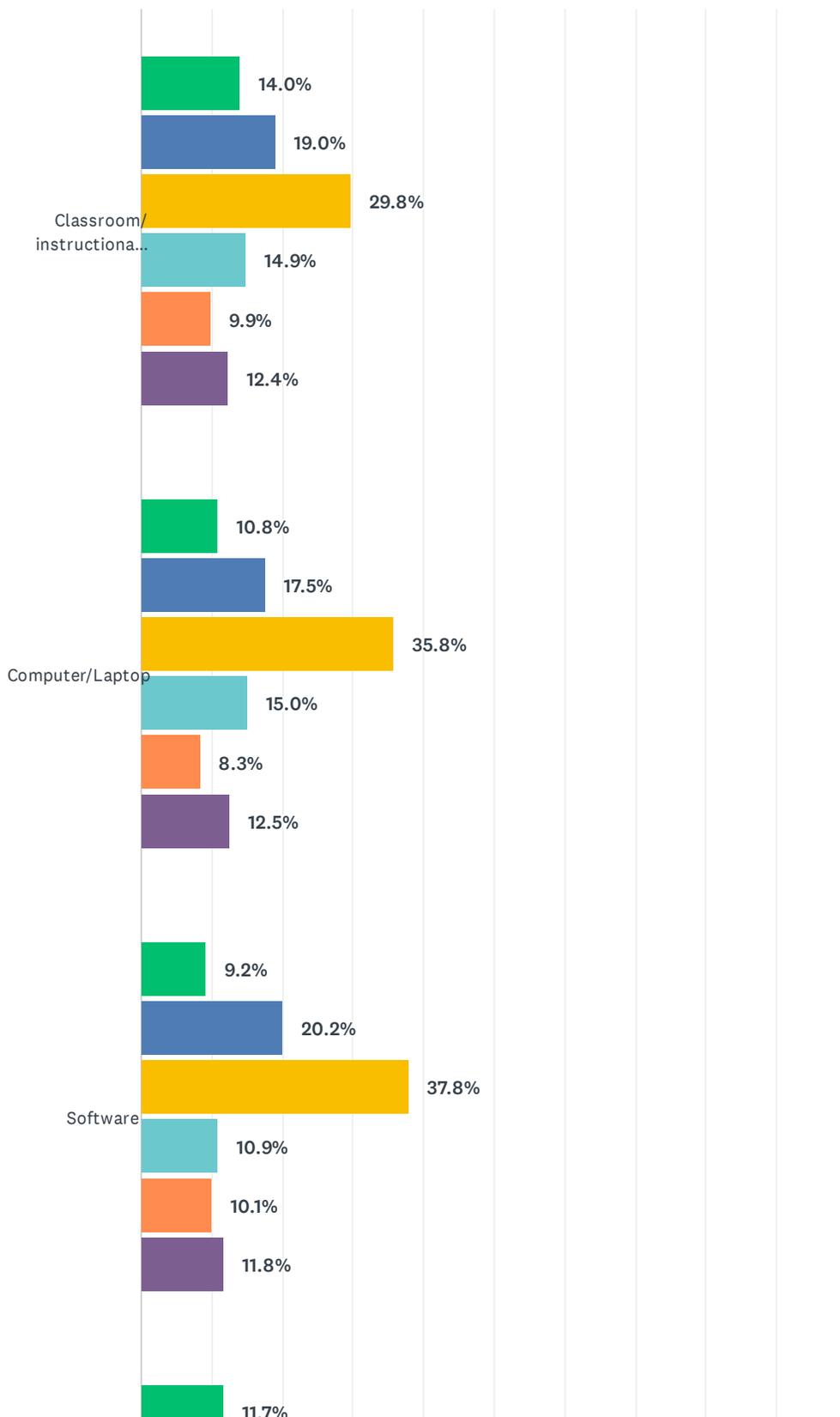
Answered: 123 Skipped: 70



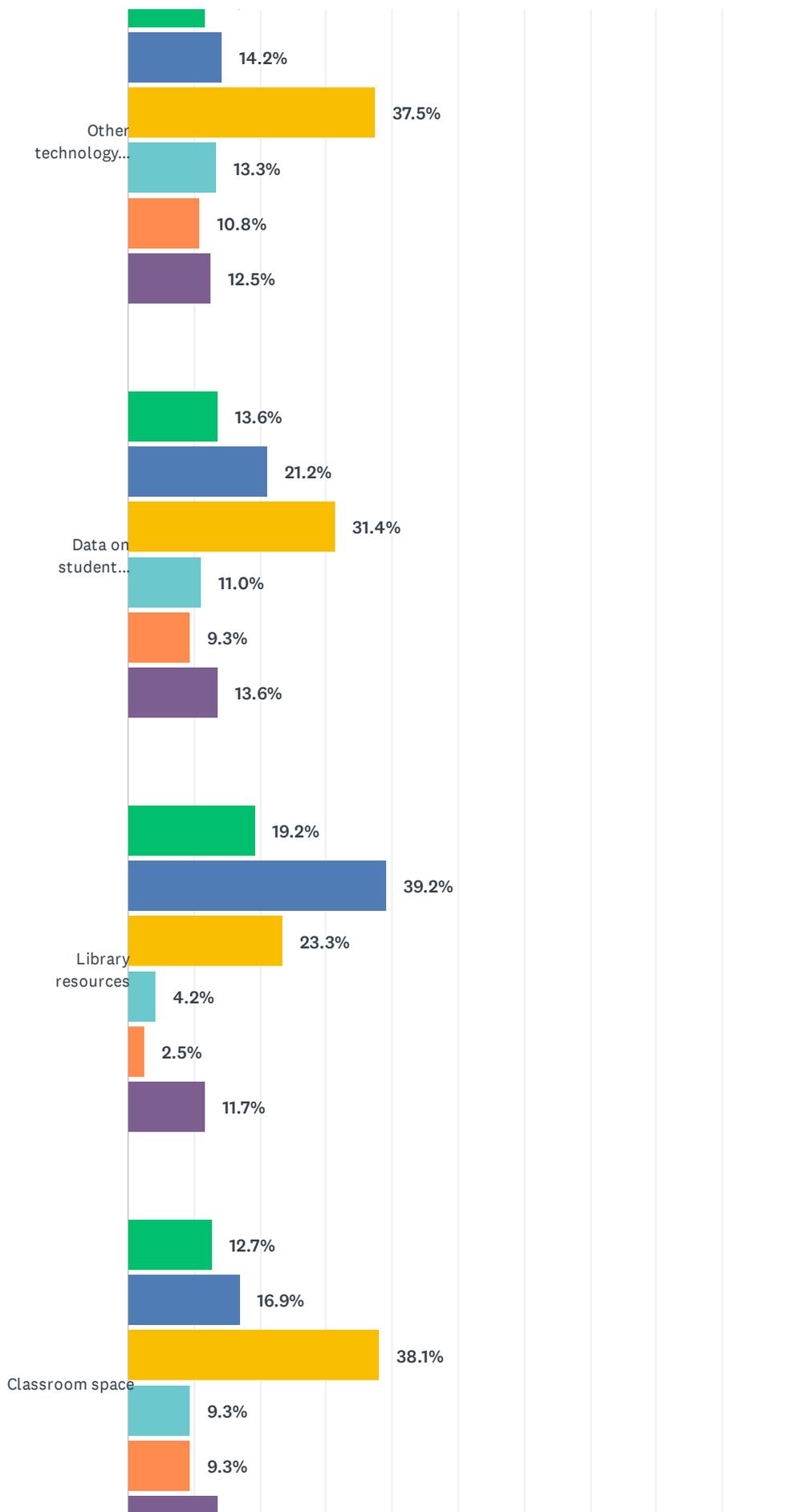
	YES	NO	NOT SURE	TOTAL	WEIGHTED AVERAGE
Academic support	75.4% 92	10.7% 13	13.9% 17	122	1.39
Childcare	53.3% 64	15.0% 18	31.7% 38	120	1.78
Enrollment issues	74.8% 92	14.6% 18	10.6% 13	123	1.36
Financial support	76.0% 92	11.6% 14	12.4% 15	121	1.36
Food insecurity	45.5% 55	21.5% 26	33.1% 40	121	1.88
Housing insecurity	35.0% 42	27.5% 33	37.5% 45	120	2.02
Disability Services	95.1% 116	2.5% 3	2.5% 3	122	1.07
Psychological or Health Services	71.1% 86	14.9% 18	14.0% 17	121	1.43
Other student support issues	41.7% 50	16.7% 20	41.7% 50	120	2.00
Other social services	29.2% 35	24.2% 29	46.7% 56	120	2.17
Transcript issues	71.1% 86	14.0% 17	14.9% 18	121	1.44

### Q13 At this institution, how would you evaluate the facilities, resources, or personnel supporting your work?

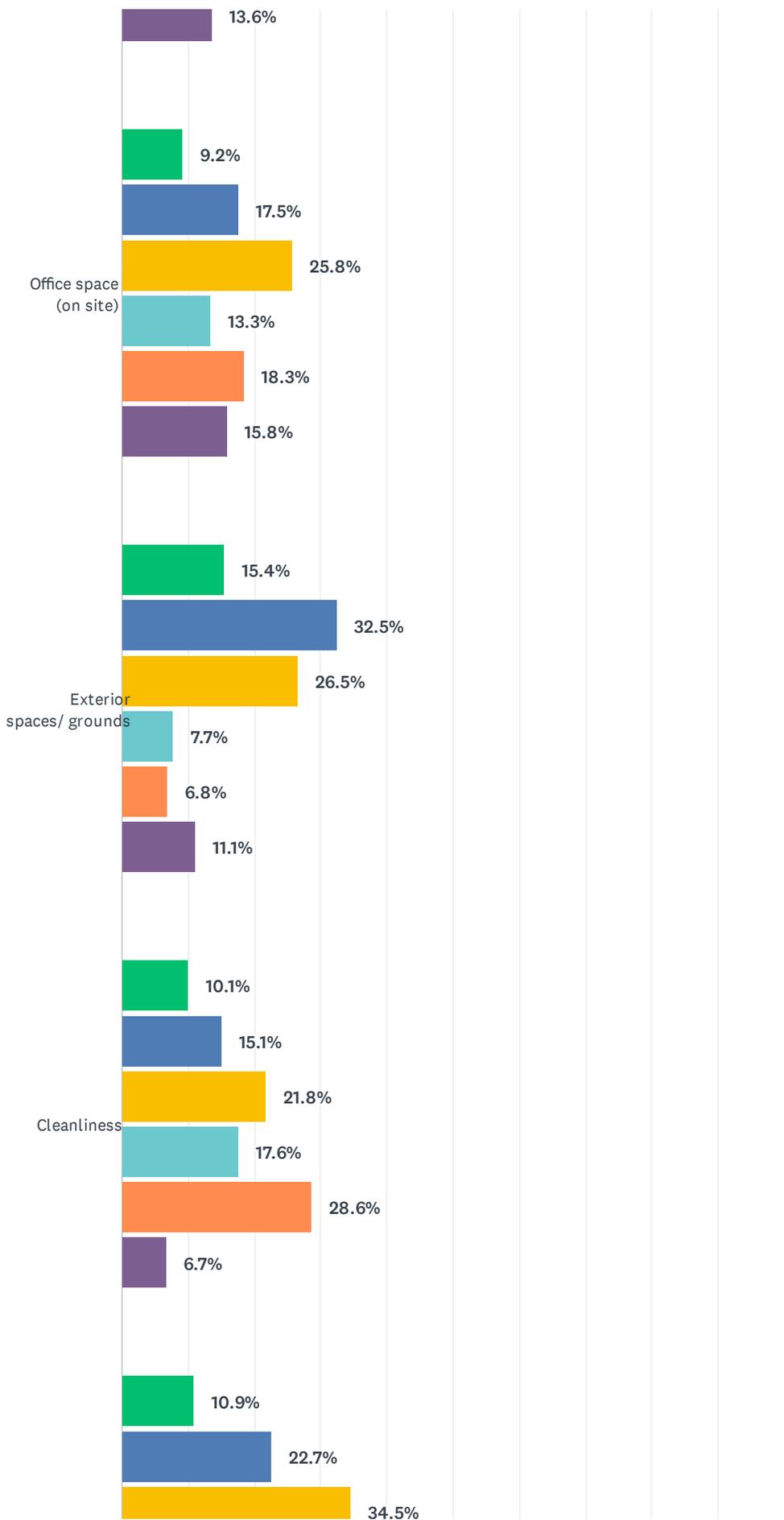
Answered: 121 Skipped: 72



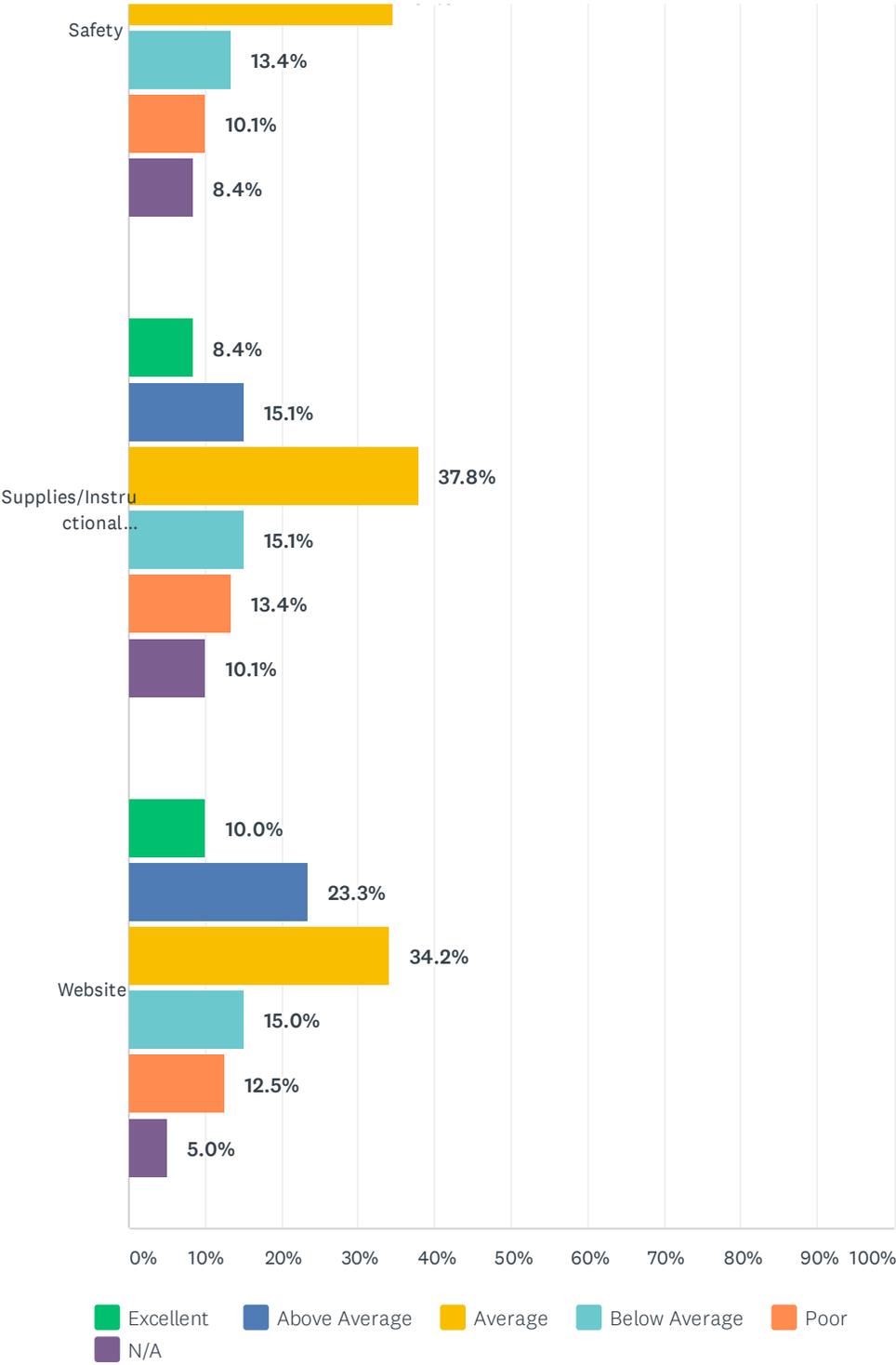
# 2021 Faculty Support Survey



# 2021 Faculty Support Survey



2021 Faculty Support Survey

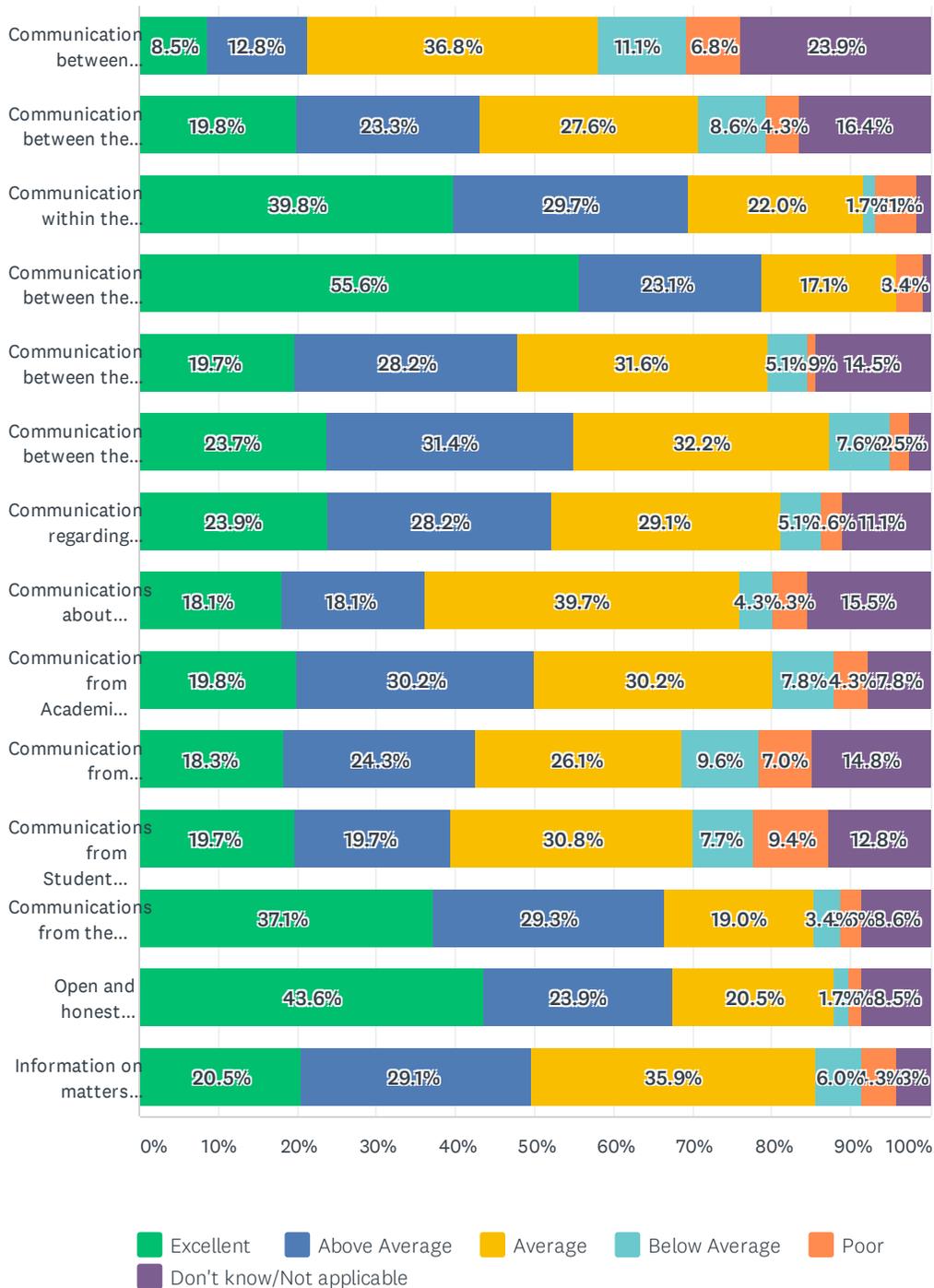


## 2021 Faculty Support Survey

	EXCELLENT	ABOVE AVERAGE	AVERAGE	BELOW AVERAGE	POOR	N/A	TOTAL	WEIGHTED AVERAGE
Classroom/ instructional equipment	14.0% 17	19.0% 23	29.8% 36	14.9% 18	9.9% 12	12.4% 15	121	2.86
Computer/Laptop	10.8% 13	17.5% 21	35.8% 43	15.0% 18	8.3% 10	12.5% 15	120	2.91
Software	9.2% 11	20.2% 24	37.8% 45	10.9% 13	10.1% 12	11.8% 14	119	2.91
Other technology resources	11.7% 14	14.2% 17	37.5% 45	13.3% 16	10.8% 13	12.5% 15	120	2.97
Data on student achievement/progress is shared/reported	13.6% 16	21.2% 25	31.4% 37	11.0% 13	9.3% 11	13.6% 16	118	2.78
Library resources	19.2% 23	39.2% 47	23.3% 28	4.2% 5	2.5% 3	11.7% 14	120	2.23
Classroom space	12.7% 15	16.9% 20	38.1% 45	9.3% 11	9.3% 11	13.6% 16	118	2.83
Office space (on site)	9.2% 11	17.5% 21	25.8% 31	13.3% 16	18.3% 22	15.8% 19	120	3.17
Exterior spaces/ grounds	15.4% 18	32.5% 38	26.5% 31	7.7% 9	6.8% 8	11.1% 13	117	2.53
Cleanliness	10.1% 12	15.1% 18	21.8% 26	17.6% 21	28.6% 34	6.7% 8	119	3.42
Safety	10.9% 13	22.7% 27	34.5% 41	13.4% 16	10.1% 12	8.4% 10	119	2.88
Supplies/Instructional Material	8.4% 10	15.1% 18	37.8% 45	15.1% 18	13.4% 16	10.1% 12	119	3.11
Website	10.0% 12	23.3% 28	34.2% 41	15.0% 18	12.5% 15	5.0% 6	120	2.96

### Q14 Please rate the following communications based on your experience:

Answered: 118 Skipped: 75

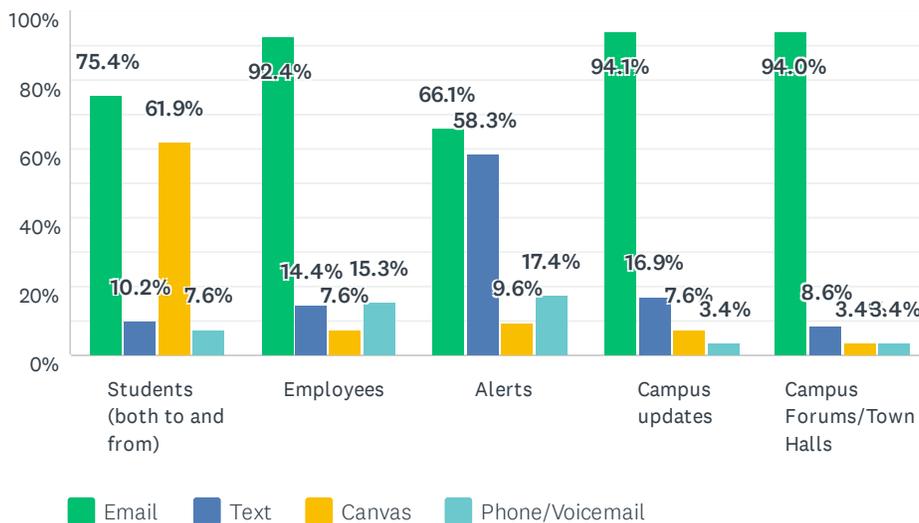


## 2021 Faculty Support Survey

	EXCELLENT	ABOVE AVERAGE	AVERAGE	BELOW AVERAGE	POOR	DON'T KNOW/NOT APPLICABLE	TOTAL	WEIGHTED AVERAGE
Communication between departments	8.5% 10	12.8% 15	36.8% 43	11.1% 13	6.8% 8	23.9% 28	117	2.93
Communication between the department and students (e.g. majors)	19.8% 23	23.3% 27	27.6% 32	8.6% 10	4.3% 5	16.4% 19	116	2.45
Communication within the department	39.8% 47	29.7% 35	22.0% 26	1.7% 2	5.1% 6	1.7% 2	118	2.01
Communication between the chair and the department	55.6% 65	23.1% 27	17.1% 20	0.0% 0	3.4% 4	0.9% 1	117	1.72
Communication between the college and students	19.7% 23	28.2% 33	31.6% 37	5.1% 6	0.9% 1	14.5% 17	117	2.29
Communication between the college and faculty	23.7% 28	31.4% 37	32.2% 38	7.6% 9	2.5% 3	2.5% 3	118	2.32
Communication regarding campus emergencies	23.9% 28	28.2% 33	29.1% 34	5.1% 6	2.6% 3	11.1% 13	117	2.26
Communications about participatory governance	18.1% 21	18.1% 21	39.7% 46	4.3% 5	4.3% 5	15.5% 18	116	2.51
Communication from Academic Affairs	19.8% 23	30.2% 35	30.2% 35	7.8% 9	4.3% 5	7.8% 9	116	2.42
Communication from Administrative Services	18.3% 21	24.3% 28	26.1% 30	9.6% 11	7.0% 8	14.8% 17	115	2.56
Communications from Student Services	19.7% 23	19.7% 23	30.8% 36	7.7% 9	9.4% 11	12.8% 15	117	2.63
Communications from the President's division	37.1% 43	29.3% 34	19.0% 22	3.4% 4	2.6% 3	8.6% 10	116	1.96
Open and honest communications from the college President	43.6% 51	23.9% 28	20.5% 24	1.7% 2	1.7% 2	8.5% 10	117	1.84
Information on matters important to faculty	20.5% 24	29.1% 34	35.9% 42	6.0% 7	4.3% 5	4.3% 5	117	2.42

### Q15 What is your preferred method(s) of communication with:

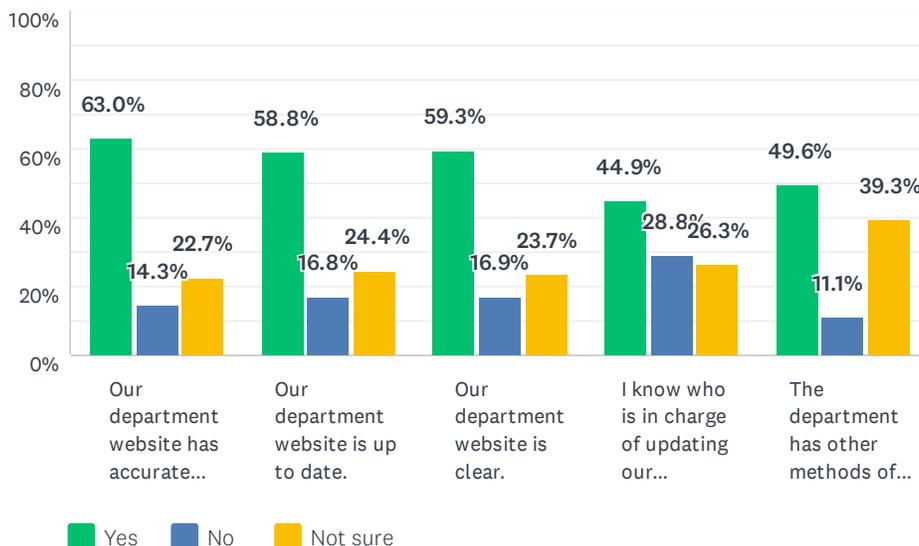
Answered: 119 Skipped: 74



	EMAIL	TEXT	CANVAS	PHONE/VOICEMAIL	TOTAL RESPONDENTS
Students (both to and from)	75.4% 89	10.2% 12	61.9% 73	7.6% 9	118
Employees	92.4% 109	14.4% 17	7.6% 9	15.3% 18	118
Alerts	66.1% 76	58.3% 67	9.6% 11	17.4% 20	115
Campus updates	94.1% 111	16.9% 20	7.6% 9	3.4% 4	118
Campus Forums/Town Halls	94.0% 109	8.6% 10	3.4% 4	3.4% 4	116

### Q16 Rate the following:

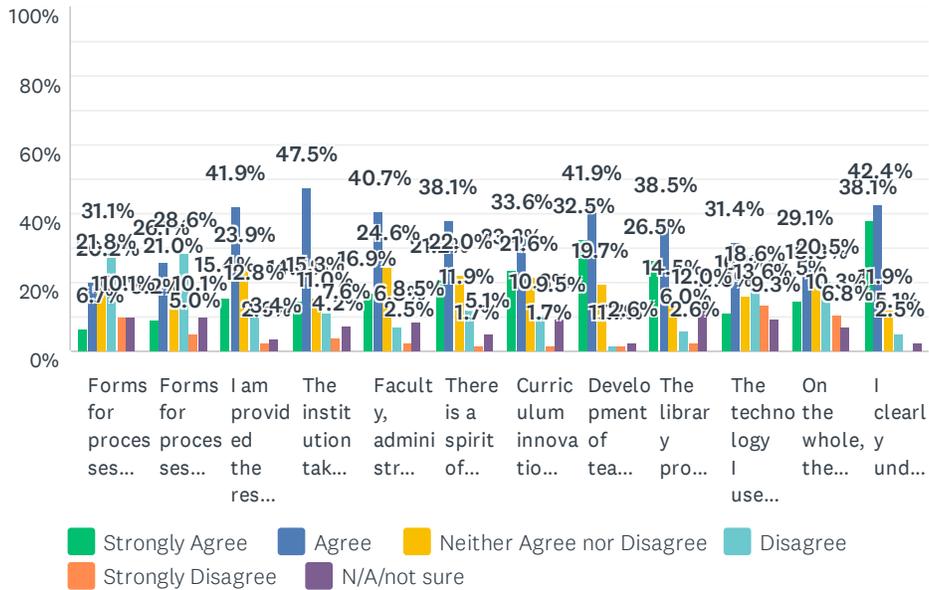
Answered: 119 Skipped: 74



	YES	NO	NOT SURE	TOTAL	WEIGHTED AVERAGE
Our department website has accurate faculty contact information.	63.0% 75	14.3% 17	22.7% 27	119	1.60
Our department website is up to date.	58.8% 70	16.8% 20	24.4% 29	119	1.66
Our department website is clear.	59.3% 70	16.9% 20	23.7% 28	118	1.64
I know who is in charge of updating our department website.	44.9% 53	28.8% 34	26.3% 31	118	1.81
The department has other methods of communicating with students	49.6% 58	11.1% 13	39.3% 46	117	1.90

Q17 Indicate your level of agreement with the following statements:

Answered: 119 Skipped: 74

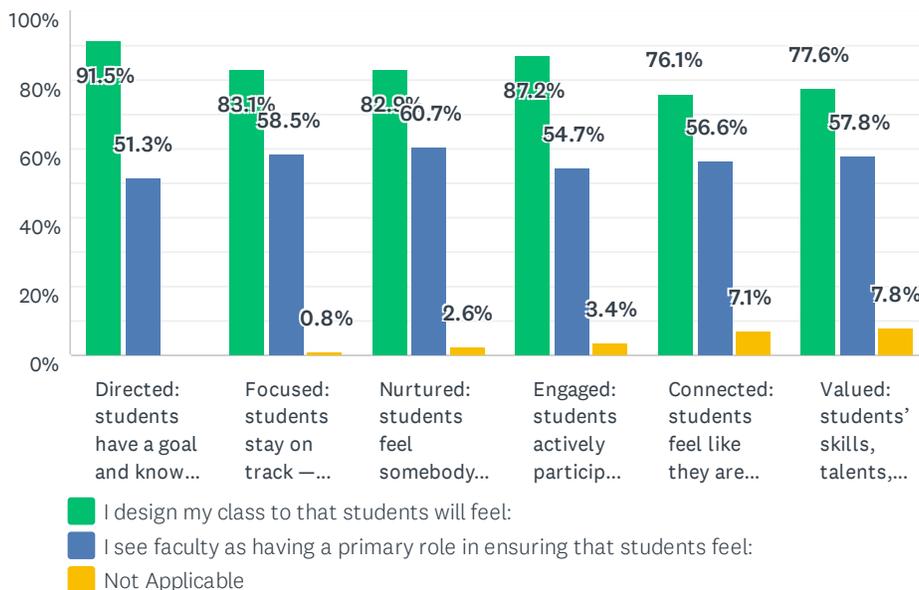


## 2021 Faculty Support Survey

	STRONGLY AGREE	AGREE	NEITHER AGREE NOR DISAGREE	DISAGREE	STRONGLY DISAGREE	N/A/NOT SURE	TOTAL	WEIGHTED AVERAGE
Forms for processes are easy to find.	6.7% 8	20.2% 24	21.8% 26	31.1% 37	10.1% 12	10.1% 12	119	3.20
Forms for processes are easy to use.	9.2% 11	26.1% 31	21.0% 25	28.6% 34	5.0% 6	10.1% 12	119	2.93
I am provided the resources I need to be effective in my job.	15.4% 18	41.9% 49	23.9% 28	12.8% 15	2.6% 3	3.4% 4	117	2.43
The institution takes reasonable steps to provide a safe and secure environment for the campus.	14.4% 17	47.5% 56	15.3% 18	11.0% 13	4.2% 5	7.6% 9	118	2.39
Faculty, administration and staff are meaningfully involved in institutional planning and decision-making.	16.9% 20	40.7% 48	24.6% 29	6.8% 8	2.5% 3	8.5% 10	118	2.31
There is a spirit of teamwork and cooperation at this institution.	21.2% 25	38.1% 45	22.0% 26	11.9% 14	1.7% 2	5.1% 6	118	2.31
Curriculum innovation is encouraged and supported.	23.3% 27	33.6% 39	21.6% 25	10.3% 12	1.7% 2	9.5% 11	116	2.27
Development of teaching and learning practices is supported.	32.5% 38	41.9% 49	19.7% 23	1.7% 2	1.7% 2	2.6% 3	117	1.96
The library provides students appropriate access to textbooks and other books.	26.5% 31	38.5% 45	14.5% 17	6.0% 7	2.6% 3	12.0% 14	117	2.09
The technology I use in my job is replaced and updated on a regular basis.	11.0% 13	31.4% 37	16.1% 19	18.6% 22	13.6% 16	9.3% 11	118	2.92
On the whole, the campus is well-maintained.	14.5% 17	29.1% 34	18.8% 22	20.5% 24	10.3% 12	6.8% 8	117	2.82
I clearly understand my individual role in implementing equity-minded practices.	38.1% 45	42.4% 50	11.9% 14	5.1% 6	0.0% 0	2.5% 3	118	1.83

### Q18 Please choose all that apply:

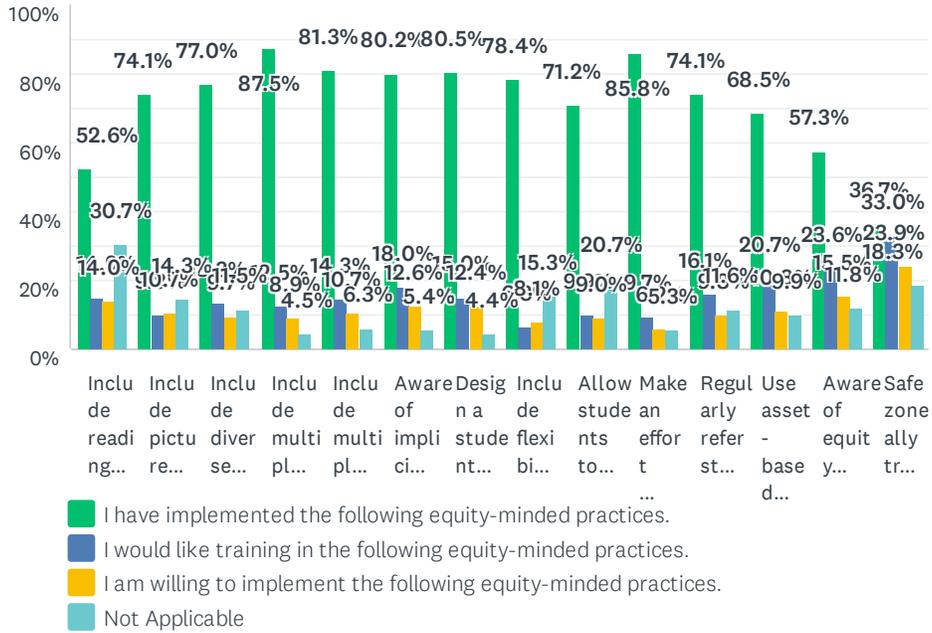
Answered: 118 Skipped: 75



	I DESIGN MY CLASS TO THAT STUDENTS WILL FEEL:	I SEE FACULTY AS HAVING A PRIMARY ROLE IN ENSURING THAT STUDENTS FEEL:	NOT APPLICABLE	TOTAL RESPONDENTS
Directed: students have a goal and know how to achieve it.	91.5% 107	51.3% 60	0.0% 0	117
Focused: students stay on track — keeping their eyes on the prize	83.1% 98	58.5% 69	0.8% 1	118
Nurtured: students feel somebody wants and helps them to succeed	82.9% 97	60.7% 71	2.6% 3	117
Engaged: students actively participate in class and extracurricular activities	87.2% 102	54.7% 64	3.4% 4	117
Connected: students feel like they are part of the college community	76.1% 86	56.6% 64	7.1% 8	113
Valued: students' skills, talents, abilities and experiences are recognized; they have opportunities to contribute on campus and feel their contributions are appreciated	77.6% 90	57.8% 67	7.8% 9	116

### Q19 Please choose all that apply.

Answered: 114 Skipped: 79



2021 Faculty Support Survey

	I HAVE IMPLEMENTED THE FOLLOWING EQUITY-MINDED PRACTICES.	I WOULD LIKE TRAINING IN THE FOLLOWING EQUITY-MINDED PRACTICES.	I AM WILLING TO IMPLEMENT THE FOLLOWING EQUITY-MINDED PRACTICES.	NOT APPLICABLE	TOTAL RESPONDENTS
Include readings from diverse authors	52.6% 60	14.9% 17	14.0% 16	30.7% 35	114
Include pictures that show diverse individuals	74.1% 83	9.8% 11	10.7% 12	14.3% 16	112
Include diverse examples of people, cultures, etc.	77.0% 87	13.3% 15	9.7% 11	11.5% 13	113
Include multiple ways for students to learn information (e.g., reading, viewing)	87.5% 98	12.5% 14	8.9% 10	4.5% 5	112
Include multiple ways for students to show their learning (e.g., discussions, exams, creative expression)	81.3% 91	14.3% 16	10.7% 12	6.3% 7	112
Aware of implicit bias, stereotypes, and microaggressions and actively work to avoid them	80.2% 89	18.0% 20	12.6% 14	5.4% 6	111
Design a student-friendly syllabus	80.5% 91	15.0% 17	12.4% 14	4.4% 5	113
Include flexibility in my late policies to meet student needs	78.4% 87	6.3% 7	8.1% 9	15.3% 17	111
Allow students to resubmit and improve their work and grades	71.2% 79	9.9% 11	9.0% 10	20.7% 23	111
Make an effort to get to know students in my classes as individuals	85.8% 97	9.7% 11	6.2% 7	5.3% 6	113
Regularly refer students in my classes to campus support services	74.1% 83	16.1% 18	9.8% 11	11.6% 13	112
Use asset-based rather than deficit-based language to talk about and to students	68.5% 76	20.7% 23	10.8% 12	9.9% 11	111
Aware of equity gaps in the data and what the DI groups are	57.3% 63	23.6% 26	15.5% 17	11.8% 13	110
Safe zone ally training	36.7% 40	33.0% 36	23.9% 26	18.3% 20	109

## Q20 How can we improve the faculty experience at the college?

Answered: 51 Skipped: 142

## Q21 How can we improve the student experience at the college?

Answered: 46 Skipped: 147

## Q22 General Comments not included above:

Answered: 17 Skipped: 176