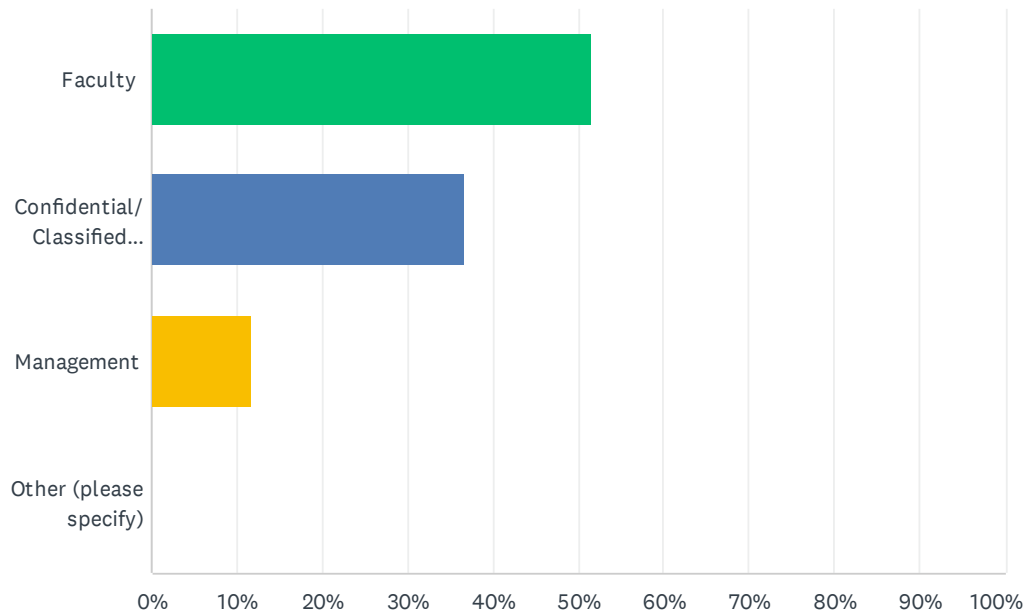


Q1 Please identify your classification as a Norco College employee:

Answered: 60 Skipped: 0

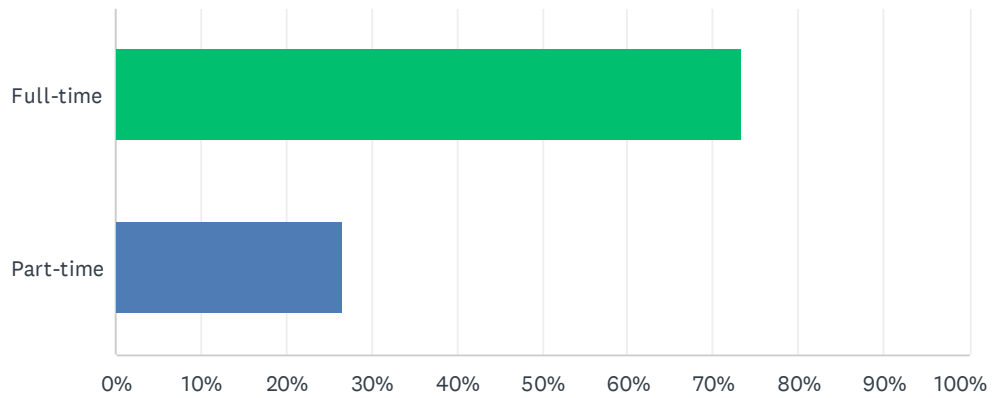


ANSWER CHOICES	RESPONSES
Faculty	51.67% 31
Confidential/ Classified Professional	36.67% 22
Management	11.67% 7
Other (please specify)	0.00% 0
TOTAL	60

#	OTHER (PLEASE SPECIFY)	DATE
	There are no responses.	

Q2 My assignment at Norco College is:

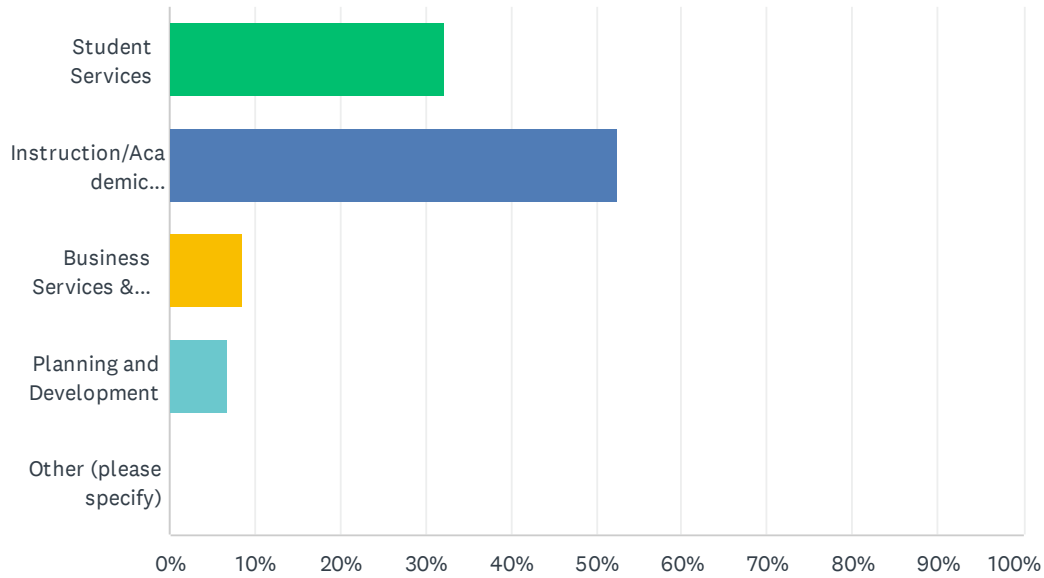
Answered: 60 Skipped: 0



ANSWER CHOICES	RESPONSES	
Full-time	73.33%	44
Part-time	26.67%	16
TOTAL		60

Q3 The following is my primary responsibility:

Answered: 59 Skipped: 1

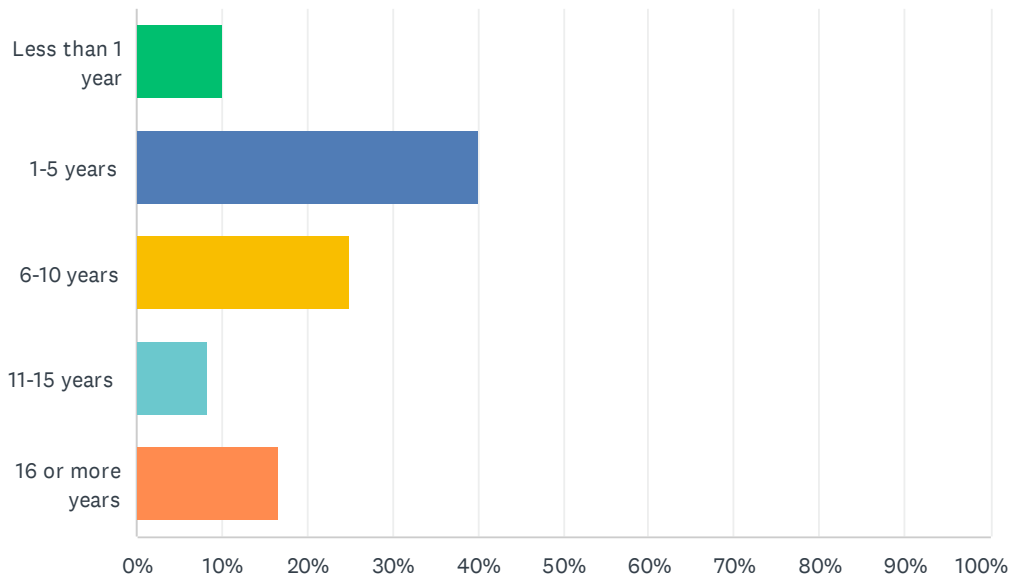


ANSWER CHOICES	RESPONSES	
Student Services	32.20%	19
Instruction/Academic Affairs/President	52.54%	31
Business Services & Facilities	8.47%	5
Planning and Development	6.78%	4
Other (please specify)	0.00%	0
TOTAL		59

#	OTHER (PLEASE SPECIFY)	DATE
	There are no responses.	

Q4 How long have you been employed at Norco College?

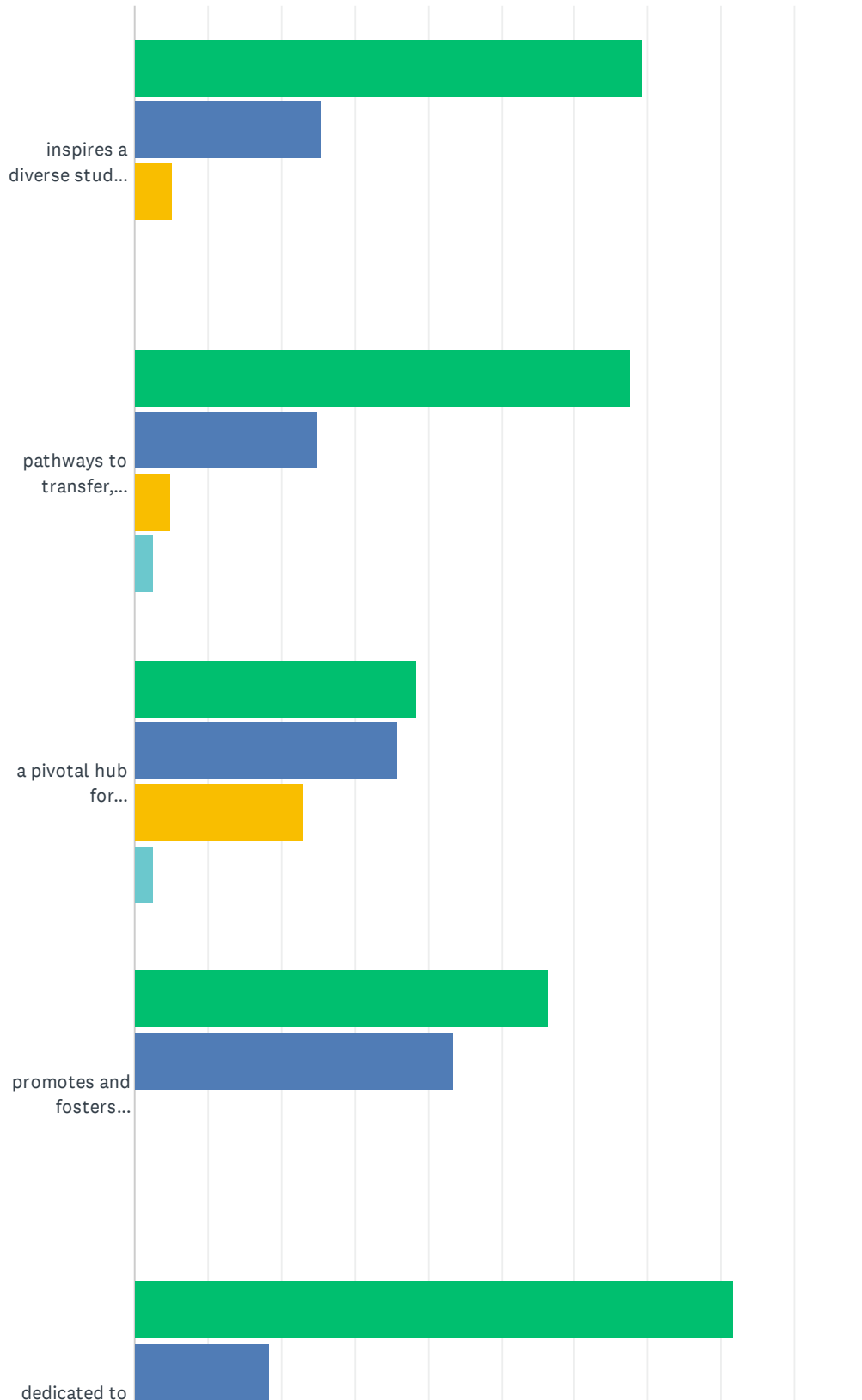
Answered: 60 Skipped: 0



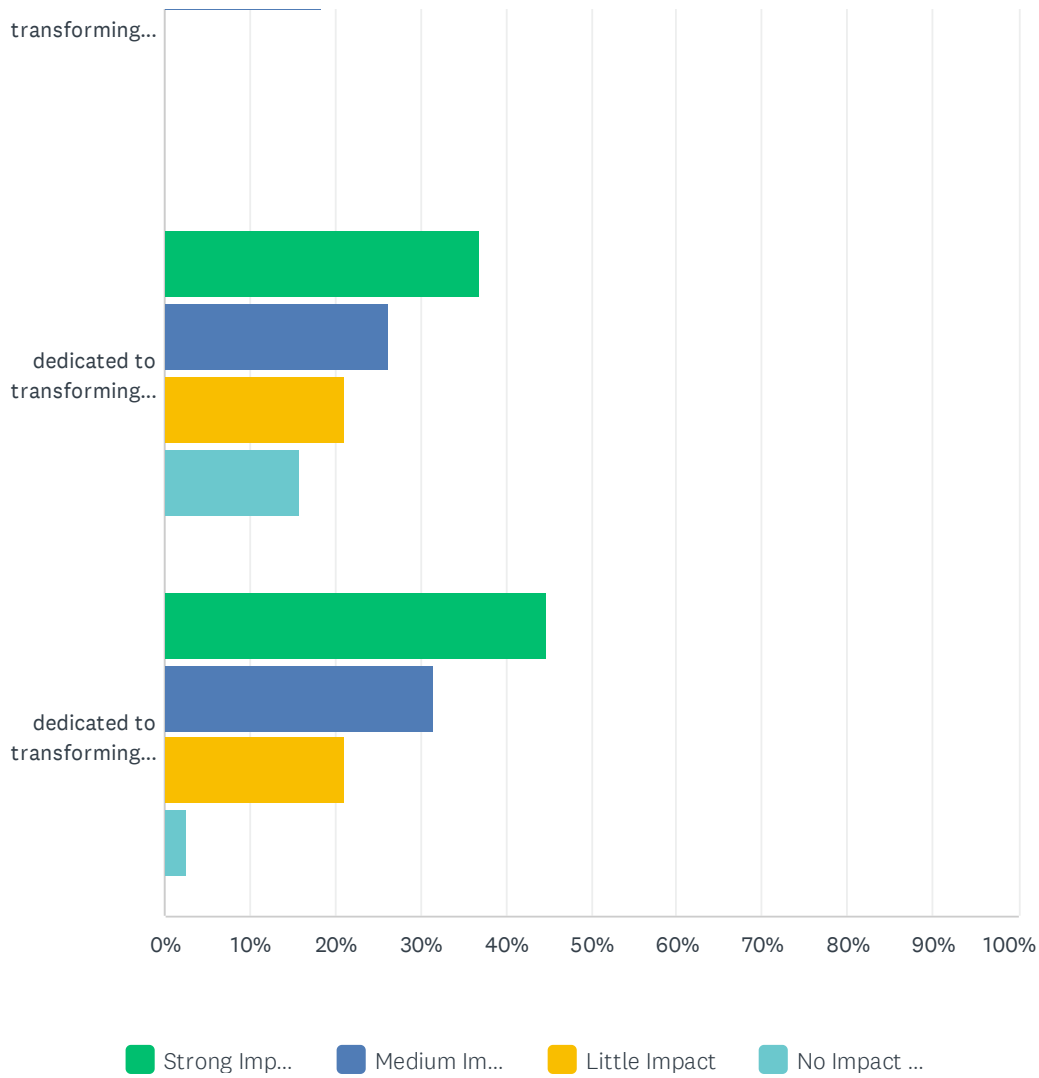
ANSWER CHOICES	RESPONSES	
Less than 1 year	10.00%	6
1-5 years	40.00%	24
6-10 years	25.00%	15
11-15 years	8.33%	5
16 or more years	16.67%	10
TOTAL		60

Q5 Please select the level of impact on the following parts of the college mission made by the program/service in which you work

Answered: 40 Skipped: 20



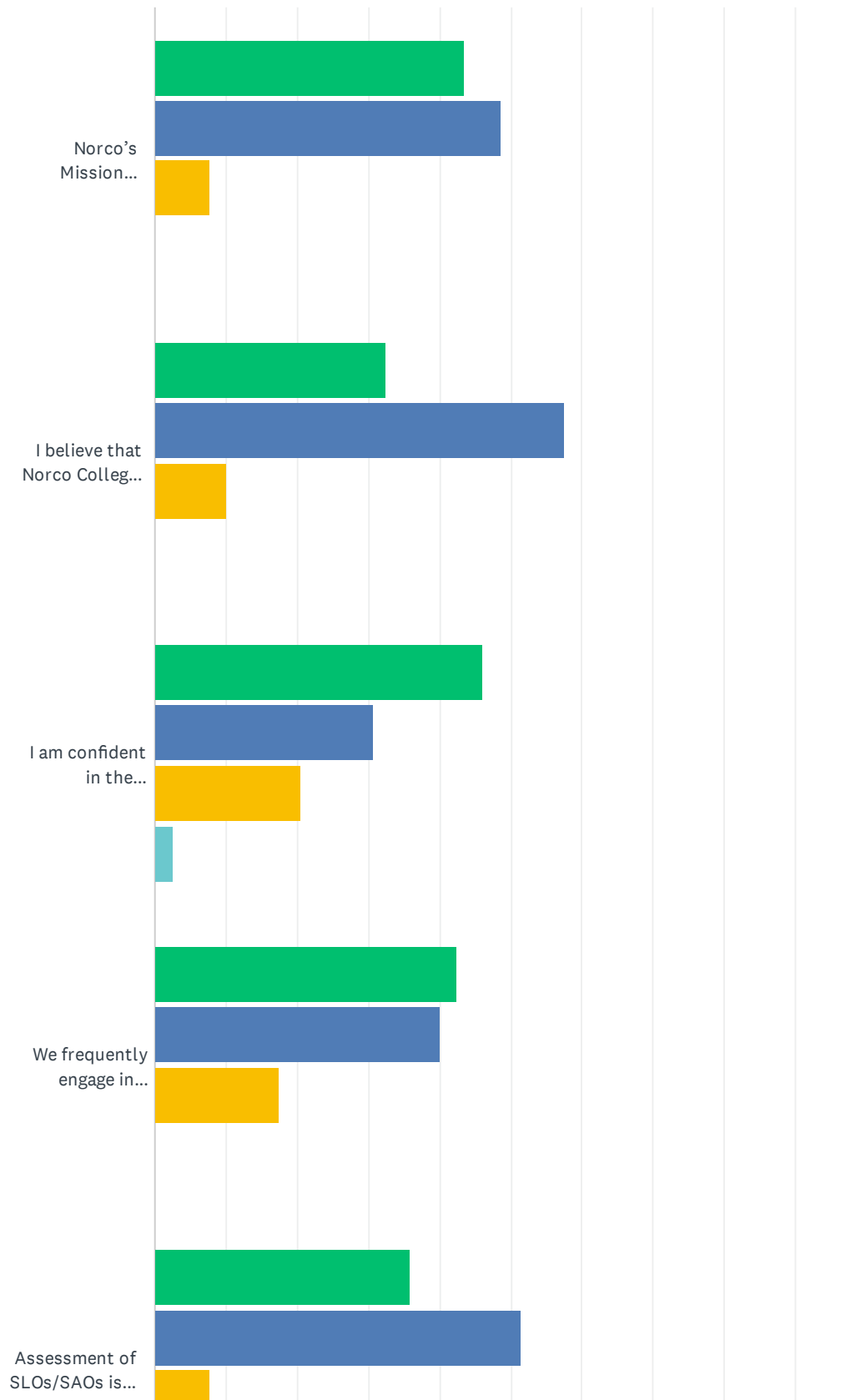
Institutional Effectiveness and Planning Survey 2021-22



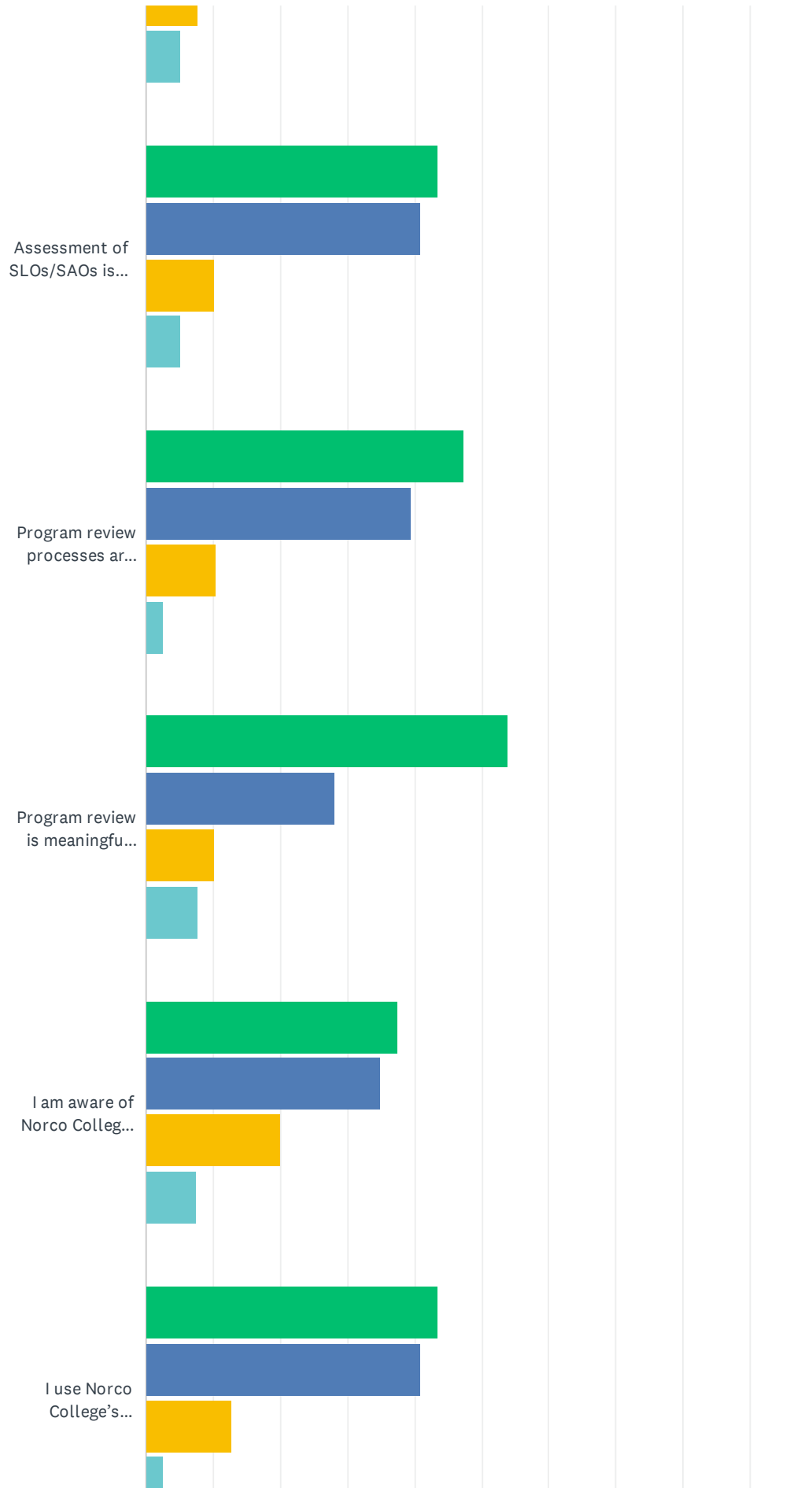
	STRONG IMPACT	MEDIUM IMPACT	LITTLE IMPACT	NO IMPACT AT ALL	TOTAL	WEIGHTED AVERAGE
inspires a diverse student body by an inclusive innovative approach to learning	69.23% 27	25.64% 10	5.13% 2	0.00% 0	39	2.64
pathways to transfer, professional, career and technical education, certificates, and degrees	67.50% 27	25.00% 10	5.00% 2	2.50% 1	40	2.58
a pivotal hub for scholarship, arts and culture, dynamic technologies, and partnerships.	38.46% 15	35.90% 14	23.08% 9	2.56% 1	39	2.10
promotes and fosters self-empowerment	56.41% 22	43.59% 17	0.00% 0	0.00% 0	39	2.56
dedicated to transforming the lives of our students	81.58% 31	18.42% 7	0.00% 0	0.00% 0	38	2.82
dedicated to transforming the lives of our employees	36.84% 14	26.32% 10	21.05% 8	15.79% 6	38	1.84
dedicated to transforming the lives of our community	44.74% 17	31.58% 12	21.05% 8	2.63% 1	38	2.18

Q6 Please select your level of agreement with the following statements

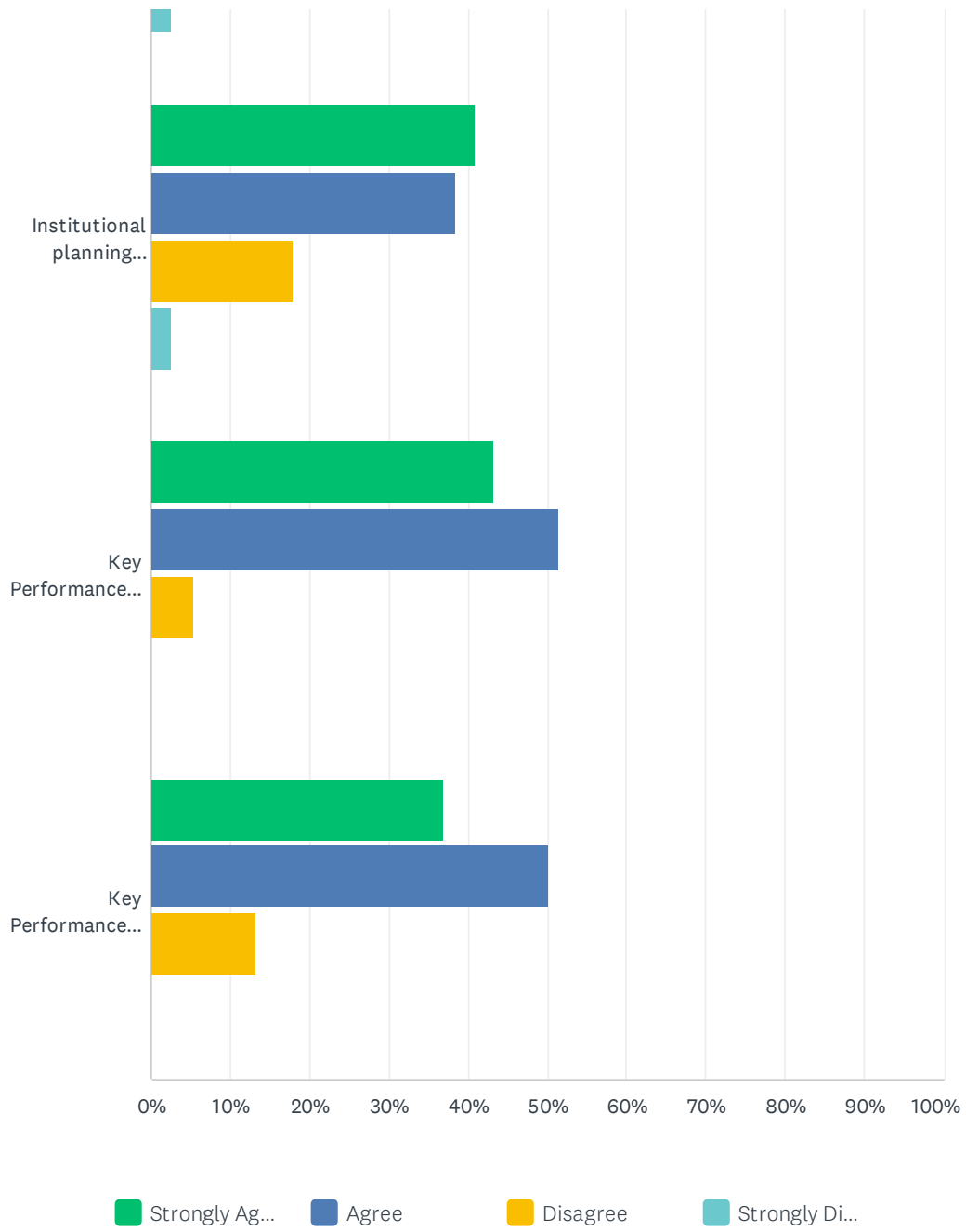
Answered: 40 Skipped: 20



Institutional Effectiveness and Planning Survey 2021-22



Institutional Effectiveness and Planning Survey 2021-22

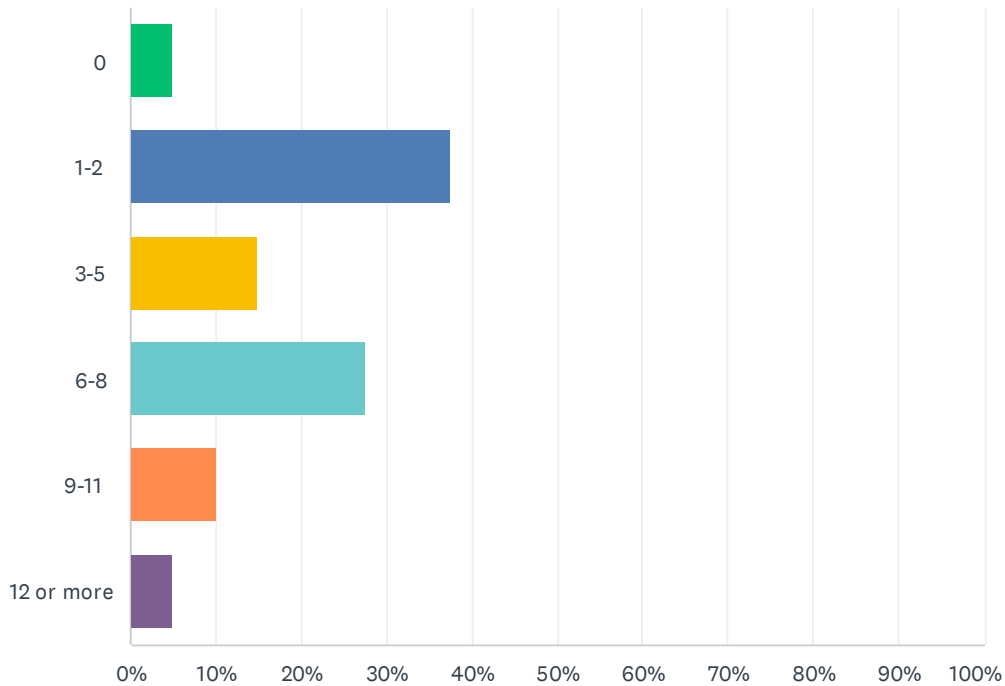


Institutional Effectiveness and Planning Survey 2021-22

	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	TOTAL	WEIGHTED AVERAGE
Norco's Mission Statement guides institutional planning.	43.59% 17	48.72% 19	7.69% 3	0.00% 0	39	3.36
I believe that Norco College is achieving it's mission.	32.50% 13	57.50% 23	10.00% 4	0.00% 0	40	3.23
I am confident in the direction that Norco is planning for the future.	46.15% 18	30.77% 12	20.51% 8	2.56% 1	39	3.21
We frequently engage in dialogue about data on student learning outcomes (SLOs/SAOs) in my area.	42.50% 17	40.00% 16	17.50% 7	0.00% 0	40	3.25
Assessment of SLOs/SAOs is used to improve the courses/programs/services in my area.	35.90% 14	51.28% 20	7.69% 3	5.13% 2	39	3.18
Assessment of SLOs/SAOs is meaningful to me.	43.59% 17	41.03% 16	10.26% 4	5.13% 2	39	3.23
Program review processes are ongoing, systematic and used to assess and improve student learning and achievement.	47.37% 18	39.47% 15	10.53% 4	2.63% 1	38	3.32
Program review is meaningful to me.	53.85% 21	28.21% 11	10.26% 4	7.69% 3	39	3.28
I am aware of Norco College's Institution-Set Standards (ISS) in one or more aspects of my job.	37.50% 15	35.00% 14	20.00% 8	7.50% 3	40	3.02
I use Norco College's strategic planning goals in one or more aspects of my job.	43.59% 17	41.03% 16	12.82% 5	2.56% 1	39	3.26
Institutional planning decisions are based on data.	41.03% 16	38.46% 15	17.95% 7	2.56% 1	39	3.18
Key Performance Indicators (KPIs) of the Norco College strategic planning goals are regularly assessed.	43.24% 16	51.35% 19	5.41% 2	0.00% 0	37	3.38
Key Performance Indicators (KPIs) of the Norco College strategic planning goals results are regularly shared with campus constituencies.	36.84% 14	50.00% 19	13.16% 5	0.00% 0	38	3.24

Q7 On average, I spend ____ hour(s) per week on shared governance activities (reading minutes, memos, newsletters, attending meetings, hiring committees, etc.)

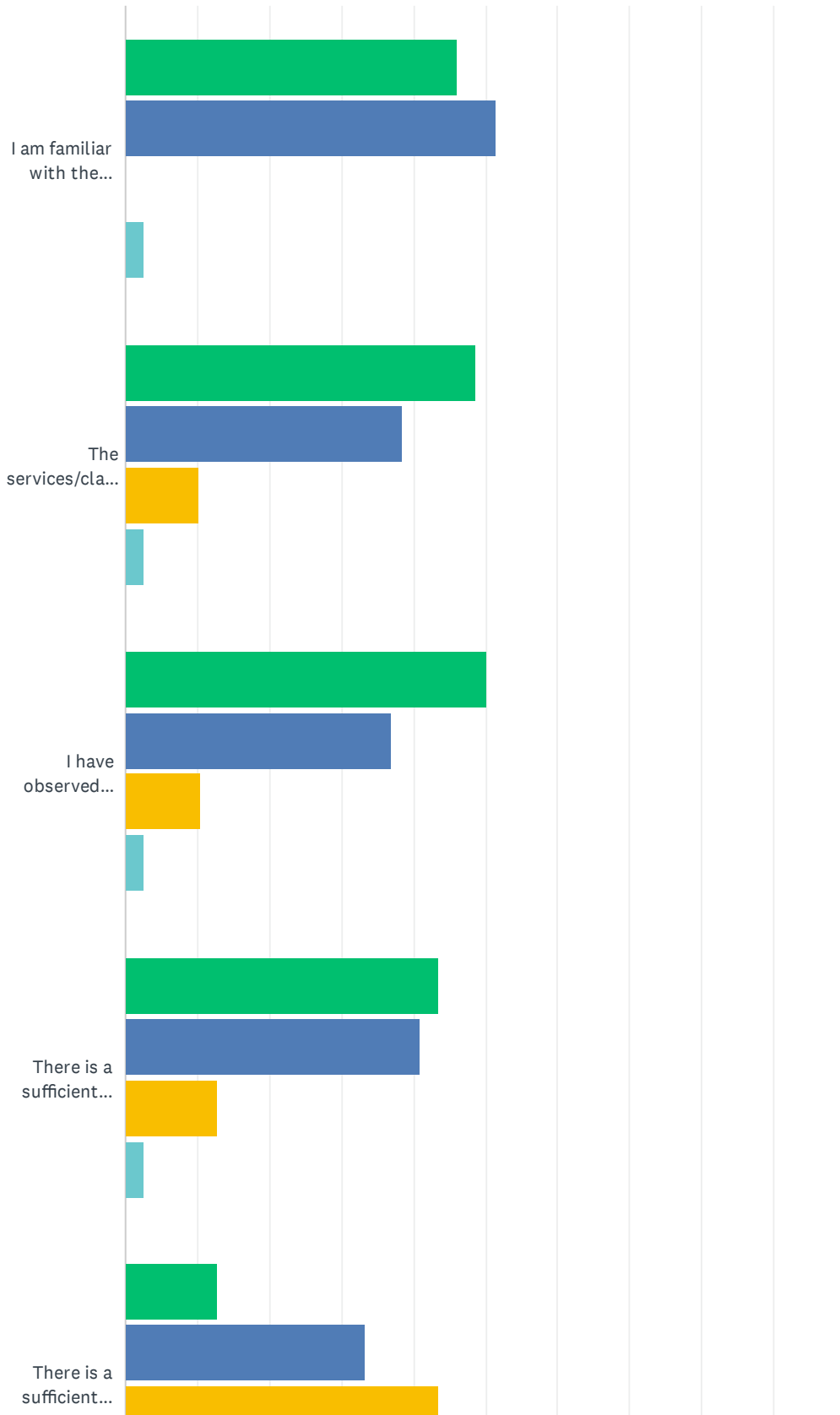
Answered: 40 Skipped: 20



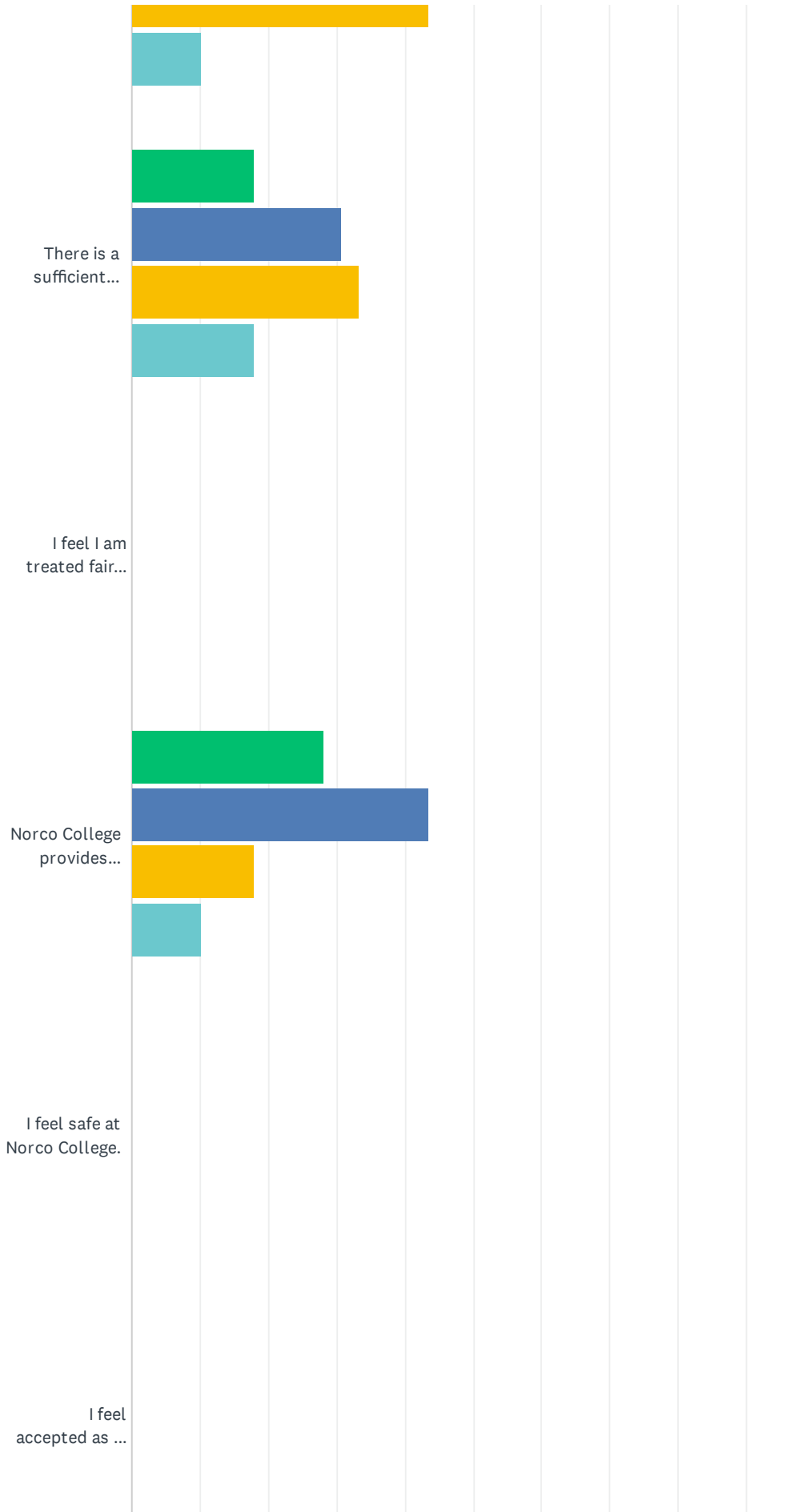
ANSWER CHOICES	RESPONSES	
0	5.00%	2
1-2	37.50%	15
3-5	15.00%	6
6-8	27.50%	11
9-11	10.00%	4
12 or more	5.00%	2
TOTAL		40

Q8 Please rate your level of agreement with the following statements:

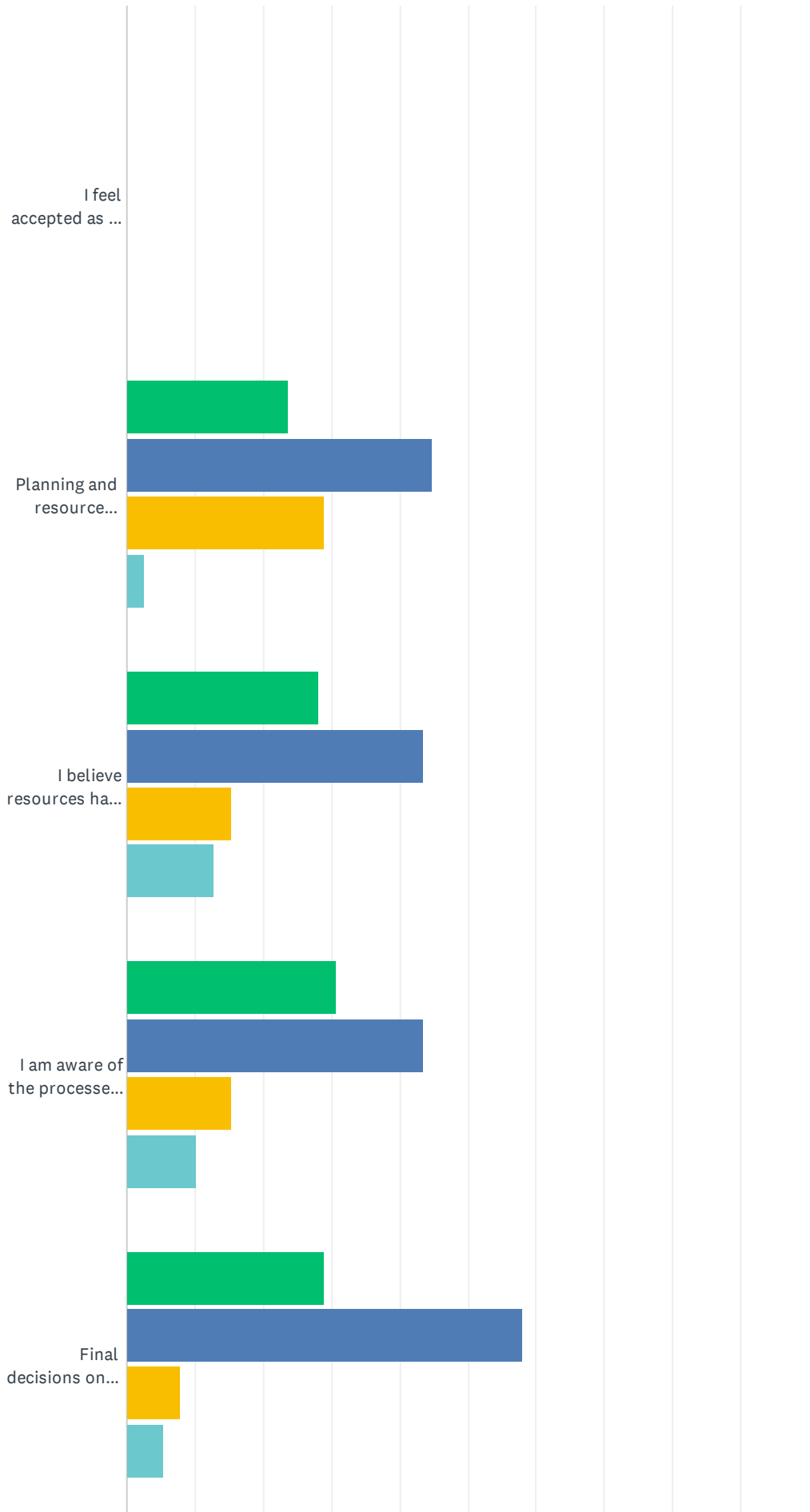
Answered: 39 Skipped: 21



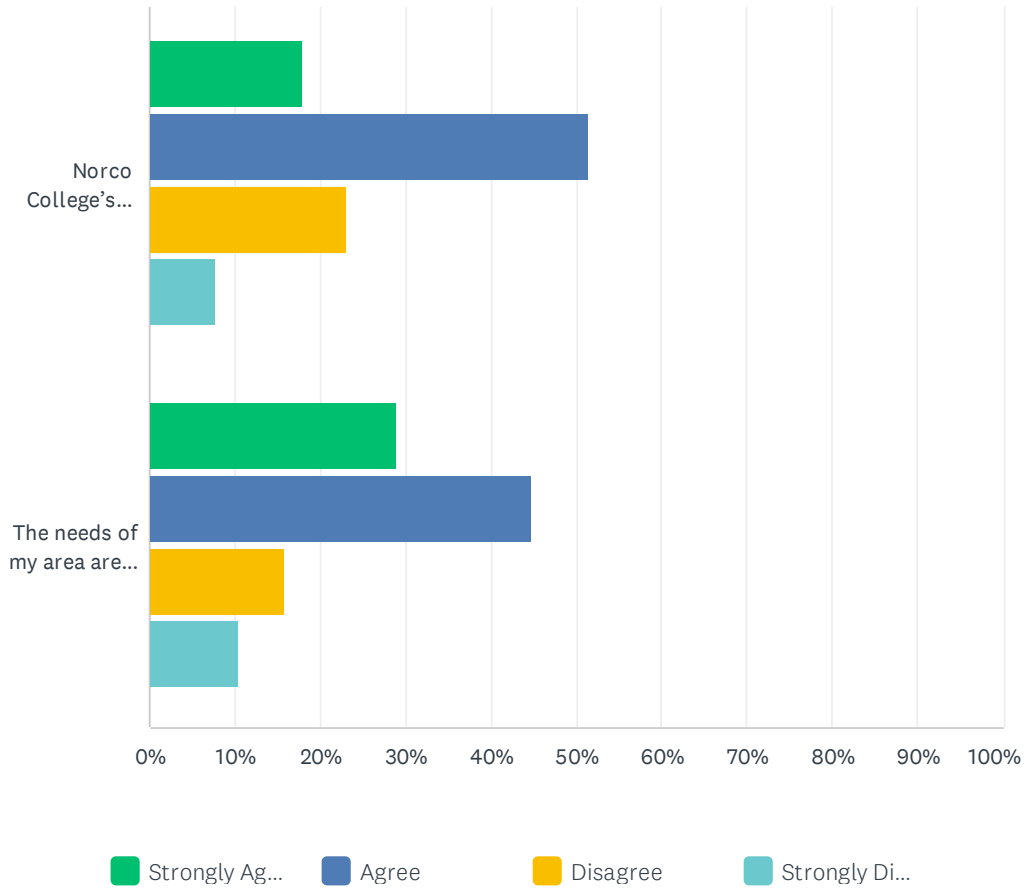
Institutional Effectiveness and Planning Survey 2021-22



Institutional Effectiveness and Planning Survey 2021-22



Institutional Effectiveness and Planning Survey 2021-22



Institutional Effectiveness and Planning Survey 2021-22

	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	TOTAL	WEIGHTED AVERAGE
I am familiar with the policies, procedures, and publications in my area.	46.15% 18	51.28% 20	0.00% 0	2.56% 1	39	3.41
The services/classes in my area have been aligned with student needs and/or program pathways.	48.72% 19	38.46% 15	10.26% 4	2.56% 1	39	3.33
I have observed newly-hired employees at the college, and they seem to be highly qualified for their jobs.	50.00% 19	36.84% 14	10.53% 4	2.63% 1	38	3.34
There is a sufficient number of administrators to provide effective leadership and services that support the institution's mission and purposes.	43.59% 17	41.03% 16	12.82% 5	2.56% 1	39	3.26
There is a sufficient number of full-time faculty to assure fulfillment of responsibilities essential to the quality of educational programs and services that support the institutional mission and purposes	12.82% 5	33.33% 13	43.59% 17	10.26% 4	39	2.49
There is a sufficient number of classified professionals to support effective educational, technological, physical, and administrative operations of the institution.	17.95% 7	30.77% 12	33.33% 13	17.95% 7	39	2.49
I feel I am treated fairly at this institution.	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0	0.00
Norco College provides appropriate opportunities for my continued professional development.	28.21% 11	43.59% 17	17.95% 7	10.26% 4	39	2.90
I feel safe at Norco College.	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0	0.00
I feel accepted as an individual by the faculty, classified professionals, administrators and other employees at Norco College.	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0	0.00
I feel accepted as an individual by students at Norco College.	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0	0.00
Planning and resource allocation are well integrated at Norco College.	23.68% 9	44.74% 17	28.95% 11	2.63% 1	38	2.89
I believe resources have been allocated effectively in my area to support student success.	28.21% 11	43.59% 17	15.38% 6	12.82% 5	39	2.87
I am aware of the processes by which Norco College ranks staffing and equipment needs identified in program review.	30.77% 12	43.59% 17	15.38% 6	10.26% 4	39	2.95
Final decisions on funding at Norco College give consideration to priority lists approved by the planning councils in making resource allocation decisions.	28.95% 11	57.89% 22	7.89% 3	5.26% 2	38	3.11
Norco College's prioritization ranking processes are an effective means of ensuring that resource allocation decisions are based on documented needs identified in program reviews.	17.95% 7	51.28% 20	23.08% 9	7.69% 3	39	2.79
The needs of my area are addressed through Norco College's prioritization ranking processes.	28.95% 11	44.74% 17	15.79% 6	10.53% 4	38	2.92