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ABSTRACT

Since 1990, the California Community College (CCC) Council for Staff Development has conducted an annual survey of CCC staff development coordinators (SDC's) to gather and disseminate data on coordinators' characteristics and responsibilities. The 1994 survey received responses from 67% of the CCC's, the highest to date. An analysis of responses, with comparisons to previous years' findings, revealed the following: (1) while there has been an increase in SDC's who have been in their position 5 years or more, 57% of the 1994 respondents indicated that the SDC was in their first or second year; (2) 41.2% reported that their assignment was indefinite, 22% that is was for 1 year, and 18% for 2 years; (3) 24% of the 1994 respondents indicated that the SDC was selected by application, compared to 35% in 1993, while 34% were assigned in 1994, compared to only 7% in 1993; (4) although nearly 70% of the SDC's were reported as being faculty members over the past 5 years, only 47% were faculty in 1994; (5) while 23% of 1994 respondents reported no clerical support, 28% reported 31 to 40 hours of support per week, up from 16% in 1993; (6) 60% were responsible for writing the Human Development Resource Plan, 80% scheduled and set agendas for the Staff Development Advisory Committee (SDAC), and 68% served as committee chair; (7) with respect to the SDAC, size ranged from 5-24 and 51% indicated that dollar amounts were assigned by committee and not by employee category; and (8) 56% indicated that more needed to be done in the CCC's regarding staff development and shared governance. (KP)

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ANNUAL SURVEY INDICATES STAFF DEVELOPMENT TRENDS

By Phil Stanley, Irvine Valley College

The annual 4C/SD Survey has served as a valuable information instrument for b[illegible]ning and experienced staff development coordinators for six years (in 1990 it only included t[illegible] Southern region). This fifth statewide survey provides the beginner with a reference as to the what is the current standard in the state and provides the experienced coordinator with an update as to changes occurring around the state. Using a new Scantron form, the ScanSurvey, there was a return of 67%, the highest ever.

The following summary of results provides profiles of the position of staff development coordinator, the staff development advisory committee and the assignment of Title V dollars. Note: In interpreting the data one must keep in mind the many demographic and organizational structures that effect the individual campus responses, i.e., size of campus, district and/or campus organizational structure, position of the individual who completes the form.

The Staff Development Coordinator

Years in the position. There has been a consistent increase in the number of coordinators who had been in the position five years or more as would be expected as Title V continues. In contrast, it was evident that there was a trend to have a significant number of new coordinators each year. 57% of the respondents indicated that the coordinator was either in their first or second year. [Question #6]

Length of Assignment. Nearly half of the coordinators reported their assignment as staff development coordinator is an indefinite assignment, 22% reported one year assignments, and 18% reported two year assignments. [Question #19]

Method of Selection. The 1994 survey suggested that there was a major change in the method of determining how the coordinator assignment was determined. In 1993 35% were selected by an application process. However, the 1994 survey indicated that the application procedure was only used by 24% of the respondents, 30% were "recruited", and 34% were assigned. In 1993 only 7% were "assigned" [Question #18]

Employee Classification. The 1994 survey indicates a decrease in the number of faculty members who were in the coordinators position compared to past years. Over the past five years nearly 70% of the coordinators have been reported as being faculty members. In 1994 47% of the coordinators were faculty. 37% of those reporting in 1994 indicated a manager in the position as compared to 22% in 1993. [Question #5]

Reassigned Time. Over the past two years there has been little change in the amount of reassigned time, 85-90% have not changed. However it was evident that there was an increase in FLEX coordinators who shared some of the staff development responsibility. 38% of the respondents reported having both a Staff Development Coordinator and a FLEX Coordinator. Adversely there was a slight increase in the number of coordinators who received less than 20% reassigned time. [Question #7 & #8]

Clerical Support. In the 1994 study, approximately one-fourth, 23% (1993,25%), do not have clerical support. However 28% have 31-40 hours of clerical support per week compared to 16% in 1993, a significant increase. [Question #16]

Relationship of Position to College Organization. The 1994 survey requested that a college flow chart be included indicating the Staff Development program relationship to the college organization. 67% of the respondents attached such a chart. From this information it can be summarized that 37% of the coordinators report to the Instruction area, 34% to the President and 29% to other areas, i.e., Human Resources, Student Services, Administration Dean. [Question #58]

Responsibilities. There was little change in the role and function of the coordinator as compared to past years. 60% reported being responsible for writing the Human Development Resource Plan (an additional 30% reported shared responsibility); 80% scheduled and set agendas for the Advisory Committee and 68% served as committee chair; 54% reported responsibility for completing the Title V Expenditure Report (28% shared the responsibility) and 18% had no responsibility for the report. 41% of those not having responsibility for the Expenditure Report indicated that the campus business officer completed the report while the District office completed 30% of the reports. 85% were responsible for completing an evaluation report of all activities and developing the Needs Assessment Survey. Coordinators served on an average of five additional committees, because of the organizational structure or because they felt it was important. 60% reported responsibility for activities other than those funded by Title V, i.e., professional development programs. [Questions #9-15, & 20]

The Staff Development Advisory Committee

Committee Chair. As has been the trend in past years there was an increase in number of staff development coordinators identified as chair of the committee. 68% of the respondents indicated the coordinator as committee chair as compared to 57% in 1993. In 1990-92 the average was 33%. The survey indicates a significant decrease in management leadership for the committee. There were three colleges that reported no chair - duties were distributed among committee members. [Question #24]

Committee Composition. Committees size ranged from 5-24. A balance of faculty, classified and management was evident. [Question #21-23]

Subcommittees. All indicated that they had various subcommittees. Of the subcommittees reported 67% had a FLEX subcommittee, 55% had a subcommittee for classified, and 35% reported a subcommittee for managers. NOTE: Several reported that they did not have "subcommittees" but "committees that were separate entities".[Question #25-27]

Assignment of Funds. In past surveys there has been a steady trend toward assigning dollar amounts by employee categories. The 1994 survey indicates that the dollar amounts are assigned (51%) by the advisory committee and not by employee category. It should be noted however that many reported that they assigned conference funds by employee category.

The percent of dollars expended by employee category for activities was approximately 56% for faculty, 37% for classified and 7% for managers. The amounts were determined by FTEP (Full Time Equivalency Personnel) in most cases. Additional dollars were spent for classified salaries, faculty reassigned time, clerical supplies and duplication. Dollars spent on District Staff Development activities were surveyed but the responses in most cases indicated that there was a lack of knowledge by the respondent as to how funds were allocated and used at the District level. Several colleges expressed concerns about the manner in which the District committed dollars without campus approval. [Question #29-34]

Major Uses of Funds. There was little change in the uses of the funds. Although in general the uses have been consistent over the years, there seems to be a trend toward more campus based activities versus conference and retreat expenditures. 100% reported using funds for conference/workshops, 78% for facilitators/speakers, 76% for retreats, and 66% for retraining/upgrading. There was a 50% increase in dollars expended for new staff orientations. [Question #36-50]

New Information

Staff Development and Shared Governance. In a question added to the 1994 survey over 56% of the respondents indicated that more needs to be done regarding staff development and shared governance, 28% said staff development has had limited success in regard to shared governance, and 15% indicated that staff development has "greatly enhanced governance". [Question #51]

HISTOGRAM REPORT SURVEY: STATESD PAGE: 1

STAFF DEVELOPMENT COORDINATORS AND PROGRAM SURVEY

QUESTION 1: Total Classified staff on our campus is:

Response	%	RESPONSE PERCENTAGE (/ 10) .....1....2....3....4....5....6....7....8....9....10
1 Less than 50	17.0	
2 251 - 300	11.3	
3 51 - 150	26.4	
4 301 plus	20.8	
5 151 - 250	24.5	

Total respondents = 53 Mean = 3.25 Std. Dev. = 1.39
Non-respondents = 6 Non-respondents as % of total forms = 10.17

QUESTION 2: Total Full-time faculty count on our campus is:

Response	%	RESPONSE PERCENTAGE (/ 10) .....1....2....3....4....5....6....7....8....9....10
1 Less than 50	16.1	
2 251 - 300	14.3	
3 51 - 150	42.9	
4 301 plus	10.7	
5 151 - 250	16.1	

Total respondents = 56 Mean = 2.96 Std. Dev. = 1.24
Non-respondents = 3 Non-respondents as % of total forms = 5.08

QUESTION 3: Total Adjunct faculty count on our campus is:

Response	%	RESPONSE PERCENTAGE (/ 10) .....1....2....3....4....5....6....7....8....9....10
1 Less than 50	7.7	
2 251 - 300	11.5	
3 51 - 150	15.4	
4 300 plus	46.2	
5 151 - 250	19.2	

Total respondents = 52 Mean = 3.58 Std. Dev. = 1.15
Non-respondents = 5 Non-respondents as % of total forms = 8.77

HISTOGRAM REPORT SURVEY: STATESD PAGE: 2

STAFF DEVELOPMENT COORDINATORS AND PROGRAM SURVEY

QUESTION 4: Total Manager/Supervisor/Confidential staff count on our campus is:

Response	%	RESPONSE PERCENTAGE (/ 10) .....1....2....3....4....5....6....7....8....9....10
1 Less than 50	82.4	
2 251 - 300	0.0	
3 51 - 150	17.6	
4 300 plus	0.0	
5 151 - 250	0.0	

Total respondents = 51 Mean = 1.35 Std. Dev. = 0.76
Non-respondents = 8 Non-respondents as % of total forms = 13.56

QUESTION 5: Your employee classification other than the title of Staff Development Coordinator:

Response	%	RESPONSE PERCENTAGE (/ 10) .....1....2....3....4....5....6....7....8....9....10
1 Classified	14.5	
2 Faculty	47.3	
3 Mangr./Supervisor/Confidential	36.4	
4 Other _____	1.8	

Total respondents = 55 Mean = 2.25 Std. Dev. = 0.72
Non-respondents = 4 Non-respondents as % of total forms = 6.78

QUESTION 6: I have served in this position for:

Response	%	RESPONSE PERCENTAGE (/ 10) .....1....2....3....4....5....6....7....8....9....10
1 1 year or less	34.5	
2 4 years	14.5	
3 2 years	21.8	
4 5 years or more	18.2	
5 3 years	10.9	

Total respondents = 55 Mean = 2.56 Std. Dev. = 1.40
Non-respondents = 4 Non-respondents as % of total forms = 6.78

* NOTE: Responses are not always in progressive sequence.

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STAF: DEVELOPMENT COORDINATORS AND PROGRAM SURVEY

QUESTION 7: Amount of release/reassigned time for Staif Development Coordinator:

Response	%	RESPONSE PERCENTAGE (/ 10) .....1....2....3....4....5....6....7....8....9....10
1 0 - 20%	53.7	
2 61 - 80%	16.7	
3 21 - 40%	13.0	
4 81 - 100%	5.6	
5 41 - 60%	11.1	

otal respondents = 54 Mean = 2.04 Std. Dev. = 1.37
Non-respondents = 5 Non-respondents as % of total forms = 8.47

QUESTION 8: This amount is:

Response	%	RESPONSE PERCENTAGE (/ 10) .....1....2....3....4....5....6....7....8....9....10
1 The same as last year	84.6	
2 A decrease over last year	5.8	
3 An increase over last year	5.8	
4 Comments _____	3.8	

Total respondents = 52 Mean = 1.29 Std. Dev. = 0.74
Non-respondents = 7 Non-respondents as % of total forms = 11.86

QUESTION 9: Are you responsible for writing the Human Development Resource Plan?

Response	%	RESPONSE PERCENTAGE (/ 10) .....1....2....3....4....5....6....7....8....9....10
1 Yes	58.5	
2 No	11.3	
3 Yes but cooperatively with:	30.2	

Total respondents = 53 Mean = 1.72 Std. Dev. = 0.90
Non-respondents = 5 Non-respondents as % of total forms = 8.62

STAFF DEVELOPMENT COORDINATORS AND PROGRAM SURVEY

QUESTION 10: Are you responsible for staff development activities other than those funded by AB 1725?

Response	%	RESPONSE PERCENTAGE (/ 10) .....1....2....3....4....5....6....7....8....9....10
1 Yes	61.1	
2 No	33.3	
3 If "yes" list _____	5.6	

Total respondents = 54 Mean = 1.44 Std. Dev. = 0.60
Non-respondents = 4 Non-respondents as % of total forms = 6.90

QUESTION 11: Are you responsible for an evaluation report of all activities?

Response	%	RESPONSE PERCENTAGE (/ 10) .....1....2....3....4....5....6....7....8....9....10
1 Yes	85.5	
2 No	14.5	

Total respondents = 55 Mean = 1.15 Std. Dev. = 0.35
Non-respondents = 4 Non-respondents as % of total forms = 6.78

QUESTION 12: Are your responsible for developing the Needs Assessment Survey?

Response	%	RESPONSE PERCENTAGE (/ 10) .....1....2....3....4....5....6....7....8....9....10
1 Yes	85.5	
2 No	14.5	

Total respondents = 55 Mean = 1.15 Std. Dev. = 0.35
Non-respondents = 4 Non-respondents as % of total forms = 6.78

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STAFF DEVELOPMENT COORDINATORS AND PROGRAM SURVEY

QUESTION 13: Are you responsible for setting agenda for Advisory Committee meetings?

Response	%	RESPONSE PERCENTAGE (/ 10) .....1....2....3....4....5....6....7....8....9....10
1 Yes	80.0	
2 No	20.0	

Total respondents = 55 Mean = 1.20 Std. Dev. = 0.40
Non-respondents = 4 Non-respondents as % of total forms = 6.78

QUESTION 14: Do you complete the AB 1725 Expenditure Report for the State and track the budget?

Response	%	RESPONSE PERCENTAGE (/ 10) .....1....2....3....4....5....6....7....8....9....10
1 Yes	53.7	
2 No	18.5	
3 Yes cooperatively with_____	27.8	

Total respondents = 54 Mean = 1.74 Std. Dev. = 0.86
Non-respondents = 5 Non-respondents as % of total forms = 8.47

QUESTION 15: If "no" to number 14, who does complete the report?

Response	%	RESPONSE PERCENTAGE (/ 10) .....1....2....3....4....5....6....7....8....9....10
1 District/Chancellor Office	29.4	
2 President's Office	5.9	
3 Campus Business Office	41.2	
4 Other _____	23.5	

Total respondents = 17 Mean = 2.59 Std. Dev. = 1.14
Non-respondents = 42 Non-respondents as % of total forms = 71.19

STAFF DEVELOPMENT COORDINATORS AND PROGRAM SURVEY

QUESTION 16: Do you have clerical support?

Response	%	RESPONSE PERCENTAGE (/ 10) .....1....2....3....4....5....6....7....8....9....10
1 Yes 1-10 hours per week	26.4	
2 Yes 31-40 hours per week	28.3	
3 Yes 11-20 hours per week	17.0	
4 No	22.6	
5 Yes 21-30 hours per week	5.7	

Total respondents = 53 Mean = 2.53 Std. Dev. = 1.25
Non-respondents = 5 Non-respondents as % of total forms = 9.62

QUESTION 17: How frequently do you administer a Needs Assessment Survey?

Response	%	RESPONSE PERCENTAGE (/ 10) .....1....2....3....4....5....6....7....8....9....10
1 Annually	59.3	
2 Every 3 years	11.1	
3 Bi-annually	13.0	
4 Not assessed on campus	3.7	
5 Every 2 years	13.0	

Total respondents = 54 Mean = 2.00 Std. Dev. = 1.43
Non-respondents = 5 Non-respondents as % of total forms = 8.47

QUESTION 18: How was your assignment as Staff Development Coordinator determined?

Response	%	RESPONSE PERCENTAGE (/ 10) .....1....2....3....4....5....6....7....8....9....10
1 I was recruited	30.2	
2 The position was advertised	24.5	
3 I was assigned to the position	34.0	
4 Other_____	11.3	

Total respondents = 53 Mean = 2.26 Std. Dev. = 1.01
Non-respondents = 4 Non-respondents as % of total forms = 7.02

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STAFF DEVELOPMENT COORDINATORS AND PROGRAM SURVEY

QUESTION 19: What is your length of assignment as Staff Development Coordinator?

Response	%	RESPONSE PERCENTAGE (/ 10) .....1....2....3....4....5....6....7....8....9....10
1 1 year	21.6	
2 3 years	19.6	
3 '2 years	17.6	
4 Indefinitely	41.2	

Total respondents = 51 Mean = 2.78 Std. Dev. = 1.19
Non-respondents = 7 Non-respondents as % of total forms = 12.07

QUESTION 20: Does being the Staff Development Coordinator necessitate your being on additional committees?

Response	%	RESPONSE PERCENTAGE (/ 10) .....1....2....3....4....5....6....7....8....9....10
1 Yes	67.3	
2 No	26.9	
3 If "yes" list _____	5.8	

Total respondents = 52 Mean = 1.38 Std. Dev. = 0.59
Non-respondents = 4 Non-respondents as % of total forms = 7.14

QUESTION 21: Faculty on the AB 1725 Staff Development Committee comprises of:

Response	%	RESPONSE PERCENTAGE (/ 10) .....1....2....3....4....5....6....7....8....9....10
1 1 - 2	20.0	
2 5 - 6	12.7	
3 3 - 4	45.5	
4 7 plus	21.8	

Total respondents = 55 Mean = 2.69 Std. Dev. = 1.02
Non-respondents = 4 Non-respondents as % of total forms = 6.78

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STAFF DEVELOPMENT COORDINATORS AND PROGRAM SURVEY

QUESTION 22: Classified on the AB 1725 Staff Development Committee comprises of:

Response	%	RESPONSE PERCENTAGE (/ 10) .....1....2....3....4....5....6....7....8....9....10
1 1 - 2	31.5	
2 5 - 6	16.7	
3 3 - 4	46.3	
4 7 plus	5.6	

Total respondents = 54 Mean = 2.26 Std. Dev. = 0.97
Non-respondents = 5 Non-respondents as % of total forms = 8.47

QUESTION 23: Managers/supervisors/confidential staff on the AB 1725 Staff Development Committee comprises of:

Response	%	RESPONSE PERCENTAGE (/ 10) .....1....2....3....4....5....6....7....8....9....10
1 1 - 2	50.0	
2 5 - 7	11.1	
3 3 - 4	38.9	
4 7 plus	0.0	

Total respondents = 54 Mean = 1.89 Std. Dev. = 0.94
Non-respondents = 5 Non-respondents as % of total forms = 8.47

QUESTION 24: The chair of our AB 1725 Staff Development Advisory committee is:

Response	%	RESPONSE PERCENTAGE (/ 10) .....1....2....3....4....5....6....7....8....9....10
1 Staff Development Coordinator	67.9	
2 Faculty committee member	5.7	
3 Classified committee member	1.9	
4 Other _____	17.0	
5 Manager committee member	7.5	

Total respondents = 53 Mean = 1.91 Std. Dev. = 1.43
Non-respondents = 4 Non-respondents as % of total forms = 7.02

STAFF DEVELOPMENT COORDINATORS AND PROGRAM SURVEY

QUESTION 25: Is there an Advisory Sub-committee for Faculty/FLEX?

RESPONSE PERCENTAGE (/ 10)

Response	%	.....1....2....3....4....5....6....7....8....9....10
1 Yes	69.2	
2 No	28.8	
3 If "yes" give title _____	1.9	

Total respondents = 52 Mean = 1.33 Std. Dev. = 0.51
Non-respondents = 3 Non-respondents as % of total forms = 5.45

QUESTION 26: Is there an Advisory Sub-committee for Classified?

RESPONSE PERCENTAGE (/ 10)

Response	%	.....1....2....3....4....5....6....7....8....9....10
1 Yes	54.7	
2 No	43.4	
3 If "yes" give title _____	1.9	

Total respondents = 53 Mean = 1.47 Std. Dev. = 0.54
Non-respondents = 4 Non-respondents as % of total forms = 7.02

QUESTION 27: Is there an Advisory Sub-committee for Managers?

RESPONSE PERCENTAGE (/ 10)

Response	%	.....1....2....3....4....5....6....7....8....9....10
1 Yes	35.3	
2 No	62.7	
3 If "yes" give title_____	2.0	

Total respondents = 51 Mean = 1.67 Std. Dev. = 0.51
Non-respondents = 6 Non-respondents as % of total forms = 10.53

STAFF DEVELOPMENT COORDINATORS AND PROGRAM SURVEY

QUESTION 28: Is there an Advisory Sub-committee for other?

RESPONSE PERCENTAGE (/ 10)

Response	%	.....1....2....3....4....5....6....7....8....9....10
1 Yes	24.5	
2 No	75.5	
3 If "yes" give title ___ _____	0.0	

Total respondents = 53 Mean = 1.75 Std. Dev. = 0.43
Non-respondents = 3 Non-respondents as % of total forms = 5.36

QUESTION 29: Does the committee assign dollar amounts by employee category?

RESPONSE PERCENTAGE (/ 10)

Response	%	.....1....2....3....4....5....6....7....8....9....10
1 Yes	50.9	
2 No	49.1	

Total respondents = 53 Mean = 1.49 Std. Dev. = 0.50
Non-respondents = 6 Non-respondents as % of total forms = 10.17

QUESTION 30: Approximately what percent of Staff Development dollars are spent on Faculty & Adjunct:

RESPONSE PERCENTAGE (/ 10)

Response	%	.....1....2....3....4....5....6....7....8....9....10
1 Less than 9%	11.8	
2 40% - 55%	29.4	
3 10% - 24%	5.9	
4 56% plus	45.1	
5 25% - 39%	7.8	

Total respondents = 51 Mean = 3.08 Std. Dev. = 1.23
Non-respondents = 6 Non-respondents as % of total forms = 10.53

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STAFF DEVELOPMENT COORDINATORS AND PROGRAM SURVEY

Question 31: Approximately what percent of Staff Development dollars are spent on Classified?

Response	%	RESPONSE PERCENTAGE (/ 10) .....1....2....3....4....5....6....7....8....9....10
1 Less than 9%	18.9	
2 40% - 55%	9.4	
3 10% - 24%	22.6	
4 56% plus	0.0	
5 25% - 39%	49.1	

Total respondents = 53 Mean = 3.51 Std. Dev. = 1.60
Non-respondents = 6 Non-respondents as % of total forms = 10.17

Question 32: Approximately what percent of Staff Development dollars are spent on Administration/Management:

Response	%	RESPONSE PERCENTAGE (/ 10) .....1....2....3....4....5....6....7....8....9....10
1 Less than 9%	57.7	
2 40% - 55%	0.0	
3 10% - 24%	40.4	
4 56% plus	0.0	
5 25% - 39%	1.9	

Total respondents = 52 Mean = 1.88 Std. Dev. = 1.07
Non-respondents = 7 Non-respondents as % of total forms = 11.86

Question 33: Approximately what percent of Staff Development dollars are spent on the District:

Response	%	RESPONSE PERCENTAGE (/ 10) .....1....2....3....4....5....6....7....8....9....10
1 Less than 9%	82.5	
2 40% - 50%	0.0	
3 10% - 24%	15.0	
4 56% plus	0.0	
5 25% - 39%	2.5	

Total respondents = 40 Mean = 1.40 Std. Dev. = 0.92
Non-respondents = 19 Non-respondents as % of total forms = 32.20

STAFF DEVELOPMENT COORDINATORS AND PROGRAM SURVEY

QUESTION 34: Approximately what percent of Staff Development dollars are spent on Other (please list other _____):

Response	%	RESPONSE PERCENTAGE (/ 10) .....1....2....3....4....5....6....7....8....9....10
1 Less than 9%	82.4	
2 40% - 55%	2.9	
3 10% - 24%	11.8	
4 56% plus	0.0	
5 25% - 39%	2.9	

Total respondents = 34 Mean = 1.38 Std. Dev. = 0.91
Non-respondents = 25 Non-respondents as % of total forms = 42.37

QUESTION 35: Are there concerns regarding district or campus administrators arbitrarily using Staff Development funds?

Response	%	RESPONSE PERCENTAGE (/ 10) .....1....2....3....4....5....6....7....8....9....10
1 Yes comments _____	26.8	
2 No	73.2	

Total respondents = 56 Mean = 1.73 Std. Dev. = 0.44
Non-respondents = 3 Non-respondents as % of total forms = 5.08

QUESTION 36: Are funds spent on workshop/conference attendance? If "yes" indicate the classifications that apply:

Response	%	RESPONSE PERCENTAGE (/ 10) .....1....2....3....4....5....6....7....8....9....10
1 Yes	26.3	
2 No	0.0	
3 Faculty/Adjunct	24.9	
4 Classified	25.4	
5 Admin./Mngt.	23.4	

Total respondents = 205 Mean = 3.20 Std. Dev. = 1.49
Non-respondents = 90 Non-respondents as % of total forms = 30.51

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STAFF DEVELOPMENT COORDINATORS AND PROGRAM SURVEY

QUESTION 37: Are funds spent on release/reassigned time: If "yes" indicated each of those classifications that apply:

Response	%	RESPONSE PERCENTAGE (/ 10) .....1....2....3....4....5....6....7....8....9....10
1 Yes	21.9	
2 No	52.1	
3 Faculty/Adjunct	21.9	
4 Classified	4.1	
5 Admin./Mngt.	0.0	

Total respondents = 73 Mean = 2.08 Std. Dev. = 0.77
Non-respondents = 222 Non-respondents as % of total forms = 75.25

QUESTION 38: Are funds spent on retreats/"advancements"? If "yes" indicate each of those classifications that apply:

Response	%	RESPONSE PERCENTAGE (/ 10) .....1....2....3....4....5....6....7....8....9....10
1 Yes	29.9	
2 No	4.5	
3 Faculty/Adjunct	24.7	
4 Classified	20.8	
5 Admin./Mngt.	20.1	

Total respondents = 154 Mean = 2.97 Std. Dev. = 1.50
Non-respondents = 141 Non-respondents as % of total forms = 47.80

QUESTION 39: Are funds spent on curriculum development? If "yes" indicate each of those classifications that apply:

Response	%	RESPONSE PERCENTAGE (/ 10) .....1....2....3....4....5....6....7....8....9....10
1 Yes	30.3	
2 No	19.3	
3 Faculty/Adjunct	31.2	
4 Classified	8.3	
5 Admin./Mngt.	11.0	

Total respondents = 109 Mean = 2.50 Std. Dev. = 1.30
Non-respondents = 186 Non-respondents as % of total forms = 63.05

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QUESTION 40: Are funds spent on tuition reimbursements? If "yes" indicate each of those classifications that apply:

Response	%	RESPONSE PERCENTAGE (/ 10) .....1....2....3....4....5....6....7....8....9....10
1 Yes	26.4	
2 No	21.8	
3 Faculty/Adjunct	16.4	
4 Classified	24.5	
5 Admin./Mngt.	10.9	

Total respondents = 110 Mean = 2.72 Std. Dev. = 1.37
Non-respondents = 185 Non-respondents as % of total forms = 62.71

QUESTION 41: Are funds spent on research/travel? If "yes" indicate each of those classifications that apply:

Response	%	RESPONSE PERCENTAGE (/ 10) .....1....2....3....4....5....6....7....8....9....10
1 Yes	26.2	
2 No	13.5	
3 Faculty/Adjunct	25.5	
4 Classified	17.0	
5 Admin./Mngt.	17.7	

Total respondents = 141 Mean = 2.87 Std. Dev. = 1.43
Non-respondents = 154 Non-respondents as % of total forms = 52.20

QUESTION 42: Are funds spent on equipment/supplies? If "yes" indicate each of those classifications that apply:

Response	%	RESPONSE PERCENTAGE (/ 10) .....1....2....3....4....5....6....7....8....9....10
1 Yes	26.4	
2 No	10.1	
3 Faculty/Adjunct	25.0	
4 Classified	19.6	
5 Admin./Mngt.	18.9	

Total respondents = 148 Mean = 2.95 Std. Dev. = 1.45
Non-respondents = 147 Non-respondents as % of total forms = 49.83

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QUESTION 43: Are funds spent on facilitators/speakers? If "yes" indicate each of those classifications that apply:

RESPONSE PERCENTAGE (/ 10)

Response	%	.....1....2....3....4....5....6....7....8....9....10
1 Yes	27.3	
2 No	0.5	
3 Faculty/Adjunct	26.3	
4 Classified	24.2	
5 Admin./Mngt.	21.7	

Total respondents = 198 Mean = 3.13 Std. Dev. = 1.48
Non-respondents = 97 Non-respondents as % of total forms = 32.88

QUESTION 44: Are funds spent on re-training/upgrading? If "yes" indicate each of those classifications that apply:

RESPONSE PERCENTAGE (/ 10)

Response	%	.....1....2....3....4....5....6....7....8....9....10
1 Yes	27.5	
2 No	7.2	
3 Faculty/Adjunct	23.5	
4 Classified	24.8	
5 Admin./Mngt.	17.0	

Total respondents = 153 Mean = 2.97 Std. Dev. = 1.45
Non-respondents = 142 Non-respondents as % of total forms = 48.14

QUESTION 45: Are funds spent on the newsletters? If "yes" indicate each of those classifications that apply:

RESPONSE PERCENTAGE (/ 10)

Response	%	.....1....2....3....4....5....6....7....8....9....10
1 Yes	18.3	
2 No	33.7	
3 Faculty/Adjunct	16.3	
4 Classified	15.4	
5 Admin./Mngt.	16.3	

Total respondents = 104 Mean = 2.78 Std. Dev. = 1.35
Non-respondents = 191 Non-respondents as % of total forms = 64.75

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QUESTION 46: Are funds spent on adjunct mentor programs? If "yes" indicate each of those classifications that apply:

RESPONSE PERCENTAGE (/ 10)

Response	%	.....1....2....3....4....5....6....7....8....9....10
1 Yes	14.5	
2 No	67.7	
3 Faculty/Adjunct	16.1	
4 Classified	1.6	
5 Admin./Mngt.	0.0	

Total respondents = 62 Mean = 2.05 Std. Dev. = 0.61
Non-respondents = 233 Non-respondents as % of total forms = 78.98

QUESTION 47: Are funds spent on new employee orientations? If "yes" indicate each of those classifications that apply:

RESPONSE PERCENTAGE (/ 10)

Response	%	.....1....2....3....4....5....6....7....8....9....10
1 Yes	23.9	
2 No	26.6	
3 Faculty/Adjunct	22.9	
4 Classified	17.4	
5 Admin./Mngt.	9.2	

Total respondents = 109 Mean = 2.61 Std. Dev. = 1.27
Non-respondents = 186 Non-respondents as % of total forms = 63.05

QUESTION 48: Are funds spent on new employee mentor programs? If "yes" indicate each of those classifications that apply:

RESPONSE PERCENTAGE (/ 10)

Response	%	.....1....2....3....4....5....6....7....8....9....10
1 Yes	13.2	
2 No	57.9	
3 Faculty/Adjunct	13.2	
4 Classified	10.5	
5 Admin./Mngt.	5.3	

Total respondents = 76 Mean = 2.37 Std. Dev. = 1.01
Non-respondents = 219 Non-respondents as % of total forms = 74.24

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QUESTION 49: Are funds spent on faculty/staff resource center? If "yes" indicate each of those classifications that apply:

RESPONSE PERCENTAGE (/ 10)

Response	%	.....1....2....3....4....5....6....7....8....9....10
1 Yes	20.4	
2 No	29.6	
3 Faculty/Adjunct	20.4	
4 Classified	16.7	
5 Admin./Mngt.	13.0	

Total respondents = 108 Mean = 2.72 Std. Dev. = 1.31
Non-respondents = 187 Non-respondents as % of total forms = 63.39

QUESTION 50: Are funds spent on FLEX day activities? If "yes" indicate each of those classifications that apply:

RESPONSE PERCENTAGE (/ 10)

Response	%	.....1....2....3....4....5....6....7....8....9....10
1 Yes	27.4	
2 No	6.4	
3 Faculty/Adjunct	26.8	
4 Classified	19.7	
5 Admin./Mngt.	19.7	

Total respondents = 157 Mean = 2.98 Std. Dev. = 1.46
Non-respondents = 138 Non-respondents as % of total forms = 46.78

QUESTION 51: Staff development activities on shared governance has:

RESPONSE PERCENTAGE (/ 10)

Response	%	.....1....2....3....4....5....6....7....8....9....10
1 Greatly enhanced governance	15.2	
2 Had limited success	28.3	
3 We need to do more	56.5	

Total respondents = 46 Mean = 2.41 Std. Dev. = 0.74
Non-respondents = 12 Non-respondents as % of total forms = 20.69

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QUESTION 52: Do you have mandatory days?

RESPONSE PERCENTAGE (/ 10)

Response	%	.....1....2....3....4....5....6....7....8....9....10
1 Yes District	46.7	
2 No	11.7	
3 Yes Campus	38.3	
4 Other _____	3.3	

Total respondents = 60 Mean = 1.98 Std. Dev. = 0.99
Non-respondents = 176 Non-respondents as % of total forms = 74.58

QUESTION 53: Do you have District staff development days?

RESPONSE PERCENTAGE (/ 10)

Response	%	.....1....2....3....4....5....6....7....8....9....10
1 Yes	53.8	
2 No	46.2	

Total respondents = 52 Mean = 1.46 Std. Dev. = 0.50
Non-respondents = 7 Non-respondents as % of total forms = 11.86

QUESTION 54: In addition to my position, there is also a FLEX Coordinator/Officer:

RESPONSE PERCENTAGE (/ 10)

Response	%	.....1....2....3....4....5....6....7....8....9....10
1 Yes	37.7	
2 No	62.3	

Total respondents = 53 Mean = 1.62 Std. Dev. = 0.48
Non-respondents = 6 Non-respondents as % of total forms = 10.17

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