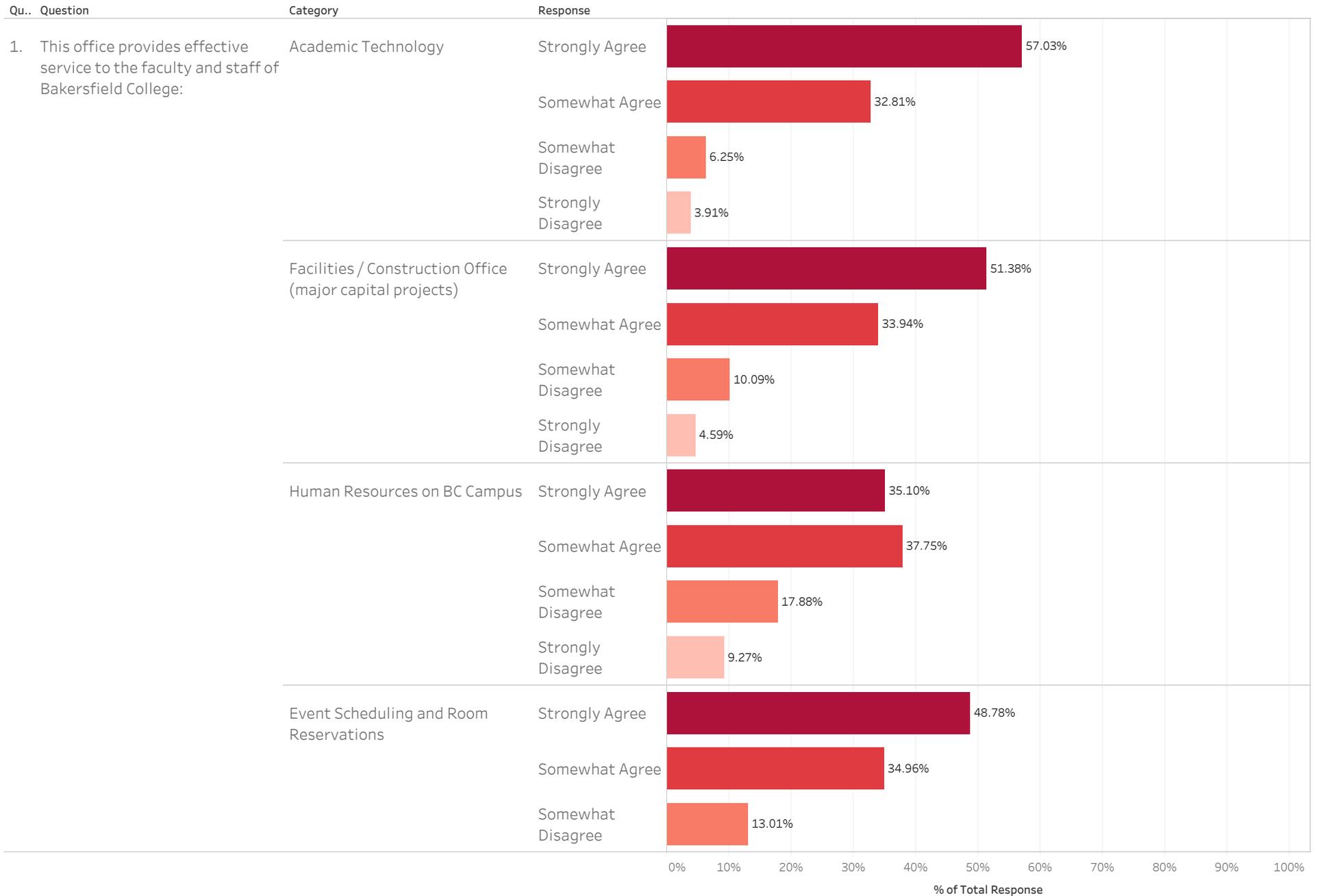


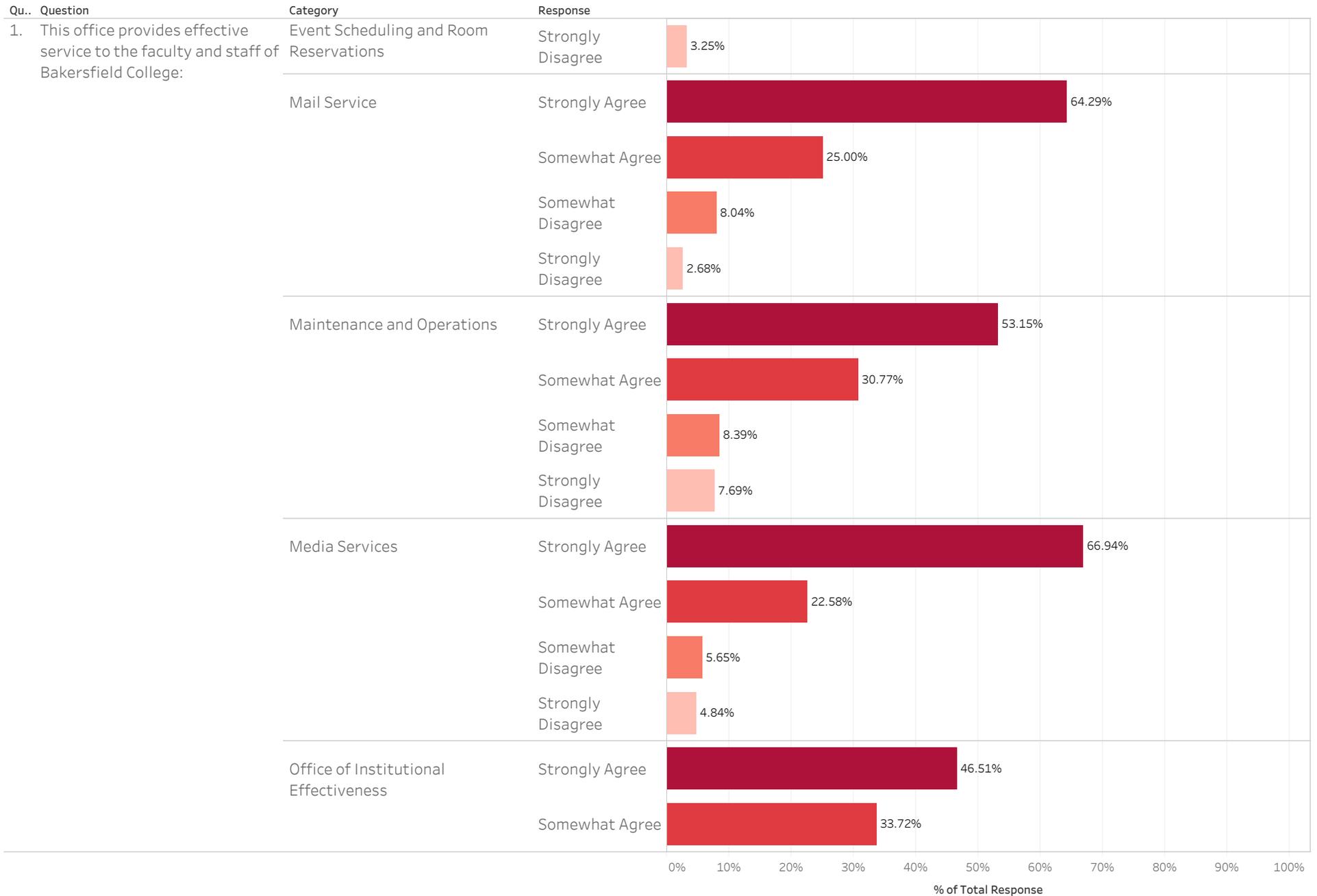
# BC Accreditation Survey 2019

## All Questions - Charts



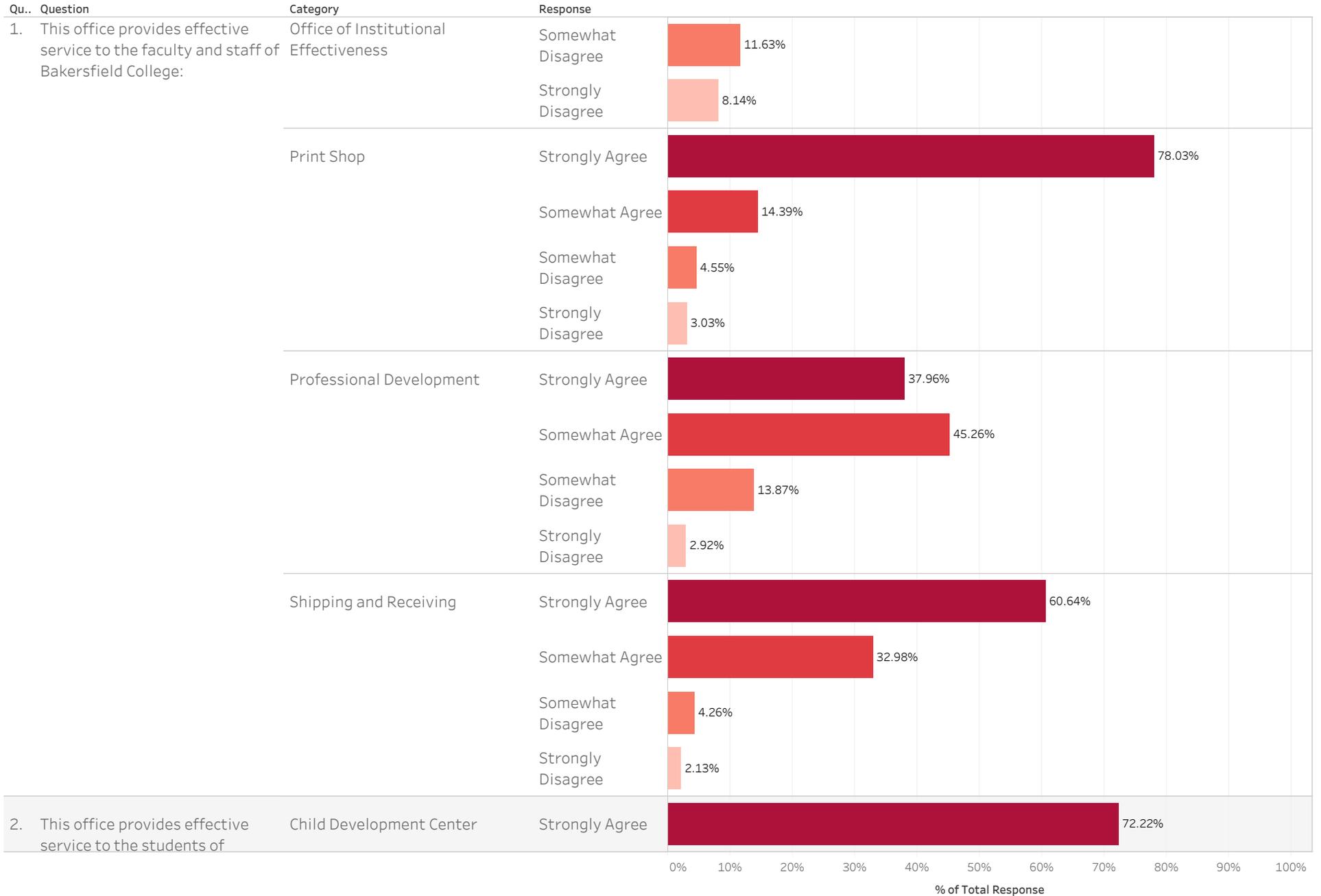
# BC Accreditation Survey 2019

## All Questions - Charts



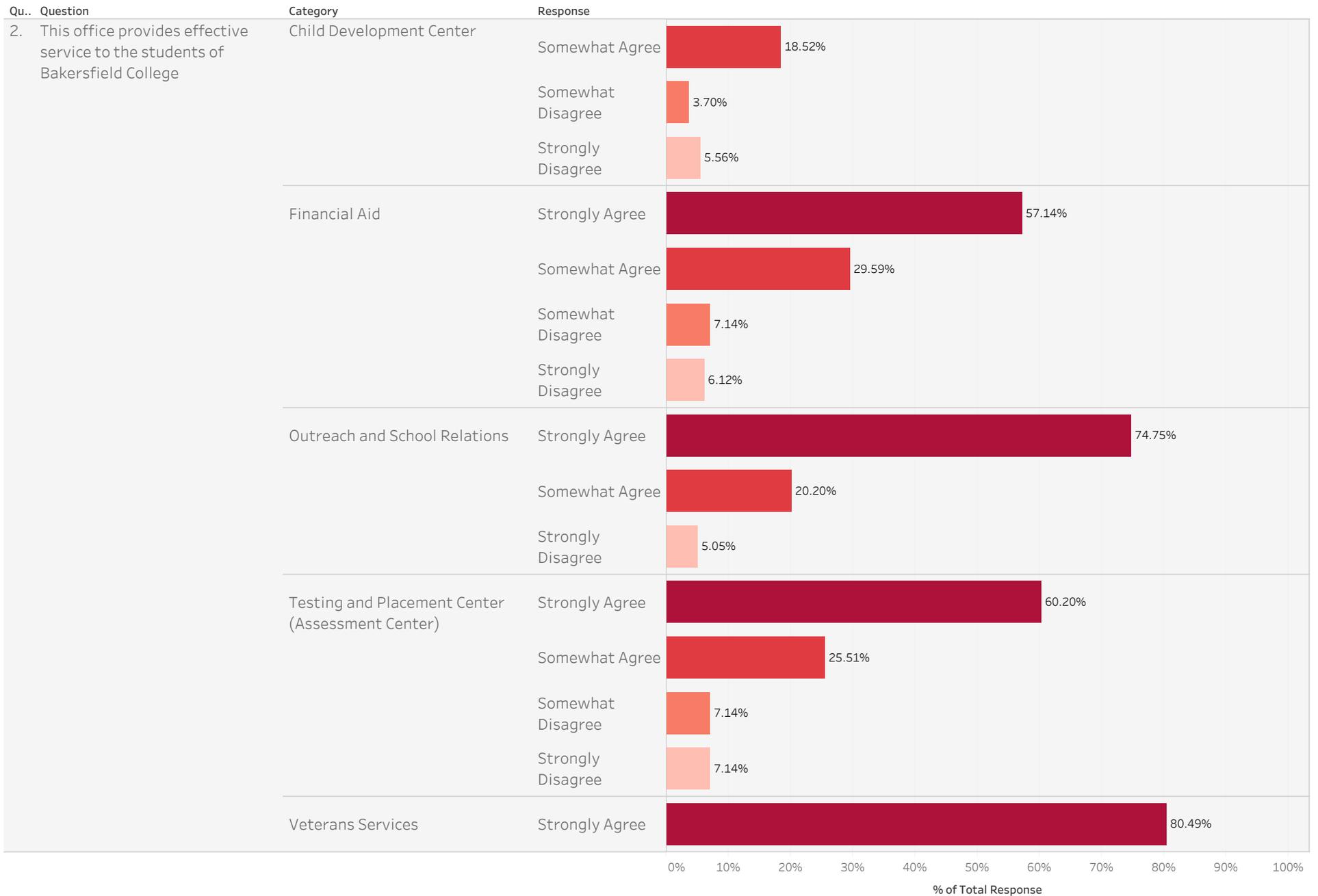
# BC Accreditation Survey 2019

## All Questions - Charts



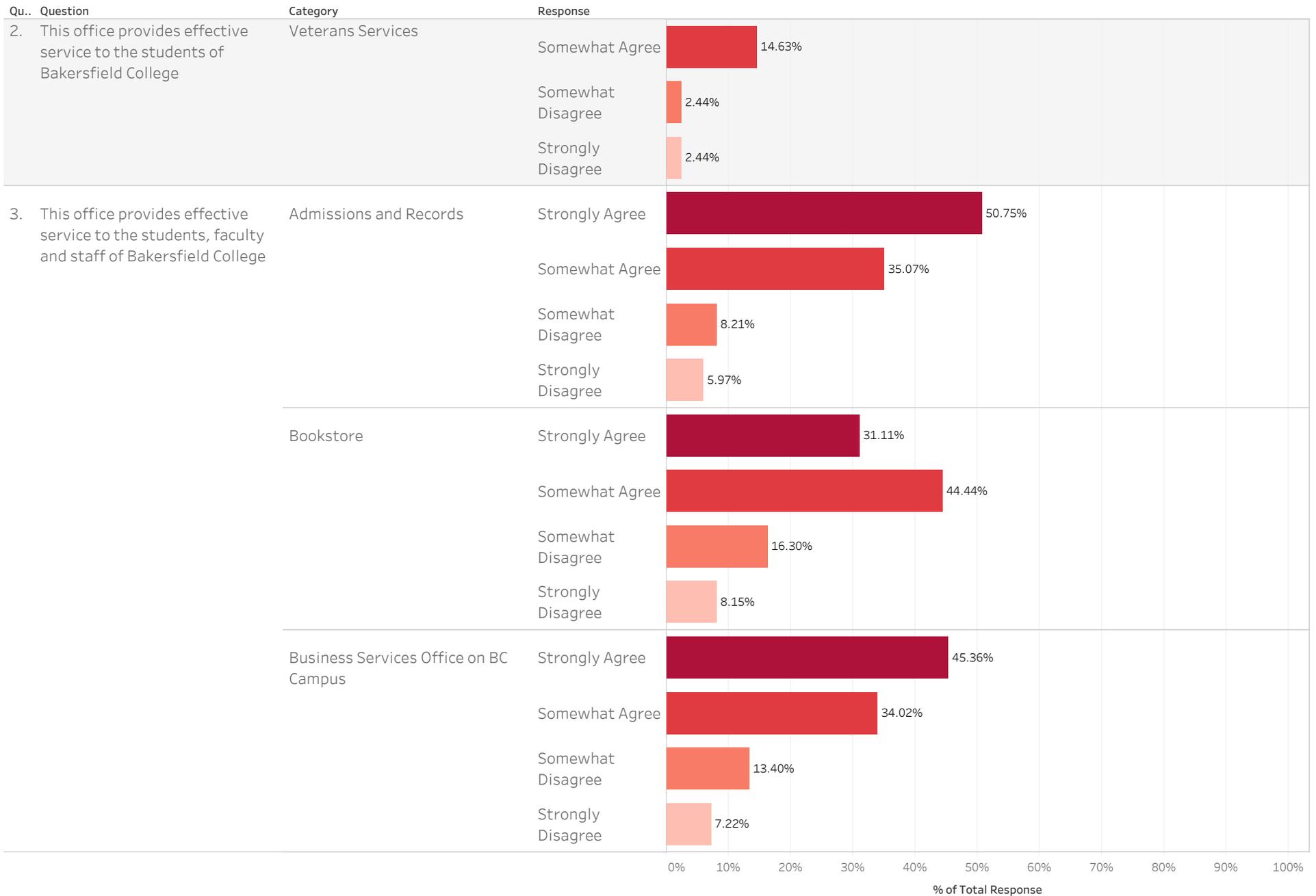
# BC Accreditation Survey 2019

## All Questions - Charts



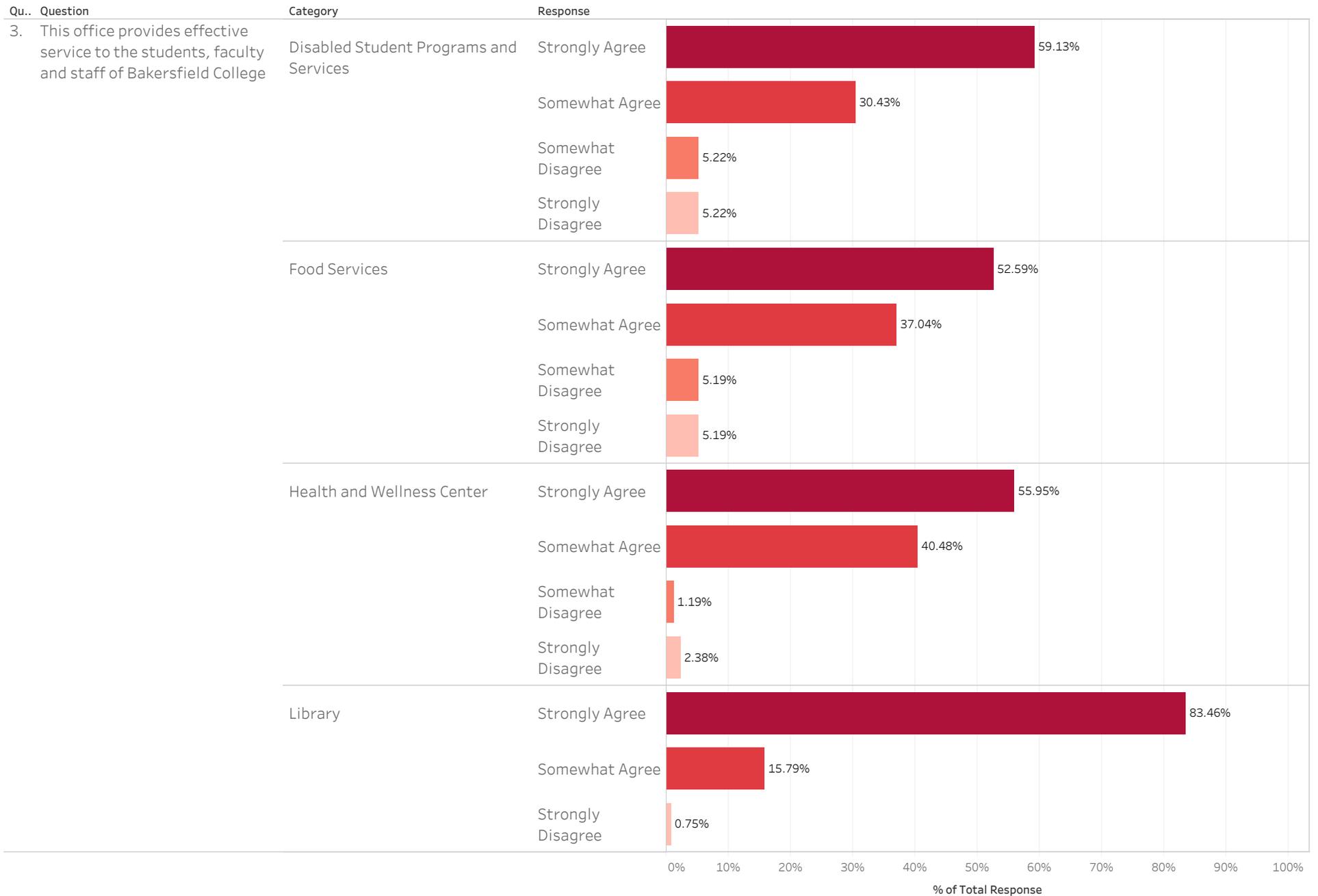
# BC Accreditation Survey 2019

## All Questions - Charts



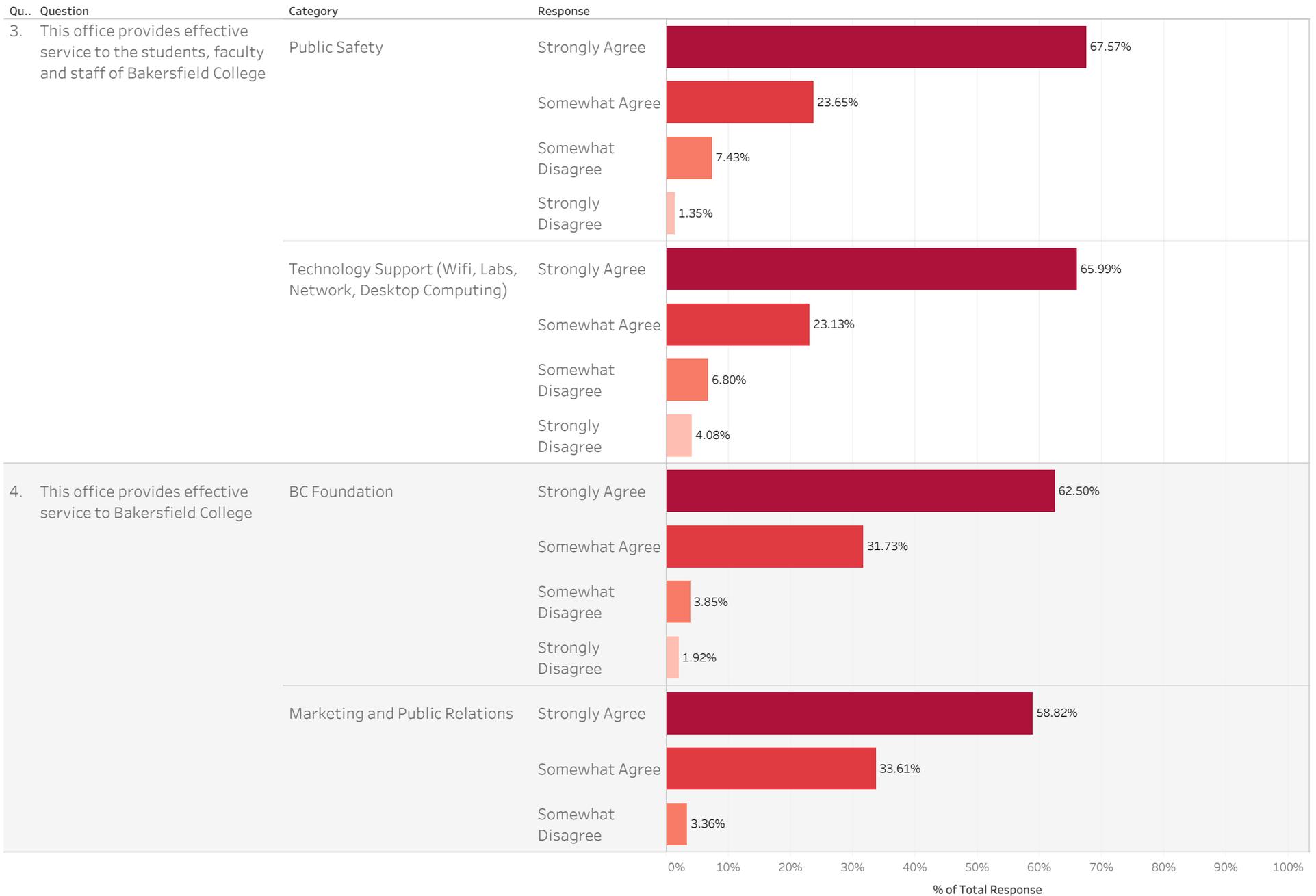
# BC Accreditation Survey 2019

## All Questions - Charts



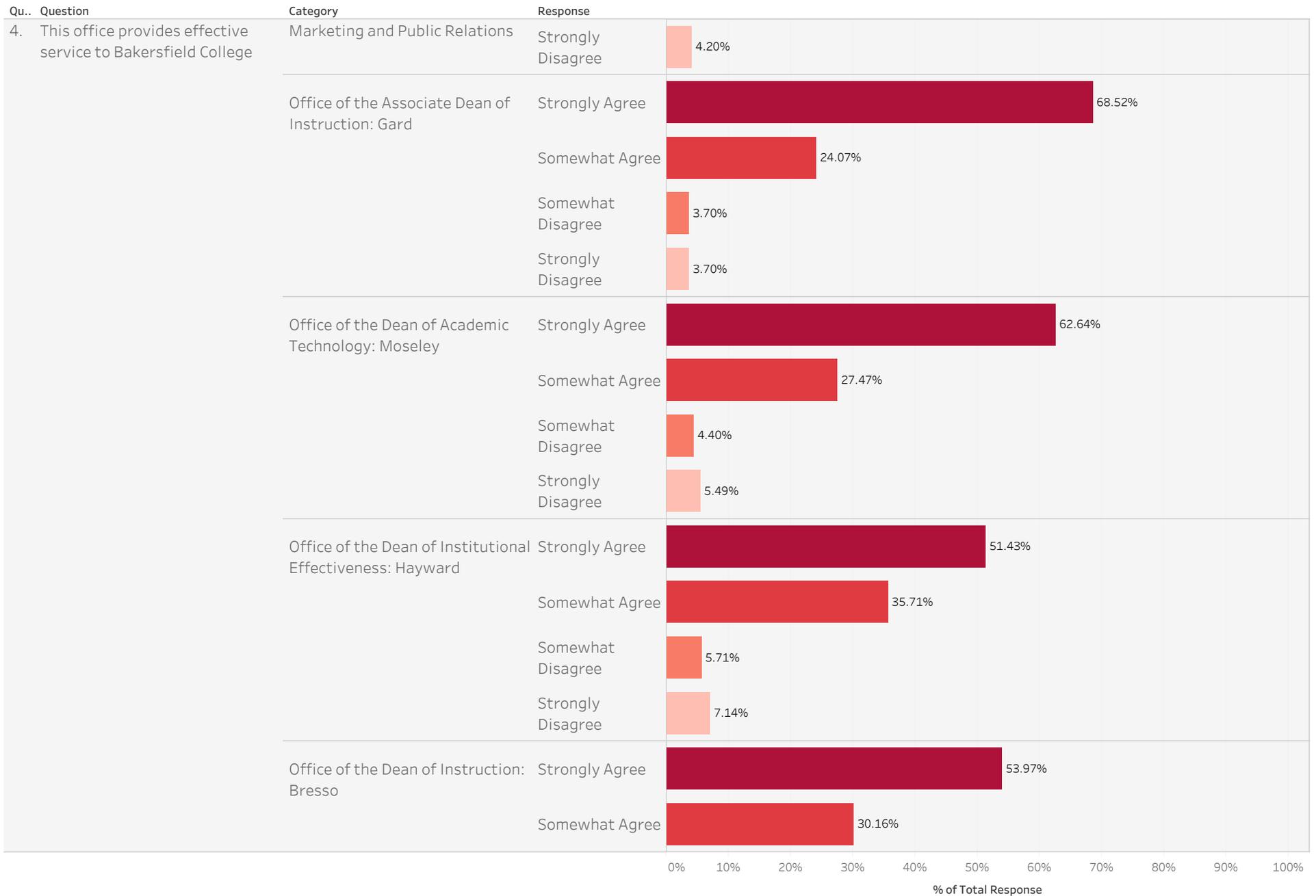
# BC Accreditation Survey 2019

## All Questions - Charts



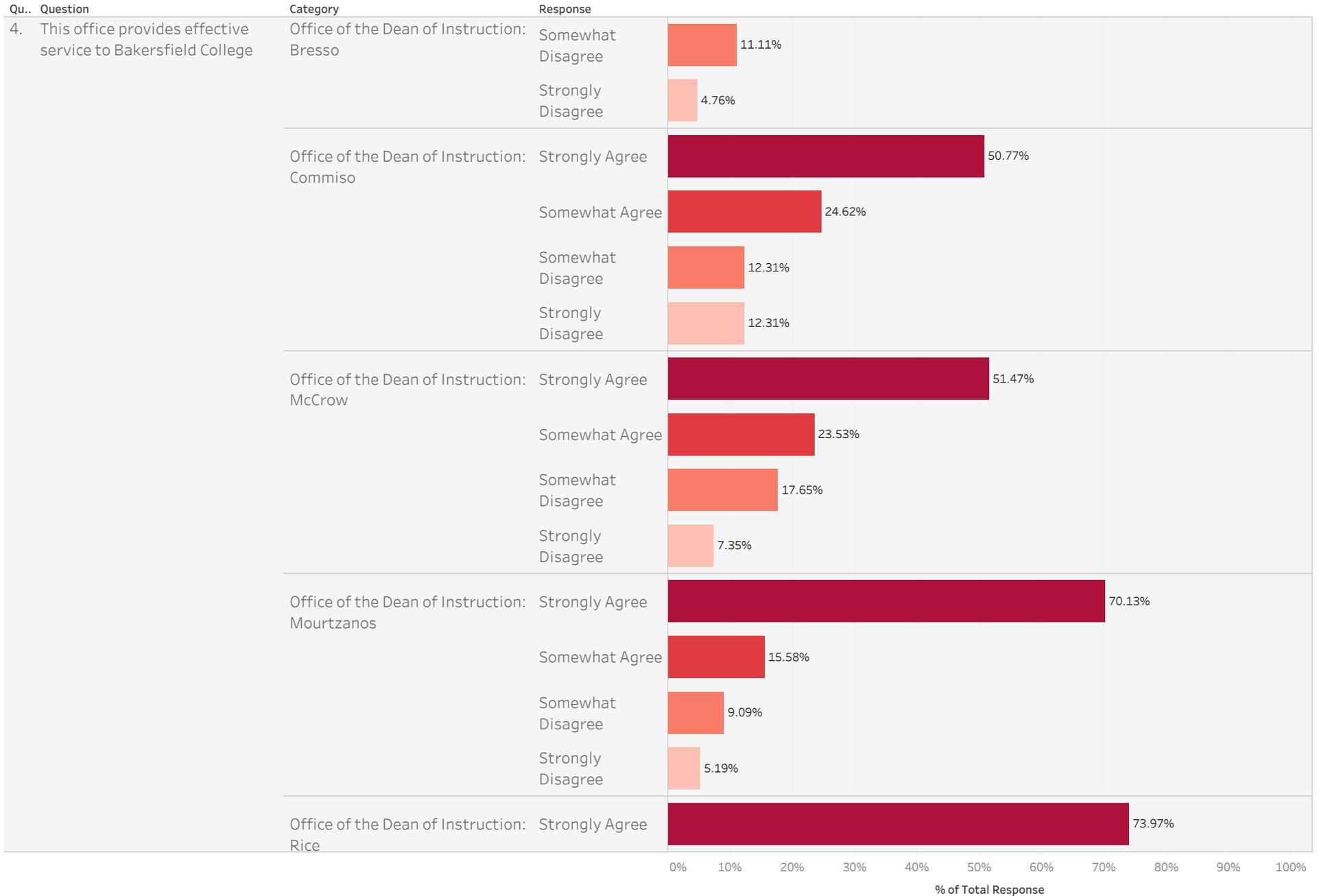
# BC Accreditation Survey 2019

## All Questions - Charts



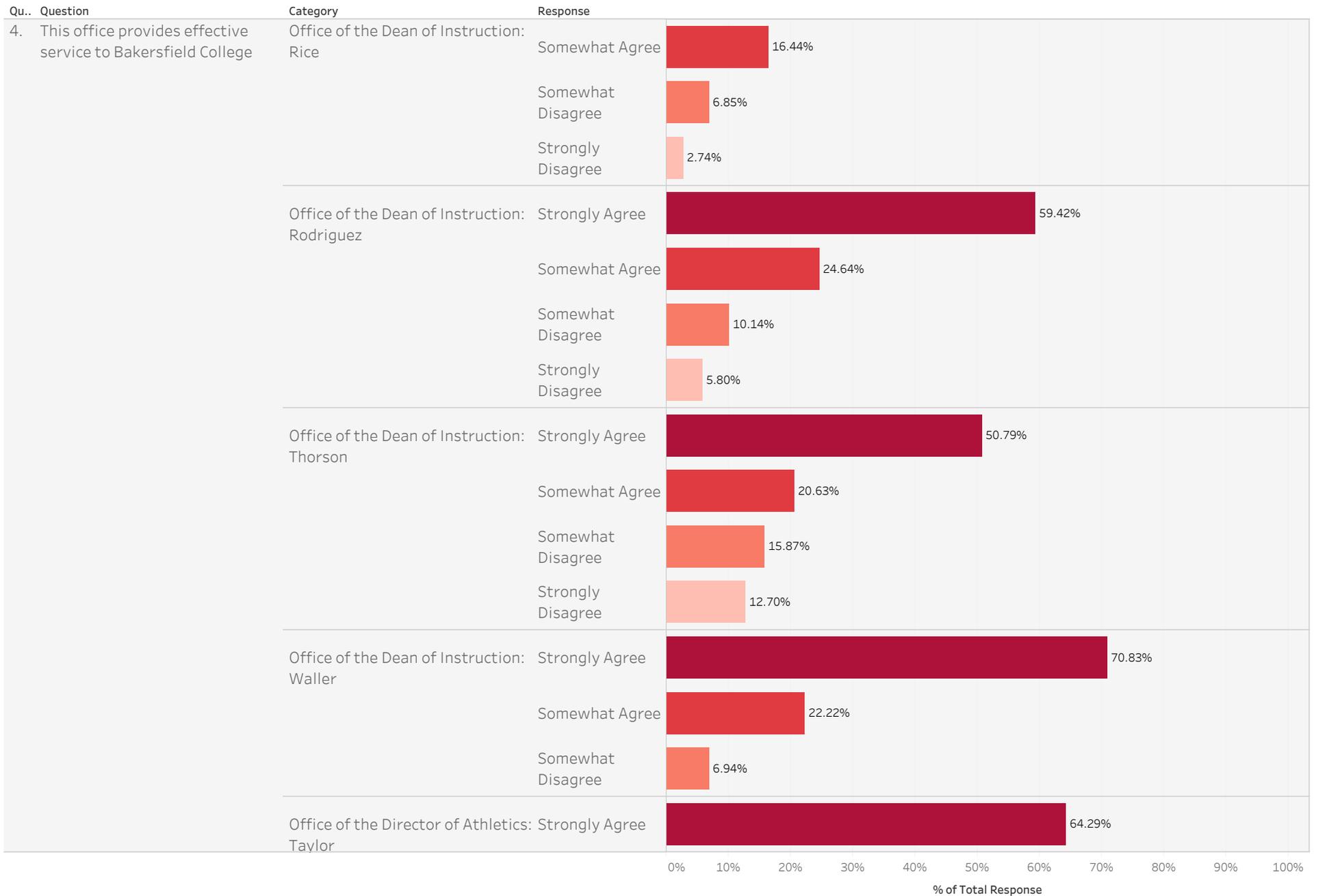
# BC Accreditation Survey 2019

## All Questions - Charts



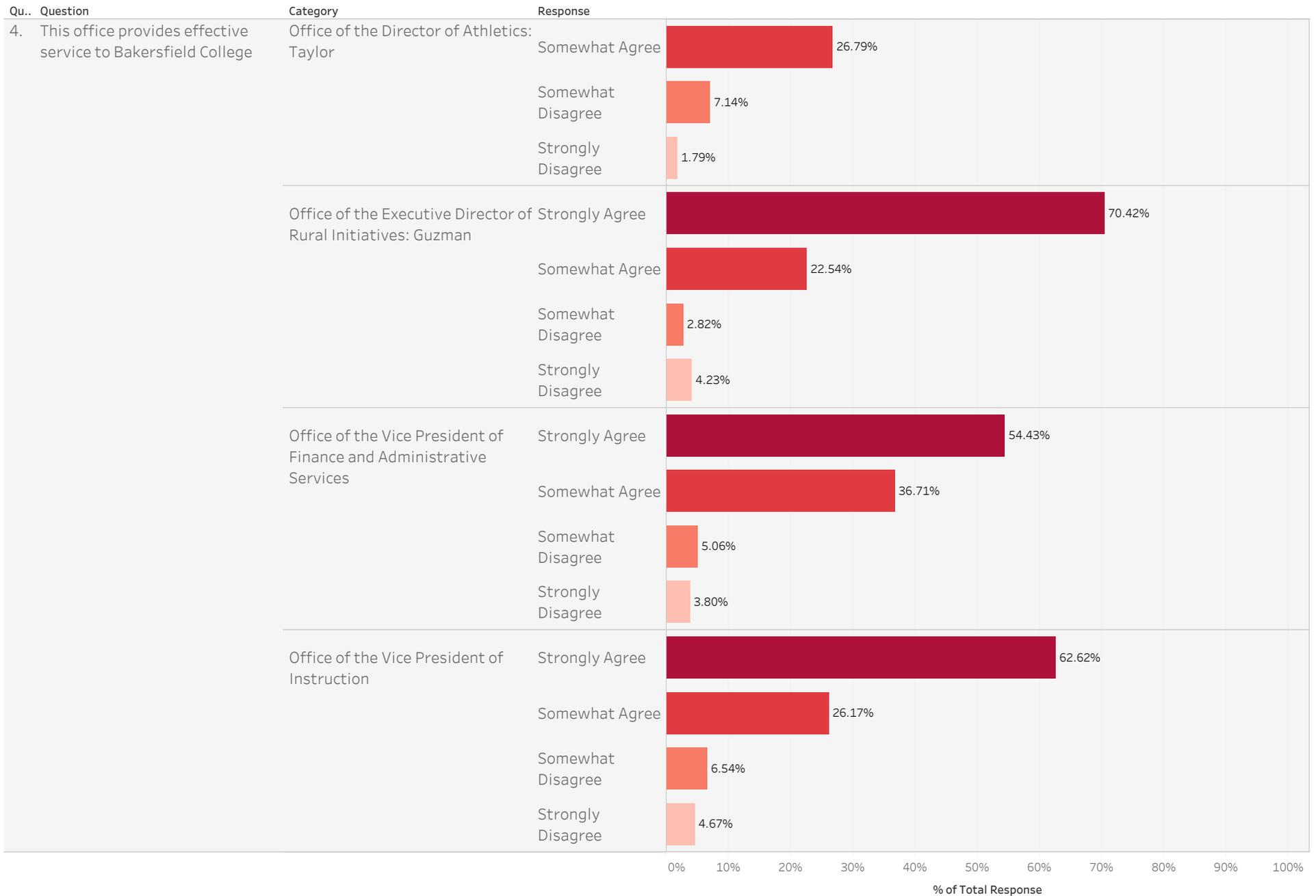
# BC Accreditation Survey 2019

## All Questions - Charts



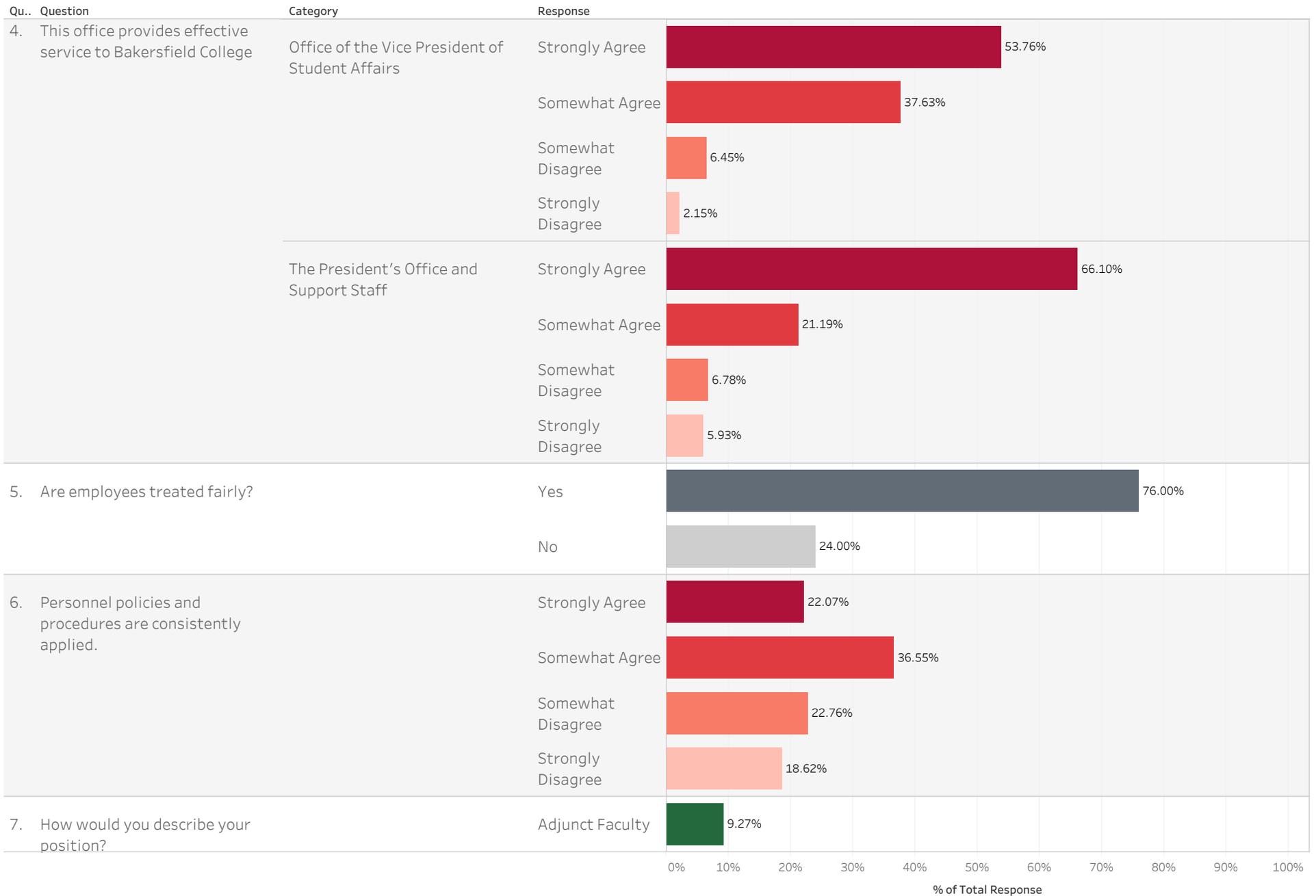
# BC Accreditation Survey 2019

## All Questions - Charts



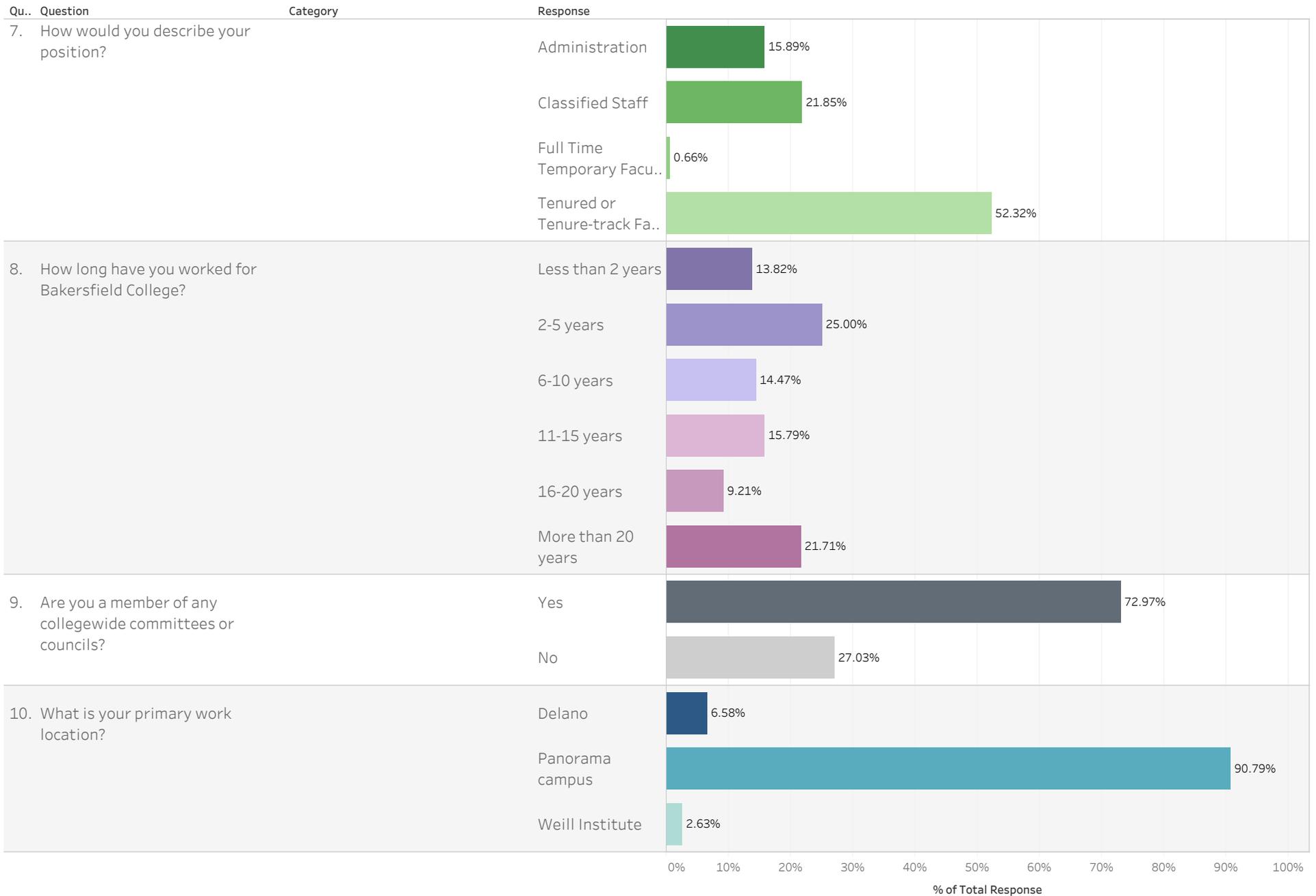
# BC Accreditation Survey 2019

## All Questions - Charts



# BC Accreditation Survey 2019

## All Questions - Charts



## BC Accreditation Survey 2019

### All Questions - Table

Qu..	Question	Category	Response	% of Total Response	N
1.	This office provides effective service to the faculty and staff of Bakersfield College:	Academic Technology	Strongly Agree	57.03%	73
			Somewhat Agree	32.81%	42
			Somewhat Disagree	6.25%	8
			Strongly Disagree	3.91%	5
		Facilities / Construction Office (major capital projects)	Strongly Agree	51.38%	56
			Somewhat Agree	33.94%	37
			Somewhat Disagree	10.09%	11
			Strongly Disagree	4.59%	5
		Human Resources on BC Campus	Strongly Agree	35.10%	53
			Somewhat Agree	37.75%	57
			Somewhat Disagree	17.88%	27
			Strongly Disagree	9.27%	14
		Event Scheduling and Room Reservations	Strongly Agree	48.78%	60
			Somewhat Agree	34.96%	43
			Somewhat Disagree	13.01%	16
			Strongly Disagree	3.25%	4
		Mail Service	Strongly Agree	64.29%	72
			Somewhat Agree	25.00%	28
			Somewhat Disagree	8.04%	9
			Strongly Disagree	2.68%	3
		Maintenance and Operations	Strongly Agree	53.15%	76
			Somewhat Agree	30.77%	44
			Somewhat Disagree	8.39%	12
			Strongly Disagree	7.69%	11
		Media Services	Strongly Agree	66.94%	83
			Somewhat Agree	22.58%	28
			Somewhat Disagree	5.65%	7
			Strongly Disagree	4.84%	6
Office of Institutional Effectiveness	Strongly Agree	46.51%	40		
	Somewhat Agree	33.72%	29		
	Somewhat Disagree	11.63%	10		
	Strongly Disagree	8.14%	7		
Print Shop	Strongly Agree	78.03%	103		
	Somewhat Agree	14.39%	19		
	Somewhat Disagree	4.55%	6		
	Strongly Disagree	3.03%	4		
Professional Development	Strongly Agree	37.96%	52		
	Somewhat Agree	45.26%	62		
	Somewhat Disagree	13.87%	19		
	Strongly Disagree	2.92%	4		

## BC Accreditation Survey 2019

### All Questions - Table

Qu..	Question	Category	Response	% of Total Response	N
1.	This office provides effective service to the faculty and staff of Bakersfield College:	Shipping and Receiving	Strongly Agree	60.64%	57
			Somewhat Agree	32.98%	31
			Somewhat Disagree	4.26%	4
			Strongly Disagree	2.13%	2
2.	This office provides effective service to the students of Bakersfield College	Child Development Center	Strongly Agree	72.22%	39
			Somewhat Agree	18.52%	10
			Somewhat Disagree	3.70%	2
			Strongly Disagree	5.56%	3
		Financial Aid	Strongly Agree	57.14%	56
			Somewhat Agree	29.59%	29
			Somewhat Disagree	7.14%	7
			Strongly Disagree	6.12%	6
		Outreach and School Relations	Strongly Agree	74.75%	74
			Somewhat Agree	20.20%	20
			Strongly Disagree	5.05%	5
		Testing and Placement Center (Assessment Center)	Strongly Agree	60.20%	59
			Somewhat Agree	25.51%	25
			Somewhat Disagree	7.14%	7
			Strongly Disagree	7.14%	7
		Veterans Services	Strongly Agree	80.49%	66
Somewhat Agree	14.63%		12		
Somewhat Disagree	2.44%		2		
Strongly Disagree	2.44%		2		
3.	This office provides effective service to the students, faculty and staff of Bakersfield College	Admissions and Records	Strongly Agree	50.75%	68
			Somewhat Agree	35.07%	47
			Somewhat Disagree	8.21%	11
			Strongly Disagree	5.97%	8
		Bookstore	Strongly Agree	31.11%	42
			Somewhat Agree	44.44%	60
			Somewhat Disagree	16.30%	22
			Strongly Disagree	8.15%	11
		Business Services Office on BC Campus	Strongly Agree	45.36%	44
			Somewhat Agree	34.02%	33
			Somewhat Disagree	13.40%	13
			Strongly Disagree	7.22%	7
		Disabled Student Programs and Services	Strongly Agree	59.13%	68
			Somewhat Agree	30.43%	35
			Somewhat Disagree	5.22%	6
			Strongly Disagree	5.22%	6
		Food Services	Strongly Agree	52.59%	71

## BC Accreditation Survey 2019

### All Questions - Table

Qu..	Question	Category	Response	% of Total Response	N
3.	This office provides effective service to the students, faculty and staff of Bakersfield College	Food Services	Somewhat Agree	37.04%	50
			Somewhat Disagree	5.19%	7
			Strongly Disagree	5.19%	7
		Health and Wellness Center	Strongly Agree	55.95%	47
			Somewhat Agree	40.48%	34
			Somewhat Disagree	1.19%	1
			Strongly Disagree	2.38%	2
		Library	Strongly Agree	83.46%	111
			Somewhat Agree	15.79%	21
			Strongly Disagree	0.75%	1
		Public Safety	Strongly Agree	67.57%	100
			Somewhat Agree	23.65%	35
			Somewhat Disagree	7.43%	11
			Strongly Disagree	1.35%	2
		Technology Support (Wifi, Labs, Network, Desktop Computing)	Strongly Agree	65.99%	97
			Somewhat Agree	23.13%	34
Somewhat Disagree	6.80%		10		
Strongly Disagree	4.08%		6		
4.	This office provides effective service to Bakersfield College	BC Foundation	Strongly Agree	62.50%	65
			Somewhat Agree	31.73%	33
			Somewhat Disagree	3.85%	4
			Strongly Disagree	1.92%	2
		Marketing and Public Relations	Strongly Agree	58.82%	70
			Somewhat Agree	33.61%	40
			Somewhat Disagree	3.36%	4
			Strongly Disagree	4.20%	5
		Office of the Associate Dean of Instruction: Gard	Strongly Agree	68.52%	37
			Somewhat Agree	24.07%	13
			Somewhat Disagree	3.70%	2
			Strongly Disagree	3.70%	2
		Office of the Dean of Academic Technology: Moseley	Strongly Agree	62.64%	57
			Somewhat Agree	27.47%	25
			Somewhat Disagree	4.40%	4
			Strongly Disagree	5.49%	5
		Office of the Dean of Institutional Effectiveness: Hayward	Strongly Agree	51.43%	36
			Somewhat Agree	35.71%	25
			Somewhat Disagree	5.71%	4
			Strongly Disagree	7.14%	5
		Office of the Dean of Instruction: Bresso	Strongly Agree	53.97%	34
			Somewhat Agree	30.16%	19

## BC Accreditation Survey 2019

### All Questions - Table

Qu..	Question	Category	Response	% of Total Response	N
4.	This office provides effective service to Bakersfield College	Office of the Dean of Instruction: Bresso	Somewhat Disagree	11.11%	7
			Strongly Disagree	4.76%	3
		Office of the Dean of Instruction: Commiso	Strongly Agree	50.77%	33
			Somewhat Agree	24.62%	16
			Somewhat Disagree	12.31%	8
			Strongly Disagree	12.31%	8
		Office of the Dean of Instruction: McCrow	Strongly Agree	51.47%	35
			Somewhat Agree	23.53%	16
			Somewhat Disagree	17.65%	12
			Strongly Disagree	7.35%	5
		Office of the Dean of Instruction: Mourtzanos	Strongly Agree	70.13%	54
			Somewhat Agree	15.58%	12
			Somewhat Disagree	9.09%	7
			Strongly Disagree	5.19%	4
		Office of the Dean of Instruction: Rice	Strongly Agree	73.97%	54
			Somewhat Agree	16.44%	12
			Somewhat Disagree	6.85%	5
			Strongly Disagree	2.74%	2
		Office of the Dean of Instruction: Rodriguez	Strongly Agree	59.42%	41
			Somewhat Agree	24.64%	17
			Somewhat Disagree	10.14%	7
			Strongly Disagree	5.80%	4
		Office of the Dean of Instruction: Thorson	Strongly Agree	50.79%	32
			Somewhat Agree	20.63%	13
			Somewhat Disagree	15.87%	10
			Strongly Disagree	12.70%	8
		Office of the Dean of Instruction: Waller	Strongly Agree	70.83%	51
			Somewhat Agree	22.22%	16
Somewhat Disagree	6.94%		5		
Office of the Director of Athletics: Taylor	Strongly Agree	64.29%	36		
	Somewhat Agree	26.79%	15		
	Somewhat Disagree	7.14%	4		
	Strongly Disagree	1.79%	1		
Office of the Executive Director of Rural Initiatives: Guzman	Strongly Agree	70.42%	50		
	Somewhat Agree	22.54%	16		
	Somewhat Disagree	2.82%	2		
	Strongly Disagree	4.23%	3		
Office of the Vice President of Finance and Administrative Services	Strongly Agree	54.43%	43		
	Somewhat Agree	36.71%	29		
	Somewhat Disagree	5.06%	4		

## BC Accreditation Survey 2019

### All Questions - Table

Qu..	Question	Category	Response	% of Total Response	N		
4.	This office provides effective service to Bakersfield College	and Administrative Services	Strongly Disagree	3.80%	3		
			Office of the Vice President of Instruction	Strongly Agree	62.62%	67	
		Office of the Vice President of Student Affairs	Somewhat Agree	26.17%	28		
			Somewhat Disagree	6.54%	7		
			Strongly Disagree	4.67%	5		
			Strongly Agree	53.76%	50		
		The President's Office and Support Staff	Somewhat Agree	37.63%	35		
			Somewhat Disagree	6.45%	6		
			Strongly Disagree	2.15%	2		
			Strongly Agree	66.10%	78		
		5.	Are employees treated fairly?		Somewhat Agree	21.19%	25
					Somewhat Disagree	6.78%	8
5.	Are employees treated fairly?		Strongly Disagree	5.93%	7		
			Yes	76.00%	95		
6.	Personnel policies and procedures are consistently applied.		No	24.00%	30		
			Strongly Agree	22.07%	32		
6.	Personnel policies and procedures are consistently applied.		Somewhat Agree	36.55%	53		
			Somewhat Disagree	22.76%	33		
			Strongly Disagree	18.62%	27		
			Strongly Agree	22.07%	32		
7.	How would you describe your position?		Somewhat Disagree	22.76%	33		
			Strongly Disagree	18.62%	27		
			Adjunct Faculty	9.27%	14		
			Administration	15.89%	24		
			Classified Staff	21.85%	33		
8.	How long have you worked for Bakersfield College?		Full Time Temporar..	0.66%	1		
			Tenured or Tenure-..	52.32%	79		
			Less than 2 years	13.82%	21		
			2-5 years	25.00%	38		
			6-10 years	14.47%	22		
			11-15 years	15.79%	24		
9.	Are you a member of any collegewide committees or councils?		16-20 years	9.21%	14		
			More than 20 years	21.71%	33		
9.	Are you a member of any collegewide committees or councils?		Yes	72.97%	108		
			No	27.03%	40		
10.	What is your primary work location?		Delano	6.58%	10		
			Panorama campus	90.79%	138		
			Weill Institute	2.63%	4		

## BC Accreditation Survey 2019

### Average Response Per Question

**Note:** Responses of "Not able to evaluate" were removed from the average response calculations and N values for questions 1 through 4.

Qu..	Question	Category	Avg. Response	N
1.	This office provides effective service to the faculty and staff of Bakersfield College:	Academic Technology	3.4	128
		Facilities / Construction Office (major capital projects)	3.3	109
		Human Resources on BC Campus	3.0	151
		Event Scheduling and Room Reservations	3.3	123
		Mail Service	3.5	112
		Maintenance and Operations	3.3	143
		Media Services	3.5	124
		Office of Institutional Effectiveness	3.2	86
		Print Shop	3.7	132
		Professional Development	3.2	137
		Shipping and Receiving	3.5	94
2.	This office provides effective service to the students of Bakersfield College	Child Development Center	3.6	54
		Financial Aid	3.4	98
		Outreach and School Relations	3.6	99
		Testing and Placement Center (Assessment Center)	3.4	98
		Veterans Services	3.7	82
3.	This office provides effective service to the students, faculty and staff of Bakersfield College	Admissions and Records	3.3	134
		Bookstore	3.0	135
		Business Services Office on BC Campus	3.2	97
		Disabled Student Programs and Services	3.4	115
		Food Services	3.4	135
		Health and Wellness Center	3.5	84
		Library	3.8	133
		Public Safety	3.6	148
		Technology Support (Wifi, Labs, Network, Desktop Co..)	3.5	147
4.	This office provides effective service to Bakersfield College	BC Foundation	3.5	104
		Marketing and Public Relations	3.5	119

## BC Accreditation Survey 2019

### Average Response Per Question

**Note:** Responses of "Not able to evaluate" were removed from the average response calculations and N values for questions 1 through 4.

Qu..	Question	Category	Avg. Response	N
4.	This office provides effective service to Bakersfield College	Office of the Associate Dean of Instruction: Gard	3.6	54
		Office of the Dean of Academic Technology: Moseley	3.5	91
		Office of the Dean of Institutional Effectiveness: Hayw..	3.3	70
		Office of the Dean of Instruction: Bresso	3.3	63
		Office of the Dean of Instruction: Commiso	3.1	65
		Office of the Dean of Instruction: McCrow	3.2	68
		Office of the Dean of Instruction: Mourtzanos	3.5	77
		Office of the Dean of Instruction: Rice	3.6	73
		Office of the Dean of Instruction: Rodriguez	3.4	69
		Office of the Dean of Instruction: Thorson	3.1	63
		Office of the Dean of Instruction: Waller	3.6	72
		Office of the Director of Athletics: Taylor	3.5	56
		Office of the Executive Director of Rural Initiatives: Gu..	3.6	71
		Office of the Vice President of Finance and Administrat..	3.4	79
		Office of the Vice President of Instruction	3.5	107
Office of the Vice President of Student Affairs	3.4	93		
	The President's Office and Support Staff	3.5	118	
5.	Are employees treated fairly?		1.2	125
6.	Personnel policies and procedures are consistently appli..		2.6	145
7.	How would you describe your position?		2.5	151
8.	How long have you worked for Bakersfield College?		3.5	152
9.	Are you a member of any collegewide committees or cou..		1.3	148
10.	What is your primary work location?		1.1	152

## BC Accreditation Survey 2019

### Survey Questions and Response Options

1. This office provides effective service to the faculty and staff of Bakersfield College:	Academic Technology	0	Not able to Evaluate	.
		1	Strongly Disagree	.
		2	Somewhat Disagree	.
		3	Somewhat Agree	.
		4	Strongly Agree	.
	Facilities / Construction Office (major capital projects)	0	Not able to Evaluate	.
		1	Strongly Disagree	.
		2	Somewhat Disagree	.
		3	Somewhat Agree	.
		4	Strongly Agree	.
	Human Resources on BC Campus	0	Not able to Evaluate	.
		1	Strongly Disagree	.
		2	Somewhat Disagree	.
	3	Somewhat Agree	.	
	4	Strongly Agree	.	
Event Scheduling and Room Reservations	0	Not able to Evaluate	.	
	1	Strongly Disagree	.	
	2	Somewhat Disagree	.	
	3	Somewhat Agree	.	
	4	Strongly Agree	.	
Mail Service	0	Not able to Evaluate	.	
	1	Strongly Disagree	.	
	2	Somewhat Disagree	.	
	3	Somewhat Agree	.	
	4	Strongly Agree	.	
Maintenance and Operations	0	Not able to Evaluate	.	
	1	Strongly Disagree	.	
	2	Somewhat Disagree	.	
	3	Somewhat Agree	.	
	4	Strongly Agree	.	
Media Services	0	Not able to Evaluate	.	
	1	Strongly Disagree	.	
	2	Somewhat Disagree	.	
	3	Somewhat Agree	.	
	4	Strongly Agree	.	
Office of Institutional Effectiveness	0	Not able to Evaluate	.	
	1	Strongly Disagree	.	
	2	Somewhat Disagree	.	
	3	Somewhat Agree	.	
	4	Strongly Agree	.	
Print Shop	0	Not able to Evaluate	.	
	1	Strongly Disagree	.	
	2	Somewhat Disagree	.	
	3	Somewhat Agree	.	
	4	Strongly Agree	.	
Professional Development	0	Not able to Evaluate	.	
	1	Strongly Disagree	.	
	2	Somewhat Disagree	.	
	3	Somewhat Agree	.	

## BC Accreditation Survey 2019

### Survey Questions and Response Options

1. This office provides effective service to the faculty and staff of Bakersfield College:	Professional Development Shipping and Receiving	4 Strongly Agree	.
		0 Not able to Evaluate	.
		1 Strongly Disagree	.
		2 Somewhat Disagree	.
		3 Somewhat Agree	.
2. This office provides effective service to the students of Bakersfield College	Child Development Center	0 Not able to Evaluate	.
		1 Strongly Disagree	.
		2 Somewhat Disagree	.
		3 Somewhat Agree	.
		4 Strongly Agree	.
	Financial Aid	0 Not able to Evaluate	.
		1 Strongly Disagree	.
		2 Somewhat Disagree	.
		3 Somewhat Agree	.
		4 Strongly Agree	.
	Outreach and School Relations	0 Not able to Evaluate	.
		1 Strongly Disagree	.
		3 Somewhat Agree	.
		4 Strongly Agree	.
		0 Not able to Evaluate	.
	Testing and Placement Center (Assessment Center)	1 Strongly Disagree	.
		2 Somewhat Disagree	.
		3 Somewhat Agree	.
		4 Strongly Agree	.
		0 Not able to Evaluate	.
Veterans Services	1 Strongly Disagree	.	
	2 Somewhat Disagree	.	
	3 Somewhat Agree	.	
	4 Strongly Agree	.	
	0 Not able to Evaluate	.	
3. This office provides effective service to the students, faculty and staff of Bakersfield College	Admissions and Records	1 Strongly Disagree	.
		2 Somewhat Disagree	.
		3 Somewhat Agree	.
		4 Strongly Agree	.
		0 Not able to Evaluate	.
	Bookstore	1 Strongly Disagree	.
		2 Somewhat Disagree	.
		3 Somewhat Agree	.
		4 Strongly Agree	.
		0 Not able to Evaluate	.
	Business Services Office on BC Campus	1 Strongly Disagree	.
		2 Somewhat Disagree	.
		3 Somewhat Agree	.
		4 Strongly Agree	.
		0 Not able to Evaluate	.
	Disabled Student Programs and Services	1 Strongly Disagree	.
		2 Somewhat Disagree	.
		3 Somewhat Agree	.
		0 Not able to Evaluate	.

## BC Accreditation Survey 2019

### Survey Questions and Response Options

3. This office provides effective service to the students, faculty and staff of Bakersfield College	Disabled Student Programs and Services	4	Strongly Agree	.
		0	Not able to Evaluate	.
		1	Strongly Disagree	.
		2	Somewhat Disagree	.
		3	Somewhat Agree	.
	Food Services	4	Strongly Agree	.
		0	Not able to Evaluate	.
		1	Strongly Disagree	.
		2	Somewhat Disagree	.
		3	Somewhat Agree	.
	Health and Wellness Center	4	Strongly Agree	.
		0	Not able to Evaluate	.
		1	Strongly Disagree	.
		2	Somewhat Disagree	.
		3	Somewhat Agree	.
	Library	4	Strongly Agree	.
		0	Not able to Evaluate	.
		1	Strongly Disagree	.
		3	Somewhat Agree	.
		4	Strongly Agree	.
Public Safety	0	Not able to Evaluate	.	
	1	Strongly Disagree	.	
	2	Somewhat Disagree	.	
	3	Somewhat Agree	.	
	4	Strongly Agree	.	
Technology Support (Wifi, Labs, Network, Desktop Computing)	0	Not able to Evaluate	.	
	1	Strongly Disagree	.	
	2	Somewhat Disagree	.	
	3	Somewhat Agree	.	
	4	Strongly Agree	.	
4. This office provides effective service to Bakersfield College	BC Foundation	0	Not able to Evaluate	.
		1	Strongly Disagree	.
		2	Somewhat Disagree	.
		3	Somewhat Agree	.
		4	Strongly Agree	.
	Marketing and Public Relations	0	Not able to Evaluate	.
		1	Strongly Disagree	.
		2	Somewhat Disagree	.
		3	Somewhat Agree	.
		4	Strongly Agree	.
	Office of the Associate Dean of Instruction: Gard	0	Not able to Evaluate	.
		1	Strongly Disagree	.
		2	Somewhat Disagree	.
		3	Somewhat Agree	.
		4	Strongly Agree	.
	Office of the Dean of Academic Technology: Moseley	0	Not able to Evaluate	.
		1	Strongly Disagree	.
		2	Somewhat Disagree	.
		3	Somewhat Agree	.
		4	Strongly Agree	.
Office of the Dean of Institutional Effectiveness: Hayward	0	Not able to Evaluate	.	
	1	Strongly Disagree	.	
	2	Somewhat Disagree	.	
	3	Somewhat Agree	.	
	4	Strongly Agree	.	

## BC Accreditation Survey 2019

### Survey Questions and Response Options

4. This office provides effective service to Bakersfield College	Office of the Dean of Institutional Effectiveness: Hayward	4	Strongly Agree	.
	Office of the Dean of Instruction: Bresso	0	Not able to Evaluate	.
		1	Strongly Disagree	.
		2	Somewhat Disagree	.
		3	Somewhat Agree	.
		4	Strongly Agree	.
	Office of the Dean of Instruction: Commiso	0	Not able to Evaluate	.
		1	Strongly Disagree	.
		2	Somewhat Disagree	.
		3	Somewhat Agree	.
		4	Strongly Agree	.
	Office of the Dean of Instruction: McCrow	0	Not able to Evaluate	.
		1	Strongly Disagree	.
		2	Somewhat Disagree	.
		3	Somewhat Agree	.
		4	Strongly Agree	.
	Office of the Dean of Instruction: Mourtzanos	0	Not able to Evaluate	.
		1	Strongly Disagree	.
		2	Somewhat Disagree	.
		3	Somewhat Agree	.
	4	Strongly Agree	.	
Office of the Dean of Instruction: Rice	0	Not able to Evaluate	.	
	1	Strongly Disagree	.	
	2	Somewhat Disagree	.	
	3	Somewhat Agree	.	
	4	Strongly Agree	.	
Office of the Dean of Instruction: Rodriguez	0	Not able to Evaluate	.	
	1	Strongly Disagree	.	
	2	Somewhat Disagree	.	
	3	Somewhat Agree	.	
	4	Strongly Agree	.	
Office of the Dean of Instruction: Thorson	0	Not able to Evaluate	.	
	1	Strongly Disagree	.	
	2	Somewhat Disagree	.	
	3	Somewhat Agree	.	
	4	Strongly Agree	.	
Office of the Dean of Instruction: Waller	0	Not able to Evaluate	.	
	2	Somewhat Disagree	.	
	3	Somewhat Agree	.	
	4	Strongly Agree	.	
Office of the Director of Athletics: Taylor	0	Not able to Evaluate	.	
	1	Strongly Disagree	.	
	2	Somewhat Disagree	.	
	3	Somewhat Agree	.	
	4	Strongly Agree	.	
Office of the Executive Director of Rural Initiatives: Guzman	0	Not able to Evaluate	.	
	1	Strongly Disagree	.	
	2	Somewhat Disagree	.	
	3	Somewhat Agree	.	

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4. This office provides effective service to Bakersfield College	Office of the Executive Director of Rural Initiatives: Guzman	4	Strongly Agree	.
	Office of the Vice President of Finance and Administrative Services	0	Not able to Evaluate	.
		1	Strongly Disagree	.
		2	Somewhat Disagree	.
		3	Somewhat Agree	.
		4	Strongly Agree	.
	Office of the Vice President of Instruction	0	Not able to Evaluate	.
		1	Strongly Disagree	.
		2	Somewhat Disagree	.
		3	Somewhat Agree	.
		4	Strongly Agree	.
	Office of the Vice President of Student Affairs	0	Not able to Evaluate	.
		1	Strongly Disagree	.
		2	Somewhat Disagree	.
		3	Somewhat Agree	.
		4	Strongly Agree	.
	The President's Office and Support Staff	0	Not able to Evaluate	.
		1	Strongly Disagree	.
		2	Somewhat Disagree	.
		3	Somewhat Agree	.
	4	Strongly Agree	.	
5. Are employees treated fairly?	1	Yes	.	
	2	No	.	
6. Personnel policies and procedures are consistently applied.	0	Not able to Evaluate	.	
	1	Strongly Disagree	.	
	2	Somewhat Disagree	.	
	3	Somewhat Agree	.	
	4	Strongly Agree	.	
7. How would you describe your position?	1	Tenured or Tenure-track Faculty	.	
	2	Full Time Temporary Faculty	.	
	3	Adjunct Faculty	.	
	4	Classified Staff	.	
	5	Administration	.	
8. How long have you worked for Bakersfield College?	1	More than 20 years	.	
	2	16-20 years	.	
	3	11-15 years	.	
	4	6-10 years	.	
	5	2-5 years	.	
	6	Less than 2 years	.	
9. Are you a member of any collegewide committees or council..	1	Yes	.	
	2	No	.	
10. What is your primary work location?	1	Panorama campus	.	
	2	Delano	.	
	3	Weill Institute	.	