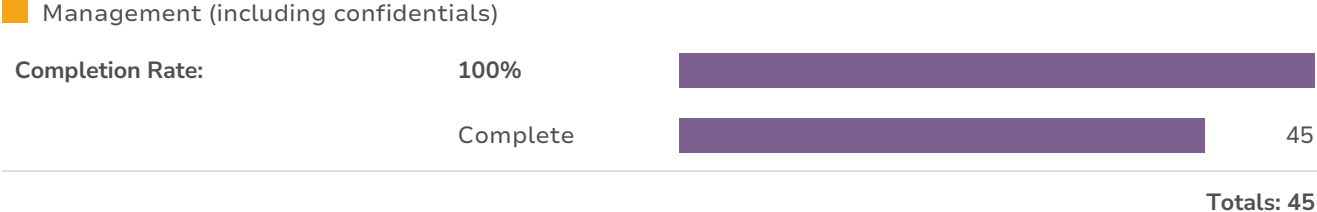
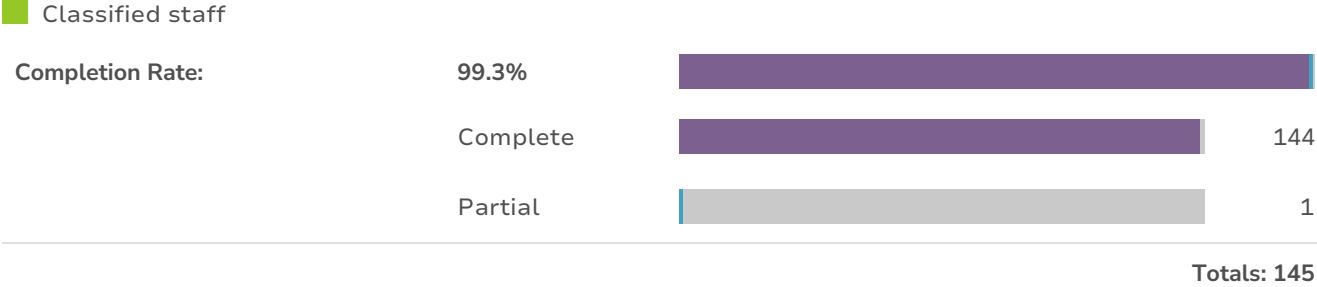
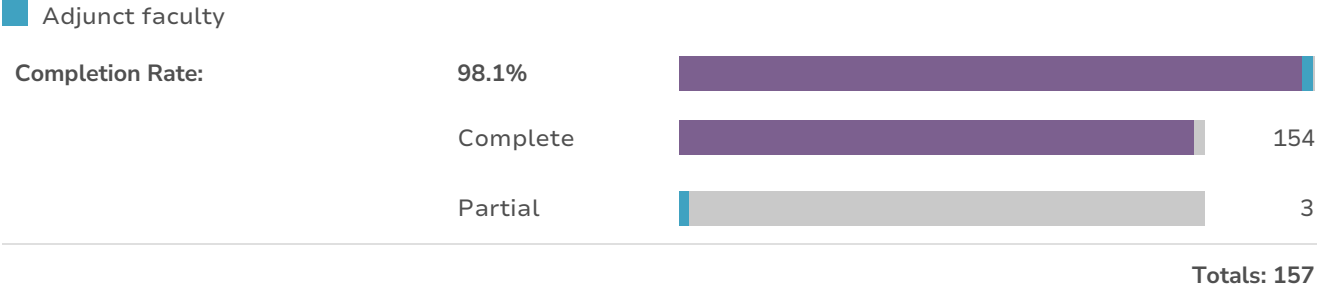
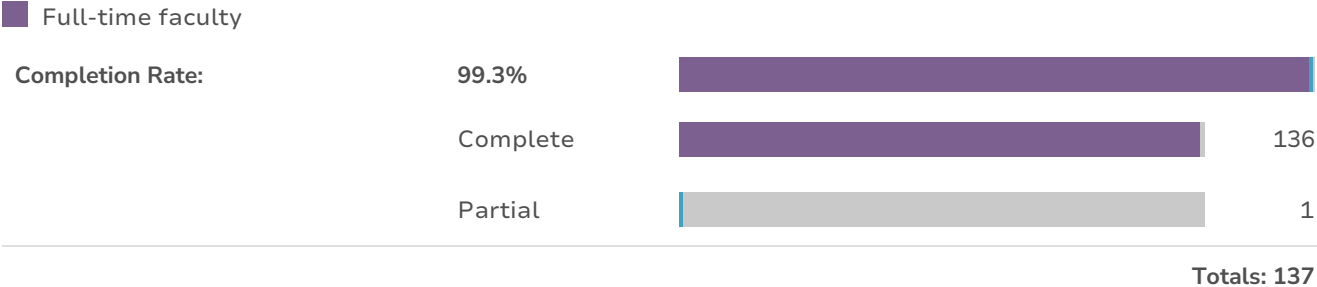


Report for SMC Employee Survey 2022_Disaggregated

Response Counts



1. Rate the extent to which you agree with the following statements:

	Strongly Agree	Agree	Somewhat Agree	Somewhat Disagree	Disagree	Strongly Disagree	Responses
I feel I have all the skills necessary to do my job effectively							
Full-time faculty							
Count	58	51	19	7	2	0	137
Row %	42.3%	37.2%	13.9%	5.1%	1.5%	0.0%	
Adjunct faculty							
Count	64	69	17	5	2	0	157
Row %	40.8%	43.9%	10.8%	3.2%	1.3%	0.0%	
Classified staff							
Count	48	52	28	11	5	1	145
Row %	33.1%	35.9%	19.3%	7.6%	3.4%	0.7%	
Management (including confidentials)							
Count	14	19	10	2	0	0	45
Row %	31.1%	42.2%	22.2%	4.4%	0.0%	0.0%	
Totals							
Total Responses							

I feel my manager/supervisor supports my participation in trainings and professional development							
Full-time faculty							
Count	71	47	11	2	4	1	136
Row %	52.2%	34.6%	8.1%	1.5%	2.9%	0.7%	
Adjunct faculty							
Count	90	44	11	5	4	1	155
Row %	58.1%	28.4%	7.1%	3.2%	2.6%	0.6%	
Classified staff							
Count	61	39	22	9	7	7	145
Row %	42.1%	26.9%	15.2%	6.2%	4.8%	4.8%	
Management (including confidentials)							
Count	20	18	6	0	0	0	44
Row %	45.5%	40.9%	13.6%	0.0%	0.0%	0.0%	
Totals							
Total Responses							

I feel SMC, in general, supports the professional development of its employees							
Full-time faculty							
Count	34	44	30	18	5	5	136
Row %	25.0%	32.4%	22.1%	13.2%	3.7%	3.7%	


	Strongly Agree	Agree	Somewhat Agree	Somewhat Disagree	Disagree	Strongly Disagree	Responses
Adjunct faculty Count Row %	73 48.0%	58 38.2%	13 8.6%	6 3.9%	1 0.7%	1 0.7%	152
Classified staff Count Row %	30 20.7%	44 30.3%	35 24.1%	18 12.4%	12 8.3%	6 4.1%	145
Management (including confidentials) Count Row %	7 15.6%	18 40.0%	11 24.4%	5 11.1%	3 6.7%	1 2.2%	45
Totals Total Responses							

I feel well-informed about training and professional development opportunities at SMC

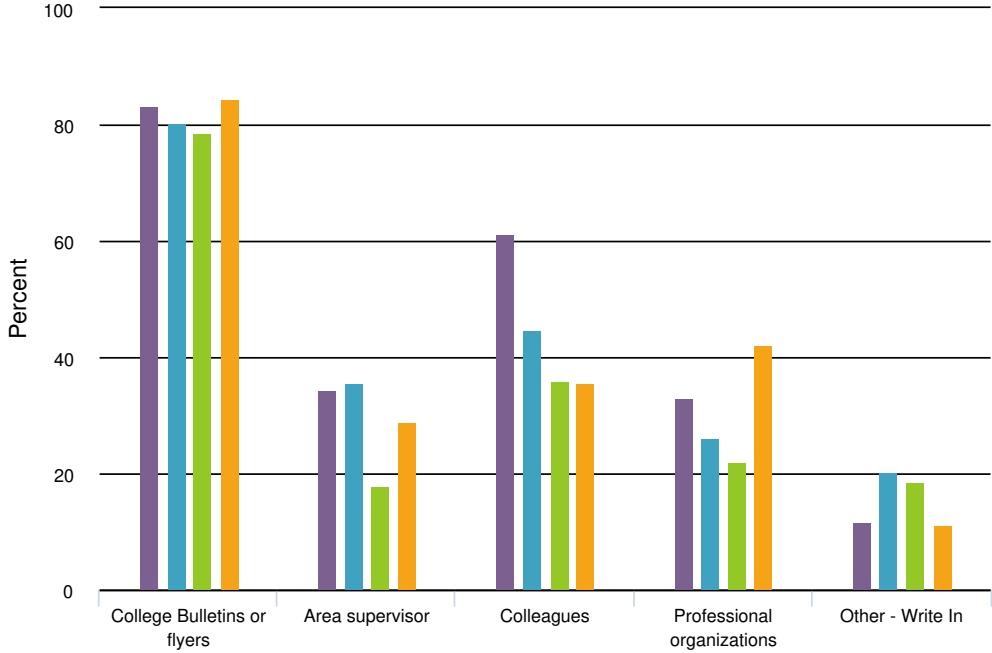
Full-time faculty Count Row %	30 22.2%	61 45.2%	30 22.2%	12 8.9%	2 1.5%	0 0.0%	135
Adjunct faculty Count Row %	59 38.1%	62 40.0%	25 16.1%	6 3.9%	2 1.3%	1 0.6%	155
Classified staff Count Row %	25 17.4%	44 30.6%	41 28.5%	16 11.1%	11 7.6%	7 4.9%	144
Management (including confidentials) Count Row %	8 17.8%	19 42.2%	11 24.4%	3 6.7%	4 8.9%	0 0.0%	45
Totals Total Responses							

My supervisor and I regularly discuss a professional development plan to strengthen my work skills or connection to the mission of SMC

Full-time faculty Count Row %	21 15.4%	27 19.9%	34 25.0%	14 10.3%	24 17.6%	16 11.8%	136
Adjunct faculty Count Row %	21 13.5%	41 26.3%	44 28.2%	13 8.3%	25 16.0%	12 7.7%	156
Classified staff Count Row %	15 10.4%	28 19.4%	28 19.4%	22 15.3%	22 15.3%	29 20.1%	144

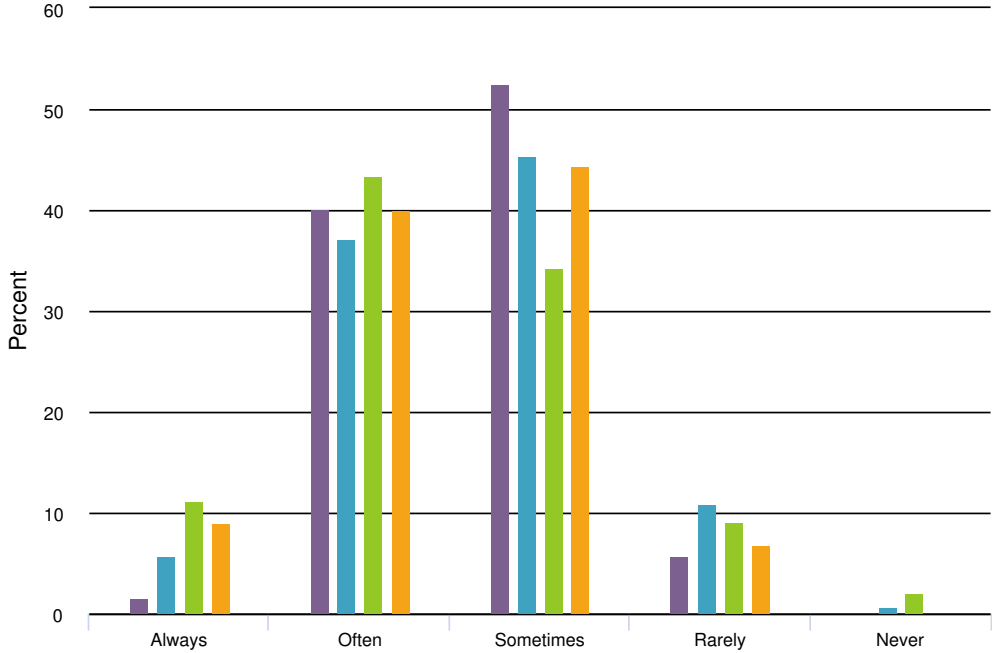
	Strongly Agree	Agree	Somewhat Agree	Somewhat Disagree	Disagree	Strongly Disagree	Responses
 Management (including confidentials) Count Row %	3 6.7%	8 17.8%	14 31.1%	4 8.9%	10 22.2%	6 13.3%	45
Totals Total Responses							

2. How do you learn about professional development and training opportunities at SMC? Check all that apply.



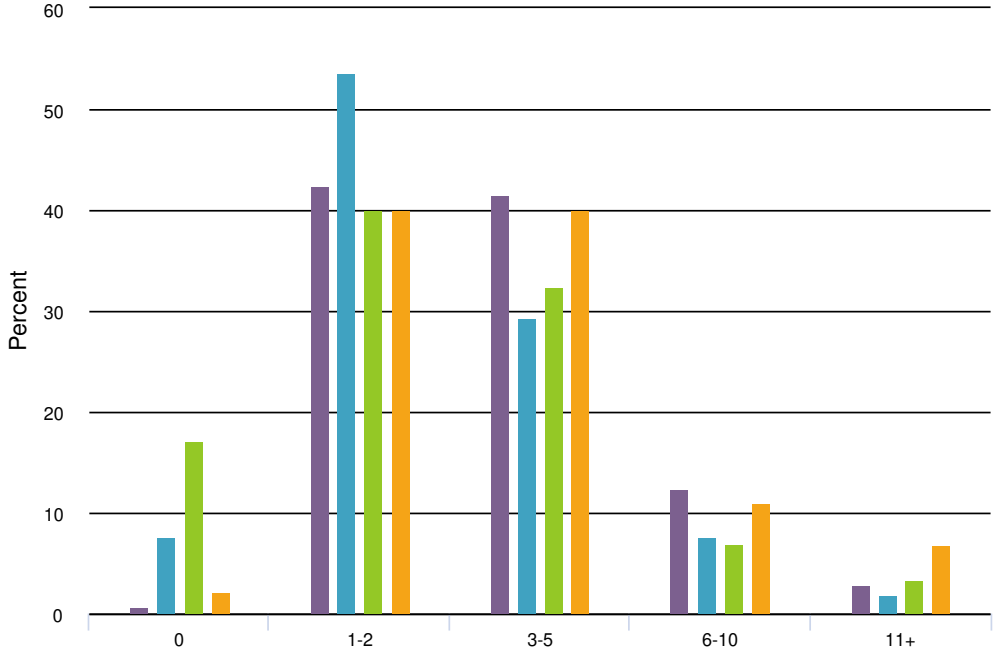
Segment	Value	Percent	% of Total	Responses
Full-time faculty	College Bulletins or flyers	83.2%	23.6%	114
	Area supervisor	34.3%	9.7%	47
	Colleagues	61.3%	17.4%	84
	Professional organizations	32.8%	9.3%	45
	Other - Write In	11.7%	3.3%	16
	Total Responses		63.3%	137
Adjunct faculty	College Bulletins or flyers	80.3%	26%	126
	Area supervisor	35.7%	11.6%	56
	Colleagues	44.6%	14.5%	70
	Professional organizations	26.1%	8.5%	41
	Other - Write In	20.4%	6.6%	32
	Total Responses		67.2%	157
Classified staff	College Bulletins or flyers	78.6%	23.6%	114
	Area supervisor	17.9%	5.4%	26
	Colleagues	35.9%	10.7%	52
	Professional organizations	22.1%	6.6%	32
	Other - Write In	18.6%	5.6%	27
	Total Responses		51.9%	145
Management (including confidentials)	College Bulletins or flyers	84.4%	7.9%	38
	Area supervisor	28.9%	2.7%	13
	Colleagues	35.6%	3.3%	16
	Professional organizations	42.2%	3.9%	19
	Other - Write In	11.1%	1%	5
	Total Responses		18.8%	45

3. When professional development and training opportunities are recommended to you by others, how often do you participate?



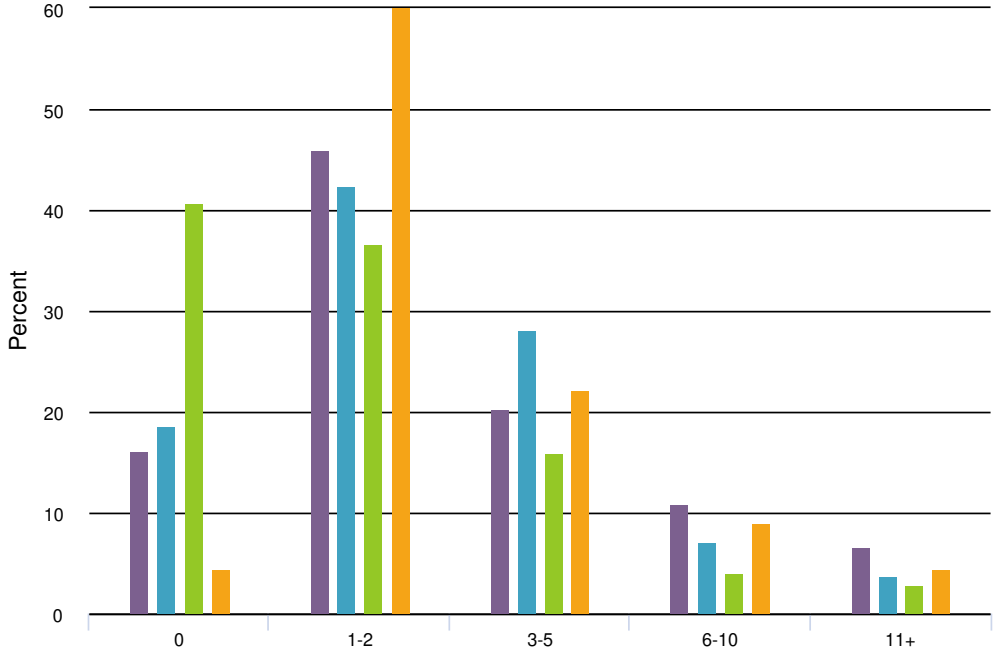
Segment	Value	Percent	% of Total	Responses
Full-time faculty	Always	1.5%	0.4%	2
	Often	40.1%	11.4%	55
	Sometimes	52.6%	15%	72
	Rarely	5.8%	1.7%	8
	Never	0%	0%	0
	Total Responses			28.5%
Adjunct faculty	Always	5.8%	1.9%	9
	Often	37.2%	12.1%	58
	Sometimes	45.5%	14.8%	71
	Rarely	10.9%	3.5%	17
	Never	0.6%	0.2%	1
	Total Responses			32.5%
Classified staff	Always	11.2%	3.3%	16
	Often	43.4%	12.9%	62
	Sometimes	34.3%	10.2%	49
	Rarely	9.1%	2.7%	13
	Never	2.1%	0.6%	3
	Total Responses			29.7%
Management (including confidentials)	Always	8.9%	0.8%	4
	Often	40%	3.7%	18
	Sometimes	44.4%	4.2%	20
	Rarely	6.7%	0.6%	3
	Never	0%	0%	0
	Total Responses			9.3%

4. On average, how many trainings offered by Santa Monica College do you attend in an academic year?



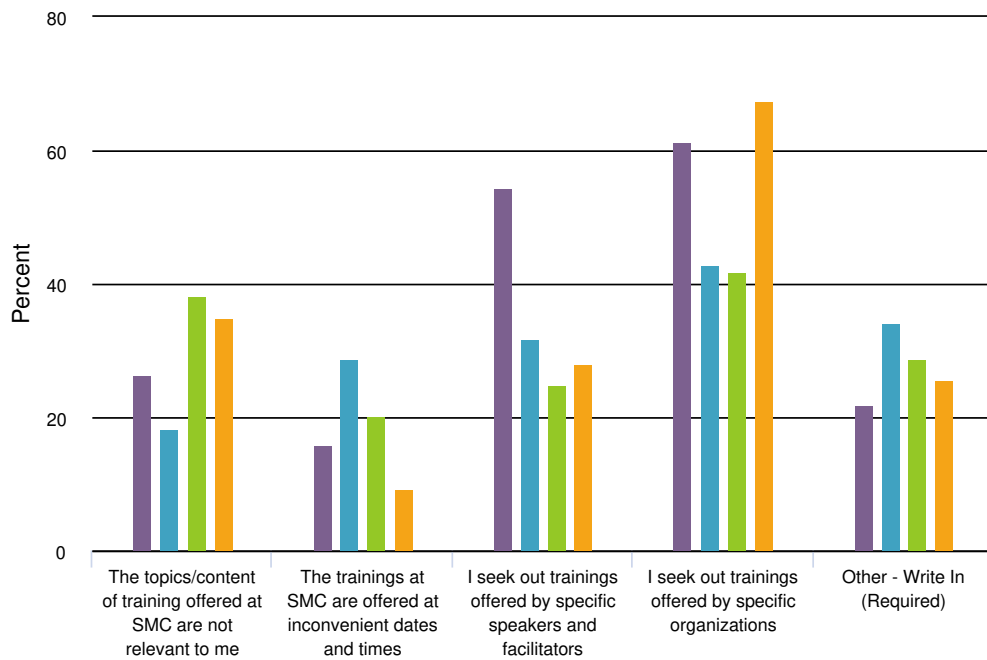
Segment	Value	Percent	% of Total	Responses
Full-time faculty	0	0.7%	0.2%	1
	1-2	42.3%	12%	58
	3-5	41.6%	11.8%	57
	6-10	12.4%	3.5%	17
	11+	2.9%	0.8%	4
	Total Responses			28.3%
Adjunct faculty	0	7.6%	2.5%	12
	1-2	53.5%	17.4%	84
	3-5	29.3%	9.5%	46
	6-10	7.6%	2.5%	12
	11+	1.9%	0.6%	3
	Total Responses			32.5%
Classified staff	0	17.2%	5.2%	25
	1-2	40%	12%	58
	3-5	32.4%	9.7%	47
	6-10	6.9%	2.1%	10
	11+	3.4%	1%	5
	Total Responses			30%
Management (including confidentials)	0	2.2%	0.2%	1
	1-2	40%	3.7%	18
	3-5	40%	3.7%	18
	6-10	11.1%	1%	5
	11+	6.7%	0.6%	3
	Total Responses			9.2%

5. On average, how many trainings offered by organizations outside of Santa Monica College do you attend in an academic year?



Segment	Value	Percent	% of Total	Responses
■ Full-time faculty	0	16.1%	4.6%	22
	1-2	46%	13%	63
	3-5	20.4%	5.8%	28
	6-10	10.9%	3.1%	15
	11+	6.6%	1.9%	9
	Total Responses			28.4%
■ Adjunct faculty	0	18.6%	6%	29
	1-2	42.3%	13.7%	66
	3-5	28.2%	9.1%	44
	6-10	7.1%	2.3%	11
	11+	3.8%	1.2%	6
	Total Responses			32.3%
■ Classified staff	0	40.7%	12.2%	59
	1-2	36.6%	11%	53
	3-5	15.9%	4.8%	23
	6-10	4.1%	1.2%	6
	11+	2.8%	0.8%	4
	Total Responses			30%
■ Management (including confidentials)	0	4.4%	0.4%	2
	1-2	60%	5.6%	27
	3-5	22.2%	2.1%	10
	6-10	8.9%	0.8%	4
	11+	4.4%	0.4%	2
	Total Responses			9.3%

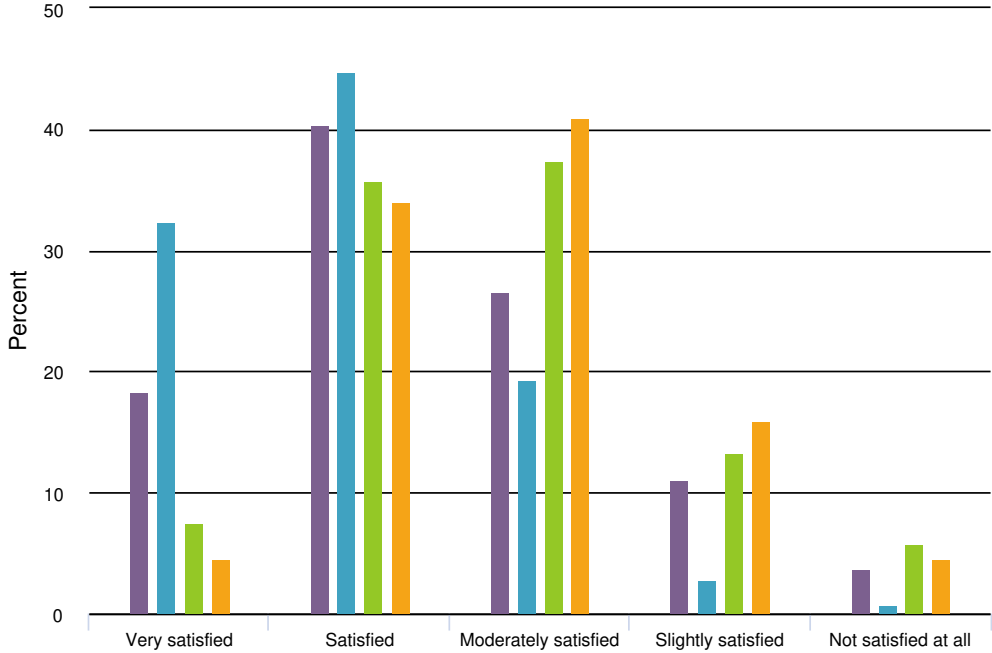
6. What reason(s) do you seek out training from external organizations?



Segment	Value	Percent	% of Total	Responses
Full-time faculty	The topics/content of training offered at SMC are not relevant to me	26.3%	8.2%	30
	The trainings at SMC are offered at inconvenient dates and times	15.8%	4.9%	18
	I seek out trainings offered by specific speakers and facilitators	54.4%	16.9%	62
	I seek out trainings offered by specific organizations	61.4%	19.1%	70
	Other - Write In (Required)	21.9%	6.8%	25
	Total Responses		55.9%	114
Adjunct faculty	The topics/content of training offered at SMC are not relevant to me	18.3%	6.3%	23
	The trainings at SMC are offered at inconvenient dates and times	28.6%	9.8%	36
	I seek out trainings offered by specific speakers and facilitators	31.7%	10.9%	40
	I seek out trainings offered by specific organizations	42.9%	14.7%	54
	Other - Write In (Required)	34.1%	11.7%	43
	Total Responses		53.4%	126

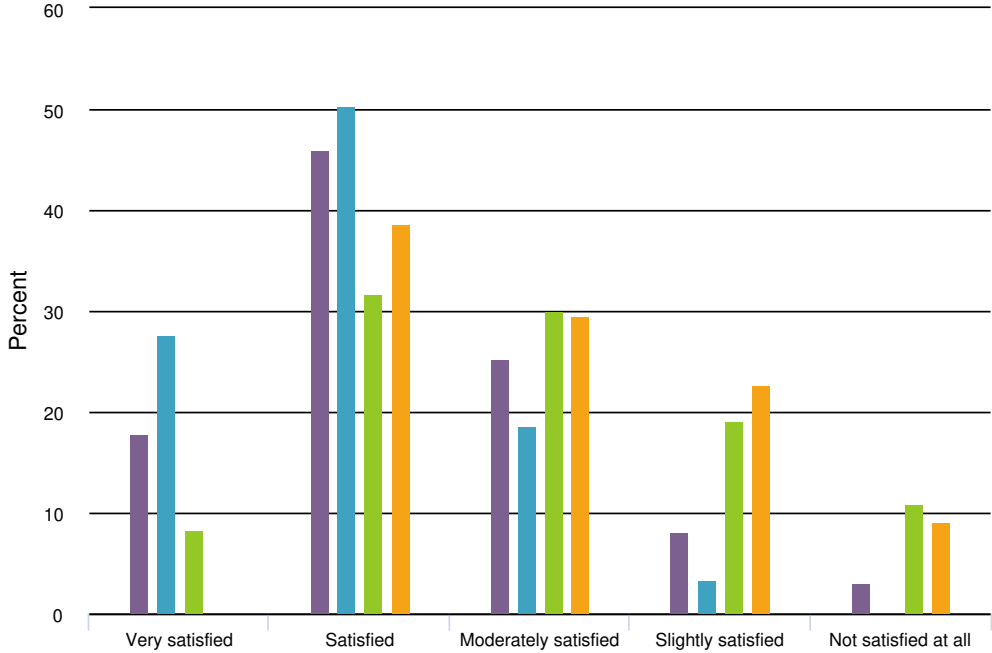
Segment	Value	Percent	% of Total	Responses
Classified staff	The topics/content of training offered at SMC are not relevant to me	38.1%	8.7%	32
	The trainings at SMC are offered at inconvenient dates and times	20.2%	4.6%	17
	I seek out trainings offered by specific speakers and facilitators	25%	5.7%	21
	I seek out trainings offered by specific organizations	41.7%	9.5%	35
	Other - Write In (Required)	28.6%	6.5%	24
	Total Responses		35%	84
Management (including confidentials)	The topics/content of training offered at SMC are not relevant to me	34.9%	4.1%	15
	The trainings at SMC are offered at inconvenient dates and times	9.3%	1.1%	4
	I seek out trainings offered by specific speakers and facilitators	27.9%	3.3%	12
	I seek out trainings offered by specific organizations	67.4%	7.9%	29
	Other - Write In (Required)	25.6%	3%	11
	Total Responses		19.4%	43

7. How satisfied are you with the quality of training you receive at Santa Monica College?



Segment	Value	Percent	% of Total	Responses
■ Full-time faculty	Very satisfied	18.4%	5.6%	25
	Satisfied	40.4%	12.4%	55
	Moderately satisfied	26.5%	8.1%	36
	Slightly satisfied	11%	3.4%	15
	Not satisfied at all	3.7%	1.1%	5
	Total Responses			30.6%
■ Adjunct faculty	Very satisfied	32.4%	10.6%	47
	Satisfied	44.8%	14.6%	65
	Moderately satisfied	19.3%	6.3%	28
	Slightly satisfied	2.8%	0.9%	4
	Not satisfied at all	0.7%	0.2%	1
	Total Responses			32.6%
■ Classified staff	Very satisfied	7.5%	2%	9
	Satisfied	35.8%	9.7%	43
	Moderately satisfied	37.5%	10.1%	45
	Slightly satisfied	13.3%	3.6%	16
	Not satisfied at all	5.8%	1.6%	7
	Total Responses			27%
■ Management (including confidentials)	Very satisfied	4.5%	0.4%	2
	Satisfied	34.1%	3.4%	15
	Moderately satisfied	40.9%	4%	18
	Slightly satisfied	15.9%	1.6%	7
	Not satisfied at all	4.5%	0.4%	2
	Total Responses			9.8%

8. Overall, how satisfied are you with the amount of training offerings at Santa Monica College?



Segment	Value	Percent	% of Total	Responses
Full-time faculty	Very satisfied	17.8%	5.4%	24
	Satisfied	45.9%	14%	62
	Moderately satisfied	25.2%	7.7%	34
	Slightly satisfied	8.1%	2.5%	11
	Not satisfied at all	3%	0.9%	4
	Total Responses		30.5%	135
Adjunct faculty	Very satisfied	27.6%	9%	40
	Satisfied	50.3%	16.4%	73
	Moderately satisfied	18.6%	6.1%	27
	Slightly satisfied	3.4%	1.1%	5
	Not satisfied at all	0%	0%	0
	Total Responses		32.6%	145
Classified staff	Very satisfied	8.3%	2.3%	10
	Satisfied	31.7%	8.6%	38
	Moderately satisfied	30%	8.1%	36
	Slightly satisfied	19.2%	5.2%	23
	Not satisfied at all	10.8%	2.9%	13
	Total Responses		27.1%	120
Management (including confidentials)	Very satisfied	0%	0%	0
	Satisfied	38.6%	3.8%	17
	Moderately satisfied	29.5%	2.9%	13
	Slightly satisfied	22.7%	2.3%	10
	Not satisfied at all	9.1%	0.9%	4
	Total Responses		9.9%	44

9. Rate the extent to which you agree with the following statements. Trainings at SMC...

	Strongly Agree	Agree	Somewhat Agree	Somewhat Disagree	Disagree	Strongly Disagree	Responses
Are accessible for employees like me							
Full-time faculty							
Count	44	61	21	4	4	2	136
Row %	32.4%	44.9%	15.4%	2.9%	2.9%	1.5%	
Adjunct faculty							
Count	53	70	19	8	3	3	156
Row %	34.0%	44.9%	12.2%	5.1%	1.9%	1.9%	
Classified staff							
Count	17	52	35	15	10	14	143
Row %	11.9%	36.4%	24.5%	10.5%	7.0%	9.8%	
Management (including confidentials)							
Count	12	16	7	7	2	1	45
Row %	26.7%	35.6%	15.6%	15.6%	4.4%	2.2%	
Totals							
Total Responses							

Are relevant to my job							
Full-time faculty							
Count	24	53	37	13	4	6	137
Row %	17.5%	38.7%	27.0%	9.5%	2.9%	4.4%	
Adjunct faculty							
Count	37	56	42	15	4	3	157
Row %	23.6%	35.7%	26.8%	9.6%	2.5%	1.9%	
Classified staff							
Count	7	27	43	30	15	19	141
Row %	5.0%	19.1%	30.5%	21.3%	10.6%	13.5%	
Management (including confidentials)							
Count	3	11	16	10	2	2	44
Row %	6.8%	25.0%	36.4%	22.7%	4.5%	4.5%	
Totals							
Total Responses							

Include offerings for participants with different skill levels and experiences							
Full-time faculty							
Count	21	56	33	18	4	3	135
Row %	15.6%	41.5%	24.4%	13.3%	3.0%	2.2%	

	Strongly Agree	Agree	Somewhat Agree	Somewhat Disagree	Disagree	Strongly Disagree	Responses
Adjunct faculty Count Row %	34 21.7%	66 42.0%	41 26.1%	13 8.3%	1 0.6%	2 1.3%	157
Classified staff Count Row %	11 7.7%	34 23.9%	48 33.8%	21 14.8%	18 12.7%	10 7.0%	142
Management (including confidentials) Count Row %	3 6.8%	11 25.0%	15 34.1%	10 22.7%	3 6.8%	2 4.5%	44
Totals Total Responses							

Provide practical information I can apply to my daily work

Full-time faculty Count Row %	19 13.9%	51 37.2%	42 30.7%	10 7.3%	10 7.3%	5 3.6%	137
Adjunct faculty Count Row %	37 24.0%	63 40.9%	34 22.1%	12 7.8%	6 3.9%	2 1.3%	154
Classified staff Count Row %	6 4.2%	34 23.8%	45 31.5%	34 23.8%	11 7.7%	13 9.1%	143
Management (including confidentials) Count Row %	3 6.8%	13 29.5%	15 34.1%	8 18.2%	2 4.5%	3 6.8%	44
Totals Total Responses							

10. Rate your level of interest in future training topics at SMC:

	Extremely Interested	Interested	Moderately Interested	Slightly Interested	Not Interested At All	Responses
College policies and procedures (accreditation, program review, Board policies, etc.)						
Full-time faculty						
Count	18	36	40	19	23	136
Row %	13.2%	26.5%	29.4%	14.0%	16.9%	
Adjunct faculty						
Count	28	28	46	32	21	155
Row %	18.1%	18.1%	29.7%	20.6%	13.5%	
Classified staff						
Count	16	41	41	23	24	145
Row %	11.0%	28.3%	28.3%	15.9%	16.6%	
Management (including confidentials)						
Count	10	20	12	2	1	45
Row %	22.2%	44.4%	26.7%	4.4%	2.2%	
Totals						
Total Responses						

Data collection and analysis

Full-time faculty						
Count	18	52	34	20	12	136
Row %	13.2%	38.2%	25.0%	14.7%	8.8%	
Adjunct faculty						
Count	19	30	54	23	29	155
Row %	12.3%	19.4%	34.8%	14.8%	18.7%	
Classified staff						
Count	22	42	37	23	19	143
Row %	15.4%	29.4%	25.9%	16.1%	13.3%	
Management (including confidentials)						
Count	8	22	7	7	1	45
Row %	17.8%	48.9%	15.6%	15.6%	2.2%	
Totals						
Total Responses						

Conflict resolution

Full-time faculty						
Count	25	45	34	15	15	134
Row %	18.7%	33.6%	25.4%	11.2%	11.2%	

	Extremely Interested	Interested	Moderately Interested	Slightly Interested	Not Interested At All	Responses
Adjunct faculty Count Row %	21 13.5%	46 29.7%	49 31.6%	30 19.4%	9 5.8%	155
Classified staff Count Row %	25 17.2%	49 33.8%	37 25.5%	21 14.5%	13 9.0%	145
Management (including confidentials) Count Row %	12 26.7%	17 37.8%	12 26.7%	3 6.7%	1 2.2%	45
Totals Total Responses						

Management strategies (time, project, people)

Full-time faculty Count Row %	22 16.7%	34 25.8%	36 27.3%	18 13.6%	22 16.7%	132
Adjunct faculty Count Row %	22 14.3%	39 25.3%	42 27.3%	27 17.5%	24 15.6%	154
Classified staff Count Row %	39 27.1%	52 36.1%	26 18.1%	13 9.0%	14 9.7%	144
Management (including confidentials) Count Row %	11 25.0%	22 50.0%	8 18.2%	1 2.3%	2 4.5%	44
Totals Total Responses						

Mental health

Full-time faculty Count Row %	31 23.0%	47 34.8%	26 19.3%	20 14.8%	11 8.1%	135
Adjunct faculty Count Row %	36 23.5%	45 29.4%	36 23.5%	22 14.4%	14 9.2%	153
Classified staff Count Row %	25 17.4%	61 42.4%	32 22.2%	16 11.1%	10 6.9%	144

	Extremely Interested	Interested	Moderately Interested	Slightly Interested	Not Interested At All	Responses
■ Management (including confidentials) Count Row %	8 17.8%	17 37.8%	9 20.0%	8 17.8%	3 6.7%	45
Totals Total Responses						

Pedagogy and curriculum development

■ Full-time faculty Count Row %	68 49.6%	43 31.4%	14 10.2%	5 3.6%	7 5.1%	137
■ Adjunct faculty Count Row %	48 31.0%	53 34.2%	32 20.6%	16 10.3%	6 3.9%	155
■ Classified staff Count Row %	11 7.7%	30 21.0%	36 25.2%	24 16.8%	42 29.4%	143
■ Management (including confidentials) Count Row %	0 0.0%	9 20.9%	13 30.2%	11 25.6%	10 23.3%	43
Totals Total Responses						

Safety

■ Full-time faculty Count Row %	13 9.7%	40 29.9%	37 27.6%	25 18.7%	19 14.2%	134
■ Adjunct faculty Count Row %	24 15.7%	40 26.1%	37 24.2%	40 26.1%	12 7.8%	153
■ Classified staff Count Row %	29 20.1%	43 29.9%	38 26.4%	20 13.9%	14 9.7%	144
■ Management (including confidentials) Count Row %	5 11.4%	14 31.8%	10 22.7%	10 22.7%	5 11.4%	44

	Extremely Interested	Interested	Moderately Interested	Slightly Interested	Not Interested At All	Responses
Totals						
Total Responses						

Supporting specific student populations

■ Full-time faculty Count Row %	59 43.4%	51 37.5%	15 11.0%	9 6.6%	2 1.5%	136
■ Adjunct faculty Count Row %	58 37.7%	50 32.5%	27 17.5%	14 9.1%	5 3.2%	154
■ Classified staff Count Row %	33 22.9%	45 31.3%	34 23.6%	17 11.8%	15 10.4%	144
■ Management (including confidentials) Count Row %	18 40.9%	16 36.4%	7 15.9%	1 2.3%	2 4.5%	44
Totals						
Total Responses						

Technology tools (Canvas, AdobeSign, Microsoft Teams, etc.)

■ Full-time faculty Count Row %	40 29.4%	54 39.7%	26 19.1%	11 8.1%	5 3.7%	136
■ Adjunct faculty Count Row %	50 32.3%	61 39.4%	27 17.4%	13 8.4%	4 2.6%	155
■ Classified staff Count Row %	50 34.7%	60 41.7%	18 12.5%	11 7.6%	5 3.5%	144
■ Management (including confidentials) Count Row %	17 37.8%	14 31.1%	7 15.6%	3 6.7%	4 8.9%	45
Totals						
Total Responses						

Programs, departments, and services at SMC

	Extremely Interested	Interested	Moderately Interested	Slightly Interested	Not Interested At All	Responses
■ Full-time faculty Count Row %	30 22.1%	57 41.9%	28 20.6%	16 11.8%	5 3.7%	136
■ Adjunct faculty Count Row %	43 27.9%	52 33.8%	38 24.7%	18 11.7%	3 1.9%	154
■ Classified staff Count Row %	33 22.8%	63 43.4%	33 22.8%	14 9.7%	2 1.4%	145
■ Management (including confidentials) Count Row %	13 29.5%	17 38.6%	8 18.2%	4 9.1%	2 4.5%	44
Totals Total Responses						

11. How likely are you to attend a training offered in the following format?

	Extremely Likely	Likely	Somewhat Likely	Slightly Likely	Not at all likely	Responses
In-person workshops (one session per topic)						
Full-time faculty						
Count	21	38	34	23	21	137
Row %	15.3%	27.7%	24.8%	16.8%	15.3%	
Adjunct faculty						
Count	19	35	40	38	24	156
Row %	12.2%	22.4%	25.6%	24.4%	15.4%	
Classified staff						
Count	34	40	34	18	17	143
Row %	23.8%	28.0%	23.8%	12.6%	11.9%	
Management (including confidentials)						
Count	10	13	13	7	2	45
Row %	22.2%	28.9%	28.9%	15.6%	4.4%	
Totals						
Total Responses						
Virtual (live) workshops (one session per topic)						
Full-time faculty						
Count	49	55	17	11	5	137
Row %	35.8%	40.1%	12.4%	8.0%	3.6%	
Adjunct faculty						
Count	68	53	23	7	5	156
Row %	43.6%	34.0%	14.7%	4.5%	3.2%	
Classified staff						
Count	51	64	18	9	2	144
Row %	35.4%	44.4%	12.5%	6.3%	1.4%	
Management (including confidentials)						
Count	13	28	3	0	0	44
Row %	29.5%	63.6%	6.8%	0.0%	0.0%	
Totals						
Total Responses						
Seminar or conference (multiple session, multiple topics)						
Full-time faculty						
Count	21	51	38	17	8	135
Row %	15.6%	37.8%	28.1%	12.6%	5.9%	
Adjunct faculty						
Count	23	45	48	21	19	156
Row %	14.7%	28.8%	30.8%	13.5%	12.2%	

	Extremely Likely	Likely	Somewhat Likely	Slightly Likely	Not at all likely	Responses
Classified staff						
Count	25	60	36	16	8	145
Row %	17.2%	41.4%	24.8%	11.0%	5.5%	
Management (including confidentials)						
Count	9	25	6	4	1	45
Row %	20.0%	55.6%	13.3%	8.9%	2.2%	
Totals						
Total Responses						

Intensive training experience (multiple days)

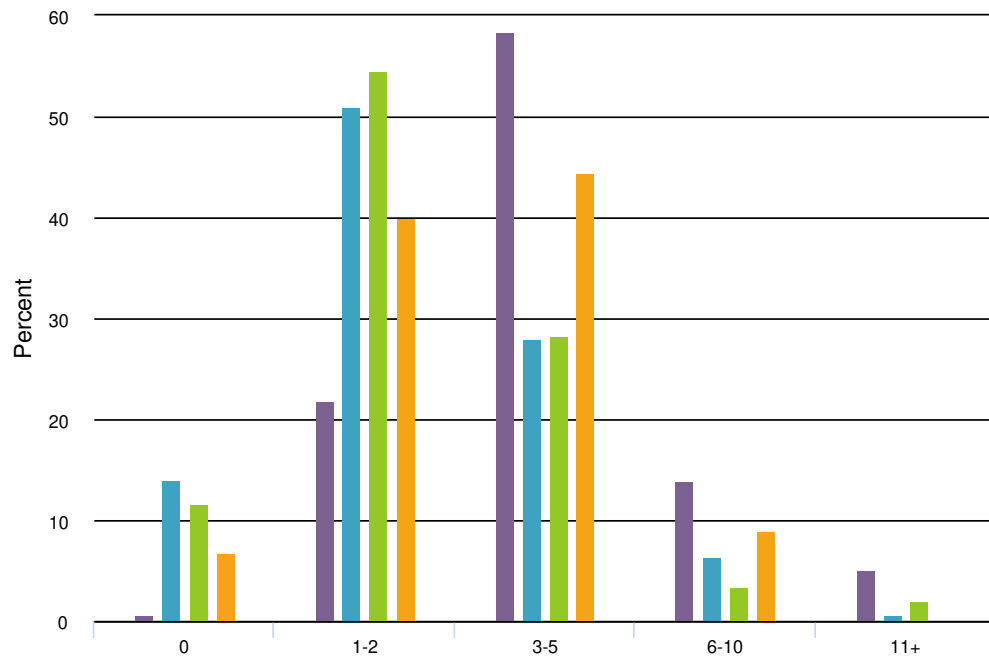
Full-time faculty						
Count	21	31	41	24	18	135
Row %	15.6%	23.0%	30.4%	17.8%	13.3%	
Adjunct faculty						
Count	17	27	51	23	38	156
Row %	10.9%	17.3%	32.7%	14.7%	24.4%	
Classified staff						
Count	24	48	40	17	14	143
Row %	16.8%	33.6%	28.0%	11.9%	9.8%	
Management (including confidentials)						
Count	10	21	5	7	2	45
Row %	22.2%	46.7%	11.1%	15.6%	4.4%	
Totals						
Total Responses						

Pre-recorded or online streaming on-demand "how to" videos

Full-time faculty						
Count	39	43	17	21	17	137
Row %	28.5%	31.4%	12.4%	15.3%	12.4%	
Adjunct faculty						
Count	51	43	32	20	9	155
Row %	32.9%	27.7%	20.6%	12.9%	5.8%	
Classified staff						
Count	36	49	24	26	9	144
Row %	25.0%	34.0%	16.7%	18.1%	6.3%	
Management (including confidentials)						
Count	7	18	9	7	4	45
Row %	15.6%	40.0%	20.0%	15.6%	8.9%	

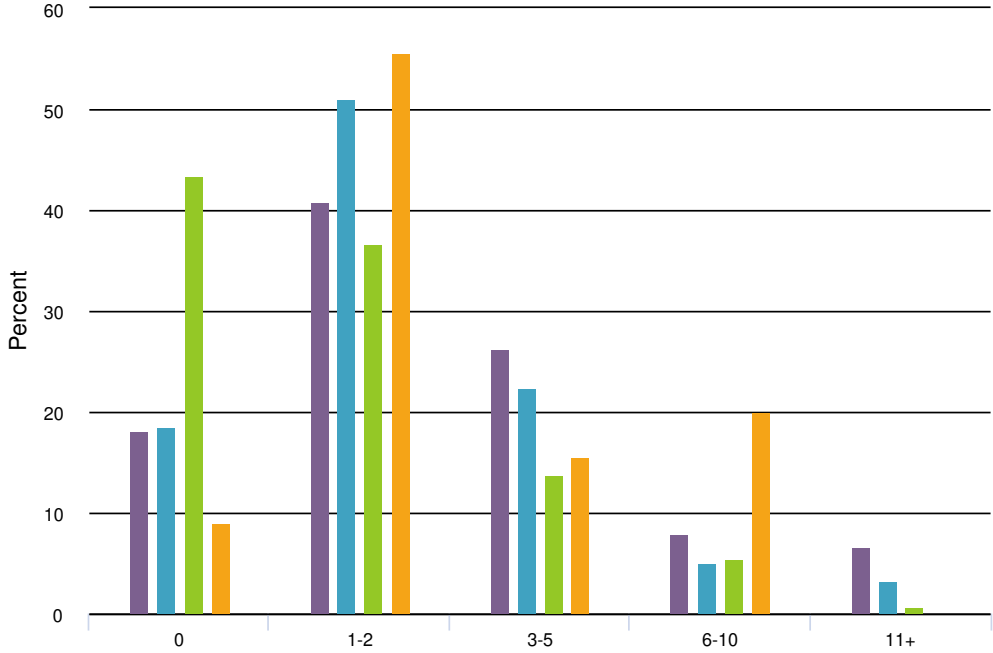
	Extremely Likely	Likely	Somewhat Likely	Slightly Likely	Not at all likely	Responses
Totals Total Responses						
Online repository of self-guided reading and other training materials						
Full-time faculty Count Row %	30 21.9%	44 32.1%	29 21.2%	19 13.9%	15 10.9%	137
Adjunct faculty Count Row %	41 26.1%	47 29.9%	29 18.5%	25 15.9%	15 9.6%	157
Classified staff Count Row %	26 18.1%	45 31.3%	39 27.1%	18 12.5%	16 11.1%	144
Management (including confidentials) Count Row %	3 6.7%	23 51.1%	8 17.8%	4 8.9%	7 15.6%	45
Totals Total Responses						

12. On average, how many professional development (PD) experiences organized by Santa Monica College do you attend in an academic year (PD series count as one)? Some examples include Opening Day, March Professional Development Day, and Equitizing Gateway Courses (EGC)



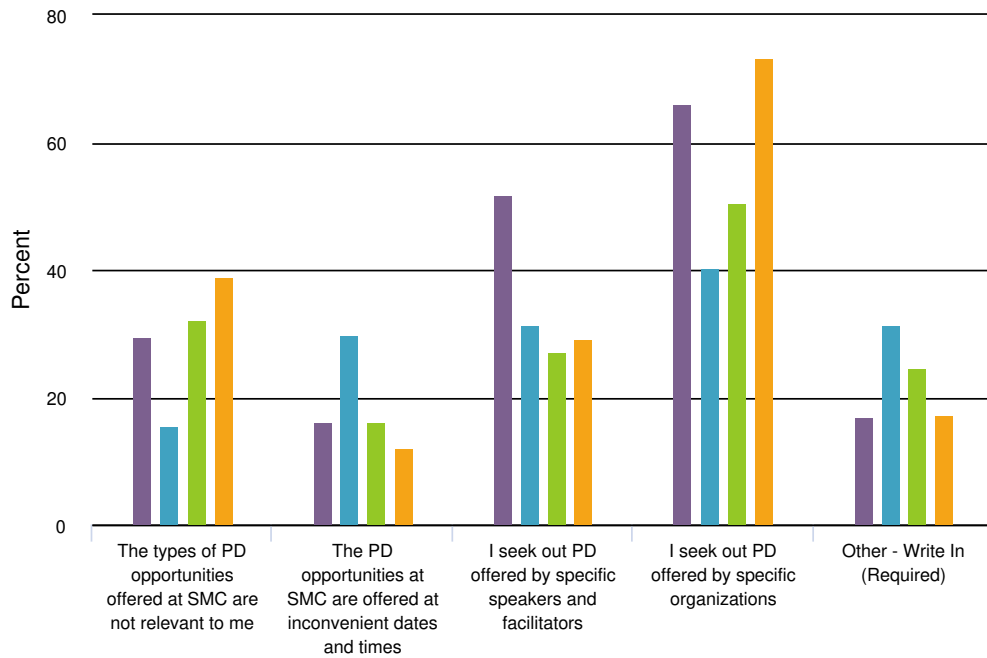
Segment	Value	Percent	% of Total	Responses
Full-time faculty	0	0.7%	0.2%	1
	1-2	21.9%	6.2%	30
	3-5	58.4%	16.5%	80
	6-10	13.9%	3.9%	19
	11+	5.1%	1.4%	7
	Total Responses			28.2%
Adjunct faculty	0	14%	4.5%	22
	1-2	51%	16.5%	80
	3-5	28%	9.1%	44
	6-10	6.4%	2.1%	10
	11+	0.6%	0.2%	1
	Total Responses			32.4%
Classified staff	0	11.7%	3.5%	17
	1-2	54.5%	16.3%	79
	3-5	28.3%	8.5%	41
	6-10	3.4%	1%	5
	11+	2.1%	0.6%	3
	Total Responses			29.9%
Management (including confidentials)	0	6.7%	0.6%	3
	1-2	40%	3.7%	18
	3-5	44.4%	4.1%	20
	6-10	8.9%	0.8%	4
	11+	0%	0%	0
	Total Responses			9.2%

13. On average, how many professional development (PD) experiences offered by organizations outside of Santa Monica College do you attend in an academic year?



Segment	Value	Percent	% of Total	Responses
Full-time faculty	0	18.2%	5.2%	25
	1-2	40.9%	11.6%	56
	3-5	26.3%	7.4%	36
	6-10	8%	2.3%	11
	11+	6.6%	1.9%	9
	Total Responses			28.4%
Adjunct faculty	0	18.5%	6%	29
	1-2	51%	16.5%	80
	3-5	22.3%	7.2%	35
	6-10	5.1%	1.7%	8
	11+	3.2%	1%	5
	Total Responses			32.4%
Classified staff	0	43.4%	13%	63
	1-2	36.6%	11%	53
	3-5	13.8%	4.1%	20
	6-10	5.5%	1.7%	8
	11+	0.7%	0.2%	1
	Total Responses			30%
Management (including confidentials)	0	8.9%	0.8%	4
	1-2	55.6%	5.2%	25
	3-5	15.6%	1.4%	7
	6-10	20%	1.9%	9
	11+	0%	0%	0
	Total Responses			9.3%

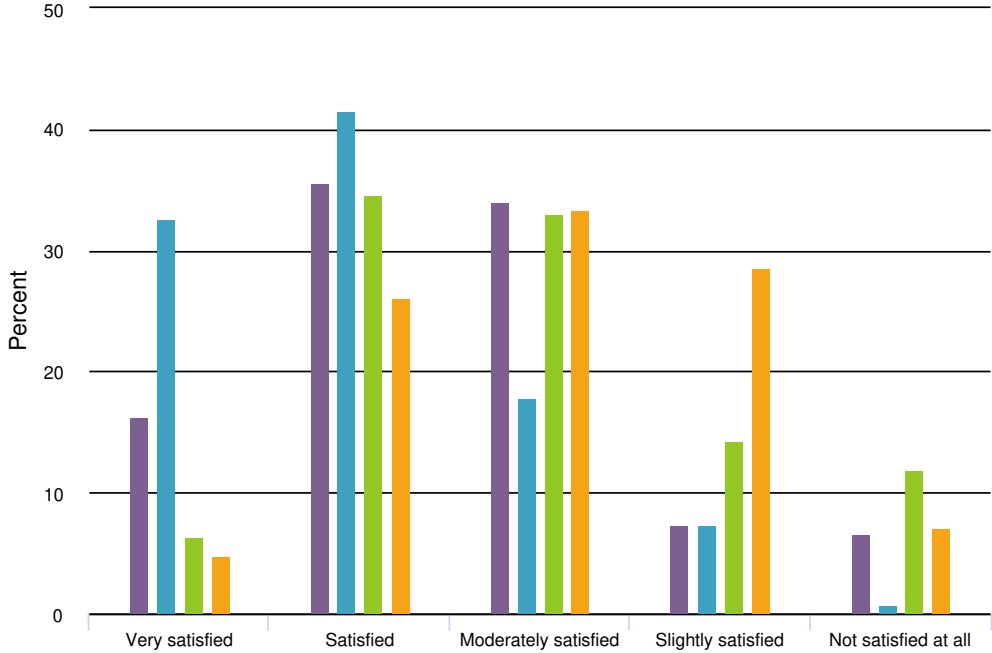
14. What reason(s) do you seek out PD from external organizations?



Segment	Value	Percent	% of Total Responses	Responses
Full-time faculty	The types of PD opportunities offered at SMC are not relevant to me	29.5%	9.1%	33
	The PD opportunities at SMC are offered at inconvenient dates and times	16.1%	5%	18
	I seek out PD offered by specific speakers and facilitators	51.8%	16.1%	58
	I seek out PD offered by specific organizations	66.1%	20.5%	74
	Other - Write In (Required)	17%	5.3%	19
	Total Responses		56%	112
Adjunct faculty	The types of PD opportunities offered at SMC are not relevant to me	15.7%	5.5%	20
	The PD opportunities at SMC are offered at inconvenient dates and times	29.9%	10.5%	38
	I seek out PD offered by specific speakers and facilitators	31.5%	11.1%	40
	I seek out PD offered by specific organizations	40.2%	14.1%	51
	Other - Write In (Required)	31.5%	11.1%	40
	Total Responses		52.3%	127

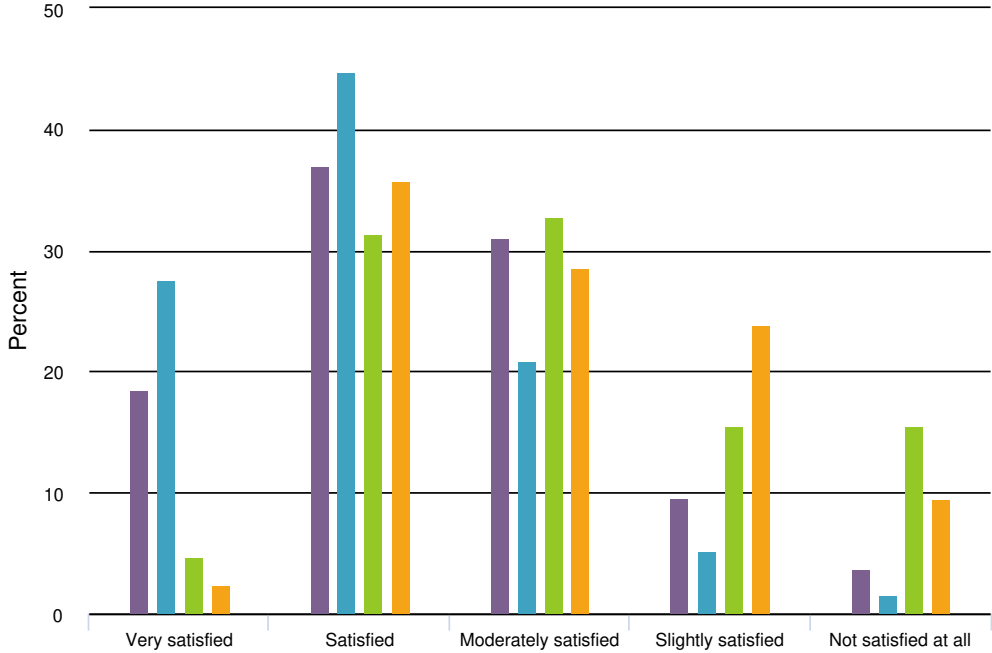
Segment	Value	Percent	% of	
			Total	Responses
Classified staff	The types of PD opportunities offered at SMC are not relevant to me	32.1%	7.2%	26
	The PD opportunities at SMC are offered at inconvenient dates and times	16%	3.6%	13
	I seek out PD offered by specific speakers and facilitators	27.2%	6.1%	22
	I seek out PD offered by specific organizations	50.6%	11.4%	41
	Other - Write In (Required)	24.7%	5.5%	20
	Total Responses		33.8%	81
Management (including confidentials)	The types of PD opportunities offered at SMC are not relevant to me	39%	4.4%	16
	The PD opportunities at SMC are offered at inconvenient dates and times	12.2%	1.4%	5
	I seek out PD offered by specific speakers and facilitators	29.3%	3.3%	12
	I seek out PD offered by specific organizations	73.2%	8.3%	30
	Other - Write In (Required)	17.1%	1.9%	7
	Total Responses		19.3%	41

15. How satisfied are you with the quality of PD you receive at Santa Monica College?



Segment	Value	Percent	% of Total	Responses
■ Full-time faculty	Very satisfied	16.3%	5%	22
	Satisfied	35.6%	10.9%	48
	Moderately satisfied	34.1%	10.5%	46
	Slightly satisfied	7.4%	2.3%	10
	Not satisfied at all	6.7%	2.1%	9
	Total Responses			30.8%
■ Adjunct faculty	Very satisfied	32.6%	10%	44
	Satisfied	41.5%	12.8%	56
	Moderately satisfied	17.8%	5.5%	24
	Slightly satisfied	7.4%	2.3%	10
	Not satisfied at all	0.7%	0.2%	1
	Total Responses			30.8%
■ Classified staff	Very satisfied	6.3%	1.8%	8
	Satisfied	34.6%	10%	44
	Moderately satisfied	33.1%	9.6%	42
	Slightly satisfied	14.2%	4.1%	18
	Not satisfied at all	11.8%	3.4%	15
	Total Responses			28.9%
■ Management (including confidentials)	Very satisfied	4.8%	0.5%	2
	Satisfied	26.2%	2.5%	11
	Moderately satisfied	33.3%	3.2%	14
	Slightly satisfied	28.6%	2.7%	12
	Not satisfied at all	7.1%	0.7%	3
	Total Responses			9.6%

16. Overall, how satisfied are you with the amount of PD opportunities offered at Santa Monica College?



Segment	Value	Percent	% of Total	Responses
Full-time faculty	Very satisfied	18.5%	5.7%	25
	Satisfied	37%	11.4%	50
	Moderately satisfied	31.1%	9.6%	42
	Slightly satisfied	9.6%	3%	13
	Not satisfied at all	3.7%	1.1%	5
	Total Responses			30.8%
Adjunct faculty	Very satisfied	27.6%	8.4%	37
	Satisfied	44.8%	13.7%	60
	Moderately satisfied	20.9%	6.4%	28
	Slightly satisfied	5.2%	1.6%	7
	Not satisfied at all	1.5%	0.5%	2
	Total Responses			30.6%
Classified staff	Very satisfied	4.7%	1.4%	6
	Satisfied	31.3%	9.1%	40
	Moderately satisfied	32.8%	9.6%	42
	Slightly satisfied	15.6%	4.6%	20
	Not satisfied at all	15.6%	4.6%	20
	Total Responses			29.3%
Management (including confidentials)	Very satisfied	2.4%	0.2%	1
	Satisfied	35.7%	3.4%	15
	Moderately satisfied	28.6%	2.7%	12
	Slightly satisfied	23.8%	2.3%	10
	Not satisfied at all	9.5%	0.9%	4
	Total Responses			9.5%

17. Rate the extent to which you agree with the following statements:

	Strongly Agree	Agree	Somewhat Agree	Somewhat Disagree	Disagree	Strongly Disagree	Responses
Access to new learning and professional development opportunities is important to me as an employee							
Full-time faculty							
Count	63	54	14	3	1	1	136
Row %	46.3%	39.7%	10.3%	2.2%	0.7%	0.7%	
Adjunct faculty							
Count	61	63	26	3	1	2	156
Row %	39.1%	40.4%	16.7%	1.9%	0.6%	1.3%	
Classified staff							
Count	71	51	18	2	1	1	144
Row %	49.3%	35.4%	12.5%	1.4%	0.7%	0.7%	
Management (including confidentials)							
Count	22	18	3	1	0	0	44
Row %	50.0%	40.9%	6.8%	2.3%	0.0%	0.0%	
Totals							
Total Responses							

The impact of participating in professional development is positive and lasting							
Full-time faculty							
Count	39	61	29	4	2	1	136
Row %	28.7%	44.9%	21.3%	2.9%	1.5%	0.7%	
Adjunct faculty							
Count	48	64	38	3	3	1	157
Row %	30.6%	40.8%	24.2%	1.9%	1.9%	0.6%	
Classified staff							
Count	49	55	34	4	2	1	145
Row %	33.8%	37.9%	23.4%	2.8%	1.4%	0.7%	
Management (including confidentials)							
Count	16	20	7	2	0	0	45
Row %	35.6%	44.4%	15.6%	4.4%	0.0%	0.0%	
Totals							
Total Responses							

I know the steps I need to take in order to access professional development							
Full-time faculty							
Count	33	64	32	5	2	0	136
Row %	24.3%	47.1%	23.5%	3.7%	1.5%	0.0%	

	Strongly Agree	Agree	Somewhat Agree	Somewhat Disagree	Disagree	Strongly Disagree	Responses
Adjunct faculty Count Row %	29 18.5%	77 49.0%	35 22.3%	14 8.9%	1 0.6%	1 0.6%	157
Classified staff Count Row %	22 15.2%	46 31.7%	49 33.8%	16 11.0%	5 3.4%	7 4.8%	145
Management (including confidentials) Count Row %	4 8.9%	23 51.1%	13 28.9%	4 8.9%	0 0.0%	1 2.2%	45
Totals Total Responses							

Professional development is an integral part of SMC's culture

Full-time faculty Count Row %	29 21.3%	49 36.0%	26 19.1%	14 10.3%	14 10.3%	4 2.9%	136
Adjunct faculty Count Row %	43 27.4%	71 45.2%	30 19.1%	9 5.7%	3 1.9%	1 0.6%	157
Classified staff Count Row %	28 19.4%	38 26.4%	38 26.4%	21 14.6%	9 6.3%	10 6.9%	144
Management (including confidentials) Count Row %	4 9.1%	17 38.6%	12 27.3%	5 11.4%	4 9.1%	2 4.5%	44
Totals Total Responses							

Professional development is an integral part of my department's culture

Full-time faculty Count Row %	28 20.6%	55 40.4%	28 20.6%	15 11.0%	6 4.4%	4 2.9%	136
Adjunct faculty Count Row %	46 29.3%	61 38.9%	32 20.4%	10 6.4%	7 4.5%	1 0.6%	157
Classified staff Count Row %	21 14.6%	35 24.3%	41 28.5%	22 15.3%	8 5.6%	17 11.8%	144

	Strongly Agree	Agree	Somewhat Agree	Somewhat Disagree	Disagree	Strongly Disagree	Responses
■ Management (including confidentials) Count Row %	9 20.0%	18 40.0%	10 22.2%	3 6.7%	4 8.9%	1 2.2%	45
Totals Total Responses							

I share resources and what I've learned from professional development experiences with others

■ Full-time faculty Count Row %	41 30.4%	53 39.3%	34 25.2%	3 2.2%	3 2.2%	1 0.7%	135
■ Adjunct faculty Count Row %	45 28.8%	60 38.5%	29 18.6%	15 9.6%	4 2.6%	3 1.9%	156
■ Classified staff Count Row %	27 18.6%	57 39.3%	41 28.3%	9 6.2%	4 2.8%	7 4.8%	145
■ Management (including confidentials) Count Row %	11 24.4%	20 44.4%	11 24.4%	2 4.4%	1 2.2%	0 0.0%	45
Totals Total Responses							

I have the opportunity to apply what I have learned in PD to my work/teaching

■ Full-time faculty Count Row %	36 26.5%	63 46.3%	22 16.2%	10 7.4%	4 2.9%	1 0.7%	136
■ Adjunct faculty Count Row %	48 30.8%	73 46.8%	20 12.8%	11 7.1%	2 1.3%	2 1.3%	156
■ Classified staff Count Row %	23 15.9%	37 25.5%	54 37.2%	12 8.3%	10 6.9%	9 6.2%	145
■ Management (including confidentials) Count Row %	5 11.4%	23 52.3%	13 29.5%	3 6.8%	0 0.0%	0 0.0%	44
Totals Total Responses							

18. Rate your level of interest in future PD topics at SMC:

	Extremely Interested	Interested	Moderately Interested	Slightly Interested	Not Interested At All	Responses
Creating an inclusive classroom						
Full-time faculty						
Count	56	52	10	12	7	137
Row %	40.9%	38.0%	7.3%	8.8%	5.1%	
Adjunct faculty						
Count	55	57	26	12	7	157
Row %	35.0%	36.3%	16.6%	7.6%	4.5%	
Classified staff						
Count	23	27	37	17	39	143
Row %	16.1%	18.9%	25.9%	11.9%	27.3%	
Management (including confidentials)						
Count	5	16	11	7	6	45
Row %	11.1%	35.6%	24.4%	15.6%	13.3%	
Totals						
Total Responses						

	Extremely Interested	Interested	Moderately Interested	Slightly Interested	Not Interested At All	Responses
Cultural empathy (competency)						
Full-time faculty						
Count	55	46	19	9	7	136
Row %	40.4%	33.8%	14.0%	6.6%	5.1%	
Adjunct faculty						
Count	63	49	26	12	6	156
Row %	40.4%	31.4%	16.7%	7.7%	3.8%	
Classified staff						
Count	37	60	24	12	12	145
Row %	25.5%	41.4%	16.6%	8.3%	8.3%	
Management (including confidentials)						
Count	18	23	4	0	0	45
Row %	40.0%	51.1%	8.9%	0.0%	0.0%	
Totals						
Total Responses						

	Extremely Interested	Interested	Moderately Interested	Slightly Interested	Not Interested At All	Responses
Culturally responsive and relevant pedagogy						
Full-time faculty						
Count	63	41	15	9	8	136
Row %	46.3%	30.1%	11.0%	6.6%	5.9%	

	Extremely Interested	Interested	Moderately Interested	Slightly Interested	Not Interested At All	Responses
Adjunct faculty Count Row %	60 38.2%	53 33.8%	25 15.9%	12 7.6%	7 4.5%	157
Classified staff Count Row %	28 19.4%	45 31.3%	32 22.2%	18 12.5%	21 14.6%	144
Management (including confidentials) Count Row %	13 28.9%	19 42.2%	7 15.6%	4 8.9%	2 4.4%	45
Totals Total Responses						

Engaging in productive conversations about race and racial equity

Full-time faculty Count Row %	65 47.8%	32 23.5%	16 11.8%	16 11.8%	7 5.1%	136
Adjunct faculty Count Row %	63 40.1%	47 29.9%	23 14.6%	16 10.2%	8 5.1%	157
Classified staff Count Row %	38 26.2%	47 32.4%	30 20.7%	14 9.7%	16 11.0%	145
Management (including confidentials) Count Row %	16 37.2%	18 41.9%	7 16.3%	2 4.7%	0 0.0%	43
Totals Total Responses						

Inter-cultural communication and collaboration

Full-time faculty Count Row %	64 47.1%	35 25.7%	20 14.7%	10 7.4%	7 5.1%	136
Adjunct faculty Count Row %	62 39.5%	54 34.4%	23 14.6%	11 7.0%	7 4.5%	157
Classified staff Count Row %	42 29.0%	55 37.9%	24 16.6%	11 7.6%	13 9.0%	145

	Extremely Interested	Interested	Moderately Interested	Slightly Interested	Not Interested At All	Responses
■ Management (including confidentials) Count Row %	18 40.0%	17 37.8%	7 15.6%	3 6.7%	0 0.0%	45
Totals Total Responses						

Inquiry to address racial equity gaps

■ Full-time faculty Count Row %	60 44.4%	45 33.3%	14 10.4%	13 9.6%	3 2.2%	135
■ Adjunct faculty Count Row %	69 44.2%	49 31.4%	21 13.5%	9 5.8%	8 5.1%	156
■ Classified staff Count Row %	39 26.9%	51 35.2%	27 18.6%	11 7.6%	17 11.7%	145
■ Management (including confidentials) Count Row %	21 46.7%	17 37.8%	4 8.9%	2 4.4%	1 2.2%	45
Totals Total Responses						

Goal setting and monitoring

■ Full-time faculty Count Row %	30 22.4%	56 41.8%	31 23.1%	7 5.2%	10 7.5%	134
■ Adjunct faculty Count Row %	38 24.5%	54 34.8%	37 23.9%	14 9.0%	12 7.7%	155
■ Classified staff Count Row %	41 28.3%	54 37.2%	34 23.4%	10 6.9%	6 4.1%	145
■ Management (including confidentials) Count Row %	13 28.9%	19 42.2%	7 15.6%	5 11.1%	1 2.2%	45

	Extremely Interested	Interested	Moderately Interested	Slightly Interested	Not Interested At All	Responses
Totals Total Responses						

Leadership

Full-time faculty Count Row %	41 30.4%	43 31.9%	31 23.0%	13 9.6%	7 5.2%	135
Adjunct faculty Count Row %	39 24.8%	38 24.2%	49 31.2%	16 10.2%	15 9.6%	157
Classified staff Count Row %	50 34.5%	49 33.8%	27 18.6%	10 6.9%	9 6.2%	145
Management (including confidentials) Count Row %	21 46.7%	19 42.2%	4 8.9%	1 2.2%	0 0.0%	45
Totals Total Responses						

Mentorship

Full-time faculty Count Row %	37 27.6%	53 39.6%	31 23.1%	6 4.5%	7 5.2%	134
Adjunct faculty Count Row %	37 23.6%	53 33.8%	37 23.6%	15 9.6%	15 9.6%	157
Classified staff Count Row %	47 32.4%	48 33.1%	29 20.0%	9 6.2%	12 8.3%	145
Management (including confidentials) Count Row %	16 35.6%	19 42.2%	7 15.6%	3 6.7%	0 0.0%	45
Totals Total Responses						

Networking

	Extremely Interested	Interested	Moderately Interested	Slightly Interested	Not Interested At All	Responses
■ Full-time faculty Count Row %	30 22.6%	45 33.8%	29 21.8%	17 12.8%	12 9.0%	133
■ Adjunct faculty Count Row %	35 22.3%	47 29.9%	35 22.3%	26 16.6%	14 8.9%	157
■ Classified staff Count Row %	49 34.0%	47 32.6%	25 17.4%	10 6.9%	13 9.0%	144
■ Management (including confidentials) Count Row %	12 27.3%	20 45.5%	7 15.9%	3 6.8%	2 4.5%	44
Totals Total Responses						

19. Rate the extent to which you agree with the following statements:

	Strongly Agree	Agree	Somewhat Agree	Somewhat Disagree	Disagree	Strongly Disagree	Not Applicable	Responses
My promotion and career path is clear to me								
Full-time faculty Count Row %	42 30.7%	54 39.4%	17 12.4%	4 2.9%	5 3.6%	8 5.8%	7 5.1%	137
Adjunct faculty Count Row %	32 20.4%	41 26.1%	24 15.3%	21 13.4%	16 10.2%	14 8.9%	9 5.7%	157
Classified staff Count Row %	13 9.0%	32 22.1%	39 26.9%	15 10.3%	15 10.3%	22 15.2%	9 6.2%	145
Management (including confidentials) Count Row %	8 18.2%	10 22.7%	7 15.9%	7 15.9%	6 13.6%	6 13.6%	0 0.0%	44
Totals Total Responses								

I am progressing in my personal and professional development at SMC

Full-time faculty Count Row %	29 21.2%	58 42.3%	29 21.2%	8 5.8%	7 5.1%	5 3.6%	1 0.7%	137
Adjunct faculty Count Row %	36 22.9%	40 25.5%	36 22.9%	20 12.7%	8 5.1%	12 7.6%	5 3.2%	157
Classified staff Count Row %	9 6.3%	28 19.4%	46 31.9%	24 16.7%	12 8.3%	19 13.2%	6 4.2%	144
Management (including confidentials) Count Row %	6 13.3%	12 26.7%	14 31.1%	3 6.7%	8 17.8%	2 4.4%	0 0.0%	45

	Strongly Agree	Agree	Somewhat Agree	Somewhat Disagree	Disagree	Strongly Disagree	Not Applicable	Responses
Totals								
Total Responses								

I feel like SMC utilizes my talents and skills in my job effectively

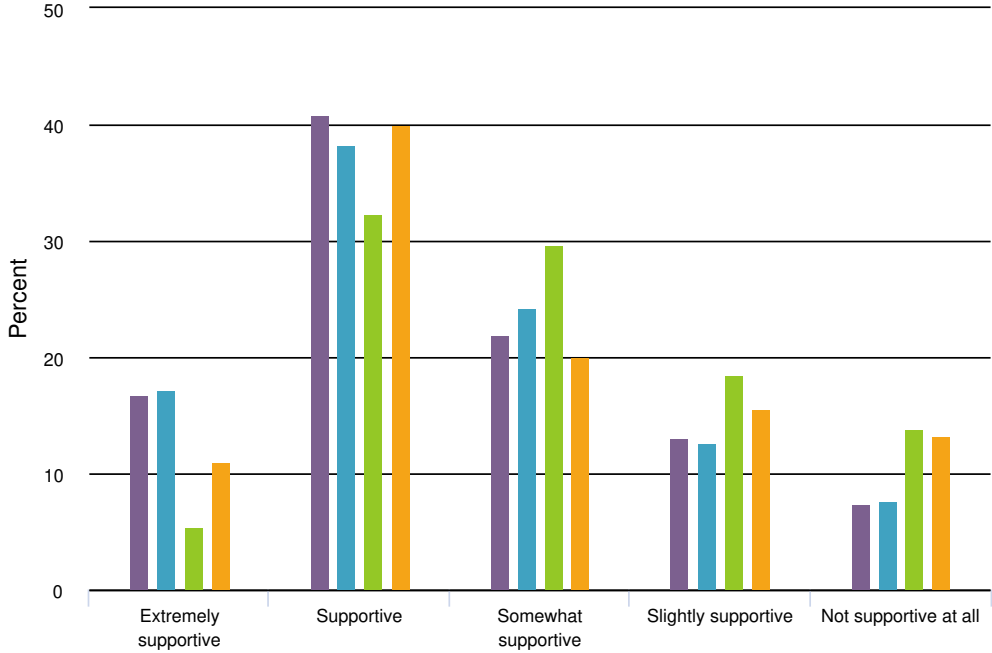
Full-time faculty Count Row %	20 14.6%	48 35.0%	37 27.0%	11 8.0%	7 5.1%	13 9.5%	1 0.7%	137
Adjunct faculty Count Row %	39 24.8%	48 30.6%	27 17.2%	17 10.8%	11 7.0%	15 9.6%	0 0.0%	157
Classified staff Count Row %	12 8.3%	40 27.8%	37 25.7%	20 13.9%	15 10.4%	18 12.5%	2 1.4%	144
Management (including confidentials) Count Row %	5 11.4%	10 22.7%	15 34.1%	4 9.1%	2 4.5%	8 18.2%	0 0.0%	44
Totals								
Total Responses								

I have opportunities to showcase or use my talents and skills in my department

Full-time faculty Count Row %	28 20.4%	62 45.3%	22 16.1%	12 8.8%	2 1.5%	9 6.6%	2 1.5%	137
Adjunct faculty Count Row %	35 22.4%	44 28.2%	36 23.1%	17 10.9%	10 6.4%	13 8.3%	1 0.6%	156
Classified staff Count Row %	21 14.5%	47 32.4%	37 25.5%	15 10.3%	10 6.9%	13 9.0%	2 1.4%	145
Management (including confidentials) Count Row %	9 20.5%	17 38.6%	16 36.4%	0 0.0%	2 4.5%	0 0.0%	0 0.0%	44

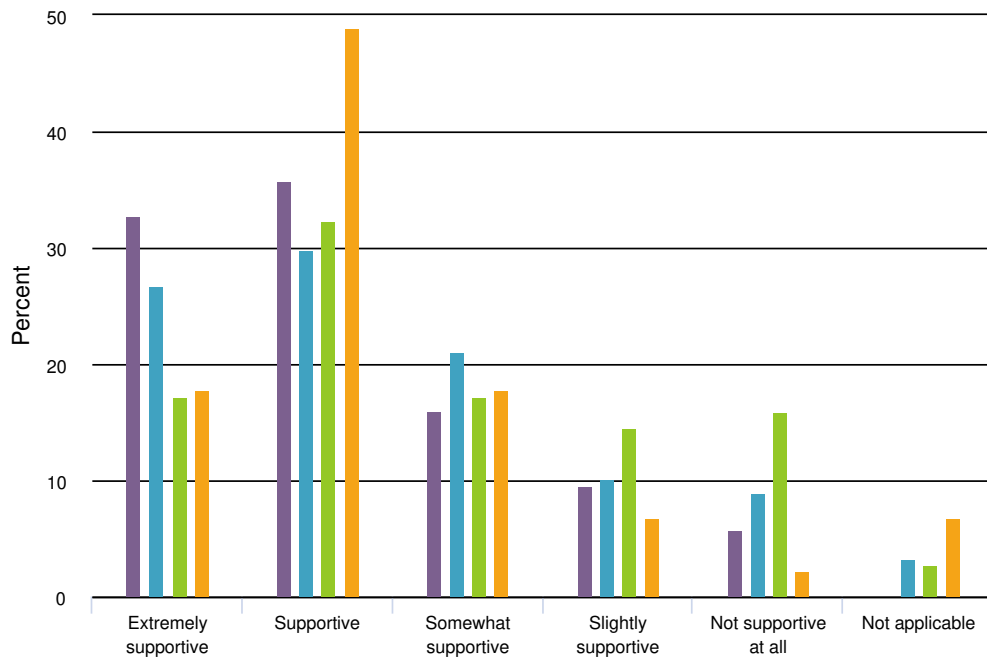
	Strongly Agree	Somewhat Agree	Somewhat Disagree	Disagree	Strongly Disagree	Not Applicable	Responses	
Totals Total Responses								
My roles, responsibilities, and expectations are clearly defined								
■ Full-time faculty Count Row %	32 23.4%	52 38.0%	32 23.4%	11 8.0%	5 3.6%	5 3.6%	0 0.0%	137
■ Adjunct faculty Count Row %	49 31.2%	58 36.9%	29 18.5%	10 6.4%	7 4.5%	4 2.5%	0 0.0%	157
■ Classified staff Count Row %	25 17.2%	55 37.9%	26 17.9%	17 11.7%	7 4.8%	14 9.7%	1 0.7%	145
■ Management (including confidentials) Count Row %	7 15.6%	17 37.8%	12 26.7%	6 13.3%	1 2.2%	2 4.4%	0 0.0%	45
Totals Total Responses								

20. How well does SMC support you in exploring your professional interests and goals?



Segment	Value	Percent	% of Total	Responses
■ Full-time faculty	Extremely supportive	16.8%	4.8%	23
	Supportive	40.9%	11.6%	56
	Somewhat supportive	21.9%	6.2%	30
	Slightly supportive	13.1%	3.7%	18
	Not supportive at all	7.3%	2.1%	10
	Total Responses			28.4%
■ Adjunct faculty	Extremely supportive	17.2%	5.6%	27
	Supportive	38.2%	12.4%	60
	Somewhat supportive	24.2%	7.9%	38
	Slightly supportive	12.7%	4.1%	20
	Not supportive at all	7.6%	2.5%	12
	Total Responses			32.5%
■ Classified staff	Extremely supportive	5.5%	1.7%	8
	Supportive	32.4%	9.7%	47
	Somewhat supportive	29.7%	8.9%	43
	Slightly supportive	18.6%	5.6%	27
	Not supportive at all	13.8%	4.1%	20
	Total Responses			30%
■ Management (including confidentials)	Extremely supportive	11.1%	1%	5
	Supportive	40%	3.7%	18
	Somewhat supportive	20%	1.9%	9
	Slightly supportive	15.6%	1.4%	7
	Not supportive at all	13.3%	1.2%	6
	Total Responses			9.2%

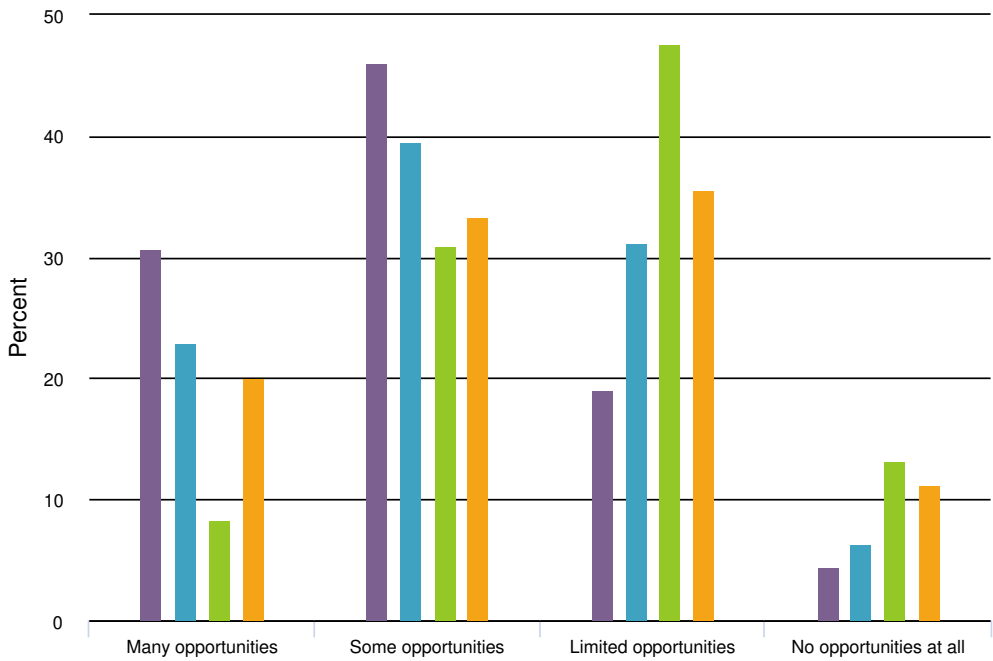
21. How well does your department support you in exploring your professional interests and goals?



Segment	Value	Percent	% of Total	Responses
Full-time faculty	Extremely supportive	32.8%	9.3%	45
	Supportive	35.8%	10.1%	49
	Somewhat supportive	16.1%	4.5%	22
	Slightly supportive	9.5%	2.7%	13
	Not supportive at all	5.8%	1.7%	8
	Not applicable	0%	0%	0
	Total Responses			28.3%
Adjunct faculty	Extremely supportive	26.8%	8.7%	42
	Supportive	29.9%	9.7%	47
	Somewhat supportive	21%	6.8%	33
	Slightly supportive	10.2%	3.3%	16
	Not supportive at all	8.9%	2.9%	14
	Not applicable	3.2%	1%	5
	Total Responses			32.4%
Classified staff	Extremely supportive	17.2%	5.2%	25

Segment	Value	Percent	% of Total	Responses
	Supportive	32.4%	9.7%	47
	Somewhat supportive	17.2%	5.2%	25
	Slightly supportive	14.5%	4.3%	21
	Not supportive at all	15.9%	4.8%	23
	Not applicable	2.8%	0.8%	4
	Total Responses		30%	145
Management (including confidentials)	Extremely supportive	17.8%	1.7%	8
	Supportive	48.9%	4.5%	22
	Somewhat supportive	17.8%	1.7%	8
	Slightly supportive	6.7%	0.6%	3
	Not supportive at all	2.2%	0.2%	1
	Not applicable	6.7%	0.6%	3
	Total Responses		9.3%	45

22. How many opportunities do you have for professional growth at SMC?



Segment	Value	Percent	% of Total	Responses
Full-time faculty	Many opportunities	30.7%	8.7%	42
	Some opportunities	46%	13%	63
	Limited opportunities	19%	5.4%	26
	No opportunities at all	4.4%	1.2%	6
	Total Responses			28.3%
Adjunct faculty	Many opportunities	22.9%	7.4%	36
	Some opportunities	39.5%	12.8%	62
	Limited opportunities	31.2%	10.1%	49
	No opportunities at all	6.4%	2.1%	10
	Total Responses			32.4%
Classified staff	Many opportunities	8.3%	2.5%	12
	Some opportunities	31%	9.3%	45
	Limited opportunities	47.6%	14.3%	69
	No opportunities at all	13.1%	3.9%	19
	Total Responses			30%
Management (including confidentials)	Many opportunities	20%	1.9%	9
	Some opportunities	33.3%	3.1%	15
	Limited opportunities	35.6%	3.3%	16
	No opportunities at all	11.1%	1%	5
	Total Responses			9.3%

23. Rate the extent to which you agree with the following statements about your relationship with colleagues at SMC:

	Strongly Agree	Agree	Somewhat Agree	Somewhat Disagree	Disagree	Strongly Disagree	Not Applicable	Responses
I feel respected by faculty								
<div style="display: flex; align-items: center;"> <div style="width: 12px; height: 12px; background-color: #663399; margin-right: 5px;"></div> <div> Full-time faculty Count Row % </div> </div>	38 27.9%	67 49.3%	19 14.0%	7 5.1%	2 1.5%	3 2.2%	0 0.0%	136
<div style="display: flex; align-items: center;"> <div style="width: 12px; height: 12px; background-color: #0070C0; margin-right: 5px;"></div> <div> Adjunct faculty Count Row % </div> </div>	60 38.2%	52 33.1%	30 19.1%	7 4.5%	5 3.2%	1 0.6%	2 1.3%	157
<div style="display: flex; align-items: center;"> <div style="width: 12px; height: 12px; background-color: #92D050; margin-right: 5px;"></div> <div> Classified staff Count Row % </div> </div>	29 20.1%	48 33.3%	31 21.5%	10 6.9%	4 2.8%	8 5.6%	14 9.7%	144
<div style="display: flex; align-items: center;"> <div style="width: 12px; height: 12px; background-color: #FF9933; margin-right: 5px;"></div> <div> Management (including confidentials) Count Row % </div> </div>	7 15.6%	16 35.6%	14 31.1%	4 8.9%	2 4.4%	0 0.0%	2 4.4%	45
Totals								
Total Responses								

I feel respected by staff members								
<div style="display: flex; align-items: center;"> <div style="width: 12px; height: 12px; background-color: #663399; margin-right: 5px;"></div> <div> Full-time faculty Count Row % </div> </div>	46 33.8%	68 50.0%	15 11.0%	2 1.5%	3 2.2%	2 1.5%	0 0.0%	136
<div style="display: flex; align-items: center;"> <div style="width: 12px; height: 12px; background-color: #0070C0; margin-right: 5px;"></div> <div> Adjunct faculty Count Row % </div> </div>	68 43.3%	60 38.2%	24 15.3%	3 1.9%	0 0.0%	0 0.0%	2 1.3%	157
<div style="display: flex; align-items: center;"> <div style="width: 12px; height: 12px; background-color: #92D050; margin-right: 5px;"></div> <div> Classified staff Count Row % </div> </div>	42 29.2%	72 50.0%	20 13.9%	5 3.5%	3 2.1%	2 1.4%	0 0.0%	144
<div style="display: flex; align-items: center;"> <div style="width: 12px; height: 12px; background-color: #FF9933; margin-right: 5px;"></div> <div> Management (including confidentials) Count Row % </div> </div>	8 18.2%	25 56.8%	8 18.2%	2 4.5%	0 0.0%	1 2.3%	0 0.0%	44

	Strongly Agree	Agree	Somewhat Agree	Somewhat Disagree	Disagree	Strongly Disagree	Not Applicable	Responses
Totals								
Total Responses								

I feel respected by students

<div style="display: flex; align-items: center;"> <div style="width: 15px; height: 15px; background-color: #663366; margin-right: 5px;"></div> Full-time faculty Count Row % </div>	59 43.4%	59 43.4%	12 8.8%	3 2.2%	1 0.7%	1 0.7%	1 0.7%	136
<div style="display: flex; align-items: center;"> <div style="width: 15px; height: 15px; background-color: #008080; margin-right: 5px;"></div> Adjunct faculty Count Row % </div>	72 45.9%	71 45.2%	9 5.7%	4 2.5%	0 0.0%	0 0.0%	1 0.6%	157
<div style="display: flex; align-items: center;"> <div style="width: 15px; height: 15px; background-color: #90EE90; margin-right: 5px;"></div> Classified staff Count Row % </div>	36 25.0%	64 44.4%	25 17.4%	2 1.4%	1 0.7%	0 0.0%	16 11.1%	144
<div style="display: flex; align-items: center;"> <div style="width: 15px; height: 15px; background-color: #FFA500; margin-right: 5px;"></div> Management (including confidentials) Count Row % </div>	13 28.9%	19 42.2%	8 17.8%	1 2.2%	0 0.0%	0 0.0%	4 8.9%	45
Totals								
Total Responses								

I feel respected by management

<div style="display: flex; align-items: center;"> <div style="width: 15px; height: 15px; background-color: #663366; margin-right: 5px;"></div> Full-time faculty Count Row % </div>	24 17.6%	46 33.8%	34 25.0%	12 8.8%	9 6.6%	10 7.4%	1 0.7%	136
<div style="display: flex; align-items: center;"> <div style="width: 15px; height: 15px; background-color: #008080; margin-right: 5px;"></div> Adjunct faculty Count Row % </div>	47 30.3%	43 27.7%	32 20.6%	16 10.3%	3 1.9%	4 2.6%	10 6.5%	155
<div style="display: flex; align-items: center;"> <div style="width: 15px; height: 15px; background-color: #90EE90; margin-right: 5px;"></div> Classified staff Count Row % </div>	18 12.5%	50 34.7%	33 22.9%	16 11.1%	8 5.6%	18 12.5%	1 0.7%	144
<div style="display: flex; align-items: center;"> <div style="width: 15px; height: 15px; background-color: #FFA500; margin-right: 5px;"></div> Management (including confidentials) Count Row % </div>	3 6.7%	23 51.1%	12 26.7%	3 6.7%	1 2.2%	3 6.7%	0 0.0%	45

	Strongly Agree	Agree	Somewhat Agree	Somewhat Disagree	Disagree	Strongly Disagree	Not Applicable	Responses
Totals								
Total Responses								

Colleagues in my department care about my well-being

<p>Full-time faculty</p> <p>Count</p> <p>Row %</p>	51 37.5%	55 40.4%	17 12.5%	4 2.9%	4 2.9%	4 2.9%	1 0.7%	136
<p>Adjunct faculty</p> <p>Count</p> <p>Row %</p>	56 35.7%	48 30.6%	34 21.7%	9 5.7%	5 3.2%	3 1.9%	2 1.3%	157
<p>Classified staff</p> <p>Count</p> <p>Row %</p>	54 37.8%	52 36.4%	22 15.4%	6 4.2%	4 2.8%	4 2.8%	1 0.7%	143
<p>Management (including confidentials)</p> <p>Count</p> <p>Row %</p>	11 24.4%	24 53.3%	7 15.6%	1 2.2%	1 2.2%	1 2.2%	0 0.0%	45
Totals								
Total Responses								

I have at least one professional mentor I can turn to for guidance

<p>Full-time faculty</p> <p>Count</p> <p>Row %</p>	49 36.0%	32 23.5%	20 14.7%	12 8.8%	11 8.1%	10 7.4%	2 1.5%	136
<p>Adjunct faculty</p> <p>Count</p> <p>Row %</p>	55 35.0%	41 26.1%	26 16.6%	14 8.9%	4 2.5%	12 7.6%	5 3.2%	157
<p>Classified staff</p> <p>Count</p> <p>Row %</p>	27 18.8%	35 24.3%	29 20.1%	17 11.8%	13 9.0%	18 12.5%	5 3.5%	144
<p>Management (including confidentials)</p> <p>Count</p> <p>Row %</p>	9 20.5%	22 50.0%	6 13.6%	1 2.3%	3 6.8%	3 6.8%	0 0.0%	44

	Strongly Agree	Agree	Somewhat Agree	Somewhat Disagree	Disagree	Strongly Disagree	Not Applicable	Responses
Totals								
Total Responses								

I have friendly relationships with colleagues in my department

Full-time faculty Count Row %	74 54.4%	41 30.1%	14 10.3%	3 2.2%	3 2.2%	1 0.7%	0 0.0%	136
Adjunct faculty Count Row %	62 39.5%	59 37.6%	24 15.3%	4 2.5%	2 1.3%	3 1.9%	3 1.9%	157
Classified staff Count Row %	66 45.8%	57 39.6%	17 11.8%	2 1.4%	1 0.7%	1 0.7%	0 0.0%	144
Management (including confidentials) Count Row %	18 40.0%	22 48.9%	5 11.1%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	45
Totals								
Total Responses								

I have friendly relationships with colleagues outside of my department at this institution

Full-time faculty Count Row %	60 44.1%	46 33.8%	17 12.5%	4 2.9%	4 2.9%	4 2.9%	1 0.7%	136
Adjunct faculty Count Row %	36 22.9%	41 26.1%	29 18.5%	10 6.4%	13 8.3%	11 7.0%	17 10.8%	157
Classified staff Count Row %	48 33.3%	56 38.9%	24 16.7%	6 4.2%	5 3.5%	5 3.5%	0 0.0%	144
Management (including confidentials) Count Row %	18 40.0%	20 44.4%	6 13.3%	1 2.2%	0 0.0%	0 0.0%	0 0.0%	45

	Strongly Agree	Agree	Somewhat Agree	Somewhat Disagree	Disagree	Strongly Disagree	Not Applicable	Responses
Totals Total Responses								
I feel a sense of belonging to this campus								
■ Full-time faculty Count Row %	37 27.4%	46 34.1%	29 21.5%	10 7.4%	6 4.4%	7 5.2%	0 0.0%	135
■ Adjunct faculty Count Row %	46 29.3%	43 27.4%	41 26.1%	10 6.4%	8 5.1%	8 5.1%	1 0.6%	157
■ Classified staff Count Row %	34 23.6%	39 27.1%	46 31.9%	10 6.9%	5 3.5%	10 6.9%	0 0.0%	144
■ Management (including confidentials) Count Row %	9 20.0%	16 35.6%	14 31.1%	3 6.7%	2 4.4%	1 2.2%	0 0.0%	45
Totals Total Responses								

24. Rate the extent to which you agree with the following statements about how SMC handles employee concerns:

	Strongly Agree	Agree	Somewhat Agree	Somewhat Disagree	Disagree	Strongly Disagree	Not Applicable	Responses
Employee concerns are considered when making policy								
Full-time faculty Count Row %	9 6.6%	31 22.8%	45 33.1%	20 14.7%	14 10.3%	17 12.5%	0 0.0%	136
Adjunct faculty Count Row %	23 14.7%	38 24.4%	47 30.1%	21 13.5%	3 1.9%	12 7.7%	12 7.7%	156
Classified staff Count Row %	7 4.9%	23 16.0%	41 28.5%	25 17.4%	14 9.7%	27 18.8%	7 4.9%	144
Management (including confidentials) Count Row %	3 6.7%	14 31.1%	12 26.7%	4 8.9%	7 15.6%	5 11.1%	0 0.0%	45
Totals Total Responses								

SMC encourages employees to have a public voice and share their ideas

Full-time faculty Count Row %	8 5.9%	34 25.0%	40 29.4%	24 17.6%	13 9.6%	17 12.5%	0 0.0%	136
Adjunct faculty Count Row %	25 16.0%	48 30.8%	44 28.2%	15 9.6%	9 5.8%	7 4.5%	8 5.1%	156
Classified staff Count Row %	8 5.6%	36 25.4%	41 28.9%	24 16.9%	12 8.5%	17 12.0%	4 2.8%	142
Management (including confidentials) Count Row %	2 4.4%	16 35.6%	14 31.1%	6 13.3%	2 4.4%	4 8.9%	1 2.2%	45

	Strongly Agree	Agree	Somewhat Agree	Somewhat Disagree	Disagree	Strongly Disagree	Not Applicable	Responses
Totals								
Total Responses								

SMC provides the campus community with opportunities to share feelings about issues of concern





Full-time faculty Count Row %	10 7.5%	28 20.9%	41 30.6%	18 13.4%	20 14.9%	16 11.9%	1 0.7%	134
Adjunct faculty Count Row %	31 19.7%	44 28.0%	46 29.3%	12 7.6%	11 7.0%	4 2.5%	9 5.7%	157
Classified staff Count Row %	8 5.6%	33 23.1%	47 32.9%	21 14.7%	13 9.1%	17 11.9%	4 2.8%	143
Management (including confidentials) Count Row %	3 6.8%	14 31.8%	14 31.8%	7 15.9%	1 2.3%	5 11.4%	0 0.0%	44
Totals								
Total Responses								

Leadership in my department/division at SMC seriously listen to what people at my level have to say





Full-time faculty Count Row %	37 27.2%	44 32.4%	26 19.1%	7 5.1%	9 6.6%	13 9.6%	0 0.0%	136
Adjunct faculty Count Row %	47 29.9%	54 34.4%	24 15.3%	11 7.0%	5 3.2%	12 7.6%	4 2.5%	157
Classified staff Count Row %	19 13.4%	36 25.4%	31 21.8%	20 14.1%	13 9.2%	23 16.2%	0 0.0%	142
Management (including confidentials) Count Row %	6 13.6%	15 34.1%	15 34.1%	3 6.8%	3 6.8%	2 4.5%	0 0.0%	44

	Strongly Agree	Somewhat Agree	Somewhat Disagree	Disagree	Strongly Disagree	Not Applicable	Responses	
Totals Total Responses								
At SMC, employees are not afraid to say what they really think								
■ Full-time faculty Count Row %	14 10.3%	22 16.2%	31 22.8%	26 19.1%	16 11.8%	27 19.9%	0 0.0%	136
■ Adjunct faculty Count Row %	26 16.8%	40 25.8%	39 25.2%	19 12.3%	8 5.2%	16 10.3%	7 4.5%	155
■ Classified staff Count Row %	8 5.6%	29 20.1%	39 27.1%	20 13.9%	20 13.9%	23 16.0%	5 3.5%	144
■ Management (including confidentials) Count Row %	5 11.1%	7 15.6%	14 31.1%	7 15.6%	5 11.1%	7 15.6%	0 0.0%	45
Totals Total Responses								

25. Rate the extent to which you agree with the following statements about communication at SMC:

	Strongly Agree	Agree	Somewhat Agree	Somewhat Disagree	Disagree	Strongly Disagree	Not Applicable	Responses
Changes to policies and procedures that affect my daily work are communicated to me effectively								
 Full-time faculty Count Row %	13 9.6%	42 30.9%	40 29.4%	16 11.8%	15 11.0%	9 6.6%	1 0.7%	136
 Adjunct faculty Count Row %	33 21.4%	61 39.6%	34 22.1%	10 6.5%	8 5.2%	7 4.5%	1 0.6%	154
 Classified staff Count Row %	11 7.7%	41 28.7%	40 28.0%	16 11.2%	14 9.8%	21 14.7%	0 0.0%	143
 Management (including confidentials) Count Row %	3 6.7%	12 26.7%	19 42.2%	0 0.0%	6 13.3%	5 11.1%	0 0.0%	45
Totals Total Responses								

My supervisor provides me with feedback that assists me in performing my job responsibilities

 Full-time faculty Count Row %	36 26.5%	36 26.5%	27 19.9%	16 11.8%	8 5.9%	7 5.1%	6 4.4%	136
 Adjunct faculty Count Row %	47 30.5%	55 35.7%	23 14.9%	11 7.1%	6 3.9%	9 5.8%	3 1.9%	154
 Classified staff Count Row %	27 18.8%	48 33.3%	33 22.9%	10 6.9%	8 5.6%	17 11.8%	1 0.7%	144
 Management (including confidentials) Count Row %	7 15.6%	12 26.7%	15 33.3%	4 8.9%	4 8.9%	3 6.7%	0 0.0%	45

	Strongly Agree	Agree	Somewhat Agree	Somewhat Disagree	Disagree	Strongly Disagree	Not Applicable	Responses
Totals								
Total Responses								

The information I get from management/chairs arrives in time to help me do my job

Full-time faculty Count Row %	29 21.3%	53 39.0%	25 18.4%	15 11.0%	3 2.2%	10 7.4%	1 0.7%	136
Adjunct faculty Count Row %	50 32.5%	54 35.1%	21 13.6%	14 9.1%	7 4.5%	6 3.9%	2 1.3%	154
Classified staff Count Row %	17 11.8%	40 27.8%	47 32.6%	15 10.4%	3 2.1%	20 13.9%	2 1.4%	144
Management (including confidentials) Count Row %	3 6.8%	16 36.4%	15 34.1%	4 9.1%	3 6.8%	3 6.8%	0 0.0%	44
Totals								
Total Responses								

I have enough information to do my job well

Full-time faculty Count Row %	34 25.0%	62 45.6%	29 21.3%	5 3.7%	4 2.9%	2 1.5%	0 0.0%	136
Adjunct faculty Count Row %	49 31.8%	70 45.5%	25 16.2%	4 2.6%	3 1.9%	3 1.9%	0 0.0%	154
Classified staff Count Row %	18 12.5%	57 39.6%	37 25.7%	17 11.8%	5 3.5%	10 6.9%	0 0.0%	144
Management (including confidentials) Count Row %	4 9.1%	16 36.4%	17 38.6%	3 6.8%	3 6.8%	1 2.3%	0 0.0%	44

	Strongly Agree	Agree	Somewhat Agree	Somewhat Disagree	Disagree	Strongly Disagree	Not Applicable	Responses
Totals								
Total Responses								

The information I get from management/chairs is accurate

Full-time faculty Count Row %	35 25.7%	49 36.0%	32 23.5%	10 7.4%	5 3.7%	4 2.9%	1 0.7%	136
Adjunct faculty Count Row %	65 42.2%	60 39.0%	14 9.1%	6 3.9%	2 1.3%	4 2.6%	3 1.9%	154
Classified staff Count Row %	18 12.5%	47 32.6%	44 30.6%	13 9.0%	7 4.9%	11 7.6%	4 2.8%	144
Management (including confidentials) Count Row %	6 13.3%	15 33.3%	18 40.0%	3 6.7%	2 4.4%	1 2.2%	0 0.0%	45
Totals								
Total Responses								

I feel comfortable asking questions when I do not know how to approach a job-related task

Full-time faculty Count Row %	46 34.1%	55 40.7%	21 15.6%	4 3.0%	3 2.2%	5 3.7%	1 0.7%	135
Adjunct faculty Count Row %	67 44.1%	48 31.6%	22 14.5%	8 5.3%	2 1.3%	4 2.6%	1 0.7%	152
Classified staff Count Row %	48 33.6%	57 39.9%	24 16.8%	5 3.5%	3 2.1%	6 4.2%	0 0.0%	143
Management (including confidentials) Count Row %	14 31.1%	20 44.4%	8 17.8%	2 4.4%	1 2.2%	0 0.0%	0 0.0%	45

	Strongly Agree	Agree	Somewhat Agree	Somewhat Disagree	Disagree	Strongly Disagree	Not Applicable	Responses
Totals								
Total Responses								

26. Rate the extent to which you agree with the following statements about your contributions at SMC:

	Strongly Agree	Agree	Somewhat Agree	Somewhat Disagree	Disagree	Strongly Disagree	Not Applicable	Responses
I feel my contributions are valued by my department								
<div style="display: flex; align-items: center;"> <div style="width: 15px; height: 15px; background-color: #663399; margin-right: 5px;"></div> Full-time faculty Count Row % </div>	47 34.6%	48 35.3%	25 18.4%	5 3.7%	4 2.9%	7 5.1%	0 0.0%	136
<div style="display: flex; align-items: center;"> <div style="width: 15px; height: 15px; background-color: #0070C0; margin-right: 5px;"></div> Adjunct faculty Count Row % </div>	52 33.3%	44 28.2%	33 21.2%	11 7.1%	4 2.6%	10 6.4%	2 1.3%	156
<div style="display: flex; align-items: center;"> <div style="width: 15px; height: 15px; background-color: #92D050; margin-right: 5px;"></div> Classified staff Count Row % </div>	39 27.3%	50 35.0%	31 21.7%	6 4.2%	5 3.5%	11 7.7%	1 0.7%	143
<div style="display: flex; align-items: center;"> <div style="width: 15px; height: 15px; background-color: #FF9933; margin-right: 5px;"></div> Management (including confidentials) Count Row % </div>	11 24.4%	20 44.4%	12 26.7%	1 2.2%	1 2.2%	0 0.0%	0 0.0%	45
Totals Total Responses								

I feel my contributions are valued by my direct supervisor/chair								
<div style="display: flex; align-items: center;"> <div style="width: 15px; height: 15px; background-color: #663399; margin-right: 5px;"></div> Full-time faculty Count Row % </div>	58 42.3%	47 34.3%	15 10.9%	8 5.8%	2 1.5%	6 4.4%	1 0.7%	137
<div style="display: flex; align-items: center;"> <div style="width: 15px; height: 15px; background-color: #0070C0; margin-right: 5px;"></div> Adjunct faculty Count Row % </div>	59 38.1%	44 28.4%	23 14.8%	12 7.7%	7 4.5%	7 4.5%	3 1.9%	155
<div style="display: flex; align-items: center;"> <div style="width: 15px; height: 15px; background-color: #92D050; margin-right: 5px;"></div> Classified staff Count Row % </div>	38 26.6%	50 35.0%	28 19.6%	9 6.3%	4 2.8%	13 9.1%	1 0.7%	143
<div style="display: flex; align-items: center;"> <div style="width: 15px; height: 15px; background-color: #FF9933; margin-right: 5px;"></div> Management (including confidentials) Count Row % </div>	12 27.3%	23 52.3%	6 13.6%	1 2.3%	2 4.5%	0 0.0%	0 0.0%	44

	Strongly Agree	Agree	Somewhat Agree	Somewhat Disagree	Disagree	Strongly Disagree	Not Applicable	Responses
Totals								
Total Responses								

I feel my contributions are valued by senior administrators

Full-time faculty Count Row %	20 14.6%	32 23.4%	25 18.2%	24 17.5%	12 8.8%	15 10.9%	9 6.6%	137
Adjunct faculty Count Row %	25 16.1%	36 23.2%	40 25.8%	19 12.3%	7 4.5%	13 8.4%	15 9.7%	155
Classified staff Count Row %	11 7.6%	35 24.3%	36 25.0%	23 16.0%	11 7.6%	18 12.5%	10 6.9%	144
Management (including confidentials) Count Row %	7 15.6%	16 35.6%	13 28.9%	3 6.7%	3 6.7%	2 4.4%	1 2.2%	45
Totals								
Total Responses								

My work gives me a feeling of personal accomplishment

Full-time faculty Count Row %	62 45.6%	39 28.7%	23 16.9%	6 4.4%	2 1.5%	3 2.2%	1 0.7%	136
Adjunct faculty Count Row %	80 51.6%	52 33.5%	17 11.0%	4 2.6%	2 1.3%	0 0.0%	0 0.0%	155
Classified staff Count Row %	41 28.7%	48 33.6%	36 25.2%	8 5.6%	2 1.4%	8 5.6%	0 0.0%	143
Management (including confidentials) Count Row %	10 22.2%	21 46.7%	9 20.0%	4 8.9%	0 0.0%	1 2.2%	0 0.0%	45

	Strongly Agree	Agree	Somewhat Agree	Somewhat Disagree	Disagree	Strongly Disagree	Not Applicable	Responses
Totals								
Total Responses								

I am less productive than I used to be

Full-time faculty Count Row %	9 6.6%	23 16.8%	23 16.8%	17 12.4%	28 20.4%	34 24.8%	3 2.2%	137
Adjunct faculty Count Row %	10 6.4%	15 9.6%	14 9.0%	18 11.5%	44 28.2%	48 30.8%	7 4.5%	156
Classified staff Count Row %	12 8.3%	10 6.9%	20 13.9%	16 11.1%	29 20.1%	53 36.8%	4 2.8%	144
Management (including confidentials) Count Row %	5 11.1%	7 15.6%	7 15.6%	5 11.1%	10 22.2%	10 22.2%	1 2.2%	45
Totals								
Total Responses								

At SMC, we stick with the old ways of doing things

Full-time faculty Count Row %	29 21.2%	22 16.1%	24 17.5%	19 13.9%	27 19.7%	11 8.0%	5 3.6%	137
Adjunct faculty Count Row %	11 7.1%	14 9.0%	34 21.8%	26 16.7%	37 23.7%	26 16.7%	8 5.1%	156
Classified staff Count Row %	27 18.9%	25 17.5%	39 27.3%	22 15.4%	22 15.4%	6 4.2%	2 1.4%	143
Management (including confidentials) Count Row %	18 40.0%	8 17.8%	11 24.4%	5 11.1%	3 6.7%	0 0.0%	0 0.0%	45

	Strongly Agree	Agree	Somewhat Agree	Somewhat Disagree	Disagree	Strongly Disagree	Not Applicable	Responses
Totals								
Total Responses								

At SMC, people get recognition for how well they do their jobs

Full-time faculty Count Row %	5 3.6%	26 19.0%	38 27.7%	25 18.2%	28 20.4%	15 10.9%	0 0.0%	137
Adjunct faculty Count Row %	15 9.7%	36 23.2%	52 33.5%	22 14.2%	13 8.4%	12 7.7%	5 3.2%	155
Classified staff Count Row %	2 1.4%	20 13.9%	39 27.1%	34 23.6%	16 11.1%	29 20.1%	4 2.8%	144
Management (including confidentials) Count Row %	1 2.2%	9 20.0%	17 37.8%	8 17.8%	3 6.7%	7 15.6%	0 0.0%	45
Totals								
Total Responses								

I am given a real opportunity to improve my skills at SMC

Full-time faculty Count Row %	15 11.0%	48 35.3%	42 30.9%	18 13.2%	5 3.7%	8 5.9%	0 0.0%	136
Adjunct faculty Count Row %	29 18.7%	43 27.7%	52 33.5%	15 9.7%	8 5.2%	8 5.2%	0 0.0%	155
Classified staff Count Row %	7 4.9%	29 20.1%	45 31.3%	27 18.8%	13 9.0%	21 14.6%	2 1.4%	144
Management (including confidentials) Count Row %	4 8.9%	8 17.8%	18 40.0%	7 15.6%	6 13.3%	2 4.4%	0 0.0%	45

	Strongly Agree	Agree	Somewhat Agree	Somewhat Disagree	Disagree	Strongly Disagree	Not Applicable	Responses
Totals								
Total Responses								

I feel I have to work harder than my colleagues to be perceived as a competent employee

Full-time faculty Count Row %	16 11.9%	18 13.4%	21 15.7%	22 16.4%	26 19.4%	23 17.2%	8 6.0%	134
Adjunct faculty Count Row %	16 10.3%	18 11.6%	19 12.3%	33 21.3%	32 20.6%	24 15.5%	13 8.4%	155
Classified staff Count Row %	16 11.1%	15 10.4%	27 18.8%	32 22.2%	27 18.8%	18 12.5%	9 6.3%	144
Management (including confidentials) Count Row %	10 22.2%	7 15.6%	9 20.0%	6 13.3%	11 24.4%	1 2.2%	1 2.2%	45
Totals								
Total Responses								

My role is important to the overall success of my department

Full-time faculty Count Row %	33 24.1%	69 50.4%	26 19.0%	4 2.9%	3 2.2%	2 1.5%	0 0.0%	137
Adjunct faculty Count Row %	36 23.2%	57 36.8%	40 25.8%	6 3.9%	4 2.6%	8 5.2%	4 2.6%	155
Classified staff Count Row %	61 42.7%	56 39.2%	19 13.3%	4 2.8%	0 0.0%	2 1.4%	1 0.7%	143
Management (including confidentials) Count Row %	17 37.8%	20 44.4%	7 15.6%	1 2.2%	0 0.0%	0 0.0%	0 0.0%	45

	Strongly Agree	Agree	Somewhat Agree	Somewhat Disagree	Disagree	Strongly Disagree	Not Applicable	Responses
Totals Total Responses								
I am aware of the goals and strategic priorities of the College								
■ Full-time faculty Count Row %	17 12.5%	66 48.5%	34 25.0%	10 7.4%	5 3.7%	4 2.9%	0 0.0%	136
■ Adjunct faculty Count Row %	30 19.5%	64 41.6%	43 27.9%	7 4.5%	5 3.2%	5 3.2%	0 0.0%	154
■ Classified staff Count Row %	16 11.3%	54 38.0%	41 28.9%	13 9.2%	8 5.6%	9 6.3%	1 0.7%	142
■ Management (including confidentials) Count Row %	11 24.4%	17 37.8%	12 26.7%	2 4.4%	1 2.2%	2 4.4%	0 0.0%	45
Totals Total Responses								

27. Rate the extent to which you are satisfied with the following SMC benefits:

	Extremely Satisfied	Satisfied	Moderately Satisfied	Slightly Satisfied	Not Satisfied At All	Does Not Apply To Me	Responses
Quality of health benefits							
Full-time faculty Count Row %	52 38.0%	68 49.6%	11 8.0%	4 2.9%	2 1.5%	0 0.0%	137
Adjunct faculty Count Row %	36 23.2%	46 29.7%	15 9.7%	15 9.7%	14 9.0%	29 18.7%	155
Classified staff Count Row %	66 45.8%	52 36.1%	15 10.4%	4 2.8%	2 1.4%	5 3.5%	144
Management (including confidentials) Count Row %	26 57.8%	14 31.1%	3 6.7%	1 2.2%	0 0.0%	1 2.2%	45
Totals Total Responses							

Retirement benefits							
Full-time faculty Count Row %	47 34.3%	69 50.4%	13 9.5%	5 3.6%	2 1.5%	1 0.7%	137
Adjunct faculty Count Row %	17 11.0%	54 35.1%	26 16.9%	19 12.3%	18 11.7%	20 13.0%	154
Classified staff Count Row %	57 39.9%	53 37.1%	20 14.0%	8 5.6%	1 0.7%	4 2.8%	143
Management (including confidentials) Count Row %	23 51.1%	18 40.0%	4 8.9%	0 0.0%	0 0.0%	0 0.0%	45
Totals Total Responses							

Salary

	Extremely Satisfied	Satisfied	Moderately Satisfied	Slightly Satisfied	Not Satisfied At All	Does Not Apply To Me	Responses
Full-time faculty Count Row %	27 19.7%	53 38.7%	30 21.9%	17 12.4%	10 7.3%	0 0.0%	137
Adjunct faculty Count Row %	25 16.2%	67 43.5%	30 19.5%	14 9.1%	16 10.4%	2 1.3%	154
Classified staff Count Row %	13 9.1%	33 23.1%	49 34.3%	27 18.9%	21 14.7%	0 0.0%	143
Management (including confidentials) Count Row %	10 22.2%	14 31.1%	8 17.8%	7 15.6%	6 13.3%	0 0.0%	45
Totals Total Responses							

Extended leave policies (i.e., family leave, medical leave)

Full-time faculty Count Row %	22 16.2%	62 45.6%	23 16.9%	13 9.6%	9 6.6%	7 5.1%	136
Adjunct faculty Count Row %	19 12.3%	57 37.0%	21 13.6%	10 6.5%	6 3.9%	41 26.6%	154
Classified staff Count Row %	30 21.7%	59 42.8%	22 15.9%	12 8.7%	6 4.3%	9 6.5%	138
Management (including confidentials) Count Row %	15 34.1%	16 36.4%	10 22.7%	2 4.5%	1 2.3%	0 0.0%	44
Totals Total Responses							

Amount of paid vacation days

Full-time faculty Count Row %	21 15.3%	57 41.6%	16 11.7%	6 4.4%	5 3.6%	32 23.4%	137
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	Extremely Satisfied	Satisfied	Moderately Satisfied	Slightly Satisfied	Not Satisfied At All	Does Not Apply To Me	Responses
Adjunct faculty Count Row %	16 10.5%	40 26.1%	14 9.2%	7 4.6%	12 7.8%	64 41.8%	153
Classified staff Count Row %	34 23.8%	60 42.0%	26 18.2%	11 7.7%	9 6.3%	3 2.1%	143
Management (including confidentials) Count Row %	19 42.2%	18 40.0%	4 8.9%	3 6.7%	1 2.2%	0 0.0%	45
Totals							
Total Responses							

Amount of paid sick days

Full-time faculty Count Row %	32 23.4%	68 49.6%	22 16.1%	11 8.0%	3 2.2%	1 0.7%	137
Adjunct faculty Count Row %	34 22.1%	70 45.5%	18 11.7%	10 6.5%	6 3.9%	16 10.4%	154
Classified staff Count Row %	35 24.3%	64 44.4%	24 16.7%	11 7.6%	7 4.9%	3 2.1%	144
Management (including confidentials) Count Row %	19 42.2%	19 42.2%	4 8.9%	2 4.4%	1 2.2%	0 0.0%	45
Totals							
Total Responses							

28. Rate the extent to which you are satisfied with the following aspects of your job:

	Extremely Satisfied	Satisfied	Moderately Satisfied	Slightly Satisfied	Not Satisfied At All	Does Not Apply To Me	Responses
Autonomy and independence							
Full-time faculty Count Row %	62 45.3%	60 43.8%	7 5.1%	4 2.9%	3 2.2%	1 0.7%	137
Adjunct faculty Count Row %	72 45.9%	67 42.7%	12 7.6%	4 2.5%	2 1.3%	0 0.0%	157
Classified staff Count Row %	47 32.4%	72 49.7%	15 10.3%	7 4.8%	3 2.1%	1 0.7%	145
Management (including confidentials) Count Row %	14 31.1%	25 55.6%	4 8.9%	1 2.2%	1 2.2%	0 0.0%	45
Totals Total Responses							

Collegiality among employees							
Full-time faculty Count Row %	37 27.0%	54 39.4%	26 19.0%	10 7.3%	9 6.6%	1 0.7%	137
Adjunct faculty Count Row %	49 31.2%	72 45.9%	16 10.2%	13 8.3%	5 3.2%	2 1.3%	157
Classified staff Count Row %	45 31.0%	63 43.4%	18 12.4%	14 9.7%	4 2.8%	1 0.7%	145
Management (including confidentials) Count Row %	9 20.0%	22 48.9%	10 22.2%	1 2.2%	3 6.7%	0 0.0%	45
Totals Total Responses							

Competence of coworkers

	Extremely Satisfied	Satisfied	Moderately Satisfied	Slightly Satisfied	Not Satisfied At All	Does Not Apply To Me	Responses
Full-time faculty Count Row %	27 19.7%	60 43.8%	27 19.7%	13 9.5%	9 6.6%	1 0.7%	137
Adjunct faculty Count Row %	52 33.1%	69 43.9%	19 12.1%	8 5.1%	4 2.5%	5 3.2%	157
Classified staff Count Row %	32 22.1%	70 48.3%	22 15.2%	18 12.4%	2 1.4%	1 0.7%	145
Management (including confidentials) Count Row %	6 13.3%	16 35.6%	14 31.1%	5 11.1%	4 8.9%	0 0.0%	45
Totals Total Responses							

Departmental support for work-life balance

Full-time faculty Count Row %	28 20.4%	61 44.5%	24 17.5%	11 8.0%	12 8.8%	1 0.7%	137
Adjunct faculty Count Row %	47 29.9%	62 39.5%	15 9.6%	9 5.7%	11 7.0%	13 8.3%	157
Classified staff Count Row %	33 22.8%	50 34.5%	26 17.9%	19 13.1%	15 10.3%	2 1.4%	145
Management (including confidentials) Count Row %	6 13.3%	22 48.9%	6 13.3%	7 15.6%	3 6.7%	1 2.2%	45
Totals Total Responses							

Institutional support for work-life balance

Full-time faculty Count Row %	13 9.5%	41 29.9%	34 24.8%	21 15.3%	26 19.0%	2 1.5%	137
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	Extremely Satisfied	Satisfied	Moderately Satisfied	Slightly Satisfied	Not Satisfied At All	Does Not Apply To Me	Responses
Adjunct faculty							
Count	27	60	29	11	10	20	157
Row %	17.2%	38.2%	18.5%	7.0%	6.4%	12.7%	
Classified staff							
Count	18	47	33	16	28	2	144
Row %	12.5%	32.6%	22.9%	11.1%	19.4%	1.4%	
Management (including confidentials)							
Count	4	15	8	7	10	1	45
Row %	8.9%	33.3%	17.8%	15.6%	22.2%	2.2%	
Totals							
Total Responses							

Flexibility in relation to family matters or emergencies

Full-time faculty							
Count	31	62	25	9	5	5	137
Row %	22.6%	45.3%	18.2%	6.6%	3.6%	3.6%	
Adjunct faculty							
Count	41	70	16	7	6	17	157
Row %	26.1%	44.6%	10.2%	4.5%	3.8%	10.8%	
Classified staff							
Count	40	63	24	12	5	1	145
Row %	27.6%	43.4%	16.6%	8.3%	3.4%	0.7%	
Management (including confidentials)							
Count	11	22	8	2	2	0	45
Row %	24.4%	48.9%	17.8%	4.4%	4.4%	0.0%	
Totals							
Total Responses							

Job security

Full-time faculty							
Count	66	56	8	6	1	0	137
Row %	48.2%	40.9%	5.8%	4.4%	0.7%	0.0%	
Adjunct faculty							
Count	24	46	33	16	34	4	157
Row %	15.3%	29.3%	21.0%	10.2%	21.7%	2.5%	

	Extremely Satisfied	Satisfied	Moderately Satisfied	Slightly Satisfied	Not Satisfied At All	Does Not Apply To Me	Responses
Classified staff							
Count	43	65	21	12	3	1	145
Row %	29.7%	44.8%	14.5%	8.3%	2.1%	0.7%	
Management (including confidentials)							
Count	9	24	8	2	2	0	45
Row %	20.0%	53.3%	17.8%	4.4%	4.4%	0.0%	
Totals							
Total Responses							

Physical workspace on campus

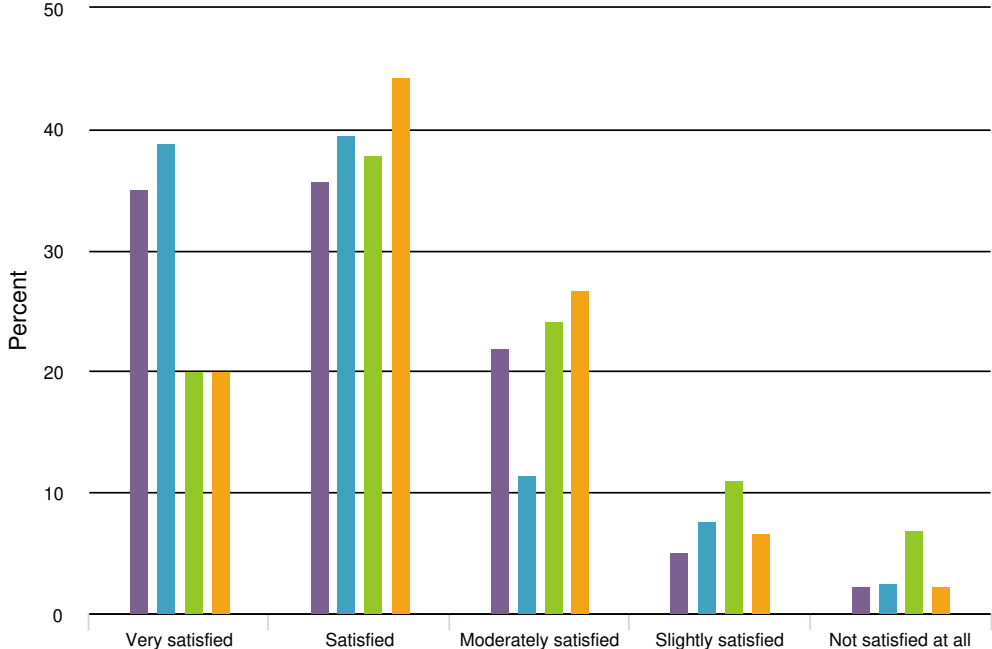
Full-time faculty							
Count	29	45	24	19	18	2	137
Row %	21.2%	32.8%	17.5%	13.9%	13.1%	1.5%	
Adjunct faculty							
Count	28	47	26	13	23	20	157
Row %	17.8%	29.9%	16.6%	8.3%	14.6%	12.7%	
Classified staff							
Count	25	65	29	13	11	2	145
Row %	17.2%	44.8%	20.0%	9.0%	7.6%	1.4%	
Management (including confidentials)							
Count	10	21	7	6	1	0	45
Row %	22.2%	46.7%	15.6%	13.3%	2.2%	0.0%	
Totals							
Total Responses							

Opportunities for career advancement

Full-time faculty							
Count	15	43	32	14	14	19	137
Row %	10.9%	31.4%	23.4%	10.2%	10.2%	13.9%	
Adjunct faculty							
Count	15	26	26	28	41	20	156
Row %	9.6%	16.7%	16.7%	17.9%	26.3%	12.8%	
Classified staff							
Count	5	19	28	28	53	12	145
Row %	3.4%	13.1%	19.3%	19.3%	36.6%	8.3%	

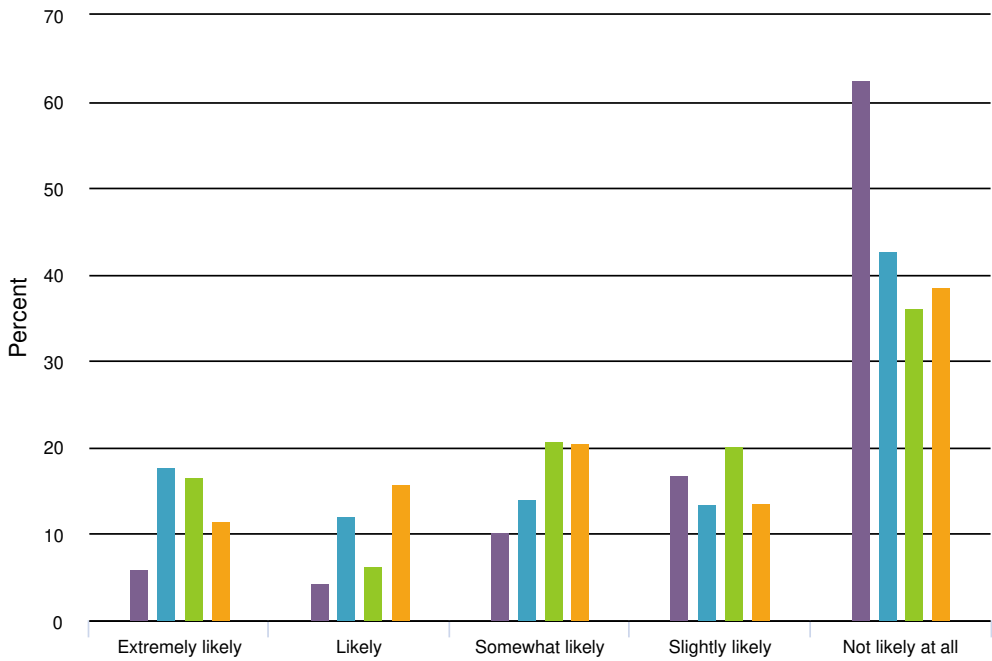
	Extremely Satisfied	Satisfied	Moderately Satisfied	Slightly Satisfied	Not Satisfied At All	Does Not Apply To Me	Responses
■ Management (including confidentials) Count Row %	4 8.9%	15 33.3%	8 17.8%	3 6.7%	13 28.9%	2 4.4%	45
Totals Total Responses							

29. Overall, how satisfied are you in your job at SMC?



Segment	Value	Percent	% of Total	Responses
■ Full-time faculty	Very satisfied	35%	9.9%	48
	Satisfied	35.8%	10.1%	49
	Moderately satisfied	21.9%	6.2%	30
	Slightly satisfied	5.1%	1.4%	7
	Not satisfied at all	2.2%	0.6%	3
	Total Responses			28.2%
■ Adjunct faculty	Very satisfied	38.9%	12.6%	61
	Satisfied	39.5%	12.8%	62
	Moderately satisfied	11.5%	3.7%	18
	Slightly satisfied	7.6%	2.5%	12
	Not satisfied at all	2.5%	0.8%	4
	Total Responses			32.4%
■ Classified staff	Very satisfied	20%	6%	29
	Satisfied	37.9%	11.4%	55
	Moderately satisfied	24.1%	7.2%	35
	Slightly satisfied	11%	3.3%	16
	Not satisfied at all	6.9%	2.1%	10
	Total Responses			30%
■ Management (including confidentials)	Very satisfied	20%	1.9%	9
	Satisfied	44.4%	4.1%	20
	Moderately satisfied	26.7%	2.5%	12
	Slightly satisfied	6.7%	0.6%	3
	Not satisfied at all	2.2%	0.2%	1
	Total Responses			9.3%

30. How likely are you to look for another job outside SMC in the next year?

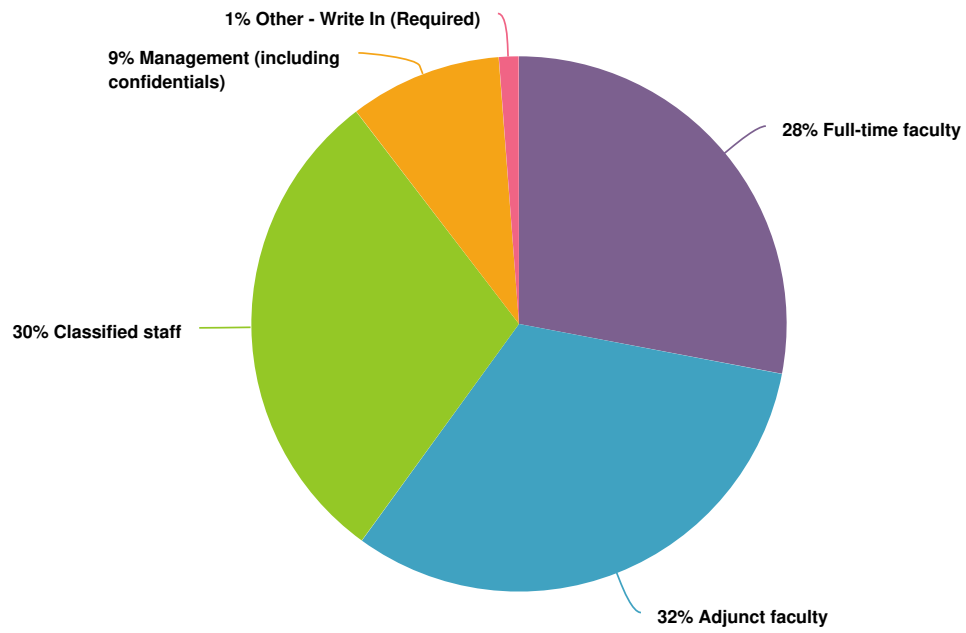


Segment	Value	Percent	% of Total	Responses
Full-time faculty	Extremely likely	5.9%	1.7%	8
	Likely	4.4%	1.2%	6
	Somewhat likely	10.3%	2.9%	14
	Slightly likely	16.9%	4.8%	23
	Not likely at all	62.5%	17.7%	85
	Total Responses			28.3%
Adjunct faculty	Extremely likely	17.8%	5.8%	28
	Likely	12.1%	4%	19
	Somewhat likely	14%	4.6%	22
	Slightly likely	13.4%	4.4%	21
	Not likely at all	42.7%	13.9%	67
	Total Responses			32.7%
Classified staff	Extremely likely	16.7%	5%	24
	Likely	6.3%	1.9%	9
	Somewhat likely	20.8%	6.2%	30
	Slightly likely	20.1%	6%	29
	Not likely at all	36.1%	10.8%	52
	Total Responses			29.9%
Management (including confidentials)	Extremely likely	11.4%	1%	5
	Likely	15.9%	1.5%	7
	Somewhat likely	20.5%	1.9%	9
	Slightly likely	13.6%	1.2%	6
	Not likely at all	38.6%	3.5%	17
	Total Responses			9.1%

31. How likely are you to recommend that a friend apply for a job:

	Extremely Likely	Likely	Somewhat Likely	Slightly Likely	Not Likely at All	Responses
In your current department						
Full-time faculty						
Count	63	47	13	4	10	137
Row %	46.0%	34.3%	9.5%	2.9%	7.3%	
Adjunct faculty						
Count	72	42	19	10	13	156
Row %	46.2%	26.9%	12.2%	6.4%	8.3%	
Classified staff						
Count	38	36	23	18	30	145
Row %	26.2%	24.8%	15.9%	12.4%	20.7%	
Management (including confidentials)						
Count	13	17	6	3	5	44
Row %	29.5%	38.6%	13.6%	6.8%	11.4%	
Totals						
Total Responses						
At this institution						
Full-time faculty						
Count	55	49	22	6	4	136
Row %	40.4%	36.0%	16.2%	4.4%	2.9%	
Adjunct faculty						
Count	65	56	20	5	8	154
Row %	42.2%	36.4%	13.0%	3.2%	5.2%	
Classified staff						
Count	44	53	25	16	7	145
Row %	30.3%	36.6%	17.2%	11.0%	4.8%	
Management (including confidentials)						
Count	13	18	8	4	2	45
Row %	28.9%	40.0%	17.8%	8.9%	4.4%	
Totals						
Total Responses						

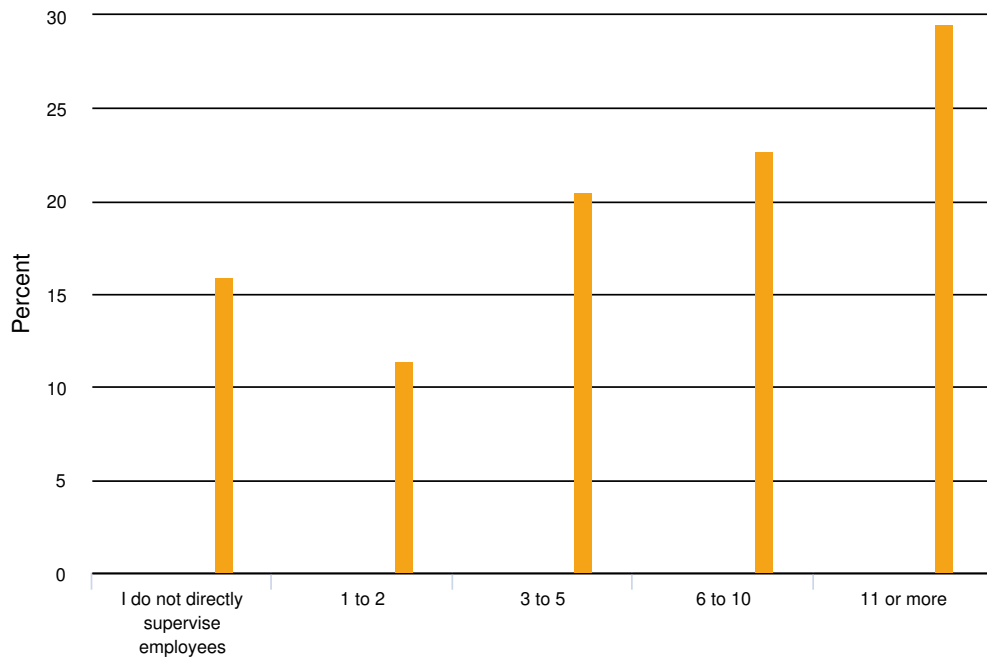
32. What is your job classification at SMC?



Value	Percent	Responses
Full-time faculty	28.0%	137
Adjunct faculty	32.0%	157
Classified staff	29.6%	145
Management (including confidentials)	9.2%	45
Other - Write In (Required)	1.2%	6

Totals: 490

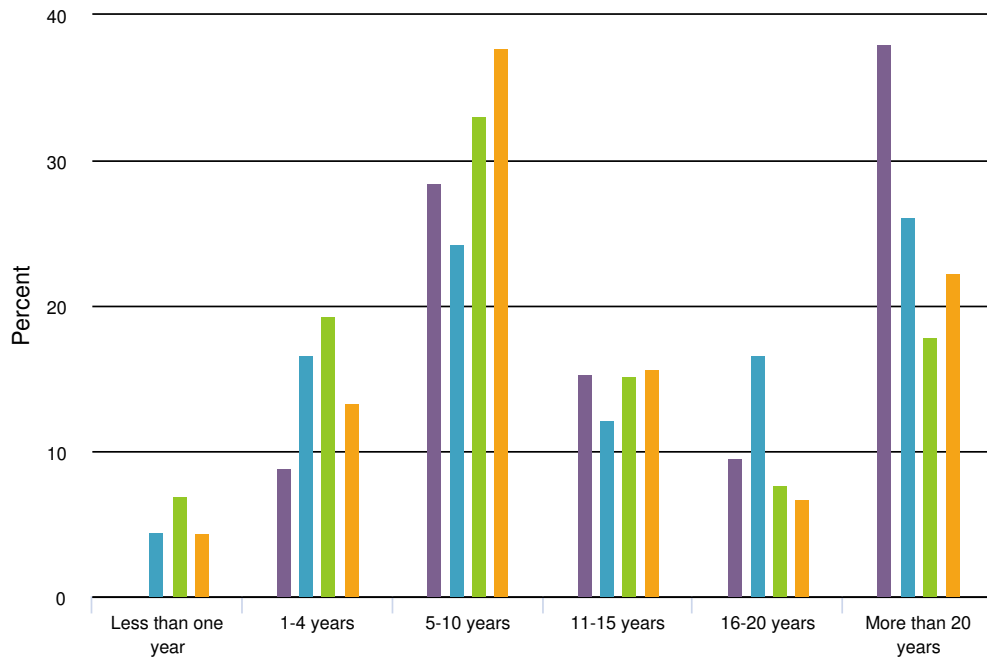
33. How many employees/direct reports (excluding student workers) do you supervise?



Segment	Value	Percent	% of Total Responses	Responses
Full-time faculty	I do not directly supervise employees	0%	0%	0
	1 to 2	0%	0%	0
	3 to 5	0%	0%	0
	6 to 10	0%	0%	0
	11 or more	0%	0%	0
	Total Responses		0%	0
Adjunct faculty	I do not directly supervise employees	0%	0%	0
	1 to 2	0%	0%	0
	3 to 5	0%	0%	0
	6 to 10	0%	0%	0
	11 or more	0%	0%	0
	Total Responses		0%	0
Classified staff	I do not directly supervise employees	0%	0%	0
	1 to 2	0%	0%	0

Segment	Value	Percent	% of Total	Responses
	3 to 5	0%	0%	0
	6 to 10	0%	0%	0
	11 or more	0%	0%	0
		Total Responses	0%	0
Management (including confidentials)	I do not directly supervise employees	15.9%	15.9%	7
	1 to 2	11.4%	11.4%	5
	3 to 5	20.5%	20.5%	9
	6 to 10	22.7%	22.7%	10
	11 or more	29.5%	29.5%	13
		Total Responses	100%	44

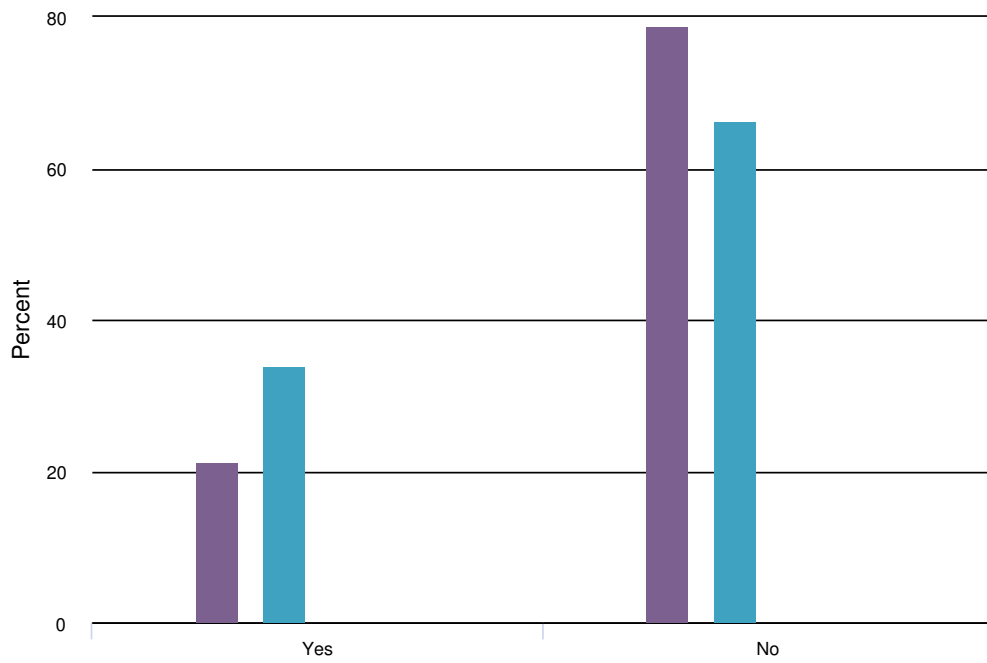
34. Overall, how many years have you been employed at SMC?



Segment	Value	Percent	% of Total	Responses
Full-time faculty	Less than one year	0%	0%	0
	1-4 years	8.8%	2.5%	12
	5-10 years	28.5%	8.1%	39
	11-15 years	15.3%	4.3%	21
	16-20 years	9.5%	2.7%	13
	More than 20 years	38%	10.7%	52
	Total Responses		28.3%	137
Adjunct faculty	Less than one year	4.5%	1.4%	7
	1-4 years	16.6%	5.4%	26
	5-10 years	24.2%	7.9%	38
	11-15 years	12.1%	3.9%	19
	16-20 years	16.6%	5.4%	26
	More than 20 years	26.1%	8.5%	41
	Total Responses		32.5%	157
Classified staff	Less than one year	6.9%	2.1%	10
	1-4 years	19.3%	5.8%	28

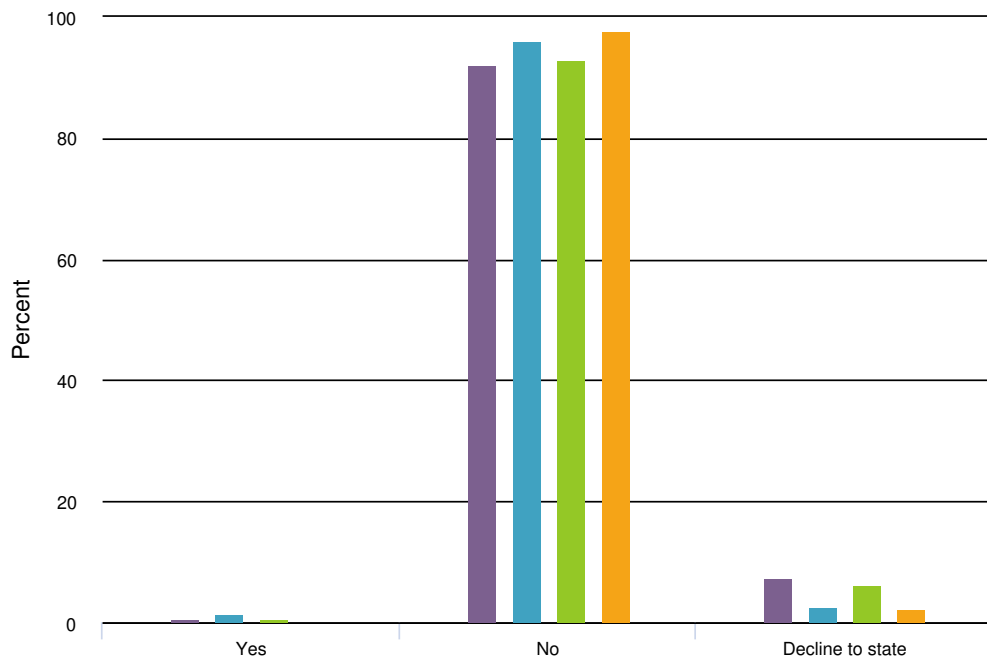
Segment	Value	Percent	% of Total	Responses
	5-10 years	33.1%	9.9%	48
	11-15 years	15.2%	4.5%	22
	16-20 years	7.6%	2.3%	11
	More than 20 years	17.9%	5.4%	26
	Total Responses		30%	145
Management (including confidentials)	Less than one year	4.4%	0.4%	2
	1-4 years	13.3%	1.2%	6
	5-10 years	37.8%	3.5%	17
	11-15 years	15.6%	1.4%	7
	16-20 years	6.7%	0.6%	3
	More than 20 years	22.2%	2.1%	10
	Total Responses		9.2%	45

35. Are you a counselor, librarian, or related faculty?



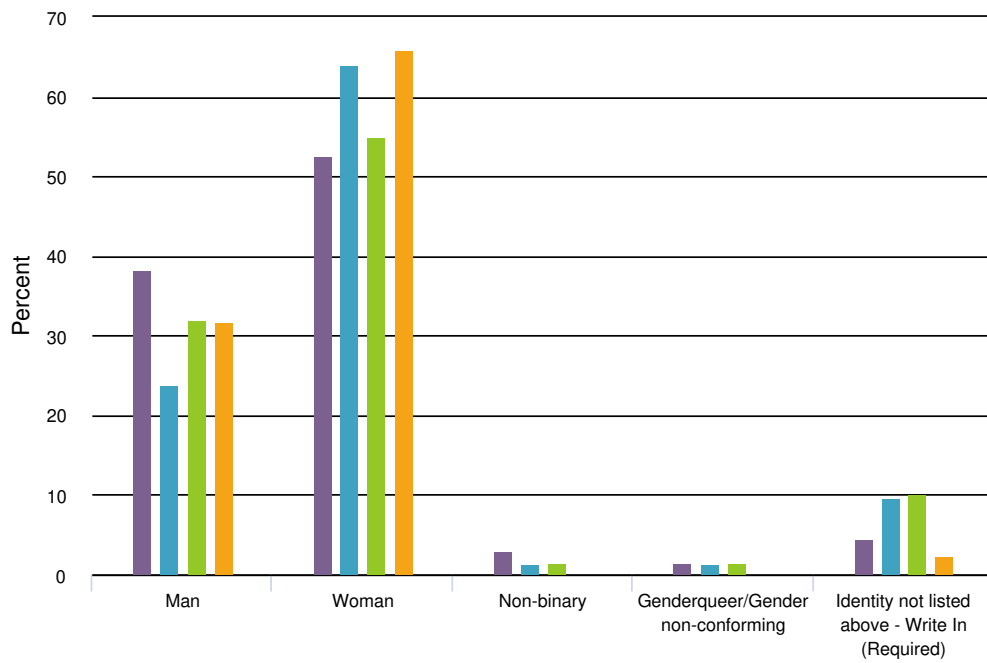
Segment	Value	Percent	% of Total	Responses
Full-time faculty	Yes	21.2%	9.9%	29
	No	78.8%	36.7%	108
	Total Responses			46.6%
Adjunct faculty	Yes	33.8%	18%	53
	No	66.2%	35.4%	104
	Total Responses			53.4%
Classified staff	Yes	0%	0%	0
	No	0%	0%	0
	Total Responses			0%
Management (including confidentials)	Yes	0%	0%	0
	No	0%	0%	0
	Total Responses			0%

36. Do you identify as transgender?



Segment	Value	Percent	% of Total	Responses
■ Full-time faculty	Yes	0.7%	0.2%	1
	No	92%	26.3%	126
	Decline to state	7.3%	2.1%	10
	Total Responses		28.6%	137
■ Adjunct faculty	Yes	1.3%	0.4%	2
	No	96.1%	31%	149
	Decline to state	2.6%	0.8%	4
	Total Responses		32.2%	155
■ Classified staff	Yes	0.7%	0.2%	1
	No	93%	27.7%	133
	Decline to state	6.3%	1.9%	9
	Total Responses		29.8%	143
■ Management (including confidentials)	Yes	0%	0%	0
	No	97.8%	9.2%	44
	Decline to state	2.2%	0.2%	1
	Total Responses		9.4%	45

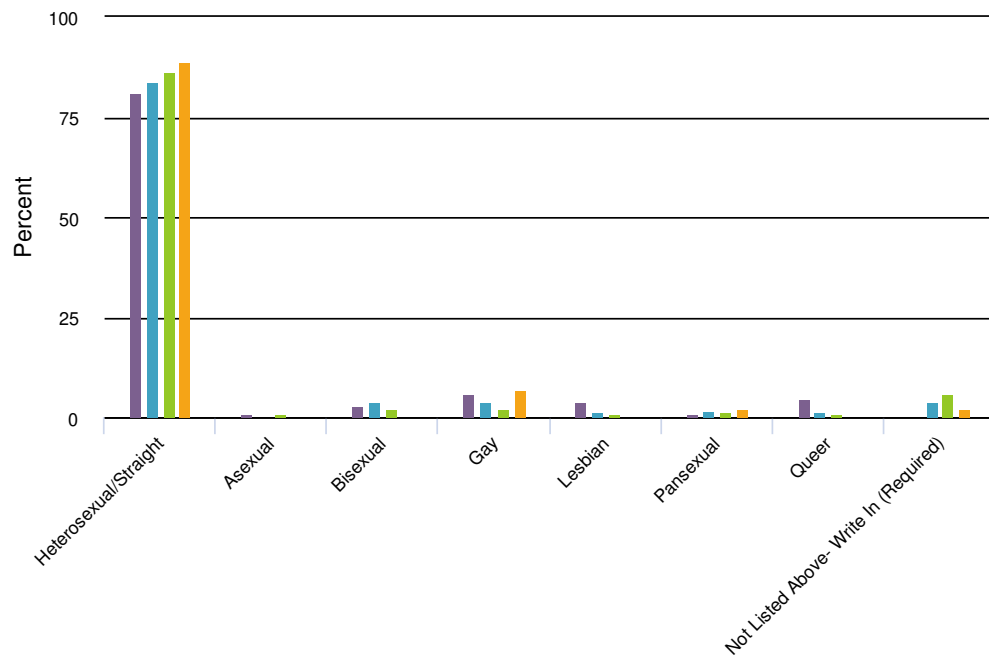
37. What is your current gender identity?



Segment	Value	Percent	% of Total	Responses
Full-time faculty	Man	38.3%	11.7%	51
	Woman	52.6%	16%	70
	Non-binary	3%	0.9%	4
	Genderqueer/Gender non-conforming	1.5%	0.5%	2
	Identity not listed above - Write In (Required)	4.5%	1.4%	6
	Total Responses			30.5%
Adjunct faculty	Man	23.9%	8.5%	37
	Woman	63.9%	22.7%	99
	Non-binary	1.3%	0.5%	2
	Genderqueer/Gender non-conforming	1.3%	0.5%	2
	Identity not listed above - Write In (Required)	9.7%	3.4%	15
Total Responses			35.6%	155
Classified staff	Man	32.1%	10.3%	45
	Woman	55%	17.6%	77
	Non-binary	1.4%	0.5%	2

Segment	Value	Percent	% of Total	Responses
	Genderqueer/Gender non-conforming	1.4%	0.5%	2
	Identity not listed above - Write In (Required)	10%	3.2%	14
	Total Responses		32.1%	140
Management (including confidentials)	Man	31.8%	3.2%	14
	Woman	65.9%	6.6%	29
	Non-binary	0%	0%	0
	Genderqueer/Gender non-conforming	0%	0%	0
	Identity not listed above - Write In (Required)	2.3%	0.2%	1
	Total Responses		10%	44

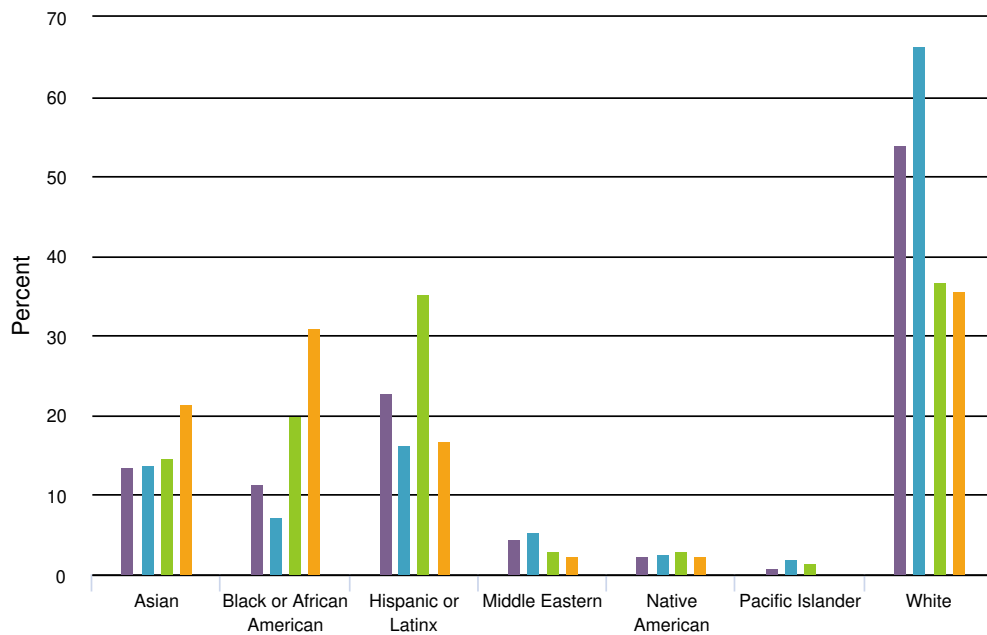
38. How do you self-identify?



Segment	Value	Percent	% of Total	Responses
Full-time faculty	Heterosexual/Straight	81.3%	23.8%	109
	Asexual	0.7%	0.2%	1
	Bisexual	3%	0.9%	4
	Gay	6%	1.7%	8
	Lesbian	3.7%	1.1%	5
	Pansexual	0.7%	0.2%	1
	Queer	4.5%	1.3%	6
	Not Listed Above- Write In (Required)	0%	0%	0
Total Responses			29.2%	134
Adjunct faculty	Heterosexual/Straight	83.9%	28.4%	130
	Asexual	0%	0%	0
	Bisexual	3.9%	1.3%	6
	Gay	3.9%	1.3%	6
	Lesbian	1.3%	0.4%	2
	Pansexual	1.9%	0.7%	3

Segment	Value	Percent	% of Total	Responses
	Queer	1.3%	0.4%	2
	Not Listed Above- Write In (Required)	3.9%	1.3%	6
	Total Responses		33.8%	155
■ Classified staff	Heterosexual/Straight	86.3%	26.2%	120
	Asexual	0.7%	0.2%	1
	Bisexual	2.2%	0.7%	3
	Gay	2.2%	0.7%	3
	Lesbian	0.7%	0.2%	1
	Pansexual	1.4%	0.4%	2
	Queer	0.7%	0.2%	1
	Not Listed Above- Write In (Required)	5.8%	1.7%	8
	Total Responses		30.3%	139
■ Management (including confidentials)	Heterosexual/Straight	88.9%	8.7%	40
	Asexual	0%	0%	0
	Bisexual	0%	0%	0
	Gay	6.7%	0.7%	3
	Lesbian	0%	0%	0
	Pansexual	2.2%	0.2%	1
	Queer	0%	0%	0
	Not Listed Above- Write In (Required)	2.2%	0.2%	1
	Total Responses		9.8%	45

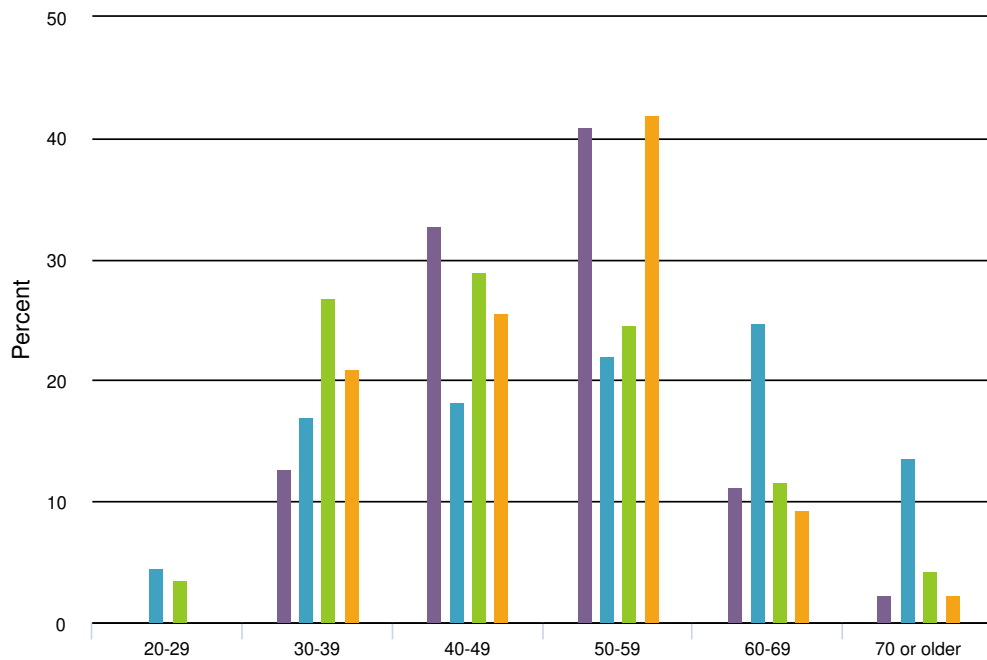
39. How do you self-identify? (Select all that apply)



Segment	Value	Percent	% of Total	Responses
Full-time faculty	Asian	13.6%	3.9%	18
	Black or African American	11.4%	3.2%	15
	Hispanic or Latinx	22.7%	6.5%	30
	Middle Eastern	4.5%	1.3%	6
	Native American	2.3%	0.6%	3
	Pacific Islander	0.8%	0.2%	1
	White	53.8%	15.4%	71
	Total Responses		31.1%	132
Adjunct faculty	Asian	13.8%	4.5%	21
	Black or African American	7.2%	2.4%	11
	Hispanic or Latinx	16.4%	5.4%	25
	Middle Eastern	5.3%	1.7%	8
	Native American	2.6%	0.9%	4
	Pacific Islander	2%	0.6%	3
	White	66.4%	21.9%	101
	Total Responses		37.4%	152

Segment	Value	Percent	% of Total	Responses
■ Classified staff	Asian	14.7%	4.3%	20
	Black or African American	19.9%	5.8%	27
	Hispanic or Latinx	35.3%	10.4%	48
	Middle Eastern	2.9%	0.9%	4
	Native American	2.9%	0.9%	4
	Pacific Islander	1.5%	0.4%	2
	White	36.8%	10.8%	50
	Total Responses		33.5%	136
■ Management (including confidentials)	Asian	21.4%	1.9%	9
	Black or African American	31%	2.8%	13
	Hispanic or Latinx	16.7%	1.5%	7
	Middle Eastern	2.4%	0.2%	1
	Native American	2.4%	0.2%	1
	Pacific Islander	0%	0%	0
	White	35.7%	3.2%	15
	Total Responses		9.8%	42

40. What is your age?



Segment	Value	Percent	% of Total	Responses
Full-time faculty	20-29	0%	0%	0
	30-39	12.7%	3.6%	17
	40-49	32.8%	9.4%	44
	50-59	41%	11.7%	55
	60-69	11.2%	3.2%	15
	70 or older	2.2%	0.6%	3
	Total Responses			28.5%
Adjunct faculty	20-29	4.5%	1.5%	7
	30-39	16.9%	5.5%	26
	40-49	18.2%	6%	28
	50-59	22.1%	7.2%	34
	60-69	24.7%	8.1%	38
	70 or older	13.6%	4.5%	21
	Total Responses			32.8%
Classified staff	20-29	3.6%	1.1%	5
	30-39	26.8%	7.9%	37

Segment	Value	Percent	% of Total	Responses
	40-49	29%	8.5%	40
	50-59	24.6%	7.2%	34
	60-69	11.6%	3.4%	16
	70 or older	4.3%	1.3%	6
	Total Responses		29.4%	138
Management (including confidentials)	20-29	0%	0%	0
	30-39	20.9%	1.9%	9
	40-49	25.6%	2.3%	11
	50-59	41.9%	3.8%	18
	60-69	9.3%	0.9%	4
	70 or older	2.3%	0.2%	1
	Total Responses		9.1%	43

41. Are there any additional thoughts or feedback you'd like to share about working at SMC or your needs as an employee at SMC?

■ Full-time faculty

ResponseID	Response
38	NA
48	I will retire at earliest possible opportunity. My contributions to this institution have never been acknowledged. Betrayal by previous superintendent/presidents soured me on this institution.
54	My department was moved from LS to DH150 when LS was demolished. That all happened at the same time COVID happened. So far, I am just about the only person working in the new office. But when everybody comes back (if that ever happens), it will be a VERY bad office space. Most faculty are in open cubicles without privacy. The air conditioner makes a non-stop noise of revving up and winding down that is so unpleasant to my nervous system, I only stay in that office if I have some white noise or soft music playing. But when the office starts to get filled with other faculty, especially those in cubicles, it will be intolerable.
61	n/a
77	Although I do think SMC offers and/or supports professional trainings and development opportunities, I also feel that it is very difficult to find the time to take advantage of the opportunities. If I have to maneuver too much at work to engage in the activities, workshops, etc. it is often not worth it and I will not even consider being involved in the opportunity.
82	Some of the information (especially frequencies of training and career development activities within and outside SMC) are based on 'non-covid' years.
100	Better/equal work/responsibility distribution/expectations in the DSPS office (both within classified and faculty)
103	The malignant culture of SMC needs to be replaced to its very foundation. I can't imagine how this would ever happen.
119	It was difficult to answer some of the questions as they lumped "Chair" with "Other Management." My experiences with the two are vastly different. In my opinion, the senior management at SMC claim to espouse values that they do not support in action, such as with compensation for workload, support for faculty, and recognizing and valuing faculty. Many do not seem competent. Also, my department has had two Chairs recently, and these experiences are very different. The former Chair was, in my opinion, incompetent and discriminatory, and the new Chair is the opposite.
132	SMC needs to realize that those of us in career fields are getting calls from employers offering nearly double the pay, while we face disrespect a lack of support and potential cuts to our department in the future. It doesn't feel like there's a future here, and no one cares about the long term outlook of the college. I've been talking to faculty at other colleges and they are planning to leave as well. Everyone is networking. The job market is good, and most of us still have relevant skills to offer, and employers are offering respect, support for our development and double pay. At some point, the offer is too good to pass up.
136	The politics at SMC are damaging and de-motivating.

ResponseID	Response
145	Would be good if SMC had more informal social events for people to get to know each other.
159	End the mask mandate on campus and prioritize a return to on-campus learning. Moving Academic Senate and other meetings back on campus would be a good start.
179	I have taught at many colleges and Universities and SMC is the best overall
200	This biggest obstacle to my spending more time developing professionally or mentoring others is the amount of hours it takes to complete my regular duties. I would participate much more if I were offered release time rather than stipends for extra duties.
203	I love SMC! I feel very supported at the departmental and institutional levels. I feel that sometimes faculty input is not sufficiently considered when designing and implementing policies that affect students or instructional processes.
214	I feel SMC is a great place to work at. Proud To Be SMC!!!
286	Thank you for this survey. This should be conducted every year. I think that SMC needs to implement DEI to faculty and staff, not just students. The emphasis have been on students as if faculty/staff had not experienced any trauma or issues and are expected to work as if nothing had happened. HR does not really answer emails, and the deans or supervisors do not answer either, which makes deadlines and decisions impossible. Provide an assistant to a particular supervisor who is known for not answering emails (I am not talking about answering late, but that he does not answer, period). In the same way that we address our students' socioaffective needs, it'd be important to have supervisors to ask their faculty/workers how they are doing and what they need to do our work. Yes, we hear the "Thank you for everything you do" but do you really know what we do how much we do ? Rather, add, "What can we do to support you in A, B, and C?" and follow-up. And please, if you cannot, just a
290	It's frustrating when senior administrators fail repeatedly to implement the transformative outcomes accompanying equity centered professional development and trainings tied to statewide "equity" mandates and initiatives. It is clear that senior administrators want the illusion of compliance and change but are deeply afraid of employee agency and self-empowerment to transform the campus culture and climate to center Black and Brown students and employees. Over time, the frustration contributes to employee disillusionment over the efficacy of the institution when senior administrators repeatedly fail to demonstrate a preparedness to support innovative change that genuinely celebrates and values students of color and employees of color at SMC.
319	I am experiencing a great deal of age discrimination at SMC especially from my department chair. I was previously a very happy employee at SMC and now I am very unhappy. My chair is very manipulative and has asked me when I am going to retire about seven times over the last few years. I have a couple of colleagues who are experiencing the same thing. This should not be allowed.
331	It would be nice to have more professional development that is directly related to instructional subject as well as broader topics like equity. It would be nice to eliminate SLOs and other "time sinks" so that departments could focus more on sharing teaching skills again as we did prior to SLOs.
343	Thank you

ResponseID Response

355	If a faculty member can conduct their work successfully virtually, please allow that. My overall mental health and stress is much better working remotely and I have even been more productive. I have been teaching online since 2006 so I am no stranger to it and love it. I use to have to come in twice a week to just sit in my office. I felt frustrated and hours were spent commuting that I could have spent helping my students virtually. Also, please keep offering virtual trainings and meetings. REALLY helps for those of us with long commutes, health concerns, etc. Let's keep moving forward. We can offer both virtual and online services successfully as we have seen so for those that prefer to work virtually, please let that be an option.
359	None at this time.
362	The students would like the fountains turned back on to feel like they are back on campus. Trash (at times) and recycle is not being picked up in buildings and in offices. Information about how to handle new covid mandates was not quickly communicated. When LA county ended in-door mask mandates, I didn't know what we were doing at SMC until a week later. That information should be communicated immediately. More faculty should come back to campus so that students believe that we really care, because some see that we clearly do not.
375	We need a longer passing period between class sessions. 10 minutes is too short and stressful.
379	SMC needs more transparency from senior staff and more effective and direct communication about decision-making and planning, which will engender more trust between faculty and administration.
393	Very happy with SMC and encourage SMC to continue to improve the environment for both students and faculty/staff.
417	none
418	I would like it if we had more and regular department meetings especially with our fulltime faculty. I would like more discussions with our chair about changes, scheduling, classes, curriculum etc. before the changes occur. I feel out of the loop when decisions are made in these areas without any consideration or input from the fulltime faculty. I feel we should be more of a team rather than one person making all the decisions.
422	Struggle with work-life balance everyday. Spend 50-60 plus hours per week working. Have missed numerous family gatherings because I had to stay home and grade on weekends, both Saturday and Sunday. Work has begun to affect my mental and physical health. Demands from the department can be intense, and my sense is that other departments aren't this way.
427	We have serious problems aith morale linked to chairs and admin not listening and bullying at the college.
448	Custodians deserve more pay.
450	Many of these questions deserve deeper explanation or follow up.
472	SMC is a wonderful place to work. I am proud of being part of the community. I do wish faculty had more say in administrative decisions and policy making.

ResponseID Response

479	<p>Overall I love working at SMC. Here are my biggest gripes though: 1. Curriculum Committee members are not open-minded and supportive of valuable departmental work. My dept. worked hard to propose a new degree which made sense on multiple levels. According to our dept. chair, when the degree was proposed, it was received w/ a bombardment of weak reasons to not proceed w/ it. Way to go Curriculum Committee! 2. I wish there were a decent shower facility for employees. Then I could ride my bike to work because it does cause me to sweat quite a bit. 3. Facilities is sometimes barely responsive. Clock in the classroom w/ the wrong time? Expect to wait over a semester before it gets fixed.</p>
490	<p>I wish there were real PD opportunities from a central place. I wish that the goals were clearer (are we trying to help people learn? or just "get them through"?). I wish faculty were acknowledged and compensated as the heart of the work we do instead of seen as secondary by some senior administrators. I wish that SMC would recognize that remote teaching, learning, and working is viable for a successful future.</p>
501	<p>There is not sufficient support for LGBTQ+ faculty and staff. We have a number of queer-identified employees, but not a sense of community. It would go a long way if SMC created institutional space (not faculty or staff-led) for community among LGBTQ+ faculty and staff. This is common at other CCCs.</p>
519	<p>I think we're all stretched too thin. For example, this week I'm working every day (7 days, not 5). Most weeks I work 6 days/week. This is getting better, and I appreciate the recent hires. I will be mentoring 3-4 probationary faculty while still keeping up the work I need to do (and taking on more with another colleague's retirement). I'm tired. I think everyone is tired. There is no work/life balance because work = life. I hope when we reach a new normal, this will return to a more healthy state.</p>
527	<p>I believe the current full-time faculty shoulder many responsibilities. Hiring more full-time faculty should be a priority that the administration should commit to. Also traditionally part-time employees have a hard time making ends meet. Hiring our hard-working talented part-time faculty as full-time employees keeps their talent at SMC and strengthens the college, while being more equitable.</p>
534	<p>As I learn more about SMC, I am losing love for SMC. There are many faculty and staff who are enjoying their work at SMC by not doing much. (Luckily many of those faculty left during the pandemic!) Those who are working hard are overwhelmed with the amount of work and make mistakes and respond late, so things aren't moving smoothly. Everything is moving very slowly at SMC. I've worked at several community colleges and universities before coming to SMC. I like SMC students, but I have to say that the management is the worst. HR is very slow in responding and makes a lot of mistakes. There are a number of training and professional development opportunities, but I feel that that's the way that the college throws all the work on faculty. For instance, SMC could hire a technology designer and create a Canvas course template for faculty to adopt. They could make a "getting started" module on Canvas for students taking online classes, so students are more prepared, and faculty don't</p>

ResponseID Response

541	<p>While I support all students from every ethnic, religious, cultural, and sexual identity I find it extremely depressing that SMC has thrown out its educational & STEM standards for DEI falsehoods. DEI is not about supporting "marginalized" students. DEI is a falsehood that forces "equal" outcomes. This is the foundational denigration of humans (students) that tells them they cannot achieve because of their skin color, religion, or other demographic. This is not the truth! We can support true science and throw out the eugenicist theories that have reemerged from past small-minded people. Do not fall into the trap. Socialism is evil as it forces everyone down to an insignificant level from which no one is allowed to excel. How will we make new discoveries if all our citizens are told they cannot transcend the place of their birth by using their mind and hard work? Why do you think that is the approach that will help our students?</p>
580	<p>SMC need to do something about the homeless people coming to our restrooms and locker's room to make a big mess and shave their private parts and where is the health safety for there employees we can get a disease for cleaning that every single day and we don't know what kind off diseases they have and we not complaining for doing our jobs. We want all the departments to appreciate all their employees of their hard work they done and give us a appreciate day for the employees only.</p>
596	<p>I love being a FT professor at SMC. I am very proud to be here. We can always improve in certain areas, but overall I am very happy.</p>
625	<p>I would like to see a campus that represents our students. We need to hire faculty and staff that represents people around the world like Latin America, the Caribbean, Europe, Asia, Africa, and the other Island. No SMC president has done anything to hire Americans that are descendants from those other countries.</p>
629	<p>Support for people that are out on sick or disability leave. No one needs to know but but need not spread gossip about the colleagues' leave. Two chairs lacked professionalism.</p>
637	<p>SMC provides tons of meaningful Professional Development, particularly around equity, but fails to support those folks who try to implement what they learn in those trainings. This is particularly true for non-tenured, adjunct faculty, particularly women of color, who face sometimes aggressive pushback from supervisors. Or conversations about equity are waylaid by people who are the least informed. Such folks take up a disproportionate amount of space in meetings and other spaces. In fact, the amount of time and space they take up seems to be in inverse proportion to their scholarly or intellectual training in the topic. As a scholarly institution, this is embarrassing.</p>
638	<p>Over the pandemic, I have purchased so many new electronic devices to keep up with online learning. I wish that I could have purchased them through our college with significant discount on the pricing.</p>
650	<p>no.</p>
658	<p>There is a lack of leadership and decision making at SMC right now. It is frustrating, there is no consistency.</p>
661	<p>I appreciate the survey but it was way too long. I was about to log off about two times. I only kept going because I know that there was a lot of time that was placed in putting it together and getting it to us. I appreciate the effort.</p>

ResponseID Response

664	<p>There is a measure of exclusivity in my department and a faculty member within the "clique" is sometimes rude or dismissive to others including myself and without any intervention and because of the known cirice of friendship that involves the chair I feel uncomfortable about raising concerns even when the behavior is egregious. More often than not, everyone just sits in stunned silence too uncomfortable to call it out until in private, later. I dread interacting with this colleague who I feel has created a hostile work environment and I don't have recourse. I just try to avoid them now.</p>
668	<p>Senior leadership seems to be floundering a bit leaving us all feeling a little unmoored. More clear and frequent communication about pandemic and other policies is needed. Enrollment in particular is worrisome and silent, services and programs to support students are implemented and then abandoned. There seems to be no cohesive future vision for the college, nor enough recognition of how much that leadership fragmentation causes more work for faculty and staff.</p>
669	<p>It was difficult to be honest in this survey for fear of retaliation. However, I felt it was important to provide honest feedback and I feel grateful that this survey was issued. Thank you for taking the time to read these responses and to to ask these questions. It often feels like the well-being and satisfaction of faculty at SMC is largely an afterthought. It is also frustrating to participate in training, such as hostile work environment training, that seems to suggest that SMC will takes these complaints seriously yet I have felt like I have been working in a hostile work environment since I started teaching at SMC. I have gone to faculty organizations for help and have been met with "I'm sorry this is happening to you, but until you have tenure there is nothing we can do." Sadly, now that I have tenure, nothing has changed. The only change is that now I feel I have some degree of safety in speaking honestly about my experience here, which has been nothing short of traumatic f</p>
693	<p>I hope the survey findings will be made public and that the senior leadership at the College will directly address the findings to the campus community outside of presenting the information at a board meeting. Thank you for collecting this data so we can improve as an institution.</p>
716	<p>Clear communication about SMC's response to the pandemic and plans for the upcoming school year. Clear statements surrounding diversity and equity. Clear stance in support of anti-racism.</p>
723	<p>After almost 27 years of full time teaching at our college, as the institution I dedicated my professional life to, I would appreciate if my contribution to SMC was valued more by the incremental steps on our salary schedule. It is sad to see the shaded (proposed by the F.A.) increase steps that have not been implemented yet. My salary has been frozen at the highest step I reached for years now. This is extremely important before retirement because CalStrs uses the highest salary in their retirement calculation. I am 63 years old and was hoping to retire in the next couple of years, but due to inflation and no incremental step raise (at least for retirement), I will have to continue teaching despite my health concerns.</p>

ResponseID Response

728	1. I am tired of the same speakers giving the same talks on the same subjects. I would like to see new speakers with fresh ideas come out to speak. I would also like to see the trainings and PD build on each other to allow for more advanced development. At present the topics are superficial or entry level. Finally, I would like to see more sessions that include HOW to implement an intervention and inclusivity as well as more proof of concept models and examples. 2. I would like to see more white-allies initiate and suggest spaces of healing for non-white colleagues when traumatic local and national events occur. I am disappointed that an official statement from the college has not been issued regarding the senseless killings in Buffalo, NY and Laguna Woods. Students and colleagues from these targeted groups should not be responsible for organizing, coordinating, and initiating their own healing. 3. I would like to see campus wide initiatives last longer than 2 years. By the tim
740	My job at SMC was a God-sent miracle. My Ph.D at 44. Start my full-time career at SMC at 47. A contented, satisfied, financially secured full-time employee still at 72--actually my third career position in my life, having had a career in my twenties and another career in my 30s. i am a fortunate man to have SMC in my life for my last and final career.
742	In my 23 years here, I have primarily felt supported by my department chairs and the college administration. I am grateful to the Faculty Association for their conscientious work in contract negotiations.

■ Adjunct faculty

ResponseID Response

47	I am grateful to be an employee at SMC in terms of pay, values of the school, and benefits. However, as a part timer, I often do not feel valued, I terms of my input or participation. When I have tried to give feedback to my department or union , I often feel I am not being heard.
59	What does it matter what you are? As long as you are a good person and do you job well
78	None
92	I feel that all should take an equity-based training I found mine to be extremely helpful and not only did it help my mindset we also got paid to do it and you can't beat that
95	Adjunct faculty feel disconnected and disposable.
131	After eleven years of most fatefull and dedicated service to SMC, I feel that adjunct faculty are, in essence, treated as disposable. This is a sad commentary on an instiution that prides itself on equity, equality and justice.
133	I am likely leaving SMC in the fall due to the extreme dysfunction of my department. I cannot work in a job where I consistently only get employment in the fall semester. It would be somewhat acceptable, but I'm consistently strung along for the spring semester. I literally have had to ask about my assignments because of a lack of forthcoming communication from the department. Additionally, I was promised health insurance in the spring despite not getting assignments (due to low enrollment), and this was in error. The only apology was a non-apology that said "Well, a few of us department heads misread the MOU, so it was really unclear." An unclear MOU isn't going to help pay for my prescriptions. I love the students at SMC, but I can't continue to work in a department that treats its employees so unethically.

ResponseID	Response
167	I love SMC :) I hope to see more full time positions posted in my department in the future.
186	I love SMC!
249	I am sure like many- I would like to see more full time faculty positions. I would also like to see more climate justice courses offered to compliment our DEI mission and approaches.
254	I would like to better understand the decisions of the Emergency Response Team as to the wearing of masks on campus when all who teach/learn are vaxxed and boosted, as well as WHY only 20% of classes/faculty and students are offered on ground 2 years into the pandemic. All SMMUSD K-12 and most universities (UCLA/USC) are IN PERSON and without masks. When will SMC get there?? I am on ground teaching and feel like there is no community there. How is this equitable or inclusive?
274	I believe that the incoming Chair of the Business Department will perform at a very high level, but the retiring Chair will be missed.
280	SMC provides a great overall environment but like other institutions that are trying to balance the overall changes in society they need to be that they don't forget that its okay to be white, straight and content with those identities.
285	Many of my answers are affected by the fact that although I've been teaching at SMC since 2008 I have NO seniority, no official job security, and not enough work to be full-time. Therefore I teach at other colleges and lack the time to participate as fully on campus as I'd like to - for my own job satisfaction and for the benefit of the students and the college. I like to participate in committees, events, projects and pd opportunities (and I do) but none of this work has ever counted toward job security or was ever noted by my department. There needs to be a seniority process at SMC alongside or instead of the all-or-nothing Associate status, which seems to be limited and arbitrary anyway. People who don't have Associate status have nothing and are wholly dependent on social credit, good relationship with Chair etc. Decisions are made by administrators that don't consider faculty (or student) needs: we need to truly discover the best 'modalities', for lives and for learning. We ha
320	Training for Canvas, in 2016 should have been paid to some degree. Many of us spent weeks of traveling to unpaid workshops and sitting with mentors for hours - without any pay. It was work, yet we did it for free. Instituting Canvas in 2016 was nerve wracking and faculty did not know who to turn to, because other faculty were themselves just learning it. Rolling it out should have been organized, why was it so rushed? Otherwise, SMC is typically well organized and respectful to all. Remuneration might be given consideration.
328	As adjunct faculty, I always feel that I don't have much growth in my career looking at 5 to 10 years. Also, because I need to work in other campuses, I am always short on time to spend on training and development (especially when it's unpaid)
330	I feel that it would be a courtesy to provide a disclaimer to the newly hired part time faculty, that SMC traditionally does not promote or hire part time faculty to full time status, so they are aware from the beginning of their hiring, the impact it may have on their career.
332	Greater respect of adjunct faculty and our skills and capability
337	Employee Survey Feedback is important data to receive for Institutional Planning.
347	Thank you for checking in with us!

ResponseID Response

349	I am grateful for being hired at SMC, and I have done all that I can to become a better educator with the professional development I have been offered here at SMC. Especially because I started working during the lock down from the pandemic, and had a steep learning curve of learning how to teach online, as well as teaching higher education for the first time. I think my department is doing wonderful things, and I am impressed by my colleagues. My students seem very satisfied, which feels great. I do wish that I was offered more job security though. I have been struggling with my anxiety after discovering that I wasn't given a summer course to teach, and am now facing unemployment, and think I am going to work at a factory this summer. The most frustrating part of this was not that I wasn't given a summer class to teach, but that I was never directly told that I wasn't given a class. I feel disposable and not like I am needed at this school, and it makes me nervous that I may not get e
351	I wish it didn't take as long as a part-time professor to be fully vested in CalStrs retirement benefits.
356	It would be nice if we could get a cost of living adjustment for our current inflation issue that's going on.
392	So much of faculty happiness depends on the department chair...whether that person values you or not. Also, I've worked here for over 30 years and never had any type of recognition for working here that length of time. Most corporations outside of education acknowledge employees 10, 15, 20 years. Maybe they do at SMC for staff or admin, but they never have for faculty, or at least adjunct faculty. I love what I do, but it would be nice to feel like the administration actually is aware that I have put in this much time and that they value my contribution. A gift card, something that says, "Thank you!" Before the pandemic, it was really hard to get a classroom that had technology. I was in classrooms that were really hot and had no A/C. My department chair would not address those needs. When I would try understand how classroom selection was made, I got my hands slapped. Also, sometimes the continual drumbeat of equity is overbearing and such a turnoff. I feel like I love every
394	The chair of my department is awesome. Unfortunately, there are not enough jobs to go around to junior adjuncts.
397	The Summer Institute (with stipend) was a wonderful professional development idea that I wish you would bring back. I did it once, and would love to have the opportunity to do it again. Also, as an adjunct active in the Academic Senate, I feel that stipends should continue for AS work done over the summer and winter semesters. You know we have to work during those periods, and to get no stipend is unfair. Finally, as an adjunct who often teaches in the non credit area of my department, I cannot read my paycheck. Recently, I was informed that I was overpaid and they simply yanked the money back from my spring paycheck. I still have no way of knowing if the "correction" was done properly or not!
400	I think Adjunct Professors should be paid for all of the extra work we do
407	I'm very happy working at SMC. I spend a lot of time developing my curriculum. It would be nice to get some compensation for that time.
420	I really appreciate SMC and how much they want to keep their employees safe during this trying time.
426	a lot of favoritism
429	If there was a way for the district to allow adjunct faculty (counselors) to work more than 18 hours per week that would help.

ResponseID Response

430	I love teaching for Santa Monica College. Sal Veas has been the best chair to work for. I have developed three new course for our Business Department and I am so grateful for these opportunities. I love working for SMC and am only sad not to have ever been offered a full-time position.
432	No. I enjoy teaching at SMC.
434	thank you great place to work
435	SMC used to be an amazing place to teach. I LOVED every minute. We now have a faculty full-time team that is secretive and creates an atmosphere of fear and competition. It has become extremely negative.
439	My department is very white, very male, and very straight. It has been very difficult for me to make friends working at SMC. This has not been my experience at other institutions. I have never met anyone outside of my department, with the exception of Flex day.
453	I love working at SMC. If I have any questions or concerns, I know where to go and employees always reply.
485	Assigning classes for adjunct instructors are not fair at all! Does not follow the seniority list. There exists nepotism inside mathematics department. It makes discouraging adjunct instructors.
493	None
504	I love SMC!!!!
515	It would be great to provide more job stability rather than wonder if you are working next semester or not. Also expanding our ASL program and to stop allowing a college DEGREE define who should be promoted and who should not be promoted for the same job they are doing now. Example person with B.A./B.S. degree with years of teaching at SMC will not be offered full time while a non-experience or lack of experienced M.A. would be offered a full-time position. Seems unjust when they do the same job.
526	There are trainings/professional development/certifications that are relevant to my job that are provided by outside organizations. However, there are fees. For example, as a Counselor, being MBTI or Strong Interest certified is helpful for my position. However, it is costly. If there are funding available for these types of development or funding for people to sign up for, I would love. I'm not sure if there is something available already.
558	I love the College and it has been important to me in so many ways, but it's the longer I'm here the more humiliating it has become as an adjunct. I teach more than my "full-time" colleagues; it's impossible to live in this city unless I commute to three different college campuses and teach 3 times the course load as my tenured peers. I don't have a decent retirement and my publication record is more consistent and higher than almost anyone on faculty in my department. It tends to leave me disgruntled about the way the college cares for those who actually teach the bulk of classes in my department.
565	hr needs improvement- hire on process is so long
572	I hope enrollment goes up and then I can keep my position in science department at SMC.

ResponseID	Response
582	I am very grateful to work at SMC. The ongoing pandemic continues to be a concern for me and would love to continue to have the option of working remotely (or at least on a hybrid model, moving forward).
585	I love my job as a professor. I love my students who challenge me to continue in raising the bar of excellence to higher levels of thought-provoking engagement. As a result, I am blessed to be stimulated and renewed by such a positive environment at SMC.
591	I would like administration at SMC to more clearly acknowledge & support the vital role that adjunct faculty play in making SMC as successful as it is. This acknowledgment needs to take the form of concrete changes in policies regarding job security and assignment options, moving to full-time employment, evaluation procedures, reimbursement for participating in college governance, program review, & accreditation, and the ability to participate in student life more fully, such as being able to be the primary sponsor of student clubs.
603	SMC overall is a great place to work! I have taught at quite a few when known universities and I have to say SMC really cares about its community: students, instructors, staff. SMC is certainly trying to be a very dynamic learning institution but needs to continue improving in some areas.
606	I wish the mask and vaccine mandates were optional. Let adults make their own health decisions. If masks work, allow those to wear them. No reason to have mandatory vaccine boosters now, most of us have had Covid and been vaccinated already. The only thing I find poor about SMC right now, is the continued shut down, mask mandates inside (especially when theater students don't need them but speech students do????) That's not equity, that is blatant discrimination. I'm for a safe campus, but we've past the point where everyone should be back on campus. Thanks for the survey and letting me be heard.
607	I've just started and I am impressed with the College culture - students, staff and policies. It is a very different environment than the last college I was an adjunct professor. I do see professional development opportunities, but my issue is more time and getting acclimated to a new work environment. But SMC has been warm and inviting.
612	SMC is a first-rate college.
613	Yes, but I'm concerned that it would cause those who can, will reduce my work schedule.
616	It was hard to take this survey as an adjunct. For example, I've repeatedly lost my health insurance during the pandemic, which leaves me feeling like I'm not valued. It's caused a lot of anxiety, and we don't find out we've lost our health insurance until we get a letter in the mail saying it's already gone. Still, the health insurance we do get, when we get it, is pretty good. So, it's kind of like the institution is sending mixed messages. Similarly, I feel very supported by SMC in terms of professional development. Yet, I often don't get to use the strategies I've learned because I don't want to waste my time planning for a class that's going to get taken away from me at the last minute. There's no stability. Another factor that keeps adjuncts from implementing equity-minded strategies is conservative tenured faculty who might evaluate us or put us on blast. Having talked with many other adjuncts, I've discovered a lot of us are afraid of trying equity-minded strategies that
619	Not really I am somewhat happy
627	Thank you!
633	I have seen an age bias in hiring. Not wanting to hire or promote older instructors.

ResponseID	Response
642	SMC does a wonderful job of considering employees. I appreciate the approach SMC has taken with COVID and prioritizing the staff/faculty. I wish there was opportunity for more input from staff/faculty similar to this survey. Also, I think that PD should be implemented into department culture. Many trainings and PDs are optional so only those interested go when many others could also benefit.
643	Have a cash credit for employees that do not use the SMC health benefits because we get better benefits through another institution.
646	This survey was a too long, so I suspect the quality of the responses suffered
649	I hope the consensus is a success. I'm mainly satisfied at my position at SMC.
654	Santa Monica College is a very good college. Many faculty do well Many students do well.
655	I teach for the SMC Emeritus Program which is extremely supportive of its employees. Kudos to Scott Silverman, Ashley Price, Vivian Rankin-Scales and Jessica Riojas for doing an outstanding job, especially during the pandemic which has made their normally vigorous work schedules even more demanding.
657	SMC is an excellent educational institution employing well qualified faculty and enrolling a diverse group of students.
660	I have been working 20+ years, I have been told I am one of the best instructors in my department, better than full-timers, and three times outside people have been chosen over me for a full-time job. That is not fair
665	would love more community building among faculty across the departments as well as within our own dept. Bring back the faculty summer institute if possible! That was an excellent way to build community and also learn about new /updated teaching strategies.
683	Thank you!
689	More Cross Department activities, or training that allows Faculty/Staff to interact.
696	I'd love if SMC established a clearer pipeline so adjunct faculty could become full-time faculty, even if it's not necessarily at SMC.
697	n/a
699	Thanks for asking for our comments in this survey.
708	N/A
729	Better communication to instructors about support services and follow up with students,
733	more tech training
739	Graded on a curve, SMC treats adjuncts well. However, as a long-time adjunct, the limited opportunities to be promoted to a full-time position are extremely discouraging. Though I realize that is more related to state and national policies than district level ones. I'm close to retirement age, so I'm not looking for a full-time college teaching job now, but it is beyond discouraging that I could get excellent evaluations at both my schools where I've worked for decades and haven't been treated as a serious job candidate after the first few years.

ResponseID Response

744	I am very satisfied with my work at SMC as a part time instructor: I appreciate work security, excellent benefits, and great salary.
745	As much as I would love to work F/T here, the hiring process is like an annual lottery and there is a huge backlog of well-qualified adjuncts all scrambling for the few slots each year. It's depressing.

Classified staff

ResponseID Response

43	I believe the organizational chart in my dept does not reflect the actual workflow and is the most significant issue from preventing me from effectively doing my job, improving services, and managing others.
53	I am offended at the gender identity and sexual orientation question. It has nothing to do with my job performance.
71	Trainings and professional development are often an after thought for classified staff at SMC. And the few leaders in that area were not supported equitably and were so taken advantage of for their grass-roots efforts to better support their colleagues, both new and continuing, that they stepped down and discontinued their efforts. When I personally have recommended a training or even info session regarding our department for AAs, it was heard but never followed up on. I have stopped contributing my ideas for improvement and development of my job and department at SMC both because they are taken without recognition and often discarded. Classified staff are not valued at SMC, we support each other and receive lip-service from the rest.
73	SMC needs to work on their onboarding of staff and managers and on providing support for training. We badly lack ongoing training of staff and managers! The tid-bits we get on PD days are not enough by any means!!!
75	Smaller departments within a specific area are not given ample conference budgets to attend annual trainings. Our department utilizes a web-based program that offers trainings bi-annually, with updates necessary to the job. I wish that we could have a large enough budget to attend at least once a year to send two people.
81	More safety training for what to do in each building for different kinds of emergencies and conditions. "Cheat Sheets" for all the equipment and functions for each job in each department.
105	No
106	There is limited training, and even more limited PD for classified staff since the PD needs or requirements are so varied. Please read my comments on the survey below regarding #19 I am really disappointed that a COLLEGE does not make more of an effort to teach their staff !! Must allow a scheduled and robust area specific onboarding program for managers and staff. Should be included as part of probation and evaluation. Assumption that more hours can be added to the day to get trained is foolish for long term retention in good / great staff and managers. They need time and support to do the training ! Management says they want to support PD and training, but - It is a major failing on management and Human Resources part that departments are not required to offer real training, quarterly onboarding to support new / promoted/ transferred employees, offer drop in hours for questions, make procedure updates transparent and public , or update their websites with correct fo

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111	I believe having the option to work from home should be considered. So far we have done a good job maintaining work loads. This would allow employees to live a balanced life. For myself, I would go back to school with the additional time I would have. I would save time in commuting and place that time and energy to school. Specially for classified employees this is important because we wont be able to promote to higher roles if we don't have higher education.
112	Customer Service Training should be offered to all. Personnel Management Training should be offered as refresher to managers every year or every 6 months. It's very difficult to move up without a Master's but some have the knowledge to do so.
117	I like working at SMC but there is a CLEAR difference between the treatment of various employment classes. Even this survey asks which employment classification we fall in. That says a lot.
127	The "click" culture at SMC has made it very difficult to trust and believe that there are real opportunities to advance or be truly recognized. From the top down, there is no shame in how SMC operates. The relationships and its lack of transparency affects employees in so many ways. The extent of these long held influential relationships between VP's, Managers and even senior staff, affects the morale and perception employees have on the institution. Everything from how decisions that affect employees are made, to the opportunities provided to classified versus faculty, is very demoralizing. There is no training or professional development at SMC. Can you compare it to what is provided to faculty, please? Also, the way decisions are made for us instead of with us and how it is communicated sends a clear message to employees that we are not as important. Why would we be motivated to succeed here?
129	It's been great working at SMC.
137	I appreciate the fact that SMC in general is making every effort to make adjustments in every department to accomodate the students as well as the various employees.
141	gender is not a job performance issue/nor satisfaction with career. Housing is an issue in SM< not just for homeless students-- how can SMC maintain a 270 unit complex when they could not maintain the apt across the st? WHO PAYS FOR THIS maintenance/management? It is embarrassing to talk to residents and see these bond issues padded with agendas while bonds are still yet to be paid? This will be debt for the very students you are trying to educate... and most students are people living outside of the area that will be paying for the bonds...There are no culturally significant buildings on campus because no one has the forethought of how the buildings will change over time.. the admin ignore the needs of adults and the 70% non degree seeking students who are usually working and could pay for evening or weekend programs.--I take other programs from other universities that are relevant and care about the health of the community
146	Please allow employees who can work from home work from home full time. It doesn't make sense for some of us to go to the office when we can do the same work at home, even more productively I should say.
157	I wish you had a survey on how well SMC did to handle COVID, the management had the classified come back on campus but the faculty did not, this was a time when the students were not on campus.

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163	As a newer employee, I am finding that there are several aspects of my job that I did not receive any training for but am expected to know how to do or what to ask to figure out how to do them. It would have been helpful to have formal training for my position rather than to just be directed to a help group on on Teams because it is hard to know what kind of help is needed when you have little to no training for the position. It is also difficult for my colleagues to work with me as they are not aware of how little formal training I have in my position.
169	I'm proud to work at SMC
184	N/a
198	I worked at International Education Center for about 8 years and I was never invited to any professional development event or training from my supervisors. As a matter of fact, this department always invites the same people to conferences and events and left out many of us in the process, leaving us with no training or professional development opportunities. This is one of the main reasons that I looked for a transfer to another department and even outside of this organization. You have managers in departments like International that don't provide access to any training. I was denied access to some of them when I worked there. I was denied that so many times, that I just stopped asking to attend some training and professional development events. No-one supervises these managers in Departments like International and they do whatever they want without any consideration for seniority.
206	1) SMC more than likely will hire from outside versus within which does not add to career advancement or morale. Will state not enough experience or knowledge yet no real training or opportunity to begin with so its a catch 22. 2) SMC states budget or funding issue for training or even hiring yet can add numerous Associate Dean or Dean positions of departments that never had this before or are specifically created. Realistically, how many Assoc. Deans or Deans does a community college need? 3) Individual job assessment as opposed to group assessment should be completed.
222	The transfer, promotion and merit system needs to be overhauled. A transfer is only lateral and only applies to people within the same job classification. THAT IS A CASTE SYSTEM.
232	There should be more opportunities for growth within the department and clear pathways for promotions.
241	SMC must raise salaries in this time of continued inflation to meet the cost of living. Otherwise faculty and staff who can not afford to live or commute to Santa Monica will leave for higher paying positions or more flexible ones.
248	I don't remember reading about cleanliness in our campus but if I'd have to rate it I would say that I am dissatisfied with the cleanliness in my area of work since our floors never get swept or mopped. This is important for us because we often get complaints by professors and it is a safety issue as well.
250	Management in my department provides no training with respect to our job duties. New employees learn on-the-job skills by gathering information from co-workers. Myself and my colleagues try to support one another by training each other. Management also creates a hostile work environment and uses divisive tactics such as bullying some employees while praising some others.
262	SMC is great organization to work for.
289	Yes, please. For health insurance & benefits I need reclassification from being a 19hr/week to 20hr/week employee. Thank you.

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295	Thank you for having these surveys to collect our opinions to be used for bettering the work conditions and professional development at Santa Monica College. I have noticed many opportunities for trainings with important topics like equity and mental health. I take advantage of the trainings when my work load allows.
297	Compensation needs to be little better and it should be adjust automatically according to inflation.
304	in my department we are very fortunate to have a wonderful supervisor. I know not all departments do. The supervisor knows we feel this way.
309	Yes, I would like to ask why is there an overwhelming representation of the Hispanic Community as Senior Staff and VPs, but little to No representation of African-American Senior Staff and VP's. It's amazing that for a College to have an African-American Woman as President and Superintendent but yet very little to No Senior Staff or VP's that are African-American. It's very difficult to aspire to move up the ladder and get promoted when you don't see anyone that looks like you in these Senior Roles. As a 4 year Employee at Santa Monica College, I ask myself everyday "How can I aspire to Be what I Can't See?".....
310	In the time I've worked at SMC, Classified staff have been treated progressively worse - we have been losing ground in our pay as we have consistently gotten less-than-COLA raises while we have taken on more responsibilities as the number of positions are cut. At the same time there has been an increase in the number of administrators and managers who reclassify themselves in order to get obscene raises. This path that SMC is currently on is not sustainable and if things aren't turned around soon, will start to show in decreased student satisfaction and success.
327	Management should get training on how to manage employees. Also management should not ask employees to do a task that they will not do themselves. Lastly, when management agrees to take on more job responsibilities they should not assume that their employees will help with these tasks as employees were not asked directly to help with such tasks.
329	Given that I'm planning to retire this year, it was hard to answer some of the PD/advancement questions. Since I've been here so long, I realized how different some of my answers would have been with previous managers.
335	There is no upward mobility in my department.
336	None
345	Our positions as English IA's should be full time. About every other semester, we lose people to full time positions elsewhere, and the training/catch-up period starts all over again. It takes a couple of semesters to truly get up to speed. This does NOT serve the students.
368	I would love more professional development. At our professional development day, someone suggested maybe having opportunities scattered throughout the year, which I like as I've been out of town before on the PD day and therefore didn't attend another PD day for a year. Maybe a professional development calendar? I want to progress in my career and personal and professional development. I LOVED the last PD day- there were so many helpful sessions that I truly got a lot out of and was able to use tips from right away. Maybe a "How to do a LinkedIn profile" or session like that? Networking opportunities? Budgets for project management 101? Conflict resolution? Event planning? Just some ideas. Thank you!

ResponseID	Response
388	Too worked up on proving equity exists here that this institution forgot to make sure people are qualified for their positions. There is a lack of Checks and Balances for management positions
403	faculty and staff need to be less self-centered and know their limitations. while senior administration needs to look at long term instead of short term. ie build it right the first time instead of constant change orders. focus on useability instead of winning awards.
412	None
421	not enough clarity
442	The workload for my current position is beyond what is physically possible to meet in a 40 hour work week and additional positions should be added.
443	For my specific job, i would like special training for mechanical, ie pump repair, boiler repair certification, vfd (variable speed drive),alc and energy management training, to save smc money on costly repairs.
446	I am stuck. I am at the top of the ladder for a classified person in my department and have been for several years. I know there are opportunities in other departments, but my passion, education and skills are specific to my department. So I see no future or advancement in my position here, just riding it out until retirement. In addition, I have crippling student debt from gaining the education that allows me to be as effective as I am here, so I am constantly seeking out other opportunities that might pay more and give me a better life financially.
457	I don't think it is a priority for the school or faculty, but I would love to have more opportunities for classified staff to interact with faculty. I feel very close to my classified colleagues, but not with faculty and it sometimes feels as though this division is intentionally supported by the school, which is frustrating and also an equity issue. Many faculty are not aware of the number of "support staff" who have been required to be on campus full or part time throughout the pandemic. I love that SMC requires ALL staff to participate in some trainings/professional development - it creates shared understanding, sense of belonging, and community and I wish we had more opportunities like that. Lastly, the requirement for staff to "make up" sick days in the office whenever they miss a day when they are supposed to be on campus is offensive. Trust your employees to know when they are sick enough to stay home, and don't punish them by forcing them to change their schedules to co
460	SMC has an ethics issue, appearance of fraud in hiring
467	N/A
482	SMC is the best place to be!
483	This survey is way too long. I almost quit in the middle.

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497	<p>I have nothing but great things to say about my coworkers and leadership within our department. One of the reasons I'm staying with SMC is because of my department. I get more support from my department than SMC. The policies in the institution has been archaic if I would describe it. SMC doesn't know how to adapt quick enough to ongoing change that is happening in the world. Career advancement is limited and is also archaic in a way because it seemed to be about "seniority". With the pandemic, I felt like there was lack of trust from the institution to its employees because it took SMC a while to negotiate remote work. Up to now, SMC doesn't believe in new ways of work (i.e. remote work). There are many roles in the institution that doesn't need to be at work in person or see students, yet are required to be in the office. Essentially, I want to see an institution that knows how to adapt to the ever changing world we live in and knows how to take care of the new generation of</p>
510	<p>There is no clear direction from upper management on the vision of the college. People are given manager positions because of pieces of paper and not for skills, therefore employees are not supported, acknowledged and in a lot of cases micromanaged in their job. I don't understand how management cannot see if they invest in employees with training and professional development, that we all win. Employees will feel valued and supported and therefore happy to take on more to assist managers and in turn, the students win. I really hope that there is follow through with this survey.</p>
514	<p>Need more networking/cooperation between departments</p>
529	<p>The college has a long history of not providing equitable means of support and training for all employee groups. There is a genuine lack of support and dismissive behavior from the college leadership towards classified staff, their role and contributions to student success. There is no onboarding for new employees, new or ongoing training, staff development opportunities (relatable or job specific), mentoring program, no career advancement, mentoring into supervisory roles, no community building, lack of effective communication (complete breakdown in some departments), no exit interviews (especially when there is constant turnover in some department), lack of transparency in some departments and with leadership.</p>
537	<p>Having certain services solely online is detrimental to the success of many students. Most community colleges have at least moved to offering some services in person. SMC's refusal to match other schools by also offering in person services hurts the image of our wonderful institution.</p>
538	<p>All other colleges have begun offering tutoring and counseling services in person. Students have voiced concerns about SMC not doing so. Continued refusal to offer in person services will be detrimental to student success and negatively impact their time at SMC.</p>
549	<p>As a person who belongs to several of your classifications of "marginalized groups," who would also consider themselves a conservative, I have not felt welcome on this campus for years. Sadly, it seems the institution vilifies those who think independently and thinks its appropriate. Equal platforms for the consideration of different ideas is never an option, and those who may offer a different perspective are dismissed and / or silenced. There are students on this campus who frequently express to me how unwelcome they feel too, since they do not fit in with the chosen marginalized groups and feel the institution does not care about them. This has happed for years. Sadly, this should not be the case in a higher education environment that is supposed to foster independent thought.</p>
560	<p>Would seriously appreciate continuing to work remotely 2 days per week forever. Faculty got over TWO YEARS remotely, while many classified have had little to NO remote work. You talk about "equity" all the time - please make this aspect equitable as well. Thank you</p>

ResponseID Response

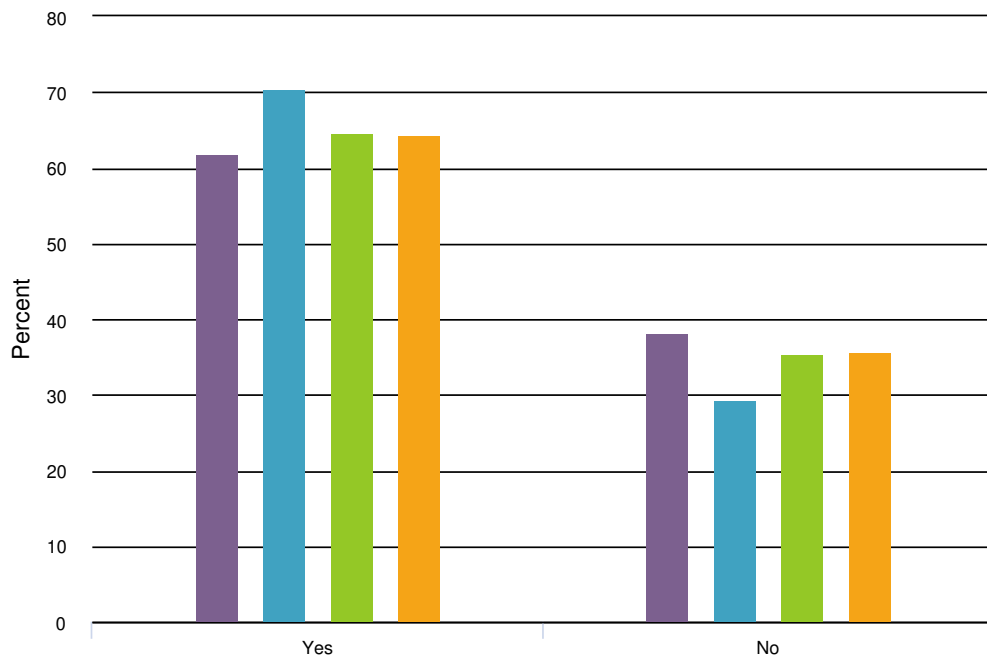
566	A lot of rules/contract provisions are created out of mistrust, specifically the working out of class rules. Rules like that tend to keep an employee in a box, and make it hard to grow within their position, unless they find experience on side jobs or moonlight outside the college. The rules are well intended because I've also heard from managers who consistently work employees out of class for less than 5% of their time to keep them from getting compensated for their work. To build trust these kinds of practices should stop.
570	Some of us are in unique positions. My supervisor - who would get an F minus rating from me, is not located in my department. My department on the other hand, gets an A plus rating. Having outside supervisors that do not understand the job duties due to lack of content knowledge, is absurd. So is my performance evaluation.
575	professional development for updating and refreshing skill levels is imperative.
604	If I could quit right now, I would. Unfortunately I have invested too much time here, so I'm counting the days to retirement. Harassment and bullying are not taken seriously at this college when it involves a senior manager. Instead the person who complains gets labeled as a problem employee and the manager gets a pat on the back (or a raise). Also, having an outside company to assess/audit a department is a joke. It's SMC's way of making it look like they care. The morale in my department is at an all time low (it was bad before covid), but most employees are too afraid of the consequences if they step up and say anything against their senior managers (they've already seen the retaliation that's happened to those that do speak up). It's sad and frustrating. This is all the result of bad management and it 100% affects the students by reducing the quality of service that they receive from the unhappy staff. Managers should work with employees instead of fueling this "Us vs. Them" mentali
623	Looking forward to a comprehensive shareout of the results of this survey. Thank you for your hard work!
644	I have always liked working at SMC. However with the large amount of retirements and people leaving the college the atmosphere has changed. What made SMC a great school in the past were the people that worked there because they cared about the individual doing well on their journey through education. Empowerment.
656	N/A
662	The College and my department are still in transition as a result of the mass retirements of the last few years, especially with the pandemic intervening. The retirement of my previous supervisor made a massive positive difference in my experience of working at SMC. He never should have been allowed to be at SMC as long as he was. Many students were harmed by his exceedingly poor work performance, information-hoarding, unethical behavior, and self-interested decision-making. When top management is unwilling to do the necessary human relations/supervision parts of its job, it goes down the hierarchy and the entire organization and our students suffer.
691	I am completely confident in SMC's ability to help with my future goals as an employee.
704	A \$100 on top of time and a half will help give up our Saturdays for events. Just a thought.

■ Management (including confidentials)

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87	It is a very difficult time working at SMC currently. There needs to be some leadership adjustments and more direct senior level informed support to the Superintendent/President. There is a great divide in understanding between senior level management and everyone else.
116	It would be nice to have strong leadership who lead the college and inform everyone on the direction we are going in. It would be nice for things to be fair to everyone across the board not just by who you like.
208	1. Demonstrative steps towards moving forward culturally at SMC. Not just attending unending meetings and trainings that seem to amount to very little. 2. More encouragement, mentoring and opportunities for middle managers to FAIRLY promote up, as opposed to constantly hiring from outside and/or to just placing staff. This appears to be very much a Senior Staff issue that benefits the very few, and does little for morale. 3. Thank you for offering this forum and opportunity for us to share our thoughts and ideas.
216	SMC does hear feedback thru the negotiations process, sure....but on some topics, it may be valuable to have Town Halls...true town halls, listening sessions where people get a chance to ask questions....not primarily a venue for presentations
243	It seems that SMC is good at listening to concerns, but nothing happens from there. No changes are implemented or adapted from feedback given. Communication is all over the place and lack structure.
293	We seriously need to update our technology! 30+ year old electronic systems will not get the job done! All the electronic systems are old and out of date (except for the computer on my desk).
396	We need to have flexibility with positions that can stay remote. The metric should be measuring the deliverables that an employee gives. If all tasks are accomplished, why should we spend time and money commuting. I am A HUGE supporter of REMOTE WORK.
438	It is not uniform in who gets to have certain titles and therefore not a clear path for those wanting to move up.
593	I truly love working at SMC. However, I think we should do a better job of succession planning and leadership development at the college. It can be very stressful to move into leadership so people don't aspire to that often (people just remain in their "comfortable" spots or struggle to see themselves as capable of leadership).
597	will you do ANYTHING with all of this information? My confidence is not very high that you will or that you will widely disseminate the findings in a timely manner.
639	Funding resources for managers to join professional organization such as ACCCA or tuition support for educational advancement

42. The SMC Sustainability would like to ask employees about their current zero-waste/sustainability practices. Are you interested in participating in a short (9-item) question survey?



Segment	Value	Percent	% of Total	Responses
Full-time faculty	Yes	61.9%	17.4%	83
	No	38.1%	10.7%	51
	Total Responses			28.1%
Adjunct faculty	Yes	70.6%	22.7%	108
	No	29.4%	9.5%	45
	Total Responses			32.2%
Classified staff	Yes	64.6%	19.5%	93
	No	35.4%	10.7%	51
	Total Responses			30.2%
Management (including confidentials)	Yes	64.4%	6.1%	29
	No	35.6%	3.4%	16
	Total Responses			9.5%