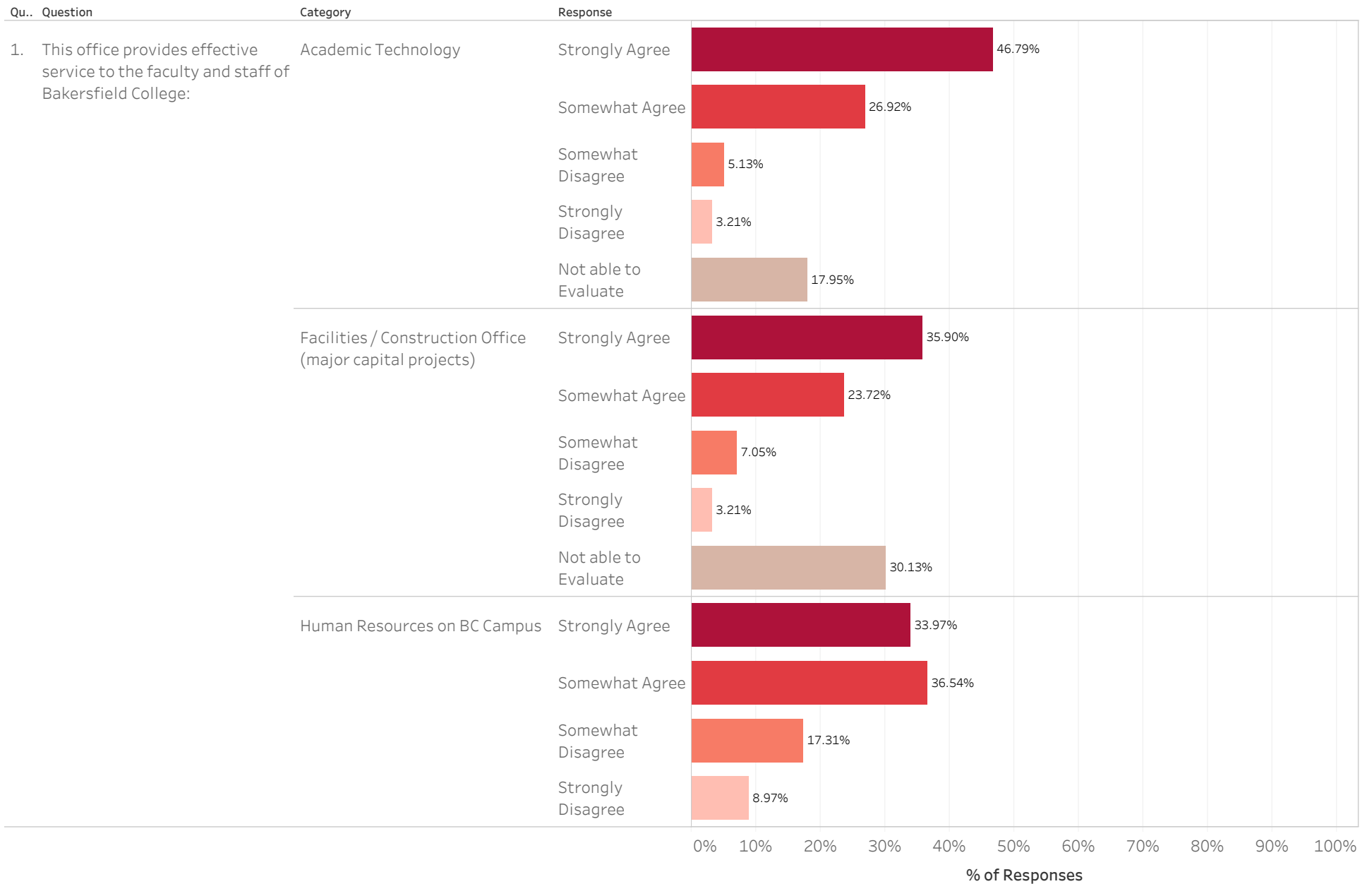


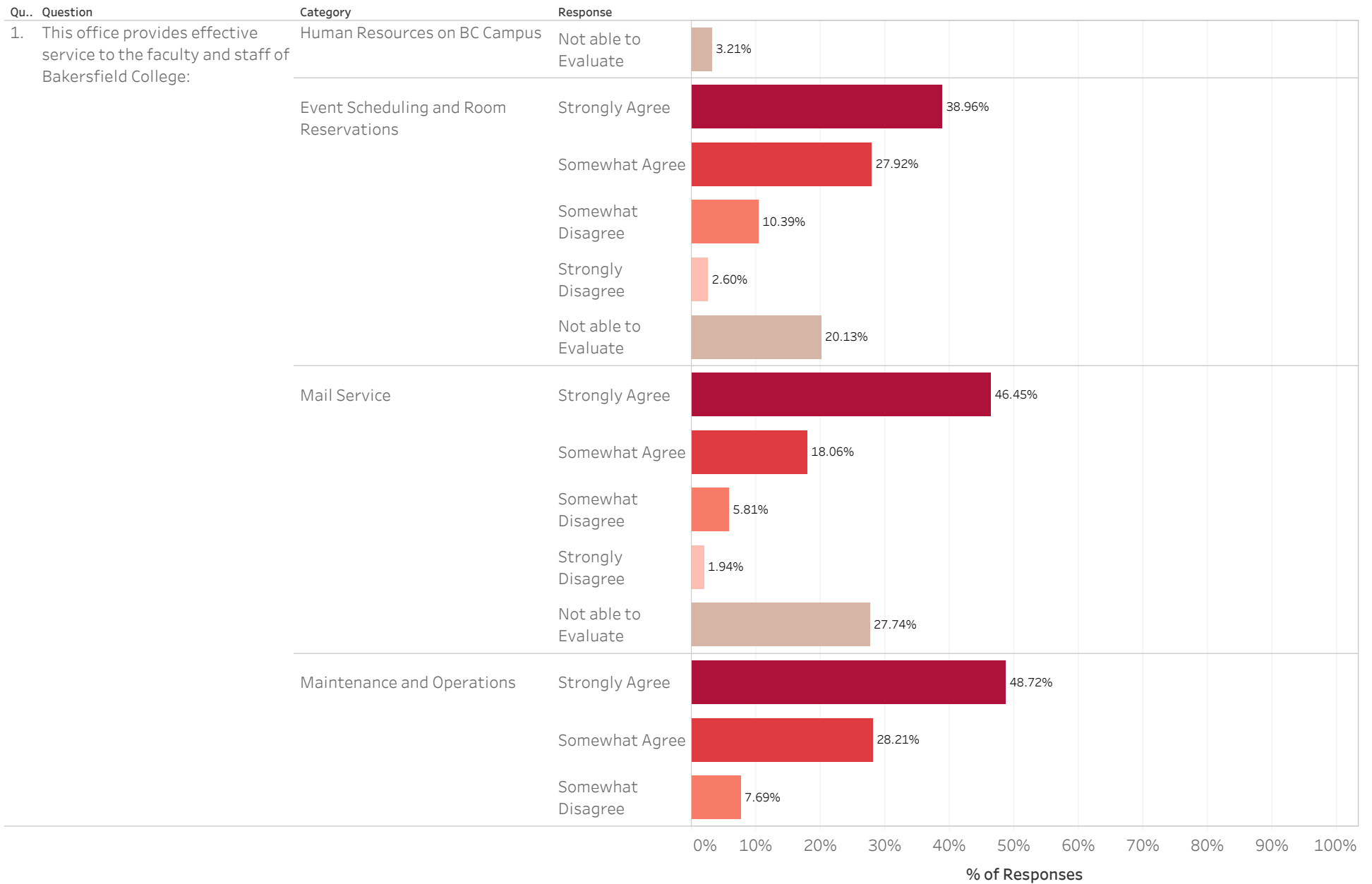
BC Accreditation Survey 2019

All Questions - Charts



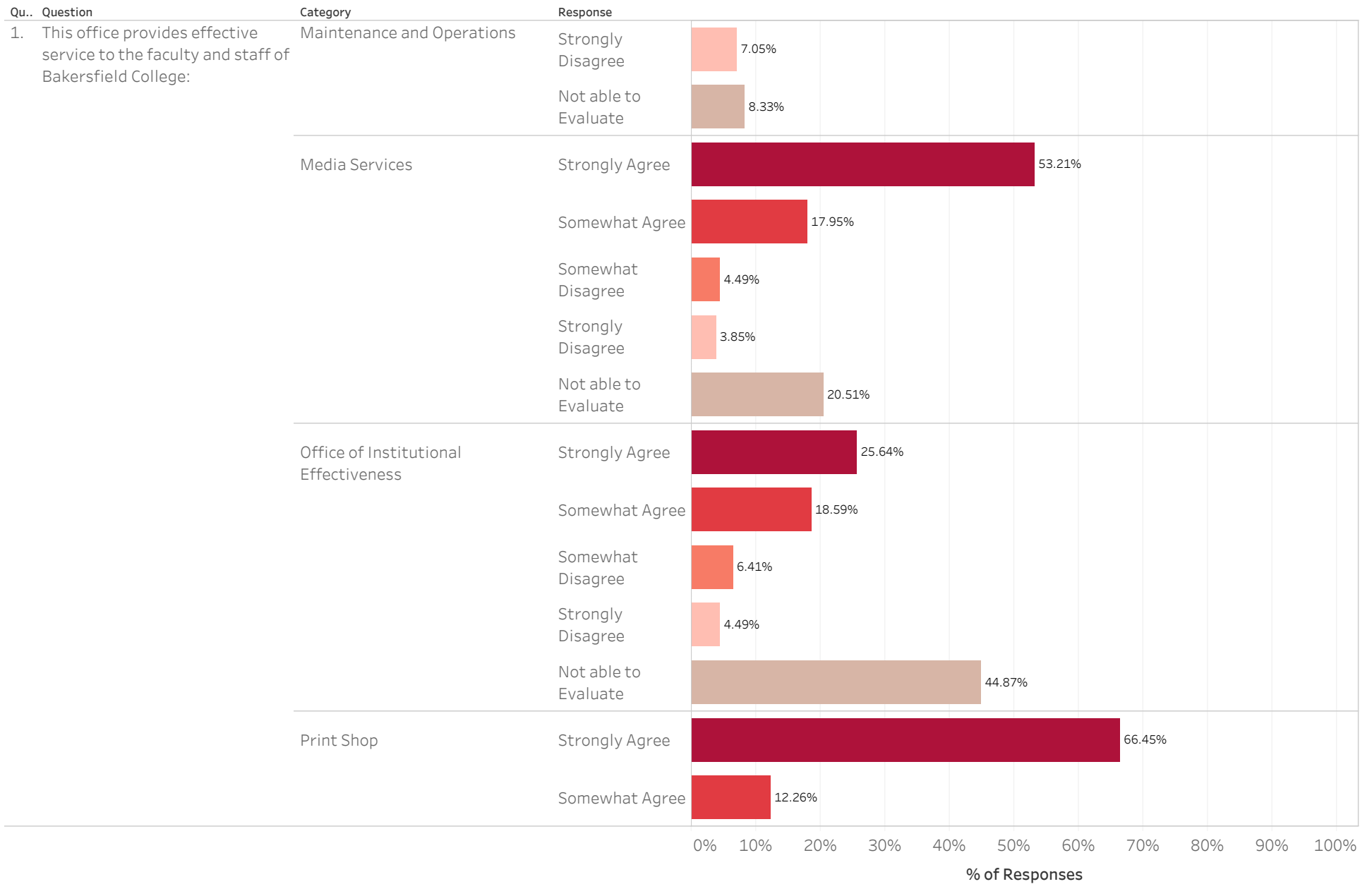
BC Accreditation Survey 2019

All Questions - Charts



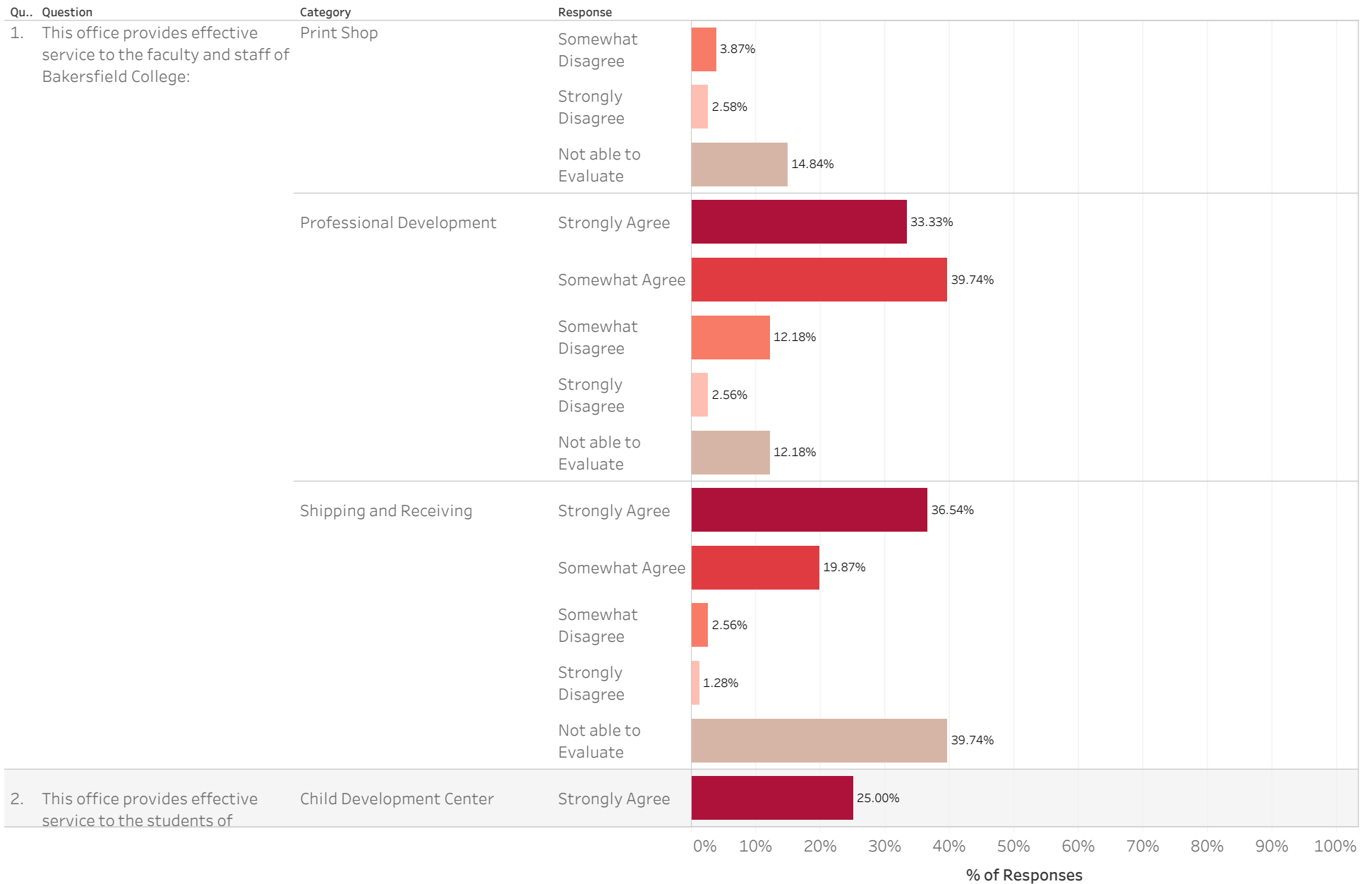
BC Accreditation Survey 2019

All Questions - Charts



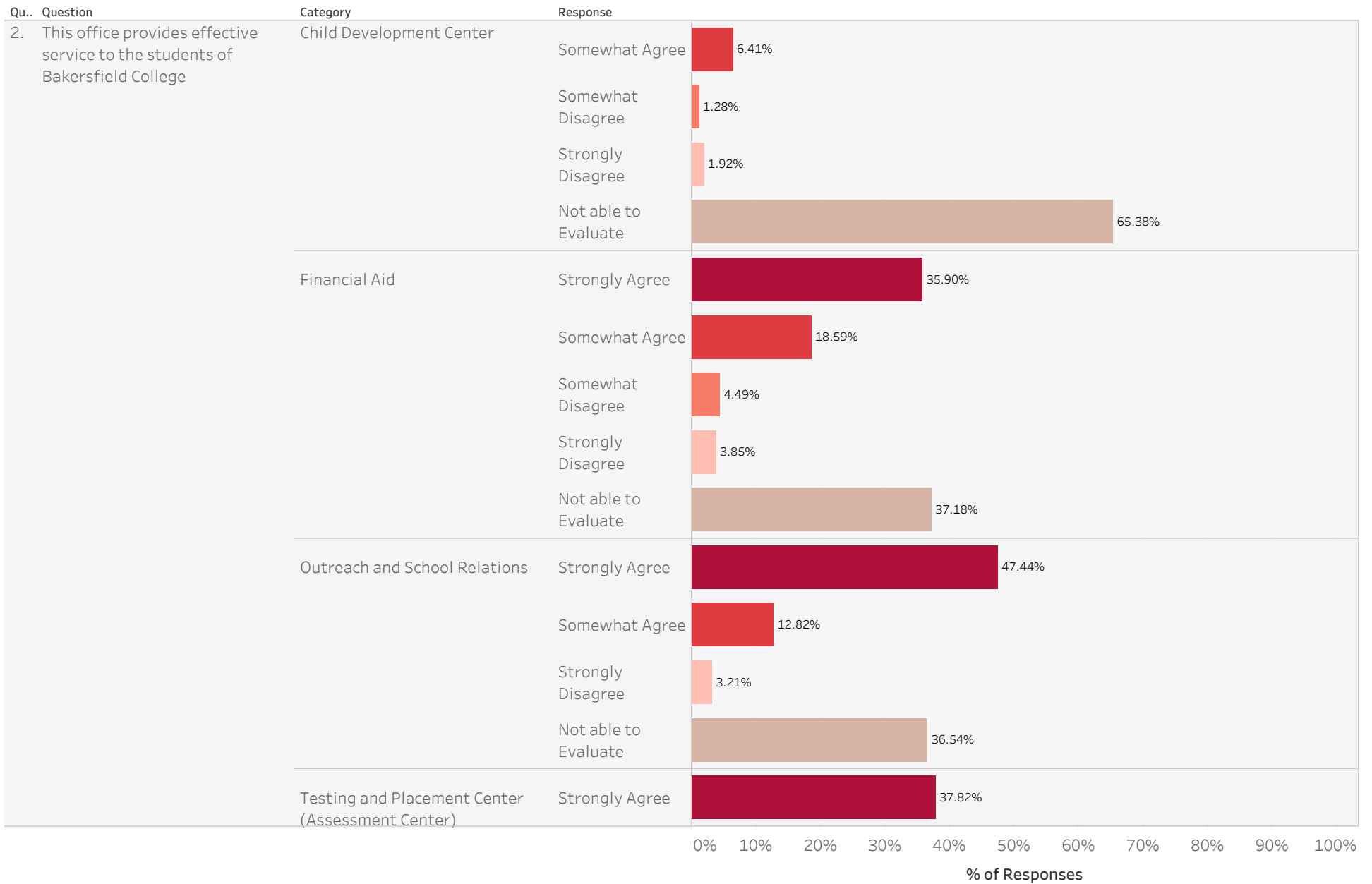
BC Accreditation Survey 2019

All Questions - Charts



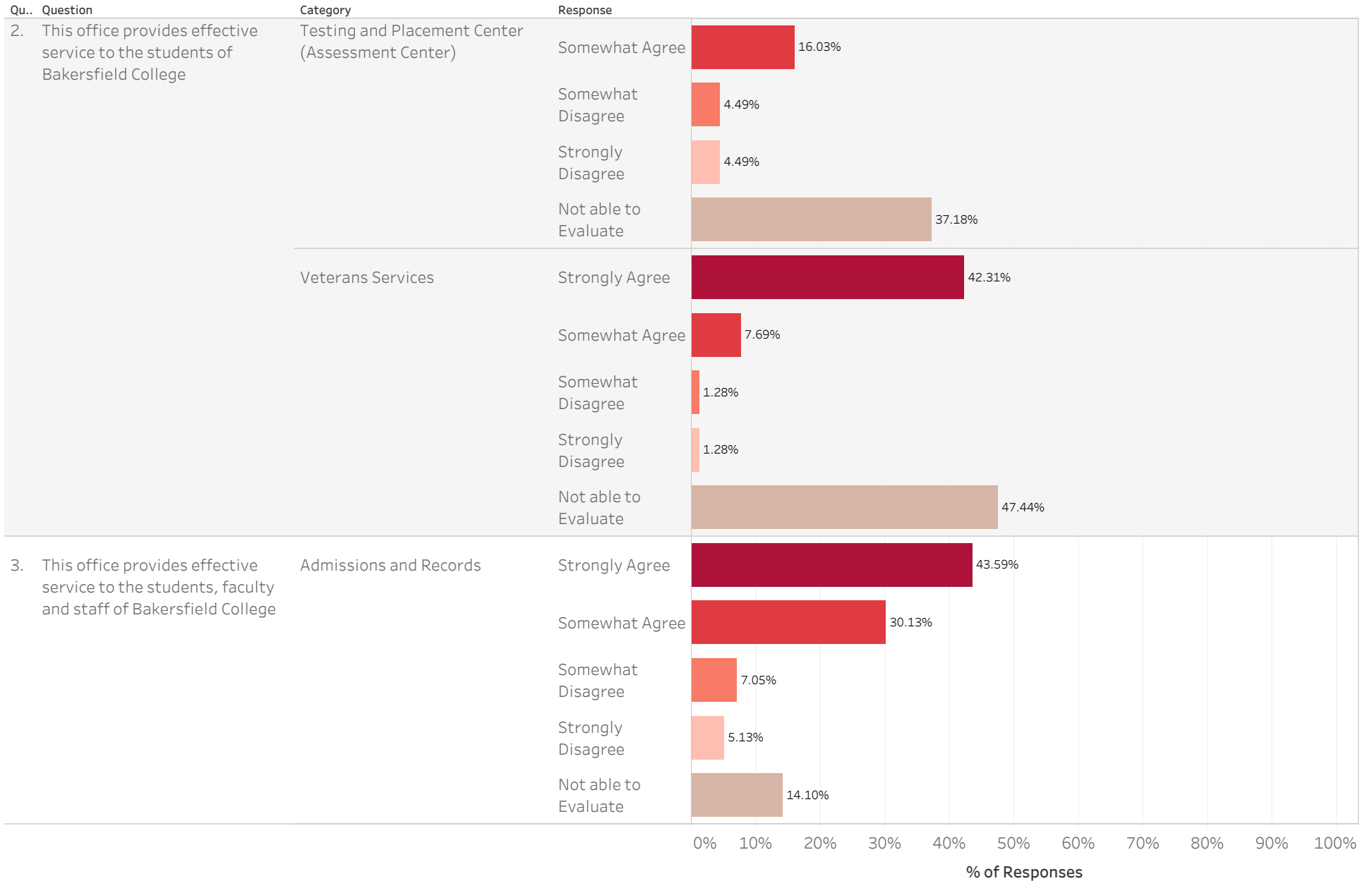
BC Accreditation Survey 2019

All Questions - Charts



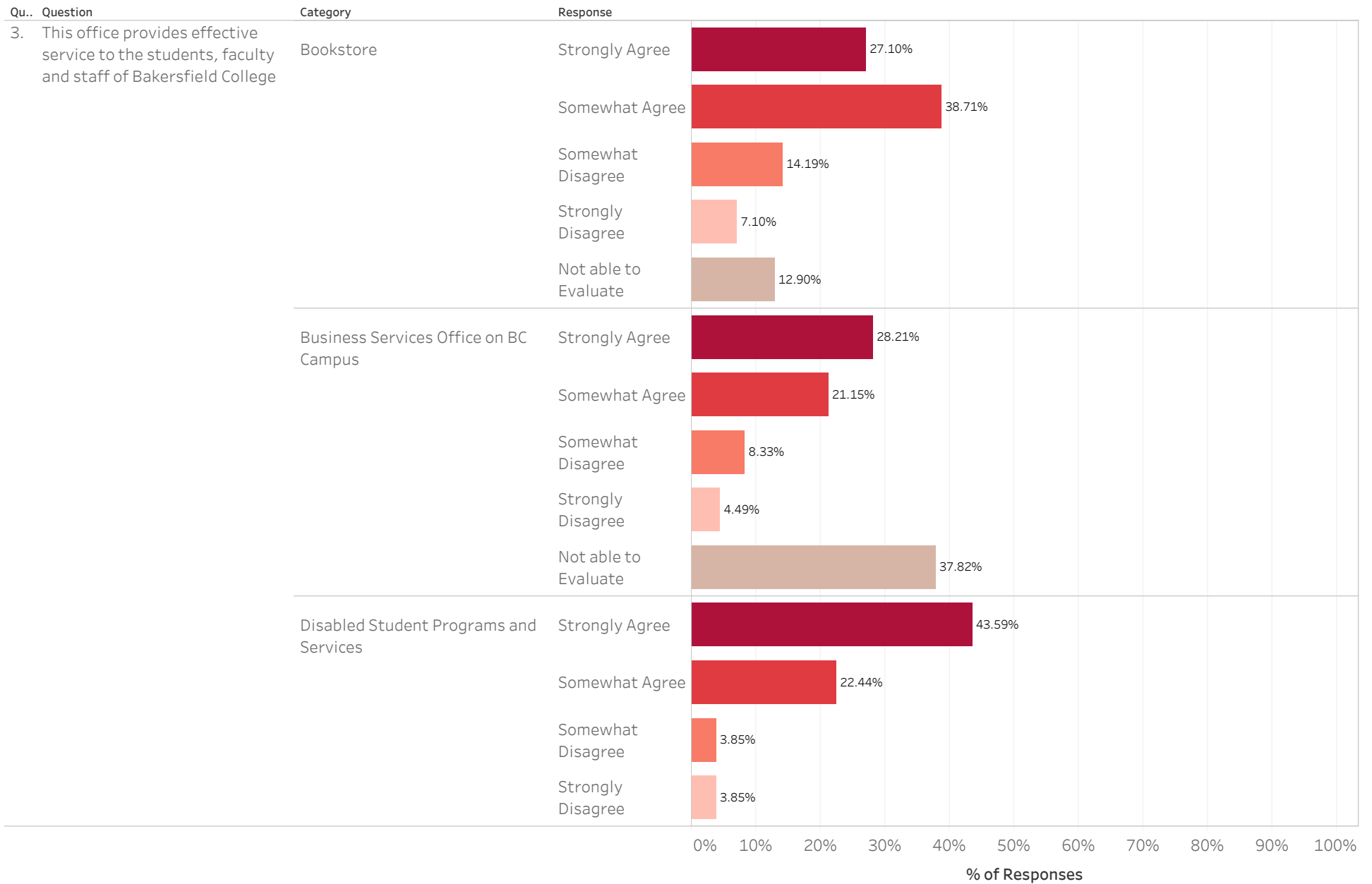
BC Accreditation Survey 2019

All Questions - Charts



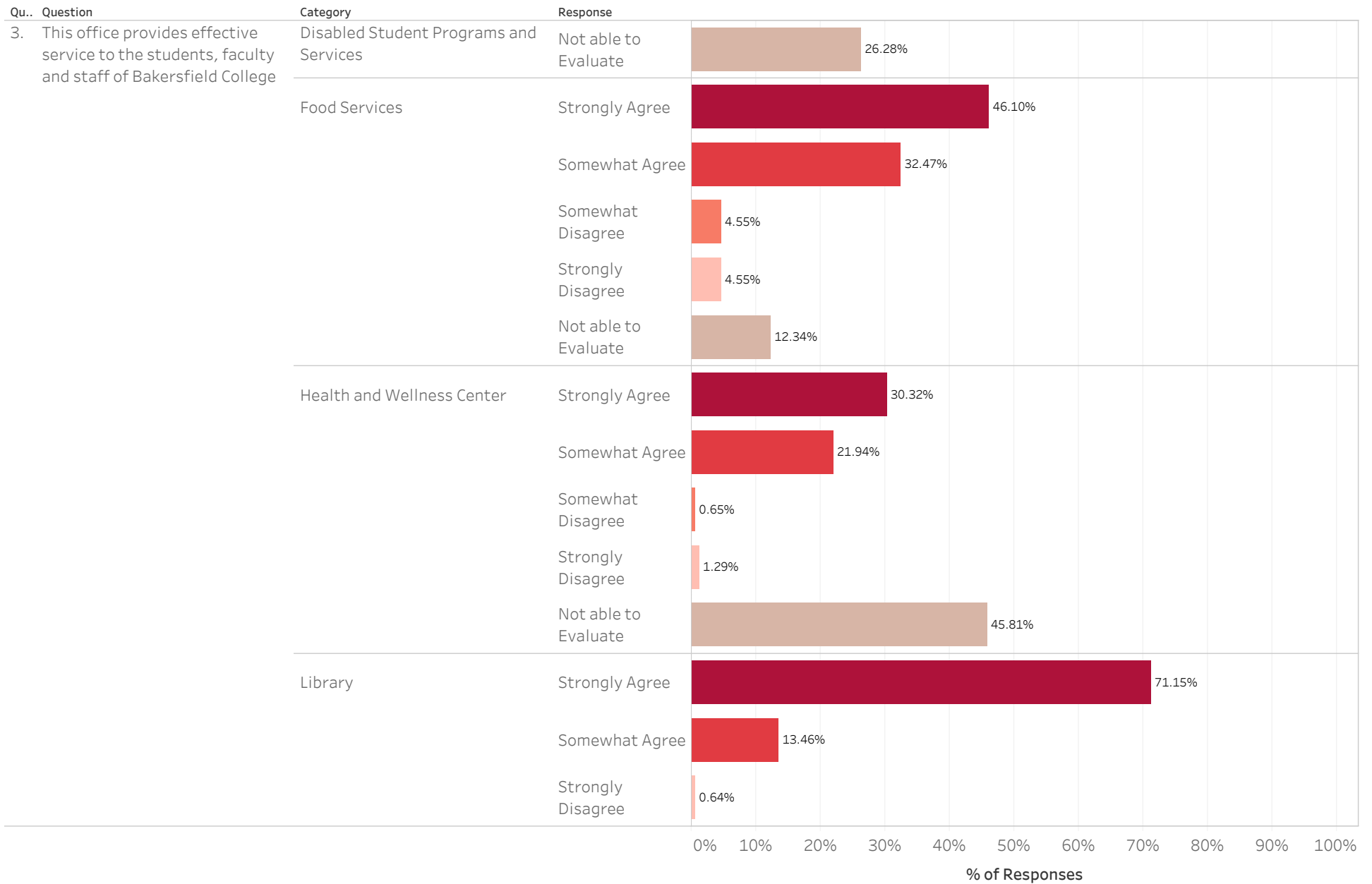
BC Accreditation Survey 2019

All Questions - Charts



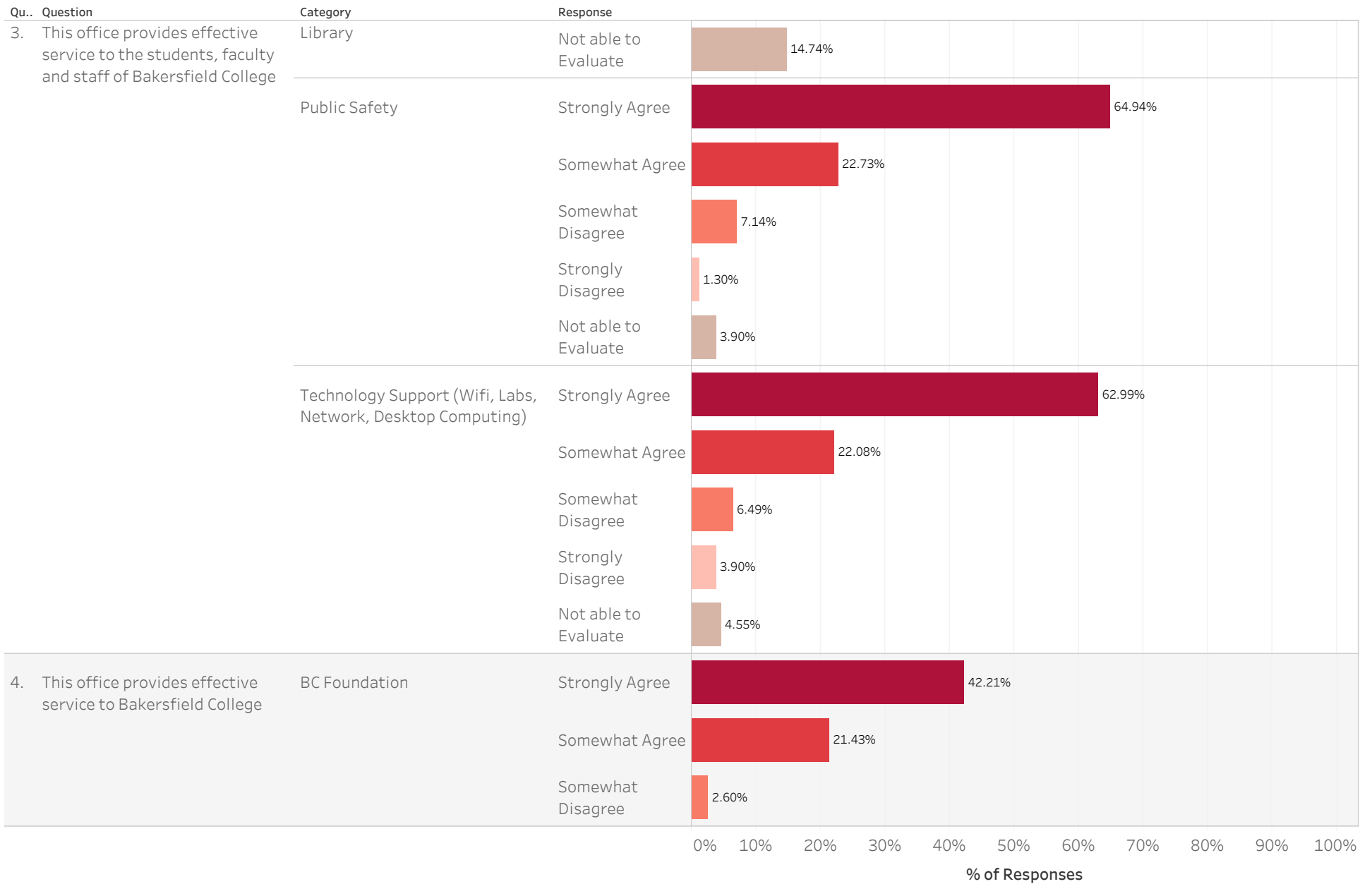
BC Accreditation Survey 2019

All Questions - Charts



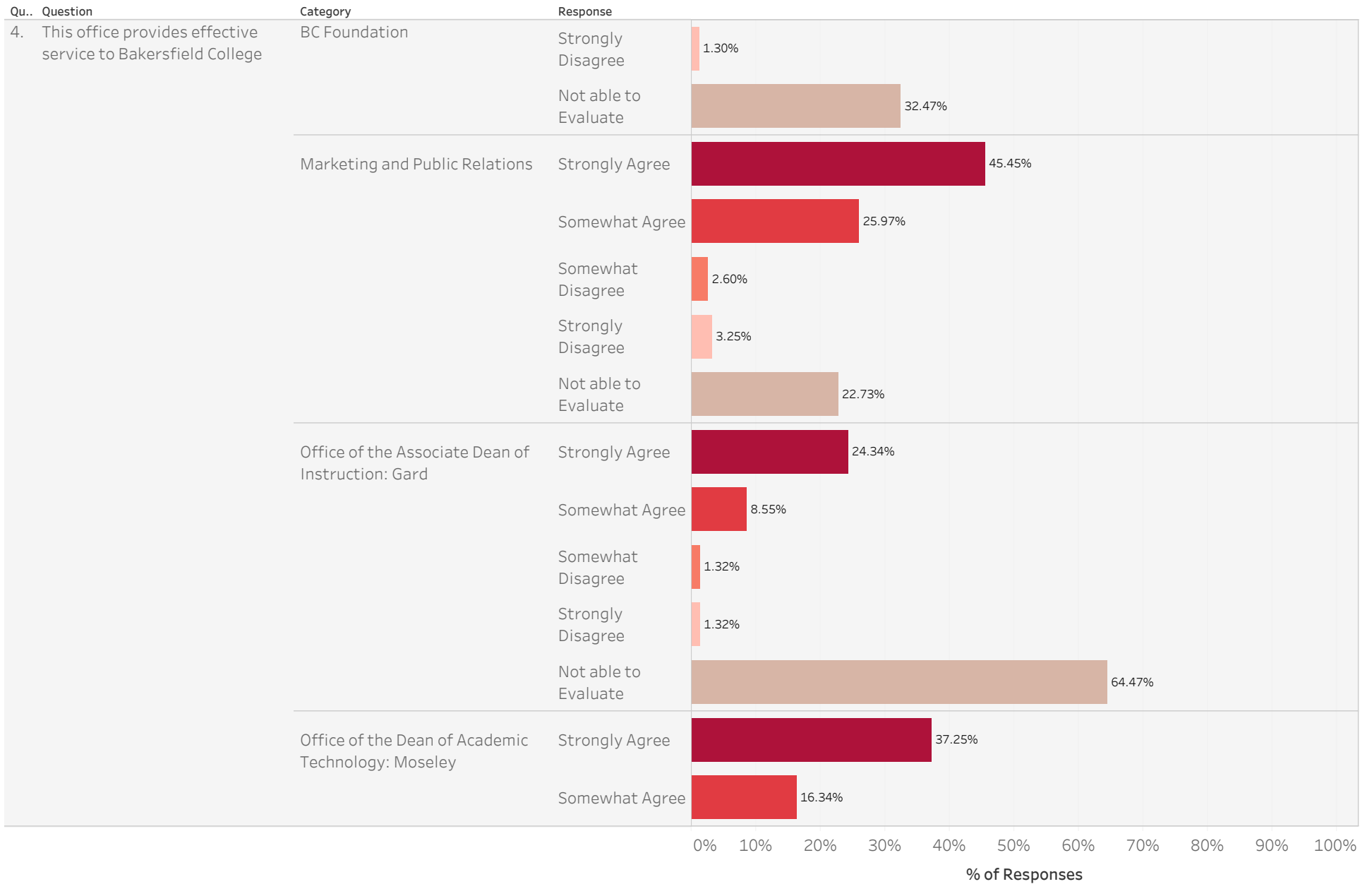
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All Questions - Charts



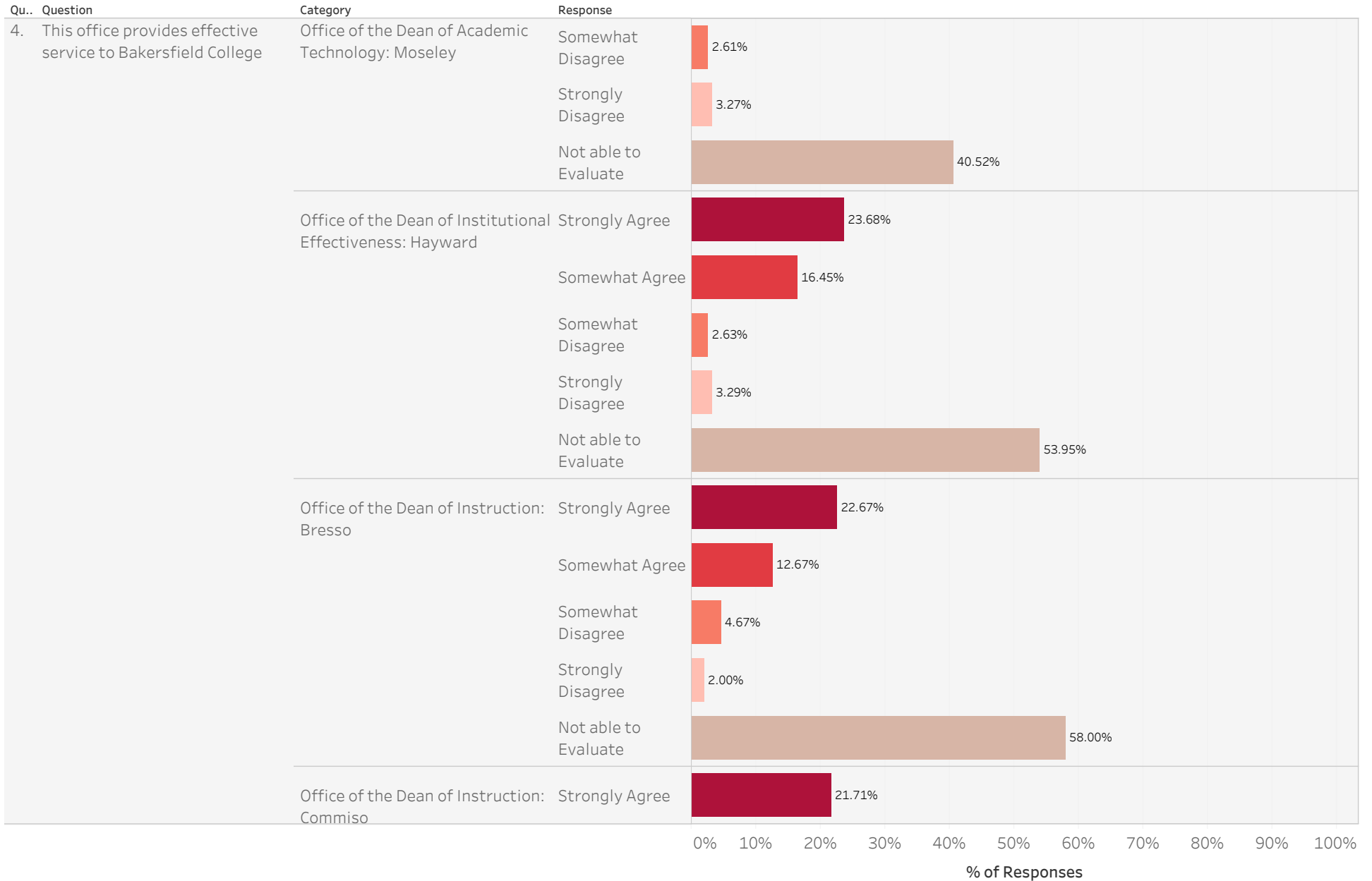
BC Accreditation Survey 2019

All Questions - Charts



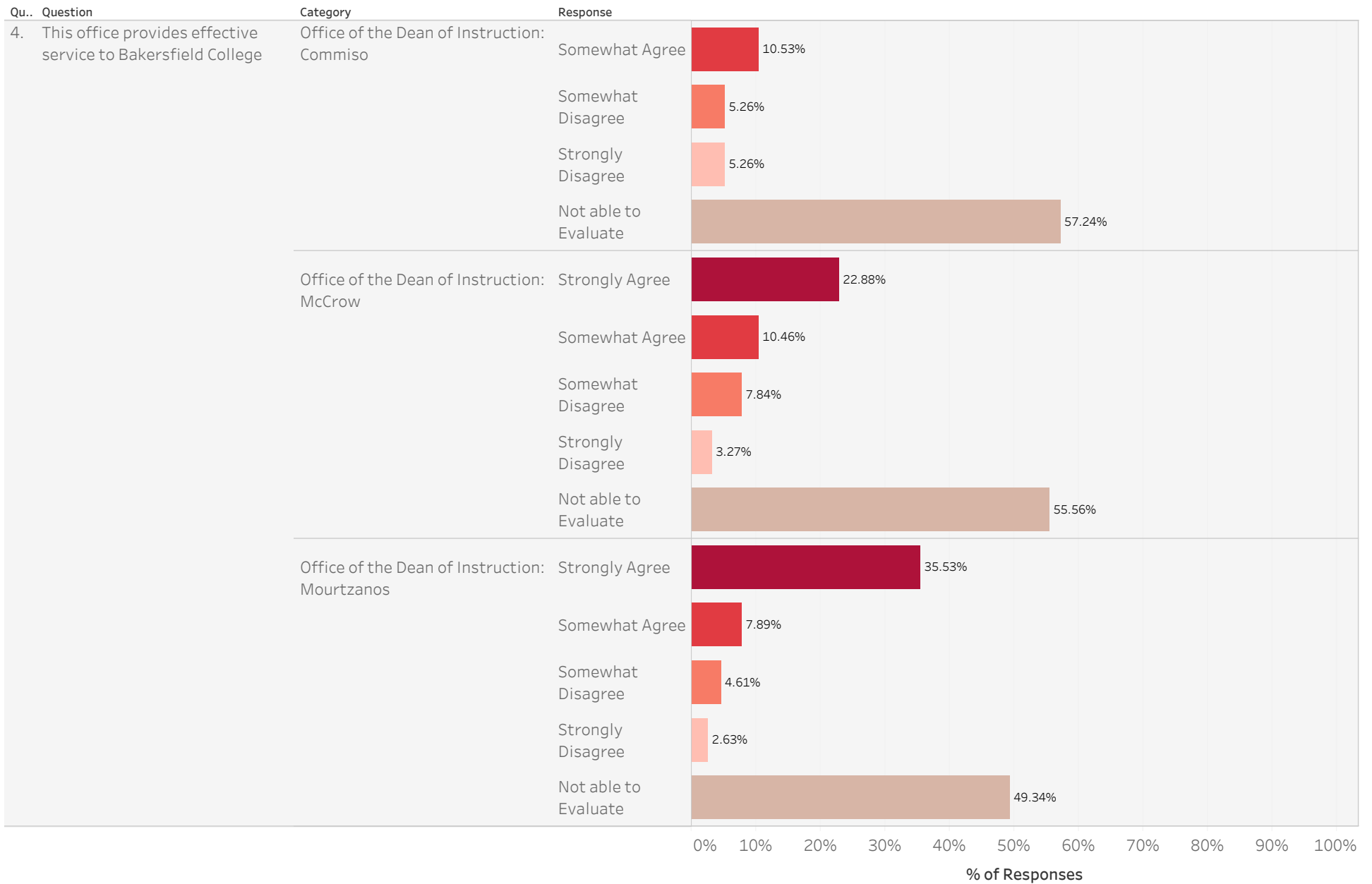
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All Questions - Charts



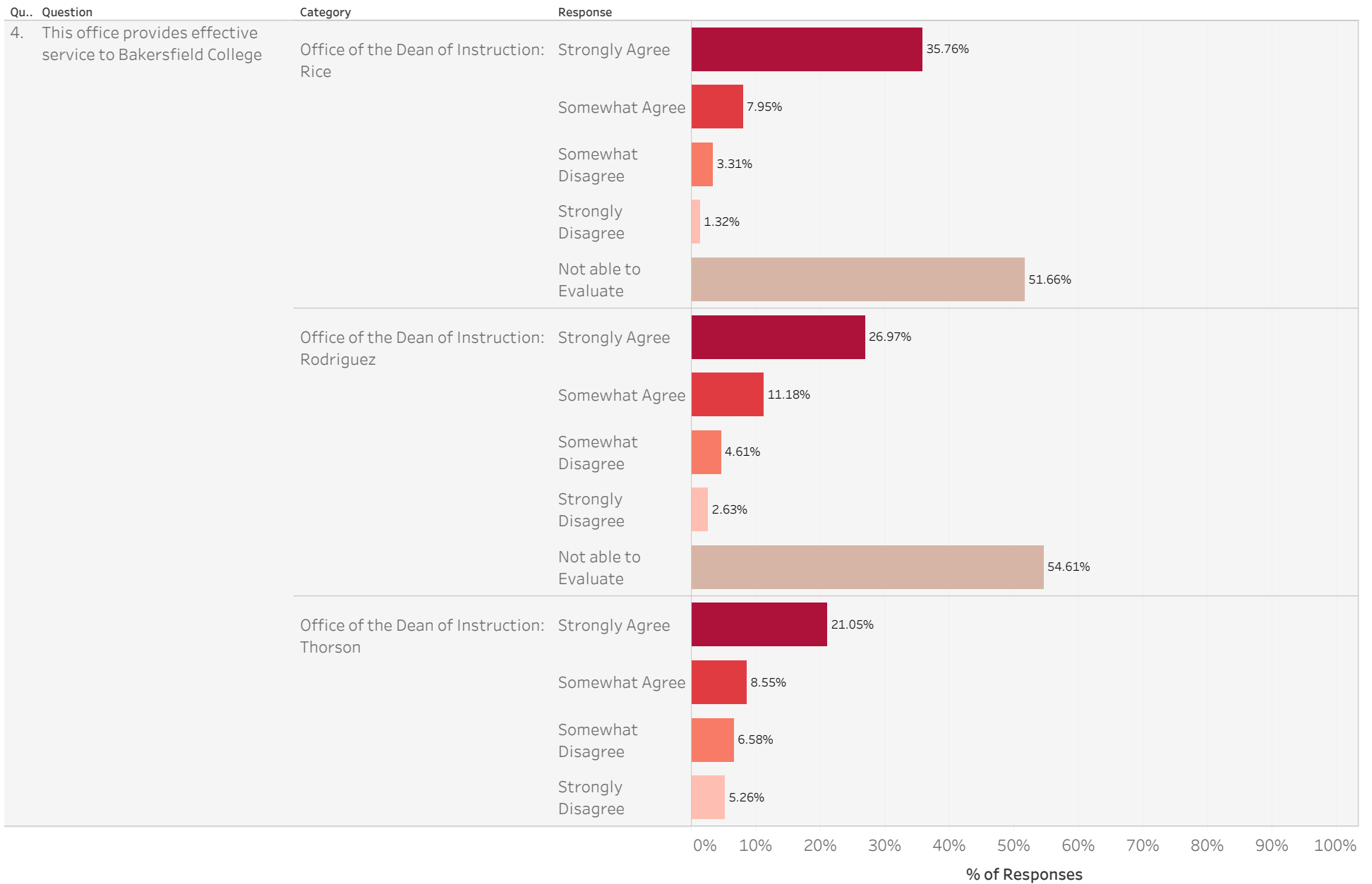
BC Accreditation Survey 2019

All Questions - Charts



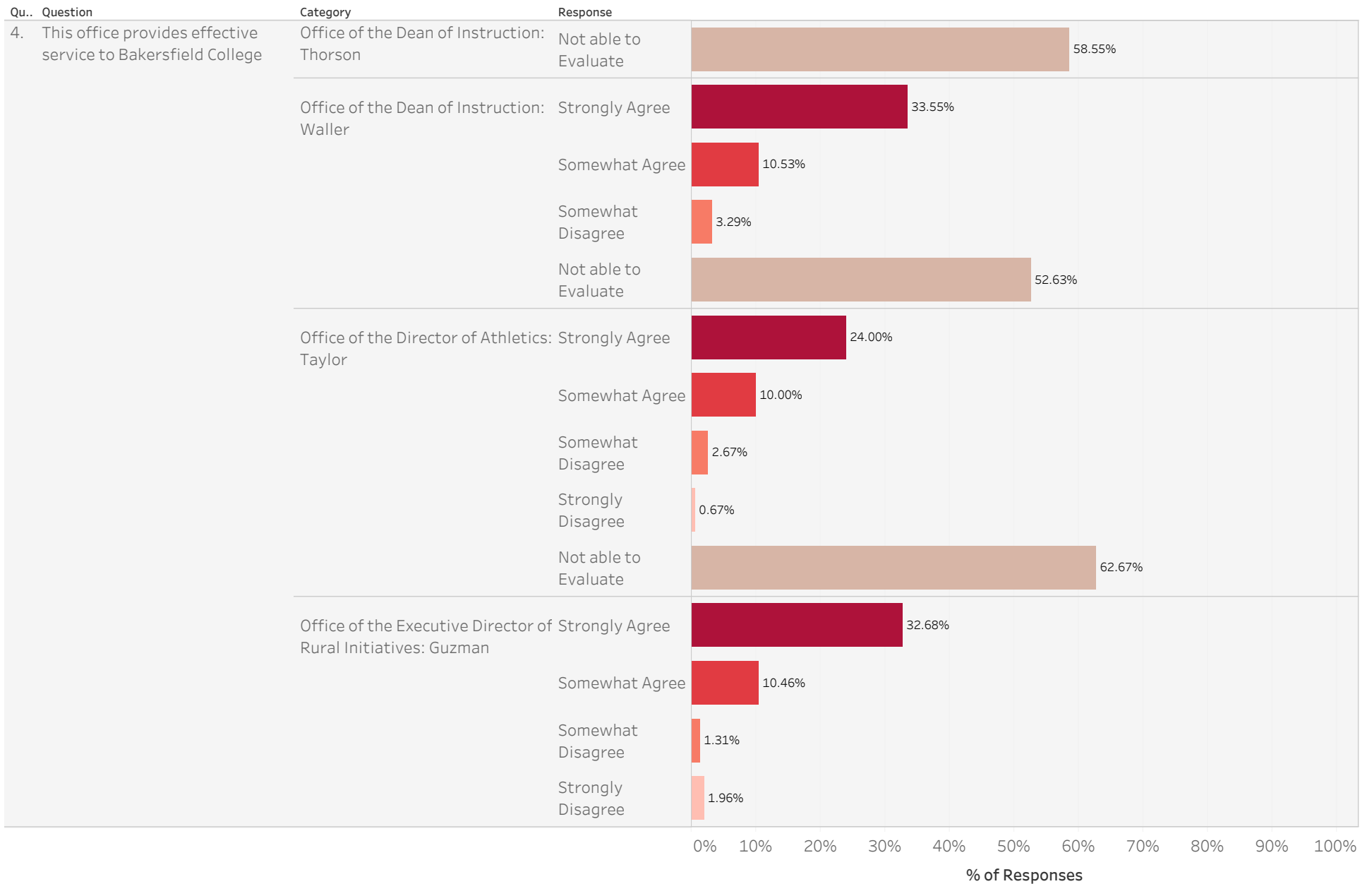
BC Accreditation Survey 2019

All Questions - Charts



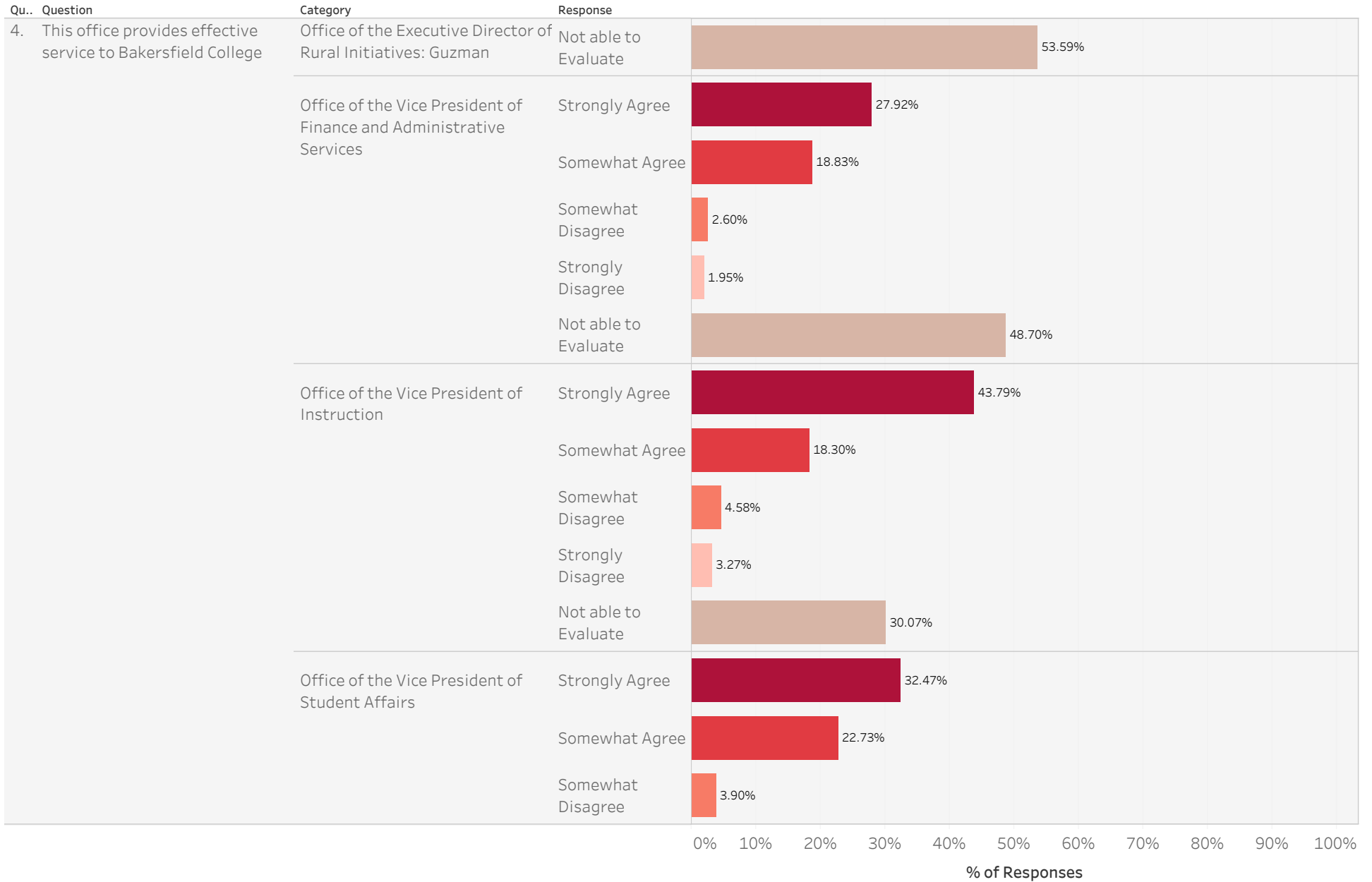
BC Accreditation Survey 2019

All Questions - Charts



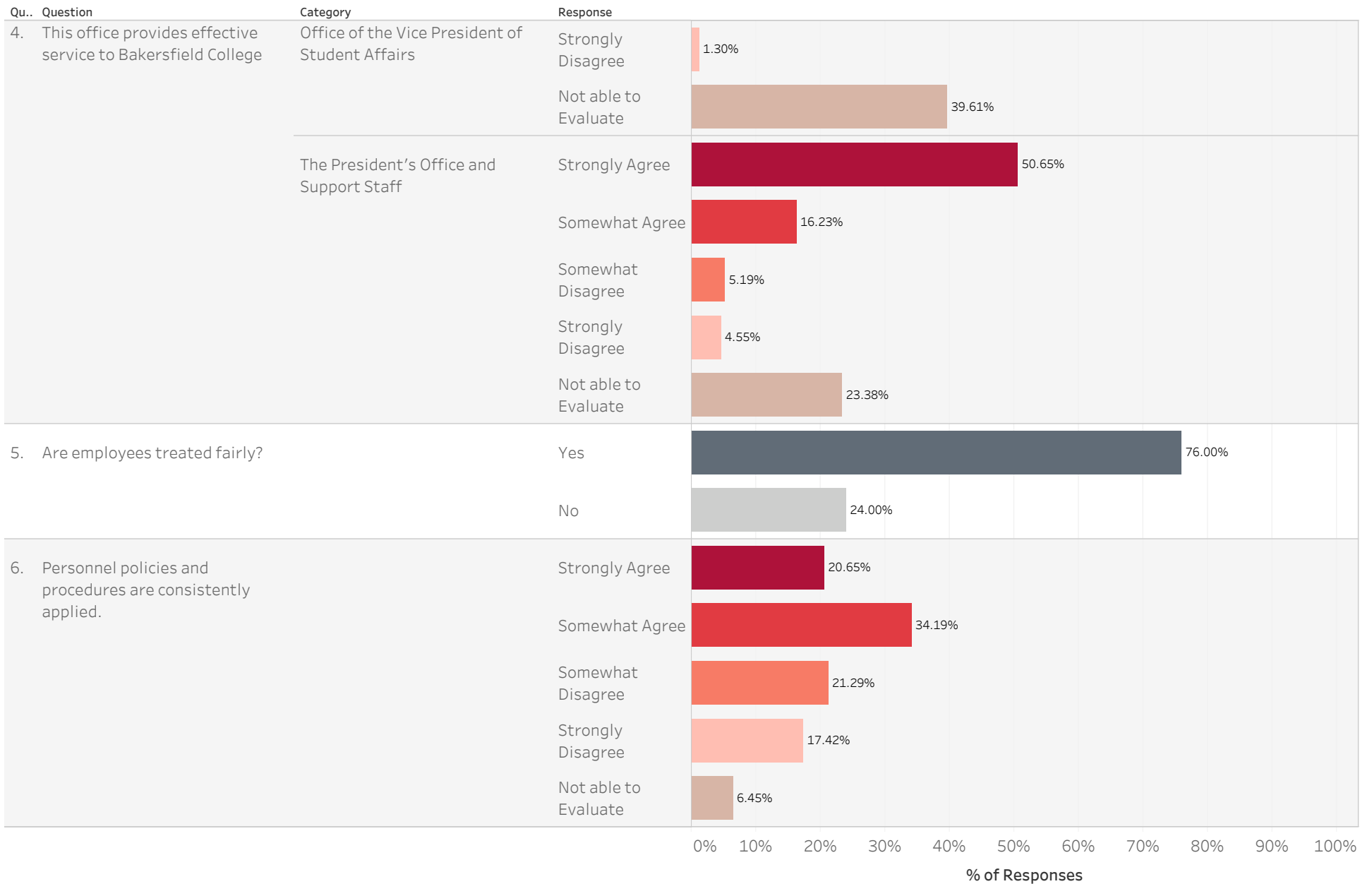
BC Accreditation Survey 2019

All Questions - Charts



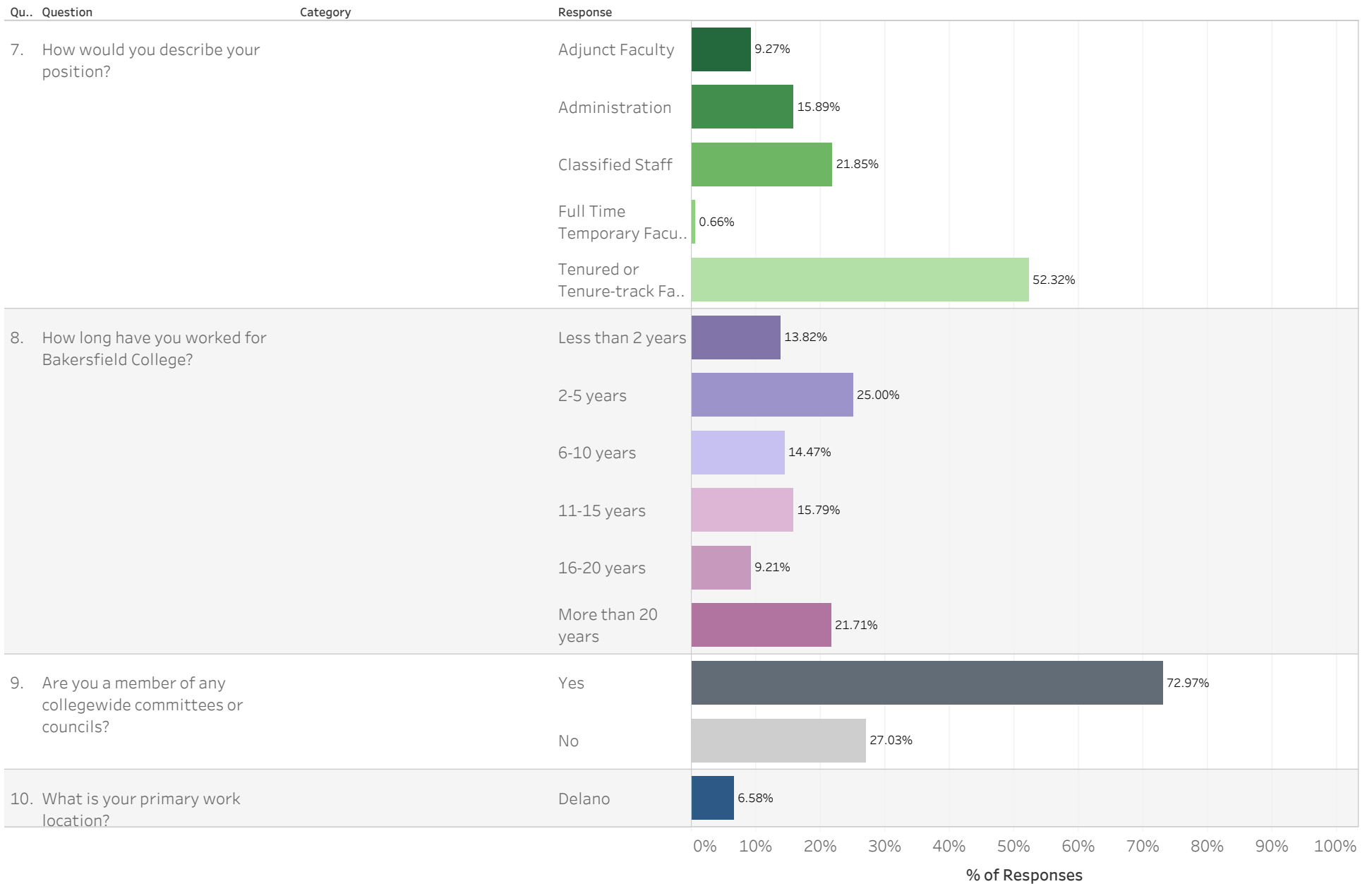
BC Accreditation Survey 2019

All Questions - Charts



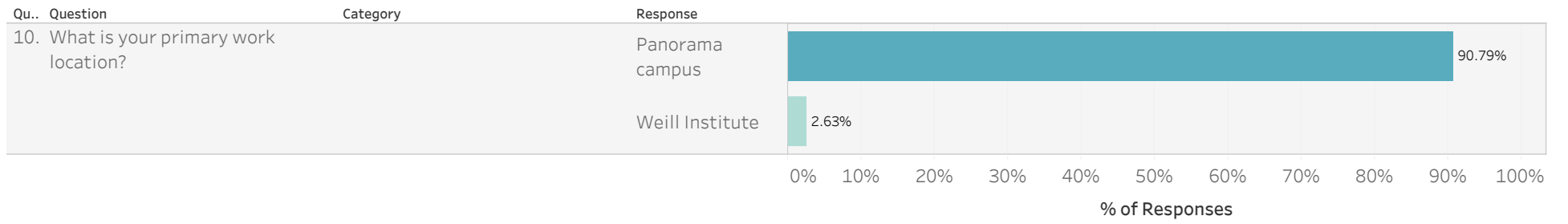
BC Accreditation Survey 2019

All Questions - Charts



BC Accreditation Survey 2019

All Questions - Charts



BC Accreditation Survey 2019

All Questions - Table

Qu..	Question	Category	Response	% Response	N
1.	This office provides effective service to the faculty and staff of Bakersfield College:	Academic Technology	Strongly Agree	46.79%	73
			Somewhat Agree	26.92%	42
			Somewhat Disagree	5.13%	8
			Strongly Disagree	3.21%	5
			Not able to Evaluate	17.95%	28
		Facilities / Construction Office (major capital projects)	Strongly Agree	35.90%	56
			Somewhat Agree	23.72%	37
			Somewhat Disagree	7.05%	11
			Strongly Disagree	3.21%	5
			Not able to Evaluate	30.13%	47
		Human Resources on BC Campus	Strongly Agree	33.97%	53
			Somewhat Agree	36.54%	57
			Somewhat Disagree	17.31%	27
			Strongly Disagree	8.97%	14
			Not able to Evaluate	3.21%	5
		Event Scheduling and Room Reservations	Strongly Agree	38.96%	60
			Somewhat Agree	27.92%	43
			Somewhat Disagree	10.39%	16
			Strongly Disagree	2.60%	4
			Not able to Evaluate	20.13%	31
		Mail Service	Strongly Agree	46.45%	72
			Somewhat Agree	18.06%	28
			Somewhat Disagree	5.81%	9
			Strongly Disagree	1.94%	3
			Not able to Evaluate	27.74%	43
		Maintenance and Operations	Strongly Agree	48.72%	76
			Somewhat Agree	28.21%	44
			Somewhat Disagree	7.69%	12
			Strongly Disagree	7.05%	11
			Not able to Evaluate	8.33%	13
		Media Services	Strongly Agree	53.21%	83
			Somewhat Agree	17.95%	28
			Somewhat Disagree	4.49%	7
			Strongly Disagree	3.85%	6
			Not able to Evaluate	20.51%	32
		Office of Institutional Effectiveness	Strongly Agree	25.64%	40
			Somewhat Agree	18.59%	29
			Somewhat Disagree	6.41%	10
			Strongly Disagree	4.49%	7
			Not able to Evaluate	44.87%	70

BC Accreditation Survey 2019

All Questions - Table

Qu..	Question	Category	Response	% Response	N
1.	This office provides effective service to the faculty and staff of Bakersfield College:	Print Shop	Strongly Agree	66.45%	103
			Somewhat Agree	12.26%	19
			Somewhat Disagree	3.87%	6
			Strongly Disagree	2.58%	4
			Not able to Evaluate	14.84%	23
		Professional Development	Strongly Agree	33.33%	52
			Somewhat Agree	39.74%	62
			Somewhat Disagree	12.18%	19
			Strongly Disagree	2.56%	4
			Not able to Evaluate	12.18%	19
		Shipping and Receiving	Strongly Agree	36.54%	57
			Somewhat Agree	19.87%	31
			Somewhat Disagree	2.56%	4
			Strongly Disagree	1.28%	2
			Not able to Evaluate	39.74%	62
2.	This office provides effective service to the students of Bakersfield College	Child Development Center	Strongly Agree	25.00%	39
			Somewhat Agree	6.41%	10
			Somewhat Disagree	1.28%	2
			Strongly Disagree	1.92%	3
			Not able to Evaluate	65.38%	102
		Financial Aid	Strongly Agree	35.90%	56
			Somewhat Agree	18.59%	29
			Somewhat Disagree	4.49%	7
			Strongly Disagree	3.85%	6
			Not able to Evaluate	37.18%	58
		Outreach and School Relations	Strongly Agree	47.44%	74
			Somewhat Agree	12.82%	20
			Strongly Disagree	3.21%	5
			Not able to Evaluate	36.54%	57
		Testing and Placement Center (Assessment Center)	Strongly Agree	37.82%	59
			Somewhat Agree	16.03%	25
			Somewhat Disagree	4.49%	7
			Strongly Disagree	4.49%	7
		Veterans Services	Not able to Evaluate	37.18%	58
			Strongly Agree	42.31%	66
Somewhat Agree	7.69%		12		
Somewhat Disagree	1.28%		2		
Strongly Disagree	1.28%		2		
3.	This office provides effective service to the	Admissions and Records	Not able to Evaluate	47.44%	74
			Strongly Agree	43.59%	68

BC Accreditation Survey 2019

All Questions - Table

Qu..	Question	Category	Response	% Response	N
3.	This office provides effective service to the students, faculty and staff of Bakersfield College	Admissions and Records	Somewhat Agree	30.13%	47
			Somewhat Disagree	7.05%	11
			Strongly Disagree	5.13%	8
			Not able to Evaluate	14.10%	22
		Bookstore	Strongly Agree	27.10%	42
			Somewhat Agree	38.71%	60
			Somewhat Disagree	14.19%	22
			Strongly Disagree	7.10%	11
			Not able to Evaluate	12.90%	20
		Business Services Office on BC Campus	Strongly Agree	28.21%	44
			Somewhat Agree	21.15%	33
			Somewhat Disagree	8.33%	13
			Strongly Disagree	4.49%	7
			Not able to Evaluate	37.82%	59
		Disabled Student Programs and Services	Strongly Agree	43.59%	68
			Somewhat Agree	22.44%	35
			Somewhat Disagree	3.85%	6
			Strongly Disagree	3.85%	6
			Not able to Evaluate	26.28%	41
		Food Services	Strongly Agree	46.10%	71
Somewhat Agree	32.47%		50		
Somewhat Disagree	4.55%		7		
Strongly Disagree	4.55%		7		
Not able to Evaluate	12.34%		19		
Health and Wellness Center	Strongly Agree	30.32%	47		
	Somewhat Agree	21.94%	34		
	Somewhat Disagree	0.65%	1		
	Strongly Disagree	1.29%	2		
	Not able to Evaluate	45.81%	71		
Library	Strongly Agree	71.15%	111		
	Somewhat Agree	13.46%	21		
	Strongly Disagree	0.64%	1		
	Not able to Evaluate	14.74%	23		
Public Safety	Strongly Agree	64.94%	100		
	Somewhat Agree	22.73%	35		
	Somewhat Disagree	7.14%	11		
	Strongly Disagree	1.30%	2		
	Not able to Evaluate	3.90%	6		
Technology Support (Wifi, Labs, Network, Desktop Computing)	Strongly Agree	62.99%	97		
	Somewhat Agree	22.08%	34		

BC Accreditation Survey 2019

All Questions - Table

Qu..	Question	Category	Response	% Response	N
3.	This office provides effective service to the students, faculty and staff of Bakersfield College	Technology Support (Wifi, Labs, Network, Desktop Computing)	Somewhat Disagree	6.49%	10
			Strongly Disagree	3.90%	6
			Not able to Evaluate	4.55%	7
4.	This office provides effective service to Bakersfield College	BC Foundation	Strongly Agree	42.21%	65
			Somewhat Agree	21.43%	33
			Somewhat Disagree	2.60%	4
			Strongly Disagree	1.30%	2
			Not able to Evaluate	32.47%	50
		Marketing and Public Relations	Strongly Agree	45.45%	70
			Somewhat Agree	25.97%	40
			Somewhat Disagree	2.60%	4
			Strongly Disagree	3.25%	5
			Not able to Evaluate	22.73%	35
		Office of the Associate Dean of Instruction: Gard	Strongly Agree	24.34%	37
			Somewhat Agree	8.55%	13
			Somewhat Disagree	1.32%	2
			Strongly Disagree	1.32%	2
			Not able to Evaluate	64.47%	98
		Office of the Dean of Academic Technology: Moseley	Strongly Agree	37.25%	57
			Somewhat Agree	16.34%	25
			Somewhat Disagree	2.61%	4
			Strongly Disagree	3.27%	5
			Not able to Evaluate	40.52%	62
		Office of the Dean of Institutional Effectiveness: Hayward	Strongly Agree	23.68%	36
			Somewhat Agree	16.45%	25
			Somewhat Disagree	2.63%	4
			Strongly Disagree	3.29%	5
			Not able to Evaluate	53.95%	82
		Office of the Dean of Instruction: Bresso	Strongly Agree	22.67%	34
			Somewhat Agree	12.67%	19
			Somewhat Disagree	4.67%	7
			Strongly Disagree	2.00%	3
			Not able to Evaluate	58.00%	87
Office of the Dean of Instruction: Commiso	Strongly Agree	21.71%	33		
	Somewhat Agree	10.53%	16		
	Somewhat Disagree	5.26%	8		
	Strongly Disagree	5.26%	8		
	Not able to Evaluate	57.24%	87		
Office of the Dean of Instruction: McCrow	Strongly Agree	22.88%	35		
	Somewhat Agree	10.46%	16		

BC Accreditation Survey 2019

All Questions - Table

Qu..	Question	Category	Response	% Response	N
4.	This office provides effective service to Bakersfield College	Office of the Dean of Instruction: McCrow	Somewhat Disagree	7.84%	12
			Strongly Disagree	3.27%	5
			Not able to Evaluate	55.56%	85
		Office of the Dean of Instruction: Mourtzanos	Strongly Agree	35.53%	54
			Somewhat Agree	7.89%	12
			Somewhat Disagree	4.61%	7
			Strongly Disagree	2.63%	4
			Not able to Evaluate	49.34%	75
		Office of the Dean of Instruction: Rice	Strongly Agree	35.76%	54
			Somewhat Agree	7.95%	12
			Somewhat Disagree	3.31%	5
			Strongly Disagree	1.32%	2
			Not able to Evaluate	51.66%	78
		Office of the Dean of Instruction: Rodriguez	Strongly Agree	26.97%	41
			Somewhat Agree	11.18%	17
			Somewhat Disagree	4.61%	7
			Strongly Disagree	2.63%	4
			Not able to Evaluate	54.61%	83
		Office of the Dean of Instruction: Thorson	Strongly Agree	21.05%	32
			Somewhat Agree	8.55%	13
			Somewhat Disagree	6.58%	10
			Strongly Disagree	5.26%	8
			Not able to Evaluate	58.55%	89
		Office of the Dean of Instruction: Waller	Strongly Agree	33.55%	51
			Somewhat Agree	10.53%	16
			Somewhat Disagree	3.29%	5
			Not able to Evaluate	52.63%	80
Office of the Director of Athletics: Taylor	Strongly Agree	24.00%	36		
	Somewhat Agree	10.00%	15		
	Somewhat Disagree	2.67%	4		
	Strongly Disagree	0.67%	1		
	Not able to Evaluate	62.67%	94		
Office of the Executive Director of Rural Initiatives: Guzman	Strongly Agree	32.68%	50		
	Somewhat Agree	10.46%	16		
	Somewhat Disagree	1.31%	2		
	Strongly Disagree	1.96%	3		
	Not able to Evaluate	53.59%	82		
Office of the Vice President of Finance and Administrative Services	Strongly Agree	27.92%	43		
	Somewhat Agree	18.83%	29		
	Somewhat Disagree	2.60%	4		

BC Accreditation Survey 2019

All Questions - Table

Qu..	Question	Category	Response	% Response	N
4.	This office provides effective service to Bakersfield College	Office of the Vice President of Finance and Administrative Services	Strongly Disagree	1.95%	3
			Not able to Evaluate	48.70%	75
		Office of the Vice President of Instruction	Strongly Agree	43.79%	67
			Somewhat Agree	18.30%	28
			Somewhat Disagree	4.58%	7
			Strongly Disagree	3.27%	5
			Not able to Evaluate	30.07%	46
		Office of the Vice President of Student Affairs	Strongly Agree	32.47%	50
			Somewhat Agree	22.73%	35
			Somewhat Disagree	3.90%	6
			Strongly Disagree	1.30%	2
		The President's Office and Support Staff	Not able to Evaluate	39.61%	61
			Strongly Agree	50.65%	78
			Somewhat Agree	16.23%	25
			Somewhat Disagree	5.19%	8
Strongly Disagree	4.55%		7		
5.	Are employees treated fairly?	Not able to Evaluate	23.38%	36	
		Yes	76.00%	95	
		No	24.00%	30	
6.	Personnel policies and procedures are consistently applied.	Strongly Agree	20.65%	32	
		Somewhat Agree	34.19%	53	
		Somewhat Disagree	21.29%	33	
		Strongly Disagree	17.42%	27	
		Not able to Evaluate	6.45%	10	
7.	How would you describe your position?	Adjunct Faculty	9.27%	14	
		Administration	15.89%	24	
		Classified Staff	21.85%	33	
		Full Time Temporar..	0.66%	1	
		Tenured or Tenure-..	52.32%	79	
8.	How long have you worked for Bakersfield College?	Less than 2 years	13.82%	21	
		2-5 years	25.00%	38	
		6-10 years	14.47%	22	
		11-15 years	15.79%	24	
		16-20 years	9.21%	14	
		More than 20 years	21.71%	33	
9.	Are you a member of any collegewide committees or councils?	Yes	72.97%	108	
		No	27.03%	40	
10.	What is your primary work location?	Delano	6.58%	10	
		Panorama campus	90.79%	138	
		Weill Institute	2.63%	4	

BC Accreditation Survey 2019

Average Response Per Question

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

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

BC Accreditation Survey 2019

Average Response Per Question

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

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

BC Accreditation Survey 2019

Survey Questions and Response Options

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

BC Accreditation Survey 2019

Survey Questions and Response Options

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

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

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

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