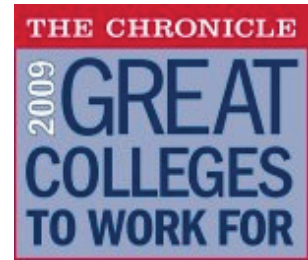


**ModernThink**  
**Higher Education Insight Survey<sup>©</sup>**  
**West Los Angeles College**  
**Job Category**  
**Response Distribution Report**



Strongly Agree	Agree	Sometimes Agree + Sometimes Disagree	Disagree	Strongly Disagree
----------------	-------	--------------------------------------	----------	-------------------

**1. My job makes good use of my skills and abilities.**

Your Overall (166)	48.2%	33.7%	12%	3.6%	2.4%
Administration (19)	63.2%	31.6%	5.3%	0%	0%
Faculty (86)	53.5%	31.4%	8.1%	4.7%	2.3%
Professional Support Staff (23)	43.5%	34.8%	17.4%	0%	4.3%
Other Staff (20)	40%	45%	10%	5%	0%

**2. I am given the responsibility and freedom to do my job.**

Your Overall (166)	53%	31.9%	13.3%	1.2%	0.6%
Administration (19)	47.4%	36.8%	15.8%	0%	0%
Faculty (86)	54.7%	34.9%	8.1%	1.2%	1.2%
Professional Support Staff (23)	60.9%	26.1%	13%	0%	0%
Other Staff (20)	55%	30%	10%	5%	0%

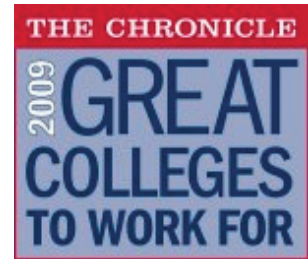
**3. My supervisor/department chair makes his/her expectations clear.**

Your Overall (165)	43.6%	36.4%	13.3%	5.5%	1.2%
Administration (19)	57.9%	26.3%	15.8%	0%	0%
Faculty (86)	45.3%	31.4%	15.1%	5.8%	2.3%
Professional Support Staff (23)	47.8%	47.8%	4.3%	0%	0%
Other Staff (20)	35%	45%	10%	10%	0%

**4. I am provided the resources I need to be effective in my job.**

Your Overall (166)	21.1%	34.9%	28.9%	9.6%	5.4%
Administration (19)	15.8%	36.8%	42.1%	5.3%	0%
Faculty (86)	22.1%	37.2%	24.4%	9.3%	7%
Professional Support Staff (23)	34.8%	39.1%	13%	13%	0%
Other Staff (20)	10%	35%	35%	10%	10%

**ModernThink**  
**Higher Education Insight Survey<sup>©</sup>**  
**West Los Angeles College**  
**Response Distribution Report**



Strongly Agree	Agree	Sometimes Agree + Sometimes Disagree	Disagree	Strongly Disagree
----------------	-------	--------------------------------------	----------	-------------------

**5. I understand how my job contributes to this institution's mission.**

Your Overall (166)	60.2%	33.1%	4.2%	0.6%	1.8%
Administration (19)	78.9%		21.1%	0%	0%
Faculty (86)	64%	30.2%	3.5%	0%	2.3%
Professional Support Staff (23)	60.9%	30.4%	8.7%	0%	0%
Other Staff (20)	50%	40%	5%	5%	0%

**6. I am given the opportunity to develop my skills at this institution.**

Your Overall (166)	42.8%	34.9%	13.3%	7.2%	1.8%
Administration (19)	47.4%	31.6%	21.1%	0%	0%
Faculty (86)	44.2%	37.2%	8.1%	8.1%	2.3%
Professional Support Staff (23)	39.1%	39.1%	8.7%	13%	0%
Other Staff (20)	45%	30%	20%	5%	0%

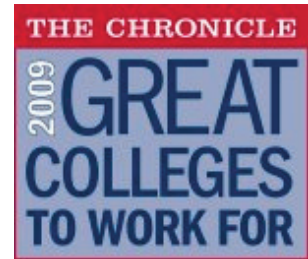
**7. I receive feedback from my supervisor/department chair that helps me.**

Your Overall (165)	36.4%	35.2%	18.8%	6.7%	3%
Administration (19)	42.1%	42.1%	15.8%	0%	0%
Faculty (86)	34.9%	34.9%	18.6%	7%	4.7%
Professional Support Staff (23)	39.1%	47.8%	8.7%	4.3%	0%
Other Staff (20)	40%	30%	20%	10%	0%

**8. When I offer a new idea, I believe it will be fully considered.**

Your Overall (162)	36.4%	28.4%	25.9%	7.4%	1.9%
Administration (19)	36.8%	31.6%	31.6%	0%	0%
Faculty (83)	39.8%	22.9%	27.7%	7.2%	2.4%
Professional Support Staff (23)	34.8%	47.8%	13%	4.3%	0%
Other Staff (20)	35%	40%	25%	0%	0%

**ModernThink**  
**Higher Education Insight Survey<sup>©</sup>**  
**West Los Angeles College**  
**Response Distribution Report**



Strongly Agree	Agree	Sometimes Agree + Sometimes Disagree	Disagree	Strongly Disagree
----------------	-------	--------------------------------------	----------	-------------------

**9. I am regularly recognized for my contributions.**

<b>Your Overall</b> (163)	28.2%	35%	21.5%	9.8%	5.5%
<b>Administration</b> (19)	36.8%	36.8%	21.1%	5.3%	0%
<b>Faculty</b> (83)	27.7%	32.5%	21.7%	13.3%	4.8%
<b>Professional Support Staff</b> (23)	39.1%	43.5%	13%	0%	4.3%
<b>Other Staff</b> (20)	20%	35%	35%	5%	5%

**10. I understand the necessary requirements to advance my career.**

<b>Your Overall</b> (163)	38.7%	41.7%	12.3%	6.7%	0.6%
<b>Administration</b> (19)	31.6%	57.9%	5.3%	5.3%	0%
<b>Faculty</b> (84)	41.7%	35.7%	14.3%	7.1%	1.2%
<b>Professional Support Staff</b> (23)	34.8%	60.9%	0%	4.3%	0%
<b>Other Staff</b> (20)	50%	35%	10%	5%	0%

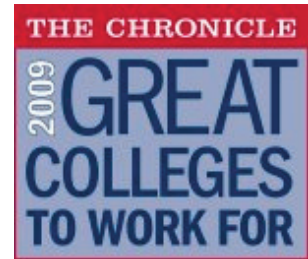
**11. I am paid fairly for my work.**

<b>Your Overall</b> (166)	29.5%	47%	14.5%	6%	3%
<b>Administration</b> (19)	26.3%	63.2%	5.3%	5.3%	0%
<b>Faculty</b> (86)	32.6%	46.5%	11.6%	7%	2.3%
<b>Professional Support Staff</b> (23)	30.4%	43.5%	17.4%	0%	8.7%
<b>Other Staff</b> (20)	15%	40%	30%	10%	5%

**12. I believe what I am told by my supervisor/department chair.**

<b>Your Overall</b> (163)	31.9%	46%	16%	4.3%	1.8%
<b>Administration</b> (19)	36.8%	42.1%	21.1%	0%	0%
<b>Faculty</b> (85)	32.9%	43.5%	14.1%	5.9%	3.5%
<b>Professional Support Staff</b> (22)	31.8%	59.1%	4.5%	4.5%	0%
<b>Other Staff</b> (20)	30%	50%	15%	5%	0%

**ModernThink**  
**Higher Education Insight Survey<sup>©</sup>**  
**West Los Angeles College**  
**Response Distribution Report**



Strongly Agree	Agree	Sometimes Agree + Sometimes Disagree	Disagree	Strongly Disagree
----------------	-------	--------------------------------------	----------	-------------------

**13. We have opportunities to contribute to important decisions in my department.**

Your Overall (163)	38.7%	30.7%	18.4%	7.4%	4.9%
Administration (19)	47.4%	26.3%	26.3%	0%	0%
Faculty (84)	38.1%	31%	16.7%	9.5%	4.8%
Professional Support Staff (23)	39.1%	34.8%	17.4%	4.3%	4.3%
Other Staff (20)	35%	40%	25%	0%	0%

**14. I can speak up or challenge a traditional way of doing something without fear of harming my career.**

Your Overall (162)	32.1%	37%	21%	6.2%	3.7%
Administration (19)	36.8%	36.8%	21.1%	0%	5.3%
Faculty (83)	28.9%	39.8%	19.3%	8.4%	3.6%
Professional Support Staff (23)	43.5%	30.4%	21.7%	4.3%	0%
Other Staff (20)	35%	45%	15%	5%	0%

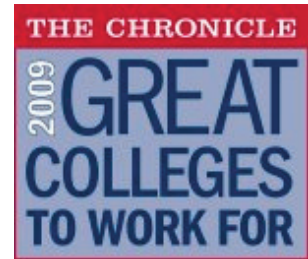
**15. My supervisor/department chair regularly models this institution's values.**

Your Overall (162)	34.6%	40.7%	18.5%	4.9%	1.2%
Administration (19)	42.1%	47.4%	10.5%	0%	0%
Faculty (83)	38.6%	34.9%	18.1%	6%	2.4%
Professional Support Staff (23)	30.4%	60.9%	8.7%	0%	0%
Other Staff (20)	30%	40%	25%	5%	0%

**16. Promotions in my department are based on a person's ability.**

Your Overall (140)	15.7%	42.9%	22.1%	12.9%	6.4%
Administration (17)	35.3%	41.2%	17.6%	5.9%	0%
Faculty (68)	11.8%	45.6%	23.5%	11.8%	7.4%
Professional Support Staff (20)	10%	50%	15%	15%	10%
Other Staff (19)	15.8%	31.6%	31.6%	21.1%	0%

**ModernThink**  
**Higher Education Insight Survey<sup>©</sup>**  
**West Los Angeles College**  
**Response Distribution Report**



Strongly Agree	Agree	Sometimes Agree + Sometimes Disagree	Disagree	Strongly Disagree
----------------	-------	--------------------------------------	----------	-------------------

**17. Our review process accurately measures my job performance.**

Your Overall (153)	25.5%	48.4%	16.3%	5.2%	4.6%
Administration (19)	21.1%	68.4%	10.5%	0%	0%
Faculty (76)	23.7%	42.1%	21.1%	7.9%	5.3%
Professional Support Staff (23)	26.1%	60.9%	8.7%	0%	4.3%
Other Staff (19)	36.8%	42.1%	15.8%	5.3%	0%

**18. Issues of low performance are addressed in my department.**

Your Overall (150)	18%	40%	28%	8.7%	5.3%
Administration (19)	21.1%	63.2%	15.8%	0%	0%
Faculty (78)	20.5%	34.6%	26.9%	9%	9%
Professional Support Staff (20)	0%	75%	20%	5%	0%
Other Staff (18)	22.2%	16.7%	44.4%	11.1%	5.6%

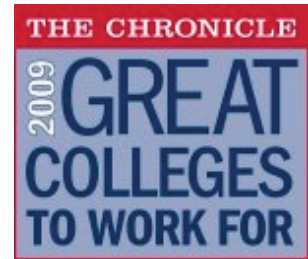
**19. My supervisor/department chair is consistent and fair.**

Your Overall (163)	36.8%	40.5%	17.8%	2.5%	2.5%
Administration (19)	57.9%	31.6%	5.3%	5.3%	0%
Faculty (85)	35.3%	42.4%	16.5%	2.4%	3.5%
Professional Support Staff (23)	34.8%	56.5%	8.7%	0%	0%
Other Staff (20)	35%	25%	40%	0%	0%

**20. My supervisor/department chair actively solicits my suggestions and ideas.**

Your Overall (163)	41.1%	32.5%	14.1%	8.6%	3.7%
Administration (19)	47.4%	26.3%	21.1%	5.3%	0%
Faculty (85)	43.5%	30.6%	11.8%	9.4%	4.7%
Professional Support Staff (23)	43.5%	39.1%	8.7%	4.3%	4.3%
Other Staff (20)	30%	45%	25%	0%	0%

**ModernThink**  
**Higher Education Insight Survey<sup>©</sup>**  
**West Los Angeles College**  
**Response Distribution Report**



Strongly Agree	Agree	Sometimes Agree + Sometimes Disagree	Disagree	Strongly Disagree
----------------	-------	--------------------------------------	----------	-------------------

**21. In my department, we communicate openly about issues that impact each other's work.**

Your Overall (162)	31.5%	36.4%	17.9%	10.5%	3.7%
Administration (19)	42.1%	52.6%	0%	0%	5.3%
Faculty (85)	31.8%	37.6%	15.3%	11.8%	3.5%
Professional Support Staff (23)	30.4%	39.1%	26.1%	4.3%	0%
Other Staff (20)	25%	30%	35%	10%	0%

**22. Changes that affect me are discussed prior to being implemented.**

Your Overall (160)	21.3%	33.8%	25.6%	12.5%	6.9%
Administration (19)	26.3%	42.1%	26.3%	0%	5.3%
Faculty (84)	21.4%	31%	25%	13.1%	9.5%
Professional Support Staff (23)	17.4%	56.5%	21.7%	4.3%	0%
Other Staff (20)	20%	25%	30%	25%	0%

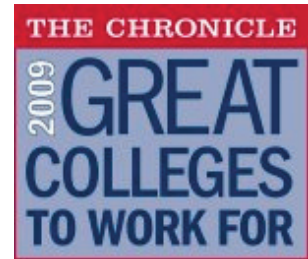
**23. People in my department work well together.**

Your Overall (160)	26.3%	30.6%	34.4%	6.3%	2.5%
Administration (19)	31.6%	42.1%	26.3%	0%	0%
Faculty (83)	26.5%	30.1%	33.7%	4.8%	4.8%
Professional Support Staff (23)	26.1%	43.5%	30.4%	0%	0%
Other Staff (20)	20%	30%	35%	15%	0%

**24. I have a good relationship with my supervisor/department chair.**

Your Overall (163)	48.5%	35.6%	13.5%	1.8%	0.6%
Administration (19)	57.9%	31.6%	10.5%	0%	0%
Faculty (86)	50%	30.2%	16.3%	3.5%	0%
Professional Support Staff (23)	39.1%	60.9%	0%	0%	0%
Other Staff (20)	50%	35%	15%	0%	0%

**ModernThink**  
**Higher Education Insight Survey<sup>©</sup>**  
**West Los Angeles College**  
**Response Distribution Report**



Strongly Agree	Agree	Sometimes Agree + Sometimes Disagree	Disagree	Strongly Disagree
----------------	-------	--------------------------------------	----------	-------------------

**25. Overall, my department is a good place to work.**

<b>Your Overall</b> (164)	39.6%	39.6%	17.1%	3%	0.6%
<b>Administration</b> (19)	47.4%	36.8%	15.8%	0%	0%
<b>Faculty</b> (86)	39.5%	39.5%	17.4%	2.3%	1.2%
<b>Professional Support Staff</b> (23)	43.5%	47.8%	8.7%	0%	0%
<b>Other Staff</b> (20)	40%	40%	20%	0%	0%

**26. I can count on people to cooperate across departments.**

<b>Your Overall</b> (157)	21%	34.4%	38.9%	3.8%	1.9%
<b>Administration</b> (19)	26.3%	36.8%	31.6%	5.3%	0%
<b>Faculty</b> (81)	21%	34.6%	38.3%	2.5%	3.7%
<b>Professional Support Staff</b> (23)	17.4%	43.5%	39.1%	0%	0%
<b>Other Staff</b> (20)	10%	35%	55%	0%	0%

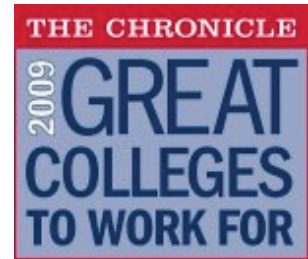
**27. Senior leadership provides a clear direction for this institution's future.**

<b>Your Overall</b> (160)	39.4%	35%	15.6%	6.9%	3.1%
<b>Administration</b> (19)	42.1%	47.4%	5.3%	0%	5.3%
<b>Faculty</b> (83)	39.8%	32.5%	16.9%	9.6%	1.2%
<b>Professional Support Staff</b> (23)	34.8%	47.8%	13%	4.3%	0%
<b>Other Staff</b> (20)	40%	30%	25%	5%	0%

**28. The overall appearance of the campus is pleasing.**

<b>Your Overall</b> (164)	23.8%	38.4%	26.2%	10.4%	1.2%
<b>Administration</b> (19)	31.6%	31.6%	31.6%	5.3%	0%
<b>Faculty</b> (86)	20.9%	34.9%	30.2%	11.6%	2.3%
<b>Professional Support Staff</b> (23)	39.1%	39.1%	8.7%	13%	0%
<b>Other Staff</b> (20)	25%	55%	20%	0%	0%

**ModernThink**  
**Higher Education Insight Survey<sup>©</sup>**  
**West Los Angeles College**  
**Response Distribution Report**



Strongly Agree	Agree	Sometimes Agree + Sometimes Disagree	Disagree	Strongly Disagree
----------------	-------	--------------------------------------	----------	-------------------

**29. The institution takes reasonable steps to provide a safe and secure environment for the campus.**

Your Overall (162)	32.7%	46.3%	19.1%	1.2%	0.6%
Administration (19)	42.1%	47.4%	10.5%	0%	0%
Faculty (86)	30.2%	46.5%	20.9%	1.2%	1.2%
Professional Support Staff (23)	34.8%	56.5%	8.7%	0%	0%
Other Staff (19)	42.1%	36.8%	15.8%	5.3%	0%

**30. Our orientation program prepares new faculty, administration and staff to be effective.**

Your Overall (147)	15%	23.1%	34.7%	19%	8.2%
Administration (18)	16.7%	16.7%	33.3%	27.8%	5.6%
Faculty (78)	17.9%	24.4%	33.3%	15.4%	9%
Professional Support Staff (21)	9.5%	33.3%	28.6%	19%	9.5%
Other Staff (17)	11.8%	17.6%	41.2%	23.5%	5.9%

**31. The facilities (e.g., classrooms, offices, laboratories) adequately meet my needs.**

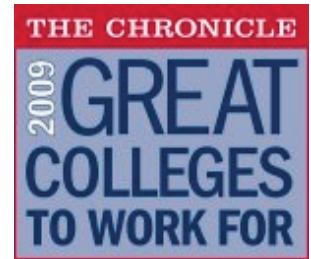
Your Overall (151)	11.9%	35.8%	28.5%	19.2%	4.6%
Administration (18)	11.1%	44.4%	27.8%	16.7%	0%
Faculty (83)	9.6%	31.3%	31.3%	21.7%	6%
Professional Support Staff (20)	20%	50%	10%	20%	0%
Other Staff (19)	21.1%	42.1%	26.3%	10.5%	0%

**32. Our senior leadership has the knowledge, skills and experience necessary for institutional success.**

Your Overall (157)	35%	39.5%	21%	1.9%	2.5%
Administration (19)	47.4%	36.8%	10.5%	5.3%	0%
Faculty (85)	32.9%	38.8%	24.7%	0%	3.5%
Professional Support Staff (23)	39.1%	52.2%	4.3%	4.3%	0%
Other Staff (19)	36.8%	31.6%	31.6%	0%	0%



**ModernThink**  
**Higher Education Insight Survey<sup>©</sup>**  
**West Los Angeles College**  
**Response Distribution Report**



Strongly Agree	Agree	Sometimes Agree + Sometimes Disagree	Disagree	Strongly Disagree
----------------	-------	--------------------------------------	----------	-------------------

**33. There is a good balance of teaching, service and research at this institution.**

<b>Your Overall (145)</b>	18.6%	37.9%	22.1%	17.9%	3.4%
<b>Administration (18)</b>	22.2%	61.1%	11.1%	5.6%	0%
<b>Faculty (77)</b>	14.3%	28.6%	24.7%	28.6%	3.9%
<b>Professional Support Staff (22)</b>	27.3%	45.5%	18.2%	9.1%	0%
<b>Other Staff (18)</b>	33.3%	44.4%	16.7%	5.6%	0%

**34. This institution's benefits meet my needs.**

<b>Your Overall (150)</b>	33.3%	40.7%	20%	4%	2%
<b>Administration (19)</b>	47.4%	36.8%	15.8%	0%	0%
<b>Faculty (77)</b>	28.6%	37.7%	26%	5.2%	2.6%
<b>Professional Support Staff (23)</b>	34.8%	52.2%	8.7%	4.3%	0%
<b>Other Staff (20)</b>	35%	50%	15%	0%	0%

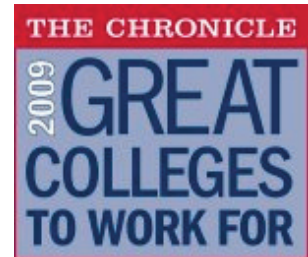
**35. Our recognition and awards programs are meaningful to me.**

<b>Your Overall (137)</b>	19%	42.3%	18.2%	14.6%	5.8%
<b>Administration (18)</b>	38.9%	33.3%	16.7%	11.1%	0%
<b>Faculty (71)</b>	18.3%	46.5%	15.5%	14.1%	5.6%
<b>Professional Support Staff (21)</b>	9.5%	52.4%	23.8%	14.3%	0%
<b>Other Staff (16)</b>	18.8%	43.8%	12.5%	6.3%	18.8%

**36. I am proud to be part of this institution.**

<b>Your Overall (160)</b>	43.1%	38.8%	15%	2.5%	0.6%
<b>Administration (19)</b>	47.4%	36.8%	15.8%	0%	0%
<b>Faculty (86)</b>	43%	34.9%	18.6%	2.3%	1.2%
<b>Professional Support Staff (23)</b>	43.5%	52.2%	4.3%	0%	0%
<b>Other Staff (20)</b>	50%	45%	5%	0%	0%

**ModernThink**  
**Higher Education Insight Survey<sup>©</sup>**  
**West Los Angeles College**  
**Response Distribution Report**



Strongly Agree	Agree	Sometimes Agree + Sometimes Disagree	Disagree	Strongly Disagree
----------------	-------	--------------------------------------	----------	-------------------

**37. Senior leadership shows a genuine interest in the well-being of faculty, administration and staff.**

Your Overall (157)	33.1%	33.1%	22.3%	6.4%	5.1%
Administration (19)	42.1%	47.4%	5.3%	0%	5.3%
Faculty (86)	32.6%	31.4%	23.3%	5.8%	7%
Professional Support Staff (22)	36.4%	36.4%	18.2%	9.1%	0%
Other Staff (19)	36.8%	21.1%	36.8%	5.3%	0%

**38. The role of faculty in shared governance is clearly stated and publicized.**

Your Overall (147)	29.9%	47.6%	15.6%	4.1%	2.7%
Administration (18)	38.9%	50%	11.1%	0%	0%
Faculty (85)	29.4%	45.9%	16.5%	4.7%	3.5%
Professional Support Staff (19)	42.1%	52.6%	5.3%	0%	0%
Other Staff (14)	21.4%	50%	14.3%	7.1%	7.1%

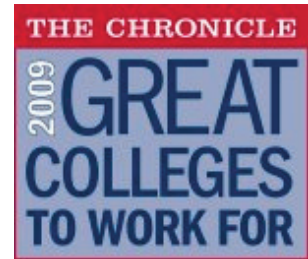
**39. Faculty are appropriately involved in decisions related to the education program (e.g., curriculum development, evaluation).**

Your Overall (139)	33.8%	40.3%	15.1%	7.9%	2.9%
Administration (17)	52.9%	35.3%	11.8%	0%	0%
Faculty (84)	32.1%	40.5%	14.3%	9.5%	3.6%
Professional Support Staff (15)	46.7%	53.3%	0%	0%	0%
Other Staff (13)	23.1%	38.5%	38.5%	0%	0%

**40. Teaching is appropriately recognized in the evaluation and promotion process.**

Your Overall (125)	28%	43.2%	20%	6.4%	2.4%
Administration (15)	46.7%	40%	13.3%	0%	0%
Faculty (80)	25%	45%	20%	7.5%	2.5%
Professional Support Staff (14)	35.7%	50%	14.3%	0%	0%
Other Staff (8)	25%	37.5%	37.5%	0%	0%

**ModernThink**  
**Higher Education Insight Survey<sup>©</sup>**  
**West Los Angeles College**  
**Response Distribution Report**



Strongly Agree	Agree	Sometimes Agree + Sometimes Disagree	Disagree	Strongly Disagree
----------------	-------	--------------------------------------	----------	-------------------

**41. Senior leadership communicates openly about important matters.**

Your Overall (152)	29.6%	39.5%	19.7%	5.3%	5.9%
Administration (19)	52.6%	31.6%	5.3%	0%	10.5%
Faculty (86)	29.1%	39.5%	19.8%	5.8%	5.8%
Professional Support Staff (22)	22.7%	45.5%	22.7%	9.1%	0%
Other Staff (18)	27.8%	44.4%	22.2%	5.6%	0%

**42. Faculty, administration and staff are meaningfully involved in institutional planning.**

Your Overall (147)	27.9%	36.7%	24.5%	6.8%	4.1%
Administration (19)	36.8%	31.6%	26.3%	5.3%	0%
Faculty (81)	28.4%	35.8%	24.7%	6.2%	4.9%
Professional Support Staff (22)	36.4%	50%	9.1%	4.5%	0%
Other Staff (17)	17.6%	35.3%	41.2%	5.9%	0%

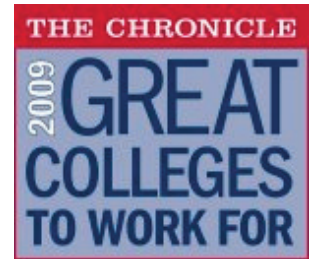
**43. At this institution, we discuss and debate issues respectfully to get better results.**

Your Overall (150)	20.7%	44%	24%	8.7%	2.7%
Administration (19)	26.3%	52.6%	10.5%	5.3%	5.3%
Faculty (84)	21.4%	36.9%	27.4%	11.9%	2.4%
Professional Support Staff (22)	22.7%	54.5%	18.2%	4.5%	0%
Other Staff (17)	17.6%	52.9%	29.4%	0%	0%

**44. This institution's policies and practices ensure fair treatment for faculty, administration and staff.**

Your Overall (154)	25.3%	46.1%	18.2%	5.8%	4.5%
Administration (19)	42.1%	36.8%	10.5%	5.3%	5.3%
Faculty (86)	25.6%	41.9%	20.9%	7%	4.7%
Professional Support Staff (23)	26.1%	52.2%	17.4%	4.3%	0%
Other Staff (18)	16.7%	61.1%	16.7%	0%	5.6%

**ModernThink**  
**Higher Education Insight Survey<sup>©</sup>**  
**West Los Angeles College**  
**Response Distribution Report**



Strongly Agree	Agree	Sometimes Agree + Sometimes Disagree	Disagree	Strongly Disagree
----------------	-------	--------------------------------------	----------	-------------------

**45. At this institution, people are supportive of their colleagues regardless of their heritage or background.**

<b>Your Overall</b> (156)	37.2%	44.9%	14.1%	2.6%	1.3%
<b>Administration</b> (19)	47.4%	36.8%	10.5%	5.3%	0%
<b>Faculty</b> (86)	38.4%	41.9%	16.3%	1.2%	2.3%
<b>Professional Support Staff</b> (23)	39.1%	56.5%	0%	4.3%	0%
<b>Other Staff</b> (20)	30%	50%	15%	5%	0%

**46. Faculty, administration and staff work together to ensure the success of institution programs and initiatives.**

<b>Your Overall</b> (155)	31%	42.6%	21.9%	3.9%	0.6%
<b>Administration</b> (19)	47.4%	42.1%	5.3%	5.3%	0%
<b>Faculty</b> (86)	31.4%	37.2%	27.9%	2.3%	1.2%
<b>Professional Support Staff</b> (23)	26.1%	56.5%	13%	4.3%	0%
<b>Other Staff</b> (19)	31.6%	47.4%	10.5%	10.5%	0%

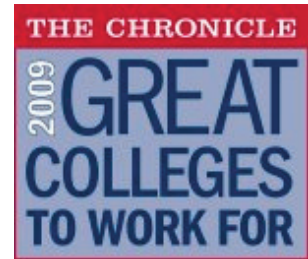
**47. I trust senior leadership enough to follow them, even when I disagree with their decisions.**

<b>Your Overall</b> (150)	26.7%	40%	24.7%	3.3%	5.3%
<b>Administration</b> (19)	36.8%	42.1%	15.8%	0%	5.3%
<b>Faculty</b> (84)	28.6%	34.5%	27.4%	4.8%	4.8%
<b>Professional Support Staff</b> (21)	23.8%	57.1%	19%	0%	0%
<b>Other Staff</b> (19)	21.1%	36.8%	36.8%	0%	5.3%

**48. Senior leadership regularly models this institution's values.**

<b>Your Overall</b> (152)	32.2%	38.2%	23%	3.9%	2.6%
<b>Administration</b> (19)	47.4%	26.3%	21.1%	0%	5.3%
<b>Faculty</b> (86)	32.6%	38.4%	20.9%	4.7%	3.5%
<b>Professional Support Staff</b> (22)	36.4%	50%	13.6%	0%	0%
<b>Other Staff</b> (17)	23.5%	35.3%	35.3%	5.9%	0%

**ModernThink**  
**Higher Education Insight Survey<sup>©</sup>**  
**West Los Angeles College**  
**Response Distribution Report**



Strongly Agree	Agree	Sometimes Agree + Sometimes Disagree	Disagree	Strongly Disagree
----------------	-------	--------------------------------------	----------	-------------------

**49. This institution actively contributes to the community.**

<b>Your Overall (146)</b>	36.3%	44.5%	15.1%	3.4%	0.7%
<b>Administration (19)</b>	26.3%	63.2%	10.5%	0%	0%
<b>Faculty (80)</b>	41.3%	38.8%	15%	5%	0%
<b>Professional Support Staff (22)</b>	22.7%	59.1%	13.6%	0%	4.5%
<b>Other Staff (18)</b>	50%	27.8%	22.2%	0%	0%

**50. This institution places sufficient emphasis on having diverse faculty, administration and staff.**

<b>Your Overall (150)</b>	38%	49.3%	8.7%	2%	2%
<b>Administration (19)</b>	42.1%	42.1%	10.5%	5.3%	0%
<b>Faculty (83)</b>	39.8%	47%	8.4%	2.4%	2.4%
<b>Professional Support Staff (22)</b>	40.9%	50%	9.1%	0%	0%
<b>Other Staff (18)</b>	33.3%	61.1%	5.6%	0%	0%

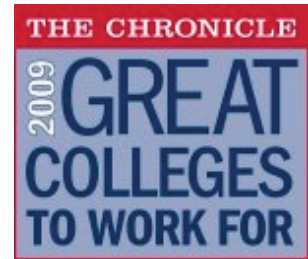
**51. There is appropriate recognition of innovative and high quality teaching.**

<b>Your Overall (145)</b>	17.9%	42.8%	26.9%	11%	1.4%
<b>Administration (17)</b>	29.4%	52.9%	17.6%	0%	0%
<b>Faculty (85)</b>	15.3%	38.8%	30.6%	12.9%	2.4%
<b>Professional Support Staff (21)</b>	19%	52.4%	23.8%	4.8%	0%
<b>Other Staff (16)</b>	25%	31.3%	31.3%	12.5%	0%

**52. We celebrate significant milestones and important accomplishments at this institution.**

<b>Your Overall (154)</b>	37%	46.1%	14.9%	1.3%	0.6%
<b>Administration (19)</b>	47.4%	36.8%	15.8%	0%	0%
<b>Faculty (85)</b>	37.6%	43.5%	18.8%	0%	0%
<b>Professional Support Staff (23)</b>	43.5%	43.5%	8.7%	4.3%	0%
<b>Other Staff (19)</b>	31.6%	57.9%	5.3%	5.3%	0%

**ModernThink**  
**Higher Education Insight Survey<sup>©</sup>**  
**West Los Angeles College**  
**Response Distribution Report**



Strongly Agree	Agree	Sometimes Agree + Sometimes Disagree	Disagree	Strongly Disagree
----------------	-------	--------------------------------------	----------	-------------------

**53. This institution's policies and practices give me the flexibility to manage my personal and family life.**

<b>Your Overall</b> (152)	38.2%	46.7%	13.8%	0.7%	0.7%
<b>Administration</b> (19)	42.1%	36.8%	21.1%	0%	0%
<b>Faculty</b> (83)	37.3%	47%	13.3%	1.2%	1.2%
<b>Professional Support Staff</b> (23)	43.5%	43.5%	13%	0%	0%
<b>Other Staff</b> (20)	40%	50%	10%	0%	0%

**54. I feel a strong sense of loyalty to this institution.**

<b>Your Overall</b> (154)	42.2%	38.3%	15.6%	3.2%	0.6%
<b>Administration</b> (19)	42.1%	42.1%	15.8%	0%	0%
<b>Faculty</b> (85)	43.5%	32.9%	17.6%	4.7%	1.2%
<b>Professional Support Staff</b> (23)	47.8%	47.8%	0%	4.3%	0%
<b>Other Staff</b> (20)	45%	35%	20%	0%	0%

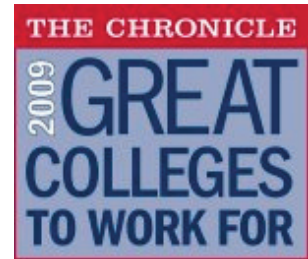
**55. There is regular and open communication among faculty, administration and staff.**

<b>Your Overall</b> (155)	28.4%	40%	21.3%	7.1%	3.2%
<b>Administration</b> (19)	47.4%	36.8%	15.8%	0%	0%
<b>Faculty</b> (86)	25.6%	41.9%	22.1%	5.8%	4.7%
<b>Professional Support Staff</b> (22)	27.3%	45.5%	22.7%	4.5%	0%
<b>Other Staff</b> (20)	35%	30%	20%	10%	5%

**56. I believe what I am told by senior leadership.**

<b>Your Overall</b> (152)	24.3%	36.8%	28.9%	4.6%	5.3%
<b>Administration</b> (19)	36.8%	31.6%	26.3%	0%	5.3%
<b>Faculty</b> (84)	25%	35.7%	27.4%	4.8%	7.1%
<b>Professional Support Staff</b> (23)	21.7%	52.2%	21.7%	4.3%	0%
<b>Other Staff</b> (19)	21.1%	26.3%	47.4%	5.3%	0%

**ModernThink**  
**Higher Education Insight Survey<sup>©</sup>**  
**West Los Angeles College**  
**Response Distribution Report**



Strongly Agree	Agree	Sometimes Agree + Sometimes Disagree	Disagree	Strongly Disagree
----------------	-------	--------------------------------------	----------	-------------------

**57. This institution is well run.**

<b>Your Overall</b> (155)	25.2%	37.4%	30.3%	5.2%	1.9%
<b>Administration</b> (19)	36.8%	42.1%	15.8%	0%	5.3%
<b>Faculty</b> (85)	22.4%	36.5%	32.9%	7.1%	1.2%
<b>Professional Support Staff</b> (23)	30.4%	47.8%	21.7%	0%	0%
<b>Other Staff</b> (20)	30%	20%	50%	0%	0%

**58. There's a sense that we're all on the same team at this institution.**

<b>Your Overall</b> (154)	24.7%	37.7%	24.7%	11.7%	1.3%
<b>Administration</b> (19)	36.8%	21.1%	31.6%	10.5%	0%
<b>Faculty</b> (85)	22.4%	38.8%	23.5%	14.1%	1.2%
<b>Professional Support Staff</b> (22)	40.9%	36.4%	18.2%	4.5%	0%
<b>Other Staff</b> (20)	15%	50%	30%	5%	0%

**59. This institution's culture is special — something you don't find just anywhere.**

<b>Your Overall</b> (150)	26%	35.3%	21.3%	14.7%	2.7%
<b>Administration</b> (19)	31.6%	31.6%	36.8%	0%	0%
<b>Faculty</b> (83)	26.5%	27.7%	22.9%	21.7%	1.2%
<b>Professional Support Staff</b> (21)	33.3%	47.6%	9.5%	9.5%	0%
<b>Other Staff</b> (19)	15.8%	52.6%	15.8%	5.3%	10.5%

**60. All things considered, this is a great place to work.**

<b>Your Overall</b> (156)	42.9%	34.6%	19.2%	2.6%	0.6%
<b>Administration</b> (19)	52.6%	26.3%	21.1%	0%	0%
<b>Faculty</b> (86)	41.9%	29.1%	25.6%	2.3%	1.2%
<b>Professional Support Staff</b> (23)	47.8%	43.5%	4.3%	4.3%	0%
<b>Other Staff</b> (20)	45%	50%	5%	0%	0%