

2012 Accreditation Self Evaluation
Data Book Two:
Faculty and Staff Survey Results –
Disaggregated by Faculty and Staff Responses

Table of Contents

Question 1. Which Department/Unit are you from?.....	4
Question 2. Are you a full-time or part-time employee at the college?	4
Question 3. You are a(an):	5
Question 4. Does your work involve students directly in instructional settings?	6
Question 5. Do you currently serve as a department chair?	7
Question 6. Please rate the following items (on student learning assessment). (II.A.).....	8
Question 6. Please rate the following items: (II.A.)	9
Question 7. What teaching methods do you use in your class? Check all that apply. (II.A.).....	10
Question 8. What assessment methods do you use in your class? Check all that apply. (II.A.)....	12
Question 9. How is the process of inputting course proposal(s) through Curriculum Central? (II.A.).....	14
Question 10. Are you aware that the courses that you teach need to go through a curriculum review process every five years? (II.A.).....	15
Question 11. For the courses that you have taught, have you reflected on the following: (II.A.)	16
Question 12. Is there a need for tutoring services to fall under a centralized organization (with standardized hiring and quality control policies), regardless of the delivery location? (II.C.)	17
Question 13. Have you taught a distance delivery class (e.g., completely online, cable TV, off- site) since Fall 2009? (III.B.)	18
Question 14. If "Yes" to the question above, rate the support for your equipment needs in the distance delivered classes that you have taught? If "No", please skip. (III.B.)	19
Question 15. Are you aware of the college's mission statement? (I.A.).....	20
Question 16. Are you aware of places to find the KCC mission statement document? Check all that apply. (I.A.)	21
Question 17. Rate the following items (on mission and improving institutional effectiveness). (I.A. and I.B.).....	22
Question 18. To what degree do the following support services facilitate your work to promote student learning and success? (II.B.)	23
Question 19. Have you requested library materials in your subject area, or discussed the collection with a library staff since Fall 2009? (II.C.)	26
Question 20. If yes, did the library purchase the materials you requested or discussed? (II.C.) ..	27
Question 21. Which of the following library services have you used since Fall 2009? Check all that apply. (II.C.).....	28

Question 22. How would you rate the library collections in your subject area since Fall 2009? (II.C.).....	29
Question 23. Please rate the following items (on human resources). (III.A.).....	30
Question 24. Please rate the following items (on physical resources). (III.B.)	34
Question 25. To what degree did the recent renovations create learning spaces that promotes effective integration of student engagement into the learning process? (III.B.)	36
Question 26. Rate the questions regarding campus parking: (III.B.).....	37
Question 27. Answer the following questions on the safety and sufficiency of the institution's facilities. (III.B.).....	38
Question 28. Please answer the following questions on the safety and sufficiency of the institution's facilities. (III.B.).....	39
Question 29. What could Auxiliary Services do to improve the quality of your working environment and experience at KCC? (Check your top THREE choices) (III.B.)	40
Question 30. How much do you need the following equipment in your primary duty to promote student learning/success? (III.B.).....	41
Question 31. Do you have access to the following equipment/supply when conducting your primary duty? (III.B.)	44
Question 32. Choose your answer for the following questions related to financial resources planning. (III.D.).....	47
Question 33. Which of the following authorized governance organizations, advisory councils, or task forces/committees have you participated in since fall 2009? (Check all that apply)	49
Question 34. There are opportunities for you to provide input before the college makes decisions that affect your primary duties.....	50
Question 35. Rate the communication between the authorized governance organizations and their respective constituents:	51
Question 36. Please rate the Faculty Senate in fulfilling the responsibility to speak for faculty in the following academic matters:	52
Question 37. Please rate Kalualani in fulfilling its responsibility to native Hawaiian and native Hawaiian-serving employees at the college in the following areas:	54
Question 38. Please rate the Staff Council in fulfilling its responsibility to:.....	56
Question 39. Please rate the following standing councils in achieving their goals as advisory/recommending bodies.	57
Question 40. Please rate the performance of the following current UH/KCC leaders and governance bodies in encouraging faculty, staff, and students to participate in the discussion, planning and implementation of proposals to improve KCC's services and programs.	58

Question 41. How do you receive news about KCC? Check all that apply.	60
Question 42. What sources do you use to locate KCC policies?	61
Question 43. Rate the functioning of the Office for Institutional Effectiveness, or OFIE.....	62
Question 44. Rate the functioning of the Office for International Affairs, or OIA.	64
Question 45. Rate the functioning of the Office of Academic Affairs, or OAA.....	65
Question 46. Rate the functioning of the Center for Excellence in Learning, Teaching & Technology, or CELTT.....	66
Question 47. Rate the functioning of the Office for Administrative Services, or OAS.	67
Question 48. Rate the functioning of Kahikoluamea.....	68
Question 49. Rate the functioning of the Office for Community and Continuing Education, or OCCE.....	69

Question 1. Which Department/Unit are you from?

Answer Options		Response Percent	Response Count
Business, Legal Education and Technology	All	7.7%	27
	Faculty	8.8%	24
	Staff	3.8%	3
Culinary Arts	All	4.8%	17
	Faculty	4.4%	12
	Staff	6.4%	5
Emergency Medical Services	All	1.7%	6
	Faculty	1.8%	5
	Staff	1.3%	1
Health Sciences	All	6.5%	23
	Faculty	7.0%	19
	Staff	5.1%	4
Kahikoluamea	All	6.3%	22
	Faculty	8.1%	22
	Staff	0.0%	0
Hospitality and Tourism Education	All	2.6%	9
	Faculty	2.6%	7
	Staff	2.6%	2
Arts and Humanities	All	13.1%	46
	Faculty	16.5%	45
	Staff	1.3%	1

Center for Excellence in Learning, Teaching and Technology (CELTT)	All	0.6%	2
	Faculty	0.0%	0
	Staff	2.6%	2
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Language, Linguistics and Literature	All	15.6%	55
	Faculty	19.5%	53
	Staff	2.6%	2
<hr/>			
Library & Learning Resources	All	4.8%	17
	Faculty	2.6%	7
	Staff	12.8%	10
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Math & Sciences	All	9.7%	34
	Faculty	11.4%	31
	Staff	2.6%	2
<hr/>			
Nursing	All	2.8%	10
	Faculty	3.3%	9
	Staff	1.3%	1
<hr/>			
Social Sciences	All	3.7%	13
	Faculty	4.4%	12
	Staff	1.3%	1
<hr/>			
Student Services	All	6.3%	22
	Faculty	4.0%	11
	Staff	14.1%	11
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Community and Continuing Education	All	3.7%	13
	Faculty	3.3%	9
	Staff	5.1%	4

Other Administrative or Support Office	All	10.2%	36
	Faculty	2.2%	6
	Staff	37.2%	29

Question 2. Are you a full-time or part-time employee at the college?

Answer Options		Response Percent	Response Count
	All	78.5%	281
Full time	Faculty	72.6%	201
	Staff	98.7%	78
	All	21.5%	77
Part time	Faculty	27.4%	76
	Staff	1.3%	1

Question 3. You are a(an):

Answer Options		Response Percent	Response Count
Faculty – Instructional	All	44.9%	162
	Faculty	57.4%	162
	Staff	0.0%	0
Faculty – Non-instructional	All	14.7%	53
	Faculty	18.8%	53
	Staff	0.0%	0
Lecturer	All	18.6%	67
	Faculty	23.8%	67
	Staff	0.0%	0
Administrative, Professional, and Technical Staff (APT)	All	13.0%	47
	Faculty	0.0%	0
	Staff	59.5%	47
Civil Service Staff	All	6.4%	23
	Faculty	0.0%	0
	Staff	29.1%	23
Administrator	All	2.5%	9
	Faculty	0.0%	0
	Staff	11.4%	9
Other (please specify)	All		4
	Faculty		2
	Staff		2

Question 4. Does your work involve students directly in instructional settings?

Answer Options		Response Percent	Response Count
Yes	All	69.0%	247
	Faculty	85.6%	40
	Staff	11.4%	9
No	All	31.0%	111
	Faculty	14.4%	40
	Staff	88.6%	79

Question 5. Do you currently serve as a department chair?

Answer Options		Response Percent	Response Count
Yes	All	7.3%	16
	Faculty	7.5%	16
	Staff	0.0%	0
No	All	92.7%	203
	Faculty	92.5%	196
	Staff	100.0%	7

Question 6. Please rate the following items (on student learning assessment). (II.A.)

Answer Options		Strongly agree		Somewhat agree		Neutral		Somewhat disagree		Strongly disagree		Don't know/ NA		Total Response Count
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	
1) I have actively used the student learning assessment results to address the weak areas of student learning.	All	68	30.4%	81	36.2%	26	11.6%	9	4.0%	8	3.6%	32	14.3%	224
	Faculty	67	30.9%	81	37.3%	24	11.1%	9	4.1%	7	3.2%	29	13.4%	217
	Staff	1	14.3%	0	0.0%	2	28.6%	0	0.0%	1	14.3%	3	42.9%	7
2) Student learning assessment results are a great guide for me to make improvements to my teaching.	All	69	31.4%	77	35.0%	28	12.7%	8	3.6%	6	2.7%	32	14.5%	220
	Faculty	68	31.9%	77	36.2%	26	12.2%	8	3.8%	6	2.8%	28	13.1%	213
	Staff	1	14.3%	0	0.0%	2	28.6%	0	0.0%	0	0.0%	4	57.1%	7
3) I actively engage in student learning outcome assessment.	All	91	41.6%	73	33.3%	17	7.8%	12	5.5%	5	2.3%	21	9.6%	219
	Faculty	88	41.5%	73	34.4%	16	7.5%	12	5.7%	5	2.4%	18	8.5%	212
	Staff	3	42.9%	0	0.0%	1	14.3%	0	0.0%	0	0.0%	3	42.9%	7
4) My student learning competencies/outcomes at the course level are clearly aligned with the program level student learning outcomes.	All	103	46.6%	68	30.8%	21	9.5%	2	0.9%	1	0.5%	26	11.8%	221
	Faculty	102	47.4%	68	31.6%	20	9.3%	2	0.9%	1	0.5%	22	10.2%	215
	Staff	1	16.7%	0	0.0%	1	16.7%	0	0.0%	0	0.0%	4	66.7%	6
5) I participated in the development of program level student learning outcomes.	All	81	37.0%	38	17.4%	35	16.0%	12	5.5%	20	9.1%	33	15.1%	219
	Faculty	80	37.6%	38	17.8%	34	16.0%	12	5.6%	19	8.9%	30	14.1%	213
	Staff	1	16.7%	0	0.0%	1	16.7%	0	0.0%	1	16.7%	3	50.0%	6

Question 6. Please rate the following items: (II.A.)

Answer Options		Strongly agree		Somewhat agree		Neutral		Somewhat disagree		Strongly disagree		Don't know/ NA		Total Response Count
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	
6) I am willing to work with my colleagues on student learning outcome assessment.	All	134	60.9%	59	26.8%	9	4.1%	7	3.2%	3	1.4%	8	3.6%	220
	Faculty	132	61.7%	59	27.6%	8	3.7%	7	3.3%	3	1.4%	5	2.3%	214
	Staff	2	33.3%	0	0.0%	1	16.7%	0	0.0%	0	0.0%	3	50.0%	6
7) I will be more willing to do student learning outcome assessment if examples are available for me to adopt.	All	99	45.4%	63	28.9%	28	12.8%	5	2.3%	8	3.7%	15	6.9%	218
	Faculty	98	46.0%	62	29.1%	27	12.7%	5	2.3%	7	3.3%	14	6.6%	213
	Staff	1	20.0%	1	20.0%	1	20.0%	0	0.0%	1	20.0%	1	20.0%	5
8) I know where to find assistance on developing student learning outcome assessment.	All	84	38.2%	68	30.9%	29	13.2%	10	4.5%	15	6.8%	14	6.4%	220
	Faculty	83	38.8%	67	31.3%	28	13.1%	10	4.7%	15	7.0%	11	5.1%	214
	Staff	1	16.7%	1	16.7%	1	16.7%	0	0.0%	0	0.0%	3	50.0%	6
9) I do not see the value in student learning outcome assessment.	All	13	5.9%	12	5.5%	25	11.4%	46	21.0%	112	51.1%	11	5.0%	219
	Faculty	13	6.1%	12	5.6%	24	11.3%	44	20.7%	111	52.1%	9	4.2%	213
	Staff	0	0.0%	0	0.0%	1	16.7%	2	33.3%	1	16.7%	2	33.3%	6

Question 7. What teaching methods do you use in your class? Check all that apply. (II.A.)

Answer Options		Response Percent	Response Count
Lecture	All	80.5%	173
	Faculty	81.2%	173
	Staff	0.0%	0
Lecture and Lab	All	46.5%	100
	Faculty	46.0%	98
	Staff	100.0%	2
Collaborative projects	All	55.8%	120
	Faculty	55.9%	119
	Staff	50.0%	1
Group work	All	77.2%	166
	Faculty	77.9%	166
	Staff	0.0%	0
Small group discussion	All	73.5%	158
	Faculty	74.2%	158
	Staff	0.0%	0
Individual student presentations	All	58.1%	125
	Faculty	58.7%	125
	Staff	0.0%	0
Group presentations	All	50.7%	109
	Faculty	51.2%	109
	Staff	0.0%	0
Performance activities	All	32.6%	70
	Faculty	32.9%	70
	Staff	0.0%	0
Observation	All	38.1%	82
	Faculty	38.0%	81
	Staff	50.0%	1
Practical application	All	51.6%	111
	Faculty	51.6%	110
	Staff	50.0%	1
Demonstration	All	55.8%	120
	Faculty	55.9%	119
	Staff	50.0%	1
Multimedia presentation	All	57.2%	123
	Faculty	57.3%	122
	Staff	50.0%	1
Team teaching	All	19.1%	41
	Faculty	18.8%	40
	Staff	50.0%	1
Workshop/seminar	All	20.0%	43
	Faculty	19.7%	42
	Staff	50.0%	1

Service learning	All	23.7%	51
	Faculty	23.9%	51
	Staff	0.0%	0
Socratic method	All	32.6%	70
	Faculty	32.9%	70
	Staff	0.0%	0
Problem-based learning	All	44.2%	95
	Faculty	44.6%	95
	Staff	0.0%	0
In-class projects	All	49.8%	107
	Faculty	50.2%	107
	Staff	0.0%	0
Out-of-class projects	All	49.8%	107
	Faculty	50.2%	107
	Staff	0.0%	0
Role-play	All	28.8%	62
	Faculty	50.2%	107
	Staff	50.0%	1
Supplemental on-line materials and activities	All	50.2%	108
	Faculty	50.7%	108
	Staff	0.0%	0
Games	All	33.0%	71
	Faculty	33.3%	71
	Staff	0.0%	0
Computer assisted simulations	All	17.2%	37
	Faculty	17.4%	37
	Staff	0.0%	0
Clinicals	All	11.6%	25
	Faculty	11.7%	25
	Staff	0.0%	0
Practicum	All	11.2%	24
	Faculty	11.3%	24
	Staff	0.0%	0
Other (please specify)	All	6.0%	13
	Faculty	6.1%	13
	Staff	0.0%	0

Question 8. What assessment methods do you use in your class? Check all that apply. (II.A.)

Answer Options		Response Percent	Response Count
Tests	All	70.7%	152
	Faculty	70.8%	150
	Staff	66.7%	2
Multiple choice tests	All	61.4%	132
	Faculty	61.8%	131
	Staff	33.3%	1
Fill-in-the-blank tests	All	38.1%	82
	Faculty	38.7%	82
	Staff	0.0%	0
True/False tests	All	35.3%	76
	Faculty	35.4%	75
	Staff	33.3%	1
Matching tests	All	31.2%	67
	Faculty	31.1%	66
	Staff	33.3%	1
Essay tests	All	46.0%	99
	Faculty	46.7%	99
	Staff	0.0%	0
Quizzes	All	71.2%	153
	Faculty	71.7%	152
	Staff	33.3%	1
Written paper/report	All	73.5%	158
	Faculty	23.6%	50
	Staff	0.0%	0
Oral presentations	All	60.5%	130
	Faculty	61.3%	130
	Staff	0.0%	0
Oral interview	All	17.2%	37
	Faculty	17.5%	37
	Staff	0.0%	0
Multimedia	All	21.9%	47
	Faculty	22.2%	47
	Staff	0.0%	0
Written portfolio	All	23.7%	51
	Faculty	23.6%	50
	Staff	33.3%	1
E-portfolio	All	10.2%	22
	Faculty	10.4%	22
	Staff	0.0%	0
Demonstration	All	26.5%	57
	Faculty	26.4%	56
	Staff	33.3%	1
Performance	All	25.1%	54
	Faculty	25.5%	54
	Staff	0.0%	0

Answer Options		Response Percent	Response Count
Musical performance	All	2.8%	6
	Faculty	2.8%	6
	Staff	0.0%	0
Dance performance	All	2.3%	5
	Faculty	2.4%	5
	Staff	0.0%	0
Oral performance	All	16.7%	36
	Faculty	17.0%	36
	Staff	0.0%	0
Speeches	All	9.3%	20
	Faculty	9.4%	20
	Staff	0.0%	0
Other (please specify)	All	11.2%	24
	Faculty	11.3%	24
	Staff	0.0%	0

Question 9. How is the process of inputting course proposal(s) through Curriculum Central? (II.A.)

Answer Options		Response Percent	Response Count
I did not submit course proposals through Curriculum Central. Does not apply.	All	57.0%	127
	Faculty	56.4%	123
	Staff	80.0%	4
Very easy	All	2.2%	5
	Faculty	2.3%	5
	Staff	0.0%	0
Somewhat easy	All	13.5%	30
	Faculty	13.8%	30
	Staff	0.0%	0
Somewhat difficult	All	18.8%	42
	Faculty	19.3%	42
	Staff	0.0%	0
Very difficult	All	8.5%	19
	Faculty	8.3%	18
	Staff	20.0%	1

Question 10. Are you aware that the courses that you teach need to go through a curriculum review process every five years? (II.A.)

Answer Options		Response Percent	Response Count
Yes	All	84.4%	184
No	All	15.6%	34

**Question 11. For the courses that you have taught, have you reflected on the following:
(II.A.)**

Answer Options		Yes		No		Total Response Count
		Count	Percent	Count	Percent	
(1) The basic skills (reading, writing, and analytical) are needed for success in your course(s)?	All	210	97.7%	5	2.3%	215
	Faculty	209	98.6%	3	1.4%	212
	Staff	1	33.3%	2	66.7%	3
(2) Amount and level of reading, writing or other independent work required in your course(s)?	All	203	94.9%	11	5.1%	214
	Faculty	202	95.7%	9	4.3%	211
	Staff	1	33.3%	2	66.7%	3
(3) Amount and level of quantitative and logical reasoning required in your course(s)?	All	181	85.4%	31	14.6%	212
	Faculty	180	86.1%	29	13.9%	209
	Staff	1	33.3%	2	66.7%	3
(4) Background knowledge in related subject matter expected of students entering the course.	All	182	86.7%	28	13.3%	210
	Faculty	181	87.4%	26	12.6%	207
	Staff	1	33.3%	2	66.7%	3
(5) Expectations for student participation (in activities/reading/projects) outside of class to support their learning.	All	202	94.4%	12	5.6%	214
	Faculty	201	95.3%	10	4.7%	211
	Staff	1	33.3%	2	66.7%	3
(6) how your course content reflects the course level (e.g., 100 level, 200 level, or lower than 100 level)	All	200	95.7%	9	4.3%	209
	Faculty	199	96.6%	7	3.4%	206
	Staff	1	33.3%	2	66.7%	3

Question 12. Is there a need for tutoring services to fall under a centralized organization (with standardized hiring and quality control policies), regardless of the delivery location? (II.C.)

Answer Options		Response Percent	Response Count
Yes	All	52.5%	116
	Faculty	53.0%	115
	Staff	25.0%	1
No	All	15.4%	34
	Faculty	15.7%	34
	Staff	0.0%	0
No Opinion	All	32.1%	71
	Faculty	31.3%	68
	Staff	75.0%	3

Question 13. Have you taught a distance delivery class (e.g., completely online, cable TV, off-site) since Fall 2009? (III.B.)

Answer Options		Response Percent	Response Count
Yes	All	33.9%	75
	Faculty	34.1%	74
	Staff	25.0%	1
No	All	66.1%	146
	Faculty	65.9%	143
	Staff	75.0%	3

Question 14. If "Yes" to the question above, rate the support for your equipment needs in the distance delivered classes that you have taught? If "No", please skip. (III.B.)

Answer Options	Response Percent	Response Count
Very satisfied	35.5%	27
Somewhat satisfied	34.2%	26
Neither satisfied or dissatisfied	15.8%	12
Somewhat dissatisfied	14.5%	11
Very dissatisfied	0.0%	0

Question 15. Are you aware of the college's mission statement? (I.A.)

Answer Options		Response Percent	Response Count
Completely	All	27.4%	87
	Faculty	30.0%	76
	Staff	16.9%	11
Mostly	All	45.9%	146
	Faculty	49.8%	126
	Staff	30.8%	20
Some	All	17.0%	54
	Faculty	14.6%	37
	Staff	26.2%	17
A little	All	5.7%	18
	Faculty	3.2%	8
	Staff	15.4%	7
Not at all	All	4.1%	13
	Faculty	2.4%	6
	Staff	10.8%	7

Question 16. Are you aware of places to find the KCC mission statement document? Check all that apply. (I.A.)

Answer Options		Response Percent	Response Count
Classrooms	All	13.0%	41
	Faculty	11.2%	28
	Staff	20.0%	13
Kapiolani Community College homepage	All	86.7%	274
	Faculty	88.4%	222
	Staff	80.0%	52
Office for Institutional Effectiveness (OFIE) website	All	31.6%	100
	Faculty	30.7%	77
	Staff	35.4%	23
QUILL, the college's intranet	All	42.7%	135
	Faculty	42.6%	107
	Staff	43.1%	28
Strategic Plan 2008-2015 Booklet	All	56.6%	179
	Faculty	57.4%	144
	Staff	53.8%	35
I don't know where to find it	All	4.7%	15
	Faculty	3.6%	9
	Staff	9.2%	6
Other (please specify)	All		18
	Faculty		14
	Staff		4

Question 17. Rate the following items (on mission and improving institutional effectiveness). (I.A. and I.B.)

Answer Options		Strongly agree		Somewhat agree		Neutral		Somewhat disagree		Strongly disagree		Don't know/ NA		Total Response Count
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	
1) Our mission statement expresses the college-wide commitment to student learning. (I.A.)	All	182	58.0%	89	28.3%	22	7.0%	3	1.0%	1	0.3%	17	5.4%	314
	Faculty	150	59.8%	73	29.1%	17	6.8%	2	0.8%	0	0.0%	9	3.6%	251
	Staff	32	50.8%	16	25.4%	5	7.9%	1	1.6%	1	1.6%	8	12.7%	63
2) I have discussed the relevance of the mission statement to student learning with peers or administrators. (I.A.)	All	55	17.5%	95	30.3%	67	21.3%	26	8.3%	35	11.1%	36	11.5%	314
	Faculty	40	15.9%	80	31.9%	54	21.5%	24	9.6%	31	12.4%	22	8.8%	251
	Staff	15	23.8%	15	23.8%	13	20.6%	2	3.2%	4	6.3%	14	22.2%	63
3) I participated actively in the planning or priority-setting process in my department/unit.(I.B.)	All	83	26.5%	79	25.2%	60	19.2%	24	7.7%	26	8.3%	41	13.1%	313
	Faculty	68	27.2%	66	26.4%	47	18.8%	18	7.2%	23	9.2%	28	11.2%	250
	Staff	15	23.8%	13	20.6%	13	20.6%	6	9.5%	3	4.8%	13	20.6%	63
4) I used student data, program review data, or other institutional assessment data to help my department/unit to identify areas of improvement. (I.B.)	All	87	27.9%	92	29.5%	52	16.7%	16	5.1%	23	7.4%	42	13.5%	312
	Faculty	67	26.8%	79	31.6%	45	18.0%	14	5.6%	19	7.6%	26	10.4%	250
	Staff	20	32.3%	13	21.0%	7	11.3%	2	3.2%	4	6.5%	16	25.8%	62
5) I am committed to improve the effectiveness of my education/professional practice to improve student learning and success on this campus. (I.B.)	All	234	75.0%	50	16.0%	16	5.1%	1	0.3%	4	1.3%	7	2.2%	312
	Faculty	206	82.7%	35	14.1%	7	2.8%	0	0.0%	1	0.4%	0	0.0%	249
	Staff	28	44.4%	15	23.8%	9	14.3%	1	1.6%	3	4.8%	7	11.1%	63

Question 18. To what degree do the following support services facilitate your work to promote student learning and success? (II.B.)

Answer Options		Greatly		To some degree		A little		Not at all		Don't know		Total Response Count
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	
Auxiliary Services	All	102	34.3%	97	32.7%	50	16.8%	23	7.7%	25	8.4%	297
	Faculty	83	34.4%	83	34.4%	38	15.8%	18	7.5%	19	7.9%	241
	Staff	19	33.9%	14	25.0%	12	21.4%	5	8.9%	6	10.7%	56
Bookstore	All	83	28.0%	115	38.9%	53	17.9%	21	7.1%	24	8.1%	296
	Faculty	69	28.8%	98	40.8%	44	18.3%	13	5.4%	16	6.7%	240
	Staff	14	25.0%	17	30.4%	9	16.1%	8	14.3%	8	14.3%	56
Business Office	All	75	25.8%	72	24.7%	52	17.9%	50	17.2%	42	14.4%	291
	Faculty	50	21.2%	62	26.3%	46	19.5%	41	17.4%	37	15.7%	236
	Staff	25	45.5%	10	18.2%	6	10.9%	9	16.4%	5	9.1%	55
Center for Excellence in Learning, Teaching, & Technology (CELTT)	All	155	52.4%	81	27.4%	25	8.4%	12	4.1%	23	7.8%	296
	Faculty	125	52.1%	64	26.7%	25	10.4%	8	3.3%	18	7.5%	240
	Staff	30	53.6%	17	30.4%	0	0.0%	4	7.1%	5	8.9%	56
Curriculum Resources (e.g., curriculum central)	All	51	17.4%	90	30.7%	51	17.4%	41	14.0%	60	20.5%	293
	Faculty	41	17.2%	74	31.0%	46	19.2%	28	11.7%	50	20.9%	239
	Staff	10	18.5%	16	29.6%	5	9.3%	13	24.1%	10	18.5%	54

Answer Options		Greatly		To some degree		A little		Not at all		Don't know		Total Response Count
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	
Food Services	All	48	16.3%	78	26.4%	69	23.4%	51	17.3%	49	16.6%	295
	Faculty	40	16.6%	64	26.6%	59	24.5%	39	16.2%	39	16.2%	241
	Staff	8	14.8%	14	25.9%	10	18.5%	12	22.2%	10	18.5%	54
Human Resources Office	All	57	19.4%	68	23.1%	53	18.0%	68	23.1%	48	16.3%	294
	Faculty	41	17.2%	54	22.6%	47	19.7%	57	23.8%	40	16.7%	239
	Staff	16	29.1%	14	25.5%	6	10.9%	11	20.0%	8	14.5%	55
Kahikoluamea	All	91	30.7%	59	19.9%	43	14.5%	31	10.5%	72	24.3%	296
	Faculty	72	29.8%	50	20.7%	34	14.0%	25	10.3%	61	25.2%	242
	Staff	19	35.2%	9	16.7%	9	16.7%	6	11.1%	11	20.4%	54
KISC (Admissions, Registration, Financial Aid)	All	132	44.7%	58	19.7%	44	14.9%	15	5.1%	46	15.6%	295
	Faculty	103	42.9%	52	21.7%	36	15.0%	11	4.6%	38	15.8%	240
	Staff	29	52.7%	6	10.9%	8	14.5%	4	7.3%	8	14.5%	55
Library and Learning Resources	All	162	54.5%	82	27.6%	26	8.8%	8	2.7%	19	6.4%	297
	Faculty	131	54.1%	72	29.8%	23	9.5%	4	1.7%	12	5.0%	242
	Staff	31	56.4%	10	18.2%	3	5.5%	4	7.3%	7	12.7%	55

Answer Options		Greatly		To some degree		A little		Not at all		Don't know		Total Response Count
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	
Student Services	All	129	43.7%	63	21.4%	42	14.2%	15	5.1%	46	15.6%	295
	Faculty	103	42.7%	54	22.4%	34	14.1%	12	5.0%	38	15.8%	241
	Staff	26	48.1%	9	16.7%	8	14.8%	3	5.6%	8	14.8%	54
Library Testing Center	All	137	46.3%	64	21.6%	35	11.8%	31	10.5%	29	9.8%	296
	Faculty	108	44.8%	56	23.2%	32	13.3%	25	10.4%	20	8.3%	241
	Staff	29	52.7%	8	14.5%	3	5.5%	6	10.9%	9	16.4%	55
Counseling Services (e.g., TRIO, academic advising)	All	142	48.5%	62	21.2%	40	13.7%	16	5.5%	33	11.3%	293
	Faculty	114	47.7%	59	24.7%	32	13.4%	11	4.6%	23	9.6%	239
	Staff	28	51.9%	3	5.6%	8	14.8%	5	9.3%	10	18.5%	54
New Student Orientation Program (NSO)	All	114	38.9%	64	21.8%	34	11.6%	21	7.2%	60	20.5%	293
	Faculty	93	38.6%	56	23.2%	30	12.4%	12	5.0%	50	20.7%	241
	Staff	21	40.4%	8	15.4%	4	7.7%	9	17.3%	10	19.2%	52
Comments	All											26
	Faculty											18
	Staff											8

Question 19. Have you requested library materials in your subject area, or discussed the collection with a library staff since Fall 2009? (I.C.)

Answer Options		Response Percent	Response Count
Yes	All	30.3%	89
	Faculty	32.4%	78
	Staff	20.8%	11
No	All	69.7%	205
	Faculty	67.6%	163
	Staff	79.2%	42

Question 20. If yes, did the library purchase the materials you requested or discussed? (I.C.)

Answer Options		Response Percent	Response Count
Yes	All	58.8%	67
	Faculty	67.0%	59
	Staff	30.8%	8
No	All	41.2%	47
	Faculty	33.0%	29
	Staff	69.2%	18

Question 21. Which of the following library services have you used since Fall 2009? Check all that apply. (II.C.)

Answer Options		Response Percent	Response Count
Accessing online Journals and digital materials	All	43.9%	129
	Faculty	47.5%	114
	Staff	27.8%	15
Borrowing books or materials located at the library	All	35.0%	103
	Faculty	36.3%	87
	Staff	29.6%	16
Borrowing books or materials through intralibrary or interlibrary loan	All	20.7%	61
	Faculty	22.5%	56
	Staff	13.0%	7
Reading books held in the reference collection	All	14.6%	43
	Faculty	15.0%	36
	Staff	13.0%	7
Using library instruction sessions	All	25.2%	74
	Faculty	28.3%	68
	Staff	11.1%	6
Using computer and printing services	All	21.1%	62
	Faculty	22.1%	53
	Staff	16.7%	9
Testing Center	All	48.6%	143
	Faculty	52.5%	126
	Staff	31.5%	17
Others	All	13.3%	39
	Faculty	13.3%	32
	Staff	37.0%	20
Did not use	All	19.7%	58
	Faculty	15.8%	38
	Staff	37.0%	20

Question 22. How would you rate the library collections in your subject area since Fall 2009? (II.C.)

Answer Options		Very satisfied		Somewhat satisfied		Neither satisfied nor dissatisfied		Somewhat dissatisfied		Very dissatisfied		Don't know/NA		Total Response Count
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	
Availability of needed online journals/materials	All	43	15.0%	74	25.9%	28	9.8%	18	6.3%	19	6.6%	104	36.4%	286
	Faculty	35	15.0%	62	26.5%	26	11.1%	17	7.3%	16	6.8%	78	33.3%	234
	Staff	8	15.4%	12	23.1%	2	3.8%	1	1.9%	3	5.8%	26	50.0%	52
Currency, being up-to-date	All	48	17.0%	67	23.7%	30	10.6%	13	4.6%	13	4.6%	112	39.6%	283
	Faculty	41	17.7%	53	22.9%	28	12.1%	12	5.2%	10	4.3%	87	37.7%	231
	Staff	7	13.5%	14	26.9%	2	3.8%	1	1.9%	3	5.8%	25	48.1%	52
Quantity	All	31	10.9%	77	27.0%	34	11.9%	23	8.1%	11	3.9%	109	38.2%	285
	Faculty	25	10.7%	62	26.6%	32	13.7%	22	9.4%	9	3.9%	83	35.6%	233
	Staff	6	11.5%	15	28.8%	2	3.8%	1	1.9%	2	3.8%	26	50.0%	52
Quality	All	46	16.1%	73	25.6%	32	11.2%	16	5.6%	10	3.5%	108	37.9%	285
	Faculty	39	16.7%	59	25.3%	30	12.9%	15	6.4%	8	3.4%	82	35.2%	233
	Staff	7	13.5%	14	26.9%	2	3.8%	1	1.9%	2	3.8%	26	50.0%	52
Variety	All	34	12.0%	75	26.4%	35	12.3%	19	6.7%	12	4.2%	109	38.4%	284
	Faculty	28	12.0%	60	25.8%	33	14.2%	18	7.7%	10	4.3%	84	36.1%	233
	Staff	6	11.8%	15	29.4%	2	3.9%	1	2.0%	2	3.9%	25	49.0%	51

Question 23. Please rate the following items (on human resources). (III.A.)

Answer Options		Strongly agree		Somewhat agree		Neutral		Somewhat disagree		Strongly disagree		Don't know/NA		Total Response Count
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	
1) The qualifications required of new faculty and staff positions reflect student needs.	All	101	36.2%	110	39.4%	19	6.8%	14	5.0%	5	1.8%	30	10.8%	279
	Faculty	89	38.5%	93	40.3%	13	5.6%	13	5.6%	3	1.3%	20	8.7%	231
	Staff	12	25.0%	17	35.4%	6	12.5%	1	2.1%	2	4.2%	10	20.8%	48
2) The qualifications required of new faculty and staff positions reflect the analysis of the service needs of the program/department.	All	91	32.9%	110	39.7%	22	7.9%	13	4.7%	7	2.5%	34	12.3%	277
	Faculty	79	34.5%	92	40.2%	20	8.7%	9	3.9%	5	2.2%	24	10.5%	229
	Staff	12	25.0%	18	37.5%	2	4.2%	4	8.3%	2	4.2%	10	20.8%	48
3) The institution applies its personnel policies consistently and fairly.	All	50	18.1%	80	28.9%	42	15.2%	49	17.7%	34	12.3%	22	7.9%	277
	Faculty	43	18.8%	67	29.3%	35	15.3%	38	16.6%	26	11.4%	20	8.7%	229
	Staff	7	14.6%	13	27.1%	7	14.6%	11	22.9%	8	16.7%	2	4.2%	48

4) There is a sufficient number of teaching faculty to support the services in our program/department/unit.	All	33	12.0%	81	29.3%	27	9.8%	65	23.6%	38	13.8%	32	11.6%	276
	Faculty	29	12.7%	67	29.4%	17	7.5%	59	25.9%	35	15.4%	21	9.2%	228
	Staff	4	8.3%	14	29.2%	10	20.8%	6	12.5%	3	6.3%	11	22.9%	48
5) There is a sufficient number of student service personnel (e.g., academic advisors) to support the services in our program/department/unit.	All	30	10.8%	80	28.9%	34	12.3%	48	17.3%	43	15.5%	42	15.2%	277
	Faculty	26	11.4%	64	27.9%	29	12.7%	42	18.3%	34	14.8%	34	14.8%	229
	Staff	4	8.3%	16	33.3%	5	10.4%	6	12.5%	9	18.8%	8	16.7%	48
6) There is a sufficient number of non-teaching faculty other than student service personnel (e.g., in the areas of assessment, curriculum development, professional development, or institutional research) to support the services in our program or department.	All	21	7.6%	72	26.1%	40	14.5%	59	21.4%	42	15.2%	42	15.2%	276
	Faculty	16	7.0%	60	26.3%	30	13.2%	55	24.1%	32	14.0%	35	15.4%	228
	Staff	5	10.4%	12	25.0%	10	20.8%	4	8.3%	10	20.8%	7	14.6%	48
7) There is a sufficient number of staff to support services in our program/department/unit.	All	24	8.6%	85	30.6%	31	11.2%	66	23.7%	53	19.1%	19	6.8%	278
	Faculty	21	9.2%	72	31.4%	26	11.4%	58	25.3%	35	15.3%	17	7.4%	229
	Staff	3	6.1%	13	26.5%	5	10.2%	8	16.3%	18	36.7%	2	4.1%	49

8) The institution has a sufficient number of administrators.	All	115	41.7%	77	27.9%	34	12.3%	12	4.3%	9	3.3%	29	10.5%	276
	Faculty	101	44.5%	60	26.4%	27	11.9%	7	3.1%	5	2.2%	27	11.9%	227
	Staff	14	28.6%	17	34.7%	7	14.3%	5	10.2%	4	8.2%	2	4.1%	49
9) The administrators in the college are qualified for their responsibilities.	All	77	28.1%	96	35.0%	43	15.7%	22	8.0%	15	5.5%	21	7.7%	274
	Faculty	64	28.3%	81	35.8%	32	14.2%	16	7.1%	13	5.8%	20	8.8%	226
	Staff	13	27.1%	15	31.3%	11	22.9%	6	12.5%	2	4.2%	1	2.1%	48
10) Our program/department/unit has a sufficient number of staff to provide administrative support.	All	43	15.7%	81	29.6%	27	9.9%	48	17.5%	60	21.9%	15	5.5%	274
	Faculty	38	16.8%	67	29.6%	20	8.8%	40	17.7%	46	20.4%	15	6.6%	226
	Staff	5	10.4%	14	29.2%	7	14.6%	8	16.7%	14	29.2%	0	0.0%	48
11) The institution treats faculty/staff in a professional and equitable manner.	All	72	26.2%	74	26.9%	46	16.7%	47	17.1%	27	9.8%	9	3.3%	275
	Faculty	65	28.8%	58	25.7%	36	15.9%	37	16.4%	22	9.7%	8	3.5%	226
	Staff	7	14.3%	16	32.7%	10	20.4%	10	20.4%	5	10.2%	1	2.0%	49
12) The needs to promote student learning guides professional development activities for faculty.	All	64	23.5%	92	33.8%	44	16.2%	21	7.7%	11	4.0%	40	14.7%	272
	Faculty	57	25.3%	77	34.2%	35	15.6%	20	8.9%	9	4.0%	27	12.0%	225
	Staff	7	14.9%	15	31.9%	9	19.1%	1	2.1%	2	4.3%	13	27.7%	47

13) The needs to promote student learning guides professional development activities for staff.	All	37	13.7%	69	25.6%	47	17.4%	22	8.1%	15	5.6%	80	29.6%	270
	Faculty	33	14.7%	53	23.7%	41	18.3%	15	6.7%	10	4.5%	72	32.1%	224
	Staff	4	8.7%	16	34.8%	6	13.0%	7	15.2%	5	10.9%	8	17.4%	46
14) My department chair or unit head communicates important and necessary information relevant to me.	All	168	61.3%	73	26.6%	14	5.1%	9	3.3%	6	2.2%	4	1.5%	274
	Faculty	148	65.8%	56	24.9%	8	3.6%	8	3.6%	3	1.3%	2	0.9%	225
	Staff	20	40.8%	17	34.7%	6	12.2%	1	2.0%	3	6.1%	2	4.1%	49
15) The administration communicates important and necessary information to faculty and staff.	All	75	27.2%	97	35.1%	34	12.3%	36	13.0%	30	10.9%	4	1.4%	276
	Faculty	64	28.1%	81	35.5%	27	11.8%	27	11.8%	26	11.4%	3	1.3%	228
	Staff	11	22.9%	16	33.3%	7	14.6%	9	18.8%	4	8.3%	1	2.1%	48

Question 24. Please rate the following items (on physical resources). (III.B.)

Answer Options		Strongly agree		Somewhat agree		Neutral		Somewhat disagree		Strongly disagree		Don't know/NA		Total Response Count
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	
1) There are adequate facilities available to sustain our program/department/unit and student needs.	All	18	6.5%	85	30.7%	28	10.1%	78	28.2%	61	22.0%	7	2.5%	277
	Faculty	17	7.4%	68	29.7%	23	10.0%	68	29.7%	46	20.1%	7	3.1%	229
	Staff	1	2.1%	17	35.4%	5	10.4%	10	20.8%	15	31.3%	0	0.0%	48
2) The classroom equipment meets our program/department/unit and student needs.	All	29	10.5%	92	33.3%	31	11.2%	69	25.0%	38	13.8%	17	6.2%	276
	Faculty	28	12.2%	78	34.1%	24	10.5%	57	24.9%	34	14.8%	8	3.5%	229
	Staff	1	2.1%	14	29.8%	7	14.9%	12	25.5%	4	8.5%	9	19.1%	47
3) The office equipment meets our program/department/unit and student needs.	All	34	12.5%	111	40.7%	34	12.5%	52	19.0%	37	13.6%	5	1.8%	273
	Faculty	28	12.4%	91	40.4%	29	12.9%	42	18.7%	30	13.3%	5	2.2%	225
	Staff	6	12.5%	20	41.7%	5	10.4%	10	20.8%	7	14.6%	0	0.0%	48
4) There is an assessment of the physical resources need in our program/department/unit.	All	34	12.4%	70	25.5%	46	16.7%	27	9.8%	26	9.5%	72	26.2%	275
	Faculty	28	12.3%	56	24.6%	36	15.8%	25	11.0%	20	8.8%	63	27.6%	228
	Staff	6	12.8%	14	29.8%	10	21.3%	2	4.3%	6	12.8%	9	19.1%	47

5) My input matters when my program/department/unit makes plans on facilities and equipment maintenance or purchase.	All	69	24.9%	94	33.9%	39	14.1%	22	7.9%	29	10.5%	24	8.7%	277
	Faculty	53	23.1%	77	33.6%	33	14.4%	18	7.9%	25	10.9%	23	10.0%	229
	Staff	16	33.3%	17	35.4%	6	12.5%	4	8.3%	4	8.3%	1	2.1%	48
6) My input matters when my program/department/unit prioritizes equipment purchases.	All	73	26.6%	85	31.0%	47	17.2%	20	7.3%	19	6.9%	30	10.9%	274
	Faculty	58	25.7%	70	31.0%	35	15.5%	18	8.0%	17	7.5%	28	12.4%	226
	Staff	15	31.3%	15	31.3%	12	25.0%	2	4.2%	2	4.2%	2	4.2%	48
7) I feel the college implements the necessary procedures to ensure the safety of my working environment.	All	65	23.6%	95	34.4%	44	15.9%	35	12.7%	20	7.2%	17	6.2%	276
	Faculty	54	23.6%	80	34.9%	36	15.7%	26	11.4%	16	7.0%	17	7.4%	229
	Staff	11	23.4%	15	31.9%	8	17.0%	9	19.1%	4	8.5%	0	0.0%	47
8) I am familiar with the processes that my program/department/unit uses to make equipment replacement and maintenance decisions.	All	56	20.2%	106	38.3%	26	9.4%	27	9.7%	29	10.5%	33	11.9%	277
	Faculty	44	19.2%	85	37.1%	20	8.7%	24	10.5%	26	11.4%	30	13.1%	229
	Staff	12	25.0%	21	43.8%	6	12.5%	3	6.3%	3	6.3%	3	6.3%	48
9) The college determines equipment replacement and maintenance based on program and service needs.	All	31	11.3%	82	29.9%	37	13.5%	29	10.6%	27	9.9%	68	24.8%	274
	Faculty	23	10.1%	67	29.5%	29	12.8%	24	10.6%	22	9.7%	62	27.3%	227
	Staff	8	17.0%	15	31.9%	8	17.0%	5	10.6%	5	10.6%	6	12.8%	47

Question 25. To what degree did the recent renovations create learning spaces that promotes effective integration of student engagement into the learning process? (III.B.)

Answer Options		To a great degree		To some degree		A little		Not at all		Don't know		Total Response Count
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	
Kokio STEM Center (Phase 1)	All	55	20.1%	44	16.1%	8	2.9%	10	3.6%	157	57.3%	274
	Faculty	44	19.4%	39	17.2%	5	2.2%	9	4.0%	130	57.3%	227
	Staff	11	23.4%	5	10.6%	3	6.4%	1	2.1%	27	57.4%	47
Kahikoluamea Center	All	80	29.1%	59	21.5%	18	6.5%	8	2.9%	110	40.0%	275
	Faculty	63	27.6%	53	23.2%	15	6.6%	6	2.6%	91	39.9%	228
	Staff	17	36.2%	6	12.8%	3	6.4%	2	4.3%	19	40.4%	47
Iliahi Student Engagement Center	All	58	21.2%	62	22.7%	13	4.8%	11	4.0%	129	47.3%	273
	Faculty	42	18.6%	55	24.3%	10	4.4%	9	4.0%	110	48.7%	226
	Staff	16	34.0%	7	14.9%	3	6.4%	2	4.3%	19	40.4%	47
Manele building classrooms and computer lab	All	65	23.7%	41	15.0%	8	2.9%	8	2.9%	152	55.5%	274
	Faculty	48	21.1%	35	15.4%	6	2.6%	6	2.6%	132	58.1%	227
	Staff	17	36.2%	6	12.8%	2	4.3%	2	4.3%	20	42.6%	47

Question 26. Rate the questions regarding campus parking: (III.B.)

Answer Options	Very positively		Somewhat positively		Neutral		Somewhat negatively		Very negatively		Don't know/ NA		Total Response Count	
	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent		
The amount of available campus parking affects my students' attendance.	All	33	12.2%	25	9.2%	37	13.7%	90	33.2%	37	13.7%	49	18.1%	271
	Faculty	29	12.8%	22	9.7%	32	14.2%	83	36.7%	33	14.6%	27	11.9%	226
	Staff	4	8.9%	3	6.7%	5	11.1%	7	15.6%	4	8.9%	22	48.9%	45
The amount of available campus parking affects my ability to perform my duties.	All	45	16.5%	30	11.0%	97	35.5%	64	23.4%	17	6.2%	20	7.3%	273
	Faculty	39	17.2%	24	10.6%	80	35.2%	52	22.9%	16	7.0%	16	7.0%	227
	Staff	6	13.0%	6	13.0%	17	37.0%	12	26.1%	1	2.2%	4	8.7%	46

Question 27. Answer the following questions on the safety and sufficiency of the institution's facilities. (III.B.)

Answer Options		Yes		No		Don't know/ NA		Total Response Count
		Count	Percent	Count	Percent	Count	Percent	
1) Do you understand how to file a request for the repair or maintenance of office space, classrooms, or laboratories through your department?	All	215	77.3%	37	13.3%	26	9.4%	278
	Faculty	174	76.0%	32	14.0%	23	10.0%	229
	Staff	41	83.7%	5	10.2%	3	6.1%	49
2) Do you feel that the classrooms provided meet acceptable safety standards?	All	182	66.2%	52	18.9%	41	14.9%	275
	Faculty	158	69.3%	45	19.7%	25	11.0%	228
	Staff	24	51.1%	7	14.9%	16	34.0%	47
3) Have you been asked within the last two years to evaluate the effectiveness of the facilities and equipment you use in either instructional or campus support activities?	All	66	23.9%	177	64.1%	33	12.0%	276
	Faculty	57	25.0%	146	64.0%	25	11.0%	228
	Staff	9	18.8%	31	64.6%	8	16.7%	48
4) Have you been asked within the last two years to determine your existing needs and to recommend new equipment or facilities to improve your effectiveness?	All	131	47.6%	118	42.9%	26	9.5%	275
	Faculty	112	49.3%	94	41.4%	21	9.3%	227
	Staff	19	39.6%	24	50.0%	5	10.4%	48
5) Do you feel that your office and work space(s) are secure from break-ins?	All	161	58.3%	94	34.1%	21	7.6%	276
	Faculty	134	58.8%	77	33.8%	17	7.5%	228
	Staff	27	56.3%	17	35.4%	4	8.3%	48

Question 28. Please answer the following questions on the safety and sufficiency of the institution's facilities. (III.B.)

Answer Options		Yes		No		Don't Know/ NA		Total Response Count
		Count	Percent	Count	Percent	Count	Percent	
1) Do you feel that the office and work space(s) provided for you by the institution meets acceptable standards?	All	188	68.6%	76	27.7%	10	3.6%	274
	Faculty	155	68.9%	61	27.1%	9	4.0%	225
	Staff	33	67.3%	15	30.6%	1	2.0%	49
2) If applicable, do you feel that the laboratories provided for you meet acceptable safety standards?	All	89	34.2%	30	11.5%	141	54.2%	260
	Faculty	73	34.3%	26	12.2%	114	53.5%	213
	Staff	16	34.0%	4	8.5%	27	57.4%	47
3) Is the equipment you use for instruction regularly maintained by the institution in regards to safety and maximum benefit?	All	125	46.6%	58	21.6%	85	31.7%	268
	Faculty	114	51.6%	51	23.1%	56	25.3%	221
	Staff	11	23.4%	7	14.9%	29	61.7%	47
4) If you use special equipment or materials in instructional and/or other professional activities (e.g., laboratory equipment, chemicals, culinary equipment, ect.) are these materials and equipment regularly inspected for safety?	All	65	25.1%	25	9.7%	169	65.3%	259
	Faculty	58	27.4%	19	9.0%	135	63.7%	212
	Staff	7	14.9%	6	12.8%	34	72.3%	47

Question 29. What could Auxiliary Services do to improve the quality of your working environment and experience at KCC? (Check your top THREE choices) (III.B.)

Answer Options		Response Percent	Response Count
Build new facilities	All	48.7%	131
	Faculty	47.1%	104
	Staff	56.3%	27
Improve grounds	All	21.2%	57
	Faculty	19.9%	44
	Staff	27.1%	13
Improve parking facilities	All	60.2%	162
	Faculty	60.2%	133
	Staff	60.4%	29
Improve restrooms near your office	All	27.1%	73
	Faculty	28.1%	62
	Staff	22.9%	11
Improve your office and work space(s)	All	43.9%	118
	Faculty	43.4%	96
	Staff	45.8%	2
Improve your laboratory	All	16.7%	45
	Faculty	18.6%	41
	Staff	8.3%	4
Maintain existing facilities	All	76.2%	205
	Faculty	78.3%	173
	Staff	66.7%	32

Question 30. How much do you need the following equipment in your primary duty to promote student learning/success? (III.B.)

Answer Options	Absolutely		Very much		Somewhat		A little		No need		Total Response Count	
	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent		
1) Clickers	All	18	6.9%	22	8.4%	39	14.9%	29	11.1%	153	58.6%	261
	Faculty	16	7.4%	22	10.2%	35	16.3%	24	11.2%	118	54.9%	215
	Staff	2	4.3%	0	0.0%	4	8.7%	5	10.9%	35	76.1%	46
2) Copier	All	174	64.9%	51	19.0%	20	7.5%	12	4.5%	11	4.1%	268
	Faculty	137	62.0%	46	20.8%	18	8.1%	11	5.0%	9	4.1%	221
	Staff	37	78.7%	5	10.6%	2	4.3%	1	2.1%	2	4.3%	47
3) Desktop computer (with DVD playing capacity)	All	193	71.2%	33	12.2%	17	6.3%	4	1.5%	24	8.9%	271
	Faculty	160	71.7%	27	12.1%	13	5.8%	4	1.8%	19	8.5%	223
	Staff	33	68.8%	6	12.5%	4	8.3%	0	0.0%	5	10.4%	48
4) Document camera (to project non-transparent document or video)	All	39	15.3%	35	13.7%	54	21.2%	36	14.1%	91	35.7%	255
	Faculty	32	15.2%	31	14.7%	41	19.4%	33	15.6%	74	35.1%	211
	Staff	7	15.9%	4	9.1%	13	29.5%	3	6.8%	17	38.6%	44
5) DVD player	All	81	30.8%	45	17.1%	51	19.4%	21	8.0%	65	24.7%	263
	Faculty	75	34.4%	39	17.9%	42	19.3%	16	7.3%	46	21.1%	218
	Staff	6	13.3%	6	13.3%	9	20.0%	5	11.1%	19	42.2%	45
6) iPad or equivalent	All	40	15.4%	45	17.4%	48	18.5%	32	12.4%	94	36.3%	259
	Faculty	34	15.8%	39	18.1%	40	18.6%	28	13.0%	74	34.4%	215
	Staff	6	13.6%	6	13.6%	8	18.2%	4	9.1%	20	45.5%	44
7) Laptop computer	All	164	61.2%	38	14.2%	30	11.2%	9	3.4%	27	10.1%	268
	Faculty	139	62.9%	32	14.5%	22	10.0%	7	3.2%	21	9.5%	221
	Staff	25	53.2%	6	12.8%	8	17.0%	2	4.3%	6	12.8%	47

8) Large screen TV	All	63	24.3%	27	10.4%	40	15.4%	37	14.3%	92	35.5%	259
	Faculty	56	26.2%	21	9.8%	34	15.9%	26	12.1%	77	36.0%	214
	Staff	7	15.6%	6	13.3%	6	13.3%	11	24.4%	15	33.3%	45
9) Microphone	All	35	13.5%	26	10.0%	34	13.1%	36	13.9%	128	49.4%	259
	Faculty	30	14.0%	21	9.8%	29	13.6%	27	12.6%	107	50.0%	214
	Staff	5	11.1%	5	11.1%	5	11.1%	9	20.0%	21	46.7%	45
10) Overhead projector	All	97	37.0%	25	9.5%	29	11.1%	25	9.5%	86	32.8%	262
	Faculty	87	40.1%	23	10.6%	21	9.7%	19	8.8%	67	30.9%	217
	Staff	10	22.2%	2	4.4%	8	17.8%	6	13.3%	19	42.2%	45
11) Printer	All	207	77.0%	33	12.3%	13	4.8%	7	2.6%	9	3.3%	269
	Faculty	168	75.7%	28	12.6%	11	5.0%	7	3.2%	8	3.6%	222
	Staff	39	83.0%	5	10.6%	2	4.3%	0	0.0%	1	2.1%	47
12) Printer ink cartridge	All	207	77.2%	32	11.9%	9	3.4%	8	3.0%	12	4.5%	268
	Faculty	168	76.4%	28	12.7%	8	3.6%	6	2.7%	10	4.5%	220
	Staff	39	81.3%	4	8.3%	1	2.1%	2	4.2%	2	4.2%	48
13) Projector screen	All	166	63.6%	32	12.3%	17	6.5%	12	4.6%	34	13.0%	261
	Faculty	151	69.9%	28	13.0%	11	5.1%	6	2.8%	20	9.3%	216
	Staff	15	33.3%	4	8.9%	6	13.3%	6	13.3%	14	31.1%	45
14) Reliable high speed internet access	All	244	90.0%	17	6.3%	3	1.1%	0	0.0%	7	2.6%	271
	Faculty	203	91.0%	13	5.8%	2	0.9%	0	0.0%	5	2.2%	223
	Staff	41	85.4%	4	8.3%	1	2.1%	0	0.0%	2	4.2%	48
15) Speakers	All	122	46.2%	38	14.4%	36	13.6%	16	6.1%	52	19.7%	264
	Faculty	106	48.8%	30	13.8%	28	12.9%	13	6.0%	40	18.4%	217
	Staff	16	34.0%	8	17.0%	8	17.0%	3	6.4%	12	25.5%	47

16) Webcam	All	43	16.9%	39	15.4%	45	17.7%	33	13.0%	94	37.0%	254
	Faculty	37	17.8%	25	12.0%	39	18.8%	27	13.0%	80	38.5%	208
	Staff	6	13.0%	14	30.4%	6	13.0%	6	13.0%	14	30.4%	46

Question 31. Do you have access to the following equipment/supply when conducting your primary duty? (III.B.)

Answer Options		Yes		No		Total Response Count
		Count	Percent	Count	Percent	
1) Clickers	All	81	31.0%	180	69.0%	261
	Faculty	71	33.2%	143	66.8%	214
	Staff	10	21.3%	37	78.7%	47
2) Copier	All	266	96.7%	9	3.3%	275
	Faculty	219	96.9%	7	3.1%	226
	Staff	47	95.9%	2	4.1%	49
3) Desktop computer (with DVD playing capacity)	All	229	84.5%	42	15.5%	271
	Faculty	183	82.4%	39	17.6%	222
	Staff	46	93.9%	3	6.1%	49
4) Document camera (to project non-transparent document or video)	All	84	32.3%	176	67.7%	260
	Faculty	75	35.0%	139	65.0%	214
	Staff	9	19.6%	37	80.4%	46
5) DVD player	All	177	66.3%	90	33.7%	267
	Faculty	155	70.5%	65	29.5%	220
	Staff	22	46.8%	25	53.2%	47
6) iPad or equivalent	All	28	10.7%	233	89.3%	261
	Faculty	25	11.5%	192	88.5%	217
	Staff	3	6.8%	41	93.2%	44
7) Laptop computer	All	195	72.8%	73	27.2%	268
	Faculty	161	72.9%	60	27.1%	221
	Staff	34	72.3%	13	27.7%	47

8) Large screen TV	All	95	36.4%	166	63.6%	261
	Faculty	78	36.3%	137	63.7%	215
	Staff	17	37.0%	29	63.0%	46
9) Microphone	All	65	24.9%	196	75.1%	261
	Faculty	56	26.0%	159	74.0%	215
	Staff	9	19.6%	37	80.4%	46
10) Overhead projector	All	175	65.8%	91	34.2%	266
	Faculty	156	71.2%	63	28.8%	219
	Staff	19	40.4%	28	59.6%	47
11) Printer	All	251	91.9%	22	8.1%	273
	Faculty	204	91.1%	20	8.9%	224
	Staff	47	95.9%	2	4.1%	49
12) Printer ink cartridge	All	229	84.2%	43	15.8%	272
	Faculty	184	82.5%	39	17.5%	223
	Staff	45	91.8%	4	8.2%	49
13) Projector screen	All	214	80.1%	53	19.9%	267
	Faculty	189	85.5%	32	14.5%	221
	Staff	25	54.3%	21	45.7%	46
14) Reliable high speed internet access	All	227	84.7%	41	15.3%	268
	Faculty	184	83.6%	36	16.4%	220
	Staff	43	89.6%	5	10.4%	48
15) Speakers	All	164	62.1%	100	37.9%	264
	Faculty	135	62.2%	82	37.8%	217
	Staff	29	61.7%	18	38.3%	47

16) Webcam	All	75	29.2%	182	70.8%	257
	Faculty	63	29.9%	148	70.1%	211
	Staff	12	26.1%	34	73.9%	46

Question 32. Choose your answer for the following questions related to financial resources planning. (III.D.)

Answer Options		Yes.		No.		Total Response Count
		Count	Percent	Count	Percent	
1) Do you understand your department's budget?	All	93	33.8%	182	66.2%	275
	Faculty	66	29.2%	160	70.8%	226
	Staff	27	55.1%	22	44.9%	49
2) Do you understand how your department's budget was determined?	All	75	27.2%	201	72.8%	276
	Faculty	54	23.8%	173	76.2%	227
	Staff	21	42.9%	28	57.1%	49
3) Do you understand the connection between your department's budget and your division's Tactical Plan?	All	105	38.2%	170	61.8%	275
	Faculty	83	36.6%	144	63.4%	227
	Staff	22	45.8%	26	54.2%	48
4) Do you understand the connection between your department's budget and the college's Strategic Plan?	All	99	36.3%	174	63.7%	273
	Faculty	76	33.8%	149	66.2%	225
	Staff	23	47.9%	25	52.1%	48

5) Do you understand the connection between your department's budget and the college's Long Range Development Plan?	All	86	31.4%	188	68.6%	274
	Faculty	67	29.5%	160	70.5%	227
	Staff	19	40.4%	28	59.6%	47
6) Were you involved directly with your department's/division's tactical planning process?	All	99	36.1%	175	63.9%	274
	Faculty	77	34.1%	149	65.9%	226
	Staff	22	45.8%	26	54.2%	48

Question 33. Which of the following authorized governance organizations, advisory councils, or task forces/committees have you participated in since fall 2009? (Check all that apply)

Answer Options		Response Percent	Response Count
Kalaulani (Native Hawaiian Council)	All	11.1%	21
	Faculty	10.4%	17
	Staff	15.4%	4
Faculty Senate	All	34.9%	66
	Faculty	39.9%	65
	Staff	3.8%	1
Staff Council	All	4.8%	9
	Faculty	60.0%	1
	Staff	30.8%	8
Chancellor's Policy, Planning, and Assessment Council (PPAC)	All	16.9%	32
	Faculty	14.7%	24
	Staff	30.8%	8
Administrative Staff Council	All	6.3%	12
	Faculty	3.1%	5
	Staff	26.9%	7
Vice Chancellors' Advisory Council (VCAC)	All	13.2%	25
	Faculty	12.9%	21
	Staff	15.4%	4
Counseling and Academic Advising Council (CAAC)	All	10.1%	19
	Faculty	11.0%	18
	Staff	3.8%	1
Other Committees	All	79.9%	151
	Faculty	83.4%	136
	Staff	57.7%	15
Task forces	All	20.6%	39
	Faculty	20.2%	33
	Staff	23.1%	6

Question 34. There are opportunities for you to provide input before the college makes decisions that affect your primary duties.

Answer Options		Response Percent	Response Count
Strongly agree	All	16.1%	43
	Faculty	15.0%	33
	Staff	21.3%	10
Somewhat agree	All	37.1%	99
	Faculty	40.5%	89
	Staff	21.3%	10
Neutral	All	23.2%	62
	Faculty	21.0%	47
	Staff	31.9%	15
Somewhat disagree	All	13.9%	37
	Faculty	15.0%	33
	Staff	8.5%	4
Strongly disagree	All	9.7%	26
	Faculty	8.2%	18
	Staff	17.0%	8

Question 35. Rate the communication between the authorized governance organizations and their respective constituents:

Answer Options		Very effective		Somewhat effective		Neither effective nor ineffective		Somewhat ineffective		Very ineffective		Don't know		Total Response Count
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	
Faculty Senate with faculty	All	33	12.3%	83	31.0%	32	11.9%	23	8.6%	13	4.9%	84	31.3%	268
	Faculty	32	14.4%	80	36.0%	29	13.1%	21	9.5%	10	4.5%	50	22.5%	222
	Staff	1	2.2%	3	6.5%	3	6.5%	2	4.3%	3	6.5%	34	73.9%	46
Student Congress with students	All	9	3.3%	37	13.8%	19	7.1%	16	5.9%	10	3.7%	178	66.2%	269
	Faculty	8	3.6%	31	14.0%	14	6.3%	14	6.3%	7	3.2%	147	66.2%	222
	Staff	1	2.1%	6	12.8%	4	8.5%	2	4.3%	3	6.4%	31	66.0%	47
Kalaulani with students and employees	All	8	3.0%	26	9.7%	17	6.3%	10	3.7%	10	3.7%	197	73.5%	268
	Faculty	7	3.2%	22	9.9%	15	6.8%	8	3.6%	9	4.1%	161	72.5%	222
	Staff	1	2.2%	4	8.7%	2	4.3%	2	4.3%	1	2.2%	36	78.3%	46
Staff Council with staff	All	12	4.5%	33	12.3%	20	7.5%	12	4.5%	12	4.5%	179	66.8%	268
	Faculty	7	3.2%	24	10.9%	10	4.5%	10	4.5%	6	2.7%	163	73.8%	221
	Staff	5	10.6%	9	19.1%	9	19.1%	2	4.3%	6	12.8%	16	34.0%	47

Question 36. Please rate the Faculty Senate in fulfilling the responsibility to speak for faculty in the following academic matters:

Answer Options		Very effective		Somewhat effective		Neither effective nor ineffective		Somewhat ineffective		Very ineffective		Don't know		Total Response Count
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	
a) policy determining the initiation, review, and evaluation of proposed or authorized research, instructional, and academic programs	All	29	11.0%	65	24.6%	19	7.2%	7	2.7%	8	3.0%	136	51.5%	264
	Faculty	26	11.9%	63	28.9%	17	7.8%	7	3.2%	6	2.8%	99	45.4%	218
	Staff	3	6.5%	2	4.3%	2	4.3%	0	0.0%	2	4.3%	37	80.4%	46
b) budget planning and implementation policy	All	16	6.1%	40	15.2%	29	11.0%	19	7.2%	17	6.4%	143	54.2%	264
	Faculty	15	6.9%	39	17.9%	28	12.8%	18	8.3%	14	6.4%	104	47.7%	218
	Staff	1	2.2%	1	2.2%	1	2.2%	1	2.2%	3	6.5%	39	84.8%	46
c) student-faculty relations policy	All	21	8.0%	54	20.6%	22	8.4%	7	2.7%	9	3.4%	149	56.9%	262
	Faculty	20	9.3%	52	24.1%	20	9.3%	7	3.2%	7	3.2%	110	50.9%	216
	Staff	1	2.2%	2	4.3%	2	4.3%	0	0.0%	2	4.3%	39	84.8%	46
d) policy for the evaluation of faculty and campus academic administrators	All	23	8.7%	61	23.0%	21	7.9%	10	3.8%	16	6.0%	134	50.6%	265
	Faculty	22	10.0%	58	26.5%	19	8.7%	10	4.6%	13	5.9%	97	44.3%	219
	Staff	1	2.2%	3	6.5%	2	4.3%	0	0.0%	3	6.5%	37	80.4%	46

e) the improvement and establishment of a canon of professional ethics and an effective means of professional maintenance of those ethics, including faculty self-discipline	All	22	8.4%	45	17.2%	30	11.5%	7	2.7%	13	5.0%	144	55.2%	261
	Faculty	21	9.8%	42	19.5%	29	13.5%	7	3.3%	10	4.7%	106	49.3%	215
	Staff	1	2.2%	3	6.5%	1	2.2%	0	0.0%	3	6.5%	38	82.6%	46

Question 37. Please rate Kalaulani in fulfilling its responsibility to native Hawaiian and native Hawaiian-serving employees at the college in the following areas:

Answer Options		Very effective		Somewhat effective		Neither effective nor ineffective		Somewhat ineffective		Very ineffective		Don't know		Total Response Count
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	
		a) advise the Chancellor and Administrative Team regularly on the concerns of Hawaiians at the college	All	23	8.7%	23	8.7%	9	3.4%	4	1.5%	2	0.8%	
	Faculty	19	8.7%	18	8.3%	8	3.7%	3	1.4%	2	0.9%	168	77.1%	218
	Staff	4	8.7%	5	10.9%	1	2.2%	1	2.2%	0	0.0%	35	76.1%	46
b) define the college's kuleana to Hawaiians and the āina	All	20	7.6%	25	9.5%	11	4.2%	4	1.5%	5	1.9%	199	75.4%	264
	Faculty	17	7.8%	20	9.2%	10	4.6%	4	1.8%	4	1.8%	163	74.8%	218
	Staff	3	6.5%	5	10.9%	1	2.2%	0	0.0%	1	2.2%	36	78.3%	46
c) guide the college's broader efforts to better serve Native Hawaiians in the areas of teaching, curriculum development, long-range planning, policy development, and implementation	All	24	9.1%	28	10.6%	11	4.2%	5	1.9%	4	1.5%	191	72.6%	263
	Faculty	19	8.8%	23	10.6%	10	4.6%	5	2.3%	4	1.8%	156	71.9%	217
	Staff	5	10.9%	5	10.9%	1	2.2%	0	0.0%	0	0.0%	35	76.1%	46
d) identify Native Hawaiian issues that influence curriculum and instruction	All	21	8.0%	27	10.2%	14	5.3%	3	1.1%	6	2.3%	193	73.1%	264
	Faculty	16	7.3%	25	11.5%	12	5.5%	1	0.5%	6	2.8%	158	72.5%	218
	Staff	5	10.9%	2	4.3%	2	4.3%	2	4.3%	0	0.0%	35	76.1%	46

e) provide recommendations for training in culturally appropriate curriculum development and instruction	All	19	7.2%	26	9.9%	11	4.2%	4	1.5%	7	2.7%	196	74.5%	263
	Faculty	15	6.9%	22	10.1%	10	4.6%	3	1.4%	6	2.8%	161	74.2%	217
	Staff	4	8.7%	4	8.7%	1	2.2%	4	8.7%	1	2.2%	35	76.1%	46
f) advocate for fairness and equity in all decisions and resource allocations related to Native Hawaiian programs and services	All	20	7.6%	29	11.1%	11	4.2%	2	0.8%	4	1.5%	196	74.8%	262
	Faculty	14	6.5%	25	11.5%	10	4.6%	2	0.9%	4	1.8%	162	74.7%	217
	Staff	6	13.3%	4	8.9%	1	2.2%	0	0.0%	0	0.0%	34	75.6%	45
g) assist in educating administration, faculty and staff at the College about issues important to Native Hawaiians including self-determination, intellectual and cultural property rights, sanctity of land, proper pronunciation and usage of the Hawaiian language	All	20	7.6%	31	11.8%	12	4.6%	5	1.9%	6	2.3%	189	71.9%	263
	Faculty	16	7.4%	26	12.0%	10	4.6%	5	2.3%	6	2.8%	154	71.0%	217
	Staff	4	8.7%	5	10.9%	2	4.3%	0	0.0%	0	0.0%	35	76.1%	46

Question 38. Please rate the Staff Council in fulfilling its responsibility to:

Answer Options		Very effective		Somewhat effective		Neither effective nor ineffective		Somewhat ineffective		Very ineffective		Don't know		Total Response Count
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	
a) provide a formal voice and organization representing the staff in the administration of the campus	All	14	5.3%	36	13.6%	19	7.2%	5	1.9%	11	4.2%	180	67.9%	265
	Faculty	10	4.6%	24	11.0%	12	5.5%	0	0.0%	7	3.2%	165	75.7%	218
	Staff	4	8.5%	12	25.5%	7	14.9%	5	10.6%	4	8.5%	15	31.9%	47
b) offer avenues to enhance the professionalism, skills and competencies of our staff members	All	12	4.5%	31	11.7%	20	7.5%	3	1.1%	14	5.3%	185	69.8%	265
	Faculty	8	3.7%	23	10.6%	11	5.0%	0	0.0%	7	3.2%	169	77.5%	218
	Staff	4	8.5%	8	17.0%	9	19.1%	3	6.4%	7	14.9%	16	34.0%	47
c) create a working atmosphere of respect, dignity, equality and cooperation for staff members	All	13	4.9%	31	11.7%	26	9.8%	6	2.3%	9	3.4%	179	67.8%	264
	Faculty	9	4.1%	25	11.5%	13	6.0%	0	0.0%	6	2.8%	164	75.6%	217
	Staff	4	8.5%	6	12.8%	13	27.7%	6	12.8%	3	6.4%	15	31.9%	47

Question 39. Please rate the following standing councils in achieving their goals as advisory/recommending bodies.

Answer Options		Very effective		Somewhat effective		Neither effective nor ineffective		Somewhat ineffective		Very ineffective		Don't know		Total Response Count
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	
a) Chancellor's Policy, Planning, and Assessment Council (PPAC) to the Chancellor	All	17	6.5%	31	11.8%	11	4.2%	14	5.3%	8	3.0%	182	69.2%	263
	Faculty	13	6.0%	27	12.4%	8	3.7%	11	5.1%	7	3.2%	151	69.6%	217
	Staff	4	8.7%	4	8.7%	3	6.5%	3	6.5%	1	2.2%	31	67.4%	46
b) Administrative Staff Council to the Chancellor	All	16	6.1%	19	7.2%	10	3.8%	7	2.7%	6	2.3%	205	77.9%	263
	Faculty	11	5.1%	15	6.9%	6	2.8%	5	2.3%	5	2.3%	175	80.6%	217
	Staff	5	10.9%	4	8.7%	4	8.7%	2	4.3%	1	2.2%	30	65.2%	46
c) Vice Chancellors' Advisory Council (VCAC) to the Vice Chancellors for Academic Affairs and Student Affairs	All	17	6.5%	25	9.6%	10	3.8%	10	3.8%	5	1.9%	194	74.3%	261
	Faculty	12	5.6%	21	9.7%	9	4.2%	8	3.7%	4	1.9%	162	75.0%	216
	Staff	5	11.1%	4	8.9%	1	2.2%	2	4.4%	1	2.2%	32	71.1%	45
d) Counseling and Academic Advising Council (CAAC) to the Vice Chancellor for Student Affairs	All	12	4.6%	26	9.9%	12	4.6%	5	1.9%	8	3.1%	199	76.0%	262
	Faculty	11	5.1%	24	11.1%	8	3.7%	3	1.4%	6	2.8%	164	75.9%	216
	Staff	1	2.2%	2	4.3%	4	8.7%	2	4.3%	2	4.3%	35	76.1%	46

Question 40. Please rate the performance of the following current UH/KCC leaders and governance bodies in encouraging faculty, staff, and students to participate in the discussion, planning and implementation of proposals to improve KCC's services and programs.

Answer Options		1 Poor		2 Fair		3 Good		4 Excellent		5 Don't know/NA		Total Response Count
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	
1) University of Hawaii Board of Regents	All	39	14.8%	49	18.6%	40	15.2%	6	2.3%	130	49.2%	264
	Faculty	33	15.1%	41	18.7%	30	13.7%	5	2.3%	110	50.2%	219
	Staff	6	13.3%	8	17.8%	10	22.2%	1	2.2%	20	44.4%	45
2) Kapiolani Community College Chancellor	All	37	13.9%	54	20.3%	71	26.7%	50	18.8%	54	20.3%	266
	Faculty	27	12.3%	44	20.0%	63	28.6%	42	19.1%	44	20.0%	220
	Staff	10	21.7%	10	21.7%	8	17.4%	8	17.4%	10	21.7%	46
3) Kapiolani Community College Vice Chancellors	All	23	8.7%	48	18.1%	74	27.9%	61	23.0%	59	22.3%	265
	Faculty	17	7.7%	39	17.7%	62	28.2%	54	24.5%	48	21.8%	220
	Staff	6	13.3%	9	20.0%	12	26.7%	7	15.6%	11	24.4%	45
3) Kapiolani Community College Administration (Deans and Directors)	All	18	6.8%	44	16.6%	84	31.7%	69	26.0%	50	18.9%	265
	Faculty	12	5.5%	33	15.1%	72	32.9%	60	27.4%	42	19.2%	219
	Staff	6	13.0%	11	23.9%	12	26.1%	9	19.6%	8	17.4%	46

4) Kapiolani Community College Department Chairpersons and Unit Heads	All	10	3.8%	27	10.2%	90	33.8%	93	35.0%	46	17.3%	266
	Faculty	7	3.2%	17	7.7%	77	35.0%	83	37.7%	36	16.4%	220
	Staff	3	6.5%	10	21.7%	13	28.3%	10	21.7%	10	21.7%	46
5) Kapiolani Community College Faculty Senate	All	16	6.1%	44	16.8%	66	25.2%	29	11.1%	107	40.8%	262
	Faculty	12	5.5%	39	17.9%	59	27.1%	28	12.8%	80	36.7%	218
	Staff	4	9.1%	5	11.4%	7	15.9%	1	2.3%	27	61.4%	44
6) Kapiolani Community College Staff Council	All	16	6.0%	22	8.3%	28	10.5%	11	4.1%	189	71.1%	266
	Faculty	10	4.5%	14	6.4%	18	8.2%	7	3.2%	171	77.7%	220
	Staff	6	13.0%	8	17.4%	10	21.7%	4	8.7%	18	39.1%	46
7) Kapiolani Community College Kalaulani Council	All	10	3.8%	15	5.7%	27	10.2%	12	4.5%	200	75.8%	264
	Faculty	9	4.1%	11	5.0%	21	9.6%	10	4.6%	168	76.7%	219
	Staff	1	2.2%	4	8.9%	6	13.3%	2	4.4%	32	71.1%	45
8) Kapiolani Community College Student Congress	All	15	5.7%	23	8.7%	22	8.4%	10	3.8%	193	73.4%	263
	Faculty	12	5.5%	17	7.8%	13	6.0%	9	4.1%	167	76.6%	218
	Staff	3	6.7%	6	13.3%	9	20.0%	1	2.2%	26	57.8%	45

Question 41. How do you receive news about KCC? Check all that apply.

Answer Options		Response Percent	Response Count
Quill (the college's Intranet)	All	31.1%	84
	Faculty	32.0%	71
	Staff	27.1%	13
KCC Bulletin	All	76.7%	207
	Faculty	75.2%	167
	Staff	83.3%	40
KCC website	All	60.4%	163
	Faculty	59.9%	133
	Staff	62.5%	30
Office for Institutional Effectiveness website	All	13.7%	37
	Faculty	12.6%	28
	Staff	18.8%	9
Departmental Website	All	17.0%	46
	Faculty	17.1%	38
	Staff	16.7%	8
Kapio website	All	12.2%	33
	Faculty	10.4%	23
	Staff	20.8%	10
Kapio print	All	35.6%	96
	Faculty	35.1%	78
	Staff	37.5%	18
Email listserves	All	62.2%	168
	Faculty	61.3%	136
	Staff	66.7%	32
Laulima	All	45.9%	124
	Faculty	51.8%	115
	Staff	18.8%	9
The public address system	All	4.1%	11
	Faculty	5.0%	11
	Staff	0.0%	0

Question 42. What sources do you use to locate KCC policies?

Answer Options		Response Percent	Response Count
I have not needed to locate KCC policies	All	9.8%	26
	Faculty	8.7%	19
	Staff	14.9%	7
Quill	All	61.1%	162
	Faculty	61.9%	135
	Staff	57.4%	27
KCC Bulletin	All	15.5%	41
	Faculty	14.7%	32
	Staff	19.1%	9
KCC website	All	64.5%	171
	Faculty	66.5%	145
	Staff	55.3%	26
Office for Institutional Effectiveness website	All	16.2%	43
	Faculty	14.7%	32
	Staff	23.4%	11
Departmental Website	All	12.8%	34
	Faculty	12.8%	28
	Staff	12.8%	6
Kapio website	All	2.6%	7
	Faculty	2.3%	5
	Staff	4.3%	2
Kapio print	All	3.0%	8
	Faculty	1.8%	4
	Staff	8.5%	4
Email listserves	All	12.5%	33
	Faculty	11.5%	25
	Staff	17.0%	8
Laulima	All	25.7%	68
	Faculty	28.0%	61
	Staff	14.9%	7
The public address system	All	0.4%	1
	Faculty	0.5%	1
	Staff	0.0%	0

Question 43. Rate the functioning of the Office for Institutional Effectiveness, or OFIE.

Answer Options		Strongly agree		Somewhat agree		Neutral		Somewhat disagree		Strongly disagree		Don't know		Total Response Count
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	
1) OFIE facilitated the practice of using data-based and evidence-based decision-making on campus.	All	51	19.1%	59	22.1%	18	6.7%	7	2.6%	7	2.6%	125	46.8%	267
	Faculty	41	18.6%	50	22.7%	15	6.8%	6	2.7%	6	2.7%	102	46.4%	220
	Staff	10	21.3%	9	19.1%	3	6.4%	1	2.1%	1	2.1%	23	48.9%	47
2) OFIE facilitated the development of tactical plan and strategic plan.	All	47	17.7%	56	21.1%	19	7.1%	2	0.8%	5	1.9%	137	51.5%	266
	Faculty	36	16.4%	49	22.4%	14	6.4%	1	0.5%	5	2.3%	114	52.1%	219
	Staff	11	23.4%	7	14.9%	5	10.6%	1	2.1%	0	0.0%	23	48.9%	47
3) OFIE facilitated the tracking of of tactical plan and strategic plan.	All	43	16.1%	54	20.2%	14	5.2%	4	1.5%	6	2.2%	146	54.7%	267
	Faculty	31	14.1%	48	21.8%	11	5.0%	3	1.4%	5	2.3%	122	55.5%	220
	Staff	12	25.5%	6	12.8%	3	6.4%	1	2.1%	1	2.1%	24	51.1%	47

3) OFIE increased the institution's capability of conducting research and evaluation of program and projects' effectiveness.	All	54	20.2%	55	20.6%	15	5.6%	10	3.7%	7	2.6%	126	47.2%	267
	Faculty	44	20.0%	46	20.9%	13	5.9%	8	3.6%	6	2.7%	103	46.8%	220
	Staff	10	21.3%	9	19.1%	2	4.3%	2	4.3%	1	2.1%	23	48.9%	47
4) OFIE facilitated the streamlining of the grant application and proposal submission process.	All	41	15.4%	41	15.4%	17	6.4%	4	1.5%	6	2.2%	158	59.2%	267
	Faculty	30	13.6%	35	15.9%	13	5.9%	2	0.9%	6	2.7%	134	60.9%	220
	Staff	11	23.4%	6	12.8%	4	8.5%	2	4.3%	0	0.0%	24	51.1%	47
5) OFIE increased the college's ability to seek new resources and external funding.	All	61	23.0%	43	16.2%	13	4.9%	3	1.1%	6	2.3%	139	52.5%	265
	Faculty	48	22.0%	37	17.0%	11	5.0%	2	0.9%	6	2.8%	114	52.3%	218
	Staff	13	27.7%	6	12.8%	2	4.3%	1	2.1%	0	0.0%	25	53.2%	47

Question 44. Rate the functioning of the Office for International Affairs, or OIA.

Answer Options		Strongly agree		Somewhat agree		Neutral		Somewhat disagree		Strongly disagree		Don't know		Total Response Count
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	
1) OIA enhanced communication between faculty, staff, and students regarding international education.	All	11	4.2%	40	15.1%	18	6.8%	11	4.2%	19	7.2%	166	62.6%	265
	Faculty	11	5.0%	31	14.2%	14	6.4%	8	3.7%	17	7.8%	137	62.8%	218
	Staff	0	0.0%	9	19.1%	4	8.5%	3	6.4%	2	4.3%	29	61.7%	47
2) OIA broadened the opportunity to establish national and international partnerships in international education.	All	24	9.1%	42	15.8%	12	4.5%	6	2.3%	8	3.0%	173	65.3%	265
	Faculty	18	8.3%	35	16.1%	8	3.7%	5	2.3%	7	3.2%	145	66.5%	218
	Staff	6	12.8%	7	14.9%	4	8.5%	1	2.1%	1	2.1%	28	59.6%	47
3) OIA enhanced our students' intercultural understanding and educational experiences.	All	22	8.3%	44	16.7%	22	8.3%	4	1.5%	7	2.7%	165	62.5%	264
	Faculty	16	7.4%	39	18.0%	17	7.8%	3	1.4%	6	2.8%	136	62.7%	217
	Staff	6	12.8%	5	10.6%	5	10.6%	1	2.1%	1	2.1%	29	61.7%	47

Question 45. Rate the functioning of the Office of Academic Affairs, or OAA.

Answer Options		Strongly agree		Somewhat agree		Neutral		Somewhat disagree		Strongly disagree		Don't know		Total Response Count
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	
1) OAA allowed academic administrators and personnel to focus better on improving learning outcomes.	All	17	6.4%	39	14.7%	24	9.0%	7	2.6%	8	3.0%	171	64.3%	266
	Faculty	12	5.5%	31	14.2%	17	7.8%	7	3.2%	8	3.7%	143	65.6%	218
	Staff	5	10.4%	8	16.7%	7	14.6%	0	0.0%	0	0.0%	28	58.3%	48
2) OAA allowed academic administrators and personnel to focus better on improving teaching processes.	All	16	6.0%	37	13.9%	25	9.4%	5	1.9%	9	3.4%	174	65.4%	266
	Faculty	11	5.0%	29	13.3%	18	8.3%	5	2.3%	9	4.1%	146	67.0%	218
	Staff	5	10.4%	8	16.7%	7	14.6%	0	0.0%	0	0.0%	28	58.3%	48
3) OAA allowed more effective and efficient use of resources (e.g.,human, physical, technological, and financial) within and between programs.	All	16	6.1%	30	11.4%	30	11.4%	7	2.7%	9	3.4%	171	65.0%	263
	Faculty	9	4.2%	26	12.0%	21	9.7%	7	3.2%	9	4.2%	144	66.7%	216
	Staff	7	14.9%	4	8.5%	9	19.1%	0	0.0%	0	0.0%	27	57.4%	47
4) OAA promoted uniformly measurable standards to be applied to all programs.	All	15	5.6%	27	10.2%	29	10.9%	2	0.8%	9	3.4%	184	69.2%	266
	Faculty	10	4.6%	22	10.1%	20	9.2%	2	0.9%	9	4.1%	155	71.1%	218
	Staff	5	10.4%	5	10.4%	9	18.8%	0	0.0%	0	0.0%	29	60.4%	48

Question 46. Rate the functioning of the Center for Excellence in Learning, Teaching & Technology, or CELTT.

Answer Options		Strongly agree		Somewhat agree		Neutral		Somewhat disagree		Strongly disagree		Don't know		Total Response Count
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	
1) CELTT enhanced the campus capacity to offer online and hybrid courses.	All	107	40.4%	77	29.1%	17	6.4%	4	1.5%	4	1.5%	56	21.1%	265
	Faculty	90	41.5%	64	29.5%	12	5.5%	4	1.8%	2	0.9%	45	20.7%	217
	Staff	17	35.4%	13	27.1%	5	10.4%	0	0.0%	2	4.2%	11	22.9%	48
2) CELTT provided more professional development opportunities.	All	102	38.5%	93	35.1%	19	7.2%	6	2.3%	8	3.0%	37	14.0%	265
	Faculty	86	39.6%	79	36.4%	13	6.0%	3	1.4%	6	2.8%	30	13.8%	217
	Staff	16	33.3%	14	29.2%	6	12.5%	3	6.3%	2	4.2%	7	14.6%	48
3) CELTT sufficiently supported technology-enhanced teaching and learning experience.	All	112	42.1%	81	30.5%	17	6.4%	11	4.1%	6	2.3%	39	14.7%	266
	Faculty	93	42.7%	68	31.2%	11	5.0%	11	5.0%	4	1.8%	31	14.2%	218
	Staff	19	39.6%	13	27.1%	6	12.5%	0	0.0%	2	4.2%	8	16.7%	48
5) CELTT provided sufficient technological support for campus operation.	All	115	43.6%	87	33.0%	14	5.3%	13	4.9%	6	2.3%	29	11.0%	264
	Faculty	94	43.5%	70	32.4%	11	5.1%	11	5.1%	4	1.9%	26	12.0%	216
	Staff	21	43.8%	17	35.4%	3	6.3%	2	4.2%	2	4.2%	3	6.3%	48

Question 47. Rate the functioning of the Office for Administrative Services, or OAS.

Answer Options		Strongly agree		Somewhat agree		Neutral		Somewhat disagree		Strongly disagree		Don't know		Total Response Count
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	
1) OAS promoted a safe physical learning and working environment for students, faculty, and staff.	All	28	10.6%	66	25.0%	32	12.1%	14	5.3%	12	4.5%	112	42.4%	264
	Faculty	22	10.2%	52	24.1%	22	10.2%	12	5.6%	11	5.1%	97	44.9%	216
	Staff	6	12.5%	14	29.2%	10	20.8%	2	4.2%	1	2.1%	15	31.3%	48
2) OAS improved efficiency in matters of human resources.	All	10	3.8%	38	14.3%	33	12.4%	27	10.2%	44	16.5%	114	42.9%	266
	Faculty	9	4.1%	29	13.3%	23	10.6%	23	10.6%	34	15.6%	100	45.9%	218
	Staff	1	2.1%	9	18.8%	10	20.8%	4	8.3%	10	20.8%	14	29.2%	48
3) OAS improved efficiency in matters of finance through the Business Office.	All	5	1.9%	17	6.4%	30	11.2%	30	11.2%	60	22.5%	125	46.8%	267
	Faculty	4	1.8%	12	5.5%	19	8.7%	24	11.0%	50	22.8%	110	50.2%	219
	Staff	1	2.1%	5	10.4%	11	22.9%	6	12.5%	10	20.8%	15	31.3%	48
4) OAS improved efficiency in matters of campus physical operations management.	All	11	4.1%	47	17.6%	31	11.6%	24	9.0%	23	8.6%	131	49.1%	267
	Faculty	8	3.7%	35	16.0%	21	9.6%	23	10.5%	16	7.3%	116	53.0%	219
	Staff	3	6.3%	12	25.0%	10	20.8%	1	2.1%	7	14.6%	15	31.3%	48
5) OAS's information and technology infrastructure (e.g., online request, online training) facilitated administrative service processes.	All	16	6.0%	52	19.5%	35	13.2%	8	3.0%	12	4.5%	143	53.8%	266
	Faculty	15	6.9%	41	18.8%	25	11.5%	6	2.8%	9	4.1%	122	56.0%	218
	Staff	1	2.1%	11	22.9%	10	20.8%	2	4.2%	3	6.3%	21	43.8%	48

Question 48. Rate the functioning of Kahikoluamea.

Answer Options		Strongly agree		Somewhat agree		Neutral		Somewhat disagree		Strongly disagree		Don't know		Total Response Count
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	
		<hr/>												
1) Kahikoluamea supported first-year college students in their transition to college level coursework.	All	71	26.6%	50	18.7%	19	7.1%	2	0.7%	7	2.6%	118	44.2%	267
	Faculty	58	26.4%	39	17.7%	17	7.7%	2	0.9%	6	2.7%	98	44.5%	220
	Staff	13	27.7%	11	23.4%	2	4.3%	0	0.0%	1	2.1%	20	42.6%	47
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2) Kahikoluamea promoted Hawaiian values in the learning experience of first-year college students.	All	46	17.2%	51	19.1%	29	10.9%	2	0.7%	4	1.5%	135	50.6%	267
	Faculty	38	17.3%	42	19.1%	23	10.5%	2	0.9%	3	1.4%	112	50.9%	220
	Staff	8	17.0%	9	19.1%	6	12.8%	0	0.0%	1	2.1%	23	48.9%	47
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3) Kahilokuamea enhanced first-year students' learning experience by guiding them through learning pathways.	All	47	17.6%	49	18.4%	21	7.9%	6	2.2%	9	3.4%	135	50.6%	267
	Faculty	41	18.7%	37	16.9%	18	8.2%	6	2.7%	8	3.7%	109	49.8%	219
	Staff	6	12.5%	12	25.0%	3	6.3%	0	0.0%	1	2.1%	26	54.2%	48

Question 49. Rate the functioning of the Office for Community and Continuing Education, or OCCE.

Answer Options		Strongly agree		Somewhat agree		Neutral		Somewhat disagree		Strongly disagree		Don't know		Total Response Count
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	
1) OCCE promoted stronger relationships with the community organizations and the alumni.	All	20	7.5%	40	15.0%	31	11.7%	6	2.3%	10	3.8%	159	59.8%	266
	Faculty	17	7.8%	32	14.6%	18	8.2%	6	2.7%	8	3.7%	138	63.0%	219
	Staff	3	6.4%	8	17.0%	13	27.7%	0	0.0%	2	4.3%	21	44.7%	47
2) OCCE provided higher quality of continuing education.	All	17	6.4%	38	14.3%	31	11.7%	6	2.3%	10	3.8%	163	61.5%	265
	Faculty	14	6.4%	30	13.8%	17	7.8%	6	2.8%	8	3.7%	143	65.6%	218
	Staff	3	6.4%	8	17.0%	14	29.8%	0	0.0%	2	4.3%	20	42.6%	47
3) The community is able to make better use of the our non-credit or ongoing educational opportunities because of the work of OCCE.	All	19	7.2%	44	16.6%	26	9.8%	9	3.4%	12	4.5%	155	58.5%	265
	Faculty	17	7.8%	29	13.3%	17	7.8%	9	4.1%	9	4.1%	137	62.8%	218
	Staff	2	4.3%	15	31.9%	9	19.1%	0	0.0%	3	6.4%	18	38.3%	47