

Score		2005		2009		Difference	Difference
		Count	Percent	Count	Percent		
	Q1. Gender:						
	No Response	1	0.99%	22	12.36%	11.37%	10.38%
2	1 - Male	46	45.54%	68	38.20%	-7.34%	-52.89%
1	2 - Female	54	53.47%	88	49.44%	-4.03%	-57.49%
		101	100.00%	178	100.00%		
	Q2. I have worked at this college:						
	No Response	1	0.99%	21	11.80%	10.81%	9.82%
5	1 - 0-5 years	30	29.70%	56	31.46%	1.76%	-27.95%
4	2 - 6-10 years	18	17.82%	38	21.35%	3.53%	-14.30%
3	3 - 11-15 years	16	15.84%	21	11.80%	-4.04%	-19.89%
2	4 - 16-20 years	22	21.78%	14	7.87%	-13.92%	-35.70%
1	5 - 20+ years	14	13.86%	28	15.73%	1.87%	-11.99%
		101	100.00%	178	100.00%		
	Q3. Ethnic background:						
	No Response	11	10.89%	19	10.67%	-0.22%	-11.11%
6	1 - African American/Black	14	13.86%	30	16.85%	2.99%	-10.87%
5	2 - Asian	8	7.92%	21	11.80%	3.88%	-4.04%
4	3 - Hispanic/Latino	17	16.83%	24	13.48%	-3.35%	-20.18%
3	4 - White	43	42.57%	72	40.45%	-2.12%	-44.70%
2	5 - American Indian	0	0.00%	1	0.56%	0.56%	0.56%
1	6 - Other	5	4.95%	11	6.18%	1.23%	-3.72%
		98	97.03%	178	100.00%		
	Q4. I am:						
	No Response	0	0.00%	20	11.24%	11.24%	11.24%
5	1 - Part-time classified	6	5.94%	9	5.06%	-0.88%	-6.83%
4	2 - Full-time classified/confidential	36	35.64%	40	22.47%	-13.17%	-48.82%
3	3 - Part-time faculty	2	1.98%	50	28.09%	26.11%	24.13%
2	4 - Full-time faculty	45	44.55%	37	20.79%	-23.77%	-68.32%
1	5 - Manager/supervisor	12	11.88%	22	12.36%	0.48%	-11.40%
		101	100.00%	178	100.00%		
	Q5. I have had sufficient opportunity to participate in the planning process at CCC.						
	No Response	0	0.00%	22	12.36%	12.36%	2005
7	1 - Strongly agree	17	16.83%	36	20.22%	3.39%	71
6	2 - Mostly agree	37	36.63%	49	27.53%	-9.11%	27
5	3 - Slightly agree	17	16.83%	27	15.17%	-1.66%	3
4	4 - Slightly disagree	9	8.91%	15	8.43%	-0.48%	101
3	5 - Mostly disagree	9	8.91%	12	6.74%	-2.17%	
2	6 - Strongly disagree	9	8.91%	6	3.37%	-5.54%	
1	7 - Dont know	3	2.97%	11	6.18%	3.21%	
		101	100.00%	178	100.00%		
	Q6. Students from gender and ethnically diverse backgrounds are treated with respect at CCC.						
	No Response	0	0.00%	20	11.24%	11.24%	2005
7	1 - Strongly agree	56	55.45%	77	43.26%	-12.19%	92
6	2 - Mostly agree	31	30.69%	60	33.71%	3.01%	6
5	3 - Slightly agree	5	4.95%	9	5.06%	0.11%	3
4	4 - Slightly disagree	3	2.97%	5	2.81%	-0.16%	101
3	5 - Mostly disagree	2	1.98%	2	1.12%	-0.86%	
2	6 - Strongly disagree	1	0.99%	2	1.12%	0.13%	
1	7 - Dont know	3	2.97%	3	1.69%	-1.28%	
		101	100.00%	178	100.00%		
	Q7. The needs of the students are considered when decisions are made to add or delete programs or courses at CCC.						
	No Response	1	0.99%	21	11.80%	10.81%	2005
7	1 - Strongly agree	13	12.87%	28	15.73%	2.86%	64
6	2 - Mostly agree	32	31.68%	51	28.65%	-3.03%	28
5	3 - Slightly agree	19	18.81%	26	14.61%	-4.21%	9
4	4 - Slightly disagree	15	14.85%	17	9.55%	-5.30%	101
3	5 - Mostly disagree	10	9.90%	10	5.62%	-4.28%	
2	6 - Strongly disagree	3	2.97%	3	1.69%	-1.28%	

1	7 - Dont know	8	7.92%	22	12.36%	4.44%	
		101	100.00%	178	100.00%		
Q8. CCC offers off-campus courses that addresses the needs of the students who would otherwise have difficulty attending on-campus classes.							
	No Response	1	0.99%	21	11.80%	10.81%	2005
7	1 - Strongly agree	10	9.90%	21	11.80%	1.90%	51
6	2 - Mostly agree	28	27.72%	43	24.16%	-3.57%	10
5	3 - Slightly agree	13	12.87%	36	20.22%	7.35%	40
4	4 - Slightly disagree	4	3.96%	10	5.62%	1.66%	101
3	5 - Mostly disagree	4	3.96%	2	1.12%	-2.84%	
2	6 - Strongly disagree	2	1.98%	2	1.12%	-0.86%	
1	7 - Dont know	39	38.61%	43	24.16%	-14.46%	
		101	100.00%	178	100.00%		
Q9. There are sufficient knowledgeable CCC staff to provide effective student services.							
	No Response	0	0.00%	19	10.67%	10.67%	2005
7	1 - Strongly agree	28	27.72%	42	23.60%	-4.13%	74
6	2 - Mostly agree	33	32.67%	66	37.08%	4.41%	21
5	3 - Slightly agree	13	12.87%	17	9.55%	-3.32%	6
4	4 - Slightly disagree	11	10.89%	14	7.87%	-3.03%	101
3	5 - Mostly disagree	2	1.98%	7	3.93%	1.95%	
2	6 - Strongly disagree	8	7.92%	3	1.69%	-6.24%	
1	7 - Dont know	6	5.94%	10	5.62%	-0.32%	
		101	100.00%	178	100.00%		
Q10. There are sufficient knowledgeable CCC staff to provide effective learning resources.							
	No Response	3	2.97%	19	10.67%	7.70%	2005
7	1 - Strongly agree	24	23.76%	40	22.47%	-1.29%	79
6	2 - Mostly agree	37	36.63%	71	39.89%	3.25%	13
5	3 - Slightly agree	18	17.82%	22	12.36%	-5.46%	9
4	4 - Slightly disagree	7	6.93%	11	6.18%	-0.75%	101
3	5 - Mostly disagree	2	1.98%	5	2.81%	0.83%	
2	6 - Strongly disagree	4	3.96%	3	1.69%	-2.28%	
1	7 - Dont know	6	5.94%	7	3.93%	-2.01%	
		101	100.00%	178	100.00%		
Q11. The evaluation of each classification of staff is systematic and conducted at stated intervals.							
	No Response	2	1.98%	19	10.67%	8.69%	2005
7	1 - Strongly agree	10	9.90%	18	10.11%	0.21%	58
6	2 - Mostly agree	35	34.65%	52	29.21%	-5.44%	22
5	3 - Slightly agree	13	12.87%	18	10.11%	-2.76%	21
4	4 - Slightly disagree	7	6.93%	12	6.74%	-0.19%	101
3	5 - Mostly disagree	6	5.94%	11	6.18%	0.24%	
2	6 - Strongly disagree	9	8.91%	8	4.49%	-4.42%	
1	7 - Dont know	19	18.81%	40	22.47%	3.66%	
		101	100.00%	178	100.00%		
Q12. I am aware of how I can obtain and review personnel policies and procedures.							
	No Response	1	0.99%	19	10.67%	9.68%	2005
7	1 - Strongly agree	33	32.67%	59	33.15%	0.47%	85
6	2 - Mostly agree	37	36.63%	52	29.21%	-7.42%	10
5	3 - Slightly agree	15	14.85%	24	13.48%	-1.37%	6
4	4 - Slightly disagree	4	3.96%	11	6.18%	2.22%	101
3	5 - Mostly disagree	4	3.96%	3	1.69%	-2.28%	
2	6 - Strongly disagree	2	1.98%	4	2.25%	0.27%	
1	7 - Dont know	5	4.95%	6	3.37%	-1.58%	
		101	100.00%	178	100.00%		
Q13. I am satisfied that personnel records are kept confidential.							
	No Response	1	0.99%	20	11.24%	10.25%	2005
7	1 - Strongly agree	33	32.67%	63	35.39%	2.72%	78
6	2 - Mostly agree	40	39.60%	48	26.97%	-12.64%	6
5	3 - Slightly agree	5	4.95%	10	5.62%	0.67%	17

4	4 - Slightly disagree	1	0.99%	5	2.81%	1.82%	101
3	5 - Mostly disagree	1	0.99%	2	1.12%	0.13%	
2	6 - Strongly disagree	4	3.96%	2	1.12%	-2.84%	
1	7 - Dont know	16	15.84%	28	15.73%	-0.11%	
		101	100.00%	178	100.00%		

Q14. I am satisfied with the college hiring process for my constituent group.

	No Response	1	0.99%	21	11.80%	10.81%	2005
7	1 - Strongly agree	25	24.75%	36	20.22%	-4.53%	73
6	2 - Mostly agree	36	35.64%	56	31.46%	-4.18%	24
5	3 - Slightly agree	12	11.88%	17	9.55%	-2.33%	4
4	4 - Slightly disagree	8	7.92%	16	8.99%	1.07%	101
3	5 - Mostly disagree	9	8.91%	11	6.18%	-2.73%	
2	6 - Strongly disagree	7	6.93%	9	5.06%	-1.87%	
1	7 - Dont know	3	2.97%	12	6.74%	3.77%	
		101	100.00%	178	100.00%		

Q15. The college adequately provides me with sufficient staff development opportunities to attend training at professional conferences.

	No Response	1	0.99%	19	10.67%	9.68%	2005
7	1 - Strongly agree	25	24.75%	37	20.79%	-3.97%	71
6	2 - Mostly agree	35	34.65%	49	27.53%	-7.13%	29
5	3 - Slightly agree	11	10.89%	34	19.10%	8.21%	1
4	4 - Slightly disagree	5	4.95%	9	5.06%	0.11%	101
3	5 - Mostly disagree	15	14.85%	15	8.43%	-6.42%	
2	6 - Strongly disagree	9	8.91%	14	7.87%	-1.05%	
1	7 - Dont know	0	0.00%	1	0.56%	0.56%	
		101	100.00%	178	100.00%		

Q16. The college adequately distributes information about opportunities to learn new instructional approaches.

	No Response	1	0.99%	20	11.24%	10.25%	2005
7	1 - Strongly agree	22	21.78%	29	16.29%	-5.49%	78
6	2 - Mostly agree	37	36.63%	69	38.76%	2.13%	12
5	3 - Slightly agree	19	18.81%	24	13.48%	-5.33%	11
4	4 - Slightly disagree	7	6.93%	8	4.49%	-2.44%	101
3	5 - Mostly disagree	2	1.98%	9	5.06%	3.08%	
2	6 - Strongly disagree	3	2.97%	2	1.12%	-1.85%	
1	7 - Dont know	10	9.90%	17	9.55%	-0.35%	
		101	100.00%	178	100.00%		

Q17. The college adequately supports opportunities to increase effectiveness in my position.

	No Response	1	0.99%	21	11.80%	10.81%	2005
7	1 - Strongly agree	14	13.86%	24	13.48%	-0.38%	69
6	2 - Mostly agree	32	31.68%	52	29.21%	-2.47%	30
5	3 - Slightly agree	23	22.77%	42	23.60%	0.82%	2
4	4 - Slightly disagree	10	9.90%	13	7.30%	-2.60%	101
3	5 - Mostly disagree	8	7.92%	14	7.87%	-0.06%	
2	6 - Strongly disagree	12	11.88%	9	5.06%	-6.83%	
1	7 - Dont know	1	0.99%	3	1.69%	0.70%	
		101	100.00%	178	100.00%		

Q18. My immediate supervisor encourages and supports my participation in professional development activities.

	No Response	2	1.98%	21	11.80%	9.82%	2005
7	1 - Strongly agree	38	37.62%	69	38.76%	1.14%	81
6	2 - Mostly agree	30	29.70%	51	28.65%	-1.05%	16
5	3 - Slightly agree	13	12.87%	20	11.24%	-1.64%	4
4	4 - Slightly disagree	7	6.93%	4	2.25%	-4.68%	101
3	5 - Mostly disagree	3	2.97%	4	2.25%	-0.72%	
2	6 - Strongly disagree	6	5.94%	6	3.37%	-2.57%	
1	7 - Dont know	2	1.98%	3	1.69%	-0.29%	
		101	100.00%	178	100.00%		

Q19. The general college climate is respectful and responsive to a diverse educational and cultural campus environment.

	No Response	1	0.99%	23	12.92%	11.93%	2005
7	1 - Strongly agree	47	46.53%	71	39.89%	-6.65%	90
6	2 - Mostly agree	31	30.69%	59	33.15%	2.45%	8
5	3 - Slightly agree	12	11.88%	14	7.87%	-4.02%	3
4	4 - Slightly disagree	2	1.98%	6	3.37%	1.39%	101
3	5 - Mostly disagree	4	3.96%	0	0.00%	-3.96%	
2	6 - Strongly disagree	2	1.98%	1	0.56%	-1.42%	
1	7 - Dont know	2	1.98%	4	2.25%	0.27%	
		101	100.00%	178	100.00%		

Q20. I believe college employees are working to recognize the diversity of our campus community.

	No Response	1	0.99%	22	12.36%	11.37%	2005
7	1 - Strongly agree	45	44.55%	60	33.71%	-10.85%	95
6	2 - Mostly agree	41	40.59%	66	37.08%	-3.52%	4
5	3 - Slightly agree	9	8.91%	15	8.43%	-0.48%	2
4	4 - Slightly disagree	2	1.98%	6	3.37%	1.39%	101
3	5 - Mostly disagree	1	0.99%	0	0.00%	-0.99%	
2	6 - Strongly disagree	1	0.99%	2	1.12%	0.13%	
1	7 - Dont know	1	0.99%	7	3.93%	2.94%	
		101	100.00%	178	100.00%		

Q21. The number of staff and faculty who are qualified by appropriate education, training and experience is sufficient to support the programs offered by the college.

	No Response	1	0.99%	22	12.36%	11.37%	2005
7	1 - Strongly agree	16	15.84%	36	20.22%	4.38%	66
6	2 - Mostly agree	38	37.62%	57	32.02%	-5.60%	26
5	3 - Slightly agree	12	11.88%	23	12.92%	1.04%	9
4	4 - Slightly disagree	8	7.92%	8	4.49%	-3.43%	101
3	5 - Mostly disagree	13	12.87%	9	5.06%	-7.82%	
2	6 - Strongly disagree	5	4.95%	10	5.62%	0.67%	
1	7 - Dont know	8	7.92%	13	7.30%	-0.62%	
		101	100.00%	178	100.00%		

Q22. College buildings and facilities provide a healthy working environment.

	No Response	0	0.00%	22	12.36%	12.36%	2005
7	1 - Strongly agree	12	11.88%	23	12.92%	1.04%	64
6	2 - Mostly agree	35	34.65%	56	31.46%	-3.19%	37
5	3 - Slightly agree	17	16.83%	35	19.66%	2.83%	0
4	4 - Slightly disagree	26	25.74%	19	10.67%	-15.07%	101
3	5 - Mostly disagree	9	8.91%	12	6.74%	-2.17%	
2	6 - Strongly disagree	2	1.98%	9	5.06%	3.08%	
1	7 - Dont know	0	0.00%	2	1.12%	1.12%	
		101	100.00%	178	100.00%		

Q23. I am satisfied with my personal safety and security at the college.

	No Response	0	0.00%	23	12.92%	12.92%	2005
7	1 - Strongly agree	25	24.75%	33	18.54%	-6.21%	78
6	2 - Mostly agree	38	37.62%	67	37.64%	0.02%	23
5	3 - Slightly agree	15	14.85%	26	14.61%	-0.24%	0
4	4 - Slightly disagree	12	11.88%	16	8.99%	-2.89%	101
3	5 - Mostly disagree	7	6.93%	5	2.81%	-4.12%	
2	6 - Strongly disagree	4	3.96%	7	3.93%	-0.03%	
1	7 - Dont know	0	0.00%	1	0.56%	0.56%	
		101	100.00%	178	100.00%		

Q24. The college grounds are well maintained and manicured.

	No Response	0	0.00%	22	12.36%	12.36%	2005
7	1 - Strongly agree	26	25.74%	54	30.34%	4.59%	87
6	2 - Mostly agree	43	42.57%	67	37.64%	-4.93%	14
5	3 - Slightly agree	18	17.82%	21	11.80%	-6.02%	0
4	4 - Slightly disagree	10	9.90%	7	3.93%	-5.97%	101
3	5 - Mostly disagree	2	1.98%	4	2.25%	0.27%	
2	6 - Strongly disagree	2	1.98%	3	1.69%	-0.29%	
1	7 - Dont know	0	0.00%	0	0.00%	0.00%	

		101	100.00%	178	100.00%		
	Q25. Classrooms are of adequate size for instructions and programs.						
	No Response	0	0.00%	20	11.24%	11.24%	2005
7	1 - Strongly agree	10	9.90%	10	5.62%	-4.28%	68
6	2 - Mostly agree	43	42.57%	54	30.34%	-12.24%	24
5	3 - Slightly agree	15	14.85%	43	24.16%	9.31%	9
4	4 - Slightly disagree	12	11.88%	21	11.80%	-0.08%	101
3	5 - Mostly disagree	9	8.91%	5	2.81%	-6.10%	
2	6 - Strongly disagree	3	2.97%	14	7.87%	4.89%	
1	7 - Dont know	9	8.91%	11	6.18%	-2.73%	
		101	100.00%	178	100.00%		
	Q26. Laboratories are of adequate size for instructions and programs.						
	No Response	1	0.99%	22	12.36%	11.37%	2005
7	1 - Strongly agree	6	5.94%	6	3.37%	-2.57%	50
6	2 - Mostly agree	26	25.74%	37	20.79%	-4.96%	17
5	3 - Slightly agree	18	17.82%	37	20.79%	2.96%	34
4	4 - Slightly disagree	7	6.93%	8	4.49%	-2.44%	101
3	5 - Mostly disagree	5	4.95%	6	3.37%	-1.58%	
2	6 - Strongly disagree	5	4.95%	8	4.49%	-0.46%	
1	7 - Dont know	33	32.67%	54	30.34%	-2.34%	
		101	100.00%	178	100.00%		
	Q27. Parking lots are well lighted and secure.						
	No Response	0	0.00%	20	11.24%	11.24%	2005
7	1 - Strongly agree	9	8.91%	12	6.74%	-2.17%	75
6	2 - Mostly agree	35	34.65%	62	34.83%	0.18%	23
5	3 - Slightly agree	31	30.69%	38	21.35%	-9.34%	3
4	4 - Slightly disagree	17	16.83%	21	11.80%	-5.03%	101
3	5 - Mostly disagree	2	1.98%	10	5.62%	3.64%	
2	6 - Strongly disagree	4	3.96%	5	2.81%	-1.15%	
1	7 - Dont know	3	2.97%	10	5.62%	2.65%	
		101	100.00%	178	100.00%		
	Q28. The amount of parking space is adequate on the campus.						
	No Response	0	0.00%	22	12.36%	12.36%	2005
7	1 - Strongly agree	12	11.88%	15	8.43%	-3.45%	66
6	2 - Mostly agree	31	30.69%	56	31.46%	0.77%	33
5	3 - Slightly agree	23	22.77%	41	23.03%	0.26%	2
4	4 - Slightly disagree	20	19.80%	16	8.99%	-10.81%	101
3	5 - Mostly disagree	7	6.93%	9	5.06%	-1.87%	
2	6 - Strongly disagree	6	5.94%	8	4.49%	-1.45%	
1	7 - Dont know	2	1.98%	11	6.18%	4.20%	
		101	100.00%	178	100.00%		
	Q29. I am satisfied with the comfort and attractiveness of the buildings and grounds.						
	No Response	0	0.00%	16	8.99%	8.99%	2005
7	1 - Strongly agree	12	11.88%	21	11.80%	-0.08%	73
6	2 - Mostly agree	35	34.65%	69	38.76%	4.11%	27
5	3 - Slightly agree	26	25.74%	44	24.72%	-1.02%	1
4	4 - Slightly disagree	14	13.86%	17	9.55%	-4.31%	101
3	5 - Mostly disagree	9	8.91%	5	2.81%	-6.10%	
2	6 - Strongly disagree	4	3.96%	6	3.37%	-0.59%	
1	7 - Dont know	1	0.99%	0	0.00%	-0.99%	
		101	100.00%	178	100.00%		
	Q30. The management, maintenance, cleanliness and operation of the physical facilities are efficient and of a quality necessary to support programs and services.						
	No Response	1	0.99%	17	9.55%	8.56%	2005
7	1 - Strongly agree	11	10.89%	27	15.17%	4.28%	82
6	2 - Mostly agree	37	36.63%	65	36.52%	-0.12%	17
5	3 - Slightly agree	34	33.66%	42	23.60%	-10.07%	2
4	4 - Slightly disagree	10	9.90%	15	8.43%	-1.47%	101
3	5 - Mostly disagree	5	4.95%	4	2.25%	-2.70%	

2	6 - Strongly disagree	2	1.98%	7	3.93%	1.95%	
1	7 - Dont know	1	0.99%	1	0.56%	-0.43%	
		101	100.00%	178	100.00%		
Q31. The college budget reflects college priorities and planning goals.							
	No Response	0	0.00%	17	9.55%	9.55%	2005
7	1 - Strongly agree	13	12.87%	18	10.11%	-2.76%	60
6	2 - Mostly agree	25	24.75%	51	28.65%	3.90%	24
5	3 - Slightly agree	22	21.78%	36	20.22%	-1.56%	17
4	4 - Slightly disagree	7	6.93%	14	7.87%	0.93%	101
3	5 - Mostly disagree	13	12.87%	5	2.81%	-10.06%	
2	6 - Strongly disagree	4	3.96%	12	6.74%	2.78%	
1	7 - Dont know	17	16.83%	25	14.04%	-2.79%	
		101	100.00%	178	100.00%		
Q32. The college strives to support innovation/expansion in its programs.							
	No Response	0	0.00%	16	8.99%	8.99%	2005
7	1 - Strongly agree	13	12.87%	15	8.43%	-4.44%	70
6	2 - Mostly agree	36	35.64%	53	29.78%	-5.87%	24
5	3 - Slightly agree	21	20.79%	42	23.60%	2.80%	7
4	4 - Slightly disagree	9	8.91%	15	8.43%	-0.48%	101
3	5 - Mostly disagree	10	9.90%	9	5.06%	-4.84%	
2	6 - Strongly disagree	5	4.95%	10	5.62%	0.67%	
1	7 - Dont know	7	6.93%	18	10.11%	3.18%	
		101	100.00%	178	100.00%		
Q33. The organization for administering CCC budget and finances are clearly defined.							
	No Response	0	0.00%	17	9.55%	9.55%	2005
7	1 - Strongly agree	12	11.88%	22	12.36%	0.48%	61
6	2 - Mostly agree	28	27.72%	39	21.91%	-5.81%	25
5	3 - Slightly agree	21	20.79%	38	21.35%	0.56%	15
4	4 - Slightly disagree	12	11.88%	9	5.06%	-6.83%	101
3	5 - Mostly disagree	8	7.92%	8	4.49%	-3.43%	
2	6 - Strongly disagree	5	4.95%	9	5.06%	0.11%	
1	7 - Dont know	15	14.85%	36	20.22%	5.37%	
		101	100.00%	178	100.00%		
Q34. The college's overall use of financial resources is consistent with its educational goals.							
	No Response	0	0.00%	17	9.55%	9.55%	2005
7	1 - Strongly agree	12	11.88%	19	10.67%	-1.21%	67
6	2 - Mostly agree	29	28.71%	45	25.28%	-3.43%	19
5	3 - Slightly agree	26	25.74%	28	15.73%	-10.01%	15
4	4 - Slightly disagree	9	8.91%	15	8.43%	-0.48%	101
3	5 - Mostly disagree	3	2.97%	5	2.81%	-0.16%	
2	6 - Strongly disagree	7	6.93%	9	5.06%	-1.87%	
1	7 - Dont know	15	14.85%	40	22.47%	7.62%	
		101	100.00%	178	100.00%		
Q35. College guidelines and processes for financial planning and budget development are clearly defined and followed.							
	No Response	0	0.00%	17	9.55%	9.55%	2005
7	1 - Strongly agree	11	10.89%	14	7.87%	-3.03%	58
6	2 - Mostly agree	24	23.76%	37	20.79%	-2.98%	26
5	3 - Slightly agree	23	22.77%	32	17.98%	-4.79%	17
4	4 - Slightly disagree	15	14.85%	9	5.06%	-9.80%	101
3	5 - Mostly disagree	5	4.95%	9	5.06%	0.11%	
2	6 - Strongly disagree	6	5.94%	8	4.49%	-1.45%	
1	7 - Dont know	17	16.83%	52	29.21%	12.38%	
		101	100.00%	178	100.00%		
Q36. In general, I am aware of the classified staffs' role in various governing, planning, budgeting and policy making bodies at the college.							
	No Response	0	0.00%	17	9.55%	9.55%	2005
7	1 - Strongly agree	13	12.87%	30	16.85%	3.98%	81

6	2 - Mostly agree	46	45.54%	41	23.03%	-22.51%	13
5	3 - Slightly agree	22	21.78%	37	20.79%	-1.00%	7
4	4 - Slightly disagree	8	7.92%	7	3.93%	-3.99%	101
3	5 - Mostly disagree	4	3.96%	3	1.69%	-2.28%	
2	6 - Strongly disagree	1	0.99%	7	3.93%	2.94%	
1	7 - Dont know	7	6.93%	36	20.22%	13.29%	
		101	100.00%	178	100.00%		

Scale 1: Likert

	No Response	1	0.99%	16	8.99%	8.00%	2005
7	1 - Strongly agree	14	13.86%	25	14.04%	0.18%	85
6	2 - Mostly agree	45	44.55%	43	24.16%	-20.40%	10
5	3 - Slightly agree	26	25.74%	39	21.91%	-3.83%	6
4	4 - Slightly disagree	8	7.92%	11	6.18%	-1.74%	101
3	5 - Mostly disagree	2	1.98%	4	2.25%	0.27%	
2	6 - Strongly disagree	0	0.00%	8	4.49%	4.49%	
1	7 - Dont know	5	4.95%	32	17.98%	13.03%	
		101	100.00%	178	100.00%		

Q38. In general, I am aware of the faculty's role in various governing, planning, budgeting and policy making bodies at the college.

	No Response	0	0.00%	17	9.55%	9.55%	2005
7	1 - Strongly agree	18	17.82%	27	15.17%	-2.65%	94
6	2 - Mostly agree	51	50.50%	56	31.46%	-19.03%	4
5	3 - Slightly agree	25	24.75%	46	25.84%	1.09%	3
4	4 - Slightly disagree	3	2.97%	9	5.06%	2.09%	101
3	5 - Mostly disagree	1	0.99%	4	2.25%	1.26%	
2	6 - Strongly disagree	0	0.00%	3	1.69%	1.69%	
1	7 - Dont know	3	2.97%	16	8.99%	6.02%	
		101	100.00%	178	100.00%		

Q39. I believe faculty, classified staff and students have a voice in the governance of the college.

	No Response			18	10.11%	10.11%	
7	1 - Strongly agree			41	23.03%	23.03%	0
6	2 - Mostly agree			51	28.65%	28.65%	0
5	3 - Slightly agree			31	17.42%	17.42%	0
4	4 - Slightly disagree			12	6.74%	6.74%	0
3	5 - Mostly disagree			6	3.37%	3.37%	
2	6 - Strongly disagree			6	3.37%	3.37%	
1	7 - Dont know			13	7.30%	7.30%	
				178	100.00%		

Q40. College council is the shared governance body that represents students, classified staff, faculty and managers.

	No Response			15	8.43%	8.43%	
7	1 - Strongly agree			47	26.40%	26.40%	0
6	2 - Mostly agree			43	24.16%	24.16%	0
5	3 - Slightly agree			28	15.73%	15.73%	0
4	4 - Slightly disagree			5	2.81%	2.81%	0
3	5 - Mostly disagree			3	1.69%	1.69%	
2	6 - Strongly disagree			3	1.69%	1.69%	
1	7 - Dont know			34	19.10%	19.10%	
				178	100.00%		

Q41. I support the college's shared governance process.

	No Response			17	9.55%	9.55%	
7	1 - Strongly agree			55	30.90%	30.90%	0
6	2 - Mostly agree			48	26.97%	26.97%	0
5	3 - Slightly agree			29	16.29%	16.29%	0
4	4 - Slightly disagree			6	3.37%	3.37%	0
3	5 - Mostly disagree			2	1.12%	1.12%	
2	6 - Strongly disagree			0	0.00%	0.00%	
1	7 - Dont know			21	11.80%	11.80%	
				178	100.00%		

Q42. The faculty exercise a substantial voice in matters related to educational programs, the hiring of faculty and other personnel, and institutional policies.

	No Response	0	0.00%	18	10.11%	10.11%	2005
7	1 - Strongly agree	22	21.78%	32	17.98%	-3.80%	77
6	2 - Mostly agree	33	32.67%	61	34.27%	1.60%	14
5	3 - Slightly agree	22	21.78%	22	12.36%	-9.42%	10
4	4 - Slightly disagree	6	5.94%	12	6.74%	0.80%	101
3	5 - Mostly disagree	6	5.94%	3	1.69%	-4.26%	
2	6 - Strongly disagree	2	1.98%	8	4.49%	2.51%	
1	7 - Dont know	10	9.90%	22	12.36%	2.46%	
		101	100.00%	178	100.00%		

Q43. I have a substantive role in college governance and policy making that relate to my areas of responsibility and expertise.

	No Response	2	1.98%	15	8.43%	6.45%	2005
7	1 - Strongly agree	15	14.85%	21	11.80%	-3.05%	64
6	2 - Mostly agree	19	18.81%	35	19.66%	0.85%	33
5	3 - Slightly agree	30	29.70%	37	20.79%	-8.92%	4
4	4 - Slightly disagree	11	10.89%	20	11.24%	0.34%	101
3	5 - Mostly disagree	14	13.86%	20	11.24%	-2.63%	
2	6 - Strongly disagree	8	7.92%	18	10.11%	2.19%	
1	7 - Dont know	2	1.98%	12	6.74%	4.76%	
		101	100.00%	178	100.00%		

Q44. The administration supports and uses a decision making process that involves the persons who will be affected.

	No Response	0	0.00%	15	8.43%	8.43%	2005
7	1 - Strongly agree	10	9.90%	20	11.24%	1.33%	67
6	2 - Mostly agree	31	30.69%	49	27.53%	-3.16%	27
5	3 - Slightly agree	26	25.74%	32	17.98%	-7.77%	7
4	4 - Slightly disagree	10	9.90%	20	11.24%	1.33%	101
3	5 - Mostly disagree	5	4.95%	10	5.62%	0.67%	
2	6 - Strongly disagree	12	11.88%	7	3.93%	-7.95%	
1	7 - Dont know	7	6.93%	25	14.04%	7.11%	
		101	100.00%	178	100.00%		

Q45. The administration provides effective and efficient leadership and management that support the college's mission.

	No Response	0	0.00%	19	10.67%	10.67%	2005
7	1 - Strongly agree	22	21.78%	28	15.73%	-6.05%	75
6	2 - Mostly agree	37	36.63%	58	32.58%	-4.05%	24
5	3 - Slightly agree	16	15.84%	31	17.42%	1.57%	2
4	4 - Slightly disagree	6	5.94%	11	6.18%	0.24%	101
3	5 - Mostly disagree	7	6.93%	6	3.37%	-3.56%	
2	6 - Strongly disagree	11	10.89%	7	3.93%	-6.96%	
1	7 - Dont know	2	1.98%	18	10.11%	8.13%	
		101	100.00%	178	100.00%		

Q46. The administration provides effective leadership to define goals, develop plans and establish priorities for the institution.

	No Response	0	0.00%	20	11.24%	11.24%	2005
7	1 - Strongly agree	22	21.78%	27	15.17%	-6.61%	78
6	2 - Mostly agree	37	36.63%	63	35.39%	-1.24%	20
5	3 - Slightly agree	19	18.81%	33	18.54%	-0.27%	3
4	4 - Slightly disagree	4	3.96%	7	3.93%	-0.03%	101
3	5 - Mostly disagree	7	6.93%	9	5.06%	-1.87%	
2	6 - Strongly disagree	9	8.91%	3	1.69%	-7.23%	
1	7 - Dont know	3	2.97%	16	8.99%	6.02%	
		101	100.00%	178	100.00%		

Q47. The administration has established and utilized effective methods of communication to exchange information in a timely and efficient manner.

	No Response	0	0.00%	18	10.11%	10.11%	2005
7	1 - Strongly agree	20	19.80%	27	15.17%	-4.63%	79
6	2 - Mostly agree	39	38.61%	54	30.34%	-8.28%	21
5	3 - Slightly agree	20	19.80%	41	23.03%	3.23%	1

4	4 - Slightly disagree	7	6.93%	15	8.43%	1.50%	101
3	5 - Mostly disagree	3	2.97%	1	0.56%	-2.41%	
2	6 - Strongly disagree	11	10.89%	8	4.49%	-6.40%	
1	7 - Dont know	1	0.99%	14	7.87%	6.88%	
		101	100.00%	178	100.00%		

Q48. I am personally treated with respect at this college.

	No Response	1	0.99%	18	10.11%	9.12%	2005
7	1 - Strongly agree	44	43.56%	76	42.70%	-0.87%	89
6	2 - Mostly agree	29	28.71%	54	30.34%	1.62%	11
5	3 - Slightly agree	16	15.84%	13	7.30%	-8.54%	1
4	4 - Slightly disagree	3	2.97%	10	5.62%	2.65%	101
3	5 - Mostly disagree	3	2.97%	2	1.12%	-1.85%	
2	6 - Strongly disagree	5	4.95%	4	2.25%	-2.70%	
1	7 - Dont know	0	0.00%	1	0.56%	0.56%	
		101	100.00%	178	100.00%		

Q49. Student academic success is important to staff.

	No Response	0	0.00%	17	9.55%	9.55%	2005
7	1 - Strongly agree	51	50.50%	89	50.00%	-0.50%	98
6	2 - Mostly agree	38	37.62%	54	30.34%	-7.29%	2
5	3 - Slightly agree	9	8.91%	9	5.06%	-3.85%	1
4	4 - Slightly disagree	1	0.99%	4	2.25%	1.26%	101
3	5 - Mostly disagree	1	0.99%	2	1.12%	0.13%	
2	6 - Strongly disagree	0	0.00%	1	0.56%	0.56%	
1	7 - Dont know	1	0.99%	2	1.12%	0.13%	
		101	100.00%	178	100.00%		

Q50. CCC is committed to high standards of teaching.

	No Response	1	0.99%	17	9.55%	8.56%	2005
7	1 - Strongly agree	39	38.61%	65	36.52%	-2.10%	91
6	2 - Mostly agree	35	34.65%	59	33.15%	-1.51%	7
5	3 - Slightly agree	17	16.83%	17	9.55%	-7.28%	3
4	4 - Slightly disagree	5	4.95%	9	5.06%	0.11%	101
3	5 - Mostly disagree	1	0.99%	5	2.81%	1.82%	
2	6 - Strongly disagree	1	0.99%	3	1.69%	0.70%	
1	7 - Dont know	2	1.98%	3	1.69%	-0.29%	
		101	100.00%	178	100.00%		

Q51. Classified staff make an extra effort to assist students, faculty and others staff.

	No Response	0	0.00%	17	9.55%	9.55%	2005
7	1 - Strongly agree	42	41.58%	71	39.89%	-1.70%	89
6	2 - Mostly agree	38	37.62%	53	29.78%	-7.85%	9
5	3 - Slightly agree	9	8.91%	20	11.24%	2.33%	3
4	4 - Slightly disagree	6	5.94%	6	3.37%	-2.57%	101
3	5 - Mostly disagree	2	1.98%	3	1.69%	-0.29%	
2	6 - Strongly disagree	1	0.99%	0	0.00%	-0.99%	
1	7 - Dont know	3	2.97%	8	4.49%	1.52%	
		101	100.00%	178	100.00%		

Q52. The programs and services of CCC provide fair and ethical treatment of its entire population.

	No Response	1	0.99%	17	9.55%	8.56%	2005
7	1 - Strongly agree	37	36.63%	53	29.78%	-6.86%	84
6	2 - Mostly agree	35	34.65%	58	32.58%	-2.07%	12
5	3 - Slightly agree	12	11.88%	30	16.85%	4.97%	5
4	4 - Slightly disagree	5	4.95%	7	3.93%	-1.02%	101
3	5 - Mostly disagree	7	6.93%	1	0.56%	-6.37%	
2	6 - Strongly disagree	0	0.00%	3	1.69%	1.69%	
1	7 - Dont know	4	3.96%	9	5.06%	1.10%	
		101	100.00%	178	100.00%		

Q53. Employees promote the development of a diverse educational and cultural campus environment.

	No Response	0	0.00%	18	10.11%	10.11%	2005
7	1 - Strongly agree	34	33.66%	53	29.78%	-3.89%	95
6	2 - Mostly agree	47	46.53%	67	37.64%	-8.89%	3
5	3 - Slightly agree	14	13.86%	24	13.48%	-0.38%	3

4	4 - Slightly disagree	2	1.98%	5	2.81%	0.83%	101
3	5 - Mostly disagree	1	0.99%	0	0.00%	-0.99%	
2	6 - Strongly disagree	0	0.00%	5	2.81%	2.81%	
1	7 - Dont know	3	2.97%	6	3.37%	0.40%	
		101	100.00%	178	100.00%		

Q54. My senate or representative council has sufficient opportunities to provide input into college decisions.

	No Response	1	0.99%	17	9.55%	8.56%	2005
7	1 - Strongly agree	24	23.76%	25	14.04%	-9.72%	76
6	2 - Mostly agree	34	33.66%	58	32.58%	-1.08%	9
5	3 - Slightly agree	18	17.82%	21	11.80%	-6.02%	16
4	4 - Slightly disagree	4	3.96%	4	2.25%	-1.71%	101
3	5 - Mostly disagree	2	1.98%	3	1.69%	-0.29%	
2	6 - Strongly disagree	3	2.97%	1	0.56%	-2.41%	
1	7 - Dont know	15	14.85%	49	27.53%	12.68%	
		101	100.00%	178	100.00%		

Q55. CCC is a good facilitator of change for the West County area.

	No Response	0	0.00%	17	9.55%	9.55%	2005
7	1 - Strongly agree	27	26.73%	54	30.34%	3.60%	76
6	2 - Mostly agree	31	30.69%	37	20.79%	-9.91%	13
5	3 - Slightly agree	18	17.82%	32	17.98%	0.16%	12
4	4 - Slightly disagree	7	6.93%	10	5.62%	-1.31%	101
3	5 - Mostly disagree	3	2.97%	4	2.25%	-0.72%	
2	6 - Strongly disagree	3	2.97%	3	1.69%	-1.28%	
1	7 - Dont know	12	11.88%	21	11.80%	-0.08%	
		101	100.00%	178	100.00%		

Q56. CCC excels in the recruitment of students.

	No Response	1	0.99%	19	10.67%	9.68%	2005
7	1 - Strongly agree	15	14.85%	30	16.85%	2.00%	65
6	2 - Mostly agree	20	19.80%	44	24.72%	4.92%	26
5	3 - Slightly agree	30	29.70%	33	18.54%	-11.16%	10
4	4 - Slightly disagree	11	10.89%	15	8.43%	-2.46%	101
3	5 - Mostly disagree	7	6.93%	8	4.49%	-2.44%	
2	6 - Strongly disagree	8	7.92%	4	2.25%	-5.67%	
1	7 - Dont know	9	8.91%	25	14.04%	5.13%	
		101	100.00%	178	100.00%		

Q57. Programs and courses are offered in a manner that ensures students the opportunity to complete the entire program as announced in a reasonable amount of time.

	No Response	0	0.00%	21	11.80%	11.80%	2005
7	1 - Strongly agree	16	15.84%	23	12.92%	-2.92%	76
6	2 - Mostly agree	35	34.65%	52	29.21%	-5.44%	19
5	3 - Slightly agree	25	24.75%	42	23.60%	-1.16%	6
4	4 - Slightly disagree	12	11.88%	11	6.18%	-5.70%	101
3	5 - Mostly disagree	5	4.95%	5	2.81%	-2.14%	
2	6 - Strongly disagree	2	1.98%	3	1.69%	-0.29%	
1	7 - Dont know	6	5.94%	21	11.80%	5.86%	
		101	100.00%	178	100.00%		

Q58. CCC excels in the retention of students.

	No Response	1	0.99%	19	10.67%	9.68%	2005
7	1 - Strongly agree	5	4.95%	7	3.93%	-1.02%	64
6	2 - Mostly agree	28	27.72%	49	27.53%	-0.19%	23
5	3 - Slightly agree	31	30.69%	31	17.42%	-13.28%	14
4	4 - Slightly disagree	14	13.86%	31	17.42%	3.55%	101
3	5 - Mostly disagree	7	6.93%	12	6.74%	-0.19%	
2	6 - Strongly disagree	2	1.98%	4	2.25%	0.27%	
1	7 - Dont know	13	12.87%	25	14.04%	1.17%	
		101	100.00%	178	100.00%		

Q59. CCC faculty present material fairly and objectively, while distinguishing between fact and opinion.

	No Response	0	0.00%	16	8.99%	8.99%	2005
7	1 - Strongly agree	13	12.87%	18	10.11%	-2.76%	72

6	2 - Mostly agree	35	34.65%	64	35.96%	1.30%	7
5	3 - Slightly agree	24	23.76%	29	16.29%	-7.47%	22
4	4 - Slightly disagree	6	5.94%	5	2.81%	-3.13%	101
3	5 - Mostly disagree	0	0.00%	3	1.69%	1.69%	
2	6 - Strongly disagree	1	0.99%	5	2.81%	1.82%	
1	7 - Dont know	22	21.78%	38	21.35%	-0.43%	
		101	100.00%	178	100.00%		

Q60. College-wide and unit planning are linked to resource allocation at CCC.

	No Response	0	0.00%	23	12.92%	12.92%	
7	1 - Strongly agree	13	12.87%	17	9.55%	-3.32%	2005
6	2 - Mostly agree	29	28.71%	49	27.53%	-1.18%	50
5	3 - Slightly agree	17	16.83%	23	12.92%	-3.91%	38
4	4 - Slightly disagree	4	3.96%	6	3.37%	-0.59%	114
3	5 - Mostly disagree	7	6.93%	7	3.93%	-3.00%	202
2	6 - Strongly disagree	3	2.97%	4	2.25%	-0.72%	
1	7 - Dont know	28	27.72%	49	27.53%	-0.19%	
		101	100.00%	178	100.00%		

Q61. The college has clearly defined processes for reviewing all of its educational programs.

	No Response	0	0.00%	21	11.80%	11.80%	2005
7	1 - Strongly agree	25	24.75%	25	14.04%	-10.71%	80
6	2 - Mostly agree	39	38.61%	60	33.71%	-4.91%	9
5	3 - Slightly agree	16	15.84%	28	15.73%	-0.11%	12
4	4 - Slightly disagree	6	5.94%	2	1.12%	-4.82%	101
3	5 - Mostly disagree	1	0.99%	5	2.81%	1.82%	
2	6 - Strongly disagree	2	1.98%	2	1.12%	-0.86%	
1	7 - Dont know	12	11.88%	35	19.66%	7.78%	
		101	100.00%	178	100.00%		

Q62. A typical "A" grade given at CCC represents excellent student achievement."

	No Response	1	0.99%	21	11.80%	10.81%	2005
7	1 - Strongly agree	26	25.74%	44	24.72%	-1.02%	81
6	2 - Mostly agree	37	36.63%	58	32.58%	-4.05%	7
5	3 - Slightly agree	18	17.82%	24	13.48%	-4.34%	13
4	4 - Slightly disagree	3	2.97%	14	7.87%	4.89%	101
3	5 - Mostly disagree	3	2.97%	4	2.25%	-0.72%	
2	6 - Strongly disagree	1	0.99%	3	1.69%	0.70%	
1	7 - Dont know	12	11.88%	10	5.62%	-6.26%	
		101	100.00%	178	100.00%		

Q63. Classified staff are treated respectfully by administrators.

	No Response	0	0.00%	21	11.80%	11.80%	2005
7	1 - Strongly agree	22	21.78%	38	21.35%	-0.43%	76
6	2 - Mostly agree	37	36.63%	59	33.15%	-3.49%	15
5	3 - Slightly agree	17	16.83%	22	12.36%	-4.47%	10
4	4 - Slightly disagree	7	6.93%	9	5.06%	-1.87%	101
3	5 - Mostly disagree	6	5.94%	1	0.56%	-5.38%	
2	6 - Strongly disagree	2	1.98%	3	1.69%	-0.29%	
1	7 - Dont know	10	9.90%	25	14.04%	4.14%	
		101	100.00%	178	100.00%		

Q64. Classified staff are treated respectfully by faculty.

	No Response	0	0.00%	22	12.36%	12.36%	2005
7	1 - Strongly agree	22	21.78%	42	23.60%	1.81%	85
6	2 - Mostly agree	44	43.56%	70	39.33%	-4.24%	12
5	3 - Slightly agree	19	18.81%	23	12.92%	-5.89%	4
4	4 - Slightly disagree	7	6.93%	7	3.93%	-3.00%	101
3	5 - Mostly disagree	3	2.97%	2	1.12%	-1.85%	
2	6 - Strongly disagree	2	1.98%	2	1.12%	-0.86%	
1	7 - Dont know	4	3.96%	10	5.62%	1.66%	
		101	100.00%	178	100.00%		

Q65. CCC administration handles grievances fairly.

	No Response	0	0.00%	20	11.24%	11.24%	2005
7	1 - Strongly agree	17	16.83%	29	16.29%	-0.54%	57

6	2 - Mostly agree	26	25.74%	54	30.34%	4.59%	17
5	3 - Slightly agree	14	13.86%	18	10.11%	-3.75%	27
4	4 - Slightly disagree	9	8.91%	7	3.93%	-4.98%	101
3	5 - Mostly disagree	4	3.96%	2	1.12%	-2.84%	
2	6 - Strongly disagree	4	3.96%	5	2.81%	-1.15%	
1	7 - Dont know	27	26.73%	43	24.16%	-2.58%	
		101	100.00%	178	100.00%		

Q66. Written policies ensuring fairness are adhered to in employment procedures.

	No Response	0	0.00%	20	11.24%	11.24%	2005
7	1 - Strongly agree	18	17.82%	26	14.61%	-3.22%	70
6	2 - Mostly agree	34	33.66%	51	28.65%	-5.01%	11
5	3 - Slightly agree	18	17.82%	30	16.85%	-0.97%	20
4	4 - Slightly disagree	4	3.96%	9	5.06%	1.10%	101
3	5 - Mostly disagree	2	1.98%	2	1.12%	-0.86%	
2	6 - Strongly disagree	5	4.95%	4	2.25%	-2.70%	
1	7 - Dont know	20	19.80%	36	20.22%	0.42%	
		101	100.00%	178	100.00%		

Q67. At CCC, there is a positive environment in which faculty are treated with respect.

	No Response	1	0.99%	20	11.24%	10.25%	2005
7	1 - Strongly agree	25	24.75%	40	22.47%	-2.28%	89
6	2 - Mostly agree	49	48.51%	76	42.70%	-5.82%	8
5	3 - Slightly agree	15	14.85%	23	12.92%	-1.93%	4
4	4 - Slightly disagree	6	5.94%	5	2.81%	-3.13%	101
3	5 - Mostly disagree	1	0.99%	1	0.56%	-0.43%	
2	6 - Strongly disagree	1	0.99%	4	2.25%	1.26%	
1	7 - Dont know	3	2.97%	9	5.06%	2.09%	
		101	100.00%	178	100.00%		

Q68. The integrity of the teaching process is protected at CCC.

	No Response	1	0.99%	21	11.80%	10.81%	2005
7	1 - Strongly agree	23	22.77%	31	17.42%	-5.36%	78
6	2 - Mostly agree	39	38.61%	71	39.89%	1.27%	7
5	3 - Slightly agree	16	15.84%	21	11.80%	-4.04%	16
4	4 - Slightly disagree	4	3.96%	10	5.62%	1.66%	101
3	5 - Mostly disagree	2	1.98%	2	1.12%	-0.86%	
2	6 - Strongly disagree	1	0.99%	3	1.69%	0.70%	
1	7 - Dont know	15	14.85%	19	10.67%	-4.18%	
		101	100.00%	178	100.00%		

Q69. The college is committed to high standards of teaching.

	No Response	2	1.98%	20	11.24%	9.26%	2005
7	1 - Strongly agree	27	26.73%	47	26.40%	-0.33%	87
6	2 - Mostly agree	44	43.56%	64	35.96%	-7.61%	7
5	3 - Slightly agree	16	15.84%	29	16.29%	0.45%	7
4	4 - Slightly disagree	3	2.97%	6	3.37%	0.40%	101
3	5 - Mostly disagree	4	3.96%	4	2.25%	-1.71%	
2	6 - Strongly disagree	0	0.00%	4	2.25%	2.25%	
1	7 - Dont know	5	4.95%	4	2.25%	-2.70%	
		101	100.00%	178	100.00%		

Q70. Information in CCC publications is accurate.

	No Response	2	1.98%	21	11.80%	9.82%	2005
7	1 - Strongly agree	17	16.83%	24	13.48%	-3.35%	81
6	2 - Mostly agree	41	40.59%	63	35.39%	-5.20%	12
5	3 - Slightly agree	23	22.77%	34	19.10%	-3.67%	8
4	4 - Slightly disagree	9	8.91%	10	5.62%	-3.29%	101
3	5 - Mostly disagree	3	2.97%	0	0.00%	-2.97%	
2	6 - Strongly disagree	0	0.00%	2	1.12%	1.12%	
1	7 - Dont know	6	5.94%	24	13.48%	7.54%	
		101	100.00%	178	100.00%		

Q71. CCC adequately publicizes the planning process.

	No Response	4	3.96%	21	11.80%	7.84%	2005
7	1 - Strongly agree	10	9.90%	18	10.11%	0.21%	67
6	2 - Mostly agree	31	30.69%	42	23.60%	-7.10%	14

5	3 - Slightly agree	26	25.74%	41	23.03%	-2.71%	20
4	4 - Slightly disagree	8	7.92%	12	6.74%	-1.18%	101
3	5 - Mostly disagree	3	2.97%	5	2.81%	-0.16%	
2	6 - Strongly disagree	3	2.97%	5	2.81%	-0.16%	
1	7 - Dont know	16	15.84%	34	19.10%	3.26%	
		101	100.00%	178	100.00%		

Q72. CCC provides sufficient resources to conduct effective institutional research and program evaluation studies.

	No Response	1	0.99%	20	11.24%	10.25%	2005
7	1 - Strongly agree	15	14.85%	21	11.80%	-3.05%	71
6	2 - Mostly agree	37	36.63%	41	23.03%	-13.60%	11
5	3 - Slightly agree	19	18.81%	32	17.98%	-0.83%	19
4	4 - Slightly disagree	6	5.94%	7	3.93%	-2.01%	101
3	5 - Mostly disagree	3	2.97%	6	3.37%	0.40%	
2	6 - Strongly disagree	2	1.98%	9	5.06%	3.08%	
1	7 - Dont know	18	17.82%	42	23.60%	5.77%	
		101	100.00%	178	100.00%		

Q73. Evaluation results from Academic Program Review are used to improve instructional programs and support services.

	No Response	1	0.99%	20	11.24%	10.25%	2005
7	1 - Strongly agree	19	18.81%	25	14.04%	-4.77%	70
6	2 - Mostly agree	29	28.71%	42	23.60%	-5.12%	12
5	3 - Slightly agree	22	21.78%	27	15.17%	-6.61%	19
4	4 - Slightly disagree	5	4.95%	7	3.93%	-1.02%	101
3	5 - Mostly disagree	4	3.96%	2	1.12%	-2.84%	
2	6 - Strongly disagree	3	2.97%	9	5.06%	2.09%	
1	7 - Dont know	18	17.82%	46	25.84%	8.02%	
		101	100.00%	178	100.00%		

Q74. The college effectively evaluates how well it accomplishes its mission and purpose.

	No Response	0	0.00%	20	11.24%	11.24%	2005
7	1 - Strongly agree	16	15.84%	29	16.29%	0.45%	73
6	2 - Mostly agree	41	40.59%	46	25.84%	-14.75%	13
5	3 - Slightly agree	16	15.84%	26	14.61%	-1.23%	15
4	4 - Slightly disagree	10	9.90%	10	5.62%	-4.28%	101
3	5 - Mostly disagree	2	1.98%	6	3.37%	1.39%	
2	6 - Strongly disagree	1	0.99%	4	2.25%	1.26%	
1	7 - Dont know	15	14.85%	37	20.79%	5.94%	
		101	100.00%	178	100.00%		

Q75. The college meets the varied educational needs of its students.

	No Response	1	0.99%	20	11.24%	10.25%	2005
7	1 - Strongly agree	13	12.87%	28	15.73%	2.86%	83
6	2 - Mostly agree	49	48.51%	66	37.08%	-11.44%	9
5	3 - Slightly agree	21	20.79%	42	23.60%	2.80%	9
4	4 - Slightly disagree	6	5.94%	4	2.25%	-3.69%	101
3	5 - Mostly disagree	3	2.97%	4	2.25%	-0.72%	
2	6 - Strongly disagree	0	0.00%	3	1.69%	1.69%	
1	7 - Dont know	8	7.92%	11	6.18%	-1.74%	
		101	100.00%	178	100.00%		

Q76. The general education program is based on a clear philosophy and rationale.

	No Response	0	0.00%	16	8.99%	8.99%	2005
7	1 - Strongly agree	16	15.84%	22	12.36%	-3.48%	75
6	2 - Mostly agree	41	40.59%	61	34.27%	-6.32%	9
5	3 - Slightly agree	18	17.82%	26	14.61%	-3.22%	17
4	4 - Slightly disagree	6	5.94%	11	6.18%	0.24%	101
3	5 - Mostly disagree	3	2.97%	5	2.81%	-0.16%	
2	6 - Strongly disagree	0	0.00%	2	1.12%	1.12%	
1	7 - Dont know	17	16.83%	35	19.66%	2.83%	
		101	100.00%	178	100.00%		

Q77. The college's processes of curriculum and program development ensure high quality instructional programs.

	No Response	1	0.99%	17	9.55%	8.56%	2005
7	1 - Strongly agree	17	16.83%	15	8.43%	-8.40%	79
6	2 - Mostly agree	40	39.60%	75	42.13%	2.53%	12
5	3 - Slightly agree	22	21.78%	19	10.67%	-11.11%	12
4	4 - Slightly disagree	8	7.92%	15	8.43%	0.51%	103
3	5 - Mostly disagree	4	3.96%	4	2.25%	-1.71%	
2	6 - Strongly disagree	0	0.00%	3	1.69%	1.69%	
1	7 - Dont know	11	10.89%	30	16.85%	5.96%	
		103	101.98%	178	100.00%		

Q78. The college uses a range of delivery systems and modes of instruction compatible with student needs.

	No Response	3	2.97%	17	9.55%	6.58%	2005
7	1 - Strongly agree	13	12.87%	21	11.80%	-1.07%	81
6	2 - Mostly agree	44	43.56%	80	44.94%	1.38%	6
5	3 - Slightly agree	24	23.76%	34	19.10%	-4.66%	14
4	4 - Slightly disagree	5	4.95%	6	3.37%	-1.58%	101
3	5 - Mostly disagree	0	0.00%	5	2.81%	2.81%	
2	6 - Strongly disagree	1	0.99%	1	0.56%	-0.43%	
1	7 - Dont know	11	10.89%	14	7.87%	-3.03%	
		101	100.00%	178	100.00%		

Q79. The institution identifies expected learning outcomes for its degree and certificate programs.

	No Response	3	2.97%	15	8.43%	5.46%	2005
7	1 - Strongly agree	17	16.83%	33	18.54%	1.71%	77
6	2 - Mostly agree	37	36.63%	74	41.57%	4.94%	9
5	3 - Slightly agree	23	22.77%	25	14.04%	-8.73%	15
4	4 - Slightly disagree	5	4.95%	8	4.49%	-0.46%	101
3	5 - Mostly disagree	2	1.98%	2	1.12%	-0.86%	
2	6 - Strongly disagree	2	1.98%	3	1.69%	-0.29%	
1	7 - Dont know	12	11.88%	18	10.11%	-1.77%	
		101	100.00%	178	100.00%		

Q80. The college has clearly defined processes for reviewing all of its educational programs.

	No Response	3	2.97%	17	9.55%	6.58%	2005
7	1 - Strongly agree	25	24.75%	33	18.54%	-6.21%	83
6	2 - Mostly agree	42	41.58%	61	34.27%	-7.31%	5
5	3 - Slightly agree	16	15.84%	23	12.92%	-2.92%	13
4	4 - Slightly disagree	3	2.97%	6	3.37%	0.40%	101
3	5 - Mostly disagree	1	0.99%	2	1.12%	0.13%	
2	6 - Strongly disagree	1	0.99%	2	1.12%	0.13%	
1	7 - Dont know	10	9.90%	34	19.10%	9.20%	
		101	100.00%	178	100.00%		

Q81. I am aware of Contra Costa College's articulation agreements with four-year colleges or universities.

	No Response	1	0.99%	21	11.80%	10.81%	2005
7	1 - Strongly agree	33	32.67%	41	23.03%	-9.64%	85
6	2 - Mostly agree	37	36.63%	47	26.40%	-10.23%	8
5	3 - Slightly agree	15	14.85%	31	17.42%	2.56%	8
4	4 - Slightly disagree	4	3.96%	8	4.49%	0.53%	101
3	5 - Mostly disagree	3	2.97%	4	2.25%	-0.72%	
2	6 - Strongly disagree	1	0.99%	2	1.12%	0.13%	
1	7 - Dont know	7	6.93%	24	13.48%	6.55%	
		101	100.00%	178	100.00%		

Q82. Overall, how would you assess the campus climate/environment at CCC for employees?

	No Response	2	1.98%	18	10.11%	8.13%	2005
5	1 - Excellent	12	11.88%	25	14.04%	2.16%	80
4	2 - Very good	45	44.55%	87	48.88%	4.32%	19
3	3 - Good	23	22.77%	30	16.85%	-5.92%	2
2	4 - Fair	12	11.88%	16	8.99%	-2.89%	
1	5 - Poor	7	6.93%	2	1.12%	-5.81%	
		101	100.00%	178	100.00%		

Q83. How effective is Contra Costa College in promoting employee diversity?

	No Response	0	0.00%	19	10.67%	10.67%	2005
5	1 - Excellent	27	26.73%	40	22.47%	-4.26%	92
4	2 - Very good	37	36.63%	66	37.08%	0.44%	9
3	3 - Good	28	27.72%	35	19.66%	-8.06%	0
2	4 - Fair	7	6.93%	15	8.43%	1.50%	
1	5 - Poor	2	1.98%	3	1.69%	-0.29%	
		101	100.00%	178	100.00%		

Q84. Overall, how would you assess the campus climate/environment at Contra Costa College for students?

	No Response	0	0.00%	18	10.11%	10.11%	2005
5	1 - Excellent	15	14.85%	20	11.24%	-3.62%	86
4	2 - Very good	42	41.58%	83	46.63%	5.05%	15
3	3 - Good	29	28.71%	42	23.60%	-5.12%	0
2	4 - Fair	12	11.88%	15	8.43%	-3.45%	
1	5 - Poor	3	2.97%	0	0.00%	-2.97%	
		101	100.00%	178	100.00%		

Q85. How effective is Contra Costa College in promoting student diversity?

	No Response	0	0.00%	0	0.00%	0.00%	2005
5	1 - Excellent	28	27.72%	48	26.97%	-0.76%	86
4	2 - Very good	36	35.64%	66	37.08%	1.44%	15
3	3 - Good	22	21.78%	31	17.42%	-4.37%	0
2	4 - Fair	12	11.88%	12	6.74%	-5.14%	
1	5 - Poor	3	2.97%	0	0.00%	-2.97%	
		101	100.00%	157	88.20%		

PCT.	2009	PCT.	Difference
70.30%	112	62.92%	-7.38%
26.73%	33	18.54%	-8.19%
2.97%	33	18.54%	15.57%
	178		

PCT.	2009	PCT.	Difference
91.09%	146	82.02%	-9.07%
5.94%	9	5.06%	-0.88%
2.97%	23	12.92%	9.95%
	178		

PCT.	2009	PCT.	Difference
63.37%	105	58.99%	-4.38%
27.72%	30	16.85%	-10.87%
8.91%	43	24.16%	15.25%
	178		

PCT.	2009	PCT.	Difference
50.50%	100	56.18%	5.68%
9.90%	14	7.87%	-2.04%
39.60%	64	35.96%	-3.65%
	178		

PCT.	2009	PCT.	Difference
73.27%	125	70.22%	-3.04%
20.79%	24	13.48%	-7.31%
5.94%	29	16.29%	10.35%
	178		

PCT.	2009	PCT.	Difference
78.22%	133	74.72%	-3.50%
12.87%	19	10.67%	-2.20%
8.91%	26	14.61%	5.70%
	178		

PCT.	2009	PCT.	Difference
57.43%	88	49.44%	-7.99%
21.78%	31	17.42%	-4.37%
20.79%	59	33.15%	12.35%
	178		

PCT.	2009	PCT.	Difference
84.16%	135	75.84%	-8.32%
9.90%	18	10.11%	0.21%
5.94%	25	14.04%	8.10%
	178		

PCT.	2009	PCT.	Difference
77.23%	121	67.98%	-9.25%
5.94%	9	5.06%	-0.88%
16.83%	48	26.97%	10.13%

PCT.	2009	PCT.	Difference
72.28%	109	61.24%	-11.04%
23.76%	36	20.22%	-3.54%
3.96%	33	18.54%	14.58%
	178		

PCT.	2009	PCT.	Difference
70.30%	120	67.42%	-2.88%
28.71%	38	21.35%	-7.36%
0.99%	20	11.24%	10.25%
	178		

PCT.	2009	PCT.	Difference
77.23%	122	68.54%	-8.69%
11.88%	19	10.67%	-1.21%
10.89%	37	20.79%	9.90%
	178		

PCT.	2009	PCT.	Difference
68.32%	118	66.29%	-2.02%
29.70%	36	20.22%	-9.48%
1.98%	24	13.48%	11.50%
	178		

PCT.	2009	PCT.	Difference
80.20%	140	78.65%	-1.55%
15.84%	14	7.87%	-7.98%
3.96%	24	13.48%	9.52%
	178		

PCT.	2009	PCT.	Difference
89.11%	144	80.90%	-8.21%
7.92%	7	3.93%	-3.99%
2.97%	27	15.17%	12.20%
	178		

PCT.	2009	PCT.	Difference
94.06%	141	79.21%	-14.85%
3.96%	8	4.49%	0.53%
1.98%	29	16.29%	14.31%
	178		

PCT.	2009	PCT.	Difference
65.35%	116	65.17%	-0.18%
25.74%	27	15.17%	-10.57%
8.91%	35	19.66%	10.75%
	178		

PCT.	2009	PCT.	Difference
63.37%	114	64.04%	0.68%
36.63%	40	22.47%	-14.16%
0.00%	24	13.48%	13.48%
	178		

PCT.	2009	PCT.	Difference
77.23%	126	70.79%	-6.44%
22.77%	28	15.73%	-7.04%
0.00%	24	13.48%	13.48%
	178		

PCT.	2009	PCT.	Difference
86.14%	142	79.78%	-6.36%
13.86%	14	7.87%	-6.00%
0.00%	22	12.36%	12.36%
	178		

PCT.	2009	PCT.	Difference
67.33%	107	60.11%	-7.21%
23.76%	40	22.47%	-1.29%
8.91%	31	17.42%	8.50%
	178		

PCT.	2009	PCT.	Difference
49.50%	80	44.94%	-4.56%
16.83%	22	12.36%	-4.47%
33.66%	76	42.70%	9.03%
	178		

PCT.	2009	PCT.	Difference
74.26%	112	62.92%	-11.34%
22.77%	36	20.22%	-2.55%
2.97%	30	16.85%	13.88%
	178		

PCT.	2009	PCT.	Difference
65.35%	112	62.92%	-2.43%
32.67%	33	18.54%	-14.13%
1.98%	33	18.54%	16.56%
	178		

PCT.	2009	PCT.	Difference
72.28%	134	75.28%	3.00%
26.73%	28	15.73%	-11.00%
0.99%	16	8.99%	8.00%
	178		

PCT.	2009	PCT.	Difference
81.19%	134	75.28%	-5.91%
16.83%	26	14.61%	-2.22%
1.98%	18	10.11%	8.13%
	178		

PCT.	2009	PCT.	Difference
59.41%	105	58.99%	-0.42%
23.76%	31	17.42%	-6.35%
16.83%	42	23.60%	6.76%
	178		

PCT.	2009	PCT.	Difference
69.31%	110	61.80%	-7.51%
23.76%	34	19.10%	-4.66%
6.93%	34	19.10%	12.17%
	178		

PCT.	2009	PCT.	Difference
60.40%	99	55.62%	-4.78%
24.75%	26	14.61%	-10.15%
14.85%	53	29.78%	14.92%
	178		

PCT.	2009	PCT.	Difference
66.34%	92	51.69%	-14.65%
18.81%	29	16.29%	-2.52%
14.85%	57	32.02%	17.17%
	178		

PCT.	2009	PCT.	Difference
57.43%	83	46.63%	-10.80%
25.74%	26	14.61%	-11.14%
16.83%	69	38.76%	21.93%
	178		

PCT.	2009	PCT.	Difference
80.20%	108	60.67%	-19.52%

12.87%	17	9.55%	-3.32%
6.93%	53	29.78%	22.84%
	178		

PCT.	2009	PCT.	Difference
84.16%	107	60.11%	-24.05%
9.90%	23	12.92%	3.02%
5.94%	48	26.97%	21.03%
	178		

PCT.	2009	PCT.	Difference
93.07%	129	72.47%	-20.60%
3.96%	16	8.99%	5.03%
2.97%	33	18.54%	15.57%
	178		

123	69.10%	69.10%
24	13.48%	13.48%
31	17.42%	17.42%
178		

118	66.29%	66.29%
11	6.18%	6.18%
49	27.53%	27.53%
178		

132	74.16%	74.16%
8	4.49%	4.49%
38	21.35%	21.35%
178		

PCT.	2009	PCT.	Difference
76.24%	115	64.61%	-11.63%
13.86%	23	12.92%	-0.94%
9.90%	40	22.47%	12.57%
	178		

PCT.	2009	PCT.	Difference
63.37%	93	52.25%	-11.12%
32.67%	58	32.58%	-0.09%
3.96%	27	15.17%	11.21%
	178		

PCT.	2009	PCT.	Difference
66.34%	101	56.74%	-9.60%
26.73%	37	20.79%	-5.95%
6.93%	40	22.47%	15.54%
	178		

PCT.	2009	PCT.	Difference
74.26%	117	65.73%	-8.53%
23.76%	24	13.48%	-10.28%
1.98%	37	20.79%	18.81%
	178		

PCT.	2009	PCT.	Difference
77.23%	123	69.10%	-8.13%
19.80%	19	10.67%	-9.13%
2.97%	36	20.22%	17.25%
	178		

PCT.	2009	PCT.	Difference
78.22%	122	68.54%	-9.68%
20.79%	24	13.48%	-7.31%
0.99%	32	17.98%	16.99%

PCT.	2009	PCT.	Difference
88.12%	143	80.34%	-7.78%
10.89%	16	8.99%	-1.90%
0.99%	19	10.67%	9.68%
	178		

PCT.	2009	PCT.	Difference
97.03%	152	85.39%	-11.64%
1.98%	7	3.93%	1.95%
0.99%	19	10.67%	9.68%
	178		

PCT.	2009	PCT.	Difference
90.10%	141	79.21%	-10.89%
6.93%	17	9.55%	2.62%
2.97%	20	11.24%	8.27%
	178		

PCT.	2009	PCT.	Difference
88.12%	144	80.90%	-7.22%
8.91%	9	5.06%	-3.85%
2.97%	25	14.04%	11.07%
	178		

PCT.	2009	PCT.	Difference
83.17%	141	79.21%	-3.95%
11.88%	11	6.18%	-5.70%
4.95%	26	14.61%	9.66%
	178		

PCT.	2009	PCT.	Difference
94.06%	144	80.90%	-13.16%
2.97%	10	5.62%	2.65%
2.97%	24	13.48%	10.51%

PCT.	2009	PCT.	Difference
75.25%	104	58.43%	-16.82%
8.91%	8	4.49%	-4.42%
15.84%	66	37.08%	21.24%
	178		

PCT.	2009	PCT.	Difference
75.25%	123	69.10%	-6.15%
12.87%	17	9.55%	-3.32%
11.88%	38	21.35%	9.47%
	178		

PCT.	2009	PCT.	Difference
64.36%	107	60.11%	-4.24%
25.74%	27	15.17%	-10.57%
9.90%	44	24.72%	14.82%
	178		

PCT.	2009	PCT.	Difference
75.25%	117	65.73%	-9.52%
18.81%	19	10.67%	-8.14%
5.94%	42	23.60%	17.65%
	178		

PCT.	2009	PCT.	Difference
63.37%	87	48.88%	-14.49%
22.77%	47	26.40%	3.63%
13.86%	44	24.72%	10.86%
	178		

PCT.	2009	PCT.	Difference
71.29%	111	62.36%	-8.93%

6.93%	13	7.30%	0.37%
21.78%	54	30.34%	8.55%
	178		

PCT.	2009	PCT.	Difference
24.75%	78	23.42%	-1.33%
18.81%	60	18.02%	-0.79%
56.44%	195	58.56%	2.12%
	333		

PCT.	2009	PCT.	Difference
79.21%	113	63.48%	-15.72%
8.91%	9	5.06%	-3.85%
11.88%	56	31.46%	19.58%
	178		

PCT.	2009	PCT.	Difference
80.20%	126	70.79%	-9.41%
6.93%	21	11.80%	4.87%
12.87%	31	17.42%	4.54%
	178		

PCT.	2009	PCT.	Difference
75.25%	119	66.85%	-8.39%
14.85%	13	7.30%	-7.55%
9.90%	46	25.84%	15.94%
	178		

PCT.	2009	PCT.	Difference
84.16%	135	75.84%	-8.32%
11.88%	11	6.18%	-5.70%
3.96%	32	17.98%	14.02%
	178		

PCT.	2009	PCT.	Difference
56.44%	101	56.74%	0.31%

16.83%	14	7.87%	-8.97%
26.73%	63	35.39%	8.66%
	178		

PCT.	2009	PCT.	Difference
69.31%	107	60.11%	-9.19%
10.89%	15	8.43%	-2.46%
19.80%	56	31.46%	11.66%
	178		

PCT.	2009	PCT.	Difference
88.12%	139	78.09%	-10.03%
7.92%	10	5.62%	-2.30%
3.96%	29	16.29%	12.33%
	178		

PCT.	2009	PCT.	Difference
77.23%	123	69.10%	-8.13%
6.93%	15	8.43%	1.50%
15.84%	40	22.47%	6.63%
	178		

PCT.	2009	PCT.	Difference
86.14%	140	78.65%	-7.49%
6.93%	14	7.87%	0.93%
6.93%	24	13.48%	6.55%
	178		

PCT.	2009	PCT.	Difference
80.20%	121	67.98%	-12.22%
11.88%	12	6.74%	-5.14%
7.92%	45	25.28%	17.36%
	178		

PCT.	2009	PCT.	Difference
66.34%	101	56.74%	-9.60%
13.86%	22	12.36%	-1.50%

19.80%	55	30.90%	11.10%
	178		

PCT.	2009	PCT.	Difference
70.30%	94	52.81%	-17.49%
10.89%	22	12.36%	1.47%
18.81%	62	34.83%	16.02%
	178		

PCT.	2009	PCT.	Difference
69.31%	94	52.81%	-16.50%
11.88%	18	10.11%	-1.77%
18.81%	66	37.08%	18.27%
	178		

PCT.	2009	PCT.	Difference
72.28%	101	56.74%	-15.54%
12.87%	20	11.24%	-1.64%
14.85%	57	32.02%	17.17%
	178		

PCT.	2009	PCT.	Difference
82.18%	136	76.40%	-5.77%
8.91%	11	6.18%	-2.73%
8.91%	31	17.42%	8.50%
	178		

PCT.	2009	PCT.	Difference
74.26%	109	61.24%	-13.02%
8.91%	18	10.11%	1.20%
16.83%	51	28.65%	11.82%
	178		

PCT.	2009	PCT.	Difference
76.70%	109	61.24%	-15.46%
11.65%	22	12.36%	0.71%
11.65%	47	26.40%	14.75%
	178		

PCT.	2009	PCT.	Difference
80.20%	135	75.84%	-4.36%
5.94%	12	6.74%	0.80%
13.86%	31	17.42%	3.55%
	178		

PCT.	2009	PCT.	Difference
76.24%	132	74.16%	-2.08%
8.91%	13	7.30%	-1.61%
14.85%	33	18.54%	3.69%
	178		

PCT.	2009	PCT.	Difference
82.18%	117	65.73%	-16.45%
4.95%	10	5.62%	0.67%
12.87%	51	28.65%	15.78%
	178		

PCT.	2009	PCT.	Difference
84.16%	119	66.85%	-17.30%
7.92%	14	7.87%	-0.06%
7.92%	45	25.28%	17.36%
	178		

PCT.	2009	PCT.	Difference
79.21%	142	79.78%	0.57%
18.81%	18	10.11%	-8.70%
1.98%	18	10.11%	8.13%

PCT.	2009	PCT.	Difference
91.09%	141	79.21%	-11.88%
8.91%	18	10.11%	1.20%
0.00%	19	10.67%	10.67%

PCT.	2009	PCT.	Difference
85.15%	145	81.46%	-3.69%
14.85%	15	8.43%	-6.42%
0.00%	18	10.11%	10.11%

PCT.	2009	PCT.	Difference
85.15%	145	81.46%	-3.69%
14.85%	12	6.74%	-8.11%
0.00%	0	0.00%	0.00%