

SOCCCD Board of Trustees Evaluation 2012

Respondents: 263 displayed, 263 total **Status:** Open
Launched Date: 03/05/2012 **Closed Date:** 04/06/2012

1. Over the past year, how many times have you attended a Board of Trustees meeting?

	Response Total	Response Percent
I have never attended a Board of Trustees meeting.	140	54%
1-3 meetings	83	32%
4-6 meetings	15	6%
7-9 meetings	5	2%
10 or more meetings	17	7%
Total Respondents	260	
(skipped this question)		3

2. How many meetings in the past year have you watched either on television or through the meeting video posted on the SOCCCD website?

	Response Total	Response Percent
I have never watched a Board of Trustees meeting.	114	44%
1-3 meetings	106	41%
4-6 meetings	30	12%
7-9 meetings	3	1%
10 or more meetings	7	3%
Total Respondents	260	
(skipped this question)		3

3. Over the past year, please tell us where you have received or accessed information on SOCCCD's Board of Trustees. (Please check as many as apply.)

	Response Total	Response Percent
SOCCCD website	143	56%
College website	72	28%
Emails from District Services: Board highlights and other press releases	184	72%
Newspaper	18	7%
Other websites	15	6%
Other, please specify	26	10%
Total Respondents	257	
(skipped this question)		6

4. Please rate your level of agreement with the following statements on board effectiveness.

	Strongly Agree	Agree	Disagree	Strongly Disagree	N/A - Unable to evaluate	Response Total
1. The board understands its policy role and differentiates its role from those of the CEO and college staff.	10% (20)	53% (102)	7% (14)	2% (4)	27% (52)	192
2. The board assures that there is an effective planning process and is appropriately involved in the process.	8% (16)	51% (97)	16% (30)	1% (2)	24% (47)	192
3. The board's policies are regularly reviewed and are up-to-date.	13% (25)	43% (83)	12% (24)	1% (1)	31% (59)	192
4. The board clearly delegates authority to and supports the CEO.	11% (21)	44% (85)	7% (13)	1% (2)	37% (71)	192
5. The board sets clear expectations for and effectively evaluates the CEO.	8% (15)	29% (55)	11% (22)	3% (5)	49% (95)	192
					Total Respondents	192
					(skipped this question)	71

5. Please rate your level of agreement with the following statements on board effectiveness.

	Strongly Agree	Agree	Disagree	Strongly Disagree	N/A - Unable to evaluate	Response Total
6. Board members represent the interests and needs of the communities served by the college.	10% (20)	51% (98)	11% (22)	7% (14)	20% (38)	192
7. The board advocates on behalf of the college to local, state, and federal governments.	15% (28)	47% (91)	8% (16)	3% (5)	27% (52)	192

8. Board members are knowledgeable about the district's educational programs and services.	6% (12)	44% (84)	17% (32)	7% (14)	26% (50)	192
9. The board understands the budget and fiscal status of the college.	16% (31)	54% (104)	7% (14)	3% (5)	20% (38)	192
10. Board decisions assure the fiscal stability and health of the district.	18% (35)	52% (99)	7% (14)	2% (4)	21% (40)	192
					Total Respondents	192
					(skipped this question)	71

6. Please rate your level of agreement with the following statements on board effectiveness.

	Strongly Agree	Agree	Disagree	Strongly Disagree	N/A - Unable to evaluate	Response Total
11. The board effectively monitors implementation of institutional plans.	3% (6)	40% (77)	19% (36)	3% (6)	35% (67)	192
12. The board respects faculty, staff, and student participation in college decision-making.	8% (15)	47% (91)	16% (31)	5% (10)	23% (45)	192
13. Trustees refrain from attempting to manage or direct work or activities of college employees.	8% (16)	43% (82)	13% (25)	3% (6)	33% (63)	192
14. Trustee behavior sets a positive tone for the district.	10% (19)	48% (93)	14% (26)	7% (13)	21% (41)	192
15. The board regularly reviews and adheres to its code of ethics or standards of practice.	8% (15)	33% (63)	12% (23)	4% (7)	44% (84)	192
					Total Respondents	192
					(skipped this question)	71

7. Please rate your level of agreement with the following statements on board effectiveness.

	Strongly Agree	Agree	Disagree	Strongly Disagree	N/A - Unable to evaluate	Response Total
16. Board members maintain confidentiality of privileged information.	12% (23)	38% (72)	5% (9)	1% (2)	45% (86)	192
17. Board meeting agendas include sufficient information and the topics reflect board responsibilities and tasks.	11% (22)	57% (110)	9% (18)	0% (0)	22% (42)	192
18. Board meetings are conducted in an orderly manner with sufficient time provided to explore and resolve key issues.	10% (19)	47% (90)	11% (22)	0% (0)	32% (61)	192
19. The board evaluation process helps the board enhance its performance.	11% (21)	38% (72)	7% (14)	2% (3)	43% (82)	192
					Total Respondents	192
					(skipped this question)	71

8. Please provide any further feedback on the Board of Trustees in the comment box below.

Total Respondents **34**
(skipped this question) 229

9. Please rate how well you feel the Board of Trustees is meeting Goals 1-2 below.

	Excellent	Good	Neutral	Fair	Poor	Response Total
Goal 1: The board will review and approve an updated code of ethics policy that includes addressing violations of the code.	13% (22)	35% (59)	45% (76)	6% (10)	2% (3)	170
Goal 2: In						

Survey Results

addition to reviewing and adopting an updated code of ethics policy, the board will discuss and renew commitment to communication protocols and expectations for trustee roles during board meetings and with college staff and community.	11% (19)	32% (55)	47% (80)	8% (14)	1% (2)	170
	Total Respondents					170
	(skipped this question)					93

10. Please rate how well you feel the Board of Trustees is meeting Goals 3-4 below.

	Excellent	Good	Neutral	Fair	Poor	Response Total
Goal 3: The board will re-institute a process for CEO evaluation, including setting expectations, annual priorities and/or goals. It will include CEO evaluation on the board's master calendar to ensure it regularly occurs. The chancellor will present a proposed process to the board.	11% (18)	38% (63)	41% (69)	7% (12)	4% (6)	168
Goal 4: The board will re-institute a regular self-evaluation process and will include the process of seeking input from administrators,	20% (33)	37% (61)	31% (51)	10% (16)	3% (5)	166

used to ensure quality. The chancellor will present proposals for board consideration.

Goal 8: The board will be involved early in the collective bargaining process in discussing and setting parameters.

Members recognize that individual trustees must avoid negotiating directly, or appearing to negotiate, with employees or their representatives.

11% (19)	31% (52)	44% (74)	11% (18)	4% (6)	169
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Total Respondents	172
(skipped this question)	91

13. Please provide any additional comments you have related to the Board Goals.

Total Respondents	17
(skipped this question)	246

14. What classification level is your position?

		Response Total	Response Percent
Administrator		24	15%
Manager		34	21%
Faculty		45	27%
Classified Staff		61	37%




Total Respondents	164
(skipped this question)	99

15. Are you a full-time or part-time employee?

		Response Total	Response Percent
Full-time		142	85%
Part-time		25	15%

Total Respondents	167
(skipped this question)	96

16. Please tell us where you work.

		Response Total	Response Percent
Irvine Valley College		39	23%
Saddleback College		103	62%
District Services		25	15%
		Total Respondents	167
		(skipped this question)	96

17. How many years have you worked for the SOCCCD?

		Response Total	Response Percent
Less than a year		9	5%
1-4 years		38	22%
5-9 years		46	26%
10-14 years		36	21%
15-19 years		14	8%
20 years or more		32	18%
		Total Respondents	175
		(skipped this question)	88

12. faculty member. I went to one Board meeting, and they all seemed really nice, but I have not followed their activity long enough to be competent to provide a fair evaluation. [view](#)
- The board has gone through a significant transformation in the last year and has pulled back from getting involved in internal college issues and now acts as a board. There has always been a well meaning cadre of board members, but not that very long ago there was an inordinate level of meddling with what should have been college issues. The meetings under President Padberg have been a pleasure to attend, on track and focused. The newer members have added a humanistic side to the discussions. Its a pleasure to work for this board. [view](#)
13. Sorry that this will be negative, but I will only make two comments on things I think need improvement. Overall, things certainly are much better than they have been in the past, and in my opinion the new chancellor appointed by the board is wonderful.
- Sometimes I feel the board does not represent the needs of the students and the taxpayers who pay for the community college district. This is only natural: nothing is perfect. Her are my two examples:
- First, the Faculty Association does help elect favored board members who will support faculty issues. We have a faculty calendar committee that has produced a new calendar for next year with less instructional days. How can this be? We are now counting Saturdays as instructional days! Does this help our students? No - they do not take classes that meet Monday/Wednesday/Saturday, they take classes that meet Monday/Wednesday/Friday. The result? Less instruction time. Would the tax payers approve? I don't think so. Does the board think this is good? I guess it is if the faculty helped elect them. The faculty will now have more days off starting next year. I do not approve. [view](#)
14. Second, we are trying to supply high quality college-level courses for our students to transfer, and provide basic skills courses (under the title of the basic skills initiative) in order to get under qualified students prepared to take our actual college level courses. These should be the top priorities for our tax dollars. At a recent board meeting, the monetary discussions did not center around these topics, but instead (1) should we build a new football stadium at Saddleback College, and (2) can we build a pool at IVC. The first should once be tackled (pun intended) once we have taken care of our academic students to the best of our ability, and the second came across as a request from a board member who wanted a more convenient location to do daily swimming, nothing related to the benefit of our student population at all. In this sense, I feel board members push projects that benefit them personally, and not the students and taxpayers as a whole.
15. Overall the district does not seem to prioritize student success. [view](#)
16. Clear improvement over prior years, especially cooperation and collegiality among their fellow board members. [view](#)
17. I am not aware our district has a Code of Ethics. [view](#)
18. Our current Board of Trustees has been a very effective and respectful board. [view](#)
19. Presidents do not support Board and Chancellor decisions. This causes lost time and effort to achieve district wide goals especially for ATEP. [view](#)
20. I was embarrassed to have Marcia Milchiker as one of our leaders when she spoke at the recent memorial service for Rich McCullough. It was not the place to mention her plans for reelection. [view](#)
21. In the last year or so there has been a noticeable improvement in the tone of the meetings and the interactions between board members. [view](#)
22. I'm disappointed with the decision to cut back on the summer schedule when the funds seem to be available. [view](#)
23. Board members are alarmingly unaware of the behavior of key administrators, especially college president, that set an oppressive, toxic, and chaotic tone at the college. President and his staff are unprepared for administration of a major college. Incompetencies of the CEO are directly reflective of the board's disregard for the students and employees. [view](#)
24. The health of the district is based on the wealth of our property taxes, not all the credit is the BOT's. Its the community. [view](#)
25. I have seen too many things Board approved after the work has been done (stipends). This makes me wonder if the Board is kept well-informed by the Colleges/District. [view](#)
26. There seems to be an improvement in the over all collegiality between the board, college and faculty. Hope this continues to progress. [view](#)
27. Much improvement! [view](#)

The BOT has come along way in the past couple of years they have moved from a hostile

- 28. environment to one of mutual respect. [view](#)
- 29. I would like to see the board reach out to faculty and staff. [view](#)
- 30. Things have improved, but there is still the feeling that some members of the board interfere too much with college business. Everyone is still afraid of what Nancy Padberg will think. And there is the strong impression that the board's conservative views do not jive with that of the college's employees and students, and therefore interferes with change such as the prayer issue, the name of the Saddleback College library, the mascot, and other such issues that are quite easily handled at other colleges. Board members need to remember that our community is changing, and that college students want change -- this is the norm for all college students. We are so backwards compared to any other college I can think of. [view](#)
- 31. It is difficult to answer several of the above questions, as they relate to Board activities of discussions that are not easily evaluated by an observer [view](#)
- 32. The Board needs to pay much better and serious attention to the bad conduct and vindictive retaliatory immature behavior of certain administrators at IVC. Why are they and perhaps Roquemore himself asleep at the wheel on this. Removing Mathur was only a start, more work is needed. [view](#)
- 33. I am an associate and not at SOCCCD regularly so am unable to accurately answer these questions [view](#)
- 34. The Board of Trustees frequently spend extra time in closed session and Board Meetings are late in starting. [view](#)



Survey Results -- Details

[Results Overview](#)

SOCccd Board of Trustees Evaluation 2012

Respondents: 263

Status: Closed

Launched Date: 03/05/2012

Closed Date: 04/10/2012

13. Please provide any additional comments you have related to the Board Goals.

Full Response

1. Fiscal long range needs need to be addressed to meet the increasing demands of buildings and programs. [view](#)
2. Same as previous set of questions. [view](#)
3. Until the issues at IVC are dealt with properly, there will be civility issues. [view](#)
4. In #s 9, 11 and 12 I answered Neutral because I think some of that success remains to be seen or because I have no way of evaluating this and the option of NA was not provided in this part of the survey. Clearly this survey is a good step in the direction of self-assessment. [view](#)
5. improved over past practices [view](#)
6. Closer attention to long term effects of CBAs needs to be paid in order to not cripple the institutions for years to come. [view](#)
7. The board should implement a mentorship program for new faculty (developing syllabi, course outlines, tests, etc.)
The board should implement a mentorship program for department chairs (developing effective SLOs, PSLOs, department meetings, evaluating part-time faculty, etc.)
The board should support mentorship workshops during inservice. [view](#)
8. The Board is working to improve in a variety of ways, the set of goals being the current means for accomplishing this. [view](#)
9. Unless I have overlooked an item, I don't find the Board has communicated to staff about its goals. [view](#)
10. Presidents do not always go through the Chancellor in a coordinated effort to represent the District well. [view](#)
11. Isn't there a better way to hold the closed session part of the meeting? I often hear people who want to attend the open session portion complain they are left waiting around for the Board to appear. Start closed session earlier or reconvene after open session if you need more time. It is the courteous thing to do. [view](#)
12. Selection of Classified Employee of the Year was not handled well this year. [view](#)
13. Haven't seen enough meetings to be fair in evaluation but have heard a lot about student success. [view](#)
14. President Burnett does not respond to Classified staff in a positive manner. He is oftentimes demeaning and does not respect the classified staff as professional on campus. [view](#)
15. The rules are created and seem to uphold the high pay positions not always the positions that assist students with success. Most of the managers/administrators got their jobs of who they know, not what they know. [view](#)
16. A couple of these I did not feel I had enough information to adequately evaluate but that was not a choice. [view](#)

16. Board members, and the Board as a whole, has improved its behavior and intentions, but still has a way to go

[view](#)

17. Need to pay attention to the 'just under the surface potentially explosive' unhappiness at IVC. Some of Glenn's subordinates are weak, immature and are causing many problems. 'Safe Harbor' at IVC is a joke. Retaliation is the order of the day by some of Glenn's subordinates. Glenn either allows it to happen or worse is unaware, I am not certain which is which. We have problems and people tired of it not being acknowledged and dealt with. There is little leadership, in fact in general no leadership from him. He just walks around and talks about processes (a joke), transparency (a joke), and safe harbor (the biggest joke).

[view](#)