



# SOCCCD BOARD OF TRUSTEES EVALUATION REPORT 2016



\*All Employees Responses

1. Please select the place(s) where you work.

Answer	Response	%
Saddleback College	134	61%
Irvine Valley College	64	29%
District Services	25	11%

Statistic	Value
Min Value	1
Max Value	3
Total Responses	221

2. How long have you worked in the district?

Answer	Response	%
Less than 1 year	27	12%
1-2 years	21	10%
3-5 years	33	15%
6-10 years	45	20%
11-19 years	58	26%
20 or more years	37	17%
Total	221	100%

Statistic	Value
Min Value	1
Max Value	6
Mean	3.89
Variance	2.56
Standard Deviation	1.60
Total Responses	221

3. What is your employee type?

Answer	Response	%
Administrator/Manager	54	24%
Faculty	95	43%
Classified Staff	72	33%
Total	221	100%

Statistic	Value
Min Value	1
Max Value	3
Mean	2.08
Variance	0.57
Standard Deviation	0.75
Total Responses	221

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

Answer	Response	%
Full-time	158	71%
Part-time	63	29%
Total	221	100%

Statistic	Value
Min Value	1
Max Value	2
Mean	1.29
Variance	0.20
Standard Deviation	0.45
Total Responses	221

5. Over the past year, please indicate where you have received or accessed information on SOCCCD's Board of Trustees. (Please check all that apply.)

Answer	Response	%
SOCCCD website	136	62%
College website	65	29%
Emails from District Services: Board highlights and other press releases	183	83%
Newspaper	4	2%
Other websites	9	4%
Other, please specify	19	9%

Other, please specify
Trustee Meetings
Work tasks
meetings
Meetings
MySite
Personal contacts at events
Dissent The Blog
Chancellor
Meetings
Cox cable
I don't look up anything
agenda items
Attend board meetings
Personal experience
attend the meetings
heresay
Events
campus meetings

Statistic	Value
Min Value	1
Max Value	6
Total Responses	221

6. Over the past year, how many Board of Trustees meetings have you attended?

Answer	Response	%
None	103	47%
1-3 meetings	86	39%
4-6 meetings	15	7%
7-9 meetings	2	1%
10 or more meetings	15	7%
Total	221	100%

Statistic	Value
Min Value	1
Max Value	5
Mean	1.82
Variance	1.16
Standard Deviation	1.07
Total Responses	221

7. Over the past year, how many Board of Trustees meetings have you watched on television and/or watched via a meeting video posted on the SOCCCD website?

Answer	Response	%
None	142	64%
1-3 meetings	58	26%
4-6 meetings	12	5%
7-9 meetings	4	2%
10 or more meetings	5	2%
Total	221	100%

Statistic	Value
Min Value	1
Max Value	5
Mean	1.52
Variance	0.74
Standard Deviation	0.86
Total Responses	221

8. The Board understands its policy role and differentiates its role from those of the Chancellor, District Services, and college employees.

Answer	Response	%
Strongly Agree	25	11%
Agree	88	40%
Neutral	89	40%
Disagree	18	8%
Strongly Disagree	1	0%
Total	221	100%

Statistic	Value
Min Value	1
Max Value	5
Mean	3.53
Variance	0.67
Standard Deviation	0.82
Total Responses	221

9. The Board's policies are regularly reviewed and are up-to-date. They effectively guide District Services and college operations.

Answer	Response	%
Strongly Agree	19	9%
Agree	83	38%
Neutral	86	39%
Disagree	29	13%
Strongly Disagree	4	2%
Total	221	100%

Statistic	Value
Min Value	1
Max Value	5
Mean	3.38
Variance	0.78
Standard Deviation	0.88
Total Responses	221

10. The Board clearly delegates authority to and supports the Chancellor.

Answer	Response	%
Strongly Agree	32	14%
Agree	84	38%
Neutral	99	45%
Disagree	4	2%
Strongly Disagree	2	1%
Total	221	100%

Statistic	Value
Min Value	1
Max Value	5
Mean	3.63
Variance	0.62
Standard Deviation	0.78
Total Responses	221

11. The Board sets clear expectations for and effectively evaluates the Chancellor.

Answer	Response	%
Strongly Agree	22	10%
Agree	58	26%
Neutral	105	48%
Disagree	21	10%
Strongly Disagree	15	7%
Total	221	100%

Statistic	Value
Min Value	1
Max Value	5
Mean	3.23
Variance	0.98
Standard Deviation	0.99
Total Responses	221

12. Board members represent the interests and needs of the communities served by the district.

Answer	Response	%
Strongly Agree	27	12%
Agree	69	31%
Neutral	89	40%
Disagree	27	12%
Strongly Disagree	9	4%
Total	221	100%

Statistic	Value
Min Value	1
Max Value	5
Mean	3.35
Variance	0.97
Standard Deviation	0.98
Total Responses	221

13. The Board advocates on behalf of the district to local, state, and federal governments.

Answer	Response	%
Strongly Agree	28	13%
Agree	84	38%
Neutral	91	41%
Disagree	15	7%
Strongly Disagree	3	1%
Total	221	100%

Statistic	Value
Min Value	1
Max Value	5
Mean	3.54
Variance	0.72
Standard Deviation	0.85
Total Responses	221

14. The Board assures that there is an effective planning process and is appropriately involved in the process.

Answer	Response	%
Strongly Agree	22	10%
Agree	71	32%
Neutral	90	41%
Disagree	28	13%
Strongly Disagree	10	5%
Total	221	100%

Statistic	Value
Min Value	1
Max Value	5
Mean	3.30
Variance	0.94
Standard Deviation	0.97
Total Responses	221



15. Board members are knowledgeable about the district’s educational programs and services.

Answer	Response	%
Strongly Agree	21	10%
Agree	81	37%
Neutral	81	37%
Disagree	27	12%
Strongly Disagree	11	5%
Total	221	100%

Statistic	Value
Min Value	1
Max Value	5
Mean	3.33
Variance	0.96
Standard Deviation	0.98
Total Responses	221

16. Board members understand the budget and fiscal status of the district.

Answer	Response	%
Strongly Agree	25	11%
Agree	89	40%
Neutral	81	37%
Disagree	18	8%
Strongly Disagree	8	4%
Total	221	100%

Statistic	Value
Min Value	1
Max Value	5
Mean	3.48
Variance	0.86
Standard Deviation	0.93
Total Responses	221

17. Board decisions assure the fiscal stability and health of the district.

Answer	Response	%
Strongly Agree	36	16%
Agree	70	32%
Neutral	77	35%
Disagree	30	14%
Strongly Disagree	8	4%
Total	221	100%

Statistic	Value
Min Value	1
Max Value	5
Mean	3.43
Variance	1.06
Standard Deviation	1.03
Total Responses	221

18. The Board effectively monitors implementation of institutional plans.

Answer	Response	%
Strongly Agree	14	6%
Agree	67	30%
Neutral	96	43%
Disagree	34	15%
Strongly Disagree	10	5%
Total	221	100%

Statistic	Value
Min Value	1
Max Value	5
Mean	3.19
Variance	0.86
Standard Deviation	0.93
Total Responses	221

19. The Board respects faculty, staff, and student participation in college and District Services decision making.

Answer	Response	%
Strongly Agree	24	11%
Agree	83	38%
Neutral	76	34%
Disagree	24	11%
Strongly Disagree	14	6%
Total	221	100%

Statistic	Value
Min Value	1
Max Value	5
Mean	3.36
Variance	1.05
Standard Deviation	1.02
Total Responses	221

20. Trustees refrain from attempting to manage or direct work or activities of District Services and college employees.

Answer	Response	%
Strongly Agree	20	9%
Agree	82	37%
Neutral	94	43%
Disagree	20	9%
Strongly Disagree	5	2%
Total	221	100%

Statistic	Value
Min Value	1
Max Value	5
Mean	3.42
Variance	0.74
Standard Deviation	0.86
Total Responses	221

21. Trustee behavior sets a positive tone for the district.

Answer	Response	%
Strongly Agree	40	18%
Agree	84	38%
Neutral	80	36%
Disagree	9	4%
Strongly Disagree	8	4%
Total	221	100%

Statistic	Value
Min Value	1
Max Value	5
Mean	3.63
Variance	0.90
Standard Deviation	0.95
Total Responses	221

22. The Board regularly reviews and adheres to its code of ethics and standards of practice.

Answer	Response	%
Strongly Agree	28	13%
Agree	79	36%
Neutral	102	46%
Disagree	7	3%
Strongly Disagree	5	2%
Total	221	100%

Statistic	Value
Min Value	1
Max Value	5
Mean	3.53
Variance	0.70
Standard Deviation	0.84
Total Responses	221

23. Board members maintain confidentiality of privileged information.

Answer	Response	%
Strongly Agree	27	12%
Agree	76	34%
Neutral	104	47%
Disagree	10	5%
Strongly Disagree	4	2%
Total	221	100%

Statistic	Value
Min Value	1
Max Value	5
Mean	3.51
Variance	0.70
Standard Deviation	0.83
Total Responses	221

24. Board meeting agendas include sufficient information; the topics reflect Board responsibilities and tasks.

Answer	Response	%
Strongly Agree	29	13%
Agree	107	48%
Neutral	66	30%
Disagree	13	6%
Strongly Disagree	6	3%
Total	221	100%

Statistic	Value
Min Value	1
Max Value	5
Mean	3.63
Variance	0.78
Standard Deviation	0.88
Total Responses	221

25. Board meetings are conducted in an orderly, respectful manner; sufficient time is provided to explore and resolve key issues.

Answer	Response	%
Strongly Agree	37	17%
Agree	89	40%
Neutral	79	36%
Disagree	12	5%
Strongly Disagree	4	2%
Total	221	100%

Statistic	Value
Min Value	1
Max Value	5
Mean	3.65
Variance	0.78
Standard Deviation	0.89
Total Responses	221

26. The Board evaluation process helps the Board enhance its performance.

Answer	Response	%
Strongly Agree	23	10%
Agree	63	29%
Neutral	113	51%
Disagree	15	7%
Strongly Disagree	7	3%
Total	221	100%

Statistic	Value
Min Value	1
Max Value	5
Mean	3.36
Variance	0.77
Standard Deviation	0.88
Total Responses	221

27. Board members engage in professional development that enhances their performance as trustees. New Board members have an orientation to their role.

Answer	Response	%
Strongly Agree	16	7%
Agree	60	27%
Neutral	134	61%
Disagree	8	4%
Strongly Disagree	3	1%
Total	221	100%

Statistic	Value
Min Value	1
Max Value	5
Mean	3.35
Variance	0.53
Standard Deviation	0.73
Total Responses	221

28. What are the strengths and accomplishments of the Board?

Fiscal responsibility

Strengths and accomplishments include the fact that the Board has fortified itself with ways and means to protect its own interests.

The Board should be aware that the majority of faculty, and I believe 100% of, part-time faculty members are extremely grateful and appreciative to the provision of the raises we received in January. The many facility improvements and ongoing programs that bring academic, athletic and other recognition to the district are much appreciated.

They have nice promotion ceremonies.

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N/A

BOT Listening Sessions at the two colleges

N/A

can't think of any.

Board members are aware of the atmosphere and issues surrounding District, SC and IVC. Members are fair and ability to see beyond documents that are presented with highly sensitive/confidential issues.

Support for student success.

I'm relatively new and not aware of any

The Board of Trustees ensures visibility of all College operations.

They understand their role.

No comment

In general, the SOCCCD has been fiscally conservative while cultivating the best community colleges in California.

Without a clear definition of the parameters within the scope of responsibility held by the board, this can't really be responded to. We need transparency on what their role and parameters are.

Listening to college employee's concerns.

Listening sessions

This board seems to work very well together and ensures the District and college's remain fiscally responsible.

Not sure.

First off, I would like to thank you for the new recent opportunities given to classified staff at least here at IVC for professional development. Our President has been very supportive of this and I hope that this continues since it just began. It is a HUGE step in the right direction. Slowly classified staff will start to feel appreciated and valued again.

n/a

My association with the SOCCCD is too recent for me to comment on this question.

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I just don't know of any.

Cordiality and civility.

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n/a

More respectful behavior during public meetings than displayed by previous boards.

Don't know

Understanding the roles and respecting the roles of District, College and Chancellor.

I don't know enough to comment

much more civil than in recent past



I have to apologize for my lack of understanding and experience with the workings of the Board. I am newly hired and have observed/attended too few meetings to make any significant observations or comments.

The Board is always actively involved in ensuring that the college's finances are sound and stable.

Board members read the material provided for meetings and ask appropriate questions. Each of the members is highly involved in the district and college activities and has intimate knowledge of the pulse and culture. They are legislative advocates for our district. They maintain a position that results in fiscal stability regardless of the pressures to over-extend.

No answer

Neutral

Collegiality has improved.

Conducting the business of the District efficiently.

Organized meetings

none

Maintains transparency

The current board of trustees is organized (I'm sure with great assistance from the Chancellor's office), engaged, and dedicated to SOCCCD. The meetings are well run. There is respectful interaction between the trustees and the chancellor.

This is a more united board who listens to the concerns of the faculty, staff and students.

They are more engaged in governmental issues and have the interest of the tax payer in mind.

We are fortunate to have a board that truly understands the needs of the community and works with all of its stakeholders to ensure those needs are met in the best way possible.

fiscal responsibility

Don't know

Don't know

I don't know

No comment.

Fiscal responsibility

Great financial stability, great community standing.

no information

Board should evaluate college performance and decisions on management of funds.

That they have Terri Whit on the board for now. A past employee of the college and serves as someone who knows the student perspective and the reason for a board to serve the students first, not their own agendas.

Collegial commitment to students

I enjoy seeing them at events.

The Board composition is a strength - with folks from education and industry. The Board has done a good job of maintaining the fiscal health of the District. Additionally, the Board members attend College and community events and are viewed as being very supportive of our students and the community.

no opinion

They are kind.

No comment

They celebrate successes of the faculty and staff

The Board seems to be evolving into a more moderate governing body, rather than a conservative and backward-looking governing body.

As a fairly new member of the district, I was impressed by a recent Board meeting held to "listen" to faculty and others. For me, that indicated a tone of mutual respect.

I was thrilled that they were able to negotiate a fair contract with faculty. Although it took a long time, I felt that the Board effectively addressed the needs of Saddleback's employees. The current board is more civil than previous boards and there does not seem to be any personal agendas. Meetings are much more efficiently run.

I don't have time to pay much attention, sorry.

no idea.

The Board appears to have the best interest of the colleges and district in mind as they make decisions.

Not enough first-hand experience to answer this question.

no answer

Sincere about improving things.

Don't know.

The BOT does a good job for the district.

don't much to post

Good at communicating objectives

The board seems strong on understanding many of the educational issues of the schools

N/A

n/a

N/A

The board is good at maintaining civility at all times.

unsure

Fiscal stability

They've come a long way since the Fuentes board.

Dedicated and informed

They are fiscally conservative.

Fiscal responsibility Positive change in the morale of the entire district Much improve planning processes over the past 2 to 3 years

no comment

OK, let's see how confidential this survey really is? In my opinion the BOT's best strength as it pertains to IVC is 'sticking your collective heads in the sand' about the reality of the retaliatory environment at IVC, lead by Glenn Roquemore, Craig Justice and Diane Oaks. You have been more than informed of the problems at IVC caused in large part by the detritus of Mather, you have been informed about the stress, lack of moral, lack of enlightened leadership an vision and his lack of allowing us our 1st amendment rights. Slap-back and retaliation are regular here at IVC especially if the Prez gets his 'fragile thin-skinned little feelings hurt', - no 1st amendment allowed or protections for the faculty certainly not the staff here at IVC. It has become nearly as bad as it was allowed to be by those Boards of the past during the terrible reign of Mathur, its just not quite as mean directly to our faces but that does not mean it is not stressful and health damaging. Rather it is more insulting and condescending, they treat us as if we are stupid and do not see right through them. Them and their stupid phrases such as 'Chain of Authority', its a college not the military, this type of passive threatening verbiage adds to the stress. The PIO used to be enjoyable to work with, no longer, this person has become just another hatchet person, along with retaliatory hatchet-man-in-chief Dr. Justice, for the inability of the President to have an adult level professional vision and adult mature leadership and his obvious super thin-skinned nature. You are also experts in ignoring the District Services Offices clear and unarguable preference for everything Saddleback College to the detriment of the students at IVC. This was better for a while when we had a common problem of Mathur but since then things have been allowed to return to the old manner of district offices relationship to the two colleges.

The board effectively evaluates issues before it.

I believe the Board was instrumental in Saddleback College weathering the economic downturn by being fiscally conservative. The projects on the campus to improve and refresh saddleback College are a huge asset.

No clue. I am adjunct faculty and run my own business, as well, so don't feel that most of what happens in any meeting has any relevance to me. I receive emails from and about the Board, but to be honest, receiving hundreds of emails a day, it's a struggle to keep up on news that's specific to my industry and might be relevant to my students.

Commitment to students, focus on building an environment of learning and empowering staff to take action.

The Board members participate the college activities.

Attending college events

No input.

No Comment

I do not interact with the board

N/A

-Creating policies and delegating authority to the Chancellor. -Supporting the Chancellor - Planning documents

Statistic	Value
Total Responses	221

29. In what areas, if any, might the Board improve?

Consider other options for funding facilities.

The Board may want to consider taking a swig of Remy Martin and take off their shoes. Perhaps their view of District / campus culture will become more "down-to-earth."

A full time faculty member pointed out to some of us who are long-time part-time instructors that even with the incredible advances and generous salary increase we received, the area is so high-cost of living that it is very difficult for faculty to afford to live in the college district on salaries. Already so many achievements have been made; however, understanding the challenges of faculty and how teaching occurs in the classroom could be strengthened. I would suggest Board members visit classes of outstanding faculty members to observe. Being respectful to the actual cogs of the college: adjunct faculty.

N/A

BOT Listening Session for District Services

N/A

Most board members are doing this job for their own benefit. They don't care about the well being of the classified employees and their professional goals. There is no effective way of communication between board members and the classified staff.

A consideration to review delegation of authority given to the Chancellor to ensure that District Administrators are given limited authorization that does not hinder the operation of the college. Inquire in detail into District Administration on project and distribution of project funds are fairly managed/distributed and not based on favoritism.

Hiring more Full-Time Faculty if the opportunity exists.

I'm relatively new and can not comment on this yet

None

1) The use of technology. It seems in this day if a Board member is not current with the use of technology, it clearly cannot make decisions with a mindset for the future. 2) Holding executive leaders of the district accountable for legal settlements made to current and former employees. What ramifications are put into place to prevent such situations from happening again. There seems to be no accountability.

No comment

The Board should not be approving the building of football stadiums. At a cost of over \$40M this reflects poorly on the District, Saddleback and will be an issue during future elections. The District needs to ensure that IVC has the resources/facilities to meet the future demand. IVC's enrollments are flat as students are frustrated with the inability to obtain courses and are going to other community colleges. The Irvine area is only growing and student demand will only increase over time. Portables being constructed on the basketball courts and converted trailers are good temporary solutions, however, over time, additional buildings need to be constructed. The Board needs to closely look at how funding is split between the colleges and to look at student headcount and differentiate between those students taking class off campus vs. on campus to evaluate facilities needs. The Board needs to consider the interrelationship between District Services and Saddleback College. Given that District Services is housed at Saddleback College, District Services may unknowingly be giving more resources / attention to Saddleback vs the other colleges in the district.

The board needs to request transparency from the district and college leaders!

District services. Too often at the college level we feel that we are serving district services versus the other way around.

Allow campuses to grow independently and fund them based upon their enrollment growth.

Keeping a lid on capital construction. Too many time projects start out small only to get expanded, well beyond what should be the norm.

Expediting the contract negotiations process for all - faculty, classified, administration. The Board can serve the community better if they increased the district's budget in ALL areas. The district's reserve is ridiculous and by holding onto such a large amount of money, they are disserving the community. Increasing the budget in ALL areas would GREATLY enhance the overall experience of all students whether it's in the classroom (by hiring more full-time faculty), hiring more support staff to keep facilities clean and inviting, hiring more Student Services support staff to help students in all of their college needs, adding more classes, etc.. Also, the Board needs to fully support ATEP and make it a more viable option for students.

Classified are on the front lines serving students and helping the District get work done every day. We actually make things happen and have a huge impact on the lives we touch. More needs to be done to create career paths for classified. Many of us plan to be a part of the District for our entire career. We need to make sure that those who do, have the training needed to continue to be excellent contributing members as the years go by. Without professional development our students will suffer from classified who become complacent since there is no opportunity for career growth or advancement after only 5.5 years of service. Think about that for a minute. If there are no career pathways and one feels stuck in a “dead-end” job, then why would they go above and beyond? Some would, but I think it’s safe to say that most won’t. Until very recently, classified were not included in Staff Development opportunities. Faculty always have an entire week EACH semester dedicated to development for them, and as you know, only a small percentage of faculty attend these valuable workshops extensively. Faculty also get excused absences throughout the year to attend conferences related to their field. Classified staff only get ONE DAY a year. Recently, classified have been given more opportunities throughout the semester, but there is still a lot of work to be done. I would hate to see this not continue to grow. One opportunity the District has to fix this problem is to give classified opportunities for development so that salary increases can be possible and warranted. The District will lose the best of us if they don’t because the best will know their worth and will leave for a place that gives more growth potential. Potential is the key word here. Besides keeping up with the cost of living here in OC, I DON’T want everyone to get an automatic raise. I DO want those who go above and beyond to get raises throughout their 30+ year District career. I also want career growth opportunities for those interested and qualified to move up to entry level management positions. Recently a colleague of mine, who came highly recommended by their manager and other colleagues, had the opportunity to interview for an interim entry level management position. Before the process could move forward, HR found that this person did not have the management experience that was required (1 yr). This individual came to the District straight out of grad school and since classified are not allowed to officially manage/evaluate student workers or NBUs, this individual did not have the experience needed to even interview for the position. This person has been promoted multiple times, each time to a more responsible position within the District. There should be a way for those who have spent their career at the district to at least have the opportunity to interview for entry level management positions. Their track record in the District should count for something. Classified staff should be able to officially manage student workers and NBUs under the direction of their manager. This would give them management experience so that they can interview for management positions. Another option would be to give mentorship/internship opportunities that would count as experience as management. Yet another option would be to have staff development courses teaching leadership that would count as experience as management. Another opportunity District has would be to give classified staff the opportunity to teach. Currently this isn’t possible except for a few that were grandfathered in or those who take a regular leave (which has to be approved at multiple levels). Classified staff should be given staff development opportunities to work alongside a faculty member to continue their experience in teaching. I know multiple classified staff who have the education and experience to teach, but since they are classified, they cannot do both at the District. They would have to quit their permanent classified job to be given the opportunity to teach even one .5 unit course. If this teaching is not during their normal working hours, they should be allowed to teach if they are qualified. Staff development opportunities could be given to give those who are currently qualified to teach so that they could keep their skills current. That way, when a FT faculty position becomes available, they could apply. Thanks again for the opportunities that have been

given so far. Please continue to work towards providing more opportunities to classified staff. We will pay it forward to the District and our students we serve.

n/a

My association with the SOCCCD is too recent for me to comment on this question.

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Understand the negative impact of district decisions on students.

Developed as a result of the evaluation process.

Come to the colleges

n/a

No comment.

Don't know

More time at the board meeting for people to express and present issues that come up.

I don't know enough to comment

I don't have a suggestion.

I have to apologize for my lack of understanding and experience with the workings of the Board. I am newly hired and have observed/attended too few meetings to make any significant observations or comments.

I do not feel that there are any major areas that need improvement by the Board.

Community Colleges have a culture of lobbying for hidden agendas and ours is no different. Every one of us can improve at being more direct in supporting our agendas and listen with a consciousness toward the possibility that "this story" could be slanted.

No answer

The front and center dirt parking lot for staff and faculty speaks volumes in an affluent community like Orange County. Reach out and research other CCCs that obtained funding and approval to construct buildings and wasted little time let alone years in constructing multiple projects such as one stop student services centers, parking structures, and other campus buildings in a timely manner.

Accountability remains in short supply, specifically with the leadership in district services. IT and Fiscal Services remain barriers to college success.

Greater confidence in the administrative staff and chancellor on fiscal matters.

explore more thoroughly trust among and with classified employees

none

Control overspending by the colleges

None

They would benefit from professional development. Board members should attend training sessions to stay informed about changes in federal regulations and educational trends. They should also become more involved in various community organizations.

Provide clearer guidance to district services. They need to be made aware that they exist solely to support the colleges.

Don't know

Don't know

I don't know

No comment.

none

For many years these climate surveys have addressed the poor performance of the college presidents and the chancellor. The board does not convey sufficient expectations of these individuals and should hold them accountable to improve relationships between the two colleges and District Services. The lack of collaboration and healthy teamwork isn't just going to fix itself and there seems to be consequences for their lack of investment.

NA

Board should evaluate college performance and decisions on management of funds. Also, board should ensure that staff are being allowed in decision making processes at the colleges.

By leading by example ! NO SPECIAL privileges just because they are board members. Enough of front of the line mentality for themselves and family just because they are board members.

Provide better and clearer overall direction for future of district based on real data and more in-depth discussions with colleges and other constituents

None.

None

no opinion

They don't ask faculty and managers how their president is doing.

No comment

I don't have suggestions

The Board needs to ensure that appointed Board Members honor their commitment to not run for the office if they promised they would not run when appointed. The Board needs to have more effective oversight of the slow pace of facilities repair and construction. The Board should consider a Bond to speed the replacement of obsolete facilities, and construction of much needed new facilities. Many of the Board Members seem to understand the operations of the colleges, but some seem to be uninformed. The Board should improve their oversight of the Chancellor's performance and leadership.

I do not have enough information to answer.

The Board tends to move slowly.

The board relies on receiving accurate and useful information from the chancellor regarding the district and the two colleges, but I am not sure that this is indeed the case. Some of the conversation that takes place during board meetings demonstrates that issues and concerns are not being adequately addressed in advance of the meeting so as to lead to the most informed decisions. Infighting and unhealthy competition between the two colleges continues to harm the district, and the chancellor needs to lead in this area. With all our resources, this district and the colleges should be at the forefront of initiatives and innovative programs and projects, but unfortunately we are not due to a lack of vision and support.

I don,t know enough to say. Thank you for asking.

no idea.

Recognize that the distinctiveness of the two colleges is beneficial to the colleges, the district, and the students we serve, so that working to make both colleges fit a single model is detrimental.

Not enough first-hand experience to answer this question.

no answer

Pay more attention to community needs. Leave the golf program and practice range intact. The district is a Basic Aid district and is supported by local taxes. The taxpayers need more than ed courses.

Continue the listening sessions. Maybe hold them regularly every semester.

Ask more questions. Not everything recommended by administrators is a great idea. The minions need a voice in some decisions. Workday is a prime example of that. The failures in the system and the additional work for classified staff is not being addressed.

don't know

a better understanding of the first impressions students, recruits, and visitors get when walking or using campus facilities



Overseeing the Chancellor, who seems checked out sometimes to me. Helping the colleges with strategic planning in terms of budget, and helping the colleges to think through and address their budget challenges. Identifying real building and other physical campus needs at the colleges that will spend Basic Aid funds wisely.

Budget

n/a

More diversity

It often seems that the Board does not sufficiently review the packets prior to meetings, so projects that are deadline-driven must be put on hold for a month because members were confused by information that they would have learned had they studied the packets more thoroughly.

unsure

Review of Chancellor's effectiveness. Being engaged with the employees. Gathering information. Follow-up to reviews and surveys. Sharing information with the community, students, and staff.

The board president (Jemal) treats college employees like we are a bunch of lowlifes who don't work hard. His comments at the faculty breakfast in January reflected that he's been working hard and that we were all so lazy for having a break during the holidays. He's condescending and impatient and extremely conceited (for no apparent reason).

I don't know.

Not sure

District personnel office still is a big obstacle to continuity of effort. Without blaming persons, the office just needs to be much more timely in their responses to adding or replacing personnel.

no comment

Address the issues that people at IVC continue to try to get you to understand. Stop ignoring them, if you cannot or are worse unwilling then step down and get out of the way so we can get a Board that is not afraid of effective management, which is not at all the same as micro-managment. Why do you allow the district to delay reporting these surveys and then when the finally do so, you seem to allow the Chancellor to bury it in minutiae. So? When will the results of this survey be released? In January of 2017 buried in minutiae?

Sometimes seek more input on various issues.

I don't know of any.

See above — not qualified to answer this.

Become advocates for our programs beyond their district boundaries. Attend State Advocacy activities and engage legislators to promote college needs and services.

No.

Enroll in classes and participate as a student to gain insight on the student experience at the colleges.

No input.

No Comment

I do not interact with the board

Being more in touch with the needs of Classified Staff and how they are "walked all over" by the District.

Good as is

Statistic	Value
Total Responses	221

30. What should be Board goals, priorities, and/or tasks for the coming year?

Maintain fiscal accountability.

Purchase a few bottles of Remy Martin, provided the Board does not go over-budget with this action.

Continue with excellent work.

Be focused on respecting the role of adjunct faculty and that adjuncts make up the bulk of the college teaching.

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N/A

Balanced participation in District/College events at both college's

N/A

Recognize the level of discrimination that is present in our colleges. There is no option for growth unless you're white or black or Hispanic.

Review funds assigned to projects. Evaluation relocation of District off-site.

Continue to advance transfer degrees and vocational training.

Goal 1 would be to renew Classified Staff contract

The Board of Trustees runs well at SOCCCD.

Holding the executive leadership accountable including the Chancellor to plan, provide, and guide change. Develop and direct a succession plan. Monitor progress Plan for the future of the district with clear direction of a mission & value statement.

Review HR policies about temporary/Project Specialists. 1/3 of the employees are NBU.

What establishment can run on temporary employees that come and go and lack the proper training and knowledge. And the hiring process is based on 30 minute tests and 3+ interviewers for even Office Assistants! Also, it is common when someone has been substituting in a position and is not hired in that position. I've talked to people that have been substituting for 6 months+ and are not hired because the manager brought someone from the "outside"....

Evaluate the effectiveness of District Services. How was workday approved? How much has workday cost in terms of consultants? Was it wise for the SOCCCD to be a beta project test? Ensure that District Services is not running as a separate entity, rather supporting both colleges equitably and fairly. Ensure that college administrators are supporting the overall goals of the colleges: student success and not administrator's own personal agendas. Administrators should be hired from private industry. A fresh perspective coming from those who have experience with how for-profit entities are run would help the SOCCCD grow further.

Fair and equal treatment of all employees in general. Everyone pays taxes and the interest of all must be equally represented in the district and college environments by the board.

Make sure the software bought for the district operations are actually functioning. The district is spending a lot of money on software that are good for the private sector but are not working in the public sector causing the acquisition of more software to correct these flaws.

Listen

Looking into ways to maintain and grow the campuses based on limited budgets.

Hiring more full-time faculty, hiring more classified staff, and improving the current facilities (not just focus on the new buildings). As new buildings get built, old buildings suffer. Have you ever been in the SM building at Saddleback? Or the Village trailers? Or ever used at bathroom at IVC? There's no reason why the bathrooms shouldn't get a major face lift and have the maintenance staff actually clean the bathrooms, not just empty the trash and pick up. If a complaint against OSHA is ever made, you'll be fined.

-Continue to support staff development of Classified Staff (funding and time off). -Create career growth opportunities within the district for Classified Staff (career ladders to higher positions up to entry level management). -Create and Foster mentor programs for Classified Staff to give experience in higher level positions. -Allow Equivalency on Classified hiring and Classified Management hiring, just like faculty have. -Allow some higher level Classified positions to officially manage student workers and NBUs (sign off on timesheets). Classified Staff work directly with these workers, not managers. They give guidance, training, direction, not managers. This should count as management experience. HR policy doesn't agree. Thanks again for the opportunities that have been given so far. Please continue to work towards providing more opportunities to classified staff. We will pay it forward to the District and our students we serve.

n/a

Possibly pursue a bond measure for facilities and construction projects

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Learn what actually goes on at the student level and how the district impedes on learning.

Fiscal balance across the many competing priorities.

Consider a bond

n/a

No comment.

Don't know

More venues or meetings for classified to express and present problematic issues.

I don't know enough to comment

help to recruit applicants for the open board positions.

I have to apologize for my lack of understanding and experience with the workings of the Board. I am newly hired and have observed/attended too few meetings to make any significant observations or comments.

To continue to ensure sound financial policies are kept in place.

Maintain fiscal stability and accountability. Understand the nuances of enrollments; increases, decreases, impact on both to various planning strategies. Support the Chancellor.

No answer

Build a One Stop Student Services Center in the dirt parking lot with an adjacent multi-level parking structure. Observe all Officially Designated California State Holidays. For Orange County to not observe the Civil Rights Leader and Union Labor Leader, Cesar Chavez Holiday is racist to Mexican-Americans; just like it would be racist to African-Americans to not observe the Civil Rights Leader and Reverend, Martin Luther King Holiday. Most especially in a state and city with streets and college mascot named in Spanish. It remains a tragic ignorance in the ongoing Black & White race issues to ignore and neglect the rights of the actual indigenous peoples of the United States. Think about it... There are ethical and moral reasons that the federal government provides specific benefits for Hispanic Serving Institutions, Tribal Colleges, Native-Hawaiian Serving Institutions, and Alaska-Native Institutions as it also does with Historically Black Colleges & Universities.

Resolve that district services and the Board remember that the colleges' ability to serve students remain at the top of all matrices for decision making.

Greater participation in ACCT and CCCT.

Better understanding of classified employees concerns

no answer

Focus on accreditation

Insure that the accreditation process fairly reflects the health and successes of SOCCCD. Our district tends to "jump the shark" at the start of each accreditation cycle and the amount of negativity, accusations, discontent, etc., goes off the charts. We are a great district and we serve our students well. Let's not tear each other down on paper in the self study.

The board plays a crucial role in governing the district. Working with the chancellor, administration, staff, students and community members, board members represent various professional occupations. Drawing from their experiences and knowledge of the community, they establish a vision for the district, adopt a strategic plan to achieve that vision, seek opportunities to move the district forward and shape the quality of education for our students. maintain reserves; encourage the colleges to eliminate unproductive programs; make ATEP self-supporting; review staffing needs, and encourage the colleges to make the campuses uniformly attractive. (One sees flowers in front of the presidents' offices, but weeds elsewhere.)

Don't know

Don't know

I don't know

No comment.

consider a Bond for facilities construction and renovation

Synchronization, simplification, and standardization of the standards, policies and practices of every department in each college.

Na

Board should evaluate college performance and decisions on management of funds. Also, board should ensure that staff are being allowed in decision making processes at the colleges.

Student success , improving our ability to reach out to new students . Offer more classes hire more teachers and staff. get the staff more involved in decision making issues . Get more Classified staff to participate in decision making meetings not just administrator and faculty input. Classified staff has a large number with hardly any voice.

Develop better and clearer overall direction for future of district based on real data and more in-depth discussions with colleges and other constituents

Continue with keeping the District in a good financial standing.

I believe the Board should assist the Chancellor in areas related to mutual respect and collegial behavior. There doesn't appear to be consequence for unprofessional behavior so a couple bad apples have created and/or promoted so much conflict between the Colleges and District Services that it is almost impossible to get anything done.

no opinion

Ask managers for feedback on their presidents.

No comment

Get the renovation of the SME building approved/funded

Reviewing the funding model for the colleges. Projected enrollments are an artificial metric for funding. Consider a Bond or borrowing to get capital improvement projects done in a timely manner. Other Districts are rapidly improving their infrastructure while we are falling behind. Consider building student housing to maintain enrollments as housing costs escalate and students are unable to live within our district. Carefully review District expenditures for projects such as Workday and ATEP.

I do not have enough information to answer. However, one educational matter stands out to me, so I will just mention it. Recently, the honors students were recognized after giving their presentations, many of which seemed strikingly sophisticated. That very much contrasts with many of the students I teach who are still working to "become" college students. I would like to see such a stark divide bridged--though it may reflect the economic divide in the country.

I'd like the Board to encourage the college to follow a course of environmental sustainability on our campuses ranging from planting more lower-water (xeric) and native plants to perhaps installing solar panels. Some community colleges offer students training in fields such as photovoltaic installation, and I wonder if we could pair up with a company to both train students and install solar panels at our colleges. I think these issues are particularly important to our students.

Make sure that the district/college leadership is adequately serving the community and our students.

I have to trust those who are involved to decide this, thank you.

no idea.

Observe colleges in the area that have floated bond measures for capital projects to compare their facilities with those at SOCCCD, and consider revisiting what the Board believes to be in the best interest and the desires of the SOCCCD voters and community.

Not enough first-hand experience to answer this question.

no answer

Be smart about increasing enrollment. Don't waste money advertising in LA. Advertise south. Review the Chancellor's decision-making and outcomes for the colleges.

Improve the climate between the two colleges and between the colleges and District Services. Present attitudes are modeled from the top and trickle down. I believe this should be the highest priority, even if it means some difficult changes in administration.

don't know

upgrade facilities, specifically the gym, bathrooms, lockers, Life Fitness Center, Varsity Field all these should be state of the art

Please see the box above.

Review ATEP costs.

Stronger encouragement of equal treatment across both campuses - ensure that policies/procedures are applied equally to each campus. As an example, it was recently learned that Saddleback student life has its own credit card; whereas IVC student life does not. As small as this may seem, it is a tangible example of the disparity that the college feels in terms of treatment within the district.

N/A

A focus/push on modernizing systems, documents, etc., as the world seems to be going electronic without the SOCCCD.

unsure

Take a good look at how the District is doing. Get more information on what the administration is doing, not just what the administration is reporting. There is gross ineffectiveness occurring at the top levels which prevents excellence in this District. Ensure that the responsibility the Board is delegating to the Chancellor is put into action.

Take a close look at the administration in district services (particularly HR) and maybe not just rubber stamp contract renewals.

To be in align with the faculty and students in the district

Not sure

Fix the advertising and hiring process so that it is timely and efficient. The Pilot Program is a promising start.

no comment

Address the management of IVC. Nothing will change at IVC until the stress inducing health damaging insulting and condescending conduct of Roquemore, Justice and Oaks is addressed. Address the continued hiring of 'unable to do the job Deans' at IVC. The Arts Dean is yet again unacceptable, unliked and not particularly respected by the faculty in the School of the Arts. My understanding is that he was not the choice of the committee, he was apparently the 'strong-armed choice' of the chair of the committee, since he was one of his 'buds' from OCC. But 'what they hey', corrupted administrative hiring at IVC has been rampant since 1997 with the start of the era of Mathur, now we just have Mathur's detritus. Just because Mather has been gone since 210 does not means it is over of all is well at IVC. One thing Roquemore has proven to be is, incapable of making good administrator hiring decisions. We have told you about this but nothing happens. Why? This is not the first time you are hearing of these issues, so I hold all seven of you culpable.

Involve more students in process to make decisions

Maintain fiscal solvency, support educational developments and be strong in Sacramento.

See above — not qualified to answer this.

Facilities are the weakest link in our Colleges. We have excellent staff and faculty, we need facilities which are more modern and designed for today's education.

Increase students success rate.

To review processes that may be barriers to student success and encourage a more student-centered focus.

No input.

No Comment

no suggestoins

N/A

-Get all purchasing processes properly documented so colleges know what processes to follow

Statistic	Value
Total Responses	221