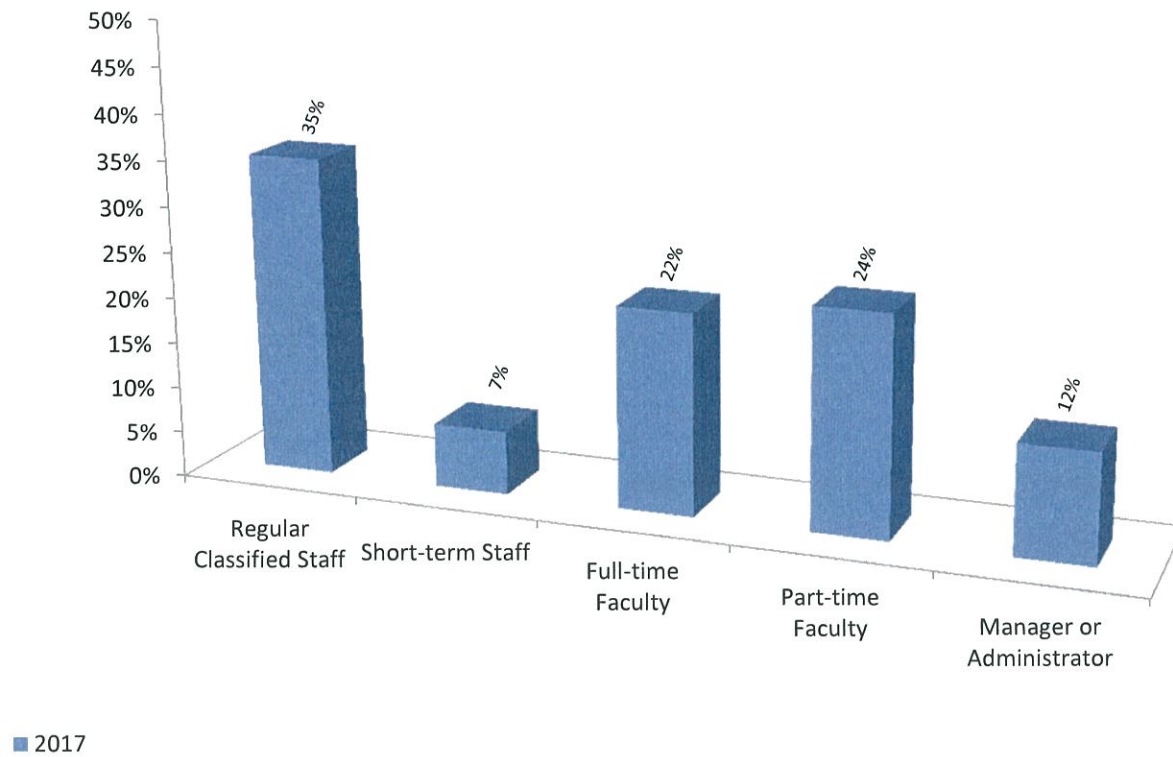


Coast Community College District

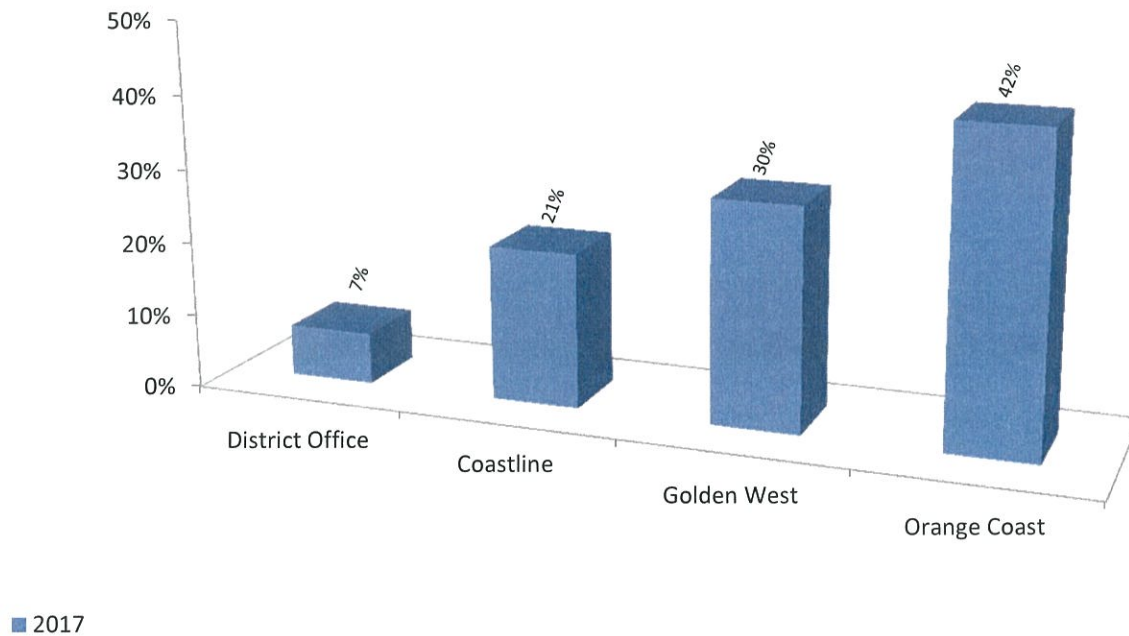
# Survey of District Employees Regarding the Board of Trustees

Fall 2017 (321 responses)

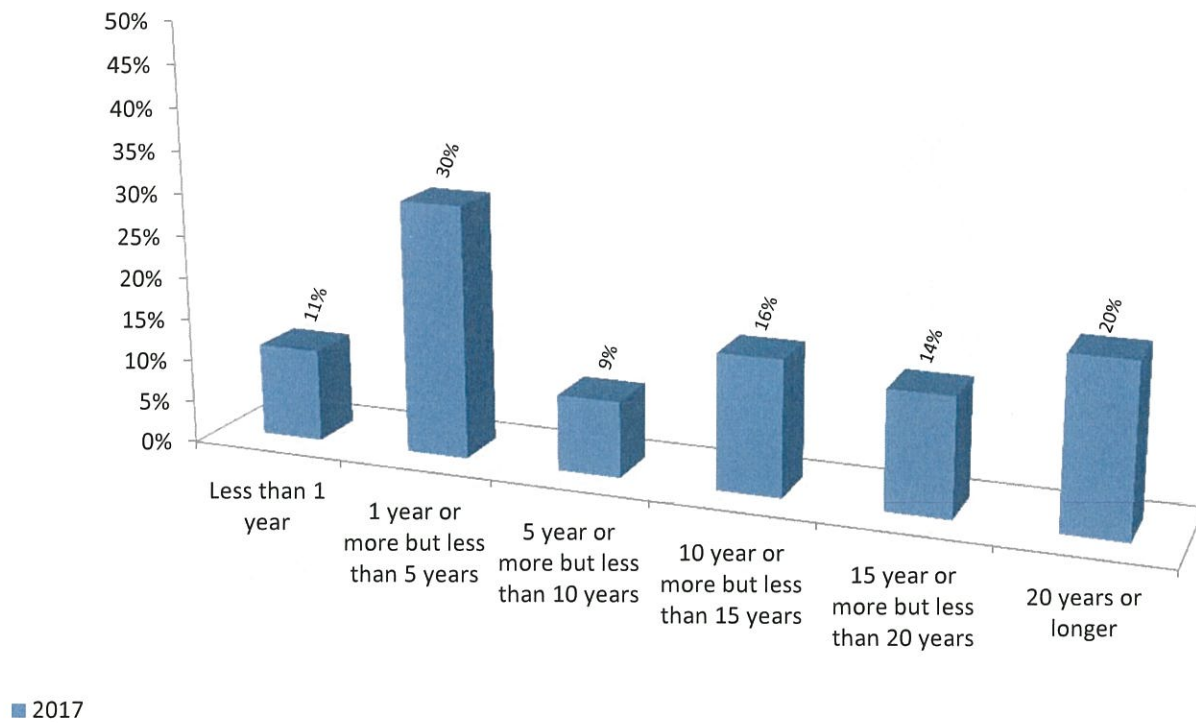
1. Which employee class most closely matches your position?



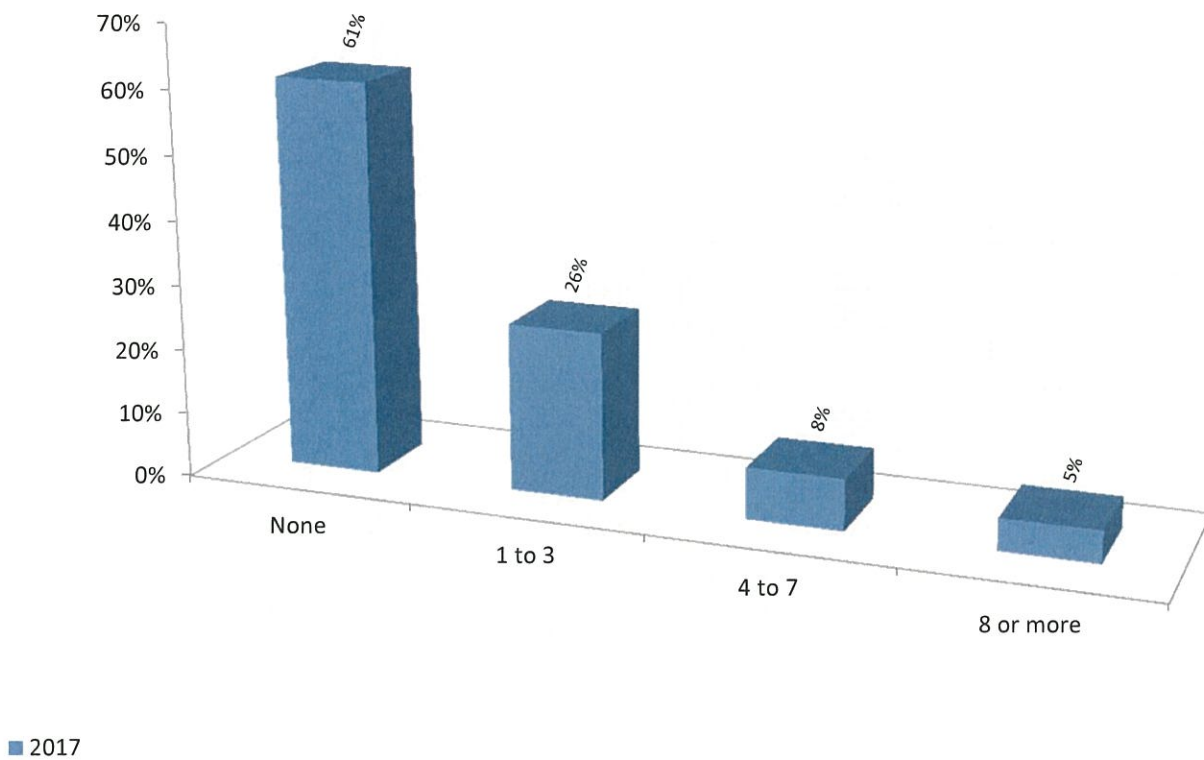
2. Which is your primary work location?



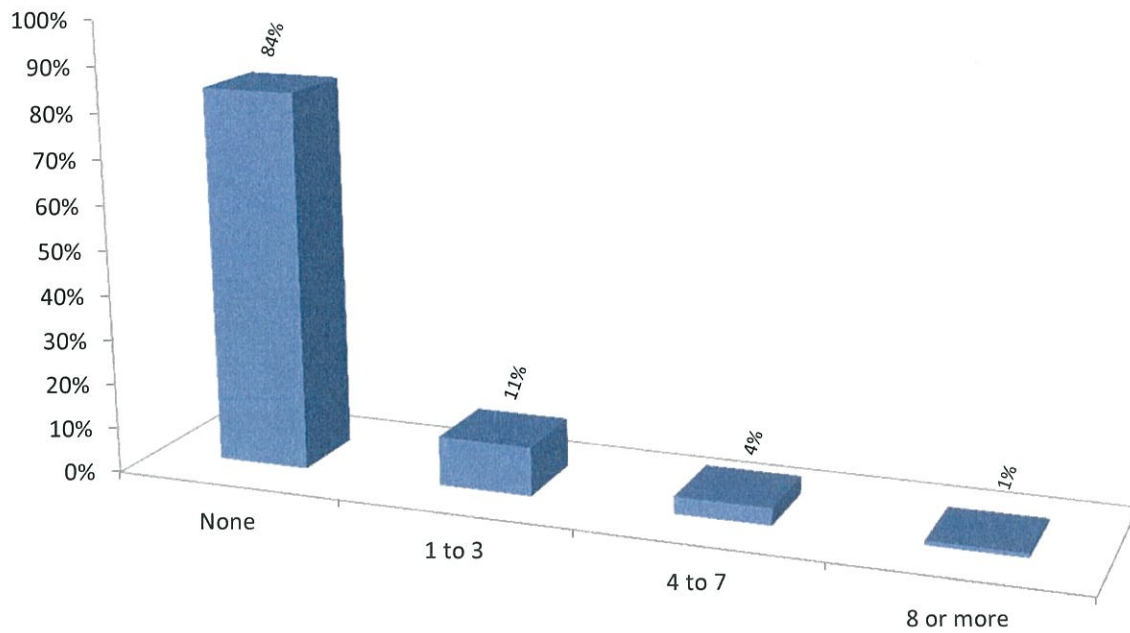
3. How long have you been employed with the district?



4. How many Board of Trustees meetings of the full Board have you attended in the last 12 months?

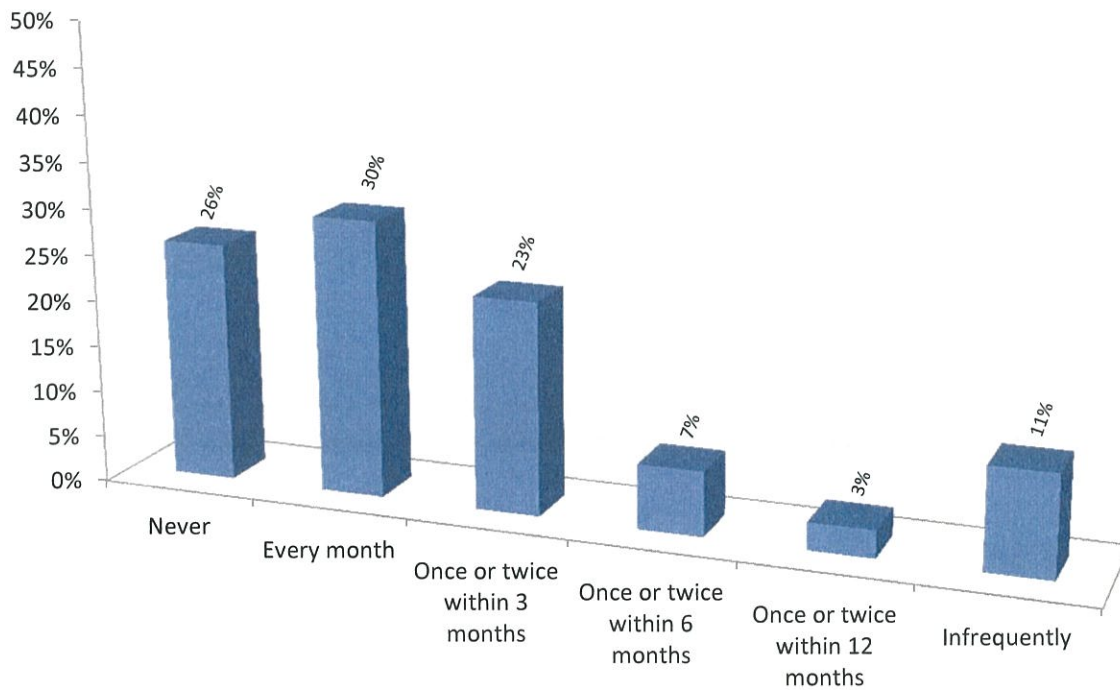


**5. How many Board of Trustees Committee meetings have you attended in the last 12 months?**



■ 2017

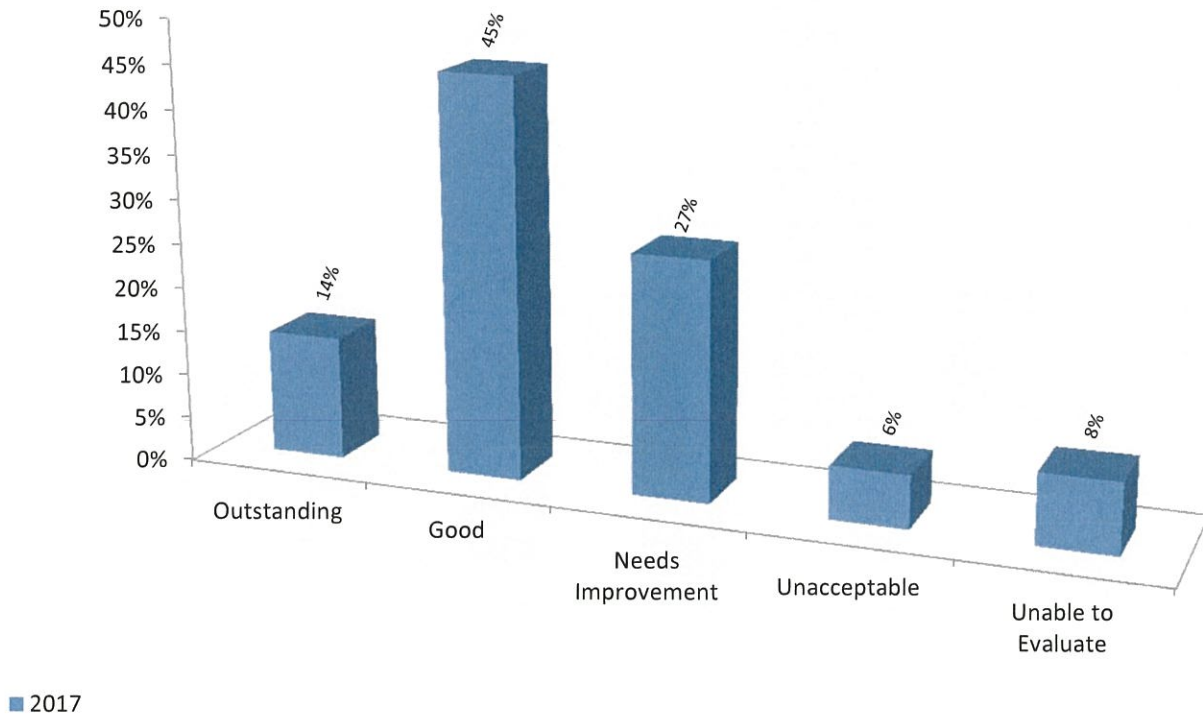
**6. How frequently do you read the agendas for Board of Trustees meetings?**



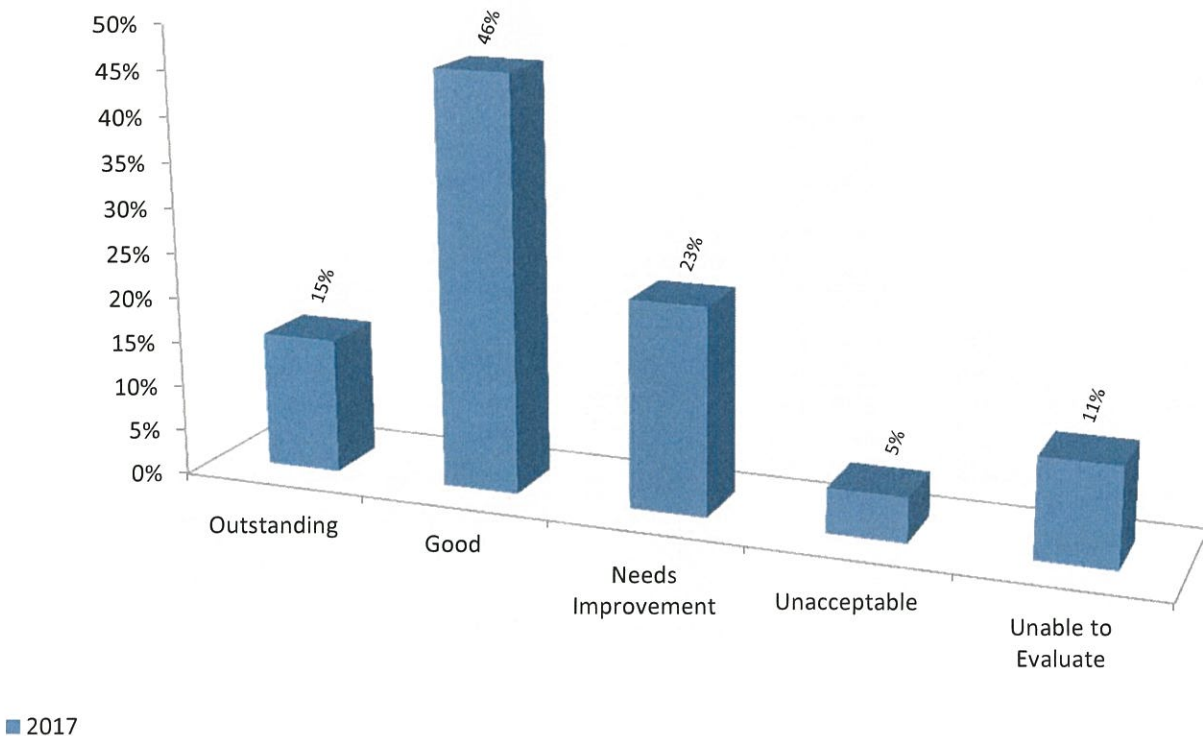
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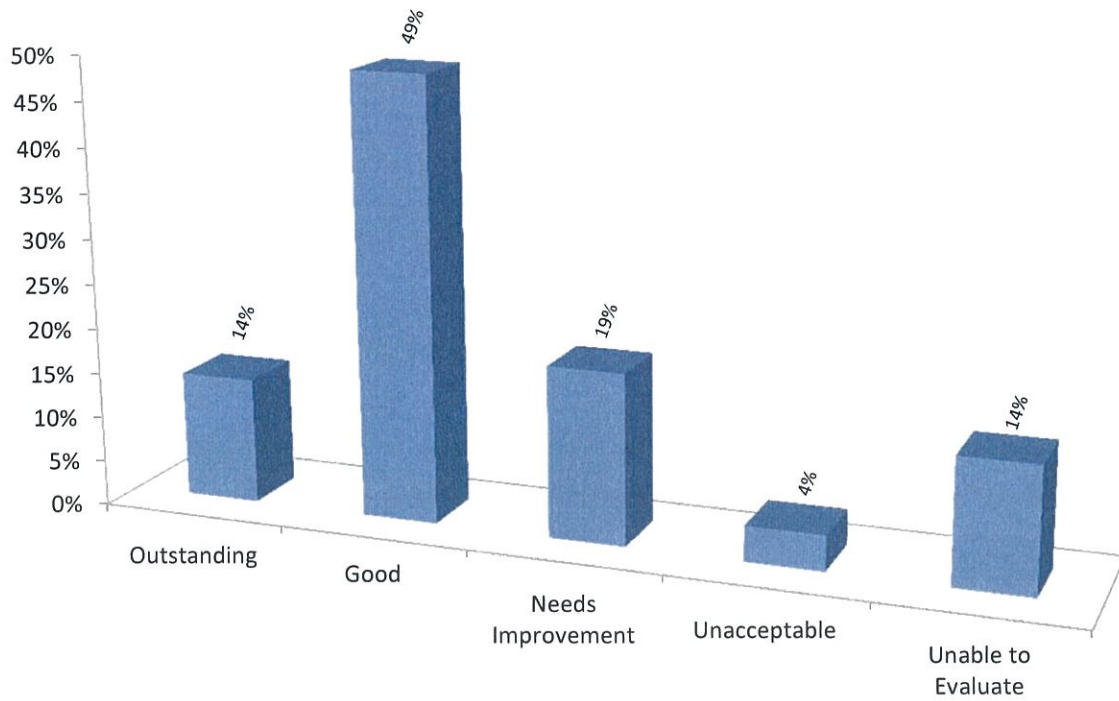
**7. The Board of Trustees, administrators, faculty, staff, and students work together for the good of the institution through established governance structures, processes, and practices.**



**8. The Board of Trustees is an independent policy-making body that reflects the public interest in board activities and decisions.**

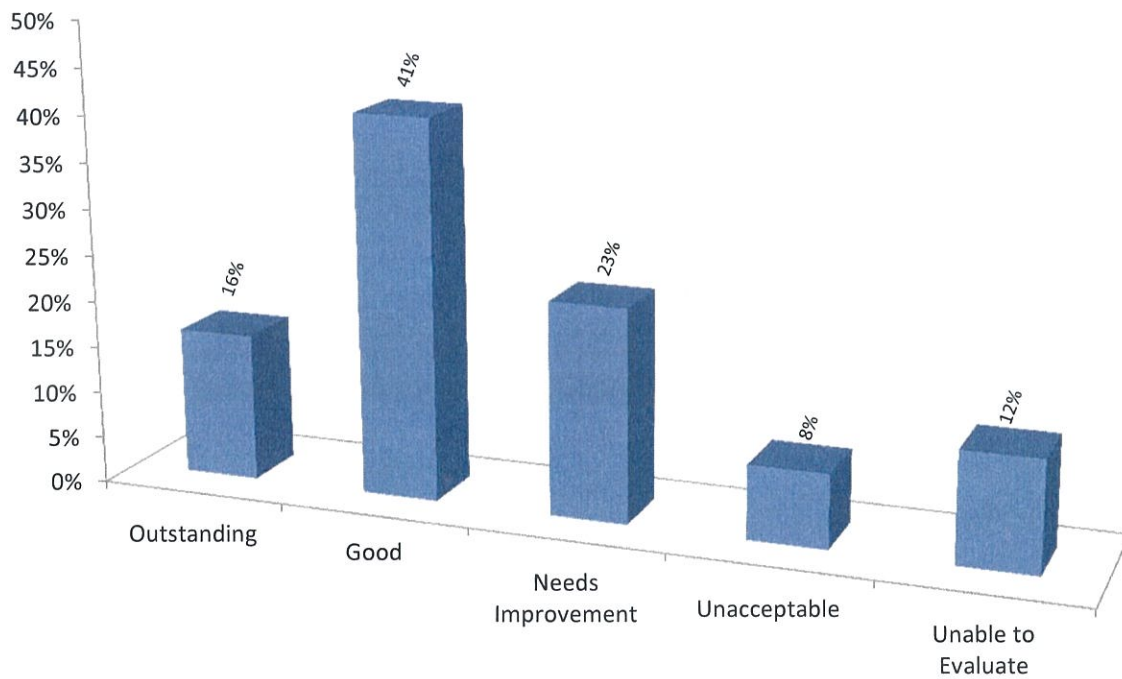


**9. Once the Board of Trustees reaches a decision, it acts as a whole.**



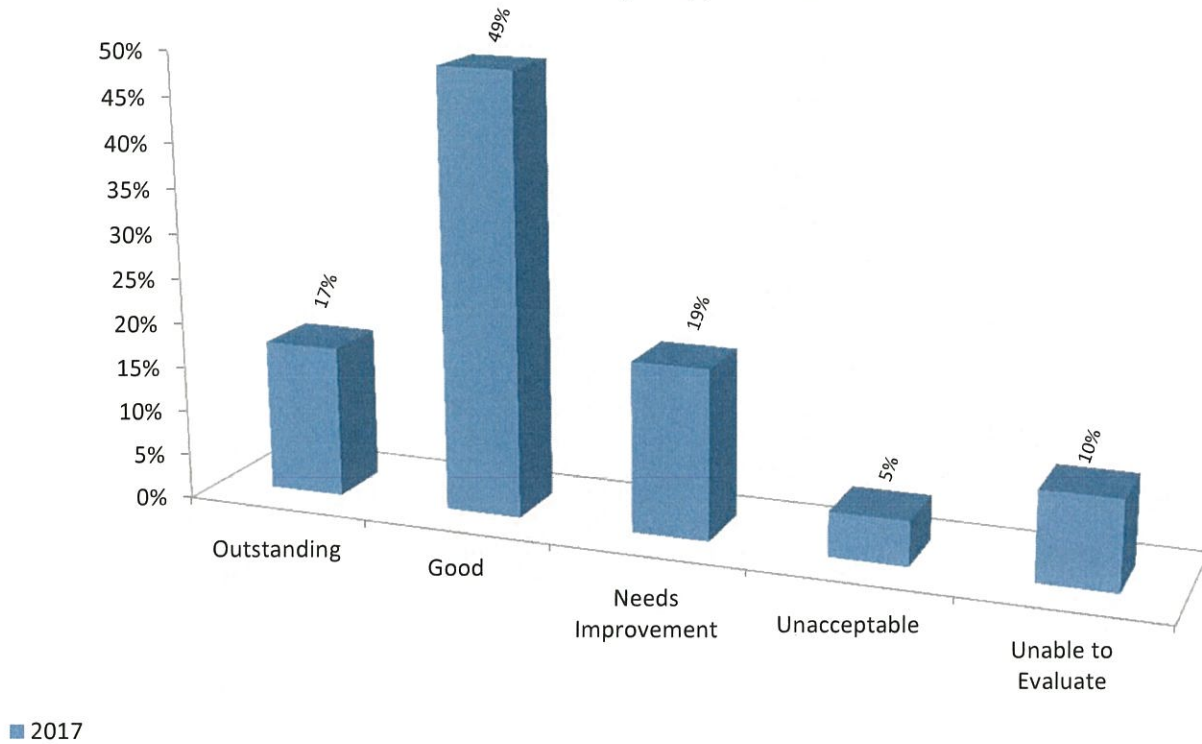
■ 2017

**10. The Board of Trustees advocates for and defends the district as a whole and protects it from undue influence or pressure.**

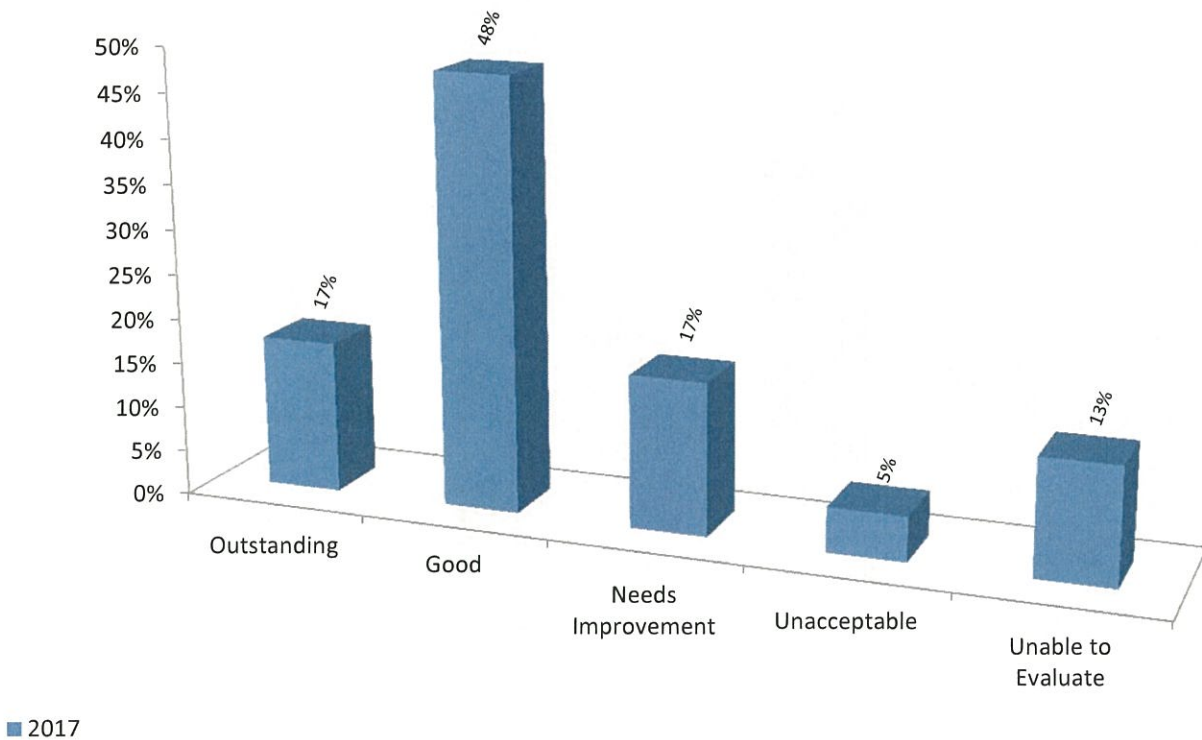


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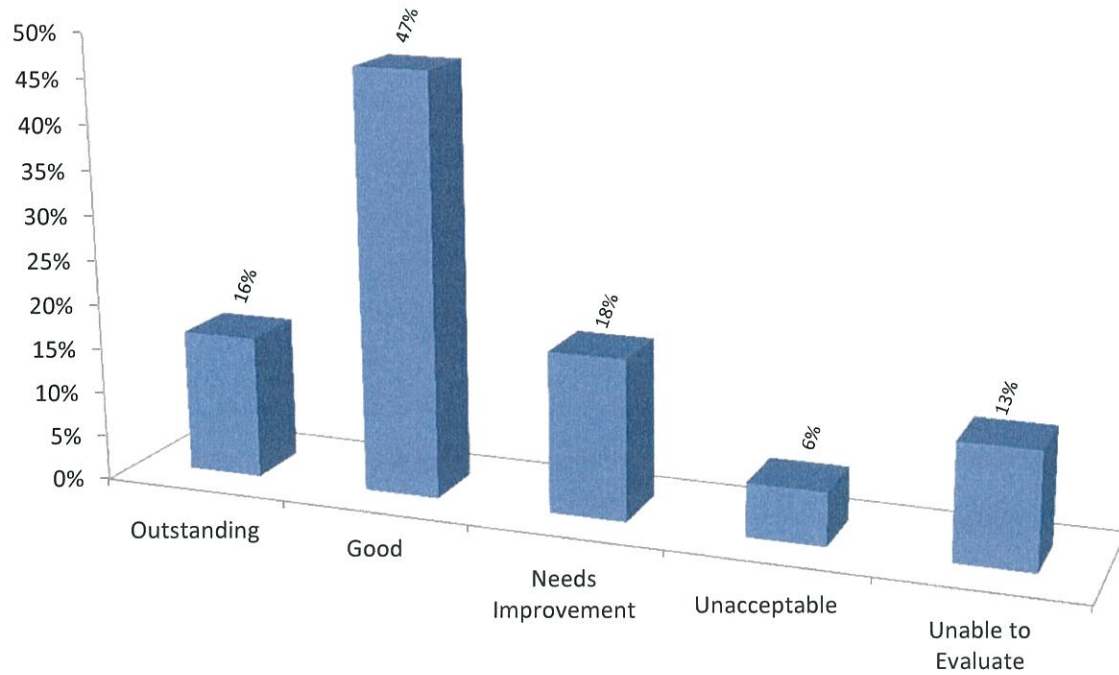
**11. The Board of Trustees establishes policies consistent with the mission statement to ensure the quality, integrity, and improvement of student learning programs and services and the resources necessary to support them.**



**12. The Board of Trustees has the ultimate responsibility for educational quality, legal matters, and financial integrity.**



**13. The Board of Trustees acts in a manner consistent with its policies and bylaws.**



■ 2017

**14. The Board of Trustees regularly evaluates its policies and practices and revises them as necessary.**



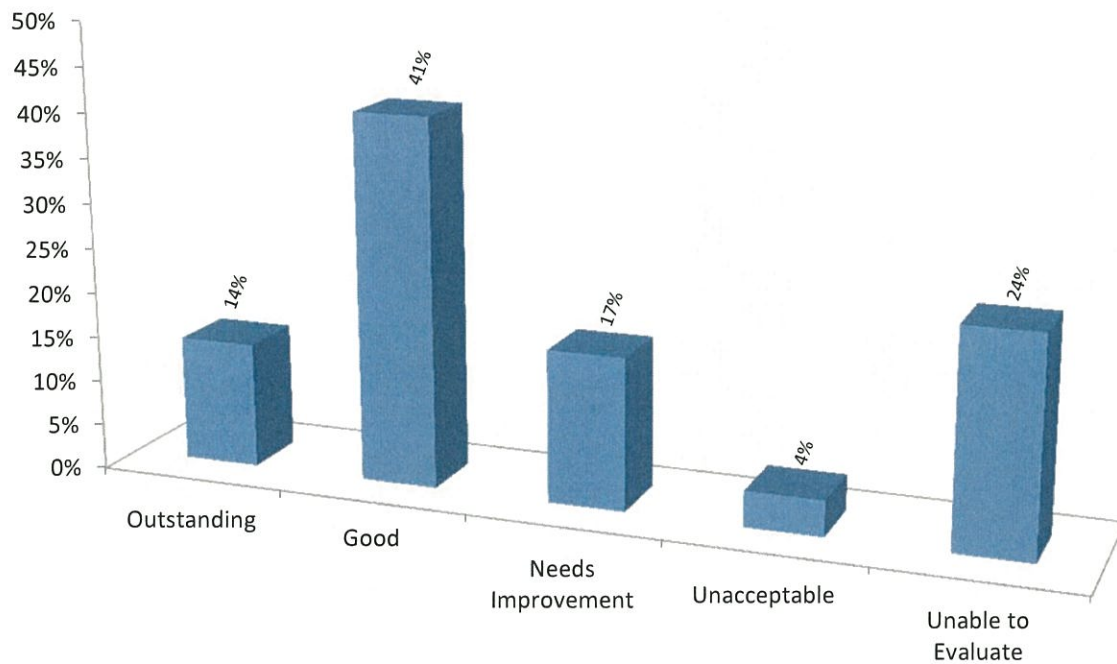
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15. The Board of Trustees has a program for board development and new member orientation. It has a mechanism for providing for continuity of board membership and staggered terms of office.



■ 2017

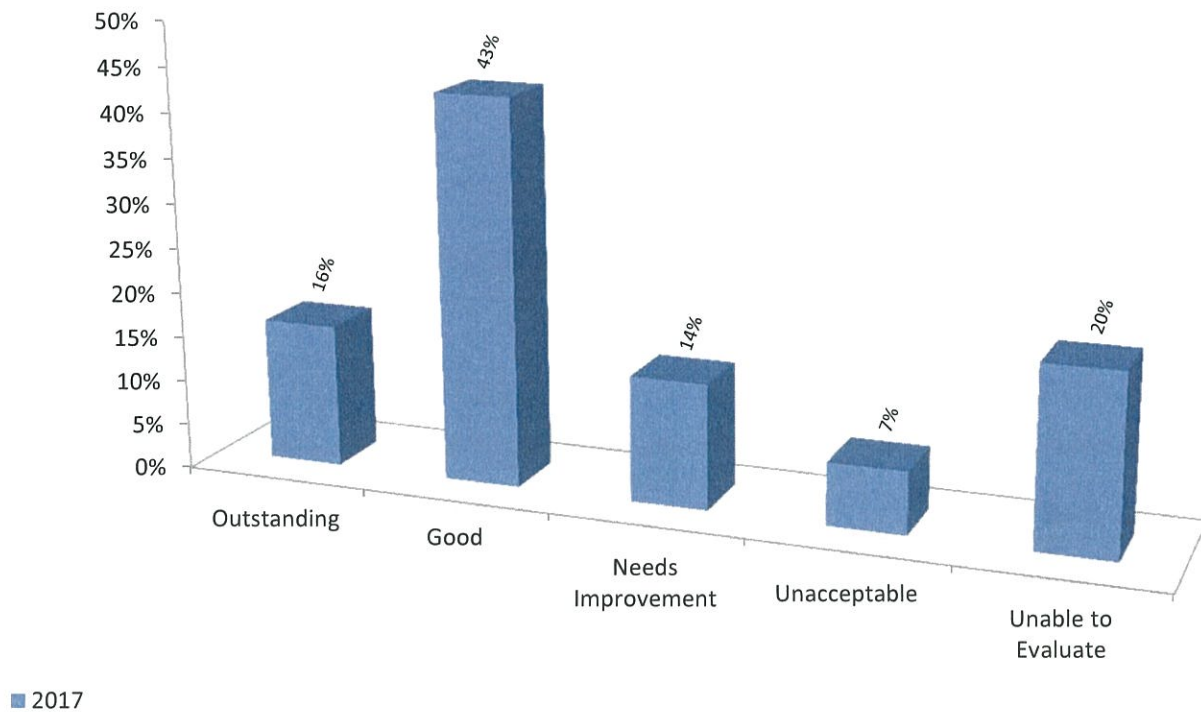
16. The Board of Trustees' self-evaluation processes for assessing board performance are clearly defined, implemented, and published in its policies or bylaws.



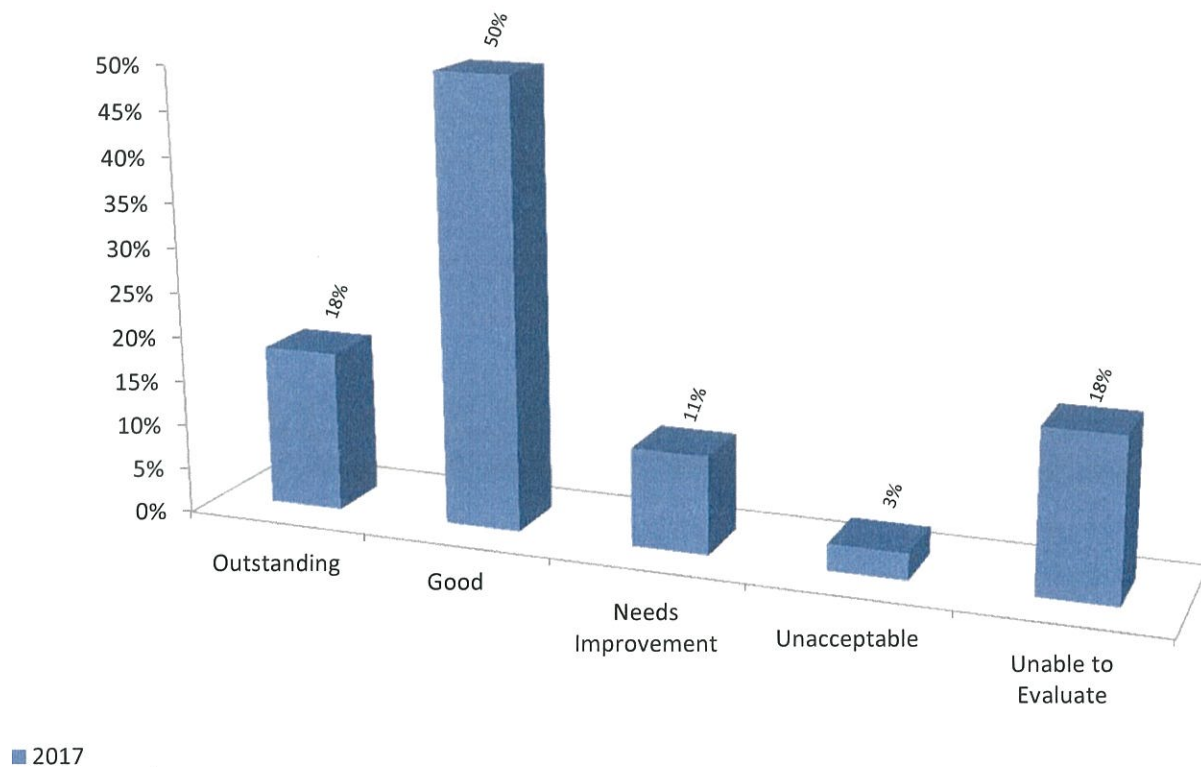
■ 2017



**17. The Board of Trustees has a code of ethics that includes a clearly defined policy for dealing with behavior that violates its codes.**

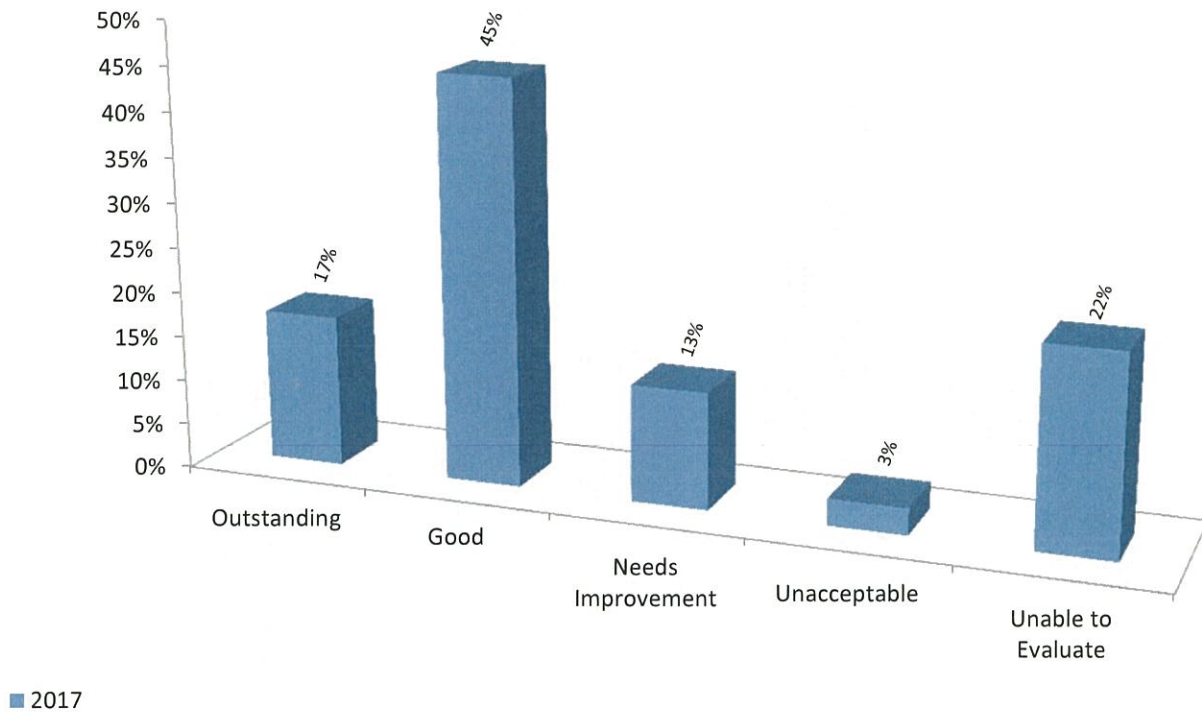


**18. The Board of Trustees is informed about and involved in the accreditation process.**

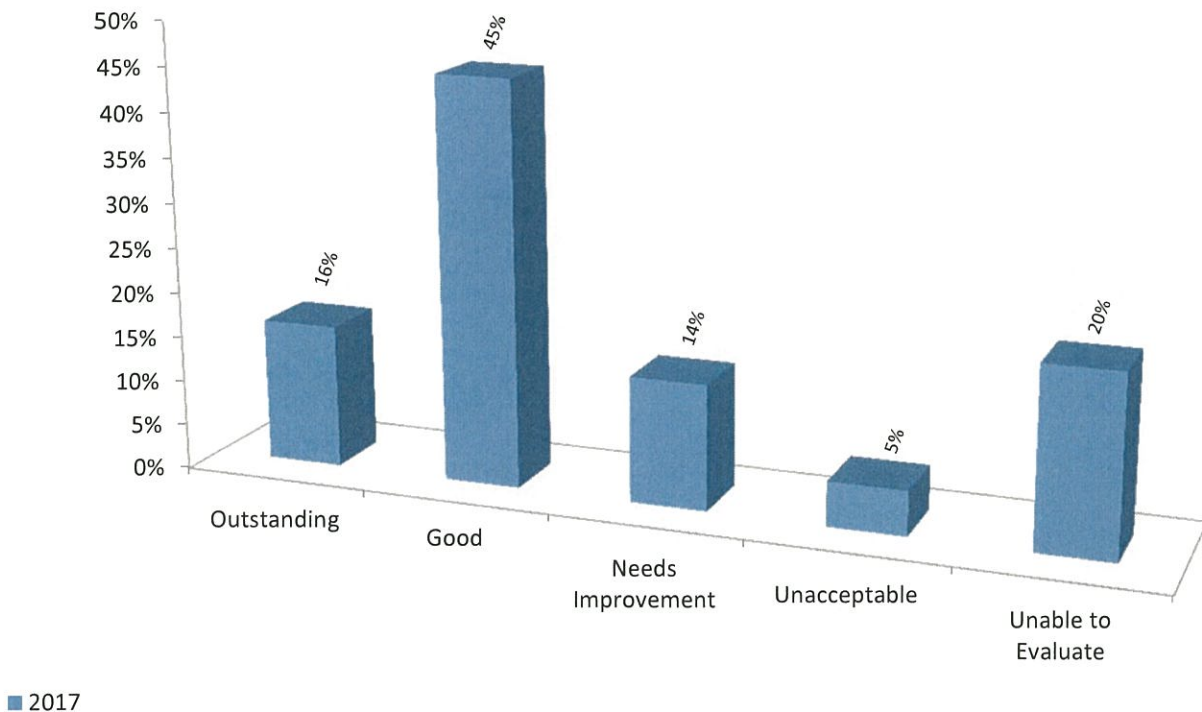




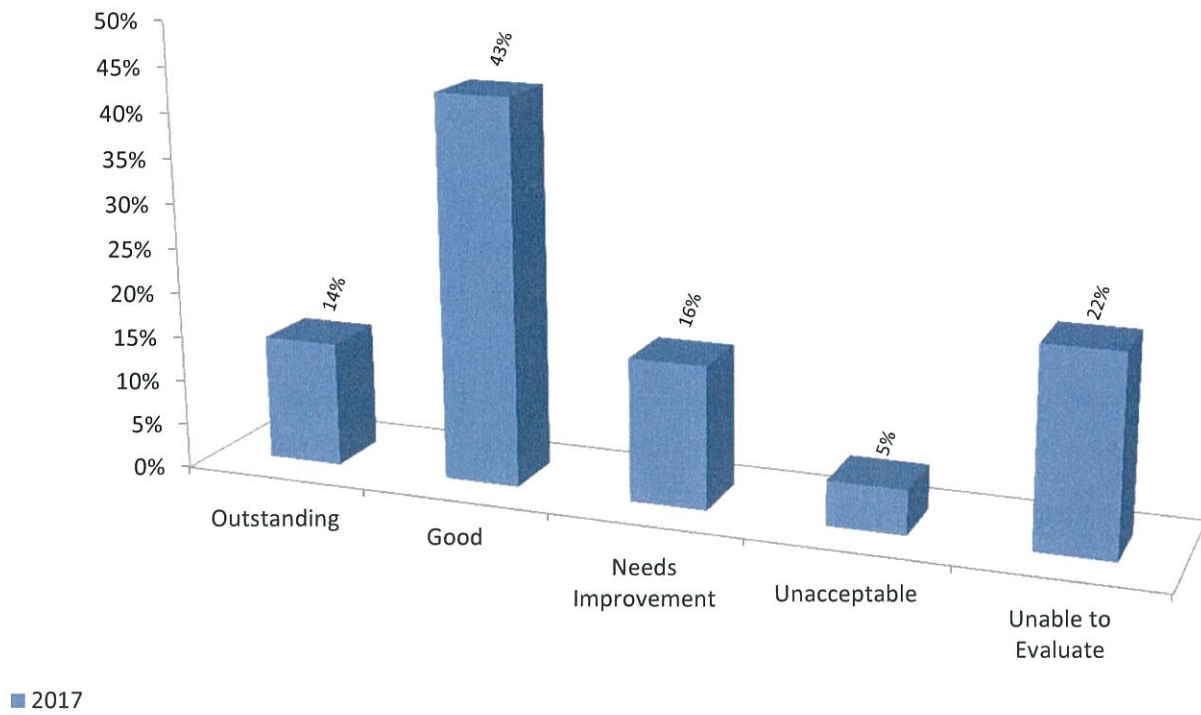
**19. The Board of Trustees adheres to a clearly defined policy for selecting and evaluating the Chancellor.**



**20. The Board of Trustees delegates full responsibility and authority to the Chancellor to implement and administer board policies without board interference, and holds the Chancellor accountable for the operation of the district.**



**21. The Board of Trustees establishes a clearly defined policy for selecting and evaluating the presidents of the colleges.**





## Comments (each bullet represents an individual staff member's response)

Based on legal advice, some comments which pertain to individual District employees have been redacted in order to protect employee privacy. These comments, though, will be considered by the Board, as appropriate, in Closed Session.

7. The Board of Trustees, administrators, faculty, staff, and students work together for the good of the institution through established governance structures, processes, and practices.

- You need a larger board, Having only 5 members puts a gridlock on have a true quorum that will help with passing agendas and not have scenarios where you have 3 board members and always 2 vote differently. A seven member Board of Trustees is highly needed. Too many times the board is hijacked a select group of board members, The Board needs to get along and work together. Too many times they self sabotage themselves , they let their pride and ego get in the way of making good decisions for the school, employees, and students. Some board members do not get along and they just vote against a another member because they do not like them.
- A lot of time and energy was spent on the recent labor negotiations that could have been spent on helping our students. Faculty, staff, and management should all be treated in an equitable manner. If one group gets a raise,, then all groups should get a marginally equal raise. If one group is asked to pay more for healthcare, all groups should take on that increase equally. We are more than employees, we are public servants, and our interests should be focused on the people we serve more than on ourselves and our compensation. I would have been perfectly happy to see us all get raises or none of us get raises - or all of us pay more healthcare costs, or none of us — because we would have shared that benefit or burden as a team. As the Board who represents the very people we serve, it's your job to keep us focused on your constituents and help us through our differences with clear guidance on how to approach COLA, compensation, and the cost of benefits in an impartial and expedited way.
- Actually, I have faith that this Board generally operates with the best interest of the students and staff in mind. I am also enthusiastic about our future under our current Chancellor.

The problems that need improvement seem to come more from top-level / middle-management, and faculty, with regard to respecting Classified employees, treating them equally when policies and financial increases arise, understanding their contractual rights (like being allowed release time to serve on 2 committees, for example), and respecting and trusting them as 'professionals'.

Often, managers and faculty can be condescending to Classified Professionals. I have both experienced and been witness to managers and F/T faculty having respectful, engaging conversations with individuals up until the time they suddenly realize they are Classified rather than managers or F/T faculty like them. Certainly, discrimination/judgement based on level of academic degree is still existent, too.

The fact is, we are an institution whose goal is issuing our students AA degrees... not PhD's or Masters. So we should not be an institution who covets those titles or holds them against each other, or against applicants either. There has been a recent push to increase degree requirements for faculty and staff applicants (even part-timers), which completely undermines the ability to hire working professionals in CTE and other programs who have current, viable industry experience in important technical areas. Especially in CTE, the Arts, and Athletics, it is important to attract instructors that have been successful entrepreneurs and creative talent rather than long-term students with lofty degrees. This needs to be addressed for the sake of our students learning outside the traditional math, english, and science fields.

'Trust' between each constituent group needs improvement as well. It has gotten better under the current Board and Chancellor, but still has a long way to go (from both ends).

- As a part-time faculty, my primary responsibilities are outside of Orange Coast College and I don't participate much beyond my departmental activities/meetings.
- As a student worker we get left out in the process of how things are approved and who is the final say. We should have the ability or option to attend the meetings or get email updates.
- At OCC. some temporary hourly staff have been here many many years. Most of these loyal , hardworking employees are not represented by anyone and have not had ANY increases in pay for at least TEN years, and possibly longer. No administrators or managers care. (Records in my dept only went back 10 years) .Temporary staff should be reclassified as part time (either with or without benefits as some staff at Coastline is and this is another inconsistency) . Pay scale for these forgotten employees needs to be researched and brought up to industry standards. THE FACT THAT PUBLIC SAFETY OFFICERS MAKE LESS THAN GROUNDSKEEPERS is abominable, and just plain wrong. PLEASE work on getting this type of gross inequity corrected ASAP. Job specs for this particular job state "pay based on qualifications", but HR cannot find any qualifications and pay is NOT based on them at all. In addition, part time employees doing the exact same jobs as full timers in this job should be paid the same. Equal pay for equal work. This is not being done.

Every time minimum wage is increased by CA, all employees pay should go up the same amount. its only fair to the employees. Otherwise "impaction " occurs, which is what we have at OCC and has been happening for a long time here.

Employees with benefits from another source should be able to waive benefits from CCCD , to allow them to work more than 26-28 hours a week if they choose. Other state and local agencies allow employees to waive benefits, Orange County Municipal Water District is one of them. Look to agencies such as this to see how to implement.



Consistency (in every way) at each of the 3 schools in the district is of utmost importance. The district seriously needs to start working on this and dedicate competent staff to complete it. . Most public entities with multiple locations did this years ago, the CCCD is so far behind. Best way is to reach out to other state and local agencies to see how they do things little by little, and by each department.. Its as if each college is in a bubble, administrators, managers, as well as board) do not care about finding better, more efficient ways to operate, ways that would benefit both students and staff. They are only concerned about their own college.

Consistency for students at all 3 colleges is important. Example, the Health Center hours open to students, are different at each school. Night students cannot make use of the health centers. (Why are they forced to pay the fee if they can't use the facility?) Also, an OCC student should be able to go to GWC's Health Center and vice versa. All students, at each of the 3 schools should be able to expect the same things at each school. This is far from the case.

Consistent treatment , policies and procedures , the same at all 3 schools is a big goal, but can be accomplished. Its been done at many other public agencies.

- Classified has to fight too hard to get what is fair
- Communication could be improved.
- Communication is not easy in a big institution, that is a given, and there is so much going on at OCC that it may not reach everyone. Keeping up with the reading is important to know what the current issues may be and what possible solutions may be entertained. Keeping all parties informed is very critical, I do appreciate all the e-mail communication is sent our way.
- Communication is really lacking—
- Don't feel that board has a broad perspective in treating issues. Seem to favor certain agendas
- Extreme low pay for Art Models and low amount of classes needs attention.
- For the most part, the Board of Trustees display a genuine concern for matters impacting students directly. They take an avid interest in matters that matter to students directly, such as new financial burdens, politically motivated legislation by the Federal Government that are anti-eduction, anti-student and new laws that do nothing for student success. On the other hand, the Board seem oblivious to who PROVIDES theses services TO students. The board has forgotten or has decided to ignore the invaluable contribution of the classified employees, and their vital role in student success. Year after year of losses for classifieds, both in pay, cost of living adjustments and benefits, all seemingly gleefully overseen and orchestrated by a board that DOES NOT CARE. It is easy to sit back in a \$1500 chair, hand out incredible pay increases for administrators and faculty like halloween candy, and effectively slash the compensation of classified to fuses these moments of largess. Morale has never been lower, with all classified firmly and acutely aware that our wages have stagnated for many years, while our benefits have gradually declined. The Board has made a conscious decision to have a salary structure so pitifully weak that more than half the employees of the Coast Community College District can no longer earn enough to actually LIVE in Orange County.
- From students to administrators everyone keeps the mission statements in mind and act to move the organization forward.
- Higher management needs MAJOR improvement.
- I am new to the public education system and I'm obtaining an understanding of the Board's purpose and what standards/benchmarks to compare the Board to. With that being said the Board appears to be doing a sufficient job.

It would be helpful to know the Board's expectations of meeting this objective and how they are doing this.

- I am not able to comment.
- I appreciate the thoughtful guidance through the Olga Perez fiasco, and the support for Trans students and Dreamers.
- I believe the staff and board try to do what they believe is best for everyone involved on campus. But my lack of years on campus and infrequent interaction with those aforementioned really does not allow me to hold a strong opinion one way or another.
- I don't agree with the redistricting because our academic standards will continue to go down the tube. I also believe that the presidents of the colleges should have sent out an email discussing all the tragedies that have occurred and what we can do to help out. It seems the only matter of importance is DACA and Congress (according to the Constitution) is the governing body that can make laws re: immigration.
- I feel the Board simply goes with the flow with little thought behind whether their actions are really for the good of the district
- I have no idea what they do to justify their enormous salaries.
- I hear that there is a division among board members. I have not witnessed this personally, but if this is true, the concept of the board being divided and also at odds with district/college leaders has a negative impact on the district office and college's morale and climate. How can the district and colleges have unity when the board doesn't? If this isn't true, then there needs to be an intentional campaign to dispel these rumors.
- I still question the decision to overturn OCC's punishment of a student videoing and putting on youtube a professor's lecture without the knowledge and permission of the professor and against what is on the syllabus. How does this help the students learn that there are actions and consequences to what they do?
- I think the "work together" aspect is improving but still needs to continue to grow
- I think there is a palpable hierarchy on campus and throughout the district. Classified Staff are at the bottom despite credentials that surpass those of managers in some instances. The district does not promote a culture of professional respect for classified employees.



- I think this is better than what it has been in the past. However some people are still resistant to change or accepting that improvements are for the good of the institution. The executive leadership team as a whole does not always model the importance of these things, although individually some do whereas others clearly do not.
- I would love to see the BOT at more campus events especially at events which students are in attendance such as Welcome Days, Club Rush, Student Leadership Conference, DACA workshops, etc. I am sure there are many employees and students who do not know who the BOT are and what they do.
- I'd like to see more response to Senate resolutions and directives.
- I'm on the Academic Senate. We try our best to serve our students in the best way possible.
- If the mission of colleges is to provide educations, then why do the bulk of the teaching staff have the most of the lowest-paying jobs on campus? That is an established governance structure that needs to change. I want to give my students a great education, but I have to set boundaries somewhere given how the district values me. Full-time faculty are overworked because there aren't enough of them. Being a full-time professor is no longer an aspiration. The ceremonial title of "professor" by the district is only awarded for doing essentially many years of free service.
- Improvements since last accreditation but more are needed.
- It is a board the is divided and fights on a regular basis (we all see and sense the tension). Most of the Board members need to leave and find a new "hobby". And they also treat staff like we work for them...in reality we do not work for the BOT. They expect to be treated like a GOD and use their platform to feel more superior than the staff that does ALL the work for the community! We are a team, we are one, Coast Community College District is a great place to work but with the Board of Trustees as they are, are not improving much around the District and campuses. We do not need to be treated like we are less because we do not sit at the front of the board room. The faculty and staff make the wheels go round, we come to work each and every day to do a good job. We dont ask for much but for respect. Trustee Grant and Trustee Hornbuckle are kind, reasonable people that deserve to stay on the board.
- It is imperative that the BOT follows and promotes those employed by the BOT to follow the 10 + 1 governance rules. This will build trust and collegiality among faculty and administrators and foster a more productive work environment.
- It would be nice if the Board Office sent out an update after meetings with any decisions that were made at the Board meeting.
- It's impossible to say that each of these entities works for the good of the institution, when so many faculty are exploited laborers.
- Most people in the institution are afraid of the Board and try to manage them without telling them the full truth. The Board does not realize that every single thing they insist needs their approval hinders our ability to be effective. The Board should focus on broad oversight assessing outcomes not on day to day operations. The Board can make policy but should not have any role in procedures. Policy should be informed by the expertise of the talented faculty, staff, and managers (especially those on the campuses) that do the work of educating students.
- No matter which established governance structures, processes or practices, faculty feel entitled to whatever they want.
- None
- Our board is wonderful. I believe they are empathetic, committed, and engaging.
- Overall the engagement and cooperation is good - I would like to see more student input into most structures, processes, and practices - during the development and implementation phases.
- Please keep in mind that your decisions affect ALL students. Banning travel to states that don't align with our state's beliefs is not giving our students the right to chose what they want to believe. It is forcing them to think in a certain way, our way. Is our way the best way or are we becoming just like to communists in Cuba or North Korea?
- Support more policies to protect faculty from students (i.e., recording in the classroom).
- Test comment
- The BOT seemed out of tune of the reality of current environments.
- The Board needs to be more equitable for all constituent groups and not favor faculty at the cost of financial prudence.
- The Board of Trustees need to put aside personal differences and work more closely together for the good of students.
- The Board of Trustees utilizes a hands-off approach to dealing with this college, and as a result, does not have a good grasp on what transpires within administrative and other processes at the college. Besides, they appear to have an "I can care less" attitude towards the conduct of college administrators and administrative processes, and blindly believe, as well as vigorously defend, what is reported back to them without engaging in independent or alternative research or fact finding. They are lazy and complacent, and use their authority to intimidate, bully, and make the workplace miserable and intolerable for anyone who questions the conduct of administrators or dare to complain about administrative conduct that violates both district policies and state laws. They serve as a rubber stamp of approval for, and a shield that protects administrative irregularities and illegal behavior in the workplace against any accountability or consequences.
- The Board of Trustees works with Administrators. Administrators work with faculty. Nobody wants to include staff or appreciate staff.
- The Board seems not to care to examine, or make improvements to lack of resources. Buildings seem to be the Board's focus, not the students and employees.



- The Board seems to be functioning better than it has in past years.
- The District and sister colleges have a bad habit of sweeping problems under the rug, and not responding in a timely manner to staff issues. It seems it is better to pay off a few with hush money than to address the bigger issues.

The management structure is siloes, and the administrators with final say are obscuring or belittling staff roles in complex legal/educational decisions.

The District and individual colleges are less than transparent about current issues with the DOE, and other government entities.

- The board ( and district) need to trust the campuses and allow them to do their jobs.
- The board of trustees should not have allowed the student disciplinary process to become politicized. I am referring to the student who was suspended for unauthorized taping of an instructor in the classroom. After political pressure from the conservative local paper, and national right wing figures (with no stake in the district), the board reversed the disciplinary action against the student. What kind of message does this send about free speech, and the value placed on faculty? Also, what message is sent to students? Why was the school used as a back drop for political grandstanding?
- The department that I work in is like coming to work in a war zone. This has been ongoing the past 5 years. Administrators know about the current situation and nothing has been done about it except saying if you can't get along we will close your program. The problem is one main person who does so many inappropriate and unprofessional things with no consequences. The actions of this individual has turned the program sloppy. The faculty is so obsessed with pointing fingers and blaming others than realizing that we should be here for the students and train the students to be industry ready. It saddens me that we used to have businesses fighting to hire our students, now they rarely get an interview.
- The fiasco that the board and the administration created by not following policy on the student video taping of a professor has caused major distrust and no confidence between faculty, administration, and the board. It's appalling. When the student first approached President Harkins, he should have directed the student to follow the proper chain of authority: meet with the professor first; if not satisfied, meet with the dean; if still not satisfied, meet with the president. I won't go into the results of that major breach in process, as I'm sure you well know what occurred.
- The meeting time makes it difficult for regular faculty to attend these meetings. How about a 6 or 7 pm start time?
- The policies overall are pretty good but there are areas for improvement. The relationship between the board and the CFCE could be better.
- The various groups seem to be frequently at odds and outcomes seem to be rather random.
- There are not many opportunity for staff and students to work together with trustees, administrators, or faculty.
- There are policies enacted at the departmental level that are verbal and not written down. They are distributed through word of mouth and enacted in manner that is not official. Each department needs a manual of procedure and policy. Any policies and reasons, such as reduction in units, who gets what classes, why a teacher is taken off a class roster, etc. need to be published and gone over in a department meeting, and signed off. Teachers should not learn of changes "through the grapevine." With policies in shadows and seemingly applied without a system, leading to favoritism, teachers can feel on the outside and discriminated against. Each department must be an open book. Favoritism is against the law.
- There are times that it seems that the District is not aware of when the colleges' have their highest impact and workloads. Being mindful of high impact days/weeks would help the colleges' best serve students.
- There is several procedures that need to be more widely distributed, and a few for which training needs to occur. The hiring of part time faculty comes to mind.
- This District is very self-serving nothing is done for the good of the institution and the governance structure enables and encourages dysfunctional behavior.
- To the extent that I participate in our governance structures, I have observed a general commitment to participatory governance. The qualifier "general" that I used when describing our commitment to participatory governance is deliberate. I've observed that administrators, faculty, and staff--to some extent--fail to fully realize the opportunities available for participation in District governance. We are doing okay in this regard, but we could do better.
- Too often it appears that personal agendas and politics dictate outcomes instead of data driven decision making.
- Too often the board overreacts to situations and over-compensates in policy; basically they penalize everyone for the actions of a very few.
- Under the leadership of David Grant, the District operation has become more functional and more effective! Kudos to this Board for giving the Chancellor the authority and autonomy he needs and deserves. We must keep moving forward!
- We have institutional policies and board policies, Last year OCC's institutional policies and process was summarily tossed aside due to bad press. I lost all respect for the board between this and the disrespect towards the classified union over the last year. We had a process, and investigation (albeit slow) and a finding. This should not have been overridden by the board.
- Whereas, Administrative Procedure 5500 (AP 5500) is intended to effectively implement Board Policy 5500 (BP 5500) "Student Code of Conduct," that "includes a defined process for the fair and impartial review and determination of alleged improper Student behavior;" and

Whereas, AP 5500 states "This Student Code of Conduct provides District Students with prior notice of behavior deemed unacceptable by the District's Board of Trustees" and one of these unacceptable behaviors is "43. Unauthorized Tape Recording.



Tape recording any person on District Property or at any District function without that person's knowledge or consent. This definition shall not apply to recordings conducted in public, in a commonly recognized public forum;" and

Whereas, AP 5500 states that the District's Board of Trustees is explicitly to be involved in the disciplinary process only when expulsion is involved; and

Whereas, After a special session on February 23, 2017, the District's Board of Trustees directed Orange Coast College to rescind all punishment, which did not involve expulsion, on a student that violated Rule 43 of the Student Code of Conduct and had been punished in accordance with the guidelines in AP 5500; and

Whereas, The District's Board of Trustees has been cited for failing to follow their own policies and appropriately delegate authority to the Chancellor and College Presidents multiple times in the past 10 years;

- I lack confidence in the District's Board of Trustees to follow and properly implement their own Administrative and Board Policies, especially as they relate to AP 5500; and

- I do not believe that the District's Board of Trustees has reached a conclusion that is "in the best interest of fairness and equity for all," as rescinding a punishment in the manner they did skirts their own procedures and sends the message that students who compromise the educational integrity of our classrooms will be allowed to do so free of repercussions; and

- I lack confidence in the District's Board of Trustees to protect an environment in which faculty can teach as they see most effective in accordance with the principles of academic freedom.

- Wish the members respected each other.
- Your ridiculous letter on LGBT was way out of line and a pathetic reflection of the culture that is no long the OCC I used to know.
- n/a
- none
- on the campus, although students and faculty are on most committees, the balance of non-faculty/student and manager/administrators is not good. There are never enough faculty to actually make our voice change anything. We need to have the majority on committees because our campus has become TOP-DOWN Administrators tell us what we need and how we need to do our job, so we are often turned down for what we need. Their role to be to support us in our goal to teach students, not tell us. They go to conferences or read about something, then they think they understand it better then we do. Yet we are the ones actually implementing instruction and know best.

#### **8. The Board of Trustees is an independent policy-making body that reflects the public interest in board activities and decisions.**

- A little too much reflection on perceived public interest when it came to rescinding punishment for Caleb O'Neil.
- As a part-time faculty, my primary responsibilities are outside of Orange Coast College and I don't participate much beyond my departmental activities/meetings.
- As a student worker I feel like we get asked our opinions but they aren't really taken into the process.
- As far as I can tell all they do is administer a bloated wasteful bureaucracy.
- Decisions are consistently being made for the public good!
- From where things were before this has improved. When the interim chancellor was here this was not good as there was self interest and a lot of politics at play I think. Also the interim chancellor was not forward thinking and favored some over others.

Our current chancellor is a learner, critical thinker, listener, and supporter. Even if he disagrees, you know there was at least some thought and research put into it.

- I am new to the public education system and I'm obtaining an understanding of the Board's purpose and what standards/benchmarks to compare the Board to. With that being said the Board appears to be doing a sufficient job.

It would be helpful to know the Board's expectations of meeting this objective and how they are doing this.

- I disagree. The board of Trustees does not reflect the public interest in board activities. The public is VERY MUCH CONCERNED about race relations within the district, and most importantly, DESIRES DIVERSITY not only within the student population, but within the faculty and classified workforce. There is a VERY SERIOUS LACK OF DIVERSITY among the student population at Orange Coast College, and black faculty are almost completely absent from the faculty body at this institution. The classified workforce is even more devoid of black employees, and both the administrators and Board members have clearly demonstrated open hostility towards blacks in the workplace, using intimidation, bullying, and harassment to silence anyone who dare complain about racial discrimination or voice concern about the fact that the practice of racism and white supremacy is a systemic problem at this college. Both administrators and the Board have demonstrated a ZERO TOLERANCE attitude for complaints or concerns that centers around the practice of racism and racialized conflict within the institution.
- I don't think the board of trustees care what the public wants only what they decided the public should have.
- I sometimes wonder if their decision making does actually reflect that of public interest or is it more self determined.
- I was not pleased that the BOT rescinded the punishment for the student who video-recorded a professor. I understand at some level the decision, but there were other options besides completely removing the punishment.
- In most cases involving the Education Code, the Board does an excellent job at following the law and self-auditing mechanisms built into California State Law as pertains to education institutions and special districts. Management of Measure M funding is another issue altogether. The massive shift of funding to OCC has left GWC and CCC in the dark, broke =, and begging for scraps.



GWC, for example, has overwhelming needs for replacement of old buildings on campus, basic building, such as the business wing, a relic from 1966, or the Humanities building, strutter that has sank nearly a foot in the daft marsh to which it was built. A 23 million dollar planetarium at oCc is a wonderful thing, but why put it ahead of a building that regularly experiences sewer breaks that create rivers of human feces and urine for our staff and students to trudge through to get to classes? Is THIS an example of superlative management? No, it is not. It is a perfect example of how a district can ignore a potentially life threatening problem, in order to take a campus with over 1 BILLION dollars of previous updates already completed and making the situation more egregious by placing a pretty gem on campus, like a \$23 million dollar cherry on top.

- In the 2000's and early 2010s, the Chancellor & V.C.'s seemed to have control of the Board. But now there appears to be a better balance, and the Board seems to act much more independently, which has been a good improvement.
- It is very hard to answer questions related to public interest when most items relate to specific groups of the public rather than public interests in general. A decisions that favors any targeted group is not likely to reflect public interest as a whole.
- None
- Once again, the Board accepts and reverts false or unsupported information presented by administrators. Additionally, the legal counsel seems to have an agenda that is not in keeping with transparency or respect for the hard work of competent staff members.
- Overall I think the Board does an excellent job representing the community's interests.
- Public interest in the District seems to not be well defined or solicited by the Board.
- Really...
- See above
- See above statement
- Some board members have their pet projects and that overshadows basic operations.
- The Board is much more concerned with their own egos than with making effective policy. I witnessed the Board argue like children about sending themselves on a retreat. It is embarrassing. I know the board has good intentions but the most of what they do makes it harder to do the work that is necessary to educate students.
- The Board should be serve as an overseeing body for the College District. The College District should be run by the Chancellor and the Administrators. In the past, the Board has been somewhat controlling of the Administrators and has not let them perform the job responsibilities that they were hired to do.
- The Board, from many of the agendas I have read, seems to be self-serving of themselves. They are regularly getting raises and approving payment for not attending etc.
- The District needs more breadth to its legal counsel. One attorney cannot possibly cover all areas of law relevant to such a complex institution.
- The Trustees are a real asset to the District. They are all highly motivated to serve in the public interest and to build better educational institutions. CCCD is very fortunate to have such a high quality board of leaders who really care about our colleges.
- The board does not get information from sources other than district management and therefore has a slanted view of needs and priorities.
- The board does not represent the constituency at all. Hopefully the new election protocol will improve this deficit.
- There are conflicts of interests with the Board Members ,and it greatly reflects in the way they make decisions.
- There are times in which certain Board members seem to be pushing their own agendas or interests. These are rare occasions, but happen nonetheless.
- There has been quite a bit of controversy between classified staff and the board for the last 2 years or so. Many members of the public have come to board meetings to support the staff in their quest for Equity.
- Trustees are in tune with the community and use district resources to provide necessary student support.
- We do not get ask our opinion
- Whereas, Administrative Procedure 5500 (AP 5500) is intended to effectively implement Board Policy 5500 (BP 5500) "Student Code of Conduct," that "includes a defined process for the fair and impartial review and determination of alleged improper Student behavior;" and

Whereas, AP 5500 states "This Student Code of Conduct provides District Students with prior notice of behavior deemed unacceptable by the District's Board of Trustees" and one of these unacceptable behaviors is "43. Unauthorized Tape Recording. Tape recording any person on District Property or at any District function without that person's knowledge or consent. This definition shall not apply to recordings conducted in public, in a commonly recognized public forum;" and

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Whereas, The District's Board of Trustees has been cited for failing to follow their own policies and appropriately delegate authority to the Chancellor and College Presidents multiple times in the past 10 years;

- I lack confidence in the District's Board of Trustees to follow and properly implement their own Administrative and Board Policies, especially as they relate to AP 5500; and

- I do not believe that the District's Board of Trustees has reached a conclusion that is "in the best interest of fairness and equity for all," as rescinding a punishment in the manner they did skirts their own procedures and sends the message that students who compromise the educational integrity of our classrooms will be allowed to do so free of repercussions; and



- I lack confidence in the District's Board of Trustees to protect an environment in which faculty can teach as they see most effective in accordance with the principles of academic freedom.

- You need to be fair to those students who have a difference of opinion re: who the President of the United States is. I was under the impression that we have freedom of speech and yet we continue to receive emails from the president about how these students "broke the law." Very disturbing!!!!
- difficult position to find balance
- independent – yes

public interest - not so much

- n/a
- need more interaction with all the students....and all the staff.
- the Board does not reflect public interest
- the board is on board to waste money and peoples time hiring consultants ad nauseum but then dragging out the process or not acting on it and later wanting the union to pay for it. This is unacceptable, and not in the best interest of the public.

Our travel policy also results in waste of funds. We should reimburse travel mileage from the employees home if it is closer to the destination for an event that begins at the start of the work day.

#### 9. Once the Board of Trustees reaches a decision, it acts as a whole.

- Not sure about the facts on this, but my guess would be it is good since we have an outstanding BOD.
- Always; whether it is right or wrong.
- As a part-time faculty, my primary responsibilities are outside of Orange Coast College and I don't participate much beyond my departmental activities/meetings.
- As far as I know the board meeting votes demonstrates this. Even if the vote isn't unanimous the dissenting board members move on from what I can tell.
- Based on the agenda items and responses the board appears to fulfill actions that have been approved.
- Better than past years.
- Don't know.
- Having a trustee discuss conversations that took place in closed session is entirely unacceptable and unethical.
- I have no way to know if this is true.
- I'm uncertain about this.
- In theory.
- In-fighting is apparent -- probably because half of members want to do what is right, and the other half continues to play the game of cover-up and lopsided politics.
- Less knee jerk reactions to situations, more thoughtful process in rendering decisions that affect the schools, I.E. the nepotism policy.
- Much progress has been made in this area and the Board as a whole is to be commended...but there is still work to do!
- None
- Once a decision is reached that fits into the personal agendas of administrators and Board members, of course the Board acts as a whole.
- One of the Trustees should retire. He is not a positive reflection on this District.
- Opposing viewpoints should always be welcome!!!
- See above
- The Board has never been ore stratified, and this stratification causes many of the problems we have in the district. Classified compensation for example, is clearly an issue that is divided by the board members, and this division causes no end of problems. The board needs to bury their differences and act like adults.
- The option of buying the education property that was once the law school in Fountain Valley should be reconsidered. It's a ready-made campus and would be a jewel in our crown.
- There is divisive behavior from some board members and it does not serve the district or institutions
- There is sometimes disagreement but, after a decision, the board cooperates.
- There was a lot of things that required a group but you could tell the team was not working together.
- They argue with each other and need to listen to each other more often.
- They don't seem to agree on much
- n/a (2 Counts)

#### 10. The Board of Trustees advocates for and defends the district as a whole and protects it from undue influence or pressure.

- Academic Freedom for faculty.
- Actually the board exerts more undue influence or pressure ...
- All you care about is DACA. There are other important issues also.



- Although I think it's important for people to feel comfortable approaching our board, and our board members are approachable, I wish more effort would be done to curtail the actions of those who circumvent their own chain of command or other colleagues to merely complain. I wish the board members would first ask who have you discussed this with and then say, well I'm going to follow up with him/her and get more information. We have some people that are underhanded and politically motivated who try to get others in trouble and it's just not nice.
- As a part-time faculty, my primary responsibilities are outside of Orange Coast College and I don't participate much beyond my departmental activities/meetings.
- As mentioned before, the Board manages to present cohesive front to the politicians that hold the fate of our funding in their hand in Sacramento and Washington.
- Board caved under some vocal minority pressure. I've never actually seen the board protect the district in anyway.
- Community pressure and concerns are at times relevant, but the BOT should educate the community on the District's mission if the community has concerns and it appears they do not fully understand the issues, as in the issue in 4.1 above. The BOT should then make a reasonable decision, not one that appears to be responding to undue pressure from a small group of misinformed citizens.
- HA
- I am disappointed how the Board handled the OCC flap last year.
- I am new to the District, knowing what is defined as "undue influence or pressure" would be helpful to know if this job is being fulfilled.
- I am not happy with the Board overturning the punishment of the student caught recording a professor and uploading it to YouTube. I don't feel this action was protecting the District from undue pressure. The opposite seemed to occur. The pardon emboldened the club in question and OCC was under immense pressure for the whole semester. I concede that I don't have all of the knowledge that the Board members had, but that in itself is an issue. As an OCC faculty member, I did not feel backed or supported by the Board in this instance (even though it was not my department, we all felt the fallout).
- I have experienced that the attorney representing the Board does not look for the best interest of the college.
- I have no way to know if this is true.
- I was uncomfortable with how the Board handled Professor Olga Cox's situation. In addition, the Board voted to allow the student who taped without consent to return to sports and academic standing at OCC.
- In regards to the controversy last year with Professor Cox, the district was a little wishy washy. I thought it was correct to bring closure to the situation but the fact that you allowed some aspects to escalate hindered our message and resolve.
- It has been disappointing to see what has happened over the past year with regard to the Republican group on campus.
- LOL.....
- Meet the new boss same as the old boss.
- None
- Rush to keep public "happy" sometimes not thinking everything through as to how it impacts staff and faculty. Late or lack of communicating to district employees prior to decisions/reactions being made public.
- Same comment at 3.1
- See above
- See above. Too many inconsistencies within the district. District does not work as a "whole".
- See comment above.
- Should not give in to students that break the rules and threaten the school/district with a law suit just so the situation goes away. It causes an environment of mistrust for the board.
- Sure: The Board of Trustees advocates for, and defends its agenda of ensuring that any discussion regarding increasing the number of black students on campus, or hiring more black faculty and staff, is suppressed, and that the consequence for anyone who dares to raise any concerns about lack of diversity or racism within the institution will be swift, heavy-handed, extremely severe, and possibly career-ending. Fear, intimidation and threats of termination have pretty much silenced and discouraged any discourse regarding the current state of race relations within the institution.
- The "District" needs to be influenced by the people it serves. A big problem the District has is NOT being sensitive to the needs of the people.
- The Board seems to be much more concerned with being re-elected than doing the right thing. e.g. overturning the student violation of the Education Code by video taping faculty without permission. Additionally, there have been several instances in which the Board has authorized financial settlements with outside parties who have broken contracts or falsely filed suits.
- The District is buried in HR and other lawsuits. The pressure to meet standards sometimes exceeds the true legality of what is happening.  
Again, the cover-ups....
- The board totally collapsed during the Olga Perez/ Republican Club debacle. Neither the board nor the chancellor made a strong statement to the press that they considered it reprehensible for a student to go behind a person's back to scandalize the person on



social media instead of confronting, questioning, or asking for clarification from a professor in class. The board did not publicly reprimand the OCC administration, especially president Harkins, for not telling the media that the students involved in the case did not follow the normal process for making complaints, starting with discussing the complaint with the professor. Neither Harkins, the chancellor, nor board members told the press that OCC does not bully students on either the left or right.

- The district reversed a campus suspension decision under the misguided belief that not standing for anything would cause people to stop being mean to you. They will bend to the slightest pressure. I hope the board has learned from that mistake.
- The districts decisions have been influenced by media in the case of the student conflict with Olga Perez. I feel that the faculty and administration made decisions under undue pressure. Further, pressure from the State chancellor to adopt the travel ban for professional development activities, caused our chancellor to enact a similar policy without consulting faculty. This violation of 10 + 1 was another example of a decision being made under undue pressure.
- The part-time faculty are treated like dung.
- The undue influence that the Board members allowed the GOP members to harass faculty and other clubs made for a chilling effect of faculty being willing too sign up for being a Club advisor. The faculty and students felt unsupported by the actions of the Board and OCC administration.
- There are way to many conflicts of interests with this board. Some of these board members have been in practice together, have had past working relationships, and these past connections conflict with the best interest of the school, students, and employees. There should be limitations as to how long Board Members may run for their seat on the board.
- They cave under pressure rather quickly.
- They need to support Coastline in the Governor's quest for an online college.
- This Board has no moral courage and is more likely to cave to pressure and allow bad behavior rather than standing on principle.
- Whereas, Administrative Procedure 5500 (AP 5500) is intended to effectively implement Board Policy 5500 (BP 5500) "Student Code of Conduct," that "includes a defined process for the fair and impartial review and determination of alleged improper Student behavior;" and

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- I lack confidence in the District's Board of Trustees to protect an environment in which faculty can teach as they see most effective in accordance with the principles of academic freedom.

- Why didn't anyone anywhere in the District say "You might not like it but Olga had a right to say it". Could have ended the whole thing.
- Would have liked to see more push-back against the NewYork entities that came in and disrupted our campus building and improvement plans by calling buildings "historical" when they clearly were not. This is an issue from a couple years ago. But having to keep, literally, the most visually repulsive and least useable buildings at OCC because of meddling from entities 3000 miles away is frustrating. "Legacy Hall" should be called, "Lunacy Hall". It's sad to see that level of backward-thinking win out against our students (who should always be given the best and most modern facilities and equipment within which to learn). That said, the Planetarium and other building projects look amazing.
- always difficult with the politics
- both sides need to listen to each other more often
- n/a
- should have responded to media issue last semester a little faster--but no one is perfect.



**11. The Board of Trustees establishes policies consistent with the mission statement to ensure the quality, integrity, and improvement of student learning programs and services and the resources necessary to support them.**

- "The resources necessary to support them" should include paying part-time faculty a fair wage.
- (see above)
- ...establishes policies that are politically expedient...
- Accountability and consistency is important here. There are so MANY redundant, costly and inefficient processes. One example is the Conference Authorization. How many signatures and carbon copies does it take? Then after all approvals are given and the board has reviewed and signed, all the approvals need to be given again when completing the reimbursement. What a royal waste of staff time and productivity.
- As a part-time faculty, my primary responsibilities are outside of Orange Coast College and I don't participate much beyond my departmental activities/meetings.
- As far as I know they ask questions during board meetings and follow up with the chancellor on items of importance.
- Based on the mission and items discussed by the Board, the Board appears focused on this objective.
- Chronic underfunding of many programs at GWC have decimated them, leaving dried out husks behind, demoralized faculty and support staff and eventual cancelation. Anyone who has been around longer than 20 years can see the dramatic loss of academic and vocational programs due to very poor decisions wholeheartedly supported by the Board.
- Employees are not paid adequately for living in Orange County and therefore lose good employees to other schools and private industry that pay better.
- Growth has occurred in creating policies that may result in removing weak employees. However, more growth could be gained in this area, too.
- I do feel that the Trustees truly care about the students we serve, and want them to succeed in every way~~ our colleges offer extraordinary student success programs, services, curriculum, and opportunities -- and the Trustees encourage and support the colleges in these endeavors!
- I don't agree. Board procedures have hampered the establishment of those points. Too often issues, real or perceived, are overwhelmed by tedious and extraneous minutiae.
- In my considered opinion the Board has spent very little time examining student learning programs and services, and certainly does not allocate adequate resources for them.
- Many of the units that deliver student and faculty services within the institution have no budgets, and receive no material support from the organization, forcing employees to use their own money for the purchase of supplies and in some case equipment required for delivering services.
- Needs to see classroom is for teaching the subject and strong opinions outside the class room should not be used to belittle students or effect their grades.
- None
- None of the three colleges are recognized for quality learning programs.
- Not sure how the BOD finds out about what resources faculty need or what we need to improve student learning. So I can't really give an accurate rating. Maybe an improvement would be to let us faculty know how you gain this knowledge.
- Part-time faculty should be considered with as much compassion as we give our students. Hypocrisy.
- Resources to support improvement in student learning programs is not always addressed when improvement programs are approved.
- Same as 6.1
- See above
- Students are not as important as personal vendettas or protection of outdated or ill-advised policies.
- The BOT AND OCC administration seem more preoccupied with all the buildings than with "student learning programs and services..and the resources necessary to support them." Take for one example that the values would not support a part time position to manage the Food Pantry and it was "bare" the month of September. We have so many " at risk" students on our campuses that we are failing to support. Not enough counselors, etc. etc.
- The Board of Trustees has allowed the district office to expand to a point that is detrimental to the three colleges.
- The amount of time wasted molly coddling to the extreme minority is astounding.
- The board needs to address the whole concept of Faculty is King because that value system is a detriment to students. Courses must be subject to review to ensure they are quality courses that truly educate students.
- The board tried to enforce policies on recording class sessions without permission and then folded in what had the appearance of cowardice and political pressure. Perhaps suspension of a student was too severe but to not even have the student be made to write a paper on the ethics of what he did (with references to well know thinkers and philosophers) undermined much of the trust the academic community had in the board.



- There have been instances where individual Board members appear to have personal agendas. Redistricting comes to mind.
- They seem to do what they determine is the best practices and mostly don't seem to remember it a school
- What may be helpful for the Board members is for them to frequently visit campuses, and interact with faculty members, students, and administrators.
- Whereas, Administrative Procedure 5500 (AP 5500) is intended to effectively implement Board Policy 5500 (BP 5500) "Student Code of Conduct," that "includes a defined process for the fair and impartial review and determination of alleged improper Student behavior;" and

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- I lack confidence in the District's Board of Trustees to protect an environment in which faculty can teach as they see most effective in accordance with the principles of academic freedom.

- You are supposed to represent all constituents.
- n/a (2 Counts)
- sometimes I'm not sure how much the students benefit from policies set by the Board.

## **12. The Board of Trustees has the ultimate responsibility for educational quality, legal matters, and financial integrity.**

- As a part-time faculty, my primary responsibilities are outside of Orange Coast College and I don't participate much beyond my departmental activities/meetings.
- Educational quality? Or ducking and dodging the DOE?
- Feel the students often suffer to the bean counters demands.
- Hire more full time tenure-track faculty.
- If this is true, it shouldn't be.
- Need to change legal counsel.
- No backbone and generally only care about not getting sue
- None
- Of course the Board of Trustees has ultimate responsibility for educational quality, legal matters, and financial integrity. The relevant question is: "Are those responsibilities exercised in accordance with state and federal statutes and laws?"
- One would hope. However there are certainly indications to the contrary.
- Part-time faculty should be treated with the same respect and equity as you bleed for the students.
- See above
- See my statement on Professor Cox.
- Several times the board finds itself in a legal or ethical issue but weighs the legal costs of following through to defend their position. Their position should always be clearly voiced and if there is no legal follow through, the board should make it clear that they desire to fight for an issue but cannot afford to.
- Sometimes it is not clear that Board members really understand the ramifications of their actions. At the present time, the threat to the 50% is an example; Coast District seems to skate very close to the edge.



- The BOT seem to be okay with giving themselves a raise, although incapable of seeing how the classified have not had COLA in ages!
- The Board take credit for the good things, but shy's away from accepting responsibility for problems.
- The board's approval of most funding issues may unnecessarily slow the process. It might helpful to prioritize what requires board approval and to move other items to informational only. Some growth occurred this way over the past year, but more would be welcomed.
- The selections do not match the question. It is a yes/no question and I would answer yes.
- These appear to be regular occurring items of discussion, the Board shows to be satisfying this.
- This is absolutely should not be their responsibility. They should have broad oversight only. You cannot run an organization by committee.
- Too much bureaucracy throughout the whole district and college. More private sector influence would be very helpful.
- While technically this question is true, I think the leadership is obligated to fulfill these points as well. I don't think some members of the leadership team tell the chancellor or the board things they really should know, or at best, don't present it in a manner to convey the true picture in the appropriate context.
- While the Board has done an admirable job managing our funds over the last 10 years, the degree of transparency as to details of internal budgets has become very poor. It is impossible to truly evaluation this metric without full disclosure, and the Board is NOT inclined to do that
- While the Classified Compensation Study project lasted more than a year past its initial target, and contained a lot of frustrations (mostly due to upper-management, not the Board), the eventual outcome appeared to be fair and balanced, and the board came through for the employees.
- You waste money.
- finger pointing par excellence
- n/a (2 Counts)
- see above statement

### 13. The Board of Trustees acts in a manner consistent with its policies and bylaws.

- Are you stating what you currently do or what you plan to do.
- As a part-time faculty, my primary responsibilities are outside of Orange Coast College and I don't participate much beyond my departmental activities/meetings.
- As far as I know this is true. I haven't heard of any concerns in a while
- Be fair to all populations!!
- For example , Board does not act consistent in regards to student disciplinary policies. Board should not be reversing decisions made to discipline students. All students should be treated the same, and made to abide by policies. Independent review board should review appeals.
- I believe that the policies need to be adhered to one hundred percent of the time, and that the Board should not circumvent "Board policies".
- I can't agree with that.
- I would have to admit that I am not intimately familiar with all of the Board's policies and bylaws. Having said that, and knowing of the manner in which the Board has dealt with very important issues in the past, I cannot give them the benefit of the doubt by assuming that they have always acted in a manner that is consistent with policies and bylaws.
- Just does what will assure that they don't sue, even if it's wrong
- None
- One member of the Board acts like a spoiled child when the vote is not to his liking.
- Probably.
- Rudeness at meetings so bad there had to be an apology at the next meeting.

It would also be appreciated that when a person is speaking at the podium, the BOT do all they can to make eye contact when the person is speaking. Why some BOT have to spend this time looking down at their notebooks or computer is beyond me. The speakers have taken time out of their busy schedule to make this a priority, a little respect goes a long way.

- See above

- See comments under #6.
- Some Trustees act according to their own agenda.
- Some members expect exceptions to Board policy for various activities.
- The Board shows to operate in a manner consistent with posted policies and bylaws.
- Though most Board members abide by this...there have been a few instances where one has not.
- Whereas, Administrative Procedure 5500 (AP 5500) is intended to effectively implement Board Policy 5500 (BP 5500) "Student Code of Conduct," that "includes a defined process for the fair and impartial review and determination of alleged improper Student behavior;" and

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- I lack confidence in the District's Board of Trustees to protect an environment in which faculty can teach as they see most effective in accordance with the principles of academic freedom.

- certain policies are outdated and need to be updated in relevance to campus operation and current events
- ditto, ditto, ditto
- n/a (2 Counts)
- needs improvement and consistent policies & by-laws

#### **14. The Board of Trustees regularly evaluates its policies and practices and revises them as necessary.**

- Again, I will not give them the benefit of the doubt in this case.
- As a part-time faculty, my primary responsibilities are outside of Orange Coast College and I don't participate much beyond my departmental activities/meetings.
- As far as I know, this was only done when we got our "hands slapped" through the accreditation process.
- Be open minded!!
- Don't know.
- Except for the problem of legal advice. The log in the eye of the board now is that "their" attorney has now ossified into the 'non-response' mode which created the need for him in the first place.
- Good but could improved in listening more to faculty about concerns via the Senate and in public comments.
- I am actually uncertain of this answer, but that is not an option to select above.
- I don't know, they don't seem to follow there only policies
- I have no way to know if this it true.
- If there is anything they do best it is having meetings to discuss more meetings.
- If this statement was true, the board would not have been cited by the Accreditation association.
- Is this true now or how you plan to operate in the future?
- Many policies need revising so that the actual procedures make sense.
- No new members in many years –
- None



- Not often enough
- Not sure...
- Policy change necessitates policy review and admission of errors. Revisions seem to be based on public opinion and not moral authority.
- See above
- The 5:00 start time for the open board meetings was a great idea!
- The Board's agenda show regular review of policies and practices. It would be helpful to see an annualized timeline of scheduled policies and practices for review to know this is being met intentionally.
- The Chancellor and his staff evaluate its policies, practices and suggests revisions as necessary. The Board only approves them. Thoughtful consideration seems to be lacking on the Board.
- The Policy/Procedure Subcommittee does a good job of reviewing these policy/procedures. I think it's good that constituent feedback is requested since they are the ones in the trenches having to adhere to the policies. There has been good feedback to assist the committee.
- The board recently made changes to the nepotism policy. It actually is a detriment to the students. For example, if two family members are highly qualified individuals and can become strong assets for a particular college, having a familial relationship should not bar them from employment at the same campus. It is only when a supervisor/subordinate relationship is possible, or a hiring decision is influenced, that familial relationships should be considered. If two qualified family members could work in completely different areas at the same campus, this should NEVER be grounds for disqualification. The blanket policy of no relatives at the same school is not forward thinking and ultimately a handicap for the district.
- The new process allows for more input from stakeholders. It also seems as though trustee prinskey has championed this cause. It's good that she does and it's good that it seems the other board members support this effort.
- There have been positive strides in this area over the past couple of years.
- They seem to evaluate policies, but would like to see more transparency about how the updates and alterations happen, and have more opportunity for employees to weigh in on them (beyond merely being sent an email link and being asked to comment). There doesn't seem to be any "forums" or direct way employees can influence policy language.
- This has improved over the years. Good job.
- This is something I'm certain of. I've participated in such activities so I know that the District regularly evaluates its policies and procedure and revises them as necessary
- certain policies are outdated and need to be updated in relevance to campus operation and current events
- ditto, ditto, ditto
- it would stand to reason that it is done. Although, it seems that no MAJOR revisions are undertaken. And there should be.
- n/a (2 Counts)
- not really happy you made OCC look bad and got us put on warning a few yrs ago. I hope this has improved.
- revisions in policy are slow in coming and even slower to change

**15. The Board of Trustees has a program for board development and new member orientation. It has a mechanism for providing for continuity of board membership and staggered terms of office.**

- (not sure)
- Again, I am uncertain of this answer, but that is not an option.
- Again, this is a yes/no question, and I do not know the answer.
- Answer is good since overall the BOD is good—but again, I am not knowledgeable on this topic
- As a part-time faculty, my primary responsibilities are outside of Orange Coast College and I don't participate much beyond my departmental activities/meetings.
- Can't remember the last time there was a new Board member, so not sure about new member orientation. Maybe this is something that needs to be reviewed since it appears there may be new members, should the Board decide to move to a 7 person Board.
- Diversity is always a good target to attain but it has to be on a philosophical scale as well.
- Does the program include the Student Trustee for development and orientation? I feel that the Student Trustee is often eager to be in the position but does not often have advisory support for the role.
- Don't know. (2 Counts)

- I do not believe that the vast majority of classified employees would be able to answer this question nor the two prior ones. Again, based on personal knowledge and past experience with the administrative body, I have no confidence in their capacity to follow established protocols, and therefore will not assume that they are doing the right thing under any circumstances.
- I have no way to know if this is true.
- I only say needs improvement because I'm not aware of any orientation or how well it works.
- Is this new? I never knew about this.
- Is this really applicable? We haven't had any new members or for that matter new ideas in my time here.
- None
- See above
- Since I know nothing about this, it needs improvement.
- The Board thinks a lot of itself. Look down on your minions, lords of the manor.
- The proposed change to election by area might be good.
- This Board is the Old Boy system in action...
- This is an area that seems very functional under the current and past Board presidents.
- Would not know if they do or don't.
- Yes, there appears to be a policy and practice in place to satisfy this.
- n/a
- really?
- wouldn't know about the program

**16. The Board of Trustees' self-evaluation processes for assessing board performance are clearly defined, implemented, and published in its policies or bylaws.**

- 'clearly defined' doesn't necessarily mean useful or effective
- Again, I do not believe that the vast majority of classified employees would be able to answer this question. And based on personal knowledge and past experience with the administrative body, I have no confidence in their capacity to follow established protocols, and therefore will not assume that they are doing the right thing under any circumstances.
- As a part-time faculty, my primary responsibilities are outside of Orange Coast College and I don't participate much beyond my departmental activities/meetings.
- Clearly, the Board is disdainful of criticism, suggestions, and findings from the ACCJC.
- Don't know. (2 Counts)
- Have never seen this report communicated to Coast District employees.
- How can you let what happened to the rowing student go without discipline for Olga calling out students as terrorists because they voted for Trump.
- I am not aware
- I don't know enough about this process to effectively say. It should be published more completely and disseminated before this survey goes out.
- I only say good because I haven't looked at these policies.
- I've seen this.
- If the regulations were clearly defined, then why do you have grid lock on voting? Why do we have board members who do not respect each and vote against them just because they can? Why do the board members have so many conflicts of interest with each other?
- Maybe? I don't have time to go and read the self-eval right now.
- None
- Policies are often established without word from those who it affects
- See 11.1.
- See above
- Self-evaluation can be a tool if it is ethically and progressively employed.



- The system of evaluation is obviously flawed
- These policies appear to be clearly written and implemented.
- Where are these policies and procedures located?
- While there is a process and it is followed, the Board is not open in its self evaluation with the entire district, both at the colleges and with the community.
- Would not know if they do or don't.
- You won't listen to this. It will be business as usual.
- n/a
- self-evaluation is somewhat appropriate but you start to see everything in a vacuum -- could be very difficult to improve

**17. The Board of Trustees has a code of ethics that includes a clearly defined policy for dealing with behavior that violates its codes.**

- A true code of ethics is looking at a issue and doing the right thing( not having a conflict of interest). Integrity comes from within, and it needs to be reminded to the board members and they should apply this as they perform their functions as board members.
- As a part-time faculty, my primary responsibilities are outside of Orange Coast College and I don't participate much beyond my departmental activities/meetings.
- Based on the OCC incident from Fall 2016, I felt the Board did not follow its code of ethics and policies regarding dealing with the student who recorded the faculty member.
- Certain board members have been really bad. You know who they were.
- From what has happened in the past and the disrespect part-timers get, what's the point if you pat yourselves on the back?
- I can't even ....
- I do not believe that the vast majority of classified employees would be able to answer this question. Again, based on personal knowledge and past experience with the administrative body, I have no confidence in their capacity to follow established protocols, and therefore will not assume that they are doing the right thing under any circumstances.
- I have seen bad behavior happening in classrooms like teacher leaving for 2 hours, cooking in classroom, yelling at staff as well as students with no consequences. It shocks me how a bully can still work pushing staff, faculty, and students around. This individual has no ethics or leadership qualities but keeps getting anything and everything. Working at a college, I would think that there would be consequences for unethical, unprofessional behavior but its obvious if you're tenure administration puts their head in the sand.
- I heard there's something in place, but if it's on the Portal, it's probably hard to find.
- I only say good because I haven't looked at the policy but memory says the policy was recently revised. I could be wrong.
- In the past several years, the collaboration between the Board of Trustees, as a whole, has completely broken down. Disrespecting other Trustees while they are speaking, talking over each other, disclosing closed session information during open board meetings, etc. This is unacceptable for such long-term Trustees~
- No they only follow the rules that suit them and make the institution look like they don't care about the overall students, just the trouble makers.
- None
- Not that I know of.
- Really...there seem to be quite often "exceptions" to the rule or mitigation of circumstances.
- See above
- See above comments.
- See comments under #6
- They have a code of ethics in place, but I'm not sure they always follow that code.
- This needs to be enforced. Every Board member needs to be accountable...great strides have been made over the past 4 years!
- Unclear, but you all know who needs to go and why, and you need to deal with that responsibly.
- Where can the code and policies be found?
- Whereas, Administrative Procedure 5500 (AP 5500) is intended to effectively implement Board Policy 5500 (BP 5500) "Student Code of Conduct," that "includes a defined process for the fair and impartial review and determination of alleged improper Student behavior;" and



Whereas, AP 5500 states "This Student Code of Conduct provides District Students with prior notice of behavior deemed unacceptable by the District's Board of Trustees" and one of these unacceptable behaviors is "43. Unauthorized Tape Recording. Tape recording any person on District Property or at any District function without that person's knowledge or consent. This definition shall not apply to recordings conducted in public, in a commonly recognized public forum;" and

Whereas, AP 5500 states that the District's Board of Trustees is explicitly to be involved in the disciplinary process only when expulsion is involved; and

Whereas, After a special session on February 23, 2017, the District's Board of Trustees directed Orange Coast College to rescind all punishment, which did not involve expulsion, on a student that violated Rule 43 of the Student Code of Conduct and had been punished in accordance with the guidelines in AP 5500; and

Whereas, The District's Board of Trustees has been cited for failing to follow their own policies and appropriately delegate authority to the Chancellor and College Presidents multiple times in the past 10 years;

- I lack confidence in the District's Board of Trustees to follow and properly implement their own Administrative and Board Policies, especially as they relate to AP 5500; and

- I do not believe that the District's Board of Trustees has reached a conclusion that is "in the best interest of fairness and equity for all," as rescinding a punishment in the manner they did skirts their own procedures and sends the message that students who compromise the educational integrity of our classrooms will be allowed to do so free of repercussions; and

- I lack confidence in the District's Board of Trustees to protect an environment in which faculty can teach as they see most effective in accordance with the principles of academic freedom.

- Would not know if they do or don't but would be interested in finding out as I teach Accounting Ethics.
- Yes, this is apparent
- enforcing is difficult
- inadequate polices to deal with behavior that violates ethical codes
- n/a
- unknown

#### **18. The Board of Trustees is informed about and involved in the accreditation process.**

- ??? they'd better be. I would not know.
- Accreditation is geared to preach to the choir at ACCJC.
- As a part-time faculty, my primary responsibilities are outside of Orange Coast College and I don't participate much beyond my departmental activities/meetings.
- Based on dated (2014) documents the Board shows to be involved with accreditation. It is unclear if the cycle includes the need to discuss accreditation post-2014.
- But why did they never stand with other boards throughout the state to demand an end to the Beno monarchy?
- Considerable turn-over in Chancellors. We seem to be stable now and evaluation can lead to sustained improvement.
- Discussion about accreditation should be an on-going discussion and information sharing process.
- I am not equipped to answer this question, and will not give the Board of Trustees the benefit of the doubt under any circumstances given my experience with the administrative body, and my knowledge of how past events were handled.
- I don't believe so. I have not seen them present for individual programs' accreditation.
- I don't see their involvement, but perhaps they work behind the scenes??
- Is there a time frame associated with this?
- None
- Not having a chancellor for a long time dipped into the employee morale. Can you consider best practice and scenarios for this situation, if it presents itself in the future
- See comments in #13.
- The answer options do not match the question.
- The board gets all of its information from management and are not in good contact with students or classified personnel.
- Their involvement should extend to not getting in the way.

- They are always asking about this. And it's my understanding that they will have a committee when the process starts up again.
- They are part of the accreditation school process.
- What is going on down below your vision might upset you. The morality of hiring and the distribution of equity is much to be desired. Friends hold jobs for friends. People interview with hopes and dreams not knowing the job they are going for is already taken.
- n/a (2 Counts)

**19. The Board of Trustees adheres to a clearly defined policy for selecting and evaluating the Chancellor.**

- As a part-time faculty, my primary responsibilities are outside of Orange Coast College and I don't participate much beyond my departmental activities/meetings.
- Chancellor Weispfenning is the best leadership we have had in that seat for at least 2 decades.
- Don't really know.
- He seems like a nice guy.
- I am convinced that the process is tainted, biased, racist, and does not adhere to any clearly defined policy or established government laws that regulate the hiring process within public institutions.
- I think this was good although it's hard to say when we had three or so failed searches. I also wasn't sure how interim chancellors were picked. Tom Harris was great. Gene Ferrell seemed selected because he was connected and in my view was not great. And he was here a long time and negatively influenced several things that didn't need upsetting.
- I would love to see a more inclusive process for selecting and evaluating the Chancellor from all constituents at the three campuses (administrators, faculty, staff, and students).
- Look how hard it was to find one.
- N/A - I have not read about them therefore I can not give an answer.
- None
- Not happy with the arch of chancellors over past ten years. Chancellor Jones was mistreated from day one. He was bad-mouthed in public by leading faculty members, and did not receive the support from District -- only lip service. He deserved better.
- Not that I know of.
- One would hope.
- The Board of Trustees did an excellent job when selecting our current Chancellor.
- The selection committee is very skewed towards faculty, very imbalanced committee membership.
- Their policy on this issue needs review as to the standards when it is actually applied. Search committees need to be included as required much earlier in the process. The last chancellor search was flawed.
- There is no way for us to know this. Our Board's record on this shows way too much turnover, indicating that the hiring process is very poor.
- This has gotten much better since Dr. Weispfenning was hired. The Board should only have one employee, the Chancellor. Thank you for beginning to empower the Chancellor with the authority and autonomy he needs to move our District forward! Our District is in good hands as long as Chancellor Weispfenning stays!
- Would not know if they do or don't.
- Yes, there are practices in place for this.
- again, politics makes a fair decision difficult
- n/a

**20. The Board of Trustees delegates full responsibility and authority to the Chancellor to implement and administer board policies without board interference, and holds the Chancellor accountable for the operation of the district.**

- I would not know.
- (see above)
- .....holds the Chancellor accountable for the operation of the district? Who believes that???
- Again, one would hope
- As a part-time faculty, my primary responsibilities are outside of Orange Coast College and I don't participate much beyond my departmental activities/meetings.
- Don't know.



- Don't really know.
- From the best of what I can see this appears to be true.
- I cannot answer this with the current information I have.
- I hope this is true. He chancellor certainly lu doesn't advertise it if it is not true. If it isn't true than the chancellor is wonderfully professional.
- Improvement has been visible, and employees hope the improvement continues.
- It appears they are doing a better job of this.
- No. The Board DOES interfere with the Chancellor's decisions.
- None
- See above
- See the comment on videotaping.
- The Board Members at times hinder the Chancellor from doing his job. The school/district needs to come first, and some members have conflict of interests. These conflicts hinder him from doing his job. Example: we need to have a on site legal team for the district. The current process for legal review is antiquated, so time consuming that it and actually hinders the school from having a timely manner for completion for legal review of items, contracts etc. The Board clearly does not want to help the district save money with the legal review process that it has currently in place , and actually has a conflict of interest with a sitting board member. This board member at one time had a law practice with this person. The current legal review process is costing the district too much money and the district could save money by having a legal team on site at the district. The Board should be fiscally responsible , and not keep one lawyer and his office that are on the payroll who create constant gridlock and take advantage of the district and its funds. We need to have our own legal team on site, who can also be accessible by the Chancellor when needed, remove the grid lock of having to wait for approvals , ask for legal verbiage, being available to talk to affiliation of the school if needed, Yet the biggest reason to have a on site legal team is money we can save at the district if we did this. Irony every time this issue comes up for a vote , ironic that it gets shot down. The Chancellor needs to have an on site legal team, I wish the Board of Trustees would realize this and make it happen. Get rid of the current legal office and get a on site legal team!!
- The Board has too much influence and interferes with the Chancellor's decisions.
- This Board has a tendency to micromanage, this will not be true until there is not one thing requiring their approval to go forward. I know the board used to micromanage more than now and it is good they have improved but they have not gone near far enough.
- This has improved dramatically over the past 4 years. And while there is still some work to do in this area, the leadership of the Board should be praised for all of the progress that has been made!
- Ugh.
- Whereas, Administrative Procedure 5500 (AP 5500) is intended to effectively implement Board Policy 5500 (BP 5500) "Student Code of Conduct," that "includes a defined process for the fair and impartial review and determination of alleged improper Student behavior;" and

Whereas, AP 5500 states "This Student Code of Conduct provides District Students with prior notice of behavior deemed unacceptable by the District's Board of Trustees" and one of these unacceptable behaviors is "43. Unauthorized Tape Recording. Tape recording any person on District Property or at any District function without that person's knowledge or consent. This definition shall not apply to recordings conducted in public, in a commonly recognized public forum;" and

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- I lack confidence in the District's Board of Trustees to follow and properly implement their own Administrative and Board Policies, especially as they relate to AP 5500; and

- I do not believe that the District's Board of Trustees has reached a conclusion that is "in the best interest of fairness and equity for all," as rescinding a punishment in the manner they did skirts their own procedures and sends the message that students who compromise the educational integrity of our classrooms will be allowed to do so free of repercussions; and

- I lack confidence in the District's Board of Trustees to protect an environment in which faculty can teach as they see most effective in accordance with the principles of academic freedom.

- Would not know if they do or don't.
- You went to PERB!!! Not good.



- hard to know if they do -- not sure what the checks and balances are in place
- n/a

**21. The Board of Trustees establishes a clearly defined policy for selecting and evaluating the presidents of the colleges.**

- (not sure)
- Again, I would love to see a more inclusive process for selecting and evaluating the President especially including the constituents at the specific campus (administrators, faculty, staff, and students).
- As a part-time faculty, my primary responsibilities are outside of Orange Coast College and I don't participate much beyond my departmental activities/meetings.
- BOT could implement and exercise their roles in selecting or evaluating campus presidents.

[REDACTED]

- Hiring practices are absolutely corrupt. Only time will tell how employees feel. It is clear the paperwork trail is maintained well ... to be compliant with the law.

I hope I am traced back and haunted or harassed for expressing the opinion of many who prefer not to say anything

- How does the Board establish the faith of the college in their presidents? I've not seen an evaluation or survey sent out specifically regarding the President. We've only seen climate surveys regarding the Office of the President as a whole. This is different than just the President.
- I Have not read about this SOP - but will look for it to read about.
- I disagree with that. Some selections in the past were certainly not that well evaluated.
- I don't think this happens at all. I think the board is afraid to make changes even if needed because someone has already worked here for so long... or they are recognized for doing good things in their field or whatever. Frankly I couldn't imagine what it would be like if any of our presidents became chancellor here. i think two of the three would be eventually ok.
- I know of no such policy.
- I would have no way of knowing or commenting on items 10-17. Board meeting take place during my work hours and I have not as yet taken the time to search out board agendas or meeting minutes during my non-work hours.
- I'm still new and am not totally familiar with the Board of Trustees.
- Most of these I rated good because I truly am not knowledgeable about the Board or its members and did not want to give a negative mark without cause. I work in a department that is consistently busy and the last few years have been the absolute worse. Honestly, I have not ventured out of the scope of my immediate job. I feel a sense of pressure to stay at my cubicle because we are constantly inundated, even if it is merely to explain to students why we don't have any answers. Everyone seems to know it, but it's the ugly family secret that's easier to bury than to deal with. I challenge you to be a student and live what the students live trying to get answers to simple questions and given the runaround. Honestly, when I hear about inadequacies in other institutions, educational or commercial, whatever the environment, I reflect on my workplace and know we need to do better and be better.
- My experience with evaluation of administrators is that any helpful suggestions or heavier forbid criticism is simply passed on to administrators so they can discriminate against reviewers.

Never seen any real effort to improve or change following behavioral surveys; however, I have seen and experienced retribution for unfavorable reviews.

I've decided to delete any requests for administrative surveys, as these are used against honest staff and does not change managerial/administrative behaviors. There's a lot of groupthink and protecting "our own" going on in management. I'd prefer to see some legitimate degree and transparency.

- None
- Not at all!!
- Not that I know of. If they do evaluate the Presidents, they do not publicize the result.
- Our current one is two-faced.
- Overall, I feel the board of trustees have improved greatly over the past few years.
- The Board of Trustees may have established a clearly defined policy for selecting and evaluating the presidents of the colleges. However, is that policy being adhered to? No!

[REDACTED]

Why then were candidates encouraged to fly into Orange Country from out of state when it was a foregone conclusion as to who would get the position? How do you describe such a process? This practice of racism and bias in the hiring process at Orange Coast College is rampant and systemic. Without legal action the practice will never cease.

- The policy is clearly stated, but the process could be improved. For example, although though the selection of the committee is mostly representative, there is no guarantee that all voices will be heard. For example, if a financial administrator is not selected, is there a blind spot on the committee for this area? It may be useful to have non-voting observers in the committee to ensure all wings have some representation from both admin and staff.
- The search committee structure for the President search needs improvement. Not enough classified representation to match the other constituents.
- Unknown.
- Where would I find this?
- Would not know if they do or don't.
- Yes, this appears to be actively in place.
- a joke
- hard to know if they do -- not sure what the checks and balances are in place
- n/a
- policy is obviously flawed, We have little to no demonstrated leadership at the college president level and yet we continue to renew contracts
- this is not publicized and I would not know..
-



