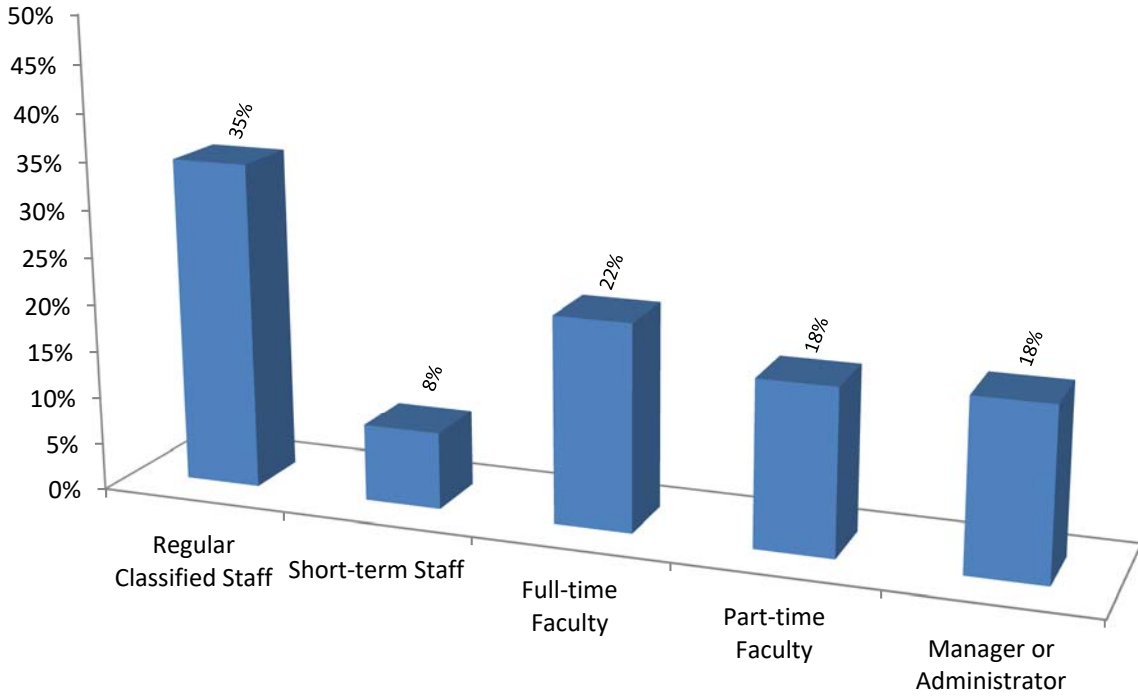


Coast Community College District

Survey of District Employees Regarding the Board of Trustees

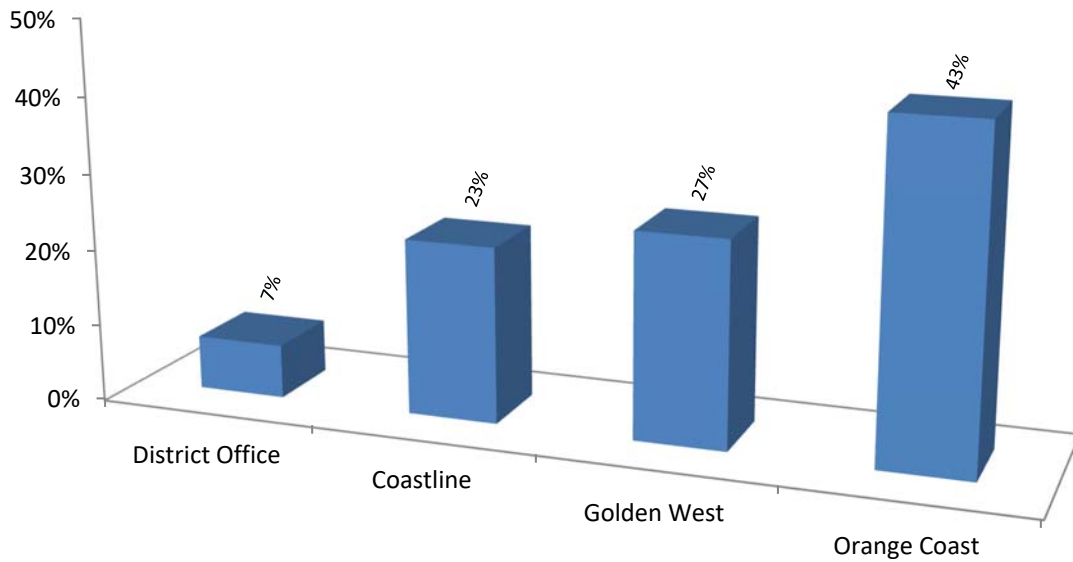
2019 (213 responses)

1. Which employee class most closely matches your position?



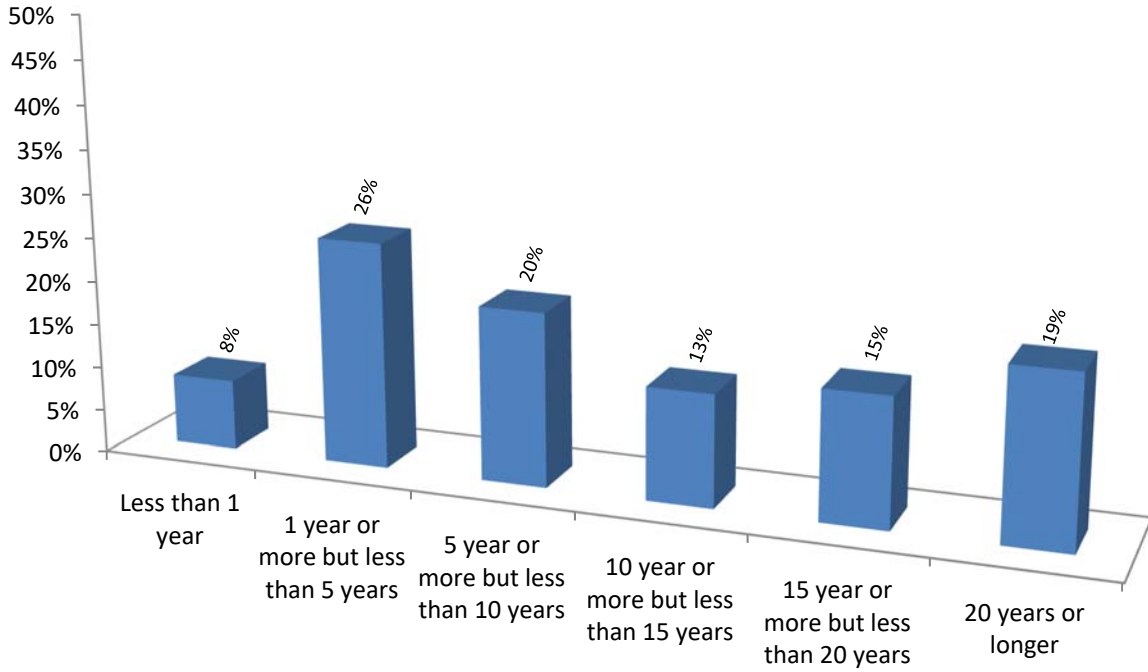
■ 2019

2. Which is your primary work location?



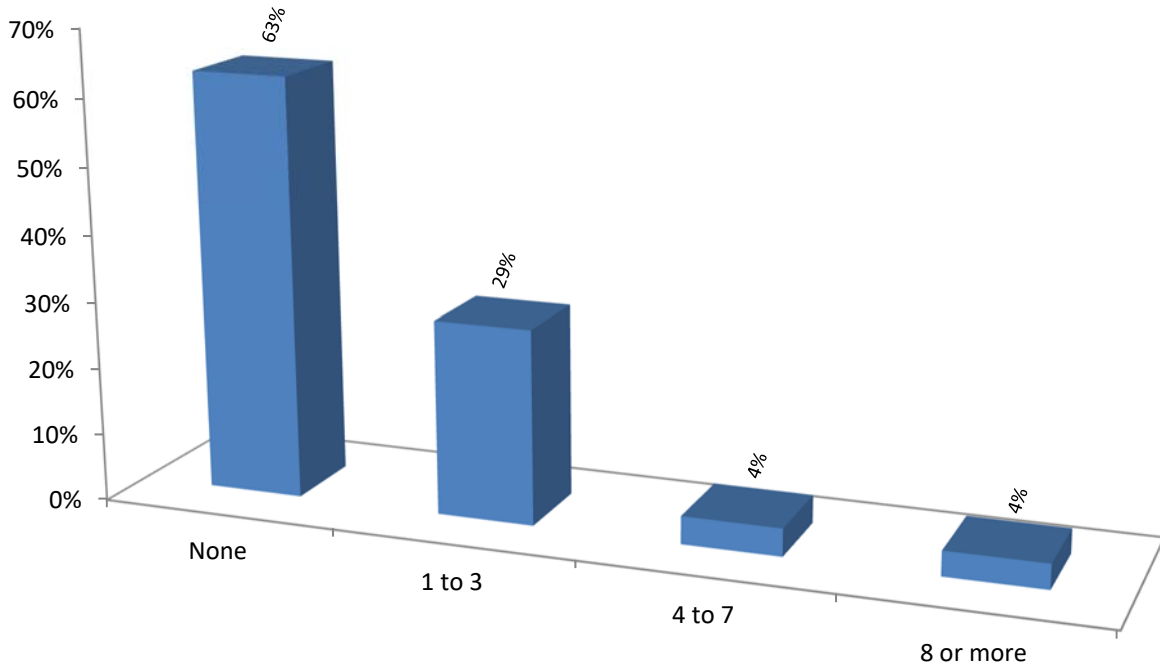
■ 2019

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



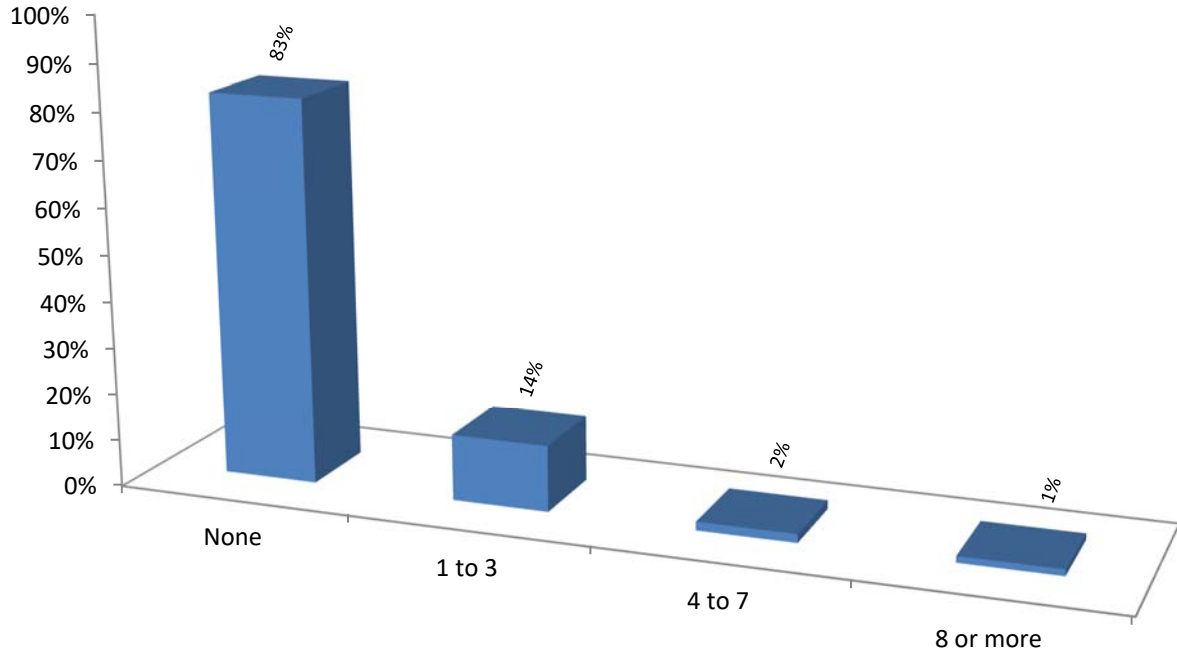
■ 2019

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



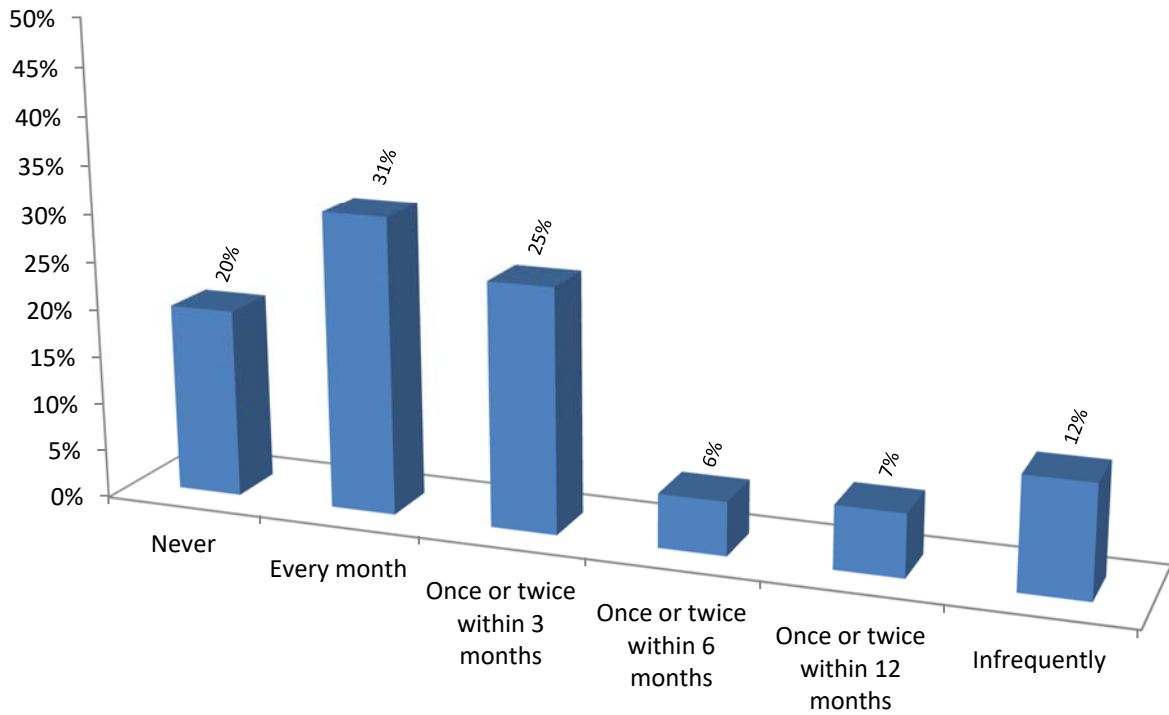
■ 2019

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



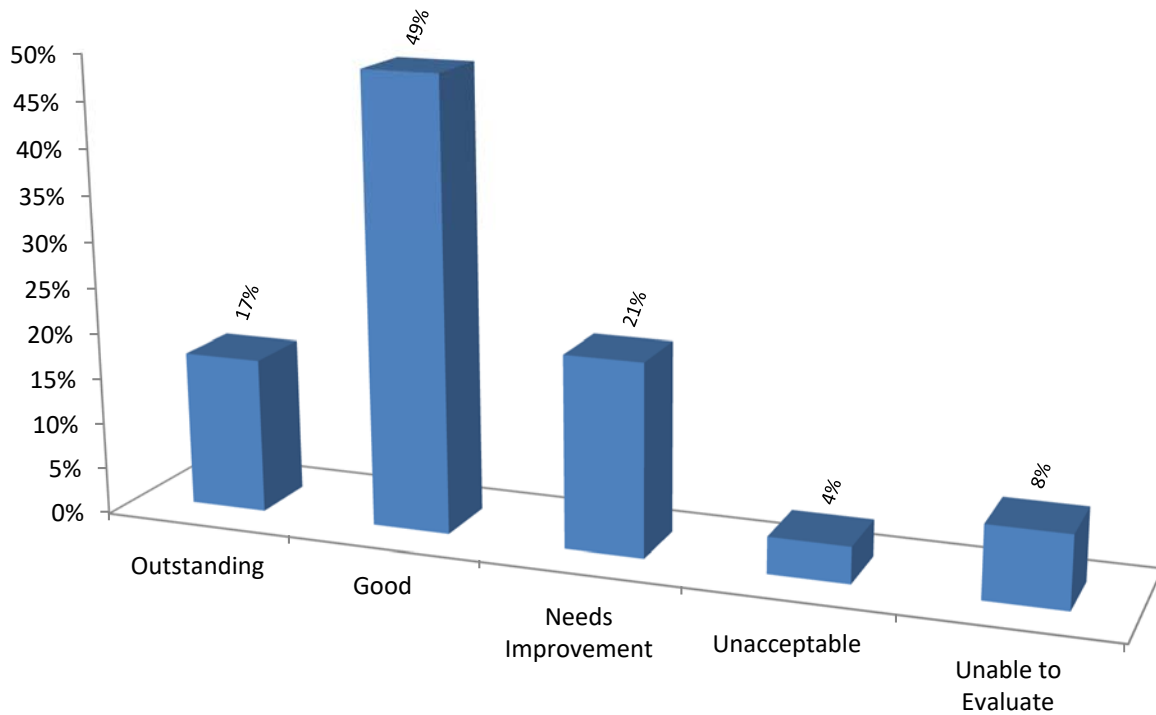
■ 2019

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



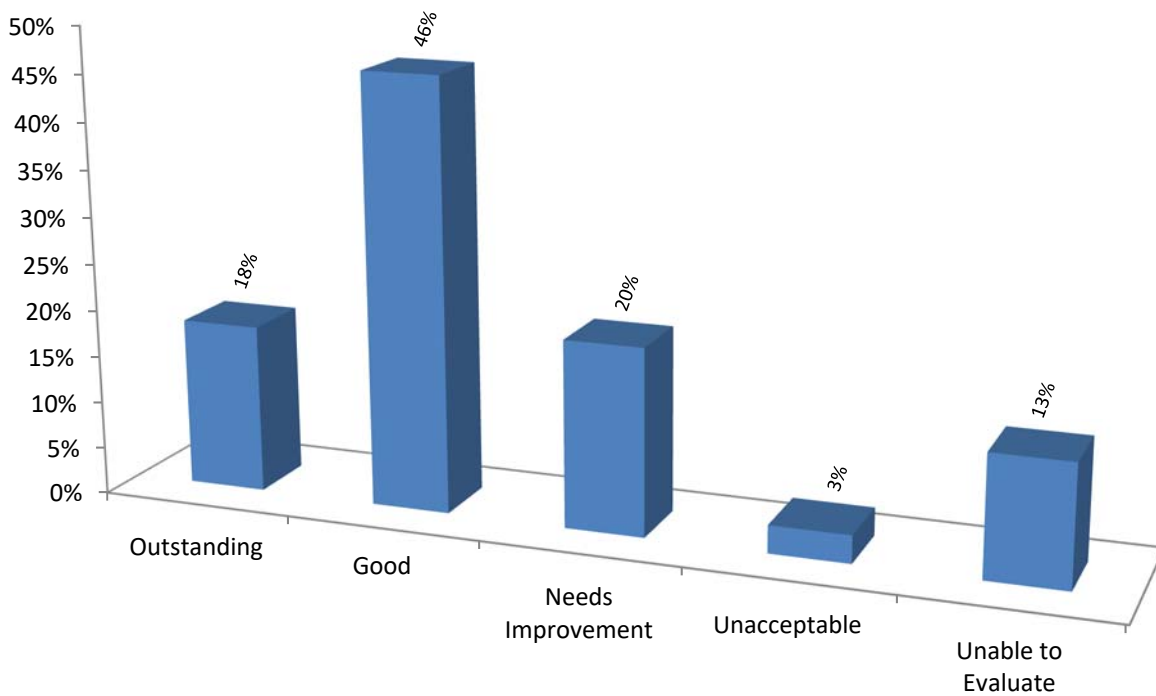
■ 2019

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.



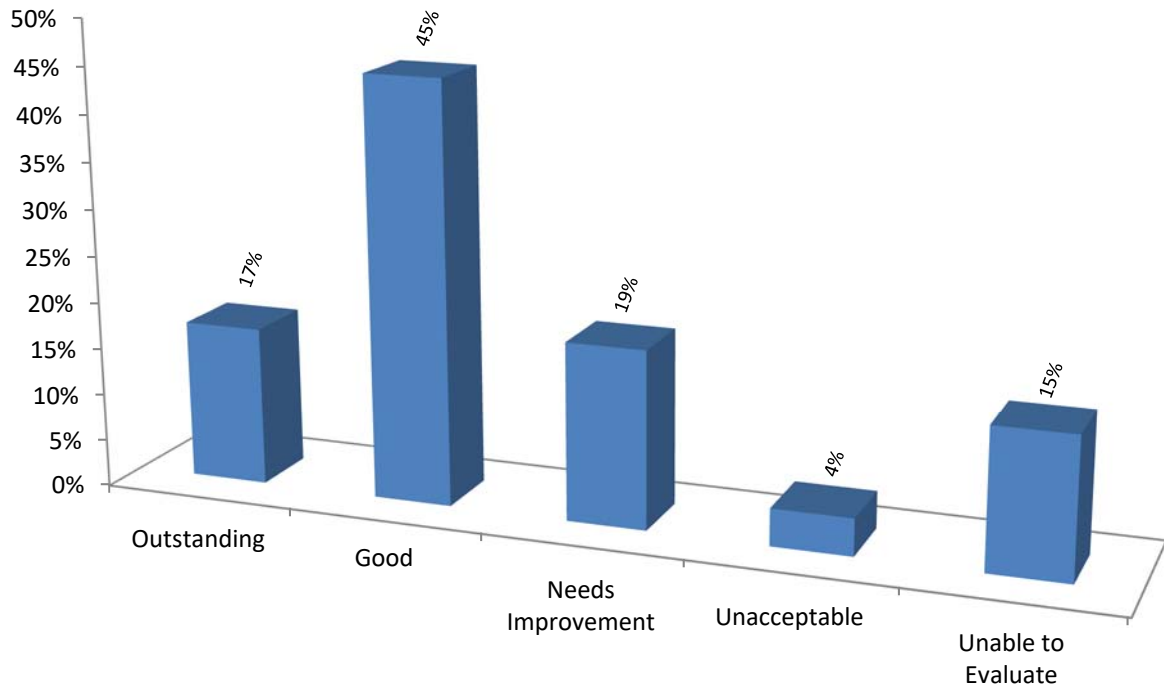
■ 2019

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



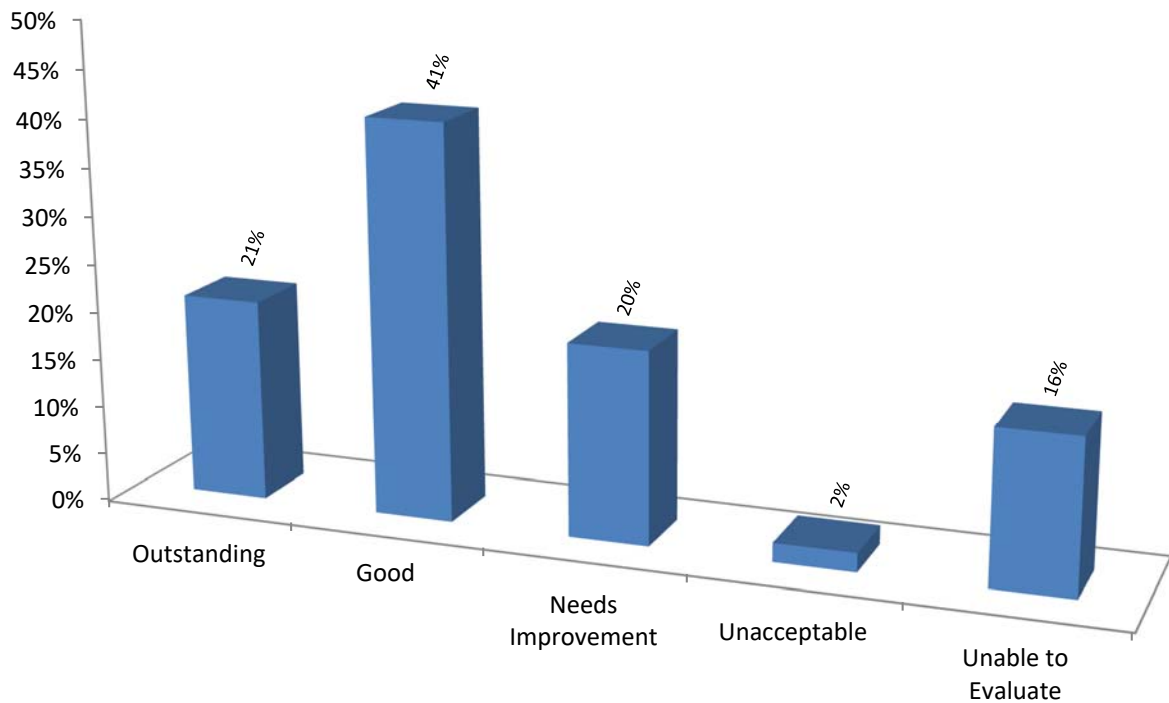
■ 2019

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



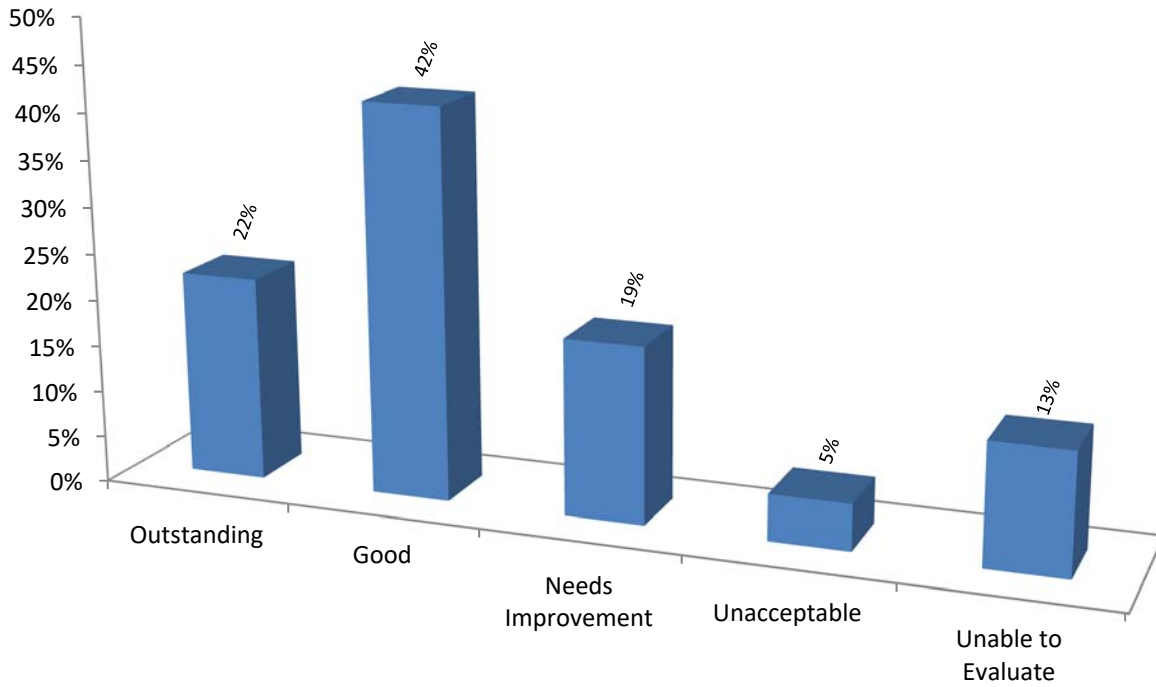
■ 2019

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



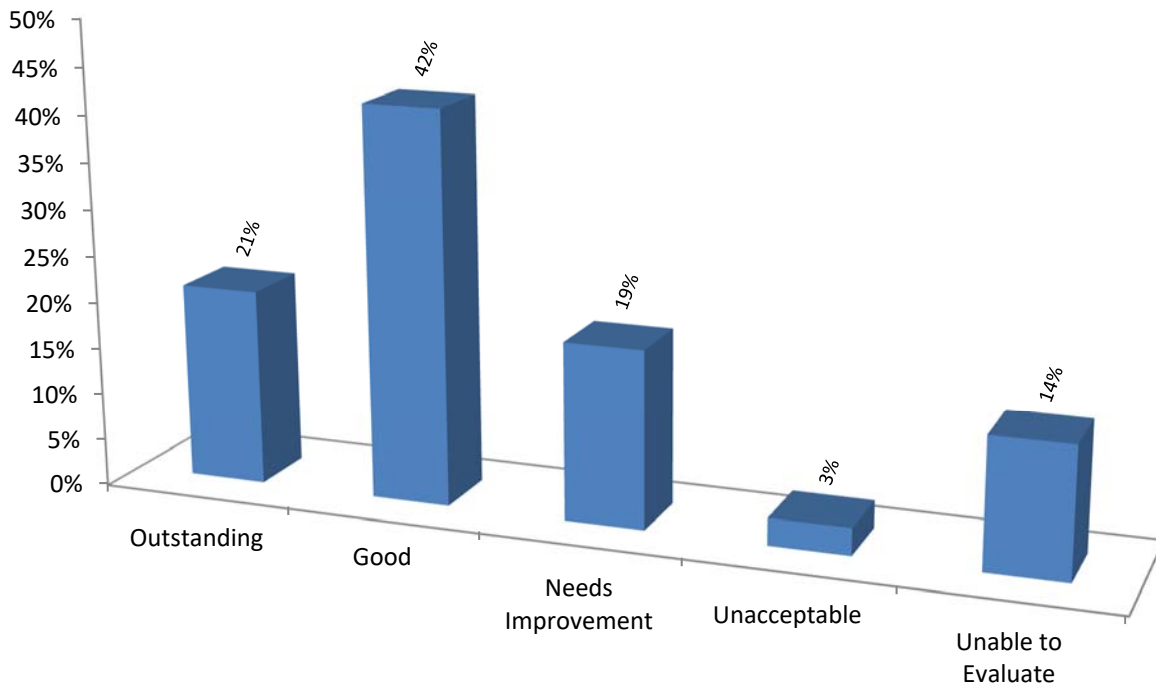
■ 2019

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.



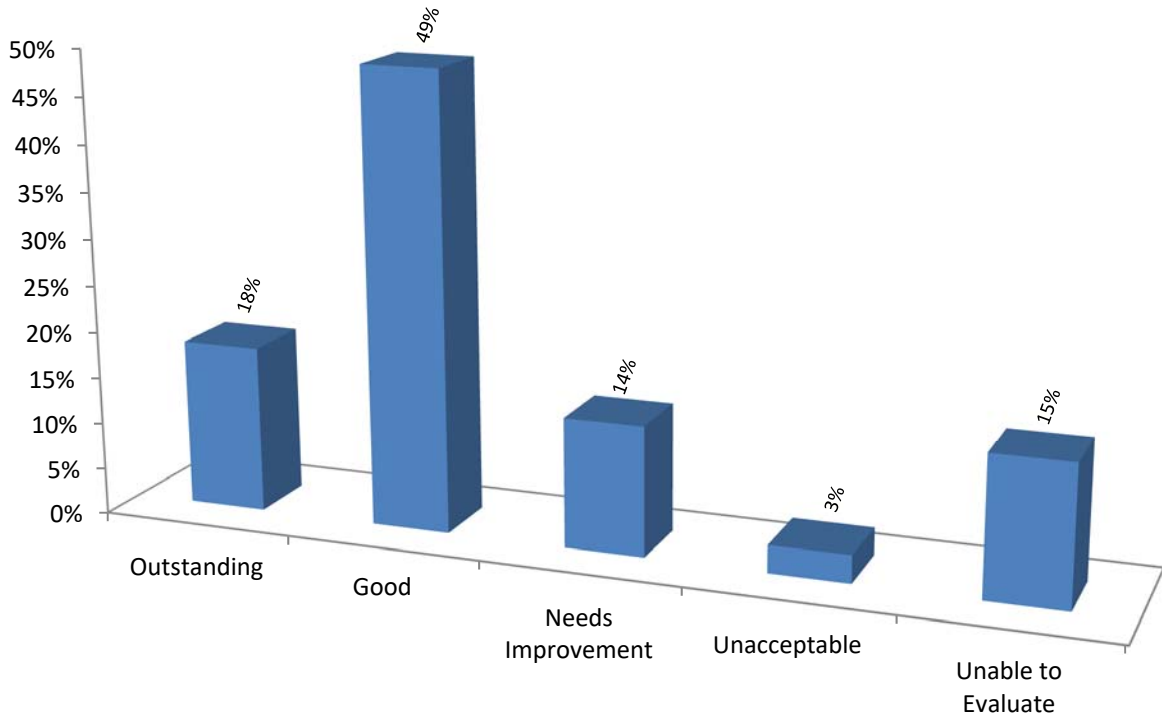
■ 2019

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



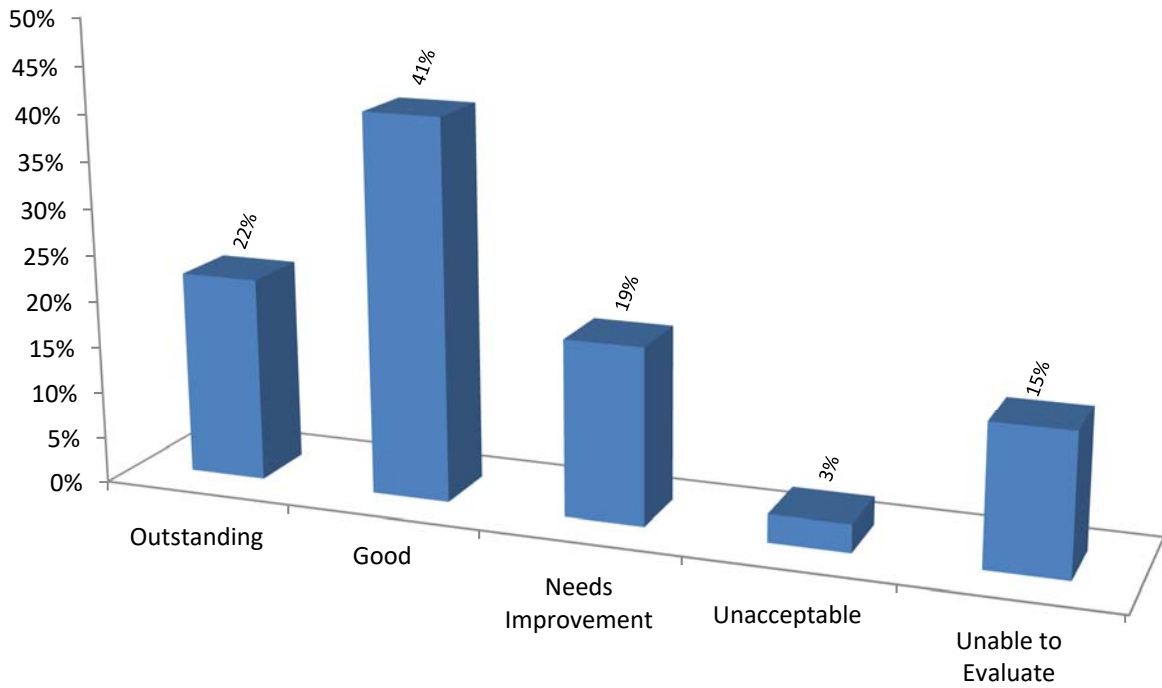
■ 2019

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



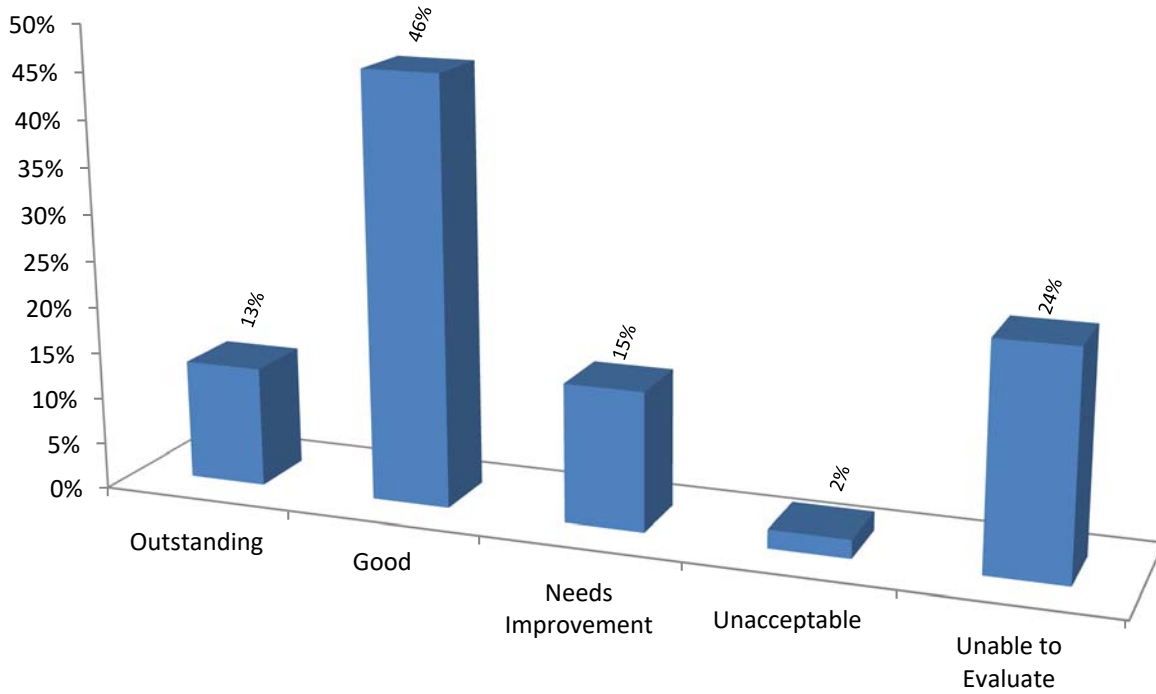
■ 2019

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



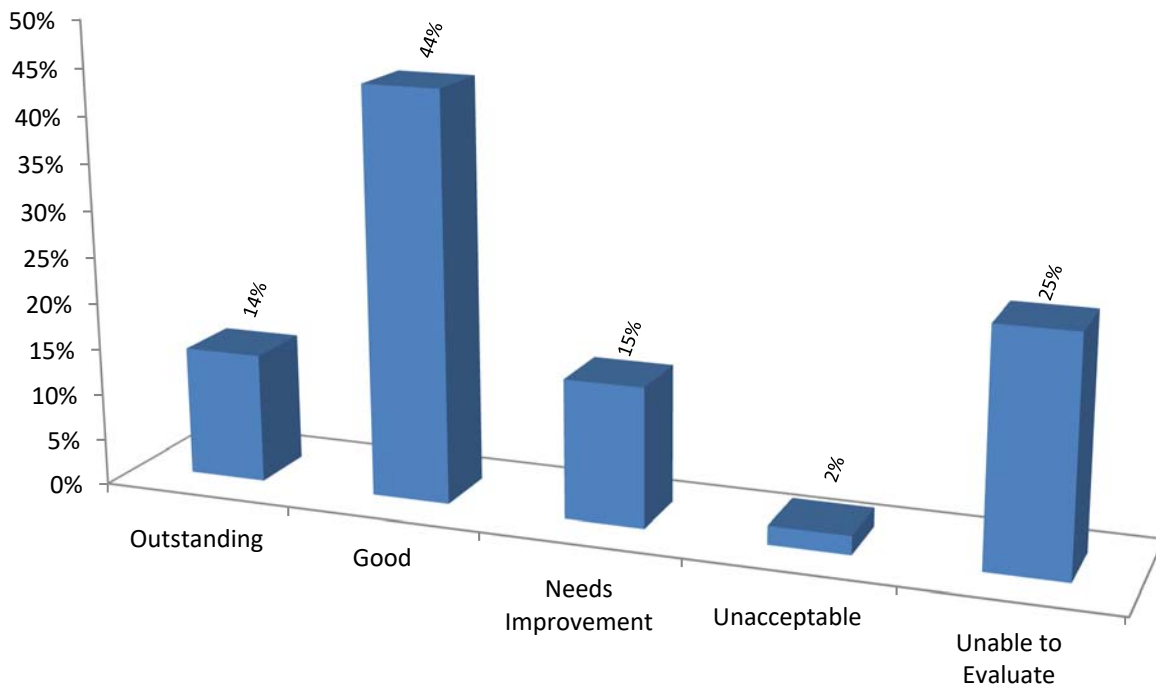
■ 2019

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.



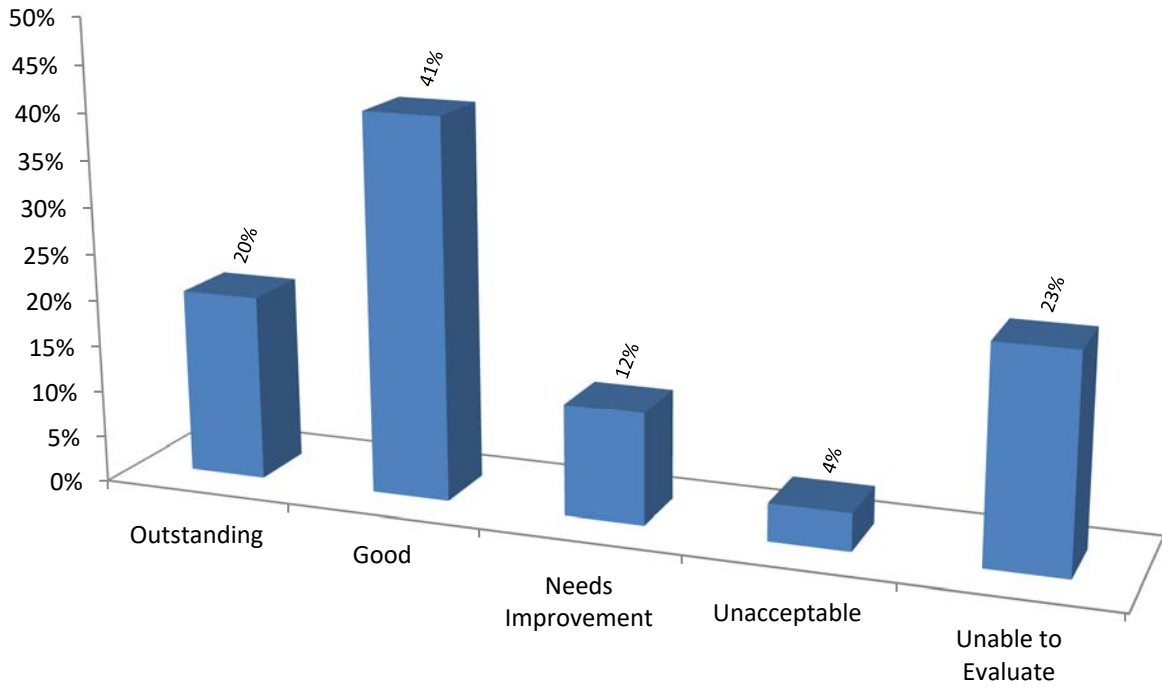
■ 2019

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



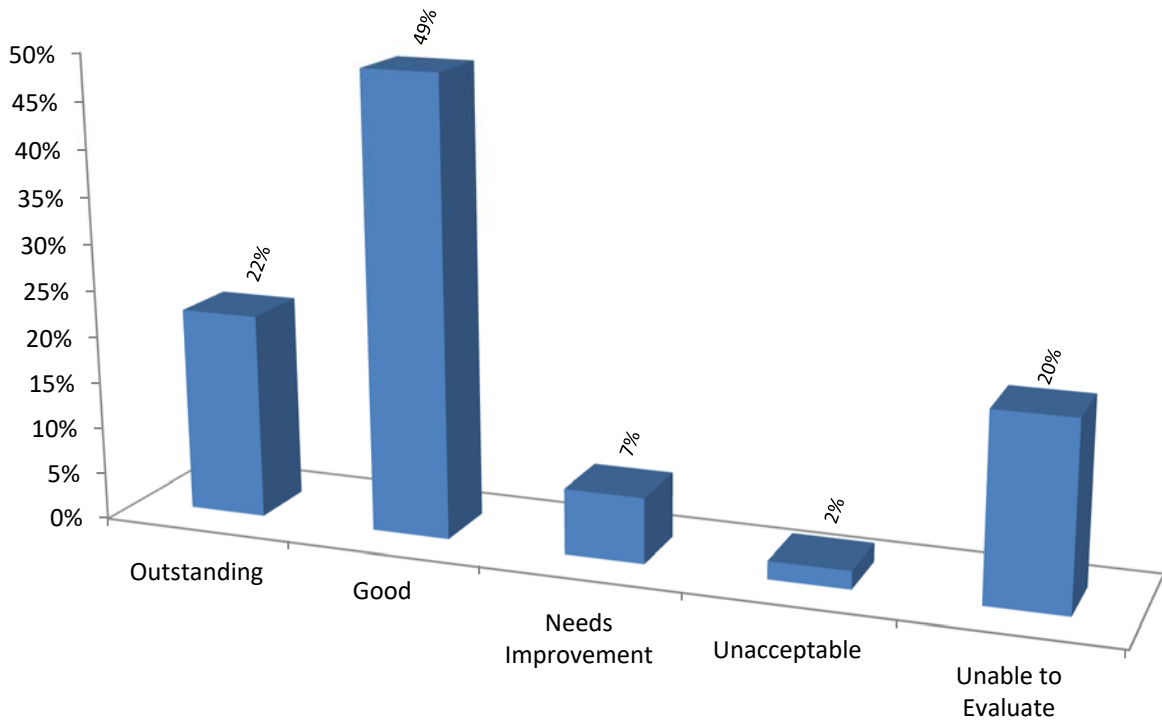
■ 2019

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



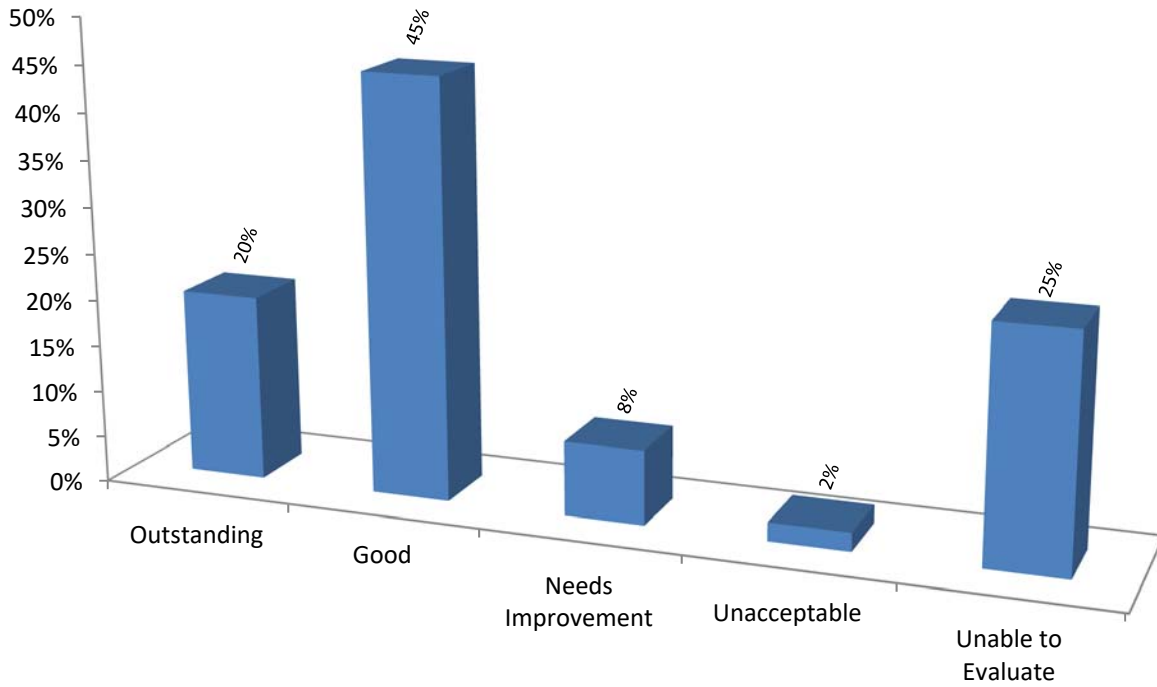
■ 2019

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



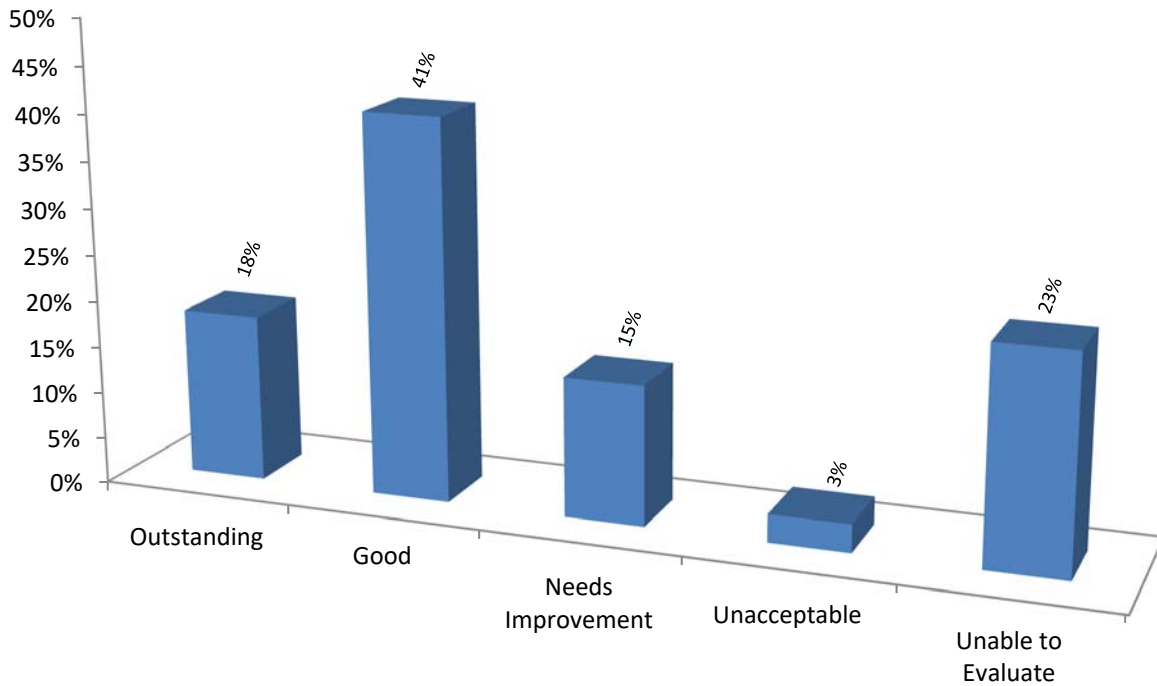
■ 2019

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



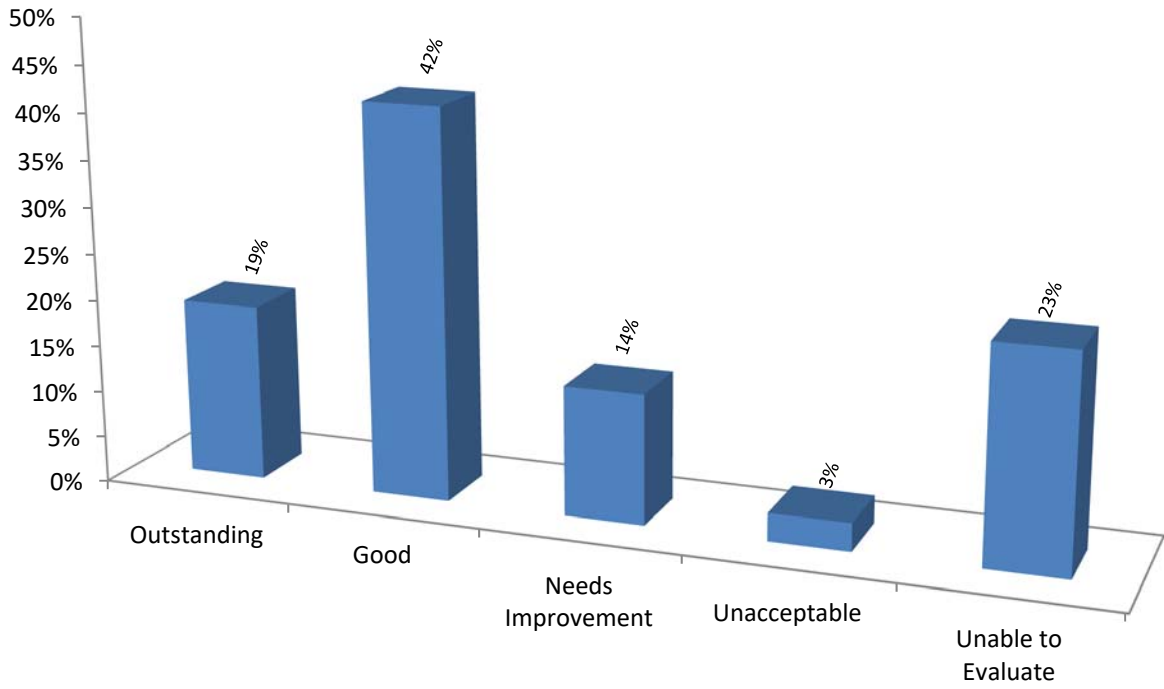
■ 2019

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.



■ 2019

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



■ 2019

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.

- ASL Interpreters are being limited to 19 hours a week which puts a burden on DSPS and the Interpreters to earn a decent living. This position should not be hourly part time. Students are suffering because classes are not covered adequately. Interpreting is not a job a student can do, it requires skill. Interpreters should be exempt from the 19 hours a week cap.
- At OCC there is an Administrator who does not comply with the Decision-Making process and Transparency which in turn creates a lot of backstabbing. The policies are well written and they are posted in the different Admin meeting rooms. However, the VP makes decisions and gets funding and turn away from other needed departments. (Clue: It is NOT our new President) . Why bother even having these meetings and discuss items when a particular VP already knows what is going on and "it is finalized."?
- Board overall is much better than in the past. Although, there should be term-limits, and the Student Trustee should absolutely have their vote counted as a full board member. There's no point to having a student "trust"-ee if they are not "trust"-ed by being counted equally.
- By including other groups than the Board itself in this question it distorts the stated goal of this survey. The other groups listed in large part are working for the good of the institution. The board, however, seems to be most interested in it's own interests.
- Campus safety is constantly kept in the dark on policy updates
- From the CCCD Mission and Vision Page, I would like to bring your attention to one of these:
 - Diversity:

Reflect inclusiveness with all ethnic, socio economic, educational, abilities, and cultural backgrounds. do not perceive nor have I seen that the college reflects diversity in their employee constituency. For example at OCC there are more male than female leaders. Which happens to NOT be in representation of two of the largest bodies of people - students and classified body. In terms of inclusiveness, I would argue that Coast does the opposite. The hiring practices seem vulnerable to issues of access and fairness. For example, if I were to create a chart of the past 24 months of hires in management positions, it is likely an external candidate was hired or a candidate closely connected to specific areas of the campus was hired. For example, people in the President's/VP Office get high visibility and access or the people who sit in the district HR Vice Chancellor's Office get high visibility and access to positions. Therefore, specific groups get the access and "determined as promotable." This is an example of NOT being inclusive, equitable and really is opposite of the mission/vision.

This is highly frustrating for me as someone who believed that hard work, engagement, education, and high productivity would get me considered for a job interview. That is not the case. Have you considered examining your hiring practices at Coast? You should. I found it insulting when there were many people reclassified in HR and also hiring from Long Beach (just one example) - yes this is still coming up because it was never addressed to resolve from reoccurring.

I also believe that it is okay to hire whoever the hiring team desires as long as it adheres to legal practices. However, if there are no promotions available for internal employees or once hired at Coast someone will likely not be considered for opportunities beyond the original role hired for, it really needs to said on all job announcements and advertised as part of the Coast way so that future applicants have an idea of their future at Coast. The future is definitely not at Coast for employees. One counter argument to hiring from the outside that I have heard is that people here do not have the skills needed for the positions/vacancies. Then my question is: who are we hiring? Why are we not supporting employees' growth? What is the strategic plan for employees? If we have people with skills that are not making the mark, then it needs to be addressed, recruitment practices re-examined, and employees' skills re-evaluated. If not, how can people without the skills needed help move the vision forward?

- How can this be true when a large number of employees are exploited laborers? Pay adjuncts a fair wage, and this might be true.
- I believe the District staff, below the Chancellor and Vice Chancellor's, should work as if they are our collaborative partners. Decisions without input from the end users cost the district time and money.
- I do not know the board.
- I don't have any knowledge of the interactions of these parties, but overall, the Coast District is working hard to meet the needs of its community and students.
- I had an issue last month and it was handled very quickly. I am very happy with the way that it turned out. The Administrator was very professional and the matter was resolved.
- I have serious frustrations with administration on our campus but look forward to improvement under our new president, who seems excellent.
- I know each of the five trustees.
- I often feel that the District doesn't allow each of the colleges to do try something unless all the colleges try it. The colleges need to have some freedom to maintain their own personalities.
- I often see disconnect with proposed Board Policies and what is happening on campus. I would also say that I only see the same Board Members at events, others only appear for Photo-Ops, at least thats the appearance.
- I think the district and colleges appear to be trying to reach this standard, when actually there's a good deal of going-through-the-motions and then deciding and implementing decisions behind closed doors. I'm especially speaking of construction projects at

OCC. Who authorized those mammoth buildings going up for admin and food services? I know the college is limited on how much square footage is allowed, and enormous buildings on one side of campus prevent or limit construction for other departments. Plus there's the whole "we're spending 90% of the budget on personnel" issue. More square footage for admin just lets admin get more bloated and the college more top-heavy. And then the district will cut costs by not replacing staff (classified) and maybe faculty who retire, but admin keeps growing.

- I think we do a good job overall. However, I often find that the "left hand doesn't know what the right hand is doing". We must do a better job of communicating District-wide. Folks in leadership roles must rely on the facts and not just believe the last person the spoke with.
- I would put my answer between "Needs Improvement" and "Good". The Board appears to respond to current issues of concern for the district, as well as addressing those that are upcoming mandates of the State. While growth and development are important goals, the Board sometimes has to deal with issues of lapses from the past; note the HR debacle and rehiring of all hourly while restructuring the pay and benefit scales for all employees.. This was done too quickly, in my opinion, and without enough specific attention to the individual fiscal, academic and human needs each departments at all sites required.
- I'm not sure if these comments are supposed to be for 2.1 or 3.2. The heading above says "3". I will assume, however, these comments are for 2.1 When are these meetings? How about an invitation to attend sent to full and part-time faculty and staff?
- It is their own personal agenda they try to push onto the public interests.
- It would appear that the re-election of the trustees may supersede the needs of CCCD students in decision-making processes.
- None at this time
- Often decisions by district personal have a negative affect on the college campus. There is a feeling by many many faculty that there is a disconnect about how changes made at the district level affect our college personal, faculty and students. For example, they changed the phone system the day before classes and did a quick flex day overview of this new (and nice) complicated system works. But this did not leave us time to fully understand it and get assistance at the time that most students/staff will call us. This was bad timing and we had NO input of the timing of it. This is just one of many many examples where college staff and faculty are just told--this will happen on this date---- with no input and the plan is very unrealistic based on our needs. We need less centralization of tasks and decision and more respect for our needs and input.
- Our Board is open and available, attentive and active in what's best for individual colleges, and for students at large.
- Please give us more options on the above. When we are informed by emails, of which we get zillions, it is hard to stay abreast of these things. Processes for volunteers is ridiculously arduous. It is as if they are applying for a job. This means that we won't ask someone who wants to volunteer for a few hours once or twice, losing great opportunities.
- [REDACTED] The cloud migration project went awfully from an internal perspective, and as a result, a significant amount of control over the district's data has been lost. Elucian now controls the majority of our database functionality, and we must ask them permission to make significant changes to our data. This whole project did not help students. It did not help us achieve learning objectives. [REDACTED]
Also, the solar panels at the district offices haven't worked for a long time. A very long time. Burning money looks real good to the taxpayers. The facilities office seems uninterested in fixing the issue.
- Students and staff seem to be less well-informed about the processes and practices. Lack of interest and time may be factors; also there is a perception that there is little or no room for new ideas, change in policies or practices, etc.
- The BOT micromanages a lot. Way too much. They need to approve every single budget item even though the larger budget for the department has been approved. In addition, they make it hard for students especially clubs/orgs to meet and host events when they are requiring approval for each meeting/event. Students will be waiting for weeks for approval before actually getting their club/org up and running.
- The Board is very supportive of my efforts as Faculty Accreditation Coordinator for Coastline, and I appreciate that support.
- The Board needs to visit college locations more to understand the challenges that the employees are facing. More information needs to come to the Board from the bottom up, it seems most decisions in the District are bottom down decisions.
- The board has no understanding of what we do. What is expected of us and the serious nature of what could be. There is a sort of "blinder" mentality, and I feel we are in a "wait and see" posture. We are left with shabby and deficient equipment, short of staff and resources. its a matter of time before someone gets hurt.
- The fiasco with what the board did to part timers in Campus Safety is ridiculous and insulting and completely unacceptable. It could have been handled much much better and they never even apologized. It's obvious they don't care about the part timers (the dedicated employees that hold the institution together). Safety should not be overlooked or not be a priority. The students, staff, employees and public deserve better! Shame on the district.
- The work of the board seems overly bureaucratic and focused more on budget and less on substantive issues
- There are a great many competing interests with faculty, classified, community, unions, finance, lawsuits by various factions, etc which required balanced approaches to a great many issues. The B/T does a highly commendable job in dealing with this wide range of public decisions.
- There needs to be a larger focus on student needs and offer programs that students need.
- This campus has too much higher management and not enough staff at lower levels. They are the ones that make the campus run. More funds should be put into that.
- We all work very hard for excellence at the Coastline Community College District.
- Why would I attend a meeting? You're going to do what you want anyway. Our voices/concerns don't count. Bleed for everyone but your own workers! The president complains she's not getting enough money? Wow!
- With my job on the line during the layoffs and cut hours, I thought it was disrespectful how there was no sense of communication. My boss and director and everyone on our floor did their best to keep us up to date but it was a total disaster not knowing when I was able to work and or how. I thought it didn't make sense that we were not receiving emails about this except our program

specialist who were giving different emails and it was a bit frustrating knowing that there wasn't an individual who I could turn to to ask for a definitive answer. You folks at the district and HR get paid very well so I expect you to actually work and do your job, especially during such a stressful time when I wasn't sure when I would be able to return. So grow up and screw you for laying off all my friends and great coworkers.

- na

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

- We are fortunate to have such a high-quality Board.
- They are internal fighting constantly. Some Board Of Trustees need to step down and move on.
- Again, please see above. The board of trustees needs to improve on that area.
- Campus safety needs a greater voice. Jim Rudy is awesome but the actual district is garbage and I humane in practices.
- Can't really answer. Not enough knowledge.
- I believe that the decisions are balanced and reflective not only of an enormous amount of experience, but also of profound care and wisdom
- I do not know the board.
- I doubt that there is a strong working class Faculty voice in their opinions.
- I really have no opinion on this; wish there were a button labeled "I don't know"
- If there were an option for "I don't know" I'd use it.
- It sometimes appears that Board members vote for personal interests.
- It's gotten much better. There is often good reason to disagree. Just do it respectfully.
- No basis for judgement
- No offense intended personally to the BoT, but I would like to see greater racial and age diversity that better represents our district. I understand the BoT is elected, so I think existing board members should make a tremendous effort to make sure they have input from individuals who represent their community. And perhaps step down at term end and allow for new opinions and ideas.
- None at this time
- Part-time working on extra-contractual projects without pay is unethical and abhorrent. You make big, fat salaries and we work in the hot kitchen doing free work for nothing.
- Same as above.
- See above
- Seem to listen and genuinely consider public comment better than most boards where speakers are ignored. It is evident that most of the board members deeply care about this District.
- The BOT reflects their own interests more often than not. For example, it has been awhile since the full BOT has been at the meetings. Some of them have been in office forever and should step down and pursue other career paths. The BOT also hires their own people such as the legal team. Hence, the BOT make decisions for their own benefits.
- The board's role is broad oversight. Every single decision that has to wait on the board is an insult to all the managers, staff, and faculty in this district. The board should trust those that are more qualified and up to date to make these decisions. Policies are often changed without those who have expertise and are impacted by the policy seeing them.
- The fiasco with what the board did to part timers in Campus Safety is ridiculous and insulting and completely unacceptable. It could have been handled much much better and they never even apologized. It's obvious they don't care about the part timers (the dedicated employees that hold the institution together). Safety should not be overlooked or not be a priority. The students, staff, employees and public deserve better! Shame on the district.
- This elected board does not adequately reflect the demographics of the community they serve.
- Until everyone follows the decision policies and transparency, the public interest will not like what happens.
- Yes, but that is the problem. The Board of Trustees reaches a decision that is favorable to the board, but not necessarily to our students and faculty.

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

- The diversity of their perspectives benefit the District. I like the fact that they often do not agree. It is Madisonian. In that conflict, the public interest is protected.
- As part time faculty I work at a number of institutions. One thing I absolutely love about this district is the academic freedom in the classroom. It is so nice to work for people who trust me to do the job they hired me to do. I feel there is lots of support if I need help or have questions but I am also able to try new teaching methods, projects, etc. with the goal of improving student learning. This factor is a huge selling point for this district. I am sure you are under pressure to conform and micro manage more but I appreciate your support of faculty to give us freedom in our classrooms. Thank you.
- Based on the individual trustee opinions, we notice some topics returning even after a board has already made a decision. We worry that the topic of PLAs will increase the cost of construction and reduce the amount of buildings we can afford to build.
- From what I observe, this seems good, but I don't know what happens in reality.

- I do not know the board.
- I have no idea. How could I judge this?
- I really have no opinion on this; wish there were a button labeled "I don't know"
- If there were an option for "I don't know" I'd use it.
- My opinion is that many of their decisions are based partly in Politics rather than knowledge of the situation at hand, whether that is Pro or Con the decision. Make the decision based on Policy and work product.
- N/A
- No basis for judgement
- None at this time
- Some Trustees are influenced by outside committees, companies, unions. They just want to get reelected and don't look at the whole District and the decisions they are making. Example using General Counsel to control every decision we make and every contract we need to push through. Most people think General Counsel is bigger and more powerful than the Trustees or the Chancellor. We don't work for counsel, they work for us but it does not seem that way.
- Some members have a difficult time agreeing with the majority -- and recognizing that everyone is entitled to an opinion, there is a point after which those in the minority need to be sensible about constantly raising a particular issue.
- There are certain unclear results.
- There is an embarrassing amount of child-like behavior during board meetings when JP does not agree with the majority.
- They will reach a decision together and act on it as a whole if they all benefit such as raising their stipend for being in office. They are public servants and are elected by the will of the people. They should not be voting to give themselves raises. Rather, they should find ways to make things easier for employees and students to work successfully together towards stronger student enrollment, retention, and persistence rates.
- Why not: lock step is the call of the day.
- don't really know

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

- Don't know
- Each of them are committed to the Colleges, each of them are talented and dedicated.
- Employment policies are unacceptable. Current issues with part-time, hourly workers are rendering critical campus services, such as the Success Center, unusable due to short-staffing. Lack of campus food services is driving away students and faculty on Fridays and weekends.
- I am not certain the Board knows everything that goes on.
- I appreciate how often I see trustees Prinsky and Hornbuckle at events. Thank you
- I do not know the board.
- I don't think so.
- I lost 5,000 dollars this summer because of the district. The employment freeze was unacceptable and everyone in HR should be fired.
- I really have no opinion on this; wish there were a button labeled "I don't know"
- I think there is too much influence from our employee unions and we are in a budget situation. I think the District gives away the farm and we aren't strong in dealing with bad employees or bad students.
- If there were an option for "I don't know" I'd use it.
- No basis for judgement
- Some projects still seem to get preferential treatment and funding, like new sports facilities and anything related to the sailing and mariners program.
- Sometimes the Board decides things such as discipline based on elections. Not good.
- Sure, you take care of yourselves and treat the serfs like trash. You need an independent survey of how part-timers are taken advantage of. We do free work because we are afraid of losing our measly jobs.
- The board is in fear of the unions which marginalizes their ability to operate effectively.
- They made poor decisions when there was media pressure on them about the student who recorded an instructor in class. They gave in just because of the pressure.
- Trustees appear to have bias toward specific institutions
- Two of the Board members are easily influenced by unions.
- Very good at looking at the very large picture -- a diverse community of interests demand thoughtful responses which the Board has consistently done.
- Board policies are far too general and are written with an over-reaching, corporate tone, which is often totally inappropriate for instructional departments, especially those in areas like Fine Arts, Technology, and Athletics, where physical contact, physical risk, necessity for unedited free-speech, and the protection of intellectual property of faculty/staff and students are all vastly different in practice, and therefore much more important than in the office environments the policies seem to be geared towards. A distinction and/or separation absolutely needs to be made to protect these areas with more appropriate language in the policies.
- Campus safety is extremely underfunded and undermanned for the current mission.
- How can this be true when the labor of the majority of your educators is unfairly exploited?

- I believe the board tries to ensure the quality, integrity, and improvement of student learning programs and services and the resources necessary to support them, but the Unions have become too powerful.
- I do not know the board.
- I don't know enough about this to offer an opinion
- I think the policy's in place are excellent, just enforce them.
- If there were an option for "I don't know" I'd use it.
- Many of the policies are overreactions to problems and often create more problems than they solve.
- The BOT acts like they support diversity and equity programs but to they do not reflect the population of their students and their employees. The District is very diverse yet the BOT are not remotely even pushing any initiatives to support diversity and equity hiring.
- The Board, through its constant review process does this very well.
- The board selects what they support in educational programming and allows personal bias bathed in vendetta's that are sometimes associated with inaccurate information. This restricts their ability to be effective. Board members are unable to disassociate with negative incidences of our history, hold fast to mistakes and don't allow growth, and, at times, unable to move forward with a positive outlook.
- The fiasco with what the board did to part timers in Campus Safety is ridiculous and insulting and completely unacceptable. It could have been handled much much better and they never even apologized. It's obvious they don't care about the part timers (the dedicated employees that hold the institution together). Safety should not be overlooked or not be a priority. The students, staff, employees and public deserve better! Shame on the district.
- The policies and procedures are developed by the representatives of faculty and staff and then ratified by the Trustees.
- There is a need to revise some policies/processes to be more efficient and current with today's business practices
- They do seem to be working their way through those policies, regularly reviewing. They do request input from constituent groups. Sometimes though the deadline for input rushes the process and constituent groups don't have enough time to debate and collect input. Could there be a more formal regimented process for that? It seems hit-and-miss for which policies get rushed through and which get delayed.
- This is not well balanced, again because the VP is not paying attention to the success of the students and faculty.
- Your personal mission statement. Sure, why not.
- the comment here is similar to 3.1. There is a disconnect about campus needs and the affect district decisions will have on our daily educational activities.
- The decision makers at the district need to spend some time on our campus, have a campus representative to give feedback on decision.

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.

- Board policies are far too general and are written with an over-reaching, corporate tone, which is often totally inappropriate for instructional departments, especially those in areas like Fine Arts, Technology, and Athletics, where physical contact, physical risk, necessity for unedited free-speech, and the protection of intellectual property of faculty/staff and students are all vastly different in practice, and therefore much more important than in the office environments the policies seem to be geared towards. A distinction and/or separation absolutely needs to be made to protect these areas with more appropriate language in the policies.
- Campus safety is extremely underfunded and undermanned for the current mission.
- How can this be true when the labor of the majority of your educators is unfairly exploited?
- I believe the board tries to ensure the quality, integrity, and improvement of student learning programs and services and the resources necessary to support them, but the Unions have become too powerful.
- I do not know the board.
- I don't know enough about this to offer an opinion
- I think the policy's in place are excellent, just enforce them.
- If there were an option for "I don't know" I'd use it.
- Many of the policies are overreactions to problems and often create more problems than they solve.
- The BOT acts like they support diversity and equity programs but to they do not reflect the population of their students and their employees. The District is very diverse yet the BOT are not remotely even pushing any initiatives to support diversity and equity hiring.
- The Board, through its constant review process does this very well.
- The board selects what they support in educational programming and allows personal bias bathed in vendetta's that are sometimes associated with inaccurate information. This restricts their ability to be effective. Board members are unable to disassociate with negative incidences of our history, hold fast to mistakes and don't allow growth, and, at times, unable to move forward with a positive outlook.
- The fiasco with what the board did to part timers in Campus Safety is ridiculous and insulting and completely unacceptable. It could have been handled much much better and they never even apologized. It's obvious they don't care about the part timers (the dedicated employees that hold the institution together). Safety should not be overlooked or not be a priority. The students, staff, employees and public deserve better! Shame on the district.
- The policies and procedures are developed by the representatives of faculty and staff and then ratified by the Trustees.
- There is a need to revise some policies/processes to be more efficient and current with today's business practices
- They do seem to be working their way through those policies, regularly reviewing. They do request input from constituent groups. Sometimes though the deadline for input rushes the process and constituent groups don't have enough time to debate and collect

input. Could there be a more formal regimented process for that? It seems hit-and-miss for which policies get rushed through and which get delayed.

- This is not well balanced, again because the VP is not paying attention to the success of the students and faculty.
- Your personal mission statement. Sure, why not.
- the comment here is similar to 3.1. There is a disconnect about campus needs and the affect district decisions will have on our daily educational activities. The decision makers at the district need to spend some time on our campus, have a campus representative to give feedback on decision.

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

- The Board daily deals with educational quality, serious legal concerns and approaches the budget in a conservative and thoughtful manner.
- Faculty and instructional departments have "the responsibility for educational quality". The Board has the responsibility to hire faculty who best take on this responsibility and support them in their efforts rather than allow the District to dictate to faculty how best to serve students.
- I am often surprised when Board members are ignorant on specific issues that have been discussed in the community college arena for several months.
- I assume that "unacceptable" is the equivalent to "I disagree"
- I do not know the board.
- I do think it's OK to hire part-timers for full time faculty positions EVEN IF they are over the age of 40. I have heard comments like, "I hope we hire a nice YOUNG person for that position," -- I am over 40. I feel there is NO HOPE for me to ever be hired full time, even though I am a published researcher in my field. AGEISM rules in the community colleges as a group. There is terrible "FEAR" of hiring someone over 40.
- I think education quality is not an issue. I think we have way too many legal problems which drains our resources and I think we make exceptions to spending when it suits us. I've heard that we've been deficit budgeting for a long time, primarily to appease the faculty union. I don't think that's right. Someone should look at all the legal problems and see if there is a pattern. We should address problems.
- I would like to see more routine activities delighted to the campus and allow the Board to spend time on the broader issues.
- My main concern is the role that the external general counsel plays in contracts. There is inconsistency in feedback from contracts and contract renewals. At first review, suggestions are made. Our vendors rectify these suggestions. Then upon second review, a new set of suggestions are made. And this happens a few more times, at which point the contract has been in review for 4-6 months with no resolution with billable hours racking up at the district and with our vendors legal counsel. This also takes a lot of staff/management time routing these contracts through. It's inefficient and is costing the district a lot of money that could possibly be better allocated to student success initiatives.
- Sure, why not. You keep fat jobs while others suffer. Where can we go? You used to treat part-time people well; now that big, fat bucks are on the line, you take advantage of us.
- The College's are spending Monies that we do not have, with substantial waste, this needs to be managed.
- The board of trustees is not looking out for the best interest of campus safety at OCC.
- The fiasco with what the board did to part timers in Campus Safety is ridiculous and insulting and completely unacceptable. It could have been handled much much better and they never even apologized. It's obvious they don't care about the part timers (the dedicated employees that hold the institution together). Safety should not be overlooked or not be a priority. The students, staff, employees and public deserve better! Shame on the district.
- They should be more keen on the HR process. It does not make sense what is happening right now with hourly employees being let go and then only being able to work one year on contract. The District is suffering because of these HR changes and the changes are so slow that the work not being done in the mean time is affecting the students' college experiences.
- This is by definition.
- This seems to be more of a "true" or "false" question. I assume that it's true.
- Too many discussions are required with union representation.
- True
- What I have heard is that there are the rules, and then there are "the rules" and things get done behind closed doors or at closed session for example. We need some impartial person to help address some of the deep rooted issues that have been ongoing since I started 5 years ago, specially since some of these keep coming from same areas within the organization. I know we have an auditor - has anyone considered an Organizational Ombuds? As someone who works in a highly visible position, I am not comfortable sharing my mind as it may make my work environment not desirable. I am also not comfortable stating my observations with the auditor as I have been asked by people in management not to answer her calls or messages if she reaches out.
- Yes, they should and there needs to be a more defined and clear understanding of everything.
- hopefully!
- not sure

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

- Hold people accountable.
- I do not know the board.
- I don't like the way the Board caved-in to the "freedom of speech" incident with the right wing student and the instructor being harassed by the zealots at OCC. The student should of been expelled.
- If there were an option for "I don't know" I'd use it.
- It's obvious that the Board members don't really enjoy each others' company. Whether this is because of their political differences or just the length of time they've been serving together I don't know. Maybe I'm wrong but that is the impression one gets by watching them in public.
- No basis for judgement
- Partisanship sometimes gets in the way.
- Sure, what do you want to hear? Why not.
- The Student Trustee does not have a vote at the BOT meeting. Yet, the Student Trustee's votes are recorded. That is misleading the public to believe the Student Trustee does in fact have a vote in all matters. The fiasco with what the board did to part timers in Campus Safety is ridiculous and insulting and completely unacceptable. It could have been handled much much better and they never even apologized. It's obvious they don't care about the part timers (the dedicated employees that hold the institution together). Safety should not be overlooked or not be a priority. The students, staff, employees and public deserve better! Shame on the district.
- Well, when you have a couple of administration not following the policies set by the District, how can this be possible?
- While I think everyone has a right to meet with Board members, I also think we tend to get extra work because someone who is unhappy complains. I'd like to know exactly how many of those complaints are actually valid and how many of those complaints come from people who are acquainted with a Board member.
- don't know
- some times they don't.
- yes, close attention is paid to following agreed upon policies and procedures.

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

- (again...) Board policies are far too general and are written with an over-reaching, corporate tone, which is often totally inappropriate for instructional departments, especially those in areas like Fine Arts, Technology, and Athletics, where physical contact, physical risk, necessity for unedited free-speech, and the protection of intellectual property of faculty/staff and students are all vastly different in practice, and therefore much more important than in the office environments the policies seem to be geared towards. A distinction and/or separation absolutely needs to be made to protect these areas with more appropriate language in the policies.
- Evaluates, yes. Don't know if policies and practices are consistently revised, but revisions sometimes lead to problems that have consequences that all of us feel and suffer with. Case in point: short-term employee policies being enforced after years of having been ignored; loss of a steady, well-trained worker has been devastating, and the notion of having to hire and train a new, non-student worker for complex tasks each year is untenable.
- I do not know the board.
- I hope so!
- I would like to learn more about the board.
- If there were an option for "I don't know" I'd use it.
- N/A
- Need more input from the campuses
- No basis for judgement
- The Board does review but does not always get the best advice from the Vice Chancellors.
- The fiasco with what the board did to part timers in Campus Safety is ridiculous and insulting and completely unacceptable. It could have been handled much much better and they never even apologized. It's obvious they don't care about the part timers (the dedicated employees that hold the institution together). Safety should not be overlooked or not be a priority. The students, staff, employees and public deserve better! Shame on the district.
- They do seem to be working their way through those policies, regularly reviewing. They do request input from constituent groups. Sometimes though the deadline for input rushes the process and constituent groups don't have enough time to debate and collect input. Could there be a more formal regimented process for that? It seems hit-and-miss for which policies get rushed through and which get delayed.
- This needs to happen.
- Trustees need to step down in order to bring new member on board to make more logical decisions.
- Very slow in changing any policies and practices.
- What is this surveyf about? Just evaluate yourselves to suit yourselves.
- t is unclear what the frequency of evaluation is and when do specific BP/APs get evaluated.
- Yes

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.

- particularly with the student trustee -- much more attention to the student's role BY THE SITTING TRUSTEES.
- Board should have term limits, and student trustee should count as a full board member.
- Cannot really speak to this as I have no knowledge so I am assuming good.
- I actually don't know about this. If I'm supposed to know that they have a new member orientation then somehow that should be communicated. Frankly it's a good idea that they have this, but I'm not sure I even really need to know about it.
- I do not know the board.
- I really have no opinion on this; wish there were a button labeled "I don't know"
- If there were an option for "I don't know" I'd use it.
- N/A
- No basis for judgement
- No new Board members for a long time!
- Not sure of the current process. There has not been a new member in many years.
- Same members over and over.
- Self-interest? Sure. Bring in people who think like you: lords of the manner while the serfs struggle.
- The new District election procedure, with election District voting, will be more representative. The old system of at large districts led to an uninformed electorate as to candidates and representation.
- They do not. Having just 5 members on the board is not helping the overall needs of the school governance. The board could be more efficient and you wasted money, time and resources on the so called " 7 member reivew" and then have the current board vote down to add 2 new members clearly is an indication that the board si out of touch with what really needs to take place. True leadership and governance is about sharing and not having a personal fiefdom.
- They have been in office for years. We would not know if there is any program for board development and new member orientation. They do not openly talk about it.
- This area has undergone a lot of refinement over the years. Good job!
- Working towards this goal.
- nice!
- unsure

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

- However, the "retreats" should include a discussion about the way board meetings are handled. For example, 1) board members must not grandstand -- regularly bringing attention to themselves personally. "I did this, I did that." 2) board members frequently do not even look at the speaker at the podium because they are looking at their screen, notes, or their phone. (this goes for everyone on stage, the Vice chancellors, College presidents. Let's not be rude to someone who has come to speak with us. 3) Board members should be able to make their responsible/pertinent comments/arguments for or against an issue inside of two minutes (it is the chair's responsibility to rein in overly long commentary). This SHOULD be done voluntarily by board members, but failing that, the chair should act. 4) Unless it's exceptional, in-person reports to the Board should be limited to 10 minutes. If longer, there should be an executive summary for the board.
- Cannot really speak to this as I have no knowledge so I am assuming good.
- How would anyone actually know if this were true?
- How would one know if this were true exactly?
- I actually don't know about this either. I know there is this survey and I know they have a retreat, but I'm not sure any of the particulars are communicated to employees. I've seen an item about this I think on the Board agenda.
- I do not know the board.
- I really have no opinion on this; wish there were a button labeled "I don't know"
- If there were an option for "I don't know" I'd use it.
- N/A
- No basis for judgement
- The code makes sense but consistently following the code is the challenge
- Wow, you self-evaluate? What's the point of this survey? You want to hear what you want to hear.
- don't know
- hope so

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

- The B/T does have such a code, but on rare occasions a member or two choose to violate that code, and regrettably lashes out at contrary board members.
- Cannot really speak to this as I have no knowledge so I am assuming good.
- Code of ethics should have 2 versions, one for the offices and academic environments, and one for Athletics, The Arts, Fashion, The Makerspace, and related programs outside the norm. What's appropriate on the sports field or in a stage play is not at all the same in an office or math classroom, for both faculty and students.
- Depends on whom you speak with, our Board seems to have leakers or liars, either way the Board needs to be down the middle.
- I am not aware of a code of ethics.
- I do not know the board.
- I really have no opinion on this; wish there were a button labeled "I don't know"
- I would imagine it would have to!
- I would like to learn more about the board.
- If there were an option for "I don't know" I'd use it.
- Joke.
- No basis for judgement
- The fiasco with what the board did to part timers in Campus Safety is ridiculous and insulting and completely unacceptable. It could have been handled much much better and they never even apologized. It's obvious they don't care about the part timers (the dedicated employees that hold the institution together). Safety should not be overlooked or not be a priority. The students, staff, employees and public deserve better! Shame on the district.
- don't know
- hope so. Seems like that's harder to enforce when there doesn't seem to be much turnover on the BoT.

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

- Congratulations to all on the last accreditation visit and reaffirmation.
- I would imagine it is, but I am not aware of it.
- I do not know the board.
- I really have no opinion on this; wish there were a button labeled "I don't know"
- I think this is a pretty high priority for our Board members, especially since the last one wasn't all that great... I guess the one before the last one.
- If there were an option for "I don't know" I'd use it.
- More work is needed.
- Sure, to keep your big, fat jobs you'll be involved in the accred process.
- The board is well informed.
- This is a strong suit for them.
- Yes, as I mentioned in an earlier comment, the Board is very supportive of the Accreditation process and in particular I feel a lot of support in my role as the Faculty Accreditation Coordinator at Coastline. It's a big job to produce reports for ACCJC, and I appreciate their support.
- don't know

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

- Yes, and the proof is in the pudding!
- Cannot really speak to this as I have no knowledge so I am assuming good.
- Currently, we have an excellent Chancellor.
- Good.
- I do not know the board.
- I really have no opinion on this; wish there were a button labeled "I don't know"
- I would imagine it does.
- I would like to learn more about the board.
- I'm glad they picked this Chancellor. He's open minded and doesn't seem to play favorites. Can't say that about the last one. I also think this Chancellor demonstrates integrity, at least from what I've seen. Can't say that about the last one either.
- If there were an option for "I don't know" I'd use it.
- Not observed
- The Board 100% controls the Chancellors decision making.
- True
- We have full confidence in our current Chancellor.

- Why do we have these big-shot jobs? They take a lot of money away from people who really need it.
- don't know (2 Counts)
- good job this time!

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.

- Yes, FINALLY. it took a decade of patient work to get all board members to understand this, which they now do.
- After getting their hands slapped by the preview accreditation team, the board has finally begun to understand the delegation of authority.
- At times it appears that some trustees are not happy that responsibility and authority has been delegated to the Chancellor.
- Based on my previous comments I would hope the Board would pass this on to the Chancellor. It would be nice if the Chancellor came to the faculty and classified Senates to get direct feedback.
- Cannot answer this question.
- Cannot really speak to this as I have no knowledge so I am assuming good.
- Dictator? Sure, why not?
- Gotten increasly better over the years. Thank you.
- I do not know the board.
- I do think the Board members try to pressure the Chancellor to do things that are special to them or try to get someone they know, or maybe themselves, an exception to practice or policy. Every now and then some bizarre occurrence happens and it just seems like it must be a Board thing.
- I really have no opinion on this; wish there were a button labeled "I don't know"
- I think they could work with the Chancellor a bit more instead of focusing on individual needs and politics.
- I would like to see more delighted... still to many items make it to the Board.
- If there were an option for "I don't know" I'd use it.
- No basis for judgement
- Only the Chancellor knows...
- The Board is far too involved in operations of the district and does not allow the Chancellor enough authority to implement and administer policies.
- The Board properly works with the Chancellor, giving The Chancellor his due authority.
- There is a level of micro-management by the Board.
- This has improved greatly over the past few years.
- Whatever they have delegated, they should delegate more. They do not add value to the decisions. I will give one example. The board practice of approving every hire delays the start and training of much needed employees. When someone is offered a job "pending board approval" it also creates anxiety in the new hire. I have not heard of this process helping anything. But even if the board were to catch something that was missed by everyone else involved in hiring, it is not worth the cost in delay and the anxiety it causes. It also is, once again, disrespectful to those involved in the hiring.
- don't know (2 Counts)

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

- This is an on going issue and needs a consistent evaluative process to help the presidents by giving them honest feedback and not letting things go off the rails due to failure to evaluate properly.
- Another strong suit.
- Concur, did an excellent job in selecting and evaluation the new OCC President, Dr. Suarez. Thank you!!!
- Excellent job choosing OCC's new prez!
- I do not know the board.
- I feel they do a great job and have no issues with status quo
- I find it ironic you really don not ask the main questions about is the board doing a good job with its governance. You have questions on here about policy- that do not relate to if the board is a capable group to govern the district. Next time please add direct questions related to board members performance.
- I really have no opinion on this; wish there were a button labeled "I don't know"
- I would like to learn more about the board and it's policies and processes.
- If there were an option for "I don't know" I'd use it.
- Just give her more money so she can feel better about her position while others live hand to mouth.
- Nice job on President Suarez.
- No, it does not. It is never clear why a candidate is selected.

- Not observed
- OCC has an amazing new president that is inspiring faculty and students alike.
- Still seems to be a bit of a "mystery".
- Thank you for selecting Dr. Suarez as OCC's President. She is an outstanding hire and evidence the policy is working. Her focus is on making the lives of our students and employees better.
- The current composition of the hiring committee does not allow it's support staff to be on the hiring committee. I believe the committee structure should include a seat specifically for a support staff member (classified) that directly reports to the president.
- The evaluation of the president is not transparent. If the policy was clearly defined, the district would have been hiring three presidents instead of two.
- The process for selecting a president should involve an open forum where participants can provide feedback to the committee. The committee should also have representatives from each level of the college (i.e., multiple faculty, classified staff, an academic dean, a student services manager, and administration)
- There needs to be a n/a on this survey. Not all of these are applicable or do I have the information to provide feedback because I have not been exposed. I am curious about when the Board and Colleges will work together to move toward a culture of equity, access, and inclusion. We discuss it. It is written in documents, and the experience and reality is something opposite. Also, I am curious about why the district employees are paid higher wages? Also, why is it that internal career growth is not nurtured and non-existent? It seems that there are certain areas with a greater amount of social capital - President's Office, District HR Office, People who work directly for the Executives. Oddly these are the individuals (when we actually and finally decide to hire internally for management level positions) that get access to promotions. Does anyone find this odd or counter to the equity and access documents? Another area that needs improvement is auditing the hiring processes. It is eye brow raising and not the standard practice at most government organizations when there is one single recruiter doing all the intake, all the scoring, all the call backs. There needs to be checks and balances and processes in place for ensuring that funny business is not the case.
- There needs to be more diversity on the board.
- They was not enough transparency during the most recent process.
- True
- With the current toxic air on campus, employee morale is at an all-time LOW. The "worker bees" are given more work, no increase in pay and even worse support from management. What is being done to improve employee morale?
- don't know (2 Counts)
- survey too long have work now