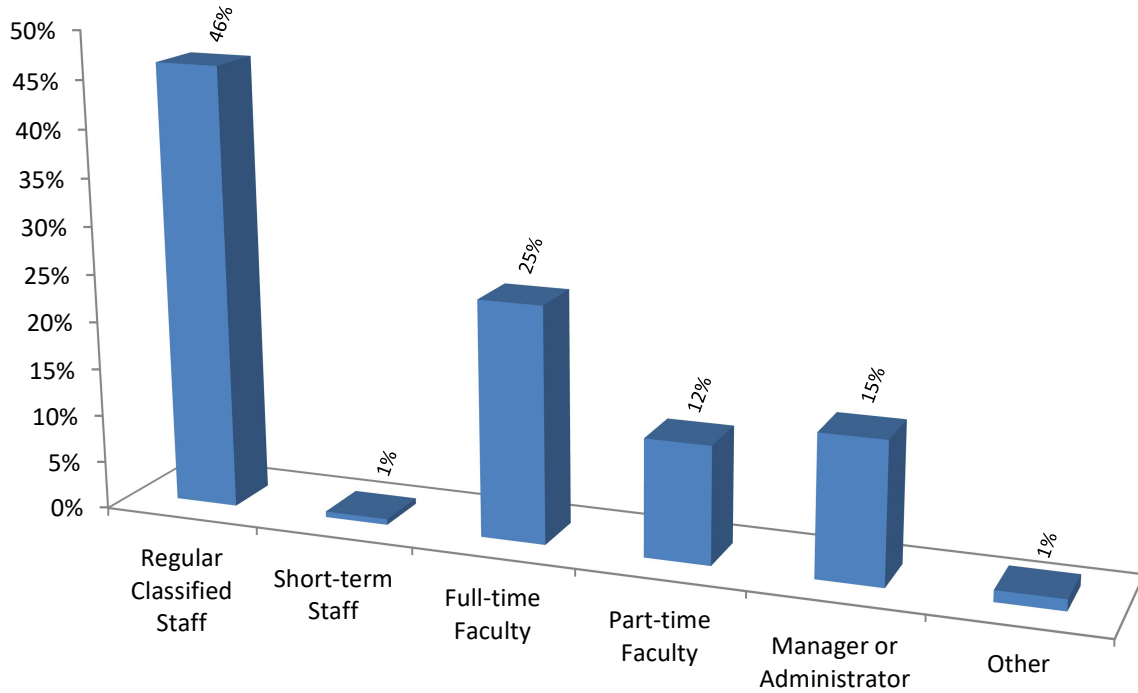


Coast Community College District

Survey of District Employees Regarding the Board of Trustees

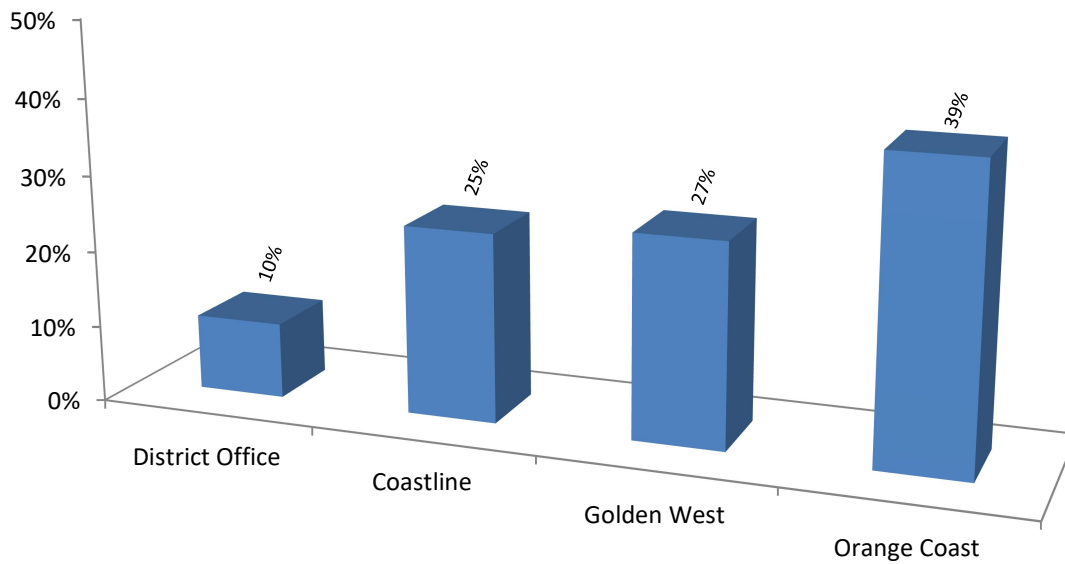
Fall 2023 (162 responses)

1. Which employee class most closely matches your position?



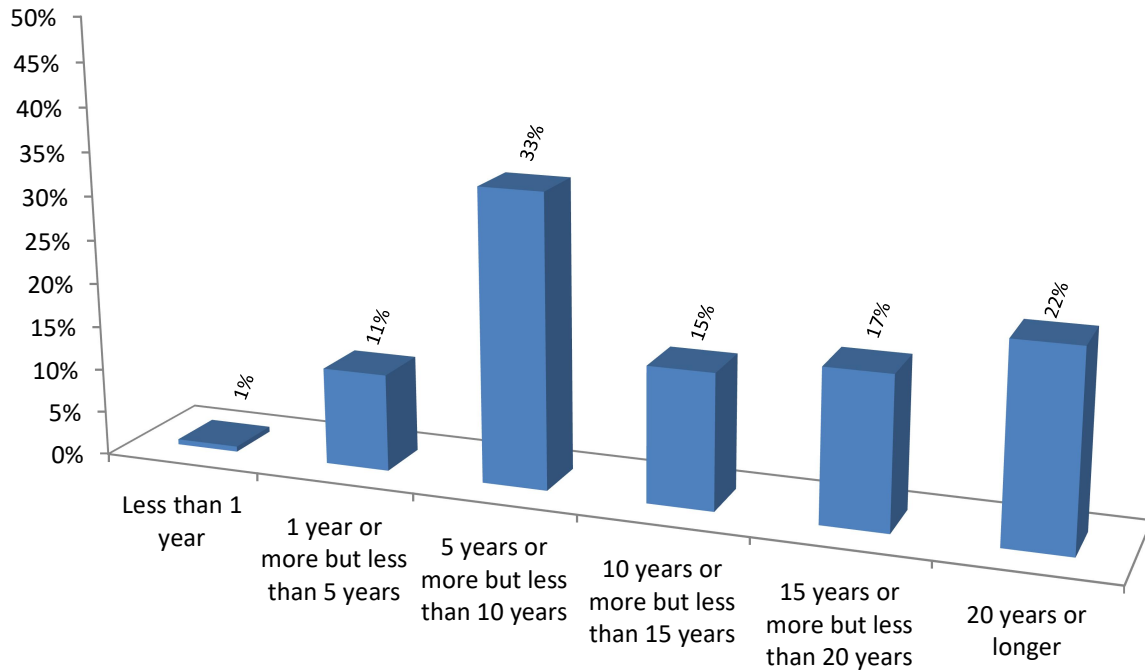
■ 2023

2. Which is your primary work location?



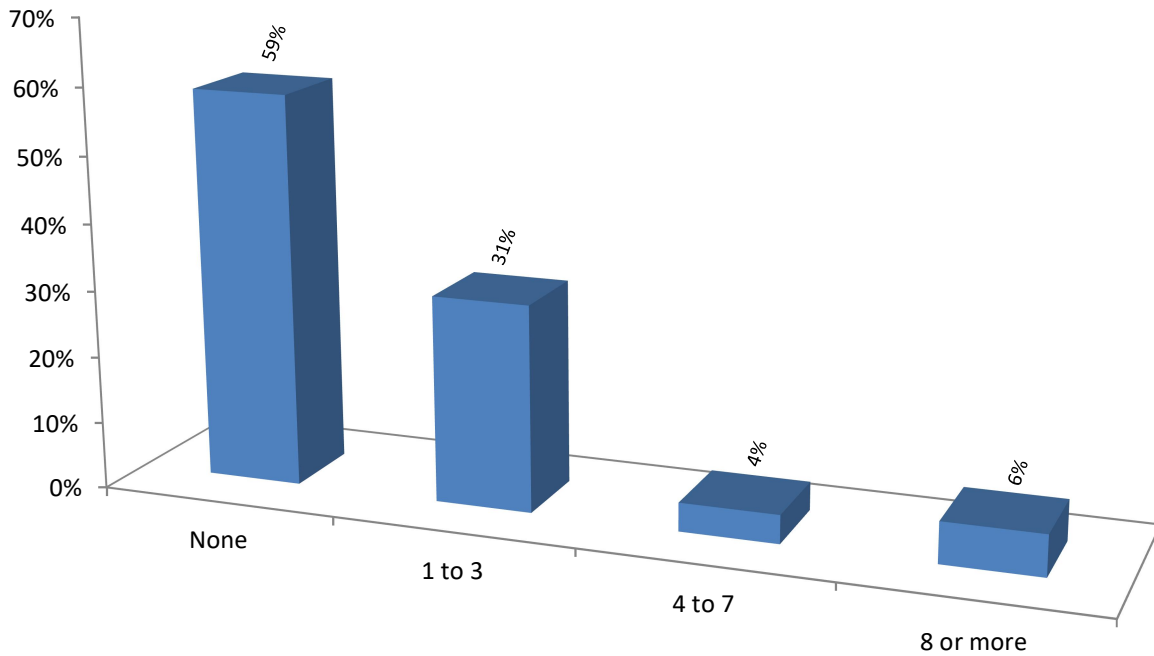
■ 2023

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



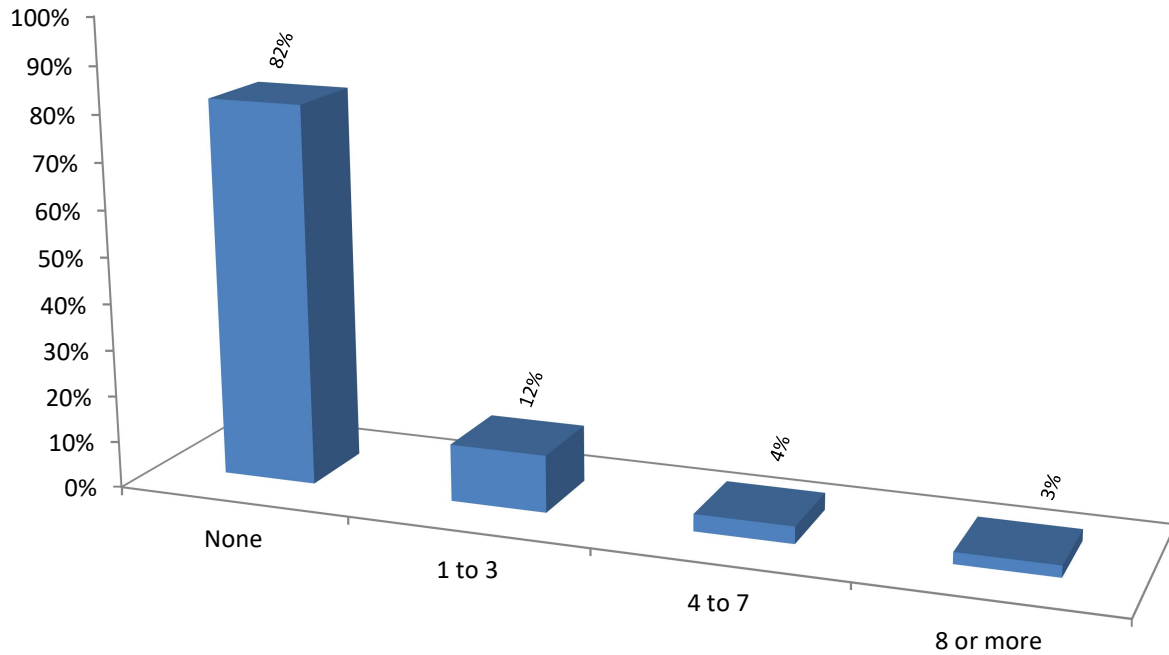
■ 2023

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



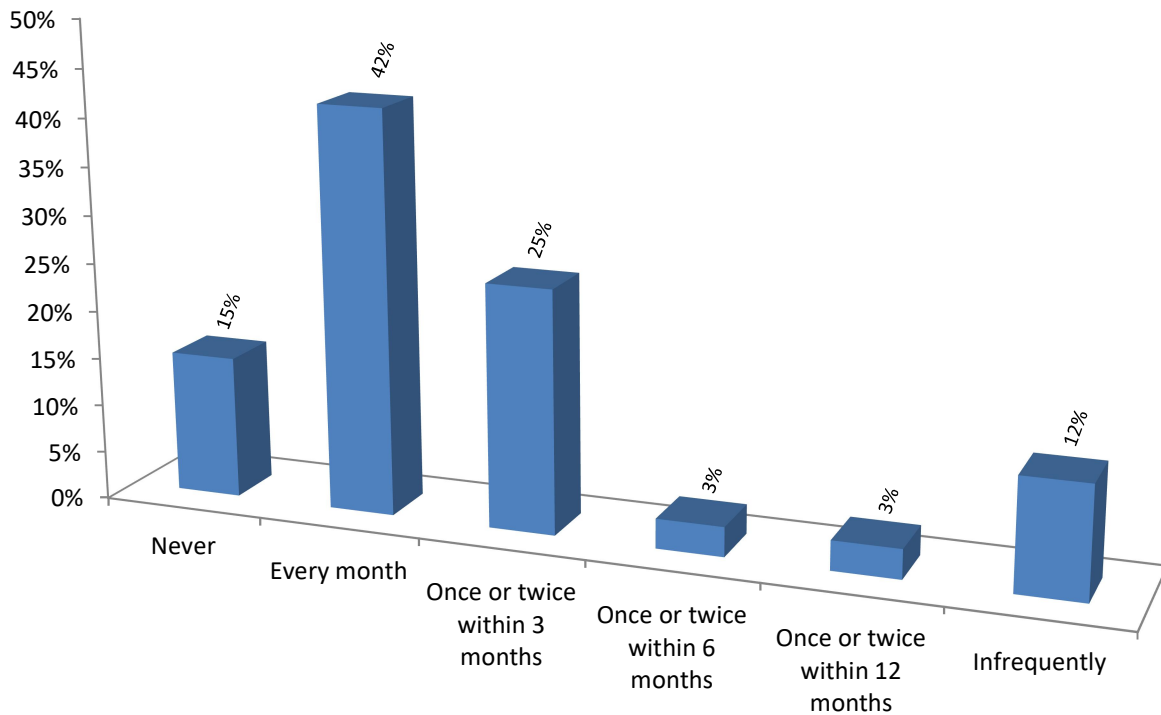
■ 2023

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



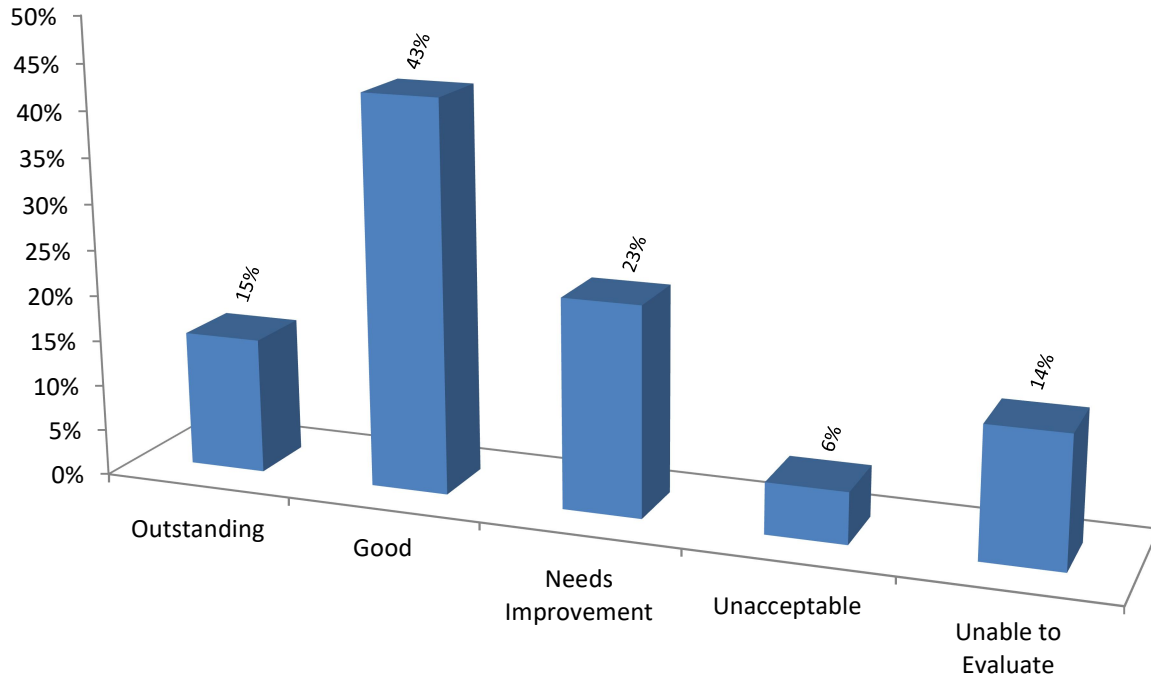
■ 2023

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



■ 2023

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.



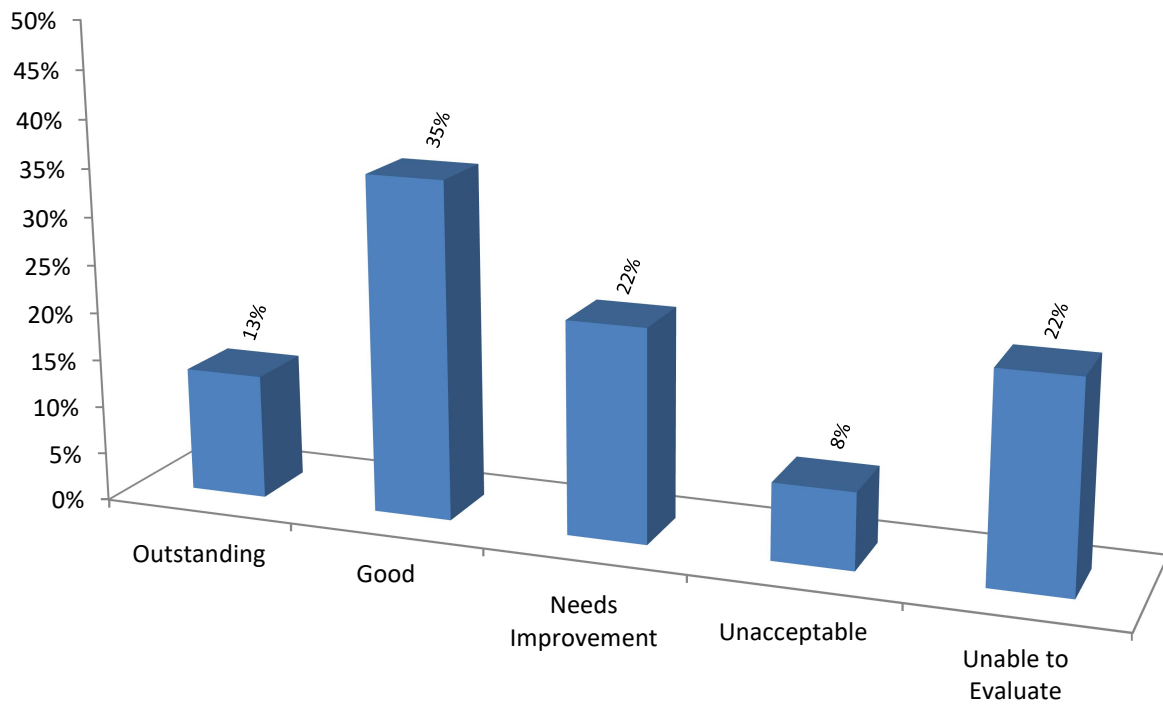
■ 2023

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



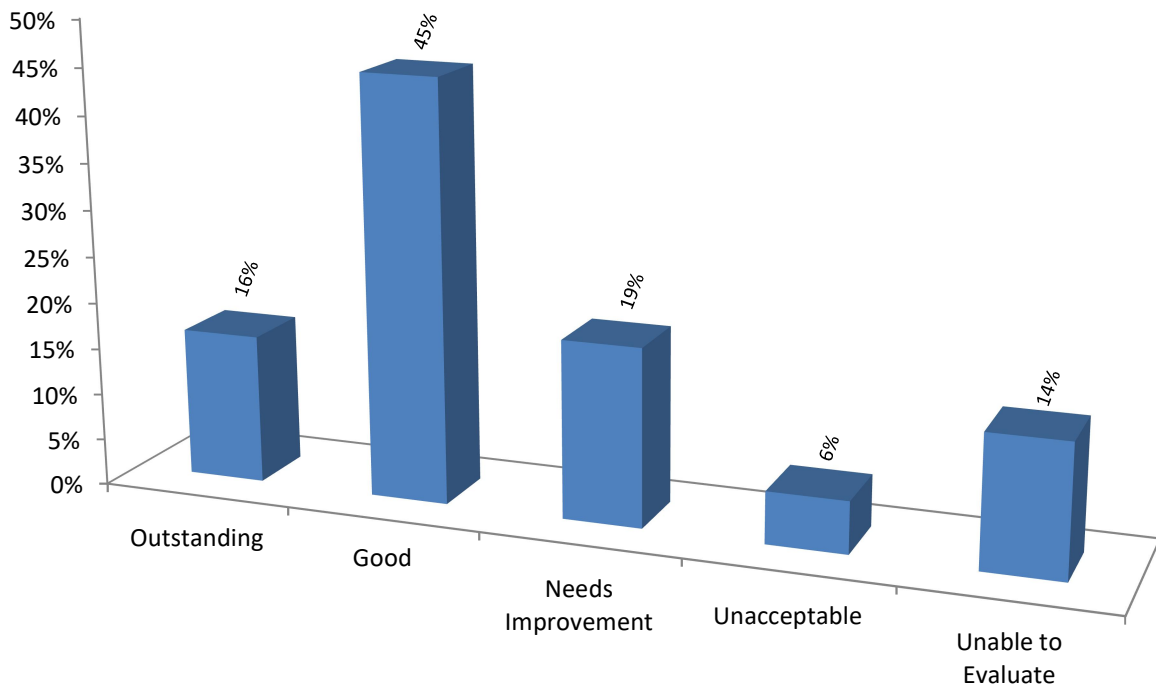
■ 2023

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



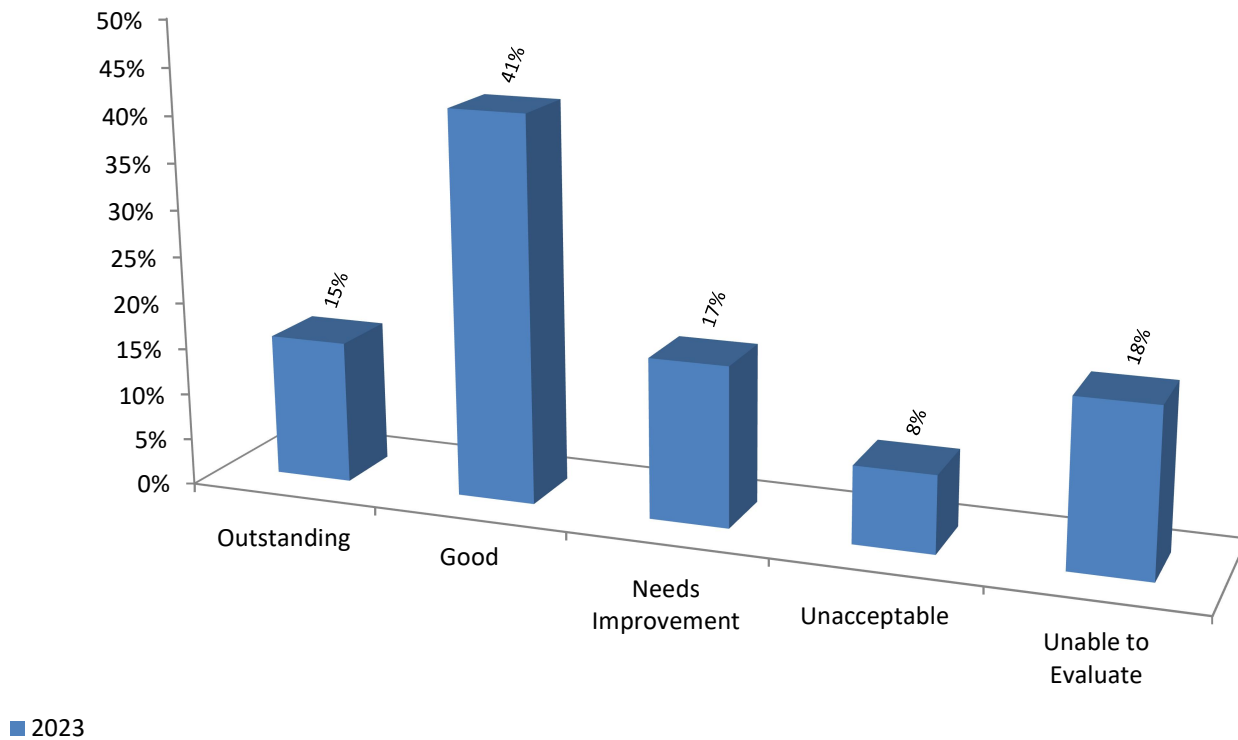
■ 2023

10. 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.

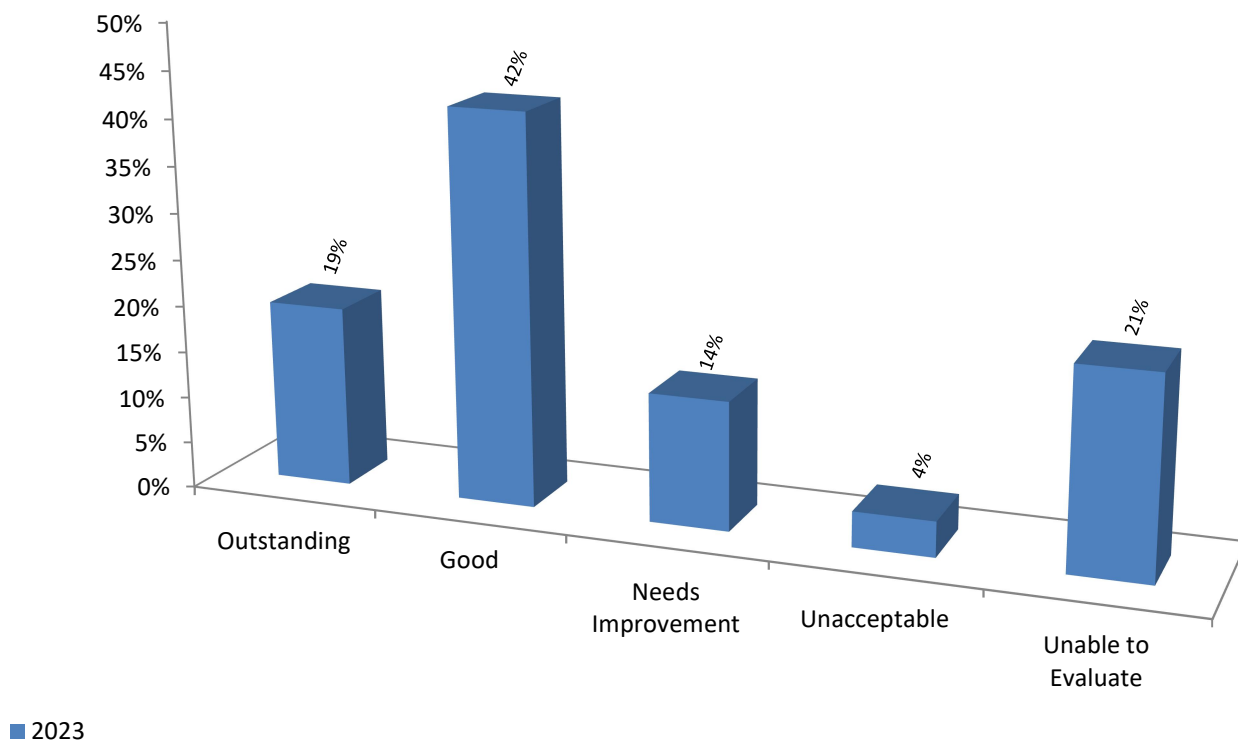


■ 2023

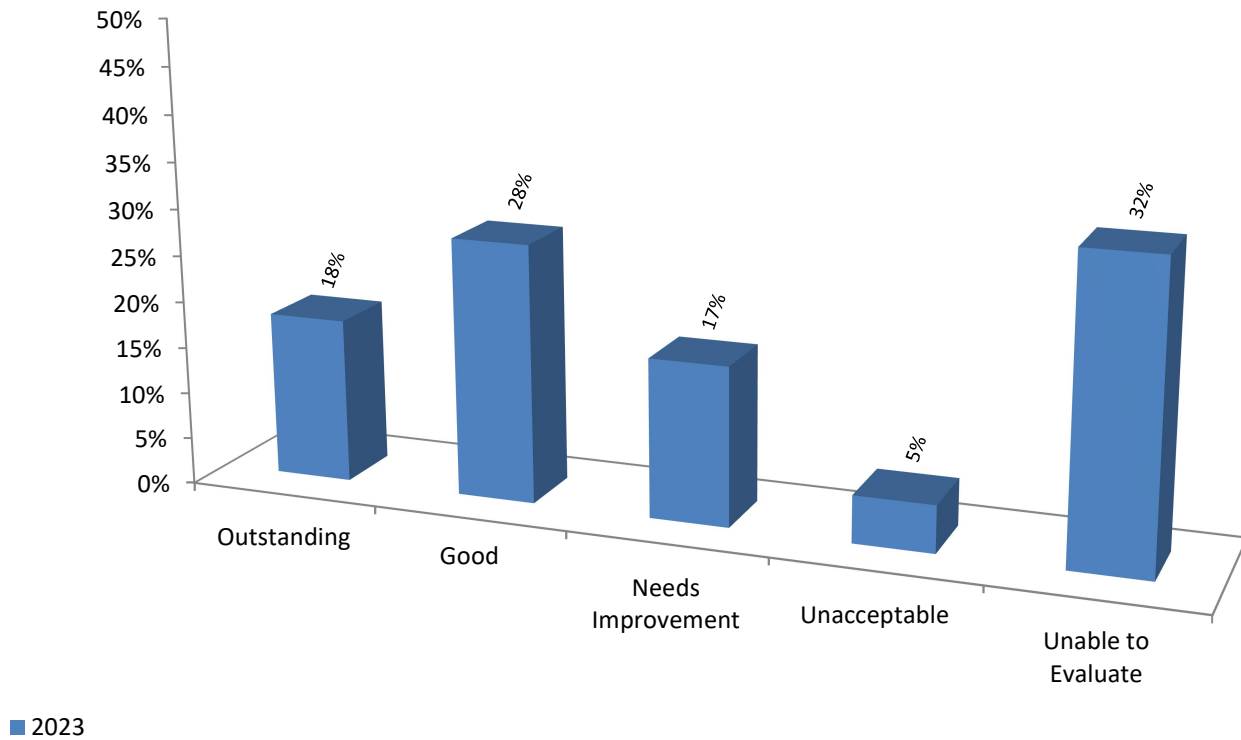
11. The Board of Trustees has the ultimate responsibility for educational quality, legal matters, and financial integrity.



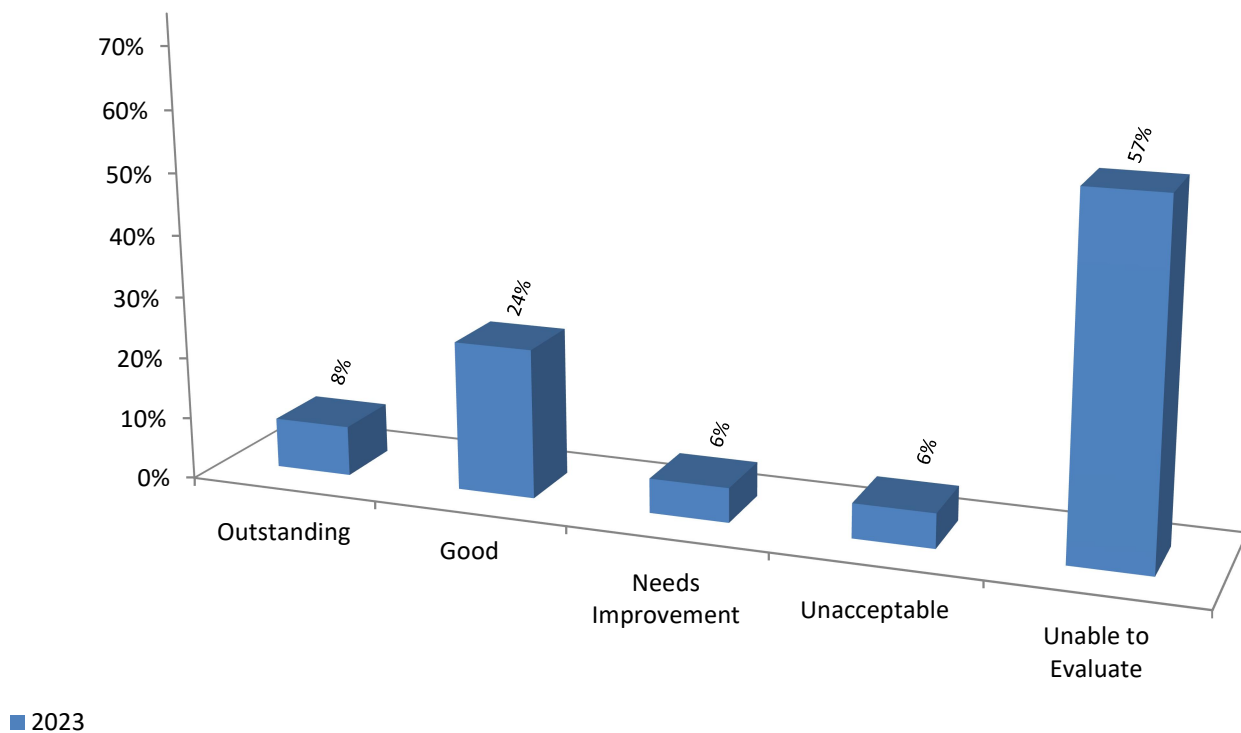
12. The Board of Trustees acts in a manner consistent with its policies and bylaws.



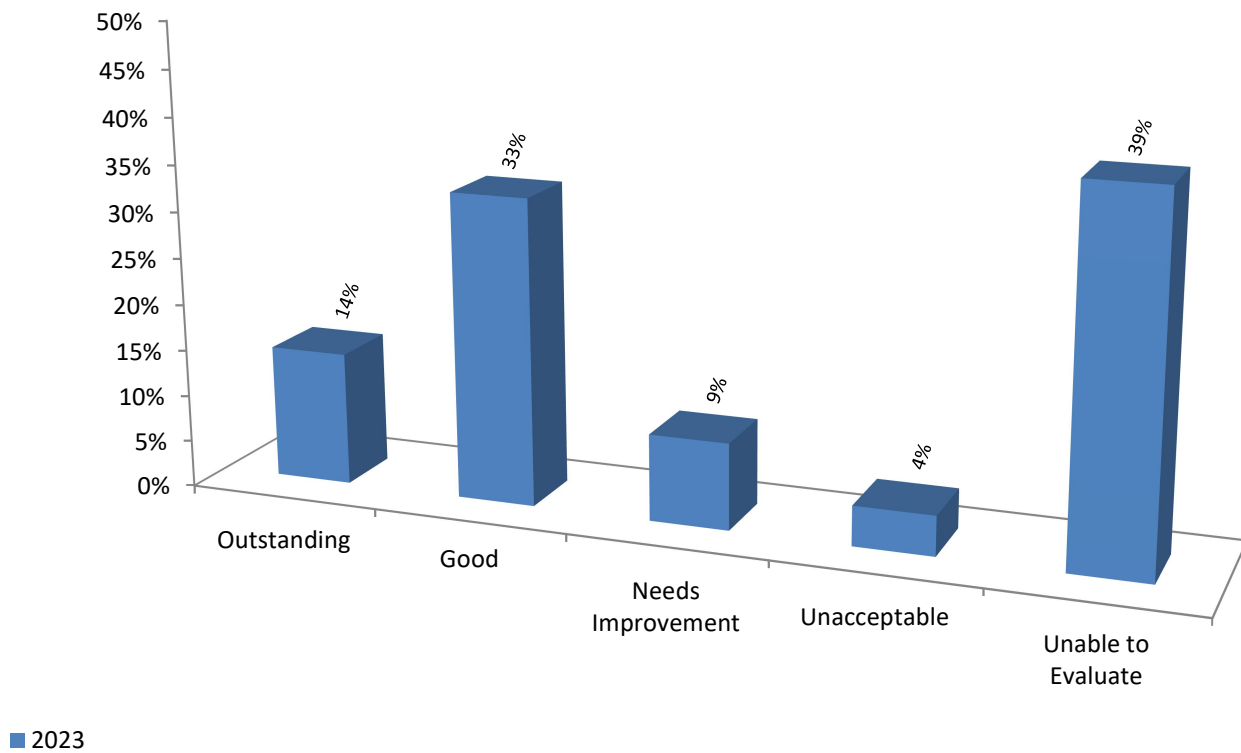
13. The Board of Trustees regularly evaluates its policies and practices and revises them as necessary.



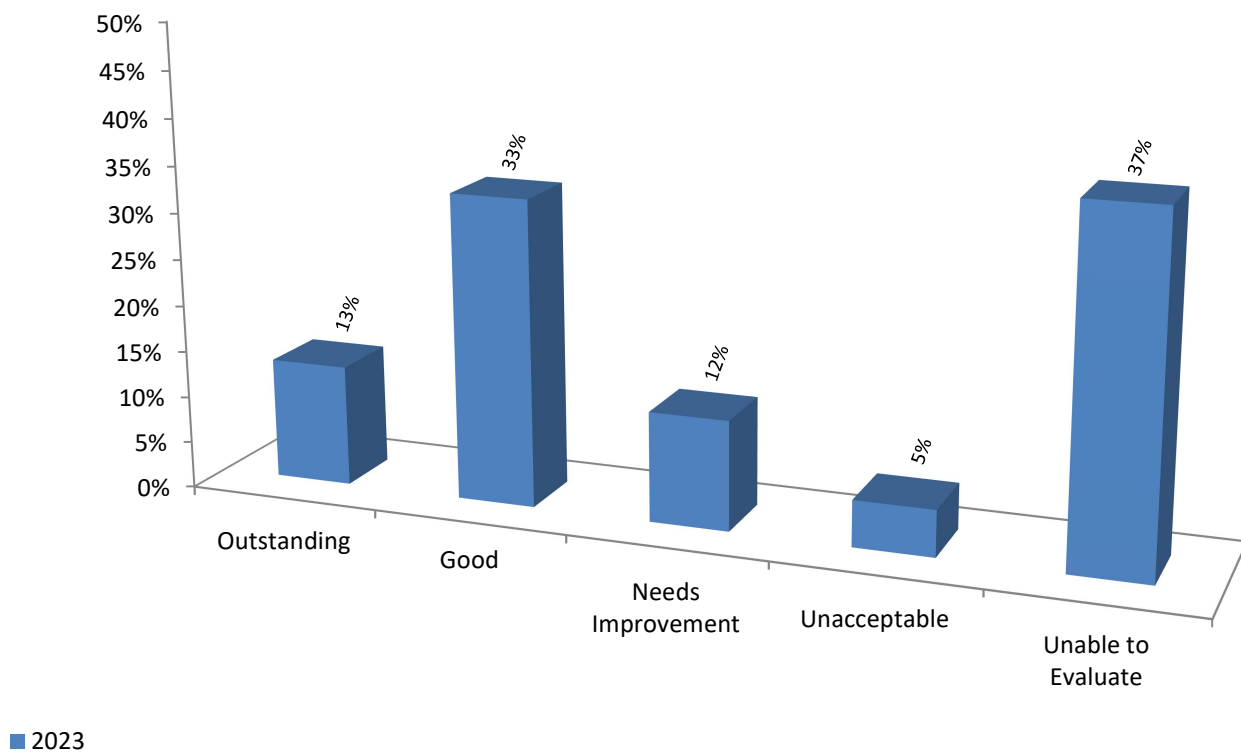
14. The Board of Trustees has a program for Board development and new member orientation. It has a mechanism for providing for continuity of board membership and staggered terms of office.



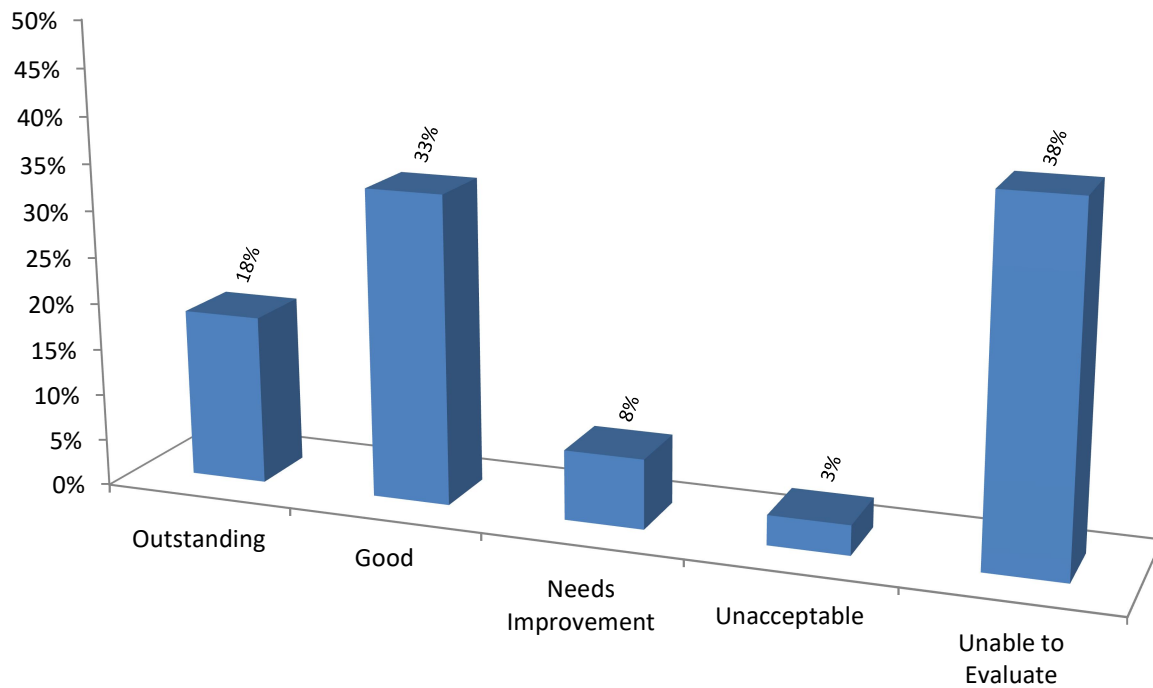
15. The Board of Trustees has a code of ethics that includes a clearly defined policy for dealing with behavior that violates its code.



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

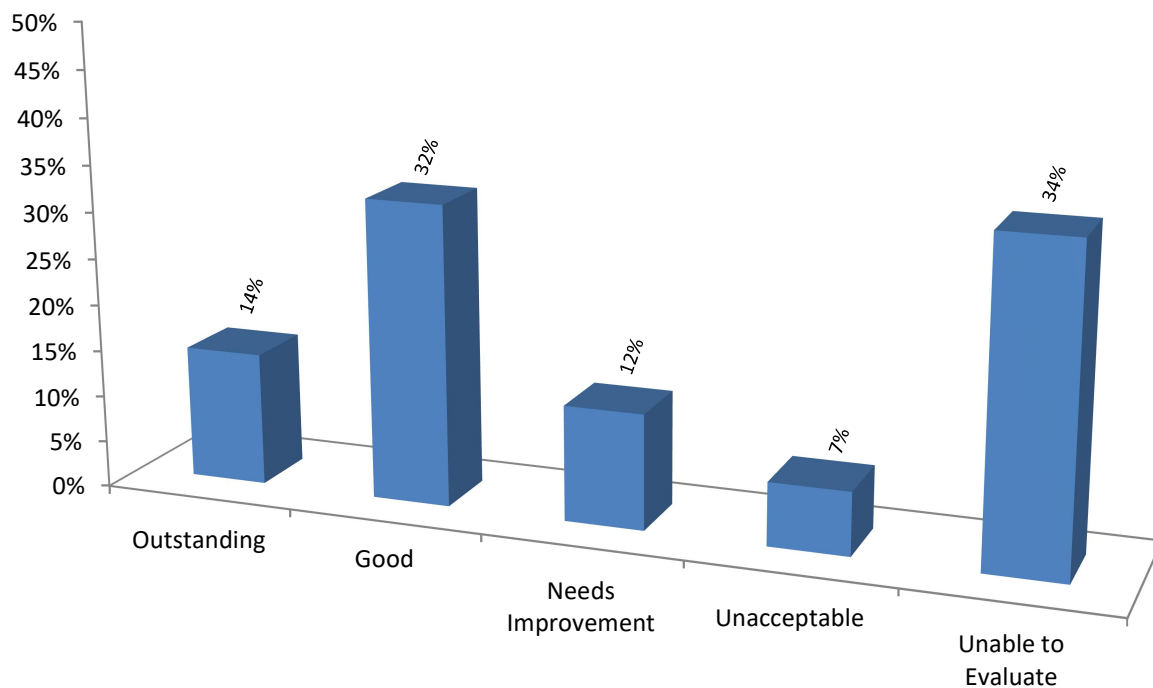


17. The Board of Trustees adheres to a clearly defined policy for selecting and evaluating the Chancellor.



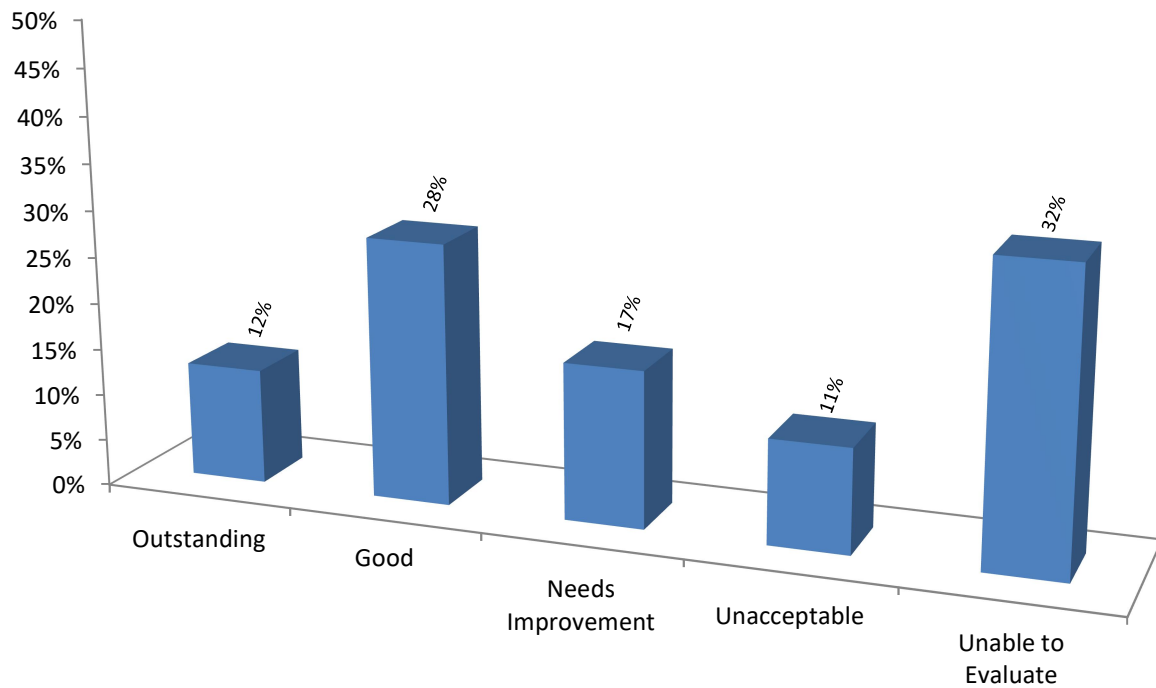
■ 2023

18. 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.



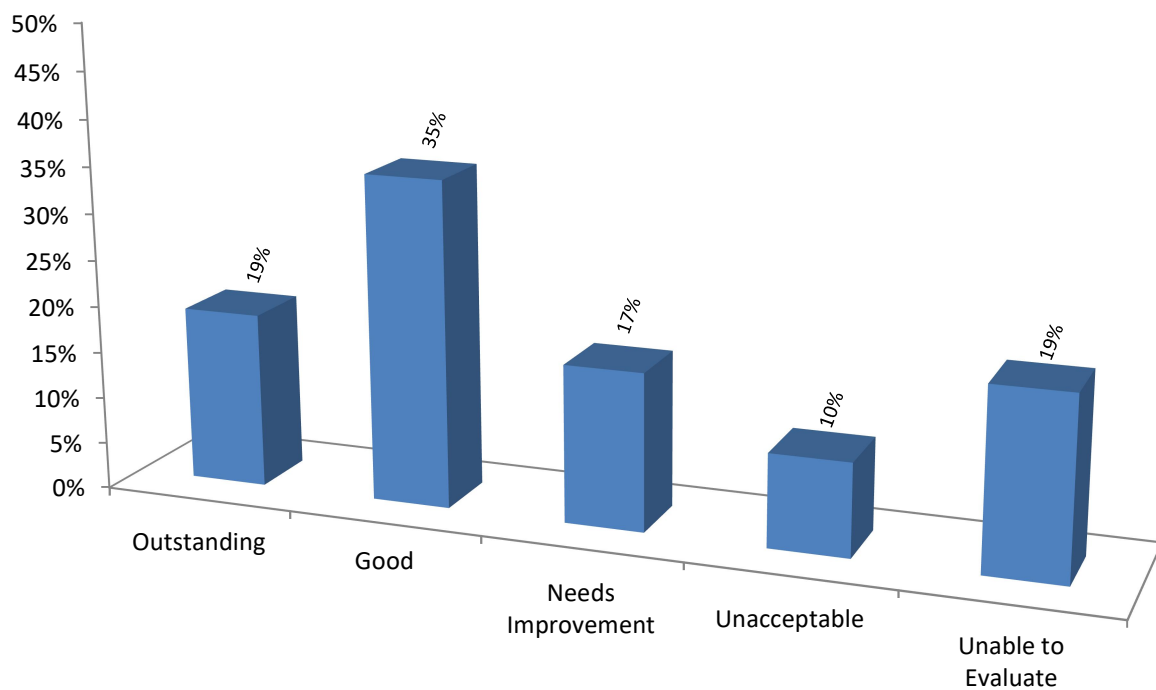
■ 2023

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



■ 2023

20. The Board of Trustees has provided leadership and support for the work of the District on diversity, equity, and inclusion.



■ 2023

Comments (each bullet represents an individual employee's response as submitted)

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.

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

- A lot of money is being spent on various "good" initiatives that aren't in the school mandate, and only helpful to very few students. Financially it doesn't make sense. Offer more classes for the trades (plumbing, electrical work etc), and less "basic needs", free food, or rent a suit. And lower the students' costs while you're at it. All other projects are "good", but like I said, not financially efficient, not in the mandate, and wasteful of taxpayer's money.
- Although most do work together, it often seems as if the District administrators are at odds with the colleges. For example, moves were made to centralize IT. While that makes sense, it became very difficult to get any service on the campuses. The application process for students is not intuitive, and the waitlist process is complicated. When we bring these concerns up, we are told to provide proof and study the problem further. Why isn't District doing the investigation to solve the issues? The vice chancellor of finances made wild claims that we are going bankrupt but instead we have a \$13 million surplus. No one points that out or seems concerned. It seems as if the BOT is constantly given the worst-case scenarios and told how awful the faculty and colleges are, when, in reality, we are doing the work of the institution: teaching students under constantly shifting circumstances: the pandemic, online changes, AI, ChatGPT, etc. For example, last year the Chancellor was told of severe issues with senior administration at one campus. The Chancellor dismissed the faculty, basically gaslighting the faculty and telling them that they were exaggerating. When GWC had a townhall to address the issues, District sent lawyers to protect the administrators. The Chancellor moved one of the administrators to District, thus rewarding incompetence. The role of District should be to support the colleges and not make our jobs more difficult. We rarely feel that are all on the same page in that regard.
- I feel the board is not accessible to the staff.
- Currently it feels that the managers, faculty, staff and students are trying hard to fix huge culture issues that the college has been going through. The board seems to want to operate on it's own, without a transparent collaboration. I see many managers, faculty, staff, and students all trying hard to collaborate, openly communicate with each other, and learn how to work better and more effectively while we all deal with the new challenges we have. However, I feel like I continue to hear only the same things from the board and it does not feel like a collaboration.
- I think that all the Board members believe they are working with district and college employees and students for the good of students and the colleges, but they have been largely indifferent and/or silent in response to some crucial crises on the GWC campus. For example, two years ago, when the GWC Academic Senate violated established practice and proper voting procedures in order to use students' legal names on roll sheets regardless of their stated preference, no board member reached out with a statement in support of students' rights to control their personal information. I understand that the board would want to allow the school's faculty to pursue its own resolution, but they took no position on the issue, as far as most of us concerned with the issue could see.
- I wanted to write NEEDS IMPROVEMENT, but then thought, "how would I know?" The issue is that I'm so exhausted from the work-load as adjunct faculty. As hard as I am working, I think I chose the wrong profession since there is little work-life balance. I don't understand the great disparity in income between administration and teachers. I cannot do any more than I am doing. I am giving my all, but I am exhausted that I cannot collaborate with others. I have enough to do with my classes and the additional technology requirements. The demands are great.
- N/A
- Improvement is needed for all voices to be heard, specifically from students and classified professionals. Too often, classified professionals are neglected, not made aware of issues, pending actions at the campus level to the Board meetings. A lot of missteps and misinformation could be avoided if there was better accountability and input from all district/college constituencies.
- Some board members show up to most events and talk to many of us. Others never attend anything or only attend to be recognized and then disappear.
- Some of the structures, processes, and practices limit our ability to be agile and adaptive to the needs of students and employers. There is little incentive to overcome the bureaucratic hurdles in place to make change and support the workforce development needs of emerging employers and / or changing needs for skills and knowledge. It is difficult to connect employers and academic programs. Our system requires that only faculty, not professional experts or substitutes, provide academic courses. Yet, there is a hiring freeze for new faculty positions. This method of managing the pool of instructors does not provide the flexibility to add or modify courses or to meet changes in the demand for courses.
- terrible decisions are made, especially in regard to staffing and budgeting related issues.
- The board is disconnected from the student and staff community college experience.
- The board of trustees are blind to the problems that students are facing. There is no accountability at the decision makers failings and mistakes.
- The Board of Trustees needs to initiate an investigation into [REDACTED], [REDACTED]. His lack of leadership has caused the following: 1. Poor moral - faculty and classified staff are not trusting of his decision-making processes and his lack of integrity. In addition, the lack of involvement by OCC HR and the District HR has been most concerning. They have not been proactive in addressing our division concerns. This has also affected moral in the division as well. Particularly, OCC HR has not followed through with our concerns. 2. Lack of transparency - [REDACTED] was investigated for this by an [REDACTED] faculty member.

This lack of transparency continues with many other faculty members. His lack of collaboration and communication create a challenging work environment at best. 3. No Communication - He continues not to adequately communicate with staff through email. No effort is made when follow up to emails is required. 4. Poor decision-making -this has had direct consequences with students and adequate guidance for them. Most of the egregious behavior from [REDACTED] has occurred with the [REDACTED] Faculty. However, faculty from other areas in the Division have expressed many of the same concerns.

- The Board of Trustees need to have Zoom meetings, and need to try to encourage more public and employee participation.
- The board treats managers and classified as less than faculty and administrators. Managers and classified are constantly having to fight for things that other groups are not.
- The budget woes have created a lot of strife on where attention should be. Sometimes we are forgetting that we serve the student learning foremost.
- The Coast Community College District respects all areas and campus concerns and processes.
- The five members of the Board have the best interest at heart.
- There is very little cooperation from administrations, particularly at district which delivers commands from on high to us that do not match reality. This question is not about the board and should be changed. If this question was just about the board the average score would be lower
- The removal of the GWC President is an illustration of how failed the college/district governance structures are. At first the chancellor wouldn't give him feedback on his performance because Tim's evaluation wasn't taking place. Then all of a sudden he is removed because of loud faculty. If he was that bad, he should have been managed out.
- This question is not about the board and should be changed. If this question was just about the board the average score would be lower.
- To be frank, the board does not care about faculty. They go along with whatever the administration and the Chancellor and Vice Chancellors bring to them. Unfortunately, I feel that the Chancellor and Vice Chancellors are not being fully transparent and up front with the board, faculty, classified staff and some in the administration.

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

- As far as I can tell, that seems a correct assessment.
- Every once in awhile, there is a dissenter. On a rare occasion, the dissension appears self-serving.
- From my time working here and what has happened with lockdown and the hiring freeze, the board of trustees are not doing anything that advocates for the campuses. Continual issues with staffing, increased work load, and lack of pay all stem from the board of trustees inability to lead and their incompetent viewpoints. The only person on the board of trustees that seems to know what they are doing is Mary. The board of trustee is literally the undue influence and pressure that it needs to protect itself against.
- I feel that the district need more faculty voice both through a senate process such as a district wide senate and union input before making decisions based off the work of the chancellor and vice chancellors.
- I haven't heard otherwise.
- I have no basis to assess this.
- I have seen the long term board members act childish when things do not go their way.
- I would like to see more collaboration with the board and the colleges. The board is making decisions on our behalf, in hopes to better student education, the college employees, managers, faculty, classified, are the ones who work with the students and actually know what the students need. We are a wealth of knowledge and expertise that I fear is going underutilized.
- N/A
- On the surface, yes, advocating for all. Need vigilance on 4.2 statement.
- The Board, as many in this political climate, has bent to public pressure concerning identity, gender-equity, and equity in general to an extent that is clearly not based on accurate scientific findings but rather public perception. In this world of social media dominance and influence, it would be nice to find a board that bases decisions on research and fact, rather than self perception. By lying down to aggressive stances, the board has chosen the path of least resistance rather than to examine and stand up for what is true, accurate and fair. A close examination of this current "equity" phase clearly shows it is the opposite of equity as it paints minorities as victims rather than pillars of strength.
- The board is too concerned with staying on the good side of the unions and employee groups to protect the district from undue influence or pressure or to effectively ensure the district remains stable.
- The Board of Trustees are doing the best with the information they are given. Unfortunately that information is either skewed or biased to benefit those providing it; which are usually VP's, Directors. The Board of Trustees should have a transparent process for obtaining data from all branches of the institutions. Faculty, Staff, Students and Executives should all be able to have a direct line of communication to the trustees. Therefore creating accountability safeguards.
- There is a general sense that the District tends to be very reactive to outside pressure -- that their primary goal is to ensure there are no lawsuits or other headaches, but that this sometimes makes it difficult for the colleges and the faculty to actually do their job -- to teach.

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

- "Coast Colleges provide excellence, innovation and success in education to inspire and transform lives in our local and global community."
- Because of [REDACTED], there have been several students who were not appropriately referred for resources and assisted.
- I feel they listen to the middle management who are not in touch with the reason we are all here. Students first.
- Every department is severely understaffed.
- How much do they advocate for faculty, particularly part time? Part time faculty do not have a fair wage.
- I personally feel that decisions in the last few years have been mostly focused for the good of a few at the expense of the quality and improvement of general student learning and success.
- I wanted to write NEEDS IMPROVEMENT, but then thought, "how would I know?" The issue is that I'm so exhausted from the work-load as adjunct faculty. As hard as I am working, I think I chose the wrong profession since there is little work-life balance. I don't understand the great disparity in income between administration and teachers. I cannot do any more than I am doing. I am giving my all, but I am exhausted that I cannot collaborate with others. I have enough to do with my classes and the additional technology requirements. The demands are great.
- Many faculty do not feel that the district provides good support services.
- N/A
- Only as good as the information provided to the Board members and district chancellor. Not confident that administrators or college presidents are transparent with campus information to the Board or district chancellor. We tend to hear what we want to hear without verification.
- Really helped GWC last semester - thank you!
- The board blew with the wind during the pandemic based on political concerns rather than defending the district.
- The board is influenced by what other districts are doing, specifically in regard to funding reserve.
- The Board needs to not just depends on the district staff for reports. Please read and do your research.
- The Board of Trustees is too hung up on the bottom lines. Instead of making sure all branches of the district are producing great work and solutions for the students. This is the reason we are failing in some areas.
- The Board would be more inclusive if it held a virtual option for the public meetings. This option would offer community members more flexibility in access. A Zoom conference with captions and transcripts would benefit many people with cognitive and physical impairments even for in-person attendees. I could attend more meetings if there were a virtual option. Thank you.
- The current emphasis on equity, which is not truly based on equity is serving as a dis-service to our students. I encourage you all to go back and read the old story, "The Emperor's New Clothes" and then compare it to the recent equity trainings with an eye on fact and not perception or influence, and you will be able to re-allocate funding to where it belongs: teaching our students, serving our students, and tending to their true needs. The hiring freeze and lack of staff is 100% against the mission statement. "Coast Colleges offer inspiration" - there is no inspiration if there are no employees to help actually inspire students "innovation" - there is no innovation if the district continues to use archaic methods of technology and processes that do not benefit anyone. "and meaningful learning experiences" - there is no meaningful learning experience if programs that help students continually have their funding and staffing cut. "diverse and changing community" - you are not even trying to serve these populations. you haven't hired anyone that can handle the capacity of diversity at all. There are plenty of individuals here that cannot even translate or help people in a simple capacity "prepares students to achieve success in post-secondary, career and technical, and life-long educational opportunities" - there is not enough staffing to even get close to helping students succeed. Emails are not being answered, transcripts are never received or evaluated, financial aid is being withheld for months, etc. There are too many issues that impede the success of students and it is all due to the incompetence of the board of trustees.
- There is a ton of pressure from the State right now with budget cuts and regulations. The Board and District are often reacting to this pressure.
- There is too much paperwork.
- The sense I'm getting at GWC is that faculty are unstoppable. If you stand up to faculty, you risk your job. Now the new president is going to need to "get along with faculty" which is setting a new power dynamic for the worst. This is not how things should work at a place of education that seeks continuous improvement. How are we supposed to collaborate, share ideas, and engage in discussions when one group is held above the others?
- Undue influence has been given to District HR; a person who never interacts with anyone, nor has an required transparency makes decisions that should stay on campuses.
- Would appreciate more advocacy for our colleges at the state level, CCCCO specifically.

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.

- All I hear is we don't have money and we are going broke. I have support from my manager, but I do not feel that I would ever have support from the board about getting resources or funding.
- Always puts the students first
- Board should be considering 10 +1. I don't think this question is accurate.
- [REDACTED] has not demonstrated financial integrity in the [REDACTED] Division Programs. One example that occurred 2 years ago involved a faculty member that one student in his course. This same faculty member created new classes to create LHEs.
- Having the responsibility doesn't mean you understand what quality and integrity mean. And you have all shown that with the last several years.

- I'm not sure; if we're supported, as adjunct, we can support our students even more. We need work-life balance. I am greatly supported by my department but, still, parity is needed.
- I agree with this statement but if the question is whether or not the Board of Trustees is doing this, is not clear.
- I feel that educational quality for the general campus population has been compromised at the expense of financial deference to certain programs and administrator / staff priorities.
- I feel that educational quality for the general campus population has been compromised at the expense of financial deference to certain programs and administrator / staff priorities.
- N/A
- Resources, like hiring more full-time faculty to serve students, more classified staff to fill vital duties and outsourcing Maintenance, are routinely neglected
- Strangely worded. Should not the Board provide Governance and the Management Team be responsible?
- The Board does have ultimate responsibility. Not clear how to evaluate this statement.
- The Board follows what the Vice-Chancellor recommends but this is not what the faculty or staff always are recommending. In addition, we are not allowed to make changes unless the Vice-Chancellor wants them to happen. We could have a much easier for students to register system but the vice-chancellor is not allowing progress to happen and this is making some of our policies not student friendly.
- The Board of Trustees do not require accountability from members of this District. That is the reason we have so many lawsuits and errors happening, including budget problems.
- The board should delegate approval of almost everything. The fact that they approve every hire adds no value and makes our district less competitive for talent. The only time I know of that the board objected to a hire was for political reasons and it was very unkind to the person who was up for that job.
- There needs to be work on dealing with poor performing deans. Even with poor reviews, meetings with VPI, HR, and the senate, extended contracts were still approved.
- The scare tactics around the Cola and how it was presented to the staff was appalling. The staff is already working in a understaffed overworked environment and we were being asked to give up even more for less compensation.
- This could be an excellent (for me, outstanding is higher than excellent). They are often thoughtful about this.
- This statement is accurate overall. Nonetheless, improvement could be made: --Easier and streamlined student application process. --Support of academic integrity: keep up with AI Chat GPT developments and efforts to maintain academic integrity. --Streamlined IT support on campuses.
- Yes, ultimately responsible for accountability in all matters of college district operations, finance, and functions. Recommend that the District provide better objective oversight of each college for accountability, although each college wants autonomy.

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

- A Trustee on the Board should not have a family member working within the district. It should be held to a higher and more stringent standard to protect the integrity and responsibility attached to the position.
- The district math on the budget is not true and is now a running joke "Oh that must be district math."
- For those of us who can not attend meetings in person, there are very few options on seeing the meetings. I had to request a video copy of past meetings and only received two. Why isn't more of them available to everyone in a place that is easily accessible.
- I cannot answer many of these questions since, as an adjunct, I am overloaded. Perhaps if the pay was paired to full-time faculty, I would be able to engage more with matters of the CCCD since I would not have to work so many classes across the campuses. I wish to be more involved but have little work-life balance and cannot possibly take on any more.
- Implementation of policies has sometimes been inconsistent.
- I think this is the legality. The Board has ultimate responsibility. This should be a Yes/No or I don't know answer.
- I want to see accountability and transparency on the over/under payment audit. I have worked at OCC for 19 years and never had an issue with my load sheet. I have had an incorrect load every semester for the last three years, and have had to pay back money for two semesters. Load sheets have not been provided in a timely manner or at all for these pay back semesters. I want to know what the board is going to do to address this issue.
- Managers should be compensated for the mismanagement of funds.
- N/A
- The board is out of touch with the reality of education and often does more harm than good.
- The BOT takes its role seriously and abides by its bylaws.
- The long list of pending litigation is troubling. The District financial challenges stem from years of overhiring and overcommitments to the employees. Some of the trustees appear out of touch and have been on the Board too long. Please consider retirement if your health is failing.
- This is a poorly worded question-- the answers don't fit it.
- You violate your own vision statement and mission statement, which in turn makes your enactment of policies and bylaws useless anyway.

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

- Classified staff still does not have a updated Agreement contract and have been side railed in the negotiations for two years. They needed to do.
- I'm sure board members believe they act consistent with policies and bylaws, but some do this far, far better than others do.
- I cannot answer many of these questions since, as an adjunct, I am overloaded. Perhaps if the pay was paired to full-time faculty, I would be able to engage more with matters of the CCCD since I would not have to work so many classes across the campuses. I wish to be more involved but have little work-life balance and cannot possibly take on any more.
- Maybe the Board does, but many agents of the board, like HR violate board policies consistently.
- N/A
- Over past months have read and seen action with revising and updating board and administrative policies. Glad to read these and the Board is taking action.
- The legal counsel keeps the Board in line with the bylaws.
- They need to do this independently of the Administration. I feel that there is a large disconnect.
- We have been waiting for you to revise your useless hiring freeze policy for the last few years. There needs to be more employees and fresh new employees on these campuses. The rigid old ways of the board of trustees and the staff that hold power and hurting the institutions.
- We need accountability in all aspects of the district. From staff all the way to trustees.
- Would be nice if board meets were on zoom or televised.
- Yes, as far as I can tell, they do.

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

- Faculty's courses should be assessed to ensure it meets accessibility standards for all students to equally participate before they are allowed to teach in this district. Furthermore, there should be an accessibility task force in place that conduct annual audits to make certain that we're staying in compliance with state and federal laws.
- I believe that this is so, at least in regard to the staggered terms.
- I cannot answer many of these questions since, as an adjunct, I am overloaded. Perhaps if the pay was paired to full-time faculty, I would be able to engage more with matters of the CCCD since I would not have to work so many classes across the campuses. I wish to be more involved but have little work-life balance and cannot possibly take on any more.
- I have not heard of significant revisions to Board policy. I know that a few years ago, a district accreditation process resulted in some significant demands for changes to the way the Board proceeds. I assume that efforts were made, but I'm not aware of changes that have become known to regular faculty and students.
- N/A
- There was a time the board fired a consultant because the consultant made recommendations to the board about what they should do. They are not open to change or improvement.
- They evaluate, yet I am not confident anything comes from those evaluations.
- This has improved under D. Serban
- We need new board members with fresh perspectives.
- Would be nice if board meets were on zoom or televised.
- Yes, read where Board members attend various State meetings for training, orientation, and is following election codes.
- Your entire board needs to resign (save for the president and maybe the VP) and put people into the position that actually have educational background and understand how a college works.

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.

- I believe that this is so, but I do not know for sure.
- I cannot answer many of these questions since, as an adjunct, I am overloaded. Perhaps if the pay was paired to full-time faculty, I would be able to engage more with matters of the CCCD since I would not have to work so many classes across the campuses. I wish to be more involved but have little work-life balance and cannot possibly take on any more.
- I don't know the answer to this.
- If it did... Where is it posted in a place that is easily accessed by everyone?
- If the Board is responsible for a code of ethics, they should look at the CHS Division
- N/A
- Should include efforts related to DEI

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

- I know the Board has an ethics policy. I have not seen it in action, so I do not know how clearly it is going to work.
- If the Board is responsible for a code of ethics, they should look at the CHS Division.
- N/A
- Not based on how long Tim was president of GWC.
- Our Board did not act in a timely manner to address the concerns with our former President Tim McGrath until it resulted in a vote of no confidence and an action from the entire campus to remove him from leadership. There were several incidents in and of themselves should have been enough for his removal. These were ignored or downplayed.
- Statement reads well, but who ensures ethical behavior? How is this policy held accountable?

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

- College-wide accreditation? What about Program accreditation in CHS? Many programs have rigorous accreditation standards.
- Do not know or confident how much the Board is really involved in accreditation processes outside of accepting/signing off on each colleges' accreditation report.
- I cannot answer many of these questions since, as an adjunct, I am overloaded. Perhaps if the pay was paired to full-time faculty, I would be able to engage more with matters of the CCCD since I would not have to work so many classes across the campuses. I wish to be more involved but have little work-life balance and cannot possibly take on any more.
- I highly doubt that you are that well informed. We are teetering to losing accreditation due to staffing issues and how long the processes take in order to hire people. We are teetering to violating title IX and others because we aren't properly trained to function due to staff leaving and not being trained and replaced.
- I don't think I have ever heard the accreditation process discussed at Board meetings.
- N/A
- Not based on how long Tim was president of GWC. Our Board did not act in a timely manner to address the concerns with our former President Tim McGrath until it resulted in a vote of no confidence and an action from the entire campus to remove him from leadership. There were several incidents in and of themselves should have been enough for his removal. These were ignored or downplayed.
- Some members of the BOT have gotten out of their lane. Involved in campus decisions regarding personnel and/or curricular matters.
- There have been instances where the Board inserts itself in an individual college's accreditation process without regard for the needs of the individual college.
- Yes, that is correct. In the past, though, we at the colleges felt that District was dictating our portion of accreditation in regard to how we viewed District.

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

- at this point, it feels useless to have a chancellor when the board of trustees is too incompetent to run thing anyway
- I am hoping that we will seek more input from the constituents in this regard.
- I cannot answer many of these questions since, as an adjunct, I am overloaded. Perhaps if the pay was paired to full-time faculty, I would be able to engage more with matters of the CCCD since I would not have to work so many classes across the campuses. I wish to be more involved but have little work-life balance and cannot possibly take on any more.
- Improvement is needed and has begun with having open forums with the college president finalists. Recommend that open forums is extended finalists of the district chancellor position for transparency and to build college/district community confidence in the selection process.
- N/A
- The Chancelor selected still does not live full time in the region. It is obvious that he will not be around long term and is not committed to the district as a whole.
- There is distrust between the colleges and the board when it comes to hiring and evaluation of district executives and administrators.
- While the Board does have a policy and procedure for selecting and evaluating the Chancellor, the process has not kept up with the most recent methods in determining who might be the most effective Chancellor. The Board insists on having a representative from the Board (a Board member) on the search committee, which often has a chilling effect on who is selected to move forward to the Board for final selection. Also, when checking references, not all constituency groups of a candidate's workplace are asked for a reference, and it would be preferable to also ask for references from previous workplaces.
- Whitney is not a good leader; the faux-caring persona is at odds with the austerity measures at play. The Board should be aware of this.
- We should have several open town hall meetings with all the candidates.

- I assume so. We just went through this and the new chancellor is great. I believe the process was fair and transparent to the college. At the time I felt I knew what was going on and was comfortable with the process.
- I cannot answer many of these questions since, as an adjunct, I am overloaded. Perhaps if the pay was paired to full-time faculty, I would- be able to engage more with matters of the CCCD since I would not have to work so many classes across the campuses. I would assume "yes" for most of the above questions, but I can't evaluate the Board's actions on these questions.
- I do not believe the Chancellor is given full authority without board interference.
- I personally feel like there is inadequate oversight of the Chancellor's policy decisions.
- I would assume "yes" for most of the above questions, but I can't evaluate the Board's actions on these questions.
- N/A
- Perhaps the BOT needs to ask for greater transparency and honesty from the Chancellor. If issues are brewing, the Chancellor may need to be more forthcoming in the future. A situation was allowed to brew and build until we faced a meltdown, all of which could have been avoided if the Chancellor had conducted a special evaluation of the administrator and situation?
- Statement looks good. Do not have confidence that this actually happens.
- They do all of this, but do not hold him accountable or even do a decent job of follow up.
- We need open forums for the entire District for any administrative position VP and above moving forward.

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.

- As of 2024 the Board has never held a chancellor or members of the institution accountable. It's been a terrible job with accountability.
- Financial stability of the District is a concern and we continue to hire new or replacement employees at a staggering pace. There is an exception for every position that needs to be replaced. We as a District organization are structurally built incorrect for the present and future but continue to do what we've always done. Disappointed that we're going back to what we were before the pandemic.
- Golden West, need I say more?
- Having an open forum to obtain more input from faculty and staff would be highly desirable.
- I cannot answer many of these questions since, as an adjunct, I am overloaded. Perhaps if the pay was paired to full-time faculty, I would be able to engage more with matters of the CCCD since I would not have to work so many classes across the campuses. I wish to be more involved but have little work-life balance and cannot possibly take on any more.
- I have no inside knowledge.
- I have not seen this published.
- I personally feel like there is inadequate oversight of the college president's policy decisions.
- N/A
- On paper, this statement reads fine. But hard to accept this happens in reality.
- The board, chancellor, vice chancellors and presidents need to be held accountable with measurable goals and evaluations. I have not seen accountability.
- The Board needs a different way to evaluate our Presidents. The Presidents go way too long getting paid from tax payer's money and not knowing how to do their job. We need a closer look at Coastline College's President again.
- The BOT is going to allow faculty and staff to have some input into gauging the new college presidents: bravo! However, if a college president is having severe issues, so much so that faculty leaders are telling the BOT and Chancellor, this should indicate the need to follow up, not ignore the issue. CFE conducted a survey of the campus climates in regard to the presidents, and the Chancellor dismissed the results. Did the BOT ever see the survey results? Or did they, too, hope that the problem would resolve itself? Sometimes it seems as the institution is far more concerned with protecting itself than the actual constituents. Students, faculty, and staff were harmed by the incompetence of a few administrators. Luckily, at least two are now no longer employed by the District. If any administrator receives a vote of no confidence in his/her/their past, that should be a red flag to indicate that we do not need the drama and problems that probably led to that in the first place.
- The campuses or representative CDMA & Classified are not included in the process of evaluating presidents. We have never been a part of a Presidents evaluation process.
- This needs to be much better. The board should be evaluating outcomes instead of being involved in day to day decisions. Make a list of everything that requires board approval and delegate all of them.
- While the Board does have a policy and procedure for selecting and evaluating the college presidents, the process has not kept up with the most recent methods in determining the most effective candidates for college presidents. The Board insists on having a representative from the Board (a Board member) on the search committee, which often has a chilling effect on who is selected to move forward to the Board for final selection. Also, when checking references, not all constituency groups of a candidate's workplace are asked for a reference, and it would be preferable to also ask for references from previous workplaces.
- You hired a fired VP as president of GWC and then he got fired soon after. You are clearly had a personal agenda when hiring that idiot. The only good decision you ever made was put meredith in as acting president. Otherwise, I question your evaluations and selection of presidents. It seems you do not choose leaders but only choose weak men/women who will do your bidding.

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

- Are the Presidents leading with unique and clear vision or simply holding things from going bad? It's time to make some significant changes to our campuses and facilities. We no longer need as many facilities and should consider leasing or selling some of the property and right size the District. Let's stop competing with ourselves. Centralize into one college and multiple campuses.
- Coast College District strives to provide staff and students with a safe and inclusive environment to work, learn and advance in both areas. I am proud to be a 30+ year employee of this institution and am even prouder of the progress the District has made in these areas.
- I believe the board has done well with this with the exception of over-encroachment of HR and EEO into hiring practices. The EEO made recommendations that were not vetted nor endorsed by the academic senates. Furthermore, these policies have been implemented without update BP/AP as appropriate and moving through that vetting process.
- I cannot answer many of these questions since, as an adjunct, I am overloaded. Perhaps if the pay was paired to full-time faculty, I would be able to engage more with matters of the CCCD since I would not have to work so many classes across the campuses. I wish to be more involved but have little work-life balance and cannot possibly take on any more.
- I have not seen, but we are going through this currently at GWC. I assume they will hold to the same standards as the chancellor.
- I personally feel that the Board has neglected many of the college responsibilities to nearly-singularly focus on DEIA programs. I fully support these ideals, but feel like we can have multiple priorities that focus on getting students the skills and experience needed to have successful career paths while also addressing diversity and inclusion.
- N/A
- need to diversify the board
- No, the Board needs to do a lot of work to become anti-racist and anti-homophobic. It comes through in the Board meetings and in our policies in procedures as a District.
- No you do not. You provide nothing. You won't let us hire new people. You won't let us be funded for our programs to help our students. You won't let us expand programs that students are asking for and need. You literally do nothing to provide leadership and support for the district in any way.
- Our board has no diversity, so how can it represent the population it supports?
- President evaluation policy needs revision. Obviously the currently policies are not working if people are suddenly being put on leave without engaging in discussion on performance improvement. Part of this process also needs to include college community input, so people aren't venting on the side or influencing outside of the developed process. As much as possible, given HR, the outcome of the evaluations need to be shared with the campus community. Was everything great? Do they have a performance improvement plan? People shouldn't go from you're fine, to you're fired one week to the next.
- This is clearly not the case based on the experience of GWC.
- Support in this area seems mostly in the form of statements, but it's unclear there has been a lot of resources devoted to helping faculty do a better job in the classroom, which from the faculty perspective is the key priority.
- Support in this area seems mostly in the form of statements, but it's unclear there has been a lot of resources devoted to helping faculty do a better job in the classroom, which from the faculty perspective is the key priority.
- The Board, had done the exact opposite by promoting social theories that are not based on reality but on perception, that are not based on learning but on perception, that are not based on true student interest, but on perception. True inclusion and equity: you are here to learn and we will teach you - has not been found anywhere in recent decisions and allocations concerning diversity, equity, inclusion, accessibility etc...nice words to throw around, but NONE are used appropriately.
- The Board appears to be swayed by outside factors often on selection of College Presidents.
- The board lacks understanding and awareness in these areas, therefore cannot lead effectively.
- The Board may have a defined policy for selecting and evaluating presidents of the colleges, but as the vast majority of GWC employees can attest, that policy is ineffectual and results in serious damage to college budgets, effectiveness, and employee/student morale. Tim McGrath was hired--as apparently all college presidents in our district are hired--without any town hall or other Q&A meetings with the faculty and classified personnel who would be subject to that president's potentially unilateral decisions. His contract was renewed after a few years without consultation with the faculty and staff who had to endure his incompetence, misappropriation of funds, and offensive behavior. That was negligence and bad leadership on the part of the Board, period. That lack of transparency and shared governance in the administrative hiring process needs to be changed as soon as possible. Failure to give college employees a voice in the interview and hiring process is a failure to support the people who have immediate daily contact with students and who know the campus history and climate best. In the process of declaring a no-confidence vote on Tim McGrath, I hope the Board heard how scared, alienated, and outraged GWC employees were at having been stuck with an absolutely awful college president who had been hired despite a previous vote of no confidence at his prior workplace. In that whole debacle that lasted for years, and especially during the intensive weeks of town halls and other meetings that led to the dismissal of McGrath, one Board member--one person from the District office--spent time listening to us and engaging in the process of trying to get answers to our questions, and she is the same person who has consistently cared about GWC and come to know many of us: Lorraine Prinsky. Her presence absolutely activated and validated the town hall meeting where the District sent a security manager and a P.R. guy to fake-answer our questions, simply refuse to answer our questions, and allow McGrath to silently wait out the hour they had allotted to the meeting. From the point of view of many GWC rank and file employees, Prinsky is a caring, legitimate, interactive participant in shared governance.
- The current lawsuits say otherwise. The board of trustees trust familiar candidates instead of excellent ones. This is unacceptable for students, faculty and staff. As well as for taxpayers.
- The District is providing support for each of the colleges and constituency groups for DEISSA training, participation, and growth with changes to hiring practices to be more inclusive. Appreciate this from the District and our Board of Trustees.

- There is a lot of lip service but it's all vanity and through arcane HR procedures that are not appropriately vetted.
- Tim McGraw was the perfect example of the incompetency with this.
- Unknown
- We are grateful that the Board is finally letting the campus meet the final candidates. Hopefully this also means the whole campus gets to weigh in on who to hire.
- We had an Equity Coordinator who was run out of her position by the last Vice Chancellor. We were leaders in the country in DEIA before that, so I am hoping the new leadership will return to better practices and possibly bring back the position.

The Board of Trustees has provided leadership and support for the work of the District on diversity, equity, and inclusion.

- Appreciate the frequent "State of the District" communications from Chancellor Yamamura!
- Besides the chancellor's message that always relates back to DEIA, I have not seen anything come out of the board of trustees. The Board needs to be more firm on this. Equity at GWC is still a constant uphill battle, people just don't believe in it's importance. As a campus we are actually moving backwards, if we use the word "equity" people will be less open to our ideas. The board needs to make it clear that whether you believe it or not, our work needs to include equity and we will all be evaluated on this including faculty.
- Everyone should/has the same rights, regardless of skin color or any other of the infinity of variables that makes us an individual. Sexual choices or advertising of sexual choices absolutely do not belong in the classroom.
- Here again, it's my view that the Chancellor and Board should be more willing to contact district employees--specifically campus DEIA committees--about what Equity-related issues. Or if the Board doesn't have a protocol for outreach to campuses, they could simply invite DEIA representatives from the three colleges to come in and give presentations of their schools' current situation but also ask questions of the Board. A key question I would like to ask is why Marco Baeza is in charge of Equity and Inclusion at the district level. How did that come about? Why and how did he take over that area from the people who originated and hand-built it?
- I'm not aware of the practices of the board. Other than the email sent from the Chancellor, I am not aware of what the Board does or how they conduct business.
- I have not worked here long, but you all are not meeting up to the standards that should be met. I have worked for various universities and colleges, and this district has been the most backwards experience I have had ever since I started working in higher education more than a decade ago.
- I hope so!
- It is unclear where one can find the agendas for Board meetings.
- I would like the board to consider thinking about policies for Administrator errors. There have been way too many errors in over or under payment of teachers. There needs to be more pressure place on administrators to understand their jobs with load sheets and more checks in balances to make sure teachers are being payed correctly.
- Mary Hornbuckle is doing a great job as President.
- N/A
- Seems to be the case since I have trainings in this regard and we always support our students.
- Thank you for the opportunity to participate in this survey and to provide comments in this safe environment.
- The board needs more diversity (racial and generational) and needs to reflect the population it serves more. Many of the Trustees have served for long periods of time and have developed "special relationships" with certain staff and management that can skew their perspective and have lead to situations of perceived special or preferential treatment. Many of the problems that the District face are because of ingrained culture and resistance to change that needs to happen. It is difficult to overcome institutional stagnation when the heads that guide the institution have enjoyed long tenures. It is time for a change of the guard and new vision and guidance to be allowed to come in.
- The Board needs to honor this while still upholding academic freedom, freedom of speech for faculty and students.
- The BoT should adjust how funding is allocated in the district. If Coastline is producing more than 18% of the district FTES, then Coastline should get that percentage of the funding. It's very inequitable to keep Coastline's funding below 18% of the district budget.
- The DEIAA at this district seems like tokenism at best. At worst, it ignores qualified candidates because of perceived lack of DEIAA
- The DEIAA hiring practices are so overcorrected they do the opposite of the intent. They are not equitable, inclusive, accessible, and are racist. I would rather do anything thing else than serve on a hiring committee.
- There has been way too much time spent on this topic as we loose students to other schools that have more innovation.
- There was a speaker at the Orange Coast College graduation ceremony in June 2023, Patrick Warburton, who was inducted in the OCC alumni hall of fame. The speech that Warburton delivered was a comedy routine similar to his work on the Family Guy TV show on Fox. The speech that Warburton gave flew in the face of our diversity, equity and inclusion work, and like the Family Guy TV show, the speaker at the OCC graduation ceremony poked fun at minorities and sexuality. In the future, the Board should try to avoid controversial graduation speakers, who do not promote the cause of diversity, equity and inclusion.
- The support doesn't matter when institutions just check a box or put on a show. There is no real effort to solve these problems. It not authentic.
- We are overdoing DEIA now over educational needs.