Campus Climate Survey

This is your opportunity to make **your** voice heard on the state of PCC's campus culture!

Spring 2015—Campus Climate Survey Summary

Introduction and Background Information

The Spring 2015 Campus Climate Survey was administered online to college employees with a viable email address through SurveyMonkey. Employees were sent an initial email invitation to their primary email address on record with the college explaining the purpose of the Campus Climate survey and inviting them to participate. Over a six week period reminder emails and invitations were sent to those employees who had not completed the survey.

1440 survey invitations were sent and 318 employees completed the entire survey for an overall response rate of 22%. 86% of the respondents were from the main PCC campus, 10% from the Community Education Center (CEC), 2% from the Child Development Center (CDC) and 2% from Rosemead/and or are Online Instructors only.

The response rate is lower than previous Climate surveys but this was the first time that part time staff was included in the survey. For future Campus Climate Surveys it has been suggested to include student employees as well.

The breakdown is as follows:

> 143 Fulltime Faculty responded = 45%
> 93 Classified = 29%
> 37 Managers/Administrators = 12%
> 3 Adjuncts = 1%
> 42 Part time staff = 13%

Previous year response rates were between 32% and 35% compared to 22% for 2015. But as mentioned earlier, parttime staff were either not included at all or were included as part of a random sample. Full time faculty are well represented in this survey response.

The survey can be thought of in broad general categories: Core Values, Employee Relations, Job Satisfaction, Internal Processes (Program Review, Planning and Resource Allocation), Shared Governance and Areas for Improvement. This report will mirror those categories in presenting a summary of the survey responses. For almost all of the categories, the charts and text will reflect a comparison between the positive responses and the negative responses. Thus the percentages will not necessarily add up to 100 because responses in the neutral/ambivalent response set are excluded from the comparison.

Finally this report will compare, where possible, responses from the Spring 2014 Great Colleges to Work For survey administered by ModernThink and this the Spring 2015 internal Campus Climate survey.

Highlights from the 2015 Campus Climate Survey

⇒ Employee knowledge and awareness of internal processes is low

⇒ 95% of respondents indicated that they are committed to meeting the college's mission

⇒ A majority of respondents (69%) are satisfied with their job at PCC

⇒ 33% of respondents strongly agreed or agreed that PCC has a "sense of team spirit"

⇒ All fulltime employee groups, faculty, classified staff, and managers, indicated that the shared governance process at PCC was currently <u>less than effectual</u>.

⇒ Improving Employee Morale and the Shared Governance Processes were the top two items chosen as "needs improvement" at the college.

Core Values

The college is guided by 5 essential, enduring and shared Core Values:

A Passion for Learning
A Commitment to Integrity
An Appreciation for Diversity
A Respect for Collegiality
A Recognition of Heritage of Excellence
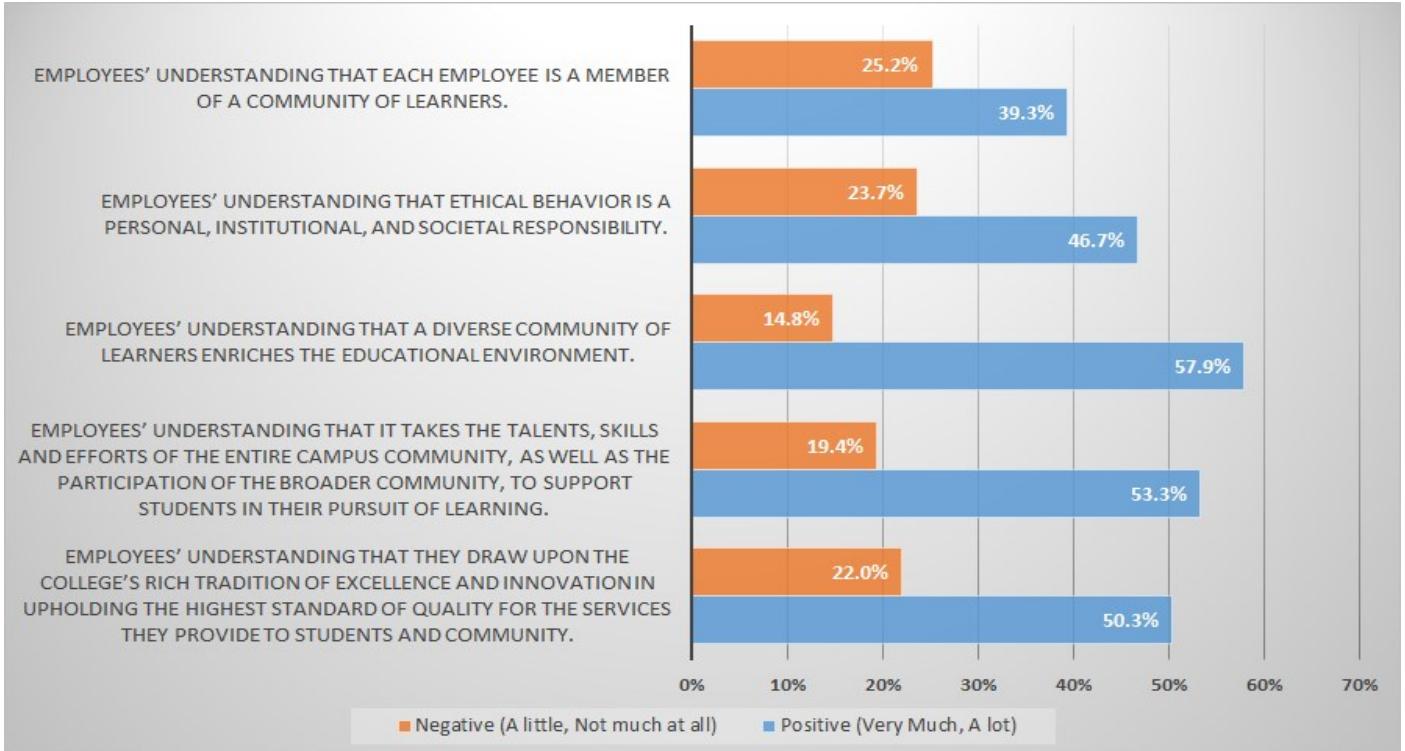
Chart 1 - Core Values

Chart 1 Core Values illustrates responses to the statements regarding how the college's core values guide our daily work. The positive responses (Very much, A lot) are compared to the negative responses (A little, Not much at all). Only two categories fall below an overall 50% positive rating, *A Passion for Learning* as assessed in the first statement in Chart 1 and a *Commitment to Integrity*, as assessed by the second statement in Chart 1. Chart 1A compares the percentage of positive responses to these two statements for from three previous internal Campus Climate surveys to the 2015 survey. There has been a steady decline in positive responses to the statement on *understanding of ethical behavior*.
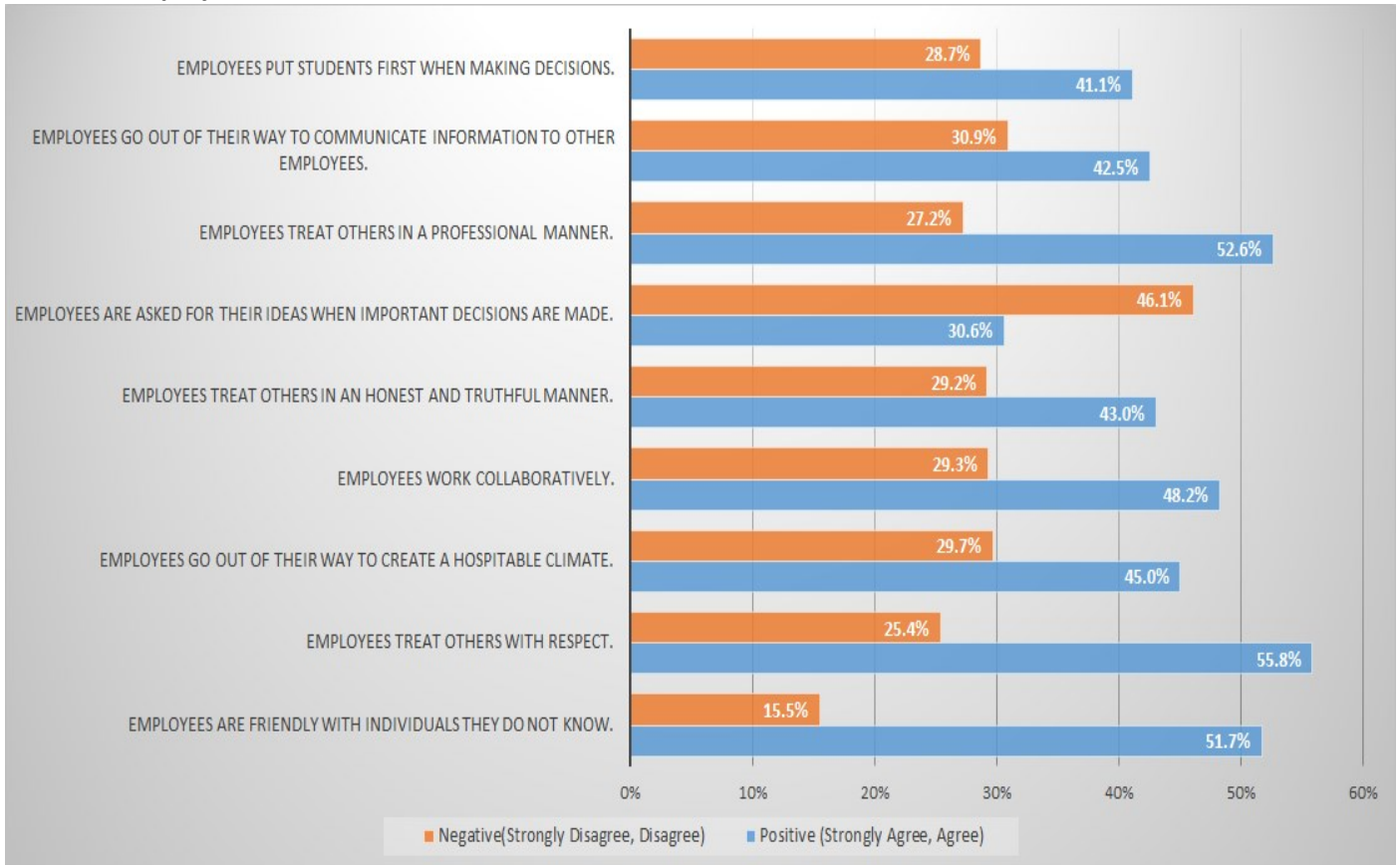
Chart 1A - Comparison on Ethnical Behavior and Community of Learners Statements

Employee Relations

Nine statements on the survey address how employees treat each other and how they work with one another. The response categories were a 5 point scale of Strongly Agree to Strongly Disagree. The responses were grouped into positive or negative (excluding neutral responses) for illustration in Chart 2. Of the nine statements there are only three that had a 50% or higher positive response rating.

Chart 2 - Employee Relations

The positive statements include, *employees treat each other in a professional manner, employees treat each other with respect*, and *employees are friendly with individuals they don not know*.

There was less than 50% positive response to the following statements regarding employee relations.

* *Employees put students first when making decisions (41%)*

* *Employees go out of their way to communicate information to other employees (42%)*

* *Employees are asked for their ideas when important decisions are made (30%)*

* *Employees treat each other in an honest and truthful manner (43%)*

* *Employees work collaboratively (48%)*

* *Employees go out of their way to create a hospitable environment (45%)*

It seems incongruent that the employees don't treat each other in an honest and truthful manner, work collaboratively, or create a hospitable environment but do treat each other professionally and with respect.

Finally it should be noted the very low positive response (30%) to the statement *"Employees are asked for their ideas when important decisions are made."* Ensuring that employees feel they are a part of the major college decisions is important for morale and confidence in our leadership.
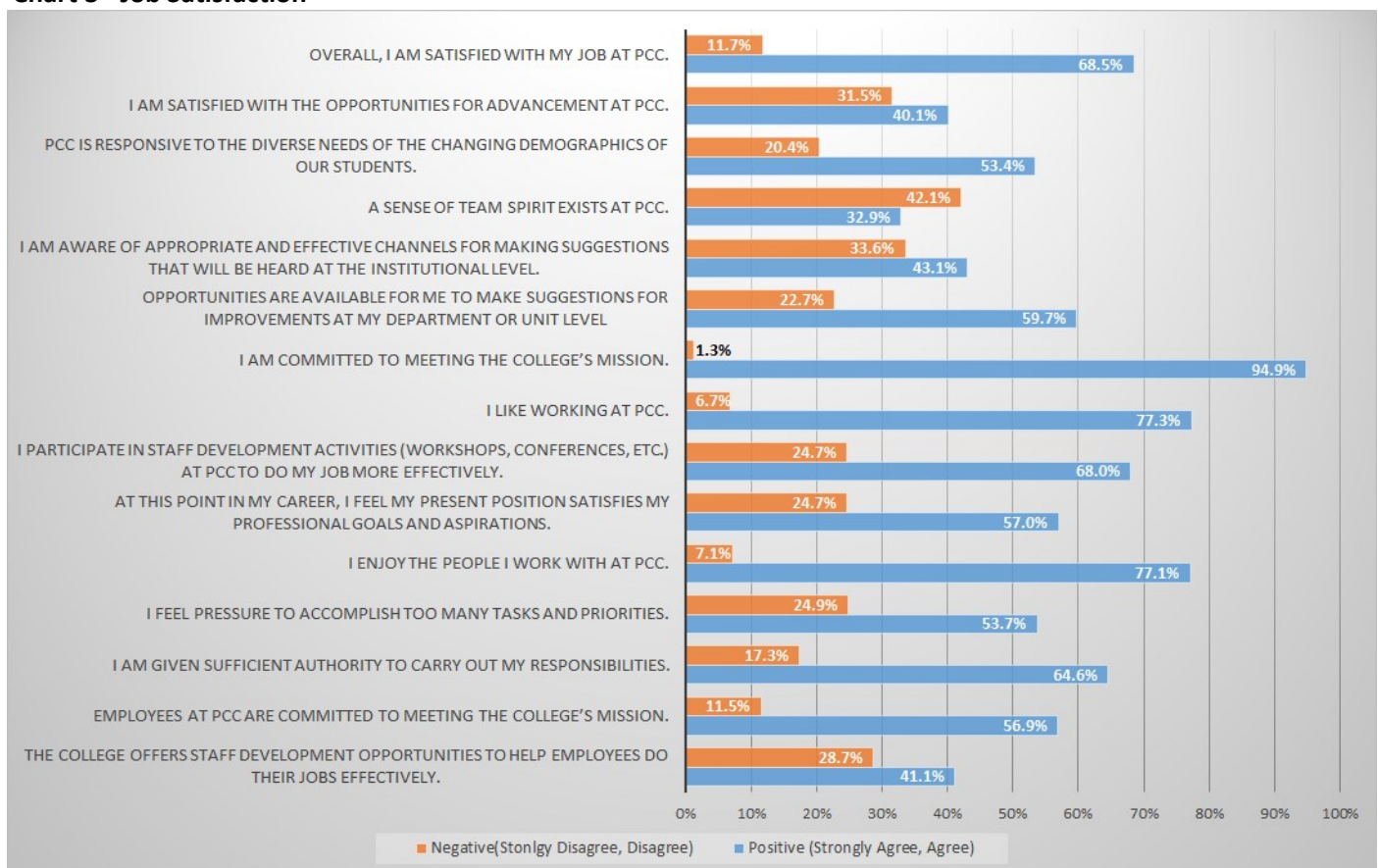
Job Satisfaction

The Mission of Pasadena City College is:

to provide a high quality, academically robust learning environment that encourages, support and facilitates student learning and success. The College provides an academically rigorous and comprehensive curriculum for students pursuing educational and career goals as well as learning opportunities designed for individual development. The College is committed to providing access to higher education for the members of the diverse communities with the District service areas and of offering courses, programs, and other activities to enhance the economic conditions and the quality of life in theses communities.

Employee job satisfaction includes professional learning opportunities, engagement with the college mission, as well as how an employee feels about their day-to-day work environment. Chart 3 Job satisfaction, is comprised of 15 items that reflect an employee's interpretation of the college environment and their role at the college.

Chart 3 - Job Satisfaction

95% of respondents indicated that the are committed to meeting the college's mission. Furthermore, 77% of the respondents answered positively to the statements "I like working at PCC" and " I enjoy the people I work with at PCC". From Chart 3 it is evident that employees in general are committed to PCC and like working here.

Of concern are the statements on *opportunities for advancement, appropriate and effective channels….. that will be heard at the institutional level,* and *staff development opportunities.* All of which fall below a 50% positive response. The statement on appropriate and effective channels to be heard at the institutional level is repeated on this survey and in both instances the majority of respondents did not have a positive response to this statement.

Finally, it should be noted that despite an overall job satisfaction positive rating of 68%, employees feel that PCC lacks a sense of *"team spirit"* with only 33% responding to this positively. This should give the college and the college leadership a cause to pause and reflect on the current climate on campus.
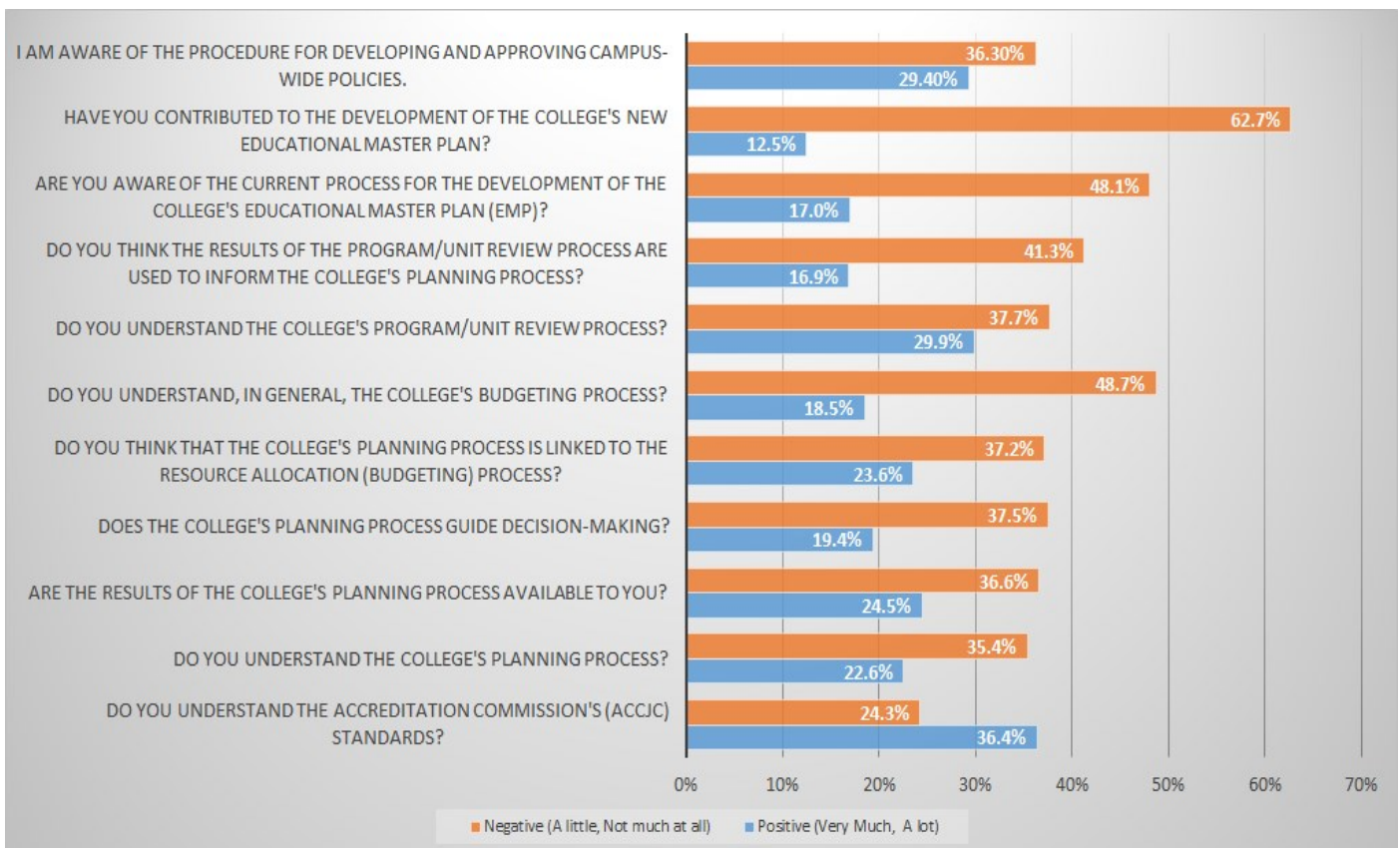
Internal Processes

Internal processes include program review, planning, resource allocation, accreditation, and policy development. Understanding internal processes is a very important part of ensuring campus-wide engagement in the development and implementation of the Educational Master Plan, Facilities Master Plan, Technology Master Plan and the College Goals.

Eleven questions were asked to determine employee understanding and awareness of internal processes.   Chart 4 illustrates employee responses to the eleven questions.

Chart 4 - Internal Processes

The results from the responses on internal processes are troubling.   In 10 of the 11 questions, employees negative responses were higher than positive responses.   This includes employee understanding of the links between our processes for program review, planning, and resource allocation.   Additionally only 36% of respondents indicated that they understood the current Commission (ACCJC) Accreditation Standards either very much or a lot.

From the results in Chart 4 it is evident that all employee groups of the college do not have clear a understanding of the college's program review, planning, and resource allocation processes, the links between these processes, and how they inform decision-making.

Under the leadership of the College Coordinating Council, two of these processes, planning and resource allocation, have standing shared governance committees Planning and Priorities (P&P), Budget and Resource Allocation Committee (BRAC). Program Review is also administered by a shared governance body, the Institutional Effectiveness Committee (IEC), that "*provides a forum for college representatives to participate in the coordination and evaluation of evidence based institutional program review to determine effectiveness (Board Policy 3251)."*

Despite the existence of shared governance committee structures at the college that would provide information on internal processes, the survey results would suggest that the information has not been widely communicated.
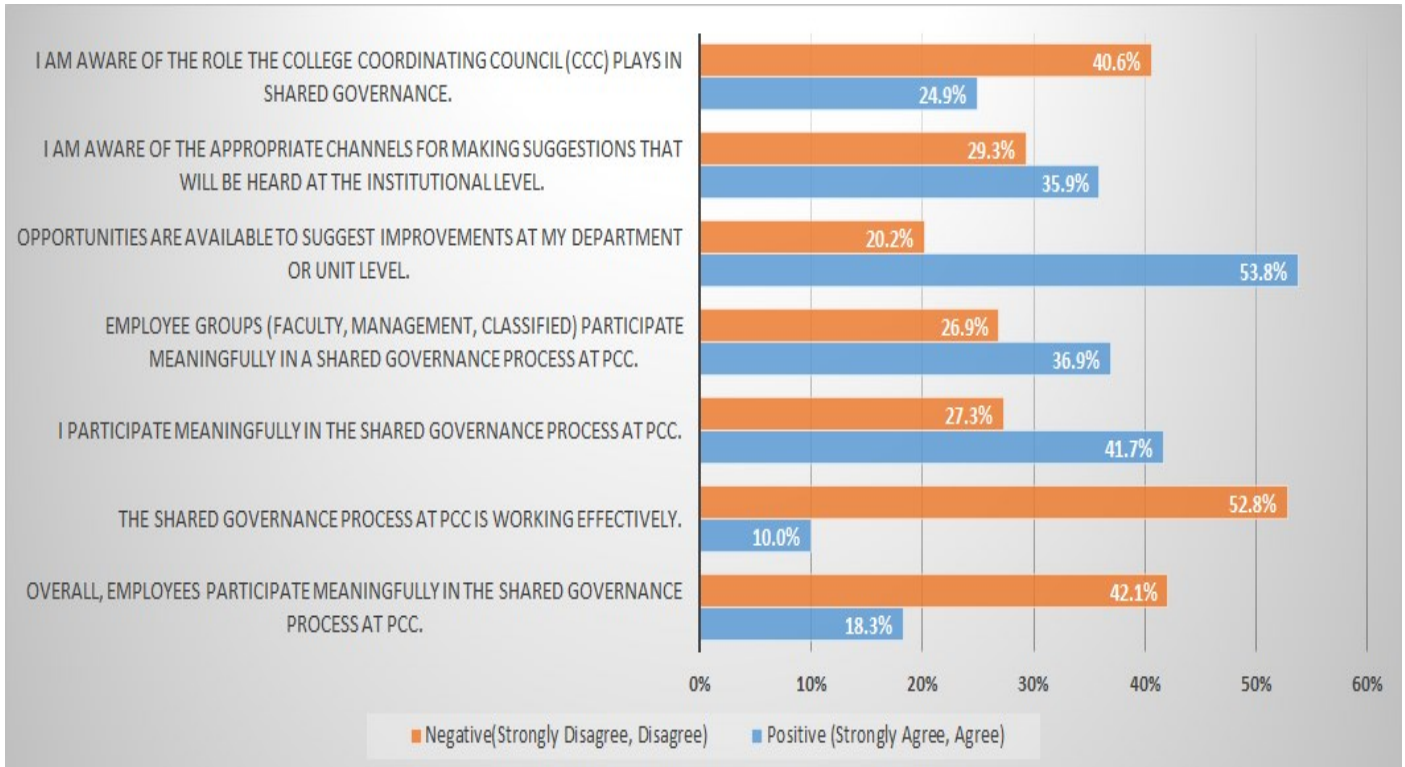
Shared Governance

In 2010 the internal Campus Climate Survey added a series of questions on Shared Governance for individual constituency groups. In addition to general questions for all employees, separate questions for each employee shared governance group, faculty, classified, and managers were added. Each group developed their own questions that would be completed by members of their constituency. These questions were expected to assess the awareness and functionality of each representative body. Those responses will be provided in a separate report.

Shared Governance has been a contentious issue at PCC for the past several years. Chart 5 illustrates overall employee responses to the seven general shared governance questions.

Chart 6 compares the mean rating for each group to the overall mean rating.

Chart 5 - Shared Governance -All

Chart 6 - Mean Shared Governance Rating by Constituency Group

The only question that received a positive response (54%) was an *employee's ability to make suggestions that will be **heard** at the department or unit level.*
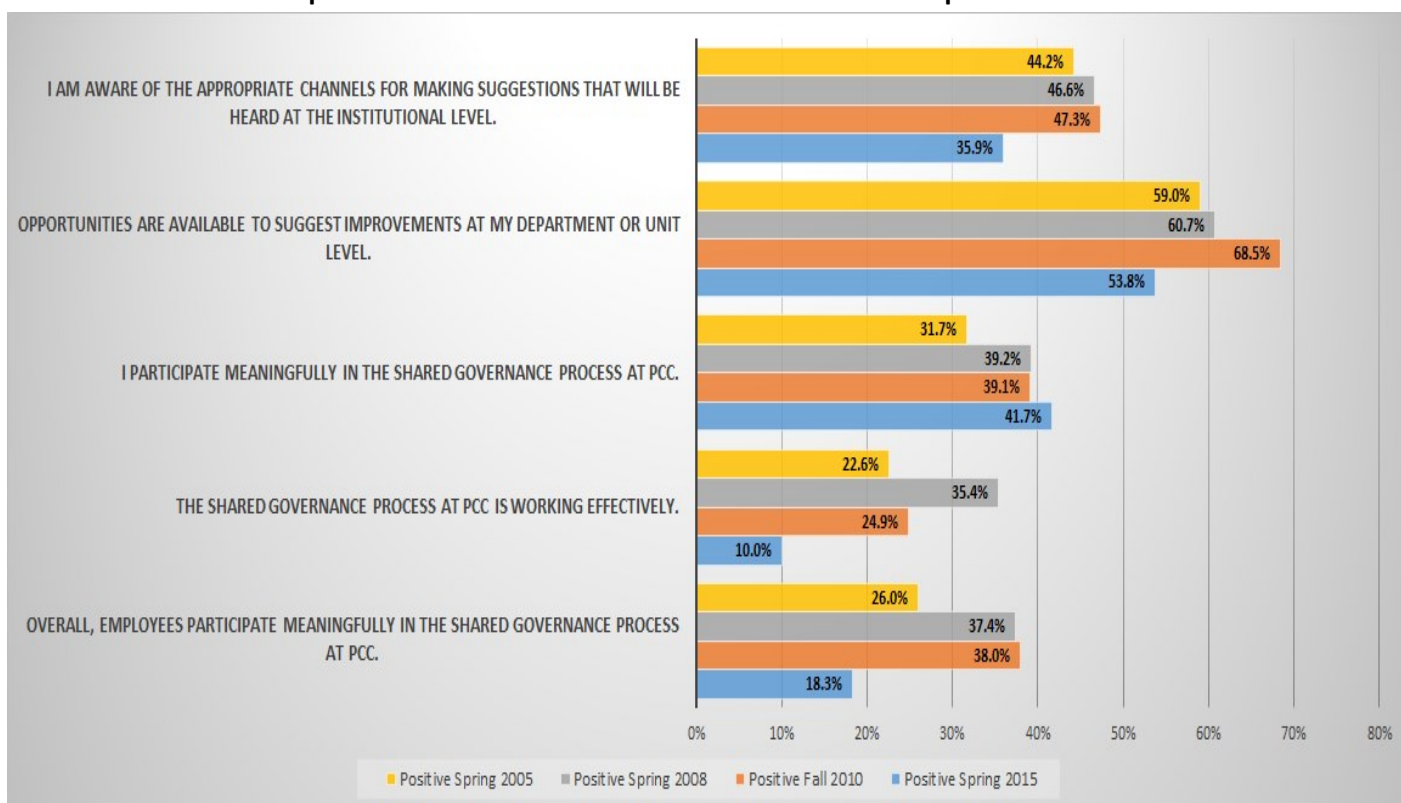
All employee groups indicated they don't believe that shared governance process at PCC is working effectively. Additionally, none of groups felt that in their entirety they were participating meaningfully in shared governance. On the other hand, faculty and managers indicated that they personally participated meaningfully in shared governance. Classified staff did not feel as positive.

The black line through Chart 6 indicates the neutral point in responses. Any mean scores below the black line illustrate a mean score that is less than positive to the statements. It is evident from Chart 6 that all of the full time employee categories identified the current shared governance process at PCC as ineffectual. Additionally, all of the full time employee groups fell below neutral on the statement that employees, in general, participated meaningfully in shared governance.

As mentioned above, the only statement that was above the neutral line for all employees was *"opportunities are available to suggest improvements at my department or unit level."* Thus it appears that employees are comfortable and engaged at the department or unit level but are not fully engaged with the campus as a whole. This theme was also present in the PCC Spring 2014 Great Colleges to Work for survey. Collaboration and participation at the department level or unit level was positive and employees felt positive about their roles at the department or unit level.

Finally Chart 7 illustrates the positive responses to the same shared governance statement from the past four internal Campus Climate Survey administrations 2005, 2008, 2010, and 2015. From a historical perspective, as illustrated in Chart 7, the college has struggled with shared governance for many years. In 2005 the positive responses to the statement on the effectiveness of the shared governance process was at 22.6% It seems the college has reached an all time low in spring 2015(10%). But in 10 years the positive responses to the effectiveness of the PCC shared governance process has not been greater than the negative responses. The 2015 Campus Climate survey administration seems to have taken us to the lowest positive percentages thus far, but still it is important to note that historically this has been a trouble spot.

Chart 7 - Historical Comparison of Shared Governance Statements - All Groups

Three Things to Improve at PCC

The Campus Climate Survey also asked respondents to choose from a list or provide their own of the three things they would like to see improved at PCC in rank order, 1st choice, 2nd choice, 3rd choice. Table 1 displays the top five items that were selected as a first choice. Please note that the first two items in the table were tied.

Table 2 provides the list of items that were selected as the 1st and 2nd choice more often than any of the others on the provided list. The item, *Overall Workload*, drops off the list in Table 2 and *Promotional Advancement Opportunities* is added in the number five slot. The first three items in both tables remain the same except that *The Shared Governance Process* is now ranked number one.

Based on the negative responses to the questions on Shared Governance, it is not surprising that this becomes a priority for employees for improvement. Furthermore, a dissatisfaction with Shared Governance can probably be linked to the need to improve employee morale across campus.

Table 3 displays the items that were selected the least for needing improvement. *Quality of on-the-job training* was the least selected item, followed by *Level of Recognition* and so forth.

The list provided on the survey instrument contained 17 items and the opportunity to input your own item for improvement. All of the 17 listed items were selected at least once as one of three possible items needing improvement at PCC.

Table 1 - Top Choices for Things to Improve at PCC

1st Choice Ranked	Rank
Employee Morale across campus	1
The Shared Governance process	1
Communication	2
Equipment/Technology provided to do the job	3
Overall workload	4

Table 2 - Top Two Choices for Things to Improve at PCC

1st and 2nd Choice Ranked	Rank
The Shared Governance process	1
Employee Morale across campus	2
Communication	3
Equipment/Technology provided to do the job	4
Promotional Advancement Opportunities	5

Table 3 - Least Selected Items for Improvement

Items that Received the Least Selection for Need to be Improved
Qualtiy of on-the-job training
Level of Recognition
Employee Evaluation Process
Management Union Relations
Co-worker Relations

Appendix A contains all of the additional responses to this question. The additional comments range from actual suggestions for improvement to general comments on what is wrong with PCC.

The top choices have slightly shifted since the fall 2010 Campus Climate Survey, where the overwhelming number one choice for improvement needed was *Equipment/Technology provided to do the job*. This was followed by *Promotional advancement opportunities*, *Working Conditions*, and *Employee Morale across campus* .

Despite the overall low ratings for the shared governance process on this Campus Climate survey and previous climate surveys, in fall 2010 survey, it was ranked the 8th item that needed improvement.
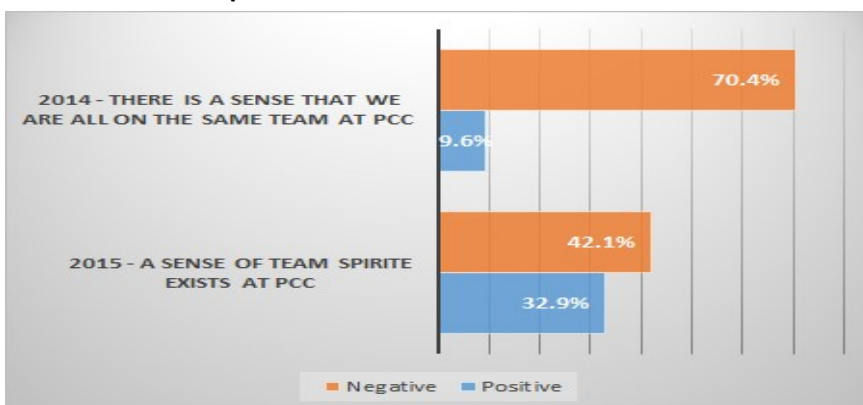
2014 and 2015 Spring Campus Climate Survey Comparison

The Spring 2014 climate survey was administered by a third party, ModernThink, to all fulltime employees of the campus, and a sample of adjunct faculty. Known as the *Great Colleges to Work For* survey, the ModernThink climate survey is nationally administered survey that provided the college with the opportunity to benchmark our climate against other colleges across the country. The results from the 2011 and 2014 *Great Colleges to Work For* survey are available online here on the OIE webpage. The *Great Colleges to Work For* survey covers a broader range of topics including employee satisfaction with health benefits and a more thorough vetting of employees opinions of the college's senior leadership.

There are some general questions that overlap between the two surveys. Chart 8, 9, and 10 compare 3 similar questions between the 2014 and 2015 surveys.
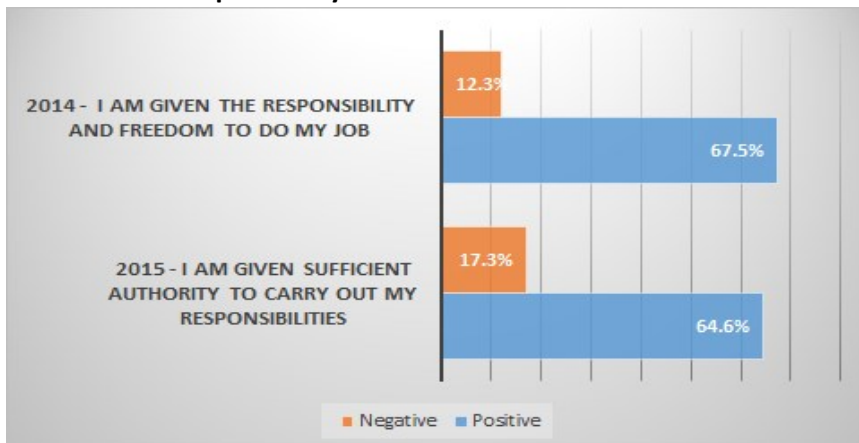
Chart 8 displays an increase in the sense of "team spirit" at PCC between the Spring 2014 and Spring 2015 surveys. It also shows a substantial decease in the negative responses to these statements. Chart 9 looks at questions on providing employees with the freedom, authority, and responsibility to carry out their jobs. In both survey administrations employees responded positively to this statement. There is little variance between the 2014 survey and the 2015 survey. Chart 10 displays responses from the two survey administrations on general satisfaction with working at PCC. There is sizeable increase in the positive response to this statement between the two administrations. In 2015 77% of the survey respondents either strongly agreed or agreed to this statement compared to 44% in 2014.

There are other questions that are similar between the two surveys, but these three seem to be the most closely worded which allows a more interpretive comparison.

Aside from the lack of confidence in the shared governance process, employees of the college continue to have a positive outlook on the overall campus.

Appendix A contains the responses to opened-ended question for other areas of improvement .

Appendix B contains the responses to the final open-ended question.

Because of response scale confusion, some the statements from this Spring 2015 Climate Survey are not included in this report summary.

Chart 8 - Team Spirit

Chart 9 - Job Responsibility

Chart 10 - Working at PCC

Spring 2015 Campus Climate Survey

Q20 Is there anything else, not listed above, that you would like to see improved?

Answered: 79   Skipped: 335

#	Responses	Date
1	1) Student bathrooms cleaned more regularly. 2) Vending machines near the E-buliding for water purchase since the Java Hut has closed. If students are on a break from class, there isn't enough time to walk to the vending machines near the cafeteria or R-building. 3) Modernization of the Reprographics process on campus, i.e. The ability to email documents to be printed, in addition to, hard copy drop - off. Thank you!	4/30/2015 9:56 PM
2	Things are way better with no Rocha. What a disastrous four years--contentious, no respect, absolutely no vision, but lots of demands. What a waste of time that was in my career. I hope that never happens again.	4/30/2015 4:07 PM
3	This box is the only thing I am filling out in this survey, and my only question is this: how will PCC overtake Santa Monica College in the transfer rankings on the way to becoming the #1 community college in the state? The last time I checked, SMC was ahead of us in transfers.	4/30/2015 4:04 PM
4	online tutorials for new software we are expected to use i.e. Kronos, Banner Purchasing. Online informational videos about what happens in each department i.e. explanation of requisition process, budget (understanding), etc.	4/30/2015 2:58 PM
5	There seems to be double standards on policies. No accountability or transparency by management.	4/29/2015 2:30 PM
6	The personal/ professional growth reimbursement benefit school tuition program isn't very supportive and or equitable to allow staff to pursue and or complete their higher education.	4/27/2015 8:25 PM
7	My 1st choice is working cnditions, that is only since we were re-located to CEC, we do not have the spce we need to do our jobs. I did not find this a problem on main campus.	4/27/2015 10:50 AM
8	clean classrooms (floors, desks, walls), clean stairwells (graffiti, trash), pencil sharpeners in classrooms, reconsideration of students ability to re-take classes that they have failed: pay more to repeat, only get an opportunity to have a seat once first-time students have a seat, based on a teacher's evaluation of why they did not pass (no show, not doing work, making effort, etc).	4/27/2015 10:13 AM
9	We suffer from a lack of transparency. This erodes trust across the campus.	4/27/2015 9:12 AM
10	I completely understand that we want to hire a diverse work force at our wonderfully diverse college. However, it saddens me when the best candidate for the position is not hired because management wants to hire someone more diverse--even though they were not the best candidate the committee chose for the position. There is a game constantly being played were the committee must fight for their best choice if they happen to be a "white" person.	4/24/2015 1:43 PM
11	Rather than ranking 1-3, all of the above should be number 1. If you address the issues with shared governance, you address many of the issues that exist with communication. Additionally, the work-life balance within PCC is unrealistic and suggests a lack of regard for employees. This is particularly true in relation to managers, who are often expected to work 24-7 without consideration to the impact on the employee. Moreover, the organization's leader must set the example.	4/24/2015 11:41 AM
12	YES, equipment and space should be a high priority for administration to provide for Health Sciences and specifically the nursing program. Here is a list. Special needs students should have accommodations for test taking on the CEC campus. Health Sciences should be able to have a computer room for their own use. We desperately need skills labs for the students. This means rooms that have mannequins, medical equipment, sinks, beds, etc. It should be understood that nursing students need room to move around and practice skills in a room. We need to have priority for classrooms large enough for 80 students. Students need access to healthy food and and enough space to eat during a break. Faculty need offices and enough room to keep books, student tests, etc. Nursing needs computer space. Students should have places to meet privately with their professors. More clerical help is needed.	4/23/2015 2:33 PM
13	Servers, efficiency of online platforms	4/23/2015 1:50 PM
14	I have worked here on a part time basis for four years and would like to see some good full time opportunities open up.	4/23/2015 1:19 PM

15	We need more support staff in the office. Do not overload office staff.	4/23/2015 1:11 PM
16	I love PCC and working here, and I value my colleagues greatly. I think collegiality is tantamount, because we are a family and like a family, we need good relationships so that we can all work well together to help our students, who are the life blood of the college. Students are why we exist. That said, I do not feel that there is "transparency" between "worker bees" and administrative decisions and how that information "trickles down" to the worker bees. I would like to see a great deal more transparency regarding budgets; departments on campus and a lack of division between faculty, staff and administration. We need to be very inclusive with each other.	4/22/2015 10:42 AM
17	Things have gotten better with Rocha gone, but they are still not good. Major factions were created when he was here. I think Miller has done a lot to heal the campus and am very disappointed he did not get the president position. I don't think much of the president the board chose and am very worried about next year. I have no confidence in our current board of trustees.	4/21/2015 10:05 PM
18	The board of trustees	4/21/2015 5:28 PM
19	Time management training from all divisions, including Foundation.	4/21/2015 3:38 PM
20	proper onboarding of new employees by hr & departments employee pay equity / parity improvement - easier pathways for advancement when education / work ethic / increased work product / initiative / leadership exhibited better classified opportunities for advancement - pathway for movement from classified to management (leadership development progam / cohort) increase of women in leadership opportunities / administrative capacities in all areas/divisions of the college employee comment box available in hr and president's office for employee suggestions, concerns, praise board of trustee "coffee chats" held on days when more employees on campus (i.e. not the day before a holiday when employees may take as a floating holiday) better budget training for supervisors	4/21/2015 3:34 PM
21	The Board of Trustees need to listen to the campus voices. They had an abundance of support for the person they believed was the RIGHT person to be placed in the President's position but ignore that support the campus and community gave him and hired someone from outside our community who has no stake hold and changes jobs every 4-5 years. Dr. Miller is embedded in the community and is here for the long haul! One would have thought that the Board would have learned their lesson with Perfumo and Rocha but here they go again. I guess since it is not their money they can make all the costly mistakes over and over again.	4/21/2015 12:21 PM
22	Many instructors I work with are scared of change. They don't understand the true nature of innovation and student success. There seems to be a rift here on campus between those who are trying to create new programs that will ensure students' ability to transfer and establish a career for themselves, and those who think that the creation of those programs is undermining a humanities-driven education. I don't think that those two ideas - career and humanities - need be mutually exclusive. However, I think our supervisors need to communicate the nationwide drive towards career pathways as a priority at PCC. It seems as though those who fought to "get Rocha out" are still fighting. The irony is that many hated him (and certainly he did himself no favors), and yet the programs that were developed during his time here were the ones that received the most positive attention from Accreditation. We need to focus on working towards the future and continuing to expand these programs. In terms of logistics, certain processes, for example, reserving spaces for campus use or funding from SSF/working with the student bank, etc. are confusing and inefficient. Often one office tells us to do one thing and then another office says not to do it.	4/21/2015 11:50 AM
23	We have been working out our classification for almost three years now and we have try to communicate to HR and VP but nothing has been done. We continue to perform out of our classification because we care about students we served.	4/21/2015 10:59 AM
24	BOT	4/21/2015 10:42 AM
25	Flex time or other support for department chairs. Smaller departments really struggle when C&I deadlines fall around the same time as Program and Annual Assessment reports. It leaves little time for grading and planning/preparation for the chair's assigned courses.	4/21/2015 10:18 AM
26	The nursing division needs a computer lab, space, and classrooms!!!	4/21/2015 10:11 AM
27	PCC's refusal to hire full-time employees is a sad excuse to save money. In the end they hire too many college assistants that 1) don't get the respect and 2) don't feel completely involved with their jobs. I believe that if PCC hired more full-time staff they would benefit and in the end it the cost wouldn't be a detriment.	4/21/2015 9:15 AM
28	Inter-department relations could use some improvement. People forget that we are supposed to be working as one team towards a greater good. This should not be the Hatfields vs. the McCoys! Also, when it comes to choosing a new president, it should be done like a DEMOCRACY where we all have a say in the matter and can vote, not a dictatorship where some out-of-touch board of half-wits draw straws or whatever archaic method they use to pick a president.	4/21/2015 9:03 AM

29	I would like to see us move to a common campus culture which honors mutual respect and trust as well as being student-focused... Student - centered; learning-focused; completion-driven!	4/21/2015 8:48 AM
30	Integrity of processes and procedures in regards hiring and reclassifications often appear not to be followed.	4/18/2015 1:11 PM
31	Re-establish planning process and base resource allocation on planning and program review	4/17/2015 2:14 PM
32	Shared governance actually held to their own rules.	4/16/2015 6:20 PM
33	Hope things at PCC improve	4/15/2015 12:35 PM
34	Supply chain is severely bottlenecked, and employees work around it constantly, sometimes by buying supplies and services without reimbursement. College creates procedures and does not give staff means to follow them. IT resources are horrible. Library is understaffed and staff overworked. Your archives are a disaster, and the hisory of the college, alumni, and Pasadena is being lost due to shameful neglect.	4/14/2015 10:38 PM
35	i haven't been here long enough to judge anything yet.	4/14/2015 9:07 PM
36	health sciences has outgrown CEC. Mothers is lack of resources as far as computers go, faculty space and no areas available for students to study. Overall the move to CEC was positive now we need to make the campus more health science friendly. There are key program on the campus but all lack staff support as well as physical resources.	4/14/2015 6:05 PM
37	Changes and decisions are made on the fly all the time, without as much thought and communication as an education institution would warrant.	4/14/2015 5:51 PM
38	Restore many of the budget cuts made prior to prop 30. It seems that the money coming in from prop 30 has been redirected to new directions.	4/14/2015 4:42 PM
39	Racist discrimination in hiring-the lack of diversity in faculty hiring.	4/14/2015 4:24 PM
40	I fthe above were improved, morale would improve as a result	4/14/2015 2:55 PM
41	Related to on the job training. But more skilled staff needs to be hired or empowered to help with the new banner system and technologies.	4/14/2015 2:23 PM
42	We should stop saying "Students are our top priority" and start actually making them our top priority!!!!	4/14/2015 1:43 PM
43	Overall cleanliness of the college, especially restrooms.	4/12/2015 7:06 PM
44	The ordering process is ridiculous, and IT is laughably out of date. Equipment provided to do my job was 1/3 broken, 1/3 ordered on ebay and donated to the dept by my supervisor and my predecessor, and the rest out of date. The previous dean retired and left nobody with information on how to order anything, leading to 6 months of looking for money and being told there was none, followed by 2 months of panic-buying once we realized we had money and that the state would take it back if we didn't spend it. IT does a horrible job communicating information and refuses to order through anyone but CDW, even though equipment was 10% cheaper on amazon. I asked for a quote on a Dell computer. The Dell specialist even said that it was cheaper if he did the quote himself and by a significant margin ($200 or so), but he would not do so. I've been having to stagger needed equipment orders just to find out what the "IT tax" is going to be. I understand that they have preferred vendors, but if they aren't willing to ask them to match prices, then IT should pick up the difference. I attended a conference, and the reimbursement process was extremely cumbersome. Even if they only gave $10 per diem (as opposed to reimbursement), I would take it. I had to deal with the bullshit of contacting a restaurant and getting an itemized receipt after the fact because "it said pub in the name". For 11 whole dollars. I get that it's a "morality" thing, but really, the amount of time it takes to do the paperwork negates any savings the school might realize.	4/12/2015 12:21 PM
45	Lack of campus vision, lack of campus leadership, poor communication everywhere from deans and associate deans	4/11/2015 9:45 PM
46	I wish PCC knew how to hire leaders who inspire us and help us to do our jobs better. Your president, Vice President, and athletic director do not do this	4/10/2015 1:47 PM
47	I have not had an evaluation in over 7 years! I have NO opportunity to evaluate my manager and her lack of management skills. Manager has created hostile environment by dividing full time classified into those she "likes" and those she "doesn't like". This creates stress, division and hostility among coworkers who used to work well together. Manager will not provide basic supplies, tape, post it notes, staples, paperclips, we are told she has no money in budget for these necessities, and must provide our own. Seems there is money in her "discretionary" / "TNA" account when she needs something. No accountability for budgetary issues.	4/10/2015 8:44 AM
48	Confidentiality.	4/8/2015 10:23 AM

49	A comprehensive policy that addresses work behavior (expectations, rewards, and consequences) is needed. PCC employees are not going to police themselves to improve this campus climate and some of the behavior is extremely harmful but not addressed in any of our current policies or procedures.	4/8/2015 10:11 AM
50	Smaller class size. No more than 25 students per class would allow staff to teach more effectively. This also leads to more classes available at various times.	4/8/2015 9:50 AM
51	Come down to the nursing departments and see the Trailers we reside in that you call offices. They are disrespectful and insulting. There is no privacy. We meet with students in tacky crowded trailers. We have NO space in nursing. We are always fighting for space with other departments in the CEC. Move us back to main campus or give us the entire CEC or somewhere else	4/7/2015 9:07 PM
52	Rocha is gone, but the mess remains. Not one of his destructive actions has been corrected, and Shared Governance violations continue. Will Accreditation penalties open the eyes of the blind managers?	4/7/2015 11:32 AM
53	Integrity of board decisions and hiring process of leadership. Too many law suits.	4/7/2015 9:00 AM
54	Increase police force for campus security.	4/7/2015 8:28 AM
55	The above question is not a very good indication of ratings. All of the items are important at different levels but only giving 3 choices is not adequate	4/6/2015 5:21 PM
56	A planning process when making changes, especially infracture changes; in which parties involved are well informed prior to excecution of the project and during its execution,	4/6/2015 5:17 PM
57	There is not enough space provided for our program.	4/6/2015 5:03 PM
58	I'd like to see New Faculty welcomed to the college in a more comprehensive manner. A mandatory orientation breakfast with the President, Vice President and Deans, which leads into the New Faculty Academy.	4/6/2015 3:37 PM
59	It would be nice if the new president avoids enabling dysfunctional faculty (the current Academic senate) and instead strongly supports all staff who are working hard and beyond their hours to best serve students. Administration needs to avoid automatically thinking all faculty are primarily whiners and shouldn't assume only administration knows what is best for students (hence the fiasco with winter session). The board of trustees needs to learn about this student population and stop talking about when they were students (especially the old white privileged men). The BOT needs to be smarter about selecting the next president than they have over the last few years. The Academic Senate needs to follow bylaws and insist on senate rep elections from each department. Overall, there needs to be a way to ensure optimum communication and sharing of ideas before decision making. There needs to be a retreat that maximizes BOT, admin, faculty and staff team building by some outside consultation groupl	4/6/2015 3:36 PM
60	I would like to see classified staff treat faculty and students in a friendly manner. They are often rude, curt, and provide the wrong information. Some staff are flatout incompetent. I have worked at 3 CA community colleges, and PCC's staff are by far the rudest.	4/6/2015 2:25 PM
61	No	4/6/2015 12:59 PM
62	#2 program review processes must be simplified #3 program planning processes must be simplified	4/6/2015 12:56 PM
63	If APL continues to exist on campus, there will never be the opportunity for a fair and equitable campus. Get rid of these bullies and let the campus community access actual professional development.	4/6/2015 12:36 PM
64	I think there should be an evaluation process for any faculty who have taken on a management role -- those who are also on grants who have transitioned from faculty to administrative who manage other faculty and employees. There should be an evaluation processes for administrative staff. Each department should also be able to provide an anonymous survey for department climate regarding more localized organization of their programs. Anyone in a management position should be required professional development. There are a small number of faculty pulling the weight of other faculty members who are not contributing to program reviews or other shared governance or departmental tasks. All faculty should be evaluated on the work that they provide outside of their teaching. If they do not meet the requirements of their faculty contract, they should be put on some sort of probation.	4/6/2015 12:33 PM
65	Business processes processes need to be expedited.	4/6/2015 12:30 PM
66	Re-affirm the sanctity of Academic Freedom, every semester by EVERY administration in writing. Not just lip service.	4/6/2015 12:21 PM
67	The speed at which projects are approved, funded, and then completed.	4/6/2015 11:28 AM

68	I feel everybody at PCC enjoys working here, however they are stuck in the past and it is hard for them to move forward. This applies to faculty, staff and administrations. When I talk about banner they talk about the old system and how better it was, it is difficulty for them to change. Change is good! I enjoy working at PCC.	4/6/2015 11:01 AM
69	I have been at PCC for 19 years and all the above processes have been going down hill ever since I started working here. Supervisors here like to play the blame game they will not take responsibility for their own decisions, they like to blame the lower ranking staff because their word is gold no one will go against them. I have worked for three departments on campus in my 19 years and all the supervisors and directors in those departments have been fired for stealing money, and all these people were never prosecuted they were just asked to resign no consequences at all. This is the kind of environment I have been working in for 19 years.	4/6/2015 10:59 AM
70	I would like to see all Supervisors show the respect that Classified Employees deserve. If a Classified Employee was to speak to their manager, the way that they spoken to they would be written up.	4/6/2015 10:53 AM
71	1. Commitment to higher education (i.e., college-level). This seems to have been completely lost as an institutional priority at PCC, and college-level programs (with the possible exception of math and science) have been decimated in recent years as a result. 2. Coherently organized schools and departmental leadership. (The "realignment" was a disaster, exploding programs and departments and providing essentially nothing in their place. This needs to be admitted and addressed.) 3. Support for faculty to develop and implement instructional programs. (At this point, the administration often hinders, rather than supports, faculty autonomy and innovation.) 4. A faculty-centric college. Every college of high quality is based around a strong faculty. Administration and support staff should support the faculty in carrying out the college's mission--not the other way around. This should include a concerted effort to minimize bureaucratic demands that do not directly improve instruction or related programs; currently, the demands on faculty (and deans) for paperwork, administrative meetings and irrationally complicated procedures draw the faculty's attention away from the students and the implementation of the best possible teaching and learning environment for them. 5. Respect and support for ongoing faculty engagement with their field of expertise. For college faculty, "professional development" should not be limited to learning new campus policies or administrative software--it should include time for professional activity within their academic subject.	4/6/2015 10:35 AM
72	My department is full of great and caring people except for one person who is not a team player. This person has never been to a graduation during the 7 years of employment nor to any events that I am aware of and still this person was granted tenure. This person is negative, unprofessional and obviously unhappy at PCC. This person is not a fit for this institution. This person is not popular with students and has trouble filling assigned classes. It disturbs me that people like this make it through the tenure process. Tenure needs to be looked at more thoroughly to keep this from happening again.	4/6/2015 10:24 AM
73	There are many hourly classified who have contributed to the mission and purpose of the campus for many years. They have also attained degrees and education relevant to the success of our students. These employees are grossly overlooked and do not have an opportunity or any voice. Why would PCC not first cultivate the talent they have on the campus, especially when these employees have knowledge of the systems and policies, before they seek candidates outside the campus? Enculturated employees shorten the learning curve and save the campus dollars.	4/6/2015 10:03 AM
74	Hiring Committee's do not follow the rules, and the confidential information should remain within the committe and it's process. However several people from committee's will leak information.	4/6/2015 10:02 AM
75	I would like to see the Board actively seeking more input from educators when making decisions.	4/6/2015 9:55 AM
76	The campus working environment is quite poor, not just because relations between shared governance is strained, but also because HR is not appropriately supporting current employees. My own personal experiences, as well as other members of the classified staff, have been either ignored or met with hostility in our dealings with the supervisor in HR. This isn't meant to be a personal attack, but I do think that having a supportive point-person in that role would be beneficial for campus morale.	4/6/2015 9:45 AM
77	Written policies on campus procedures - I shouldn't have to make several phone calls/emails in order to get a single piece of paper processed.	4/6/2015 9:41 AM
78	I would like the administration to recognize that teaching is demanding and adding students in already large classes do not allow us to do our job better nor is it beneficial to the learning process of our students. I have NO personal nor professional relationships with my colleagues. This place is NOT a place where I feel safe expressing myself. I am NOT happy working here.	4/6/2015 9:38 AM
79	Everything on the above list needs to be addressed. What's missing is holding people, including and especially managers, accountable for doing their jobs with integrity and a drive towards student success. It seems that folks vie for power, not effective governance of the campus.	4/6/2015 9:21 AM

Spring 2015 Campus Climate Survey

Q21 Please provide any additional comments you may have about the College.

Answered: 78   Skipped: 336

#	Responses	Date
1	1) I would like the climate on campus to improve. :(PCC used to be a positive, more collegial place to work. (Maybe, there needs to be a campus wide - On Course workshop (FLEX day?) for reminding us how to get along, without finger-pointing when there is a difference of opinion about a topic or decision.) 2) i would like the faculty to be able to rebuild trust in the decisions made by the Board of Trustees...	4/30/2015 10:05 PM
2	Board members should listen to faculty's concerns.	4/30/2015 4:36 PM
3	If we can stick with our heritage and mission and not let the people who think everything can be quantified--it can't--take over, we'll be OK. Most of the time, plans made by non-teachers are just not realistic, not taken into context of what this job is and who our students are. It's not about numbers, or "success"--it's way more complicated and unquantifiable than that to take these students from where they are when they get here to where they need to be to survive the middle-class workplace. Stop putting people in charge who don't get this, or who are failed teachers who now sit on the duffs and make up ideas for the rest of us to waste time implementing. If we get another Rocha, btw, there's going to be open rebellion. We won't put up with that BS a second time.	4/30/2015 4:10 PM
4	I love PCC; I do.	4/30/2015 3:19 PM
5	Things have most definitely changed for the worst over my 25 years here. We all use to consider each other as family, but that has no merit whatsoever now.	4/29/2015 2:33 PM
6	While I think that the college does an overall good job of serving students, our potential can not be realized as long as processes and procedures are unclear and a small group of faculty control the union and academic senate and manipulate the administration into giving in to all their personal agendas. We have a large core of dedicated and hard-working faculty, staff and administrators, but they are largely unrecognized and uninvolved in the decision making process. We also have done little to create a true sense of community and classified staff are often treated as second class citizens and their voice is not valued. I hope that our new leadership works to address these issues which have been in existence since I started to work here in the 1990s. The Perfumo/Rocha tenures only exacerbated these issues; they did not create them.	4/29/2015 12:06 AM
7	We need a Science Building.	4/28/2015 6:31 PM
8	1. Ask instructors to remind their students not to smoke on campus; including the stairwells. 2. Ask the deans of ALL departments to tell their instructors and counselors to not REQUIRE the students to miss their classes for a meeting or to make up a test; all of the students' classes are important. 3. Ask the deans to remind their instructors to erase the boards and return the desks to rows before leaving as a professional courtesy to the following instructor. 4) PCC needs to reconsider their repeat policy for students that fail or withdraw from classes. These students should: a) have to pay more, b) only be allowed to sign up after all first-time student's have registered, and c) be allowed to retake based on the report of the current instructor (was this student a no-show?, did this student do their work?, did this student make an effort?) It makes me wonder if PCC is blind to the fact that many of these repeaters are simply signing up for school to get the loan check and the child care. 5) If PCC is about student success, then we need to reconsider if we are really helping students or are all of the "programs" just enabling them? 6) Serious teachers want to teach, not waste time trying to bribe students to come to class, do their homework, and study. Then have these same students evaluate us. 7) PCC needs to have a policy about cell phone use by students in the classroom. This is a topic that many instructors are uncomfortable dealing with because they want to teach not be confrontational with students that are not serious about school. 8) Finally, it seems that PCC is more focused on becoming an international school with China instead of a community college. This is also reflected in the instructors that are hired with poor English skills. These instructors are very smart but the students cannot understand them; this is not fair to American born, English speaking students.	4/27/2015 10:45 AM
9	Hiring processes here remain a joke, especially at the highest level. Morale is bad because PCC continues to make bad decisions in the sphere of hiring and shared governance. Too many career ladder climbers here that create a negative environment.	4/27/2015 9:33 AM

10	I really enjoy working here. I love my department and my supervisor. I think we are going good work for the college. Communication on this campus sucks. Nothing is shared between divisions or departments unless that manager is committed to doing so. The college deans are HIGHLY overworked and thus the department and division admin folks are overworked. There are still alot of silos here and people not willing to work together. Just my two cents. I hope to be at PCC for a long time.	4/27/2015 9:17 AM
11	Human resources should be valued at a greater level. Faculty have a primary teaching job. When they are required to attend meetings, their voice should be heard, or they should not be required to attend meetings. If the meetings are just informational, do not call them shared governance meetings. Information is important, but giving it to two faculty does not mean that the faculty were informed. We need a much more updated website for the information that is available. I believe that a greater sharing of information would help some of the distrust on campus.	4/27/2015 9:16 AM
12	PCC is an excellent institution to work for. I am concerned about the social climate/moral on our campus and I hope that in the coming year we can move forward and continue to promote the cross campus collegiality that we once had.	4/26/2015 9:01 AM
13	We do a lot of reviewing of plans...unit, divisions, program. but when do we get to sit down and make those plans that we are reviewing and how does my unit plan tie into another areas. How are we interconnected instead of being silo-ed? There seems to be a large gaping disconnect between the Board of Trustees and the rank and file. yet again they have chosen a president that was largely vetted by them. How is that transparent? no shared governance group was allowed to interview the top finalists that were forwarded on to the board. over all we need to stop sitting on our rich history and tradition and look around and see how institutions are run. We think we are 'all that and a bag of chips' so we have gotten lazy and allow the status quo to exist. But that is no longer working. take a good hard look at ourselves because we need to change.	4/23/2015 5:49 PM
14	It has been 4 years since we were hastily moved to the CEC with almost no planning for how we were to continue in a new location. Administration does not seem to be be aware or care about our daily struggles to maintain a nursing program and meet the standards of our regulatory agencies. In the beginning. I understood. That was before I saw our building on the main campus being used for one more full year for other courses and before I realized that no accommodations would be made to provide enough skills labs, a simulation lab, rooms, and computer access for our students. No accomadations are made for special needs students on their own campus. No accomadations are made to provide health food and eating space for our students who have little time or money to go to local restaurants, I also can no longer counsel a student privately because I do not have an office or a space to go to. While I am trying to work in my "cubicle", it is very difficult because I must hear every phone conversation and every other conversation of the other 9 faculty members in my "bungalow". I am acutely aware of the lack of clerical staff. I now share a restroom with students. I do not feel safe at night when I have to work after dark. Overall, it is my impression that administration has no interest in supporting health science programs. I love nursing. I love teaching nursing. I love working with fellow faculty and I love my dean and clerical staff. After 4 years of being ignored on the CEC campus, I feel angry and depressed about the lack of support we receive.	4/23/2015 2:33 PM
15	The faculty, staff, students, alumni, administrators, and community leaders should be organized to work as teams to raise additional funds doe education and travel for students, staff and faculty. Each member/group of the PCC Family can help raise significant funds for the overall mission of PCC.	4/23/2015 1:14 PM
16	Very disappointed to see the Board miss another opportunity to select an internal candidate to lead this college as a President.	4/22/2015 5:00 PM
17	I would like to see the College become much more "lean and green." We are in a drought, and I do not know if it is possible, but I think we should look at getting rid of turf on campus and going xeriscapic. Our college is a representation at the campus level of the greater community at large. Our students look to us to be good role models and to set examples. Resources are valuable and we need to show that we are being conservative of those resources. I hope that with our new President that we will see a true return to civility, etiquette and general good manners and respect to all of our colleagues. I believe that Flex Day should be a day for all campus employees and not just the faculty. Student services and staff and facilities keep this place operating and they need to be included. I appreciate having the time to comment on these things.	4/22/2015 10:46 AM
18	I have seen many surveys go out and I have completed many in all my years here. It seems that the surverys are sent out so the employees will feel they have a voice. In reality, I have not seen any changes come from the results of the surveys; it's almost a waste of time. Management and the Board are going to run the school as they see fit, at the end, so what good is our input. They make the decision w/out any input; that is so disrespectful. I could go on and on, but why! I choose to not waste any more of my time, I'm going back to work; something of which I'm proud and I do regardless. I'm not bitter, just realistic. As you can see, I've been here over 21 years....I speak from experience!	4/21/2015 3:17 PM

19	I love my job here when I am in the classroom, teaching. My work with my students is what keeps me motivated to come to work. However, the endless bickering, useless committee work, and constant gossip tarnishes my love for PCC. If it wasn't for the students, I'd have left years ago. I want to work more at improving the general climate, but when I do, I often leave committees and meetings burned by the negativity and in-fighting. I do think the fish stinks from the head. We have not had a strong leader who has been able to build a bridge between the groups here. There's cynicism and skepticism and a deep distrust of all change. There are some absolutely wonderful people here, and I love working with them. There are those who believe in change and innovation, in trying new ideas and practices, in reevaluating our own work in new and interesting ways. I believe that the newly elected Academic Senate Board of Representatives includes some of those people. I am mostly hopeful for the future, but I am also worried that their idealism will get squashed by the FA and perhaps even the new president. As for shared governance, I've researched what it means and the problem is that it doesn't mean anything. It means that the president thinks he/she is solely responsible for decision making, and that the board thinks they're solely responsible for decision making, and the Academic Senate thinks their solely responsible for decision making, and meantime, the separate divisions/departments (what are we even called now?) want to be responsible, and it's turned into a free-for-all. It's ridiculous. No one is really willing to compromise or listen. I am certainly open to the possibility of someday coming to work knowing that I am respected by my colleagues and that I work in a place where new ideas are welcomed, not feared. In the meantime, I'm afraid that cynicism and distrust is contagious, and I've been touched by the fever, too. All I can do is keep focusing on my students, maintaining high standards in my own classroom, and working as the best teacher that I can be.	4/21/2015 12:03 PM
20	Classrooms, offices, hallways and restrooms need attention. I wish PCC allocates more funding for cleaning; not just trash bin emptying. Sometimes, the situation is embarrassing...	4/21/2015 11:09 AM
21	The College says that they are interested in student success, yet currently they have reduced or failed to finance classes that have technological or staffing support essential to their instruction. How does this help students' success or help faculty to help student's succeed. These policies do not show College integrity. How can you offer a transferable course without providing infrastructure for the course's objectives.	4/21/2015 9:07 AM
22	Let's hope this new president doesn't fumble the ball like Perfumo and Rocha. Rocha did so much damage to this once great college, it will be quite a feat to be able to completely recuperate after he bled it dry.	4/21/2015 9:04 AM
23	I wish we can see PCC as a great model of educational institution on Southern California as I meet many years ago.	4/21/2015 8:57 AM
24	Sadly PCC is a mere shadow of its grand, former self (Proud past). If we are truly to rise from the ashes (Global future) there must be a determined, sustained effort to change the campus culture. The responsibility lies with Every Board Member, Every faculty Member, Every Staff Member and Every Member... If we take care of our selves, our students will thrive!	4/21/2015 8:53 AM
25	I think the college should evaluate staffing in each department. Many departments heavily rely on hourly workers. Hourly workers take time to train and often are the only one's trained in a specific program or process. When they leave because they find a full-time position elsewhere they take the information and no one else knows how to do what they did. If a department can't function without hourly workers then the department is understaffed with permanent professional staff. Our student's deserve permanent professional staff they can rely on.	4/18/2015 1:19 PM
26	It is clear that there are employees who are called upon on a 24/7 basis. This is becoming a norm at PCC and is an unacceptable way to sustain employment. Everyone knows about it. It is unpopular to discuss it and no one seems to be addressing it. This is a huge problem that is the elephant in the room.	4/17/2015 4:55 PM
27	The 'reorganization' is incomplete and organizational structure continues to be in flux and this is affecting college planning and direction as well as communication and workflow.	4/17/2015 2:16 PM
28	I believe that one of the main problems at PCC is not a lack of shared governance, the problem is with the shared governance bodies themselves. They do not follow their own rules, they do not communicate effectively, they often seem to be in the mind set of "us vs them" instead of "everyone working together to help the school and students as a whole". The Classified Senate and ISSUE are basically useless bodies. They do not seek input from their constituents when matter come before them for which they have no knowledge. They just rubber stamp whatever is put before them so they can get on with their important business of setting up parties and retreats. These retreats almost never involve anything that will contribute toward anyone's ability to do their job or to be helpful to the school in any way. They are just a way to get out of working for the day.	4/16/2015 6:40 PM
29	More relevant professional development to ensure student success but the time to actually attend the programs. More training and mentoring for interims and coordinators.	4/16/2015 1:04 PM
30	Our Accreditation this cycle could have had a better outcome. With more collaboration and starting earlier, I hope we will be more highly placed in the next six-year evaluation.	4/15/2015 8:30 PM
31	Let's get PCC back to utilizing its maximum potential: I think all starts with true shared governance.	4/15/2015 12:36 PM

32	The college is top heavy, with too many administrators and not enough mid level managers. They have no idea what their employees do. Our classified staff and professors are over worked, especially the clerical people. The administration has lots to give to those 5 vice presidents while the rest of the campus struggles to make do with less and less each year. Our course offerings have been increased and our budget has been cut, our divisions have been grouped into larger and larger megadivisions while the same poor clerics and managers now have to manage more people with the same number of staff. There are so many part time employees that I no longer know who is actually employed by our division, who is full time, who is not. Equipment goes missing, things have been stolen as no one knows who belongs here and who does not. I feel really depressed as I have worked here for nearly 30 years. I have seen the number of course sections that I provide for increase from 4 to 11 and have had my assistance cut to one and now cut to none. I had an assistant as doing my job was starting to cause repetitive stress injuries. It is not right that my job should cause me injury. This is an awful situation. We classified staff do not get compensated for our years of experience. We have had pitiful raises in the last 9 years while our top administrators receive yearly raises and now there are more of them and less of us and WAY more work to do. I feel like the only reward I get for a job well done is MORE WORK! PCC needs to pay more attention to the actual needs of the college rather than chasing after star administrators and paying them like celebrities.	4/15/2015 10:14 AM
33	Hiring process needs improvement.	4/15/2015 8:21 AM
34	I was a student here, and thought the college was very well run until I became an employee. Employees shrug off issues because they feel helpless to fix them. I'd also like to mention that the PCC facilities staff are helpful, courteous, friendly, responsive, and really care about their jobs. They deserve a big round if applause.	4/14/2015 10:43 PM
35	I love it!	4/14/2015 9:07 PM
36	Dr. Bob Miller is trying to accommodate and fix the lack of respect, communication due to the last president. However, this is going to take a little time and it will not be fixed overnight. He has proved that we can work together and is trying to help in critical areas.	4/14/2015 6:07 PM
37	Institutional commitment to closing the achievement gap of our most vulnerable students. A true commitment to diversity of our administration, faculty with a detailed action plan!	4/14/2015 3:50 PM
38	Day to day relations are less stressful since Dr. Rocha's "retirement," but the Colege has a long way to go in order to repair and restore the collegial relations we once enjoyed. Much of this has to do with Board of Trustees refusal to listen to voices of students and staff and engage in the shared governance process.	4/14/2015 2:59 PM
39	I mostly hear about issues with individuals being a problem on the campus, but often those are overpowered with the excellent staff and administrators. Generally, employees seem to be happy. I just feel that the more correct people need to be empowered to handle technical skilled based processes. There just seems some roadblocks with technically illiterate individuals. But overall, PCC is wonderful and I love being here.	4/14/2015 2:31 PM
40	I've been at PCC for over a decade and I love it. I think what makes me different from others on campus is that I've had the same boss the entire time. My boss has always been respectful, empowering and responsive.	4/14/2015 2:27 PM
41	I wish there were more mid and lower positions available, rather than more upper management positions.	4/14/2015 1:55 PM
42	We need to continue to address the culture of PCC, to one that is student centered. Students are the reason why we have a job, and politics between employees should not compromise the quality of the students experience.	4/14/2015 1:45 PM
43	As a member of the classified full time staff, we are often asked by our faculty colleagues about decisions pertaining to union issues like benefits and contract negotiations. In recent months I found that the college, although it likes to say that it respects both the Academic and Classified staff, will pit one against the other. If anything, our Board of Trustees are usually the root of all that is contentious in this college. I pray and hope that our next Superintendent will have the foresight to keep everything on the up and up, and make decisions based on what is good for our students, not what is good for the pocketbooks of the board and the bureaucrats who don't have to work with our students.	4/14/2015 1:39 PM
44	I think the climate has improved, at least for me, with Dr. Rocha gone. I respected him, he understood teaching and learning, but he couldn't win the support of faculty or students. Things are much better under Dr. Miller, and I hope he continues in the position.	4/12/2015 7:07 PM
45	PCC is very friendly across the campus for the most part. There seem to be very few staff and a lot of work. I would like to see many of the processes across campus revamped and actually documented for people who need to learn how the processes work. Because of the lack of staff resources, I feel a lot of staff don't get the opportunity to do shared governance. I feel a lot of the staff time and effort is spent making up for bad, or old processes, and are often only in place to justify the hiring of temporary employees.	4/12/2015 12:44 PM

46	Budget!	4/11/2015 9:45 PM
47	PCC would not know a good employee if PCC tripped over them. PCC does not put the "student first" instructors in positions to help. PCC hires their friends.	4/10/2015 1:49 PM
48	I love my job at the child development center. How and who evaluates supervisors? Is there ever opportunity for staff to have input?	4/10/2015 8:54 AM
49	I have noticed the students do not have enough space to study on campus. Lack of space is a common complaint at the CEC.	4/8/2015 9:52 AM
50	Whoever the nursing department pissed off in the past to be so mis treated now in the future, I apologize. Our facilities are appalling down at the CEC. I would do anything to get my department some campus respect so we can sot being treated like stepchildren. We work so hard.	4/7/2015 9:09 PM
51	People need to learn to get along. The environment in many shared governance meetings has become toxic and many people are no longer comfortable attending.	4/7/2015 12:11 PM
52	Climate is not the problem, it is a symptom. It boggles the mind that that some in the college still believe that "Shared Governance" is optional. College hiring has become a "Spoils" system, where faithful lap-dop underlings are rewarded with positions for which they are woefully under-qualified. The college and its student suffer.	4/7/2015 11:39 AM
53	The college is moving in the right direction, making progress in addressing the issues of concern in the accreditation report. The morale on campus is improving. We still have a ways to go in properly implementing BANNER. Unfortunately, we have and will be losing very key and productive staff as a result of the lack of promotional opportunities and the toxicity of our campus climate; however, hope springs eternal and we are making progress. Keep the faith... Baby!	4/7/2015 9:50 AM
54	The change of major and available majors in the system needs to be fixed. It has been broken for years. Internet is slow.	4/7/2015 9:01 AM
55	Overall, the college strives to provide services that are cutting edge and efficient. We do need more classified staffing to accomplish goals in a more timely and efficient manner in order to reduce our reliance on hourly employees. The new budget process has merit; however, it would have been good to have more time to propose new positions for the college to operate an an optimal level. Promotional opportunities for managers is somewhat bleak, this could change with the revamping of the hiring process to allow for promotion from within. I also think that higher level managers do not understand the process for suggesting a higher level title/pay for a manager that is performing duties outside the job they were hired to do and this is unfortunate because this leads to a loss for the college down the road. Overall, the college is moving in the right direction but as with any institution improvements and/or enhancements are always needed.	4/7/2015 8:39 AM
56	The administration seems to decide things first then try to engineer a way to make it happen by circumventing the self governance process, which is unfruitful since the administration/board can do whatever they want after consulting. Why has there been so much resistance to faculty input, there seems to be a small number of faculty very close to the administration who help engineer the decisions the administration makes unilaterally then presents to the Board of Trustees as having come from the faculty. Lingering resentments and doubts exist from the last president and will not end soon without real change which I have not seen so far. This false engineering seems even to have penetrated the school system so deeply that it has affected the hiring processes and possibly breaks Federal and State EEO requirements.	4/6/2015 9:01 PM
57	I am concerned that as of today, 4/6/15, we do NOT have an academic calendar for 2015-16. WHY??? I believe we will have even fewer international students willing to come to PCC next year, as we are not helping them to make their plans.	4/6/2015 6:11 PM
58	I have been an alternate in the Academic Senate so I checked "yes."	4/6/2015 5:42 PM
59	We have been promised additional lab and classroom space for the last four years and have actually seen a reduction in our space. If PCC truly puts the needs of students first, why is it that we are reduced to fruitless begging and barely acceptable work-arounds.	4/6/2015 5:03 PM
60	The campus environment has improved this year and I feel more optimistic than I did six months ago. The new Senate Executive committee are good people and should help. However there is still a large amount of hostility between faculty that often verges into unprofessional, even bullying, behavior. We need to address this problem and have an ethics policy that calls this behavior to account. People do it because they think they can get away with it. We need to accept differences of opinion and learn how to treat all positions with respect. PCC is a good place to work but it can be great if we want it to be.	4/6/2015 4:46 PM

61	I have little faith in things getting better if true evaluation, program review/resource allocation ever occurs. If the president doesn't take the risk of being disliked by some faction, we won't get through the next 6 years very well. One should aim for respect, not being liked. We have faculty who don't use syllabi, who berate students, who think because they are knowledgeable in the classroom they are thus smart about everything else. Evaluation doesn't genuinely occur. We need a hiring process that helps us capture people who know how to teach, not just know their discipline.	4/6/2015 3:41 PM
62	I think there should be a place to submit ideas that will benefit the college and the students. Perhaps there can be an award for any idea that is put into place, or just some type of recognition.	4/6/2015 3:38 PM
63	The school is very hierarchical. At the same time, not having department-level leadership (i.e. chairs) paralyzes my department, which is understaffed and overworked. Perhaps trimming the many VP positions and flattening the hierarchy, while paying attention to the administrative needs of faculty/departments would improve faculty morale.	4/6/2015 2:27 PM
64	I am hopeful that we will make progress in addressing the weaknesses identified by the accreditation team.	4/6/2015 12:32 PM
65	Morale has improved since Rocha left. The next President should be someone who has the skills that when implementing a new idea, can run that idea by all groups who would be affected by the change to see how it would affect them. A clear rationale and supporting evidence should be given for making the change.	4/6/2015 11:32 AM
66	Somehow, we need to foster more respect between departments regarding our respective roles and what we do.	4/6/2015 11:08 AM
67	We need public discussion of whether PCC actually wants to be a college--an institution of higher learning with faculty who are qualified to teach at the university level--or not. Currently, PCC barely functions as a genuine college: resources and full-time faculty have been drained away from college-level transfer-focused programs, and the institutional focus has shifted to remediation, high schoolers, and vocational training at the expense of those who come for higher education. (It has also shifted heavily in the direction of administrators' projects, rather than the needs of the students as perceived by faculty.) In the past, it was the goal of PCC faculty (at least in my area) to offer our students programs capable of preparing them for transfer to the highest-caliber colleges and universities--not only a minimal fast track into the local Cal State. To a great degree, we succeeded at this, with many students going on to college completion and professional success, both within our majors and otherwise. PCC developed a strong reputation and strong community support because of this history. Yet, it has been severely undermined, and the educational "product" we now offer im my area is unambiguously inferior to what we made available six or eight years ago, when it was clearly the outstanding program in the region. Is this the future PCC that the board and administration want to see? If so, why? If not, will they support the faculty in making changes to enhance and expand their transfer-based programs, even if that means that PCC does more than the typical community college?	4/6/2015 11:06 AM
68	I said what I ahd to say in the first comment section.	4/6/2015 10:59 AM
69	I love working at PCC, because I am able to help students through out their college life, and I like that we have resources to help them keep healthy, physically and mentally, so they can accomplish their goals.	4/6/2015 10:36 AM
70	I am retiring after 14 years at PCC. I have loved every minute of working at this institution and I think the current leadership under Bob Miller is a great step in the right direction. Thank you, PCC for a wonderful time in my career!	4/6/2015 10:25 AM
71	The college is not meeting the standards of accreditation. The exit interview clearly revealed major issues with the most fundamental aspects of accreditation, including understanding the standards, ethical conduct, the disconnect between planning, review and resource allocation and the process of evaluation. The message was clear - we don't know who we are, how to behave, what we are doing or where we are going. It's a mess. Rather than address these issues, and the larger challenges facing post-secondary education, both the administration and a faction within faculty have wasted time on political maneuvering, reactionary decisions and combative grandstanding instead of focusing on the needs of 21st century students. While I am hopeful that the new Academic Senate leadership will be more responsive to the needs of our students, I am deeply troubled by the continued threat of disruption from a small group of ill-informed, chronically discontented faculty. I am very concerned that the total failure of the highest levels of leadership has resulted in the disintegration of any logical decision making processes, a climate of continuous crisis response, and a willingness to capitulate to threats from this vocal minority. Unfortunately, this has been the culture at this college for so long that I doubt that any upper level managers have a clue about what a well managed college system looks like. The incoming president would do well to bring all parties into compliance by following mandated processes, clearly delineating boundaries, making data informed decisions and instituting a transparent system of review, planning and resource allocation. Only when we institute the changes recommended by the accreditation team will we begin to develop meaningful programs leading to successful careers and gainful employment for our students. Thanks for reading and hopefully acting on these comments.	4/6/2015 10:07 AM

72	PCC has always been a place where students can achieve their goals while they receive top level education. As a campus, we need to make sure that our efforts are fueled by a fuller vision. More input needs to be retrieved from those who are actually doing the job and not solely on the perceptions of administration. The climate and demography have changed. This is not necessarily a positive evolution.	4/6/2015 10:07 AM
73	The biggest frustration has absolutely nothing to do with my own personal day to day working conditions or more importantly interaction with students. It is the lack of accountability with my colleagues. A handful do not participate in shared governance or submit their required workload documents such as student learning outcomes, syllabi, office hours, etc. Nothing is done to them and I feel that they should all be held accountable. I suggest taking away overload if their minimum job requirements are not completed. Also, this creates unnecessary friction, the deans need to step up and our senior admins need to stop being timid. Hold all of us accountable for the sake of our students! They deserve more! Other than that I absolutely love PCC and the I am looking forward to a promising future :)	4/6/2015 10:04 AM
74	Personel has changed, the culture has not. Education is still NOT valued. It is still a number's game!	4/6/2015 9:39 AM
75	Would like to see some kind of review/feedback process for managers from their staff. Something anonymous that classified staff could provide feedback to how their managers and managers are performing. The information should be shared with their superiors and used as a tool to improve the over all working relationship between managers and staff. Rather than just having managers review their staff. Many times the problem is not the classified worker but issues with the manager's lack of experience and leadership skills.	4/6/2015 9:36 AM
76	Academic Senate and Administration/managers relationship is a disaster. Needs some serious work.	4/6/2015 9:35 AM
77	I'm hopeful we can get to a place where we can and do trust one another. With the current climate and environment I'm not optimistic. Maybe the upcoming accreditation report will help to snap people out of their contentious states and help us to get to where we need to be.	4/6/2015 9:23 AM
78	I THINK we have have started to turn a corner in terms of the campus climate--some sanity is prevailing in the Academic Senate, based on the recent election. . The Faculty Association unfortunately, seems to have an obstructionist focus, -not bent in helping students or improving the college. They just seem to want to "Stick it to the Man"in everything they do. There has been an incredible amount of discord and tension at PCC. Hopefully, we are starting down the long road to a better campus climate	4/6/2015 9:12 AM