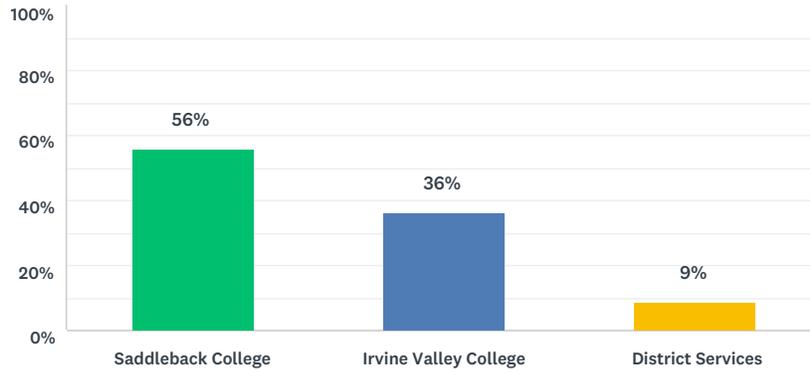


## Q1 Please select the place(s) where you work.

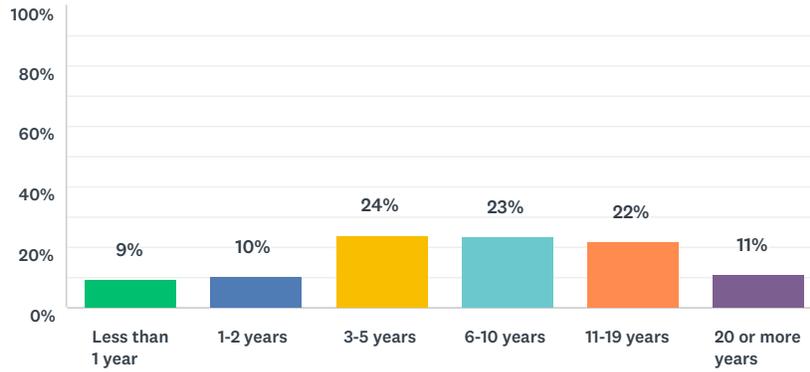
Answered: 365 Skipped: 0



ANSWER CHOICES	RESPONSES	
Saddleback College	56%	203
Irvine Valley College	36%	133
District Services	9%	32
Total Respondents: 365		

## Q2 How long have you worked in the district?

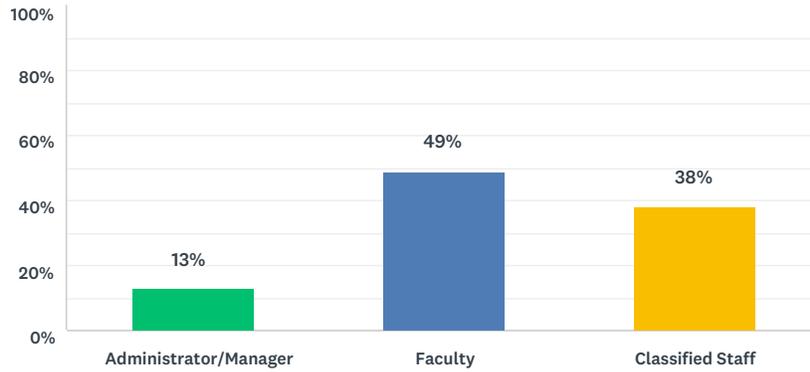
Answered: 365 Skipped: 0



ANSWER CHOICES	RESPONSES	
Less than 1 year	9%	34
1-2 years	10%	38
3-5 years	24%	88
6-10 years	23%	85
11-19 years	22%	80
20 or more years	11%	40
<b>TOTAL</b>		<b>365</b>

### Q3 What is your employee type?

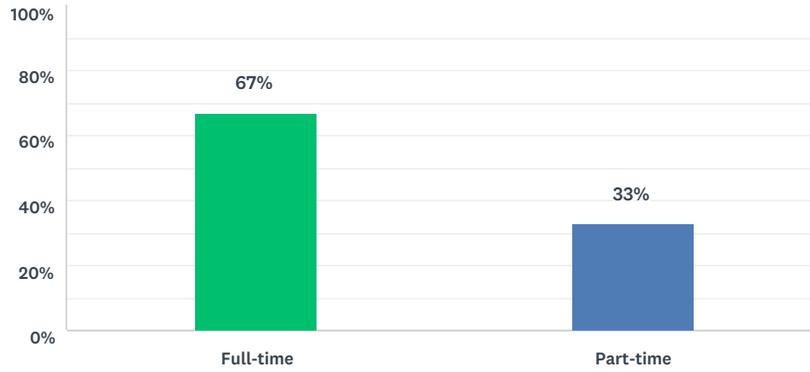
Answered: 365 Skipped: 0



ANSWER CHOICES	RESPONSES	
Administrator/Manager	13%	47
Faculty	49%	178
Classified Staff	38%	140
<b>TOTAL</b>		<b>365</b>

### Q4 Are you a full-time or part-time employee?

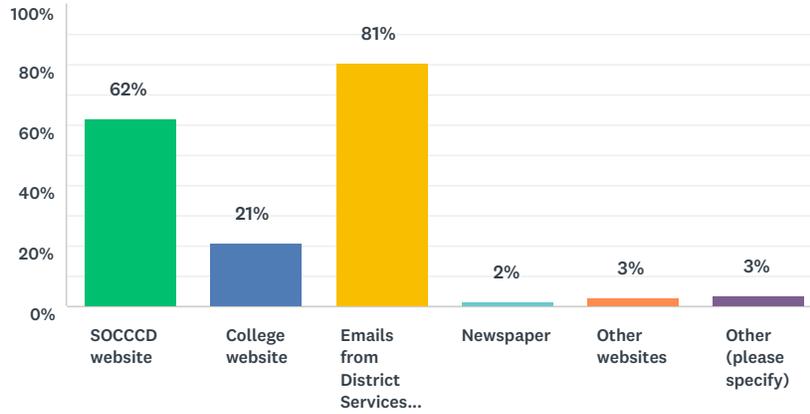
Answered: 365 Skipped: 0



ANSWER CHOICES	RESPONSES	
Full-time	67%	244
Part-time	33%	121
TOTAL		365

Q5 Over the past year, please indicate where you have received or accessed information on SOCCCD's Board of Trustees. (Please check all that apply.)

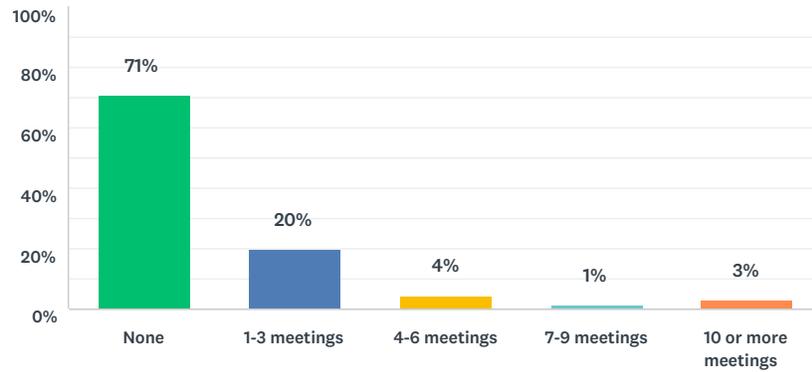
Answered: 365 Skipped: 0



ANSWER CHOICES	RESPONSES	
SOCCCD website	62%	226
College website	21%	76
Emails from District Services: Board highlights and other press releases	81%	294
Newspaper	2%	6
Other websites	3%	11
Other (please specify)	3%	12
Total Respondents: 365		

## Q6 Over the past year, how many Board of Trustees meetings have you attended?

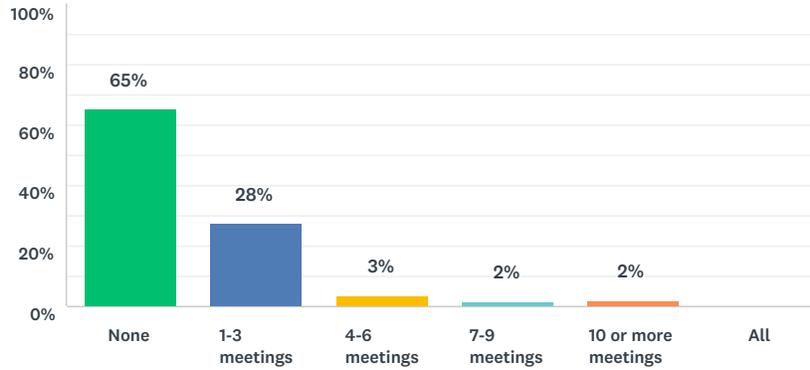
Answered: 365 Skipped: 0



ANSWER CHOICES	RESPONSES	
None	71%	260
1-3 meetings	20%	73
4-6 meetings	4%	16
7-9 meetings	1%	5
10 or more meetings	3%	11
<b>TOTAL</b>		<b>365</b>

## Q7 Over the past year, how many Board of Trustees meetings have you watched on television and/or watched via a meeting video posted on the SOCCCD website?

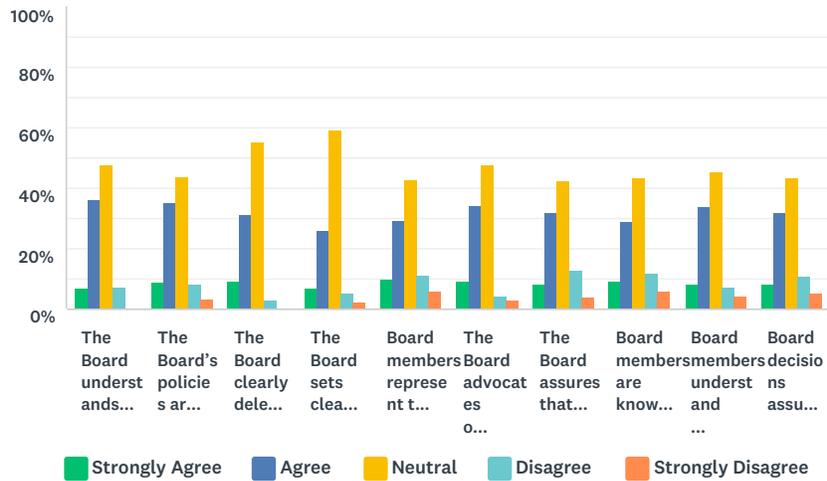
Answered: 365 Skipped: 0



ANSWER CHOICES	RESPONSES	
None	65%	239
1-3 meetings	28%	101
4-6 meetings	3%	12
7-9 meetings	2%	6
10 or more meetings	2%	7
All	0%	0
<b>TOTAL</b>		<b>365</b>

### Q8 Please indicate the extent to which you agree or disagree with the following statements.

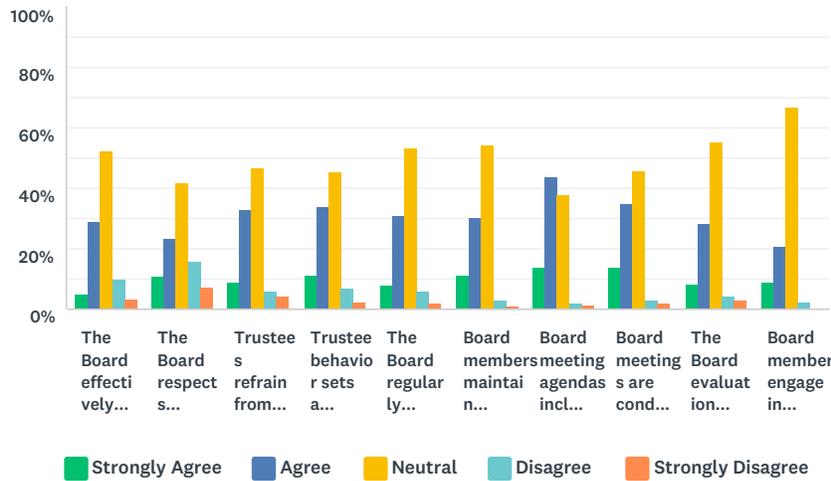
Answered: 297 Skipped: 68



	STRONGLY AGREE	AGREE	NEUTRAL	DISAGREE	STRONGLY DISAGREE	TOTAL	WEIGHTED AVERAGE
The Board understands its policy role and differentiates its role from those of the Chancellor, District Services, and college employees.	7% 21	37% 109	48% 143	7% 22	1% 2	297	3.42
The Board's policies are regularly reviewed and are up-to-date. They effectively guide operations on a district-wide basis.	9% 26	35% 105	44% 130	8% 25	4% 11	297	3.37
The Board clearly delegates authority to and supports the Chancellor.	9% 28	31% 93	56% 165	3% 9	1% 2	297	3.46
The Board sets clear expectations for and effectively evaluates the Chancellor.	7% 21	26% 77	59% 176	5% 16	2% 7	297	3.30
Board members represent the interests and needs of the communities served by the district.	10% 30	30% 88	43% 127	11% 34	6% 18	297	3.26
The Board advocates on behalf of the district to local, state, and federal governments.	9% 28	35% 103	48% 143	5% 14	3% 9	297	3.43
The Board assures that there is an effective planning process and is appropriately involved in the process.	8% 25	32% 95	42% 126	13% 39	4% 12	297	3.28
Board members are knowledgeable about the district's educational programs and services.	9% 28	29% 86	43% 129	12% 36	6% 18	297	3.24
Board members understand the budget and fiscal status of the district.	8% 25	34% 101	45% 135	7% 22	5% 14	297	3.34
Board decisions assure the fiscal stability and health of the district.	8% 25	32% 95	43% 129	11% 32	5% 16	297	3.27

## Q9 Please indicate the extent to which you agree or disagree with the following statements.

Answered: 274 Skipped: 91



	STRONGLY AGREE	AGREE	NEUTRAL	DISAGREE	STRONGLY DISAGREE	TOTAL	WEIGHTED AVERAGE
The Board effectively monitors implementation of institutional plans.	5.11% 14	29.20% 80	52.55% 144	9.85% 27	3.28% 9	274	3.23
The Board respects faculty, staff, and student participation in their decision making.	10.95% 30	23.72% 65	41.97% 115	16.06% 44	7.30% 20	274	3.15
Trustees refrain from attempting to manage or direct work or activities of employees.	9.12% 25	33.21% 91	47.08% 129	5.84% 16	4.74% 13	274	3.36
Trustee behavior sets a positive tone for the district.	11.31% 31	33.94% 93	45.26% 124	6.93% 19	2.55% 7	274	3.45
The Board regularly reviews and adheres to its code of ethics and standards of practice.	8.03% 22	31.02% 85	53.28% 146	5.84% 16	1.82% 5	274	3.38
Board members maintain confidentiality of privileged information.	11.31% 31	30.29% 83	54.38% 149	2.92% 8	1.09% 3	274	3.48
Board meeting agendas include sufficient information; the topics reflect Board responsibilities and tasks.	14.23% 39	44.16% 121	37.96% 104	2.19% 6	1.46% 4	274	3.68
Board meetings are conducted in an orderly, respectful manner; sufficient time is provided to explore and resolve key issues.	14.23% 39	35.04% 96	45.99% 126	2.92% 8	1.82% 5	274	3.57
The Board evaluation process helps the Board enhance its performance.	8.39% 23	28.47% 78	55.47% 152	4.74% 13	2.92% 8	274	3.35
Board members engage in professional development that enhances their performance as trustees. New Board members have an orientation to their role.	8.76% 24	20.80% 57	67.15% 184	2.55% 7	0.73% 2	274	3.34

## Q10 What are the strengths and accomplishments of the Board?

Answered: 225 Skipped: 140

#	RESPONSES	DATE
1	Growth and development of the campus.	11/15/2019 3:03 PM
2	Support faculty innovation / student needs.	11/15/2019 9:48 AM
3	I do not feel like I have enough insight to make a comment.	11/13/2019 11:11 PM
4	NA	11/13/2019 5:46 PM
5	Board members are welcome and attend IVC functions	11/13/2019 4:32 PM
6	I cannot answer honestly to this. I am an adjunct, I have to work many teaching jobs to stay afloat. Keeping up with what the board is doing is not a priority.	11/13/2019 4:15 PM
7	Good email communication, maintaining this as a good district to work in	11/13/2019 3:32 PM
8	Fiscal management, Civility	11/13/2019 3:17 PM
9	no opinion	11/13/2019 2:39 PM
10	NA	11/13/2019 2:36 PM
11	Positive presence	11/13/2019 1:36 PM
12	n/a	11/13/2019 1:05 PM
13	Their continued support of the college campus programs, students and employees.	11/13/2019 12:57 PM
14	I don't know.	11/13/2019 12:40 PM
15	oversight	11/13/2019 12:28 PM
16	Maintaining	11/13/2019 12:18 PM
17	I do not have enough knowledge of the workings of the Board to make a judgement.	11/13/2019 11:17 AM
18	Hiring a chancellor	11/13/2019 11:00 AM
19	Do not know	11/13/2019 10:48 AM
20	I honestly am not aware of what the Board does.	11/13/2019 10:40 AM
21	n/a	11/13/2019 10:20 AM
22	Don't know	11/13/2019 10:15 AM
23	I attend the meetings to see how they are run. I am not involved in the strengths and accomplishments. I am NBU	11/13/2019 10:12 AM
24	Keeps the college running effectively and maintains the budget.	11/13/2019 9:31 AM
25	N/a	11/13/2019 9:23 AM
26	not certain	11/13/2019 9:07 AM
27	They are good at communicating with faculty and students	11/13/2019 9:07 AM
28	Appear to be open minded to a certain extent.	11/13/2019 8:56 AM
29	Meetings are open to all that wish to attend.	11/13/2019 8:36 AM
30	N/A	11/13/2019 8:33 AM
31	?	11/13/2019 8:13 AM
32	Good communication with District and Colleges, well documented decision.	11/13/2019 7:35 AM
33	Maintain the fiscal strength of the District.	11/13/2019 7:35 AM
34	I am not really sure what the strengths are but I am sure you have strengths and have accomplished some of your goals as a board should. The college fired 5 managers, one being in the athletic department. He was a valuable manager, one who worked hard for 28 years. Not my personal friend but a damn good worker and under your umbrella was fired for budget cuts. We have millions of dollars in reserve. Your strengths should be taking care of people who serve the students. That is the bottom line , we are in the business to serve our students and anything that does not follow that mission is wrong.	11/13/2019 7:31 AM
35	I do not have enough information	11/13/2019 7:07 AM
36	klaf	11/13/2019 7:03 AM
37	no comment	11/13/2019 7:02 AM
38	I don't know. I am not familiar with the Board or the Board should be doing.	11/13/2019 5:56 AM

## Board of Trustee Evaluation - Employee Version 2019

39	no comment	11/13/2019 5:09 AM
40	You have the power and could lead us. You have been leading us, but because of the new law, this is the time you really need to show your leadership. I know you can do well..	11/13/2019 12:38 AM
41	I don't know enough to make a decision	11/12/2019 11:03 PM
42	I have observed the Board for many years, and I can honestly say that we've come a long way. Here are some of the Board accomplishments: Board members care about the colleges Board members are respectful towards each other Board members ask informed questions during the Board meetings Board members come to the meetings prepared Board meetings are kept short and to-the-point	11/12/2019 10:55 PM
43	I do not have any suggestions for this matter.	11/12/2019 9:26 PM
44	Communication	11/12/2019 8:58 PM
45	They put on a good face for the community.	11/12/2019 8:48 PM
46	They are present during graduation and other ceremonies which recognize our students	11/12/2019 8:14 PM
47	The Board does seem to care about the colleges.	11/12/2019 7:17 PM
48	The contract	11/12/2019 7:14 PM
49	I believe the Board is well organized and efficient.	11/12/2019 6:52 PM
50	It's informative.	11/12/2019 6:46 PM
51	N/A	11/12/2019 6:38 PM
52	Don't know	11/12/2019 6:34 PM
53	That they have remained confidential concerning employees.	11/12/2019 6:30 PM
54	Oversight	11/12/2019 6:27 PM
55	I am pleased with the new administrative hires at both the district and college level. The improvements in HR as well as our campus leadership are very important. Not renewing the IVC President's contract was a step in the right direction.	11/12/2019 6:04 PM
56	I think they take their jobs seriously	11/12/2019 5:50 PM
57	N/A	11/12/2019 5:29 PM
58	Leadership and oversight	11/12/2019 5:26 PM
59	None	11/12/2019 5:24 PM
60	They seem to be transparent.	11/12/2019 5:15 PM
61	I don't know	11/12/2019 5:03 PM
62	N/A	11/12/2019 4:45 PM
63	Most board members seem to be open to the input of faculty and others.	11/12/2019 4:37 PM
64	Don't know enough about it.	11/12/2019 4:29 PM
65	N/a	11/12/2019 4:25 PM
66	N/A	11/12/2019 4:16 PM
67	Employee recognition and support.	11/12/2019 4:16 PM
68	.	11/12/2019 4:12 PM
69	Community image, very positive Accessible, friendly, smart and very kind people	11/12/2019 4:02 PM
70	I appreciate that several BOT members have worked at SC or at other community colleges.	11/12/2019 3:45 PM
71	Don't know and don't care	11/12/2019 3:37 PM
72	no idea	11/12/2019 3:36 PM
73	no comment	11/12/2019 3:31 PM
74	I don't know.	11/12/2019 3:25 PM
75	I can't say that I'm involved enough to know.	11/12/2019 3:19 PM
76	The BoT effective maintains the status quo of the district.	11/12/2019 3:07 PM
77	Board members do a good job of attending college events.	11/12/2019 3:04 PM
78	Invested interest in success of the colleges.	11/12/2019 3:02 PM
79	I don't know enough about Board functions to provide an informative answer.	11/12/2019 2:52 PM
80	Solvency with mega-strong reserves.	11/12/2019 2:52 PM
81	Consistant meetings	11/12/2019 2:48 PM
82	They provide strategic direction for our colleges; I believe our board is looking seriously long term planning to ensure sustainability	11/12/2019 2:44 PM

Board of Trustee Evaluation - Employee Version 2019

83	I do not know	11/12/2019 2:39 PM
84	N/A.	11/12/2019 2:34 PM
85	I don't know enough to have an opinion on this matter	11/12/2019 2:34 PM
86	N/A	11/12/2019 2:33 PM
87	X	11/12/2019 2:31 PM
88	I'm sorry, I don't know.	11/12/2019 2:31 PM
89	I do not know enough about the strengths or accomplishment to comment either way.	11/12/2019 2:29 PM
90	I am not familiar with the exact duties or actions of the Board	11/12/2019 2:26 PM
91	They finally noticed some of the ineffective leadership at IVC and took action, I think in large part thanks to the Chancellor's efforts.	11/12/2019 2:24 PM
92	Listen to faculty	11/12/2019 2:23 PM
93	Increased training for Board members within last year.	11/12/2019 2:22 PM
94	In collaboration with District leaders, the Board seems aware of the needs of the Colleges and students we all serve. They are always at our events, seem to have a pulse on the community at large, and have been very open to supporting the new leadership at the Colleges and District. I also appreciate the many difficult decisions they have had to make over the last few years as it relates to hiring and firing. While they have been difficult, the decisions have put both Colleges on better trajectories- thank you! I am also appreciative that my tough decisions have been supported as well.	11/12/2019 2:22 PM
95	x	11/12/2019 2:21 PM
96	some board members are knowledgeable and help the colleges accomplish district and college missions	11/12/2019 2:19 PM
97	No comment	11/12/2019 2:18 PM
98	Fiscal responsibility	11/12/2019 2:13 PM
99	Clearly, hiring Kathleen, Cindy, and Ann-Marie. These three individuals have collectively begun the transformation process of IVC.	11/12/2019 2:13 PM
100	Na	11/12/2019 2:12 PM
101	--	11/12/2019 2:12 PM
102	Building lots of beautiful structures, many/most of which lack adequate classroom space and lack faculty offices.	11/12/2019 2:10 PM
103	N/A	11/12/2019 2:09 PM
104	n/a	11/12/2019 2:06 PM
105	we have a great place to work	11/12/2019 2:04 PM
106	maintain goals for both colleges	11/12/2019 2:03 PM
107	I don't know enough to judge.	11/12/2019 2:02 PM
108	The district seems to be in good financial health	11/12/2019 2:01 PM
109	Not sure	11/12/2019 2:01 PM
110	The new Chancellor and new President of Saddleback College. People are more personable.	11/12/2019 1:59 PM
111	Since I have not attended board meetings, I am not the best person to comment.	11/12/2019 1:58 PM
112	Finally getting rid of the IVC Prez	11/12/2019 1:57 PM
113	Maintaining consistency and effectively setting policy.	11/12/2019 1:54 PM
114	x	11/12/2019 1:52 PM
115	Acting as representatives for this district	11/12/2019 1:52 PM
116	unknown	11/12/2019 1:51 PM
117	I am not sure.	11/12/2019 1:51 PM
118	I don't know	11/12/2019 1:50 PM
119	I don't know	11/12/2019 1:50 PM
120	Unfortunately, having not attended a BOT meeting, I am unable to provide feedback.	11/12/2019 1:49 PM
121	Don't know.	11/12/2019 1:49 PM
122	na	11/12/2019 1:48 PM
123	N/A	11/12/2019 1:48 PM

## Board of Trustee Evaluation - Employee Version 2019

124	N/A	11/12/2019 1:47 PM
125	I don't know	11/12/2019 1:46 PM
126	The board meets on a regular basis and is transparent.	11/12/2019 1:45 PM
127	None	11/12/2019 1:44 PM
128	coming to various events on campus- love seeing them	11/12/2019 1:24 PM
129	New buildings & facilities at Saddleback	11/7/2019 9:23 PM
130	Supporting faculty, staff, and students. It's also nice to have the Board members attend our events.	11/6/2019 4:22 PM
131	visible presence on campus	11/6/2019 4:11 PM
132	Their participation in events and understanding of student needs and what students are doing.	11/6/2019 3:36 PM
133	Strengths are their positive attitude, professionalism, and eagerness to attend events on both campuses. Hiring an AMAZING chancellor. She is incredible.	11/5/2019 11:57 AM
134	saving/hoarding money	11/5/2019 10:16 AM
135	There is much more harmony amongst the current Board of Trustees, then past Boards.	11/5/2019 10:11 AM
136	Unknown	11/1/2019 8:18 AM
137	I am not sure, I have not taken an active roll in what the Board does.	10/31/2019 7:24 PM
138	some Board members do keep relatively current with the state of affairs at at least one, sometimes both colleges.	10/31/2019 6:03 PM
139	None	10/31/2019 9:48 AM
140	It is nice to see them at events at the college. Of the board meetings I have attended, they are very professional.	10/31/2019 9:05 AM
141	N/C	10/31/2019 8:19 AM
142	Building more buildings	10/31/2019 6:36 AM
143	n/a	10/30/2019 9:54 PM
144	Helping to approve some of the new facilities.	10/30/2019 4:47 PM
145	They have created goals that are in line with the state with regards to student success and have taken an active role in board policies- although we were originally told that it would only be the 100 series I welcome their looking into any policies being revised.	10/30/2019 4:47 PM
146	The open board meetings are a strength. Also, when they visited the schools and had open town halls. We haven't seen any in a while.	10/30/2019 4:23 PM
147	The strength of the Board is that it's made up of a group of generally public-spirited, people dedicated to public education and to the welfare of the colleges and their students. The main accomplishment of the Board is getting that way.	10/30/2019 3:12 PM
148	Keep the college fiscally sound.	10/30/2019 11:08 AM
149	Unified.	10/30/2019 10:59 AM
150	I am not aware of any accomplishments of the Board. The strengths are attending various college functions.	10/30/2019 9:57 AM
151	n/a	10/30/2019 8:46 AM
152	Few	10/30/2019 6:44 AM
153	The two colleges are phenomenal institutions that are what they are as a result of our committed Board!	10/29/2019 6:00 PM
154	They meet every month.	10/29/2019 3:55 PM
155	The Board is cohesive and respects one another.	10/29/2019 3:36 PM
156	Financial oversight of the District	10/29/2019 12:51 PM
157	n/a	10/29/2019 12:42 PM
158	I see that nothing has changed for the better. According to the district and college president, we are in a fiscal crisis, but continue hire upper level administrator and managers when what the college really needs are more classified to clean up the campus. Our college campuses are in disrepair.	10/29/2019 10:08 AM
159	They are a more cohesive board and they try to stay involved in district activities.	10/29/2019 9:25 AM
160	No response	10/29/2019 7:43 AM
161	No Comment	10/29/2019 2:49 AM
162	Hiring Dr. Burke and making other key hires at the District level. By allowing Dr. Burke to do her job, she has been able to eliminate IVC's President that should have been done years ago.	10/28/2019 11:15 PM
163	accreditation, keeping the existing policies enforced	10/28/2019 10:12 PM

## Board of Trustee Evaluation - Employee Version 2019

164	Not sure. My responses were based on what I saw in the SOCCCD videos and, therefore, may not be accurate. Some questions probably deserve a "strongly agree" response. I think this survey should include N/A (for items that we are not very familiar with or don't have access to information).	10/28/2019 9:34 PM
165	Do not know.	10/28/2019 7:51 PM
166	Hiring a chancellor	10/28/2019 7:50 PM
167	n/a	10/28/2019 7:45 PM
168	NA	10/28/2019 5:54 PM
169	good governance	10/28/2019 5:08 PM
170	District oversight and sound fiscal policy	10/28/2019 4:50 PM
171	Unsure	10/28/2019 3:09 PM
172	oversight	10/28/2019 2:57 PM
173	n/a	10/28/2019 2:50 PM
174	n/a	10/28/2019 2:49 PM
175	no opinion	10/28/2019 2:47 PM
176	?	10/28/2019 2:46 PM
177	attend college functions	10/28/2019 1:42 PM
178	I feel that the Board communicates well to the community and the faculty of Saddleback.	10/28/2019 1:40 PM
179	Working together and trying to understand what is needed from feedback received.	10/28/2019 1:40 PM
180	Asking good questions about fiscal health of the institutions, strong engagement in college activities.	10/28/2019 1:35 PM
181	I do not follow their activities enough to know.	10/28/2019 1:16 PM
182	unaware of any	10/28/2019 1:02 PM
183	Haven't seen any lately	10/28/2019 12:45 PM
184	Making information transparent to everyone involved.	10/28/2019 12:26 PM
185	Managing the executives.	10/28/2019 12:20 PM
186	Unsure	10/28/2019 12:15 PM
187	Consistent long term policy	10/28/2019 12:15 PM
188	The board members show up to various campus events.	10/28/2019 11:47 AM
189	Consistent engagement with and oversight of District policies	10/28/2019 11:31 AM
190	N/A	10/28/2019 11:26 AM
191	na	10/28/2019 11:18 AM
192	I don't have enough experience with the Board to provide an answer.	10/28/2019 11:15 AM
193	They exist	10/28/2019 11:13 AM
194	Professional in their conduct.	10/28/2019 11:07 AM
195	I appreciate Board Members attendance at Classified Staff Retreats. Their attendance makes us feel important and appreciated!	10/28/2019 10:53 AM
196	They monitor the fiscal well being of the district.	10/28/2019 10:51 AM
197	I do not know.	10/28/2019 10:49 AM
198	They have supported the colleges in making difficult staffing changes.	10/28/2019 10:48 AM
199	Fiscally well managed board.	10/28/2019 10:44 AM
200	Fiscal responsibility.	10/28/2019 10:41 AM
201	The Board is highly qualified to perform their work. Each member has area expertise and asks the right associated questions.	10/28/2019 10:35 AM
202	Unsure	10/28/2019 10:33 AM
203	The Board haired and supports a competent Chancellor	10/28/2019 10:30 AM
204	na	10/28/2019 10:25 AM
205	Na	10/28/2019 10:20 AM
206	Strengths are something that this board and district has lacked and been in a steady decline for over a decade.	10/28/2019 10:16 AM
207	Involvement in campus and District activities	10/28/2019 10:11 AM

## Board of Trustee Evaluation - Employee Version 2019

208	appearing to be good political figures	10/28/2019 10:09 AM
209	Knowledgeable in the general business of the district as a whole but out of touch of the nuances of the individual college's offerings and demographical needs.	10/28/2019 10:08 AM
210	Sharp individuals who do care about our community are on the board	10/28/2019 10:08 AM
211	student centered. they also participate in many campus events	10/28/2019 10:06 AM
212	Transparency in detailing the board meetings.	10/28/2019 10:05 AM
213	Their next accomplishment will be their first!	10/28/2019 10:04 AM
214	Unknown.	10/28/2019 10:03 AM
215	Hiring a permanent chancellor and creating top heavy district leadership team	10/28/2019 10:03 AM
216	No opinion	10/28/2019 10:03 AM
217	Hiring of current district leadership.	10/28/2019 10:01 AM
218	N/A	10/28/2019 9:59 AM
219	N/A	10/28/2019 9:58 AM
220	None	10/28/2019 9:58 AM
221	Providing fiscal stability.	10/28/2019 9:57 AM
222	Well rounded individuals	10/28/2019 9:56 AM
223	Supporting IVC in fulfilling its mission and grow.	10/28/2019 9:55 AM
224	No idea. The new chancellor was a good hire. Apart from that I can't think of anything they've accomplished. They vote on things. Do they know what the colleges have accomplished?	10/28/2019 9:55 AM
225	Na	10/28/2019 9:53 AM

## Q11 In what areas, if any, might the Board improve?

Answered: 225 Skipped: 140

#	RESPONSES	DATE
1	None	11/15/2019 3:03 PM
2	Continue to find all ways to support faculty innovation / student needs.	11/15/2019 9:48 AM
3	I do not feel like I have enough insight to make a comment.	11/13/2019 11:11 PM
4	NA	11/13/2019 5:46 PM
5	I wish the board made comments on the closed-door issues about the general content of these issues.	11/13/2019 4:32 PM
6	I cannot answer honestly to this. I am an adjunct, I have to work many teaching jobs to stay afloat. Keeping up with what the board is doing is not a priority.	11/13/2019 4:15 PM
7	More hiring of full-time faculty!	11/13/2019 3:32 PM
8	Time management	11/13/2019 3:17 PM
9	none	11/13/2019 2:39 PM
10	NA	11/13/2019 2:36 PM
11	Communicates more effectively with all district constituents.	11/13/2019 1:36 PM
12	n/a	11/13/2019 1:05 PM
13	Continue to support and advocate for our programs, students and employees.	11/13/2019 12:57 PM
14	More communication with faculty	11/13/2019 12:40 PM
15	na	11/13/2019 12:28 PM
16	knowledge of curriculum and programs	11/13/2019 12:18 PM
17	I do not have enough knowledge of the workings of the Board to make a judgement.	11/13/2019 11:17 AM
18	actions to support equity	11/13/2019 11:00 AM
19	Do not know	11/13/2019 10:48 AM
20	I don't know	11/13/2019 10:40 AM
21	n/a	11/13/2019 10:20 AM
22	Don't know	11/13/2019 10:15 AM
23	I did not witness enough samples to offer an opinion.	11/13/2019 10:12 AM
24	Cannot think of anything at this time. I believe the Board is doing a good job.	11/13/2019 9:31 AM
25	N/-	11/13/2019 9:23 AM
26	greater concern for part-time faculty	11/13/2019 9:07 AM
27	Not applicable	11/13/2019 9:07 AM
28	Meet with the Faculty and Classified staff of the colleges to get their feedback of things happening on each campus. Be more informed!	11/13/2019 8:56 AM
29	No answer at this time.	11/13/2019 8:36 AM
30	Communication with all divisions to ensure everything is being done to ensure division success in order to promote student success	11/13/2019 8:33 AM
31	?	11/13/2019 8:13 AM
32	More diverse board (more women and minorities and younger people--preferably Saddleback/IVC alumni.	11/13/2019 7:35 AM
33	Understanding the mission of the colleges. Setting an example to Administration for outreach to the college community	11/13/2019 7:35 AM
34	The board needs to look into how the college selects construction projects and stop going with the cheapest bid. It is embarrassing always getting an inferior product at the end. Go with the company who does the best work even though it might cost a little more in the short run but in the end have a superior product that lasts.	11/13/2019 7:31 AM
35	I do not have information to answer	11/13/2019 7:07 AM
36	alkjd	11/13/2019 7:03 AM
37	no comment	11/13/2019 7:02 AM

## Board of Trustee Evaluation - Employee Version 2019

38	I don't know. I am not familiar with the Board or the Board should be doing.	11/13/2019 5:56 AM
39	no comment	11/13/2019 5:09 AM
40	It is nicer if we part time workers could have more stable working conditions. Due to the new law, several classes have been cancelled and we have been having a hard time. I wish you could help us someway.	11/13/2019 12:38 AM
41	I'm not sure	11/12/2019 11:03 PM
42	The Board members need to find a way/create a process to solicit feedback from all college and district constituents. Areas for improvement: inclusiveness and consultation.	11/12/2019 10:55 PM
43	I do not have any suggestions for this matter.	11/12/2019 9:26 PM
44	Not sure	11/12/2019 8:58 PM
45	Understanding student and faculty needs.	11/12/2019 8:48 PM
46	Attend a faculty meeting	11/12/2019 8:14 PM
47	Provide better funding for the colleges based on Basic Aid dollars, not the statewide funding model. We are not an average college for the state of California. We live in a high cost area with salaries that attempt to address that.	11/12/2019 7:17 PM
48	Better understanding of each campus needs	11/12/2019 7:14 PM
49	N/A	11/12/2019 6:52 PM
50	be more specified.	11/12/2019 6:46 PM
51	N/A	11/12/2019 6:38 PM
52	Don't know	11/12/2019 6:34 PM
53	More or better communication with faculty.	11/12/2019 6:30 PM
54	Fairly Representing faculty needs	11/12/2019 6:27 PM
55	The district's location on the Saddleback Campus is not conducive to equity within the district.	11/12/2019 6:04 PM
56	communicating w/faculty	11/12/2019 5:50 PM
57	N/A	11/12/2019 5:29 PM
58	Strengthen relationship between College and district.	11/12/2019 5:26 PM
59	The board is at a disconnect with its colleges. A few board members are using this board for their own future political growth. The board does not know what is happening in each institution and are fed false information by the "upper" administration.	11/12/2019 5:24 PM
60	I'm not sure. There are issues with campus safety staff. It isn't everyone, but there are a few who are aggressive and not very helpful. I had an incident who would not speak to me but would rather do so through my male colleague. It didn't give me a lot of confidence in their treatment of other staff on campus.	11/12/2019 5:15 PM
61	I don't know	11/12/2019 5:03 PM
62	N/A	11/12/2019 4:45 PM
63	Some board members are disrespectful to faculty and uninformed about faculty work.	11/12/2019 4:37 PM
64	Cannot answer	11/12/2019 4:29 PM
65	N/a	11/12/2019 4:25 PM
66	N/A	11/12/2019 4:16 PM
67	Communication when big events happen before rumor mills start churning, ie loss of IVC President and sudden dismissal of IT - Director.	11/12/2019 4:16 PM
68	.	11/12/2019 4:12 PM
69	Ideally, not change policy and to help expedite processes quicker so that we can make changes to curriculum and our programs efficiently	11/12/2019 4:02 PM
70	Presence on campus besides Professional Development Weeks and end of the year events.	11/12/2019 3:45 PM
71	Provide more full-time jobs	11/12/2019 3:37 PM
72	communication	11/12/2019 3:36 PM
73	no comment	11/12/2019 3:31 PM
74	I don't know	11/12/2019 3:25 PM
75	I can't say that I'm involved enough to know.	11/12/2019 3:19 PM

## Board of Trustee Evaluation - Employee Version 2019

76	The BoT could stand to have a broader vision of the district, entertaining non-traditional ways to make the district better for students. The Bot could also not be as extreme in their fiscal conservatism. If a fraction of the safety fund was spent on simple things (like improving the bathrooms... yes, go read our college reviews on Yelp) we could make large scale improvements in the student's experiences.	11/12/2019 3:07 PM
77	Disseminating how state policies impact local policies and providing execution guidance.	11/12/2019 3:04 PM
78	Considering faculty's perspective	11/12/2019 3:02 PM
79	I don't know enough about Board functions to provide an informative answer.	11/12/2019 2:52 PM
80	Review the budgeting mandates, constraints and guidelines to ensure proper (enough) staffing among the classified staff ranks.	11/12/2019 2:52 PM
81	Good job.	11/12/2019 2:48 PM
82	Communication to our colleges about upcoming changes; challenges so we all are working in the same direction.	11/12/2019 2:44 PM
83	I do not know enough to say	11/12/2019 2:39 PM
84	N/A.	11/12/2019 2:34 PM
85	I don't know enough to have an opinion on this matter	11/12/2019 2:34 PM
86	N/A	11/12/2019 2:33 PM
87	X	11/12/2019 2:31 PM
88	Don't know.	11/12/2019 2:31 PM
89	The interpersonal connections with their constituents. Keeping us aware of the accomplishments.	11/12/2019 2:29 PM
90	I have no suggestions for improvement	11/12/2019 2:26 PM
91	Moving the board/district services to a neutral location that is NOT located on either of the college's campuses. Allowing more open communication. The highly restrictive process of all feedback for the board going through official channels at the individual college and needing to be submitted well over a month in advance and the limited time/opportunities for public engagement (impossible for folks who cannot arrive early to the meetings, say, because of teaching obligations) limit the board's abilities to hear from faculty, staff, and students at the colleges. We need more open channels of communication.	11/12/2019 2:24 PM
92	None	11/12/2019 2:23 PM
93	Refrain from high dollar amendments to construction projects.	11/12/2019 2:22 PM
94	While the majority of the time, the Board is complimentary of the work of our faculty, there have been a few occasions in the last few years where a Board member's opinion(s) has greatly impacted the Colleges. In recent history, a Board member made a comment about faculty being like, "pigs at the trough". While I am supportive of the 1st amendment, faculty lump all administrators together, including Board Members. So even if the Board Member was justified in expressing concern over the Canvas situation, comments like that make our jobs as administrators more difficult. We as administrators lose political capital when one of our own says something that is hurtful to our faculty colleagues. We then are made to defend comments, or have to refocus our faculty when we already have a great amount on our plates. So my suggestion would be to use caution when publicly discussing faculty and funding.	11/12/2019 2:22 PM
95	x	11/12/2019 2:21 PM
96	if members of the board disagree with other members, they should articulate those disagreements in a public forum, have an open and candid discussion, and then vote as their conscience dictates. Instead, almost every vote is taken in lock step. A one-member board would be sufficient if it is a dictatorship, even a dictatorship of the majority. But who knows what the majority thinks when members are reluctant to speak out.	11/12/2019 2:19 PM
97	Be present at more events on each campus	11/12/2019 2:18 PM
98	Better oversight of it's administrators and the staff reports it relies on.	11/12/2019 2:13 PM
99	Better oversight the evaluation and effectiveness of District Services.	11/12/2019 2:13 PM
100	Na	11/12/2019 2:12 PM
101	--	11/12/2019 2:12 PM
102	Promote the hiring of more FT faculty so that current faculty are not asked to add more and more non-teaching activities (committees, workgroups, task forces, initiatives) to their schedules. Faculty are spread too thin to be able to meet all of the non-teaching duties that would really allow for innovations and transformations on either campus. Add more faculty office space to future construction and/or renovations.	11/12/2019 2:10 PM
103	N/A	11/12/2019 2:09 PM
104	n/a	11/12/2019 2:06 PM
105	i'm not sure	11/12/2019 2:04 PM

## Board of Trustee Evaluation - Employee Version 2019

106	Fiscal, budget increase	11/12/2019 2:03 PM
107	I don't know enough to judge.	11/12/2019 2:02 PM
108	Why Saddleback is allowed to operate less efficiently than IVC	11/12/2019 2:01 PM
109	Better understanding of the various academic programs	11/12/2019 2:01 PM
110	reclassifying classified employees; a lot of the duties have evolved with positions and the amount of hurdles to reclassify are ridiculous...especially administrative assistants...also there are those with Master's degrees that would like to utilize newly acquired to benefit the community but there are a lot of hurdles for specific individuals who have contributed to the District for over 10 years.	11/12/2019 1:59 PM
111	Since I have not attended board meetings, I am not the best person to comment.	11/12/2019 1:58 PM
112	Be more aware of what is happening at the colleges.	11/12/2019 1:57 PM
113	Change the rule that requires changing email passwords every three months. It's not efficient.	11/12/2019 1:54 PM
114	x	11/12/2019 1:52 PM
115	The Board is a highly functioning politic entity	11/12/2019 1:52 PM
116	reach out to the community to get input as to what is desired for all area residents	11/12/2019 1:51 PM
117	Human resource management	11/12/2019 1:51 PM
118	I don't know	11/12/2019 1:50 PM
119	I don't know	11/12/2019 1:50 PM
120	N/A	11/12/2019 1:49 PM
121	Become more in touch with the daily workings of the faculty.	11/12/2019 1:49 PM
122	na	11/12/2019 1:48 PM
123	Understand the nuances and differences between the colleges and fund them according to their services provided (in which the board had repeatedly indicated they expect the colleges to provide, even if the programs are running in deficit)	11/12/2019 1:48 PM
124	N/A	11/12/2019 1:47 PM
125	I don't know	11/12/2019 1:46 PM
126	Shorten the meeting so that I can stay till the end.	11/12/2019 1:45 PM
127	All	11/12/2019 1:44 PM
128	seek out more classified involvement support professional development more	11/12/2019 1:24 PM
129	Request online feedback/ input on hot topics/ facilities/ classes	11/7/2019 9:23 PM
130	When attending events, maybe take the initiative to talk to us.	11/6/2019 4:22 PM
131	N/A	11/6/2019 4:11 PM
132	More outreach to IVC and events here at IVC. Increase knowledge of IVC services to students.	11/6/2019 3:36 PM
133	It would be great if the Board asked more questions during Board meetings and gave more input on decisions that are being made. It seems that there are unanimous votes on practically every item on the board agenda. It would be nice to hear more opinions from the Board on how the District should be functioning. I'm not sure if they are really looking into LARGE amount of money being spend on unnecessary contracts and items. It would be great for them to receive more education from the classified and faculty unions.	11/5/2019 11:57 AM
134	less micromanagement	11/5/2019 10:16 AM
135	Proper oversight and scrutinizing of District and Campus recommendations, in terms of long-term unintended consequences. Too often, it seems, that the Board has the appearance of "rubber stamping" recommendations from District and Campus Administrators and Managers, without sufficient examination of what is being recommended. Two prime examples are the Canvas stipends paid to faculty, and the CSUN/KSBR radio collaboration agreement. In both these cases, the Board had the right to say "no," and almost uniformly refused to. The Board of Trustees should be ready, willing, and able to say "no," even if it is politically unpopular.	11/5/2019 10:11 AM
136	Unknown	11/1/2019 8:18 AM
137	I would need to look in to it.	10/31/2019 7:24 PM
138	Some Board members allow their personal feelings to shadow their dealings with members of the District community, showing favoritism (positive or negative bias) in their official and unofficial dealings with personnel	10/31/2019 6:03 PM
139	No idea who they are and what they are doing.	10/31/2019 9:48 AM
140	I would like them to really take action quicker especially after the campus-wide meetings in the past where everyone can vent to the Board of what is going on and no repercussions will happen to the employee that speaks. It seems it never goes anywhere until just lately. Long overdue.	10/31/2019 9:05 AM
141	N/C	10/31/2019 8:19 AM

## Board of Trustee Evaluation - Employee Version 2019

142	Maybe not agree all the time.	10/31/2019 6:36 AM
143	n/a	10/30/2019 9:54 PM
144	Be realistic about district funds during short downturns.	10/30/2019 4:47 PM
145	With all the change in administration throughout the district- the board really should keep in touch with the employees on the ground. The Board Talks that used to occur at IVC and Saddleback were fantastic and should come back.	10/30/2019 4:47 PM
146	Visit the classrooms, talk to teachers, understand our educational programs. SOCCCD is more than sports and arts and events.	10/30/2019 4:23 PM
147	Despite being the richest community college district in the state, if not the universe, the colleges are run as though we are poverty-stricken, and pale in comparison with the surrounding colleges, particularly in terms of our aging and decrepit facilities. Tour OCC or Santiago Canyon colleges, look at their lovely new buildings, and then at our technologically challenged, embarrassing, ancient, and generally ugly campuses, and consider what a billion dollars might do to make our campuses attractive educational destinations for our South Orange communities! The Board is fond of saying that our local funding is our version of a bond issue, but other Districts, which actually do issue bonds, actually USE those bonds to improve their campuses, building many new, state-of-the-art buildings. Our District seems to use the money to pad accounts, calling itself "fiscally conservative," while strangling the colleges. We are the institutional equivalent of the lonely, old person dying in penury, discovered only later to have had millions of dollars hidden in a mattress. The District needs to revise the DRAC model so that we can function as though we are a billion-dollar district. Also, the Board needs to get out of its thoroughly inappropriate belief that it can micromanage negotiations with the bargaining units. While the Board's role is to oversee the expenditures of public funds, it should not be determining to the hundredth of a percentage point how those funds are allocated. Because the Board refuses to empower its negotiating team, the bargaining units end up negotiating with the Board via proxy, which is both inappropriate and probably illegal. The Board needs to give its negotiating team general parameters, and then the authority to make decisions on its behalf. The faculty's negotiating team, for instance, has the power to make binding decisions at the table, but the District's team does not have similar authority, which both delays negotiations, and fosters distrust. Hire good people (which, fortunately, seems finally to be happening), and then TRUST them to know what they are doing!	10/30/2019 3:12 PM
148	negotiate in good faith. Promised to negotiate for COLA if more that contract raise and then would not negotiate :-(	10/30/2019 11:08 AM
149	Planning.	10/30/2019 10:59 AM
150	The Board is aware of the hindrance of the outdated DRAC model, yet refuses to change the model in order to support the many financial needs of the district. Hoarding \$500,000+ in funds does not allow the district to effectively support the needs of the colleges. In addition, though I'm aware that it is not the Board's job to interfere with the Chancellor's job, shuffling around ineffective administrators is not the answer. Any employee that is not performing their duties to the standards of the district should be terminated, not simply moved to another area. It's ridiculous that the VP of Student Services at IVC is still employed - the district is having to create a Title 9 position (another example of creating a job not needed), due to the fact that the VPSS is not fulfilling their duties. Also, the same VPSS botched a student sexual harassment case and ruined the student's bright future. This student was an exceptional student, was very involved at IVC, and the future was hers. Due to the way which the VPSS handled her case, the student has dropped out of school. That needs to be looked into!	10/30/2019 9:57 AM
151	Interaction with college staff, coming to events on campus.	10/30/2019 8:46 AM
152	District morale and working environment, action to eliminate destructive actions and agendas by individuals in district services, cronyism (especially in district services), fiscal dishonesty, providing true goals on hoe the district is run, Hiring real leaders that care about the community and colleges-- not pretend outsiders who are only here to make more money and boost their retirement, etc. etc. etc	10/30/2019 6:44 AM
153	Allocation of dollars to Saddleback-too many things are being cut that affect the quality of our teaching and therefore our students' success.	10/29/2019 6:00 PM
154	STOP the wasteful spending with the building projects. Have you seen the cost per sq.ft??? It's embarrassing!	10/29/2019 3:55 PM
155	Some members try to micromanage and get in the weeds.	10/29/2019 3:36 PM
156	Move the District Offices off the Saddleback College Campus. Have Board meetings at both IVC and Saddleback.	10/29/2019 12:51 PM
157	n/a	10/29/2019 12:42 PM
158	Stop running the college as if it were a corporation. Walk around the divisions/departments and TALK to the people who really work here - and I don't mean the district. This is the worst district leadership I have witnessed in my years at this institution- how many lawsuits are we fighting again???	10/29/2019 10:08 AM

## Board of Trustee Evaluation - Employee Version 2019

159	Professional development is key. The board needs to know their role. The board may wish to provide an opportunity for members to assess their knowledge and skills required to be an effective, contributing trustee. The responses to these individual self-assessments can be used to identify trustee development activities, including board study sessions, attendance and conferences, reading materials and on-line seminars.	10/29/2019 9:25 AM
160	No response	10/29/2019 7:43 AM
161	Ensure application of consistent performance metrics across both colleges.	10/29/2019 2:49 AM
162	Our District needs to support our Chancellor in eliminating additional "old time" administrators that are tied to Glenn Roquemore.	10/28/2019 11:15 PM
163	Wrong priorities. Budget given to the college suffocates our programs, does not reflect the needs of surrounding communities, more attention and interest needed in supporting the actual instruction and students on all fronts, meeting faculty, asking about their input.	10/28/2019 10:12 PM
164	N/A. By watching the videos, I could tell that all BOTs are dedicated, and they do take the time to discuss the items thoroughly.	10/28/2019 9:34 PM
165	Do not know.	10/28/2019 7:51 PM
166	Learn more about what the colleges are doing. Provide more communications, such as newsletters, as to its activities and decision making.	10/28/2019 7:50 PM
167	Be more proactive with problem students who have the red flags of being potential school shooters. Be willing to kick these students out of the district for the safety of the faculty and students on campus.	10/28/2019 7:45 PM
168	NA	10/28/2019 5:54 PM
169	no comment	10/28/2019 5:08 PM
170	Respecting and acknowledging the skills, talents, abilities, and expertise of the management team.	10/28/2019 4:50 PM
171	Unsure	10/28/2019 3:09 PM
172	continued unbiased oversight	10/28/2019 2:57 PM
173	Understanding of and response to the changing dynamics of online education.	10/28/2019 2:50 PM
174	n/a	10/28/2019 2:49 PM
175	no opinion	10/28/2019 2:47 PM
176	more involvement with the programs	10/28/2019 2:46 PM
177	n/a	10/28/2019 1:42 PM
178	As a part-time faculty member, I don't feel that there is enough thought put towards our contribution to the district. As the district continues to cut full-time faculty, we are becoming a larger group to consider.	10/28/2019 1:40 PM
179	Talking to all Full Time and Part Time employees to understand what they need.	10/28/2019 1:40 PM
180	People on campus brag about having back channels to some board members and use this for power. This works against shared governance and means that the trustees are collecting opinions of those who don't represent the view of the colleges as wholes. Perhaps formal sampling is in order if they want to know how the campus employees feel, instead of relying on back channel voices who often have an agenda that is not the same as the college's.	10/28/2019 1:35 PM
181	I do not follow their activities enough to know.	10/28/2019 1:16 PM
182	confidentially	10/28/2019 1:02 PM
183	Recommendations from the board to the district that it readjust its outdated business model in order to meet the needs of Saddleback College, ascetically looks horrible (we do not look like a basic aid district, campus looks like trash), students can not get classes because of constant cancellations (parents in the community have stated their children will chose Orange Coast College over Saddleback because they can get classes there and there are no requirements for Promise Program there), help change moral on campus. Administrators have created a climate on campus where it seems a select few are more concerned about themselves rather than Saddleback and our local students.	10/28/2019 12:45 PM
184	I am not sure.	10/28/2019 12:26 PM
185	Make it clear how decisions align with the district's strategic plan. Decisions are made, but it isn't apparent on why they are made.	10/28/2019 12:20 PM
186	Unsure	10/28/2019 12:15 PM
187	Transparency	10/28/2019 12:15 PM
188	The board should be more engaged in fiscal responsibility and understanding how the new funding formula is impacting the college. The board should be more supportive of classified staff.	10/28/2019 11:47 AM
189	N/A	10/28/2019 11:31 AM

## Board of Trustee Evaluation - Employee Version 2019

190	I suggest the Board get more involved in the management hiring and selection process. Closely monitor the internal audit process, management, chancellor, HR, and administrators' performance. Our District became a stressful, unclear and hostile environment to work in.	10/28/2019 11:26 AM
191	na	10/28/2019 11:18 AM
192	N/A	10/28/2019 11:15 AM
193	To not micro manage the colleges	10/28/2019 11:13 AM
194	Closer scrutiny of board items.	10/28/2019 11:07 AM
195	Visiting Centers at IVC letting us know you support us.	10/28/2019 10:53 AM
196	The time needed to get an item before the board can be excessive. The agenda is finalized well before the meeting and any last minute items have to wait for the following board meeting.	10/28/2019 10:51 AM
197	I think the Board should talk to employees once in a while.	10/28/2019 10:49 AM
198	The Board gets too involved in managing operations. Some of them meet with college employees in an attempt to drive changes rather than allowing the colleges to do this themselves without interference with Board members. They need to step away from interfering with the DRAC model and back door deals with unions.	10/28/2019 10:48 AM
199	None	10/28/2019 10:44 AM
200	Demand unfiltered information from District Services	10/28/2019 10:41 AM
201	The District is changing. Lowered enrollments statewide challenge budgets and unstable work environment creates low moral. Good people and good decision making are overridden by power politics. The Board does not appear to be aware of these issues or if they are, they do not appear to be responsive.	10/28/2019 10:35 AM
202	Unsure	10/28/2019 10:33 AM
203	The Board has gotten better with maintaining confidentiality. Please continue to make improvements in this area.	10/28/2019 10:30 AM
204	we need more staff	10/28/2019 10:25 AM
205	Na	10/28/2019 10:20 AM
206	Improve? Let's start improving by remembering how and why we are here. No matter what your job: staff, faculty, administration; we are all here and are paid by public tax dollars to serve the needs of the students who seek to gain education. This school district has forgotten that. They put up a show to the public but what goes on behind close doors is an entirely different picture. It's a school district full of administration that points fingers, hires an unlimited amount of managers whilst cutting/ downgrading full time workers to part time workers, yet claiming to save money in the process. A district full of managers striving to please other managers or superiors above them, while putting the real needs of students behind. For example: Saddleback college has a new president who felt he was so righteous and above all other employees and students; he decided that because he drives a plug in vehicle, he needed his own private parking space, and made the facilities workers install him a high voltage electrical outlet so he can plug his personal vehicle in. He feels he can spend public money for his personal use and comfort yet have the nerve to send out emails about how he is saving the district money. If a secretary drove a plug in vehicle to work, they wouldn't have a personal high voltage outlet provided to them. This board wants to improve? Stop allowing these people "in charge" to do things of this nature. It's gone on for too long !	10/28/2019 10:16 AM
207	Involvement in campus and District activities. Based on board reports it still looks and sounds like there is more involvement in the Saddleback communities than the IVC communities.	10/28/2019 10:11 AM
208	Stop hording all of the funds that are in the district's possession and actually help both IVC and Saddleback with those same funds so that both colleges, especially Saddleback, do not have to declare a budget shortfall crisis which leads to derelict decision making such as cutting classes, and firing of employees who have given their absolute dedication to Saddleback and the district for almost 30 years before being fired - or placed on administrative leave due to a so called budget crisis	10/28/2019 10:09 AM
209	understand and support the needs of the individual colleges and their offerings.	10/28/2019 10:08 AM
210	The lack of shared governance at the district and SC level is horrid and getting worse. This negatively affects morale and creates apathy among the most motivated faculty and staff as many wait for new leadership to take over and support them. Executive leadership and district administrators are making unilateral decisions without recourse from the board. It is the most sad state of our district climate since I have worked here. Many peers are leaving the district as a result while other talented individuals will not even apply to the college or district at this point. The board needs to investigate deeper into why we are at such a low point for morale and workplace climate.	10/28/2019 10:08 AM
211	more communication with staff	10/28/2019 10:06 AM
212	N/A, keep doing good work.	10/28/2019 10:05 AM
213	Board is running the richest district into the ground.	10/28/2019 10:04 AM

## Board of Trustee Evaluation - Employee Version 2019

214	One thing that has come to my attention and has caused confusion between different departments is AR 5200. The wording within the document can cause misinterpretation, where different departments can interpret it differently. If that could be reviewed, I think it would be a great help to the colleges.	10/28/2019 10:03 AM
215	Creating a bullying policy	10/28/2019 10:03 AM
216	Improve knowledge by getting information from more than one source, usually from District Services or College Presidents.	10/28/2019 10:03 AM
217	The Board should engage in an ATEP study session to learn why things at ATEP are not working. The plan for ATEP may have made sense at the time, but IVC's building is practically vacant and there is no feasible plan for Saddleback's building there. In addition, there seem to be a number of requirements that are making the site unattractive for development -- while there is a lot of development going on in the area, this site is stagnant.	10/28/2019 10:01 AM
218	Update BPs and ARs more regularly and taking more input from all college departments into account.	10/28/2019 9:59 AM
219	N/A	10/28/2019 9:58 AM
220	Communication with staff	10/28/2019 9:58 AM
221	District services especially IT need much improvement. The Board should honor part-time faculty members.	10/28/2019 9:57 AM
222	Not sure	10/28/2019 9:56 AM
223	Have a social event with adjunct faculty	10/28/2019 9:55 AM
224	Show that they are more focused on the community and students than they are on themselves.	10/28/2019 9:55 AM
225	NA	10/28/2019 9:53 AM

## Q12 What should be the Board's goals, priorities, and/or tasks for the coming year?

Answered: 225 Skipped: 140

#	RESPONSES	DATE
1	Completing the stadium. Renovating the restrooms.	11/15/2019 3:03 PM
2	Support faculty / innovation & student needs.	11/15/2019 9:48 AM
3	I do not feel like I have enough insight to make a comment.	11/13/2019 11:11 PM
4	NA	11/13/2019 5:46 PM
5	Developing ATEP to serve CTE programs	11/13/2019 4:32 PM
6	Making sure the SOCCCD remains accessible and viable for all. Allocating funds for upgrades to the Art department for props, equipment and supplies would be useful	11/13/2019 4:15 PM
7	Expansion of full-time faculty/part-time benefits	11/13/2019 3:32 PM
8	Assuring sound fiscal management, setting strategic direction	11/13/2019 3:17 PM
9	no opinion	11/13/2019 2:39 PM
10	NA	11/13/2019 2:36 PM
11	Strategically prioritize and implement equity, diversity and inclusion efforts and training across all district constituents.	11/13/2019 1:36 PM
12	n/a	11/13/2019 1:05 PM
13	Continue to support and advocate for our programs, students and employees.	11/13/2019 12:57 PM
14	More communication with faculty	11/13/2019 12:40 PM
15	Making sure both college are treated equal and fairly	11/13/2019 12:28 PM
16	understanding the needs of the classroom	11/13/2019 12:18 PM
17	I do not have enough knowledge of the workings of the Board to make a judgement.	11/13/2019 11:17 AM
18	Looking to the future of our district. Supporting each college's long term planning. Supporting Student/Staff/Faculty/Administrator Equity.	11/13/2019 11:00 AM
19	Do not know	11/13/2019 10:48 AM
20	I don't know	11/13/2019 10:40 AM
21	Improve communication with faculty.	11/13/2019 10:20 AM
22	Don't know	11/13/2019 10:15 AM
23	Hire me full time as a classified staff; or, keep having me return as an NBU.	11/13/2019 10:12 AM
24	Maintain fundraising activities, ensure faculty have all resources needed for teaching effectiveness, prioritize updating and upgrading security procedures and infrastructure.	11/13/2019 9:31 AM
25	N/a	11/13/2019 9:23 AM
26	equity for part-time faculty	11/13/2019 9:07 AM
27	A successful year with a healthy budgets and creating many more opportunities for students.	11/13/2019 9:07 AM
28	Letting the two colleges really know the financial situation of our district!!	11/13/2019 8:56 AM
29	To have more staff members attend meeting.	11/13/2019 8:36 AM
30	Aiding in better marketing of the colleges and divisions' to ensure success, positive enrollment and support of our faculty that teach classes for units.	11/13/2019 8:33 AM
31	?	11/13/2019 8:13 AM
32	Streamline enrollment and approve investment in new technology.	11/13/2019 7:35 AM
33	Strengthening the support for the mission of the colleges.	11/13/2019 7:35 AM
34	Get facilities built in a first class manner. Do not fire good people. Continue to work hard to serve our students and give the employees of the college support in all ways to get the job done. Make sure the new administration you hired adheres to the philosophy of serving our students and making sure employees have the resources to provide our students with whatever they need to be successful.	11/13/2019 7:31 AM
35	Focus on the student's needs and have the staff members of the colleges to support the students a lot more	11/13/2019 7:07 AM

## Board of Trustee Evaluation - Employee Version 2019

36	alkjd	11/13/2019 7:03 AM
37	no comment	11/13/2019 7:02 AM
38	I don't know. I am not familiar with the Board or the Board should be doing.	11/13/2019 5:56 AM
39	no comment	11/13/2019 5:09 AM
40	Because of AB 708, there have been a great deal of changes. Please advice counselors to give better advices to students.	11/13/2019 12:38 AM
41	Keep up their work	11/12/2019 11:03 PM
42	Foster an environment where the main focus is student success. Every decision made should answer the question: How does this action benefit our students?	11/12/2019 10:55 PM
43	I do not have any suggestions for this matter.	11/12/2019 9:26 PM
44	Not sure	11/12/2019 8:58 PM
45	Meet with faculty to make appropriate adjustments in Board attitude.	11/12/2019 8:48 PM
46	Advocating for COLA	11/12/2019 8:14 PM
47	Revise the DRAC model. Support the students by funding the colleges to maintain their standards. Hire more full-time faculty and classified support staff.	11/12/2019 7:17 PM
48	Be sure there is good leadership at the campuses and more synergy and less competition among the schools	11/12/2019 7:14 PM
49	N/A	11/12/2019 6:52 PM
50	Focusing on Faculty equality.	11/12/2019 6:46 PM
51	N/A	11/12/2019 6:38 PM
52	Don't know	11/12/2019 6:34 PM
53	To consider more strongly suggestions made by faculty and students.	11/12/2019 6:30 PM
54	Continued oversight	11/12/2019 6:27 PM
55	To hire a strong, academic, and intellectual college president at the IVC campus and to remain committed to quality, transfer and continuing community education. The district needs to remain committed to general education and not favor particular programs over others. The district also needs to maintain committed to equity as it has been embraced in name. I hope there will be active and meaningful follow-up.	11/12/2019 6:04 PM
56	how to get back the # of students we use to have, there has been an awful drop in enrollment when they changed the policy that a student could not take a class more than one time	11/12/2019 5:50 PM
57	N/A	11/12/2019 5:29 PM
58	Strengthen relationship between College and district.	11/12/2019 5:26 PM
59	The board needs to be more detail orientated. Ask questions. Be actively involved. People's life's change by their decisions, they need to be more inquisitive. They need to be more informed with truth, not lies. The new administration has begun moving in their personnel while moving out the existing for their own personal gain.	11/12/2019 5:24 PM
60	Creating an environment of inclusivity and equity for students and faculty.	11/12/2019 5:15 PM
61	I don't know	11/12/2019 5:03 PM
62	N/A	11/12/2019 4:45 PM
63	.	11/12/2019 4:37 PM
64	Cannot answer	11/12/2019 4:29 PM
65	Student services and well being of both classified and faculty staff	11/12/2019 4:25 PM
66	N/A	11/12/2019 4:16 PM
67	Continue to recognize outstanding faculty and staff and to continue to promote from within whenever possible.	11/12/2019 4:16 PM
68	.	11/12/2019 4:12 PM
69	Focus on students and improving our campus, more education, less administration, improving SOCCCD presence in Central, North Orange County, Inland Empire and San Diego Counties	11/12/2019 4:02 PM
70	The development of ATEP.	11/12/2019 3:45 PM
71	I need a job	11/12/2019 3:37 PM
72	unsure	11/12/2019 3:36 PM
73	no comment	11/12/2019 3:31 PM
74	I don't know.	11/12/2019 3:25 PM
75	I can't say that I'm involved enough to know.	11/12/2019 3:19 PM

## Board of Trustee Evaluation - Employee Version 2019

76	Invite new ways of approaching education, look at research findings on effective teaching and learning and spend the appropriate funds to bring those data-based, effective programs to life.	11/12/2019 3:07 PM
77	Establishing a Master Education Plan. Ensuring that district and college priorities align with the adopted plan.	11/12/2019 3:04 PM
78	Not sure	11/12/2019 3:02 PM
79	Provide more opportunities for IVC and SC faculty to get together to discuss department items.	11/12/2019 2:52 PM
80	To ensure that new facilities coming online to be utilized by our students and the community are fully funded with ample staffing to support the required operations.	11/12/2019 2:52 PM
81	Continue moving in the direction of community outreach, approve green new projects like solar pannels over our District parking lot. Approve water filtration stations instead of bottled water.	11/12/2019 2:48 PM
82	Stabilizing the budgets for both colleges - looking at long term planning and new programs to ensure sustainability in the education arena. IVC has many new building and is a "younger college" Saddleback's campus need technology areas for students (ie genius type areas) facility updates and remodels ( the classroom, furniture and decor SCREAM 1975) Housing is an issues and needs to be looked at seriously for our students ( the costs of apartments and room rentals far outreach the budgets of our students. Parking is at a premium and a parking structure would be great.	11/12/2019 2:44 PM
83	Support staff and programs that have education and well being of students at the core	11/12/2019 2:39 PM
84	N/A.	11/12/2019 2:34 PM
85	I don't know enough to have an opinion on this matter	11/12/2019 2:34 PM
86	N/A	11/12/2019 2:33 PM
87	X	11/12/2019 2:31 PM
88	I don't have an opinion right now.	11/12/2019 2:31 PM
89	The interpersonal connections with their constituents	11/12/2019 2:29 PM
90	Not sure on the current direction the Board should take	11/12/2019 2:26 PM
91	A close examination of failures of administration beyond IVC's president. A presidential hiring process that is fair, transparent, and inclusive. Re-examining restrictive, micro-managing policies like BP/AR 3520 and BP/AR1900.	11/12/2019 2:24 PM
92	Convince the college to hire more FT professors	11/12/2019 2:23 PM
93	Renovate the SM and ATAS buildings at SC, or demolish them if renovations cannot be completed. Upgrade college signage and landscaping. Build parking structure with direct exit to main road to alleviate congestion on college road and in open air parking lots.	11/12/2019 2:22 PM
94	As an administrator I understand the need to be fiscally responsible, however, I hope the Board can consider some of the positive impact it can have by re-evaluating the current funding model. As an administrator at Saddleback College, I am aware we have some clean up to do as it relates to our budget, but holding us to similar standards as colleagues throughout our state stifles innovation and hinders potential growth. Again, I am aware that we need to continue to modify our spending to ensure our financial house is in order, but it seems like the Board and District are supportive of the wide array of programs that we offer. These programs require small class sizes (i.e. nursing), specialized and expensive equipment (i.e. most of our CTE programs), or the mercy of off campus facilities (Emeritus). This programmatic diversity is amazing, as it supports our community holistically. However, if the goal is to continue to support all of these diverse needs, I would encourage an evaluation of funding model to determine if Colleges throughout the state with similar diverse programming are held to funding formulas like ours.	11/12/2019 2:22 PM
95	I believe that for the most part, even with the length of time some board members have been on the board, that the board is operating at an effective manner. We need to see how the ivc president selection process is accomplished, but i for see no problems.	11/12/2019 2:21 PM
96	Honesty. Listening to constituents and members of the District community.	11/12/2019 2:19 PM
97	Be there for our students even more. We never see the board at any of our events.	11/12/2019 2:18 PM
98	Student retention & affordability & less on political correctness regarding DACA, Homelessness & "Safe Zones"	11/12/2019 2:13 PM
99	Terminate the remaining administrators from the 'old guard' and find ways to evaluate District services.	11/12/2019 2:13 PM
100	Na	11/12/2019 2:12 PM
101	--	11/12/2019 2:12 PM
102	Promote the hiring of more FT faculty so that current faculty are not asked to add more and more non-teaching activities (committees, workgroups, task forces, initiatives) to their schedules. Faculty are spread too thin to be able to meet all of the non-teaching duties that would really allow for innovations and transformations on either campus. Add more faculty office space to future construction and/or renovations.	11/12/2019 2:10 PM
103	N/A	11/12/2019 2:09 PM

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104	n/a	11/12/2019 2:06 PM
105	i'm not sure	11/12/2019 2:04 PM
106	More efficient vehicle charging stations for both campuses	11/12/2019 2:03 PM
107	I don't know enough to judge.	11/12/2019 2:02 PM
108	Equity in finances based on productivity of the two campuses	11/12/2019 2:01 PM
109	Learn more about the academic programs	11/12/2019 2:01 PM
110	Make sure ALL employees grow not jus the loudest employee or the most popular	11/12/2019 1:59 PM
111	Since I have not attended board meetings, I am not the best person to comment.	11/12/2019 1:58 PM
112	IVC getting a new, competent president	11/12/2019 1:57 PM
113	Student wellness.	11/12/2019 1:54 PM
114	Control costs, strong budget controls.	11/12/2019 1:52 PM
115	Continue to address declining enrollments and on coming budget deficits.	11/12/2019 1:52 PM
116	become more involved in the wider community	11/12/2019 1:51 PM
117	Equity in pay between executives and classified staff; Evaluate the need of a large number of managers in District Services.	11/12/2019 1:51 PM
118	Student success and student knowledge	11/12/2019 1:50 PM
119	I don't know	11/12/2019 1:50 PM
120	N/A	11/12/2019 1:49 PM
121	Improve administration and faculty relationships.	11/12/2019 1:49 PM
122	na	11/12/2019 1:48 PM
123	fund the colleges correctly	11/12/2019 1:48 PM
124	N/A	11/12/2019 1:47 PM
125	I don't know	11/12/2019 1:46 PM
126	Increase pay for part-time faculty members.	11/12/2019 1:45 PM
127	No comment	11/12/2019 1:44 PM
128	supporting/encouraging equity supporting/encouraging all professional development (classified, faculty, and administration) and mentor programs	11/12/2019 1:24 PM
129	Keep in step with industries, ensure classes, syllabus and facilities are in keeping with their respective industries and look to successes from other colleges for inspiration	11/7/2019 9:23 PM
130	1. Promoting diversity in the hiring of staff, faculty, and administrators. 2. Provide an "Innovative Project" opportunity where funding is provided for IVC, SC, and ATEP to implement. I hope that the Board, Chancellor and all administrators don't pay attention to what's on the blog calledThe Dissent. It's very sad that we even have something like this. We need to move forward and support each other. This is a true definition of a SOCCCD family.	11/6/2019 4:22 PM
131	N/A	11/6/2019 4:11 PM
132	Enhance employee team building and more in-put from employees and staff about decisions on the campus. Just be available to listen.	11/6/2019 3:36 PM
133	Keeping administration accountable for their actions. Getting to know faculty and staff at all locations. Continue to review programs (why has it been over 10 years since the last program was discontinued)? Goal should also be to ensure that IVC hires a great leader that is progressive, open-minded, and student-centered.	11/5/2019 11:57 AM
134	serving students and offering opportunities for the colleges to spend money on direct student services, which lead to student success (based on proven research).	11/5/2019 10:16 AM
135	Educating the staff, faculty, administrators, and managers regarding what the Board's role is in relationship to the District, and the two campuses. I've been an employee for almost fifteen years, and even I have a difficult time figuring out what the Board's responsibilities are as regards being good stewards of our District institutions and mission.	11/5/2019 10:11 AM
136	Unknown	11/1/2019 8:18 AM
137	The board priorities should always be the students first.	10/31/2019 7:24 PM
138	Reassessment of their philosophy about growth, use of tax funds ("Basic Aid") and the discuss openly and candidly the possibility of attempting a bond measure. The "Basic Aid" funds are used in such a way that there is insufficient support for facilities and technology infrastructure, let alone new building or projects to maintain technological and facilities parity with surrounding districts that are have been supported by bond measures. For a "rich" District, our facilities are a mess.	10/31/2019 6:03 PM
139	No idea	10/31/2019 9:48 AM

## Board of Trustee Evaluation - Employee Version 2019

140	I would like to see the Board getting the colleges and district more friendly towards each other. I could never understand why we can't all work together to help each other out. I don't remember it ever being this bad in my years employed here.	10/31/2019 9:05 AM
141	Finding a President for IVC with Ingenuity, Innovation and Imagination.	10/31/2019 8:19 AM
142	Look at trimming the top abit.	10/31/2019 6:36 AM
143	n/a	10/30/2019 9:54 PM
144	Improve the student experience and rewarding hardworking, longterm employees.	10/30/2019 4:47 PM
145	Ensuring student success through equitable employment practices and ensuring the colleges have the resources they need to continue the great work we do.	10/30/2019 4:47 PM
146	Add town halls at the campuses. Help the faculty understand and include them in the ATEP discussions. Visit the classrooms, engage with faculty about instruction and the nuts and bolts of what the colleges are actually about.	10/30/2019 4:23 PM
147	Find ways to use the taxpayers' money to give them the community college campuses and programs that they are paying for.	10/30/2019 3:12 PM
148	Update old buildings and fix the problems within each building.	10/30/2019 11:08 AM
149	Planning.	10/30/2019 10:59 AM
150	To replace the outdated DRAC model so the district is able to update and maintain all facilities in the manner which students deserve; and be able to hire more full-time faculty which students deserve.	10/30/2019 9:57 AM
151	Restore a healthy culture on campus	10/30/2019 8:46 AM
152	Get our district back to where it was when people actually trusted each other, employees were supported and not living in fear every day for their jobs, focus on our students and community and not individual agendas, and reducing the resources spent and increasing power being taken by district services.	10/30/2019 6:44 AM
153	Student Success-don't cut so many corners.	10/29/2019 6:00 PM
154	STOP wasteful spending with the building projects. Science building, stadium, ATAS building, tennis courts, now Gateway.	10/29/2019 3:55 PM
155	Adopting the education and strategic master plan and facilities master plan.	10/29/2019 3:36 PM
156	Stabilizing administration at IVC; overseeing financial difficulties at Saddleback.	10/29/2019 12:51 PM
157	n/a	10/29/2019 12:42 PM
158	Oversee upper level management more. They seem to be running amuck with their decisions, which trickles down to the lower level workers.	10/29/2019 10:08 AM
159	Last year the board's goals and priorities were developed in conjunction with the Chancellor's annual goals and priorities. Specific benchmarks or measures should be established to help the board define expectations.	10/29/2019 9:25 AM
160	No response	10/29/2019 7:43 AM
161	Establish and communicate clear performance standards for those that report to the Board	10/29/2019 2:49 AM
162	To help IVC obtain the very best that IVC deserves in terms of having top administrative employees to help guide IVC into the future.	10/28/2019 11:15 PM
163	Increase budget given to the college, recall why Basic Aid was instituted in the first place, get a lot more involved in promoting our programs, communicate a lot more with our surrounding communities and bring them back to campus (life-long learners are largely cut out of our classes now), attend to departmental and instructional needs more, give to students organizations, scholarships, spent less on construction and other capital improvements (currently it is way disproportional to what is given to the immediate needs of the college).	10/28/2019 10:12 PM
164	Faculty and staff (I believe IVC's Facilities and Technology departments are understaffed). There are some others. Sorry, I was doing this survey in a hurry and before I could submit this, I received a notification that my answers have been recorded. I wanted to go back and review my answers, but I guess I can't. Please excuse typos. Thank you.	10/28/2019 9:34 PM
165	Do not know.	10/28/2019 7:51 PM
166	Create budgeting priorities that are fair to both colleges.	10/28/2019 7:50 PM
167	Equal pay for adjuncts.	10/28/2019 7:45 PM
168	NA	10/28/2019 5:54 PM
169	to grow the college and its presence in the community.	10/28/2019 5:08 PM
170	Continued sound fiscal policy, supporting suggestions/recommendations to allow the new stadium to hold numerous revenue generating events (i.e. hosting a professional soccer team, concerts, and other revenue generating events for the benefit of the community and region.	10/28/2019 4:50 PM

## Board of Trustee Evaluation - Employee Version 2019

171	Focusing on supporting individual colleges' efforts to streamline student achievement and increase degree completion rates.	10/28/2019 3:09 PM
172	making sure the college is on track	10/28/2019 2:57 PM
173	Understanding, supporting, and adequately funding online education.	10/28/2019 2:50 PM
174	n/a	10/28/2019 2:49 PM
175	no opinion	10/28/2019 2:47 PM
176	?	10/28/2019 2:46 PM
177	n/a	10/28/2019 1:42 PM
178	n/a	10/28/2019 1:40 PM
179	Communication with all levels and solutions to any issues.	10/28/2019 1:40 PM
180	Making sure that the colleges have adequate resources to compete in the current higher education environment, which means rejecting the state formula. Letting Saddleback build what they want to build to look like a decent campus again even if my campus needs to sit on our hands for a few years.	10/28/2019 1:35 PM
181	I do not understand the Board's purview enough to know.	10/28/2019 1:16 PM
182	Fair budget allocation between the Colleges	10/28/2019 1:02 PM
183	Change the administration.	10/28/2019 12:45 PM
184	It appears that we have leadership issues with some resignations. I would like to see IVC and Saddleback on the same page.	10/28/2019 12:26 PM
185	Revisit the governance structures across the district, and identify ways to improve its efficiency.	10/28/2019 12:20 PM
186	Unsure	10/28/2019 12:15 PM
187	Provide positive campus environment	10/28/2019 12:15 PM
188	Hold the district accountable for their role and responsibilities. Too many district responsibilities are flowing down to the colleges. Hold the colleges to fiscal responsibility- but with an understanding of how the new state funding formula may inhibit the college's ability to serve their communities effectively.	10/28/2019 11:47 AM
189	Prioritize needs of faculty to support ultimate goal of student success.	10/28/2019 11:31 AM
190	Closely monitor the internal audit process, management, chancellor, HR, and administrators' performance.	10/28/2019 11:26 AM
191	na	10/28/2019 11:18 AM
192	I don't have enough experience with the Board to provide an answer.	10/28/2019 11:15 AM
193	Not sure	10/28/2019 11:13 AM
194	Bring back employee chats with college employees.	10/28/2019 11:07 AM
195	IVC being a place where we feel welcome to express our a concerns at Administrative level.	10/28/2019 10:53 AM
196	The board should streamline the process for getting items before the board.	10/28/2019 10:51 AM
197	To be more accessible to employees.	10/28/2019 10:49 AM
198	They should monitor our progress on our goals and hold us accountable for the results.	10/28/2019 10:48 AM
199	Continue to support Student/Faculty/Staff/Administrators throughout the District.	10/28/2019 10:44 AM
200	Improve communication of its decisions to the colleges.	10/28/2019 10:41 AM
201	Discernment: Understand better when a power play is happening and when a recommendation is for the good of the district.	10/28/2019 10:35 AM
202	Unsure	10/28/2019 10:33 AM
203	A focus on student success (Vision for Success) and fiscal responsibility at the colleges.	10/28/2019 10:30 AM
204	na	10/28/2019 10:25 AM
205	Na	10/28/2019 10:20 AM
206	Focus on the needs of the students more. Focus on building a strong faculty so the students have positive relationships with those they learn from; and focus on building a strong staff. The staff are the backbone of daily operations. And the staff have been looked down upon as blood sucking union leeches that are a nuisance to management and the district. Sure obviously some staff members are not perfect, no department is. However, aim to have leadership that can build a positive staff; not a team of bullies who strategically (so there is no evidence) threaten and retaliate employees on a routine basis.	10/28/2019 10:16 AM
207	Developing a more balanced approach to the SOCCCD community in regards to involvement in campus or District-wide activities.	10/28/2019 10:11 AM

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208	Provide funding to Saddleback College from the \$500 million plus presently in reserves and stop viewing the district and colleges as separated entities. The school district would not exist without the colleges and the district's job is to financially support the colleges so the colleges can do what they do best, provide quality education to the community. The district's job is not to make money and hold on to it, especially when the colleges they are supposed to be serving are in need!!!	10/28/2019 10:09 AM
209	Fiscal equity (support) of the colleges for continued level of desired offerings.	10/28/2019 10:08 AM
210	Improve morale, focus on district administration, and get the faculty and staff back into the shared governance process as Title V requires	10/28/2019 10:08 AM
211	leadership training for employees	10/28/2019 10:06 AM
212	Working on the budget to keep tuition cost effectively for local students.	10/28/2019 10:05 AM
213	Try and create an atmosphere of trust!	10/28/2019 10:04 AM
214	N/A	10/28/2019 10:03 AM
215	show how the board evaluating and awarding basic aid monies with equality according to the population of students served. Saddleback is twice the size of IVC should we get more basic aid funds instead of the district planning it on project that will never happen.	10/28/2019 10:03 AM
216	Learn more about what the colleges do and how the challenges have increased without matching resources. This includes instructional and support units. Doing more with less is the mantra, especially for support units. Why is this?	10/28/2019 10:03 AM
217	Update of new strategic plan and facilities master plan.	10/28/2019 10:01 AM
218	N/A	10/28/2019 9:59 AM
219	N/A	10/28/2019 9:58 AM
220	IVC staff appreciation	10/28/2019 9:58 AM
221	To support part-time faculty. The Board should be transparent about the reasons that college presidents are fired to reduce rumors. The Chancellor has a very cold communication style and seems to know very little about instruction.	10/28/2019 9:57 AM
222	Not sure	10/28/2019 9:56 AM
223	Encouraging liberal arts faculty to develop curricula and materials that connect with the backgrounds and lives of their students. Give recognition to faculty who do this.	10/28/2019 9:55 AM
224	Look at using basic aid dollars to help the colleges beyond technology and buildings. We have all this money we're not using.	10/28/2019 9:55 AM
225	NA	10/28/2019 9:53 AM