

CHABOT COLLEGE FACULTY/STAFF ACCREDITATION SURVEY: SPRING 2008

Highlights

Perceptions of college change in last 10 years/Expectations for future

Staff perception about the last ten years is that most aspects of the college either improved or did not change. However, over one third felt that morale and mutual trust got worse. A large majority expect these and other aspects to improve under our new President. The highest expectations are for morale, vision by the President, and communication to improve.

The Faculty/Staff Accreditation Survey was sent to all Chabot staff and District staff at Chabot in March 2008. The overall response rate was 62 percent, with 77 percent of full-time faculty, 84 percent of full-time classified, and 100% of administrators represented. Almost half of adjunct faculty and one third of hourly staff responded.

<i>How Chabot has changed in the ten years up to December 2007</i>	Percentage of those responding		
	Improved	No Change	Got Worse
<i>In the past ten years (or since you started at Chabot if more recently), in what ways, if any, have the following aspects of the college and District changed?</i>			
<i>At Chabot:</i>			
Morale among the faculty/staff/administrators	30%	33%	37%
Faculty/staff empowerment to improve or develop programs/services	45%	34%	21%
Amount of innovation in programs and services	58%	32%	10%
Leadership by the Chabot administration on educational issues	40%	37%	23%
Vision by the College President (s) for the college	45%	32%	23%
Effective functioning of the governance structure	27%	48%	25%
Mutual trust between faculty, staff, and administration	28%	39%	34%
Faculty being respected and valued by the administration	34%	45%	22%
Classified/professional staff being respected and valued by the administration &	34%	44%	22%
Administration being respected and valued by faculty and staff	31%	42%	27%
Communication across the campus on major college and academic issues	42%	37%	20%
<i>The District:</i>			
Responsiveness by the District administration to Chabot needs	25%	42%	33%
Responsiveness by District services to Chabot staff/faculty/administrators	30%	41%	29%
<i>The Board of Trustees (the Board)</i>			
Board understanding of programs, services, and needs	27%	55%	18%
Board support for the quality, integrity, & effectiveness of Chabot programs &	30%	54%	17%
Board decision-making that supports and promotes Chabot's mission	26%	58%	16%

<i>Expectations of change for Chabot with a new President</i>	Percentage of those responding		
	Will Improve	No Change	Will get Worse
<i>Based on your first impressions of Dr. Barberena as the new Chabot College President, in what ways, if any, do you expect the following aspects of the college to change?</i>			
Morale among the faculty/staff/administrators	76%	20%	5%
Faculty/staff empowerment to improve or develop programs/services	71%	26%	3%
Leadership by the Chabot administration on educational issues	71%	27%	2%
Vision by the College President for the college	79%	18%	2%
Effective functioning of the governance structure	65%	32%	3%
Participation in shared governance	62%	34%	3%
Mutual trust and respect between faculty, staff, and administrators	71%	26%	3%
Communication across the campus on major college and academic issues	79%	19%	3%