

# CHABOT COLLEGE FACULTY/STAFF ACCREDITATION SURVEY: SPRING 2008

## Highlights

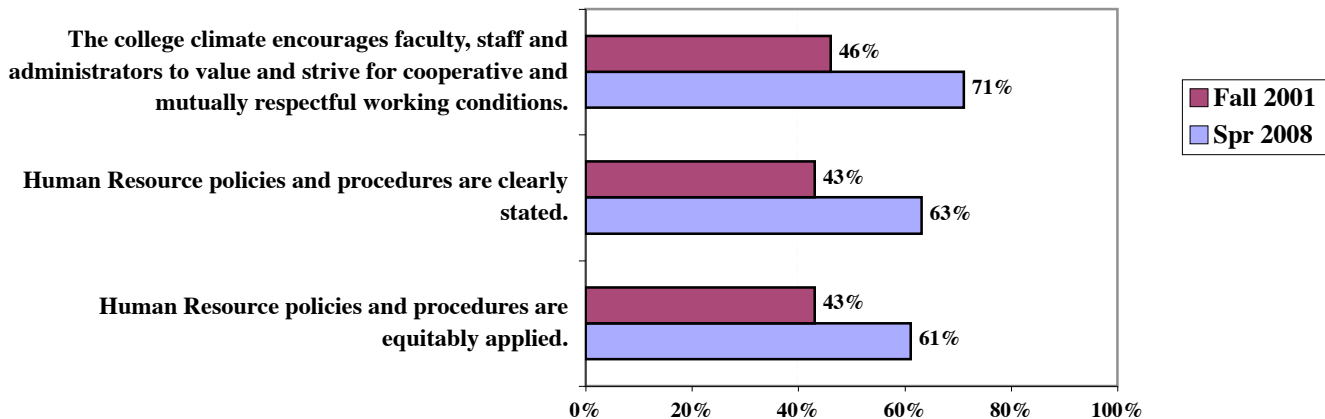
### Standard IIIA: Human Resources: Improvements and Concerns

Working relationships between the College and District Human Resources have improved greatly in the last 7 years. Improvements are reflected in high & increased levels of satisfaction with working conditions and hiring processes. However, concerns remain about the effectiveness of evaluation procedures, particularly those for administrators.

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.

	All staff (n=566)	Classified FT (n=173)	Faculty		Admini- strators (n=22)
			Adj. (n=157)	FT (n=148)	
<b>Improvements: Hiring processes and working conditions</b>					
The college climate encourages faculty, staff and administrators to value and strive for cooperative and mutually respectful working conditions.	71%	65%	72%	71%	86%
Human Resource policies and procedures are:					
• clearly stated.	63%	61%	62%	65%	64%
• equitably applied.	61%	55%	57%	66%	62%
Hiring processes are fair to all applicants.	62%	55%	52%	73%	67%
Hiring processes result in hiring personnel who advance the mission of the college.	61%	54%	57%	66%	76%
Teaching effectiveness is the principal criterion used in the selection of instructors.	60%	42%	58%	72%	57%

**Chabot College Spring 2008 Faculty/Staff Accreditation Survey**  
**Improvements in hiring and working conditions since the last accreditation cycle**  
**Percentage of all staff who agree or strongly agree**



**Percentage of each group who agree or strongly agree:**

	All staff (n=566)	Classified FT (n=173)	Faculty		Admini- strators (n=22)
			Adj. (n=157)	FT (n=148)	
<b>Concerns: staffing decisions and evaluations</b>					
Chabot links staffing decisions to its institutional planning.	45%	44%	48%	43%	63%
Current evaluation procedures are effective in assessing the job performance of:					
• non- tenured faculty	58%	33%	55%	74%	42%
• part-time faculty	51%	29%	66%	49%	25%
• tenured faculty	50%	29%	46%	64%	25%
• classified/professional staff	49%	46%	51%	52%	16%
• administrators	33%	24%	40%	32%	35%
Current evaluation procedures for administrators solicit & consider my opinion.	27%	20%	21%	26%	50%
Current evaluation procedures for non-tenured faculty are effective in making recommendations for tenure.	57%	36%	34%	73%	70%