

Chabot College Faculty/Staff Accreditation Survey: Spring 2014

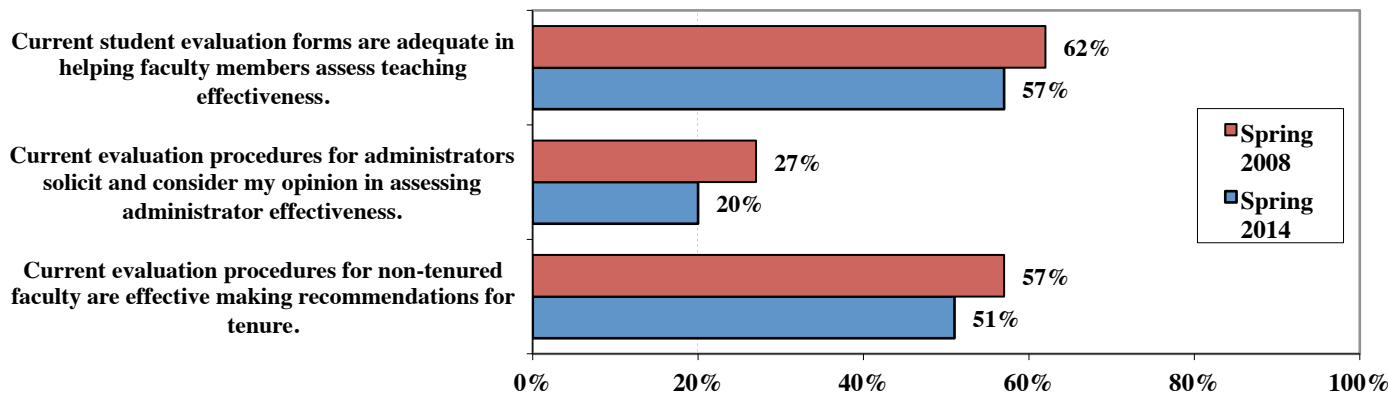
Highlights

Standard IIIA: Human Resources: Hiring and Evaluation

The Faculty/Staff Accreditation Survey was sent to all Chabot staff in March 2014. There were 371 responses for an overall response rate of 64%, with 94% of part-time classified, 83% full-time classified, 46% part-time faculty, 76% full-time faculty, and 86% of administrators represented. All staff have a moderate satisfaction with human resources related processes and procedures. Since the Spring 2008 survey there has been a decline or very little change in the satisfaction with current evaluation procedures and effectiveness for all types of staff.

	Percentage who agree or strongly agree					
	All staff (n=371)	Classified		Faculty		Administrators (n=12)
		PT (n=16)	FT (n=86)	PT (n=130)	FT (n=126)	
<i>Hiring processes and working conditions</i>						
The college climate encourages faculty, staff and administrators to value and strive for cooperative and mutually respectful working conditions.	62%	88%	54%	67%	60%	58%
Human Resource policies and procedures are:						
• clearly stated.	65%	75%	63%	67%	63%	67%
• equitably applied.	59%	67%	58%	58%	59%	58%
Hiring processes are fair to all applicants.	55%	67%	47%	52%	60%	64%
Hiring processes are likely to result in hiring personnel who will effectively advance the mission of Chabot College.	57%	69%	53%	68%	50%	55%
Teaching effectiveness is the principal criterion used in the selection of instructors.	60%	67%	55%	54%	66%	50%

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Declines in current evaluations since the last accreditation cycle
Percentage of all staff who agree or strongly agree



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<i>Staffing decisions and evaluations</i>						
Chabot links staffing decisions to its institutional planning.	50%	55%	47%	60%	44%	60%
Current evaluation procedures are effective in assessing job performance and improving the performance of:						
• non-tenured faculty	57%	70%	39%	62%	62%	29%
• part-time faculty	52%	75%	34%	66%	46%	43%
• tenured faculty	52%	63%	35%	59%	56%	29%
• classified/professional staff	42%	55%	30%	62%	41%	50%
• administrators	32%	57%	25%	41%	28%	50%
Current evaluation procedures for administrators solicit & consider my opinion in assessing administrator effectiveness.	20%	11%	16%	20%	19%	60%
Current evaluation procedures for non-tenured faculty are effective in making recommendations for tenure.	51%	33%	26%	41%	63%	43%