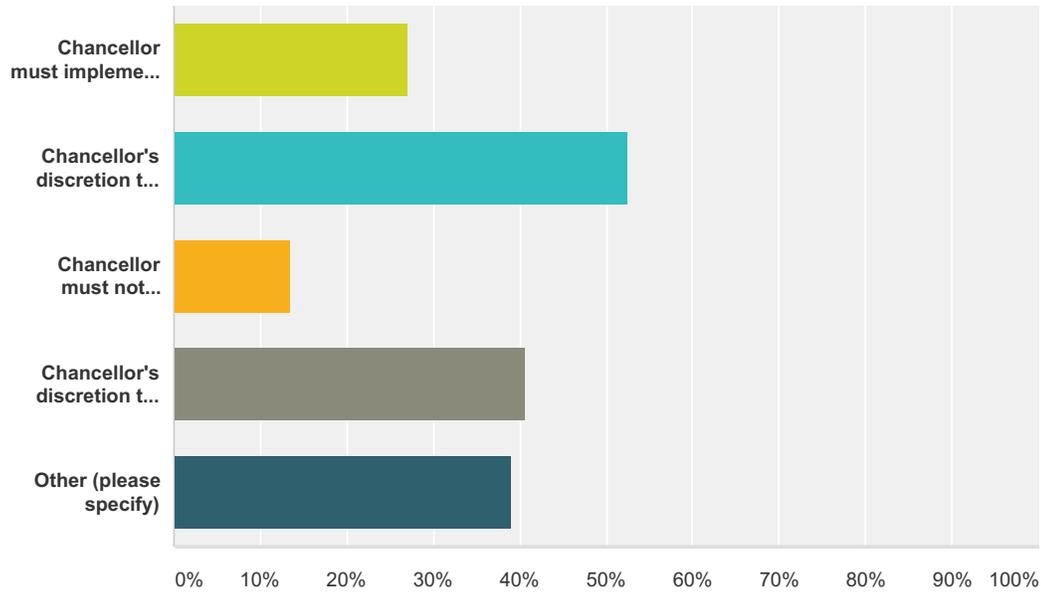


Q1 One of the roles of District Council is to advise the Chancellor. In your view, what does it mean to "advise"? (Please check all that apply.)

Answered: 59 Skipped: 2



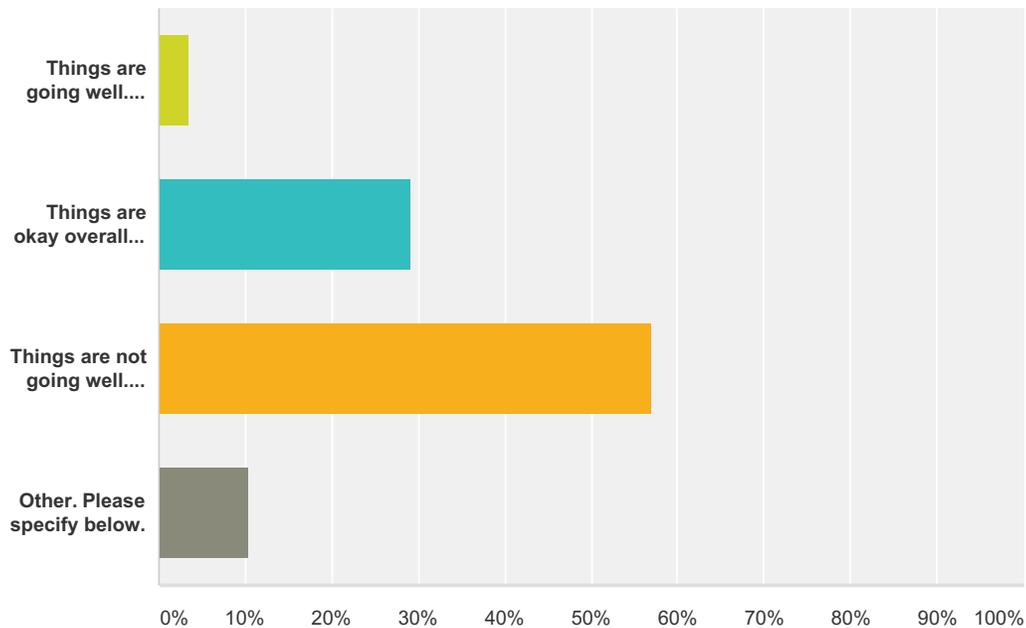
Answer Choices	Responses
Chancellor must implement positive recommendations.	27.12% 16
Chancellor's discretion to implement positive recommendations.	52.54% 31
Chancellor must not implement negative recommendations.	13.56% 8
Chancellor's discretion to implement negative recommendations.	40.68% 24
Other (please specify)	38.98% 23
Total Respondents: 59	

#	Other (please specify)	Date
1	that there is at least an interest in consensus. there is no attempt at meaningful dialogue. there is no room for differences of opinion in this meeting anymore, which is sad.	10/2/2014 9:59 AM
2	The Chancellor, most often times, is unaware of what is going on. He lacks the knowledge and the understanding to be able to improve services and the relations between employees and the District.	9/28/2014 8:54 PM
3	This is a strange question. It reads like it was designed by the Chancellor to solicit feedback that can be used to justify the Chancellor's decision to follow/not follow some particular advice from District Council.	9/27/2014 5:22 PM
4	In whose opinion are the recommendations positive v. negative? What are the definitions of these? Do you mean popular v. unpopular?	9/26/2014 8:50 AM
5	Chancellor should normally follow the guidance of DC and disagreements should be the exception not the rule.	9/25/2014 3:11 PM
6	To advise is to inform, provide background information, and guidance.	9/25/2014 1:19 PM

7	The Chancellor seems to see participatory governance as optional. He doesn't seem to understand that it is a core value and mechanism of the California Community College system. He doesn't seem to care what the outcomes of District Council are, thus invalidating District Council's value in decision making and building a cohesive environment.	9/25/2014 10:52 AM
8	Our district is shared governance agreements states that the Districts needs to "rely mainly upon" the Academic Senate's recommendations. There should be stronger use of this between District Council and the District Academic Senate	9/25/2014 8:53 AM
9	Advise is giving "advice". Unfortunately, the Chancellor has the power to do what he wants.	9/25/2014 8:49 AM
10	While I believe the chancellor has discretion on all decisions, he must allow shared governance process and not circumvent the system, making decisions without input from this system.	9/25/2014 8:45 AM
11	Chancellor must advise on each situation with his best recommendation, either negative or positive.	9/25/2014 8:36 AM
12	Question: ...to advise chancellor on what matters? How does this section loop back to each college and district?	9/25/2014 8:35 AM
13	To advise means to inform but does not imply to take action	9/25/2014 8:34 AM
14	Discretion must be based on genuine leadership and logic not favoritism!	9/24/2014 9:57 PM
15	The way it's set up now, the Chancellor doesn't have to follow the positive or negative feedback of district council. The input is supposed to give the Chancellor more insight into all the angles. If it were democratic it would be a voting committee. Maybe it should be a voting committee. If a voting committee, the composition (constituency groups) would have to be balanced.	9/24/2014 8:07 PM
16	It means that DC and the Chancellor engage in purposeful true dialogue, listening to each other, and that the Chancellor, even though he has ultimate authority, truly pay attention and take action that proves he's been listening.	9/24/2014 7:36 PM
17	The District Council is too slanted toward the Administration. The Classified members WORK directly under the Administrators and rarely if even contradict them. There needs to be greater faculty (and student) input.	9/24/2014 6:58 PM
18	Nothing is black or white, need for discussion for both positive and negative. However at Mission College I only see infighting and poor relations btw district WV and Mission, Mission is the step child of the district and WV has their say, stupid. Chancellor in this case controls everything as the union is a bunch of yahoos	9/24/2014 6:28 PM
19	Chancellor should implement recommendations, both positive and negative, unless there are strong reasons (fiscal, legal, etc.) not to do so. In those cases, he should explain why.	9/24/2014 5:41 PM
20	Although Chancellor is not required to follow DC recommendations, he/she should pay close attention to the opinions of the governance groups.	9/24/2014 5:07 PM
21	A wise executive gives serious consideration to recommendations given by experts in their field. But in the end, an executive must lead. If he/she feels strongly to act against the advise of District Council, he/she should be free to do so, with the understanding that the executive will be held accountable for negative results. On the other hand, if the executive is the only one holding to a given opinion, he/she should seriously consider the merits of his position, and whether he/she is creatively thinking "outside the box" or is simply delusional.	9/24/2014 4:42 PM
22	Assuming that the time and effort that goes into the entire District Council dynamic is valid and relevant, the Chancellor should consider implementing the positive recommendations as a first choice.. Having said that, if the Chancellor has a unique perspective on any recommendation, and that perspective becomes the basis for rejecting the recommendation, then I would offer that the Chancellor fully disclose his/her logic and rationale.	9/24/2014 4:39 PM
23	Advisement, to me, means that the Chancellor is presented the advise along with its rationale. The Chancellor is then required to use that information in combination with other data points to further the goals toward the global "greater" good of the District. This means that this advise may or may not be acted on when weighed with other data and information available.	9/24/2014 4:31 PM

Q2 How is West Valley-Mission Community College District doing?

Answered: 58 Skipped: 3



Answer Choices	Responses
Things are going well. Keep going the way things are going.	3.45% 2
Things are okay overall, but there is room for improvement. Please specify suggestions for improvement below.	29.31% 17
Things are not going well. Please specify below any areas needing change.	56.90% 33
Other. Please specify below.	10.34% 6
Total	58

#	Please add specifics regarding your answer above.	Date
1	shared governance is really not a value of the district anymore, like it is at the colleges. committees are ignored when their opinions are different than the district leadership, and they are involved when the district office just wants to pretend that it is practicing shared governance like with the ERP. if there is no need for search committees anymore, why is there a need for district council?	10/2/2014 9:59 AM
2	There appears to be a major disconnect between the colleges and District. Many of the concerns about District functions that are hindering college functions do not seem to be addressed/corrected (for example, College operations are constantly held up or done wrong when IS is involved. And then it is learned that they all received 10% raises because their overworked. All college employees are overworked after years of budget cuts.) Human Resources is often not responsive to the needs to the employees. The Chancellor has frequently made decisions and presented them to the colleges without any attempt at shared governance and transparency.	9/30/2014 3:28 PM
3	Seems to be a lack of leadership and vision. Need to match college offerings better to needs of community. We could fill a valuable role for students and the Valley by better preparing students for the many jobs available.	9/30/2014 1:12 PM
4	Collegiality! Communications from all levels of the college.	9/29/2014 2:43 PM
5	Top down military feeling is gaining in prevalence Funding availability is mysterious - non transparent Marketing should show successful alumni not 'nice teachers'	9/29/2014 12:31 PM

6	The Management and the District have created a separation between them vs. employees. There is no transparency and there is a constant cover-up with feeding the employees erroneous information. We are the lowest paying District, yet; the District continues to make profit from Mercado Shopping Center and other revenues.	9/28/2014 8:54 PM
7	Some things are going very well. Students are having great experiences! They love West Valley and are sad when it comes time for them to graduate or transfer. I hear this story over and over again from students who are about to finish up at WVC. Other things are not going well. For example, our inability to get the data we need to evaluate our progress and make plans for future improvements is a HUGE problem that impacts the effectiveness of the entire institution. More progress should have already been made in this area (including the functioning of IS) over the last few years.	9/27/2014 5:22 PM
8	Support for innovation in creating new cutting edge educational programs, faculty and staff put forward ideas however we do not feel valued by administration and are ignored.	9/25/2014 9:14 PM
9	I don't think the Chancellor really views DC as shared governance but instead as a listening board for his ideas.	9/25/2014 3:11 PM
10	We offer a good program to the students despite lack of planning on the part of the administration.	9/25/2014 2:51 PM
11	We need more on an emphasis on faculty -rewarding those we have and treating them well so new faculty can be attracted. Better pay would be at the top of the list to put us on par with other schools but also other amenities such as a larger conference budget (\$200 per year is ridiculous), faculty in-house training, etc.	9/25/2014 1:46 PM
12	We are very understaffed in the classified staff areas. Students are not being served to the best of our ability due to the increasing demands placed on classified staff over the years.	9/25/2014 1:19 PM
13	There continues to be distrust between the district and colleges. within WVC there is great distrust between Administration and faculty. Leadership seems unaware of what faculty really do and a suspicion that faculty don't work hard enough. Common misperception that faculty dont work on Fridays for example. There are many of us who work Fridays! This attitude is insulting.	9/25/2014 11:56 AM
14	There is a clear division among faculty, staff & administrators. The value as to the work performed is tiered based on where you work and the type of work performed. i.e. classified output is not as valuable as faculty or administrators. They don't give the school FTES.	9/25/2014 11:40 AM
15	-There's too much political bantering and distrust amongst employees (all divisions). -There's a distinct division between the District, Admin, Faculty and Classified ("them" vs "us" mentality). -The District, Admin and Faculty, doesn't seem to know what the Classified Staff actually do in their jobs. -The College talks about "How we're looking out of the students", but this statement is just that... a statement.	9/25/2014 11:22 AM
16	Enrollment is down and there is no cohesive plan communicated to staff at either campus as to how that is going to be addressed. This information especially needs to be communicated to District staff so that they can be aligned with key initiatives at both colleges. This way they are available to provide any support needed on a timely basis. In addition, mistrust and cynicism is at an all time HIGH. It's creating distractions in the work force that is trying to meet goals. Lack of process and procedure are a big factor here. Even if there are mechanisms in place, they aren't followed consistently. I believe this is further agitated by inexperienced members of the executive management team trying to lead in areas they have no experience with. They seemed to be hired because they were "nice guys". In addition, there doesn't seem to be any air of respect at the table, with all members of a participatory governance group having an even voice. Each member of the team should be able to look outside their constituency group to make decisions for the good of the institution. It appears that District Council is all about the power grab, and not for institutional effectiveness.	9/25/2014 10:52 AM
17	Staff morale is low after several years of bad fiscal news. District should have transparent planning processes and agendas for the colleges. When decisions are made they need to be COMMUNICATED more effectively. District should negotiate with bargaining units more honestly. District should promote unity and cooperation between the colleges and provide incentives to do so. Consolidation of efforts would be more efficient. In some areas the current climate of competition is detrimental to progress and morale. District should bring District wide processes into this century. There are technologies used across many industries that could streamline our processes and make them more efficient and accurate. (payroll for example) We should be the innovators of our community not behind the general population in technology. District needs to do more to remove ineffective administrators, instructors and staff. 360 reviews, documentation and follow through would be helpful. Better oversight of building on both campuses is needed. Thoughtful and flexible design of future resources and more accountability from Contractors on projects for taxpayer dollars. District needs to do more to elevate our profile in the Community especially among businesses in Silicon Valley.	9/25/2014 10:41 AM

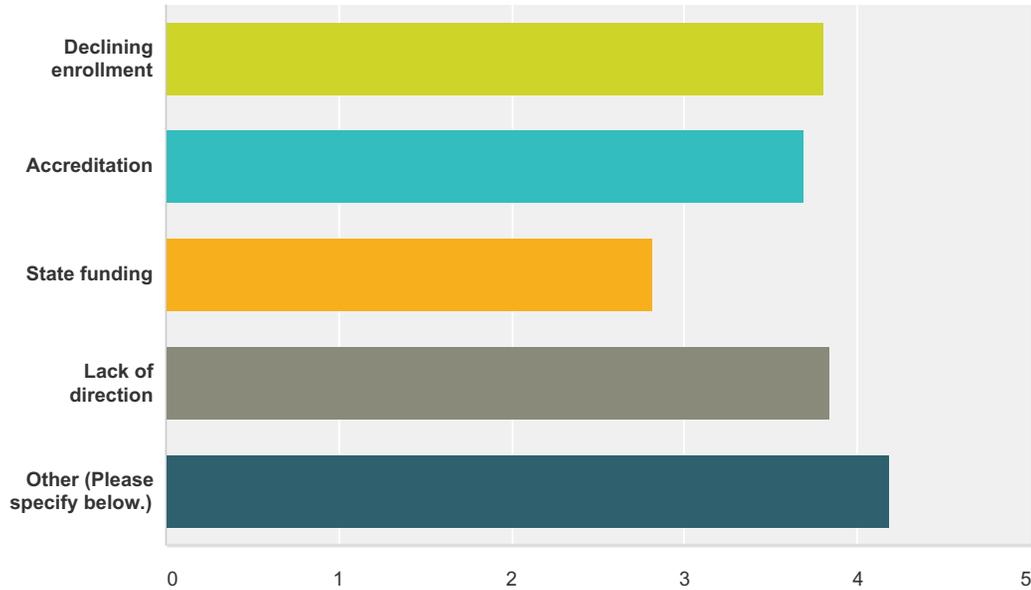
18	I get the impression things are going better at Mission than at West Valley. I feel Daniel Peck is a good leader and treats all employees of the college well, inclusively, and fairly. He listens well and isn't dictatorial. I feel the college leaders are often restricted by direction from district leadership, decisions are made without any input from the departments or workers who are affected and often without a lick of common sense. I also am completely puzzled how we had budget shortfalls year after year which required staff layoffs while increasing administrators and now ... all of a sudden we have lots of money. I have yet to hear a credible explanation for this.	9/25/2014 10:40 AM
19	Poor moral, a lot of accusations/back biting	9/25/2014 9:46 AM
20	Increased sense of community and responsibility, especially about the little things. Paper waste, lights/computers being left on all weekend/vacation/night. Work together for common good	9/25/2014 9:29 AM
21	The District should disband. West Valley & Mission should be a stand alone district. Nice experiment.	9/25/2014 8:53 AM
22	Employees subject to workplace "harrassment" are having a difficult time getting HR to help them. Classified positions are being eliminated causing others to carry the extra load. Top management does not know all that is involved in running a Division and what is needed by instructors to facilitate learning. Faculty have too much power over their schedules. HVAC systems still do not work right, even in new buildings. Too many online classes being taught. Easy pay for instructors, especially for those who live out of town. Plus it's just not a good way to really learn a subject.	9/25/2014 8:49 AM
23	I hope we can move towards better collaboration between our two colleges. In addition, we can do a better job of recruiting and hiring more faculty of color.	9/25/2014 8:45 AM
24	Lack of definitive direction on what the college is. What programs do we support? Are we just a transfer institution or more? Lots of talk, little action in moving forward with real change. Still dealing with the same issues we have for years.	9/25/2014 8:45 AM
25	Policies need be followed and no "rush" decisions made.	9/25/2014 8:36 AM
26	Morale is down. There are classified staff that feel there is unfairness in pay and workload. Employees are getting raises and new titles in the Campus Center and other student service areas, while others are at the same pay but have taken on additional duties (instruction). Lack of consistency with support and process amongst administrators on pay increases related to additional duties. I do not think this is new news...faculty are underpaid. There is no investment in training for faculty or staff, nor do we invest in technology to better serve our students or programming needs.	9/25/2014 8:35 AM
27	The hiring of staff especially in management over the past 2-3 years have been horrible! People in the district are in areas of management with extremely lack of experience and should have never made it past HR. The moral is horrible, employee's are not being respected or appreciated. This is the worst place I have worked in my 40 years of employment. I have only been here 10 years; however, the first 5 years I said this was the best place to work. Now...I find it a hostile work environment. I've complained as high as the Vice Chancellor only to have the management protect it's own, even when they have no experience to be supervising anyone. Good people are leaving and not giving notice, even though they have worked here up to 30 years and no ones cares to ask why.	9/25/2014 8:34 AM
28	Low pay, low morale, poor accreditation report, declining enrollment, out-of-touch Chancellor...	9/25/2014 8:17 AM
29	We need a stronger dean structure; faculty cannot be trusted to schedule/monitor themselves, makes for too much greed/online classes for overload/not offering what should be offered. Declining enrollment is only a symptom of the above.	9/24/2014 10:06 PM
30	Lack of leadership and long term planning at the District level and Colleges. Key positions at the District level and West Valley College have been filled based on favoritism. Key services at the colleges are substandard. Accreditation report is a true testimony of lack of leadership in our District and Colleges. Please study the Accreditation team response again: Institutional planning, district and colleges technology plan, distance learning, slos, processes and procedures, what else is left?	9/24/2014 9:57 PM
31	In many ways it's a good place to work. There are great students, great people. But staffing and technology are not plentiful enough to meet student needs. How do we reach our next level of excellence when it's always about cutting back resources?	9/24/2014 8:07 PM
32	The mood and morale are edgy, combative, uncomfortable. The faculty feels marginalized and relegated to workhorse status.	9/24/2014 7:36 PM
33	Money, relationship, contract, unions, health insurance, thank goodness I do not count on WVM for my benefits they are poor	9/24/2014 6:28 PM
34	De-emphasize increase use of technology and place more emphasis on people.	9/24/2014 6:14 PM

35	We're turning away students by cancelling classes. There's way too much emphasis put on minimum enrollment, (meeting "efficiency" numbers). Instruction quality suffers when the remaining sections are overcrowded. Lecture only classes, (for example History), of 35 or more students may be OK, but any class with hands-on lab time of more than 25 students is WAY too many. One instructor can't give the students the attention they need/deserve and pay for! As a result, our overall reputation as a college suffers because when students talk to their friends, they don't have good things to say about the quality of our classes. Another area of concern is when we expect students to bring their own devices for use in class, (which we should not be doing unless specified in the catalog - another topic for another time), the LEAST we can do is provide power for them to plug in to. In the new Gillmor Center at MC, there is no readily available power in the classrooms for student use. Desktop power outlets are either not live or do not exist at all! VERY POOR PLANNING!	9/24/2014 5:24 PM
36	I don't think opinions are valued and at the end both colleges and the District make decisions on their own and they use "shared governance" as an excuse.	9/24/2014 5:15 PM
37	basic aid is a big relief. salary increases are helping with morale. leadership at WV is totally dysfunctional.	9/24/2014 5:11 PM
38	Enrollment should be aggressively pursued.	9/24/2014 5:07 PM
39	In all areas work load and demands exceed staff and hours to complete work required. I am personally concerned about the ability to sustain work at this pace without errors or problems due to lack of coverage of tasks.	9/24/2014 5:02 PM
40	Appreciate the recent wage increase, however the Chancellor's office should be obligated to follow the same standards in hiring imposed on all other groups.	9/24/2014 4:56 PM
41	More attention should be given to the employees and their needs. The perception is that the District will tell the employees what is good for them and how it will be implemented. The promotion process appears to be biased to the rank and file. Salaries do not compare to the level or volume of work that employees are doing at the classified level. Dedicated loyal employees will begin to leave if salaries don't match the volume of work that they are doing.	9/24/2014 4:54 PM
42	There is so much distrust regarding the Board and Administration. Worst administration I have worked with in over 25 years of employment with the District. They do what they want to gain control of hiring (put on a hiring committee, committee comes to agreement and then overruled by chancellor, Board, or administrator. Why do we bother? It's a waste of time.	9/24/2014 4:46 PM
43	There is an adversarial relationship between the District and faculty. There is also a serious lack of appreciation and respect for the faculty.	9/24/2014 4:45 PM
44	Students are our customers and their success is our product. Faculty are most closely connected to our customers and our product, but we aren't given the respect we deserve. A recently hired VP at WVC who is abrupt and condescending in his communication with faculty depending upon his mood, is a perfect example of the schism between "the District" and "the faculty:" the faculty is here for the students, but my view is that the Administration believes the faculty is here for them. Certainly all of the "you need to do this now" directives show no consideration of our time. Actions speak louder than words: pay us a decent salary, stop trying to take away faculty control of curriculum, and stop hiring rude people who seem to hold faculty in contempt. Then we may believe your words of praise at All-College Day.	9/24/2014 4:42 PM
45	It is hard for me to determine whether or not the district as a whole is performing poorly, adequately or well. I'd say there is evidence to support a variety of evaluative outcomes. On the one hand you can collect the numerous (and significant) success of multiple departments and service areas, and from this say we are doing very well; on the other hand if you take a look at our diminished accreditation state it can be determined that things are not going so well, from a global perspective. I personally would like to see the state of employee negotiations take a more positive swing. Despite the recent (and hopefully pending) contract ratifications, the sentiment that has always come from the top has been adversarial and take take take.. It will be interesting to see what will be "asked" of faculty in order to receive a raise. Aside from that, I think there is evidence of the turmoil and dysfunction that follows excessive executive turnover. But overall I think the students are well served.	9/24/2014 4:39 PM
46	Faculty and staff are underpaid Lack of transparency in decision making Particularly harsh accreditation criticism relative to other districts	9/24/2014 4:38 PM
47	The council needs to support a pay raise for the faculty. The council needs to advocate for more maintenance at MC – bathrooms need to be kept open, corridors need to be kept lit at night. If I were an evening student at MC, I would not return. The council needs to advocate for a printed Schedule to be sent out to community members. The people we serve aren't the most tech savvy. (If there were, they wouldn't come to MC). The process for registering for classes on the web needs to be simplified. Getting information off the web is very challenging.	9/24/2014 4:38 PM

48	Lack of goals & focus. While accreditation is important, we cannot ignore the daily operations and running of the District & Colleges. We also cannot be distracted by ERP solutions that does not provide for the greater good of the whole. We seem to be losing our student focus and focusing solely on money, money, money & numbers.	9/24/2014 4:31 PM
49	More and better marketing needs to be done to attract and retain students. Administration in general (and the Chancellor's Office specifically) needs to acknowledge and participate in the shared governance process more often - case in point the recent appointment of the Vice Chancellor position without the use of the shared governance process.	9/24/2014 4:24 PM

Q3 On a scale of 1 (least) to 5 (most), what are the top issues facing WVMCCD today, including but not limited to your college?

Answered: 60 Skipped: 1



	One (Least)	Two	Three	Four	Five (Most)	Total	Average Rating
Declining enrollment	5.17% 3	13.79% 8	13.79% 8	29.31% 17	37.93% 22	58	3.81
Accreditation	3.51% 2	10.53% 6	31.58% 18	21.05% 12	33.33% 19	57	3.70
State funding	19.64% 11	25.00% 14	23.21% 13	17.86% 10	14.29% 8	56	2.82
Lack of direction	5.17% 3	12.07% 7	15.52% 9	27.59% 16	39.66% 23	58	3.84
Other (Please specify below.)	15.38% 4	0.00% 0	7.69% 2	3.85% 1	73.08% 19	26	4.19

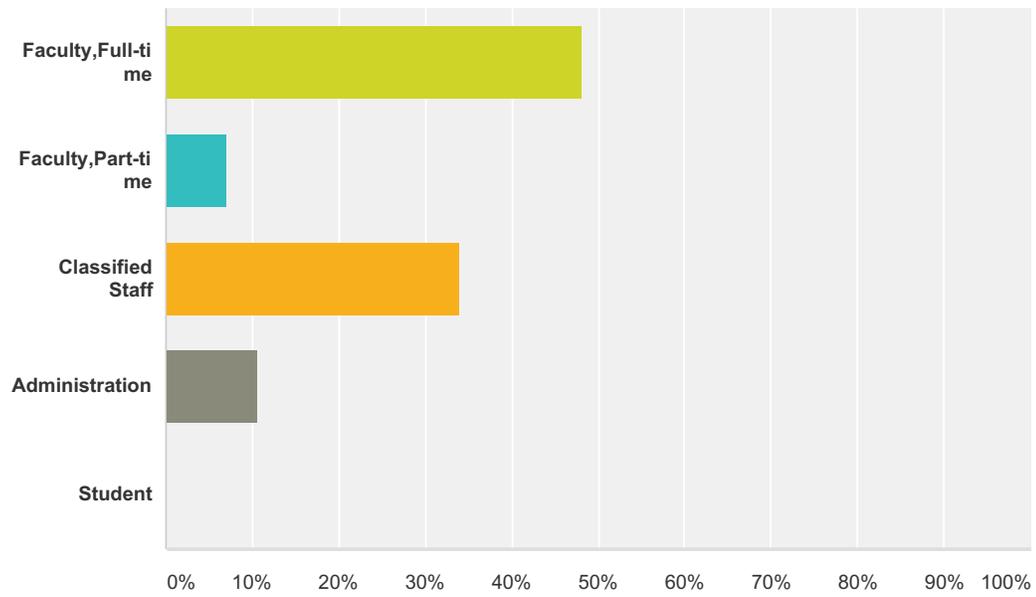
#	Other (please specify)	Date
1	the district office is not interested in helping the colleges. there is not leadership or knowledge needed to fix IS, HR, issues. instead of looking to improve their services to the college, they continue to hire people without any expertise or experience in key areas, most recently by cutting the colleges completely out of the process.	10/2/2014 9:59 AM
2	The District and the Board are in such an adversarial role with the colleges that it hinders the successful operations of the colleges and therefore student success.	9/30/2014 3:28 PM
3	Marketing of existing programs is a top priority Also recently in order to save about \$200000 AAS and Business were asked to combine. Then it was discovered that the deficit was no longer a problem. But they are still being asked to combine. This has caused more than \$200000 in damages to the educational services we are providing.	9/29/2014 12:31 PM
4	The Board of Trustees, the Admiration, and the District have no respect for the hard-working employees of the District. They have spent more of tax payers' money fighting employees to push their own agendas and initiatives than saving. We need a new and fresh leadership.	9/28/2014 8:54 PM

5	Our inability to get the data we need to evaluate our progress and make plans for future improvements is a HUGE problem that impacts the effectiveness of the entire institution. More progress should have already been made in this area (including the functioning of IS) over the last few years.	9/27/2014 5:22 PM
6	Communication from DC, Administrators to the staff and faculty. What about a monthly or bi-weekly newsletter? I feel there is a lack of direction because I don't hear of a clear vision. The annual goals and objectives don't seem to be widely disseminated. I went to look for them on the web page and can't find them. They need to be front and center for everyone to incorporate. Also, it seems like we are not filling staff positions when someone retires or leaves the college. It seems like we are cutting back key support positions and scaling back and redefining positions so as to make a position really two in one. We did that with combining the Dean of Instruction/Support Services and the Adm. realized it was too much for one person and split the position. Well, we are doing that for many other lower level positions which leads to overworked people and low morale.	9/26/2014 8:50 AM
7	Lack of direction = Support from administration	9/25/2014 9:14 PM
8	IS	9/25/2014 3:11 PM
9	Treatment of faculty and their development rate a 4 Advertising rates a 4 as well	9/25/2014 1:46 PM
10	Five is the most? In future survey design, you may want to adhere to normal practices of 1 being the first (it is "one" after all) and declining order from there. I question how valid your responses will be to this question.	9/25/2014 1:19 PM
11	What does the district stand for? There is much talk of being student focused but student needs are seldom part of the discussion--instead the discussion is about "enrollment efficiency". What about student success?	9/25/2014 11:56 AM
12	Low morale and lack of equity.	9/25/2014 11:40 AM
13	The need for some house cleaning.	9/25/2014 11:22 AM
14	Lack of Leadership.	9/25/2014 10:41 AM
15	I think morale can be improved by showing respect for ALL employees, by including them in decisions about the colleges, by no longer hoarding budget dollars for unnecessary reasons, by restoring positions for classified staff who are extremely overworked due to layoffs since 1993 with little replacement of positions over the years as enrollment increased and workloads have become impossible to keep up with. More work, less money makes for unhappy employees. The colleges are losing good people and the best will continue to leave unless there is reason to stay. Good leadership and good managers can make the difference. So can transparency. When it comes to money and to decision making, there is little transparency from our district leadership.	9/25/2014 10:40 AM
16	Why are there rules and policies when they are not followed half the time? Why are rules for scheduling classes made so that the Colleges can be efficient in their offerings and minimize class cancellations, only to have certain departments refuse to follow the rules and no one does anything about it. No one wants to put their foot down and take control. We really need Deans to oversee the Divisions.	9/25/2014 8:49 AM
17	Campus morale is at its all time lowest. Things need to fair and open to all. It seems like certain people keep getting re-classed and getting promoted and others don't and they just keep getting more duties dumped on them. Things need to be fair and advertised for all.	9/25/2014 8:36 AM
18	Investment in faculty training. Investment in classified training. Technology	9/25/2014 8:35 AM
19	Stronger administration, less power for individual faculty	9/24/2014 10:06 PM
20	Lack of leadership and long term planning.	9/24/2014 9:57 PM
21	Excellence. How do we promote quality instruction, learning and academic achievement? How do we get students to become part of a community? How do we serve students better?	9/24/2014 8:07 PM
22	Morale of faculty is not good.	9/24/2014 7:36 PM
23	Mission needs to change the name of the College and advertise. Few know we even exist in this Valley.	9/24/2014 6:58 PM
24	Lack of support of the chancellor, infighting with faculty, union and district and poor vision of Mission when compared to WV they are the Saratoga transferable students and the students from Mission do not have that view	9/24/2014 6:28 PM
25	Enrollment suffers when we cancel classes. Students get discouraged and don't come back "because the class will just be cancelled like it is every semester" or "the class is too crowded because of the other cancelled sections."	9/24/2014 5:24 PM
26	Lots of organizational levels!	9/24/2014 5:21 PM

27	lack of trust and respect in the WV Offices of Instruction and Student Services are at an all time high	9/24/2014 5:11 PM
28	I feel that our colleges do not have a 'presence' in Silicon Valley, but there are several community colleges here, and DeAnza definitely dominates in the minds of potential students.	9/24/2014 5:07 PM
29	Administrators/supervisor needs re-training. They need to be evaluated of their job responsibility.	9/24/2014 4:52 PM
30	All faculty and staff need to be treated with respected and Administrators should not be belittled and there should not be repercussions when faculty or staff challenges them with something that is clearly not following the union contract. Positions should not be created with someone being mentored and tagged for that position. an SOC (especially one who is lowest in seniority) given overtime without offering it to those with higher seniority. Also, that person should not be sent to trainings that is clearly not used in their current position when others are not given that opportunity to go. When the position comes open, who else will apply when the other person has been given unfair advantage. Look around you to see what things are going on. Would it hurt to see if you have administrators who are above board and have the District's best interests at heart.	9/24/2014 4:46 PM
31	It is increasingly difficult to attract and to retain highly qualified faculty due to the incredibly low pay in relation to the Bay 10.	9/24/2014 4:45 PM
32	I really think excessive turnover has been a major issue. Its impact is insidious as well as obvious and apparent. And by lack of direction I mean the same, no consistent leadership due to too much turnover in the top levels. By contrast, I think also there have been board members who have perhaps been serving too long. I think at the board level routine changes would better serve the district. Entrenched people form entrenched perspectives.	9/24/2014 4:39 PM
33	At MC, some effort needs to be made to better serve the evening students if the college continues to offer evening classes. All the major offices and services are closed after 6pm so the main building is like a ghost town. Students who take classes letting out at 9:30pm are at risk with so few people on campus. I've taken to letting my students go 10 minutes early so they aren't the last students walking through an empty, lonely campus out to a near empty parking lot.	9/24/2014 4:38 PM
34	Lack of communication and informed decision-making.	9/24/2014 4:31 PM

Q4 For demographic purposes only, are you:

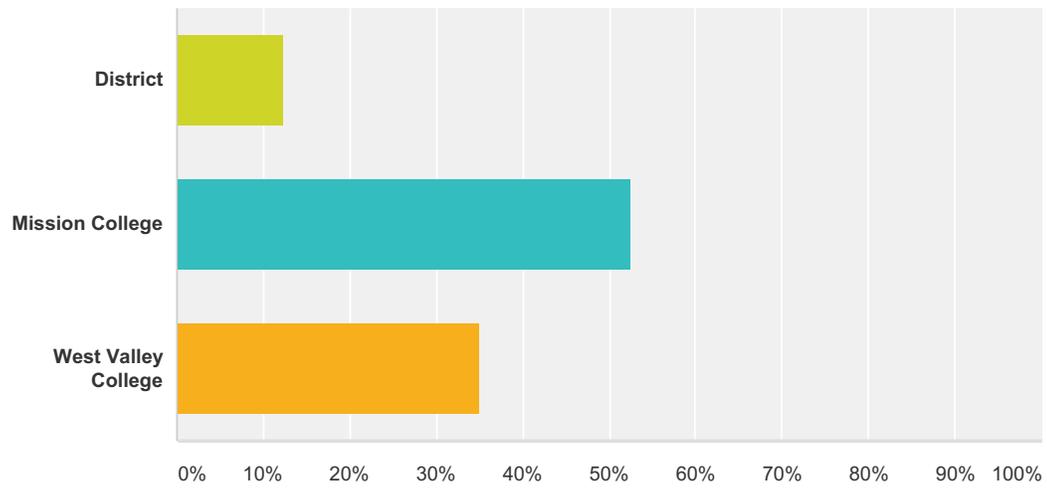
Answered: 56 Skipped: 5



Answer Choices	Responses
Faculty, Full-time	48.21% 27
Faculty, Part-time	7.14% 4
Classified Staff	33.93% 19
Administration	10.71% 6
Student	0.00% 0
Total Respondents: 56	

Q5 For demographic purposes only, please indicate your location:

Answered: 57 Skipped: 4



Answer Choices	Responses	
District	12.28%	7
Mission College	52.63%	30
West Valley College	35.09%	20
Total		57