

EMPLOYEE VOICE SURVEY
COMPARISON OF 2003 to 2007 DATA

The 2003 Employee Voice Survey was conducted in preparation for the 2004 Accreditation self study. A total of 430 employees responded. Five responses were available: strongly agree, agree, neutral (neither agree nor disagree), disagree, and strongly disagree. The document reporting the findings aggregated strongly disagree with agree, and strongly agree with agree. Original responses are no longer available; therefore, it is impossible to break down the findings any further.

In order to match like data, this analysis compares the responses of all participants in 2007 with the responses of all participants in 2003, with no regard to position or whether the employee reported being full time or part time.

It is interesting to note, however, the comparison of the populations that responded to the two summaries:

Time Worked at Saddleback College: (234 responses)

	2003	2003 %	2007	2007 %
Less than 1 year	17	3.95	21	8.97
1-4 years	89	20.70	54	23.08
5-10 years	91	21.16	59	25.21
11-16 years	93	21.63	17	7.27
16 or more years	139	32.33	83	35.47

Current Employment Classification:

	2003	2003 %	2007	2007 %
Administrator	9	2.09	11	4.64
Classified Manager	17	3.95	15	6.33
Full-time Faculty	138	32.09	82	34.60
Full-time Classified	125	29.07	56	23.63
Part-time Faculty	107	24.88	53	22.36
Part-time Classified	34	7.91	17	7.17

SECTION 1 - District Leadership and Management (15 Questions)

1. I believe that the Board of Trustees effectively manages the district budgets to ensure adequate reserves.

	2003	2003 %	2007	2007 %
Strongly Disagree/Disagree	104	24.1	51	21.52
Neutral	143	33.3	113	47.68
Strongly Agree/Agree	183	42.6	73	30.80
Weighted Average	2.18		2.09	

2. I have access to enough information from the District about all budgets (e.g. college, district, and state) to stay apprised of changes that might affect my job.

	2003	2003 %	2007	2007 %
Strongly Disagree/Disagree	211	49.1	73	30.80
Neutral	98	22.7	88	37.13
Strongly Agree/Agree	122	28.3	76	32.07
Weighted Average	1.80		2.01	

3. The Board of Trustees considers the needs of the College's student support services when making budget decisions.

	2003	2003 %	2007	2007 %
Strongly Disagree/Disagree	249	57.8	78	32.91
Neutral	121	28.1	109	45.99
Strongly Agree/Agree	61	14.1	50	21.10
Weighted Average	1.57		1.88	

4. The Board of Trustees uses reliable sources of information to learn about the needs of the College's student support services.

	2003	2003 %	2007	2007 %
Strongly Disagree/Disagree	220	51.1	78	32.91
Neutral	158	36.8	110	46.41
Strongly Agree/Agree	52	12.2	49	20.68
Weighted Average	1.61		1.88	

5. The Board of Trustees considers the needs of the college's instructional programs when making budget decisions.

	2003	2003 %	2007	2007 %
Strongly Disagree/Disagree	236	55.0	86	36.29
Neutral	122	28.3	98	41.35
Strongly Agree/Agree	72	16.7	53	22.36
Weighted Average	1.62		1.86	

6. The Board of Trustees uses reliable sources of information to learn about the needs of the College's instructional programs.

	2003	2003 %	2007	2007 %
Strongly Disagree/Disagree	216	50.1	83	35.02
Neutral	167	39.3	107	45.15
Strongly Agree/Agree	45	10.5	47	19.83
Weighted Average	1.59		1.85	

7. I believe that the Board of Trustees effectively uses the shared governance process to make district-wide decisions.

	2003	2003 %	2007	2007 %
Strongly Disagree/Disagree	292	67.9	114	48.10
Neutral	101	23.4	91	38.40
Strongly Agree/Agree	37	8.7	32	13.50
Weighted Average	1.41		1.65	

8. In my opinion, the Board of Trustees gives each constituency group enough time to provide input on district-wide decisions.

	2003	2003 %	2007	2007 %
Strongly Disagree/Disagree	216	50.1	86	36.29
Neutral	169	39.3	109	45.99
Strongly Agree/Agree	45	10.5	42	17.72
Weighted Average	1.60		1.81	

9. The Chancellor informs all constituency groups in a timely manner of significant district-wide issues.

	2003	2003 %	2007	2007 %
Strongly Disagree/Disagree	186	43.2	79	33.33
Neutral	132	30.7	99	41.77
Strongly Agree/Agree	113	26.2	59	24.89
Weighted Average	1.83		1.92	

10. I believe the Chancellor provides an inspiring vision for the College to follow.

	2003	2003 %	2007	2007 %
Strongly Disagree/Disagree	249	57.9	123	51.9
Neutral	107	24.9	65	27.43
Strongly Agree/Agree	74	17.2	49	20.68
Weighted Average	1.59		1.69	

11. The Chancellor incorporates the shared governance process into budget decisions.

	2003	2003 %	2007	2007 %
Strongly Disagree/Disagree	249	58.0	100	42.19
Neutral	141	32.9	100	42.19
Strongly Agree/Agree	40	9.2	37	15.61
Weighted Average	1.51		1.73	

12. I believe the Chancellor manages district-wide resources effectively.

	2003	2003 %	2007	2007 %
Strongly Disagree/Disagree	210	48.9	107	45.15
Neutral	162	37.6	90	37.97
Strongly Agree/Agree	58	13.4	40	16.88
Weighted Average	1.65		1.72	

13. In my opinion, the Board of Trustees, the District and the College are mutually supporting yet independent and self-governing units.

	2003	2003 %	2007	2007 %
Strongly Disagree/Disagree	238	55.3	97	40.93
Neutral	126	29.2	88	37.13
Strongly Agree/Agree	67	15.5	52	21.94
Weighted Average	1.61		1.81	

14. The Chancellor allows the College President to implement decisions according to College processes and procedures.

	2003	2003 %	2007	2007 %
Strongly Disagree/Disagree	210	48.9	75	31.65
Neutral	147	34.1	111	46.84
Strongly Agree/Agree	73	16.9	51	21.52
Weighted Average	1.68		1.90	

15. Overall, I believe that the District provides effective leadership and management.

	2003	2003 %	2007	2007 %
Strongly Disagree/Disagree	263	61.1	106	44.73
Neutral	94	21.9	76	32.07
Strongly Agree/Agree	73	17.0	55	23.21
Weighted Average	1.22		1.78	

With 1 being Disagree/Strongly Disagree and 3 being Agree/Strongly Agree the section results for this section were:

Section Average in 2003 = 1.63

Section Average in 2007 = 1.84

These results seem to indicate that while employees are slightly more positive about district leadership and the performance of the chancellor than they were four years ago, the overall opinion is still somewhat negative. This would seem to support the contention that while there has been an effort on the part of the BOT and Chancellor to improve the relationship with the college community, there is still a long way to go.

SECTION 2 - College Leadership and Management (14 Questions)

1. The College President provides effective leadership by inspiring commitment to excellence.

	2003	2003 %	2007	2007 %
Strongly Disagree/Disagree	62	14.4	17	7.17
Neutral	118	27.4	52	21.94
Strongly Agree/Agree	250	58.3	168	70.89
Weighted Average	2.44		2.64	

2. The College President projects a positive image to the college community.

	2003	2003 %	2007	2007 %
Strongly Disagree/Disagree	45	10.4	7	2.95
Neutral	97	22.6	41	17.30
Strongly Agree/Agree	288	67.0	189	79.75
Weighted Average	2.57		2.77	

3. I believe the College President makes decisions that are consistent with the college's mission.

	2003	2003 %	2007	2007 %
Strongly Disagree/Disagree	65	15.1	21	8.86
Neutral	131	30.5	60	25.32
Strongly Agree/Agree	234	54.4	156	65.82
Weighted Average	2.39		2.57	

4. I am confident that the college administration uses a balance of factual and anecdotal information to make planning decisions.

	2003	2003 %	2007	2007 %
Strongly Disagree/Disagree	108	25.2	43	18.14
Neutral	170	39.6	83	35.02
Strongly Agree/Agree	151	35.1	111	46.84
Weighted Average	2.10		2.29	

5. The College President informs all constituency groups in a timely manner of significant college-wide issues.

	2003	2003 %	2007	2007 %
Strongly Disagree/Disagree	72	16.7	16	6.75
Neutral	146	34.0	68	28.69
Strongly Agree/Agree	212	49.3	153	64.56
Weighted Average	2.33		2.58	

6. The Vice Presidents establish expectations that promote educational and service excellence.

	2003	2003 %	2007	2007 %
Strongly Disagree/Disagree	DNA	DNA	44	18.57
Neutral	DNA	DNA	81	34.18
Strongly Agree/Agree	DNA	DNA	112	47.26
Weighted Average			2.29	

*DNA = Data Not Available

7. My supervisor is a strong advocate of programs and services in my division/unit.

	2003	2003 %	2007	2007 %
Strongly Disagree/Disagree	62	14.3	30	12.66
Neutral	33	7.7	29	12.24
Strongly Agree/Agree	335	78.0	178	75.11
Weighted Average	2.63		2.62	

8. My supervisor provides me with the guidance I need to do my job effectively.

	2003	2003 %	2007	2007 %
Strongly Disagree/Disagree	77	17.8	34	14.35
Neutral	49	11.3	36	15.19
Strongly Agree/Agree	304	70.9	167	70.46
Weighted Average	2.64		2.56	

9. My supervisor provides me with the resources I need to do my job effectively.

	2003	2003 %	2007	2007 %
Strongly Disagree/Disagree	72	16.8	34	14.35
Neutral	76	17.7	28	11.81
Strongly Agree/Agree	282	65.5	175	73.84
Weighted Average	2.49		2.59	

10. My supervisor provides timely communication on critical information affecting my job.

	2003	2003 %	2007	2007 %
Strongly Disagree/Disagree	75	17.4	35	14.77
Neutral	47	11.0	35	14.77
Strongly Agree/Agree	308	71.6	167	70.46
Weighted Average	2.54		2.56	

11. My supervisor establishes expectations that are focused on achieving educational excellence.

	2003	2003 %	2007	2007 %
Strongly Disagree/Disagree	68	15.9	35	14.77
Neutral	65	15.0	42	17.72
Strongly Agree/Agree	297	69.2	160	67.51
Weighted Average	2.53		2.53	

12. My supervisor facilitates meaningful discussions on best practices in education.

	2003	2003 %	2007	2007 %
Strongly Disagree/Disagree	83	19.4	37	15.61
Neutral	80	18.7	51	21.52
Strongly Agree/Agree	266	61.9	149	62.87
Weighted Average	2.42		2.47	

13. My supervisor works hard to promote a positive learning environment for students.

	2003	2003 %	2007	2007 %
Strongly Disagree/Disagree	62	14.5	28	11.81
Neutral	56	13.1	32	13.5
Strongly Agree/Agree	312	72.5	177	74.68
Weighted Average	2.58		2.63	

14. Overall, I believe that the College has an effective leadership and management team.

	2003	2003 %	2007	2007 %
Strongly Disagree/Disagree	124	28.8	53	22.36
Neutral	110	25.5	55	23.21
Strongly Agree/Agree	196	45.6	129	54.43
Weighted Average	2.17		2.32	

With 1 being Disagree/Strongly Disagree and 3 being Agree/Strongly Agree the section results for this section were:

Section Average in 2003 = 2.45

Section Average in 2007 = 2.53

The findings from the 2003 visit expressed concern that the college may have been experiencing a "honeymoon period" due to the appointment of a popular former faculty member/administrator as the president. These results indicate that this optimism continues, and that the college community feels that positive change has occurred and is sustained.

SECTION 3 - Institutional Effectiveness (9 Questions)

1. I believe that the College President effectively uses the shared governance process to make college-wide decisions.

	2003	2003 %	2007	2007 %
Strongly Disagree/Disagree	106	24.7	15	6.33
Neutral	184	42.8	90	37.97
Strongly Agree/Agree	140	32.5	132	55.70
Weighted Average	2.08		2.49	

2. I am confident that the shared governance process is incorporated into college budget planning.

	2003	2003 %	2007	2007 %
Strongly Disagree/Disagree	161	37.4	43	18.14
Neutral	174	40.5	97	40.93
Strongly Agree/Agree	95	22.1	97	40.93
Weighted Average	1.85		2.23	

3. I believe the faculty and staff are provided the opportunity to play an appropriate roll in the hiring process.

	2003	2003 %	2007	2007 %
Strongly Disagree/Disagree	184	42.7	37	15.61
Neutral	110	25.6	67	28.27
Strongly Agree/Agree	136	31.7	133	56.12
Weighted Average	1.89		2.41	

4. I believe that the faculty are provided adequate opportunities to develop educational programs.

	2003	2003 %	2007	2007 %
Strongly Disagree/Disagree	102	23.8	23	9.70
Neutral	148	34.4	71	29.96
Strongly Agree/Agree	180	41.9	143	60.34
Weighted Average	2.18		2.51	

5. I believe that the staff are provided adequate opportunities to participate in the development of college programs and services.

	2003	2003 %	2007	2007 %
Strongly Disagree/Disagree	138	32.2	43	18.14
Neutral	134	31.2	72	30.38
Strongly Agree/Agree	157	36.6	122	51.48
Weighted Average	2.04		2.33	

6. I am satisfied with the amount of opportunity I have to participate in college-wide planning.

	2003	2003 %	2007	2007 %
Strongly Disagree/Disagree	133	31.0	44	
Neutral	137	31.9	64	
Strongly Agree/Agree	160	37.1	129	
Weighted Average	2.06		2.36	

7. I believe that the College is taking significant steps toward developing knowledge and skills needed to implement student learning outcomes across the curriculum.

	2003	2003 %	2007	2007 %
Strongly Disagree/Disagree	73	16.9	18	7.59
Neutral	157	36.6	46	19.41
Strongly Agree/Agree	200	46.5	173	73.00
Weighted Average	2.30		2.65	

8. I believe the College provides a high quality learning experience for students.

	2003	2003 %	2007	2007 %
Strongly Disagree/Disagree	46	10.8	11	4.64
Neutral	70	16.2	27	11.39
Strongly Agree/Agree	314	72.9	199	83.97
Weighted Average	2.62		2.79	

9. Overall, I believe the shared governance process is working well at the college level.

	2003	2003 %	2007	2007 %
Strongly Disagree/Disagree	151	35.1	40	16.88
Neutral	146	33.9	81	34.18
Strongly Agree/Agree	134	31.1	116	48.95
Weighted Average	1.97		2.32	

With 1 being Disagree/Strongly Disagree and 3 being Agree/Strongly Agree the section results for this section were:

Section Average in 2003 = 2.11

Section Average in 2007 = 2.45

SECTION 4 - College Climate (6 Questions)

1. I believe that the College is working toward fulfilling its vision and mission.

	2003	2003 %	2007	2007 %
Strongly Disagree/Disagree	77	17.90	18	7.59
Neutral	159	37.00	46	19.41
Strongly Agree/Agree	194	45.00	173	73.00
Weighted Average	2.27		2.65	

2. I believe that the College's Interim Strategic Plan 2006-2007 (2003 = *Strategic Directions 2000*) is widely used by college administration as a guide for decision-making.

	2003	2003 %	2007	2007 %
Strongly Disagree/Disagree	103	24.00	31	13.08
Neutral	259	60.20	122	51.48
Strongly Agree/Agree	68	15.80	84	35.44
Weighted Average	1.92		2.22	

3. I believe that all constituency groups work collaboratively toward achieving the College vision and mission.

	2003	2003 %	2007	2007 %
Strongly Disagree/Disagree	163	38.00	51	21.52
Neutral	173	40.30	85	35.86
Strongly Agree/Agree	93	21.70	101	42.62
Weighted Average	1.83		2.21	

4. I believe that there is a climate of trust among all constituent groups at the College.

	2003	2003 %	2007	2007 %
Strongly Disagree/Disagree	247	57.40	84	35.44
Neutral	110	25.6	82	34.60
Strongly Agree/Agree	73	16.90	71	29.96
Weighted Average	1.60		1.95	

5. In my experience, differing viewpoints are generally encouraged.

	2003	2003 %	2007	2007 %
Strongly Disagree/Disagree	212	49.3	65	27.43
Neutral	111	25.9	87	36.71
Strongly Agree/Agree	107	24.8	85	35.86
Weighted Average	1.76		2.08	

6. Overall, the environment at the College motivates me to do my best.

	2003	2003 %	2007	2007 %
Strongly Disagree/Disagree	155	35.9	44	18.56
Neutral	90	21.0	58	24.47
Strongly Agree/Agree	185	43.0	135	56.96
Weighted Average	1.86		2.38	

With 1 being Disagree/Strongly Disagree and 3 being Agree/Strongly Agree the section results for this section were:

Section Average in 2003 = 1.87

Section Average in 2007 = 2.25