

A thick dark gray vertical bar runs down the left side of the page. A bright green arrow points to the right, overlapping the vertical bar.

South Orange County
Community College District

District-wide Climate Survey 2014 Results


Several thin, curved lines in dark gray and light gray originate from the bottom left corner and sweep upwards and to the right, creating a sense of movement or stylized grass.

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Background and Methodology

The SOCCCD District-wide Climate Survey measures and assesses key objectives related to district-wide climate, collaboration and planning in the past and current SOCCCD District-wide Strategic Plans. The first climate survey was launched in the fall of 2012 and was sent online to all SOCCCD employees (except temporary employees). The average response rate of all employees in the 2012 survey was 14%.

In 2013-2014 the District-wide Planning Task Force reviewed, assessed and revamped the 2012 climate survey questions (the survey questionnaire is included in Appendix A). Given the low response rate of the 2012 climate survey, the task force developed a communication plan (see Appendix B) with the hope of increasing employee participation. The plan included follow-up emails by the leadership of various employee groups to participate in the climate survey and email reminders to participate in the survey. College leadership offered to support employees who may not have access to computers at work. The chancellor visited Irvine Valley's Strategic Planning and Accreditation Committee and Saddleback College's Management Team and Consultation Council meetings prior to the launch of the climate survey to request support in encouraging participation.

The 2014 Climate Survey was administered in the fall semester from October 24 to November 14 using an on-line survey methodology. A link to the District-wide Climate Survey was sent to all SOCCCD employees via email. By the end of the closing date, 781 employees participated in the survey. Two thousand and seventy-eight employees received the email; 781 surveys were returned for a response rate of 38%.

The table below illustrates that the largest number of responses came from the faculty and classified staff, however, the participation rate of the Administrator/Manager employee type was the highest at 93%.

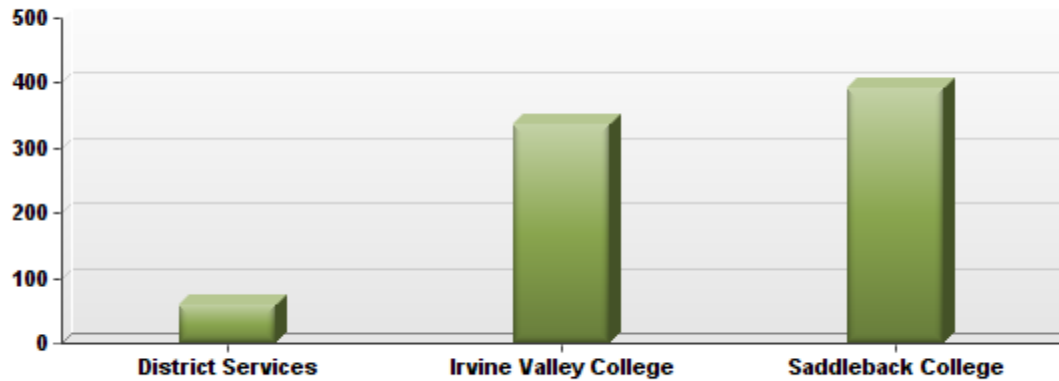
Participation Rate of SOCCCD Employees

Employee Type	Number Employed at SOCCCD	Number of Survey Respondents	% of Employee Type That Responded
Administrator/Manager	116	108	93%
Faculty (FT/PT)	1,442	373	26%
Classified Staff	520	300	58%
Total	2078	781	38%

The following pages of the report show each question and response. Responses to the questions that asked for feedback/comments are listed in full at the end of the report in the appendices.

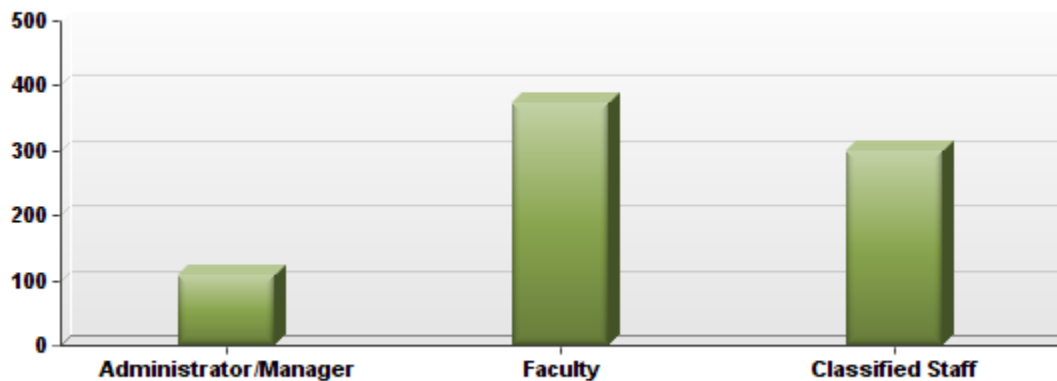
Demographics

1. Please select the place(s) where you work.



Answer	Response	%
District Services	60	8%
Irvine Valley College	336	43%
Saddleback College	391	50%
Total Multiple Selections (duplicated)	787	

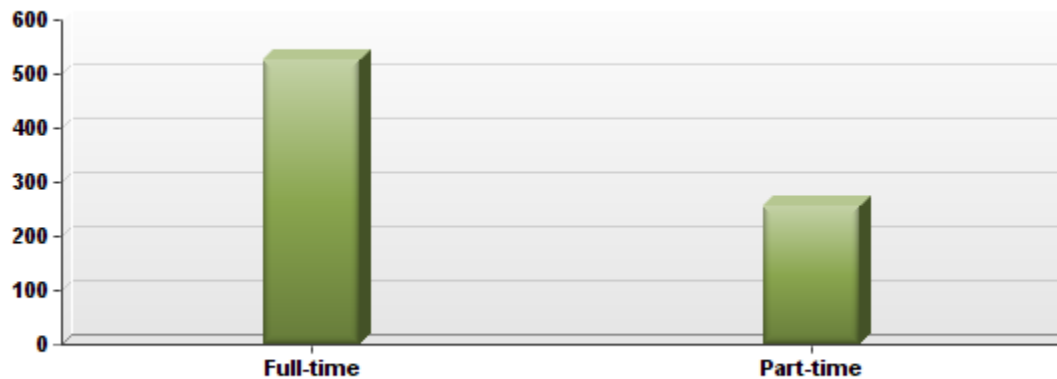
2. What is your employee type?



3.

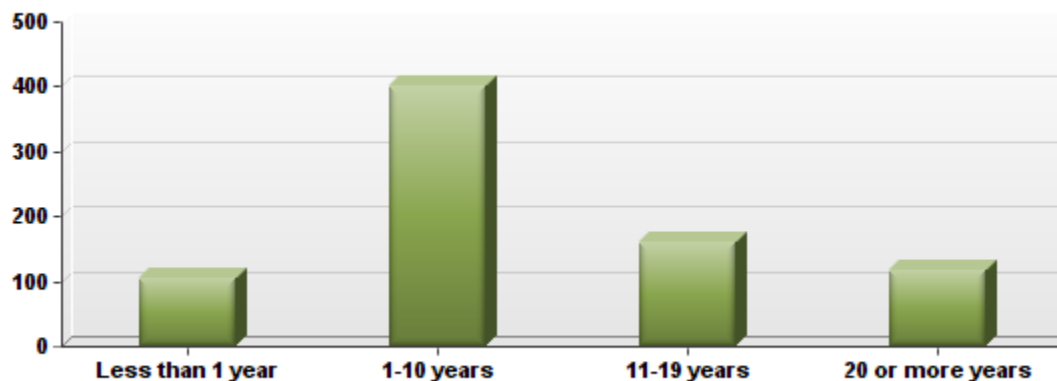
Answer	Response	%
Administrator/Manager	108	14%
Faculty	373	48%
Classified Staff	300	38%
Total	781	100%

3. Are you a full-time or part-time employee?



Answer	Response	%
Full-time	525	67%
Part-time	256	33%
Total	781	100%

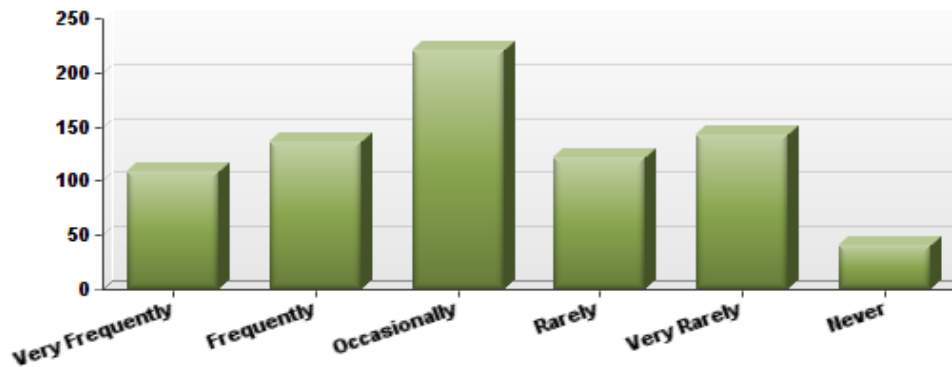
4. How long have you been employed at SOCCCD?



Answer	Response	%
Less than 1 year	104	13%
1-10 years	400	51%
11-19 years	161	21%
20 or more years	116	15%
Total	781	100%

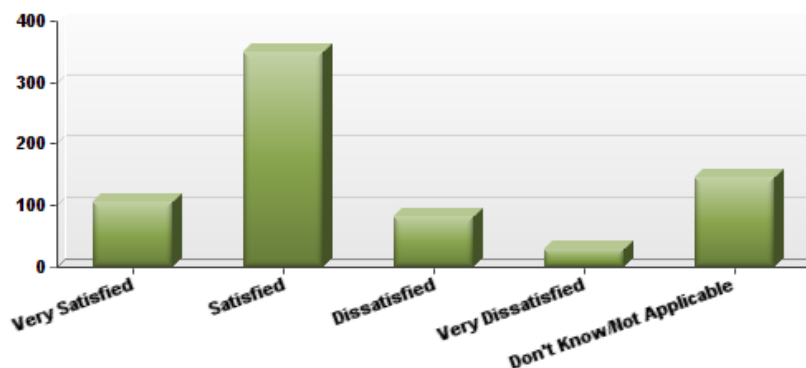
Interactions between sites (Colleges and District Services)

5. How often do you work or interact with employees from District Services?



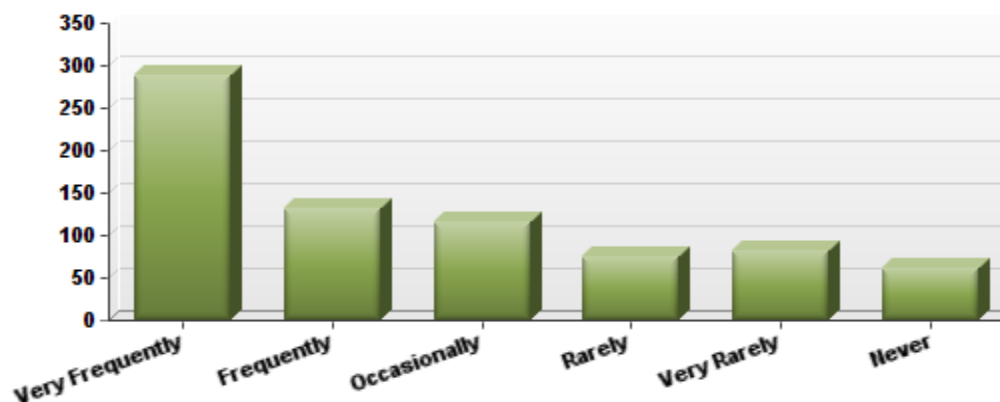
Answer	Response	%
Very Frequently	108	14%
Frequently	137	18%
Occasionally	221	29%
Rarely	121	16%
Very Rarely	143	19%
Never	41	5%
Total	771	100%

6. Overall, how satisfied are you with District Services working environment?



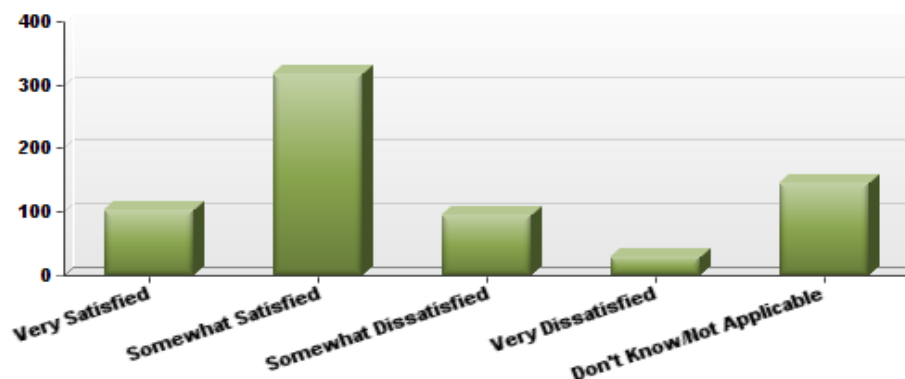
Answer	Response	%
Very Satisfied	105	15%
Satisfied	350	49%
Dissatisfied	83	12%
Very Dissatisfied	30	4%
Don't Know/Not Applicable	145	20%
Total	713	100%

7. How often do you work or interact with employees from Saddleback College?



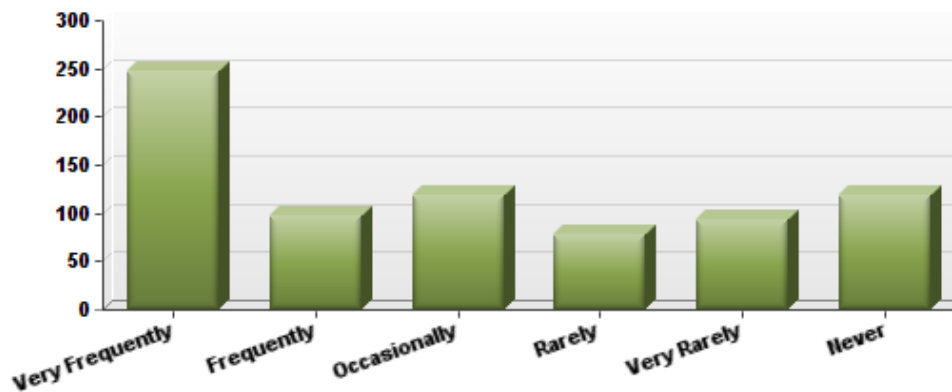
Answer	Response	%
Very Frequently	289	38%
Frequently	132	18%
Occasionally	115	15%
Rarely	76	10%
Very Rarely	81	11%
Never	61	8%
Total	754	100%

8. Overall, how satisfied are you with Saddleback College's working environment?



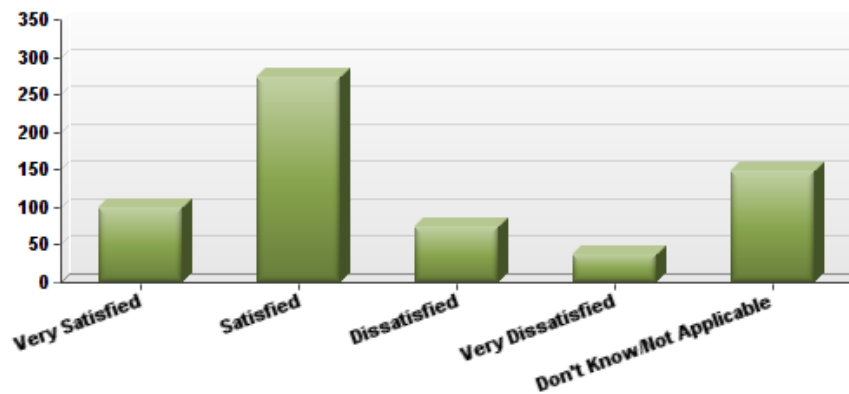
Answer	Response	%
Very Satisfied	103	15%
Somewhat Satisfied	319	46%
Somewhat Dissatisfied	96	14%
Very Dissatisfied	28	4%
Don't Know/Not Applicable	145	21%
Total	691	100%

9. How often do you work or interact with employees from Irvine Valley College?



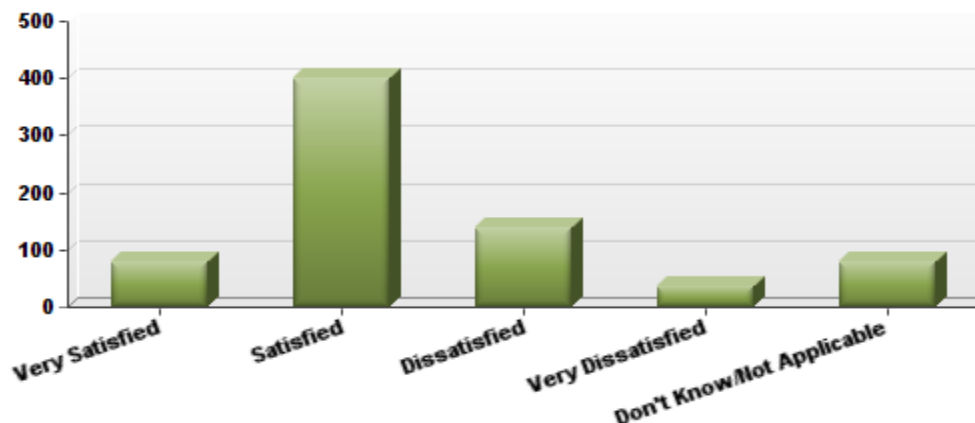
Answer	Response	%
Very Frequently	248	33%
Frequently	97	13%
Occasionally	118	16%
Rarely	77	10%
Very Rarely	94	13%
Never	118	16%
Total	752	100%

10. Overall, how satisfied are you with Irvine Valley College's working environment?



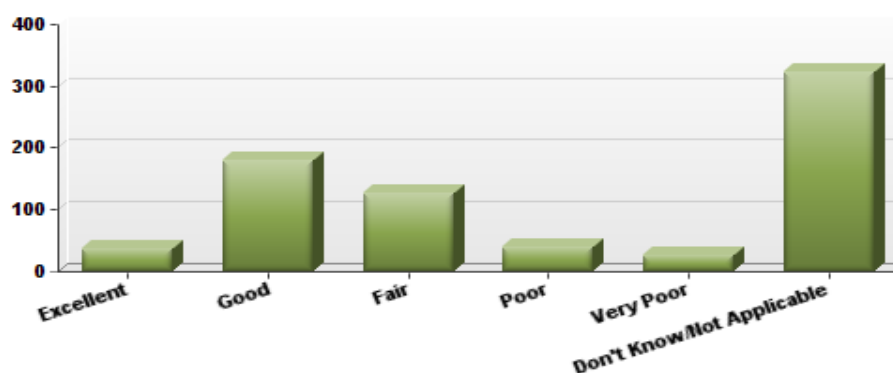
Answer	Response	%
Very Satisfied	100	16%
Satisfied	273	43%
Dissatisfied	74	12%
Very Dissatisfied	37	6%
Don't Know/Not Applicable	149	24%
Total	633	100%

11. Overall, how satisfied are you with the SOCCCD's environment district-wide?



Answer	Response	%
Very Satisfied	79	11%
Satisfied	400	54%
Dissatisfied	139	19%
Very Dissatisfied	35	5%
Don't Know/Not Applicable	81	11%
Total	734	100%

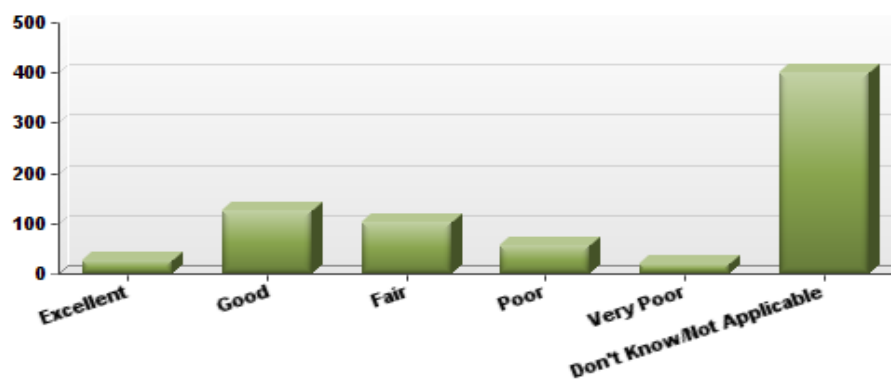
12. Overall, how would you assess the working relationship between Saddleback College and District Services?



Answer	Response	%
Excellent	36	5%
Good	180	25%
Fair	128	17%
Poor	41	6%
Very Poor	26	4%
Don't Know/Not Applicable	323	44%
Total	734	100%

13. Please write any comments you have regarding the working relationship between Saddleback College and District Services. (Appendix C list all comments without personal names)

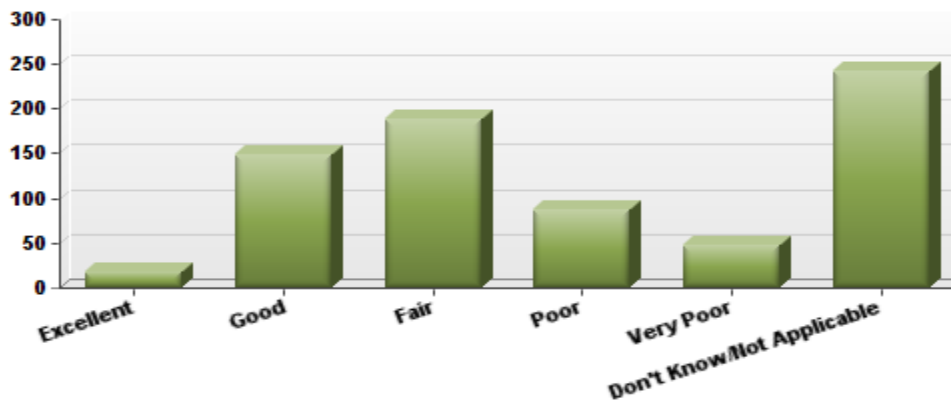
14. Overall, how would you assess the working relationship between Irvine Valley College and District Services?



Answer	Response	%
Excellent	26	4%
Good	126	17%
Fair	103	14%
Poor	57	8%
Very Poor	20	3%
Don't Know/Not Applicable	402	55%
Total	734	100%

15. Please write any comments you have regarding the working relationship between Irvine Valley College and District Services. (Appendix C list all comments without personal names)

16. Overall, how would you assess the working relationship between Irvine Valley College and Saddleback College?

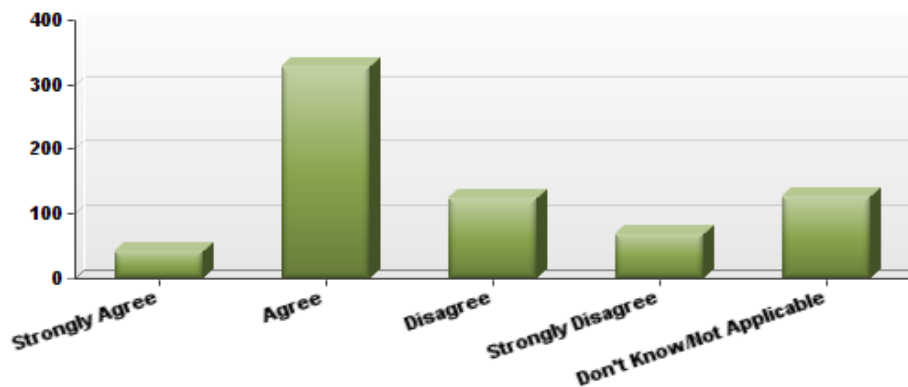


Answer	Response	%
Excellent	18	2%
Good	149	20%
Fair	189	26%
Poor	88	12%
Very Poor	47	6%
Don't Know/Not Applicable	243	33%
Total	734	100%

17. Please write any comments you have regarding the working relationship between Irvine Valley College and Saddleback College. (Appendix C list all comments without personal names)

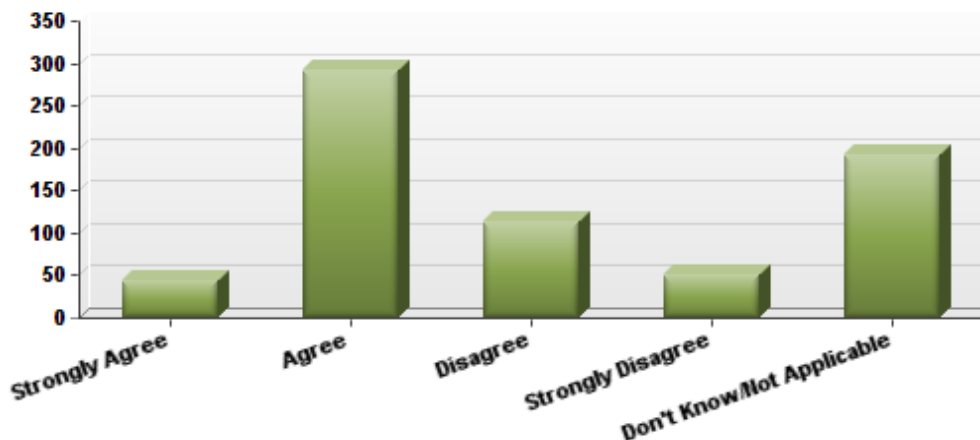
Administration

18a. Administrators throughout the district provide effective leadership that supports the district's mission.



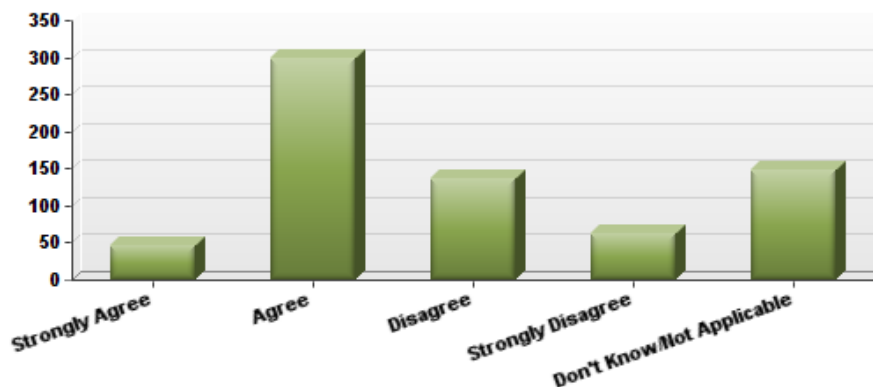
Answer	Response	%
Strongly Agree	43	6%
Agree	328	47%
Disagree	125	18%
Strongly Disagree	70	10%
Don't Know/Not Applicable	128	18%
Total	694	100%

18b. Administrators throughout the district provide effective leadership that supports the District-wide Strategic Plan.



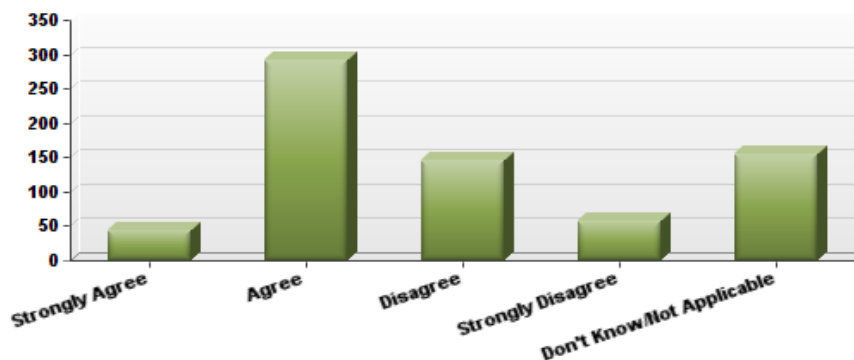
Answer	Response	%
Strongly Agree	43	6%
Agree	293	42%
Disagree	114	16%
Strongly Disagree	52	7%
Don't Know/Not Applicable	192	28%
Total	694	100%

18c. Administrators throughout the district follow established policies, procedures, and protocols.



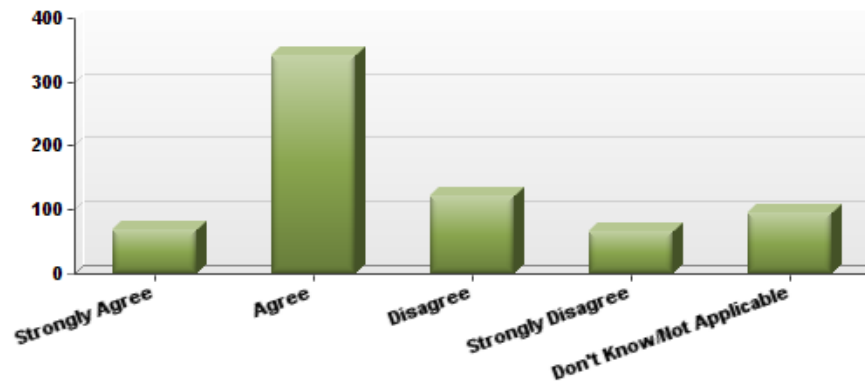
Answer	Response	%
Strongly Agree	47	7%
Agree	298	43%
Disagree	137	20%
Strongly Disagree	63	9%
Don't Know/Not Applicable	149	21%
Total	694	100%

18d. Administrators throughout the district understand the roles of the colleges and district services.



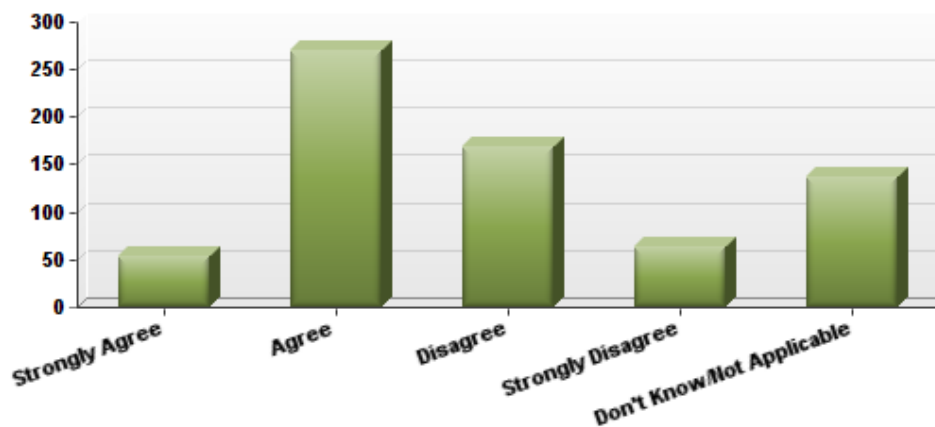
Answer	Response	%
Strongly Agree	44	6%
Agree	293	42%
Disagree	145	21%
Strongly Disagree	57	8%
Don't Know/Not Applicable	155	22%
Total	694	100%

18e. Administrators throughout the district encourage civility and respectful behavior.



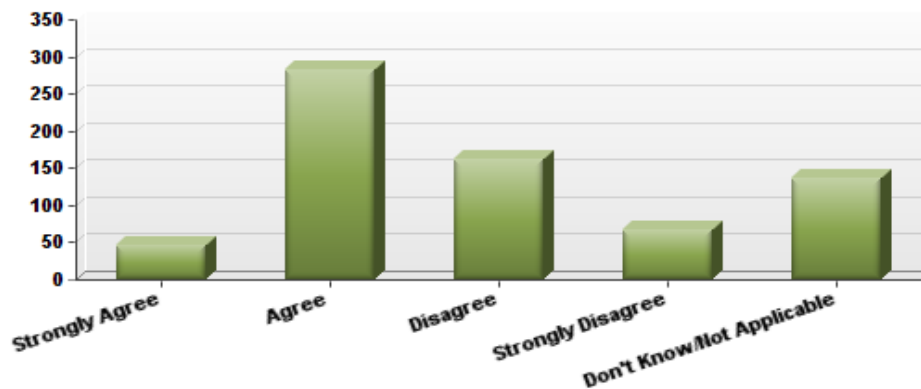
Answer	Response	%
Strongly Agree	69	10%
Agree	342	49%
Disagree	121	17%
Strongly Disagree	67	10%
Don't Know/Not Applicable	95	14%
Total	694	100%

18f. Administrators throughout the district encourage innovation.



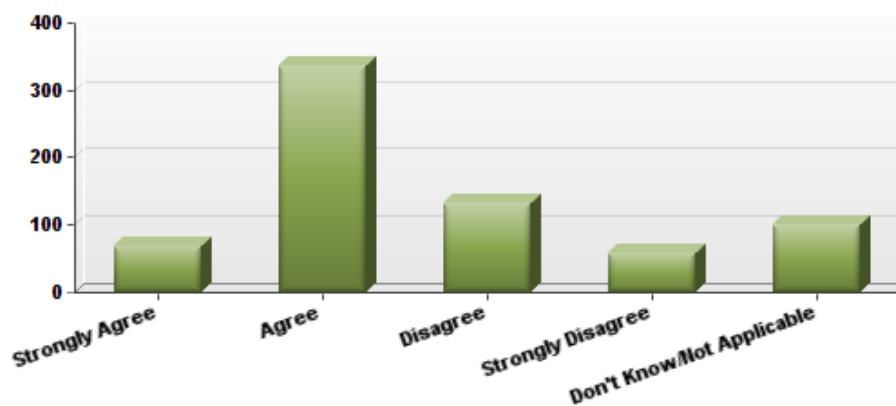
Answer	Response	%
Strongly Agree	54	8%
Agree	270	39%
Disagree	169	24%
Strongly Disagree	64	9%
Don't Know/Not Applicable	137	20%
Total	694	100%

18g. Administrators throughout the district encourage collaboration.



Answer	Response	%
Strongly Agree	46	7%
Agree	282	41%
Disagree	163	23%
Strongly Disagree	67	10%
Don't Know/Not Applicable	136	20%
Total	694	100%

18h. Administrators throughout the district encourage respectful interaction.

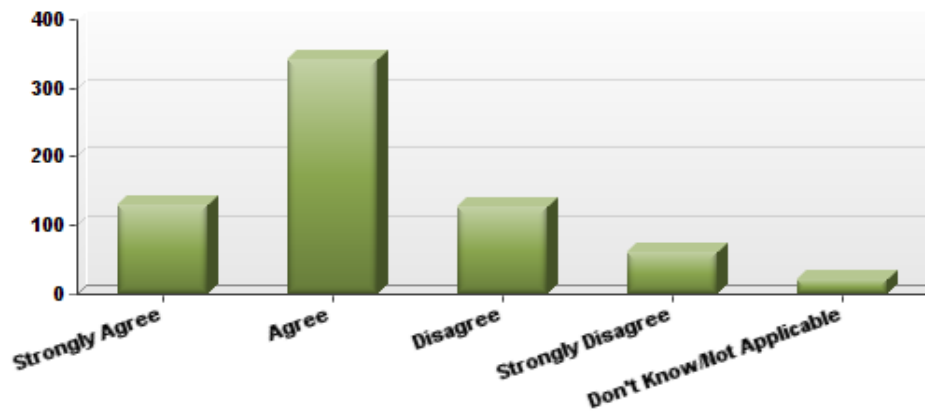


Answer	Response	%
Strongly Agree	68	10%
Agree	336	48%
Disagree	133	19%
Strongly Disagree	57	8%
Don't Know/Not Applicable	100	14%
Total	694	100%

18i. Please write any comments you have about administration throughout the district. (Appendix C list all comments without personal names)

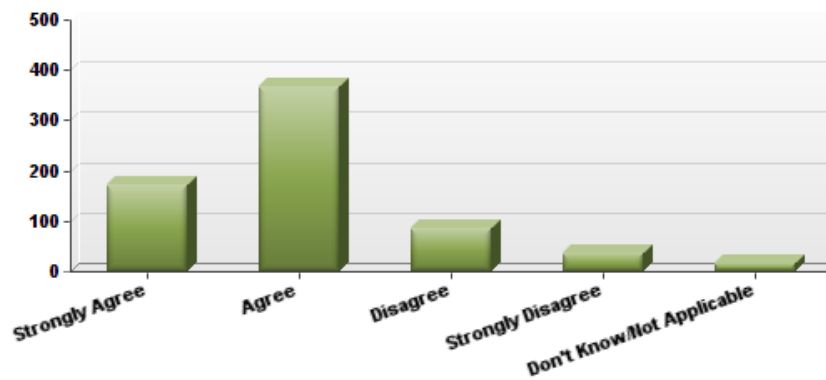
Personal Workplace

19a. I feel my work is appreciated.



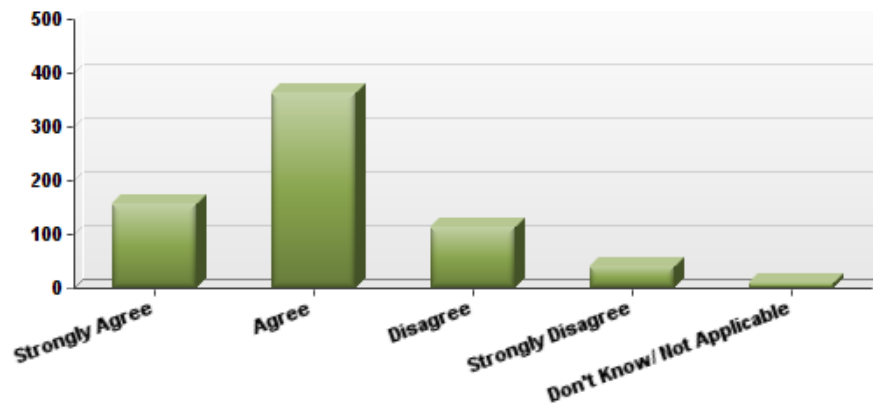
Answer	Response	%
Strongly Agree	131	19%
Agree	342	50%
Disagree	128	19%
Strongly Disagree	60	9%
Don't Know/Not Applicable	21	3%
Total	682	100%

19b. I would recommend our district as a good place to work.



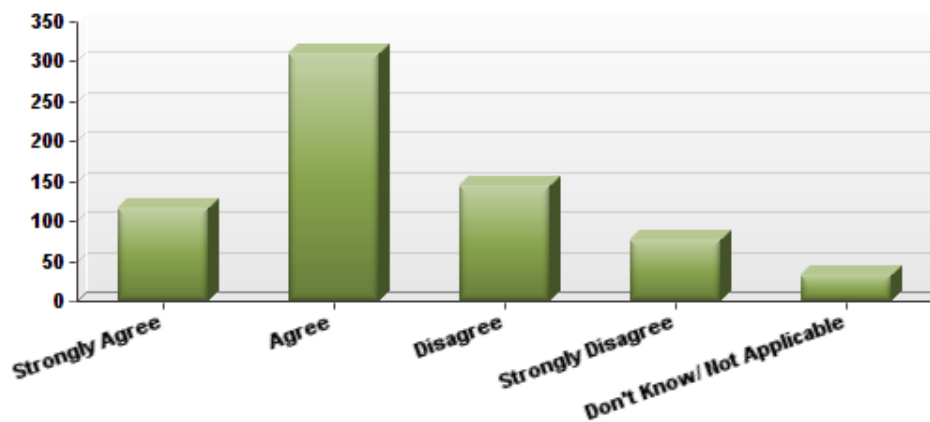
Answer	Response	%
Strongly Agree	171	25%
Agree	368	54%
Disagree	87	13%
Strongly Disagree	38	6%
Don't Know/Not Applicable	18	3%
Total	682	100%

19c. I am treated with respect.



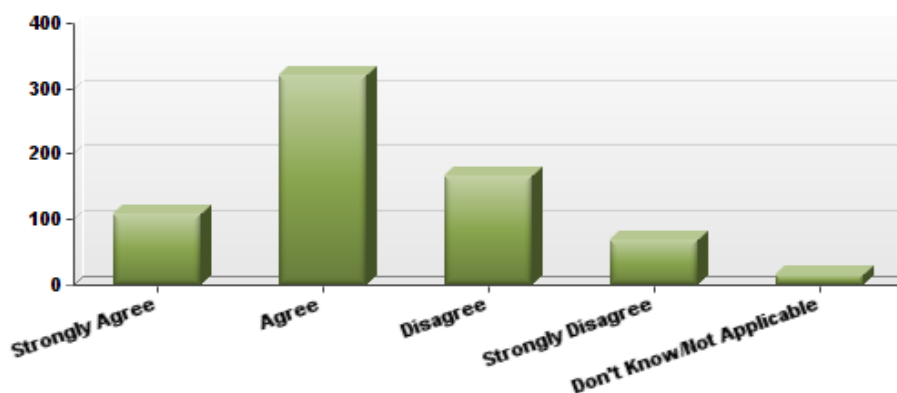
Answer	Response	%
Strongly Agree	156	23%
Agree	363	53%
Disagree	112	16%
Strongly Disagree	40	6%
Don't Know/ Not Applicable	11	2%
Total	682	100%

19d. I have the opportunity to participate meaningfully in decisions at work.



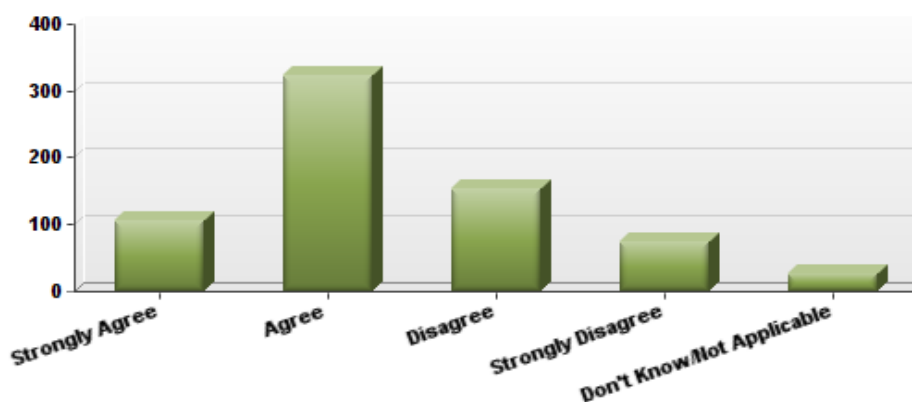
Answer	Response	%
Strongly Agree	116	17%
Agree	310	45%
Disagree	145	21%
Strongly Disagree	78	11%
Don't Know/ Not Applicable	33	5%
Total	682	100%

19e. I feel we have a strong sense of community at work.



Answer	Response	%
Strongly Agree	109	16%
Agree	321	47%
Disagree	167	24%
Strongly Disagree	68	10%
Don't Know/Not Applicable	17	2%
Total	682	100%

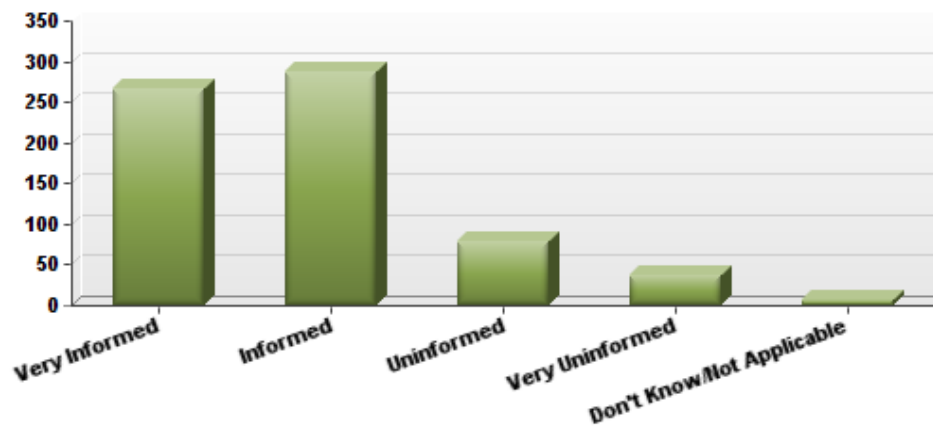
19f. I feel my opinions are valued.



Answer	Response	%
Strongly Agree	106	16%
Agree	322	47%
Disagree	153	22%
Strongly Disagree	74	11%
Don't Know/Not Applicable	27	4%
Total	682	100%

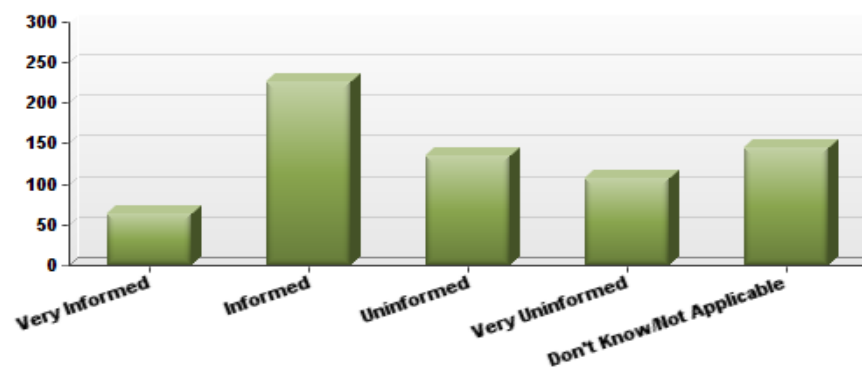
Communication

20a. Please indicate how informed you think you are about what is happening *in your unit*?



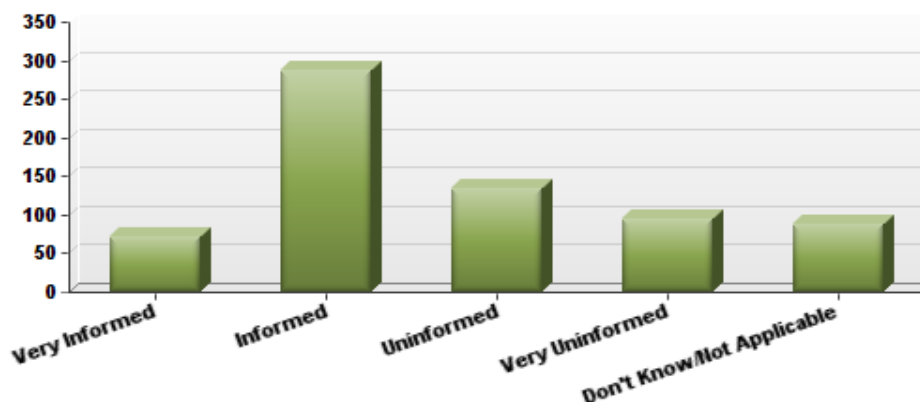
Answer	Response	%
Very Informed	267	39%
Informed	288	42%
Uninformed	78	12%
Very Uninformed	37	5%
Don't Know/Not Applicable	8	1%
Total	678	100%

20b. Please indicate how informed you think you are about what is happening *at Irvine Valley College*.



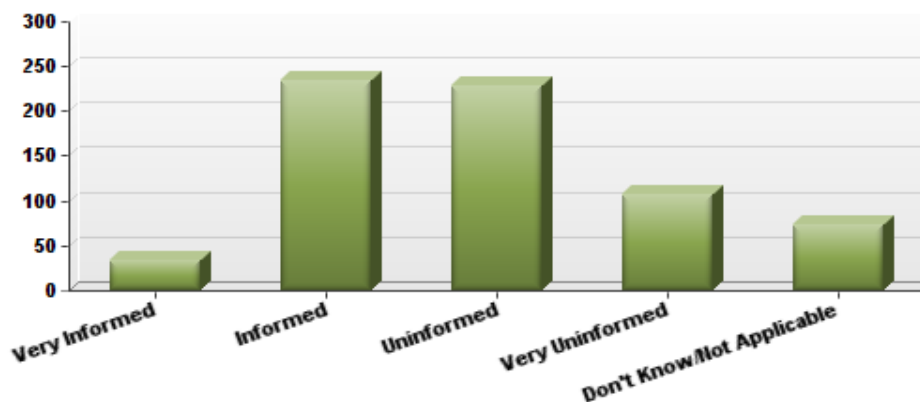
Answer	Response	%
Very Informed	63	9%
Informed	226	33%
Uninformed	135	20%
Very Uninformed	108	16%
Don't Know/Not Applicable	146	22%
Total	678	100%

20c. Please indicate how informed you think you are about what is happening *at Saddleback College*.



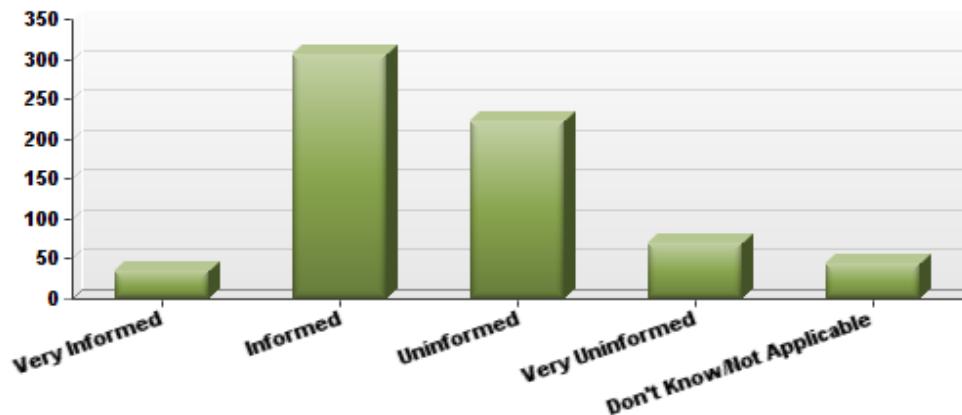
Answer	Response	%
Very Informed	73	11%
Informed	287	42%
Uninformed	134	20%
Very Uninformed	95	14%
Don't Know/Not Applicable	89	13%
Total	678	100%

20d. Please indicate how informed you think you are about what is happening *at District Services*.



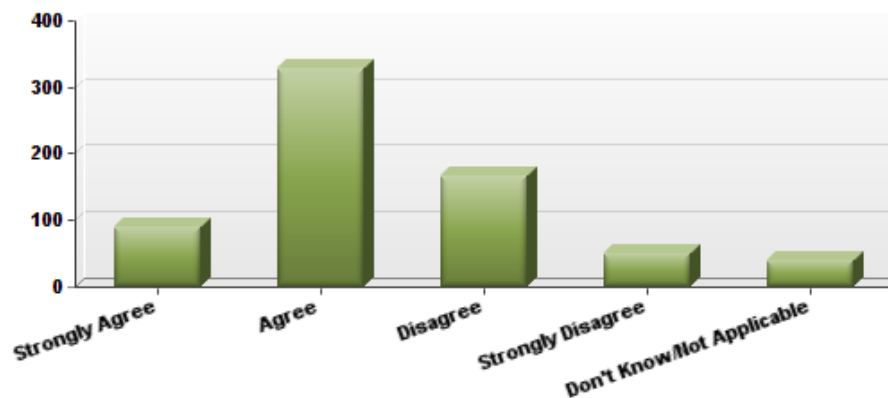
Answer	Response	%
Very Informed	34	5%
Informed	235	35%
Uninformed	228	34%
Very Uninformed	108	16%
Don't Know/Not Applicable	73	11%
Total	678	100%

20e. Please indicate how informed you think you are about what is happening *in the district as a whole*.



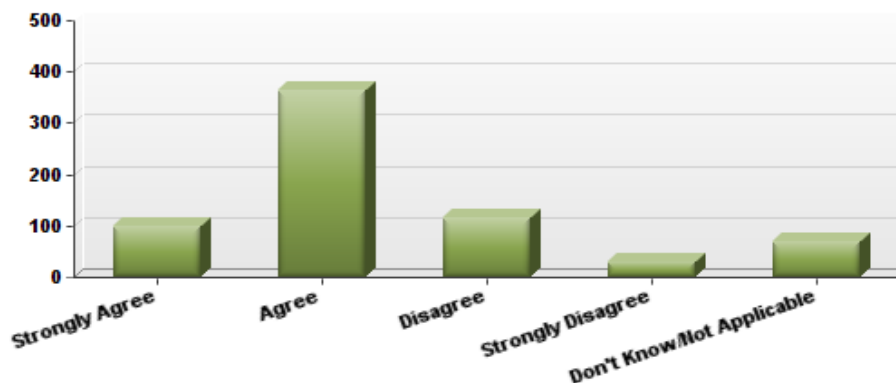
Answer	Response	%
Very Informed	34	5%
Informed	307	45%
Uninformed	223	33%
Very Uninformed	69	10%
Don't Know/Not Applicable	45	7%
Total	678	100%

21a. I regularly receive information on the major issues being addressed by the college presidents.



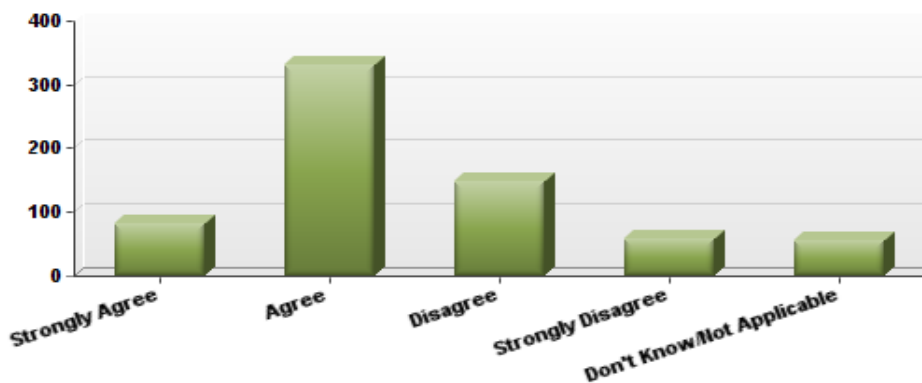
Answer	Response	%
Strongly Agree	89	13%
Agree	329	49%
Disagree	166	25%
Strongly Disagree	51	8%
Don't Know/Not Applicable	41	6%
Total	676	100%

21b. I regularly receive information on the major issues being addressed by my participatory governance representatives.



Answer	Response	%
Strongly Agree	98	14%
Agree	363	54%
Disagree	116	17%
Strongly Disagree	31	5%
Don't Know/Not Applicable	68	10%
Total	676	100%

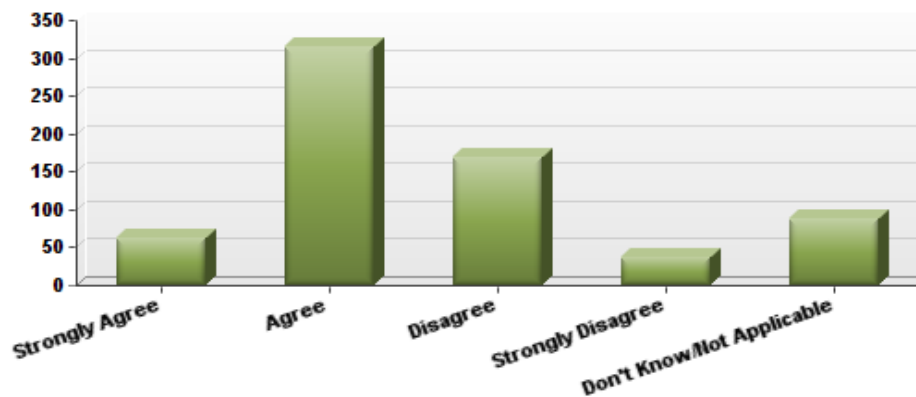
21c. I regularly receive information on the major issues being addressed by the chancellor.



Answer	Response	%
Strongly Agree	82	12%
Agree	332	49%
Disagree	149	22%
Strongly Disagree	58	9%
Don't Know/Not Applicable	55	8%
Total	676	100%

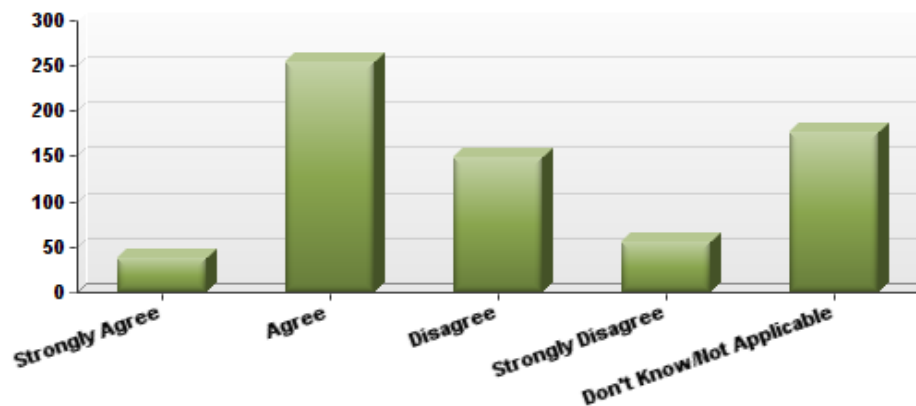
Planning

22a. I am aware of the district-wide integrated strategic planning process.



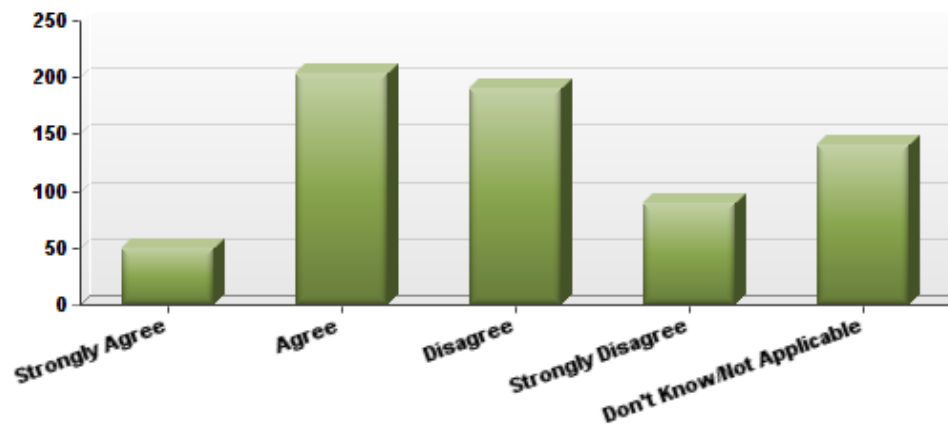
Answer	Response	%
Strongly Agree	63	9%
Agree	315	47%
Disagree	170	25%
Strongly Disagree	37	5%
Don't Know/Not Applicable	88	13%
Total	673	100%

22b. I feel planning in our district is effective.



Answer	Response	%
Strongly Agree	38	6%
Agree	254	38%
Disagree	150	22%
Strongly Disagree	55	8%
Don't Know/Not Applicable	176	26%
Total	673	100%

22c. I am aware of the District-wide Planning and Decision Making Manual.



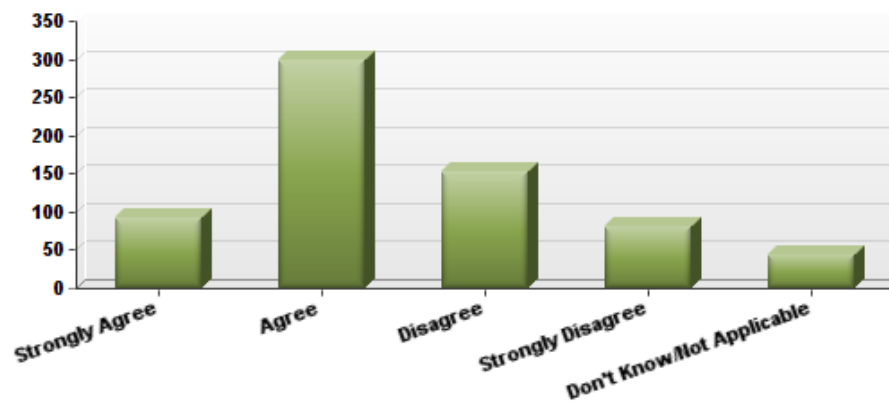
Answer	Response	%
Strongly Agree	49	7%
Agree	203	30%
Disagree	191	28%
Strongly Disagree	90	13%
Don't Know/Not Applicable	140	21%
Total	673	100%

23. Please provide any comments regarding planning in the district.

(Appendix C list all comments without personal names)

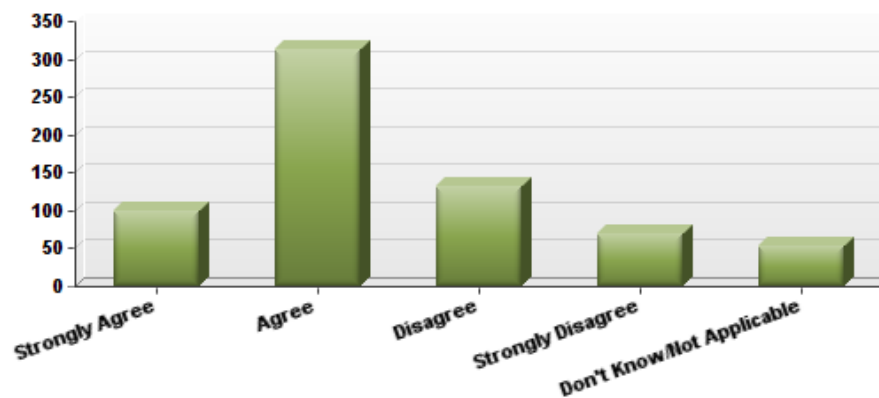
Professional Development

24. The number of professional development opportunities available to me is sufficient.



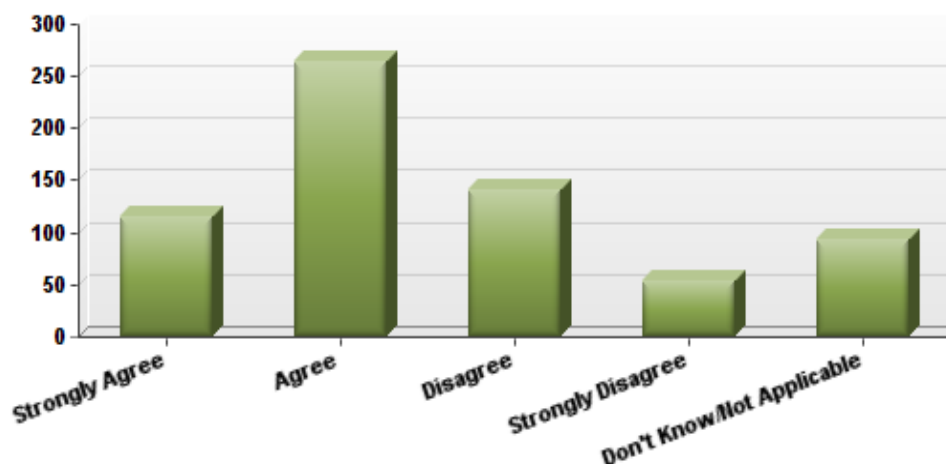
Answer	Response	%
Strongly Agree	93	14%
Agree	298	45%
Disagree	154	23%
Strongly Disagree	80	12%
Don't Know/Not Applicable	43	6%
Total	668	100%

25. I am able to participate in professional development opportunities I am interested in.



Answer	Response	%
Strongly Agree	100	15%
Agree	314	47%
Disagree	131	20%
Strongly Disagree	69	10%
Don't Know/Not Applicable	54	8%
Total	668	100%

26. I have participated in professional development opportunities focused on student success.

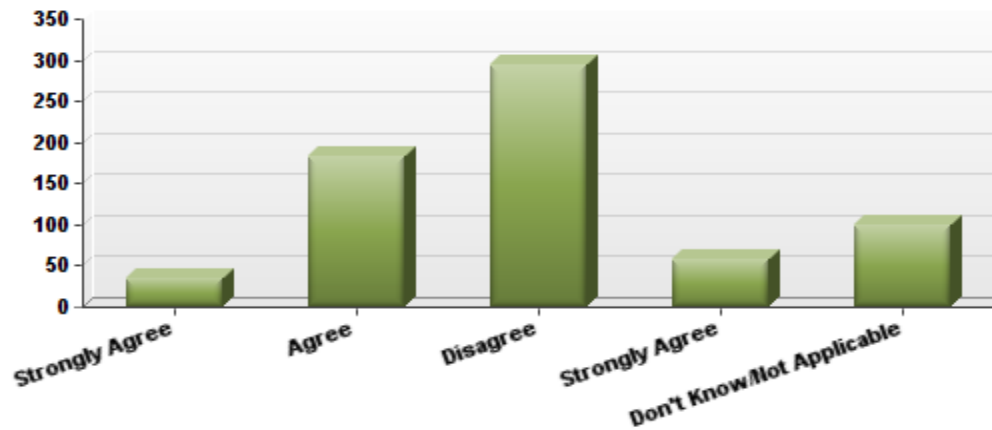


Answer	Response	%
Strongly Agree	116	17%
Agree	264	40%
Disagree	141	21%
Strongly Disagree	53	8%
Don't Know/Not Applicable	94	14%
Total	668	100%

27. What types of professional development opportunities would you like to participate in to develop your career goals and talents? (Appendix C list all comments without personal names)

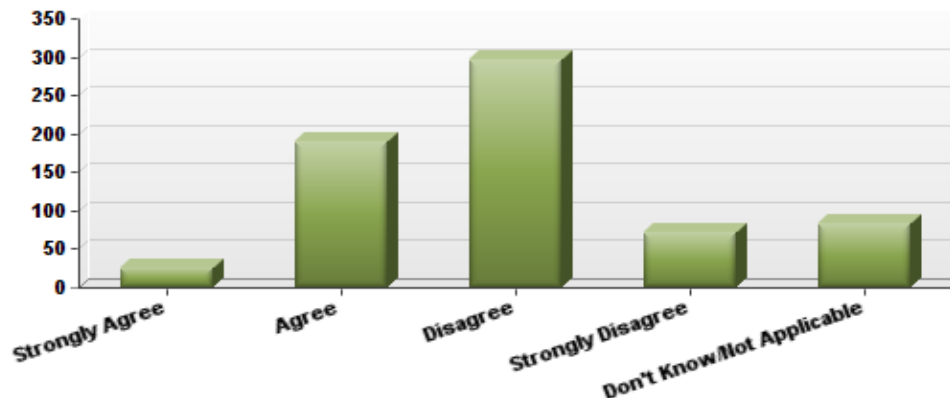
Training

28. I have participated in training that increases my understanding of district-wide organizational structure.



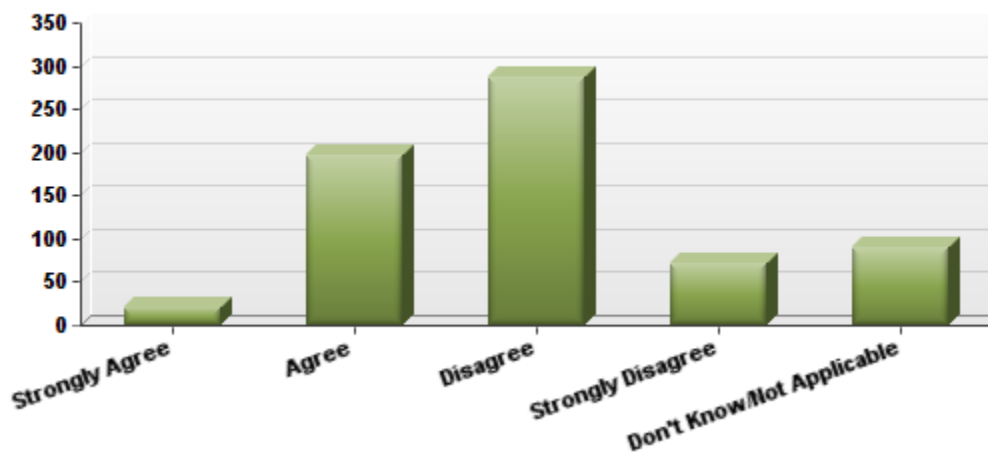
Answer	Response	%
Strongly Agree	34	5%
Agree	183	27%
Disagree	294	44%
Strongly Agree	57	9%
Don't Know/Not Applicable	100	15%
Total	668	100%

29. I have participated in training that increases my understanding of district-wide resources.



Answer	Response	%
Strongly Agree	25	4%
Agree	191	29%
Disagree	296	44%
Strongly Disagree	72	11%
Don't Know/Not Applicable	84	13%
Total	668	100%

30. I have participated in training that increases my understanding of district-wide processes and procedures.




Answer	Response	%
Strongly Agree	21	3%
Agree	196	29%
Disagree	288	43%
Strongly Disagree	73	11%
Don't Know/Not Applicable	90	13%
Total	668	100%

31. What specific areas would you like more training in? (Appendix C list all comments without personal names)

32. You have now completed the survey. Do you have any other comments or suggestions regarding the survey in particular? (Appendix C list all comments without personal names)

Appendix A: Climate Survey Form

 SOUTH ORANGE COUNTY COMMUNITY COLLEGE DISTRICT SADDLEBACK COLLEGE ♦ IRVINE VALLEY COLLEGE ♦ ATEP	
Introduction	
<p>Dear SOCCCD Employee,</p> <p>South Orange County Community College District, which includes Irvine Valley College, Saddleback College and District Services, is conducting a survey to assess the district-wide climate. Your honest insights and opinions are very valuable contributions to understanding and evaluating our environment throughout the district.</p> <p>Please note that in the survey we are looking for your opinions on the colleges, District Services, as well as the district as a whole. In the working of the questions, we will be using either the college name, District Services, or district-wide to represent the area we are evaluating.</p> <p>The survey should only take about 15-20 minutes of your time. Please complete the survey by November 14, 2014.</p> <p>All responses are anonymous, strictly confidential, and will be aggregated solely for research purposes. If you have any questions or concerns, please contact Denise Inciong, District Director of Research, Planning and Data Management at dinciong@socccd.edu.</p> <p>Thank you for your participation!</p>	
Employee Data	
<p>Q1. Please select the place(s) where you work.</p> <p><input type="checkbox"/> District Services</p> <p><input type="checkbox"/> Irvine Valley College</p> <p><input type="checkbox"/> Saddleback College</p>	
<p>Q2. What is your employee type?</p> <p><input type="radio"/> Administrator/Manager</p> <p><input type="radio"/> Faculty</p> <p><input type="radio"/> Classified Staff</p>	
<p>Q3. Are you a full-time or part-time employee?</p> <p><input type="radio"/> Full-time</p> <p><input type="radio"/> Part-time</p>	
<p>Q4. How long have you been employed at SOCCCD?</p> <p><input type="radio"/> Less than 1 year</p> <p><input type="radio"/> 1-10 years</p> <p><input type="radio"/> 11-19 years</p> <p><input type="radio"/> 20 or more years</p>	

Frequency of Contact

For clarification we are using these terms to define an area:

1. **College Campus:** Irvine Valley College or Saddleback College
2. **District Services:** The departments within district services such as the Chancellor's Office, Board of Trustees, Public Affairs, Human Resources, Business Services, District IT, Research and Planning, etc.
3. **District or District-wide:** Referring to both the colleges and district services together as one area.

We are looking to get your opinions of these areas.

Q5. How often do you work or interact with employees from District Services?

- ☐ Very Frequently
- ☐ Frequently
- ☐ Occasionally
- ☐ Rarely
- ☐ Very Rarely
- ☐ Never

Q6. Overall, how satisfied are you with District Services working environment?

- ☐ Very Satisfied
- ☐ Satisfied
- ☐ Dissatisfied
- ☐ Very Dissatisfied
- ☐ Don't Know/Not Applicable

Q7. How often do you work or interact with employees from Saddleback College?

- ☐ Very Frequently
- ☐ Frequently
- ☐ Occasionally
- ☐ Rarely
- ☐ Very Rarely
- ☐ Never

Q8. Overall, how satisfied are you with Saddleback College's working environment?

- ☐ Very Satisfied
- ☐ Satisfied
- ☐ Dissatisfied
- ☐ Very Dissatisfied
- ☐ Don't Know/Not Applicable

Q9. How often do you work or interact with employees from Irvine Valley College?

- ☐ Very Frequently
- ☐ Frequently
- ☐ Occasionally
- ☐ Rarely
- ☐ Very Rarely
- ☐ Never

Q10. Overall, how satisfied are you with Irvine Valley College's working environment?

- ☐ Very Satisfied
- ☐ Satisfied
- ☐ Dissatisfied
- ☐ Very Dissatisfied
- ☐ Don't Know/Not Applicable

Climate Overall

For clarification we are using these terms to define an area:

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3. **District or District-wide:** Referring to both the colleges and district services together as one area.

We are looking to get your opinions of these areas.

Q11. Overall, how satisfied are you with the SOCCCD's environment district-wide?

- ☐ Very Satisfied
- ☐ Satisfied
- ☐ Dissatisfied
- ☐ Very Dissatisfied
- ☐ Don't Know/Not Applicable

Q12. Overall, how would you assess the working relationship between Saddleback College and District Services?

- ☐ Excellent
- ☐ Good
- ☐ Fair
- ☐ Poor
- ☐ Very Poor
- ☐ Don't Know/Not Applicable

Q13. Please write any comments you have regarding the working relationship between Saddleback College and District Services.

--

Q14. Overall, how would you assess the working relationship between Irvine Valley College and District Services?

- ☐ Excellent
- ☐ Good
- ☐ Fair
- ☐ Poor
- ☐ Very Poor
- ☐ Don't Know/Not Applicable

Q15. Please write any comments you have regarding the working relationship between Irvine Valley College and District Services.

--

Q16. Overall, how would you assess the working relationship between Irvine Valley College and Saddleback College?

- ☐ Excellent
- ☐ Good
- ☐ Fair
- ☐ Poor
- ☐ Very Poor
- ☐ Don't Know/Not Applicable

Q17. Please write any comments you have regarding the working relationship between Irvine Valley College and Saddleback College.

--

Administration

For clarification we are using these terms to define an area:

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Human Resources, Business Services, District IT, Research and Planning, etc.

3. **District or District-wide:** Referring to both the colleges and district services together as one area.

We are looking to get your opinions of these areas.

. Please indicate the extent to which you agree with the following statements.

Q18a. Administrators throughout the district provide effective leadership that supports the district's mission.

- ☐ Strongly Agree
- ☐ Agree
- ☐ Disagree
- ☐ Strongly Disagree
- ☐ Don't Know/Not Applicable

Q18b. Administrators throughout the district provide effective leadership that supports the District-wide Strategic Plan.

- ☐ Strongly Agree
- ☐ Agree
- ☐ Disagree
- ☐ Strongly Disagree
- ☐ Don't Know/Not Applicable

Q18c. Administrators throughout the district follow established policies, procedures, and protocols.

- ☐ Strongly Agree
- ☐ Agree
- ☐ Disagree
- ☐ Strongly Disagree
- ☐ Don't Know/Not Applicable

Q18d. Administrators throughout the district understand the roles of the colleges and district services.

- ☐ Strongly Agree
- ☐ Agree
- ☐ Disagree
- ☐ Strongly Disagree
- ☐ Don't Know/Not Applicable

Q18e. Administrators throughout the district encourage civility and respectful behavior.

- ☐ Strongly Agree
- ☐ Agree
- ☐ Disagree
- ☐ Strongly Disagree

☐ Don't Know/Not Applicable

Q18f. Administrators throughout the district encourage innovation.

- ☐ Strongly Agree
☐ Agree
☐ Disagree
☐ Strongly Disagree
☐ Don't Know/Not Applicable

Q18g. Administrators throughout the district encourage collaboration.

- ☐ Strongly Agree
☐ Agree
☐ Disagree
☐ Strongly Disagree
☐ Don't Know/Not Applicable

Q18h. Administrators throughout the district encourage respectful interaction.

- ☐ Strongly Agree
☐ Agree
☐ Disagree
☐ Strongly Disagree
☐ Don't Know/Not Applicable

Q18i. Please write any comments you have about administration throughout the district.

--

Workplace

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We are looking to get your opinions of these areas.

. Please indicate the extent to which you agree with the following statements.

Q19a. I feel my work is appreciated.

- ☐ Strongly Agree
- ☐ Agree
- ☐ Disagree
- ☐ Strongly Disagree
- ☐ Don't Know/Not Applicable

Q19b. I would recommend our district as a good place to work.

- ☐ Strongly Agree
- ☐ Agree
- ☐ Disagree
- ☐ Strongly Disagree
- ☐ Don't Know/Not Applicable

Q19c. I am treated with respect.

- ☐ Strongly Agree
- ☐ Agree
- ☐ Disagree
- ☐ Strongly Disagree
- ☐ Don't Know/ Not Applicable

Q19d. I have the opportunity to participate meaningfully in decisions at work.

- ☐ Strongly Agree
- ☐ Agree
- ☐ Disagree
- ☐ Strongly Disagree
- ☐ Don't Know/ Not Applicable

Q19e. I feel we have a strong sense of community at work.

- ☐ Strongly Agree
- ☐ Agree
- ☐ Disagree

- ☐ Strongly Disagree
- ☐ Don't Know/Not Applicable

Q19f. I feel my opinions are valued.

- ☐ Strongly Agree
- ☐ Agree
- ☐ Disagree
- ☐ Strongly Disagree
- ☐ Don't Know/Not Applicable

Communication Text

For clarification we are using these terms to define an area:

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 3. **District or District-wide:** Referring to both the colleges and district services together as one area.
- We are looking to get your opinions of these areas.

. On the following page, please indicate how informed you are about different areas in the district.

Communication

Q20a. Please indicate how informed you think you are about what is happening *in your unit*?

- ☐ Very Informed
- ☐ Informed
- ☐ Uninformed
- ☐ Very Uninformed
- ☐ Don't Know/Not Applicable

Q20b. Please indicate how informed you think you are about what is happening *at Irvine Valley College*.

- ☐ Very Informed
- ☐ Informed
- ☐ Uninformed
- ☐ Very Uninformed
- ☐ Don't Know/Not Applicable

<p>Q20c. Please indicate how informed you think you are about what is happening <i>at Saddleback College</i>.</p> <p><input type="radio"/> Very Informed</p> <p><input type="radio"/> Informed</p> <p><input type="radio"/> Uninformed</p> <p><input type="radio"/> Very Uninformed</p> <p><input type="radio"/> Don't Know/Not Applicable</p>
<p>Q20d. Please indicate how informed you think you are about what is happening <i>at District Services</i>.</p> <p><input type="radio"/> Very Informed</p> <p><input type="radio"/> Informed</p> <p><input type="radio"/> Uninformed</p> <p><input type="radio"/> Very Uninformed</p> <p><input type="radio"/> Don't Know/Not Applicable</p>
<p>Q20e. Please indicate how informed you think you are about what is happening in the <i>district as a whole</i>.</p> <p><input type="radio"/> Very Informed</p> <p><input type="radio"/> Informed</p> <p><input type="radio"/> Uninformed</p> <p><input type="radio"/> Very Uninformed</p> <p><input type="radio"/> Don't Know/Not Applicable</p>
<p>Communication Text 2</p>
<p>For clarification we are using these terms to define an area:</p> <ol style="list-style-type: none"> College Campus: Irvine Valley College or Saddleback College District Services: The departments within district services such as the Chancellor's Office, Board of Trustees, Public Affairs, Human Resources, Business Services, District IT, Research and Planning, etc. District or District-wide: Referring to both the colleges and district services together as one area. <p>We are looking to get your opinions of these areas.</p>
<p>On the following page, please indicate the extent to which you agree with the statements.</p>

Communication of Information

Q21a. I regularly receive information on the major issues being addressed by the college presidents.

- ☐ Strongly Agree
- ☐ Agree
- ☐ Disagree
- ☐ Strongly Disagree
- ☐ Don't Know/Not Applicable

Q21b. I regularly receive information on the major issues being addressed by my participatory governance representatives.

- ☐ Strongly Agree
- ☐ Agree
- ☐ Disagree
- ☐ Strongly Disagree
- ☐ Don't Know/Not Applicable

Q21c. I regularly receive information on the major issues being addressed by the chancellor.

- ☐ Strongly Agree
- ☐ Agree
- ☐ Disagree
- ☐ Strongly Disagree
- ☐ Don't Know/Not Applicable

Assessment of District-wide Planning

For clarification we are using these terms to define an area:

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3. **District or District-wide:** Referring to both the colleges and district services together as one area.

We are looking to get your opinions of these areas.

. Please indicate the extent to which you agree with the following statements.

Q22a. I am aware of the district-wide integrated strategic planning process.

- ☐ Strongly Agree
- ☐ Agree
- ☐ Disagree
- ☐ Strongly Disagree

☐ Don't Know/Not Applicable

Q22b. I feel planning in our district is effective.

- ☐ Strongly Agree
- ☐ Agree
- ☐ Disagree
- ☐ Strongly Disagree
- ☐ Don't Know/Not Applicable

Q22c. I am aware of the District-wide Planning and Decision Making Manual.

- ☐ Strongly Agree
- ☐ Agree
- ☐ Disagree
- ☐ Strongly Disagree
- ☐ Don't Know/Not Applicable

Q23. Please provide any comments regarding planning in the district.

--

Professional Development

The following questions are about professional development district-wide. The term "**professional development**" in the questions refer to opportunities to acquire skills or knowledge that enhance your ability to perform your job or advance your career.

Please indicate the extent to which you agree with the following statements.

Q24. The number of professional development opportunities available to me is sufficient.

- ☐ Strongly Agree
- ☐ Agree
- ☐ Disagree
- ☐ Strongly Disagree
- ☐ Don't Know/Not Applicable

Q25. I am able to participate in professional development opportunities I am interested in.

- ☐ Strongly Agree
- ☐ Agree
- ☐ Disagree
- ☐ Strongly Disagree
- ☐ Don't Know/Not Applicable

Q26. I have participated in professional development opportunities focused on student success.

- ☐ Strongly Agree
- ☐ Agree
- ☐ Disagree
- ☐ Strongly Disagree
- ☐ Don't Know/Not Applicable

Q27. What types of professional development opportunities would you like to participate in to develop your career goals and talents?

--

Q28. I have participated in training that increases my understanding of district-wide organizational structure.

- ☐ Strongly Agree
- ☐ Agree
- ☐ Disagree
- ☐ Strongly Agree
- ☐ Don't Know/Not Applicable

Q29.

I have participated in training that increases my understanding of district-wide resources.

- ☐ Strongly Agree
- ☐ Agree
- ☐ Disagree
- ☐ Strongly Disagree
- ☐ Don't Know/Not Applicable

Q30. I have participated in training that increases my understanding of district-wide processes and procedures.

- ☐ Strongly Agree
- ☐ Agree

- ☐ Disagree
- ☐ Strongly Disagree
- ☐ Don't Know/Not Applicable

Q31. What specific areas would you like more training in?

Q32. You have now completed the survey. Do you have any other comments or suggestions regarding the survey in particular?

Survey Powered By [Qualtrics](#)

Appendix B: Communication Plan for SOCCCD Climate Survey 2014

Timeline for 2014 SOCCCD Climate Survey:

Communication	Date to be sent
Constituent groups email to communicate upcoming climate survey (communication contacts in table below)	October 13, 2014
District-wide email requesting participation with link to the survey	October 20, 2014
District-wide email reminding participants to complete survey with link to the survey (1 st reminder)	October 29, 2014
District-wide email reminding participants to complete survey with link to the survey to be sent on (2 nd reminder)	November 3, 2014
Survey closes	November 7, 2014

District-wide Contacts for Communication Plan

Contact Office	Primary Contact	Secondary Contact Task Force members	Communication sent to
District-wide and District Services Public Affairs	Gary Poertner, Chancellor Tere Fluegeman, District Director, Public Affairs and Government Relations	Randy Peebles, Associate Vice Chancellor, Economic Development	District-wide: SOCCCD Employees
Irvine Valley College Office of the President and Office of Public Information & Marketing	Glenn Roquemore, President Diane Oaks, Director Marketing & Communications	Davit Khachatryan, Vice President, College Administrative Services (dkhachatryan@ivc.edu)	
Saddleback College, Office of the President and Public Information Office	Tod Burnett, President Jennie McCue, Director Marketing & Communications	Carol Hilton, Vice President, College Administrative Services)	
Irvine Valley College, Academic Senate	Kathy Schmeidler, Senate President	Roopa Mathur, IVC Faculty	
Saddleback College, Academic Senate	Dan Walsh, Senate President	Bruce Gilman, Saddleback Faculty	
Irvine Valley College, Classified Senate	Vincent Cooper, Senate President	TBD	
Saddleback College, Classified Senate	Mike Sauter, Senate President	TBD	