

John A. Logan College Follow-up Survey -- 2009

RESULTS - FULL-TIME FACULTY (n=70)

Criterion 1d: The organization's governance and administrative structures promote effective leadership and support collaborative processes that enable the organization to fulfill its mission.

Criterion 1e: The organization upholds and protects its integrity.

1. Please indicate the classification of your current position.

<input type="text" value="70"/> Full-time Faculty	<input type="text"/> Term Faculty
<input type="text"/> Non-Teaching Professional	<input type="text"/> Operational Staff

Please judge the following statements in regard to the aforementioned components of Criterion 1.

2. Information is freely communicated from administrative leaders above you.

<input type="text" value="9"/> Strongly Agree	<input type="text" value="8"/> Disagree
<input type="text" value="32"/> Agree	<input type="text" value="2"/> Strongly Disagree
<input type="text" value="18"/> Neutral	<input type="text" value="0"/> Not Applicable

(Comments are attached)

n = 69

3. You are comfortable communicating information to administrative leaders above you.

<input type="text" value="16"/> Strongly Agree	<input type="text" value="15"/> Disagree
<input type="text" value="26"/> Agree	<input type="text" value="1"/> Strongly Disagree
<input type="text" value="11"/> Neutral	<input type="text" value="0"/> Not Applicable

(Comments are attached)

n = 69

4. An environment of cooperation and teamwork exists at the College.

Strongly Agree

Disagree

Agree

Strongly Disagree

Neutral

Not Applicable

(Comments are attached)

n = 69

5. The College Administration displays behavior that reflects integrity and is ethical and honest.

Strongly Agree

Disagree

Agree

Strongly Disagree

Neutral

Not Applicable

(Comments are attached)

n = 67

6. The College Administration acts in a manner that shows commitment to high academic standards.

Strongly Agree

Disagree

Agree

Strongly Disagree

Neutral

Not Applicable

(Comments are attached)

n = 66

7. The College Board of Trustees displays behavior that reflects integrity and is ethical and honest.

Strongly Agree

Disagree

Agree

Strongly Disagree

Neutral

Not Applicable

(Comments are attached)

n = 67

8. The College Board of Trustees acts in a manner that shows commitment to high academic standards.

Strongly Agree

Disagree

Agree

Strongly Disagree

Neutral

Not Applicable

(Comments are attached)

n = 67

9. Employees are treated with respect and in a professional manner.

Strongly Agree

Disagree

Agree

Strongly Disagree

Neutral

Not Applicable

(Comments are attached)

n = 67

10. The College clearly identifies authority for decision making about organizational goals.

Strongly Agree

Disagree

Agree

Strongly Disagree

Neutral

Not Applicable

(Comments are attached)

n = 66

11. Administrative decisions and actions are carried out in a manner consistent with written guidelines.

Strongly Agree

Disagree

Agree

Strongly Disagree

Neutral

Not Applicable

(Comments are attached)

n = 66

12. Provide any additional comments.

(Comments are attached)

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RESULTS - FULL-TIME FACULTY (n=70)

Criterion 1d: The organization's governance and administrative structures promote effective leadership and support collaborative processes that enable the organization to fulfill its mission.

Criterion 1e: The organization upholds and protects its integrity.

1. Please indicate the classification of your current position.

<input type="checkbox"/> 100.0%	Full-time Faculty	<input type="checkbox"/> 0.0%	Term Faculty
<input type="checkbox"/> 0.0%	Non-Teaching Professional	<input type="checkbox"/> 0.0%	Operational Staff

Please judge the following statements in regard to the aforementioned components of Criterion 1.

2. Information is freely communicated from administrative leaders above you.

<input type="checkbox"/> 13.0%	Strongly Agree	<input type="checkbox"/> 11.6%	Disagree
<input type="checkbox"/> 46.4%	Agree	<input type="checkbox"/> 2.9%	Strongly Disagree
<input type="checkbox"/> 26.1%	Neutral	<input type="checkbox"/> 0.0%	Not Applicable

(Comments are attached)

n = 69

3. You are comfortable communicating information to administrative leaders above you.

<input type="checkbox"/> 23.2%	Strongly Agree	<input type="checkbox"/> 21.7%	Disagree
<input type="checkbox"/> 37.7%	Agree	<input type="checkbox"/> 1.4%	Strongly Disagree
<input type="checkbox"/> 15.9%	Neutral	<input type="checkbox"/> 0.0%	Not Applicable

(Comments are attached)

n = 69

4. An environment of cooperation and teamwork exists at the College.

17.4%	Strongly Agree	17.4%	Disagree
42.0%	Agree	2.9%	Strongly Disagree
20.3%	Neutral	0.0%	Not Applicable

(Comments are attached)

n = 69

5. The College Administration displays behavior that reflects integrity and is ethical and honest.

17.9%	Strongly Agree	22.4%	Disagree
31.3%	Agree	4.5%	Strongly Disagree
23.9%	Neutral	0.0%	Not Applicable

(Comments are attached)

n = 67

6. The College Administration acts in a manner that shows commitment to high academic standards.

28.8%	Strongly Agree	4.5%	Disagree
39.4%	Agree	1.5%	Strongly Disagree
25.8%	Neutral	0.0%	Not Applicable

(Comments are attached)

n = 66

7. The College Board of Trustees displays behavior that reflects integrity and is ethical and honest.

17.9%	Strongly Agree	11.9%	Disagree
32.8%	Agree	6.0%	Strongly Disagree
29.9%	Neutral	1.5%	Not Applicable

(Comments are attached)

n = 67

8. The College Board of Trustees acts in a manner that shows commitment to high academic standards.

<input type="checkbox"/> 26.9%	Strongly Agree	<input type="checkbox"/> 6.0%	Disagree
<input type="checkbox"/> 32.8%	Agree	<input type="checkbox"/> 3.0%	Strongly Disagree
<input type="checkbox"/> 31.3%	Neutral	<input type="checkbox"/> 0.0%	Not Applicable

(Comments are attached)

n = 67

9. Employees are treated with respect and in a professional manner.

<input type="checkbox"/> 28.4%	Strongly Agree	<input type="checkbox"/> 11.9%	Disagree
<input type="checkbox"/> 44.8%	Agree	<input type="checkbox"/> 1.5%	Strongly Disagree
<input type="checkbox"/> 13.4%	Neutral	<input type="checkbox"/> 0.0%	Not Applicable

(Comments are attached)

n = 67

10. The College clearly identifies authority for decision making about organizational goals.

<input type="checkbox"/> 21.2%	Strongly Agree	<input type="checkbox"/> 9.1%	Disagree
<input type="checkbox"/> 47.0%	Agree	<input type="checkbox"/> 0.0%	Strongly Disagree
<input type="checkbox"/> 19.7%	Neutral	<input type="checkbox"/> 3.0%	Not Applicable

(Comments are attached)

n = 66

11. Administrative decisions and actions are carried out in a manner consistent with written guidelines.

<input type="checkbox"/> 13.6%	Strongly Agree	<input type="checkbox"/> 15.2%	Disagree
<input type="checkbox"/> 45.5%	Agree	<input type="checkbox"/> 0.0%	Strongly Disagree
<input type="checkbox"/> 24.2%	Neutral	<input type="checkbox"/> 1.5%	Not Applicable

(Comments are attached)

n = 66

12. Provide any additional comments.

(Comments are attached)

Comments

2. Information is freely communicated from administrative leaders above you.

Flow of information has improved. General News, however, is a publicity tool -- not really an information tool for internal constituents.

I believe Brad M. does an excellent job of communicating. I still have doubts about Julia S.

I receive communication by word of mouth from others, not administrators

I think an effort is being made to communicate with faculty & staff, but somehow information does not always reach me. I feel many times I'm the "last to know" everything. Some meetings are during times I teach so that may be part of the problem.

Most info is

No communication

Some but not all and not always effectively.

The information provided on the Intranet is very helpful but I feel we are underusing this communication resource and some items are extremely out of date.

When necessary, information is disseminated. Rationales and alternatives that were considered are not so freely available.

3. You are comfortable communicating information to administrative leaders above you.

depends on information. believe some information does not get acted on

Especially Deb P. and Mark H.

I can talk to my department chair about concerns, but no, I don't feel comfortable talking with other administrators. I have had a couple of recent experiences that make me feel that even more so now. Perhaps I'm paranoid, but somedays I feel the administration doesn't have anything better to do than nit-pick about relatively unimportant things when there are much greater problems to tackle.

I get a strong impression that my "administrative leaders above [me]" do not care in the slightest what I think.

I'm not sure it will be used to advantage, so why should I expose myself to the disapproval of those in the administration.

most administrators are too busy to talk to me

only a select few. trust is a concern

Some

There is no regular means to do this. The focus here has always been top-down, when communication is considered at all (which has historically been ONLY prior to an NCA visit). A one-way 'Conversations' are in fact monologues--Dr. S has a list of points to make TO the group. Frustrating waste of a great idea.

4. An environment of cooperation and teamwork exists at the College.

co workers keep the system running effectively

It is improving with our two new VPs.

Not from where I sit.

There is a class system in operation here, with the administration being the upper class and everyone else being the lower class.

This is also much improved. I believe that all three VPs are working together and genuinely committed to doing what is best for the college and not just for them individually.

We seem to be so focused on the generation of credit hours that the competition for those hours creates a very unfriendly environment between divisions.

Yes, I think in some cases this is true, but not in all cases. It kind of depends on who you are dealing with on an issue.

5. The College Administration displays behavior that reflects integrity and is ethical and honest.

Ha!

I do not know half (or more) of what they do...Some things, e.g. claiming credit hours for "course" taken during Faculty and Staff development days, and for dual credit courses, seems to me to push the envelope of ethics...I do not perceive the presence of a careful effort to prevent needless spending of the taxpayer dollar. (Digital phones? What was the need for that? As one recent example.) On the other hand the administrators that I personally know uniformly impress me as of outstanding character.

I don't believe it was ethical for our President to "retire" and then come back earning a large salary + retirement benefits.

I hope this is the case. I think that the previous survey(s) has made them aware of some of their past questionable activities so that is a positive thing.

I still feel that hiring practices do not reflect integrity, and they are not always ethical or honest. I do feel to some degree things have slightly improved. Mostly though I feel these issues were at the root of the board of trustees.

I'm aware of individuals that use JALC time and employees to work on the completion of projects that have nothing to do with their current position or JALC.

mostly agree, but at times feel decisions are counterproductive to standards

No comment.

Please see answer to #1

Some hiring issues have been a concern. Some qualified faculty are not allowed to teach courses in a department other than the one they were hired in even though that department was allowed to hire new term faculty.

VPs seem to act in ethical ways, esp. new ones. President is double-dipping, and Board collaborated. The rationalization of saving money is bogus. I'm a taxpayer, and I'm paying the President twice. It may be legal, but is not ethical.

6. The College Administration acts in a manner that shows commitment to high academic standards.

I understand that a new employee orientation was submitted for academic credit to the state some time ago. There are huge problems along these lines.

It still seems that credit hours are the driving force at the institution, rather than academic standards. Faculty are strongly encouraged to teach courses online, which may not be the best format for the course material.

Late registration continues to be a disservice to students and faculty. It's not clear that any real attempt has been made to prevent it. Obviously, the income from those last-minute students is necessary, but as long as we allow students to register four days into the semester, we are sending a message that the first week is optional. That does not demonstrate a commitment to high academic standards. 'If we stop it, they will come... earlier.' An education campaign for current students and a media campaign to future students about WHEN THE SEMESTER BEGINS would begin to address this.

The commitment seems to be to high enrollment and retention.

The operative word here is "acts." I don't think that the College Administration gives a darn about high academic standards.

Yes, I think it does. I wonder what impact current and future budget cuts will have on these standards. If faculty and staff cannot travel to relevant conferences and training, I believe this will impact student learning eventually.

7. The College Board of Trustees displays behavior that reflects integrity and is ethical and honest.

Efforts towards improvement have certainly been made in this area but after such a long history and culture of nepotism and favoritism in hiring practices and general distrust of what goes on behind the scenes, I still want more proof. I am hopeful that I will strongly agree with this statement at some point in the future when the Board has to make a really tough decision and ethics and honesty guide a transparent and inclusive process. For now, I remain neutral and vigilant.

Has the culture of nepotism come to an end?

I didn't like when admin. and board members were getting their relatives/friends jobs at Logan if they weren't the best qualified and now because of the new policy on hiring family it ruins a chance of my husband ever working here and he is very very qualified.

Some changes have occurred but the behavior of the board of trustees do not reflect honesty and in most cases are not ethical or honest. Granted the make-up of the board and a couple of upper administration have changed which has helped, but there is still a lot of work to be done. For instance, let's just look at the last round of hires here at the college. The relationships of former employees of the college, with current supervisors hiring their children. Kindy of fishy!!! Oops no pun intended.

You scratch my back, I'll hire your friend or relative.'

8. The College Board of Trustees acts in a manner that shows commitment to high academic standards.

comments same as question # 7

I am close to marking "agree" but at times I think the Board is more concerned about public reaction and avoiding controversy than setting high academic standards. Dual credit enrollment and the potential for students under 18 to be in classes should not be used as a rationale to dismiss academically sound efforts to improve programs.

They are not academic experts. They have little to no impact on academic standards.

The commitment seems to be to a strong athletic department and sports program.

9. Employees are treated with respect and in a professional manner.

administrators need to be more friendly

I have to say for the most part this true. That is for the common everyday employee here at the college. However, there are a few chosen mid-managers that seem to be treated very differently. No accountability whatsoever..... Certainly does nothing for the morale for the rest of us. Of course they are also the main reason for this follow-up survey. Oh yeah we can no longer hire relatives at the college but what about those relatives we have already hired....

I have witnessed some in administrative positions that are very abrupt and show disregard when answering questions from employees.

If anything, administration should require more professionalism from the employees.

Most of the time.

Sometimes yes, but many times no.

Somewhat better since the departure of Larry Peterson and the arrival of Brad McCormick, but still not perfect.

10. The College clearly identifies authority for decision making about organizational goals.

I do not understand this question

I don't even know what this means. What 'organizational goals'? (see item on 'communication.'

I wonder to what extent taxpayer wishes are considered in what we do. Seems to me that at least some of the authority ought to rest with them.

If you don't know who decision makers are then after decisions are made you will.

This continues to be more clearly articulated. In my "perfect" college, we would all have more time to talk about the big picture ideas. It's difficult to strike the balance between meeting deadlines and allowing decision making processes to have time to be truly effective. I'm encouraged by better listening skills among administrators and stronger commitment to inclusion in decision making.

This question makes no sense! In fact it reflects problems with any sense of teamwork.

11. Administrative decisions and actions are carried out in a manner consistent with written guidelines.

I am not familiar with written guidelines for administrative decisions and actions.

If so, then I'm not receiving any

My perception is that such decisions and actions are carried out in any way that the Administration wants to carry them out.

Not sure this is always the case. I only know about my own department and generally rules are followed.

12. Provide any additional comments.

As previously mentioned, a more personable atmosphere needs to be established between the faculty/staff and administration. A friendly work environment and an administration that cares about the employees makes the work place an enjoyable and productive place to be.

Communication has improved, but there is still room for advancement in that arena. I feel administration listens to concerns, but does not do what is best for the student. They always do what is best for the budget without considering student concerns. Laboratory situations are pushed to the maximum allowed even though the facilities and equipment are not adequate for that number of students.

I feel we are still punished for some comments and questions that are put forth to the administration.

Negotiations went on far too long.

I would like to know the results of this survey, along with all comments.

integrity of some board members is questionable

John A Logan College is a terrific place to work!

John A. Logan College is a very good working enviornement.

The majority of the administrative staff at JALC do a very good job. They are trustworthy and want what is best for the college as a whole. However, this does not include all administration.