

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

RESULTS - OPERATIONAL STAFF (n=87)

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"/> Full-time Faculty	<input type="checkbox"/> Term Faculty
<input type="checkbox"/> Non-Teaching Professional	<input type="checkbox"/> 87 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"/> 15 Strongly Agree	<input type="checkbox"/> 9 Disagree
<input type="checkbox"/> 37 Agree	<input type="checkbox"/> 2 Strongly Disagree
<input type="checkbox"/> 19 Neutral	<input type="checkbox"/> 2 Not Applicable

(Comments are attached)

n = 84

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

<input type="checkbox"/> 19 Strongly Agree	<input type="checkbox"/> 10 Disagree
<input type="checkbox"/> 37 Agree	<input type="checkbox"/> 3 Strongly Disagree
<input type="checkbox"/> 14 Neutral	<input type="checkbox"/> 2 Not Applicable

(Comments are attached)

n = 85

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

<input type="text" value="11"/> Strongly Agree	<input type="text" value="13"/> Disagree
<input type="text" value="38"/> Agree	<input type="text" value="4"/> Strongly Disagree
<input type="text" value="19"/> Neutral	<input type="text" value="0"/> Not Applicable

(Comments are attached)

n = 85

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

<input type="text" value="13"/> Strongly Agree	<input type="text" value="10"/> Disagree
<input type="text" value="38"/> Agree	<input type="text" value="6"/> Strongly Disagree
<input type="text" value="17"/> Neutral	<input type="text" value="1"/> Not Applicable

(Comments are attached)

n = 85

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

<input type="text" value="21"/> Strongly Agree	<input type="text" value="2"/> Disagree
<input type="text" value="51"/> Agree	<input type="text" value="2"/> Strongly Disagree
<input type="text" value="8"/> Neutral	<input type="text" value="1"/> Not Applicable

(Comments are attached)

n = 85

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

<input type="text" value="11"/> Strongly Agree	<input type="text" value="9"/> Disagree
<input type="text" value="27"/> Agree	<input type="text" value="8"/> Strongly Disagree
<input type="text" value="26"/> Neutral	<input type="text" value="0"/> Not Applicable

(Comments are attached)

n = 81

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

<input type="text" value="14"/> Strongly Agree	<input type="text" value="4"/> Disagree
<input type="text" value="42"/> Agree	<input type="text" value="2"/> Strongly Disagree
<input type="text" value="19"/> Neutral	<input type="text" value="1"/> Not Applicable

(Comments are attached)

n = 82

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

<input type="text" value="12"/> Strongly Agree	<input type="text" value="8"/> Disagree
<input type="text" value="36"/> Agree	<input type="text" value="4"/> Strongly Disagree
<input type="text" value="23"/> Neutral	<input type="text" value="0"/> Not Applicable

(Comments are attached)

n = 83

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

<input type="text" value="12"/> Strongly Agree	<input type="text" value="7"/> Disagree
<input type="text" value="45"/> Agree	<input type="text" value="3"/> Strongly Disagree
<input type="text" value="14"/> Neutral	<input type="text" value="1"/> Not Applicable

(Comments are attached)

n = 82

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

<input type="text" value="14"/> Strongly Agree	<input type="text" value="4"/> Disagree
<input type="text" value="35"/> Agree	<input type="text" value="4"/> Strongly Disagree
<input type="text" value="25"/> Neutral	<input type="text" value="0"/> Not Applicable

(Comments are attached)

n = 82

12. Provide any additional comments.

(Comments are attached)

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

RESULTS - OPERATIONAL STAFF (n=87)

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"/> 0.0%	Full-time Faculty	<input type="checkbox"/> 0.0%	Term Faculty
<input type="checkbox"/> 0.0%	Non-Teaching Professional	<input type="checkbox"/> 100.0%	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"/> 17.9%	Strongly Agree	<input type="checkbox"/> 10.7%	Disagree
<input type="checkbox"/> 44.0%	Agree	<input type="checkbox"/> 2.4%	Strongly Disagree
<input type="checkbox"/> 22.6%	Neutral	<input type="checkbox"/> 2.4%	Not Applicable

(Comments are attached)

n = 84

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

<input type="checkbox"/> 22.4%	Strongly Agree	<input type="checkbox"/> 11.8%	Disagree
<input type="checkbox"/> 43.5%	Agree	<input type="checkbox"/> 3.5%	Strongly Disagree
<input type="checkbox"/> 16.5%	Neutral	<input type="checkbox"/> 2.4%	Not Applicable

(Comments are attached)

n = 85

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

12.9%	Strongly Agree	15.3%	Disagree
44.7%	Agree	4.7%	Strongly Disagree
22.4%	Neutral	0.0%	Not Applicable

(Comments are attached)

n = 85

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

15.3%	Strongly Agree	11.8%	Disagree
44.7%	Agree	7.1%	Strongly Disagree
20.0%	Neutral	1.2%	Not Applicable

(Comments are attached)

n = 85

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

24.7%	Strongly Agree	2.4%	Disagree
60.0%	Agree	2.4%	Strongly Disagree
9.4%	Neutral	1.2%	Not Applicable

(Comments are attached)

n = 85

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

13.6%	Strongly Agree	11.1%	Disagree
33.3%	Agree	9.9%	Strongly Disagree
32.1%	Neutral	0.0%	Not Applicable

(Comments are attached)

n = 81

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

17.1%	Strongly Agree	4.9%	Disagree
51.2%	Agree	2.4%	Strongly Disagree
23.2%	Neutral	1.2%	Not Applicable

(Comments are attached)

n = 82

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

14.5%	Strongly Agree	9.6%	Disagree
43.4%	Agree	4.8%	Strongly Disagree
27.7%	Neutral	0.0%	Not Applicable

(Comments are attached)

n = 83

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

14.6%	Strongly Agree	8.5%	Disagree
54.9%	Agree	3.7%	Strongly Disagree
17.1%	Neutral	1.2%	Not Applicable

(Comments are attached)

n = 82

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

17.1%	Strongly Agree	4.9%	Disagree
42.7%	Agree	4.9%	Strongly Disagree
30.5%	Neutral	0.0%	Not Applicable

(Comments are attached)

n = 82

12. Provide any additional comments.

(Comments are attached)

Comments

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

*Information from My Supervisor is communicated well. From Higher Supervisors is lacking.
it is getting better
Sometimes*

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

*Agree - but only to my direct supervisor
Sometimes they seem to busy to be bothered.
Sometimes, though, it depends on the situation.
the vice presidents seem to be willing to listen it is the dean's that don't want to listen or refuse too*

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

*I do think it could be improved.
I feel that the College, including the Administration, staff and faculty are working together now more
than ever in a cooperative and unified spirit.
this goes along with #3 somewhat it depends on the division*

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

*I think that there are still some glitches in the hiring process....there are still some being hired
because of who they know.
Stipends, merit bonuses
The new vice presidents are a welcome breath of fresh air.
to the best of my knowledge - yes*

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

--- NO COMMENTS GIVEN ---

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

Hiring policies are a continuing issue.....

I think that there are still some glitches in the hiring process.....there are some being hired because of who they know.

THEY USE THEIR POWER TO HIRE FRIENDS.

to best of my knowledge - yes

Why did the Board go after Athletics?

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

Remedial education

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

Depends on the department and the supervisor.

Employees are treated wonderfully at JALC.

Most of the time, yes.

not sure on this one. the hiring policies still are in question

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

--- NO COMMENTS GIVEN ---

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

Personnel office

There is much confusion with job grades. In the operational contract there is verbage against old practices, yet job grades have been changed due to an old practice from Board policy. When questioned about this no evidence has ever been provided to explain to staff. So, who is making these decisions? No matter how you look at it people should be paid for the work the do and not based on who they report to!

12. Provide any additional comments.

Communication has improved, but still needs more improvement.

great place to work!

I am very Happy, being Employeed at John A. Logan. Thank you

12. Provide any additional comments. (Continued)

I feel that the upper Administration as well as the BOT should investigate the LOSA contract regarding the pay scale. The pay scale for our Operational employees is simply a disgrace. Our secretaries barely earn more than our student workers and with that being said, a secretary who has been here only 1-5 years cannot afford insurance via the college. I have been here 2 years and would love to enroll in our insurance plan, however, after paying for my husband and I, my check would be under \$200.

If you do a BAD JOB AT THIS COLLEGE, You are rewarded WITH A PROMOTION and a job CREATED for you. THE Board went too far in banning relatives from being hired. It should've been departmental. People are hired from OUTSIDE when qualified PEOPLE IN THE COLLEGE are PAST OVER.

it has gotten 90% BETTER with the new administration, the board is still to hands on. specially with hiring....

John A. Logan College is a wonderful place to work. I consider myself extremely lucky to be an employee here.

N/A

NONE

Until personal vendettas are a thing of the past, the College employees will continue to feel negative toward the Administration and Board, and the College will suffer. Childish motions should not be used to make decisions.

what can anyone say, this place will never really change