

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

## RESULTS - TOTAL (n=299)

**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.

Full-time Faculty

Term Faculty

Non-Teaching Professional

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.

Strongly Agree

Disagree

Agree

Strongly Disagree

Neutral

Not Applicable

*(Comments are attached)*

n = 291

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

Strongly Agree

Disagree

Agree

Strongly Disagree

Neutral

Not Applicable

*(Comments are attached)*

n = 292

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

<input type="text" value="63"/> Strongly Agree	<input type="text" value="43"/> Disagree
<input type="text" value="129"/> Agree	<input type="text" value="6"/> Strongly Disagree
<input type="text" value="51"/> Neutral	<input type="text" value="0"/> Not Applicable

*(Comments are attached)*

*n = 292*

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

<input type="text" value="63"/> Strongly Agree	<input type="text" value="32"/> Disagree
<input type="text" value="123"/> Agree	<input type="text" value="11"/> Strongly Disagree
<input type="text" value="56"/> Neutral	<input type="text" value="2"/> Not Applicable

*(Comments are attached)*

*n = 287*

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

<input type="text" value="94"/> Strongly Agree	<input type="text" value="8"/> Disagree
<input type="text" value="139"/> Agree	<input type="text" value="4"/> Strongly Disagree
<input type="text" value="37"/> Neutral	<input type="text" value="3"/> Not Applicable

*(Comments are attached)*

*n = 285*

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

<input type="text" value="46"/> Strongly Agree	<input type="text" value="27"/> Disagree
<input type="text" value="106"/> Agree	<input type="text" value="17"/> Strongly Disagree
<input type="text" value="81"/> Neutral	<input type="text" value="4"/> Not Applicable

*(Comments are attached)*

*n = 281*

**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 = 281*

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

Strongly Agree

Disagree

Agree

Strongly Disagree

Neutral

Not Applicable

*(Comments are attached)*

*n = 283*

**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 = 281*

**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 = 279*

**12. Provide any additional comments.**

*(Comments are attached)*

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

## RESULTS - TOTAL (n=299)

**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.

23.4%	Full-time Faculty	10.4%	Term Faculty
37.1%	Non-Teaching Professional	29.1%	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.

21.3%	Strongly Agree	9.6%	Disagree
48.8%	Agree	2.4%	Strongly Disagree
17.2%	Neutral	0.7%	Not Applicable

*(Comments are attached)*

n = 291

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

28.4%	Strongly Agree	11.0%	Disagree
44.5%	Agree	2.1%	Strongly Disagree
13.0%	Neutral	1.0%	Not Applicable

*(Comments are attached)*

n = 292

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

21.6%	Strongly Agree	14.7%	Disagree
44.2%	Agree	2.1%	Strongly Disagree
17.5%	Neutral	0.0%	Not Applicable

*(Comments are attached)*

*n = 292*

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

22.0%	Strongly Agree	11.1%	Disagree
42.9%	Agree	3.8%	Strongly Disagree
19.5%	Neutral	0.7%	Not Applicable

*(Comments are attached)*

*n = 287*

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

33.0%	Strongly Agree	2.8%	Disagree
48.8%	Agree	1.4%	Strongly Disagree
13.0%	Neutral	1.1%	Not Applicable

*(Comments are attached)*

*n = 285*

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

16.4%	Strongly Agree	9.6%	Disagree
37.7%	Agree	6.0%	Strongly Disagree
28.8%	Neutral	1.4%	Not Applicable

*(Comments are attached)*

*n = 281*

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

24.9%	Strongly Agree	3.6%	Disagree
42.3%	Agree	2.1%	Strongly Disagree
24.6%	Neutral	2.5%	Not Applicable

*(Comments are attached)*

*n = 281*

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

27.6%	Strongly Agree	7.8%	Disagree
45.2%	Agree	2.1%	Strongly Disagree
17.3%	Neutral	0.0%	Not Applicable

*(Comments are attached)*

*n = 283*

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

19.9%	Strongly Agree	6.0%	Disagree
54.4%	Agree	1.1%	Strongly Disagree
17.1%	Neutral	1.4%	Not Applicable

*(Comments are attached)*

*n = 281*

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

18.3%	Strongly Agree	7.9%	Disagree
49.8%	Agree	1.4%	Strongly Disagree
22.2%	Neutral	0.4%	Not Applicable

*(Comments are attached)*

*n = 279*

**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.*

*There seems to be some hesitancy in passing along bad news, (like class closures), so that we can plan our schedules.*

*Excellent sharing of information. My problem is having enough time to read, discuss and absorb it all. At times--too much information!*

*General information is commonly shared and often repetitive. If I want details, all I have to do is ask and I get it. If people are complaining about not being provided with information, I have a feeling they have an unrealistic expectation and are not taking any responsibility upon themselves to ask when there is something they want to know.*

*great improvement from senior leadership team*

*I am impressed with the information that is shared with all employees. I usually do not feel as if I am in the dark about what is going on. I believe the doors of communication are open to all.*

*I feel the process has gotten better and the upper administration is no longer actively keeping information from employees below them. I understand that there are times when information must be kept in confidence from employees.*

*I really think that the admin is making great efforts in this area.*

*Information seems to be dispensed on a need to know basis. For example, we've been told that our budget will be in part rescinded, and that there are three levels of cutbacks that have been proposed. We have only been informed of the first level of cutbacks as that is the level we're being asked to follow. I think it would be responsible to at least present the other levels so that those of us who may be in danger of losing our jobs in the future can at least begin the search process.*

*Information tends to flow very slowly for negative situation items. For example, the hiring "chill" was not sent out College wide for some time after it was known by certain areas of campus.*

*Progress has been made in this area.*

*The administration tries to relay information to us but is not always successful.*

*This area has improved a GREAT deal. However, there are still times when specific requests for communication are not fulfilled without constant reminding.*

## 2. Information is freely communicated from administrative leaders above you. (Continued)

*Very pleased with information sharing between administration and staff.  
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.

*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 sometimes 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.  
Could just be my own insecurity  
to departmental faculty, for example, department chair, more so than to other administrators  
I feel it is now somewhat easier to communicate with my superiors, due to a change in leadership.  
I feel that the communications channels are open and working well.  
In the past I have gone to people in positions above me with communication and feel that some of  
that communication was used later to hold me back or keep me in line. Some of those  
persons have since retired or moved on but there are still many of those persons here at the  
college.  
In the past there has been a strong emphasis placed on following the chain of command, and to my  
knowledge we have not been given any directives to the contrary. In addition there seem to  
be topics that are to one degree or another taboo and there seems to be an ethos of not  
talking about the elephant in the room, much like a dysfunctional family.  
The administration at John A. Logan College is very approachable and willing to listen to ideas and  
problems within departments. I have had previous college experience at another  
community college and was unable to say that.  
The administration only wants to hear the positive items, not realistic information, on the state of the  
operations of the College.  
There is no more intimidation; in fact, our opinions are actively pursued and considered.  
Agree - but only to my direct supervisor*

**3. You are comfortable communicating information to administrative leaders above you. (Continued)**

*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.**

*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.*

*among faculty*

*Term faculty tend to be treated as second class citizens.*

*This is one of the most helpful group of people that I have worked with from the copy room to the supervisor and I've worked at a six different colleges in different states.*

*Ann Spencer is indispensable.*

*Cooperation and teamwork exists for some employees in some of the departments, but not all employees in all departments.*

*I agree to some extent, but some departments spend money like water while others can barely afford paper for their 15 year old printer. I think part of teamwork is a more equitable distribution of funds.*

*I feel this has improved greatly with the two new vice-presidents and the change in the make-up of the Board of Trustees which occurred in 2007*

*Individuals and groups of individuals are starting to become more aware of activities and programs throughout the college but I think there is some still room for improvement in this area.*

*instruction division seems to dictate everything.*

*The College tends to have the "squeaky wheel" syndrome - those "offices" that are the squeaky wheel tend to get oiled. For example, offices that complain that they should not be doing a task are rewarded with these items being moved. These items are then moved to offices who have less staff, less time and are expected to finish these items in less than half the time the other offices had to complete the same task. This process makes operational and professional staff members bitter that the process is so one sided. This does not lead to cooperation or teamwork. To compensate for these situations, staff should be allocated to the offices that are having an increase in work load or work load already in place in the receiving department should be decreased to compensate for the new duties. Those offices receiving the reduction of duties should have staff reduced to reflect this reduction.*

*The days of the "silos" between divisions seem to be over.*

#### 4. An environment of cooperation and teamwork exists at the College. (Continued)

*The instructional division has always had a lot of teamwork, but continues to work on improvements in all areas. The other divisions seem to have more teamwork taking place with changes that have occurred.*

*There is more cooperation and team work than in the past few years. Departments of the college still clash occasionally but the goals they are trying to achieve may differ.*

*This is a completely different environment than my previous community college experience. There has never been a time when, as a new employee trying to get a new program off the ground, that everyone has been more than helpful in answering my questions and offering assistance.*

*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.

*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.*

*When it suits them.*

*Greatly improved in this area.*

**5. The College Administration displays behavior that reflects integrity and is ethical and honest. (Continued)**

*I am proud to say I have been an employee of John A. Logan College! I strongly agree and am impressed with the honesty and ethical integrity of our college administration. Thank you, administration.*

*I feel that most of the administration reflects integrity and proper ethics. Some exceptions are: the college president should not have retired then continued working here, there is at least one other employee doing a similar thing of retiring but still working here in a near full-time capacity.*

*I feel things have improved in this area.*

*In most areas this is the case, which is a great improvement.*

*The leadership team appears to work well together at this point.*

*This has certainly improved since the last accreditation visit, though there is still certainly room for improvement.*

*This is true of the present Administration.*

*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.**

*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.*

*Some do, some don't.*

*Most of the time.*

*This is one of the goals of instruction to improve quality throughout the division.*

*Too much emphasis on enrollment numbers; not enough on educational quality*

## 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.'*

*have not had much interaction or sought specific knowledge about board member behavior, but haven't heard or seen anything that would indicate otherwise*

*Perception of hiring friends and family over most qualified, but not certain if that if a BoT issue, or the upper level administration.*

*They seem to be much better then they were several years ago.*

*greatly improved-*

*Hiring committee has been an improvement.*

*It seems to be better in most areas.*

*Some do, some don't.*

*The College is expected to cut back costs where ever possible yet the Board seems to continue to be above these same rules. For example, the Board Christmas party cost was extravagant knowing that the funding decrease from the state was most likely coming. Knowing this, the Board should have taken it upon themselves to lead by example and selected a less expensive option for their party. By choosing a better option, the Board would appear to have the integrity that is expected of our Board. The College Christmas party is a very nice event but in light of the funding issues this too could be scaled back.*

*The college president should not have retired then continued working here, how could the board allowed this and back it! The hiring process is still not correct. Why are 3 names sent to the board for a position but not ranked for the top, second, and third preferences? Look at the last names of many employees in high positions, are they all more qualified than the other employees, look how quickly they moved up the administrative ladder and look at the raises they got compared to other employees or starting salaries! Outside investigation and not by the lapdog guy from Benton a totally independent look.*

*There is still some occasional micromanaging and stepping outside the role of a board member, but the intention is generally good and honest.*

*They are definitely improving since the nepotism issue have been resolved.*

*Though they have made certain overtures in response to the last round of surveys and accreditation, they still have miles to go before they're behavior can be construed as ethical and honest.*

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

*While it seems there are always some political agendas, this has improved greatly since 2007*

*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.**

*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.*

*The 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.*

*See comments to #7*

*Am not sure that the Board insufficiently aware of the impact that certain decisions have on  
educational quality*

*They hire quality faculty and encourage quality programs.*

*Remedial education*

**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.*

*Usually, but term faculty have tended to get the short end of the stick in terms of class scheduling,  
bumping, and cancellation in recent semesters.*

*Depends on which employees*

**9. Employees are treated with respect and in a professional manner. (Continued)**

*I don't know if this is the case in all departments, but outside of board members (that is in terms of other employees) this seems to be true in my experience.*

*John A. Logan College should be commended on the respect and professional manner that employees are treated.*

*some more than others*

*This area has also GREATLY improved. The days of put-downs and condescension seem to be over.*

*This depends on who the employee is and what family they come from.*

*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.**

*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.*

*Do not know if this is true or not!*

*College would benefit by adapting a TQM model that allows more input into decision making and the general direction of the campus; not just operational details*

*I am unsure what goals are decided upon at what level of administration.*

*I don't have enough information to make a determination about this.*

**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.*

*Efforts to update Board Policies and Administrative Procedures through the Board Policy Committee are excellent steps being taken to insure this.*

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

*Guidelines are consistently sought but are sometimes overlooked, because those guidelines (particularly Board Policy and Administrative Procedures) need to be more user-friendly so the information can be found easier. Cross referencing and redundancy would help.*

*It depends. If a squeaky wheel is complaining (or has connections), guidelines are routinely ignored.*

*Not always*

*Thanks to Brad for working to make sure policies are updated and more relevant to the times.*

*The effort to review and change policies is helping to keep people looking at 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 they do and not based on who they report to!*

**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 environment.*

*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.*

*I am so glad that I am a part of this community.*

*I have not personally experienced a breakdown in the system but others have reported problems. I am grateful that we have a union to turn to when the system fails.*

*I think that the administration and board need to pay more attention to how the teachers perform in the classroom and to student evaluations and comments.*

*Term faculty or 'part time' faculty are often left out of the communications loop, training, and access to resources. In my experience, JALC does an excellent job of attending to the needs and concerns of term faculty. In fact every person in each office that I have had to do business with has been very helpful and cordial. It makes for a pleasant working environment.*

## 12. Provide any additional comments. (Continued)

*A great deal of effort seems to have been made in order to make employees feel more involved in decision making. In addition, a number of changes have been made to instill more fairness in the treatment of employees, particularly those not covered by union agreements.*

*Area for improvement is consistency within and among divisions and positions regarding work schedules, hours allowed for lunch breaks, work loads, and improved interdivisional communication.*

*Communication has improved greatly over the past year. I hope we continue to see positive changes. John A. Logan College is a great place to work!*

*During the time I have been employed at John A. Logan College, I have never dreaded to come to work. Each day is rewarded with something new or interesting and co-workers and administration have treated me with respect and dignity. The associate dean of my department is wonderful and a great person to work alongside of. My grant program will be ending in March. I only hope I will have another opportunity to work with this great college!*

*Great improvements in the last year.*

*I feel the major sources of negativity, counter-productivity, and lack of character -- both on the board and in upper administration -- having left the college, the integrity of the board and administration has seen MARKED improvement since 2007. I see the overall College climate as more trusting, and more focused on what we are here for instead of having to deal with all the negative distractions that previously existed.*

*I have only been here for about a year and a couple of months and I really enjoy working here. Everybody is very nice and helpful I feel like everybody is family. You don't get that very many places anymore. I am very thankful..*

*I see the college as a unified educational organization with all divisions in a unique position to cooperate and collaborate for the good of the college as a whole. It would be beneficial to the whole for college leadership to encourage this functional unification, even if the parts must remain technically separate.*

*I think this is a much better place to work with JP and Larry Peterson gone!*

*John A Logan College has grown by leaps and bounds until now we are the largest community college in the south. But we have so emphasized size--enrollment--that I fear our educational quality has deteriorated. We rely much too heavily on term faculty. Some do a great job. Others do a poor job. There is little consistency in grading and evaluation between sections of the same course. Financial aid needs to be delivered in a much more timely manner and where discretion is permitted, it should be exercised to the student's benefit and not their detriment.*

*John A. Logan College is a great place to work!*

*Over the last couple of years the college's communication and overall professionalism has improved.*

*Continue to treat your employee's with respect, that will go a long way. Proud to work here!*

*The addition of Brad McCormick and Dr. Tim Daugherty has greatly improved morale due to their open communication style and ethical decision making. They make an effort to work with Dr. Schroeder and not against her, which is refreshing and only helps the entire College. The anti-nepotism policy is helpful and demonstrates the Board's commitment to address that problem.*

*The Board of Trustees is held in too high esteem. For instance, their ultimate decision in the hiring process gives them too much power over the choice. They are currently given 3 unranked names. This defeats the purpose of having a 5 person hiring committee.*

**12. Provide any additional comments. (Continued)**

*The college administration needs to focus more on improving diversity in the hiring process and in diversifying its faculty and staff.*

*The college is a great place to work. We are lucky to have our current leadership in the various divisions. Dr. Mees does an outstanding job of representing the college and recognizing all for their hard work.*

*There has been a large improvement in the communication process.*

*There has been a significant improvement in communication the past year.*

*There has definitely been improvement in the communication at the college over the last couple of years and has been reflected in the morale of employees here at the college.*

*Things have greatly improved- thanks for the hard work in getting things back on track.*

*Communication has improved, but still needs more improvement.*

*great place to work!*

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

*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 whent 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*