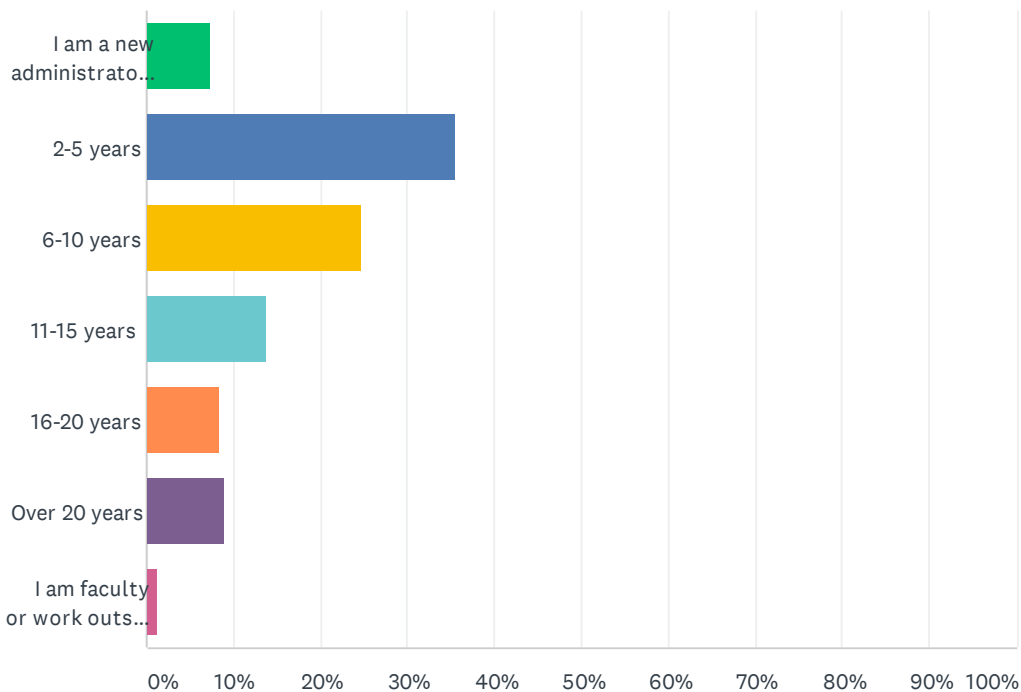


Q1 How long have you been an administrator in the California community college system?

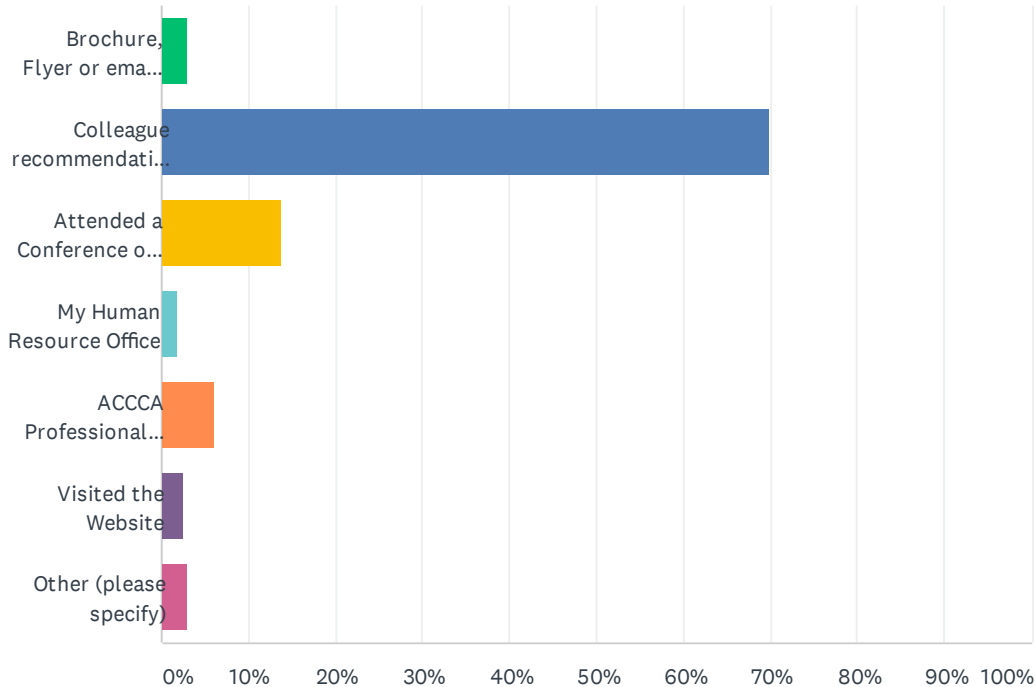
Answered: 166 Skipped: 0



ANSWER CHOICES	RESPONSES	
I am a new administrator in my first year	7.23%	12
2-5 years	35.54%	59
6-10 years	24.70%	41
11-15 years	13.86%	23
16-20 years	8.43%	14
Over 20 years	9.04%	15
I am faculty or work outside the system (Associate Member status.)	1.20%	2
TOTAL		166

Q2 How did you first learn about ACCCA?

Answered: 166 Skipped: 0

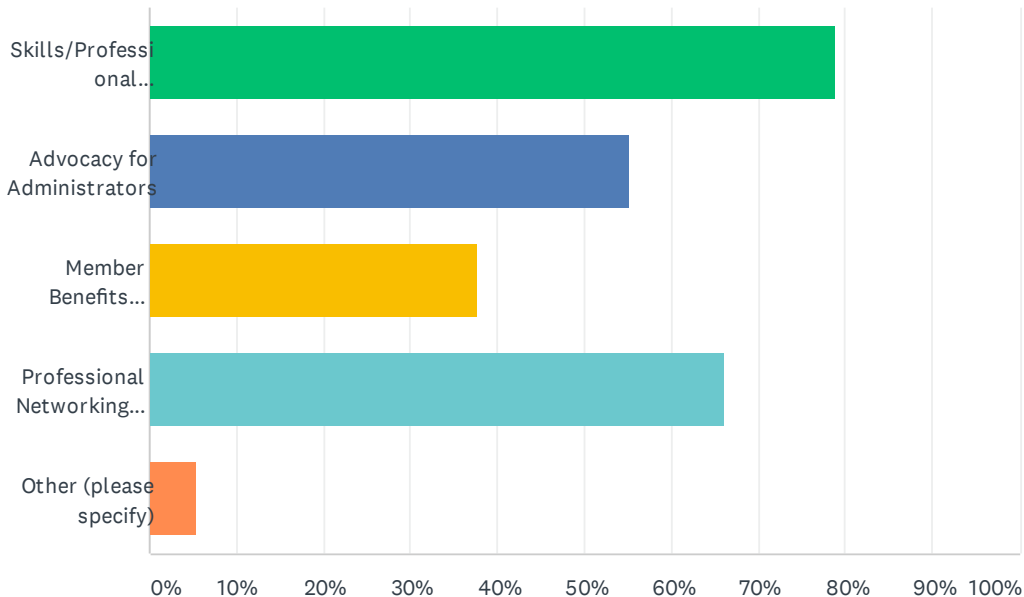


ANSWER CHOICES	RESPONSES	
Brochure, Flyer or email invitation	3.01%	5
Colleague recommendation/recruited by another member	69.88%	116
Attended a Conference or ACCCA Event	13.86%	23
My Human Resource Office	1.81%	3
ACCCA Professional Development Training Program	6.02%	10
Visited the Website	2.41%	4
Other (please specify)	3.01%	5
TOTAL		166

#	OTHER (PLEASE SPECIFY)	DATE
1	ADMIN 101	5/18/2021 4:07 PM
2	Member for over 26 years, now retired	5/18/2021 6:19 AM
3	Wyman Fong	5/4/2021 9:13 PM
4	SDICCCA Dean's Academy	5/4/2021 1:40 PM
5	College President recommended	4/29/2021 2:25 PM

Q3 What motivated you to join ACCCA? (Check all that apply.)

Answered: 165 Skipped: 1

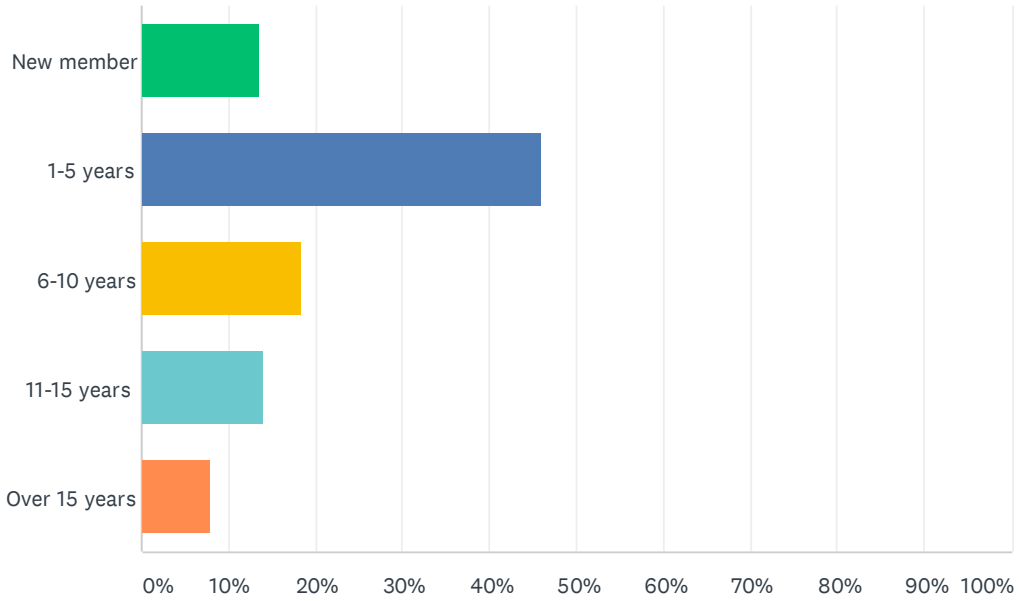


ANSWER CHOICES	RESPONSES
Skills/Professional Development (training programs and mentoring)	78.79% 130
Advocacy for Administrators	55.15% 91
Member Benefits (insurance programs and legal benefits)	37.58% 62
Professional Networking Opportunities (Conferences & Events, and participation on Committees/the Board)	66.06% 109
Other (please specify)	5.45% 9
Total Respondents: 165	

#	OTHER (PLEASE SPECIFY)	DATE
1	I am interested in growing my network and my leadership	5/6/2021 7:31 PM
2	It was required to participate in ACCCA 101	5/6/2021 12:52 PM
3	Just notified of this by my ACCCA representative.	5/5/2021 11:12 AM
4	Not a member yet	5/5/2021 10:52 AM
5	Legislative updates	5/5/2021 10:37 AM
6	Learn best practices from other like minded institutions.	5/5/2021 8:45 AM
7	not a member	5/4/2021 5:40 PM
8	ACCCA has provided a great opportunity to connect with leaders outside of my college where I can ask sensitive questions and ensure confidentiality. I really appreciate that support!	4/29/2021 12:48 PM
9	Opportunity to grow in the organization and shape PD	4/29/2021 10:33 AM

Q4 How long have you been an ACCCA member?

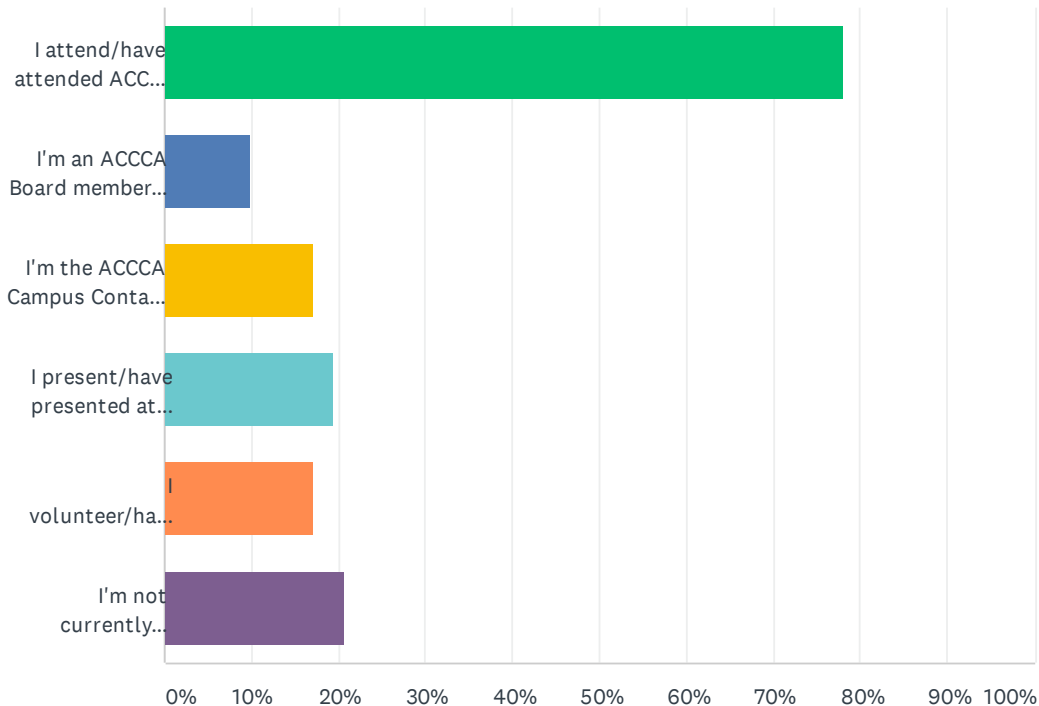
Answered: 163 Skipped: 3



ANSWER CHOICES	RESPONSES	
New member	13.50%	22
1-5 years	46.01%	75
6-10 years	18.40%	30
11-15 years	14.11%	23
Over 15 years	7.98%	13
TOTAL		163

Q5 How do you participate in ACCCA? (Check all that apply.)

Answered: 164 Skipped: 2



ANSWER CHOICES	RESPONSES	
I attend/have attended ACCCA events and/or training programs	78.05%	128
I'm an ACCCA Board member or commission member	9.76%	16
I'm the ACCCA Campus Contact at my institution	17.07%	28
I present/have presented at ACCCA events	19.51%	32
I volunteer/have volunteered at ACCCA events	17.07%	28
I'm not currently active in ACCCA	20.73%	34
Total Respondents: 164		

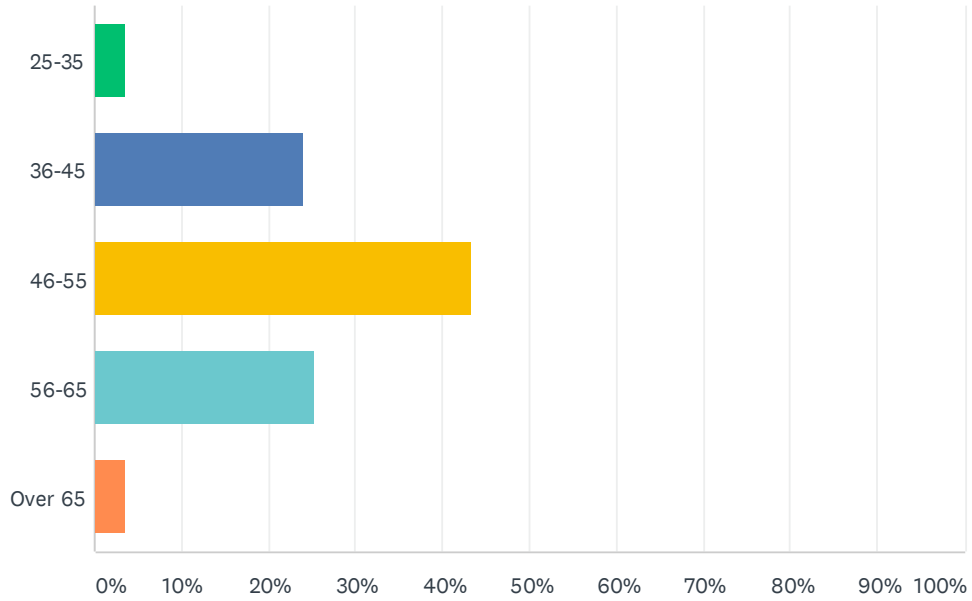
#	IF YOU ARE INTERESTED IN MORE OR DIFFERENT WAYS TO BECOME ACTIVE IN ACCCA, PLEASE PROVIDE YOUR EMAIL ADDRESS AND WE WILL CONTACT YOU ABOUT POSSIBLE OPPORTUNITIES!	DATE
1	gguy@saddleback.edu	5/18/2021 5:05 PM
2	sthayer@valleycollege.edu	5/17/2021 9:39 AM
3	screynolds@ltcc.edu	5/10/2021 11:22 AM
4	shirley.mcmanus@fresnocitycollege.edu	5/7/2021 9:14 AM
5	jhill@sdccd.edu	5/6/2021 7:31 PM
6	bvizzusi@yccd.edu	5/6/2021 12:44 PM
7	michael.mooney@sjcc.edu	5/4/2021 2:37 PM

2021 ACCCA MEMBER SURVEY

8	markfields@peralta.edu	4/29/2021 10:31 PM
9	I have volunteered but have not yet served.	4/29/2021 1:08 PM
10	I am reevaluating my ACCCA membership.	4/29/2021 11:01 AM
11	AyalaC@arc.losrios.edu	4/29/2021 10:33 AM
12	kmuller@coastline.edu	4/29/2021 10:30 AM
13	amathews1@compton.edu	4/29/2021 10:27 AM
14	dtrigg@chabotcollege.edu	4/29/2021 10:25 AM

Q6 What is your age range

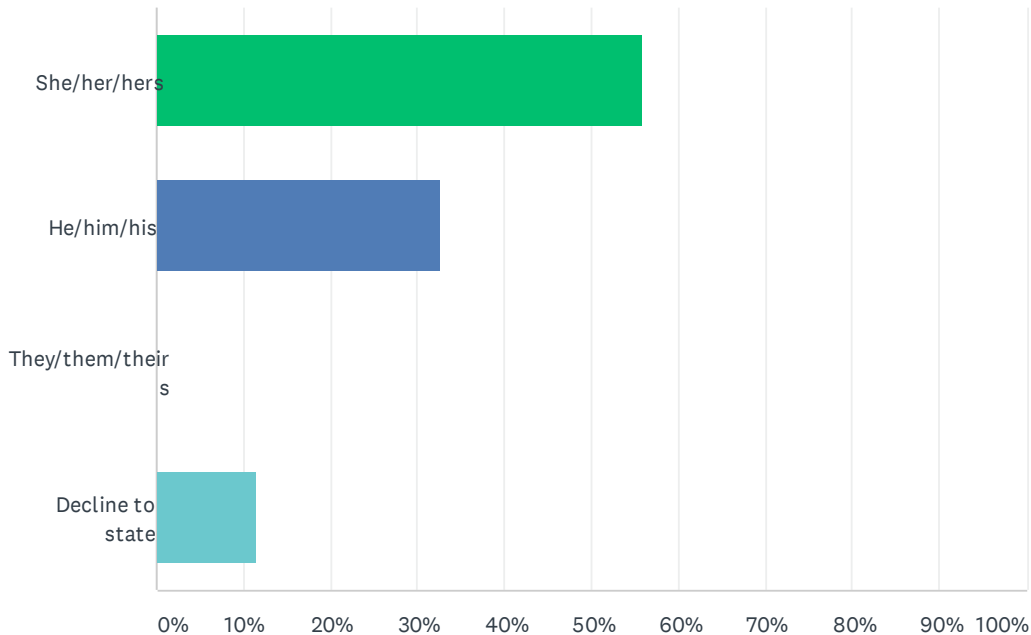
Answered: 166 Skipped: 0



ANSWER CHOICES	RESPONSES	
25-35	3.61%	6
36-45	24.10%	40
46-55	43.37%	72
56-65	25.30%	42
Over 65	3.61%	6
TOTAL		166

Q7 What are your preferred pronouns?

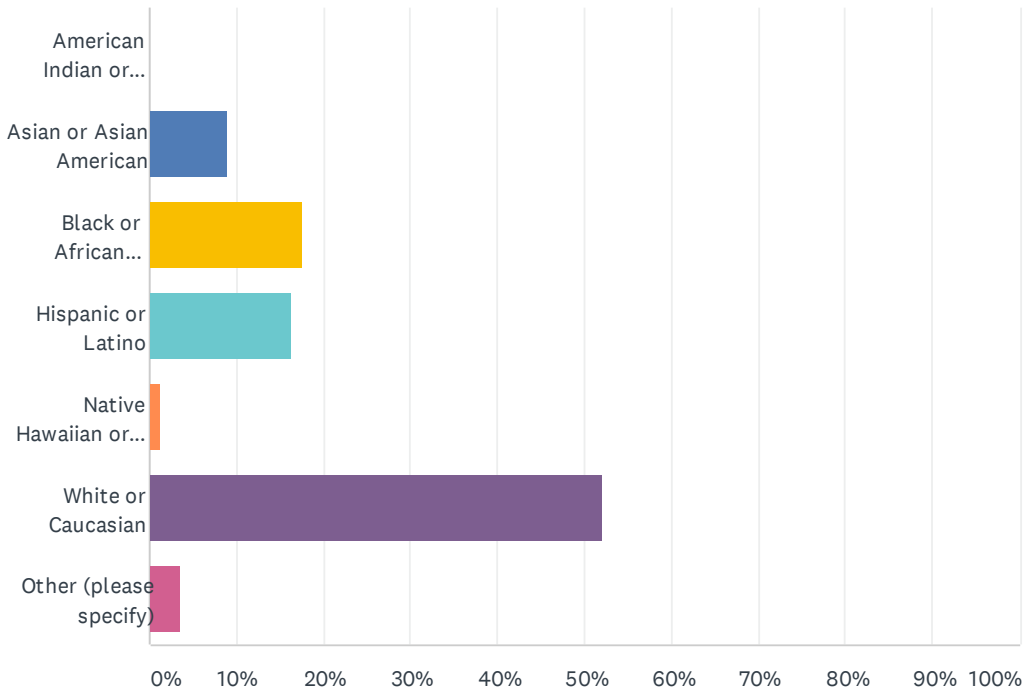
Answered: 165 Skipped: 1



ANSWER CHOICES	RESPONSES	
She/her/hers	55.76%	92
He/him/his	32.73%	54
They/them/theirs	0.00%	0
Decline to state	11.52%	19
TOTAL		165

Q8 How would you describe your race or ethnicity?

Answered: 165 Skipped: 1

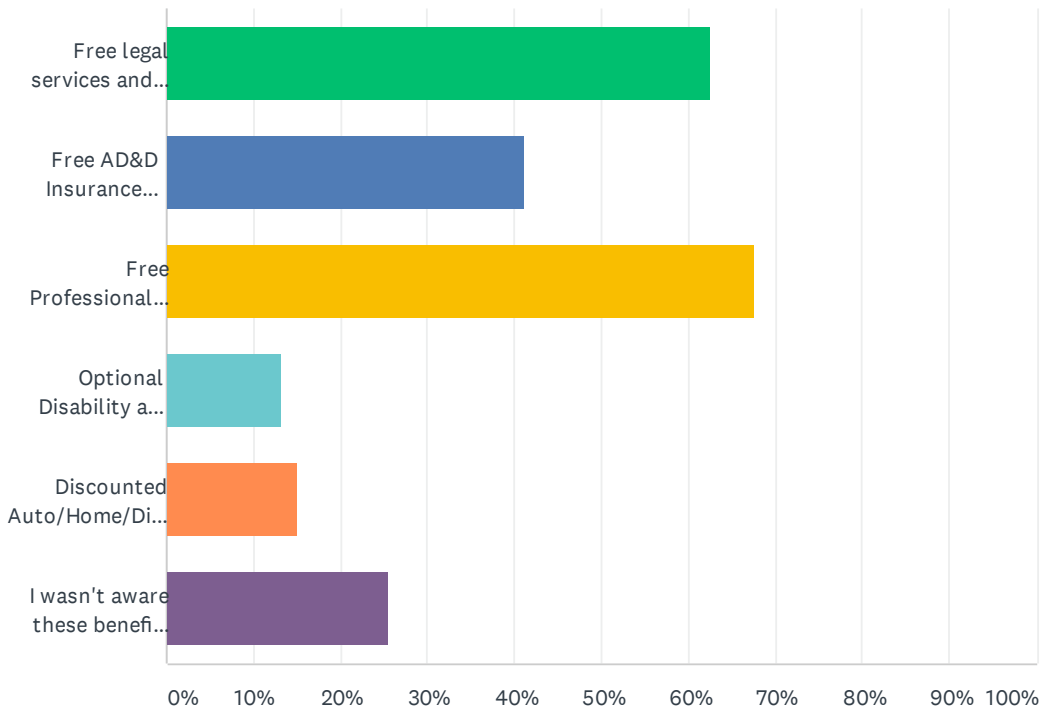


ANSWER CHOICES	RESPONSES
American Indian or Alaska Native	0.00% 0
Asian or Asian American	9.09% 15
Black or African American	17.58% 29
Hispanic or Latino	16.36% 27
Native Hawaiian or other Pacific Islander	1.21% 2
White or Caucasian	52.12% 86
Other (please specify)	3.64% 6
TOTAL	165

#	OTHER (PLEASE SPECIFY)	DATE
1	Hispanic/Hawaiian/White	5/6/2021 1:13 PM
2	Mexican-American, Chicana	5/4/2021 5:25 PM
3	N/A	5/4/2021 1:37 PM
4	Decline to state	4/29/2021 11:01 AM
5	Mixed	4/29/2021 10:28 AM
6	Two race. Filipino and white.	4/29/2021 10:25 AM

Q9 ACCCA provides members with an array of benefits included in your membership which you can learn about and access on ACCCA's web site. Which of these benefits do you value as part of your ACCCA membership? (Check all that apply.)

Answered: 160 Skipped: 6



ANSWER CHOICES	RESPONSES	
Free legal services and discounted legal programs	62.50%	100
Free AD&D Insurance Policy (\$10,000)	41.25%	66
Free Professional Liability insurance Policy (\$1 million)	67.50%	108
Optional Disability and Life Insurance Programs	13.13%	21
Discounted Auto/Home/Disability Insurance	15.00%	24
I wasn't aware these benefits existed	25.62%	41
Total Respondents: 160		

Q10 If you've had experience (good or bad) with using any of these benefits and you would like to share, please do!

Answered: 40 Skipped: 126

#	RESPONSES	DATE
1	I used teh lawyer services, but felt that they were not as robust as i hoped	5/20/2021 10:20 AM
2	As an ACCCA member, I switched AAA auto insurance after 10+ years to CA Casualty. Had CA Casualty for 5+ years and in 2018 my Lexus SUV was hit by underinsured motorist. The MVA involved the driver hitting my left tire, damage axel, front left side, impact pushed front/hood car into telephone pole and right front panel, too. Shorter story, my auto body was repaired great but the damage to axel, steering movement issues, panel lights blinking not fixed. CA Casualty authorized \$7K+ body repairs none of the underbody/hood issues were resolved. I was not at fault nor was my auto made whole.	5/19/2021 9:39 AM
3	I have not yet access the benefits	5/18/2021 5:05 PM
4	I recently had a homeowners insurance claim using California Casualty. They were great!	5/18/2021 4:31 PM
5	n/a	5/18/2021 12:33 PM
6	n/a	5/17/2021 10:45 AM
7	I consulted the legal service. I think I was hoping for somewhat stronger consultative support but it ended up being ok	5/17/2021 8:37 AM
8	N/A	5/7/2021 1:38 PM
9	Regarding legislative advocacy, I get the sense that ACCCA decides what it wants to support or not support without any survey of its members. Given that, the decisions about what to support or not seem to be disconnected with us.	5/7/2021 8:41 AM
10	N/A	5/6/2021 2:35 PM
11	NA	5/6/2021 1:18 PM
12	No experience.	5/6/2021 1:13 PM
13	no experience yet	5/6/2021 12:51 PM
14	I have applied a few times for some of the training such as Admin 101 and Great Deans but have not been able to get in as the training sessions are full.	5/6/2021 12:44 PM
15	never had to use luckily but really like that they are there!!	5/5/2021 10:25 AM
16	Have not had to use it	5/5/2021 10:17 AM
17	n/a	5/5/2021 8:45 AM
18	N/A	5/4/2021 2:37 PM
19	N/A	5/3/2021 8:52 AM
20	I have not used any of these benefits yet.	4/30/2021 10:04 AM
21	used legal it was good	4/29/2021 3:16 PM
22	I have not used my benefits yet	4/29/2021 2:44 PM
23	The discounted auto insurance was great and easy to use.	4/29/2021 2:21 PM
24	Haven't needed the benefit activity yet - thankful to have them!	4/29/2021 1:48 PM
25	I've used the legal services and they were very helpful.	4/29/2021 1:36 PM
26	N/A	4/29/2021 1:02 PM

2021 ACCCA MEMBER SURVEY

27	Auto/Home/Disability is not very competitive.	4/29/2021 12:22 PM
28	The free legal services is A BIG JOKE. I paid my dues JUST for this purpose and THEY DID NOT EVEN ADDRESS MY CONCERN NOR KEEP THE SCHEDULED MEETING.	4/29/2021 12:20 PM
29	N/A	4/29/2021 11:29 AM
30	I used the legal referral service once for a personal matter and it was helpful.	4/29/2021 11:27 AM
31	Legal services and ability to consult with an attorney has been exceptionally beneficial! Professional development and networking opportunities has been invaluable.	4/29/2021 11:07 AM
32	All very good!	4/29/2021 11:05 AM
33	Legal benefits free consultation is not enough. End up paying more money.	4/29/2021 11:01 AM
34	Legal services referral experience was disappointing. Multiple tries to connect with no success.	4/29/2021 10:45 AM
35	I've used the legal services more than once, and it gives me confidence to make courageous decisions when My counsel affirms how to move forward.	4/29/2021 10:33 AM
36	N/A	4/29/2021 10:33 AM
37	N/A	4/29/2021 10:27 AM
38	No bad experiences	4/29/2021 10:23 AM
39	n/a	4/29/2021 10:21 AM
40	Haven't used them.	4/29/2021 10:21 AM

Q11 Is there a service or benefit you feel would be helpful to you that we could incorporate in the future?

Answered: 39 Skipped: 127

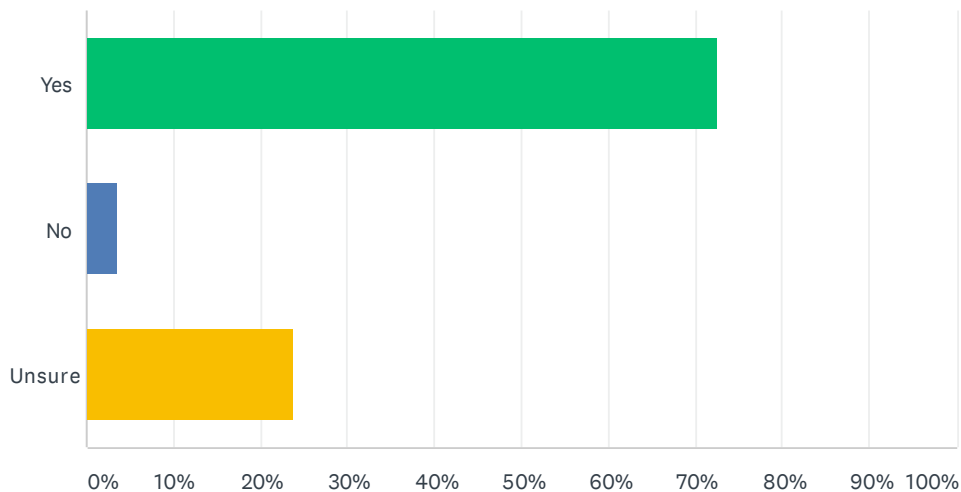
#	RESPONSES	DATE
1	Discounted Auto/Home/Disability Insurance	5/25/2021 2:07 PM
2	Administrators/dean - we need to have a union. More often than not we are isolated, no protection or support.	5/18/2021 5:05 PM
3	n/a	5/18/2021 12:33 PM
4	Free financial planning Free credit repair	5/18/2021 12:05 PM
5	Event/Concert/Amusement Parks Discounts	5/18/2021 12:02 PM
6	I believe ACCCA used to have discount tickets for theme parks, etc., which could be a nice benefit - especially for younger families.	5/17/2021 9:27 AM
7	N/A	5/7/2021 1:38 PM
8	The administrative environment has become highly litigious. While our districts supposedly are required to defend us in the course of our employment, in practice, they seem to be willing to leave them high and dry when the going gets tough. Therefore, if ACCCA could provide more webinars on legal issues that affect administrators, that would be great. In addition, if there was a limited benefit with which members could have some legal consultation from a firm that specializes in supporting community colleges, that would be good, too. The idea is to get advice and assistance before something becomes a legal issue. Another helpful benefit would be a job search service.	5/7/2021 8:41 AM
9	Educational and Home Loans. Financial Planning	5/6/2021 7:31 PM
10	Administrator internships for new or or aspiring administrators.	5/6/2021 1:18 PM
11	More assistance for retired members	5/6/2021 12:54 PM
12	More training, seminars, etc.	5/6/2021 12:44 PM
13	More specialized professional development and networking based on those sub-groups in relation to role and responsibilities	5/5/2021 9:27 AM
14	Other discounts for members and their families; Disneyland, Sea World, Zoo, etc.	5/5/2021 8:45 AM
15	Forming management union group	5/4/2021 5:25 PM
16	N/A	5/4/2021 2:37 PM
17	Tuition reimbursement for seeking a doctorate.	5/4/2021 1:40 PM
18	None at this time.	5/3/2021 8:52 AM
19	N/A	4/30/2021 10:04 AM
20	job search, interviewing, relocation networking	4/29/2021 3:16 PM
21	Not that I can think of	4/29/2021 2:44 PM
22	There should be a scholarship program for members to utilize for professional development or furthering a degree.	4/29/2021 2:21 PM
23	Returning to in-person professional development as early as we can	4/29/2021 1:48 PM
24	Resort discounts.	4/29/2021 1:36 PM
25	Wine discounts	4/29/2021 1:13 PM

2021 ACCCA MEMBER SURVEY

26	Discounts to amusement parks - Disneyland, Universal Studios	4/29/2021 1:12 PM
27	Not sure	4/29/2021 1:02 PM
28	N/A	4/29/2021 11:29 AM
29	A mechanism for getting help when dealing with a difficult supervisor or other employee at the college regarding sensitive matters that prevents you from talking to same-college/district peers	4/29/2021 11:27 AM
30	N/A	4/29/2021 11:07 AM
31	Access to therapists/mental health counselors.	4/29/2021 11:05 AM
32	I am reevaluating my ACCCA membership.	4/29/2021 11:01 AM
33	Travel discounts would be helpful, especially rental cars now.	4/29/2021 10:45 AM
34	None at this time.	4/29/2021 10:33 AM
35	Mentoring for administrators	4/29/2021 10:28 AM
36	Health related benefits, i.e., gym membership	4/29/2021 10:28 AM
37	N/A	4/29/2021 10:27 AM
38	Employee Assistance Program (EAP) services	4/29/2021 10:23 AM
39	n/a	4/29/2021 10:21 AM

Q12 Generally, do you consider the services, benefits, training programs and advocacy you receive as an ACCCA member in exchange for the dues you pay to be a good value?

Answered: 164 Skipped: 2



ANSWER CHOICES	RESPONSES
Yes	72.56% 119
No	3.66% 6
Unsure	23.78% 39
TOTAL	164

Q13 If no, what specific changes would you like to see that would improve the value of your membership?

Answered: 18 Skipped: 148

#	RESPONSES	DATE
1	n/a	5/19/2021 9:39 AM
2	More free webinars/mentorship/support	5/18/2021 5:05 PM
3	It does seem rather expensive, but perhaps you could educate us on how the dues are spent to help us to understand why the cost is as it is.	5/7/2021 8:41 AM
4	However, would like to see how members could fully benefit from mentorship opportunities.	5/6/2021 7:31 PM
5	NA	5/6/2021 1:18 PM
6	More on-demand technical assistance on specific topics.	5/6/2021 1:14 PM
7	Much of my non-involvement is due to lack of time on my part. Maybe shorter-term trainings that are specific to certain leadership challenges would help me be a better administrator.	5/6/2021 1:13 PM
8	I'm not relying on ACCCA to provide these things to me and am not interested in these services. My alumni association also offers similar services and I don't use those either. Value of this type of membership is always hard to quantify or improve. People join out of loyalty or obligation, imo.	5/6/2021 12:52 PM
9	I haven't used ACCCA enough yet to know	5/6/2021 12:51 PM
10	More available training sessions and opportunities.	5/6/2021 12:44 PM
11	I haven't really used the services and benefits beyond the trainings. The insurance coverage might be useful if I used it.	5/4/2021 4:49 PM
12	N/A	5/4/2021 2:37 PM
13	It would be helpful to have reminders or short presentations on the ACCCA benefits (what they are, how they work) at ACCCA events. This could be make into a brief (and fun) infomercial.	4/29/2021 12:48 PM
14	More focus on diversity, equity, and inclusion in training programs.	4/29/2021 11:29 AM
15	Greater mentorship and thought partnership.	4/29/2021 11:07 AM
16	I am reevaluating my ACCCA membership.	4/29/2021 11:01 AM
17	N/A	4/29/2021 10:27 AM
18	NA	4/29/2021 10:23 AM

Q14 Please share an example where your experience as an administrator, or the institution in which you work, could be improved by regulatory or policy changes at the state level.

Answered: 80 Skipped: 86

#	RESPONSES	DATE
1	Too soon to determine.	5/25/2021 2:13 PM
2	additional protections for admin when having issues with faculty (who are tenured)	5/20/2021 10:22 AM
3	n/a	5/19/2021 9:43 AM
4	protection for administrator	5/18/2021 5:12 PM
5	More special recognition for small, rural community colleges. The operational structure of these institutions requires the same amount of work by less people than at other districts/colleges.	5/18/2021 4:20 PM
6	State-wide data sharing initiative with K12 schools.	5/18/2021 4:11 PM
7	Cost of textbook and materials.	5/18/2021 1:11 PM
8	I have no issues not being addressed at the state level.	5/18/2021 12:18 PM
9	Union rights. Job security. Fair compensation. higher pay for doctorate degree	5/18/2021 12:07 PM
10	I think we need to get rid of our change the 50% law. With the growing focus on providing support to our most marginalized populations, we need to hire more counselors and classified professionals. Unfortunately, neither count on the right side of the equation and yet they are so crucial. At the very least counseling and library faculty should count on the instructional side.	5/18/2021 11:32 AM
11	consistency across schools with course numbering	5/17/2021 12:57 PM
12	Reduce the amount of policies that are state regulated by Ed Code, in general. Specific example: mandated Classified Professionals Appreciation day/week. Also, the faculty obligation number (FON). The FON-administrators are required to balance our budgets but are ham-strung by regulations such as this.	5/17/2021 9:38 AM
13	A shift away from such overwhelming faculty governance, to allow a more student focused planning approach, and more consistency across the state	5/17/2021 9:16 AM
14	I am not used to needing to know policy and state regulations as much. I wish there was a primer	5/17/2021 8:38 AM
15	my department is federally funded, but we do collaborate with state programs in the Prison education programs- anything that increases access to those under served populations is a good thing for our services/objectives/programs!	5/12/2021 8:39 AM
16	Eliminate the differences between educational and classified administrators. Expand definition of 50% law to include Counselors and Librarians	5/11/2021 9:39 AM
17	N/A	5/7/2021 1:48 PM
18	50% law, CE governance committees are a disaster, the regional reps are very out of touch & create more work	5/7/2021 9:56 AM
19	A flexible work schedule where a couple days a week could still be done from home. We have proven that it can work. The classified should have the same option.	5/7/2021 9:22 AM
20	While I support faculty protections for academic freedom, the current system is completely out of whack. We have faculty that simply refuse to engage in institutional support roles or departmental work once they obtain tenure. Between tenure, AB 1725, and union contracts,	5/7/2021 8:57 AM

2021 ACCCA MEMBER SURVEY

administrators' hands are tied. We have a duty to the taxpayers to provide a responsive community college system, but it's very difficult when faculty resist change.

21	onboarding Administrators when they enter Administration	5/7/2021 8:47 AM
22	Expand C-ID system and give it legislative backing and reward system to encourage standardization across CCCs.	5/6/2021 9:40 PM
23	50% Law	5/6/2021 8:55 PM
24	Hiring practices that allow an equitable non institutional nepotistic bias	5/6/2021 7:21 PM
25	I think the legislative updates are helpful.	5/6/2021 7:06 PM
26	We waste so much time on local collective bargaining. Many elements of local contracts should be streamlined and coordinated statewide	5/6/2021 1:30 PM
27	Revising Flex requirements to better distinguish between professional development and professional responsibilities.	5/6/2021 1:25 PM
28	Minimum qualifications enforcement and updating	5/6/2021 1:20 PM
29	Funding consistency - SEA integration is a start, but those funds fluctuate, don't include COLAs, and are impacted by the SCFF.	5/6/2021 12:50 PM
30	N/A	5/6/2021 12:46 PM
31	More steady and predictable budget year to year.	5/5/2021 3:44 PM
32	Not sure, I'm new to California.	5/5/2021 1:55 PM
33	No comment.	5/5/2021 10:55 AM
34	Regular and regulated evaluation process (HR) Advocacy for work related issues.	5/5/2021 10:00 AM
35	The way state funding is being used in the name of "equity" but it is used to patch other areas with funding need because of policies in place in relation to contracts	5/5/2021 9:40 AM
36	Perhaps to attend an administrator meeting and provide valuable feedback on process improvement and the like.	5/5/2021 9:33 AM
37	Supporting middle managers when they do progressive discipline on tenured faculty so managers do not get targeted for doing their job. Become unionized.	5/4/2021 5:29 PM
38	Parity in per FTE funding with CSU at least. Amendments to Brown Act requirements for governance committees post-pandemic. Technology refresh costs in five years after pandemic when all of the technology will start failing.	5/4/2021 5:10 PM
39	Policy around short term course taking for veterans and other special populations (limits on how short-term courses can be applied for Veterans Benefits)	5/4/2021 4:48 PM
40	Less legislative oversight in CA community colleges.	5/4/2021 3:08 PM
41	N/A	5/4/2021 2:40 PM
42	Faculty Union and Faculty Senate should have clear delineation.	5/4/2021 2:31 PM
43	It's challenging to keep up with legislation changes or to keep a pulse on what's around the corner with bills systemically impacting our students. Perhaps you can offer some workshops on understanding the process by which bills get approved and how they go into effect.	5/4/2021 1:57 PM
44	One example is the 50% law. As a student services administrator at a smaller college this really impacts the number of non-classroom faculty I can hire. With guided pathways being the new norm, we really need to change this law.	5/4/2021 1:44 PM
45	Greater employment protections for administrators.	5/4/2021 1:26 PM
46	More flexibility with funding	5/4/2021 1:23 PM
47	I would like to see more regulation/policy changes regarding counselors. With counselors being classified as faculty, it is difficult to provide the services needed in the allowed contract.	5/3/2021 8:58 AM
48	Noncredit needs to be better understood and better supported with clear and appropriate	5/1/2021 10:45 AM

2021 ACCCA MEMBER SURVEY

	policies.	
49	I understand the language in Title 5 is written broadly, however, this has a tendency for multiple interpretations that do not necessarily benefit students.	4/30/2021 10:20 AM
50	Eliminating the Student Centered Funding Formula. Eliminating the 50% Law.	4/29/2021 4:33 PM
51	This is not politically feasible, but changing the 50% law to include librarians and counselors, but keep it at 50%.	4/29/2021 4:20 PM
52	retreat rights	4/29/2021 3:20 PM
53	Studying the decreasing enrollment and student success of African American students in California community colleges.	4/29/2021 2:24 PM
54	We should advocate for a standardized method to update sexual orientation and gender identity for our students so that we can more accurately measure and assess disproportionate impact for our LGBTQIA+ students.	4/29/2021 2:18 PM
55	Held harmless extension of the time frame due to the COVID and the loss of students.	4/29/2021 1:43 PM
56	To enhance robust credit for prior learning throughout the Title V stipulation that credit can only be granted for course in the school's catalog should be eliminated, and school's should be allowed to contract faculty from other institutions that teach the course for which credit is to be granted to develop the CPL equivalencies. This is in line with how Empire State College awards CPL for courses throughout the State University of New York system.	4/29/2021 1:40 PM
57	Need to reach out to some of the crazy Assembly members (e.g. Medina D- Riverside) and help them understand that all their proposed legislation in support of unions is detrimental.	4/29/2021 1:19 PM
58	Too much categorical funding. It should be part of the general fund. CCCs and administrative work is now about compliance over the primary focus of education.	4/29/2021 1:16 PM
59	Increased advocacy for administrator rights and ability to perform the job rather than unions passing all the legislation and limiting our ability to do our jobs.	4/29/2021 1:06 PM
60	I would really like to see a consistent format among student services -- like an ongoing advisory group for EOPS, DSPS, CalWORKs, Counseling, on a permanent basis	4/29/2021 1:05 PM
61	Deans need the authority to cancel classes for monetary reasons. This should not be a campus by campus issues. Where the buck stops should be defined by fiscal policy (low efficiency).	4/29/2021 12:57 PM
62	NA	4/29/2021 12:05 PM
63	Title IX statute of limitations reporting should be longer than 180 days. Repeatability rules for courses are too restrictive for the Arts.	4/29/2021 12:02 PM
64	Increased funding and clarity about emergency funds available to students.	4/29/2021 11:40 AM
65	Management of grants at the state level. It is frustrating that we can't get our next Perkins grant application in a timely manner and that our grant monitors are so unresponsive to their stakeholders.	4/29/2021 11:30 AM
66	funding distance education (online) courses at the same rate as on-campus classes, funding by Weekly Contact Hours instead of by units. The current funding mechanism disadvantages colleges on compressed semesters (anything less than 18 weeks), but does not harm 18-week semester schools. It's discriminatory and unnecessary.	4/29/2021 11:30 AM
67	At my college, faculty sometimes carry up to 400% load -- their contract allows them to teach a 167% load plus any nonteaching reassigned time. Needless to say, this is not good for students and should be prohibited by law. No one can do 4 full-time jobs; it's ridiculous.	4/29/2021 11:14 AM
68	Developing a common policy or law related to student and staff expectations for safety (protocols, vaccination requirements, etc...)	4/29/2021 11:10 AM
69	We need to move away from categorical programs, they are harming equity expanding to serve students and are frustrating Guided Pathways efforts statewide.	4/29/2021 11:10 AM
70	It is imperative that we make attendance accounting simple and sensical.	4/29/2021 11:02 AM
71	Eliminate the 50% law! IT demands continue to grow but we are constrained to hire more staff	4/29/2021 10:52 AM

2021 ACCCA MEMBER SURVEY

	by the 50% law to help faculty and students.	
72	none	4/29/2021 10:38 AM
73	For California to participate in SARA.	4/29/2021 10:37 AM
74	N/A	4/29/2021 10:36 AM
75	None at this time.	4/29/2021 10:36 AM
76	Remove instances of grey areas that divide administrators from other levels of work.	4/29/2021 10:31 AM
77	Student grievance policy addresses faculty rights more than student rights.	4/29/2021 10:30 AM
78	Do away with local boards and make shared governance more reasonable.	4/29/2021 10:28 AM
79	Restoration of administrative tenure/retreat rights would greatly strengthen administrative security. ACCCA should sponsor legislation on this subject.	4/29/2021 10:27 AM
80	A little more job security. We are, unfortunately, often treated as at will employees.	4/29/2021 10:27 AM

Q15 In your experience, what is an example of the role, responsibilities and/or interests of administrators and managers not being understood, supported or or protected?

Answered: 82 Skipped: 84

#	RESPONSES	DATE
1	Onboarding process to ensure success	5/25/2021 2:13 PM
2	pay	5/20/2021 10:22 AM
3	Our college has a non-union management committee after many administrators sharing concerns about the culture of campus staffing peer conflicts and faculty not meeting their schedules.	5/19/2021 9:43 AM
4	we have to implement rules/policies/contracts - we don't create the rules, we implement them, yet we get blame or worse a vote of no confidence for doing our jobs.	5/18/2021 5:12 PM
5	Administrators at small, rural community colleges experience significant shortages of time to do the work expected of them. We do not have funds to staff at the same level for all required positions as is done at larger institutions.	5/18/2021 4:20 PM
6	When regulatory compliance is at odds with student service.	5/18/2021 4:11 PM
7	I feel faculty have more rights than administrators.	5/18/2021 1:11 PM
8	No, not it all at this District.	5/18/2021 12:18 PM
9	Fair compensation. Job security, higher pay with doctorate degrees	5/18/2021 12:07 PM
10	It would be nice if there was a system-wide guarantee of a "me too" clause for administrators when faculty settle their contracts. In my experience it varies by colleges and since we are not a represented group, it would great, if it is even possible, to enact this across the system.	5/18/2021 11:32 AM
11	input/navigating union guidelines	5/17/2021 12:57 PM
12	I think that there will always be friction between faculty and administrators, especially around finances, class size, load, etc.	5/17/2021 9:38 AM
13	Managers/administrators are held responsible for managing programs, and provided guidelines/legalities for those programs (particularly categoricals) but are do not have the power to make changes for compliance issues	5/17/2021 9:16 AM
14	The middle managers are often not consulted, or consulted too late when larger projects are being discussed. Then we are delegated the implementation of a grant/project that we could have benefitted from developing in the first place. We often are stopped from that implementation even though it has been "approved" by other levels because of rules of accounting or other admin departments that also were not consulted well enough in the development. We are constantly being asked "what do you need?" when we have literally just sent an email telling those above us what we needed or what the issue is holding progress back. If they had truly read the email and been thoughtful about it they could/should have figured out what we need. In short, proper Listening Skills are not being employed (even though written communications).	5/12/2021 8:39 AM
15	Constant attach by faculty regarding budget, budget development, need to evaluate and sometimes discontinue programs, lack of respect for administrators role	5/10/2021 1:42 PM
16	Need more Training about rights and responsibilities as administrators. When to communicate with HR or Legal counsel	5/7/2021 1:48 PM
17	right to hire, right to discipline, scheduling rights	5/7/2021 9:56 AM
18	The amount of work we do is incredible. Worse during the pandemic. Only those who do their	5/7/2021 9:22 AM

2021 ACCCA MEMBER SURVEY

jobs well will understand this. We are not allowed to mess up yet faculty can do incredibly bad things that harm students and there is nothing we can do other than write a letter.

19	Middle management (Deans, directors, etc.) is left out of conversations that are decided by presidents/VPs but implementation is left to the middle managers to take care of.	5/7/2021 8:57 AM
20	Supervising and evaluating staff and faculty	5/7/2021 8:47 AM
21	The number and variety of hats we wear on a daily basis is incredibly exhausting. Self care and time off are important but nearly impossible.	5/7/2021 7:35 AM
22	When I was interim dean, I felt I had a lot of responsibility but not the authority to make decisions. Deans at our institution become observers and signers with no time for program design/enhancement/community outreach.	5/6/2021 9:40 PM
23	The general level of intestinal fortitude it takes to do these jobs at all levels	5/6/2021 8:55 PM
24	In my experience, students sometimes do not understand that we as administrators, managers, and supervisor are also living thorough this pandemic so our experience maybe similar during these challenging and unprecedented times.	5/6/2021 8:06 PM
25	It would be nice to have an admin bill of rights	5/6/2021 7:59 PM
26	Equity, Diversity, Inclusion	5/6/2021 7:21 PM
27	ACCCA provides	5/6/2021 7:06 PM
28	The financial aspect of our job. In some regards we are responsible for making sure numbers balance, not just that classes/programs are offered. Too often we are attacked because of our need to look at the cost of something and not just the benefit it provides.	5/6/2021 2:39 PM
29	false attacks from unions to get managers fired	5/6/2021 1:30 PM
30	Administrators do sometimes feel unprotected if they disagree with upper management.	5/6/2021 1:25 PM
31	NA	5/6/2021 1:20 PM
32	Seeing the big picture - understanding and advocating for the good of the institution rather than protecting territory, staff, or advocating only for their interests. If leadership doesn't model working in alignment with institutional priorities, it's impossible for managers and administrators to do that.	5/6/2021 12:50 PM
33	N/A	5/6/2021 12:46 PM
34	Right of assignment	5/6/2021 11:41 AM
35	We are not unionized, so we have less job protection and representation than the classified staff and faculty.	5/5/2021 3:44 PM
36	Not sure, I'm new to the system.	5/5/2021 1:55 PM
37	No union protection	5/5/2021 10:55 AM
38	No comment.	5/5/2021 10:55 AM
39	The limited timeline of contract that does not allow someone to learn the role, evaluate, build relationships, and strategy to implement efforts intentionally. Instead, expectations are to come in and create change but without those other components that take time and effort, it is difficult for someone to gain momentum and trust from key stakeholders.	5/5/2021 9:40 AM
40	Clear expectations and reasonable time to complete tasks. It is challenging to keep up with ongoing last minute projects that should have been planned sooner. It's anticipated that this could happen, but not on a consistent level that requires constantly working in crisis mode rather that to plan accordingly in advance. It causes unrealistic expectations.	5/5/2021 9:33 AM
41	Executive managers look out for themselves when it comes to backing their middle managers. There is a high turn over or they get pushed out.	5/4/2021 5:29 PM
42	AB 1725 issues used as a faculty-only rather than faculty primacy areas. Interpretations have become culturally bloated and unwieldy across the CCCs. Collective bargaining creep taking away management rights. When one district gives away a right, it spreads across the system--especially around areas of right of assignment. Faculty were allowed to decline teaching online	5/4/2021 5:10 PM

2021 ACCCA MEMBER SURVEY

classes because they didn't want them, and they still received full pay because we don't have the right to assign. We also weren't able to decline offering courses because faculty refused to get trained in DE teaching and learning. Employees act like I'm being mean and denying them a right to work. I'm trying to ensure high-quality instruction.

43	Roles related to evaluations; hiring; and budgeting. Faculty overstep and in some case, may be derelict in their part of the equation. (coming from a former faculty member)	5/4/2021 4:48 PM
44	Service learning.	5/4/2021 2:40 PM
45	Some faculty not understanding the intent of their role. Wanting to make decisions for an administrator where it is not warranted.	5/4/2021 2:31 PM
46	There's a disproportionate salary rate between chancellors and campus level administrators. The flexible spending accounts and salaries for chancellor's. There's a gap in income of wealth among chancellors across the state.	5/4/2021 1:57 PM
47	My college has a union for administrators (Dean's, Directors and Classified Supervisors) all administrators should be able to unionize and be recognized by PERB for collective bargaining.	5/4/2021 1:44 PM
48	Administrators are charged with having to lead transformational work, which can be met with resistance. There needs to be the same level of protection and freedoms for administrators as there is for tenured faculty.	5/4/2021 1:26 PM
49	That we are advocates or delegates but we can also be and should be trustees.	5/4/2021 1:23 PM
50	I think there needs to be a strengthening of what is and is not 10+1. Many faculty think facilities, budgets, job descriptions and duties are in their control and then try to claim 10+1 as an argument.	5/3/2021 8:58 AM
51	I have gone through 4 VPIs in the past 3 years of being a new instructional dean at a college that I was not faculty. I have not felt supported by my executive administration and did not receive adequate training during my first year. It is a "sink or swim" mentality when it comes to management. If I would have known how horrible it is to be a manager for a community college, I would have stayed faculty. Our District bows down to our faculty union and it is near impossible to discipline any tenured faculty member.	4/30/2021 10:20 AM
52	The faculty are given too much power and are untouchable with tenure. That is why administration is a revolving door at several institutions.	4/29/2021 10:35 PM
53	Local bargaining makes certain administrators targets politically and makes our jobs less certain	4/29/2021 4:20 PM
54	being in the middle with faculty interests and administrative responsibilities	4/29/2021 3:20 PM
55	The workload of deans is not emphasized and working from the middle as a dean.	4/29/2021 2:24 PM
56	I think being an administrator is difficult because we are either expected to be perfect and all knowing or a complete idiot. We're seldom seen as part of the team, only and "other" who can be minimized, blamed and yelled at. In particular, the lack of respect from faculty (who many of us came from those ranks) is truly mind-boggling.	4/29/2021 2:18 PM
57	Personnel management, especially when it's dealing with employees (faculty or classified) who are not doing their work and clearly violating professionalism. Their union still tried to protect them blindly by attacking administrators.	4/29/2021 1:45 PM
58	Returning to work and employees not willing to come back due to the mistrust of management and keeping them safe.	4/29/2021 1:43 PM
59	Admissions and Records admins and Registrars tend to be viewed as causing roadblocks for students when advocacy for changes to the Title V regulations they must enforce is what is really needed.	4/29/2021 1:40 PM
60	Hahaha.... my mom said if you can't say something nice, don't say anything at all.	4/29/2021 1:19 PM
61	managers take the back seat role compared to faculty. Need to enforce the balance that we need to coexist.	4/29/2021 1:16 PM
62	Faculty have more power than administrators and unions fully back them.	4/29/2021 1:06 PM
63	The expectation that you are on call anytime or that you must be on campus when your staff	4/29/2021 1:05 PM

2021 ACCCA MEMBER SURVEY

are on campus. Especially as we return to in person services/instruction -- expecting the administrator to be on site 5 days when other staff are on site 2 days.

64	We constantly have faculty speak down to, try to publicly shame, and condemn admin. The top brass, VPs and CEO don't respond. They cave to faculty pressure and apologize, not defending deans too often.	4/29/2021 12:57 PM
65	That we are OVERWORKED and UNDERAPPRECIATED	4/29/2021 12:22 PM
66	NA	4/29/2021 12:05 PM
67	That our pay represents 12 months of work vs 9 - 10 months for faculty.	4/29/2021 12:02 PM
68	Most administrator focus is on Instruction and not Student Services	4/29/2021 11:40 AM
69	The expanded sick leave benefits for employees, if approved, will have a huge impact on campuses in being able to operate without staff and prolonging the leave time period more than it already is. Many times we have to backfill and are paying two employees for the same job.	4/29/2021 11:37 AM
70	N/A	4/29/2021 11:10 AM
71	The faculty senates have far too much power beyond the scope of 10+1 because there is no clarity being put forth by policy makers. On many campuses faculty oversee staff, kill off any evaluatory tool and try to usurp the role of administrators.	4/29/2021 11:10 AM
72	Faculty do not trust administrators, look at them as obstacles, and do not understand their roles.	4/29/2021 11:02 AM
73	My personal experience is that when making courageous decisions, I have been unsupported by local HR. The local tendency is to give in to the unions and "just make it go away". From the time I took this position, I am the only remaining exec member...I'm on my 5th president in 5 years, 2nd VP of College/Administrative Services, and about to be 3rd VP of Student Services. Being an administrator is not safe.	4/29/2021 11:01 AM
74	Job protections, administrators are all at-will.	4/29/2021 10:52 AM
75	none	4/29/2021 10:38 AM
76	Right of assignment	4/29/2021 10:37 AM
77	When people/colleagues believe that we have all of the answers. When people/colleagues assume that we are intentionally not sharing information, or, assume the worst intentions (about anything).	4/29/2021 10:37 AM
78	Union relations and need for statewide negotiations to allow administrators to focus on services that benefit students.	4/29/2021 10:36 AM
79	Overall, I believe that my institution supports managers in their roles and responsibilities, and provides ample professional development opportunities.	4/29/2021 10:36 AM
80	"There are too many managers."	4/29/2021 10:30 AM
81	That has to do with local boards, union and senates, and politics of inclusion and agreement	4/29/2021 10:28 AM
82	The removal of administrative tenure/retreat rights when AB 1725 passed is an example of misunderstanding and undervaluing administrators.	4/29/2021 10:27 AM

Q16 In terms of re-opening campuses to students, faculty and staff-- knowing what you know now--share an example of a policy, process or regulatory change that would help facilitate the return to campus?

Answered: 90 Skipped: 76

#	RESPONSES	DATE
1	Consistency with policies. Classrooms temperatures were required before entrance; in the library there were not. Students were asked to self-test at the kiosk.	5/25/2021 2:13 PM
2	mandatory vaccines	5/20/2021 10:22 AM
3	CDC and state regulations has been our guide.	5/19/2021 9:43 AM
4	Have same expectation for faculty and classified. Classified folks many times get the short end of the stick.	5/18/2021 5:12 PM
5	A statewide policy on vaccinations would help. Also, one of our biggest issues being noted is HVAC, with some requesting that we install all new systems. This is not at all financial feasible, but a statement to this fact from the state level would certainly help administrators dealing with this at colleges across the state.	5/18/2021 4:20 PM
6	Consistency among neighboring districts. When one district has policies that a student doesn't like, they can be lost to a nearby one that may be opening sooner or with better options.	5/18/2021 4:11 PM
7	Requiring vaccinations.	5/18/2021 1:11 PM
8	Our District has taken the initiative since day one to create a reopen plan. All constituent groups got together to have a successful plan in place. Following guidelines from County, State, Federal, CDC & OSHA.	5/18/2021 12:18 PM
9	option to do hybrid during the transition	5/18/2021 12:07 PM
10	None come to mind.	5/17/2021 9:38 AM
11	Mandating vaccinations	5/17/2021 9:16 AM
12	Senior staff need to ask managers for input and build a plan together.	5/17/2021 8:38 AM
13	The flexibility given for EWs, e-signing, converting all to non-paper forms that are easy to fill out online, the issuing of laptops and hot spots for all students possible, the ability to use campus wifi from their cars and have drive thru services- all those were key to keep the engagement of the students. Pushing to open key areas (with proper safety in place) is the best option to keep the momentum of enrollment and completion success. My campus was SLOW to do these things, while we watched other spring into action, even though we had a very low infection rate compared to all other areas...so when we finally were able to make progress in these areas it was a relief.	5/12/2021 8:39 AM
14	Clarification of 3 feet vs. 6 feet social distancing.	5/11/2021 9:39 AM
15	Consistent guidelines would be helpful (e.g., 6 feet social distancing for classes vs 3-4 feet.	5/10/2021 1:42 PM
16	N/A	5/7/2021 1:48 PM
17	the variance by local governing board has created significant challenges. we need to have more advocacy for our work at the state level	5/7/2021 9:56 AM
18	More thorough cleaning of classrooms. Still need social distancing unless the threat of COVID is gone. So many are refusing vaccinations that it still puts all at risk.	5/7/2021 9:22 AM
19	The state needs to legislate some expectations so that districts all over the state are not left having to negotiate, one by one, with each union at the local level.	5/7/2021 8:57 AM
20	Consideration for faculty experiences in providing student services in office spaces	5/7/2021 8:47 AM

2021 ACCCA MEMBER SURVEY

21	Clear and Consistent guidelines would be great.	5/7/2021 7:35 AM
22	Just follow the CDC and CADPH and stop worrying about fake liability concerns. If faculty don't want to return, then that's what personal leave is for. Outbreaks are more likely to occur at public events, gatherings, and crowded retail stores than at carefully regulated schools.	5/6/2021 9:40 PM
23	NA - We should have had local control from the beginning	5/6/2021 8:55 PM
24	What impact does unions side letters have on "what does it means on the agreement for a willing employee to return to campus" . How does an institution make	5/6/2021 8:06 PM
25	it would be good to have a guidebook to reference or a return to campus support group for admin	5/6/2021 7:59 PM
26	TB test are mandatory. There needs to be a policy to protect others for the variant COVID 19 strains	5/6/2021 7:21 PM
27	remote work policies. My district doesn't have one.	5/6/2021 1:30 PM
28	None	5/6/2021 1:20 PM
29	Greater encouragement (if not requirement) for covid vaccinations	5/6/2021 12:51 PM
30	Clear guidance regarding presence in an enclosed space with other people and how vaccine status can be verified.	5/6/2021 12:50 PM
31	The use of technology such as Ready X	5/6/2021 12:46 PM
32	Uniform requirement for all staff to return, not on a voluntary basis.	5/5/2021 3:44 PM
33	No comment.	5/5/2021 10:55 AM
34	This requires great flexibility given that there are those who do not want to get a COIVID-19 vaccine, the vaccine is only effective for six months and the many variants exploding in the world, which always reach local levels at some point. While we do not have a crystal ball, nor can we predict the future, have multiple plans based on the aforementioned variables are essential.	5/5/2021 9:33 AM
35	Allow managers to have part of their work completed remotely as a morale booster. It is cost savings to districts/colleges.	5/4/2021 5:29 PM
36	Amendments to Brown Act requirements for governance committees post-pandemic. We don't have facilities big enough for senate meetings and other large governance committees.	5/4/2021 5:10 PM
37	When faculty are back on campus (think CTE programs), it requires administrators to be present as well. Many folks didn't fully think about this. We've learned that remote work is not just possible, but can be incredibly productive. Attendance Accounting-- the K-12 model for clock hours, methods of instruction, and format are completely outdated and this COVID emergency has highlighted the need for updates in this area.	5/4/2021 4:48 PM
38	N/A	5/4/2021 2:40 PM
39	mandatory vaccinations	5/4/2021 2:31 PM
40	mandatory vaccination for all.	5/4/2021 2:31 PM
41	Students are getting confused and so are campus employees by the vast number for remote teaching modalities. There are far too many modalities created that are more accommodating to faculty than students.	5/4/2021 1:57 PM
42	As TB test are required for employees to work at our institutions, so should COVID-19 testing.	5/4/2021 1:44 PM
43	Faculty evaluation would be a good example. This is a local issue but everything is done with a physical book and paper signatures etc.	5/4/2021 1:31 PM
44	We need to ensure that regulations are aligned with guidelines. Higher education has not been a priority. CalOSHA regulations require adherence to more restrictive environments that what is being communicated to the public, or as they relate to K-12.	5/4/2021 1:26 PM
45	Mandatory vaccination for faculty and staff	5/4/2021 1:23 PM
46	A more definitive stance on vaccination for employees and students	5/4/2021 1:12 PM

2021 ACCCA MEMBER SURVEY

47	Consistency with return-to-college policies. With each college/district across the state deciding on the amount of classes/services to bring back, it is creating confusion. It would be nice to have a guideline of classes/services expected which could create consistency.	5/3/2021 8:58 AM
48	Vaccine requirement.	5/1/2021 10:45 AM
49	Transparent communication from the executive administration. Written procedures for faculty and staff to follow to request items needed for classroom instruction and ensure safety.	4/30/2021 10:20 AM
50	Recall Newsom	4/29/2021 10:35 PM
51	Reducing social distancing to 3 ft	4/29/2021 4:33 PM
52	Pass liability protections for districts	4/29/2021 4:20 PM
53	Colleges talking to each other and sharing resources such as vaccination sites at every college campus available for all employees regardless which college they work at.	4/29/2021 3:20 PM
54	Mandating vaccinations.	4/29/2021 2:47 PM
55	mandatory vaccination of faculty, staff, and students.	4/29/2021 2:24 PM
56	Mandatory vaccinations unless medically counter indicated.	4/29/2021 2:18 PM
57	Requiring vaccinations for all employees and students who cone to a college facility, and for people attending college hosted public events.	4/29/2021 2:09 PM
58	Need policy on what is required for return to campus work. Negotiation happening at every district with multiple unions is requiring lots of time for the administrators.	4/29/2021 1:45 PM
59	Better job at keeping the bathrooms and offices clean and also separated. I have an office, but, I wouldn't want to be in a cubicle today.	4/29/2021 1:43 PM
60	Continue to allow remote work and employ more modern staff communications tools (for example Slack.) And move away from VPN problems by implementing SAAS solution for enterprise software.	4/29/2021 1:40 PM
61	Leveraging accepted hygiene standards for campuses.	4/29/2021 1:19 PM
62	More discretionary funding to support re-opening. There are a lot of expenditures.	4/29/2021 1:16 PM
63	Needs to be an independent process based on county health guidelines.	4/29/2021 1:06 PM
64	This is a tough one. Statewide guidance that a counselor and one student can be safe working in an office to support confidentiality and safety	4/29/2021 1:05 PM
65	We need authority to call people back. The state needs to give the college the mandate and power.	4/29/2021 12:57 PM
66	Releasing campus liability if a transmission happens on campus.	4/29/2021 12:37 PM
67	Direction from the State Chancellor's office so that each of the colleges are coming back at the same time and under the same guidelines.	4/29/2021 12:22 PM
68	NA. (with Online College - Calbright College)	4/29/2021 12:05 PM
69	Require all faculty, staff and students to be vaccinated.	4/29/2021 12:02 PM
70	More clarity about mandating vaccines	4/29/2021 11:40 AM
71	A clear policy of whether vaccines can be mandated	4/29/2021 11:30 AM
72	Mandating vaccinations for Covid-19	4/29/2021 11:14 AM
73	Similar to my response to Q. 14 above: Developing a common policy or law related to student and staff expectations for safety (protocols, vaccination requirements, etc...)	4/29/2021 11:10 AM
74	Vaccine mandate.	4/29/2021 11:10 AM
75	More system-level alignment and coordination, especially related to curriculum, meta majors, and collective bargaining agreements.	4/29/2021 11:02 AM
76	Having a uniform vaccination policy would quiet a lot of noise.	4/29/2021 11:01 AM

2021 ACCCA MEMBER SURVEY

77	More flexibility to let people work from home more often. We have proven it works.	4/29/2021 10:52 AM
78	Requiring vaccination, unless documented health or religious reason prevent it.	4/29/2021 10:45 AM
79	none	4/29/2021 10:38 AM
80	There needs to be a requirement to reopen campuses to in-person learning this fall.	4/29/2021 10:37 AM
81	If CSUs and UCs are mandating COVID vaccine, should the CCCs? And then, how to address and mitigate non-compliance?	4/29/2021 10:37 AM
82	Statewide direction to obtain vaccination for all with only few exceptions for health related reasons.	4/29/2021 10:36 AM
83	Having a vaccination and testing system.	4/29/2021 10:36 AM
84	Screening of everyone visiting campus.	4/29/2021 10:31 AM
85	No example. I think that all campuses need to be flexible and adapt their move to campus differently for each division. A one size fits all won't work.	4/29/2021 10:31 AM
86	Allow hybrid schedule, so employees can both work in-person and remotely.	4/29/2021 10:30 AM
87	Policy on remote work	4/29/2021 10:28 AM
88	A clear policy on the ability of districts to require employee and student vaccination would be helpful.	4/29/2021 10:27 AM
89	Something that combines the valuable changes we have discovered while working remotely with the face-to-face, on campus work we have done in the past.	4/29/2021 10:27 AM
90	More guidance from the Chancellor's Office. There is a lot of pressure to open/keep closed in-person services from the campus community. We need more direction from state to help guide us.	4/29/2021 10:23 AM

Q17 In your opinion, what is one way institutions can prepare now for the next pandemic or other situation requiring a long term shut down?

Answered: 98 Skipped: 68

#	RESPONSES	DATE
1	Training and a policy and procedure binder or file	5/25/2021 2:13 PM
2	admin support for mental health days	5/20/2021 10:22 AM
3	Establish proactive planning	5/19/2021 9:43 AM
4	Have a emergency plan in place for the next disaster or pandemic	5/18/2021 5:12 PM
5	More effective preparatory planning for such events. We have learned a lot over the last year that should drive future planning.	5/18/2021 4:20 PM
6	Robust disaster recovery and flexibility for work from home.	5/18/2021 4:11 PM
7	Continue to provide all services as hybrid so if there is another shut down, we can transition quickly.	5/18/2021 1:11 PM
8	Being from a remote city, we learned how to test onsite, be proactive for vaccinations, daily health monitor system (APPIAN).	5/18/2021 12:18 PM
9	continuing to develop teaching and providing services remotely	5/18/2021 12:07 PM
10	The pandemic forced all us to get trained and have the technology in place to work remotely. I think the next step is to have procedures in place that would make this more seamless in the future in case of smoke closures, pandemics, earthquakes etc.	5/18/2021 11:32 AM
11	better technology for faculty/staff/students. "how to" help for those that are less "tech savvy"	5/17/2021 12:57 PM
12	The rapid change from primarily face to face to almost 100% online teaching was extremely challenging for everyone. Colleges need to stay current with technology and options for students to learn so that they can be incorporated more easily when needed.	5/17/2021 9:38 AM
13	Collaborate with community agencies to improve access to internet and streaming video	5/17/2021 9:16 AM
14	Post Morten meeting. What lessons learned and yet to learn	5/17/2021 8:38 AM
15	HAVE A STRONG COMMUNICATTION PLAN in place! Actually USE the emergency plans we all file away for compliance reasons. Knowing WHO is charge and where the decisions are coming from- broadcasting the immediate replies to the whole campus community (including especially students) is key. Have a STRONG president/leader in place that will decisively make the calls that lean towards STUDENTS needs. Getting your leadership on the same page before they go public too.	5/12/2021 8:39 AM
16	More online teaching training. Systems to serve students remotely in an effective manner. Making sure students have access and everything they need (technology and student support) to continue their progress.	5/11/2021 9:39 AM
17	Updated technology infrastructure and plans, training for employees. Some of our faculty had no idea how to use a mouse!	5/10/2021 1:42 PM
18	All policies and procedures should include languages regarding how to function in remote or virtual settings.	5/7/2021 1:48 PM
19	technology investments in flexible work & learning	5/7/2021 9:56 AM
20	Have faculty fully trained in distance education Implement a policy where if you are trained, you must take a refresher course every three years. We have faculty that were certified 20 years ago and they cannot use the technology but refuse to update skills.	5/7/2021 9:22 AM
21	We still have faculty who refuse to become trained in distance education. We need to be able	5/7/2021 8:57 AM

2021 ACCCA MEMBER SURVEY

	to require that of our employees so that they are prepared for the next emergency situation.	
22	ensuring ability to pivot with remote services and resources for students	5/7/2021 8:47 AM
23	Be equipped to support our most vulnerable students with basic needs and technology. Invest in IT infrastructure and in providing IT support for students.	5/7/2021 7:35 AM
24	Have a preparedness plan ready to go with job action check sheets and notification systems. Have biannual meetings with local disaster and health agencies for readiness planning—and not the type of plan that grows dust on a shelf and is just a bunch of indecipherable policies but ACTUAL STEPS/CHECKSHEETS to implement.	5/6/2021 9:40 PM
25	Negotiate emergency DE expectations now	5/6/2021 8:55 PM
26	Institutions should implement going forward 25% hybrid learning, remote practices and forward thinking models that incorporate innovative practices that prevent system-wide shut-downs. Just think, if we would have these system in place we would not have faced complete shut downs in operations because of a natural disaster or pandemics. One way setting up contingency accounts, intentional creating spaces for all 115 colleges to explore what worked at other colleges; colleges can share their ideas and create an Emergency Tool Kit that is implemented across the state and everyone is not scrambling to see whom is doing what and hoping that something sticks and work. Each institution would have access to this information and maybe in a better position to face the various situations. We need a resource bank.	5/6/2021 8:06 PM
27	Have more conversations with one another to exchange ideas	5/6/2021 7:59 PM
28	Live streaming technology. Cameras in classroom policies. Training and development on virtual team dynamics	5/6/2021 7:21 PM
29	set aside emergency funds develop policies and procedures for working remotely	5/6/2021 5:24 PM
30	A disaster plan, timelines for making decisions (e.g. when to return to campus, when to have faculty agreements finalized, when to have class formats decided upon (e.g. on ground, vs. asynchronous or synchronous remote, etc.)).	5/6/2021 4:53 PM
31	We can work to move all our paperwork processes to an electronic format. This includes CCCCCO and categorical programs they fund/oversee	5/6/2021 2:39 PM
32	adopting augmented reality/virtual reality for our STEM and CTE lab courses	5/6/2021 1:30 PM
33	Evaluate what was done and revise a plan for a campus shut down and return.	5/6/2021 1:25 PM
34	Look for highly qualified educators and administrators	5/6/2021 1:20 PM
35	Provide more stable email. Our email has consistent problems. Switch to Gmail - it allows for drive sharing. Outlook doesn't do this and employees are creating separate google drives to support their work.	5/6/2021 12:51 PM
36	Invest in infrastructure for remote work and instruction	5/6/2021 12:50 PM
37	Develop and implement a policy addressing the institutions response.	5/6/2021 12:46 PM
38	Maintain virtual and online platforms for students to access services, even after we physically return to campus.	5/5/2021 3:44 PM
39	Better prepare faculty to teach remotely. From my short time here, I've witnessed some questionable teaching practices from professors who lack the skill or motivation to teach remote classes effectively.	5/5/2021 1:55 PM
40	Continue to support and allow remote work on a regular basis. It has been efficient and effective in so many ways. Continue to support and regularly use the technology, processes and procedures.	5/5/2021 10:55 AM
41	Updated technology, equipment, and web-based systems to access them remotely. Need for students to have .edu email addresses.	5/5/2021 9:40 AM
42	Continued support for virtual operations, acknowledgement of how virtual operations typically require faculty, staff and administrators to work longer hours 10-12 hour days. It does not matter the FSLA status; we are fatigued and mental health challenged.	5/5/2021 9:33 AM
43	Have a EOC plan that has specific strategies using covid19 as an example.	5/4/2021 5:29 PM

2021 ACCCA MEMBER SURVEY

44	Everyone needs to be trained in remote working, teaching, and learning. We will most likely have a policy moving forward in perpetuity allowing for some sort of remote working--most likely hybrid and not fully remote--because we can't have institutional participation in governance if someone is completely remote. We also need to better understand our students and how pandemics and shut downs harm our most vulnerable populations, so we're better prepared to serve them--even redesign our institutions to consider those issues regardless if we're remote or not.	5/4/2021 5:10 PM
45	Online education is not optional. It's as normal as an instructor having whiteboard markers in their pocket, car, desk, etc. Resetting the expectations for employees and their ability to be successful in an online environment is essential.	5/4/2021 4:48 PM
46	Continued use of and training in remote learning and college management. How do we continue building our communities?	5/4/2021 2:40 PM
47	upgrading technology across campus	5/4/2021 2:31 PM
48	Have good IT infrastructure.	5/4/2021 2:31 PM
49	Continue to encourage colleges to increase online offering and improve teaching practices in remote learning environments.	5/4/2021 1:57 PM
50	Increase technology. Increase technology. Increase technology.	5/4/2021 1:44 PM
51	Maintain distance education training and curriculum.	5/4/2021 1:38 PM
52	Be efficient online already. Our colleges are operating in the 20th century. we do not take advantage of the technology available. Paper forms for example should be eliminated all together	5/4/2021 1:31 PM
53	Ensure that technology supports the delivery of instruction and student services regardless of the modality.	5/4/2021 1:26 PM
54	transition plans in place	5/4/2021 1:23 PM
55	The ability to have the infrastructure needed to have a mobile ready workforce.	5/3/2021 8:58 AM
56	Continue to improve electronic systems and associated processes. Communication and information flow are key, and we've only marginally improved these areas despite the pressures of the pandemic to vastly improve.	5/1/2021 10:45 AM
57	Develop an emergency contingency plan.	4/30/2021 10:20 AM
58	We got this now!	4/29/2021 10:35 PM
59	Continued emergency operations planning and drills	4/29/2021 4:20 PM
60	preparation and technical support. This is when I wish we were a system like CSU or UC	4/29/2021 3:20 PM
61	It would depend on the reason for the shutdown.	4/29/2021 2:47 PM
62	DE cert of all faculty. Updating all software and IT systems related to working remotely.	4/29/2021 2:24 PM
63	Greater automation and work-from-home policies for jobs that allow that.	4/29/2021 2:18 PM
64	Annually update business continuity plans for a pandemic level public emergency. Develop relevant contingency plans and set aside a minimum standard budget allocation that must be maintained.	4/29/2021 2:09 PM
65	Preparing and having a go to for pandemic handbook to ensure we're not scrambling to know what to do.	4/29/2021 1:43 PM
66	Same answer as above. Develop the tools and procedures to allow robust remote work environments.	4/29/2021 1:40 PM
67	Investment in technology and wifi/internet access.	4/29/2021 1:19 PM
68	re-envision what college education looks like. prepare a workforce - managers, classified, and faculty to take advantage of technology as a game-changer in meeting our goals to help students succeed.	4/29/2021 1:16 PM
69	Increased funding to implement and maintain technology.	4/29/2021 1:06 PM

2021 ACCCA MEMBER SURVEY

70	Continuing to have access to working and effective technology for employees and students. Technology loans to students on a larger scale.	4/29/2021 1:05 PM
71	Have a plan.	4/29/2021 12:57 PM
72	All districts should have both a disaster communication plan and remote technology plan.	4/29/2021 12:50 PM
73	Continued planning, dialogue, active practice for disasters (simulations).	4/29/2021 12:37 PM
74	Hire decision makers NOT people who just check boxes	4/29/2021 12:22 PM
75	Have a written contingency plan in shared database to access when the next pandemic or other situation occurs that need a long or short term shut down to model for your institutions.	4/29/2021 12:05 PM
76	Increase funding for the software programs that are needed to support distance learning. This funding needs to cover a wide range of disciplines and needs to be flexible when newer software becomes available.	4/29/2021 12:02 PM
77	Clear policies on remote work.	4/29/2021 11:40 AM
78	Have funding put aside, keep policies and procedures updated.	4/29/2021 11:37 AM
79	I don't know that you can prepare for a pandemic. I'm sure institutions will have to integrate some form of remote working options in their CBAs.	4/29/2021 11:37 AM
80	Solidify the plan they have used over the past year so it can be referenced for future shutdowns	4/29/2021 11:30 AM
81	Be proactive as far as technology goes. Why not provide each student with a laptop and wireless connection as part of their registration?	4/29/2021 11:14 AM
82	Ensuring that pandemic protocols are incorporated into emergency management plans.	4/29/2021 11:10 AM
83	Every campus should have a written scale down/scale up policy for each unit.	4/29/2021 11:10 AM
84	Develop excellent infrastructure to support remote instruction; prepare employees and students for this modality through professional development and funding.	4/29/2021 11:02 AM
85	keep historic records of decision making during this time, establish a permanent council that advised on safe workplace environments and external factors	4/29/2021 11:01 AM
86	Upgrade software infrastructure and computer standard to be laptops with docking stations. This way people can safely and effectively work remotely.	4/29/2021 10:52 AM
87	The CC system should have procedures in place to respond to future outbreaks with a priority of protecting our students, staff and faculty. After that, continuing to teach students in the most effective manner should be applied.	4/29/2021 10:45 AM
88	Based on our experience with "lessons learned" from this pandemic, create a guide of sorts to prepare for the next one with caveats for some differences depending on the medical risks for another pandemic.	4/29/2021 10:38 AM
89	Additional professional learning for faculty on distance learning	4/29/2021 10:37 AM
90	Flexible scheduling and partial remote work always being on the table, or, be ongoing. Have legislation proactively address these extreme situations, in regard to Ed Code (e.g. grading, refunds, etc.) for students.	4/29/2021 10:37 AM
91	Provide guidance for virtual counseling and instruction.	4/29/2021 10:36 AM
92	Have policies and procedures in place, updating it according to new technology or community guidelines .	4/29/2021 10:36 AM
93	Improve distance education programs and departments. Have a technology plan ready for faculty, staff, and students for remote instruction and operations.	4/29/2021 10:31 AM
94	Emergency preparedness training and stocking of emergency items would be only suggestion.	4/29/2021 10:31 AM
95	Continue the relevant training opportunities	4/29/2021 10:30 AM
96	Learn from this one and document process	4/29/2021 10:28 AM
97	Updating their collective bargaining agreements and district policies to ensure the ability to	4/29/2021 10:27 AM

2021 ACCCA MEMBER SURVEY

reassign faculty and staff to remote instruction and work.

98	Continue to develop and improve the quality of their online/remote presence. Professional Learning o managing from afar/during a crisis.	4/29/2021 10:27 AM
----	--	--------------------

Q18 What best describes your feelings about returning to work on campus on a daily basis?

Answered: 106 Skipped: 60

#	RESPONSES	DATE
1	Would prefer working 4 days on campus and one remote. This will allow uninterrupted time to respond to emails and complete other tasks.	5/25/2021 2:13 PM
2	mixed ... glad to have a schedule but concerned about exposure. Frustrated that faculty get to choose, classified have limited days as mandated through district and unions, but admin will be there back to full time.	5/20/2021 10:22 AM
3	Support remote options and return to work FT in fall	5/19/2021 9:43 AM
4	Happy - We can no serve all of our students. Many of our student dropped their courses because online teaching/services was not up to standards.	5/18/2021 5:12 PM
5	We have for the most part been working continuously over the last year. The only time we didn't was when we had someone exposed to or diagnosed with COVID. For the most part, we never really stopped working here on a daily basis, so for me it is no big deal.	5/18/2021 4:20 PM
6	Looking forward to it. Students need it.	5/18/2021 4:11 PM
7	have been working on-site throughout the pandemic.	5/18/2021 2:19 PM
8	I am fine with it, as long as most/all are vaccinated.	5/18/2021 1:11 PM
9	Our District was never shutdown 100%. We implemented teleworking for classified, managers and administrators. Faculty were set up 100% right away for Distance Ed and Correspondence since we have experience with those modalities with our incarcerated population.	5/18/2021 12:18 PM
10	anxious	5/18/2021 12:07 PM
11	I am really looking forward to being back with students, faculty and my colleagues. I am not sure I want to return to a 5-day/week on campus presence, however. There are some advantages to working from home and not doing long commutes. I would love a schedule of 3 days on campus and 2 from home.	5/18/2021 11:32 AM
12	ok, but would also be very open to working from home 1-2 days/wk.	5/17/2021 12:57 PM
13	I feel that is helps us all as we reopen the state of California. We can be a place to discuss the challenges and opportunities of the past year and reflect on how we can support each other.	5/17/2021 9:42 AM
14	It's fine. I actually think I'll be working less which will be easier on me, because I'll be commuting again and there's only so much time in the day. I'm also SO ready to get back to "real" meetings and away from Zoom as the only option.	5/17/2021 9:38 AM
15	I am already on campus daily	5/17/2021 9:16 AM
16	Excited! hard to adjust yet again, but excited.	5/12/2021 8:39 AM
17	Already back. Been back full time since the beginning of April. Prior to that I was on campus 3 days a week. Happy to be back on campus and ready for everyone to return.	5/11/2021 9:39 AM
18	Guarded.	5/10/2021 1:42 PM
19	Challenging	5/7/2021 2:07 PM
20	The return to work should occur slowly. More training and standards and resources should be available to support our environmental services workers (or custodians). Student Support Offices should have a representative availability every day, but some days should be remote.	5/7/2021 1:48 PM
21	extremely excited	5/7/2021 9:56 AM

2021 ACCCA MEMBER SURVEY

22	It makes me very nervous and tired thinking about it.	5/7/2021 9:22 AM
23	I don't have a problem with it, but at this point, managers, classified, and confidentials are being required to return to campus while faculty are being asked whether they "want" to return to campus (at least in our district). While I actually don't mind returning to campus, the message this sends is very demoralizing.	5/7/2021 8:57 AM
24	stress and anxiety	5/7/2021 8:47 AM
25	I am currently unable to find openings at Child care or preschool for my son so I am unable to return until schools and childcares reopen at greater capacity.	5/7/2021 7:35 AM
26	I'm already there since I oversee healthcare programs	5/6/2021 9:40 PM
27	My campus has been open since last June with rotating schedules and mitigation protocols...	5/6/2021 8:55 PM
28	I am unsure about returning to campus completely as I can not be assured that everyone will follow the CDC recommendations. However, I am confident that my District will take all necessary precautions .	5/6/2021 8:06 PM
29	I love coming to my office	5/6/2021 7:59 PM
30	If virtual options are presented, how is performance monitored? We must track workers compensation matters from various home work environment.	5/6/2021 7:21 PM
31	excited but at the same time overwhelmed with planning/preparations	5/6/2021 5:24 PM
32	I am ready. The lack of logistical coordination to return to campus gives me more anxiety at this point than the virus itself since I am fully vaxxed now.	5/6/2021 4:53 PM
33	I am apprehensive. While there are plans in place they are open to interpretation and applied inconsistently.	5/6/2021 2:39 PM
34	Not excited about it. We have proven we can serve students via hybrid modalities.	5/6/2021 1:30 PM
35	I understand the need as we are an in-person campus, but it's difficult to rationalize to other employees if the return to campus means we would be doing the same thing in our offices as at home (e.g., attending Zoom meetings, communicating through email/online, etc.).	5/6/2021 1:25 PM
36	Too soon	5/6/2021 1:20 PM
37	I only ask for flexibility in scheduling and allowing for remote work. I have kids and I know their school plans to fully reopen in fall, but we all know covid causes our environment and work situations to change constantly.	5/6/2021 12:51 PM
38	Very ambivalent. I am more concerned about our open campus and the neighborhood in which it sits than employees or students - there is no way to avoid proximity in spaces like restrooms	5/6/2021 12:50 PM
39	I am ready	5/6/2021 12:46 PM
40	I am eager to return.	5/5/2021 3:44 PM
41	Apprehensive about safety. Questioning the logic of requiring all admins to return but without students or faculty. We will just be zooming from our offices, why not continue to work remotely (at least a couple of days a week)?	5/5/2021 1:55 PM
42	I'd like a hybrid option of working from home and campus.	5/5/2021 10:55 AM
43	I am looking forward to normalcy and in-person contact with students, co-workers, community. However I value the added flexibility of working remotely, and appreciated the support we received to do so.	5/5/2021 10:55 AM
44	Comfortable as long as there is a plan to safely return to campus with clear expectations and guidelines for in-person activities.	5/5/2021 9:40 AM
45	Without knowing who has been vaccinated, considerations must be made as it could become dangerous and life-threatening. The efficacy of the top two vaccinations are high; however, last for only six months. With variants in play, safe and effective boosters need to be developed, which is a major concern. It bring high anxiety to me to think about the what if's come to fruition. If we look at India at this time, the suffering is beyond belief. Any country could easily experience these atrocities that COVID-19 can bring, in any form. There is currently an uptick in COVID-19 cases in California; recent history pertaining to this pandemic has proven that	5/5/2021 9:33 AM

2021 ACCCA MEMBER SURVEY

new waves are occurring for various reasons. It's virtually impossible to be safe outside of our own homes as many people still don't believe there is a pandemic, will not take a vaccine, and don't mind placing others at risk for their irresponsible behaviors. Before faculty, staff, students and administrators return to campus, a vaccine should be mandatory like it is for measles and other infectious viruses. Especially given that COVID-19 is the most deadly.

46	Campus may be a ghost town initially as students have become acclimated and comfortable with remote learning/distance education.	5/4/2021 5:29 PM
47	I'm excited to get back to campus, but I'm not looking forward to wearing masks all day, everyday.	5/4/2021 5:10 PM
48	*listless sigh*	5/4/2021 4:48 PM
49	I'm comfortable with the care and service provided by my college, district, and board during the past 14 months. I look forward to going back next month because I know the care and consideration continues.	5/4/2021 2:40 PM
50	can't wait even though I am hesitant	5/4/2021 2:31 PM
51	Eager to return.	5/4/2021 2:31 PM
52	I'm comfortable with returning to work and feel that our college and district is preparing for a safe transition. I also think that districts should consider permanently offering flexible agreement to allow for administrators to work from home. It's good for health and wellness and can be productive. Many people commute long distance or spend many hours in traffic.	5/4/2021 1:57 PM
53	I am neutral about it.	5/4/2021 1:44 PM
54	I don't have any issues with this.	5/4/2021 1:38 PM
55	I am excited to return back as long as folks observe the established protocol and get vaccinated	5/4/2021 1:31 PM
56	I am very much looking forward to returning to campus on a regular basis.	5/4/2021 1:26 PM
57	promising	5/4/2021 1:23 PM
58	Looking forward to it	5/4/2021 1:12 PM
59	I hope that we have flexibility in our schedules and that we do not return to the pre-pandemic college and processes. I do not see the need for everyone to return to five days a week, eight hours a day.	5/3/2021 8:58 AM
60	Mixed.	5/1/2021 10:45 AM
61	Mixed...I am more productive working at home. I hope our district/college considers a hybrid model of working from campus and home.	4/30/2021 10:20 AM
62	Looking forward to it.	4/29/2021 10:35 PM
63	Would appreciate the opportunity to continue working from home on an occasional basis.	4/29/2021 4:33 PM
64	Can't wait!	4/29/2021 4:20 PM
65	Looking forward to it	4/29/2021 3:20 PM
66	I like being able to work from home, but I am more efficient when working on campus.	4/29/2021 2:47 PM
67	Until students are fully back, staff and administrators shouldn't have to return full time. We can return in a staggered way.	4/29/2021 2:24 PM
68	Happy but reluctant	4/29/2021 2:18 PM
69	I am ready to return. In fact, I was only consistently away from my office during the 2nd period of enforced period of social distancing. I followed the guidance that I expected other college personnel to follow. As I consider my role essential, I worked at least two days per week initially.	4/29/2021 2:09 PM
70	no need for daily. 2-3 days/week suffice.	4/29/2021 1:45 PM
71	Very hesitant. Not sure if they can keep the germs at bay. I'm a germaphobe and I don't trust	4/29/2021 1:43 PM

2021 ACCCA MEMBER SURVEY

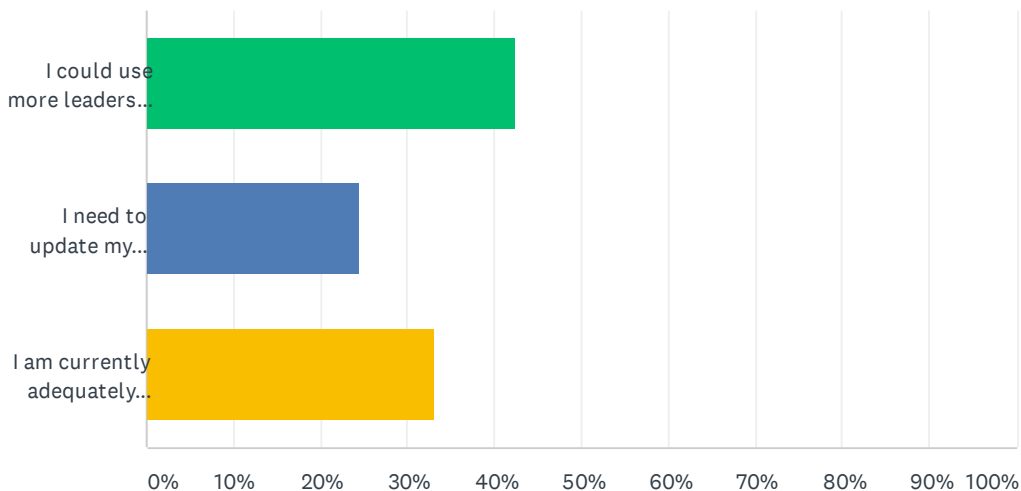
	what they're proposing for our opening up the campus. Especially the bathrooms.	
72	N.A. - My position was remote prior to the pandemic, and will continue to be after.	4/29/2021 1:40 PM
73	Necessary, but need to acknowledge that we will never go back to how it was before. Flexibility with working schedules is going to be the norm.	4/29/2021 1:19 PM
74	Yes as long as safety is in place such as protocols, retrofitting offices, etc.	4/29/2021 1:16 PM
75	Would prefer to work from home part time. Lose a lot of work time with commute.	4/29/2021 1:06 PM
76	Meh. I'm currently on campus 2 days each week now so the change wouldn't be that great for me. The reacclimating to campus for our teams will be greater.	4/29/2021 1:05 PM
77	I'm already back, and I am happy to be.	4/29/2021 12:57 PM
78	I am looking forward to it, mostly because I miss my colleagues and how much more productive we are in person.	4/29/2021 12:50 PM
79	At this time, a cautious approach should be considered, and consideration for employees as everyone's situation is different and with limitations still in place it could be putting undo hardship on employees.	4/29/2021 12:37 PM
80	Will be happy when everyone is back on campus and the new normal has been established. Too much power brokering and dictating going on.	4/29/2021 12:22 PM
81	The COVID pandemic has proven that considering a hybrid of face to face and remote work can be an alternate way of accommodating your workforce to have a better work/life balance.	4/29/2021 12:05 PM
82	I realize that much of what I do can be done remotely. A full-time presence on campus is not at all necessary.	4/29/2021 12:02 PM
83	Fear and excitement - both at the same time	4/29/2021 11:40 AM
84	Not ready for this yet.	4/29/2021 11:37 AM
85	I am ready and comfortable to return to campus on a daily basis.	4/29/2021 11:37 AM
86	I would like to work a hybrid schedule and work from home 2 days a week but I am fine with returning to campus	4/29/2021 11:30 AM
87	I'm scared. And I'm worried, especially because we know not everyone will be vaccinated. I wish we could (would?) require vaccination.	4/29/2021 11:30 AM
88	Since I'm vaccinated, I'm okay with it except that we will be returning without students on May 10 and I don't understand the reason why we can't continue to work from home until Fall.	4/29/2021 11:14 AM
89	I can't wait. We have already begun our gradual return to campus.	4/29/2021 11:10 AM
90	Welcome it after July 1, 2021.	4/29/2021 11:10 AM
91	I've been working on campus daily since mid-July!	4/29/2021 11:02 AM
92	I already return...I'm fine.	4/29/2021 11:01 AM
93	Mixed. I go in one day a week now due to the nature of my job and employees on-site now. I would hope I could continue to work remotely at least a couple of days a week.	4/29/2021 10:52 AM
94	Staff has been working on campus throughout the Covid-19 pandemic as we were deemed essential workers due to the high number of correspondence students we teach. Faculty worked from home, teaching via correspondence and online.	4/29/2021 10:45 AM
95	I would like to have more flexibility to work remotely on a permanent basis.	4/29/2021 10:38 AM
96	indifferent	4/29/2021 10:37 AM
97	Mixed feelings. Excited to be around people. Nervous to be around people.	4/29/2021 10:37 AM
98	Looking forward to it with option to utilize virtual for efficiencies.	4/29/2021 10:36 AM
99	Being unsure about other's vaccination status, I do not feel comfortable going back with full staff and students, especially in inside spaces.	4/29/2021 10:36 AM

2021 ACCCA MEMBER SURVEY

100	My desire is to have a flexible format.	4/29/2021 10:31 AM
101	Been on campus for almost the whole time. Just miss the students.	4/29/2021 10:31 AM
102	PTSD - need more training in Trauma Informed Care and customer/student service.	4/29/2021 10:30 AM
103	I'm fine with it.	4/29/2021 10:28 AM
104	When it is safe to return and when all appropriate protocols are in place, I feel comfortable in returning.	4/29/2021 10:27 AM
105	Conflicted. There are times where I can get more done for work and spend quality time with my family and taking care of myself, and there are times I miss my colleagues. There are some things that are better done in person.	4/29/2021 10:27 AM
106	Nervous	4/29/2021 10:23 AM

Q19 How would you describe your current level of training and preparation for the role you currently have? (Check all that apply)

Answered: 127 Skipped: 39



ANSWER CHOICES	RESPONSES	
I could use more leadership or management training.	42.52%	54
I need to update my technical skills to stay current.	24.41%	31
I am currently adequately trained for all aspects of my current job.	33.07%	42
TOTAL		127

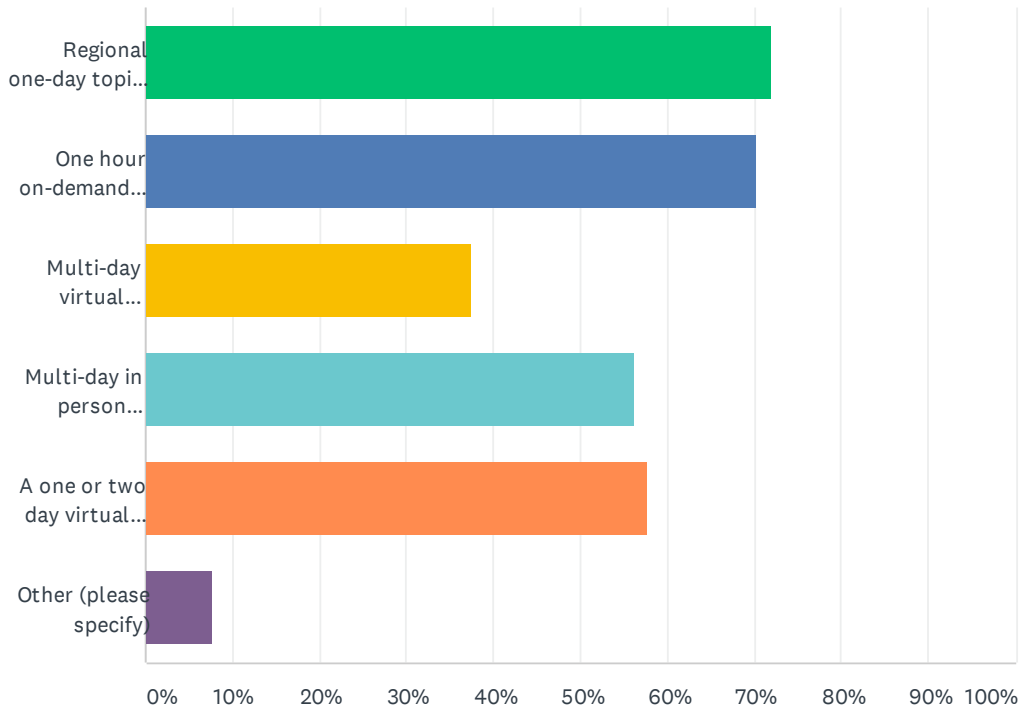
#	PLEASE DESCRIBE ALL AREAS YOU FEEL ADDITIONAL TRAINING COULD BENEFIT YOU.	DATE
1	There really is no leadership or management training for my job in external relations as this is not a priority for most college leaders. I have been working for more than 25 years and no one has ever given me the opportunity to become a manager, despite attempts. At this point, at age 50, I have given up and become resigned that I will remain in middle management (not necessarily a bad thing)..	5/18/2021 4:45 PM
2	there is a definite lack of available training for CBO's. ACBO is offering nothing, and there are no other state/regional programs available for new CBO's.	5/18/2021 4:23 PM
3	Title V detail, SCFF understanding, instructional scheduling.	5/18/2021 4:15 PM
4	I can never stop learning. One of the main reasons I love the Professional Development ACCCA has to offer.	5/18/2021 12:23 PM
5	I think PD is important throughout one's career. I can always learn new skills or be reminded of things that I had forgotten!	5/17/2021 9:49 AM
6	leading my own training and meetings on zoom with engaging methods, concise email vs. teams vs. other app options for managing flow of tasks and communication in a department or division with multiple departments, continued adoption of DEI methods and trainings to roll out to staff/students.	5/12/2021 8:48 AM
7	I would like more training at the Vice Chancellor/CEO level. Love the Aspiring CEO program!	5/11/2021 9:55 AM
8	I always want more training, there are always new things to learn about leadership & new challenges	5/7/2021 9:59 AM

2021 ACCCA MEMBER SURVEY

9	Regular updates on changes in regulations, laws, policies at the state level that affect our daily work.	5/7/2021 9:01 AM
10	Managing difficult employees and faculty.	5/7/2021 7:37 AM
11	I can always benefit from more education	5/6/2021 8:56 PM
12	There is always new technology in addition I could benefit from learning how to ensure you continue to increase enrollment and have financial solvency	5/6/2021 8:26 PM
13	Navigating equity and inclusion and racist/antiracist conversations.	5/6/2021 1:28 PM
14	Can't check all that apply. I would like more leadership or management training, as well as to update my technical skills.	5/6/2021 12:51 PM
15	More training on contracts, unions, student success data and its collection, funding formula	5/5/2021 9:53 AM
16	I need to learn how to determine which existing and emerging technologies will be best for me to learn so I can be more effective in my work. Perhaps training days would be effective during the summer when we are not in a full swing semester. This training is essential to be successful and to promote student success.	5/5/2021 9:48 AM
17	Doing Progressive discipline duties remotely.	5/4/2021 5:31 PM
18	Networking with peers throughout the state. Crosspollination.	5/4/2021 2:41 PM
19	Organization software, efficiency in getting the job done.	5/4/2021 2:34 PM
20	A thorough review of available technologies offered through the CCCCO.	5/4/2021 1:29 PM
21	I could use more training focused on the elements of Student Services executives	5/4/2021 1:16 PM
22	BUDGET! And, employee discipline/evaluations.	4/30/2021 12:45 PM
23	Budget, enrollment management, grant funding	4/29/2021 10:37 PM
24	FTE/FTES and enrollment management	4/29/2021 2:26 PM
25	I have experienced comprehensive pandemic training and participated in through planning while serving in another position where I served as a college president in a state outside of California.	4/29/2021 2:21 PM
26	Working on getting to the next level and I need to fine tune the leadership training.	4/29/2021 1:47 PM
27	The constant changes in funding, laws, and regulations.	4/29/2021 1:24 PM
28	improving my communication skills and emotional intelligence	4/29/2021 11:31 AM
29	More training on executive leadership (at the VP level)	4/29/2021 11:13 AM
30	All!	4/29/2021 11:03 AM
31	It says check all that apply then erases all but one	4/29/2021 11:03 AM
32	I feel I'm completing the required duties of my position but I would benefit from knowing those acivites seasoned admin. have added through their experience.	4/29/2021 10:49 AM
33	I believe in continual learning so I advocate for continued training.	4/29/2021 10:43 AM
34	While I am "adequately trained", I am a firm believer in continuous improvement. I don't see enough for executive leaders, as far as continuous learning.	4/29/2021 10:42 AM
35	Changes in legislation affecting CCCs and SCFF.	4/29/2021 10:39 AM
36	ed code	4/29/2021 10:38 AM
37	Hostile work environments, establishing/maintaining accountability, navigating difficult conversations	4/29/2021 10:35 AM
38	Budget, budget, budget	4/29/2021 10:32 AM
39	Trauma Informed Care customer/student service	4/29/2021 10:31 AM
40	broader exposure beyond my discipline	4/29/2021 10:24 AM

Q20 Given your experiences this past year, which of the following program formats are you most likely to participate in over the next year? (check all that apply)

Answered: 128 Skipped: 38



ANSWER CHOICES	RESPONSES
Regional one-day topical events with both in-person and online attendance options (Hybrid)	71.88% 92
One hour on-demand webinar trainings on topics related to your role or general professional development	70.31% 90
Multi-day virtual Leadership or Technical training program in a cohort, provided over several weeks	37.50% 48
Multi-day in person conference with hybrid/virtual options	56.25% 72
A one or two day virtual conference with multiple presenters and panels showcasing best practices and leadership training	57.81% 74
Other (please specify)	7.81% 10
Total Respondents: 128	

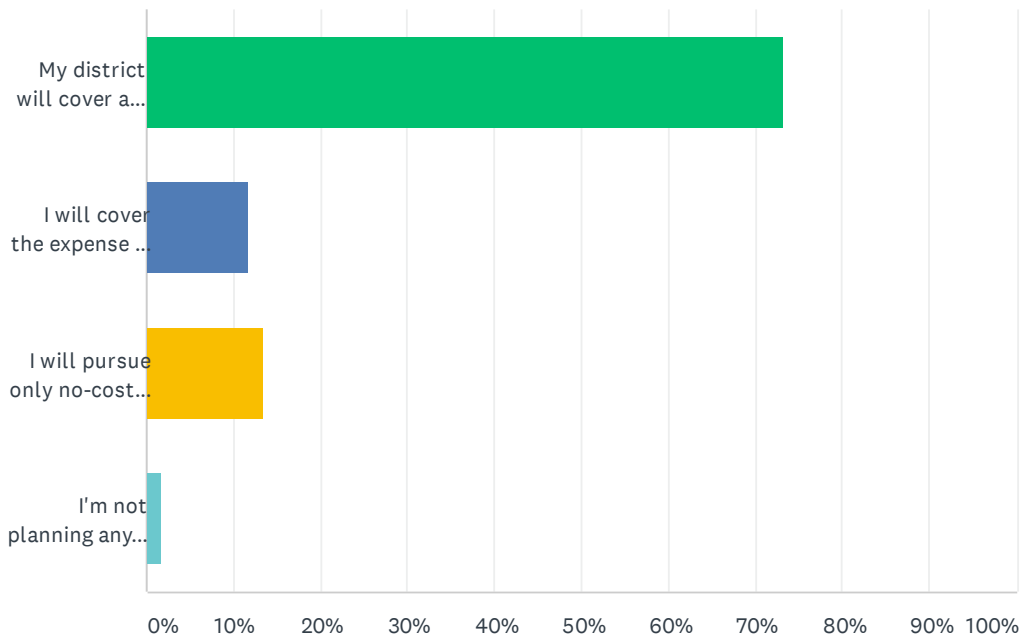
#	OTHER (PLEASE SPECIFY)	DATE
1	I need the person-to-person interactive process to reduce my stress levels.	5/18/2021 12:23 PM
2	would love to do the in-person but realistically it is near impossible to get away without planning it a year in advance.	5/12/2021 8:48 AM
3	Please record and make all sessions available asynchronously	5/6/2021 1:44 PM
4	Pre-recorded tutorials that may be accessed conveniently.	5/5/2021 9:48 AM
5	Online conferences are problematic because I'm still working and NOT conferencing.	5/4/2021 4:49 PM

2021 ACCCA MEMBER SURVEY

6	Would prefer in person, but not sure if my district will allow travel	4/29/2021 1:12 PM
7	Any leadership training event would be greatly appreciated!	4/29/2021 12:53 PM
8	conferences that run for several days, but have 1/2 day schedules. That allows for a day that is 1/2 conference and 1/2 work.	4/29/2021 10:42 AM
9	HYBRID options are still needed with any in-person meetings	4/29/2021 10:41 AM
10	F2F conference	4/29/2021 10:30 AM

Q21 We understand that for many of you, travel and professional development over the next year will be challenging, but we hope you will still find a way to continue pursuing your professional growth, and we want to help. Please indicate the primary way you will access training opportunities in the coming year.

Answered: 127 Skipped: 39



ANSWER CHOICES	RESPONSES
My district will cover all or a part of the cost of my professional development	73.23% 93
I will cover the expense of my professional development	11.81% 15
I will pursue only no-cost online training	13.39% 17
I'm not planning any professional development activities in the coming year	1.57% 2
TOTAL	127

#	ANYTHING TO ADD?	DATE
1	ACCCA does not offer training for my type of position.	5/18/2021 4:45 PM
2	Spread them out geographically to make them easier to attend (even if it means having more than one)	5/18/2021 4:15 PM
3	usually we have a mix of district and department funds available for training.	5/12/2021 8:48 AM
4	Taking days away from work to attend trainings is difficult because the work piles up while we are away. It's just not worth it to me.	5/7/2021 9:25 AM
5	I don't know if my district would support travel during or after Fall 2021. It has not yet been discussed.	5/6/2021 4:55 PM
6	To modify what I checked above, my district may cover all or part of my professional development. Budgets are uncertain, so nothing is a sure bet.	5/6/2021 1:28 PM

2021 ACCCA MEMBER SURVEY

7	Online recorded tutorials with technical and or learning support	5/5/2021 9:48 AM
8	I will primarily pursue on-line training. Will participate in direct training if there are adequate safety protocols in place. No decision made yet regarding whether to allow travel outside of the area.	4/29/2021 2:21 PM
9	Discount or scholarship if the District doesn't pay.	4/29/2021 1:47 PM
10	I miss seeing all my friends. Zoom is a poor replacement for in-person camaraderie.	4/29/2021 1:24 PM
11	Virtual trainings did not seem to provide the same benefits as in person professional development	4/29/2021 1:12 PM
12	District is not allowing travel or funding professional dev	4/29/2021 1:11 PM
13	I am ZOOMED OUT.....yet everyone still wants to provide MORE VIRTUAL activities, events, conferences.	4/29/2021 12:24 PM
14	Funding from the Chancellor's office is needed	4/29/2021 12:03 PM
15	I am looking forward to in-person events again.	4/29/2021 11:13 AM
16	Approvals and paying for conferences/trainings will be VERY limited at my college. I will need to pay for some of my training/conference choices.	4/29/2021 10:42 AM

Q22 Please share a topic or area of training you are most likely to pursue in the coming year.

Answered: 64 Skipped: 102

#	RESPONSES	DATE
1	Equity practices	5/25/2021 2:15 PM
2	Navigating 10+1	5/18/2021 4:33 PM
3	Research/IRPE CBO training	5/18/2021 4:23 PM
4	Title V training.	5/18/2021 4:15 PM
5	Interactive Process for those employees who do not want to come back to work.	5/18/2021 12:23 PM
6	Leadership training around leading an institution to become anti-racist.	5/18/2021 11:34 AM
7	Managers across districts connecting.	5/17/2021 8:39 AM
8	all the ones you have offerd so far have been great- just continuing those as well as the tried and true Admin series, mentoring series will be great!	5/12/2021 8:48 AM
9	Leadership, student success	5/11/2021 9:55 AM
10	Community College Administration 101 and 201 workshops or institute (2-day, 4-6 hours per day). Case studies on Enrollment Management, budget planning, emergency evacuation planning, etc.	5/7/2021 6:05 PM
11	CBE, CPL, leadership /mentoring/coaching opportunities	5/7/2021 9:59 AM
12	Student basic needs, Title IX.	5/7/2021 9:01 AM
13	Equity and finding the lost students	5/6/2021 9:41 PM
14	Political Advocacy	5/6/2021 8:56 PM
15	ADMIN 001	5/6/2021 8:26 PM
16	Navigating institutional politics	5/6/2021 8:01 PM
17	Team dynamics	5/6/2021 7:25 PM
18	I still have not found a model that takes the best of pre-pandemic and pandemic operations, to create a post-pandemic blend that incorporates the best of each	5/6/2021 5:27 PM
19	How to lead from the middle when people at the top don't listen. How to operate in chaos when people at the top are the ones driving the chaos.	5/6/2021 4:55 PM
20	Parliamentary Procedure training	5/6/2021 1:44 PM
21	Disrupting racist systems	5/6/2021 1:28 PM
22	Integrated planning and developing a clear focus	5/6/2021 12:50 PM
23	Leadership and Management Training	5/6/2021 12:48 PM
24	leadership, state policies	5/5/2021 1:56 PM
25	DEI	5/5/2021 11:01 AM
26	More training on contracts, unions, student success data and its collection, funding formula. In addition, how to better support our students' multiple roles and identities through equity-minded and cultural responsive pedagogy.	5/5/2021 9:53 AM
27	Grant writing Budget Management (basic, intermediate, expert) MS Excel (basic, intermediate, expert)	5/5/2021 9:48 AM

2021 ACCCA MEMBER SURVEY

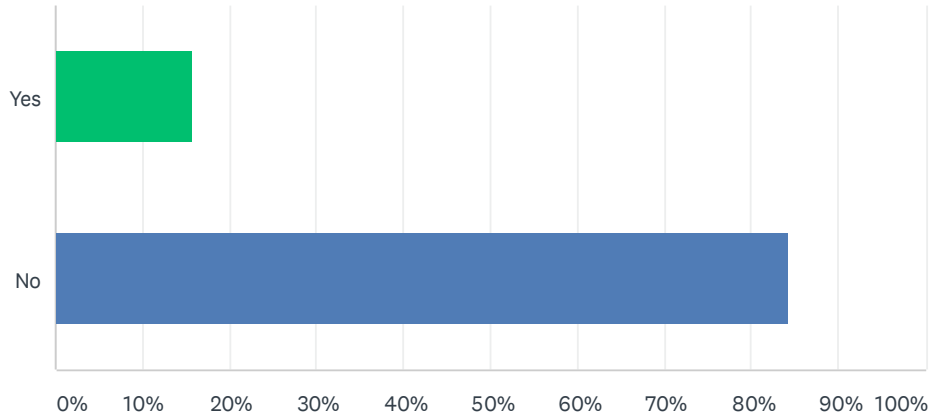
28	Becoming a management union group.	5/4/2021 5:31 PM
29	Black student equity.	5/4/2021 5:15 PM
30	Leading within a community.	5/4/2021 2:41 PM
31	SCFF funding implementation	5/4/2021 2:34 PM
32	Negotiating a contract.	5/4/2021 1:29 PM
33	Women of Color in Higher Education	5/4/2021 1:24 PM
34	Balancing racial identity and executive leadership in Higher Education: Perceptions, Realities and Self Care	5/4/2021 1:16 PM
35	Leadership with a hybrid workforce	5/3/2021 8:59 AM
36	CCCCO webinars and ASCCC Curriculum Institute	4/30/2021 10:21 AM
37	Planning for retirement	4/29/2021 3:21 PM
38	I would like to learn more about voter approved debt.	4/29/2021 2:50 PM
39	Engaging with k12 schools to increase enrollment, specifically the enrollment of diverse populations.	4/29/2021 2:26 PM
40	Supporting DI populations via policy, innovative analysis of student data, social justice in practice at CCCs	4/29/2021 2:21 PM
41	Changing college operations long time in ways that incorporate, support and promote distance/remote options for attending/o PIO anticipating,	4/29/2021 2:21 PM
42	Grant Writing	4/29/2021 1:47 PM
43	Managing the prickly personnel issues of a new hybrid environment.	4/29/2021 1:24 PM
44	leadership in a remote environment - following the models in the technology industry in place for a long time.	4/29/2021 1:18 PM
45	negotiations.	4/29/2021 1:07 PM
46	HR rules; how to fire faculty and deal with being sued and under supported by your campus.	4/29/2021 12:59 PM
47	Anything with HR is always appreciated, especially involving critical conversations, reprimands, or improvement plans.	4/29/2021 12:53 PM
48	Enrollment management	4/29/2021 12:03 PM
49	Handling conflict and handling student complaints	4/29/2021 11:31 AM
50	Budget formation	4/29/2021 11:16 AM
51	Executive level leadership. A better understanding of the SCFF, SAAM, and PCAH	4/29/2021 11:13 AM
52	Navigating organizational change around equity.	4/29/2021 11:11 AM
53	CIO topics	4/29/2021 11:03 AM
54	Strategic Planning	4/29/2021 11:03 AM
55	Diversity, equity, inclusion training and retention. Safe return to campus with COVID. Improving student success leveraging technology and bridging the technology divide.	4/29/2021 11:00 AM
56	Diversity, equity and inclusion and trauma informed care. Staff performance evaluations.	4/29/2021 10:43 AM
57	I'd love to participate in multiple conversations over the year, with each one focusing on one topic. Executive-level lens.	4/29/2021 10:42 AM
58	Centralizing Student Support Services	4/29/2021 10:41 AM
59	SCFF	4/29/2021 10:39 AM
60	Managing difficult situations	4/29/2021 10:35 AM

2021 ACCCA MEMBER SURVEY

61	Middle management. The role of the division dean.	4/29/2021 10:34 AM
62	Professional Learning for breaking systems that discriminate and oppress. Should we continue to offer PD to navigate and succeed without thinking of the ways in which managers are encouraged to not rock the boat each day in their jobs due to their gender, ethnicity, race, sexual preference, etc?	4/29/2021 10:32 AM
63	remote work provisions and policies	4/29/2021 10:30 AM
64	advanced Zoom and other technical processes	4/29/2021 10:30 AM

Q23 Are you currently in a doctoral program, or do you have plans to start one in the next year?

Answered: 127 Skipped: 39



ANSWER CHOICES	RESPONSES	
Yes	15.75%	20
No	84.25%	107
TOTAL		127

Q24 We are always looking for subject matter experts! If you have presented on a particular topic and are interested in doing more of that, let us know what topic and how to reach you. Likewise, if you have a suggestion for a speaker, facilitator or keynoter you've seen and think we should know about, please let us know here!

Answered: 26 Skipped: 140

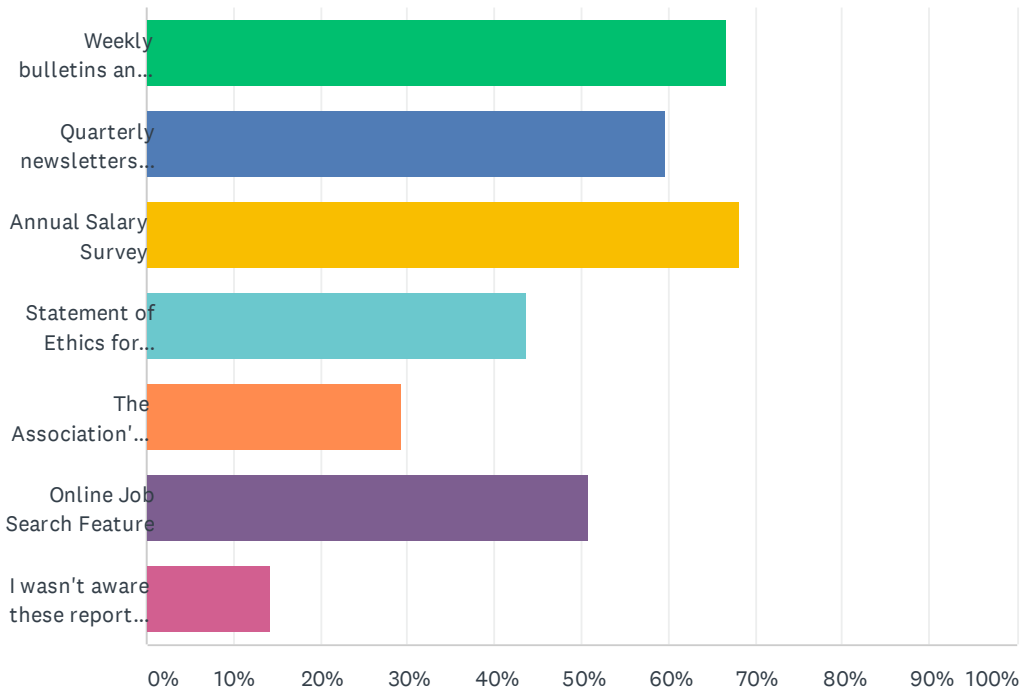
#	RESPONSES	DATE
1	Trevor Albertson (Lassen) could do a presentation on leading through multiple crises, since he has done just that over the last year.	5/18/2021 4:23 PM
2	Student record data exchange	5/18/2021 4:15 PM
3	Dr. Edward Bush Dr. Ricky Shabazz Dr. Joi Blake	5/18/2021 12:09 PM
4	DEI, HR, Professional Development	5/11/2021 9:55 AM
5	N/a	5/7/2021 1:50 PM
6	I'm am very good at tracking enrollments and making efficient teaching schedules that help students get through their program.	5/7/2021 9:25 AM
7	Speaker on addressing Racial Battle Fatigue	5/7/2021 8:50 AM
8	What is Participatory Governance and Why join a Committee? Knowing Your Worth? What is in a Name? "Mile Stones" Understanding Assessment - Your Math and English Placement Levels	5/6/2021 8:26 PM
9	Rightsizing, Strategy, Organizational Leadership, Finance, Budget Development,	5/6/2021 7:25 PM
10	NA	5/6/2021 1:21 PM
11	n/a	5/5/2021 9:48 AM
12	Most times, I'm simply trying to stay afloat. So, visioning, re-connecting with the deeper, broader values, purpose, and impact of the work is always a good topic.	5/4/2021 4:49 PM
13	N/A	5/4/2021 2:41 PM
14	Running effective meetings	5/4/2021 1:24 PM
15	Public Records Act for Higher Ed Internal Investigations	4/29/2021 10:37 PM
16	I nominate Geisce Ly -- He is a master at sucking you into his realm of influence/programs (but in a good way....sort of....) Just can't say "no" to his charming ways.	4/29/2021 1:24 PM
17	I have my PhD in Higher Education and am an expert institutional reform and guided pathways. Also, look to Achieving the Dream for expertise.	4/29/2021 12:59 PM
18	Transformational Leadership	4/29/2021 12:07 PM
19	I am currently volunteering to help with the 'So you want to be an Administrator' seminar and am very pleased with my experience. I'm happy to help wherever is needed for future events	4/29/2021 11:13 AM
20	It's JZ...you know my areas...always happy to help with teambuilding, enrollment management, guided pathways responsive realignments	4/29/2021 11:03 AM
21	Work-Life balance, a personal passion. Cyber-security, Cloud computing, and Technology planning.	4/29/2021 11:00 AM
22	none	4/29/2021 10:43 AM
23	~ assessment/program review in Student Services ~ ethical leadership ~ community college	4/29/2021 10:42 AM

2021 ACCCA MEMBER SURVEY

	leadership pathways ~ saying "yes" to opportunities ~ working abroad	
24	None at this time.	4/29/2021 10:41 AM
25	Day to day of being a dean. Hiring practices. Leadership from the middle.	4/29/2021 10:34 AM
26	Baccalaureate Programs in Community Colleges - Constance Carroll	4/29/2021 10:30 AM

Q25 Below are reports and documents that ACCCA currently provides online to assist members. Which of these do you or would you consider valuable? (Check all that apply.)

Answered: 126 Skipped: 40



ANSWER CHOICES	RESPONSES
Weekly bulletins and legislative updates	66.67% 84
Quarterly newsletters aimed at featuring members and their best practices	59.52% 75
Annual Salary Survey	68.25% 86
Statement of Ethics for Administrators	43.65% 55
The Association's Strategic Plan	29.37% 37
Online Job Search Feature	50.79% 64
I wasn't aware these reports were available.	14.29% 18
Total Respondents: 126	

#	ARE THERE OTHER RESOURCES YOU WOULD FIND HELPFUL AND WOULD LIKE TO ACCESS ON THE ACCCA WEB SITE?	DATE
1	Repository fo best practices for various positions or common tasks (like implementing a new grant or project management, or coaching employees through improvements, etc.) would be ideal. I probably wont read it in a newsletter but if I had a database to search through and then rad up on it when I needed it, that would be ideal... reminders about them could go out in the weekly bulletins.	5/12/2021 8:51 AM
2	Please promote the job search feature more!	5/11/2021 9:57 AM
3	Recordings of trainings when I cannot attend live sessions.	5/5/2021 9:54 AM

2021 ACCCA MEMBER SURVEY

4	Emerging trends and best practices.	5/5/2021 9:49 AM
5	Highlights of management union groups such as LACCD, Santa Barbara City College District to level playing field for managers as faculty unions target managers.	5/4/2021 5:33 PM

Q26 If you are interested in submitting an article or contributing to a publication please let us know the subject and where to contact you.

Answered: 8 Skipped: 158

#	RESPONSES	DATE
1	Hispanic Serving Institution (HSI) "Servingness In Practice"	5/7/2021 6:06 PM
2	N/A	5/7/2021 1:51 PM
3	NA	5/6/2021 1:21 PM
4	n/a	5/5/2021 9:49 AM
5	N/A	5/4/2021 2:41 PM
6	I would be happy to submit writing on legislation, team building, conflict management, enrollment/scheduling,	4/29/2021 11:04 AM
7	none	4/29/2021 10:45 AM
8	None at this time	4/29/2021 10:41 AM

Q27 Yes! Please enter me into the drawing for the \$500 professional development scholarship!

Answered: 87 Skipped: 79

ANSWER CHOICES	RESPONSES	
Name	100.00%	87
Company	0.00%	0
Address	0.00%	0
Address 2	0.00%	0
City/Town	0.00%	0
State/Province	0.00%	0
ZIP/Postal Code	0.00%	0
Country	0.00%	0
Email Address	100.00%	87
Phone Number	98.85%	86

#	NAME	DATE
1	Veronica Oforlea	5/19/2021 9:45 AM
2	Georgina Guy	5/18/2021 5:15 PM
3	Aaron Voelcker	5/18/2021 4:34 PM
4	Randy Joslin	5/18/2021 4:24 PM
5	JIM FEIGERT	5/18/2021 4:15 PM
6	Jeanie M. Tyler	5/18/2021 1:13 PM
7	Cecilia "Cecy" Garcia	5/18/2021 12:25 PM
8	Nesha Savage	5/18/2021 12:09 PM
9	Marciano Perez	5/18/2021 11:35 AM
10	Mike Holtzclaw	5/18/2021 11:35 AM
11	Kristin Conner	5/17/2021 12:59 PM
12	Stephanie Lewis	5/17/2021 12:10 PM
13	Julia Dozier	5/17/2021 9:50 AM
14	Scott W. Thayer	5/17/2021 9:45 AM
15	Scott Silverman	5/17/2021 8:40 AM
16	Anneka Rogers Whitmer	5/12/2021 8:51 AM
17	Diane Fiero	5/11/2021 9:57 AM
18	Shane	5/10/2021 11:24 AM
19	Leticia Lopez	5/7/2021 6:06 PM

2021 ACCCA MEMBER SURVEY

20	Doris Hankins	5/7/2021 1:52 PM
21	Shelly Blair	5/7/2021 9:59 AM
22	Shirley McManus	5/7/2021 9:26 AM
23	Dan Willoughby	5/7/2021 9:04 AM
24	Megan Corry	5/6/2021 9:42 PM
25	Josolyn Hill	5/6/2021 8:28 PM
26	Kristina Vannucci	5/6/2021 2:43 PM
27	Bernardino Rodriguez	5/6/2021 1:22 PM
28	Lael Adediji	5/6/2021 12:51 PM
29	Brian Vizzusi	5/6/2021 12:49 PM
30	Raymond Gamba	5/6/2021 11:43 AM
31	Megan Soto	5/5/2021 3:46 PM
32	Misty Michele Stroud	5/5/2021 1:57 PM
33	Lesley Michtavy	5/5/2021 11:02 AM
34	Sasha Knox	5/5/2021 10:02 AM
35	Adan Sanchez	5/5/2021 9:55 AM
36	Aaron Detty	5/4/2021 7:54 PM
37	Cheryl Barnard, Ph.D.	5/4/2021 4:35 PM
38	Takeo Kubo	5/4/2021 3:40 PM
39	Al Taccone	5/4/2021 3:09 PM
40	Michael Mooney	5/4/2021 2:42 PM
41	Linda Woods	5/4/2021 2:35 PM
42	Nicole Jones	5/4/2021 1:45 PM
43	Christiaan Desmond	5/4/2021 1:39 PM
44	María L. Villagómez	5/4/2021 1:24 PM
45	Jeff Stephenson	5/3/2021 9:00 AM
46	Debbie Vanschoelandt	4/30/2021 12:46 PM
47	Mark C. Fields	4/29/2021 10:38 PM
48	Joe Wyse	4/29/2021 4:22 PM
49	Elizabeth Cipres	4/29/2021 3:22 PM
50	Julia Morrison	4/29/2021 2:51 PM
51	Sharon Dalmage	4/29/2021 2:26 PM
52	Kathryn E Jeffery	4/29/2021 2:22 PM
53	La Vetta Johnson	4/29/2021 1:48 PM
54	Kip Nead	4/29/2021 1:42 PM
55	Linda Beam	4/29/2021 1:24 PM
56	Tina Recalde	4/29/2021 1:13 PM
57	Riley Dwyer	4/29/2021 1:11 PM

2021 ACCCA MEMBER SURVEY

58	Virginia Richards	4/29/2021 1:07 PM
59	Aaron R. Tolbert, Ph.D.	4/29/2021 1:00 PM
60	Carrie Monlux	4/29/2021 12:54 PM
61	Donald Grady	4/29/2021 12:08 PM
62	Kerry Loewen	4/29/2021 12:04 PM
63	Scott Conrad	4/29/2021 11:54 AM
64	Nick Mortaloni	4/29/2021 11:52 AM
65	Danielle Heinbuch	4/29/2021 11:39 AM
66	Alex Adams	4/29/2021 11:35 AM
67	David Vakil	4/29/2021 11:32 AM
68	Trish Ellerson	4/29/2021 11:16 AM
69	Emmanuel (Manny) Mourtzanos	4/29/2021 11:14 AM
70	Bobby Singh Gosal	4/29/2021 11:12 AM
71	Michael Reese	4/29/2021 11:04 AM
72	Jennifer Zellet	4/29/2021 11:04 AM
73	Jim Thomas	4/29/2021 10:50 AM
74	Kate Mueller	4/29/2021 10:47 AM
75	Connie Ayala	4/29/2021 10:45 AM
76	Scott Adkins	4/29/2021 10:42 AM
77	Berkeley Price	4/29/2021 10:41 AM
78	Steve Crow	4/29/2021 10:40 AM
79	Brian Miller	4/29/2021 10:39 AM
80	Airek Mathews	4/29/2021 10:36 AM
81	Rory K Natividad	4/29/2021 10:35 AM
82	Andy MacNeill	4/29/2021 10:33 AM
83	Hilleary Zarate	4/29/2021 10:32 AM
84	Constance M. Carroll	4/29/2021 10:31 AM
85	Kiersten Elliott	4/29/2021 10:30 AM
86	Rick Shaw	4/29/2021 10:24 AM
87	Tzoler Oukayan	4/29/2021 10:24 AM

#	COMPANY	DATE
---	---------	------

There are no responses.

#	ADDRESS	DATE
---	---------	------

There are no responses.

#	ADDRESS 2	DATE
---	-----------	------

There are no responses.

#	CITY/TOWN	DATE
---	-----------	------

There are no responses.

#	STATE/PROVINCE	DATE
---	----------------	------

2021 ACCCA MEMBER SURVEY

There are no responses.

#	ZIP/POSTAL CODE	DATE
There are no responses.		
#	COUNTRY	DATE
There are no responses.		
#	EMAIL ADDRESS	DATE
1	oforlea_veronica@sac.edu	5/19/2021 9:45 AM
2	gguy@saddleback.edu	5/18/2021 5:15 PM
3	voelcker_aaron@sccollege.edu	5/18/2021 4:34 PM
4	rjoslin@lassencollege.edu	5/18/2021 4:24 PM
5	jfeigert@saddleback.edu	5/18/2021 4:15 PM
6	jtyler@sdccd.edu	5/18/2021 1:13 PM
7	cgarcia@paloverde.edu	5/18/2021 12:25 PM
8	wsavage@sdccd.edu	5/18/2021 12:09 PM
9	marciano.perez.jr@gmail.com	5/18/2021 11:35 AM
10	holtzclawm@smccd.edu	5/18/2021 11:35 AM
11	kconner@gmail.com	5/17/2021 12:59 PM
12	slewis003@sdccd.edu	5/17/2021 12:10 PM
13	jdozier@clpccd.org	5/17/2021 9:50 AM
14	sthayer@valleycollege.edu	5/17/2021 9:45 AM
15	silverman_scott@smc.edu	5/17/2021 8:40 AM
16	rogersa@yosemite.edu	5/12/2021 8:51 AM
17	diane.fiero@canyons.edu	5/11/2021 9:57 AM
18	Reynolds	5/10/2021 11:24 AM
19	llopez@sdccd.edu	5/7/2021 6:06 PM
20	dhankins@peralta.edu	5/7/2021 1:52 PM
21	sblair12@coastline.edu	5/7/2021 9:59 AM
22	shirley.mcmanus@fresnocitycollege.edu	5/7/2021 9:26 AM
23	dwilloughby@fullcoll.edu	5/7/2021 9:04 AM
24	mccorry@ccsf.edu	5/6/2021 9:42 PM
25	jhill@sdccd.edu	5/6/2021 8:28 PM
26	kvannucci@yccd.edu	5/6/2021 2:43 PM
27	brodriguez@sdccd.edu	5/6/2021 1:22 PM
28	ladediji@chabotcollege.edu	5/6/2021 12:51 PM
29	bvizzusi@yccd.edu	5/6/2021 12:49 PM
30	Raymond.Gamba@westvalley.edu	5/6/2021 11:43 AM
31	msoto@sdccd.edu	5/5/2021 3:46 PM
32	misty.stroud@sjcc.edu	5/5/2021 1:57 PM

2021 ACCCA MEMBER SURVEY

33	michtavyl@yosemite.edu	5/5/2021 11:02 AM
34	sknox@sdccd.edu	5/5/2021 10:02 AM
35	asanchez003@sdccd.edu	5/5/2021 9:55 AM
36	adetty@sdccd.edu	5/4/2021 7:54 PM
37	cbarnard@sdccd.edu	5/4/2021 4:35 PM
38	takeo.kubo@sjcc.edu	5/4/2021 3:40 PM
39	ataccone@miracosta.edu	5/4/2021 3:09 PM
40	michael.mooney@sjcc.edu	5/4/2021 2:42 PM
41	lwoods@sdccd.edu	5/4/2021 2:35 PM
42	Nicole.jones@gcccd.edu	5/4/2021 1:45 PM
43	Christiaan.Desmond@sjcc.edu	5/4/2021 1:39 PM
44	mvillagomez@napavalley.edu	5/4/2021 1:24 PM
45	stephej@arc.losrios.edu	5/3/2021 9:00 AM
46	dvanschoelandt@ivc.edu	4/30/2021 12:46 PM
47	markfields@peralta.edu	4/29/2021 10:38 PM
48	jwyse@shastacollege.edu	4/29/2021 4:22 PM
49	ecipres@ivc.edu	4/29/2021 3:22 PM
50	julia-morrison@redwoods.edu	4/29/2021 2:51 PM
51	dalmagsc@piercecollege.edu	4/29/2021 2:26 PM
52	jeffery_kathryn@smc.edu	4/29/2021 2:22 PM
53	ljohnson@compton.edu	4/29/2021 1:48 PM
54	kip@calbright.org	4/29/2021 1:42 PM
55	lindabeam1@yahoo.com	4/29/2021 1:24 PM
56	trecalde@sdccd.edu	4/29/2021 1:13 PM
57	rdwyer@avc.edu	4/29/2021 1:11 PM
58	vrichards@losmedanos.edu	4/29/2021 1:07 PM
59	aaron.tolbert@missioncollege.edu	4/29/2021 1:00 PM
60	monluxca@butte.edu	4/29/2021 12:54 PM
61	donald@calbright.org	4/29/2021 12:08 PM
62	kloewen@santarosa.edu	4/29/2021 12:04 PM
63	sconrad@miracosta.edu	4/29/2021 11:54 AM
64	nmortaloni@miracosta.edu	4/29/2021 11:52 AM
65	dheinbuch@gwc.cccd.edu	4/29/2021 11:39 AM
66	alex.adams@cloviscollege.edu	4/29/2021 11:35 AM
67	dvakil@cypresscollege.edu	4/29/2021 11:32 AM
68	patricia.ellerson@vvc.edu	4/29/2021 11:16 AM
69	emmanuel.mourtzanos@bakersfieldcollege.edu	4/29/2021 11:14 AM
70	bgosal@sierracollege.edu	4/29/2021 11:12 AM

2021 ACCCA MEMBER SURVEY

71	reesems@lattc.edu	4/29/2021 11:04 AM
72	zelletj@mjc.edu	4/29/2021 11:04 AM
73	james.thomas@paloverde.edu	4/29/2021 10:50 AM
74	kmueller@coastline.edu	4/29/2021 10:47 AM
75	AyalaC@arc.losrios.edu	4/29/2021 10:45 AM
76	rsadkins@collegeofthedesert.edu	4/29/2021 10:42 AM
77	bprice@elcamino.edu	4/29/2021 10:41 AM
78	scrow@hartnell.edu	4/29/2021 10:40 AM
79	brian.miller@missioncollege.edu	4/29/2021 10:39 AM
80	amathews1@compton.edu	4/29/2021 10:36 AM
81	rory.natividad@gmail.com	4/29/2021 10:35 AM
82	amacneil@sdccd.edu	4/29/2021 10:33 AM
83	hzarate@santarosa.edu	4/29/2021 10:32 AM
84	ccarroll@sdccd.edu	4/29/2021 10:31 AM
85	ktelliot@usc.edu	4/29/2021 10:30 AM
86	rshaw@avc.edu	4/29/2021 10:24 AM
87	toukayan@glendale.edu	4/29/2021 10:24 AM
#	PHONE NUMBER	DATE
1	714-564-6277	5/19/2021 9:45 AM
2	5625001350	5/18/2021 5:15 PM
3	7146284990	5/18/2021 4:34 PM
4	(530) 251-8836	5/18/2021 4:24 PM
5	3103512719	5/18/2021 4:15 PM
6	619-324-3443	5/18/2021 1:13 PM
7	760-921-5478	5/18/2021 12:25 PM
8	6199448562	5/18/2021 12:09 PM
9	8586882366	5/18/2021 11:35 AM
10	541-419-4463	5/18/2021 11:35 AM
11	19252868074	5/17/2021 12:59 PM
12	3234459625	5/17/2021 12:10 PM
13	925-461-5139	5/17/2021 9:50 AM
14	909-384-8992	5/17/2021 9:45 AM
15	3103404180	5/17/2021 8:40 AM
16	2095885145	5/12/2021 8:51 AM
17	661 362-5500	5/11/2021 9:57 AM
18	5305453025	5/10/2021 11:24 AM
19	8586102285	5/7/2021 6:06 PM
20	2096503645	5/7/2021 1:52 PM

2021 ACCCA MEMBER SURVEY

21	9492286951	5/7/2021 9:59 AM
22	5594428215	5/7/2021 9:26 AM
23	7149927036	5/7/2021 9:04 AM
24	4156084133	5/6/2021 9:42 PM
25	16197509438	5/6/2021 8:28 PM
26	5308675853	5/6/2021 2:43 PM
27	3107562226	5/6/2021 1:22 PM
28	5108283158	5/6/2021 12:51 PM
29	9163800584	5/6/2021 12:49 PM
30	16503037462	5/6/2021 11:43 AM
31	6175845624	5/5/2021 1:57 PM
32	209-588-5232	5/5/2021 11:02 AM
33	619-254-8812	5/5/2021 10:02 AM
34	(619) 800-3708	5/5/2021 9:55 AM
35	6193095819	5/4/2021 7:54 PM
36	610-388-7313	5/4/2021 4:35 PM
37	4082042841	5/4/2021 3:40 PM
38	6199716331	5/4/2021 3:09 PM
39	4084974975	5/4/2021 2:42 PM
40	6193887750	5/4/2021 2:35 PM
41	619-788-7200	5/4/2021 1:45 PM
42	14082883192	5/4/2021 1:39 PM
43	17076310453	5/4/2021 1:24 PM
44	916-484-8462	5/3/2021 9:00 AM
45	9493678310	4/30/2021 12:46 PM
46	9162758253	4/29/2021 10:38 PM
47	5302427510	4/29/2021 4:22 PM
48	909 499-8896	4/29/2021 3:22 PM
49	7074764122	4/29/2021 2:51 PM
50	8187443185	4/29/2021 2:26 PM
51	3106334043	4/29/2021 2:22 PM
52	323 823-1164	4/29/2021 1:48 PM
53	831-200-3125	4/29/2021 1:42 PM
54	831-277-3681	4/29/2021 1:24 PM
55	7608285125	4/29/2021 1:13 PM
56	818-624-1610	4/29/2021 1:11 PM
57	9254737470	4/29/2021 1:07 PM
58	3155328507	4/29/2021 1:00 PM

2021 ACCCA MEMBER SURVEY

59	(530) 321-1416	4/29/2021 12:54 PM
60	9167526622	4/29/2021 12:08 PM
61	707-479-2110	4/29/2021 12:04 PM
62	7077956720	4/29/2021 11:54 AM
63	310-367-3496	4/29/2021 11:52 AM
64	7148958970	4/29/2021 11:39 AM
65	5593255363	4/29/2021 11:35 AM
66	7144847152	4/29/2021 11:32 AM
67	7602454271 X2554	4/29/2021 11:16 AM
68	(661) 302-9999	4/29/2021 11:14 AM
69	9166607540	4/29/2021 11:12 AM
70	2134625315	4/29/2021 11:04 AM
71	(989)297-6308	4/29/2021 11:04 AM
72	760 921-5525	4/29/2021 10:50 AM
73	7142416160	4/29/2021 10:47 AM
74	(916) 803-1857	4/29/2021 10:45 AM
75	6152609532	4/29/2021 10:42 AM
76	310-463-3363	4/29/2021 10:41 AM
77	5309058488	4/29/2021 10:40 AM
78	4088555247	4/29/2021 10:39 AM
79	310-900-1600 X2264	4/29/2021 10:36 AM
80	6268248367	4/29/2021 10:35 AM
81	619-316-5655	4/29/2021 10:33 AM
82	707-527-4239	4/29/2021 10:32 AM
83	6198519824	4/29/2021 10:31 AM
84	3234721473	4/29/2021 10:30 AM
85	661-722-6541	4/29/2021 10:24 AM
86	8184346185	4/29/2021 10:24 AM