

2021 ACCCA Member Survey Data Analysis

2021=166 respondents--14.3% of the total membership

2020=137 respondents

2019=258 respondents

DEMOGRAPHICS

Q1 How long have you been an administrator in the California community college system? *The majority of respondents are in their first 5 years of administration*

	2021	2020	2019
2-5 years	35%	36%	43%
6-10 years	24%	19%	18%
11-15 years	14%	16%	14%
16-20 years	8%	9%	8%
Over 20	9%	10%	4%

Q2 How did you first learn about ACCCA?

Member to member--our members are our biggest cheerleaders and the best way to increase membership--70% stated they joined because of a colleague, followed by "attended an event." In 2020 it was 74% and 72% in 2019.

Q3 What motivated you to join ACCCA? *(Respondents can choose more than one answer)*

Professional development, Networking and Advocacy are the top 3 motivators.

	2021	2020	2019
Skills/Professional Development	79%	74%	76%
Professional Networking	66%	67%	59%
Advocacy for administrators	55%	48%	47%
Benefits	37%	35%	40%

Q4 How long have you been an ACCCA member?

ACCCA continues to have a younger membership, the majority of respondents have only been members between 1-5 years.

	2021	2020	2019
1-5 years	46%	49%	48%
6-10 years	18%	22%	16%
11-15 years	14%	11%	12%

Q5 How do you participate in ACCCA? *(Respondents can choose more than one answer)*
*Again, the majority of respondents [78%] indicate that they attend events and training programs, however 20% say they are **not actively involved** in ACCCA--up from 16% in 2020, but down from 2019 when 32% were not engaged.*

Q6 What is your age range?

Interestingly, the vast majority of respondents are in the 46-55 age range, so closer to retirement, yet the majority have only been in ACCCA 1-5 years so joining later in their career. This question was not asked in 2020 or in 2019..

46-55 = 43%
 56-65 = 25%
 36-45 = 24%

SERVICES AND BENEFITS

Q9 ACCCA provides members with an array of benefits included in your membership which you can learn about and access on ACCCA's website. Which of these benefits do you value as part of your ACCCA membership?
(Respondents can choose more than one answer)

<i>Top 3 benefits:</i>	2021	2020	2019
\$1 million Professional Liability	67%	73%	68%
Legal services/discounted services	62%	63%	60%
\$10,000 AD&D Insurance	41%	40%	39%
Unaware of Member Benefits	25%	21%	41%

(see open-ended responses from Q11 for comments/detail and member recommendations)

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?

Vast majority of respondents (73%) feel the benefits are a good value while 23% are unsure--virtually the same as in 2020. However, in 2019 just 67% agreed with the value, and 30% were unsure.

(see open-ended responses to Q13 for comments/details.)

POLICY, ADVOCACY AND CURRENT EVENTS

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.

Top response topics (not ranked):

- 50% Law
- Hiring practices/HR issues
- Increased access to underserved populations
- Equity
- Flexibility with funding
- Job security

Q15 In your experience, what is an example of the role, responsibilities and/or interests of administrators and managers that are not being understood, supported or or protected? *(see Q15 open-ended responses for more detail.)*

Top response topics (not ranked):

- Policy implementation
- Onboarding
- Union guidelines
- Work load
- Middle management treatment/feeling left out
- Job security
- Faculty (disrespectful; tenure; too much power; union backing)

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? (See Q16 open-ended responses for detail.)

Top response topics (not ranked):

- Mandatory vaccinations
- Allow for some remote work to continue
- Remote work policies (consistency)
- Campus hygiene policy

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? (See Q17 open-ended responses for more detail.)

Top response topics (not ranked):

- Training/Policy & Procedure binder
- Proactive planning
- Technology infrastructure
- Hybrid learning
- Online learning

Q18 What best describes your feelings about returning to work on campus on a daily basis? (See Q18 open-ended responses for more information.)

Top response topics (not ranked):

- Many support a hybrid option
- Already on campus daily
- Nervous
- Eager to return
- Mixed feelings

PROFESSIONAL DEVELOPMENT

Q19 How would you describe your current level of training and preparation for the role you currently have? (Respondents can choose more than one answer) (see Q19 open-ended responses for more information.)

The majority of respondents will likely seek additional leadership or soft skills training over technical training, but 33% feel they are currently adequately trained for the position they have.

	2021	2020	2019
Leadership Training	43%	44%	31%
Technical Training	24%	22%	24%
Currently Adequately Trained	33%	33%	12%

Q20 Given your experiences this past year, which of the following program formats are you most likely to participate in over the next year? (Respondents can choose more than one answer) (see open-ended responses for more information.)

Most respondents would prefer a regional one-day event/hybrid (72%) or a one-hour on-demand webinar (70%). The other top option was the one or two day virtual conference (57%). Again, we expect in person attendance to be down in Monterey which directly impacts the budget because of contract obligations.

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.

*We were happy to see that 73% of respondents said their **district will cover all or a part of the cost of their professional development** which is way up from the 40% of 2020. This was reinforced by a 5% drop from 2020 in the number who said they'd cover their own cost of PD.*

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

Top response topics (not ranked):

- Equity training
- Middle Management
- Technology (Zoom etc.)

- SCFF
- Strategic Planning
- HR regulations
- Negotiations

(see open-ended responses for more information.)

Q25 Below are reports and documents that ACCCA currently provides online to assist members. Which of these do you or would you consider valuable? (Respondents can choose more than one answer)

	2021	2020	2019
● Salary Survey	68%	63%	71%
● Weekly Bulletins/Leg Updates	67%	78%	74%
● Quarterly Newsletter	59%	61%	n/a
● Job Trac Listings	51%	48%	n/a
● Unaware of Publications	14%	13%	21%