

**Full Time Faculty Climate Survey
Fall 2017
Verbatim Responses by Topic**

Culture of Fear/ Ability to Speak Freely

Unfortunately employees from all groups whisper in hushed tones about fears and concerns regarding our top administration. There is an unspoken fear of retribution for openly speaking about concerns.

There's a culture of fear when it comes to the president and how he might choose to target you should you step out of line.

There is significant fear of retaliation from the president - many who spoke up previously are no longer employed at the college. Some of them have said they were forced to leave by the pres. He has "his" people who report to him what others are doing/saying - it is a toxic environment

I love my colleagues, my students and my dean, but the culture of fear that's evolved on campus over the last 5 or 6 years is deeply problematic.

in the time i've worked here it has never been so bad... many important employees have left and there is serious concern for retaliation, there is an "us and them" feeling, one faculty member said it is like walking on egg shells.

Speak freely? I only feel safe communicating on my personal email and off campus. The campus is not a safe communication environment.

I am able to "speak freely" to anyone; that is on me. However, the VPs and president are less available. Also, the VPAA , as nice as she seems to be, is often subtly dismissive

I have always been able to speak freely to my colleagues. I can speak freely to admin because I have tenure. I wouldn't dare to do so otherwise - the consequences have been too great for others who have done so.

We don't make any suggestions anymore. Don't be ridiculous.

Hostile Workplace

At minimum, this is a very hostile work environment.

The first year or two leadership's behavior was a bit shocking. By now, no one even remotely respects the leadership at Mendocino College. Everyone's spirit is broken by the unethical and tyrannical behavior of the college president. Then you have to watch the board look the other way and pretend like everything is fine. I want to barf when the administrators try to complain to faculty about Arturo.

I am valued like chattel. If they could sell me to another plantation, they would.

Civility

Mostly, people are civil. Every now and then, someone is passionate about something and might get a little carried away (and an apology generally follows). The president, on the other hand, is dismissive and rude on a regular basis.

The only negative encounters I've had with other than the president (which are consistent) are with those who are in the president's "circle" and have begun to treat others as he does - the president is consistently rude, condescending, sexist and racist towards me and others that i have observed. I have felt unsafe when alone with the president. I do not want to meet with him, ever.

I do NOT engage with dictatorial assholes. Hence I have, and will continue to have ZERO to do with this human.

Inadequate Consultation with Faculty

Under Supt./Pres. Lehner's leadership, I felt that the faculty had a voice in the process and I felt that relationships between admin, faculty, and classified staff were equitable in nature. We worked together as a team. That is not what we are experiencing under Supt./Pres.Reyes.

Decisions are made to benefit administration with only tacit consultation with faculty

The climate continues to deteriorate despite the attempts by faculty (and classified staff) to be a meaningful part of college processes.

Decisions are agreed upon in committees with faculty input and then these recommendations are sent forward. When they reach the President it is as if these committee recommendations were never read by him. This sadly has been a consistent theme.

It has been insinuated by managers that decisions are made at the top and they must support those decisions...

The PBC process and lack of consistency makes trying to influence policy very frustrating and difficult. Not all players play by the same rules, so what results in success for one can be a cycle of avoidance or apathy for another.

They check boxes. I was reviewing PBC meeting minutes the other day. There is no thoughtful consideration going on there.

I can “participate” in the sense that a box gets checked off. I can’t meaningfully participate because faculty are not respected by the person who makes the final decision. The Deans and VPs “serve at the pleasure of the president” and, as a result, have a tightrope to walk.

Key points here are “effective” participation and “considered” – faculty may be in the room, may speak up, but the president does whatever he wants w/ Dean & VP backing him and then says we participated and/or had the opportunity to.

If the president could run the college without faculty he would – we are in the way and unappreciated. If the law didn’t require faculty (and staff) to serve on committees he wouldn’t allow it. The president has rejected any idea I have seen presented to him from faculty.

The president completely disregards faculty input (or doesn’t allow it to occur) in this area

Sometimes the faculty input is full of shit.

I feel that most committees are stacked with admin who will vote as a block. Faculty and classified staff are underrepresented and, as a result, their input has less weight. If faculty input were valued on our campus, faculty would be equitably represented.

It seems that the further away a position is from faculty (that is, more administrative), the less faculty input is truly valued other than to keep faculty complacent. Then again, sometimes faculty want to be directly involved in decisions that are outside their area of expertise. It’s a mixed bag

Professional Development

I don’t think the President cares what I do for PD.

No one has EVER asked me about professional development opportunities. They don’t really “design” anything here.

I don't think they are aware of my personally designed PD, or make the effort (that I am aware of) to know.

The VP/ESS (or whatever the position is now) advocates for "homegrown" PD (because it's cheap, I assume) but doesn't support sending people out to bring good ideas back. The Pres. Is much more concerned with admin "PD" and does not respect faculty as professionals capable of identifying their own needs and PD opportunities.

The president has no clue what professional development is – he seems to think sabbatical are paid vacations. He does not support professional development activities during In Service, just self-promotion and advancement of programs that do not help us do our jobs better and reach our students

There aren't any funds for prof dev except for the rare case, so I can't say I'm supported by vp or pres. I feel somewhat supported by dean because their signature is required on FLEX.

Low Morale

The morale of the faculty is certainly lower than 5 years ago, I think the 5% raise the Pres received is certainly a contributing factor.

In all my years of service at MC, I have never seen morale as low as it is under this administration. I believe faculty feel "beat down" by administration. Because of this, faculty are not voicing the opinions for fear of retribution and, because of this, many may begin to look for other teaching opportunities, including myself.

Our campus climate is the lowest it has been since I started at MC. I attribute this to the leadership - really, the lack thereof - of the college president. It's time for a change.

Again, the raise of the pres salary in combination with published projected structural deficit is infuriating!!! Really, what is he doing that warrants so many raises, so much office space, etc.?

Faculty are ambivalent. Faculty have lost their desire to engage.

Staffing

Program review is joke. There are no real staffing decisions to be made. It is whatever or whoever Arturo wants this week, duh...you are wasting your time to think otherwise.

The college president, who makes the final decisions about hiring, continues to swell admin ranks while classes must be cancelled for lack of faculty. Then, he complains that we don't meet FTES goals.

The president makes too many "appointments" of staff, particularly managers/administrators. He does not consider faculty members opinion of an applicant's teaching ability and educational qualifications - one's ethnicity is more important to the president. He picks who he wants and thinks he can manipulate and/or hold out to the public of how great he is

It seems he only focuses on hiring minorities, not that there is anything necessarily wrong if that is the most qualified person, but it shouldn't be the driving deciding factor. I'm a minority, so I'm not being racist here!

Want to Move On

My answer would be different if I planned on sticking around. (*Answer was neutral.*)

I've only been here _____ and after noticing the bureaucracy and favoritism, it makes me want to move on to better opportunities.

I am looking for employment elsewhere and may give up education due to the toxicity Reyes has created here. Even if he leaves - which is doubtful - I don't think we can recover.

Hiring/Number/Pay of Administrators

The reshuffling and hiring of admin and management has polarized our campus. The nepotism is thick!

Too many administrators. All of them new. Petty tyrants and their fiefdoms seems to be the rule of the day

Worse!!! I think the 5% raise the Pres received is certainly a contributing factor, as well as the cancellation of the football program, the reorganization of the location of admin offices, the assumption that the pres wanted more office space, the feeling that hiring of admin is being done using the pres buddy system, etc.

Lack of Trustworthiness

Of course everyone is PC about their "appreciation" statements. The actions they take belie their words.

My dean is a poor communicator and is extremely difficult to read. His delivery is awkward, stiff, and often doesn't match his stated intentions. What is allegedly a friendly meeting becomes tense because I'm often unsure of his real agenda.

Faculty and Admin do not trust each other to do their jobs. Faculty is highly suspect of the motives of Admin for their decisions and Admin it feels does not trust faculty to have the best interest of students and the institution when making decisions.

Faculty not Valued/Supported

But the President does value others...

Faculty are a "necessary evil" in the opinion of the president.

This is what they call "a kiss up-kick down" work environment. Support only goes to up to the board, not down to the faculty.

I feel like I've addressed this in my other comments. Wouldn't it be great to have a college president that did value faculty as professionals and as an important part of our students' success?

I also have very little direct experience feeling disrespected by the president, but I have enough colleagues I trust who have been treated poorly by him that my impression is an overall lack of respect for faculty.

It is clear, through his actions (such as the dismissiveness of repeatedly checking a cell phone when faculty are speaking or interrupting to promote his own ideas) that the president has no respect for faculty.

The VPs are not respectful when they are being a mouth-piece for the president... The president is the opposite of respectful he is rude, demeaning, abrupt, insolent

It would be nice if faculty and admin had a better working relationship. It would be nice if our College President valued the faculty and staff.

The college President seems to only focus on what he wants and is not willing to listen to faculty nor does Arturo seem to value Faculty input.

President Acting in Own Interests

I do NOT believe that he gives a damn about the faculty nor most of the classified staff. My observation of his behaviors has led me to suspect that his primary goals at MC are to increase his paycheck, and use his position to pursue political aspirations.

The Pres. - well, he talks out of both sides of his mouth and is only concerned with building a resume.

The Pres. is only interested in his own ideas - mostly things he can list on his resume ("I implemented...") without considering the ability to sustain programs long-term or the effect new programs may have on the resources for existing programs.

The problem is that most of us are not nearly as comfortable with lying as Arturo. After a meeting with him in the room, I need a shower like the one Meryl Streep got in Silkwood. The other dynamic is that Arturo needs to feel prestige all the time. He wants everyone focused on him and his career. Sorry, but I am here for the students.

I used to think the pres. had a clear vision for the college - I thought it was one of his strong points. I don't feel that way anymore. I feel like he has a vision for himself and how he wants to be perceived and he uses the college to make that happen. He starts new programs with little attention to their sustainability or their impact on resources (such as the ability to staff classes in other, sometimes related, disciplines). He is committed to staff diversity (so much so that he recently hired a Dean and a VP who have little experience in student services and have no business being in their positions other than adding to diversity). He lacks in communication skills - we often find out things from the newspaper or other source before an announcement has been made to the campus community. When he does send out an email, it's "old news". Participatory governance on this campus is a joke - boxes are checked off but input from all constituents is not meaningfully considered.

OMG - you've got to be kidding me! Absolutely not! The president is the most self-serving, short minded egotistical administrator i have ever encountered. He is building his professional resume on the backs of employees and students

Corruption

The board of trustees is incompetent A.F. The administration is corrupt A.F. All of them are shameless A.F.

This is systemic corruption.

He is corrupt. I am not sure if the board is completely in on it, but basically all you have to do is go to transparent ca and see the pay raises of certain employees to know exactly who is part of the corruption.

Other

I have heard anecdotally that VPs and Pres are dismissive of faculty input, but have not experienced it myself, in part, because i have not had much contact with them in that area.

I am very disappointed in education in general and MCC in particular as I watch standards for excellence being eroded in favor of retention and FTE's. Over time local students of excellence will continue to look elsewhere as this campus starts looking more and more like a special ed school.

While the overall staff/faculty makeup and the physical environment has improved in some ways, feelings about the president have steadily declined.

Seems middle managers are more stressed

I'm troubled by compound questions. #2 - he may support, but not provide leadership; #3 - "supports" and "plans for": he may support, but not plan for. Also, that support may not be universal or consistent. #5 - communication by email and newsletter is somewhat effective, but lacks face-to-face communication.

The facilities move sent a strong nonverbal message of the prioritized student group and student service on our campus. It is clear that the powers that be have an agenda other than the mission of our institution.

Faculty Leadership

The faculty leadership (senate) has become very cozy with Admin and at times feel like they are giving the faculty voice away to be liked by admin

Both faculty leadership more specifically the Senate President is not taking the faculty voice forward to Admin to express their concerns. Instead it feels the Senate President is padding his resume to become a Dean.

The deans are okay. There are only 2 faculty who are on the take: the girlfriend and the one that wants to be a dean. The rest can rot in hell for all I care.

It would also be nice if the Senate President did not seem so cozy with admin and actually listened to faculty concerns and brought the concerns to admin. It would also be nice if the Senate President would listen to his Vice President and the senators instead of doing what he wants to do but to listen to the will of the body and follow the will of the body.

Positive Comments

Usual bunch of grumblers, but I don't know what their problem is. We're finally really serving the community we're meant to serve, and it feels great.

My dept. and my Dean are awesome! They understand what it takes to build, support, and sustain programs that provide a high quality education for students. The VPs - they say one thing in public but advocate for something else in meetings.

N/A

Not here 5 years ago (4 comments)