

# Yosemite Community College District

## Staff Survey 4/10 Summer Schedule Results

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**322 Staff completed the survey:** (Some respondents marked more than one location)

261 (78.9%) Classified	110	(33.2%) Central Services
70 (21.1%) Management	48	(14.5%) Columbia College
	173	(52.3%) Modesto Junior College

### Highlights

The survey respondents closely mirrored the YCCD 874 total staff and management employed during the month of September, 2008 for both classification and location: Classified 767 (88%) and Management 107 (12%); Central Services 285 (33%), Columbia College 108 (12%) and Modesto Junior College 483 (55%). Totals do not sum because staff can work at more than one location.

- Many survey participants expressed gratitude for the opportunity to provide their opinion about this topic.
- Based on the responses to the survey questions, the majority (60% and above) of respondents indicated:
  - Student services are offered at the same level during summer as compared to fall and spring
  - Providing student services on 4/10 schedule does not put an additional burden on staff/departments
  - Mandatory public hours of 7:30am to 5:30 are adhered to
  - The colleges should not offer full student services on Fridays during the summer
  - Workload demands are met on the 4/10 summer schedule
  - A preference for the 4/10 summer schedule
  - Employee morale is improved on a 4/10 summer schedule
  - Transition back to the 5/8 in the fall is not a difficult adjustment
  - If given a choice, a 5/8 schedule would not be chosen
  - Few staff work on Fridays regardless of the 4/10 schedule
  - The ½ hour lunch option is utilized always/often
  - Staff work the full 10 hour days always/often
  - Vacation time is rarely/never used to shorten the 10 hour day
  - Peak commute times are avoided on the 4/10 schedule
  - The community would not be better served on a 5 day summer schedule
  - YCCD should continue the 4/10 summer schedule and not move to a 5/8 summer schedule.
- Exploring alternatives to the 4/10 or 5/8 summer schedule was split down the middle with about a third each either indicating agreement, disagreement or not applicable/skipping the question.
- The two questions referring to student comments regarding the summer schedule were often times marked as not applicable or skipped (49% and 62%).
- Almost a quarter of the staff had comments to offer alternatives. Of those leaving comments:
  - 25% indicated something related to a 4/10 summer schedule, including flexible day off and hours
  - 18% indicated something related to exploring a 4/9 1/4 summer schedule
  - 26% indicated something related to a 5/8 schedule including flexible hours/days
  - 31% indicated other suggestions uncategorized in the previous groupings.
- Over 40% of the staff offered additional comments. Of those with comments:
  - 42% were related to being in favor of the 4/10 summer schedule
  - 21% were related to being in favor of a 5/8 summer schedule
  - 37% were other suggestions uncategorized in the previous groupings.

## Student Services Questions:

### SUMMARY:

Over 60% of respondents indicated that similar student services are offered throughout the year, the 4/10 summer schedule does not put an additional burden on staff/departments, departments are open and provide services during the required summer public hours of 7:30am to 5:30pm, and the college should not offer full student services on Fridays during the summer.

The remaining two questions had a larger number of NA/Skipped responses but still showed an agreement with the statements: The 4/10 summer schedule makes it easier for me to provide services to students (44% agree, 31% NA/Skipped) and Students have communicated that the longer hours M-TH are more convenient than regular hours M-F (35% agree, 49% NA/Skipped)

1. The same student services are offered during summer as are offered during the Fall/Spring Semesters.  
**207 (64.3%) Strongly Agree/Agree**  
73 (22.7%) Strongly Disagree/Disagree  
42 (13.0%) N/A or Skipped Question
  
2. Providing student services on a 4/10 summer schedule puts an additional burden on the staff/departments.  
56 (17.4%) Strongly Agree/Agree  
**218 (67.7%) Strongly Disagree/Disagree**  
48 (14.9%) N/A or Skipped Question
  
3. The 4/10 summer schedule makes it easier for me to provide services to students.  
**143 (44.4%) Strongly Agree/Agree**  
80 (24.8%) Strongly Disagree/Disagree  
99 (30.8%) N/A or Skipped Question
  
4. My department is kept open and provides services from at least 7:30am-5:30 p.m. during the summer.  
**264 (82.0%) Strongly Agree/Agree**  
19 (5.9%) Strongly Disagree/Disagree  
39 (12.1%) N/A or Skipped Question
  
5. Students have communicated that the longer hours Monday-Thursday are more convenient for them than regular hours Monday-Friday.  
112 (34.8%) Strongly Agree/Agree  
53 (16.5%) Strongly Disagree/Disagree  
**157 (48.7%) N/A or Skipped Question**
  
6. The college should offer full student services on Fridays during the summer.  
64 (19.9%) Strongly Agree/Agree  
**212 (65.8%) Strongly Disagree/Disagree**  
46 (14.3%) N/A or Skipped Question

## Staffing/Employees Questions

### SUMMARY:

Eighty percent of the survey respondents indicated that they prefer the 4/10 summer schedule and that it allows them to meet workload demands. Close to 80% of them would not choose a 5/8 schedule if a choice was made available. About 65% indicated that they believe the 4/10 summer schedule improves employee morale and that the transition back to the 5/8 in the fall is not a difficult adjustment. A little over 50% dread the 10 hour days but enjoy the Fridays off.

1. The 4/10 summer schedule allows me to meet workload demands.

<b>262 (81.4%)</b>	<b>Strongly Agree/Agree</b>
46 (14.3%)	Strongly Disagree/Disagree
14 (4.3%)	N/A or Skipped Question

2. I prefer the 4/10 workweek over a 5/8 workweek during the summer.

<b>257 (79.8%)</b>	<b>Strongly Agree/Agree</b>
55 (17.1%)	Strongly Disagree/Disagree
10 (3.1%)	N/A or Skipped Question

3. The 4/10 summer schedule improves employee morale.

<b>208 (64.6%)</b>	<b>Strongly Agree/Agree</b>
72 (22.4%)	Strongly Disagree/Disagree
42 (13.0%)	N/A or Skipped Question

4. I find the transition back to the 5/8 schedule in the fall a difficult adjustment.

88 (27.3%)	Strongly Agree/Agree
<b>218 (67.7%)</b>	<b>Strongly Disagree/Disagree</b>
16 (5.0%)	N/A or Skipped Question

5. If given the choice, I would choose a 5/8 summer schedule.

58 (18.0%)	Strongly Agree/Agree
<b>249 (77.3%)</b>	<b>Strongly Disagree/Disagree</b>
15 (4.7%)	N/A or Skipped Question

6. I dread the 10 hour days, but not as much as I enjoy the Fridays off.

<b>172 (53.4%)</b>	<b>Strongly Agree/Agree</b>
114 (35.4%)	Strongly Disagree/Disagree
36 (11.2%)	N/A or Skipped Question

## Staffing/Employees Questions Continued

### SUMMARY:

A large majority of participants indicated that they rarely or never work on Fridays during the summer 4/10 schedule (75%). Most respondents always or often utilize the ½ hour lunch option (61%), always or often work the entire 10 hours (82%), and rarely or never use vacation to shorten the 10 hour days (68%). Close to 70% always or often avoid peak commute times during the summer because of the 4/10 schedule.

1. I still work on Friday, regardless of the 4/10 summer schedule.

24 (7.4%)	Always/Often
54 (16.8%)	Occasionally
<b>242 (75.2%)</b>	<b>Rarely/Never</b>
2 (0.6%)	Skipped Question

2. I utilize the ½ hour lunch option during the 4/10 summer schedule in order to shorten my work day.

<b>196 (60.9%)</b>	<b>Always/Often</b>
32 (9.9%)	Occasionally
88 (27.3%)	Rarely/Never
6 (1.9%)	Skipped Question

3. I work the full 10 hours during the 4/10 summer.

<b>265 (82.3%)</b>	<b>Always/Often</b>
23 (7.2%)	Occasionally
31 (9.6%)	Rarely/Never
3 (0.9%)	Skipped Question

4. I use vacation time to shorten the 10 hour workday during the summer.

60 (18.6%)	Always/Often
39 (12.1%)	Occasionally
<b>218 (67.7%)</b>	<b>Rarely/Never</b>
5 (1.6%)	Skipped Question

5. I avoid the peak commute times when arriving earlier and staying later on the 4/10 summer schedule.

<b>223 (69.2%)</b>	<b>Always/Often</b>
26 (8.1%)	Occasionally
66 (20.5%)	Rarely/Never
7 (2.2%)	Skipped Question

## Class Scheduling Questions

### SUMMARY:

Half of the respondents indicated that the current summer scheduling model has minimal impact on students and it accommodates students' personal schedules. Over 40% indicated that being open on Fridays during the summer would not allow students to have more access to classes. Please note that over a third of the respondents either skipped these questions or marked them not applicable. As for students communicating a preference for the current summer scheduling model, over 60% of the respondents skipped this question or marked it not applicable.

1. The current summer scheduling model has minimal impact on students at my college.

<b>161 (50.0%)</b>	<b>Strongly Agree/Agree</b>
51 (15.8%)	Strongly Disagree/Disagree
110 (34.2%)	N/A or Skipped Question

2. The current summer scheduling model accommodates students' personal schedules.

<b>166 (51.6%)</b>	<b>Strongly Agree/Agree</b>
48 (14.9%)	Strongly Disagree/Disagree
108 (33.5%)	N/A or Skipped Question

3. If the current summer model was changed to 5 days per week, students would have more access to classes.

86 (26.7%)	Strongly Agree/Agree
<b>134 (41.6%)</b>	<b>Strongly Disagree/Disagree</b>
102 (31.7%)	N/A or Skipped Question

4. Students have communicated a preference for the current summer scheduling model over other summer scheduling models.

80 (24.9%)	Strongly Agree/Agree
42 (13.0%)	Strongly Disagree/Disagree
<b>200 (62.1%)</b>	<b>N/A or Skipped Question</b>

## Community Questions

### SUMMARY:

The majority of respondents indicated that we would not better serve our community with a 5 day summer schedule (64%) and that the 4/10 summer schedule is in alignment with current higher educational scheduling trends (59%).

1. We would better serve our community if we provided a 5-day summer schedule.

77 (23.9%)	Strongly Agree/Agree
<b>207 (64.3%)</b>	<b>Strongly Disagree/Disagree</b>
38 (11.8%)	N/A or Skipped Question

2. Continuing the longstanding 4/10 summer schedule is in alignment with current higher ed scheduling trends.

<b>190 (59.0%)</b>	<b>Strongly Agree/Agree</b>
36 (11.2%)	Strongly Disagree/Disagree
96 (29.8%)	N/A or Skipped Question

## Alternative Questions

### SUMMARY:

A large majority of the participants indicated that YCCD should continue the 4/10 summer schedule (81%) and not move to a 5/8 summer schedule (78%). The survey respondents were split almost in thirds when asked if they would like the District to explore alternatives to either a 5/8 or 4/10 summer schedule with the largest group leaning towards agreeing with the statement (37%).

1. YCCD should continue the 4/10 summer schedule.

<b>260(80.8%)</b>	<b>Strongly Agree/Agree</b>
49 (15.2%)	Strongly Disagree/Disagree
13 (4.0%)	N/A or Skipped Question

2. YCCD should move to a 5/8 summer schedule.

48 (14.9%)	Strongly Agree/Agree
<b>250(77.6%)</b>	<b>Strongly Disagree/Disagree</b>
24 (7.5%)	N/A or Skipped Question

3. I would like the District to explore alternatives to the 5/8 or 4/10 summer schedule.

<b>119(37.0%)</b>	<b>Strongly Agree/Agree</b>
108(33.5%)	Strongly Disagree/Disagree
95 (29.5%)	N/A or Skipped Question

### SUMMARY of COMMENTS to question 7 regarding ALTERNATIVES:

There were 72 (22%) survey participants who offered alternatives to the 4/10 or 5/8 summer schedule. They were categorized into the following groups:

**4/10** – This grouping includes comments that are in favor of the 4/10 schedule, 4/10 flexible hours, and suggestions to move toward 4/10 year round and one suggestion to make it permanent instead of a yearly board decision.  
**(18, 25%)**

**4/9 1/4** - This grouping includes suggestions to move summer schedule to working 4 9 hour days and working ½ a day on Fridays.  
**(13, 18%)**

**5/8** – This grouping includes comments that were in favor of moving towards a 5/8 schedule. It also includes comments that suggested a 5/8 flexible schedule, being open 5 days but allowing staff to choose the day off during the week.  
**(19, 26%)**

**9/80** – This grouping was in favor of exploring a 9/80 schedule which would include having every other Friday off and working 80 hours in 9 days.  
**(6, 8%)**

**Other** - This grouping included comments that were not easily grouped into other categories.  
**(16, 22.5%)**

- Class schedule be explored before the staff schedule is changed (4, 5.5%),
- Having the 4/10 time period be shorter (4, 5.5%),
- Telecommuting Options (2, 3%),
- Work less than 40 hours (2, 3%)
- General comments and not applicable (4, 5.5%)

**SUMMARY of COMMENTS to question 8 regarding general SUGGESTIONS and COMMENTS:  
132 comments were received (41%).**

Similar summary categories were used for this question but the questions were kept separate to avoid over inflating some responses since respondents were able to say the same information in both areas.

**4/10** – This grouping includes comments that are in favor of the 4/10 schedule, 4/10 flexible hours, and suggestions to move toward 4/10 year round.  
**(56, 42%)**

**5/8** – This grouping includes comments that were in favor of moving towards a 5/8 schedule. It also includes comments that suggested a 5/8 flexible schedule, being open 5 days but allowing staff to choose the day off during the week.  
**(28, 21%)**

**Other** - This grouping included comments that were not easily grouped into other categories.  
**(48, 37%)**

- Class schedule be explored before the staff schedule is changed (12, 9%),
- Having the 4/10 time period be shorter (2, 2%),
- Questioning actual utility savings (2, 2%), and
- Not applicable and general thanks (7, 5%)
- Too difficult to categorize (25, 19%)

Actual comments are included in Appendix E (question 7) and Appendix F (question 8).