

**Oakland Community College  
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**Results Continued**

**<sup>2</sup>Figure 14: Top Three Barrier Comment Categories – The Stayers**

	<i>Current Employment Group</i>					
	Administrative/Management Staff	Faculty	Operating Engineers	Maintenance	Classified	Public Safety
Degree						
Education						
Miscellaneous						
No						
None						
OCC						
Position						

- ❖ The Stayers are largely content with their current employment situation as evidenced by a majority of the employment groups indicating “none” commentary for potential barriers to obtaining another position at OCC.

<sup>2</sup> For all top three category figures, each category can range from as few as one comment to 40 comments in any given category.

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**Results Continued**

***Verbatim Comments By Current Employment Group***  
*(Category codes can be located on page 20.)*

Administrative/Management Staff

1. No barriers - N/A: Category code - 9
2. Education and work experience are specific to current position. Category code – 4, 15
3. None. Category code - 9
4. There are no barriers. Category code - 9
5. No barriers. Category code - 9
6. None. Category code - 9
7. Not applicable. Category code - 9
8. None. Category code - 9
9. Current job satisfaction. Category code - 7
10. Exempt employees do not have bidding rights. Category code - 8
11. Limited opportunities for the exempt. Category code - 7
12. No openings. Category code - 8
13. No degree. Category code – 3, 8
14. Don't have a master's degree. Category code – 3, 8
15. None. Category code 9
16. Not currently having the specific skills, yet having the ability to learn them - but that's not allowed. Category code – 8, 15
17. Currently none. Category code 9

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**Results Continued**

***Verbatim Comments By Current Employment Group***  
*(Category codes can be located on page 20.)*

Administrative/Management Staff

18. None. Category code - 9
19. None. Category code - 9
20. None. Category code - 9
21. My area is specialized. I'd like to move from staff to faculty but my doctorate degree is not in an area where full-time faculty is hired. Category code – 3, 6
22. The only barrier is the fact that I'm pretty happy in my current position, and other positions I might advance to do not seem attractive to me. Category code - 9
23. My degree is specific to a limited field of work. Category code - 3, 15
24. Contracts, qualifications, politics. Category code – 11, 13
25. None. Category code - 9
26. None. Category code - 9
27. Position doesn't exist at the present time. Category code - 12
28. None. Category code - 9
29. Lack of experience in a different field would prevent me from obtaining another position. Category code – 5, 8, 12
30. Age. Category code - 1
31. None at this point. Category code - 9
32. Education. Category code - 4
33. Current structure. Category code 7
34. This is the job I want; and secondly, I am too close to retirement to take on another one. Category code - 7

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**Results Continued**

***Verbatim Comments By Current Employment Group***  
*(Category codes can be located on page 20.)*

Administrative/Management Staff

35. None. Category code - 9
36. Lack of teaching experience for dean's position and lack of experience or background for administrative positions. Category code – 5, 8
37. Education. Category code – 4
38. I need more education classes if I want to move up. Category code - 4
39. Lack of appropriate degree. Category code – 3, 8
40. Doctoral degree. Category code – 3
41. Experience required and/or specific degree required. Category Code – 3, 5, 15
42. Education. Category code – 4
43. None that I know of at this time. Category code - 9
44. Qualifications, politics. Category code – 11,13
45. Availability of positions. Category code – 7
46. There are not any barriers preventing me from obtaining another position. At this time I am content with my position in that it is challenging and stimulating. Category code - 9
47. I love what I do, however if this position is ever recognized as faculty, I would bid on it. Category code – 6, 12
48. Nothing. Category code – 9
49. No other positions currently available. No movement in the executive ranks. Category code – 8, 12
50. None. Category code - 9

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**Results Continued**

***Verbatim Comments By Current Employment Group***  
*(Category codes can be located on page 20.)*

Administrative/Management Staff

51. None. I would serve where my talents could best be used; however, there are other eminently better suited for higher office by mindset and desire! Category code - 9
52. The only barrier would be experience in different capacities. Category code – 7
53. None. Category code – 9
54. None. Category code – 9

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**Results Continued**

***Verbatim Comments By Current Employment Group***  
*(Category codes can be located on page 20.)*

Faculty

1. Age. Category code - 1
2. A higher degree. Category code – 3
3. None that I know of. Category code – 9
4. Not having proper credentials. Category code – 3
5. Contract limitations and a lack of a degree in a given area versus being eligible to teach adjunct with 18 hours in that area. Category code – 8
6. At the administrative level, excellent faculty who would make excellent administrators are prohibited by the abysmal starting pay scale for administrators. Category code – 6
7. There are no real barriers; I currently have the job I desire. Category code – 9
8. No desire. Category code – 8
9. Not applicable. Category code – 9
10. Interest. I love my position. Category code – 12
11. Not applicable. Category code – 9
12. I am happy with my current job. Category code – 14
13. I am too smart. Category code – 7
14. I am old. Category code – 7
15. None. Category code – 9
16. Discrimination. Category code – 7
17. I lack a few qualifications. Category code – 13

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**Results Continued**

***Verbatim Comments By Current Employment Group***  
*(Category codes can be located on page 20.)*

Faculty

18. No. Category code – 9
19. None. Category code – 9
20. It's not about barriers. I love what I do. I don't want to move. Category code – 9
21. None. Category code – 9
22. I am not aware of any. Category code – 9
23. Barriers aren't applicable - I don't want another position. Category code – 9
24. Time. Category code – 16
25. Loss of faculty tenure. Category code – 6, 8
26. None. Category code – 9
27. Not applicable. Category code – 9
28. My lack of interest. Category code – 8
29. None. Category code – 9
30. Age. Category code – 1
31. Degree. Category code – 3
32. No barriers - I love where I am. Category code – 9
33. Not applicable. Category code – 9
34. No. Category code – 9
35. Desire. Category code – 8
36. Current lack/weak leadership; turnover in deans and campus presidents; lack of cohesive, progressive vision (although some people are working very hard to change this); time to do anything more, especially if it required additional work hours for training. Category code – 8, 16

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**Results Continued**

***Verbatim Comments By Current Employment Group***  
*(Category codes can be located on page 20.)*

Faculty

37. I'm not aware of other opportunities. Category code – 8
38. None. Category code – 9
39. I love where I'm at! Category code – 9
40. No. Category code – 9
41. Credentials. Category code – 3
42. None. Category code – 9
43. Not applicable. Category code – 9
44. None. Category code – 9
45. Degree required. Category code – 3
46. I don't want one. Category code – 7
47. Sitting in meeting after meeting is very unattractive to me. Category code – 7
48. None. Category code – 9
49. Politics. Category code – 11
50. Lack of interest in administration. Category code – 8
51. Not applicable. Category code – 9
52. Time to retire. Category code – 16
53. I don't have a completed master's in another field (art); only math. Category code – 3
54. Do not have a degree for another area. Category code – 3
55. None. Category code – 9
56. My education is specific and would not transfer well to other areas of the college. Category code – 4, 15



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**Results Continued**

***Verbatim Comments By Current Employment Group***  
*(Category codes can be located on page 20.)*

Faculty

- 57. None that I'm aware. Category code – 9
- 58. None. Category code – 9
- 59. I like where I am and what I am doing. Category code – 9
- 60. Master's degree in another subject area. Category code – 3
- 61. I am satisfied with my present position. Category code – 12, 14
- 62. None. Category code – 9
- 63. I'm happy with the current one. Category code – 14
- 64. None. Category code – 9
- 65. No. Category code – 9
- 66. Not applicable. Category code – 9
- 67. I am happy in my current role here. Category code – 14
- 68. No barriers. I'm where I want to be (faculty). No interest in other positions.  
Category code – 9
- 69. Not applicable. Category code – 9
- 70. Time to get further degrees. Category code – 3, 16
- 71. None; only personal interest. Category code – 9
- 72. My own good sense. Category code - 7
- 73. None. Category code – 9
- 74. I have the position I am suited for. Category code – 12
- 75. Appropriate background; not interested. Category code – 8
- 76. I am very happy where I am. Category code – 14

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**Results Continued**

***Verbatim Comments By Current Employment Group***  
*(Category codes can be located on page 20.)*

Faculty

- 77. None that I know of. I'm happy where I'm at. Category code – 9, 14
- 78. People in certain fields are not selected to lead at this college. Category code - 8
- 79. No Ph.D. category code – 3
- 80. Background, criteria, and politics. Category code - 2, 11

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**Results Continued**

***Verbatim Comments By Current Employment Group***  
*(Category codes can be located on page 20.)*

Operating Engineers

1. None. Category code – 9
2. None. Category code – 9
3. At the top of my department. Category code – 7
4. OCC lacks a fair philosophy for promoting within. Category code – 10

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**Results Continued**

***Verbatim Comments By Current Employment Group***  
*(Category codes can be located on page 20.)*

Maintenance

1. The atmosphere has eroded morale. Category code – 7
2. Computer skills, higher license needed, and lack of good people skills. Category code – 7
3. None. Category code – 9
4. None. Category code – 9
5. None. Category code – 9
6. I like where I'm at now and what I do. I feel that I am contributing to OCC on the whole and take pride in my job. Category code – 10
7. Don't want to move from the position that I am in at present time. Category code – 8
8. None. Category code – 9
9. None. Category code – 9
10. Education. Category code – 4
11. Degree. Category code – 3
12. None. Category code – 9

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**Results Continued**

***Verbatim Comments By Current Employment Group***  
*(Category codes can be located on page 20.)*

Classified

1. I enjoy what I'm doing. Category code – 9
2. No bachelor's degree. Category code – 8
3. Not applicable. Category code – 9
4. Education. Category code – 4
5. Too close to retirement. Category code – 7
6. Education requirements for that particular position. Category code – 4, 12
7. None. Category code – 9
8. There aren't any. Category code – 9
9. None. Category code – 9
10. I don't have a BA degree. Category code – 3, 8
11. Experience, education. Category code – 4, 5
12. My education level. Category code – 4
13. Education. Category code – 4
14. Requirements. Category code – 7
15. My current level of education. Category code – 4
16. I have no barriers preventing me from changing positions. I am happy with my current position in the college. Category code – 9
17. I love my present position. Or, if I were to obtain a master's, then I would apply for a teaching position. Category code – 12

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**Results Continued**

***Verbatim Comments By Current Employment Group***  
*(Category codes can be located on page 20.)*

Classified

18. None. Category code – 9
19. I do not know. I'm not looking. Category code – 9
20. None. Category code – 9
21. The criteria. Category code – 2
22. I don't want another position. Category code – 12
23. Position level. Category code – 7
24. Just started my current job this month. Category code – 7
25. I would need higher education. I would also worry about job security. Category code – 4
26. Hiring practices. Category code – 7
27. There are no potential barriers. Category code – 9
28. None. Category code – 9
29. Willingness to go for it. Category code – 7
30. I do not have a degree. Category code – 3, 8
31. Not applicable. Category code – 9
32. None. Category code – 9
33. Education. Category code – 4
34. Criteria for moving around. Category code – 2
35. None. Category code – 9
36. None. Category code – 9
37. None. Category code – 9

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**Results Continued**

***Verbatim Comments By Current Employment Group***  
*(Category codes can be located on page 20.)*

Classified

- 38. There are none. Category code – 9
- 39. Degree. Category code – 3
- 40. No barriers. Category code – 9
- 41. None. I have a master's degree in management. Category code – 9
- 42. Just not interested. Category code – 8
- 43. I don't want another position. Category code – 9
- 44. Family and time constraints. Category code – 7
- 45. Not applicable. Category code – 9
- 46. Need more education. Category code – 4

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**Results Continued**

***Verbatim Comments By Current Employment Group***  
*(Category codes can be located on page 20.)*

Public Safety

1. I am a public safety officer and wouldn't want to change that. Category code – 8
2. I will be retiring in two or three years and am not looking for another position.  
Category code – 8, 12
3. OCC does not hire within. They hired a public safety director from a mall.  
Category code – 8, 10
4. Supervision is paid less then I am. In my work area the responsibility is very high  
with pay not equal to out area supervision. Category code – 7



# THE STAYERS

## Open-Ended Comments

What is your ultimate career goal?

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Results Continued

Figure 15: Ultimate Goals Comment Categories – The Stayers

Comment Category		Comment Code Number
Better		1
Don't Know		2
Excellent		3
Miscellaneous		4
Not Applicable		5
Position		6
Retirement		7
Satisfied		8
Teaching		9

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**Results Continued**

**Figure 16: Top Three Ultimate Goals Comment Categories – The Stayers**

	<i>Current Employment Group</i>					
	Administrative/ Management Staff	Faculty	Operating Engineers	Maintenance	Classified	Public Safety
Miscellaneous						
Retirement						
Satisfied						
Teaching						

- ❖ Five out of six of the employment groups provided commentary regarding retirement as an ultimate career goal.
- ❖ The same proportion provided commentary regarding satisfaction as an ultimate career goal.

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**Results Continued**

***Verbatim Comments By Current Employment Group***  
*(Category codes can be located on page 38.)*

Administrative/Management Staff

1. Work to improve student learning. Category code – 1
2. Possible - similar position in 4 [yr+?] institution or similar to current position with better defined scope of authority. Category code – 1, 6
3. Not applicable. Category code – 5
4. I will most likely retire from my current department. Category code – 7
5. To continue in my present position....to support OCC in providing excellent educational opportunities to the members of our community. Category code – 3, 6
6. I'm happy where I am. Category code – 8
7. To have the best department as we are able to provide to the college community. Category code – 3
8. To continue working in EWD. Category code – 4
9. To be in a position to have a positive influence on the world view of my graduates. Category code – 4
10. Retiring from my current position. Category code – 7
11. Working with students in some capacity. Category code – 4
12. Stay at OCC. Category code – 8
13. Accounting. Category code – 4
14. Stay in the position I presently possess until I retire. Category code – 7
15. Retire. Category code – 7
16. I'm in it now. Category code – 8

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**Results Continued**

***Verbatim Comments By Current Employment Group***  
*(Category codes can be located on page 38.)*

Administrative/Management Staff

17. I am extremely happy with my current career. My ultimate goal would be to continue serving the college to the best of my abilities. Category code – 3, 8
18. Not applicable. Category code – 5
19. Not applicable. Category code – 5
20. To establish a vibrant and fully developed student life program at the Orchard Ridge Campus. Category code – 4
21. I'd like to continue in my current position with more responsibility and support staff. Category code – 6
22. This is probably it. After retirement, I might consider consulting (but that's probably a pipe dream). Category code – 7
23. Continued improvement in my area and professional growth through workshops, seminars, and other means of continuing education. Category code – 1
24. To leave Highland Lakes Campus (academic services areas) in a smooth operating atmosphere for the next person. To enjoy retirement in South Carolina. Category code – 7
25. Have obtained it. Category code – 7
26. At this point, retire. Category code – 7
27. I'm already there. Category code – 8
28. I love what I do and don't plan to pursue another position. Category code – 6
29. To retire from my present position. Category code – 6
30. My goal has been met. Category code – 8
31. Not sure. I'm quite happy doing what I do now. Category code – 2, 8
32. Retirement in current position. Category code – 7

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**Results Continued**

***Verbatim Comments By Current Employment Group***  
*(Category codes can be located on page 38.)*

**Administrative/Management Staff**

33. To continue to expand and improve the Respiratory Therapy Program. Category code – 1
34. To be an effective leader in higher education administration. Category code – 4
35. I will consult while retired. Category code – 7
36. I am one of the fortunate individuals who has had the opportunity to fulfill my ultimate career goal of being a counselor for special population students at an institution of higher education. Category code – 4
37. To continue in an administrative position at OCC to move college/department forward. Category code – 6
38. To retire. Category code – 7
39. Well I'm kind of there right now, my only career goal at this point would possibly be something in marketing but I would need more education. I actually like my current job and find myself very fortunate to be one of the lucky people. Category code – 8
40. To be self-employed doing something I love (probably working with animals). Category code – 4
41. President of a campus. Category code – 4
42. To retire from OCC in 5 years and then get a federal job for 10 to 12 years. Then retire for good at age 66 to 67. Category code – 7
43. Not sure. Category code – 2
44. To continue in my current position and potentially add teaching. Ultimately, I would like to leave a legacy here that will continue long after I leave or retire. Category code – 9
45. To serve students and provide a good life for my family. Category code – 4
46. Work in administration for a non-profit organization. Category code – 4
47. Campus Facilities Manager. Category code – 4
48. To expand the Diagnostic Sonography Program. Category code - 4

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**Results Continued**

***Verbatim Comments By Current Employment Group***  
*(Category codes can be located on page 38.)*

Administrative/Management Staff

- 49. I Don't have one. Category code – 4
- 50. Vice President of Enrollment Management or Student Affairs. Category code – 4
- 51. Get my son through college and have fun along the way. Category code – 4
- 52. To operate an office with enough technology and personnel to adequately support the desires and supply the needs of current and former students in a timely efficient manner providing a seamless outreach which continues from the last day of campus enrollment. Category code – 4
- 53. Director. Category code – 4
- 54. Met. Category code – 8
- 55. Retire and enjoy life. Category code – 7

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***Verbatim Comments By Current Employment Group  
(Category codes can be located on page 38.)***

Faculty

1. I am fulfilling it. Category code – 8
2. Keep teaching and then retire. Category code – 9
3. I'm already there, thankfully. Category code – 8
4. I'm doing it! I'm a counselor at AH! Category code – 8
5. To improve the language department at my campus, increase our language offerings, and continue to sharpen my teaching skills and methods. Category code – 1
6. To offer tutoring within my field post retirement. Category code – 7
7. Teaching and counseling students. Category code – 9
8. Continue at OCC and work with students. Category code – 4
9. I have attained it. Category code – 8
10. To take over the world. Category code – 4
11. Applications of science and technology for the common good. Category code – 4
12. To live to retire. Category code – 7
13. Master Chef. Category code – 4
14. To keep educating myself in various areas in food service. Category code – 4
15. I'm considering a degree in philosophy. Category code – 4
16. To be the best of the best in my field. Category code – 3
17. I want to remain in my discipline and expand OCC's potential in this area. Category code – 9
18. Stay where I am. Category code – 8



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***Verbatim Comments By Current Employment Group***  
*(Category codes can be located on page 38.)*

Faculty

19. To Continue employment here at OCC; publish some books. Category code – 4
20. Be a successful instructor who gets better over the years! Category code – 1
21. Got it. Category code – 8
22. To win the Nobel Prize in Literature. Category code – 4
23. Teach English (which is what I'm doing). Category code – 9
24. What I'm doing now: 1) Teaching 2) Pet-Sitting 3) Baker. Category code – 8
25. I'm living the dream! Category code – 8
26. At this point in my life – retirement. Category code – 7
27. Make the world a better place on a systemic level. Category code – 1
28. To advance my discipline and help lead it to excellence; possibly serve as discipline and/or department Chair. Category code – 3
29. Retire. Category code – 7
30. I may work on PhD. If not, I really feel a need to continue my professional development. (Not via PDTC - I'd like my training to be more specifically focused.). Category code – 4
31. Faculty position - future chair of department, perhaps. Category code – 9
32. I am currently re-thinking this. Category code – 4
33. Teach and lead to better education in my discipline, and at OCC, in general. Category code – 1
34. To seek a doctorate degree & continue teaching/research. Category code – 9
35. Have it. Category code – 8
36. To educate students. Category code – 4
37. Faculty at OCC: I've got it. Category code – 8

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***Verbatim Comments By Current Employment Group***  
*(Category codes can be located on page 38.)*

Faculty

38. To make my program the best! Category code – 3
39. Good program. Category code – 4
40. Become a writer/historian. Category code – 4
41. Keep on keeping on! Category code – 4
42. I've reached my career goal. Category code – 8
43. I'm doing it. Category code – 8
44. To get tenure and stay here forever. Category code – 9
45. To stay healthy and do what I have been doing the last 40 years (Art). Category code – 8
46. To become the best nurse educator that I can become; to facilitate my students to become excellent nurses and critical thinkers; to promote health for myself, students, patients, family, and community; to pursue my doctorate degree. Category code – 3
47. I am living my ultimate career goal. Category code – 8
48. I've reached my goal. Category code – 8
49. To improve my discipline and speed up the curriculum process. Category code-1
50. I'm there! Category code – 8
51. Research & Development. Category code – 4
52. Prepare my students for an outstanding career. Category code – 3
53. I'm there! Category code – 8
54. Met! Category code – 8
55. My current job. Category code – 8
56. To remain a full-time faculty member at OCC. Category code – 8

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***Verbatim Comments By Current Employment Group***  
*(Category codes can be located on page 38.)*

Faculty

57. Where I am! Category code – 8
58. Pursue master's in another subject area so that I may teach in other disciplines. Category code – 9
59. I am satisfied with present position. Category code – 6, 8
60. To see the completion of the expansion of the SF Nursing Lab. Category code – 4
61. To remain where I am - full-time faculty. Category code – 8
62. Help students learn. Category code – 9
63. Not applicable. Category code – 5
64. Teach Public Administration. Category code – 9
65. To teach and be a practicing artist. Category code – 9
66. OCC was my dream job. I am (finally) here after prior experience at other institutions. This is my 2nd career. I'm not a slacker but I'm where I wanted to be all along! Category code – 8
67. Attained. Category code – 8
68. Keep working. Category code – 8
69. Teach. Category code – 9
70. I have achieved my ultimate career goal. Category code – 8
71. I'm blessed to say that I am doing it. Category code – 8
72. I'm there. Category code – 8
73. I am not certain. Category code – 2
74. To continue in my present position. Category code – 6
75. To provide quality nursing education for the community. Category code – 8

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***Verbatim Comments By Current Employment Group***  
*(Category codes can be located on page 38.)*

Faculty

- 76. To continue to grow professionally here at O.C.C. Category code – 4
- 77. Continue doing the best job that I can do; I must keep abreast of my field.  
Category code – 3
- 78. To retire. Category code – 7
- 79. I'm living it! Category code – 8

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**Results Continued**

***Verbatim Comments By Current Employment Group***  
*(Category codes can be located on page 38.)*

Operating Engineers

1. To retire Category code – 7
2. Traveling. Category code – 4
3. I have reached it. Category code – 8
4. To retire as soon as possible...sooner than the 6.5 years listed above if there was a change in the formula, buy out etc. Category code – 7

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***Verbatim Comments By Current Employment Group***  
*(Category codes can be located on page 38.)*

Maintenance

1. Make a difference by using my experience for grounds supervision. Category code – 4
2. Being what I am. Category code – 8
3. To retire. Category code – 7
4. To retire and live comfortable. Category code – 7
5. I just want to get paid and be happy. Thank you. Category code – 8
6. Retire and live well. Category code – 7
7. None. Category code – 4
8. None. Category code – 4
9. What I'm doing now. Category code – 8
10. To advance within the department. Category code – 4
11. I haven't made up my mind. Category code – 4
12. Doing my best at OCC. Category code – 3

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**Results Continued**

***Verbatim Comments By Current Employment Group***  
*(Category codes can be located on page 38.)*

Classified

1. To live long enough to retire. Category code – 7
2. To do the best of my ability in all work related areas. Also to help students be successful. Category code – 3
3. Not applicable. Category code – 5
4. forensic scientist. Category code – 4
5. Retirement. Category code – 7
6. I like my job and its challenges and hope to stay in my position until the day comes that I actually can afford to retire. Category code – 7
7. Not sure, I'm very happy at present. Category code 2, 8
8. To retire happily. Category code – 7
9. Library Technician II. Category code – 4
10. To my job to the best of my ability and still keep my sanity and be happy. Category code – 3, 8
11. To become as efficient as possible in my field. Category code – 4
12. To become an instructor. Category code – 9
13. Right where I am at. Category code – 8
14. I would like to become a counselor. Category code - 4
15. President of The United States. Category code – 4
16. To continue to work in the current position and assist in making the processes better for the individuals that we serve. Category code – 1
17. To obtain an MFA and teach art. Category code – 9

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**Results Continued**

***Verbatim Comments By Current Employment Group***  
*(Category codes can be located on page 38.)*

Classified

18. To complete 30 service years at OCC. Category code – 4
19. To live long enough to retire. Category code – 7
20. Retirement. Category code – 7
21. Library. Category code – 4
22. To work 3 or 4 more years and retire. Category code – 7
23. Enjoy retirement. Category code – 7
24. Enjoy the working and do good job. Category Code – 8
25. To finish out in the position I am holding or a possible lateral move. Category code – 6
26. Entrepreneurial. Category code – 4
27. To keep working where I am right now. Category code – 8
28. Continue to service the best darn department ever. Category code – 3
29. As much as I can. Category code – 4
30. To retire from OCC. Category code – 7
31. Not applicable. Category code - 5
32. Retirement. Not sure exactly when. Above a year is an estimate. Category code – 2, 7
33. Counselor. Category code – 4
34. Unsure at the moment. Category code – 2
35. I'm in the department & position I want to be. Category code – 6
36. None of your business. Category code – 4
37. Retirement. Category code – 7



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**Results Continued**

***Verbatim Comments By Current Employment Group***  
*(Category codes can be located on page 38.)*

Classified

38. To see a successful program. Category code – 4
39. To be fulfilled and make a difference. Category code – 4
40. Don't know. Category code – 2
41. To write a book. Category code – 4
42. Doing what I love at OCC. Working in the social science department.  
Category code – 4
43. To make it through another 12 years. Category code – 4
44. Not applicable. Category code – 5
45. I do not plan to ever have an ultimate goal. I plan to continue to grow and change  
my life work as life unfolds. Category code – 4
46. Unknown. Category code – 4

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**Results Continued**

***Verbatim Comments By Current Employment Group***  
*(Category codes can be located on page 38.)*

Public Safety

1. To become sergeant or higher. Category code – 4
2. To do volunteer work for Gleaners or Capuchins. Category code – 4
3. Obtain my doctorate degree and become chief of police at a college or university.  
Category code – 4
4. To retire. Category code – 7

# THE A-MOVERS

(Employees Who Prefer To Move To Another Position Within Their  
Employment Group)

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**Results Continued**

**Figure 17: Employee Mobility – The A-Movers**

		Current Employment Group						
		Administration/ Management Staff	Faculty	Operating Engineers	Maintenance	Classified	Public Safety	Total
<b>Employment Group of Interest</b>	Administration/Management Staff	69	0	0	0	0	0	69
								48%
	Faculty	0	13	0	0	0	0	13
								9%
	Operating Engineers	0	0	3	0	0	0	3
								2%
	Maintenance	0	0	0	10	0	0	10
								7%
Classified	0	0	0	0	48	0	48	
							34%	
Public Safety	0	0	0	0	0	0	0	
							0%	
<b>Total</b>		69	13	3	10	48	0	143
		48%	9%	2%	7%	34%	0%	

❖ Of those who responded:

- 90% have provided at most 23 years of service to OCC.
- 72% have provided within 15 years of service to OCC.
- 60% are planning to pursue an additional degree or certificate.
  - The most desired degree sought is a master's degree (38%).
- And, 89% identified themselves as permanent full-time staff members.
- There are no public safety respondents who want to move to another position within public safety.

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**Results Continued**

**Figure 18: Retirement Plan - The A-Movers**

	Less than 1 year to 7 years	8 years to 15 years	16 years to 23 years	24 years to 31 years	32 years to 40 years
Administration/Management Staff	15%	67%	79%	98%	100%
Faculty	38%	63%	88%	100%	
Operating Engineers	0%	33%	33%	33%	100%
Maintenance	0%	30%	50%	90%	100%
Classified	33%	73%	89%	100%	
Public Safety	0%	0%	0%	0%	0%
<b>Total</b>	<b>22%</b>	<b>65%</b>	<b>80%</b>	<b>97%</b>	<b>100%</b>

- ❖ 85% of the respondents indicated that they plan to retire from OCC.
- ❖ 80% of the A-Movers will retire within the next 23 years.
- ❖ Nearly three in four (73%) classified staff intends to retire within the next 15 years.

In summary, the retirement outlook for the A-Movers may not be as aggressive as the Stayers. Retirement for the A-Movers may not become a factor until eight years from now. This result could be a benefit to each employment group regarding staffing needs. As the Stayers actively retire there could potentially be a group of advancing A-Movers to fill some of the positions vacated by the Stayers.

# THE A-MOVERS

## Open-Ended Comments

*What, if any, are the potential barriers that may prevent you from obtaining another position at OCC?*

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**Results Continued**

**Figure 19: Barriers Comment Categories – The A-Movers**

Comment Category	Comment Code Number
Degree	1
Don't Know	2
Education	3
Miscellaneous	4
No	5
None	6
People	7
Politics	8
Position	9
Seniority	10

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**Results Continued**

**Figure 20: Top Three Barrier Comment Categories – The A-Movers**

	<i>Current Employment Group</i>				
	Administrative/ Management Staff	Faculty	Operating Engineers	Maintenance	Classified
Degree					
Education					
Miscellaneous					
No					
None					
People					
Positions					
Seniority					

- ❖ The Classified staff was the only employment group to provide commentary regarding seniority.
- ❖ Likewise, Maintenance was the only employment group to provide commentary regarding education.



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**Results Continued**

***Verbatim Comments By Current Employment Group***  
*(Category codes can be located on page 59.)*

Administrative/Management Staff

1. Diversity. Category code – 4
2. Political opinion. When positions are opened at OCC the powers that be already have them filled in their mind. Job descriptions are written to specification for specific people. Category code – 7
3. OCC culture. Category code – 4
4. Racial. Category code – 4
5. Can't think of any barriers now. Category code – 2
6. Depends on what's required. Category code – 4
7. More highly qualified applicants. Category code – 4
8. Lack of PhD. Category code – 1
9. The women in HR who don't know how academic degrees are named. They exclude people because the name of their degree does not match exactly what was posted, even though the degrees are identical. Category code – 1, 2, 5, 7
10. No turnover. Category code – 5
11. The current people in the job, and the fact that they will probably be there until they retire. You have to wait for someone to retire or die before you can obtain another position. Even in your current job, doing a good job does not earn you a promotion to either a new job title or higher pay level. Category code – 5, 9
12. Degree requirements. Category code – 1

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**Results Continued**

***Verbatim Comments By Current Employment Group***  
*(Category codes can be located on page 59.)*

Administrative/Management Staff

13. I am a member of the "exempt" work group, as I work in HR. Because I am outside of the various unions at the college, I must compete with external applicants for all open positions. Shouldn't there be some preference given to those who are currently employed by the College before we consider an external applicant. Category code – 9
14. Political leadership. Category code – 8
15. I do not have my master's degree. Category code – 1, 5
16. At this time, I enjoy my current position. However in the future I can not rule out moving up the ladder. I would like to obtain a master's degree before doing so. Category code – 5
17. None. Category code – 6
18. Age. Category code – 4
19. Diversity. Category code – 4
20. Personal goals, lack of skills required of the position. Category code - 5, 9
21. Not part of the right group. Category code – 4
22. Someone else with more seniority applying for the same position. Category code – 9, 10
23. The director. Category code – 4
24. I don't perceive any barriers. Category code – 5
25. Master's degree or lack of potential position. Category code – 1, 9
26. Racial discrimination, lack of job openings in the Exempt-Management Staff field, and company politics. Category code – 5, 8
27. Politics. Category code – 8
28. Few openings. Category code – 9

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**Results Continued**

***Verbatim Comments By Current Employment Group***  
*(Category codes can be located on page 59.)*

Administrative/Management Staff

29. Part of exempt group. Category code – 4
30. Advanced degree required for some teaching positions. Category code – 1
31. Feeling invisible as a recruiter and an administration that appears to be more concerned about helping and positioning themselves than helping others (managers) below then to grow. Category code – 4
32. Higher educational degree than my current one. Category code – 9
33. No. Category code – 6
34. OCC tends to hire from outside instead of inside. Category code – 4
35. The employees currently in those positions are young, so they won't be retiring anytime soon. Additionally, there is no process in place for promotion, advancement, or reward based on performance measures. This is very frustrating. Category code – 5
36. HR interpreting what my degree means and HR interpreting what my experiences are. The person that checks minimum qualifications does not know what the different degrees and experiences are and she just assumes she knows everything. Category code – 1, 2
37. Lack of opportunity to present ideas that would enhance current programming and expand and develop new programming. Category code – 5
38. Full-time teaching requirement. Category code – 4
39. None. Category code – 6
40. Lack of understanding of my abilities; pre-determined college succession plans. Category code – 5
41. The minimum qualifications appear to change frequently. Category code – 4
42. Not sure. Category code – 2
43. Bargaining member's seniority. Category code – 10

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**Results Continued**

***Verbatim Comments By Current Employment Group***  
*(Category codes can be located on page 59.)*

Administrative/Management Staff

44. In regard to the question below, I have just completed my 3rd master's degree.  
Category code – 1
45. A degree. Category code – 1
46. Politics. Category code – 8
47. Exempt individuals do not receive any sort of preferential treatment. If an Admin/Mgmt job is not filled within the union, it would be nice if others within OCC were able to apply/interview prior to the position being posted externally. The same applies for an exempt position, OCC employees should have first bidding rights on a position, but that is not true. We do not want to promote from within, we do not want to train. It is frustrating, extremely frustrating.  
Category code – 5, 9
48. I have a master's degree in higher education administration and a career in higher education and because of the requirements here I am ineligible for positions I've held at other community colleges and universities.  
Category code – 3, 9
49. Positions do not currently exist within organization. Category code – 9
50. Specific degrees related to positions. Category code – 1, 9
51. Education; politics. Category code – 3, 8
52. None. Category code – 6
53. Unable to teach, I don't have a MBA. Category code – 1, 5
54. Requirements of position. Category code – 9
55. Internal politics. Category code – 8
56. None that I am aware of. Category code – 6
57. Inappropriate hiring practice. Category code – 4
58. Server experience/knowledge. Category code – 4
59. Education. Category code – 3

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**Results Continued**

***Verbatim Comments By Current Employment Group***  
*(Category codes can be located on page 59.)*

Administrative/Management Staff

60. This remains to be seen. Category code – 4
61. Position that is mentioned is non existent but needs to be in place.  
Category code – 9
62. Not applicable. Category code – 4
63. Board of Trustees decides to fill the position from outside the institution.  
Category code – 9
64. There are two primary barriers to promotion: 1. there is no organized plan for employees to move-up or gain experience in order to move up; 2. District Office executive management does no follow the posting guidelines for Teamsters but rather fills positions outside the contract. Category code – 5, 9
65. Position is not vacant; has not been created, or not likely to be as fulfilling as my present position. Category code – 9
66. There aren't that many positions that become available. Category code – 9
67. No. Category code – 6

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**Results Continued**

***Verbatim Comments By Current Employment Group***  
*(Category codes can be located on page 59.)*

Faculty

1. People (faculty - non-instructional) have not taught full-time; that creates a barrier. They might have taught part-time. Category code – 7
2. Only the obvious ... waiting for a vacancy. Category code – 9
3. Not applicable. Category code – 4
4. Lack of a Ph.D. Category code – 1
5. Move on. Category code – 4
6. Nothing that I can think of. Category code – 6
7. Not sure. Category code – 2

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**Results Continued**

***Verbatim Comments By Current Employment Group***  
*(Category codes can be located on page 59.)*

Operating Engineers

1. Not having a degree. Category code – 1, 5
2. Not applicable. Category code – 4
3. None. Category code – 6

Maintenance

1. None. Category code – 6
2. Seniority and education. Category code – 3, 10
3. Job openings. Category code – 9
4. I'm not sure. Category code – 2
5. Limited education. Category code – 3
6. Training. Category code – 4
7. None. Category code – 6
8. None. Category code – 6
9. OCC is inbred. Category code – 4
10. No openings. Category code – 5

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**Results Continued**

***Verbatim Comments By Current Employment Group***  
*(Category codes can be located on page 59.)*

Classified

1. Location. Category code – 4
2. No potential barriers from bidding on another job if I decide to. Category code– 6
3. Not many available. Category code – 9
4. A degree. Category code – 1
5. My degree doesn't match some of the required minimum qualifications.  
Category code – 1, 5
6. Obtaining a degree. Category code – 1
7. Position availability. Category code – 9
8. Degree qualifications. Category code – 1
9. The position level or the work shift or the campus location. Category code – 9
10. I need to finish my degree. Obviously, positions not being open.
11. Need CIS degree for so many things, even though a BIS, etc. should be sufficient  
(otherwise, why have the degree at all). Category code – 1
12. Staff with more seniority. Category code – 10
13. Education requirements. Category code – 3
14. Rejected twice for an upgrade to my current position. Category code – 9
15. Open position. Category code – 9
16. Employees with longer tenure. Category code – 4
17. Employee contract. Category code – 4



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**Results Continued**

***Verbatim Comments By Current Employment Group***  
*(Category codes can be located on page 59.)*

Classified

18. Other people having more seniority. Category code – 7, 10
19. Cannot find an explanation from any level: Category code – 5
20. 1.Seniority 2. Fear of accepting the position because of supervisor. Category code – 9, 10
21. Ultimate goal is to obtain a faculty position in business area. Obtaining additional degree is being worked on. Category code – 1
22. Education. Category code – 3
23. Degree requirements vs. experience. Category code – 1
24. The fact that you don't allow employees to move to another position if they don't hold a degree in the appropriate discipline. Even if you have completed classes towards the degree required. Most have already obtained a degree and taken classes for personal and professional growth. Category code – 1, 5, 9
25. Few openings, rigid and changing requirements for experience in that field and/or another degree. Category code – 1
26. Campus location and classes or degree. Category code – 1
27. Inside politics. Category code – 8
28. Low seniority. Category code – 10
29. I love the people I work with currently. Category code – 7
30. How HR picks applicants. Category code – 7
31. Degree. Category code – 1
32. Lack of college degree. Category code – 1
33. Seniority. Category code – 10
34. Low seniority. Category code – 10
35. Seniority. Category code – 10

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**Results Continued**

***Verbatim Comments By Current Employment Group***  
*(Category codes can be located on page 59.)*

Classified

36. Degree. Category code – 1
37. These positions are currently filled. Category code – 9
38. Perhaps with more education Q4 may be Administrative/Management Staff.  
Category code – 3
39. None. Category code – 6
40. Seniority. Category code – 10
41. None. Category code – 6
42. Not applicable – Category code – 4
43. That the BS degree that I hold is not enough qualification to apply for any  
classified position at OCC. Category code – 5
44. I am graduating in December 2007, and do not have a degree in accounting as of  
now. Category code – 5
45. Seniority. Another employee who has already grieved my second attempt but  
not my first. Category code – 10
46. Need to get a masters degree in Instructional Technology. Category code – 1
47. Seniority. Category code – 10
48. Education. Category code – 3

# THE A-MOVERS

## Open-Ended Comments

**What is your ultimate career goal?**

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**Results Continued**

**Figure 21: Ultimate Goals Comment Categories – The A-Movers**

Comment Category		Comment Code Number
Administrator		1
College		2
Education		3
Excellent		4
Introspective		5
Miscellaneous		6
Position		7
Retirement		8
Satisfied		9
Teaching		10
Work		11

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**Results Continued**

**Figure 22: Top Three Ultimate Goals Comment Categories – The A-Movers**

	<i>Current Employment Group</i>				
	Administrative/ Management Staff	Faculty	Operating Engineers	Maintenance	Classified
Administrator					
College					
Excellent					
Introspective					
Miscellaneous					
Retirement					
Teaching					

- ❖ Mainly miscellaneous commentary from a majority of the employment groups.
- ❖ Administrator commentary was prevalent for the Administrative/management staff, Faculty, and Maintenance employment groups.

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**Results Continued**

***Verbatim Comments By Current Employment Group***  
*(Category codes can be located on page 72.)*

**Administrative/Management Staff**

1. Dean. Category code – 1
2. Survive until retirement. Category code – 8
3. Chief Information Officer. Category code – 1
4. Retire. Category code – 8
5. To finish my working life with OCC. Category code – 2
6. To be of service. Category code – 5
7. Manager/director. Category code – 1
8. Vice Chancellor or President. Category code – 1
9. To work with developmental education students. Category code – 11
10. I'm comfortable at my current position. Category code – 7
11. To be an officer of a company. Category code – 1
12. To retire ASAP. Category code – 8
13. To facilitate lifelong learning and make a difference here at OCC or in SE Michigan. To continue advancing my skills and leadership abilities and work in higher education. Perhaps campus president someday. Category code – 3, 11
14. Position with legitimate purpose, balance and honest work. Suited to my abilities, interests and true needs of others. Good pay and benefits, stability/security. Category code – 7, 11
15. To always enjoy what I do. Category code – 5
16. To ultimately be the program director of the respiratory therapy program or consider other opportunities that may present themselves. Category code – 1

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**Results Continued**

***Verbatim Comments By Current Employment Group  
(Category codes can be located on page 72.)***

**Administrative/Management Staff**

17. Vice Chancellor. Category code – 1
18. Be highly functioning in whatever college position I am in. Category code – 2, 7
19. HR Specialist. Category code – 6
20. To achieve personal success while offering my skills to help others achieve their personal/career goals. Category code – 5
21. Have it now. Category code – 9
22. To become a director within my group. Category code – 1
23. To support the college in its efforts to provide an affordable education to its students. Category code – 3
24. Vice Chancellor position. Category code – 1
25. Director of Financial Aid. Category code – 1
26. Executive-level management in the educational field. Category code – 1
27. To say I actually achieved something to make Oakland Community College and our society a better place when I retire. Category code – 2
28. To retire then possibly consult. Category code – 8
29. Not applicable. Category code – 6
30. retirement with health benefits
31. I don't really have an ultimate career goal; however, if I stayed in higher education for the next 5 to 10 years, I would be interested in becoming a Dean. Category code – 1
32. I would like to become a dean or chancellor or vice chancellor. Category code – 1

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**Results Continued**

***Verbatim Comments By Current Employment Group***  
*(Category codes can be located on page 72.)*

**Administrative/Management Staff**

33. Academic counselor or if created Associate Director with Financial Aid. Category code – 1
34. This is my second career. I would like to continue here for as long as I am able to contribute to the success of the college and be appreciated for that contribution. Category code – 2
35. To be in a position that is rewarded (at least somewhat) based on performance measures, or at least where employees are held accountable for their work. I would like to do something that has more impact on people, but that may wait until I "retire" from my current career. Category code – 11
36. Dean or VP of student services. Category code – 1
37. Help create systemic change that improves OCC programs and helps improves K-12 programs. Create a joint system between OCC, K-12 and four year colleges that design and implement student and employee leadership programs that provides services to local, national and global emergency issues when then arise. (Call it something like HUMAN WAY). Category code – 2
38. To become the president of a campus. Category code – 1
39. Campus president. Category code – 1
40. Campus president or college president. Category code – 1
41. A management, administration or faculty position that allows maximum use of my skills, education, and work experience. Category code – 3
42. To spend time in Lake George and travel. Category code – 6
43. Retire at or near 60 years after a successful career. Category code – 8
44. I would like to stay in the marketing field. Category code – 6
45. My ultimate career goal is to prepare for the future and be able to educate my son and live an exciting, post retirement life. Category code – 4
46. Top dog. Category code – 1



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**Results Continued**

***Verbatim Comments By Current Employment Group***  
*(Category codes can be located on page 72.)*

Administrative/Management Staff

47. I would like to become a dean ultimately, once I complete my master's degree and accomplish the requisite teaching time to apply for this level of position. Category code – 1
48. At OCC, to obtain employment as an administrator or as a full-time counselor. Category code – 1
49. Vice Chancellor of Curriculum Development. Category code – 1
50. I would like to have a faculty teaching position or a higher level position in Financial Services. Category code – 7
51. To direct a program similar to TRIO programs, that impact access to college for more students. Category code – 1
52. Consultant. Category code – 6
53. Retire from OCC in a director or manager position. Category code – 1
54. Doing a great job and enjoying it. Category code – 4
55. CIO. Category code – 6
56. Full-time faculty or upper-level management. Category code – 1
57. Administration. Category code – 1
58. Not to become stagnant; improve and better the organization. Category code – 5
59. Do the best job I can with the position I hold during that time. Category code – 4
60. Community College Chancellor/CEO. Category code – 1
61. To see that all the Children's Centers of OCC offer a quality service to students, staff and community with emphasis on early learning education. Category code-2
62. Consider senior level leadership position. Category code – 1
63. C-level position. Category code – 7
64. To become a dean of Students or Dean of Student Affairs. Category code – 1

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**Results Continued**

***Verbatim Comments By Current Employment Group***  
*(Category codes can be located on page 72.)*

Administrative/Management Staff

65. Judgeship. Category code – 6
66. Earning my 2nd Associate Degree in Business and obtaining a position where I can be at my full potential. Category code – 7
67. Chancellor. Category code – 1

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**Results Continued**

***Verbatim Comments By Current Employment Group***  
*(Category codes can be located on page 72.)*

Faculty

1. To continue imparting knowledge to new and prospective students.  
Category code – 5
2. Possibly administration at another institution. Category code – 1
3. To follow career path in area of Dental Hygiene Program Coordination.  
Category code – 1
4. To assist in OCC becoming a successful institution. Category code – 2
5. Administration. Category code – 1
6. To be the best educator I can be. Category code – 4
7. Continue teaching and writing; publish for the trade publishing market; find time for my visual art; raise issues re: Reading and English nationally.  
Category code - 10
8. Teach and teach. Category code – 10
9. I would love to train teachers one day. Category code – 3
10. Position posting. Category code – 7

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**Results Continued**

***Verbatim Comments By Current Employment Group***  
*(Category codes can be located on page 72.)*

Operating Engineers

1. To make a 6 figure salary and retire to a relaxing island in the Caribbean.  
Category code – 6
2. Survive. Category code – 5

Maintenance

1. Carpenter. Category code – 6
2. Obtain a degree and have a job I thoroughly enjoy. Category code – 6
3. To save and be able to retire. Category code – 8
4. Not sure. Category code – 6
5. Maintenance. Category code – 6
6. Really enjoy my position now, but would like to obtain a leadership position.  
Category code – 7
7. Superintendent. Category code – 1
8. To get out of life alive. Category code – 5
9. Retire alive. Category code – 8

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**Results Continued**

***Verbatim Comments By Current Employment Group***  
*(Category codes can be located on page 72.)*

Classified

1. I am satisfied with my career goal met. Category code – 9
2. Stay with the college and retire. Category code – 8
3. To make a contribution to OCC and the students during the course of my employment. To earn a fair wage and benefits and enjoy coming to work. Category code – 11
4. To be able to do the best job I can in any position. Category code – 4
5. To continue to work in an environment which allows me to feel like I'm accomplishing something. Category code - 11
6. I'm content where I am. Category code – 9
7. More personal goals than career. Category code – 5
8. To once again be able to teach. Category code – 10
9. To obtain my Master's Degree in Business Administration and go into management here at OCC. Category code – 1
10. Possibly photography or maybe teaching. I am not sure. Category code – 10
11. Accomplished artist. Category code – 6
12. To advance myself to the top levels of education. Category code – 3
13. Faculty. Category code – 10
14. Already reached it. I have my bachelor's degree. Category code – 9
15. To enjoy my work environment. Category code – 11
16. I am in the twilight of my career. Category code – 6

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**Results Continued**

***Verbatim Comments By Current Employment Group***  
*(Category codes can be located on page 72.)*

Classified

17. To obtain my bachelor's and possibly my master's and to work in a position where I would be able to utilize my education. Category code – 3
18. Instructor. Category code – 10
19. Administrative Specialist. Category code – 6
20. Faculty member teaching business courses. Category code – 10
21. Supervisor. Category code – 1
22. Develop skills to assist students. Category code – 6
23. To obtain a position(s) that will allow me to grow and develop professionally within the college. Category code – 7
24. I loved being a secretary here, but increasingly instructors do what secretaries did and also it is no longer challenging or consistently busy. Category code – 6
25. Self employment. Category code – 6
26. To retire. Category code – 8
27. Undecided at this time. Category code – 6
28. Interior design. Category code – 6
29. To get a degree in the Culinary Arts Program. Category code – 6
30. To make enough money to retire on. Category code – 8
31. Just to be good at what I do. Category code – 5
32. Be a better person to serve students. Category code – 5
33. To return to school and take the necessary requirements to become a faculty in the ASC or English faculty. Category code – 10

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**Results Continued**

***Verbatim Comments By Current Employment Group***  
*(Category codes can be located on page 72.)*

Classified

34. Retire from OCC. Category code – 8
35. To obtain a position with Student Life. Category code – 7
36. Retirement. Category code – 8
37. Assistant to a Campus President, Career Lab Counselor or Cooperative Education Coordinator. Category code – 1
38. To advance to an administrative position. Category code – 1
39. Self employment. Category code – 6
40. I live my life day by day concentrating more on my family for this time. I'm satisfied with my career for the moment. Category code – 9
41. Business. Category code – 6
42. To retire from OCC. Category code – 8
43. I would like to acquire a high position in the Financial Services department. Category code – 7
44. At this point, to survive the games that people play. I currently sit in a position which I enjoy and wish it were classified as it once was at Level IV. If that were the case, I would be happy until retirement occurs. Otherwise I will attempt to further my progress in another position. Category code – 5
45. To just keep improving upon what I am doing for the college now. For the moment. Category code – 2
46. Uncertain at this writing. Category code – 6
47. Human Resources. Category code – 6

# THE B-MOVERS

(Employees Who Prefer To Move To Another Employment Group And  
Position)



**Oakland Community College  
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**Results Continued**

**Figure 23: Employee Mobility – The B-Movers**

		Current Employment Group						
		Administration/ Management Staff	Faculty	Operating Engineers	Maintenance	Classified	Public Safety	Total
<b>Employment Group of Interest</b>	Administration/Management Staff	0	6	0	1	21	0	28
								39%
	Faculty	13	0	1	3	14	2	33
								46%
	Operating Engineers	0	0	0	6	0	0	6
								8%
	Maintenance	0	0	0	0	0	0	0
								0%
	Classified	2	0	0	2	0	1	5
							7%	
Public Safety	0	0	0	0	0	0	0	
								0%
<b>Total</b>		15	6	1	12	35	3	72
		21%	8%	1%	17%	49%	4%	

❖ Of those who responded:

- 65% have provided at most 15 years of service to OCC.
- 77% intend to pursue an additional degree or certificate.
  - The popular degree to pursue is a master's degree (54%).
- 88% identified themselves as permanent full-time staff members.

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**Results Continued**

**Figure 24: Retirement Plan – The B-Movers**

	Less than 1 year to 7 years	8 years to 15 years	16 years to 23 years	24 years to 31 years	32 years to 40 years
Administration/Management Staff	18%	91%	100%		
Faculty	20%	60%	60%	100%	
Operating Engineers	0%	0%	100%		
Maintenance	27%	64%	91%	100%	
Classified	12%	54%	85%	96%	100%
Public Safety	0%	100%			
<b>Total</b>	<b>16%</b>	<b>64%</b>	<b>87%</b>	<b>98%</b>	<b>100%</b>

❖ Of those who responded:

- 79% plan to retire from OCC.
- 91% of the administration/management staff will retire within the next 15 years.

In summary, retire for the B-Movers does not appear to become active until about eight years from now. At that point, at least half of the employees in all of the employee groups except operating engineers will begin to retire. And, within 23 years nearly 90% of all of the B-Movers will be retired.

# THE B-MOVERS

## Open-Ended Comments

*What, if any, are the potential barriers that may prevent you from obtaining another position at OCC?*

**Oakland Community College  
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Fall 2007**

**Results Continued**

**Figure 25: Barriers Comment Categories – The B-Movers**

Comment Category		Comment Code Number
Applicants		1
Degree		2
Education		3
Experience		4
Hiring Practices		5
Job		6
Labor Practices		7
Miscellaneous		8
No		9
None		10
Position		11
Seniority		12

**Oakland Community College  
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**Results Continued**

**Figure 26: Top Three Barrier Comment Categories – The B-Movers**

	<i>Current Employment Group</i>					
	Administrative/ Management Staff	Faculty	Operating Engineers	Maintenance	Classified	Public Safety
Degree						
Experience						
Hiring Practices						
Job						
No						
None						
Position						

- ❖ A majority of the employment groups provided significant commentary within the degree category.
- ❖ Compared to the Stayers and the A-Movers, the B-movers were more likely to express concern about potential barriers to obtaining another position. This is evidenced by only two employee groups (Faculty and Public Safety) registering "none" with respect to the top three barriers to obtaining another position.

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**Results Continued**

***Verbatim Comments By Current Employment Group***  
*(Category codes can be located on page 88.)*

Administrative/Management Staff

1. Not belonging to the faculty union and not having any teaching experience. Category code – 9
2. I am outside of the Classified Union and therefore, cannot apply for Classified positions. The positions rarely, if ever, become available to outsiders. It has been five years since I obtained a degree in CIS and I am frustrated by the fact that I cannot apply for a new position. Category code – 2, 9, 11
3. HR, seniority. Category code - 12
4. None. Category code – 10
5. A blind eye to what my job really entails and what it requires. Category code – 6
6. Even though I meet all qualifications and apply, I am never contacted by the college for interviews. Category code – 9
7. Position availability. Category code – 11
8. Favoritism. Category code – 5
9. I would not be a "diverse" candidate in the traditional sense. Plus it is difficult to move from management to faculty. Category code – 5
10. Personally, I have good qualifications and work history and am not aware of any barriers. In the past I applied twice for Director of Enrollment Services positions and did not get them (had to fight to get an interview for one) and applied once for a Counseling faculty position and did not get an interview. Category code – 9, 11
11. I need to acquire my master's degree...currently I only hold a Bachelor's of Science in Business. Category code – 2
12. None. Category code – 10
13. Experience. Category code – 4
14. I really enjoy my current position. Category code – 11
15. Education and opportunity. Category code – 3

Oakland Community College  
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**Results Continued**

***Verbatim Comments By Current Employment Group***  
*(Category codes can be located on page 88.)*

Faculty

1. Time in; years of experience. Category code – 4
2. None. Category code – 10
3. None. Category code - 10
4. Benefits. Category code – 8
5. Open position - willingness and interest of the college to move from within  
Category code – 11

Operating Engineers

1. Lack of advanced degree. Category code – 2, 9

Oakland Community College  
Succession Plan Survey  
Fall 2007

**Results Continued**

***Verbatim Comments By Current Employment Group***  
*(Category codes can be located on page 88.)*

Maintenance

1. Lack of interest from management wanting to hire from within.  
Category code – 9
2. Outside hiring practices. Category code – 5
3. None known. Category code – 10
4. Unsure. Category code – 8
5. Um...none that I can think of right now. Oh, I have not finished my degree yet.  
Category code – 2
6. I don't think that there will be any barriers that would prevent me from obtaining another position at OCC as long as I meet all the requirements of the position I am applying for in the counseling department. Category code – 9
7. College degree. Category code – 2
8. Position availability and seniority. Category code – 12
9. None. Category code – 10
10. Director of maintenance will not promote form within. Category code – 5
11. The college doesn't encourage building and grounds staff to be any thing more than building and grounds staff. Category code – 9
12. Education. Category code – 3



Oakland Community College  
Succession Plan Survey  
Fall 2007

**Results Continued**

***Verbatim Comments By Current Employment Group***  
*(Category codes can be located on page 88.)*

Classified

1. Completed advanced degree. Category code – 2
2. Classified are no longer allowed to teach part-time so it will be much harder to get the required experience. Category code – 4
3. The college does not promote from within from one bargaining group to another. The college would rather bring in people who have little or no knowledge of the college, its culture, and its systems. While the college willingly pays for staff members to get higher education at other institutions the staff members are then required to apply as an outside applicant rather than being considered before outside applicants. Category code – 1, 9
4. OCC does not believe in promoting from within; they would rather hire from outside. I have the qualifications and experience and they know my work record. I would have to cross over to another union. Category code – 4
5. The union contract. Category code – 7
6. OCC does not promote from within. Category code - 5
7. Ranking glass ceiling--OCC doesn't work with classified personnel to help establish teaching time to obtain higher positions within the college. We are forced to look elsewhere. Category code – 11
8. The current schedule of my job makes it difficult to take classes required for the degree that those jobs require. During peak times, I must be at work early and stay late. Although I can not complain because of mandatory over time, the classes I would like to take are not usually online classes, and this would result in missing many scheduled classes. Category code – 2, 6, 9
9. Job security. Category code – 6
10. None. Category code – 10

Oakland Community College  
Succession Plan Survey  
Fall 2007

**Results Continued**

***Verbatim Comments By Current Employment Group***  
*(Category codes can be located on page 88.)*

Classified

11. The simple fact that I am now a Classified employee and individuals that are do not want to see me advance to another position. Category code – 11
12. Master's degree required. I will be finished in August 2008 from CMU. Category code – 2
13. Position not available. Category code – 11
14. Because of union, there is the seniority. It does not matter if you are qualified or not. Category code – 12
15. I don't have my master's degree yet, and I do really love what I am doing right now. Category code – 2, 9
16. Health, degree. Category code – 2
17. Degree needed. Category code – 2
18. Level of education. Category code – 3
19. No position available. Category code – 9, 11
20. Working on my degree. Category code – 2
21. Required tenure in current position. Category code – 11
22. I am close to finishing my master's degree, which will help advancement. However, there are several departments that change requirements and I may not be qualified for that position now, as the supervisor now demands a Bachelor's in Finance (not Business or an MBA). Nepotism is/has been an issue here for some time. Hiring friends/family over more qualified candidates. Category code – 2, 11, 9
23. Hiring practices. Category code – 5
24. No vacancy. Category code – 9
25. Too many applicants---More seniority. Category code – 1, 12

Oakland Community College  
Succession Plan Survey  
Fall 2007

**Results Continued**

***Verbatim Comments By Current Employment Group***  
*(Category codes can be located on page 88.)*

Classified

26. None. Awaiting opportunities to manifest. Category code - 10
27. I need to work on obtaining the qualifications for the position. I have a bachelor's degree and would like to continue education to become qualified for management position and to teach too. Category code - 3
28. Dictation and a typing speed of 60 words a minute. Accounting degree. Category code - 2
29. Not the same bargaining unit. Category code - 7
30. None. Category code - 10
31. In order to apply for positions that are not Classified, I must apply as an outside applicant. It appears that once an individual is in the Classified Employee group, that individual is labeled to only qualify for classified positions, even though; one possesses the qualifications for other groups. Category code - 1, 11
32. Moving from one union group to another. Classified v/s Management. Category code - 7
33. Without "connection". Category code - 5
34. OCC's reluctance to hire people from one employee group into another. Category code - 5
35. Not having a master's degree. Category code - 2, 9

Public Safety

1. No master's degree. Category code - 2, 9
2. Specific classes that may no longer be taught at the college or even offered elsewhere or a disregard for my degree from Wayne State University. If they kept my applications from 27 years ago they will find they already denied me this job at least 3 times because I was overqualified at that time. Category code - 6
3. Not that I know of. Category code - 10

# THE B-MOVERS

## Open-Ended Comments

What is your ultimate career goal?

Oakland Community College  
Succession Plan Survey  
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Results Continued

Figure 27: Ultimate Goals Comment Categories – The B-Movers

Comment Category	Comment Code Number
Counseling	1
Dean	2
Don't Know	3
Faculty	4
Miscellaneous	5
Position	6
Retirement	7
Students	8
Teaching	9

**Oakland Community College  
Succession Plan Survey  
Fall 2007**

**Results Continued**

**Figure 28: Top Three Ultimate Goals Comment Categories – The B-Movers**

	<i>Current Employment Group</i>					
	Administrative/ Management Staff	Faculty	Operating Engineers	Maintenance	Classified	Public Safety
Faculty						
Miscellaneous						
Position						
Retirement						
Students						
Teaching						

- ❖ Compared to the Stayers and the A-Movers, the B-movers were less likely to indicate retirement as an ultimate career goal.

**Oakland Community College  
Succession Plan Survey  
Fall 2007**

**Results Continued**

***Verbatim Comments By Current Employment Group  
(Category codes can be located on page 97.)***

**Administrative/Management Staff**

1. Get out of management and into a full time faculty position. Category code – 6
2. I obtained a CIS degree so that I could continue working at OCC but in a different area. I still have hopes that a position will become available. Category code – 6
3. To be rich, rich, rich! Category code – 5
4. My current position. Category code – 6
5. Be the best I can be in whatever position I have. Category code – 6
6. To work as a counselor since I am a licensed professional counselor in the state of Michigan. Category code – 1, 5
7. Retirement. Category code – 7
8. Teaching; library. Category code – 9
9. Faculty – ASC. Category code – 4
10. I have two master's degrees, an MSA-Business and an MS -Counseling. I would like a position in Counseling. Category code – 6
11. To teach at the collegiate level...whether it be at a community college or a four-year university. Category code – 9
12. I currently have it. Category code – 5
13. My goal is to meet the needs of students in any way I can. Category code – 8
14. To have a position where I can help others while earning a comfortable wage. Category code – 6

Oakland Community College  
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**Results Continued**

***Verbatim Comments By Current Employment Group***  
*(Category codes can be located on page 97.)*

Faculty

1. To become an educational consultant. Category code – 5
2. To do my best using the skills I have learned and maintained for the [students?] I/we serve. Category code – 8
3. Higher education curriculum. Category code – 5
4. Perhaps I'll do a PhD, but I'd like to continue to teach at OCC. Category code – 9

Operating Engineers

1. Faculty or administrative position. Category code – 4

Maintenance

1. To be a supervisor within this organization. Category code – 6
2. A long employment at OCC. Category code – 5
3. To enjoy my time left in a meaningful manner. Category code – 5
4. Unsure. Category code – 3
5. I want to illustrate books and really anything that needs illustrations. Then, later in my life, I want to become an art/illustration instructor. Category code – 5
6. My ultimate career goal is to become a community counselor. Category code – 1
7. Advance as far as I can. Category code – 5
8. Pursue my education and possibly obtain another position within OCC. Category code – 6
9. Retirement. Category code – 7
10. Maintenance supervisor. Category code – 6
11. To work part time in a juvenile correction system. Category code – 5
12. Master electrician. Category code – 5



**Oakland Community College  
Succession Plan Survey  
Fall 2007**

**Results Continued**

***Verbatim Comments By Current Employment Group***  
*(Category codes can be located on page 97.)*

**Classified**

1. Student services management in higher education. Category code – 6
2. Not sure. Category code – 3
3. To be a full-time faculty member at OCC. Category code – 4
4. Full time faculty in business. Category code – 4
5. Live long enough to be able to afford to retire. Category code – 7
6. To retire from OCC.....but then I would like to substitute teach at various schools in the US (while I travel with my husband). Category code -7, 9
7. Achieve a position that will be of ultimate benefit to the students of O.C.C. that encourages them to continue on and become lifelong learners.  
Category code - 6
8. Level 4 of higher! Category code – 6
9. Career combining web design, computers, digital photography, and research.  
Category code – 5
10. Teach & Administrative (Dean, President, as far as possible). Category code – 2
11. To teach and write books. Category code – 9
12. Counselor. Category code – 1
13. I was at the peak of my career when I left my country, I was Asst. to the Dean in one of the Universities...did this, done that. Right now, I assist in updating the Dept. and...maybe wait for the good opportunity to come. Category code – 6
14. I would like to do something different and because OCC does not have that advantage, I must look elsewhere I want to learn new things, working with faculty is very difficult. Category code – 4

**Oakland Community College  
Succession Plan Survey  
Fall 2007**

**Results Continued**

***Verbatim Comments By Current Employment Group***  
*(Category codes can be located on page 97.)*

Classified

15. Would like to be a full time CRJ instructor. Category code – 4
16. Teach/write. Category code – 9
17. Educational enrichment. Category code – 5
18. Full time faculty would be nice. Category code – 4
19. Full-time faculty. Category code – 4
20. Not sure. I want to teach college-level English classes, but I might want to become a Dean/Department Chair. The sky is the limit! Category code – 2, 3
21. To be in a decision making position that will utilize both my MBA and other advanced degrees more fully. Category code – 6
22. I would enjoy to work full time in a position on campus (I enjoy being around students) such as Dir. of Enrollment Services, Business Office Manager or even Foreign Student Advisor. I believe I would be a good match with one of those positions that help the college with budgets, yet helping students at the same time. Once I do that, I would like to teach a couple business courses as an adjunct (in the evening) while working here full time during the day. I think work/life experience would help me in the classroom and on the job. Category code – 6
23. I'm achieving my goal every day by being the first person the caller gets when they call OCC. I was always taught "First impressions last a Lifetime" and if I don't reach out to every caller with the same respect that they deserve, they will go elsewhere. Category code – 5
24. Retirement. Category code – 7
25. Counseling students then adjunct counseling when I retire. Category code – 1, 8
26. Dean or Vice Chancellor. Category code – 2
27. Teach management and labor relations. Category code – 9
28. To receive a bachelor's degree in accounting. Category code – 5

Oakland Community College  
Succession Plan Survey  
Fall 2007

**Results Continued**

***Verbatim Comments By Current Employment Group***  
*(Category codes can be located on page 97.)*

Classified

29. Become management. Category code – 6
30. Teach again. Category code – 9
31. My career goal is to always be successful and on top of whatever I pursue.  
Category code – 5
32. To become a private business owner. Category code – 5
33. To be a scientist and to teach. Category code – 9
34. Feel satisfied in my work. Category code – 5
35. Work until I am 65. Category code – 5

Public Safety

1. Independent business owner. Category code – 5
2. Finding a job that utilizes computer skills. Category code – 5
3. Teaching. Category code – 9

# APPENDIX A

(Other Positions For Which You Would Apply If An  
Opportunity Became Available.)

**Oakland Community College  
Succession Plan Survey  
Fall 2007**

	<u>Other Positions</u>	<u>Frequency</u>
1	Accounting	3
2	Administration, Coordinator, Director, Dept. Chair, Manager, Superintendent, Supervisor	48
3	Administrative Assistant, Specialist, Paraprofessional	33
4	Adjunct Faculty	3
5	ASC	1
6	Associate Dean, Associate Director	2
7	Bookstore	1
8	CIS	1
9	Campus President, Chancellor, Chief Information Officer, President	8
10	Counselor	5
11	Dean	13
12	Electrical Engineer	1
13	Enrollment Services	1
14	Faculty, Instruction	28
15	Financial Aid, Financial Aid Specialists, Financial Services	4
16	Graphic Design	1
17	Grounds, Grounds Keeper	5
18	HR Specialist	1
19	Landscape Architect	1
20	Librarian	1
21	Locksmith	1
22	Miscellaneous Non-Specific Responses	39
23	Registrar	1
24	Research Analyst	1
25	Student Services	1
26	Techs: A.V., Library, Prep Liason	5
27	Telecommunication	1
28	Vice Chancellor	3
29	Web Designer	1
	<b>Total</b>	<b>214</b>

# APPENDIX B

(Other Degrees Preferred)

**Oakland Community College  
Succession Plan Survey  
Fall 2007**

	<u>Other Degree</u>	<u>Frequency</u>
1	Associate's Degree	1
2	Associate's Degree in Business	1
3	Apprenticeship for Journeyman	1
4	BA	1
5	Correction/Law Enforcement	2
6	Counseling &/or Education	1
7	Master of Business Administration	2
8	Ed.D or Ph.D	1
9	Education Specialist	1
10	English	1
11	Graduate Certificate	1
12	Graduate Certificate in Higher Education	1
13	Graduated from Pontiac Business Institute	1
14	Ph.D (already has Master's)	1
15	History, Alternate Energy Technology	1
16	Human Services	1
17	Master's in Counseling (already has)	1
18	Master's Degree (already has)	1
19	Undecided/Currently working on this/Not sure at this time	3
20	Master's Degree	4
21	L.P.C.	1
22	LLM and Attorney's License	1
23	Management Development/Office Administration	1
24	MSBIT	1
25	Network & MCSA Certifications	1
26	Organizational Management & Industrial Psychology	1
27	Professional Studies in Education & MSA	1
28	RN	1
29	Some other certification	1
30	Specific classes	1
31	Speech Communication (either earn 18 hours or 2nd Master's)	1
32	Technical/Technology Certification(s)	2
33	Various computer certifications	1
	<b>TOTAL</b>	<b>41</b>

Oakland Community College  
Succession Plan Survey  
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**APPENDIX C**  
(Faculty Disciplines)



**Oakland Community College  
Succession Plan Survey  
Fall 2007**

	<u>Discipline</u>	<u>Frequency</u>	
1	Applied & Engineering Technology/Automotive/Robotics	3	
2	Art	2	
3	Academic Support Center	2	
4	Biology	4	
5	Business/Administration/Accounting	2	
6	Collision Auto Repair	1	
7	Chemistry	1	
8	Early Childhood Development	2	
9	Computer Information Systems	6	
10	Counseling	10	(3)
11	Culinary Arts	4	
12	Dental Hygiene	1	
13	Economics	1	
14	Emergency Medical Services	1	
15	English	11	(3)
16	English as a Second Language	3	
17	Health Professions/Mental Health/Social Work/Nursing	10	(4)
18	History	3	
19	Humanities	4	
20	Library	4	
21	Mathematics	12	(1)
22	N/A	1	
23	Physical Education and Recreation	1	
24	Physics	1	
25	Political Science	2	
26	Psychology	1	
27	Science	1	
28	Social Science	3	
29	Spanish	2	
30	Speech	4	
	<b>TOTAL</b>	<b>103</b>	

# SURVEY INSTRUMENT

**OAKLAND COMMUNITY COLLEGE  
FACULTY AND STAFF SUCCESSION PLANNING SURVEY  
FALL 2007**

Please take a few moments to complete the survey below. The primary purpose of the survey is to gather preliminary data regarding future staffing needs for the college.

**Q1** How many years of service have you provided to OCC to date? \_\_\_\_\_ years

**Q2** Is there another position(s) at OCC for which you would apply if an opportunity became available?

Yes (Go to Q3)

No (Go to Q5)

**Q3** If yes, which one(s)?

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**Q4** Which employee group best describes the position you are interested in applying for if it became available?

Administration/  
Management Staff  
 Faculty

Operating Engineer  
 Maintenance

Classified  
 Public Safety

**Q5** What, if any, are the potential barriers that may prevent you from obtaining another position at OCC?

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**Q6** Are you planning to pursue a degree or certification to prepare for advancement?

Yes (Go to Q7)

No (Go to Q8)

Please turn the page

**OAKLAND COMMUNITY COLLEGE  
FACULTY AND STAFF SUCCESSION PLANNING SURVEY  
FALL 2007**

**Q7 Please indicate which degree or certification.**

*Associate's Degree*                       *Master's Degree*                       *Other*  
 *Bachelor's Degree*                       *Doctorate's Degree*  
*Please specify which other degree*

---

**Q8 Will you be retiring from OCC?**

*Yes (Go to Q9)*                       *No (Go to Q10)*

**Q9 How soon do you plan to retire from OCC? In \_\_\_\_\_ years.**

**Q10 What is your ultimate career goal?**

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**Q11 Which of the following best describes your current employee group?**

*Administration/*                       *Operating Engineer*                       *Classified*  
 *Management Staff*                       *Maintenance*                       *Public Safety*  
 *Faculty*

**Q12 Which of the following best describes your current position?**

*Permanent Full-time*                       *Adjunct Faculty*                       *Contract*  
 *Permanent Part-time*                       *Part-time Hourly*  
 *Full-time Faculty*                       *Exempt*

**Q13 Please provide your discipline (optional).**

---

Thank you for taking the time to complete this survey. If you have any questions or comments, please contact Nancy Showers at [ncshowers@oaklandcc.edu](mailto:ncshowers@oaklandcc.edu) or ext. 2141.