

Fall 2011 Faculty/Staff Survey

Comment Summary

1. Praise: President Coon's leadership

- **Praised President Coon's leadership**, indicating he has raised the standards of communication and cooperation, brought strength and normality to our campus, has "more people than you might guess..." behind him and is encouraged to keep up the good work. (1, 5, 6, 11, 12, 13, 25)

2. Decision-making

- **Praised** the College for moving toward **data-driven decision making**. (3, 5)
- **Democratic process**: Indicated **departments need to**: address decision making/planning democratically; and **the College needs to** gather more faculty input for college planning (i.e., curriculum, budgets, long-term), and campus wide discussion about distance education/hybrid courses is needed before making decisions. (7, 16, 20, 24)
- Indicated the **College/Administration needs to do the following**:
 - **Human Resource-related decisions**: decide to resolve compensation for the Classified Staff (Equity Study), improve work assignment decisions by considering appropriate position levels, add staff to IT, and improve decisions which improve trust in the HR Department. (18, 23, 10)
 - **General Administrative and Technology-related decisions**: exercise foresight and consider consequences of decisions (including software selections), prioritize maintenance improvement (cleanliness and functionality), and decide to improve the effectiveness of individuals working with Banner (instead of trying to change software). (23, 10, 26, 27, 24)

3. SLO and Program Review

- Indicated issues to resolve/work to do in these areas. (4, 6, 8)

4. Accountability

- Hold managers accountable and improve their evaluation process; improve oversight for faculty and staff. (4, 6, 10, 16, 23, 29)

5. Instruction/Course Offering/Class Pairing/Allocation of Resources

- Mixed reactions to development and support for under prepared students (i.e., having students take ESL, English Skills or English before taking content classes) citing risk of taking away from "college-level" courses; (7, 15, 17, 20, 21)
- need more classes in certain disciplines (10, 17)
- need more allocation of resources in certain areas and for full-time teachers. (17, 19, 23)

6. Faculty

- Cited: lack of review/response to faculty's various required documents by administration, lack of discussion with faculty initiated by counselors to give accurate advice about programs, lack of representation and compensation for adjuncts. (4, 9, 28)